



2025

SUSTAINABILITY
REPORT



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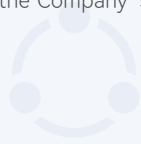
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About the Report

This is the fourth Sustainability Report (hereinafter referred to as “this Report”) released by Hoymiles Power Electronics Inc. (hereinafter referred to as “Hoymiles”, “the Company”, or “We”). In the principles of objectivity, standardization, transparency, and comprehensiveness, this report provides a detailed disclosure of the Company’s sustainability efforts for the year 2025.

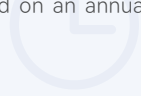
Reporting Scope

This report covers “Hoymiles Power Electronics Inc.” Unless otherwise specified, the scope of this report is consistent with that of the Company’s Annual Report.



Reporting Period

This report covers the period from January 1, 2025 to December 31, 2025 (the “Reporting Period”). To improve the comparability and completeness, some sections of this report may be appropriately referred to previous years or contains forward-looking statements. This report is released on an annual basis, consistent with the financial year.



Preparation Basis

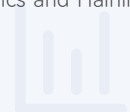
- ◎ Shanghai Stock Exchange *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*
- ◎ Shanghai Stock Exchange *Self-Regulatory Guidelines for Listed Companies on SSE STAR Market No. 13 – Preparation of Sustainability Reports (Revised in January 2026)*
- ◎ *Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards)*
- ◎ *Guide to Corporate Sustainability Reporting in China (CASS-ESG 6.0)* of the China Enterprise Reform and Development Society
- ◎ *IFRS Sustainability Disclosure Standard No.2 (IFRS S2) – Climate-related Disclosures (IFRS S2)* issued by the International Sustainability Standards Board
- ◎ *Sustainable Development Goals (SDGs) of the United Nations*
- ◎ *Sustainability Accounting Standards Board (SASB) Standards*



Data Source

Data sources used in this report include public data from government agencies, the actual operational data, annual financial data, internal statistical reports of the Company, third-party questionnaire surveys, third-party evaluations or interviews, etc. The original data of the actual operation of the Company is sourced from Hoymiles, Hengming Electronics and Haining Hengli. A clarification is provided on the scope of some data that is not aligned with the consolidation scope of the above.

The financial data in this report is expressed in RMB. For any discrepancy between this report and the financial statements, the financial statements shall prevail.



Explanation of Terms

Term	Interpretation
Hoymiles, the Company, or We	Hoymiles Power Electronics Inc.
Hengming Electronics, Hengming	Zhejiang Hengming Electronics Co., Ltd., a wholly-owned subsidiary of the Company
Hangzhou Heli	Hangzhou Heli New Energy Co., Ltd., a wholly-owned subsidiary of the Company
Haining Hengli	Haining Hengli Energy Technology Co., Ltd., a wholly-owned subsidiary of the Company
Zhejiang Hoymiles	Zhejiang Hoymiles Clean Energy Co., Ltd., a wholly-owned subsidiary of the Company
Zhejiang Henghe	Zhejiang Henghe New Energy Co., Ltd., a wholly-owned subsidiary of the Company
Suzhou Hoymiles	Suzhou Hoymiles New Energy Technology Co., Ltd., a wholly-owned subsidiary of the Company

Confirmation and Approval

This report was approved by the Company’s Board of Directors on April 29, 2026, and was subsequently released in conjunction with the Annual Report. The Board pledges to exercise oversight over the contents of the Report, ensuring its absence of any false records or misleading representations, and assuming responsibility for its truthfulness, accuracy and completeness.

The Report is published in Chinese, with the English version derived from the Chinese version. For any discrepancy between the two versions, the Chinese version shall prevail.

Access to this Report

This report is available for review and download on the websites of the Company (www.hoymiles.com) and the Shanghai Stock Exchange (www.sse.com.cn).



Message from the Management

Hello everyone. Time flies, and 2025 has come to an end. Looking back on the past year, after a period of rapid expansion, the new energy industry has undergone profound structural adjustments and industrial reshaping. Amid intensifying competition in the photovoltaic (PV) sector and an increasingly complex global trade landscape, Hoymiles has also weathered profound challenges and changes.

I. Upholding Long-Termism and Embarking on a PV & Energy Storage Strategic Transformation

2025 marks Hoymiles' "Year of Transformation". Adapting to evolving market trends, the Company has shifted from its traditional positioning as a pure equipment supplier to accelerate its strategic advancement toward becoming a comprehensive PV and energy storage solution provider. We fully recognize the natural complementary relationship between photovoltaics and energy storage within the energy system. As an integral part of power grid development, energy storage enables greater flexibility and resilience for power networks. Accordingly, we have refocused our core strategy on the coordinated development of the dual tracks of "PV + energy storage", striving to deploy full-scenario PV-storage-charging integrated solutions.

We have steadily increased R&D investment and advanced global localized deployment. The Company employs over 1,900 team members, more than 32% of whom work in R&D. During the year, we optimized our full-scenario energy storage product portfolio covering residential, commercial and industrial, and large-scale power station applications. We launched innovative offerings including the HoyUltra 2 fully liquid-cooled C&I energy storage system and the HPCS2500 grid-forming high-power liquid-cooled energy storage converter, earning numerous prestigious industry awards. These achievements fully demonstrate our robust technical expertise and innovation capacity. In the large-scale energy storage market, we secured major energy storage projects with two central state-owned enterprises, "China Energy Engineering Corporation" and "China National Petroleum Corporation", establishing new benchmarks for our expansion in the utility-scale energy storage segment.

Meanwhile, we further strengthened our organizational capabilities. The Company restructured its original flat functional divisions into a combined management model of business divisions and product lines, enabling end-to-end integration from product R&D to market launch. Our sales model has also expanded from a single distribution framework to a dual-driving system of "channel sales + project-based operations". In addition, we built a "iron triangle" collaborative team model system tailored for key clients and large-scale projects — a collaborative tripartite team of account managers, solution specialists, and delivery experts. This frontline collaborative model, backed by comprehensive internal support, has significantly enhanced our overall delivery capabilities.



II. Advancing ESG Governance to Drive Sustainable Development

Hoymiles' mission extends beyond creating commercial value; we aim to contribute Chinese expertise to a greener global future. In 2025, we delivered solid outcomes across ESG and sustainable development practices.

In terms of Environmental (E) responsibility, Hoymiles has consistently prioritized green manufacturing. The Company was officially listed among Hangzhou's 2025 Model Low-Carbon & Green Factories, a strong recognition of our practices in full-process clean production, waste recycling and reuse, and low-carbon energy operations. We actively scaled up clean power replacement initiatives. The rooftop PV project at our smart manufacturing base has been successfully connected to the grid, gradually shifting our operational power supply to renewable energy and laying a solid foundation for comprehensive carbon footprint management.

In terms of Social (S) responsibility, Hoymiles has deeply integrated public welfare into our corporate DNA. In partnership with German environmental NGO Climate Connect, we launched the "German PV Reuse World Record Challenge" across five German cities, reusing recycled PV modules to build balcony solar systems and drive the growth of the circular economy. Furthermore, we supplied more than 28,000 microinverters for public housing projects in the Netherlands, directly benefiting approximately 50,000 local residents and cutting regional carbon dioxide emissions by around 17,000 tons. These tangible results reflect our transition from ESG concepts to actionable, impactful practices.

In terms of Governance (G), Hoymiles continued to refine its compliance and internal control systems. We established the Strategy and ESG Committee under the Board of Directors, and built a three-tier governance framework of "Decision-making, Management and Execution", embedding sustainable development principles throughout the entire product lifecycle. Thanks to sustained efforts, we obtained a Gold rating from EcoVadis, a leading global sustainability assessor, ranking among the top 4% of evaluated enterprises worldwide. Domestically, our AA-rated ESG performance from Sino-Securities and A rating from Wind further validate our robust governance standards.

III. Deepening Global Collaboration to Co-Create a Green Future

We recognize that the global clean energy transition cannot be accomplished by a single enterprise alone. Guided by our core values of "Integrity, Responsibility, Professionalism, Efficiency", we continue to strengthen partnerships across global markets. Throughout the year, we carried out localized PV and energy storage empowerment programs and public welfare initiatives in Germany, the Netherlands, Vietnam, Brazil and other regions, delivering both environmental and social benefits to local communities. According to S&P Global data, Hoymiles held a 22% global market share in microinverter shipments in 2024, ranking first in markets outside the United States. We remain a listed BNEF Tier 1 Global Top-tier Energy Storage Manufacturer. Our smart PV and energy storage solutions now serve over 190 countries and regions worldwide, continuously fueling local energy structure optimization and long-term sustainable growth.

IV. Looking Ahead: Embarking on a New Journey Together

Moving forward, we will continue to align our vision with the broader global energy revolution. Committed to delivering high-efficiency, reliable PV and energy storage solutions for global users, we leverage technological innovation to advance sustainable development and support the construction of a clean, secure and efficient global energy system. We connect the world through smart energy, and empower every kilowatt-hour of power to benefit people and communities.

Sustainable Development Highlights

Environmental Performance

Environmental investment

59.16 RMB 10,000

Conforming rate observed in pollutant monitoring

100%

Green power consumption rate

22.81%

GHG emissions

4,285.90 tCO₂e

Total hours of environmental training

100 Hours



Sustainable Procurement Performance

Suppliers that have completed social responsibility questionnaires

124 Units

Suppliers that have signed the supplier code of conduct

288 Units



Business Ethics Performance

Signing Rate of *Integrity Commitments*

100%

Major violations of business ethics

0 Case



Labor and Human Rights Performance

Social insurance coverage rate

100%

Number of female executives

2 Persons

Total employee training duration

127 Hours

Total attendance in training

1,520 Attendances

Total number of employees

1,925 Persons

Total training sessions delivered to employees

24 Times

Total Training Hours

8,083 Hours



Highlight Achievements



Sino-Securities ESG Rating AA
Wind ESG Rating A



EcoVadis Gold Medal
ESG performance ranking among the top 4% globally



SA8000 International Standard Certification
for Social Responsibility



Hangzhou Green and Low-Carbon Factory



Green Supply Chain Management System Certification

About Hoymiles

Company Profile

Founded in 2012, Hoymiles Power Electronics Inc. is a high-tech enterprise specializing in PV and energy storage, with a focus on power electronics technologies. The Company, listed on the STAR Market of the Shanghai Stock Exchange (“SSE STAR Market”) in 2021 (Stock Name: Hoymiles; Stock Code: 688032), is a smart energy solution provider integrating research, production, and sales of new energy products mainly including microinverters, energy storage inverters, etc.

From 2021 to 2024, Hoymiles was ranked first in China and second in the world in terms of shipment of microinverters. Now, the microinverter, energy storage inverter and other products of the Company have been widely used in fields of PV power generation and energy storage worldwide, serving customers throughout the Americas, Europe, Asia and many other countries and regions.

Hoymiles started the layout for the industrial and commercial energy storage business segment in 2017. Since 2022, new products such as commercial and industrial energy storage all-in-one machines, high-voltage household energy storage systems, large-scale energy storage systems, and many other new energy storage products of the Company have entered the market. These products successively received numerous certifications and awards both domestically and internationally, and gained widespread market recognition.

Corporate Culture



Our Mission

To make the power energy smarter



Our Vision

To become a globally-leading smart energy partner



Our Values

Integrity, Responsibility, Professionalism, Efficiency



Development History

2012

- ▶ Officially established the Company

2013

- ▶ Obtained the Golden Sun certification with three-phase PV grid-connected inverters
- ▶ Established a cooperative relationship in power electronics technology R&D with Fuji Electric of Japan

2014

- ▶ Gradually obtained CSA (North America), BV (Europe), SAA (Australia), and CQC (China) certifications with microinverters since 2014

2015

- ▶ Recognized as a National High-Tech Enterprise
- ▶ Successively launched micro-inverter products on markets in North America, Europe, Latin America, and other regions

2016

- ▶ Awarded the “Second Prize of the National Natural Science” (Winner: Yang Bo, General Manager and Core Technical Personnel of Hoymiles)

2017

- ▶ Had micro-inverter products passed the National Frontrunner Certification
- ▶ Became an authorized laboratory of the CSA Group
- ▶ Launched the highly cost-effective 4-in-1 single-phase microinverter series

2018

- ▶ Obtained the qualification of provincial high-tech enterprise research center
- ▶ Participated in the compilation of the national standards of the energy industry: NB/T 42142-2018 *Technical Specification of Photovoltaic Grid-Connected Microinverter* and NB/T 42143-2018 *Technical Specification of Photovoltaic Module Power Optimizer*

2019

- ▶ Rated as a “National Key Software Enterprise”

2020

- ▶ Recognized as a “National PV Manufacturing Standard Enterprise of the Ministry of Industry and Information Technology”
- ▶ Launched the first-generation three-phase microinverters adapted to industrial and commercial systems, and expanded the application scenarios of microinverters and the first-generation of three-phase energy storage products

2021

- ▶ Officially listed on the SSE STAR Market on December 20, 2021 (Stock Name: Hoymiles; Stock Code: 688032)

2022

- ▶ Launched a new product series, the HRSD rapid shutdown devices adapted for string systems, upgraded energy storage solutions, and released the second-generation hybrid energy storage inverters
- ▶ Appraised as one of the fourth batch of “Little Giant” Specialized and Sophisticated Enterprises that Produces Novel and Unique Products

2023

- ▶ First launched Wi-Fi-integrated microinverters, and FLEX-series new products worldwide
- ▶ First introduced “HPCS-Series Centralized Energy Storage Products” and HIM-Series all-in-one boosting machines
- ▶ Established a post-doctoral workstation in Zhejiang Province

2024

- ▶ Rated as a Single Champion Manufacturing Enterprise
- ▶ Launched the first “MiT-Series” 5,000 W 8-in-1 microinverter in the world
- ▶ Launched the world’s first AC-coupled micro storage product – MS Micro Storage
- ▶ Put the Mexican Manufacturing Base into operation officially

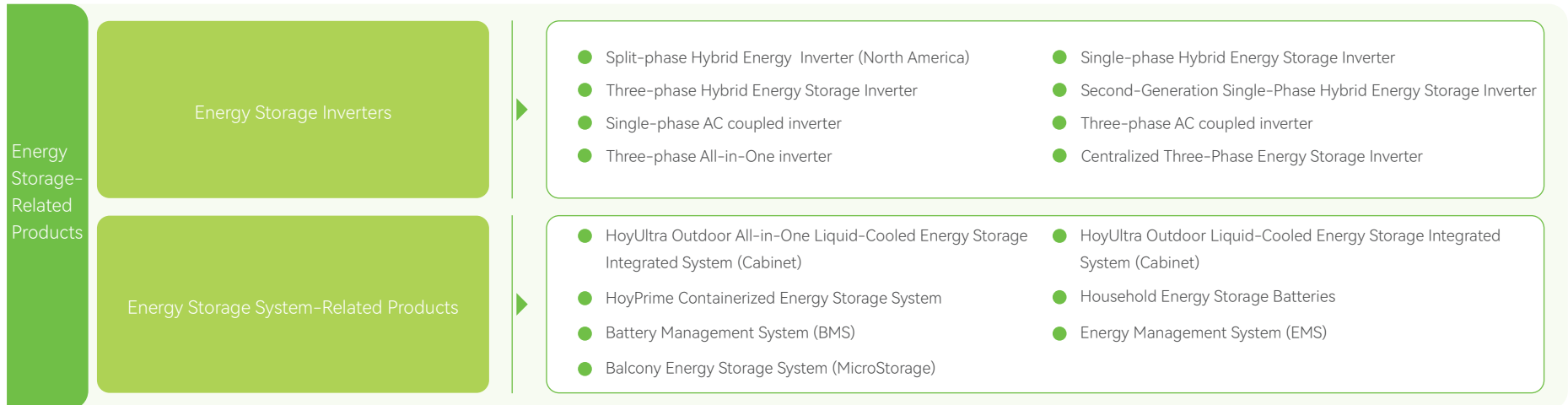
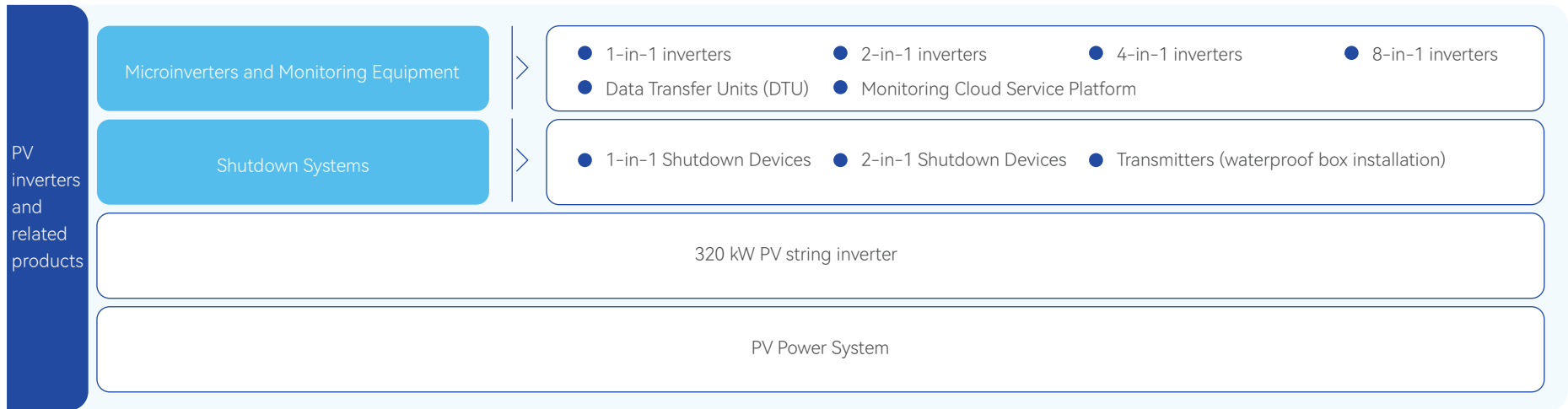
2025

- ▶ Awarded as a Provincial-level Industrial Internet Platform in 2025
- ▶ Awarded as Hangzhou Green and Low-Carbon Factory
- ▶ Retained the top position of microinverter brands in Mexico
- ▶ Retained BNEF Tier 1 Global Top-tier Energy Storage Manufacturer
- ▶ Released Hi series new products

Business Overview

The Company is mainly engaged in the R&D, manufacturing and sales of products related to PV inverter and energy storage. Among others, the PV inverters and related products mainly include microinverters and monitoring equipment, series inverter shutdown devices, and PV power generation systems. The products related to energy storage mainly include energy storage inverters and energy storage systems.

The main products of the Company are as follows:



Corporate Honors in 2025

Table 1: Energy storage manufacturers meeting BloombergNEF's Tier 1 criteria as of 10/2025

Manufacturer	Headquarters	Final Brand	Headquarters
Hoymiles	China		

BNEF Tier 1 Global Leading Energy Storage Manufacturer



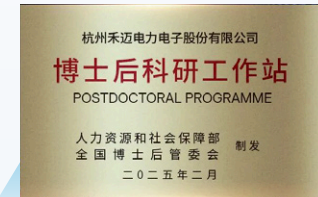
Aurora Awards

2025 Excellent Product Award for Energy Storage System Integration Equipment
2025 Influential Enterprise in Energy Storage PCS

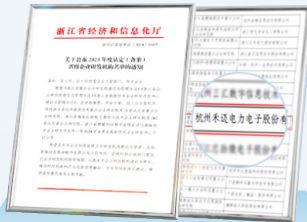


"Light Energy Cup" PV Industry Awards 2025

Most Influential PV Inverter Enterprise
Most Influential PV & Energy Storage Solution Enterprise



National Postdoctoral Research Station



Key Enterprise Research Institute in Zhejiang



Provincial-level Industrial Internet Platform



2025 Energy Storage Industry TOP50



2025 GGII Golden Globe Award - Top 10 Products of the Year



Preferred Brand of Microinverters in Mexico



Technical Leadership Award for Microinverters at Solar & Storage Confex of Punjab & Haryana 2025



Indian National Solar Awards 2025, Delhi - Breakthrough Microinverter Technology of the Year



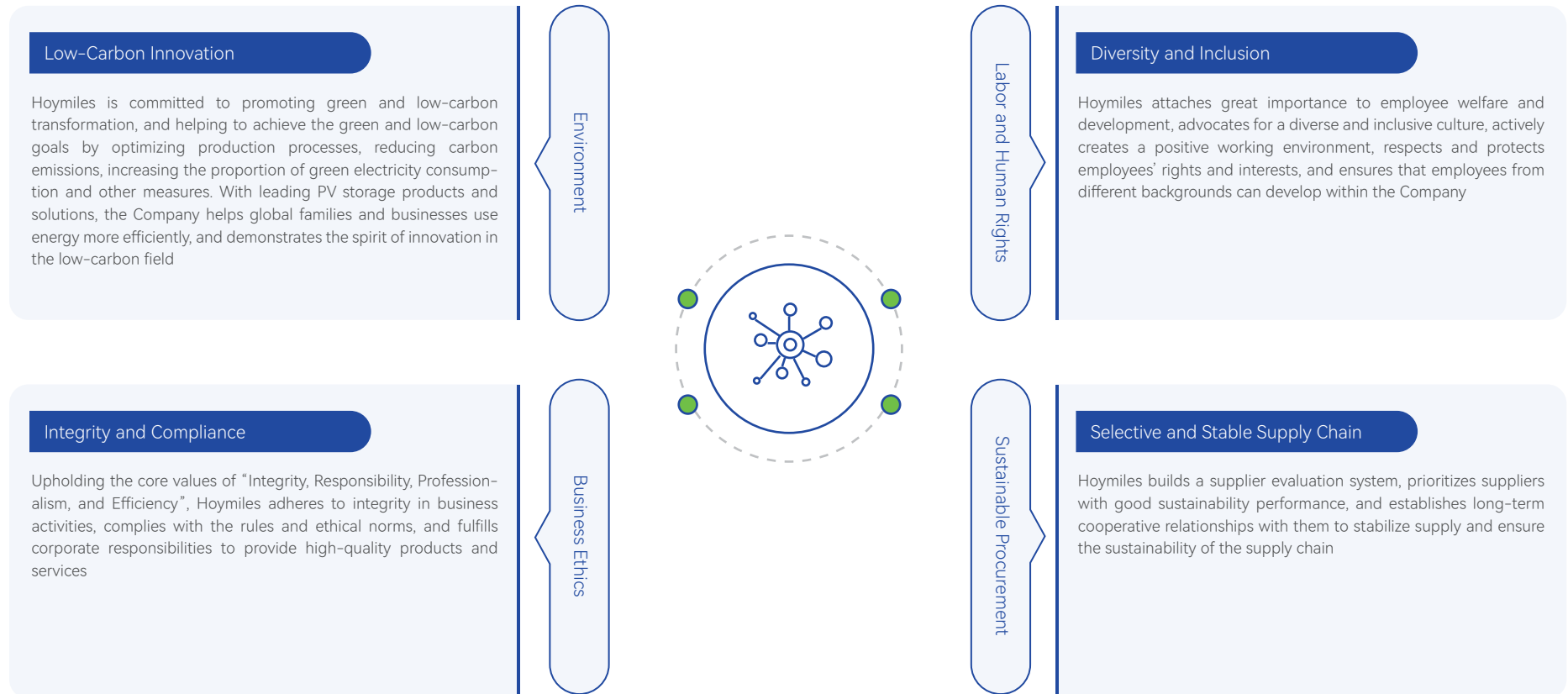
Exclusive Microinverter Supplier for the National Demonstration Project of Vietnam Balcony Solar Energy System

Sustainable Development Governance

Sustainable Development Policy

Hoymiles adheres to the principle of sustainable development throughout its entire business operation, drives green development through “low-carbon innovation”, safeguards employees’ rights and interests through “diversity and inclusion”, practices business ethics with “integrity and compliance”, and deepens sustainable procurement management through “Selective Sourcing and Supply Chain Stability”, so as to fully promote the implementation of the Company’s sustainable development strategy.

Sustainable Development Policy



Sustainable Development Management System

Against the backdrop of addressing global climate change and promoting green transformation, sustainable development has become the core driving force for enterprises to create long-term value. To systematically integrate the ESG concept into the Company’s strategy and daily operations, the Company has established the *Implementation Rules for the Strategy and ESG Committee under the Board of Directors*, continuously optimizes its governance system, further improves the closed-loop governance structure of “Decision – Management – Execution”, and refines the division of responsibilities and coordination mechanisms at all levels.



During the Reporting Period, the Company compiled and issued the *Social Responsibility Management Manual*, successfully passed the SA8000 International Standard Certification for Social Responsibility, continuously standardized the management of labor rights and interests, health and safety, environmental responsibilities, and business ethics, and promoted the systematic and standardized operation of social responsibility work.



Case: ESG Training and Report Launch Meeting

In January 2026, the Company specially invited external experts to organize an ESG thematic training and annual ESG Report launch meeting for all business departments. The training systematically sorted out global ESG development trends and regulatory requirements, conducted a comprehensive ESG current situation diagnosis and gap analysis combined with the Company's actual situation, effectively enhanced all employees' awareness of sustainable development and compliance cognition, and laid a solid foundation for the subsequent accurate formulation of improvement strategies and the improvement of ESG management level.

Supervision and Assessment of Sustainable Development

The Company deeply integrates ESG management requirements into daily operations, closely focuses on strategic planning, and has established a result-oriented supervision and assessment mechanism. It sets assessment indicators related to sustainable development, continuously strengthens the main ESG responsibilities of each department, and ensures that the sustainable development strategy is transmitted layer by layer and effectively implemented.

Sustainable Development Reporting Mechanism

The Company has established a regular internal ESG information reporting mechanism to ensure that information relating to sustainable development impacts, risks and opportunities is communicated to the decision-making level in a timely and accurate manner. As the centralized department for ESG information management, the ESG Special Working Group is responsible for the regular collection, consolidation and analysis of ESG-related data, and submits a written report to the Board of Directors and the Strategy and ESG Committee at least once each year. The annual ESG Report is reviewed by the Special Working Group and independently assured by a third-party assurance provider, before being submitted to the Board of Directors for approval and publication. Through the above arrangements, the Company has defined the formats, frequency and approval procedures for information reporting, thereby safeguarding the standardization and effectiveness of ESG information disclosure.

Sustainable Development Information Management Mechanism

The Company continuously improves the ESG management indicator database covering key topics such as climate change, energy utilization, product quality, and technological innovation. Through a regular data collection and analysis mechanism, it dynamically monitors the operation effectiveness of the sustainable development governance system. On this basis, the Company has established a regular assessment and continuous improvement mechanism to ensure that all levels reach a consensus on strategic objectives and implement them effectively.

Sustainable Development Risk and Opportunity Management

To comprehensively improve sustainable development management capabilities, effectively prevent potential risks, and seize development opportunities, the Company has established a full-process risk and opportunity management mechanism. During the Reporting Period, the Company focused on core sustainable development topics such as addressing climate change, product and service quality, R&D and innovation, and energy utilization, systematically carried out risk identification, assessment, prevention, and control work, and simultaneously promoted opportunity mining, research and judgment, and implementation. This has effectively guaranteed the steady achievement of operational goals and promoted the continuous improvement of ESG performance.

For the specific identification of risks and opportunities for each topic, please refer to the corresponding sections below.





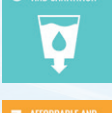
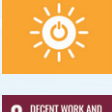

Sustainable Development Due Diligence

The Company has established a sustainable development-related due diligence mechanism. Through conducting reviews on the compliance and responsible performance of cooperating entities and project targets, it identifies potential sustainability-related risks and weaknesses, and formulates assessment opinions that serve as important references for cooperation decision-making. For issues identified in the due diligence process, it clarifies improvement requirements and follow-up mechanisms to enhance the quality of cooperation at the source, and promotes the joint improvement of sustainability performance across the industrial chain and business ecosystem.



