MEGMEET
麦 米 电 气

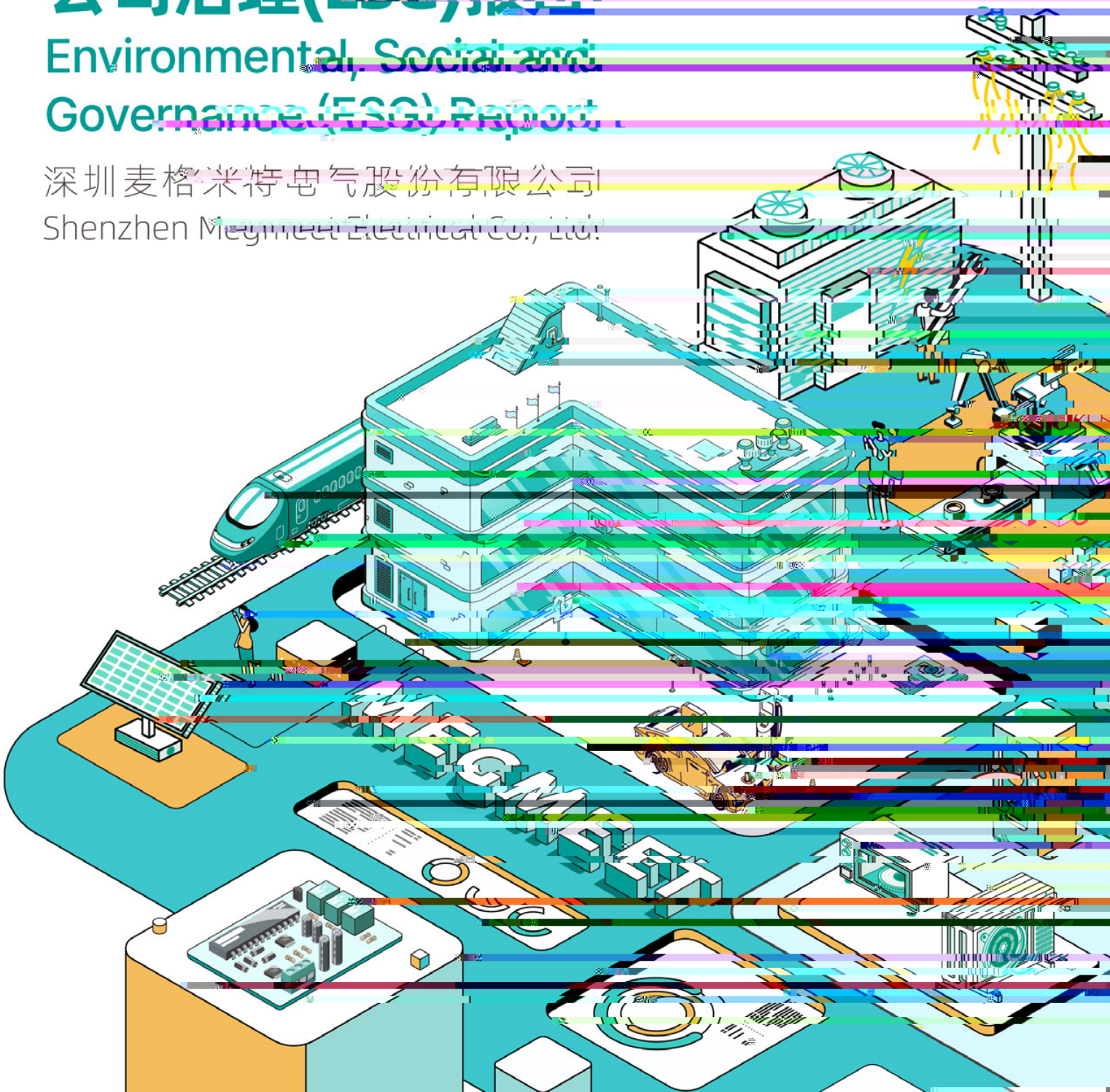
2022

环境、社会与公司治理(ESG)报告

Environmental, Social and Governance (ESG) Report

深圳麦格米特电气股份有限公司

Shenzhen Megmeet Electrical Co., Ltd.



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02 ESG

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About this Report

ESG

It is the third time for Shenzhen Megmeet Electrical Co., Ltd. to disclose social responsibility information. And this is the second *environmental, social and governance (ESG) report* of *Shenzhen Megmeet Electrical Co., Ltd.*, with the objective of disclosing to investors and stakeholders the actions and achievements of the Company in environmental, social, corporate governance and sustainable development.

Scope of the Report

“ ” “ ”

002851.SZ “ ”

The Report is applicable to Shenzhen Megmeet Electrical Co., Ltd. and its subsidiaries (“Megmeet” or “the Company”). Unless otherwise specifed, the report scope keeps consistent with that in the consolidated financial statements of the *Annual Report of Megmeet (Stock Code: 002851.SZ)* in the same period. And subsidiaries mentioned herein are shown in the “List of Subsidiaries in the Report”.

Reporting Period

2022 1 1 2022 12 31

The Report covers a specifc period ranging from January 1, 2022 to December 31, 2022. Unless otherwise specifed, data in the Report is acquired during the period said.

