

INTCO RECYCLING

2024 ESG REPORT

ENVIRONMENTAL SOCIAL AND
CORPORATE GOVERNANCE



INTCO RECYCLING  RENEWING THE WORLD

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ABOUT THIS REPORT



INTRODUCTION

This report is the third environmental, social and governance report (referred to as "this Report" or the "ESG Report") issued by INTCO Recycling Resources Co., Ltd (referred to as "INTCO Recycling", "we" or "the Company"), which aims to truthfully disclose the ESG performance of the Company in 2024, as well as its responsibility fulfillment practices for important stakeholders such as shareholders, customers, partners, employees, environment, and communities. This Report focuses on the ESG management and achievements about the Company from January 1st to December 31st, 2024 (referred to as the "reporting period"). Unless otherwise specified, certain information and data may refer to periods outside the reporting period.



BASIS OF REPORTING

This Report is in accordance with the *GRI Sustainability Reporting Standards* issued by the Global Sustainability Standards Board (GSSB) (referred to as the "GRI Standards"), and references the *Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 – Sustainability Reporting (Trial)* and the *Shanghai Stock Exchange STAR Market Self-Regulatory Guidelines for Listed Companies No. 13 – Sustainability Report Preparation*.



REPORTING SCOPE

Unless otherwise stated, the policies and data provided in this Report cover the Company and its subsidiaries, and the scope of this Report is aligned with that of the annual financial report.



DATA SOURCES AND RELIABILITY STATEMENT

This Report has not sought external verification. The data and cases of this Report are mainly from the Company's statistical reports and relevant documents. The Company's board of directors commits that this Report contains no false records or misleading statements, and takes responsibility for the truthfulness, accuracy, and completeness of the contents.



CONFIRMATION AND APPROVAL

After confirmation by management, this Report was approved by the Board of Directors on April 25th, 2025.



REPORT ACCESS AND CONTACT

This Report is available in electronic form. Readers can visit the Shanghai Stock Exchange (<https://www.sse.com.cn>) and the website of the Company (<https://www.intco.com.cn>). If you have any comments or suggestions on the Company's environmental, social and governance disclosures and performance, please contact us in the following ways:

E-mail: Board@intco.com.cn
Tel: 0533-6097778

MESSAGE FROM THE CHAIRMAN



Frank Liu

Chairman of INTCO Recycling

In 2024, facing a complex and ever-changing global market environment, INTCO Recycling confronted challenges and seized opportunities. The Company achieved a new high historical business performance, especially in key financial indicators. I want to extend my heartfelt thanks to our global partners, investors, and all stakeholders who care about INTCO's development!

As a leading enterprise in the global resource recycling industry, we have always upheld the values of "Love Goodness Truth". We are committed to integrating the concept of sustainable development into our business practices. We have continuously made efforts to use recycled materials efficiently and reduce global plastic waste, firmly contributing to carbon neutrality and the planet's sustainable development.

Over the years, we have continuously increased investment in R&D, fully leveraged our advantages in the entire industrial chain of resource recycling and reuse and focused on the high-value utilization of r-PS, r-PET, and r-PE. Driven by independent innovation, we have actively developed recycling and regeneration technologies, promoting transformation across the industry. At the same time, we have advanced lean operations and unleashed organizational vitality, aiming to build a low-carbon, efficient industrial model powered by technological innovation and contributing momentum to achieving sustainable development goals.

We have always adhered to the people-oriented principle, paying close attention to employee growth and development and striving for mutual progress between employees and the Company. Building on our annual "INTCO Young" program, we launched the "Talent Program" in 2024, aiming to recruit visionary, globally minded talents worldwide. We provide broad platforms for development and build a world-class manufacturing enterprise through a high-performance, talent-dense organization.

We bring together strength from all parties—employees, supply chain partners, and society—to jointly open up a new landscape of green development. We have established a sound supplier selection, admission, and assessment mechanism, integrating green standards into the entire process to build a responsible supply chain. Meanwhile, we help our partners improve their ESG management capabilities and cooperate deeply with various stakeholders to jointly promote industry sustainability and contribute to a beautiful ecological environment.

We actively fulfill our social responsibilities through the "INTCO Foundation", engaging in environmental education, community building, and sharing INTCO's love with society. Internally, we launched the "INTCO Mutual Aid Fund" to support employees facing unexpected accidents, critical illness, or significant family difficulties, offering warmth and care to every INTCO partner.

As a pioneer in green manufacturing in China, we will embrace the new era driven by AI technology. Relying on China's intelligent manufacturing innovation ecosystem, we will connect with global market demands through a more open and smart manufacturing platform. We will use innovative technologies and quality products to serve the world, showcasing the unique charm of Chinese intelligent manufacturing and contributing INTCO Recycling's wisdom and solutions to the global green transition.

ESG HIGHLIGHTS PERFORMANCE

Environmental



Total Greenhouse Gas Emissions

633,847.94 tons of CO₂e

Scope 1 **3,087.04** tons of CO₂e

Scope 2 **43,678.73** tons of CO₂e

Energy Intensity

0.35 MWh/ten thousand RMB

Renewable Energy Use

3.11 million kWh

General Waste Recycling Rate

89%

Social



Employee Training Investment

6,253,200 RMB

Total Training Time

263,871 hours

Volunteer Activities

336 times

Employee Participants

2,341

Total Volunteer Hours

854.5 hours

Customer Satisfaction Score

97.53

Charity Donations (Company & Foundation)

2,185,200 RMB

Governance



Information Disclosure Rating by Shanghai Stock Exchange

A

Percentage of Female Directors

40%

Percentage of Women in Top Management Positions

66.67%

Business Ethics Training Sessions

8 times

Strategy and ESG Committee Meetings

4 times

Business Ethics and Anti-corruption Training Coverage

100%

ESG RANKING

S&P Global

S&P Global ESG Score: **60**
Ranking ahead of **94%** of global peers



Included in *2024 S&P Global Sustainability Yearbook (China Edition)* for the first time



Received the **EcoVadis Committed Medal**



Forbes China

Ranked among the "Top 30 Global Leaders Going Overseas"

Wind ESG

英科再生
2024评级



Rated "**A**"
from Wind ESG Rating



China Association for Public Companies

Recognized for two consecutive years as an "Outstanding ESG Practice Case for Listed Companies"



Jiemian News

Recipient of the "ESG Pioneers 60 · Explorer of the Year" Award



All-China Environment Federation

Included in the ESG100 Index of Chinese Enterprises



Securities Times

Ranked among the "Top 100 ESG Performers of Chinese Listed Companies"



China Securities Journal

New Quality Enterprise Golden Bull Award



Cailian Press

Cailian Press Zhiyuan Award*ESG Pioneer Award



Shanghai Climate Week

2024 Climate Lighthouse Manufacturing Leadership Award

CORPORATE HONORS



Office of the Central Commission for Guiding Cultural and Ethical Progress



Shandong Provincial Development and Reform Commission



Shandong Service Trade Association



Vietnam Thanh Hoa Provincial Trade Union



Zibo Economic Development Promotion Association



Shanghai Municipal Bureau of Ecology and Environment, etc.



Zibo Municipal Bureau of Industry and Information Technology, etc.



CPC Liu'an Municipal Committee, etc.



Fengxian District Zero-Waste City Construction Leading Group Office



Publicity Department of CPC Fengxian District Committee, Shanghai

ABOUT INTCO RECYCLING

INTCO Recycling (Stock Code: 688087) is a high-tech manufacturer specializing in the recycling, regeneration, and utilization of renewable resources. The Company has innovatively developed a fully integrated industrial chain for plastic recycling and reuse, and is a pioneering enterprise that seamlessly integrates recycled plastics with the production of fashionable consumer goods.

INTCO Recycling operates six major production bases worldwide, located in Shandong, Shanghai, Anhui, and Jiangsu in China, as well as overseas in Malaysia and Vietnam.

The Company's main product lines include decorative finished frames, decorative building materials, PET products, plastic pellets, and environmental protection equipment. Our products are exported to over 120 countries and regions across the Americas, Europe, Asia, Africa, and Oceania, serving over 12,000 customers worldwide with high-quality products and services.

 **20+** Years

 **3** Business Units

 **6** R&D Bases

 **4,000+** Employees

 **120+** Countries

 **12,000+** Customers



 Shandong INTCO

2005



 Shanghai INTCO

2002



 Jiangsu INTCO

2010



 Anhui INTCO

2010



 Malaysia INTCO

2018



 Vietnam INTCO (Thanh Hoa)

2022



 Vietnam INTCO (Quang Ninh)

2023

RENEWAL THROUGH RECYCLING

Upholding the sustainable development philosophy of “INTCO Recycling, Renewing the World,” the Company has pioneered a fully integrated industrial model of “plastic recycling–regeneration–reuse.” Through this innovative approach, we actively practice the principles of “replacing wood with plastic” and “turning waste into treasure,” bringing discarded materials back to life with renewed purpose.



-300,000
Tons/year
CO₂



-450,000
Tons/year
Oil



+1.6 Million
Boxes/Year
PS Mouldings



+150,000
Tons/year
r-PS & r-PET



-2.7 Million
Trees/Year
were Protected

INTCO

Cumulative Savings

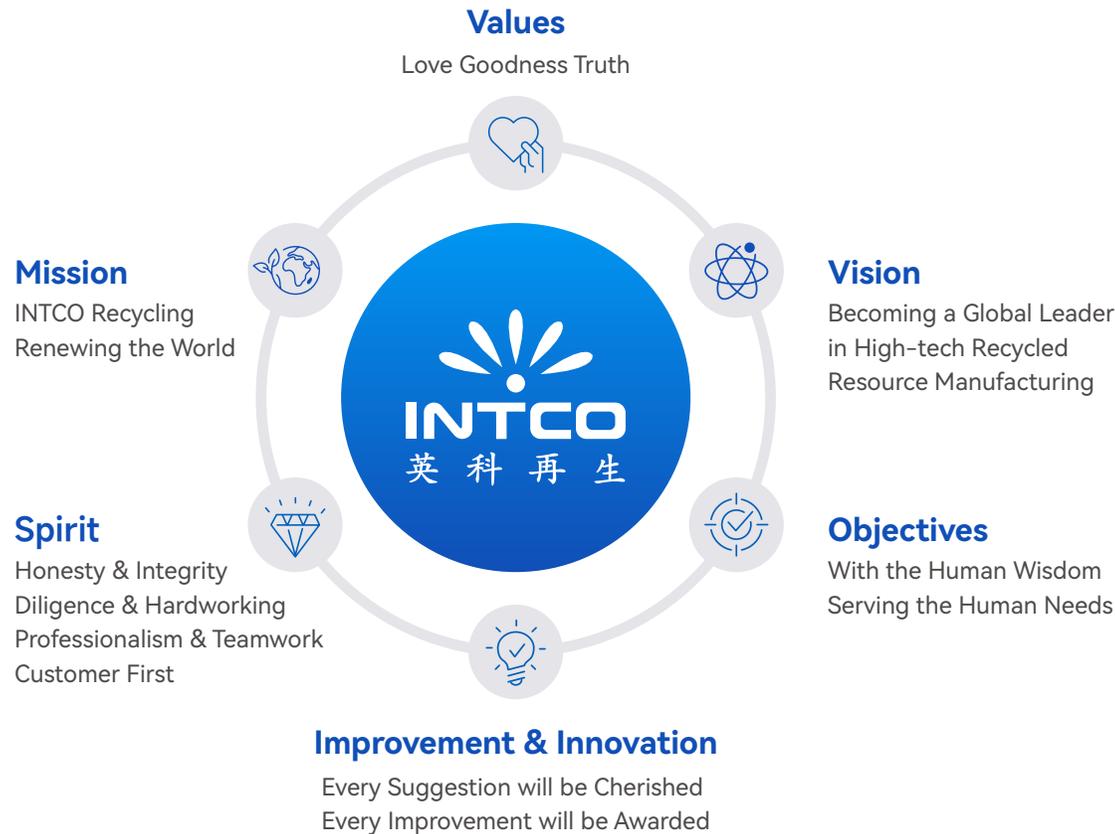
3.4 million Tons
Carbon Emissions

5.1 million Tons
Crude Oil Resources

33 million
Trees be Protected

CORPORATE CULTURE

INTCO Recycling practices the values of “Love Goodness Truth,” upholding its multi-dimensional responsibilities. The Company continues to drive the development of the plastic recycling economy through the power of technological innovation.



Corporate Values

The Duty to Our Employees

Maximize the Individual Potential of Each Employee

Recruit and promote the right employees
Coach and support the development of individual professional skills
Provide continuous constructive performance assessment
Encourage innovation and change among employees

The Duty to Our Team

Create a Positive Working Environment

Encourage teamwork and collaboration
Recognize and reward outstanding performance
Provide competitive compensation and benefits
Promote consistent two-way communication

The Duty to Our Customers

Satisfy Our Customers

Understand customer vision and strategic objectives
Continuously improve product, service, and value offerings
Anticipate and meet customer expectations
Build strong alliances with customers and suppliers

The Duty to Our Enterprise

Grow Our Business

Enhance long-term profitability
Expand our business and customer base
Reinvest in new products, services, and support

The Duty to Society

Practice Ethical Behavior

Operate with honesty and integrity
Promote trust, responsibility, and respect
Encourage employees to recognize and embrace diversity and cultural awareness
Protect and care for the needs of communities and the environment

ESG MANAGEMENT

INTCO Recycling has integrated ESG management into its core strategic framework. Through green technological innovation and cross-industry collaboration, the Company has built a value chain that connects low-carbon product delivery with renewable technology and innovation. INTCO is committed to driving sustainable growth through standardized ESG governance, contributing replicable business models toward global decarbonization and development goals.

ESG GOVERNANCE FRAMEWORK

The Company has established the Strategy and ESG Committee of the Board of Directors and formulated the *Implementation Rules of the Strategy and ESG Committee of the Board of Directors*. Chaired by the Chairman of the Board, the Committee is responsible for overseeing ESG strategy and performance. Under the Committee, an ESG Executive Team and relevant functional and business departments form a three-tier governance structure to ensure coordinated and effective ESG execution.



STAKEHOLDER ENGAGEMENT

The Company believes that effective communication with stakeholders is a cornerstone of ESG work. To this end, a regularized communication mechanism has been established to promptly capture stakeholder suggestions and expectations, integrating them into operational and strategic decision-making to achieve mutually beneficial outcomes.

During the reporting period, with reference to the GRI Standards, domestic and international ESG developments, and industry hot topics, and based on its own business characteristics and operational practices, the Company identified key stakeholders with decision-making power, influence, and close relevance to its operations.

Stakeholders	 Government and Regulatory Agencies	 Shareholders and Investors	 Clients / Consumers	 Employees	 Partners (Suppliers and Other Partners)	 Community	 Media
Expectations and Demands	<ul style="list-style-type: none"> Compliance operation Drive social employment Product quality and safety 	<ul style="list-style-type: none"> Reduce operational risks Improve corporate governance Timely investment returns Protection of investor rights Promote technological innovation 	<ul style="list-style-type: none"> Product and service quality Customer relationship management 	<ul style="list-style-type: none"> Protection of basic rights Career development path Healthy, safe, and comfortable work environment Compensation and benefits 	<ul style="list-style-type: none"> Conduct fair trade Promote industry progress 	<ul style="list-style-type: none"> Support community development Participate in public welfare Support disaster relief 	<ul style="list-style-type: none"> Daily communication Information disclosure Thematic interviews and exchanges
Our Response	<ul style="list-style-type: none"> Comply with laws and regulations Implement regulatory requirements Support local economic development Improve product quality 	<ul style="list-style-type: none"> Enhance risk management Improve profitability Strengthen corporate governance Disclose information in accordance with laws Protect the rights of minority investors 	<ul style="list-style-type: none"> Provide high-quality products and services Strictly fulfill contractual obligations 	<ul style="list-style-type: none"> Comply with labor laws and regulations Provide employee development planning Organize employee care initiatives 	<ul style="list-style-type: none"> Establish transparent procurement mechanisms Foster mutual benefit and cooperation Responsible sourcing Participate in setting industry standards 	<ul style="list-style-type: none"> Engage in charity and voluntary services Contribute to rural revitalization Support education and elderly care Environmental education 	<ul style="list-style-type: none"> Provide transparent disclosure Conduct media visits and communications
Communication Channels	<ul style="list-style-type: none"> Research reception Daily working meetings Thematic sessions Information submission and correspondence 	<ul style="list-style-type: none"> Shareholders' meetings Earnings briefings Press releases, information disclosures Roadshows and reverse roadshows 	<ul style="list-style-type: none"> Customer satisfaction surveys Customer communication and visits Online channels (App, Website, 400 Hotline, etc.) 	<ul style="list-style-type: none"> Employee congress Employee communication and engagement Employee training and development programs Employee care initiatives 	<ul style="list-style-type: none"> Industry associations and chambers Industry exhibitions Open and transparent bidding Supply chain partner training and management 	<ul style="list-style-type: none"> Charity events Volunteering activities 	<ul style="list-style-type: none"> Press releases Media interviews

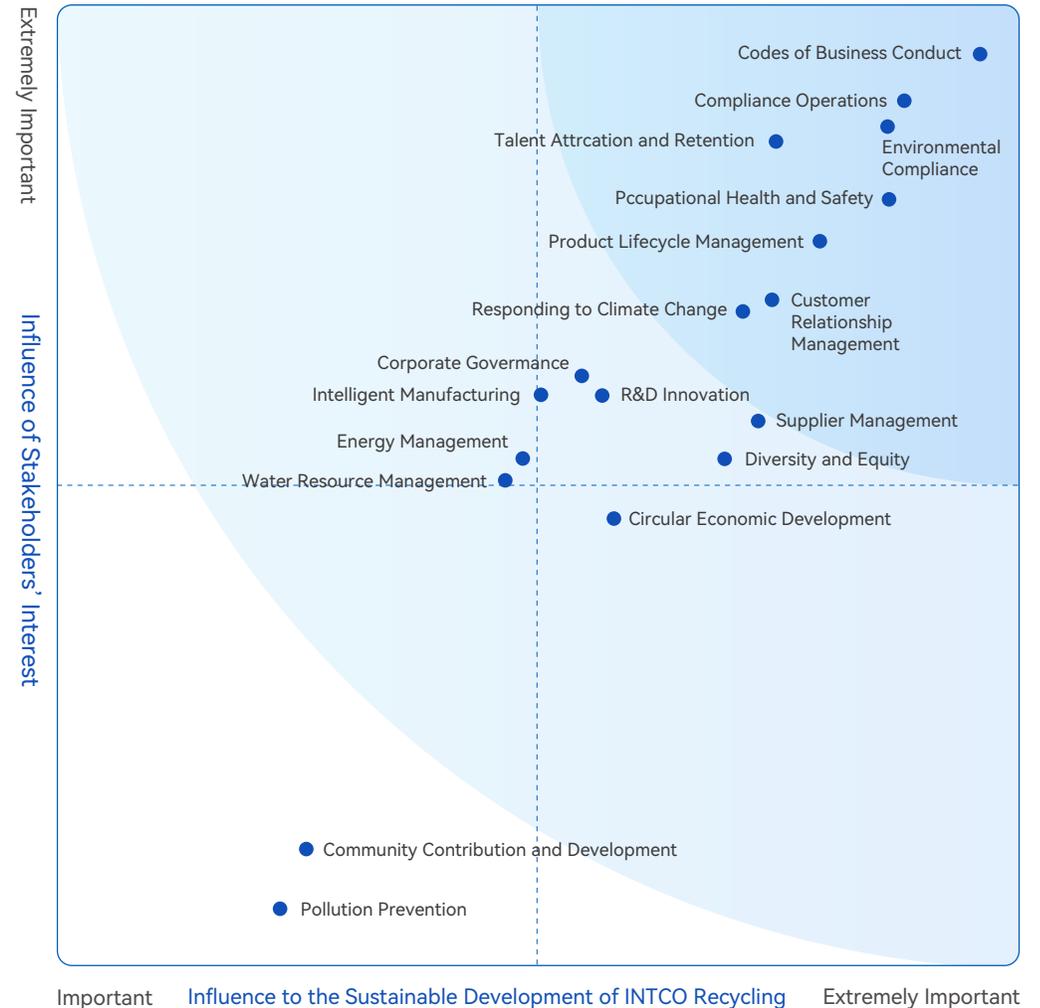
MATERIALITY ASSESSMENT

The Company conducts annual ESG materiality assessments through benchmarking analysis and communication with internal and external stakeholders, by integrating our own strategic development direction and stakeholder demands. During the reporting period, in accordance with the principle of double materiality, the Company identified and evaluated 18 material ESG issues that have significant impacts on society and the environment, as well as on the Company’s development and long-term value creation. Considering their importance to both the Company and stakeholders, these issues were prioritized and validated. The assessment results were reviewed and approved by the Strategy and ESG Committee of the Board of Directors and are disclosed and addressed in this Report.

Materiality Identification and Assessment Process



ESG Materiality Matrix of INTCO Recycling



Upgraded Quality, Creating a Better Future Together

Adhering to an innovation-driven philosophy, INTCO Recycling focuses on the research, development, and application of new materials, processes, and technologies, striving for continuous improvement in product and service quality. At the same time, the Company implements lean management across all aspects of production and operations, integrates sustainable development principles into the entire product lifecycle, leads in recycled plastic solutions, enables high-quality living, and collaborates with all stakeholders to build a better future.

2024 Highlights

Avoided landfill disposal of
144,395 tons
of PS, PET, and PE.

Resulting in a reduction of
299,171.53 tons
of CO₂e emissions.

Invested
RMB **122.66** million
in R&D.

representing
4.20% of total
operating revenue.

Carried out
10,560 lean improvement
and innovation projects

Total incentive rewards of
RMB **10.48** million

Held
3,109
intellectual property rights

Key Topics

- Circular Economy Development
- Product Lifecycle Management
- R&D Innovation
- Intelligent Manufacturing
- Customer Relationship Management

Our Actions

- Innovate circular economy models
- Establishment of a sound and complete product quality supervision system standards
- Upgrading enterprise equipment and information automation to anchor new quality productive forces
- Focusing on client and customer experience to manage and continuously improving customer feedback management

Corresponding SDGs



LEADING IN PRECISION AND EXCELLENCE

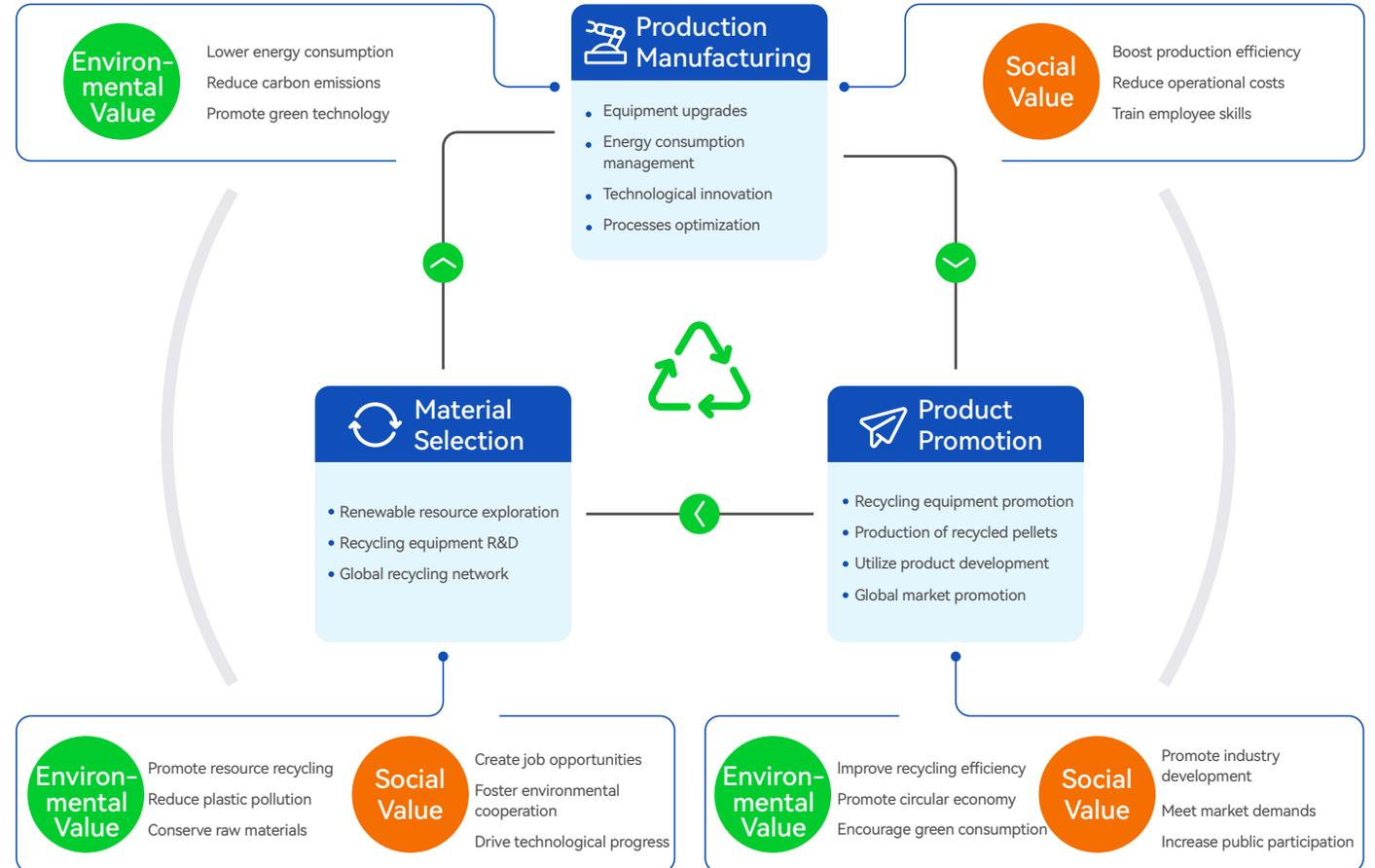
Committed to innovation as a core driver, the Company leverages its fully integrated industrial chain to establish an innovative circular economy model of “plastic collection – plastic regeneration – recycled plastic products – circular reuse.” The Company is committed to practicing environmentally friendly principles while leading industry transformation, fostering social progress, advocating green consumption, and making meaningful contributions to the long-term goal of sustainable development worldwide.

