




Wuxi Haidaer Precision Slides Co., Ltd.

# 2025

Environmental, Social, and Governance (ESG) Report

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# About This Report

This Report provides a detailed disclosure of the 2025 performance and practices of Wuxi Haidaer Precision Slides Co., Ltd. (hereinafter referred to as "Haidaer" or "the Company") in key responsibility areas, including economic, environmental, social, and corporate governance. The Report aims to facilitate effective communication with all stakeholders and systematically respond to their expectations and requirements.

## Reporting Period

This is an annual report covering the period from January 1, 2025, to December 31, 2025.

## Reporting Scope

This Report discloses Haidaer's performance in fulfilling its responsibilities in economic, social, environmental, and corporate governance aspects. The relevant case studies are derived from the Company's internal business and management practices.

## Time Horizon

The period is from January 1, 2025, to December 31, 2025. To enhance comparability and forward-looking relevance, certain content has been appropriately extended to include previous and subsequent years.

## Preparation Basis

- *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)*
- *Guidelines for the Preparation of Sustainability Reports of Listed Companies on the Beijing Stock Exchange*
- UN Sustainable Development Goals
- *Global Reporting Initiative (GRI) Standards*
- *Guidelines on Corporate Social Responsibility Reporting in China (CASS-ESG 6.0)* issued by Chinese Academy of Social Sciences
- *Guidance on Social Responsibility Reporting (GB/T 36001-2015)* issued by China National Institute of Standardization
- *ISO 26000: Guidance on Social Responsibility (2010)* issued by International Organization for Standardization

## Reporting Data

The data sources used in this Report include raw data from the Company's actual operations, publicly available government data, annual financial data, internal statistical reports, third-party surveys, and third-party evaluation interviews. The financial data in this Report is denominated in RMB. In case of any discrepancy with the financial reports, the financial reports shall prevail.

## Reliability Assurance

The Company guarantees that the content of this Report is true, accurate, and complete, and contains no false records, misleading statements, or material omissions.

## How to Obtain This Report

This Report is available in electronic format. You can access it by visiting the Company's official website (<http://www.wxhdgroup.com/>) or the Beijing Stock Exchange website ([www.bse.cn](http://www.bse.cn)). For any inquiries or suggestions regarding this report, please send an email to [IR@wxhdgroup.com](mailto:IR@wxhdgroup.com) or call 0510-83250968.

## Message from the Chairman



To all colleagues, partners, and friends from all walks of life:

Time flies, and Haidaer has dedicated over a decade to its craft since its founding in 2012. From its early days facing a high-end slide market dominated by overseas enterprises to becoming a leader in the precision slides sector listed on the Beijing Stock Exchange, the Company has consistently embraced "change" as its core value. Guided by the principles of ESG (Environmental, Social, and Governance), it has balanced high-quality corporate development with social responsibility, steadily advancing on a path of technological breakthroughs, standardized governance, and corporate accountability.

### **Upholding technological self-reliance and practicing green and sustainable development**

Environmental responsibility is a crucial mission for corporate sustainability, and technological innovation is our core path to practicing green development. We strictly adhere to international and domestic standards and have successfully obtained ISO 14001:2015 Environmental Management System, ISO 9001:2015 Quality Management System, and ISO 45001:2018 Occupational Health and Safety Management System certifications. To meet the high standards of the automotive sector, we are certified under the IATF 16949:2016 Automotive Quality Management System standard. In the field of energy management, we have successfully passed the ISO 50001:2018 Energy Management System

certification and have also been honored as a Jiangsu Green Factory, integrating standardized management throughout our entire production and operation process. In our green development practices, we actively promote the recycling and reuse of scrap iron from our production processes, building a resource circulation system to reduce waste and environmental impact, thereby fulfilling our responsibilities as a Green Factory and adhering to our environmental management system requirements.

### **Embracing social responsibility and conveying corporate warmth and commitment**

The value of a company lies not only in its economic benefits but also in its social contributions. For over a decade, the Company has remained committed to its social responsibilities, growing alongside its employees, customers, and society. In customer service, it earns trust through exceptional craftsmanship. In its early days, to serve its first major client, Hisense Group, the founder led technical staff to work tirelessly in a sweltering warehouse, inspecting refrigerators one by one and conducting on-site debugging and verification. Sincerity and professionalism broke down barriers of customer trust. For employee development, the Company has established a comprehensive training system to attract industry talent, providing a platform for growth and helping employees realize their personal value. It is also deeply concerned about the physical and mental well-being of its staff, arranging annual professional health check-ups for all employees to comprehensively screen for health risks and safeguard their well-being. This demonstrates the Company's care and warmth, enhancing employees' sense of belonging

and happiness. In terms of social contribution, the Company actively engages in charitable activities in both corporate and personal capacities, driving local employment and giving back to the local economy.

### **Adhering to standardized governance and building a foundation for long-term corporate development**

Governance is the lifeline of corporate development and the core premise for implementing ESG principles. Since its inception, the Company has always regarded "compliance, transparency, and efficiency" as the core of its governance, proactively seeking change and optimization. After listing on the National Equities Exchange and Quotations (NEEQ) in 2016, it actively leveraged external forces to enhance its governance system, adhering to the principles of "standardizing finance through external audits, standardizing quality through downstream customers, and standardizing processes through the industrial supply chain", transforming external oversight into a driver for internal improvement and achieving continuous optimization of governance standards. Internally, the Company has built a comprehensive modern management system, promoting data-driven decision-making and using systematic operations to mitigate the adverse effects of human factors, ensuring scientific and efficient corporate operations. Guided by its "Three Five-Year Plans", it has moved from catching up technologically to achieving parity and now to comprehensive leadership, solidifying its development foundation step by step. From the NEEQ, it has steadily progressed to a listing on the Beijing Stock Exchange, always upholding the bottom line of compliant operations and building a solid foundation for long-term stability and success.

In the future, Haidaer will continue to adhere to its ESG development philosophy, deepen its focus on Specialized, Refined, Differential, and Innovative (SRDI) tracks, and continuously increase R&D investment, strengthen talent acquisition and development, enhance its green production system, and actively fulfill its social responsibilities. The Company will promote the synergistic advancement of high-quality corporate development, environmental protection, and social progress. With unwavering commitment, the Company strives for long-term success. It thanks all colleagues for their dedicated efforts, partners for their strong support, and all sectors of society for their care and encouragement.

Looking ahead, Haidaer will fulfill its mission with its original aspiration, seek development through innovation, and demonstrate responsibility through action. The Company will continue to cultivate its expertise in the high-end precision manufacturing sector and contribute even more to industrial upgrading and high-quality development!

Zhu Guangda  
Chairman of Wuxi Haidaer Precision Slides Co., Ltd.



# About Haidaer

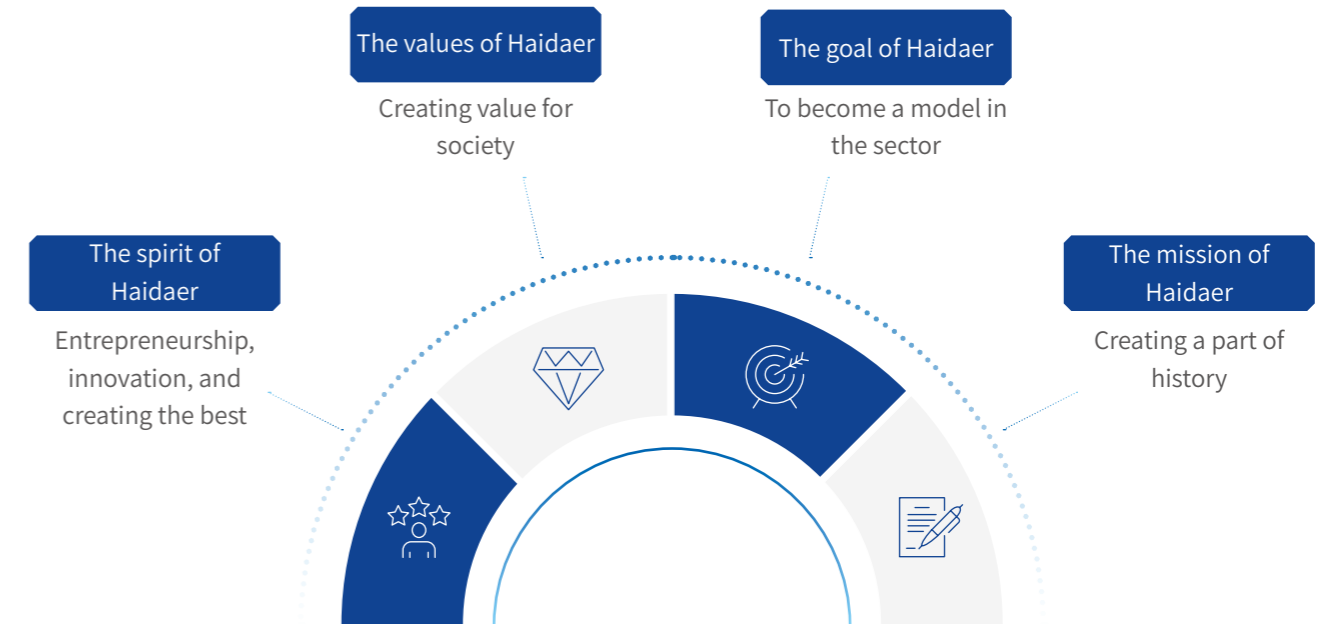
## Company overview

Founded in 2012, Wuxi Haidaer Precision Slides Co., Ltd. is a company specializing in the production of precision slides. The Company focuses on the research, development, and manufacturing of slide products, which are widely used in home appliances, servers, and the automotive sector, including refrigerators, washing machines, ovens, dishwashers, and servers. It operates a provincial-level engineering technology research center for precision slides, was certified as a provincial-level enterprise technology center in 2019, recognized as a Wuxi Specialized, Refined, Differential, and Innovative (SRDI) "Little Giant" Enterprise in 2021, and designated as a National-level Specialized, Refined, Differential, and Innovative (SRDI) "Little Giant" Enterprise in 2025.

Haidaer has an experienced technical and engineering team and a senior management team. Through a comprehensive system of design, R&D, testing, production, and service, it provides customers with customized, high-quality products and services. The Company strictly implements the ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and ISO 45001:2018 Occupational Health and Safety Management System, and operates in accordance with the IATF 16949:2016 Automotive Quality Management System standard. High standards, strict requirements, and process-oriented management ensure product quality, while its professional and environmentally friendly manufacturing technologies reflect the Company's commitment to quality, the environment, and sustainable development.

Under the leadership of Chairman Mr. Zhu Guangda and with the collective efforts of all employees, the Company is dedicated to promoting stable corporate development, fulfilling its social responsibilities, and achieving a harmonious balance between economic benefits, environmental protection, and social value.

## Corporate culture



## Development history



# ESG management

Haidaer understands that outstanding Environmental, Social, and Governance (ESG) performance is a crucial foundation for achieving long-term, healthy, and sustainable development. Starting in 2025, the Company has fully integrated ESG principles into its corporate strategy and daily operations, establishing a cross-departmental ESG structure to systematically identify and manage sustainability-related risks and opportunities, actively respond to stakeholder concerns, and create long-term, comprehensive value.

## ESG system

The Company has established an ESG system tailored to its business characteristics, referencing mainstream domestic and international frameworks such as the *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)* and the Global Reporting Initiative (GRI) Standards. This system clearly defines the roles and responsibilities of the Board of Directors, management, and various business departments in ESG matters, ensuring that ESG work is conducted in a structured and orderly manner.

### Board of Directors (Decision-making and Supervision Level)



As the highest decision-making and supervisory body for ESG matters, the Board of Directors is responsible for deliberating on the Company's ESG-related strategies and key issues, supervising the implementation of ESG management, and ensuring that ESG management remains aligned with the Company's overall development strategy.

### Management (Coordination and Execution Level)



The Company's Board Secretary serves as the overall head of ESG work and leads the establishment of the "ESG Leadership Group." This group is responsible for translating strategy into annual action plans, formulating systems and objectives, coordinating company-wide resources, and regularly reporting progress to the highest management level.

### Executive Level (Implementation and Collaboration Level)



Under the guidance of the Company's "ESG Leadership Group," a cross-functional "ESG Working Group" has been established. This group, led by the Company's Board Office and in collaboration with various business and functional departments such as R&D, Administration and Human Resources, Finance, and Marketing Communication, is jointly responsible for the day-to-day promotion of ESG initiatives, data collection and verification, performance tracking, and report preparation, ensuring the comprehensive integration of ESG management into business processes.

## ESG capacity building

The Company places great importance on the continuous building of ESG capacity and actively establishes a training and awareness system covering all employees and key positions. Through special topic lectures, internal seminars, and specialized courses, the Company systematically communicates ESG concepts, policy trends, industry practices, and management tools to enhance the awareness and accountability of personnel at all levels regarding sustainability issues. Meanwhile, the Company integrates ESG concepts into strategic planning, risk management, and daily operations in line with its business realities, ensuring top-down implementation of these concepts and providing solid talent and organizational support for the Company's stable and sustainable development.

## Material topic identification and analysis

To enhance the relevance and effectiveness of its ESG management, Haidaer conducted its first materiality analysis in 2025, identifying key topics based on the principle of double materiality (impact materiality and financial materiality). The analysis results show that compliant operations and risk management, R&D and innovation, product quality and safety, customer service, and data security and customer privacy protection are the Company's core financial materiality topics for the year.

