

2024 Sustainability Report

Contact Us

Website : <https://www.sunsyncgroup.com>

Email : info@sunsyncgroup.com

Address : 72, Jinrun Industrial Park, Gaochang Town, Xuzhou District, Yibin City, Sichuan Province, China.

Sichuan Sunsync Photovoltaic Technology Co., Ltd.

CONTENTS

Introduction

- About this report
- Message from the Chairman of the Board
- Introduction to Sunsync
- Annual theme on sustainable development

Sustainable Management Practices

- Sustainable Management Practices
- ESG management structure
- Stakeholder communication
- Management of substantive issues

Appendixes

- ESG Performance Data Overview
- GRI Index
- Reader Feedback

01

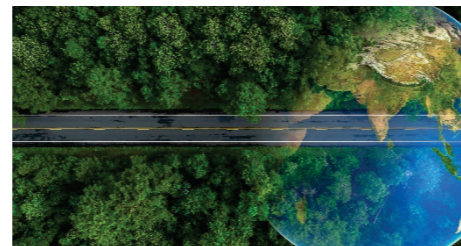
Pursuit of Excellence, User First



- Technological innovation
- Products liability
- Customer rights and interests
- Digital management

02

Green Earth, Low-Carbon Practice



- Environmental management system
- Energy management
- Clean energy use
- Combat climate change
- Green manufacturing
- Water resources management
- Pollutant control
- Circular Economy
- Biodiversity protection

03

Supply Chain Collaboration



- Sustainable procurement
- Supplier lifecycle management
- Technical cooperation for mutual benefit
- Conflict minerals management
- Supplier enablement

04

Diversity and Inclusion: Building the Future Together



- Talent attraction and retention
- Employee training and career development
- Employee communication and care
- Employee rights protection
- Occupational health and safety
- Community contribution

05

Corporate Governance through Collective Strength



- Risk management, control, and audit
- Efficient communication & rapid response
- Business ethics and compliance
- Intellectual property protection
- Information security management and privacy protection
- Investors' rights and interests

About this report

Content of this report

This report is the inaugural Environmental, Social, and Governance (ESG) report of Sichuan Sunsync Photovoltaic Technology Co., Ltd. (hereinafter referred to as "Sunsync"). It covers data for the fiscal year 2024, spanning from January 1, 2024, to December 31, 2024. Sunsync discloses our ESG status annually from 2024 onwards.

Scope of this report

This report covers the relevant information of Sichuan Sunsync Photovoltaic Technology Co., Ltd. and our controlled subsidiary Sunsync Photovoltaic Technology (Yibin) Co., Ltd. Unless otherwise noted, all content and data presented in this report pertain to the year 2024.

Basis of this report

The content of this report is guided by the Global Reporting Initiative (GRI) Standards of 2021, the United Nations Sustainable Development Goals (SDGs), and the Ten Principles of the United Nations Global Compact. The GRI Content Index can be found in an appendix to this report.

Reliability assurance

The content and data in this report are sourced from the Company's actual operational records or financial statements. Unless otherwise noted, the financial data disclosed in this report are denominated in Renminbi (RMB). The information disclosure in this report is transparent, objective and impartial. The Board of Directors of the Company has reviewed the contents of this report and confirmed that there are no false records, misleading statements, or material omissions.

Contact information

For any inquiries about this report or to obtain other related information, please contact:
Email: info@sunsyncgroup.com

Disclaimer

This report strictly complies with the laws and regulations of the operational locations of Sunsync. The content of this report aims to disclose the Company's performance in environmental, social, and governance aspects during the said year. All information and data contained herein are for reference purposes only. Sunsync assumes no responsibility for any direct or indirect losses arising from the use of information in this report for purposes beyond those mentioned above.

Message from the Chairman of the Board

Xie Yi

Sichuan Sunsync Photovoltaic
Technology Co., Ltd.
Chairman



Global climate change and sustainable development are issues that require collective responses from all mankind. Promoting energy transformation and facilitating the clean, equitable, and widespread use of energy is our inevitable path forward. Focusing on ESG management is a responsible choice for enterprises to respond to the carbon peaking and carbon neutrality goals and achieve sustainable development.

In 2024, amidst complex and ever-changing geopolitical landscapes, the world sought balance, while the global energy sector underwent transformations and challenges. Amidst the turmoil, China remained steadfast and resolute, taking on its responsibilities and emerging as a leader in the global energy transition. In 2024, China contributed over 80% of the global photovoltaic (PV) modules, with wind and PV products covering more than 200 countries and regions worldwide, thereby promoting the green transition of the global energy sector and maintaining stability in the global energy market. In 2024, amidst the cyclical consolidation within the photovoltaic industry and changing export environment, Sunsync focused on self-improvement and strengthened our capabilities. In the past year, we developed sufficient comprehensive competitiveness. In just six months, the Company ranked first in multiple core indicators within the market segment. In just nine months, the Company's costs basically aligned with those of the cell leaders in the industry; In the past year, we actively promoted the application of industrial internet. The Company was certified as a national high-tech enterprise and a "5G Factory" by the Ministry of Industry and Information Technology; In the past year, we moved forward courageously through collaboration. The Company launched the "Striver Culture" of Sunsync, encouraging all staff members to participate in the development of corporate culture. Through the monthly corporate culture themes, Sunsync staff perceive the Company's operational priorities, and through each activity, they felt the vitality and motivation to move forward together; In the past year, we showed our care and warmth through actions. The Company participated in the establishment of the "Police Volunteer of High-Tech Industrial Park" of Yibin, providing summer relief supplies to sanitation workers, and setting up "Talent Award" and "Gardener Award" of Sunsync to promote community co-building and school-enterprise collaboration; In the past year, we embarked on the path of sustainable development towards our grand goals. The Company installed photovoltaic panels "wherever possible" on the rooftops of our factory area to self-generate and self-consume the photovoltaic power, and initiated the carbon footprint verification and the building of a "zero-carbon factory", and organized carbon and product carbon certifications. In the past year, we proposed an enterprising declaration of "making doing our top priority, standing united as one, and getting through the Cold Winter". Sunsync's all staff members united as one to ensure product quality and reliability, which enabled Sunsync to establish long-term and mutually beneficial cooperative relationships with customers and suppliers. I hereby would like to express my gratitude to all partners, stakeholders, and Sunsync's staff members for their support and trust in Sunsync.

Building a new energy system and achieving sustainable development have a long way to go. As a member of the photovoltaic industry, Sunsync takes "Empower the Future, Share Green Energy" as our mission and insists on contributing to global sustainable development. This report is not only a summary of Sunsync's efforts in sustainable development over the past year, but also our commitment and outlook for future development.

Introduction to Sunsync

Sichuan Sunsync Photovoltaic Technology Co., Ltd. (hereinafter referred to as "Sunsync"), engaged in the photovoltaic industry, was established in March 2023. Our subsidiary includes Sunsync Photovoltaic Technology (Yibin) Co., Ltd. Sunsync specializes in the research, development and manufacture of high-efficiency crystalline silicon solar cells. As the only home-grown advanced photovoltaic enterprise cultivated by Yibin City, Sunsync has been awarded the title of National High-tech Enterprise and honored with the title of "5G Factory" by the Ministry of Industry and Information Technology. Additionally, Sunsync has been listed as one of the "First Batch of Landmark High-efficiency Solar Cell Chain Leading Enterprises" in Sichuan Province. The Company occupies a total area of 926 acres with an investment of RMB 12 billion. It is initially planned to build a 40GW high-efficiency crystalline silicon cell factory in two phases. From the commencement of Phase I to the first product rolling off the production line, we only took 147 days, making us the 5G industrial application smart factory with the fastest construction speed among those of the same scale and with the same technological route. We achieved contract signing, construction commencement, and production commencement all within the same year, creating the "Yibin Speed" and "Sichuan Speed".

Since the establishment, Sunsync has consistently maintained a trend of high-quality development, with various core production indicators rapidly rising to reach the level of the industry's first tier.

Based on the Yibin project, Sunsync has assessed the situation and laid out plans for higher production capacity of high-efficiency crystalline silicon cells. Relying on the manufacturing scenarios of the photovoltaic industry, we have built digital workshops and realized intelligent factories, actively building a demonstration project for "new type of industrialization". Leveraging Yibin's three-dimensional transportation system incorporating "railway, highway, waterway, and airway", we fully utilize the local advantages in resources such as hydropower. We seize the opportunities presented by the development of green and low-carbon industries with competitive edges, striving to add brilliance to the new energy industry.



As a startup team, Sunsync, in response to the severe industry environment we have faced since our establishment, has distilled the Company's "Striver Culture" and released version 1.0 on August 16, 2024. Since the release of the "Striver Culture", Sunsync's all staff members have internalized it in their hearts and externalized it in their actions, going all out in their work. The "Striver Culture" enhances employees' cohesion, execution ability, and creativity, promoting the joint development of the Company and our employees.



Sunsync's "Striver Culture"



Make No Excuses, Take a Results-oriented Manner; Keep Striving for the Best.

Speed Matters - Improve by 1% every day.

Keep Clean and Upright and Stand the Test of Practice and History.

Mission	Empower the Future, Share Green Energy
Vision	To be a pioneer in global energy transition and sustainable development
Core Values	<p>Bearing in Mind the Ambition to Serve the Country Sunsync grows alongside the nation, progresses with the society, and develops in harmony with regional advancement.</p> <p>Making Dedicated Efforts to Pursue Development Making no excuses, making doing our top priority, working hard, getting deeply engaged in our main business, and sticking to the industry.</p> <p>Conducting Business Operation in Compliance with the Law Emphasizing quality in work, upholding credibility in actions, and cherishing integrity in character; Keep Clean and Upright and Stand the Test of Practice and History.</p> <p>Contributing to Achieving Enduring Growth Unifying thoughts, collaborating in actions, and trusting and assisting each other for enduring shared success.</p>

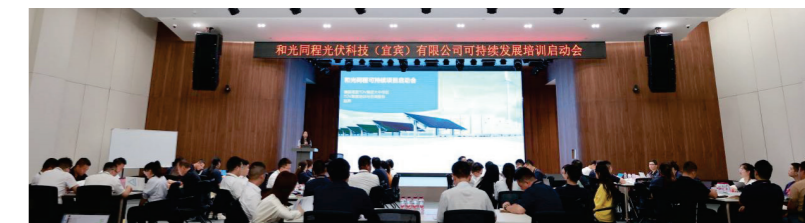
Sunsync has won more than 30 national, provincial and municipal awards.

S/N	Award	Issuer	Award Winner	Award Level
1	National High-Tech Enterprise	Science & Technology Department of Sichuan Province, Sichuan Provincial Finance Department, Sichuan Provincial Tax Service, State Taxation Administration	Sunsync	National Level
2	5G Factory	Ministry of Industry and Information Technology of the People's Republic of China	Sunsync	National Level
3	Excellence Award of the 13th China Innovation & Entrepreneurship Competition	Torch High Technology Industry Development Center, Ministry of Industry and Information Technology	Sunsync	National Level
4	Certificate of Assessment for Grade AAA Integration of Informatization and Industrialization Management System	Chongqing Haiteke Manufacturing Informatization Productivity Promotion Center Co., Ltd.	Sunsync	National Level
5	Quality and Integrity Commitment Unit	Sichuan Quality Supervision Association	Sunsync	Provincial Level
6	The "First Batch of Landmark High-efficiency Solar Cell Chain Leading Enterprises" in Sichuan Province	Department of Economy and Information Technology of Sichuan Province	Sunsync	Provincial Level
7	Yibin Enterprise Technology Center	Yibin Municipal Economy and Information Technology Bureau	Sunsync	Municipal Level
8	Yibin Industry-Education Integration Practical Training Base for Higher Education	CPC Yibin Municipal Committee Talent and University Town Work Bureau, Yibin Municipal Development and Reform Commission, Yibin Municipal Economy and Information Technology Bureau, Yibin Municipal Education and Sports Bureau, Yibin Municipal Human Resources and Social Security Bureau, and Yibin Municipal Economic Cooperation and Emerging Industries Bureau	Sunsync	Municipal Level
9	Designated Institution for Employment and Entrepreneurship Training in Yibin City	Yibin Municipal Human Resources and Social Security Bureau	Sunsync	Municipal Level
10	Yibin High-Tech Industrial Park 2024 Excellent Enterprise	Party and Mass Work Department of High-Tech Industrial Park	Sunsync	District Level
11	Xuzhou District Employment Assistance Base in Yibin City	Xuzhou District Human Resources and Social Security Bureau of Yibin City	Sunsync	District Level
12	Advanced Primary Party Organization	Party Committee of High-Tech Industrial Park	Sunsync	District and County Level
13	Recognized Employment Internship Unit of Xuzhou District, Yibin City	Xuzhou District Human Resources and Social Security Bureau of Yibin City	Sunsync	District Level
14	Outstanding Partner Award	Huayao Photovoltaic Technology Co., Ltd.	Sunsync	Client-side
15	Quality Manufacturer Award	Risen Energy Co., Ltd.	Sunsync	Client-side
16	Best Quality Award	Inner Mongolia Huida Yidao New Energy Technology Co., Ltd.	Sunsync	Client-side
17	Best Quality Award	Changzhou Huayao Photovoltaic Technology Co., Ltd.	Sunsync	Client-side
18	Best Service Award	Jiangsu Aohui Energy Technology Co., Ltd.	Sunsync	Client-side
19	Member Unit of the Third Council	Information Working Committee of Sichuan Provincial Enterprise Confederation, Digital Economy Innovation-driven Development Seminar of Provincial Enterprise Confederation	Sunsync	Industry
20	Member Unit of Sichuan Chuanlian Photovoltaic Industry Chamber of Commerce	Sichuan Chuanlian Photovoltaic Industry Chamber of Commerce	Sunsync	Others
21	Scientific Research Practice Base	Shanghai Jiao Tong University	Sunsync	Others
22	Industry-University-Research Practice Base	Sichuan University	Sunsync	Others
23	Internship and Training Base	Southwest Petroleum University	Sunsync	Others
24	Industry-University-Research Base	Chengdu University of Technology	Sunsync	Others
25	Employment Practice Base	Southwest Minzu University	Sunsync	Others
26	Industry-University-Research Base	Xihua University	Sunsync	Others
27	Graduate Professional Practice Base	Sichuan University of Science & Engineering	Sunsync	Others
28	Practice Education Base	Sichuan University of Science & Engineering	Sunsync	Others
29	Demonstration Base for Industry and Education Integration	Yibin University	Sunsync	Others
30	Practice Education Base	The Engineering & Technical College of Chengdu University of Technology	Sunsync	Others
31	Talent Cultivation Base	Leshan Vocational and Technical College	Sunsync	Others
32	Talent Co-cultivation Base	Yibin Dongchen School	Sunsync	Others

Annual theme on sustainable development

ESG culture development

In 2024, driven by senior management, the Company optimized our ESG governance structure by establishing a Social Responsibility Performance Team on top of the Sustainable Development Committee formed in 2023. This move aimed to facilitate the deep integration of the Company's corporate social responsibility, sustainable development, and corporate strategy.



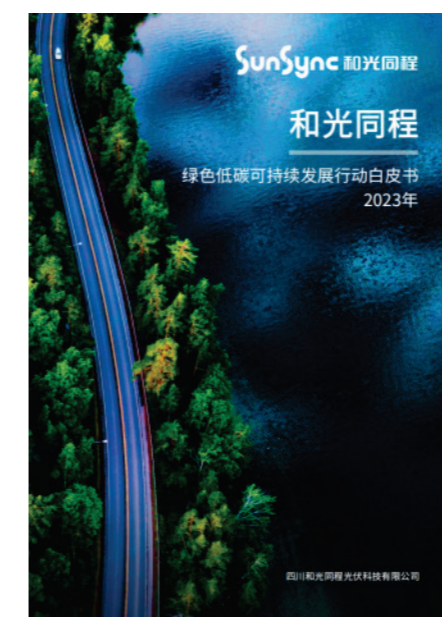
In 2024, Sunsync invited sustainability experts from a third-party institution to guide and assist in advancing the Company's sustainable development efforts.

In 2024, the Company conducted training on sustainable development system, with participants including mid-to-senior level managers, relevant business sector counterparts, and representatives from the supply chain.

Training Schedule for 2024

- September 4, 2024 ○ Kick-off Meeting for the Sustainable Development Empowerment Project
- September 5, 2024 ○ Training on Quantification of Greenhouse Gas Emissions at the Organization Level Based on ISO14064-1
- September 6, 2024 ○ ESG Training and Empowerment (for Senior Executives)
- September 10, 2024 ○ 2024 Annual Supplier Due Diligence Training (Trinasolar)
- September 11 to 13, 2024 ○ Training on Quantification of Product Carbon Footprint Based on ISO14067
- November 14, 2024 ○ Training on the Building of Zero-Carbon Factories
- December 18, 2024 ○ ESG Training and Empowerment (Executive Level)
- December 17, 2024 ○ 2024 Annual ESG Training for Suppliers (Risen)

All-involved low-carbon practice



The renewable energy industry serves as the main force in achieving carbon neutrality. As an enterprise specializing in technological innovation in renewable energy, Sunsync is committed to becoming a pioneer in global energy transformation and sustainable development, continuously accelerating the pace towards a zero-carbon future.

To achieve the carbon peaking and carbon neutrality goals, steadily advance carbon peaking and carbon neutrality, promote the Company's sustainable development, and realize high-quality development in coordination with the fulfillment of green and low-carbon responsibility, in 2024, the Company launched the "Sunsync Sustainable Development" project in line with our sustainable development strategy and the White Paper of Sunsync on Actions for Green, Low-carbon, and Sustainable Development published in 2023. The project aims to reduce organizational carbon emissions and product carbon footprints through technological innovation and industrial collaboration. During the reporting period, the Company not only completed third-party verification of organizational and product carbon emissions but also initiated the certification application for a zero-carbon factory, actively promoting Sunsync's building of a zero-carbon factory.

Sustainable Management Practices

Photovoltaic energy is a clean, safe, and renewable energy source. It is widely used in centralized power stations, industrial and commercial settings, as well as residential distributed scenarios, and has become a pivotal pillar in the global energy transition. The photovoltaic industry has not only reduced society's dependence on fossil fuels but also significantly decreased carbon emissions, becoming a key industry for protecting the ecological environment and achieving sustainable development. It possesses the potential for environmental friendliness, economic viability, and technological innovation, serving as an indispensable pillar in building a new energy system.

Actively promoting the production and application of photovoltaic products and developing renewable energy such as photovoltaics is the original aspiration of Sunsync's founding.

While advancing the development of global renewable energy, Sunsync actively adopts advanced energy-saving technologies and equipment in our internal operations, striving to improve energy utilization efficiency, effectively reduce greenhouse gas emissions, and achieve the goal of energy conservation and emission reduction. In addition, Sunsync aims to take effective measures in various aspects such as water resources management and the recycling of resources to ensure ecological and environmental safety.

Sunsync adheres to the business principle of honesty and trustworthiness, operates legally and in compliance, and ensures employee welfare and safety.

Sunsync fully listens to the opinions and suggestions of stakeholders to enhance employees' sense of belonging and satisfaction.

Sunsync enhances our business performance in ESG through various measures, thereby improving our competitiveness and sustainable development capabilities, and actively contributing to the sustainable development of society and the environment.

Sustainable development strategy

Short-term:Based on the Company's rapid capacity expansion, we will adhere to compliant operations and respect labor and human rights. Simultaneously, we will advance energy and carbon management initiatives, pursue the building of a zero-carbon factory, achieve energy-saving retrofits and renewable energy substitution, increase the proportion of electrification and green electricity usage, and strive to reach carbon peaking.

Mid-term: We will continuously improve manufacturing technologies based on compliant operations and the safeguard of labor and human rights, and promote the coverage of energy and carbon management systems across all links to achieve significant reductions in greenhouse gas emissions. We will promote sustainable procurement strategies within the supply chain, control supply chain risks, and drive supply chain emissions reduction. We will allocate procurement quotas for suppliers based on aspects such as supply chain sustainable performance monitoring, carbon emission data collection, and achievement of emission reduction targets, continuously driving the sustainable development of the supply chain.

Long-term:Guided by national policies, we will gradually achieve the "3060" carbon peaking and carbon neutrality goals and continuously promote the development of a sustainable supply chain, all while ensuring compliant operations and safeguarding labor and human rights.

Sunsync and our practices in achieving sustainable development goals

Relying on our unique advantages in the photovoltaic industry, Sunsync is better synchronized with international sustainable development and is committed to the Sustainable Development Goals proposed by the United Nations.

Environment	Society	Governance
<ul style="list-style-type: none"> Environmental management system Energy management Clean energy use Combat climate change Product lifecycle management Green manufacturing Water resources management Pollution and waste management Biodiversity protection Sustainable procurement 	<ul style="list-style-type: none"> Talent attraction and retention Employee training and career development Employee communication and care Employee rights protection Compensation and benefits Occupational health and safety Community contribution Sustainable procurement Supplier empowerment and collaboration Products liability Customer rights and interests 	<ul style="list-style-type: none"> Effective communication and rapid response Technological innovation Digital management Risk management, control, and audit Compliance with Business Ethics Intellectual property protection Information security management Investors' rights and interests

ESG management structure

ESG management system

Sunsync integrates the concept of sustainable development into all aspects of our corporate operations, firmly believing that top-down ESG management is the key to achieving sustainable development for the enterprise. During the reporting period, the Company continuously optimized our ESG management structure comprising the "decision-making level - core level - execution level", establishing a Sustainable Development Management Committee and a Social Responsibility Performance Team responsible for comprehensively coordinating the Company's carbon emission management and other ESG-related matters.

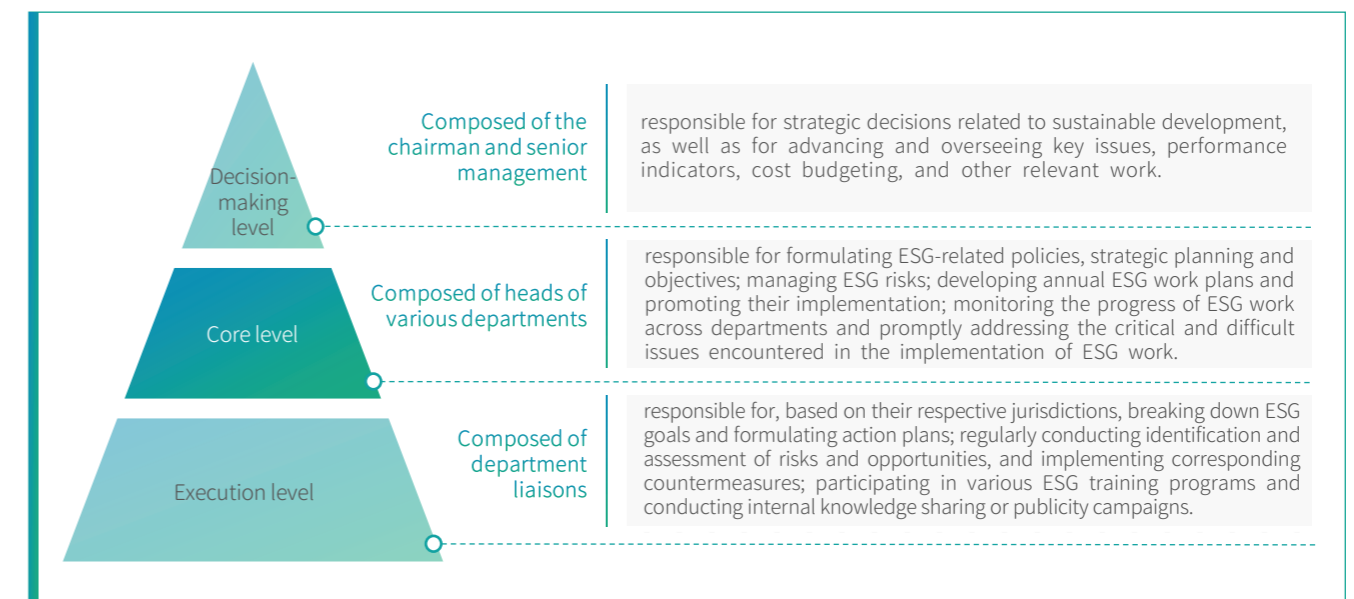
ESG management structure

The ESG decision-making level composed of the chairman and senior management is responsible for strategic decisions related to sustainable development, as well as for advancing and overseeing key issues, performance indicators, cost budgeting, and other relevant work.

The core layer composed of heads of various departments is responsible for formulating ESG-related policies, strategic planning and objectives; managing ESG risks; developing annual ESG work plans and promoting their implementation; monitoring the progress of ESG work across departments and promptly addressing the critical and difficult issues encountered in the implementation of ESG work.

The execution level composed of department liaisons is responsible for, based on their respective jurisdictions, refining ESG goals and formulating specific action plans; regularly conducting identification and assessment of risks and opportunities, and implementing corresponding countermeasures; actively participating in various ESG training programs and conducting internal knowledge sharing or publicity campaigns.

The Social Responsibility Performance Team, comprised of members concurrently serving in the core team, is responsible for formulating and overseeing the implementation of corporate social responsibility performance indicators.



Stakeholder communication

Sunsync adheres to the principle of jointly establishing good cooperation and mutually beneficial relationships with internal and external stakeholders, working together with concerted efforts to achieve common success, thereby realizing win-win outcomes and maximizing value.

After identification, Sunsync's stakeholders include shareholders, governments and regulatory agencies, customers, employees, suppliers, industry associations, and communities.

During the reporting period, Sunsync maintained active communication with stakeholders through various channels to understand their demands and concerns, and responded positively through practical actions.

Stakeholder	Communication Topics	Communication Methods and Channels
Shareholders	<ul style="list-style-type: none"> Compliant operation Risk management Performance growth and returns Business ethics 	<ul style="list-style-type: none"> General meeting of shareholders Company announcements Daily reporting and communication Press conference/Meet-and-greet Investor research activities Mailbox
Government and regulatory authorities	<ul style="list-style-type: none"> Compliant operation Supports to national strategies Low-carbon, environmental protection and energy conservation and emission reduction Health & safety Environmental protection Labor standards Taxation 	<ul style="list-style-type: none"> News release Information Publicity Company's official website Meetings & conferences
Customers	<ul style="list-style-type: none"> Product quality R&D and innovation Customer rights and interests Customer service 	<ul style="list-style-type: none"> Mailbox Satisfaction survey Customer visit Company's official website
Employees	<ul style="list-style-type: none"> Equal employment Compensation and welfare Health & safety Career development and training Employee care 	<ul style="list-style-type: none"> Suggestion box Staff congress Mailbox Satisfaction survey Labor Union Regular meetings
Suppliers	<ul style="list-style-type: none"> Integrity management Win-win cooperation Responsible procurement Quality assurance Business ethics 	<ul style="list-style-type: none"> Technical exchange meeting Online communication meeting Routine visits Supplier conference Due diligence
Industry associations	<ul style="list-style-type: none"> Policy recommendations Regulation updates Standards development Product innovation 	<ul style="list-style-type: none"> News bulletin Meetings & conferences Seminar Mailbox
Community	<ul style="list-style-type: none"> Community charity Community co-building Community building 	<ul style="list-style-type: none"> Regular visits Online communication Public welfare activities Research activities

Management of substantive issues

During the reporting period, the Company conducted a questionnaire survey on "Sunsync's Material Social Responsibility Issues" with internal and external stakeholders, focusing on two aspects: "impacts on corporate sustainable development" and "impacts on stakeholders". This survey aimed to gain a comprehensive understanding of stakeholders' recognition of Sunsync's material issues.

Through research, Sunsync established a substantive issue database and conducted an importance analysis of these issues. Based on this analysis, Sunsync identified the material issues for 2024 and formulated corresponding prevention and mitigation measures. At the same time, Sunsync also established relevant performance indicators for monitoring to meet the strategic requirements of Sunsync's sustainable development.

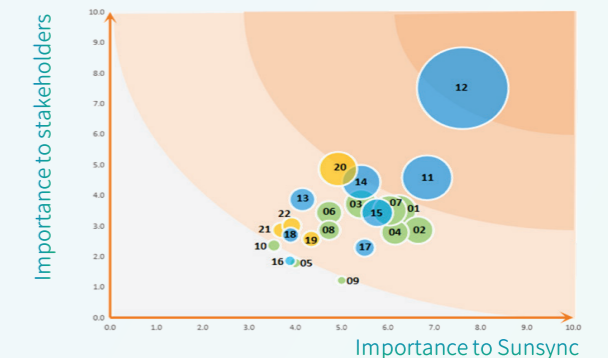
During the reporting period, based on the research analysis and evaluation results from various stakeholders, the Company identified the following 22 substantive issues from two perspectives: the importance of corporate sustainability and the impact of stakeholder assessments and decisions. These identifications were made in consideration of the policy and regulatory risks related to the Company's business, issue risk analysis, best ESG practices among industry peers, and expert opinions. Among them, the highly material issues constitute the key part of this report, and their important contents are disclosed in detail herein.

Analysis process of substantive issues

The ESG team completed the analysis of Sunsync's substantive issues through the following steps:

1. Identify stakeholders and determine communication targets, then formulate an interview plan. A total of 14 stakeholders were interviewed.
2. Collect issues based on the Global Reporting Initiative (GRI) Standards, the United Nations Sustainable Development Goals (SDGs), ISO26000, as well as organizational and internal development strategic objectives, and stakeholder communication.
3. Investigate the level of concern regarding substantive issues through development and distribution of questionnaires and stakeholder interviews. A total of 46 questionnaires were distributed, and 40 valid questionnaires were collected.
4. Analyze operational impacts. Through on-site interviews with the Chairman, General Manager, and department heads, we assessed and analyzed the operational impacts of the Company. A total of 23 internal middle and senior managers were interviewed.
5. Draw an importance matrix diagram for material issues based on the evaluation results of these issues.
6. Review the disclosure content. Based on the 22 identified substantive issues and the disclosure requirements of the GRI Standards, we collected and disclosed sustainability-related information.
7. Develop the sustainable development goals for 2025 by all department heads in response to major ESG issues.
8. Carry out goal monitoring. The Company adopted monthly, semi-annual, and annual inspections and assessments to regularly monitor ESG goals. Meanwhile, the Company convened an annual general meeting of the Sustainable Development Committee, where each organization reported on the progress and performance in achieving the corresponding goals for their respective ESG issues. Issues were analyzed and tracked to ensure sustainable management.

Matrix of substantive issues



- **Issues related to environmental dimension**
 - 01 Research and development of clean technologies
 - 02 Energy management
 - 03 Water resources conservation
 - 04 Chemical management and control
 - 05 Utilization of materials and renewable materials
 - 06 Product lifecycle management
 - 07 Pollutant control
 - 08 High-efficiency products
 - 09 Renewable Energy
 - 10 Greenhouse gas management
- **Issues related to social dimension**
 - 11 Occupational health and safety
 - 12 Product quality and safety
 - 13 Employee training and development
 - 14 Talent attraction and retention
 - 15 Customer service and satisfaction
 - 16 Sustainable supply chain management
 - 17 Employee relations
 - 18 Compensation
- **Issues related to governance dimension**
 - 19 Risk management and audit
 - 20 Economic performance
 - 21 Information security and privacy protection
 - 22 Intellectual property protection

Pursuit of Excellence, User First



The United Nations Sustainable Development Goals applicable to this chapter

Based on the Yibin project, Sunsync will establish ourselves as a unicorn enterprise in crystalline silicon cell production with high standards, comprehensively lay out the field of high-efficiency crystalline silicon cells, and be committed to increasing production capacity. Relying on the manufacturing scenarios of the photovoltaic industry, Sunsync will build advanced digital workshops to accelerate the intelligent transformation of factories and actively create a demonstration project for "intelligent manufacturing" in the photovoltaic industry.

Technological innovation

Products liability

Customer rights and interests

Digital management



Technological innovation

School-enterprise cooperation for continuous innovation

Sunsync is committed to continuously enhancing our independent research and development capabilities, and actively collaborating with universities, scientific research organizations, and others to jointly overcome technical bottlenecks and drive efficient progress in research and development projects. Meanwhile, leveraging our abundant resources and practical experience, the Company injects momentum into the innovation-driven development of the photovoltaic industry and actively shoulders the important responsibility of promoting technological innovation.

The Company actively establishes technical research and development cooperation with external partners such as universities, leading enterprises in the industry, and third-party professional institutions to further enhance our innovation capabilities. During the reporting period, Sunsync collaborated with Sichuan University, Shanghai Jiao Tong University, Southwest Petroleum University, Tongwei Solar (Chengdu) Co., Ltd., and other institutions to conduct joint research on technology and innovation projects, working together to explore the development of key technologies and processes. Among these, three projects, namely "Development of Key Technologies for Mass Production of N-type TOPCon Back-Contact Crystalline Silicon Solar Cells", "Research on Key Mass Production Technologies Based on Double-sided Poly Passivated Contact Solar Cells", and "Research and Application Demonstration of Key Technologies for Ultra-high Efficiency Photovoltaic Cell Modules," were approved as provincial and municipal key projects.

The Company has continuously devoted ourselves to formulating standards related to the photovoltaic industry, applying for key projects and awards, and frequently participating in various industry technical exchanges. Leveraging our resource advantages and leading R&D capabilities, the Company contributes our wisdom to the technological innovation-driven development of the photovoltaic industry. At the end of 2023, the Company successfully developed a dual-tunneling process based on the PE technology, which not only enhanced efficiency but also effectively reduced the occurrence of bright and dark spots. In January 2024, the Company became the first in the industry to achieve mass production adoption, and this process has now become the mainstream process within the industry. In December 2024, the Company was the first in the industry to discover the efficiency-enhancing principle of UV lamps and provided a mass production solution, achieving an efficiency increase of over 0.05%+.

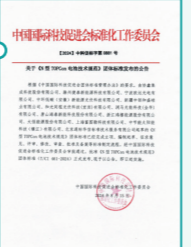
During the reporting period, the Company actively participated in technical industry exchange activities and achieved good results:

In 2024, the Company participated in the development of two standards, in which the Technical Specifications for N-type TOPCon Batteries was shortlisted as an Excellent Association Standard by the China International Association for Promotion of Science and Technology, while the Performance Testing Methods for Photoelectric Conversion Efficiency of Perovskite Tandem Batteries is currently under development.

In 2024, the Company successfully applied for two key projects, namely, "High-efficiency, Low-cost Passivated Contact Solar Cells Resistant to UV Irradiation" and "R&D and Industrialization of High-efficiency N-type TOPCon Cells".

Technical Specifications for N-type TOPCon Batteries

<https://www.ttbz.org.cn/StandardManage/Detail/117623>



SNEC (2024) International Photovoltaic Power Generation and Smart Energy Exhibition & Conference in Shanghai; 2024 Photovoltaic Industry Annual Conference; In 2024, Sunsync joined the China Photovoltaic Industry Association (CPIA), offering suggestions and contributions to the technological development of the industry.



Industry-University-Research Practice Base

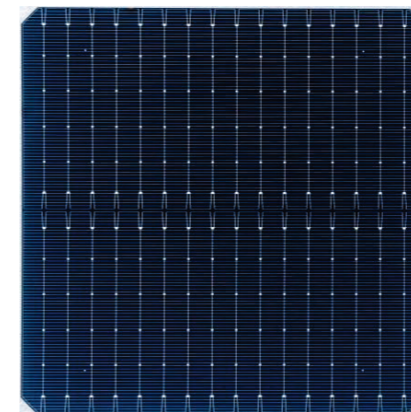


Letter of Appointment

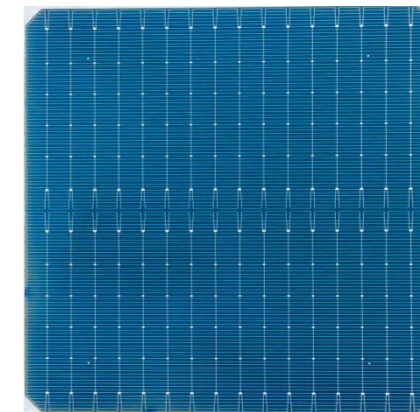
Empowering technological innovation in the industry

Product iteration with leading efficiency

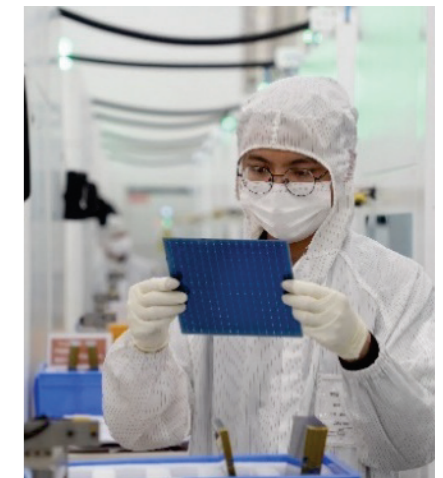
Sunsync consistently prioritizes technological innovation and transformation as the cornerstone of our development. The Company possesses differentiated leading advantages and the capability to prepare production lines through multiple technologically advanced pathways, continuously driving product upgrades and iterations. In 2024, Sunsync achieved remarkable accomplishments in technological transformation and upgrading, introduction of new materials, and process optimization, achieving a cumulative increase of over 0.5%+ in mass production conversion efficiency for N-type TOPCon cells, with test efficiency exceeding 26.80%, maintaining a leading position in the industry.



