

REPT 瑞浦兰钧  
BATTERO

DRIVING A SUSTAINABLE FUTURE

REPT 瑞浦兰钧  
BATTERO

2025 | ENVIRONMENTAL, SOCIAL &  
GOVERNANCE (ESG) REPORT

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# ABOUT THIS REPORT

## ABOUT THIS REPORT

This report is the 2025 Environmental, Social and Governance (ESG) Report of REPT BATTERO Energy Co., LTD. (hereinafter referred to as "this Report"). This Report covers the Company's environmental, social and governance (ESG) policies, measures, management and performance for the year ended December 31, 2025 (the "reporting period"). This report is prepared and published by REPT BATTERO Energy Co., Ltd. and its subsidiaries (collectively referred to as "REPT BATTERO" or the "Company"; for details on the subsidiaries, please refer to the notes to the Company's annual report) to comply with the Listing Rules of The Stock Exchange of Hong Kong Limited ("HKEX") and the disclosure requirements set out in its Environmental, Social and Governance Reporting Guide (Appendix C2), as well as other relevant guidelines. It is intended for reference by investors, customers, suppliers, employees, communities, and other stakeholders.

## REPORT VERSION AND ACCESS METHODS

This report is available in both Traditional Chinese and English and is released simultaneously; In the event of any discrepancy between the two versions, the Traditional Chinese version shall prevail. This report is in electronic form and is available to readers through the following channels:

- HKEXnews
- The Company's official website and investor relations (IR) section

## REPORTING SCOPE

**Organizational boundaries:** The scope of disclosure in this report covers the company's main operating entities and bases during the reporting period, of which the scope of environmental data covers the company's Jiashan, Wenzhou, Foshan, and Liuzhou bases. If individual entities are not included due to data availability or business nature, the reasons and improvement plans will be explained in the relevant sections.

**Time boundary:** Unless otherwise stated, the information and data contained in this report cover the reporting period (January 1, 2025 to December 31, 2025). Individual metrics that are rolling across years or are affected by audit/verification nodes will be explained in the notes.

## APPLICABLE CRITERIA

This report was prepared and disclosed in line with or with reference to the following standards and guidelines:

- Hong Kong Exchanges and Clearing (HKEX)'s Environmental, Social and Governance Reporting Code (Listing Rule Appendix C2) and related guidelines and frequently asked questions.
- ISSB IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Disclosures and IFRS S2 Climate-related Disclosures
- Global Reporting Initiative Standards (GRI Standards)
- Greenhouse gas (GHG) emissions accounting and calculation: ISO 14064 and relevant national/local emission factor guidelines
- Others: United Nations Sustainable Development Goals (SDGs), etc.

## FORMULATION PRINCIPLES

The preparation of this report follows the following principles to enhance the quality of disclosure and comparability:

**Double Materiality:** Identify and rank topics based on stakeholder concern and impact on the company's sustainable value/financial performance, and disclose substantive assessment methods and results in Chapter 2.

**Completeness:** Cover the company's main operating activities and key links in the value chain, and provide a clear description of the disclosure boundaries, assumptions and limitations.

**Balance:** Disclose both positive progress and challenges at the same time, avoiding selective presentation; Give an objective description of major events and shortcomings and plans for improvement.

**Consistency and comparability:** Adopt a consistent approach to key indicators. When necessary, provide historical data and explanations of the reasons for changes to enhance cross-period comparability.

**Verifiability:** Establish a chain of data evidence and approval traceability to ensure that disclosed information is traceable and verifiable. Introducing third-party verification/verification will be disclosed in the scope and conclusion of the "Safeguards and Statements".

## IMPORTANT NOTES

**Applicable Subjects:** This report is intended for all stakeholders who wish to understand the company's ESG management and performance, including but not limited to shareholders and investors, customers, suppliers and partners, employees, government and regulatory authorities, communities and media, etc.

**Forward-looking Statements:** Some parts of this report involve the Company's plans, goals and expectations for the future (including but not limited to carbon reduction, energy structure, research and development and digitalization, etc.). Such forward-looking statements are subject to uncertainty and actual results may vary due to external environment, policy changes, market fluctuations, technology pathways and other factors. The Company will update the statements in accordance with applicable rules and actual circumstances.

# MESSAGE FROM THE CHAIRMAN



## WITH RELIABILITY AS THE FOUNDATION, INNOVATION AS THE GOAL, AND A GREEN "CORE" FUTURE TOGETHER

### DEAR SHAREHOLDERS, CUSTOMERS AND FRIENDS FROM ALL WALKS OF LIFE,

As the years pass, all things are renewed. Standing at the starting point of the New Year, we look back on our journey and are more certain of our direction. 2025 is a year of accelerated reshaping of the new energy industry landscape, and it is also a year for REPT BATTERO to forge ahead and make steady breakthroughs. In the complex and volatile market environment, we have always maintained strategic resolve, guided by the "REPT" strategy, deeply integrating high-quality development with green transformation, and continuously taking solid steps in technological innovation, global expansion, and responsible operation.

### This year, we have been based on "reliability and trustworthiness".

Centering on the three main lines of quality, safety and compliance, the company has continuously improved its management system and strengthened risk control throughout the entire process from R&D design, production manufacturing to after-sales service. All bases strictly implement systems such as ISO 14001 and ISO 45001, and continuously enhance the level of environmental and occupational health and safety management; In terms of audit supervision, anti-fraud and supply chain integrity management, the system construction and reporting mechanism have been further improved to embed the culture of integrity and dedication. We are well aware that the long-term value of an enterprise stems from respect for rules and commitment to responsibility.

### This year, we took "environmental friendliness" as the foundation of our development.

In the context of the continuous release of capacity, we are more focused on offsetting the resource pressure from scale growth with efficiency. All bases are fully advancing photovoltaic construction, renewable electricity procurement and digital energy management, exploring technological transformation paths such as AI energy efficiency optimization and waste heat recovery, and promoting continuous reduction in energy consumption per unit of product and carbon emission intensity. In line with the new EU Batteries Regulation and Battery Passport requirements, we are conducting carbon footprint accounting and data traceability pilot projects to accelerate the establishment of a transparent and traceable green supply chain system. Green is no longer just a promise, but an important constraint on our operational decisions and technological innovation.

### This year, we forged our core competitiveness with the spirit of innovation.

The Wending® series of products continued to break through, energy storage and power battery technologies achieved progress across multiple areas, new-generation energy storage systems and large-capacity cells were launched one after another. At the same time, we are actively involved in the research of battery carbon footprint standards and international compliance layout, embracing global rule changes with a forward-looking perspective. Innovation is not just about the leap in performance indicators, but also about the advancement of the concept of product lifecycle management - higher energy efficiency, easier recycling, lower environmental footprint, as the new coordinates of technological evolution.

### This year, we have laid a solid foundation for our development with the convergence of talent.

The company launched a three-year talent development plan, building three major systems of "talent standards - evaluation - training", and promoting the gradual unification of performance and incentive mechanisms. We continue to safeguard employee rights and well-being, optimize the occupational health management and training system, strengthen safety culture construction, encourage active reporting of hidden dangers and problems, and create an open, transparent and collaborative organizational atmosphere. Talent is the most important capital of the enterprise and the core force driving the implementation of the sustainable strategy.

Looking back on our achievements, we are more clearly aware of the challenges. The new energy industry is entering a critical stage of accelerated competition and rule-reshaping, with global green barriers, technological iterations and cost pressures running in parallel. In the face of uncertainty, our answers remain clear - to lead the way with technology, build trust with quality, shape advantage with cost, win reputation with service, and win recognition from capital and society with compliance and transparency.

### LOOKING AHEAD TO 2026, WE WILL CONTINUE TO DEEPEN OUR "REPT" STRATEGY:

- Improve the governance framework and advance global practices in anti-corruption, data security and supply chain due diligence.
- Build a clear roadmap for emissions reduction with a more scientific approach to climate governance, focusing on carbon intensity targets and green electricity alternatives.
- With a more forward-looking sense of product responsibility, improve recall management and full life cycle traceability mechanisms.
- Embrace the global market with a more open attitude and build up local compliance and operational capabilities in Indonesia, Europe and the United States.
- Build an organizational capacity and innovation echelon to support international development with a more systematic talent strategy.

The waves of the energy revolution are reshaping the world. REPT BATTERO's mission is to inject safer, more efficient, greener energy momentum into the sustainable future of the world. Our vision is to be a green energy partner accessible and reliable to all.

After nine years of hard work, we have built a solid foundation. As we move forward, our steps are firmer.

In 2026, we will continue to build the foundation with reliability, break boundaries with innovation, define the future with green development, gather strength with talent, and write the next chapter of REPT BATTERO in the evolving energy era, with battery cells at the heart of our innovation.

CHAIRMAN OF REPT BATTERO

**Cao Hui**

# ABOUT REPT BATTERO



REPT BATTERO Energy Co., Ltd. founded in 2017, is the first new energy enterprise established by Tsingshan Holding Group, a Fortune Global 500 company. The company specializes in the research, development, manufacturing and sales of lithium-ion batteries, providing cell, battery pack and system-level solutions for new energy vehicles and smart energy storage, working with customers to accelerate the global green energy transition.

The company has R&D centers in Shanghai, Wenzhou and Jiashan, and production bases in Wenzhou, Jiashan, Liuzhou, Foshan, Chongqing and Indonesia. Total capacity by the end of 2025 reached approximately 90GWh.

In 2025, REPT BATTERO ranked fifth globally in energy storage cell shipments, among which its residential energy storage cell shipments ranked first globally. In the commercial vehicle sector, REPT BATTERO ranked second nationwide in battery installations for new energy heavy-duty trucks in 2025. REPT BATTERO ranked seventh in terms of lithium iron phosphate power battery installation volume in 2025. As of the end of the reporting period, REPT BATTERO has been recognized as BloombergNEF Tier 1 Energy Storage Supplier for eight consecutive quarters, reflecting the company's comprehensive competitiveness in product reliability, delivery capacity and market recognition.<sup>1</sup>

## BUSINESS PERFORMANCE AND EXTERNAL RECOGNITION

OPERATING REVENUE

**24,333.98** MILLION RMB

TOTAL CAPACITY IN 2025

**90** GWh

SHIPMENT VOLUME OF RESIDENTIAL ENERGY STORAGE CELLS IN 2025

**1<sup>st</sup>**  
GLOBALLY

BATTERY INSTALLATIONS FOR NEW ENERGY HEAVY-DUTY TRUCKS IN 2025

**2<sup>nd</sup>**  
NATIONWIDE

TOTAL SHIPMENT VOLUME OF ENERGY STORAGE CELLS IN 2025

**5<sup>th</sup>**  
GLOBALLY

LITHIUM IRON PHOSPHATE POWER BATTERY INSTALLATION VOLUME IN 2025

**7<sup>th</sup>**  
NATIONWIDE

RATED BY BLOOMBERGNEF FOR EIGHT CONSECUTIVE QUARTERS

**TIER 1** GLOBAL ENERGY STORAGE SUPPLIER

In addition, REPT BATTERO has established partnerships with international automakers such as Stellantis, Nissan, Smart, Volvo, as well as international energy storage companies such as Energy Vault and VenaEnergy. The company will continue to expand its global partner network.

## MAIN BUSINESS AND PRODUCT STRUCTURE

The company's products and solutions cover two major sections: power and energy storage, and can deliver solutions at the cell, module, battery pack and system levels according to customer requirements.

### OVERVIEW OF MAIN BUSINESS SEGMENTS

SEGMENT	PRODUCT TYPE	MAIN APPLICATION SCENARIOS
POWER SEGMENT	LFP Batteries, NMC Batteries, Battery Modules and Battery Packs, etc	Passenger Cars, Commercial Vehicles (Such as Buses, Special Vehicles, Industrial Vehicles, Construction Machinery Equipment, Etc.) and Ships, etc
ENERGY STORAGE SEGMENT	Energy Storage batteries and Storage Systems	Residential Energy Storage, Large Industrial Energy Storage and Commercial Industrial Energy Storage Scenarios Such As Factories, Power Stations, and Power Grids

1. According to data from authoritative institutions such as Gaogong Industry Research Institute (GGII), Shanghai Metals Market (SMM), SNE Research, Iccsino Data (ICC), EVTank, "Green Heavy Truck" industry data, the China Automotive Power Battery Industry Innovation Alliance, etc.

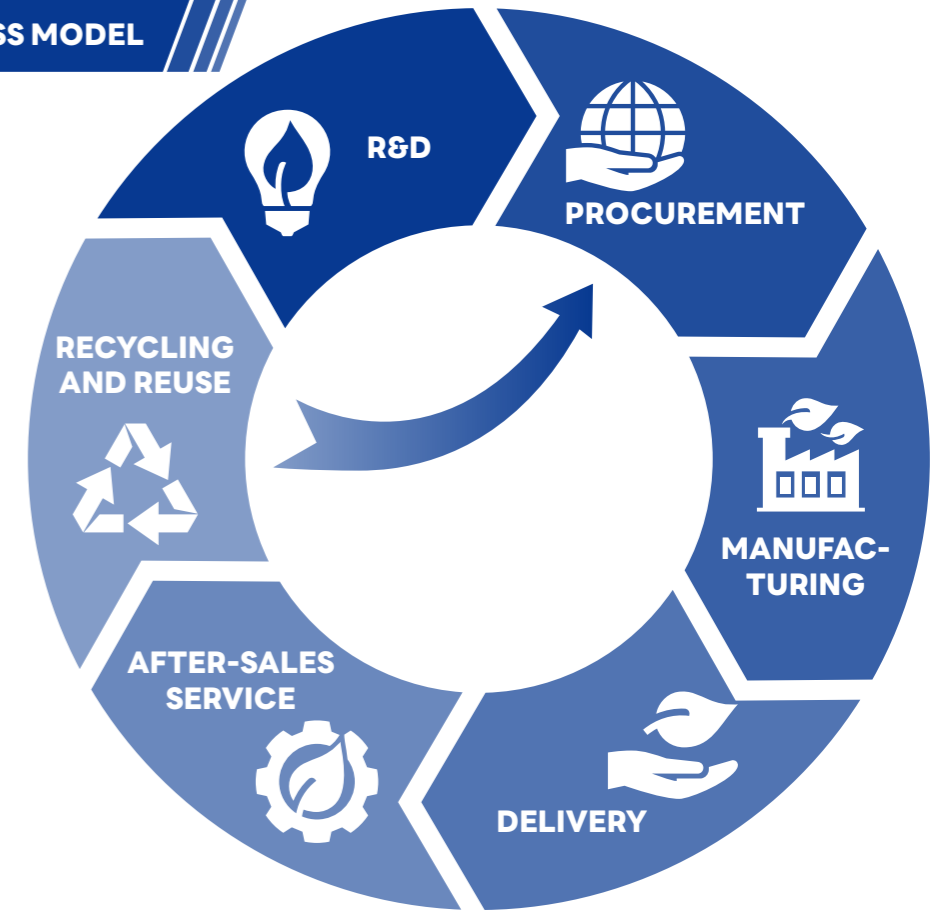
## DISTRIBUTION OF PRODUCTION AND R&D BASES

The company has established manufacturing bases and R&D centers in multiple locations across China, and is continuously promoting the expansion of overseas markets and the construction of localized service capabilities.



## VALUE CHAIN AND BUSINESS MODEL

Driven by R&D and innovation, and grounded in quality and safety, the Company provides downstream customers with battery cells, modules, battery packs, and system solutions through its R&D, procurement, and manufacturing system, while supporting full life-cycle product management through after-sales service and recycling.



## MAJOR EVENTS OF REPT BATTERO

# M A J O R E V E N T S

2017

- 2017.10 REPT BATTERO Energy Co., Ltd. was established
- 2017.12 Wenzhou manufacturing base started construction

2018

- 2018.10 The 3GWh production line of Wenzhou manufacturing base officially started operations

2019

- 2019.03 85MWh energy storage project in Tsingshan industrial park in Indonesia
- 2019.05 50Ah household batteries launched, setting new household industry standards
- 2019.06 The first batch of 4.5-ton electric logistics vehicle batteries were delivered
- 2019.06 A New 3GWh production line started operation in Wenzhou manufacturing base
- 2019.07 The first batch of 10.5m electric buses were delivered
- 2019.08 Batch delivery of NCM batteries for electric passenger cars
- 2019.11 Reached in-depth cooperation with EP (Zhongli forklift)
- 2019.11 The company entered the supplier system of DFPV

2020

- 2020.04 Reach in-depth cooperation with Growatt
- 2020.04 High specific energy LFP battery delivered to SGWuling (E100)
- 2020.05 The new generation NCM batteries were delivered to customers in batches
- 2020.06 State Grid Pinggao Shandong Xintai Photovoltaic Power Station 5MW/10MWh
- 2020.06 The product passed the internal test of Yutong bus and completed the announcement and declaration of the 10.5m bus
- 2020.07 BatteroTech Co.Ltd. was established
- 2020.07 130MWh ESS project in Guazhou, Gansu Province
- 2020.12 2.5MW/5MWh Energy Storage Project in Sangzhuzi District, Langming, Tibet
- 2020.12 Monthly shipments ranked 5th in the industry

2021

- 2021.04 Reached in-depth cooperation with Sungrow
- 2021.04 Obtained the fixed point of PSA-OTC project and officially entered the international power battery market
- 2021.07 Obtained the fixed point of Geely PMA platform project
- 2021.10 Obtained the designated LEAPMOTOR project, and official commencement of production at Wenzhou Phase II 20GWh base
- 2021.12 280Ah ESS batteries were applied to North American market in batches

2022

- 2022.01 Reached in-depth cooperation with CLOU
- 2022.01 Obtained the fixed point of FAW Pentium and SAIC Datong projects
- 2022.02 Secured investment from SAIC Motor Group, and obtained the fixed point of SAIC passenger car project
- 2022.03 Signed agreement -RPSK+SKRP 20GWh project
- 2022.04 Share reform, renamed REPT BATTERO Energy Co., Ltd
- 2022.06 Jiashan phase I factory started operation(16GWh)
- 2022.06 Foshan manufacturing base (Phase I) project started construction

2023

- 2023.01 Appendix Signed agreement-Jiashan phase II factory (16GWh)
- 2023.02 Signed agreement -Chongqing 30GWh production base project
- 2023.02 Won the award of national green factory in 2022
- 2023.03 Signed agreement - Wenzhou Manufacturing Base (Phase III) Project
- 2023.03 Signed agreement - Jiashan phase III Factory (45GWh)
- 2023.05 Signed supply agreement-Energy Vault signed with 10GWh ESS battery
- 2023.06 Joined the Global Battery Alliance (GBA)
- 2023.07 Trial production of RPSK annual output of 20GWh project
- 2023.09 REPT BATTERO European subsidiary was officially launched
- 2023.10 Signed agreement - Foshan Manufacturing Base (Phase II) Project
- 2023.12 REPT BATTERO was listed on the Hong Kong Stock Exchange

2024

- 2024.04 Wending® PHEV and Super Charging Series Launch
- 2024.06 Wending® Large Capacity Series and 7.03MWh Energy Storage System Launch
- 2024.09 REPT BATTERO North America Subsidiary Officially Launched
- 2024.09 Powtrix® Energy Storage System Launch
- 2024.10 Green Power Integrated System CTP and Commercial Vehicle Power System Mr.Big Launch
- 2024.12 REPT BATTERO Yangtze River Delta Research Institute Established

2025

- 2025.04 392Ah "Wending®" energy storage cells launched; First commercial collaboration in the eVTOL sector
- 2025.05 Powtrix® 3.0 makes its debut in overseas markets; Signed a memorandum of understanding on energy storage cooperation with Hyosung Heavy Industries of South Korea; Signed a strategic cooperation memorandum of understanding on commercial vehicle battery systems with Indonesia's Bakrie & Brothers Group; Won the Climate Lighthouse "Excellent Case Award"; Earned "12-star After-sales Service Certification"
- 2025.06 Ranked on the "Top 100 Chinese Companies for Sustainability 2025" list; Powtrix® energy storage system certified through large-scale fire testing
- 2025.07 Named Forbes China "2024-2025 Sustainable Innovation Enterprise"
- 2025.08 Officially signed a strategic partnership agreement with Hanwa Kogyo Co., Ltd.
- 2025.09 Signed a 3GWh energy storage supply agreement with Energy Vault; Made it onto the list of "Top 500 Private Enterprises for Invention Patents 2025"
- 2025.10 Hosted the "Together & Future" Brand Day and launched new products
- 2025.11 Awarded the "ESG Evaluation Commendation" by the Hong Kong Institute of Certified Public Accountants for 2025; Winner of the "2025 Growth Value Golden Bull Award" by China Securities Journal
- 2025.12 Wending® 54Ah cell wins Gold Award in the Mass production category of Lingxuan Award; Received a B rating in the 2025 CDP Climate Questionnaire(first time); Won the 2025 NetEase Finance "Carbon Neutrality Pioneer of the Year" award

## ANNUAL SUSTAINABILITY AWARD

ROCKWELL AUTOMATION CO-HOSTED WITH LINGANG GROUP, WULIANGXING, HONEYWELL, MERCK CHINA ETC

**SHANGHAI CLIMATE WEEK "CLIMATE LIGHTHOUSE" OUTSTANDING CASE AWARD**

CO-HOSTED BY SHANGHAI LINGCAN AND CAILIAN

**CAILIAN XINWAN AWARD "OUTSTANDING CASE AWARD FOR SUSTAINABLE DEVELOPMENT"**

FIRST FINANCE

**"GREEN SUPPLY CHAIN MANAGEMENT AWARD" ON THE LIST OF CHINESE ENTERPRISES' CARBON NEUTRALITY PERFORMANCE**

CO-HOSTED BY THE GLOBAL GREEN ENERGY COUNCIL (GGEIC)

**GLOBAL NEW ENERGY ESG TOP 100**

FORBES CHINA

**FORBES CHINA SUSTAINABLE INNOVATION COMPANIES**

HONG KONG INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

**THE HONG KONG INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS' BEST CORPORATE GOVERNANCE AND ESG AWARD**

TÜV RHEINLAND

**TÜV RHEINLAND SUSTAINABLE PARTNER AWARD**

THE BEIJING NEWS

**OUTSTANDING CASES OF GREEN DEVELOPMENT BY THE BEIJING NEWS**

NETEASE FINANCE

**NETEASE FINANCE 'ANNUAL CARBON NEUTRALITY PIONEER'**

CARBON DISCLOSURE PROJECT(CDP)

**CDP RATING SYSTEM B (MANAGEMENT LEVEL)**

ECOVADIS

**ECOVADIS CORPORATE SOCIAL RESPONSIBILITY RATING BRONZE (TOP 30% IN GLOBAL INDUSTRY)**

UNITED NATIONS GLOBAL COMPACT

**UNGC YOUNG PROFESSIONAL SDG INNOVATION ACCELERATOR PROGRAM**

SHUYANG NETWORK, SHUYANG PUBLIC WELFARE ETC.

**"2025 ESG MODEL ENTERPRISE AWARD" AT THE 15TH PHILANTHROPY FESTIVAL AND THE 2025 ESG IMPACT ANNUAL CONFERENCE**

# SUSTAINABLE DEVELOPMENT GOVERNANCE

## FRAMEWORK

REPT BATTERO is committed to building an ESG governance system that is highly transparent and responsive, based on its ESG vision of "Driving a sustainable future". We are well aware that in the context of the battery industry facing stricter international regulation and increasing supply chain risks, ESG should not merely be an embellishment of compliance, but an internal engine driving the high-quality development of enterprises. REPT BATTERO incorporates sustainable development into corporate governance and operational management, establishing an ESG governance structure led by the board, supervised by committees, coordinated by management, and implemented by the executive level. The framework is designed to ensure that major ESG topics, including climate-related risks and opportunities, are fully discussed and supervised at the decision-making level, resources are coordinated and institutional arrangements are made at the management level, and a management loop that is actionable and traceable is formed across business and functional lines.



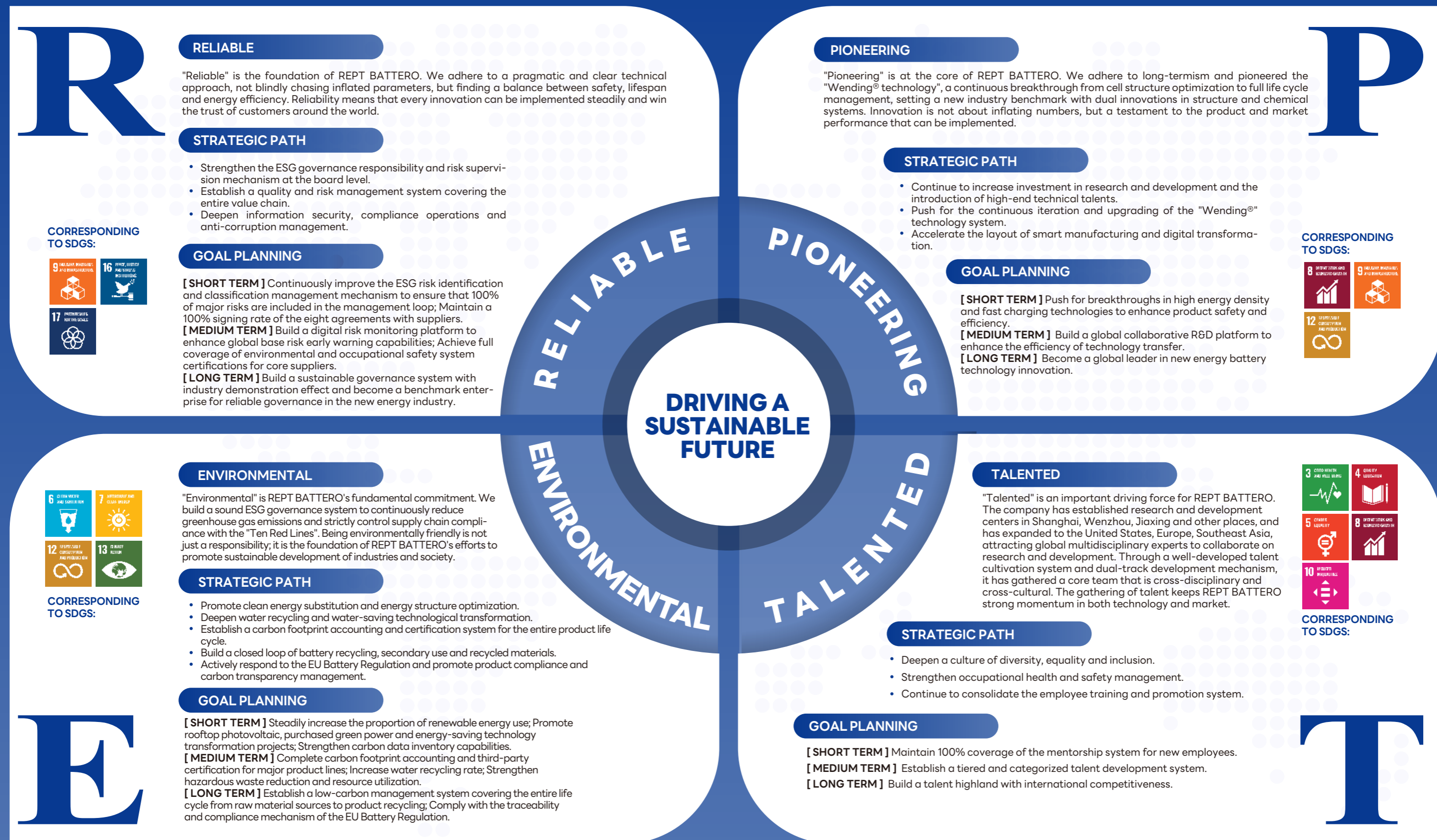
### INCORPORATE ESG INTO THE INTERNAL CONTROL, RISK AND DECISION-MAKING PROCESSES

The company incorporates ESG-related risks and opportunities into its overall risk management and internal control framework under the thread of "identification - assessment - response - monitoring". For topics with significant impact or high sensitivity (such as product quality and safety, occupational health and safety, supply chain compliance, information security and privacy protection, etc.), the company ensures that risks are dealt with promptly and form a closed loop through special systems, routine inspections/audits, management reviews and rectification tracking.

In terms of climate-related topics, the company is gradually incorporating climate risks and opportunities into the risk identification list and assessing their potential impact on operations, supply chains and market access based on business characteristics, laying the data and caliber foundation for subsequent complete disclosure in accordance with the ISSB (IFRS S1/S2).

# REPT SUSTAINABLE DEVELOPMENT STRATEGY

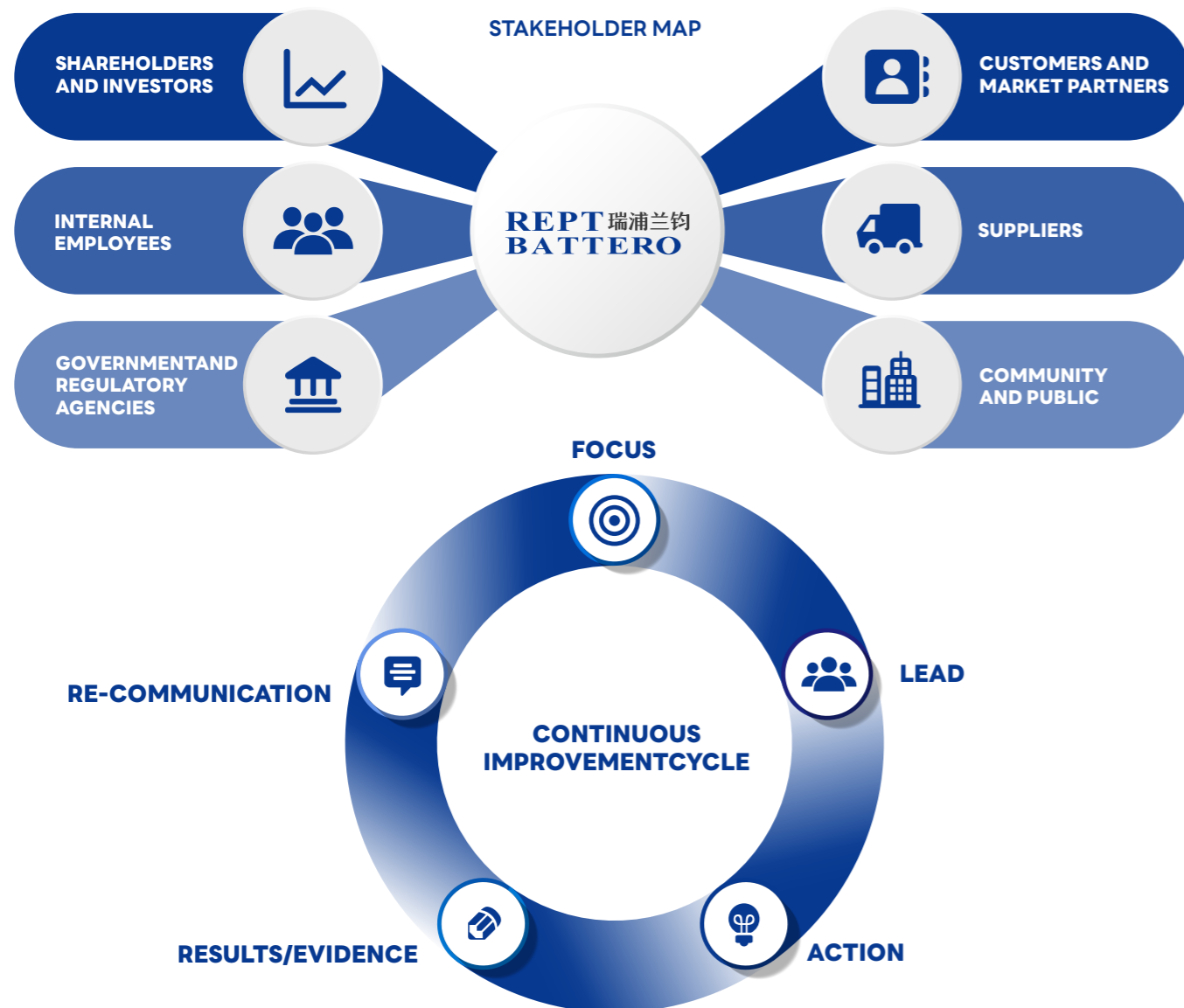
Build a sustainable development system that covers the entire value chain of R&D, manufacturing, supply chain, products and recycling with reliability as the foundation, green as the direction, innovation as the driving force and talent as the core.



## STAKEHOLDER ENGAGEMENT AND COMMUNICATION

REPT BATTERO identifies and regularly reviews key stakeholder groups that have a significant impact on the company's operations and sustainability, collects concerns and recommendations through diverse channels, and incorporates relevant inputs into substantive issue identification, institutional improvement, and management enhancement. The company emphasizes "response" and "closed loop": feedback on actionable opinions through system optimization, resource input, or specific improvements. For topics that need to be advanced in the medium to long term, incorporate them into the annual plan and keep tracking, and provide feedback on progress to stakeholders at the appropriate time.

The company sets communication channels and frequencies based on the characteristics of different groups. For groups with market access and compliance requirements (such as customers, regulators, supply chains), it prefers to form a traceable closed loop through regular meetings, reviews, audits, special connections, etc. For groups that emphasize transparency and decision-making usefulness (such as investors), there is a preference for regular disclosures and thematic communication to enhance consistency. For groups closely related to the operational foundation, such as employees and the community, feedback is collected through institutionalized channels, quick responses are made, and continuous improvements are made.



STAKEHOLDER GROUPS	CHANNELS OF COMMUNICATION	CORE FOCUS TOPICS AND DEMANDS	COMPANY FEEDBACK AND CONCRETE ACTION CASES
 <b>SHAREHOLDERS AND INVESTORS</b>	<ul style="list-style-type: none"> <li>Shareholders' meetings</li> <li>Earnings briefings</li> <li>Investor roadshows</li> <li>Regular reports</li> </ul>	<ul style="list-style-type: none"> <li>Financial robustness and long-term returns</li> <li>Climate Risk Identification and Financial Impact</li> <li>Business Ethics and Compliance Governance</li> </ul>	<ul style="list-style-type: none"> <li>Use "Double Materiality" assessment</li> <li>Incorporate climate risks into the ERM framework</li> <li>ISO 37001 anti-bribery certification</li> <li>Enhance transparency in ESG information disclosure</li> </ul>
 <b>CUSTOMERS AND MARKET PARTNERS</b>	<ul style="list-style-type: none"> <li>Targeted in-depth interviews</li> <li>Product launches</li> <li>Quality satisfaction surveys</li> <li>Joint technology research and development</li> </ul>	<ul style="list-style-type: none"> <li>Product quality and safety (lifeline)</li> <li>Compliance with the new EU Battery Regulation</li> <li>Product development innovation and clean technology</li> </ul>	<ul style="list-style-type: none"> <li>Establish a quality institute</li> <li>Develop the "Wending®" series of high-efficiency batteries</li> <li>Launch a digital battery passport (DBP) pilot for full life-cycle data tracking</li> <li>Actively respond to customer requests for ratings and achieve excellent results</li> </ul>
 <b>INTERNAL EMPLOYEE</b>	<ul style="list-style-type: none"> <li>Staff congresses</li> <li>Symposiums</li> <li>Anonymous feedback systems</li> </ul>	<ul style="list-style-type: none"> <li>Compensation and benefits competitiveness and two days off</li> <li>Career advancement paths and professional training</li> <li>Work environment and living support facilities</li> </ul>	<ul style="list-style-type: none"> <li>Competitive compensation and benefits system</li> <li>Employee feedback closed-loop rectification</li> <li>Female employee support</li> </ul>
 <b>SUPPLIER</b>	<ul style="list-style-type: none"> <li>Supplier audit</li> <li>Annual supplier conference</li> <li>Technical collaboration platform</li> <li>Due diligence</li> </ul>	<ul style="list-style-type: none"> <li>A fair and impartial sourcing environment</li> <li>Responsible mineral sourcing and compliance</li> <li>Supply chain carbon footprint co-management</li> </ul>	<ul style="list-style-type: none"> <li>100% signed responsible sourcing agreements</li> <li>Set specific due diligence targets for the mineral supply chain to fill the ESG gaps in the supply chain</li> </ul>
 <b>GOVERNMENTS AND REGULATORY AGENCIES</b>	<ul style="list-style-type: none"> <li>Policy research meetings</li> <li>Statistical data submission</li> <li>Compliance report submission</li> <li>Field visits</li> </ul>	<ul style="list-style-type: none"> <li>Respond to the national "dual carbon" strategic goals</li> <li>Promote local employment and tax payment</li> <li>Occupational health and safety and legal employment</li> </ul>	<ul style="list-style-type: none"> <li>Actively build "zero-carbon factories" and green supply chains</li> <li>Wenzhou, Liuzhou and Jiashan bases have received multiple green honors</li> <li>Strictly implement employment assistance for people with disabilities</li> </ul>
 <b>COMMUNITIES AND THE PUBLIC</b>	<ul style="list-style-type: none"> <li>Public welfare donation programs</li> <li>Volunteer services</li> <li>Media communication</li> <li>Surrounding environment monitoring reports</li> </ul>	<ul style="list-style-type: none"> <li>Environmental impact of the production process (noise, etc.)</li> <li>Educational resource support and assistance for the disadvantaged</li> <li>Transparency in response to sudden environmental incidents</li> </ul>	<ul style="list-style-type: none"> <li>Actively engage in public welfare investment</li> <li>Donate books to multiple schools</li> <li>Set up prayer rooms at the base in Indonesia, respecting local religious customs</li> </ul>

## DOUBLE MATERIALITY ANALYSIS

REPT BATTERO manages substantive topics in an institutionalized manner to ensure that ESG priorities and disclosures reflect the characteristics of the company's business, regulatory requirements, and stakeholder expectations, and serve as a common basis for strategic decision-making, risk management, resource allocation, and performance monitoring. The 2025 substantive Topics assessment builds on past work and adopts a "Double Materiality" perspective, considering both the company's impact on the economy, environment and people (from the inside out) and the potential impact of external ESG factors on the company's financial position, operating results and prospects (from the outside in).

