

# 2023

## Environment, Social and Governance (ESG) Report Jiangsu Beiren Smart Manufacturing Technology Co., Ltd



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## About the Report

This report is the 2023 Environment, Social and Governance (ESG) report issued by Jiangsu Beiren Smart Manufacturing Technology Co., Ltd (herein referred to as "Jiangsu Beiren" or "the Company"). Based on the principles of objectivity, standardization, transparency and comprehensiveness, this report discloses to all stakeholders the Company's practices and performance in the areas of economic, product, environmental and social responsibility.

## Reporting Scope

Unless otherwise specified, the scope of disclosure in this report is Jiangsu Beiren and its subsidiaries included in the consolidated financial statements.

The disclosure time range of this report is from January 1, 2023 to December 31, 2023. Information beyond the time range may be added in order to help readers better understand the contents of this report.

## Data Explanation

The data and cases in the report are from the original records or financial reports of the actual operation of Jiangsu Beiren and its subsidiaries. The financial numbers in this report are in RMB. In case of any inconsistency with the financial reports, the latter shall prevail.

## Preparation Basis

This report follows Shanghai Stock Exchange (SSE) Guideline on Self-Regulation of Listed Companies – Sustainability Report (Trial), with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards 2021).

## Report Reliability Assurance

The Board of Directors and all directors of the Company hereby guarantee that there are no false records, misleading statements, or major omissions in this report, and they assume individual and joint responsibility for the truthfulness, accuracy, and completeness of the report's contents.

## Report Release Form

This report is released to the public in Chinese and English, in both printed and digital form. Please feel free to contact us if you have any questions or suggestions about the contents of this report.

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# Message from the Chairman

2023 was the inaugural year of fully implementing the spirit of the 20th National Congress of the Communist Party of China, and also a pivotal year for the "14th Five-Year Plan," marking a critical period of overcoming challenges. Despite the multiple challenges facing the global economy, including slow growth, inflationary pressures, and trade fragmentation, Jiangsu Beiren has maintained a steady development pace, achieving continuous growth in both revenue and profit. The total operating income reached RMB 853,885,451.73 with an increase of 15.71% from last year, and net profit attributable to shareholders of parent company reached RMB 81,805,855.07 with an increase of 156.91% from last year. This achievement not only highlights the steady improvement in the Company's performance but also further strengthens our confidence in pursuing high-quality development.

In response to the global trend of sustainable development, Jiangsu Beiren actively integrates ESG (Environmental, Social, and Corporate Governance) concepts into its strategic planning and daily operations. We continuously improve our ESG governance structure, implement ESG work plans, and foster an internal ESG corporate culture, encouraging all employees to actively participate in ESG practices. Additionally, we released our first ESG report, showcasing our efforts and achievements in environmental, social, and corporate governance to all stakeholders, thereby enhancing corporate brand transparency and credibility.

## Strengthening Corporate Governance to Continuously Reward Investors

At the corporate governance level, we have deeply integrated ESG management into our business operations and management systems, making it a core strategic element in driving sustainable development. Our company is fundamentally focused on value creation while also placing high importance on shareholder returns. We adhere to standardized governance practices, improve our governance structure, and strengthen internal control and risk management systems. We aspire to build a more efficient management system, and maintain strong investor relations to ensure protection of our investors' legal rights, thus achieving a virtuous cycle of corporate development.

## Improving Quality and Efficiency to Support High-Quality Development

As an intelligent manufacturing integrated solution supplier, we deeply understand the importance of upgrading technology strategy towards those that hold long-term value for human civilization and with sustained investment. Today, manufacturing businesses urgently need to achieve high-quality, leapfrog development through automation, digitization, and intelligent transformation of their production lines. Exploring, practicing, and promoting the development of "new quality productive forces" has become a crucial mission for the next phase of China's industrial journey.

Our company is fully committed to advancing technological innovation and digital transformation, continuously increasing R&D investment, and consistently enhancing our core competitiveness in the intelligent manufacturing and new energy sectors. "Improving quality and efficiency" is the foundation for our company's sustained development. By promoting lean project management, improving product quality control, maintaining customer relationships, and collaborating with upstream and downstream partners to drive sustainable industry development, we are able to provide new momentum to fully activate high-quality growth.

## Contributing to China "30·60" Decarbonization Target via Green Manufacturing

The impacts of global climate change are becoming more prominent, and China's "30·60" carbon peak and carbon neutrality goals are continuously driving industrial businesses to accelerate their green transformation efforts. For our energy storage business in particular, the "30·60" goals present both challenges and opportunities. Jiangsu Beiren excels in developing green productivity, actively investing in energy storage products and full lifecycle digital management to help downstream customers build zero-carbon factories.

Moreover, the Company places great emphasis on the sustainability of its operations, guided by the principle of "green manufacturing for a greener world." We are committed to low-carbon operations, reducing environmental impacts, and enhancing high-quality development via a "new green" approach.

## Becoming a Responsible Employer and Corporate Citizen by Putting People First

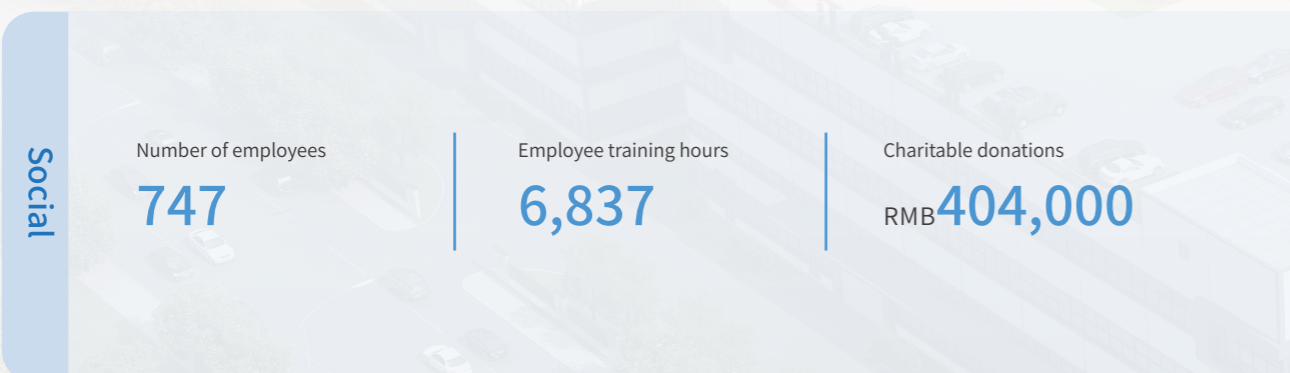
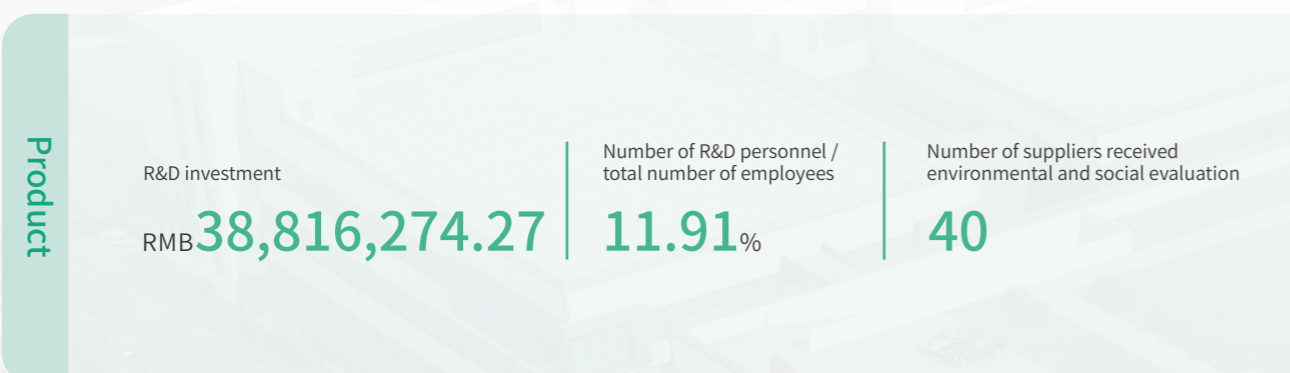
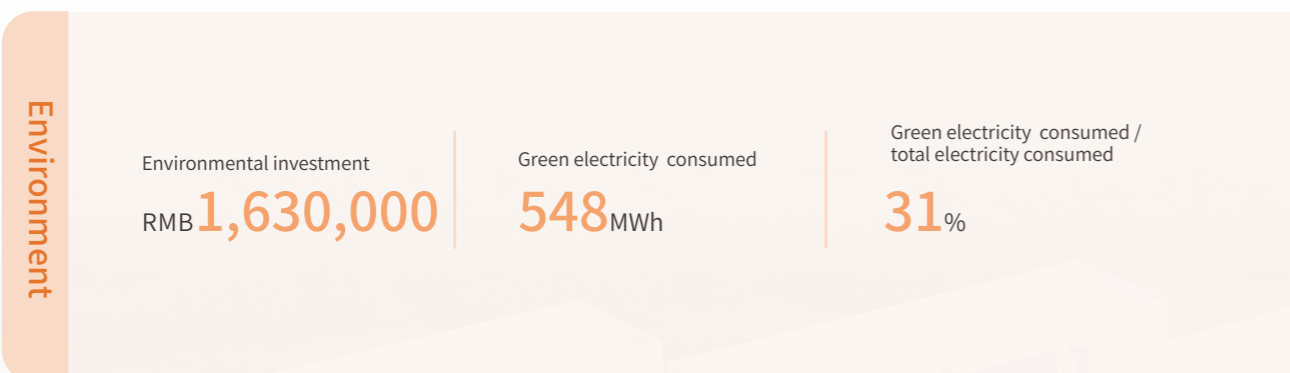
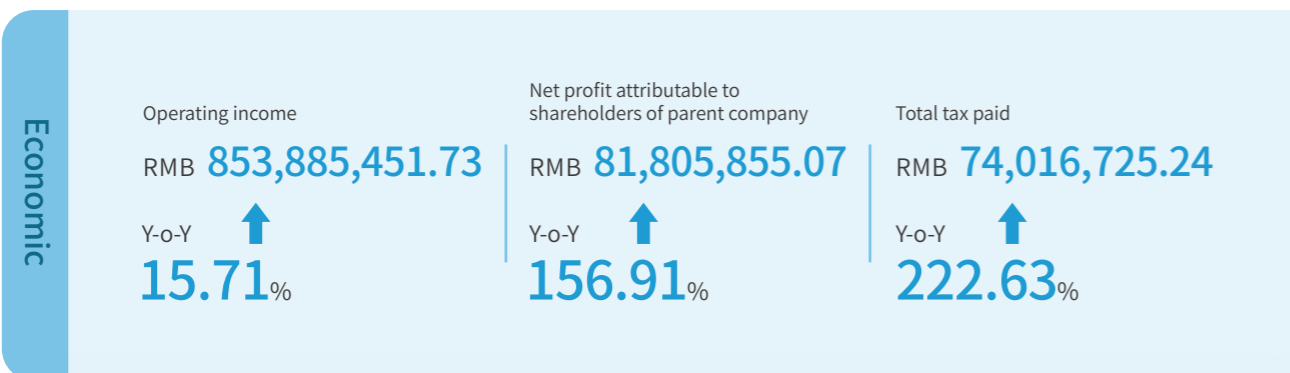
The success of our company also relies on the support of employees and the community. Since its establishment, the Company has excelled in talent development and people care, consistently providing an open, equal, and dynamic working environment. Specifically, we provide our employees with a scientific and efficient career development path, keep strengthening our occupational health and safety management, and continue investing in corporate culture development to enhance employee well-being. Additionally, the Company actively undertakes corporate social responsibility by building harmonious community relations, responding to the government's strategy of revitalizing the country through science and education by making charitable donations to support the education sector, and striving for shared prosperity with the society.

Leveraging technological innovation towards becoming a sustainable and eco-friendly company, while charting a path of high-quality development that is both green and value driven. This is not only Jiangsu Beiren's ESG responsibility but also the Company's long-term strategic commitment. Looking ahead, the Company will continue to tap into the intrinsic power of ESG, contributing Beiren's strength to achieving the digital transformation, intelligent reform of China's manufacturing industry, and the "30·60" carbon peak and carbon neutrality goals.

## Jiangsu Beiren Smart Manufacturing Technology Co., Ltd Zhu Zhenyou, Chairman of Jiangsu Beiren



## ESG Highlights



## About Jiangsu Beiren

### Corporate Profile





Jiangsu Beiren Smart Manufacturing Technology Co., Ltd. was established in 2011, and listed on the sci-tech innovation board in 2019. The Company is a comprehensive solution provider for “AI + Manufacturing” based on robot system integration. Jiangsu Beiren focuses on fields such as robot integration and intelligent factories in the automotive industry, providing customers with comprehensive services including digital consulting, intelligent robotic automation system integration solutions, digital software, and intelligent logistics systems.

The Company's business covers various fields, including new energy welding production lines, flexible automated welding production lines, flexible automated assembly production lines, intelligent welding equipment production information systems, laser processing equipment, automated polishing and polishing equipment, production management information systems and digital workshops. It provides turnkey engineering services that integrate “product + technology + services”, ensuring smooth implementation and efficient operation of client projects.

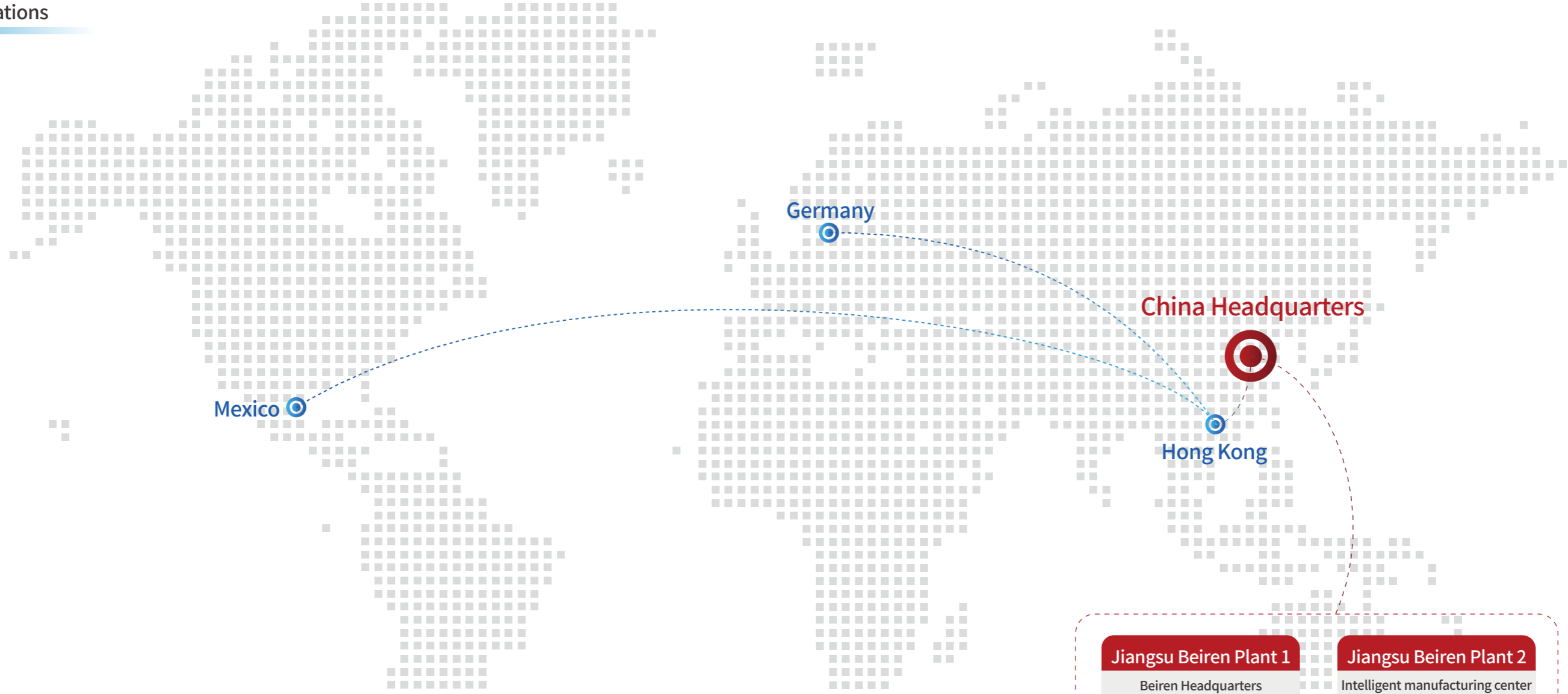
In 2023, Jiangsu Beiren grasped the development trend of the times, based on the energy storage field, which is an important layout for “the 14th Five-Year-Plan”, and highly relevant for China's “dual carbon” goals. With its expertise and extensive experiences of intelligent manufacturing, Jiangsu Beiren will continue moving towards high-quality development in the new energy industry.

