

HELI

让世界再动

2023

Anhui Heli Co., Ltd.

Environmental

Social and Governance Report





The Environmental, Social, and Governance Report (hereinafter referred to as "this report") offers an authentic portrayal of Anhui Heli's active commitment to fulfilling its economic, social, and environmental responsibilities, along with its responses to material ESG topics focused by stakeholders. Its purpose is to foster sustainable development while maintaining fidelity to stakeholder interests. This report is reviewed by the Company's Board of Directors, who bear responsibility for ensuring the accuracy and validity of the information presented herein.

Time Scope

This report covers the period from January 1, 2023, to December 31, 2023. In order to maintain consistency in the information presented, certain content has been backdated and extended.

For clarity and readability purposes, in this report, references to "Anhui Heli," "the Company," and "we" all pertain to Anhui Heli Co., Ltd. Mentions of "the Group" refer to Anhui Forklift Group Co., Ltd. Moreover, the forward-looking statements concerning business plans, development strategies, and other prospective descriptions in this report do not represent binding commitments from the Company to investors.

This report covers Anhui Heli Co., Ltd. and its subsidiaries.

Availability

This report is available for download and viewing on the Shanghai Stock Exchange website (www.sse.com.cn) and the Company's website (www.helichina.com/xxgk/qyxx).

Source of Data

All information and data in this report are from the Company's official documents, statistical reports, and financial statements, as well as environmental, social, and governance information that has been collected, consolidated, and reviewed by the Company. In case of any discrepancies, the Chinese version of the report shall prevail over the English version. Unless specified otherwise, the currency unit used is Chinese Yuan (CNY).

This report is written in accordance with the Global Sustainability Standards Board (GSSB) GRI Standards Core Option requirements and the guidelines by the Shanghai Stock Exchange to strengthen the social responsibility of listed companies, along with the release of the *Guidelines for Environmental Information Disclosure of Listed Companies on the Shanghai Stock Exchange*.





About Heli

Company Profile

Anhui Heli Co., Ltd., established in 1958, is a core holding subsidiary of Anhui Forklift Group Co., Ltd., with a registered capital of 740 million yuan. It was listed on the Shanghai Stock Exchange in 1996 (Stock Code: 600761). The Company is a leading industrial vehicle research, development, manufacturing, and export base in China. Known for its expansive scale, complete industrial chain, comprehensive strength, and impressive economic performance, Anhui Heli Co., Ltd. is home to both a national-level enterprise technology center and a national level industrial design center. It has garnered recognition as a national innovative enterprise, a key high-tech enterprise under the Torch Program, and a leading enterprise in the construction of engineering machinery in the Anhui Province (Hefei) base.

The Company prioritizes high-quality development, market demand, and technological innovation. Upholding principles of industrial excellence, product intelligence, and international business expansion, Anhui Heli Co., Ltd. is actively enhancing market responsiveness, accelerating adjustments in its product structure, and transitioning towards a service-oriented manufacturing transformation and upgrade. Its ultimate goal is to emerge as a leading global industrial vehicle and intelligent logistics system integrator.

Awards and Honors

- ★

National Green Factor

Ministry of Industry and Information Technology
- ★

National Industrial Design Center

Ministry of Industry and Information Technology
- ★

Demonstration Enterprise for National Supply Chain Innovation and Application

Ministry of Commerce
- ★

Third Prize of Anhui Province Science and Technology Award

People's Government of Anhui Province
- ★

List of Anhui Province Science and Technology Award Winners (2022)

People's Government of Anhui Province
- ★

2023 Top Ten Exemplary Cases of Innovation and Practice in Digital Quality Management in Anhui Province

Anhui Provincial Administration for Market Regulation
- ★

Second Prize of China Machinery Industry Science and Technology Award

China Machinery Industry Federation and Chinese Mechanical Engineering Society
- ★

Gold Award in the Second National Product Quality Innovation Competition for the Machinery Industry - "HeLi Cup"

China Machinery Industry Federation
- ★

Advanced Group Award for Contribution to High-Quality Economic Development in Hefei City

China Machinery Industry Federation
- ★

Excellent Practice Case for Green and Low Carbon Development of Enterprises

China Enterprise Confederation and China Enterprise Directors Association
- ★

Case Study on the Quality Transformation and Innovation Led by the Chief Quality Officer in Enterprises

Standards Press of China
- ★

Top Ten Application Cases for Industrial Internet in Anhui Province

Anhui Industrial Internet Association
- ★

Research and Demonstration Base for Corporate Social Responsibility Practices in Anhui Province

Anhui Federation of Industrial Economics
- ★

Anhui Province Exemplary Unit for Employee Professional Ethics Development

Anhui Federation of Trade Unions
- ★

Anhui Province Model Worker and Craftsman Innovation Studio

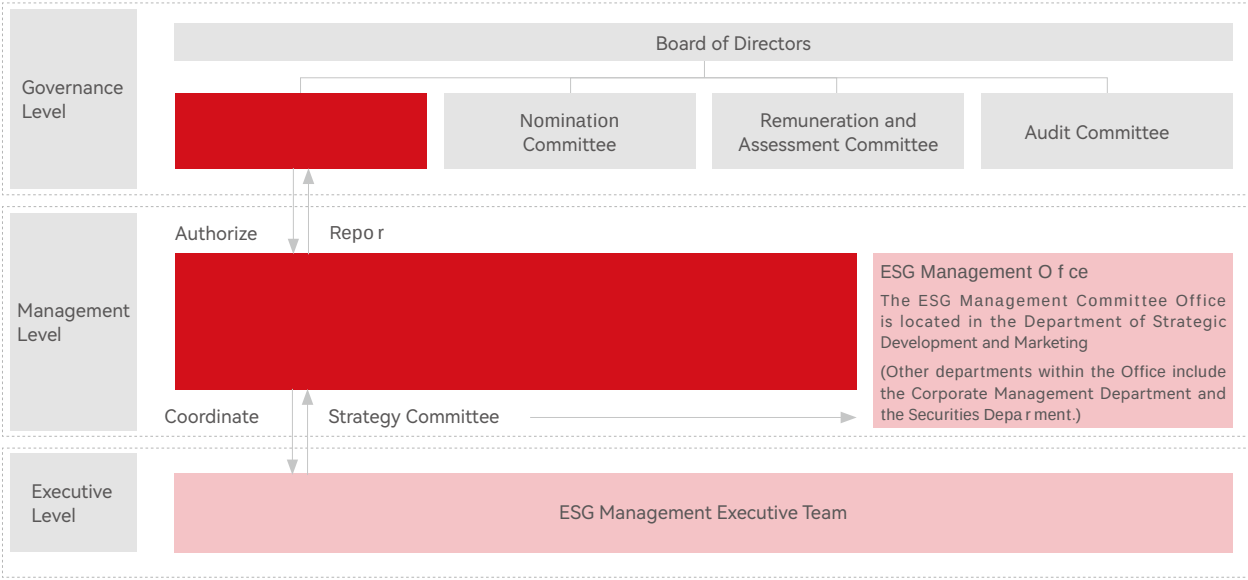
Anhui Federation of Trade Unions

At Anhui Heli, we consistently uphold high-quality standards and prioritize sustainable development, specifically focusing on environmental, social, and governance aspects. Our dedication is to emerge as a globally influential provider of material handling solutions, collaborating closely with value chain partners to drive the sustainable future of the industrial sector.

Sustainable Development Governance

At Anhui Heli, we comply with the Guidelines No. 1 of the Shanghai Stock Exchange for the Self-regulation of Listed Companies—Standard Operation and other relevant international index rating requirements. We have established the Measures on Environmental, Social, and Governance Management of Anhui Heli Co., Ltd. to establish a sustainable development management system that encompasses all business units. Focusing on institutionalizing and streamlining ESG matters, the ESG Management Committee and its office take the lead, providing ongoing guidance to all functional departments and subsidiaries to enhance corporate governance and drive sustainable business development more systematically.

To continuously improve our management practices in sustainable development, we have established a well-structured, clearly defined, and efficient governance system. This system comprises decision-making, supervision, and management bodies primarily composed of the Board of Directors, the Strategy Committee, the ESG Management Committee, and the ESG Management Office. It coordinates with the ESG Management Executive Team, which includes departments within the Company, to collaboratively implement ESG management initiatives.



The Board's Strategy Committee serves as the Company's highest decision-making body for ESG matters, focusing on the "review and decision-making" of ESG-related work. This includes receiving reports on ESG strategies, mid-to-long-term ESG planning, annual work plans, relevant policies, material ESG topics, risk and opportunity assessments, ESG reports, and making decisions. The Committee also conducts regular reviews of the Company's progress in achieving ESG goals.

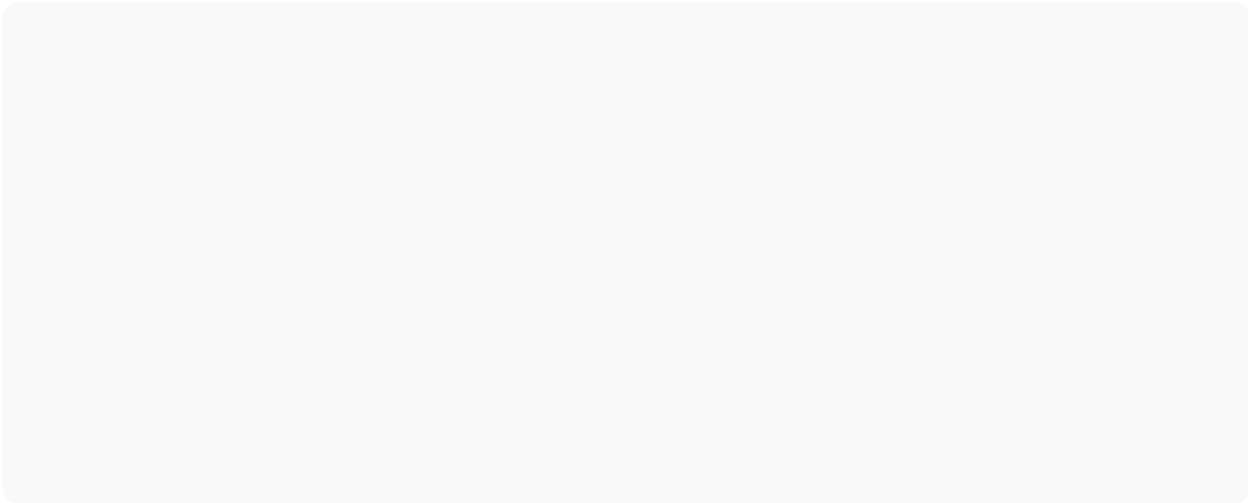
The Board's Strategy Committee authorizes the ESG Management Committee as the principal management body for the Company's ESG initiatives, with the Chairman serving as its director. The Committee is tasked with "supervising and evaluating" ESG-related activities. The ESG Management Office, comprised of the Department of Strategic Development and Marketing, the Securities Department, and the Corporate Management Department, plays a pivotal role in "coordinating, guiding, and advancing" ESG-related initiatives, overseeing their implementation throughout the Company.

The ESG Management Committee establishes the ESG Management Executive Team, comprised of various functional departments from the headquarters, with the aim of "managing and executing" ESG-related tasks. This team is responsible for ensuring the achievement of the Company's ESG goals and for overseeing the management and implementation of ESG initiatives.

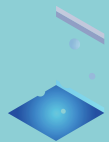
Stakeholder Communication

At Anhui Heli, we consistently value the input of stakeholders from diverse sectors of society and integrate signifcant feedback into the Company's sustainable development initiatives. To this end, we actively engage in diverse communication channels to gain a better understanding of stakeholders' expectations and promptly address their concerns.

