

2024

Environmental, Social, and Corporate Governance Report



About of This Report

Report Overview

This is the third ESG report released by ORG Technology Co., Ltd., presenting the Company’ s efforts to address sustainability challenges and opportunities, embed CSR into operations, and create economic, social, and environmental value for stakeholders.

Reporting Period

The report primarily covers activities from January 1 to December 31, 2024. For completeness and comparability, it may also reference previous years or include forward-looking information.

Reporting Scope

The information and content disclosed in the report cover ORG Technology Co., Ltd. and its holding subsidiaries.

Reporting Cycle

This is an annual report.

Reporting Standards

This Report is prepared with reference to the *SZSE Listed Companies Self-Regulatory Guidance No. 17 – Sustainability Report (Trial)*, the *SZSE Listed Companies Self-Regulatory Guidance No. 3 – Preparation of Sustainability Reports* of Shenzhen Stock Exchange (SZSE) , *GRI Sustainability Reporting Standards (GRI Standards)* issued by the Global Sustainability Standards Board (GSSB), *SDG Compass* by the United Nations and *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises (CASS- ESG 5.0)* released by Chinese Academy of Social Sciences.

Data Source

All data are sourced from internal records and statistics compiled by ORG Technology Co., Ltd.

Reporting Reference

In the report, "ORG Technology Co., Ltd." is also referred to as "ORG", "the Company", or "we".

Report Acquisition

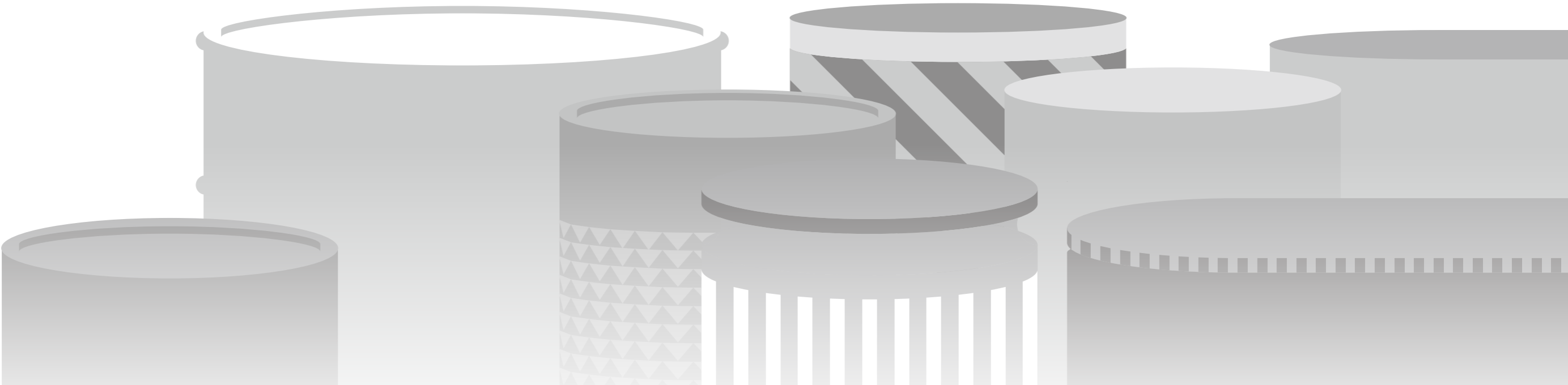
This report is available in both Simplified Chinese and English. In case of discrepancies, the Simplified Chinese version shall prevail.

You can download the electronic version of this report from our official website: <https://www.orgtech.cn/>

If you have any comments or suggestions regarding this report, you can contact us as follows:

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CONTENTS

- 04 Message from the Chairman
- 06 About Us
- 10 Spotlight I: Forging Ahead After Three Decades Run
- 14 Spotlight II : ORG's Approach to Endless Improvement

- 76 Key Performance
- 78 Outlook
- 80 Index
- 82 Expert Comment
- 84 Report Rating
- 86 Feedback

18 Lean Management

Building the Cornerstone of Sustainable Development



- 20 Corporate Governance
- 26 Sustainability Management

30 Value Spillover

Driving Symbiotic Growth Through Industrial Chain Collaboration



- 32 Co-creating with Customers
- 42 Win-win Partnerships
- 46 Walking Along with Dedicators
- 56 Partnering with Responsibility Performers

60 Low-Carbon Circularity

Steering the Transition to Sustainable Packaging



- 62 Responding to Climate Change
- 66 Minimizing Environmental Impact
- 68 Efficiently Utilizing Resources
- 72 Upholding Recyclable Packaging
- 74 Practicing a Green Lifestyle

Message from the Chairman



As time moves forward, each new year brings fresh opportunities and renewed purpose. Looking back on 2024, a milestone marking ORG’s 30th anniversary, I’m filled with deep gratitude and optimism. I extend my heartfelt thanks to every colleague who has contributed to our growth and to all friends and partners who’ve supported us along the way.

For ORG, 2024 marked 30 years of solid progress and renewed ambition. Despite a complex and evolving business landscape, we delivered strong performance and made meaningful strides in environmental, social, and governance (ESG) areas.

We pushed boundaries in our core business.

Amid macroeconomic uncertainty, intense market competition, and fluctuating raw material costs, we kept our focus on enhancing product quality and service. Our leadership in the food and beverage metal packaging sector was further solidified. We delivered strong results to our investors, demonstrating ORG’s resilience and contributing to industry progress in 2024.

We led with bold reforms.

Anchored in our customer service strategy, we expanded into new areas such as filling services, data-driven marketing, and sports marketing. Under the “Packaging+” concept, we made breakthrough progress in emerging business sectors and enhanced our ability to deliver full-spectrum packaging solutions. With a global mindset, we actively grew our international footprint and deepened collaboration with top-tier domestic and global brands, boosting both brand impact and global competitiveness.

We embraced innovation with confidence.

Leveraging AI, we developed “Xiao Xi,” a virtual health assistant, to help build a robust sports and wellness ecosystem. We introduced coated iron, a green and safe packaging material, into the food and beverage sector. We extended our product reach into ready meals, nutritional products, and new energy precision parts. Innovations like the “Gliding Series” bowls and cans and the “Energy Ring” cans earned international recognition and strong market acclaim.

We invested in people and shared growth.

Staying true to our people-first values, we improved internal processes, optimized performance evaluations, and enhanced incentive systems to boost employee engagement and creativity. Through initiatives like the Gold Talent Hunt, we prioritized team building and talent development, cultivating a skilled, professional workforce to support our long-term growth.

We stayed committed to social responsibility and sustainable value.

We advanced technological innovation and process upgrades to reduce energy use and emissions, working closely with partners across the value chain to drive green transformation. Through our charitable foundation, public welfare campaigns, donations, and education support, we continued giving back to the community and fulfilling our corporate responsibilities through meaningful action.