- ✓ At the raw material end, the Company has built a global recycling network, enhancing plastic recycling efficiency through self-developed equipment, and effectively addressing transportation and cost challenges.

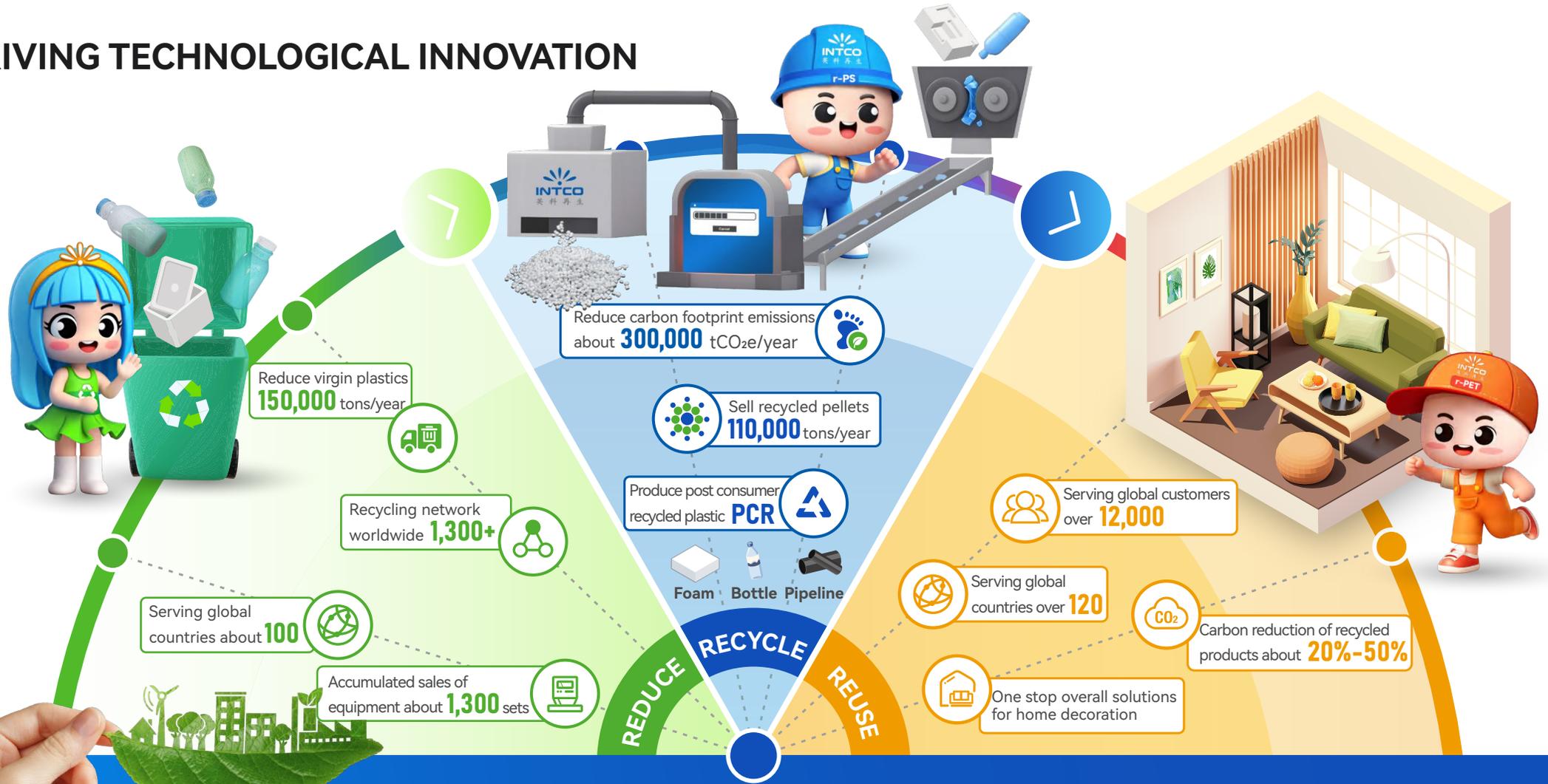
- ✓ At the manufacturing end, the Company transforms waste plastics into high-performance recycled materials through green and low-carbon processes, supported by advanced equipment, technologies, and management systems.

- ✓ At the product end, the Company promotes the application of recycled plastics in the global home décor industry, driving green consumption.

NTCO Recycling Circular Economy Model



DRIVING TECHNOLOGICAL INNOVATION



With the circular economy as the strategic core, the Company has made deep advancements across three key areas: plastic recycling, regeneration, and reuse. By horizontally expanding into multiple material categories—including PS, PET, and PE—we have successfully combined plastic recycling technologies with innovative applications in the fashion consumer market, driving a seamless integration of circular economy principles into modern lifestyles.

DIVERSIFYING PRODUCT PORTFOLIO

Enhancing Operational Efficiency with Intelligent Equipment

GreenMax, the Company's self-developed brand, specializes in the development and manufacturing of high-performance plastic recycling equipment. Through continuous technological innovation, it significantly improves recycling efficiency and reduces recycling and transportation costs. In recent years, GreenMax has advanced the integration of recycling equipment while enhancing smart design features to further optimize equipment performance and management efficiency.

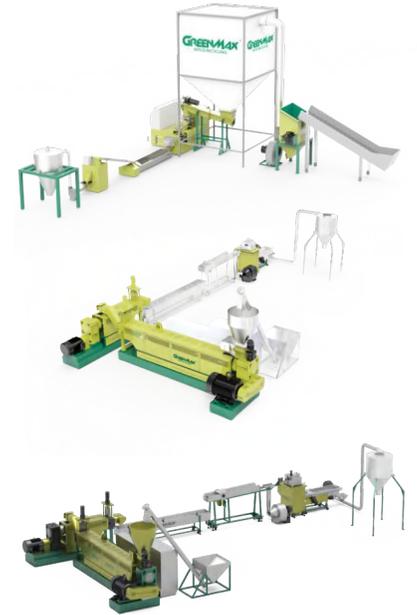
Foam compact and recycle equipment



Packaging machine product line



Pelletizing machine product line



Plastic cleaning and recycling line



GREENMAXTM
INTCO RECYCLING

Integrated System Design



In 2022, the Company launched an EPS foam recycling and reuse system, a highly efficient device that integrates grinding, dust removal, dust collection, and mixing. The system grinds waste foam into pellets, removes dust to separate qualified materials, and mixes them with new materials to produce recycled panels, thereby achieving circular resource utilization.



In 2024, the Company introduced the M-C300E model, specifically designed for highly elastic foamed materials such as EPE and EPP. This integrated system combines feeding, storage, compression, cutting, and conveying, and is equipped with a multi-layer alternating enhanced stirring mechanism to effectively prevent material bridging. With a production capacity of 300 kg/h, the equipment quickly gained market share in North America and received strong customer recognition for its innovative technology and high performance.

Intelligent System

GreenMax continues to upgrade its intelligent operating systems. The current Version 4.0 enables remote programming and debugging, streamlining customer service workflows to improve service efficiency and reduce operational costs. It also creates greater value for clients through big data analytics and predictive maintenance alerts.



Remote Operation and Maintenance

Real-time signal monitoring enables collaborative troubleshooting with clients, enhancing service response efficiency.



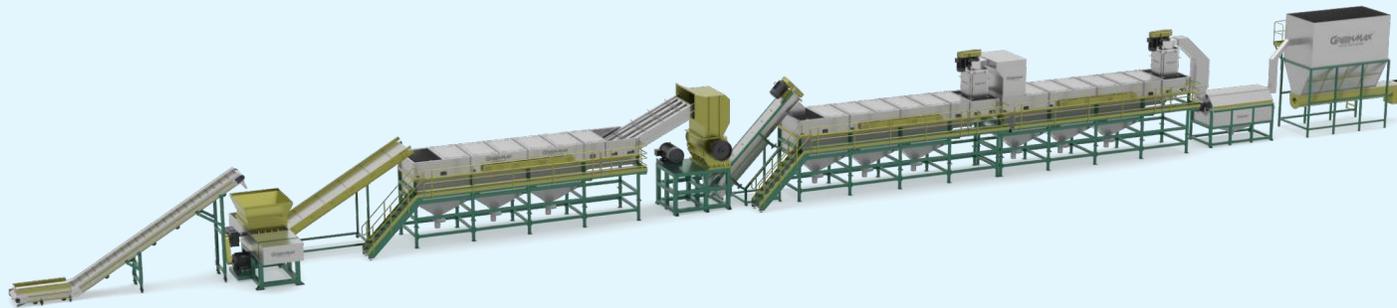
Access Control

High-precision access control with traceable, auditable logs ensures secure and reliable remote access.



Mobile Monitoring

Multi-terminal access without app installation allows easy and real-time equipment status checks, with API interfaces supporting seamless system integration.



In 2024, to address the challenge of processing large volumes of PE drip irrigation tape waste in agriculture, the Company developed an integrated process combining pre-washing, crushing, scrubbing, rinsing, and dewatering. This solution significantly increased cleaning efficiency to 2t/hour. Together with an advanced water circulation system for sediment filtration and water reuse, it greatly reduced water consumption and improved the quality of subsequent pelletizing.

High-Purity Recycling, Certified Expertise

Leveraging advanced plastic regeneration and pelletizing technologies, the Company produces high-purity recycled pellets with performance comparable to virgin materials. At the same time, the Company continuously optimizes its production processes to further enhance product quality and meet the demands of high-end markets.

In 2024, approximately **144,000** tons of recycled plastics were diverted from landfill, cumulatively reducing carbon footprint by around **300,000** tons of CO₂e.

r-PS pellets



- Benchmarking with EU ROHS standards, strictly controlling hazardous substances and ensuring environmental protection properties of products
- The whole process is traceable, with stable performance and good processability, helping enterprises to easily realize green upgrading



Reduce carbon footprint by

185,527 tons of CO₂e

r-PET pellets



- High purity and low odor, meeting the high standard application requirements of food packaging and beverage bottles
- Through EFSA/FDA certification, the quality is stable and helps the brand achieve sustainable packaging upgrading



Reduce carbon footprint by

74,139 tons of CO₂e

r-PE pellets



- Excellent impact resistance and chemical resistance, widely used in blow molding, injection molding, pipe, packaging film and other applications
- With good liquidity and processing adaptability, it helps enterprises reduce costs and realize green manufacturing



Reduce carbon footprint by

39,504 tons of CO₂e



Product Case: Innovative Practice of Recycled Plastic Modification

During the reporting period, the Company, leveraging advanced plastic modification technology, successfully developed a modified recycled plastic turnover box with superior performance, significantly enhancing the material's strength, toughness, wear resistance, and anti-aging capability to meet diverse application requirements. The product integrates environmental protection, customization, and recyclability, fully demonstrating its low-cost and low-carbon advantages.



Full Process Traceability

The Company establishes a traceability system for the entire life cycle of recycled particles, covering from raw material procurement to finished product delivery. By combining with laboratories and downstream application departments, the Company creates a dedicated database to accurately meet market demands.

Material Performance Enhancement

The Company enhances the mechanical properties, thermal stability, durability, and environmental adaptability of various thermoplastic plastics such as PS, PE, and PP through physical modification technologies including filling, reinforcement, and blending, thereby meeting diversified application requirements.

This innovative product won the 2024 Golden Apple Award for Innovative Application of Recycled Plastics, demonstrating our industry - leading standards.



Circular Aesthetics, Premium Living

By leveraging advanced multi-layer co-extrusion technology, the Company transforms recycled plastic pellets into high-quality home décor products, such as mirror frames, photo frames, and art frames—merging environmental sustainability with artistic expression. Committed to innovative design, the Company caters to diverse consumer needs, promotes eco-conscious living, and redefines aesthetic standards in modern homes, setting new trends in refined and sustainable lifestyles.



Low-Carbon Building Materials, Green Trend

With environmental stewardship as our cornerstone, the Company has launched low-carbon building materials including r-PS 3D wall panels, r-PET acoustic panels, and r-PE WPC decking, combining superior performance with sustainable value. Aligned with contemporary consumption trends, our products fulfil functional requirements while embodying ecological principles, creating healthy and aesthetically pleasing green living spaces, pioneering new trends in low-carbon lifestyle.

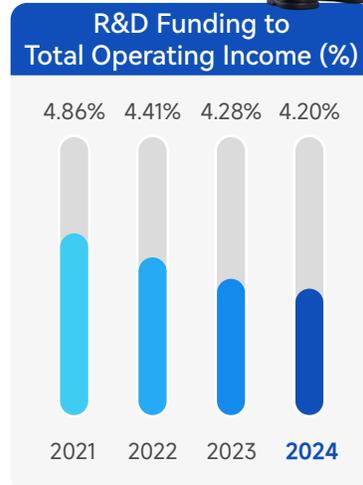
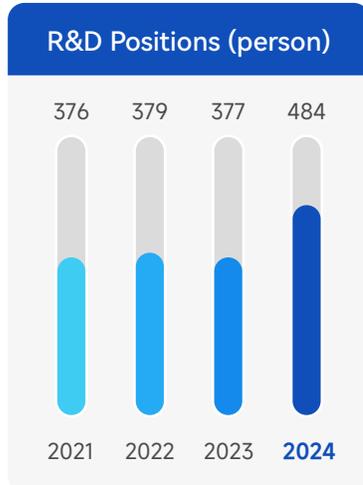
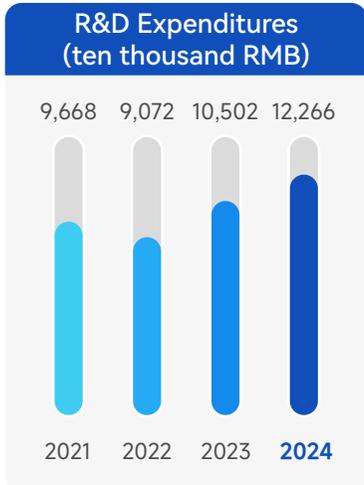


ESTABLISHING A R&D FOUNDATION FOR STRATEGIC SUPPORT

To cultivate a dynamic and open innovation ecosystem and accelerate breakthroughs in core technologies and the commercialization of R&D achievements, the Company has established the *Research and Development Project Management System Manual*, which outlines end-to-end governance for R&D initiatives, enables scientific resource allocation, and strengthens risk control to enhance the efficiency and quality of R&D management. Simultaneously, by optimizing processes and reinforcing cross-functional collaboration, the Company stimulates team innovation, expedites the transformation of research outcomes into production, and lays a solid foundation for high-quality and sustainable corporate development.

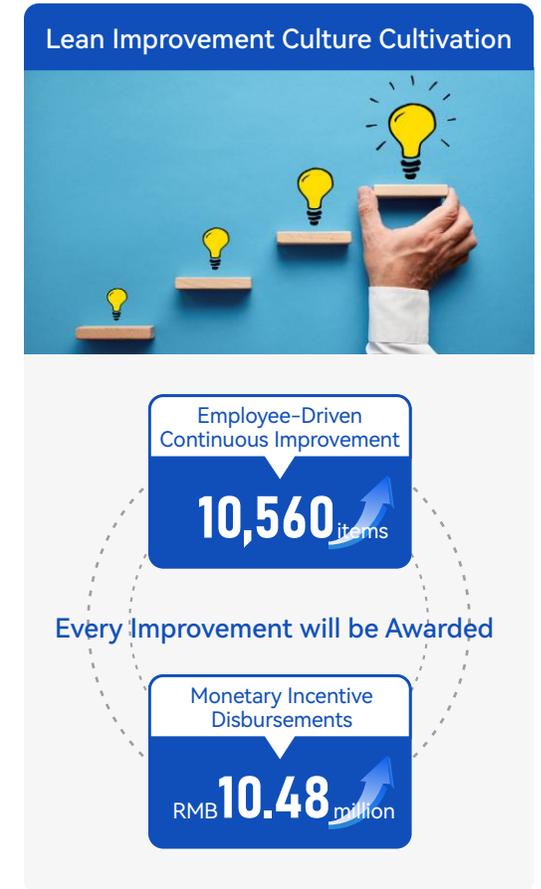


Intellectual Property Portfolio
Quantity (As of the end of 2024) ▶



EMPOWERING EFFICIENCY THROUGH INTELLIGENCE

In 2024, the Group's lean operational framework was driven by delivery, quality, cost, and efficiency objectives. Leveraging management tools such as 5S and visualization systems, the Group established a benchmark factory model characterized by "on-time delivery, optimal quality, lowest cost, and highest efficiency." This was achieved through three pillars: performance excellence (leadership in delivery capability, cost control, and efficiency), operational excellence (including lean maturity and project management), and talent excellence (hierarchical talent development).



ENHANCING ORGANIZATIONAL VITALITY

The Company continues to deepen lean culture development by organizing Lean Bootcamps and continuous improvement initiatives, ensuring that all employees gain a thorough understanding of lean production concepts and methods, while mastering advanced manufacturing techniques and management expertise. By establishing a dedicated Lean Improvement Fund, the Company encourages full participation and fosters innovative thinking across the workforce. Additionally, we adopt a “horse-racing” incentive mechanism linked to factory performance indicators to fully activate organizational vitality, enhance management efficiency, and drive high-quality corporate growth.

Improvement and
Innovation Proposals
10,560

Award Amount
10.48 million

Growth Rate of Proposals for
Improvement and Innovation
96.21%



ADVANCING INTELLIGENT MANUFACTURING

Equipment Automation

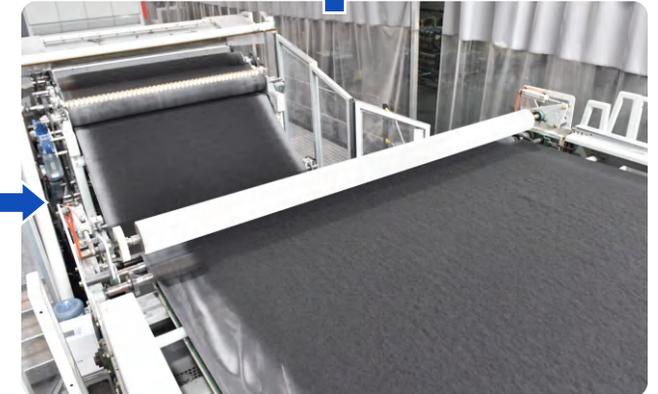
The Company is vigorously advancing the development of smart factories, focusing on improving efficiency and reducing costs. By actively introducing intelligent equipment, we have built a high-efficiency, intelligent modern production system that steadily enhances product quality and injects strong momentum into high-quality growth. The Company has also developed and implemented fully automated intelligent operating systems, reducing dependence on manual machine operation, and providing robust support for efficient production, thereby continuously advancing the level of automation.

Empowering Green Products by Full-Chain Intelligent Control Equipment

The Company provides full-set equipment solutions for intelligent in-house production of acoustic cotton. In the production stage, the self-regulating carding machine is combined with cross-lapping technology of the web-forming machine, while being equipped with infrared heating ovens and a full-line chilled water system to precisely control energy consumption and ensure high-quality cotton formation. In the assembly stage, the self-developed automatic nailing line for acoustic panels enables robotic arms to achieve automatic loading/unloading. Intelligent film-wrapping machines are used to efficiently complete packaging, enhancing overall packaging quality.

The entire production line adopts PLC intelligent control systems and host computer monitoring systems to achieve equipment linkage, data collection, remote diagnostics, and process parameter traceability, ensuring stable production capacity. Supporting environmental protection equipment employs high-voltage electrostatic oil fume removal combined with two-stage activated carbon filtration technology to realize green production across the entire line.

This suite of intelligent equipment increases overall line operation efficiency by **20%**, reduces energy consumption by **25%**, improves labor efficiency by **100%**, and maintains overall VOC emission concentration below **5 mg/m³**. Acoustic cotton raw materials utilize recycled polyester fibers, with annual consumption of **3,600** tons of r-PET.



Optimizing Factory Efficiency by Intelligent Feeding System

The Company has introduced an intelligent feeding system into the frame workshop, utilizing a PLC-based centralized control system. Through the coordinated operation of the software scheduling system, elevators, gantry robots, and RGV shuttle cars, the system enables fully automated and precise material delivery from the mixing area to the production line, increasing feeding efficiency by 30%. Additionally, the system adopts a sealed pipeline design, which eliminates on-site dust and significantly improves the environmental quality of the workshop.



Effective and Accurate Dosing Through Intelligent Feeding Platform

The PE pelletizing workshop has introduced an industry-leading automated intelligent feeding system, with the advanced PLC control system as the core, enabling precise centralized control and real-time monitoring of the production process. Through a highly integrated software scheduling system, it achieves efficient interaction of formula information flow and precise execution of commands, ensuring orderly execution of the entire feeding process. The fully sealed automatic conveying and feeding system not only reduces material loss but also improves ingredient accuracy, increasing feeding efficiency by 30%.



Digital Automation

In 2024, the Company continued to optimize its digital systems, fostering shared development and resource integration. The production system integrates management tools such as MRP to establish a full-process material traceability mechanism that connects raw material procurement with finished product delivery. The logistics system adopts a TMS platform, implementing digital container management to enable real-time visualized control over vehicle dispatch. The financial system is equipped with a financial consolidation management platform, enhancing the efficiency of financial analysis, and optimizing group-level fund monitoring. Meanwhile, the data governance system builds a dynamic, interactive visualization hub that consolidates operational metrics across multiple systems.

Through systematic upgrades, the Company has achieved a transformative shift from functional informatization to ecosystem-based digital capabilities, providing comprehensive data support for strategic decision-making.

Customer-oriented Product Price Management System

In 2024, the Company deployed a customer-oriented product price management system for recycled terminal products and a price management system for raw and auxiliary materials. By leveraging digital automation technologies, the Company optimized the price management system comprehensively. We established a product cost structure model and tracked and recorded changes in the prices of raw and auxiliary materials, labor, and expenses. This initiative provided business personnel with quick product quotations for customers and achieved pre-sale order gross margin control. It not only significantly shortened the product quotation cycle but also controlled production costs and achieved efficient resource utilization, injecting strong momentum into the Company's innovation-driven development strategy.

Workshop Cloud Intelligent Control Energy Management

The Company has recognized the limitations of traditional information management models in terms of equipment management efficiency and data security. In the future, the Company will continue to increase R&D investment, deepen the application scenarios of equipment on the cloud, and strive to maintain its leading position in digital transformation.

By leveraging cloud-based unified management and real-time monitoring of equipment status, the Company not only ensured data security and system stability but also improved equipment management efficiency by **60%** and production efficiency by **20%**



SHAPING PREMIUM QUALITY

INTCO Recycling adheres to the quality philosophy of “Quality First, Prevention-Centric,” implementing stringent quality controls across all products and services and striving to deliver outstanding product quality and exceptional service experiences. The Company regards customer satisfaction as a key objective. Through refined management and continuous improvement, the Company ensures the superior performance of products and services, and lays a solid foundation for sustainable corporate development.

Comprehensive Quality Management

The Company complies with the *Product Quality Law of the People’s Republic of China*, the *Foreign Trade Law of the People’s Republic of China*, ISO 9001:2015, and other applicable legal norms and quality management system requirements. We have formulated the *Quality Manual* and implemented a series of operational guidelines, including the *Marking and Traceability Control Procedure*, the *Product Safety Management Control Procedure*, the *Nonconforming Product Control Procedure*, and the *Product Recall Procedure*, establishing a solid institutional foundation for quality control.