To ensure transparency and implementability of the approach, the company breaks down the Double Materiality assessment into actionable steps and implements them in the P1/P2/P3 classification management and disclosure rules after the results are formed. Among them, P1 topics are those that the board/management needs to focus on supervising, are highly relevant to operational resilience and market access, or have significant risk and opportunity characteristics. Therefore, a four-pillar approach is adopted for disclosure in this report to present the management loop.

## IDENTIFICATION AND UPDATE OF THE ISSUE LIBRARY

The company reviewed, supplemented and calibrated the issue library based on the previous year's issue library, combined with business characteristics (R&D, manufacturing and full life cycle services for power and energy storage batteries), value chain links (upstream raw materials and components, manufacturing, delivery and after-sales, recycling and reuse), major market regulation and customer requirements, Ensure that the topics cover core dimensions such as "compliance bottom line", "customer and market access", "operational resilience", "technological competitiveness" and "long-term value creation".

Reference sources for the update of the issue library include, but are not limited to: disclosure requirements of the Hong Kong Stock Exchange and climate-related disclosure trends; ISSB (IFRS S1/IFRS S2) Four-pillar Disclosure framework; and industry and market access requirements (such as battery carbon footprint, battery passport, recycling and circular economy, supply chain due diligence, etc.).

### BASIS FOR MATERIAL TOPIC UPDATES



## DOUBLE MATERIALITY ASSESSMENT

In the dimension of impact materiality, the company assesses the actual or potential impact of the issue on the environment, society, and economy, taking into account the scale, scope, irreversibility, and affected groups of the impact. In the financial materiality dimension, the company assesses the potential impact of the issue on revenue, cost, capital expenditure, financing cost, compliance cost, asset impairment risk and cash flow, taking into account the short-term, medium-term and long-term time dimensions and urgency.

When forming a comprehensive judgment, the company will also take into account the "trigger conditions": for instance, if an issue occurs, whether it may lead to a product safety incident, major compliance penalties, restricted access to key customers, supply disruptions, or significant damage to reputation, etc. For topics with a high trigger risk or high external sensitivity, companies tend to increase their management priority and use a more complete four-pillar statement in disclosures.

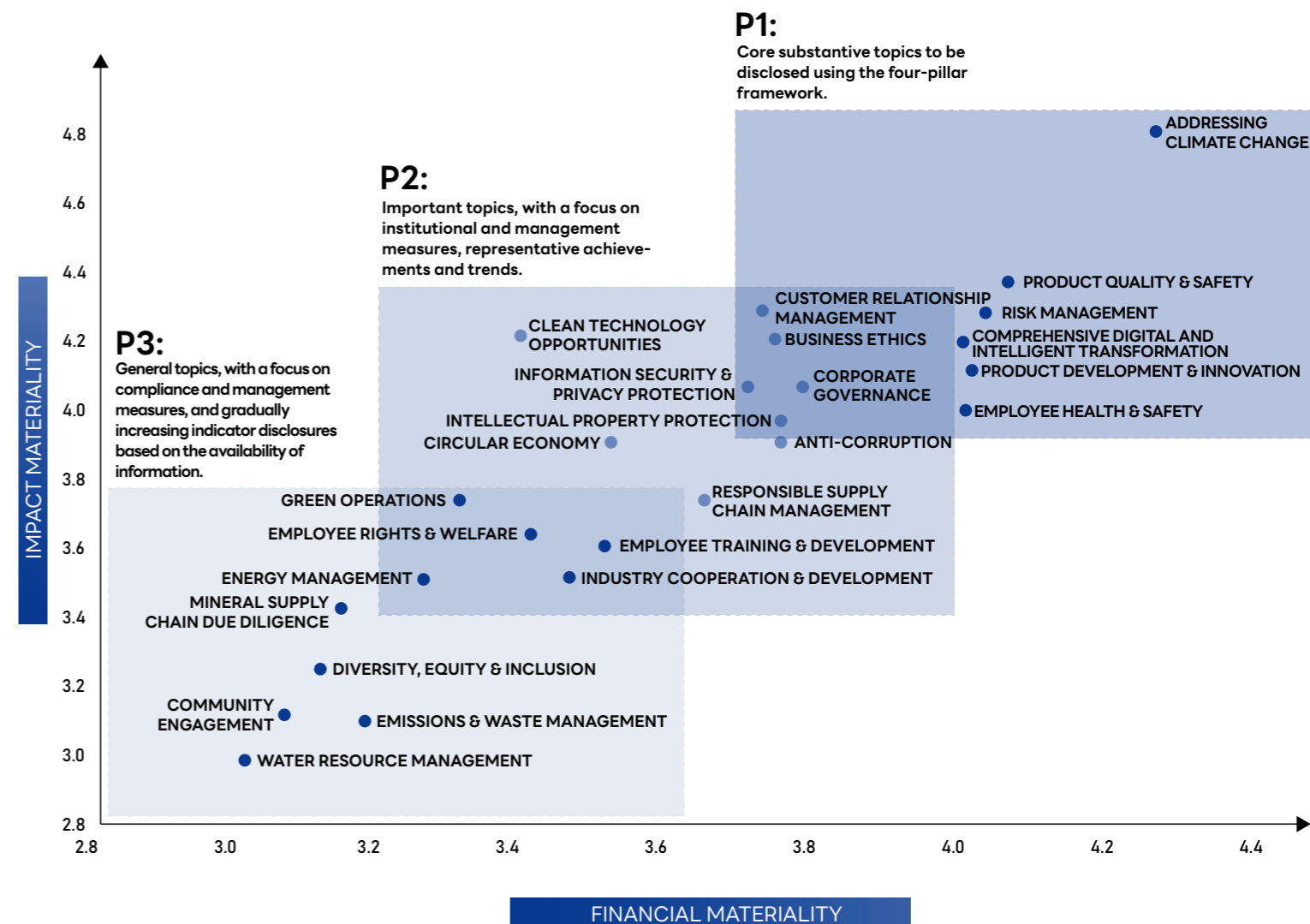
## RESULT REVIEW AND GRADING CONFIRMATION

After the assessment forms preliminary results, the ESG working group compiles them and submits them to the ESG Management Committee and management for review. The key points of the review include: whether the issue definitions and boundaries are clear, whether key risks and market access requirements are covered, whether the classification is consistent with the company's strategy and risk appetite, and whether it is convenient for subsequent setting of lead departments, management actions and KPIs. After completing the review and necessary calibration, a final P1/P2/P3 classification list is formed and used for the scope and depth arrangement of subsequent chapter disclosures.



## MATRIX AND CLASSIFICATION RESULTS

The company forms a list of substantive topics for 2025 and completes the classification. The grading results are used to determine the scope and depth of disclosures, as well as internal management priorities:



## MANAGEMENT IMPLEMENTATION AND DISCLOSURE ARRANGEMENTS FOR GRADING RESULTS

REPT BATTERO uses the classification results of substantive topics as the core basis for the annual ESG work plan, resource allocation and disclosure planning, and defines the leading department, management actions and indicator framework according to the materiality of the topics. For P1 topics, the company requires a traceable management loop and uses four pillars of disclosure in this report: governance, strategy, risk management, metrics and objectives; For P2 and P3 topics, the company will gradually improve the system and data base while meeting compliance requirements and maintaining information transparency, and continuously enhance the depth and comparability of disclosure.

# RELIABLE

## ROBUST GOVERNANCE

### 🕒 Guide to this chapter

"Reliable" is the foundation of REPT BATTERO's sustainable development. With sound governance at its core, the company builds a transparent, compliant and sustainable operating system by improving its corporate governance structure and strengthening its risk management and internal control system. In the context of globalization, the company continuously enhances its compliance management and integrity culture building capabilities, strengthens information security and intellectual property protection, and ensures the stability and long-term nature of strategic execution.

### 🕒 Topics

- P1** • Product Quality and Safety  
• Risk Management

- P3** • Mineral Supply Chain Due Diligence

- P2** • Corporate Governance  
• Business Ethics and Anti-Corruption  
• Information Security and Privacy Protection  
• Customer Relationship Management  
• Responsible Supply Chain Management

### 🕒 This chapter responds to the SDGs



# PRODUCT QUALITY AND SAFETY

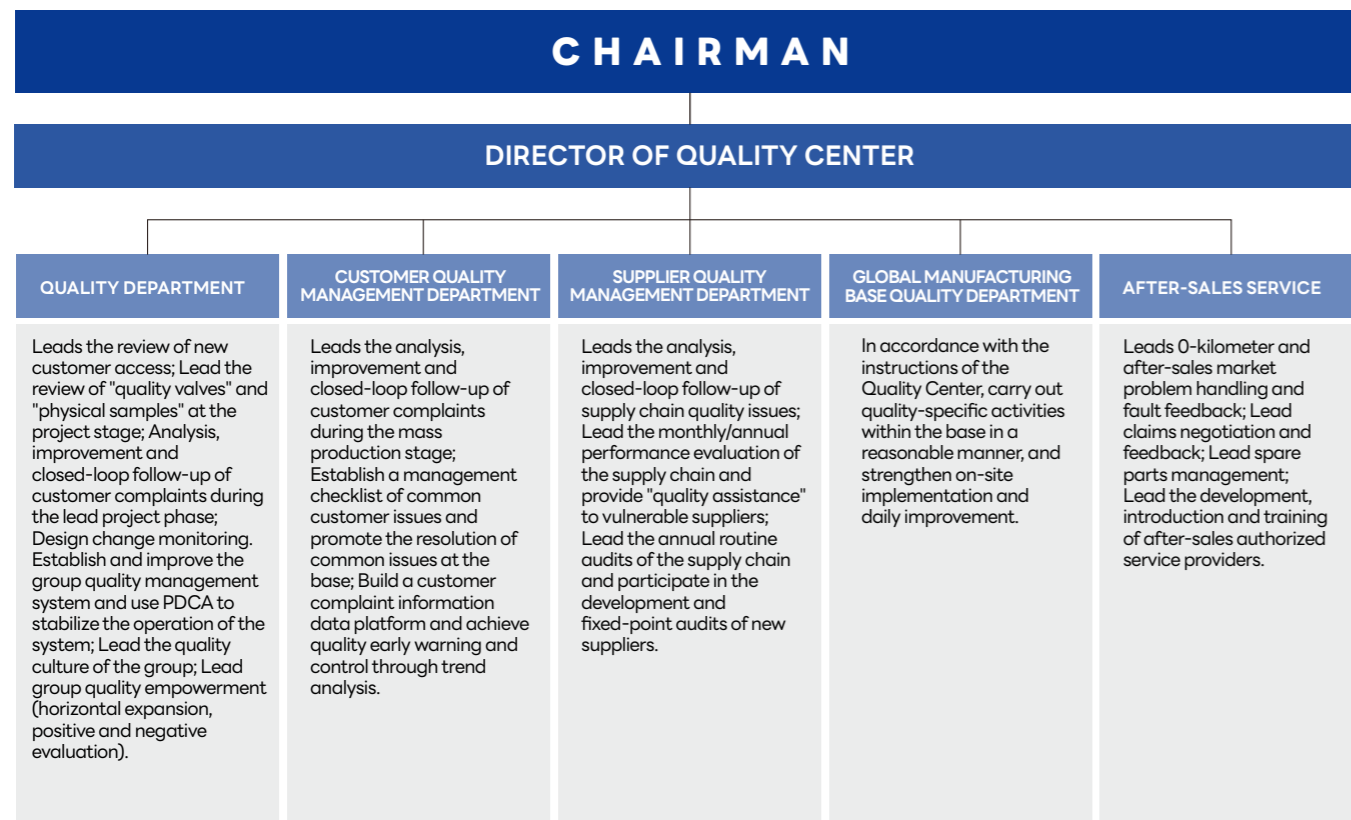


REPT BATTERO views product quality and safety as the foundation of core competence and customer trust, emphasizing systematic management to ensure "Consistency, Reliability And Traceability". From a full life cycle perspective, quality management covers key links such as R&D design, supply chain, manufacturing, delivery and after-sales service, through organizational structure and functional division, standard and process solidification, critical node review (such as quality valve, physical sample review), problem closure (such as 8D), and digital early warning and traceability (MES/SRM/CRM), Push forward quality risk and continuous improvement.

## GOVERNANCE

### QUALITY GOVERNANCE STRUCTURE AND DIVISION OF FUNCTIONS

The company establishes a quality governance structure covering the group and global manufacturing bases, with the quality Center coordinating the quality strategy at the group level, system construction, standardization implementation, performance and risk monitoring, cross-base problem analysis support, and typical problem outreach, etc. Global manufacturing bases undertake and implement daily quality management and improvement tasks, forming a governance system of "headquarters coordination - base implementation".

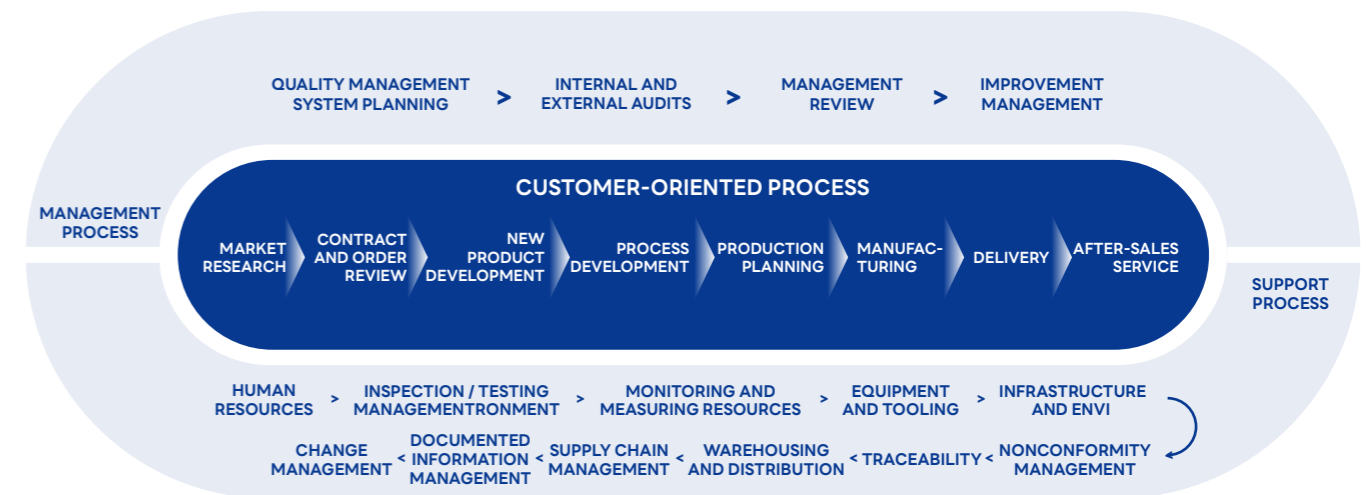


### Quality management system construction and documentation management

The company built the system framework in accordance with the IATF16949:2016 quality management system standard and, in combination with the working interface relationship between the group functional departments and the base,

agreed on 26 first-level processes (11 of which were group control processes and 15 were base control processes). To strengthen business control, refine duties and authorities, and solidify management responsibilities, a network of system documents including the quality manual and the second and third-level process documents was formed.

The system process is centered on customer-oriented processes (such as market research, contract and order review, new product development, process development, production planning, manufacturing, delivery, after-sales service, etc.) It is accompanied by management processes (such as quality management system planning, internal and external audits, management reviews, improvement management, etc.) and support processes (such as human resources, inspection/test management, monitoring and measurement resources, equipment and tooling, infrastructure and environment, nonconformance management, traceability, warehousing and distribution, supply chain management, change management, documented information management, information management, etc.) Ensure that quality requirements are implemented end-to-end.



### QUALITY STRATEGY TRACTION: 1-3-10 (1310) QUALITY STRATEGY AND QUALITY CULTURE

The company promotes the "1-3-10 (1310)" quality strategy, builds a quality culture of "Do it right the first time", and systematically advances quality improvement around the three battle zones of pre-quality, manufacturing quality, and service support. The strategy is centered on the idea that "prevention is better than inspection and design determines the outcome", integrating quality responsibility into every position, reducing error costs from the source, and forming the organizational belief that "quality is dignity".

The strategy is based on the cultural core of "Do it right the first time", emphasizing the idea that prevention is better than inspection and design determines the outcome. Through the cultivation of quality awareness among all staff, the consensus of zero defect goals and the guidance of standardized behavior, quality responsibility is integrated into every position to avoid error costs from the source and form the organizational belief that "quality is dignity". The pre-quality battle zone focuses on the forward-looking validation of product design, predicting risks through DFMEA (Design Failure Analysis) and simulation technology. The manufacturing quality zone is centered on lean production and relies on SPC (Process Control) and intelligent inspection to achieve zero defects in the process. The service support zone ensures the realization of the full life cycle value of the product through the customer feedback loop, rapid response mechanism and proactive maintenance strategy. The three battle zones form a coordinated closed loop of "design as the foundation - manufacturing as the foundation - service as the value".

The ten campaigns cover all elements and the entire chain of quality control: the change management annihilation campaign regulates the risk of technological iteration, and the quality valve management movement campaign strengthens the review of key nodes; The physical quality construction battle and the execution problem counterattack battle are aimed at on-site implementation, the nonconforming protracted battle and the anti-outflow defense battle build a double defense line; The foreign matter management upgrade battle and the system implementation battle lay a solid foundation, while the quality culture protracted battle and the Information 4.0 promotion battle inject long-term momentum into the enterprise. The ten campaigns not only address pain points precisely but also focus on systematic improvement, forming a three-dimensional assault network of "tactical assault with strategic layout".



1. PPM (Parts Per Million): The parts per million ratio, commonly used to measure the level of product defects, refers to the corresponding number of defects per million products.

## STRATEGY

### LIFECYCLE QUALITY CONTROL CHAIN

The company focuses on customer needs, concentrates key quality resources, integrates quality management throughout the entire business chain, and enhances rapid response and service capabilities; By focusing on quality systems and improvements, we accumulate standardized experience and promote horizontal development to enhance internal management.

In the full life cycle dimension, the company integrates new project development, production and delivery, and product iteration. From project initiation, sample stage (A/B/C/D), SOP to mass production and delivery and EOP, it sets up key nodes such as OTS approval, PPAP approval, production planning, capability rampup, delivery process management, and post-sale problem handling and feedback mechanisms. Ensure that quality risks at each stage are identifiable, reviewable, and controllable.

In terms of organizational operation, roles such as PQM, PQE, SQE, and CQM have been established. The dual tracks of "quality system plus physical quality" are used to empower each other, taking customer complaints and problem-solving during the mass production and delivery stage as the entry point. Extend to new project development and product iteration to drive rapid problem-solving and continuous improvement of customer satisfaction.

#### FULL LIFECYCLE QUALITY CONTROL CHAIN TIMELINE



### SUPPLY CHAIN QUALITY CAPABILITY BUILDING: ACCESS - ASSESSMENT - MONITORING - IMPROVEMENT

The company establishes a supplier access and quality capability assessment process covering supplier information review, quality capability assessment, access review report, sample and type test confirmation, supplier PPAP review and batch delivery control, etc. By means of monthly/annual performance evaluation of suppliers, annual routine audits, product anomaly audits and GP12/ initial flow control, the quality consistency and delivery stability at the supply chain end are enhanced.




For supply chain change risks, the company requires suppliers to regulate change types, verification items and approval processes in accordance with agreements, and to enhance real-time monitoring and early warning capabilities by sharing key raw material monitoring data to reduce quality risks caused by external fluctuations.



## RISK MANAGEMENT

### QUALITY RISK IDENTIFICATION AND MONITORING: MEETING RHYTHM AND CRITICAL CONTROL POINTS

The company establishes a multi-level, regular quality risk identification and monitoring mechanism, and through the regular meeting system, examines, warns and drives the quality performance at the market end and the factory end in a closed loop.

 CONDUCTED MONTHLY	The "President Quality Review Meeting" focuses on group-level product quality performance in the market and manufacturing sites, as well as the closed-loop management of risk issues and corrective actions.
 CONDUCTED BI-WEEKLY	The "Key Supply Chain Review Meeting" communicates recent quality performance of key chemical materials and structural components, tracks the closed-loop improvement of critical issues, and promotes horizontal deployment of corrective actions.
 CONDUCTED WEEKLY	The "System Review Meeting" identifies key processes at both group and site levels, and continuously improves system processes and management documentation. The "Change Review Meeting" reviews recent design and process changes, controls key change milestones, and communicates progress and critical points to mass production teams in a timely manner.

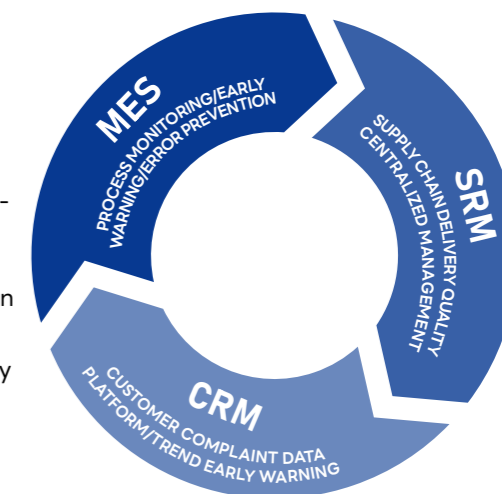
### PROBLEM HANDLING AND CLOSED-LOOP: 8D MANAGEMENT AND EXPERIENCE ACCUMULATION

The company established a structured problem-solving and closed-loop management mechanism for quality defects, customer complaints, and anomalies, emphasizing cross-departmental collaboration, root cause analysis, corrective and preventive measures, effect validation, and standardization accumulation. For major/typical issues, promote cross-base level deployment and standardization implementation to reduce the risk of recurrence of similar issues.

### DIGITAL CONTROL AND TRACEABILITY: QUALITY EMPOWERMENT BY MES/SRM/CRM

The company promotes the deep integration of quality management with digitalization, enhancing quality prevention capabilities, traceability efficiency and supply chain response speed through data inter-communication of systems such as MES, SRM and CRM:

- The nine principles of SPC are implemented in the MES system platform to monitor in real time the key/important product characteristic parameters of the manufacturing process, and to provide early intervention and early containment through email alerts for the purpose of quality prevention and control.
- Relying on the MES information platform, through the data interaction in the background, identify abnormal data cells and intercept, mark, and select them by automatic Marking (error-proof system).
- Through the MES system, end-to-end forward and reverse traceability management of finished products and raw materials has been achieved.
- Through the SRM system, unified and centralized management of supply chain delivery quality, product quality and service quality was achieved, quality control instructions were issued quickly, and the quality response time of the supply chain was greatly improved.



#### PRODUCT SAFETY AND RECALL MANAGEMENT

The company maintains continuous monitoring of product safety risks and establishes recall management arrangements that are linked to the handling of quality issues.

During the reporting period, the proportion of product recalls required for safety and health reasons was

0%

## METRICS AND TARGETS

### OVERVIEW OF QUALITY OBJECTIVE MANAGEMENT AND MONITORING

The company deploys product quality objective management around functional modules such as supply chain quality, R&D quality, in-plant quality, market quality and quality system. A total of 20 indicators were monitored during the reporting period; 105 pending items were monitored and the effective closure rate of issues was 100%.

### CORE QUALITY INDICATORS AND PHASED CONTROL PLANS

The company sets original targets for the core quality indicators and formulates phased control plans based on the key points of quality improvement at different stages. The following are the target management dimensions for some of the core indicators:

SUPPLY CHAIN	INCOMING COMPONENT DEFECT PPM		≤ 1PPM	Original Objective
			≤ 0.8PPM	June 2025 Control Plan
IN-FACTORY QUALITY	INCOMING COMPONENT DEFECT RATE		≤ 0.6%	Original Objective
			≤ 0.5%	June 2025 Control Plan
IN-FACTORY QUALITY	YU RATE		≥ 92%	Original Objective
			≥ 92.7%	June 2025 Control Plan
IN-FACTORY QUALITY	FINAL PRODUCT YIELD		≥ 95.5%	Original Objective
			≥ 95%	June 2025 Control Plan

### QUALITY CULTURE AND TRAINING: DUAL ENHANCEMENT OF TOTAL AWARENESS × PROFESSIONAL COMPETENCE

The company takes the construction of quality culture as the starting point, enhances the quality awareness and professional competence of all employees through training education and promotion activities, and creates a quality culture atmosphere of "compare, learn, catch up, surpass" in combination with quality academy, president quality regular meeting, quality goal traction and base evaluation mechanism.

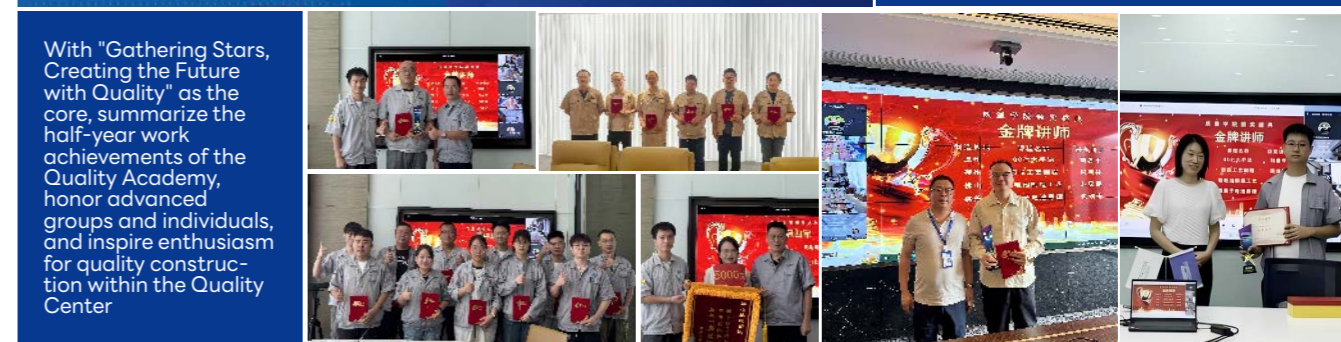
TRAINING TYPES	SESSIONS	COVERAGE	MAIN CONTENTS
Quality awareness training	72	100% coverage of front-line employees	Quality awareness, behavioral norms and on-site implementation
Quality Red Line training	10	100% coverage of all employees	Quality red line requirements, responsibility boundaries, and bottom line management
Basic quality tools (including specialized ones)	17	100% coverage of all engineers	Quality tool methods, problem analysis and improvement capabilities enhancement

### QUALITY MONTH KICKS OFF

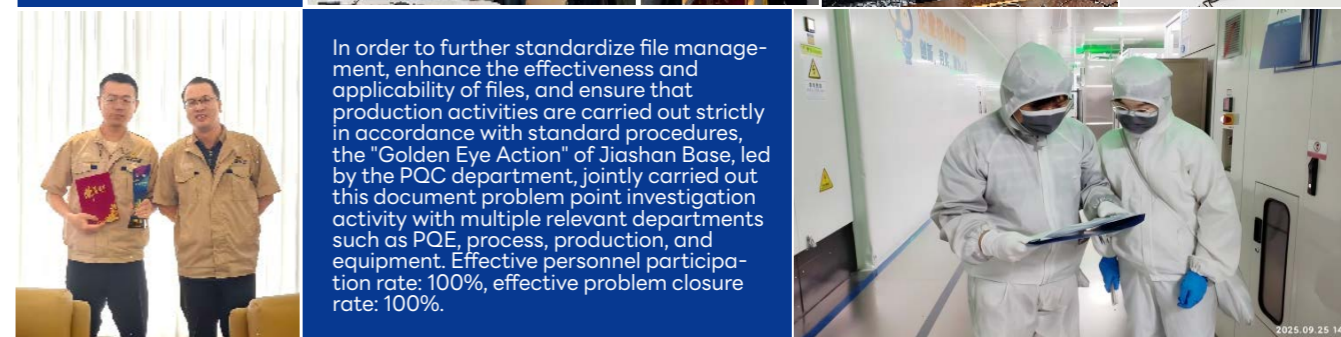
In September 2025, the Quality Center officially launched the group-wide Quality Month activity with the theme of "Do it right the first Time, Zero Defects in Quality Management". In the first week of the Quality Month, the group's manufacturing bases around the world responded positively. Under the joint leadership of the base general manager and the quality department, the "Quality Month" kick-off meeting was organized in an orderly manner. At the meeting, representatives of each department solemnly took an oath, demonstrating the firm determination of all staff to improve quality.



The Quality Center, with the support of the China Association for Quality, held the REPT BATTERO Quality Lecture Hall event, precisely delivering the national open course "Shaping the Culture and Leadership of High Performance and High Quality in the Organization" to relevant position trainees through the Quality Academy.



With "Gathering Stars, Creating the Future with Quality" as the core, summarize the half-year work achievements of the Quality Academy, honor advanced groups and individuals, and inspire enthusiasm for quality construction within the Quality Center



In order to further standardize file management, enhance the effectiveness and applicability of files, and ensure that production activities are carried out strictly in accordance with standard procedures, the "Golden Eye Action" of Jiashan Base, led by the PQC department, jointly carried out this document problem point investigation activity with multiple relevant departments such as PQE, process, production, and equipment. Effective personnel participation rate: 100%, effective problem closure rate: 100%.



The Liuzhou base and Foshan base successfully held the "Skills Competition" of each base, all colleagues improved their skills through exchanges, strictly controlled product quality through competitions, and cared for the birth of every "cell" life with exquisite skills.

### DIRECTION FOR CONTINUOUS IMPROVEMENT

Looking ahead, the company will continue to strengthen the systematicness, digitalization and foresight of product quality and safety management, with key areas including:

- We will continue to strengthen IATF 16949:2016 system operation and documentation management, enhance cross-departmental interface collaboration efficiency and process consistency, and drive continuous improvement through internal and external audits and management reviews.
- Driven by the 1310 quality strategy, deepen the synergy of the three battle zones of "Pre-quality - Manufacturing Quality - Service Support", and move risk identification and prevention forward to the design and process planning stage.
- Deepen supply chain quality grading management and support mechanisms for vulnerable suppliers, improve quality stability and delivery reliability of key materials and structural components, and reduce the impact of external fluctuations on product safety.
- Deepen MES/SRM/CRM data intercommunication and quality early warning capabilities, improve anomaly identification speed, traceability efficiency and error-proofing interception capabilities, and promote "visualized, traceable and closed-loop" quality management.
- Improve the problem-solving and experience accumulation mechanism, promote the cross-base expansion and standardization of typical problems, reduce the risk of recurrence of similar problems and enhance the ability to get it right the first time.

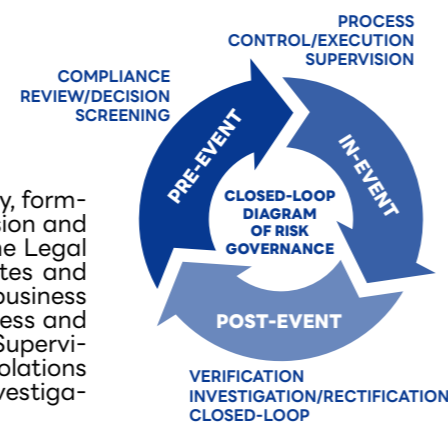
# RISK MANAGEMENT

The company regards risk management as an essential part of sound operation, emphasizing the management approach of "forward risk identification, forward compliance requirements, closed-loop supervision and disposal, and continuous improvement and enhancement", covering multiple areas such as contract formation and performance, compliance and governance, integrity and fraud prevention and control, intellectual property, data security and privacy protection, and labor employment legal risks. Relying on the legal compliance review and audit supervision mechanism, the company enhances the standardization, traceability and implementation effectiveness of risk management through means such as systems, processes, training and publicity, and accountability and rectification, providing governance guarantees for the company's continuous development in a complex external environment.

## GOVERNANCE

### GOVERNANCE STRUCTURE AND THE "PRE-EVENT - IN-EVENT - POST-EVENT" CLOSED LOOP

The company builds a risk governance mechanism through functional synergy, forming a management loop of "pre-compliance intervention, in-process supervision and inspection, and post-verification and rectification". In the pre-event stage, the Legal Department participates in the formulation and review of contract templates and provides compliance guidance during major decision-making and important business review stages. During the process, the business department follows the process and implements the critical control points. In the post-event stage, the Audit and Supervision Department supervises and implements closed-loop management of violations or risk events through means such as reporting acceptance, verification and investigation, handling suggestions and rectification promotion.



### FUNCTIONAL DIVISION AND COLLABORATION INTERFACE (LEGAL DEPARTMENT \* AUDIT AND SUPERVISION DEPARTMENT)

FUNCTIONS	CORE RESPONSIBILITIES	TYPICAL WORK SCENARIOS	OUTPUT/SEDIMENT
LEGAL DEPARTMENT	Participate in the legal argumentation of major business decisions, investment and financing, mergers and acquisitions, reorganization and other matters of the company, issue professional legal opinions, participate in negotiations and document drafting, and prevent legal risks; Draft and revise the company's contract texts, be responsible for the review of contract legal risks and provide negotiation support; Be responsible for the overall handling of legal disputes such as litigation, arbitration and mediation of the company, formulate dispute response plans, and act on behalf of or coordinate with external lawyers to handle related matters.	Review of contract templates and terms; Compliance guidelines for meetings such as major investments/purchases/product launches; Dispute resolution support for seal management compliance training such as litigation/arbitration.	Contract templates and review points; Compliance advice and risk warnings; Legal dispute resolution; Training materials and institutional requirements.
AUDIT AND SUPERVISION DEPARTMENT	Integrity and compliance supervision; Reporting acceptance and verification investigation; A closed loop of handling suggestions and rectification.	Multi-channel reporting acceptance; Clue analysis and verification; Verify the handling of issues and follow up on rectification.	Case handling recommendations; Rectification ledgers and closed-loop records; Campaign materials.
BUSINESS DEPARTMENT	Implement process control points; Cooperate with compliance requirements and closed-loop rectification.	Contract negotiation and performance; Process execution and data retention; Implementation of rectification measures.	Retention of performance materials and evidence; Proof of rectification.

## SYSTEMS AND PROCESSES: COMPLIANCE CONTROLS FOR CONTRACT MANAGEMENT AND SEAL MANAGEMENT

In terms of contract management, the company ensures controllable contract risks through institutionalized management. The Legal Department is fully involved in the formulation, drafting, review and finalization of contract templates, and implements compliance review points in all types of business contract templates of the company by scrutinizing key terms (such as rights and obligations, delivery and acceptance, quality and liability, liability for breach of contract, dispute resolution, etc.) to reduce the risk of clause defects and performance deviations. In terms of seal management, the company places strong emphasis on compliance in seal usage and the control of authorization risks. External professional institutions were engaged to conduct compliance training on seal management, aiming to enhance employees' awareness and execution capabilities regarding seal usage standards and risk prevention.

## PRE-DECISION COMPLIANCE INTERVENTION: COMPLIANCE CHECKS AND RISK WARNINGS FOR MAJOR MATTERS

The company incorporates compliance requirements into its business decision-making process in advance. The Legal Department participates in key decision-making meetings on major investments, operations, product launches, etc., provides compliance guidance during the strategic and business review stages, and brings compliance requirements forward to the business decision-making process to enhance the compliance and risk controllability of major decision-making matters. In terms of contract management, the Legal Department is fully involved in the entire process from template development, drafting review to finalization, and implements compliance review points in various business contract templates of the company. At the same time, the Legal Department participates in key decision-making meetings such as major investment, procurement, product launch, and provides compliance guidance during the strategic and business review stages, bringing compliance requirements forward to the business decision-making process.