Looking ahead, Jiangsu Beiren will continue using technological innovation as its core driving force, consistently enhancing the quality of its products and services. The Company will keep focusing on the intelligent manufacturing sector, and exploring new business areas and market opportunities, aiming to become a true “leader in intelligent manufacturing” and to contribute Beiren's strength to China's manufacturing industry development.

### Corporate Culture

 <b>Corporate vision</b>	Become a leader in intelligent manufacturing.	 <b>Corporate mission</b>	Focus on industry challenges, talents cultivation, customer demands, Provide customer perfect solution and high-quality service.
 <b>Corporate values</b>	Integrity, pursuing excellence; Mutual-believe cooperation, talent first; Continuous innovation, making customer successful.	 <b>Business philosophy</b>	Professional; Innovation; Dedication; Responsibility.

Locations



**Hong Kong**  
Hong Kong Beiren

**Germany**  
Beiren Smart (Germany)

**Mexico**  
Beiren Smart (Mexico)

<b>Jiangsu Beiren Plant 1</b> Beiren Headquarters	<b>Jiangsu Beiren Plant 2</b> Intelligent manufacturing center
<b>Shanghai Beiren</b> Sales and trade	<b>Beiren New Energy</b> New energy investment platform
<b>Shanghai Yankun</b> Automation equipment	<b>Beiren Green Energy</b> Intelligent manufacturing for energy storage
<b>Shenyang Beiren</b> New regional markets development	<b>Beiren Energy Management</b> Energy storage assets holding

Business



Intelligent equipment

Intelligent manufacturing integrated solution supplier

-   
Body white business
-   
General industrial business
-   
Chassis business
-   
Green energy vehicles business
-   
Burnishing and polishing business
-   
After sales business
-   
Assembling business



Green energy

Energy storage manufacturer and full-life cycle operator

-   
Industrial and commercial storage system
-   
Virtual power plant
-   
Energy storage asset operation
-   
PACK
-   
Energy storage system on the power generation side
-   
Carbon management

Three Strategic Directions



Intelligent manufacturing integrated solution

- Continuous cultivation of the market for intelligent manufacturing solutions in the field of new energy vehicles.
- Active expansion and development of overseas markets.
- Active development of humanoid robots and related businesses.



Energy storage products and full-lifecycle digital management

- Active expansion of business models.
- Continuous optimization of product quality and enrichment of product portfolio.



Highly valuing and developing new quality productive forces.

- Continuous investment in new technology research and development, as well as exploration of new business models, to tap into the inherent potential of new quality productive forces.

# History

2011

### Founding

In 2011, Beiren Robot System (Suzhou) Co. Ltd. was established.



2013

### Forging ahead

Aluminum CCB welding production line broke through industry barriers in auto field, and was approved by Suzhou Welding Robot Systems Engineering Technology Research Center.



2019

### Going public

The Company on December 11, 2019 went public in the Shanghai Stock Exchange, and listed on the Science and Technology Innovation Board; Stock code: 688218 Recognized as "Jiangsu Academian's Workstation"



2022

### New journey

Recognized as the State-level Specialized New Small Giant Enterprise Layout Energy Storage Industry; Jiangsu Beiren New Energy Technology Co., Ltd. was established.



2023

### Striving for excellence

Jiangsu Beiren Green Energy Technology Co., Ltd. was established; 4GWh energy storage intelligence plant put into production; Industrial and commercial energy storage integrated operation.



2011 成为智能制造领域的领跑者

2010

公司成立

2019, 688218  
2019, JIANGSU BEIREN (SHI)  
688218

2013

荣誉前行

WE "BRIDGES" LTD  
BE "INNOVATION" CENTER

2017

新起点

STATE-LEVEL SPECIALIZED  
NEW SMALL GIANT ENTERPRISE

2019

新征程

2022, SUZHOU BEIREN  
NEW ENERGY TECHNOLOGY  
CO., LTD.

2022

智造未来

A "NEW TECHNOLOGY"  
PLAN "INNOVATION"  
PLAN

2023

智慧未来

INDUSTRIAL AND  
COMMERCIAL ENERGY STORAGE  
INTEGRATED OPERATION



## Awards and Recognitions

### Economic performance and corporate governance



"Outstanding Economic Contributor" by the Working Committee of High-end Manufacturing and International Trade Zone of Suzhou Industrial Park.



"Investment and Finance Elite Award" by RoyalFlush (www.0033.com)

### Intelligent manufacturing



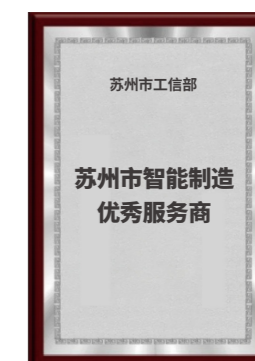
"Capek Award - Ninth Annual Outstanding Brand" by China Mechatronics Technology Application Association



"2022 Top 100 Award for Non-Standard Custom Automation Integrators in Smart Factories" at the Intelligent Equipment Industry Conference



"2022 Top 100 Non-Standard Automation Integrators in Suzhou" by the Suzhou Intelligent Manufacturing Industry Association



"Excellent Service Provider for Intelligent Manufacturing in Suzhou" by the Suzhou Municipal Bureau of Industry and Information Technology

### Energy storage



"2023 Best Emerging Enterprise Award - Beiren Green Energy" at the 10th China International Optical Storage and Charging Conference



"Top 100 Brands in New Energy Storage in China" by the Energy Storage Pioneer Alliance

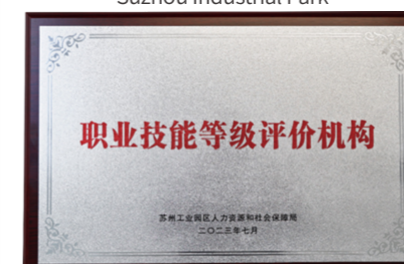
### Employer brand



"Employer with the Greatest Development Potential in Greater Suzhou" by the Greater Suzhou Best Employer Committee



"5A Labor Security Credit Rating Unit of Suzhou Industrial Park"



"Vocational Skills Level Evaluation Institution" by the Suzhou Industrial Park Human Resources and Social Security Bureau



"Jiangsu Province Employment Internship Demonstration Base"



"2022 Harmonious Labor Relations Enterprise of Suzhou"

## ESG Management

To achieve the corporate vision of "becoming a leader in intelligent manufacturing," the Company has developed its ESG management strategy, focusing on four major aspects: economic, product, environment, and social. It integrates elements of sustainable development into all aspects of its operations and all business decisions.



## Cultivating ESG Culture

The Company takes active measures to continuously improve its ESG governance. Supported by the collaborative efforts of the ESG working group, the Board of Directors is able to regulate and monitor the Company's ESG affairs more effectively. Additionally, the Company vigorously promotes ESG awareness and training, internally and externally building an ESG culture, and shaping a positive ESG brand image.

### ESG Culture Initiatives

<p><b>Engagement of the Board in ESG affairs</b></p> <ul style="list-style-type: none"> <li>The Company's Board of directors engages in ESG-related affairs management and review of annual ESG report, ensuring compliance of ESG information disclosure.</li> </ul>	<p><b>Establishing ESG working group</b></p> <ul style="list-style-type: none"> <li>Internally establishing an ESG working group, with department leaders serving as members of the group, jointly promoting the implementation of ESG work, including but not limited to preparation of annual ESG report, interviews, and data collection support.</li> <li>Regularly inviting external experts to conduct training for members of the ESG working group.</li> </ul>	<p><b>Fostering ESG awareness</b></p> <ul style="list-style-type: none"> <li>Encouraging all employees to participate in ESG practices, including but not limited to ESG online questionnaire surveys, rating ESG topics, and helping the Company identify material ESG issues.</li> </ul>	<p><b>Improving ESG transparency</b></p> <ul style="list-style-type: none"> <li>Establishing an ESG reporting system and publishing annual ESG report, communicating the Company's ESG work progress to internal and external stakeholders, and enhancing transparency of the Company's ESG practices.</li> </ul>
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### Green Journey, Responsible Commitment Jiangsu Beiren Held ESG Work Kickoff Meeting

The topic of ESG has been grasping the attention across various sectors of society. Against the backdrop of China's economic transformation towards high-quality growth, the implementation of the new development concept, the pursuit of carbon neutrality goal, and the promotion of common prosperity, ESG has increasingly become a "compulsory course" for publicly traded companies.

To enhance internal ESG culture development, the Company held an ESG work kickoff meeting, attended by the Chairman of Jiangsu Beiren and Company Management. During the meeting, external experts engaged in deep discussions with Company Management on topics such as the basic concepts of ESG, domestic and international development trends, industrial best practices, and ESG disclosure, etc.

In the future, Jiangsu Beiren will continue practicing the ESG management concepts, improving and optimizing its ESG management system, thus contributing to the construction of a sustainable green society.



## Stakeholder Engagement

The Company is committed to stakeholder engagement, and to build trust and generate support. Stakeholders are individuals or groups of people that are affected by the Company’s operational activities, including the Government, investors, customers, etc. Via corporate website, media platforms, conferences, reporting, external events and other channels, the Company actively communicates with stakeholders to address their concerns and expectations.

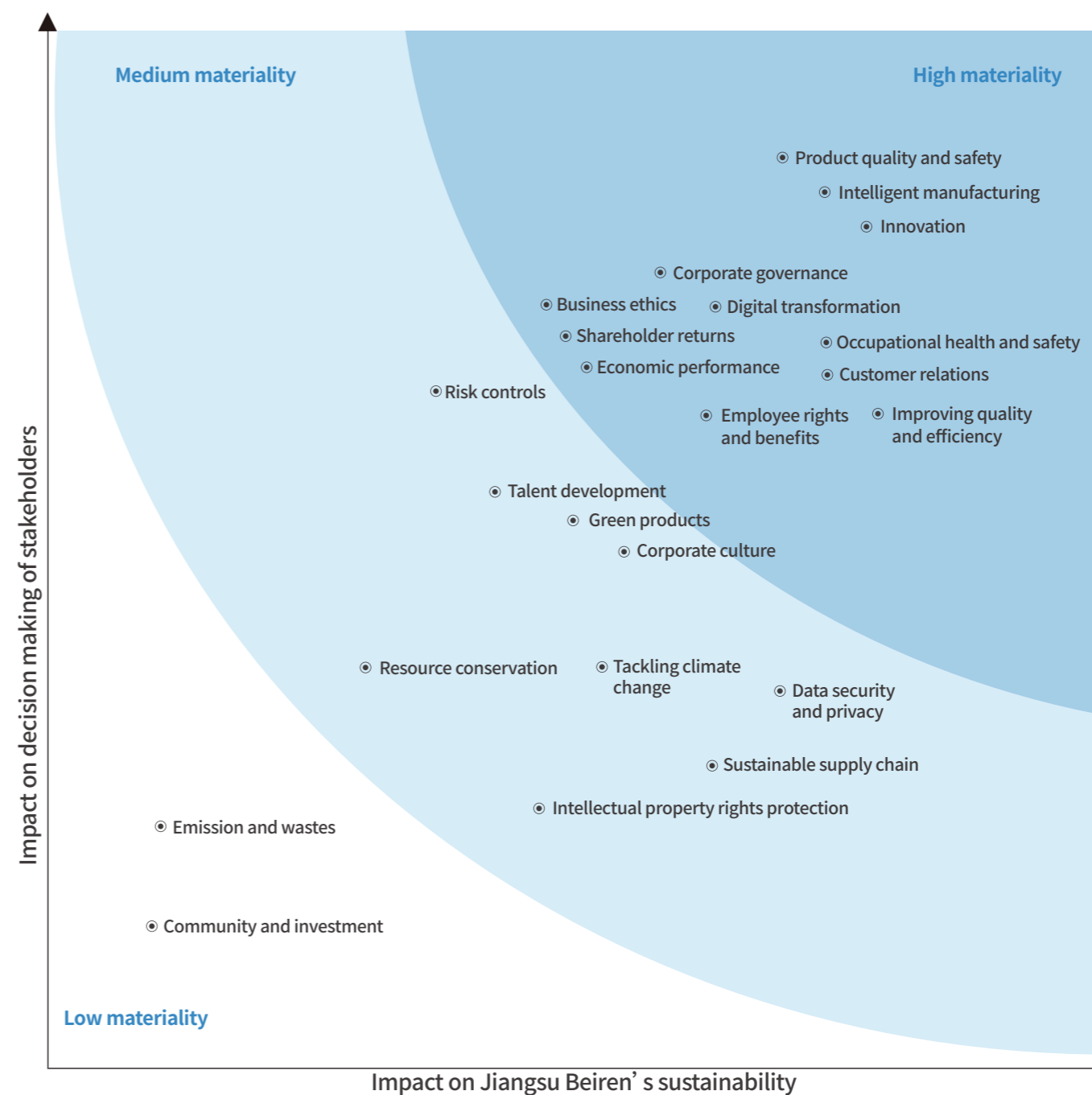
Stakeholders	Communication mechanisms
Shareholders and Management	Shareholder meetings, Earnings Calls, Research Meetings, SSE e-Interaction, investor hotline, investor E-mail, etc.
Customers	Customer service hotline, customer satisfaction survey, etc.
Employees	Employee engagement events, corporate intranet, training activities, employee handbook, internal communication materials, etc.
Government	Corporate site visits, official document exchanges, policy implementation, information disclosure, etc.
Suppliers	Public bidding meetings, strategic cooperation negotiations, exchange visits, etc.
Industrial associations	Daily communication, information disclosure, industrial events, etc.
Community representatives	Charitable donations made to the community, etc.

## Materiality Analysis

During the reporting period, the Company carried out online survey of the Management and stakeholders on ESG material topics. Taking full consideration of domestic and international laws and regulations, industry trends, corporate value and long-term strategy, the Company performed a thorough review of survey results and obtained the ESG materiality matrix. Below is a summary of analysis process of materiality topics.



## Materiality Matrix



According to the analysis results, topics of high materiality include product quality and safety, intelligent manufacturing, Research and Innovation, corporate governance, digital transformation, business ethics, shareholder returns, economic performance, occupational health and safety, employee rights and benefits, customer relations, improving quality and efficiency.

# 01

## Economic Responsibility

### Strengthening Corporate Governance to Continuously Reward Investors

- Corporate Governance 23
- Investor Relations 25

## Economic Responsibility: Strengthening Corporate Governance to Continuously Reward Investors

A sustainable corporate development requires sound governance. The Company values the importance of business compliance and stability, and takes active measures to strengthen its corporate governance system. These include managing meetings among shareholders, Board of Directors, and Board of Supervisors; raising internal awareness on business ethics and anti-corruption; strengthening information disclosure; and ensuring smooth communication with its investors on the Company's operations.

