

Stock code: 872392.BJ



2023

Environmental, Social and Governance (ESG) Report



Kunshan SuperMix Printing Technology Co.,Ltd.

Tel: 0512-36915559

Web: www.supermix.com.cn

Address: No.228, Huanlou Road, Kunshan Development Zone, Jiangsu Province

CONTENTS

01 About the Report

- 01 Reporting Scope
- 01 Reporting Period
- 01 Preparation Basis
- 01 Data Description
- 01 Interpretation Description
- 01 Confirmation and Ratification
- 01 Report Acquisition

03 Message From Chairman

05 About Supermix

- 05 Company Profile
- 06 Shareholding Structure
- 07 Development History
- 08 Corporate Culture
- 08 Milestones for 2023
- 09 Sustainable Development and Shared Prosperity

13 Standardize Operations for Effective Corporate Governance

- 15 Lead with Precision, Plan with Purpose
- 18 Observe the Law, Stride Stably
- 21 Business Thrives on Honesty, Morality Roots in Trust

23 Prioritize Green for Ecological Progress

- 25 Green Surroundings, Blue Skies
- 29 Low-Carbon Life, Eco-Friendly Use
- 32 Reduce Emissions, Cleaner Air
- 36 Purify Homes, Safeguard Earth

39 Innovate for a Win-Win Industry Future

- 41 Delve into Future, Innovate Vision
- 47 Uphold Quality, Embrace Responsibility
- 52 Value Customers, Prioritize Rights
- 56 Foster Harmony, Sustain Progress
- 60 Ensure Security, Preserve Confidentiality

63 Foster Employee Well-being for Corporate Growth

- 65 Foster Harmony, Co-Create the Future
- 71 Nurture Talent, Build Glory Together
- 73 Safeguard Health, Collaborate for Safety

81 Foster Public Good for Hope's Illumination

83 Outlook

85 Appendix

- 85 Key Performance Tables
- 90 Reporting Index
- 92 Comments and Feedback

About the Report



This report is the first Environmental, Social, and Governance Report (ESG Report) published by Kunshan SuperMix Printing Technology Co.,Ltd. (hereafter referred to as "Supermix," the "Company," or "we"). The report is based on the principles of objectivity, standardization, transparency, and comprehensiveness, and provides a detailed account of the Company's environmental, social, and corporate governance practices and performance in 2023.



REPORTING SCOPE

This report focuses on "Supermix", including subsidiary companies, except as otherwise noted, the scope of this report is consistent with the scope of the Company's annual report.

REPORTING PERIOD

The information in the report covers the period from January 1, 2023, to December 31, 2023 (hereafter referred to as "Reporting Period"). To enhance the contrast and foresight of this report, some of the contents are appropriately traced to previous years or described. The release period of this report is once a year, which is consistent with the financial year.

PREPARATION BASIS

- ◆ International Organization for Standardization (ISO) *ISO 26000: Guidance on Social Responsibility (2010)*
- ◆ Chinese Academy of Social Sciences (CASS) *Guidelines for Preparing Corporate Social Responsibility Reports in China (CASS-ESG 5.0)*
- ◆ Global Reporting Initiative (GRI), *GRI Standards 2021*
- ◆ United Nations Sustainable Development Goals (SDGs)
- ◆ Sustainability Accounting Standards Board (SASB) Standards

DATA DESCRIPTION

The data sources used in the report include the original data of the actual operation of the Company, the public data of government departments, annual financial data, internal relevant statistical statements, and third-party evaluation interviews. The financial data shown in this report are presented CNY. If there are any inconsistencies with the financial report, the financial report shall prevail.

INTERPRETATION DESCRIPTION

Interpretation Item	Interpretation Content
Supermix, the Company or We	Kunshan SuperMix Printing Technology Co.,Ltd.
Guangde Supermix	GuangDe SuperMix Printing Technology Co., Ltd.
Changshu Supermix	ChangShu SuperMix Printing Technology Co., Ltd.

CONFIRMATION AND RATIFICATION

This Report has been approved by the Board of Directors of Supermix on April 25,2024 and issued at the same time with the annual report. The Board of Directors undertakes to supervise the contents of the report and ensure that it does not contain any false records or misleading statements, and shall be responsible for the authenticity, accuracy and completeness of the contents.

This report is issued in Chinese, and the English version is translated from the Chinese version. In case of any discrepancy between the two versions, the Chinese version shall prevail.

REPORT ACQUISITION

This Report can be viewed and downloaded from the Company's website (www.supermix.com.cn) and the Beijing Stock Exchange's website (<https://www.bse.cn/>).

Message From Chairman



Kunshan SuperMix Printing
Technology Co.,Ltd.
Chairman

In this era of transformation and opportunities, Supermix has always adhered to excellent environmental, social, and governance standards, and is committed to perfectly integrating business success with social value. Over the past year, the Company has made remarkable achievements in the field of ESG practices. We are committed to sustainable development, creating a glorious chapter for the enterprise with excellent environmental, social, and governance standards.

In corporate governance, we are committed to elevating transparency and credibility. We have established sound internal control systems and risk management processes to ensure the Company's compliance operation and steady development. At the same time, we strengthen communication and collaboration with shareholders, partners and other stakeholders to jointly promote the sustainable development process of the Company.

In environmental protection, we have integrated the environmental protection concept into the core business processes. By introducing advanced clean energy technologies and continuously optimizing production processes, we have achieved significant reductions in carbon emissions and significant improvements in resource efficiency. We are dedicated to expanding our investment in environmental protection, actively addressing global challenges like climate change, and fostering the innovation and implementation of green products. We are aiming to facilitate the green transformation of industries and contribute significantly to the sustainable development of the globe.

In industrial value, we have a profound understanding of market demands. We proactively introduce, research, and develop innovative technologies, processes, and products, constantly optimizing the performance and quality of our

product to meet the increasing needs of our esteemed customers. Meanwhile, we are committed to the intellectual property rights protection, applying for and possessing a number of patents and technological achievements, which provides a robust foundation for the sustainable development of the Company.

In employee well-being, we strive to create a harmonious and inclusive work environment. We deeply value our employees as the core strength of our Company, and dedicated to fostering their professional growth and development while catering to their diverse needs. We provide employees with generous benefits and broad career growth opportunities to stimulate their endless potential and creativity. This compassionate approach not only unites us into a passionate and talented team of elites, but also ensures a continuous influx of vitality in driving the Company's progress.

In social welfare, we are actively involved in public welfare and care for the needs of the underprivileged. With a grateful heart, we contribute to the prosperity and progress of the community by giving back to society through practical actions. Our focus extends across various sectors, including education and health, where we extend our warmth and care through donations and volunteer services.

We will continue to deepen our practice and exploration in the areas of environmental protection, social responsibility and corporate governance, and make unremitting efforts to realize sustainable development goals. We will keep upholding excellent environmental, social and governance standards and lead the trend of sustainable development in the industry.

About Supermix

Company Profile

Since its establishment in 2001, Kunshan SuperMix Printing Technology Co.,Ltd. has been deeply rooted in the printing and packaging industry for more than 20 years, steadily evolving into a leading high-tech enterprise specialized in the research, design, production, and sale of paper packaging and display products.

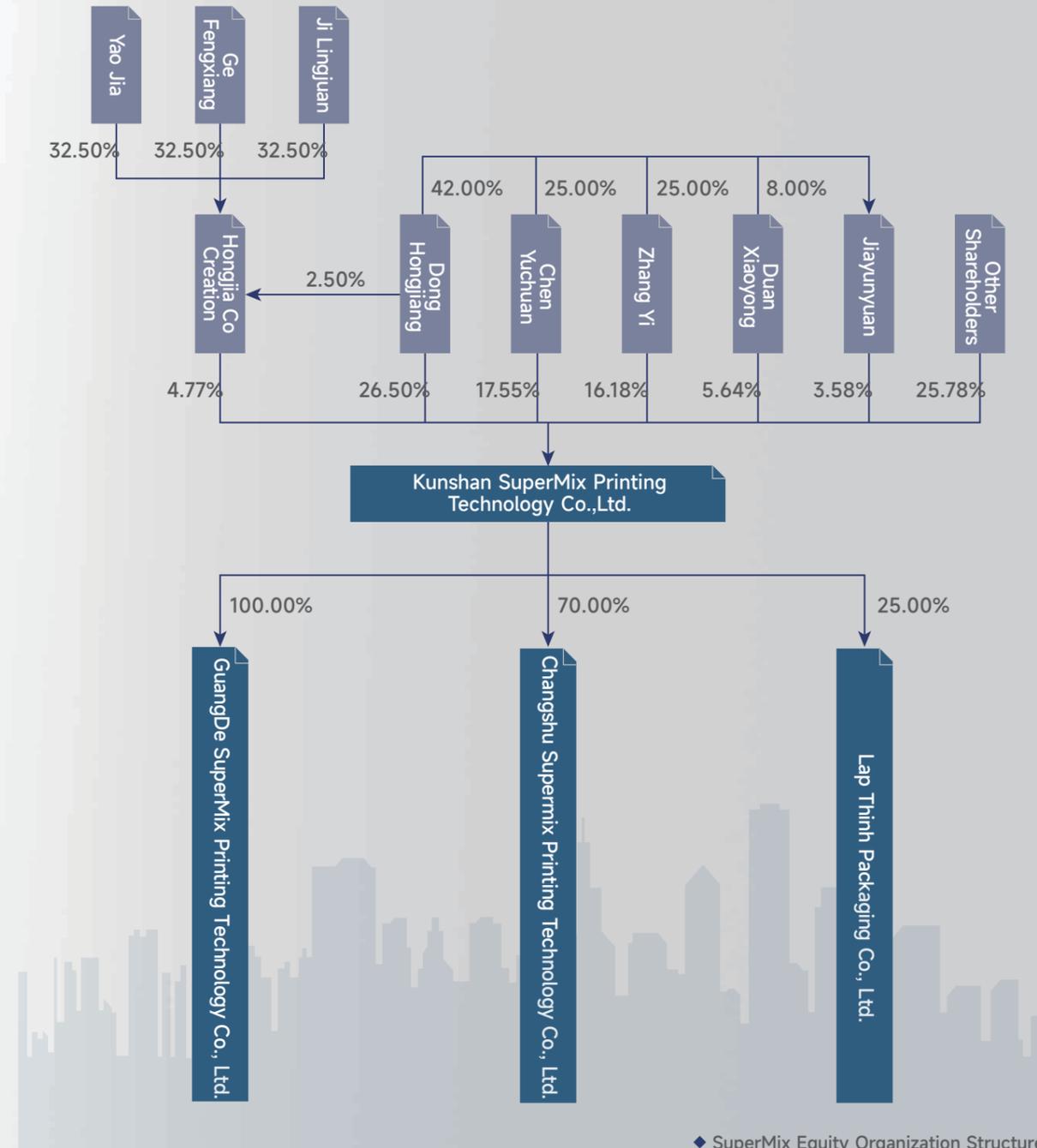
At present, the Company's business chain covers all aspects of packaging design, new product research and development, packaging solution optimization, packaging process setting, packaging printing production, supply chain optimization, product distribution, client-side packaging solutions. Our main products include three major categories: color printing products, watermarking products and cardboard, with color printing and watermarking products as the main ones. Color printing products include display racks, display boxes, color boxes, gift boxes, handbags. Watermarking products are mainly flexographic carton.

Supermix has been deeply rooted in the printing and packaging industry for many years, with clear strategic positioning and industrial layout. Renowned for its rapid response and superior service, the Company has entered the supply chains of numerous famous retailers and distribution companies such as TARGET, Walmart, Lowe's, Bestbuy, HOMEDEPOT, and METRO. The product quality and service have been highly recognized by customers. Through the establishment of long-term and stable partnerships with numerous premium customers, the Company is able to promptly and accurately grasp market trends, consistently improving product quality and service levels while maintaining the stability of sales and business performance. As we keep up with the pace of the times, Supermix actively explores new areas while maintaining the stable growth of current business, constantly tapping into new growth drivers.

The Company has established a complete and perfect printing process system, with high-precision equipment and professional engineers for product manufacturing. Relying on advanced production technology and rich technical reserves, we provide customers with high-quality, high-strength, lightweight green packaging and printing product solutions starting from design. Based on the client approval, we provide a comprehensive "one-stop" packaging service package that covers customization, production, testing, delivery, and after-sales support. The Company has a laboratory certified by the international ISTA association, which can provide customers with comprehensive transportation testing, minimize the damage that may occur during transportation, and help customers achieve brand building and cost control. Advanced hardware and software, coupled with our one-stop service has enabled the Company to establish a unique brand influence in the industry, which provides an effective guarantee for the Company's long-term development.



Shareholding Structure



◆ SuperMix Equity Organization Structure

Development History

2001

Kunshan SuperMix Printing Technology Co.,Ltd. Founded, renting 600 square meters factory.

2004

Moving to 1,200 square meters factory in Pengqian Road, Penglang Town.

2005

Expanded scale, built 2,400 square meters factory in Lushi Jing Road, Penglang Town.

2011~2012

Moved to new factory in Huanlou Road, pioneering new era.

2013~2015

Completed the construction of 2#, 3# and 4# workshops, total production area 25,000 square meters, output value over one hundred million.

2016

Output value reached 136 million.

2017

- Output value reached 173 million.
- In November, became a high-tech enterprise in Jiangsu.
- In November, listed on the new three board, stock code 872392.

2018

In January, invested CNY 50 million to establish a subsidiary in Changshu-Changshu Supermix Printing Technology Co., Ltd.

2019

Equity participation in Lap Thinh Packaging Co., Ltd. in Vietnam.

2020

Registered and established GuangDe SuperMix Printing Technology Co., Ltd. in Guangde City, Anhui Province.

2022

- Revenue reached CNY 301 million.
- In December, listed on the Beijing Stock Exchange, stock code 872392.

2021

Revenue of 390 million, profit of CNY 42.01 million, tax payment of 22.6824 million.

Corporate Culture

Company Vision

Become a global expert in integrated packaging and display solutions.

Company Mission

Premium products, customer premier choice, passionate employees, pleased stakeholders.

Company Purpose

Deliver intelligent, creative, and sustainable solutions to enhance brand and performance for clients.

Milestones for 2023

February 2023

The Company awarded the 2022 Enterprise Private Capital Contribution Award



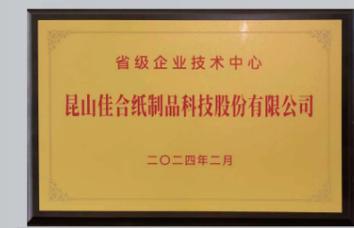
October 2023

The Company invited as an important enterprise in the development zone to attend supply-demand matching event hosted by the Ministry of Industry and Information Technology



December 2023

The Company awarded the title of "Provincial Enterprise Technology Center"



Sustainable Development and Shared Prosperity

Sustainable Development Goals

In order to fully respond to and effectively implement the Sustainable Development Goals (SDGs) put forward by the United Nations, the Company has conducted meticulous research and analysis, closely integrating our own business characteristics and current core concerns with the SDGs, and defined a series of specific goals that align with the spirit of sustainable development.

SDGs Specific actions		
SDGs	Specific actions in 2023	Corresponding chapter
	<ul style="list-style-type: none"> Actively fulfill social responsibilities and pay attention to employee welfare; Actively participate in public welfare undertakings, and strive to promote the realization of the goal of poverty-free. 	Foster Harmony, Co-Crete the Future Foster Public Good for Hope's Illumination
	Quality medical security services and healthy working environment are committed to be provided to ensure the health and welfare of our employees.	Foster Harmony, Co-Crete the Future Safeguard Health, Collaborate for Safety
	<ul style="list-style-type: none"> Provide training for employees' career development; Encourage employee to participate in continuing education and provide necessary support and incentives. 	Nurture Talent, Build Glory Together
	<ul style="list-style-type: none"> Develop and implement gender-neutral recruitment and promotion policies to ensure that women have equal opportunities in the recruitment and promotion process; Provide women with the same job opportunities as men, ensuring that male and female employees receive the same salary in the same positions; Create a female-friendly work environment, including providing appropriate facilities and support. 	Foster Harmony, Co-Crete the Future
	<ul style="list-style-type: none"> Ensure that employees are provided with safe, clean drinking water; Take effective sewage treatment to ensure that the sewage produced in the production process is properly treated to meet the discharge standards. 	Low-Carbon Life, Eco-Friendly Use Reduce Emissions, Cleaner Air
	Committed to reducing carbon emissions, promoting circular technologies, facilitating sustainable development and environmental protection.	Low-Carbon Life, Eco-Friendly Use

SDGs Specific actions		
SDGs	Specific actions in 2023	Corresponding chapter
	<ul style="list-style-type: none"> Establish fair and reasonable pay and benefits systems to ensure that employees' income and living standards are guaranteed; Through training and further study, improve the skill level and comprehensive quality of employees, and promote the career development of employees; Provide necessary labour protection articles and facilities to reduce the incidence of work-related injuries and occupational diseases. 	Foster Harmony, Co-Crete the Future Nurture Talent, Build Glory Together Safeguard Health, Collaborate for Safety
	Increase investment in research and development, promote scientific and technological innovation with industrial upgrading, lead the development trend of the industry, and contribute to economic growth and social progress.	Delve into Future, Innovate Vision
	<ul style="list-style-type: none"> Ensure fairness in employee income, establish a reasonable salary system and reward mechanism; Provide equal opportunities in recruitment, benefits, promotion, training, and do not discriminate against employees based on gender, age, race, religion. 	Foster Harmony, Co-Crete the Future Nurture Talent, Build Glory Together
	<ul style="list-style-type: none"> Strengthen environmental protection measures, reduce pollutant emissions in the production process, and ensure compliance with national and international environmental standards; Promote green transportation, energy conservation, and emission reduction, contributing to the construction of livable, sustainable cities and communities. 	Green Surroundings, Blue Skies Low-Carbon Life, Eco-Friendly Use
	Implement green supply chain management, vigorously develop the circular economy, pay attention to environmental, social and governance (ESG) factors, to promote the coordinated development of economy, society and environment.	Foster Harmony, Sustain Progress
	<ul style="list-style-type: none"> Reduce the discharge of wastewater, waste gas and waste residue, and reduce pollution of the ecological environment of water; Establishing sewage treatment facilities, to classify and treat production and domestic sewage, and ensuring that wastewater meets emission standards or can be recycled. 	Purify Homes, Safeguard Earth
	Through compliance with laws and regulations, promotion of fair trading, strengthening of corporate governance, promote the stabilization of market order and the healthy development of companies.	Standardize Operations for Effective Corporate Governance Sustainable Development and Shared Prosperity
	<ul style="list-style-type: none"> Guided by customer needs, we aim to enhance customer satisfaction through innovative and precise services, in order to achieve long-term and stable development for both the Company and our clients; Establish a perfect supply chain management system, and establish long-term and stable cooperative relationships with suppliers through refined management, cross-departmental synergy and full life-cycle management. 	Value Customers, Prioritize Rights Foster Harmony, Sustain Progress

Sustainable Development Actions

ESG Risk Management

In promoting sustainable development, the Company highly values the various types of risks associated with stakeholders. Therefore, the Company have carried out practical and effective measures to cope with these challenges, to safeguard the Company's long-term development and to ensure that the Company can effectively avoid potential risks while pursuing sustainability.