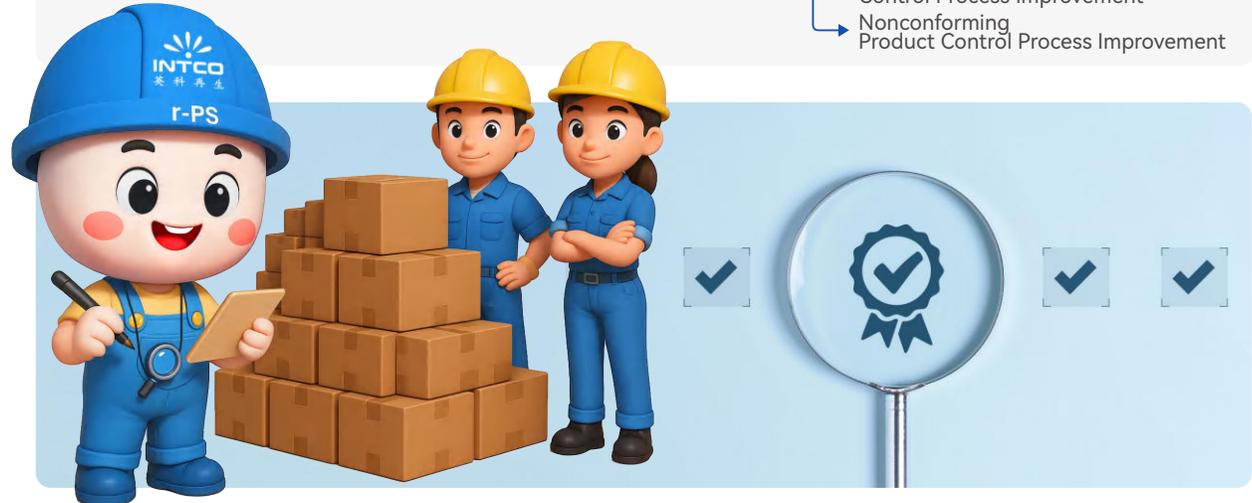
The Company has developed a well-structured hierarchical quality management system, forming a top-down governance model. The General Manager assumes full responsibility for overseeing quality management, ensuring clear accountability and effective delegation throughout the organization. In addition, a dedicated Management Representative has been appointed to lead quality supervision and facilitate both internal and external coordination, enhancing the execution and effectiveness of quality management practices.

The Company has also implemented a comprehensive quality control mechanism to ensure high standards in environmental protection, safety, and product quality across R&D, manufacturing, and delivery. Standardized inspection and measurement procedures have been established, and strict monitoring and measurement control protocols are followed to ensure the stability and reliability of every stage in the production and operational processes.

During the reporting period ▶

the Company did not experience any product recall incidents caused by delivery-related quality issues.

Quality Management Systems



The Company actively promoted the certification of its quality management system and fully cooperated with audits and supervision conducted by third-party certification bodies, customers, and suppliers.

In 2024, the Company underwent **30** customer audits and **74** third-party audits, achieving a **100%** pass rate.



Workplace Conditions Assessment Report

Measured Results — Improved Performance

SHANDONG INTOCO RECYCLING RESOURCES CO., LTD

GENERAL INFORMATION

Overall Facility Score: **90%**

Reg No:	F_IAR_5831	Country:	China
Audit Date:	20-Mar-2025	Assessment Stage:	Annual
Last Audit:	NA	Schedule Type:	Use Announced
Mandays:	3	Audit Firm:	INQA

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Assessment Area	Score	Number of non-compliance by rating
Overall	90%	5
Labour	100%	-
Wages & Hours	57%	4
Health & Safety	94%	1
Management Systems	91%	1
Environment	100%	-

AUDIT SUMMARY OF CONTENT

FACTORY: Social audit

FACTORY NAME: INTOCO RECYCLING RESOURCES CO., LTD

LOCATION: China, Zibo, Shandong

CPS COORDINATES: Lat: 36.46009 | Long: 118.26264

NUMBER OF EMPLOYEES: 2400

TIER: Tier 1 - Finished prod. assembly

AUDIT RESULTS: **95%**

AUDIT CYCLE: Initial [x] Follow-up [] Reaudit [x]

AUDIT DATE: 04 | 03 | 25

AUDIT DURATION: 2 mandays

AUDITING BODY: Bureau Veritas

FINDINGS REPORT: SIGNED

FULL COMPLIANCE DATASET

FACTORY MODEL: A | CHECKLIST: A | AUDIT HISTORY: A

UNDISCIPLINARY: A | COMPLIANCE: A

Public on Sustainability Map

DETAILS NOTE BY CHAPTER

Chapter	Score
1 Management System, Transparency and Traceability	100%
2 Minimum age, Child labour and Young workers	100%
3 Forced labour	100%
4 Discrimination	100%
5 Disciplinary Practices, Harassment and Abuse	100%
6 Freedom of association and Grievance Mechanisms	100%
7 Working hours and Overtime	76%
8 Remuneration and Benefits	91%
9 Health and Safety	94%

AUDIT SUMMARY OF CONTENT

FACTORY: Environmental audit

FACTORY NAME: INTOCO RECYCLING RESOURCES CO., LTD

LOCATION: China, Zibo, Shandong

CPS COORDINATES: Lat: 36.46009 | Long: 118.26264

NUMBER OF EMPLOYEES: 2400

TIER: Tier 1 - Finished prod. assembly

AUDIT RESULTS: **89%**

AUDIT CYCLE: Initial [x] Follow-up [] Reaudit [x]

AUDIT DATE: 04 | 03 | 24

AUDIT DURATION: 1 manday

AUDITING BODY: Eurofins

FINDINGS REPORT: SIGNED

FULL COMPLIANCE DATASET

FACTORY MODEL: A | CHECKLIST: A | AUDIT HISTORY: A

UNDISCIPLINARY: A | COMPLIANCE: A

Public on Sustainability Map

DETAILS NOTE BY CHAPTER

Chapter	Score
1 Environmental Management Systems	100%
2 Energy Use, Transport and Greenhouse Gases (GHG)	91%
3 Water Use	100%
4 Wastewater and Effluent	100%
5 Emissions to Air	100%
6 Waste Management	89%
7 Pollution Prevention and Hazardous and Potentials	100%
8 Emergency Response Management	81%

SCAN SECURITY AUDIT (ONSITE)

SHANDONG INTOCO RECYCLING RESOURCES CO., LTD.

No.18 Qingnian Road, Qilu Chemical Industry Zone, Linzi District, Zibo City, Shandong Province, No. 199, Weisun Road, Linzi District, Zibo City, Shandong Province, Zibo, Shandong, China 255400 0533-6099888

Report # EAC-2024-02-0001-V2

Audit Submitted Feb 01, 2024

Compliance Score 97%

Audit Type EXTERNAL AUDIT

This Report Agency Sells for SCAN - Supplier Compliance Audit Network

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Green Product Design

We consistently uphold a responsible approach to product life cycles, embedding sustainability, environmental stewardship, and enhanced user experience into every design detail. Our products are developed to meet international environmental standards (e.g., ISO 14000 series) as well as applicable laws, regulations, and industry standards for each product category.

Product Life Cycle Assessment Verification Statement

Statement CN25/00000194

Life Cycle Assessment Verification Statement

The life cycle inventory and potential environmental impacts of
r-PS Wall Panel

which is made by
INTCO RECYCLING RESOURCES CO.,LTD.

Qinglian Road, Qilu Chemical Industry Park, Linzi District, Zibo City, Shandong Province, P.R. China

has been verified meeting the requirements of
ISO 14044:2006

For the life cycle assessment of product made to customer gate (including transport phase of product)

The results of product life cycle assessment are as follows:

Impact category	Unit	Value
Climate change	kg CO ₂ eq	2.33
Acidification	mol H+ eq	0.01330523
Ecotoxicity, freshwater	CTUe	7.3982977
Particulates matter	disease inc.	2.951E-07
Eutrophication, marine	kg N eq	0.00259284
Eutrophication, freshwater	kg P eq	4.4142E-05
Eutrophication, terrestrial	mol N eq	0.02831563
Human toxicity, cancer	CTUh	2.4895E-07
Human toxicity, non-cancer	CTUh	2.578E-08
Ionising radiation	KBq U-235 eq	0.0195256
Land use	PI	6.05947612
Ozone depletion	kg CFC11 eq	1.8654E-07
Photochemical ozone formation	kg NMVOC eq	0.0081408
Resource use, fossils	MJ	15.3300557
Resource use, minerals and metals	kg Sb eq	3.1503E-06
Water use	m ³ depriv.	0.11501945

Authorized by
David Xie
Sr. Director -Business Assurance
Date: 11 February 2025
SGS-CSTC Standards Technical Services Co., Ltd.
100 Convent Plaza, Huzhou, No. 73 Fuchang Road, Beijing, P.R. CHINA 100142
T +86 (0)10 58211188 www.sgs.com.cn

The Statement will only be valid without the full verification report, disclosure, criteria and scope available on pages 2 to 3 of this Statement.

Page 1 of 1

Statement CN25/00000193

Life Cycle Assessment Verification Statement

The life cycle inventory and potential environmental impacts of
r-PET Acoustic Panel

which is made by
INTCO RECYCLING RESOURCES CO.,LTD.

Qinglian Road, Qilu Chemical Industry Park, Linzi District, Zibo City, Shandong Province, P.R. China

has been verified meeting the requirements of
ISO 14044:2006

For the life cycle assessment of product made to customer gate (including transport phase of product)

The results of product life cycle assessment are as follows:

Impact category	Unit	Value
Climate change	kg CO ₂ eq	1.18
Acidification	mol H+ eq	0.011616
Ecotoxicity, freshwater	CTUe	7.239642
Particulates matter	disease inc.	2.05E-07
Eutrophication, marine	kg N eq	0.002177
Eutrophication, freshwater	kg P eq	4.25E-05
Eutrophication, terrestrial	mol N eq	0.022668
Human toxicity, cancer	CTUh	2.49E-07
Human toxicity, non-cancer	CTUh	2.58E-08
Ionising radiation	KBq U-235 eq	0.015517
Land use	PI	5.971807
Ozone depletion	kg CFC11 eq	1.79E-07
Photochemical ozone formation	kg NMVOC eq	0.007919
Resource use, fossils	MJ	15.66751
Resource use, minerals and metals	kg Sb eq	3.09E-06
Water use	m ³ depriv.	0.114488

Authorized by
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Page 1 of 1

Statement CN25/00000051

Life Cycle Assessment Verification Statement

The life cycle inventory and potential environmental impacts of
WPC Decking

which is made by
ANHUI INTCO RECYCLING TECHNOLOGY CO., LTD.

No. 19, Yufeng Road, Lu'an High-tech Industrial Development Zone, Lu'an City, Anhui Province, P.R. China

has been verified meeting the requirements of
ISO 14044:2006

For the life cycle assessment of product made to customer gate (including transport phase of product)

The results of product life cycle assessment are as follows:

Impact category	Unit	Value
Climate change	kg CO ₂ eq	1.36
Acidification	mol H+ eq	0.007915
Ecotoxicity, freshwater	CTUe	3.9895447
Particulates matter	disease inc.	7.821E-06
Eutrophication, marine	kg N eq	0.0010206
Eutrophication, freshwater	kg P eq	0.0001901
Eutrophication, terrestrial	mol N eq	0.0207417
Human toxicity, cancer	CTUh	2.172E-10
Human toxicity, non-cancer	CTUh	2.037E-09
Ionising radiation	KBq U-235 eq	0.0272465
Land use	PI	9.4015648
Ozone depletion	kg CFC11 eq	5.511E-06
Photochemical ozone formation	kg NMVOC eq	0.0060188
Resource use, fossils	MJ	19.078179
Resource use, minerals and metals	kg Sb eq	2.062E-06
Water use	m ³ depriv.	0.1609410

Authorized by
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Page 1 of 1

In 2024, the Company commissioned a third-party organization to conduct full Life Cycle Assessments (LCA) on three types of decorative building materials—r-PS 3D wall panels, r-PET acoustic panels, and r-PE WPC decking. The assessments comprehensively evaluated the potential environmental impacts across all stages of each product's life cycle, including raw material acquisition, manufacturing, transportation, use, and end-of-life disposal. These LCA results provided a robust data foundation for the products' green design strategies. In response to the key environmental impact hotspots identified in the assessments, we implemented a series of improvement initiatives, including optimizing production processes and sourcing from more environmentally responsible raw material suppliers, thereby effectively reducing the environmental footprint of our products.

Green Environmental Standards

Utilized post-consumer plastic to reduce reliance on virgin plastic, thereby lowering carbon emission and environmental impact.

Prioritized the use of recyclable materials to ensure easy recycling and reuse of products. For example, in r-PS eco-friendly building materials, the design manual stipulates that recyclable materials must account for no less than 90% of the product composition.

Hazardous Substance Control

Replaced wood with eco-friendly plastics, leveraging process optimization and stringent testing to ensure 100% compliance with hazardous substance limits (e.g., REACH, ROHS).

Related risk assessment standards for hazardous substances: ISO 16000, EU REACH Regulation.

Hazardous Substance Control Commitment: The Company guarantees that our self-developed decorative building materials do not contain harmful substances.

Development Stage

Sustainable Logistics

Adopted recyclable and biodegradable packaging materials, such as paper-based alternatives to plastic.

Optimized product packaging design to minimize material usage.

Streamlined transportation routes and methods to reduce carbon emissions during transit.

Transportation Stage

Easy Installation Design

Implemented modular and dismantlable designs to facilitate user repairs and upgrades, thereby extending product lifespan.

Provided detailed user guides to assist customers in correctly installing, using, and disassembling products.

Utilization Stage

Green Products

Production Efficiency Optimization

Conducted energy efficiency assessments of production processes, adopting advanced energy-saving equipment and management practices to reduce energy consumption per unit product.

Implemented circular reuse of production materials.

Employee Capacity Building

Provided training on environmental standards to employees, equipping them with knowledge of eco-friendly material properties and energy-saving equipment operation to ensure effective implementation of design concepts.

Production Stage

During the reporting period ▶

We packaged **795** products using FSC-certified materials, covering **3** production bases.



Quality Informational Management

The Company leverages digital tools to enhance quality management through a centralized inspection platform covering the entire workflow—from incoming quality control (IQC), in-process quality control (IPQC), and outgoing quality control (OQC) to product testing. This digitalization has improved routine verification efficiency, enabled real-time data sharing, and facilitated rapid responses, thereby safeguarding product quality.

During the reporting period ▶
Our key digital practices included:

Digital Collaboration

Utilized Feishu multi-dimensional spreadsheets to distribute forms such as *On-site Inspection Submission Form* and *Non-conforming Product Handling Form*, ensuring real-time awareness and prompt response from relevant departments.

Supply Chain Traceability

Developed a quality inspection system for externally sourced finished products, requiring suppliers to upload inspection records to enhance traceability and archival.

Material Transparency

Promoted digital quality management of raw materials to strengthen traceability and operational efficiency. For PS products, standard specifications and the traceability system were further optimized to improve product quality stability.

Enhancing Staff Awareness

The Company continues to foster a strong quality management culture by conducting annual company-wide training and awareness campaigns on applicable quality laws, regulations, management systems, and process standards. These initiatives aim to promote active staff participation and enhance overall quality performance.

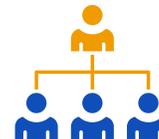


During the reporting period ▶

The Company implemented the following initiatives to reinforce employee awareness:

Quality Sharing and Learning

Conducted regular training sessions where employees across all levels shared hands-on experiences, facilitating knowledge transfer and embedding quality culture.



Specialized Skills Training

Developed a capability matrix and offered targeted training based on key position requirements to enhance employees' job-specific skills and quality awareness. Assessments on defect identification and recommendation standards were conducted to strengthen problem-solving skills.



Product Defect Classification Training

Used case-based teaching and hands-on simulations to help inspectors accurately identify and categorize defects, improving their quality control effectiveness.



ENHANCING CUSTOMER EXPERIENCE

The Company has established an efficient customer service management system, by maintaining regular communication through video calls and on-site visits to accurately capture customer needs and feedback, thereby strengthening customer trust and satisfaction. We offer one-stop services to ensure comprehensive support throughout the cooperation process and continuously optimize our services to enhance the customer experience.

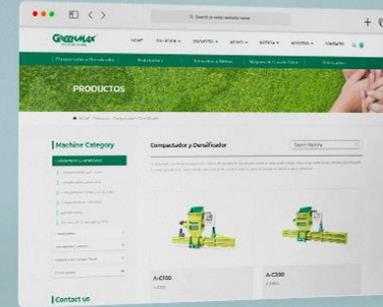
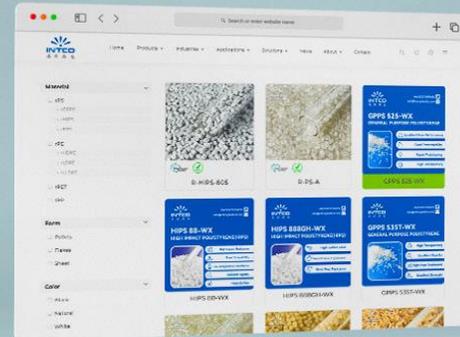
Responsible Marketing

The Company upholds a philosophy of truthful and transparent marketing throughout product packaging design, promotional campaigns, and after-sales service. We strictly comply with relevant regulations such as the *Consumer Rights Protection Law of the People's Republic of China* and the *Advertising Law of the People's Republic of China*, and have strengthened our compliance reviews to prevent exaggeration and misleading promotional content.

The Company actively innovates digital marketing strategies to precisely target key customer groups, enhance marketing conversion efficiency, and strengthen customer loyalty. In 2024, the Company prioritizes the advancement of digital transformation and market expansion in its marketing practices. By establishing a professional digital marketing team, building online marketing systems for four major product lines (equipment, pellets, decorative frame products, and decorative building materials), and optimizing advertising strategies, the Company generated a substantial volume of high-quality leads throughout the year, achieving a notable increase in return on investment (ROI). Meanwhile, the Company integrated AI technologies to empower data analysis and content creation, further enhancing marketing efficiency and driving high-quality business development.

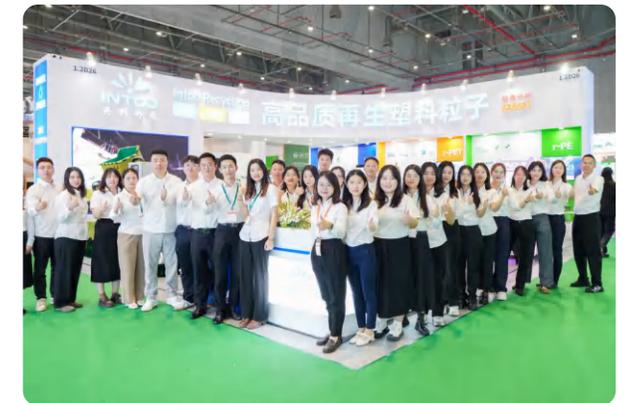


The Company also implemented comprehensive marketing training that covers sales skills, case studies, product knowledge, and contract management standards, strengthening the professionalism of both domestic and international sales teams. This helped ensure efficient order execution and continuous improvement of customer service standards.



Collaborating with the Industry to Lead Market Trends

In 2024, the Company actively participated in global industry events, attending a total of 41 exhibitions with a focus on industry dynamics and accurately grasping the market direction. These exhibitions covered multiple fields, including building materials, raw materials, finished products, framing industries, and machinery, and included internationally renowned events such as DOMOTEX in Germany and the China Import and Export Fair (Canton Fair). Through these participation efforts, the Company not only enhanced its brand visibility but also engaged in in-depth exchanges with domestic and international peers, jointly promoting industry development trends and fostering collaborative progress across the upstream and downstream sectors of the industrial chain.



Customer Complaint Management

The Company places great emphasis on quality-related customer feedback. Through a robust communication mechanism, we promptly and appropriately respond to customer concerns, continuously improving our quality management capabilities and enhancing product and service performance.

Customer Complaint Handling Process



The Company has established and implemented the Customer Complaint Control Procedure, which clearly defines the requirements for complaint acceptance, resolution timelines, accountability allocation, and follow-up procedures. The Quality Department, as the coordinating body, is responsible for monitoring and analyzing complaint resolution while working with relevant departments to ensure swift responses. Simultaneously, by leveraging the digital management platform, the Company utilizes Feishu's customer complaint module to enable intelligent complaint assignment, handling, follow-up, and archiving—ensuring that every complaint is resolved efficiently and effectively.

During the reporting period ▶

The Company achieved a **100%** complaint closure rate.

Quality Abnormality Rapid Response Mechanism



In addition to comprehensively enhancing customer complaint management, the Company has also implemented the *Quick Response Quality Control (QRQC)* mechanism. This initiative enables the immediate identification and rapid resolution of any quality anomalies in production and operational processes, ensuring timely containment and effective problem-solving at the earliest possible stage.

Customer Satisfaction Management

The Company has established a *Customer Satisfaction Control Procedure* and conducts annual customer satisfaction surveys to effectively gather client feedback. We ensure that all feedback is promptly relayed to the relevant departments, and that corrective actions are taken in a timely manner to continuously enhance service quality.

During the reporting period ▶

the customer satisfaction score reached **97.53**.

Customer Satisfaction Research Management



Natural Care, Safeguarding the Ecosystem

INTCO Recycling upholds the philosophy of green and low-carbon development, fosters consensus across society, and actively participates in no deforestation commitment and biodiversity conservation. Through sustainable business models, we strive to promote the prosperity and balance of ecosystems. Simultaneously, we prioritize the health and safety of our employees. We are dedicated to creating a secure and healthy working environment for all staff members by continuously improving our occupational health management system and safety protection measures.

2024 Highlights

Allocated
RMB **9,970,400**
in environmental protection
investments

Used
3.11 million kWh
of renewable energy

using approximately
56% renewable
energy resources

Energy intensity
0.35 MWh/ ten thousand RMB

Own-operation GHG Emissions intensity
0.16 tCO₂e/ ten thousand RMB

90.68% of packaging materials
made from recycled/reclaimed materials

Key Topics

- Responding to Climate Change
- Energy Management
- Water Resource Management
- Pollution Prevention
- Occupational Health and Safety

Our Actions

- Establishing a sound environmental management system
- Actively addressing climate change
- Promoting the use of green energy
- Promoting green operations initiatives and awareness
- Implementing occupational health and safety management of employees

Corresponding SDGs



LEADING IN PRECISION AND EXCELLENCE

The Company regards environmental management as one of the core priorities in its development strategy and establishes an efficient, clean, and low-carbon green management model guided by the principles of sustainable development. In strict compliance with international standards and industry best practices, we are comprehensively advancing the optimization and upgrading of our environmental management system. We address climate change by implementing the "Reduce, Recycle, Reuse" (3R) principle and leveraging scientific management approaches and technological innovation while driving progress in resource conservation, pollution reduction, and green operations.

📅 During the reporting period ▶

INTCO Recycling allocated RMB **9,970,400** in environmental protection investments, further strengthening our commitment to sustainability.



ENHANCING ENVIRONMENTAL GOVERNANCE

The Company strictly adheres to relevant laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, and the *Water Pollution Prevention and Control Law of the People's Republic of China*, and formulated an *Environmental Protection Management Policy* applicable to all departments, business partners, outsourced workers, and interns. The Board of Directors serves as the highest decision-making body for the Company's environmental management policies, overseeing the implementation of environmental strategies and bearing ultimate responsibility for enhancing environmental performance. The Board regularly evaluates the effective implementation of the Company's environmental goals. Additionally, the Company established an EHS (Environment, Health, and Safety) Committee led by the general manager, which is composed of key department heads from various business units and functional departments. This committee coordinates and continuously improves the environmental management systems. Over the past four years, the Company has consistently upheld high environmental protection and ecological management standards, with no record of major administrative penalties due to violations of environmental or ecological regulations.

Note: Significant penalties and fines mean penalties exceeding USD 10,000

Environmental Management System Certification

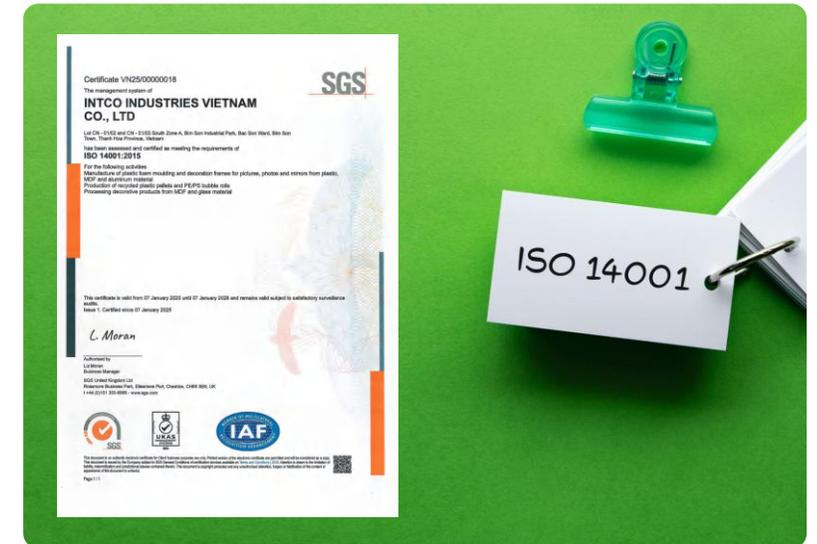
In 2024, INTCO Recycling's Vietnam factory obtained ISO 14001 Environmental Management System certification.