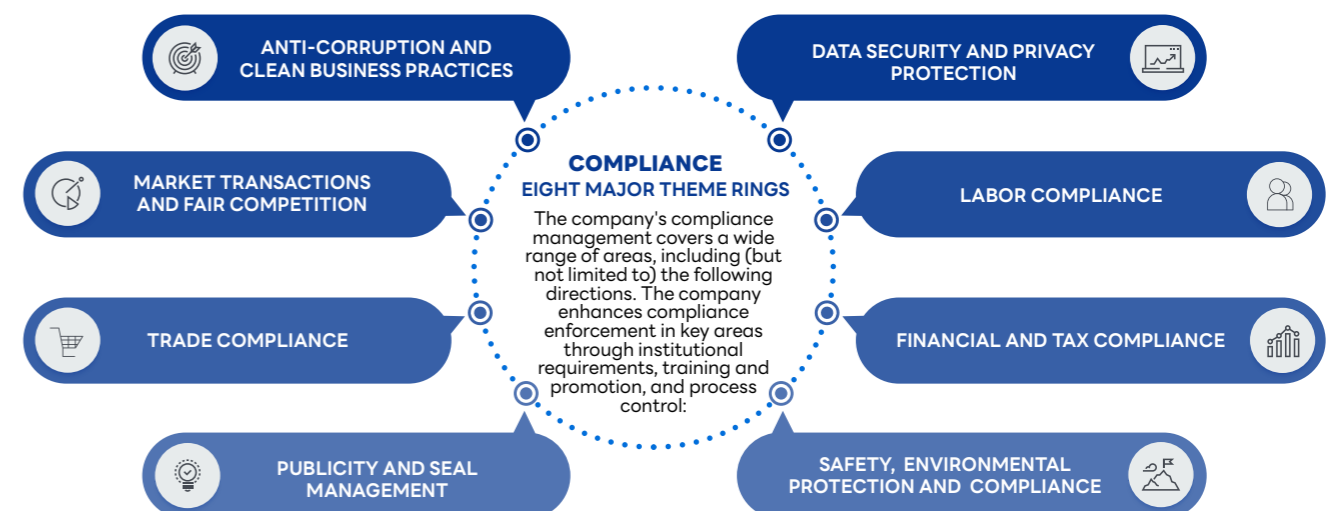
## STRATEGY

### MAIN RISK TYPES AND MANAGEMENT APPROACHES

The company identifies and manages major risk types, with the core idea of "categorized governance, focused prevention and control, functional synergy, and continuous improvement", sets compliance control points in key business processes, and enhances the implementation effect of the system through supervision verification and rectification closed-loop. The main types of risks include:



### LIST-BASED MANAGEMENT OF KEY COMPLIANCE AREAS



## RISK MANAGEMENT

The company embeds risk management into daily operation and management processes, focusing on major decision-making, business execution, abnormal event handling, and rectification and improvement, and continues to promote the implementation of risk management requirements in various business scenarios. Compared with a single link of post-incident response, the company emphasizes risk identification forward, process monitoring, and problem closure, continuously improving the timeliness, pertinence, and traceability of risk management.

### RISK IDENTIFICATION AND ASSESSMENT

The company dynamically identifies risk matters that may affect business stability, compliance operations, and the effectiveness of internal control based on daily operations, system implementation, contract performance, external regulatory requirements, special verification results, and rectification of historical problems. For the identified matters, the company usually comprehensively considers factors such as the likelihood of risk occurrence, the degree of impact, the scope involved, and the urgency of rectification, and determines the key points of control and response priorities based on actual business conditions.

### RISK MONITORING & EARLY WARNING

The company focuses on combining risk management with key business processes, and maintains continuous tracking of major decisions, important contracts, key approval nodes and abnormal matters. For deviations, deficiencies, or potential risks found during the implementation process, promptly form a list of issues and promote the implementation of improvement measures by the responsible departments. For matters that have a greater impact or require cross-departmental collaboration, the company will launch special research and judgment, special follow-up or upgrade reporting mechanisms according to specific circumstances to improve the response efficiency and disposal quality of major risk matters.

### PROBLEM RECTIFICATION & CONTINUOUS IMPROVEMENT

The company emphasizes moving from "discovering problems" to "solving problems" and "avoiding recurrence". For key problems found in verification, review or daily management, the company usually forms rectification requirements, clarifies the responsible entity and time limit arrangement, and tracks the degree of improvement and completion of the rectification. For common or recurring problems, we will promote the precipitation of management requirements into a reusable and scalable control mechanism through process optimization, standard improvement, targeted training, and experience feedback, and continue to improve the overall risk management capabilities.

## METRICS AND TARGETS

Based on the actual operation of the risk management system, the company continues to improve the management indicators and annual work goals related to this issue, focusing on the implementation of key links such as risk identification, assessment, tracking, rectification and closed-loop improvement. At this stage, the company focuses on the goal of improving process management indicators and mechanisms, gradually improving the standardization, traceability and testability of risk management work, and laying the foundation for the subsequent formation of a more comparable quantitative index system.

During the reporting period, the company continued to promote annual risk assessment, key matter tracking, problem rectification and closed-loop management, and included the identification, judgment, disposal and rectification of major risk matters into the scope of daily management and regular review. Focusing on this issue, the management indicators that the company focuses on at this stage include the development of risk assessment, the tracking of key risk matters, the implementation of rectification measures and the completion of closed loops.

On the basis of ensuring the consistency of statistical caliber and verifiable data, the company will gradually improve the risk management index system and promote the formation of clearer annual management goals, including continuously improving the timeliness of risk identification, the effectiveness of rectification implementation, the completeness of tracking major matters and the closed-loop quality of risk management, and gradually explore the disclosure of more comparable quantitative indicators according to management maturity.

The Company will continue to improve its risk governance system, improve risk management efficiency and enhance compliance control capabilities, and promote the continuous optimization of relevant management work in the direction of institutionalization, process and visualization. In the future, the Company will continue to deepen the compliance pre-intervention mechanism for major matters, improve the standardization and operability of compliance review, strengthen cross-departmental collaborative implementation capabilities, and gradually establish a reusable audit point database and template library. At the same time, in the direction of improving the efficiency of reporting and handling and the level of closed-loop management of rectification, we will continue to improve the whole process management mechanism such as clue acceptance, research and judgment, investigation, rectification and tracking, and strengthen the protection of whistleblowers and the promotion of privacy protection. In terms of audit monitoring and internal control evaluation, the Company will gradually establish a unified statistical caliber and visual management tools to continuously improve the consistency and comparability of the disclosure of key management information such as audit items, risk point identification, rectification completion, self-assessment and special audits. In addition, the Company will also focus on key risk areas such as trade compliance, anti-monopoly, fair competition, trade secret protection, seal management, data security and privacy protection, and continue to improve relevant systems, training and daily supervision arrangements to further strengthen risk prevention, identification and response capabilities in key areas, so as to provide strong protection for the company's stable operations.



# CORPORATE GOVERNANCE

REPT BATTERO adheres to the R-Reliable strategy and regards a standardized, transparent and professional governance system as the foundation for the company's high-quality development.

We strictly adhere to the Company Law of the People's Republic of China and the Listing Rules of the HKEX and other domestic and foreign laws and regulations, and have established a governance system with clear rights and responsibilities and effective checks and balances, consisting of the general meeting of shareholders, the board of directors, the board of supervisors and management, and continuously enhance the effectiveness of corporate governance.

## SHAREHOLDERS' MEETING

Shareholders' general meeting is the highest authority of the company. The company ensures that all shareholders, including minority shareholders, exercise their rights to information, participation and voting in accordance with the law by establishing standardized rules of procedure and smooth communication mechanisms.

In 2025, the Company held 2 general meetings (including one annual general meeting and 1 extraordinary general meeting), both in the form of on-site meetings. A total of 18 proposals, including profit distribution and annual reports, were reviewed and approved at the meetings. Through efficient operation processes, the company ensured the legality and compliance of major decision-making matters.

## BOARD OF DIRECTORS

The board is the core decision-making body of the company, responsible for formulating development strategies and overseeing the company's performance. The company enhances the quality of decision-making and independence of the board by strengthening its diversity and bringing in professionals from multiple fields.

In 2025, the company's board of directors held a total of 10 meetings and deliberated 47 proposals. All directors performed their duties with a high sense of responsibility and professional competence, and the average attendance rate of directors remained 100%. The Board reviews the company's major business direction, financial position and compliance risks through regular meetings.

### CORPORATE GOVERNANCE STRUCTURE

### CORPORATE GOVERNANCE STRUCTURE

## SUPERVISORY BOARD

The supervisory board, as the supervisory body of the company, exercises its supervisory power independently and is responsible for supervising the company's finances and the performance of duties by directors and senior management, effectively safeguarding the legitimate rights and interests of the company and its shareholders.

The supervisory board of the company is now composed of three supervisors (including employee representative supervisors). In 2025, the supervisory board held 5 meetings, deliberated 21 proposals in total, and the attendance rate of supervisors remained 100%. By attending board meetings as observers, checking financial records and supervising the performance of duties by senior executives, the supervisory board has established effective internal checks and balances.

## COMMITTEES

The board of directors has four specialized committees. Each committee provides a scientific basis for the board's decision-making through professional pre-examination and in-depth analysis. In 2025, each of the special committees maintained a 100% director attendance rate.

## BOARD DIVERSITY AND PROFESSIONAL BACKGROUND

The company is convinced that a diverse and professional board composition is key to improving governance effectiveness. We have developed and implemented a board diversity policy, taking into full account factors such as gender, age, cultural and educational background, and professional experience in the selection of directors.

### 1 COMPOSITION AND INDEPENDENCE

The company's board of directors consists of 12 directors, with a balanced composition. It includes 4 independent non-executive directors, making up one-third of the board, whose extensive industry experience and independent judgment ensure the objectivity of board decisions.

### 2 GENDER DIVERSITY

The company attaches great importance to the role of women in governance. The current board consists of 3 female directors, representing 25% of the total board composition. The deep backgrounds of female directors in areas such as financial management, strategic investment, and capital market operations have effectively enhanced the inclusiveness and balance of board decisions.

### 3 EDUCATIONAL AND PROFESSIONAL BACKGROUND

Board members have a wide range of professional backgrounds, including non-ferrous metallurgy, materials physics, economics, metal materials, aerospace propulsion, accounting, and more. 5 of the members have doctoral degrees, and this "technical expert + management elite" background combination ensures the professional depth of the board in major decisions.

### 4 ESG LEADERSHIP OF BOARD MEMBERS

The company's board members have an outstanding sustainable development vision, especially Chairman Dr. Cao Hui, who has more than 20 years of technical and management experience in the lithium battery industry. As chairman of the ESG Committee, Dr. Cao Hui has long focused on and led the implementation of green manufacturing and carbon reduction strategies, has extensive practical experience in promoting low-carbonization of production processes, product lifecycle management, and ESG governance of the supply chain, and has helped the company obtain the national "Green Factory" certification.

#### AUDIT COMMITTEE

6 meetings were held throughout the year, and 18 proposals were considered in total. The Audit Committee focused on supervising the authenticity of financial reporting, the effectiveness of internal audits, and the compliance of the risk management system.

#### ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE

1 meeting throughout the year to review one motion. Led by Chairman Dr. Cao Hui, the board oversees the company's sustainable development strategy and climate change response plan.

#### NOMINATION COMMITTEE

2 meetings throughout the year to review three proposals. Responsible for assessing the size and composition of the board to ensure person-job fit and continued diversity of management.

#### REMUNERATION AND APPRAISAL COMMITTEE

1 meeting throughout the year to review two proposals. Be responsible for optimizing the remuneration policy and assessment system for directors and senior executives, and strengthening the incentive and restraint mechanism.

DIRECTOR CATEGORY	NAME	GENDER	AUDIT COMMITTEE	REMUNERATION AND APPRAISAL COMMITTEE	NOMINATION COMMITTEE	INDEPENDENT BOARD COMMITTEE	ESG COMMITTEE
EXECUTIVE DIRECTOR	Dr. Cao Hui	MALE		✓	✓		✓
	Mr. FENG, TING	MALE					
	Mr. Hu Xiaodong	MALE					
EMPLOYEE DIRECTOR	Dr. Wu Yanjun	MALE					
NON-EXECUTIVE DIRECTOR	Ms. Huang Jiehua	FEMALE					✓
	Mr. Wang Haijun	MALE					
	Ms. Xiang Yangyang	FEMALE					✓
INDEPENDENT NON-EXECUTIVE DIRECTOR	Mr. Wei Yong	MALE					
	Ms. Wong Sze Wing	FEMALE	✓	✓	✓	✓	
	Dr. Wang Zhenbo	MALE		✓		✓	
	Dr. Ren Shenggang	MALE	✓		✓	✓	
	Dr. Simon Chen	MALE	✓			✓	

COMPOSITION OF BOARD COMMITTEES IN 2025

## SHAREHOLDER RIGHTS PROTECTION AND INVESTOR RELATIONS

REPT BATTERO attaches great importance to shareholder rights protection and regards establishing sincere, transparent and efficient investor relations as a core approach to enhancing corporate governance and capital market value. We are committed to building a long-term and mutually trusting partnership with global investors by constantly improving information disclosure mechanisms, broadening communication channels and strengthening two-way interaction.

### STANDARDIZED & TRANSPARENT INFORMATION DISCLOSURE

The company adheres strictly to the foundation of information disclosure, strictly complies with regulatory requirements both at home and abroad, and ensures the authenticity, accuracy, completeness and timeliness of disclosed information. By establishing standardized internal control processes, the company incorporates compliance requirements throughout the entire chain of information transmission.

BUSINESS UNITS VERIFY AND SUBMIT INFORMATION

BOARD OFFICE CONDUCTS COMPLIANCE REVIEW AND PREPARES DISCLOSURES

BOARD / SHAREHOLDERS' APPROVAL PROCEDURES

FORMAL PUBLIC DISCLOSURE

#### CLOSED-LOOP DISCLOSURE MANAGEMENT MECHANISM

The Company has established a dedicated information disclosure function under the Board Office, coordinated by the Board Secretary. In 2025, the Company further strengthened its "internal-external linkage" compliant disclosure process, ensuring zero-error and 100% compliance in information disclosure through robust risk management.

### ENHANCE THE QUALITY & PROFESSIONALISM OF DISCLOSURES

The company insists on presenting its operating results in a way that is easy for investors to understand. In 2025, we continued to optimize the presentation of non-financial information on the basis of disclosing statutory announcements to ensure that the capital market could promptly and objectively understand the company's dynamics in dimensions such as technological breakthroughs, overseas layout and compliance governance, effectively reducing the risk of information asymmetry.

#### IN 2025

TOTAL NUMBER OF DISCLOSURES

41

NUMBER OF PERIODIC REPORTS

2

NUMBER OF TEMPORARY ANNOUNCEMENTS

39

NUMBER OF PENALTIES FOR INFORMATION DISCLOSURE VIOLATIONS

0

### INVESTOR RELATIONS MANAGEMENT

The company is committed to building a comprehensive, multi-level investor interaction system. Through proactive and in-depth market communication, we continuously strengthen investors' recognition of the company's long-term value. In 2025, the company's investor relations team maintained a high frequency and quality of interaction, responding deeply to market concerns through forms such as earnings briefings, roadshows at home and abroad, and investor research. During the reporting period, the company conducted a total of 280 roadshow events and received various investor research and on-site visits 50 times. Through in-depth face-to-face communication, the company effectively conveyed its competitive advantages in power and energy storage.

With excellent quality of information disclosure and investor relations practices, REPT BATTERO received wide recognition and honors from the capital market in 2025. These awards are not only a recognition of the expertise of the company's investor relations team, but also a strong testament to the transparency of the company's governance.

## BUSINESS ETHICS AND COMPLIANCE MANAGEMENT

REPT BATTERO regards business ethics and honest operation as the lifeline of its development and adheres to the core concepts of "Compliant Operation, Integrity and Dedication, Fair Competition, and Transparent Procurement". We strictly comply with all applicable laws and regulations in the regions where we operate, including the Anti-Unfair Competition Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China. The Company maintains a "zero-tolerance" policy towards violations of laws and regulations such as corruption, fraud, and bribery. Through the establishment of a multi-dimensional compliance control system and a regular supervision mechanism, the company is committed to maintaining a fair market order and ensuring the long-term and stable development of its business.

### COMPLIANCE MANAGEMENT SYSTEM AND PRACTICES

REPT BATTERO regards compliance operation as the bottom line for the stable development of the enterprise and is committed to building a compliance management system covering all business areas and all business processes. By improving the organizational structure, perfecting the system construction and strengthening the pre-compliance review, the company ensures that all businesses operate in compliance within the legal and regulatory framework.

#### COMPLIANCE GOVERNANCE STRUCTURE

The company has established specialized and vertical compliance management functions, with a Legal Department and an audit and supervision department under the integrated management center. The Legal Department is responsible for formulating legal compliance policies, identifying laws and regulations and conducting compliance assessments, and is deeply involved in the legality and compliance review of major decisions. The Audit and Supervision Department, as a specialized agency for integrity and compliance management, is responsible for supervising the implementation of integrity standards and the verification of violations.

#### BOARD AUDIT COMMITTEE

##### REPORTING LINE

INTEGRATED MANAGEMENT CENTER

LEGAL DEPARTMENT

AUDIT AND SUPERVISION DEPARTMENT

The company has established a regular mechanism for identifying laws and regulations and conducting compliance assessments. In 2025, the company, in collaboration with Fangda Law Firm, conducted special assessments and training on "Seal Management Compliance" to ensure that the management system continuously aligns with the latest external regulatory requirements.

#### COMPLIANCE MANAGEMENT MECHANISM & BUSINESS EMBEDDING

The company implements a management mechanism of "compliance requirements in advance", embedding compliance considerations deeply into business decisions and day-to-day operations, achieving a transformation from "post-event remediation" to "pre-event prevention".

##### COMPLIANCE FOR MAJOR DECISIONS

The Legal Department participates in key decision-making meetings, such as major investment, procurement, and product launch, and provides compliance guidance during the strategic planning and business review stages to ensure that compliance considerations are placed ahead of decision release.

##### CORE NODE CLOSED-LOOP MANAGEMENT

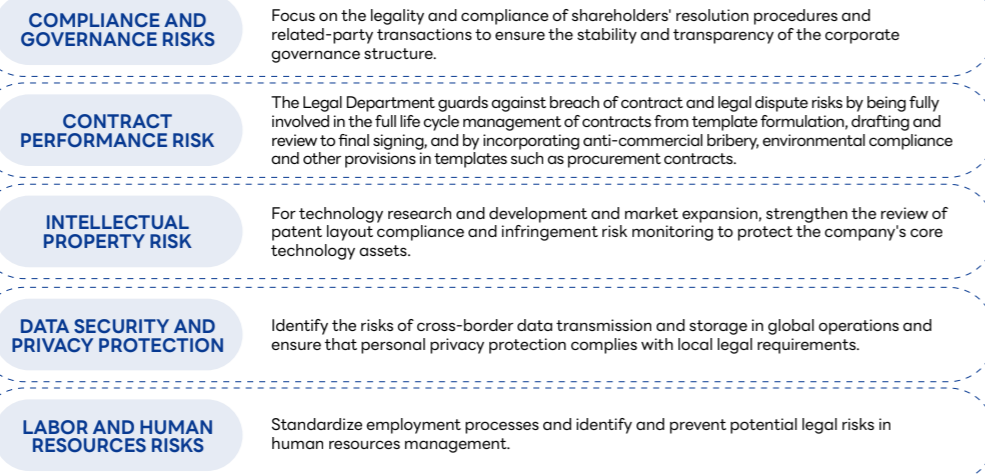
The company converts policy requirements into specific operational standards through standardized contract templates, compliance checklists, and automated approval processes. All contract seals, marketing materials and information disclosure documents are subject to strict review by the Legal Department.

##### MULTI-DIMENSIONAL COVERAGE

Corporate compliance management covers core areas such as anti-corruption and integrity in business (strict implementation of the Seven Prohibitions), market transactions and fair competition (antitrust, trade secret protection), trade and export control, safety and environmental protection (EHS), finance and taxation, labor employment, seal and authorization management, and cyber security and data privacy (such as GDPR compliance).

## IDENTIFICATION & RESPONSE OF KEY COMPLIANCE RISKS

The company, in light of industry characteristics and global layout requirements, systematically identifies and dynamically assesses key legal compliance risks in its production and operation. The main types include:



## COMPLIANCE CULTURE & TRAINING PROMOTION

The company views the improvement of compliance awareness as an important means to reduce the risk of non-compliance and empowers business units through customized training. In 2025, the company organized 2 specialized training sessions on "Key Points for Reviewing Company Purchase Contracts and Sales Contracts" in accordance with regulations and business construction. The Legal Department not only acts as a reviewer, but also as a collaborative partner of the business department. By analyzing common risk points and reviewing standards in contract performance, it enhances the compliance operation ability and risk early warning awareness of business personnel.

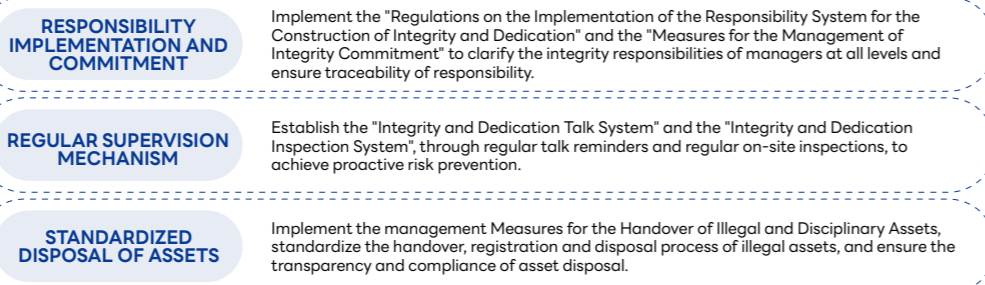
## BUSINESS ETHICS AND ANTI-CORRUPTION

REPT BATTERO is committed to building a clean and honest system where people "dare not be corrupt, cannot be corrupt, and do not want to be corrupt". Through institutional constraints, process monitoring and cultural guidance, it implements the requirements of anti-corruption and anti-fraud in all dimensions of operation and management.

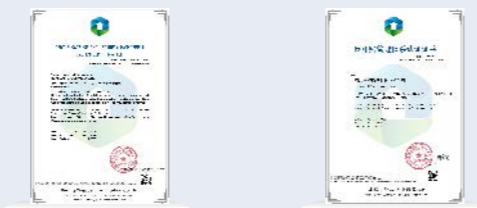
### ANTI-BRIBERY MANAGEMENT SYSTEM

The company builds a compliance defense line based on international standards and refines management details through intensive system updates.

In 2025, the Audit and Supervision Department, based on the existing "Business Ethics Management Regulations" and "Anti-Corruption and Anti-Bribery Management Control Procedures", systematically strengthened the management granularity and issued and implemented a series of core management systems:



Wenzhou Base has obtained ISO 37001:2016 Anti-Bribery Management System Certification. We plan to gradually expand the scope of certification to other production bases to achieve standardization of anti-bribery management across the entire group.



ISO 37001:2016 Anti-Bribery Management System Certification

The company regards business ethics as the fundamental code of conduct for employees and ensures that the concept of integrity runs through the entire career cycle of employees. Every new employee is required to sign the "New Employee Integrity Notice" and the "Integrity Agreement" upon joining. The document clearly informs employees of their integrity responsibilities and obligations. During the reporting period, 100% of new employees signed integrity commitments, and for high-risk positions such as purchasing and sales, the company regularly conducts integrity talks and professional audits to prevent the risk of commercial fraud.

## WHISTLEBLOWING AND WHISTLEBLOWER PROTECTION

The company encourages its employees, suppliers and partners to supervise illegal and non-compliant behavior, has established a three-dimensional reporting system covering all stakeholders, and provides strict legal and institutional safeguards for whistleblowers. The company has established a multi-faceted reporting matrix consisting of telephone, WeChat, email, OA system and physical mailboxes at the base. At the same time, the company maintains close contact with the integrity supervision department of the parent group (Tsingshan Board of Directors), and receives and transfers relevant tip-off clues from time to time to ensure full coverage of regulatory perspectives.

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- Email:** jianchajubao@reptbattero.com
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AFTER RECEIVING REPORTS, THE AUDIT AND SUPERVISION DEPARTMENT STRICTLY IMPLEMENTS STANDARDIZED HANDLING MECHANISMS:



REPT BATTERO regards whistleblower protection as the bottom line of its oversight work and is committed to eliminating whistleblower concerns and maintaining a fair and just business environment. In accordance with the company's announcement on publicly accepting complaints and reports regarding Company Supervision, the Audit and Supervision Department strictly enacts the privacy protection procedures for whistleblowers in its various supervision activities. We make protecting the personal information of whistleblowers and safeguarding their legitimate rights and interests the top priority of our work, ensuring the security of the whistleblowing process.

In practice, when staff receive a report through direct communication channels such as phone calls or WeChat, they proactively and promptly reaffirm the Company's confidentiality policy to the whistleblower. Through a combination of verbal and written communication, they provide a clear commitment to strictly protect the whistleblower's identity and other sensitive information, and to safeguard them from any unlawful retaliation by relevant parties. This approach helps build the whistleblower's deep trust in the oversight system.

The Company's reporting channels and related case information are managed by designated personnel within the Audit and Supervision Department. Unauthorized access to such information is strictly prohibited, ensuring that the risk of confidentiality breaches is mitigated at the source.

Company regulations explicitly prohibit any form of retaliatory behavior. Once any illegal retaliation against whistleblowers is discovered, the Audit and Supervision Department, in conjunction with the legal and human resources departments, will seriously hold them accountable and deal with them to ensure the independence, impartiality and security of the supervision work.

**IN 2025**  
NUMBER OF CASES  
RESULTING FROM  
FRAUD AND  
CORRUPTION

0

## INTEGRITY TRAINING AND CULTURE PROMOTION

REPT BATTERO adheres to the principle of "prevention first, education leading" and regards the construction of a culture of integrity as the soft power pillar of the anti-fraud system. Through the establishment of a multi-level integrity training system and regular cultural promotion activities, the company instills the core values of "integrity and dedication" into every aspect of its business operations, creating a clean, upright, honest and law-abiding corporate atmosphere.

### PROFESSIONAL TRAINING

The company conducts systematic business ethics education based on the characteristics of different job levels and positions, transforming rigid systems into behavioral self-discipline for all employees. In 2025, the company organized **two special** training sessions on anti-corruption and integrity promotion, with a total of over **800** participants. The training content not only provided in-depth interpretations of the "Regulations on Business Ethics Management of Enterprises", but also analyzed real corruption cases in the industry, and elaborated on key points of contract review and risk identification skills for core business links such as procurement and sales. Especially for high-risk positions such as infrastructure and procurement, the Audit and Supervision Department regularly conducts special integrity talks, using internally investigated cases of violations as warnings to strengthen the legal awareness and sense of awe of key personnel.

### CULTURAL PROMOTION

The company is committed to creating a clean and upright office environment through a variety of carriers. In September 2025, the company officially launched the first "Integrity and Dedication Culture Promotion Month", with a series of activities carried out simultaneously at bases in Wenzhou, Jiashan, Liuzhou and Foshan, attracting more than **2,700** people to participate throughout the year.

During the event, the company's top management personally delivered motivational speeches, elaborating from a strategic perspective on the importance of integrity in business operations for the long-term success of the enterprise and leading all employees to participate in the construction of integrity. Through the release of the "Notice on Integrity Warning Education Campaign", we organized employees to watch warning films, visit integrity education bases, and post notifications of typical cases of "Desensitization" on the OA platform to exert a deterrent effect. At the same time, the company widely solicited slogans of integrity and dedication, posted theme posters in public areas such as canteens and production workshops, and made the concept of integrity ubiquitous through regular push on enterprise wechat and supervision columns.

In addition, we extend our business ethics requirements to the supply chain ecosystem, actively promote anti-bribery policies at the annual supplier conference, and require partners to sign integrity agreements to jointly build a transparent and mutually trusting win-win value chain system.

## INFORMATION SECURITY AND PRIVACY PROTECTION

REPT BATTERO is well aware that information security and data privacy are the cornerstones of the digital age and the lifeblood for the stable operation of enterprises. We strictly adhere to the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the General Data Protection Regulation (GDPR) of the European Union, among other domestic and foreign laws and regulations. In 2025, the company launched the "Information Security Group Building" initiative, through organizational restructuring, technological deepening and strengthening of awareness among all employees, to build a defense system of international leading level in depth.

### GROUP-BASED SECURITY GOVERNANCE AND TOP-LEVEL DESIGN

In 2025, the company completed a leapfrog upgrade from decentralized management to a centralized management model, establishing the governance core of "business responsibility, IT support, compliance synergy". The company upgraded and optimized its three-level governance mechanism for information security to ensure efficient interaction between security decisions and business execution:



The company actively aligns with the highest international security standards and is committed to enhancing the resilience and credibility of its management system through authoritative certifications. In 2025, the Jiashan base not only successfully passed the ISO/IEC 27001:2022 information Security Management system update audit, but also successfully obtained the highest Level 3 label of the automotive industry information security evaluation standard TISAX in the second half of the year. As a key indicator for handling data with extremely high protection requirements such as OEM R&D prototypes, the acquisition of this certification marks that the company's security control capabilities in automotive industry chain collaboration have reached the world-class level.

While strengthening external certifications, the company is also advancing the process of management unification. Through the official release of the "Group Information Security Management System Manual", the company has achieved a standardized governance model of "One Set Of Standards, Full Coverage" in Wenzhou, Jiashan and each new base. This systematic integration not only optimizes the allocation of security resources, but also ensures that the group maintains consistent and strict security prevention standards at all operational sites under its global layout.

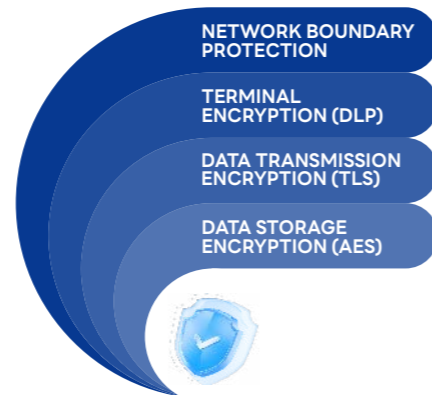


Information Management System Certification

## DATA LIFECYCLE AND PRIVACY PROTECTION

The company has built a "technology-driven, compliance-oriented" dynamic defense system, embedding privacy protection and territorial compliance principles deeply throughout the entire lifecycle of data collection, transmission, storage and use.

At the level of technical defense and fine-grained management, the company deploys the Tianrui Green Shield DLP system to implement full disk encryption for terminals, and conducts real-time monitoring and "minimal authorization" approval for high-risk paths such as email outbound, instant messaging and USB copying; At the same time, with the A-F level of fine-grained Internet access management, it ensures that the audit trail covers more than six months. The secure flow of data is safeguarded by TLS 1.3+ transport protocol and AES-256 high-strength storage encryption, ensuring that data cannot be tampered with both statically and dynamically.

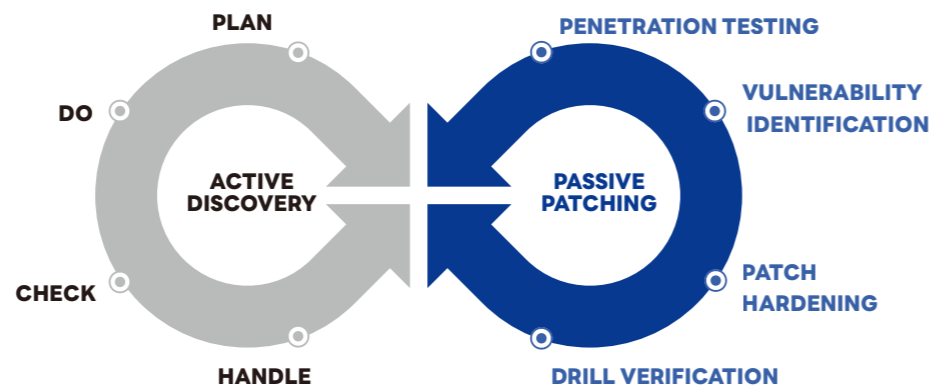


At the level of privacy enhancement and global compliance adaptation, the company relies on the "De-identification Operation Guide" to regulate privacy desensitization in R&D and testing scenarios, precisely aligning with the strict requirements of PIPL and GDPR regarding "pseudonymization". For overseas bases such as Indonesia, the company adheres to the principle of "unified framework, territorial compliance" and proactively adapts to Indonesia's Personal Data Protection Act (PDP Law No. 27/2022) to ensure seamless integration of technical control measures with the territorial legal environment in the global business layout and build a secure and reliable cross-border data flow channel.



## COMBAT-ORIENTED OFFENSE AND DEFENSE AND SECURITY CULTURE

REPT BATTERO adheres to the security concept of "Offense For Defense, Real Combat Test", actively identifies weak links in the system through high-intensity technical confrontation drills, and supplements them with full coverage awareness education to build a dual defense line of "technical defense plus human protection", ensuring that the company system still has extremely high resilience in a dynamic threat environment.



## PRACTICAL PENETRATION TESTING AND DYNAMIC VULNERABILITY MANAGEMENT

The company has established a regular checkup mechanism and hires external professional security agencies (such as Asiainfo Security, Yun Suan Zhi'an) to conduct in-depth penetration tests and security audits of core business systems every six months. The technical team simulates real cyber attack scenarios, uses Nmap for precise service identification and fingerprint detection, and uses tools such as Burp Suite Pro and NetCat to modify, forward and replay data packets for testing, Dig deep into various high-risk risks including SQL injection, cross-site scripting (XSS), unauthorized access, and remote command execution (RCE).

In 2025, the company completed a comprehensive technical inspection of its OA office system, email system, visitor reservation system and restaurant recharge system. The testing covered not only document security in the office collaboration area, but also API interface security involving personal property and privacy data of employees and visitors in the smart campus. For the medium-high risk vulnerabilities identified during the tests, such as unauthorized access to Spring Boot Actuator, the company's IT team strictly implemented a closed-loop management of "discover - fix - retest", achieving a 100% fix rate for all medium-high risk vulnerabilities discovered in the first half of 2025. In response to the proactive adjustments made in the second half of the year due to the launch of major systems of the group, the company has developed a special plan to complete the make-up tests in January 2026 to ensure that all business platforms are dynamically cleared of risks.

The company is well aware that people are the most critical and vulnerable link in the information security chain. Therefore, it is committed to integrating a security culture into the daily operational habits of its employees. In 2025, a total of 2,944 people participated in the company's information security training, which included not only macro-level analysis of the cyber security situation and interpretation of laws and regulations, but also focused on risk prevention in practical scenarios. Details such as social engineering trap identification, terminal DLP encryption operations, and physical office security (such as immediate clearance and destruction of misprinted materials).

For newly recruited employees, the company implements the "First Lesson on Safety" mechanism. By 2025, the completion rate of information security training for new employees (excluding those at levels 1-3) will reach 100%, ensuring that the awareness of the safety red line is deeply rooted in people's minds from the very beginning of their employment. In addition, the company regularly sends out de-identified industry leak cases through the OA platform, electronic bulletin boards and warning emails to enhance vigilance among all employees.

## ZERO-ACCIDENT OPERATIONS AND EMERGENCY RESILIENCE

Driven by both practical offensive and defensive tactics and cultural education, the company maintained an extremely high level of safe operation in 2025 against the backdrop of technological upgrading and business expansion. During the reporting period, the company did not experience any major information security or privacy leaks, and there were no major security incidents. We continue to verify the resilience of our core systems in extreme situations through regular disaster recovery switching drills and incident response simulations to provide continuous and stable service guarantees for our global customers.

# CUSTOMER RELATIONS AND AFTER-SALES SERVICE

REPT BATTERO has always adhered to the core values of "customer-centricity" and regards quality after-sales service as an extension of brand value and the cornerstone of customer trust. In 2025, the company's after-sales service department achieved a strategic transformation from a traditional repair center to a value center. Through rapid response and data feedback, it not only ensured the production rhythm of customers, but also provided valuable market insights for R&D and manufacturing.

## EXCELLENT SERVICE SYSTEM

The company actively aligns with leading standards of after-sales service at home and abroad and is committed to enhancing the resilience and professionalism of its service system through multi-dimensional specialized certifications. At present, the company has established a management system supported by four authoritative certifications, including the five-star national commodity after-sales service compliance certification in accordance with GB/T27922-2011 standard, as well as the highest level of the CTEAS after-sales service system - the seven-star (excellence) perfection certification and the twelve-star service capability continuous effectiveness verification, and has obtained the CTEAS certificate of Conformity to the completeness of the after-sales service system. These certifications fully indicate that the integrity, standardization and execution of the company's after-sales service system have reached the top level in the industry, further confirming the compliance and systematization of the company's system construction, process management and practical implementation, and demonstrating continuous, stable and efficient after-sales service guarantee capabilities.



AFTER SALES SERVICE SYSTEM CERTIFICATION

TO ENSURE THE EFFICIENT IMPLEMENTATION OF SERVICES, THE COMPANY STRICTLY IMPLEMENTS THE "2458" AFTER-SALES RESPONSE POLICY:

**2**  
HOURS

First response to customer needs

**24**  
HOURS

Provide emergency measures (D3) and a second response, and provide an initial cause analysis and plan within 48 hours

**5**  
WORKING DAYS

Develop and respond to the customer with improvement measures (D5)

**18**  
WORKING DAYS

Complete the standardization of measures and the horizontal expansion investigation to ensure that the problem is completely closed

REPT BATTERO is committed to building a global service system that is "fully covered domestically and precisely laid out overseas", ensuring that customers can receive timely and professional technical support no matter where they are. By the end of 2025, the company had established 154 service outlets in China, achieving full coverage of the domestic after-sales network. In the overseas market, the company adopted a mixed model of "third-party cooperation + self-construction in key regions", and added authorized service outlets in the United States (3), Australia (1) and Europe (1) throughout the year; At the same time, the development of 10 service providers in strategic regions such as Japan, Indonesia and Malaysia is progressing steadily, further improving the global service loop.