### Corporate Governance

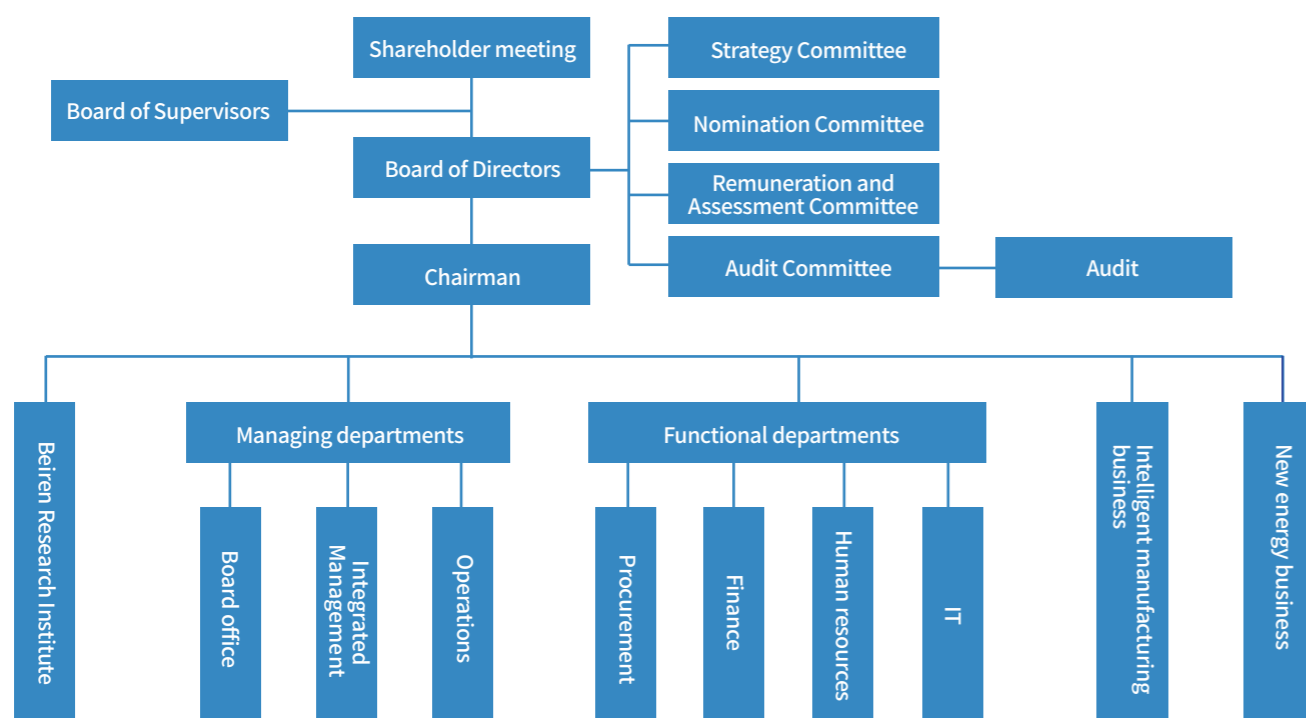
The Company has well-established corporate governance structure. It has set up operational mechanisms for the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the Management team. The Board of Directors has four specialized committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Assessment Committee, ensuring professional and efficient internal decision-making processes.

In strict compliance with relevant laws, regulations, and normative documents such as the Company Law, Securities Law, Code of Corporate Governance for Listed Companies, and Listing Rules of Shanghai Stock Exchange Science and Technology Innovation Board, the Company has formulated relevant policies including Articles of Association, Information Disclosure Management System, Fundraising Management System, Rules of Procedure for the General Meeting of Shareholders, Rules of Procedure for the Board of Directors, and Rules of Procedure for the Board of Supervisors, among other management systems, etc. The ongoing enhancement of the corporate governance structure continually elevates the Company's governance standards.

The Company fully considers factors such as industrial experience, background, and gender in appointing Board members, to ensure optimal and diverse composition of the Board. Currently, the Board of Directors consists of six members, including two independent directors and one female director.

The Board of Directors has a Remuneration and Assessment Committee, which implements performance evaluations, and formulates remuneration plan according to relevant regulations to be submitted to the Board of Directors for review and approval. During the reporting period, the Company conducted performance assessments of senior Management in line with its remuneration plan and the achievement of the Company's business performance targets. Senior Management diligently fulfilled their duties in accordance with the Company Law and other relevant national laws and regulations, as well as the Articles of Association, actively implementing relevant resolutions made by the General Meeting of Shareholders and the Board of Directors, continuously optimizing and strengthening internal management system.

### Corporate Governance Structure



### Internal Controls

During the reporting period, in strict compliance with the Company Law and other laws and regulations, as well as relevant rules issued by the China Securities Regulatory Commission and the Shanghai Stock Exchange, the Company established a rigorous internal control management system. Based on industry trends and the actual business operations, the Company continuously refined and improved its internal control system. Revisions were made to the Articles of Association, Rules of Procedure for the General Meeting of Shareholders, Rules of Procedure for the Board of Directors, Related Party Transaction Management System, External Guarantee System, External Investment Management System, Fundraising Management System, Separate Voting Procedures for Small and Medium Investors, Independent Director Work System, Profit Distribution Management System, and Cumulative Voting System Implementation Rules. The Company's internal control system is reasonably structured, ensuring that the internal control framework meets the requirements of completeness, reasonableness, and effectiveness. This allows the system to adapt to the Company's changing management and development needs.

The Board of Directors has approved the 2023 Annual Internal Control Evaluation Report, which is available on the Shanghai Stock Exchange website.

### Risk Controls

The Company continues advancing its risk management efforts by developing a risk management policy to identify and analyze risks encountered. It sets appropriate risk tolerance levels and designs corresponding internal control procedures. At the beginning of each year, the Company conducts risk identification and prevention activities, creating an annual risk management checklist. It then monitors and improves these risks in a targeted manner throughout the year.



### Compliance and Business Ethics

Enhancing the management of business ethics and compliance is crucial for any business to establish a reputable brand and implement modern governance. The Company is dedicated to improving its compliance management to boost stakeholders' confidence in its brand and to establish a positive corporate image.

The Company is committed to developing anti-corruption policies and a culture of compliance. It has formulated the Beiren Code of Professional Integrity and Ethics for Personal Commitment, which provides guidelines for managing issues such as bribery and conflicts of interest. All employees are required to sign and adhere to this commitment.

The Company places great emphasis on the compliance management and ethical business conduct of its partners. Compliance requirements are integrated into partner management policy, and the Company adopts a zero-tolerance attitude towards corruption involving both employees and business partners. For suppliers with whom the Company has business dealings, the procurement team is required to sign a Sunshine Procurement Agreement with the suppliers, ensuring that business procurement remains fair, just, and transparent. This initiative aims to continually enhance the compliance management capabilities of upstream and downstream partners within the value chain, jointly fostering a legally compliant, fair, and transparent business ecosystem.

Additionally, the Company has set up hotlines, e-mail, and other channels to handle reported issues of non-compliance. Any employees reporting in good faith will be rewarded and their privacy will be strictly protected.

## Data Security and Privacy

The Company places great importance on the privacy protection of stakeholders and has established a privacy management system covering various types of data, promoting compliance management throughout the entire lifecycle of private data. The Company adheres to the Cybersecurity Law of the People's Republic of China and other relevant laws and regulations, and has established an information security management system and policies based on ISO 27001 to ensure the security of company information and data, safeguarding the overall interests of the Company. Specific measures include:

-  Firewalls, network devices, and servers are stored in a professional IT server room equipped with dynamic monitoring devices. IT personnel conduct daily inspections of the server room equipment.
-  The Company has employed professional IT information security managers and installed firewalls to enhance its protective capabilities, effectively preventing attacks from hackers and computer viruses.
-  The Company manages its information assets with a hierarchical approach, clearly defining information protection levels and requirements to effectively safeguard company information.
-  All employees receive onboarding and periodic training to enhance their information security awareness. Additionally, IT department employees undergo specialized information security training to improve their professional capabilities in information security defense.

By implementing these measures, the Company aims to ensure robust protection of data and maintain the privacy and security of all information assets.

## Investor Relations

### Investor Communication

The Company places great importance on managing investor relations. Through various channels including phone calls, e-mails, on-site meetings, and the Shanghai Stock Exchange (SSE) e-interaction platform, the Company can address investors' inquiries and suggestions. Internally, the Company has developed a hotline to ensure smooth communication, and to address questions and concerns by its investors and the media in a timely manner.

-  **Investor visits**  
During the reporting period, the company held two group meetings with institutional investors, receiving over 60 investment professionals in total. These included representatives from major investment institutions such as CITIC Securities, Minsheng Securities, and Guohai Securities.
-  **Performance briefings**  
During the reporting period, the Company held three regular performance briefings via live webcast, reaching nearly 80,000 shareholders and potential investors. It answered over 60 investor questions during these briefings, responded to dozens of inquiries on the SSE e-interaction platform, and handled more than 100 investor hotline calls.

## Information Disclosure

The Company has established relevant policies, including the Information Disclosure Management Policy, Investor Relations Management Policy, Insider Information Management Policy, and Deferred and Exempt Information Disclosure Management Policy, etc. These policies ensure fair treatment of all investors, fulfill information disclosure obligations, protect the right to know of shareholders and investors, and guarantee timely and accurate information disclosure.

During the reporting period, the Company issued 114 announcements, with full compliance with information disclosure and internal control governance.

## Shareholder Returns

The Company has incorporated cash dividends into its Articles of Association to establish reasonable dividend expectations among investors, and to ensure shareholders' right to information. The current profit distribution policy stipulates that dividends can be distributed in cash, stocks, or a combination of both. Given profitability and the need to meet normal operational and long-term development requirements, the Company will prioritize cash dividends. The Company will use cash dividends as primary distribution mechanism, under the condition that it is profitable, has no accumulated losses and sufficient cash, and normal operations will not be affected. In the absence of major investment plans or significant cash expenditures, the annual cash dividends will not be less than 20% of the total annual distributable profits.

The Company's dividend distribution over the past three years is as follows:

Year	Dividend per 10 shares (including tax) Unit: RMB	Cash dividend (including tax) Unit: RMB	Amount paid for share repurchase (excluding stamp duty, transaction commissions, and other transaction fees) Unit: RMB	Net profit attributable to ordinary shareholders of the listed company in the annual consolidated financial statements for the dividend year Unit: RMB	The ratio of the sum of cash dividends and share repurchases to the net profit attributable to ordinary shareholders of the listed company in the consolidated financial statements (%)
2021	0.6	7,040,400.00	/	21,770,498.67	32.34%
2022	0.9	10,410,238.17	32,164,774.53	31,842,470.63	133.71%
2023	3.5	40,622,728.30	/	81,805,855.07	49.66%

# 02

## Product Responsibility

### Improving Quality and Efficiency to Support High-Quality Development

- Lean Management 29
- Intelligence Manufacturing Powered by Innovation 30
- Product Quality Management 34
- Customer Relations Management 35
- Working with Industrial Partners to Drive Sustainable Development 37

## Product Responsibility

### Improving Quality and Efficiency to Support High-quality Development

In today's rapidly changing market environment, improving quality and efficiency is the foundation for sustainable development. The Company is committed to enhancing lean management in operations, strengthening digital transformation, implementing whole life-cycle product quality management, actively responding to customer needs, and continuously improving customer service performance. Additionally, it collaborates with business partners to drive sustainable development for the industry, thereby laying the foundation for high-quality development.

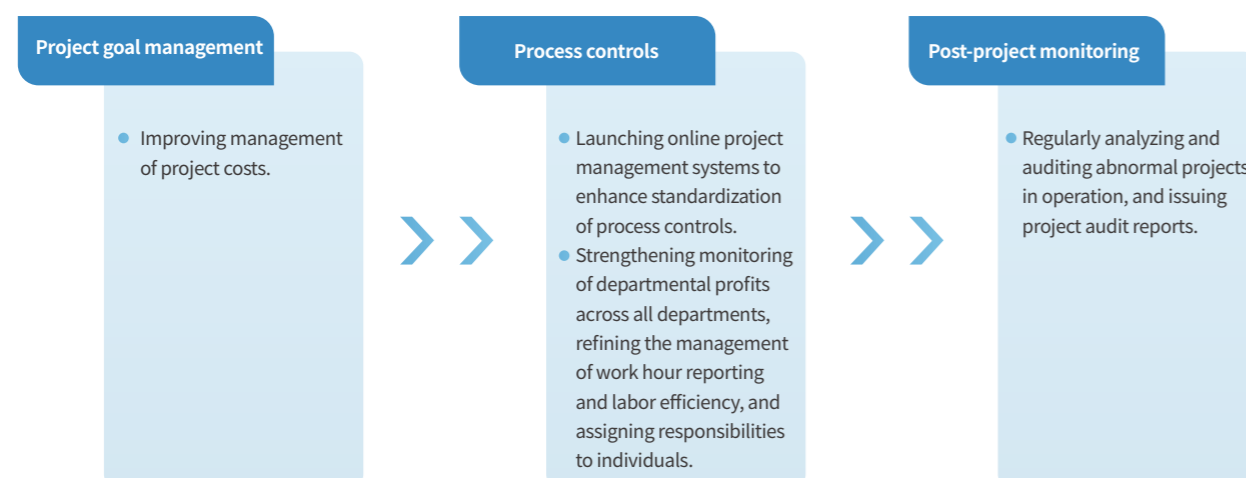
## Lean Management

To achieve the goal of "improving quality and efficiency," the Company has established a lean management system, integrating management principles, tools, and digital systems. It has proposed a series of measures or solutions to enhance organizational capabilities, improve management behaviors, and continuously standardize and coordinate project management operations, thereby improving project execution efficiency and success rate. The Company's lean management approach involves three major aspects: target incentives, managing stagnant inventory materials, and project process management.

In terms of target incentives, the Company has formulated the RP-XM-02 Project Reward and Punishment Measures and Management Policy, which outlines the principle of sharing excess profits to motivate and enhance the ownership spirit of project team members, thus improving overall efficiency of the project team.

In terms of raw materials from stagnant inventory, the Company keeps optimizing the management actions and process mechanisms to accelerate material turnover and reduce inventory caused by stagnant materials. This includes enhancing the accuracy of logistics orders from the source, actively promoting the consumption of stagnant materials, conducting analysis of the causes of stagnant materials when projects are closed, and implementing performance rewards and penalties.

Additionally, the Company continuously strengthens project process management by implementing standardized management actions before, during, and after projects, thus enabling the project management process to be more standardized, orderly, and efficient.

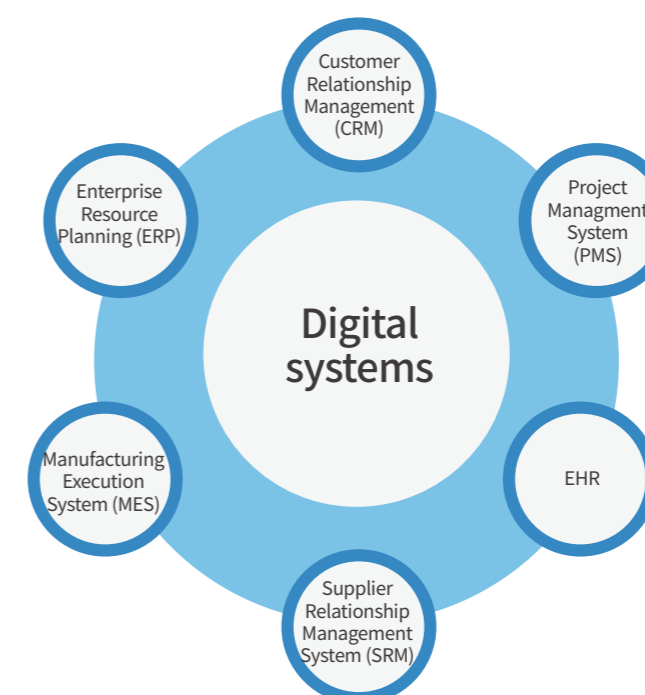


## Improving Operation Efficiency via Digitalization

Facing the impact of global market changes on supply chains and raw material costs, the manufacturing industry urgently needs to reshape its competitive advantage and seize the development opportunities brought by digital transformation.

The Company actively invests in the digital transformation of its management systems and integrates digitalized technologies into its business operations. By launching systems such as Customer Relationship Management (CRM), Project Management System (PMS), Human Resources Management System (EHR), and Supplier Relationship Management System (SRM), the Company is able to re-engineer its business processes and enhances resource efficiency by connecting data from procurement, production, sales and services.

Furthermore, the Company utilizes a self-developed data middleware to connect various self-developed systems with externally purchased subsystems, and conducts multi-dimensional data analysis to reduce data silos and enhance value of data assets, thus continuously promoting digital transformation and business innovation.



## Intelligence Manufacturing Powered by Innovation

With policies like "Made in China 2025" driving traditional industries to accelerate a new round of industrial revolution, smart manufacturing has become a new strategic high ground. Focusing on intelligent manufacturing as the main direction, and promoting digital transformation of the manufacturing industry have become key industrial trends.

As an intelligent manufacturing integrated solution supplier for "AI + Manufacturing", the Company has accumulated profound project experience and technological advantages through years of R&D innovation. It has formed a technology development model powered by independent research and development, and keeps increasing investment in technology and new product development, especially in intelligence, flexibility, digitization, and informationization. These initiatives enable the Company to continuously enhance its core competitiveness in the intelligent manufacturing industry and the new energy industry.