Stakeholder Communication			
Shareholders/Investors	Corporate governance Anti-corruption Returns and performance	Performance briefing Shareholders' meeting Company roadshow Regular reports and ad-hoc announcements	Disclosing announcements, shareholder meeting resolutions, and financial reports as required by regulations Public disclosure of ESG reports Striving to promote profitability
Customers	Product innovation and service management Remanufacturing design and services Responsible marketing	Customer satisfaction surveys Multi-channel optimization for complaints and suggestions	Innovating product types and performance Enhancing the quality and capabilities of sales personnel Ensuring prompt responses to after-sales service Implementing all requirements for customer privacy protection
Employees	Employee rights protection Equal and diverse employment opportunities Employee training and development Occupational health and safety	Workers congress Internal and external training for employees Employee activities	Safeguarding employees' legitimate rights and interests Promoting the variety and methods of employee training Organizing diverse cultural and sports activities Providing a healthy and safe work environment
Government/Regulatory Authorities	Compliant employment Safety emergency management Adherence to business ethics	Institutional inspections Reporting on work progress Daily communication Information disclosure	Operating in a legal and compliant manner Accepting government inspections and examinations Disclosing truthful and accurate information
Suppliers and Partners	Sustainable supply chain management Industrial collaboration	Supplier negotiation meetings Daily communication Strategic cooperation	Public tendering Fulfilling contractual obligations
Environment	Energy and resource utilization Emission management Climate change response	Environmental impact assessment Climate change response forum	Prioritizing the electric vehicle category Disclosing information on climate change



Strategic guidance | E & F | Energy & Environment | Safety | Human Resources | Information Management | Quality Management | Supplier management | Logistics | Finance | Legal Affairs | Public Affairs | Environmental Protection |



Compliance Governance

In accordance with the *Measures for Compliance Management of Anhui Provincial State-owned Enterprises* issued by the Anhui Province State-owned Assets Supervision and Administration Commission and the revised *Regulations on Compliance Management* of the Group, we have developed the *Action Plan for Enhancing Compliance Management* and updated the *Regulations on Compliance Management of Anhui Heli Co., Ltd.* We have implemented a robust compliance management system, strengthened the organizational structure, and delineated compliance management responsibilities at all levels. Furthermore, we have enhanced the Three Lines of Defense for compliance and conducted various activities, including compliance initiatives and training, aiming to cultivate a culture of compliance within the Company.

In alignment with our operational and management demands, we have initiated compliance management development in three key areas: Corporate Governance, Procurement Management, and Overseas Operations and Investments. This includes systematically compiling and organizing a specialized legal and regulatory database consisting of three items. Additionally, we have reviewed over 330 legal and regulatory documents related to key business areas. Furthermore, we have compiled a repository of 78 cases of violations that occurred within the Company, similar industries, and comparable enterprises. We have also developed four specialized compliance management guidelines in areas such as corporate governance and overseas investments.

Risk Management

At Anhui Heli, we are committed to improving our risk management system to safeguard the steady development of the Company. We have developed a series of internal regulations, including the *Procedures for Reporting Major Operational Risk Events*, the *Comprehensive Standards and Implementation Details for Risk Assessment*, and the *Management Regulations on Comprehensive Risks*. These regulations aim to ensure that the Company's institutional processes can effectively identify, prevent, and address risks. During the reporting period, we revised risk management-related policies, with a specific focus on refining the scope and procedures for reporting major operational risk events. These policy adjustments further enhance the effective implementation of internal control and risk management at Anhui Heli.

In terms of management, we have established a robust organizational framework for risk management and internal control by consulting relevant laws and regulations. We have implemented the Three Lines of Defense for risk management, which consist of "Risk Managers in Functional Departments - Risk Compliance Management Working Group - Risk Compliance Management Committee," to ensure the systematic implementation of risk management practices.

At the executive level, we consistently monitor and evaluate potential risks in business operations to ensure the Company's stable development. In 2023, we established a comprehensive risk management database covering six major categories of risks: strategic, market, operational, financial, legal, and other risks. Through a qualitative and quantitative approach, we assessed potential risks in each category. During the reporting period, we conducted quarterly tracking of major risks, performed a comprehensive risk assessment, and identified major risks. The assessment results show that the Company's overall risk level is low, and the risk management system is effective.

Internal Audit

At Anhui Heli, we consistently prioritize the Company's development and continuously strengthen our discipline inspection and supervision systems. We are committed to fostering a culture of clean governance. We intensify efforts to combat corruption by reinforcing anti-corruption measures and providing education and guidance to party employees, members and cadres to increase their awareness of resisting corruption. We integrate strict punishment with education and guidance to achieve more institutional accomplishments and enhance governance effectiveness. We strictly adhere to the *Anti-Unfair Competition Law of the People's Republic of China*, the *Criminal Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China*, as well as the relevant laws and regulations of the countries where overseas projects are located. To reinforce our commitment, we have established a disciplined organizational structure for the Discipline Inspection Committee under the overall leadership of the Group. We have also implemented an Inspection Office to conduct regular inspections. Additionally, we have developed and implemented an internal supervision mechanism of "one body, three dimensions, and four integrations". This involves regularly updating the Manual on Prevention and Control of Corruption Risks, emphasizing clean discipline, and strictly prohibiting corrupt, fraudulent, and improper benefit transfer violations.

	Under the leadership of the Group, the internal supervision mechanism is overseen and coordinated by the Internal Supervision Committee. This committee is tasked with managing and monitoring the group's supervision activities, with a specific focus on addressing vulnerabilities within the Company's development. Through in-depth research, the committee devises strategies to address and rectify issues, establishing a comprehensive and multi-dimensional supervision system. This system includes a vertical chain of supervision organized by business divisions and horizontal coordination among functional supervision departments. By implementing proactive prevention measures, real-time monitoring, and post-incident response protocols, this system effectively emphasizes the critical roles of supervision in alerting, preventing, rectifying, enhancing, and ensuring compliance. This strategic approach aims to comprehensively improve the efficiency of supervision and governance within the Company.
Three	Specialized Supervision: conducting specialized research, audits, inspections, evaluations, and reviews specifically focusing on critical issues, key areas, and crucial points. Frontline Supervision: each business department, under the guidance of the core business supervision list set by the Group, upholds the principle that those in charge of a specific business area are responsible for its supervision. All business departments improve their internal management practices and apply a top-down "chain-style" vertical supervision method to monitor the core business operations of their respective units. Functional Supervision: the supervisory departments of audit, finance, legal, human resources, disciplinary inspection, supervision, and internal control utilize their distinct monitoring methods to focus on their specific areas of supervision. They carry out responsibilities such as prevention, supervision, investigation, management, and facilitating corrective actions, either independently or collaboratively, as part of professional supervision.
Four	Disciplinary Supervision: Overseeing compliance with the Constitution and laws, upholding lawful and compliant operations, and advancing the comprehensive and stringent governance. Supervisory Oversight: the Office of the Supervisory Commissioner and relevant departments



In 2023, the main leader of our Discipline Inspection Committee led a team to conduct research and supervision on seven ongoing construction projects and three out-of-town 4S plant construction projects. They facilitated the signing of the "Five-Party Integrity Co-construction" commitment by participating units, developed "Eight Commitments" integrity risk warning statements at the construction sites, and organized integrity-themed activities such as "Placing Positions on the Frontline, and Focusing on Integrity in Co-construction". These concerted efforts aim to enhance the prevention and control of integrity risks in engineering construction, thereby achieving full supervision coverage for ongoing projects.



At Anhui Heli, we place a high priority on the development of network security and information security. We strictly adhere to laws and regulations including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, and implement internal management systems. In 2023, we updated the *Management Measures for Fixed Assets in Cybersecurity and Information* and the *Management Measures for Cybersecurity* and introduced the *Response Plan for Cybersecurity Emergencies*. To effectively enhance corporate information security, we established the Cybersecurity and Information Technology Committee. This committee is responsible for providing comprehensive leadership and coordinating efforts to strengthen the Company's cybersecurity measures. Additionally, we established the Cybersecurity and Information Technology Office under the committee's purview to ensure the daily implementation of information security protocols.

To continually strengthen and enhance the Company's information security management system, we have embraced the principle of "one center, three dimensions of protection" by establishing the Security Management Center. This center is designed to enforce security measures across three dimensions: ensuring a secure computing environment, maintaining a secure communication network, and fortifying secure area boundaries. Furthermore, we have assigned dedicated personnel to conduct daily monitoring of various aspects, including the environmental monitoring platform in the data center, the physical operation of data center equipment, the threat logs of the security equipment network, the network security equipment operation, the server operation logs, and the data backup status. This measure is implemented to safeguard the stable operation and information security of the Company. In 2023, we have secured six national second-level security certifications, encompassing ERP and MES systems, and have not encountered any incidents of information security breaches.

One Center

Establishing the Network Security Management Center: planning and constructing a centralized hub for coordinating and preventing network security incidents. The key focus is on delineating specific network areas and deploying situational awareness systems, log systems, threat analysis systems, and other tools to facilitate rapid identification and traceability of security events through security logs and network traffic analysis.

Three Dimensions of Protection

Enhancing Communication Network Security Protection: appropriately dividing secure network zones to prevent the deployment of core business areas at network boundaries. Network systems should incorporate hardware redundancy to maintain high availability and encryption technologies should be utilized to safeguard the transmission of branch data over unreliable networks.

Strengthening Area Boundary Security Protection: implementing measures such as authorized access and intrusion prevention at network boundaries to protect the internal network. This involves deploying access control devices at network boundaries for filtering and detecting inbound and outbound traffic data, developing access control policies, optimizing access control rules, and enforcing boundary isolation and cross-boundary access control.

Enhancing Computing Environment Security Protection: creating a secure and reliable computing environment that meets security standards like host identity authentication, intrusion prevention, virus protection, and data security. This involves enhancing network account management, implementing host security management software, and ensuring that research personnel install encryption software.

To raise awareness among all employees about information security risk prevention, we have organized relevant staff to study the concepts from the National Cybersecurity and Informatization Work Conference. Additionally, we have invited the Hefei branch companies to participate in a training course on network security to deepen their understanding of information security concepts and behavioral norms. Our goal is to enhance employees' awareness of information security and mitigate the risk of information security incidents. In 2023, Anhui Heli conducted two batches of information security training, with a total of 16 participants, amounting to 20 hours of training.



Innovating and Excelling in Operations

At Anhui Heli, we strengthen the defense line for product quality and safety by enhancing product quality management and implementing quality process control. We also prioritize supplier quality audits and endeavor to develop high-quality products. Furthermore, we enhance the innovation capabilities of product research and development and establish a top-tier integrated innovation system. We prioritize customer feedback and suggestions, ensuring that we consistently meet the expectations and requirements of customers worldwide.



Material ESG Topics Addressed in This Chapter

- Product Innovation and Service Management
- Responsible Marketing
- Remanufacturing Design and Services
- Sustainable Supply Chain

SDGs Addressed in This Chapter



At Anhui Heli, we adhere to the quality strategy of "Leading in Quality, Winning with Quality, Striving for Excellence, and Pursuing Perfection," and uphold the quality policy of "Striving for Excellence, Creating Value Together with Heli." We are committed to creating a quality culture and are dedicated to manufacturing high-quality products that are even safer and more reliable. We have established five quality strategic objectives, which include the monthly repair rate, external quality loss rate, customer complaint rate, mean time between failures, and customer satisfaction. Continuously enhancing the product quality management system throughout the entire value chain is our priority. In 2023, Anhui Heli did not experience any product recalls or major product quality incidents.

At Anhui Heli, we strictly comply with the *Product Quality Law of the People's Republic of China* and other laws and regulations. Drawing on our quality management practices and product production characteristics, we have developed quality management documents such as the *Quality Manual* the *Procedure Documents on Quality System*. These documents are designed to standardize the management processes for quality and process standardization. In 2023, we continued our efforts in quality certification and successfully obtained ISO 9001 Quality Management System certification, covering 100% of our operating sites. Furthermore, we have acquired several CE and UKCA certifications for products like pallet trucks and internal combustion counterbalance forklifts.

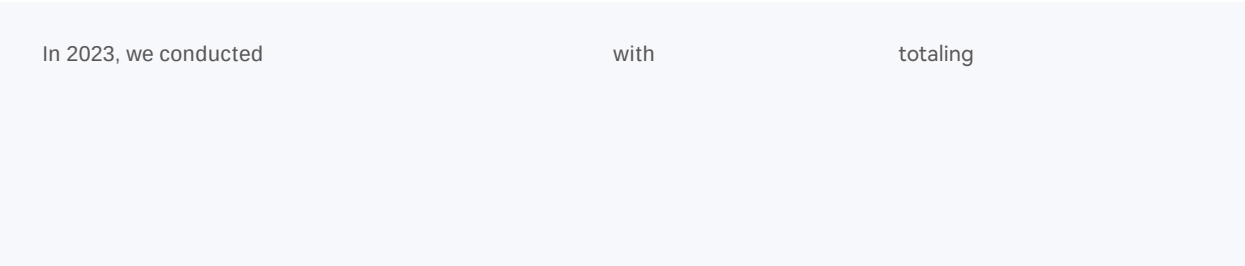
We strictly enforce quality standards, ensuring comprehensive quality control throughout all stages of product manufacturing to guarantee that product quality meets the required standards. We implement a robust linkage control of the quality system, raise the quality awareness of personnel at all levels, and define and clarify the quality responsibilities of each position. We hold individuals across all levels accountable for quality issues throughout the product lifecycle, proactively preventing the occurrence of quality incidents. Moreover, we prioritize product quality assessment and conduct regular product quality inspections, including routine checks and random sampling, rigorously maintaining high-quality standards.