Front face



Back face



Introduction of new technologies

In 2024, the Company achieved remarkable results in introducing new technologies:

Significantly enhancing Uoc and FF

The introduction of assisted sintering technology led to better ohmic contacts and lower metal recombination, significantly enhancing Uoc and FF, resulting in an efficiency improvement of more than 0.3%.

Further optimize the double tunneling structure, independently developed processes such as temperature-variable annealing

Utilizing the simulation software Silvaco TCAD, the diffusion behavior of atoms at high temperatures was simulated to further optimize the double tunneling structure, achieving an accumulated efficiency improvement of 0.1% on top of the original basis. At the same time, Sunsync independently developed processes such as temperature-variable annealing to further improve efficiency.

Efficiency improvement for both the front and back films

By utilizing the optical simulation software PV-lighthouse, the film structure was optimized, resulting in an accumulated efficiency improvement of over 0.05% for both the front and back films.

Front-side reflectivity dropping

The development of secondary texturing further reduced the reflectivity, with the front-side reflectivity dropping by more than 8.5%.

Actively reserved and deployed new technologies

Based on the development of new technologies for mass production processes, Sunsync actively reserved and deployed new technologies, including poly N-doped technology and multi-layer tunneling technology. Meanwhile, Sunsync actively explored next-generation technologies such as double-sided poly and TBC.

Process development

In 2024

- Sunsync achieved a 0.03% efficiency improvement by optimizing the glass system.
- Through the optimization of silver powder, a 0.02% efficiency improvement was achieved in fine-line printing.
- Advanced laser-induced sintering technology was utilized to enhance ohmic contacts and reduce underlying recombination.
- With an increase in efficiency of 0.3%+, the sintering temperature reduced by 30°C, leading to decreased electricity and energy consumption.
- The unit consumption of boron sources was reduced by 20% through doping with low temperature and low source volume. Optimizing process technology mitigated laser-induced damage, achieving an efficiency gain of 0.08%. Furthermore, the optimization of process technology further decreased electricity and energy consumption.
- A new process was implemented in July 2024, and the NF3 cleaning method was eliminated. Based on the analysis of NF3 usage data from January to June 2024, it was estimated that the annual usage of NF3 could be reduced by 171.02 tons, resulting in a decrease in carbon emissions by 2,975.75 tons.

Reliability design

Sunsync has always regarded product quality as the lifeblood of the enterprise, continuously enhancing product reliability through research and development, and addressing customers' concerns from the design stage.

Testing method was optimized

In 2024, the acetic acid testing method was optimized, along with the material structure and process matching, ensuring that acetic acid testing consistently met the increasingly stringent standards of our customers. The reliability results of DH\TC\LeTID\onboard performance were significantly superior to the IEC industry standards.

Regarding UV degradation

To address the industry's top concern regarding UV degradation, the Company's R&D team achieved exceptional results through optimized coating designs, ALD structural enhancements, and formula refinements. Third-party testing certified that our modules demonstrated UV60 degradation < 0.9%, securing a position among the top-tier UV-resistant products in the industry. At a time when the industry widely believed that solar cell UV resistance depended solely on anti-reflective coatings and ALD, Sunsync's internal research became the first to identify the strong impact of certain paste components on UV degradation. Through collaborative R&D with manufacturers, Sunsync validated these findings and pushed the industry into a new era of UV performance, enabling mass production of cells with UV degradation <1%.

R&D investment

Sunsync has always regarded product quality as the lifeblood of the enterprise. By continuously enhancing product quality through research and development, Sunsync is committed to providing customers with higher-quality and more reliable products to meet the market's growing demand for high quality.

The year 2024 marked a milestone for Sunsync.

In the past year, the Company successfully applied for and was certified as a national high-tech enterprise, marking the authoritative recognition of the Company's technological innovation and R&D capabilities.

R&D funding investment

During the reporting period, the Company's total R&D investment amounted to RMB 92 million, which included R&D expenses specifically for product quality improvement.

Investment in R&D talents

In 2024, the Company equipped its R&D team with a group of creative and professionally qualified personnel, with the number of R&D personnel accounting for over 10% of the Company's total workforce. These R&D personnel came from different professional fields, covering various disciplines such as condensed matter physics (photovoltaic orientation), processing and application technology of photovoltaic materials, preparation technology of photovoltaic materials, photovoltaic engineering technology and application, materials engineering, chemical engineering and technology, among others. Relying on their profound expertise and extensive practical experience, they provided effective intellectual support and innovative impetus for the development of new products, optimization of existing products, and improvement of production processes.

Products liability

Sunsync adheres to the quality management policy of "winning by quality, technological leadership, sincere service, and continuous improvement". We insist on providing customers with the greatest value through optimal products and follow the ISO9001:2015 quality management system requirements to establish a quality management system that covers the entire business process. From order demand analysis, product research and development design, to supply chain management, manufacturing, process quality control, and then to a comprehensive after-sales service system, each link is subject to rigorous work processes and execution standards to ensure that quality control is implemented throughout the entire product lifecycle.

Quality management system

In 2024, Sunsync established our quality system based on the ISO9001:2015 quality management system standard. Internally, operations were conducted in accordance with the Quality/Environmental/Occupational Health and Safety Management System Manual. At the same time, specific procedural documents were established for each business process, such as the Document and Record Control Procedure, Product Identification and Traceability, Control Procedure for Corrective and Preventive Actions, Nonconforming Product Control Procedure, Risk and Opportunity Control Procedure, etc. By managing each process in a streamlined manner, the system identified potential risks and opportunities, continuously driving the optimization and upgrading of the quality management system. The production control process was supported by management systems and operation instructions such as the Cell Label Management Regulations, Incoming Inspection Management Regulations, and Quality Control Plan, which collectively ensured product quality.

To further enhance the effectiveness of quality management, Sunsync introduced the "LPA" mechanism on top of the internal audits conducted within our traditional quality management system. Sunsync formulated the Hierarchical Audit Management Measures, which involved inspections at various levels, conducted at established frequencies and according to specified standards, to examine production processes, operational norms, and quality requirements. This approach strengthened the management's control over quality at the site while encouraging grassroots employees to actively participate in quality management.

Sunsync established a four-in-one quality audit system comprising "annual audit + special audit + hierarchical audit + process audit". We actively conducted audits of quality systems, special issues, and production processes to ensure comprehensive control over quality risks. For the issues identified through various audits, each responsible department promptly analyzed the causes and completed 100% of the rectification and verification.

Throughout the production and operation process, Sunsync always aimed for the pursuit of excellence in quality. By continuously upgrading product quality management standards, Sunsync established a full chain control system encompassing quality inspection, quality assurance, and quality prevention. Considering industry trends and customer needs, Sunsync formulated annual product quality management objectives, regularly tracked, analyzed, and reviewed the completion status of these objectives, and made continuous improvement to ensure that the Company's product quality remained at the leading edge of the industry.

Annual quality management objectives



The Company's annual quality management objectives for 2024: product delivery batch pass rate $\geq 96\%$, and customer satisfaction score ≥ 90 .

External audits



In 2024, the Company underwent nine external audits (including certification audits, surveillance audits, and customer audits), all of which were successfully passed. Additionally, the Company organized training for over 70 internal quality system auditors and a total of 50 individuals obtained internal auditor certificates.

Document and record reviews



In 2024, 1,442 document and record reviews were conducted, with a 100% approval rate for documents, resulting in the approval of 1,678 quality documents.

Quality audits



In 2024, 764 quality audits were conducted, and rectifications for all identified issues were implemented under supervision.

Quality system certification

Sunsync strictly complies with the Product Quality Law of the People's Republic of China, the Standardization Law of the People's Republic of China, as well as relevant laws, regulations, and industry standards of the locations where we operate. In 2024, Sunsync obtained the ISO9001 Quality Management System Certificate and established a management system related to product quality to standardize the full lifecycle management of product quality.



ISO9001:2015 Quality Management System Certificate

Total quality management

The Company has always adhered to the Total Quality Management (TQM) philosophy that everyone participates in and values quality management, regarding quality as the core engine driving the Company's sustainable development. By establishing a full lifecycle quality management system that covers raw material procurement, whole production process control, product quality inspection, and after-sales service, the Company implements delicacy management at every stage to ensure that the quality stability and reliability of our products and services reach industry-leading levels. Upholding a quality culture of full participation and whole-process control, the Company not only meets the expectations of stakeholders but also lays a solid foundation for the Company's long-term and stable development, allowing quality to serve as a continuous endogenous driving force for corporate sustainable development.

New material introduction



In the process of introducing new products, the provisions given in the Rules on New Material Introduction and the Management Procedure for Engineering Changes are strictly followed. Before mass production, a comprehensive testing is conducted on potential risk points of the materials to identify and resolve issues that may affect product quality and performance. Close collaboration with suppliers to jointly improve material performance is a crucial aspect in ensuring that materials meet key indicators such as performance, cost, and supply chain stability during the mass production phase. By adopting this meticulous introduction process, risks after mass production can be minimized, and the products' market competitiveness can be enhanced.

Incoming material control



To better ensure product quality, strict control over incoming materials is implemented, providing a reliable material foundation for subsequent production and processing stages. Comprehensive monitoring of key materials such as silicon wafers, pastes, and screens is conducted through the Incoming Inspection Management Regulations to guarantee the quality level of incoming materials. For abnormal or nonconforming products, the Company has formulated documents such as the Regulations on the Handling of Nonconforming Raw and Auxiliary Materials to standardize the management of nonconforming incoming materials. Additionally, the quality of raw materials arriving from various suppliers is monitored.

Process control



During the manufacturing process, various factors that may affect product quality are systematically managed and controlled in accordance with the Quality Control Plan to ensure that the products meet predetermined quality standards and specifications; Through monitoring and improving the manufacturing process, Sunsync continuously optimizes production procedures, enhances the stability and consistency of product quality, reduces quality costs, and strengthens corporate market competitiveness.

Testing and sorting



After the completion of all manufacturing processes or procedures, the finished cells undergo precise testing and sorting procedures in accordance with the Inspection Standard for TOPCon Finished Cells. This includes comprehensive inspections such as AOI, EL and IV testing, followed by a final manufacturing inspection. This ensures a comprehensive and final inspection and testing of product quality, including visual inspection and performance testing, to guarantee compliance with shipment specifications.

Shipment management

Pre-shipment inspection serves as the final line of defense in product quality control, playing a crucial role in ensuring product quality meets standards and enhancing customer satisfaction. The outgoing quality control (OQC) inspector performs sample inspection according to the inspection methods stipulated in the OQC Sampling Inspection Operation Instruction, and conducts a comprehensive inspection of the products based on product samples, process standards, customer requirements, and related inspection instructions.

Continuous improvement in TQM

Sunsync established a Total Quality Management (TQM) approach and formulated the Management Measures for TQM Continuous Improvement. Sunsync integrated the concept of continuous improvement into every aspect of our operations, set up a reasonable incentive system to encourage employees to actively participate in quality improvement practices, eagerly propose innovative suggestions, and take the initiative to engage in process optimization and technological innovation. This fostered a strong atmosphere of universal participation, proactive innovation, and continuous improvement.

During the reporting period, a total of 438 improvements were implemented. The Company rewarded employees based on the effects after implementation of improvements, with an annual estimated revenue of about RMB 100 million.



Presentation of Awards for TQM



Quality control circle (QCC)

In August 2024, Sunsync initiated a QCC quality improvement campaign for the S1 workshop. A professional team was assembled to conduct comprehensive and in-depth investigations into quality issues. Relevant data was collected and subjected to rigorous analysis, ultimately leading to the identification and completion of four areas of improvement: "Printing Defects", "Contamination", "Scratches", and "bright and dark spots".

The improvement team employed tools such as brainstorming, fishbone diagrams, and the 5Whys analysis to conduct an in-depth exploration of the root causes of quality issues from multiple perspectives including personnel, equipment, materials, methods, environment, and testing. Based on the specific causes identified, they formulated detailed and feasible measures, clarifying the responsible individuals, action items, and timelines. Additionally, they established incentive policies promoting full participation and continuous improvement to encourage employee engagement. These efforts aimed to enhance product quality, improve customer satisfaction, and elevate brand influence.

Through dynamic tracking and effect verification, various improvement campaigns continuously optimized production processes and quality control standards, driving step-by-step enhancements in product quality. Through the close cooperation among members of various departments and the concerted efforts of all members of each QCC team, the printing defect rate decreased by 0.29%, contamination defect rate by 0.12%, scratch defect rate by 0.15%, and the bright and dark spots rate by 0.8%. Overall, the comprehensive yield improved by 1.5%+.



Team Meeting on Improvement



Material quality management

To effectively ensure the superior product quality of new materials, the Company meticulously formulated two important systems: the Introduction of New Materials and the Engineering Change Management. Throughout the entire process of introducing new materials, the Company consistently adhered to a rigorous and meticulous attitude, meticulously following the provisions of the aforementioned two systems to ensure that the new materials were thoroughly validated at key stages, including laboratory-scale testing, pilot-scale testing, and large-scale testing, in sequence. Through a scientific and rigorous management model, the quality of new materials was steadily improved, laying a solid foundation for the Company's continuous innovation and sustainable development.

In the process of introducing new materials, the Company relied on our professional and rigorous attitude to conduct reliability tests tailored to materials with different characteristics, including mechanical strength, electrical performance, and environmental adaptability tests, to ensure the stability and durability of the materials in practical applications.

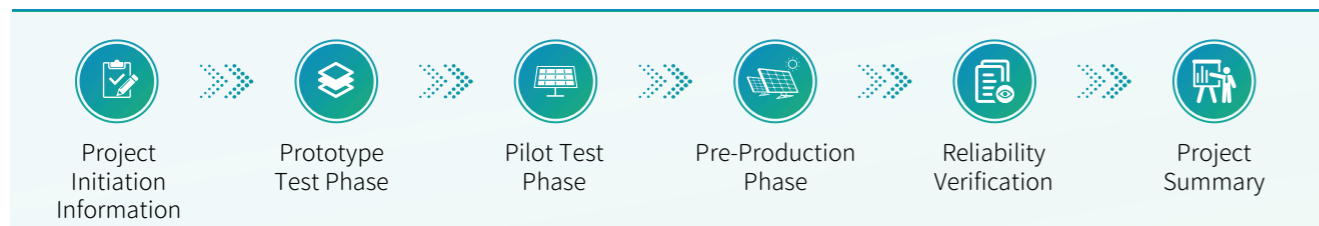
Before reaching the critical stage of mass production, the Company conducted comprehensive potential risk tests on materials based on high standards. With keen insight and professional analysis capability, the Company accurately identified every subtle issue that may affect product quality and performance, and promptly took effective measures to address them, nipping potential problems in the bud.

The Company was well aware that high-quality materials were the cornerstone of product success. Therefore, establishing a close and in-depth cooperative relationship with suppliers enabled both parties to work side by side and jointly commit to optimizing and enhancing material performance. Through continuous exploration and practice, the Company ensured that materials in the mass production phase not only met stringent performance indicators but also achieved an ideal balance in cost control and supply chain stability, providing a solid guarantee for the smooth production and delivery of products.

Through a rigorous and scientific introduction process, the Company minimized various risks that might arise after mass production, endowing the products with higher quality and stronger market competitiveness. This enabled the Company to stand out in the fierce market competition and win the trust and praise of customers.



In 2024, Sunsync successfully introduced a total of 67 new materials or new parameters.



Supplier quality management

Relying on our profound management wisdom and forward-looking vision, including:

the Supplier Management Procedure, the Measures for the Management of Supplier Delivery, the Supplier EHS Audit Form, and the Supplier Performance Evaluation.

Sunsync formulated over 10 internal control documents



These documents were interwoven and organically integrated, constructing a comprehensive and meticulous supplier management framework.

This management framework standardized supplier management from multiple dimensions. In terms of controlling critical links, Sunsync strictly defined the access standards for suppliers, established a scientific and comprehensive evaluation system, and implemented continuous and targeted performance monitoring. In terms of operational details, detailed and explicit regulations were established concerning suppliers' delivery process, key quality control points, environmental, health and safety (EHS) standards, and other aspects, striving to ensure efficient, stable, and compliant operations of all supply chain links through delicacy management.

This management framework standardized supplier management from multiple dimensions. In terms of controlling critical links, Sunsync strictly defined the access standards for suppliers, established a scientific and comprehensive evaluation system, and implemented continuous and targeted performance monitoring. In terms of operational details, detailed and explicit regulations were established concerning suppliers' delivery process, key quality control points, environmental, health and safety (EHS) standards, and other aspects, striving to ensure efficient, stable, and compliant operations of all supply chain links through delicacy management.

In the establishment of the supplier quality management system, Sunsync always adhered to high standards and strict requirements, dedicated to building a safe, reliable, and sustainable supply chain ecosystem. Suppliers were required to strictly adhere to the ISO9001 international quality management system standard, establish a systematic and standardized quality management system, and implement delicacy control throughout the entire process, ranging from raw material procurement, production equipment management, to process optimization. By establishing a sound quality traceability system, Sunsync ensured that every production step and every set of test data were verifiable and traceable, achieving transparent management throughout the entire product quality process. Meanwhile, Sunsync attached great importance to the social responsibility and compliance of our supply chain, strictly requiring suppliers to provide proof of traceability for raw materials sourced from conflict-free mines.

This approach ensured product quality control from the source and eliminated the risk associated with conflict minerals. By taking concrete actions to fulfill corporate social responsibility, Sunsync strove to jointly build a green, compliant, and sustainable supply chain system. This ensured that every batch of products delivered to Sunsync met exceptional quality standards, thereby creating greater value for our customers.

Sunsync established detailed rules and processes for supplier management to achieve systematic and standardized control over suppliers. This included specific operational guidance on supplier qualification review, contract management, order processing, logistics coordination, quality assurance, risk assessment, and emergency response. Through systematic management of the supplier quality system, Sunsync enhanced the transparency and response speed of the supply chain, making every link visible and operating efficiently. This not only ensured that suppliers could consistently and stably meet the Company's multi-dimensional requirements in terms of quality, cost, and delivery, but also established an impenetrable defense through systematic and institutionalized control measures to prevent the inflow of nonconforming products. This therefore robustly safeguarded the Company's product quality and market reputation, enabling the Company to gain a competitive edge and achieve stable and sustainable development in the fierce market competition.

Sunsync identified and resolved issues of suppliers in the cooperation process in a timely manner through regular performance evaluations and ESH audits, promoting continuous improvement and optimization of suppliers. The in-depth implementation of the delicacy management strategy was like equipping the supply chain with an "efficiency accelerator" and a "stability ballast". By continuously optimizing cooperation processes and enhancing collaboration efficiency, Sunsync not only significantly strengthened the resilience and response speed of the supply chain but also built a differentiated competitive advantage in the market. With the steady enhancement of suppliers' comprehensive strength, the quality and timeliness of customer deliveries were doubly guaranteed, which in turn translated into a continuous rise in customer satisfaction and the constant accumulation of market reputation.

In 2024, Sunsync conducted thorough and meticulous on-site audits of 30 suppliers with a rigorous and prudent attitude. Every field inspection was a strict check on the quality of cooperation; Each audit report condensed the determination to optimize and improve.

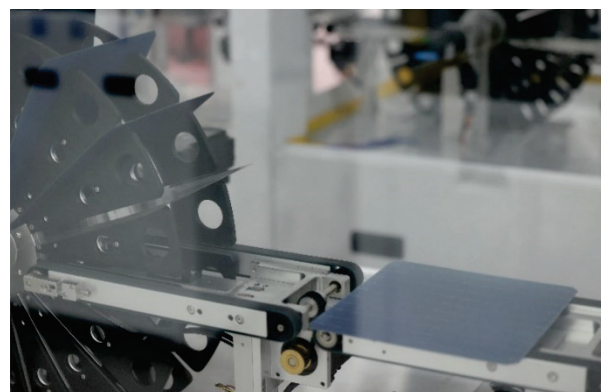
In 2024, Sunsync achieved a 96% completion rate in the quality agreements signed with suppliers of primary and auxiliary raw materials such as silicon wafers, screens, pastes, and chemicals. By adhering to a rigorous contractual spirit, Sunsync fortified our quality defenses, enabling every piece of raw materials to constitute the cornerstone of quality assurance. In addition, through the innovative application of two cost-reduction solutions—anti-rust bags and hollow plates—Sunsync successfully achieved an annual cost reduction of 0.58%. This marks a victory in cost control and vividly reflects the wisdom of supply chain optimization.

Raw material management

Sunsync adheres to a "zero-defect" objective, rigorously controlling the incoming material process to lay a solid foundation for subsequent production and processing. This ensures that every material entering the production line becomes a reliable cornerstone supporting the product's outstanding performance.

Sunsync strictly complies with the Incoming Inspection Management Regulations, incorporating core materials such as silicon wafers, pastes, and screens into a comprehensive monitoring network. The inspection process functions like a precision quality filter, covering every dimension—from the physical characteristics and chemical indicators of raw materials to their appearance, dimensions, and batch traceability. Each batch undergoes accurate testing by professional instruments and meticulous verification by quality inspectors to ensure full compliance with quality standards, leaving no room for non-conforming materials.

For abnormal materials, Sunsync has established standardized and efficient management procedures based on standardized documents such as the Regulations on the Handling of Nonconforming Raw and Auxiliary Materials. For key raw materials that significantly impact product quality, Sunsync adopts an innovative proactive management strategy, utilizing big data analysis and risk warning models to dynamically monitor and thoroughly evaluate core parameters affecting product quality. Sunsync has established a collaborative improvement mechanism with suppliers to jointly develop quality enhancement plans, driving suppliers to optimize production processes, strengthen environmental management, and improve employee safety and health safeguards, thereby achieving sustainable development synergy across the supply chain. Upon identifying typical non-conforming materials, Sunsync promptly initiates emergency responses, engages in in-depth cooperation with suppliers to analyze root causes, formulates corrective measures, and tracks the effectiveness of improvements. This ensures proper handling of non-conforming materials, effectively controls their outflow, and continuously enhances product quality. Through these actions, Sunsync demonstrates its unwavering commitment to quality, responsibility, and sustainable development within the ESG framework.



Process control

Sunsync's product reliability management is a comprehensive system centered on achieving reliability objectives, integrating technical, managerial, and statistical methods to plan, organize, coordinate, monitor, and supervise reliability activities throughout the entire product lifecycle—from design and R&D to production, manufacturing, and maintenance.

During the manufacturing process, Sunsync employs process management to systematically control and manage factors affecting product quality, ensuring compliance with predefined quality standards and specifications. Simultaneously, through continuous process monitoring and improvement, Sunsync optimizes our production workflows to enhance the stability and consistency of product quality, reduce quality-related costs, and strengthen our market competitiveness.

Sunsync adheres to the "Three-No Principle": "No acceptance of products with defects, no production of products with defects, and no delivery of products with defects," ensuring the manufacture of high-quality products. Moreover, Sunsync utilizes integrated testing equipment for final product sorting, leveraging the efficiency and precision of automated systems. The high efficiency and precision of intelligent equipment intertwine seamlessly with the seasoned expertise of manual inspection, creating a symbiotic relationship that weaves an impenetrable quality control network—leaving no corner unchecked and no flaw undetected. This meticulous approach ensures that every product bearing the Sunsync name embodies a flawless fusion of technical excellence and artisanal craftsmanship, laying an unshakable foundation for earning market confidence and establishing new industry benchmarks.

Through stringent process control and quality inspections, Sunsync has significantly improved product consistency and stability. The first-pass yield of Sunsync's products has surged to 97.35%+, a figure that not only reflects high recognition of production techniques and quality management but also propels HGTech into the industry's forefront as a formidable competitor in quality excellence. Compared to industry averages, this remarkably high first-pass yield, far surpassing industry standards, dramatically reduces the cumbersome workload of secondary inspections—effectively lifting a heavy burden from the production line. Liberated from these constraints, our manufacturing efficiency advances with newfound agility, achieving quantum-leap improvements in operational performance.

Upon completion of all manufacturing processes, finished solar cells undergo precise testing and sorting procedures, including AOI (Automated Optical Inspection), EL (Electroluminescence), and IV (Current-Voltage) tests. A Final Quality Check (FQC) is then conducted—a comprehensive last-stage inspection covering appearance, performance, and other critical parameters—to ensure full compliance with shipment specifications.

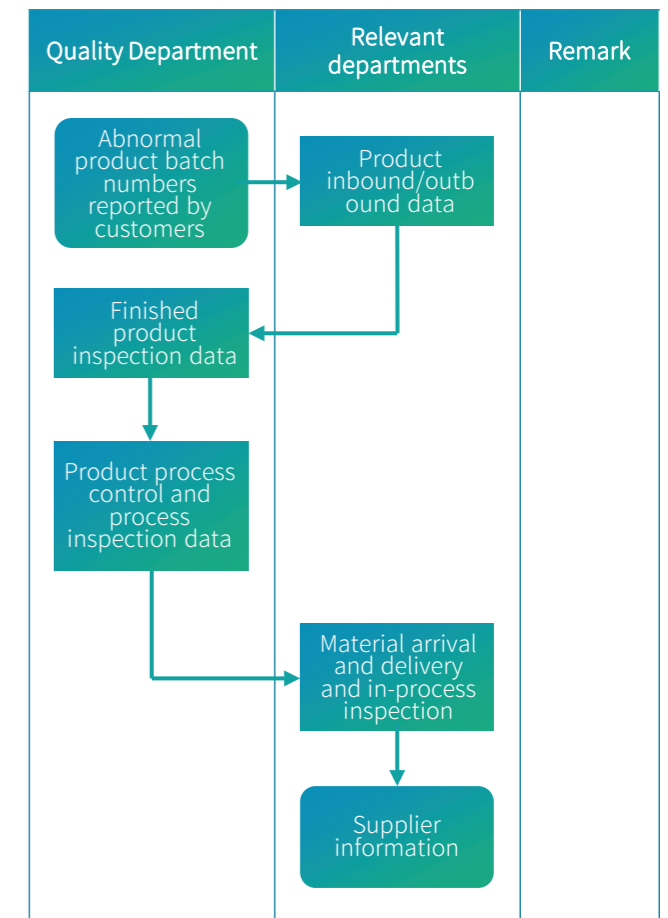
Product traceability

In Sunsync's quality management system, product traceability functions as a "digital ID" network that spans the entire product lifecycle, seamlessly connecting all critical milestones from production to delivery. By capturing and precisely tracking comprehensive data on product origins, manufacturing processes, distribution routes, and final destinations, Sunsync not only establishes a robust defense for quality control but also exemplifies our unwavering commitment to quality assurance and accountability.

Guided by the Product Identification and Traceability Control Procedure, Sunsync has established a rigorous product identification and traceability system. Sunsync has assigned a unique "identity tag" to each quality control checkpoint in the manufacturing sequence, from the initial labeling of raw materials upon receipt to the special marking of first articles, and further through process status identification and zoning during production. These identifiers act as precise "quality coordinates," clearly documenting every stage of the product's progression through the production flow, ensuring full traceability and accountability at each step.

Meanwhile, Sunsync has integrated MES and ERP digital management platforms to achieve end-to-end traceability. The MES system serves as the "digital brain" of production operations, recording critical data including process parameters, equipment operation status, and operator information in real-time. The ERP system functions as the "intelligent hub" of the supply chain, accurately tracking material procurement, inventory management, and logistics distribution.

● Product Traceability Flowchart:



Shipment management

Within Sunsync's stringent quality control system, random inspections before shipment stands as the "final impregnable fortress" safeguarding product quality, serving as the critical barrier to ensure every product is delivered to customers with exceptional quality. The outgoing quality control (OQC) inspector performs sample inspection according to the inspection methods stipulated in the OQC Sampling Inspection Operation Instruction, and conducts a comprehensive inspection of the products based on product samples, process standards, customer requirements, and related inspection instructions.

Product identification management is vital for outbound quality control. To ensure products bear clear, accurate and compliant labeling prior to shipment - enabling identification, traceability and management while preventing mix-ups between different batches and specifications - all shipments of solar cells must adhere to the Product Identification and Traceability Control Procedure and FQC Packaging Work Instruction of the Quality Department. This includes labeling products/packaging with: product name, model number, specifications, quantity and other key attributes, which must be clearly marked on the products themselves, packaging or accompanying labels, allowing both operators and customers to instantly recognize fundamental product characteristics.

In 2024, through leakage current optimization, concentricity improvement and over-inspection reduction initiatives, Sunsync achieved a 7.5% increase in acceptable leakage current range (0-0.1A), a 0.6% reduction in concentricity deviation, and an 1.3% decrease in over-inspection rate, while maintaining ≥99.8% outbound inspection pass rate and earning high industry recognition.

Quality training

Sunsync has introduced advanced quality management concepts and methodologies to drive continuous improvement, optimize business processes, reduce costs, and enhance our adaptive and innovative capabilities - establishing a solid foundation for our sustainable development.

Sunsync conducts regular employee training on quality standards and regulations, covering international, national and industry-specific requirements. For instance, focusing specifically on the continuous quality improvement process, Sunsync invites industry experts to conduct detailed interpretations of both the ISO 9001:2015 standard and relevant national mandatory quality regulations, along with practical hands-on training using the Layered Process Auditing (LPA) Guideline. The training curriculum extends beyond mere theoretical explanations of standard clauses to incorporate real-world case studies, ensuring employees gain clear comprehension and can rigorously follow these principles in their daily work.



Integrated Management Systems Training Photo



Layered Process Auditing (LPA) Training Photo

Quality culture development

In the journey of quality advancement, Sunsync's quality professionals have consistently upheld craftsmanship spirit, making the cultivation of a distinctive brand-based quality culture their perpetual pursuit. This culture represents not only steadfast commitment to excellence, but also embodies the meticulous artisan ethos and innovative breakthrough capabilities of the era.

Sunsync employs a dual online-offline approach to disseminate quality management knowledge, corporate quality policies and objectives, relevant regulatory requirements, and quality improvement achievements to all employees. This synchronized online-offline strategy ensures that quality culture principles are integrated into daily operations, collectively forging a solid foundation for our high-quality development.

Sunsync actively encourages voluntary employee participation in quality management initiatives by establishing QC teams and guiding staff to engage in major technological innovations. This includes completing cross-functional innovation collaboration projects such as Total Quality Management (TQM) improvements.



Layered Process Auditing (LPA) Training Photo

Quality talent development

Through systematic and well-structured programs, Sunsync enhances employees' expertise, technical competencies, and professional capabilities in quality management, enabling them to proficiently execute diverse quality-related responsibilities across all levels, thereby providing substantial support for continuous improvement of product and service quality standards.

The digital learning platform equips personnel with comprehensive quality inspection and testing methodologies covering sampling techniques, compliance standards, operational protocols for testing equipment, and the ability to accurately assess product/service conformity with established quality requirements.

During the reporting period, Sunsync conducted 45 quality awareness training sessions with cumulative participation reaching 2,511 attendances.

Quality promotion campaigns and quality month activities

In September 2024, Sunsync organized a Quality Month activity under the theme "Enhancing Efficiency Through Quality, Achieving Excellence with Quality". Sunsync conducted multiple engagement activities - including quality knowledge competitions, instant mobile reporting of potential quality risks, quality month themed events, and excellence awards for quality teams - to cultivate an enterprise-wide culture that emphasizes quality management, encourages active participation in quality control, facilitates vigilant monitoring of quality issues, and fosters collective creation of quality-driven performance gains.



Quality Month Activity Photo



Quality Month Promotion Poster

Quality honors

In 2024, Sunsync received exceptional evaluations from customers regarding the quality of its photovoltaic cells. Among over ten suppliers across four major clients, Sunsync was awarded four distinguished honors and achieved an overall second-place ranking, with primary customer satisfaction scores increased by 4 percentage points year-over-year and reached more than 95 points.

During the reporting period, Sunsync won four quality awards:



"Best Quality Awards" presented by Changzhou Huayao Optoelectronic Technology Co., Ltd



"Best Quality Awards" presented by Yidao New Energy Technology Co., Ltd.



"Best Service Award" conferred by Jiangsu Aohui Energy Technology Co., Ltd



"Premium Supplier Award" granted by Risen Energy Co., Ltd.

Customer rights and interests

Sunsync consistently prioritizes customer rights and interests as the cornerstone of our sustainable development strategy. Sunsync demonstrates unwavering commitment to safeguarding customer interests through exceptional product quality, comprehensive service delivery, and rigorous product accountability.

Marketing policy

Sunsync upholds the principle of business integrity throughout its marketing operations, strictly prohibiting false or misleading representations. Sunsync always follows the principle that all marketing communications must be fact-based, and explicitly prohibits against commercial fraud, predatory pricing, and unfair competition practices. Sunsync maintains an unwavering commitment to product development excellence, quality assurance, and service enhancement as the foundation for sustainable growth.

Product recalls and after-sales service

Product recall mechanisms and after-sales service constitute critical components of the quality assurance system of a corporate, playing a pivotal role in safeguarding consumer rights, enhancing corporate reputation, and ensuring healthy market development.

In 2024, Sunsync enhanced our documentation system through the introduction and revision of key operational guidelines including the Solar Cell User Manual and Customer Complaint Handling Procedure, with focused improvements in both instructional guidance and post-sales support.

In 2024, Sunsync provided client service programs to a cumulative total of 83 customers, primarily delivering product usage training, operational instruction, and after-sales support, with the majority of services conducted on-site at customer facilities. The coverage rate reached 100% among industry-leading clients, 75% across the entire customer base, and 100% of core customers received on-site value-added services.

Customer service capability development

Sunsync demonstrates our commitment to customer rights protection not only through providing high-quality products but also by ensuring the professional competence of its service personnel as a fundamental guarantee for fulfilling customer entitlements.

Establishing cross-departmental knowledge sharing ecosystem

Sunsync's Quality Department systematically transfers technical knowledge to empower sales teams with comprehensive understanding of production processes, achieving dual enhancement of technical proficiency and customer service capabilities. In 2024, the Quality Department conducted three quarterly specialized training sessions covering manufacturing techniques, quality standards, and production operations for the marketing team, with cumulative participation reaching 40 attendees.

The Marketing Department proactively organized two immersive workshop study programs in 2024, facilitating 10 employees' hands-on learning experiences on production lines. These programs enabled in-depth understanding of equipment operational logic, standardized production workflows, and intelligent inventory management systems, effectively bridging theoretical knowledge with practical applications while strengthening professional foundations and supporting sustainable human resource development.

Strengthening collaborative response mechanisms

Sunsync has established a cross-functional order review mechanism focused on customer requirements.

In 2024, Sunsync conducted over 30 quality review meetings. Through this collaborative evaluation process, all departments simultaneously deepened their understanding of quality standards, precisely analyzed customer needs from professional perspectives, efficiently resolved different issues, and effectively ensured order fulfillment quality - ultimately enhancing customer satisfaction and loyalty.

To strictly meet customer material standards and component quality requirements, the Marketing Department, in collaboration with the Quality Department and the Process Department, organized 16 technical exchange and promotion sessions in 2024. Sunsync is always driving technological innovation and service model optimization through cross-departmental knowledge convergence, ensuring not only the precise implementation of product quality standards, but also fulfilling corporate social responsibility through superior products and services, thereby empowering customers to achieve their sustainable development objectives.

Digital management

Sunsync adheres to the important guiding principle emphasized by General Secretary Xi Jinping at the National Conference on Advancing New Industrialization - "integrating high-quality development requirements throughout the entire process of new industrialization." Sunsync also actively responds to Yibin Municipal Party Committee and Municipal Government's strategic call for "accelerating the development of a manufacturing powerhouse driven by new industrialization" by establishing digital systems and smart factories, fully committed to building "Intelligent Sunsync".

Sunsync has established an operational management system platform centered on Kingdee Cosmic Platform, incorporating 12 core and peripheral systems including ERP, HR, SRM, OA, Muguang Academy Online Learning Platform, and Enterprise WeChat. This integrated system has achieved comprehensive management and operational coordination across four primary business processes (procure-to-pay, order-to-cash, production-to-cost, expense reimbursement) as well as human resources administration and office collaboration.