Basis for Preparation

1 — 2022

The Report is prepared in accordance with the *Shenzhen Stock Exchange Guidelines No. 1 for Self-discipline Regulation of Listed Companies - Standardized Operation of the Companies Listed on the Main Board* (2022) (For details, please refer to the Index).

Description on Data

The data and cases herein are derived from official records generated in the actual operations of the Company. The financial data herein is measured in RMB. If the financial data herein conficts with that in the annual financial report of the Company, the latter shall prevail.

Access to the Report

www.megmeet.com

The Report is available in the electronic form for online browse or download at the information disclosure platform designated by the stock exchange, and at the official website of the Company (www.megmeet.com).

Contacts

For any opinions or suggestions on the Report, please contact Megmeet:

63 34

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01 About the Company

About the Company

Main Business Li

With global presence, Megmeet has established a leading global operation system in order to improve the response competence and quality of its services.

Global Layout of Megmeet Subsidiaries

2022

Economic performance

Revenue

Operating profit

R&D expenses

Environmental performance

Total GHG emissions (Scopes 1, 2 and 3)

Annual investment in environmental protection

Number of cases in which penalties are imposed due to violations of environmental protection laws and regulations

Social performance

Proportion of employees receiving training

Proportion of new suppliers that were screened according to environmental criteria

ESG

Executive director and deputy director of the ESG Committee

ESG

Executive members of the ESG Committee

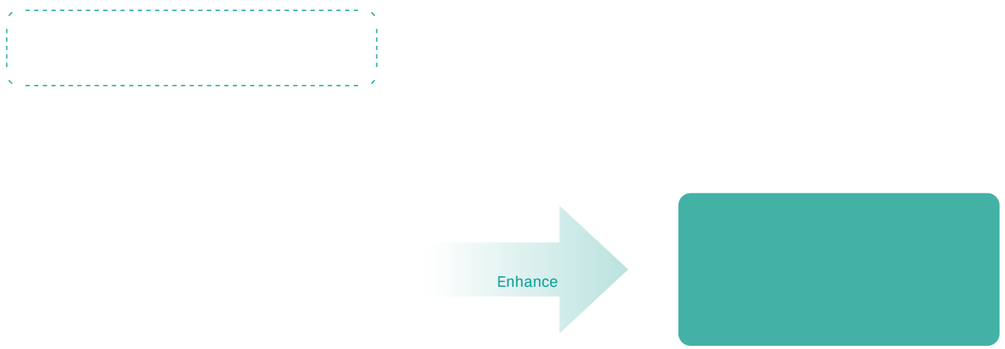
ESG

Participate in the data collection of certain ESG material issues.

Social	Health and safety, employment, remuneration and incentives, employee benefits, talent cultivation, training system, performance evaluation and promotion mechanism, protection of employees' rights and interests, respect for employee diversity, communication with employees, employee activities, supplier assessment, conflict mineral management, hazardous substance management, product quality,
Environmental	
Market	Patent management, R&D strength, R&D and innovation, R&D investment, and green products
Governance	

TSI

Megmeet TSI Structure



ESG

ESG

In order to learn about the needs and expectations of stakeholders more accurately, Megmeet has launched the analysis of material issues following the analysis process of setting communication objectives, identifying ESG issues, and analyzing and evaluating material issues. The analyzed and evaluated results are taken as reference to information disclosure in the Report, and as important basis for the Company to develop its ESG strategy.

20 ESG

16 ESG

After making full communication with experts, and considering the actual operations, the Company has screened out 20 ESG topics with higher relevance to the Company. Upon expert opinions and review by the top management, the Company has identified 16 issues of high materiality as reference to information disclosure herein and as important basis for the development of the Company's ESG management strategy.

Note 1: Issues in bold font are material issues of high impacts, and those in non-

As an environmentally responsible enterprise, Megmeet makes efforts to apply and innovate green and energy-saving technologies, roll out the research and development of green products, and integrate “green and energy saving” principles into product design and manufacturing in order to enhance the eff * ṫ ncþ Ăroducts, ĂeeucŐ in ı he Ăroductpol ind tƿ eaoŋ

k ʅ < i ⁂ C intiriactȘrò in i

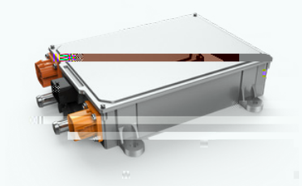
Green Product Case

Green Product Case

Green Product Case

Bidirectional Two-in-one On-board Power Supply for New Energy Vehicles

-
Direct Current-Direct Current DC-DC
Alternating Current AC
DC 96%
Direct Current DC DC
DC-DC 95%



The bidirectional two-in-one on-board power supply for new energy vehicles integrates charging, inversion and Direct Current-Direct Current (DC-DC) conversion functions, and features high power density and good conversion efficiency. When charging batteries after conversion from Alternating Current(AC) voltage to DC voltage, the product has the charging efficiency up to 96%. When supplying power to the low-voltage parts and components of vehicles after conversion from DC high voltage to DC low voltage, the product has the DC-DC conversion efficiency up to 95%. When supplying power to home appliances upon inversion from DC high voltage to AC voltage, the product has the inversion efficiency up to 95%. As concluded, the product enhances the electric energy conversion efficiency for new energy vehicles, thus greatly reducing electric energy consumption.