Three decades have flown by. Thanks to the unwavering support of our investors, partners, and employees, ORG has grown stronger than ever. Looking ahead, we will stay committed to sustainability and continue investing in R&D, industry integration, and global expansion. We are determined to support the high-quality growth of China’s packaging industry, create greater value for society, and shape a brighter future—together.

Zhou Yunjie
Chairman, ORG Technology Co., Ltd.

About Us

About ORG

ORG Technology Co., Ltd. (Stock code: 002701.SZ) is a leading metal packaging enterprise in China. Founded in Wenchang, Hainan in 1994 and listed on the Shenzhen Stock Exchange in 2012, ORG became the first A-share listed company in the metal packaging sector. In 2024, ORG was named among the “2024 Beijing Enterprise Top 100”, a ranking jointly issued by the Beijing Enterprise Confederation, the Beijing Enterprise Directors Association, and other organizations. The Company also ranked 178st on the Beijing-Tianjin-Hebei Enterprise Top 100, 81st on the Beijing-Tianjin-Hebei Manufacturing Top 100, 61st on the Beijing Enterprise Top 100, and 19st on the Beijing Manufacturing Top 100. It once again received the titles of “Beijing’s Top 100 Private Enterprises” and “Beijing’s Top 100 Private Enterprises for Social Responsibility”, awarded by the Beijing Federation of Industry and Commerce.

As a full-service packaging solution provider, ORG offers one-stop services for FMCG brands, including packaging

brand planning, design and manufacturing, filling services for a wide range of metal cans, and intelligent packaging media-based information services. ORG maintains long-term strategic partnerships with over 100 globally renowned beverage brands—including carbonated drinks, beer, and energy drinks—as well as leading domestic tea and food companies. The Company has built a nationwide network for manufacturing, distribution, and service.

By the end of 2024, ORG operate more than 40 production facilities equipped with nearly 100 advanced production lines across 16 provinces and municipalities in China. Our operations extend to Australia and New Zealand, where we own renown food can packaging enterprises. Our CNAS-certified metal packaging testing laboratory in Beijing offered test results recognized in 73 countries and regions worldwide.

Corporate Culture



Mission

Being a packaging solution provider in the new era



Business Philosophy

Packaging the brand and marketing the brand



Vision

Comprehensive packaging total solution provider



Corporate Spirit

Striving, Innovation, Honesty and Harmony

CSR Honors and Awards

February 2024

- Second Prize for Scientific and Technological Progress Award by the China National Light Industry Council for 2023
China National Light Industry Council

April 2024

- “Green Earth Eco-Friendly Award” in the “Pet Packaging Special Award” at 2024 World Expo of Packaging Industry (WEPACK)
China Packaging Container Expo (PACKCON) Organizing Committee
- Recognized among the “Top 500 Chinese Innovative Brands of 2024” Founder Guan Yuxiang honored as one of the “Top Ten Businesswomen in Brand Power of 2024”
2024 Brand Power Forum Organizing Committee

June 2024

- Awarded “Impact · Pioneering Enterprise” in the 2024 GoldenBee CSR China Honor Roll and featured in the 2024 GoldenBee CSR Competitiveness Case Collection
19th China Corporate Social Responsibility (International CSR) Forum Organizing Committee
- 2024 Coca-Cola’s ESG Supplier
Coca-Cola Greater China

September 2024

- 65th in the Beijing’s Top 100 Private Enterprises for Social Responsibility
Beijing Federation of Industry and Commerce
- 37th in the Beijing’s Top 100 Private Enterprises
Beijing Federation of Industry and Commerce

October 2024

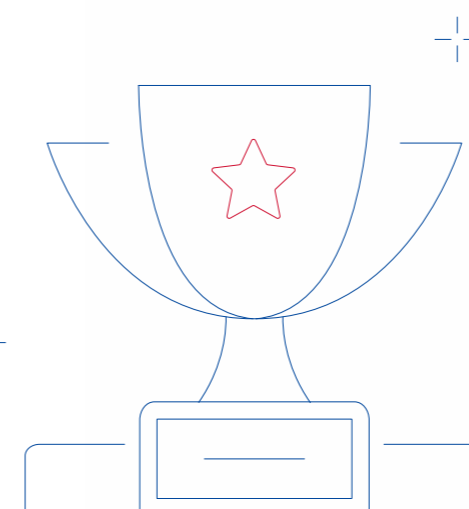
- Two-Piece Food Gold Award at the 2024 Asia CanTech Awards
CanTech Asia
- Guangxi Intelligent Manufacturing Benchmark Enterprise
Department of Industry and Information Technology of Guangxi Zhuang Autonomous Region

November 2024

- Excellent Supplier of the Year, Precision Manufacturing Award, Innovation Award, and Best BP of the Year by Budweiser APAC Supplier Strategic Alliance
Budweiser APAC

December 2024

- Beverage Three-Piece Can Gold Award
THE CANMAKER SUMMIT
- 19st on the Beijing Manufacturing Top 100
Beijing Enterprise Confederation, Beijing Enterprise Directors Association
- 61st on the Beijing Enterprise Top 100
Beijing Enterprise Confederation, Beijing Enterprise Directors Association
- 81st on the Beijing-Tianjin-Hebei Manufacturing Top 100
Beijing Enterprise Confederation, Beijing Enterprise Directors Association, Tianjin Enterprise Confederation, Tianjin Enterprise Directors Association, Hebei Enterprise Confederation, Hebei Enterprise Directors Association
- 178st on the Beijing-Tianjin-Hebei Enterprise Top 100
Beijing Enterprise Confederation, Beijing Enterprise Directors Association, Tianjin Enterprise Confederation, Tianjin Enterprise Directors Association, Hebei Enterprise Confederation, Hebei Enterprise Directors Association



Spotlight I

Forging Ahead After Three Decades Run

2024 marks the 30th anniversary of ORG. Over the past three decades, staying true to our roots and striving for excellence have enabled ORG to navigate challenges and grow steadily. These same values will remain key to our continued success amid increasing market competition. From our beginnings with a single pull-tab can, we've evolved by keeping pace with the times—importing equipment and adapting technology during China's reform era, driving industrial upgrades through expansion, building a full industry chain ecosystem, and delivering value through spillover effects.

Start up stage

1994-2006

Guided by market demand, ORG rapidly scaled its operations and earned strong brand recognition in the FMCG packaging sector, laying a solid foundation for future growth.

At the end of 1994

ORG established its first facility in Wenchang, Hainan.

In April 1997

ORG expanded north to Huairou, Beijing, where it was the first company to adopt and implement the powder recoating process in China and began mass-producing metal containers, significantly improving China's three-piece can quality.



In April 1997, ORG expanded northward and established its business in Huairou District, Beijing.