SERVICE POINT MAP

**100%**

COMPLAINT RESOLUTION RATE

**98.26%**

ON-TIME CLOSURE RATE OF CASE FILES

2025 CLOSED-LOOP PROCESSING CAPACITY

The company has established a rigorous customer complaint handling mechanism, relying on the 8D problem-solving method to ensure that every complaint can be transformed into a driving force for quality improvement. Downward trend in customer complaints: In 2025, the group received a total of 13 formal customer complaints (12 quality-related and 1 package-related), a decrease of approximately 13.33% compared to 15 in 2024. Against the backdrop of rapid business expansion, the steady decline in the number of complaints reflects the effectiveness of the quality control system.

## DIGITALIZATION EMPOWERMENT

REPT BATTERO is committed to reshaping the after-sales service system through digital technology. In 2025, the company will fully deepen the application of the "Ruiyun CRM" system, transforming after-sales service from passive repair to active value creation, achieving a full-chain closed-loop management from customer complaint access, automatic dispatching to case closure analysis. Through the precise scheduling of the CRM system, the company has increased the efficiency of after-sales handling to 92%, significantly improved the overall operational efficiency of personnel by 50%, and ensured the rigid implementation of the 2458 service principle.

The company positioned after-sales service as a value center, emphasizing the reduction of customer loss through rapid response. The real-time data feedback provided by the CRM system enables teams to identify risks and intervene at the first moment, turning potential quality incidents into on-site technical optimizations and creating direct economic benefits.

### TYPICAL CASE: EFFICIENT STOP-LOSS PRACTICES LED BY DIGITALIZATION

In 2025, a core customer reported that foam pallets for 314Ah cells did not match the automated equipment, putting the production line at risk of shutdown and bulk returns. The after-sales team immediately executed the emergency response after receiving the warning through the CRM system. Engineers quickly arrived at the site and worked with the customer's technical team to adjust equipment parameters and implement temporary improvement plans, ensuring the customer's production rhythm.

VALUE  
ACHIEVEMENT

VALUE RESULTS

This rapid intervention successfully intercepted a batch of abnormal issues, with an overall interception rate as high as **92.09%**.

COST SAVINGS

Directly avoided rework and repackaging of bulk products, saving more than RMB **300,000** in labor costs in total.

R&D FEEDBACK

After-sales data is simultaneously fed back to the R&D end to drive the optimization of packaging material standards, achieving a value leap from resolving customer complaints to product iteration.

## CUSTOMER SATISFACTION AND EXCELLENCE HONORS

The company conducts in-depth satisfaction surveys of the top ten core customers of the group every year. The customer satisfaction (external) score for 2024 was **91.90** points; The 2025 survey is expected to be completed in early February 2026, with an external score of **94.54**.

In 2025, the company received a total of **26** letters of commendation, including **14** letters of commendation from core customers. Additionally, the company was awarded the "Excellent Supplier of the Year" trophy by ENERGY VAULT INC, a leading global energy storage technology company, for its excellent quality and reliable delivery, demonstrating the company's high recognition of its service brand in the international market.

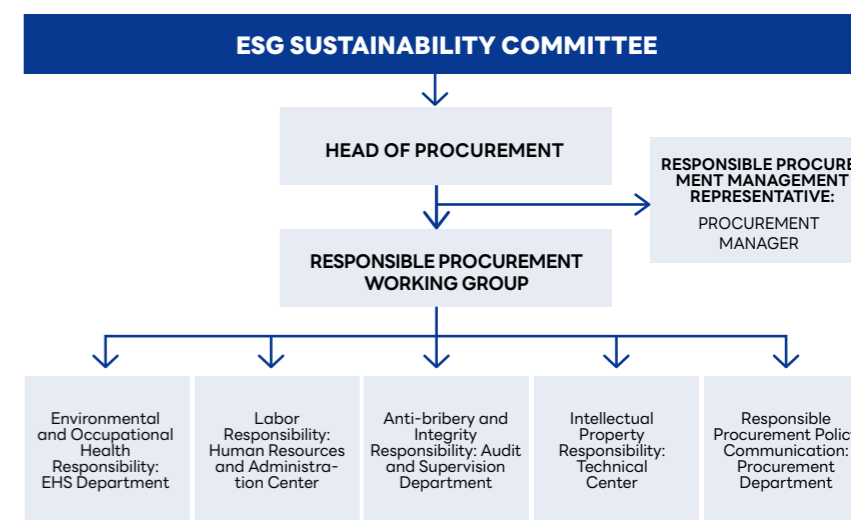


# RESPONSIBLE SUPPLY CHAIN MANAGEMENT

REPT BATTERO adheres to the supply chain management principle of "Responsible, Sustainable, and Win-Win Cooperation". The company regards ESG requirements as the soul of supply-side management, and by building a control system covering the entire life cycle, the company collaborates with global supply partners to address environmental challenges, fulfill social responsibilities, and protect the bottom line of business ethics.

In order to ensure the implementation of management objectives, the company has established a vertical and closed-loop due diligence management and governance system. The company's due diligence system is coordinated and guided by the ESG Sustainability Committee, and the Procurement Department and its subordinate executive teams are responsible for specific promotion and coordination, and rely on cross-departmental professional division of labor to achieve closed-loop management: EHS Department, Human Resources Administration Center, Audit and Supervision Department, and Technology Center, respectively responsible for supplier review in four dimensions: environment and safety, labor rights, anti-bribery, and intellectual property rights. This framework has clear responsibilities, collaborative efficiency, and forms a complete management loop from policy, implementation, and evaluation to systematically identify and prevent ESG risks in the supply chain and ensure that procurement activities align with the company's sustainable development strategy.

In terms of systems and standards, the company relies on the "Sustainable Development Management Policy for Responsible Global Supply Chains" to deeply embed international mainstream standards such as the International Labor Convention (ILO), Social Responsibility Standard (SA8000), ISO 14001, and ISO 45001 into the procurement business process to ensure that the supply chain is in line with international standards in terms of human rights protection, labor conditions, and environmental management. At the same time, the company implements strict "Procurement Management Control Procedures", clarifies the rights and responsibilities of both parties in terms of clean operation and technology protection through legal provisions, eliminates commercial bribery, and builds a fair competition, sunny and transparent procurement ecology.



## FULL LIFE CYCLE OF SUPPLIERS

REPT BATTERO has established a full closed-loop management mechanism from access review to dynamic assessment to ensure continuous compliance and optimization of the supply chain. In 2025, the company's supply chain system will have a total of 555 suppliers in mainland China.

ESG performance is the "ticket" for suppliers to enter the REPT BATTERO system. The company has defined "ten CSR red line requirements" covering key areas such as technical capabilities, management systems, prohibition of child labor, prevention of forced labor, and safety of the working environment. In the access review, once the red line is crossed, even if the technology or price advantage is advantageous, a one-vote veto is implemented to ensure compliance at the source.

The Company implements an annual evaluation system for mass production suppliers based on the five-in-one framework covering Quality (Q), Delivery (D), Cost (C), Service (S), and ESG performance. Performance Company completed on-site audits of 115 core suppliers, among which 67% were rated A (excellent), 31% were rated B, 2% were rated C, and there were no D-rated (eliminated) suppliers throughout the year. In 2025, the audit team identified 20 major batch issues (such as irregular scheduling of some suppliers, inadequate emergency communication, etc.). The company adheres to the principle of "review for improvement", assists suppliers in formulating rectification plans, and achieves 100% completion rate of supplier violation improvement in 2025.

## TRACEABILITY OF RAW MATERIALS

In 2025, REPT BATTERO responded positively to the requirements of the EU Battery Regulation by elevating raw material traceability to a strategic level, demonstrating the company's strength in dealing with global trade barriers. The company commissioned TÜV Rheinland to conduct the traceability verification of raw materials. The Jiashan base was awarded an A rating for its excellent transparency management, demonstrating that the company has reached an international leading level in terms of data authenticity and system verification. Through product coding the company has the ability to trace back from the finished product end to the original supplier. Even in the face of customs inspection or sudden customer verification, the company can immediately support "tracing back" to ensure the visualization and verifiability of the supply chain map.

## SUPPLY CHAIN ESG IMPROVEMENTS

REPT BATTERO is not just a rule-maker, but an enabler that leads partners to sustainable growth. In 2025, the company will conduct on-site audits of suppliers of lithium and aluminum metal raw materials such as electrolytes, cathode materials, and aluminum shells, and actively promote professionalization of the organizational structure in response to governance blind spots. In response to the situation where some core cathode material partners have "part-time ESG functions and tight staffing", the company guided them to establish dedicated sustainable development departments and assisted partners in establishing internal PDCA audit mechanisms. This move transformed ESG management from a fragmented task into a systematic operation, significantly enhancing the response speed and institutionalization level of supply partners in the governance dimension.

In terms of technology and low-carbon empowerment, the company is committed to enabling suppliers to achieve full coverage of product lifecycle carbon footprint (LCA) accounting. REPT BATTERO requires and instructs suppliers to use professional software to conduct precise accounting for mainstream products (such as lithium iron phosphate LFP), filling the data gap in the past. By providing specialized technical guidance, the company helps supply chain partners build a complete carbon data system, ensuring the accuracy of supply product data and providing solid support for downstream customers to meet global carbon management requirements.

At the same time, the company regards labor rights and production safety as the bottom line of supply-side management. During on-site audits and special evaluations, the company pays close attention to the labor and employment regulations of suppliers, urging them to strictly abide by the statutory working hour requirements and continuously improve the scheduling management system. By guiding suppliers to optimize human resource allocation and strengthening the construction of a working hour supervision system, the company effectively protects the legitimate rights and well-being of supply chain workers.

In addition, in response to the lack of internal emergency management communication within suppliers, the company urged them to use various forms such as issuing documents through the OA system and Posting on-site to enhance the right to know of all employees, ensure that the emergency system and safety drills truly reach the front line, and build a stable and highly responsible supply chain ecosystem.

## SUPPLY CHAIN RESILIENCE, DIGITALIZATION AND EMPOWERMENT

REPT BATTERO is committed to building a supply system with high transparency and resilience. Material level data traceability has been achieved through MES (Manufacturing Execution System) and WMS (Warehouse Management System), and it is actively building SRM (Supplier Relationship Management System) to achieve full-chain data visualization from order issuance, production scheduling to product delivery. Further enhance the scientific nature of purchasing decisions.

To address potential supply disruption risks, the company implements diversified supply strategies and emergency plans. At the same time, the company actively supports the local economy, with a total localized procurement of **RMB 169** million around the four major production bases in 2025, effectively reducing the carbon footprint of logistics while enhancing supply chain resilience. In addition, the company continues to promote partner empowerment and green growth, organizing a total of **238** special training sessions for suppliers (a total of 802 hours) in 2025, covering UNGC sustainability topics, product quality management, and organizational carbon emission calculations, and collaborating with supply chain partners to enhance green competitiveness.

# MINERAL SUPPLY CHAIN DUE DILIGENCE

REPT BATTERO is well aware of the environmental and social impact of the mineral resource extraction process. The company is committed to not using illegal minerals from conflict-affected and high-risk areas (CAHRAs) and is committed to providing a responsible and high-quality power source for the global new energy industry.

To fulfill this commitment, the company strictly adheres to international frameworks and is committed to creating a conflict-free, transparent, and responsible raw material supply chain. At the institutional level, the company implements the "Due Diligence Management Policy for Responsible Global Mineral Resources Supply Chains" and comprehensively benchmarks the requirements of CCCMC's "Due Diligence Guidelines for China's Responsible Mineral Supply Chain", OECD "Due Diligence Guidelines" and "EU Battery Regulations". The scope of due diligence covers 12 types of core resources, including nickel, cobalt, lithium, manganese, graphite, copper, aluminum, tungsten, tin, tantalum, gold, and mica.

## THE 5-STEP MANAGEMENT PRACTICE OF MINERAL DUE DILIGENCE

<p><b>BUILD A STRONG CORPORATE MANAGEMENT SYSTEM</b></p>	<p>The company has incorporated responsible minerals clauses into supplier framework agreements, requiring all mineral-related suppliers to sign the Supply Chain Traceability Declaration and Commitment. By establishing a cross-departmental joint working group, we will ensure the systematic implementation from policy publicity to contract constraints. In 2025, the company achieved 100% of new mineral suppliers signing conflict minerals commitments, providing a solid institutional guarantee for due diligence management.</p>
<p><b>IDENTIFICATION AND ASSESSMENT OF SUPPLY CHAIN RISKS</b></p>	<p>A joint team composed of the ESG office, the procurement department, and the supplier quality management department implements "dynamic identification" of the mineral supply chain. During on-site audits, focus on the relevance of conflict-affected and high-risk areas (CAHRAs). In response to the risk of "prohibition of child labor", auditors use a cross-verification method of "checking personnel file information against the identity of on-site workers". For suppliers who are unable to provide proof of traceability or pose human rights risks, implement a "zero tolerance" strategy and initiate termination of cooperation procedures. The 2025 review confirmed that no use of child labor or funding of armed conflict was found among all suppliers.</p>
<p><b>DESIGN AND IMPLEMENT RISK MITIGATION STRATEGIES</b></p>	<p>For compliance gaps identified during the audit, the company requires 100% of the audited suppliers to develop reasonable and feasible corrective action plans (CAP). The procurement and ESG department follows up on the rectification process and verifies the evidence to ensure that the issue is substantially closed and helps suppliers cross the compliance threshold.</p>
<p><b>INDEPENDENT THIRD-PARTY AUDITS AND LINK VERIFICATION</b></p>	<p>REPT BATTERO actively encourages upstream smelters and refiners to participate in and pass the RMAP (Responsible Mineral Assurance Process) certification. By leveraging third-party audits to upgrade supply chain transparency and ensure that every gram of mineral entering the production system has a credible compliance certificate.</p>
<p><b>REGULARLY REPORT PROGRESS ON DUE DILIGENCE</b></p>	<p>The company publishes an annual Responsible Procurement Due Diligence Report on a regular basis every year, disclosing management practices and performance to customers, investors and stakeholders. By maintaining a high level of information transparency, the company continuously optimizes its due diligence management mechanism in response to expectations for responsible procurement in the global value chain.</p>

# E ENVIRONMENTAL

## GREEN FUTURE

### 🕒 Guide to this chapter

"Environmental" is an important commitment of the company to the future. Focusing on climate change response and the transition to green manufacturing, the company builds an environmental management system covering the entire life cycle, promotes the use of green electricity, energy efficiency improvement and circular economy construction, and continuously reduces the environmental footprint of operations and supply chains.

### 🕒 Topics

- P1** • Addressing Climate Change
- P2** • Clean Technology Opportunities
- Circular Economy and Battery Recycling
- P3** • Energy Management
- Green Operations
- Emissions and Waste Management
- Water Resources Management

### 🕒 This chapter responds to the SDGs



# ADDRESSING CLIMATE CHANGE

## GOVERNANCE

The company incorporates climate issues into its sustainable development governance system, forming a hierarchical management model of "Decisionlevel - Coordinating Level - Executive Level" to ensure that climate-related risks and opportunities are promptly identified, effectively managed, and fully supervised on major matters. The Board and the ESG committee assume ultimate oversight responsibility for climate governance; Management coordinates cross-departmental collaboration through the ESG Management Committee; The ESG Office is responsible for data aggregation, progress tracking, disclosure coordination and external communication coordination; Each base and functional department is responsible for the specific implementation and the preservation of the evidence chain.

AT THE GOVERNANCE OPERATION LEVEL, THE COMPANY EMPHASIZES THREE PRINCIPLES:

- TRACEABILITY** Key climate-related data (such as emissions statistics, clean power certificates, contingency plans and drills, rectification closed-loop, etc.) must have traceable responsible persons and ledgers.
- VERIFIABILITY** The core information on which external disclosures are based must support internal reviews and third-party verification arrangements when necessary.
- ACCOUNTABILITY** Incorporate key environmental performance requirements into management assessment and closed-loop mechanisms to ensure continuous improvement.

### CLIMATE GOVERNANCE FRAMEWORK AND ACCOUNTABILITY

GOVERNANCE LEVELS/ROLES	CORE RESPONSIBILITIES	KEY DECISIONS/OVERSIGHT MATTERS
<b>BOARD AND ESG COMMITTEE (DECISION-MAKING LEVEL)</b>	Review and approve sustainable development strategies and major climate matters; Take ultimate responsibility for monitoring climate risks and opportunities.	Supervise and direct scenario analysis, annual budgets, major capital expenditures, transition plans, goal setting and incentives, reporting/auditing/verification, etc.
<b>ESG MANAGEMENT COMMITTEE (MANAGEMENT)</b>	Develop and implement sustainable development strategies; Coordinate base working groups; Identify and manage climate-related risks and oversee the implementation of actions.	Interdepartmental collaboration, action planning and milestone management, major deviation correction and resource allocation recommendations.
<b>ESG OFFICE (EXECUTIVE COORDINATOR)</b>	Lead the development of annual environmental goals and action plans; Organize carbon inventories; Promote capacity building; Aggregate data and form disclosure materials.	Quarterly data summary and analysis; Coordination of special reporting materials on major matters.
<b>EHS/ PLANT AFFAIRS AND BASE OPERATIONS</b>	Responsible for energy conservation and carbon reduction, clean power, self-inspection statistics, compliance and emergency management at the factory level; Advance resilience engineering and drills.	Base resilience enhancement, contingency plans and drills, equipment and system maintenance, critical risk point rectification.
<b>INFORMATION TECHNOLOGY/DIGITAL INTELLIGENCE (IT)</b>	Systems and interfaces that support governance of energy and carbon data to enhance data traceability, visualization, and early warning capabilities.	System construction and data permission management, data quality verification mechanism, reports and visualization.
<b>SUPPLY CHAIN/PROCUREMENT/ SUPPLIER QUALITY</b>	Promote supplier environmental information provision and compliance; Gradually incorporate carbon emissions performance and data transparency into the assessment direction.	Supplier management requirements, audits and improvements, critical material backup and diversification.
<b>RESEARCH AND DEVELOPMENT (R&amp;D)</b>	Promote green design and low-carbon product development; Support product carbon footprint and compliance documentation preparation.	Technical route assessment, investment priorities, alignment with compliance requirements.

## STRATEGY

The company is advancing its climate strategy on two tracks: Mitigation and Adaptation. The mitigation strategy focuses on the introduction of clean electricity, emissions inventory and data governance, supply chain synergistic emissions reduction, and the development of low-carbon technologies; the adaptation strategy focuses on physical resilience of bases, early warning and emergency response capabilities, and supply chain continuity management.

### SCENARIO ANALYSIS: METHODOLOGY, KEY ASSUMPTION DIMENSIONS AND MANAGEMENT IMPLICATIONS

The company has completed the climate scenario analysis, using scenario analysis as a strategic stress testing tool to explore structural risks and opportunities under multiple "seemingly credible futures" and to support medium - to long-term planning and resource allocation. The scenario analysis time frame sets key nodes corresponding to the strategic rhythm (2030/2040/2050, short/medium/long term), and builds the inference starting point with 2024 as the base year snapshot; Scenario analysis is a "strategic planning tool" rather than a prediction of the future.

### IN SCENARIO ANALYSIS, COMPANIES FOCUS ON THE FOLLOWING KEY HYPOTHETICAL DIMENSIONS AND USE THEIR CHANGING DIRECTIONS TO DEDUCE MANAGEMENT PRIORITIES:

<b>POLICY AND REGULATION</b>	Carbon pricing mechanism coverage, increased regulatory thresholds, supply chain due diligence and product sustainability disclosure requirements.
<b>CARBON COSTS AND COMPLIANCE COSTS</b>	Rising carbon prices, increased compliance expenses, and higher costs of third-party audits and disclosure preparations.
<b>TECHNOLOGY AND PROCESSES</b>	The cost of clean energy is falling, the circular economy is accelerating, and low-carbon technology is evolving.
<b>MARKET DEMAND</b>	Growth rate of electrification and energy storage demand, customer threshold and access requirements for low-carbon procurement.
<b>PHYSICAL EVENT FREQUENCY AND INTENSITY</b>	Extreme events such as typhoons, floods, heatwaves, droughts, and heavy rainfall are intensifying and impacting bases and supply chains.
<b>ELECTRICITY AVAILABILITY/PRICE AND GREEN POWER MECHANISMS</b>	Maturity and price fluctuations of mechanisms such as green power trading, green certificates or long-term contracts; Disturbances to grid stability caused by extreme events.

### SCENARIO ANALYSIS METHODS AND TWO CORE SCENARIOS

ORDERLY TRANSITION SCENARIO (1.5°C SCENARIO)	UNORDERED DEVELOPMENT SCENARIO (3.0°C+ SCENARIO)
This scenario depicts an ideal future in which countries around the world quickly adopt coordinated policies and accelerate technological innovation to achieve the 1.5°C temperature control target of the Paris Agreement. This scenario is highly consistent with the International Energy Agency's (IEA) "Net Zero Emissions Scenario 2050" (NZE 2050) and the Central Bank and Regulatory Green Finance Network (NGFS) "Net Zero Emissions Scenario 2050". The core feature is the unstoppable global electrification process, an exponential increase in demand for power batteries and energy storage systems, but at the same time, carbon pricing mechanisms are becoming more widespread, and "green trade barriers" represented by the EU's New Battery regulation are becoming stricter, placing unprecedentedly high demands on the sustainable development capabilities of enterprises.	This scenario depicts a grim future where global average temperatures continue to rise due to sluggish global climate action and fragmented policies, eventually surpassing pre-industrial levels of 3.0°C by the end of this century. The physical risk parameters of this scenario are mainly based on the "high emission path" (RCP 8.5) of the Intergovernmental Panel on Climate Change (IPCC), while its macroscopic economic context references the "Current Policy Scenario" of the NGFS. The core feature is relatively low transition pressure, but a significant increase in the frequency and intensity of extreme weather events such as super typhoons, century floods, and persistent heatwaves, which pose an increasingly serious direct threat to the company's physical assets, global supply chains, and operational stability.

### SCENARIO OUTPUTS MAP TO INVESTMENT /CAPEX/ LOCATION/SUPPLY CHAIN STRATEGY

The company implements the output of scenario analysis in business decisions through the approach of "scenario - impact path - management measures - KPI/ evidence chain" :

CAPEX AND TECHNOLOGICAL TRANSFORMATION RANKING	SITE PLANNING AND SITE SELECTION	SUPPLY CHAIN STRATEGY	RESEARCH AND DEVELOPMENT AND PRODUCT STRATEGY
Prioritize investment in clean power and carbon data governance under orderly transformation; Prioritize base resilience projects (such as flood, wind, and backup power) in an unregulated development and rank them based on the cost-benefit principle.	Incorporate coastal risk exposure, drainage/flood control capacity, power and water supply security, as well as historical and early warning conditions of extreme events into the assessment dimensions; Adopt more forward-looking resilience requirements for long-cycle assets.	Vulnerability assessment of key raw materials and logistics nodes, driving dual supply source, strategic safety stock and carrier management requirements; At the same time, gradually increase transparency of supplier environmental/ carbon information to reduce access and disruption risks.	Focus on low-carbon technology research and development and recycling and regeneration capabilities as long-term layout directions to support stricter requirements for recycled materials and carbon footprint.

CLIMATE SCENARIO INTEGRATED FINANCIAL IMPACT MATRIX (CUMULATIVE IMPACT COMPARED TO THE BASELINE SCENARIO)

FINANCIAL INDICATORS	SCENARIO	2030	2040	2050	KEY DRIVERS
OPERATING REVENUE	1.5°C	+++	++++	+++++	The market size of electric vehicles and energy storage is growing, and green products are gaining market preference.
	3.0°C	+	+	+ Disruption Risks	The market grew moderately but was hit by production and supply chain disruptions caused by extreme weather events.
OPERATING COSTS (OPEX)	1.5°C	--	--	--	The global carbon price is gradually rising, meeting the continuous compliance costs brought about by EU regulations (such as the carbon border adjustment mechanism).
	3.0°C	-- Physical Risks/ Energy Security	--	--	Increased asset repair costs, higher insurance rates, higher cooling costs due to extreme heat, and additional logistics costs due to supply chain disruptions.
CAPITAL EXPENDITURE (CAPEX)	1.5°C	-- Decarbonization/ EU Regulatory Compliance	--	--	Retrofit production lines with low-carbon technology, invest in renewable energy, and build a recycling industry to meet EU requirements for recycled materials.
	3.0°C	-- Asset Remediation/ Resilience	--	---	Expenditures for flood and wind resilience adaptation of coastal sites, as well as post-disaster reconstruction.
NET IMPACT ON EBITDA	1.5°C	+/- Investment Period	++	+++	In the long term, the huge potential for revenue growth outweighs the increase in transformation costs to create value.
	3.0°C	-	--	---	The revenue loss caused by operational disruptions and the continuously accumulated physical costs will severely erode profits, leading to value erosion.

Note: Red indicates negative impact, green indicates positive impact, and yellow indicates a neutral or transitional state; darker shades represent a greater degree of impact.

RISK MANAGEMENT

The company incorporates climate-related risks and opportunities into its risk management framework, identifies and classifies them into three categories: transition risks, physical risks, and climate opportunities, and forms management priorities based on dimensions such as impact scope, likelihood of occurrence, time span (short/medium/long term), and controllability. It corresponds to annual budgets, product development and market development cycles, as well as major capital investments and long-term layouts. Risk management emphasizes "measurable, trackable, rectifying": strengthening institutional and process loops for risks that can be mitigated through management measures; For uncontrollable external risks, enhance early warning and resilience capabilities to reduce exposure and vulnerability.

LIST OF CLIMATE RISKS AND OPPORTUNITIES

CATEGORIES	TOPIC	DRIVERS	POTENTIAL IMPACT PATHWAYS	AFFECTED LINKS	EXISTING/PROPOSED MANAGEMENT MEASURES	PRIORITIES (SHORT/MEDIUM/LONG)
TRANSITION RISK	Carbon pricing expansion and rising carbon costs	Carbon market/carbon tax expansion, quota tightening	Operating costs are rising and investment demands are increasing	Base operations, finance	Enhance the use of clean electricity (green/photovoltaic); Improve inventory and data governance; Incorporate compliance and carbon cost factors into decision-making.	Short-medium
	Overseas regulations and higher market entry barriers (carbon footprint/battery passport, etc.)	Stricter regulations and higher customer demands in places like the European Union	Rising compliance costs, access risks, delivery and order impacts	Product/compliance, supply chain, sales delivery	Advance the preparation of product/organization carbon footprint data; Enhance supply chain traceability and data consistency.	Short-medium
	Low-carbon data transparency and verification requirements increase	Disclosure and third-party audit requirements have increased	Data collection costs rise, disclosure risks	ESG disclosures, IT	Establish data governance with consistent standards; Quarterly summary and thematic reporting mechanism; Subject to third-party audits during the annual audit cycle.	Short-medium
	Renewable power availability and green power premium/volatility	Green electricity trading/certificate market, electricity price fluctuations	Energy costs fluctuate and supply is uncertain	Base operations, procurement	Purchase green electricity as needed; Promote photovoltaic power generation; Evaluate arrangements such as long-term agreements (PPA/ green certificates, etc.).	Short-medium
	Supplier Environmental information and carbon data requirements	Customers/regulations require supply chain due diligence and transparency	Supply disruptions, entry delays, reputational risks	Supply chain	Ask suppliers to provide environmental-related reports; Gradually incorporate carbon emissions performance/data transparency into the assessment direction; Promote green supply chain synergy.	Medium
	Technology iteration and low-carbon R&D pressure	Industrial technology evolution, circular economy requirements	Decline in competitiveness or cost pressures	Research and development/Product	R&D investment in low-carbon and recycling technologies (long-term layout); Support requirements for recycled materials.	Medium-long
PHYSICAL RISK	Super typhoon/storm surge (Coastal base)	Extreme weather intensifies	Assets are damaged, production is halted, and deliveries are delayed	Coastal bases, logistics	Base-level resilience audit (planning/priority direction); Adaptive CAPEX assessment for windbreak reinforcement, backup power, etc.	Short-long
	Extreme rainfall, floods and waterlogging	Heavy rainfall events increase	Restricted drainage, equipment flooding, and operational disruptions	Base operations	Drainage inspection and renovation (as per the site plan); Evaluate measures such as flood walls and elevating key electrical equipment.	Short-long
	Persistent heat waves and high temperatures	Warming and increasing heat waves	Rising cooling demand, health and safety risks, and reduced efficiency	Base/Occupational safety	Optimize temperature control and work arrangements; Enhanced high-temperature protection and monitoring (in accordance with existing occupational safety requirements).	Medium-long
	Drought and water shortages	Regional water stress	Water security is restricted and costs are rising	Base plant affairs	Water conservation and water security programs; Environmental contingency plan management (some sites have disclosed filing/drill information).	Medium-long
OPPORTUNITIES	Disruption caused by damage to logistics/supply chain infrastructure	Ports/roads/railways hit by extreme weather	Raw material supply disruptions, procurement costs and delivery risks	Supply chain, Logistics	Supply chain vulnerability assessment; Dual supply sources/strategic inventory (planning direction); Carrier management requirements.	Short-long
	Electrification and growing demand for energy storage	The energy transition accelerates	Market expansion and order opportunities	Market/Product	Seize growth with safe and reliable products and delivery capabilities; Enhance competitiveness with low-carbon access capabilities.	Short-long
	Low-carbon compliance and closed-loop supply chain advantages	Stricter regulations and customers' low-carbon sourcing	Access advantage, brand and bargaining power	Supply Chain/Compliance	Supply chain synergy and traceability; Capacity building for recycling and regenerated materials (as per existing partnerships/plans).	Medium
	Digitalization and automation bring about improvements in energy efficiency	Digitalization of production management	Reduce ineffective energy consumption and improve operational efficiency	Base operations	Automated production lines and systems such as MES/OA/SAP support refined management; EMS/EMC data support closed-loop energy-saving transformation (deployed at some sites).	Short-medium

BASE RESILIENCE CHECKLIST

LEVELS	EXAMPLES OF MEASURES	CORRESPONDING TO RISK
ENGINEERING	Clean energy sources such as photovoltaic power generation, green power procurement, and natural gas alternatives; Critical equipment protection and backup (such as backup power); Flood walls, elevation of critical electrical equipment, upgrading of plant wind resistance and other adaptive renovations.	Transformation&Physical
PROCESSES	Environmental emergency response plans and regular drills; Early warning classification, production suspension and resumption decision-making, inspection and handling, and closed-loop review and rectification; Regular inspections of fire extinguishers.	Physics
RESOURCES	Emergency supplies and spare parts, communication assurance, external support linkage; Supply chain dual supply sources/strategic safety stock; Third-party resilience audit.	Physics
SUPPLY CHAIN	Carrier management requirements; Supplier environmental information requirements and audit improvements; Critical logistics node backup.	Transformation&Physical

## BASE OPERATIONS

The company puts climate action into base operations, forming a combined management model of "Clean Power and Mitigation Measures - Physical Risk Resilience and Emergency - Event-level Closed-loop Improvement". Each base, in light of its own regional environmental characteristics and process conditions, continuously promotes the improvement of clean power usage and emission management capabilities; At the same time, based on the characteristics of major disasters in the location of the base (such as typhoons, rainstorms and floods, heat waves, etc.), improve the engineering protection and emergency management system to enhance safety assurance and delivery resilience in extreme weather events.



### IN TERMS OF MITIGATION

- Scaling up and stabilizing the use of clean power, such as rooftop photovoltaics and green power,
- Enhanced emissions inventory, data governance and disclosure readiness (including consistency, traceability and verifiability),
- Low-carbon information governance in collaboration with supply chains to enhance transparency and response efficiency of critical information.

### IN TERMS OF ADAPTATION

- Enhanced resilience in projects such as flood control and drainage, wind resistance reinforcement, and protection of critical equipment,
- The resilience of processes such as early warning classification, decision-making on suspension and resumption of production, inspection and handling, and emergency drills has been enhanced,
- A closed-loop mechanism for event review and rectification, and continuous accumulation and promotion of effective practices.

## METRICS AND TARGETS

To enhance the reliability, accuracy and transparency of greenhouse gas emissions disclosure, the Company engaged an independent third-party professional verification body to verify Scope 1, Scope 2 and certain categories of Scope 3 greenhouse gas emissions data for its four production bases in accordance with the ISO 14064 standard. This verification further strengthened the Company's foundation for carbon emissions management and data governance, while also providing strong support for climate-related information disclosure. The specific emissions performance of the four production bases is shown in the figure below.

### SUMMARY OF GREENHOUSE GAS EMISSIONS (TONS) AND ASSOCIATED ELECTRICITY (kWh)

RANGE	INSTRUCTIONS	Greenhouse Gas Emissions (tCO <sub>2</sub> e)
Scope 1	Direct discharge	137,645.38
Scope 2	Indirect emissions	511,814.87
Scope 3	Relevant parties	4,110,318.06
<b>TOTAL EMISSION</b>	—	<b>4,759,778.31</b>

### CLEAN POWER AND EMISSIONS REDUCTION SUMMARY

RANGE	INSTRUCTIONS	Estimated Emission Reductions (tCO <sub>2</sub> e)
Photovoltaic power generation	Self-generated and self-consumed/Base photovoltaic	15,623.34
Green power	Green power trading/certificates, etc	216,412.11
<b>TOTAL (ELECTRICITY)</b>	—	<b>232,035.45</b>

Annual Emission Intensity Per Unit of Production<sup>1</sup>: 8,041.86 tCO<sub>2</sub>e/GWh Compared to 2024 39.53% ↓

## TARGET MANAGEMENT

The Company is currently strengthening its management foundation in GHG emissions accounting, energy management, clean electricity adoption, and emission reduction tracking. For medium- to long-term targets, the Company will continue to study and refine its target framework, implementation pathways, and supporting metrics in alignment with national "Dual Carbon" policies, industry trends, and its business strategy. Upon completion of internal governance approvals, these targets will be disclosed to further enhance the consistency, comparability, and decision-usefulness of climate-related information.

In terms of data governance, the company will calculate emissions within the scope of 1/2/3 based on the existing inventory criteria, and simultaneously track the amount of clean power and emissions reduction; Environmental performance data are aggregated on a quarterly basis and managed uniformly by the ESG office, and are subject to third-party audits during the annual audit cycle (the scope is determined according to the current year's plan) as support for board review and external disclosure.

1. The emission intensity per unit of production only includes Scope 1 (direct emissions) + Scope 2 (indirect emissions) data

# ENVIRONMENTAL MANAGEMENT AND GREEN OPERATION

REPT BATTERO regards environmental compliance as the bottom line of business operations and is committed to integrating the concept of sustainable development throughout the entire life cycle of production and operations through digital transformation and green office practices. The company has established a transparent and accountable management system to ensure a win-win situation of environmental benefits and community harmony while expanding capacity.

## ENVIRONMENTAL MANAGEMENT SYSTEM AND COMPLIANCE PERFORMANCE

REPT BATTERO has always adhered to the bottom line of environmental compliance, and all production bases have strictly implemented various environmental laws and regulations to ensure the accurate implementation of environmental management responsibilities. The company is committed to building a systematic environmental management system document to guide the efficient operation of each production unit. In specific practice, for example, Jiashan Base relies on the "Environmental, Occupational Health and Safety Management Manual" to establish a standardized process; The Foshan base has compiled the "Environmental Occupational Health Management Manual", "Environmental Occupational Health and Safety Notice" and "Compilation of Environmental Protection Management System" to ensure that environmental protection requirements cover the entire process of R&D and production.

The company leads the environmental governance of each base with international standards. At present, the four major production bases in Wenzhou, Liuzhou, Foshan, and Jiashan have all obtained ISO 14001:2015 environmental management system certification. In the process of continuously improving the level of green manufacturing, the company actively participates in national honorary commendations, and the Wenzhou, Liuzhou, and Jiashan bases have all been awarded the national green factory certification, realizing the synergistic advancement of the management system and green brand honor.

The company establishes and implements a strict environmental performance appraisal mechanism. In 2025, the company performed well in the field of environmental protection, achieving "Zero Mistakes" in environmental compliance projects and "full achievement" of goals.

### IN 2025

0

NUMBER OF MAJOR ENVIRONMENTAL INCIDENTS

0

ENVIRONMENTAL PENALTY AMOUNT

0

THE NUMBER OF ENVIRONMENTAL PROTECTION COMPLAINTS/PETITIONS

In 2025, the company's environmental indicators will be steadily met. Monitoring data from the Wenzhou and Jiashan bases show that the exhaust gas and wastewater discharge compliance rate, hazardous waste entrusted disposal rate, and comprehensive utilization rate of general solid waste have all achieved 100%, effectively fulfilling their compliance commitment to environmental protection.