In July 2023, Anhui Heli's Testing and Inspection Center underwent an on-site re-assessment and expansion review conducted by the expert team from the China National Accreditation Service for Conformity Assessment (CNAS). Throughout the audit process, the audit team reviewed documents and records of the laboratory management system, evaluated the testing environment, and conducted random interviews with relevant personnel. They also observed on-site testing processes and personnel operating capabilities, conducting a comprehensive audit of the effectiveness of the center's management system. After the on-site review, we implemented corrective actions for non-conformities, and the expanded items were recommended to CNAS by the expert team.



We are advancing digital quality management by fully leveraging a range of digital platforms such as ERP, BPM, MES, QMS, FICS, and more. This enables intelligent visual and digital quality management across our entire business chain, covering aspects from new product development and component procurement to special order review, production execution, process and final product inspection, warehousing and transportation, and after-sales service information collection.

Furthermore, we actively engage in quality training and QC improvement activities, with a strong focus on nurturing a culture of quality and enhancing the skills and proficiency of our employees. In 2023, we conducted 79 quality training sessions for employees, with a total of 1,484 participants and a cumulative duration of 1,484 hours.



In 2023, Anhui Heli initiated a series of thematic activities focusing on "Five Focuses and Two Enhancements", which encompassed fostering a quality culture, assessing system operational capabilities, conducting service quality visits, enhancing supply chain capabilities, improving quality, elevating digital quality management, and reinforcing talent development. These activities aim to bolster the Company's high-quality development.

Throughout this series of activities, we revised 84 procedural documents and updated 304 operating standards. We conducted 130 quality visits, addressing 511 issues with a rectification rate of 95.3%. Furthermore, we visited 71 suppliers, addressing 216 issues with a rectification rate of 91.2%. Various special special inspections revealed 1,034 issues, with a rectification rate of 89.7%.

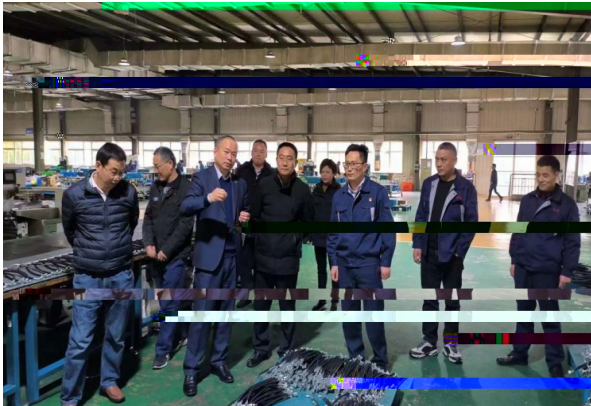
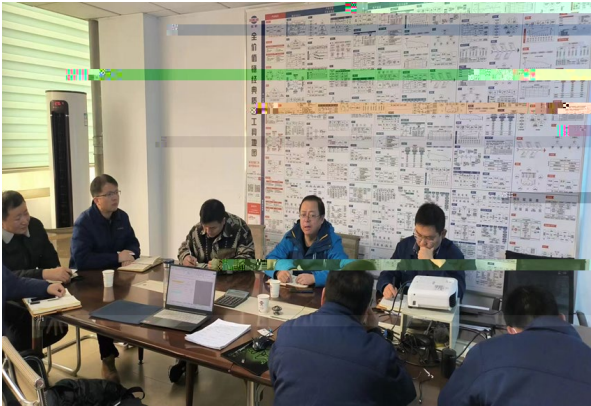
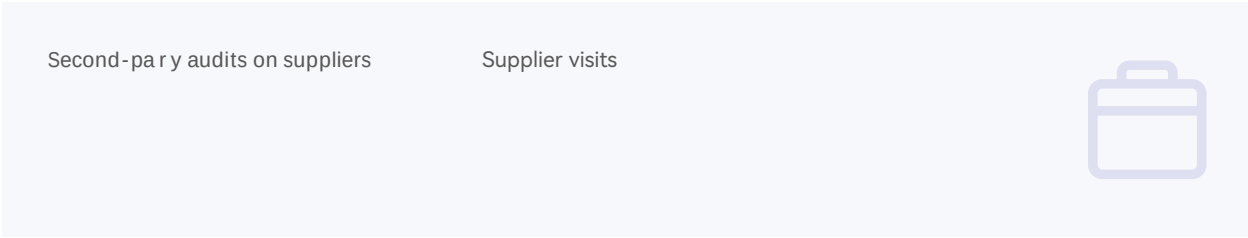
In 2023, we were honored with several quality awards, including the Gold Award in the Second National Product Quality Innovation Competition for the Machinery Industry and being selected as the Case Study on the Quality Transformation and Innovation Led by the Chief Quality Officer in Enterprises. These achievements drive the high-quality progress of our quality management endeavors.



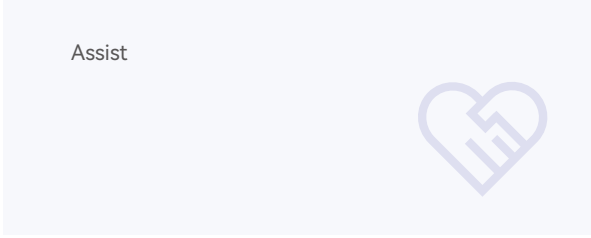
Supplier Quality Management

We have established the *Procedures for Supplier Management* to standardize the processes of supplier selection, classification, supervision, and evaluation. This initiative is aimed at consistently enhancing the quality of supplier products and fostering long-term stable strategic relationships with them. We continuously raise the bar for supplier admission, requiring suppliers to sign quality service agreements and undergo audits of their qualifications and certifications. In 2023, 100% of our suppliers have obtained ISO 9001 Quality Management System certification and have signed quality service agreements.

We conduct second-party audits on suppliers to evaluate their performance in quality management systems, process control, equipment management, and supply management capabilities. Additionally, we require suppliers to address any significant issues, with the goal of enhancing the quality and safety of the Company's supply chain. In 2023, we conducted 31 second-party audits on suppliers and visited 28 suppliers.



Building upon the principle of "mutual benefit and common development", we endeavor to foster stronger cooperative relationships with our suppliers. Through supplier assistance programs, we work together to tackle issues concerning product quality and safety. In 2023, we launched assistance programs for four suppliers to enhance their quality capabilities.

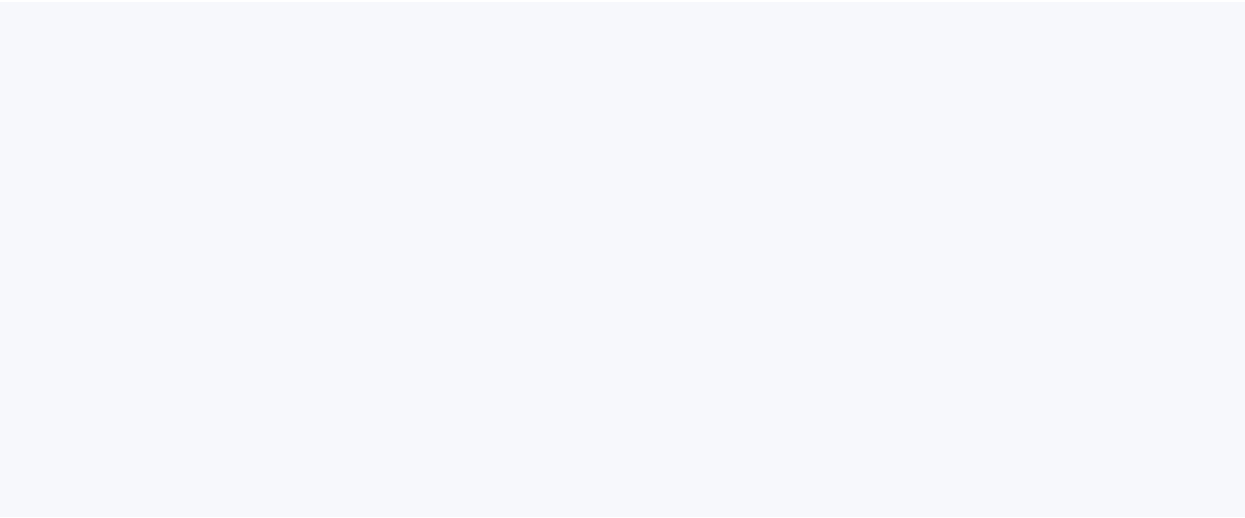


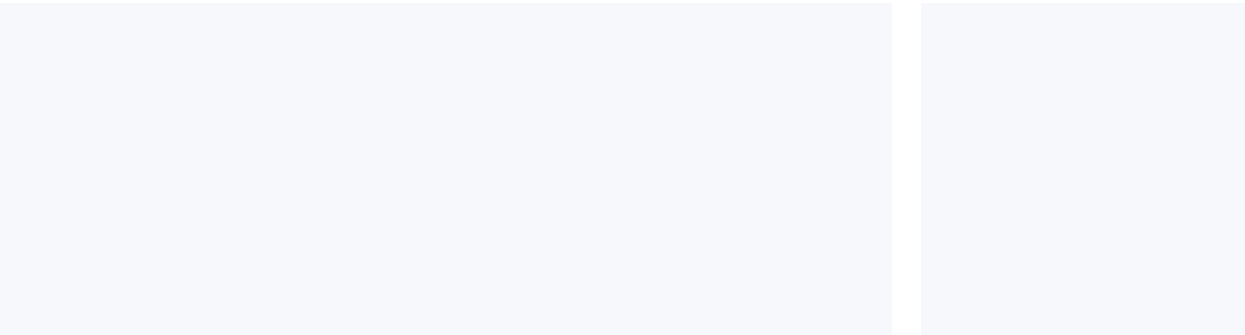
Driven by innovation and R&D, we prioritize the developmental objectives of electrification, decarbonization, connectivity, and intelligence to consistently enhance our market competitiveness. Our innovation and R&D strategy is validated by the Company's top decision-making team (IRB), ensuring alignment with our product business direction and objectives. The IRB also oversees product development and discontinuation decisions. We have established a robust innovation and R&D structure, including the "Three Institutes and One Office" and 13 technical centers under the Technology Center, effectively implementing our product innovation management system.

Moreover, we have implemented a sophisticated R&D platform leveraging Integrated Product Development (IPD) to foster cross-departmental collaboration and structured development processes. This approach streamlines product development cycles, minimizes R&D costs, and consistently delivers value to our customers. In 2023, Anhui Heli allocated 892 million yuan towards innovation and R&D, employing 1,375 R&D personnel. Among them are three academic and technical leaders, three research candidates, and four individuals with doctoral degrees from Anhui Province.

Electrification and Decarbonization

We develop optimal solutions for various driving technologies, continuously improving the emission standards of internal combustion products. We actively promote the electrification of electric forklifts through





Intelligence and Connectivity

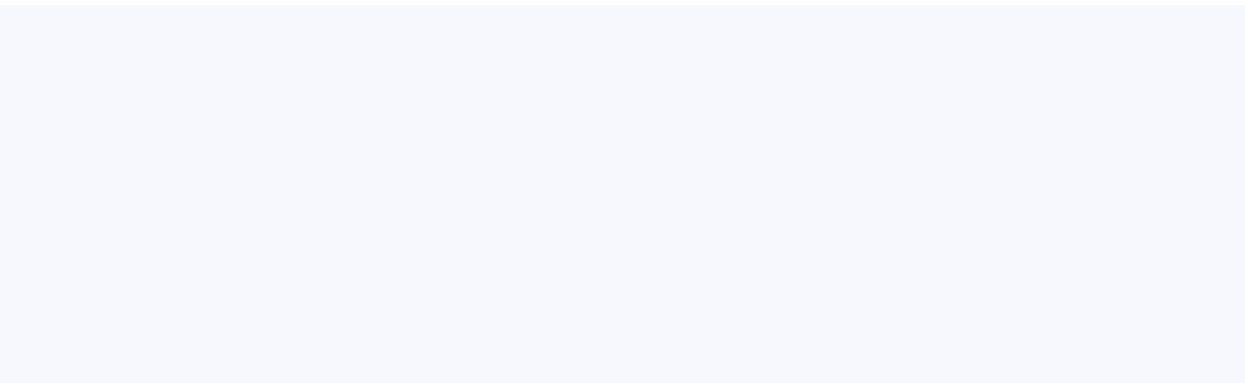
At Anhui Heli, we are committed to providing intelligent material handling equipment, smarter networked products, and comprehensive services to support socio-economic development, reduce material transportation costs, and enhance the safety standards of industrial vehicle operations. We are actively engaged in technological research and industrial applications related to intelligent logistics upper-level systems, dispatching systems, on-board control technology, navigation positioning technology, big data, AI applications, 5G applications, and other cutting-edge technologies. Our main focus is on enhancing the R&D capabilities of intelligent networked terminals for industrial vehicles to significantly enhance the efficiency of social logistics.

