



XINYI ELECTRIC STORAGE HOLDINGS LIMITED

信義儲電控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 08328



Environmental, Social
and Governance Report **2024**

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ABOUT THIS REPORT



SCOPE AND REPORTING PERIOD

This report is prepared in accordance with the Environmental, Social and Governance (the “**ESG**”) Reporting Guide (the “**ESG Reporting Guide**”), Appendix C2 to The Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**SEHK**”). The Environmental, Social and Governance Report (the “**ESG Report**”) published by Xinyi Electric Storage Holdings Limited (hereinafter refer to as “**Xinyi Electric Storage**” or the “**Company**”) (SEHK Stock Code: **08328**) mainly focuses on Xinyi Electric Storage’s policies and performance in its corporate social responsibilities during the period from 1 January 2024 to 31 December 2024 (the “**Reporting Year**”). This ESG Report provides an overview of the sustainability strategies and social responsibilities undertaken by the Group. For details of the Group’s corporate governance matters, please refer to the annual report of the Company published on 30 April 2025.

This ESG Report is published in two languages, Chinese and English. In case of discrepancy between the two versions, the Chinese version shall prevail.

This ESG Report is available for inspection on the Company’s website (<http://www.xinyies.com>) and the SEHK website (<http://www.hkexnews.hk>).

REPORTING SCOPE

There were no significant changes in the Group’s principal businesses during the Reporting Year. Unless otherwise stated, this ESG Report covers the Company and its subsidiaries (the “**Group**”), includes the principal businesses of the Group, i.e. electric storage business, engineering, procurement and construction services (the “**EPC Services**”) for photovoltaic power stations, the photovoltaic films (the “**PV Films**”), and automobile glass repair and replacement services. Among them, the environmental key performance indicators disclosed mainly cover the Group’s electric storage business, PV Films and automobile glass repair and replacement services, while the social key performance indicators and other information relates to the Company and all of its subsidiaries.

Since the Group outsourced most of the EPC Services related to construction works to contractors, the environmental key performance indicators of the EPC Services is not included in this ESG Report.

REPORTING PRINCIPLES

The preparation of this ESG Report followed the Reporting Principles set out in the ESG Reporting Guide. The main content of this ESG Report was organised and presented under the principles of Materiality, Quantitative, Balance and Consistency, which were applied throughout the entire reporting process.

- MATERIALITY** The Group adopted the principle of Materiality through ESG Materiality Assessment, prioritising the ESG issues and associated risks and opportunities that are of paramount importance to the Group.
- QUANTITATIVE** The Group generated a comprehensive disclosure of its environmental and social performance in a quantifiable manner. Specifically, the ESG Report covers the Group's annual emissions, use of various types of resources, number of employees, turnover rates, etc. that reflect the application of the principle of Quantitative.
- BALANCE** Adhering to the principle of Balance, the Group transparently unveiled both its achievement and rooms for improvement in ESG management through performance comparison and progress analysis.
- CONSISTENCY** Unless otherwise stated in this ESG Report, the Group utilised a consistent set of methodologies for ESG data that is coherent with its previous work.

REVIEW AND APPROVAL

This ESG Report has been approved by the board of directors (the “**Board**”) of the Company.

CONTACT AND INQUIRY

Your opinions on this ESG Report are highly valued by the Group. If you have any questions or suggestions regarding the contents of this ESG Report, please contact us by phone or by mail. Our contact details are as follows:

Xinyi Electric Storage Holdings Limited
Investor Relations Department

Address: 21/F, Rykadan Capital Tower
135 Hoi Bun Road, Kwun Tong
Kowloon, Hong Kong

Tel: +852 3919 2888

Fax: +852 3919 2890

E-mail: ir@xyglass.com.hk

Website: www.xinyies.com



BOARD STATEMENT



The Board is honored to issue the ESG Report of the Group for the Reporting Year and provide the Group's stakeholders with comprehensive information about the measures taken by the Group to achieve sustainability. While focusing on business development as well as the enhancement of product quality and service standard, Xinyi Electric Storage expects to improve the importance of sustainable development in the enterprise. The first step is effective and comprehensive ESG governance, which lays an important cornerstone for enterprise's path towards sustainable development in the future through establishment of relevant mechanism. The Board is of the opinion that, we can continuously enhance the Group's competitiveness only if we integrate our environmental and social concerns into the business decision-making process, thus achieving prudent operation in the rapidly changing market.

The Board is the highest decision-making organisation for ESG management. It is responsible for reviewing the Group's policies and risks related to ESG, defining ESG reporting scope and granting power to formulate corresponding strategies and policies to the Chief Executive Officer. To set and implement relevant targets in more detail and monitor progress, the Group has established various groups led by the Chief Executive Officer for promoting works and completing targets and then reporting to the Board, thus making sure that the Group considers ESG factors in its business operation and future development, conveying importance of ESG from top to bottom and together implementing ESG works to better realise the ESG objectives.

In addition, the Group keeps communication with stakeholders through various channels, and identifies importance of each ESG issue from various aspects. Relevant results will be reported to and reviewed by the Board. For those issues which are judged as key issues, the Board will pay close attention and establish works including determination of general direction of sustainable development and promotion methods etc. for the issues. We will continue to closely monitor the trends of sustainable development, timely update or introduce new practices and constantly increase our input into sustainable development.

Looking ahead, the Group will further improve its management strategies and measures on all aspects of sustainable operation to achieve sustainable development of the Group and create greater synergy. In this way, we contribute to a global move towards the healthy development of green and low-carbon.

This ESG Report makes detailed disclosures on Xinyi Electric Storage's ESG work content in 2024, which have been approved by the Board on 30 April 2025.



The Group believes that good corporate governance is the cornerstone of sustainable development and that effective management can build long-term sustainable value for the shareholders and enhance investor confidence. The Group recognises the importance of ESG management, fully integrating ESG concepts into the Group's strategies and daily operations. We hope to bring the concept of sustainable development to the society, customers, employees, industries and other stakeholders through better ESG development, and shoulders its social responsibility.

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place to effectively carry out ESG-related work.

The Board is the highest decision-making organisation for ESG management, consisting of three executive directors, two non-executive directors and three independent non-executive directors. Each director has different expertise and experience, and has established an audit committee, a remuneration committee and a nomination committee to be responsible for corporate governance. Meanwhile, the Board reviews the Group's ESG-related policies and risks, and delegates the power to the Chief Executive Officer to formulate strategies and policies to address them. In order to set and implement relevant goals in more detail and monitor the progress, in addition to the Management Committee, the Group has established Carbon Management Group and Safety Committee. The members of each organisation are composed of relevant management and employees. In order to promote the work more efficiently, accomplish goals, and make members pay attention to the development of ESG, the Group sets relevant key performance indicators in appraisal coefficients for members of relevant organisation to convey the importance of ESG from top to bottom. All relevant organisations are led by the Chief Executive Officer, and the Chief Executive Officer then integrates different ESG-related information and report to the Board to ensure that the Group takes ESG-related factors into consideration in its business operations and future development, fully reviews and effectively manages ESG risks and the progress of goals, so as to participate in more targeted work including ESG materiality assessment and review of ESG annual reports.

STAKEHOLDER ENGAGEMENT

Xinyi Electric Storage attaches great importance to the participation of stakeholders (including customers, governments, investors and employees, etc.), and actively obtains the opinions and expectations of stakeholders on the Company's ESG aspects through various channels, which serve as important references for the Company to formulate future plans and implement sustainable development.

Major stakeholders	Expectations & Concerns	Main communication channels
Customers	<ul style="list-style-type: none"> • Quality products • Good customer services • Consumer rights protection • Promoting green and low carbon transformation 	<ul style="list-style-type: none"> • Daily communication • Customers satisfaction survey • Visits to customers • Customer service centre/hotline
Government	<ul style="list-style-type: none"> • Compliance with applicable laws and regulations • Local economic development • Public welfare 	<ul style="list-style-type: none"> • Daily communication • Meetings • Regular and random inspections • Publication of necessary information/documents on SEHK and the Company website
Investors/shareholders	<ul style="list-style-type: none"> • Information, disclosure and transparency • Future development • Return on investments 	<ul style="list-style-type: none"> • Information disclosure • Shareholders' general meetings • Investor relations activities
Employees	<ul style="list-style-type: none"> • Reasonable remuneration and benefits • Safe working environment • Visible development opportunities 	<ul style="list-style-type: none"> • Remuneration and benefit system • Performance appraisal • Training activities • Employee insurance • Regular staff meetings
Suppliers and business partners	<ul style="list-style-type: none"> • Open and fair procurement • Compliance with agreement • Long-term partnership • Honest cooperation 	<ul style="list-style-type: none"> • Suppliers' conferences, business meetings, phone calls and interviews • Review and assessment • Site visits • Supplier selection mechanism

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Major stakeholders	Expectations & Concerns	Main communication channels
Local communities/ environment	<ul style="list-style-type: none"> Environmental protection Corporate responsibility Community involvement and contribution 	<ul style="list-style-type: none"> Environment evaluation Volunteer activities Charity events

MATERIALITY ASSESSMENT

The management and staff of the Group's respective major operations have participated in assisting the Group to review its operations and identify relevant ESG issues and assessing the importance of related matters to its businesses and stakeholders. The establishment of a continuous and effective communication mechanism enables the Group to be timely informed of the expectations and demands of stakeholders, thereby formulate reasonable ESG implementation plans and goals more effectively. The Group has identified, evaluated and screened materiality issues, taking into account macro policies, industry characteristics and expectations of internal and external stakeholders, as well as the Group's business characteristics and strategic direction for sustainable development. The Group has identified the following material issues for inclusion in this ESG report and has constructed a materiality matrix based on the issue evaluation results:



Xinyi Electric Storage commenced business in 1996 and had since strategically transformed into an integrated renewable energy solutions provider. Since 2017, the Group started to engage in renewable energy business, focusing on electric storage products and PV Films, providing EPC Services for photovoltaic power station, and also forklift trading and wind farm management service. Besides, Xinyi Electric Storage is currently one of the main automobile glass repair and replacement service providers in Hong Kong.