## GREEN MANUFACTURING

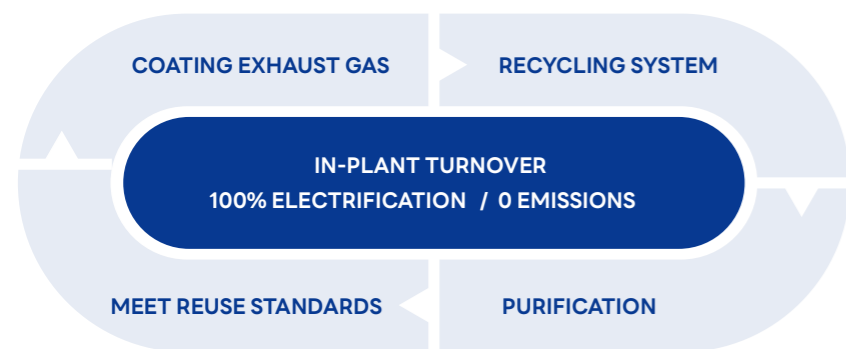
The company actively promotes the automation and digitalization of its production lines, directly reducing energy consumption per unit of product through technological innovation and energy-saving technological transformation.

### AUTOMATION AND ENERGY EFFICIENCY OPTIMIZATION

The automation rate of the production line at the Foshan base has reached **95%**, relying on MES manufacturing execution system, SAP system and OA system to achieve fine control of the production process. In terms of energy-saving technological transformation, Liuzhou Base has implemented optimization and transformation for air conditioning units with a single unit power of more than **11kW**. By installing frequency converters to precisely adjust the operating power to reduce losses, this measure is expected to cumulatively save **1,050,000 kWh** of electricity consumption annually. In addition, the Liuzhou base has introduced an intelligent control system to reduce ineffective energy consumption and uses a digital system to recover waste heat and exhaust gas.

### PROCESS AND LOGISTICS OPTIMIZATION

The four bases extensively use electric forklifts and **AGVs** (Automated Guided Vehicles) for material turnover, achieving zero emissions in the handling process. Foshan base has set clear carbon-reducing requirements for its partner transportation companies, while the Liuzhou base plans to introduce new energy trucks in 2026 to further optimize its delivery routes.



### GREEN OFFICE AND ENVIRONMENTAL CULTURE CONSTRUCTION

REPT BATTERO is committed to creating eco-friendly office spaces, deeply rooting the concept of environmental protection in employees' daily behaviors, and achieving the integrated development of the enterprise and the environment.

### GREEN OFFICE

Through facility optimization and precise resource control, the company comprehensively reduces the environmental footprint of non-production areas. In the office area, the company actively promotes paper double-sided printing and garbage sorting management. At the same time, warm reminders to save water and electricity are posted in conspicuous places such as toilets and air conditioning controllers to guide employees to start from the little by little and practice saving. In addition, the company continues to optimize the administrative office system, deeply promote paperless office processes, reduce office consumables expenditure from the source, and improve resource utilization efficiency.

### ENVIRONMENTAL AWARENESS ENHANCEMENT AND PROMOTION

REPT BATTERO treats environmental awareness as a shared responsibility across the workforce. Regular environmental training sessions are held, and energy-saving initiatives are launched to gather employee proposals for resource efficiency. By cultivating a culture of "convenient conservation and universal environmental protection," the Company embeds low-carbon principles into daily routines, establishing a strong foundation for corporate green culture.

### MAINTAIN HARMONY IN THE COMMUNITY ENVIRONMENT

In addition, the company also pays close attention to the environmental impact of its operations on the surrounding communities. Each base actively addresses the noise problem at the factory boundary through measures such as optimizing the night logistics routes. While ensuring production, it maintains harmonious neighborhood relations in the community, achieving the integrated development of the enterprise and the environment.



## CONTINGENCY PLANS AND PRACTICAL DRILLS

REPT BATTERO has established a comprehensive environmental emergency management mechanism. Each base has compiled and filed the "Emergency Plan for Sudden Environmental Incidents" with the local ecological environment department to ensure a prompt and scientific response in case of emergencies.

To test their emergency response capabilities, the bases regularly organize practical drills. In 2025, the company conducted an "Electrolyte Warehouse Leak Emergency Drill" to simulate a waste electrolyte leak scenario: the emergency team quickly put on personal protective equipment such as gas masks, rubber gloves and rain boots, used sandbags to block the leak, and used absorbent cotton to thoroughly clean the leak point; All contaminants were collected, labeled and properly stored in the designated hazardous waste area by professionals. In terms of solid waste management, the company strictly enforces the "five-part form" system for hazardous waste, ensuring that 100% of all hazardous waste is entrusted to qualified third-party institutions for harmless treatment to eliminate environmental risks.

STEP 1:  
DISCOVERY AND  
REPORTING

STEP 2:  
WEAR PROTECTIVE  
GEAR

STEP 3:  
CONTAINMENT AND  
CLEARANCE

STEP 4:  
AFTERMATH AND  
LABEL STORAGE



# WATER RESOURCES MANAGEMENT

REPT BATTERO is deeply aware of the crucial significance of water resources to the ecological environment and the resilience of business operations. The company strictly adheres to laws and regulations such as the Water Law of the People's Republic of China and implements the internal "EHS Water Management Control Procedure", establishing a water resources management system covering the group headquarters and all production bases. Through continuous process water-saving renovations, precise metering and monitoring, and water risk emergency management, the company is committed to improving the efficiency of water resource recycling and reducing resource consumption during operations.

## WATER RESOURCE UTILIZATION

All production and living water in REPT BATTERO comes from municipal tap water, and there is no difficulty in obtaining water. In 2025, the Wenzhou base and Foshan base achieved real-time monitoring and precise statistics of water usage data at each base through a digital metering management system.

In 2025, REPT BATTERO took **2,966,857** tons of water and consumed **2,928,622** tons of water. Through the implementation of refined water use monitoring and targeted water-saving technological renovations at various bases, the company has effectively optimized water resource utilization efficiency and reduced resource loss during the operation process while steadily expanding its business scale.

As the company's green factory construction deepens, the company continues to track and optimize its resource utilization performance. Overall, in 2025, the company's water consumption per unit product decreased from **63,302.32** tons/GWh in 2024 to **36,263.27** tons/GWh, a significant decrease of approximately **42.71%**<sup>1</sup> for the group's overall unit consumption.

## PRECISE MANAGEMENT OF WATER USAGE

The company has conducted an in-depth identification of water usage throughout the entire process of lithium battery manufacturing. Based on the actual measurement and analysis, the auxiliary production process is the company's main water usage scenario:

COOLING SYSTEM MAKE-UP WATER (CORE CONSUMPTION SOURCE)	Data shows that 60%-70% of the company's tap water consumption is actually used for evaporative make-up water in cooling towers. This is also a key area for water-saving technological renovations and recycling at each base. In addition, it involves boiler steam production, pure water preparation, NMP distillation recovery and cooling reuse.
PROCESS PRODUCTION WATER	Mainly key points such as anode stirring, drying and heating, and environmental dehumidification in the electrode manufacturing process.
ANCILLARY DOMESTIC WATER	Include daily toilet water in canteens, employee dormitories and office areas at each base.

<sup>1</sup>This year's unit product water intake has undergone significant changes, mainly due to the significant increase in production capacity and the improvement and optimization of production efficiency in some bases. The relevant statistical caliber remains consistent with the previous year.

## WATER-SAVING TECHNOLOGY PRACTICES

### KEY PERFORMANCE

IN 2025  
WATER RECYCLING  
AMOUNT  
**301,000**  
TONS

In 2025, each production base will promote a series of water conservation and wastewater reuse projects based on local conditions:

STEP REUSE	OPERATION AND MAINTENANCE OPTIMIZATION	CLOSED-LOOP	EFFICIENT HARDWARE
WENZHOU BASE	LIUZHOU BASE	FOSHAN BASE	JIASHAN BASE
<p><b>33,600</b> tons of condensate water were recovered and utilized throughout the year. The concentrated water produced during the pure water preparation process was recovered through a dedicated water tank and diverted to the distillation column and chiller cooling tower, effectively reducing tap water consumption by <b>55,200</b> tons. In addition, power supply rectification was implemented for toilet urinals to eliminate running water, and <b>18,000</b> tons of leakage were addressed through pipeline inspection.</p>	<p>Dynamically adjust the water replenishment device of the cooling tower float ball to reduce overflow caused by high water level. At the same time, by optimizing the frequency of algacide and scale inhibitor addition, the cooling tower cleaning cycle was extended from half a month to one month, significantly reducing the water consumption for cleaning.</p>	<p>The wastewater treatment station introduces RO reverse osmosis system, and <b>75%</b> of the treated water is reused for cooling tower make-up water. At the same time, <b>100%</b> of the steam condensate was reused for boiler make-up water, significantly increasing the internal circulation rate.</p>	<p>The original low-efficiency cooling towers were transformed into two <b>3,600</b> cubic meters per hour water-saving cooling towers, enhancing the resource utilization efficiency of the industrial cooling process at the hardware level.</p>

## WATER RISK MANAGEMENT AND CONTINGENCY PLANS

REPT BATTERO regards water security as an essential guarantee for the sustainability of its operations. The company implements "Risk and Opportunity Control Procedures" and strengthens its ability to deal with extreme water supply situations through live exercises. On November 12, 2025, the Liuzhou base organized an emergency drill for municipal water supply interruption. The drill simulated a sudden disruption of municipal water supply. The plant service team promptly activated the emergency water supply plan to ensure pressure stability and terminal water supply in key areas such as the power station and boiler room. In response to the problems exposed during the drills, such as the inproficiency of frequency regulation actions of emergency equipment, the base has developed targeted improvement measures, including increasing the frequency of drills and optimizing on-site operation procedures to ensure the continuous supply of production water and system resilience in extreme situations.



# ENERGY MANAGEMENT

REPT BATTERO is committed to building a high-efficiency green production system, viewing energy management as a key path to reducing the environmental footprint and enhancing operational competitiveness. Through sound management system certification, deep energy-saving technology transformation and expanded application of renewable energy, the company continuously optimizes its energy structure and drives the transformation of the enterprise to a low-carbon production model.

## ENERGY MANAGEMENT SYSTEM

REPT BATTERO builds its energy management system to top international standards and ensures compliance and advancement of energy utilization through a dual-wheel drive of "management + technology". The Wenzhou base, Jiashan base and Liuzhou base have all obtained ISO 50001 energy management system certification. The company has established strict energy benchmarks and performance indicators (EnPIs) in accordance with the requirements of the system, and implements dynamic control through monthly energy audits and variance analyses. The Foshan base is currently actively planning and building the relevant system, aiming to achieve full coverage of the group's energy management.

The company has developed a clear roadmap for energy transition, with a focus on air compressor waste heat recovery and high-efficiency water pump systems; Distributed photovoltaic and energy storage systems to optimize energy curves; and planned to establish an "Energy information management system (EMIS)", actively participate in green power trading and power market trading, and fully benchmark against industry-leading energy efficiency levels.

## ENERGY CONSUMPTION

The main types of energy consumed by REPT BATTERO in the course of operation include electricity, natural gas, industrial steam and a small amount of fossil fuels (gasoline, diesel). Through energy structure transformation and energy efficiency optimization projects, the company has achieved significant improvements in energy use efficiency while expanding production capacity.

### IN 2025

TOTAL ENERGY CONSUMPTION:

**2,051,473.57**

MWh

DIRECT ENERGY CONSUMPTION:

**680,309.43**

MWh

INDIRECT ENERGY CONSUMPTION:

**1,371,164.13**

MWh

The company actively implements green manufacturing strategies, and energy utilization efficiency shows a strong trend of optimization. After accounting, the company's energy consumption per unit of product (energy intensity) in 2025 is **25,402.10 MWh/GWh**. Compared to **33,124.09 MWh/GWh** in 2024, the Group's overall energy consumption has decreased significantly by approximately **23.31%**.

In addition, the company continues to increase the proportion of renewable energy used, using a total of **437,307.00 MWh** of renewable energy through green power procurement and photovoltaic power generation in 2025, accounting for **21.32%** of total energy consumption. The achievement of this performance reflects the company's substantial breakthroughs in promoting the green transformation of production and reducing energy efficiency costs per unit of output value.

## GREEN POWER LAYOUT AND SUPPLY

REPT BATTERO is committed to building a low-carbon power supply system, actively promoting the construction of renewable energy, and making full use of the roof resources of each base plant to build distributed photovoltaic power generation projects.

By 2025, the four major production bases in Jiashan, Foshan, Wenzhou, and Liuzhou will all achieve stable operation and efficient consumption of photovoltaic power generation projects. During the reporting period, the four major bases generated a total of **29,444 MWh** of self-generated photovoltaic electricity



The power generation generated by this series of projects is produced and consumed in-house at each site, which is expected to significantly reduce energy procurement costs while reducing greenhouse gas emissions from purchased electricity by approximately **15,623.34 tCO<sub>2</sub>e**. Through the large-scale application of distributed photovoltaics, the company has effectively optimized the energy supply structure, significantly reduced the carbon footprint of the entire product life cycle, and laid a solid foundation for achieving low-carbon operation goals.



Photovoltaic Panels Installed on Rooftops in the Factory Area

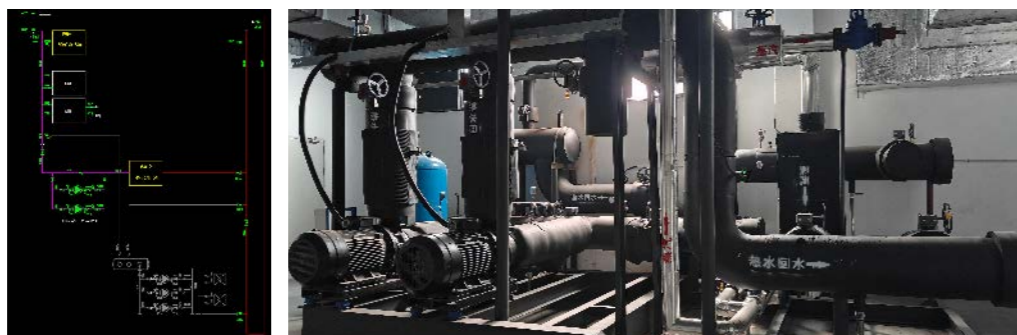
## ENERGY-SAVING TECHNOLOGY TRANSFORMATION

For the drying, formation, dehumidification and power-assisted processes, which account for a relatively high proportion of energy consumption in battery manufacturing, the company has implemented a number of benchmarking technological improvements:

### THERMAL ENERGY STEPWISE UTILIZATION AND WASTE HEAT RECOVERY

Heat exchange retrofit for **85** dehumidification units and steam condensate return water in high-temperature aging areas. Through the plate heat exchanger technology, the residual heat of the **110 °C -120 °C** condensate return water is recovered. The generated heat energy is used for the long-term regeneration preheating of the dehumidification unit, the air conditioning hot air in the office area during winter, and the supply of domestic hot water in the dormitory building, significantly reducing secondary energy input.

### 4# WORKSHOP HOT WATER SYSTEM RETROFIT (LIUZHOU)



SYSTEM DIAGRAM AND EFFECT DRAWING OF IMPROVEMENT MEASURES

### BOILER FLUE GAS WASTE HEAT RECOVERY (LIUZHOU)

Retrofit the condenser of the heat transfer oil pan flue gas duct. Recovering the heat from the **90 °C -100 °C** flue gas to the soft water tank reduces the temperature difference loss of the deaerator feed water by **15 °C** and saves about **18,750 m<sup>3</sup>** of natural gas annually. At the same time, by optimizing the operation mode of the steam boiler, the Liuzhou base saved a cumulative total of **2,918,000 m<sup>3</sup>** of natural gas throughout the year.

### NMP WASTE LIQUID HEAT RECOVERY (FOSHAN)

Preheating the feed waste liquid to **90 °C** using the residual heat of the steam exhaust directly reduces the heating load of the distillation column, saves **22%** of steam consumption, and significantly improves the energy efficiency of the solvent recovery process.

## POWER SYSTEM AND GAS SOURCE OPTIMIZATION

### AIR COMPRESSOR SYSTEM ENERGY SAVINGS

Foshan base implements an air source renovation project for the first injection workshop, optimizes the operating logic of the air compressor group, and saves approximately **7,658 MWh** of electricity annually. The Liuzhou base promoted the optimization of the pilot line air source through the integration of the mass production line air source supply and the process of replacing nitrogen with compressed air, achieving cumulative electricity savings of approximately **1,713MWh**.

### HIGH-EFFICIENCY MACHINE ROOM CONSTRUCTION

Energy consumption per unit of GT1 chiller machine room at Jiashan base will decrease by **50.70 %** in 2025 compared with the previous year. The Wenzhou Phase III project adopts a high-efficiency data center design, with a stable coefficient of performance (COP) of over **6.0** throughout the year, reaching the advanced level of the industry.

## GREEN LIGHTING

### THE ENERGY PERFORMANCE CONTRACTING MODEL

The Wenzhou base adopted this model to replace the lighting in the workshops of factories A and B with high-efficiency energy-saving tubes, saving **3,597 MWh** of electricity annually.

## DIGITAL IT INFRASTRUCTURE AND ENERGY EFFICIENCY OPTIMIZATION

REPT BATTERO extends the energy-saving concept to the digital and intelligent underlying architecture, achieving carbon reduction through the upgrade of IT infrastructure.

### DEPLOYMENT OF HYPER-CONVERGED INFRASTRUCTURE (HCI) DEPLOYMENT

Two hyper-converged systems, SmartX and Sangfor, have been deployed at the Liuzhou base to integrate computing, storage and network resources. Hardware resources are pooled through virtualization technology, and dynamic resource allocation is implemented using intelligent tools such as CLOUDTOWER to eliminate resource silos and over-provisioning, significantly reducing the number of physical servers and lowering the power and cooling requirements of data centers.

### AIRFLOW ORGANIZATION OPTIMIZATION

Reconstruct the airflow organization of the data center through cold aisle cabinet modules, implementing intelligent closed-loop control, and significantly improving overall facility utilization effectiveness (PUE). At the same time, the IT department implements "part-level" recycling of end-of-life equipment to achieve closed-loop management of the entire life cycle of assets.

## RAISING AWARENESS AND PROFESSIONAL EMPOWERMENT

REPT BATTERO is committed to enhancing energy conservation awareness and professional competence among all employees and internalizing low-carbon concepts into production habits through diverse training and activities. In April 2025, the company organized a special training program on "Efficient Computer Room control Logic and Efficient Daily operation Management Measures", aiming to enhance the data analysis and parameter optimization capabilities of the factory team. The Foshan base is simultaneously conducting inventory training on high-energy-consuming and outdated electromechanical equipment and regulatory requirements to ensure that inefficient equipment is taken out of operation in a timely manner. In addition, the Liuzhou base launched the "All-Staff Energy Conservation and Consumption Reduction Campaign" in March 2025, effectively promoting the transformation of energy conservation behavior from controlled management to voluntary action through the extensive collection of excellent energy conservation plans and special rectification of "leakage and waste" phenomena.

# EMISSIONS AND WASTE MANAGEMENT

REPT BATTERO strictly complies with laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on the Prevention and Control of Water Pollution, and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes. The company adheres to the principles of "reduction, resource utilization and harmlessness", and through a standardized classification system and advanced end-of-pipe treatment facilities, ensures stable and compliant emissions of all types of pollutants, achieving coordinated development of production efficiency and environmental protection.

The company implements a regular environmental monitoring program, entrusting third-party institutions with national qualifications to conduct regular tests on waste gas, waste water and boundary noise in the factory area to ensure that all emission data are open, transparent and compliant. In 2025, no major environmental rectification incidents occurred throughout the entire REPT BATTERO Group, and there were no records of excessive emissions or environmental fines.

## GOVERNANCE OF EXHAUST EMISSIONS

According to the process characteristics of each production base, REPT BATTERO has deployed multi-dimensional end treatment and source emission reduction solutions to ensure that the group's exhaust emission compliance rate remains at 100%.

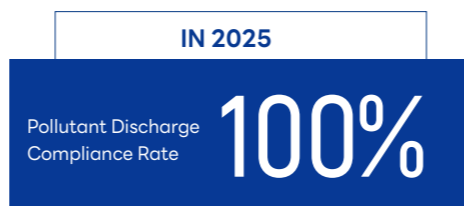
In terms of treatment technology, the company has fully applied combined processes such as "lye spraying + dry filtration + zeolite fixed bed-CO (catalytic oxidation)" and "multi-stage water spraying + activated carbon adsorption" to achieve efficient purification of volatile organic compounds (VOCs) and acid-alkali exhaust gases. For combustion exhaust gases, the company has reduced nitrogen oxide (NOx) emissions at the source by upgrading low-nitrogen combustion units and optimizing the air-fuel ratio. In addition, for the core excipient NMP, the company continues to optimize the closed-circuit circulation system, increasing the recycling efficiency to over 99%, effectively achieving the synergy between resource recycling and pollution reduction and carbon reduction.

In 2025, with the steady growth of production capacity and business volume, the company's total air pollutant emissions will increase. By strengthening the environmental monitoring system and refining operation and maintenance, the company ensures that all indicators are strictly controlled within the scope of statutory permits, and continues to explore more efficient emission reduction paths to address environmental challenges during the production expansion process.

## WASTEWATER DISCHARGE AND WATER POLLUTION CONTROL

REPT BATTERO has established a comprehensive water pollution prevention and control system, committed to ensuring that the impact of production operations on the water environment is minimized by improving the automated monitoring level and treatment efficiency of sewage treatment facilities.

The company has self-built sewage pretreatment stations at each production base to implement quality management and classified disposal of process wastewater and domestic wastewater. By using a combination of physicochemical treatment, biochemical treatment, and multi-stage grid interception, the company effectively removes suspended solids, organic pollutants, and acid-alkali components from wastewater. At the same time, each site has established a dynamic monitoring mechanism for core indicators such as COD (Chemical Oxygen Demand) and ammonia nitrogen to ensure that all wastewater is discharged to 100% compliance before being discharged into the municipal pipeline network.



In 2025, the company will continue to strengthen preventive maintenance and compliance inspections of wastewater treatment facilities to ensure that the treatment units always operate efficiently. Through close collaboration with local municipal sewage treatment systems, the company ensures that discharge indicators continue to exceed legal limits, effectively fulfilling its responsibilities for water environmental protection, and maintaining harmonious community-neighborhood relations.

## MANAGEMENT OF HAZARDOUS AND HARMLESS WASTE

REPT BATTERO, in accordance with relevant laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the Emission Standard of Pollutants for Battery Industry, and the National Hazardous Waste List, has formulated the "EHS Waste Management Control Procedure", "the End-of-life Warehouse Management Work Instruction A0", "the General Solid Waste Management System", and "the Hazardous Waste Management System". To ensure that hazardous and harmless wastes generated during production and operation are disposed of actively, safely and efficiently.

### CLOSED-LOOP MANAGEMENT OF HAZARDOUS WASTE

The company implements the strictest full-process monitoring of hazardous waste generated in the production process, such as waste electrolyte, waste rags, waste NMP, waste chemical packaging, etc. Each base has its own high-standard hazardous waste storage room and implements the three-prevention control of leakage prevention, loss prevention and scattering prevention. The company strictly implements the "five-part form" system for hazardous waste to ensure that every batch of hazardous waste is traceable from its production, storage to transfer and disposal.

In 2025, the company's total hazardous waste generation was **829.58** tons. Through process improvements and packaging recycling, the amount of hazardous waste generated per unit product has decreased from **13.22** tons/GWh in 2024 to **10.27** tons/GWh, a significant decrease of approximately **22.31%** year-on-year. All hazardous waste is **100%** entrusted to a third-party organization with professional qualifications for harmless disposal. The company regularly conducts on-site inspections of service providers to ensure zero spillover of compliance risks.



### FINE MANAGEMENT OF HARMLESS WASTE (GENERAL INDUSTRIAL SOLID WASTE)

In 2025, REPT BATTERO was committed to building a standardized waste management system for the entire life cycle. The Liuzhou base, as a model unit for the group's waste management, officially released and implemented the "Standard Operating Instructions for Industrial Waste (Non-hazardous Waste) Classification" and the accompanying "Industrial Waste Legend", pushing industrial waste management to a new stage of "standardization and visualization".

**12 PRECISE**  
CLASSIFICATION AND  
VISUAL GUIDANCE

The company precisely classifies general industrial solid waste into 12 core categories based on its physical properties and recycling value: waste cardboard, waste plastics (including PET wrapping tape, stretch film, EPS/EPE foam pads), waste blister trays, waste ton bags, waste metals (iron, stainless steel, aluminum, etc.), waste wood, waste desiccants, and household garbage. The Liuzhou base has greatly improved the efficiency of secondary sorting by distributing uniform visual legends to ensure that front-line employees can accurately identify and sort by category.


WASTE PAPER



WASTE PLASTICS  
(STRETCH FILM)



WASTE WOOD



SCRAP METAL



2025 INITIATIVE: IMPLEMENTATION OF  
VISUAL WASTE IDENTIFICATION

**100%**  
Improvement in Sorting Efficiency

**DIGITALIZATION AND  
PROCESS-ORIENTED  
CONTROL**

Implement a control model of "source classification, centralized weighing, and ledger registration". All industrial waste must be precisely measured by electronic scales before entering the temporary storage yard, and the data must be recorded in the environmental protection ledger simultaneously. For high-value scrap assets from equipment maintenance, such as metal waste and electronic components, the Company follows the Scrap Warehouse Management Work Instruction A0, using the ERP system to initiate transfers and ensure closed-loop alignment between physical assets and accounting records.

In 2025, the total volume of general industrial solid waste of the entire group was **41,029.51** tons. Thanks to the full implementation of fine classification and resourceful reuse, the amount of general industrial solid waste generated per unit of product dropped sharply from **1,213.56** tons /GWh in 2024 to **508.04** tons /GWh, a reduction of **58.14%**<sup>1</sup>.

INDICATORS (tons /GWh)	2024	2025	CHANGES
THE AMOUNT OF HAZARDOUS WASTE GENERATED PER UNIT OF PRODUCT	13.22	10.27	↓ 22.31%
GENERAL INDUSTRIAL SOLID WASTE PER UNIT OF PRODUCT	1,213.56	508.04	↓ 58.14%

1.The total amount and intensity of solid waste this year have decreased significantly, mainly due to the significant increase in production capacity, optimization of production line efficiency, and improvement in resource recycling and utilization. The relevant statistical caliber remains consistent with the previous year.

# CIRCULAR ECONOMY

REPT BATTERO actively responds to the global "Dual Carbon" strategy and the national circular economy plan, and is committed to building a closed-loop ecosystem of "resources - products - recycled resources". The company deeply integrates the concept of circular economy into the entire product life cycle, maximizing resource utilization efficiency and minimizing environmental impact through green design, refined waste management and a global battery recycling network.

## GREEN DESIGN AND REDUCTION AT THE SOURCE

REPT BATTERO's R&D team takes "recyclability" as the core dimension of product development. While pursuing product performance and high integration (such as CTP and CTC technologies), the company is exploring a balance between performance optimization and ease of disassembly, promoting material reduction at the source.

### MATERIAL RECYCLABILITY DEVELOPMENT

The company prioritizes the use of metal materials with high recycling value (such as aluminum, steel, copper, etc.) during the research and development stage. Currently, the vast majority of metal and plastic materials in battery systems have mature recycling pathways. In response to the adhesive disassembly challenges brought about by high integration, the company is continuously working on technological breakthroughs aimed at improving the efficiency of mechanical disassembly.

### RECYCLED MATERIALS APPLICATION RESERVES

The company conducts technical verification of materials such as recycled aluminium and recycled copper. The company has successfully completed small-scale project tests using 100% recycled lithium iron phosphate materials, verifying the feasibility of a full-chain closed-loop from powder to cell and back to material, laying a technical foundation for the future large-scale application of recycled materials.

## RECYCLING OF PACKAGING MATERIALS

REPT BATTERO is committed to implementing the reduction and recycling of packaging materials in logistics and production, effectively reducing the consumption of disposable resources by promoting packaging alternatives. In 2025, the company's total packaging materials used will be **25,917.24** tons, including **8,423** tons of recyclable packaging materials.

In specific practices, the company actively promotes "circular totes" to replace traditional wooden pallets or disposable cartons. Taking the Liuzhou base as an example, a total of **17,729** turnover boxes will be recycled in 2025. At the same time, the company continues to optimize the management of standardized vehicles, and the Foshan base actively implements the recycling of wooden pallets in the production process, significantly improving the service life and turnover efficiency of logistics vehicles by establishing a standardized recycling and allocation process, and reducing the consumption of wood resources from the source.

At present, the company's circular turnover system has achieved in-depth coverage of multiple core projects and clients. Among them, the proportion of circular turnover boxes in the Liuzhou base has increased significantly to **80%**. At the same time, when serving strategic customers such as SAIC Maxus, Trina, and Kelu, the application rate of recycling boxes has reached **100%** full coverage, effectively driving the upstream and downstream of the value chain to jointly reduce the generation of packaging waste.

Through close collaboration with upstream and downstream partners in the value chain, the company has significantly reduced the generation of packaging waste while ensuring the safe transportation of products, achieving a substantial improvement in resource utilization efficiency in the logistics process.



## RECYCLING OF WASTE RESOURCES

REPT BATTERO has established a rigorous waste compliance disposal and resource reuse system to ensure that resources in the production process are effectively utilized and achieve a win-win situation of environmental and economic benefits.

The company's procurement center has set up a special "Resources Recycling Group" to implement special personnel management. Through refined classification collection by the production department, compliance declaration by the EHS department, and professional disposal by the procurement center, the company ensures that **100%** of production waste enters the path of compliant disposal and recycling.

The company has carried out in-depth cooperation with professional recyclers with environmental protection qualifications to promote the return of high-value metal resources to the industrial chain circulation. In 2025, the Group recycled a total of **28,084.13** tons of high-value factory waste (including copper foil, aluminum foil, waste battery cells, etc.). Through a comprehensive recycling system, the company effectively reduces resource waste and helps build a closed-loop cycle in the battery industry chain.

For NMP (N-methylpyrrolidone), a key chemical auxiliary material in the production process, the company has invested in high-efficiency distillation tower equipment to internally purify and recycle the generated waste liquid. In 2025, the total NMP recycling volume of the entire group will reach **88,356.66** tons. The large-scale application of this technology not only significantly reduces the amount of stock solution procurement but also significantly reduces the environmental pressure of chemical disposal, demonstrating excellent process integration and resource recycling capabilities.

## CASCADE UTILIZATION OF RETIRED BATTERIES

REPT BATTERO has established a full lifecycle value chain for batteries, enabling multi-stage utilization of residual value through a scientific State of Health (SOH) assessment system. Based on battery health status, the Company has defined a clear repurposing pathway:

- SOH **100%–80%**: Used in power battery systems.
- SOH **80%–60%**: Repurposed for energy storage applications.
- SOH **< 60%**: Entered into physical dismantling and chemical recycling.
- The company has obtained a special qualification for "Cascade Utilization" from the Ministry of Industry and Information Technology, ensuring professionalism in residual value assessment and remanufacturing of used batteries.



The company has established global strategic partnerships with leading institutions such as Huayou Recycling to build a closed-loop ecosystem covering recycling, dismantling, diagnosis, regeneration and carbon footprint tracking. Relying on Tsingshan Holding Group's resource reserves, the company has set up recycling and regeneration bases overseas, converting retired batteries into high-quality raw materials for return to the production system through clean energy-driven wet recycling processes.

REPT BATTERO will continue to deepen its circular economy layout and be committed to promoting the construction of the "battery passport" system to achieve full-process digital tracking and carbon footprint management from raw material collection to terminal recycling. The company plans to further expand its recycling cooperation mechanism with global original equipment manufacturers (Oems) and promote the internationalization of extended Producer Responsibility (EPR). At the same time, the company will continue to increase its investment in easy-to-disassemble design and direct repair technology, striving to meet mandatory requirements for the content of recycled materials in the global market while further reducing the carbon intensity throughout the entire life cycle and building a transparent, responsible and sustainable industrial chain loop.



# PIONEERING

VALUE  
CREATING

## Guide to this chapter

"Pioneering" is the core driver of the company's long-term value growth. Through product development innovation, digital transformation and quality upgrading, the company continuously enhances product safety and energy efficiency, and achieves continuous improvement through customer service and data closure.

## Topics

- P1** • Product Development and Innovation
- P2** • Comprehensive Digital and Intelligent Transformation
- P3** • Intellectual Property Protection
- P3** • Industrial Cooperation and Development

## This chapter responds to the SDGs



# PRODUCT DEVELOPMENT AND INNOVATION

The company takes technological innovation as the source of its core competitiveness and continuously advances its R&D layout around key technology directions such as battery cells, energy storage systems and power systems. Through R&D management systems, cross-system collaboration and R&D platform building, a full-process R&D system from demand insight, technology pre-research, product development, engineering validation to mass production introduction is formed, and oriented towards safety, reliability and performance improvement, product iteration and process innovation are promoted to enhance delivery stability and customer satisfaction.

## GOVERNANCE

### R&D GOVERNANCE STRUCTURE & ACCOUNTABILITY MECHANISM

The company establishes a research and development governance and synergy mechanism, forming a research and development organization model that takes the research and development institution as the source of technology, business needs and product planning as the driving force, and project management as the handle. R&D work covers product planning, key technology breakthroughs, product development and engineering validation, and maintains closed-loop synergy with manufacturing, quality, supply chain and market to ensure that R&D results are engineerable, mass-producible and deliverable.

### RESEARCH AND DEVELOPMENT MANAGEMENT SYSTEMS & PROCESSES

In terms of the R&D management system, no major updates were made to the system during the reporting period. A new "Monthly Star" selection system was added to encourage the R&D team to continuously improve and innovate. The company uses institutionalized processes to ensure the proper operation of R&D activities, including key node controls such as project initiation review, R&D planning, design input and output management, change control, test verification, sample production and mass production introduction. At the same time, through periodic reviews and cross-departmental collaboration mechanisms, it ensures that R&D resources are focused on high-value directions and reduces the risk of R&D rework.

### CONSTRUCTION OF RESEARCH PLATFORMS & QUALIFICATIONS

REPT BATTERO is well aware that high-level research platforms are the core carriers for carrying out cutting-edge technology research and development and gathering global innovative talents. Based on its three major research and development bases in Shanghai, Wenzhou and Jiashan, the company has built a trinity research and development platform of "basic scientific research - frontier technology development - engineering application". In 2025, the company has achieved a development from a provincial benchmark to a global perspective in platform construction.

#### BENCHMARKING LEADERSHIP

The company has always regarded the provincial research and development platform as the cornerstone supporting the core competitiveness of the enterprise. The company's R&D bases in Wenzhou and Jiashan have both been recognized as key enterprise research institutes in Zhejiang Province.

#### FUNCTIONAL POSITIONING-LEADERSHIP

The platform focuses on the optimization of electrochemical systems, extreme manufacturing processes, and the underlying logic development of next-generation battery structures.

#### MANAGEMENT RESULTS

By integrating scientific research resources in Wenzhou and Jiashan, the platform has developed a full range of technical reserves covering lithium iron phosphate, ternary materials and semi-solid/all-solid batteries. At the same time, the company continues to operate the Zhejiang Provincial Engineering Research Center and the Zhejiang Provincial High-tech Enterprise Research and Development Center to ensure that research results can be quickly transformed into market-competitive engineering products.

#### GLOBAL VISION

To precisely align with the development momentum of the global new energy industry chain, the company officially launched the application and construction of the global R&D center in 2025.

#### STRATEGIC GOAL

The center is dedicated to integrating electrochemical materials, intelligent manufacturing and simulation computing resources worldwide. Through data links with top research institutions at home and abroad, the center will focus on tackling key challenges such as the upper limit of energy density and long-life cycling.

#### TALENT RECRUITMENT

As the fulcrum of the company's internationalization strategy, the center aims to attract the world's top chief scientists and postdoctoral research teams, deeply integrate China's local extreme manufacturing advantages with global cutting-edge technology trends, and create a technology innovation node with international influence.

#### ENGINEERING IMPLEMENTATION

At the level that focuses on application transformation, the company has been approved as a Jiaxing Enterprise Technology Center, further improving the tiered layout of the R&D system.

#### PRACTICE-ORIENTED

The center focuses on technical validation, process stability assessment and customer demand customization before mass production.

#### CONSTRUCTION PROGRESS

In 2025, the center digitized the laboratory and introduced multiple high-precision thermal management simulation devices and in-situ electrochemical characterization systems, significantly shortening the validation cycle of new technologies from the laboratory to the workshop line.

#### TIERED CERTIFICATION MATRIX

By the end of 2025, REPT BATTERO has established a complete platform qualification matrix, including national high-tech enterprises and provincial key enterprise research institutes.

This matrix not only provides an authoritative endorsement for the company to secure government research projects, but also offers a systematic guarantee from financial management to intellectual support for the company's breakthroughs in cross-generation technologies, such as low-altitude economy and solid-state batteries.




## STRATEGY

### CORE TECHNOLOGY & PRODUCT DIRECTION

The company will continue to advance key technological breakthroughs and product iterations in areas such as battery cells, energy storage systems and power systems, with energy density, efficiency, cycle life, safety, cost and compatibility as core indicators, and in coordination with process, material, structure and system integration capabilities to enhance the competitiveness of all-scenario product solutions.