During the reporting period, Sunsync achieved efficient online approval and monitoring, with an 80% improvement in task completion timeliness, 100% enhancement in work coordination efficiency, 100% employee self-service operation rate, 100% increase in accounting precision, and 80% coverage by the early warning system. All system processes and business data were effectively integrated, unifying master data across systems, eliminating data barriers and silos between systems, and realizing comprehensive integration and sharing of internal and external enterprise information.

In collaboration with China Telecom and ZTE, Sunsync established Sichuan's first fully redundant, independently networked "5G+Industrial Manufacturing" private 5G network for manufacturing enterprises, operating over 700 intelligent robots and robotic arms. This infrastructure includes an Industrial Internet Platform, MOM (Manufacturing Operations Management) Platform, and Energy Management Platform, achieving complete smart management coverage of production and operations.

During the reporting period, Sunsync extensively applied AI and big data technologies in product color differentiation, automated product inspection, and product quality traceability. This implementation resulted in 100% equipment data acquisition rate, 100% online monitoring coverage, over 60% reduction in labor for smart manufacturing production lines, more than 30% decrease in production energy consumption, and over 160% improvement in production efficiency.

Information System Framework Diagram

Business Architecture - Five Digital Platforms for Comprehensive Business Coverage



Intelligent Manufacturing Data Visualization Platform



Sunsync has established a robust digital governance framework and continues to enhance its governance capabilities. During the reporting period, Sunsync achieved AAA-level certification in the Integration of Industrialization and Informatization Management System, and was included in the MIIT's 2024 5G Factory Directory. Sunsync's intelligent and data-driven management and operational capabilities rank among the industry's foremost.



Certificate of Assessment for Grade AAA Integration of Informatization and Industrialization Management System



MIIT's 2024 5G Factory Directory

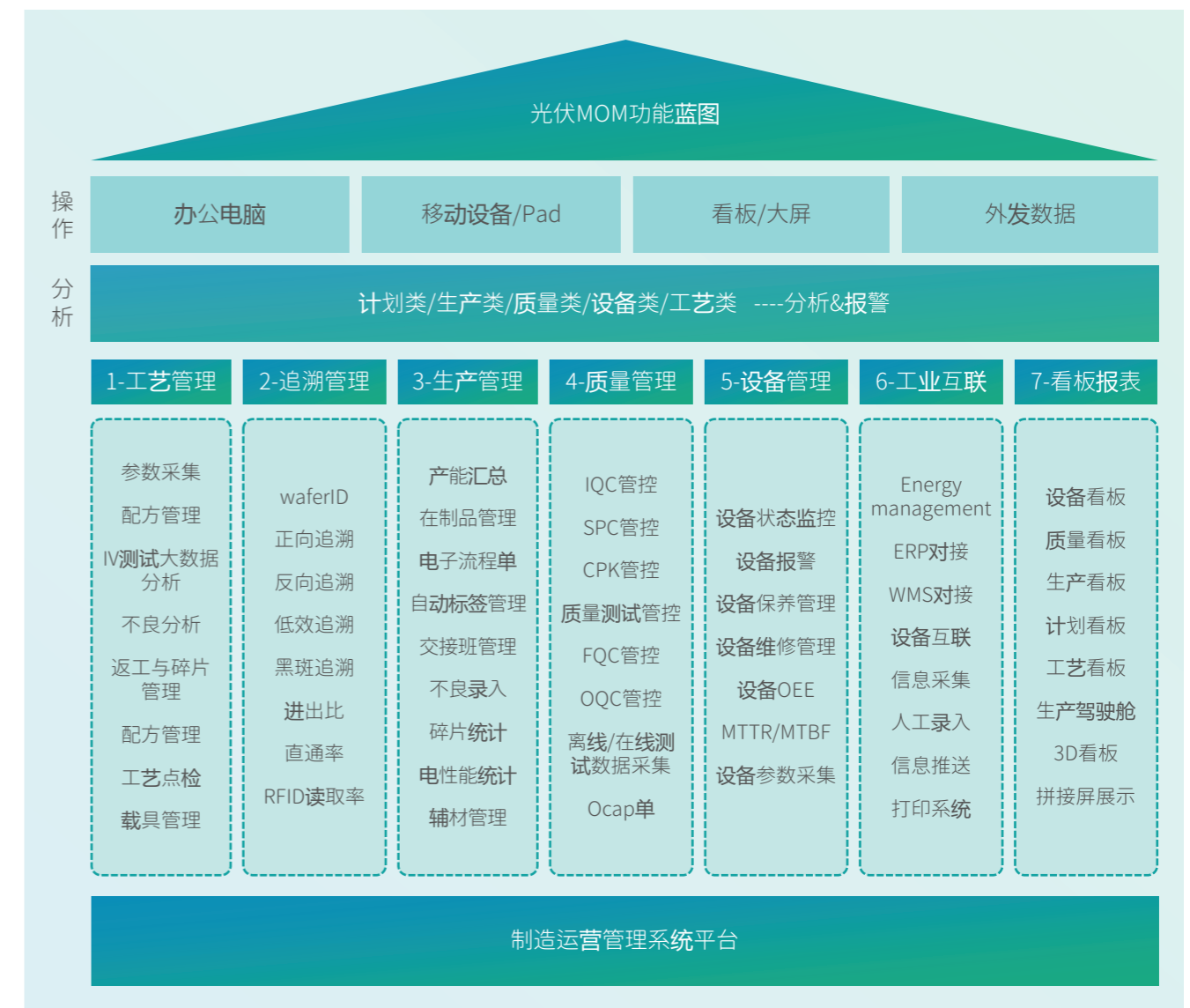
Intelligent manufacturing

Sunsync has introduced a full set of AGV robotics technology and advanced intelligent production equipment including PECVD, rear passivation, screen printing and AI automated inspection equipment, and laser slotting machines. Sunsync has established Sichuan Province's first fully redundant, independently networked "5G+Industrial Manufacturing" private 5G network for manufacturing enterprises.

Sunsync has established an Industrial Internet Platform and MOM Platform, deploying functional modules for process management, quality management, equipment management, production management, reporting, EHS management, AI-based image sorting, equipment operational data collection, process parameter data acquisition, quality online testing data collection, and traceability functions.

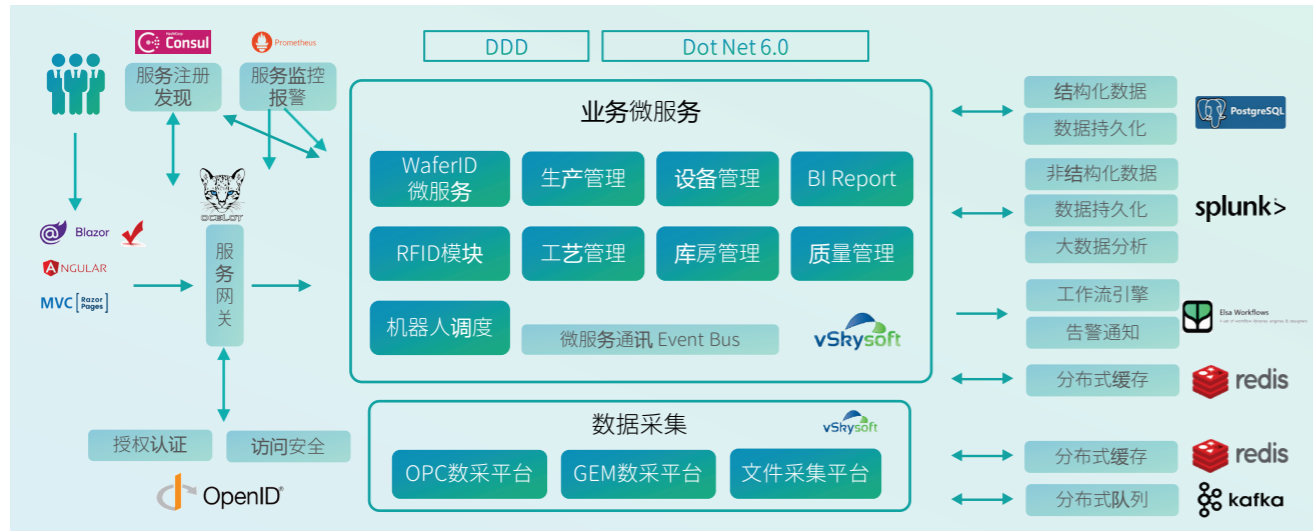
The system achieves 100% coverage across production, equipment, quality, EHS, and process management. All primary equipment and systems - including solar cell production equipment, inspection devices, instruments, tooling fixtures, and plant energy management systems - maintain 100% data collection rate and 100% online monitoring coverage. This enables real-time digital visualization of production processes and equipment operations, implements closed-loop management for abnormal alarms and resolution, enhances production transparency and controllability, and provides robust support for delicacy management. Sunsync has established single-wafer-level traceability from silicon wafer input to solar cell output, achieving 90% accuracy in individual wafer tracking. Through integration with primary equipment, automation systems, AGVs, and RFID process resources, the system enables rapid and precise localization of production lines, process steps, machines, furnace tubes/tanks, and boat (the zone corresponding to the boat). These improvements resulted in a 10% increase in overall labor efficiency, 0.5% improvement in equipment OEE (Overall Equipment Effectiveness), and 0.05% enhancement in production line Grade A product yield.

Blueprint of Photovoltaic MOM Function



Through digitalization and intelligent technologies, Sunsync has effectively reduced material waste, accelerated production efficiency, decreased equipment downtime and failure rates, minimized material waiting time, while simultaneously improving key performance indicators including OEE, yield rate, and Grade A product ratio. This comprehensive approach has enabled full-process production management and control, while providing scientific visual management through real-time centralized dynamic display of all metrics, comparative analysis, and online workshop production Kanban (dashboards).

● Topological diagram



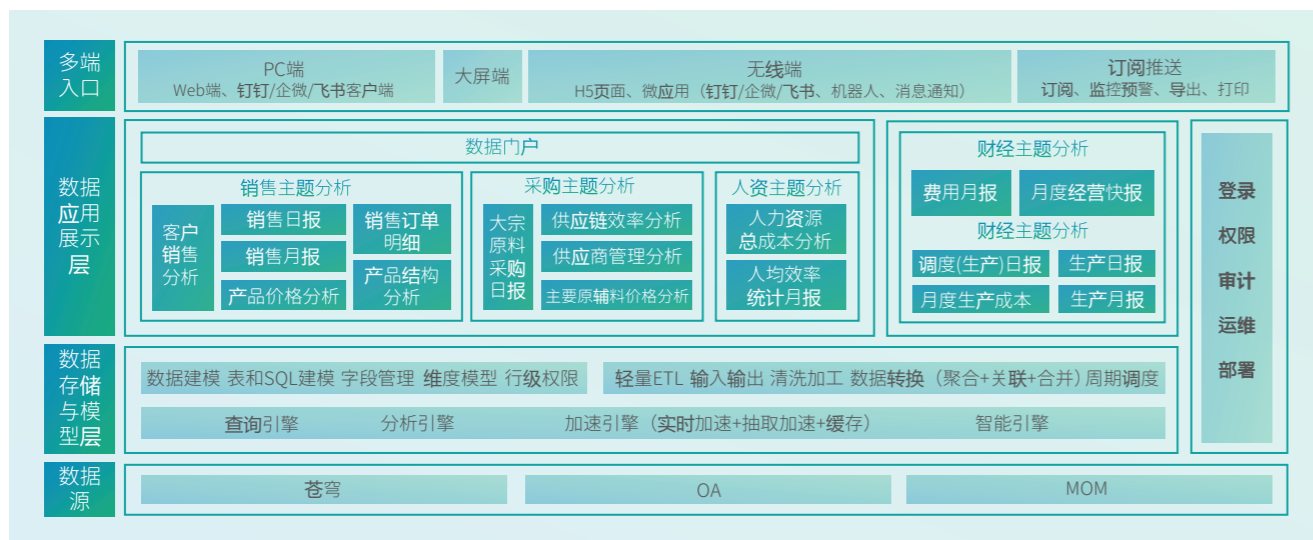
During the reporting period, the "Intelligent Manufacturing" project achieved over 90% accuracy in single-unit traceability, enabling rapid identification of problem sources and accelerated resolution. The AI-based automatic image classification system attained an accuracy rate of 94.5%.

Data analysis

SunSync has established a BI data analytics platform that standardizes and unifies data across all information systems. This integrated platform delivers daily reports to decision-makers and managers, enabling multi-level analysis from macro overviews to micro operational details, thereby uncovering valuable business insights hidden within the data. The solution addresses previous challenges including inefficient manual data collection/processing and inconsistent data sources.

During the reporting period, the BI system deployed over 100 reports covering eight major business domains, including production, planning, sales, procurement, human resources, finance, administration, and EHS (Environment, Health & Safety). This implementation reduced manual statistical workloads by 35% and improved data accessibility efficiency by 15%.

● BI System



Online learning platform

The digital online training platform serves as a critical tool for talent development and maintaining competitive advantage, enabling SunSync to rapidly establish comprehensive knowledge systems, enhance employees' digital competencies and professional capabilities, and meet digital transformation requirements. Through training needs analysis, curriculum planning, and resource integration, SunSync has built the Muguang Academy learning system.

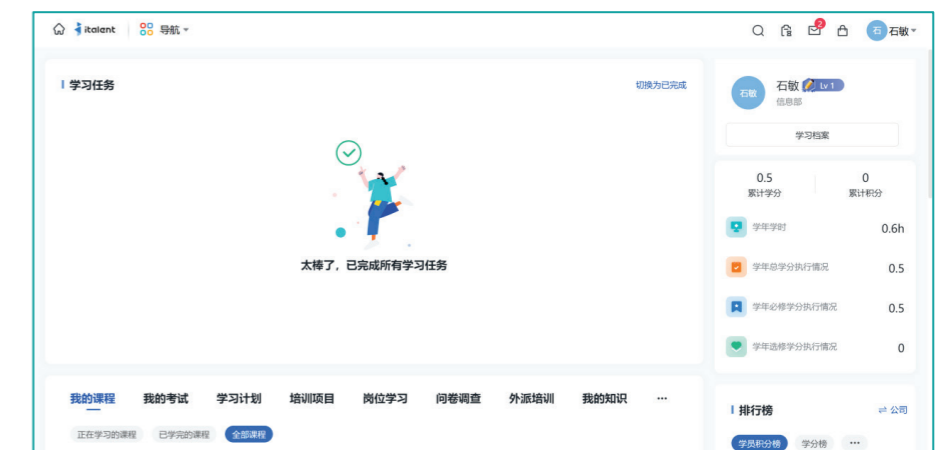
This platform facilitates flexible and efficient talent cultivation through features including online learning and interactive Q&A, significantly reducing training costs while improving organizational effectiveness. Simultaneously, it promotes corporate culture dissemination and value system shaping, thereby strengthening employee cohesion.

The Muguang Academy online platform provides extensive learning resources to help employees acquire new knowledge and skills, improve professional qualifications and comprehensive competencies, and enhance technical capabilities, work efficiency and quality. It delivers targeted training based on individual development paths and learning needs, enabling optimized human resource allocation. Furthermore, it stimulates innovative thinking and capabilities, driving technological and product innovation across the organization.

During the reporting period, the platform offered 255 internal courses, with cumulative participation reaching 175,074 enrollments and total learning duration exceeding 59,394 hours.



Online Learning/Training Platform Interface



Employee Online Learning Task Interface

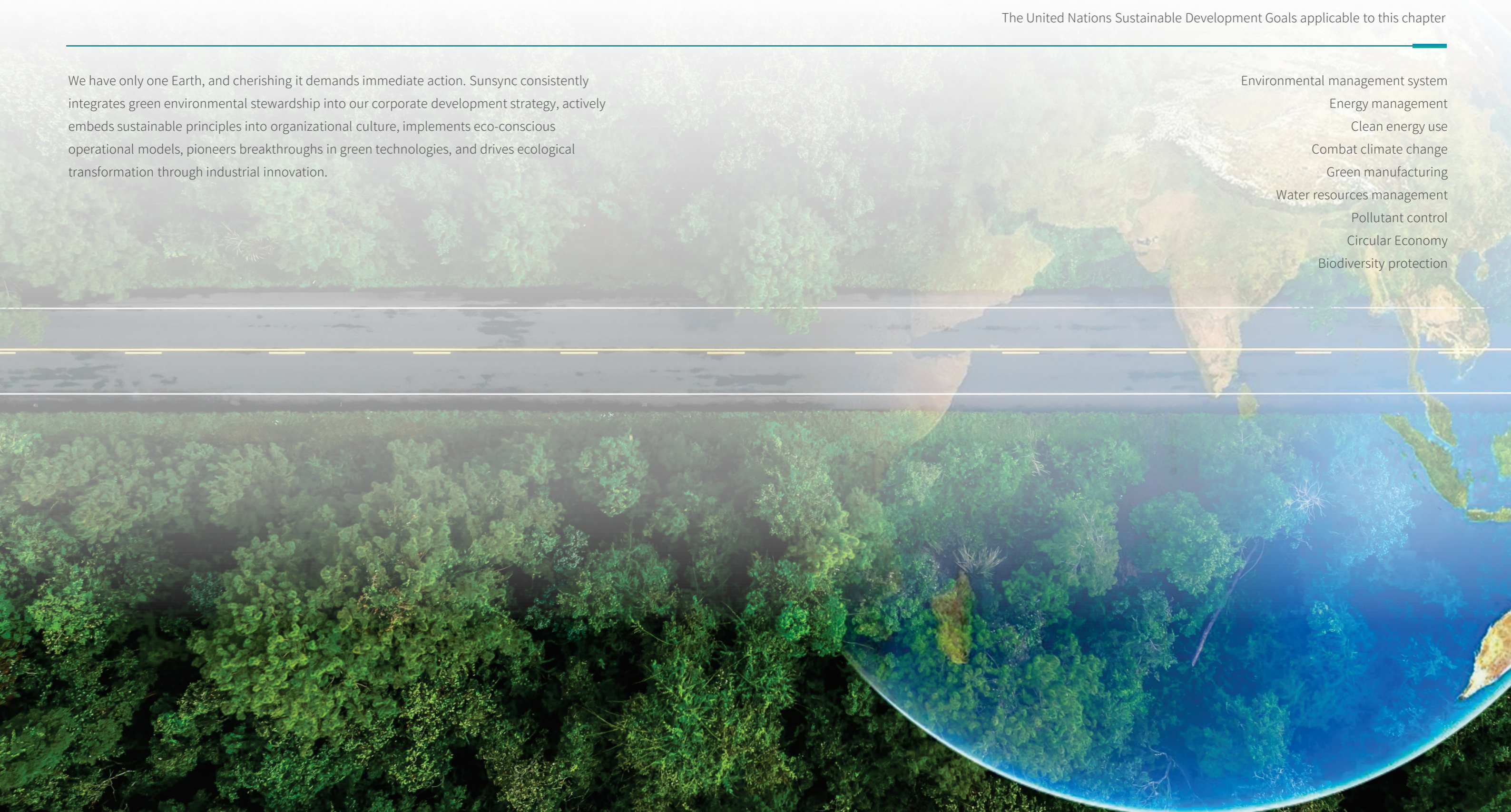
Green Earth, Low-Carbon Practice



The United Nations Sustainable Development Goals applicable to this chapter

We have only one Earth, and cherishing it demands immediate action. Sunsync consistently integrates green environmental stewardship into our corporate development strategy, actively embeds sustainable principles into organizational culture, implements eco-conscious operational models, pioneers breakthroughs in green technologies, and drives ecological transformation through industrial innovation.

- Environmental management system
- Energy management
- Clean energy use
- Combat climate change
- Green manufacturing
- Water resources management
- Pollutant control
- Circular Economy
- Biodiversity protection



Environmental management system

Sunsync has established "ecological priority, green development, and deepened environmental protection" as its environmental management policy. In accordance with ISO 14001 requirements and its operational realities, Sunsync has developed a comprehensive environmental management system with clearly defined responsibilities and highly coordinated operational architecture.

Sunsync's Sustainability Committee reviews and issues environmental policies and objectives, oversees effective implementation and continuous improvement of environmental management policies, and makes decisions on critical safety and environmental issues. The Committee also conducts fundamental work including environmental factor identification, compliance reviews, internal audits, and management evaluations, providing solid safeguards for the efficient operation of the environmental management system.

Sunsync maintains rigorous standards through continuous advancement of green and low-carbon production processes, implementation of strict environmental monitoring and control measures, strengthened compliance awareness campaigns, environmental performance optimization, and enhanced construction and operation of environmental protection facilities - comprehensively promoting our green operations and development.

To further elevate environmental management standards, Sunsync continues to enhance our environmental management system framework. We constantly optimize management processes, strengthen internal training and communication to ensure all employees thoroughly understand and strictly adhere to environmental requirements. By adopting advanced environmental management concepts and technological solutions, Sunsync continuously improves the scientific rigor and effectiveness of our environmental management system, laying a more robust foundation for sustainable development.

Environmental policies and objectives

To ensure continuous improvement in environmental protection performance and strengthen departmental accountability for environmental target management, Sunsync has established annual environmental safety objectives and requirements in compliance with Law of the People's Republic of China on Environmental Protection and relevant regulations.

Environmental protection objectives

Accident control objective:
Zero major or above-level environmental pollution accidents.

Relative control objective:
100% environmental monitoring compliance rate; 100% compliant solid waste disposal rate.

Greenhouse gas control objective:
Establish climate governance targets meeting regulatory and stakeholder expectations, striving to achieve carbon neutrality at the operational level by 2030 and across the entire value chain by 2050.

During the reporting period, Sunsync achieved ISO 14001:2015 Environmental Management System certification.



ISO 14001:2015 Environmental Management System Certificate

Sunsync implements detailed evaluation of departmental performance in environmental compliance, incorporating on-site environmental management, operation of environmental facilities, pollutant collection and disposal, environmental data reporting, management ledger, and environmental complaints into monthly departmental performance assessments for ongoing monitoring.

Environmental risk identification and management

Sunsync has established the Environmental Protection Management Procedure and Environmental Factor Identification and Assessment Procedure, employing a systematic analytical framework encompassing three temporal states, three operational states, and eight impact dimensions to regularly identify, evaluate, and monitor environmental factors throughout operations. In addition, Sunsync comprehensively assesses environmental impacts generated by raw material suppliers and other stakeholders, ensuring full coverage of environmental responsibilities.

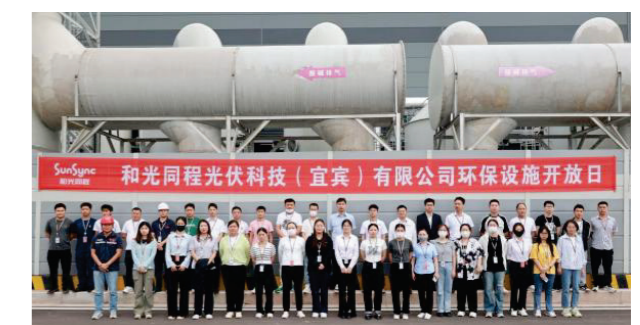
Environmental culture cultivation

Sunsync prioritizes cultivating an environmental culture, aiming to instill and reinforce the philosophy that "lucid waters and lush mountains are invaluable assets" among all employees. Through diverse initiatives, Sunsync promotes ecological values, mobilizes staff participation in environmental protection, encourages adoption of green production and lifestyles, and inspires active contribution toward building a beautiful China and achieving harmonious coexistence between humanity and nature.

"Environmental Facility Open Day" themed event

To deepen thematic education on ecological civilization, Sunsync organized our inaugural "Environmental Facility Open Day" themed activity to demonstrate its high-standard and strict environmental management practices through tangible educational experiences.

The event engaged employee representatives from 18 departments. Colleagues from the EHS and Facilities Departments delivered professional presentations on waste gas and water collection, treatment, and discharge processes. This event enhanced employee support for sustainable development, disseminated ecological knowledge, stimulated proactive engagement in environmental governance, and consolidated achievements in ecological conservation - ultimately advancing the vision of building an environmentally responsible Sunsync.



"Resource-Efficient Enterprise" themed event

To cultivate thrift awareness among employees, establish corporate-wide practices opposing wastefulness, and build ourself to a resource-efficient enterprise, Sunsync organized a "Clean Plate Campaign" signature drive at the administration building plaza, distributing 800 educational gifts to promote food conservation and sustainable habits. This initiative effectively enhanced environmental consciousness and resource efficiency across the organization.

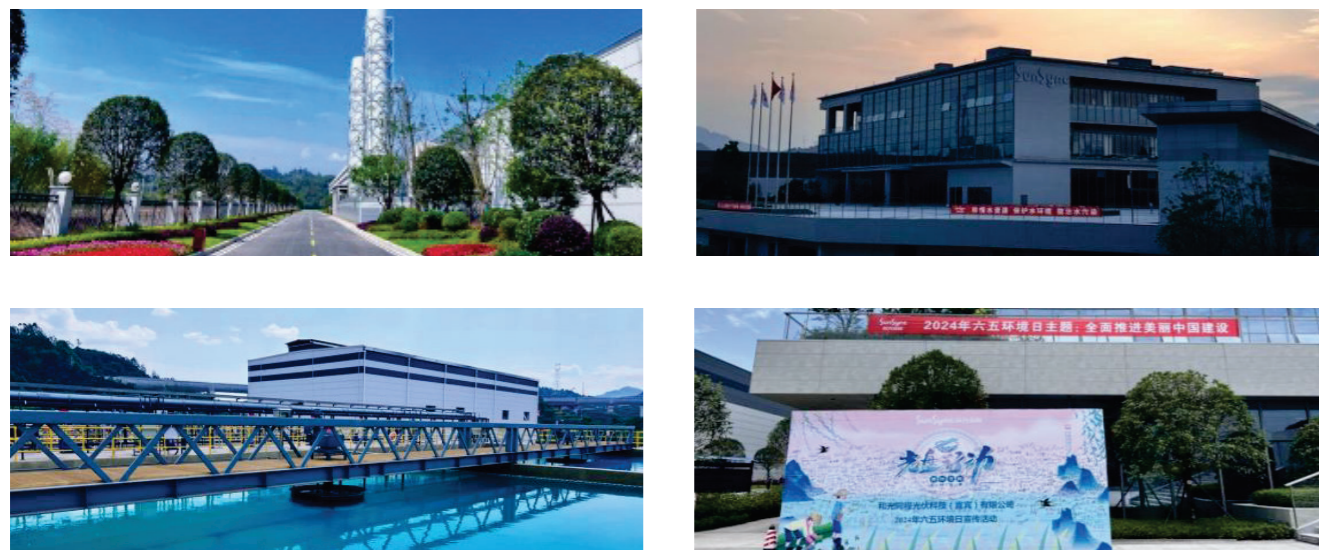


World Environment Day (June 5th) campaign

On June 5, 2024, marking the 53rd World Environment Day, Sunsync launched a campaign themed "Comprehensively Advancing the Construction of a Beautiful China." This initiative aimed to deepen understanding and implementation of ecological civilization principles, foster environmental culture development, strengthen corporate green development philosophies, ensure compliant operations, enhance employees' environmental awareness, reduce operational costs, and secure the foundation for our long-term sustainable growth - enabling Sunsync to thrive steadfastly in the new era of ecological progress. The campaign themed "Beautiful Sunsync, I Am a Participant" sub-campaign invited company-wide submissions showcasing picturesque landscapes, environmental protection actions, and harmonious human-nature interactions across Sunsync facilities. This effort highlighted Sunsync's ecological aesthetics and conservation practices, vigorously promoted environmental culture and cultivated a positive ecological culture atmosphere.

Ecological protection awareness campaigns

Sunsync utilizes promotional slogans, display boards, enterprise WeChat platforms, and custom-branded merchandise to advocate ecological conservation, creating positive public discourse and further elevating organization-wide environmental awareness.



Energy management

Corporate energy management serves as a pivotal mechanism balancing economic efficiency with environmental responsibility, encompassing four strategic dimensions: regulatory compliance, cost control, technological innovation, and social accountability. Through systematic governance and technological advancement, enterprises can ensure energy security while achieving high-quality development, thereby contributing to the global transition toward a low-carbon economy.

Energy management system

In 2024, Sunsync initiated energy management system certification. We developed framework documents including the Annex to Energy Management System Manual, New/Renovated/Expanded Energy-Using Control Procedure, and Energy Performance Parameters & Benchmark Control Procedure. These protocols mandate comprehensive data collection for verification, multi-tiered audits, on-site diagnostic evaluations, timely closure of identified issues by 100%, and targeted training to address knowledge gaps through bidirectional communication.



Through exhaustive analysis of current energy management processes and critical energy-consuming equipment, Sunsync identified operational strengths and improvement opportunities across all energy utilization phases. Benchmarking against the Energy Management System Standard (GB/T 23331-2020) and Energy Management Systems -Requirements for Certification on Electronics and Information Enterprises (RB/T 101-2013) enabled precise identification of standardization and enhancement areas. This systematic approach drives continuous upgrading of energy management practices, utilization processes, and performance levels - progressively strengthening organizational energy management capabilities.



ISO 50001:2018 Energy Management System Certificate

Energy management policies

Sunsync's energy management policies are:
Conserve Resources, Enable Clean Production, Comply with Regulations, and Improve Energy Efficiency.

Sunsync commits to adhering to energy-related laws and regulations, actively promoting clean production to reduce energy consumption at source and foster circular economy development.

Sunsync adopts innovative energy-saving technologies and processes, continuously improving energy performance to decrease consumption and enhance utilization efficiency.

Sunsync implements rational energy use practices, establishes and continually enhances its energy management system, upholds people-centric principles, fulfills social responsibilities, and achieves sustainable development.

Sunsync supports procurement of high-efficiency products and services, and embraces designs that improve energy performance.

Energy management risks and mitigation strategies

Energy management risks and mitigation strategies directly impact national energy security, corporate viability, and global sustainable development. Through technological innovation, policy coordination, and system optimization, Sunsync achieves dynamic balance between risk prevention and strategic objectives, providing essential safeguards for high-quality economic growth and ecological civilization advancement.

Identification of static factors and relevant

To enhance energy utilization efficiency, Sunsync has systematically identified static factors and relevant variables affecting energy management risks across all equipment and production processes. We have established corresponding control metrics and mitigation measures and conducted continuously monitoring, enabling more effective risk reduction and ensuring robust operation of the energy management system.

Process and equipment selection

Sunsync employs state-of-the-art process equipment, all procured in 2023, incorporating industry-leading energy-saving technologies and environmentally friendly designs. These advanced production systems fully comply with current national requirements for industrial equipment standards. The Facilities Department conducted comprehensive self-inspections in strict compliance with the Industrial Restructuring Guidance Catalog (2024 Edition), Catalog of Obsolete High-Energy-Consumption Electromechanical Equipment (Products) - First Batch (GJ [2009] No.67), Second Batch (GXB [2012] No.14), Third Batch (GXB [2014] No.16), and Fourth Batch (GXB March 2016) issued by the National Development and Reform Commission. Through meticulous verification of process documentation and equipment ledgers, and on-site investigations, Sunsync confirmed zero instances of electromechanical equipment requiring mandatory phase-out.

Technical renovation of nitrous oxide supply

The Facilities Department optimized nitrous oxide supply operating procedures during summer months based on theoretical analysis and real-time monitoring of rising ambient temperatures.

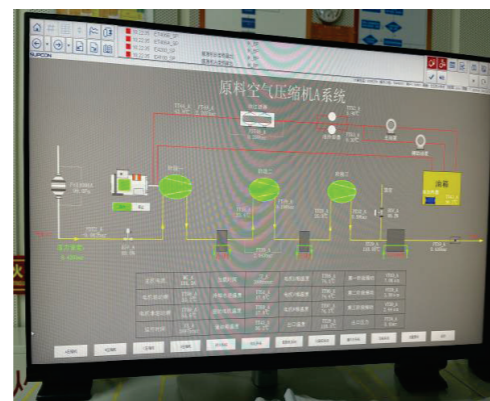
This initiative achieves daily electricity savings of 150 kWh, resulting in seasonal annual savings of 13,500 kWh during summer months and effective CO₂ emission reductions of 3.06 metric tons per year, thereby reducing corporate electricity costs, enhancing energy utilization efficiency, and significantly decreasing reliance on conventional energy sources.

Technical renovation of air separation station

The Facilities Department implemented temperature adjustments for chilled water units and electric heaters at the air separation station, along with operational mode improvements for air compressors. These three measures collectively deliver daily electricity savings of 6,390 kWh, projecting annual savings of 2,236,500 kWh and effective CO₂ emission reductions of 507.23 metric tons per year.



Technical Renovation of Air Separation Station 1



Technical Renovation of Air Separation Station 2

Compressor heat recovery system retrofit

The pure water system retrofit enables thermal energy recovery from air compressors for heating purified process water, fundamentally resolving the historical challenge of unrecoverable compressor waste heat. Scheduled for completion by December 2024, this retrofit project will generate annual electricity savings of 7000 MWh per workshop, equivalent to 1,587.6 metric tons of CO₂ emission reductions.



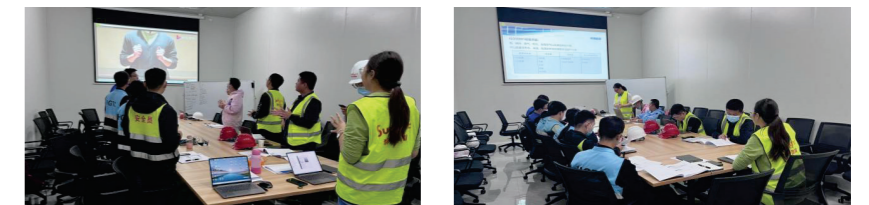
Compressor Heat Recovery System Retrofit

Energy management culture cultivation

The development of an energy management culture serves as the core driver for enterprises to achieve energy security, green transition, and quality development. By fostering cultural integration, Sunsync can establish organization-wide consensus across four key dimensions: strategic alignment, sustainable development, management innovation, and social responsibility, ultimately realizing a win-win scenario for both economic and environmental benefits.

Energy management system training

In 2024, Sunsync established an energy-saving management team under the leadership of senior executives. In strict compliance with the Law of the People's Republic of China on Conserving Energy and Industrial Energy Efficiency Management Measures, as well as other relevant regulations and standards, Sunsync developed foundational documents including the Energy Management Manual, supported by procedural guidelines such as the Energy Management and Operation Control Procedures and Energy Audit Control Procedures to standardize energy usage and distribution tracking. Additionally, Sunsync also invited energy management system consultants to provide specialized training to our employees.



Energy Management System Knowledge

Energy Saving Tips

In 2024, Sunsync held three training sessions on energy-saving tips, covering topics such as Sunsync's energy system policies and guidelines, relevant laws and regulations, electricity and water conservation, office printing and copying practices, and shared vehicle usage knowledge. These trainings have greatly enhanced over 2,000 participants' understanding of the importance of energy conservation and emission reduction in addressing the energy crisis and protecting the social environment.



Energy Saving Tips

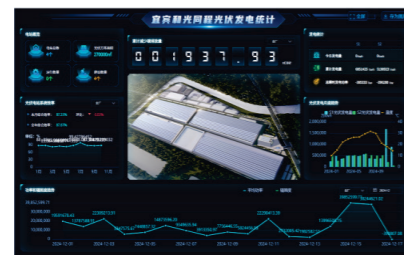
Clean energy use

Sunsync is building upon its Yibin production base with ambitious goals to establish itself as a unicorn enterprise in crystalline silicon solar cell manufacturing. Sunsync is implementing comprehensive capacity expansion for high-efficiency silicon cells, fully leveraging local advantages in hydropower resources and other regional competitive strengths. By capitalizing on development opportunities in green low-carbon industries, Sunsync is committed to enhancing Yibin's reputation as a hub for new energy industries.

Internal clean energy supply

Sunsync has maximized photovoltaic panel installation across the rooftops of Workshop S1 and S2, achieving full coverage where technically feasible. The current PV system spans over 140,000 m², covering more than 80% of the total available roof space, with an installed capacity of 19.9 MW. The system is projected to generate approximately 14,950 MWh annually, following the principle of local energy consumption - all electricity produced is dedicated to powering Sunsync's daily operations.

The photovoltaic project reduces carbon dioxide emissions by 3,390 t annually, equivalent to saving 1,837 t of standard coal (reference: Corporate Energy Conservation Assessment Report). Since its commissioning in 2024, the photovoltaic project has achieved a cumulative power generation of 3,440 MWh over three months of operation, reducing carbon dioxide emissions by approximately 780 t while significantly cutting the corporate's electricity costs.