📅 As of the end of the reporting period ▶

the ISO 14001 environmental management system certification coverage rate at the

INTCO factory was **85.71%**

(it was **71.43%** in 2023).



CONTROLLING ENVIRONMENTAL POLLUTION

The Company adheres to the concept of environmental protection, comprehensively advancing the treatment of waste gas, wastewater, and solid waste, effectively reducing pollutant emissions, and actively promoting green development.

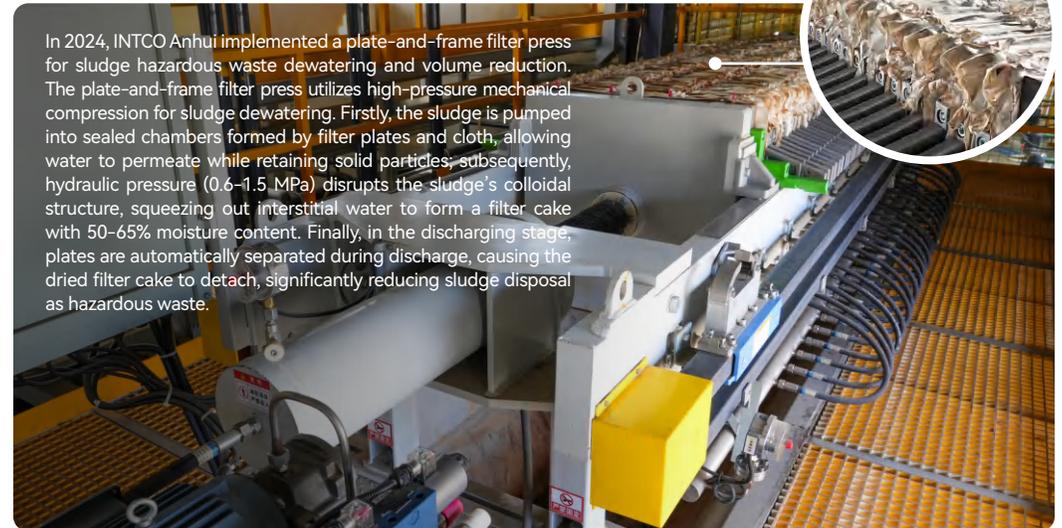
Waste Gas Discharge

The Company issued the *Waste Gas Absorption System Operating Procedures* to standardize the operation of waste gas absorption facilities and treatment systems across workshops, ensuring standardized implementation of waste gas treatment. The Company employs multiple advanced technologies and equipment for waste gas management, including catalytic combustion treatment, activated carbon adsorption, and centralized integrated systems, significantly enhancing treatment efficiency. Meanwhile, through continuous data monitoring and analysis, we establish an environmental equipment monitoring program to ensure compliance with national emission standards, environmental impact assessment and discharge permit requirements. During the reporting period, the Company introduced secondary activated carbon filtration equipment, reducing total VOC emissions by 32.91% compared to previous years.

Waste Discharge

The Company strictly complies with national laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, establishing a comprehensive internal waste management system to standardize waste handling procedures in operational activities. For general industrial solid waste, the Company has implemented an efficient recycling system, achieving internal reuse for most solid waste; for the part that cannot be directly utilized, we strictly transport it to the designated disposal site for centralized treatment. Additionally, the Company strictly adheres to regulatory requirements by entrusting licensed third-party agencies to handle hazardous waste in compliance with standards. The Company effectively reduces hazardous waste generation by using measures such as raw material substitution at the source, minimizing its environmental impact.

Dewatering and Reduction of the Sludge Hazardous Wastes



In 2024, INTCO Anhui implemented a plate-and-frame filter press for sludge hazardous waste dewatering and volume reduction. The plate-and-frame filter press utilizes high-pressure mechanical compression for sludge dewatering. Firstly, the sludge is pumped into sealed chambers formed by filter plates and cloth, allowing water to permeate while retaining solid particles; subsequently, hydraulic pressure (0.6-1.5 MPa) disrupts the sludge's colloidal structure, squeezing out interstitial water to form a filter cake with 50-65% moisture content. Finally, in the discharging stage, plates are automatically separated during discharge, causing the dried filter cake to detach, significantly reducing sludge disposal as hazardous waste.

In addition, the Company actively conducts specialized training programs on waste sorting and recycling while collaborating with professional institutions to enhance employees' knowledge and practical skills in hazardous waste management.

During the reporting period ▶

Waste Gas Emission

Nitrogen oxides emissions

0 tons

Sulfur oxides emissions

0 tons

VOCs emissions

4.71 tons

Waste

Total amount of general waste generated General waste disposed

9,020.55 tons

980.10 tons

General waste recycled/reused

8,040.45 tons

Total amount of hazardous waste generated

943.32 tons

Wastewater Discharge

We place high importance on wastewater management and implement multiple measures to ensure the effective utilization and protection of water resources. The Company's wastewater originates from domestic sewage in canteens, apartments, and office areas. We have comprehensively upgraded our sewage treatment facilities to enhance wastewater treatment efficiency. Additionally, we have established an advanced online monitoring system for water quality, enabling real-time tracking of water quality data to ensure compliance with stringent safety production standards.

At the same time, the Company actively implements wastewater recycling strategies to ensure a sustainable supply of water resources.

Optimizing the Washing Line for Efficient Water Resource Management

The Malaysia factory optimized its PET washing line project. Through adjusting the reuse pathway of the treated water in the wastewater treatment system, qualified wastewater that was previously directly discharged is now recycled back to the crusher and flotation tank for secondary utilization.

This improvement has increased the water circulation rate, achieving a water-saving proportion of

47.6%



Optimizing Wastewater Management to Promote Recycling

The Shandong factory upgraded the glass washing equipment in the mirror edging workshop. Through optimization of the water tank structure and modification of water pipelines and drainage channels, the wastewater generated from equipment operation is now treated and reused, implementing a wastewater recycling system. The treated wastewater can be supplied to other workshop processes, such as the edging line and machining center, realizing the goals of water conservation and consumption reduction.



ADVANCING LOW-CARBON DEVELOPMENT

INTCO Recycling adheres to the core philosophy of low-carbon development, actively responding to national green and low-carbon transition policies. We emphasize climate change's impacts on corporate operations and development, integrating environmental protection and sustainable development into corporate strategy and daily operations. Significant achievements have been made in reducing carbon emissions, improving resource efficiency, and implementing green operations, contributing to the realization of green development.



RESPONDING TO CLIMATE CHANGE

To effectively address the challenges of climate change, the Company has established a Strategy and ESG Committee under the supervision of the Board of Directors, which is responsible for identifying climate-related risks and opportunities, conducting impact assessments, and formulating corresponding strategies. Meanwhile, we have integrated climate risk management into our core business processes, improved our climate risk warning mechanisms for climate risks and emergency management plan, and worked with relevant government departments and partners to build a multi-level disaster prevention and mitigation system to prevent physical hazards such as typhoons and rainstorms.

Preventing Typhoon & Flood for Safety Assurance

To address typhoons and floods, we have developed detailed emergency response plans and established a Typhoon & Flood Prevention Committee with dedicated emergency task forces. We have also clarified the division of responsibilities in each link and established a scientific early warning mechanism and response measures. Meanwhile, the Company enhances the emergency response capability of employees and their awareness of disaster prevention and mitigation in extreme weather events by strengthening risk prevention and control, improving the stockpiling of emergency materials, and conducting emergency drills and training.

During the reporting period ►

To enhance disaster prevention capabilities, the Vietnam factory installed waterproof barriers at all workshop entrances to prevent rainwater backflow and placed sandbags at gaps in the perimeter walls to form water containment barriers. To address Southeast Asia's unique climate conditions, the factory designed an efficient drainage system and reinforced building structures, equipped with backup generators to ensure plant safety and production stability.



Product Carbon Certification

The Company actively responds to global climate challenges and meets customer demands by continuously conducting product carbon footprint certifications and is committed to promoting green product development. In 2024, the Company selected three product categories – r-PS 3D wall panels, r-PET acoustic panels, and r-PE WPC decking – to conduct comprehensive accounting and tracking of their full lifecycle carbon footprints. This assessment covered four key stages: "raw material acquisition, transportation, production manufacturing, and finished product distribution", thoroughly evaluating the emission reduction benefits of recycled materials compared to traditional materials while monitoring the environmental impact at each stage of the product lifecycle.

r-PS 3D wall panels
Achieved **53.68%** carbon emission reduction compared to conventional PS wall panels.

r-PET acoustic panels
Achieved **54.15%** carbon emission reduction compared to conventional PET acoustic panels.

r-PE WPC decking
Achieved **21.84%** carbon emission reduction compared to conventional PE WPC decking.



Product Carbon Footprint Verification Statement

IMPROVING RESOURCE EFFICIENCY

The Company attaches great importance to resource management and sustainable development. We strictly comply with national policies and regulations, establish standardized internal management systems, and set up dedicated teams to make resource conservation a key corporate strategy. We set clear resource usage targets to guide our daily operations toward resource conservation and efficient utilization.

📅 During the reporting period ▶

16.67% of our operating sites obtained ISO 50001 energy management system certification.



🔄 2025 Per-unit energy consumption target

3% reduction compared to 2024

🔄 2025 Per-ton water usage target

3% reduction compared to 2024

Energy Management

The Company has built a comprehensive energy management system and regularly analyze energy usage. By implementing comprehensive management optimization strategies, we ensure the effective execution of energy-saving measures and continuously improve energy efficiency.

The Company installs smart meters on distribution cabinets across all workshop areas to monitor electricity consumption in real-time, accurately calculate energy consumption per unit output, and effectively prevent power waste. For high-energy-consumption equipment, we focus on optimizing operating parameters, adjusting to optimal temperatures, and strengthening power-off management during maintenance to significantly reduce energy use. In daily operations, we conduct energy efficiency training to help employees develop good conservation habits, such as using computer sleep mode, zoned lighting control, and timely shutdown of AC and non-essential appliances to reduce waste further.

Transforming Green Heating for Efficiently Use of Waste Heat

In the context of comprehensively promoting green transformation through technological innovation and energy optimization, the Company has transformed the traditional heating mode of natural gas and purchased steam into workshop waste heat heating and successfully collected and transformed the waste heat that was originally wasted in the production process of the workshop to meet the heating demand of the plant.

🌱 Saved **180,000** cubic meters of natural gas
and **3,000** tons of steam per year and to reduce
the carbon emission by about **1,350** tons of CO₂e.



Workshop Waste Heat Heating Equipment

In addition, we regularly hold energy management meetings to share energy conservation and consumption reduction experiences and progress and continuously innovate energy-saving measures based on actual needs: upgrading compressed air pipeline improvements, optimizing chiller outlet water temperature, adding frequency converters to conveyor augers, and optimizing cleaning line sieve screens, further reduce energy consumption.



During the reporting period ▶

Energy

Direct energy consumption

13,456.28 MWh

Total energy consumption

102,146.40 MWh

Indirect energy consumption

88,690.11 MWh

Energy intensity

0.35 MWh/ ten thousand RMB

Water Resource

Waterworks/municipal water

326,225 tons

Water reuse

5,658 cubic meters

Water consumption in water-stressed areas

72,761 tons

Note: 1. "Water-stressed areas" are based on "high risk" and "very high risk" areas as defined by the World Resources Institute (WRI) Aqueduct Global Water Risk Tool; 2. Water consumption = water withdrawals - water discharges

The Company vigorously promotes green energy technologies.

As of the end of the reporting period, the Company had cumulatively

constructed **6.67** MW of photovoltaic power generation, with actual power generation in 2024

reaching **4.3738** million kWh,

representing a **1.25%** increase compared to previous years.

Launching Rooftop PV Project to Facilitate Low-Carbon Transition

In 2024, INCTO Anhui actively responded to the national "Dual Carbon" goals, officially launching a rooftop photovoltaic power generation project. We fully utilized 23,000 square meters of factory rooftop space to install compact "green generators"—a photovoltaic system with a total installed capacity of 2.67 MW.



The project's average annual power generation can reach **2.6** million kWh, equivalent to planting **3.54** million trees or reducing **64,700** tons of CO₂ emissions, driving the Company's green and low-carbon transformation.

Installing UPS Energy Storage System to Enhance Energy Management

To mitigate production disruption risks caused by the unstable power supply in Vietnam and ensure operational continuity and stability, the Vietnam factory installed a UPS energy storage, achieving efficient energy management and operational optimization through two core functions: power outage protection functions to immediately activate backup power during internal blackouts, providing up to 20 minutes of stable electricity for critical production equipment; peak shaving and valley filling function to optimize power load distribution via twice-daily charge/discharge cycles, storing electricity during low-tariff periods and releasing it during peak hours to enhance energy management efficiency.



DEEPENING GREEN OPERATIONS

The Company consistently adheres to a green business model and is committed to building a resource-efficient and environmentally friendly modern enterprise. The Company promotes comprehensive green development across production, warehousing, logistics, and office operations, actively explores green finance, and establishes a clean, low-carbon, and efficient full industrial chain development model.

Green Production

With green production at the core, we drive sustainable corporate development through technical innovation and management optimization.

Glue-Free High-Speed Frame Assembly System

The Company previously manufactured MDF-wrapped frames using high-frequency machines, with a production process that involved manual glue application on the frame edges, machine heating for shaping, and then nails. During the reporting period, the Company introduced a glue-free high-speed frame assembly system and developed high-strength corner nails. This transformed the production process to direct nailing using four-corner frame assemblers, eliminating the glue application and heating steps, resulting in a 70% improvement in assembly efficiency while achieving zero glue consumption.



Automated Glue Dispensing System for Mirror Frames

The Company developed and implemented the industry's first automated glue dispensing system for mirror frames in its finishing workshop. This innovative system integrates spider-arm robots with intelligent visual positioning technology, utilizing a high-precision vision recognition system to create 3D models of frame contours, combined with spider-arm robotic arms to achieve $\pm 0.1\text{mm}$ precision in path planning.

Compared to traditional manual glue application, while ensuring consistent glue lines, the system innovatively applies closed-loop pressure control for production verification, effectively increasing production efficiency by **20%** and reducing adhesive material waste by **10%**.



Green Packaging

We continuously optimize product packaging designs, developing lean cartons with reduced layers, and are committed to enhancing the effectiveness of low-carbon packaging applications. In 2024, the Vietnam factory upgraded to finished product iron pallets with added guardrails, replacing traditional stretch film packaging, successfully reducing plastic stretch film usage by a cumulative total of 51 tons for the year. Meanwhile, we introduced a new generation of PE bubble roll production line that meets production standards, supporting flexible production of large, medium, and small packaging specifications, capable of incorporating 80% recycled materials, achieving secondary pelletizing and reuse of scrap materials, with an annual production capacity reaching 450 tons, effectively reducing costs by 26%, establishing a resource circulation system from recycling to packaging applications.



During the reporting period ▶

Packaging Material

Total plastic reduction

960 tons

Percentage of packaging materials
made from recycled/reclaimed materials

90.68%

Green Warehousing

The Company is committed to building a green warehousing management system, rationally planning transportation routes, optimizing material storage areas, and effectively improving overall operational efficiency by introducing self-made steel pallets for coiled materials to enhance warehouse space utilization and upgrade its lighting facilities to enable off-peak electricity usage at night, further reducing energy consumption. Additionally, the Company continues to advance digital transformation and intelligent upgrades, constantly improving warehousing efficiency and resource utilization levels across all factories.

Shandong factory

Introduced Robotic Process Automation (RPA) technology, utilizing robots to export and verify shipment data automatically.

Shanghai factory

Developed "ton-bag location" and "data information" management programs, combined with an efficient inventory management system, achieving precise and real-time warehousing operations.

Implemented Feishu "Forklift Daily Inspection" for paperless management and automated data analysis.

Vietnam factory

Installed frame bar racking systems and optimized finished goods shuttle racking structures to expand storage capacity.

Malaysia factory

Achieved end-to-end digital management from finished product traceability systems to NC warehousing data through barcode scanning.

Green Logistics

The Company deepens the philosophy of green and low-carbon development, continuously exploring efficient and low-carbon transportation modes, and is committed to reducing carbon footprints and resource waste during operations. We strengthen information management by upgrading TMS/MRP import-export management systems, optimizing transportation routes and adopting multimodal transport methods; minimizing energy consumption while improving transport efficiency and sustainability; strictly enforcing environmental standards for vehicle management, completely phasing out vehicles below China IV emission standards and selecting cleaner energy vehicles meeting China V or higher standards to reduce exhaust emissions.

Upgrading Transportation Network to Practice Green Logistics

The Company continuously innovates its logistics network and transportation methods, focusing on reducing carbon emissions during transport. To further improve transport efficiency and reduce energy consumption, we have normalized the practice of returning loaded rail containers to factories. After unloading imported containers, they are directly reloaded with export goods for the return trip, avoiding empty runs and significantly reducing idle rates and energy waste.

Additionally, the Company actively promotes multimodal transport, shifting some road transport to rail and water transport to reduce overall energy consumption.



Partnering with OOCL to Lead Green Shipping

Ms. Jin Zhe from INCTO Recycling was invited to attend the naming ceremony of Orient Overseas Container Line (OOCL)'s third 16,828 TEU mega-container ship, naming it "OOCL Sunflower" to symbolize brightness and perpetual vitality.

The "OOCL Sunflower" is equipped with cutting-edge environmental technologies, reducing carbon intensity by 30% compared to traditional vessels, which perfectly aligns with INCTO Recycling's circular economy philosophy of "turning waste into treasure" and embodies the philosophy of "promoting resource recycling through technology," setting a new global benchmark for green shipping.

As a global leader in the circular economy sector, the Company demonstrates the "China Solution" through concrete actions, deepening cooperation with international shipping and freight forwarding enterprises, further highlighting its corporate social responsibility and commitment to green development.



Green Office

The Company consistently upholds the concept of green operations and implements an intelligent lighting zoning management system across the group. Through scientific zoning and precise control of lighting systems, electricity usage is ensured to align closely with actual operational needs. The Company rationally divides lighting control zones into office areas, production workshops, and storage spaces based on foot traffic and operational requirements at different times, combined with motion sensors and timers to automatically adjust the lighting intensity and on/off cycles, significantly reducing unnecessary power consumption. Additionally, we have introduced advanced energy-saving technologies such as LED lighting and intelligent dimming systems to optimize energy efficiency further.



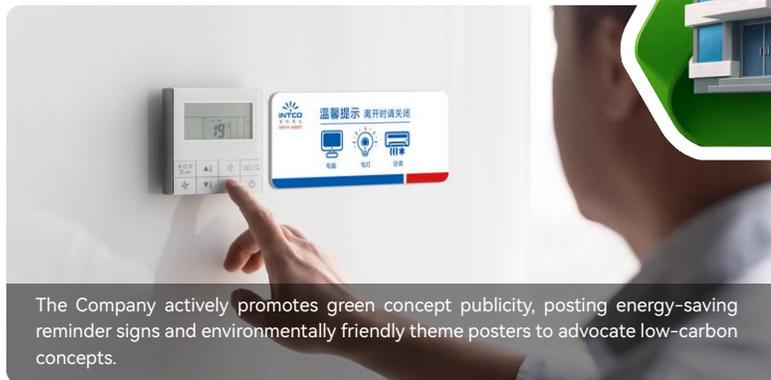
The Company prioritizes the application of eco-friendly construction materials, achieving 100% usage of self-developed recycled building materials across all buildings, dormitories, and cafeterias.



The Company continuously promotes green office practices, adopting digital financing, e-correspondence and paperless management of invoices.



Organize training activities on environmental protection knowledge to enhance employee's awareness of environmental protection, thus laying a solid foundation for building a corporate culture of "sustainability in everything."



The Company actively promotes green concept publicity, posting energy-saving reminder signs and environmentally friendly theme posters to advocate low-carbon concepts.



The Company encourages green travel, acquires new energy vehicles, cooperates with airport buses and other public transportation resources to reduce carbon emissions.

During the reporting period ▶

The Company conducted **23** environmental protection trainings covering a wide range of topics such as energy efficiency and water conservation, covering a total of **7,766** people.

Green Finance

The Company integrates sustainable development philosophy into financial services, makes full use of green credit policies, and all of its products comply with the green industry catalog and credit standards, guiding capital investment into environmental protection, energy saving, emission reduction and other areas to promote green economic development. In 2024, we had achieved cooperation agreements with a number of financial institutions and successfully applied for green mark credit enterprises and green loans. Through green loans, we increased resource investment in renewable energy, energy conservation, environmental protection and polluting control projects, effectively alleviating ecological and environmental pressures.

As of the end of the reporting period ▶

INTCO Recycling has obtained RMB **1,367** million credit line and RMB **1,098** million low-risk credit line.

In the future, we will further expand the investment of green credit, continue to optimize the green credit policy, and actively promote the certification of green enterprises to strengthen the solid foundation for the development of green finance.



LAYING THE SAFETY FOUNDATION

INTCO Recycling regards the health and safety of its employees as the cornerstone of its development, strictly comply with international standards for occupational health and safety, as well as relevant laws and regulations in the regions where we operate, such as the *Labor Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and the *Work Safety Law of the People's Republic of China*. By establishing a comprehensive occupational health and safety management system, we enhance the awareness and skills of all employees to ensure robust protection of their health and safety.

SAFETY MANAGEMENT MECHANISM

The Company has established an Occupational Health and Safety Management Committee supervised by the board of directors. This committee serves as the highest decision-making body for implementing occupational health and safety policies. It is chaired by the general manager, with safety representatives from various functional departments participating. The committee is responsible for organizing daily safety inspections, providing timely feedback and rectification of identified issues, and collaborating with workers to advance the Company's health and safety management efforts.

At the same time, the Company has implemented a Company-wide *Work Safety Commitment System*, ensuring accountability at all levels. We have also established an annual safety bonus distribution mechanism to ensure orderly production safety.

Based on the *Safety Policy and Objectives*, the Company sets annual targets to clarify work directions and break down these targets to all levels of the organization. We take factories as units to advance safety construction and continuously improve occupational health and safety management levels. The Company has deeply integrated ESG principles into the performance evaluation system for supervisors and significantly increased the weight of assessments related to quality control and environmental protection. Supervisors who experience safety or environmental incidents within their scope of responsibility are subject to a "veto system".

📅 During the reporting period ▶

50% of our operational sites have obtained certifications for occupational health and safety management systems such as ISO 45001 and work safety standardization.

2024 Target and Completion

- ✔ Zero major mechanical equipment accidents
- ✔ Zero fire or explosion accidents
- ✔ Zero serious injury accidents
- ✔ Zero occupational disease cases
- ✔ 100% compliance rate for safety education
- ✔ 100% certification rate for special operations personnel
- ✔ 100% rate of certified personnel on duty
- ✔ Zero radiation or other accidental safety incidents
- ✔ Zero environmental pollution incidents
- ✔ Zero major environmental incidents involving contractors
- ✔ Facility and equipment integrity rate > 95%
- ✔ Safety facility integrity rate 100%
- ✔ Zero shutdowns or business suspension penalties
- ✔ Zero major production safety accidents with significant direct economic losses*

2025 Targets

- Zero major mechanical equipment accidents
- Zero fire or explosion accidents
- Zero serious injury accidents
- Zero occupational disease cases
- 100% compliance rate for safety education
- 100% certification rate for special operations personnel
- 100% rate of certified personnel on duty
- Zero radiation or other accidental safety incidents
- Zero environmental pollution incidents
- Zero major environmental incidents involving contractors
- Facility and equipment integrity rate > 95%
- Safety facility integrity rate 100%
- Zero shutdowns or business suspension penalties
- Zero major production safety accidents with significant direct economic losses*



Note: A major production safety accident with significant direct economic losses refers to a production safety accident that results in a one-time direct economic loss exceeding RMB 1 million.

INTCO Recycling strictly adheres to high standards and requirements, and we have passed safety inspections by relevant government departments at all levels, with no major safety incidents occurring. Additionally, over the past four years, there have been no fatal workplace accidents, demonstrating the Company's excellent performance in safe production.

Safety Management Practices

The Company has standardized emergency response procedures for hazardous incidents and established an accident emergency rescue team through internal management systems. Based on the type and severity of workplace accidents and occupational health hazards, we conduct professional and efficient emergency rescue operations. Meanwhile, the Company assesses occupational health and safety risks, conducts inspections and rectifications based on the level of hazards, and refines risk management to all management levels, equipping them with corresponding measures and regulations to strengthen safety management.



Emergency Response Process

Incident Occurs

Assess situation and receive alarm



Initiating Emergency Response

Command personnel are in position,
emergency resources are in place



Emergency Rescue Actions

On-site emergency rescue, medical aid, engineering
emergency response, and emergency evacuation



Emergency Recovery

Site clean-up, lifting of warnings, post-incident
handling, and accident investigation.