RENEWABLE ENERGY - ELECTRIC STORAGE BUSINESS

The Group has production facilities in Zhangjiagang, Jiangsu Province for the production and sales of electric storage products and is engaged in the integrated research and development, design, production, system integration and service function with lithium batteries as the core to further develop into different types of lithium battery products and energy storage products. The electric storage business of the Group mainly focuses on the development and sales of the industrial and commercial energy storage products as well as the residential energy storage products. The Group's products are mainly sold and installed in integrated systems comprising lithium batteries, battery management systems and other components (such as energy management systems and power conversion systems). The Group's electric storage products for industrial and commercial use are mainly being used as energy storage systems to facilitate load shifting and power stabilisation, and also being used as uninterruptible power supply. The Group's electric storage products for residential use mainly include micro energy storage products and portable electric vehicle chargers.

RENEWABLE ENERGY - EPC SERVICES

The Group provides EPC Services for photovoltaic power stations to customers in the PRC and Canada for the installation of photovoltaic power stations in their premises.

RENEWABLE ENERGY - PV FILMS

The Group is engaged in the production and sales of PV Films, which are used as encapsulant materials for solar modules. The Group has PV Films plant in Wuhu City, Anhui Province, the PRC for the production and sales of PV Films. Also, the Group has PV Films production lines in Malaysia.

AUTOMOBILE GLASS REPAIR AND REPLACEMENT SERVICES BUSINESS

The Group operates service centres and a motorcade service team in Hong Kong for the provision of automobile glass repair and replacement services.



ENVIRONMENTAL PROTECTION



Xinyi Electric Storage continues to increase the business investment in renewable energy sector, and its business footprints include energy storage, photovoltaic and wind farm management. This is to create and shape the Group itself an environmental-friendly and innovative brand. Through continuous integration and optimisation of the “green” industrial chain, it gives and actively promotes to customers such energy-saving and environmental-friendly product experience and green initiatives. These green ideas are actively fostered within the Group. The Group has established a comprehensive environmental management system and has obtained ISO14001:2015 environmental management system certification for its two subsidiaries engaged in the production of electric storage products and PV Films, and regularly reviews its environmental performance and continuously improves its environmental management system. This aims to enhance energy and emission management and reduce the environmental impact of operations through a systematic management methodology.

As a manufacturer of products in the renewable energy business sector, the Group is strongly committed to environmental protection while conducting business. With the aim of creating green spaces, the Group has been carrying out a series of environmental protection measures and has actively implemented various energy saving and emission reduction solutions. In response to the country’s advocacy and promotion of environmental protection, the Group optimises its production facilities and implements intelligent manufacturing automations. As an important part of the enterprise development strategy, “energy saving and environmental protection” is implanted in every step of its development.

In response to the national goal of peak carbon emissions (碳达峰) in 2030 and carbon neutrality (碳中和) in 2060, the Group has established a carbon management group and a carbon management office to manage the Group’s carbon emissions. Their main tasks include compiling and reviewing goals of carbon management, organising the publicity and training of the Company’s internal carbon management, promoting the implementation of energy conservation and emission reduction projects, and managing the collection, verification, and analysis of information about carbon emissions.

During the Reporting Year, we had complied with the applicable laws and regulations relating to environmental protection and had not been subject to any penalties or fines by the competent authority for any non-compliance with the relevant environmental protection laws and regulations. We did not experience any incident or complaint or claim relating to environmental hazard which had a material impact on us during the Reporting Year.

EMISSIONS

The Group aims to support sustainable development by conducting our business in an environmentally responsible manner. The Group strictly complies with the relevant laws and regulations of the countries in which it operates and implements the monitoring and management of emissions to ensure compliance with the emission standards of the countries in which it operates in respect of pollutants and wastes. The Group is aware of the impact of climate change and make effort to minimise the effect our operations have on the environment.



AIR POLLUTANT EMISSIONS

The Group's operation generates air pollutant emissions from the use of vehicles. The Group operates a motorcade service team in Hong Kong for provision of automobile glass repair and replacement services to our customers at designated locations as requested by them. During the use of vehicles, fuels are consumed and during the process of combustion of fuels in the vehicles, air pollutants, such as nitrogen oxides, sulphur oxides and particulate matters are produced.

Meanwhile, the ingredients in the production process and the extrusion process during the production of PV Films generate exhaust gas. The Group adopts activated carbon adsorption of exhaust gas and catalytic combustion devices for treatment. The treated volatile organic compounds meet the emission standards. This treatment method is a pollution prevention and control process recommended by the regulations, therefore it has achieved the emission standard to reduce the impact on the environment.

Our forklift trading and wind farm management businesses do not involve production process, hence there is no significant emission of air pollutants.

The electric storage business and the PV Films business comply with the environmental protection laws and regulations applicable to its business. The relevant laws and regulations include:

- "Environmental Protection Law of the People's Republic of China" 《中華人民共和國環境保護法》;
- "Law of the People's Republic of China on Appraising Environmental Impacts" 《中華人民共和國環境影響評價法》;
- "Cleaner Production Promotion Law of the People's Republic of China" 《中華人民共和國清潔生產促進法》;
- "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" 《中華人民共和國大氣污染防治法》;
- "The Law of the People's Republic of China on Prevention and Control of Environmental Noise Pollution" 《中華人民共和國環境噪聲污染防治法》;
- "Law of the People's Republic of China on the Prevention and Control of Water Pollution" 《中華人民共和國水污染防治法》;
- "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" 《中華人民共和國固體廢物污染環境防治法》;
- "Emission Standard of Pollutants for Battery Industry" 《電池工業污染物排放標準》 (GB30484-2013); and
- "Discharge Standards for Pollutants in the Synthetic Resin Industry" 《合成樹脂工業污染物排放標準》 (GB31572-2015).



Emission-related data are being closely monitored by the Group's plants and under strict control to ensure that the emission readings are in line with the requirements of national and regional laws and regulations and are within the stipulated levels of industry. Air pollutant emissions meet the national and local standard, and are closely monitored.

The amount of air pollutant emissions in 2024 and 2023:

Key Performance Indicator	Unit	2024	2023
Total emissions of air pollutant			
– Nitrogen oxides (NO _x)	kilogram	584.0	612.7
– Sulphur oxides (SO _x)	kilogram	0.2	0.2
– Particulate matters (PM)	kilogram	55.6	62.3
– Non-methane hydrocarbons (NMHC)	kilogram	1.5	117.2

The lithium batteries produced by the Group would generate and discharge particulate matters and non-methane hydrocarbons. During the Reporting Year, the Group decided to adopt the strategy of purchasing lithium battery from third party suppliers instead of in-house production. Emissions of non-methane hydrocarbons decreased significantly as compared to 2023 due to the reduction in production activities. Emissions of other air pollutants remained more or less stable as compared to 2023.

The Group actively takes measures to reduce the emission of air pollutants. The main measures include:

- Regular inspection and maintenance of equipment, pipelines and valves to ensure good air tightness of devices
- Installation of exhaust hoods in the moulds of the PV Films production lines, and the exhaust gases in the workshop are treated by catalytic combustion devices to increase the exhaust treatment capacity

GREENHOUSE GAS EMISSIONS

Greenhouse gas is considered as one of the major contributors to climate change. The main sources of the Group's greenhouse gas emissions are generated by fuel and diesel consumed by vehicles, electricity purchased for the production of lithium batteries or electric storage products and PV Films, and steam purchased for the production of lithium batteries. The Group has installed distributed photovoltaic power generation equipment and formulated energy saving policies (details are set forth in the section headed "Use of Resources") to reduce carbon footprint.

The amount of greenhouse gas emissions in 2024 and 2023:

Key Performance Indicator	Unit	2024	2023
Total emissions of greenhouse gas			
– Direct greenhouse gas emissions ^(Note 1)	tonne of CO ₂ e	135.6	133.1
– Indirect greenhouse gas emissions ^(Note 2)	tonne of CO ₂ e	9,229.3	12,780.6
Total emissions of greenhouse gas	tonne of CO ₂ e	9,364.9	12,913.7
Emission intensity of greenhouse gas			
Greenhouse gas emissions			
• Electric storage business	kilogram of CO ₂ e/kWh	8.3	56.4
• PV Films	kilogram of CO ₂ e/m ²	0.1657	0.1801
• Automobile glass repair and replacement services	kilogram of CO ₂ e/ revenue (HK\$'000)	3.4	3.4

Note:

1. Direct greenhouse gas emissions (scope 1 emissions) refers to the greenhouse gas emissions directly generated from the combustion of fuels in mobile sources owned by the Group, which is calculated based on "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the SEHK.
2. Indirect greenhouse gas emissions (scope 2 emissions) refers to the greenhouse gas emissions generated by the Group's consumption of electricity and steam purchased externally. The greenhouse gas emissions generated by consumption of electricity purchased externally is calculated based on the "2019 Baseline Emission Factors for Regional Power Grids in China for Reduction Projects" (《2019年減排項目中國區域電網基準線排放因子》) (using the average of the operation margin and build margin) published by the Ministry of Ecology and Environment of the People's Republic of China and the 2024 Sustainability Report published by CLP. The greenhouse gas emissions generated by consumption of steam purchased externally is calculated based on the "Guidelines for Accounting Methods and Report of Greenhouse Gas Emissions from Industrial and Other Industries Enterprises (Trial)" (《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》) published by the National Development and Reform Commission.