Online Photovoltaic Energy Statistics



Rooftop Photovoltaic

External clean energy supply

In 2024, the photovoltaic cells sold by Sunsync were utilized in numerous photovoltaic power generation projects across China, contributing to the promotion of clean energy transition.

LONGi Ningxia Ecological Restoration Photovoltaic Power Generation Project

Capacity: 180MW Annual power generation: 136,920 MWh

Advantages:
Innovative wind turbine shading solution, ecological restoration, and "underground-first then aboveground" construction methodology; The project utilizes LONGi Hi-MO 4 monocrystalline modules, achieving a BOS cost reduction for monocrystalline modules of 0.21 RMB/watt and delivering significant leveled cost of electricity (LCOE) savings.



Trinasolar Tongling Complex Mountainous Photovoltaic Power Station Project

Capacity: 250MW Annual power generation: 349,980 MWh

Advantages:
1) PV + energy storage hybrid system with reflective film solution
2) Power optimizer, designed with large-scale flat single-axis mounting system;
3) The project adopts LONGi's Hi-MO PRO+ system solution, which integrates industry-leading technologies and products including monocrystalline P-type PERC shingled bifacial modules, dual-port optimized inverters, and horizontal single-axis tracking systems.



Combat climate change

Climate change represents a critical and urgent shared challenge for the entire planet and humanity. The escalating issue of global warming not only poses threats to human health and survival, but also directly impacts sustainable development, emerging as a significant constraining factor in societal progress. To mitigate the impacts of extreme weather events caused by global warming, Sunsync will consistently implement robust emission reduction measures to advance its green low-carbon transition.

Climate risk and opportunity management

Under the climate change context, renewable energy will play a pivotal role, with the new energy sector entering a golden era of development. The surging demand for solar, wind, and other renewable sources is driving enterprises to intensify R&D and application efforts, thereby enhancing market competitiveness. As a critical component of renewable energy, photovoltaics provides practical solutions and has become one of the key pathways for countries worldwide to achieve carbon neutrality through vigorous development. The rise of green finance further offers financial support to enterprises, facilitating new backing for environmental projects and sustainable development.

However, alongside these opportunities, the new energy industry also faces severe challenges. The increasing frequency of natural disasters such as floods, droughts, and typhoons not only causes significant societal losses but also disrupts normal corporate production and operations. Water scarcity, particularly in agriculture and urban supply, creates pressure on resources and drives up economic costs. Addressing climate change requires substantial financial investment, which impacts corporate profitability.

Chinese PV manufacturers are confronting substantial risks and challenges in international markets, where carbon-related trade barriers have emerged as a new form of technical obstacle to industry expansion. Concurrently, the imperative to establish low-carbon operations and sustainable value chains has become a critical strategic priority for photovoltaic enterprises.

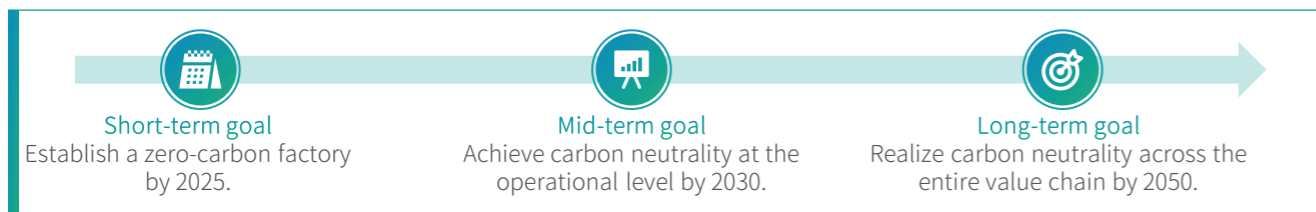
Technological innovation serves as the cornerstone of renewable energy advancement, with smart grids and energy storage technologies enabling enterprises to reduce carbon emissions while enhancing efficiency. The sector offers vast market expansion opportunities, driven by growing demand for environmentally friendly products and services, creating new avenues for business growth.

To address climate-related risks, Sunsync has established a comprehensive risk identification and assessment mechanism. This system conducts regular evaluations of climate change impacts and develops adaptive management plans to mitigate hazards, reduce exposure, and decrease vulnerability. Sunsync is increasing investments in technological innovation to curb carbon emissions and improve energy efficiency. Concurrently, Sunsync actively leverages green financial instruments to secure funding support. Sunsync complies with policies and regulations to ensure compliant operations, and strengthens cooperation among stakeholders to jointly address challenges. Through establishing continuous monitoring and evaluation mechanisms, Sunsync refines its risk management strategies to safeguard sustainable development.

Risk and Opportunity Sources (Internal/External)	Risks/Opportunities	Preliminary Risk Rating	Potential Impact
External risks	High temperature or plum rain	High Risk	Elevated temperatures and prolonged rainy weather may compromise product quality, such as substandard solar cell efficiency.
External risks	Natural environment	High Risk	Weak resilience against natural environmental risks may reduce product competitiveness, leading to decreased customer demand and potential production cuts or shutdowns. Climate change may also alter regional energy demand patterns. For instance, increased extreme weather events could disrupt PV plant operations, heightening demand for stable energy sources, while unstable climatic conditions in some areas may dampen investment interest in distributed PV systems. Marketing departments must analyze these demand fluctuations and adjust strategies accordingly.
External risks	Severe convective weather	High Risk	Roof leaks may cause electrical short circuits, while strong winds could dislodge debris, creating safety hazards.
External risks	Solar irradiance fluctuations	High Risk	Seasonal irradiance variability demands higher weak-light response performance from cells, potentially increasing customer complaints, damaging brand reputation.
External risks	Inundation	High Risk	Inundation of weak-current equipment rooms in S1/S2 workshops may disrupt network connectivity and halt production.
External risks	Power rationing	High Risk	1. Delays production schedules and order deliveries. 2. Disables warehouse equipment, hindering daily operations of warehouses. 3. Compromises environmental control, risking product quality.
External risks	Power grid instability	High Risk	1. Delays production schedules and order deliveries. 2. Damages warehouse equipment, hindering daily operations of warehouses. 3. May cause electrical fires (e.g., exploding lights or computers), endangering personnel and destroying inventory.

Risk and Opportunity Sources (Internal/External)	Risks/Opportunities	Risk/Opportunity/Mitigation Measures	Risk Analysis				Effectiveness Evaluation
			Severity	Frequency	Risk Index	Risk Level	
External risks	High temperature or plum rain	Implement spot check of temperature/humidity in warehouses/production areas	4	1	4	Low risk	Effective
External risks	Natural environment	1.Regularly participate in industry technical forums and actively engage in technical exchanges with external vendors. 2.Conduct regular benchmarking of technical products against industry competitors. 3.Apply stricter internal reliability testing and control standards for solar cells.	5	2	10	General risk	Effective
External risks	Severe convective weather	1.Conduct sealing integrity inspections for production workshops 2.The Environmental Health and Safety (EHS) department conducts regular inspection of the peripheral area.	4	1	2	General risk	Effective
External risks	Solar irradiance fluctuations	1.Dedicate full efforts to R&D of new technologies to achieve technological iteration and upgrading. 2.Precisely control film structures to enhance optical performance.	5	2	10	General risk	Effective
External risks	Inundation	Place waterproof sandbags at the entrance of the computer room.	5	1	10	General risk	Effective
External risks	Power rationing	1.Coordinate with the Facilities Department to ensure power and energy supply. 2.Implement prioritized power distribution for warehouse equipment to maintain critical operations during rationing. 3.Enhance employee training on emergency power conservation and incident response protocols.	4	1	4	Low risk	Effective
External risks	Power grid instability	1.Coordinate with the Facilities Department to ensure stable power supply, with strict backend monitoring of all energy output metrics. 2.Implement categorized power distribution for warehouse equipment to prevent disruptions to devices prone to combustion or explosion. 3.Strengthen employee training on abnormal incident handling.	4	1	4	Low risk	Effective
External risks	Natural environment	1.Enhance monitoring of short-term and long-term climate changes. 2.Maintain communication with customers and stay attentive to end-market dynamics to understand regional market trends.	5	2	8	General risk	Effective

Climate goals



Greenhouse gas quantification management

Greenhouse gas (GHG) quantification management serves as a core tool for enterprises to balance economic benefits, environmental responsibilities, and regulatory compliance. Its significance spans four key dimensions, including strategic planning, cost control, technological innovation, and social responsibility. Through data-driven precision, corporates can simultaneously enhance market competitiveness and sustainable development capabilities, providing critical support for the global low-carbon transition.

In 2024, Sunsync took sustainability initiatives as the foundation to identify carbon emission sources across all operational processes, established statistical models for organizational and product carbon data, and continuously improved internal carbon emission data verification in accordance with ISO 14064 standards.

Carbon emission data of the organization in 2024:

Proportion of emissions by scope	Scope 1	Scope 2	Scope 3
Greenhouse gas emissions (tons of CO ₂ e/year)	2756.40	162224.97	1598012.82
Proportion of total emissions (%)	0.16	9.20	90.64



Greenhouse Gas Emissions Verification Statement

Product carbon footprint

Product carbon footprint (PCF) certification serves as a critical link between corporate practices and global sustainable development goals. It holds significant importance for international trade compliance, industrial chain collaboration, competitiveness enhancement, and ecological protection. While creating economic value for enterprises, PCF certification also drives the transition toward a low-carbon economy.

In 2024, Sunsync selected our mainstream product—the N-type TOPCon SE bifacial solar cell—as the subject of study, conducting a comprehensive carbon footprint traceability assessment across its entire life cycle.

Sunsync conducted a product carbon footprint assessment to analyze the carbon emissions from our own operations as well as the upstream and downstream supply chains. The assessment was performed in strict compliance with the Greenhouse Gases—Carbon Footprint of Products—Requirements and Guidelines for Quantification (ISO 14067:2018), the GHG Protocol Product Life Cycle Accounting and Reporting Standard, and the Specification for the Assessment of the Life Cycle Greenhouse Gas Emissions of Goods and Services (PAS 2050:2011). The quantification process incorporated primary data provided by selected manufacturers and suppliers as well as secondary data from the Simapro database. Through this assessment, Sunsync identified opportunities to reduce carbon emissions and explored the carbon reduction potential of N-type TOPCon SE bifacial solar cells across their production value chain, providing valuable references and a solid foundation for developing more sustainable low-carbon products.



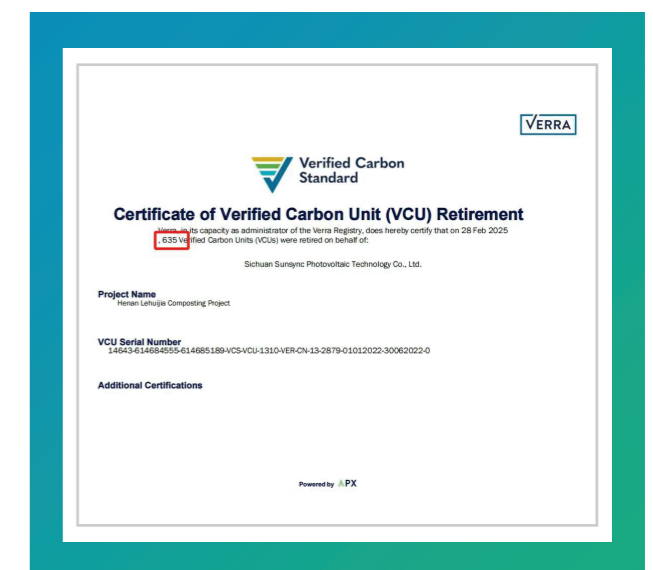
Zero-carbon factory certification

Zero-carbon factory certification serves as a pivotal instrument for enterprises to achieve equilibrium between economic benefits and environmental responsibility. It significantly contributes to supporting China's "carbon peaking and carbon neutrality" strategy implementation, reducing lifecycle operational costs, advancing green technology R&D and application, creating differentiated competitive advantages, building sustainable supply chain ecosystems, mitigating environmental pollution and resource waste, and enhancing ESG performance and financing capabilities.

In pursuit of sustainable development objectives, Sunsync initiated the zero-carbon factory certification project in July 2024. This initiative aimed to significantly reduce carbon emissions, enhance energy efficiency, and mitigate negative environmental impacts. By doing so, Sunsync sought to gain a competitive advantage in the market, cultivate a positive brand image, and build greater trust among consumers and investors.

Sunsync actively engaged in green power trading to maximize our use of renewable energy. In alignment with Sunsync's climate objectives, Sunsync increased the acquisition of green certificates and participated in various carbon credit trading activities to meet part of our carbon offsetting requirements.

In 2024, Sunsync offset 635 tons of Scope 1 emissions by purchasing VCS carbon credits, and neutralized 74,401.142 tons of Scope 2 emissions through the acquisition of 328,044 renewable energy certificates (RECs).



Green manufacturing

Green manufacturing serves as a fundamental strategy for companies aiming to achieve sustainable development and navigate global competition. Its significance spans four key dimensions: policy compliance, economic efficiency improvement, industrial synergy, and social responsibility. By leveraging technological innovation and optimizing systems, companies can reduce environmental impacts while boosting their market competitiveness, thereby providing essential support for the global transition to a low-carbon economy.

Green 5G Factory

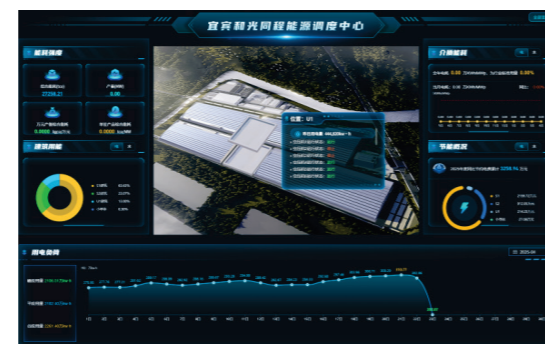
In 2024, Sunsync established a smart factory energy management platform, utilizing multifunctional power meters (IEC 61850-compliant) to enable real-time collection of electrical parameters (such as voltage/current harmonics and power factor) and water/gas flow data across all energy consumption units (including distribution cabinets, air compressors, and process cooling water systems). This capability facilitated the classification, itemization, and area analysis of energy consumption, achieving 100% comprehensive monitoring.

The system operated on a time-of-use pricing strategy (with customizable (peak/flat/valley period), automatically generating data statistics and displaying area electricity consumption ratios. It integrated real-time data streams (generation power) from photovoltaic inverters to automatically calculate area power generation and its proportion, showcasing 30 days of power generation data. Emission reductions were calculated based on the IPCC carbon emission factor database.

Emphasizing intelligent digital management, the online energy system supported real-time data monitoring and querying, year-on-year and month-on-month comparisons, data exports, target value settings, and the automatic generation of KPI reports at the energy consumption unit level. The system alerted users when consumption indicators exceed set thresholds and provides reminders for meter calibration cycles. It also automatically calculated specific power, COP values, and supported automatic conversion. By inputting estimated production capacity and analyzing past electricity usage trends alongside consumption rates, Sunsync enhanced our energy utilization and consumption analysis. This approach improved operational efficiency while swiftly identifying abnormal power usage, allowing for timely adjustments to production conditions and equipment to meet established targets. Ultimately, this resulted in more accurate energy statistics, reduced energy waste, and elevated Sunsync's intelligent data management capabilities.

In 2024, Sunsync successfully launched Sichuan's first fully redundant independent networking "5G + Industrial Manufacturing" private network project, with the goal of creating a "Smart Sunsync." By harnessing the advantages of 5G technology—high speed, low latency, and extensive connectivity—this initiative facilitated efficient material flow and process management within the workshop, paving the way for intelligent and automated production.

By integrating technologies such as 5G, RFID, AI, and big data, along with an industrial interconnection platform and a MOM (Manufacturing Operations Management) system, Sunsync achieved comprehensive data collection and online monitoring for key equipment, reaching 100% coverage. This enabled industry-leading wafer-level full-process traceability, from silicon wafer loading to solar cell output. The digital integration of "people-machine-material-method-environment" enabled data-driven collaboration in production and operation, optimizing resource allocation—including labor allocation per GW—enhancing capacity utilization and production efficiency while simultaneously reducing energy consumption and production costs. These advancements have led to intelligent manufacturing and green production, ensuring Sunsync's sustained high-quality development.



Smart Energy Online Platform

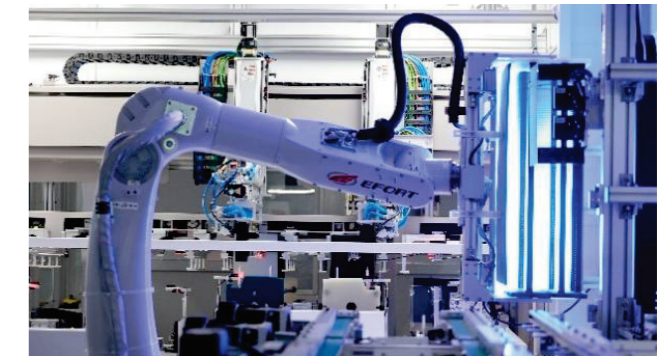


Photovoltaic Power Generation Statistics Platform

The establishment of the 5G factory not only improved production efficiency and reduced energy consumption but also accelerated Sunsync's digital transformation and smart upgrades through a diverse array of 5G application scenarios.



Sunsync 5G Factory - Workshop 1



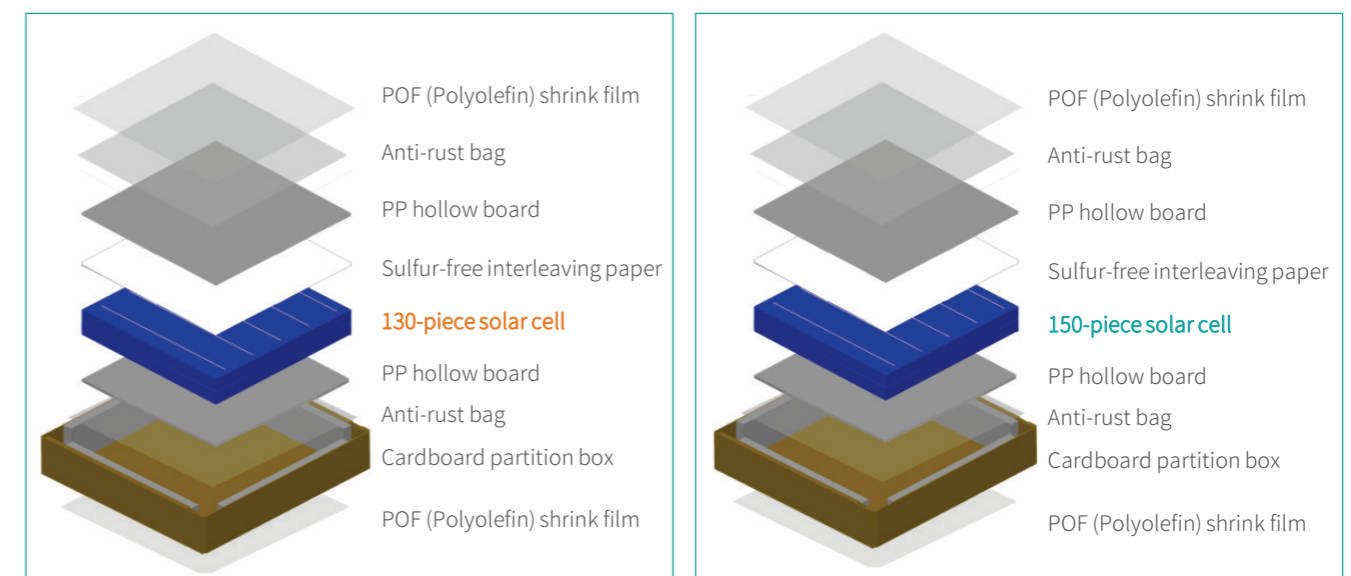
Sunsync 5G Factory - Workshop 2

Green packaging

In the fiercely competitive photovoltaic market, effective cost control is essential for companies striving to remain competitive and achieve sustainable development.

Sunsync implemented strategic measures to optimize packaging material selection, streamline packaging processes, and enhance collaboration between upstream and downstream operations, leading to more efficient material utilization.

In 2024, Sunsync revamped our packaging for solar cells by increasing the quantity in each small package from 130 pcs to 150 pcs. This adjustment facilitated a seamless transition in production and packaging processes, thereby preventing potential delays or quality fluctuations associated with these changes.



As a result of this initiative, Sunsync anticipated an annual savings of 13.33% in packaging materials, labor, transportation, and turnover costs. This not only reduced resource consumption but also contributed to lower carbon emissions.

Wet oxidation process upgrade

Sunsync consistently optimized our processes to minimize spare parts consumption, enhancing equipment utilization efficiency and reducing production costs.

In 2024, Sunsync upgraded the oxidation process duration without compromising oxide layer growth. Sunsync identified the optimal minimum working temperature during the high-temperature phase, which extended the lifespan of spare parts and decreased energy consumption.

As a result of upgrading, all standards were met, leading to an anticipated annual reduction of 74% in costs related to quartz boats, quartz boat holders, and quartz tubes. Additionally, there was a significant decrease in the workload for personnel responsible for replacing quartz tubes.

Green building

Green buildings are critically important for both businesses and society. They not only support companies in achieving sustainable development but also significantly enhance overall environmental quality and workplace experiences. From the outset, Sunsync embraced the principles of green building, maximizing the efficient use and protection of land resources while utilizing eco-friendly construction materials to create a sustainable Sunsync facility.

Energy efficiency and consumption reduction in green buildings

Green building technologies effectively lower energy consumption in buildings, reduce dependence on non-renewable energy sources, and significantly decrease greenhouse gas emissions, thereby mitigating the effects of climate change.

In the architectural design phase, Sunsync thoughtfully considered building orientation to avoid direct sunlight exposure from the east and west, minimizing energy loss.

Sunsync implemented a sophisticated design for its building's curtain wall system, creating both vertical and horizontal shading solutions. By optimizing the glass curtain wall with varying light transmittance using LOW-E glass (covering approximately 4,000 square meters), Sunsync successfully reduced energy consumption while ensuring ample indoor lighting.



LOW-E Glass Curtain Wall



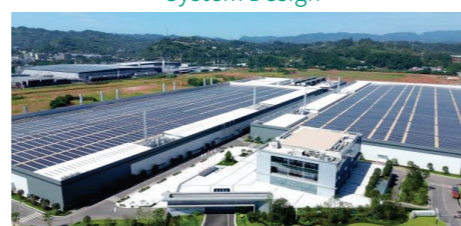
Using clean energy to reduce carbon emissions

Sunsync leveraged our technological advantages to design a photovoltaic system on the roofs of industrial buildings, with a capacity of approximately 19.9 MW. This system is expected to generate an average annual electricity output of around 14.95 million kilowatt-hours (with an annual utilization of 752 hours), leading to a reduction of 3,390 tons of carbon emissions.

Moreover, all buildings were constructed with prefabricated steel structures and featured an assembled exterior maintenance system, significantly lowering carbon emissions during the construction process.



Roof-Mounted Photovoltaic System Design



Using eco-friendly building materials to create green workspaces

Sunsync employed low-VOC eco-friendly materials and advanced purification equipment to minimize indoor air pollution, ensuring a healthy and comfortable working environment for employees.



Water resources management

70% of the Earth's water resources are found in the oceans, while only 2.5% of global water is freshwater available for human use. Many regions around the world are experiencing unprecedented extreme weather events, such as droughts and floods. Additionally, the discharge of industrial wastewater and domestic sewage has led to the pollution of numerous water bodies, resulting in deteriorating water quality that poses a direct threat to human health.

Effective water resource management is a central focus for Sunsync's sustainable development. To this end, Sunsync has implemented a range of water-saving initiatives aimed at enhancing water efficiency and protecting the water environment.

Water balance

Sunsync was committed to the principle of water balance, employing systematic statistical methods to measure, quantify, and analyze water usage across water-using units and systems. This approach established a water balance relationship based on the principle that the total input of water into each water-using unit or system must equal the total output.

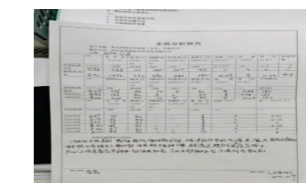
Through water balance testing, Sunsync gained valuable insights into the conditions of piping network of water-using units and the current consumption levels in different areas (units). By analyzing the collected water consumption data, Sunsync identified water balance relationships and assessed reasonable levels of water consumption, taking appropriate measures to enhance water management and promote efficient consumption. Additionally, by monitoring the balance of water intake and discharge, Sunsync can detect any potential illegal discharges.

Employees and various units were encouraged to use water responsibly. This included treating industrial wastewater in compliance with national regulations to ensure it meets discharge standards before being released. Furthermore, Sunsync conducted self-monitoring according to relevant technical specifications and proactively disclosed pollutant discharge information, welcoming external oversight. Sunsync also legally installed and operated automatic monitoring equipment, sharing data with local ecological and environmental departments, and operating units.

Application of water treatment systems

Water treatment systems played a crucial role in the operations of Sunsync. The primary objective of water treatment was to enhance water quality to meet established standards while effectively preventing scaling, corrosion, and microbial growth. This approach not only extended the lifespan of the equipment but also ensured optimal operational efficiency.

Sunsync's power station system included both closed systems (low temperature, medium temperature, and hot water) and open systems (cooling water). The S1/S2 system primarily comprised a PCW system. By partnering with a professional water treatment company, Sunsync conducted weekly water quality sampling and analysis, as well as quarterly third-party water quality tests. Adding corrosion inhibitors, scale inhibitors, biocides, and pH adjusters ensured that the water quality of the entire system met regulatory standards, significantly reducing operational risks.



Water Quality Standards and Test Results



Field Equipment for Circulating Water Treatment

Recycling and reuse of condensate

To effectively promote energy efficiency and resource conservation for sustainable green production, Sunsync utilized the high humidity levels during the summer to maintain optimal temperature and humidity in the workshop. The MAU required coil cooling and dehumidification, resulting in a significant volume of condensate. Testing confirmed that the quality of the discharged condensate met the standards for cooling tower makeup water. During the summer months, Sunsync implemented switching management of valves and other measures to recycle the condensate, which had previously been treated as wastewater.



Condensate Reused in Cooling Towers

This modification resulted in annual water savings of 117,000 cubic meters.

ROR concentrate recycling

In March 2024, Sunsync initiated a technical upgrade of the concentrate collection system at the power station's pure water station for toilet flushing. This project was successfully completed and went into operation in May 2024.



ROR Concentrate Recycling Equipment

The upgrade involved modifying the toilet flushing pipeline in the workshop with a concentrate recycling device. This allowed concentrate generated by the pure water station to be collected and reused for flushing toilets in the production area, effectively addressing the previous issue of concentrate being discharged without the possibility of recycling.

In 2024, this initiative saved approximately 32,029 cubic meters of tap water, significantly reducing the company's water costs, enhancing resource utilization efficiency, and lowering expenses related to wastewater treatment and discharge.

Water-Saving function of cleaning equipment

From the inception of the factory, Sunsync has prioritized the conservation of pure water as a fundamental initiative. All cleaning equipment utilized in Sunsync's processes was carefully selected from the latest generation of models equipped with self-water-saving features. These functionalities were successfully validated and implemented during the second and fourth quarters in the alkali polishing and RCA processes, respectively, resulting in a notable reduction in pure water consumption by 9% and 8%.

Management system for safe domestic water

To further enhance the hygiene and safety of drinking water for employees, and to safeguard their health while preventing public health emergencies, Sunsync established a comprehensive management system for safe drinking water. This system complied with national laws and regulations, including the Food Hygiene Law and the Standards for Drinking Water Quality.

Sunsync conducted biannual water quality tests for drinking water across its facilities. The testing parameters included, but were not limited to: color, turbidity, odor, visible impurities, pH value, coliform bacteria, total bacterial count, oxygen consumption, and fecal coliform bacteria or heat-resistant coliform bacteria. All testing limits adhered to the Standards for Drinking Water Quality (GB5749-2006). Should the client's audit standards be more stringent than these, the client's requirements would take precedence. The methods for water quality testing followed nationally established protocols, and the results were publicly displayed in the drinking water pump room.

Sunsync's drinking water quality met stringent hygiene and safety standards, ensuring not only the physical health of employees but also the prevention of public health emergencies.

和光同程光伏科技（宜宾）有限公司			
生活用水安全管理制度 Domestic Water Safety Management System			
文件编号	HGTC-03-FA-053	编制	陈洪亚
文件版本	A0	审核	洪冬
分发编号		批准	夏良洲
受控状态	和光同程光伏科技（宜宾）有限公司 受控文件		

Management system for safe domestic water



Domestic Water Sampling Point Test

Water resource management culture development

Sunsync effectively integrated a water-saving culture with the principles of cost reduction and efficiency enhancement. By utilizing the TQM Continuous Improvement Management Method, Sunsync established a long-term incentive mechanism and developed a comprehensive innovation promotion system. This system included a specialized review process to recognize outstanding improvement achievements, regular evaluations of rationalization suggestions, and weekly progress in the competition of Synergistic Micro-Actions for Cost Reduction. This framework successfully stimulated the innovative potential of all employees. By continuously optimizing production processes, rigorously controlling costs, and enhancing product quality, Sunsync achieved significant tiered growth in its economic performance.

To further advance our water-saving culture and establish a sustainable training mechanism, Sunsync conducted quarterly training sessions focused on efficient water resource utilization. These sessions covered essential topics, including optimizing water usage in wastewater treatment processes and practical water-saving techniques for everyday life. A dynamic monitoring system was implemented, setting monthly assessment indicators for tap water consumption in wastewater systems. Additionally, a tiered reward and punishment mechanism linked to employee performance was established. An innovative reward channel for water-saving contributions was created, providing special recognition for employees who proposed technological innovations in water conservation. Simultaneously, a red-yellow card penalty system was enforced for verified violations of water usage, with records maintained in individual performance evaluation files.

和光同程光伏科技（宜宾）有限公司			
TQM 持续改进管理办法 TQM Continuous Improvement Management Measures			
文件编号	HGTC-03-QA-067	编制	王青
文件版本	A1	审核	张伟
分发编号		批准	谢家安
受控状态	和光同程光伏科技（宜宾）有限公司 受控文件		

TQM Continuous Improvement Management Measures



Synergistic Micro-Actions for Cost Reduction

Pollutant control

As a leader in green manufacturing, Sunsync consistently prioritized environmental protection as a cornerstone of our sustainable development strategy. Through strategic planning, technological innovation, and meticulous management, Sunsync established a comprehensive pollution prevention and control system that addresses waste gas, wastewater, and solid waste. In our operations, Sunsync continually explored synergistic pathways for pollutant reduction and carbon mitigation, thereby reinforcing its commitment to sustainable development at elevated standards and setting a benchmark for the industry's green transformation.

Waste gas management

In 2024, total waste gas emissions amounted to 27.71 tons.

The design of the waste gas collection and transfer system was a critical element of the overall framework, as it fundamentally influenced the volume of waste gas that can be treated. The effectiveness of waste gas treatment hinged on the rationality of its design. From the initial planning of process equipment, Sunsync placed significant emphasis on developing an efficient waste gas collection and treatment system. Adhering to the principle of "collect as much as possible and classify by quality," Sunsync achieved a 100% collection and treatment rate for process waste gas. The system was equipped with three types of waste gas treatment facilities, including a total of 24 discharge points, all of which achieved a compliance rate of 100% for emissions. The total emissions of various pollutants were recorded at 27.71 tons. Waste gas was collected and treated in a scientifically sound and effective manner based on its classification. By implementing stringent design standards, rigorous management practices, and regular testing and maintenance for the treatment of acidic and alkaline waste gas, organic waste gas, and others, the concentrations of pollutants such as fluorides, hydrogen chloride, and volatile organic compounds have consistently remained well below the regulatory limits. Throughout its operations, Sunsync proactively advanced initiatives aimed at reducing pollutants and carbon emissions, including the transition from dry boat cleaning to wet boat cleaning in auxiliary processes, which was projected to reduce nitrogen oxide emissions by approximately 38% annually.

Wastewater management

In 2024, Sunsync's total wastewater discharge amounted to 3,375,821 tons.

Sunsync's approach to wastewater collection and treatment was founded on the principles of "classified collection and quality-based treatment." Sunsync developed 3 specialized wastewater treatment systems that processed wastewater according to its classification. The treated effluent was monitored at a central discharge point within the facility and was released only after meeting stringent discharge standards. Throughout the year, the total wastewater discharge was recorded at 3,375,821 tons, achieving a compliance rate of 100%. By optimizing the raw and auxiliary material content at the process stage and fine-tuning chemical elements in the wastewater treatment phase, Sunsync ensured that its discharge standards were significantly lower than both national and local regulations. This commitment exemplified Sunsync's dedication to green manufacturing while continuously enhancing our environmental performance. Sunsync also actively pursued in-house water reuse initiatives, successfully implementing wastewater recycling through the repurposing of production wastewater. This effort not only enhanced industrial water efficiency but also supported sustainable and environmentally friendly development. Sunsync completed various technological upgrades for wastewater, including the reuse of concentrate and the recycling of dilute alkali, further solidifying its commitment to sustainability.

Solid waste management

In 2024, the total annual discharge of solid waste reached 12,132.71 tons.

Sunsync continuously improved our supplier screening standards and conducted thorough assessments of major raw material suppliers. Sunsync actively collaborated to promote the reuse of packaging waste, effectively reducing waste generation at the source. This initiative successfully facilitated the recovery of packaging materials for all categories of chemicals within the raw and auxiliary materials for their original purposes, significantly decreasing the overall amount of solid waste generated. Furthermore, the management of solid waste underwent targeted optimization. For hazardous waste, Internet of Things (IoT) supervision was implemented, enhancing the efficiency of solid waste management and further mitigating compliance risks. The collaborative disposal units achieved a 100% compliance disposal rate for both industrial solid waste and hazardous waste, ensuring strict control over the environmental impact of pollutant emissions. In 2024, 41.785 tons of hazardous waste and 12,090.915 tons of general industrial solid waste were responsibly disposed of.

Pollution control case: Recovery and utilization of dilute alkali wastewater

In June 2024, Sunsync embarked on a technical transformation project aimed at recovering dilute alkali wastewater generated in its workshops. This initiative implemented a specialized recovery system for dilute alkali wastewater, significantly reducing the consumption of both tap water and liquid alkali in the acid-alkali scrubber. Additionally, it lowered energy consumption for waste gas treatment and reduced associated costs, effectively resolving the issue of directly discharging dilute alkali wastewater to the treatment station without any recovery.

The technical transformation was completed and put into operation in June 2024. As a result of the transformation, the initiative was expected to save about 43,750 cubic meters of tap water annually. This will substantially lower the company's water costs, enhance resource utilization efficiency, and decrease expenses related to wastewater treatment and discharge.



On-site Recovery of Diluted Alkali Solution from Acid-Alkali Discharge

Circular economy

Recycling of packaging materials

Sunsync is committed to our core development philosophy of "Green Innovation, Win-Win Future" and successfully established an innovative recycling system for silicon wafer packaging materials. This initiative set a benchmark for promoting the resource utilization of waste within green supply chains. Sunsync prioritized the use of non-toxic, pollution-free, and renewable sustainable packaging materials that complied with relevant environmental protection standards, consistently leading the industry in implementing low-carbon sustainable development strategies.

In collaboration with packaging material suppliers, Sunsync formed a dedicated packaging recycling team. Through benchmarking and internal discussions, the roles and responsibilities of participating departments and personnel were clearly defined. The team also established the scope of recyclable silicon wafer packaging materials, operational procedures for recycling, and settlement methods.

This project effectively addressed the issue of excessive consumption of social resources, contrasting with the previous practice of treating packaging materials as waste for sale. By significantly reducing environmental burdens, it enhanced the efficient recycling of resources and led to an annual revenue increase of about RMB 2.4 million.

Reduction of chemicals and special gases

Chemicals and special gases are critical environmental factors throughout Sunsync's production process. Reducing the use of these substances not only significantly contributed to cost savings and efficiency improvements but also yielded substantial benefits in carbon emission reductions and ecological protection.

In 2024, Sunsync implemented a series of effective measures focused on process improvements, the introduction of new materials, and technology upgrades. As a result, Sunsync achieved a significant reduction in the consumption of various chemicals and special gases throughout the year.