Green Product Case

EV

EV Charging Pile Module

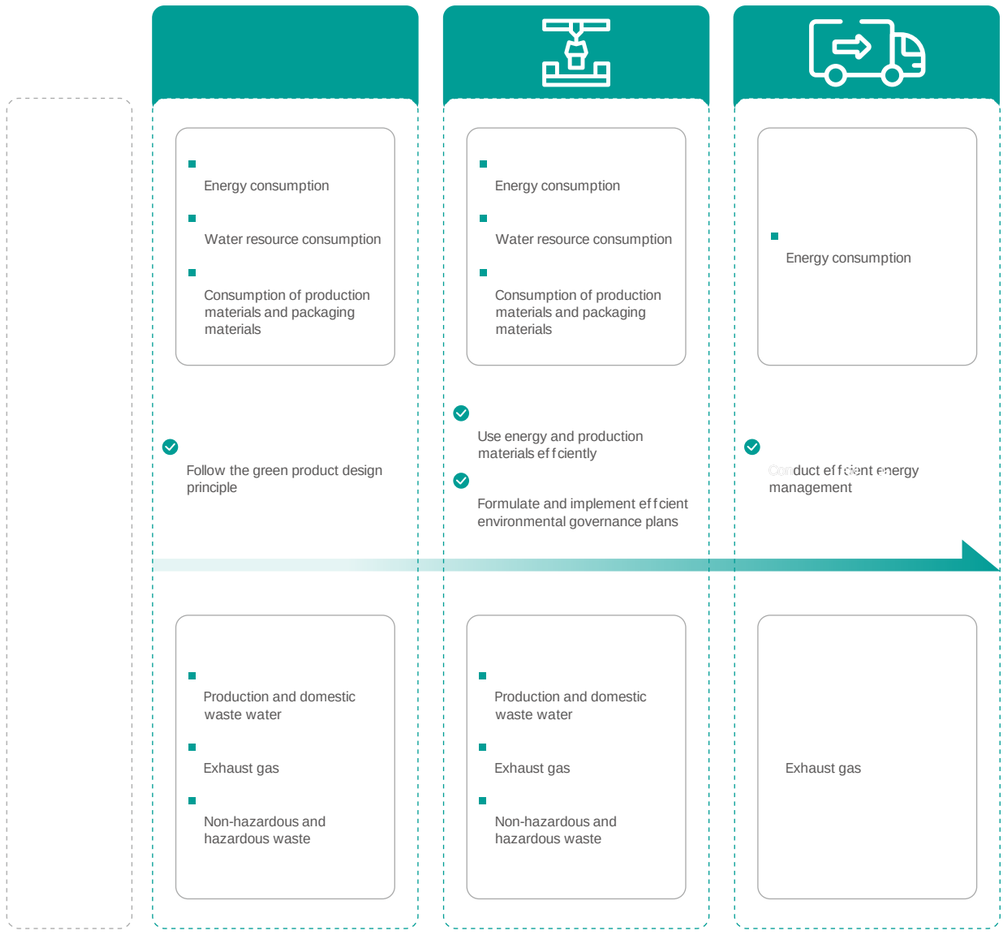
“ ” 40kw
10
Silicon
Carbide SIC 96%



In response to the national strategy of “carbon peaking and carbon neutrality”, Megmeet 40 kw liquid-cooling charging module adopts the advanced liquid cooling solution. With the unique watercourse design, the designed life-span of the product is as long as 10 years, which is far longer than the average life-span in the industry. This green charging module is applied in charging piles for new energy vehicles, contributing to energy conservation and emission reduction. The product adopts SIC components, with the efficiency up to 96%. As a result, it reduces energy consumption in use and saves electric energy.

Megmeet Honors for Green Products

Key Links of Environmental Management at Megmeet



2022 Environmental Objectives of Megmeet in 2022

To do its part in responding to climate change, Megmeet actively implements the *Working Guidance tor Carbon Dioxide Peaking and Carbon Neutrality in Full and Faithful Implementation of*

Megmeet pays close attention to the impact of its production and operations on the environment, and actively identifes t Ґ ķ a j я ض Ґ of pollutants during production and operations. Main pollutants of t Ґ Õ , C includ Ґ Õ) wast Õ Õ and

Th Ґ Ł C ƚ Òp ğ Ǒy א t iǵtly א ƚ Òpli Ґ sא ith Ł app Ę iǵ ğ dz Ę Ô aws א Ǒ Ǻ Ł r Ґ õ u Ę ati ƚ ms, Ł su ǵ Ř Ł as א h Ґ n Ǯ Ǒviro Ǒ Ò Ґ ƀ ta Ę Pr ƚ t ɔ ti ƚ Ò Ł Law 8 Ł th Ґ א Ґ đp Ę Ґ 's א ˍ ω ŋ ¶ C ù na , t Ґ ò ş of t Ґ ɣ People's א ᴺ ¶ C ù na א ɣ Pr ¶ Cont ol ρf Environmental ɣ Pollution א C h ؛ بض C Wast , and t Ґ ò ƚ f t Ґ Ⱳ ⊥ ⊥ Ô א ˍ ∫ Ön א ٬ ŋ Used lamp tubes Ǒ and Cont ol of Atmosp Ґ Ö Pollution .א ٬ Ґ ın C ٬ measur ٬ Ö to

k

Pollutant ב	Ґ r ƚ f Meg Ò eet
Exhaust gas	Tin and its compounds Welding fume ın Particulate matters, total suspended particles, sulfur dioxide, nitrogen oxide, VOCs and ammonia gas
Domestic waste water	