Stakeholders	Risk Description	Specific Actions
 Shareholders and Investors	Shareholders and Investors are concerned with the long-term value and sustainability of the Company. If the Company has serious ESG problems, it could lead to a falling stock price, investor divestment or legal action.	<ul style="list-style-type: none"> ◆ Strengthen communication with Investors, regularly disclose ESG performance and related information. ◆ Develop and implement sustainability strategy to ensure business alignment with ESG principles. ◆ Improve corporate governance, including strengthening board structure, internal controls and risk management mechanisms.
 Employees	Employees are concerned about the work environment, benefits and career development. If the Company has employee rights issues, it may lead to employee turnover, strikes or legal disputes.	<ul style="list-style-type: none"> ◆ Ensure that employees' rights and interests are protected, including providing a safe working environment, fair remuneration and benefits. ◆ Enhance employee training and development to improve employees' career skills and promotion opportunities. ◆ Establish an effective communication mechanism to keep abreast of employee needs and feedback.
 Suppliers and Cooperative Partners	Suppliers and Cooperative Partners may be involved in environmental violations, labor rights that may have an impact on the Company's reputation and supply chain stability.	<ul style="list-style-type: none"> ◆ Select Suppliers and Cooperative Partners that meets ESG standards to strengthen supply chain management. ◆ Regular ESG evaluations and audits of Suppliers and Cooperative Partners to ensure compliance with the Company's ESG requirements. ◆ Strengthen communication and collaboration with Suppliers and Cooperative Partners to advance ESG practices.
 Consumers and the Public	Consumers and the public alike are increasingly aware of a Company's product quality, social responsibilities, and brand reputation. Serious ESG issues could potentially result in consumer boycotts, tarnish the Company's brand image, or even invite legal action.	<ul style="list-style-type: none"> ◆ Provide high quality products and services to ensure compliance with laws and regulations and consumer expectations. ◆ Strengthen social responsibility practices, including focusing on environmental protection, community development, and public welfare. ◆ Strengthen communication with consumers and the public and respond to concerns and questions promptly.
 Government and Social Organizations	Government and Social Organization pay close attention to a Company's compliance and social responsibilities. Serious ESG issues could potentially result in legal penalties, tighter regulatory scrutiny, or damage to the Company's social reputation.	<ul style="list-style-type: none"> ◆ Comply with laws, regulations and regulatory requirements to ensure the Company's business is compliant. ◆ Strengthen communication and cooperation with government and social organisations to jointly promote ESG practices. ◆ Actively participate in social and charitable activities to enhance the Company's social reputation.

Communication with Stakeholders

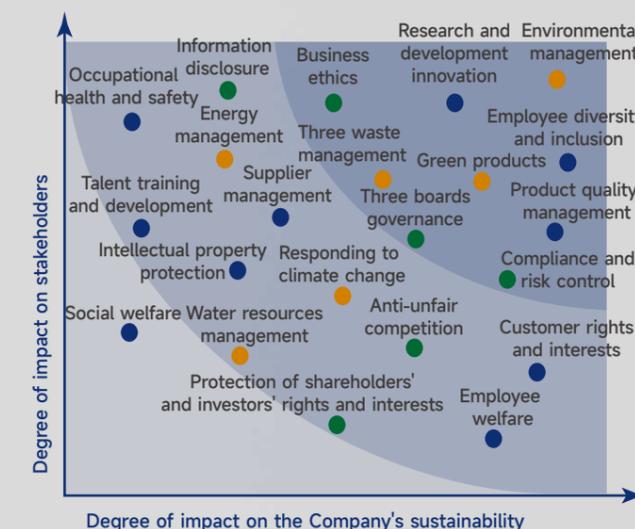
The Company has established and maintained the *Stakeholder Needs and Expectations Management Procedure* to understand the needs and expectations of relevant parties and help the Company establish clear policies and objectives with clear purpose. This procedure ensures that the Company continuously provides products and services that comply with regulations and customer requirements, effectively responds to the impact of relevant parties, as well as drives the Company towards a greener and more sustainable future.

Stakeholders	Issues of Concern	Mode of Communication
Government/Regulators	Anti-Unfair Competition Anti-Corruption Information Disclosure	Daily Communication and Reporting Information Disclosure
Shareholders and Investors	Business Performance Information Disclosure and Communication Mechanism Governance	Shareholders' Meeting Periodic Reports and Interim Reports Investor Hotline
Customers	Honest Business Regulatory Compliance Product Quality Innovation and Research and Development	Customer Satisfaction Survey Product Quality Management Mail, Telephone
Employees	Occupational Health and Safety Forced and Compulsory Labour Salary and Benefits Employee Training and Development	Employee Satisfaction Safety Production Management Employee Communication Mechanism Regular Training
Suppliers	Fair Trade Sustainable Supply Chain	Signing the <i>Supplier Social Responsibility Commitment</i> Social Responsibility Assessment
Communities	Environmental Management Employment Promotion Social Welfare	Information Disclosure Social Welfare Activities

ESG Substantive Issues

Referring to the two aspects of "importance to the Company's development" and "importance to stakeholders", the Company has identified a total of 22 important issues, ranked and confirmed them, guided the Company to promote ESG work with goals and priorities, and actively and effectively responded to issues of general concern to stakeholders related to the Company's development.

- Environmental issues
- Social issues
- Governance issues





01

Standardize Operations for Effective Corporate Governance

Lead with Precision,
Plan with Purpose ◊.....◊ 15

Observe the Law,
Stride Stably ◊.....◊ 18

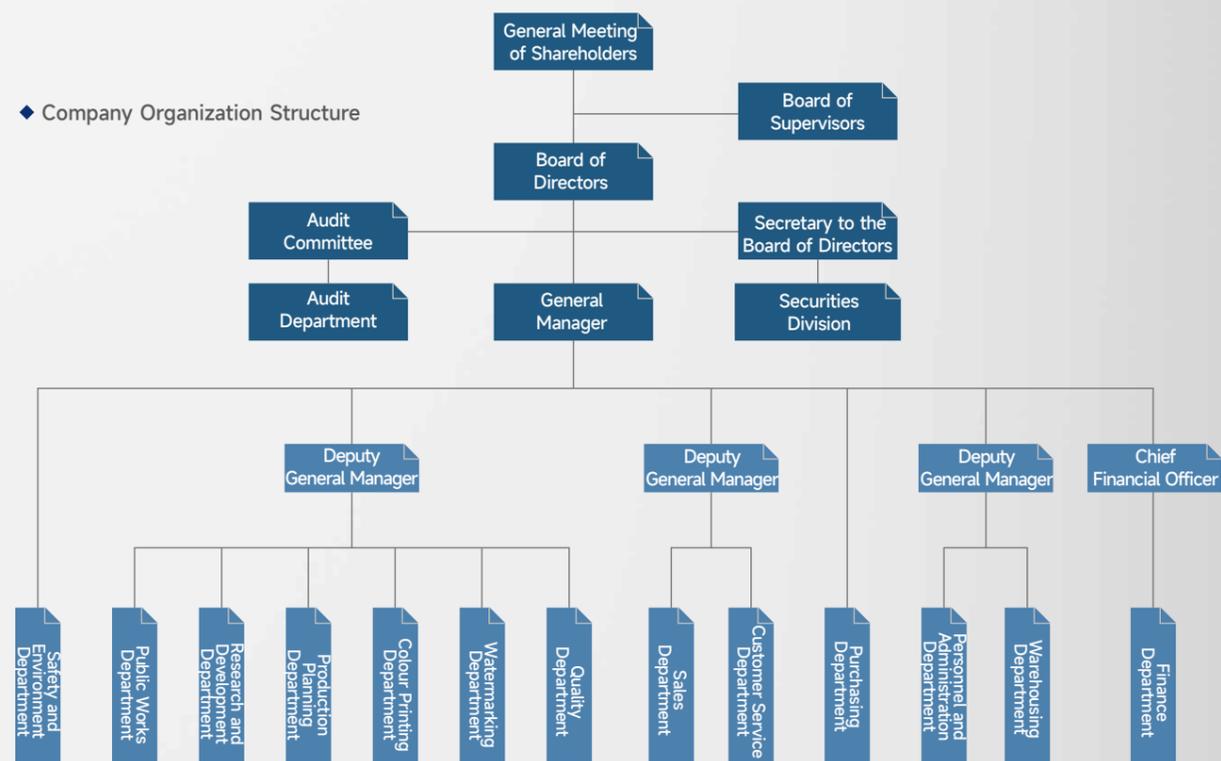
Business Thrives on
Honesty, Morality
Roots in Trust ◊.....◊ 21

Lead with Precision, Plan with Purpose

Company Organization Structure and Responsibilities

Supermix strictly abides by the laws, regulations, and regulatory provisions related to governance for listing on the China Securities Regulatory Commission and the Beijing Stock Exchange. Since our overall transformation into a joint-stock limited Company (listed), Supermix has established and improved a corporate governance structure consisting of a general meeting of shareholders, a board of directors, a board of supervisors, and a management level in accordance with relevant laws and regulations such as the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*, as well as normative documents. We have also set up personnel and institutions such as independent directors and secretaries of the board of directors, and formulated and improved the *Articles of Association*, *Rules of Procedure for General Meetings of Shareholders*, *Rules of Procedure for Board of Directors*, *Rules of Procedure for Board of Supervisors*, *Independent Director System*, *Working Rules for Secretaries of the Board of Directors*, *Working Rules for Special Meetings of Independent Directors*, and *Working Rules for the Audit Committee of the Board of Directors*. Additionally, we have established internal control systems covering external investments, external guarantees, connected transactions, and funds management.

The general meeting of shareholders, board of directors, board of supervisors, management, secretaries of the board of directors, independent directors, and other institutions and personnel of the Company have clear rights and responsibilities, which are coordinated and balanced among each other. They operate in accordance with relevant governance documents and internal control systems, continuously improve and upgrade based on the actual development of the Company, and achieve stable operation and value creation.



General Meeting of Shareholders, Board of Directors, Board of Supervisors

Supermix strictly adheres to regulatory requirements, establishes a sound and sustainable governance structure, and promotes the Company's continuous and standardized development.

I Shareholders and General Meetings

The general meetings is the supreme authority of the Company, with responsibilities covering corporate governance, business strategy, risk prevention and control. It serves as an important guarantee for the normal operation and development of the Company. The Company convenes the general meeting of shareholders in accordance with the requirements of the *Company Law of the People's Republic of China*, the *Articles of Association*, and the *Rules of Procedure for the General Meeting of Shareholders*. The voting procedures of the general meeting of shareholders are strictly implemented in accordance with relevant regulations, and a combination of on-site and online voting is used to facilitate shareholder participation in corporate governance and fully exercise their shareholder rights. There are no circumstances that harm the interests of shareholders. The resolutions of the general meeting of shareholders comply with laws and regulations.

During the reporting period, the Company's board of directors convened a total of **6** general meetings of shareholders, which considered a total of **25** proposals.

I Directors and the Board of Directors

The election process for the Company's directors is open, fair, and impartial. The board of directors strictly adheres to laws and regulations of the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*, as well as the requirements of the *Articles of Association* and the *Rules of Procedure for the Board of Directors*. Taking into account the actual situation of the Company, and with a serious, prudent, and responsible attitude towards all shareholders, the board actively attends relevant meetings, carefully considers various proposals, provides constructive suggestions for the Company's development, and protects the legitimate rights and interests of the Company as a whole and all shareholders.

The Company has established independent directors and formulated the *Working System for Independent Directors* and the *Working Rules for Secretaries of the Board of Directors*. The qualifications, appointment and removal, responsibilities, performance of duties, and performance guarantees of independent directors are implemented in accordance with relevant laws, regulations, the China Securities Regulatory Commission, the Beijing Stock Exchange, the Company's articles of association, and the working system for independent directors. During the reporting period, the independent directors of the Company actively participated in special training on institutional reforms, made prudent judgments based on their professional knowledge, rich professional backgrounds, and industry experience, provided scientific and professional advice and reference for various decisions of the Company's board of directors, eliminated conflicts between their director responsibilities and personal interests, proposed feasible suggestions to the

management, and promoted the standardized operation of the Company.

The Company's board of directors currently comprises 8 directors, including 3 independent directors and 2 female directors. All current directors possess solid professional expertise and good educational backgrounds, with 2 directors holding doctoral degrees, accounting for approximately 25% of the total. Among the board members, there are 4 directors aged between 40 and 50, 3 directors aged between 50 and 60, and 1 director aged over 60.

The board of directors has established an audit committee and formulated the *Working Rules for the Audit Committee of the Board of Directors*, stipulating that the audit committee is responsible for reviewing the Company's financial information and the disclosure, supervising and evaluating internal and external audit and internal control; and providing relevant professional opinions and suggestions for the Company's development based on their own responsibilities. In addition, the Company has established an internal audit department as an important internal supervisory force, responsible for conducting independent and objective reviews and evaluations of the Company's business activities, risk status, and internal control, helping the Company identify problems, improve management, reduce risks, and providing guarantees for the Company's sustainable development.

Performance

During the reporting period, the Company's board of directors convened a total of **10** board meetings and considered a total of **74** proposals.

| Supervisors and the Board of Supervisors

The Company's board of supervisors consists of three supervisors. The board of supervisors operates in accordance with laws and regulations of the *Company Law of the People's Republic of China* and the *Securities Law of the People's Republic of China*, as well as the *Articles of Association* and the *Rules of Procedure for the Board of Supervisors*. They ensure that the recommendation, election, and appointment of supervisors comply with relevant laws and regulations. The supervisors oversees the Company's finances and the compliance of directors and senior management in exercising their authorities, thereby protecting the legitimate rights and interests of the Company and shareholders.

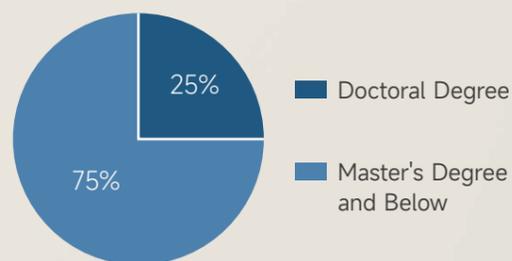
Performance

During the reporting period, the Company's board of supervisors convened a total of **8** meetings and considered a total of **43** proposals.

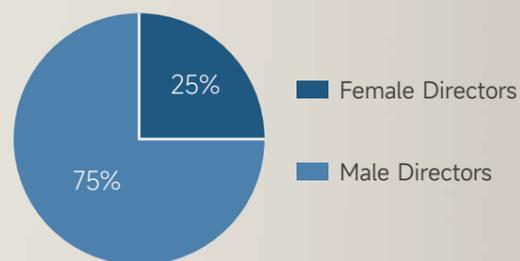
Board Diversity

Supermix places emphasis on the diversified composition of the board of directors, taking into account various factors of gender, cultural and educational background, age group, professional skills, and experience based on the business model and development trends. This helps to enhance the Company's transparency and competitiveness, as well as optimize the decision-making efficiency of the board of directors.

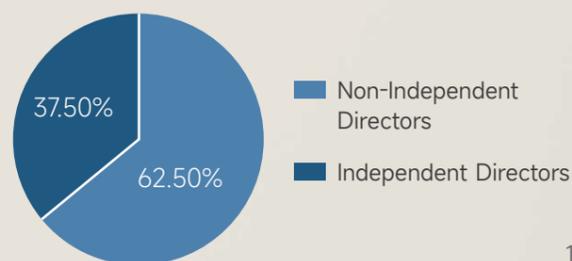
By Academic Qualification



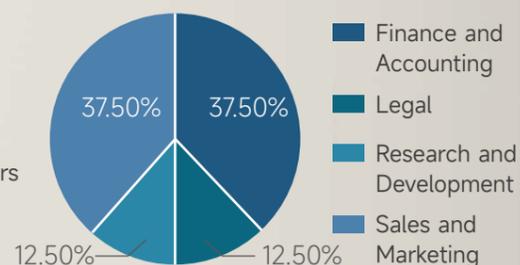
By Gender



By Composition



By Professional Background



◆ Diversity of Directors

Observe the Law, Stride Stably



Risk Management and Internal Control

During the reporting period, the Company's major decisions were made in accordance with the *Company Law of the People's Republic of China* and the internal control systems such as the *Articles of Association*. In the Company's important personnel changes, external investments, financing, related party transactions, guarantees and other important matters of the Company, we ensured authenticity, accuracy, completeness, and timeliness, without false records, misleading statements, or significant omissions. As of the end of the reporting period, the Company's major decision-making operations were in good condition, which can maximize the Company's standardized operations.

The Company carried out internal evaluation in accordance with the *Basic Standards for Enterprise Internal Control* and the supporting guidelines, combined with the Company's relevant systems, processes and other documentary provisions. During the reporting period, there were no significant and important deficiencies in the Company's internal control.



Tax Management

The Company strictly adheres to the national tax laws, regulations and policies. In order to strengthen the Company's tax control, uniformly regulate tax business management behaviors, guide daily tax management, tax planning, cooperate with tax assessment and tax audits and other tax businesses, avoid tax risks, and create tax benefits, according to the relevant national tax laws and regulations. The Company upholds the concept of law-abiding operation and formulates the *Tax Management System* to ensure the compliance and accuracy of tax treatment and provide important support for the Company's sustainable and stable development.

The Company has established a comprehensive tax issue reporting mechanism to collect and summarize challenges faced by our subsidiaries in practical tax matters. This framework also ensures that subsidiaries receive necessary tax consultation when confronted with unique tax issues. The Finance Department of the Parent Company diligently tracks reported tax concerns and their corresponding resolutions, methodically summarizing and documenting both issues and solutions. In cases of significant tax issues, the Finance Department promptly reports them to the Chief Financial Officer.

During the reporting period, the Company actually paid taxes of CNY **16.7784** million, and there were no negative incidents of tax evasion or avoidance.