The Company has established the Beiren Research Institute, with four main departments: Laser Technology Department, Software Development Department, Vision Technology Department, and Science and Technology Management Department. It has a specialized R&D team providing business support for the intelligent manufacturing and energy storage sectors, as well as the design and development of new products and processes.

During the reporting period, the Company continued to focus on R&D investment and management of R&D projects. As of the end of the reporting period, the Company has 89 professional R&D personnel, accounting for 11.91% of the total workforce, with R&D investment of RMB 38,816,274.27, maintaining a growth momentum. Additionally, the Company has further developed its technology innovation platform, strengthened the construction of systems, processes, and mechanisms in various aspects such as the transformation of high-tech achievements, technical support and services, and industry-academia-research cooperation, standardized technology innovation activities, and improved the efficiency of technology innovation. As of the end of the reporting period, the Company has obtained honors and qualifications such as "National Level Specialized, Refined, Special, and New 'Little Giant' Enterprise" and "Jiangsu Provincial Academician Workstation."

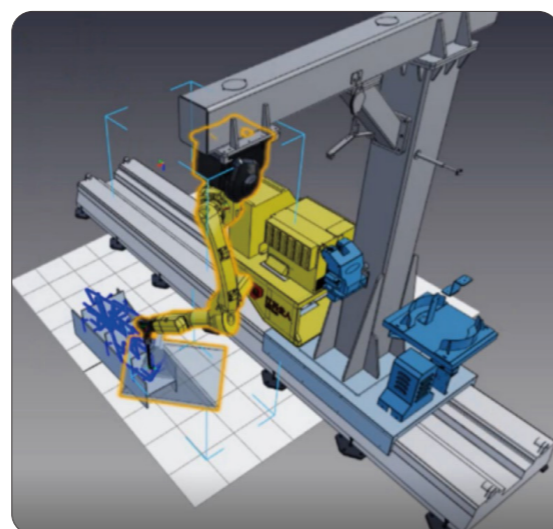


## Leading Research and Development Achievements

### Humanoid Industrial Robots

As the trend of production automation and intelligent transformation continues to rise in manufacturing industry, traditional welding robots face challenges such as intelligence, flexibility, and agility, especially in scenarios involving multi-variety small-batch or single-piece production. These scenarios urgently require welding robots to replace manual labor with more universally intelligent methods, meeting the needs of operations under frequently changing conditions.

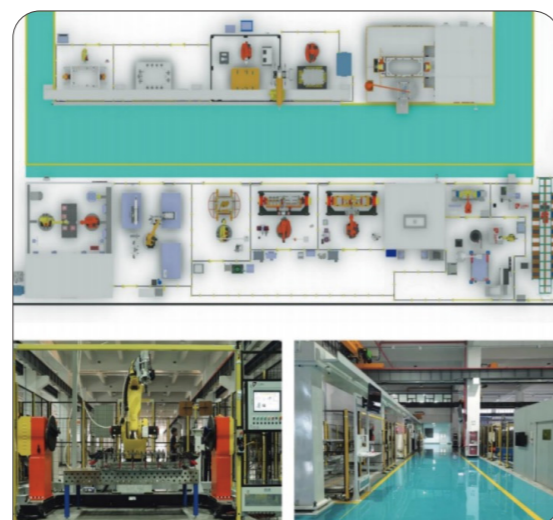
Leveraging years of accumulated process data and application experience in the welding field, Jiangsu Beiren has been developing industrial humanoid robot system with exceptional intelligence, diverse skills, and flexible capabilities for multi-variety, small-batch welding scenarios in industries such as steel structures, shipbuilding, and aerospace. This system integrates AI intelligent decision-making, multi-modal sensing, welding process reasoning, and motion planning modules. It aims to achieve process intelligence, automated trajectory, flexible programming, and a platform-based software, ensuring agile application. The goal is to enhance the accuracy of operation planning, scene adaptability, and the flexible operation capability of robots, achieving one-click intelligent welding to meet the high-quality and efficient welding demands of complex structural components.



### Jiangsu Beiren Intelligent Manufacturing Demonstration Line

The Jiangsu Beiren Intelligent Manufacturing Demonstration Line is aimed at real-life manufacturing scenarios for automotive components such as body, chassis, and battery boxes. It establishes a visualized, flexible, and intelligent production demonstration line, covering process applications such as laser welding, arc welding, spot welding, FSW (Friction Stir Welding), FDS (Flow Drilling Screw), SPR (Self-Piercing Riveting), pull riveting, adhesive application, edge rolling, polishing, intelligent assembly, visual inspection, and air tightness testing. Its key features include technology research and development, process testing, product prototyping, skills training, demonstration applications, and external cooperation.

As a public platform of Suzhou National New Generation of Artificial Intelligence Innovation and Development Pilot Zone, the Jiangsu Beiren Intelligent Manufacturing Demonstration Line is open to cooperative enterprises, universities, and the public, aiming to popularize and promote knowledge and concepts of intelligent manufacturing.



## Protecting Intellectual Property

The new era of Chinese economy calls for high-quality development, where the developing of new quality productive forces is an inherent requirement and a key impetus. Intellectual property will play the role in advancing the new quality productive forces. Additionally, strengthening intellectual property protection is a core element of innovative development and essential to promoting healthy business environment in the private sector.

Build upon its research and development innovation system, the Company strives to deeply integrate scientific research innovation with intellectual property rights. It actively protects its own intellectual property rights and highly respects the intellectual property rights of others. The topic of intellectual property rights management is given equal importance to marketing, product quality, and costs, and the Company provides full support in terms of manpower, material resources, and financial resources. Guided by the national standard GB / T29490 - 2013 on Enterprise Intellectual Property Management Specification, the Company established governance structure of intellectual property management with annual assessment targets defined, covering procurement, human resources, finance, operations, sales, and research and development.

### Intellectual Property Rights Protection Measures

Conducting patent searches when developing new products and technologies, and utilizing techniques and methods provided by patent literature to identify latest technological achievements and research trends both domestically and overseas in the relevant field, thereby avoiding redundant research efforts.

Strengthening intellectual property (IP) applications to secure technical achievements through patents.

Establishing an IP management system to manage the Company's intellectual property holdings and promptly initiate applications for new IP.

Monitoring the Company's intellectual property to prevent infringement, and taking prompt action upon discovering any infringement.



### Intellectual Property Rights Obtained during the Reporting Period

	Newly obtained		Accumulated	
	Applied	Obtained	Applied	Obtained
Authorized invention patent	7	5	80	26
Authorized utility model patent	14	4	88	68
Design patent	0	0	0	0
Software copyright	3	3	30	30
Others	5	5	13	13
<b>Total</b>	<b>29</b>	<b>17</b>	<b>211</b>	<b>137</b>

Note: Four new utility model patents were added in 2023. Based on the data from the previous reporting period, the total number shall be 73. However, some of the existing utility model patents stopped the payment of their patent fees, and hence the actual number shall be 68.

As of the end of the reporting period, the Company has accumulated a total of 137 intellectual property rights, comprising 26 authorized invention patents, 68 authorized utility model patents, 30 software copyrights, and 13 other types of intellectual property rights.



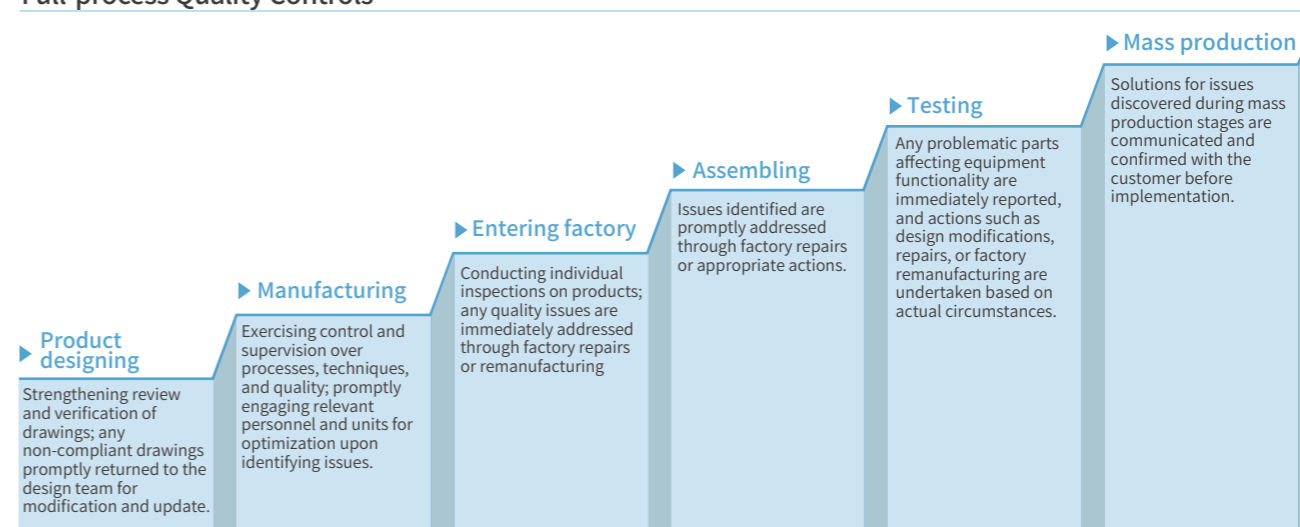
### Product Quality Management

The stability and reliability of product quality are the foundation and cornerstone of continuous development and expansion. The manufacturing process is a decisive factor in product quality. Ensuring compliance with the production process and continuously providing customers with safe and reliable products are the key driving force for businesses.

Adhering to the quality policy of "people-oriented, leading technology, honesty, and continuous improvement," the Company has well-established management systems in place including Product Surveillance and Measurement Control Procedure, etc. During the reporting period, it has obtained certifications such as GB / T19001 - 2016 / ISO9001:2015: Quality Management Systems.

The Company implements full-process quality controls, driven by a well-established quality system covering all aspects from customer requirements, scheme design, raw material procurement, incoming material inspection, production operation, shipment management, to on-site management. The system sets clear requirements for product quality, operation safety and other aspects, and ensures that the Company's production at all stages meets national quality standards and industrial requirements.

#### Full-process Quality Controls



#### Quality Control during Components Production

Under the rapid development of the modern automotive industry, every aspect of the automotive manufacturing process has become crucial. Among them, welding, as a key process in automotive manufacturing, plays a decisive role in ensuring the structural stability and safety of automobiles.

During the early stages, the Company's project process engineers conducted a comprehensive and detailed review and evaluation of the welding process. Process debugging then follows, where on-site debugging engineers finely tune the welding process. During the production process, the project team implemented strict leak-proof and error-proof controls on the process and parts, and conducted periodic checks to ensure that every production step met quality standards. Additionally, the Company established a comprehensive quality inspection system for quality inspections on produced components, ensuring that no quality issues occur.

Through this series of rigorous quality control measures, the project team achieved a high level of quality process management throughout the project lifecycle. This not only effectively ensured the production quality of automotive components but also improved production efficiency and reduced production costs, laying a solid foundation for the sustainable development of the Company.

## Fostering a Quality Culture

The Company is committed to fostering a quality culture of rigorousness, pragmatism, and continuous improvement. Employees are encouraged to integrate quality control into their daily work.

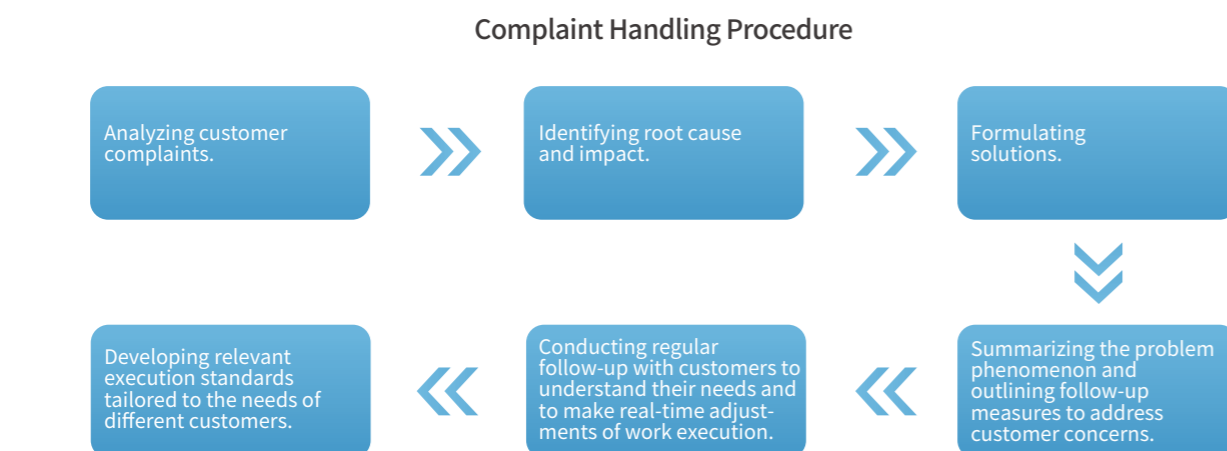


## Customer Relations Management

The Company adheres to the principle of putting customers first, and has well-established customer service management system in place, with a dedicated team comprising of key product quality personnel. Through regular customer communications and satisfaction surveys, the Company is able to obtain important feedback for continuous improvement of service quality, and take relevant measures to ensure customer information security.

## Customer Complaints Management

The Company deeply values customer feedback, striving to safeguard customer rights and continuously improve service quality. In response to customer complaints, the Company has well-established procedure to handle customer complaints, with active measures to prevent the recurrence of similar situations, thereby addressing customer needs in a targeted manner.



## Customer Data Protection

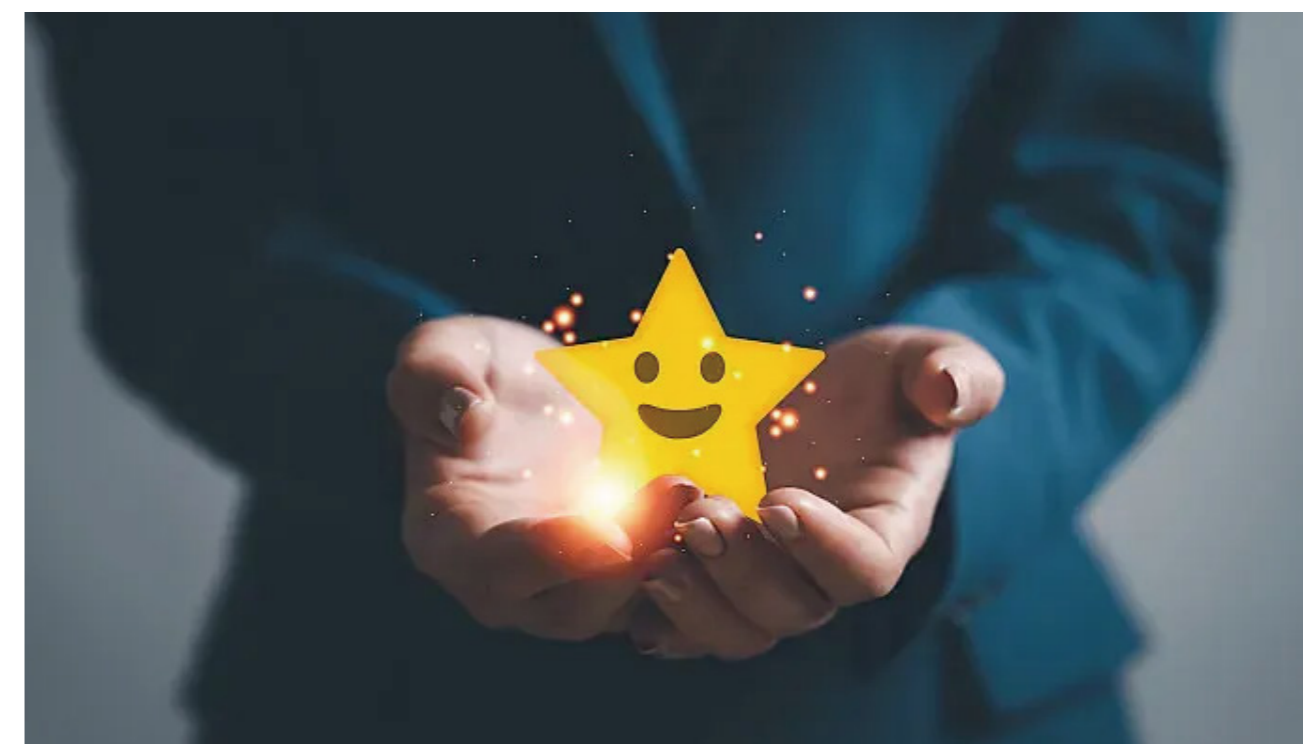
The Company places great importance on the protection of customer privacy and information security, via specific measures which include:

- 01 Signing confidentiality agreements with customers to define confidential contents.
- 02 Technical wise, only authorized personnel are permitted to access and disseminate customer-related documents, drawings, and data.
- 03 Using technical means to isolate the office network from the external network, ensuring that customer data is retained only in office computers.
- 04 Classifying documents into different areas and levels based on departmental attributes and importance. Employees of different positions are granted rights to access matching their roles.