We engage in the R&D of intelligent handling robot products tailored to typical logistics scenarios, introducing the AGV series. Our initial product line includes 8 categories and 22 varieties of AGV products, offering intelligent logistics services for warehouse logistics, production line logistics, and cross-area logistics scenarios, to develop industrial-level intelligent logistics solutions.

In compliance with national environmental protection regulations on forklift exhaust emissions, we have autonomously developed an "Industrial Vehicle Exhaust Emission Monitoring System" aligned with the Limits and Measurement Methods for Exhaust Smoke from Non-Road Mobile Machine *Equipped with Diesel Engine* (GB 36886-2018 / HJ1014-2020). This system seamlessly interfaces with the Vehicle Emission Control Center (VECC) under the Ministry of Ecology and Environment. Our internally developed FICS Industrial Internet platform seamlessly integrates with internal MES, ERP systems, the external VECC vehicle information disclosure system, and service and management platform for non-road mobile machine *remote emissions* using multi-cloud automation technology. This ensures the comprehensive and compliant implementation of National IV regulations throughout the entire process. As of December 31, 2023, the FICS Industrial Internet platform has connected over 9,000 National IV internal combustion forklifts with a power of 37kW or above.

In 2023, we advanced the development of the T-BOX intelligent networked terminal and the FICS vehicle networking and subsystems. We achieved significant progress in the research of VCU controller technology with proprietary intellectual property rights. The project Research and Construction of Industrial Vehicle Digital Integration Testing Platform was awarded the second prize of Science and Technology Progress Award of China's Machine *Industry*.

As of December 31, 2023, the FICS Industrial Internet platform has connected over



Intellectual Property Management

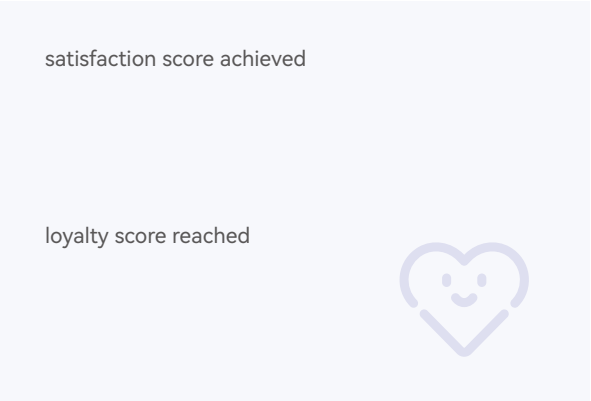
At Anhui Heli, we consistently adhere to the service concept of "pre-sales as a consultant, in-sales as a friend, and after-sales as a partner." We continually innovate our after-sales service mechanisms to flexibly meet the diverse needs of global customers and provide users with comprehensive, value-added services throughout the entire product lifecycle. To bolster our customer service management system, we have established departments for market, key accounts, specialized sales, and after-sales service, and implemented comprehensive after-sales service systems in each sales branch. Internally, we have enacted management systems including the *Management Measures on Marketing Company Service Business*, the *After-sales Service Management Measures*, and the *Regulations on After-sales Service Standards*. These systems standardize processes such as customer development, communication, and after-sales services, thereby enhancing the positive brand image of Heli.

We continuously enhance the digitization of our after-sales service, providing customers with a comprehensive after-sales service system through the "PubLink" service management platform. This system covers whole machine sales, parts supply, maintenance and upkeep, product training, warranty services including repair, replacement, and refunds, technical consultation, and other services, all aimed at enhancing consumer satisfaction and loyalty. Upon receiving customer complaints, we promptly take action to address the raised issues by initiating internal communication and investigations to propose solutions and implement suitable corrective measures. We continuously improve our customer feedback processes to ensure efficient resolution of complaints. In 2023, Anhui Heli received 25 customer complaints, successfully resolving 7 of them, all of which were handled appropriately.

Service Commitment of Anhui Heli

- The warranty period for key components is either 1 year or 2,000 hours of operation, with some products having an extended warranty period of 2 years or 4,000 hours;
- Service centers located within a 300-kilometer radius offer on-site service within 24 hours;
- Service centers located within a range of 300-600 kilometers offer on-site service within 48 hours;
- Service centers located beyond 600 kilometers offer on-site service within 72 hours.

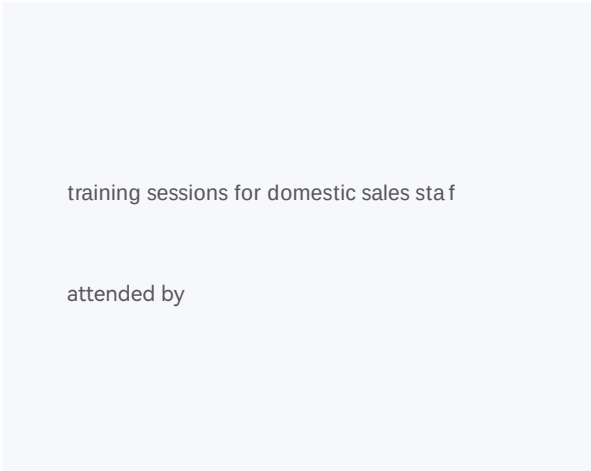
We have implemented a customer follow-up mechanism, conducting regular visits to key clients to deliver personalized and customized services and develop long-term cooperation strategies, ensuring meticulous, high-quality service. Through periodic meetings and annual satisfaction surveys, we gather feedback from customers on business practices, manufacturing processes, customer service, and future demand. We develop appropriate improvement plans and consistently monitor the effectiveness of corrective actions, ensuring continuous enhancement in consumer satisfaction. In 2023, we conducted a third-party survey on user satisfaction across all products, evaluating seven key aspects including brand image, user expectations, perceived quality, and perceived value. The final satisfaction score achieved 91.5 points, with a loyalty score of 91.6 points, both demonstrating improvement compared to the previous year and indicating an outstanding level of satisfaction and loyalty.



We actively develop a professional service knowledge platform for customers, regularly inviting them to visit and engage in exchanges at the Company. We provide comprehensive product operation and after-sales support training, sharing experiences to promote frontline service. For example, upon product delivery, regional dealers and agents conduct training sessions and offer guidance on the daily use and maintenance of the products to enhance user awareness.



Throughout the sales and service cycle, we adhere to responsible marketing principles and prioritize the continuous enhancement of our customer service staff's caliber. Through regular employee training, we establish guidelines for marketing conduct standards, content, skills, and etiquette to prevent occurrences of false advertising or excessive marketing practices, ensuring users consistently receive an authentic product experience. We are committed to building a forward-thinking team of internal trainers to facilitate the high-quality development of the Company. As of the end of the reporting period, we have trained nearly one hundred qualified internal trainers. In 2023, we organized 14 training sessions for domestic sales staff, focusing on product knowledge, marketing skills, platform business communication, and other relevant topics. These sessions were attended by 11,127 participants, effectively enhancing their capacity to communicate product information and promote products during the sales process.



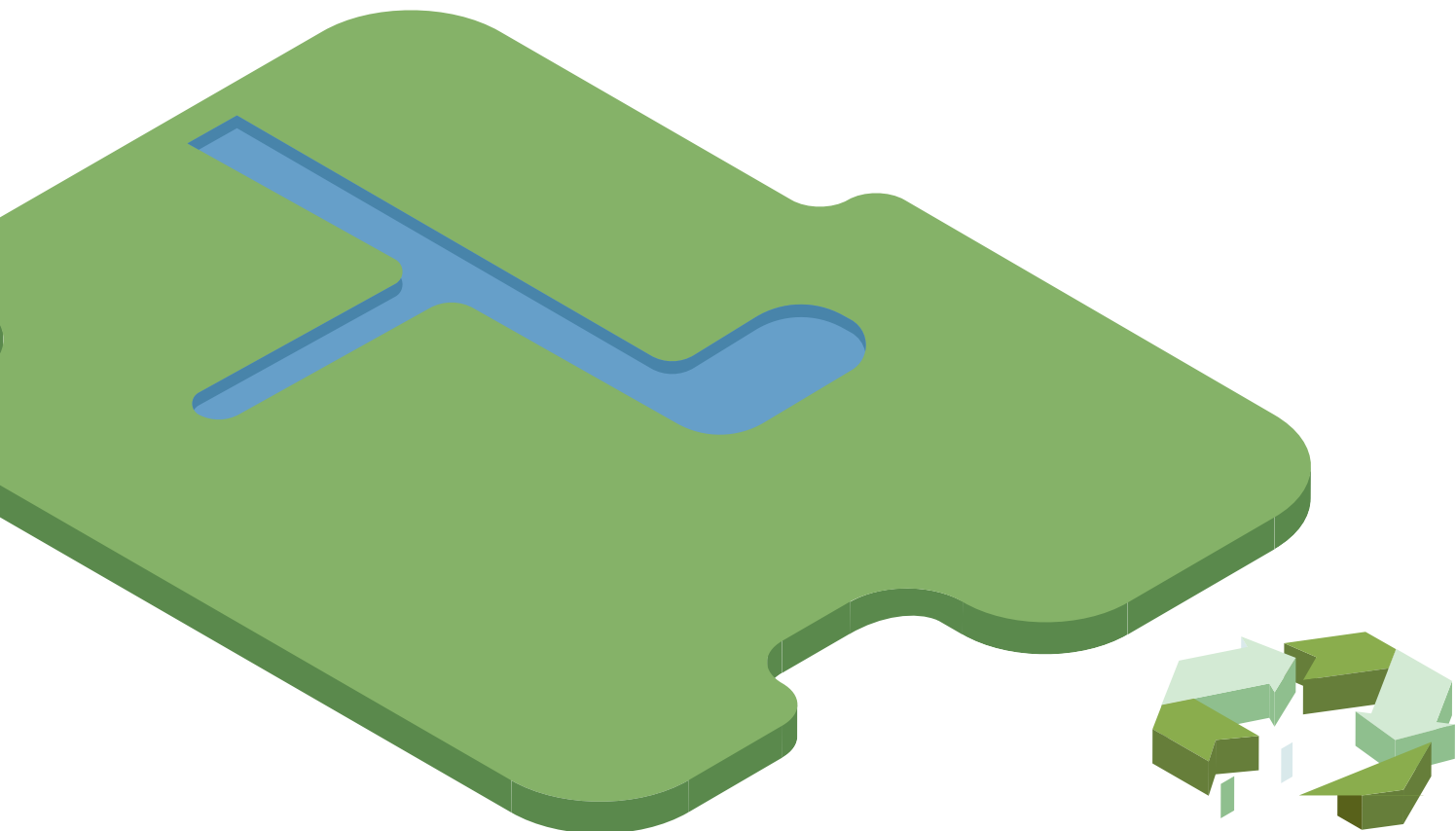
We prioritize the protection of customer privacy and consistently enhance the security of the Company's network and data information to safeguard customer information. In 2023, Anhui Heli did not encounter any occurrences pertaining to the breach of customer privacy.

At Anhui Heli, we have incorporated sustainable development into our comprehensive supply chain lifecycle management approach. We provide regular training to suppliers to empower them and collaborate with them for mutually beneficial development. We establish an integrated management team that combines R&D, procurement, and quality functions, and develop management systems such as the *Supplier Management Measures*. Additionally, we implement a supplier management mechanism that covers entry, evaluation, and exit stages to continuously enhance the standard of supply chain management. In 2023, Anhui Heli had 344 suppliers, with 318 based in the Chinese mainland and 26 located Hong Kong, Macau, Taiwan, and overseas.

We have established a supplier risk matrix and developed a supplier risk assessment monitoring form to identify risks associated with product quality, environmental management, health and safety, fire safety, labor ethics, and management systems among suppliers. By supervising suppliers' ability to manage these risks, we enhance the resilience of the Company's supply chain. Based on the results of the supplier risk assessment, we categorize suppliers into key high-risk, key low-risk, non-key high-risk, and non-key low-risk categories, and implement supplier classification management. Moreover, we establish standardized procedures for supplier management and conduct regular inspections and evaluations of suppliers to foster continuous improvements among them.