In November 2005

Founded Hubei O.R.G Technology Co., Ltd., while deepening strategic cooperation with customers through a "follow-up" production mode production layout, it also helps promote the agglomeration and development of the local beverage industry.



In 2005, the construction site of Hubei O.R.G Technology Co., Ltd. was officially established.

In May 2002

Established Linyi O.R.G Printing Iron Can Co., Ltd., marking entry into the food can market.

In 2000

ORG became the first in China to use 0.15mm-thick DR material for mass-producing food cans, starting with canned tomato products.

Innovation-driven technological upgrading stage

2007-2011

Driven by technological innovation, ORG formed an industry group, restructuring the value chain and building a new technology-driven ecosystem for industrial upgrading.

In December 2007

ORG was shift from a single factory to group management. That same year, it opened a new factory in Beijing, and established a Beijing R&D center, began developing coated iron technology.



In 2007, ORG set up an R&D center in Beijing and began developing coated iron technology.

In 2011

ORG independently designed and built a coated iron pilot line in Shaoxing, enabling pilot production and performance testing—laying the groundwork for industrial application.



In 2011, ORG independently designed and established a small-scale pilot line for coated iron in Shaoxing.

In November 2009

Won three awards at CanTech Asia: Best Three-piece Beverage Can Manufacturer, Best Special-Purpose Can Manufacturer, and Asia's Best Canning Manufacturer of the Year—affirming ORG's technical and innovative leadership.

Full industry chain ecosystem stage

2012-2018

Through strategic alliances, mergers and acquisitions, and deeper collaboration, ORG partnered across the supply chain to boost synergy and resource efficiency, reinforcing its market leadership and laying a solid foundation for the industry's sustainable development.

In July 2012

ORG initiated the Metal Packaging Sustainable Development Alliance to collaborate across the industry up and down-stream on metal packaging recycling and reuse.

In October 2012

ORG packaging Co., Ltd. was listed on the SME board of Shenzhen Stock Exchange, becoming both Huairou District's and China's metal packaging industry's first A-share listed company.



In October 2012, ORG Packaging Co., Ltd. was listed on Shenzhen Stock Exchange's SME board.

In November 2012

ORG opened its first two-piece can facility in Shangyu, Zhejiang, introducing advanced foreign equipment and processes that helped modernize China's two-piece can industry.

In 2018

ORG led the drafting of the ISO standard for top-opening cans and lids of "Thin-walled Metal Containers," boosting China's global influence in the metal packaging industry.

In December 2018

ORG signed a share acquisition agreement with Ball Asia Pacific, achieving strong synergies and driving industry integration.

In October 2018

ORG's China Zun can and third-generation bowl can won at "Beverage Three-Piece Gold Award" and "Prototype Can Bronze Award" respectively at the Global Canmaker Summit, reflecting its R&D and design leadership in the industry as a whole.

In July 2016

Formed a strategic partnership with the Boston Bruins, integrating its sports business to support core operations.

In 2014

Entered the filling business through equity acquisition, aiming to become a full-service packaging solutions provider.

In 2014

ORG completed a 50,000-ton/year coated iron production line in Shangyu, filling a domestic technology gap and bringing China's coated iron manufacturing to international standards.



In November 2012, Zhejiang ORG Packaging Co., Ltd. was established as ORG's first two-piece can factory.

Comprehensive value spillover stage

2019-Now

Leveraging its core strengths, ORG has unlocked added value from existing operations while fueling a second wave of growth through forward-looking strategic planning. Building on its technological expertise and supply chain integration in metal packaging, the Company has expanded into emerging sectors such as smart packaging and green recycling, achieving broad value spillover.

In September 2019

ORG partnered with the Yangtze River Industry Fund, Hubei Hongtai Group Co., Ltd., and the Xianning High-tech Zone Administrative Committee to sign a strategic cooperation agreement, supporting the establishment of a smart manufacturing, sales, and management headquarters for metal packaging.

In September 2020

ORG and China Feihe Ltd. entered a long-term strategic partnership with China Feihe Ltd., launching comprehensive cooperation.

In December 2020

ORG launched Red Bull's supporting packaging production line in Kaiyuan, boosting local employment and supply chain development.



In December 2020, ORG's Red Bull packaging line in Kaiyuan officially began operations.

In 2022

ORG released its ready-made dish line and partnered with China Sports Industry Group to create "Xi Wang," a sports nutrition drink tailored to Chinese consumers—part of ORG's "Packaging+" diversification strategy.

“ The English abbreviation ORG sounds like 'origin', symbolizing a return to beginnings and a commitment to staying grounded. For ORG, this name reflects a continued dedication to craftsmanship and innovation. With three decades of experience, we remain true to our roots while forging new opportunities. Looking ahead, ORG will build an industry ecosystem focused on intelligent manufacturing, green recycling, and scenario-based marketing, paving a fresh path for the metal packaging sector. ”

In May 2024

ORG signed a strategic partnership with the National Stadium (Bird's Nest) to launch "Empowering New Consumption through Sports Technology." At the event, ORG and Cishi Culture debuted Xiao Xi, an AI virtual fitness assistant that offers real-time, personalized guidance. It showcases ORG's expansion into smart retail under its "Packaging+" strategy.



In May 2024, Xiao Xi, the AI fitness assistant co-developed with Cishi Culture, was officially launched.

In January 2024

ORG was recognized as a "National Intellectual Property Right Demonstration Enterprise," reflecting the transformation of its IP assets into core competitiveness to support the Company's sustainable development.

In April 2023

ORG invested in a new energy precision battery components project in Zaozhuang, Shandong, marking a key step in ORG's expansion into the new energy sector.

Spotlight II

ORG's Approach to Endless Improvement

By launching new products, stepping into emerging sectors, and exploring innovative business models, ORG continues to push forward in its pursuit of excellence. These actions reflect the industry's high expectations—and more importantly, fuel our own commitment to our founding mission. For the past thirty years, ORG has embraced the principle of "Endless Improvements." Through systematic improvement training and the "Continuous Improvement Cup," we've built a long-term mechanism for progress. With a focus on eliminating waste, boosting efficiency, cutting costs, and raising quality standards, we continue to spark employee innovation and drive. Continuous improvement has become a core engine of ORG's advancement, as well as part of our culture of excellence.

Continuous improvement

moves beyond one dimension

At ORG, improvement isn't limited to a single area. It's a company-wide, multi-dimensional effort. We apply it across all facets of management, production, and operations, targeting critical touchpoints to boost efficiency, reduce expenses, and raise quality. As we refine systems and processes, we also sharpen our competitive edge and strengthen our adaptability in a fast-changing market.

As our strategy evolves, we regularly reassess and align annual improvement priorities with broader business goals, ensuring our efforts stay focused and future-ready.