End of Emergency

Conduct summary and evaluation

Furthermore, factories regularly conduct hazard inspections and 5S on-site management checks to ensure safety equipment meets standard requirements and to identify and rectify non-conformities promptly. We also implement monthly spot-checks and annual "three smalls and one large" maintenance plans for special equipment such as forklifts. Through professional suppliers' spot-check and maintenance reports, we effectively eliminate safety hazards.

To ensure the safety and health of external construction personnel, the Company requires all external workers to sign relevant documents, including the *Notice to External Personnel*, the *Construction Safety Management Agreement*, and the *Personal Health Commitment Letter*. These documents clarify the safety responsibilities and obligations of both parties, enhance the safety awareness of construction personnel, and ensure the implementation of safe production principles.



Through Material Optimization and Technological Innovation to Drive Upgraded Safe Production

We installed high-sensitivity spark detectors in the environmental equipment pipelines of the sanding area in the coating workshop to monitor spark generation in real time and optimize the material conveying mechanism to balance efficiency and safety.

PROMOTING SAFETY CULTURE

The Company is committed to fostering a strong occupational health and safety culture. Through comprehensive promotion activities and specific initiatives, continuously enhance employees' safety awareness and emergency response capabilities. The Company holds multiple safety meetings and regular trainings covering topics such as forklift safety, electrical safety, high-altitude work safety, and occupational disease prevention laws to ensure employees have comprehensive safety knowledge and skills. Additionally, we strictly enforce safety education and training policies, ensuring all new employees complete comprehensive safety training before officially starting work. This equips them with the necessary knowledge and skills for safe production, thereby reducing potential risks in the workplace.

During the reporting period ▶

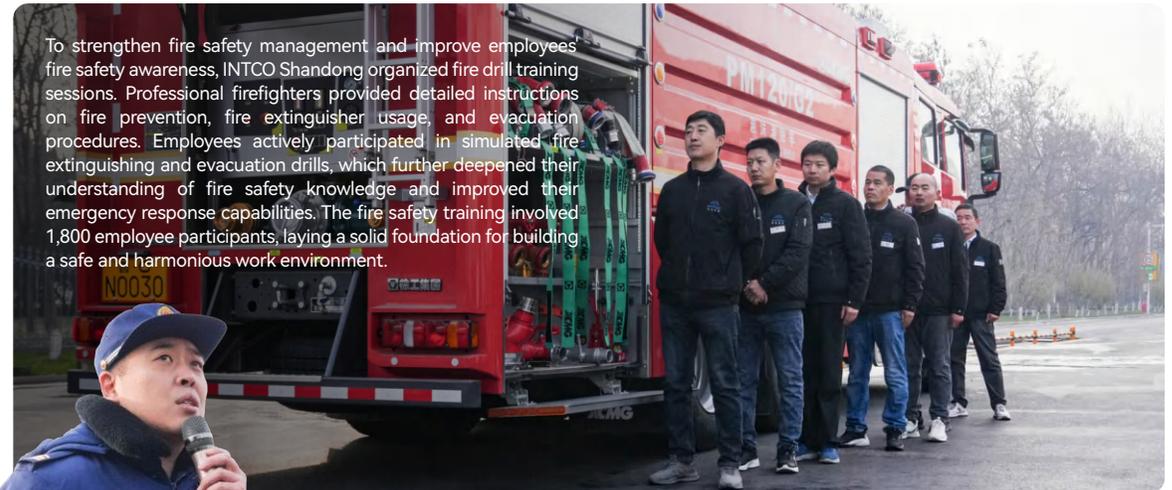
We conducted **135** occupational health and safety trainings, with **8,862** participants and a total training duration of **391.50** hours.

The Company has successively held "Safety Month" and "Fire Prevention Month" activities and regularly conducts specialized emergency drills for mechanical injuries, fires, electric shocks, and dust explosions to enhance employees' emergency response capabilities.



INTCO Malaysia collaborates with Local Fire Department for Safety Culture Promotion

Conducting Fire Training Drill to Strengthen the Safety Line



To strengthen fire safety management and improve employees' fire safety awareness, INTCO Shandong organized fire drill training sessions. Professional firefighters provided detailed instructions on fire prevention, fire extinguisher usage, and evacuation procedures. Employees actively participated in simulated fire extinguishing and evacuation drills, which further deepened their understanding of fire safety knowledge and improved their emergency response capabilities. The fire safety training involved 1,800 employee participants, laying a solid foundation for building a safe and harmonious work environment.



We provide regular health check-ups for newly hired and departing workers and conduct comprehensive and detailed occupational health examinations for current employees. We focus on work-related occupational disease risk factors to safeguard employees' occupational health and safety.

Inclusive Growth Building a Harmonious Workplace

INTCO Recycling is committed to building a high-performing talent-dense organization and developing a world-class manufacturing enterprise. The Company actively fosters a positive and inclusive workplace by enhancing compensation and benefits to reflect care, strengthening development pathways, and expanding career opportunities. At the same time, INTCO Recycling promotes a culture of well-being by safeguarding employee rights, attracting top talent, and advancing together with its workforce to drive corporate growth.

2024 Highlights

Awarded 2024

Top Employer in China

RMB

6,253,200 invested in employee training

263,871 total training hours

100 % training coverage

Key Topics

- Talent Attraction and Retention
- Diversity and Equity
- Employee Rights and Benefits

Our Actions

- Scientifically integrated talent management tools to improve evaluation accuracy and management efficiency
- Established a multi-level training system
- Improved human rights policies with zero tolerance for discrimination and harassment
- Ensured fair and impartial recruitment, promoting diversity and inclusion

Corresponding SDGs



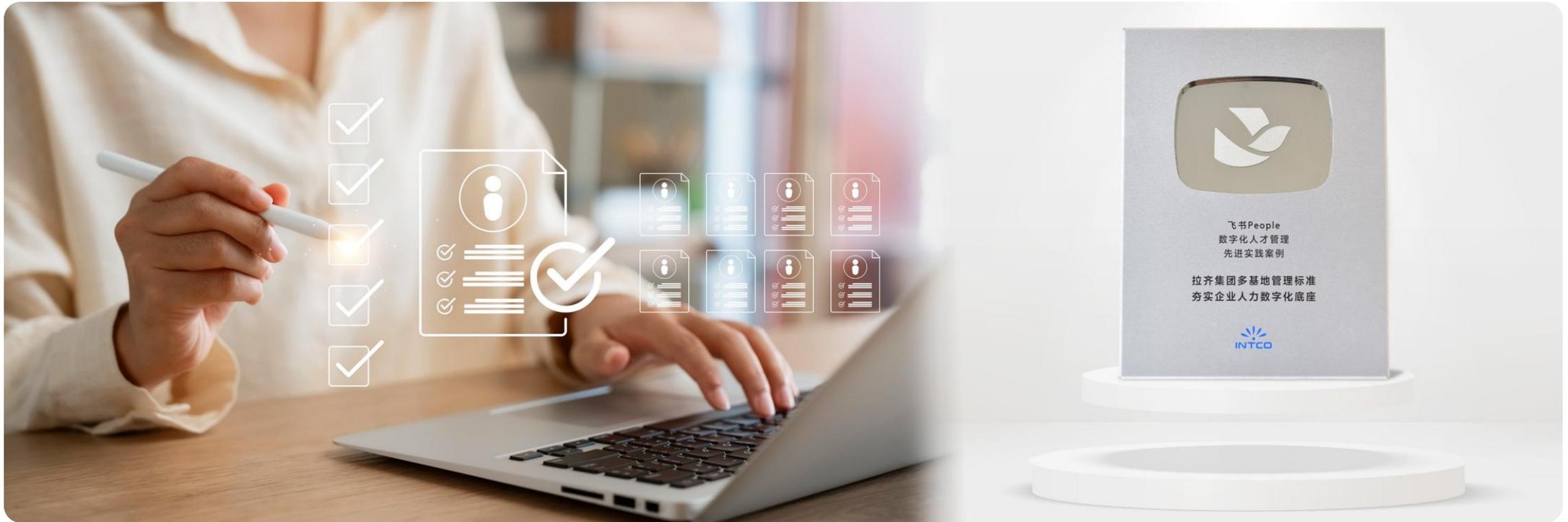
SCIENTIFIC TALENT MANAGEMENT

INTCO Recycling is committed to the organizational development goal of “building a high-performing talent-dense organization and developing a world-class manufacturing enterprise.” In recent years, the Company has prioritized the advancement of digital human resource management and has established a new foundation for enterprise digitalization.

DIGITALIZATION ENHANCING MANAGEMENT

The Company has adopted Feishu, an advanced digital management tool. Through Feishu People, core functions such as personnel data, attendance records, payroll calculation, and production data have been fully integrated, enabling real-time information visibility, streamlined and traceable operations, and transparent, and standardized management.

By integrating performance evaluation data and talent assessment tools with the Feishu system, the Company has achieved mobile and automated performance management. This includes full-process visualization and mobile management of Individual Development Plan (IDP) interviews and subsequent incentives, furthering the concept of “management at your fingertips.” These initiatives continuously enhance talent density and growth potential, comprehensively supporting business execution and talent strategy.



EMPOWERING EMPLOYEE GROWTH

INTCO Recycling firmly believes that talent is the core driver of development and regards talent development as a key strategic initiative. By building a competitive compensation and benefits system, offering clear and diversified career development pathways, and implementing comprehensive and systematic training programs, we continue to strengthen our investment in talent, demonstrating a strong commitment to talent cultivation through concrete actions.

The Company upholds a people-centered philosophy and holistically manages employee benefits and welfare programs. In addition to fully complying with statutory social insurance obligations, we provide a comprehensive and diversified benefits system that includes paid leave, equity incentives, performance incentives, holiday benefits, and star-rated dormitories to support and motivate all employees over the long term.

Employee health and well-being remain a core management priority. We implement flexible work arrangements to promote work-life balance and offer free health check-ups for all employees, including specialized examinations for those in hazardous positions. The Company provides additional subsidies for high-risk and special working condition positions, such as those with exposure to high temperatures.

To promote physical and mental wellness, we have equipped our facilities with gyms, multimedia rooms, basketball courts, and tennis courts, and we regularly organize recreational and cultural activities. Moreover, the Company emphasizes family care by providing standardized nursing rooms, paid parental leave in line with legal requirements, and additional benefits such as “Mom Leave” and childcare subsidies, systematically supporting employees in achieving work-life balance.

OPTIMIZING COMPENSATION AND BENEFITS

The Company strictly adheres to the *Compensation Management Policy*, offering industry-aligned remuneration packages and ensuring that wages at all production sites meet or exceed local minimum wage standards. In the area of performance evaluation, the Company is committed to building a comprehensive and scientific assessment mechanism to make talent evaluation more tangible and incentive measures more effective, thereby fully unlocking employee potential. Talent reviews are conducted semi-annually, progressively replacing the original KPI+360 evaluation system with a new assessment approach aligned with organizational talent optimization goals. This shift has enabled more precise placement within the talent nine-box grid while helping employees better understand the criteria for both competency and performance evaluation. As a result, employees can more objectively and systematically assess their strengths, areas for improvement, and developmental progress. For those who rank highly in talent reviews, the Company provides additional incentives, enhancing their sense of achievement and recognition and fostering a healthy internal competitive environment.

The image displays a collection of employee benefits and a talent nine-box grid. On the left, eight icons represent various benefits: Performance Incentives (line graph), Equity Incentives (award), Insurance and Housing Fund (shield with yen symbol), Holiday Benefits (gift), Free Shuttle (bus), Paid Vacation (dollar sign with arrow), Buffet-style Restaurant (plate), and Star-rated Dormitories (bed). On the right, a talent nine-box grid is shown with a hand placing a block. The grid has a vertical axis for Performance (High, Mid, Low) and a horizontal axis for Qualification (Low, Mid, High). The blocks are labeled as follows: High Performance/Qualification: Core Employees (2 stars), Star Employees (3 stars); Mid Performance/Qualification: Employees Whose Performance Needed to be Improved (1 star), Average Employees (1 star), Core Employees (2 stars); Low Performance/Qualification: Employees Whose Qualification and Performance Needed to be Improved (0 stars), Employees Whose Qualification Needed to be Improved (0 stars).

STRENGTHENING TRAINING AND DEVELOPMENT SYSTEM

INTCO Recycling has rebuilt its employee career development pathway by establishing a professionalized advancement system. Abandoning the original P-level and M-level progression routes, the Company has developed a new promotion framework tailored to various professional domains, including R&D, sales, technical, and management tracks. Personalized promotion standards have also been implemented, offering employees more diverse and precise development opportunities.

The Company has thoughtfully constructed a multi-tiered training system comprising Onboarding Training, Job-Skills Training, and Career Development Training. This structured and progressive approach ensures that employees can continuously grow and enhance their capabilities at each stage of their careers.



Multidimensional Talent Development Training

INTCO Recycling collaborated with leading professional training institutions to deliver two key training programs targeting middle and senior management as well as the sales team — the “International CEO Program” and the “Elite Sales Force Training.” These programs combined theoretical knowledge with real-world business case studies to holistically enhance team capabilities, spark innovation, and strengthen collaboration.

International CEO Program: Empowering Managers through Business Model Innovation

The Company invited seasoned consultants specializing in business innovation and strategy to deliver a rich learning experience for mid-to-senior managers. The program featured an in-depth exploration of the Business Model Canvas — a globally recognized management tool — covering nine core elements of business models, value proposition design, risk analysis, environmental assessment, and key modules of business model innovation.



International CEO Program

Elite Sales Force Training: Sharpening Practical Negotiation Skills

INTCO Recycling engaged an expert and former senior executive from a well-known corporation to lead a practical workshop tailored to sales negotiation scenarios. Through real case analysis, simulations, and role-playing exercises, the program helped participants strengthen their negotiation abilities and sharpen their insight into client needs through hands-on, interactive learning.



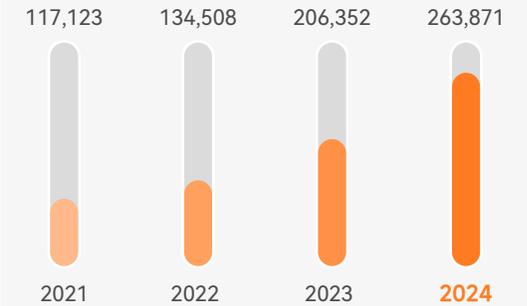
Practical Training in Business Negotiation Scenarios



Practical Training in Business Negotiation Scenarios

During the reporting period ▶
the Company invested **625.32** ten thousand RMB in employee training delivering a cumulative **263,871** training hours
The training coverage rate reached **100%**

Total Employee Training Hours(h)



Average Training Hours per Employee(h)



CREATING A HAPPY AND FULFILLING WORKPLACE

In modern corporate management, a happy workplace is key to unlocking employee potential and enhancing organizational competitiveness. To support sustainable development, the Company focuses on fostering a positive workplace culture. By combining efforts to “safeguard employee rights” and “care for employee well-being,” INTCO Recycling aims to build an inclusive, supportive, and equitable working environment.

SAFEGUARDING EMPLOYEE RIGHTS AND INTERESTS

Human Rights Policy

The Company actively aligns with international human rights frameworks, including the *International Labor Organization Convention (ILO Convention)* and the *Elimination of Discrimination in Respect of Employment and Occupation*, and strictly complies with the *Labor Law of the People's Republic of China*, the *Company Law of the People's Republic of China*, as well as other applicable laws and regulations in regions where it operates. Internal systems are continuously improved, with policies covering the Company's operations, suppliers, security personnel, and other partners. These include the *Prohibition of Forced Labor Control Procedure* and the *Female Employee Protection Management Procedure*, which explicitly prohibit human trafficking, forced labor, child labor, and all forms of violence and harassment.

The Company maintains a zero-tolerance policy toward any form of discrimination and harassment. Disciplinary actions and response protocols are clearly defined in the *Employee Handbook*, the *Anti-Discrimination Control Procedure*, and the *Anti-Harassment Control Procedure*. For misconduct involving threats, violence, or harassment, the Company conducts corrective conversations and imposes disciplinary actions based on severity. Human rights protection, anti-discrimination, and anti-harassment topics are integrated into regular training to enhance employee awareness and protect their rights.

To prevent human rights violations, we have established a dedicated whistleblower email and hotline, supported by tiered reporting and response mechanisms to ensure the timely handling of complaints. The number of reports, types of misconduct, and corresponding actions are publicly disclosed, and whistleblower protection is ensured. During the reporting period, the Company received no reports of employee discrimination or harassment.

Additionally, the Company places importance on the human rights policies of suppliers and partners. Regular human rights assessments are conducted for employees and key suppliers, and partnership agreements require adherence to human rights standards consistent with those of the Company. Through these efforts, the Company promotes a safe and equitable workplace across its supply chain and partner network. The Company respects and upholds employees' rights to freedom of association and collective bargaining. By the end of the reporting period, the collective agreement signing rate reached 100%, with no incidents of child labor, forced labor, or significant labor disputes reported.

Recruitment and Employment

The Company strictly complies with all relevant laws and regulations in the regions where it operates and has developed a *Human Resources Management Policy* to ensure that all recruitment processes are lawful, compliant, and fair. Equal employment opportunities are provided to all candidates, with clear prohibitions against discrimination based on gender, age, nationality, race, religious belief, family status, or health conditions. The Company actively upholds the principles of diversity and inclusion throughout the talent acquisition process.

Upholding the principle of “recruiting and promoting the right people,” the Company has established an incentive mechanism of “providing continuous constructive evaluation”, to attract outstanding talents from diverse backgrounds and build a well-rounded workforce. The INTCO Young Program promotes sustainable talent pipeline development by leveraging school-enterprise partnerships, offering tailored career development paths, and implementing inclusive hiring strategies. In addition, the Company promotes internal career development through a structured internal competition mechanism.

During the reporting period ▶

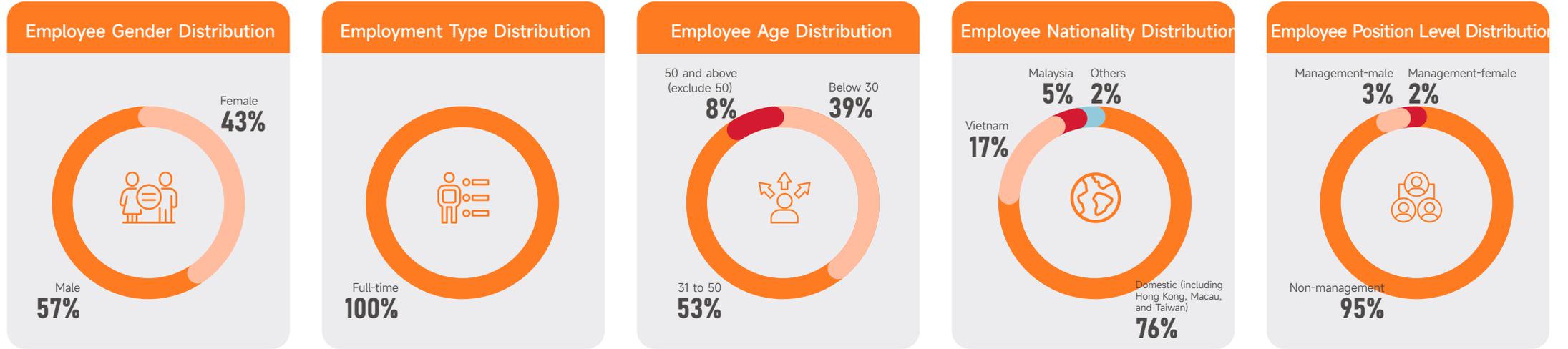
In 2024, we recruited **145** INTCO Young talents

We conducted internal competitions for **84** positions

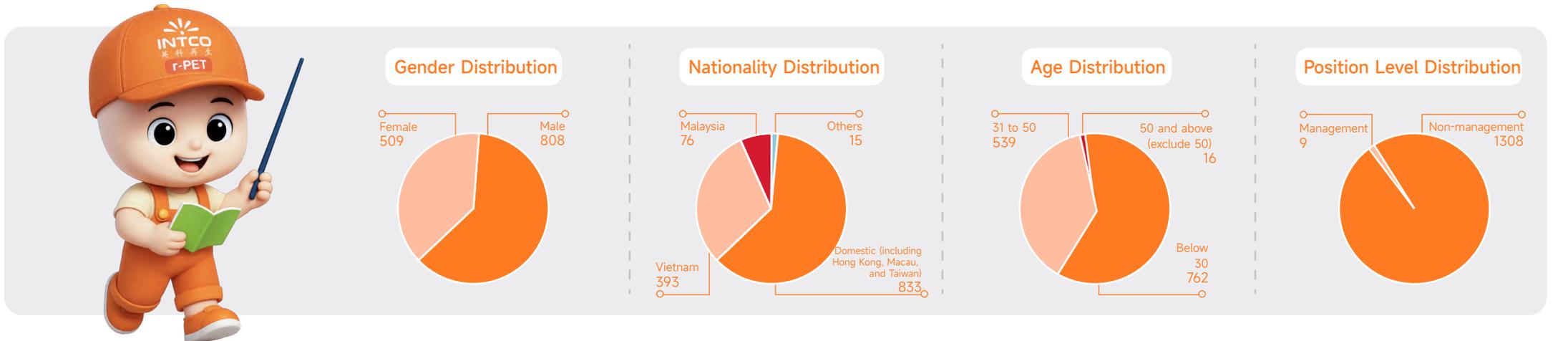
appointed and promoted **70** management personnel

With outstanding performance in talent management and corporate culture building, the Company was recognized with the Feishu People Award for Advanced Practices in Digital Talent Management and received the 51job 2024 Top Employer.

2024 Employee Composition



2024 New Hire Composition



Employee Communication

The Company conducts an annual employee satisfaction survey covering all staff, following a scientifically structured process. The survey evaluates aspects such as work environment, sense of well-being, and overall job satisfaction.

During the reporting period ▶

In 2024, **96%** of employees reported high satisfaction



- Preliminary Preparation**
 - Define Objectives: Focus on employee satisfaction regarding compensation, environment, management, and career development.
 - Determine Format: Adopt a hybrid model combining online anonymous surveys and offline paper-based questionnaires.
 - Scope Planning: Ensure full departmental and positional coverage.
- Implementation**
 - Notification: Emphasize anonymity and confidentiality to boost employee participation.
 - Progress Tracking: Ensure collection of an adequate and valid sample size.
- Data Analysis**
 - Data Cleaning: Eliminate invalid responses.
 - Integrated Analysis: Calculate satisfaction scores and identify key employee concerns.
- Result Application**
 - Reporting & Communication: Present findings to management and share key insights with departments.
 - Action Plans: Develop targeted measures such as compensation adjustments and management optimization, and disclose improvement plans.

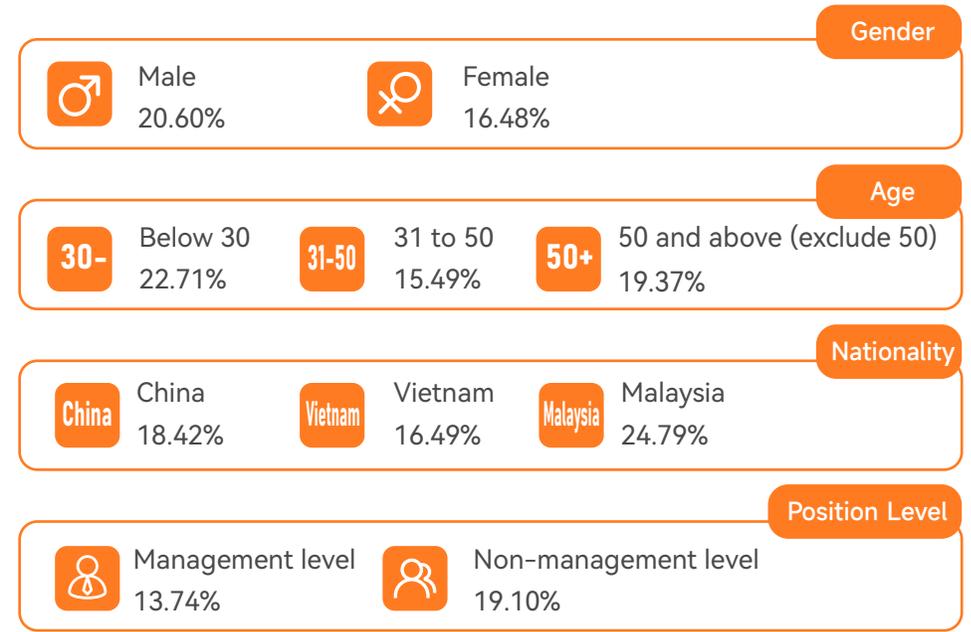
2024 Employee Satisfaction Survey Process

In addition, the Company values employee turnover and actively engages with departing employees. In 2024, all company sites conducted exit surveys to understand the reasons for resignation and to inform improvements in talent management strategies.