Sustainable Development Goals

The Company actively responds to the United Nations Sustainable Development Goals (SDGs), integrates global sustainable development initiatives into the Company's strategy and daily operations, fulfills corporate social responsibility through practical actions, and contributes to building a greener, more inclusive, and sustainable future.

SDGs	Specific Actions
 <p>1 NO POVERTY</p>	<p>Through methods such as “Caring Procurement”, Carry out consumption assistance in targeted assistance areas to help local farmers increase income and promote the development of rural industries.</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Establish an occupational health and safety management system, implement employee health checkups, safety protection, and emergency drills to ensure employees' occupational health and work safety.</p>
 <p>4 QUALITY EDUCATION</p>	<p>Build a hierarchical and classified training system and an online learning platform, and carried out multi-dimensional training such as new employee training, professional skills training, and leadership training to help employees improve their capabilities.</p>
 <p>5 GENDER EQUALITY</p>	<p>Adhering to equal pay for equal work and anti-discrimination, safeguard the legitimate rights and interests of female employees in employment, promotion, and leave, establish a Women's Committee and maternal and child rooms, and promote gender equality in the workplace.</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Standardize water resource management and water-saving measures, implement the separation of rainwater and sewage, ensure that wastewater is discharged up to standard, and promote the economical use of water resources in production and office links.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Conduct main businesses covering core photovoltaic (PV) and energy storage products, promote the application of renewable energy, and help the popularization and efficient utilization of clean energy worldwide through PV and energy storage solutions.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Safeguard employees' legitimate labor rights and interests, provide fair employment, salary and benefits, career development, and a safe working environment, and promote the steady operation of the enterprise and the common development of employees.</p>

SDGs

Specific Actions



Continuously increase Research and Development (R&D) investment, build technological innovation platforms, participate in industry standard formulation, and empower the upgrading of the new energy industry through power electronics technological innovation.



Adhere to the employment principles of diversity, equality, and inclusion, oppose employment discrimination, safeguard equal development opportunities for employees from different groups, and maintain workplace fairness.



Practice green office and low-carbon operations, participate in community public welfare and rural revitalization assistance, and promote the construction of green and low-carbon communities and balanced social development.



Implement green production, compliant disposal of pollutants, standardized management of hazardous waste, energy conservation and consumption reduction, and green office practices, and conduct full-lifecycle environmental management of products.



Establish a climate governance and Greenhouse Gas (GHG) management system, carry out carbon accounting and emission reduction actions, and contribute to addressing climate change through low-carbon products and operations.



Adhere to the ecological protection red line, ensure that production and operation activities do not involve ecologically sensitive areas, proactively prevent environmental impacts, and protect terrestrial ecosystems and biodiversity.






Improve modern corporate governance, compliant internal control, anti-commercial bribery, and whistleblower protection mechanisms, ensure open and transparent information disclosure, and promote the standardized operation and sustainable development of the enterprise.



Carry out industry-university-research cooperation and sustainable supply chain cooperation with suppliers, universities, and industrial chain partners, build a collaborative ecosystem, and jointly promote the achievement of sustainable development goals.

Communications with Stakeholders





The Company has always adhered to the principle of openness and transparency, and established a normalized and multi-dimensional stakeholder communication mechanism. Through channels such as information disclosure, customer surveys, and community visits, it dynamically collects key concerns from core stakeholders including the government, investors, customers, employees, suppliers, and communities. These concerns are incorporated into sustainable development management decisions to ensure effective responses to the demands of all parties.

Stakeholders	Topics of Concern	Communication Frequency	Communication Channel	Communication and Response
 Shareholders and investors	<ul style="list-style-type: none"> Compliance Management Protection of Shareholders' Rights and Interests Investor engagement Information Transparency 	<ul style="list-style-type: none"> Annual and as needed 	<ul style="list-style-type: none"> General Meeting of Shareholders Information disclosure Performance briefings Roadshows 	<ul style="list-style-type: none"> Prevent compliance risks Shareholder dividends Performance briefings Information disclosure
 Customers	<ul style="list-style-type: none"> Innovation-driven Development Product and Service Safety and Quality Protection of Customers' Rights and Interests 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Customer visits Customer satisfaction surveys After-sales services 	<ul style="list-style-type: none"> Optimize R&D management Improve after-sales service Customer satisfaction survey
 Employees	<ul style="list-style-type: none"> Compensation and Benefits Employee Development and Training Occupational Health and Safety 	<ul style="list-style-type: none"> Annual and as needed 	<ul style="list-style-type: none"> Employee activities Employee Representative Congress Trade Union 	<ul style="list-style-type: none"> Enhance compensation and benefits Employee training Employee health checkup

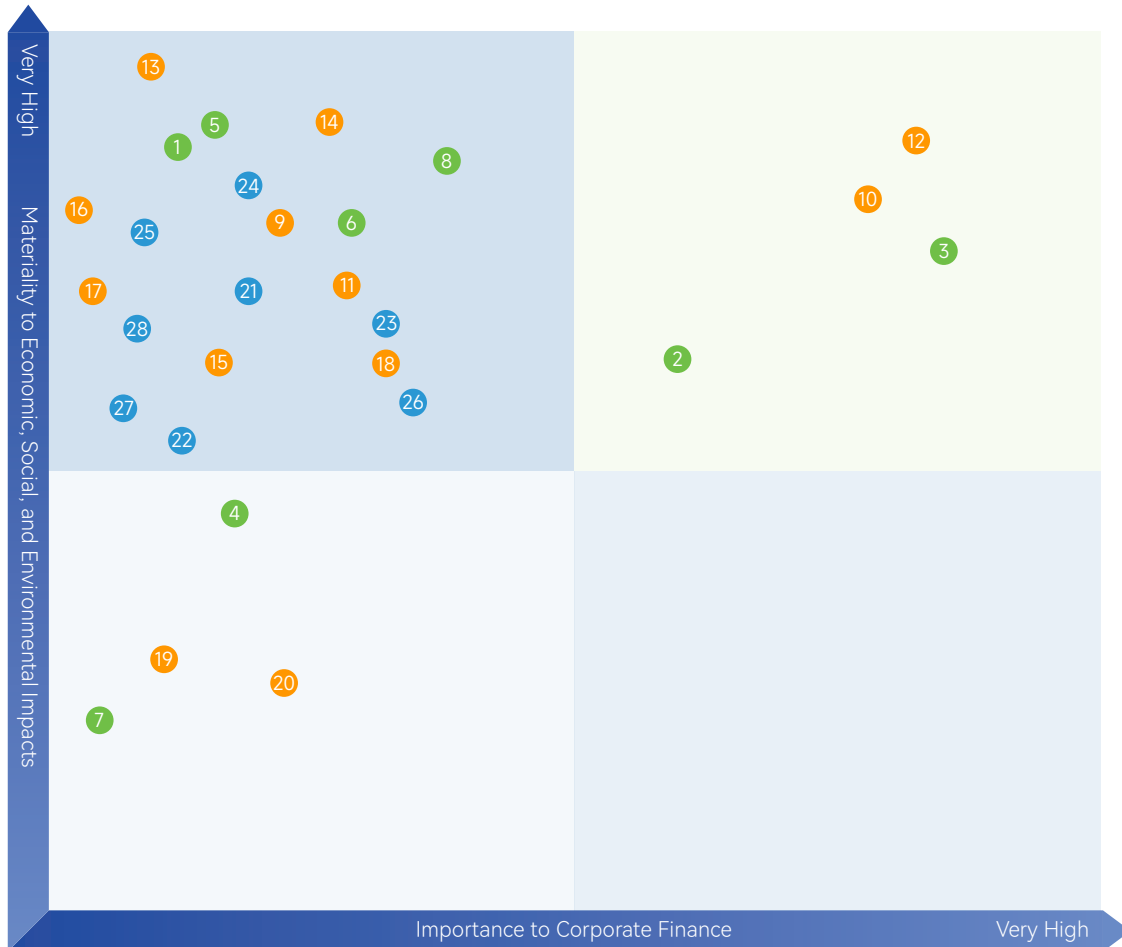
Stakeholders	Topics of Concern	Communication Frequency	Communication Channel	Communication and Response
 <p>Suppliers</p>	<ul style="list-style-type: none"> Responsible Supply Chain Integrity-based Procurement Anti-corruption and Anti-graft 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Business cooperation Supplier assessment and review 	<ul style="list-style-type: none"> Business cooperation Transparent procurement Integrity management in the supply chain
 <p>Communities</p>	<ul style="list-style-type: none"> Public Welfare Rural Revitalization 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> Community co-construction activities Rural revitalization programs 	<ul style="list-style-type: none"> Public welfare volunteer activities Procurement assistance
 <p>Government and regulatory authorities</p>	<ul style="list-style-type: none"> Standardized Corporate Governance Tax Compliance Anti-Commercial Bribery and anti-Corruption Anti-Unfair Competition 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> Information disclosure Regulatory inspections Research and symposium 	<ul style="list-style-type: none"> Risk Management and internal control Pay taxes in accordance with law Operation with integrity Fair Competition
 <p>Media</p>	<ul style="list-style-type: none"> Information transparency Communications with Stakeholders 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> Roadshows Performance briefings Press conference 	<ul style="list-style-type: none"> Performance briefings Press conference

Management of Material Topics

In accordance with relevant requirements such as the Shanghai Stock Exchange *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* (hereinafter referred to as the *Guidelines*) the Company conducted questionnaires among stakeholders. It analyzed topics from the dual perspectives of financial materiality and impact materiality, sorting out 28 topics, of which 4 have double materiality and will be focused on in this report.

Topic Assessment Process	Analysis Method
 <p>Step 1</p> <p>Understanding Corporate Background</p>	<p>Identify its stakeholders as well as potential risks and opportunities it faces, based on global megatrends, China’s industrial development trends, the industry landscape, and the corporate business model.</p>
 <p>Step 2</p> <p>Preliminary Topic Screening</p>	<p>Based on the 21 topics set out in the <i>Guidelines</i>, analyze relevant industry topics at home and abroad, identify associated impacts, risks and opportunities, and compile a unified internal topic list.</p>
 <p>Step 3</p> <p>Assessment and Confirmation of Topic Materiality</p>	<p>Based on the stakeholder surveys of this year and previous years, combined with the judgments of the company’s management and external experts, the Material Topics Matrix has been updated and adjusted.</p>
 <p>Step 4</p> <p>Topic Confirmation</p>	<p>Finalize the list of topics with both impact and financial materiality, and ensures the transparent, balanced and comprehensive disclosure of all relevant topics in the report.</p>

Matrix of Material Topics



Double Materiality
Financial Materiality
Impact materiality
Relevant Topics

E

1 Environmental Compliance Management	5 Pollutant Emissions
2 Response to Climate Change	6 Waste Disposal
3 Energy Utilization	7 Ecosystem and Biodiversity Protection
4 Water Resource Utilization	8 Circular Economy

S

9 Employees	15 Data Security and Customer Privacy Protection
10 Innovation-driven Development	16 Contribution to Society
11 Digitalization	17 Rural Revitalization
12 Product and Service Safety and Quality	18 Supply Chain Security
13 Product Lifecycle Management	19 Equal Treatment of Small and Medium-Sized Enterprises
14 Protection of Customers' Rights and Interests	20 Technology Ethics

G

21 Due Diligence	25 ESG Governance
22 Standardized Corporate Governance	26 Communications with Stakeholders
23 Protection of Shareholders' Rights and Interests	27 Anti-Commercial Bribery and Anti-Corruption
24 Risk Management	28 Anti-Unfair Competition

Dimension	Topics
Topics of double materiality	Product and Service Safety and Quality, Innovation-driven development, Energy Utilization, Response to Climate Change
Topics of impact materiality	Product Lifecycle Management, Pollutant Emissions, Protection of Customers' Rights and Interests, Environmental Compliance Management, Circular Economy, Risk Management, Contribution to Society, Waste Disposal, Employees, ESG Governance, Rural Revitalization, Digitalization, Due Diligence, Anti-Unfair Competition, Protection of Shareholders' Rights and Interests, Data Security and Customer Privacy Protection, Anti-Commercial Bribery and Anti-Corruption, Standardized Corporate Governance, Supply Chain Security, Communications with Stakeholders



Among the 28 topics, 4 are identified as relevant but do not meet the standards of financial materiality and impact materiality, for the following reasons:

Dimension	Topics	Reasons
Environment	Water Resource Utilization, Ecosystem and Biodiversity Protection	The Company's operations do not involve high water-consuming processes, are not located in ecologically sensitive areas, and generate a small amount of industrial waste. The impact of relevant topics on the Company's financial condition and external environment is limited, failing to meet the double materiality standard.
Social	Equal Treatment of Small and Medium-Sized Enterprises, Ethical Technology	Equal treatment of small and medium-sized enterprises has been integrated into daily supply chain management as a basic business principle and does not constitute an independent major risk; The Company's business does not involve ethically sensitive cutting-edge fields such as artificial intelligence and gene editing, so ethical technology does not temporarily constitute a major influencing factor.

01

Corporate Governance

Hoymiles has always adhered to Party Building Leadership, and built a clear-cut and efficient corporate governance system with defined powers and responsibilities. Through true, accurate, complete, timely, and fair information disclosure, as well as professional, diverse, and transparent investor relations management, it effectively safeguards the legitimate rights and interests of investors and stakeholders. Meanwhile, the Company upholds business ethics, continuously strengthens compliance management and risk control, and escorts the steady and sustainable development of the enterprise with high-quality governance.



+ SDGs Responded



- Party Building
- Corporate Governance
- Compliance Operation and Risk Management
- Investor Relations Management and Shareholders' Rights and Interests
- Business Ethics

Party Building

Under the strong leadership of higher-level Party organizations, the Company's General Party Branch Committee closely focuses on the core theme of "empowering high-quality development with high-quality Party building", anchors the development strategic direction of the Company's core power electronics business, fully aligns with and implements the general requirements for Party building in the new era, and solidly advances key tasks such as theoretical armament, organizational building, in-depth integration of Party work and business operations, and work style building. It strives to transform the Party organization's political leadership advantages and organizational cohesion advantages into the enterprise's innovative development advantages and core competitiveness, laying a solid political foundation and organizational support for the Company's high-quality development.

Organizational Development

The General Party Branch has set up two Party branches (the First and Second Party Branches), constructing an organizational system of "overall coordination by the General Branch and joint action by the two Party Branches". It has successively formulated rules and regulations such as the *Measures for the Implementation of Party Member Points-based Assessment Management*, *Hoymiles Party Member Points-based Management Assessment Rules*, *System for Members of the Branch Leadership Team to Contact All Party Members*, and *Rules of Procedure for Branch Meetings*, providing solid institutional guarantees for the standardized operation of the Party organization. As of the end of the Reporting Period, the General Branch had 99 full Party members, 2 probationary Party members, and 5 Party activists. Among them, the proportion of Party members in R&D positions reached 42%, forming a Party member team structure dominated by young backbones and centered on technical talents, activating a "red engine" for the enterprise's innovative development.



Ideological Building

The Company's Party Branches have always taken studying and implementing the Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era as the primary political task, with the spirit of the Third Plenary Session of the 20th Central Committee of the Communist Party of China (CPC) as the core thread. They have constructed a "hierarchical, classified, and application-oriented" learning system, continuously promoting the deepening and internalization of theoretical learning, and effectively transforming learning outcomes into a strong driving force for the Company's high-quality development.

Precise Education to Strengthen Convictions

Relying on the three-level learning mechanism of "Monthly Theme Party Day + Quarterly Special Party Lectures + Annual Concentrated Seminars", regular concentrated learning and special Party lectures are carried out to achieve full coverage of Party members' education and training.

Key Performance

Throughout the year, **12** concentrated learning seminars and **4** special Party lectures were held.

Work Style Building to Foster New Trends

Formulated the *Three-Year Action Plan for Work Style Building (2025-2027)*, and refined specific measures in combination with industry characteristics. We built a disciplinary defense line through mechanisms such as "Three Meetings and One Class", warning education, visits to integrity education bases, and signing of integrity commitments. Leading members of the team have taken the lead in implementing the "grassroots contact point" system to solve practical problems in production and management, promoting the normalization and long-term effectiveness of work style building.

Key Performance

A total of **18** specific measures were refined, **6** special learning sessions were held, **99** Integrity in Employment Commitments were signed, **16** in-depth investigations were conducted in workshops and teams, and **23** production and management problems were solved.

Red Education to Forge Original Aspirations

Created a "mobile red classroom" and carried out practical activities such as red film screenings and experience sharing to inherit the red gene, stimulate patriotic enthusiasm and fighting spirit, and strengthen the original aspiration and mission of Party members and cadres to contribute to the Company's development.

Key Performance

Two Party-building activities including red film screenings and experience sharing were organized.

Party-Building Practices

The Company's General Party Branch has strictly implemented the Party's organizational line in the new era, continuously enhancing the organizational capacity, cohesion, and combat effectiveness of the Party organization. We have built "Party Member Activity Rooms", established a three-stage Party member training system, and set up "Party Member Pioneer Posts" and "Party Member Responsibility Zones" to guide Party members to play an exemplary vanguard role at the grassroots frontline. The Company adheres to the synchronization of Party building and central work. Under the leadership of Party member backbones in tackling key problems, it takes Party building as the guide to drive technological innovation and promote high-quality development; it insists on Party building leading social responsibility, constructing a dual-improvement pattern of "enterprise development + social contribution", and effectively transforming Party building advantages into development results, providing strong support for the sustained and healthy development of the enterprise.

Case: Hoymiles "Party Member Volunteer Fire Brigade"

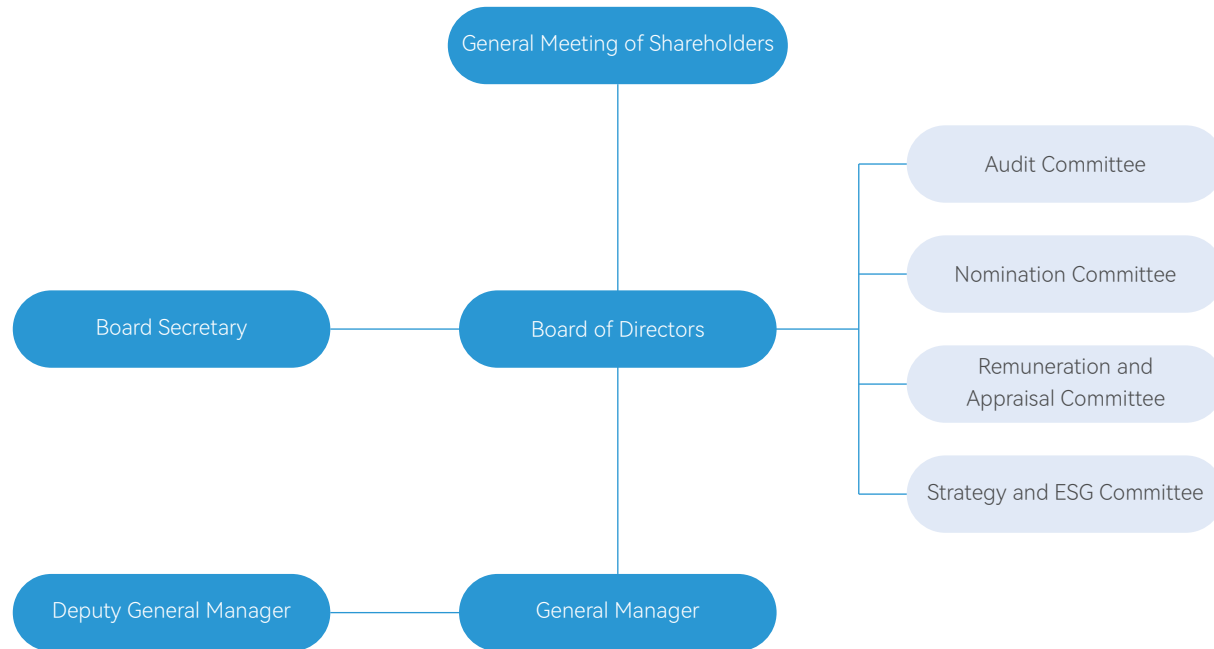
Taking the lead, the Party Branch established the "Hoymiles Party Member Volunteer Fire Brigade" to carry out fire evacuation emergency drills in the park. The team participated in the 2025 Fire Skills Competition of the Grand Canal Digital Intelligence Future City for the first time. Competing alongside multiple professional teams composed of veterans, it won the third place with stable on-site performance and solid professional skills. With practical achievements in actual combat, the team safeguards the Company's work safety and the stable operation of the park, fully demonstrating the exemplary vanguard role and sense of responsibility of Party members.



Corporate Governance

In strict accordance with the provisions of relevant laws such as the *Company Law of the People's Republic of China* (hereinafter referred to as the *Company Law*) and the *Securities Law of the People's Republic of China* (hereinafter referred to as the *Securities Law*). Hoymiles has formulated and continuously improved a corporate governance system centered on the *Articles of Association*, covering the *Rules of Procedure for the General Meeting of Shareholders*, *Rules of Procedure for the Board of Directors*, etc. We have established and improved a governance structure composed of the General Meeting of Shareholders, the Board of Directors, and the management team, standardized decision-making processes, and strengthened supervision over performance of duties to protect the legitimate rights and interests of shareholders and other stakeholders. During the Reporting Period, the Company further deepened the reform of its governance structure, abolished the Board of Supervisors, and its original supervisory powers were fully taken over by the Audit Committee of the Board of Directors, further improving the Company's governance level.

Corporate Governance Structure



General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of the Company. In accordance with relevant provisions such as the *Company Law*, *Rules for General Meeting of Shareholders of Listed Companies*, the *Articles of Association*, and the *Rules of Procedure for the General Meeting of Shareholders*, the Company standardized the convening, holding, and voting procedures of the General Meeting of Shareholders.

To fully protect the right to information, participation, and voting rights of all shareholders, especially minority shareholders, the voting on proposals at the Company's General Meeting of Shareholders adopts a combination of on-site voting and online voting. For major matters that may affect the interests of minority investors, separate voting for minority investors is implemented. Meanwhile, a law firm is invited to issue a legal opinion on the General Meeting of Shareholders to ensure that decisions are standardized, fair, and transparent.

Key Performance

During the Reporting Period, the Company convened **4** General Meetings of Shareholders, including **1** annual general meeting and **3** extraordinary general meetings, and deliberated a total of **16** proposals.

Board of Directors

As the Company's decision-making body, the Board of Directors is accountable to the General Meeting of Shareholders. It exercises our powers in strict accordance with laws, regulations, and norms such as the *Company Law* and the *Articles of Association*, reviews major matters in the Company's business activities, and makes decisions or submits them to the General Meeting of Shareholders for review.

To improve the scientificity and standardization of the Board of Directors' decisions, the Company has formulated and improved the *Rules of Procedure for the Board of Directors*, regulating the entire process of meeting convening, holding, deliberation, voting, and other links. By strengthening the performance responsibilities of directors and enhancing internal decision-making checks and balances, the Company promotes more transparent and efficient operation of the Board of Directors, ensuring that all decisions are legal, compliant, scientific, and prudent, and mechanically guaranteeing the continuous improvement of decision-making quality. As of the end of the Reporting Period, the average term of office of members of the Company's Board of Directors was 4.27 years.

Key Performance

During the Reporting Period, the Company held **7** meetings of the Board of Directors, reviewed and approved **41** proposals, with an attendance rate of **100%**.

Board Committees

Under the Board of Directors, the Company has established four specialized committees: the Audit Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Strategy and ESG Committee. Each committee performs its duties in strict accordance with the rules of procedure, assisting the Board of Directors in fulfilling decision-making and supervisory functions, and providing professional support for the efficient operation and scientific decision-making of the Board of Directors.

Key Performance

During the Reporting Period, the Company held **4** meetings of the Audit Committee, **3** meetings of the Remuneration and Assessment Committee, **1** meeting of the Strategy and ESG Committee, and **2** meetings of the Nomination Committee.



Board Independence

The Company has formulated the *System of Work of Independent Directors*, clearly defining the scope of responsibilities of independent directors, and ensuring their independent performance of duties through institutional constraints. Currently, the independent directors of the Company have diverse professional backgrounds, covering financial management, accounting, and other fields. They have no associated relationships with the Company that may affect independent judgment, and their qualifications and independence comply with the requirements of relevant laws and regulations, providing professional support and independent supervision for the scientific decision-making, risk prevention and control, and standardized governance of the Board of Directors. In addition, independent directors account for the majority and serve as conveners in the Audit Committee, Remuneration and Assessment Committee, and Nomination Committee of the Board of Directors. Among them, the convener of the Audit Committee is a professional in accounting.

During the Reporting Period, the Company's independent directors performed their duties diligently, deeply participated in the decision-making of the Board of Directors, independently issued professional opinions, and effectively safeguarded the overall interests of the Company and the legitimate rights and interests of minority shareholders.

Key Performance

As of the end of the Reporting Period, the Company had a total of **11** directors, including **4** independent directors, accounting for **36.36%** of the total directors; independent directors accounted for **66.67%** of the Audit Committee, **66.67%** of the Remuneration and Assessment Committee, and **66.67%** of the Nomination Committee.

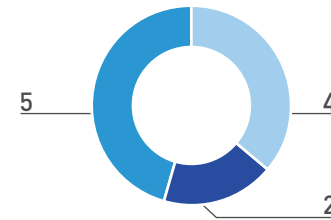
Board Diversity

The Company is committed to building a diversified Board of Directors team. In the selection and appointment of directors, the Company comprehensively considers multiple dimensions such as the gender, age, professional knowledge, and educational background of Board members, aiming to gather professional wisdom and diverse perspectives from different fields and improve the scientificity and comprehensiveness of the Board of Directors' decisions.

Composition of the Board of Directors

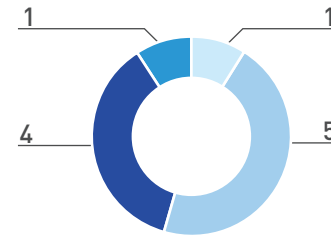
By Education Background

■ Bachelor's Degree ■ Master's Degree ■ Doctoral Degree



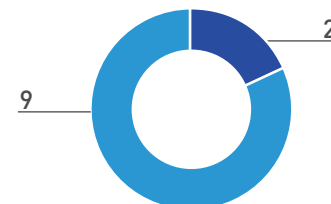
By Age

■ Under 40 years old ■ 40-49 years old
■ 50-59 years old ■ 60 years old or above



By Gender

■ Male ■ Female



Management of Remuneration for Directors and Senior Management

In strict accordance with the relevant provisions of the *Company Law* and the *Articles of Association*, the Company has formulated the *Remuneration Management System for Directors and Senior Management*, clarifying that the remuneration level of directors and senior management is based on the Company's scale and operating performance, and determined with reference to factors such as the Company's business plan, the division of responsibilities of directors and senior management, and the income level of the same industry. During the Reporting Period, the Company formulated the 2025 remuneration plan for directors and senior management. The plan was reviewed and approved by the Board of Directors and the General Meeting of Shareholders, ensuring that the remuneration decision is compliant, transparent, fair, and reasonable, effectively stimulating the enthusiasm and creativity of the management team, and continuously improving the Company's operating efficiency and governance quality.



Compliance Operation and Risk Management

Compliance Management

To comprehensively promote the construction of the rule of law and compliance management in the enterprise, the Company strictly abides by the Company Law and other relevant laws, regulations, and regulatory requirements to ensure that all production, operation, and management activities are legal and compliant. Combined with the actual situation of the enterprise, it has formulated compliance management systems such as the External Guarantee Management System, fully integrating compliance requirements into corporate governance, business operations, internal control, and other links, promoting full coverage of compliance requirements among all employees, and ensuring the effective implementation of compliance management to achieve the steady and sustainable development of the enterprise.