The Group actively takes measures to reduce greenhouse gas emissions. The main measures include:

- Improve the speed of coating machines, increase the efficiency of equipment, and reduce the usage amount of steam
- Install frequency changers for air compressor to reduce electricity consumption
- Install distributed photovoltaic power generation equipment and energy storage system to reduce the use of purchased electricity

The decrease in the Group's total amount of greenhouse gas emissions in 2024 as compared to 2023 was mainly attributable to the reduction in greenhouse gases generated from the production of lithium batteries as the Group ceased the production of lithium batteries during the Reporting Year and switched to purchasing lithium batteries directly from third-party lithium battery suppliers.

The intensity of greenhouse gas emissions of the Group's electric storage business decreased significantly as compared to 2023, mainly due to the fact that the Group did not produce lithium batteries since mid-2024, and the purchasing of lithium batteries reduced the Group's greenhouse gas emissions, thus resulting in the reduction of intensity of greenhouse gas emissions of the electric storage business.

With the increase in production volume of the Group's PV Films and the continuous optimisation of the production process to reduce energy consumption, the intensity of greenhouse gas emissions of the PV Films has been reduced, achieving the target to reduce the intensity of greenhouse gas emissions in 2024 as compared to 2023.

The Group expects that with the full cessation of the production of lithium batteries, the total amount of greenhouse gas emissions in 2025 will decrease in real terms as compared to 2024. Meanwhile, we will still endeavour to reduce the intensity of greenhouse gas emissions by adopting energy saving and emission reduction measures. The Group has set a target to slightly reduce the intensity of greenhouse gas emissions in 2025 as compared to 2024 and expects to achieve such target through continuous review of the above measures.

WASTE MANAGEMENT

The Group inevitably produces hazardous and non-hazardous wastes during the production of lithium batteries or electric storage products and PV Films. Waste electrolytes, hazardous chemical waste packaging material, water treatment sludge and liquid raw material packaging drums are the Group's main hazardous wastes, while NMP waste liquids, waste scraps, substandard batteries, waste packaging and domestic wastes are the Group's main non-hazardous wastes. The NMP waste liquids produced from the Group's lithium battery production were identified as general solid waste by third-party testing institution.

The Group has established a hazardous waste warehouse in strict accordance with the relevant regulations to collect, store and record hazardous waste in a categorised manner, and has entrusted the disposal to a unit with appropriate qualifications, and at the same time has ensured the relevant records and management work, such as the forms for the transfer of hazardous waste, in accordance with the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" (《中華人民共和國固體廢物污染環境防治法》), the "Pollution Control Standard for Storage and Landfill of General Industrial Solid Waste" (《一般工業固體廢物貯存和填埋污染控制標準》) (GB18599-2020), the "Standard for Pollution Control on Hazardous Waste Storage" (《危險廢物貯存污染控制標準》) (GB18597-2023)) and "Management Measures for Hazardous Waste Transfer" (《危險廢物轉移管理辦法》).

The amount of hazardous waste and non-hazardous waste produced in 2024 and 2023:

Key Performance Indicator	Unit	2024	2023
Total hazardous waste and non-hazardous waste produced			
– Hazardous waste	tonne	82.4	52.0
– Non-hazardous waste	tonne	468.3	651.7
Intensity			
– Hazardous waste			
• Electric storage business	gram/kWh	343.8	286.1
• PV Films	gram/m ²	0.9653	0.5598
– Non-hazardous waste			
• Electric storage business	gram/kWh	460.1	3,781.5
• PV Films	gram/m ²	8.4	6.4

Note:

- As automobile glass repair and replacement services do not involve production process and do not produce significant waste, therefore, its amount of waste produced is not presented in the table above.



The Group actively takes measures to reduce the generation of wastes. The main measures include:

- Oversee the use of non-hazardous outer packaging materials by suppliers
- Schedule the order planning to arrange for centralised production in order to reduce material loss and scrap produced

The Group originally set a target of lower intensity of hazardous and non-hazardous waste produced in 2024 as compared to 2023, however, due to changes in the market and corresponding product adjustments, the Group was unable to achieve the target set for the reasons detailed below:

- The decrease in the total amount of non-hazardous waste produced by the Group in 2024 as compared to 2023 was mainly due to the cessation of the production of lithium batteries during the Reporting Year, which resulted in the reduction of non-hazardous waste produced from the production of lithium batteries. Nevertheless, the total amount of hazardous waste produced by the Group increased in 2024 as compared to 2023, mainly due to the fact that the Group could not reuse the wastewater after filtration in the production plant after the cessation of the production of lithium batteries, and a large amount of wastewater could not be discharged directly and had to be treated together with other hazardous wastes. As a result, the intensity of non-hazardous waste produced of the electric storage business decreased in 2024, while the intensity of hazardous waste produced increased.
- The PV Films business recorded a significant increase in hazardous waste produced in 2024 as compared to 2023, which was mainly due to the adjustment of the proportion of the original additives and the addition of usage of new liquid additives to improve the quality of PV Films, which resulted in more hazardous waste produced due to such quality improvement.
- The increase in intensity of non-hazardous waste produced of the PV Films business in 2024 as compared to 2023 was mainly due to the fact that as solar batteries continue to develop and upgrade, the demand of the Group's customer base has also been upgraded from PERC to TOPCon. As this battery technology requires the adoption of thinner PV Films, the Group needs to process the raw materials (particles) first and then send them to third parties for further processing, thus consuming more packaging materials and leading to a higher intensity of non-hazardous waste produced in the PV Films business as compared to 2023.





The Group expects that with the full cessation of the production of lithium batteries, the total amount of hazardous and non-hazardous waste produced in 2025 will decrease in real terms as compared to 2024. Meanwhile, we will still endeavour to reduce the intensity of hazardous and non-hazardous wastes produced by adopting energy saving and emission reduction measures. The Group has set a target to slightly reduce the intensity of hazardous and non-hazardous wastes produced in 2025 as compared to 2024 and expects to achieve such target through continuous review of the above measures.



Waste is deposited at designated locations



USE OF RESOURCES

The Group's energy consumption mainly comes from diesel and gasoline required for the use of vehicles, electricity purchased for the production of lithium batteries or electric storage products and PV Films, and steam purchased for the production of lithium batteries.

Energy and water consumptions in 2024 and 2023 :

Key Performance Indicator	Unit	2024	2023
Energy consumption			
– Direct energy consumption ^(Note 1)	MWh	5,350.4	9,197.7
– Indirect energy consumption	MWh	17,047.6	24,292.0
– Purchased electricity	MWh	16,242.2	18,729.6
– Purchased steam	MWh	805.4	5,562.4
Total amount of energy consumption	MWh	22,398.0	33,489.7
Water consumption			
Total amount of water consumption	tonne	50,027.0	94,179.0
Intensity			
– Energy consumption			
• Electric storage business	kWh/kWh	93.9	172.4
• PV Films	kWh/m ²	0.3452	0.6254
• Automobile glass repair and replacement services	kWh/revenue (HK\$'000)	19.6	21.4
– Water consumption			
• Electric storage business	tonne/kWh	0.0177	0.3787
• PV Films	tonne/m ²	0.0009	0.0014
• Automobile glass repair and replacement services	tonne/revenue (HK\$'000)	0.0275	0.0255

Note:

1. In accordance with the recommendations in “How to prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs” published by the SEHK, the Group has included internally-generated energy (i.e. electricity generated from rooftop distributed photovoltaic power generation equipment) from equipment owned/controlled by the Group in calculation for its direct energy consumption

In order to use clean energy more efficiently, the Group has installed distributed photovoltaic power generation equipment at its production base for electric storage products in Zhangjiagang, Jiangsu Province and its production base for PV Films in Wuhu, Anhui Province to improve power generation efficiency with better environmental performance.



The Group uses the distributed photovoltaic power generation equipment set up at its bases in Zhangjiagang, Jiangsu Province and Wuhu, Anhui Province to supply electricity for the production of electric storage products and PV Films so as to minimise its reliance on indirect energy consumption (purchased electricity).

The decrease in total amount of the Group’s energy consumption in 2024 as compared to 2023 was mainly due to the cessation of the production of lithium batteries of Group during the Reporting Year and the switch to purchasing lithium batteries directly from third-party lithium battery suppliers, thereby reducing the energy consumption of all aspects arising from the production of lithium batteries.