Waste electronic components, packages of parts and components, and waste paper

Offce waste

Waste resin, and waste hazardous packaging materials

Waste oil, waste liquid, and waste cutting fuid

Used lamp tubes

Leftover materials of waste circuit boards

Waste water sludge

2022

CDP C

2022

At t Ґ Õ C Ô C, efforts ar Ô 7 Ô m ƚ nitor t Ґ Ô of Ô wast Ô production branches and subsidiaries in ord Ґ emissions meet nation al and $ ndustrial standards. 2022

Besides, t Ґ Õ , C attaches importanc Õ wat management. Stable municipal Ô sourc of t Ґ Á , C > and t Ґ Á to wat significant impact on t Ґ Õ) In 2022, t Ґ Õ , C took ın ج خي Cto facilitat t Ґ A (us A saving taps, ad ƚ pt toilet f us ù ng s and prom ƚ t wat was א ın C aft qu sti ƚ n Ô ğ ir Ґ Ô urv Ґ . Ґ uri Õ g Ł th Ґ Ô Ґ ƚ Sanitary War 2 , Ltd. r t Ґ 2 wat

In 2022, t Ґ

04 Craftsmanship Spirit for High-quality Products

The key for sustainable development lies in excellent R&D and innovation competence. In accordance with applicable laws and regulations, such as the *Law of the People's Republic of China on Scientifc and Technological Progress*, and the Patent Law of the People's Republic of China, the Company stays committed to establishing and continuously improving the R&D and innovation management system, and formulates management regulations including the *Development Procedures of New Industrial Power Supplies*, the *Design and Development Management Procedures*, and the *Project Development Evaluation Regulations*, to ensure the effcient implementation of R&D projects, and development projects of new products.

Main Measures for Better R&D and Innovation Competence of Megmeet

R&D team

8 200 10 1,800

The R&D team consists of 8 doctors, 200 professionals with over 10 years of development experience, and 1,800 researchers.

R&D bases

8

The Company has established 8 R&D bases in China and Europe.

Inspiring Innovation

10

The Company has formulated incentive regulations, such as the Management Measures for Intellectual Property Rewards, and the Regulations on Award Evaluation of Excellent Projects in the Megmeet Electrical Technology Summit, and set up 10 rewards in terms of the development and application of new products, new materials, new processes and new technologies in order to encourage employees in technological innovation and progress.

The Annual Technology Summit, an important technology conference, aims to enhance technological exchange and joint innovation among the business divisions, branches and subsidiaries, and shareholding companies, and build a better technology platform.

2022 140 “ ” “ ”

In the 2022 Technology Summit themed “Focusing on Technology, and Promoting Cooperation in Innovation”, 140 attendees discussed R&D and testing issues, and shared project experience. Serving as a technology platform, this conference facilitated exchange among departments, and improved product quality consciousness.

Scientifc Research and Innovation Honors of Megmeet

17 800W 80 PLUS

17# 800 W server power supply passed 80 PLUS Platinum Certifcation — U.S. Energy Information Administration (EIA)

2022

2022 Intelligent Manufacturing Benchmarking Workshop in Hunan Province (Zhuzhou Megmeet) — Industry and Information Technology Department of Hunan Province

2022 ( )

One of the second batch of intelligent plants in Zhejiang Province in 2022 (digital workshop) (Zhejiang Yihe Sanitary Ware Co., Ltd.) — Zhejiang Provincial Economic and Information Department

National Standard, and Quality Management System of Megmeet

Comply with national standards

- *The law of the People's Republic of China on Product Quality*

Establish the quality management system

- ISO9001
  ISO9001 quality system
- ISO13485
  ISO13485 quality management system of medical devices
- IATF16949
  IATF16949 quality management system of the automobile industry

Formulate quality management regulations

- MES

  Formulate management regulations, such as the *MES Quality Management Manual*

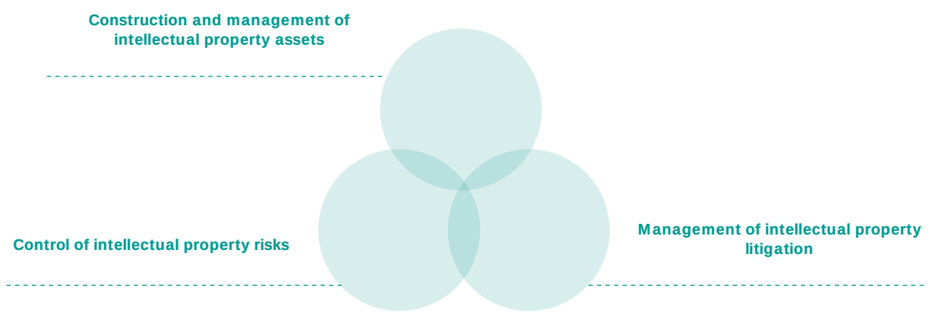
In order to implement the quality management system better, the Company has formulated the full-process quality control procedures covering R&D, supply chain, production and services to ensure high-quality products and services are offered to the market and customers.