Related Party Transaction

In order to strengthen the management of connected transactions, clarify management responsibilities and divisions, protect the legitimate interests of shareholders and creditors, and ensure the fairness of the Company's connected transaction decision-making behavior by following the principles of honesty, equality, voluntariness, fairness, openness, and impartiality, Supermix has formulated the *Connected Transaction System* based on relevant laws and regulations of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Beijing Stock Exchange Stock Listing Rules (Trial)*, as well as the relevant provisions of the *Accounting Standards for Business Enterprises - Disclosure of Relations and Transactions with Associated Parties* and the *Articles of Association*, combined with the Company's actual situation. This system ensures the compliance and fairness of transactions, and helps the Company to standardize and supervise connected transactions.

Shareholder Returns

In order to standardize the Company's profit distribution, establish a scientific, sustainable, and stable distribution mechanism, enhance the transparency of profit distribution, ensure the long-term and sustainable development of the Company, and effectively protect the legitimate rights and interests of small and medium-sized investors, the Company has formulated the *Profit Distribution Management System* in accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, *Beijing Stock Exchange Stock Listing Rules (Trial)*, and the *Articles of Association*.

When formulating the profit distribution plan, the Company always takes the return of shareholders as an important consideration. Based on the profitability and capital demand, the Company reasonably puts forward suggestions and plans for profit distribution. In the process of demonstrating the profit distribution plan, the Company's management, board of directors, independent directors and supervisors have fully discussed and listened to the opinions of small and medium-sized shareholders through various channels. The profit distribution plan has formed on the basis of considering the continuous, stable and scientific returns to all shareholders.

The Company has distributed CNY 30.78 million in cash dividends over the past three years.

Company Cash Dividend

Performance	2021	2022	2023
Cash dividend per 10 shares (CNY)	2.5	2	1
Total Cash Dividend (including share repurchases) (CNY 10,000)	1,092.5	1,167	818.91
The ratio of total cash dividends (including share repurchases) to net profit attributable to shareholders of the listed company (%)	30.83	44.55	39.71

Note: In 2023, the Company repurchased shares by continuous bidding transfers to a dedicated securities account, and the total amount paid was CNY 2,354,126.82.

Information Disclosure

The Company's information disclosure work is uniformly led and managed by the board of directors. The chairman bears the primary responsibility for the management of information disclosure affairs, while the Secretary of the Board is the direct responsible person for the Company's information disclosure, responsible for coordinating and organizing specific matters related to the Company's information disclosure. Other directors and senior management personnel of the Company shall provide necessary assistance to the chairman and the Secretary of the Board regarding information disclosure affairs.

The Company has formulated the *Information Disclosure Affairs Management System* and the *Annual Report Information Disclosure Significant Error Accountability System*, improving internal constraints and accountability mechanisms to promote the fulfillment of duties by the Company's management, enhancing the authenticity, accuracy, completeness, and timeliness of information disclosure, and improving the quality and transparency of annual report information disclosure. The person responsible for the Company's information disclosure affairs and the Company's management strictly adhere to the above-mentioned systems and have implemented them well. During the reporting period, there were no corrections of big accounting errors or significant material omissions of information.

The Company has designated the Beijing Stock Exchange website (<http://www.bse.cn>) as well as other newspapers or websites designated by the China Securities Regulatory Commission and the exchange as the media for publishing the Company's announcements and other information that needs to be disclosed. The designated website for information disclosure is CNINFO, and the designated newspaper for the Company's information disclosure is the Securities Times, to ensure that all shareholders of the Company can fairly access the Company's information.

Performance

During the reporting period, the Company disclosed a total of **6** periodic reports and **173** interim reports externally.

Investor Exchange

The Company attaches great importance to investor relations management and is committed to building a communication link with investors. In accordance with the *Investor Relations Management System*, a diversified communication system has been established that integrates annual report presentations, telephone consultations, email communications, on-site visits, and other forms of interaction. This ensures investors' right to know and participate, actively maintain good relations between the Company and investors, improve the transparency of the Company's information disclosure, and effectively answers investors' inquiries, particularly protecting the legitimate rights and interests of investors of small and medium-sized investors.

As of the end of the reporting period, the Company has responded to investors' questions **15** times.

Performance Meeting

The Company's performance meeting was held remotely over the Internet on May 10, 2023, where the Company's situation and 2022 operating performance were presented via video, and where the Company's intrinsic value and investment highlights were more fully reflected and more efficiently disseminated.

Investor Information Exchange Channels

Contact Person	Phone Number	Email
Duan Xiaoyong	0512-36915559	duanxiaoyong@supermix.com.cn
Li Chongmin	0512-36915559	lichongmin@supermix.com.cn

Business Thrives on Honesty, Morality Roots in Trust

Anti-Corruption and Anti-Bribery

In order to strengthen and promote the construction of Supermix's corporate culture, establish a good corporate image, and standardize the professional ethics of employees of the Company and the subsidiary companies, the Company has formulated the *Code of Business Conduct and Ethics* in accordance with relevant laws and regulations, the relevant provisions of the *Articles of Association*, and the requirements of the *Basic Standards for Enterprise Internal Control*, strictly prohibiting corruption and bribery in commercial activities. At the same time, no employee shall accept or offer bribe in any form or circumstances.

To help ensure the implementation of this Code, the Company requires all employees to read this Code. The Company's Administration and Human Resources Department should include the Code in new employee training. Employees at the level of department head and above are also required to sign *Business Ethics and Conduct Pledge* to confirm that they fully understand and comply with the Code. The Company has a business ethics inspector. Suppliers who are reported to the inspector will lose the opportunity to cooperate with the Company, and at the same time, the relevant personnel will be subject to disciplinary action.

Performance	2023
Total length of hours of anti-bribery and anti-corruption training received by directors (hour)	16
Number of directors attending anti-corruption training(person)	8
Rate of signing business ethics letters on integrity and other related matters(%)	19.18
Incidents of termination of business partners due to corruption (item)	0
Corruption cases in public proceedings (item)	0

Anti-Unfair Competition

Supermix requires all employees to comply with relevant laws and regulations on competition and fair trading, and to treat the Company's customers, suppliers, competitors, and other employees fairly. The Company and our employees strictly adhere to the *Company Law of the People's Republic of China* and the *Law of the People's Republic of China Against Unfair Competition*.

The Company's business ethics inspector will lead the investigation of all reported violations. All whistleblower investigations are conducted in a confidential manner to protect the whistleblowers and prevent retaliation. During the investigation process, all employees have an obligation to assist in the investigation.

During the reporting period, there were no incidents of legal proceedings for unfair competition.

Reporting channels: Telephone, Email, Interview

Contact Person	Phone Number	Email
Chen Yuchuan (General Manager)	0512-36915585	chenyuchuan@supermix.com.cn
Qiu Ling (Business Ethics Inspector)	0512-36915558	qiuling@supermix.com.cn





02

Prioritize Green for Ecological Progress

Green Surroundings, Blue Skies	◇.....◇	25
Low-Carbon Life, Eco-Friendly Use	◇.....◇	29
Reduce Emissions, Cleaner Air	◇.....◇	32
Purify Homes, Safeguard Earth	◇.....◇	36

Green Surroundings, Blue Skies

As a comprehensive strategy dedicated to protecting natural resources and ecological environment and promoting sustainable development, environmental management not only profoundly affects the survival and prosperity of human beings, but also becomes an important benchmark for measuring the progress of human civilization. By implementing environmental management, we can effectively mitigate pollution, optimize resource utilization, and enhance ecological well-being, fostering a harmonious coexistence between humanity and nature.

Environmental Management System

The Company adheres to the concept of "energy conservation and environmental protection, clean production", takes "green development" as the guideline, "comprehensive management" as the method and means, and "zero pollution accident" as the improvement target. We strictly follow the *Environmental Protection Law of the People's Republic of China* and *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and have compiled the environmental management handbook, procedural documents, environmental policies and objectives, and operation instructions. While ensuring a steady increase in economic benefits, we always prioritize environmental protection, continuously optimizing environmental performance, and laying a solid foundation for the Company's long-term sustainable development.

Environmental polices

- Compliance with laws and regulations, reduction of greenhouse gas emissions and consumption of water resources.
- Reduction of energy consumption, prioritization to the use of eco-friendly raw materials, and complaint discharge of three wastes.
- Legal disposal of solid waste ensures customer health and safety, enhancing training for all staff.
- Continuously improve environmental performance and strive to be a sustainable printing and packaging enterprise.

Aware that our economic activities must align with environmental protection for true sustainability as a manufacturing enterprise, the Company actively responds to global environmental initiatives by introducing and implementing the ISO14001 environmental management system. This not only takes precautions throughout the entire product life cycle, but also integrates production technology, processes, and operational management with logistics, energy, information, and other elements. By optimizing the operation mode, the Company can achieve minimal environmental impact, resource and energy consumption, optimal management, and sustainable economic growth.



◆ Environmental Management System Certification

In order to ensure the effective implementation of environmental protection measures, the Company has established an environmental safety responsibility system, set up the Department of Safety and Environmental Protection as the Company's environmental protection management organization, a full-time responsible for the Company's environmental protection management. Additionally, the Company has formed a working group on environmental pollution prevention and control, with the Company's main responsible person serving as the group leader and taking overall responsibility for environmental protection. The deputy general manager serves as the deputy group leader, responsible for the Company's daily environmental protection management, and ensures that environmental goals and tasks are implemented by relevant responsible units. Following the principle of "whoever manages, whoever is responsible for," department heads serve as team members, overseeing pollution prevention and control efforts within their respective departments. This tiered management mechanism, with clear responsibilities assigned to individuals, ensures comprehensive coverage and effective implementation of the Company's environmental protection efforts.

The effectiveness of environmental protection not only hinges on the Company's top-level design and professional management but also crucially relies on the participation and contributions of every employee. Therefore, the Company encourages all employees to participate in environmental management. By identifying and evaluating environmental factors, organizing employee training, and conducting internal audits, the Company aims to raise environmental awareness among its workforce and ensure that environmental goals are met at all levels. During the reporting period, the Company conducted 9 environmental protection training, the total duration of training was 1,050 hours, with 1,100 participants, averaging 2.52 hours of training per person.

Environmental Objectives	KPI	Goal Attainment
Production and business activities comply with laws and regulations	Zero Incidence of Environmental Violations and Pollution Events	Achieved
Prioritize the Use of Environmentally Friendly Materials	Use of FSC certified raw materials increased by 1% in 2023 compared to 2022	Achieved

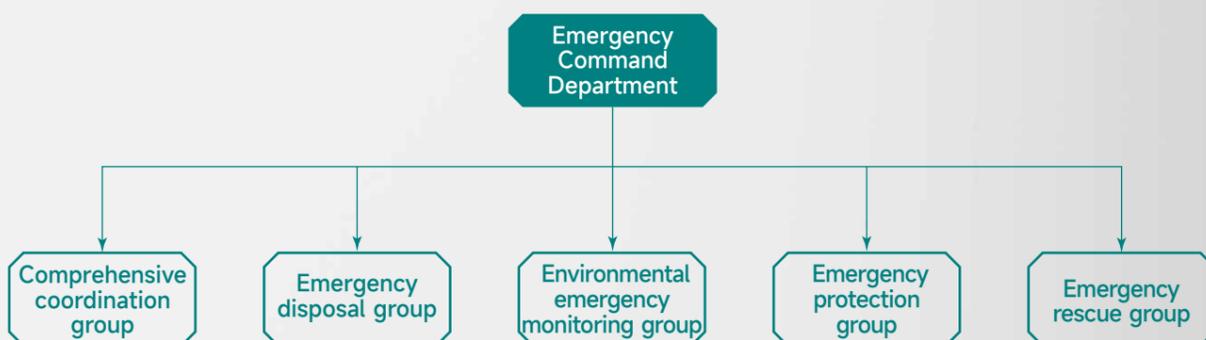
Environmental Investment	
Maintenance of environmental protection facilities	CNY 87,112.04
Hazardous waste disposal	CNY 192,491.96
Environmental protection testing	CNY 8,490.56
Third-party consulting and assessment projects (EIA)	CNY 25,780.69

Environmental Risk Management

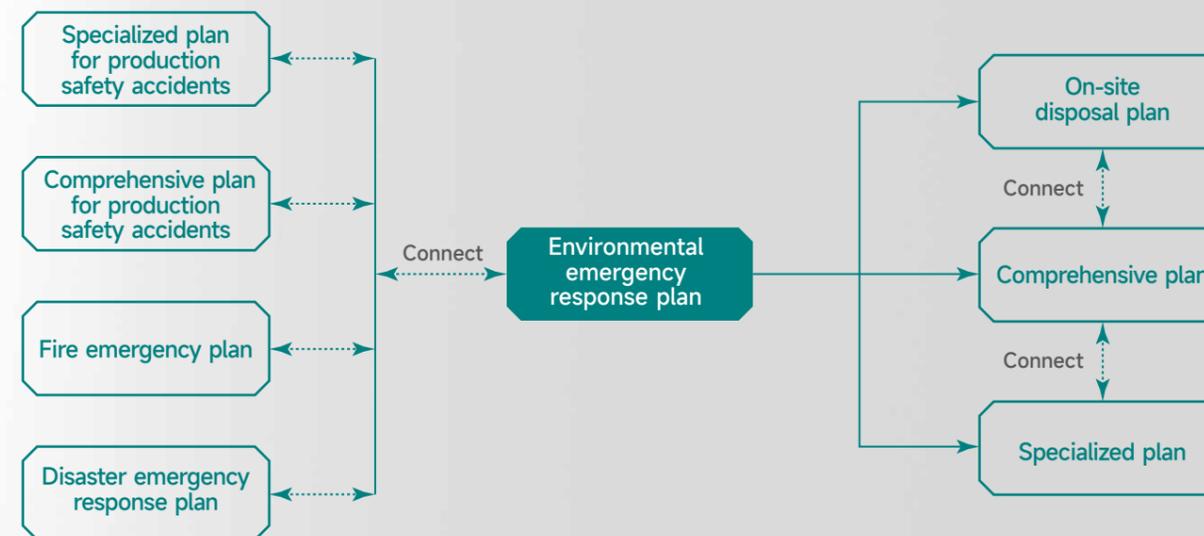
The Company follows the principle of "Prevention Oriented, Self-Rescue Oriented, Unified Command, and Division of Responsibilities", organizing and implementing an environmental self-inspection and self-correction work responsibility system. We have actively carried out environmental safety inspections, including daily inspections, team self-inspections, special inspections, key area inspections, and quarterly safety inspections. Additionally, we have formulated the *Environmental Factor Identification and Evaluation Management Procedure*, which systematically identifies and evaluates environmental influencing factors, enables regular updates of environmental factors, and promptly rectifies potential environmental hazards.

During the reporting period, the Company did not commit any environmental violations.

In order to further improve the Company's emergency response mechanism for environmental pollution incidents, effectively prevent, promptly control, and eliminate the hazards of sudden environmental pollution incidents, and enhance the emergency response capabilities of environmental protection personnel, we have formulated the *Emergency Plan for Environmental Emergencies*, and at the same time set up an Emergency Command Department, which consists of the Company's leadership, the person in charge of the safety and environmental protection, technology, production and other related departments. Under the command department, there are five action groups, namely, comprehensive coordination group, emergency disposal group, environmental emergency monitoring group, emergency protection group and emergency rescue group.



◆ Emergency Command Department Organization Structure



◆ Internal Emergency Plan System of the Company

Special emergency plan drill for natural disasters

On November 25, 2023, the Company organized a special emergency plan drill for nature disaster in order to improve its ability to respond to such events. This drill simulated the scene of flood disaster, where the emergency rescue team rapidly responded to the situation and used sandbags to block the entrance of the workshop, preventing floodwaters from entering and safeguarding the safety of critical equipment and materials. This drill not only tested the feasibility and effectiveness of the emergency response plan but also enhanced the emergency response capabilities and teamwork spirit of employees in the face of natural disasters.



Low-Carbon Life, Eco-Friendly Use

In the face of the challenge of global climate change, resource management and carbon emissions have become crucial. Resource management has a direct impact on carbon emissions, and rational resource utilization can significantly reduce greenhouse gas emissions. The Company achieves low-carbon development by improving energy efficiency, utilizing renewable energy, and promoting a circular economy.

Energy Management

With the continuous growth of global energy demand, the scarcity of energy resources and environmental issues have gradually emerged. Effective energy management not only saves costs and enhances economic efficiency for enterprises but also reduces energy consumption, mitigates negative environmental impacts, and enhances corporate social image. Additionally, energy management is a crucial component of sustainable development, actively promoting green, low-carbon, and circular development. Therefore, strengthening energy management and improving energy efficiency is the inevitable path for current and future enterprise development.

By implementing fine management on key energy-consuming areas and equipment, as well as enhancing employees' awareness of energy conservation, the Company has successfully reduced power consumption and minimized energy waste. During the reporting period, the Company consumed a total of 1,366.86 tons of standard coal in energy, achieving the goal of reducing power consumption per unit of product by 1% compared to the previous year in 2023.

Energy Type	Consumption Amount	Unit
Purchased Electricity	3.1645	million kWh
Photovoltaic Power Generation	0.6196	million kWh
Gasoline	41,990.85	Liter
Diesel	20.18	Ton
Thermal power	26,502.8	GJ

Photovoltaic Power Generation Project

The Company actively responds to the national call for green energy and vigorously promotes the use of clean energy. In June 2017, the Company began the construction of 600kWp rooftop distributed photovoltaic power generation project, which is now in normal operation. During the reporting period, 0.6196 million kWh of electricity was generated, equivalent to reducing carbon emissions by about 510.53tCO₂e.



Greenhouse Gas Emission

Adhering to the environmental protection philosophy of caring for and protecting the Earth, the Company has strengthened its inventory of greenhouse gas emissions in order to fulfill its corporate social responsibility and comply with international norms and initiatives such as *United Nations Framework Convention on Climate Change (UNFCCC)* and *Kyoto Protocol*. This survey aims to gain a practical understanding of greenhouse gas emissions and to further promote voluntary plans to reduce emissions based on the findings.

Emission Reduction Measures

- Official vehicles are converted to electric vehicles for energy conservation and emission reduction, promoting green transportation and reducing greenhouse gas emissions.
- Implement lighting zoning control, install regional intelligent lighting systems, turn off redundant fixtures and other measures to achieve energy conservation in lighting.
- Implement energy-saving improvement programs for air-conditioning systems, zoning control, and waste reduction.
- According to the demand of production gas pressure, reduce the compressed air supply pressure, reduce the power consumption of air compressor.
- Adjust the number and time of equipment operation based on production capacity changes.
- Shut down equipment during low production periods to conserve energy, centralize production, and reduce energy consumption.
- Adopt photovoltaic power generation to reduce emissions from purchased electricity.
- Upgrade die-cutting machine, laminating machine, and paper mounting machines to fully automatic models to increase production and efficiency, leading to a decrease in electricity consumption per unit product.
- It is planned to achieve carbon peaking and carbon neutrality throughout the entire life cycle of the industry chain, leading the way in green development.
- Communicate carbon emission reduction action plans to upstream and downstream transportation companies.