The Group has implemented various energy conservation strategies, including turning off non-essential electrical appliances when not in use to eliminate unnecessary power consumption. The Group chooses to use energy-saving equipment in production activities and reduce out-of-date equipment with high energy consumption. As the Group has continued to adjust its equipment to reduce energy consumption, the intensity of energy consumption both the electric storage business and the PV Films decreased as compared to 2023, achieving the target of reduction of intensity of energy consumption in 2024 as compared to 2023.

To reduce the amount of electricity consumption, the following measures were carried out by the Group to save energy and reduce consumption in 2024 for PV Films:

- Increase the speed of the PV Films production lines, optimise the temperature regime of the process and reduce electricity consumption
- Regularly remove the dirt in the pipeline to enhance the cooling efficiency and reduce the working frequency of the chiller and freezer
- Increase production speed by 10 - 20% by refining the mesh belt line process

In terms of water management, the Group is committed to reducing water consumption and wastewater discharge during the production process. At present, our production base is equipped with sewage treatment and collection systems to treat domestic and production sewage. Production sewage treatment and collection system recycles the sewage generated during production for reuse, uses recycled water for production, and reduces new demand for water. Domestic sewage is discharged only after being treated and reaching emission standards. Sewage discharge is regularly monitored for its pH, chemical oxygen demand (COD), suspended solids (SS), total nitrogen (TN), total phosphorus (TP), total dissolved solid (TDS) and ammonia nitrogen (NH₃-N) to ensure compliance with the national discharge standards. To avoid unnecessary water consumption, the Group also promotes water conservation to employees and visitors.

We use water supplied by the government and had no difficulty finding suitable water source in 2024.

The decrease in total amount of and intensity of water consumption of the electric storage business in 2024 as compared to 2023 was mainly because the Group ceased the production of lithium batteries from mid-2024, resulting in a significant decrease in water consumption for production.

The production volume of PV Films increased as compared to 2023 resulted in total amount of water consumption in 2024 significantly higher than that in 2023. However, its intensity of water consumption recorded a decrease, achieving the target of reduction of the intensity of water consumption in 2024 as compared to 2023.

We will continuously endeavour to reduce the intensity of energy and water consumption by adopting energy saving and consumption reduction measures. The Group has set a target to reduce the intensity of energy consumption and water consumption in 2025 as compared to 2024 and expects to achieve such target through continuous review of the above measures.

PACKAGING MATERIALS

For the packaging of finished products, the Group also uses simple packaging as far as possible and recycles wooden trays, cardboard and packaging strips.

Packaging materials used in 2024 and 2023:

Type	Unit	2024	2023
Wood	tonne	864.6	736.4
Plastic	tonne	69.0	46.6
Paper	tonne	1,038.0	473.6
Others	tonne	19.3	28.9
Total	tonne	1,990.9	1,285.5
Intensity			
Packaging materials			
• Electric storage business	gram/kWh	17.4	21.1
• PV Films	gram/m ²	39.4	36.0

Note:

- As automobile glass repair and replacement services do not involve packaging materials and do not require significant use of packaging materials, therefore, its amount of packaging materials used are not presented in the table above.

The significant increase in the Group's total consumption of packaging materials in 2024 as compared to 2023 was mainly due to the gradual increase in the production volume of PV Films, which are products with higher consumption of packaging materials.

Since 2023, the Group's sales of PV Films have changed to the use of solid wood pallets and recycled them to reduce the consumption of packaging materials. During the Reporting Year, PV Films also launched a series of efforts to optimise the use of packaging materials, including optimising product design, simplifying packaging to reduce waste packaging materials, expanding recycling channels for packaging materials, developing the use of iron stand packaging, and optimising the structure and material of packaging to effectively reduce the use of packaging materials. However, the customers of the Group in 2024 were mainly in remote areas where the recycling cost was higher, and some customers disagreed to recycle the wooden pallets. To cope with this type of customers, the Group used cardboard boxes instead of wooden pallets, and added covered paper partition inside the cardboard boxes to ensure the quality of products was maintained in the factory condition. As a result, the paper consumption and intensity of packaging materials increased as compared to 2023.

THE ENVIRONMENT AND NATURAL RESOURCES

Lithium battery, solar energy and wind energy are renewable energy, which can reduce the reliance on traditional fuels and cause less damage to the environment and resources. Compared with conventional batteries, lithium batteries feature an array of advantages including high energy density, light weight, tiny size, long life cycle and quick charging. They are also known as "green and renewable energy products" since they are free of heavy metals such as lead, cadmium and do not contain toxic substances. Therefore, there are no significant environmental risks of pollution in the electric storage business of the Group.

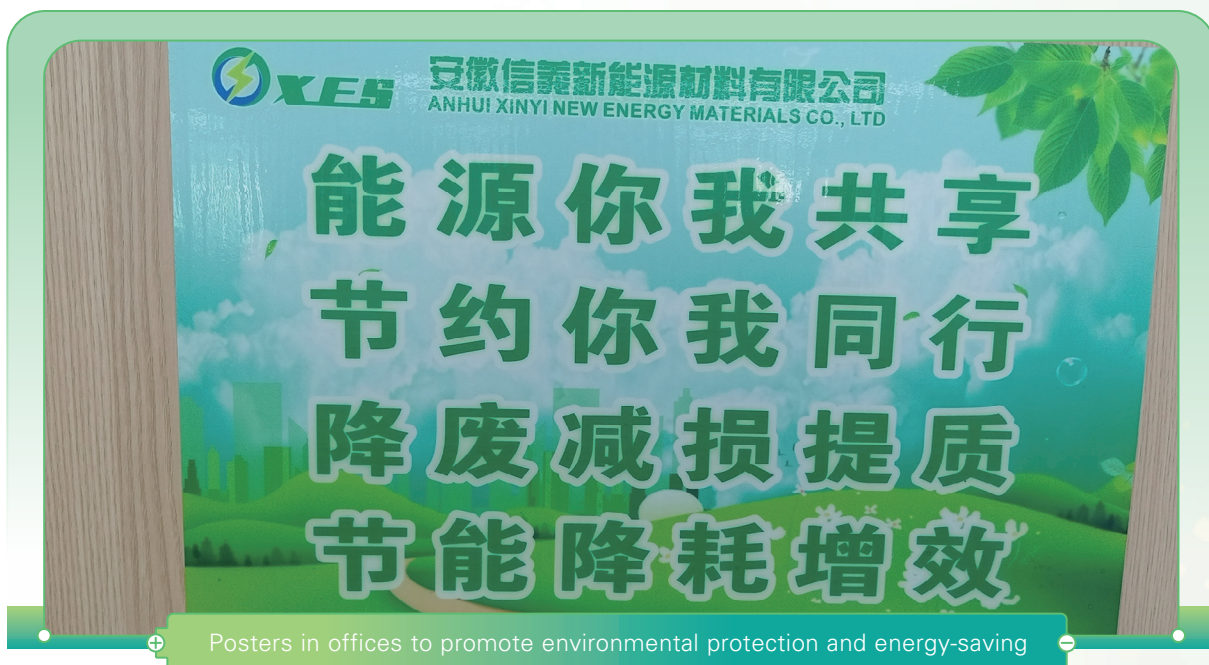
The Group and its partners promote environmental protection and emission reduction by using energy storage systems, distributed photovoltaic power stations and electric forklifts developed and constructed by them. Their operations cause no greenhouse gas emissions and can facilitate energy saving.

The production bases of the Group are located in industrial parks but not in ecological sensitive areas, the production and operation activities have a low impact on ecosystems and biodiversity. Meanwhile, the EPC Services business of the Group focuses on distributed photovoltaic power stations, which are constructed on the rooftops of buildings and also have a low impact on ecosystems and biodiversity.

Before setting up the production facilities, the Group engaged professional environmental assessment institutions to conduct an environmental assessment, analysing the natural environment (such as water, soil and natural resources) and the environmental quality (such as air quality, quality of surface water, environmental noise). In addition, the analysis report set out the primary environmental protection goals and the levels of protection.

Except for the various measures of energy saving and emission reduction mentioned above, the Group has adopted the following green office practices to raise our staff's awareness of environmental protection with the aim of protecting the environment and natural resources:

- Setting up waste recycling bins to recycle waste paper, aluminum cans and plastic bottles;
- Encouraging the staff to save paper and putting a box beside the printer to collect used paper for double-sided printing and reuse;
- Properly adjusting the temperature of the office air-conditioning system to reduce energy consumption;
- Reducing the unnecessary power consumption of lighting equipment and only keeping the specially required lighting systems and those for security purposes at lunch breaks and non-business hours;
- Making use of the sleep mode of computers and the power-saving mode setting and turning off computers that are not used in lunch break and non-working time;
- Encouraging the staff to use reusable utensils such as water bottles, cups and avoid using disposable items such as paper cups;
- Using energy-efficient appliances such as LED lights and appliances with Grade 1 energy efficiency label; and
- Continuously optimising and promoting office automation and gradually implementing a paperless office.



CLIMATE CHANGE

Climate change is an important issue that is closely watched around the world. As the impact of climate change on corporate operations becomes increasingly significant, it can be expected that relevant environmental protection regulations will continue to be tightened, and stakeholders will continue to pay more attention to climate change issues. The Group realises the challenges brought by environmental and climate change risks to its daily business and operations, therefore the Group also pays close attention to the impact of climate change and makes assessment and review in due course. At the same time, as the Group is an integrated renewable energy solutions provider, the society's attention to environmental protection and climate change also brings opportunities to the Group's business. Through communication and research with various functional departments and stakeholders, the Group proactively identifies risks and opportunities, sorts out major risks and opportunities from climate changes related to the Group, and formulates relevant coping strategies by analysing the impact generated from risks and opportunities.