Megmeet Quality Management Procedures

Quality control	R&D quality control	Supply chain quality control	Production quality control	Service quality control
Description	IPD PMS TC Adopt the IPD (integrated product development) process and make use of PMS (R&D process management) and TC (product data management) software in the product R&D phase.	MES Apply the supplier-end MES system; Conduct supplier access and quality management by types hierarchically.	Realize digital and automatic management for plants during the production process, improve production b	

In 2022, the Company organized 539 quality safety training activities in terms of quality tools, standards and procedures for over 959 hours. A total of 10,594 new employees, on-the-job employees, employees in the key positions, and engineers received training, with 100% attendance rate..

Megmeet Intellectual Property Management System



Intellectual Property Management System Certi f cation of Megmeet and its Subsidiaries (Effective during the Reporting Period)

Shenzhen Megmeet Electrical Co., Ltd.	GB/T 29490-2013	GB/T 29490-2013 Certi f cate
Zhejiang Yihe Sanitary Ware Co., Ltd.	GB/T 29490-2013	GB/T 29490-2013 Certi f cate
Zhuzhou Megmeet Electrical Co., Ltd.	GB/T 29490-2013	GB/T 29490-2013 Certi f cate

2022

In 2022, the Company focused on the construction of intellectual property assets, the control of intellectual property risks, and the improvement of the intellectual property management platform, with a view to enhance its intellectual property management competence continuously.

2022
Main Measures to Protect Intellectual Property of Megmeet in 2022

Construct intellectual property assets	Follow up R&D projects actively and seek potential high-quality patents relying on such management tools as the existing EIP - intellectual property management platform and the PMS system to achieve the closed-loop management of R&D projects in terms of intellectual property.

2022 “ 2022 ” 2022

1,122

In 2022, the Company was titled as the “Intellectual Property Demonstration Enterprise of Guangdong Province” due to the intellectual property management platform it developed independently. By the end of 2022, the Company has been granted 1,122 patents. During the reporting period, the Company had neither violations of intellectual property laws and regulations, nor lawsuits regarding intellectual property.

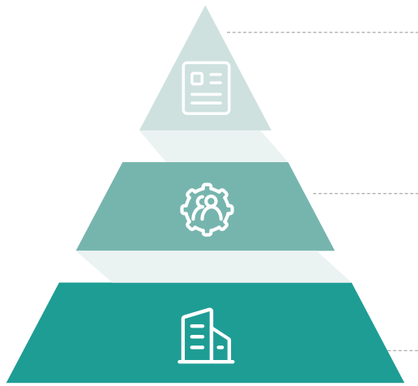
Megmeet attaches importance to the privacy protection of customers, suppliers and employees. In the collection, storage, processing, dissemination and sharing of personal information, the Company strictly complies with applicable privacy and information security laws and regulations, such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. And it has formulated and implemented internal regulations to regulate the management of confidential information protection.

Information Security Management System Certification of Megmeet and its Subsidiaries (Effective during the Reporting Period)

Shenzhen Megmeet Electrical Co., Ltd.	ISO27001 2013	ISO27001:2013 Certificate
Zhuzhou Megmeet Electrical Co., Ltd.	ISO27001 2013	ISO27001:2013 Certificate

The Company has defined information security management levels centering on business and established a top-down information security management system well. Under the management system, the Company has formulated and revised information security regulations to define information security requirements that its employees should meet; adopted advanced information security technology to protect the security of key information; incorporated information security management into its routine business operations, and continuously enhance the employees' consciousness of information security.

Hierarchical Information Security Management



Information Security Leading Group

Formulate general regulations and strategies for the Company's information security as per national and industrial information security policies, laws and regulations, and guide and supervise the information security work.

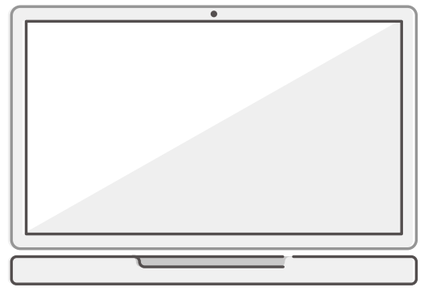
Information Security Department

Execute resolutions made by the Company's Information Security Leading Group, formulate regulations, systems and strategies on information security, and facilitate the implementation of information security-related matters.

Information security teams of business divisions and subsidiaries

Comply with their respective information security requirements, organize the information security inspection within their respective business divisions and subsidiaries, and report information security incidents to the Information Security Leading Group, among others.





In order to ensure product quality, and implement the operation guidelines, Megmeet has introduced strict requirements of suppliers in terms of quality, cost, lead time, environment and safety. Besides, the Company has teamed up with suppliers to carry out the development guidelines of environmental protection and resource recycling through regular sharing, review, tutoring, and communication.