Our main greenhouse gas emissions include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O). During the reporting period, the Company's total greenhouse gas emissions amounted(Scope 1+Scope 2) to 4,876.12 tons of CO2 equivalent, reaching the target of reducing greenhouse gas emissions by 1% in 2023 compared to the previous year.

Greenhouse Gas Emissions		
Scope 1	156.1	tCO2e
Scope 2	4,720.02	tCO2e
Scope 3	26,099.88	tCO2e

Note: Scope 3 only covers the data from Kunshan SuperMix Printing Technology Co., Ltd.

Water Resource Management

Supermix deeply understands the importance of water resources for social and economic development, always views the rational utilization and protection of water resources as a key aspect of the Company's sustainable development from the perspective of corporate social responsibility. In order to actively respond to the national call for water resource protection and fulfill the obligations of enterprises in environmental protection, we strictly follows the *Water Law of the People's Republic of China*, and have formulated the *Regulations on Water Conservation*. We aim to reduce water consumption through strict water management, targeting both domestic and production water use.

In order to conserve domestic water, the Company prioritizes the use of water-saving devices and equipment, and has taken measures such as installing water-saving devices on faucets and gradually replacing water-saving components for toilet flushing, which have effectively reduced water leakage and further decreased fresh water consumption.

To conserve water used in production, we have established a reclaimed water reuse system for the treatment of printing production wastewater. The total designed water volume is 3T/d, and with an operating time of 8 hours per day, the average designed water volume of the treatment system is 0.375T/h. 90% of the treated water can be used for cleaning water-based printing inks, while the remaining 10% of the concentrated wastewater that cannot be reused is collected and handed over to a qualified third party for treatment.

Performance

During the reporting period, the Company's fresh water consumption was **10,550** tons.



Reduce Emissions, Cleaner Air

Supermix upholds the concept of environmental protection and strictly implements the three-waste treatment work. By introducing advanced treatment technologies and equipment, the Company scientifically treats these wastes to ensure that emissions meet national standards.

Wastewater Management

The Company strictly complies with the *Law of the People's Republic of China on Prevention and Control of Water Pollution* and has established the *Wastewater Management System*. During the reporting period, the Company's domestic wastewater was treated and connected to the sewage network of Kunshan Economic Development Zone through sewage pipelines to ensure that it was discharged in compliance with the standards.

In order to meet the requirements of governmental environmental regulatory authorities, the Company has formulated a detailed environmental self-monitoring program and made it public. In accordance with the program, the Company commissions a qualified third-party testing organization to monitor the domestic wastewater once a year and publicize the monitoring results to ensure continuous compliance with wastewater treatment standards. In November 2023, we engaged Jiangsu Youlian Detection Technique Services Co., Ltd. to test wastewater, factory boundary noise, and drinking water, and the results met all standards.

The Company adopts an advanced wastewater treatment system, which passes through the three major stages of physical and chemical treatment, biochemical treatment and reuse treatment to accurately and effectively remove harmful substances in wastewater, significantly improve water quality and minimize environment impact. The Company boasts a comprehensive wastewater treatment process and designed treatment capacity, ensuring effective wastewater management. Moreover, the treated water meets reuse standards, allowing for the rational utilization and conservation of water resources, achieving wastewater reuse and zero discharge. This initiative not only enhances the Company's environmental image but also saves costs, delivering a win-win outcome for both economic and environmental benefits.



◆ Guangde Supermix Sewage Treatment Station

Performance

During the reporting period, the Company's industrial wastewater generation amounted to **1,271** tons, and all industrial wastewater was reused, realizing no external discharge of industrial wastewater.

Waste Gas Management

The Company always adheres to the fundamental principles of environmental protection and strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. We have established the *Waste Air Management System* and *Safety Operation Procedures for Waste Gas Treatment Devices* to standardize the behavior of operators during waste gas disposal and ensure the safety, environmental protection, and effectiveness of the process. During the reporting period, the Company's waste gas disposal facilities operated normally and were used for treatment. After treatment, the waste gas achieved stable emissions that met relevant national emission standards.

In accordance with the requirements of governmental environmental regulatory departments, the Company has formulated and publicized the environmental self-monitoring plan. Based on this plan, the Company entrusts qualified third-party testing agencies to regularly monitor relevant pollutants, including waste gas monitoring once per year, and publicize the monitoring results. In October 2023, the Company commissioned Suzhou Huashi Environmental Technology Co., Ltd. to conduct waste gas testing, and the results showed that both organized and unorganized waste gas emissions around the factory area met the standards.

The Company has established a waste gas (VOCs) treatment system to achieve green emissions and implemented comprehensive management of waste gas treatment facilities. In terms of safety management, the design, construction and acceptance data of the facilities are complete, have been incorporated into the safety evaluation work, and special emergency plans have been developed with regular emergency drills. Regarding on-site facilities, the waste gas treatment facilities are installed reasonably, and the purification device based on activated carbon adsorption is equipped with differential pressure gauges and automatic cooling settings, ensuring effective waste gas treatment and safe production.

Performance

During the reporting period, the Company emitted a total of 0.2808 tons of waste gas.

Waste Management

The Company has always upholds a strong sense of responsibility for environmental protection and strictly adhered to *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and laws and regulations, comprehensively implementing waste management measures. To ensure the standardization and efficiency of environmental protection work, the Company has established a *Waste Management System* that requires all waste-producing units to dispose of waste in a standardized manner, and has adopted such means as information disclosure and whole-process management to prevent waste from causing harm to the environment, employees, and related parties. During the reporting period, the Company achieved a 100% legal disposal rate for general industrial solid waste, domestic waste and hazardous waste.

With the acceleration of industrialization and urbanization, solid waste has become a significant environmental issue. To raise awareness and consciousness among employees about solid waste disposal, the Company organized solid waste training. This training helped employees understand the sources, classification, and disposal of solid waste, improved their attention on environmental protection, established correct environmental protection concepts, and contributed to building a beautiful ecological environment together.



◆ Guangde Supermix Waste Paper Recycling System

The Company attaches great importance to risk identification and management of hazardous waste. We have built a hazardous waste warehouse in strict compliance with the *Standard for pollution control on the non-hazardous industrial solid waste storage and landfill*, which was recognized by the expert group during the final acceptance of environmental protection facilities, and has been put in use. During the reporting period, the Company conducted a series of risk identification and management work to ensure the safety and compliance of hazardous waste disposal, and formed a safety risk identification grading list and a safety risk grading management and control list on this basis. The safety risk identification grading list in details the risk levels and possible hazards of various types of hazardous waste, which provides the basic data and evidence for subsequent risk management and control. The safety risk grading management and control list has formulated corresponding management and control measures and emergency plans for hazardous wastes of different risk levels to ensure timely and effective response in case of abnormal situations and guarantee the safety of the hazardous waste disposal process.

Training on hazardous waste

To enhance employees' understanding of hazardous waste knowledge, we organized training on hazardous waste. In accordance with the requirements of the Safety and Environmental Protection Bureau of the Development Zone, we carried out standardized environmental management of hazardous waste in 2023, and arranged specialized personnel to participate in training and learning. Through self-inspection, the Company promptly identified and rectified non-conformities to ensure the standardization of the Company's hazardous waste disposal work.



Hazardous Waste Leakage Special Emergency Response Plan Drill

On November 25, 2023, the Company organized an emergency drill on hazardous waste leakage. In the simulated leakage scenario, the emergency team quickly and orderly took emergency measures, using emergency sand to block and cover the concentrated solution to ensure its complete absorption. Subsequently, the emergency team carefully bagged the emergency sand containing the leaked waste liquid and properly disposed of it in strict accordance with the hazardous waste disposal standards. The entire drill demonstrated the Company's efficiency and professionalism in responding to hazardous waste leakage incidents.



Hazardous Waste Name	Hazardous Waste Code	Capacity (ton)
Waste Rag	HW49	4.525
Waste Activated Carbon	HW06	2.889
Concentrated Liquid	HW12	35.305
Ink Waste	HW12	3.773
Sludge	HW12	11.445
Waste Glue	HW13	1.835
Waste Ink Box	HW49	4.002
Waste Developer	HW16	1.937
Waste Oil	HW08	0.408

Indicator	Unit	2023
Amount of General Waste Generated	Ton	2,780.22
Amount of General Waste Recycled	Ton	2,780.22
Amount of Hazardous Waste Generated	Ton	66.119
Amount of Hazardous Waste Disposed	Ton	66.119

Purify Homes, Safeguard Earth

Supermix is deeply aware that green transformation is not only the inevitable path for the Company's sustainable development but also a positive commitment to social responsibility. Therefore, we are committed to embedding the concept of environmental protection into every aspect of our business, from research and development and design to production and sales, striving to reduce environmental impact and create eco-friendly products and services. Additionally, in our daily office management, we actively implement energy conservation and emission reduction, advocate paperless office and recycling, making the green philosophy deeply ingrained in our employees' minds and contributing to the construction of a beautiful ecological environment.

Green Office

The Company actively responds to the call for green development, vigorously promotes green office, and is committed to realizing the sustainable development of the office environment. Through diverse and innovative initiatives, the Company has effectively reduced energy and resource consumption during the office process, while also significantly minimizing waste generation, thereby alleviating the burden on the environment.

Use of cloud servers for central servers

The Company's main server utilizes Huawei's cloud server platform, which boasts energy-saving and environment-friendly features that significantly reduce energy consumption compared to traditional servers. Furthermore, the cloud server offers pay-as-you-go pricing, eliminating resource waste and over-provisioning issues, further cutting down energy consumption and carbon emissions. Additionally, it enables centralized management and maintenance, enhancing operational efficiency and reducing the need for on-site maintenance, ultimately resulting in cost savings.



Use of remote conferencing system

The implementation of remote conferencing system not only reduces the need for frequent business travel, thus cutting down on transportation-related carbon emissions and lessening the environmental burden, but also facilitates efficient information transfer and communication. This eliminates the time and resource wastage stemming from unnecessary in-person meetings. Additionally, the use of such system fosters collaboration and knowledge sharing within the organization, ultimately enhancing the synergy and productivity of employees.



Garbage classification training

During the reporting period, we conducted specialized training on domestic waste classification for all employees. The aim was to enhance employees' environmental awareness and sorting capabilities, enabling better implementation of relevant policies and reducing adverse environmental impacts.

The training includes basic knowledge of garbage classification, sorting standards, and disposal requirements.

Through this training, the Company's employees have developed a deeper understanding and awareness of domestic waste classification, leading to a significant improvement in their sorting capabilities. This not only helps to reduce the Company's impact on the environment, but also contributes to building a beautiful ecological environment.



◆ Sorting trash cans



◆ Garbage classification training

Post of awareness-raising slogans

To further promote the green office concept and foster an atmosphere of energy conservation among all employees, the Company has posted promotional slogans in public areas, encouraging food and water conservation. These slogans aim to remind staff to conserve resources, reduce waste, and jointly contribute to environmental protection.



Green Product

As consumers and the Chinese government continue to increase their focus on environmental issues, the trend of paper packaging products, primarily made of corrugated fiberboard, replacing plastic packaging has become increasingly evident. This shift not only aligns with environmental protection requirements but also promotes sustainable development and reduces environmental pollution. Seizing this opportunity, the Company has intensified research and development efforts and optimized product mix to meet market demand and achieve better development.

According to the domestic and foreign de-plasticization environmental protection requirements, the Company has designed a series of feasible structural solutions from an environmental perspective. These solutions utilize materials such as paperboard, honeycomb paperboard, paper pallets, paper slides, and EPE to replace foam materials. This approach satisfies the diverse needs of customers while effectively protecting their products.

Paper packaging, primarily made of corrugated paperboard and the aforementioned materials, has become increasingly popular due to its excellent physical and mechanical properties, recyclability, printing adaptability, economic practicality, and environmental friendliness. In particular, compared to plastic packaging, paper packaging generates less waste and is easily recyclable, making it a widely recognized green packaging product suitable for packaging various commodities.





03

Innovate for a Win-Win Industry Future

Delve into Future, Innovate Vision	41
Uphold Quality, Embrace Responsibility	47
Value Customers, Prioritize Rights	52
Foster Harmony, Sustain Progress	56
Ensure Security, Preserve Confidentiality	60

Delve into Future, Innovate Vision

In today's rapidly developing technological era, innovation is a key factor driving the sustainable development of enterprises. As a Company that strives for excellence, we fully understand the importance of research and development innovation in enhancing our core competitiveness. Therefore, we have increased investment in R&D, continuously making breakthroughs in key technologies, and constantly strengthening our core competitiveness.

Research and Development Innovation Management System

The Company focuses on the cultivation of core technologies, actively supports and expands cutting-edge business fields, and is committed to realizing high-quality development. We strictly adhere to relevant national regulations and has formulated the *Research and Development Management System*, providing institutional support for the Company's scientific and technological innovation management. By establishing a detailed research and development process, the Company has effectively controlled the entire process from the preparation of product research and development plans to patent applications. This not only clarifies the direction and goals of research and development, but also helps optimize resource allocation, improve the efficiency and success rate of research and development, thereby ensuring the continuous promotion of technological innovation and the satisfaction of market demand.

The Company primarily adopts the independent research and development model. During the project development process, the Company has carried out targeted research and development based on the project's technical requirements, service content, and application areas. At the same time, we have conducted research and development for new customer needs, new structures, and new processes, providing technical support for the smooth implementation of the project.

Research and development training with excellent results

In July 2023, the research and development conducted training on regulatory compliance to ensure that research and development personnel understand and adhere to relevant laws and regulations, thus ensuring the legality and compliance of the Company's research and development work. Through the training, employees gained a deeper understanding of the Company's research and development system, technical specifications, and quality control standards, promoting technological innovation and product upgrades.

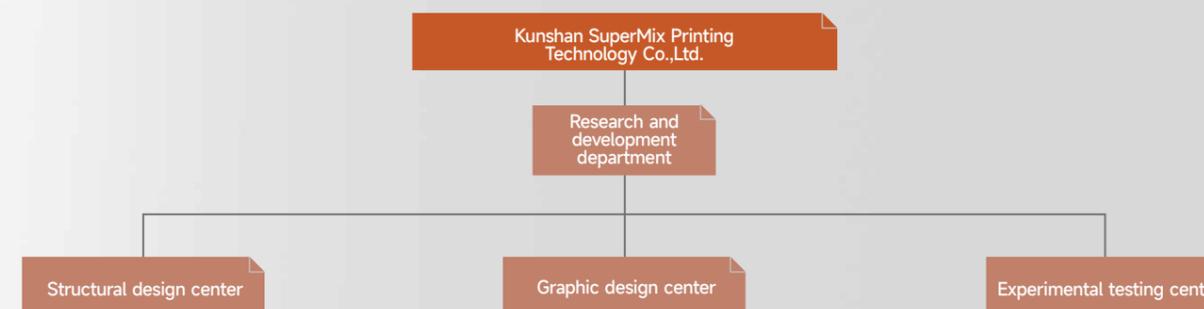


In order to maintain competitive advantages and promote sustainable development, we have established internal research and development and innovation goals. During the reporting period, the Company adopted an integrated packaging solution service model to provide comprehensive services to customers, demonstrating our comprehensive management and service strength and gaining the trust of customers. Through this program, we have created industry-leading value for our customers, helping them win markets and enhance brand influence. At the same time, the Company has increased its investment in technological research and development and upgraded ISTA laboratory, ensuring the stability of product quality.

Research and Development and Innovation Goals	Content
Enhance research and development and production capacity	The Company has increased investment in innovation, enhanced its innovative capabilities, and created value for customers. At the same time, we have utilized the investment project of Guangde Supermix to introduce talents and technological innovation to improve production efficiency and increase output.
Enhance overall marketing capability	While enhancing product competitiveness, the Company actively explores new customers, strengthens the loyalty of existing customers, and establishes long-term and stable strategic partnerships with them.
Enhance the competitiveness of the core team	The Company will approach talent introduction, cultivation, utilization, and retention, and enrich its reserve cadres through talent introduction and training. We aim to cultivate talents who align with the Company's development needs and enable them to become the backbone of the Company's various positions as soon as possible.
Driving information and digitalization construction	By strengthening digital transformation, the Company aims to achieve lean marketing, supply chain, financial, and production management. This will provide strong support for corporate decision-making and drive the Company's digital and intelligent development.

The Company vigorously carries out technological innovation, with a structural technology center, graphic design center, and experimental testing center working together to guide innovation efforts. The research and development department is responsible for the development of new products and processes, with a focus on three main areas include new production techniques, process improvement, and product optimization. In the development of new production techniques, the Company converts manual processes into semi-automatic or fully automatic production. For process improvement, statistical analysis, operation layout, and machining sequence optimization are employed to enhance production efficiency. For product optimization, the Company not only actively develops new products and enhances their quality and performance, but also customizes products based on customer needs. Regular meetings are held to analyze market trends and exchange new technologies, ensuring an efficient and orderly new product development process. Additionally, the Company has established professional ISTA testing laboratory, which specializes in testing the performance of paper box products, including drop tests, compression resistance, vibration, oblique impact, edge compression, burst strength, abrasion resistance, and clamping strength.

To ensure the progress of project research and the overall technical proficiency of the team, the Company's research and development department propose the need to introduce new talent based on the number of projects and any deficiencies in personnel's technical expertise. Additionally, the Company will regularly conduct training and exams for research and development personnel to continuously improve their technical ability and knowledge reserve.



◆ Organization Structure of Research and Development Department

We deeply understand that talent is the source of innovation and the driving force propelling the company forward. Therefore, we always committed to stimulate the innovative potential of research and development personnel, provide them with broad development space, and motivate them to break through themselves.

Research and Development Data	2022	2023
Research and development expenditures (CNY 10,000)	913.09	1,078.73
Percentage of research and development expenses to Company revenue (%)	3.03	3.73
Number of research and development staff (person)	52	53
Percentage of research and development staff to Company headcount (%)	14.86	12.71

The Company is a high-tech enterprise in Jiangsu Province and a regionally competitive printing and packaging enterprise. In 2016, we were the title of Kunshan City Science and Technology Research and Development Institution. In 2018, we were recognized as Kunshan City Enterprise Technology Center, and in 2020, we were recognized as Suzhou City Enterprise Technology Center. In 2022, we were recognized as Provincial Enterprise Technology Center. The Company has always been committed to research and development and innovation in the field of printing and packaging products, meeting customers' high standards for the appearance and functionality of corrugated packaging products.



Research and Management Achievements and Honors

We deeply understand that innovation is the driving force for our development. Therefore, we continuously invest in research and development resources, striving to create industry-leading technologies and products. We consistently innovate and develop in terms of design capabilities and process technologies, constantly pursuing excellence to meet market changes and customer needs. The Company actively explore and strive for excellence in every detail, winning more trust and recognition through continuous innovation and efforts.