### Materiality analysis process

#### Understanding the context of the Company's activities and business



- Understanding the Company's value chain and strategic planning
- Interpreting the sustainability context and market environment in which the Company operates
- Understanding the value chain segments where each topic has an impact and the main stakeholders affected

#### Establishing the topic pool



- Based on the *Continuous Supervisory Guidelines No. 11 for Companies Listed on Beijing Stock Exchange—Sustainability Report (For Trial Implementation)*, the Company extensively researched domestic and international ESG disclosure standards, industry benchmarks, and policy trends. Combined with its business realities, it preliminarily screened and compiled a list of potential topics covering the three dimensions of environment, society, and governance.

#### Survey and assessment



##### Stakeholder survey

- Through questionnaires, interviews, and other methods, the Company solicits feedback from key stakeholders, including shareholders, customers, employees, suppliers, and regulatory agencies, regarding their level of concern and expectations for each topic.

##### Internal assessment

- The Company's management and the ESG Working Group conduct internal assessments and rankings based on the potential impact of the topics on the Company's business operations, financial performance, brand reputation, and long-term strategy.

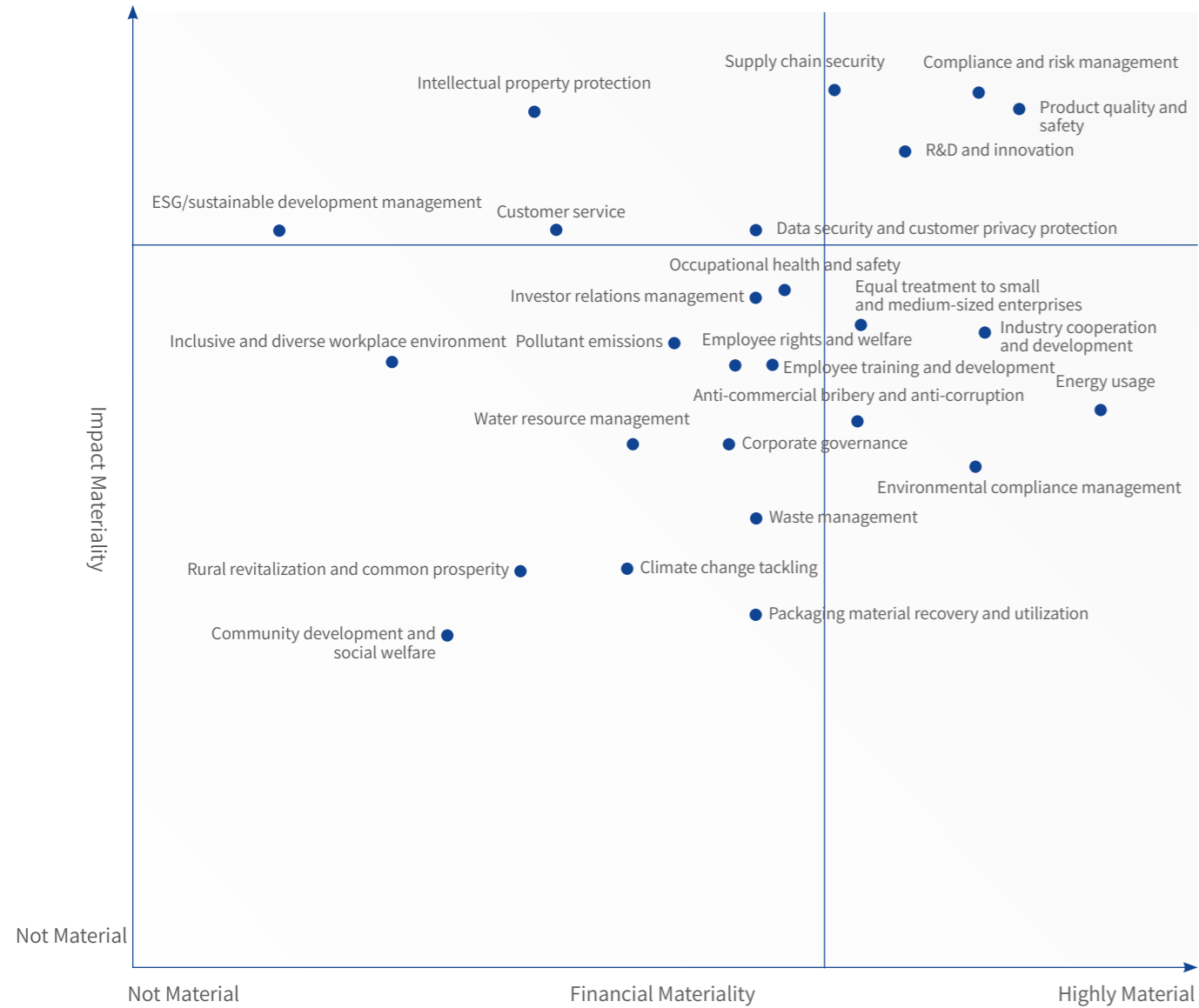
#### Matrix analysis and confirmation



- By integrating the results of internal and external assessments, a material topic matrix is created to finalize the Company's core material topics for 2025. These topics serve as the focus of this Report and the direction for management improvement.

## Material topic identification results

Highly Material



## Communications with stakeholders

Haidar places a high value on two-way, transparent communication with all its stakeholders. The Company has established diverse communication channels to regularly and proactively listen and respond to the concerns of all parties, using the outcomes of this communication as important input for the Company's strategic formulation and ESG management optimization.

Stakeholders	Core concerns and expectations	Communication and response mechanisms
<p>Shareholders and investors</p>	Governance transparency Long-term investment returns Risk management ESG performance	<ul style="list-style-type: none"> <li>Annual/Interim Shareholders' Meeting</li> <li>Earnings call</li> <li>Periodic reports (Annual Report/ESG Report)</li> <li>Investor hotline</li> <li>"Investor Relations" section on the Company website</li> </ul>
<p>Customers</p>	Product and service quality Data security and privacy protection Technological innovation Business ethics	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>Project review</li> <li>Technical service support</li> <li>Integrity agreement</li> </ul>
<p>Employees</p>	Occupational health and safety Compensation and benefits Training and development Equal employment Workplace culture	<ul style="list-style-type: none"> <li>Regular physical examinations</li> <li>Regular employee interviews</li> <li>Employee travel</li> <li>Employee birthday gifts</li> <li>Training system</li> <li>Scholarships for employees' children</li> <li>Internal communication platform</li> <li>Performance appraisal and feedback mechanism</li> </ul>
<p>Suppliers and partners</p>	Fair procurement Contract fulfillment Business ethics Supply chain responsibility	<ul style="list-style-type: none"> <li>Supplier admission and evaluation</li> <li>Cooperation agreements</li> <li>Letter of integrity commitment</li> <li>Regular business negotiations</li> </ul>
<p>Government and regulatory agencies</p>	Lawful and compliant operations Tax contribution Response to industrial policies Data security	<ul style="list-style-type: none"> <li>Compliance self-inspection</li> <li>Active cooperation in inspections and research</li> <li>Policy seminars</li> <li>Regular reporting</li> </ul>
<p>Community and the public</p>	Environmental protection Community co-construction Social welfare Employment promotion	<ul style="list-style-type: none"> <li>Actively cooperate with environmental inspections</li> <li>Public welfare projects</li> <li>Create employment opportunities</li> </ul>

# Standardized Governance

## The Foundation for Stable Operations

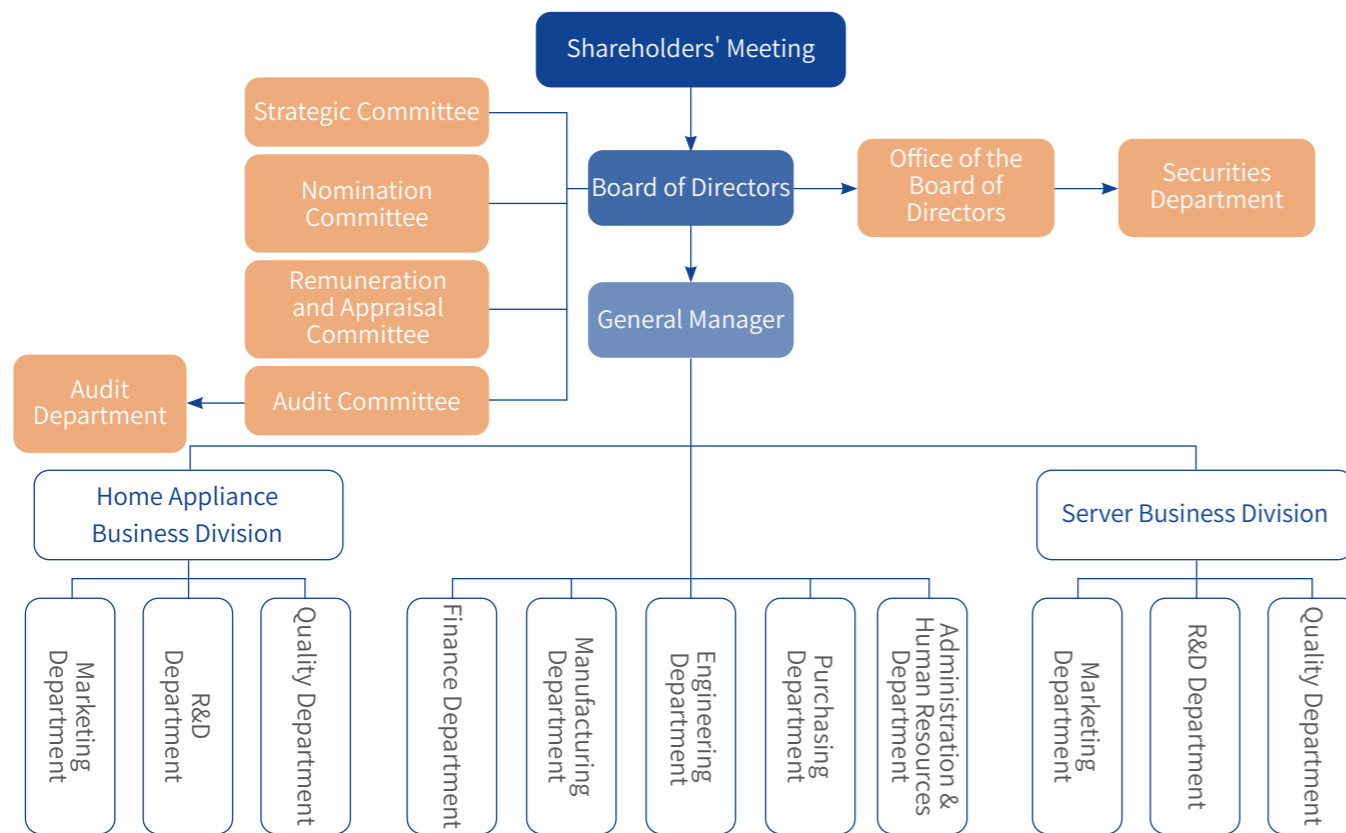
# 01

Haidaer has always regarded standardized governance as the cornerstone of its sustainable development, continuously improving its corporate governance system and strengthening the strategic leadership and supervisory effectiveness of the Board of Directors. By building transparent and stable investor relations, the Company actively responds to market concerns and enhances its corporate credibility. In terms of risk and internal control, a comprehensive risk management framework has been established to effectively prevent operational risks. At the same time, the Company adheres to business ethics and operates with integrity, promoting the modernization of corporate governance and the standardization of operations with high standards and strict requirements, laying a solid foundation for high-quality development.

# Corporate Governance

The Company has always considered efficient and transparent governance as the cornerstone of scientific decision-making and standardized operations. In compliance with laws, regulations, and relevant norms such as the *Company Law*, the *Securities Law*, the *Guidelines on the Bylaws of Listed Companies*, and the *Rules for Listing Stocks on the Beijing Stock Exchange*, the Company has established a sound and well-functioning internal decision-making mechanism, continuously promoting the institutionalization and standardization of its governance system. Within this framework, the Company's governance operates strictly in accordance with the law, with senior management fulfilling their duties diligently, and all functional departments coordinating and providing mutual checks and balances, collectively solidifying the institutional foundation for the Company's long-term and stable development.

## Company organizational chart



## Shareholders' Meeting

To safeguard shareholders' rights, including participation and decision-making, the Company organizes Shareholders' Meetings in strict accordance with laws, regulations, and the Articles of Association, adhering to relevant arrangements to ensure the orderly conduct of these meetings. The Company arranges for legal counsel to supervise the entire process of the Shareholders' Meeting, from convening and holding the meeting to verifying the qualifications of attendees and executing voting procedures, ensuring that the meeting is conducted in accordance with laws and regulations. Through these measures, shareholders are fully guaranteed the exercise of their rights, reinforcing the status of the Shareholders' Meeting as the highest authority and promoting the standardization of corporate decision-making.

## Board of Directors

The Company's directors adhere to the provisions of the *Company Law*, the *Articles of Association*, and other regulations, diligently fulfilling their directorial duties. They exercise their rights and assume their obligations by personally attending Board of Directors meetings and Shareholders' Meetings, and provide practical guidance on the Company's business management. Additionally, the Board has established four specialized committees: Strategy, Audit, Nomination, and Remuneration and Appraisal, which assist the Board in efficiently carrying out its work and ensure the professionalism and scientific basis of its decision-making.