Introduction of new materials

Sunsync introduced a highly effective cleaning agent with exceptional dispersion capabilities, designed to remove organic residues, dust, and grease from the surface of silicon wafers without requiring additional alkali or hydrogen peroxide. This innovation was driven by the high consumption and cost of hydrogen peroxide in cleaning, as well as its limited effectiveness on certain dirty wafers, which impacted subsequent processing steps. Consequently, the consumption of hydrogen peroxide was reduced by 28%.

Technology upgrades

In situations where silicon wafers exceeded control limits due to equipment malfunctions or other factors during production, Sunsync implemented a rework strategy. With process upgrades applied during rework, about 80% of the reworked wafers were able to proceed to normal production without increasing rework costs. This approach also led to a 20% reduction in the use of secondary processing chemicals.

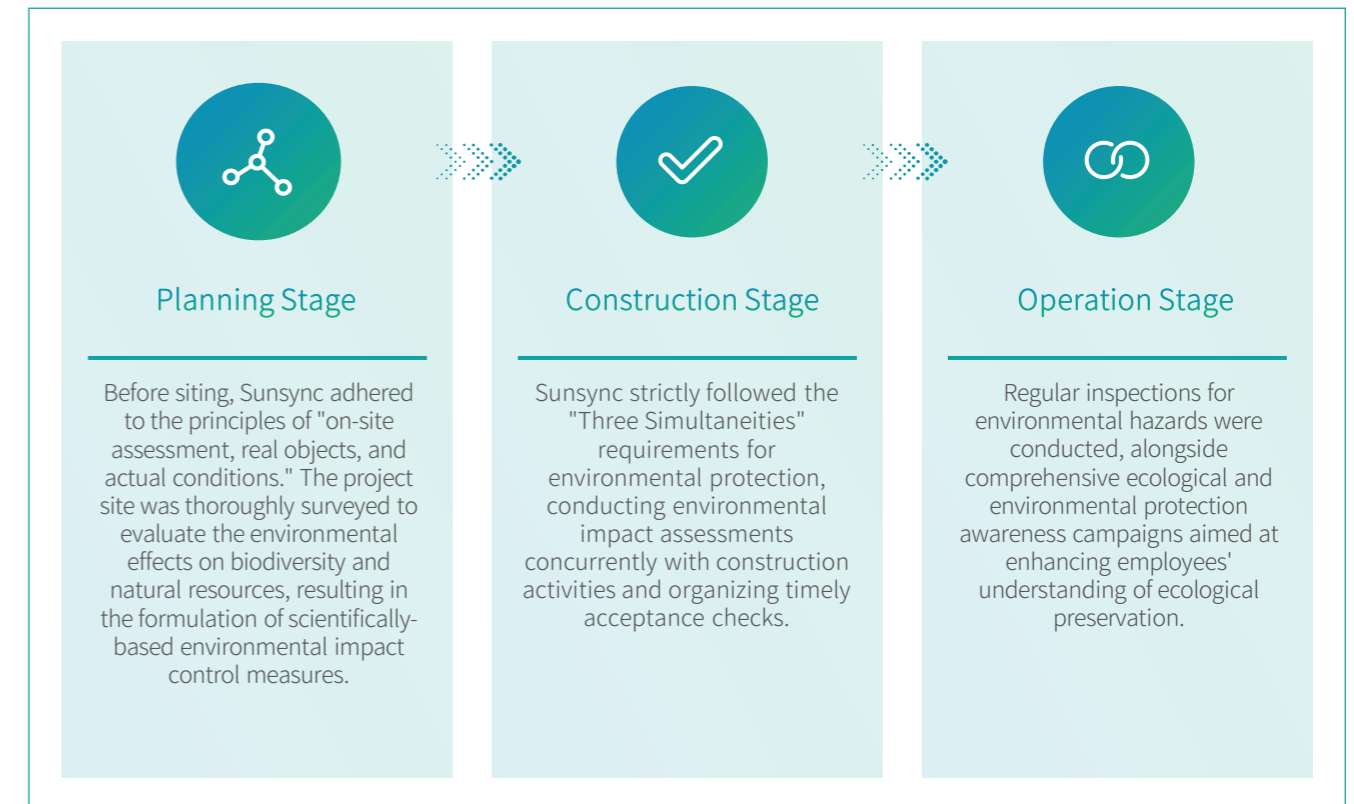
Process development

To meet the growing market demand for higher output power solar cells, Sunsync developed a thin poly-silicon layer process characterized by low infrared parasitic absorption and reduced internal recombination rates. This innovative process effectively decreased both series and contact resistance in solar cells, minimizing the impact of impurities and defects on performance. As a result, it significantly enhanced cell efficiency while also reducing the consumption of silane and hydrogen.

Biodiversity protection

Effective siting assessment and biodiversity protection

Sunsync was dedicated to understanding the impact of our activities on biodiversity. In alignment with relevant laws and regulations, including the State Council's Opinions on Further Strengthening Biodiversity Protection, the Law of the People's Republic of China on Prevention and Control of Soil Contamination, and the Regulation on Groundwater Management, Sunsync actively conducted risk factor identification and environmental monitoring. During the reporting period, Sunsync had no production bases or operational points situated within or near nature reserves or in areas rich in biodiversity outside of such reserves. All of the company's production and operational activities, products, and services were assessed and found to have no significant impact on biodiversity.



Rational Layout, reducing land damage, and preserving biodiversity

Sunsync meticulously considered the reduction of natural resource consumption, land development, and environmental degradation during the design of our factory, with the goal of protecting the ecological environment and maintaining biodiversity.

By effectively utilizing the site's elevation variations, Sunsync strategically arranged various functional areas to meet operational needs while maximizing land resource efficiency. This approach took advantage of the natural landscape, reducing construction costs and minimizing land development impacts, thereby safeguarding biodiversity.

In landscape design, Sunsync prioritized optimizing land use and minimizing waste by selecting seasonal, visually appealing trees and shrubs that are well-suited to the local climate. This strategy not only enhanced green coverage but also contributed to establishing a green factory dedicated to the preservation of biodiversity.

Supply Chain Collaboration



The United Nations Sustainable Development Goals applicable to this chapter

In the era of global economic integration, supply chain collaboration is essential for companies seeking to enhance their competitiveness and is a core priority for Sunsync. Sunsync consistently viewed the deepening of supply chain collaboration as a crucial driver of our growth. Sunsync anchored our collaborative direction within our strategic planning, strengthened collaborative mechanisms in process management, optimized collaborative strategies in resource integration, and expanded our collaborative ecosystem through mutually beneficial partnerships.

- Sustainable procurement
- Supplier lifecycle management
- Technical cooperation for mutual benefit
- Conflict minerals management
- Supplier enablement



Sustainable procurement

By adopting sustainable procurement practices, Sunsync evaluated the social, economic, and environmental impacts of its goods and services, striving to achieve a balance between environmental protection, social responsibility, and economic viability. Sustainable procurement not only emphasized product pricing and quality but also prioritized fair labor practices, waste reduction, and minimizing carbon footprints. Through responsible procurement practices, Sunsync aimed to create positive impacts for both the present and the future.

Social responsibility code

Sunsync has established the Sunsync Supplier Corporate Social Responsibility (CSR) Code to promote sustainable procurement within its supply chain. This initiative helped suppliers understand Sunsync's commitment to sustainable development and corporate social responsibility. It also enabled all suppliers to recognize their obligations regarding environmental stewardship, occupational health and safety, labor and human rights, ethics, and sustainable procurement practices.

Supplier social responsibility audit

Sunsync collaborated with companies that acknowledge and sign the Integrity Cooperation and Fair Competition Agreement, along with the Supplier Corporate Social Responsibility (CSR) Code. This collaboration mandated that all suppliers fulfill their social responsibilities. Based on identified supply risks, Sunsync developed comprehensive audit standards and plans, conducting audits during the onboarding process according to these established criteria.

During the audit process, Sunsync provided guidance for addressing any non-compliance issues to ensure alignment with social responsibility requirements. Furthermore, Sunsync implemented mechanisms to eliminate severe non-compliance and to facilitate supplier entry, thereby ensuring a sustainable supply chain.

In 2024, to maintain the ongoing effectiveness of the supply chain, Sunsync developed a site audit plan targeting key and high-risk suppliers with previous process irregularities. Sunsync successfully completed audits for 30 suppliers, including those providing silicon wafers, pastes, screens, and chemicals, and guided them in resolving non-compliance issues.

Complaint feedback handling

Sunsync championed honest, transparent, and fair partnerships. To ensure the health and sustainability of the supply chain, Sunsync is establishing a long-term feedback mechanism by creating complaint channels through emails and phone calls. Additionally, Sunsync regularly collected satisfaction feedback from key suppliers to effectively maintain the stability and sustainable development of the supply chain.

Supplier lifecycle management

Sunsync established an online supplier lifecycle management platform (SRM system) that provides one-stop access of supplier performance throughout the entire business collaboration period. In managing suppliers, Sunsync employed a "6242" hierarchical and modular approach to monitor performance from multiple perspectives.

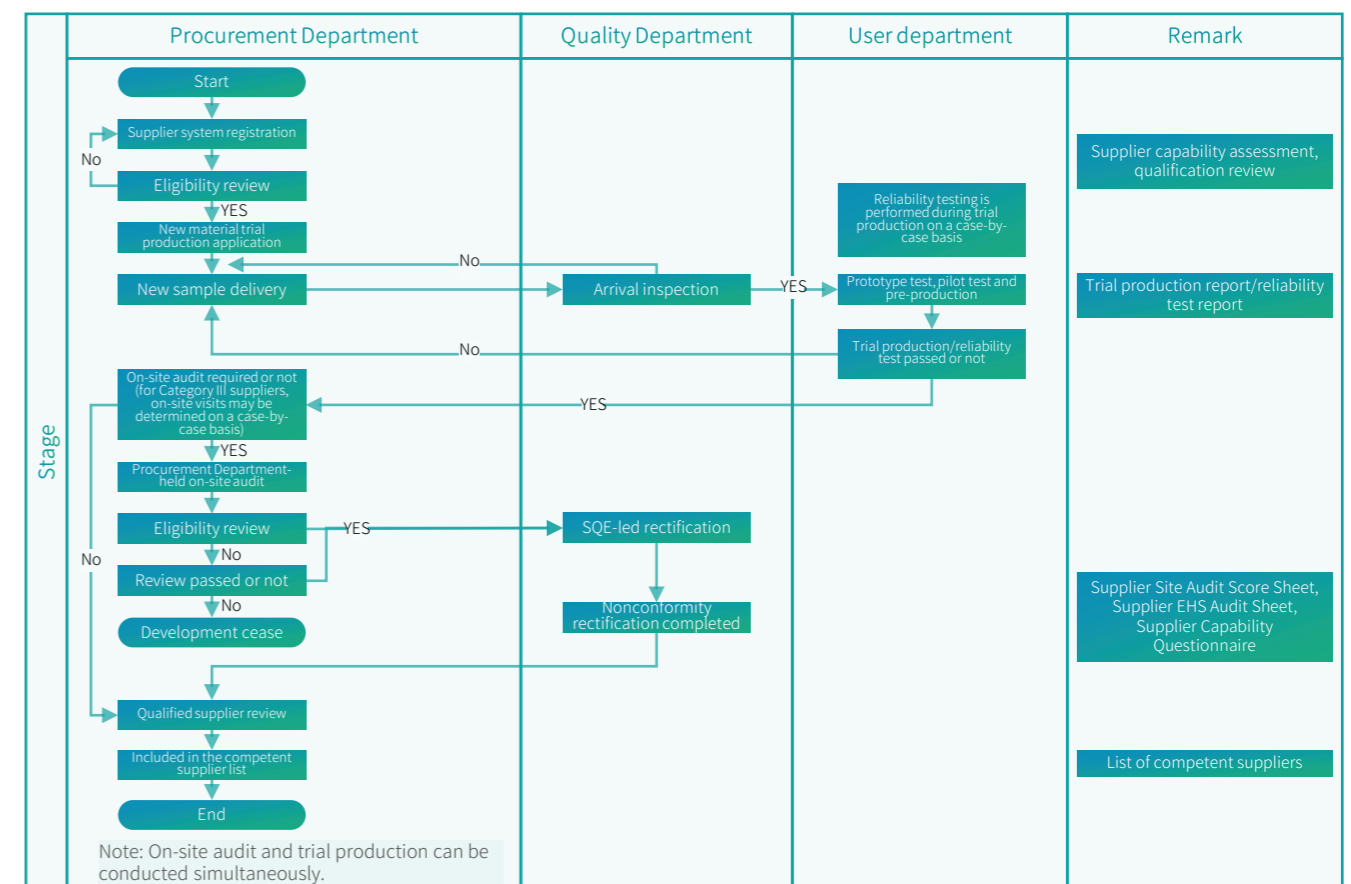
The materials procured by Sunsync were categorized from I to VI based on their impact on the quality of the final product. Supplier classifications were determined by the types of materials they provide. If a supplier offered materials from different categories, their classification was based on the highest category supplied.

In accordance with Sunsync management documents, suppliers could register through the supplier management system after signing the Integrity Cooperation and Fair Competition Agreement and the Supplier Corporate Social Responsibility (CSR) Code. During registration, suppliers must upload relevant qualifications, including system and industry certificates. Following a qualification review, suppliers were classified according to material categories. Main and auxiliary materials required on-site audits that assessed aspects such as process, quality, environmental health and safety, and social responsibility. Once the audits were completed, a trial production of the materials was conducted, and successful suppliers were included in the qualified supplier list.

Supplier Lifecycle Management Flowchart:

Admission Stage	<ul style="list-style-type: none"> In the admission stage, Sunsync conducted an online review of suppliers across various dimensions, including business qualifications, intellectual property risks, and business ethics, ensuring comprehensive coverage of all suppliers. Following the online review, major suppliers underwent on-site audits that assessed production processes, product quality and safety, and environmental compliance. All suppliers were required to sign and agree to the Corporate Social Responsibility (CSR) Code and the Integrity Cooperation and Fair Competition Agreement during their registration in the Sunsync management system.
Classification and Grading	<ul style="list-style-type: none"> Sunsync classified suppliers into 6 categories based on the significance of the materials they provided. During the reporting period, Sunsync had a total of 716 suppliers, with 491 actively engaged in annual cooperation, including 74 core suppliers.
Performance Evaluation	<ul style="list-style-type: none"> Qualified suppliers were evaluated monthly, quarterly, and annually. The evaluation criteria focused on product and service quality, delivery capabilities, technical expertise, and production performance. Based on these evaluations, Sunsync implemented relevant measures for rewards, improvements, or eliminations, allowing for adjustments to the supplier structure as needed.
Elimination Process	<ul style="list-style-type: none"> Suppliers rated D in evaluations entered the elimination process if they failed to improve despite guidance or if the materials they supplied were deemed obsolete by consensus among relevant departments. A blacklist management system was in place; suppliers found to provide counterfeit products, engage in malicious breaches of contract, or violate laws and ethical standards were added to the blacklist.

New supplier selection and evaluation process



Technical cooperation for mutual benefit

In the competitive photovoltaic technology sector, Sunsync upheld an innovation-driven approach, focusing on the promising TOPCon technology pathway. The tunnel oxide layer was a critical component whose performance directly impacted the overall efficiency of solar cells. The R&D team ensured atomic-level uniformity by precisely controlling the thickness and quality of this layer, facilitating smoother electron tunneling pathways. Additionally, the team fine-tuned the chemical composition of the oxide layer by introducing specific element doping, optimizing the energy level distribution of electrons and enhancing their selective transport capabilities. This resulted in significant improvements in Uoc and FF, yielding efficiency gains of over 0.05%.

On-site collaboration for material composition optimization

Sunsync actively invited suppliers to engage in on-site research and analysis, collaboratively optimizing components such as glass powder and organic solvents. This teamwork successfully enhanced cell efficiency while mitigating performance degradation risks.

Packaging design and optimization

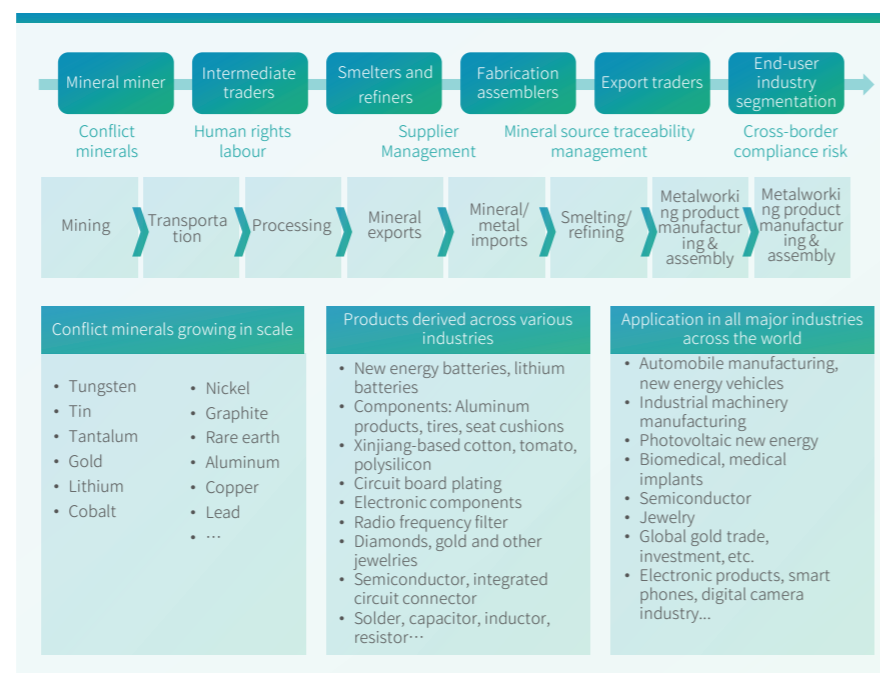
In 2024, Sunsync implemented strategies to reduce the size of packaging bags, decrease their thickness, and lower the weight of EPE boards. These changes significantly minimized both the overall weight and surface area of the packaging products while enhancing the cushioning performance of the materials. Additionally, this approach contributed to a reduction in greenhouse gas emissions during transportation. As a result of these efforts, the use of anti-rust bags led to savings of 13,500 kg, while the adoption of hollow boards resulted in a reduction of 127,500 kg. Overall, these initiatives achieved an annual cost savings of RMB 1.18 million.

Conflict minerals management

Conflict mineral extraction areas refer to regions in the Democratic Republic of the Congo and its neighboring countries, including Angola, Burundi, the Central African Republic, the Republic of the Congo, Uganda, Sudan, Tanzania, Rwanda, and Zambia. These regions are often marked by political instability or armed conflict, and mining activities there frequently lead to serious issues such as forced labor, human rights violations, and environmental degradation. Moreover, conflict minerals are known to finance illegal armed groups.

Sunsync was committed to adhering to international regulations regarding conflict minerals. Sunsync conducted thorough supply chain identification and assessment in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This approach enabled Sunsync to strictly prohibit the use of conflict minerals while effectively managing our minerals.

Supply chain criteria as defined in OECD Guidelines for Mineral Due diligence

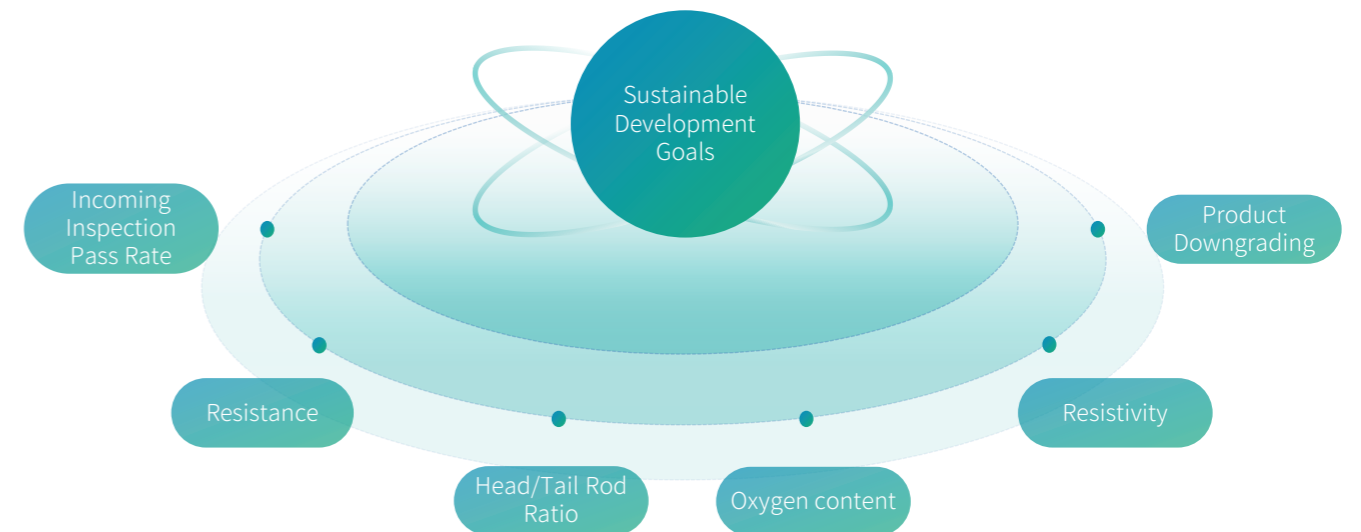


Supplier enablement

Supplier technical exchange

To foster collaborative partnerships, Sunsync viewed inviting suppliers for technical exchanges as a vital platform for enhancing technical communication and cooperation among enterprises. This initiative aimed to facilitate the sharing of the latest industry trends and technological advancements, deepen partnerships, and jointly drive innovation in products and services, thereby laying a strong foundation for future collaborations.

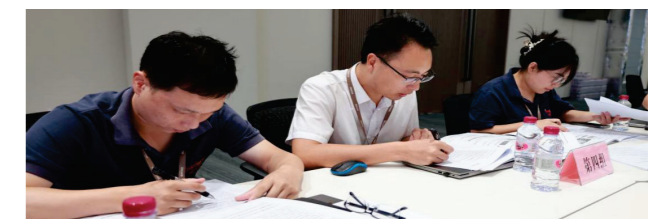
In October 2024, Sunsync organized over 20 technical exchange sessions with all suppliers, focusing on concentric circles and efficiency improvement. These face-to-face discussions yielded effective solutions for reducing defect rates in concentric circles and enhancing solar cell efficiency.



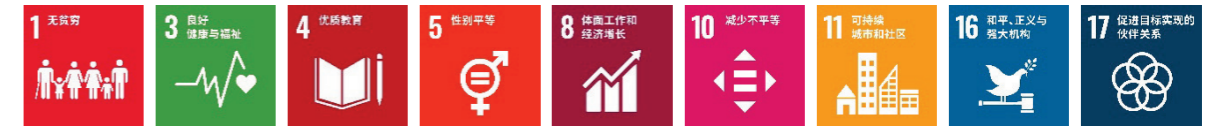
Training on sustainable development of supply chain

Sunsync believes that sustainable development can only be realized through collaborative efforts and ongoing improvement with all partners, fostering a win-win scenario. Each year, Sunsync provides a variety of training sessions and guidance for our suppliers.

In 2024, Sunsync implemented both offline and on-site training initiatives, inviting key suppliers to engage in sessions focused on corporate social responsibility, climate impact, and carbon reduction. A total of 11 companies participated, with 11 person-times, and the training sessions totaled 18 hours.



Diversity and Inclusion: Building the Future Together



The United Nations Sustainable Development Goals applicable to this chapter

Sunsync valued differences and embraces diversity, cultivating an inclusive culture that encouraged employees from various backgrounds, perspectives, skills, and experiences to actively participate and contribute. Through this diverse corporate culture, Sunsync aimed to drive innovation, enhance team cohesion, and strengthen competitiveness.

- Talent attraction and retention
- Employee training and career development
- Employee communication and care
- Employee rights protection
- Occupational health and safety
- Community contribution



Talent attraction and retention

Diverse staffing

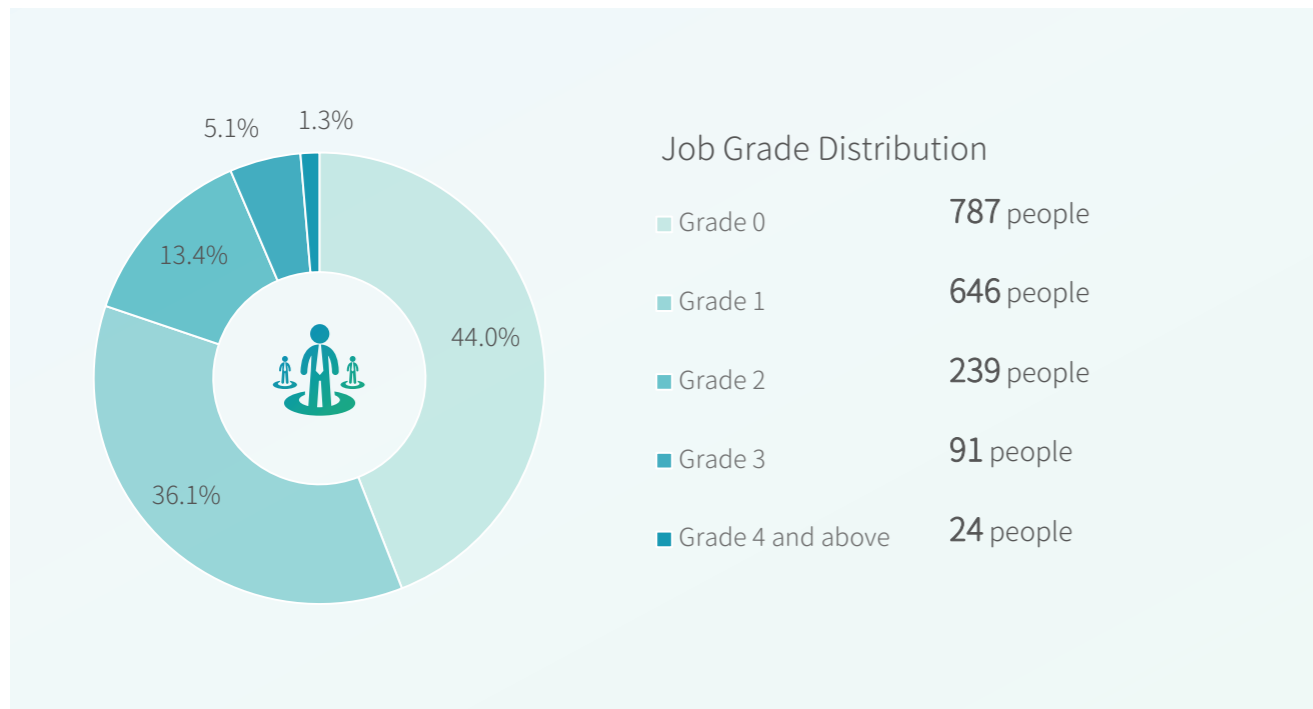
Founded on March 10, 2023, Sunsync has been committed to recruiting talent from across the nation and internationally from the very start, inviting individuals to collaborate in shaping a shared future.

Sunsync focused on talent acquisition and development, reforming our talent development mechanisms, and aligning talent strategies with corporate growth. Sunsync emphasized talent cultivation through selection, training, retention, and utilization, continuously improving recruitment processes, deepening talent service mechanisms, and expanding our talent pool. The successful implementation of these strategies was vital for enhancing the company's core competitiveness and supporting high-quality development.

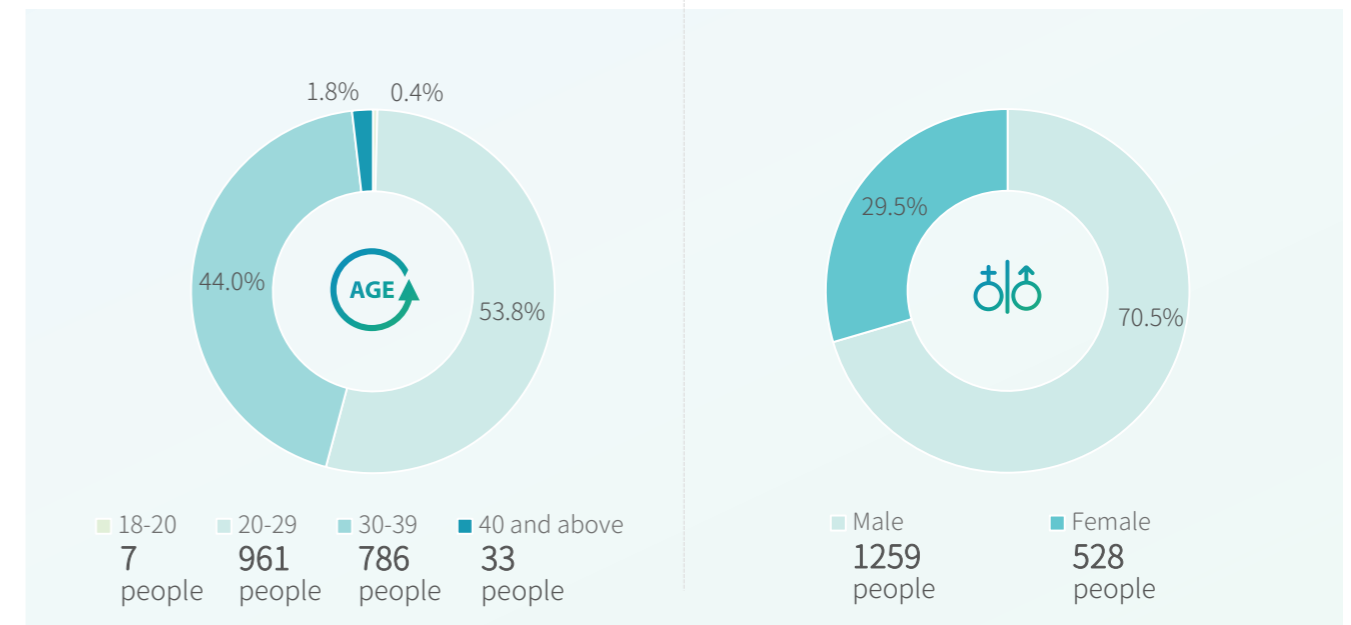
In terms of professional expertise, Sunsync assembled a team of skilled professionals with extensive industry experience and exceptional capabilities. Technical talent constituted 40% of the workforce, excelling in their respective fields.

As of December 31, 2024, Sunsync has **1,787** employees, including:

Job Grade Distribution

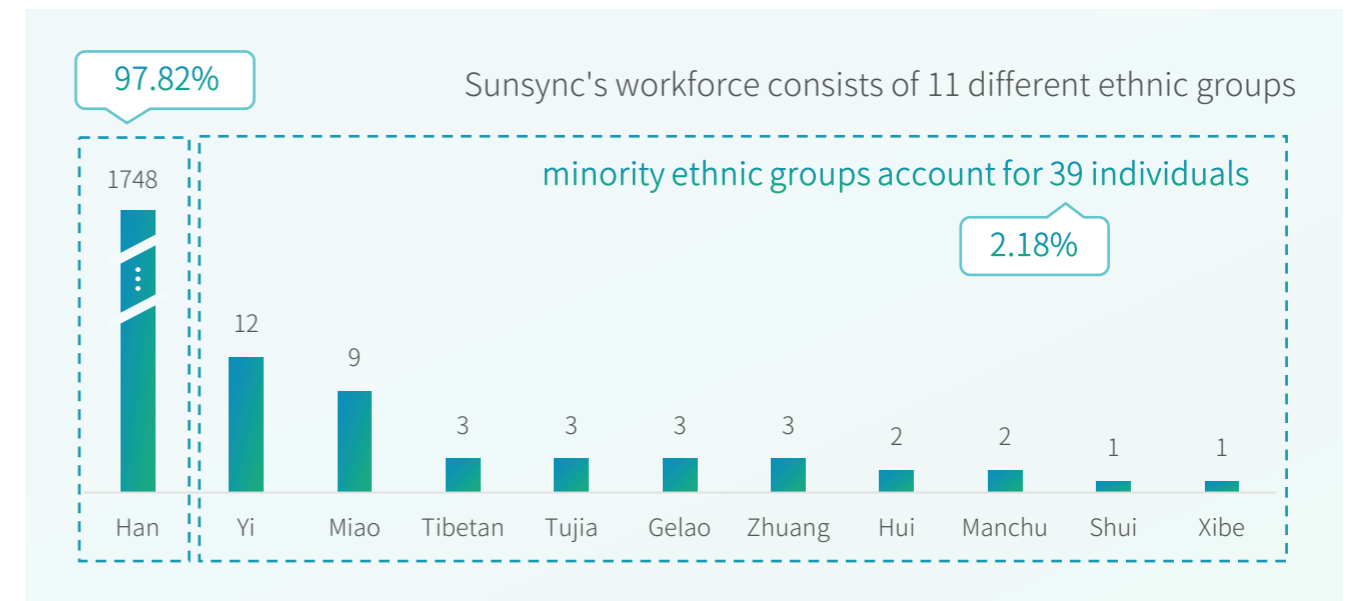


Age & Gender Profile



Average age: 29 years, indicating a youthful workforce.

Ethnicity Distribution



To further enhance our talent development strategy, Sunsync was dedicated to deepening the reform of our talent management mechanisms and optimizing systems for talent acquisition and development. Sunsync strengthened collaborations with external partners, such as universities and research institutions, to expand recruitment avenues and improve the quality of talent training. Additionally, Sunsync aimed to bolster our talent incentives and support mechanisms, offering exceptional career development opportunities and benefits to attract and retain outstanding individuals.

Open, fair, and transparent recruitment policy

Sunsync was committed to strictly adhering to national laws and regulations throughout the recruitment process, ensuring zero tolerance for employment discrimination. All recruitment information was transparently published on job websites to promote openness. In addition to evaluating skills, candidates' character was also one of vital criterion in the selection process.

Beyond external recruitment, Sunsync placed a strong emphasis on the training and advancement of internal employees. Internal recruitment primarily occurred when job vacancies arise, with announcements made for internal competitions for available positions. External recruitment employed various methods, including job websites, internal referrals, offline job fairs, and partnerships with educational institutions.



In 2024, Sunsync aimed to hire 1,780 individuals, achieving a 100% recruitment completion rate. This effectively addressed the needs of hiring departments and provided robust talent support for production line operations.

Employee training and career development

Sunsync was dedicated to fostering the professional growth of our employees by providing a wide range of learning resources and practical opportunities. This approach helped employees continuously enhance their skills and adapt to the evolving market landscape. Sunsync encouraged employees to set personal career goals and offered support through regular performance evaluations, constructive feedback, and coaching.

Diverse and flexible training system

Sunsync implemented a diverse and flexible training system designed to meet the varied needs of our employees. This system offered multiple learning pathways and resources, including traditional lectures, online courses, benchmarking, and hands-on training.

Launch of E-learning platform

To streamline employee learning, Sunsync developed an E-learning platform that provided a wealth of training resources across general knowledge, professional skills, and management techniques. This platform supported the effective delivery of training initiatives.

During the reporting period, the E-learning platform facilitated 175,074 person-times of online learning sessions, totaling 59,394 hours of instruction, with an average of 25.8 hours of learning per employee.

类型	学分制培养体系(岗位本职课程与晋升课程70%，相邻工序与跨部门协作课程20%，通用类-基础类课程10%)			培训项目 培训考核
年度项目体系	人才盘点与人才梯队建设			人才库 对外培训
	年度培训规划			任职资格 胜任力 关键岗位
导师制 (人才梯队) 培训体系	管理序列培养	技术序列培养	专业序列培养	领班人计划 管理岗位储备
	4职等培训			
	1-3职等培训			星火计划 基层发展
	操作序列培训体系 0职等培训-技术评级培训			
基础培训体系	通用类型-基础类型培训			沐光而行
	试用期培训	提升培训		
	入职培训			
培训管理-培训学习平台&线上线下				
讲师-导师&课程体系与管理				

Training course development

During the reporting period, Sunsync successfully developed 255 foundational course modules including professional skills, corporate culture, teamwork, communication skills, and safety management. These courses were designed to provide employees with a solid professional foundation. Additionally, Sunsync introduced 1,037 external courses through the E-learning platform, covering leadership, general competencies, and industry knowledge to further enrich our training offerings.

Training assessment and incentive mechanism

Sunsync established a robust training assessment and incentive mechanism. Sunsync regularly organized a variety of training courses that included professional skills, management capabilities, and teamwork. Following each training session, employee performance was evaluated through exams, practical assessments, and surveys to ensure effective application of the training outcomes. Based on these evaluations, Sunsync provided constructive feedback and suggestions, helping employees identify their strengths and areas for improvement while formulating personal growth plans.