We establish robust communication channels with our suppliers, providing them with timely and professional support to foster collaborative development. We regularly host supplier communication events to discuss topics such as cost reduction, quality enhancement, service improvement, and low-carbon technology, aiming to facilitate information sharing. In 2023, we organized 83 supplier exchange and training events, welcoming over 100 supplier visits and engaging more than 270 participants. The total duration of these activities reached 3,305 hours.

Furthermore, we are committed to nurturing ethical and mutually beneficial partnerships with our suppliers. This commitment is evident in our regular distribution of anti-corruption notices to all suppliers, the establishment of a discipline and supervision reporting hotline, and the implementation of a supplier code of conduct. In 2023, we conducted 10 on-site inspections, signed 33 contracts, and processed 10 orders.



To that safety and environmental protection requirements are consistently met across all regions, we have established a system for evaluating and incentivizing compliance with these measures. Following the principle of "hierarchical management and divisional responsibility," we conduct quarterly assessments on safety, environmental protection, and occupational health for each production and functional department at our Company headquarters annually. The assessment results are then reported to the Occupational Health and Safety/Environmental Management Committee, and we continuously monitor progress on rectification. Based on these assessments, we implement quarterly bonus incentives and penalties. Managers who meet or exceed targets are eligible for bonus incentives.

Moreover, we conduct comprehensive reviews of our environmental management system, facilities, monitoring equipment, factors environment, emissions management, and environmental software data through concurrent internal and external audits to ensure the suitability, sufficiency, and effectiveness of our environmental management. In 2023, Anhui Heli had no environmental non-compliance incidents.

Environmental Protection	
Environmental Protection	
Standard Emissions	Meet the Standard
No Environmental Regulatory Penalties	Meet the Standard

Environmental Protection	
Environmental Protection	
Hazard Rectification Rate of $\geq 99\%$	99.53% Meets the Standard
Completion Rate of 100% for Environmental Emergency Plan Drills	100%

Environmental Protection	
Environmental Protection	
Reduce Hazardous Waste Generation per Unit by 5%	In 2023, the total hazardous waste reduction across all units of the Company was 12,252.5 kilograms
Short-Term, Medium-Term, and Long-Term Carbon Reduction Targets	In the Development of Future Annual Plans

Environmental Protection	
Environmental Protection	
By the end of the 14th Five Year Plan period, all types of pollutant emissions will comply with standards, solid waste disposal will be in accordance with regulations, and incidents of environmental regulatory penalties and pollution will be eradicated, ensuring that the overall environmental protection efforts align with the goals of the Company's development.	During the reporting period, there were no relevant violations.

Management and Treatment of Three Wastes

We are dedicated to regulating waste emissions, continuously exploring ways to reduce emissions and improve the recycling of waste materials, thus contributing to the industry's green development.

Our wastewater mainly originates from industrial sources, including painting, cleaning, and cutting wastewater, as well as domestic sources such as residential sewage, cafeteria effluent, floor cleaning water, and laundry wastewater. We strictly adhere to the wastewater discharge process and treatment standards of the sewage treatment plant for wastewater disposal. As of the end of the reporting period, the Company's wastewater was discharged 100% in compliance with standards.

Industrial wastewater generated by the Company undergoes a stringent process. It must be accompanied by an application form and water samples. After review and approval by the discharge department and successful completion of the qualification test, it is discharged through the sewage pipe network. Domestic wastewater is directly released into the network, where it enters the sewage treatment plant. Through the aerobic/anoxic/aerobic process and interaction with biofilm media, the wastewater is purified by the biofilm to prevent environmental pollution.

Through process optimization, we are committed to minimizing wastewater generation. In the painting workshop production line, we integrate flocculants into the circulating water to purify paint mist. Additionally, we improve the collection and treatment systems for cutting fluids to facilitate recycling or downgrading, effectively reducing the volume of waste liquid produced.

In 2023, we developed an emergency plan for abnormal sewage discharge in compliance with the *Management Procedures on Emergency Preparedness and Response*. The plan required the sewage treatment plant to conduct daily water quality tests on discharged water. If abnormalities were detected, the corresponding emergency plan was promptly activated, sewage discharge ceased, and the incident was immediately reported to the Department of Safety and Environmental Protection. This ensured that the emergency response for sewage discharge was proactive, continuous, and effective.

compliant wastewater discharge

Wastewater Discharge			
Total Volume of Discharged Wastewater	Tons		
Chemical Oxygen Demand (COD) Emissions	Tons	23.05	73.70
Ammonia Nitrogen Emissions	Tons		
Total Nitrogen Emissions	Tons		
Total Phosphorus Emissions	Tons	0.43	0.42

Recognizing the paramount importance of energy conservation, particularly in optimizing crucial electricity and natural gas-consuming equipment and production processes, we have made this a focal point in our technical energy-saving potential analysis. We have devised the *Anhui Forklift Group Co., Ltd. and Anhui Heli Co., Ltd. Green Manufacturing and Energy Saving Fifth Year Plan*, prioritizing strategic initiatives such as green design, green products, green manufacturing, resource reuse, and energy conservation. Throughout the reporting period, we have implemented a series of energy-saving and emission-reduction renovation projects.

In 2023, we entered into the green power procurement agreement with CR Power, underscoring our firm commitment to sustainability. As of the end of the reporting period, we have collectively procured 8 million kilowatt-hours of green electricity, with the headquarters' photovoltaic power generation contributing 9.5187 million kilowatt-hours and the foundry plant's photovoltaic power generation contributing 4.4305 million kilowatt-hours. These accomplishments have not only yielded substantial gains in renewable energy generation but have also made a positive impact on reducing the Company's overall carbon footprint.

Energy Consumption Data				
Energy Type	Unit	Quantity	Value	Remarks
Direct Energy	Diesel	litre	1,384,010.87	
	Gasoline	litre	/	
	Natural Gas	10,000 cubic meters	311.00	

Water Management

At Anhui Heli, we acknowledge the crucial importance of water resource management in our corporate operations, as it optimizes water usage efficiency through initiatives like rainwater collection and the promotion of water conservation.

Since signing the soil pollution prevention and control responsibility agreement in 2017, we have conducted annual monitoring of soil and groundwater on our premises to fulfill prevention and control objectives and contribute to water resource management efforts. In 2023, testing confirmed that our production processes had no significant impact on groundwater, thus safeguarding the quality of environmental water bodies.

Anhui Heli consistently upholds the principle of prioritizing both its growth and energy conservation and environmental protection, actively integrating photovoltaic power generation as a clean energy source. In 2022, the Company's headquarters initiated an 8.5-megawatt distributed photovoltaic power station project, with grid connection and power generation commencing in May 2023. Additionally, in 2022, the foundry plant launched the second phase of a 3.2-megawatt photovoltaic power station project, which was operational in June 2023.

As of the end of the reporting period, the Company's headquarters' distributed photovoltaic power station has achieved a construction capacity of 14 megawatts, all operating under a contract energy management model, with a total investment of approximately 80 million yuan. This facility can provide an estimated 14 million kilowatt-hours of clean electricity annually. The foundry plant's distributed photovoltaic power station has a construction capacity of 6.65 megawatts and is capable of generating around 5 million kilowatt-hours of clean electricity each year. By utilizing renewable energy sources, the Company's headquarters and foundry plant can jointly reduce greenhouse gas emissions by over 11,000 tons of carbon dioxide equivalent annually, thereby fulfilling Anhui Heli's solemn commitment to "building a green and environmentally friendly enterprise." This accomplishment also signifies a significant stride for Anhui Heli in meeting corporate responsibilities and enhancing its external image.

In 2023, Anhui Heli analyzed water-saving potential to identify areas for improving water conservation, develop tailored water-saving strategies, and effectively lower water usage costs.

- Water Management:** enforcing quota management, establishing comprehensive guidelines for water use incentives and penalties, and strictly monitoring per capita water consumption based on secondary water meters;
- Data Analysis:** planning to establish a remote transmission platform for facilitating the analysis of water meter data and identifying the root causes of high water consumption;
- Rainwater Harvesting:** the collection of rainwater serves to diminish the water usage in office facilities, thereby effectively lowering the per capita water consumption in office settings;
- Water Conservation Promotion:** the posting of water-saving slogans, implementation of water conservation awareness activities, distribution of water conservation survey questionnaires, and other initiatives are aimed at fostering a culture of proactive water conservation.

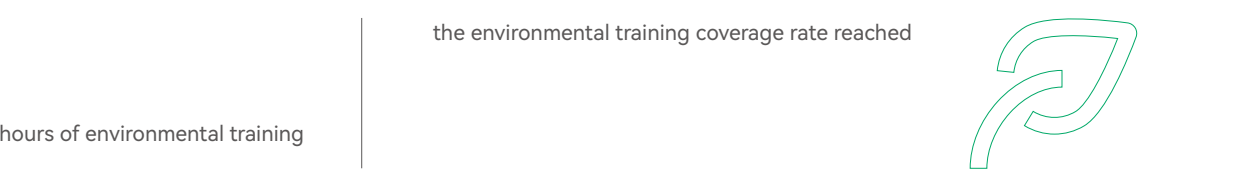
At Anhui Heli, we prioritize addressing climate change and rigorously adhere to national policies to effectively combat the challenges it presents. Through the formulation of sustainable strategies and the adoption of innovative technologies, we actively anticipate the impacts and opportunities arising from climate change, continually enhancing corporate resilience, and contributing to global climate change mitigation efforts.

Climate Risk Management

We are dedicated to establishing a robust governance structure and management practices for addressing climate change, advocating for systematic carbon reduction initiatives from the top-down. During the reporting period, we proactively promoted the integration of climate change risk management into our overall risk management framework. As part of our climate efforts, we plan to establish dedicated teams tasked with planning and executing the identification and evaluation of risks and opportunities associated with climate change. We continuously monitor the potential impact of climate change risks and opportunities on the Company's business and industrial development, ensuring that risk and opportunity assessments are conducted at least once every year.

Culture of Sustainable Operations

We are committed to enhancing environmental management capabilities at the source by raising employee awareness of environmental protection through organizational environmental training. This initiative guides employees to embrace environmentally friendly practices in both their professional and personal lives, collectively contributing to the promotion of a green and sustainable future. As of the end of the reporting period, the total duration of environmental training conducted by the Company amounted to 170 hours, with an environmental training coverage rate of 59.04%.



During the reporting period, we intensified our commitment to environmental protection training by implementing a diverse range of training programs involving various roles, scenarios, and formats. This proactive approach effectively mitigated potential environmental risks in the Company's daily production and operations.

- In April 2023, the Production Department initiated safety and environmental protection training for outsourced production suppliers as part of stakeholder onboarding to mitigate the environmental impact within the supply chain.
- In June 2023, the pilot workshop conducted a comprehensive training program on environmental protection focused on World Environment Day and Environment Week, aiming to enhance employees' understanding of environmental conservation practices.
- In July 2023, the Heavy Equipment Division conducted training on environmental equipment operation manuals to enhance the skills of its operators.



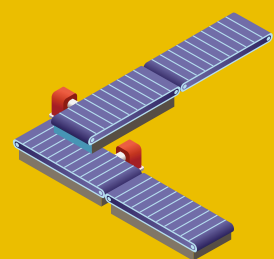
Climate Change Risks			
Transition Risks	Policy and Regulatory Risks	In recent years, amidst the goal of "carbon peak and carbon neutrality," the industrial vehicle sector has undergone gradual restructuring. The industry is actively advancing the development of new energy forklifts to adhere to progressively stringent environmental regulations; Failing to promptly disclose relevant environmental information in accordance with applicable laws, regulations, and policy requirements exposes the Company to compliance risks.	- Conducting a proactive review of relevant policies and regulations, enhancing communication with regulatory authorities and stakeholders, and actively addressing stakeholder demands. - Continuously monitoring and comprehending the disclosure standards regarding carbon emissions established by regulatory agencies and investment institutions to ensure the integrity of the data. - In response to the evolving policy landscape, continually adapting operational practices to comply with new laws and regulations, thereby ensuring compliant operations.
	Technological Risks	Amid the national goals of "carbon peak and carbon neutrality," the forklift industry is faced with technological requirements for electrification and decarbonization; Failing to promptly explore and implement new technologies, devise product development strategies, and actively advocate for the adoption of innovations like lithium batteries and hydrogen fuel cells could expose the Company to the risk of product obsolescence due to technological advancements.	Continuously advancing technological innovation to further enhance the R&D of new energy products, including lithium batteries, hydrogen fuel, and green internal combustion products.
	Market Risks	The market repercussions of climate change, such as heightened scarcity of natural resources and the vulnerability of oil and gas facilities to rising sea levels, present supply chain risks resulting in elevated prices of associated commodities. The Company relies on raw materials like steel, pig iron, engines, batteries, and bulk commodities such as steel and pig iron for its production processes; Failing to promptly recognize the implications of climate risks on the supply chain and the expenses associated with procuring raw materials could escalate procurement costs and potentially disrupt production operations.	- Signing long-term agreements with upstream commodity suppliers to hedge against price fluctuations. - Engaging in active exploration of material technologies and leveraging lean production and intelligent manufacturing to reduce material usage while upholding the same performance standards. This can be accomplished by either reducing the use of raw materials or increasing the utilization of recycled materials to minimize material consumption. - Establishing a diversified supply chain to lessen reliance on a single source of supply, thereby ensuring the sustainability of production and operations through a varied supply network.
	Reputation Risk	As societal preferences move towards low-carbon consumption, failing to develop low-carbon products or reduce carbon emissions in the production process may directly lead to reduced demand for the Company's products and services, potentially resulting in a decline in revenue.	- Continuously monitoring the market demand for low-carbon, green, and energy-efficient products, and promptly addressing customer needs. - Within the operational process, enhancing the utilization of renewable energy and energy-efficient, environmentally friendly equipment to reduce energy consumption and carbon emissions in the production process. - Promoting electric new energy forklifts, upgrading the emission standards of internal combustion forklifts, and enhancing the green and low-carbon attributes of products to propel the industry's green transformation.