### Case

Deepening compliance training to enhance the performance of directors, supervisors, and senior management

In May 2025, the Company organized a special topic training session on corporate governance for all directors, supervisors, and senior management. The training focused on compliance boundaries that are often encountered in the actual operations of listed companies, with a key emphasis on explaining the regulatory rules and performance points that independent directors and supervisors need to pay special attention to. It also systematically reviewed the compliance requirements for key operational procedures in daily work. This training helps to enhance the compliance awareness and performance capabilities of the corporate governance team, driving the continuous improvement of the Company's governance system toward greater standardization and efficiency.



Compliance training for directors, supervisors, and senior management

### Key performance

During the reporting period, the Company held **2** Shareholders' Meetings, at which **29** proposals were reviewed and approved.

During the reporting period, the Company held **8** Board of Directors meetings, at which a total of **39** proposals were reviewed and approved.

The Audit Committee met **7** times.

The Nomination, Remuneration, and Appraisal Committee met **once**.

The Strategy Committee met **2** times.

## Information disclosure

In accordance with regulations such as the *Company Law*, the *Securities Law*, the *Administrative Measures for the Information Disclosure of Listed Companies*, and the *Rules for Listing Stocks on the Beijing Stock Exchange*, the Company has systematically revised and improved its information disclosure system. It has issued the *Management System for Information Disclosure Affairs*, the *Accountability System for Material Errors in Annual Report Information Disclosure*, and the *Management System for Deferral and Exemption of Information Disclosure* to comprehensively standardize information disclosure procedures and standards. The Company has clarified the responsible parties for information disclosure, strengthened the performance requirements for directors and senior management, and established a full-process management mechanism covering everything from the preparation and review of periodic reports to the disclosure of ad-hoc reports. At the same time, it has enhanced its accountability system for material errors and its information confidentiality management system to ensure that information disclosure is truthful, accurate, complete, timely, and fair. Through institutional constraints and guarantees, the Company continuously improves the quality and transparency of its information disclosure, effectively safeguarding the legitimate rights and interests of investors.



During the reporting period, the Company disclosed a total of **101** ad-hoc announcements



**4** periodic announcements

## Investor communication

In accordance with the *Investor Relations Management System*, the Company has conducted systematic and detailed planning and comprehensive arrangements covering dimensions from working principles and management content to implementation paths and complaint handling. The implementation of this system has effectively built a more efficient and transparent communication bridge between the Company and its investors, genuinely safeguarding the legitimate rights and interests of investors, especially minority shareholders.

In 2025, the Company continued to expand and optimize its multi-channel communication mechanisms, maintaining close contact with investors through various means to promptly convey company updates and strategic progress. This ensures that investors can obtain comprehensive and accurate information, thereby continuously strengthening their confidence and trust in the Company.



**Case** Expanding diversified communication channels to enhance investor relations

The Company actively maintains close communication with investors through various channels such as earnings calls, a dedicated company hotline, and email, promptly responding to the concerns of all parties. Through continuous interaction with the market, the Company has accumulated valuable communication experience, laying a solid foundation for conducting investor relations management more efficiently and professionally in the future. These practices not only help the Company to continuously optimize its communication strategies but also further enhance investors' understanding of and trust in the Company, fostering a long-term and stable cooperative relationship between both parties.

### Key performance

During the reporting period,

the Company held **10** investor relations activities.

A total of **45** inquiries were received from investors, and all **45** were answered, resulting in a **100%** response rate.

## Business Ethics

The Company deeply recognizes that business ethics are the cornerstone of corporate development and places them at the core of its operations. Business ethics are not only the fundamental principles of commercial activities but also key to shaping a positive corporate image, promoting long-term sustainability, maintaining market order, and ensuring fair competition. On the basis of strict compliance with national laws and regulations, the Company has established and improved its anti-corruption system, firmly opposing and resisting all forms of unfair competition. Through these systematic measures, the Company not only effectively safeguards the legitimate rights and interests of small and medium-sized enterprises and promotes a fair competitive market environment, but also contributes positively to building a healthy and sustainable business ecosystem.

## Governance

The Company adheres to lawful and compliant operations and has built a governance system centered on institutional frameworks to uphold business ethics and professional integrity. In accordance with the *Civil Code*, the *Anti-Unfair Competition Law*, and other laws and regulations, Haidaer has formulated and continuously improved institutional documents such as the *Social Responsibility Policy*, *Code of Business Ethics*, and *Regulations on Employee Integrity and Professional Conduct*. These documents set clear requirements for anti-bribery, conflict of interest management, and employee professional conduct, providing institutional guidance for all business activities. Among these, the *Code of Business Ethics* serves as a core policy, explicitly prohibiting improper behaviors such as commercial bribery and benefit transfers, and setting specific codes of conduct and compliance requirements for employees regarding conflicts of interest, gifts and entertainment, protection and use of corporate assets, intellectual property, and confidentiality.

In terms of organizational structure, the Company has integrated business ethics and integrity management into its overall governance framework. The management team coordinates and promotes related work, and the responsibilities of each functional department in system implementation and daily management are clearly defined, forming a management mechanism with clear rights and responsibilities and synergistic cooperation. Through the coordinated operation of its institutional system and organizational structure, the Company continues to solidify its foundation in business ethics governance, providing strong support for standardized operations and long-term development.

## Strategy

The Company considers business ethics and integrity as an important component of compliance management. Guided by the governance principle of being "unable, unwilling, and not daring to be corrupt," we continuously improve relevant policies and management mechanisms and integrate compliance requirements into business development and daily operations. In line with industry regulatory requirements and our own business characteristics, the Company focuses on areas such as standardizing business dealings, managing conflicts of interest, ensuring supply chain compliance, and adhering to laws and regulations. We continuously enhance our compliance management level through policy development, process standardization, and training and awareness programs.

Building on compliant operations, the Company continuously promotes the optimization of internal governance and the coordinated development of its supply chain. We strengthen business integrity and information transparency to enhance brand trust and market competitiveness, providing support for the Company's stable operations.

## Impact, risk, and opportunity management

Focusing on business ethics and integrity in operations, the Company has established a management mechanism covering risk identification, monitoring, and response. It systematically identifies potential risks such as commercial bribery, conflicts of interest, and unfair competition in its business processes and incorporates them into its routine management. In conjunction with its business processes, the Company continuously improves risk control measures in key areas, embedding integrity and compliance requirements into critical domains such as procurement, sales, and partner management to reduce compliance risks in its operations.

### Case All employees sign integrity pledges to strengthen risk prevention and control awareness

To further strengthen the prevention and control of integrity risks, the Company requires all employees to sign a *Letter of Integrity Commitment*. The commitment requirements are implemented during onboarding and at key management stages and are incorporated into employee personnel files. Through this institutionalized commitment mechanism, integrity requirements are established at the very beginning of employee conduct, enhancing risk prevention awareness, promoting the transformation of integrity standards into daily behavioral norms, and raising the overall level of compliance management.

At the same time, the Company signs integrity-related commitment documents with customers and suppliers, extending integrity requirements throughout the industrial chain to build a collaborative and standardized business environment.

In terms of risk control, the Company conducts continuous monitoring of key business areas and critical positions through its internal audit and routine supervision mechanisms to ensure the effective implementation of relevant policies. Additionally, the Company has established accessible reporting and feedback channels, encouraging employees and relevant parties to report potential violations. It promptly investigates and addresses all leads, forming a closed-loop management system.

In terms of risk response and capacity building, the Company regularly conducts integrity training and warning education to strengthen employees' compliance awareness. It also incorporates integrity performance into its assessment and evaluation system to foster a top-down culture of integrity. The Company maintains a "zero-tolerance" policy for all types of violations, taking appropriate accountability measures based on the severity of the situation to continuously enhance its risk prevention and control capabilities.

## Indicators and targets

The Company continues to improve its business ethics and integrity management system, promoting the effective implementation of compliance requirements across all business segments and constantly enhancing its risk identification and control capabilities. At the same time, it strengthens the integrity awareness of all employees to create a clean and upright business environment. In the future, guided by standardized operations and integrity management, the Company will continue to enhance its governance level and brand reputation, supporting its long-term, stable development.

### Key performance

During the reporting period, the Company had **no** incidents of corruption or bribery, **no** incidents of unfair competition, and **no** incidents of money laundering.

## Internal Control and Compliance

The Company places great importance on internal control and risk management, considering them essential for ensuring standardized operations, preventing business risks, and improving governance. Focusing on key business processes and core management areas, the Company continuously improves its internal control system, promoting institutionalized, process-oriented, and standardized management. This enhances the compliance and stability of its operations, providing solid support for the Company's high-quality development.

### Governance

To effectively implement internal controls in its business operations, the Company has systematically categorized its departments and business processes based on multiple dimensions, including geographical location, functional attributes, departmental affiliation, and process stages. Building on this foundation, the Company has established a targeted system of policies and management standards to guide its production and operational activities toward standardization and refinement. These measures have effectively ensured the accuracy and integrity of the Company's information, laying a solid foundation for its sustained and stable development.

### Strategy

The Company regards internal control and compliance management as a vital foundation for ensuring stable operations. We continuously improve relevant policies and procedures and integrate internal control requirements into our organizational structure, business processes, and all aspects of operations and management, thereby consistently enhancing operational compliance and management transparency.

In line with our business characteristics and external regulatory requirements, the Company systematically identifies and manages risks and opportunities related to internal control and compliance. We focus on key areas such as policy implementation, adherence to laws and regulations, and process standardization. Through policy development, process optimization, and training and awareness programs, we ensure the continued effective operation of our internal control management.

On this basis, the Company continually advances the coordinated optimization of its internal control system and business management to enhance decision-making support and operational efficiency, and to strengthen risk prevention. At the same time, we seize management improvement opportunities brought by internal control optimization. Through compliant operations and information transparency, we continuously build market trust, providing support for the Company's long-term, stable development.

## Impact, risk, and opportunity management

The Company has established institutionalized processes for internal control, compliance, and risk management in its *Management Manual*. Through a comprehensive identification of the internal and external organizational environment and the needs of relevant parties, the Company has defined the scope and boundaries of its management system. Based on this, it has planned and implemented a series of systematic measures to address risks and opportunities. These measures are closely aligned with the Company's business plans and its quality, environmental, and safety objectives at all levels, forming a closed-loop management system. The Company continuously evaluates and analyzes the performance and compliance of this system through regular process monitoring, measurement, internal audits, and management reviews, ensuring ongoing compliance with legal, regulatory, and stakeholder requirements.

The Company has established an independent audit department dedicated to supervising and evaluating the establishment, improvement, and implementation of the internal control system, as well as the authenticity and completeness of financial information. This department continuously enhances the focus and efficiency of its audit work by concentrating on key areas, core processes, and critical functions.

To ensure that internal audit work is effectively implemented and communication is seamless, the internal audit department has established a regular reporting mechanism, conducting internal control audits every quarter. Audit reports cover the progress of audit plan implementation, issues identified, and the status of corrective actions. This provides a basis for decision-making by the Audit Committee, helping the Company continuously optimize its internal management and systematically prevent operational risks.

### Indicators and targets

The Company will continue to improve its internal control and compliance management systems, promote the continuous optimization and effective implementation of its policies and procedures, and constantly enhance its risk identification, prevention, and control capabilities. At the same time, it will strengthen the deep integration of internal control management and business operations, improving overall management efficiency and standardization to provide strong support for the Company's stable operations and long-term development.

#### Key performance

During the reporting period, the Company added **9** new policies and revised **20** policies.



# Collaborative Co-Creation Forging a Chain of Shared Value

# 02

Haidar has consistently prioritized the comprehensive creation and enhancement of its value chain as a core strategy, systematically focusing on key areas such as innovative R&D, product quality and safety, customer service, supplier management, and data security and customer privacy protection. The Company is committed to driving product upgrades through technological innovation, strictly controlling quality and safety standards, continuously optimizing the customer service experience, and building a collaborative supplier management system. At the same time, Haidar places great importance on data security and customer privacy protection, striving to achieve trustworthy and sustainable value co-creation across the entire value chain through robust systems and technical safeguards, thereby providing long-term, stable support and assurance for all stakeholders.

# Innovation-Driven Development

Haidaer adheres to an innovation-driven development strategy and has established a systematic and forward-looking R&D system. The Company has also made long-term plans to continuously tackle key technologies and upgrade its products. Leveraging R&D platforms such as the Provincial Enterprise Engineering Technology Research Center, the Company works closely with universities to promote the transformation and application of technological achievements. In the high-end slide rail sector, Haidaer has successfully achieved import substitution through continuous innovation, providing a solid foundation for maintaining its market leadership.

## Governance

The Company has established a systematic and standardized policy framework for product design and development, covering the entire closed-loop management process from project initiation to mass production. By defining cross-departmental collaboration mechanisms, setting up specialized R&D teams for different technological directions, and establishing processes for phased reviews, quality control, design verification, and customer confirmation, the Company ensures that innovative achievements are successfully commercialized and meet market demands.

## Key Honors



High-tech enterprise certification



National-level "Little Giant"

At the same time, the Company has incorporated intellectual property management into its governance system and established a systematic and standardized intellectual property management framework. During the reporting period, the Company obtained intellectual property management system certification.