Sunsync also offered promotion incentives for employees who participated in training. By considering employees' overall competencies and career aspirations, the internal training program provided opportunities for promotion, allowing employees to take on greater responsibilities and challenges. Furthermore, Sunsync prioritized fostering a positive work environment, encouraging innovation, collaboration, and knowledge sharing through team-building activities and employee recognition events. This approach enhanced employee cohesion and commitment, injecting vitality into the company's ongoing development.

Internal trainer development

Sunsync established a dedicated internal trainer team and training programs through our talent online learning platform, effectively harnessing internal talent resources to facilitate the sharing and transmission of culture, knowledge, and experience. This strategy aimed to internalize external knowledge while promoting the effective sharing of internal expertise.

To establish a professional internal trainer team, foster enthusiasm for training and mentoring, and accelerate the development of employees who meet job requirements while ensuring high-quality training execution, Sunsync implemented the Internal Trainer Management System. This comprehensive system defined the selection criteria for internal trainer candidates, established classification and evaluation processes, outlined assessment and management guidelines, and provided incentives for trainers.

In 2024, Sunsync successfully recognized 27 internal trainers across junior, intermediate, and senior levels and completed the development of 35 courses.

In 2024, internal trainers delivered a total of 96 teaching hours, engaging 1,836 person-times in the training sessions. The average satisfaction rating for the internal trainers was an impressive 99.8%.



Employee training implementation

Sunsync undertook comprehensive planning and implementation for company-wide training, job-specific training, and safety education. The company-wide training aimed to enhance the overall quality and teamwork abilities of all employees. Job-specific training offered specialized and in-depth content tailored to the unique needs of various positions, thereby improving work efficiency and professional skills. Safety education training, a top priority for Sunsync, ensured that every employee mastered essential safety knowledge and emergency response skills.

In 2024, Sunsync recorded a total of 183,467 person-times of training, with a cumulative training duration of 60,992.5 hours, resulting in an average of 33 hours of training per employee.

Talent pipeline development

To effectively build our talent pipeline, Sunsync regularly conducted talent assessments to analyze the structural characteristics of employees in terms of age, knowledge, abilities, and experience. This approach allowed for a precise understanding of the existing talent pool and informed dynamic adjustments to recruitment strategies. Regarding talent development, Sunsync implemented differentiated strategies for different employee groups. Focusing on the dimensions of "morality, capability, and performance," Sunsync developed a comprehensive training system for recent graduates, key employees, and management at all levels. This system included initiatives such as the Rising Star Plan, Shining Plan, Spark Plan, and Team Leader Plan, all supported by an online learning platform. Sunsync also forged partnerships with universities, including Sichuan University of Science & Engineering, Xihua University (Yibin Campus), and Southwest Petroleum University, to cultivate high-quality talent suited to Sunsync's needs.

Additionally, Sunsync continuously refined our "Training Management System," outlining a dual career development path that includes both professional and managerial tracks. Tailored training plans were established based on employees' performance levels and growth stages. To ensure ongoing tracking of talent development effectiveness, Sunsync implemented a regular performance evaluation mechanism that comprehensively assessed employees' work performance, experience accumulation, and skill enhancement. The evaluation outcomes provided targeted feedback and guidance, helping employees identify their strengths and weaknesses and develop effective improvement plans. This closed-loop management system significantly supported the healthy development of our talent pipeline and strengthened our overall competitiveness.

Light-Chasing Initiative: Igniting Futures, Accelerating Dreams

In the rapidly evolving business landscape, talent is the most valuable asset for any company, especially for recent graduates entering the workforce. Their growth and development are directly linked to the future competitiveness of the organization. To address this, Sunsync meticulously planned and launched the "Light-Chasing Initiative" training program for 2024, designed to provide recent graduates with a clear career development path through systematic and personalized training initiatives, helping them quickly evolve into the backbone of the company. This Initiative not only focused on enhancing professional skills but also emphasized the cultivation of overall competencies, leadership, and teamwork abilities.

The 2024 "Light-Chasing Initiative" successfully attracted 98 recent graduates. Sunsync tailored a diverse learning plan for them, incorporating theoretical study, practical applications, mentor guidance, and project participation, ensuring that each graduate received the most suitable growth path. It is believed that through the ongoing implementation and refinement of this Initiative, more recent graduates will advance along the "Light-Chasing" journey, becoming a vital force in driving the development of both the company and the industry as a whole.



Luminance Talent Initiative: Focusing on Technology, Navigating the Future

In the evolution of an enterprise, technical personnel are a vital driving force, essential for fostering continuous innovation and progress.

The 2024 "Luminance Talent Initiative" successfully trained over 300 technical staff members. Sunsync customized training courses to ensure that each participant had a clear and effective career development path.

Moreover, the Initiative emphasized the integration of theory and practice, significantly enhancing both the technical skills and innovative capabilities of the participants. Through this initiative, Sunsync not only provided substantial development opportunities for technical personnel but also ensured the ongoing enhancement of our technological expertise, thereby laying a solid foundation for the company's long-term growth.



New directions in school-enterprise cooperation: order class training

On March 20, 2024, Sunsync hosted the opening ceremony for our order class training program in collaboration with Yibin College. A group of 30 faculty and students from Yibin College visited the company, where they toured the 5G smart manufacturing workshop. Technical staff provided insights into the company's operations, product processes, and more. Looking ahead, Sunsync planned to incorporate corporate culture and specialized courses into the daily curriculum for order class students, who would also receive priority admission qualifications.



Special training for grassroots managers

From August 8 to 9, 2024, Sunsync conducted the first phase of our special training program for grassroots managers, featuring lean transformation management expert Chen Shaoqing as the keynote speaker. This training included department heads and team leaders from various areas such as Production, Equipment, Process, Planning, Quality, and Factory Affairs, with a total of 62 participants.



Career planning and development

Career development and opportunities for personal growth are critical in attracting and retaining top talent, as well as being pivotal for the overall growth of the enterprise. Sunsync established a high-quality talent pool filled with potential by providing employees with clear career planning, which in turn enhanced the company's cohesion, innovation capacity, execution strength, and market competitiveness.

Through effective career planning, Sunsync empowered employees to visualize their future career paths, significantly improving their knowledge and professional skills. Sunsync provided a platform for employees to realize their potential and personal value while guiding them in understanding their growth trajectories and development goals. This structured approach allowed employees to enhance their skills in a deliberate manner, fostering a sense of being valued and supported by the company, ultimately boosting their loyalty and job satisfaction.

Employee promotion mechanism

Sunsync implements a dual-track career promotion mechanism, allowing employees to progress either within their current specialization track (technical or professional), or through transition to the Management track based on individual competencies and aspirations.

The dual-track career promotion mechanism not only expands developmental opportunities for employees, but also facilitates optimal talent mobility and allocation within the organization.

Sunsync provides specialized training programs tailored to each career track, offering Talent Development Academies. Employees become eligible for promotion upon completing their track-specific academy curriculum.

Through tailored training programs and Talent Development Academies, Sunsync systematically enhances employees' professional competencies and holistic capabilities, thereby building a robust talent pipeline to drive high-quality organizational growth.

The well-structured promotion system serves as a powerful employee motivator, significantly enhancing job engagement and satisfaction while strengthening organizational cohesion and centripetal force.

Career development path for talents



In 2024, Sunsync conducted three promotion activities. The promoted positions covered roles from assistant engineer to manager. A total of 389 employees participated in the promotion assessment, and 264 of them passed, with an internal talent conversion rate of 67.9%.

Career development planning

Sunsync formulated career plans for all employees at different levels and developed corresponding personnel training programs. For different employees, it has worked out career plans from three aspects: goal setting, growth planning, and promotion paths. This enables employees to have a clear understanding of their future development directions and enhances their work enthusiasm.

In 2024, Sunsync ensured 100% participation in career development training across all occupational tracks, with employees completing programs tailored to their respective career sequences.



Training-based Development

Employee incentives

Incentive mechanism

To achieve organizational strategic goals and effectively support business operations, we integrate corporate objectives into performance management systems. This approach balances the interests of all stakeholders across all levels while accounting for current operational realities, guided by the principle of 'Shared Benefits, Shared Risks.'

Sunsync implements a three-tier performance evaluation system, comprehensively assessing and analyzing corporate profitability, departmental performance, and individual employee contributions, including work performance, behavioral conduct, professional attitude, and holistic competencies, to fully mobilize employee initiative, proactiveness, and innovation. Moreover, Sunsync accurately identifies high-performance talents and provides them with tailored career advancement opportunities, welfare treatment and talent training programs. Sunsync provides targeted coaching for reserve talent demonstrating subpar performance, enhancing their professional competencies and workplace adaptability. Sunsync implements an online performance evaluation system for staff-level employees to enhance timeliness and responsiveness. To ensure fairness and transparency, employees may verify their results through either digital confirmation or physical signature. Dispute resolution channels include online submission and offline escalation processes.

Sunsync implements differentiated incentive measures based on different business types. For example, sales personnel are offered special commission incentives, while the Production Department adopts phased performance indicators to boost its work enthusiasm and efficiency.

The performance management system is structured according to distinct job attributes. The assessment system for managerial roles comprises two core components: departmental performance metrics and departmental management indicators. For non-managerial technical positions, performance objectives are strategically aligned with departmental goals while incorporating specialized functional competencies, creating differentiated evaluation dimensions tailored to each role's expertise. For operational roles, a tiered assessment framework is established based on technical complexity and labor intensity. Evaluation criteria at each level simultaneously reflect strategic alignment and precise linkage to core value-creation points in specific processes.

Fair and competitive salary policy

The Sunsync Compensation System aims to establish a fair and competitive salary management framework to attract and retain core talents, maintaining our competitiveness in both industry and regional talent markets. By establishing the reasonable salary structure, we can stimulate employees' enthusiasm, improve their performance and efficiency. By adopting different salary strategies and salary models for different positions, Sunsync's salary level becomes competitive and the labor cost can be reasonably controlled, thus reducing Sunsync's operating costs.

Sunsync adopts a mixed salary level policy, and sets different salary classification standards according to different job categories. For entry-level positions with sufficient talent supply and high substitutability, a market-following compensation strategy is adopted. For mid-to-senior management and technical personnel, a market-leading salary strategy is implemented, utilizing competitive salaries and incentives to attract and retain talents.

During the reporting period, the Sunsync's compensation packages were positioned at the leading edge of the local market while maintaining a median-to-upper range within the industry sector.



Employee communication and care

We are committed to building highly cohesive teams characterized by unimpeded information flow, operational transparency, and effective collaboration. Employee communication and care constitute critical components in team development. Effective communication ensures accurate information delivery, minimizes misunderstandings and conflicts, enhances work efficiency, and strengthens employee belongingness.


Employee communication channels

To safeguard the legitimate rights and interests of both the enterprise and employees, promptly identify and address potential issues, enhance workforce motivation, and foster a harmonious, stable, and united internal environment that strengthens corporate cohesion and centripetal force, Sunsync has established the Employee Suggestions, Feedback, and Grievance Management System. This system is administered by dedicated HR personnel responsible for the collection, processing, and response to employee inputs.

Complaint channels

1. Install employee suggestion boxes in relatively discreet locations with posted usage guidelines to ensure convenient access.
2. Publish the email address for employee complaints/appeals.
3. Publish the hotline number.
4. Any official WeCom account of the HR department staff.
5. Sunsync regularly conducts employee forums and satisfaction surveys to collect and address feedback, building a communication bridge between management and staff to foster a harmonious and stable work environment.

During the reporting period, Sunsync received no labour disputes. Sunsync received 7 employee feedback emails, 27 suggestions from staff forums, and 0 submissions via suggestion boxes, achieving a 100% resolution rate on all employee input.

 Sunsync Photovoltaic Technology (Yibin) Co., Ltd.			
和光同程光伏科技（宜宾）有限公司			
员工建议、意见与申诉管理制度			
文件编号	HGTC-03-HR-015	编制	李蒙
文件版本	A0	审核	陈立
分发编号		批准	谢毅
受控状态	和光同程光伏科技（宜宾）有限公司 受控文件		

3. 职责 3.1 各部门：负责配合人力资源部收集员工建议、意见与申诉，并配合人力资源部展开调查； 3.2 人力资源部：负责制度的制定，受理员工建议、意见与申诉，并在进行调查后按照《员工奖惩管理制度》以及劳动合同等相关文件，对相关员工进行表彰或处罚（包括变更或解除劳动关系）。 4. 参考文件 HGTC-03-HR-005《员工奖惩管理制度》 5. 定义 无 6. 程序内容 6.1 员工建议、意见与申诉反馈渠道 6.1.1 向各车间前台和行政楼1楼前台所设的员工建议、意见收集箱投递； 6.1.2 以邮件形式发送至人力资源部公共邮箱（HGRL@sungroup.com）； 6.1.3 拨打人力资源部部长陈立座机（0831-6680001）、人力资源部招聘组经理田江座机（0831-6680100）或人力资源部薪酬绩效组经理李蒙座机（0831-6680002）进行反馈； 6.1.4 在企业微信上联系人力资源部任何一位员工。 6.2 员工建议、意见与申诉范围 员工建议、意见与申诉范围应在人力资源部的职能范围内，包括但不限于以下情形： 6.2.1 对绩效考核结果有异议的； 6.2.2 对所受奖惩有异议的； 6.2.3 对岗位的调整有异议的； 6.2.4 对薪酬、福利、考勤方面有异议的； 6.2.5 对劳动合同的签订、续签、变更、解除、终止等方面有异议的；

Employee satisfaction survey

To create better living conditions for employees, Sunsync provides convenient commuting options and diverse meal choices, conducting monthly satisfaction surveys on dormitories, shuttle services, and cafeteria offerings.

In 2024, 9660 questionnaires were received. Sunsync implements targeted solutions for issues identified in satisfaction surveys, provides detailed responses to employee concerns, and distributes comprehensive survey reports.

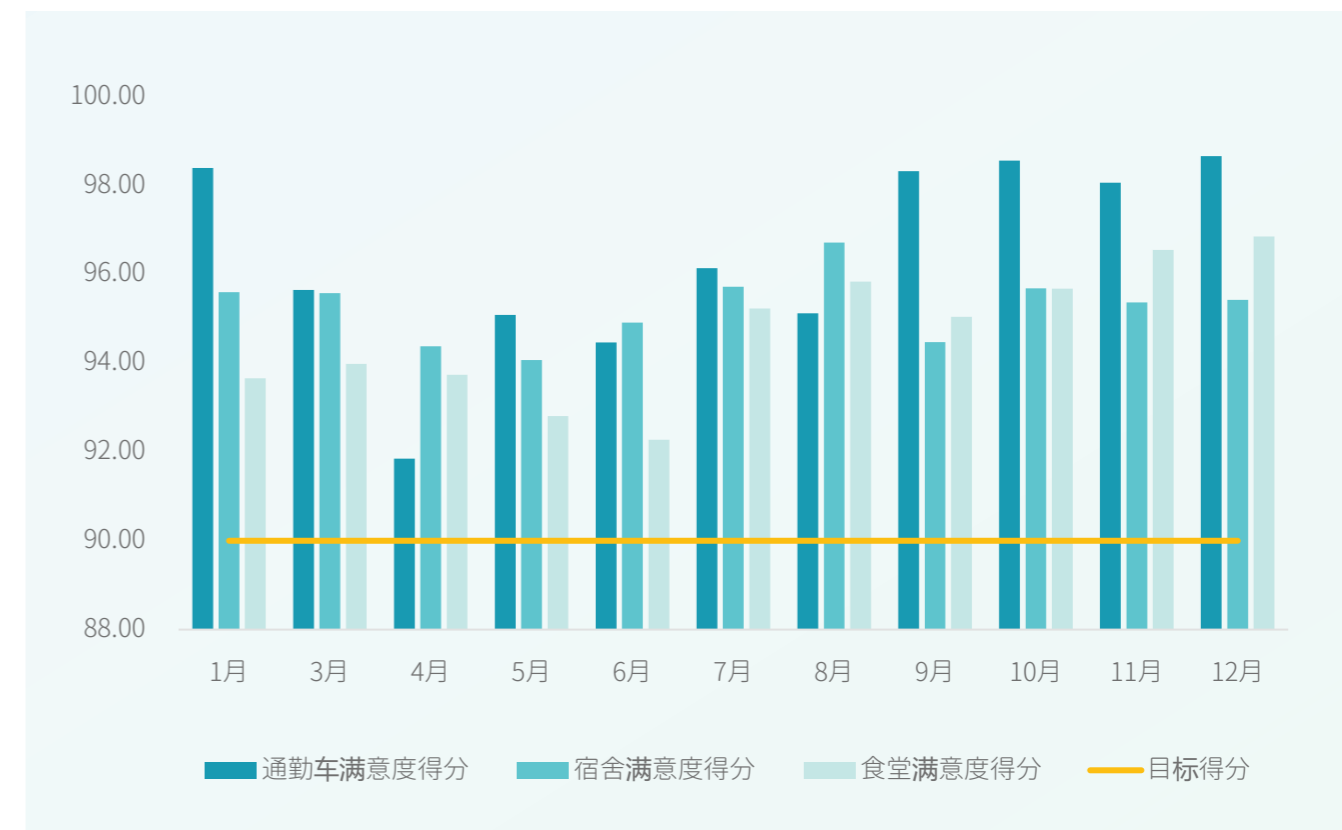
Through monthly menu innovations and tasting events, employee satisfaction with cafeteria meals, dormitories, and shuttle services has significantly improved.



Satisfaction questionnaire

In 2024, average satisfaction scores reached 96.39% for shuttle services, 95.26% for dormitories, and 94.62% for cafeteria services.

2024 Employee Satisfaction Questionnaire



Staff forum

During the reporting period, Sunsync's HR Department organized more than 10 employee forums to resolve more than 50 employee questions.



Employee Forums

Family support practice

In 2024, Sunsync Labor Union distributed condolence subsidies to 4 employees in accordance with democratic procedures and union regulations.

Employee activities on joint contribution

Sunsync has organized a series of initiatives centered on enhancing organizational effectiveness and employee development, including: studying the spirit of provincial and municipal 'Two Sessions,' Party discipline education campaigns, the 'Inheriting Red Genes, Staying True to Our Founding Mission' July 1st series, and the National Day-themed 'Celebrating Our Nation, United in Building Dreams' activities." Centered on enhancing employee well-being and belonging, Sunsync has strengthened union development and orchestrated cultural initiatives including: 'United in Purpose, Sailing Forward' New Year celebrations, 'Gathering Her Power, Women in Bloom' Women's Day events, the inaugural tug-of-war competition 'Showcasing Team Spirit, Igniting Momentum', 'Dragon Boat Blessings for Happiness and Health', the first basketball tournament 'Dunking for Excellence, Striving Together', 'Summer Refreshment Care Packages,' and the inaugural staff fun games 'Vibrant Autumn, Building Dreams Together.'

Centered on growth learning and career development, we established a youth talent cultivation platform, launching initiatives including the corporate debate competition 'Heritage of Thought, Eloquence in Action', case study forums on 'Excellence-Driven Productivity, Lean Management for Value Creation', and university student dialogues.

During the reporting period, Sunsync organized more than 40 corporate cultural activities, 3 thematic case sharing activities and 10 university student dialogues.

Sunsync Party Branch-led Activities on July 1st-Themed Party-Building Activity

Visit to The 'shared Starlight, Common Journey' Party-Building Exhibition and a Renewal of Party Admission Pledges



"National Day Celebration: Revisiting Our Original Aspiration and Fulfilling Our Mission" Themed Party Day Led by Sunsync Party Branch



Sunsync Party Branch-led Theme Party Day Film Watching Activity



Labor Day Safety Inspections and Frontline Employee Appreciation Visit by Sunsync's Management Team



2024 Summer Cool-Down Care Initiative by Sunsync Labor Union



Sunsync's Inaugural Tug-of-War Competition



Sunsync's First Employee Fun Sports Meeting



Sunsync's First Basketball Match



Employee Birthday Party



Spring Festival Gifts



Sunsync-led "Moon Cake Diy" and "Consumption Gift Moon Cake" Activities



Daily Fun Activities



Dragon Boat Warmth: Blessings of Health & Happiness—With You in Every Zongzi

Employee rights protection

Since its establishment, Sunsync has remained steadfast in protecting the labor rights of all employees. In accordance with international standards such as the International Labour Organization (ILO) Conventions, the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as Chinese laws and regulations, we are committed to safeguarding employees' rights, including freedom of employment, rest and leave entitlements, humane treatment and fair compensation, prohibition of discrimination, forced labor, or compulsory labor, support for freedom of association and collective bargaining, provision of a safe and healthy working environment. The protection of these rights is not only vital to the well-being of every worker but also essential to Sunsync's high-quality development, social harmony, and sustainable economic growth.

Labour and human rights policies

Sunsync established a Social Responsibility Policy and set clear objectives, and issued a suite of employee-rights protection documents, including the Employee Recruitment, Probation & Regularization Management System, Attendance Management System, Compensation Management System, Resignation Management System, Labor Union Management System, and Employee Suggestions, Feedback & Grievance Management System, to ensure that every employee's rights are fully respected and safeguarded.

Social responsibility risk identification and assessment

We have established a comprehensive social responsibility risk management framework, and identify and assess potential social responsibility risks annually to ensure timely detection and treatment of various risks that may affect employees' rights, environmental protection, information and intellectual property rights and community safety.

While assessing risks, Sunsync has also set up feedback mechanisms for employees, partners, consumers and other sectors of society to express their opinions, aiming to continuously optimize social responsibility practices.

Based on the results of risk identification and assessment, Sunsync formulated corresponding preventive measures and response plans to ensure timely and effective response to social responsibility challenges, thus reducing the potential impact on stakeholders.

Employees in positions with occupational safety and health hazards undergo company-organized pre-employment, periodic, and pre-departure occupational medical examinations. Complemented by comprehensive safety controls and ongoing safety-education programs, these measures ensure every worker's safety and health throughout the entire employment cycle.

Sunsync strictly abides by laws and regulations, pays social insurance for employees within 30 days of their employment, and protects the legitimate rights and interests of employees.

Sunsync designs targeted development programs and career pathways for different employee groups, such as the "Radiance Program," the "Pursuit of Light Program," and a multi-track promotion system, to foster all-round professional growth.

Prohibition of Child Labour

Sunsync prohibits child labour while safeguarding the lawful right of minors to work.

Sunsync strictly checks the identity of all applicants to avoid misrecruitment of child labor. Sunsync also developed child labor remediation procedures to safeguard children's rights.

If Sunsync employs underage workers, it shall record and conduct physical examination for underage workers according to national regulations. It is strictly prohibited to arrange underage workers to engage in posts that pose risks to their physical and mental health, and it is strictly prohibited to arrange night shift or overtime work.

Prohibition of discrimination or harassment and ensuring freedom of employment

Sunsync strictly prohibits any form of discrimination or harassment and upholds every employee's right to freely choose their employment.

Before any job advertisement is released, the Head of Human Resources reviews its content to ensure it is free from discriminatory requirements. All managers receive training on Sunsync's Social Responsibility Code to prevent discrimination in recruitment, training, promotion, compensation, and termination management.

Employee position assignments must strictly follow the voluntary principle. Within one week of employment, electronic labor contracts shall be signed with employees through the "Fadada" online platform, clearly specifying key terms including but not limited to job descriptions, work location, working hours, compensation, social insurance, benefits, contract modification/termination conditions, as well as confidentiality and intellectual property clauses, thereby defining the rights and obligations of both parties.

During the reporting period, the signing rate of employee labor contracts was 100%. There were no labor disputes.

Prohibition of forced or compulsory labor

Sunsync prohibits the use of forced labor such as prison labor and bonded labor, as well as forced labor such as collecting deposits, forced overtime, and fines. Moreover, Sunsync formulated overtime control, employee rewards and punishments and other systems and processes, and organized training on all employees to protect their rights.

Freedom of association and collective bargaining

We support employees to organize trade unions freely and also support employees to engage in collective bargaining.

Sunsync's Trade Union was founded on August 28, 2023, with 1787 members being registered during the reporting period. The Employee Congress was established on December 20, 2023, with 1787 members being registered during the reporting period.

As the representative and defender of employees' interests, the Trade Union serves to protect employees' labor economic rights and democratic rights through equal consultation with Sunsync.

Trade Union organize employees to participate in democratic management and supervision of Sunsync and promote democratic and scientific decision-making of Sunsync. At the same time, Trade Union actively carries out skills competitions, cost reduction and efficiency enhancement activities to promote technological innovation and economic efficiency improvement of Sunsync. Trade Union takes various forms of activities to improve professional quality, ensures employees' physical and mental health, enriches employees' cultural life, and enhances employees' sense of belonging and cohesion.

Trade Union assists in addressing employees' daily life concerns and helps negotiate practical solutions to difficulties. At the same time, Trade Union safeguards the special rights and interests of women workers, strengthens their own organizational construction and ensures the effective development of Trade Union work. Through these functions and roles, the Trade Union not only safeguards the legitimate rights and interests of employees, but also promotes the harmonious and stable development of the company, serving as a vital bridge and bond between the management and workforce.

During the reporting period, the employee union membership rate reached 100%.

Trade Union representatives account for 6 per cent of trade union membership.

The proportion of representatives of workers' congresses accounts for 6% of the members of workers' congresses



Trade Union Election Meeting



Trade Union Legal Person Certificate



National Day Check-in & Quiz Contest



Quiz Contest

Working hours policy

Sunsync guarantees employees 'right to rest and vacation, reasonably arranges employees' working and rest time in strict accordance with laws and regulations, and adopts overtime control procedures to control employees 'overtime work and guarantee employees' right to rest.

Compensation and benefits

By establishing a fair and competitive salary management system, Sunsync attracts and retains our core and key talents, and maintains our talent competitiveness in the industry and region.

Salary and benefits policy objectives

Sunsync adheres to a compensation and benefits philosophy that ensures external market competitiveness, internal fairness and equity with motivational incentives, while maintaining prudent operational cost management.

Sunsync adopts different compensation and benefit policies for different types of positions to recruit and retain talents according to industry and local talent conditions. Sunsync adopts a following strategy for entry-level positions, while implementing a leading strategy for middle and senior management as well as technical professionals, using relatively higher salaries to attract and retain talents.

Sunsync implements a hybrid compensation strategy, setting differentiated market positioning across job categories: for entry-level positions, salary is set at the 50th percentile of industry benchmarks and the 75th percentile of local market benchmarks; while for middle/senior management and technical professionals, salary exceeds the 75th percentile in both industry and regional comparisons.

Sunsync has established and improved the salary incentive system, formulated the salary Management System and carried out internal salary management accordingly. Sunsync strictly complies with all local labor laws and regulations, ensuring that starting salaries and incentive compensation are determined without discrimination based on gender, religion, political affiliation, marital status, or other protected characteristics. Through fair and equitable compensation management practices, we provide employees with competitive remuneration packages.

Sunsync sets up management sequence, professional sequence, technical sequence and operation sequence according to different skill requirements, contribution, leadership and influence business scope. Sunsync categorizes positions into different job families and establishes corresponding career development paths, forming eight major job grades with each grade further divided into 1-3 sub-levels. Based on position value, industry benchmarks, and regional market salary data, distinct salary ranges are assigned to each job family and grade level.

Sunsync determines the job grade and corresponding salary for new hires based on their position, educational background, years of experience, and relevant work experience at the time of onboarding. For existing employees undergoing position adjustments (including promotions, demotions, or lateral transfers), the adjusted job grade and compensation are determined by considering the aforementioned factors along with company tenure, time in current position, and performance evaluations.

Employee compensation consists of base salary, position skill pay, and performance bonus. The base salary shall not be lower than the local minimum wage standard. Position skill pay is determined based on factors such as job-related skills, responsibilities, work intensity, and working conditions. Performance bonuses are directly linked to employees' actual performance, with high-performing employees eligible for significantly higher earnings.



Welfare policy

Sunsync's welfare strategies and management methods establish a systematic framework designed to enhance employee satisfaction, loyalty, and motivation, thereby strengthening the organization's competitive advantage. Sunsync's welfare strategy follows the principles of fairness, flexibility and diversity, allocates benefits according to employees' positions and performance, and controls costs.

Sunsync's employee benefits package includes statutory benefits such as mandatory social insurance (five insurances), housing provident fund, and various types of paid leave. Supplementary benefits such as: commercial insurance, health check-up, holiday birthday benefits, training and development opportunities, flexible work, free shuttle bus, meal supplement, communication subsidy, etc. Before granting benefits, Sunsync will listen to the needs of employees in advance and arrange for the payment of appropriate benefits.



Social insurance and housing provident fund coverage rate
100%



Commercial insurance participation rate
100%



Free pre-employment physical examination rate for new hires
100%



Employee birthday benefit distribution rate
100%

Return-to-work program for parental/medical leave



In 2024, Sunsync achieved a 100% return-to-work rate for employees following medical and parental leaves.
100%

Social responsibility training

Sunsync attaches great importance to social responsibility training and considers it an important way to enhance employees' awareness and ability of social responsibility. To this end, Sunsync regularly organizes various social responsibility trainings, including but not limited to labor laws and regulations, workplace safety, environmental protection, anti-corruption and ethics, in flexible ways such as online and offline training, seminars, case studies and role playing. The training content covers not only the internal policies of Sunsync, but also national laws and regulations and international standards, helping employees fully understand relevant regulations.



During the reporting period, social responsibility training coverage achieved
100%

Security training

The professional competence and capabilities of security personnel serve as essential safeguards for prohibiting forced labor, ensuring proper implementation of workplace discipline and maintaining a safe working environment.

Emphasize the importance of practical exercises in security training exercises to ensure that each security officer is able to respond quickly and effectively in emergency situations. Through these regular trainings and drills, the overall response capability of the security team is improved to ensure the safe and stable operation of the Park and Sunsync.

January	Anti-riot drill (scenario-based simulation training)	July	Flood control drill
February	Staff behavior norms, Park management regulations training	August	Business etiquette training
March	Fire safety knowledge training, anti-theft drill	September	Anti-theft drill
April	Anti-theft drill, Park vehicle access management training	October	ERT fire safety coordination team training
May	Personal image requirements training	November	Fire knowledge training, fire drill
June	Personal protection for work safety	December	Emergency rescue, CPR training

In 2024, Sunsync organized a total of 14 training drills for internal "Order Organization" personnel, with a total training time of 20 hours and 241 participants, covering all Order Organization members.

In 2024, the Park and Sunsync achieved zero order accidents.



ERT Training



Emergency Rescue Training



Anti-theft drill



Fire Knowledge Training

Human rights advocacy for employees

Through various special human rights publicity activities, Sunsync aims to actively respond to the Declaration of International Human Rights Standards, strengthen corporate social responsibility and enhance public awareness and respect for human rights.

Sunsync adheres to the normalization of human rights publicity and education, and integrates the system into the induction training and recruitment system through the formulation of detailed anti-racial discrimination and gender discrimination regulations, and enriches the forms of propaganda and education to normalize the propaganda and education work.

Sunsync attaches great importance to the rights and interests protection of vulnerable groups, including female employees, outdoor workers exposed to high temperatures, and underage workers. Through the formulation and implementation of relevant policies, the rights and interests of these groups in employment, education and medical care are fully guaranteed. At the same time, we actively carry out care initiatives and public welfare programs targeting these groups, providing essential assistance and support.

"Harmony Light • Her Power" themed campaign

On International Women's Day 2024, Sunsync selected nine exemplary female employees who demonstrated exceptional dedication to their work and embodied the Harmony Light spirit. To celebrate the occasion, all female staff members received roses as part of the Women's Day commemorative activities.



International Women's Day "Harmony Light • Her Power" Campaign

Occupational health and safety

Policy goal

Sunsync consistently upholds the workplace safety principle of "Safety First, Life Foremost, Advancing Work Safety Development," continuously strengthening and implementing corporate accountability. We ensure the steady progress and sustainable development of all occupational health and safety management systems. In 2024, Sunsync successfully obtained dual certification in ISO 14001 and ISO 45001, while also achieving Three-Tier Work Safety Standardization accreditation.

Sunsync implements a comprehensive work safety accountability system with "full horizontal coverage and vertical penetration", establishing well-defined work safety responsibilities for all departments and positions to ensure continuous optimization of work safety operations. Monthly EHS (Environment, Health & Safety) performance evaluations are conducted in accordance with the Safety & Environmental Compliance Assessment Policy, with results directly impacting department heads' monthly performance bonuses by ±10% variation, effectively enforcing the "dual responsibility" principle.

Sunsync's work safety objectives in 2024

Accident control objective:

Zero major injuries; zero occupational diseases; zero significant fire/explosion incidents. As defined in the Classification Standard for Work Injury Accidents (GB 6441-86), a severe injury refers to any disabling incident resulting in >105 lost workdays. As stipulated in the Safety and Environmental Accident Management Procedure, a major fire incident is defined as any fire event causing direct economic losses exceeding RMB 200,000.

Relative control target:

100% integrity rate of fire protection facilities;
100% rectification rate of fire hazards;
100% pass rate for safety education and training;
100% certification rate for special operations personnel;
100% compliance rate for occupational hazard monitoring;
100% physical examination coverage rate for employees exposed to occupational hazards.

Work safety target achievement status in 2024

100% fire protection facility integrity rate;
100% rectification rate of fire hazards;
100% pass rate for safety education and training;
100% certification rate for special operations personnel;
100% compliance rate for occupational hazard monitoring;
100% physical examination coverage rate for employees exposed to occupational hazards.

0 fatal accident,
0 serious injury accident,
0 fire accident,
0 occupational disease

Occupational health and safety management system

Sunsync attaches great importance to the occupational health and safety of employees, establishes and improves the occupational health and safety management system, provides a safe production environment for employees, creates a safe production culture, and effectively protects the occupational health and safety of employees. Sunsync formulates management documents such as Quality/Environment/Occupational Health and Safety Management System Manual, Requirements Control Procedure for Interested Parties, Hazards Identification and Risk Assessment Procedure, Occupational Disease Management Procedure, Emergency Preparation and Response Procedure, Management Measures for Safety Production Responsibility System, Occupational Health Management System, PPEs Management System, Occupational Health Monitoring and File Management System for Workers, etc. (1 QM, 13 QPs, 43 WIs).

Sunsync has established the Work Safety Committee of Sunsync Photovoltaic Technology (Yibin) Co., Ltd. to oversee corporate-wide occupational health and safety (OHS) operations and develop a comprehensive, standardized work safety management system. There are 17 full-time safety management personnel (two members of Yibin municipal safety expert database). The team leader and safety management personnel have passed the Yubin work safety knowledge and management capability examination.

ERC and ERT teams were established with 24 employees as emergency response force of Sunsync, and professional ability of the team was continuously optimized through training.

Sunsync comprehensively identifies potential occupational health and safety risks associated with work activities through a systematic risk identification process. These risks are then integrated into the organization's risk management process by considering the likelihood of occurrence and severity of consequences through risk assessment. Sunsync established a series of risk prevention and control measures, including preventive control measures and incident response plans, to mitigate or eliminate occupational health and safety risks. Sunsync has also established internal controls to manage and mitigate risks and monitors risks through risk monitoring and early warning systems. Ensure timely reporting and handling of related risk events.

Operation mechanism of occupational health and safety management system

Sunsync has established a comprehensive internal inspection and audit mechanism to ensure the effectiveness and compliance of the occupational health and safety management system. This mechanism consists of several key steps:

Internal audit plan



Sunsync formulated a detailed internal audit plan, specifying the scope, basis, time and arrangement of the audit. The audit plan covers all departments and processes related to occupational health and safety.

Document review



As one of the basic means of ISO 45001 audit, the audit team conducts detailed review of Sunsync's existing occupational health and safety management system documents, including management manuals, procedure documents, operation instructions, safety records, etc., to ensure that they meet the requirements of ISO 45001 standards.

On-site observation



The audit team conducts in-depth field inspections at production site to verify whether the working environment, operating procedures and safety protection measures of employees meet the standard requirements, and evaluate Sunsync's incident response capability.

Employee interview



Conduct face-to-face communication with employees to understand their awareness of occupational health and safety management system, participation, opinions and suggestions, so as to evaluate the safety management level of Sunsync.

Testing and measurement



Auditors use testing and measurement methods to inspect Sunsync's safety facilities and evaluate their performance and reliability; Conduct random inspection on employees' PPEs to ensure that it meets the standard requirements; Conduct statistical analysis of Sunsync's safety data to assess the effectiveness of Sunsync's safety management.

Compliance evaluation



Sunsync plans, establishes, implements and maintains a process to evaluate compliance with applicable legal and regulatory requirements and other requirements, including determining the frequency and method of evaluating compliance, evaluating compliance.

Management review



Sunsync conducts management review regularly to ensure the continued suitability, adequacy and effectiveness of the occupational health and safety management system and commits to improvement.