The Company has formulated management regulations, such as the *Procurement Management Procedures* to manage new and existing suppliers. The Company organizes field assessments for new supplier candidates in terms of environment, health, safety and social responsibility, and propos ط я ! om rgƒ eo ƚ pn m ent glæo ŋ ent r l' é ey æ á i Ļ !

e

The Company declares that in line with the Responsible Minerals Initiative (RMI), it will launch due diligence over the use of conflict minerals in its supply chain referring to the Conflict Minerals Reporting Template (CMRT), and fill in the template upon the request of customers. The Company will never purchase or support the use of conflict minerals that may directly or indirectly fund or sponsor regions affected by armed conficts. To this end, it audits the use of confict raw materials by suppliers every two years.

In 2022, the Company distributed the CMRTs to 315 suppliers and collected back 315 CMRTs that were flled in effectively. In case of any smelters or refineries failing to meet the

acŔcthĄ

Overview of Megmeet Employment Regulations

Recruitment and decruitment	Formulate the *Management Regulations on General Recruitment*, and the *Management Regulations on Interns*; recruit employees equally; forbid forced labor and child labor, and eradicate discrimination against any employee; conclude labor contracts with employees by law.
Working hours and vacations	

2022
Megmeet Employee Diversity Performance in 2022

2022

2022

In accordance with applicable laws and regulations such as the *Labor Law of the People's Republic of China*, Megmeet purchases social insurances and housing fund for all employees (employees rehired after retirement excluded) by law. The Company has formulated the *Management Regulations on Holidays and Leaves*, specifying that all employees have the right to enjoy paid annual leaves, marriage leaves, bereavement leaves, parental leaves and sick leaves by law. In line with the Management Measures for Equity Incentives in Listed Companies, the Company has formulated the *2022 Stock Option Incentive Plan of Shenzhen Megmeet Electrical Co., Ltd. (Draft)* and the *Management Measures for the Implementation of 2022 Stock Option Incentive Plan of Shenzhen Megmeet Electrical Co., Ltd*. in order to improve the welfare package for employees and motivate employees to develop.

The Company cares every employee in difficulty. In Zhuzhou Plant, the labor union collects the information about employees with urgent needs regularly, and reports cases collected to the labo

“ ”

Adhering to the principle of “giving ear to employees, and co-building a harmonious Megmeet”, the Company strives to find and solve problems timely, and pays more attention to and guides employees better. Through regular informal discussions with new employees, discussions with the management, regular meetings of departments and employee suggestion boxes, the Company communicates with employees actively to learn about and respond to their needs.

“ ”

Insisting on the philosophy of “putting safety and prevention first, and implementing comprehensive treatment”, and according to applicable laws and regulations such as the *Law of the People's Republic of China on Work Safety*, the *Emergency Response Plans for Work Safety Accidents*, and the *Regulations on the Safety Management of Hazardous Chemicals*, the Company has formulated management regulations including the *Guide for Work Safety*, the *Management Regulations on Work Safety*, and the *Management Procedures for the Control of Hazardous Chemicals*, and has set up the Safety Committee that is responsible for coordinating safe production work.

2022 Đ

In 2022, in order to enhance safe production work further, the Company enhance the safe production management competence from several dimensions of management method, risk identifcation and safety consciousness improvement, to lower the occurance rate of safe production accident as much as possible.

2022 22 6,500 137 5,200
23 “ ”

In 2022, the Company organized 22 emergency drills, and over 6,500 employees participated in these drills. And it arranged 137 safety training activities, and over 5,200 employees received training. A total of 23 employees obtained “Junior First Aider” certifcates that were effective during the reporting period. During the reporting period, the Company had no major safe production accidents.

ISO 45001

In line with applicable laws and regulations such as the Law of the *People's Republic of China on Prevention and Control of Occupational Diseases*, the Company has formulated management regulations including the *Management Plan of Occupational Health and Safety, and Production*, established the occupational health and safety management system, and actively applied for the ISO 45001 occupational health and safety management certifcate to continuously improve its management level.

Occupational hazard factors	Management measures
High temperature	■ Post the notice on occupational hazards. ■ Provide the employees in relevant positions with protective gloves and shoes. ■ Arrange the employees exposed to occupational hazard factors to receive physical examinations.
Ultraviolet ray	■ Post the notice on occupational hazards. ■ Provide the employees in relevant positions with special masks and goggles. ■ Arrange the employees exposed to occupational hazard factors to receive physical examinations.

2022

In 2022, the Company organized occupational health and safety training and publicity to improve the employees' consciousness of occupational health and safety constantly.

Occupational Health and Safety Education and Training in Megmeet

In April, the Health Commission of Tianyuan District, Zhuzhou launched the "Education Week" activity of the *Law of the People's Republic of China* on Prevention and Control of Occupational Diseases to popularize occupational health

2022 100%

In 2022, all employees of the Company received occupational health and safety training. During the reporting period, the Company had no incidents violating the laws and regulations of occupational health and safety.