## Strategy

The Company's innovation and R&D strategy is enterprise-led and market-oriented. Internally, we strengthen systematic R&D management processes to ensure the continuity of technology accumulation and product iteration. Externally, through industry-academia-research collaboration, we integrate the research strengths of universities with our industrialization capabilities to achieve synergistic innovation in technological breakthroughs, joint project research, and talent development.

## Impact, risk, and opportunity management

The Company places great importance on risk identification and opportunity management in its innovation, R&D, and project development processes, and has established a systematic and structured management mechanism. Throughout the entire product design and development process, the Company strictly adheres to the *Product Design and Development Procedures*. Through the *Project Feasibility Analysis Report*, it conducts a comprehensive assessment of projects, covering technical feasibility, cost analysis, manufacturing capabilities, and market expectations. This effectively identifies early-stage technical limitations, resource constraints, and market risks, while also uncovering potential technological advantages and market opportunities.

## Industry-academia-research cooperation

The Company actively promotes the deep integration of industry, academia, and research, effectively combining the research strengths of universities with the industrialization capabilities of the enterprise. The two parties collaborate on technical challenges, talent cultivation, and joint project research to promote the transformation of scientific and technological achievements into market applications, form core patents and technical barriers, and enhance continuous innovation and market competitiveness.

### Case University-enterprise joint technology center for collaborative breakthroughs in precision slides

In 2025, the Company established a deep industry-university-research cooperation relationship with the Wuxi Research Institute of Northeastern University. The two parties jointly established the "Precision Slide Technology Center" as a platform for collaborative R&D on key technologies such as high-precision mold design, high load-bearing capacity, and low-temperature reliability. The cooperation model includes resource sharing, joint project applications, and joint talent cultivation. This partnership has accelerated the industrialization of university research achievements and enhanced the Company's core competitiveness.

### Case Precision R&D empowerment driving technological upgrades in precision components

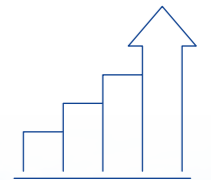
In 2025, the Company collaborated with Jiangnan University on a special technical project focused on the mechanical performance and structural optimization of refrigerator hinges. Leveraging its research strengths, Jiangnan University undertook the core tasks of dynamic modeling, simulation analysis, and design optimization, while the Company provided engineering support and experimental verification. Through close collaboration, the two parties effectively improved the reliability of key components and developed proprietary intellectual property.

## Indicators and targets

### Key performance

In 2025, the Company's total investment in scientific research was RMB **14.01** million, accounting for **3.78%** of its operating revenue.

The Company was granted **64** utility model patents, **55** domestic invention patents, and **13** foreign invention patents, holding a total of **132** valid patents.



# Product Safety and Quality

Building on its existing production technologies, the Company establishes clear, phased production targets and systematically optimizes its production organization and execution processes to ensure that daily manufacturing activities are conducted efficiently, precisely, and orderly. While consistently delivering high-quality products, the Company continuously improves its quality management system to ensure that product safety and reliability are always effectively guaranteed. Furthermore, the Company's quality policy is highly aligned with its overall business strategy. Through regular management reviews, the suitability, effectiveness, and completeness of the policy are systematically evaluated and adjusted in a timely manner based on market conditions and internal developments, ensuring the continuous optimization and long-term operation of the quality management system.

## Governance

The Company integrates quality management as a core component of its corporate strategy and operations, having established a systematic and standardized governance structure and policy framework. The Quality Control Department, as the central unit, is responsible for overseeing the quality and safety management throughout the entire product lifecycle. In accordance with the guiding requirements of the Management Manual, the Company has established a comprehensive management system covering product design, procurement, production, inspection, and delivery. It strictly adheres to international standards such as IATF 16949:2016 and ISO 9001:2015, and has formulated over twenty supplementary procedural documents and guidelines. This creates a well-defined, responsibility-clear quality control network that provides an institutional guarantee for product safety and continuous improvement.



## Strategy

The Company regards product quality and safety as key strategic elements for enhancing corporate competitiveness and sustainability. Throughout the entire production and operation process, the Company ensures product conformity, reliability, and safety through standardized quality management processes, advanced testing methods, and continuous improvement mechanisms. At the same time, the Company adheres to full-chain quality control, from supplier management and manufacturing to delivery and after-sales, establishing an information closed-loop to support the rapid identification of potential risks and the capture of improvement opportunities.

## Impact, risk, and opportunity management

In accordance with the *Control Procedure for Addressing Risks and Opportunities*, the Company systematically identifies and assesses quality and safety risks related to its products and services. Simultaneously, post-sales information such as product returns and customer complaints is incorporated into risk analysis. We continuously learn from experience to drive preventive improvements, ensuring that risks are controllable and opportunities are captured, thereby providing systematic assurance for quality, safety, and customer satisfaction. In terms of process control and issue resolution, the Company strictly implements the *Nonconforming Product Control Procedures*, applying rigorous identification, segregation, review, and disposition mechanisms for nonconforming products, and drives continuous improvement through root cause analysis.

### Case Introducing automated inspection equipment to achieve dual improvements in quality and efficiency

In 2025, to enhance the precision of its quality management and production efficiency, the Company introduced automated inspection equipment, which was deployed in key production processes. This equipment enables real-time online inspection, automatic data collection, and anomaly alarms, significantly reducing the rate of manual misjudgment. Concurrently, through continuous analysis of production data, the Company further optimized its process parameters, leading to a stable increase in the first-pass yield rate of its products. This has effectively supported the achievement of quality objectives and the reduction of production costs.

To strengthen employee capabilities and quality awareness, the Company continuously enhances the professional level of its team in identifying nonconforming products and controlling production quality by organizing quality control inspection skills competitions, training sessions, and practical drills. These systems and training initiatives work together to form a closed loop, from process management to personnel capabilities, ensuring that product quality remains stable and controllable, thereby supporting the achievement of quality objectives.

### Case Quality control inspection skills competition

To strengthen the inspection capabilities of the quality control team and enhance quality control awareness, the Company organizes a monthly quality control inspection skills competition. The competition is oriented toward actual job requirements, with evaluation focusing on detection rate and speed. It assesses both the inspectors' ability to identify nonconforming products and their practical skills in efficiently completing inspection tasks. The competition is conducted fairly and impartially, and outstanding inspectors are recognized for their performance. Through such activities, the Company enhances the team's professional capabilities and quality awareness, providing institutional support for product safety and customer satisfaction.



## Indicators and targets

### Target

Target	2025 target value	2025 average value	2026 target value
Sample inspection pass rate	≥ 95%	100%	≥ 95%
Finished product first-pass yield rate	≥ 98.8%	98.8%	≥ 98.8%

### Indicator

#### Key performance

In 2025, the Company's sample inspection pass rate was **100%**, and the finished product first-pass yield rate was **98.8%**, both of which met their targets.

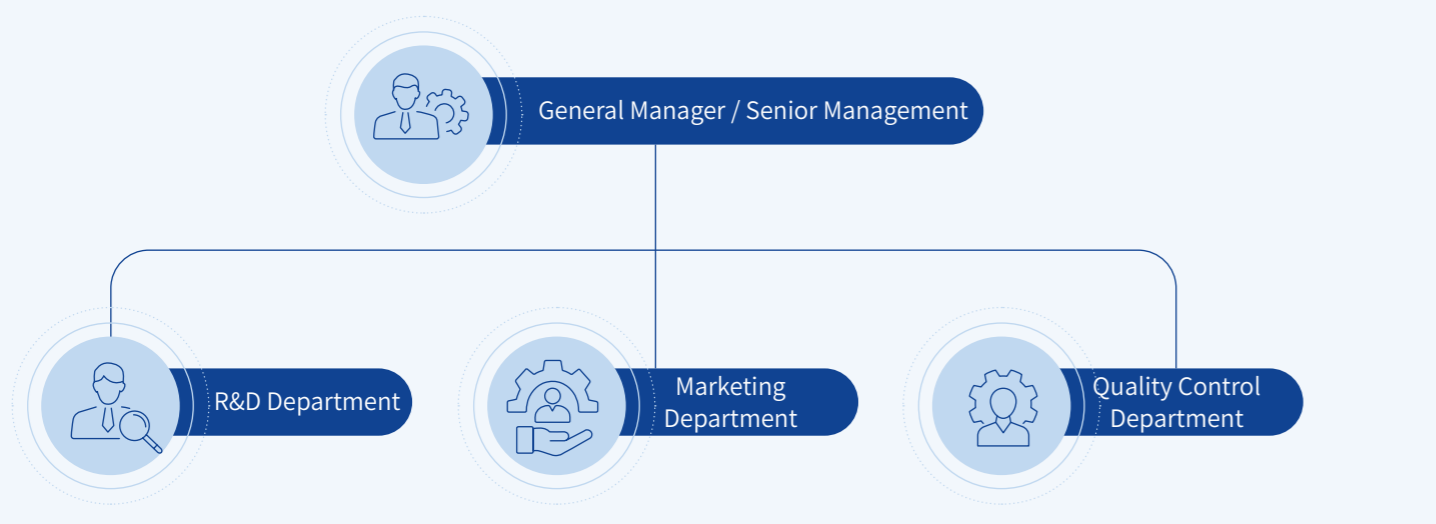
In 2025, the Company conducted **16** training sessions on product quality improvement.

## Customer Service

Haidar deeply understands the importance of customer service. Building upon the diligent fulfillment of existing contracts, the Company has designed a systematic customer service framework to gain deep insights into customer needs, accurately assess product performance, and effectively enhance customer satisfaction.

### Governance

To ensure the quality of customer service, the Company has established a "Decision-Making Level + Executive Level" management structure tailored to its business characteristics. This structure is centered around the Marketing, R&D, and Quality Control Departments, which collaborate with multiple other departments to perform service functions.



### Strategy

As a supplier of precision metal components for the home appliance and server industries, the Company considers customer service a vital pillar for enhancing its competitiveness. We continuously improve our customer service management mechanisms, focusing on product quality, delivery capabilities, and technical support to consistently enhance customer satisfaction and partnership stability.

In our specific management practices, the Company continuously optimizes its full-process service capabilities—from order intake and manufacturing to delivery and after-sales—by strengthening contract reviews, in-process quality control, and supply chain collaborative management. We also leverage information technology to improve order tracking, quality feedback, and communication efficiency, progressively building a highly efficient and transparent customer service system.

### Impact, risk, and opportunity management

The Company has built a specialized and differentiated risk and opportunity management system for its customer service operations. Based on its business characteristics in precision components for home appliances and servers, the Company has established a closed-loop management process covering risk identification, assessment, response, and supervision and improvement, ensuring that customer service quality and business risks are controllable while actively seizing development opportunities brought by service upgrades.

## Risk and opportunity identification

### Standardized business identification

By integrating the characteristics of different business segments such as home appliances and servers, the Company has established standardized, closed-loop customer complaint processes tailored to their respective business models. Through steps in the process like customer feedback, return analysis, and technical complaints, it systematically identifies risk points and service improvement opportunities in product performance, delivery quality, and technical services.

### Proactive management identification

By conducting regular customer satisfaction surveys, the Company systematically collects customer evaluations of product quality, delivery timeliness, technical support, and service experience to identify potential service shortcomings and opportunities for improvement.

### Process-based identification

Establish a risk control process with risk identification points at key nodes such as order review, production changes, and delivery and transportation, to preventively identify operational risks that may affect the customer experience.

## Risk response and opportunity seizure

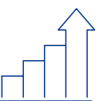
The Company formulates and implements targeted strategies based on risk assessment results. At the same time, the Company ensures a closed management loop through institutionalized and data-driven methods. By developing a customer satisfaction survey plan and distributing the Customer Satisfaction Survey Form to customers, the Company collects ratings on dimensions such as overall product performance, delivery deadlines, product data, service quality, and market competitiveness. After professional statistical analysis, an accurate and reliable satisfaction survey report is generated, and effective improvement measures are formulated based on the report's results.

### Indicators and targets

Target	2025 target value	2025 average value	2026 target value
Customer satisfaction score	94	94	95

### Key performance

During the reporting period, the Company conducted satisfaction surveys with **13** customers. The overall customer satisfaction score was **94.08**, an increase of **0.31** points compared to 2024.



# Supplier Management

Haidar has established and continuously improves its supplier management system, fully integrating the concept of sustainability into its procurement governance processes. The Company clarifies governance responsibilities, standardizes management procedures, and strengthens supervision and assessment to regulate procurement activities and ensure they are legal, compliant, efficient, and sustainable.

## Governance

The Company considers supplier management a core component of ensuring supply chain quality and sustainability, and has built a systematic governance structure and institutional framework. As the core functional department for supplier management, the Procurement Department is responsible for coordinating the entire process, including supplier admission, auditing, performance evaluation, and exit management. At the institutional level, the Company has formulated regulations such as the *Customer-Designated Supplier Management Measures* and *External Supplier Management Procedures*. Combined with procurement and inventory management processes, these regulations define the mechanisms for supplier admission, performance, and exit, ensuring that the products and services provided by suppliers meet quality and sustainability requirements, thereby achieving standardized, regulated, and traceable supplier management.

## Strategy

The Company highly values the strategic position of its suppliers in the value chain, recognizing that the quality of raw materials and the reliability of key outsourced services are crucial for ensuring product safety and core competitiveness. Supplier management is elevated to a strategic level. Through systematic admission, auditing, and performance management, the Company not only mitigates supply chain risks but also transforms collaborations into opportunities for technological innovation, cost optimization, and ESG performance improvement, thereby enhancing the long-term resilience and sustainability of its business. Under this strategic guidance, the Company regularly identifies supply chain-related risks and opportunities and formulates targeted response measures, creating a closed-loop management system to ensure that supplier management is both robust and forward-looking.