### RESEARCH & DEVELOPMENT

During the reporting period, the company developed a number of representative research and development achievements and technical solutions in the direction of energy storage and power products, mainly including:

CATEGORY	OUTCOMES SOLUTIONS	TECHNICAL HIGHLIGHTS	VALUE AND APPLICATION
 CELL	392Ah energy storage cell	Based on the self-developed "Wending®" technology	The energy density is more than 5% higher than that of the previous 314Ah product (storing more electricity in the same volume); 0.5P energy efficiency >94.5%, reducing energy loss and improving the economy of system operation; Cycle life is increased by more than 10% and can support more than 20 years of durable use; The application range covers large storage, household storage, commercial and industrial storage, and supports 1P application scenarios for household storage.
 ENERGY STORAGE SYSTEMS	Energy storage system/battery compartment and liquid-cooled battery system	Thermal management/safety verification/cybersecurity certification/BMS capability enhancement, etc	The Company completed a large-scale fire test for its battery energy storage container under extreme conditions, including full charge and full configuration, only 10 cm spacing between adjacent containers on both sides, removal of all firefighting agent cylinders, and bottom ignition. After burning continuously for 18 hours, the flames were fully extinguished, and no thermal propagation occurred in the cells of the adjacent container. At the same time, the Company applied new thermal management technologies to optimize the heat dissipation structure and layout, thereby reducing container noise, mitigating the heat island effect at power stations, and lowering auxiliary power consumption. Based on 392Ah and 588Ah battery cells, the Company developed its third-generation 6.25 MWh liquid-cooled battery system, which, compared with the 5 MWh energy storage system integrated with 314Ah cells, increased energy density by 25%, reduced plant floor area by 16%, and shortened commissioning and maintenance time by 18%. In addition, the Company introduced a new generation of active balancing technology, thermal parallel shutdown mechanisms, and multiple thermal runaway assessment strategies to further enhance the capabilities of its Battery Management System (BMS).
 POWERTRAIN	Power system: Stamping steel box CTP system solution	Structural scheme optimization and cost engineering	Retain the high volume utilization feature of the aluminum box CTP while having the low cost feature of the steel box structure; The cost can be reduced by 15% compared with other steel structure CTP competing schemes; The solution has been recommended to customers and received approval from multiple customers.

### END-TO-END ENGINEERING

Integrated Mechanism  
from R&D to Mass  
Production Introduction

The company emphasizes the engineering and deliverability of R&D results, ensuring that new technologies and new products meet mass production requirements in terms of performance, reliability and consistency through phased reviews, design change control, process validation and mass production introduction management. In terms of cross-departmental collaboration, R&D, manufacturing, quality, and supply chain work together to advance sample production, tooling verification, material introduction, and mass production risk assessment to reduce introduction fluctuations and improve ramp-up efficiency.

## RISK MANAGEMENT

### R&D PROCESS RISKS

Schedule, Cost, Quality  
and Reliability

Research and development activities face risks such as technical uncertainty, schedule delays, cost deviations, insufficient reliability, and fluctuations in mass production introduction. The company sets up critical node controls in the R&D process and forms traceable management of requirements changes, design changes and validation conclusions through project initiation reviews, milestone management, periodic testing and verification, and cross-departmental review mechanisms to reduce the risk of R&D rework and introduction failure.

### SECURITY & COMPLIANCE RISKS

Verification and  
Assessment in High  
Security Requirements  
Scenarios

In the field of energy storage and power products, safety is the bottom-line requirement for R&D and delivery. The company attaches great importance to safety design and safety verification in product development and system integration, and enhances safety protection capabilities through test verification under harsh conditions and multi-strategy judgment mechanisms to improve system stability and safety resilience under extreme conditions. At the same time, the company pays attention to product information security requirements and promotes the improvement of cybersecurity system capabilities and related certification work.

### INTELLECTUAL PROPERTY & TECHNOLOGY PROTECTION RISKS

The company attaches great importance to the protection of intellectual property rights and core technologies. Through institutionalized management and compliance requirements, it manages the formation, ownership, use and external cooperation boundaries of technological achievements. In external cooperation and industry-university-research joint projects, it clearly defines the scope of cooperation, rights to achievements and confidentiality requirements to reduce the risk of technology spillover and infringement.

## METRICS AND TARGETS

### R&D INVESTMENT & PERSONNEL SIZE

INDICATORS	NUMERICAL VALUE	UNITS
RESEARCH AND DEVELOPMENT INVESTMENT AMOUNT	766.75	MILLION RMB
THE PROPORTION OF R&D INVESTMENT TO MAIN BUSINESS INCOME	3.20	%
NUMBER OF R&D PERSONNEL	1,294	PPL
THE PROPORTION OF R&D PERSONNEL TO TOTAL EMPLOYEES	10.2	%

## DIRECTION FOR CONTINUOUS IMPROVEMENT

Looking ahead, the company will continue to advance in the following directions based on its existing R&D system and achievements:

- We will continue to strengthen key technology breakthroughs and product iterations, focusing on the systematic improvement of core indicators such as energy density, efficiency, lifespan, safety and cost.
- Improve engineering management capabilities from R&D to mass production introduction, and enhance the efficiency of new product introduction and consistency with mass production.
- Strengthen the construction of R&D platform and qualification capabilities, enhance test verification capabilities and R&D efficiency, and promote the renewal of platform qualifications and operational capabilities.
- Deepen industry-university-research cooperation and industrial synergy to form a more efficient technology transfer and co-innovation mechanism, while improving intellectual property rights and cooperation boundary management.

# COMPREHENSIVE DIGITAL AND INTELLIGENT TRANSFORMATION

Based on the overall principles of "Unified Architecture, Synergy, and Value-Driven" for digital transformation, the company focuses on three directions: group management, end-to-end collaboration, and data-driven decision-making, to promote the completion of core systems, platform integration, process reshaping, and the implementation of intelligent applications. Through system integration and data governance centered on SAP, a full-chain digital closed loop covering "R&D - procurement - manufacturing - warehousing - delivery - customer service" is gradually built, and based on the data middle platform, master data governance and quality monitoring mechanism, operational transparency and management efficiency are enhanced to support the strategic goal of "cost reduction, quality improvement and efficiency increase".

## GOVERNANCE

### GOVERNANCE STRUCTURE & PROJECT MANAGEMENT MECHANISM

The company uses a "project cluster" management model to advance digital and intelligent transformation, simultaneously promoting the integration and implementation of modules such as finance, supply chain, manufacturing, and sales across multiple business domains, and managing key nodes in a milestone manner to ensure consistent cross-departmental collaboration and delivery rhythm. The focus of the digital transformation is on system capability filling, platform integration and process optimization to enhance the synergy efficiency and data consistency of the core business domain.

### THREE UNIFICATIONS

Standardization of  
system functions,  
data standards, and  
user permissions

In response to the problem of incomplete system coverage and information break-points at various bases in the early stage, the company promoted the supplementary deployment of core systems such as CRM, SRM, PLM, and WMS, and took the "Three Unifications" within the group as the standardization approach:

#### UNIFIED SYSTEM FUNCTIONS

The core business domain adopts a unified system capability framework to avoid process fragmentation caused by different bases operating independently.

#### UNIFIED DATA STANDARDS

Establish unified standards and governance rules for master data such as customers, materials, and suppliers to reduce management deviations caused by differences in standards;

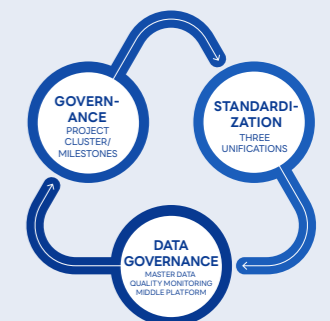
#### UNIFIED USER PERMISSIONS

Establish permission allocation and approval rules based on roles and functions to ensure cross-base collaboration efficiency and reduce the risk of improper authorization.

### DATA GOVERNANCE & QUALITY MONITORING

Unified governance  
of master data and  
middle platform  
capability building

The company initiated the construction of the first phase of the data middle platform, promoting the unified governance of master data (customers, materials, suppliers) and establishing a data quality monitoring mechanism to support data consistency and availability across systems and bases. Form reusable and sustainably maintained data assets through unified master data and quality rules, providing a reliable foundation for subsequent intelligent applications (demand forecasting, inventory health warning, etc.).



## STRATEGY

### SYSTEM FILLING & STANDARDIZED DEPLOYMENT CRM/SRM/PLM/WMS

The company, guided by the principle of "eliminating information breakpoints", completed core systems such as CRM (Customer Relationship Management), SRM (Supplier Collaboration), PLM (Product Lifecycle Management), and WMS (Warehouse Management) to achieve system capability supplementation and standardized deployment across the group, laying the foundation for subsequent platform integration and process optimization.

### FULL LAUNCH OF SAP

Building a group-level "hub platform"

The company will complete the full launch of the new generation of SAP system within the year, which will serve as the "hub platform" for digital and intelligent transformation. SAP is based on the integrated implementation of ten modules including finance, supply chain, manufacturing, sales, etc., covering all production bases and major business units to achieve real-time unification of group-level financial and operational data.

### ALL-DOMAIN SYSTEM INTEGRATION & INTERCONNECTION

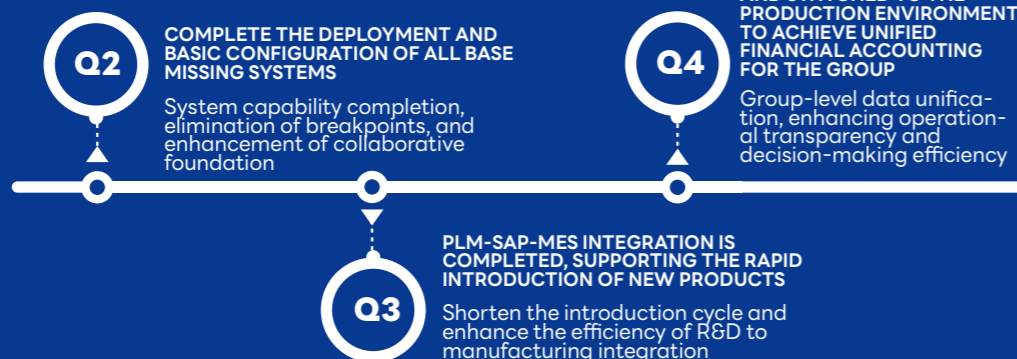
Creating a full-chain digital closed loop

With SAP as the core, the company promotes end-to-end integration with systems such as CRM, SRM, PLM, WMS, MES and OA to build a full-chain digital closed loop "from customer demand to product delivery". Key business processes (order to delivery, purchase to payment, R&D to mass production) are automatically triggered, status is visible, and anomalies are warned to enhance process transparency and collaboration efficiency.

END-TO-END PROCESSES	INVOLVING SYSTEMS (EXAMPLES)	CORE COMPETENCE	MANAGEMENT VISUALIZATION	WARNING/CLOSED-LOOP KEY POINTS
R&D to Mass Production (R2M)	PLM / SAP / MES	Research and development initiation, BOM/ process synchronization, trial production introduction	New product introduction progress, cost structure	BOM version consistency, abnormal node alerts
Purchase on Payment (P2P)	SRM / SAP / WMS	Demand auto-trigger, supplier confirmation, arrival synchronization	Order processing timeliness, supplier fulfillment	Arrival deviation and late delivery prompt
Order to Delivery (O2D)	CRM / SAP / WMS / MES	Order coordination, scheduling coordination, inbound/outbound coordination	Delivery fulfillment rate, inventory level	Shortage / capacity bottleneck warnings

## KEY MILESTONES IN 2025

The company ensures that its annual transformation efforts are measurable, traceable and verifiable in the form of milestones. Key milestones for the year are as follows:



## RISK MANAGEMENT

### DATA CONSISTENCY & VERSION MANAGEMENT RISK CONTROL

In a multi-system, multi-site operating environment, problems such as inconsistent BOM versions, lagging purchase prices, and differences in master data metrics may lead to cost accounting deviations, distorted delivery plans, or management decision-making deviations. The company uses the unified governance of master data, the PLM-SAP-SRM synchronization mechanism and data quality monitoring as the key points to reduce the management risks caused by version deviations and caliber differences.

### SYSTEM INTEGRATION & PROCESS AUTOMATION RISK CONTROL

While end-to-end integration enhances efficiency, it also places higher demands on interface stability, data accuracy and process configuration. The company promotes integration through phased integration, milestone acceptance and process monitoring, and introduces status visibility and anomaly warning mechanisms in key processes such as order to delivery, purchase to payment, research and development to mass production to avoid delivery delays or supply disruptions caused by process breakpoints.

### RISKS & GOVERNANCE IN SMART APPLICATION SCENARIOS

Based on the first phase of the data middle platform, the company piloted intelligent application scenarios (procurement demand forecasting, inventory health warning, etc.). To ensure the availability, controllability and iterability of intelligent applications, the company emphasizes supporting model output with clear judgment criteria, verifiable data sources and continuous monitoring mechanisms, and incorporating early warning results into the business processing closed loop to avoid management idles of "early warning but no closed loop".

## METRICS AND TARGETS

The company, driven by value, focuses its digital achievements on the precision of cost accounting, the improvement of supply chain efficiency, the improvement of inventory health and capital occupation, as well as the automation of management reporting and the improvement of decision-making timeliness. Here are the typical business line empowerment effects and metrics:

EMPOWERMENT SCENARIOS	SYSTEMS AND DATA MECHANISMS	CORE IMPROVEMENTS	MANAGEMENT IMPLICATIONS
Real-time alignment of R&D and procurement costs	PLM->SAP->SRM (BOM/ Material/Price Synchronization)	The accuracy of target cost estimation for new products has increased by 15% to 20%; The frequency of collaborative meetings between R&D and procurement is reduced by 30%.	Reduce cost bias and improve cost decision-making and R&D efficiency
Procurement process efficiency and response acceleration	SRM->SAP->WMS (Demand Trigger/Confirmation/Arrival Sync)	The overall procurement cycle is expected to be reduced by 40%; The proportion of emergency purchases is expected to decline by 25%.	Increase the proportion of planned purchases to enhance supply chain resilience
Inventory turnover and slow-moving inventory control	SAP+WMS+MES (Planning - Completeness - Inventory Linkage)	Inventory turnover is expected to increase by approximately +31%; The proportion of slow-moving materials is expected to decline by 18%.	Reduce capital occupation and improve inventory health
Real-time alignment of R&D and procurement costs	Data middle platform integration (automatic generation of cross-system reports)	Monthly business analysis report preparation time is significantly reduced, and efficiency is increased by approximately 81%; Decision response speed increased by 50%	Free up manpower and enhance management's immediate insights

## SMART MANUFACTURING AND QUALITY DIGITALIZATION CASES

### CASE 1 INTELLIGENT PROCESS QUALITY CASE | AI DETECTION FUSION ZONE "VIRTUAL EDGE" DEFECT IDENTIFICATION AND SIZE MEASUREMENT

#### 1 PRODUCTION BACKGROUND

In actual production, after the coating process of the new energy battery is completed, the stripping strength between the active material and the foil is relatively low. It still needs to go through the rolling process to enhance the bonding strength between the active material and the foil to avoid stripping in the subsequent electrolyte wetting process. The rolling process uses a roller to press the coating on the surface of the coated and dried electrode sheet to the required compaction density, reducing porosity, increasing energy density and improving battery performance.

#### 2 DEFECT PHENOMENA AND QUALITY RISKS

The rolling process should ensure that the surface of the electrode sheet is smooth and free of burrs, the thickness is uniform, and the coating is uniform and firm. Due to the influence of multiple factors such as the properties of the film material, the ceramic material, the coating process, the drying process, and the precision of the mold, there may be a "false edge" phenomenon between the film area and the ceramic fusion area.

The possible effects of the false edge on the product include

##### CAPACITY LOSS

False edges may result in a reduction in the area of active material on the electrode sheet, a decrease in the amount of material involved in the electrochemical reaction, and a reduction in available capacity.

##### INCREASED INTERNAL RESISTANCE

The false edge may cause poor contact between the electrode sheet and the electrolyte or block the conductive path, increase internal resistance, generate more heat, reduce efficiency and pose safety risks.

##### SHORT CIRCUIT RISK

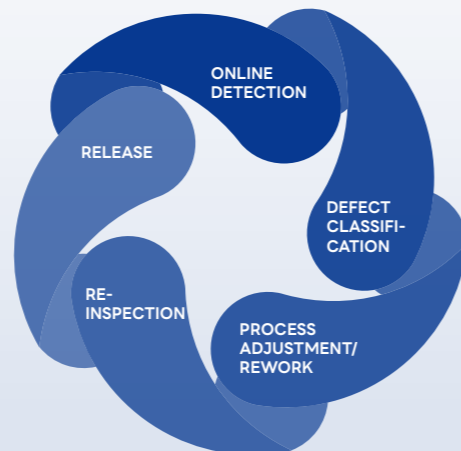
The false edge may cause edge burrs or irregular shapes that pierce the separator, resulting in a short circuit between the positive and negative electrodes and potentially causing accidents such as thermal runaway.

##### SHORTENED CYCLE LIFE

The combined effect of capacity loss and increased internal resistance accelerates material aging and shortens battery cycle life.

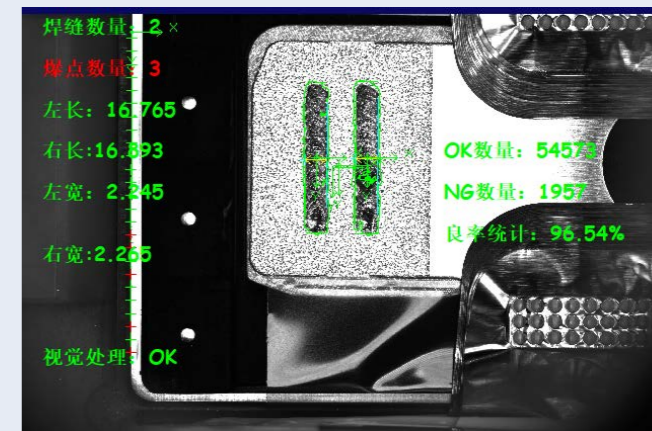
### 3 DIGITAL AND INTELLIGENT RESPONSE: AI ONLINE DETECTION AND SIZE MEASUREMENT

Artificial intelligence (AI) online visual inspection can be introduced at the production line end: Collect image data including virtual edges and normal edges, train specialized deep learning models, and conduct real-time monitoring at high frequency and high precision on the roll press production line to quickly identify whether there are virtual edge defects. At the same time, visual technologies such as edge detection can be combined to measure the distance between the left and right boundaries of the virtual edge pixel-level, and determine whether it meets the specifications based on preset standards, so as to adjust the process or product in a timely manner and improve delivery stability and product consistency.



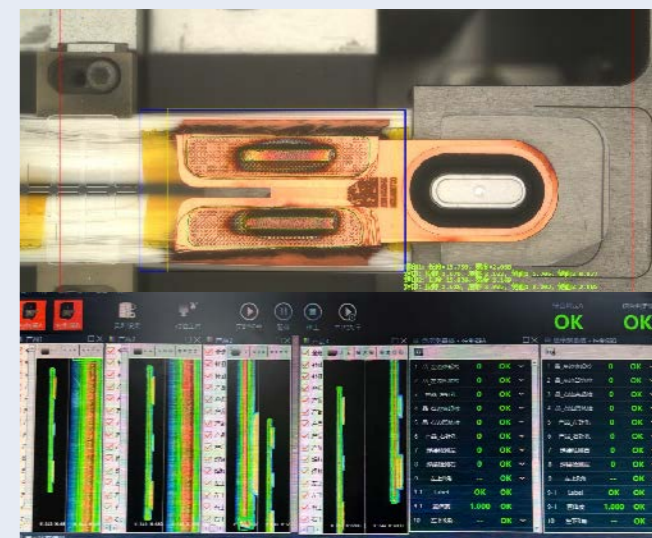
### Case 2:

Using image, vibration, sound, etc. recognition algorithm models in production and operation to enhance the quality inspection and analysis level of products.



### Case 3:

Build a visual inspection system based on the edge-grabbing and defect detection image algorithm and assist the production, process, and quality departments in collecting risk information (as shown in the welding process), and establish a risk prevention and early warning mechanism.



## DIRECTION FOR CONTINUOUS IMPROVEMENT

Looking ahead, the company will continue to advance "deep integration, data assetization, intelligent application scaling" on the basis of existing integration and governance:

- With master data governance and quality control as the starting point, we will continue to improve cross-system data consistency and reduce management risks caused by differences in metrics.
- Strengthen anomaly warning and closed-loop handling in end-to-end processes to enhance delivery stability and supply chain resilience.
- Push intelligent applications from pilot to scale, improve judgment criteria, model monitoring and business closed loop, and turn prediction and early warning into measurable management results.

1 MASTER DATA GOVERNANCE/QUALITY CONTROL

2 METRIC SYSTEM/REPORT AUTOMATION

3 INTELLIGENT PREDICTION/OPTIMIZED DECISION-MAKING

# INTELLECTUAL PROPERTY PROTECTION

REPT BATTERO views intellectual property as the source of a company's core competitiveness and the driving force for continuous innovation. We strictly abide by the Patent Law of the People's Republic of China, the Trademark Law, the Copyright Law and all laws and regulations of the business premises, and have established an intellectual property management system in line with international standards. In 2025, the company continued to deepen the operation of the GB/T 29490-2023 intellectual property management system and obtain effective certification to ensure that the creation, application, protection and management of intellectual property run through the entire life cycle of the business.

## INTELLECTUAL PROPERTY MANAGEMENT SYSTEM AND GOVERNANCE STRUCTURE

REPT BATTERO is committed to building an intellectual property governance system that is "standards-led, institutional-first, digital-enabled." The company regards intellectual property management as an essential part of its corporate strategy, ensuring that technological innovation achievements are fully protected in compliance.

The company strictly adheres to the national standard GB/T 29490-2023, has established a sound intellectual property management system and obtained effective certification. In 2025, the company made a deep upgrade to its management standards, officially released the "Intellectual Property Management Manual", and implemented a series of procedural documents including the "Intellectual Property Risk Management Control Procedure", "Intellectual Property Compliance Management Control Procedure", "Intellectual Property Target Management Control Procedure" and "Intellectual Property Utilization Control Procedure". Through the dynamic optimization of the system, the company ensured that the creation, acquisition, use and protection of intellectual property were unified in standards and closed-loop in processes at all operational bases.

The company has established a dedicated intellectual property department, and built a governance system led by senior executives and involving cross-departmental collaboration.



GB/T 29490-2023 Intellectual Property Management System Certification

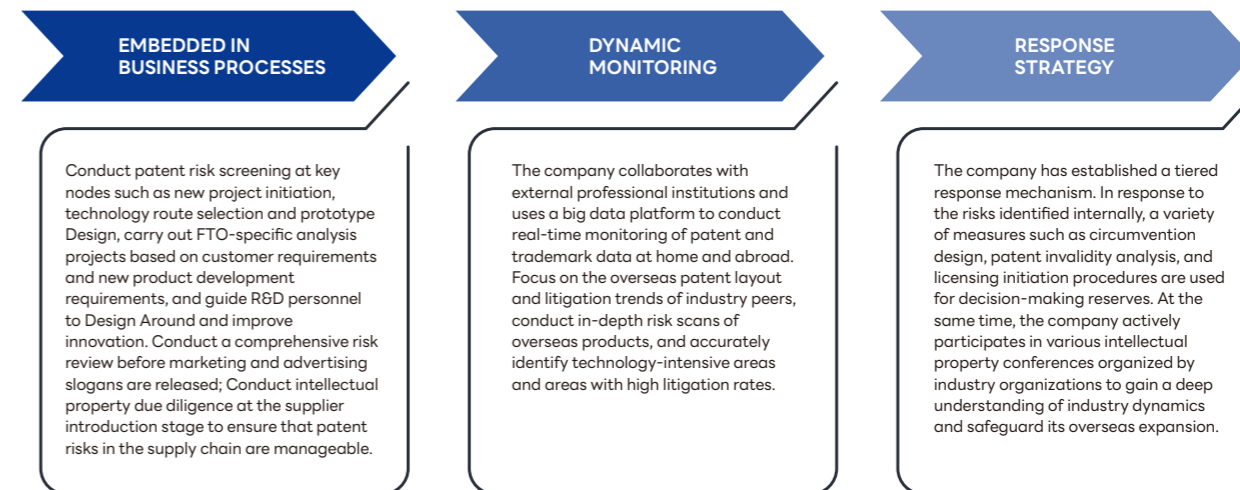


In 2025, the company is committed to breaking down information silos and fully advancing the digital transformation of intellectual property management. It has achieved digital monitoring of every stage from the submission of the technical disclosure document (TD), patent application, examination, authorization to subsequent maintenance, ensuring that every technological innovation point is precisely captured and protected in a timely manner.

The company has established and implemented strict patent document naming rules and classified file management systems. Based on the digital platform, the company conducts dynamic value assessment of patent assets, optimizes asset allocation, and further enhances the efficiency and security of maintaining intellectual property assets.

## RISK IDENTIFICATION, MONITORING AND DYNAMIC RESPONSE

In 2025, the company further strengthened its proactive early warning of intellectual property risks and deeply integrate FTO (Freedom to Operate) into R&D and business processes.



## CROSS-DEPARTMENTAL COLLABORATION AND CULTURAL CONSTRUCTION

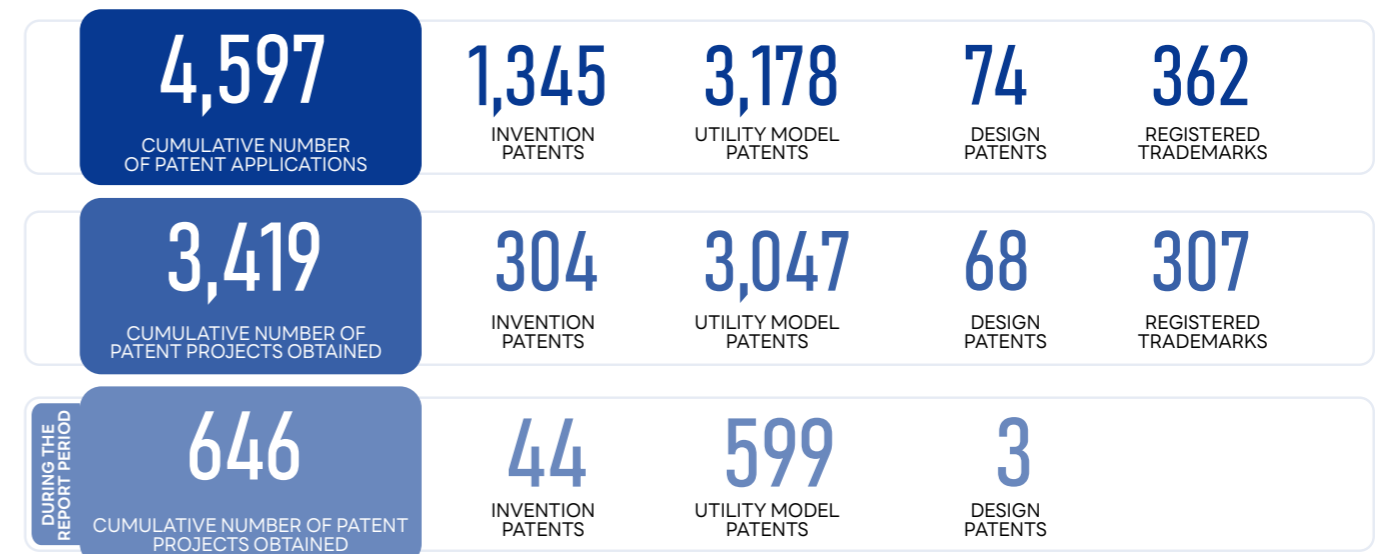
The company is committed to fostering a culture of "respecting innovation and compliance protection" and enhancing overall governance through interdepartmental collaboration.

Led by senior executives, the heads of R&D, legal, purchasing and marketing departments regularly participate in intellectual property work reviews. The deep integration of R&D and IP ensures that innovation points are identified in a timely manner; Market and IP synergy ensures an advanced overseas layout; IP and procurement and legal services work together to strengthen supply chain protection through means such as intellectual property commitment letters.

In 2025, the company organized more than 10 internal intellectual property training sessions and invited external experts to give lectures on R&D pain points. The training covered patent mining, text writing skills and creativity enhancement, effectively enhancing the risk prevention awareness and innovation ability of R&D personnel. Through patent technology research and circumvention design practice, the company successfully transformed intellectual property awareness into conscious behavior in R&D practice.

## PATENT QUALITY IMPROVEMENT AND GLOBAL LAYOUT

In 2025, the company achieved a strategic transformation from quantity to quality in the dimension of intellectual property creation and actively cooperated with the global strategy to build a defense matrix. The company fully implemented the "Patent Quality Enhancement Project", established a patent quality assessment system, and shifted from pursuing quantity to enhancing the technological content. As of the end of the reporting period, the company had accumulated **4,597** patent applications and **3,419** authorizations.



# INDUSTRIAL COLLABORATION AND DEVELOPMENT

REPT BATTERO remains committed to the principle of "openness, win-win cooperation and collaborative innovation", and strives to build high-level scientific research platforms. Through close collaboration with upstream and downstream partners across the industry chain, as well as universities and research institutions, the Company continues to accelerate the industrialization of cutting-edge new energy technologies. In 2025, the Company achieved major collaborative outcomes in areas such as key materials for solid-state batteries and power systems for the low-altitude economy, while also actively taking the lead in the development of national and industry standards, contributing REPT BATTERO's expertise to the high-quality development of the new energy industry.

## STRATEGIC PARTNERSHIPS AND CHAIN CORE SYNERGY

REPT BATTERO actively builds long-term strategic alliances with leading enterprises in the upstream and downstream of the industrial chain, enhancing the overall stability and value creation capacity of the industrial chain through resource sharing and technological complementarity.

### JOINT EFFORTS TO TACKLE KEY MATERIALS

The company has entered into a strategic partnership with Guangzhou Tinci, focusing on the research and application of key materials for solid-state batteries, such as new electrolytes and interface modification materials. Through deep collaboration with leading materials companies, the company has been able to optimize cell performance at the molecular level and build core competitiveness for the commercialization of the next generation of high-safety, high-energy-density batteries.

### STRATEGIC ECOSYSTEM ALLIANCE

The company signed a strategic cooperation framework agreement with Beiqi Foton and Guangxin Holding Group to jointly create a joint strategic ecosystem of "Foton + Tsingshan + Guangxin". The alliance is committed to optimizing the global market layout and working together in areas such as the electrification of commercial vehicles, high-quality development of manufacturing and the construction of green supply chains.

### CROSS-BORDER INTEGRATION OF RESOURCES

Relying on Tsingshan Industrial's global resource reserves, the company actively collaborates with partners to optimize its overseas layout, facilitating efficient and compliant localization services and market access for China's new energy solutions worldwide.

EMBARKING ON A NEW JOURNEY OF COMPREHENSIVE STRATEGIC COOPERATION WITH FORTUNE 500 TSINGSHAN HOLDING GROUP, GUANGXIN AND BEIQI FOTON



## DEEP INTEGRATION OF INDUSTRY, ACADEMIA AND RESEARCH

In 2025, REPT BATTERO's cooperation with top domestic universities and research institutions was more practical and forward-looking, and several major projects have entered a critical breakthrough period.

### LOW ALTITUDE ECONOMY

Special research on eVTOL aviation batteries

In collaboration with Wenzhou University and Wenzhou Institute of Zhejiang University, jointly undertake the major scientific and technological research project of Wenzhou City - "Development and Application of eVTOL High Specific Energy Aviation Battery Cells".

#### TECHNICAL CHALLENGES AND BREAKTHROUGHS

In response to the demanding requirements of aircraft for high specific energy, high power, and extreme safety of batteries, the project focuses on lithium replenishment technology (to enhance the first efficiency and energy density of cells), conductive agent optimization (to enhance charging and discharging power), and lightweight integration technology.

#### CURRENT PROGRESS

The project was initiated in August 2025 and has completed the research and development of the first phase of the high energy density material system, providing core support for the trillion-level low-altitude economic market.

### FUTURE TECHNOLOGY

Breakthroughs in all-solid-state lithium battery technology

In collaboration with Zhejiang University of Technology and the Yangtze River Delta Research Institute of University of Electronic Science and Technology of China (Huzhou), advance the research and development of the Zhejiang Provincial Science and Technology Plan project "Long Life, High Energy Density All-solid-state Lithium Battery".

#### RESEARCH RESULTS

The project is currently conducting research and evaluation of high-performance solid-state electrolytes and sample batteries in response to technical bottlenecks such as the stability of the interface between solid-state electrolytes and electrodes.

### INNOVATE THE TALENT INCUBATION MECHANISM

The company has implemented the "Six-Party Linkage for Enterprise Empowerment" talent program with the Zhejiang University Smart Oasis Innovation Center and has collaborated deeply with the Yangtze River Delta Research Institute of Beijing Institute of Technology to jointly apply for the Jiashan County Innovation Joint Special Project.

#### PRACTICAL RESULTS

In 2025, the company successfully recruited several postgraduate and doctoral students to intern at the institute and established the "university-enterprise dual mentorship system". By allowing senior talents to directly participate in real research projects of the enterprise, the path to the transformation of research results has been shortened, and a virtuous cycle of "talent introduction - technology development - technology transformation" has been achieved.

## INDUSTRY STANDARD FORMULATION

REPT BATTERO actively plays the leading role of a leading enterprise, converts its technological advantages into industry norms, and promotes the healthy and standardized development of the industry. The list of standards that the company led or participated in formulating in 2025 is as follows:



#### NATIONAL AND INDUSTRY STANDARDS

##### NATIONAL STANDARD

Participated in drafting the mandatory national standard GB 38031-2025 "Safety Requirements for Power Batteries for Electric Vehicles".

##### AUTOMOTIVE INDUSTRY STANDARDS

Participated in the formulation of QC/T 1240-2025 "Test Method for Peak Power of Power Batteries for Electric Vehicles" and QC/T 1239-2025 "Test Method for Exhaust of Power Batteries for Electric Vehicles".

### GROUP STANDARDS: IN 2025, THE COMPANY HAS CUMULATIVELY PARTICIPATED IN THE FORMULATION OF 6 GROUP STANDARDS, WITH KEY POINTS INCLUDING

- T/TMAC 141-2025 Safety Code for Lithium Iron Phosphate Energy Storage Power Stations
- T/TMAC 146-2025 Test Method for expansion Force during the cycle of power Batteries
- T/TMAC 301-2025 Technical Specification for Lithium-ion Cylindrical Batteries with full tabs
- TQGCML 5033-2025 General Technical Requirements for Large Capacity Energy Storage Cells

Through standardized output, REPT BATTERO has established clear industrial coordinates for digital traceability of new energy products, safe operation and maintenance of energy storage power stations, and technical indicators of large-capacity cells.

# T WARMTH TOGETHER TALENTED

## 🕒 Guide to this chapter

"Talented" is the core capital for a company's sustainable development. The company builds a safe and healthy working environment, safeguards employees' rights and interests, promotes talent development and the construction of a culture of diversity and inclusion, and provides a solid talent support for the long-term development of the enterprise.

## 🕒 Topics

**P1** • Employee Health and Safety

**P3** • Employee Training and Development  
• Employee Rights and Welfare  
• Diversity, Equality and Inclusion  
• Community Engagement

## 🕒 This chapter responds to the SDGs



# EMPLOYEE HEALTH AND SAFETY

REPT BATTERO regards employee occupational health and safety production as the fundamental guarantee for the stable operation and high-quality delivery of the enterprise, and establishes an occupational health management and safety production management system covering the company and all production bases based on the core principles of "Prevention First, Full Participation, Continuous Improvement, Data-Driven". The company incorporates safety requirements into key links such as R&D, manufacturing, engineering construction, equipment maintenance, warehousing and logistics, and promotes the implementation of safety culture on the front line with the emphasis on institutionalized management, on-site control and behavioral development.

## GOVERNANCE

### GOVERNANCE STRUCTURE & ACCOUNTABILITY SYSTEM

The company establishes an EHS governance structure from the company level to the base level, coordinating safety production and occupational health through the Safety Committee (or equivalent), and each base management team is ultimately responsible for the safety performance of the base. To ensure accountability and traceability, the company uses annual safety accountability targets as a starting point, breaks down safety responsibilities level by level to departments and positions, and forms a management loop through regular reporting, special inspections, ledger management, and closed-loop rectification.

At the management operation level, the company usually promotes governance effectiveness through the approach of "System Requirements - Process Implementation - On-site Supervision - Result Review". On the one hand, clearly define the safety responsibility boundaries and interfaces of key scenarios such as production, engineering, equipment, warehousing, and logistics; On the other hand, through risk and event management mechanisms, closed-loop control is implemented for major risks, major violations, and key special projects to ensure that safety requirements are consistent across different bases and different business units.