Physical Risks			
Physical Risks	Acute Risks	Extreme precipitation events like typhoons and heavy rain can result in flooding, affecting the Company's production facilities and warehouses. Floods have the potential to damage equipment, inventory, and production lines, leading to disruptions in production and logistical challenges. Extreme high or low temperatures can impact the operation of forklifts, particularly in extremely cold environments where mechanical equipment may freeze and sustain damage.	- Coordinating typhoons, heavy rain, and flood warnings with severe pollution weather alerts, promptly initiating emergency plans in accordance with the government's alert level of severe pollution weather, informing the leadership, and implementing emergency measures such as production shutdowns or restrictions as necessary. - Establishing emergency plans for extreme weather events such as typhoons and floods, and actively conducting emergency drills to enhance safety and emergency response capabilities.
	Chronic Risks	Anhui Province, situated in central and eastern China, features a typical subtropical monsoon climate. The elevated summer temperatures in the region may heighten the risk of heatstroke among employees and impact the efficiency of factory production.	- Developing heatwave emergency plans, providing heatstroke prevention equipment, and enhancing heatstroke awareness training for employees. - Monitoring real-time temperature and humidity, and adjusting construction work hours.

Opportunities Stemming from Climate Change

Anhui Heli faces numerous opportunities in the context of climate change. Our goal is to accelerate innovation-driven development and continuously optimize our product portfolio by promoting the growth of the electric forklift market. Through the implementation of technological innovations and management strategies, we are advancing in remanufacturing and embracing the principles of the circular economy to enhance resource efficiency. Our dedication extends beyond reducing carbon emissions to improving operational efficiency, fostering a sustainable reputation, and addressing the urgent market needs for environmental stewardship and sustainability. This holistic approach allows us to achieve favorable development outcomes in response to climate change.

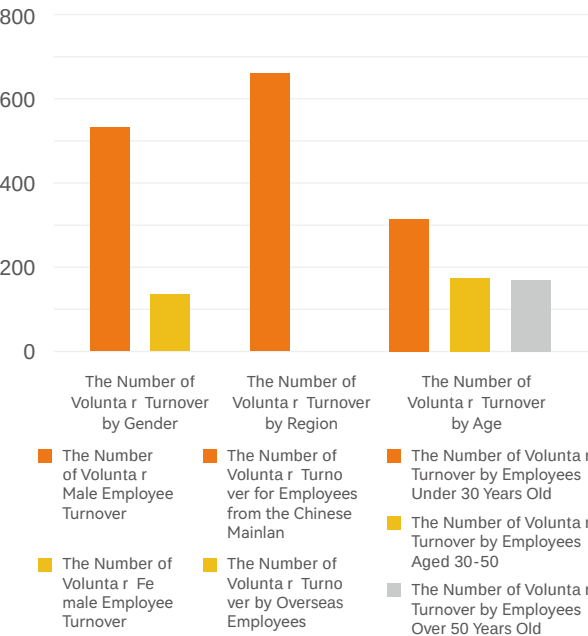
We recognize the vital link between our business operations and the preservation of a healthy, sustainable ecological environment. Biodiversity conservation is a top priority across all stages of our business cycle, and we actively employ preventative measures to minimize any adverse impacts on the environment and biodiversity. In 2023, we strictly adhered to the "three lines and one list" principle established in the Construction Project on *New Energy Smart Industrial Vehicle Park* system. This framework includes the "ecological protection red line, environmental quality bottom line, resource utilization top line, and negative list for environmental access." These measures served as crucial tools in our biodiversity conservation efforts, continually guiding systematic and meticulous management of our ecological protection initiatives while reinforcing essential ecological barriers. As of the end of the reporting period, the Company had no incidents resulting in harm to biodiversity.



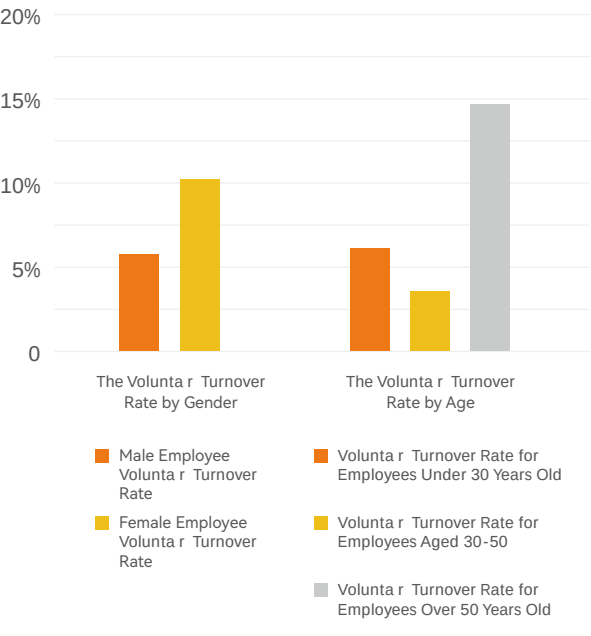
We have implemented a fair and equitable compensation system, acknowledging employees' work achievements, and providing objective and impartial feedback on their performance through a standardized and scientific evaluation process. Tailored to specific job characteristics, we conduct monthly, quarterly, and annual performance evaluations, as well as project-based assessments, utilizing various performance evaluation and compensation management systems, including the *Employee Performance Appraisal System*, the *Monthly Performance Management Measures for Functional Department Employees*, and the *Assessment Management Measures for Contracted Projects*. By aligning work contributions with performance-based compensation, we effectively motivate employees and fully unleash their creativity. Additionally, we have implemented a corporate pension system to incentivize employees to commit to the Company's long-term development and share in its growth achievement.

We have established a fair and transparent talent management system that supports employees in exploring personalized career development paths. Adhering to the principles of internal job transparency and respecting employees' job rotation intentions, we have developed the *Management Measures on Dual Star Talent Pool Construction* and implemented the "Dual Star Dual Track" talent pool plan to facilitate career advancement for both managerial and professional talent. We empower our employee with the option to choose a development path that aligns with their strengths, personality, interests, and career aspirations. Moreover, for positions above the base level in the five major series of technical, managerial, party-mass, production, and marketing departments, we have devised the *Management Measures for Key Position Competition*. These measures enhance the evaluation criteria, indicator setting, and review methods for key positions, thereby bolstering the mobility and incentive mechanisms for mid- to senior-level employees and optimizing the retention of key talent.

Total Number of Voluntary Employee Turnover



Employee Voluntary Turnover Rate



We have implemented democratic management practices through the establishment of an employee representative congress system and the formation of labor union organizations. These structures facilitate the negotiation and signing of collective bargaining agreements, including the *Collective Contract*, the *Wage Negotiation Collective Agreement*, and the *Special Collective Agreement for the Protection of Female Employees' Rights and Interests*. In 2023, the rate of collective bargaining agreement signing among employees reached 100%. Additionally, we have established the Labor Dispute Mediation Committee to address and resolve labor disputes in compliance with pertinent national laws and regulations, as well as internal management policies, with the aim of protecting the rights of employees.

Recognizing the pivotal role of talent development in driving enterprise growth, we have established a robust human resources management system. We have established the Talent Management Committee, with the Secretary of the Company Party Committee and the Chairman serving as the director, to wield the ultimate decision-making authority over all human resources management matters within the Company. Aligned with various professions and functions, we have established five key training professional groups under the Talent Management Committee, encompassing Party Affairs, Technology, Skills, Management, and Marketing. Each group develops an annual talent training plan to foster the mutual growth of employees and the Company. The Human Resources Department is responsible for overseeing the specific tasks of human resources management and collaborates with the Talent Management Committee to provide reliable human resources for the Company's development.



Furthermore, we have implemented a systematic and comprehensive talent training system, assembled a team of professional internal trainers, and introduced a variety of employee training programs. These initiatives include orientation training for new employees, skill enhancement for current staff, and leadership development for emerging and new mid-level managers.

In July 2023, Anhui Heli organized new college graduates to participate in the "2023 New Employee Training Camp for New College Graduates". The training camp lasted for three weeks, with a total of 30 internal and external teachers conducting 142 hours of training for 197 new employees who joined the Company's headquarters and its subsidiaries in Hefei. Throughout the training process, the Company ensures that new employees smoothly integrate into Heli and gain an understanding of the Company through the lens of "clothing, food, housing, transportation, and education". This approach allows new employees to connect with the brand and perceive Heli within the broader social context, fostering feelings of pride and belonging, and facilitating a swift transition from students to employees.

of training

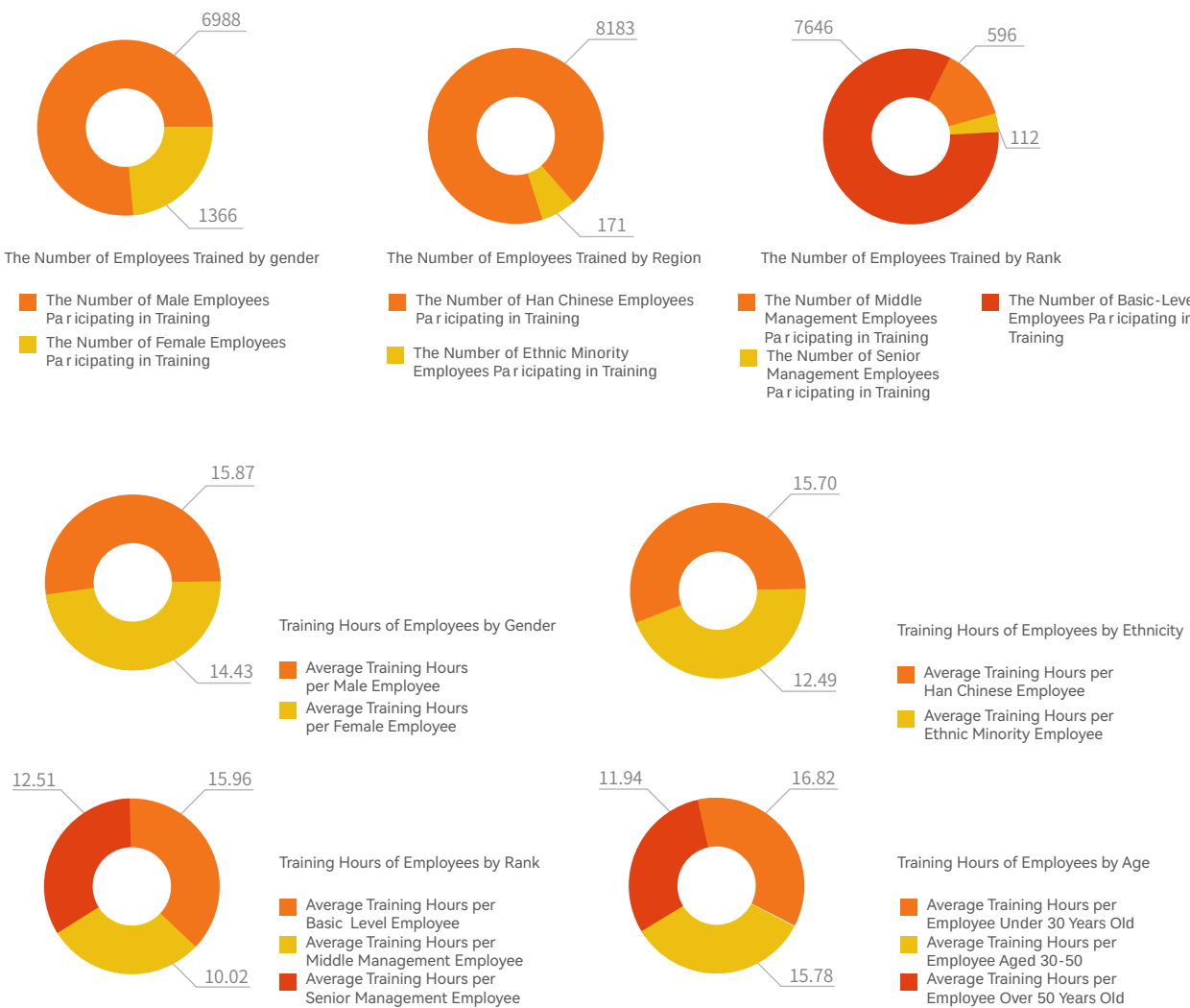


In September and October 2023, the Company hosted the 16th Workers' Skills Operation Sports Meeting and the 5th Youth Workers' Skills Competition, hereinafter referred to as the Operation Sports Meeting and Youth Skills Competition. The primary aim of these events was to utilize the competition as a training platform to continuously enhance the skills of employees. A total of 423 employees participated in the Operation Sports Meeting, while 144 employees took part in the Youth Skills Competition. Ultimately, the Operation Sports Meeting yielded 155 award winners across various categories, comprising 16 individual awards, 1 team award, 5 competition organization awards, 17 project organization awards, and 17 outstanding coaches. The Youth Skills Competition produced 45 award winners and 6 outstanding coaches.