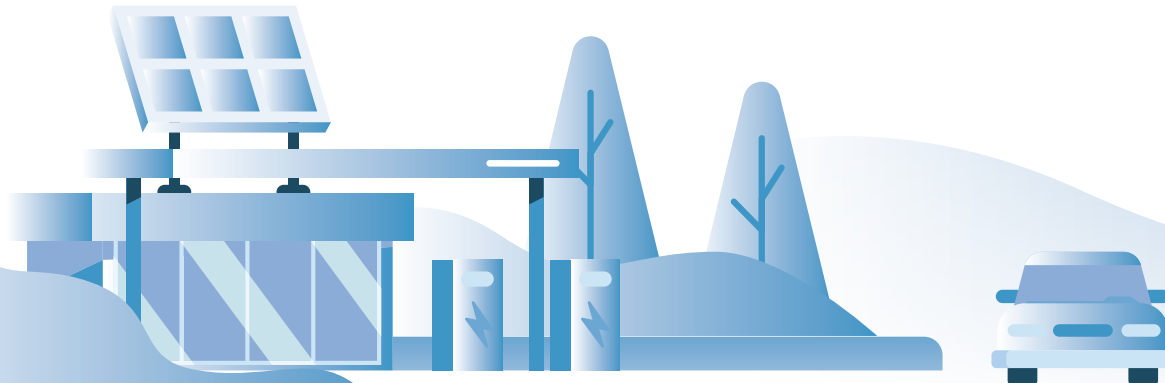
Key Performance

During the Reporting Period, the Company organized **7** sessions of compliance training, with **44** attendances and a total training duration of **192** hours.

Risk Management

To effectively improve the Company's risk disposal and prevention and control capabilities, and effectively prevent and resolve various safety and operational risks, the Company continuously improves the risk management system and has built a risk prevention and control system led by the Board of Directors. The Chairman serves as the highest person responsible for risk control, while the Audit Committee and the Audit and Supervision Department act as decision-making and management bodies, performing the duties of risk prevention and control decision-making and management supervision respectively.

Meanwhile, on the basis of establishing a long-term mechanism for dynamic risk assessment, the Company has formulated relevant systems for special risk assessment of major decisions to continuously strengthen the construction of compliance management and risk prevention and control systems. When various functional departments research and formulate matters involving major business decisions (such as major investment projects, asset disposal, etc.), they must simultaneously carry out special risk assessment work, compile feasibility study reports, and submit them to the Executive Management Team Meeting (EMT Meeting) for review and decision-making. The aim is to identify, assess, and control major risks from the source, ensure that business decisions are scientific, prudent, compliant, and feasible, and provide solid guarantee for the steady operation of the Company.



Internal Control

The Company attaches great importance to the construction of the internal control system. In accordance with relevant laws and regulations such as the *Basic Standard for Enterprise Internal Control*, the Company has established internal control systems, providing solid institutional guarantee for standardized operation and management and prevention of operational risks. To continuously strengthen the supervision of internal control execution and accurately improve the effectiveness of internal control operation, the Audit and Supervision Department regularly conducts supervision, inspection, and evaluation on the completeness, rationality, and operational effectiveness of the Company's internal control system. It also conducts special audit supervision on the compliance and completeness of economic materials such as accounting vouchers and account books, as well as related economic activities, promptly identifies shortcomings and loopholes, and urges rectification and implementation. This helps the Company continuously improve the internal control mechanism and financial accounting processes, ensuring that the Company's internal control system and financial accounting work comply with the requirements of laws and regulations and internal management standards.

The Company has always regarded internal audit as an important starting point for sustainable development. Through regular supervision, special audits, and full-process risk investigation, the Company conducts comprehensive and penetrating reviews of key business areas, continuously standardizes operation and management, builds a risk defense line, and helps to steadily enhance its core value.



Key Performance

During the Reporting Period, the Company carried out audit work as planned and identified **73** issues. For the identified issues, the Company formulated rectification plans and supervised their implementation. As of the end of the Reporting Period, the correction completion rate reached **93%**.

Tax Management

In terms of tax management, the Company strictly complies with national tax laws and regulations such as the *Enterprise Income Tax Law of the People's Republic of China* and the *Law of the People's Republic of China on the Administration of Tax Collection*, continuously improves tax management-related systems, and builds a scientific and effective tax management system. Meanwhile, the Company has established four core centers: the Master Data Management Center, the Global Inventory Center, the Connected Transactions Center, and the Global Planning and Order Center, to ensure the accuracy of all operational data. The Company has also established a compliance inspection and risk early warning mechanism to automatically verify the reasonableness of pricing for connected transactions, ensuring transaction compliance. This effectively mitigates potential tax risks arising from improper tax handling of connected transactions, strengthens tax risk prevention and control through internal management mechanisms, and ensures that all taxes and fees of the Company are declared in accordance with the law on time and paid in full and on schedule.

During the Reporting Period, the Company had no major tax violations.

Key Performance

During the Reporting Period, the total amount of taxes paid by the Company was RMB **127.8639** million.

Investor Relations Management and Shareholders' Rights and Interests

Information Disclosure

In strict accordance with the requirements of laws and regulations such as the *Measures for the Administration of Information Disclosure by Listed Companies*, the Company has formulated systems including the *Information Disclosure Management System* and the *Information Disclosure Delay and Exemption Management System*. These systems clarify the standards, processes, and division of powers and responsibilities for the Company's information disclosure, and continuously strengthen the management of information disclosure affairs to ensure the true, accurate, complete, timely, and fair disclosure of important information and major matters concerning the Company's production, operation, and management, effectively safeguarding the equal right to information of general investors.

During the Reporting Period, the Company conducted information disclosure in a timely, accurate, complete, and fair manner through disclosure channels such as the website of the Shanghai Stock Exchange, Shanghai Securities Journal, and China Securities Journal, with no false records, misleading representations, or material omissions.

Key Performance

During the Reporting Period, the Company disclosed **4** periodic reports and **61** provisional announcements, and received **0** penalties for violations related to information disclosure.

Investor Relations Management

The Company has always attached great importance to the protection of investors' rights and interests and efficient communication. In strict accordance with laws and regulations such as the *Guidelines for Investor Relations Management of Listed Companies* and the *Rules Governing the Listing of Stocks on the STAR Market of Shanghai Stock Exchange*, the Company has formulated systems including the *Investor Relations Management System* to standardize various aspects of investor relations management, aiming to build a transparent and efficient communication bridge with investors.

To continuously optimize the investor communication mechanism and effectively safeguard the legitimate rights and interests of investors, the Company actively understands the real needs of investors, listens to their opinions, and promptly responds to their concerns through channels such as roadshows & strategy meetings, performance briefings, investor hotlines, and the SSE E-Interactive Platform, continuously enhancing investors' understanding and recognition of the Company.

— 2025Indicator —

Number of Participations in Roadshows & Strategy Meetings
8 Times

Number of Interactions With Investors via SSE E-interactive Platform
16 Times

Response Rate to Investor Questions on SSE E-Interactive platform
100%

Number of Performance Briefings Held
3 Times

Returns to Shareholders

The Company attaches great importance to reasonable shareholder returns. In strict compliance with regulatory requirements and the provisions of the *Articles of Association*, the Company has formulated the 2025 “Quality Improvement, Efficiency Enhancement, and Return-Focused” Action Plan and regularly evaluates the effectiveness of its implementation. Through scientific, standardized, and transparent profit distribution decision-making procedures and action plans, the Company coordinates shareholder returns with the Company’s sustainable development, and rewards general investors with continuous and stable dividends.



Business Ethics

Anti-Commercial Bribery and Anti-Corruption

The Company has formulated the *Policies on Business Ethics* and adopts a zero-tolerance attitude towards all forms of corruption and bribery. The Company is committed to upholding the principle of integrity in business activities, strictly prohibiting employees from providing or accepting any form of bribery, kickbacks, or improper benefit transfers to/from customers, suppliers, or other relevant parties, and eliminating illegal and disciplinary acts of dishonesty and lack of self-discipline at the source. To further strengthen the construction of business ethics and prevent corruption risks, the Company has established a business ethics management system led by the Board of Directors, and managed daily by the Audit Department/Legal Department. Through strengthening institutional constraints, organizing employees to sign integrity agreements, and consolidating ideological education, the legitimate rights and interests of customers and business partners are effectively protected. Meanwhile, the Company extends the concept of integrity and compliance to supply chain management, setting clear business ethics requirements for suppliers through documents such as the *Supplier Code of Conduct*.

Integrity Management Measures

- ◆ The Company implements a commitment system for preventing commercial corruption among on-the-job personnel, such as organizing the signing of *Integrity Commitments*;
- ◆ strengthening continuous internal supervision over fraud and anti-corruption;
- ◆ conducting at least one anti-corruption and internal control risk assessment and internal audit every year.

Key Performance

During the Reporting Period, **876** employees signed business conduct documents such as integrity agreements, with a **100%** signing rate of Integrity Commitments.



Whistleblowers and Whistleblower Protection

To encourage employees and stakeholders to actively report violations, the Company has established multiple whistleblowing channels such as a whistleblowing hotline and mailboxes. After receiving a report, the Audit and Supervision Department will handle it in strict accordance with the process of recording, assessment, investigation, result evaluation, determining rectification measures, and feedbacking results, ensuring that the reported matter is disposed of in a timely, fair, and appropriate manner, and the handling result is fed back to the whistleblower. The Company promises to strictly protect the privacy of whistleblowers and will never disclose any personal information without their consent. Meanwhile, any form of retaliatory acts is strictly prohibited. Once verified, the Company will impose disciplinary sanctions in accordance with applicable laws, and may terminate the employment relationship in serious cases, effectively safeguarding the legitimate rights and interests of whistleblowers and ensuring the standardized and orderly operation of the internal supervision mechanism.

Anti-Unfair Competition

The Company strictly complies with relevant laws and regulations such as the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, consciously maintaining a healthy and orderly market environment, effectively safeguarding the legitimate rights and interests of consumers, and continuously enhancing the Company's market reputation and brand image. The Company always adheres to the bottom line of compliant operation, proactively prevents and resolutely eliminates all types of acts that eliminate or restrict competition. It neither enters into monopolistic agreements with competitors such as fixed prices, market division, or production limitations, nor engages in acts of abuse of market dominance such as predatory pricing, refusal to deal, or tying sales. We resist all forms of unfair competition through practical actions and maintain a fair and transparent market competition environment. During the Reporting Period, the Company had 0 lawsuits related to unfair competition.

Reporting Channels

Email

audit@hoy miles.com

Telephone/SMS

0571-28056110

Mailing Address

Audit Department, Floor 16, Building 5, Caizhi SF Innovation Center, No. 99, Housheng Street, Kangqiao Avenue, Gongshu District, Hangzhou City

Online channels

QR Code Reporting: Scan the "Speak Up via Code" complaint QR code in the complaint handling hotline

Offline channels

Internal Audit Department Office of the Company



02

Environmental Protection

Upholding the core philosophy of “responsibility, greenness, harmony, and standardization”, the Company continuously strengthens environmental management and climate change response actions, comprehensively promotes resource conservation and efficient utilization, effectively enhances the protection of ecosystems and biodiversity, and is committed to achieving harmonious coexistence between humans and nature in business development.



+ SDGs Responded



- Response to Climate Change
- Environmental Management
- Pollutant Emissions
- Resource Utilization
- Green Office
- Protection of Ecosystem and Biodiversity

Note: The statistical scope of performance data mentioned in this Section covers Hoymiles, Hengming Electronics, Haining Hengli, Suzhou Hoymiles, and Zhejiang Henghe.

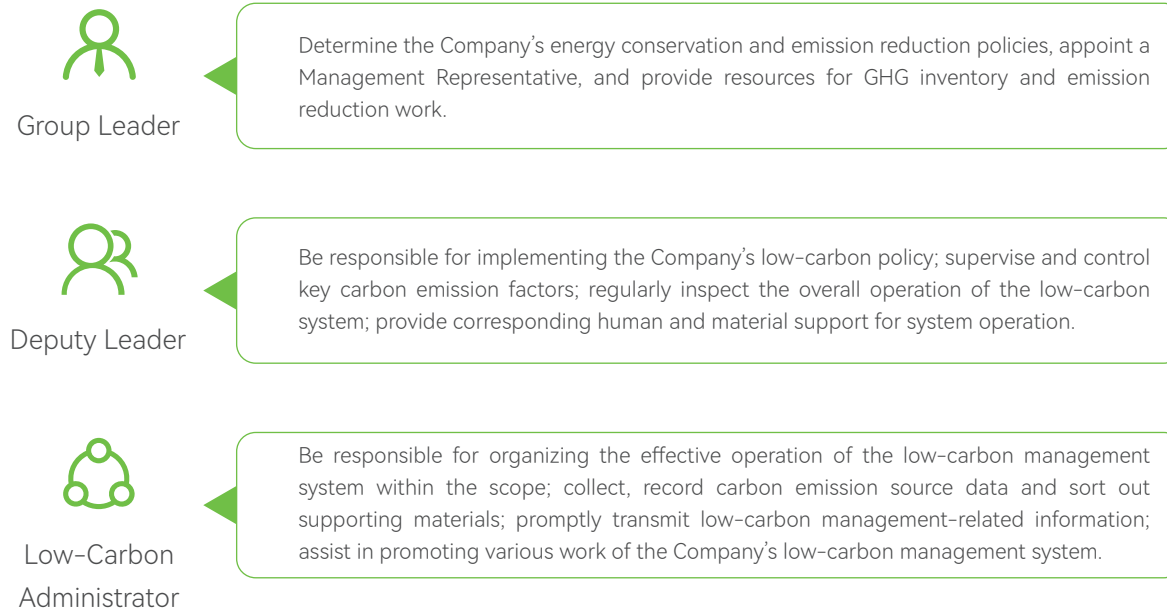
Response to Climate Change

Governance

The Company insists on taking climate change response as an important part of corporate governance, formulates management systems related to climate change response, and builds a climate change governance system led by the Board of Directors, with strategic decision-making by the EMT Meeting and coordination among various functional departments. This provides solid organizational and institutional guarantees for achieving climate change response goals.

Meanwhile, to strengthen low-carbon management, the Company has formulated systems such as the *Greenhouse Gas Verification Specifications*, *Greenhouse Gas Management Procedures*, and *Internal Audit Procedures*, and established a low-carbon management organization to coordinate and promote various matters including carbon emission accounting and the implementation of emission reduction actions.

Organizational Structure of the Low-Carbon Management Leading Group



Strategy

Based on the characteristics of the PV and energy storage industry and its own business layout, the Company, with reference to the IFRS S2 Recommendations framework, comprehensively identifies the physical and transition risks arising from climate change, explores potential development opportunities from operational, market and other dimensions, systematically deploys risk management measures, promotes the transformation and implementation of opportunities, continuously improves climate response capabilities, and consolidates the foundation for sustainable development.

Risk Type	Risk Description	Probability of Occurrence	Impact 1 Size	Impact 2 Timeframe	Value Chain 3 Links of Impact	Priority 4 Ranking	Potential Financial Impact	Response Measures
Physical Risks								
Acute Risks	Extreme weather events such as typhoons, floods, and high temperatures lead to production interruption, equipment damage, and supply chain disruption, affecting product delivery.	Medium	Medium	Short-term	Upstream, operations, downstream	High	Increased operating costs, decreased operating income	Formulate emergency response plans for extreme weather; enhance the disaster resistance of plants and facilities; establish an emergency communication mechanism with suppliers.
Chronic Risks	Long-term climate anomalies and sustained high temperatures affect the production environment and equipment stability, increasing operation and maintenance costs.	Medium	Medium	Long-term	Operations	Medium	Increased operating costs	Optimize the production environment and heat dissipation design; strengthen equipment reliability design.
Transformational Risks								
Policy Risks	Governments may introduce stricter climate change regulations, increasing the Company's compliance costs.	Medium	Medium	Medium and long-term	Operations, downstream	High	Increased operating costs	Regularly pay attention to updates of climate change-related regulations; formulate and implement energy conservation and emission reduction plans to reduce carbon emissions.

Opportunity Type	Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority ⁵ Ranking	Potential Financial Impact	Response Measures
Market Opportunities	Global carbon peaking and carbon neutrality drive the growth of PV and energy storage demand, expanding the market space for green products, and driving the Company's revenue growth and market share improvement.	High	High	Medium and long-term	Downstream	High	Increased operating income	Increase R&D investment to iterate the entire product series such as PV inverters and energy storage products; expand the global PV and energy storage markets.
Operational Opportunities	Promote the application of renewable energy and energy-saving transformation, effectively reducing long-term energy consumption and production and operation costs.	Medium	Medium	Mid-term	Operations	Medium	Reduced operating costs	Conduct energy efficiency diagnosis and transformation of production equipment and processes to optimize energy utilization efficiency.

¹ Low: If the risk occurs, it will have little to no noticeable impact on the enterprise's finances, reputation, or operations, and losses can be easily absorbed.

Medium: If the risk occurs, it will cause some negative impact on the enterprise's finances and reputation, and measures may be needed to mitigate the losses.

High: If the risk occurs, it will cause severe financial loss to the enterprise, damage to the brand, and may even affect business continuity, and significant resources may be needed to recover.

² Short-term: Generally refers to within 1 year after the end of the Company's sustainability Reporting Period (including 1 year).

Medium-term: Generally refers to 1 to 5 years after the end of the Company's sustainability Reporting Period (including 5 years).

Long-term: Generally refers to more than 5 years after the end of the Company's sustainability Reporting Period.

³ Upstream: Involves raw material suppliers, procurement, and logistics, affecting the stability of the supply chain and raw material costs.

Operations: Involves production, manufacturing, and internal processes, affecting daily operations and production efficiency.

Downstream: Involves distribution, sales, and customer service, affecting customer satisfaction, market share, and brand.

⁴ Low: Low: The risk has relatively minor impact on the business and can be handled in routine operational management.

Medium: The risk has some impact on the business but can be addressed or mitigated within a reasonable timeframe.

High: The risk could lead to significant financial loss, business disruption, or severe legal consequences, requiring immediate action.

⁵ Low: The opportunity has relatively minor impact on business is relatively small, but it can still bring some revenue or efficiency improvements, and can be handled routine operational management without the need for significant resource investment or strategic adjustments.

Medium: The opportunity can bring certain business growth or market share improvements, has a positive impact on the business, but requires the enterprise to invest resources and adjust strategies within a certain period to address and seize the opportunity.

High: The opportunity can bring significant market breakthroughs, business growth, or technological innovations, significantly improves the enterprise's competitiveness and profitability, and requires the enterprise to take immediate action, invest considerable resources, and possibly adjust its overall strategy to fully leverage this opportunity.

Impact, Risk and Opportunity Management

The Company strictly complies with the requirements of the *Risk and Opportunity Response Management Procedure*, coordinates the identification, assessment, and response of climate change-related risks and opportunities, regularly compiles risk and opportunity assessment forms, continuously improves climate change response capabilities, and helps achieve sustainable development goals.

Management Measures	Implementation Content
Regular Identification and Assessment	The Systems Department takes the lead in organizing relevant functional departments to identify potential climate-related risks and emerging opportunities at the beginning of each year. A combination of qualitative and quantitative methods is adopted for assessment, comprehensively considering factors such as risk severity, occurrence frequency, and opportunity potential, to provide a basis for the formulation of response measures.
Formulation and Implementation of Measures	Based on the assessment results, clarify the responsible departments and promotion plans for various measures to ensure the orderly progress of response work.
Tracking and Dynamic Optimization	The Quality Management Department continuously tracks the progress of measure implementation and organizes reviews at regular intervals; in case of policy and regulatory updates, organizational structure adjustments and other situations, the review frequency is appropriately increased to ensure that management work responds in a timely manner and is dynamically optimized.

Risk Acceptance

Applicable to low risks (risk coefficient lower than 4), including risks with small loss severity, high occurrence frequency, and no effective reduction or avoidance measures.

Risk Mitigation

Applicable to general risks (risk coefficient ranging from 5 to 14), including risks where the cost of avoidance is too high, risks cannot be completely eliminated, or there are no effective avoidance measures yet.

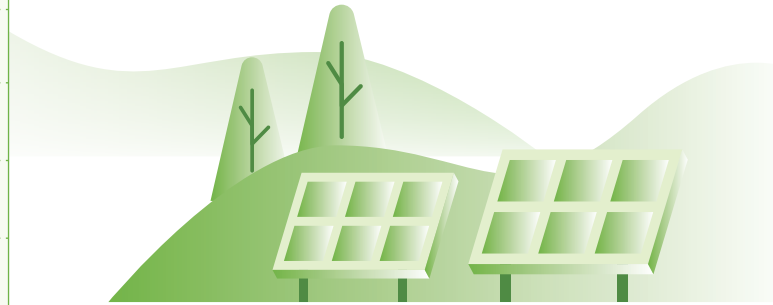
Risk Avoidance

Applicable to high risks (risk coefficient higher than 14), including risks with significant loss impact and feasible adjustment plans to reduce the probability and impact of occurrence.

Metrics and Targets

Based on its PV and energy storage business layout, the Company sets annual plans and goals for key areas such as product carbon footprint verification, and decomposes the goals layer by layer to each business link, consolidating implementation responsibilities. On this basis, the Company continues to increase R&D investment, and reduces carbon emissions throughout the product lifecycle from the source by optimizing product design, improving production processes, and applying low-carbon materials, steadily advancing the achievement of global “carbon peaking and carbon neutrality” goals.

Key Performance ⁶	Unit	2025
Total GHG Emissions	tCO ₂ e	4,285.90
GHG Emission Intensity	tCO ₂ e/RMB 1 million	2.22
Direct GHG Emissions (Scope 1)	tCO ₂ e	47.09
Indirect GHG Emissions (Scope 2)	tCO ₂ e	4,238.81
GHG Emission Reductions	tCO ₂ e	1,869.73



GHG Emission Management

Relying on technological and equipment upgrades, the Company reduces energy consumption and GHG emissions from the source by using energy-saving computer room air conditioners, optimizing the use of refrigerants in external air conditioning units, and adopts multiple measures to promote energy conservation and carbon reduction transformation.

To further standardize GHG emission management, the Company organizes an annual internal GHG verification, compiles a GHG inventory and emission report, and entrusts a third-party verification agency to conduct external verification to improve data quality and report credibility. During the Reporting Period, the Company completed the compilation of the 2025 Greenhouse Gas Emission Report and entrusted a third party to conduct external verification. The verification results show that the quantification, monitoring, and reporting of the Company’s GHG emissions and removals comply with the requirements of ISO 14064-1:2018.



⁶ The GHG emissions within the organization in this report are mainly calculated in accordance with the relevant conversion factors and formula provided in Appendix II to the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Mechanical Equipment Manufacturing Enterprises (Trial)* and the *2023 Power Sector Carbon Dioxide Emission Factors*. The GHG emission reductions refer to the carbon dioxide reductions achieved by using renewable energy compared with thermal power generation, which are calculated based on the carbon dioxide emission factor per unit of thermal power generation specified in the *Annual Development Report of China's Power Industry 2024*.

Environmental Management

Environmental Compliance Management

The Company strictly complies with environmental protection laws and regulations, improves environmental management systems, reduces environmental impacts from the source, and earnestly fulfills its main environmental responsibilities.

Environmental management system and institutions

Hoymiles complies with documents such as the *Environmental Protection Law of the People's Republic of China and Environmental Management Systems – Requirements with Guidance for Use*, and has formulated internal systems including the *Procedure for Identification of Environmental Factors and Hazardous Sources*. Adopting the management policy of "Pursuing Excellence, Environmental Protection, Safety and Health", the Company has established sound environmental management operating procedures, which are managed by the EHS (Environment, Health, and Safety) Department. Regular internal audits and management reviews are conducted.

As of the end of the Reporting Period, the Company and its subsidiaries (Zhejiang Hoymiles, Hangzhou Heli, Zhejiang Henghe, and Haining Hengli) have all obtained ISO 14001:2015 (including GB/T 24001) Environmental Management System Certification.



ISO 14001 Environmental Management System Certification

Green Factory

The Company attaches great importance to the construction of green factories. Centering on green development goals, it continuously optimizes production processes and drives emission reduction and consumption reduction throughout the manufacturing process through technological innovation. Meanwhile, the Company integrates the green concept into the entire lifecycle of process planning, equipment upgrading, and operation management, achieving the coordinated development of safety, efficiency, and low carbon. In 2025, the Company was successfully awarded the title of "Hangzhou Green Factory".



Awarded as Hangzhou Green Factory

— Key Performance —
 During the Reporting Period, the total environmental protection investment of the Company was RMB **591.6** thousand and no environmental violations occurred.

Management of Environmental Risks

The Company has established an environmental risk management mechanism covering daily inspections, special monitoring, and emergency preparedness. Based on monthly comprehensive EHS inspections, the Company conducts special inspections and dynamic tracking on key links such as hazardous waste management, pollutant emissions, and facility compliance, implements potential hazard rectification and accounting record requirements, effectively prevents environmental risks, and ensures the compliance, stability, and sustainability of the entire production and operation process.

Risk Identification

Identify environmental factors and risk sources in production, transportation, warehousing, and waste disposal through daily on-site inspections to ensure no omissions.

Risk Evaluation

Conduct qualitative and quantitative assessments of identified environmental risks from two aspects: occurrence probability and consequence severity, clarify risk levels, identify major environmental risks requiring key control, and prioritize measures.

Risk Prevention

Standardize the classified storage of hazardous waste and solid waste, and implement accounting records and transfer manifest systems. Organize quarterly EHS training to enhance environmental awareness of relevant parties, standardize operational behaviors, and implement risk prevention and control requirements.

Environmental Monitoring and EIA Acceptance

The Company strictly implements environmental management requirements. Before project initiation, it entrusts third-party institutions to conduct Environmental Impact Assessment (EIA) to identify and control environmental risks from the source. During operation, the Company conducts regular monitoring of pollutants such as wastewater, waste gas, and noise. To ensure the accuracy and effectiveness of monitoring data, the Company has established equipment management specifications, regularly calibrates, maintains, and updates instruments, and continuously improves the professional skills and analytical capabilities of operators through regular personnel training.

Emergency Management

To improve the ability to respond to sudden environmental events, the Company regularly organizes subsidiaries to formulate special *Emergency Drill Plans* for environmental risks, clarifying drill processes and division of responsibilities. The Company conducts environmental emergency drills as planned to test the operability of plans and personnel response capabilities, reviews and optimizes the drill process, formulates *Emergency Drill Summaries*, and continuously improves the level of environmental emergency management.

Case: Emergency Drill for Hazardous Chemical Leakage

On August 20, Hengming Park organized relevant departments including production, warehouse material keepers, EHS, and security to conduct an emergency drill for hazardous chemical leakage, simulating a scenario of alcohol leakage from an explosion-proof cabinet for hazardous chemicals. This further standardized the emergency disposal process, strengthened employees' emergency operation skills, and prevented environmental risks caused by hazardous chemical leakage.



Environmental Protection Training and Promotion

The Company lists EHS education and training as a key annual work, regularly compiles the *EHS Training Plan*, and conducts special training on environmental protection compliance as scheduled. Through continuous standardized training, the Company strengthens employees' awareness of environmental protection compliance and improves their overall environmental literacy and on-the-job compliance operation capabilities.

Case: Environmental Protection and Energy Resource Management Training

During the Reporting Period, the Company organized environmental protection and energy resource management training for coordinators of various departments and factory affairs personnel. The training detailed basic knowledge of environmental protection, main types of the Company's pollutants, compliance management requirements for hazardous waste and solid waste, emergency disposal processes for sudden environmental events, and energy resource management. The training helped employees deeply understand environmental protection compliance requirements and key points of resource conservation, enhanced their awareness of environmental risk prevention and emergency disposal capabilities, and further consolidated the foundation for the Company's environmental management and green operations.