The major risks and opportunities from climate changes recognised by the Group and coping strategies formulated by the Group are as follows:

	Risks	Impact period(s)	Coping strategies
Physical risk	Acute risk: Extreme weather such as typhoon, rainstorm, earthquake	Short-term	<ul style="list-style-type: none"> Formulate emergency response plans for extreme weather Regularly inspect, reinforce or repair the building exterior walls and related external facilities
	Chronic risk: Sustained heat, drought, etc.	Long-term	<ul style="list-style-type: none"> Cooling measures have been formulated for high-temperature weather, including adjustment on operation arrangements, control of operation hours, provision of heatstroke prevention items and drugs



		Risks	Impact period(s)	Coping strategies
Transition risk	Reputation risk	Stakeholders such as the government, customers and business partners expect the Group to take active management actions in addressing climate change action and enhance the transparency of information disclosure. Poor performance in addressing climate change and sustainability by the Group will lead to negative feedback from stakeholders, which ultimately results in a decrease in operating income	Short-, mid- and long-term	<ul style="list-style-type: none"> Improve the sustainable development capability of the Group and actively respond to climate change Improve related management transparency and respond to stakeholder concerns
	Policy risk	The government has introduced stricter policies and regulations to monitor climate change and increase the compliance work of corporate operations. The Group may face higher environmental protection requirements, which lead to higher operating costs	Long-term	<ul style="list-style-type: none"> Pay close attention to the latest developments of domestic and foreign environmental laws, regulations and policies and respond in a timely manner Actively carry out energy conservation and emission reduction work to increase the proportion of clean energy



Risks		Impact period(s)	Coping strategies
Transition risk	Market risk	Short-, mid- and long-term	<ul style="list-style-type: none"> Keep abreast of the latest developments in market demand for green products, promote business innovation, research and development innovation to promote the development of green products to meet customer demand
	Technology risk	Short-, mid- and long-term	<ul style="list-style-type: none"> Improve the Group's research and development capabilities through measures such as talent training and retention Continue to research and apply low-carbon technologies, and continuously optimise production craft and reduce energy consumption



Opportunities		Impact period(s)	Coping strategies
Markets, products and services	In the context of the transition to a low-carbon economy, the demands of customers and consumers for products and services, such as energy storage products, PV Films, photovoltaic power generation, electric forklifts, are also increasing, bringing new market opportunities to the Group and increasing operating income	Short-, mid- and long-term	<ul style="list-style-type: none"> Promote business innovation and launch products that meet market demand in a timely manner to attract and retain customers Identify and respond to government supportive policies and green projects
Efficiency of resource use	Improve the efficiency of resource use, including the efficiency of the use of energy, water resources, etc., to help the Group reduce the cost in the operation process	Short-, mid- and long-term	<ul style="list-style-type: none"> Continuously monitor the use of various resources and take timely improvement measures to reduce greenhouse gas emissions and use of resources Actively explore and apply new technologies, new equipment and new processes to improve the efficiency of resource use and reduce energy use costs



EMPLOYMENT AND LABOUR PRACTICES

EMPLOYMENT

Xinyi Electric Storage regards talents as the most valuable treasure. The Group insists on providing every employee with fair, just and reasonable opportunities for development by continuously improving working conditions, offering competitive benefits and remuneration, and adopting an effective training system and the employment mechanism of putting ability and contribution over education and seniority. Platforms are established for the employees to show their talents, which attracts, nurtures, motivates, and retains competent and quality talents up to international standards.

RECRUITMENT, PROMOTION AND DISMISSAL

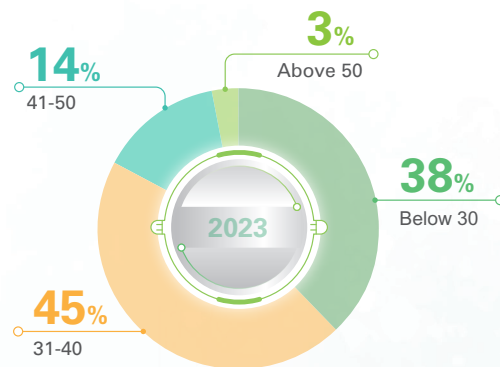
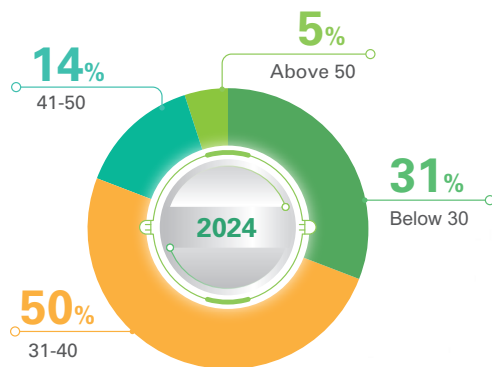
The Group strictly complies with “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), “Labour Contract Law of the People’s Republic of China” (《中華人民共和國勞動合同法》), “Employment Ordinance” (《僱傭條例》) in Hong Kong and “Canada Labour Code” in Canada, and the relevant administrative rules and measures are strictly enforced. These rules and regulations specify the requirements relating to employment, labour relations, employees’ remuneration and welfare to protect the rights of employees. We strictly comply with the “Insurance Law of the People’s Republic of China” (《中華人民共和國社會保險法》), Hong Kong’s “Mandatory Provident Fund Schemes Ordinance” and “Canada Pension Plan” in Canada. The Group has paid the contributions to social insurances, mandatory provident fund and Canada pension plan in a timely manner for all the staff.

The Group has formulated a series of employment policies and procedures such as “Recruitment Management Process” (《招聘管理流程》) in accordance with the laws and regulations of countries and regions to proceed employment in a manner of fairness, equity and transparency. The ways of recruitment include various channels, including recruitment notices put on the bulletin board near the factory entrance and recruitment websites, as well as talent markets, the Internet, campus recruitment, headhunting and internal recommendation from employees to satisfy the talent needs of various departments. There are internal guidelines set up for all these recruitment methods so as to ensure that there is a fair opportunity for every application for the recruitment and discrimination is prohibited against race, ethnicity, social class, nationality, religion, disability, gender, sexual orientation, marital status, age as well as prohibiting all forms of discrimination against female, particularly to pregnant women. Before new employees can work at key technical and management positions, the human resources team will conduct background checks in various aspects by utilising the resources of industry peers to protect the Group from any loss in terms of the opportunity cost of human resources.

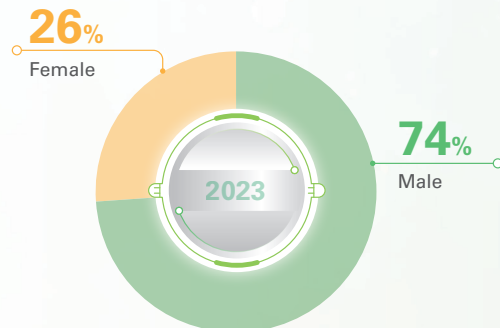
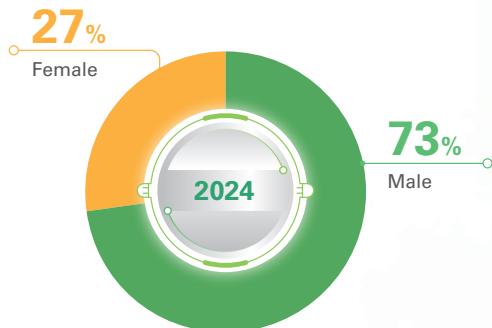
As at 31 December 2024, Xinyi Electric Storage had 445 employees (2023: 597 employees), all of which were full-time employees including production, research and development, sales, management and other teams. Xinyi Electric Storage hires employees from diversified backgrounds of different ages, genders, races, nationalities, regions, religions, beliefs, political ideologies and educational backgrounds.

The following graphs show the employment distribution of the Group in 2024 and 2023:

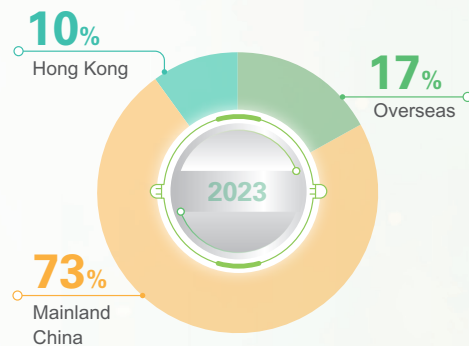
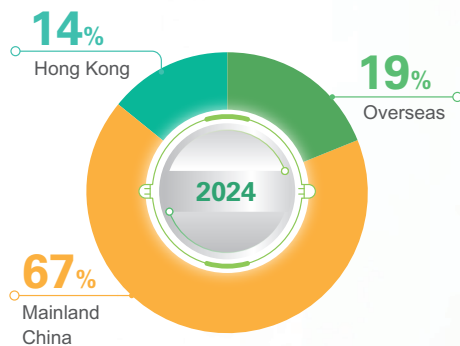
EMPLOYEES BY AGE GROUP



EMPLOYEES BY GENDER



EMPLOYEES BY REGION



As at 31 December 2024, the age distribution of the employees of the Group was mainly in the age group of 21-40, mainly comprising male employees, which was similar to that of last year. The Group also focused on the expansion of overseas markets, and the proportion of overseas employees (mainly located in Canada) increased. Meanwhile, the Group ceased the operation of the lithium battery production lines and the relevant employees subsequently left, therefore the percentage of employees in Mainland China decreased.