In line with our business realities, the Company systematically identifies and manages supply chain-related risks and opportunities. We focus on key areas such as the quality stability of raw materials, supply assurance capabilities, and fluctuations in procurement costs. By improving our supplier admission mechanism, strengthening in-process quality control, and establishing a supply collaboration mechanism, we effectively enhance supply chain resilience and risk resistance. At the same time, the Company actively seizes opportunities arising from supply chain collaborative optimization, digital management, and rising ESG requirements. We promote deeper collaboration with core suppliers in areas such as information sharing, green development, and long-term partnerships to continuously enhance the overall competitiveness of our supply chain.

## Impact, risk, and opportunity management

The Company follows a dynamic, closed-loop management process of "Identification-Assessment-Response-Monitoring" to proactively manage the impact of the supply chain on business resilience, the environment, and society, and to transform high-quality, stable supply chain partnerships into a long-term competitive advantage.

### Risk identification and response

Identification methods		Response measures
Systematic Identification		Through the <i>New Supplier Qualification Review System</i> and the <i>Supplier Periodic Evaluation Process</i> , the Company systematically reviews supplier performance and potential risks in quality, delivery, cost, and technology (QCDT), as well as Environment, Social, and Governance (ESG) aspects, at the points of supplier introduction and routine management.
Specialized identification	Business ethics and compliance risks	Sign a <i>Supplier Integrity and Honesty Agreement</i> with all suppliers, clarifying anti-bribery and anti-corruption requirements to build a transparent procurement environment.
	Environmental and social risks	Require suppliers to complete the <i>Interested Parties Environmental Survey Form</i> to systematically identify their impacts and risks in areas such as pollutant emissions, resource consumption, employee rights, and health and safety.
	Supply chain human rights and source risks	Trace the sources of key minerals required for precision manufacturing to identify and avoid risks of serious human rights violations and the financing of armed conflicts.

## Indicators and targets

### Key performance

As of the end of the reporting period, the Company had a total of **319** partner suppliers.

During the reporting period, the Company added **57** new partner suppliers and removed **28** suppliers.

During the reporting period, the Company provided equal treatment to small and medium-sized enterprises, with no instances of overdue payments to enterprises.

## Data Security and Customer Privacy Protection

Data security and customer privacy protection are crucial for the normal operations of Haidier and its relevant departments. The Company strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Provisions on the Administration of Mobile Internet Applications Information Services*, the *Provisions on Ecological Governance of Network Information Content*, and other laws and regulations. By building a comprehensive governance system, formulating scientific strategic plans, and implementing multi-dimensional risk prevention and control, the Company has established a full-chain, multi-level security protection framework to effectively safeguard data assets and the legitimate rights and interests of customers.

### Governance

To prevent data security incidents such as information system interruptions, data loss, and leakage of sensitive information, the Company has established a comprehensive information security management system, clarifying its overall policy and objectives for information security.

At the institutional level, the Company has formulated and implemented the *Information Security Management Manual* and the *Compilation of Information Security Management Systems*, which define the Company's overall policy and core objectives for information security. These systems serve as the fundamental guiding principles for all employees in their information security-related work and provide the foundational institutional support for the Company to build a complete, closed-loop security management system, ensuring that all security work is carried out in a standardized, orderly, and well-documented manner.

In terms of certification, the Company has passed the ISO/IEC 27001:2022 Information Security Management System certification, enabling it to provide professional and systematic protection for data security and customer privacy.



Information security management system certification

### Strategy

The Company places a high value on the security management of information assets, integrating data protection into its corporate governance system and daily operations. By combining policy development with technical measures, we continuously improve our information security management mechanisms to ensure the security and compliance of all types of data in our business operations. The Company has established standardized management processes for key areas such as data classification and grading, system access control, and full lifecycle data management. We continuously enhance our information security management level through measures like security training, strengthened system protection, and regular reviews. At the same time, the Company integrates data protection requirements into business processes and supply chain management, reinforcing the compliant use of data both internally and externally.

## Impact, risk, and opportunity management

The Company fully integrates the management of impacts, risks, and opportunities related to data security and customer privacy protection into its corporate governance and operational decision-making processes. It follows a systematic and dynamic cyclical management framework aimed at building a comprehensive protection system that includes pre-emptive prevention, in-process control, and post-incident response, thereby transforming compliance requirements into a core competitive advantage.

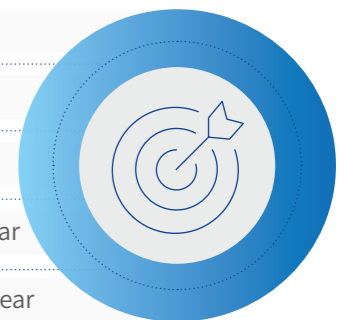
### Case The Company organizes a cybersecurity emergency drill

In July 2025, the Company organized a practical drill for all employees based on its emergency response plan for cyberattacks. The drill simulated scenarios such as the tampering of the office system webpage and hacker intrusions, testing the entire process from monitoring signs of an attack, reporting procedures, and emergency network isolation to technical investigation and response. All participants strictly followed the plan, with emergency supplies readily available and protective measures in place. This drill effectively verified the reliability of the Company's information system emergency plan and the team's response capabilities, significantly enhancing the practical ability to cope with potential network threats and laying a solid foundation for ensuring business continuity and data security.

### Indicators and targets

To improve data security and privacy protection, the Company has set information security indicators tailored to its business characteristics and continuously monitors the achievement of these targets. The indicators are as follows:

- 1 ▶ No more than 2 customer confidentiality complaints per year
- 2 ▶ No more than 2 incidents of controlled information leakage per year
- 3 ▶ No incidents of important information leakage shall occur
- 4 ▶ No more than 0 incidents of loss of important information equipment per year
- 5 ▶ No more than 1 large-scale virus outbreak (60% of computers infected) per year



### Key performance

During the reporting period, the Company experienced **no** negative events such as data security breaches or customer privacy leaks, and all targets were met.

# People-Centered Approach Inspiring Innovation and Endeavor

# 03

Employees are the most valuable asset of a company. Haidar integrates talent management, employee well-being, and occupational health and safety into the entire process of its sustainability management, aiming to create a fair, just, inclusive, diverse, and empowering development environment for employees, allowing each one to fully realize their potential and achieve their career aspirations.

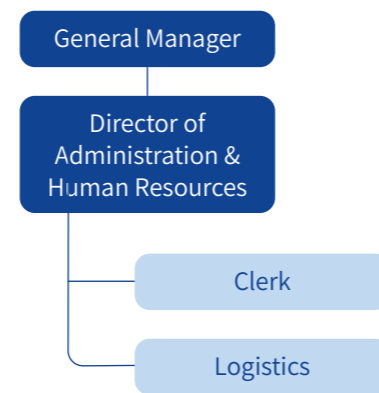
# Talent Management

Haidaer has always regarded talent as the core driving force for sustainability. To standardize talent management, clarify management responsibilities, protect the legitimate rights and interests of employees, and promote mutual growth for both the Company and its employees, the Company has established a comprehensive talent management system to ensure that talent management is conducted legally, compliantly, and in an orderly manner.

## Governance

At the management level, the Company has established a talent management organizational structure with clear responsibilities and efficient collaboration to ensure the effective implementation of all talent management initiatives. Talent management is under the unified leadership of the General Manager. The Administration & Human Resources Department serves as the core executive body, responsible for the entire process of human resources management, administrative management, performance management, employee compensation and benefits, and employee relations. All business and functional departments cooperate with the Administration & Human Resources Department to carry out talent cultivation, assessment, and employee management within their respective departments, forming a top-down, fully participatory talent management system.

### Human resources management structure



At the policy level, the Company adheres to the principles of compliant employment and diversity and inclusion. It strictly complies with relevant laws and regulations such as the *Company Law* and the *Labor Law*, and has formulated policies including the *Corporate Social Responsibility Policy* and the *Employee Handbook* to build a sound human resources management system and protect labor rights. All new employees must meet the legal working age and job qualification requirements and sign a legal labor contract to ensure employment compliance. At the same time, the Company adheres to an anti-discrimination policy and practices a diverse and inclusive employment culture, ensuring that employees of different ethnicities, genders, physical conditions, and backgrounds enjoy equal employment opportunities and development rights.

### Key performance

During the reporting period, the Company had **no** incidents of discrimination.  
The employee benefit coverage rate was **100%**.

## Strategy

The Company is committed to building a scientific and systematic talent management system. By improving its recruitment, training, performance, and incentive mechanisms, it continuously enhances employee capabilities and organizational effectiveness, while actively fostering a safe, inclusive, and motivating work environment. At the same time, the Company identifies and analyzes key risks and potential opportunities related to talent management in line with its business development and strategic goals, providing a basis for decision-making to continuously optimize its talent structure, strengthen core competencies, and support the long-term development of the enterprise.

The Company systematically identifies and manages risks and opportunities related to talent management, focusing on key talent stability, employee competency alignment, and organizational vitality. By continuously optimizing its talent management system and development mechanisms, the Company enhances its organizational adaptability and operational efficiency. At the same time, the Company actively seizes opportunities arising from talent development, organizational optimization, and digital transformation to promote employee competency enhancement and organizational efficiency, thereby strengthening its long-term development momentum.

## Impact, risk, and opportunity management

In practice, the Company continuously enhances employees' professional skills and job competencies through a systematic training framework, reducing business risks associated with insufficient skills or lack of experience. Concurrently, targeted professional training and cross-departmental collaborative training are conducted for key positions and core business processes to improve team collaboration and problem-solving capabilities in complex business scenarios. Additionally, the Company consistently enriches its training formats and content, fostering comprehensive improvements in employees' quality management, production operations, and technical skills, providing stable talent support for the Company's business development.

### Case

#### Enhancing product development capabilities through cross-departmental quality tool training

In November 2025, the Company organized a special topic training on Advanced Product Quality Planning (APQP) and Production Part Approval Process (PPAP) for key employees from the Quality Control, R&D, and Production Departments. The training covered the entire process from theoretical concepts to practical application, systematically enhancing the team's quality management capabilities during the product pre-planning and production approval stages. This training improved the collaborative efficiency and problem-forecasting abilities of the relevant departments, effectively resolving several challenges encountered in actual product development and achieving the intended training objectives.

## Indicators and targets

In line with its development strategy, talent management objectives, and employee capability needs, and in accordance with the training-related provisions in the *Employee Handbook*, the Company has formulated the 2025 annual training plan. This plan specifies the annual training targets, content, schedule, and organizing departments, ensuring that training initiatives are implemented in an orderly and effective manner to support the development of the Company's talent pool and its sustainable development.

### Key performance

During the reporting period, the Company conducted a total of **17** training sessions, achieving a **100%** employee training coverage rate and a **100%** completion rate for the annual training plan.

# Employee Well-being

Haider has always regarded employee well-being as a core element of its sustainable development and is committed to creating a safe, healthy, and harmonious working environment. By improving democratic management mechanisms, optimizing benefit policies, and enriching employee activities, the Company continuously enhances employee satisfaction, sense of belonging, and happiness.

## Governance

The Company has established a clear management structure for employee well-being, under the unified leadership of the management team. The Administration & Human Resources Department is responsible for policy design, benefit implementation, employee care, and daily management execution. All business and functional departments cooperate in line with their specific characteristics to promote the implementation of employee care, career development, and health management measures, creating a well-being management system with top-down linkage and full employee participation.

## Strategy

Adhering to a people-centric approach, the Company considers employee well-being management a vital pillar for enhancing organizational stability and long-term development capabilities. The Company continuously improves employee care and democratic management mechanisms, systematically advancing its employee well-being framework from the perspectives of physical and mental health, career development, and work experience to consistently enhance employee satisfaction and organizational cohesion.

In line with our business realities, the Company systematically identifies and manages risks and opportunities related to employee well-being, focusing on areas such as employee health, organizational stability, and employee experience. By continuously improving our care mechanisms and management systems, we enhance employee welfare and organizational resilience. At the same time, the Company actively seizes opportunities arising from improved employee well-being, corporate culture development, and talent attraction to continuously strengthen our appeal as an employer and enhance team collaboration, providing support for the Company's sustainable development.

## Impact, risk, and opportunity management

The Company employs a multi-dimensional and multi-layered approach to risk and opportunity management to ensure comprehensive coverage of factors affecting employee well-being. We regularly conduct employee satisfaction surveys and welfare usage analyses to assess management effectiveness, ensuring that employee concerns are effectively communicated and integrated into management decisions. Key performance indicators are also incorporated into the assessment systems of relevant management teams to achieve systematic and routine management of employee well-being.

### Case

The Company holds the first staff and workers' congress of 2025

In August 2025, the Company held the first meeting of the Staff and Workers' Congress of 2025. Adhering to the principles of fairness, justice, and transparency, the meeting reviewed and approved the *Proposal on the Abolition of the Board of Supervisors and the Position of Employee Supervisor*. This meeting fully leveraged the role of employee representatives as a bridge, building consensus among all employees and promoting scientific, reasonable, and employee-centric decision-making.