Key Performance

During the Reporting Period, the Company conducted a total of **1** environmental protection training session, with **50** attendances and a total training duration of **100** hours.



Environmental Goals and Planning

The Company compiles documents such as the *2025 Annual Management Goal Breakdown Table* and establishes annual environmental management goals for key areas including waste gas, wastewater, and noise. The Company decomposes annual goals into monthly plans, which are tracked and statistically managed by the Comprehensive Operations Department, realizing data-driven and standardized goal management.

Environmental Targets	Achievements in 2025
Compliant discharge of wastewater, waste gas, noise, and solid waste; no major environmental pollution accidents	 Achieved
1 monthly comprehensive EHS inspection; on-site potential hazard rectification rate of over 95%	 Achieved
≥ 2 EHS education and training courses held per quarter	 Achieved

Pollutant Emissions

To standardize pollutant emission management, the Company has formulated systems such as the *Procedure for Control of Wastewater, Waste Gas, Noise, and Solid Waste*, focusing on both source prevention and process control, and clarifying control requirements for waste gas, wastewater, noise, and solid waste to ensure compliant discharge of all pollutants.

Waste Gas Management

The Company strictly complies with national and local laws and regulations on air pollution prevention and control, implements standardized management of waste gas generated during production and operation, and has formulated system documents such as the *Standard Operating Procedure for Secondary Exhaust Equipment* to clarify operation standards and control requirements. Waste gas is centrally collected and treated: after being collected through pipelines, it undergoes the process of “dry filtration + activated carbon adsorption/desorption + catalytic combustion” to effectively remove and purify particulate matter and volatile organic compounds (VOCs) in the waste gas, which is then discharged after meeting standards. The Factory Affairs Department is responsible for daily inspection, maintenance, and monitoring of facilities, while user departments ensure the normal operation of collection systems to guarantee stable and compliant discharge of waste gas.



Waste Gas Treatment Facility

Key Performance Indicators	Unit	2025
Total Waste Gas Emissions	10,000 m ³	7,581.40
VOC Emissions	Ton	0.16
Particulate Matter (PM) Emissions	Ton	0.09

Wastewater Management

Wastewater generated during the Company's project implementation is mainly domestic sewage. In accordance with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and internal systems such as the *Procedure for Control of Wastewater, Waste Gas, Noise, and Solid Waste*, the Company implements classified management of wastewater. In terms of source control, the factory implements rainwater-sewage separation and ensures that all wastewater meets discharge standards; meanwhile, regularly maintains treatment facilities such as septic tanks to ensure their stable operation. In terms of end-of-pipe monitoring, the Company entrusts qualified third parties to conduct regular water quality testing to ensure that domestic sewage discharge complies with the Wastewater Discharge Standard and local relevant requirements, achieving stable and compliant discharge.

Key Performance Indicators	Unit	2025
Wastewater Discharges	Ton	24,612.60
Chemical Oxygen Demand (COD)	Ton	0.86
Five-Day Biochemical Oxygen Demand (BOD5)	Ton	0.15
Suspended Solids	Ton	0.41
Ammonia Nitrogen (NH3-N)	Ton	0.16
Total Phosphorus (P)	Ton	0.01
Animal and Plant Oils	Ton	0.01
PH	/	7.8



Waste Management

In accordance with laws and regulations such as the *Law of the People’s Republic of China on Prevention and Control of Environmental Pollution by Solid Wastes*, the Company has formulated internal specifications such as the Hazardous Waste Management System and implements classified management of waste. For general industrial solid waste and hazardous waste, control measures are implemented based on factors such as classified collection, designated storage, standardized labeling, accounting establishment, and contract signing. They are disposed of in a standardized manner through comprehensive utilization, harmless treatment, etc., to reduce the environmental impact of waste.

Waste	Main Content	Main Disposal Methods of Waste
 Hazardous waste	Waste canned glue, waste filter cotton, cleaning waste liquid, waste activated carbon, etc.	<ul style="list-style-type: none"> ● Classify and store in special containers with hazardous waste labels affixed; ● Sign agreements with qualified hazardous waste disposal units, and regularly transfer waste in accordance with the transfer manifest system.
 General waste	Packaging materials, solder dross, etc.	<ul style="list-style-type: none"> ● Store in places with “three-proof” (rainproof, anti-seepage, leak-proof) measures; ● Establish accounting records to track waste type, quantity, flow direction, etc.; ● Entrust qualified units for transportation, utilization, or disposal.
 Household waste	Household waste generated from office and daily life	<ul style="list-style-type: none"> ● Dispose of and collect in accordance with urban household waste classification requirements.

Key Indicators

Quantity of hazardous waste generated	Generation intensity of hazardous waste	Generation intensity of hazardous waste	Quantity of Non-Hazardous waste generated	Non-Hazardous waste disposal volume	Total Amount of Non-Hazardous Waste Recycled	Proportion of Non-Hazardous waste recycling and reuse
30.55Tons	0.0158Tons/RMB 1 million	30.55Tons	525,600L	525,600L	525,600L	100%

Noise Management

For equipment operation noise, the Company adopts comprehensive measures from layout planning, technical prevention, and operation management perspectives: For layout planning, the Company concentrates high-noise equipment in the central area of the factory, implementing the principle of “separating noisy and quiet areas” to reduce impact on surrounding areas; for operation management, the Company requires closing doors and windows during production, standardizing vehicle operation within the factory, and controlling noise transmission. For technical prevention the Company reduces noise generation from the source through measures such as equipment base vibration isolation and shell damping vibration reduction.

Resource Utilization

Material Utilization

Upholding the principles of efficiency, environmental protection, and sustainability, the Company continuously optimizes material management, improves resource allocation methods, and enhances resource utilization efficiency around key links such as procurement, production, and recycling. In material selection, the Company strictly controls the environmental attributes of materials, prioritizes the procurement of low-carbon, recyclable green materials, and strictly restricts and reduces the use of hazardous substances to minimize environmental impact from the source. During the production process, the Company continuously optimizes process and equipment levels, reasonably controls material consumption, and reduces production waste; establishes a waste recycling mechanism to promote internal circular utilization of resources, enabling the valorization and efficient circulation of resources at the production stage. In addition, the Company actively introduces digital management tools, relying on intelligent systems to achieve dynamic material control and rational allocation, and deploys digital technologies to underpin the practical implementation of the circular economy, reducing operational costs while continuously improving resource utilization efficiency.

Energy Utilization

Governance

The Company strictly complies with laws and regulations such as the *Energy Conservation Law of the People's Republic of China* and industry standards, formulates systems including the Energy and Resource Management Procedure, and establishes an organizational structure for resource management led by the Administration Department with division of responsibilities among various functional departments, ensuring the standardized and efficient utilization of various resources. Among them, the Administration Department is responsible for the comprehensive management of energy and resources such as water and electricity, and undertaking key responsibilities of supervision, coordination, and guidance. Each center (department) is responsible for energy and resource management within their functional scope, and actively cooperating with the unified management of the Administration Department. As of the end of the Reporting Period, the Company has obtained Energy Management System Certification.



Strategy

The Company systematically identifies and assesses energy-related risks, scientifically formulates targeted response measures, continuously improves energy utilization efficiency, and deepens low-carbon operations. On this basis, relying on technological innovation and product upgrading, the Company proactively transforms challenges brought by energy structure transformation into development opportunities, striving to achieve a shift from passive compliance to active leadership.

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Market Risks	Uncertainties in energy prices and green power-related policies due to climate and other factors may lead to an increase in the Company's production energy costs.	Medium	Medium	Short to medium term	Operations	Medium	Increased operating costs	Actively make arrangement for the application of renewable energy such as solar and wind energy; closely monitor energy price fluctuations, implement energy conservation and carbon reduction measures, and reduce energy consumption and cost volatility.

Opportunity Type	Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Market Opportunities	Growth in global demand for energy storage and energy projects drives the demand for PV inverters and energy storage inverters. The Company can further expand market space and increase market share by leveraging product advantages.	High	High	Medium and long-term	Downstream	High	Increased operating income	Strengthen marketing efforts, optimize products and energy management solutions according to project characteristics; expand sales channels and deepen cooperation with energy project developers and installers.

Impact, Risk and Opportunity Management

To systematically improve energy management levels and ensure the stability and sustainability of the Company's operations, the Company has established and standardized the energy risk management process. Through comprehensive identification of value chain risks, scientific assessment of risk levels, targeted formulation of response strategies, and continuous optimization of management measures, full-process closed-loop management of energy-related risks is achieved.



Metrics and Targets

During the Reporting Period, the Company has continuously reduced energy consumption in production and operation through equipment upgrading, process improvement, and management optimization.

The Company continues to deepen energy-saving optimization in production links, planning to complete projects such as automatic control of exhaust air in aging rooms, waste heat recovery and utilization in winter, and optimization of aging test modes by 2026, continuously improving energy-saving management and reducing unit energy consumption in production.



Key Performance ⁷	Unit	2025
Total Energy consumption	TCE	1,250.24
Energy consumption intensity	TCE/RMB 1 million	0.65
Total fuel consumption	L	20,930.34
Gasoline	L	14,684.82
Diesel	L	6,245.52
Electricity consumption	kWh	9,984,300
Total purchased electricity	kWh	7,706,920
Photovoltaic power generation capacity	kWh	5,477,105
Photovoltaic electricity consumption	kWh	2,277,380
Renewable energy consumption	TCE	279.89
Proportion of renewable energy consumption	%	22.38

⁷ The total internal energy consumption of the organization in this report is calculated primarily using the relevant conversion factors and formulae set out in *China Energy Statistical Yearbook - Appendix 4 - Reference Coefficients for Converting Various Energies into Standard Coal and General Rules for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)*.

Energy-Saving Measures

The Company continuously advances energy management and energy conservation & carbon reduction, focusing on the optimization of energy consumption structure, improvement of equipment energy efficiency, and operational process control, to continuously improve energy utilization efficiency and reduce energy consumption.

Energy Saving Measures

Selection and Replacement of High-Efficiency Equipment

Strictly adhere to high energy efficiency standards in equipment selection: Heating systems are equipped with automatic temperature control systems; fans adopt variable frequency speed control technology to precisely adjust power according to actual needs; the motors, air compressors, transformers, air conditioning units, etc. of the planned equipment all meet high energy efficiency levels.

Optimization of Production Processes

Continuously improve production processes and operating methods to enhance production efficiency and reduce energy consumption per unit product;

Adjust production schedules and reasonably arranges equipment operating hours to avoid equipment no-load operation, further reducing energy consumption.



PV Generation

Increasing the Proportion of Renewable Energy Usage

Actively make arrangement for self-built photovoltaic (PV) power stations, adopting the "self-consumption with surplus power fed into the grid" model to expand the application of clean energy. As of the end of the Reporting Period, the Company's green power consumption rate reached 22.81%.

Energy-Saving Renovation Measures for Lighting Systems

Energy-Saving Renovation Project for Lighting in Hengming, Luxing, and Basement of Building E

Addressing the issue of lighting fixtures being blocked by pipelines and air ducts: Adjusted the position of fixtures: turned off one row of fixtures on both sides of the corridor and moved the other row to the middle of the corridor to reasonably reduce the number of fixtures in use;

Replaced light tubes in parking areas with infrared sensor LED tubes (off when unoccupied, on when sensing people);

Replaced light tubes in corridor areas with microwave radar sensor LED tubes (low-power dim mode when unoccupied, full-bright mode when sensing people);

Maintained the original brightness in key areas such as corners, slopes, and monitoring points to ensure safety.

The project was implemented in two phases, achieving an annual electricity savings of 125,342.18 kWh and annual economic benefits of approximately RMB 119.1 thousand.

Partial Decentralized Control Renovation Project for Lighting

To solve the problem of excessive control scope of lighting switches on the north side of the second floor of Building D, the Company refined the original centralized control area into decentralized control units, avoiding energy waste caused by turning on the entire area for partial operations. Annual electricity savings reached 1,794 kWh, with annual economic benefits of approximately RMB 1,704.



Key Performance

During the Reporting Period, the Company purchased **500** green certificates through the China Green Power Certificate Trading Platform, corresponding to the consumption of **500** MWh of renewable energy electricity, effectively advancing the low-carbon operation goals.

Water Resource Utilization

Water Resource Management

The Company continuously standardizes water resource management. In accordance with standards such as the *General Principle for Equipping and Managing of the Measuring Instrument of Energy in Organization of Energy Using*, it improves water usage accounts, conducts regular statistics and analysis of energy consumption such as water resources, and promptly identifies and addresses abnormal consumption.

Meanwhile, the Company has established a multi-level water usage inspection mechanism: The Administration Department inspects the water usage of the canteen twice a day; the Factory Affairs Department conducts unscheduled inspections and meter readings daily, identifying and controlling abnormal fluctuations in water usage through year-on-year and month-on-month analysis; specialized personnel inspect faucet leakage issues weekly, standardize the marking of water valve positions, and ensure quick valve closing and maintenance in case of leakage.

Water-Saving Measures

The Company adopts multi-dimensional water-saving measures, implementing water-saving actions in terms of water usage processes, application of water-saving facilities, and publicity advocacy, to continuously improve water resource utilization efficiency. In terms of process, the Company optimizes the cleaning operation of underground water tanks by closing the water supply valve in advance and conducting cleaning only after the water in the tank is used up, avoiding water waste; in terms of facility, it adopts water-saving sanitary ware such as water-saving toilets and urinals in the factory area to achieve water conservation and efficiency improvement from the hardware end; in addition, the Company encourages employees to turn off faucets after use, eliminate running water, bring their own water cups for office and meetings to reduce the use of bottled water, continuously reduce water consumption per unit of output value, and promote the efficient and economical use of water resources.

Case: Energy-saving optimization of water dispensers in Hengming Park Workshops

During the Reporting Period, to address energy waste caused by continuous heating of water boilers on each floor of Hengming Park and Building E workshops during nights and weekends, the Company implemented timed energy-saving control. The original 7 water boilers (single unit power of 2.2 kW) consumed electricity for heat preservation during non-working hours. By adjusting to an operation mode of being on for 12 hours during working days and regularly turned off at night, standby energy consumption was effectively reduced. It is estimated that the heat preservation power of each unit dropped to 0.2 kW during the off period, achieving an annual cumulative electricity savings of 5,544 kWh and annual economic benefits of approximately RMB 5,267. This measure significantly reduced energy consumption during non-production hours without affecting employees' daily water needs, improving energy utilization efficiency.

Key Performance

In 2025, the Company's total water usage was **33,287** tons, and water intensity was **17.23** tons/RMB 1 million.

Green Office

The Company issued the *Energy Conservation and Emission Reduction Initiative*, advocating all employees to save water, electricity, and paper, reduce waste generation, strengthen resource recycling, and actively create a green office atmosphere. A long-term management mechanism was established, clarifying that the person in charge of each department is the primary person responsible for energy conservation management in their area. The Administrative Services Department conducts regular inspections and implements rewards and punishments to ensure the implementation of various measures. Through institutional norms and full employee participation, the concept of low-carbon environmental protection is continuously promoted.

Rational Electricity Use

Advocate employees to turn off lights and idle equipment promptly; keep air conditioning temperature not lower than 26°C in summer and not higher than 20°C in winter, with doors and windows closed when in use;

Turn off power to computers, printers, etc. before leaving work, and projectors and other electrical appliances after meetings.

Water Saving

Guide employees to turn off faucets after use and report leaking equipment immediately to eliminate water waste.

Paper Saving

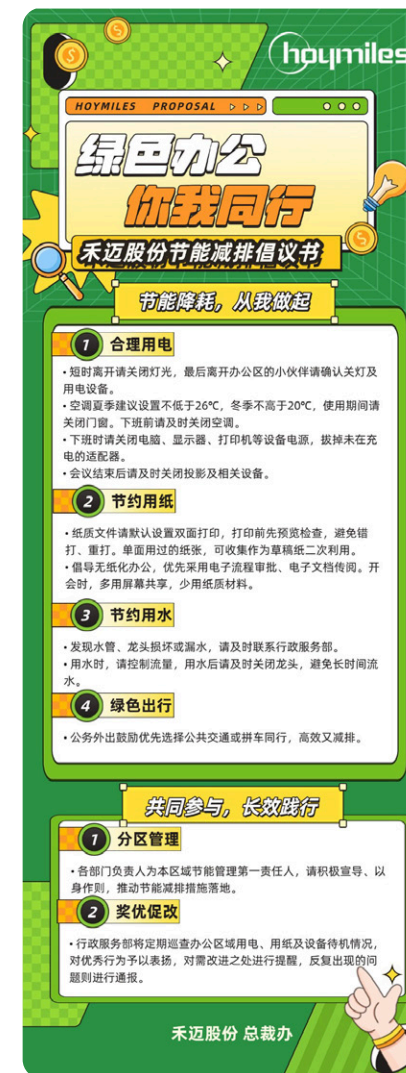
Promote double-sided printing and preview printing to reduce waste from incorrect printing;

Retain single-sided waste paper for drafts to realize secondary use;

Prioritize electronic processes and screen sharing to advance paperless office.

Green Travel

Encourage public transportation or carpooling for official business trips.



Green Office Publicity Posters

Protection of Ecosystem and Biodiversity

The Company always adheres to the ecological security bottom line, strictly complies with laws and regulations such as the *Regulations of the People's Republic of China on Nature Reserves*, and regards ecological environmental protection and biodiversity conservation as important contents of sustainable development. The Company attaches great importance to the ecological status of operating areas, conducts necessary environmental monitoring and risk assessment, proactively prevents potential environmental impacts, and minimizes the interference of project operations on surrounding ecosystems.

The Company's business mainly focuses on the R&D, production, and sales of power electronic products. All production bases and operating sites do not involve nature reserves, ecological conservation habitats, sensitive ecosystem areas, or ecologically fragile areas. During the Reporting Period, the Company's production and operation activities, products, and services did not cause significant impacts on ecosystems and biodiversity.



03

Industry Value

As a globally leading smart energy solution provider, Hoymiles has always adhered to power electronics technology as the core, creating safer and more efficient smart energy products through continuous product innovation and strict quality control. In this process, we simultaneously strengthen data security and privacy protection, and work with supply chain partners to build a sustainable ecosystem, committed to promoting the green transformation and intelligent upgrading of global energy.



+ SDGs Responded

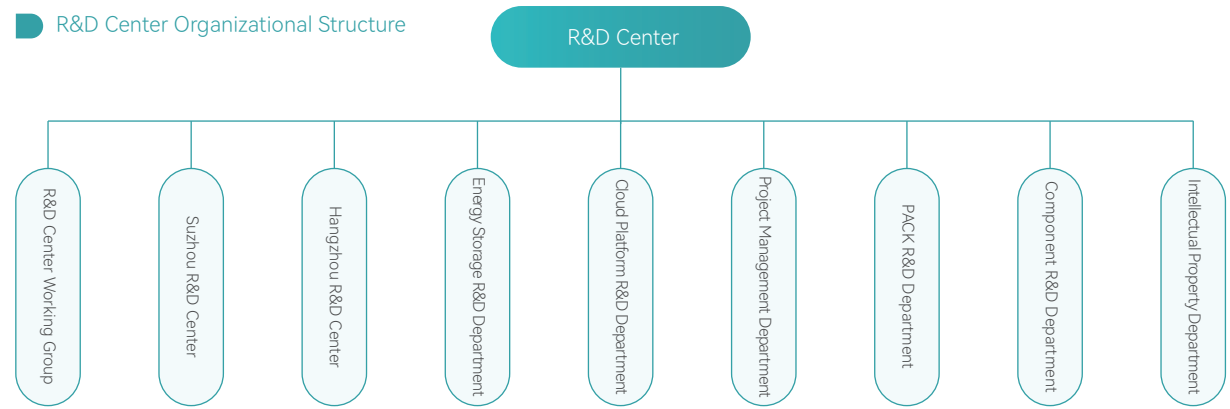
- Innovation-driven development
- Product and Service Safety and Quality
- Data Security and Privacy Protection
- Supply Chain Management

Innovation-driven Development

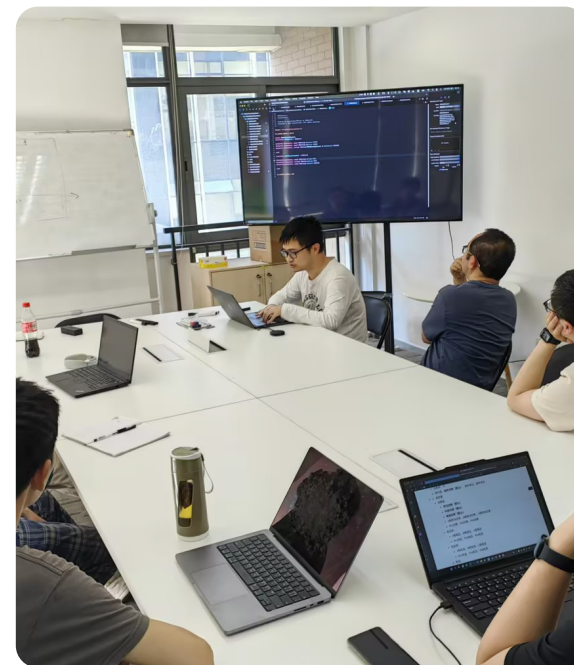
Governance

The Company has established a sound R&D management system, formulated a series of system documents including the *Procedure for Control of Product Design and Development* and the *Measures for R&D Project Management*, and introduced the IPD (Integrated Product Development) R&D Management System, forming three core processes: the HPDP (Harmonized Product Development Process), the change process, and the customized solution process. The Company has built four management platforms: TR Review Platform, DCP Review Platform, Change Management Platform, and Demand Management Platform, realizing closed-loop operation of technical review, investment decision-making, change control, and demand management. Meanwhile, the Company integrates the HPDP process with patent management, incorporating all stages of the product lifecycle into intellectual property considerations.

The Company has optimized its overall product structure and organizational structure, refining internal strategic modules and external market layout. It has evolved from the previous flat functional division to three current Business Units: the MLPE (Module-Level Power Electronics) Business Unit, the Small-scale PV & Energy Storage Business Unit, and the Large-scale PV & Energy Storage Business Unit. The Company has established an R&D Center, with an R&D Center Working Group responsible for overall coordination and resource allocation. It has also set up regional R&D Centers in Suzhou and Hangzhou, and formed professional R&D teams including the Energy Storage Project R&D Department, Cloud Platform R&D Department, PACK R&D Department, and Component R&D Department. Additionally, the Project Management Department and Intellectual Property Department work collaboratively to ensure R&D professionalism and regional synergy, strengthen full-process R&D control and intellectual property layout protection, and comprehensively improve R&D innovation efficiency and achievement transformation capabilities.



The Company attaches great importance to the training of technical talents and the application of cutting-edge technologies, continuously enhancing the innovation capability of the R&D team through systematic training. During the Reporting Period, the Company organized AI Application Implementation Training in the Cloud Platform R&D Department, Suzhou R&D Center, and Hangzhou R&D Center to promote technological innovation breakthroughs and R&D efficiency improvement.



AI Application Implementation Training

Key Performance	Unit	2025
Number of R&D personnel	Person	635
Proportion of R&D personnel to total workforce	%	32.99
R&D personnel by education level		
Below Bachelor's Degree	Person	54
Bachelor's Degree	Person	352
Master's Degree	Person	216
Doctoral Degree	Person	13
R&D personnel by gender		
Male	Person	515
Female	Person	120

Technology Innovation Platform Construction and Enterprise Certifications

The Company continues to strengthen the construction of technological innovation platforms, and has successively obtained certifications such as National-level "Little Giant" Specialized and Sophisticated Enterprises that Produces Novel and Unique Products, Hangzhou High-Tech Enterprise R&D Center, Provincial High-Tech Enterprise R&D Center, Hangzhou Enterprise Technology Center, Zhejiang Provincial Enterprise Research Institute, Zhejiang Provincial Postdoctoral Workstation, Zhejiang Provincial Science and Technology Little Giant Enterprise, Zhejiang Provincial Enterprise Technology Center, and Zhejiang Provincial Intellectual Property Demonstration Enterprise. Its R&D laboratory has been recognized by international authoritative testing institutions such as CSA Group, TUV Nord, and Bureau Veritas. In 2024, the Company passed the re-verification as a High-Tech Enterprise, and was awarded the title of Key Enterprise Research Institute in Zhejiang and the 8th Batch of Single Champion Manufacturing Enterprises. In 2025, the Company successfully established a National Postdoctoral Research Station, marking a new level of technological innovation capability and platform hierarchy.

Key Performance

As of the end of the Reporting Period, the Company has been awarded national-level credentials including High-Tech Enterprises, Specialized and Sophisticated Enterprises that Produces Novel and Unique Products, and Postdoctoral Workstations; it has obtained provincial-level honors such as Key Enterprise Research Institute, Science and Technology Little Giant Enterprise, Enterprise Technology Center, and High-tech Enterprise R&D Center.



National Postdoctoral
Research Station



Key Enterprise Research
Institute in Zhejiang



High-Tech Enterprise Certification



Zhejiang Provincial Science and
Technology Little Giant Enterprise



Zhejiang Provincial Enterprise
Technology Center



Provincial High-Tech Enterprise
R&D Center



Strategy

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Project Change Risk	Changes in demand, technology, supply chain, or targets during R&D may lead to project rework, schedule delays, or cost overruns if not properly controlled.	Medium	Medium	Short to medium term	Operations	Medium	Increased operating costs	Strictly implement the change management process to ensure full traceability, assessability, and controlled execution of changes.
Resource Allocation Risk	Improper allocation of human, equipment, and other resources when multiple R&D projects are advanced in parallel may lead to resource shortages or schedule disruptions for key projects.	Medium	Medium	Short to medium term	Operations	Medium	Increased operating costs	Add project portfolio management functions, implement pipeline management for projects, and dynamically optimize resource allocation.
Patent Infringement Risk	Failure to conduct sufficient patent searches during new product development may inadvertently infringe on third-party patent rights, triggering legal disputes and compensation.	Low	High	Short to medium term	Operations, downstream	High	Increased non-operating expenses	Continuously conduct patent searches at all stages of the product lifecycle to ensure technical solutions do not infringe on others' intellectual property rights.

Opportunity Type	Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Patent Layout Opportunity	Systematic intellectual property planning and timely applications can build core technical barriers and enhance product market competitiveness.	High	High	Medium and long-term	Operations, downstream	High	Revenue Growth	Simultaneously carry out patent mining and applications throughout the R&D process, and advance patent layout for core technologies and key regions in advance.
Process Optimization Opportunity	The existing HPDP process has integrated risk control into technical reviews, which can be further optimized into an agile and efficient R&D management system to shorten the product launch cycle.	High	Medium	Short to medium term	Operations	Medium	Reduced operating costs	Introduce agile development concepts, optimize review nodes and decision-making efficiency while ensuring quality.



Impact, Risk and Opportunity Management

The Company's industry is characterized by rapid technological iteration and intensive patent barriers, placing higher requirements on the management of R&D innovation risks and opportunities. To this end, the Company effectively addresses key risks such as project changes, technical infringement, design quality, and resource mismatch through measures including establishing change management processes, TR review point assessments, resource management, quality target control, and full-process patent searches and applications. Meanwhile, relying on market insights from regional R&D centers and dynamic assessments of project portfolios, the Company keenly captures technical trends and high-value innovation directions, ensuring that R&D projects can timely seize development opportunities and achieve steady innovation under controllable risks.

Metrics and Targets

Driven by technological innovation for sustainable development, the Company focuses on core technology R&D, product iteration and upgrading, and breakthroughs in key areas, continuously deepening technological research, promoting achievement transformation, and improving independent innovation capabilities and core competitiveness.