## Customer Satisfaction

To enhance communication with customers and understand their expectations regarding products, the Company has developed relevant policies such as the Customer Satisfaction Control Procedure. During the reporting period, online surveys on customer satisfaction were conducted, with an average score of 96.2 out of 100. Overall, customers gave high ratings regarding the Company's service quality.

Moving on, the Company will accelerate its quality services to customers, ensure that product quality and delivery meet customer expectations, and achieve higher trust among customers.



## Working with Industrial Partners to Drive Sustainable Development

The Company actively seizes new opportunities presented by the industry's rapid growth and low-carbon transformation, while achieving its own development. It also strengthens comprehensive communication and collaboration with partners in the industrial ecosystem, empowering innovation and transformation across the entire industry, and respecting the intellectual property rights of others.

### Supply-chain Sustainability

The value chain system is extremely important for the development of the manufacturing industry. The Company is actively seeking partnerships with its suppliers, aiming to build a sustainable supply chain together. It continues leveraging its capabilities as a manufacturer to actively assist and guide suppliers at all levels in fulfilling product quality, environmental, and social responsibilities, thus achieving healthy and orderly development throughout the value chain.

While ensuring product quality and timely delivery, the Company emphasizes the compliance and sustainability of supply chain management. It requires suppliers to comply with applicable laws and regulations as well as company management guidelines, helping suppliers fulfill environmental and social responsibilities and managing environmental and social risks in the supply chain.

The Company has developed policies such as the Supplier Management Policy and Processing Management Policy, which formulate internal standard evaluation systems for suppliers. In daily interaction with suppliers, the Company strictly adheres to the principles of fairness, impartiality, and transparency.

#### Supplier Management System

<p><b>Selection</b></p> <ul style="list-style-type: none"> <li>Evaluating new suppliers based on product quality, delivery capacity, environmental protection, and business ethics.</li> <li>For suppliers involved in pollution and waste discharge processes, the Company will not work with those without environmental qualifications.</li> </ul> <p>01</p>	<p><b>Performance evaluation</b></p> <ul style="list-style-type: none"> <li>Establishing a supplier performance monitoring mechanism and evaluation system against suppliers' quality, pricing, and technical support.</li> <li>Conducting supplier performance evaluations once every six months.</li> </ul> <p>02</p>	<p><b>Elimination</b></p> <ul style="list-style-type: none"> <li>Suppliers with a performance score below 60 in the evaluation will have their supplier qualification directly revoked.</li> </ul> <p>03</p>	<p><b>Continuous improvement</b></p> <ul style="list-style-type: none"> <li>Conducting regular supplier training sessions to help improve their management capabilities in areas such as product quality, etc.</li> </ul> <p>04</p>
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### Supply Chain Management Progress in 2023

#### Supplier training

- Organizing training for intelligent assembly processing parts suppliers, covering common quality issues, quality requirements, delivery requirements, etc., with eight suppliers participating.
- Organizing welding assembly supplier quality training, covering quality requirements, delivery management, etc., with a total of 16 suppliers and 30 participants.

#### Supplier evaluation

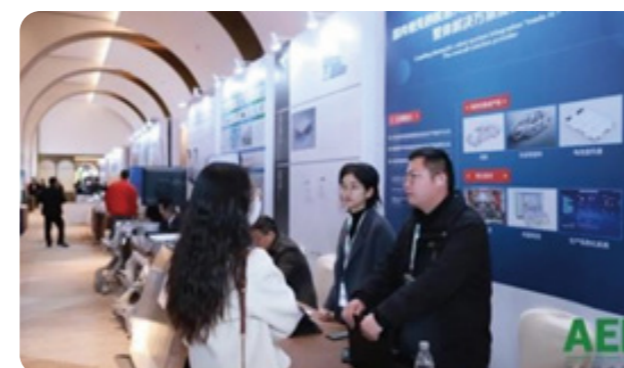
- Conducting monthly performance evaluations for machine processing suppliers, and targeted training and on-site guidance were provided to suppliers with low performance.
- To understand supplier capabilities before placing orders, suppliers were rated, and a supplier capability matrix was developed.

## Industrial Exchange and Collaboration

The Company fully leverages its business advantages and resources by establishing industry technology cooperation and exchange platforms, supporting the formulation and revision of industry standards, and participating in industry associations and exchange meetings. Through these efforts, it brings diverse expertise and strength to promote industry development and technological progress, actively contributing Beiren's strength to technological innovation in the industry.

### Attending AEE2023 Automotive Technology Annual Conference

On February 21, 2023, Jiangsu Beiren was invited to attend the AEE2023 Automotive Technology Annual Conference. The delegation was led by Wang Bin, the Technical Director of Jiangsu Beiren. Wang Bin delivered a speech titled Introduction to Welding of Aluminum Alloy Subframes and Welding Production Lines based on Jiangsu Beiren's business development. Additionally, Wang Bin provided professional insights into Jiangsu Beiren's core technologies, including connection processes, machine vision, and production information systems.



### Participation in Industry Standards Development

The Company actively participates in the formulation of industry standards and specifications. This includes leading the drafting of the Manufacturing Specification for Aluminum Alloy Battery Trays for New Energy Vehicles, a group standard jointly developed by 33 companies along the industry chain, including CATL, Minth, and others. This standard was reviewed by the Expert Technical Committee of the China Welding Association and approved for publication by the China Welding Association. It has been implemented since June 1, 2022. Additionally, the Company is involved in the development of standards such as the General Technical Conditions for Laser Welding Robot Systems, helping promote the healthy development of the industry and leading technological progress through standardization and industry norms.

#### Industry Standards Developed by the Company

Name	Date of implementation
Specification for Welding and Manufacturing of Aluminum Alloy Battery Trays for New Energy Vehicles	June 1, 2022
General Technical Requirements for Laser Welding Robot Systems	September 1, 2023
General Technical Requirements for Resistance Spot Welding Robot Systems	August 1, 2023
Technical Specifications for Stir Friction Welding of Cast Aluminum	August 1, 2023

# 03

## Environmental Responsibility

### Contributing to China “30·60” Decarbonization Target via Green Manufacturing

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- ◎ Mitigating Operational Impact on Environment 44

## Environmental Responsibility

### Contributing to China “30·60” Decarbonization Target via Green Manufacturing

The new energy industry is the main force in achieving China's “dual carbon” goals. As a player in the new energy industry, the Company actively deploys green industries and develops green products, contributing to China's early realization of "carbon peaking" and "carbon neutrality." Additionally, the Company integrates green development into its daily operations, with a focus on environmental protection, including effectively reducing energy consumed per capita through process optimization, technological upgrades, employee training, as well as managing on-site wastes safely and in line with regulations.

### Green Products

Climate change has become one of the most urgent issues of the 21st century. Global warming is causing more extreme weather events, impacting the health and well-being of people worldwide. As a major global power, China has taken the lead in proposing the "dual carbon" goals, aiming to reach carbon peaking by 2030 and carbon neutrality by 2060. According to the State Council's Action Plan for Carbon Peaking by 2030, China intends to raise the proportion of non-fossil energy in primary energy consumption to about 25% by 2030. As the share of renewable energy generation increases, the integration of high-proportion intermittent renewable energy sources (such as solar and wind power) into the grid will pose challenges to local grid stability. This in turn creates needs for energy storage.

The Company actively positions itself in the energy storage industry, leveraging its advantages in intelligent manufacturing and digitalization. It has established an energy storage technology research and development center, and a production base for energy storage products. By implementing full lifecycle management of its energy storage products, the Company is able to supply high-quality energy storage products and solutions, thereby supporting the continuous development of China's new energy market.

### Green Features of Jiangsu Beiren's Products

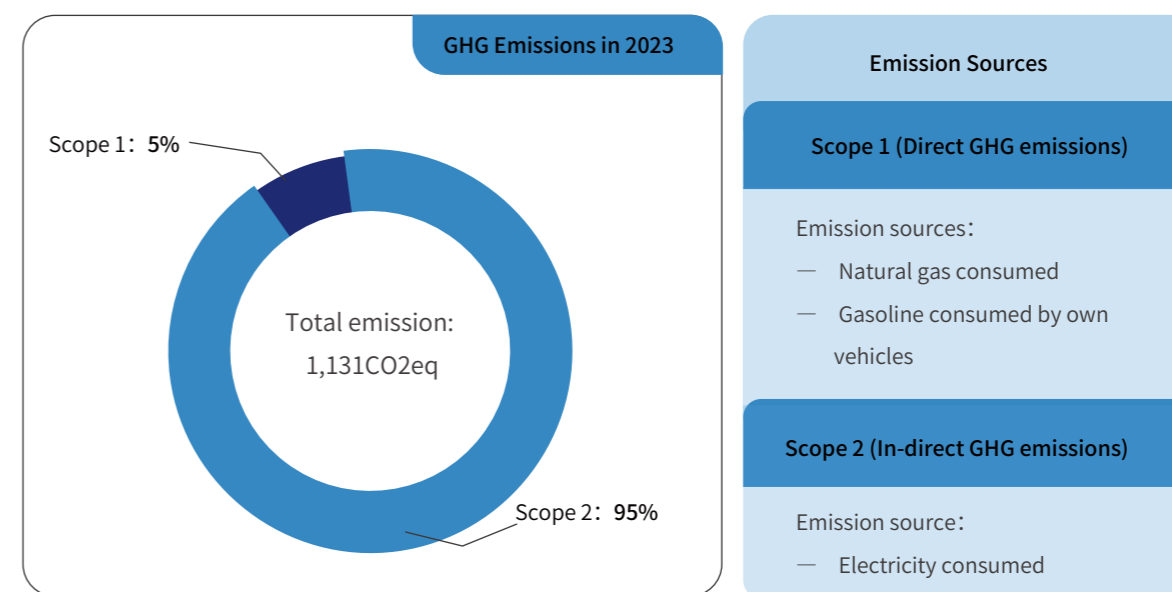
<p><b>PACK</b></p>  <p>Equipped with welding traceability database to ensure the reliability and safety of energy storage systems.</p>	<p><b>Fully liquid cooled industrial and commercial energy storage system</b></p>  <p>Equipped with a three-level fire warning system, with a 20% increase in cycle life and a 20% reduction in auxiliary control energy consumption.</p>
<p><b>Energy storage battery compartment</b></p>  <p>Product itself comes with key advantages such as safety and reliability; efficient charging and discharging; high mobility, flexibility, and scalability. It can provide stable and efficient energy supply solutions for various application scenarios.</p>	<p><b>Carbon management platform</b></p>  <p>Energy storage + carbon management, helping customers to peak carbon emission and achieve carbon neutrality.</p>

Currently, the new quality productive forces are regarded as a key enabler for China's transition towards high-quality development and carbon neutrality. In essence, the new quality productive forces are also green productivity, which is where the Company positions itself for its new energy business. In the future, the Company will continue investing in new technologies and exploring new business models, taking full advantage of new quality productive forces to strengthen its main businesses and enhance its core competitiveness.

## Low-carbon Operation and Energy Efficiency

Reducing direct carbon emissions from production is key to achieving carbon reduction goals. Energy efficiency is at the core of achieving carbon reduction in manufacturing business. By enhancing energy efficiency and transitioning to cleaner energy sources, the Company is able to meet national emission control requirements, while accelerating low-carbon operations and seizing new opportunities for long-term sustainable development.

In achieving carbon neutrality, the first step is to build up a data-driven system to monitor carbon footprint. During the reporting period, the Company initiated greenhouse gas emissions (GHG) accounting for its direct operations, and reported Scopes 1 & 2 emissions in the annual ESG Report accordingly.



**Note:**

1. Total emissions include both Scope 1 and Scope 2 GHG emissions. Scope 1 emission comes from natural gas consumed and gasoline consumed by own vehicles; Scope 2 emission comes from electricity consumed.

2. Scope 2 emission factor is from the 2021 national power emission factor published by the Ministry of Ecology and Environment and the National Bureau of Statistics, at 0.5992 kg CO2eq / kWh; Natural gas emission factor comes from China Products Carbon Footprint Factors Database by Chinese Academy of Environmental Planning, at 2.16 kg CO2eq / m3 ; Gasoline emission factor also comes from China Products Carbon Footprint Factors Database, at 3.04 ton CO2eq / ton.

## Low-carbon Offices

The energy consumed in the Company's production and operations mainly include electricity and natural gas, etc. Guided by its energy saving targets and its policy on energy use management, the Company actively applies energy-saving retrofitting technologies, and advocates green office practices in daily operations to enhance employees' awareness of energy conservation.

### Low-carbon Office Initiatives



#### Air-conditioners

- Maintaining air conditioning at a set temperature: no less than 26°C in summer and no higher than 20°C in winter
- Ensuring that doors and windows remain closed while the air conditioner is running.



#### Lightings

- Making full use of natural lighting when weather is clear with ample sunlight.
- Turning off the lights when leaving the office area afterwork or for extended periods.



#### Business commute

- Encouraging employees to use public transportation for daily commute.

## Clean Energy

Compared to traditional fossil fuels, renewable energy offers multiple benefits including near-zero emissions, clean and efficient energy sources, and reduced reliance on natural resource compensation. The Company focuses on photovoltaic (PV) power generation, making significant investments in infrastructure construction and project deployment to become energy self-sufficient and carbon neutral in operations.

In 2022, the Company completed a rooftop PV project in its office building, with an annual green electricity generation of 815 megawatt-hours (MWh). Of this, 548 MWh were used towards the Company's direct electricity consumption, while the remaining 267 MWh flew back into the local grid.

Project	Phase 1	Phase 2	Phase 3
Green electricity flowing back to local grid	161,797	104,938	266,735
Green electricity consumed by the Company	202,276	345,998	548,274
Total green electricity generated during the reporting period	364,073	450,936	815,009
Unit: kWh			



Moving on, the Company will strengthen the implementation of lean production and improvement measures to accelerate energy-saving and carbon-reduction, steadily progressing towards the goal of building a "zero-carbon factory."

## Mitigating Operational Impact on Environment

Natural resources play a crucial role in economic and social development, including providing raw materials needed for various industrial products. China, being the most populous country in the world, faces increasing demand for its already strained natural resources as its population continues to grow. Companies should adopt more responsible production models to enhance resource use efficiency and reduce air and soil emissions from their operations.

The Company strictly complies with national policy requirements to manage and protect natural resources efficiently, minimizing the impact of its operations on the environment. It continuously strengthens pollution and waste controls during production and operation processes.