Employee Turnover in 2024 ▶

During the reporting period ▶

In 2024, the Company recorded an overall employee turnover rate of **18.90%** and a voluntary turnover rate of also **18.90%**



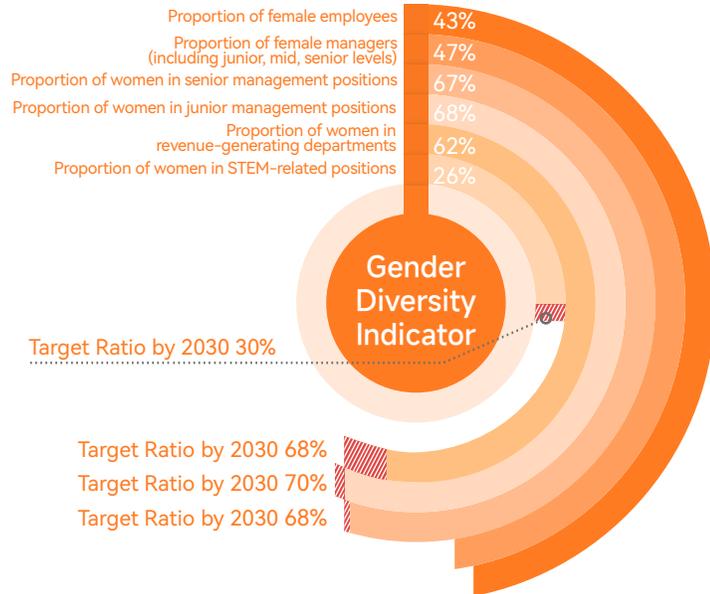
PROMOTING DIVERSITY AND INCLUSION

The Company fully recognizes that diversity and equity are core drivers of continuous progress and innovation. On the path to excellence, we are committed to fostering a fair, inclusive, and opportunity-rich work environment for all employees—including persons with disabilities, ethnic minorities, and women. We care for female employees, respect the customs and religious beliefs of employees from different nationalities and ethnic groups, and actively recruit persons with disabilities across various job roles.

Amid the surging wave of globalization, the Company remains committed to the principles of openness and inclusivity, viewing multicultural integration as a key driver of growth. From cultivating a diverse workplace atmosphere to advancing exchange programs, we actively explore and cherish the value of cultural diversity.

During the reporting period ▶

In 2024, the Company employed **36** persons with disabilities and **285** ethnic minority employees



Vietnam & Malaysia Talent Empowerment Exchange

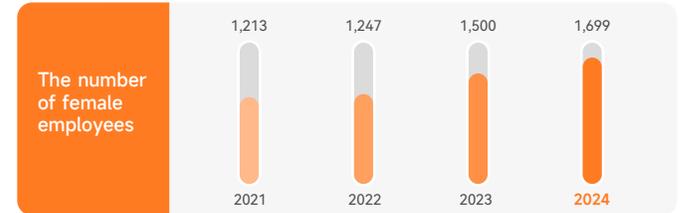
In 2024, the Company engaged a third-party consulting agency to deliver a two-week human resources training and advisory program at Vietnam and Malaysia factories. The initiative focused on enhancing employees' understanding of the strategic importance of talent leadership in the context of globalization. It also aimed to align talent evaluation perceptions between domestic and overseas teams, fostering stronger identification with and a sense of belonging to INTCO Recycling's corporate culture.



Shining "Her Power"

INTCO Recycling consistently prioritizes care for female employees by implementing multi-dimensional support measures. The Company has established "Mom Lounges" and dedicated nursing rooms to provide a comfortable environment for breastfeeding employees. A variety of workshops—such as artwork, etiquette, and makeup—are offered to help women balance work and life while enhancing their overall workplace well-being.

In terms of protecting women's rights, INTCO Recycling provides legally compliant paid parental leave. Moreover, we offer additional "Mom Leave" and childcare subsidies, creating a comprehensive support system to ensure work-life balance for female employees.



CARING FOR EMPLOYEE WELLBEING

INTCO Recycling is committed to fostering a culture of kindness and compassion while promoting team spirit and enhancing employee cohesion. The Company also actively fulfils its social responsibilities.

To strengthen team unity, the Company has thoughtfully organized a variety of engaging employee activities. Eligible employees with over one year of service are granted a seven-day paid overseas travel leave, benefiting a total of 632 employees and their family members. In addition, 589 employees participated in domestic travel programs.

On Children's Day, the Company hosted parent-child interactive games to create joyful moments for employees and their children. During the Dragon Boat Festival, traditional activities such as zongzi-making were held to celebrate cultural heritage and encourage employee interaction. At the Company's sports event, employees were motivated to actively engage in athletic competitions, showcasing vitality and a spirit of collaboration.

During the reporting period ▶

Overseas travel covered **632** employees and their family members, while domestic travel covered **589** employees, These activities greatly inspired employee enthusiasm, achieving a **95%** participation rate



INTCO Annual Conference



Dragon Boat Festival Activities



Hongshi Rock Hiking Event

Children's Day Activities

Overseas Travel

Basketball Game Activities

Christmas Activities

Winter Sports Day at Vietnam Base

INTCO Recycling prioritizes inclusivity by providing tailored support for specific employee groups. For ethnic minority employees, the Company has enhanced cafeteria offerings to respect diverse dietary cultures. To support persons with disabilities, INTCO Recycling has established a dedicated employment support system, offering customized roles across production and quality control through targeted recruitment initiatives. In cases of extreme hardship, the Company provides assistance through its foundation, promoting social inclusion and equity.



Employees are granted a 10-minute break every two hours to relax and improve productivity



Depending on job requirements, employees are permitted to listen to music during work to ease pressure and enhance focus.



INTCO Recycling has also set up a psychological counselling room and regularly hosts mental health seminars to promote employee well-being.



Rest areas have been established to ensure adequate breaks, creating a healthy and supportive work environment where employee care is embedded in every detail.

Multiple workplace stress management measures have been implemented



INTCO Recycling Smart Cafeterias – Leveraging Technology to Safeguard Employees’ Dining Experience

INTCO Recycling has launched 12 smart cafeterias, advancing its digital strategy while enhancing employee care. These cafeterias feature a range of innovative designs: employees can select meals and customize portions via an automated system; individual dining profiles are created for each employee, enabling data-driven nutritional and caloric recommendations to promote healthy and enjoyable meals. By leveraging precise meal data analytics, the cafeterias help identify dietary preferences, optimize menu composition, and reduce food waste—ensuring both food quality and environmental sustainability. Through technological innovation, we deliver upgraded dining services and a quality experience centred on employee well-being.

During the reporting period ▶

INTCO Recycling has launched **12** smart cafeterias



Thriving Communities Empowering Positive Impact

INTCO Recycling adheres to the "Love Goodness Truth" philosophy, actively fulfilling its social responsibilities. We establish INTCO Foundation, providing sustained support for social causes. We actively participate in community development initiatives and environmental protection education programs, strengthening ties with local communities. Demonstrating care for vulnerable groups and underserved regions, INTCO Recycling collaborates with various societal stakeholders to jointly create a better future.

2024 Highlights

The Company and its foundation made charitable donations totaling

RMB **2,185,200**

The Company organized

336 volunteer activities with **2,341** employee volunteer participation, totaling **854.5** service hours

Key Topics

- Community Engagement and Development

Our Actions

- Practice social care and carry out volunteer activities for the community, the elderly, and vulnerable groups
- Promote environmental protection concepts through science-popularization initiatives
- Foster local development by creating jobs via campus and social recruitment
- Strengthen community bonds by participating in service activities and sharing resources with the community

Corresponding SDGs



ADVOCATING PUBLIC WELFARE INITIATIVES

Advocating public welfare initiatives reflects the Company's commitment to and responsibility for society. We consistently leverage INTCO Foundation to provide targeted assistance to needed groups and strengthen environmental protection initiatives to safeguard our shared green homeland. Through our actions, we convey compassion and warmth, contribute to advancing sustainable social development, and fulfill our corporate mission.

📅 During the reporting period ▶

the Company organized **336** volunteer activities with **2,341** employee volunteer participation, totaling **854.5** service hours

Charitable donations from the Company and its foundation amounted to RMB **2,185,200**

INTCO FOUNDATION

Guided by the principle of "Love Goodness Truth", the INTCO Foundation is dedicated to aiding impoverished communities. It focuses on multiple domains, including healthcare, environmental conservation, elderly care, disaster relief, poverty alleviation, and education, conducting philanthropic practices to deliver compassion and spread warmth. During the reporting period, the Shanghai INTCO Foundation intensified efforts to foster community cohesion, provide elderly support services, and care for vulnerable groups. These initiatives genuinely reflect the Company's core values, actively fulfill social responsibilities and give back to society.

Empowering Rural Choirs to Shine on the National Stage

At the 13th Charming Campus Choral Exhibition themed "Singing for the New Era," initiated by the China Chorus Association, the Anhui Jinzhai Red Azalea Rural Youth Choir, supported by the INTCO Foundation, stood out among numerous competitive teams and was awarded the Second Prize in the Primary School Group Choir category. The establishment of the Red Azalea Rural Youth Choir marks another initiative of INTCO Recycling's dedicated efforts in philanthropy and active social contribution, paving a path for these dream-chasing children to step beyond their mountainous hometown.



The Red Azalea Rural Youth Choir Performing at the Event

Facilitating Philanthropic Exchange in Beijing: Sharing INTCO's Expertise



Souvenir Photo of the Shanghai Private Enterprise Public Welfare Foundation Alliance

The Shanghai INTCO Foundation participated in a delegation led by Mr. Wang Jianmin, Chairman of the Shanghai Federation of Industry and Commerce, comprising private enterprise foundations. The delegation reported on the operational practices and outcomes of Shanghai-based public welfare foundations to key national institutions, including the Charity Department of the Ministry of Civil Affairs, the China Federation of Industry and Commerce, the China Foundation for Poverty Alleviation, and the Tsinghua University Philanthropy Institute. During the event, INTCO Recycling independently presented its philanthropic initiatives, such as the INTCO Recycling Mobility Assistance Program and the Framing a Better Life Initiative, donating wheelchairs and photo frames to enhance community well-being.



Wheelchair Donation for Elderly Home



Wheelchair Donation for Elderly Home

The Shanghai INTCO Foundation conducted a wheelchair donation initiative at Hong Kong Yan Chai Hospital Chinachem Care & Attention Home, providing 203 high-quality wheelchairs to over 200 elderly residents with an average age exceeding 90. Additionally, the foundation donated 200 wheelchairs to the Kwun Tong District Civil Alliance, distributing them to 40 community care teams in Kwun Tong, 5 units per team. These actions align with INTCO Recycling's philanthropic philosophy of "Love Goodness Truth", reflecting its sustained focus on elderly care and community support.



Aiding Tibet's Disaster Zone: Donating Warmth and Care



Donation to Shigatse, Tibet

Following an earthquake in Shigatse, Tibet, the INTCO Foundation mobilized resources to donate thermal body warmers to affected communities. This initiative provided critical material support to disaster-stricken populations, aligning with the foundation's consistent focus on humanitarian assistance and social responsibility.



INTCO MUTUAL AID FUND

To promote the corporate culture of kindness and compassion and strengthen team collaboration, INTCO Recycling establishes the Employee Mutual Aid Fund under the *Articles of Association of the Employee Mutual Aid Foundation*, governed by the Governing Council. The fund aims to provide mutual assistance and financial support to employees facing unexpected emergencies, critical illnesses, or family hardships. Operated under the oversight of the Company's Board of Directors and supervised by the labor union, Supervisory Board, and other stakeholders, the fund ensures swift assistance through the labor union upon employee requests.

During the reporting period ▶

The fund disbursed RMB **360,000** in financial aid benefiting the families of **19** needy employees

PROMOTING ENVIRONMENTAL AWARENESS

The Company organizes diverse educational initiatives and fosters multi-stakeholder collaborations to engage the public in environmental protection and strengthen ecological awareness.

📅 During the reporting period ▶

In 2024, **1,123** students participated in INTCO Recycling's environmental education programs, becoming active advocates for sustainability.

Environmental Education in Schools – Pujiang World Foreign Language Primary School

During the Science and Arts Festival at Shanghai Pujiang World Foreign Language Primary School, INTCO Recycling conducted an environmental science session for approximately 200 third- and fourth-grade students. Educators explained the threats of plastic pollution and introduced Company's PS and PET recycling models. The interactive session sparked enthusiastic participation, reinforcing students' commitment to reducing plastic waste and inspiring broader engagement in eco-friendly practices.



Shanghai High School International Division Visits INTCO Recycling

In June 2024, eleventh-grade students from Shanghai High School International Division visited INTCO Recycling, awarded as Shanghai Municipal Environmental Education Base. In the multimedia room, students watched an English video on plastic pollution and INTCO Recycling's recycling solutions, followed by a tour of the exhibition hall showcasing products made from recycled plastics. The visit deepened their understanding of environmental responsibility, with participants pledging to advocate for resource circularity. INTCO Recycling aims to expand school-enterprise partnerships to advance environmental education.



Anhui Earth Environment Day – Collaborative Stewardship

Marking Earth Environment Day, Anhui INTCO Recycling launched the “Progress with Purpose, Green Guardianship” initiative, mobilizing volunteers to conduct litter cleanup campaigns in mountainous areas. This activity underscored the Company’s actionable commitment to environmental responsibility and green development, reinforcing its role in advancing sustainable development.



Anhui Earth Environment Day Activities

Yangtze River Delta Eco-Environmental Volunteer Initiative

INTCO Recycling demonstrated corporate leadership at the Yangtze River Delta Regional Eco-Environmental Volunteer Service Event, attended by over 70 representatives from Shanghai, Jiangsu, Zhejiang, and Anhui. Participants learned about INTCO Recycling’s sustainability achievements through videos, presentations, and exhibition tours, while hands-on workshops promoted resource reuse concepts. The event elevated public environmental awareness, aligning with the Company’s ongoing ecological conservation efforts.

During the beach cleanup activity

INTCO Recycling facilitated waste transportation, contributing to the collection of **511.6** kilograms of marine debris, and won **No.1** in the team competition



“Guard the Blue, Clean the Seas” Beach Cleanup Activity

SUPPORTING COMMUNITY DEVELOPMENT

Communities remain central to INTCO Recycling's operational philosophy as a fundamental social unit and a critical foundation for corporate growth. Guided by the principle of co-creation and shared benefits, the Company actively engages in initiatives that empower local development and community connections, fostering collective prosperity through tangible social responsibility actions.

EMPOWERING LOCAL DEVELOPMENT

INTCO Recycling drives local socioeconomic progress through government-enterprise collaboration, community engagement, and philanthropic programs.

In September 2024, the Company facilitated a visit by a 38-member delegation from Vietnam's Thanh Hoa Provincial Government to China, organizing policy dialogues, benchmark enterprise visits, and cultural exchanges to advance partnerships in green manufacturing and circular economy. In December 2024, INTCO Recycling hosted over 40 Vietnamese enterprises at its Vietnam facility, fostering industrial cooperation through technical workshops and production demonstrations, which catalyzed collaborative plans for eco-industrial parks and sustainable material R&D. In 2024, INTCO Recycling was awarded as an Outstanding Enterprise by Thanh Hoa Province, Vietnam.

Blood Donation

The Vietnam factory partnered with Bien Son Hospital Blood Transfusion Center to organize a blood donation campaign.

More than **80** employees participated to contribute vital medical resources, demonstrating the Company's commitment to public health.



Winter Aid for Impoverished Families in Thanh Hoa Mountainous Area

The Vietnam factory initiated a donation program for disadvantaged households in Thanh Hoa's remote regions. Employees donated essential supplies to help families endure harsh conditions, aligning with INTCO Recycling's ethos of compassionate responsibility.



The Company facilitated a visit by a delegation from Vietnam's Thanh Hoa Provincial Government to China.



STRENGTHENING COMMUNITY PARTNERSHIPS

In advancing community development, the Company strategically strengthens its interaction with the community and actively fosters deep cooperation. By meticulously planning and actively participating in various community services and activities, we ensure resource sharing and complementarities, thereby putting collaboration into effective practice.

Eco-Friendly Public Market in Fengxian Community

The July 2024 “New Jiangnan Culture • Monthly Public Welfare” event in Shanghai’s Fengxian District, the event attracted community environmental and social workers, social organizations, community volunteers and philanthropic resources. Invited by the Fengxian District Environmental Science Society, INTCO Recycling launched an interactive “Eco-Frame Corner” booth, offering environmental workshops, recycled photo frame displays, and educational quizzes.

Through this active involvement, INTCO Recycling collaborated closely with various community stakeholders, playing a key role in environmental promotion and interactive activities, strengthening their cooperation with the local society, and collectively advancing the dissemination of green living concepts within the community.



Eco-friendly Photo Frame Booth



Eco-friendly Photo Frame Booth

Health Partnerships for Community Well-being

In cooperation with community hospitals on different bases, INTCO Recycling has been promoting the development of local health. In Shandong, we cooperated with Zibo Municipal Hospital to set up a Health Station, offering regular blood sugar testing, blood pressure monitoring, and ECG examinations. We ask experts from various specialties to frequently provide consultations, building a bridge for better health outcomes. In Shanghai, we also work with the Zhelien Town Community Health Service Center to organize free medical clinics. We provide flu prevention lectures, traditional Chinese medicine technique demonstrations, and free family doctor consultations, facilitating employee health management. These initiatives strengthen connections between the Company and the community, driving the advancement of community healthcare development.



INTCO Recycling Health Station

ADVANCING RURAL REVITALIZATION

INTCO Recycling's Dual Impact in Nanjian, Yunnan: Health and Education Equity

The Shanghai INTCO Foundation launched a program in Nanjian County, a formerly impoverished region in western Yunnan Province. Additionally, post-assessment revealed persistent educational gaps, leading to plans for a one-on-one student support initiative. These efforts reflect INTCO Recycling's commitment to mobilizing broader collaboration for health and education equity in underserved areas.



Medical Aids Donation to Nanjian County Health Commission

The Foundation donated **400** wheelchairs and **100** mobility aids to the local health commission



reaching **4** hospitals, **7** rural clinics, and **80** village health posts to improve accessibility for people with disabilities

Environmental Education in Rural Communities – Building a Greener Future



Donation of Eco-friendly Photo Frames

As part of the environmental education programs led by the Fengxian Environmental Science Society and Huaxian Public Service Center, INTCO Foundation organized workshops in different villages in Fengxian District. The initiative educated villagers and volunteers on the environmental impact of plastic waste and proper classification methods. Following the sessions, we distributed over 800 recycled photo frames to households, enabling residents to integrate sustainable materials into daily life while preserving meaningful memories. This contributes to enhancing ecological awareness and rural community aesthetics.

INTCO Recycling and Bai Mountain Wild China Museum: Advancing Nature Conservation

The Bai Mountain Wild China Museum, located in Dali City, Yunnan Province, documents the natural landscapes and biodiversity of the Bai Mountain region through visual media. In 2024, INTCO Recycling partnered with the museum on three conservation-focused initiatives: supporting the "WPY & China" Tour of the 59th Wildlife Photographer of the Year exhibition in Shanghai and three other cities, where award-winning works were displayed using INTCO Recycling's recycled framing materials; sponsoring photographer Xi Zhinong's "Four Decades in the Wild" Exhibition, which utilized rare imagery and models to depict endangered species. Furthermore, we donated sustainable decking for the museum's renovation, aligning with its ecological mission. These collaborations aim to foster public engagement in biodiversity preservation and promote harmonious coexistence between humans and nature.



Sustainable Decking Installed at Bai Mountain Wild China Museum



59th Wildlife Photographer of the Year Exhibition Supported by INTCO Recycling

Engaged Partnerships, Advancing Together

While pursuing our own high-quality development, INTCO Recycling remains committed to working collaboratively with partners to achieve shared development and mutual prosperity. The Company strives to build a sustainable ecosystem, promote an efficient and synergized supply chain network, drive industry advancement, inject vitality into community development, and actively promote the concept of sustainable development across its value chain partners.

2024 Highlights

Achieved **100%** suppliers signing rate
of the *Supplier Anti-bribery Commitment*

Provided capacity - building programs

for **368** suppliers

Among them, significant suppliers

accounted for **67.12%**

Covering **100%** of significant
suppliers among Tier - 1 suppliers

Key Topics

- Supplier Management
- Customer Relationship Management

Our Actions

- Established a comprehensive supplier selection, onboarding, and assessment mechanism to build a responsible supply chain
- Focused on supplier performance and incentivized high-performing suppliers to promote sustainable development
- Promoted the formulation of industry standards to advance collective industry progress

Corresponding SDGs



ENSURING RESPONSIBLE SUPPLY

INTCO Recycling is committed to building a responsible and sustainable supply chain by strictly complying with relevant regulations, optimizing supplier management strategies, and implementing professional controls across all stages of the supply chain. The Company actively collaborates with suppliers to co-create value, continuously enhancing the resilience and sustainability of its supply network.

During the reporting period ▶
the Company had a total of **1,226** suppliers,
including **1,018** domestic suppliers and **208** overseas suppliers.

Supplier Admission

The Company applies strict control over supplier admission by identifying, assessing, and managing potential risks. We evaluate the proportion of raw materials supplied by the supplier in our equipment and their impact on product quality, as well as incoming material pass rates. A multi-dimensional analysis is conducted, covering price competitiveness, product quality, delivery times, and transportation costs. We also closely monitor country- and industry-specific risks associated with suppliers. For potential suppliers with significant risks, precautionary measures such as postponing or suspending cooperation are taken until the risks are properly addressed and re-evaluated—thereby strengthening the overall risk resilience of the supply chain. In 2024, the Company launched a supplier risk assessment mini-program, enabling one-click access to suppliers' business registration information and generating risk scores prior to onboarding, thereby helping to prevent unqualified suppliers from entering the system.

Supplier Admission Workflow



BUILDING A RESPONSIBLE SUPPLY CHAIN

to promote standardized supplier management, the Company has formulated the *Supplier Code of Conduct*, explicitly incorporating ESG-related requirements—such as human rights and labor, environment, and business ethics—into supplier admission reviews and regular performance assessments. The Strategy and ESG Committee of the Board of Directors serves as the highest decision-making and supervisory body, ensuring the effective implementation of ESG management within the supply chain and mitigating related risks.

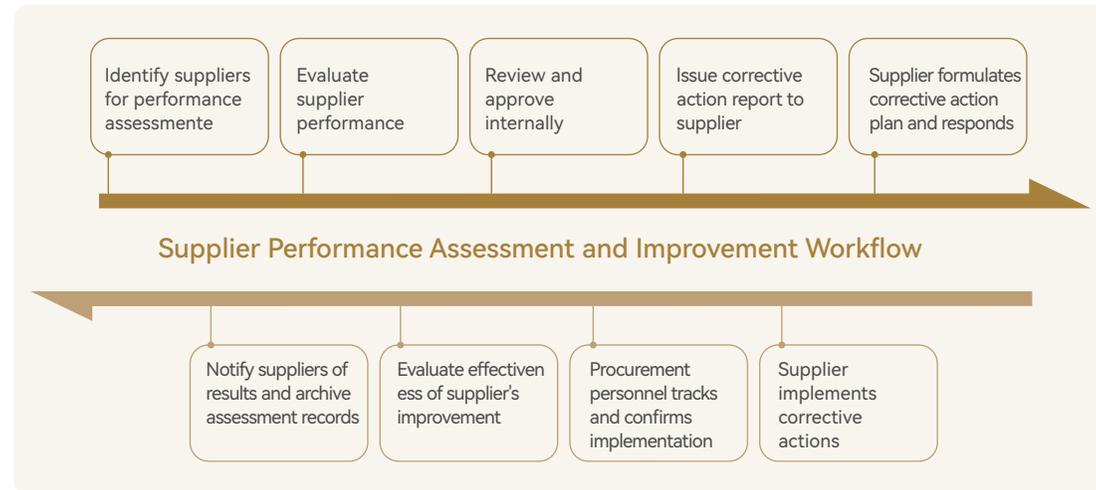
In addition to traditional considerations such as supplier scale, business alignment, and procurement volume, we also integrate ESG performance—including environmental management, occupational health and safety, business ethics, and compliance—into our assessment system as added value. While ensuring a stable and secure supply chain, we give priority to suppliers with outstanding ESG performance as preferred partners.

Total number of Tier-1 suppliers	1,226
Number of significant suppliers in Tier-1	247
% of total spend on significant suppliers in Tier-1	33
Number of significant suppliers in non-Tier-1	444
Total number of significant suppliers	691
Note: Tier-1 suppliers refer to those who directly engages in business transactions with the Company. Non-Tier-1 suppliers refer to upstream suppliers in the supply chain of Tier-1 suppliers.	