Improvement priorities of previous sessions of "Continuous Improvement Cup"



Continuous improvement

contributes to excellent paradigm

Continuous improvement is the engine of the Company's sustained growth, essential to achieving long-term success. Since the launch of the "Continuous Improvement Cup" subsidiaries, supported by various business divisions, have actively participated, leading to numerous outstanding improvement projects and model factories. This initiative has played a vital role in ensuring the Company's steady, sustainable development, setting a benchmark for industry improvement practices and serving as a model for peer factories.

Key performance

293

Projects submitted across three sessions of the "Continuous Improvement Cup"

3

Gold projects selected

4

Silver projects selected

8

Bronze projects selected

23

Outstanding projects selected



2022

The Comprehensive Environment Optimization and Improvement Project of Hubei O.R.G Technology Co., Ltd.

Hubei O.R.G Technology Co., Ltd. has improved and implemented a classified treatment process for can-making waste gas. High-concentration waste gas is treated by direct combustion, while low-concentration waste gas follows the original process. The project has enhanced equipment stability, removed the spray water washing system, effectively reduced environmental pollution, decreased the use of filter screens by 70%, and increased the service life of the rotor by 50%, achieving cost reduction and efficiency improvement.



2023

The Factory Efficiency Improvement Project of O.R.G (Jiangmen) Packaging Co., Ltd.

The Jiangmen Factory used analytical tools such as Pareto charts, fishbone diagrams and the 5Why to thoroughly identify the root causes affecting efficiency. Focusing on five key areas of people, machines, materials, methods and environment, the factory developed targeted, practical solutions. During implementation, the project team also evaluated risks tied to change management to ensure the process was both effective and safe.



2024

The Can Manufacturing Cost Reduction - Small Order Joint Printing Project of O.R.G (Gannan) Packaging Co., Ltd.

O.R.G (Gannan) Packaging Co., Ltd. applied the DMAIC tool to streamline its production process, targeting high costs, long cycle and weak quality control in small order can manufacturing. Following implementation, the project delivered a 6.03% return on investment, with improved cross-departmental collaboration efficiency and customer satisfaction.

Continuous improvement

fosters culture of excellence

"The goal of the 'Continuous Improvement Cup' isn't about the awards, but about fostering broad participation and shared ownership among all employees. It aims to build open communication and feedback loops, develop practical processes for improvement, and encourage learning and knowledge sharing through targeted incentives. Ultimately, it helps to build a culture of continuous improvement."

— Ren Jianguo, Director of ORG Quality Management Center

ORG firmly believes that people are at the heart of continuous improvement. Its essence lies in inspiring every ORG employee to pursue excellence with conviction and persistence. The launch of the "Continuous Improvement Cup" reflects the Company's strategic determination and execution to embed this culture. The approach emphasizes top-down alignment, with leadership advancing long-term mechanisms through organizational support, resource allocation, and mindset cultivation. At the same time, it empowers grassroots employees through bottom-up initiative—embedding the values of self-respect, self-confidence, self-reliance, and self-improvement into every practice: fostering responsibility through self-respect, sparking innovation through self-confidence, sharpening skills through self-reliance, and driving breakthroughs through self-improvement. This integration of strategy and execution is transforming improvement from a concept into a company-wide mindset.

After three sessions of the "Continuous Improvement Cup" ORG has built a distinctive improvement ecosystem. From micro innovations in workshops to strategic alignment at the management level, from streamlined production to enhanced organizational efficiency, each initiative contributes to measurable and replicable outcomes. Through cross-functional collaboration and knowledge-sharing platforms, ORG has not only achieved cost savings and efficiency gains, but also embedded continuous improvement into its cultural DNA. This spirit now powers ORG's breakthrough growth and strengthens its competitive edge—fueling the Company's ongoing pursuit of excellence.



2024 ORG Continuous Improvement Cup Final

Lean Management

Building the Cornerstone of Sustainable Development

Governance

ORG has established a corporate governance framework led by the Shareholders' Meeting, Board of Directors, Board of Supervisors, and senior management. The Board of Directors oversees four specialized committees: the Strategy Committee, Nomination Committee, Audit Committee, and Remuneration and Assessment Committee. Each operates in line with the Articles of Association and its own working rules. Major decisions and strategic direction are jointly supported by the Shareholders' Meeting, Board of Directors, and Board of Supervisors within their respective responsibilities. To strengthen oversight in areas such as information disclosure, compliance, anti-corruption, fair competition, and data security, the Company has developed a suite of internal policies. These include the *Information Disclosure Management Rules*, the *Internal Reporting System of Major Information*, the *Contract Review Management Procedure*, and the *Regulations on Anti-Fraud and Complaint & Reporting Management*, ensuring efficient and compliant operations.

Strategy

The Company values Board diversity, considering gender, education, and professional background when forming its composition. To improve transparency, we maintain open communication with shareholders. Our approach integrates compliance, internal control, and risk management to ensure sound operations. We continue to enhance our ethics framework and anti-corruption measures, while implementing comprehensive cybersecurity and privacy protections to support stable, long-term development.

Impact, Risk and Opportunity Management

With a strong focus on compliance, the Company incorporates fraud risk into its annual risk assessments to systematically identify potential vulnerabilities and refine anti-fraud controls. Through collaboration between audit, legal, risk, and financial departments, we've built a coordinated and integrated oversight system to manage risk and safeguard high-quality development.

Metrics and Targets

Metrics and targets	Progress in 2024
Adhering to transparent operations and ensuring investors' rights to know	<ul style="list-style-type: none">• 0 Incidents of insider information violations• 1 Performance briefing held• 4 Regular reports released
Conducting compliant operations	<ul style="list-style-type: none">• 0 Violations of business ethics or conduct rules• 0 Lawsuits on unfair competition/monopoly
Ensuring cybersecurity	<ul style="list-style-type: none">• 0 Information security vulnerabilities• 0 Data breaches affecting clients or staff