Key Performance

During the Reporting Period, the Company's total R&D investment was RMB **348.873** million yuan, accounting for **18.06%** of operating income.

Partial Project Objectives and Progress

Project Name	Proposed Objectives	Project Progress
R&D and Application of Power Semiconductor Chip Module Design and Packaging Test Equipment - Research and Application of Digital Design and Intelligent Evaluation Technology for Power Semiconductor Devices	Develop a set of high-density and high-reliability power module digital design tools; develop a "working condition reproduction" quasi-online test platform; develop a driver with power device state sensing function and a comprehensive acceleration aging test platform for power modules	 Completed
Development of 125 kW Modular Energy Storage Converter Product	Develop a modular 125 kW PCS product for the industrial and commercial energy storage market. Feature modular design, high power density, easy integration, overall module maintenance, clear interface with battery packs; adaptability to distorted power grids, load impact suppression, time-sharing reactive power, and typical sub-harmonic governance. IP66 protection level for complex environments; PCS integrated with battery cluster BMS function and built-in simple EMS function	 Completed
High-Power Energy Storage Converter Control Platform	Investigate control platforms of other domestic manufacturers, output the Company's control platform technical plan, complete hardware and software design of the control platform, and complete hardware and software testing and verification of the control platform	 Completed
Development of Edge-Side EMS Product Based on Edge-Cloud Collaboration	Provide an edge-side EMS product based on edge-cloud collaboration with multiple functions, realizing applications in various complex scenarios through AI algorithms and edge-cloud collaboration system architecture	 Completed

Innovation Incentive Mechanism

Adhering to innovation-driven development, the Company formulated and implemented the *2025 Instant Incentive Management Plan for R&D Center*. Through dual incentives of individual awards and team awards, the Company promptly recognizes employees who have made outstanding achievements in overcoming technical difficulties, new product R&D, and project promotion. Relying on various forms such as CT Meeting evaluations, on-site commendations, and poster promotions, we continuously create a good atmosphere of advocating innovation and striving for excellence, effectively stimulating the enthusiasm and innovation vitality of the R&D team.

Innovation-Driven Initiatives

Collaborative R&D

To consolidate our global technological leadership advantage, the Company continuously deepens multi-level R&D cooperation with industrial chain partners, universities, and scientific research institutions. During the Reporting Period, the Company reached a strategic cooperation with Runergy to jointly expand the PV and energy storage market; and established an industry-university-research cooperation with IEE (Institute of Energy and Environment) of the University of São Paulo, Brazil, to jointly promote localized innovation of PV and energy storage technologies in Latin America. Driven by both industry and academia, the Company continuously accelerates the implementation and application of technological achievements in regional markets, effectively enhancing localized development and market adaptability.

Case: Hoymiles signs strategic agreement with Runergy

In May 2025, the Company signed a strategic cooperation agreement with Runergy at Runergy PV Research Institute. In accordance with the agreement, both parties will give full play to Runergy's capacity advantage in high-efficiency battery modules and the Company's technological accumulation in PV and energy storage solutions, achieve resource complementarity and advantage synergy in the centralized and distributed PV markets, and jointly accelerate market expansion. This cooperation marks that both parties have further deepened strategic synergy in the PV and energy storage fields by integrating industrial chain resources, injecting new momentum into the Company's global PV and energy storage market expansion and energy structure transformation.



Case: Hoymiles reaches strategic cooperation intent with IEE of the University of São Paulo, Brazil

On August 27, 2025, the Company held a high-level seminar with IEE of the University of São Paulo, Brazil, and reached a strategic cooperation intent. Focusing on Brazil's energy transformation needs and combining local climate and power grid conditions, both parties discussed more adaptable PV and energy storage solutions to promote the application upgrade of PV and energy storage technologies in Brazil and Latin America. Hoymiles entered the Brazilian market in 2015, and its microinverter shipments rank first in Latin America. This cooperation will further deepen its localized technical layout and contribute to Brazil's sustainable energy development.



Participation in Standard Development

The Company actively participates in the formulation of technical standards in the PV and energy storage fields, providing professional support for the standardized development of the industry with profound technical accumulation. As of the end of the Reporting Period, multiple group standards, industry standards, and national standards led or participated in by the Company have been released and implemented or are under approval, continuously contributing technical strength to the high-quality development of the new energy industry.

Standard Name	Type of Standard	Standard Status	Standard Number
PV Grid-Connected Microinverter	Group Standard	Released and implemented	T / ZZB 0229-2017
Technical Specification of Photovoltaic Grid-Connected Microinverters	Industrial Standard	Released and implemented	NB/T 42142 -2018
Technical Specification of Photovoltaic Module Power Optimizer	Industrial Standard	Released and implemented	NB/T 42143 -2018
Technical Specifications for Documentation, Inspection and Testing of Grid-Connected Photovoltaic (PV) System	Group Standard	Released and implemented	T/CPIA 0010-2019
Residential Photovoltaic Grid-Connected Power System - Part 2-4: Design Specification - Electrical Safety Design	Group Standard	Released and implemented	T/CPIA 0011.204-2019
Residential Grid-Connected Photovoltaic (PV) System - Part 4: Code for Acceptance	Group Standard	Released and implemented	T/CPIA 0011.4-2019
Technical Requirements for Control and Power Distribution Equipment in Building Photovoltaic System	Group Standard	Released and implemented	T/CECS 10137-2021
Green Product Assessment - Photovoltaic Modules and Inverters	National Standard	Released, to be implemented	GB/T 46340-2025
Technical Requirements for Information Processing and Protection of Photovoltaic Inverters	National Standard	Pending for approval	/

Cultivation of New Quality Productive Forces

The Company adheres to technological innovation as the core engine for cultivating new quality productive forces. Through continuous breakthroughs in core PV and energy storage technologies and optimization of product performance, we provide efficient, intelligent, and reliable energy solutions for customers in various industries.

Case: Hoymiles HIT three-phase low-voltage energy storage helps Thai enterprises achieve energy independence

In June 2025, the Czech Poustka PV Power Station completed PV-storage integration upgrade with technical support from Hoymiles. Based on the actual situation and needs of the power station, Hoymiles tailor-made a set of efficient and reliable energy storage solutions, adopting the HoyPrime integrated container energy storage system and equipping it with the HIM series energy storage converter boosting all-in-one machine, realizing efficient synergy between power generation, energy storage, and grid connection. This upgrade is SPL a.s.'s first PV-storage integration demonstration project. After its implementation, it effectively solved the operational pain points of the power station, achieving dual improvement in economic benefits and energy utilization efficiency.



Innovative Project Achievements

In 2025, the Company continued to promote technological innovation in the PV and energy storage fields, laying out more than 40 R&D projects focusing on microinverters, energy storage systems, energy cloud platforms, etc. Phased achievements have been made in fields such as high-power PV micro-string inverters, high-efficiency multi-input PV inverters, multi-port household PV-storage all-in-one machines, and intelligent PV-storage-charging systems, with multiple self-developed products completed. Meanwhile, the Company undertakes the Zhejiang Provincial "Lingyan" R&D Tackling Plan Project and postdoctoral research projects, and carries out in-depth research on cutting-edge technical fields such as power device modeling, DC microgrid interconnection, and multi-level inverters through industry-university-research cooperation with universities, continuously enhancing core technical competitiveness. The aforementioned innovative achievements and technologies contribute to fostering the development of new quality productive forces, and accumulate replicable product solutions and R&D experience for the pursuit of carbon neutrality objectives, the development of new energy systems, and the exploration of innovative business models.

Key Performance Indicators⁸

PV Power Generation Supported by Inverters

1,173.65429_{GWh}

PV Installed Capacity Supported by Inverters

1.17365429_{GW}

Estimated Emission Reduction of PV Facility Supported by Inverters

963,570.17_{tCO₂e}

⁸ The estimated greenhouse gas emission reduction of photovoltaic facilities supported by inverters refers to the carbon dioxide emission reduction generated by photovoltaic power generation in comparison with thermal power generation, which is calculated based on the carbon dioxide emission factor per unit of thermal power generation specified in the *Annual Development Report of China's Power Industry 2024*.

 Case: Released Hi series new products

In 2025, the Company launched the Hi Series new products in the European market, including HiFlow, HiFlow Pro microinverters, and HiBattery AC micro-storage products. With efficient and safe PV-storage synergy and intelligent regulation, this series of products provides users with a one-stop balcony PV-storage solution that is “cost-saving, trouble-saving, and worry-saving”. It accurately solves the pain points of power generation loss and low self-generated power utilization rate caused by single orientation in household balcony PV applications, effectively promoting the popularization of green energy in European families.



 Case: 41.536 MW/41.536 MWh Fishery-PV Complementary Project with Energy Storage

In 2025, Hoymiles joined hands with Hengyun Enterprises to build a 41.536 MW/41.536 MWh Fishery-PV Complementary Project with Energy Storage in Shantou, Guangdong. The project adopts Hoymiles' HPCS series energy storage converters, successfully addressing the challenges of local high-temperature and high-humidity climate characteristics through intelligent liquid cooling technology and high-level protection design. After commissioning, the energy storage system's charge-discharge efficiency exceeds 90%, achieving millisecond-level grid response, and has become a demonstration benchmark for “PV + Energy Storage” empowering the green upgrading of fishery in Guangdong Province.



Intellectual Property Protection

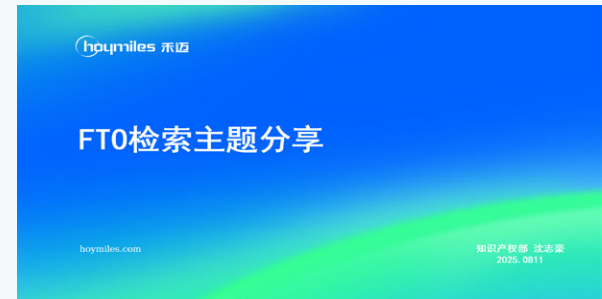
The Company attaches great importance to intellectual property protection, regarding it as an important foundation for encouraging innovation and safeguarding core competitiveness. At the institutional level, the Company has formulated documents such as the *Intellectual Property Incentive System*, *Patented Technology Classification Evaluation System*, and *Intellectual Property Application Process*, encouraging employee innovation and standardizing management processes through a series of systems.

The Company embeds intellectual property management into the entire lifecycle of product demand, planning, design, development, and testing and verification. In the early stage of the project, patent mining and thematic analysis help R&D personnel understand the current technical status and formulate application plans; after the technical plan is determined, patents are promptly applied for new designs, IP, trademarks, etc. Meanwhile, the Company has established the *Intellectual Property Risk Identification and Risk Management Process*, continuously conducting patent searches and compliance reviews, and carrying out risk investigation and avoidance design for relevant patents of peers to avoid the risk of infringing others' intellectual property rights and ensure the compliance of R&D achievements.

During the Reporting Period, the Company had no major intellectual property infringement incidents and successfully passed the intellectual property management system certification.

Case: FTO search thematic sharing

On August 11, 2025, the Company organized a special training on "FTO Search Thematic Sharing" for R&D and intellectual property-related personnel, delivered by the Intellectual Property Department. The training covered the basic concept of FTO (Freedom to Operate), the role of FTO reports, and practical operation steps such as search theme decomposition, search strategy formulation, patent infringement determination, and stability analysis. It further enhanced the R&D team's patent risk awareness and infringement analysis capabilities, providing solid support for technical path optimization, innovation achievement protection, and compliant market entry of products.



Intellectual Property Management System Certification



Key Performance	Unit	2025
Annual number of valid patent authorizations	Item	363
Patents by Type		
Number of authorized invention patents	Item	41
Number of authorized utility model patents	Item	34
Number of granted design patents	Item	26
Software copyrights	Item	104
Others	Item	158
Annual number of Newly Granted Patents	Item	37
Patents by Type		
Number of utility model patents	Item	11
Number of design patents	Item	9
Software copyrights	Item	13
Others	Item	4
Annual number of patent applications	Item	102

Industry exchange and cooperation

The Company has always adhered to the concept of open cooperation and actively participated in exchanges and dialogues in the global PV and energy storage industry. In 2025, by organizing thematic exchange activities on smart PV-storage and participating in industry events such as the GGII Energy Storage Industry Summit, the Company continued to deepen industrial chain synergy and won the “2025 Energy Storage Industry TOP50” award with its technological innovation strength, continuously enhancing industry influence.

Case: Hoymiles co-hosts exchange activity with BKE

In 2025, the Company co-hosted a thematic exchange activity on smart PV-storage with Vietnamese partner BKE Vietnam in Hanoi, attracting more than 70 local EPCs, installers, and investment institutions to participate. The activity conducted in-depth exchanges around Vietnam’s energy transformation trends and PV-storage market practices. The Company showcased a full range of PV-storage solutions covering household and industrial/commercial scenarios on site, building an efficient exchange platform for local industry partners, and demonstrating its technical strength and localized service capabilities in helping Vietnam’s green energy transformation.



Case: 2025 (4th) GGII Energy Storage Industry Summit

In July 2025, the Company attended the 4th GGII Energy Storage Industry Summit held in Hangzhou. With the theme of "Business Fission, Breaking the Situation and Reconstructing", the summit gathered upstream and downstream enterprises and industry experts in the energy storage industrial chain. The General Manager of the Company's China Region was invited to participate in the roundtable dialogue and shared the Company's practical experience in the energy storage field. At the summit, the Company won the "2025 Energy Storage Industry TOP50" award by virtue of its leading advantages in energy storage technology innovation and product performance, fully reflecting the industry's high recognition of the Company's comprehensive strength and market performance.



Science and Technology Ethics

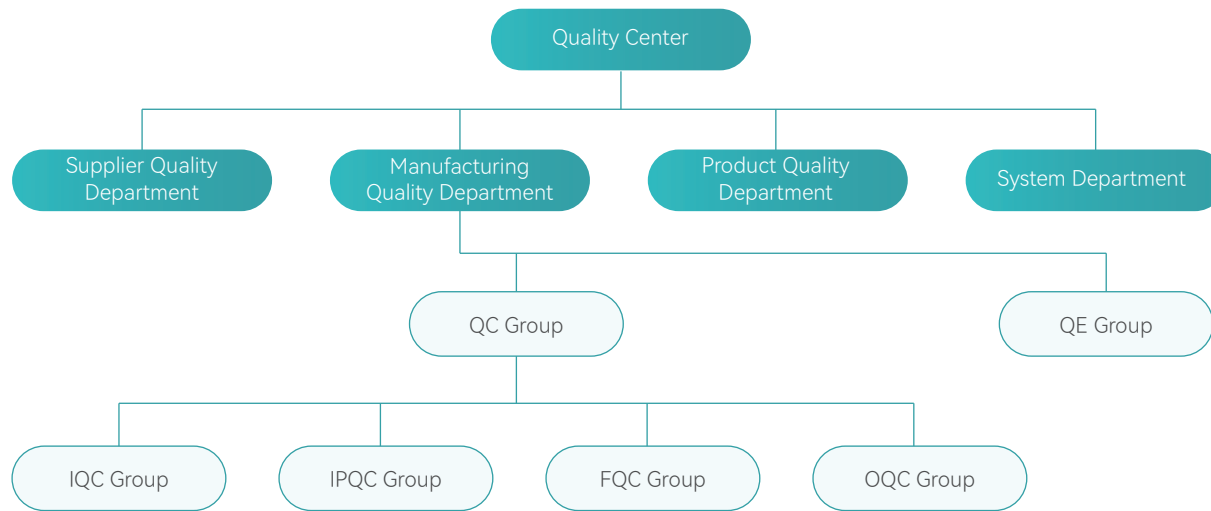
The Company has always regarded scientific and technological ethics as the inherent constraint and value orientation of technological innovation, running through the entire process of R&D, testing, and application. The Company strictly complies with national laws, regulations, and industry ethical norms, and simultaneously considers the safety, fairness, and social impact of technology during product approval and design verification stages, ensuring that technological innovation always serves the goal of sustainable development. The Company also actively advocates a responsible R&D culture, promoting green energy technology to benefit thousands of families in a safer and more credible way.

Product and Service Safety and Quality

Governance

Upholding the quality management policy of “Pursuing Excellence, Environmental Protection, Safety and Health”, the Company continuously improves the construction of the quality management system. We formulate the *Management Manual* as a guiding document in accordance with national standards, and sort out more than 80 system documents covering all links of the product lifecycle, providing institutional guarantee for the stable control and continuous improvement of product quality. In terms of organizational structure, the Company has established a Quality Center, under which the Manufacturing Quality Department is divided into the QC Group (Quality Control) and QE Group (Quality Engineering), respectively responsible for quality control and quality engineering functions, ensuring the stability, reliability, and continuous improvement of product quality.

Organization Chart of the Quality Center



Key Performance

During the Reporting Period, there were **0** major safety and quality liability accidents related to products or services.

As of the end of the Reporting Period, the Company and its subsidiaries (Zhejiang Henghe, Hangzhou Heli, Haining Hengli, and Zhejiang Hoymiles) have all obtained ISO 9001 Quality Management System Certification. During the Reporting Period, the Company organized internal quality audits and entrusted the third-party institution to complete external quality system audits, continuously strengthening the compliance and effectiveness of the quality management system.



Quality Management System Certification

Strategy

Risk Type	Risk Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Product Delivery Risk	Delayed product delivery leading to customer dissatisfaction, claims, or customer loss.	Medium	High	Short to medium term	Downstream	High	Increased non-operating expenses	Formulate reasonable production plans and schedule production based on delivery priority; the Sales Department issues shipment notices in advance to ensure smooth internal connection.
Customer Satisfaction Risk	Low customer satisfaction leading to damaged customer relationships and decreased market share.	Medium	High	Medium and long-term	Downstream	High	Decreased operating income	Ensure product quality and on-time delivery, maintain active communication with customers, and establish long-term and stable customer relationships.

Opportunity Type	Description	Probability of Occurrence	Impact Size	Impact Timeframe	Value Chain Links of Impact	Priority Ranking	Potential Financial Impact	Response Measures
Product quality opportunity	Continuously stabilize product quality through strict personnel qualification management and production process control, enhancing brand market reputation.	High	High	Medium and long-term	Operations, downstream	High	Increased operating income	Institutionalize qualification requirements for key positions, conduct regular skill training, and ensure controllable production processes and stable quality.
Management System Opportunity	Continuously identify deficiencies in the quality management system through internal audits, management reviews, and target monitoring, driving improvements in management efficiency and performance.	High	High	Long-term	Operations	High	Reduced operating costs	Incorporate quality system improvement suggestions into annual management reviews, promoting systematic resolution and standardization of cross-departmental common issues.

Impact, Risk and Opportunity Management

The Company has formulated and implemented the *Procedure for Control of Risks and Opportunities*. Through full-process management of risk identification, assessment, monitoring, and response, the Company achieves dynamic tracking and control of the entire product and service lifecycle, ensuring that all types of risks are stable and controllable.



Risk Identification

Based on past experience, industry data, and legal and regulatory requirements, use scientific analysis methods to identify potential risk points throughout the entire product and service process.



Risk Assessment

Adopt a combination of qualitative and quantitative assessment methods to prioritize risks based on key dimensions such as occurrence probability, impact severity, and detectability.



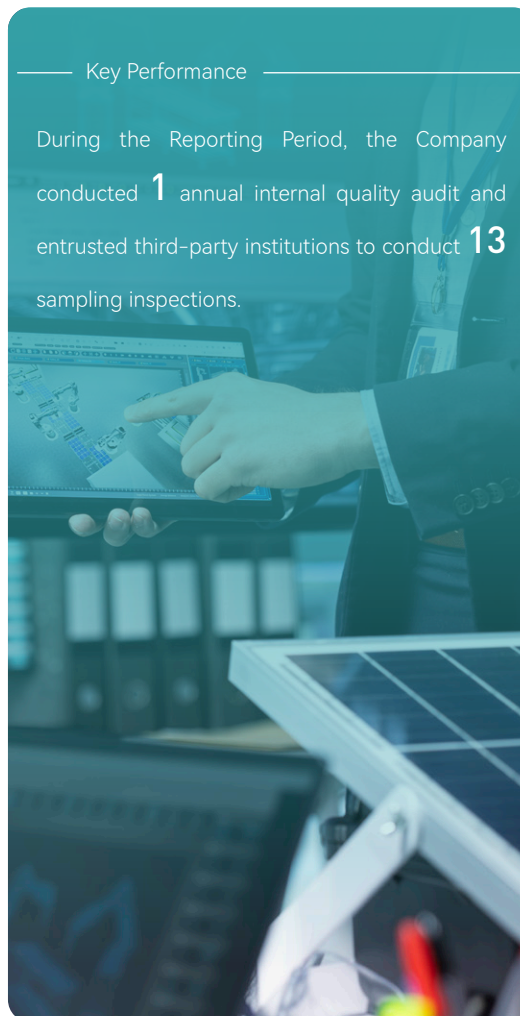
Risk Monitoring

Improve the risk monitoring system to dynamically track identified risks. Integrate production data, quality feedback, and customer complaints to grasp risk change rules, conduct regular data analysis, and respond promptly when early warning thresholds are triggered.



Risk Response

Implement differentiated control based on risk priority. For high-priority risks, establish a special team to formulate response plans and take measures such as avoidance, reduction, or transfer; for medium and low-priority risks, adopt acceptance or monitoring methods and adjust strategies in a timely manner based on risk evolution.



Key Performance

During the Reporting Period, the Company conducted **1** annual internal quality audit and entrusted third-party institutions to conduct **13** sampling inspections.

Metrics and Targets

Hoymiles regards product quality and safety as an important cornerstone for the sustainable development of the enterprise. The Company has set clear annual management objectives in areas such as core microinverter products, incorporated relevant indicators into the full-process production control and assessment system, identified quality-related departments as responsible entities, and relied on the process control and result-oriented assessment mechanism to promote the steady improvement of product quality.

2025 Management Goals	Achievement
Product Yield Rate \geq 99.9% (Hoymiles Microinverters)	✓ Achieved
Production Line First-Pass Yield (FPY) \geq 99.3% (Hoymiles Microinverters)	✓ Achieved

— Key Performance —
 During the Reporting Period, the Company's product qualification rate reached **99.99%**.

Control Measures

Product Quality Control

Centering on the entire product manufacturing lifecycle, the Company implements standardized control at four key nodes (incoming materials, production, inspection, and delivery). Through strict checks and process connection at each link, we ensure that product quality is fully controlled from the source to delivery, fulfilling quality commitments with stable and reliable product quality.

Key Node	Control Measures
Incoming material end	Strictly implement the <i>Incoming Inspection Specification</i> , conduct sampling inspections of purchased raw materials in accordance with specified proportions and standards to ensure raw materials meet technical requirements.
Production end	Conduct first-piece inspection and patrol inspection in accordance with the <i>IPQC Inspection Procedure</i> , promptly identify and correct process deviations, prevent batch defects, and ensure production process stability.
Inspection end	Conduct sampling inspections of finished products completed and warehoused in accordance with the <i>FQC Inspection Procedure</i> to verify whether product quality meets specified requirements, prevent non-conforming products from mixing into qualified warehouses, and ensure warehoused products meet delivery standards.
Delivery end	Strictly comply with the <i>OQC Inspection Procedure</i> for shipment inspection when delivering finished products, verify product identification, performance parameters, and packaging compliance to ensure qualified delivery quality.

○ Hazardous Substances Monitoring

In the procurement process, the Company focuses on suppliers' green and environmental performance, requiring suppliers to rationally utilize the natural environment and energy resources, save energy and reduce consumption, and prevent environmental pollution and ecological damage. In accordance with supplier agreements, the Company strictly enforces the EU RoHS Directive, China RoHS Directive, and IEC regulations on halogens. All products sold to the Company must be designed and manufactured in compliance with the *EU Restriction of Hazardous Substances* (RoHS) Directive, China RoHS, and IEC halogen-related regulations. The Company conducts sampling inspections of purchased raw materials in accordance with the *Incoming Inspection Specification* to ensure compliance with technical standards.

○ Digitalization Construction

The Company deeply integrates digitalization into supplier management and incorporates it into the supply chain ESG management module. Fully relying on the SRM (Supplier Relationship Management) System for business operations, we use digital means to connect links such as procurement order issuance, invoice reconciliation, and delivery order processing, achieving real-time online interaction with suppliers. The system covers the entire lifecycle process from potential supplier management to exit. Through multi-module collaboration, data reporting, and decision support functions, it improves procurement efficiency and enhances supply chain stability. The Company builds a full-process systematic framework, strengthens supplier collaboration and compliant operations, and continuously optimizes procurement efficiency relying on digital platforms.

In the production link, the Company introduces intelligent equipment and systems to achieve efficient and precise operations, ensuring stable product quality and reducing material waste. Each production node collects test information by scanning product ID barcodes, automatically identifies and intercepts defective products, reducing rework rates. This not only effectively controls product quality but also continuously improves energy utilization efficiency.

○ Product Recall Management

The Company conducts product recall management around four key links: return application, logistics processing, departmental review, and recall execution, establishing a standardized product recall management mechanism. Through offline review and decision-making, classified logistics accounting, multi-department joint review, and final approval by the President, we ensure that the recall process is standardized, orderly, and effectively implemented.

Return Application

The applicant participates in an offline review meeting, forms an analysis report and decision suggestions, and then initiates a batch product return application.

Logistics Processing

The logistics manager calculates logistics losses, distinguishing between domestic and overseas returns, and operates in accordance with relevant regulations.

Departmental Review

Departments such as Quality, After-sales, R&D, and Finance issue review opinions, which are reviewed by the Director of the Product Department. Leaders of R&D, Marketing, and other departments jointly participate in decision-making, with final approval by the President.

Recall Execution

After approval, executors promptly carry out the product recall in strict accordance with the established recall plan and operating procedures, ensuring a standardized and efficient recall process.

Key Performance

During the Reporting Period, the Company and its major subsidiaries had **no** product withdrawal or recall incidents due to health and safety reasons.

Quality Training

The Company attaches great importance to the construction of a quality talent team. In 2025, we organized a series of special training covering the entire quality control process. The training content includes professional modules such as FQC warehousing data query, post inspection procedures, process quality control, IPQC inspection procedures, OQC shipment processes, PCBA incoming inspection, product identification methods, defect case analysis, and ESD knowledge. This effectively enhanced employees' quality awareness and practical skills, providing solid support for stable product quality.

Key Performance

During the Reporting Period, the Company conducted **55** quality training sessions with a total duration of **425** hours and **418** attendances.

Product Accessibility

The Company continuously improves product accessibility, striving to provide cost-effective, diversified, and easily accessible smart energy solutions for global users. With a sound overseas market layout, the Company's products have entered many countries and regions in the Americas, Europe, Asia, etc., and have obtained multiple international authoritative certifications, providing reliable guarantees for product quality and safety. This allows global users to safely share the convenience and value brought by clean energy. Meanwhile, the Company's microinverter shipments have maintained the first place in China and the second place globally from 2021 to 2024 (2025 data not yet released), reducing the threshold for PV applications with excellent performance and affordable prices. Our product line covers microinverters, energy storage inverters, industrial and commercial energy storage all-in-one machines, energy storage systems, etc., which can meet the diverse needs of different scenarios and user groups.



Customer Service Guarantee

Adhering to a customer-centric approach, the Company provides efficient and reliable full-lifecycle services for customers through professional teams and digital platforms, continuously improving customer satisfaction and brand reputation.