Supplier Assessment

The Company requires all suppliers to sign the *Supplier Anti-Bribery Commitment Letter* and comply with the *Supplier Code of Conduct*. These requirements are supplemented by regular review and oversight activities, such as monthly procurement audits, supplier social responsibility assessments, and on-site EHS (Environment, Health, and Safety) inspections. A combination of routine project assessments and periodic assessments is applied. Procurement personnel conduct either on-site or desktop assessments of suppliers, and the results are systematically recorded in the supplier management system. The Company has also established a supplier audit training mechanism to translate international client social responsibility standards into detailed supplier management practices.

If any issues are identified during assessment, cooperation with the supplier is suspended, and a *Corrective and Preventive Measures* is issued. The Company supports suppliers in developing and implementing improvement measures through both remote and on-site technical assistance, with full-process monitoring until compliance is achieved. If the supplier fails to meet the Company's minimum ESG requirements, the business relationship will be terminated. At the same time, the Company actively organizes cross-functional training sessions to enhance supplier managers' and procurement personnel's understanding and practical capability in applying the *Supplier Code of Conduct* and ESG-related supplier management requirements, thereby comprehensively advancing sustainable development across the supply chain.



Results of supplier assessments conducted during the reporting period:

Supplier Category	Number	Remarks
Number of suppliers assessed, including	1,040	Desktop or on-site assessment
Significant suppliers	469	Accounting for 45.10% of assessed suppliers
Suppliers with identified or potential risks	13	Corrective/improvement actions have been carried out for all issues
Suppliers that failed to meet corrective/improvement requirements	6	Cooperations have been terminated
Suppliers that received support from INTCO during implementation of corrective/improvement actions	13	100% covered suppliers with substantial actual/potential negative impacts

Supply Chain Management Highlights

Digital Management: Through the upgrade of its SRM system, the Company has achieved full digitalization of the supplier admission process, establishing a closed-loop management mechanism from qualification review to performance assessment and issue tracking. In particular, the self-developed SCAR (Supplier Corrective Action Report) online module has significantly improved the Company's ability to respond to and resolve environmental issues in a timely and effective manner.

Green Logistics Initiative: For bulk materials such as MDF boards, the Company piloted a cross-border rail intermodal transport model between China and Vietnam, achieving approximately 30% reduction in carbon emissions compared with traditional marine transportation. At the same time, the Company established a carbon emission assessment framework for logistics suppliers, incorporating environmental indicators into carrier selection criteria to drive the low-carbon transition of its logistics operations.

EMPOWERING SUPPLIER GROWTH

INTCO Recycling is dedicated to supporting the growth and development of its suppliers by providing comprehensive assistance and fostering partnerships that enhance suppliers' ESG capabilities. On one hand, the Company designs and implements capacity-building programs for suppliers across various dimensions including technology, management, and operations. On the other hand, regular improvement meetings are held to share industry best practices and promote continuous improvement in supplier products and services.

In 2024, the Company provided capacity building programs for **368** suppliers. Among them, significant suppliers accounted for **67.12%**, and significant suppliers among tier-1 suppliers were covered at a rate of **100%**.



Supplier Project Improvement Meetings

Green Value Chain Incentive



Optimized logistics routes,
earning **1,200** carbon credits

The Company proactively established a “carbon credit” exchange mechanism, encouraging suppliers to participate in emission reduction initiatives. Under this system, each ton of CO₂ reduced by a supplier can be exchanged for INTCO’s technical support resources. In 2024, a packaging supplier optimized its logistics routes, earning 1,200 carbon credits, which were redeemed for a free lean production diagnostic service, resulting in dual improvements in environmental performance and operational efficiency.

Supporting Optimization of Component Selection

For long-term strategic cooperation with external equipment suppliers, the Company offered guidance on component upgrades, recommending the replacement of domestic bearings with high-performance NSK bearings, and referred compliant suppliers. This initiative significantly extended the service life of components and improved market recognition, while also strengthening long-term partnerships and laying a solid foundation for deeper collaboration.

Enhancing Competitiveness of a Vietnamese Glass Supplier

A glass supplier located in central Vietnam faced challenges related to outdated production lines and limited market demand for its new product line. During a factory visit, the Company provided comprehensive product presentations and shared our global development experience and stringent quality standards.

The Company proactively assisted the supplier in analyzing market trends, exploring best practices in quality control, and offering strategic recommendations on pricing and order management. Through in-depth discussions, both parties agreed to enhance communication, with we committing to continued support to help the supplier improve competitiveness and move toward a stable, long-term strategic partnership.

FOSTERING A SYNERGISTIC ECOSYSTEM

A healthy industry ecosystem is the cornerstone for a company’s long-term and sustainable development. INTCO Recycling actively promotes a mutually beneficial industrial ecosystem, encourages resource sharing and co-building of industry standards, and collaborates with stakeholders to create shared value, injecting fresh momentum into the industry’s growth.

SETTING INDUSTRY BENCHMARKS

The Company actively participates in government-enterprise exchange programs and industry association activities, showcasing its strong capabilities and firm commitment to driving green economic development. Through close cooperation with government agencies and active involvement in trade associations, the Company not only expands and upgrades its own operations, but also sets a benchmark for the sustainable development of the industry.

Supporting the Construction of “Zero-Waste Cities” in Shanghai

In October 2024, the Company participated in the on-site advancement meeting of Shanghai’s “Zero-Waste City” initiative, jointly organized by the Shanghai Municipal Bureau of Ecology and Environment and the Government of Fengxian District. As an industry representative, the Company received a visit from participating officials and showcased our outstanding achievements in environmental protection— including a diversified portfolio of eco-friendly products in decorative materials and finished goods, as well as a model project for effective plastic waste recycling, built in cooperation with 36 community-level dual-network collection points across Shanghai.



Welcoming MOFCOM Delegation – Facilitating Global Expansion

In November 2024, the Company hosted a delegation led by Li Yongjun, Deputy Director-General of the Department of Outward Investment and Economic Cooperation of the Ministry of Commerce, and Zhang Qingwei, Deputy Director-General of the Shandong Provincial Department of Commerce. The delegation was introduced to the Company’s exhibition hall, promotional video, and recycled product lines, followed by an in-depth discussion on the Company’s circular business model for plastic recycling. The officials highly recognized our achievements and profitability in the environmental recycling sector and expressed their continued support for the Company’s "Go Global" strategy through targeted policy assistance and guidance.



Co-creating Environmental Solutions on Earth Day

In April 2024, the Company participated in the Earth Day Forum jointly hosted by Shandong provincial, municipal, and county-level environmental authorities. At the event, the Company engaged in discussions with government and business representatives from the Shandong Provincial Department of Ecology and Environment and Zibo's local authorities, focusing on environmental protection and plastic pollution control in Zibo and Linzi District. The Company also shared insights into opportunities and challenges in the plastic recycling industry.



In addition, the Company actively joined various influential industry associations, promoting knowledge exchange and value sharing through technical cooperation, academic dialogue, and strategic partnerships—thereby contributing to the sound development of the recycling industry. In 2024, the Company contributed a total of RMB 244,000 in industry association fees.

Top Five Membership
Contributions

All-China Environment
Federation (ACEF)

China Chamber of Commerce
of Metals, Minerals & Chemicals
Importers & Exporters (CCCMC)

China Association for
Public Companies (CAPCO)

Shanghai Fengxian District Association
of Foreign-Invested Enterprises

Shanghai Fengxian International
Chamber of Commerce

Selected for Two Consecutive Years as a Best Practice Case among Listed Companies

In November 2024, the Company was once again selected as a “Best Practice Case in Sustainable Development for Listed Companies” at the 2024 Sustainable Development Conference for Listed Companies, hosted by the China Association for Public Companies (CAPCO). This marks the second consecutive year the Company has received this recognition. This prestigious honor reflects the Company’s firm alignment with national development strategies, its adherence to green development principles, and the effectiveness of its comprehensive efforts to enhance sustainability management and information disclosure practices.



PARTNERING FOR MUTUAL SUCCESS

Through its global presence, the Company actively collaborates with various partners—including peers, customers, and suppliers—to jointly promote the sustainable development of the industry. In areas such as building materials, raw materials, and finished products, we share technologies, integrate resources, and deliver innovative solutions to help partners improve efficiency, reduce costs, and achieve circularity and sustainability goals.

GreenMax Empowering Collective Progress and Pioneering a New Chapter of Sustainable Growth



GreenMax partnered closely with Cleantech, a Sri Lankan waste recycling enterprise, to overcome bottlenecks in traditional baling efficiency and equipment compatibility issues. By introducing GreenMax's latest baler and providing tailored technical support, Cleantech achieved a 166% increase in bale quantity and a 3.5-time increase in container weight per unit, significantly reducing transportation costs. This collaboration not only enhanced operational capacity and profitability for the partner but also accelerated the upgrade of its PET recycling concept. It injected new momentum into the PET recycling industry in Sri Lanka—and potentially beyond—demonstrating a replicable model for sustainable development worldwide.

Cleantech has achieved a
166% increase in bale quantity and a
3.5-time increase in container weight per unit

GreenMax Empowers Industry Leaders to Accelerate Green Transformation

In North America, GreenMax is supporting globally renowned enterprises—including a leading electric vehicle manufacturer and a top-tier global internet company—in advancing their green operations goals.

Electric Vehicle Manufacturer: To address the challenge of managing large volumes of foam waste in its warehouses, the client introduced GreenMax foam recycling equipment in 2024. The solution significantly reduced storage space requirements and cut disposal costs by approximately 30%. Following the equipment deployment, warehouse operational efficiency improved markedly, with waste clearance time estimated to be reduced by 40%. This enabled circular utilization of resources, minimized environmental pollution, and set a benchmark for sustainable development in the industry.

Internet Company: As one of the world's leading technology companies, this client generates substantial volumes of foam packaging waste from its global data center operations. By adopting GreenMax solutions, the Company launched a dedicated foam recycling program that not only minimized environmental impact but also generated economic value through the reuse of recovered materials. The initiative helped the Company establish a leading position in circular economy practices within the tech sector and demonstrated the role of innovation in driving sustainable development.

Through technological innovation and tailored professional services, GreenMax has supported leading enterprises across industries in enhancing efficiency and reducing costs, while simultaneously achieving environmental and social responsibility goals—realizing a true win-win model.



INTCO Recycling Partners with Sinopec to Promote Sustainable Development

As China's largest chemical enterprise, Sinopec launched a high-quality supplier selection program in 2024 to advance its recycled plastic supply chain strategy, with a focus on enterprise scale and product quality. Leveraging its advanced capabilities in producing high-quality recycled plastic pellets—including PE, PP, and PS—and its industrialization advantages built over years of deep expertise in plastic recycling, INTCO Recycling officially became part of Sinopec's green supply chain.

The two parties established a strategic partnership aimed at building a closed loop recycled plastic industry chain and jointly advancing the sustainable development of China's circular plastics economy.



ADVANCING UNIVERSITY-ENTERPRISE COLLABORATION

The Company adheres to the concept of open cooperation and collaborative innovation, and actively promotes the deep integration of industry, academia, and research. Domestically, the Company has established close collaborations with Tsinghua University and China University of Petroleum, and internationally with Hanoi University and Hanoi University of Industry. The Company provides practical training platforms for students, helping them transform theoretical knowledge into practical skills. At the same time, by leveraging the intellectual resources of these academic institutions, the Company promotes technological innovation and management optimization, achieving a win-win outcome for both industry and academia and contributing to high-quality development within the sector.



During the reporting period ▶

The Company was honored with the "Tsinghua University Undergraduate Practical Teaching Base".



Hanoi University of Industry Visited INTCO Recycling

In 2024, Hanoi University of Industry visited INTCO Recycling's Vietnam plant to carry out a field exchange program. Faculty and students gained first-hand insights into production processes and advanced technologies by engaging directly with the frontlines of manufacturing. The two parties held discussions on topics such as talent development and technological innovation, laying a solid foundation for future university-enterprise collaboration. This initiative aims to support the localized training of skilled professionals and foster technical exchange.

Supporting the International Trade Sales Skills Competition of the School of International Economics and Trade, Shandong University of Finance and Economics

In November 2024, to further deepen industry-education integration, the International Trade Sales Skills Competition hosted by the School of International Economics and Trade at Shandong University of Finance and Economics invited two of our senior international sales managers to serve as the simulated negotiation party. Leveraging their rich practical experience in international trade, the managers engaged in simulated negotiations with the student teams, helping to enhance the students' practical skills. This event not only enhanced students' professional experience but also showcased the Company's professional capabilities, setting a new benchmark for industry-academia collaboration.



the International Trade Sales Skills Competition of the School of International Economics and Trade, Shandong University of Finance and Economics

Hanoi University Visited INTCO Recycling

College-enterprise cooperation,
promoting a win-win situation

Dedicated Governance, Cooperating for Development

INTCO Recycling adheres to the "Dedicated Governance" concept, integrating it into every aspect of corporate governance. By maintaining the highest standards of business ethics and strengthening risk management frameworks, we prioritize standardized operations and transparent management practices, earning the trust and support of all stakeholders and laying a solid foundation for effective governance.

2024 Highlights

The Company has
conducted **8** trainings on integrity

Recording
660 participant attendances

The Company has organized
24 information security training sessions

Covering
100% of employees

Key Topics

- Corporate Governance
- Business Ethics
- Risk Management
- Customer Privacy

Our Actions

- Enhance the efficiency and diversity of the governance structure to strengthen corporate governance.
- Improve business ethics and risk management, and practice compliant operation.

Corresponding SDGs



STRENGTHENING CORPORATE GOVERNANCE

The Company strictly complies with the requirements of the *Company Law*, the *Securities Law*, the *Rules Governing the Listing of Stocks on the Science and Technology Innovation Board of the Shanghai Stock Exchange*, and other relevant laws, regulations, and policy documents, upholds the fundamental principles of fairness, justice, and transparency, and actively promotes the modernization of the corporate governance system as well as the enhancement of the governance capacity.

CORPORATE GOVERNANCE STRUCTURE

The Board of Directors is the core governance body of the Company, with four specialized committees: the Strategy and ESG Committee, the Audit Committee, the Remuneration and Appraisal Committee, and the Nominating Committee. The Board of Directors comprehensively oversees the formulation and implementation of corporate strategies within the operational and managerial scope to continuously monitor the Company's operations and financial performance, to ensure the robustness and continuous improvement of internal control and risk management systems, and to help strengthen the Company's core competitiveness and sustainable development capabilities.



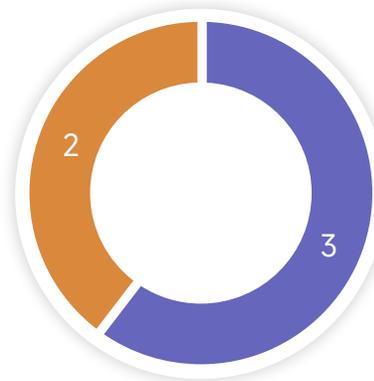
INTCO Recycling Governance Structure

BOARD DIVERSITY

The Company believes that building a diverse governance framework can stimulate internal vitality. Therefore, the Company has amended the *Board Rules of Procedure*, which explicitly requires that when selecting director candidates, the Company considers factors such as their experience, skills, professional knowledge, and personal integrity. We pay attention to comprehensive evaluation from a diversity perspective, including but not limited to gender, nationality, ethnicity, race, religion, and cultural background.

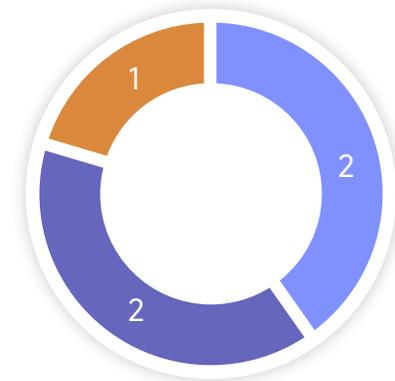
As of the end of the reporting period ▶

The Board of Directors comprised **5** members, including **2** independent directors, with **40%** being female.



Female Male

Board Directors' Gender Distribution



Executive Director Independent Non-executive Director Non-executive Director

Board Directors' Type Distribution

HIGH-QUALITY INFORMATION DISCLOSURE

The Company has always attached great importance to information disclosure by adhering to the 'Investor-Oriented' concept. We conscientiously fulfilled our information disclosure obligations in compliance with the *Rules Governing the Listing of Stocks on the Science and Technology Innovation Board of the Shanghai Stock Exchange*, the *Administrative Measures on Information Disclosure by Listed Companies*, and other relevant regulations. We disclose the Company's periodic reports, interim announcements, and other material information in a truthful, accurate, complete, standardized, timely, and fully transparent manner.

Through new tools such as the WeChat Official Account and domestic and international social media, the Company shares information about its corporate culture, product quality, technological innovation, and social responsibility with a wide range of investors, presenting it from multiple perspectives and dimensions. These tools further enhance the transparency of the Company's information, protecting the rights and interests of small and medium shareholders.

Information Disclosure Documents **101**

Performance Briefings **3**

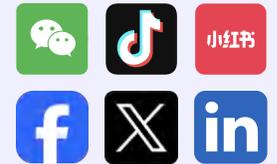
Visual Summaries ("One-Pagers") **4**

Performance Videos **2**

SSE e-Interaction Responses: **15** items,
with a response rate of **100%**.



Evaluation by the Shanghai Stock Exchange
for Information Disclosure Work (2023-2024): Grade **A**



REINFORCING COMPLIANCE FOUNDATION

INTCO Recycling regards risk management as a core component of the corporate strategy. Through the construction of a comprehensive risk management framework, we are committed to identifying, evaluating, and controlling potential risks. This enables us to move forward steadily in the ever-changing market environment and achieve our long-term sustainable development goals.

ENHANCING RISK MANAGEMENT

The Company establishes a risk governance structure, clarifies the division of responsibilities across all levels, and ensures that the risk management and internal control system operates soundly and effectively.



Risk Management Structure

The Company integrates the risk control mechanism into various stages of strategic planning and execution, the setting and implementation of business targets, as well as resource allocation and performance management, and constructs a robust risk control system in strict accordance with the requirements of the *Internal Control Management System* and other rules and regulations, and continuously improved the system. Through comprehensive coverage, full participation, and complete process control, the Company has effectively realized all-round management of risks, laying a solid foundation for the long-term development.



Risk Control Mechanisms

In 2024, the Company strengthened the risk assessment efforts on suppliers and clients by examining in detail suppliers' qualifications, litigation history, and administrative penalty records. We respond promptly to any unusual circumstances identified and address them with appropriate measures. Additionally, the Company assessed key suppliers' and clients' credit standing and risk profiles while implementing a comprehensive internal audit program covering key areas such as financial reporting, seal usage, certificate management, contract processing, and fund oversight.

To mitigate the potential impact of these risk factors on its operations, the Company implemented diversified strategic initiatives and closely monitored global geopolitical trends. Additionally, the Company implemented insurance coverage for overseas operations to ensure business continuity and stability.

During the reporting period ▶
The Company identified long-term emerging risks, including the intensification of international trade frictions and the rise in global geopolitical uncertainties.

Risk Awareness Promotion

The Company is committed to fostering a strong risk management culture. We systematically conduct basic risk management training for members of the Board of Directors and all employees. The training covers business ethics, legal compliance, and intellectual property rights, enhancing employees' risk identification and prevention skills.



During the reporting period ▶

The Company conducted **1** training on risk management, with approximately **300** attendees.



Integrity Training in Vietnam

UPHOLDING BUSINESS ETHICS

INTCO Recycling adheres to the basic principles of business ethics and firmly opposes any form of bribery and corruption. We are committed to creating a credible and transparent business environment and collaborate with all parties to build a responsible business ecosystem.

Business Ethics Management

The Company strictly enforces national laws and regulations such as the *Company Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China* to establish a robust business ethics and anti-corruption management system. Under the oversight of the Audit Committee of the Board of Directors, the Company develops a comprehensive Code of Conduct to ensure compliance with business behavior standards across all staff, suppliers, and other partners.

We maintain a zero-tolerance policy toward corruption, bribery, conflict of interest, anti-monopoly practices, unfair competition, money laundering, and other violations of business ethics and company conduct standards. We have developed a comprehensive Code of Conduct, which outlines the procedures and disciplinary actions for violations of conduct, ensuring that employees do not engage in activities that harm the Company's interests. Furthermore, we perform regular audits and risk assessments at all operational locations. We tie ethical compliance directly to employee performance evaluations to continuously improve the level of internal management. Our *Anti-Corruption and Bribery Policy* is extended to include guidelines on gifts, charitable donations, and political contributions, ensuring that all activities align with the highest ethical and behavioral standards.

To prevent violations of business ethics and supplier corruption in the procurement process, the Company requires suppliers to sign a *Supplier Anti-Bribery Commitment*, strictly adhering to the Company's business ethics policies.

In 2024, we reported no incidents involving corruption, bribery, conflicts of interest, discrimination, harassment, unauthorized use of customer privacy data, money laundering, or insider trading.

By the end of the reporting period ▶
100% of suppliers had signed the *Supplier Anti-Bribery Commitment*.

Enhancing Awareness of Business Ethics

To strengthen the development of a business ethics culture, we provide specialized anti-corruption and anti-bribery training for every new employee. We utilize methods such as ethics training programs, analyzing cases of misconduct, and posting integrity posters to guide and standardize professional conduct.

We encourage employees to participate in business ethics monitoring work to create a fair and equitable work environment. The Company has formulated and publicized the *Code of Conduct*, *Anti-Bribery Management System*, and *Whistleblower Protection Policy*, which clarifies the reporting procedures and encourages employees and stakeholders to report any violation of business ethics or non-compliance behaviors of the Company through the reporting hotline, e-mail, ethics, and ethics compliance hotline card. The Company has a specialized department and personnel responsible for the reporting mechanism to ensure effective management of reporting matters and publicize the process of investigating violations to create a transparent and trustworthy atmosphere.

The Company is committed to protecting the personal information of whistleblowers and other lawful rights and interests, encouraging whistleblowers to report under their real name, and conducting in-depth investigations into all matters reported. The Company is firmly opposed to any form of retaliation. We will take all necessary information security measures to ensure that the whistleblower's personal information and the report's content are protected from disclosure and unauthorized access, change, or destruction.

The Company ensures a **100%** Employee Integrity Agreement signing rate, further enhancing the awareness of commercial ethics among all staff members.



SAFEGUARDING INFORMATION SECURITY

INTCO Recycling attaches great importance to information and data security and safeguarding the continuity and efficiency of the Company's operations. The Company continues to optimize IT infrastructure, enhance the overall technological capabilities of information systems, and continuously improve its network security management system to identify, prevent, and control potential personal information security risks and effectively protect data security.

DATA AND INFORMATION PROTECTION

The Company strictly abides by the *Cybersecurity Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and other relevant laws and regulations. The Company continuously improves the information security management organization and formulates and revises internal systems such as *Information Security Management Policy*, *Data Center Backup Management Policy*, *Information System Development Management Policy*, *IT Equipment Maintenance Management Policy*, and other internal policies to clarify the information security management norms. To strengthen information security governance, the Company has appointed Mr. Han Xuebin, who has a professional background in information security, as the chief supervisor of the management system responsible for overseeing the plan and execution of the governance work.

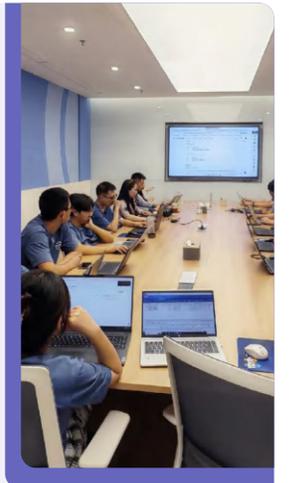
During the reporting period ▶

The Company experienced no information security breaches or other cybersecurity incidents, with 0 information security vulnerabilities found and 0 customers, clients, and employees affected by the breaches.

In response to information security emergencies at different levels, the Company has formulated corresponding emergency response procedures, conducts comprehensive network vulnerability scanning every quarter, focuses on monitoring and analyzing the security status of information system infrastructures, applications, and network environments, and responds to all kinds of information security threats in an efficient and orderly manner through continuous monitoring and optimization.



Information Security

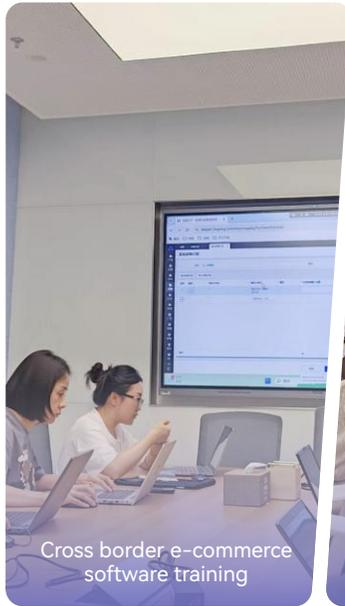


Information Security Management

The Company maintains dedicated staffing in the server room and has state-of-the-art access control and power supply systems. It employs multi-operator connectivity solutions and technological advancements, enhancing network communication security. Additionally, we are fully transitioning to intelligent IT operations and maintenance (O&M) practices, constantly improving operational efficiency and system dependability.