Corporate Governance

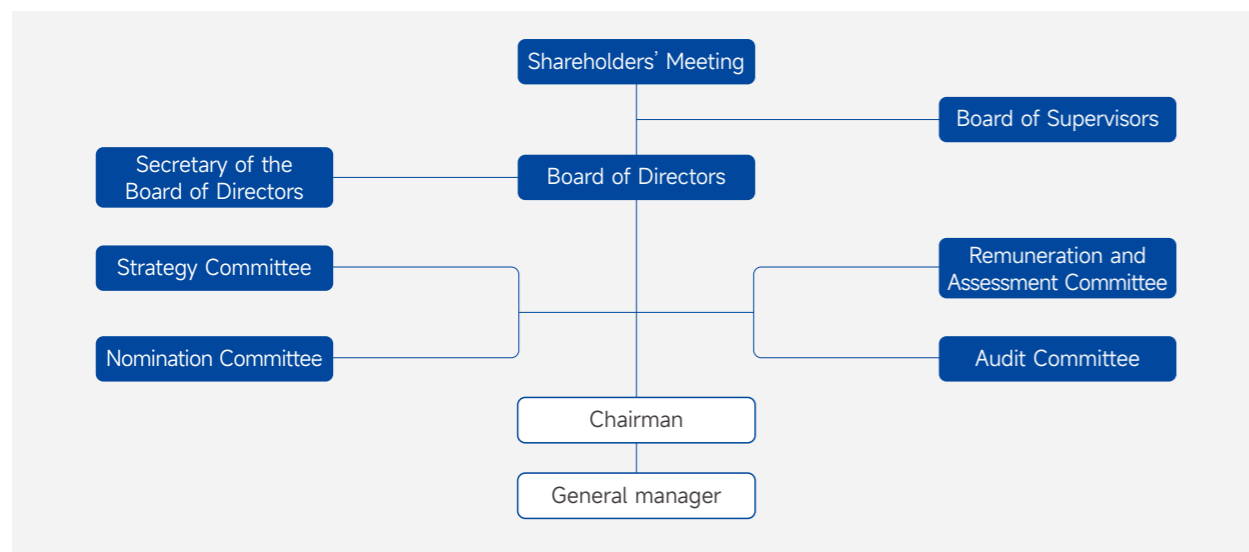
“Over the years at ORG, I’ve had the privilege of witnessing the Company’s path to becoming publicly listed and growing alongside it. Through ongoing shifts in the capital market, ORG has stayed at the forefront of innovation, pushing boundaries and leading industry advancement. Looking ahead, I will continue to support the Company’s leadership in information disclosure by closely analyzing regulatory trends to ensure full compliance. Guided by the principles of zero errors, zero violations, and zero penalties, I remain committed to upholding the highest standards in delivering accurate, high-quality disclosures.”

— Shi Lina, Senior Securities Affairs Manager, joined ORG in 2011

Governance framework

Strictly complying with relevant regulations such as the *Company Law of the People’s Republic of China*, ORG has established a governance framework centered on the Shareholders’ Meeting, Board of Directors, Board of Supervisors and senior management. This forms a science-based, high-performing, clear-cut corporate system with effective oversight.

Board diversity is considered across gender, age, and professional background. The Company also evaluates candidates based on their industry expertise, skills, and experience. The Board is re-elected every three years and undergoes annual performance reviews. This structured, professional approach helps ensure steady, long-term growth through a more diverse and capable leadership team.



In 2024

5

Shareholders' meetings held

32

Proposals deliberated and approved

10

Board meetings held

60

Proposals deliberated and approved

100%

Attendance rate at board meetings

8

Meetings of supervisors held

42

Proposals deliberated and approved

9 Board members, 2 executive directors, 7 non-executive directors (3 with relevant industry experience)

3 Independent directors, accounting for 33.33%

1 female Board member, 1 female Supervisory Board member

Attendance rate at board meetings 100%

The Board is re-elected every three years and conducts annual performance evaluations

Transparent operation

In compliance with the *Rules Governing the Listing of Shares on the Shenzhen Stock Exchange*, our *Information Disclosure Management Rules*, and other applicable guidelines, the Company ensures all shareholders receive equal access to information. While maintaining a stable and growing economic benefit, the company attaches great importance to providing reasonable returns to investors and actively builds a harmonious relationship with shareholders.

Protecting shareholders' rights and interests

In accordance with the relevant requirements of regulatory authorities and in light of the company's actual situation, the *Articles of Association* stipulates the implementation of a continuous and stable dividend distribution policy. Since its listing in October 2012, the company has actively fulfilled its obligation to distribute cash dividends and issued stock dividends at appropriate times. During the reporting period, the company formulated and implemented the 2023 annual dividend distribution and share repurchase plan.

Practicing transparent communication

We maintain strict confidentiality protocols for information disclosure, supported by a standardized, efficient process. Documentation related to disclosure is archived systematically, and accountability procedures are in place for any breaches.

Enhance communication and interaction

The Company maintains active communication with shareholders through investor hotlines, emails, the SZSE Easy Interaction Platform, site visits, performance briefings, and roadshows to strengthen transparency and engagement.

In 2024

0

Incidents of insider information violations

1

Performance briefing held

4

Regular reports released

2

Records of investor relations activities published

Risk & compliance

The Company takes a prudent approach to governance by integrating compliance, internal control, and risk management. This coordinated system provides solid support for sustainable business development.

Enhancing regulation development

To improve contract oversight and authorization processes, the Company introduced policies including the *Contract Management Measures*, *Contract Review Control Procedure*, and *Measures on the Authorization of Uncommon Issues*. These aim to effectively control risks related to contract execution.

Fostering a culture of compliance

To reduce operational risks, we offer online legal training focused on improving risk awareness and response. These sessions promote a compliance mindset across all levels of the organization. In 2024, a total of two legal training activities were organized. The training on "Risk Prevention of Sales Contracts" was conducted for the sales staff of the Three-Piece Can Business Unit, with 40 participants. A series of training sessions titled "Legal Protection, Long-term Performance - Legal Risk Prevention Throughout the Sales Process" was conducted for all sales personnel, with 136 participants.

Strengthening audit supervision

The Internal Audit Department conducts annual audits of branches and subsidiaries, performs targeted audits on key risk areas and material transactions, and evaluates internal controls. These efforts ensure regulatory compliance and proactive risk mitigation.

In 2024

2

Non-executive directors with professional risk management expertise

0

Lawsuits related to unfair competition and monopoly

0

Violations of business ethics or conduct rules

8

Hours of legal awareness and compliance training

176

Participants in legal awareness and compliance training

Information security

The Company prioritizes information and network security by establishing an Information Management Department responsible for overseeing data protection. A three-tier governance structure is in place, comprising the Department Manager, Chief Financial Officer, and General manager. Information security strategies and reviews are reported to the Vice Chairman and General manager during quarterly operations and annual planning meetings. To enhance awareness, we conduct two to three dedicated cybersecurity training sessions annually.

In 2024

0

Information security incidents

0

Information security vulnerabilities

0

Customers or employees affected by data leakage

Due diligence

The Company places strong emphasis on due diligence across investment, financing, supplier vetting, and employee rights protection. Through comprehensive investigations and risk analysis, we ensure informed decision-making, verify supplier qualifications, and uphold employee rights—providing a solid foundation for sustainable, stable growth.




Integrity and self-discipline

ORG complies with Chinese laws such as the *Anti-Unfair Competition Law*, *Anti-Monopoly Law*, and *Interim Provisions on Banning Commercial Bribery*. We continuously improve our anti-corruption systems, proactively identify integrity risk points, and strengthen processes. Regular training reinforces an ethical culture that supports high-quality development.

Governance


ORG has issued the *Regulations on Anti-fraud and Complaint & Reporting Management*, outlining responsibilities and organizational structure. Anti-fraud work is overseen by the Board of Directors, supervised by the Audit Committee, and implemented by the Internal Audit Department. Each department is responsible for handling fraud within its area.