Customer Service Management

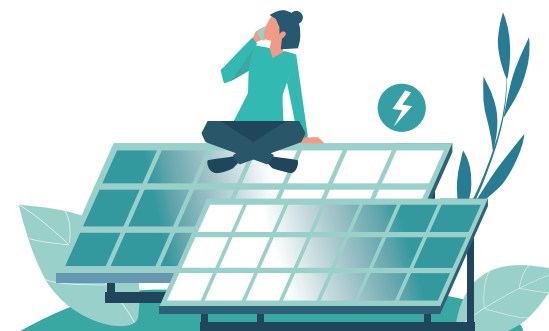
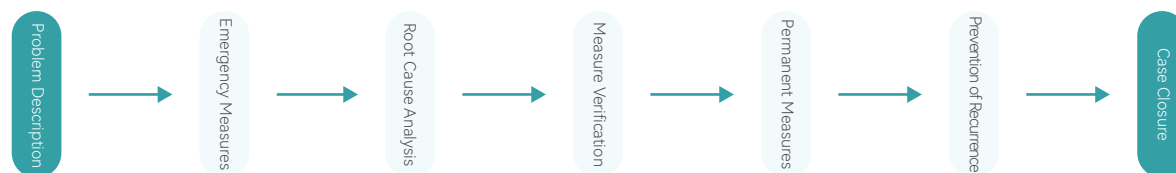
The Company builds a digital and refined customer service management system relying on CRM (Customer Relationship Management) System, after-sales service platform, and customer satisfaction analysis tools. On this basis, the Company establishes and dynamically updates customer information files, builds a customer hierarchical management model, forms accurate user portraits, and achieves precise identification of customer needs and differentiated matching of services.

In addition, the Company deeply cultivates the global clean energy market, building a global service network covering the PV and energy storage fields. We have set up comprehensive operation centers in four core overseas regions, forming a collaborative model of “regional management + localized service”. Relying on localized teams and multilingual support, we provide full-lifecycle and professional services for global customers.

Management of Customer Complaint

To standardize customer complaint management, the Company has formulated the *Customer Complaint Handling Process and Rules*, clarifying that the Technical Service Center takes the lead in organizing relevant responsible units to handle service-related complaints and major product quality issues, and coordinates customer comfort. According to the complaint region, product model, and problem nature, the Company classifies and manages complaint levels and handling time limits. When necessary, we temporarily set up a special working group for complaint handling to ensure rapid and effective response to problems. Meanwhile, the Company proactively listens to customer demands and provides timely feedback through channels such as communities, user discussion groups, and forums, continuously improving complaint handling efficiency and customer satisfaction.

Customer Complaint Handling Process



Customer Service Training

The Company has always regarded customer service training as an important means to improve service quality. The Technical Service Center regularly collects various training needs and provides product empowerment through a combination of online and offline training activities. The training targets sales personnel and customers, covering the entire pre-sales and after-sales process. While improving the professional quality and service capabilities of the sales team, it helps customers deeply grasp product knowledge and usage methods, continuously optimizing the customer experience and consolidating customer service competitiveness.

Case: Hybrid inverter WTS training

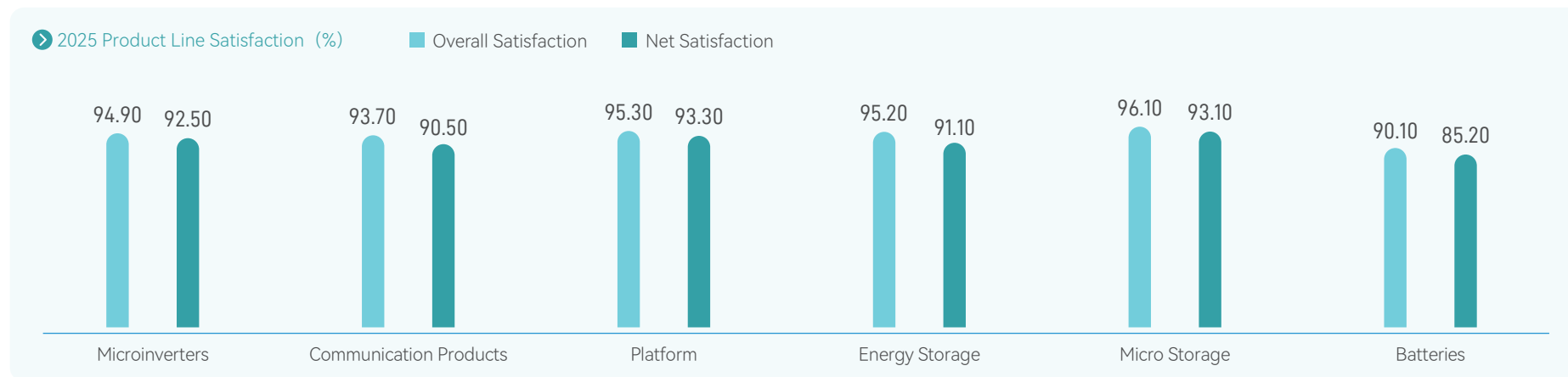
On May 20, 2025, the Company organized a special Hybrid Inverter WTS activity in Monterrey, Mexico, attracting 20 customers to participate. During the activity, technical personnel provided systematic explanations on the Hybrid Inverter WTS technology and new products. To deepen customer engagement, the Company simultaneously granted participating customers priority testing rights for new products, further enhancing customer recognition and trust in the Company's products.



Customer Satisfaction

The Company attaches great importance to improving customer satisfaction, formulated the *Customer Service Satisfaction Management Specifications*, and clarified that the Technical Service Center is responsible for implementing customer service standards, submitting service process records, and original customer feedback data. Through process documentation and data traceability, it ensures the compliance of frontline services.

The Company has established a regular customer satisfaction survey mechanism, continuously optimizing the customer experience through a multi-channel and hierarchical feedback collection system. For one-time service customers, the Company conducts follow-up visits via phone or electronic questionnaire within 24 hours; for long-term cooperative customers, the Company conducts targeted surveys every six months to systematically collect opinions from all parties. Relying on an intelligent analysis system, the Company conducts in-depth mining of collected data to form professional analysis reports. It incorporates customer satisfaction indicators into individual and team performance assessments, with supporting rewards and punishments, realizing full-process closed-loop management of “collection - analysis - improvement - assessment” and continuously promoting the improvement of service quality.



Responsible Marketing

The Company has always adhered to the concept of responsible marketing, strictly standardized marketing activities, and resolutely eliminated false advertising, misleading promotion, and acts of infringing on user privacy. For marketing content, the Company conducts reviews of materials before release to ensure compliance with national laws, regulations, and channel requirements; for customer privacy, the Company strictly complies with personal information protection laws and regulations, ensuring that all customer cases and user reviews obtain written authorization from the parties involved, and that information is true and traceable.

To ensure the effective implementation of various control requirements, the Company organized a special training camp for Country Managers targeting the marketing system. The training adopts a combination of centralized teaching, group discussions, post-training practice, and online assessments, integrating the concept of responsible marketing into the capacity building of management, and covering all personnel involved in the full-value chain marketing. It continuously strengthens marketing compliance awareness, promotes standardized operation of channels, and improves the ability to conduct compliance reviews of promotional content.

Responsible Marketing Measures



Authentic Promotion

Ensure truthfulness and transparency when promoting product components and efficacy; do not exaggerate publicity; eliminate the fabrication of product performance, functions, and quality data (such as power generation capacity, conversion efficiency, service life, etc.).



Green and Social Marketing

Promote environmentally friendly and low-carbon products, and convey positive environmental protection concepts and positive social values.



Employee Training and Assessment

Conduct regular training on ESG, compliant marketing, and laws and regulations for marketing personnel; incorporate compliance indicators into assessments.

Key Performance

During the Reporting Period,

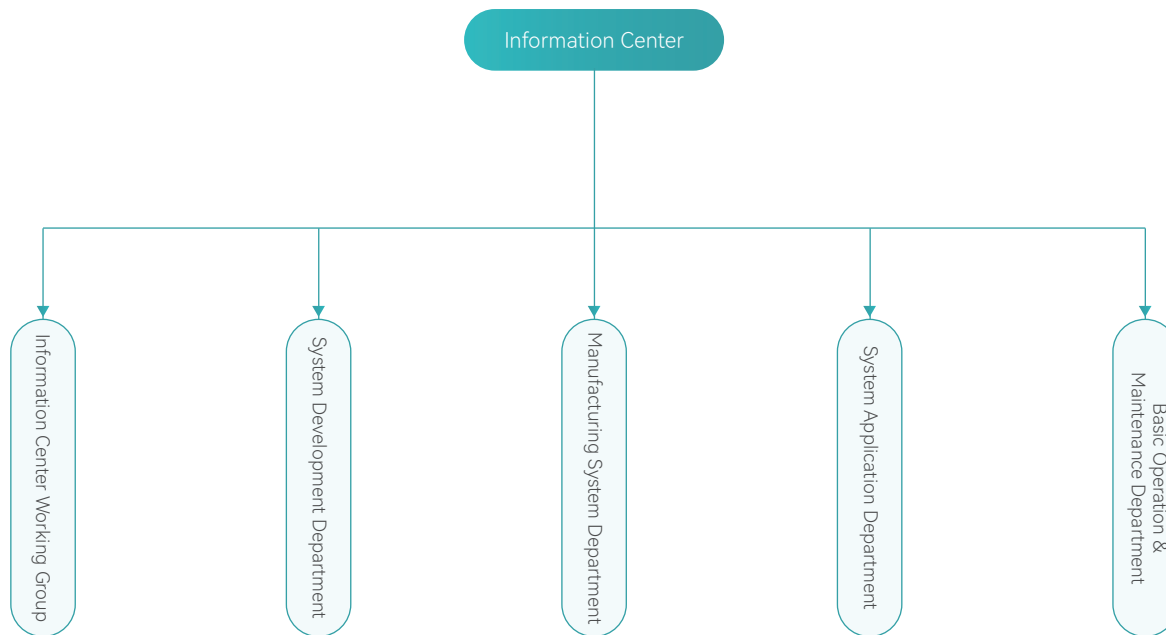
Total number of violations of regulations or voluntary codes concerning marketing communication (including advertising, promotion, and sponsorship): **0**.

Data Security and Customer Privacy Protection

Data Security Management

The Company strictly complies with the requirements of relevant laws and regulations such as the *Cybersecurity Law of the People's Republic of China* and the *Data Security Law of the People's Republic of China*, formulated the *Information Security Management Measures*, and clarified specific requirements for remote work, email and communication tool usage, etc., to ensure the confidentiality, integrity, and availability of data. Meanwhile, the Company has built a unified governance structure led by the Information Center with coordination from various departments, ensuring the orderly implementation of information security. As of the end of the Reporting Period, the Company has obtained ISO 27001 Information Security Management System Certification. During the Reporting Period, the Company had no information security or data leakage incidents.

Information Security Governance Structure



Information Security Management System Certificate

Data Security Risk Management

To ensure business continuity and minimize the impact of information security incidents, the Company has established a full-process management system covering risk identification, risk assessment, risk disposal, and risk management, comprehensively safeguarding the security of information assets and building a solid defense line for information asset security, effectively ensuring the security and integrity of the Company's operational data.



Risk Identification

Fully identify and register seven categories of information assets (personnel, physical, software, data, documents, services, intangible assets), forming the *Information Asset Identification List* and *Important Asset List*.



Risk Disposal

For unacceptable risks, the Company formulates the *Risk Handling Plan*, determining the urgency of control measures based on implementation index priorities. Adopt disposal methods such as control, acceptance, avoidance, and transfer, and prioritize handling urgent risks to ensure risks are reduced to an acceptable level.



Risk Assessment

Adopt standardized assessment methods to calculate asset importance values from four dimensions: confidentiality, integrity, availability, and business impact. Determine risk levels (Level 1-5) by analyzing threat occurrence frequency and vulnerability utilization rate, and identify high-risk (unacceptable risk) items.



Risk Management

Establish a continuous improvement mechanism, including regular assessments, special inspections (penetration testing, security scanning), and business continuity guarantees, forming closed-loop management.

Case: Penetration Risk Testing

On December 6, 2025, the Company invited an external professional security service organization to conduct a penetration test on its official website, comprehensively assessing the website's security vulnerabilities. The test identified two low-risk security configuration issues, and the overall security status of the system was good, with a comprehensive rating of "low-risk system". This test further verified the effectiveness of the existing security protection measures for the Company's official website.

Emergency Response Plan

To effectively respond to information security risks, the Company has formulated the *Business Continuity Management Plan*, which clarifies emergency measures and backup measures for business interruptions. When the system is significantly affected or interrupted, the Information Department and relevant departments shall immediately take emergency measures and carry out recovery work for the information system in accordance with the plan to ensure the continuous operation of business activities; meanwhile, complete accident handling records in accordance with the *Information Security Incident Management Procedure*, including investigation and analysis of the cause of business interruption, statistics of losses caused by business interruption, corrective measures taken, and preventive measures.

Data Security Audit

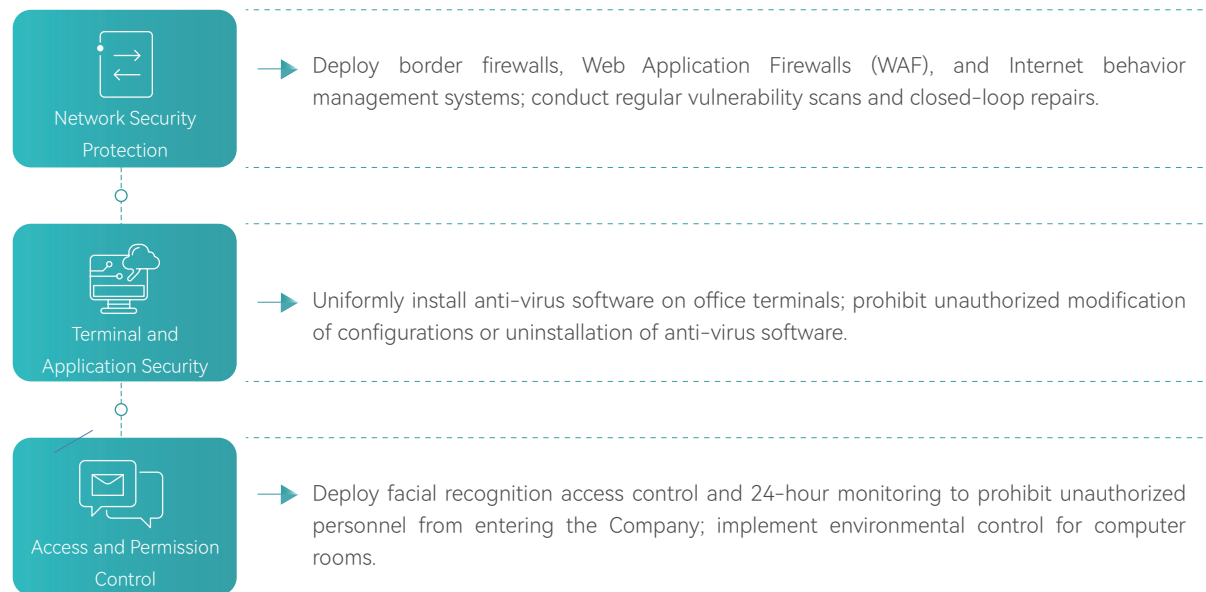
The Company attaches great importance to data security audit and continuously promotes the optimization of the information security management system. In September 2025, the Company completed the annual supervision audit of the information security management system, forming six improvement suggestions regarding the physical environment, system permissions, asset valuation, etc., and formulated rectification plans for each item to promote implementation. As of the end of the Reporting Period, all relevant improvement items have been fully implemented.



Data Security Practices

To fully ensure the Company's data security, the Company has formulated and implemented a series of guarantee measures. By deploying border firewalls, conducting regular vulnerability scans, and implementing continuous security supervision, the Company ensures the confidentiality, integrity, and availability of various information, laying a solid foundation for the stable operation of the business.

Data Security Management Measures



Case: Information Security Training

On June 24, 2025, the Information Center organized an information security training for all employees of the Company. The training content included basic concepts and principles of information security, potential risks, and information security laws and regulations to be followed. This training effectively enhanced all employees' awareness of information security prevention, improved their ability to identify information security risks, and further strengthened the Company's information security defense line.



Customer Privacy Protection

The Company strictly complies with the *Personal Information Protection Law of the People's Republic of China*, formulated the *Privacy and Personal Information Protection Management Procedure*. When collecting and using customers' personal information, it clearly informs the purpose and obtains authorized consent, and adopts protective measures such as encryption and de-identification for sensitive personal information. The Company has established a least privilege access control mechanism, and shall not share personal information with third parties without customers' authorization. Meanwhile, it safeguards customers' legitimate rights to inquire about, correct, and delete their personal information. The Company regularly conducts personal information security impact assessments and promptly informs customers in the event of security incidents to ensure the safety of customers' privacy.

Key Performance

During the Reporting Period, the Company had no data security incidents or customer privacy leakage incidents.

Supply Chain Security

Supply Chain Management System

To standardize the full-process procurement management, the Company has formulated documents such as the *Sustainable Procurement Policy*, *Qualified Supplier Management Operating Measures*, and *Supplier Development Operating Management Measures*, with the Purchasing Department coordinating supplier development, procurement execution, and other work. Meanwhile, it fully utilizes the SRM (Supplier Relationship Management) System for supplier management, realizing online processing of businesses such as procurement order issuance, invoice reconciliation, delivery orders, and carton label barcodes, improving the efficiency of collaborative management between procurement and suppliers.

Key Performance Indicators	Unit	2025
Total Number of Suppliers	Unit	308
North China	Unit	15
Northeast China	Unit	4
East China	Unit	121
Central China	Unit	26
South China	Unit	107
Southwest China	Unit	21
Northwest China	Unit	14

Full Lifecycle Management of Suppliers

The Company continues to strengthen full-lifecycle supplier management, building an organizational structure led by the Purchasing Department, with the R&D Center, Quality Center, and other departments performing their respective duties and collaborating. It has established a full-process management mechanism covering supplier screening, evaluation, assessment, and exit, continuously improving supply chain stability and comprehensive management level.



Supplier Access

Comprehensively assess supplier qualifications and capabilities through market research, etc.; approved suppliers are filed through system approval and included in the qualified supplier list for management.



Supplier Assessment

Establish a monthly, annual, and project-specific quantitative evaluation system, grading suppliers based on core indicators such as quality, delivery time, and price. Assessment results are directly linked to cooperation policies, and unqualified suppliers are required to improve within a time limit.



Supplier Exit

Initiate qualification review for suppliers in cases such as continuous unqualified quality, major quality/delivery issues, supply of counterfeit products, or unqualified annual assessments. Complete the exit process after approval through the OA system.

Supplier ESG Management

The Company has formulated and implemented systems such as the *Sustainable Procurement Policy*, incorporated ESG-related requirements into the contractual terms of the *Procurement Framework Agreement*, and built a Corporate Social Responsibility (CSR) evaluation framework covering the entire supply chain to strengthen compliance constraints on suppliers. On this basis, the Company urges suppliers to sign the *Supplier Code of Conduct*, regularly conducts supplier self-assessments and sustainable development training, and continuously promotes sustainable practices. Meanwhile, the Company incorporates internal sustainable procurement training into the performance assessment of purchasing personnel, and promotes capability improvement through an incentive mechanism for outstanding suppliers, helping the supply chain achieve high-quality and sustainable development.

The Company officially joined the United Nations Global Compact (UNGC) in November 2024 and made a public commitment to sustainable procurement.

Integrity Supply Chain

The Company continues to promote supply chain due diligence, clearly stipulates business integrity clauses in supplier contracts, and incorporates anti-corruption and anti-commercial bribery requirements into compliance assessment scope, ensuring that all partners strictly abide by the Company's business ethics standards. Meanwhile, through regular integrity training, the Company continuously enhances suppliers' compliance awareness, jointly building an honest, compliant, and transparent integrity industrial chain.

Key Performance

During the Reporting Period, the signing rate of the Supplier Integrity Agreement was **100%**.

Responsible Supply Chain

Adhering to the concept of a responsible supply chain, the Company strictly requires suppliers to abide by social responsibility guidelines, respect employees' human rights and dignity, ensure fair working conditions, prohibit forced labor, child labor, and discriminatory behaviors, standardize working hour management, pay salaries and benefits in full in accordance with the law, and safeguard employees' freedom of association and collective bargaining rights. Meanwhile, suppliers must implement occupational health and safety management, provide a safe and healthy workplace, establish a sound management system, and appoint social responsibility representatives to promote the fulfillment of supply chain responsibilities.

In addition, the Company is committed to purchasing high-quality products and services, and promises not to purchase or use conflict minerals in product manufacturing. It has formulated the *Conflict Minerals Control Policy*, requiring suppliers to conduct supply chain due diligence in accordance with the OECD Guidelines to eliminate minerals from conflict-affected regions.

Key Performance Indicators	Unit	2025
Number of Suppliers Certified under Quality Management Systems	Unit	206
Number of Suppliers Certified under Environmental Management Systems	Unit	172
Number of Suppliers Certified under Occupational Health and Safety Management Systems	Unit	172
Number of Suppliers Suspended due to Non-compliance	Unit	0
Number of Suppliers Participating in On-site Corporate Social Responsibility (CSR) Audits	Unit	58

Green Supply Chain

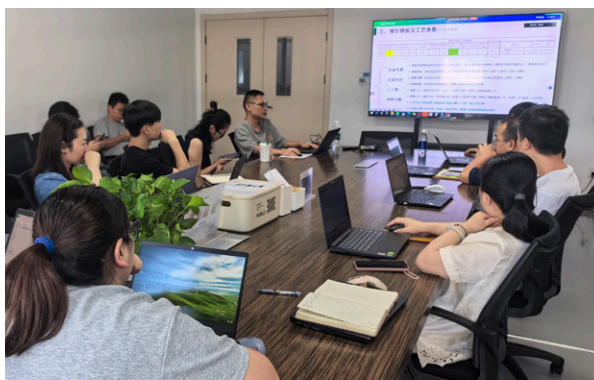
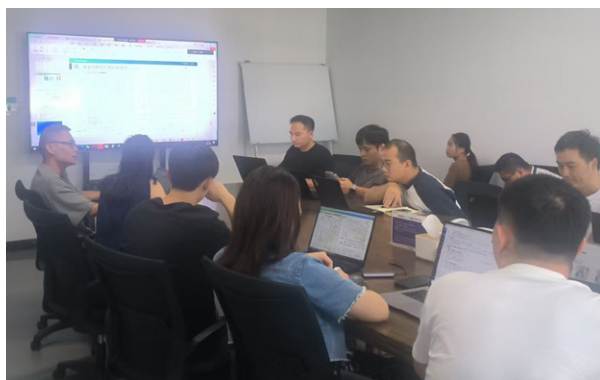
Hoymiles actively builds a green supply chain, promoting suppliers to comply with environmental laws and regulations, establish ISO 14001 Environmental Management System, obtain and update environmental permits and qualifications. It also urges suppliers to strengthen the control of various pollutants, ensuring that their products and services comply with the EU REACH Regulation and RoHS Standards, and minimizing impacts on the environment and communities. Meanwhile, the Company prioritizes the procurement of low-carbon and environmentally friendly products and services, guiding suppliers to save resources and use renewable energy, and jointly promoting efficient resource utilization and pollution prevention. During the Reporting Period, the Company successfully obtained the Green Supply Chain Management System Certification.



Green Supply Chain Management System Certificate

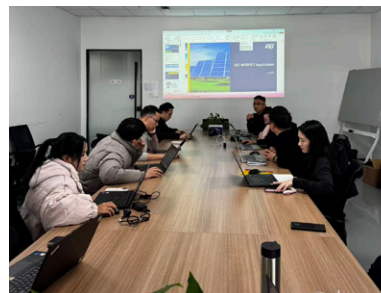
Supplier Training

To improve suppliers' awareness and management level of sustainable development, the Company actively conducts special supplier training. During the Reporting Period, the Company invited representatives from 23 suppliers to participate in special training on sustainable procurement, providing systematic explanations on sustainable procurement standards, management requirements, and practical methods. It consolidated the training results through in-class interactive exchanges, further building consensus on sustainable development in the supply chain and laying the foundation for the construction of a green and low-carbon industrial chain.



Supply Chain Resilience Construction

To continuously improve supply chain resilience and stable operation capabilities, the Company strengthens supply-demand collaboration and enhances risk resistance and sustainable development capabilities through measures such as holding regular monthly supplier quality meetings, conducting on-site improvement audits, and participating in technical seminars. During the Reporting Period, the Company organized personnel to conduct monthly meetings and abnormal improvement audits at suppliers' sites, sorted out and summarized suppliers' quality monthly reports and on-site audits of spraying processes, forming SQE (Supplier Quality Engineer) business trip reports to achieve closed-loop management of problems; it also actively held STM technical seminars to strengthen technical exchanges and process improvement.



STM Technical Seminar

Equal Treatment of Small and Medium-Sized Enterprises

The Company strictly complies with regulations such as the *Regulations on Ensuring Payments to Small and Medium-Sized Enterprises*, pays amounts owed to SMEs on time, and actively safeguards the legitimate rights and interests of SMEs in the upstream and downstream of the supply chain. As of the end of the Reporting Period, the Company and its holding subsidiaries had no overdue payments without justifiable reasons, nor did they have accounts payable (including bills payable) exceeding RMB 30 billion or accounting for more than 50% of total assets.



04

Good Life

Hoymiles has always adhered to the original aspiration of social responsibility, effectively safeguarding employees' legitimate rights and interests, building a solid line of defense for occupational health and safety, and actively engaging in social welfare undertakings, promoting the coordinated and sustainable development of the enterprise, employees, and society through practical actions.



+ SDGs Responded



- Protection of Employees' Rights and Interests
- Occupational health and safety
- Public Welfare

Protection of Employees' Rights and Interests

Talent Attraction and Recruitment

The Company extensively attracts outstanding talents through standardized and transparent recruitment mechanisms and broad development platforms, laying a solid talent foundation to empower the enterprise's sustainable development.

Recruitment Management

The Company strictly complies with relevant laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, formulated the Recruitment Management System, and conducts recruitment in accordance with the principles of "fair competition, merit-based admission, preferring quality over quantity, and internal priority". In terms of organizational division of labor, the Human Resources Center is responsible for recruitment management and channel maintenance, while user departments assist in internal recommendations and resume screening. All departments cooperate with each other to ensure the recruitment process is standardized, transparent, fair, and impartial, providing high-quality talent support for the enterprise's sustainable development.

Key Performance

As at the end of the Reporting Period, the Company had a total of **1,925** employees, including **1** employee with disabilities, **69** employees from ethnic minority groups, and **90** foreign employees.

The labor contract signing rate of the Company in 2025 was **100%**

Employee Composition Metrics		Unit	2025
By Gender	Male	Person	1,278
	Female	Person	647
By Education Background	College Degree or Below	Person	607
	Bachelor's Degree	Person	926
	Master's Degree	Person	370
	Doctoral Degree	Person	22

The Company actively builds diversified recruitment channels and continuously expands talent introduction paths. Internally, we implement open competition and employee recommendation mechanisms to effectively stimulate organizational vitality; externally, we integrate resources from online recruitment platforms, campus recruitment, industry exhibitions, and professional human resources institutions to achieve wide coverage of talent sources. For unsuccessful candidates, the Human Resources Center uniformly includes them in the talent pool for standardized management, reserving high-quality talent resources for the Company's development.



On-Campus Recruitment



Diversity, Equality and Inclusivity

The Company adheres to the principles of compliant employment and equal pay for equal work, formulated the *Anti-Discrimination and Harassment Management System*, *Anti-Forced Labor Management System*, and *Child Labor and Juvenile Worker Protection System*, safeguarding employees' basic rights and interests at the institutional level. The Human Resources Center is responsible for system promotion and complaint channel management, while user departments assume daily supervision responsibilities. Through division of labor and collaboration, they promote the effective implementation of systems, creating an equal, diverse, and inclusive working environment. During the Reporting Period, the Company had no violations such as child labor employment, forced labor, employment discrimination, or workplace harassment.

Ensure fairness, openness, and impartiality in recruitment, employment, training, promotion, and salary and benefits, without any discrimination based on race, age, gender, sexual orientation, ethnicity, geographical region, disability, religion, political affiliation, or other factors.