Intelligent O&M innovation to strengthen information security

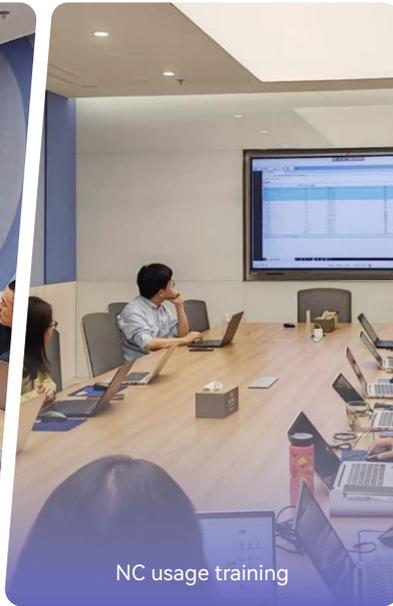
In 2024, INTCO Recycling successfully introduced the concept of AIOps, completing the transition to an AI IT O&M model. The Company has significantly improved O&M efficiency and dramatically enhanced system stability by deploying automated alerting systems and log analysis tools. In case of server anomaly or network connection interruption, the automation system immediately triggers an alarm, and instantly pushes it to the relevant person in charge via Feishu. Simultaneously, the log analysis tools swiftly identify system bottlenecks, thereby improving business continuity, user satisfaction, and overall O&M efficiency.



Cross border e-commerce software training



AI graphic and text training



NC usage training

Information Security Risk Prevention

The Company has implemented strict management measures to ensure all employees accessing the core system must obtain authorization and undergo approval procedures.

During the reporting period ▶
The signing rate of our information security confidentiality agreement reached **100%**

In 2024, we introduced a zero-trust security framework, adhering to the "never trust, always verify" principle. We also implemented hierarchical authentication for different devices and users to eliminate security risks in our internal network.



Access to critical systems requires multi-layered authentication for all terminal devices and users to ensure security.



Implement micro-segmentation mechanisms to enforce strict controls over data sharing between departments, thereby mitigating potential internal threats.



Deploy a unified security monitoring system to conduct real-time monitoring and logging of all access and operational activities, enabling timely detection and response to potential security events

Zero-trust Security Framework

The Company regularly employs vulnerability management tools and cybersecurity training ranges to simulate attack scenarios. Collaborating with external security experts and partners, the Company conducts reviews of its security architecture, assessing the reasonableness and effectiveness of network architectures and security designs to identify and address potential risks and vulnerabilities promptly.

During the reporting period ▶



The Company successfully passed the Level 3 Information System Security Level Protection Certification.

Information Security Awareness Promotion

The Company places high priority on fostering employees' awareness of information security. It regularly organizes comprehensive information security training, covering fundamental information security theories, security technologies, practical applications, data protection and compliance requirements, security operation norms, and other aspects. To further strengthen the practical response capability of employees, the Company also conducted scenario-simulated phishing e-mail attack drills to enable employees to enhance their ability to identify and prevent security threats in practice.

During the reporting period ▶

The Company conducted **24** relevant trainings, achieving a **100%** employee participation rate.

We provide transparent information security reporting channels, encouraging both internal employees and external stakeholders to proactively report security incidents. We investigate and address all reported incidents thoroughly in accordance with established policies and procedures. Additionally, we take appropriate disciplinary measures against employees who violate regulations.



Data security knowledge training

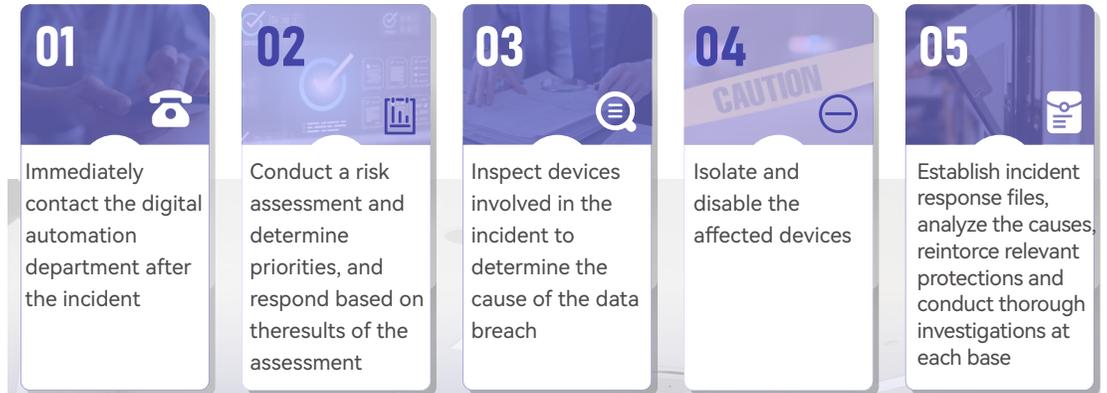


Exhibition safety knowledge training

PROTECTING CUSTOMER PRIVACY

The Company prioritizes customer information protection and develops corresponding policies based on the *Personal Information Protection Law of the People's Republic of China*. We implement a classification and encryption strategy for customer information based on their sensitivity, ensuring comprehensive safeguards against unauthorized access or misuse. To further safeguard privacy and security, we enhance employee awareness through targeted training programs and regularly conduct simulated data breach exercises to prevent potential information leakage incidents.

Customer Privacy Breach Response Process



Appendix 1: Summary of 2024 ESG Key Performance Indicators

KPI	2022	2023	2024	Unit
Key Economic Performance				
Revenue	205,605.56	245,507.70	292,374.12	Ten thousand RMB
Profit	23,977.58	19,565.37	30,731.95	Ten thousand RMB
Key Environmental Performance				
Energy Use				
Gasoline	98,011	117,159	200,704	Liter
Diesel	159,181	225,651	424,009	Liter
Natural gas	407,080	743,058	778,987	Cubic Meter
Purchased electricity	70,023,245	92,677,515	82,457,219	kWh
Purchased steam	--	--	7,402	Ton
Energy Consumption				
Direct energy consumption	6,481.50	10,365.18	13,456.28	MWh
Indirect energy consumption	70,023.24	92,677.52	88,690.11	MWh
Total energy consumption	76,504.74	103,042.70	102,146.40	MWh
Energy intensity	0.37	0.37	0.35	MWh/ten thousand RMB
Greenhouse Gas Emissions				
Direct GHG emissions (Scope 1)	1,442.49	2,295.12	3,087.04	tons of CO ₂ e
Direct GHG emissions intensity	0.007	0.01	0.01	tCO ₂ e/ten thousand RMB
Indirect GHG emissions (Scope 2)	36,517.70	47,568.53	43,678.73	tons of CO ₂ e
Indirect GHG emissions intensity	0.18	0.17	0.15	tCO ₂ e/ten thousand RMB
Partial other indirect GHG emissions (Scope 3)	-	534,933.56	587,082.17	tons of CO ₂ e
Partial other indirect GHG emissions intensity	-	1.93	2.01	tCO ₂ e/ten thousand RMB
Total GHG emissions (Scope 1 + Scope 2+Partial Scope 3)	37,960.19	584,797.21	633,847.94	tons of CO ₂ e
Intensity of own-operation GHG emissions	0.18	0.18	0.16	tCO ₂ e/ten thousand RMB
Water Resources				
Total water withdrawal	224,287	311,111	326,225	Ton
Total water discharge	150,134	261,436	207,415	Ton
Total water consumption	74,153	44,177	113,152	Ton
Waste Water				
BOD	0.34	0	0	Ton

KPI	2022	2023	2024	Unit
COD	1.00	0	0	Ton
Ammonia Nitrogen	0	0	0	Ton
Waste				
Total non-hazardous waste generated	10,444.76	5,311.08	9,020.55	Ton
Non-hazardous waste recycled/reused	9,612.65	3,738.53	8,040.45	Ton
Non-hazardous waste treated	832.11	1,572.55	980.10	Ton
Total hazardous waste generated	81.98	529.48	943.32	Ton
Hazardous waste recycled/reused	-	-	3.45	Ton
Hazardous waste treated	-	-	939.87	Ton
Waste Gas				
Nitrogen oxides emissions	0	0	0	Ton
Sulfur oxides emissions	0	0	0	Ton
VOCs	3.83	7.02	4.71	Ton
Packaging Materials				
Total packaging material	9,077.70	13,352.06	16,279.00	Ton
Paper consumption	7,572.00	12,076.15	14,762.00	Ton
Plastic consumption	1,505.70	1,275.94	1,517	Ton
Total plastic reduction in packaging (replacing plastic with paper)	-	-	960	Ton
Percentage of packaging materials Made from recycled/renewable materials	83.41%	90.44%	90.68%	%
Key Social Performance				
Employment				
Total number of employees	2,986	3,536	3,951	Person
Employment Category				
Full-time	2,985	3,536	3,951	Person
Part-time	1	0	0	Person
Employees Composition				
Male	1,739	2,036	2,252	Person
Female	1,247	1,500	1,699	Person
Aged 30 and under	1,103	1,378	1,562	Person
Aged 31 to 50	1,585	1,850	2,088	Person
Aged 51 and above	298	299	301	Person
Chinese employees	2,458	2,805	2,985	Person
Overseas employees	528	731	966	Person

KPI	2022	2023	2024	Unit
Management Diversity				
Number of senior management-male	360	105	96	Person
Number of senior management-female	123	74	85	Person
New Employees Overview				
Total number of new employees	622	1,122	1,317	Person
Male	386	665	808	Person
Female	236	457	509	Person
Aged 30 and under	351	641	762	Person
Aged 31 to 50	267	445	539	Person
Aged 51 and above	4	36	16	Person
Chinese employees	181	946	833	Person
Overseas employees	441	176	484	Person
Employees Turnover				
Total number of employee turnover	630	1,000	917	Person
Employee turnover rate	21.09	21.47	18.90	%
Male	21.03	22.03	20.60	%
Female	21.28	20.69	16.48	%
Aged 30 and under	25.99	29.59	22.71	%
Aged 31 to 50	16.20	15.16	15.49	%
Aged 51 and above	23.65	15.52	19.37	%
Management turnover rate	-	8.79	13.74	%
Non-management turnover rate	-	21.98	19.10	%
Chinese employee turnover rate	22.81	23.33	18.42	%
Overseas employee turnover rate	11.82	13.78	20.33	%
Occupational Health and Safety				
Number of EHS training sessions	109	117	135	Session
EHS training coverage rate	100	100	100	%
Investment in EHS	923.05	718.51	997.04	Ten thousand RMB
Number of work-related accidents	15	20	28	Case
Number of deaths due to work-related incidents	0	0	0	Person
Employee Training				
Total hours of employee training	134,508	206,352	263,871	Hour
Employee training coverage	100	100	100	%

KPI	2022	2023	2024	Unit
Average training hours per employee	45.05	58.35	66.79	Hour
Supply Chain Management				
Number of suppliers	1,214	1,166	1,226	Unit
Chinese supplier	1,075	841	1,018	Unit
Overseas supplier	139	325	208	Unit

Note: The 2024 employee turnover rate is calculated based on employee departures that occurred without external third-party involvement.

Appendix 2: GRI Standards Index

Usage Instruction: INTCO Recycling has reported the information for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards GRI Used GRI 1: Foundation 2021

GRI Standard Disclosure	Chapter	Page/Notes
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	About INTCO Recycling 07
2-2	Entities included in the organization's sustainability reporting	About this Report 02
2-3	Reporting period, frequency and contact point	About this Report 02
2-4	Restatements of information	No restatements of information
2-5	External assurance	No external assurance
Activities and workers		
2-6	Activities, value chain and other business relationships	About INTCO Recycling 07 Ensuring Responsible Supply 73-75
2-7	Employees	Creating a Happy and Fulfilling Workplace 57-62 Summary of 2024 ESG Key Performance Indicators 91-94
2-8	Workers who are not employees	Summary of 2024 ESG Key Performance Indicators 91-94
Governance		
2-9	Governance structure and composition	Strengthening Corporate Governance 83-84
2-10	Nomination and selection of the highest governance body	Strengthening Corporate Governance 83-84
2-11	Chair of the highest governance body	Strengthening Corporate Governance 83-84
2-12	Role of the highest governance body in overseeing the management of impacts	ESG Management 10-12
2-13	Delegation of responsibility for managing impacts	ESG Management 10-12
2-14	Role of the highest governance body in sustainability reporting	About this Report 02
2-15	Conflicts of interest	Reinforcing Compliance Foundation 85-87
2-16	Communication of critical concerns	Stakeholder Engagement 11
2-17	Collective knowledge of the highest governance body	ESG Management 10-12
2-18	Evaluation of the performance of the highest governance body	ESG Management 10-12
2-19	Remuneration policies	Disclosures are omitted due to commercial confidentiality restrictions
2-20	Process to determine remuneration	Disclosures are omitted due to commercial confidentiality restrictions
2-21	Annual total compensation ratio	Disclosures are omitted due to commercial confidentiality restrictions

GRI Standard Disclosure	Chapter	Page/Notes
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Message from the Chairman 03
2-23	Policy commitments	Shaping Premium Quality 28-35 Protecting Green Ecosystems 37-39 Advancing Low-Carbon Development 40-48 Laying the Safety Foundation 49-51 Empowering Employee Growth 54-56 Creating a Happy and Fulfilling Workplace 57-62 Ensuring Responsible Supply 73-75 Strengthening Corporate Governance 83-84 Reinforcing Compliance Foundation 85-87 Safeguarding Information Security 88-90
2-24	Embedding policy commitments	Shaping Premium Quality 28-35 Protecting Green Ecosystems 37-39 Advancing Low-Carbon Development 40-48 Laying the Safety Foundation 49-51 Empowering Employee Growth 54-56 Creating a Happy and Fulfilling Workplace 57-62 Ensuring Responsible Supply 73-75 Strengthening Corporate Governance 83-84 Reinforcing Compliance Foundation 85-87 Safeguarding Information Security 88-90
2-25	Processes to remediate negative impacts	Shaping Premium Quality 28-35 Laying the Safety Foundation 49-51 Creating a Happy and Fulfilling Workplace 57-62 Safeguarding Information Security 88-90
2-26	Mechanisms for seeking advice and raising concerns	Reinforcing Compliance Foundation 85-87

GRI Standard Disclosure	Chapter	Page/Notes
2-27	Compliance with laws and regulations	Not occurred during the reporting period
2-28	Membership associations	Fostering a Synergistic Ecosystem 76-81
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Stakeholder Engagement 11
2-30	Collective bargaining agreements	Creating a Happy and Fulfilling Workplace 57-62
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment 12
3-2	List of material topics	Materiality Assessment 12
Economics		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	Materiality Assessment 12
201-1	Direct economic value generated and distributed	Summary of 2024 ESG Key Performance Indicators 91-94
201-2	Financial implications and other risks and opportunities due to climate change	Advancing Low-Carbon Development 40-48
201-3	Defined benefit plan obligations and other retirement plans	Creating a Happy and Fulfilling Workplace 57-62
201-4	Financial assistance received from government	Disclosures are omitted due to commercial confidentiality restrictions
GRI 202: Market Presence 2016		
3-3	Management of material topics	About INTCO Recycling 07
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The Company adheres to the principle of equal pay for equal work. Disclosures are omitted due to commercial confidentiality restrictions
202-2	Proportion of senior management hired from the local community	Disclosures are omitted due to commercial confidentiality restrictions
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	Advocating Public Welfare Initiatives 64-68
		Supporting Community Development 69-70
		Advancing Rural Revitalization 71
		Fostering a Synergistic Ecosystem 76-81
203-1	Infrastructure investments and services supported	Advocating Public Welfare Initiatives 64-68
		Supporting Community Development 69-70
		Advancing Rural Revitalization 71
		Fostering a Synergistic Ecosystem 76-81
203-2	Significant indirect economic impacts	Advocating Public Welfare Initiatives 64-68
		Supporting Community Development 69-70
		Advancing Rural Revitalization 71
		Fostering a Synergistic Ecosystem 76-81

GRI Standard Disclosure	Chapter	Page/Notes
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	Ensuring Responsible Supply 73-75
204-1	Proportion of spending on local suppliers	Disclosures are omitted due to commercial confidentiality restrictions
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Reinforcing Compliance Foundation 85-87
205-1	Operations assessed for risks related to corruption	Reinforcing Compliance Foundation 85-87
205-2	Communication and training about anti-corruption policies and procedures	Reinforcing Compliance Foundation 85-87
205-3	Confirmed incidents of corruption and actions taken	Reinforcing Compliance Foundation 85-87
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Reinforcing Compliance Foundation 85-87
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Reinforcing Compliance Foundation 85-87
Environment		
GRI 301: Materials 2016		
3-3	Management of material topics	Advancing Low-Carbon Development 40-48
301-1	Materials used by weight or volume	Advancing Low-Carbon Development 40-48
		Summary of 2024 ESG Key Performance Indicators 91-94
301-2	Recycled input materials used	Advancing Low-Carbon Development 40-48
301-3	Reclaimed products and their packaging materials	Advancing Low-Carbon Development 40-48
GRI 302: Energy 2016		
3-3	Management of material topics	Advancing Low-Carbon Development 40-48
302-1	Energy consumption within the organization	Advancing Low-Carbon Development 40-48
		Summary of 2024 ESG Key Performance Indicators 91-94
302-2	Energy consumption outside of the organization	Advancing Low-Carbon Development 40-48
		Summary of 2024 ESG Key Performance Indicators 91-94
302-3	Energy intensity	Advancing Low-Carbon Development 40-48
		Summary of 2024 ESG Key Performance Indicators 91-94
302-4	Reduction of energy consumption	Advancing Low-Carbon Development 40-48
302-5	Reductions in energy requirements of products and services	Advancing Low-Carbon Development 40-48
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	Protecting Green Ecosystems 37-39
		Advancing Low-Carbon Development 40-48
303-1	Interactions with water as a shared resource	Protecting Green Ecosystems 37-39 Advancing Low-Carbon Development

GRI Standard	Disclosure	Chapter	Page/Notes
303-1	Interactions with water as a shared resource	Protecting Green Ecosystems Advancing Low-Carbon Development	40-48
303-2	Management of water discharge-related impacts	Advancing Low-Carbon Development Summary of 2024 ESG Key Performance Indicators	37-39 40-48
303-3	Water withdrawal	Advancing Low-Carbon Development Summary of 2024 ESG Key Performance Indicators	40-48 91-94
303-4	Water discharge	Advancing Low-Carbon Development Summary of 2024 ESG Key Performance Indicators	37-39 91-94
303-5	Water consumption	Advancing Low-Carbon Development Summary of 2024 ESG Key Performance Indicators	40-48 91-94
GRI 305: Emissions 2016			
3-3	Management of material topics	Protecting Green Ecosystems Advancing Low-Carbon Development	37-39 40-48
305-1	Direct (Scope 1) GHG emissions	Summary of 2024 ESG Key Performance Indicators	91-94
305-2	Energy indirect (Scope 2) GHG emissions	Summary of 2024 ESG Key Performance Indicators	91-94
305-3	Other indirect (Scope 3) GHG emissions	Summary of 2024 ESG Key Performance Indicators	91-94
305-4	GHG emissions intensity	Summary of 2024 ESG Key Performance Indicators	91-94
305-5	Reduction of GHG emissions	Advancing Low-Carbon Development	40-48
305-6	Emissions of ozone-depleting substances (ODS)	No ODS emissions during company operations and production processes	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Protecting Green Ecosystems Summary of 2024 ESG Key Performance Indicators	37-39 91-94
GRI 306: Waste 2020			
3-3	Management of material topics	Protecting Green Ecosystems	37-39
306-1	Waste generation and significant waste-related impacts	Protecting Green Ecosystems	37-39
306-2	Management of significant waste-related impacts	Protecting Green Ecosystems	37-39
306-3	Waste generated	Protecting Green Ecosystems Summary of 2024 ESG Key Performance Indicators	37-39 91-94
306-4	Waste diverted from disposal	Protecting Green Ecosystems Summary of 2024 ESG Key Performance Indicators	37-39 91-94
306-5	Waste directed to disposal	Protecting Green Ecosystems Summary of 2024 ESG Key Performance Indicators	37-39 91-94
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	Ensuring Responsible Supply	73-75
308-1	New suppliers that were screened using environmental criteria	Ensuring Responsible Supply	73-75

GRI Standard	Disclosure	Chapter	Page/Notes
308-2	Negative environmental impacts in the supply chain and actions taken	Ensuring Responsible Supply	73-75
Social			
GRI 401: Employment 2016			
3-3	Management of material topics	Empowering Employee Growth Creating a Happy and Fulfilling Workplace	54-56 57-62
401-1	New employee hires and employee turnover	Creating a Happy and Fulfilling Workplace Summary of 2024 ESG Key Performance Indicators	57-62 91-94
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Employee Growth Creating a Happy and Fulfilling Workplace	54-56 57-62
401-3	Parental leave	Empowering Employee Growth Creating a Happy and Fulfilling Workplace	54-56 57-62
GRI 402: Labor/Management Relations 2016			
3-3	Management of material topics	Empowering Employee Growth Creating a Happy and Fulfilling Workplace	54-56 57-62
402-1	Minimum notice periods regarding operational changes	Creating a Happy and Fulfilling Workplace	57-62
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	Laying the Safety Foundation Creating a Happy and Fulfilling Workplace	49-51 57-62
403-1	Occupational health and safety management system	Laying the Safety Foundation	49-51
403-2	Hazard identification, risk assessment, and incident investigation	Laying the Safety Foundation	49-51
403-3	Occupational health services	Laying the Safety Foundation	49-51
403-4	Worker participation, consultation, and communication on occupational health and safety	Laying the Safety Foundation	49-51
403-5	Worker training on occupational health and safety	Laying the Safety Foundation	49-51
403-6	Promotion of worker health	Laying the Safety Foundation Creating a Happy and Fulfilling Workplace	49-51 57-62
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Laying the Safety Foundation	49-51
403-8	Workers covered by an occupational health and safety management system	Laying the Safety Foundation	49-51
403-9	Work-related injuries	Summary of 2024 ESG Key Performance Indicators	49-51 91-94
403-10	Work-related ill health	Laying the Safety Foundation	49-51
GRI 404: Training and Education 2016			

GRI Standard	Disclosure	Chapter	Page/Notes
3-3	Management of material topics	Empowering Employee Growth	54-56
404-1	Average hours of training per year per employee	Empowering Employee Growth	54-56
		Summary of 2024 ESG Key Performance Indicators	91-94
404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Employee Growth	54-56
404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Employee Growth	54-56
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
405-1	Diversity of governance bodies and employees	Creating a Happy and Fulfilling Workplace	57-62
		Strengthening Corporate Governance	83-84
405-2	Ratio of basic salary and remuneration of women to men	The Company adheres to the principle of equal pay for equal work. Disclosures are omitted due to commercial confidentiality restrictions	
GRI 406: Non-discrimination 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
406-1	Incidents of discrimination and corrective actions taken	Creating a Happy and Fulfilling Workplace	57-62
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Creating a Happy and Fulfilling Workplace	57-62
GRI 408: Child Labor 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
408-1	Operations and suppliers at significant risk for incidents of child labor	Creating a Happy and Fulfilling Workplace	57-62
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Creating a Happy and Fulfilling Workplace	57-62
GRI 410: Security Practices 2016			
3-3	Management of material topics	Creating a Happy and Fulfilling Workplace	57-62
410-1	Security personnel trained in human rights policies or procedures	Creating a Happy and Fulfilling Workplace	57-62
GRI 413: Local Communities 2016			
3-3	Management of material topics	Supporting Community Development	69-70
		Advancing Rural Revitalization	71
		Fostering a Synergistic Ecosystem	76-81
413-1	Operations with local community engagement, impact assessments Development programs	Supporting Community Development	69-70

GRI Standard	Disclosure	Chapter	Page/Notes
413-1	Operations with local community engagement, impact assessments Development programs	Advancing Rural Revitalization	71
		Fostering a Synergistic Ecosystem	76-81
413-2	Operations with significant actual and potential negative impacts on local communities	Disclosures are omitted as it is not applicable	
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	Ensuring Responsible Supply	73-75
414-1	New suppliers that were screened using social criteria	Ensuring Responsible Supply	73-75
414-2	Negative social impacts in the supply chain and actions taken	Ensuring Responsible Supply	73-75
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	Shaping Premium Quality	28-35
416-1	Assessment of the health and safety impacts of product and service categories	Shaping Premium Quality	28-35
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not occurred during the reporting period	
GRI 417: Marketing and Labeling 2016			
3-3	Management of material topics	Shaping Premium Quality	28-35
417-1	Requirements for product and service information and labeling	Shaping Premium Quality	28-35
417-2	Incidents of non-compliance concerning product and service information and labeling	Shaping Premium Quality	28-35
417-3	Incidents of non-compliance concerning marketing communications	Not occurred during the reporting period	
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	Safeguarding Information Security	88-90
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not occurred during the reporting period	