Strategy




Signing integrity commitment letters

Internally, all managers, branch/subsidiary department heads, and employees in key economic roles must sign the *Anti-Fraud and Integrity Commitment Letter*. Externally, business partners, long-term suppliers, and vendors of major projects are required to sign the *Partner Business Integrity Commitment Letter*.



Fraud complaint and reporting

The Company's Internal Audit Department maintains external reporting channels (hotline, email, and mailboxes public). It collects, compiles, and reports anti-fraud data to the Audit Committee, conducts anti-fraud investigations, and prepares reports based on findings.



Whistleblower protection

The Company strictly safeguards whistleblower identities. Departments receiving reports and individuals involved in investigations must not disclose whistleblower information without authorization. Unverified investigation details and conclusions must remain confidential and are not to be privately discussed or circulated, ensuring the whistleblower's personal and property safety. If the reported anti-fraud evidence is verified, the Company will evaluate the nature of the case and assess potential economic recovery, offering appropriate rewards to the whistleblower.



Impact, risk and opportunity management

Fraud risk is integrated into the Company's annual risk assessment. Management conducts fraud risk identification and evaluation at the corporate, departmental, and key account levels. The process considers both the likelihood and impact of fraud, covering areas such as false financial reporting, misappropriation of assets, and unauthorized or improper income and expenditures.

Metrics and targets

Integrity and self-discipline management metrics	Progress in 2024
Enhancing employees' integrity awareness	<ul style="list-style-type: none">Promote and implement the <i>Anti-Fraud and Complaint Reporting Management System</i> to enhance employees' awareness of integrity.
Upholding business ethics and preventing averse incidents	<ul style="list-style-type: none">0 Corruption-related lawsuit concluded0 Confirmed corruption incidents0 Employees dismissed or disciplined for corruption0 Contract terminations or non-renewals with business partners due to confirmed corruption violations

Sustainability Management

ORG is committed to advancing both corporate and social value. We continue to refine a structured, strategic sustainability management framework and embed sustainability into our planning, values, and full value chain operations. These efforts power industrial progress and drive high-quality economic and social development.

Sustainable development concept

Guided by *SDG Compass*, we institutionalize sustainability into strategic planning, corporate culture, and daily operations. With a strong focus on compliance and long-term value, we aim to elevate industry standards, protect the environment, and foster a more inclusive and harmonious society.

Economy

We remain true to our founding mission of driving national development through industry. By advancing technological and business innovation, we aim to lead industry growth, deliver value to shareholders, create benefits for customers and partners, and share development achievements with employees.



Environment

We view environmental protection as a core element of our sustainability strategy. We are committed to fulfilling our environmental responsibilities by focusing on waste reduction, recycling, and resource efficiency. Through circular practices in metal packaging recovery and reuse, we promote eco-friendly, energy-saving development while supporting environmental protection and long-term sustainability.



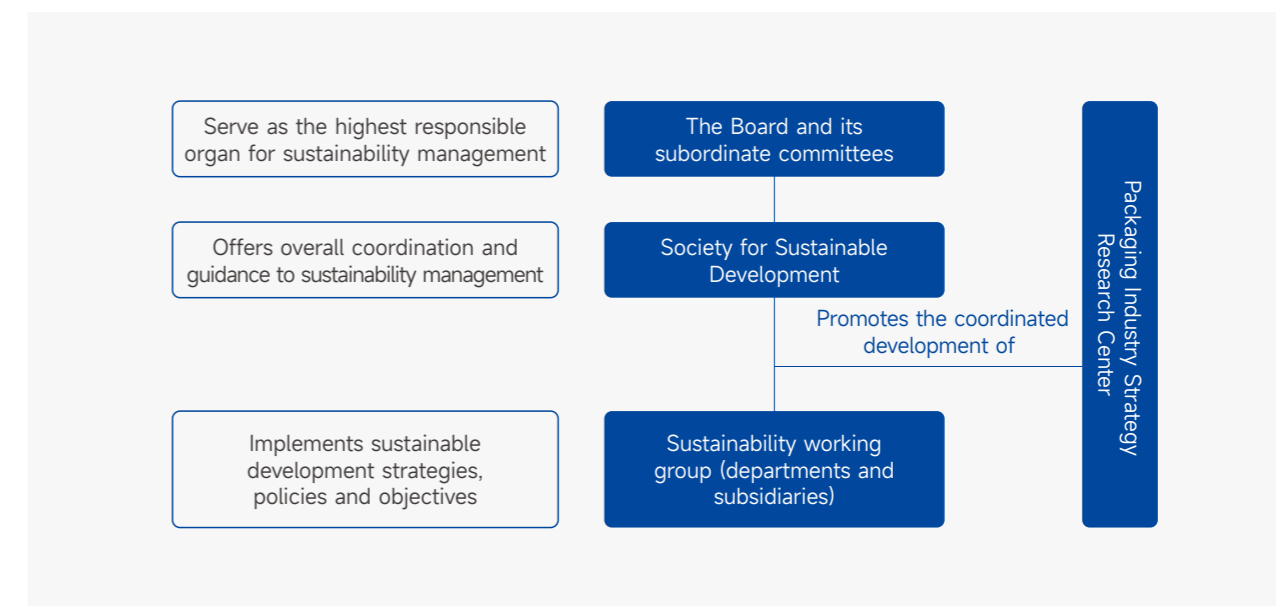
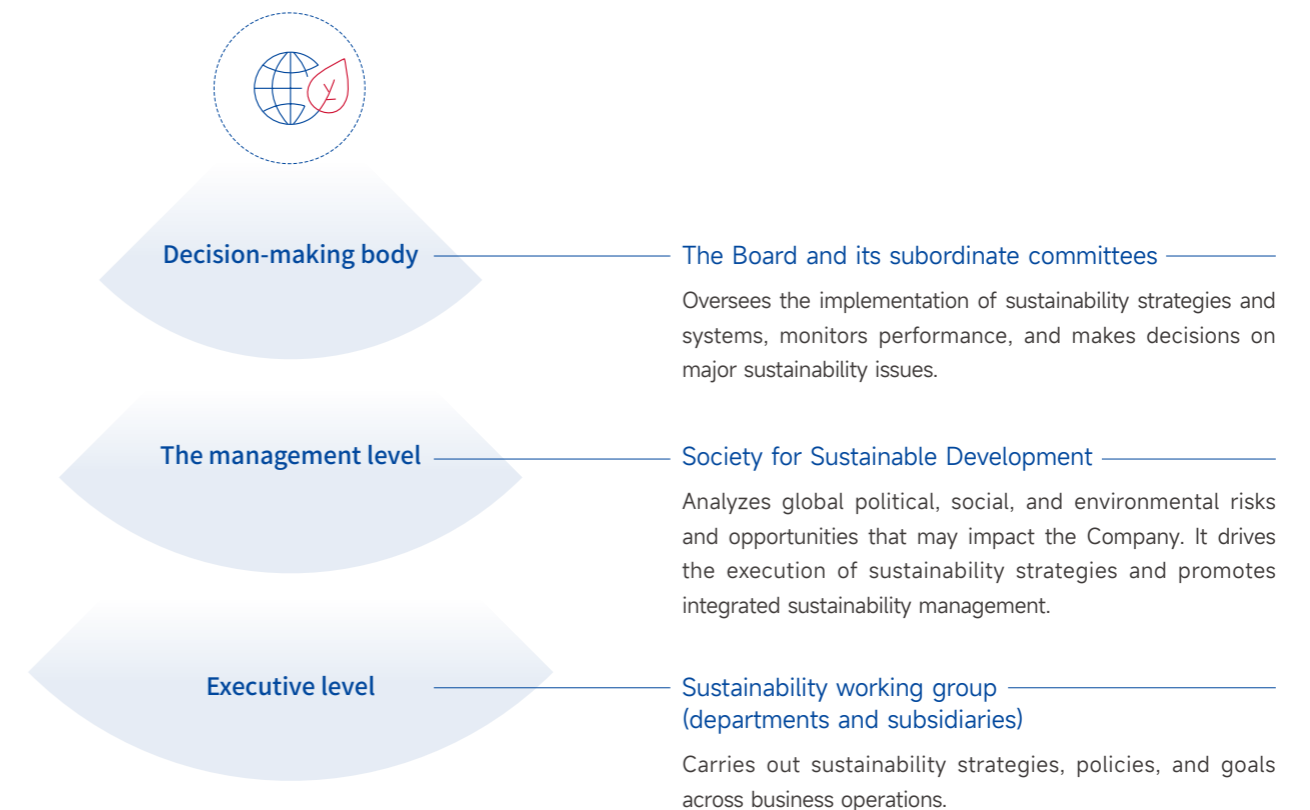
Society