In 2023, the Company implemented a management mechanism to track and develop young cadres. This involved conducting a follow-up training program for young cadres by establishing competency models, conducting capability assessments, generating training reports, and monitoring the growth dynamics of young cadres. The Company continuously enhances the mechanism for cadre succession, establishing a stable and orderly iteration model for the cadre team, which provides inexhaustible momentum to enhance the overall leadership of the Company. In 2023, the Company implemented a tracking and training program for 40 "seedling" cadre talents, appointed and adjusted 14 middle-level executive cadre positions, and completed the succession for retiring members of the leadership team in subsidiaries.

the Company invested	averaging	The total number of trained employees reached	accounting for
in employee training and development	training hours per employee		of the total workforce



We actively encourage employees to engage in self-learning for personal development. To support this, we have established the *Incentive Measures for Employee Self-Learning and Achievements*, which recognizes employees who successfully complete further education courses and obtain degree certifications. Their achievements are honored with both accolades and corresponding material rewards. In 2023, we commended 101 employees, awarding a total of 476,500 yuan in self-learning achievement rewards.

Furthermore, we prioritize talent development through university-enterprise collaboration. During the reporting period, we established a postdoctoral joint training program with the University of Science and Technology of China. We also signed a school-enterprise cooperation agreement with Hefei University of Technology to establish the "Anhui Heli Scholarship and Teaching Awards." Additionally, we cultivated strong partnerships with vocational colleges such as Anhui Vocational and Technical College, Hefei Technician College, and AHLu'an Technician College for intern training and placement, contributing to the high-quality development of community education in collaboration with Heli.

Employee Care

At Anhui Heli, we prioritize the well-being of our employees and have established a practical and comprehensive employee welfare system to enhance their sense of belonging and happiness in the workplace. To improve the convenience of employees' daily lives, we provide facilities such as a cafeteria, shuttle buses, and employee dormitories for recent graduates. Additionally, we have formed a cultural and sports activities group to enrich employees' leisure time with activities such as sports interest classes and literary performances. During major holidays such as New Year's Day, Spring Festival, Dragon Boat Festival, Mid-Autumn Festival, and Labor Day, we organize various festive activities to demonstrate our care and support. Throughout the reporting

To enhance the leisure activities for employees, improve their physical fitness, boost work enthusiasm, cultivate team spirit, and foster a sense of community within the Company, the labor union regularly organizes cultural and sports activities that are well-received by employees.

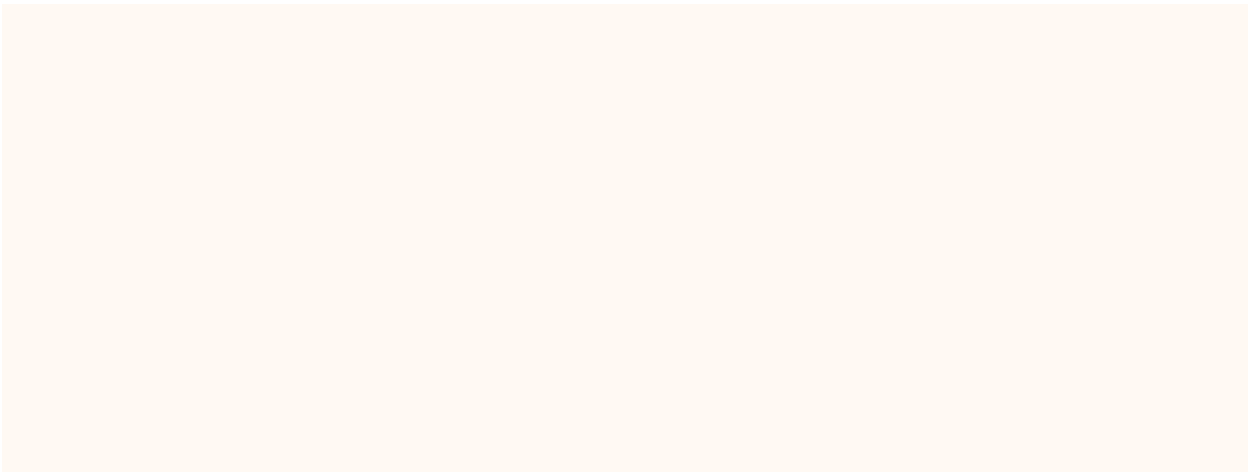
The Third Session of Heli's Tennis Training Program: It consisted of 18 professional training sessions, with a total of 69 participants enrolled. Throughout the training period, various friendly exchange matches and a closing tournament were organized in collaboration with external organizations.

Badminton Interest Group Training and Monthly Competitions: The training program consisted of 10 sessions, with a total of 78 participants enrolled. Throughout the reporting period, the Company facilitated a total of 94 monthly competitions for the table tennis and badminton interest groups, with 90 participants registering to compete.

Yoga Training Program: Implemented a one-month yoga training program for female employees of the Company with a total of 93 participants enrolled.

"Learning and Implementing the Spirit of the 20th National Congress, Striving Diligently in the New Era" Provincial Mechanical and Metallurgical System Employees "Cloud" Calligraphy, Painting, and Photography Competition: The Company actively responded to the competition call from the higher-level labor union by collecting and submitting 70 calligraphy, painting, and photography works for the competition. A total of 40 works were awarded during the event.

Cultural and Sports Activities Organized Independently by Basic-Level Trade Unions: Throughout the reporting period, 21 directly affiliated branch trade unions organized a total of 109 activities, involving 2,911 employees. The Company's trade union provided a total subsidy amount of 145,550 yuan.



At Anhui Heli, we are committed to ensuring the health and safety of our employees, consistently striving to create a safe, healthy, and comfortable production and work environment. The Safety and Environmental Protection Occupational Health Committee is responsible for both production safety and occupational health management within the Company. They convene quarterly meetings to review reports on the Company's safety and health management work.

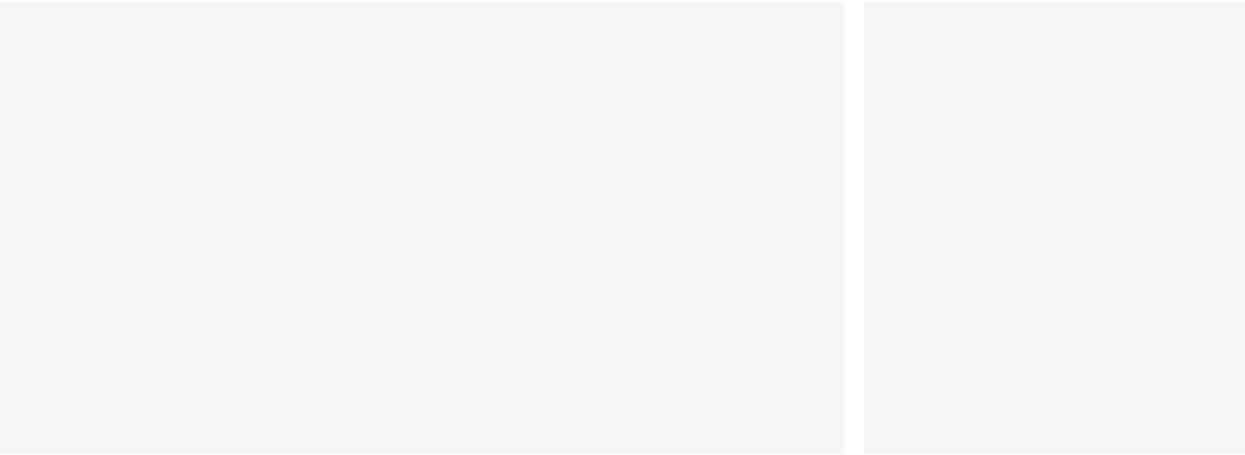
- Preventive Measures:**
- Painting Line:**
 - Material Management:** Avoid using iron tools for opening and stirring diluents.
 - Storage Management:** Ensure compliance with paint storage requirements.
 - Installation Management:** Tanks, rubber joints, vent pipes, and other components must have reliable lightning protection grounding and anti-static grounding facilities utilize appropriate grades of explosion-proof electrical appliances.
 - Material Management:** Ensure compliance with storage requirements, with relevant warning signs prominently displayed and connected to the anti-static grounding point of the oil depot and hazardous operations.
 - Environmental Management:** Classify, segregate, and store hazardous chemicals according to their hazards, maintain adequate spacing between tanks as well as other structures, pipelines, and access roads.

To address sudden workplace safety incidents, we have developed the *Emergency Response Plan for Workplace Safety Accidents*. This plan outlines the Company's emergency management structure and hierarchical response procedures. Our emergency management setup consists of the Emergency Command Center, On-site Emergency Command Center, Emergency Office, and Emergency Response Teams. We have categorized response procedures into three levels based on incident type, severity, and impact range. Each level has specific response entities and procedures in place to ensure swift and effective incident control, aiming to minimize personnel injuries and material losses resulting from the incident.

For workplace safety accidents/incidents, the responsible units must adhere to the "Four Aspects Do Not Let Off" principle. This entails thorough evidence collection, investigation, and analysis. Subsequently, a root cause analysis is conducted, and an accident/incident investigation report is prepared. After review by the Safety and Environmental Protection Department, the report is distributed to relevant units. Each unit then conducts a case study of the accident and implements self-inspection and corrective measures based on the lessons learned. Additionally, they enhance management measures to prevent similar accidents from occurring again. In cases where accidents occur due to factors beyond our control, we establish an accident investigation team to conduct thorough investigations. During the reporting period, the Company and its subsidiaries experienced no major workplace safety incidents or work-related fatalities.

At Anhui Heli, we value our employees as valuable assets. To ensure their health and safety, we have implemented management systems such as the *Management and Assessment Measures on Occupational Health and Safety* and the *Regulations on Occupational Disease Prevention and Control Responsibilities*. Through measures like personnel management and regular inspections, we oversee the production environment and maintain and update production equipment, thus safeguarding the health and safety of our employees. We provide our employees with labor protection =

In 2023, we conducted 30 special safety inspections and "retrospective hidden danger investigations". Each unit was scheduled to carry out 36 on-site disposal plan drills. Additionally, we coordinated with industrial park units to conduct 139 emergency plan drills, thoroughly validating the operational effectiveness of on-site disposal plans.



Indicators and Objectives	Progress in the Reporting Period
1.Prevent the Occurrence of Occupational Diseases;	No Occurrence of Occupational Diseases
2.100% Medical Examination Rate for Hazardous Job Categories	100%
3.100% Job Transfer Rate for Occupational Restrictions	100%
4.Sufficient Procurement of Labor Protection Supplies	Sufficient
5.Effective Implementation of Projects Related to Occupational Health and Safety Measures	Completed
6.100% Completion Rate for Addressing Issues Identified in Occupational Health Evaluation	100%

We prioritize and ensure the physical and mental well-being of our employees. In addition to adhering to the relevant requirements of national laws and regulations by providing basic medical insurance for employees, we have developed the *Revised Plan for Supplemental Medical Insurance within Anhui Heli Co., Ltd.* Currently, this plan covers contract employees and retired employees from 11 subsidiaries, offering them more robust health protection. We conduct yearly medical check-ups for all permanent and part-time employees. In 2023, we achieved a 100% participation rate in the annual medical examinations. Furthermore, we provide mental health lectures and activities aimed at helping employees manage psychological stress, improve their mental well-being, and maintain a healthy and positive mindset. These initiatives are designed to promote both physical and mental wellness among our staff.