Industry-University-Research Cooperation

Supermix have actively carried out industry-university-research cooperation, fully utilizing the talent advantages and research and development resources of universities and research institutions to accelerate the transformation and application of technological achievements. The Company has cooperated with Changzhou Institute of Technology on the project of Research and Development of a Waterproof and Flame-Retardant Corrugated Paper Box, which mainly involves technical guidance for the research and development of waterproof and flame-retardant corrugated paper boxes. This cooperation covers various aspects such as the research and development, experimentation, testing, and application of waterproof and flame-retardant technology. The Company and technical team provided experimental equipment, materials, and financial support, while dispatching technical experts to participate in the research and development process. Together with professional technical personnel from Changzhou Institute of Technology, they carried out experiments and research. This industry-university-research cooperation will help improve the performance and quality of waterproof and flame-retardant corrugated paper boxes, promoting technological advancements and industrial upgrades in the paper box industry. At the same time, it is also beneficial for the Company and technical team to expand market, enhance brand influence, and inject new momentum into the sustainable development of the enterprise.

Structural Design Technology

►The Company has advanced structural design software, automatic cutting equipment, high fidelity printing equipment, and experienced structural and graphic design engineers who have been in the industry for over ten years, the Company is well-positioned to understand customer needs. While fulfilling the basic functions of packaging, such as containment, protection, and convenience, we also take into account display and presentation aspects to achieve a reasonable, practical, and aesthetically pleasing effect.

Color Management Technology

►The Company possesses authoritative color management software (GMG) and color testing equipment and systems (I1+PressTune/exact+color-cert). Additionally, the printing of paper packaging products utilizes inks that meet international standards (G7), ensuring consistent print quality.

Structural Performance Testing Technique

►The Company's structural performance testing laboratory is now a member of the ISTA testing agency, providing comprehensive services for packaging structure design and efficiently meeting customer needs.



In the future, the Company will continue to strengthen the contact with domestic and foreign research institutes, universities, and foreign enterprises, actively seeking and developing technological and scientific research achievements, enhance technical support capabilities, maintain and improve the competitiveness of products.

Intellectual Property Rights Protection

Intellectual property, as the Company's most valuable intellectual asset, is a crucial source for promoting technological innovation and enhancing core competitiveness. In accordance with *Patent Law of the People's Republic of China, Detailed Rules for the Implementation of the Patent Law of the People's Republic of China* and *Enterprise Intellectual Property Management*, the Company has formulated the *Intellectual Property Management Procedures*, attaching great importance to the protection of intellectual property. To safeguard the Company's core competitiveness and market position, the Company explicitly treats intellectual property as an important corporate asset for protection and requires confidentiality in accordance with information security system requirements.



◆ Certification of Invention Patent and Utility Model Patent



◆ Computer Software Copyright

Performance

As of the end of the reporting period, the Company has obtained **2** invention patents, **27** utility model patents, and **4** computer software copyrights.

During the reporting period, the Company newly obtained **8** utility model patents and **2** invention patents.

Uphold Quality, Embrace Responsibility

The Company regards product quality as the foundation of the enterprise, adheres to customer demand as the guide, and strives to improve the quality of products and services. We are committed to rewarding customers with high-quality products and services, steadily enhancing customer satisfaction.

Product Quality Management System

Quality is the cornerstone for products to stand firmly, and it is the foundation for a company's survival and development. Supermix starts from the basics of quality management such as systems and processes, focuses on details and practical effects, strictly controls product quality and processes, and has established a comprehensive quality management system. By implementing 6S management, SOP standardized management for on-site operations, and consistency management for process documents, we ensure standardized and efficient production operations. In terms of quality control, we mainly implement enterprise standard management and control, as well as upgrading internal control standards, to ensure high-quality and reliable products.

The Company attaches great importance to product quality management and printing quality management. As of the end of the reporting period, we have passed GMI certification, G7 certification, ISTA laboratory certification, FSC certification, and ISO9001 quality management system certification. Additionally, the Company's REACH236 items, DB4RoHS+ halogen + PFAS have also passed third-party testing and certification.



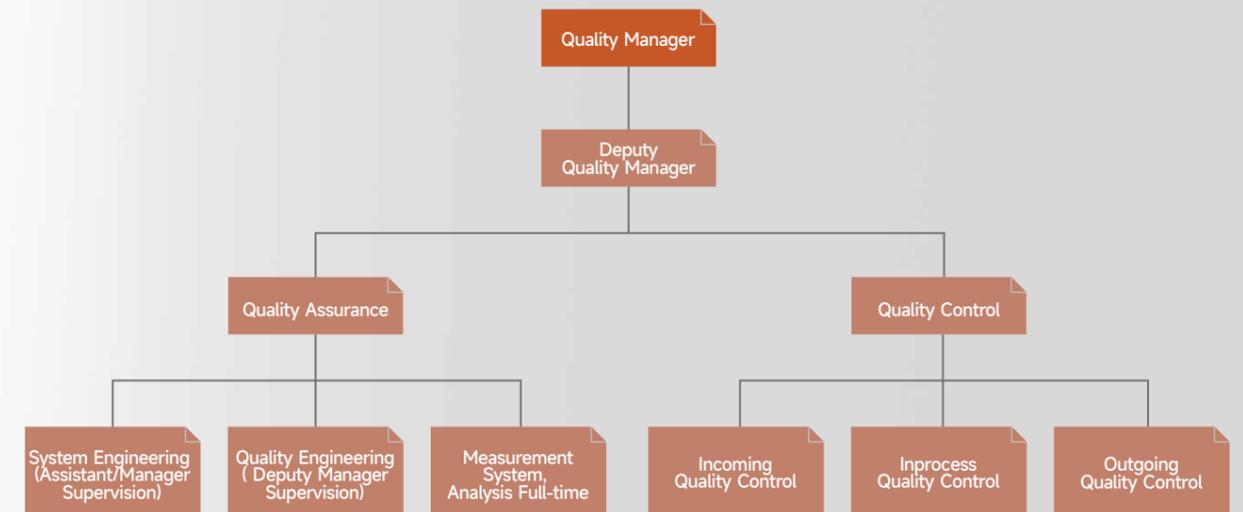
◆ Supermix Quality Certification



◆ Supermix Quality Management System Certification

◆ Changshu Supermix Quality Management System Certification

The Company has established Quality Control Department, with the quality manager taking full responsibility for coordinating matters related to product quality management to ensure that the quality of the products meets the specified standards. The department is supported by the vice president of production and quality control assistants, who assist the quality manager in product quality management efforts. When quality issues arise during the production process, prompt measures are taken to address them, and regular reports are made to the quality manager.



◆ Quality Management Organization Structure

Product Quality Risk Management

Quality risk management and control is crucial guarantee for the company to achieve continuous improvement and long-term success. The Company has formulated and implemented the *Risk and Opportunity Management Procedure* to effectively identify and respond to risks and opportunities, thereby enhancing favorable impacts, avoiding or reducing unfavorable impacts, achieving improvements, ensuring that the quality management system achieves the expected results, and forming *Risk Assessment Analysis Table for the System Process*. The general manager is responsible for ensuring the development and review of risk acceptance criteria policies, while the general manager's office is responsible for supervising the implementation and effectiveness of measures. Each department is responsible for its own assessment work and formulates corresponding measures to reduce risks.



Product Quality Management Process

Product life cycle management has a far-reaching impact on companies, as it concerns their sustainable development, market competitiveness, and economic benefits. Through efficient product life cycle management, the company can reduce costs, optimize resource utilization, improve product quality and customer satisfaction, so as to maintain a leading position in the fierce market competition. Additionally, continuous innovation and improvement of product quality enable companies to adapt to market changes and seize new development opportunities.

Life Cycle Management	
Raw material quality management	The Company have monitored and inspected raw materials according to the <i>Incoming Material Inspection Operating Instructions</i> . If any unqualified raw materials are found, corresponding measures will be taken to prevent them from entering the production process.
Production quality management	The Company has formulated the <i>Production Process Control Procedure</i> to standardize the management of the production process. The Company regularly carries out finished product inspections and third-party inspections to conduct rigorous testing on products, ensuring they meet standards and customer requirements.
Outgoing quality management	For the products that have been delivered from the factory, if there is any quality problem, the Company will recall the products. The Company has formulated the <i>Product Recall Procedure</i> to clearly define the recall process.

Performance

During the reporting period, the Company did not experience any product recalls, with a total of zero recalled products.

Production Equipment Management

Equipment is a tangible asset of a company, and its good operation is an important guarantee for the normal operation of the enterprise. Following the principle of prevention first, equal emphasis on maintenance and repair, the Company has formulated and implemented the *Equipment Management and Maintenance Procedure*. The Production Department is responsible for the maintenance, repair, and operation management of all facilities and equipment, ensuring timely and professional maintenance and care of the equipment. This approach extends the service life of the equipment, improves its operational efficiency, reduces equipment failure rates, and lowers maintenance costs, thus safeguarding production stability and product quality.

The Company is actively developing the Guangde Supermix Paper Products Offset and Flexo Printing Project, with a total construction area of approximately 89,077.80 square meters. The project has already introduced production equipment related to paper products and plans to introduce paper plastics and other related production and processing equipment, as well as auxiliary equipment. It is also equipped with public works such as water supply and drainage, power supply and distribution, roads, squares, fire protection, and landscaping. Upon completion of the project, the Company will have a production capacity of 151 million square meters of paper products and 18,000 tons of paper plastics annually.

High-speed fully automatic folder gluer 1850PC, which is characterized by high efficiency, powerful functions and flexibility, is able to meet the Company's efficient production needs.



◆ Guangde Supermix Production Line and Equipment



◆ Aerial View of Guangde Supermix



◆ Guangde Supermix Server

Non-Conforming Product Management

To ensure that the Company's product quality meets the prescribed standards and meets customer needs, while also avoiding losses to customers caused by the unintended use of defective products, the Company has formulated the *Non-Conforming Control Procedure* to manage non-conforming products.

For non-conforming raw materials, a non-conforming product label must be attached, and a *Supplier Quality Defect Notification* must be issued for confirmation by the Quality Supervisor. The Purchasing Department will take appropriate measures and require the supplier to respond with corrective and preventive measures within three days, while tracking their improvement effectiveness. When non-conforming products are discovered during the manufacturing process, inspectors or quality personnel will affix a non-conforming product label, and the quality personnel will submit it to the quality supervisor for confirmation of the handling method. The manufacturing unit will propose corrective and preventive improvement measures, and the quality personnel will track the effectiveness or conduct re-inspections to prevent recurrence of non-conforming products. When departments receive complaints about non-conforming products, they must fill out a *Quality Defect Improvement Report* and handle it according to customer requirements. At the same time, they will affix non-conforming labels to the inventory products and in-process products, issue a *Rework and Re-Inspection Form*, and have the relevant responsible unit handle it with re-inspections by inspectors. Only after confirmation of its qualification will it be allowed to enter the inventory.

Product Quality Promotion Training

In the pursuit of sustainable development, the professional skills and knowledge level of employees are one of the key factors determining the success of a company. As a responsible enterprise, we deeply understand the value of our employees and have developed the 2023 *Quality Control Department Training Plan* to enhance the quality awareness of all staff and ensure the quality and reliability of our products and services. During the reporting period, the Company organized multiple training sessions on schedule, providing employees with ample opportunities to improve their knowledge and skills.

Deepen the Quality Awareness

To further enhance the Company's employees' attention and awareness of packaging quality and ensure the safety and quality of products during the circulation process, the Company conducted quality knowledge training. The training included the basic knowledge of the Company's main products, printing paper, corrugated fiberboard, and quality assurance sheets, allowing employees to deeply understand the key elements, standard requirements, and change management of packaging quality. This training aimed to prevent problems caused by negligence, and equip employees with correct packaging operation skills and methods.



Digital Future

During the reporting period, the Company engaged a third-party agency to conduct training on the construction of digital systems. During the training, the third-party agency, taking into account the Company's actual situation and needs, developed a personalized training plan. Through theoretical explanations, case analysis, and practical operations, employees were able to fully grasp the construction and management skills of digital systems.



Value Customers, Prioritize Rights

We deeply understand that safeguarding the rights and interests of customers is the foundation of maintaining the integrity of the enterprise, and it is also the inevitable path to building brand reputation. The Company adheres to a customer-centered approach, fully respects and protects the legitimate rights and interests of customers, and is committed to providing rapid and high-quality services to enhance customer experience.

Digital Construction

Digitalization construction is an inevitable trend for enterprise development. We closely follow the pace of the times and strengthen digitalization construction to achieve a smooth push forward in digital transformation and improve the core competitiveness of the enterprise. The Company actively responds to national industrial policies and takes a series of measures on new projects. First, the Company has adopted advanced automated equipment at home and abroad to ensure that the production equipment of each process is at the forefront of the industry. Through the development of a new production MES system by the Kingdee team, each production equipment is connected to the internet, realizing real-time uploading and monitoring of production information and status. In this way, we can timely understand and grasp the current production status, providing strong support for the reliable guarantee of product quality.

Upon Completion of the project, the entire factory will fully utilize advanced Internet of Things technology to achieve automated logistics transmission among various processes in the automated production workshop. Each production workshop will adopt automated production methods to achieve the goal of an efficient and safe intelligent factory. This has laid a solid foundation for further improving the Company's production efficiency and product quality.

Customer Service System

The Company attaches great importance to customers' rights and interests, strictly abides *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, and has established *Customer Service Standards and Customer Property Management Standards*. Focusing on customer needs, we respond quickly to customer complaints and continuously improves customer satisfaction. For the products provided by customers, we have a clear management approach to ensure their safety and integrity during the operation process, providing customers with quality services and creating more value.

The Company has developed and implemented the Customer Complaint Handling Procedure to provide customers with efficient and professional complaint handling services. This standardized process ensures that customers receive timely responses and satisfactory solutions when they encounter problems. Additionally, we utilize the Kingdee system to register, summarize, and analyze all customer complaint information. By addressing these issues departmentally, we identify and correct the root causes of similar problems, preventing their recurrence. During the reporting period, the Company received a total of 464 complaints, with a complaint handling rate of 100%.

Departmental responsibilities for complaint handling	
Sales Department	Responsible for interfacing with external stakeholders, promptly receiving, coordinating, and responding to customer complaints; Fill in the <i>Customer Complaint Form</i> .
Quality Control Department	Investigate complaints and determine responsibility for accidents; Assist relevant departments in confirming improvement plan.
Responsible Department	Develop and Implement Improvement Plans.

Flowchart	Functional Department	Description of Critical Control Points
Customer complaint	Sales department	Detailed complaint information should be understood (with defective pictures, defective rate, customer claims) If the customer requests to make up, sales department need to communicate the return of more than 80% of the proportion of defective objects.
Incident Handling Report	Sales department	Based on the <i>Complaint Form</i> , the business personnel will establish the <i>Incident Handling Report</i> and provide a detailed description of the defects.
On-site confirmation	Sales department Responsible Department Quality Control Department	Major Complaints: Assign personnel to rework or return the products for handling; Minor complaints: Handled by telephone communication.
Complaints filed	Quality Control Department	All complaints are registered and filed, and feedback is provided to the relevant responsible departments for improvement.
Implementation of corrective measures Implementation of preventive measures	Responsible Department	The responsible department will provide improvement plans and preventive control measures.
Validity	Quality Control Department	The quality control department will follow up on the improvement results and provide feedback to the relevant department heads.
Case closure level	Quality Control Department	If the result is OK-> close the case; If the result is NG-> process P-D-C-A until OK.

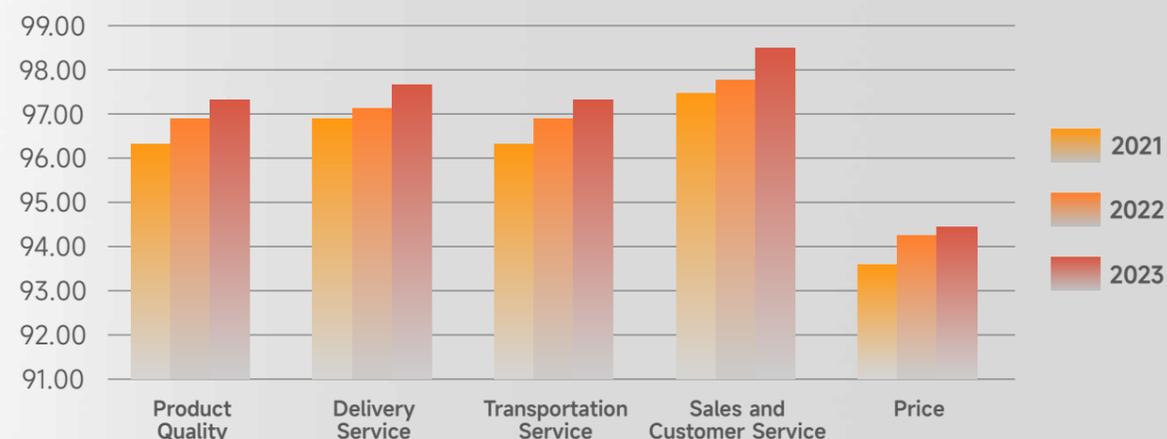
◆ Customer Complaint Handling Flowchart

Complaint Channel		
Contact Person	Phone Number	Email
Fan Haisheng	15962515972	fanhaisheng@supermix.com.cn
Bai Huayun	13764987867	baihuayun@supermix.com.cn

Customer Satisfaction

The Company always adheres to listening to the voice of customers, and has formulated the *Customer Satisfaction Testing Procedure* to ensure that it can timely understand customers' needs and expectations, as well as promptly discover potential problems and improvement points, providing strong support for further optimizing products or services. Through the customer satisfaction survey form, the Company implements a customer satisfaction survey every six months, focusing on five aspects including product quality, transportation services, sales services, delivery services, and pricing.

▼ Comparison of satisfaction in the past three years



Indicator	2022	2023
Supermix Customer Satisfaction (score)	/	96.56
Changshu Supermix Customer Satisfaction (score)	96.5	96.5
Supermix Product qualification rate (%)	/	99.35
Changshu Supermix Product qualification rate (%)	97.96	97.98
Number of customer complaints (by shipment lot) (times)	169	464
Supermix Customer complaint rate (by shipment lot) (%)	/	0.35
Changshu Supermix Customer complaint rate (by shipment lot) (%)	0.43	0.39
Customer complaint resolution rate (%)	100	100
Customer complaint handling time efficiency (day)	3	3

Customer Service Training

We have always adhered to a people-oriented service philosophy, continuously enhancing employees' service awareness and professional expertise through training, to provide customers with a higher quality and more efficient service experience. During the reporting period, the Company conducted various types of training in an orderly manner according to the 2023 Sales Department Training Plan, including the responsibilities of sales customer service positions, sales and internal control objectives, product quality knowledge, FSC basic knowledge training and printing knowledge training. Through these training, sales customer services not only improved their professional quality and skill levels, but also gained a deeper understanding of the Company's products and business, providing a strong guarantee for customer satisfaction and loyalty.