Oppose any form of physical punishment, mental or verbal insult, and adopt a zero-tolerance attitude towards any form of workplace harassment.

Abide by labor standards of the countries and regions where the Company operates, prohibit forced labor (including prison labor, contractual labor, and any other form of forced labor), and require business partners to comply with the same requirements.

Strictly implement laws and regulations such as the *Regulations on Prohibiting the Use of Child Labor* issued by the State Council, and incorporate the requirement of prohibiting child labor into the *Supplier Code of Conduct*.

If a minor is mistakenly recruited, the Company will immediately adjust their position, restrict labor intensity, pay social insurance in accordance with the law, and provide free vocational training and special health checks.

Training and Development

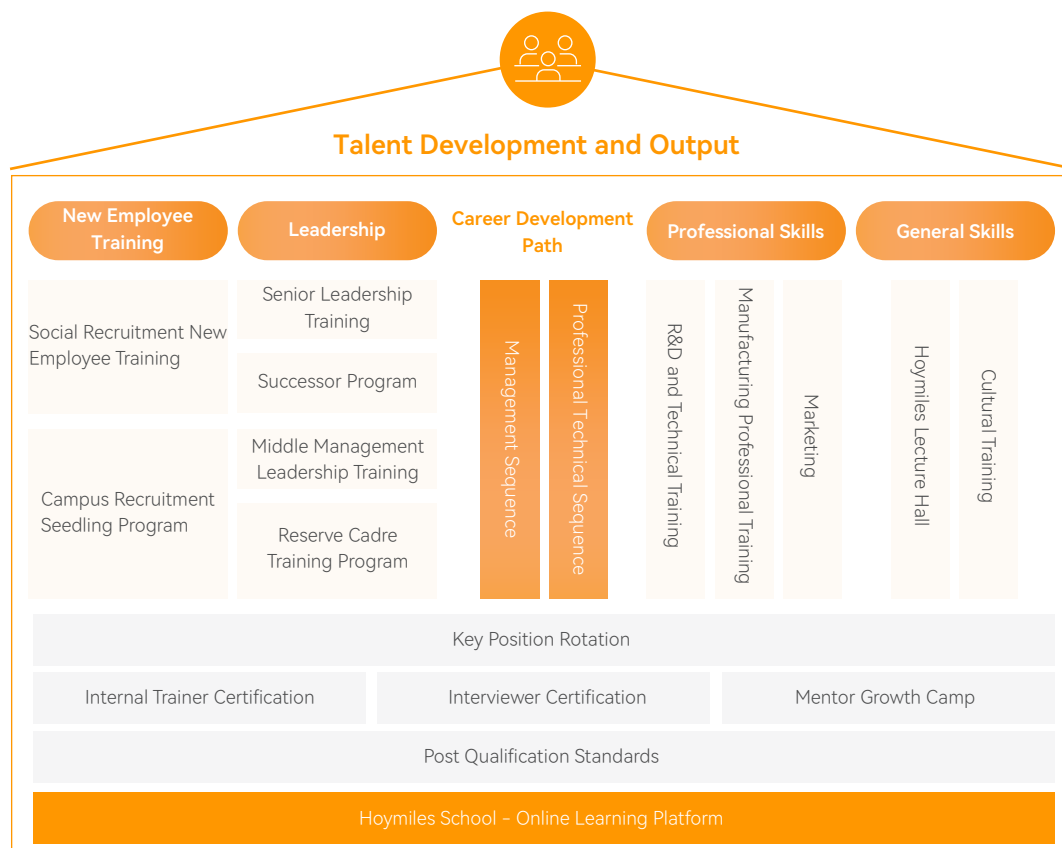
The Company cares about employees' growth and career development, continuously improves the talent training mechanism, broadens career development paths, and helps employees improve their professional quality and achieve common growth with the enterprise.



Employee Training

To build a high-quality and professional talent team, the Company has established and improved the talent training mechanism, successively formulated multiple systems such as the *Training Management System* and *New Employee Mentor Management System*, and built a hierarchical and classified training system covering new employee integration, professional improvement, management advancement, general capabilities, and leadership training, providing strong support for employees' growth and career development.

Training and Development System of Hoymiles



Types of Training	Frequency	Target Group
New Employee Training	Once a month	As needed
Leadership Training	Once a year	Cadres
Skill Training	As needed	Frontline Personnel
Work Safety Training	As needed	Frontline Personnel

Internal Trainer Management

The Company formulated the *Internal Trainer Management System*, standardizing the selection, training, teaching, and incentive mechanisms for internal trainers. It fully activates internal professional talent resources, promotes knowledge precipitation, experience inheritance, and skill sharing, providing strong support for talent training. As of the end of the Reporting Period, the Company had 30 internal trainers.

Online Learning Platform

Relying on the Hoymiles School online learning platform, the Company integrates diversified learning resources such as course videos, document materials, and case analyses, creating flexible and convenient online learning channels for employees. Meanwhile, the platform has built a scientific learning management system, realizing the visualization of learning outcomes through learning points, progress tracking, and completion certificates. It helps employees grasp their learning progress in real time, improve learning efficiency, and continuously cultivate their independent learning ability and comprehensive competitiveness.

Courses on Hoymiles School

01 New Employee Zone

- New Employee Training Courses
- Rules and Regulations Courses, etc.
- Personal Development Planning

02 Professional Specialized Learning

- Product
- Sales
- R&D
- Production, etc.

03 Market Insight

- Market Monitoring Courses, etc.

04 Cultural Values

- Hoymiles Development History
- Brand Concepts, etc.
- Founder's Talk

05 Leadership and Management

- Primary-Level Management
- Middle Management
- Senior Management

06 General Workplace Skills

- Professional Conduct
- Internal Sharing, etc.
- English Learning

Key Performance	Unit	2025
Total Investment in Employee Training	RMB 10,000	83
Employee Training Investment per Million Yuan of Operating Revenue	RMB 10,000/RMB 1 million	0.043
Number of Employee Training Sessions	Sessions	24
Total Number of Employees Trained	Person	1,200
Total attendance in training	Attendance	1,520
Employee Training Coverage Rate	%	62.34
Total Training Hours	Hour	8,083



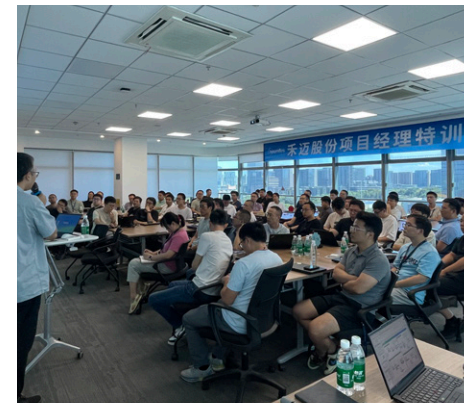
Product Manager Training Camp



Country Manager Training Camp



Seedling New Power Training Camp



Project Manager Training Camp

Career Development

The Company has always attached great importance to employees' career growth, taking system construction as the starting point to continuously improve the career development system. By formulating the *Organization Management System* and *Cadre Management System*, we have built three major career development channels: management, professional, and operational. We clarify the qualifications and processes for position promotion, smooth diversified promotion paths, provide clear and accessible growth directions and broad development space for various talents, and strive to build a development platform for employees to grow together with the enterprise.

Meanwhile, the Company formulated the *Transfer Management System*, clarifying the processes for changes such as transfer and promotion. Centering on business development needs, we scientifically and reasonably adjust employees' positions and work locations in combination with their professional strengths and ability performance, realizing person-job fit and full utilization of talents.

During the Reporting Period, the Company built a post qualification system, selected key positions such as the R&D Center and Marketing Center to carry out pilot certification, jointly established standards with business experts, and applied them to scenarios such as recruitment, talent inventory, and promotion. It connects the entire process of "selection, employment, training, and retention", provides clear career development channels for employees, and further stimulates talent vitality and improves organizational efficiency.

Specific Positions/Ranks						
Class of Position	Management Positions (M)		Professional Positions (P)		Operational Positions (O)	
	Level	Role	Level	Role	Level	Role
21	M5	Senior management	P6	Chief Expert/ Chief Scientist		
20	M4					
19	M4					
18	M3					
17	M3					
16	M2	Middle Management	P4	Expert		
15	M2					
14	M1	Primary Management				
13	M1					
12	M1					
11	M1					
10						
9			P2	Independent Worker	O3	Technologist
8						
7						
6			P1	Beginner	O2	Technician
5						
4						Senior General Worker
3					O1	Intermediate General Worker
2						Junior General Worker
1					I	Intern

Remuneration and Benefits Management

The Company is committed to building a fair, efficient, and market-competitive compensation and incentive mechanism, continuously optimizing welfare guarantees, carefully safeguarding employees' vital interests, and helping the enterprise and employees move forward hand in hand.

Compensation Management

The Company formulated the *Compensation Management System* and implemented a leading compensation strategy. Every year, combining industry compensation levels and market trends, it regularly conducts compensation market competitiveness assessments to ensure that the compensation system has both external competitiveness and internal fairness. Taking employees' value contribution as the core basis, the Company scientifically verifies compensation standards, builds a diversified compensation structure aligned with the market and employees' development, gives full play to the incentive and guarantee role of compensation, and continuously stimulates employees' creativity and work enthusiasm.



Compensation Structure

- Basic Salary (determined with reference to Hangzhou's minimum wage standard)
- Post Salary and Allowances (determined based on the position and individual employee circumstances)
- Overtime Pay (determined in accordance with the Company's overtime regulations)
- Performance Bonus (determined based on the completion of employees' monthly work plans)
- Commission (calculated in accordance with the Marketing Center's system)
- Subsidies (transportation subsidy, meal subsidy, business trip subsidy, communication subsidy, etc.)

○ Instant Employee Incentives

To timely reward and positively guide employees' work behaviors and results, based on the *Employee Behavior Reward and Punishment Management System*, the Company formulated the *Instant Incentive Management Principles*. Each department formulates instant incentive plans and establishes incentive ledgers, while the Human Resources Center tracks implementation and promotes excellent cases, fully stimulating employees' work enthusiasm.

○ Employee Stock Ownership Incentive

The Company actively builds a long-term incentive and restraint mechanism, and through the implementation of an equity incentive plan, deeply binds employees' personal growth with the company's long-term development, fully mobilizing the enthusiasm and creativity of core backbones. During the Reporting Period, the Company completed the reserved grant of restricted stock, granting 345,888 restricted shares to 24 eligible incentive objects at a grant price of RMB 83.79 per share.

—— Key Performance ——

During the Reporting Period, the Company's average salary per employee was RMB **270.800** thousand, with each employee generating RMB **1.0037** million in revenue.

Employee Benefits

To fully stimulate employees' potential, the Company formulated the *Welfare Management System*, establishing and improving a diversified and multi-level welfare security system, effectively enhancing team cohesion and centripetal force. On the basis of legally implementing basic guarantees such as five social insurances and one housing fund, the Company provides various supplementary insurance and special allowances in combination with employees' actual needs, and regularly carries out health check-ups, birthday care, team building activities, etc., enriching employees' spare time and continuously improving their sense of belonging, happiness, and gain.

In addition, the Company strictly complies with national regulations on working hours and rest and vacation, and in combination with the nature of work and actual needs of each position, legally implements the standard work hour system, non-fixed work hour system, and comprehensive work hour system. For positions implementing the non-fixed work hour system, employees can arrange their working hours independently and flexibly with reference to the Company's working schedule; for positions implementing the comprehensive work hour system, they shall generally follow the unified working schedule during non-extended working hours, effectively safeguarding employees' legitimate rest rights and interests.

Insurance	Five social insurances and one housing fund, accident insurance, business trip insurance for overseas trips
Subsidies	Transportation fee, communication fee, meal subsidy, high-temperature subsidy, cold subsidy, dinner subsidy, taxi subsidy
Allowances	Overseas assignment allowance, resident allowance
Leave Entitlements	Statutory leave such as public holidays, annual leave, and parental leave
Team Building	Annual meeting, departmental outing
Employee Care	Birthday gifts, birthday parties, holiday gifts, health check-ups, daily snack supply
Other Benefits	Flexible work schedule, on-campus fitness club, dormitories

Key Performance

During the Reporting Period, the Company's social insurance coverage rate reached **100%**; welfare expenditures amounted to RMB **13.8339** million; the average number of paid annual leave days per employee was **6.49** days.

Performance Management

Scientific performance management is an important guarantee for enterprises to optimize talent management, stimulate organizational vitality, and achieve strategic goals. The Company has established a scientific, fair, and clearly oriented performance evaluation mechanism to continuously stimulate employees' potential.

Performance Evaluation Mechanism

To give play to the guiding and incentive role of performance and ensure the realization of the Company's strategic goals, the Company formulated the *Performance Management System*. The Human Resources Center is responsible for system implementation and daily management, and the CT of first-level units is responsible for performance evaluation and personnel management of the corresponding units. The performance evaluation system is divided into company performance, organizational performance, and individual performance, with assessments conducted on a semi-annual basis. For different evaluation levels, the Company adopts the forms of BSC (Balanced Scorecard) and PBC (Personal Business Commitment) respectively, decomposing strategic goals layer by layer to organizations and individuals. Through process management and scientific application of results, it forms a performance management mechanism with upper-lower coordination and clear powers and responsibilities, continuously stimulating organizational and employee vitality and helping the Company achieve high-quality development.

Key Performance

During the Reporting Period, the proportion of employees regularly receiving performance and career development assessments was **100%**.

Appeal and Feedback Mechanism

The Company has established and improved the performance feedback and grievance mechanism. After the performance evaluation, the direct supervisor conducts a performance interview, feeds back the evaluation results to the evaluated employee, systematically summarizes performance, analyzes shortcomings, and jointly formulates work goals and improvement plans for the next evaluation period. If the evaluated employee has objections to the evaluation results, they may first communicate with the direct supervisor; if the communication is ineffective, they may submit a written appeal to the Human Resources Center. The Human Resources Center will give a reply on whether to accept the appeal within 3 working days after receiving it, and will not accept appeals lacking objective factual basis and based solely on subjective judgment, ensuring the standardization and fairness of appeal handling.



Labor Relations Management

Labor relations management is an important cornerstone for building a harmonious enterprise, safeguarding employees' legitimate rights and interests, and achieving long-term stable development. The Company adheres to legal compliance and equal consultation, and actively builds stable and harmonious labor relations.

Labor Dispute Management

The Company strictly complies with relevant national laws and regulations on labor management, formulated the *Regulations on the Work of the Labor Dispute Mediation Committee*, and established a Labor Dispute Mediation Committee composed of employee representatives, employer representatives, and trade union representatives, which is responsible for mediating labor disputes. When a labor dispute occurs, the Committee adheres to the principle of voluntariness and non-coercion, and conducts fair mediation in accordance with the law on the basis of investigation and verification. If the mediation is successful, it guides both parties to sign a mediation agreement; if the mediation fails, it guides the parties to apply for labor arbitration. Through full-process management of pre-prevention, in-process mediation, and post-guidance, the Company effectively safeguards the legitimate rights and interests of both employees and the enterprise, creating a positive and healthy employment environment.

Employee Exit Management

To standardize employee resignation management and protect the legitimate rights and interests of the Company and resigned employees, the Company formulated the *Resignation Management System*, with the Human Resources Center responsible for resignation management, clarifying the operation processes and relevant authorities for each link of resignation. After an employee submits a resignation application, the Human Resources Center promptly conducts an exit interview to deeply understand the reasons for resignation and demands, providing a reference for optimizing the employment environment. The employee must complete the handover of work progress, documents and archives, customer information, etc., and cancel relevant system accounts before going through the resignation procedures. For employees' needs such as social insurance transfer, housing provident fund withdrawal or transfer, and personnel file transfer, the Human Resources Center provides assistance and guidance to ensure that the resignation process is standardized, smooth, efficient, and orderly.

Key Performance

During the Reporting Period, **655** employees left the Company, with a total employee turnover rate of **36.78%**.

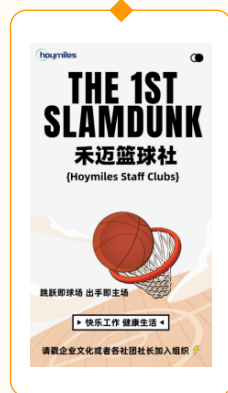
Employee Care and Communication

The Company carefully safeguards employees' vital interests and creates a harmonious, stable, and mutually supportive workplace environment with comprehensive and meticulous care services.

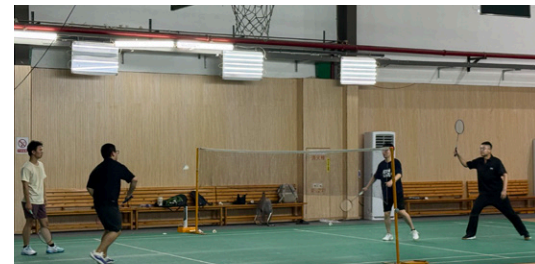
Employee Activities

The Company practices the "Happy Work, Healthy Life" philosophy, actively carries out diverse cultural and sports activities, and advocates a healthy and positive lifestyle. Meanwhile, the Company encourages employees to spontaneously form interest clubs and provides corresponding support, enriching their spare time, enhancing team communication, and continuously improving team cohesion and employees' sense of belonging.

Hoymiles Five Associations



Basketball Match



Badminton Tournament

Employee Assistance

To enhance the cohesion of the trade union organization and create a mutually supportive and friendly team atmosphere, the Company formulated the *Trade Union Condolence System*. On occasions such as employees' childbirth, marriage, hospitalization, and bereavement, the trade union arranges home visits and distributes condolence gifts and funds, promptly conveying organizational care and warmth. Through the regular condolence mechanism of "Celebrate joys, assist in difficulties, and visit the ill", the Company puts care into practice, continuously improving employees' sense of belonging and happiness.

Democratic Management

The Company strictly complies with relevant laws and regulations such as the *Trade Union Law of the People's Republic of China*, formulated the *Trade Union System and Implementation Rules for the Employee Representative Congress*, and legally established a Trade Union Committee and an Employee Representative Congress (ERC) system. As a bridge between employees and the Company, the trade union promptly reflects employees' opinions and demands and safeguards their legitimate rights and interests; the ERC is responsible for deliberating on major matters related to employees' vital interests, such as rules and regulations, compensation and benefits, and labor protection. By combining daily communication of the trade union with collective deliberation of the ERC, the Company effectively safeguards employees' rights to know, participate, express, and supervise.

To smooth employee communication channels and listen to employees' voices, the Company continuously improves communication mechanisms, enriches communication forms, and builds a multi-level and diversified employee communication platform, helping the enterprise and employees develop in the same direction and collaboratively.



Key Performance Indicators

Number of Employee Representative Congress Sessions Held

1 Time

Proposals Reviewed and Passed by the Employee Congress

1 Item

Diversified Communication Methods

Conduct monthly new employee talk sessions to understand their adaptation status and demands, and provide positive feedback.

Conduct an annual questionnaire survey to listen to employees' demands and opinions.

Host a "CEO Date" Column" to realize regular monthly one-on-one communication between employees and the General Manager.

Establish real-name and anonymous internal communication channels to ensure that employees' opinions are promptly conveyed and effectively responded to.

Protection of Women's Rights and Interests

The Company complies with the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*, formulated regulations such as the *Equal Consultation and Collective Contract Supervision and Inspection System*, established a Women Employees Committee of the trade union, and set up an Equal Consultation Committee and a Collective Contract Supervision and Inspection Committee. It fully implements the system of equal pay for equal work regardless of gender and firmly opposes any form of gender discrimination. The Company legally guarantees that female employees enjoy various statutory leave rights and interests such as prenatal check-up leave, maternity leave, paternity leave, parental leave, and accompanying leave. On the basis of safeguarding rights and interests, the Company continues to strengthen daily care: it sends holiday greetings and condolence gifts to female employees on International Women's Day, sets up a mother-and-baby room, and enriches female employees' spare cultural life through various cultural and sports activities, striving to create an equal, respectful, caring, and inclusive workplace environment.



Lactation Room



International Women's Day Celebration



Key Performance

During the Reporting Period: Proportion of Female Managers

21.91%

Number of Employees Who Enjoyed Maternity Leave

23

Return-to-Work Rate After Maternity Leave

100%

Number of Employees Who Enjoyed Parental Leave

112

Return-to-Work Rate After Parental Leave

100%

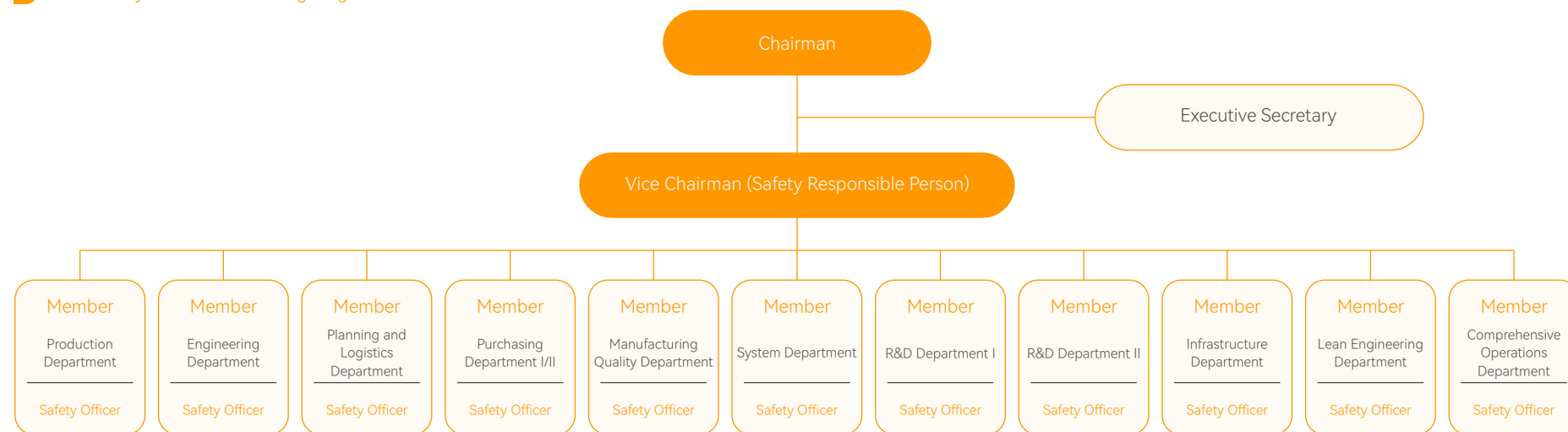
Occupational Health and Safety

Work Safety Management

The Company strictly complies with the *Law of the People's Republic of China on Work Safety*, formulated regulations such as the *Safety and Health Management System*, and implements standardized safety control over the production process to effectively safeguard employees' safety and health and prevent safety accidents and occupational hazards. Meanwhile, combining the industry's safety characteristics and its own production reality, the Company sets work safety goals, clearly defines the safety responsibilities of each department and post personnel, and strengthens implementation through a safety goal assessment mechanism to ensure the long-term, stable, and orderly operation of work safety.

In addition, the Company uses information means to unblock the work safety OA process platform, realizing online and standardized approval of key links such as construction management and engineering renovation. Through process-based control, it clarifies responsibilities and strengthens process supervision, further improving the efficiency and implementation of work safety management.

Work Safety Committee of Hengming Park



Management Level — Formulate and implement work safety management systems, and ensure work safety investment.

Employees — Comply with safety regulations, correctly use labor protection equipment, and promptly report safety hazards.

Heads of Departments — Be responsible for the work safety of the department and implement various safety measures.

As of the end of the Reporting Period, the Company and its subsidiaries (Zhejiang Hoymiles, Hangzhou Heli, Haining Hengli, and Zhejiang Henghe) have all obtained ISO 45001 Occupational Health and Safety Management System Certification.



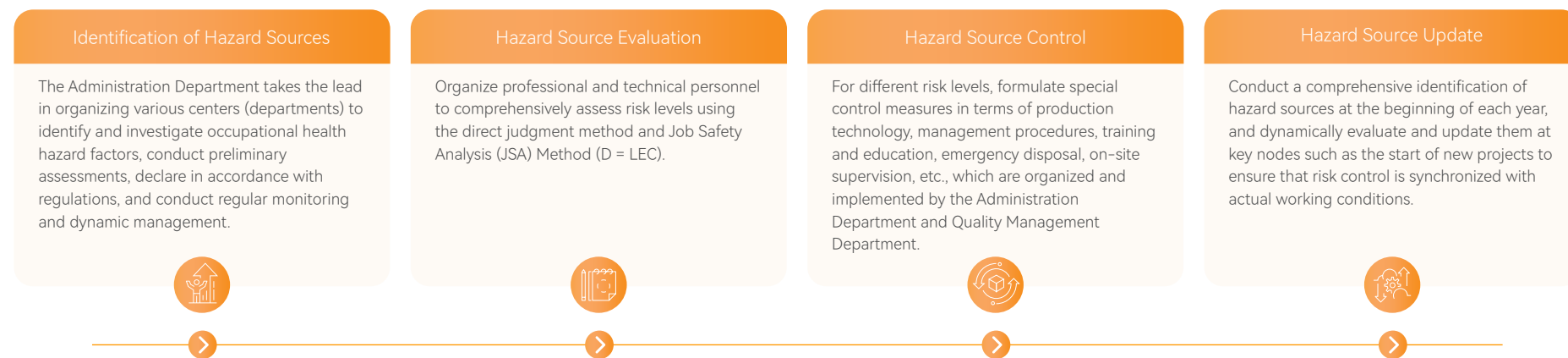
2025 Occupational Health and Safety Goals		Achievement
Organizational level	◆ No serious or above accidents throughout the year; minor injury accidents ≤ 1 case	☑ Achieved
	◆ No fire, explosion, or other accidents (economic loss ≥ RMB 5,000)	☑ Achieved
	◆ No occupational disease accidents	☑ Achieved
Department-level units	◆ ≥ 2 quarterly EHS (Environment, Health and Safety) training courses	☑ Achieved
	◆ 100% physical examination coverage for positions with occupational hazards	☑ Achieved
	◆ 1 monthly comprehensive EHS inspection; on-site potential hazard rectification rate of over 95%	☑ Achieved
	◆ 100% annual inspection coverage for special equipment	☑ Achieved
	◆ Fire evacuation emergency drills held every year	☑ Achieved

Work Safety Risk Management

The Company adheres to integrating risk control into daily operations, continuously improves emergency response mechanisms through regular risk source identification and potential hazard investigation, ensuring that all types of safety risks are preventable and controllable.

○ Hazard (Source) Identification and Control

To effectively strengthen the source control and full-process management of safety risks, the Company formulated the *Safety Risk Identification and Control System*, establishing a risk prevention and control mechanism of dynamic identification, scientific assessment, and hierarchical control, realizing advanced risk prevention and full-process control, and fully ensuring employees' occupational health and enterprise work safety.



○ Safety Hazard Assessment

The Company designates the Comprehensive Operations Department as the leading management department for potential hazard investigation, regularly organizing EHS comprehensive inspections, pre-holiday inspections, and special inspections in key areas. The scope covers production, office, R&D, and other areas, focusing on in-depth investigations of key links such as fire protection, electrical safety, chemicals, production operations, occupational health, and equipment safety, ensuring that potential hazards are detected early, rectified early, and eliminated early, and building a solid line of defense for work safety.



Safety Hazard Assessment

Key Performance

During the Reporting Period, the Company conducted **26** EHS comprehensive inspections, pre-holiday inspections, and special inspections, with a **100%** rectification rate of potential hazards.