We believe in the power of doing good. That's why we continue to share our development gains and give back to society to help build a better future.



Sustainable development management system

With sustainability embedded in corporate governance, the Company has established a three-tier management structure—from decision-making to management and execution—ensuring effective implementation of sustainability initiatives.



Board statement

The Board of Directors of ORG Technology Co., Ltd. leads the Company’s sustainability direction and strategy. It oversees ESG-related risk management and serves as the highest authority for sustainability governance and disclosures. In 2024, the Board revised material topics and their priorities in response to internal and external developments, aligning them with the Company’s strategic goals. This Report addresses 23 material topics across governance, economy, environment, and society.

In 2024, the Company established management objectives covering key topics in governance, environment, and society. The Board of Directors actively monitored progress and provided oversight on related sustainability initiatives. This Report offers a comprehensive account of ORG’s sustainability performance in 2024. The report was reviewed by the Strategy Committee of the Fifth Board of Directors and subsequently submitted to the Board of Directors for deliberation. It was reviewed and approved at the Second 2025 Meeting of the Fifth Board of Directors held on April 27, 2025, and was officially disclosed on April 29, 2025. The Board and all its members confirm that the Report contains is true, accurate and complete, without any false statements, misleading information, or material omissions.

Materiality analysis

To stay aligned with global sustainability trends and stakeholder expectations, the Company conducted its second stakeholder materiality assessment in 2024, receiving 253 valid responses. Based on these findings—along with macro policy shifts and strategic priorities—we reassessed, reanalyzed, and updated the material topics based on relevance and financial impact. As a result, 23 material topics were identified across the three ESG dimensions.



Stakeholder management

The Company engages stakeholders through multiple channels to understand their expectations and deliver shared value, working toward inclusive, sustainable development.

Stakeholders	Core demands		Communication and response	
Government/regulator	<ul style="list-style-type: none">Honest and compliant operationsFair competitionTax payment according to laws	<ul style="list-style-type: none">Serving local economic and social developmentTransparent operation	<ul style="list-style-type: none">Sound corporate governanceProactive tax payment according to laws	<ul style="list-style-type: none">Response to government policiesRegular reports and information announcements
Shareholders/Investor	<ul style="list-style-type: none">Good business performanceSound corporate governance	<ul style="list-style-type: none">Realization of corporate development strategyTrue, complete, and timely information disclosure	<ul style="list-style-type: none">Shareholders' meetingRegular reports and information announcements	<ul style="list-style-type: none">Investor relations hotlineEarnings briefings and other investor communication events
Customers	<ul style="list-style-type: none">Product quality and safetyHigh-quality services	<ul style="list-style-type: none">Technological innovationInformation security protection	<ul style="list-style-type: none">Customer demand surveyStrict quality management	<ul style="list-style-type: none">Innovative product developmentImprovement of service quality
Partners	<ul style="list-style-type: none">Keeping promisesTransparent procurement	<ul style="list-style-type: none">Promoting industry progress	<ul style="list-style-type: none">Exchange and mutual visitsIndustry forums	<ul style="list-style-type: none">Breakthrough in technological innovationResource sharing
Employees	<ul style="list-style-type: none">Compensation and benefitsOccupational health and safetyEmployee rights protection	<ul style="list-style-type: none">Career development and TrainingEmployee care and well-being	<ul style="list-style-type: none">Trade unionEmployee questionnaire surveyEmployee training	<ul style="list-style-type: none">Staff symposiums, discussion meetings, etcDaily communication and exchange
Communities and the public	<ul style="list-style-type: none">Engagement in charityServing community development		<ul style="list-style-type: none">Volunteer servicesCharitable activities	<ul style="list-style-type: none">Boosting local economic developmentServing rural vitalization
Environment	<ul style="list-style-type: none">Systematic environmental managementSupport for the development of green industries		<ul style="list-style-type: none">Establishment and operation of environmental management systems	<ul style="list-style-type: none">Energy conservation and emission reductionSustainable packagingGreen office
Media	<ul style="list-style-type: none">Responsible operation	<ul style="list-style-type: none">Adequate information disclosure	<ul style="list-style-type: none">Press conferences, media interviews, new media interactions	

Value Spillover

Driving Symbiotic Growth Through Industrial Chain Collaboration

Governance

ORG's Board of Directors and its specialized committees oversee key sustainability-related matters. The Society for Sustainable Development leads overall planning and coordination, while the sustainability working group ensures effective execution. To strengthen product quality, innovation, supply chain management, employee development, and public welfare, the Company has implemented systems such as the *Quality Risk Audit Standards*, *Management Specifications for Customer Complaint Correction Measures*, and *Control Procedures for Supplier Management*, promoting efficient and compliant operations.