### Case

Company team-building trip to Hangzhou

In March 2025, the Company organized its annual employee team-building event in Hangzhou, Zhejiang, aiming to help employees relax and enhance cross-departmental communication outside of work. While touring natural and cultural landscapes, participating employees effectively relieved work-related stress. Such activities reflect the Company's commitment to employee well-being and help enhance employees' sense of belonging and satisfaction, thereby fostering a positive, healthy, and cohesive organizational atmosphere.



Trip to Hangzhou

**Case** Outstanding team selection

To motivate employees and strengthen team cohesion, the Assembly Workshop conducts a monthly Outstanding Team Selection. The selection process follows the principles of fairness, justice, and transparency, evaluating teams based on production task completion, product quality performance, and work safety indicators through a multi-stage review. At the end of each month, the Company recognizes the winning team, awarding a mobile red flag and corresponding rewards. This activity effectively creates a positive atmosphere of learning from and competing with one another, encouraging employees to continuously improve work efficiency and quality management, thereby supporting the ongoing optimization of the production process.



Outstanding Team



**Case** The Company distributes fruit to employees and provides special bonuses for children's education

In 2025, the Company continued to implement several employee benefit programs, including distributing healthy fruit packages to employees and providing special bonuses for the children's education of eligible employees. The distribution of fruit packages effectively promoted a healthy lifestyle among employees and conveyed the Company's care for their daily lives. The education bonuses are aimed at genuinely reducing the financial burden of education on employee families and supporting the growth and development of their children. Through a series of regular benefit initiatives, the Company demonstrates its investment in employee health management and family support, effectively strengthening harmonious and stable employment relationships.



Distributing fruit



children's education bonuses

**Indicators and targets**

In line with its own development plans, the Company sets annual goals related to employee well-being to continuously improve its management level.

Employee well-being targets	2025 achievement status
Union coverage rate: over 95%	Union coverage rate: 96.5%
Employee benefits coverage rate: 100%	Employee benefits coverage rate: 100%
Company employee satisfaction rate: over 95%	Company employee satisfaction rate: 95%

# Occupational Health and Safety

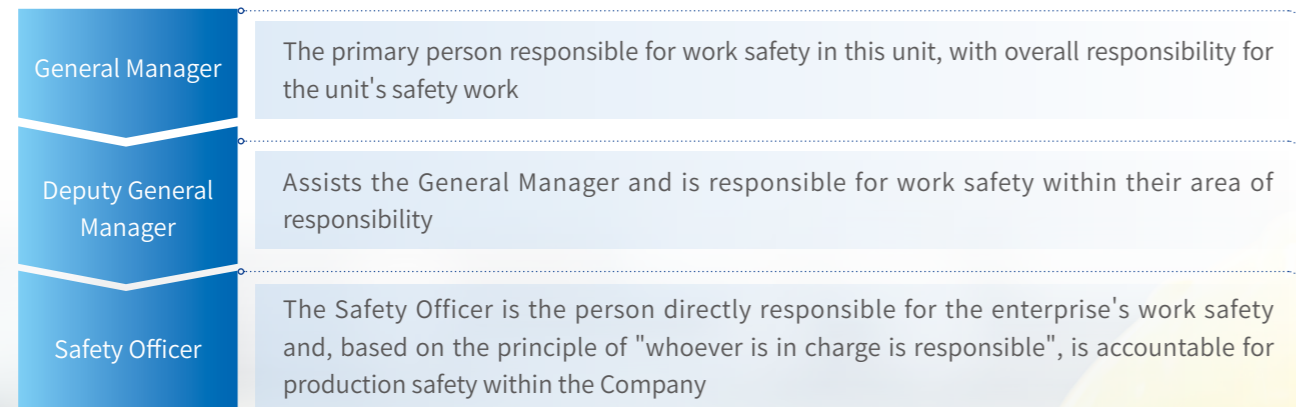
Haidaer always adheres to the policy of "Safety First, Prevention Foremost, and Comprehensive Governance". It strictly follows the ISO 45001:2018 Occupational Health and Safety Management System standard and has established a comprehensive, multi-level safety risk prevention and control system by implementing a full-staff work safety responsibility system. The Company is committed to creating a safe and healthy working environment for its employees, thereby building a solid line of defense for its stable operations.

## Governance

The Company places a high value on occupational health and safety management, considering work safety a vital foundation for its stable operations and sustainable development. The Company has formulated and implemented the *Work Safety Management System*, which defines the principles, processes, and requirements for work safety management. By signing the *Work Safety Target Responsibility Agreement*, it ensures that safety responsibilities are delegated to all departments and positions, forming a work safety management system with clear authority and responsibilities and a well-defined division of labor.

In terms of organizational structure, the Company has established a work safety management responsibility framework that covers the management level, functional departments, and the production frontline. It implements unified leadership, hierarchical responsibility, and coordinated management for work safety work to ensure the effective execution of all safety management requirements.

### Work Safety management responsibility structure



During the reporting period, the Company obtained ISO 45001:2018 Occupational Health and Safety Management System certification. This signifies that the Company has established a systematic and standardized management system for identifying occupational health and safety risks, implementing control measures, and maintaining a continuous improvement mechanism, providing institutional and systemic support for safeguarding employee occupational health and operational safety.



Occupational health and safety management system certification

## Strategy

The Company integrates occupational health and safety management into its daily operations and development planning. Guided by the principle of "prevention first and continuous improvement," it sets annual work safety targets and incorporates safety requirements into all aspects of production organization, equipment management, personnel training, and emergency management.

On this basis, the Company adopts a dual perspective of risk and opportunity, integrating uncertainties related to work safety into its daily operational decisions and management improvement processes: on one hand, it proactively identifies potential risks in areas such as operational safety, equipment operation, occupational health, and emergency management, reducing the probability and impact of accidents through policy improvements, process controls, and capacity building; on the other hand, it actively seizes development opportunities, including upgrading the work safety management system, enhancing employee safety awareness, and increasing production stability, to continuously improve its work safety management level and organizational resilience.

## Impact, risk, and opportunity management

To effectively identify, prevent, and control occupational health and safety risks, the Company has established a multi-level, full-process risk control mechanism, focusing on safety inspections, education and training, emergency management, and labor protection.

### Safety inspections and hazard rectification

The Company has established a regular safety inspection mechanism, periodically conducting checks for "three violations", specialized work safety inspections, and monthly safety inspections. Through on-site patrols, hazard identification, and problem documentation, it promptly identifies safety hazards and promotes closed-loop management of hazard rectification to continuously improve safety levels at the production site.

### Safety training

The Company conducts weekly work safety training, focusing on safe operating procedures, accident case warnings, and key points of risk prevention and control, to continuously strengthen employees' safety awareness and standardized operational capabilities, thereby solidifying the foundation of work safety.



Weekly work safety training

## Emergency management

The Company has formulated and implemented a work safety emergency plan, established an emergency response action group, and clarified emergency response responsibilities and procedures. It reviews the emergency plan at least once a year to ensure its applicability and effectiveness. Additionally, the Company organizes emergency drills according to its annual plan, testing its emergency response capabilities through practical exercises and improving employees' coordination and emergency response levels in handling unexpected events.

## Labor protection and occupational hygiene management

The Company has established an occupational hygiene management system and procedural documents related to environmental and occupational health. It systematically carries out hazard identification and risk assessment. Based on the risk characteristics of different positions, it provides employees with labor protection equipment such as earplugs and gloves, effectively reducing the risk of exposure to occupational hazards and genuinely safeguarding their occupational health.

Through the aforementioned management measures, the Company continuously reduces the likelihood of safety accidents and occupational health risks, while also creating positive conditions for enhancing employees' sense of security, stabilizing the workforce, and ensuring production continuity.

## Indicators and targets

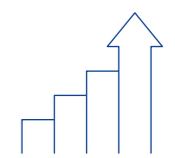
### Target

2025 work safety targets	2025 achievement status
No major personal injury accidents, no occupational diseases	100% achieved
Zero fire or explosion accidents	100% achieved
Safety hazard rectification rate: 100%	100% achieved
Integrity rate for safety facilities: 100%; qualification rate for special equipment inspections: 100%	100% achieved
Training rate for on-duty employees: 100%; certification rate for special operations personnel: 100%	100% achieved
Investigation and handling rate for "three violations": 100%	100% achieved

### Indicator

#### Key performance

During the reporting period, the Company conducted a total of **1** safety inspection, achieving a **100%** safety inspection coverage rate. A total of **4** safety training sessions were held, with **230** participants.



# Green Operations

## Building a Foundation for Sustainable Development

# 04

Haidaer has always adhered to the concept of green operations, integrating sustainability into all aspects of corporate governance and daily management. The Company advocates for efficient resource utilization and environmentally friendly practices in its business operations, continuously optimizing management processes and operational models. Through continuous improvement and institutionalized management, the Company strives to achieve a stable balance between economic benefits and environmental responsibility. In the future, the Company will continue to explore green technologies and innovative models to provide solid support for its long-term sustainable development.

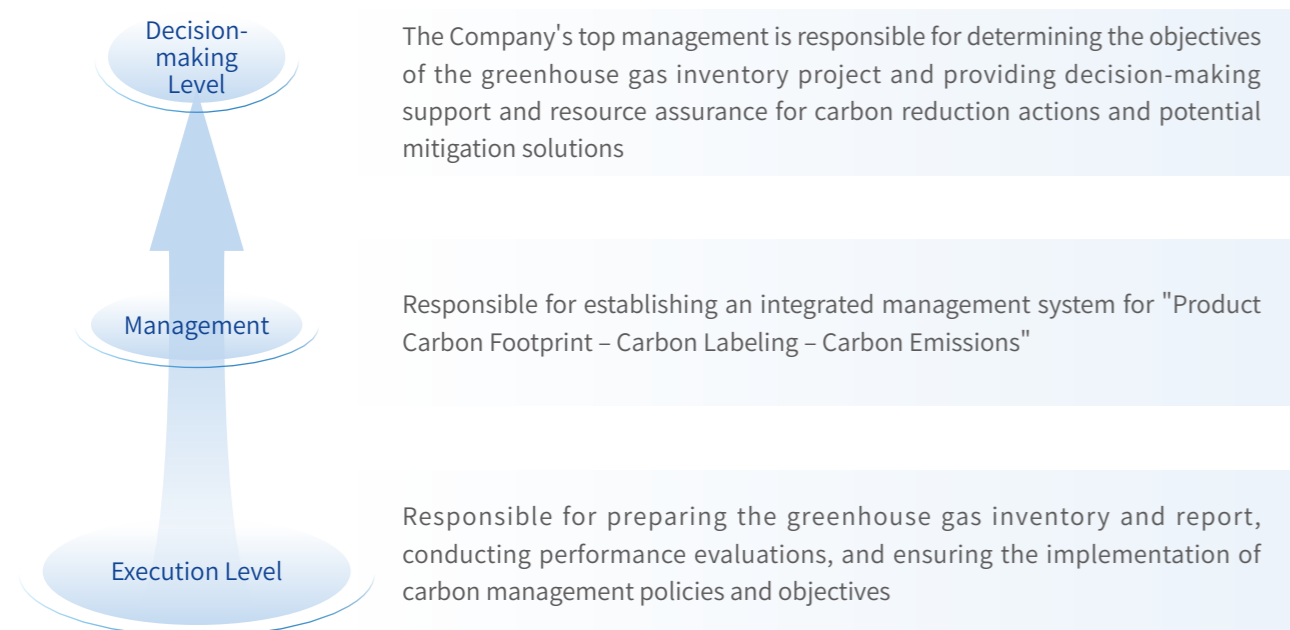
# Climate Change Tackling

Haidar is keenly aware of the challenges and opportunities presented by climate change and has incorporated climate-related risks into its long-term development strategy, committed to promoting a low-carbon transition through a scientific carbon management system. The Company actively explores sustainable business operation methods and continuously enhances its organizational adaptability and resilience. Through system development, strategic planning, and continuous improvement, the Company strives to organically integrate business development with climate responsibility, creating long-term value for society and the environment.

## Governance

The Company has established a top-down governance structure for climate change tackling and carbon management, incorporating greenhouse gas management into its environmental and sustainability decision-making system. By formulating and implementing the *Management Document for the Integrated System of Product Carbon Footprint, Carbon Labeling, and Carbon Emissions* and the *Greenhouse Gas Information Management Procedure*, the Company has established management principles based on the ISO 14064-1:2018 standard. The Company has clearly defined the division of powers and responsibilities from the management to the executive levels and standardized the workflows for greenhouse gas inventory, carbon emissions monitoring, and reduction actions. Through clear functional divisions and institutional guidance, it ensures the efficient operation of carbon management within an integrated system, effectively addressing the risks and opportunities brought by climate change at the governance level.

### Carbon management governance structure



## Strategy

The Company integrates climate change response and low-carbon transition into its full product lifecycle management, systematically identifying sources of greenhouse gas emissions and potential reduction opportunities across key stages such as raw and auxiliary material procurement, manufacturing, energy use, and product delivery. By implementing an integrated management strategy of "Carbon Footprint – Carbon Labeling – Carbon Emissions", the Company progressively enhances its ability to identify and manage product carbon emission levels, laying the foundation for subsequent process optimization, energy efficiency improvements, and low-carbon management.

At the same time, the Company monitors changes in the requirements of the global supply chain and customers for low-carbon products and carbon information transparency. It actively promotes product carbon footprint accounting and carbon labeling initiatives. By standardizing the disclosure of product carbon information, the Company enhances the competitiveness of its products in green procurement and international markets. In this process, the Company concurrently identifies climate change-related risks and opportunities to support strategic decision-making.