Meanwhile, the Group provides employees with fair, equal promotion opportunities without prejudice based on their performance, personal quality, and ability only and regardless of such factors as age, gender, ethnicity, cultural background, religious belief, and political belief, providing sufficient promotion opportunities for employees who perform their duties with diligence. The Group conducts regular performance appraisals for employees, then provides incentives for employees with outstanding performance based on the assessment results upon review and verification, and proposes improvement measures such as re-training to be arranged, followed up and assessed by the administrative department for employees who fail to meet the standards. In addition to formulating the “Personnel Management System” (《人事管理制度》) and the “Promotion/Demotion Management Procedure” (《晉升／降職管理流程》) as the internal guidelines for general talents management, the Group has established reward systems such as “Management System for the Internal Title Accreditation of the Group” (《集團內評職稱管理制度》), “Project Management System” (《項目管理制度》), “Patent Reward System” (《專利獎勵制度》) and “Incentive Scheme” (《激勵制度》) to encourage professional personnel to study their business and enhance their skills. The internal title accreditation is carried out once a year. Upon the submission of materials and review on the daily performance, the employees are broadly divided into three levels, junior, middle and senior, so that the employees with adequate experience and capability will be provided with the same level of benefits.

In terms of dismissal, the Group’s “Employee Handbook” (《員工手冊》) clearly explains the various situations in which the Group will terminate the labour contract and other handling methods, while the “Personnel Management System” (《人事管理制度》) states the procedures which should be carried out by the responsible executor, and the right of the affected employee upon the termination of labour contracts, so as to ensure that the Group treats each employee equally. We closely monitor staff turnover rates, respond to feedback on staff turnover and take appropriate measures to retain talent. When an employee resigns, the human resources team will conduct one-on-one resignation interview with the employee regarding his/her plan after resignation and the existing problems of the Group, to sincerely collect opinions from the employee and give feedback to the relevant responsible person for specific improvement. Based on the total number of staff on 31 December 2024, the overall employee turnover rate for the Reporting Year was about 62% (2023: 62%).

The employee turnover rates by gender, age and geographical region in 2024 and 2023 were as follows:

		Turnover rates	
Employment		2024	2023
By gender			
— Male		60%	71%
— Female		66%	36%
By age			
— Below 30		95%	82%
— 31-40		46%	51%
— 41-50		52%	52%
— Above 50		33%	22%
By geographical region			
— Hong Kong		25%	26%
— Mainland China		76%	76%
— Overseas		37%	24%

The Group's overall employee turnover rate in 2024 was similar to that of 2023, while the female turnover rate increased significantly as compared to 2023, mainly because the Group ceased the operation of the lithium battery production lines in 2024, the relevant employees of the production lines subsequently left and most of whom were female. In order to lower the employee turnover rate, the Group launched a series of measures and activities to increase employees' sense of belonging, such as team-building activities, distribution of heatstroke prevention supplies, quarterly satisfaction surveys and seminars, organisation of various ball games, improvement of canteen meals and addition of ventilation systems in the factory. With further understanding of the work and life needs of employees, the Group expects that turnover rate will decline in the future.

REMUNERATION PACKAGE AND BENEFITS

Xinyi Electric Storage has formulated procedures including “Remuneration Management and Adjustment Procedure” (《薪酬管理調整流程》) and “Remuneration Formulation and Accounting Procedure” (《薪酬制定和核算流程》), and provides the employees with attractive remuneration and benefits. Staff’s remuneration package, comprised of basic salary, performance salary and reward and punishment, is adjusted for factors such as the Group’s results, the value of the staff member’s position, personal competency and performance, and social development level, etc. The Group also pays the social insurance, critical illness insurance and provident fund for its staff, and provides them with benefits including meal allowances, housing benefits, subsidies for high temperature, transport and communication allowances.

In order to retain high calibre staff members, Xinyi Electric Storage carries out internal appraisal of its staff on a yearly basis. The eligible staff members are entitled to participate in the Company’s share option scheme as an incentive. In order to stimulate the working enthusiasm of middle and high-level management cadres and ensure the medium- and long-term healthy development of the Group, Xinyi Electric Storage rewards the department heads and the management cadres at higher levels by setting additional assessment items in terms of integrity, safety and diligence. In addition, Xinyi Electric Storage presents service awards to its employees. Staff will receive their “Xinyi Service Awards” after the completion of their first and second 5-year contract terms.

Xinyi Electric Storage strictly complies with working hour limit and holiday requirements under the laws applicable to each of its places of business, which include “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), “Regulation on Public Holidays for National Annual Festivals and Memorial Days” (《全國年節及紀念日放假規定》) and “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》) and “Employment Ordinance” of Hong Kong. An eight-hour working system from Mondays to Fridays is mainly implemented for staff, while a shift system is implemented for production department, and we provide local statutory holidays and paid leaves, such as marriage leave, funeral leave, maternity leave, and paternity leave, etc.

In response to the increasingly fast pace of life, Xinyi Electric Storage encourages its employees to achieve work-life balance. It organises medical check-ups and travel tours for the employees and holds various fun activities after work to enrich their life and communication beyond eight hours of work.

HIGHLIGHTS OF SOME ACTIVITIES:

- The Group organises team-building activities from time to time to enhance the collaboration and cohesion of the staff teams. These efforts not only enable the employees to truly integrate into the Group's family and to create more value for the Group, but also further enrich the Company's corporate culture and create a favourable working atmosphere
- The Group regularly organises birthday parties for employees to celebrate their birthdays collectively in an effort to enhance their sense of belonging and building rapport



Team-building activities and staff activities

SOCIAL RESPONSIBILITY

In addition, the Group has also established “Xinyi Education Fund”, dedicated to provide special financial support for the children of the existing employees continuously working at the Group for two years or more to complete their study.



Xinyi Group's 2024 Education Fund Distribution Ceremony

HEALTH AND SAFETY

Xinyi Electric Storage places a high priority on the health and safety of its employees as an integral part of its business management approach.

We have established an occupational health and safety system and obtained the certificate of ISO45001:2018 Occupational Health and Safety Management System for two of our subsidiaries engaged in production of electric storage products and PV Films products. We have implemented our internal safety manual, among other policies, to establish operating procedures for work safety, accident handling, accident rescue and safety training. Work safety measures are adopted to protect our employees during the course of work. We provide our employees with safety manual, new employee training and regulation education.

The Group attaches great importance to safe production, normalises safety education, and requires all personnel to participate in the drills involving the use of fire equipment, which has effectively improved the safety awareness and emergency handling capacity of all employees. Meanwhile, we also provide safety protection to our employees working in our service centres and production plant, which includes providing them with adequate safety equipment and ensuring that our service centres and plant facilities have adequate precautionary measures. When there is an accident or emergency, immediate report to our administrative department and appropriate responsive actions are required.

Xinyi Electric Storage established Xinyi Electric Storage safety committee (hereafter referred to as: the Safety Committee) and Xinyi Electric Storage safety committee office (hereafter referred to as: the Safety Committee Office) in accordance with the “Law of the People’s Republic of China on Production Safety”, to promote safety management concept of “people-oriented, caring for life, cherishing health” based on the “red line” principle that safety is the overriding priority, which effectively prevents production safety accidents and improves level of systematic management of safe production. Being the leading and decision-making institution of safety management of the Group, the Safety Committee is supervised and authorised for implementing specific works by the Chief Executive Officer. The specific works include safe production target, staffing level and qualification and capability nurturing, projects implementation plan and detailed scheme and working management strategy adjustment. The Safety Committee has formulated safety assessment scheme to conduct supervision and inspection, rectified and improved measures through examination, supervision and guide, safeguarding the effective implementation of safety management target and plan, consolidating and refining original work of safety office, thus satisfying safety management principles of “safety first, laws and regulations compliance, planning and coordination, hierarchical administration, local responsibilities, full participation, diligence to duty”.

In June 2024, the Group organised activities for the “safety production month”, aiming to further strengthen the safety production management of the Group and create a favourable atmosphere for safety production. The activities for the “safety production month” included a series of safety-related events, including safety awareness training, emergency drills and safety hazard inspections.

During the Reporting Year, we had complied with the applicable laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards and had not been subject to any penalties or fines by the competent authority for any non-compliance with the relevant laws and regulations.