Key account sales development and management training

In order to better meet market demand, enhance customer service awareness, and improve sales performance, the Company invited a third-party organization to conduct training activities for its sales team. This training covered multiple key areas, including a deep dive into the industry chain and development trends, exploring best practices for key account development and management, building a comprehensive sales support system, understanding the core elements of marketing evolution and management, and establishing an efficient sales value management system. Through this training, the Company's service team was able to further enhance their professional capabilities, optimize sales strategies, and achieve higher sales performance.



Responsible Marketing

We have always adhered to the bottom line of integrity, actively fulfilled corporate citizenship obligations, and strictly complied with the Advertising Law of the People's Republic of China to standardize product promotion and sales systems, ensuring that all marketing slogans and advertising content have undergone compliance audits. We are committed to ensuring the authenticity and compliance of product information, to ensure accurate and effective communication with consumers.

Foster Harmony, Sustain Progress

Supermix attaches great importance to the sustainability of supply chain, and is committed to responsible procurement through process optimization and standard implementation, ensuring that sustainable development is integrated throughout the industry chain.

Life Cycle Management

We have always adhered to establishing long-term and stable partnerships with outstanding suppliers to jointly promote the optimization and development of the supply chain. In order to standardize supplier management, we follow the Civil Code of the People's Republic of China and The Bidding Law of the People's Republic of China, as well as industry regulations, and has formulated a series of management measures for supplier access, review, and evaluation to achieve full-life cycle management of suppliers.

Supplier Access

For newly cooperating suppliers, the Company has established strict supplier access thresholds to ensure that they possess the necessary capabilities and qualifications to meet the Company's requirements. When conducting investigations on suppliers, the Company fills out a Supplier Investigation Form and signs documents such as the Supplier Quality Assurance Agreement with suppliers, clarifying the rights and obligations of both parties and ensuring that suppliers follow the Company's quality requirements and supply regulations. Only suppliers that meet the conditions can be included in the Company's list of qualified suppliers.

Supplier Audit and Evaluation

The Company formulates a Supplier Audit Plan annually to conduct audits on suppliers. During the audit process, the Company evaluates the supplier's supply performance from multiple dimensions, including quality, price, delivery time, and service. Additionally, the Company also conducts on-site assessments to gain a deeper understanding of the supplier's actual production process, quality control, and safety aspects, aiming to establish long-term and stable cooperative relationships with suppliers.

Local Procurement

Localized procurement is not only a business strategy, but also a profound understanding and respect for regional culture and market demand. Based on market demand and business strategy, the Company has transferred some raw material procurement and processing processes to the product demand areas, which are completed by local industrial workers. This approach can reduce procurement costs, improve procurement efficiency, reduce logistics costs, and support local economic development. During the reporting period, the Company's localized procurement amount in Jiangsu Province exceeded CNY 178.3176 million, accounting for 75.35% of the total procurement amount.

Supplier ESG Management

To ensure that suppliers adhere to social, environmental, and ethical standards and achieve sustainable business operations, the Company has established a sustainable procurement policy. The Company has signed guarantee letters with suppliers regarding the non-use of prohibited or restricted substances, as well as supplier social responsibility commitment letters, and requires suppliers to complete a supplier social responsibility audit form. Additionally, the Company requires suppliers to comply with and sign the ETI Basic Principles Commitment, and has clearly stipulated the supplier code of conduct, which covers labor, health and safety, environment, ethics, and management systems.

The Company actively encourages suppliers to pursue certifications for management systems such as ISO9001, ISO14001, ISO45001, and SA800. These certifications are favorably considered as bonus points during the annual evaluation of supplier performance. Consequently, the Company prefers to collaborate with suppliers who have successfully obtained these certifications.

During the reporting period, the Company conducted social responsibility assessments on **51** suppliers, with no suppliers identified as having a significant negative impact,

Sustainable procurement objectives	Goal Attainment
The percentage of suppliers who have signed the sustainable procurement charter/supplier code of conduct is 100%.	Achieved
The percentage of suppliers who have signed contracts containing clauses on environmental, labor, and human rights requirements is 100%.	Achieved
The percentage of target suppliers who have undergone corporate social responsibility (CSR) assessments (such as Questionnaires) is 100%.	Achieved
The percentage of FSC-certified paper product purchases as a proportion of total paper product purchases has increased by 1% year on year.	Achieved

The Company have signed supplier safety agreements with suppliers to ensure that they adhere to mutually recognized safety standards and regulations during the provision of products or services to the Company. The agreement effectively reduces safety risks and protects the interests of the Company, employees, and customers, as well as the Company's reputation and property security. The agreement specifies the specific standards and measures that suppliers must follow in terms of safety requirements, safety management systems, accident reporting, and emergency response during the supply process. This ensures that suppliers have sufficient safety guarantees and can respond to various safety risks and emergencies in a timely and effective manner, avoiding unnecessary losses and impacts on the Company. Additionally, signing a supplier safety agreement also helps improve the Company's safety management level, promote mutual trust and cooperation between the Company and suppliers, and lay a foundation for the stable development and long-term cooperation of the Company's business.

Indicator	2022	2023
Percentage of procurement staff who have undergone sustainable procurement training (%)	100	100
Percentage of suppliers who have signed anti-corruption and anti-bribery agreements (%)	100	100

Green Procurement

Supermix looks forward to embarking on a new low-carbon journey with partners to further promote the green development of supply chain. The Company implements the concept of green procurement, establishes a close interaction mechanism with suppliers, and conducts in-depth exchanges on environmental and climate change issues. When purchasing raw materials, the Company not only considers price and quality, but also focuses on environmental protection, energy conservation and emission reduction, and social interests.

In supplier management, we have implemented systematic approach. Through experience sharing and responsibility auditing mechanisms, we encourage partners to actively fulfill their social responsibilities. To continuously optimize its supply chain, we have assessed suppliers' performance in various ways, including regular audits, face-to-face communication and discussions, and the issuance of notification letters. For identified issues, the Company have required suppliers to make rectifications within a specified time limit, and may consider terminating the cooperation relationship if they fail to comply.

In addition, the Company regularly organizes supplier meetings to share climate change-related information and emphasize the importance for business continuity.

We are willing to share the management philosophy of the Company with our suppliers to further strengthen mutual communication and cooperation. Our goal is to ensure the safety, stability, and sustainable development of our supply chain, and work together to build a green and sustainable future.

During the reporting period, the Company purchased **14,147.6** tons of FSC-certified paper. Among them, Supermix sourced **5.87%** of its total paper purchases from FSC-certified paper, while Changshu Supermix sourced **64.47%**.



◆ Supermix FSC Certification ◆ Changshu Supermix FSC Certification ◆ Guangde Supermix FSC Certification

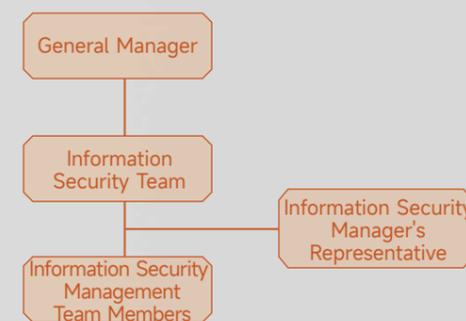


Ensure Security, Preserve Confidentiality

In today's information society, information security and privacy protection have become a focus of attention for the entire society. As a highly responsible enterprise, we are fully aware of the importance of information security and privacy protection, as well as their impact on corporate reputation and long-term development. Therefore, we always treat information security and privacy protection as core elements of the Company's strategy, sparing no efforts to safeguard the personal information and data security of both our internal staff and customers.

Information Security Management System

The Company attaches great importance to information security and protection. We strictly abide the *Data Security Law of the People's Republic of China* and *Personal Information Protection Law of the People's Republic of China*. We have formulated *Information Security Management System Manual* and the *Information Security Compliance Management Procedure* to ensure information security. The general manager of the Company serves as the ultimate authority for information security, and has established an information security team responsible for studying and deciding on major issues related to information security work, ensuring the orderly advancement of information security work and the effective operation of the information security management system.

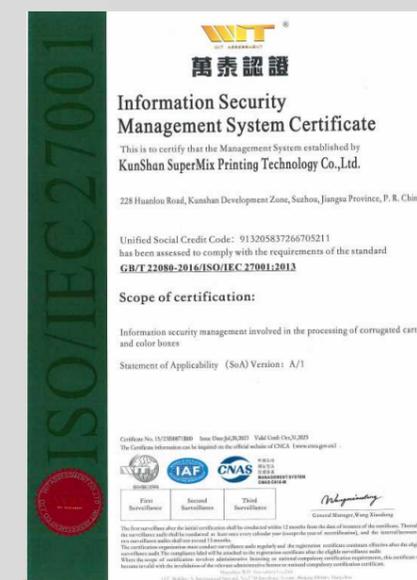


◆ Information Security Organization Structure

Information Security Organizational Functions	
Information Security Team	Review the information security policies to ensure a clear guidance for the selection of security measures and practical support from top management. Coordinate the implementation of information security control measures, make decisions on major changes, and review information security incidents.
Information Security Manager's Representative	Responsible for implementing and enforcing the organization's information security policies. In the event of a security incident, they will provide on-site guidance and overall coordination.
Information Security Management Team	Carry out various tasks determined by the information security team and be responsible for security control activities within their respective departments.

Information Security Policy

Optimize information systems, strengthen risk management, ensure information security, and enhance customer satisfaction.



◆ Information Security Management System Certification

Information Security Risk Assessment

To identify, evaluate, and respond to potential information security risks, ensuring adequate protection of the Company's critical information assets, the Company has developed various procedures. The *Information Security Risk Management Procedure* is designed to identify and evaluate potential information security risks. The *Corrective and Preventive Measures Control Procedure* aims to promptly correct any identified violations and prevent similar issues from recurring. The *Information Classification Management Procedure* manages different types of information to ensure proper handling. The Company has also established an Information Security Committee to confirm the results of information security risk assessments, providing a reliable basis for subsequent risk responses. In addition, the Company has established an internal audit team for information security to organize regular internal audits of information security. For items that fail to meet the requirements found in the internal audits, the responsible departments are required to complete rectification within the prescribed time limit, and the internal auditors will supervise and follow up on the rectification process.

Data Security Protection

We attach great importance to the confidentiality, integrity, and availability of data, and has established various strict management systems, including the *Trade Secret Management Procedure*, to further strengthen the management of trade secrets on the basis of existing compliance. First, the Company classifies all sensitive data and clarifies the confidentiality levels of various types of data, adopting corresponding security measures for different levels of data. Second, encryption is performed during the storage and transmission of trade secrets to ensure data security during these processes. Even if the data is intercepted, it cannot be easily decrypted and obtained. The implementation of these measures will help protect the Company's trade secrets and information security, promoting sustainable development.

Information Security Training

Information security has become the lifeblood of enterprise survival and development, directly related to the core competitiveness of the enterprise and the deep trust of customers. Adhering to the principle of active utilization, scientific development, legal management, and ensuring security, we have formulated annual information training plan to comprehensively enhance the information security awareness of all employees through systematic and professional training.

Performance

During the reporting period, the number of employees who participated in information security training was **417**.





04

Foster Employee Well-being for Corporate Growth

Foster Harmony, Co-Create the Future	65
Nurture Talent, Build Glory Together	71
Safeguard Health, Collaborate for Safety	73

Foster Harmony, Co-Create the Future

The Company strives to safeguard the legitimate rights and interests of employees by continuously enhancing the management of labor relations. A robust labor contract system has been established to ensure the protection of employees' rights and interests. Efforts are made to actively promote the improvement of the employee welfare system, which in turn stimulates their work enthusiasm, and enhances their motivation and satisfaction. In a harmonious labor relationship, the Company and employees can grow together and create a better future.

Employment Management

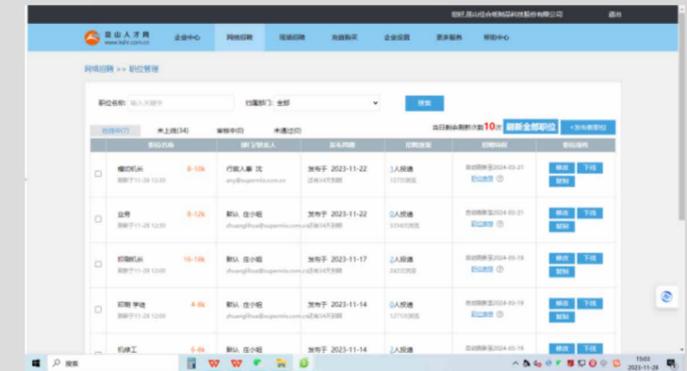
Supermix values is committed to employee relations management and has developed and implemented *Recruitment and Employment Management Systems* such as *Employee Recruitment Management Procedures* in accordance with the *Labor Law of the People's Republic of China* and the *Civil Code of the People's Republic of China*. Through the management of working hours, salary and allowance management, and new employee employment management, the Company specifically standardizes employee hiring, ensuring the efficiency of the recruitment process and the appropriate division of responsibilities among personnel.

Performance

As of the end of the reporting period, the Company's total number of employees was **417**, an increase of **19.14%** year-on-year.

Among them, there were **122** new employees, including **1** person recruited on campus and **121** persons recruited from the society.

The Company serves as a mediator and proactively creates opportunities for university students to participate in social activities. We adopt a combined online and offline recruitment approach, and collaborate with internal and external platforms to recruit exceptional university graduates and social talents, thus enhancing the quality of our workforce. The Company engages in offline campus job fairs and presentations to establish recruitment channels for fresh graduates and familiarize them with the Company's recruitment process and corporate culture. For social recruitment, the Company utilises a range of channels, such as local talent websites and on-site talent exchanges, strictly screening candidates who align with job requirement, and interviewees are selected based on the principle of equality through online communication.



◆ Diversified Recruitment Channels

Employee Composition

<p>Total Employee Number (person)</p> <p>2022 350</p> <p>2023 417</p>	<p>▼ Number of employees by gender</p> <p>Males (person) Females (person)</p> <p>2022 214 139</p> <p>2023 253 164</p>		<p>▼ Number of employees by age</p> <p>Age of 30 years and under (person) 31-50 years (person) Over 50 years old (person)</p> <p>2022 37 256 57</p> <p>2023 64 285 68</p>		
	<p>▼ Number of employees by grade</p> <p>Senior management (person) Middle management (person) General management (person) General employees (person)</p> <p>2022 4 29 34 283</p> <p>2023 8 21 67 321</p>		<p>▼ Number of employees by specialty</p> <p>Production personnel (person) Sales personnel (person) Technical personnel (person) Finance personnel (person) Administrative personnel (person) Others (person)</p> <p>2022 225 39 52 8 22 4</p> <p>2023 274 45 53 11 29 5</p>		
	<p>▼ Number of employees by education</p> <p>Bachelor's degree and above (person) Junior college (person) Below Junior college (person)</p> <p>2022 19 61 270</p> <p>2023 32 69 316</p>		<p>▼ Number of employees by region</p> <p>China(mainland) (person) China(Hong Kong, Macao,Taiwan) (person) Overseas countries or territories (person)</p> <p>2022 350 0 0</p> <p>2023 417 0 0</p>		
<p>▼ Number of employees by ethnicity</p> <p>Employees of other nationalities (person) Han Chinese employees (person)</p> <p>2022 6 344</p> <p>2023 7 410</p>		<p>▼ Number of employees by seniority</p> <p>More than 5 years (person) 3-5 year (person) Less than 3 years (person)</p> <p>2022 95 84 171</p> <p>2023 143 108 166</p>			<p>▼ Number of employees by employment type</p> <p>Full-time employees (person) Part-time (intern) employees (person)</p> <p>2022 350 0</p> <p>2023 417 0</p>

Employee Rights and Interests Protection

The Company is committed to sustainable labor relations and takes seriously the establishment of remedial processes for child labor. In accordance with policies and regulations of the *Labor Law of the People's Republic of China*, the *Regulations on the Prohibition of Child Labor*, and the *Regulations on Special Protection for Minor Workers*, the Company has formulated the *Procedures for Saving Child Labor and Protecting Minor Workers* and the *Protection of Children and Promotion of Children's Education*. The Company does not employ underage workers and strives to protect the safety and health of minors. The Company respects the freedoms of workers, treating all employees equally without discrimination based on gender, race, religion, or social affiliation. We oppose forced or compulsory labor, respect employees' freedom of association and collective bargaining rights, and is committed to creating a harmonious and inclusive work environment. In the event of any violations, the Company will handle complaints strictly in accordance with the *Anti-Discriminatory Management Procedures* and provide appropriate disciplinary action against those who have breached the regulations.

The Company is committed to upholding employee equality by strictly adhering to laws and regulations of the *Law on the Protection of Women's Rights and Interests*, which prohibits gender discrimination in the workplace and ensures equal employment rights for all employees. Additionally, female employees are entitled to statutory maternity leave. To further protect the rights and interests of female employees, the Company has established the *Pregnant Female Workers and New Mothers' Job Risk Assessment Procedures*. Safety directors, along with safety managers from various departments, regularly assess the environmental factors in the workplaces of pregnant female workers and develop targeted preventive and corrective measures.



◆ Lactation room

Performance

At the end of the reporting period, the proportion of female employees of the Company reached **39.33%**, with women in management positions accounting for **1.5%**. The number of employees enjoying maternity leave was **1**, with a **100%** return-to-work rate upon completion. The number of employees enjoying parental leave was **1**, and the rate of returning to work on parental leave was **100%**.

Employee Compensation and Benefits

Supermix has always been committed to our original aspiration, safeguarded the enthusiasm and motivation of employees and upheld the principle of equal pay for equal work. We have earnestly implemented the *Salary and Allowance Management Procedures* to enhance the transparency of salaries and ensure competitive salary and welfare benefits for employees, rewarding their hard work and igniting their work energy. Supermix has taken steps to ensure that all full-time employees have signed legal labour contracts, comprehensive social insurance, and established a fair and reasonable salary system.

Performance

During the reporting period, the labor contract signing rate was **100%**, the social security coverage rate was **100%**, and the employee turnover rate was at **25.4%**.