Continuous improvement



Based on the results of internal audit and external compliance evaluation, Sunsync continuously optimizes the management system, improves the occupational health and safety management performance, and determines the effectiveness of the occupational health and safety management system.

Coverage of occupational health and safety management system

The occupational health and safety management system covers all workplaces, including production workshops, office areas, warehouses, construction sites and other work-related areas. Sunsync has carried out risk identification and assessment for the above areas, and adopted corresponding prevention and control measures, such as safety signs, protective facilities, emergency evacuation routes, etc., to ensure that activities in all areas meet the requirements of occupational health and safety standards.

Sunsync's occupational health and safety management systems cover its full employees. Every employee, from senior management to front-line operators, receives the same level of occupational health and safety protection. Through regular safety training, health checks and risk assessments, Sunsync ensures that every employee is aware of the importance of occupational health and safety and has the necessary safety knowledge and skills.

On November 15, 2024, Sunsync obtained the ISO 45001 Occupational Health and Safety Management System Certification issued by China Quality Certification Center.

ISO 45001:2018 Occupational Health and Safety Management System Certificate



Health and safety risk identification and assessment

Sunsync attaches great importance to the identification of internal and external risks and opportunities, establishes and improves the management system of Risk and Opportunity Control Procedure, and improves the identification, evaluation and control process of risks and opportunities. The Sunsync's Work Safety Committee organizes all departments to conduct annual updates on risk and opportunity identification, identifying risks and opportunities from activities related to quality, environment, occupational health and safety, energy management systems, and other areas, while providing the basis for control measures.

Risk and Opportunity Identification, Evaluation and Response Flow Chart				
Flow chart	Process requirements and descriptions	Responsible Department	Form use	
1	Information access	Internal and external factors, access to stakeholder requirements, etc.	Various departments	/
2	Risk identification	Identification of risks and opportunities	Various departments	Risk and opportunity identification response table
3	Evaluation	Risk and opportunity assessment by relevant departments or personnel to identify risks and opportunities	Various departments	Risk and opportunity identification response table
4	Possible to evade	Evaluate risks and opportunities to check for availability of avoidance measures	Various departments	Risk and opportunity identification response table
5	Acceptable or not	Assess whether the risks and opportunities of avoiding measures without evaluating the outcomes are acceptable	Various departments	Risk and opportunity identification response table
6	Develop and adopt measures	1. For risks and opportunities that can be mitigated by taking measures, develop corresponding avoidance measures; 2. For risks and opportunities that cannot be mitigated through measures, formulate corresponding risk mitigation plans	Various departments	Risk and opportunity identification response table
7	Effectiveness verification	Follow-up by departments on the effectiveness of implementation of response measures	Various departments	Risk and opportunity identification response table
8	Review	The Safety and Environment Department shall organize all departments to review risks, opportunities and countermeasures according to actual conditions	Various departments	Risk and opportunity identification response table
9	Data archival	The Safety and Environment Department shall organize all departments to issue approved management schemes and plans within the organization for implementation and supervision.	Various departments	/

Health and safety risk prevention and control mechanism

Sunsync has established a dual prevention mechanism of risk classification control and hazard investigation, organized the identification of dangerous and harmful factors and the updating of risk evaluation every year, implemented risk classification management, and strengthened risk classification control. At the beginning of each year, Sunsync develops a hazard identification and control plan, continuously implements special campaigns for safety and environmental improvement, and establishes a systematic hazard inspection system with management-led safety inspections as the framework, various specialized safety/environmental and holiday inspections as the supporting elements, and workshop-level, team-level, position-level, and routine safety inspections as the detailed components. Each department of Sunsync shall carry out self-inspection and self-correction of potential safety hazards according to its own actual situation, and make safety and environmental protection inspection records.

Establish dynamic hazard investigation and management registers, adhere to the principle of "five fixed", and implement dynamic tracking management. Implement immediate rectification upon identification of general hazards; Implement time-bound rectification with defined deadlines for major hazards; For critical hazards, implement dedicated rectification with full implementation of project-specific measures, assigned personnel, defined responsibilities, corrective actions, and performance evaluation. Before the hazards are eliminated, the responsible department shall formulate and implement safety and environmental protection preventive measures. For critical hazards, deferred hazards, and recurring hazards, strict accountability shall be enforced against responsible departments without exception.

During the reporting period:

Safety inspection activities were conducted 365 times in total, including 12 management-led inspections and 53 specialized safety campaigns. A total of 3166 hazards of various work safety accidents were identified across the year, and the rectification rate of hazards on schedule was 100%. In 2024, Sunsync cooperated with regulatory authorities to complete 36 safety and environmental inspections at all government levels, achieving zero major compliance issues or administrative penalties. In 2024, Sunsync achieved zero critical safety hazards.



Monthly Safety Inspection



Management-led Safety Inspection



Daily Hazard Inspection

Emergency plans and drills

According to the Work Safety Law of the People's Republic of China and other relevant laws and regulations, Sunsync prepares the Work Safety Accident Emergency Plan of Sunsync Photovoltaic Technology (Yibin) Co., Ltd. in combination with the project construction three-phase compliance evaluation report and site-specific risk identification, and formulates the annual drill plan and organizes its implementation according to the Management Measures for Work Safety Accident Emergency Plan (Order No.88 of the State Administration of Work Safety).

In 2024, Sunsync carried out a total of 36 emergency plan drills, including:

3 comprehensive fire evacuation drills, 15 specialized drills (ammonia leakage, silane leakage, etc.), 18 on-site response drills (hydrofluoric acid leakage, electric shock incidents, etc.), with 100% employee participation. Fire evacuation drills covered all employees (both day and night shifts) across all operational areas, achieving 100% coverage.



Fire Escape Drill

Chemicals safety management

In order to ensure the safety of the working environment and comply with relevant national laws and regulations, Sunsync has specially prepared a comprehensive hazardous chemicals management system. The system not only covers the safe management of precursor chemicals and explosive chemicals, but also covers the purchase, storage, use and disposal of other chemicals.

In the process of formulating the system, Sunsync referred to the latest national laws and regulations, combined with the actual situation of Sunsync, ensuring both compliance and practical applicability. In addition, all hazardous chemicals warehouses in Sunsync have been filed with the public security department in accordance with the prescribed procedures, ensuring the safety and compliance of the warehouses. Sunsync organizes safety management personnel to participate in the safety management personnel examination organized by the Emergency Management Bureau, and all of them pass the examination and obtain corresponding qualification certificates.

During the reporting period, Sunsync achieved 0 minor chemical safety accidents, 0 general chemical safety accidents, 0 moderate chemical safety accidents and 0 serious chemical safety accidents.

Chemicals management training

In Sunsync's annual safety training plan, special training for hazardous chemicals is provided every six months, so as to ensure that all employees of Sunsync can master the safety knowledge and operation skills when handling hazardous chemicals.

Sunsync invited suppliers of hazardous chemicals to conduct 5 offline training activities in the site. These activities attracted the active participation of 85 employees from different departments, all of whom are key personnel directly or indirectly involved in the handling of hazardous chemicals.

In order to further strengthen management, Sunsync also organized special hazardous chemicals operation safety training and assessment. This assessment incorporates not only a written examination of theoretical knowledge but also a practical operations component, ensuring all employees can effectively apply theoretical principles to real-world work scenarios. Eventually, all employees who pass the assessment are entitled to receive an electronic certificate in Sunsync's training system as evidence of their completion of training and assessment.

In 2024, Sunsync conducted a total of 18 training hours, including 4 hours of hazardous chemicals knowledge training, 10 hours of PPE usage training, 4 hours of chemical accident emergency response training. 177 people participated in the training.



PPEs Training



Occupational health management

Sunsync has established a sound occupational health management system, established a "Leading Group for Occupational Disease Prevention and Control" to oversee the corporate-wide occupational health and safety work, and is committed to providing a suitable working environment for employees.

According to occupational health industry standards and national occupational health regulations, Sunsync formulated internal systems such as Occupational Disease Prevention and Control Responsibility System, Worker Occupational Health Monitoring and File Management System, Occupational Disease Hazard Warning and Notification System, etc., and developed the occupational disease prevention and control objectives, occupational disease hazard monitoring and evaluation management procedures, occupational health special inspection, occupational health and safety training plan, so as to facilitate comprehensive prevention, control and elimination of occupational hazards in the working environment, and thus improve the management level of occupational hazard prevention and control.

Sunsync has established a "Occupational Disease Hazard Incident Reporting Mechanism" and an "Emergency Rescue Response Procedure". In the event of an incident, Sunsync will immediately transport the injured to medical facilities, report to the Corporate Occupational Health Leadership Team, form a dedicated incident investigation team to conduct thorough analysis, continuously track investigation outcomes and organize company-wide learning sessions based on the incident.

During the reporting period, Sunsync achieved zero occupational health and safety accident.

Occupational hazards monitoring

Sunsync engages qualified professional agencies to conduct annual occupational hazards monitoring.

In 2024, following the renovation of the air separation station and HVAC inspection workstations, all occupational hazard monitoring results at the facility fully complied with GBZ 2.1-2019 Occupational Exposure Limits for Hazardous Agents in the Workplace - Part 1: Chemical Hazards and GBZ 2.2-2007 Occupational Exposure Limits for Hazardous Agents in the Workplace - Part 2: Physical Agents.

Occupational hazard risk identification preventive measures

- Publicize the monitoring results of occupational hazards;
- Eliminate, reduce and mitigate occupational hazard risks through engineering transformation, purchase of safety, health and environmental protection facilities and equipment, and special equipment detection.
- Provide employees with applicable and national standard personal protection equipment (PPEs), including anti-smashing work shoes, safety helmets, acid and alkali resistant gloves, protective glasses, acid and alkali resistant boots, earplugs, chemical protective clothing, high temperature resistant gloves, etc.
- Provide comprehensive training on safe operating procedures (SOPs) and the correct wearing/usage methods of personal protective equipment (PPE) to all employees.
- Provide occupational health examinations for employees holding positions with occupational health risks, strictly following national requirements for pre-employment, periodic during-employment, and post-employment health assessments.
- Establish personal files of employees in occupational risk positions, update them regularly, and track the health and safety of employees in occupational hazard positions in real time.
- Establish a Return-to-Work (RTW) mechanism to provide job security for employees recovering from illnesses or occupational diseases.

Occupational health performance indicators

During the reporting period: Sunsync conducted 2 specialized occupational health training sessions (total 4 training hours), covering 4,926 participants with 100% completion rate. Held 1 management-focused training (2 hours) for 17 full-time/part-time personnel.

Total expenditure on PPEs exceeded RMB 1.1 million.

100% certification rate for personnel performing high-risk operations.

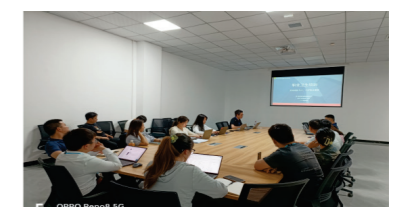
100% compliance rate in occupational hazard monitoring.

100% physical examination coverage rate for employees exposed to occupational hazards.

0 occupational health accidents.



PPE Wearing



Occupational Health Training

Occupational injury & post-maternity return-to-work program

Sunsync strictly abides by the relevant provisions of national laws and regulations regarding the handling of industrial injuries to ensure that each injured employee is treated fairly and reasonably. After employees unfortunately suffer from work-related injuries, Sunsync will provide necessary medical assistance and financial compensation to employees in accordance with relevant legal procedures. Sunsync established tailored Return-to-Work (RTW) programs for both occupationally injured and ill employees.

In 2024, Sunsync achieved 100% return-to-work rates for both occupationally injured employees and post-maternity employees.

Sunsync conducts annual job safety risk assessments for returning mothers and develops personalized return-to-work plans.

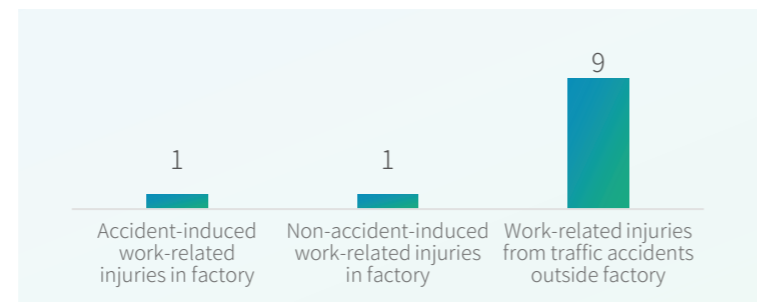
Statistical analysis of industrial accidents

Sunsync carries out statistics and analysis on industrial accidents and diseases every month to provide decision-making basis for formulating preventive measures.

In 2024, there were a total of 11 safety incidents, including 9 off-site traffic accidents, 1 workplace injury incident within the site, and 1 safety incident caused by an employee's health condition. Among them, 1 case was identified as an industrial accident according to the national industrial accident definition standard.

In 2024, the total lost work hours due to safety incidents amounted to 1,464, of which 664 hours were attributed to industrial accidents.

Annual statistics on work-related injuries



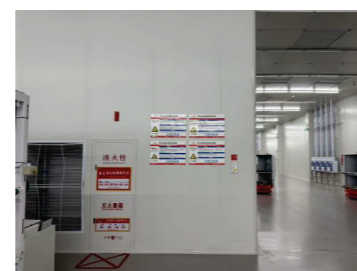
For the analysis of industrial accidents, Sunsync carried out special training on traffic safety for all employees for a total of 2 hours.

Health and safety improvement initiatives

A. Occupational Hazard Notification Card: By posting occupational health warning signs and hazard communication cards on-site, we clearly identify workplace risks, enhance employees' awareness of occupational hazards, strengthen their self-protection consciousness, and safeguard their health.



Occupational Hazard Notification Card



Workshop Layout

- B. Noise reduction transformation of air separation station: Through soundproofing modifications to the compressor room and central control room, the internal noise levels in the central control room and spare parts storage area of the air separation unit have been reduced to below 65dB.
- C. G1 liquid ammonia tank farm transformation: Liquid ammonia tank farm is a major hazard in the plant using liquid ammonia, which is prone to leakage, explosion and other accidents. The installation of a water curtain system helps mitigate potential damage during accidents, ensuring the safe operation of liquid ammonia storage tanks.
- D. HVAC noise reduction transformation: The installation of rubber vibration isolation pads as a physical protective measure has effectively reduced motor noise generation.

Health and safety culture development

Health and Safety Culture Development contributes to improved employee well-being and welfare, enhances productivity and risk management, strengthens regulatory compliance and accountability, elevates corporate image and social value, and facilitates the achievement of sustainable development goals.

Safety Knowledge Training and Consulting Activities



Health and safety training publicity

In 2024, Sunsync enhanced the safety practice ability and teamwork ability of employees by organizing thematic activities such as "Occupational Disease Prevention Publicity Week", "Safety Production Month" and "Fire Prevention Month", as well as emergency drills, safety hazard investigation competitions and safety knowledge competitions. These initiatives have effectively raised employees' safety awareness, facilitated cross-departmental information sharing and experience exchange, and fostered a positive safety culture climate.



Safety Knowledge Contest



Fun Safety Initiatives

Safety incentive mechanism

Sunsync has established a Safety Incentive Program to recognize and reward outstanding individuals and teams in safety performance, thereby enhancing employee engagement in safety management initiatives. For violations of safety regulations, Sunsync has established a punishment mechanism that focuses on criticism and education until the termination of labor relations.

During the reporting period, Sunsync carried out 5 occupational health and safety improvement projects (visual management, noise reduction transformation of air separation station, traffic safety improvement, installation of water curtain system in G1, HVAC noise reduction transformation), with a total investment of RMB 615,503.42 and a reward of RMB 14500.

Community contribution

Sunsync upholds community co-creation and contribution as fundamental pillars for building a harmonious society. Through volunteer services, neighborhood mutual assistance, and active participation in community initiatives, we promote the sustainable development of both our enterprise and local communities. Sunsync uses collective participation and mutual cooperation activities to solve practical problems in the community, enhance cohesion and centripetal force between the enterprise and the community, and create a safer, more comfortable and friendly living environment for the community.

Establishment of "High-tech Volunteer Police" Team

Sunsync actively participates in the 'High-Tech Volunteer Police' initiative of Yibin High-tech Industrial Park, strengthening collaboration with frontline community workers including sanitation staff and police officers.

In 2024, Sunsync recruited 50 employees to establish a volunteer police team, conducted professional training and assessments, and built a model police service station in Yibin High-tech Industrial Park.

During the reporting period, Sunsync "High-tech Volunteer Police" team participated in 3 joint law enforcement inspections in Yibin High-tech Industrial Park, organized the inauguration and training commencement ceremony of the "High-tech Volunteer Police" in Yibin High-tech Industrial Park, and actively engaged in social responsibilities and public welfare activities within the Park.

On August 22, 2024, the establishment and training ceremony of "High-tech Volunteer Police" in Yibin held in Sunsync Photovoltaic Technology (Yibin) Co., Ltd. was successfully concluded.



Sunsync-held Launching Ceremony of "High-tech Volunteer Police" in High-tech

"Chasing Dreams in Hi-Tech · Shining Towards the Future" sports meeting

Sunsync actively participated in the First Staff Sports Meeting of "Chasing Dreams in Hi-Tech · Shining Towards the Future" held by Yibin High-tech Industrial Park Federation of Trade Unions from July to August 2024.

Sunsync employees actively responded and enthusiastically signed up, forming 9 teams with over 100 athletes participating in 9 competitive events, including basketball, soccer, table tennis, badminton, tug-of-war, and group jump rope. During the sports meeting, all athletes from Sunsync upheld the principle of "Friendship First, Competition Second." They adhered to the rules, respected their opponents, strived with determination, poured their sweat and passion into the games, and ultimately achieved outstanding results with frequent victories on the field. After two months of intense competition, Sunsync emerged as the undisputed champion, securing the top spot in the overall team standings by a wide margin over the second-place finisher among 19 participating units. This remarkable achievement showcased the Sunsync's spirit of unity, perseverance, and relentless pursuit of excellence.



Sunsync's Participation in The First Staff Sports Meeting of Yibin High-Tech Industrial Park

Joint efforts for traffic safety

The traffic situation at the entrance of Sunsync's premises is relatively chaotic, posing certain safety hazards. To better maintain traffic order and ensure the travel safety of employees and citizens, Sunsync actively communicates with traffic management departments and assists them in upgrading and renovating existing traffic facilities, signs and markings. This has alleviated traffic congestion before and after work hours for employees and reduced traffic safety risks for them.



Traffic Light Photo



Retractable Door Photo



Sunsync Logo Photo

"Beat the Heat" care campaign

In gratitude for the hard work and dedication of the frontline staff in Yibin High-tech Zone, on July 30, 2024, representatives from the Sunsync management team visited the High-tech Industrial Park Branch of Yibin Municipal Public Security Bureau to conduct a "Beat the Heat" care campaign. This campaign aimed to extend Sunsync's care and express sincere respect and appreciation to the frontline staff including traffic police, public security officers, firefighters, urban management personnel, and environmental sanitation workers in Yibin High-tech Zone through concrete actions. At the venue, Sunsync warmly presented staff working on the frontline of Yibin High-tech Zone with functional beverages, mineral water, watermelons, oral liquids, and other heatstroke prevention materials, expressing gratitude for their contributions to ensuring safety and a beautiful environment in Yibin High-tech Zone.



Sunsync conducted the "Beat the Heat" care campaign to extend greetings to the frontline staff in Yibin High-tech Zone.

Corporate Governance through Collective Strength



The United Nations Sustainable Development Goals applicable to this chapter

Effective corporate governance can reduce costs, balance the interests of shareholders and operators, prevent moral hazards among management, and safeguard the rights and interests of stakeholders such as employees and creditors. Sunsync upholds the core values of "Bearing in Mind the Ambition to Serve the Country, Making Dedicated Efforts to Pursue Development, Conducting Business Operation in Compliance with the Law, and Contributing to Achieving Enduring Growth". Adhering to the corporate culture of "No Excuses, Results-Driven; Always Being No. 1", Sunsync achieves rapid response, high-quality development, and compliant operations.

- Risk management, control, and audit
- Efficient communication & rapid response
- Business ethics and compliance
- Intellectual property protection
- Information security management and privacy protection
- Investors' rights and interests



Risk management, control, and audit

Throughout the operations, Sunsync has consistently prioritized risk management as a core corporate philosophy and tool. By proactively identifying and assessing risks, Sunsync anticipates market fluctuations, policy changes, and other potential threats, enabling timely adjustments to business strategies. This approach prevents issues such as inventory overstock and cash flow disruptions, ensuring compliant operations, mitigating legal risks, and safeguarding brand reputation and market competitiveness. Furthermore, Sunsync promotes ecological conservation and strategic synergy, ultimately strengthening Sunsync's resilience against risks.

The financial risk management system is a functional framework formed through financial risk management, where interrelated elements interact and mutually constrain one another. It serves as the key mechanism for companies to mitigate and reduce financial risks.

Financial risk identification and assessment

Sunsync utilizes the identification, assessment, control and monitoring of financial risks to ensure the secure and normal operation of financial activities, safeguarding the economic interests from losses.

The Finance Department, based on a comprehensive understanding of Sunsync's internal and external environment, identifies the types of financial risks, including financing risks, investment risks, distribution risks, and other categories. At least once a year, it conducts a thorough identification and assessment of financial risks through methods such as financial statement analysis, market analysis, and historical data analysis to uncover risk sources.

Sunsync assesses the identified financial risks to determine their likelihood and extent of loss.

Risk management and control

Based on the risk assessment results, Sunsync formulates specific response measures, including but not limited to risk avoidance, risk transfer, risk mitigation and risk acceptance.

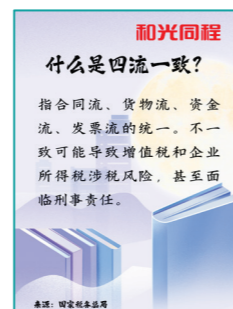
Risk avoidance is typically achieved by adjusting financial strategies or investment portfolios to steer clear of high-risk projects. Risk mitigation involves reducing the impact of risks through measures such as optimizing debt structures and improving cash flow management. Risk acceptance applies to risks with minor impacts or those that are difficult to completely avoid, where contingency reserves or allocated funds are used to manage potential consequences.

Sunsync continuously refines the financial management system by analyzing actual operational conditions and identified issues, develops standardized operating manuals for various roles and conducts in-depth reviews of overall internal control risks to ensure standardized processes and clearly defined responsibilities. This approach ensures effective control over financial risks.

Risk management methods

The primary approach involves formulating financial plans and implementing budget management, including detailed annual and monthly budgets. Regular monitoring of budget execution is conducted, with adjustments made as needed to ensure sufficient liquidity for daily operations and unexpected events.

Sunsync carries out risk identification and control through periodic reporting, external audits, tax audits, and internal control evaluations. During comprehensive and special audits, as well as internal control assessments, close attention is paid to financial and operational risks to ensure proactive mitigation.



Risk monitoring and reporting

Sunsync continuously tracks risk fluctuations by utilizing real-time data monitoring systems to dynamically oversee various risk indicators. Regular risk status reports are submitted to senior management and relevant departments to support decision-making.

Corporate culture development

In 2024, Sunsync conducted 3 external audits, 1 financial statement audit, and recorded 0 tax penalty incidents.

Sunsync organizes aperiodic internal risk management training sessions, as well as external training on matters such as joint audit and tax audit. Awareness initiatives, including "Muguang Academy" and "Finance Micro-Lessons", are employed to foster comprehensive, multi-level employee engagement in risk management. Through corporate risk culture promotion, employees' risk management knowledge is consistently enhanced. Through corporate risk culture promotion, employees' risk management knowledge is consistently enhanced.

Efficient communication & rapid response

Sunsync advocates a work culture of efficient communication and rapid response. This time-sensitive, solution-driven approach has earned consistent recognition across the industry.

Communication mechanism

An effective communication mechanism serves as a force multiplier in operations, and enhances team cohesion while minimizing misunderstandings and conflicts. Sunsync has established robust internal and external communication mechanism to ensure seamless information transfer. Sunsync has not only implemented diversified internal communication channels but also provides open and transparent grievance/complaint platforms for stakeholders.

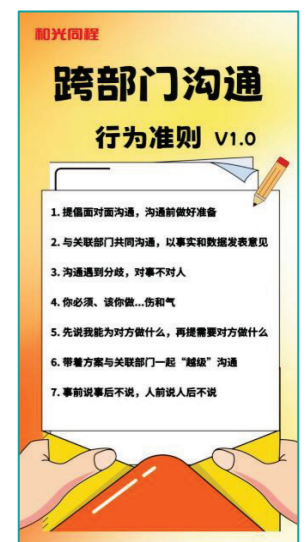
Through regular and irregular satisfaction surveys and relevant studies, Sunsync promptly investigates all received complaints and reports, ensuring timely resolution and response to safeguard stakeholders' rights and interests.

Internal communication

In 2024, Sunsync conducted over 40 internal communication meetings, including employee forums and work progress meetings, primarily addressing 44 employee grievances with a 100% timely resolution rate.

To enhance cross-departmental communication efficiency, Sunsync has established 7 communication guidelines to foster effective communication habits and facilitate collaboration:

1. Prioritize face-to-face communication and prepare in advance;
2. Communicate with relevant departments and express opinions based on facts and data;
3. Focus on issues, not individuals when disagreements arise;
4. Avoid confrontational language like "You must..." or "It's your job..." to maintain harmony;
5. Start by offering support before requesting assistance;
6. Bring solutions and collaborate with relevant departments for super communication;
7. Address issues proactively - discuss matters beforehand, not afterward, and speak directly, not behind others' backs.



External communication

Quality customer service

Adhering to the "customer-centric" service philosophy, Sunsync has established two core principles, i.e. "Sincere Service" and "Continuous Improvement". Accordingly, Sunsync has developed and revised several procedures including the Solar Cell User Manual, Customer Complaint Handling Procedure, and Customer Satisfaction Measurement Management Method to enhance control over product usage and after-sales service. It is stipulated that the response time for providing solutions to customer complaint feedback shall not exceed 3 workdays. The completion time for the 8D improvement report is 4 workdays, and the email response time shall not exceed 5 workdays.

In 2024, Sunsync conducted a total of 45 customer satisfaction survey visits to 15 customers, and actively organized improvement through customer feedback. The monthly average score of customer satisfaction increased from 95 points to 98.6 points, and the annual average score was 97.49.

Summary of Customer Satisfaction									
Customer	May	June	July	August	September	October	November	December	Average
Average	95.00	96.60	96.83	98.13	98.83	99.00	98.83	98.67	97.49

In 2024, the timely response rate to customer complaints reached 100%, and the timely closure rate of customer complaints also achieved 100%.

Customer communication practices

Sunsync is committed to establishing a long-term, stable and efficient customer communication mechanism. Sunsync maintains close contact with customers through various channels, including phone calls, emails and in-person visits, and conduct regular exchanges on collaboration progress, product feedback and service needs.

To ensure comprehensive and accurate responses to customer requests, Sunsync has established a systematic customer database, implementing tiered and categorized management of customer profiles, collaboration history, communication records and service feedback to enhance communication efficiency and service precision.

Customer satisfaction management

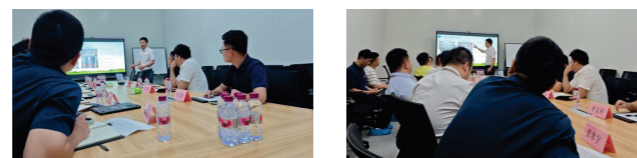
To continuously improve customer experience and service quality, Sunsync has implemented a satisfaction survey mechanism covering all key customers, and insists on conducting monthly surveys to gather feedback and drive service optimization. During the reporting period, the coverage rate of core customer satisfaction surveys reached 100%.

Complaint handling

Sunsync places high importance on customer feedback and suggestions, and actively builds a cross-departmental collaborative complaint resolution mechanism. Any product or service issues identified during customer interactions trigger immediate coordination among relevant departments - including business, quality, production and process teams - to ensure efficient and precise resolution of complaints.

Technical and quality improvement communication and collaboration with suppliers

In 2024, Sunsync conducted over 30 on-site exchanges with suppliers regarding product quality, technical enhancements, and on-site product usage improvements. These efforts resulted in a 0.15% increase in product efficiency and reduced concentric circle defect rates from 2% to below 0.05%.



Exchange with Suppliers

Establishing and maintaining sound communication and cooperation with the China Photovoltaic Industry Association (CPIA) and China New Energy Chamber of Commerce.



Participated in the 2024 Photovoltaic Industry Annual Conference



Director of the Third Council of China Photovoltaic Industry Association



Standing Director of China New Energy Chamber of Commerce

Communication skills enhancement training

In 2024, Sunsync conducted a series of communication skills training activities targeting fresh graduates, frontline employees, and managers at all levels through symposiums and specialized training sessions. The training curriculum covered multiple aspects including effective listening, clear expression, nonverbal communication, and conflict resolution.



Rapid response and results-driven

Rapid response to process abnormalities

In accordance with Sunsync's Battery Process Abnormality Handling Procedure, 4D improvements require corrective actions within 3 calendar days, while 8D improvements require resolution within 7 calendar days. In 2024, 90% of 4D improvements were completed within 1 calendar day, and 86.6% of 8D improvements were resolved within 3 calendar days. The overall on-time completion rate for internal quality improvements reached 88.75%.

Rapid response by customer service center

In 2024, regarding customer feedback on product quality improvements, the requirement was to submit an improvement report within 3 calendar days. However, in practice, all customer issues were addressed on the same day - internal improvement meetings were convened immediately, and solutions were provided to the customer either on the same day or the next day (within 24 hours). The early completion rate for resolving customer feedback reached 100%, fully demonstrating Sunsync's customer-first corporate values.

Rapid response with suppliers' collaboration

In November 2024, a key raw material supplied by a supplier exhibited production fluctuations, leading to unstable process performance. The supplier initially planned to complete improvements within 15 workdays. However, with the full support and collaboration of Sunsync SQE, a comprehensive analysis was conducted across incoming inspection, process abnormality, finished product performance and technical requirements. Effective corrective measures were proposed, enabling the supplier to identify the root cause of the quality fluctuation within 7 workdays, and improvement plans were formulated and verified, leading to an increased efficiency of 50%.

Business ethics and compliance

Business ethics and compliance audits are critical initiatives for enterprises to ensure their operations align with ethical standards and legal regulations. Conducting such audits helps solidify the foundation for sustainable growth, so as to mitigate legal risks, enhance corporate reputation, strengthen internal governance and foster business cooperation.

Integrity culture development

SunSync places high importance on fostering a culture of integrity, and recognizes it as a cornerstone for sustainable and healthy development.

Establishment and implementation of integrity policies

SunSync has developed and continuously improved the integrity policies, including the Business Conduct & Ethics Code. Clear guidelines are established for areas such as gifts, entertainment, and hospitality, with detailed processes outlined in supporting documents like the Gift Management System, Management Measures for Business Hospitality, and Management Measures for Expense Reimbursement. These measures define ethical behavioral standards, thoroughly embed integrity principles, and cultivate a transparent and upright corporate environment.

Integrity Commitment Letter

SunSync requires all new employees to sign an Integrity Commitment Letter and incorporates integrity clauses into supplier agreements to advance the development of a corporate integrity culture.

During the reporting period, the signing rate of the Integrity Commitment Letter by employees was 100%.

Integrity culture training

SunSync employs diverse training methods, including online courses, in-person onboarding sessions and case studies, to educate employees on integrity laws, regulations and professional ethics, guiding them to establish correct values and behavioral standards.

During the reporting period, a total of 47 employee integrity culture trainings were implemented, with 1,919 participations recorded and 100% training coverage achieved.

Complaint mechanism

SunSync has set up employee suggestion boxes within the factory premises and published complaint email addresses through meetings, policies, website, and Enterprise WeChat. Complaint handling and feedback procedures have been established to safeguard the rights of all stakeholders from infringement and to ensure compliant operations of the enterprise. External complaint channels have also been added.

Industry self-discipline ecosystem

In 2024, SunSync joined the industry self-discipline ecosystem promoted by the China Photovoltaic Industry Association (CPIA). In strict compliance with CPIA's regulations, SunSync regularly reports key operational data, including production capacity and output, and fully implements production quota management and industry transaction standards in both production organization and market operations.

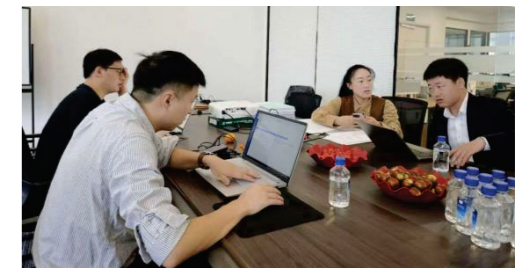
By adhering to compliant production and standardized operations, SunSync has not only enhanced its own transparency and market credibility but also contributed to promoting high-quality development of the industry and maintaining healthy competition order.

Supplier compliance audit

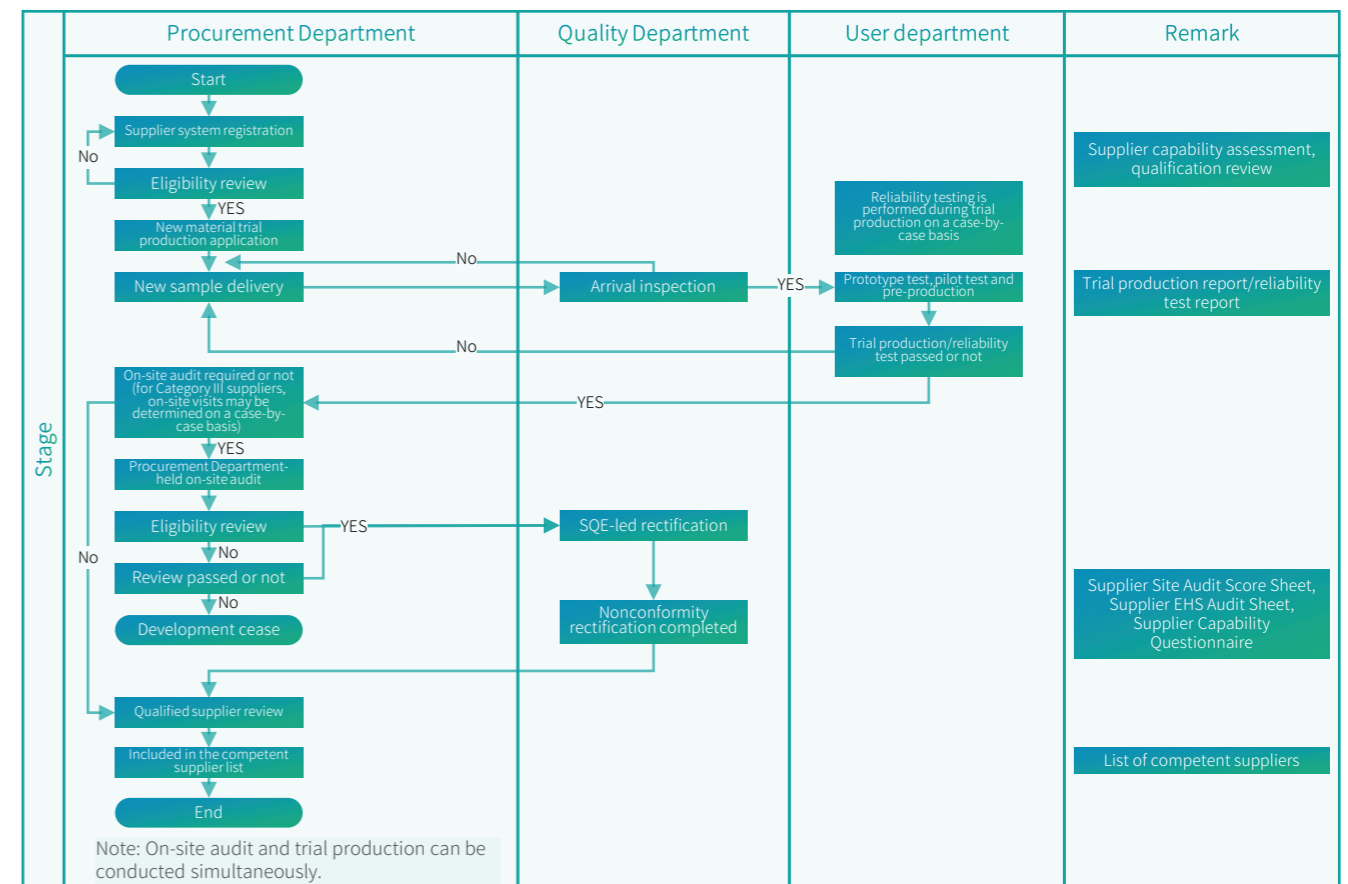
SunSync has established and implemented the "Supplier Corporate Social Responsibility (CSR) Code" to encourage suppliers to fulfill their social responsibilities and ensure the sustainable operation of the supply chain.