In August 2023, the Company organized a series of mental health activities themed "Caring for Female Employees, Enhancing Emotional Resilience." The events featured presentations by nationally certified level three psychological counselors who covered topics such as workplace understanding, communication styles, and positive communication techniques. Furthermore, the sessions aimed to help employees develop strategies for managing emotional stress and overcoming negative emotions, ultimately enhancing the psychological resilience of female staff in both their professional and personal lives.



Development of Safety Culture

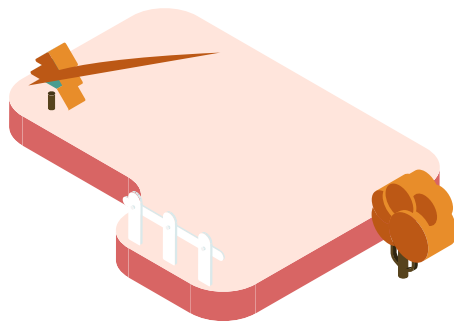
At Anhui Heli, we consider safety culture as an integral part of our corporate values. As we standardize employee safety practices, we continuously bolster our safety foundation through a comprehensive safety culture system. We have curated a library of safety training videos tailored to various job roles to promote safe operations. We organize specialized training sessions on key topics such as fire safety to ensure employees perform their duties in a standardized, secure, and efficient manner, integrating safety and health principles into their daily work routines. Additionally, we host specialized seminars and training programs on work safety, along with events like Work Safety Month and Publicity Week on the *Law on the Prevention and Treatment of Occupational Diseases*, as well as safety knowledge competitions. These efforts aim to instill a culture of safety and health awareness among all employees.

Training Activities	Training Content
Specialized Training	Adhering to the principle of tiered classification training, we systematically conducted five sessions of safety knowledge and safety skills training, which yielded positive outcomes;
QES Internal Auditor Training	We invited experts from the Anhui branch of the China Quality Certification Company to conduct a comprehensive two-and-a-half-day internal auditor training on QES systems. This aimed to enhance the application capabilities of various departments within the Company in quality, environmental, and safety management systems;
Training on Industrial Park Safety Operating Procedures	Within the organization, we conducted training and assessments on safety operating procedures, revised test questions, and reviewed overlooked positions and job types. During Work Safety Month, 2,132 employees actively participated in the training, with everyone successfully passing the assessment;
Standardized Work Safety Training Course	Over 140 participants from 17 subsidiaries and 15 departments at the headquarters attended the training sessions, aiming to enhance the Company's standardized work safety management through a blend of theoretical learning and practical exercises;
Part-time Training for First Aid Responder Certification	To boost our emergency response team's rescue capabilities, we collaborated with the Red Cross Society of Hefei to provide part-time training on first aid responder certification. A total of 47 part-time first aid responders took part in the training and successfully passed the assessment, earning the Red Cross Society First Aid certification.
Work Safety Month Column	We offer essential work safety statements by Xi Jinping, along with graphic and textual learning materials related to work safety, and resources for Work Safety Month activities. Moreover, the Company has established an intranet online legal database containing over 200 legal documents for employees' reference and use.

During the reporting period, we provided 682 training sessions focused on work safety and occupational health, with an average of 13 hours of training per person. In total, 63,569 individuals participated in these training sessions.

On April 24, 2023, coinciding with the 21st National Publicity Week on the Law on the Prevention and Treatment of Occupational Diseases, the Company organized unit leaders and management personnel to attend the national launch ceremony of the Publicity Week. The Publicity Week included studying significant statements by Xi Jinping on health work, becoming familiar with the Law on the Prevention and Treatment of Occupational Diseases and the *National Plan for the Prevention and Control of Occupational Diseases (2021–2025)*, conducting themed preaching activities, occupational health on-site hazard investigation and control, and various other initiatives. Assessment requirements were integrated into the theoretical learning activities, with a total of 1,739 participants undergoing assessment and achieving a 100% pass rate. During the specialized occupational health on-site hazard investigation activities, a total of 64 issues were identified and rectified during the reporting period.





By 2023, Anhui Heli has been procuring consumer support agricultural products from the Yinliu Community in Yingquan District, Fuyang City for seven consecutive years. Influenced by our array of consumer support initiatives, Yinliu Community has expanded the distribution and sales channels of agricultural products, establishing a unique industrial model centered on "farmers + peanut planting cooperatives," leading to increased income through the development of specialized planting industries.



Anhui Heli, aiming to "cultivate strong family values, uphold good family traditions, and promote positive family dynamics," organized the 6th Heli Civilized Family Selection Activity. Following recommendations from basic-level trade unions, a rigorous selection process and comprehensive evaluations, a group of morally upright, harmonious, and community-oriented "civilized families" was identified. A total of 21 civilized families were chosen from the Company's direct trade unions, while 19 were selected from subsidiaries. Furthermore, the Company launched the 6th Heli Civilized Family Achievement Series on its official website "Heli Online," extensively publicizing the stories of the 6th Heli Civilized Families to showcase the exemplary qualities of Heli families.

We prioritize the advancement of the sports undertaking, firmly believe in leveraging Heli's efforts to accelerate the development of a leading sporting nation, and consistently strive to generate new momentum for the growth of the sports sector in China.

We consider it our responsibility to give back to society and actively participate in social welfare and community development initiatives. To oversee and manage these efforts, we have established the Public Welfare Support Management Committee and a dedicated Public Welfare Activities Office. Additionally, we have implemented the *External Donation Management System* to ensure the proper regulation of external donations, thereby facilitating the effective implementation of our philanthropic contributions and providing substantial assistance to community development projects. In 2023, Anhui Heli allocated 4.0738 million yuan towards public welfare donations. This contribution has significantly contributed to the advancement of higher education and effectively addressed the socio-economic needs of the local community.

In 2023, Anhui Heli made significant efforts to advance the development of Yonghe Village and the Yuhetuan Center Village in the picturesque countryside. The Company focused on the rural "Three Revolutions" and "Five Small Tasks," actively promoting key initiatives such as the toilet revolution. It implemented a series of tasks including sewage treatment, dredging of ditches and ponds, road hardening, and street light repairs. These initiatives led to improved road infrastructure, enhanced community aesthetics, brighter street lighting, and increased environmental greenery, fostering a sustainable and livable environment. Furthermore, the Company constructed a fitness square for Yonghe Village, improved the home care service station, and enhanced other public facilities, providing convenience and care to the villagers. Anhui Heli has secured a total of 10 million yuan in assistance funds for the Yonghetuan Center Village project in Yonghe Administrative Village, Sanhe Town.



On August 28, 2023, the "China's Strength, Together to Lift Up" event took place at the Heli Industrial Park, where Anhui Heli signed a strategic cooperation agreement with the Chinese National Weightlifting Team. The ceremony also marked the opening of the Heli Exhibition Hall. This agreement solidified Heli's position as the "Official Partner" of the national weightlifting team, establishing consensus on Heli's collaborative rights and interests.

Anhui Heli will collaborate with the Chinese National Weightlifting Team to proudly uphold the banner of a leading sporting nation, showcasing their unwavering dedication in their respective domains. By highlighting China's prestigious reputation, they will contribute to the high-quality advancement of the high-end equipment manufacturing industry and the national sports sector, collectively conveying China's strength and sharing China's compelling stories.



Environmental Management System	Environmental Management System Certification	Percentage %	100
	Total Hours of Environmental Training	Hours	170
	Percentage of Environmental Training Coverage	Percentage %	59.04
	Number of Environmental Non-Compliance Incidents	Instance	0
Emission Management	Total Amount of General Waste	Tons	360.44
	Total Amount of Hazardous Waste	Tons	
	Total Volume of Discharged Wastewater	Tons	
	Chemical Oxygen Demand (COD) Emissions	Tons	73.70
	Ammonia Nitrogen Emissions	Tons	
	Total Nitrogen Emissions	Tons	
	Total Phosphorus Emissions	Tons	0.42
	Nitrogen Oxide Emissions	Tons	
	Sulfur Oxide Emissions	Tons	6.09
	Particulate Matter (PM) Emissions	Tons	
	Amino (NHx) Emissions	Ton	0
	Volatile Organic Compound (VOC) Emissions	Tons	
Water Management	Total Water Consumption	Tons	196,292.00
	Recycled Water Utilization	Tons	110,000.00
	Water Consumption Intensity	Tons/Unit	
Energy Management	Gasoline Consumption During Production	Liters	44,710.00
	Gasoline Consumption for Forklift Sales	Liters	22,018.00
	Gasoline Consumption in Administrative Operations	Liters	1,075,196.09
	Other Gasoline Consumption	Liters	
	Total Gasoline Consumption	Liters	
	Diesel Consumption During Production	Liters	1,632,486.04
	Diesel Consumption for Forklift Sales	Liters	
	Diesel Consumption in Administrative Operations	Liters	1,509,711.31
	Other Diesel Consumption	Liters	44,152.30
	Total Diesel Consumption	Liters	
	Natural Gas Consumption in Production Operations	10,000 Cubic Meters	523.20
	Natural Gas Consumption in Cafeteria	10,000 Cubic Meters	

Energy Management	Other Natural Gas Consumption	10,000 Cubic Meters	
	Total Natural Gas Consumption	10,000 Cubic Meters	
	Purchased Electricity Consumption in Production Operations	10,000 kWh	
	Purchased Electricity Consumption in Cafeteria	10,000 kWh	
	Total Purchased Electricity	Megawatt-hours	297,063.29
	Purchased Green Power	10,000 kWh	800.00
	Carbon Dioxide Shielding Gas Consumption	Tons of Carbon Dioxide Equivalent	1,035.94
	Amount of Photovoltaic Power Generation	10,000 kWh	
	Photovoltaic Consumption	10,000 kWh	
	Other Sources	Liters	1,200.00
Climate Change Response	Total Greenhouse Gas Emissions in Scope	Tons of Carbon Dioxide Equivalent	22,324.06
	Total Greenhouse Gas Emissions in Scope	Tons of Carbon Dioxide Equivalent	168,512.08
	Greenhouse Gas Emission Density in Scope	Tons of Carbon Dioxide Equivalent / million revenue	
	Greenhouse Gas Emission Density in Scope	Tons of Carbon Dioxide Equivalent / million revenue	
	Total Greenhouse Gas Emissions	Tons of Carbon Dioxide Equivalent	190,836.14
	Total Greenhouse Gas Emission Density	Tons of Carbon Dioxide Equivalent / million revenue	10.92

Social Performance			
Indicators		Unit	2023
Total Number of Employees	The Number of Regular Employees	Persons	
	The Number of Interns	Persons	
	The Number of Contracted Employees	Persons	
	The Number of Employees with Disabilities	Persons	
The Number of Employees by Gender	The Number of Male Employees	Persons	
	The Number of Female Employees	Persons	
The Number of Employees by Region	The Number of Employees from the Chinese Mainland	Persons	
	The Number of Overseas Employees	Persons	
The Number of Employees by Ethnicity	The Number of Han Chinese Employees	Persons	
	The Number of Ethnic Minority Employees	Persons	180
The Number of Employees by Age	The Number of Employees Under 30 Years Old	Persons	
	The Number of Employees Aged 30-50	Persons	
	The Number of Employees Over 50 Years Old	Persons	
The Number of Employees by Rank	The Number of Basic-Level Employees	Persons	8,025
	The Number of Middle Management Employees	Persons	602
	The Number of Senior Management Employees	Persons	107

Social Pe rformance			
Indicators		Unit	2023
The Number of Female Employees in Each Rank	The Number of Female Employees Among Basic-Level Sta f	Persons	1,350
	The Number of Female Employees in Middle Management	Persons	
	The Number of Female Employees in Senior Management	Persons	
The Number of Female Employees in Revenue-Generating Roles		Persons	
The Number of Female Employees in STEM Positions		Persons	

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	Delegation of responsibility for managing impacts	Sustainable Development Governance	P
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We appreciate your interest and support for the sustainable development of Anhui Heli Co., Ltd. To provide you with more professional and valuable environmental, social, and governance information and to enhance the quality of our sustainability report, we invite you to provide feedback on the relevant questions in the feedback form.

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