### SYSTEM & PROCESS MANAGEMENT

The company has established a system of system and procedure documents covering occupational health and safety production, including occupational hazard declaration, hazard factor identification and monitoring, occupational health surveillance, hazard notification and training, handling of abnormal results, labor protection equipment management, contractor management, high-risk operation permits, emergency plan management, etc. The system is maintained in a "Checklist Management + Version Control" manner, and actionable process documents and form ledgers are formed in light of the actual operation of the base to ensure consistency and auditability in implementation.

To enhance the executability at the front line, companies usually convert the system requirements into standardized forms and checklists, such as: work permit approval forms, on-site supervision and acceptance records, hazard notification cards, personal protective equipment (PPE) usage and replacement records, physical examination report management ledgers, rectification closed-loop ledgers, etc. At the same time, responsibilities and collaboration processes are clearly defined for multi-departmental collaboration, such as physical examination organization, anomaly handling, job transfer collaboration, and contractor management.

### MANAGEMENT SYSTEM CERTIFICATION AND COVERAGE

The company's occupational health and safety management system has obtained ISO 45001 certification and achieved 100% certification coverage at all production bases. The company promotes the PDCA cycle of "goals - planning - operation control - performance evaluation - improvement" in accordance with the requirements of the system, integrates the requirements of the system into daily safety management activities, internal audits and management review processes, and promotes the closed-loop consistency of system requirements and on-site implementation.

Health and Safety Management System Certified to

ISO 45001

Objective > Planning > Operation Control > Performance Evaluation > Improvement

PDCA Circulation

Certification coverage rate of each production base

100%



ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATION

### EXTERNAL SUPERVISION & COMPLIANCE CHECKS

The company's bases actively cooperate with government departments (such as fire protection, etc.) to carry out compliance inspections and safety supervision, establish rectification ledgers for problems found during inspections, and track closures, and continuously improve the level of on-site management. In 2025, each base received 46 fire inspections from government departments, and no administrative penalties were imposed during the year.

IN 2025

46 TIMES

FIRE INSPECTION

### SAFETY CULTURE & EMPLOYEE ENGAGEMENT MECHANISMS

The company promotes a safety culture, emphasizing that "Everyone is the first person responsible for safety." In daily management, the company usually enhances employees' safety awareness through safety advocacy, pre-shift meetings, safety tips, case warnings, special events, etc. At the same time, employees are encouraged to report potential hazards and unsafe behaviors proactively so that corrective and preventive measures can be taken in a timely manner to create an atmosphere of continuous improvement.

## STRATEGY

### OCCUPATIONAL HEALTH LIFECYCLE MANAGEMENT

Identification -  
Monitoring - Health  
Surveillance - Disposal

The company promotes occupational health through a full-cycle management approach, establishing a list of potential occupational disease hazard factors such as noise, dust, and chemicals, and implementing monitoring and management of the involved positions/areas. At the same time, organize occupational health examinations in accordance with laws and regulations (including pre-employment, on-the-job and off-the-job types, based on the actual situation of the base), file and manage the examination results and formulate measures for handling abnormal situations (such as notification, re-examination, job transfer or health management measures, etc.) to ensure that the health risks of employees are controllable.

In terms of personal protection, for positions involving long-term exposure to hazardous factors, the Company strengthens engineering controls, such as noise insulation, ventilation and dust removal, as well as administrative controls, including working time management and job rotation, in order to reduce the risk of cumulative exposure. At the same time, the Company provides personal protective equipment (PPE) according to different risk types, and ensures that employees wear and use such equipment properly through issuance, replacement, training and on-site inspections.

01

IDENTIFY

02

MONITOR

03

HEALTH  
MONITORING

04

DISPOSAL OF  
CLOSED LOOP

### DUAL PREVENTION MECHANISM FOR WORK SAFETY

Risk Classification  
Control and Hidden  
Danger Investigation  
and Management

The company takes risk classification control and hidden danger investigation and management as the main line, and establishes a "Dual Prevention Mechanism" for work safety. At the operational level, the company identifies and assesses major risk/hazard sources based on the process characteristics and on-site risks of each base, and formulates control measures. Through daily inspections, special inspections and closed-loop rectification, it promotes the forward movement of risks and the early handling of problems.

To enhance the fineness of governance, the company typically adopts a "graded and categorized + list-based" approach to manage risks: matching differentiated control measures, supervision frequencies and approval requirements for different risk levels; Periodic inspections and preventive maintenance are carried out on key locations and equipment; Create a special list of typical hazard types and promote cross-departmental collaborative governance.

### HIGH-RISK OPERATION PERMITS & ON-SITE VIOLATION MANAGEMENT

The company implements work permit management for high-risk operations such as hot work, confined space work, high-altitude work, lifting and hoisting, temporary power use, and earthwork, clearly defining requirements such as approval, supervision, and on-site acceptance, and incorporating contractor operations into the same management framework. The company takes a closed-loop approach of handling and rectifying violations, and institutionalizes the completion rate of rectification as one of the important management indicators.

### EMERGENCY MANAGEMENT

Contingency plan  
system, drills and  
on-site response  
capabilities

The company has established an emergency plan management system, which includes comprehensive emergency plans, specialized plans and on-site response plans, etc., and allocates corresponding emergency resources and emergency teams in accordance with the risk characteristics of the base. The company usually enhances its emergency response capabilities through the "Plan - Drill - Assessment - Improvement" approach: after the drill, it assesses aspects such as process feasibility, resource allocation, communication liaison, and on-site coordination, and forms rectification lists for identified problems and follows them down to improve the rapid response and coordinated handling capabilities in accident scenarios.

## RISK MANAGEMENT

### INCIDENT MANAGEMENT & STATISTICAL METRICS

The company has established an accident management mechanism to manage accidents, near-start/near-end incidents, fire situations, etc. in a hierarchical manner, investigate and analyze, and rectify in a closed loop, and incorporate statistical scope and boundary scope (such as whether contractors are included) into management requirements to ensure data consistency and verifiability. The company usually forms a closed-loop management of "cause analysis - corrective action - preventive action" for key event types and reduces the risk of recurrence through special campaigns, retraining or engineering renovations.

### FIRE RISK & FIRE INCIDENT MANAGEMENT

The company manages fire incidents on a graded basis and promotes continuous improvement through on-site handling, investigation and analysis, and rectification measures. At the prevention and control level, the company usually implements fire protection requirements from multiple dimensions of "People - Machines - Materials - Methods - Environment", including: maintenance and inspection of fire protection facilities, control of hot work operations, management of flammable materials, management of evacuation routes on site, emergency drills and fire protection skills training for employees.

IN 2025

0

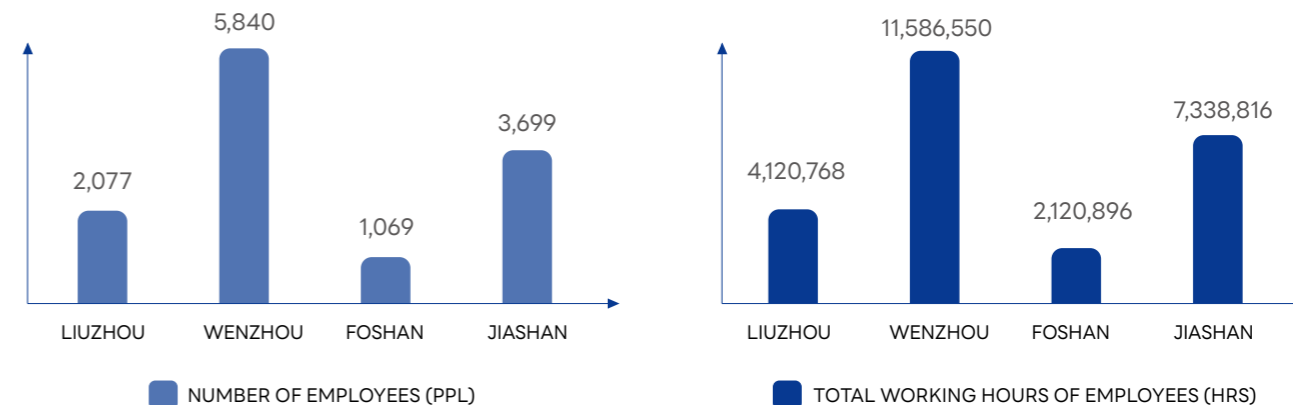
FIRE  
INCIDENTS

### TIME MANAGEMENT

The denominator  
basis of the accident  
rate/frequency  
indicator

To support the calculation of accident rate and frequency indicators, the company counts the total working hours of employees and contractors on a base basis as the denominator basis for the accident frequency indicator. This metric helps to form comparable safety performance evaluations between sites and between years.

TOTAL WORKING HOURS OF EACH BASE IN 2025



### CONTRACTOR & STAKEHOLDER SAFETY MANAGEMENT

The company has incorporated contractor and stakeholder safety into unified management, with a focus on access, entry education, work permits, on-site supervision, violation handling and exit assessment. In high-risk operation scenarios, the company uses operation permits and on-site supervision as a starting point, requires contractors to comply with the company's on-site safety regulations and accept process supervision, and implements a closed loop of handling and rectification for violations.



### OCCUPATIONAL HEALTH INCIDENTS & EMPLOYEE HEALTH RISK CONTROL

In 2025, the incidence of occupational diseases and the number of acute occupational poisoning incidents at the company's sites were zero. The company set up a closed loop for handling abnormal physical examination results and took management measures such as notification, filing and job adjustment for occupational contraindications and other situations to reduce the health risks of employees.

IN TERMS OF OCCUPATIONAL HEALTH-RELATED EVENTS

The incidence of occupational diseases was

0

The number of acute occupational poisoning incidents was

0

### METRICS AND TARGETS

The company establishes a safety performance management system that combines outcome indicators with frequency indicators, and incorporates key safety indicators into annual management goals and daily operation monitoring. In order to enhance the comparability and verifiability of disclosures, this section summarizes and discloses core indicators by base, and explains the statistical boundaries and calculation criteria where necessary.

LABOR-RELATED INJURY RATE PER THOUSAND (%)

2.4%<sup>1</sup>

### CORE SAFETY PERFORMANCE INDICATORS

IN 2025

1.19<sup>2</sup>

LTIFR

0.28<sup>3</sup>

TRIR

0

DEATH AT WORK (PPL)

0

FIRE ACCIDENT (INCIDENT)

1.Labor-related injury rate per thousand (%) = number of work-related accidents / number of employees at the end of the period × 1,000.

2.LTIFR (Lost Time Injury Frequency Rate) = Number of Lost Work Hours Injury / Total Work Hours × 1,000,000.

3.TRIR (Total Recordable Incident Rate) = Number of Recordable Injuries / Total Hours × 200,000

### TRAINING AND NOTIFICATION

The company continues to promote occupational health-related training and hazard notification to enhance employees' awareness of occupational hazards and personal protection and their self-protection capabilities. In terms of training content, the company focuses on key areas of occupational health and safety management, and continues to carry out special training on high-altitude operations, tag and locking, hidden danger investigation, occupational health management, new energy fire safety, special operation safety and work-related injury prevention, and combines fire knowledge promotion, emergency evacuation drills and fire extinguishing practical training to enhance employees' comprehensive ability to identify hazards, standardize operations and respond to emergencies. For new employees and outsourcing unit personnel, the company focuses on strengthening basic safety knowledge, fire-fighting equipment operation, and on-site emergency response training, improving employee safety literacy from the source and strengthening front-end prevention capabilities in safety management.

The coverage rate of three-level safety education and training for new employees was

100%

IN 2025

JIASHAN

129 volunteer firefighters trained; fire safety training covered 4,118 participants.

WENZHOU

8 part-time safety officer trainings and 28 fire evacuation drills were conducted.

LIUZHOU

54 emergency drills and 76 fire-specific drills conducted; 1,525 participants involved.

FOSHAN

30 emergency drill sessions conducted to enhance emergency response and coordination capabilities.



OCCUPATIONAL HEALTH TRAINING

# EMPLOYEE RIGHTS AND WELFARE

REPT BATTERO has always made "compliant employment, respect for human rights, protection of rights, and improvement of well-being" the bottom line and long-term commitment of talent management. With a multi-base manufacturing and R&D synergy operation pattern, the company covers the entire process of recruitment, onboarding management, in-service management and offboarding management with institutionalized, process-oriented and traceable management methods to ensure consistent implementation of employment compliance and employee rights protection at all bases. At the same time, the company is oriented towards employee experience and continuously improves compensation and benefits, vacation security, life support and care assistance mechanisms to enhance employee satisfaction and team stability.

In terms of the management philosophy of rights protection, on the one hand, the company adheres to "bottom-line compliance", sets ten red lines, and strictly attaches importance to issues such as prohibition of child labor, prohibition of forced labor, anti-discrimination, anti-harassment, working hours and rest, pay and social security; On the other hand, it adheres to "employee-centeredness" and incorporates the real experiences of employees in work and life, such as logistical support, communication and response, management transparency, respect and sense of fairness - into the management improvement loop. The company believes that truly sustainable employee relations come not only from compliance with the system text, but also from consistent implementation of the system on the ground, prompt response to problems, and visible implementation of improvements.

## EMPLOYEE BASIC INFORMATION

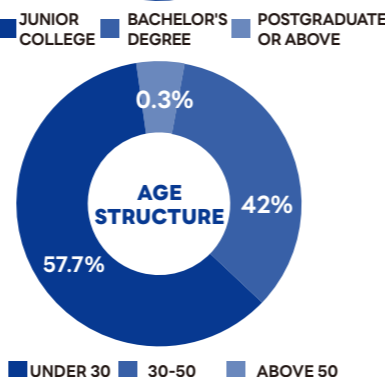
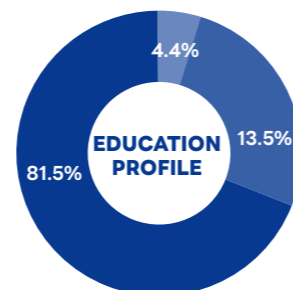
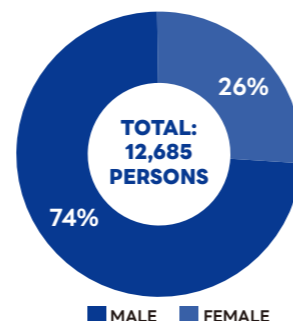
As of the end of the reporting period, the total number of employees of REPT BATTERO worldwide reached **12,685**. All members are full-time employees, and the labor contract signing rate is **100%**, demonstrating the company's high-level commitment to stable employment during its expansion process. This large talent pool not only undertakes the core mission of technology research and development, lean manufacturing and global marketing, but is also the best portrayal of the cultural diversity of REPT BATTERO.

In terms of gender distribution, the company currently has **9,358** male employees and **3,327** female employees. Despite the objective limitations of the traditional nature of the power battery manufacturing and chemical energy industry, where men are in the majority of the total workforce, the company has always been committed to increasing the participation of women in various professional fields and decision-making levels.

As a company rooted in China with a global perspective, REPT BATTERO regards national unity and cultural integration as the core of its corporate culture. In 2025, the company's employees come from **32** ethnic groups, and the number of minority employees reaches **1,890**, accounting for **14.9%** of the total number of employees. In addition to the Han people, members of the Zhuang (**800**), Miao (**280**), Tujia (**234**), Yi (**118**), Dong (**91**) and Yao (**75**) are working together in the REPT BATTERO family. In addition, the company also employs talents from multiple ethnic groups, including the Gelao, Mulao, Hani, Buyi, etc.

CLASSIFICATION INDICATOR	INDICATOR VALUE
Number of R&D personnel	1,294
The number of minority employees	1,890
Number of employees with disabilities	81
Proportion of full-time employees	100%

DATA ON THE WORKFORCE STRUCTURE FOR 2025



## COMPLIANCE IN EMPLOYMENT AND HUMAN RIGHTS PROTECTION

REPT BATTERO believes that recruitment is the first point of contact for corporate culture. The company strictly adheres to laws and regulations related to labor employment and local provisions, and converts legal requirements into enforceable system provisions, operational management processes and traceable account records. The company emphasizes the concept of "critical control points" in human resource management: implementing identity and critical information verification during the recruitment and employment stages. In the onboarding stage, complete contract signing, system notification and necessary compliance advocacy. During the working period, ensure compliance with working hours, overtime, leave and pay calculation through the attendance and pay calculation process. During the exit phase, ensure that rights are settled, documentation is filed, and risks are closed through handover lists and exit processes.

In terms of the bottom line of human rights, the company explicitly prohibits child labor and any form of forced labor. It strictly prohibits the detention of employees' original identification documents, the collection of deposits, or the use of unreasonable deductions or restrictions on personal freedom in any disguised form of forced labor. At the same time, the company attaches great importance to employees' right to appeal and sense of security, and has established a multi-channel online and offline complaint reporting mechanism to ensure that employees can raise questions, receive responses and track results when necessary. The company also advocates for fair employment and respect for personality, opposes improper discrimination based on factors such as gender, ethnicity, age, religious belief, and physical condition, maintains zero tolerance for acts that violate personal dignity such as harassment, insult, and bullying, and uses system promotion and training to enhance the understanding and compliance of managers and employees with the red line requirements.

In 2025, the company conducted 2 internal audits, focusing on compliance in recruitment, working hours, and compensation payments. No human rights violations, child labor, discrimination, or forced labor incidents occurred, and the amount of litigation losses was 0.

## RECRUITMENT AND EMPLOYMENT MANAGEMENT

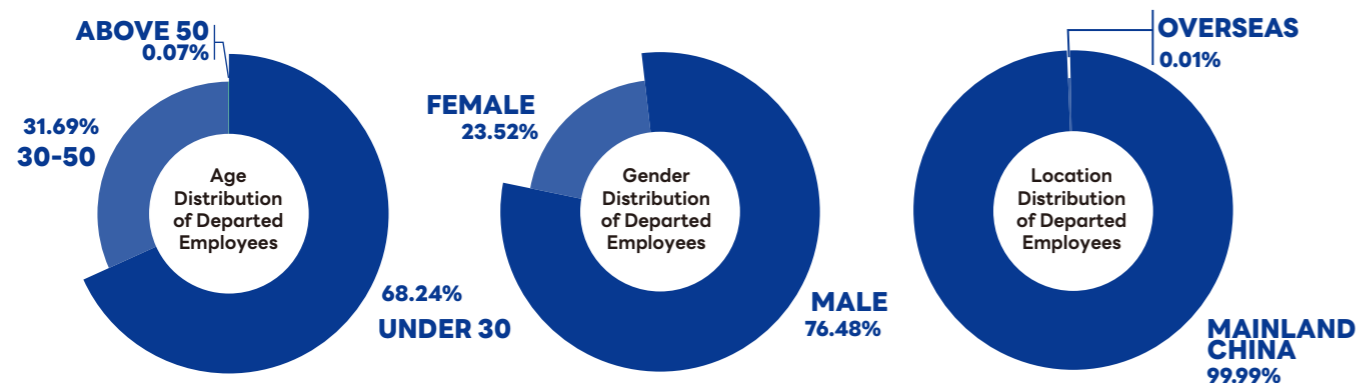
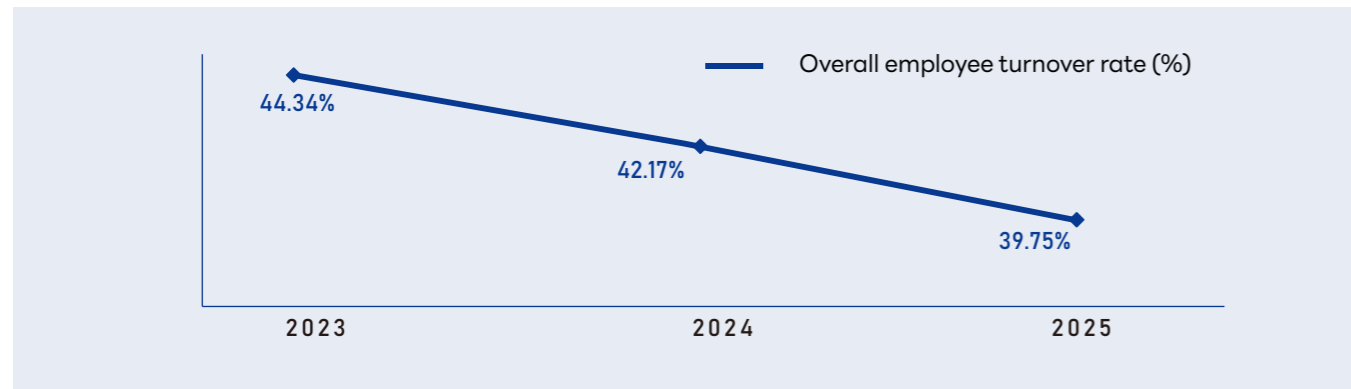
The company has established a relatively complete recruitment and employment management process, integrating online recruitment platforms, offline job fairs, campus recruitment and talent markets to support the demand for talent in multi-base manufacturing operations and R&D investment. During the reporting period, the company organized recruitment activities: 5 online special events, 11 offline special events, 48 campus recruitment events and 8 talent market recruitment events. The company balanced "Efficiency and Compliance" in its recruitment management: on the one hand, it improved person-job matching efficiency through standardized interview and selection processes; on the other hand, it implemented identity verification, contract signing and notification obligations in the recruitment and onboarding stages to ensure clear employment relationships and well-defined rights and responsibilities.



## EMPLOYEE TURNOVER RATE MANAGEMENT

During the reporting period, the company continued to focus on the stability and structural optimization of the workforce. Overall employee turnover was 39.75% in 2025, showing a year-on-year decline compared to 2023 (44.34%) and 2024 (42.17%). In the context of continued expansion of business scale and increased capacity, the turnover rate maintained a steady improvement, reflecting the Group's continuous optimization of relevant measures in human resource management, employee development and organizational stability.

By age group, the majority of departing employees were concentrated in the group under 30. In 2025, about 68% of departing employees were under 30 years old, about 32% were between 31 and 50 years old, and the proportion of those over 50 years old were relatively low. Compared with previous years, the proportion of core employees aged 31 to 50 among the departing employees has declined, indicating a gradual increase in the stability of core and key position employees. The Group will continue to improve its talent development and retention mechanisms to further enhance organizational stability.



## COMPENSATION AND BENEFITS

The company provides social insurance coverage for 100% of its Mainland China employees in accordance with applicable laws and regulations, thereby safeguarding their basic rights and interests.

In terms of leave protection, the company has formed a paid leave arrangement with corporate characteristics on the basis of providing statutory leave: each employee is entitled to paid sick leave during the statutory medical treatment period that meets the conditions for sick leave; In addition to the national statutory paid annual leave, additional paid annual leave is provided based on seniority; Female employees are entitled to maternity leave, maternity leave, paternity leave, and parental leave in accordance with the law, and 1 hour of breastfeeding leave per day during breastfeeding is clearly defined to support employees' health and family care needs in an institutionalized manner.

At the same time, the company attaches great importance to employee care and assistance, and carries out condolences to important nodes such as festivals and birthdays, forming a normalized welfare supply, such as birthday care, Dragon Boat Festival care, Mid-Autumn Festival care, etc., to enhance employees' sense of belonging and happiness.

In terms of assistance to employees in difficulty, the company combines external labor union channels and internal channels to provide relief support, pays attention to process understandability, audit fairness and fund distribution compliance, and forms closed-loop management through return visits and filing to ensure that assistance resources truly respond to employees' urgent needs and expectations.

## EMPLOYEE REPRESENTATIVES AND COLLECTIVE BARGAINING

The company respects employees' rights to association and collective bargaining in accordance with the law, and supports the employee representative mechanism to play a role in improving the system and communicating major issues. During the reporting period, employee representatives collectively bargained 100% coverage. The company emphasizes "fully informing, listening to opinions, responding to demands, and forming consensus" in negotiations and communication, and implements the negotiation results into the system text and daily management to ensure that employees' rights and interests are protected under a standardized framework.

CATEGORY	ARRANGEMENT
PAID SICK LEAVE	Eligible for sick leave within the statutory medical period
PAID ANNUAL LEAVE	Statutory annual leave + additional annual leave
BREASTFEEDING LEAVE	At least 1 hour daily, determined by the number of nursing babies

# EMPLOYEE TRAINING AND DEVELOPMENT

The company views talent development as the capability foundation that underpin R&D innovation, lean manufacturing and global delivery. It adheres to the talent development philosophy of "selecting, training, using and retaining" and builds a training and development framework around "rapid integration of new employees, improvement of front-line skills, strengthening of team leaders' capabilities, and empowerment of middle and senior management", gradually forming a training loop that is planable, implementable, evaluable and accumulable. The company believes that the core of training is not just "teaching", but "standardizing capabilities, transforming knowledge into behavior, and solidifying behavior into quality and efficiency". In 2025, the company further optimized its training system, providing employees with comprehensive learning resources through institutional guarantees, platform construction and special projects, achieving 100% training coverage.

The company believes that "training" should not be seen merely as learning in the classroom, but as a systematic project for upgrading organizational capabilities: standardizing capability requirements, transforming knowledge into behavior, and solidifying behavior into sustainable quality and efficiency. Based on this idea, the company emphasizes the synergy between training and field management, quality management and safety management, and encourages the accumulation of reusable knowledge as teaching materials, cases and standard operating examples to enhance the scalability of training resources and support capacity building at multiple sites at different paces.

### IN 2025

A total of training sessions were conducted throughout the year

2,681

TOTALING

202,091.23  
HOURS

WITH AN AVERAGE OF

15.93  
HOURS PER EMPLOYEE

## DIMENSION ANALYSIS

### LEVEL

The training hours of ordinary employees account for the absolute majority, reaching **193,367** hours. Middle management **8,165** hours; Senior management **559** hours. This reflects the precise descent of training resources to front-line operations, quality and safety areas.

### CONTENT DISTRIBUTION

General skills training recorded the highest number of training hours at over **118,000** hours, followed by corporate culture training at over **39,000** hours, professional technical training for engineers at over **16,000** hours, and other training categories at over **29,000** hours.

## TRAINING GOVERNANCE

The company is driven by the annual training plan, and in combination with business goals, multi-base capacity rhythms and key capacity gaps, it formulates training plans and breaks them down to departments and positions. Training governance emphasizes four principles: context-fitting course design, sustainable training resources, manageable training processes, and evaluable training outcomes. The company promotes a "Demand-Plan-Do-Assessment-Improve" closed loop: first, each department sorts out the annual capability requirements and pain points, and then designs courses based on the key capabilities of the position. Emphasis on attendance management and course quality during the implementation phase. During the evaluation phase, multi-dimensional evaluations are conducted by combining tests, practical operations, supervisor evaluations, and student feedback, and the results of the evaluations are fed back into the next round of training planning and course optimization.

## STRATIFIED TRAINING

The company promotes stratification: Middle and senior managers focus on organizational leadership, goal management, cross-departmental collaboration, and risk awareness; Grassroots managers and team leaders focus on team governance, on-site collaboration, quality and safety management; Front-line skilled workers focus on process standards, operation norms, key points of equipment operation and quality self-inspection capabilities. The company is also gradually building an internal lecturer and course resource library, encouraging the consolidation of reusable training content into teaching materials, cases, and standard operation examples to provide scalable resource guarantees for multi-base talent development.

## NEW EMPLOYEE TRAINING AND ON-THE-JOB MENTORING

The company attaches great importance to the integration and competency building of new employees, helping them quickly understand the corporate culture and job requirements through onboarding training, system promotion, compliance tips and job skills training. For front-line positions, the company promotes on-the-job mentoring and practical assessment, emphasizing "learn, do, do steadily": on the one hand, it arranges experienced employees or team leaders for mentoring, improving learning efficiency through on-site demonstrations and immediate guidance; On the other hand, through practical assessment and spot checks to verify the learning outcomes, ensure that employees can operate according to the standard, and reduce safety and quality risks.

The "Nenggong Qiaojiang (Artisan Excellence) Program" is a highlight program for front-line blue-collar workers. Wenzhou Base, as a government pilot unit, organizes its employees to undergo vocational skill level assessment for battery manufacturing workers. In 2025, a total of **330** people successfully passed the junior worker certification and obtained vocational certificates issued by the government's human resources and social security department, significantly enhancing the professional dignity and skill barriers of grassroots employees.

Tsingshan College Resource Connection for middle and senior management cadres, the company made full use of group resources and sent key personnel to participate in Tsingshan Holding Group 'Evergreen Program' training classes. The training content is closely related to international frontiers, covering core topics, such as EU Batteries Regulation and carbon footprint accounting, to help management teams enhance their global competitive vision.

## PRE-EMPLOYMENT AND EXPATRIATE SPECIALIZED TRAINING

### NEW EMPLOYEE ONBOARDING

For engineers and above, complete online courses within one week of onboarding and in-person courses within one month, covering information security, customer awareness and corporate culture.

### CROSS-CULTURAL TRAINING

For expatriate employees in Indonesia and other countries, provide 3-4 days of full-time training on Indonesian laws and regulations, religious customs and interpersonal communication to ensure the smooth and orderly operation of cross-border business.



New employee onboarding training

# PERFORMANCE MANAGEMENT AND CAREER DEVELOPMENT

The company continues to build a performance management and career development system, using performance management as an important tool to drive goals, promote improvement and motivate contributions, and gradually improves promotion, motivation and internal mobility mechanisms to provide employees with a clear and predictable growth path. The company emphasizes "fairness, transparency and explainability" in its performance management design: allowing employees to understand the assessment criteria, recognize their own gaps, receive improvement support, and link performance results with training, development and incentives to form a positive cycle.

## PERFORMANCE SYSTEM

During the reporting period, the coverage rate of performance evaluation was **97.56%**. Driven by job responsibilities and annual business goals, the company promoted the implementation of performance assessment at all bases, covering the core work outputs of managers and front-line employees, and focused on assessment fairness, consistency and interpretability. Under the multi-base operation pattern, the company continuously promotes the alignment and unification of performance management standards: while taking into account the differentiated management of the bases, it gradually establishes consistent target decomposition, assessment standards, result calibration and result application methods to provide institutional guarantees for cross-base talent flow and collaboration.

**97.56%**  
THE COVERAGE RATE OF  
PERFORMANCE EVALUATION IS

In order to prevent operational risks caused by the lack of talent in key positions, our company has issued the "Instructions on the Construction and Management of Talent Echelon" and fully implemented the AB role system for key positions.

## TALENT ECHELON AND AB ROLE SYSTEM

### DEFINITION AND RESPONSIBILITIES

The A role is primarily responsible for this work; B should take the initiative to familiarize and assist with the work. When A is on a business trip or otherwise unable to perform his duties, B should seamlessly take over the work to ensure that production operations and management decisions are not interrupted.

### SELECTION CRITERIA

The selection of A and B roles is based on the necessary conditions of "identification with the corporate culture and no violation of the integrity agreement", and a comprehensive assessment of their work skills (experience and performance), abilities and qualities (communication, execution, innovation), and personality and psychological traits.

### JOB ROTATION AND MENTORSHIP

Through on-the-job practice and rotational learning, develop multi-dimensional perspectives for employees. Each tier of talent is assigned a dedicated mentor (usually a department head), who communicates with the mentee on a monthly basis, offers solutions to the problems they encounter, and jointly formulates a "training schedule".

## APPLICATION OF PERFORMANCE RESULTS

The company emphasizes that performance is not the end point, but the starting point for management improvement. The results of performance evaluations are used to identify the strengths and weaknesses of employees and support the formulation of personal development plans; It also serves as a reference in management activities such as salary adjustment, promotion review, key position appointment and talent review, enhancing the objectivity of talent decision-making. The company promotes necessary calibration mechanisms to reduce the sense of unfairness caused by inconsistent evaluation criteria. For employees who need improvement, emphasize providing improvement support, including on-the-job coaching, targeted training, job arrangement adjustments, etc., to promote performance improvement and retention stability.

## CAREER DEVELOPMENT

The company combines job competence, performance and talent echelon building to promote dual-track development of employees in both professional and management sequences. For key positions, the company gradually builds competency requirements and conducts person-job fit inventories to form a "identify - develop - appoint" echelon management framework. In the future, while ensuring information security and sensitive protection, the company will gradually improve the quantitative disclosure related to career development (such as the number of promotions, the number of internal transfers, the coverage rate of the key position echelon, etc.) to more comprehensively display the talent growth path and management effectiveness.

### KEY PERFORMANCE INDICATORS FOR TALENT INCENTIVES IN 2025

PROJECT	INDICATOR DATA(PPL)
Annual increase in equity incentives	<b>245</b>
Winners of intellectual property Incentives	<b>698</b>
The number of company-level outstanding employee awards	<b>117</b>
The number of department-level outstanding employee awards	<b>718</b>
The number of outstanding team leader awards	<b>663</b>
The number of winners of the Innovation and Efficiency Award	<b>154</b>

# EMPLOYEE COMMUNICATION AND RESPONSE TO DEMANDS

The company views employee communication as an important way to enhance organizational cohesion and management transparency, establishing a multi-channel feedback, traceable loop, and transparent response communication mechanism, encouraging employees to make suggestions and demands, and promoting continuous improvement through problem lists and rectification plans. The company values the real experiences of front-line employees and includes high-concern issues such as food and accommodation, commuting, public area environment, service efficiency and team management as the focus of communication, striving to achieve "receiving, seeing, resolving and returning".

## CHANNELS OF COMMUNICATION

The company has established communication channels that cover both online and offline channels, including QR code forms, suggestion boxes, employee email, and symposiums, and supports employees to choose real-name or anonymous feedback to enhance channel accessibility and employee security. The company also values the principles of confidentiality and counter-retaliation to prevent employees from being treated unfairly for raising questions, encourages employees to give genuine feedback, and promotes management improvement.

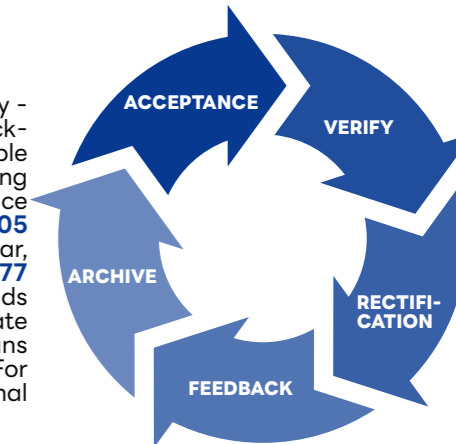
SOLID EVIDENCE	Inform the complainant within 5 working days of receiving the complaint.	
CATEGORIZED FEEDBACK	MINOR COMPLAINTS	Feedback within 7 business days.
	GENERAL COMPLAINT	Feedback within 10 business days.
	MAJOR COMPLAINTS	Feedback will be provided within 30 working days.

The company has set strict response time limits for complaint handling by establishing the Communication and Exchange Control Procedure



## CLOSED-LOOP MECHANISM

The company has established a closed-loop mechanism of "Acceptance - Verify - Rectification - Feedback - ARchive", creating problem lists and rectification tracking sheets for high-frequency issues raised by employees, specifying responsible departments, rectification deadlines and acceptance methods, and providing feedback on rectification progress through appropriate channels to enhance transparency and trust. During the reporting period, the company collected **305** opinions from employees, with a closed-loop rate of **99.25%**. Throughout the year, **22** employee symposiums were held, with **572** people participating and **277** opinions being raised. The company embedded responses to employees' demands in logistics governance and management improvement: emphasizing immediate response to matters that could be handled quickly. Emphasis on rectification plans and node management for matters that require collaboration or resource input. For matters requiring institutional improvement, emphasize inclusion in institutional revision and promotion training to form long-term improvement capabilities.



## SYMPOSIUMS AND ON-SITE VISITS

The company attaches great importance to face-to-face communication. Through forms such as new and old employee talks, special topic talks and on-site visits, managers can directly understand the needs of employees and the pain points on the front line, and form a traceable list of problems and division of rectification responsibilities. The value of face-to-face communication lies in the ability to capture details that are difficult to cover through forms, and to reduce misunderstandings and uncertainties through immediate explanations and feedback, thereby enhancing employees' sense of participation and belonging.



On August 6, 2025, REPT BATTERO Energy Co., LTD. (Jiashan Base) was filled with a warm and lively atmosphere, and a team leader symposium with the theme of "Unite Hearts, Speak the Heart" was successfully held here.



An employee symposium was held at the Liuzhou base

REPT BATTERO conducts "Satisfaction Surveys" independently within the company every year. In 2025, a total of **8,903** employees participated, accounting for **70.19%**. The survey shows a significant year-to-year increase in satisfaction scores at REPT BATTERO:



# DIVERSITY, EQUALITY AND INCLUSION (DEI)

The company respects diverse backgrounds, advocates equal employment and fair development, and has clear anti-discrimination and anti-harassment requirements in its system, committed to providing respect and support for employees of different genders, ethnicities, ages and physical and mental conditions, and creating an inclusive working environment. The company believes that diversity and inclusion are not only about compliance and ethics, but also about the organization's ability to innovate, collaboration efficiency and long-term resilience. As a result, the company has been promoting the implementation of DEI requirements in institutional governance, advocacy and training, channel assurance and management practices.