For newly onboarded suppliers, SunSync's audit team evaluates their business operations, performance, industry qualifications and compliance status. Only those meeting the relevant requirements are approved for collaboration.

SunSync conducts on-site audits for both primary and auxiliary material suppliers, including labor & human rights, environmental compliance, occupational health & safety, and business ethics to ensure sustainable procurement practices.



On-site Assessment of Suppliers



In 2024, SunSync planned to audit 30 suppliers and successfully completed all 30 audits, achieving a 100% pass rate for timely corrective action verification.

Intellectual property protection

Sunsync strictly complies with applicable laws and regulations including the Patent Law, Copyright Law, Trademark Law, and Anti-Unfair Competition Law. Sunsync has integrated patent and intellectual property (IP) management processes and requirements into core management systems and established an Intellectual Property Incentive System to standardize full-process IP management. This system clearly defines incentive mechanisms for patent applications, awards, types and licensing.

Sunsync rigorously safeguards the proprietary intellectual property rights from infringement while respecting third-party IP. Sunsync has entered into the framework agreements with specialized IP agencies to establish long-term collaborative partnerships. Furthermore, Sunsync engages national authoritative institutions to provide patent micro-navigation services for solar cell technologies, thereby achieving effective risk control and protection of intellectual property assets.

Patents

During the reporting period, Sunsync filed a total of

53 patent applications

obtained **12** authorizations including 7 transferred patents from 2023

in the current reporting period (2024)

48 patent applications

received **5** authorizations

including "Preparation Method of TOPCon Solar Cells Based on Poly Stack Optimization", "Preparation Method of Catalyst, DMAA Precursor and Aluminum Oxide Thin Film", etc.



Preparation Method of TOPCon Solar Cells Based on Poly Stack Optimization



Dual-sided TOPCon Structure with Selective Emitter



Gas Intake Device for Improving Gas Uniformity in Diffusion Furnaces



Gas Flow Device for Improving Coating Uniformity in Deposition Furnaces



EL Testing Device for Solar Cells



Heating Device for Solar Cell Series Welding Machine

Intellectual property management

Sunsync has assigned dedicated personnel to carry out intellectual property (IP) management, responsible for coordinating all IP-related matters across the Group. The legal team is responsible for handling patent disputes and litigation.

Sunsync has joined professional associations such as the Intellectual Property Committee of China Photovoltaic Industry Association (CPIA), engaging with industry peers to exchange and share relevant experience in IP management.

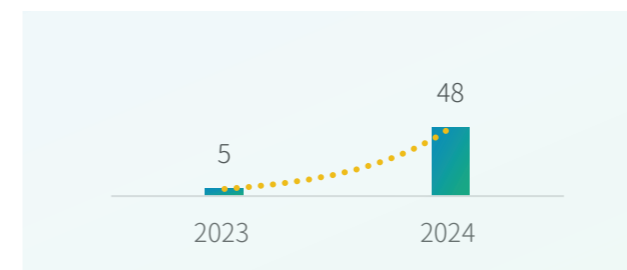
Intellectual property training

Sunsync places great emphasis on the education of patent and intellectual property knowledge, and conducts thematic training for employees in key departments closely related to patents and intellectual property, such as technology R&D, equipment commissioning, process development, and quality inspection.

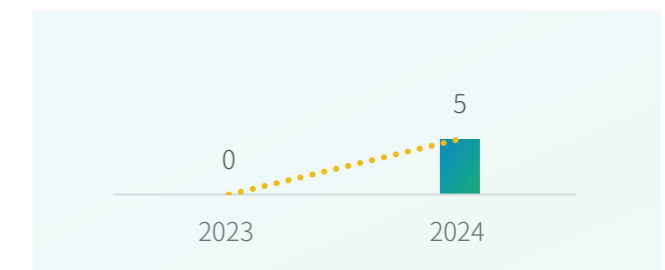
During the reporting period, Sunsync organized two intellectual property training sessions, covering fundamental patent theories, types of patent applications, patent drafting exchanges, and internal patent practice operations. These sessions significantly enhanced the practical skills and risk awareness of relevant employees.

	Annual Patent Applications (Unit: Item)	Annual Patent Grants (Unit: Item)	Cumulative Patent Applications (Unit: Item)	Cumulative Patent Grants (Unit: Item)
2023	5	0	5	7
2024	48	5	53	12

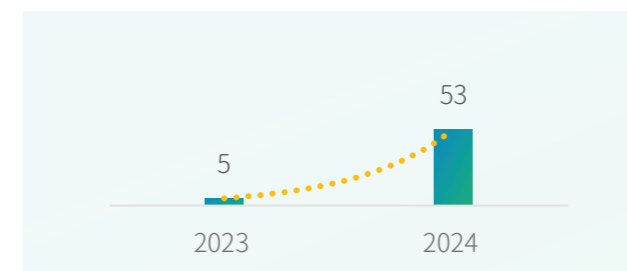
Annual Patent Applications (Unit: Item)



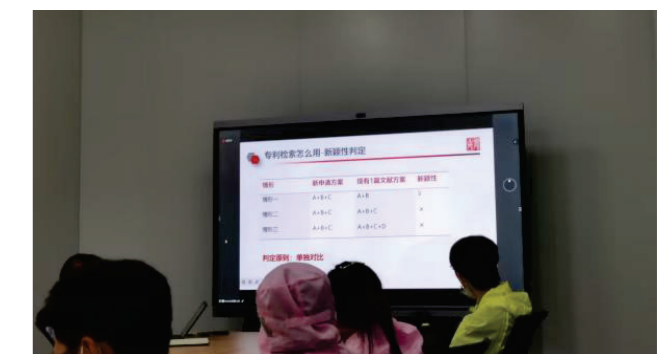
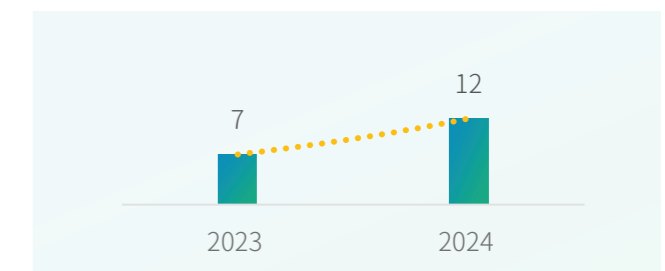
Annual Patent Grants (Unit: Item)



Cumulative Patent Applications (Unit: Item)



Cumulative Patent Grants (Unit: Item)



Intellectual Property Training Photo

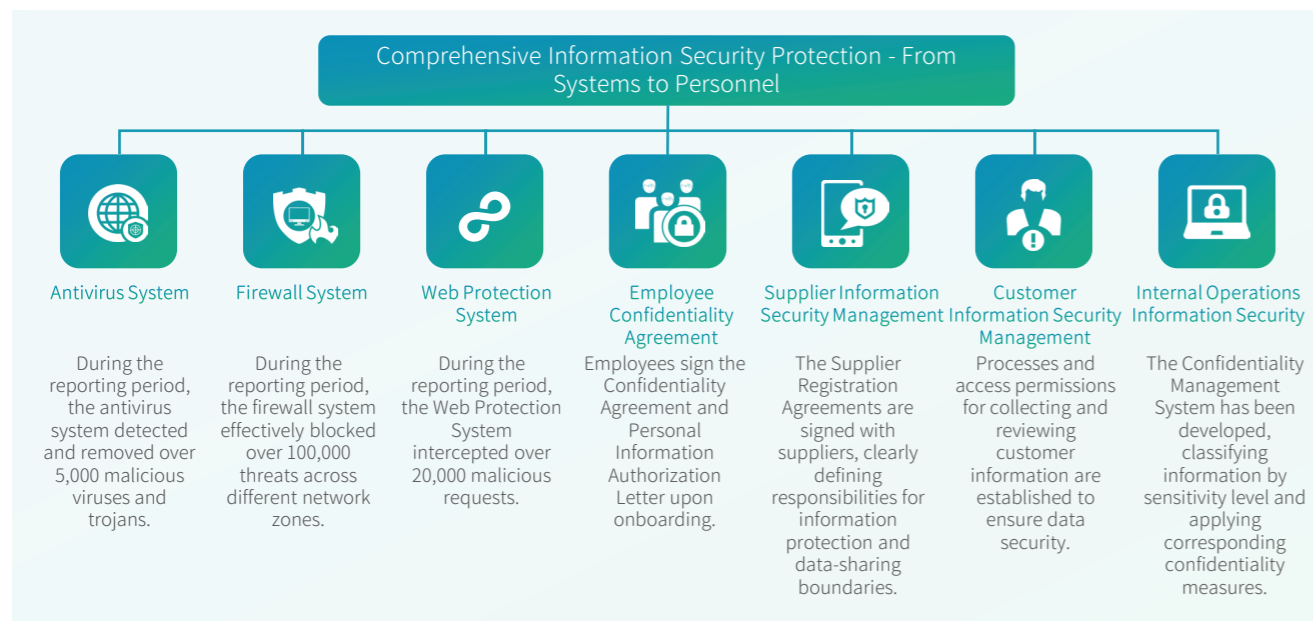
Information security management and privacy protection

Information has become one of the world's most critical resources. Individuals, businesses, and nations alike rely on information systems to store, transmit, and process vast amounts of sensitive data. Protecting information security is not only vital to safeguarding personal assets and privacy rights but also directly impacts corporate commercial interests and reputation, even national security and stability.

Sunsync places high importance on information security and privacy protection, continuously advances the development of information security management system, conducts various information security activities, and consistently enhances employees' understanding of information security, with the aim to ensure comprehensive protection of corporate information through a multi-layered management approach. During the reporting period, Sunsync recorded zero regulatory penalties related to information security or privacy protection.

Information security management system

Sunsync strictly complies with applicable laws and regulations including the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the Information Security Level Protection Management Measures, etc. In alignment with the requirements of ISO 27001 Information Security Management System and the information security standards of the Integration of Informatization and Industrialization Management System, Sunsync has established internal policies including the Information Security Management System and the Confidentiality Management System, along with specialized regulatory guidelines. These frameworks define the roles and responsibilities of each department and personnel, classify information by category and confidentiality level, and specify corresponding labeling measures and confidentiality measures. They also outline procedures and access permissions for collecting and reviewing customer information, standardize the management of various information assets, and ensure the security of corporate data and information.



- During the reporting period:
- The antivirus system detected and removed over 5,000 malicious viruses and trojans.
 - The firewall system effectively blocked over 100,000 threats across different network zones.
 - The web protection system intercepted over 20,000 malicious requests.
 - The timely signing rate for the Employee Confidentiality Agreement and Personal Information Authorization Letter reached 100%.
 - The signing rate for Supplier Registration Agreements was 100%, clarifying the responsibilities and obligations of both parties regarding information protection, as well as defining data-sharing boundaries and procedures with suppliers.

Information security audit

Sunsync conducts annual self-assessments using the Information Security Risk Assessment Form to regularly evaluate risks related to information security and privacy protection. This process identifies new threats or vulnerabilities and determines whether additional control measures are required. An Information Security Risk Mitigation Plan is prepared, submitted for company approval, and then implemented by relevant department under the organization and supervision of the Information Department. During the reporting period, audits and corrective actions primarily focused on physical security, data backup, security operation and maintenance, access control, and internet security.

Additionally, Sunsync periodically conducts supply chain information security reviews to identify risks and coach suppliers in implementing corrective actions and improvements.

Privacy security

Confidentiality and security system development

The Information Department serves as the department responsible for the compliance management of privacy data throughout its entire lifecycle. It has established supporting systems such as the Confidentiality Management System and the Responsibility and Permission Management Procedures, which define methods for information classification and data access controls. Additionally, Sunsync's Information Security Management System and Employee Reward and Punishment Management System specify punishment mechanisms for confidentiality breaches, including disciplinary actions such as written warnings, demerits, or termination of employment, depending on the severity of the violation.

Privacy security management method

Sunsync regards the information of key stakeholders - including customers, employees and suppliers - as core confidential data and places high importance on the security and privacy protection. All information collection activities strictly comply with the principles of transparency, legality and legitimacy. Prior to formal information collection, Sunsync ensures 100% authorization or consent is obtained through methods such as contractual agreements, standalone privacy agreements, or other written instructions. Sunsync fully respects stakeholders' rights to access, correct and delete their information, carefully evaluates the necessity of information collection and does not receive or collect information unrelated to business or management functions. Additionally, Sunsync implements encrypted storage, strict access controls and activity auditing to ensure comprehensive compliance management of collected information, and promptly deletes any unnecessary information.

Privacy security protection measures

Sunsync has implemented standardized operating procedures across all operations in compliance with information security management requirements. Based on data types and business scenarios, Sunsync conducts classified and tiered management of data assets to ensure end-to-end security throughout the entire data lifecycle, including creation, collection, modification, usage, transfer, storage and destruction.

To enhance employees' privacy protection awareness, Sunsync enforces strict access controls, allowing authorized personnel to perform only permitted operations (e.g., accessing, editing, uploading) within their designated scope. Employees handling privacy data must ensure proper performance of handover procedures upon resignation or reassignment. In addition, suppliers involved in privacy data processing are required to sign dedicated data compliance agreements, in order to ensure high-standard compliance in operational data processing. As part of Sunsync's Cybersecurity Emergency Response Plan, privacy data leakage scenarios are incorporated into the annual cybersecurity emergency drill plan to continually strengthen Sunsync's agility in responding to potential data leakage incidents.

Information security culture development

Training

In 2024, Sunsync organized comprehensive information security training for all employees to enhance their awareness and capabilities in information security protection. New employees received concentrated information security training and examinations during onboarding. During the reporting period, Sunsync conducted information security training and examinations for over 2,341 participants, achieving a coverage rate and examination pass rate of 97.4%.

Recognition for outstanding information security contributions

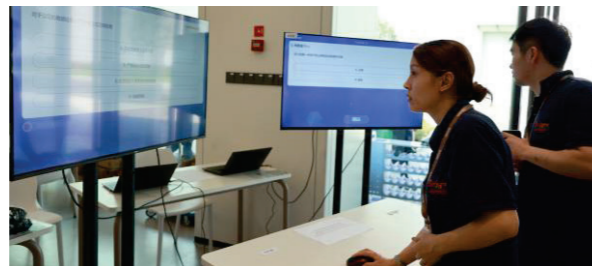
Sunsync recognized and awarded organizations and individuals who made outstanding contributions to information security. During the reporting period, exemplary individuals in information security were honored with awards at Sunsync's management review meeting.



Information Security Achievement Recognition and Award Ceremony

Information Security Month activity

To enhance the promotion of information security, Sunsync organizes an annual Information Security Month activity for all employees to raise their awareness of security and confidentiality.



A total of 2,341 people participated in the learning sessions.

On-site quiz activities attracted 680 participants, with 450 prizes distributed. Additionally, 313 information security suggestions were collected, and four security tips focusing on terminals, mobile devices, antivirus measures and information security were released.

Investors' rights and interests

Governance structure

Sunsync has established a Board of Directors, consisting of 11 members elected at the General Meeting. The Board of Directors has one Chairman, Xie Yi, who serves as the legal representative of Sunsync.

Key responsibilities of the Board of Directors:

- Determining the establishment of operational structure and appointing/dismissing the General Manager, Deputy General Managers, and Financial Controller;
- Formulating the annual financial budget plan and final accounting plan of Sunsync;
- Developing the profit distribution plan and loss recovery plan of Sunsync;
- Resolving other significant corporate matters.

Compliance with laws and regulations

Sunsync strictly complies with applicable laws and regulations of the People's Republic of China as well as international documents. Sunsync has established internal procedural documents, including the Business Conduct & Ethics Code and the Supplier Corporate Social Responsibility (CSR) Code, to ensure transparent, compliant and ethical operations in daily business practices. Upholding integrity and anti-corruption principles, Sunsync maintains robust risk management and control mechanisms.

Sunsync maintains open communication with investors and engages stakeholders through due diligence processes to solicit advice and build consensus on key matters such as sustainable development. These commitments are integrated into daily operations. Additionally, Sunsync systematically identifies and assesses risks and opportunities, and develops and implements preventive measures to ensure secure and sustainable business continuity.

Furthermore, Sunsync has established comprehensive compensation, benefits and performance policies, including ESG performance metrics, which are reviewed and updated annually.

Procurement distribution

Sunsync closely monitors market conditions and industry trends, and implements the procurement control strategies such as risk management (for identifying and assessing potential procurement risks and taking measures to mitigate them), comprehensive quality management (the team seeks suppliers capable of providing high-quality products), continuous improvement (constantly optimizing procurement processes to enhance efficiency and effectiveness), and diversified procurement (expanding the supplier base to reduce reliance on a single supplier and improve supply chain stability). These measures further ensure the quality of raw and auxiliary materials while controlling procurement costs, thereby securing the market competitiveness of Sunsync's products and profitability.

Sunsync benchmarks the procurement costs of key materials in real time against the disclosed PV prices, as well as domestic and international silver prices, and conducts monthly reviews to compare current prices. The benchmarking results indicate that Sunsync's procurement costs are on par with those of leading enterprises in the industry.

During the reporting period, Sunsync's suppliers were distributed across 21 provinces in China, with over 50% located in Sichuan. Sunsync consistently prioritizes partnerships with reliable, high-quality suppliers with a long-standing reputation in the industry to safeguard the product quality.

Market presence

In 2024, through the collective efforts of all employees, Sunsync exceeded the annual sales target set at the beginning of the year and achieved remarkable results despite a sluggish market, intense competition, and severe product homogenization.

The industrial layout in 2024 primarily focused on sectors such as industry, construction, transportation, agriculture and forestry.

Supply chain localization upgrade promotion

Relying on the development of the local photovoltaic industry cluster, Sunsync vigorously promotes the localization process of suppliers. This reduces transportation costs, enhances communication and collaboration efficiency across the supply chain, and lowers carbon emissions during operations. Currently, Sunsync collaborates with 104 local suppliers in Yibin, accounting for 21.2% of total supplier base.

Material procurement localization process

To further reduce carbon emissions, Sunsync actively advances the localization of key raw and auxiliary materials. During the reporting period, Sunsync achieved 50% of packaging materials supplied within a 5 km radius and 75% of suppliers located within a 40 km transportation range. In 2024, the shortened transportation distances contributed to a 33-ton reduction in carbon emissions.

ESG Performance Data Overview

2024 Annual Environmental Performance Indicators

Indicators		Unit	2024
1. Greenhouse gases			
Organize carbon audit data	Scope 1	tCO ₂ e	2756.40
	Scope 2	tCO ₂ e	162224.97
	Scope 3	tCO ₂ e	1598012.82
Total carbon emissions within the scope of operations		tCO ₂ e	1762994.18
Investment in energy conservation and environmental protection		Yuan	23846576.68
2. Water resources management			
Total water consumption		t	4366806
Total water intake		t	4189370
Reclaimed water reuse consumption		t	177436
Circulating water consumption		t	9700
Ratio of circulating water consumption to total water intake		%	0.23
3. Energy consumption & clean energy			
Comprehensive energy consumption		Kw.h	715277645
Clean energy electricity consumption		Kw.h	3439020
Proportion of clean energy electricity consumption in total electricity consumption		%	0.481
4. Exhaust gas emissions			
Total exhaust gas emissions		t	27.71
Of which:	NOx	t	11.69
	Total non-methane hydrocarbons	t	3.88
	HCl	t	4.67
	Fluoride	t	0.81
	Chlor	t	0.71
	Others	t	5.94
5. Wastewater pollutant discharge			
Total wastewater pollutant discharge	Total wastewater discharge	t	3375821
	COD	t	168.94
	Ammonia nitrogen	t	22.91
6. Non-hazardous solid waste discharge			
Total non-hazardous waste discharge		t	12049.13
	Silicon powder	t	155.84
	Sludge	t	10578.27

	Waste wood	t	169.32
	Froth	t	157.19
	Pallet	t	323.06
	EPE foam	t	37.31
	Cardboard	t	152.76
	Other solid wastes	t	475.38
Recycling rate of non-hazardous solid wastes		%	96.05
7. Hazardous waste discharge			
Total hazardous waste discharge		t	41.79
	Used mineral oil	t	0.13
	Spent activated carbon	t	33.88
	Hazardous waste contaminated materials	t	4.00
	Laboratory and online monitoring of waste liquid	t	0.69
	Waste chemicals	t	3.09
Amount of hazardous waste subject to transfer and disposal		t	41.79
8. Packaging materials			
Total amount of packaging materials used		t	2015.45
9. Environmental management training			
Environmental training		Session	4
Number of participants in environmental training		Person-time	4400

Social Performance in 2024

Indicators		Unit	2024
1. Employee employment management			
Employee structure			
Number of employees		Person	1787
By gender	Number of male employees	Person	1259
	Number of female employees	Person	528
By age	Number of employees aged 30 and below	Person	1072
	Number of employees aged 30-50	Person	714
	Number of employees over 50	Person	1
By rank	Number of senior management employees	Person	8
	Number of mid-level management employees	Person	16
	Number of junior management employees	Person	179
	Number of grassroots employees	Person	1584

By region	Number of employees from Chinese Mainland	Person	1787
	Number of employees from Hong Kong, Macao and Taiwan	Person	0
	Number of overseas employees	Person	0
	Proportion of employees from Chinese Mainland	%	100
	Proportion of employees from Hong Kong, Macao and Taiwan	%	0
	Proportion of overseas employees	%	0
Diversity, inclusiveness and equality			
Proportion of minority employees		%	2.18
Proportion of locally hired executives		%	0
Proportion of female employees		%	29.63
By rank	Senior management	%	25
	Mid-level management	%	6.25
	Junior management	%	21.23
	Grass-roots employees	%	30.84
Proportion of base salary in the total compensation for female employees		%	25.76
By rank	Senior management	%	6.23
	Mid-level management	%	5.69
	Junior management	%	14.31
	Grass-roots employees	%	28.26
Proportion of basic salary in the compensation for male employees		%	18.66
By rank	Senior management	%	3.74
	Mid-level management	%	7.37
	Junior management	%	12.53
	Grass-roots employees	%	21.56
Participation rate in employee satisfaction survey		%	100
Employee satisfaction	Average satisfaction with shuttle buses	%	96.39
	Average satisfaction with dormitories	%	95.26
	Average satisfaction with canteen	%	94.62
	Average satisfaction with reception	%	99
	Average satisfaction with shooting	%	99.75
2. Employee training and development			
Employee training coverage rate		%	100
Total annual training hours		hour	59394
Average training hours per employee		hour	33
By gender	Average training hours per male employee	hour	34
	Average training hours per female employee	hour	30

By age	Average training hours per capita for employees aged 30 and below	hour	34
	Average training hours per capita for employees aged 30-50	hour	34
	Average training hours per employee aged above 50	hour	18
By rank	Average training hours per capita for senior management employees	hour	30
	Average training hours per capita for mid-level management employees	hour	45
	Average training hours per capita for junior management employees	hour	46
	Average training hours per capita for grassroots employees	hour	32
Total number of participates in training		Person-time	175074
By gender	Total participations of male employees in training	Person-time	129099
	Total participations of female employees in training	Person-time	45975
By age	Total participations of employees aged 30 and below in training	Person-time	110060
	Total participations of employees aged 30-50 in training	Person-time	64964
	Total participations of employees over 50 in training	Person-time	50
By rank	Total participations of senior management employees in training	Person-time	815
	Total participations of mid-level management employees in training	Person-time	1630
	Total participations of junior management employees in training	Person-time	18326
	Total participations of grass-roots employees in training	Person-time	154303
Per capita training investment		Yuan	242
By gender	Training investment per male employee	Yuan	240
	Training investment per female employee	Yuan	247
By age	Per capita training investment for employees aged 30 and below	Yuan	237
	Per capita training investment for employees aged 30-50	Yuan	249
	Per capita training investment for employees over 50	Yuan	182
By rank	Total per capita training investment for senior management employees	Yuan	400
	Total per capita training investment for mid-level management employees	Yuan	500
	Total per capita training investment for junior management employees	Yuan	450
	Total per capita training investment for grass-roots employees	Yuan	215
Proportion of employees who have received social responsibility training		%	100
Proportion of employees who regularly receive performance and career development evaluations		%	100

3、Employee rights protection			
Unit coverage rate of labor union in China		%	100
Coverage rate of employees joining the labor union in China		%	100
Proportion of employees covered by collective bargaining agreements		%	100
Labor contract signing rate		%	100
Social insurance coverage		%	100
Number of people taking parental leave		Person	0
Coverage rate of employee rights policies under social responsibility		%	100
Proportion of workplaces conducting social responsibility audits		%	100
Proportion of workplaces conducting social responsibility impact assessments		%	100
Proportion of employees covered by social responsibility training		%	100
Number of incidents violating social responsibility		Pcs.	0
Percentage of security personnel trained		%	100
4、Occupational health and safety			
Work safety and occupational health management			
Coverage rate of occupational health and safety system		%	100
Total investment in work safety and occupational health		RMB10,000	414.81
Proportion of personnel in the Occupational Health and Safety Committee		%	2.4
Coverage rate of occupational health examination		%	100
Proportion of workplaces conducting health and safety risk assessments		%	100
Work safety and occupational health training			
Coverage rate of work safety and occupational health training		%	100
Number of work safety and occupational health training		Session	83
Average hours per capita of work safety and occupational health training		hour	59.5
Number of participants in work safety and occupational health training		Person-time	58451
Special safety inspection and emergency drills			
Total number of special safety inspections		Session	20
Rectification rate of potential safety hazards		%	100
Number of safety emergency drills		Session	36
Number of participants in safety emergency drills		Person-time	2443
Work safety and occupational health accidents			
Number of extremely severe accidents		Time	0
Number of major accidents		Time	0
Number of severe accidents		Time	0
Number of general accidents		Time	0
Number of work-related fatalities		Time	0
Fatality rate due to work-related injuries		Person	0
Severe work injury rate (excluding fatalities)		Person	0
Total work hours lost due to work-related accidents		hour	664
Proportion of work hours lost due to work-related accidents		%	0.31
Number of occupational disease cases		Person	0
Proportion of occupational disease cases (and total number of occupational positions)		%	0
Number of recordable work-related injury accidents		Time	1
Number of recordable work-related injuries		Person-time	1
5、Product quality management			
Coverage rate of quality system		%	100

Coverage rate of product quality inspection		%	100
Proportion of product recalls due to quality issues		%	0.09
6、Supply chain management			
Number of suppliers (Chinese Mainland)		Pcs.	491
Number of suppliers (Hong Kong, Macao and Taiwan)		Pcs.	2
Number of overseas suppliers		Pcs.	0
Number of certified suppliers (ISO 45001)		Pcs.	28
Number of certified suppliers (ISO 14001)		Pcs.	28
Number of certified suppliers (ISO 9001)		Pcs.	210
Number of eliminations due to violation of code of conduct		Pcs.	1
Total hours of supplier training		hour	96
Number of supplier participants (Person-time) in training		Person-time	71
Total number of supplier training		Session	15
Total number of regular follow-up visits by suppliers		Session	490
Number of participants in regular supplier follow-up visits		Person-time	1343
Total number of supplier exchanges		Session	586
Total number of participates in supplier communication		Person-time	1946
Total number of high-level exchanges		Session	53
Number of suppliers participating in high-level exchanges		Person-time	190
Total number of logistics supplier exchanges		Session	5
Total number of participates in logistics supplier exchanges		Person-time	15
Number of supplier matching skills items		Item	12
7、Customer service and management			
Proportion of core customers covered by customer satisfaction surveys		%	100
Customer satisfaction score		Point	97.49
Number of product marketing violations		pcs	0
Number of field service items		Pcs.	83
Number of received complaints regarding customer privacy leakage		pcs	0
Rate of customer complaint resolution		%	100
8、Community relations			
Number of public welfare donations and supported projects		Pcs.	/

2024 Annual Governance Performance Indicators

Indicators	Unit	2024
1、Economic performance		
Assets in total	RMB100,000,000	75.56
Independent Directors of the Board of Directors	Person	0
Number of female members of the Board of Directors	Person	0
2、Anti-corruption		
Series of training and publicity on integrity in employment	Session	45
Total hours of anti-corruption training	hour	403
Coverage rate of anti-corruption training for employees	%	100

Number of anti-corruption training sessions by rank		
Senior executives	Time	1
Management	Time	8
Employees	Time	36
Number of anti-corruption training participants by rank		
Senior executives	Person/time	1
Management	Person/time	8
Employees	Person/time	2476
Pass rate of anti-corruption training by rank		
Senior executives	%	100
Management	%	100
Employees	%	96
Number of corruption and bribery lawsuit cases	Pcs.	0
3、 R&D and innovation		
R&D investment	RMB100,000,000	0.92
Total number of R&D personnel	Person	231
Proportion of R&D personnel	%	10
Proportion of female R&D personnel	%	14
4、 Intellectual property management		
Number of annual patent applications	Item	48
Cumulative number of patent applications	Item	53
Number of annual patent grants	Item	5
Cumulative number of patent grants	Item	12
5、 Business ethics and compliance		
Number of business ethics and compliance training	Session	45
Total hours of business ethics and compliance dedicated training	hour	403
Proportion of employees covered by business ethics training	%	100
Proportion of workplaces conducting business ethics risk assessments	%	100
Number of business ethics-related litigation cases with third parties	Pcs.	0
Number of improper competition-related litigation cases with third parties	Pcs.	0
6、 Information security management		
Number of information security dedicated training	Session	6
Proportion of employees covered by information security training	%	98
Total hours of information security training	hour	2.50
Total number of IT employees participating in information security-related training	Person	13
Number of information security incidents	Time	0
Number of customers and employees affected by information security incidents	Person	0
Number of information security-related litigation cases	Pcs.	0

GRI Index

GRI Index	Report Chapter
GRI 2: General Disclosures 2021	
2-1 Organizational details	Introduction to Sunsync
2-2 Entities included in the organization's sustainability reporting	About this report
2-3 Reporting period, frequency and contact point	About this report
2-4 Restatements of information	Not involved
2-5 External assurance	/
2-6 Activities, value chain and other business relationships	Supply chain collaboration
2-7 Employees	ESG performance data overview
2-8 Workers who are not employees	/
2-9 Governance structure and composition	ESG management structure
2-10 Nomination and selection of the highest governance body	ESG management structure
2-11 Chair of the highest governance body	ESG management structure
2-12 Role of the highest governance body in overseeing the management of impacts	ESG management structure
2-13 Delegation of responsibility for managing impacts	ESG management structure
2-14 Role of the highest governance body in sustainability reporting	ESG management structure
2-15 Conflicts of interest	/
2-16 Communication of critical concerns	Stakeholder communication
2-17 Collective knowledge of the highest governance body	Sunsync's sustainable development strategy
2-18 Evaluation of the performance of the highest governance body	ESG management structure
2-19 Remuneration policies	Compensation and benefits
2-20 Process to determine remuneration	Compensation and benefits
2-21 Annual total compensation ratio	/
2-22 Statement on sustainable development strategy	Sunsync's sustainable development strategy
2-23 Policy commitments	Sunsync's sustainable development strategy
2-24 Embedding policy commitments	Sunsync's sustainable development strategy
2-25 Processes to remediate negative impacts	Sustainable procurement
2-26 Mechanisms for seeking advice and raising concerns	/
2-27 Compliance with laws and regulations	See the section on report topics.
2-28 Membership associations	Introduction to Sunsync
2-29 Approach to stakeholder engagement	Stakeholder communication
2-30 Collective bargaining agreements	Freedom of association and collective bargaining
GRI 3 : Substantive Issues 2021	
3-1 Process for identifying substantive issues	Management of substantive issues
3-2 List of substantive issues	Management of substantive issues
3-3 Management of substantive issues	Management of substantive issues

Economic part	
GRI 201 : Economic Performance 2016	
201-1 Direct economic value generated and distributed	/
201-2 Financial implications and other risks and opportunities due to climate change	Climate risk and opportunity management
201-3 Defined benefit plan obligations and other retirement plans	Compensation and benefits
201-4 Financial assistance received from government	/
GRI 202: Market Presence 2016	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	ESG performance data overview
202-2 Proportion of senior management hired from the local community	ESG performance data overview
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	ESG performance data overview Community contribution
203-2 Significant indirect economic impacts	/
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	/
GRI 205: Anti-Corruption 2016	
205-1 Operations assessed for risks related to corruption	Integrity culture development
205-2 Communication and training about anti-corruption policies and procedures	Integrity culture development
205-3 Confirmed incidents of corruption and actions taken	Supplier compliance audit
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Industry self-discipline ecosystem
GRI 207: Tax 2019	
207-1 Approach to tax	Risk management, control, and audit
207-2 Tax governance, control, and risk management	Risk management, control, and audit
207-3 Stakeholder engagement and management of concerns related to tax	Risk management, control, and audit
207-4 Country-by-country reporting	/
Environment part	
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	ESG performance data overview
301-2 Recycled input materials used	Circular economy
301-3 Reclaimed products and their packaging materials	Circular economy
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	ESG performance data overview Energy management
302-2 Energy consumption outside of the organization	ESG performance data overview Energy management
302-3 Energy intensity	ESG performance data overview Energy management
302-4 Reduction of energy consumption	ESG performance data overview Clean energy use
302-5 Reductions in energy requirements of products and services	ESG performance data overview Clean energy use
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Water resources management
303-2 Management of water discharge-related impacts	Water resources management
303-3 Water withdrawal	ESG performance data overview
303-4 Water discharge	ESG performance data overview

303-5 Water consumption	ESG performance data overview
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity protection
304-2 Significant impacts of activities, products and services on biodiversity	/
304-3 Habitats protected or restored	/
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Greenhouse gas quantification management
305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse gas quantification management
305-3 Other indirect (Scope 3) GHG emissions	Greenhouse gas quantification management
305-4 GHG emissions intensity	/
305-5 Reduction of GHG emissions	ESG performance data overview
305-6 Emissions of ozone-depleting substances (ODS)	/
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG performance data overview
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Pollutant control
306-2 Management of significant waste-related impacts	Pollutant control
306-3 Waste generated	ESG performance data overview
306-4 Waste diverted from disposal	ESG performance data overview
306-5 Waste directed to disposal	ESG performance data overview
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Sustainable procurement
308-2 Negative environmental impacts in the supply chain and actions taken	/
Social part	
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	/
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and benefits
401-3 Parental leave	Compensation and benefits
GRI 402: Labor/Management Relations 2016	
402-1 Minimum notice periods regarding operational changes	/
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Occupational health and safety
403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety
403-3 Occupational health services	Occupational health and safety
403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety
403-5 Worker training on occupational health and safety	Health and safety culture development
403-6 Promotion of worker health	Health and safety culture development
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety

403-8 Workers covered by an occupational health and safety management system	Occupational health and safety
403-9 Work-related injuries	ESG performance data overview
403-10 Work-related ill health	Not involved
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	ESG performance data overview
404-2 Programs for upgrading employee skills and transition assistance programs	Employee training and career development
404-3 Percentage of employees receiving regular performance and career development reviews	Career planning and development
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Diverse staffing
405-2 Ratio of basic salary and remuneration of women to men	ESG performance data overview
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	Employee rights protection
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association and collective bargaining Sustainable procurement
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Employee rights protection
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee rights protection
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	Social responsibility training
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	/
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Community contribution
413-2 Operations with significant actual and potential negative impacts on local communities	Community contribution
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Sustainable procurement
414-2 Negative social impacts in the supply chain and actions taken	/
GRI 415: Public Policy 2016	
415-1 Political contributions	/
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	/
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	/
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	/
417-2 Incidents of non-compliance concerning product and service information and labeling	ESG performance data overview
417-3 Incidents of non-compliance concerning marketing communications	ESG performance data overview
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security management and privacy protection

Reader Feedback

Dear readers:

Thank you for taking the time to review this report. We appreciate and look forward to receive your feedback on this report. Your opinions and suggestions are an important basis for us to continuously improve the disclosure level of ESG information and promote ESG management and practice of enterprises. Your insights and suggestions are greatly appreciated.

Please share your comments with us via email: info@sunsyncgroup.com.

Website : <https://www.sunsyncgroup.com>

Address : 72, Jinrun Industrial Park, Gaochang Town, Xuzhou District, Yibin City, Sichuan Province, China.

SunSync 和光同程