The Company has issued the *Working Hours and Overtime Management Procedures*, the *Holiday Management System* and the *Working Time Management Procedures* to establish clear working and resting hours, standardize the management of employee work hours, strictly enforce leave discipline, and improve employee work efficiency. In addition to national public holidays, employees are entitled to a range of paid leave, including marriage leave, maternity leave, breastfeeding leave, carer leave, bereavement leave and annual leave. When overtime is necessary, the Company will negotiate with employees, providing legal compensatory time off or overtime allowances to protect their legal rights. This approach helps to continuously attract and retain outstanding talent, facilitating their integration into the organization and laying a solid foundation for the Company's long-term development.

The Company implements a "base salary + performance bonus" salary model and continually optimizes the performance appraisal system to ensure that it is fair and appropriate. We emphasize the importance of frontline employee and give due recognition to highly skilled talent. The results of performance appraisals are linked to remuneration, ensuring that salaries are commensurate with personal abilities. During the reporting period, all employees participated in performance appraisals, reflecting the Company's emphasis on and comprehensive coverage of employee performance management.

The Company is committed to providing fair and transparent feedback, open channels of communication and formal appeal procedures for performance feedback and appeals, while respecting the privacy and rights of employees. At the same time, the Company will continually optimise the performance management system to support employee growth and business development.

At the same time, the Company values humanistic care, strives to create a healthy, comfortable, and warm work environment, and provides a rich variety of welfare services for all employees to enable them to work and live with even greater enthusiasm. In terms of corporate welfare, the Company has implemented measures to prevent heatstroke and ensure the well-being of employees during working hours. These measures include organizing annual cooling activities, providing popsicles and mung bean soup, and offering high-temperature allowances. We have established a free canteen for employees and conducted a canteen satisfaction survey during the reporting period. Based on the survey results, the Company has made improvements to address any deficiencies aiming is to make employees feel that they are cared for and supported by the Company. The survey results showed that overall employee satisfaction with the canteen reached **84%**.

The Company actively plans various team-building activities and annual outings to promote communication and cooperation among employees and to strengthen team cohesion. During these activities, everyone works together, faces challenges head-on and demonstrates a fearless, forward-looking spirit. Employees gain a better understanding of each other in a relaxed and enjoyable atmosphere, which strengthens communication and cooperation between them, improves understanding and cooperation between teams, and enhances team cohesion.



◆ Leisure Cultural and Physical Activities

In addition, we also provide employees with various forms of welfare protections such as living allowances, annual medical check-ups and union activities, to further enhance their welfare benefits and promote the construction of employee welfare from multiple dimensions. This year, the total expenditure on employee welfare allowances and other benefits reached approximately CNY 9.29 million.

Indicator	Unit	2022	2023
Basic welfare Expenditure	CNY 10,000	584.68	643.26
Average Paid Annual Leave Days Per Person	Day	5.59	5.46

The Company attaches great importance to providing employees with rich and diverse welfare benefits, regularly conducting cultural activities, ensuring a balance between work and life, and enhancing employees' happiness and cohesion, constantly stimulating their vitality. On occasions such as the Chinese New Year, Mid-Autumn Festival, Women's Day, the anniversary of the Company's founding, and employees' birthdays, the Company distributes exquisite gifts to employees, so that they can feel the Company's care.

The Company has always adhered to the core value of "people-oriented", respecting employees' personality, paying attention to their health, safety, and satisfaction, safeguarding their legitimate rights and interests. We are committed to cultivating employees' sense of identification and belonging, and achieving mutual growth between employees and the Company.



◆ Group Building Activities

Employee Democratic Management

In order to better promote democratic management, Supermix has established and continuously improved the system of workers' congresses. Through various forms, such as the Workers' Congress and trade unions, the Company understands and responds to the expectations and appeals of employees and encourages them to fully exercise their role of democratic participation, democratic management and democratic supervision. The Company legally protects employees' rights to information, participation, expression, election and supervision. The deepening of democratic management has made full use of the democratic supervisory role of workers' representatives, promoting the stable and harmonious development of the Company. The Company has established a labour union to safeguard the legitimate rights and interests of employees, develop collective welfare undertakings for employees and effectively protect their rights to exercise democratic management in accordance with the law.

The Company regularly holds staff congresses, listens to opinions and suggestions on the development of the Company, and strengthens the restriction and supervision of power operations. During the reporting period, a total of employees' representative meetings were held 11 times.

The Company is committed to creating an open and transparent work environment, emphasizing communication with employees. We have established a *Grievance Management Procedure* to build solid cooperative relationships and enhance team cohesion. Additionally, a Grievance Handling Committee has been actively formed, composed of the direct supervisor of the complainant, the department manager, the human resources department manager, and employee representatives. Employees can submit policy inquiries, suggestions for improving unreasonable phenomena, and other grievances through the Company's suggestion box, or to employee representatives or management personnel. The information in the suggestion box is anonymous. The human resources department regularly opens it (once every week) to actively listen to employee voices. Reasonable and solvable suggestions from employees will be promptly addressed, and the handling opinions will be posted on the notice board.

Performance

During the reporting period, the employees' congress/labour union reviewed 12 projects, and the proportion of employees in the union was 86%.

Employee Needs Development

Taking into account employee turnover and management needs, the Company has established the *Resignation Management Regulations* to standardise the management and operational procedures for job changes, resignations, dismissals and other departures from current positions, aiming to safeguard the interests of both the Company and employees during the process of employee turnover.

To gain a comprehensive understanding of employee needs and feedback, Supermix conducts annual satisfaction surveys. The surveys aim to identify and address potential issues, promote communication and interaction between the Company and employees, and comprehensively understand employee grievances. The survey covers various aspects, including the work environment, compensation and benefits, career development, and management style. In response to the issues identified in the survey, the Company has taken effective measures to make improvements, which has helped to stimulate employees' sense of identification and loyalty to the Company. During the reporting period, the Company issued 200 survey forms, recovered 200 of them, with an overall employee satisfaction rate of 92.37%.

Nurture Talent, Build Glory Together

Employee training is an important welfare benefit for enterprises and a significant factor in the joint development of the enterprise and their employees. Emphasizing employee training and development contributes to the construction of corporate culture and enhances the cohesion of enterprise. The Company invests resources in employee training and formulates training plans and programs to improve the quality and work capabilities of employees, promoting the sustainable development of the enterprise.

Talent Training Management

Supermix strives to align with national policies, prioritizes talent recruitment and development, and has implemented the *Employee Education and Training System* to further enhance talent management. The Company is committed to creating a sustainable development platform for employees. We conduct regular training activities, allocates resources for talent cultivation, continuously improves the quality and effectiveness of employee training, enables employees to demonstrate their value at work, and facilitates personal growth.

Employee Training

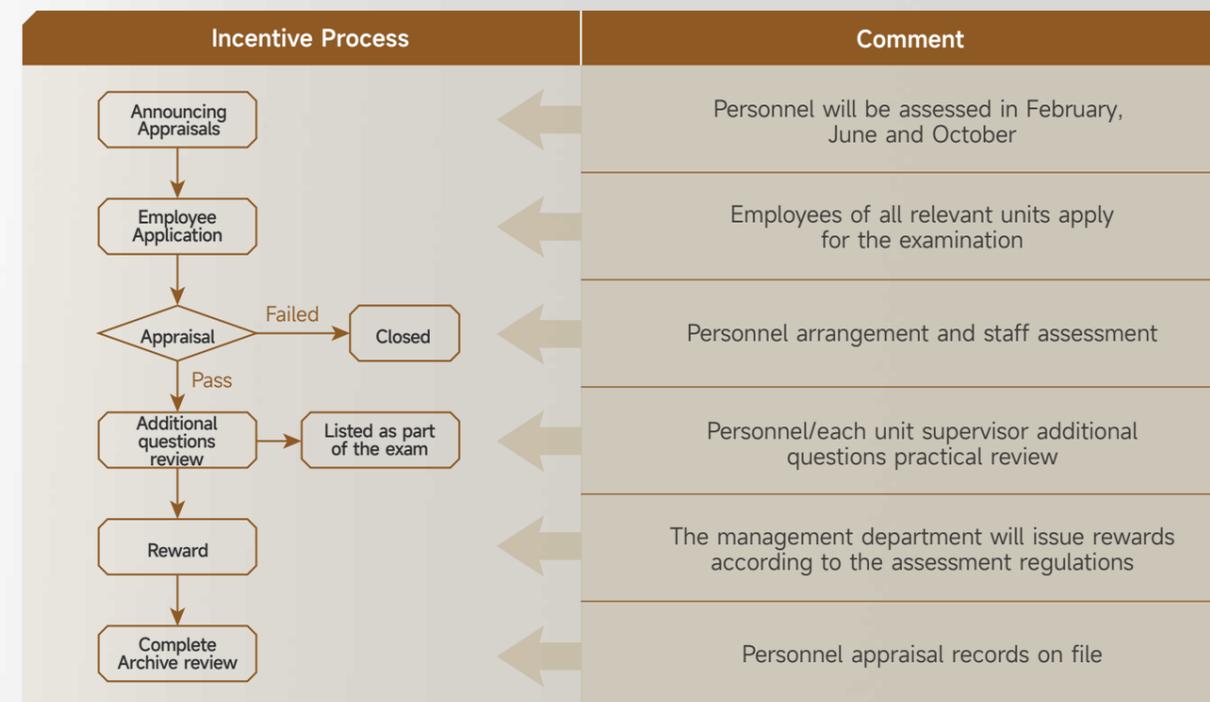
Indicator	Unit	2023
Investment in staff training	CNY 10,000	111.66
Number of training sessions	Session	156
Total number of training participants	Person-time	5,315
Total duration of training	Hour	8,021.5
Average training duration per employee	Hour/person	19.24
Employee training coverage	%	100

Talent Training Measure

In order to help employees better understand the Company culture and enhance cohesion, Supermix provides new employees with diverse and systematic training guidance and resource support, including Company regulations, EICC knowledge, 5S and more. This helps newcomers gain a deep understanding of the Company's business and organizational structure in a positive learning environment, enabling them to quickly integrate into the Supermix family. This support fosters the growth of new employees and lays a solid foundation for their future career development.

In addition, the Company encourages employees to continuously learning and improve with diverse learning channels and resource guidance. This includes training courses for the sales elite to enhance skills, improve and increase production efficiency. These efforts effectively build teams, empower middle managers, enhance employees' professional expertise in the industry, strengthen their management skills and continuously cultivate their job capabilities. This assistance helps employees to constantly challenge themselves, reach new heights and achieve personal growth.

The Company supports employees' participation in external professional skills training and examinations, encourages employees to obtain professional certificates or diplomas, and provides skills allowances or full reimbursement of expenses to employees who have obtained relevant certificates to encourage employees to continue learning.



Talent Training Development

During the reporting period, Supermix further strengthened the standardized construction of employee promotion and career development channels, formulated the *Employee Promotion Management Measures*, adopted the principle of combining vertical promotion with horizontal promotion, allowing employees to promote along one channel or adjust their promotion channels with changes in development direction. This flexibility opens up more career development prospects of employees, thereby promoting the realization of each employee's career development goals through enhanced capabilities.

Safeguard Health, Collaborate for Safety

Occupational health and safety, as well as production safety, are important cornerstones for the development of enterprises and also a manifestation of their social responsibilities. Through effective management of occupational health and safety, as well as production safety, enterprises can reduce the probability of accidents, protect the lives and property safety of employees, enhance their reputation and competitiveness, and create a positive atmosphere where "everyone pays attention to safety and everyone participates in safety."

Employee Safety and Health

In order to fully implement the principle of "safety first, prevention foremost, and comprehensive treatment," the Company adheres to the construction of a high-standard safety culture. Based on the *Work Safety Law of the People's Republic of China* and the needs of safety production work, combined with the actual production situation of the Company, we have established the *Three Simultaneous Safety Management System for Construction Projects*, *Dangerous Work Management System*, *Anti-Three Violations Management System*, and *Occupational Health Management System*. These measures aim to prevent and reduce various accidents, ensuring that the cultural philosophy of safe production is internally absorbed, externally expressed, and institutionalized.

In order to strengthen standardized project safety management, standardize production operations, and ensure the safety of employees' lives and workshop property, we have established, improved, and implemented a full-staff safety production responsibility system that corresponds to the existing departments and positions.

We have established safety management department, known as the Safety and Environmental Protection Department, which is staffed with one Safety Director, one full-time safety management personnel, and seven part-time safety management personnel. This department is primarily responsible for carrying out safety production management work, developing safety production rules and regulations for the Company, improving safety operation procedures, supervising and evaluating subordinate safety management work. The division of responsibilities between the main responsible person and the safety supervisor is clear, establishing an effective safety protection barrier.



◆ Security Management Organization Structure

In order to promote standardized management of the Company's safety work, ensuring that each department has clear objectives, standardized behaviors, standardized assessments, and reliable bases for rewards and punishments, we have combined the people-oriented and safety-oriented concepts to pursue the overall goal of achieving "five zeros and two standards" to the maximum extent. This effort aims to promote the standardization of the Company's safety management and eliminate "three violations."

Overall Objective of Safety Production

Five Zeros	Two Standards
①Zero fatalities	①100% rectification of accidents and hidden dangers
②Zero serious injuries	
③Zero fire and explosion incidents	②100% safety education and training
④Zero occupational diseases	
⑤Zero major equipment accidents	

In this year, the Company organized various departments to sign safety production responsibility agreements, integrating "responsibilities, powers, and benefits" based on the Company's 2023 safety production goals. The goal is to ensure no serious injuries or fatal accidents occur and eliminate "three violations" events. From Company leadership to frontline employees, the goals and indicators are gradually decomposed, and safety responsibilities are firmly implemented at each level to maintain internal safety and stability. During the reporting period, a total of 379 safety production responsibility agreements were signed by all employees of the Company.



◆ Occupational Health and Safety Management System Certification

During the reporting period, we established the EHS Management Committee to comprehensively promote and oversee the implementation of EHS work. The Company has established a sound safety production management system, passing the safety production standardization review and obtaining the corresponding certificate.

Performance

During the reporting period, the rate of licensed special operators of the Company was **100%**.

Employee Safety Risk Management

The Company always adheres to prioritizes ensuring the safety of its employees' lives. Through the *Safety Risk Identification and Management Control System*, the Company promptly carries out hazard identification. It uses a graded list of safety risk identifications to identify risks in production processes that involve significant hazards. Based on the risk level, corresponding management and control measures are taken to reduce safety production risks, effectively controlling risks in various production processes.

The Company has strengthened safety awareness, increased safety training, technical operations, and preventive skills. We have also invested more in safety, improved the level of professional technical equipment, deepened the investigation and treatment of hidden dangers, established and improved the work of hidden danger investigation, generated hidden danger rectification notices, and improved on-site working conditions.

Safety Inspection

We regularly conduct safety inspections, combining them with the investigation and treatment of hidden dangers to effectively rectify the identified issues and hazards. During the reporting period, 40 comprehensive/special inspections on production safety were carried out, with a rectification rate of 100%.



To prevent and control potential safety accidents and emergencies, we have established various rules and regulations such as the Emergency Rescue Management System, and has established a sound emergency management mechanism with a focus on "hierarchical management and hierarchical responsibility" to standardize emergency management and minimize the potential consequences of accidents. During the reporting period, we revised and improved emergency rescue plans, conducted plan training and emergency drills in accordance with the plan requirements. Additionally, in order to improve the rapid response capability to safety accidents and quickly and effectively carry out emergency rescue work for sudden safety accidents, the Company has developed an annual emergency rescue team training plan and uses the assessment results as a basis for bonus evaluation, enhancing the operability of emergency response documents, minimizing personnel injuries and Company property losses, improving the professional ability of the emergency rescue team, and ensuring the safety of Company property and employees' lives. During the reporting period, the Company conducted 27 safety emergency drills.



◆ Security Emergency Drills

Employee Safety Management Measure

The Company attaches great importance to the occupational health and safety of its contractors. During the reporting period, the Company strengthened supplier safety management, conducted entry safety audits on 35 suppliers, conducted on-site safety assessments, and signed safety agreements with cooperating suppliers to implement safety management systems and safety production measures. To ensure the stable and safe operation of production, the Company's safety committee arranged personnel to conduct regular inspections and management personnel to conduct irregular patrols, and formed a hidden danger rectification ledger to implement risk control and rectification work.

In January 2023, the Company organized, developed, and issued the 2023 Annual Safety Production Education and Training Plan, which encompassed various topics such as *Safety Production Responsibility System Training, Three-Level Safety Training and Education, Laws, Regulations, Safety Rules and Procedures, Occupational Health and Safety Education and Training, Safety Production Accident Review Training, Fire Safety Knowledge Training and Drills, Safety Risk Identification, Limited Space Safety Knowledge Training, Chemical and Waste Safety Knowledge Training, Personal Protective Equipment Training, and External Construction Safety Training.*

We have developed an annual plan for safety production training for our employees, providing safety education and training to new employees, job transfers, and external construction personnel as required. We have established employee safety education records and created a "three-level safety education card" system.

Safety Month Activities	Activity Content
Warning Education Week	<p>Through the WeChat group to push the safety articles, organize to watch the warning video, open the "production safety responsibility system" classroom and on-site posting of safety slogans and other ways to carry out activities.</p>   <p>◆ Safety Month Theme Slogan ◆ Education Week Activities</p>
Hidden Danger Week	<p>Organize members of the Safety Committee to carry out comprehensive safety inspections at the Company level. Personnel from various departments to carry out departmental self-checks and self-corrections of safety hazards. The Personnel and Administration Department and the Public Works Department to carry out special inspections.</p>   <p>◆ Safety Production Inspection</p>

Safety Month Activities	Activity Content
Safety Culture Week	<p>A week-long Quiz Activity was launched in the Company's WeChat group in the form of "Scan QR Code to Answer Questions". At the end of the activity, the Safety and Environmental Protection Department tallied the scores and awarded prizes.</p>  <p>◆ Culture Week Activities</p>
Emergency Drill Week	<p>The Company organized a "Fire Safety Knowledge Training" for all employees, and arranged for the emergency rescue team to conduct a special emergency response plan drill in the first half of 2023, with all employees participating in a fire drill in the same period.</p>

Indicator	2022	2023
Amount of investment in safety production (CNY 10,000)	45	50.2
Total investment in safety education and training (CNY 10,000)	7.2	5.29
Number of safety education training sessions (session)	29	32
Number of participants in safety education and training (person-time)	3,923	4,002
Total length of safety education training (hour)	3,799.5	4,037
Coverage rate of safety education and training (%)	99+	99+

Employee Occupational Disease Protection

We have always upheld commitment to the health and safety of our employees. The identified occupational hazards mainly include noise, dust, isopropanol, dichloromethane, and others. To strengthen the management of employees' occupational health, we have organized pre-employment, on-the-job, and post-employment occupational health examinations for those workers who are exposed to these occupational hazards.