## Impact, risk, and opportunity management

The Company has established an identification and management mechanism based on its greenhouse gas inventory to address climate-related transition and operational risks, integrating emissions management into daily production and operations. By systematically identifying and quantifying all sources of greenhouse gas emissions, Haidar focuses on potential compliance, cost volatility, and management risks associated with energy consumption and purchased electricity. Inventory results serve as a key basis for energy management and improvement initiatives.



### Identified climate-related risks

Risk type	Risk name	Risk description	Response measures
Transition risk	Carbon management compliance risk	Increasingly stringent domestic and international policies on carbon management, information disclosure, and low-carbon initiatives (such as carbon tariffs and export restrictions) may raise compliance costs	Establish an ISO 14064-1:2018 greenhouse gas inventory system, continuously track policy developments, and improve the integrated carbon management process
	Energy cost fluctuation risk	Fluctuations in fossil fuel prices or increased carbon trading costs may directly drive up electricity and fuel expenses, affecting operational stability	Advance the development of an energy management system, implement energy-saving technological upgrades, and explore clean energy alternatives such as rooftop distributed photovoltaics
	Data management and integrity risk	Incomplete greenhouse gas data, improper inventory methodologies, or inadequate verification may lead to disclosure violations or damage to the Company's reputation	Enhance the greenhouse gas information management procedures, strengthen internal audits and accuracy verification, and ensure end-to-end data traceability
	Supply chain carbon collaboration risk	A high carbon footprint of upstream raw materials (such as steel and aluminum) could cause Haidaer's end products to lose price competitiveness or market access advantages in green trade	Conduct supplier ESG assessments, establish a carbon footprint inventory for raw and auxiliary materials, and prioritize procurement of low-carbon, recyclable materials
Physical risk	Acute risks	Increased frequency of extreme weather events (such as heavy rainfall and extreme heat) may lead to factory shutdowns, equipment damage, or logistics disruptions	Improve emergency response plans, establish an emergency action team, and strengthen disaster prevention and resilience capabilities of production facilities
	Chronic risks	Long-term temperature increases may worsen the working environment, raise cooling energy consumption costs, and even affect employee occupational health and labor efficiency	Optimize thermal insulation design of the plant, improve ventilation and cooling systems, and conduct regular occupational health check-ups and high-temperature protection training

### Identified climate-related risks

Opportunity	Opportunity name	Opportunity description	Response measures
Market opportunity	Low-carbon product market opportunity	Growing global supply chain demand for low-carbon slide products enables carbon-labeled products to command a premium or gain preferred procurement status	Advance product carbon footprint (CFP) accounting, actively pursue carbon label certification, and build core competitiveness as a green, low-carbon brand
Management opportunity	Management and operational efficiency opportunity	Carbon management promotes refined energy use; by leveraging digital tools to identify production redundancies, it achieves systematic cost reduction and efficiency improvement	Deeply integrate carbon management with the energy management system and utilize a big data platform for real-time monitoring and dynamic control of energy consumption
Policy and financing opportunity	Green financing and policy incentives	Strong environmental performance and carbon reduction achievements enable the Company to access green finance loans or government incentives for energy conservation and carbon reduction	Standardize the preparation of the annual greenhouse gas inventory report and enhance capital market recognition through third-party green certification

## Clean production and clean energy application

In specific measures, the Company aligns with clean production audit requirements to continuously optimize production processes and equipment operations. By strengthening energy efficiency management and reducing unnecessary energy consumption, it lowers emissions intensity per unit of output value. Simultaneously, Haidaer is progressively deploying clean energy applications such as photovoltaic power generation to partially replace conventional energy sources and reduce sensitivity to external energy price fluctuations.

## Energy-saving renovation of equipment

Furthermore, in pursuit of its energy conservation and emission reduction goals, the Company is advancing intelligent and energy-efficient upgrades of production equipment. By introducing devices with superior energy efficiency and more stable operation, it enhances energy utilization efficiency across production processes. The effectiveness of these upgrades will be continuously assessed and tracked using operational data. Through these measures, Haidaer not only mitigates climate-related risks but also seizes management opportunities from energy-saving technologies and clean energy adoption, supporting long-term operational stability and cost control.

### Case Advancing production automation upgrades to enhance efficiency and resource utilization

During the reporting period, the Company advanced automation and line integration for key production processes, implementing systematic upgrades to the roll-forming line and assembly operations. By optimizing equipment configuration and process integration, Haidaer has continuously improved production stability and intensification. Following line integration across multiple production lines, overall efficiency significantly increased, cycle times shortened noticeably, and output capacity per unit time improved. Additionally, automated equipment reduced reliance on manual operations, making production more continuous and stable, thereby minimizing unnecessary energy waste.

Through these measures, the Company has enhanced production efficiency while continuously optimizing energy utilization per unit of product, thereby moderately reducing energy consumption intensity per unit of output. This supports greenhouse gas emission reductions and low-carbon operations, further strengthening Haidaer's capacity to respond to climate change.

## Indicators and targets

In accordance with the *Greenhouse Gas Information Management Procedure*, the Company regularly conducts greenhouse gas inventories, clearly defining the inventory cycle, organizational boundaries, and reporting boundaries. It quantifies and manages direct emissions and significant indirect emissions. The resulting emissions data serves as foundational information for environmental and energy management, supporting the formulation of future emission reduction measures and management targets.

Building on this foundation, and considering its strategic development, business characteristics, stakeholder concerns, and climate-related risks and opportunities—and in active alignment with China's national "Dual Carbon" strategy—the Company has clearly prioritized continuous improvement in greenhouse gas data management capability and energy efficiency. It has set a long-term target of achieving carbon neutrality by 2060, progressively strengthening its climate governance foundation.

Climate-Related Indicators	Unit	2025
Scope 1 (direct emissions)	tCO <sub>2</sub> e	29.29
Scope 2 (indirect energy emissions)	tCO <sub>2</sub> e	2,093.02
Total greenhouse gas emissions	tCO <sub>2</sub> e	2,122.31
Carbon emission intensity	tCO <sub>2</sub> e/RMB 10,000 of output value	0.0573

# Environmental Management

Haidaer places great emphasis on building its environmental management system, consistently integrating the principles of energy conservation, resource efficiency, pollution prevention, and environmental protection throughout all operational activities. Through standardized management, risk control, and technological improvements, the Company continuously enhances environmental performance and reduces the impact of its operations on natural resources and ecosystems. Haidaer is committed to embedding environmental responsibility into corporate governance and daily operations, advancing green manufacturing and sustainable operations to achieve a balanced integration of economic benefits, social responsibility, and environmental stewardship.

## Environmental compliance management

### Governance

The Company attaches high importance to environmental management, integrating environmental protection and clean production into its daily operational management system. It has established a clear accountability framework, ensuring environmental compliance through cross-departmental collaboration. The Quality Control Department, as the core environmental management unit, is responsible for consolidating and reviewing environmental aspects, evaluating significant environmental aspects, and coordinating compliance reviews of applicable laws and regulations across relevant departments. The Environmental Management Representative oversees approval of significant environmental aspects and verifies the applicability of legal requirements.

During the reporting period, the Company obtained ISO 14001:2015 Environmental Management System certification and continued to deepen its clean production practices, earning Jiangsu Green Factory certification and third-party Green Factory evaluation recognition.



### Strategy

The Company is committed to minimizing the negative environmental impacts of its production and business activities and achieving coordinated development of economic and environmental benefits. By systematically reviewing industry environmental requirements and its own operational practices, Haidaer identifies potential risks and opportunities in environmental management, formulates targeted strategies, and drives continuous environmental performance improvement.

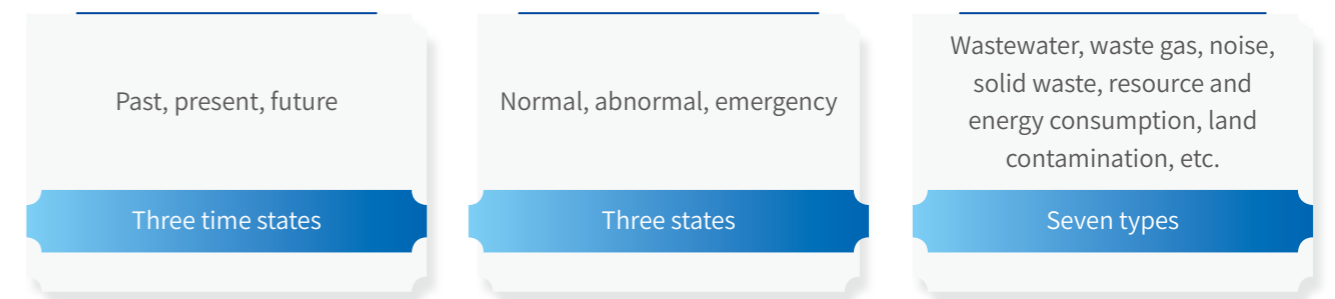
On this basis, the Company adopts a dual perspective of risk and opportunity, integrating environment-related uncertainties into its operational management and decision-making processes: on one hand, it proactively identifies potential risks in key areas such as environmental compliance, resource utilization, and waste management, reducing environmental impact and compliance risks through policy improvements, process controls, and technological optimization; on the other hand, it actively seizes opportunities arising from green policy support, clean technology application, and circular economy development to promote production method optimization and resource utilization efficiency, continuously enhancing its environmental performance and long-term development capabilities.

By synergistically integrating risk prevention and development opportunities into its environmental management system, the Company continuously shifts its environmental management from a compliance-oriented approach to a value-creation-oriented one, achieving cost reduction, efficiency improvement, and brand value enhancement while reducing its environmental impact, providing support for the Company's stable operations and sustainability.

### Impact, risk, and opportunity management

The Company systematically manages environmental risks through a closed-loop "identification-evaluation-control" process to ensure potential impacts are effectively managed. Environmental aspect identification spans the full product lifecycle and all production stages, covering key indicators such as wastewater, waste gas, noise emissions, energy and raw material consumption, and solid waste discharge. Monitoring results are used to assess achievement of environmental objectives and management effectiveness, guiding future improvement actions.

#### Factors considered in environmental factor identification



For risk control and performance measurement, the Company has established a regular monitoring and evaluation mechanism. The Finance Department compiles monthly data on water, electricity, and other resource consumption. It also commissions environmental agencies for professional monitoring of pollutants such as noise, enabling closed-loop management of environmental indicators. Results are used not only to evaluate annual environmental goal attainment but also to inform improvement measures, supporting continuous performance gains in energy conservation, emission reduction, efficient resource use, and pollution prevention.

Furthermore, the Company integrates identified risks and opportunities into its environmental management strategy and annual improvement plans, driving implementation of green processes, energy-saving technologies, and circular initiatives to elevate overall environmental management. It also translates strong environmental performance into brand value and social responsibility advantages.

## Indicators and targets

### Target

The Company sets management objectives based on its annual environmental work plan to track and evaluate environmental performance.



### Indicator

#### Key performance

During the reporting period, the Company organized **one** environmental management and protection training session for relevant departments, with a total of **230** participants.

## Energy and resource utilization

### Governance

The Company has established a robust governance structure for energy and resource management, designating the Quality Control Department as the lead and accountable unit for the energy management system, responsible for coordinating its planning, implementation, and continuous improvement.

Specifically, the Quality Control Department assists the Management Representative in establishing and operating the energy management system, organizing the formulation of energy objectives, targets, baselines, and monitoring plans. It conducts regular energy reviews and data collection, and performs internal audits, tracks corrective actions, and validates effectiveness. Additionally, the department identifies stakeholders, risks, and opportunities related to energy and resource use, manages energy-related documentation and records, and ensures all departments implement energy-saving requirements.

Based on its energy and resource usage profile, the Company has developed and implemented a suite of policies—including an Energy Management System, Rational and Economical Electricity Use Policy, Rational Water Use Policy, Energy Metering and Statistics Management Policy, and Energy Conservation Incentive and Penalty Policy—to institutionalize and standardize energy and resource management.

During the reporting period, the Company obtained relevant energy management system certifications and continued conducting energy reviews and clean production audits to ensure effective implementation of energy and resource management requirements across all operational areas.



Energy management system certification

## Strategy

Aligned with its overall production and operational goals, the Company prioritizes improving energy and resource utilization efficiency as a core operational focus. Through systematic management, it reduces energy consumption and resource input intensity, synergistically advancing cost reduction, efficiency gains, and green development.

The Company has formulated and implemented an energy management policy centered on "lean management, innovation, energy conservation and emission reduction, and green development." While ensuring stable production, it continuously optimizes its energy mix and water management practices through technological upgrades, process optimization, and management enhancements to improve energy and resource efficiency.

In strategic implementation, the Company integrates energy management with production planning, equipment management, and personnel training, guiding all departments to advance energy and resource conservation within a unified framework—gradually establishing a management model characterized by institutional discipline, process control, and continuous improvement.

## Impact, risk, and opportunity management

### Operational monitoring and performance evaluation

The Company has established an environmental performance monitoring and measurement mechanism to continuously track key environmental aspects—including energy consumption, water use, raw material consumption, noise, and solid waste emissions. By analyzing progress against annual environmental targets, it evaluates the actual effectiveness of energy and resource management measures in energy conservation, pollution prevention, and cost control.