## ANTI-DISCRIMINATION AND ANTI-HARASSMENT

The company adheres to the principle of fairness in recruitment, appointment, training, promotion and day-to-day management, and eliminates unreasonable restrictions and discriminatory practices; Zero tolerance for harassment, insult and other acts that infringe upon personal dignity. During the reporting period, the coverage rate of anti-discrimination advocacy/training was **100%**. The company established complaint and escalation procedures and emphasized confidentiality and counter-retaliation: employees could choose to submit questions anonymously, and the management process focused on protecting employees' sense of security. For verified violations, the company will take corresponding measures in accordance with the system and provide feedback on the handling results and improvement measures without disclosing personal privacy.

## SUPPORT FOR FEMALE EMPLOYEES

In addition to protecting the rights of female employees such as maternity leave, breastfeeding leave and parental leave in accordance with the law, the company also pays attention to the fairness of female employees in training, promotion and appointment, and provides predictable development channels for female employees through institutionalized talent selection and training mechanisms. In the future, the company will gradually improve the disclosure of indicators related to women's development (such as women's promotion, women's training, the proportion of women in key positions, etc.) to more fully present the achievements of women's leadership and organizational resilience.

## MANAGEMENT DIVERSIFICATION

The company attaches great importance to management diversity and balanced talent structure. Through institutionalized talent selection and development mechanisms, it provides fair development opportunities for employees of different backgrounds and enhances organizational resilience and governance capabilities.

## SUPPORT FOR THE DISADVANTAGED

The company focuses on employment support and workplace respect for groups such as people with disabilities, provides reasonable accommodations based on job realities, and encourages bases to continuously improve the working environment and support measures to ensure that employees can work and develop in an atmosphere where they are respected. The company emphasizes avoiding labeling in its daily management, encourages managers to identify needs based on respect, and provides support for work arrangements or operation methods that need to be adjusted based on safety and efficiency, so that every employee can participate equally in training, evaluation and development opportunities.

# EMPLOYEE CARE AND CORPORATE CULTURE ACTIVITIES

REPT BATTERO is committed to putting people first and regards employee care and corporate culture building as an important foundation for enhancing organizational cohesion, stabilizing the talent pool and stimulating innovation vitality. Combining the characteristics of multi-base operations, the company has formed a care path centered on "communication and response, health promotion, family friendliness, and cultural co-creation". At the implementation level, the company enhances the sense of belonging through participatory and perceptible activity carriers, while emphasizing the presentation of coverage and engagement in a data-driven way, improving disclosure transparency and responding to the expectations of employees, investors and society for corporate humanistic care.

## HEALTH PROMOTION AND TEAM COHESION

The company encourages its employees to maintain a healthy lifestyle and provides them with opportunities to relieve stress, communicate across departments and showcase their talents through a combination of online and offline sports and team activities. During the reporting period, the Jiashan Base signed a contract with the First People's Hospital of Jiashan County, officially establishing a high-quality development partnership between the hospital and the station. This signing marks a new step in the company's cooperation with hospitals in the medical and health field, and will bring better and more convenient medical services to employees.

The Liuzhou base expanded its participation coverage by 2025 through low-threshold methods such as online running, while strengthening collective honor and a sense of belonging through ball games and orientation activities. Among them, **92** people participated in Vigorous Run · Healthy Walk (online run), and **87** people met the standards and won awards; Eight teams participated in the "Xindongli Cup" basketball tournament. About **350** employees attended the orientation party. The Wenzhou base also organized activities such as Arbor Day, blood donation, and staff sports meetings in line with the needs of employees and seasonal nodes, with a focus on health promotion and teamwork, to continuously create a positive organizational atmosphere. In terms of employee care, the company focused on the health needs of female employees and invited hospital doctors to give lectures on women's health in the factory on International Women's Day to enhance employees' health awareness through professional health science popularization.

## SUPPORT FOR EMPLOYEES IN DIFFICULTY

The company continues to pay attention to the actual pressure of employees and their families in the event of major illnesses and sudden changes, and promotes the implementation of assistance through processes such as application, verification, review, resource docking, and follow-up visits, improving the timeliness and accuracy of support. Among them, the Wenzhou base helped **3** people through trade union channels and issued a relief fund of RMB **5,000**. At the same time, **2** people were helped through the company's internal channels, and a relief fund of RMB **40,000** was distributed. The Liuzhou base will accept applications for medical assistance from employees in December 2025; After verification, his self-funded medical and drug purchase expenses totaled RMB **57,000**, and he declared special assistance funds of RMB **20,000** in accordance with the procedures. Jiashan Base also carried out special assistance to a female employee suffering from cancer, raising a total of RMB **57,542** through the Tsingshan Charity Foundation Charity Foundation and employee spontaneous fundraising.



"Zong Qing Duan Wu · Yu Zong Bu Tong" Dragon Boat Festival Event



Women's Health Lectures



The Jiashan base signed a contract with the First People's Hospital of Jiashan County



Employee Badminton Competition



Employees Movie Night

## EMPLOYEE CARE PROGRAM IN 2026

In 2026, the company will further strengthen the annual plan management and forward coordination of employee care work. Each base has developed an annual employee care plan in line with its own operational rhythm and employee needs, and with "Important Holiday Theme Care + Regular Health Promotion" as the main line, systematically enhance the predictability, participation coverage and experience consistency of the activities. In terms of timing, each base will plan a variety of employee activities with more friendly participation thresholds around themes such as female care, tribute to workers, and the creation of traditional festival atmospheres, taking into account knowledge popularization, interactive experience and atmosphere building. In terms of the regular mechanism, we will continue to promote community sports and interest activities such as ball games leagues, comprehensive sports meets, running/fitness, to provide employees with a more stable platform for health management and communication, and to promote cross-departmental interaction and team cohesion. At the same time, the company will combine the annual employee care program with the communication and response mechanism to form a closed-loop management of "Planning - Implementation - Feedback - Optimization" for high concerns raised by employees, moving employee care from "Activity-Based Supply" to "Systematic Operation", while enhancing employees' sense of happiness and belonging, Continue to strengthen the cultural identity and talent stability of the company's multi-base organization.

# SOCIAL WELFARE AND PHILANTHROPY

REPT BATTERO regards social welfare and charity actions as an important extension of corporate responsibility, adheres to the principles of compliance, prudence and transparency, and encourages bases to continuously carry out work such as assistance to employees in difficulty, public welfare donations, knowledge and cultural welfare and volunteer services in line with the needs of the local communities and the actual situation of the employee groups. The company focuses on the authenticity, effectiveness and sustainable value of public welfare actions, emphasizes the controllability and traceability of public welfare projects through process-oriented management, and builds results through a combination of cases and data to respond to the concerns of investors, communities and employees regarding the effectiveness and transparency of public welfare.

## PUBLIC WELFARE DONATIONS AND EDUCATIONAL SUPPORT

The company supports bases to carry out public welfare donation actions such as educational support and targeted assistance based on local needs under compliance conditions, giving back to society with actual investment and promoting positive interaction between the enterprise and the community.

During the reporting period, the Foshan base continued to carry out public welfare donation actions such as education support and targeted assistance in line with local needs and counterpart cooperation work: on the one hand, it donated RMB 5,000 to Dapu Middle School to support the school's education-related work. On the other hand, a donation of RMB 30,000 was made for the targeted assistance project outside Nanhai District (Qiandongnan), with actual financial input to participate in targeted assistance, to support the livelihood and social development of underdeveloped areas, demonstrating the company's responsibility to give back to society through practical actions and promote common development.

## CULTURAL PUBLIC WELFARE AND VOLUNTEER SERVICES

- The company encourages its employees to practice the concept of public welfare in a participatory and sustainable way. It expands the coverage of public welfare through cultural public welfare and volunteer services such as donating books, making "public welfare for all" a part of daily life.
- The Wenzhou base carried out book donation activities and donated a total of 761 books; 6 volunteers were sent to participate in public welfare activities related to the "Youth Affairs Social Work Station" of Taohua Island Middle School.
- The Liuzhou base organized the "Passing on the Fragrance of Books, Walking Together with Love" book donation campaign from August 28 to September 16, 2025, donating a total of 360 books.

In addition, the Wenzhou base continues its cooperation with the "Disabled Employment Base" in Dayu Town, Cangnan County, and continues to absorb disabled people for employment, allowing them to enjoy the reduction and exemption of the disability insurance fund in accordance with the law, and practicing the social responsibility of inclusiveness and inclusion through employment support.

# APPENDIX A1

## KEY PERFORMANCE INDICATORS TABLE

### A1.1 ENVIRONMENTAL PERFORMANCE

CATEGORY	INDICATOR NAME	INDICATOR UNIT	2023	2024	2025
<b>A1 EMISSIONS</b>					
WASTE GAS	Non-methane Total Hydrocarbons	ton	8.59	4.80	11.25
	Nitrogen Oxides	ton	13.33	16.77	38.87
	Sulfur Oxides	ton	1.59	1.07	4.49
	Particulate Matter	ton	0.30	1.39	1.72
WASTEWATER	Wastewater Discharge	ton	15,929.06	30,853.51	38,235.00
	COD Discharge	ton	2.11	1.66	2.93
	Ammonia Nitrogen Discharge	ton	0.20	0.09	0.39
HAZARDOUS WASTE	Total Hazardous Waste Generated	ton	366.41	594.91	829.58
	Total Hazardous Waste Disposed	ton	-	594.91	829.58
	Hazardous Waste Generated per Unit Product	ton/GWh	18.81	13.22	10.27
SOLID WASTE	Total General Industrial Solid Waste	ton	11,903.31	54,607.27	41,029.51
	General Industrial Solid Waste Generated per Unit Product	ton/GWh	611.05	1,213.56	508.04
GREENHOUSE GAS EMISSIONS	Scope 1 Greenhouse Gas Emissions	tCO <sub>2</sub> e	58,333.53	109,895.55	137,645.38
	Scope 2 Greenhouse Gas Emissions	tCO <sub>2</sub> e	367,858.05	488,540.24	511,814.87
	Scope 3 Greenhouse Gas Emissions	tCO <sub>2</sub> e	-	3,614,426.24	4,110,318.06
	Total Greenhouse Gas Emissions	tCO <sub>2</sub> e	426,191.57	4,212,862.03	4,759,778.31
	Greenhouse Gas Emissions per Unit Product (Scope 1 & 2)	tCO <sub>2</sub> e/GWh	21,878.42	13,299.31	8,041.86

CATEGORY	INDICATOR NAME	INDICATOR UNIT	2023	2024	2025
<b>A2 RESOURCE USE</b>					
ENERGY CONSUMPTION	Total Direct Energy Consumption	MWh	291,322.98	548,052.69	680,309.43
	Total Indirect Energy Consumption	MWh	698,061.84	942,448.70	1,371,164.13
	Total Renewable Energy Consumption	MWh	113,409.32	14,309.82	437,307.00
	Total Energy Consumption	MWh	989,384.82	1,490,501.39	2,051,473.57
	Energy Consumption per Unit Product	MWh/GWh	50,789.78	33,124.09	25,402.10
	Photovoltaic Power Generation	MWh	3,409.32	4,309.82	29,444.00
	Green Electricity Purchased	MWh	110,000.00	10,000.00	407,863.00
WATER	Total Water Consumption	ton	2,317,420.00	2,848,446.00	2,928,622.00
	Water Consumption per Unit Product	ton/GWh	118,964.07	63,302.32	36,263.27
PACKAGING MATERIALS	Total Packaging Materials Used	ton	4,751.89	13,688.95	25,917.24
	Packaging Materials Used per Unit Product	ton/GWh	243.94	304.22	320.92
CIRCULAR ECONOMY	Total General Industrial Solid Waste Recycled	ton	-	51,656.81	28,084.13
	General Industrial Solid Waste Recycled—NMP Waste Liquid	ton	-	39,739.35	88,356.66
	Total Recyclable Packaging Materials Used	ton	-	2,445.23	8,423

### A1.2 SOCIAL PERFORMANCE

CATEGORY	INDICATOR NAME	INDICATOR UNIT	2023	2024	2025
<b>B1 EMPLOYMENT</b>					
EMPLOYEE COUNT	Total Number of Employees	ppl	12,055	10,978	12,685
	Male Employee Count	ppl	8,287	7,938	9,358
	Female Employee Count	ppl	3,768	3,040	3,327
	Employees Aged Under 30	ppl	7,206	5,810	7,318
	Employees Aged 30-50	ppl	4,820	5,134	5,328
	Employees Aged Above 50	ppl	29	34	39
	Mainland China Employee Count	ppl	12,055	10,976	12,682
	Overseas & Hong Kong/Macao/Taiwan Employee Count	ppl	0	2	3
	Ethnic Minority Employee Count	ppl	-	1,918	1,890
	Employees with Disabilities	ppl	-	13	81
	Full-time Employee Count	ppl	12,055	10,978	12,685
	Part-time Employee Count	ppl	0	0	0

CATEGORY	INDICATOR NAME	INDICATOR UNIT	2023	2024	2025
<b>B1 EMPLOYMENT</b>					
<b>EMPLOYEE TURNOVER RATE</b>	Employee Turnover Rate	%	16.67	42.09	39.75
	Male Employee Turnover Rate	%	17.68	42.59	40.62
	Female Employee Turnover Rate	%	14.36	40.71	37.52
	Employees Aged under 30 Turnover Rate	%	19.01	47.31	43.83
	Employees Aged 30-50 Turnover Rate	%	12.82	34.63	33.23
	Employees Aged above 50 Turnover Rate	%	29.27	21.62	13.33
	Mainland China Employee Turnover Rate	%	16.67	42.10	39.75
	Overseas & Hong Kong/Macao/Taiwan Employee Turnover Rate	%	0.00	10.00	25.00
<b>B2 HEALTH &amp; SAFETY</b>					
<b>WORK-RELATED INJURIES AND FATALITIES</b>	Number of Work-related Fatalities	ppl	0	0	0
	Work-related Fatality Rate	%	0	0	0
	Work Injury Lost Days	Days	547.5	241	888
<b>B3 DEVELOPMENT &amp; TRAINING</b>					
<b>TRAINED EMPLOYEE PERCENTAGE</b>	Senior Management Training Percentage	%	100.00	100.00	100.00
	Middle Management Training Percentage	%	100.00	100.00	100.00
	Junior Employee Training Percentage	%	100.00	100.00	100.00
	Male Employee Training Percentage	%	100.00	100.00	100.00
	Female Employee Training Percentage	%	100.00	100.00	100.00
<b>AVERAGE TRAINING HOURS</b>	Senior Management Average Training Hours	Hrs	22.08	15.41	5.95
	Middle Management Average Training Hours	Hrs	40.83	33.44	27.22
	Junior Employee Average Training Hours	Hrs	50.38	29.66	15.73
	Male Employee Average Training Hours	Hrs	52.18	29.48	16.04
	Female Employee Average Training Hours	Hrs	43.85	30.51	15.62
<b>B5 SUPPLY CHAIN MANAGEMENT</b>					
<b>SUPPLIER COUNT BY REGION</b>	Mainland China Supplier Count	Companies	754	693	555
	Overseas Supplier Count	Companies	3	0	0
<b>SUPPLIER PRACTICES</b>	Suppliers Implementing Compliance Practices	Companies	757	693	555
	Supplier Compliance Coverage	%	100	100	100
	Cumulative Suppliers Implementing Compliance Practices	Companies	2,643	3,336	3,891

CATEGORY	INDICATOR NAME	INDICATOR UNIT	2023	2024	2025
<b>B6 PRODUCT RESPONSIBILITY</b>					
<b>PRODUCT &amp; CUSTOMER SERVICE</b>	Percentage of Recalls Due to Safety/Health Issues	%	0	0	0
	Customer Complaint Count	Cases	27	15	13
	Customer Complaint Resolution Rate	%	100	100	100
	Customer Satisfaction Rate	%	-	90.34	94.54
<b>INTELLECTUAL PROPERTY</b>	Cumulative Patent Applications	Items	2,963	3,924	4,597
	Cumulative Granted Patents	Items	1,791	2,532	3,419
	Annual Granted Patents	Items	890	741	646
<b>R&amp;D INVESTMENT</b>	Annual R&D Expenditure	Million RMB	991.31	772.95	766.75
	R&D Expenditure as % of Revenue	%	7.20	4.38	3.20
	R&D Team Headcount	ppl	1,918	1,249	1,294
	Master's Degree or Higher	ppl	598	452	383
<b>B7 ANTI-CORRUPTION</b>					
<b>ANTI- CORRUPTION</b>	Number of Concluded Corruption Litigation Cases	Cases	0	0	0
	Employees Trained in Anti-Corruption/Integrity	ppl	5,668	1,075	3,500
	Directors Trained in Anti-Corruption/Integrity	ppl	12	12	12
	Anti-Corruption/Integrity Training Sessions	Times	3	9	2
	<b>B8 COMMUNITY INVESTMENT</b>				
<b>SOCIAL WELFARE</b>	Social Welfare Contribution Amount	10K RMB	-	15	14.6

**NOTE**

- Unless otherwise specified, the scope of environmental performance statistics covers Wenzhou Base, Jiashan Base, Liuzhou Base and Foshan Base.
- The scope of social performance statistics is the company and its subsidiaries, which is consistent with the annual report.
- Direct energy includes gasoline, diesel and natural gas, while indirect energy includes purchased electricity (including purchased green power and distributed rooftop photovoltaic) and purchased steam.
- The calculation of greenhouse gas emissions in 2024 refers to the "Greenhouse Gas Accounting System: Corporate Accounting and Reporting Standards (Revised Edition)" (GHG Protocol).
- Ratio of employee turnovers = total number of employees leaving the company during the reporting period / (total number of employees leaving the company during the reporting period + total number of employees at the end of the reporting period) ×100%; The turnover ratio by category is calculated using the same logic.
- Percentage of training by specific category = Number of employees trained in that category / Total number of employees in that category ×100%; Average training hours = Total training hours of employees in that category / Total number of employees in that category.
- Due to the significant expansion of the company's production capacity during the reporting period, large changes in environmental and social-related performance are within the normal range.

# APPENDIX A2

## HKEX INDICATOR INDEX CROSS TABLE

INDICATOR	DETAILS	CHAPTERS & TOPICS
<b>A ENVIRONMENT</b>		
<b>A1: EMISSIONS</b>	General Disclosure	Environmental · Green Future--Environmental Management and Green Operation; Emissions and Waste Management
	A1.1 Types of emissions and related emission data	Environmental · Green Future--Emissions and Waste Management; Appendix1.1 Environmental Performance
	A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and density	Environmental · Green Future--Addressing Climate Change (Metrics and Targets) ; Appendix1.1 Environmental Performance
	A1.3 Total hazardous waste generated and density	Environmental · Green Future--Management of Hazardous and Harmless Waste; Appendix1.1 Environmental Performance
	A1.4 Total non-hazardous waste generated and density	Environmental · Green Future--Management of Hazardous and Harmless Waste; Appendix1.1 Environmental Performance
	A1.5 Description of emission reduction targets and steps taken to achieve them	Environmental · Green Future--Addressing Climate Change (Target Management) ; Emissions and Waste Management
	A1.6 Description of methods for handling hazardous/non-hazardous waste, waste reduction targets, and steps taken to achieve them	Environmental · Green Future--Management of Hazardous and Harmless Waste; Circular Economy
<b>A2: RESOURCE USE</b>	General Disclosure	Environmental · Green Future--Environmental Management and Green Operation; Water Resources Management; Energy Management; Circular Economy
	A2.1 Total direct/indirect energy consumption by type and density	Environmental · Green Future--Energy Management; Appendix1.1 Environmental Performance
	A2.2 Total water consumption and density	Environmental · Green Future--Water Resources Management; Appendix1.1 Environmental Performance
	A2.3 Description of energy efficiency targets and steps taken to achieve them	Environmental · Green Future--Energy Management; Addressing Climate Change (Target Management)
	A2.4 Description of water source challenges, water efficiency targets, and steps taken to achieve them	Environmental · Green Future--Water Resources Management (Water Risk Management and Contingency Plans)
A2.5 Total packaging materials used in finished products and per production unit	Environmental · Green Future--Recycling of Packaging Materials; Appendix1.1 Environmental Performance	
<b>A3: ENVIRONMENT &amp; NATURAL RESOURCES</b>	General Disclosure	Environmental · Green Future--Addressing Climate Change; Environmental Management and Green Operation
	A3.1 Description of significant environmental/natural resource impacts from operations and management actions taken	Environmental · Green Future--Environmental Management and Green Operation; Water Resources Management; Energy Management; Emissions and Waste Management
<b>A4: CLIMATE CHANGE</b>	General Disclosure	Environmental · Green Future--Addressing Climate Change
	A4.1 Description of material climate-related issues affecting/expected to affect the issuer and response actions	Environmental · Green Future--Addressing Climate Change
	Governance: Governance bodies, roles and oversight arrangements	Environmental · Green Future--Addressing Climate Change--Governance
<b>D: CLIMATE RELATED DISCLOSURE</b>	Strategy: Climate-related risks, opportunities, scenario analysis, and management implications	Environmental · Green Future--Addressing Climate Change--Strategy
	Risk Management: Processes for identifying, assessing, sequencing, and managing climate risks and opportunities	Environmental · Green Future--Addressing Climate Change--Risk Management
	Metrics and Targets: Greenhouse gas emissions, clean electricity, and target management	Environmental · Green Future--Addressing Climate Change--Metrics and Targets

INDICATOR	DETAILS	CHAPTERS & TOPICS
<b>B SOCIAL</b>		
<b>B1: EMPLOYMENT</b>	General Disclosure	Talented · Warmth Together--Employee Rights and Welfare; Diversity, Equality and Inclusion (DEI)
	B1.1 Total employees by gender, employment type, age group, and region	Talented · Warmth Together--Employee Rights and Welfare (Employee Basic Information) ; Appendix1.2 Social Performance
	B1.2 Employee turnover rate by gender, age group, and region	Talented · Warmth Together--Employee Rights and Welfare (Employee Mobility Management) ; Appendix1.2 Social Performance
<b>B2: HEALTH &amp; SAFETY</b>	General Disclosure	Talented · Warmth Together--Employee Health and Safety
	B2.1 Annual work-related fatalities and rates over past 3 years	Talented · Warmth Together--Employee Health and Safety (Metrics and Targets) ; Appendix1.2 Social Performance
	B2.2 Number of workdays lost due to injuries	Talented · Warmth Together--Employee Health and Safety (Metrics and Targets) ; Appendix1.2 Social Performance
B2.3 Description of Occupational Health and Safety measures and implementation/monitoring methods	Talented · Warmth Together--Employee Health and Safety (Governance, Strategy, Risk Management)	
<b>B3: DEVELOPMENT &amp; TRAINING</b>	General Disclosure	Talented · Warmth Together--Employee Training and Development
	B3.1 Percentage of trained employees by gender and employee category	Talented · Warmth Together--Employee Training and Development (Performance) ; Appendix1.2 Social Performance
	B3.2 Average training hours per employee by gender and employee category	Talented · Warmth Together--Employee Training and Development (Performance) ; Appendix1.2 Social Performance
<b>B4: LABOR STANDARDS</b>	General Disclosure	Talented · Warmth Together--Employee Rights and Welfare (Compliance in Employment and Human Rights Protection)
	B4.1 Description of recruitment review measures to prevent child/forced labor	Talented · Warmth Together--Employee Rights and Welfare (Compliance in Employment and Human Rights Protection)
	B4.2 Description of steps taken to eliminate violations when detected	Talented · Warmth Together--Employee Rights and Welfare (Compliance in Employment and Human Rights Protection; Employee Communication and Response to Demands)
<b>B5: SUPPLY CHAIN MANAGEMENT</b>	General Disclosure	Reliable · Robust Governance--Responsible Supply Chain Management; Mineral Supply Chain Due Diligence
	B5.1 Number of suppliers by region	Reliable · Robust Governance--Traceability of Raw Materials; Appendix1.2 Social Performance
	B5.2 Description of supplier engagement practices, number of compliant suppliers, and implementation/monitoring methods	Reliable · Robust Governance--Traceability of Raw Materials; Supply Chain Resilience, Digitalization and Empowerment
	B5.3 Description of practices for identifying environmental/social risks across supply chain, and implementation/monitoring methods	Reliable · Robust Governance--Traceability of Raw Materials; Supply Chain ESG Improvements
B5.4 Description of practices to promote eco-friendly products/services in supplier selection, and implementation/monitoring methods	Reliable · Robust Governance--Supply Chain ESG Improvements; Supply Chain Resilience, Digitalization and Empowerment	
<b>B6: PRODUCT RESPONSIBILITY</b>	General Disclosure	Reliable · Robust Governance--Product Quality and Safety; Customer Relations and After-Sales Service; Pioneering · Value Creating-- Intellectual Property Protection
	B6.1 Percentage of products sold/shipped recalled for safety/health reasons	Reliable · Robust Governance--Product Quality and Safety (Metrics and Targets) ; Appendix1.2 Social Performance
	B6.2 Number of product/service complaints received and resolution methods	Reliable · Robust Governance--Customer Relations and After-Sales Service; Appendix1.2 Social Performance
	B6.3 Description of practices for protecting intellectual property rights	Pioneering · Value Creating--Intellectual Property Protection
	B6.4 Description of quality assurance processes and product recall procedures	Reliable · Robust Governance--Product Quality and Safety
B6.5 Description of consumer data protection & privacy policies, and implementation/monitoring methods	Reliable · Robust Governance--Information Security and Privacy Protection	
<b>B7: ANTI-CORRUPTION</b>	General Disclosure	Reliable · Robust Governance--Risk Management; Business Ethics and Anti-Corruption
	B7.1 Number of concluded corruption cases against issuer/employees during reporting period and outcomes	Reliable · Robust Governance--Business Ethics and Anti-Corruption; Appendix1.2 Social Performance
	B7.2 Description of preventive measures, whistleblowing procedures, and implementation/monitoring methods	Reliable · Robust Governance--Risk Management; Business Ethics and Anti-Corruption
B7.3 Description of anti-corruption training provided to directors/employees	Reliable · Robust Governance--Compliance Culture and Training Promotion; Appendix1.2 Social Performance	
<b>B8: COMMUNITY INVESTMENT</b>	General Disclosure	Talented · Warmth Together--Social Welfare and Philanthropy
	B8.1 Focus areas of contribution	Talented · Warmth Together--Social Welfare and Philanthropy
	B8.2 Resources invested in focus areas	Talented · Warmth Together--Social Welfare and Philanthropy; Appendix1.2 Social Performance

# APPENDIX A3

## INDEPENDENT ASSURANCE REPORT



### Independent Assurance Statement

#### Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by REPT BATTERO ENERGY CO LTD. (hereinafter "REPT" or "the Company") to conduct an independent third-party assurance of the 2025 Environmental, Social and Governance (ESG) Report (hereinafter, "Report"). The Report disclosed REPT's ESG information for the fiscal year 2025 (from 1 January 2025 to 31 December 2025).

#### Responsibilities

REPT is not only responsible for the preparation of sustainability report and the collection and reporting of sustainability information in accordance with applicable reporting standards but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland implements sustainability information assurance activities under a quality management system that complies with the requirements of the ISO/IEC 17029:2019 Standard and adheres to the TÜV Rheinland Global Code of Ethics and Compliance Program. Our assurance service follows the principles of independence and impartiality and does not participate in the preparation of REPT's Report. The assurance project was implemented by a team with expertise and assurance experience in the corresponding sustainability issues. The role of TÜV Rheinland is to carry out independent assurance work in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial professional judgments on sustainability reporting.

#### Assurance Standard

TÜV Rheinland undertook assurance work for the sustainability information disclosed in the Report of REPT in accordance with the AccountAbility AA1000 Assurance Standard v3 (AA1000AS v3), Type 1 and Moderate level.

#### Assurance Objectives

The purpose of the assurance was to provide management of REPT, and stakeholders concerned with the company's sustainability information and performance with an independent view of the assurance, including that we review and assess the content of the report adherence to the AA1000AP (2018) Assurance Principles (including inclusivity, materiality, responsiveness and impact).

#### Assurance Criteria

The following assessment criteria (including reporting frameworks or standards) were also used in undertaking the work:

- Hong Kong Exchanges and Clearing Limited (HKEX) Environmental, Social and Governance Reporting Guide (Listing Rules Appendix C2)
- Global Reporting Initiative Standards (GRI Standards)
- ISSB IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures
- United Nations Sustainable Development Goals (SDGs)
- Adherence to the AA1000AP AccountAbility Principles, i.e., *Inclusivity, Materiality, Responsiveness, and Impact*

#### Methodology

Our assurance activities and procedures include:

- Inquiring management to understand the company's business and reporting processes, including sustainability strategy, philosophy and management.



- Interviewing relevant executive personnel in key functions to understand and assess the processes, systems and controls related to sustainability management, including key management procedures, stakeholder engagement processes, topic materiality assessment processes, impact assessments, etc.
- Assessing available performance information based on sampling principles and document review.
- Reporting assurance observations or recommendations to give the Company's management an opportunity to correct errors before the assurance process is completed.
- Collecting and inspecting supporting evidence to assess the extent to which relevant disclosures within the scope of the assurance engagement and sustainability reporting support and adherence to AA1000AP assurance principles.

#### Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon and obtained evidence information and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the moderate level of AA1000AS v3. The nature and extent (scope) of the procedures involved in moderate level assurance engagement are lower than those required to obtain high level assurance.

Forward-looking information relates to events and actions that have not yet occurred and may never occur. Actual results are likely to be different because expected events often do not occur as expected. We did not guarantee the availability of forward-looking information.

The information and performance relating to the assurance is limited to the disclosure of the contents of this Report. Our assurance work did not include financial report and its financial data, as well as other information not related to the subject matters of sustainability and beyond the scope of the assurance.

#### Conclusions

Based on the above assurance procedures and methodology performed and the evidence obtained, we conclude that there are no instances or information that would be contrary to the following statements:

- REPT's 2025 ESG Report and its contents are in adherence to the AA1000AP AccountAbility Principles and ESG information is prepared in accordance with HKEX's Environmental, Social and Governance Reporting Guide (Appendix C2).
- Evidence of the use of relevant processes, systems and controls, and available performance information have been reviewed and assessed, and can reflect sustainability practices of the Company.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on REPT based on this Assurance Statement.

#### Adherence to the AA1000AP AccountAbility Principles

##### Inclusivity

REPT has identified six key stakeholder groups, including shareholders and investors, customers, employees, suppliers, government and regulators, communities and the public, and established diversified communication channels. We recommend that REPT further demonstrate how stakeholder feedback can be incorporated into operational decisions and strategic adjustments in the future.

##### Materiality

REPT employed a double materiality assessment methodology, which considered the financial impact. The "five-step" process for material issue identification included issue bank updates, double materiality judgments, management reviews, and hierarchical management. The materiality issues revealed by the topic matrix (such as product safety, climate change, employee health and safety, etc.) are well in line with the characteristics of the new energy industry.

##### Responsiveness

The diversified communication channels between REPT and its core stakeholder groups mainly included employee communication, supplier audit/due diligence, customer service, complaints and reports, etc. This report adopted a four-pillar framework of "governance, strategy, risk management, indicators and goals" for disclosure of core issues, and disclosed details of management actions and quantitative data on key ESG performance indicators (such as carbon



emissions, water resource use, emissions and waste, work-related injury management, etc.) to respond to the major concerns of stakeholders.

#### Impact

Evidence showed that REPT identified significant impacts at the environmental (carbon emissions, water resources) and social (employee, community) levels through double materiality analysis and climate scenario analysis. This report fully demonstrated the impact of technological innovation, circular economy and employee training and development, as well as the impact on the value chain, such as responsible supply chain management and the full product lifecycle, which is included in the management scope. We recommend that REPT conduct a more in-depth quantitative assessment of important indirect impacts, such as waste, and establish a systematic mechanism to identify, assess and manage negative impacts.

**Daniel Pan**  
Technical Manager of Corporate Sustainability Services  
TÜV Rheinland (Shanghai) Co., Ltd  
Shanghai, China, 13 March 2026



# APPENDIX A4

## EXPLANATION OF NON-DISCLOSED CLIMATE-RELATED DISCLOSURES

REPT BATTERO Energy Co., LTD. (hereinafter referred to as “the Company”) has compiled the relevant content of “Addressing Climate Change” in the ESG Report in compliance with the requirements of Part D “Climate-Related Disclosures” of the *Environmental, Social and Governance (ESG) Reporting Code* (effective on 1 January 2025) (hereinafter referred to as “the ESG Code”) issued by Stock Exchange of Hong Kong Limited (HKEX). During the preparation process, given the current development stage of the Company’s ESG management framework and practical constraints in data collection and quantification capabilities, certain clauses under this section remain temporarily undisclosed in this reporting period. The Company hereby provides explanatory notes regarding the implementation status of each requirement under Part D “Climate-Related Disclosures” as below:

### 1. CLIMATE-RELATED FINANCIAL QUANTITATIVE INFORMATION TEMPORARILY UNDISCLOSED

The Company has established a climate management framework structured around the four core pillars of Governance, Strategy, Risk Management, and Metrics & Targets. Climate-related risks have been systematically identified, the qualitative and quantitative impact magnitudes across the value chain have been assessed. However, owing to the unpredictability of extreme weather events and future carbon price trajectories, comprehensive quantitative financial analysis cannot yet be fully implemented at this stage. Furthermore, robust climate impact assessment necessitates comprehensive value-chain data integration across multiple manufacturing sites. During the current reporting period, practical challenges in isolating and attributing climate-driven financial impacts directly from the Company’s consolidated financial statements still present. Accordingly, the Company is temporarily unable to provide the following quantitative climate-related financial data required under the ESG Code:

- Paragraph 24(a): Qualitative and quantitative analysis of the impact of climate-related risks and opportunities on the Company’s financial position, financial performance, and cash flows during the reporting period;
- Paragraph 25(ii): The planned source of funds required for strategy implementation;
- Paragraph 30: The amount and percentage of assets or business activities vulnerable to climate-related transition risks;
- Paragraph 31: The amount and percentage of assets or business activities vulnerable to climate-related physical risks;
- Paragraph 32: The amount and percentage of assets or business activities involving climate-related opportunities;
- Paragraph 33: The specific amount of capital expenditure, financing, or investment used for climate-related risks and opportunities;
- Paragraph 34(a): How do companies apply carbon pricing in decision-making (such as investment decisions, transfer pricing and scenario analysis);
- Paragraph 34(b): The Company’s pricing per metric ton of greenhouse gas emissions used to assess greenhouse gas emission costs.

### 2. CLIMATE-RELATED FINANCIAL MANAGEMENT MECHANISM TEMPORARILY UNDISCLOSED

As a new energy sector enterprise, the Company closely aligns strategic development with national “Dual Carbon” objectives, consistently embedding sustainable principles into business expansion. Given the rapid growth phase and ongoing construction of multiple domestic and overseas production bases, overall carbon emissions have not yet reached a peak. Consequently, formal net-zero targets and implementation plans have not yet been finalized, and specific details cannot be disclosed as required at this stage. Meanwhile, the Company has established a standardized governance framework for climate-related risks and opportunities. The formulation of remuneration policies incorporating climate-related factors is currently in the planning stage. Therefore, the relevant details cannot be disclosed for this Report period. The specific corresponding clauses and contents are given as follows:

- Paragraph 35: The specific methods and relevant implementation details of incorporating climate-related considerations into the Company’s remuneration policies;
- Paragraph 40(d): Specific clarification on whether the greenhouse gas emission targets are derived using industry decarbonization approaches;
- Paragraph 40(e): The Company’s specific plans for using carbon credits to offset greenhouse gas emissions to achieve net emissions targets, including all details such as the degree of reliance on carbon credits, verification and certification methods, and types of carbon credits.

REPT BATTERO places high priority on full compliance with all HKEX climate-related disclosure requirements. The Company will continuously refine the climate management framework, strengthen climate-related data collection and aggregation capabilities, and strive to achieve comprehensive disclosure in future reporting periods.

# APPENDIX A5 READER FEEDBACK

Thank you for reading this report. In order to continue to improve the completeness, readability and responsiveness of this report, we invite you to fill in the feedback below.

NAME/INSTITUTION:

IDENTITY:  INVESTORS  CUSTOMERS  
 EMPLOYEES  SUPPLIERS  OTHERS

MOBILE:

EMAIL:

DATE:

WILLINGNESS TO RETURN VISITS:  YES  NO

## 1. OVERALL EVALUATION

PLEASE CHECK THE CORRESPONDING OPTIONS.

CATEGORY	VERY SATISFIED	SATISFIED	GENERALLY	NEEDS TO BE IMPROVED	NOT FOLLOWED
The overall structure and organization of the report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The completeness of coverage of key issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adequacy of quantitative data and case information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The practicality of climate, environmental, and social disclosures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Report layout design and reading experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 2. SPECIFIC SUGGESTIONS

WELCOME TO LEAVE YOUR OPINIONS ON THE CONTENT AND PRESENTATION OF THIS REPORT.

1. What do you think is the most valuable section or topic of this report?

2. What would you like the company to add further in its next annual report?

3. Your suggestions for improvement in data disclosure, case presentation, chart presentation, or layout design:

4. Other comments or suggestions:

### Feedback Submission Method:

Please submit the completed form through the followed

**E-mail: [sustainability@reptbattero.com](mailto:sustainability@reptbattero.com)**