### Use of Resources

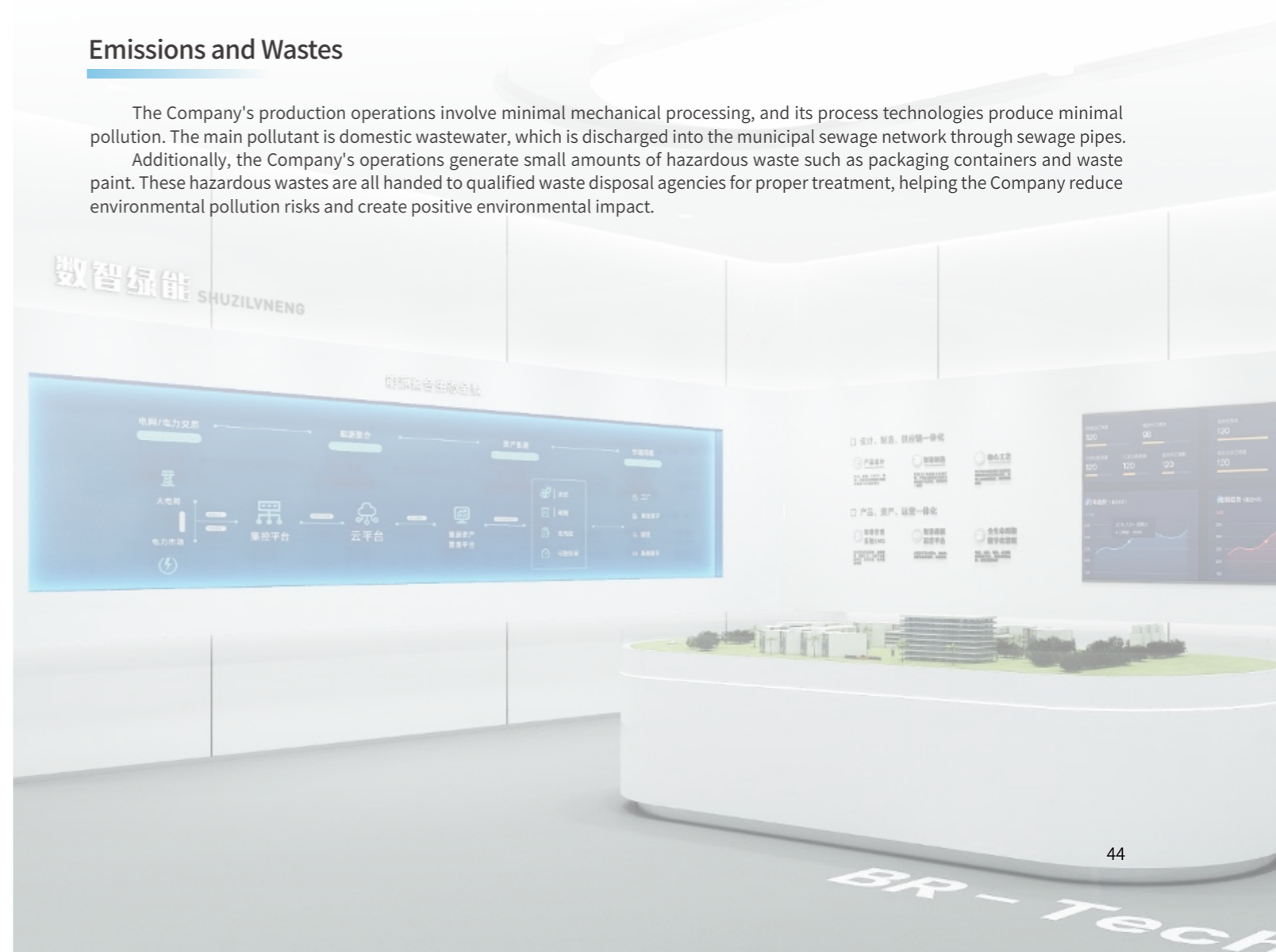
The Company consumes municipal water and actively takes measures to preserve natural resources. The Company's approach to water stewardship includes inspection of water pipes, equipment, and other facilities, where any water leaks discovered are promptly repaired to eliminate waste. Continuous efforts are made to strengthen water conservation through educational campaigns. For instance, water-saving signs are made visible and displayed at key water usage points to boost employees' awareness of water saving.

In terms of conserving production materials, during the reporting period, the Company took active measures to manage stagnant inventory materials in its intelligent manufacturing business. Corresponding management processes were formulated for more efficient use of existing materials and waste, thus reducing the generation of stagnant materials.

### Emissions and Wastes

The Company's production operations involve minimal mechanical processing, and its process technologies produce minimal pollution. The main pollutant is domestic wastewater, which is discharged into the municipal sewage network through sewage pipes.

Additionally, the Company's operations generate small amounts of hazardous waste such as packaging containers and waste paint. These hazardous wastes are all handed to qualified waste disposal agencies for proper treatment, helping the Company reduce environmental pollution risks and create positive environmental impact.



# 04

## Social Responsibility

### Becoming a Responsible Employer and Corporate Citizen by Putting People First

- Talent Attraction and Retention
- Empowering Employees' Career Growth
- Health and Safety
- Community Prosperity

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## Social Responsibility

### Becoming A Responsible Employer And Corporate Citizen By Putting People First

Recognizing that talent is a core strength and a key enabler of business success, the Company continuously improving its talent development plans, setting up channels for employee career advancement, fostering a corporate culture of people care, creating a healthy and safe work environment, and enhancing employees' sense of belonging.

Additionally, the Company pays attention to the needs of the community where it operates, and strengthens deep integration via public welfare activities, thereby promoting mutual prosperity with the community.

## Talent Attraction and Retention

### Employee Rights and Benefits

The Company strictly adheres to national laws and regulations such as the Labor Contract Law and the Social Insurance Law. To safeguard the legal rights and interests of every employee, the Company has developed policies covering all aspects including rewards and penalties, attendance and leave, recruitment, training, compensation, etc. The Company ensures that in recruitment, promotion, training, salary, and welfare benefits, employees are not discriminated against or treated differently due to non-work-related factors such as age, gender, birthplace, religion, marital status, or disabilities.

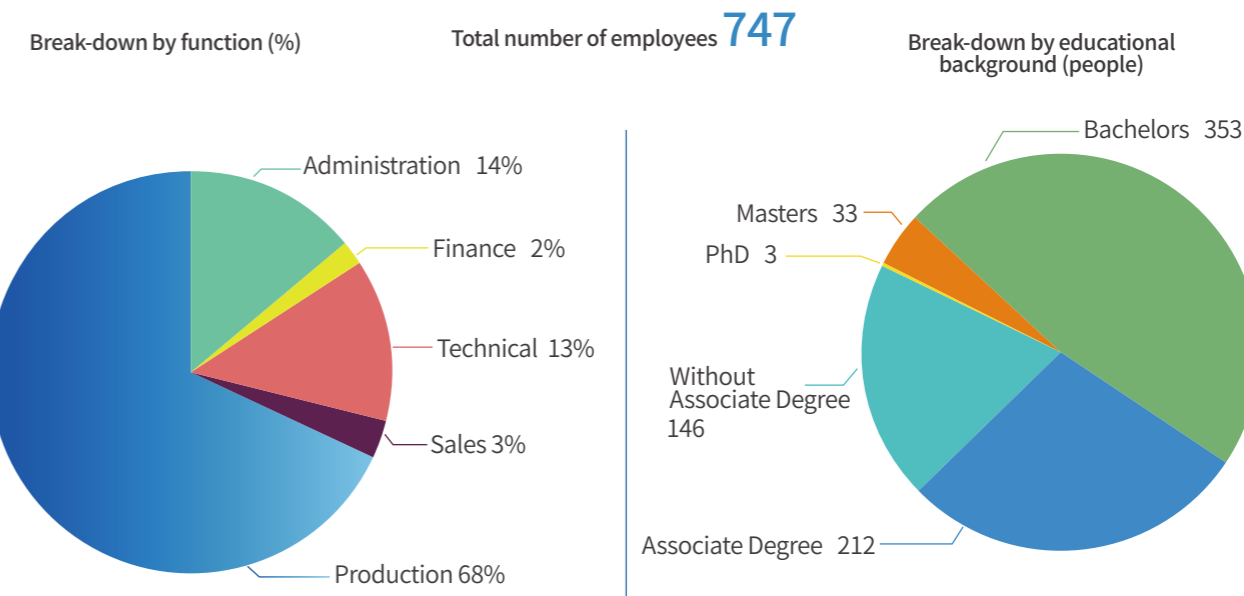
The Company organizes regular annual health checks for employees to ensure their physical well-being. For female employees, the Company provides legally mandated leave for those who are pregnant, on maternity leave, or breastfeeding. For male employees, the Company offers 15 days of paternity leave.

### Employee Benefits

 Social insurance and housing provident fund	 Commercial insurance for accidental injury	 Annual health checks	 Paid annual leave	 Holiday benefits
 Different types of bonuses available	 Housing accommodation for fresh graduates	 Communication allowance	 On-site dining hall	 Team building events

Additionally, the Company has a well-established system in place for grievances and feedback, encouraging employees to report any issues encountered during the recruitment or employment process. The main communication channels include phone calls, e-mail, and online QR code.

### Employment Overview



### Remuneration and Incentives

To meet its strategic development needs and to build a fair, efficient and competitive remuneration system, the Company has developed an internal compensation management policy. Guided by external salary surveys conducted by reputable organizations, the Company is able to form its own salary guidelines for various job categories and provide employees with competitive salary packages. Furthermore, to provide incentives and retain talents, the Company offers employees various incentives, including annual bonuses, annual salary increases, project performance incentive, and other types of incentives.

Year-end bonus	Year-end bonus made to employees before Chinese New Year, and is tied to the Company's economic performance from the previous year, as well as the overall performance of the employee.
Salary increase	Annual salary increase planned in June each year, and is tied to the Company's economic performance from the previous year, as well as the overall performance of the employee.
Project performance incentive	Additional incentive will be made to employees based on evaluation of their projects regarding cost savings, work efficiency improvement, etc.

To better engage its talents, the Company continuously refines its stock incentive plans. In the 2021 fiscal year, the Company implemented Restricted Stock Incentive Plan (Second Class), with a total of 1.484 million shares granted by the end of the reporting period.

### Employee Stock Ownership

Number of employees with stock ownership	41
Number of employees with stock ownership / total number of employees (%)	5.49
Number of shares owned by employees (in 10,000 shares)	148.4
Number of shares owned by employees / total number of shares (%)	1.26

Note:

- In 2021, the Company implemented the Second Class Restricted Incentive Plan. According to the 2021 Restricted Stock Incentive Plan (Draft), the total number of restricted stocks to be granted under this plan is 1.8 million shares (1.45 million shares initially, with 350,000 shares reserved). By the end of the reporting period, a total of 1.484 million shares was granted (1.214 million shares initially, with 270,000 shares reserved).
- The above employee shareholding figures do not include shares directly held by the Company's directors, supervisors, and senior management. They also do not include shares indirectly held by employees through shareholding platforms, nor do they include shares purchased by other employees (excluding directors, supervisors, and senior management) from the secondary market.

Additionally, the Company is committed to creating a measurable, diversified, and motivating employee recognition system, and actively recognizes best-performing employees and teams by setting up appreciation awards. These include the Northern Star Award for Outstanding Youth, Outstanding Employee Award, Rising Star Award, and Outstanding Team Award, etc. During the reporting period, 40 employees were awarded Outstanding Individual, 34 awarded Company-Level Outstanding Individual, and 7 teams awarded Company-level Best-performing Team.

### Corporate Culture

All resources in the world may eventually be exhausted, except for one that can continuously thrive: culture. Reflecting on Jiangsu Beiren's journey of over a decade, it has grown rapidly through hard work and dedication. Jiangsu Beiren belongs to its employees, and the employees create Jiangsu Beiren. The Company's Management believes that an excellent culture and spirit can be everlasting, subtly influential, and passed down and carried forward.

In terms of cultural development, the Company keeps investing each year. In 2023, the Company appointed a dedicated team to document and consolidate Jiangsu Beiren's cultural journey, business development, expectations, and profiles of employees and managers, as well as the Company's established work norms, management methods and tools into a tangible, shareable cultural handbook. This handbook allows employees who join the Company at different times to witness shared moments of emotion and warmth, youth and passion, growth and hope, enabling them to practice and spread the Company's values.

The Company also places great emphasis on daily cultural communication. For every new employee, cultural training is included at the beginning of their onboarding process. During this training, the Management team is invited to share real-life stories and join roundtable discussions to explain the "Five Virtues" of Beiren employees and the "Four Strengths" of the management spirit. Additionally, the Company has high expectations for employees' learning and adaptability, organizing various communication activities and strengthening the role of mentors to foster mutual understanding and alignment.

These activities render the Company's culture more concrete and relatable, continuously attracting groups of like-minded employees who are ready to "walk with the strivers!"

### Corporate Culture Initiatives

#### Corporate Culture Handbook

- During the reporting period, the Company compiled the "Walking with Strivers - Jiangsu Beiren Culture Handbook," which documents its development history and employee stories. The handbook aims to further guide employees in understanding and embracing Beiren culture, practicing Beiren spirit, and enhancing cohesion, execution, and creativity, thereby fostering an enduring cultural force within and outside the organization.

#### Employee communication and exchange

- Conducting "Beiren Dream-Chasing Stories" seminars for fresh graduates
- Management sharing for new employee onboarding training
- Organizing "Beiren Mentors" sharing and appreciation event on Teachers' Day

### Beiren Gobi Leadership Journey

Some people once said, "In our lifetime, we must visit the Dunhuang Gobi. To witness the faith at the Mogao Caves, the resilience of Crescent Spring, the unyielding winds at the Jade Gate Pass, and the majestic frontier scenery of armored steeds and swords."

From September 20 to September 24, 2023, 45 employees from Jiangsu Beiren embarked on a journey to the Gobi Desert, retracing the steps of Xuanzang. Amidst the desolation and splendor, they felt the vastness of nature and experienced an extraordinary journey of heroism in an ordinary world. Over the course of three days and 88 kilometers, employees walked together, built a sense of camaraderie with each other, and successfully completed the journey through mountains and deserts, exemplifying the power of teamwork.

"In extreme environments, I believe everyone gained unique insights, including belief, faith, willpower, and principles. One person can go fast, but a group can go further. The distance Beiren can travel is determined by its leaders. Leaders need to think about 3 - 5 year plans, and how to build an excellent team that people are willing to join and strive for. I hope that when we look back on the past, we won't regret a lack of achievements or time wasted."

— Zhu Zhenyou, Chairman of Jiangsu Beiren



### Together with One Heart · Cherishing Our Youth | Beiren's Dream-Chasing Stories Sharing

"Throughout the business trip, he acted like an experienced expert - positive, patient, professional, and responsible," said Mr. Zhang, an employee from the Mechanical Design Department at the Company's Operations Center. "He was my guide when I first entered the workplace, like a lamp lighting my way. He is the person I aspire to become. I want to be as good and professional as he is."

At Jiangsu Beiren, every Future Star campus recruit undergoes a year-long job training program upon joining the Company. During this year, they will meet their role models. These role models, as more experienced employees, help each future star navigate the difficulties and challenges of entering the workplace.

In 2023, the Company organized series of discussion meetings, where Future Stars who completed their job training was invited to share their personal growth stories from the past year and their experiences with their role models. At the end of the discussion meetings, Future Stars wrote thank-you letters to their role models.

The Management of Jiangsu Beiren extended their sincere congratulations and heartfelt wishes to the Future Stars, celebrating their successful completion of the first year. Moving on, Management are positive that the Future Stars will gather strength, remain confident, and soon become key players, making outstanding contributions to their teams and the development of the Company.

#### Role-model Posters



## Learning from Success, Honoring Our Mentors | Jiangsu Beiren Teachers' Day Event

At Jiangsu Beiren, there is a special group of people who wholeheartedly dedicate themselves to passing on knowledge, implementing business practices, and resolving doubts for others. They are known as the “Beiren mentors.”

### “Beiren Mentors” Team Building

Jiangsu Beiren has established a comprehensive mentor team development mechanism, which is supported by four dimensions: selection, training, utilization, and retention. The Company strictly selects, meticulously trains, effectively utilizes, and efficiently retains its mentors.

The Company has defined a five-force model for mentors, which includes Professional Ability, Internal Drive, Presentation Skills, Design Skills, and Transformation Skills. Based on the needs of learning projects, the Company regularly conducts mentor recruitment and selection. Additionally, it offers training on mentoring abilities, course design, and teaching techniques according to the mentor's job position. For application and retention, the Company regularly organizes activities such as Teachers' Day celebrations and mentor interviews, and provides mentor allowances to offer both material and spiritual incentives.



### “Beiren Mentors” Appreciation Event

On Teachers' Day in 2023, the Company organized the “Beiren Mentors” Appreciation Event, inviting three mentors to share their stories of becoming mentors at Beiren and their mentoring experiences. On the same day, the Company also held the “New Assistant Mentor Boot Camp”, where new assistant mentors were invited to share their personal journeys and their experiences of transitioning from "soldiers" to "generals." These 16 new assistant mentors were also honored with the title of “Beiren Mentor.”

“Beiren Mentor” is not just a title, but also a mission, a belief, and a culture. It is deeply rooted in the hearts of every Beiren employee and serves as the best testament to the awakening of life through the genuine actions of each Beiren Mentor.