Regarding energy and resource use, the Company focuses on changes in energy consumption per unit of output value and comprehensive energy consumption per unit of product. Data analysis identifies high-consumption processes, providing a basis for subsequent management improvements.

## Equipment and facility operation management

Focused on improving energy efficiency and equipment reliability, the Company continues upgrading and maintaining production and support facilities. Key infrastructure such as power distribution rooms has been retrofitted, and metering devices installed on major energy-consuming equipment to enhance energy monitoring. Routine inspections and scheduled maintenance ensure production equipment operates safely and efficiently over the long term, minimizing energy losses from aging or malfunction.

## Clean energy application

In its operations, the Company actively promotes clean energy adoption, using a photovoltaic (PV) power system to supply green electricity for select production and office functions, partially replacing conventional energy sources. PV system operation not only reduces unit energy consumption and carbon emissions but also provides practical support for energy mix optimization and sustainable development, embodying the green, low-carbon development philosophy.



Company's photovoltaics



## Communication and training

The Company combines policy communication with employee training to effectively embed energy conservation and environmental protection requirements into daily operations. Through role-based training and operational standardization, it clarifies equipment use and energy management expectations, guides staff to follow standardized procedures, continuously enhances company-wide conservation awareness and operational discipline, and fosters a culture where "everyone practices conservation in every task."

### Case

#### Environmental management training

During the reporting period, the Company organized environmental management training for all 21 members of the Quality Control Department. The training enhanced employees' understanding and practical grasp of environmental requirements, supporting compliance and continuous improvement in production processes.

For water resources, the Company primarily relies on municipal supply and enforces a rational water use management system to strengthen consumption control and promote conservation. It also implements process-based management of raw material consumption, reducing waste and improving utilization efficiency through process optimization and lean production.

## Indicators and targets

Based on an initial energy review, the Company systematically identifies major energy and resource flows in its operations. Current energy and energy-consuming media include electricity, steam, gasoline, and water. Comprehensive energy consumption is calculated using the equivalent value method, with all four categories included in the calculation. Electricity constitutes the Company's primary energy consumption type.

Building on this, and aligned with strategic development needs, the Company has established long-term energy management goals focused on improving energy efficiency and reducing unit energy consumption—taking into account projected operational scale changes, industry energy consumption limits, and energy review and statistical analysis results—to continuously elevate its energy management standards.

Indicator	Unit	2025
Purchased electricity	kWh	3,456,813
Purchased steam	Tonnes of standard coal	64.89
Purchased fuel oil	Liters	13,187
Clean energy	kWh	468,451
Water withdrawal	Tonnes	25,372

## Waste management and circular economy

The Company strictly enforces waste management regulations and implements full life-cycle waste control to achieve optimal resource utilization and minimal environmental impact.

### Governance

The Company has formulated the *Waste Management Regulations* to achieve comprehensive waste control, minimize environmental impact, and promote recycling. It has established a clear governance structure for waste management, designating the Administration and Human Resources Department as the lead authority—responsible for developing waste classification protocols, managing waste in public areas (e.g., office buildings, factory roads), and overseeing centralized hazardous waste disposal. All departments manage waste within their respective areas and transport it to designated sites, ensuring compliant classification and disposal.

### Strategy

Focusing on the key aspects of waste management and resource utilization in its production and operations, the Company systematically promotes waste minimization, standardized disposal, and resource recycling, integrating environmental compliance requirements into daily operational management. By improving waste sorting and recycling mechanisms, promoting the recycling of recoverable resources in production processes, and implementing basic management measures such as domestic sewage discharge management and noise control, the Company continuously reduces the potential environmental impact of its operational activities.



## Impact, risk, and opportunity management

The Company continuously refines management measures to address potential environmental impacts from its operations, preventing environmental risks and improving resource efficiency.

### Circular economy

The Company prioritizes recovery and reuse of resource-based waste generated in production. For recyclables such as scrap iron and stainless steel, it has established standardized classification, collection, and recycling mechanisms—enabling resource circulation, reducing solid waste disposal volumes, and lowering raw material consumption and environmental burden. While meeting production and quality requirements, Haidar enhances resource efficiency through waste recycling, supporting circular economy practices.

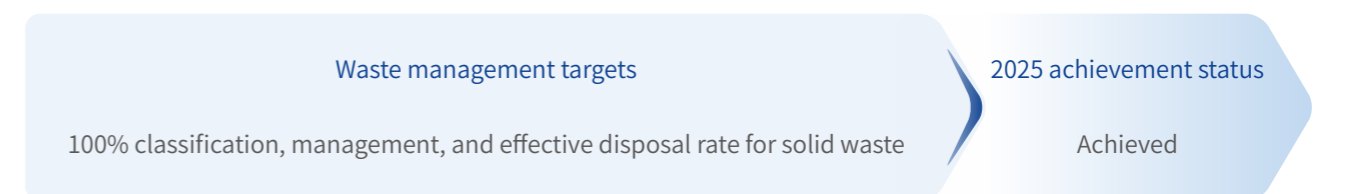
### Pollutant discharge management

Wastewater generated from the Company's operations consists primarily of domestic sewage. The Company has completed legally required pollutant discharge registration and strictly manages discharges in compliance with applicable laws, regulations, and emission standards. Through institutionalized management and daily oversight, it prevents environmental risks from non-compliant discharges, ensuring stable and compliant operations. Additionally, the Company has confirmed that its operations do not involve exhaust gas emissions and thus have no direct impact on ambient air quality.

### Noise management

Aligned with its production characteristics, the Company has formulated and implemented noise control regulations. By optimizing production scheduling and enhancing equipment operation and maintenance, it mitigates operational noise, ensuring plant boundary noise complies with relevant standards and minimizing impacts on surrounding communities and employees.

### Indicators and targets



### Key performance

During the reporting period, the Company recycled a total of **282.03** tonnes of scrap iron and stainless steel.

# Key Performances

Topic	Indicator	Unit	2023	2024	2025
<b>Environmental indicators</b>					
Energy usage	Amount of purchased steam	Tonnes of standard coal	90.64	93.61	64.89
	Amount of purchased fuel	Liters	35,316.50	18,026.20	13,187
	Amount of purchased electricity	kWh	3,273,749.00	4,192,974.00	3,456,813
	Amount of clean energy used	kWh	339,523.00	446,942.00	468,451
Usage of water resources	Total water consumption	Tonnes	24,235.00	22,760.00	25,372.00
Waste	Total non-hazardous waste	Tonnes	442.00	607.00	282.03
	Amount of waste recycled	Tonnes	442.00	607.00	282.03
	Waste recycling rate	%	100	100	100
Environmental compliance management	Number of environmental emergency risk drills conducted	Sessions	1	1	1
	Number of participants in environmental emergency risk drills	Person-times	173	195	230
	Employee coverage rate of emergency drills for sudden environmental risk incidents	%	100	100	100
	Number of environmental management training sessions conducted	Sessions	1	1	1
<b>Social indicators</b>					
Innovation-driven development	Total scientific research investment	Ten thousand yuan	922.47	1,269.95	1,401.21
	Proportion of scientific research investment to operating revenue	%	3.19	3.05	3.78
	Total number of R&D personnel	Persons	32	35	37
	Proportion of R&D personnel	%	14.81	15.63	16.09
Intellectual property management	Total number of patent applications	Items	13	15	2
	Total number of patents granted	Items	17	39	15
	Total number of valid patents held	Items	139	178	193
	Total number of valid trademarks held	Items	1	1	1
	Number of intellectual property protection training sessions	Sessions	1	1	1
	Total duration of intellectual property protection training	Hours	10	10	10

Topic	Indicator	Unit	2023	2024	2025	
Intellectual property management	Average duration of intellectual property protection training per person	Hours/person	1	1	1	
	Number of people covered by intellectual property protection training	Persons	10	10	10	
	Number of participants in intellectual property protection training	Person-times	10	10	10	
Safety and quality of products and services	Number of product recalls	Times	5	6	5	
	Number of product quality improvement training sessions held	Sessions	20	16	16	
	Customer satisfaction	Points	95	93.77	94.08	
	Customer complaint resolution rate	%	100	100	100	
	Total number of employees	Persons	216	224	230	
Employee employment	Number of male employees	Persons	79	81	95	
	Number of female employees	Persons	137	143	135	
	Number of employees with a master's degree	Persons	0	0	7	
	Number of employees with a bachelor's degree	Persons	26	29	33	
	Number of employees with an educational background below a bachelor's degree	Persons	190	195	190	
	30Number of employees under 30 years old	Persons	22	23	28	
	3050Number of employees aged 30 to 50	Persons	152	161	163	
	50Number of employees over 50 years old	Persons	42	40	39	
	Number of ethnic minority employees	Persons	2	2	3	
	Number of veteran employees	Persons	2	2	3	
	Employee turnover rate	%	18.06	14.73	16.96	
	Number of new employees	Persons	39	33	39	
	Confirmed incidents of discrimination	Cases	0	0	0	
	Protection of employee rights	Employee social insurance coverage rate	%	90	90	89
		Labor disputes	Times	0	0	0
Labor union coverage rate		%	96.20	96.80	96.50	
Employee training and development	Total number of training sessions for the year	Times	19	15	17	

Topic	Indicator	Unit	2023	2024	2025
Occupational health and safety	Work-related injury rate	%	1.30	0.40	0.40
	Number of workdays lost due to work-related injuries	Days	10	180	70
	Number of work-related fatalities:	Persons	0	0	0
	Occupational disease incidence rate	%	0	0	0
	Employee health check coverage rate	%	100	100	100
Data security and customer privacy protection	Number of occupational health trainings	Sessions	/	/	1
	Monetary value involved in incidents of customer privacy breaches	Yuan	0	0	0
Supply chain security	Number of customer privacy leakage incidents	Cases	0	0	0
	Supplier localization rate	%	49.9	46.31	49.31
	Local procurement ratio	%	50.1	46.57	63.32
	Total number of suppliers	Pcs	349	406	319
	Number of new suppliers	Pcs	100	123	57
Governance indicators					
Corporate governance	Number of Shareholders' Meetings	Times	1	2	2
	Number of motions considered and approved at Shareholders' Meeting	Items	6	17	16
	Number of board meetings	Times	5	7	8
	Number of motions considered and adopted by the Board of Directors	Items	13	40	39
	Number of meetings of the Board of Auditors	Times	2	6	7
	Number of meetings of the Nominating Committee	Times	0	2	0
	Number of meetings of the Remuneration and Appraisal Committee	Times	0	2	1
	Number of Strategic Committee meetings	Times	2	1	2
	Number of members of the Board of Directors	Persons	5	5	5
	, Of which, the number of independent directors	Persons	2	2	2
	Number of director trainings conducted	Sessions	0	4	4
Communications with stakeholders	Number of interim announcement disclosures	Items	46	79	101
	Number of periodic announcements disclosed	Items	2	4	4
	Number of investor relations activities conducted	Sessions	0	4	10

## Index of Indicators

Topic	Relevant sections
Climate change tackling	Climate change tackling
Pollutant discharge	Environmental management
Waste disposal	Environmental management
Ecosystem and biodiversity protection	Not involved. The Company's production activities do not have a significant impact on ecosystems and biodiversity.
Environmental compliance management	Environmental management
Energy usage	Environmental management
Usage of water resources	Environmental management
Circular economy	Environmental management
Rural revitalization	Undisclosed
Contributions to the society	Undisclosed
Innovation-driven development	Innovation-driven development
Ethics of science and technology	The Company's core business does not involve scientific research, technology development and other activities in sensitive areas such as life sciences and artificial intelligence ethics.
Supply chain security	Supplier management
Equal treatment to small and medium-sized enterprises	Business ethics
Safety and quality of products and services	Product Safety and Quality
	Customer service
Data security and customer privacy protection	Data security and customer privacy protection
Employees	Talent Management
	Occupational health and safety
	Employee Well-being
Due diligence	Internal Control Compliance
Communications with stakeholders	ESGESG management
Anti-commercial bribery and anti-corruption	Business ethics
	Business ethics
Anti-unfair competition	Business ethics



# Reader Feedback

Dear Readers,

Thank you for taking time off to read the 2025 Environmental, Social and Governance (ESG) Report of Wuxi Haidaer Precision Slides Co., Ltd. in order to better prepare the Report and enhance the responsibility-fulfilling ability and level of the Company, we sincerely value your valuable advice and suggestions on the Report so that we can make further improvements.

1. For Haidaer, the category of stakeholders you belong to is

- Government  Customer  Employee  Partner  
 Environmental related organization  Community and the public

2. What is your overall impression of the Report?

- Very good  Good  Average  Poor  Bad

3. What do you think of the structural arrangement of the Report?

- Very reasonable  Relatively reasonable  Average  Poor  Bad

4. What do you think of the layout of the Report?

- Very reasonable  Relatively reasonable  Average  Poor  Bad

5. Do you think that the Report is readable?

- Very good  Good  Average  Poor  Bad

6. Do you think that the Report can reflect the Company's significant impact on the economy, society and environment?

- Yes  Average  No idea

7. How clear, accurate and complete do you think the information, data and indicators disclosed in the Report are?

- High  Relatively high  Average  Relatively low  Low

8. How do you think the Company is doing in serving customers and protecting stakeholders?

- Very good  Good  Average  Poor  No idea

9. Do you have any valuable advice or suggestions on the preparation of the Report or the responsibility-fulfilling practices of the Company?

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Your Contact Information:

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