We regularly organize safety inspections of occupational disease prevention facilities and special protective equipment, as well as inspections of occupational health and safety hazards in production positions. Any identified hazards are promptly rectified, with a focus on preventing and controlling occupational disease hazards. Our administrative and personnel department should organize occupational health training for employees before they start work and regularly during their employment, disseminating knowledge about occupational health and urging employees to comply with laws, regulations, rules, national occupational health standards, and operating procedures related to the prevention and treatment of occupational diseases.

Indicator	2022	2023
Inputs for practitioners' occupational injury insurance (CNY)	295,403.03	291,110.76
Occupational injury insurance coverage of employees (%)	100	100
Employee medical examination coverage (%)	100	100
Inspection of occupational disease hazards (%)	100	100

Chemical Safety

We approach every detail of chemical control with a sincere heart. The Company has formulated the *Hazardous Chemicals Management and Control Procedures* and the *Chemicals Management Procedures* to standardize the management responsibilities of chemicals, and clarify the handling requirements for the storage, use, emergency response to leaks, and waste disposal of hazardous chemicals.

General Chemicals Management	Hazardous Chemicals Management
Store in a dry and ventilated warehouse, seal and keep away from ignition sources, heat sources, and direct sunlight.	Hazardous chemicals refer to those that are toxic, flammable, explosive, all types of oils, etc.
The storage area should be separated from flammable, explosive, and other hazardous materials, and clearly labeled to avoid misuse or mixing.	
Stacking should be done in a reasonable manner, or stacked according to the manufacturer's requirements, and fire safety equipment should be stored in a visible location in the storage area.	Storage of hazardous chemicals should be organized according to their characteristics, sealed, stored in a designated area and marked "Dangerous Goods Store".
Smoking is prohibited inside the warehouse. Relevant personnel should strictly adhere to safety operating procedures during operations, handling, unloading, and placing the chemicals gently to prevent overturning, collapse, leakage, and impact.	Hazardous chemical storage areas should have spill prevention facilities and be stocked with emergency materials such as yellow sand, fire extinguishers, and rags.
In case of emergency accidents such as leaks, immediate emergency remedial measures should be taken, such as utilizing the fire safety equipment stored nearby to prevent disasters.	Regularly inspect and record the storage of hazardous chemicals to avoid accidents.
Regularly check if the chemicals in stock have exceeded their shelf life and if there are any unsuitable items placed nearby.	Provide MSDS knowledge training to chemical management personnel, and take appropriate measures in case of emergency situations.

Conducting chemicals training

During the reporting period, in order to further enhance the professionalism and standardization of chemical management, the Company conducted safety knowledge training on chemicals and waste materials. The training focused not only on imparting knowledge but also on mastering practical operation skills. To ensure the effectiveness of the training, we also set up written assessments to reinforce employees' attention to and retention of the training content. Through this training and assessment, employees were able to deepen their understanding of the safety management of chemicals and waste, and become more proficient in practical work, providing a solid foundation for the Company's safe production.



We require chemical suppliers to affix material labels in the local language and safety labels that comply with GHS standards on chemical containers, striving to build an intrinsically safe enterprise.

Chemical waste disposal

For chemicals supplied by suppliers whose packaging needs to be recycled, the using department shall, after exhaustion, hand over the packaging of the chemicals to the Safety and Environmental Protection Department for unified storage and then return them to the supplier in batches.

For chemicals whose packaging is not required to be returned by the supplier, the user department should transfer them to the relevant department after using them.

Foster Public Good for Hope's Illumination

Supermix fully recognizes the significance of growing alongside the local community. We are committed to actively engaging in community communication and development projects, seamlessly integrating our growth with the progress of the surrounding society. Through these collaborative efforts, the Company aims to foster prosperity and improve the well-being of the neighboring communities.

Guided by the principle of "taking from society and giving back to society," we deeply understand that our growth and success are rooted in the support and love of the community. As a vital part of the economic system, we are actively involved in social welfare initiatives, hoping to make a meaningful contribution to society through our efforts. Furthermore, we aim to lead by example, encouraging other businesses to actively fulfill their social responsibilities and collectively promote sustainable development in our society.

During the reporting period, the Company actively responded to social welfare calls, giving back to society through tangible actions and spreading positive energy. Through a donation drive, we contributed CNY **30,000** to the Kunshan Charity Federation.

募捐活动倡议书

全市各机关团体、企事业单位，社会各界人士：

当我们在感受岁月静好、享受甜蜜生活之时，您可知，就在我们身边有这样一个群体：他们曾经是可爱的孩子，他们曾经是严父和慈母，他们曾经拥有幸福的家庭，对未来满怀希望和憧憬，但因种种变故，他们的生活失去依靠，人生变得迷茫……

扶危济困、扶弱助贫是中华民族的传统美德，是当今社会倡导的时代新风，是中华民族现代文明的集中体现。于个人而言，慈善是修身之道；于企业而言，慈善是成功之道；于社会而言，慈善是和谐之道。我们真诚倡议：全市党政机关、企事业单位干部职工、社会各界爱心人士“慈善一日捐”活动，我们一起关爱困境重病患者、残障人士、困境儿童、特殊岗位困境群体，助力乡村振兴，奉献您的爱心。

赠人玫瑰，手有余香。慈善不是一个人做很多，而需要很多人都来做一点。让我们立即行动起来，一块做好事，传播真善美，用爱谱写鹿城最美最温暖的篇章。

◆ Activity Initiatives

Enterprises are not only beneficiaries of a harmonious society but also contributors to it. We encourage our employees to participate in volunteer services, giving back to society through practical actions and sharing love and care. This allows more people to feel warmth and assistance, further promoting social harmony and unity.



Outlook

Looking back on our journey, we have traversed vast distances and overcome many challenges. As we embark on a new adventure, the dawn of hope is breaking. Supermix has always adhered to the green development, implementing and upholding ESG principles. We uphold the development philosophy of "energy conservation, environmental protection, and clean production", committed to protecting the blue sky and green water, reducing our negative impact on the environment with practical actions. We strive to provide customers with quality products and services, emphasizing the simultaneous progress of employees and the Company. We focus on social welfare and contribute our humble efforts, adopting preventive measures throughout the entire product life cycle with diversified theories and technologies, unwaveringly pursuing the harmonious unity of sustainable development. On the road ahead, we will actively promote brand building, delve into the core value of the brand, and continuously expand brand influence. We will continuously optimize and upgrade our product line, further expand domestic and international markets, strengthen marketing and channel construction, establish a sound talent pipeline and incentive mechanism. Through our own efforts, we will lead the upstream and downstream supply chain ecosystem to prosper together. We will unswervingly adhere to sustainable development goals, forge ahead with determination, and work with partners from all sides to create a magnificent picture of a better future!

Appendix

Key Performance Tables

Dimension	Indicator	Unit	2023
Governance performance	Shareholders' meeting convened	Times	6
	Proposal deliberations at shareholders' meeting	Item	25
	Board of directors	Person	8
	Independent director	Person	3
	Female director	Person	2
	Doctorate-holding director	Person	2
	Directors aged 40-50	Person	4
	Directors aged 50-60	Person	3
	Directors over 60	Person	1
	Board meeting convened	Times	10
	Board deliberations on proposals	Item	74
	Supervisory board	Person	3
	Supervisory board meeting convened	Times	8
	Supervisory board deliberations on proposals	Item	43
	Tax payment	CNY 10,000	1,677.84
	Regular report disclosure	Piece	6
	Interim announcement disclosure	Piece	173
	Earnings presentation convened	Times	1
	Answering investors' queries	Times	15
	Cash dividend per 10 shares	CNY	1
Total cash dividend (including share repurchases)	CNY 10,000	818.91	
The ratio of total cash dividends (including share repurchases) to net profit attributable to shareholders of the listed company	%	39.71	
Total length of hours of anti-corruption training received by directors	Hour	16	
Number of directors receiving anti-corruption training	Person	8	

Dimension	Indicator	Unit	2023
Governance performance	Signing rate of integrity and business ethics-related documents	%	1918
	Termination of contracts with business partners due to corruption	Piece	0
	Legal proceedings related to anti-corruption and anti-unfair competition	Item	0
Environmental performance	Total investment in environmental protection	CNY 10,000	31.39
	Number of environmental protection training	Times	9
	Environmental training hours per person	Hour	2.52
	Environmental violations and incidents	Piece	0
	Total energy consumption	Tonnes of standard coal	1,366.86
	Purchased electricity	Million kWh	3,1645
	Photovoltaic power generation	Million kWh	0.6196
	Gasoline	Liter	41,990.85
	Diesel	Ton	20.18
	Thermal power	GJ	26,502.8
	Total greenhouse gas emissions(Scope 1+Scope 2)	tCO2e	4,876.12
	Greenhouse gas emissions (Scope 1)	tCO2e	156.1
	Greenhouse gas emissions (Scope 2)	tCO2e	4,720.02
	Greenhouse gas emissions (Scope 3)	tCO2e	26,099.88
	Freshwater consumption	Ton	10,550
	Total industrial wastewater generation	Ton	1,271
	Industrial wastewater recycling rate	%	100
	Exhaust gas emissions	Ton	0.2808
	General waste generation	Ton	2,780.22
Recycling volume of general waste	Ton	2,780.22	
Hazardous waste generation	Ton	66.119	
Disposal volume of hazardous waste	Ton	66.119	
Industrial performance	Research and development expenditure	CNY 10,000	1,078.73
	Proportion of research and development expenditure to Company revenue	%	3.73
	Number of research and development Staff	Person	53
	Proportion of research and development Staff to total Company Employees	%	12.71
	New acquisition of utility model patents	Item	8
	New acquisition of invention patents	Item	2
	Product recall events	Piece	0
	Number of recalled products	Piece	0

Dimension	Indicator	Unit	2023
Industrial performance	Received customer complaints	Times	464
	Complaint handling rate	%	100
	Complaint resolution rate	%	100
	Supermix Customer satisfaction	Score	96.56
	Changshu Supermix Customer satisfaction	Score	96.5
	Supermix Product qualification rate	%	99.35
	Changshu Supermix Product qualification rate	%	97.98
	Timeliness of complaint handling	Day	3
	Localized (Jiangsu Province) purchasing amount	CNY 10,000	17,831.76
	Proportion of localized purchasing to total purchasing amount	%	75.35
	Proportion of procurement staff with sustainable procurement training	%	100
	Signing rate of anti-corruption and anti-bribery agreements with suppliers	%	100
	Signing rate of supplier sustainable procurement charter/supplier code of conduct	%	100
	Proportion of suppliers with contracts containing environmental, labor, and human rights requirements	%	100
	Proportion of target suppliers with CSR assessment(e.g., Questionnaire)	%	100
	Proportion of target suppliers with CSR onsite audit	Company	8
	FSC paper purchase volume	Ton	14,147.6
	Supermix Proportion of FSC paper purchase volume	%	5.87
	Changshu Supermix Proportion of FSC paper purchase volume	%	64.47
	Number of participants in information security training	Person	417
Human performance	Total number of employees	Person	417
	Newly recruited employees	Person	122
	Campus recruitment	Person	1
	Social recruitment	Person	121
	Total number of male employees	Person	253
	Total number of female employees	Person	164
	Proportion of female employees	%	39.33
	Employees aged 30 and below	Person	64
	Employees aged 31-50	Person	285
	Employees aged over 50	Person	68
	Senior management	Person	8
	Middle management	Person	21
	Junior management	Person	67

Dimension	Indicator	Unit	2023
Human performance	General staff	Person	321
	Production staff	Person	274
	Sales staff	Person	45
	Technical staff	Person	53
	Finance staff	Person	11
	Administrative staff	Person	29
	Other staff	Person	5
	Employees with bachelor's degree or higher	Person	32
	Employees with diploma	Person	69
	Employees below diploma level	Person	316
	Employees from mainland China	Person	417
	Employees from Hong Kong, Macao, and Taiwan	Person	0
	Overseas employees	Person	0
	Ethnic minority employees	Person	7
	Han Chinese employees	Person	410
	Employees with over 5 years of service	Person	143
	Employees with 3-5 years of service	Person	108
	Employees with less than 3 years of service	Person	166
	Full-time employees	Person	417
	Part-time (intern) employees	Person	0
	Disabled employees	Person	0
	Proportion of female managers	%	1.5
	Employees on maternity leave	Person	1
	Return-to-work rate after maternity leave	%	100
	Employees on parental leave	Person	1
	Return-to-work rate after parental leave	%	100
	Labor contract signing rate	%	100
	Social security coverage rate	%	100
	Employee turnover rate	%	25.4
	Welfare expenditure	CNY 10,000	928.99
	Average paid annual leave days per employee	Day	5.46
	Employee representative meeting	Times	11
Number of projects approved by employee representative meeting/union	Item	12	
Proportion of active employees among union members	%	86	

Dimension	Indicator	Unit	2023
Human Resources	Employee satisfaction	%	92.37
	Employee training investment	CNY 10,000	111.66
	Number of employee training sessions	Times	156
	Total number of employee training participants	Person-time	5,315
	Total duration of employee training	Hour	8,021.5
	Average training duration per employee	Hour	19.24
	Employee training coverage rate	%	100
	Safety production comprehensive/special inspection	Times	40
	Safety inspection rectification rate	%	100
	Safety emergency drill activities	Times	27
	Amount of investment in safety production	CNY 10,000	50.2
	Total investment in safety education and training	CNY 10,000	5.29
	Number of safety education training sessions	Session	32
	Number of participants in safety education and training	Person-time	4,002
	Total length of safety education training	Hour	4,037
	Average safety education training duration per person	Hour	9.68
	Coverage rate of safety education and training	%	99+
	Qualification rate of special operation personnel	%	100
	Investment in occupational injury insurance for employees	CNY	291,110.76
	Coverage rate of occupational injury insurance for employees	%	100
Employee physical examination coverage rate	%	100	
Inspection of occupational hazard factors	%	100	
Social Welfare	Public welfare donation	CNY 10,000	3

Reporting Index

Frame	Content	CASS—ESG 5.0	GRI Standards
About This Report		P1.1/P1.2/P1.3/G3.7	102-1/102-3/102-4 5/102-46/102-50/1 02-52/102-53/102- 54
Message From Chairman		P2.1/P2.2	102-14/102-15
About Supermix	Company Profile	P4.1/P4.2/P4.3	102-1/102-2/102-3 /102-6
	Shareholding Structure	P4.4	102-10
	Development History	P4.3	102-3/102-10
	Corporate Culture	P4.2	/
	Milestones for 2023	P3.1	102-2 /102-10
	Sustainable Development and Shared Prosperity	G3.2/G3.5/G3.6	102-40/102-42/102 -44/102-47
Standardize Operations for Effective Corporate Governance	Lead with Precision, Plan with Purpose	P4.4/G1.1/G1.2	102-16/102-18/102 -22/102-24/102-26 /102-34
	Observe the Law, Stride Stably	G1.3/G1.4/G1.10/G1.11	102-15/102-30
	Business Thrives on Honesty, Morality Roots in Trust	G1.5/G1.6/G1.7/G1.8 /G1.9	205-2/205-3/206-1
Prioritize Green for Ecological Progress	Green Surroundings, Blue Skies	E1.1/E1.2/E1.3/E1.4/ E1.6/E1.9/E2.14	307-1
	Low-Carbon Life, Eco-Friendly Use	E2.1/E2.2/E2.5/E2.9/ E2.10/E2.13/E5.5/E5.6/ E5.7	302-1/302-4/302-5 /303-1/303-3/303- 5/305-1/305-2/305 -3
	Reduce Emissions, Cleaner Air	E3.2/E3.4/E3.5/E3.6/ E3.8	303-2/306-2/306-4
	Purify Homes, Safeguard Earth	E2.14/E1.7/E1.8	302-5

Frame	Content	CASS—ESG 5.0	GRI Standards	
Innovate for a Win-Win Industry Future	Delve into Future, Innovate Vision	V2.1/V2.2/V2.3/V2.4 /V2.8	/	
	Uphold Quality, Embrace Responsibility	S4.1/S4.2	103-2/417-1	
	Value Customers, Prioritize Rights	S4.5/S4.7/S4.8	417-1	
	Foster Harmony, Sustain Progress	S5.1/S5.2/S5.3/S5.4	102-9/414-1/414-2	
	Ensure Security, Preserve Confidentiality	S4.6	418-1	
Foster Employee Well-being for Corporate Growth	Foster Harmony, Co-Create the Future	S1.1/S1.2/S1.3/S1.4 /S1.5/S1.6/S1.7/S1.8 /S1.9/S1.10/S1.11	102-7/102-8/401-1 /401-2/401-3/405-1/406-1/408-1/409-1	
		Nurture Talent, Build Glory Together	S2.1/S2.2/S2.3/S2.4	404-1/404-2/404-3
		Safeguard Health, Collaborate for Safety	S3.1/S3.2/S3.4/S3.5/ S3.6/S3.7/S3.8/S3.9	403-1/403-2/403-3 /403-5/403-6/403-7/403-8/403-10
Foster Public Good for Hope's Illumination		V3.4/V3.6	415-1	
Outlook		A1	102-15	
Key Performance Tables		A2	102-7/102-8/205-2 /302-1/303-5/305-1/305-2/305-3/306-2/401-1/404-1/405-1/415-1	
		A4	102-55	
Reporting Index		A4	102-55	
Comments and Feedback		A5	102-53	

Comments and Feedback

Dear reader,

Greetings! Thank you very much for reading this report. To provide you and other stakeholders with more valuable ESG information, we kindly request your assistance in completing the feedback form. Your feedback will help us further improve our ESG management capabilities. We highly value your opinion and look forward to hearing your feedback on this report.

1.Which category of stakeholder do you belong to?

Shareholders and Investors Government and regulatory agency Employee
Customer and partner Supplier Community and public Other_____

2.Your overall assessment of this year's ESG report

Better Good Neutral Poor Bad

3.What do you think of this report?

Information disclosure: Better Good Neutral Poor Bad

Layout: Better Good Neutral Poor Bad

Readability: Better Good Neutral Poor Bad

4.Which issues are most concerns to you? (You can choose 3 options)

Governance Issues:

Business Ethics Governance of the Three Councils Compliance and Risk Control Information Disclosure Anti-Unfair Competition Protection of Shareholders' and Investors' Rights and Interests

Social Issues:

Research and Development Innovation Employee Diversity and Inclusion Product Quality Management Supplier Management Customer Rights and Interests Occupational Health and Safety Intellectual Property Protection Employee Welfare Talent Training and Development Social Welfare

Environmental Issues:

Environmental Management Green Products Three Waste Management Energy Management
Responding to climate change Water Resources Management

5.Is the information you are concerned about reflected in this year's ESG report?

Yes No (What other information would you like to see?_____)

6.What other comments or suggestions do you have regarding our ESG reporting or ESG efforts and sustainability management?