A+ A B+ B C

age training

Besides, the Company continues to improve the performance appraisal sy em, and takes appraisal results as an important reference for the promotion and development of employees. In accordance with the *ployee Performance Management Measures*, the Company appraises employee performance, communicates appraisal results, wh are divided into A+, A, B+, B and C, to employees tutors employees, and traces the performance process.

Megmeet Performance Appraisal Items

ult quality

Timeliness

Innovation

Megmeet performs its social responsibility actively. With its resources and advantages, the Company keeps commitment to contributing to community development and public welfare. To be specific, the Company always focuses on talent cultivation, infrastructure, assistance to students, and concern for disadvantaged groups in the local, and encourages its employees to participate in public welfare activities.

2022

In 2022, the Company pooled its resources to infrastructure construction, planning and construction of urban and rural scenery spots, and assistance to students, and organized a series of public benefit activities.

2022
Main Public Welfare Activities of Megmeet in 2022

Supporting community development

Supporting infrastructure construction: The Company made full use of its business and technical advantages and invested RMB

Sponsoring students

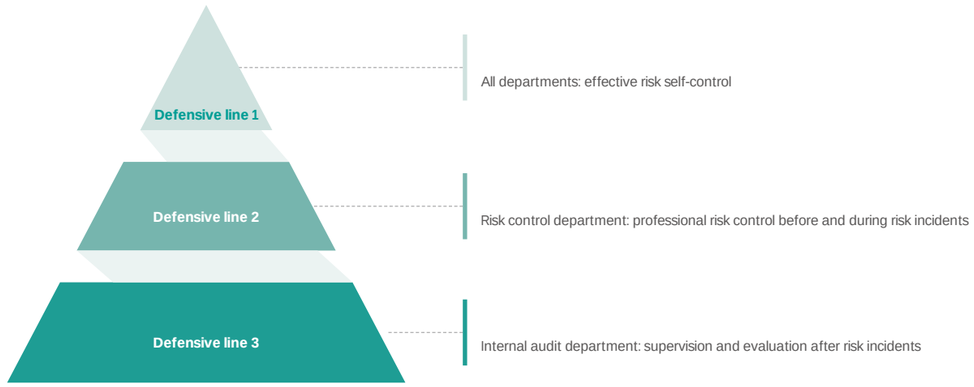
- The Company cooperated with universities and set up a scholarship to support and encourage college students to engage in research projects for technical breakthroughs.

2022	346,105	49	147

In 2022, the Company donated RMB 346,105, and 49 employees participated in voluntary activities for 147 hours in total.

Attaching importance to risk control, the Company has established three defensive lines to effectively ensure the check-and-balance of risk managment's rights and responsibility, and further to guarantee the risk managment work's effciency and effect.

Three Defensive Lines for the Risk Control System of Megmeet



In accordance with applicable laws and regulations such as the *Guide for Internal Control*, the *Guide for Internal Control Evaluation*, applicable laws and regulations such as the *Rules for Information Disclosure and Reporting by Companies Issuing Securities Publicly No. 21 - General Provisions on Annual Internal Control Self-evaluation Report*, as well as the Articles of Association, the Company conducts internal control evaluation according to its actual situation.

The Company has established a sound and effective and efficient internal control system catering to its actual situation, and has formulated effective internal control evaluation standards. With the operations of the internal control system, and internal control analysis and evaluation, the Company has guarded against risks in operations and management effectively, and facilitative)

In order to ensure the effective implementation of internal control management, the Company organizes annual audits and prepares annual audit reports, and its Audit Committee holds meetings to audit related party transactions. Besides, the internal control checklist is disclosed in the annual report.

2022

Megmeet Internal Audit Performance in 2022

Megmeet strictly complies with applicable laws and regulations such as the *Anti-unfair Competition Law of the People's Republic of China*, and the *Interim Provisions on Prohibition of Commercial Bribery*, and gives priority to anti-corruption and anti-commercial bribery in internal risk control. And the Company has formulated management regulations including the Regulations on Investigation and Punishment for Violations of Discipline and Rules, and the Code of Conduct for Procurement and Related Business, and has improved the clean management system gradually.

2022 “ ”

The Company takes proactive measures and procedures to guard against corruption risks. Internally, the Company organizes business ethics training for directors and all employees, requires employees to sign the commitments to integrity, and publicizes anti-corruption to crack down on corruption. Externally, the Company takes stricter measures against commercial bribery, and requires suppliers to sign the *Commitment to Honesty and Integrity*. In 2022, the Company organized honesty and integrity promotion activities and integrity training in its supplier management center to enhance the anti-corruption consciousness of its employees.

The Company encourages its employees to whistle-blow illegal and undisciplined misconducts such as corruption, bribery, malpractice, abuse of power for personal gain, and misuse of authority, and misconducts involving breach or dereliction of duty that cause great loss to the reputation or economic benefit of the Company. To this end, the Company has formulated standard whistle-blowing procedures, and regulations on investigation and whistle-blower protection. Employees are allowed to whistle-blow misconducts in real-name or anonymous manner through phone calls, letters or mails, or to whistle-blow misconducts face to face.

Megmeet Procedures of Response to Whistle-blowing Cases



2022 12

12

In 2022, the Company organized anti-corruption training for all directors and employees. The hours of anti-corruption training per employee and per director were both 12 hours. During the reporting period, the Company had no serious incidents involving suspected corruption or commercial bribery.