On-site mentor sharing session

16 new assistant mentors

Excellent Mentorship Award

## Management Sharing at New Employee Onboarding Training

In 2023, the Beiren Future Stars Onboarding Training was officially launched. 20 Future Stars participated in a 6-day training program, engaging in activities such as ice-breaking games, treasure hunts, and Vlog filming to showcase their teamwork.

The Chairman and the Director of Human Resources of Jiangsu Beiren delivered opening remarks for the training, offering blessings and words of encouragement to the Future Stars. Additionally, the Company organized roundtable discussions during the training, inviting the Director of Strategic Investment Department, the Director of Solutions Center, and Managers of Planning and Management Department to share their experiences and stories about Jiangsu Beiren's corporate culture. They encouraged the Future Stars to stay grounded, pursue their dreams, overcome obstacles, and set sail for success!

### Management Sharing



### Onboarding Events



F1 race cars

Bounty hunters

Vlog filming

Ice-breaking

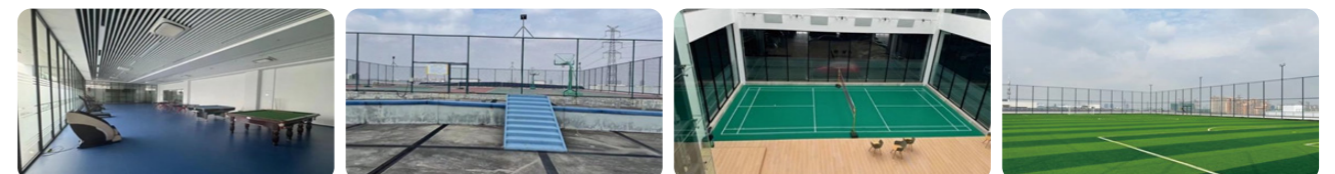
Treasure hunts

Team showcases

## Work-life Balance

The Company places great emphasis on people care, advocating and encouraging employees to strike a balance between work and life. It has set up recreational and sports facilities such as basketball and badminton courts in the office area. In addition, the Company organizes diverse team-building activities on a regular basis, aiming to foster a flexible and caring working culture.

### Recreational and sports facilities



In-door gym

Rooftop basketball court

Indoor badminton court

Rooftop football field

## Employee Team Building Event at the Central and Southern Herb Garden

To enrich employees' cultural life outside of work, and to practice the idea of people care, the Company organized a team building event to Central and Southern Herb Garden in 2023.

Central and Southern Herb Garden is one of the largest ecological leisure and tourism scenic spots in the Yangtze River Delta region, located in Anji County, Zhejiang Province, known as a national AAAA-level tourist attraction. It boasts resources such as forests, grasslands, wetlands, bamboo forests, and wildlife.

During the two-day activity, employees enjoyed exploring the botanical world, animal world, and scenic performances in the park, as well as participating in activities such as bonfire parties and drifting. This team building event provided employees with a platform for mutual understanding, communication, and cooperation, while also fostering a sense of belonging and teamwork spirit among them.

In the future, the Company will continue carrying out different team building activities to inspire employees' potential, enhance overall competitiveness, and lay a solid foundation for its own sustainable development.



## Floral Goddesses, Playful Beauty | International Women's Day Activities

With the development of the economy and social progress, women are gradually demonstrating more leadership across various industries, playing an increasingly important role in advancing social development. The Company implements the ESG gender diversity concept in workplace, organizing specific themed activities for female employees to let them feel the warmth of "home" and enrich the "Her" culture.

During the 2023 International Women's Day, the Company held a themed event called "Floral Goddesses, Playful Beauty" for all female employees. The event featured a succulent DIY planting session, where participants found stress relief and relaxation throughout the whole process. Each DIY work also showcased the meticulous, serious, efficient, and innovative work style of the Company's female employees.

Moving on, the Company will continue fostering a harmonious and caring work environment for female employees, putting gender diversity into practices each day.



## Empowering Employees' Career Growth

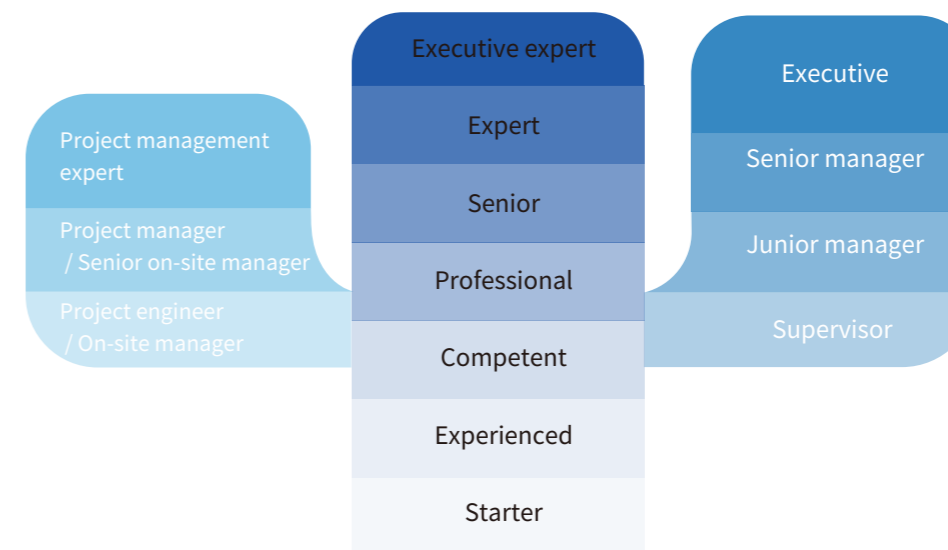
The Company keeps investing in talent development, optimizes the allocation of human resources, constantly improves talent development plans, sets up channels for talent promotion, and actively builds a talent-first organization and corporate culture.

### Jiangsu Beiren's Talent Management Philosophy

<p><b>Talent first</b></p> <p>Talent is the greatest asset at Jiangsu Beiren. The Company needs to provide soil for talents to grow and scale.</p>	<p><b>Internal promotion</b></p> <p>Establish an effective mechanism for evaluating talent to provide objective criteria for internal promotion.</p>	<p><b>Reward and penalty</b></p> <p>Break away from uniform treatment, and reward those willing to take initiative, capable of getting things done, and deliver results.</p>	<p><b>Continuous growth</b></p> <p>Beiren aims to provide employees with a career path that allows sustained growth.</p>
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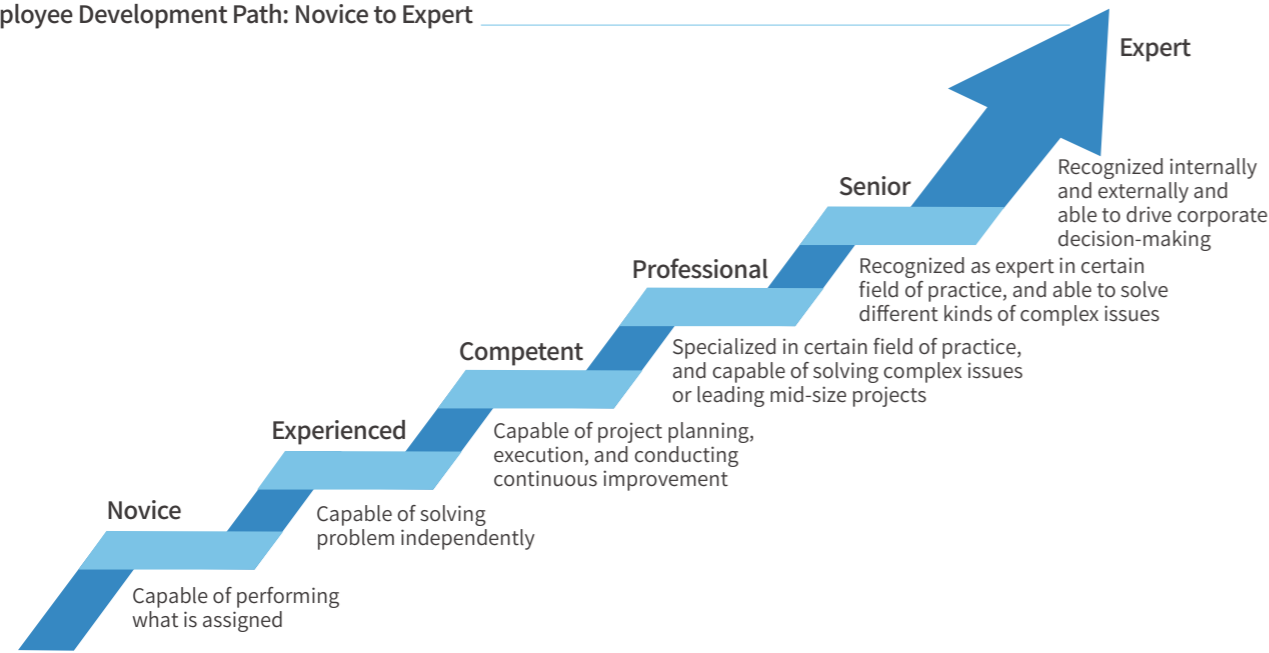
The Company advocates the idea that everyone takes ownership on their own career development. To this end, it has set up clear career paths and career ladders for each of the employees, covering both horizontal and vertical development.

For horizontal development, the Company employs a three-channel development schemes: technical, project management, and business management. Having established a solid professional foundation, employees can then choose the development channel that best aligns with their strengths and career aspirations.



In terms of vertical specialization, the Company's job qualifications are defined according to the principles of talent development. The specific standards and requirements are based on categories such as novice, experienced, competent, and expert.

Employee Development Path: Novice to Expert

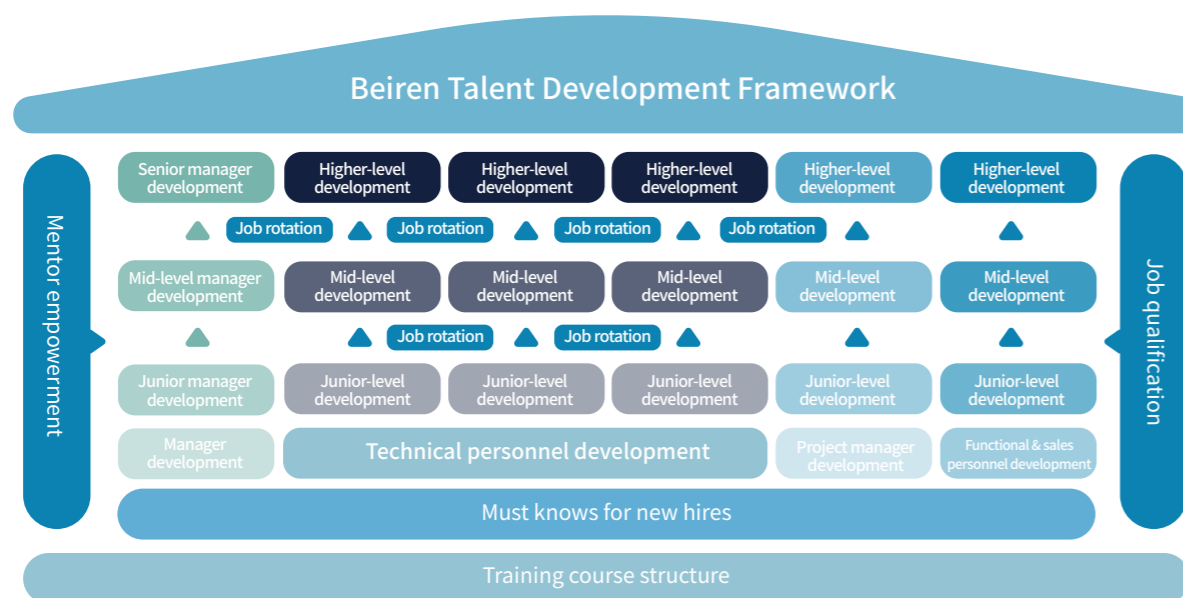


Learning and Development

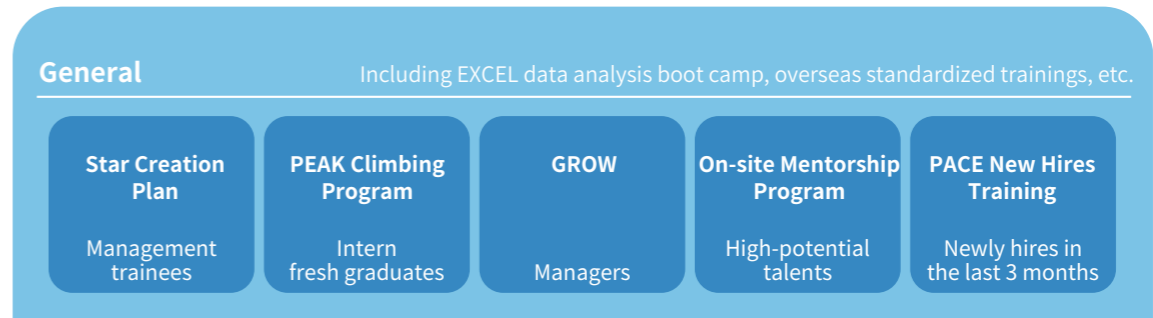
To stay sustainable in today's competitive market environment, businesses need to invest in growing their employee's productivity and innovative capabilities. Therefore, effective employee training has become an important development strategy for businesses.

The Company is committed to fostering a learning culture internally, and enhancing the professional skills and potentials of its employees. The Company's employee training initiatives are guided by its policies such as Employee Training Management Policy and Jiangsu Beiren Mentorship Management Policy, etc. It has developed scenario-based and personalized training programs for employees at different stages and fields of their career development. These programs utilize various online and offline methods to provide specialized / technical and managerial training for different job positions. With the support of mentorship, these programs will empower employees in making their own career advancement.

Employee Training System



Overview of Employee Training Courses



PEAK Climbing Program

The PEAK Climbing Program is designed to help interns and fresh graduates to quickly integrate themselves into Jiangsu Beiren. It aims to help new employees gain a comprehensive understanding of the Company's business operations and continuously discover their own work values.

In 2023, the company organized two sessions of the PEAK Climbing Program specifically for fresh graduates, with a total of 68 people participating.

New employees are crucial for the Company's future development. With these training programs, the Company can identify and nurture high-potential talents. On the other hand, the PEAK Climbing program can also help employees adapt to new work environment and enhance their professional skills, paving the way to build up future talent pipeline inside the Company.



On-site Mentorship Program

The On-Site Mentorship Program is an important learning initiative developed by the Jiangsu Beiren Learning and Development Team. It is designed to facilitate upward progression for employees, and focuses on addressing work-related issues to identify high-potential individuals who are eager to learn and grow. Through effective empowerment and development activities, participants are able to achieve both personal and professional breakthroughs, thus contributing to the construction of "diamond-shaped" talent development system within Jiangsu Beiren.

The On-Site Mentorship Program was officially launched in September 2022 and closed in April 2023. With the support of 41 mentors, 83 participants completed six mentorship growth objectives and six monthly growth summaries, successfully transitioning from associate / junior level to higher positions.



## The Star Creation Plan - Beiren Star Youth Training and Development Program

The Star Creation Plan is designed to meet the Company's need for future key personnel and managers. By adopting a product-centric approach, the program selects outstanding and high-potential fresh graduates, with Management members acting as program mentors. The goal is to prepare these individuals towards becoming core management team of the Company.

The program employs a triad training approach, including mentorship from Management, job rotation, and professional development. As of the end of the reporting period, participants have completed 9,172 learning check-ins in the study group. Participants also demonstrated excellent performance in their daily jobs, with many beginning to take on roles in the Company's overseas projects. Additionally, four participants were nominated for the Annual Outstanding Employee Award.



## GROW Plan

The GROW Plan is a talent development program overseen by the Chairman of the Company, with internal Management members as the training mentors. It is structured based on management pain points and challenges identified through external research, and aligned with Beiren's specific management expectations. The program offers courses on how to manage people, tasks, and teams, and covers topics such as efficient meetings, performance mindset, cost reduction and efficiency enhancement, team building, talent recruitment and selection, and employee motivation, etc. The goal is to help employees improve their management skills and leadership abilities.

In 2023, the GROW Plan spanned a total of nine months, with 10 training sessions completed and 348 participants. Participants' overall ratings of the program were consistently above 93 points. Such high enthusiasm for learning among employees fully embodied the Company's learning philosophy: Talent growth brings success.