Emergency Response

The Company has always regarded emergency disposal as a key link in safety management, continuously improving plans to ensure personnel safety and production stability. The subsidiary Hengming Electronics formulated the *Emergency Plan for Work Safety Accidents*, clarifying requirements for prevention and early warning, emergency response, and emergency support, and building a three-level emergency system (Comprehensive Plan - Special Emergency Plans - On-site Disposal Plans). It regularly conducts practical emergency drills to continuously improve the emergency disposal and collaborative rescue capabilities of all employees, ensuring rapid response and efficient disposal of sudden safety incidents.

Case: Fire Evacuation Emergency Drill of Hengming Park

On May 9, 2025, Hengming Park organized a fire evacuation emergency drill covering all employees. After the alarm was sounded, employees evacuated quickly and orderly to the assembly point according to the predetermined evacuation route. Subsequently, the volunteer fire brigade explained fire extinguishing knowledge on site, conducted operational demonstrations, and guided employees to practice fire extinguishing. This drill effectively strengthened the fire safety awareness of all employees, improved their emergency disposal capabilities, and verified the feasibility and effectiveness of the emergency plan.



Fire Evacuation Emergency Drill

Key Performance

During the Reporting Period, the Company conducted **35** safety emergency drills.

Safety Accident Handling

The Company attaches great importance to safety accident disposal and closed-loop management. After the accident is effectively controlled, under the unified command of the Emergency Command Center, the Aftermath Handling Group conducts on-site investigation and cause analysis, clarifies responsibility identification, and formulates preventive measures; at the same time, it collaborates with relevant departments to carry out facility maintenance, environmental decontamination, etc., to fully resume production. In the aftermath stage, it properly handles the comfort, pension, and insurance claims of employees' families, ensuring that the accident disposal is fully closed-loop.

Key Performance

During the Reporting Period,

Number of work safety accidents

0 case

Number of work-related deaths

0 person

Total Number of work-related injuries

6 persons

Lost days due to work-related injury

169 working days

Construction of Safety Culture

The Company upholds the safety culture concept of “Safety First, Prevention Focus” and regularly carries out activities related to improving safety awareness and operational skills. During the Reporting Period, the Company pushed various safety publicity videos through Hoymiles School to expand the coverage of learning; with the help of thematic activities such as Work Safety Month, it organized diverse safety publicity and education activities and practical drills, comprehensively improving the safety literacy and emergency disposal capabilities of all employees, and providing solid guarantee for the enterprise’s work safety.

Case: 2025 Safety Production Month Event

In June 2025, centering on the theme of “Everyone Talks About Safety, Everyone Can Respond—Find Safety Hazards Around You”, the Company planned and carried out four characteristic activities: Safety Knowledge Award-winning Quiz, Gold Medal Safety Officer PK Competition, Safety Challenge, and “Safety Matters—Find Faults”. Attendances in the activities amounted to 1,465 in total. Through vivid and interesting methods, it effectively popularized safety knowledge, improved the professional capabilities of the safety officer team, and created a strong atmosphere where everyone pays attention to safety, participates in safety, and guards safety.



Gold Medal Safety Officer PK Competition



Safety Challenge

Key Performance

Safety Education and Training Sessions

57 Session

Attendances in Safety Education and Training Sessions

941 Attendance

Total Hours of Safety Education and Training

1,882 Hours

Coverage Rate of Safety Education and Training

48.88%

Coverage Rate of Safety Risk Protection Training

48.88%

Safety Management for Related Parties

To strengthen the safety management of relevant parties, the Company formulated and strictly implemented the *Construction Safety Management System*, clarifying the safety management requirements for the entire construction process. By conducting special safety training for construction manufacturers, strengthening daily supervision and inspection of construction sites, strictly implementing construction quality and safety assessments, and handling violations in accordance with regulations, the Company ensures that the construction process is compliant, orderly, and risk-controllable.



Construction Party Safety Training



On-site Construction Safety Inspection

Management of Hazardous Chemicals

The Company formulated the *Hazardous Chemicals Storage, Keeping and Use Management System*, clarifying the process specifications for the storage and use of hazardous chemicals, establishing a hazardous chemicals intermediate warehouse, and strictly implementing requirements such as partitioned storage, special personnel management, and account records. It strictly controls risks to effectively ensure the safety of hazardous chemicals use.



Hazardous Chemicals Intermediate Warehouse



Hazardous Chemicals Management Measures



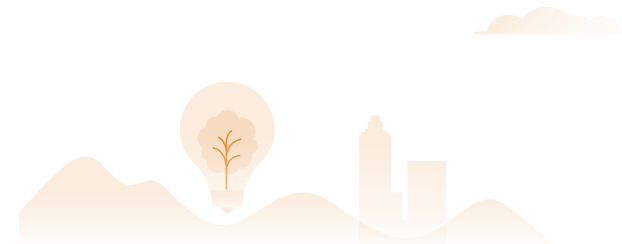
Establish a hazardous chemicals intermediate warehouse, equip with explosion-proof facilities and emergency ventilation systems, install combustible gas detectors, and only store the amount for the current shift in on-site explosion-proof cabinets.



Equip with emergency disposal supplies and protective materials (protective clothing, gas masks, protective gloves and goggles, etc.), and configure fire-fighting equipment and leakage absorption cotton on site.



Standardize the setting of various hazardous chemicals safety signs to ensure that warning information is clearly visible.

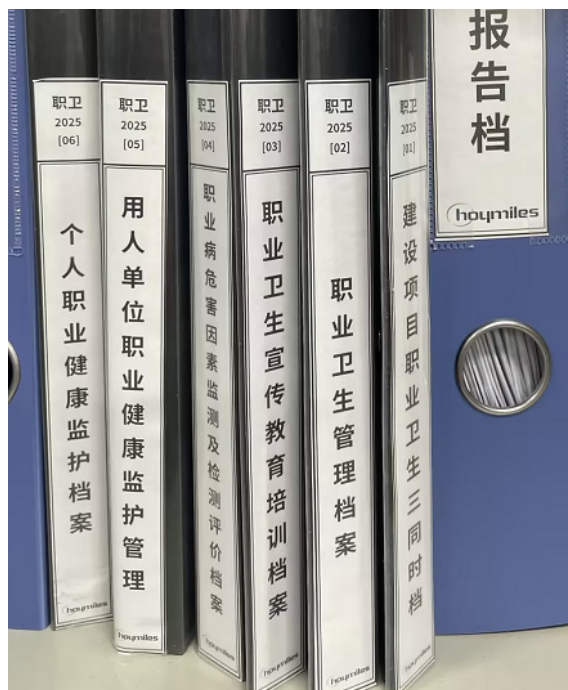


Occupational Health Protection

The Company has always attached great importance to employees' occupational health protection, established and dynamically improved occupational health ledgers and files, and systematically standardized occupational health management. In source prevention, the Company installs ventilation systems at positions with occupational hazards, posts occupational hazard notification and warning signs, and regularly hires third-party institutions to conduct occupational hazard factor testing, grasps the risks of the operating environment in real time, and continuously improves workplace conditions. In process control, it provides employees with personal protective equipment and update it regularly; promptly adjusts the positions of employees with occupational disease taboos to ensure that employees work in a safe environment. In health monitoring, it strictly implements pre-employment, on-the-job, and post-departure full-cycle occupational health physical examinations to effectively safeguard employees' physical health and life safety.



Occupational Hazard Notification Board



Occupational Health Ledgers and Files

Key Performance

During the Reporting Period,

Percentage of special operators licensed

100%

Number of employees who underwent physical examinations

1,910 persons

Coverage rate of physical examinations for employees

99.22%

Investment in work-related injury insurance

RMB **636.5** thousand

Coverage rate of work-related injury insurance for employees

99.53%

Number of new cases of new occupational diseases

0 case

 Case: Hoymiles cooperates with German public welfare organization to carry out photovoltaic reuse activities

In July 2025, the Company, in conjunction with the German public welfare organization Climate Connect, simultaneously carried out the “German Photovoltaic Reuse World Record Challenge” public welfare activity in five German cities. The activity used recycled photovoltaic modules matched with Hoymiles’ one-to-many series microinverters to successfully build about 500 balcony photovoltaic systems, effectively promoting the recycling of renewable energy. As the core technical support party, the Company provided full-process technical guidance. Its microinverters have the characteristics of high compatibility, easy installation and intelligent operation and maintenance, which can adapt to various components and realize real-time data monitoring through S-Miles Cloud. This activity empowers public welfare with technology, vividly practices the development concept of “Open Energy for All”, and solidly promotes the implementation of the concept of sustainable development.



Key Performance

During the Reporting Period,

Total public welfare investment: RMB **97.7** thousand

Rural Revitalization

The Company has always practiced the mission of "Private Enterprise Responsibility, Relieving People's Worries", actively responded to the call of the national consumption assistance policy, based on its own advantages, and helped rural revitalization and local development through measures such as procurement assistance, fulfilling social responsibility through practical actions, and demonstrating the enterprise's responsibility of relieving people's worries and repaying society.

Case: Special Procurement of Products from Targeted Support Areas

To solve the problem of unsalable high-quality pomegranates in Liangshan, Yuexi County (a targeted support area) during the harvest season, the Company actively fulfilled its social responsibility and innovatively adopted a dual-drive model of "Charity Procurement + Welfare Empowerment" to help the development of rural industries. As of the end of the Reporting Period, the Company had purchased a total of about 5 tons of Liangshan pomegranates, effectively alleviating the local difficulty in selling agricultural products, practically helping farmers increase their income, and achieving the coordinated improvement of social and enterprise benefits.



Key Performance

During the Reporting Period,
Rural revitalization investment
RMB **96.7** thousand

Appendix

Key Performance

Governance Dimension

Operating Performance

Indicator	Unit	2023	2024	2025
Total Assets	RMB 100,000,000	72.28	83.33	83.80
Operating Income	RMB 100,000,000	20.26	19.93	19.32
Net Profit Attributable to Shareholders of the Listed Company	RMB 100,000,000	5.12	3.44	-1.61
Total Taxes	RMB 100,000,000	2.86	2.12	1.28
Microinverter Sales Volume	Ten thousand units	131.88	98.62	68.59
Monitoring Equipment Sales Volume	Ten thousand units	23.75	22.93	10.90

Corporate Governance

Indicator	Unit	2023	2024	2025
General Meeting of Shareholders				
Total Number of General Meeting of Shareholders Held	Time	5	5	4
Number of Extraordinary General Meeting of Shareholders Held	Time	4	4	3
Number of Proposals Approved	Item	21	20	16
Board of Directors				
Total Number of Meetings of Board of Directors	Time	13	13	7
Number of Proposals Approved	Item	47	52	41
Attendance Rate	%	100	100	100
Number of Members in Board of Directors	Person	9	9	11
Number of Independent Directors	Person	3	3	4
Number of Female Directors	Person	2	2	2
Number of Special Committee Meetings Held	Time	12	9	10

○ Compliance Operation Risk Management

Indicator	Unit	2023	2024	2025
Compliance Management Training				
Number of Compliance Training Sessions Held	Time	/	2	7
Attendances in Compliance Training	Attendance	/	46	44
Total hours of Employee Participation in Compliance Training	Hour	/	86.5	192

○ Investor Relations Management and Shareholders' Rights and Interests

Indicator	Unit	2023	2024	2025
Investor Relations Management				
Number of Participations in Roadshows & Strategy Meetings	Time	36	49	8
Interactions with Investors on the SSE e-Interactive Platform	Time	24	13	16
Number of Performance Briefings Held	Time	3	3	3
Information Disclosure				
Number of Periodic Reports Disclosed Externally	Copy	4	4	4
Number of Interim Reports Disclosed Externally	Copy	82	76	61
Number of Penalties for Violations in Information Disclosure	Time	0	0	0

○ Business Ethics

Indicator	Unit	2023	2024	2025
Responsible Marketing Training				
Total Sessions of Responsible Marketing Training	Time	/	1	1
Attendance in Responsible Marketing Training	Attendance	/	94	53
Total Hours of Responsible Marketing Training	Hour	/	1,504	2,438

Environmental Dimension

○ Environmental Management

Indicator	Unit	2023	2024	2025
Total Investment in Environmental Protection	RMB 10,000	62.44	37.52	59.16
Number of Environmental Protection Emergency Drills Held	Time	/	3	2

○ Pollutant Emissions

Indicator	Unit	2023	2024	2025
Waste Gas Emissions	10,000 m ³	2,891.2	4,066.7	7,581.4
Wastewater Discharges	Ton	/	23,171	24,612.60

Indicator	Unit	2023	2024	2025
Total Amount of Non-Hazardous Waste Recycled	L	/	/	525,600
Quantity of Hazardous Waste Generated	Ton	60.32	38.3625	30.55
Quantity of Hazardous Waste Disposed of	Ton	60.32	38.2745	30.55

Resource Utilization

Indicator	Unit	2023	2024	2025
Water Resource Utilization				
Total Water Consumption	Ton	28,700	27,260	33,287
Water Consumption per Million Yuan of Operating Revenue	Ton	14.17	13.68	17.23
Energy Utilization				
Total Energy consumption	TCE	/	/	1,250.24
Total Purchased Electricity	kWh	5,720,380	7,791,335.05	7,706,920
Photovoltaic Power Generation Capacity	kWh	1,456,300	1,827,374	5,477,105
Gasoline	L	/	17,800	14,684.82
Diesel	L	/	/	6,245.52
Green Power Consumption Rate	%	1.40	8	22.81

Social Dimension

Product and Service Safety and Quality

Indicator	Unit	2023	2024	2025
Quality Training				
Number of Quality Training Sessions	Session	/	226	55
Total Hours of Quality Training	Hour	/	1,095.39	425
Attendance in Quality Training	Attendance	/	2,390	418

Innovation-driven development

Indicator	Unit	2023	2024	2025
Investment in R&D	RMB 10,000	24,774.53	26,611.45	34,887.30
The proportion of R&D investment in operating revenue	%	12.23	13.35	18.06
Total Number of Invention Patents	Item	36	41	41
Total Number of Utility Model Patents	Item	24	27	34
Total Number of Design Patents Owned by the Company	Item	13	17	26
Total Number of Software Copyrights	Item	69	91	104
Others (Including Overseas Trademarks)	Item	171	155	158

Indicator	Unit	2023	2024	2025
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R&D Team

Number of R&D Personnel	Person	377	588	635
Percentage of R&D Personnel	%	28.63	35.92	32.99

Number of R&D Personnel by Education Level

Below Bachelor's Degree	Person	58	59	54
Bachelor's Degree	Person	236	362	352
Master's Degree	Person	73	152	216
Doctoral Degree	Person	10	15	13

Number of R&D Personnel by Gender

Male	Person	309	483	515
Female	Person	68	105	120

○ Protection of Customers' Rights and Interests

Indicator	Unit	2023	2024	2025
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Customer Service Management

Customer Satisfaction	%	/	93.6	95.6
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Indicator	Unit	2023	2024	2025
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Data Security and Customer Privacy Protection

Data Security Training	Time	9	10	2
Number of Customer Information Leakage Incidents	Case	0	0	0

○ Protection of Employees' Rights and Interests

Indicator	Unit	2023	2024	2025
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Talent Attraction and Recruitment

Percentage of Contract Workers	%	100	100	100
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Avoiding Use of Child Labor or Forced Labor

Number of Incidents Involving the Use of Child Labor	Case	0	0	0
Incidents of Forced Labor Complaints	Case	0	0	0

Indicator	Unit	2023	2024	2025
Diversity and Equal Opportunity				
Total Number of Employees	Person	1,317	1,637	1,925
Number of Employees With Disabilities	Person	1	2	1
Number of Employees by Gender				
Female	Person	566	589	647
Male	Person	751	1,048	1,278
Number of Employees by Education Level				
Doctoral Degree	Person	12	17	22
Master's Degree	Person	155	245	370
Bachelor's Degree	Person	551	793	926
College degree or below	Person	599	582	607
Protection of Female Employees' Rights and Interests				
Proportion of Female Managers	%	36.07	34.10	21.91
Return Rate from Maternity Leave	%	100	100	100

Indicator	Unit	2023	2024	2025
Compensation and Benefits				
Social Insurance Coverage Rate	%	100	100	100
Total Employee Welfare Expenditure	RMB 10,000	628.54	946.84	1,383.39
Employee Training				
Investment in Employee Training	RMB 10,000	/	81.74	83
Number of Training Sessions	Session	/	27	24
Total Training Hours	Hour	/	15,872	8,083
Total Attendance in Training	Attendance	/	989	1,520
Employee Training Coverage Rate	%	/	62	62.34

Occupational health and safety

Indicator	Unit	2023	2024	2025
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Work Safety

Number of Work Safety Accidents	Case	0	0	0
Number of Work-Related Deaths	Person	0	0	0
Total Number of Work-Related Injuries	Person	/	4	6
Lost Days due to Work-Related Injury	Working day	/	153	169
Potential Hazard Investigation and Rectification Rate	%	/	100	100

Safety Training

Number of Safety Training Sessions	Session	/	31	57
Safety Training Coverage Rate	%	/	100	48.88
Attendance in Safety Training	Attendance	/	1,392	941

Indicator	Unit	2023	2024	2025
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Occupational Health

Occupational Health Checkup Coverage Rate	%	100	100	99.22
Percentage of Special Operators Licensed	%	100	100	100
Investment in Work-Related Injury Insurance	RMB 10,000	15.36	17.87	63.65
Coverage Rate of Work-Related Injury Insurance for Employees	%	100	100	99.53

Public Welfare

Indicator	Unit	2023	2024	2025
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Total Public Welfare Input	RMB 10,000	0	13	9.77
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Indexes

Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Report (for Trial Implementation) Topic Index Table

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Environment	1	Response to climate change	Environmental Protection	Social	15	Product and Service Safety and Quality	Industry Value	
	2	Pollutant Emissions	Environmental Protection		16	Data Security and Customer Privacy Protection	Industry Value	
	3	Waste Disposal	Environmental Protection		17	Employees	Good Life	
	4	Ecosystem and Biodiversity Protection	Environmental Protection		18	Due Diligence	Sustainable Development Governance	
	5	Environmental Compliance Management	Environmental Protection		19	Communications with Stakeholders	Sustainable Development Governance	
	6	Energy Utilization	Environmental Protection		20	Anti-Commercial Bribery and anti-Corruption	Corporate Governance	
	7	Water Resource Utilization	Environmental Protection		21	Anti-Unfair Competition	Corporate Governance	
	8	Circular Economy	Environmental Protection		22	Protection of Customer's Rights and Interests	Industry Value	
Social	9	Rural Revitalization	Good Life	Sustainable Development Related Governance	23	Digitalization	Industry Value	
	10	Contribution to Society	Good Life		24	Product Lifecycle Management	Industry Value	
	11	Innovation-driven Development	Industry Value		Topics Disclosed on Own Initiative	25	Standardized Corporate Governance	Corporate Governance
	12	Technology Ethics	Industry Value			26	Protection of Shareholders' Rights and Interests	Corporate Governance
	13	Supply Chain Security	Industry Value			27	Risk Management	Corporate Governance
	14	Equal Treatment of Small and Medium-Sized Enterprises	Industry Value			28	ESG Governance	Sustainable Development Governance

○ Indexes of the *Global Reporting Initiative (GRI) Standards (2021 Edition)* and the *Guidelines on Corporate Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0)*

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Independent Assurance Statement

Independent Assurance Statement

To Hoymiles Power Electronics Inc.,

Shenzhen Value Online Information Technology Co., Ltd. ("Value Online" or "we"), has been commissioned by Hoymiles Power Electronics Inc. (the "Company" or "Reporting Organization") to undertake independent and limited assurance engagement ("assurance engagement") on the information and data disclosed in the Company's 2025 Sustainability Report ("Report") concerning the Company's environmental, social and governance (ESG) performance. Now we disclose the results and conclusions of the assurance engagement to the users of the Report in the form of this independent assurance statement.

For any discrepancies or inconsistencies between the Chinese and English versions of this assurance statement, the Chinese version shall prevail.

I. Independence and Competence

Value Online and the Reporting Organization are entirely independent entities. All members of the Value Online assurance team have no commercial relationships with the Reporting Organization, its directors, executives, or department managers that would result in any conflict of interest. Our assurance team has performed this assurance engagement in an independent and impartial manner.

Value Online has been accredited by AccountAbility, and our assurance team is composed of professionals seasoned in the industry. The relevant personnel have received specialized training on sustainability standards and guidelines, including AccountAbility's AA1000 Assurance Standard v3 ("AA1000AS v3"), the Global Sustainability Standards Board's (GSSB) GRI Standards, the International Sustainability Standards Board's (ISSB) International Financial Reporting Standards - Sustainability Disclosure Standards, the Shanghai Stock Exchange's and the Shenzhen Stock Exchange's and the Beijing Stock Exchange's Sustainability Reporting Guidelines, and the Hong Kong Stock Exchange's ESG Reporting Code. Our team has in-depth research and practical experience regarding sustainability-related standards, evaluation frameworks, and verification criteria.

The Value Online assurance team has a comprehensive understanding of and practical experience in the application of AA1000AS v3 and performs sustainability related assurance in accordance with Value Online's internal assurance procedures.

II. Responsibilities of the Reporting Organization and the Assurance Provider

The Reporting Organization is responsible for preparing its Report in accordance with applicable laws, regulations and guidelines, and fully responsible for the content of the Report. It is also responsible for implementing relevant internal controls to ensure the preparation of the Report is free from any material misstatements or omissions. Any questions recording the content of this independent assurance statement or related matters will be addressed by the Reporting Organization.

Value Online is responsible for performing an assurance engagement on the Reporting Organization's Report within the Assurance Scope according to the AA1000AS v3, and issuing an independent assurance statement to the Reporting Organization. This independent assurance statement serves solely as a conclusion regarding the matters in the Reporting Organization's Report within the Assurance Scope, and is not intended for any other purpose. All verification and certification review results are internally reviewed by professionals to ensure that our methods are



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rigorous and transparent.

III. Assurance Standards

Assurance Standards and Level of Assurance: Value Online has employed the "Type 1 Moderate" level of assurance in the AA1000AS v3 to assess the extent to which the Reporting Organization adheres to the Four Principles of the AA1000 Assurance Principles (2018) ("AA1000AP (2018)"): Inclusivity, Materiality, Responsiveness, and Impact ("Four Principles").

Reporting criteria referenced for the assurance (including reporting guidelines/frameworks/standards): Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)

IV. Assurance Scope

Time Scope: The assurance is limited to the ESG related information and data disclosed by the Reporting Organization in the Report during the period from January 1, 2025 to December 31, 2025, and to the materiality assessment, management, and actions for the topics. Any data or information beyond this time period or not included in the Report is outside the scope of this assurance.

Information Scope: The assurance is limited to the information and data covered in the Report provided by the Reporting Organization, excluding data and information related to suppliers, contractors, and other third parties. This assurance is based on and limited to the materials provided by the Reporting Organization that are associated with the Report, and assesses the nature and extent of the Reporting Organization's adherence to the Four Principles (Inclusivity, Materiality, Responsiveness, and Impact) as outlined in the AA1000AS v3. The Reporting Organization is responsible for the accuracy and completeness of the information and data provided.

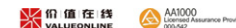
Physical Scope: The on-site assurance sampling took place at 6th Floor, Building 5, Caizhi Shunfeng Innovation Center, No. 99 Housheng Street, Kangqiao Sub-district, Gongshu District, Hangzhou, Zhejiang Province, China.

V. Assurance Approach

Value Online has conducted the assurance engagement solely for the Reporting Organization, with the following activities:

- Understanding the process by which the Reporting Organization adheres to the AA1000 Assurance Principles, and conducting interviews and sampling tests to assess the extent of the Reporting Organization's adherence to the Four Principles of the AA1000AS v3;
- Collecting and assessing evidence and management statements that support the Reporting Organization's adherence to the Four Principles of the AA1000AS v3;
- Evidence collection procedures through interviews and sampling; Conducting management interviews regarding the effectiveness of processes that have an impact, with interviewees including senior management, department heads, and managers responsible for sustainability;
- Any other procedures deemed necessary by Value Online.

VI. Limitations



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The limitations and mitigation methods of Value Online during the assurance engagement include as follows:

- ◆ Value Online performed no duplicate assurance of the financial data and information disclosed in the Report that have been audited by other independent third-party organizations. We only verified the related conclusionary data and information that were audited;
- ◆ Value Online performed no assurance on the sustainability performance indicators disclosed in the Report. Instead, our assurance was limited to confirming the existence of explicit data sources for the sustainability performance indicators through interviews and the verification of factual evidence;
- ◆ Value Online cannot provide an opinion on descriptive statements, beliefs, inferences, wishes, expectations, future plans, or any forward-looking information included in the Report. We only verified the factual evidence supporting such statements;
- ◆ In future assurance engagements, Value Online will continuously focus on the improvement in the Reporting Organization's sustainability information disclosure and management practices, in line with the purpose of continuous improvement.

VII. Conclusion

Our assurance conclusions concerning the Inclusivity, Materiality, Responsiveness, and Impact principles outlined in the AA1000AS v3 are as follows:

Inclusivity

The Reporting Organization has identified key stakeholders and established a communication mechanism with them. Through various channels, the Organization continuously engages with key stakeholders to understand their expectations and areas of concern. On this basis, the Reporting Organization has considered the expectations of key stakeholders and their impact on them when developing relevant policies. The Organization has also established relevant systems, including the Trade Union System, Investor Relations Management System, and Customer Complaint Handling Procedures and Detailed Rules. In our professional opinion, the Reporting Organization adheres to the "Inclusivity" principle.

Materiality

The Reporting Organization has conducted a materiality assessment and analysis for its Report. Based on this year's and previous years' stakeholder surveys, and incorporating expert judgment, it has updated and refined the materiality matrix and disclosed the results of the material topic assessment in the Report. In our professional opinion, the Reporting Organization adheres to the "Materiality" principle.

Responsiveness

The Reporting Organization has established relevant communication channels with its key stakeholders to collect their concerns and has responded to material sustainability-related topics (such as climate change response, innovation-driven development, and product and service quality and safety) for its key stakeholders. In our professional opinion, the Reporting Organization adheres to the "Responsiveness" principle.

Impact



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The Reporting Organization has established a sustainability governance structure and operational mechanisms, identified relevant significant impacts, and, through stakeholder engagement, formulated relevant policies and adopted appropriate measures to manage and improve such impacts, while regularly monitoring and disclosing sustainability-related performance indicators. In our professional opinion, the Reporting Organization adheres to the "Impact" principle.


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 Technology Co., Ltd.
 April 29, 2026, Shenzhen, China



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Feedback

Thank you for reading the *2025 Sustainability Report of Hoymiles Power Electronics Inc.* To improve Hoymiles's performance in environment, society, and governance, further enhance its sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you will provide valuable feedback and suggestions on our work and report amidst your busy schedule, through the following modes.



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Company address: Floor 6, Building 5, Caizhi SF Innovation Center, No. 99, Housheng Street, Kangqiao Avenue, Gongshu District, Hangzhou City, Zhejiang Province

Your Information

Name: _____

Unit: _____

Tel: _____

Email: _____



Multiple Choice (Please check ✓ in the appropriate box)

1. Your overall assessment of this 2025 Sustainability Report of Hoymiles:

Good Average Needing Improvement I don't know

2. How do you think Hoymiles has performed in terms of customer service?

Good Average Needing Improvement I don't know

3. How do you think Hoymiles has performed in terms of technological innovation?

Good Average Needing Improvement I don't know

4. How do you think Hoymiles has performed in terms of corporate governance?

Good Average Needing Improvement I don't know

5. How do you think Hoymiles has performed in terms of team building?

Good Average Needing Improvement I don't know

6. How do you think Hoymiles has performed in terms of social welfare?

Good Average Needing Improvement I don't know

7. How do you think Hoymiles has performed in terms of sustainable supply chains?

Good Average Needing Improvement I don't know

8. Do you have any comments on Hoymiles's performance in sustainable development?