Key Performance Indicator	2024	2023	2022
Number of work-related fatalities	0	0	0
Work-related fatal accident rate	N/A	N/A	N/A
Lost days due to work-related injuries	557	587	295



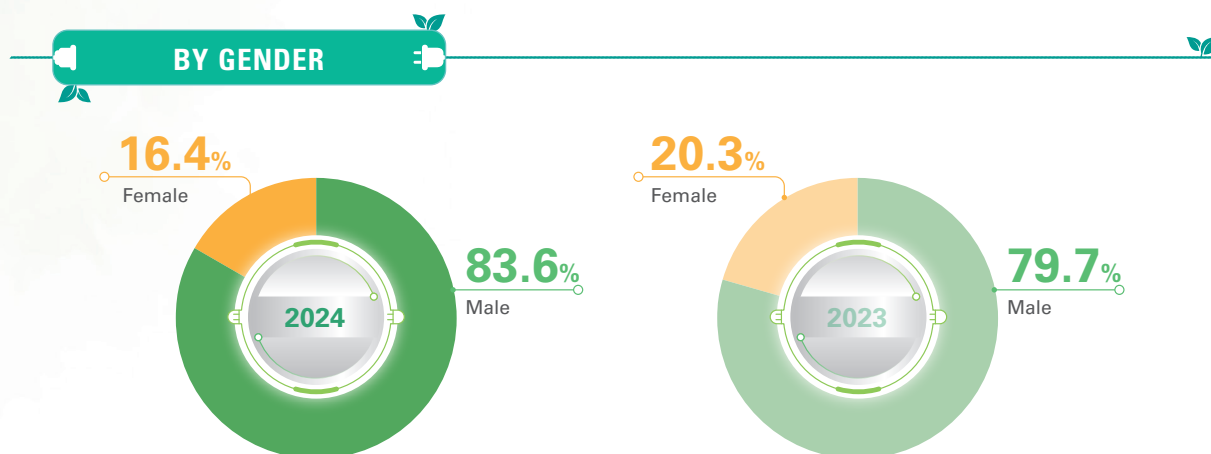
Rescue skills training at production base

DEVELOPMENT AND TRAINING

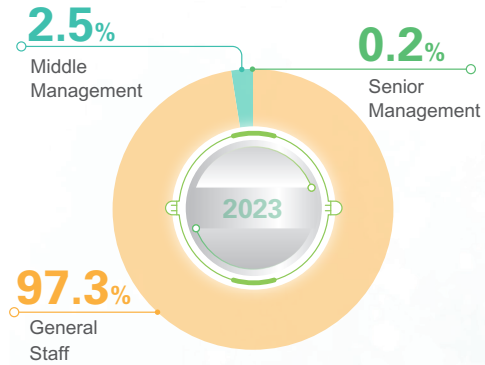
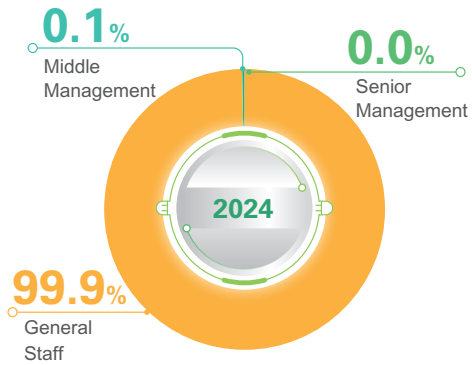
Xinyi Electric Storage regards human resources as intangible assets, and is committed to the organic integration of the employees' career planning and the long-term development of the Group by organising orientation training, on-the-job training, external training, management training and business training in an effective and complementary manner. We attach importance to the development of talents, continue to update and optimise the Group's training system for all employees, and increase the investment in training and management efforts, so as to help employees to achieve the improvement of their working ability and personal value.

We allocate ample resources to staff training and development with the aim of sustaining a competent, professional and ethical staff force that will contribute to the success of the Group. Our commitment to staff development is also aligned with the expectation that our Group should engage and deploy personnel with sufficient skills, knowledge, experience and soundness of judgement to discharge their duties. Depending on our staff's role, they will receive relevant on-the-job trainings in areas such as technical skills, customer services, work safety, operation manual, product knowledge, production process, compliance, risk management, leadership and management, and sales and relationships management. Reinforcement and refresher training programs help to ensure employees have the latest information and skills to carry out their duties at the highest standards. In 2024, the Group organised various training covering different topics for its employees, of which including integrity, equipment management, safety management, craftsmanship and various professional skills training. The diversified training contents enabled employees to acquire job-related knowledge as well as to develop their personal ethics and character, and their problem-solving skills. The Group's comprehensive training resources and learning environment enable employees to learn more efficiently, so it continues to cultivate talents and build up a talent pool for its future sustainable development. In 2024, the Group provided a total of around 2,609.9 hours (2023: 5,204.0 hours) of training for the employees through a combination of internal training and external training. Based on the total number of staff as at 31 December 2024, the average number of training hours per employee in 2024 was around 5.9 hours (2023: 8.7 hours).

The following graphs show the distribution of trained staff of the Group in 2024 and 2023 (by number of hours):



BY EMPLOYEE CATEGORY



The following table shows the average training hours completed by the Group's staff in 2024 and 2023:

		Average training hours completed	
Employment type		2024	2023
By gender			
— Male		6.7	9.4
— Female		3.6	6.8
By employee category			
— Senior management		0.0	1.3
— Middle management		0.0	3.2
— General staff		6.8	9.3



Training activities

LABOUR STANDARDS

While developing the “Recruitment Management Procedure” 《招聘管理流程》, Xinyi Electric Storage strictly complies with the “Labour Law of the People’s Republic of China” 《中華人民共和國勞動法》, “Provisions on the Prohibition of Using Child Labour” 《禁止使用童工規定》 and the local legal requirements in the places where its business are located, as well as the laws and regulations prohibiting the use of child and forced labour. To ensure staff health and safety, forced labour is strictly prohibited and no staff can start working before the completion of the relevant trainings.

The Group does not hire any persons aged below 16 (or the relevant thresholds as may be prescribed under the local labour law). During the recruitment process, job applicants should produce identity proof to ensure compliance with the Group’s policy as stated above. If such employment of child labour and forced labour is found, the Group will immediately terminate the labour contracts of the relevant employees, discontinue the employment and deal with the relevant responsible employees according to the Group’s system. During the Reporting Year, the Group was not aware of any major violations of laws and regulations related to the prohibition of the use of child labour or forced labour.

OPERATING PRACTICES

SUPPLY CHAIN MANAGEMENT

The Group selects suppliers based on a stringent set of criteria. The Group has formulated and implemented documents related to processes such as “Procurement Management Procedures” (《採購管理程序》) and “Supplier Management Procedures” (《供應商管理程序》) for all potential and existing suppliers. The Group has implemented a grading system and a comprehensive management system for suppliers. For potential suppliers, the Group’s supply chain purchasing team works with quality control, research and development and other relevant departments to set up a supplier evaluation team to score potential suppliers in all aspects. We evaluate suppliers based on a variety of factors, including product quality, price, payment conditions, production capacity, experience, industry qualification and certification, market reputation and after-sales service. The Group requires major raw material suppliers to pass ISO9001 certification at least. In addition, the environmental and social performance of suppliers is also a crucial part of auditing their performance and standards. During the selection process, specific requirements on suppliers’ environment, business ethics, human rights and public responsibilities are emphasised. The Group gives priority to suppliers with relevant certifications such as quality system and environmental system.

We have conducted on-site inspections and assessments on certain potential suppliers, including visiting factories, evaluating production facilities and production machines, auditing record keeping and management systems, and visiting the management, etc., to understand about suppliers’ measures and methods in safe production and environmentally friendly production to ensure that potential suppliers meet our standards. We also ask potential suppliers to provide samples, and the research and development and quality control departments will test the samples to ensure that the quality of the materials can meet the needs of the Group. If the suppliers have met our selection criteria, we will log them into the “Qualified Supplier Directory” (《合格供應商名錄》) to become our qualified suppliers.

In the contracts entered into between the Group and suppliers, there are specific terms on suppliers’ delivery timeliness, quality requirements, intellectual property rights, etc. Meanwhile, we have formulated the “Supplier Supply Management System” (《供應商供貨管理制度》) to increase the supply share of suppliers that meet the requirements and establish strategic partnerships. Through semi-annual assessments, we generally score the suppliers according to the items required by the “Supplier Evaluation Criteria” (《供應商評價標準》), fill in the “Supplier Half-Year Assessment Schedule” (《供應商半年考核明細表》), rate the suppliers according to their scores and implement corresponding handling measures. For suppliers with low scores, we will issue the “Supplier Assessment and Rectification Report” (《供應商考核整改報告》) to them, require them to take corrective or preventive measures for improvement, and track the effectiveness of their improvement. If the supplier’s situation does not improve, we will consider removing it from the “Qualified Supplier Directory” to cease the supply relationship with it. Through these evaluation systems, we maintain a list of qualified suppliers to ensure that they meet our quality standards.

In addition, the Group adheres to the principle of green purchasing when purchasing, gives priority to purchasing “green products” in procurement processes, strengthens the safety and environmental protection concepts of suppliers, and promotes suppliers to fulfill their social responsibilities.

With an aim to establish a sound anti-commercial bribery mechanism that remains effective in a long term, the Group has entered into “Supplier Anti-corruption Agreement” (《供應商廉潔協議》) with the suppliers for non-small-sum piecemeal procurement which have long-term business relationship with the Group, including, but not limited to, all raw material suppliers, engineering service providers, transportation companies/shipping companies, advertising planning companies, equipment suppliers, food and beverage suppliers, and service providers (such as cleaning services, scrap purchasers and machinery, etc.). The Group is committed to establishing a transparent and fair procurement environment for suppliers, and suppliers are not allowed to engage in any form of bribery, and if it is found, the Group reserves the right to prosecute the relevant parties for commercial bribery offences. The “Supplier Anti-corruption Agreement” also requires the supplier to undertake not to bid nor infringe the Group’s intellectual property rights. Meanwhile, the “Supplier Anti-corruption Agreement” provides a variety of methods for reporting corruption and other activities in order to create a clean and fair environment.