07 Key Performance Indicators

Indicators	Unit	2021	2022
Total greenhouse gas emissions	Ton of carbon dioxide	17,411.30[1]	29,671.02[2]
Total greenhouse gas emissions of Scope 1[3]	Ton of carbon dioxide	341.78	327.75
Total greenhouse gas emissions of Scope 2[4]	Ton of carbon dioxide	17,069.52	17,736.50
Total greenhouse gas emissions of Scope 3[5]	Ton of carbon dioxide	—	11,606.77
1&2	/	0.04	0.05

1 2022 10 2022 2021

Note 1: In October 2022, the Company launched the heat recovery project of air compressors. This project reduces annual natural gas consumption indirectly, thus dropping the total natural gas consumption dramatically.

2 2022

Note 2: In 2022, the Company added a forklift. Thus, the diesel consumption increased greatly compared with data in 2021.

1

1 2022

Note 1: Total consumption of packaging materials for finished products, total consumption of recyclable packaging materials, and total consumption of disposable packaging materials are counted since 2022.

Indicators	Unit	2021	2022
Total recycled water consumption[2]	Ton	—	63,724.00
	/	0.27	0.35

1 2022

Note 1: In 2022, Zhuzhou Megmeet Electrical Co., Ltd. expanded its laboratory scale and increased employees, and Zhejiang Yihe Sanitary Ware Co., Ltd. encountered pipeline damage (solved), and put the injection molding workshop into production. Thus, the total water consumption increased greatly compared with data in 2021.

1 2022

Note 1: The waste water discharge increased substantially along with significant increase of total water consumption in 2022.

1 2022

Note: Environmental management performance data is collected since 2022.

Indicators		Unit	2021	2022
By gender	Number of male employees	person	2,599	3,302
	Number of female employees	person	1,686	1,963
By gender	Proportion of male employees	%	60.65	62.72
	Proportion of female employees	%	39.35	37.28
By age group	>50 Number of employees aged over 50	person	96	117
	30 50 Number of employees aged 30 to 50	person	2,725	3,275
	<30 Number of employees aged below 30	person	1,464	1,873
	>50 Proportion of employees aged over 50	%	2.24	2.22
	30 50 Proportion of employees aged 30 to 50	%	63.59	62.20
	<30 Proportion of employees aged below 30	%	34.17	35.57
Number of male employees in the senior management		person	200	311
Number of female employees in the senior management		person	43	63
Total investment in employee activities		RMB 10,000	—	246.91

Indicators	Unit	2021	2022
Total number of employees receiving training	person	4,285	5,265
Employee training coverage	%	100	100
Total training hours of employees	Hour		

1 2022
Note: The total number of training activities is counted since 2022.

Indicators	Unit	2021	2022
Number of granted patents (as of 2022)[1]		835	1,122
Annual number of patent applications		326	362

1 2021

Note 1: The Company has traced and re-checked the number of granted patents (as of 2021) in 2021, and the corresponding index is subject to this Report.

Indicators	Unit	2022
Number of complaints about customer privacy leak[1]		0

1 2022

Note1: The Number of complaints about customer privacy leak is counted since 2022.

1

1 2022

Note 1: Data related to public welfare and charity is collected since 2022.

Terms and Disclosures		Chapters
8.6 8.6: (1)	Compliance with Environmental Protection Laws and Regulations and Industrial Standards	Green Development for Ecological Harmony Craftsmanship Spirit for High-quality Products Putting Employees First, Promoting Equity and Harmony Clean Government for Lasting Development
8.6 8.6: (2)	Environmental Protection Program	Environmental Management System
8.6 8.6: (3)	Use of Natural Resources	Response to Climate Change Key Performance Indicators
8.6 8.6: (4)	Pollutant Disposal	Emission and Waste Management
8.6 8.6: (5)	Pollution Prevention and Control Facilities	Emission and Waste Management
8.6 8.6: (6)	Taxes and Fees Related to Environmental Protection	N/A
8.6 8.6: (7)	Supply Chain Environmental Safety	Supply Chain Management
8.6 8.6: (8)	Other Environmental Protection Responsibilities	Green Development for Ecological Harmony
8.7 8.7: (1)	Environmental Protection Policies, Objectives and Achievements	Environmental Management System Response to Climate Change
8.7 8.7: (2)	Total Annual Resource Consumption	Key Performance Indicators
8.7 8.7: (3)	Environmental Protection Investment and Environmental Technology Development	N/A
8.7 8.7: (4)	Pollutant Emission Management	Emission and Waste Management
8.7 8.7: (5)	Construction and Operations of Environmental Protection Facilities	Emission and Waste Management
8.7 8.7: (6)	Waste Treatment, Disposal, and Recycle	Emission and Waste Management
8.7 8.7: (7)	Conclusion of the Voluntary Compliance Agreement with the Environmental Protection Department	N/A

Terms and Disclosures		Chapters
8.7 8.7: (8)	Awards by the Environmental Protection Department	N/A
8.7 8.7: (9)	Other Voluntary Information	Other Voluntary Information