GROW



## Health and Safety

### Safety Management

Automated production lines play an increasingly important role in modern industrial production. They can significantly improve production efficiency, reduce production costs, and enhance product quality. However, as the level of automation increases, safety issues on the production line have become more prominent. Ensuring the safety of personnel and equipment is the primary consideration in the design and implementation of automated production lines.

The Company consistently adheres to the safety production policy of "safety first, prevention foremost, and comprehensive management." It strictly complies with relevant laws and regulations such as the Production Safety Law of the People's Republic of China, the Occupational Disease Prevention and Control Law of the People's Republic of China, and the Fire Control Law of the People's Republic of China, etc. The Company has established a safety production management system to ensure effective management and continuous optimization of safety operation.

#### Safety Management System



In managing suppliers and contractors, the Company has formulated policies such as the Supplier Safety Production Management Policy, and the Safety and Civilized Service Agreement, etc. These policies outline the safety management requirements throughout the entire work cycle, from supplier selection, on-site training, construction process management, to post-completion exit, with great emphasis on labor rights management within the supply chain.

## Safety Culture

The Company upholds the core concept of safety development, aiming to enhance the safety awareness and competence of all employees. To ensure that employees understand and strictly adhere to relevant safety production regulations, the Company establishes a multi-channel communication mechanisms. These together provide employees with convenient access to safety knowledge, foster a positive safety culture, guide employees to prioritize safety issues, and cultivate strong safety consciousness within the Company.

### Safety Culture Initiatives



On-site safety signs



Fire drills



Employee education



On-site safety training

## Occupational Health

The Company values employee health and safety, and implements protection measures under the guidance of the Occupational Disease Prevention and Control Law of the People's Republic of China. With these measures, the Company is able to prevent occupational diseases among employees in production lines. Additionally, the Company actively organizes training activities to raise employees' awareness of occupational health.

The business areas and work environments of the Company do not involve any major occupational disease hazards. During the reporting period, no cases of occupational diseases occurred, achieving effective prevention of all occupational health risks.

### Occupational Hazard Control Measures



#### Hazard identification and monitoring

Reporting occupational hazards and management practices to local health departments regularly.

Formulating annual work plans on occupational hazards control.



#### Hazard communication

Setting up warning signs at workplaces, job sites, and equipment facilities.

Notifying employees of potential occupational hazards exposure risks.



#### Hazard detection and control

Conducting occupational hazard factors detection on a regular basis.

Repairing and maintenance of on-site facilities for occupational hazard controls.



#### Protection and health checks

Providing employees with protection equipment.

Organizing pre-job, on-the-job and departure health checks for employees exposed to occupational hazards.

## Community Prosperity

As a key stakeholder, community provides the economic environment, infrastructure, and local labor force for business activities to operate smoothly. Therefore, the health and prosperity of the community are closely linked to the development of businesses.

### Supporting Education

Education is a crucial foundation for national development and social progress. The report of the 20th National Congress of the Communist Party of China highlights "implementing the strategy of revitalizing the country through science and education, and strengthening the support of talent for modernization construction" as a key focus, and integrates education, science, and talent development into its overall work plan.

The Company is committed to promoting the development and progress of education through special donations and charitable activities. In 2023, the Company made a charitable donation of RMB 400,000 to the Harbin Institute of Technology Education Development Foundation, and provided scholarships of RMB 4,000 to the Xuancheng Youth Development Foundation, helping more students complete their academic journeys.

### Community Development

In addition to charitable donations, the Company places importance on establishing smooth communication with the community where it operates. It pays attention to the needs of the public and stakeholders, and actively engages itself in community services. These include initiatives such as organizing visits to firefighters to show appreciation and support, aiming to give back to the local community and contribute to its prosperity and development.

### Beating the Heat, Caring for Our Firefighters – Jiangsu Beiren paid special visit to city firefighters on Army Day!



Firefighters are the guardians of urban safety. Through their selfless dedication to their daily work, they make significant contributions to economic development and social stability.

In 2023, the Company visited the local community fire brigade to express its appreciation and support. During the visit, employee representatives chatted with the firefighters about their lives and brought supplies such as bottled water, instant noodles, and milk, to help them cope with the summer heat.

Firefighters play a crucial role in the development of society, and respecting and caring for firefighters is a shared responsibility of society. Through this visit, the Company hoped to inspire more people to support city

firefighting system, and to build a safer and more harmonious society together.

In the future, the Company will remain committed to engagement and deep integration with the community, by addressing their needs, striving for co-development, and working with all sectors of society to give back to the community.

## ESG Key Performance Metrics

### Employment and Training

Category	Indicator	Unit	2023	
Employment	Number of employees (parent company)	people	563	
	Number of employees (subsidiaries)	people	184	
	Total number of employees	people	747	
	<b>Break-down by function</b>			
	Production	people	509	
	Sales	people	17	
	Technical	people	99	
	Finance	people	16	
	Administration	people	106	
	<b>Break-down by education background</b>			
	PhD	people	3	
	Masters	people	33	
	Bachelors	people	353	
	Associate Degree	people	212	
	Without Associate Degree	people	146	
Proportion of women on the Company's Management	%	25%		
Training	Employee training hours	hours	6,837	

### Health and Safety

Category	Indicator	Unit	2023
Occupational health and safety	Safety training coverage	%	100%
	Number of employees diagnosed with occupational diseases	people	0

### Environmental Management

Category	Indicator	Unit	2023
Environmental management	Environmental investment	RMB 10,000	163
GHG emissions	Total GHG emissions <sup>1</sup>	tCO <sub>2</sub> eq	1,131
	Scope 1	tCO <sub>2</sub> eq	61
	Scope 2	tCO <sub>2</sub> eq	1,070
Use of resources	Total electricity consumed	kWh	1,785,623
	Natural gas	m <sup>3</sup>	8,706
	Gasoline consumed by own vehicles	liter	13,848
	Water consumed	ton	14,190
	Green electricity consumed	MWh	548,274
Wastes	Share of green electricity consumed <sup>2</sup>	%	31
	Total hazardous wastes generated <sup>3</sup>	ton	1.14
	Total non-hazardous wastes generated <sup>4</sup>	ton	232

#### Note:

1. Total emissions include both Scope 1 and Scope 2 GHG emissions. Scope 1 emission comes from natural gas consumed and gasoline consumed by own vehicles; Scope 2 emission comes from electricity consumed.

Scope 2 emission factor is from the 2021 national power emission factor published by the Ministry of Ecology and Environment and the National Bureau of Statistics, at 0.5992 kg CO<sub>2</sub>eq / kWh; Natural gas emission factor comes from China Products Carbon Footprint Factors Database by Chinese Academy of Environmental Planning, at 2.16 kg CO<sub>2</sub>eq / m<sup>3</sup>; Gasoline emission factor also comes from China Products Carbon Footprint Factors Database, at 3.04 ton CO<sub>2</sub>eq / ton.

2. Share of green electricity consumed = Green electricity consumed / total electricity consumed x 100%.

3. Hazardous wastes include packaging containers, etc., and are handed to qualified waste disposal agency for proper treatment.

4. Non-hazardous wastes include kitchen wastes and normal office wastes, and are handed to municipal environmental protection department for treatment.



## Supply Chain Management

Category	Indicator	Unit	2023
Supplier management	Total number of suppliers	Number	260
	Number of suppliers received environmental and social (including labor, ethics, etc..) evaluation	Number	40

## Products and Services

Category	Indicator	Unit	2023
Product management	Incidents of non-compliance concerning the health and safety impacts of products and services	number of incidents	0
	Product recalls due to safety and health issues	%	0

## Philanthropy

Category	Indicator	Unit	2023
Philanthropy	Charitable donations made <sup>1</sup>	RMB 10,000	40.40

### Note:

1. In 2023, the Company made a charitable donation of RMB 400,000 to the Harbin Institute of Technology Education Development Foundation, and provided scholarships of RMB 4,000 to the Xuancheng Youth Development Foundation.

## Industrial Associations

Number	Association	Membership	Status	Date of joining
1	Suzhou Intelligence Manufacturing Industry Alliance	Council member	Active	Jun. 1, 2017
2	Jiangsu Laser Industry Technology Innovation Strategic Alliance	Member	Active	Sep 2017 – Sep 2021
3	Robot Engineering Sub-Association of China Association for Mechatronics Technology and Application	Council member	Active	Dec. 2018 – Dec. 2023
4	Suzhou Robot Industry Association	Council member	Active	Nov. 2019 – Oct. 2023
5	China Robotic Industry Alliance	Council member	Active	May 1, 2019
6	Digital Economy Association of Suzhou Industrial Park	Council member	Active	Jul. 1, 2020
7	The 8th Council of the Welding Equipment Branch of the China Welding Association	Executive council member	Active	Sep. 2020 – Sep. 2025
8	China Welding Association	Council member	Active	Nov.9, 2020
9	Suzhou Robot Industry Association	Vice President	Active	Feb. 2021 - Oct. 2023
10	China Energy Storage Industry Innovation Alliance	Member	Active	Jul.7, 2023
11	Suzhou Intelligent Manufacturing Industry Alliance	Council member	Active	Aug. 2, 2022 – Aug. 1, 2027
12	Suzhou Industrial Park SME Credit Promotion Association	Member	Active	
13	Suzhou Humanoid Robot Ecological Alliance	Founder	Active	Apr 1, 2024
14	Jiangsu Energy Storage Association	Council member	Application under review	Apr 7, 2024
15	Suzhou Photovoltaic Industry Association	Member	Application under review	Apr 23, 2024
16	ESG Alliance of Suzhou Industrial Park	Founder	Active	Apr 25, 2024
17	CEIBS Alumni New Energy Association	Council member / Vice President	Active	2023
18	CEIBS Alumni Industrial Internet Association	Vice President	Active	2021

## Standard Index

### Shanghai Stock Exchange (SSE) Guideline on Self-Regulation of Listed Companies – Sustainability Report (Trial)

Guidelines	Location	
<b>Chapter 1 Overall guidelines</b>		
Section 1 to 10	Compliant	
<b>Chapter 2 Sustainability reporting framework</b>		
Section 11 to 19	ESG Management Corporate Governance	
<b>Chapter 3 Environmental reporting</b>		
1. Tacking climate change	Section 20	Compliant
	Section 21	Green Products Low-carbon operation and energy efficiency
	Section 22	Green Products Low-carbon operation and energy efficiency
	Section 23	Green Products Low-carbon operation and energy efficiency
	Section 24	ESG Key Performance Metrics
	Section 25	ESG Key Performance Metrics
	Section 26	ESG Key Performance Metrics
	Section 27	Low-carbon operation and energy efficiency
	Section 28	Green Products
2. Emission controls and eco-system conservation	Section 29	Compliant
	Section 30	ESG Key Performance Metrics
	Section 31	ESG Key Performance Metrics
	Section 32	Not applicable
	Section 33	No such incident
3. Use of resources and circular economy	Section 34	Compliant
	Section 35	ESG Key Performance Metrics
	Section 36	ESG Key Performance Metrics
	Section 37	Mitigating Operational Impact on Environment

<b>Chapter 4 Social reporting</b>		
1. Rural revitalization and social impact	Section 38	Compliant
	Section 39	/
	Section 40	Community Development ESG Key Performance Metrics
2. Innovation and technology ethics	Section 41	Compliant
	Section 42	Intelligence Manufacturing Powered by Innovation
	Section 43	Not applicable
3. Suppliers and customers	Section 44	Compliant
	Section 45	Working with Industrial Partners to Drive Sustainable Development
	Section 46	No such incident
	Section 47	Product Quality Management
	Section 48	Customer Relations
4. Employees	Section 49	Compliant
	Section 50	Talent Attraction and Retention Empowering Employees' Career Growth Health and Safety
<b>Chapter 5 Sustainability governance reporting</b>		
1. Sustainability governance	Section 51	Compliant
	Section 52	Compliant
	Section 53	ESG Management
2. Businss practices	Section 54	Compliant
	Section 55	Corporate Governance
	Section 56	Corporate Governance

## ESG Key Performance Metrics

Statement of use	Jiangsu Beiren has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.	
GRI 1 used	GRI 1: Foundation 2021	
GRI indicators	Disclosure	Location
GRI 2: General disclosures (2021)	2-1 Organizational details	About the Report
	2-2 Entities included in the organization’s sustainability reporting	About the Report
	2-3 Reporting period, frequency, and contact point	About the Report
	2-6 Activities, value chain, and other business relationships	Corporate Profile
	2-7 Employees	Talent Attraction and Retention
	2-9 Governance structure and composition	ESG Management
	2-10 Nomination and selection of the highest governance body	ESG Management
	2-11 Chair of the highest governance body	ESG Management
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Management
	2-13 Delegation of responsibility for managing impacts	ESG Management
	2-14 Role of the highest governance body in sustainability reporting	ESG Management
	2-16 Communication of critical concerns	ESG Management
	2-26 Mechanisms for seeking advice and raising concerns	ESG Management
	2-27 Compliance with laws and regulations	Refer to each chapter
	2-28 Membership associations	ESG Key Performance Metrics
2-29 Approach to stakeholder engagement	ESG Management	
GRI 3: Material topics (2021)	3-1 Process to determine material topics	ESG Management
	3-2 List of material topics	ESG Management
	3-3 Management of material topics	ESG Management
GRI 201: Economic performance(2016)	201-1 Direct economic value generated and distributed	ESG Highlights
	201-3 Defined benefit plan obligations and other retirement plans	Talent Attraction and Retention
GRI 203: Indirect economic impacts (2016)	203-2 Significant indirect economic impacts	Community Prosperity
GRI 205: anticorruption (2016)	205-2 Communication and training about anticorruption policies and procedures	Corporate Governance
	205-3 Confirmed incidents of corruption and actions taken	No such incident
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	ESG Highlights
	302-4 Reduction of energy consumption	Low-carbon Operation and Energy Efficiency
	302-5 Reductions in energy requirements of products and services	Green Products

GRI indicators	Disclosure	Location	
GRI 303: Water and effluents (2018)	303-1 Interactions with water as a shared resource	Mitigating Operational Impact on Environment	
	303-2 Management of water discharge-related impacts	Mitigating Operational Impact on Environment	
	303-3 Water withdrawal	ESG Key Performance Metrics	
	303-4 Water discharge	Mitigating Operational Impact on Environment	
GRI 305: Emissions (2016)	305-1 Direct (scope 1) GHG emissions	ESG Key Performance Metrics	
	305-2 Energy indirect (scope 2) GHG emissions	ESG Key Performance Metrics	
	305-5 Reduction of GHG emissions	Mitigating Operational Impact on Environment	
GRI 306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	ESG Key Performance Metrics	
	306-2 Management of significant waste-related impacts	Mitigating Operational Impact on Environment	
	306-3 Waste generated	Mitigating Operational Impact on Environment	
GRI 308: supplier environmental assessment (2016)	308-1 New suppliers that were screened using environmental criteria	ESG Key Performance Metrics	
	308-2 Negative environmental impacts in the supply chain and actions taken	ESG Key Performance Metrics	
GRI 401: Employment (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention	
	401-3 Parental leave	Talent Attraction and Retention	
GRI 403: Occupational health and safety (2018)	403-1 Occupational health and safety management system	Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety	
	403-5 Worker training on occupational health and safety	Health and Safety	
	403-6 Promotion of worker health	Health and Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and Safety	
	403-8 Workers covered by an occupational health and safety management system	Health and Safety	
	403-10 Work-related ill health	ESG Key Performance Metrics	
	GRI 404: Training and education (2016)	404-1 Average hours of training per year per employee	ESG Key Performance Metrics
		404-2 Programs for upgrading employee skills and transition assistance programs	Empowering Employees’ Career Growth
GRI 405: Diversity and equal opportunity (2016)	405-1 Diversity of governance bodies and employees	ESG Key Performance Metrics	
GRI 414: Supplier social assessment (2016)	414-1 New suppliers that were screened using social criteria	ESG Key Performance Metrics	
	414-2 Negative social impacts in the supply chain and actions taken	ESG Key Performance Metrics	
GRI 416: Customer health and safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality Management	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No such incident	
GRI 417: Marketing and labeling (2016)	417-2 Incidents of non-compliance concerning product and service information and labeling	No such incident	
	417-3 Incidents of non-compliance concerning marketing communications	No such incident	
GRI 418: Customer privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Relations	