The number of suppliers in 2024 and 2023:

Key Performance Indicator	2024	2023
Number of suppliers by geographical region		
– Mainland China	897	1,186
– Hong Kong	26	22
– Overseas	13	14
	936	1,222

During the Reporting Year, the Group procured from a total of 936 suppliers, all of which were qualified suppliers that complied with the Group’s supplier development and management practices and met the standards in the regular assessment.

PRODUCT RESPONSIBILITY

QUALITY ASSURANCE

We are committed to providing high quality products and services, and also committed to the research and development of energy-saving and green products. We have made new achievements in the research and development of green products, and have continuously promoted the popularisation and application of energy saving and environmental protection concepts. Xinyi Electric Storage strictly complies with the requirements of the “Product Quality Law of the People’s Republic of China” (《中華人民共和國產品質量法》) and relevant local laws and regulations to implement the ISO9001:2015 quality management system. We have established a strict quality management system with internal procedure manual on the production and provision of services. In order to ensure compliance with our internal procedure manual, we also provide on-the-job trainings to our staffs to enhance their technical skills and provide timely update on the latest technology, customer service skills and workplace safety in order to raise the standard and quality of our products and services. Our quality management team also carries out regular quality control inspections at our production plant and service centres to ensure our products and service quality.

We test the quality of raw materials received and production process of products. When abnormalities occur, onsite quality control personnel will fill in a problem report and submit it to professional departments to obtain reason analysis and rectifying measures, which then be confirmed and carried out under supervision by quality control department.

During the Reporting Year, no products which the Group sold or shipped were subject to recalls for safety or health reasons (2023: Nil).

The Group also focuses on improving level of after-sales services, to realise high customer satisfaction and maintain long-term trust of customers. We has formulated “Warranty Management Control Procedures” (《保修管理控制程序》) to manage after-sales services. In the event that customers suffer malfunction during using our products, we will conduct information collection, problem analysis and initial judgement of malfunction through phone or video. Research and development department will recognise malfunction judged by after-sales personnel and formulate solution, then after-sales personnel will conduct onsite handling or send back for repair according to solution. The Group received a total of 319 complaints about electric storage products and PV Films products in 2024 (2023: 883 complaints), with a processing rate of 100% (2023: 100%).

CUSTOMER DATA PROTECTION

The Group has also formulated relevant internal policies including “Group Confidential System” (《集團保密制度》) for the data protection of customers and their companies, and will not provide information including product information, sales data and customer information to external units and unrelated personnel. The Group has also implemented “File Management System” (《檔案管理制度》), to strictly normalise the management and storage of files, in which important customer files and information are classified as the level-one files. Such files and information are duly managed by file room, which effectively avoids leakage of customer information. If any staff is found to leak the above information, the staff will be reported and punished in accordance with the Group’s system, and responsive actions will be taken.

INTELLECTUAL PROPERTY RIGHTS PROTECTION

The Group also attaches great importance to the maintenance of intellectual property rights. According to the “Patent Law of the People’s Republic of China” (《中華人民共和國專利法》), we have formulated the “Measures for the Administration of Intellectual Property” (《知識產權管理辦法》) to comprehensively manage and protect patents. During the process of maintenance, the core knowledge, process documents, and key parameters of the products will be kept confidential to customers. If any staff is found to leak the core intellectual property information, the staff will be reported and punished in accordance with the Group’s system, and responsive actions will be taken.

ANTI-CORRUPTION

The Code of Conduct allows our people to understand explicitly on several areas, which include the provisions of anti-corruption, antibribery, conflict of interest and gift policy.

The Group's business operations are required to comply with local and national legislation on standards of conduct, such as with the "Prevention of Bribery Ordinance" in Hong Kong and "Criminal Law of the People's Republic of China" in the Mainland China and relevant legislation on anti-corruption and bribery. With reference to such applicable regulations, the Group has formulated "Integrity Management System" (《廉潔管理制度》) and "Top 10 Integrity Rules for Xinyi's Staff" (《信義系員工十大廉潔條例》) to strengthen the construction of Xinyi Electric Storage's integrity culture, ideologically guide the employees to foster morally sound outlook on life and values, and promote and advocate the same across the Group. In addition, the Group has also formulated the "Xinyi's Whistleblower Protection and Reward System" (《信義系舉報人保護和獎勵制度》) to encourage suppliers, other partners and employees to participate in the supervision system of integrity operation, actively report corruption, duty crimes and other illegal acts, and protect the legal rights and interests of the Company and the employees.

The Group has implemented anti-corruption measures, by setting up various communication channels for reporting actions of corruption, soliciting or receiving benefits and offering advantages. The whistleblowing system can handle any breach of the law covered by the Code of Conducts. The Group demonstrates zero tolerance for any bribery and corruption through rigorous systems.

In 2024, there was no legal case regarding any corruption activities involving the Group and the employees (2023: zero case).

To promote the corporate culture of honesty and integrity and enhance the integrity awareness of all employees, the Group provided a total of 7.0 hours (2023: 5.0 hours) of integrity training in 2024, entailing 35 (2023: 107) participants on aggregate, and covered ordinary employees and senior management.

COMMUNITY

COMMUNITY INVESTMENT

The Group believes that our role and responsibility in the communities where we operate business goes beyond being just doing business. We develop harmonious environment for the local communities in which we are operating. The Group hires staff from local communities, listen their needs, and maintains a pleasant working environment. In 2024, in order to encourage employees of the Group in Mainland China to contribute the community in their spare time, the Group carried out activities to express its sincere appreciation to outdoor workers, such as sanitation workers and couriers, in order to care for outdoor workers and bring warmth to them. At the same time, the Group also actively participated in Xinyi Volunteer Team's activities in Hong Kong during the Reporting Year, including the lucky bag distribution activities in Dragon Boat Festival by The Lok Sin Tong Benevolent Society, Kowloon, Dress Casual Day of The Community Chest and other activities. Our management hopes to express appreciation to our community and plans to contribute to the society, so we participate in or encourage our employees to participate in charitable activities.



THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

ENVIRONMENTAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Protection – Emissions
KPI A1.1	The types of emissions and respective emissions data.	Environmental Protection – Emissions – Air Pollutant Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection – Emissions – Greenhouse Gas Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection – Emissions – Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Protection – Emissions – Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Environmental Protection – Emissions – Air Pollutant Emissions

ENVIRONMENTAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
A1: Emissions		
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Protection – Emissions – Waste Management
A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Protection – Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Protection – Use of Resources
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Protection – Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Protection – Use of Resources
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Protection – Use of Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Environmental Protection – Use of Resources

ENVIRONMENTAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
A3: The Environmental and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Environmental Protection – The Environmental and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Protection – The Environmental and Natural Resources
A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Environmental Protection – Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Environmental Protection – Climate Change

SOCIAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Social Responsibility – Employment and Labour Practices – Employment
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Social Responsibility – Employment and Labour Practices – Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Social Responsibility – Employment and Labour Practices – Employment
B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Social Responsibility – Employment and Labour Practices – Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Social Responsibility – Employment and Labour Practices – Health and Safety

SOCIAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B2: Health and Safety		
KPI B2.2	Lost days due to work injury.	Social Responsibility – Employment and Labour Practices – Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Social Responsibility – Employment and Labour Practices – Health and Safety
B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Social Responsibility – Employment and Labour Practices – Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Social Responsibility – Employment and Labour Practices – Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Social Responsibility – Employment and Labour Practices – Development and Training

SOCIAL

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Social Responsibility – Employment and Labour Practices – Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Social Responsibility – Employment and Labour Practices – Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Social Responsibility – Employment and Labour Practices – Labour Standards

SOCIAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Social Responsibility – Operating Practices – Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Social Responsibility – Operating Practices – Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Social Responsibility – Operating Practices – Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Social Responsibility – Operating Practices – Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Social Responsibility – Operating Practices – Supply Chain Management

SOCIAL

Subject Areas,
Aspects, General
Disclosures and KPIs

Description

Section

B6: Product Responsibility

General Disclosure

Information on:

(a) the policies; and

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

Social Responsibility –
Operating Practices –
Product Responsibility

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

Social Responsibility –
Operating Practices –
Product Responsibility
– Quality Assurance

KPI B6.2

Number of products and service related complaints received and how they are dealt with.

Social Responsibility –
Operating Practices –
Product Responsibility
– Quality Assurance

KPI B6.3

Description of practices relating to observing and protecting intellectual property rights.

Social Responsibility –
Operating Practices –
Product Responsibility
– Intellectual Property
Rights Protection

KPI B6.4

Description of quality assurance process and recall procedures.

Social Responsibility –
Operating Practices –
Product Responsibility
– Quality Assurance

KPI B6.5

Description of consumer data protection and privacy policies, how they are implemented and monitored.

Social Responsibility –
Operating Practices –
Product Responsibility
– Customer Data
Protection

SOCIAL		
Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B7: Anti-Corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Social Responsibility – Operating Practices – Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Social Responsibility – Operating Practices – Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Social Responsibility – Operating Practices – Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Social Responsibility – Operating Practices – Anti-Corruption

SOCIAL

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section
B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Responsibility – Community – Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Aspect – Community – Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Responsibility – Community – Community Investment

**XINYI ELECTRIC STORAGE
HOLDINGS LIMITED**
信義儲電控股有限公司