Strategy

Guided by the philosophy of "serving the nation through industry", ORG actively advances an innovation-driven strategy to deliver high-quality, reliable products. We foster collaboration across the metal packaging value chain, accelerate global expansion, create customer value, support partner growth, and contribute to industry progress. Internally, we promote our "home" culture and employee development system to build a company rooted in shared success. Externally, we balance commercial value with social impact through public welfare efforts, continually contributing to a better society.

Impact, Risk and Opportunity Management

ORG places high importance on identifying and managing ESG-related risks and opportunities. We conduct surveys and interviews across departments and business units to assess relevant issues. These are evaluated based on likelihood and potential financial impact, helping prioritize risk levels and guide management actions. To mitigate risks related to product quality, supplier performance, and production safety, the Company has adopted frameworks such as the *Quality Risk Audit Standards* and *Supplier Quality Management Standards*. A dual pre-control approach—combining risk classification and hazard investigation—is in place to reduce operational risk exposure.

Metrics and Targets

Metrics and targets	Progress in 2024
Delivering customer satisfaction through quality products and services	<ul style="list-style-type: none">• 0.17% Recovered products of total sold/shipped products• 98.96% Qualification rate for tinplate products• 98.37% Qualification rate for aluminum products• 96.22% Customer satisfaction rate
Enhancing supplier management with 100% evaluation of key partners	<ul style="list-style-type: none">• 100% Annual evaluation rate for key suppliers
Reducing accidents and health incidents to protect employees safety and health along with company assets	<ul style="list-style-type: none">• Work-related fatality 1.347 per million working hours lost time injury frequency
Contributing to social welfare and public well-being	<ul style="list-style-type: none">• 2.73 million yuan yearly external donation• 43,4900 yuan Employee donations to public service initiatives



Co-creating with Customers

In a fast-changing market, packaging has evolved far beyond its traditional role. It now serves as a hub that integrates market insights, technological capability, and consumer demand. We believe true value creation lies in the pursuit of the unknown—redefining technology and service logic. Every package not only delivers a product but also powers our customers' growth and consumer engagement, unlocking unlimited potential in a dynamic environment.

Comprehensive management empowers premium packaging

At ORG, quality forms the cornerstone of our customer relationships—driving trust and shared success. We treat product quality as the Company's lifeline. With a comprehensive approach, we ensure consistency, craftsmanship, and excellence in packaging that supports long-term, sustainable growth.

Governance

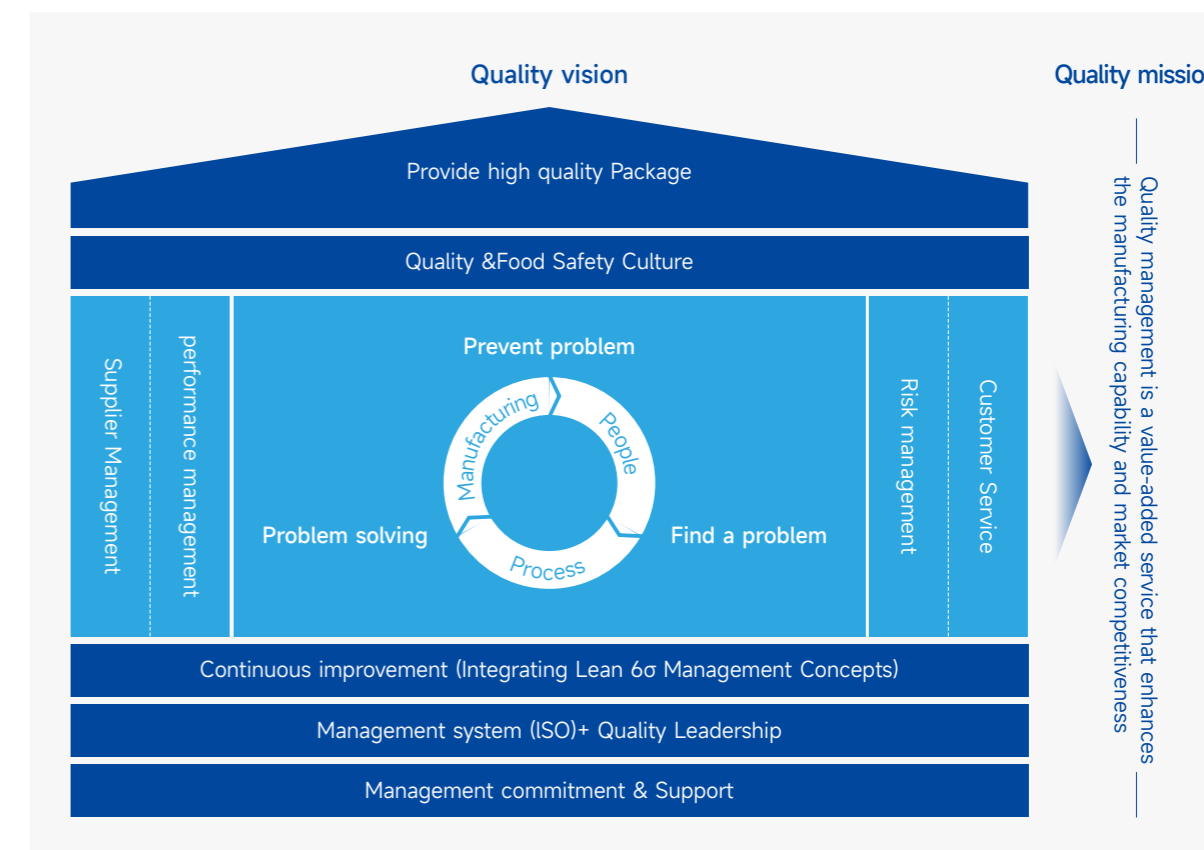
We've built a four-level quality management structure comprising the Board and its committees, the General Manager, the Quality Management Center, and business divisions and subsidiaries. The Board and General Manager oversee quality performance. The Quality Management Center sets strategies, trains personnel, drives improvement projects, supports supplier audit mechanisms, and works with sales to refine complaint handling. Business divisions set KPIs, conduct risk audits, and align quality strategy with client expectations. Subsidiaries execute on-the-ground quality controls.



Strategy

Optimizing quality management model

We integrated Lean Six Sigma into our quality framework and refined the "Quality Management House" model, first launching it in the Strategic Customer Division.



Photos of Lean Six Sigma training.

Enhancing SPC application

An SPC (Statistical Process Control) Optimization Task Force was also established to enhance Statistical Process Control (SPC) application. This allowed horizontal data comparison across all two-piece can plants and enabled real-time monitoring, earlier issue detection, improved diagnostics, and reduced repetitive tasks—boosting production efficiency.

Improving quality personnel ability

We rolled out training and certification programs to strengthen the skills of quality leaders and backups across subsidiaries, with 81 trainees and 77 passing the final assessment. Through the “ORG Masters” training platform, we hosted three themed expert-led sessions, where industry professionals shared their insights and experiences.

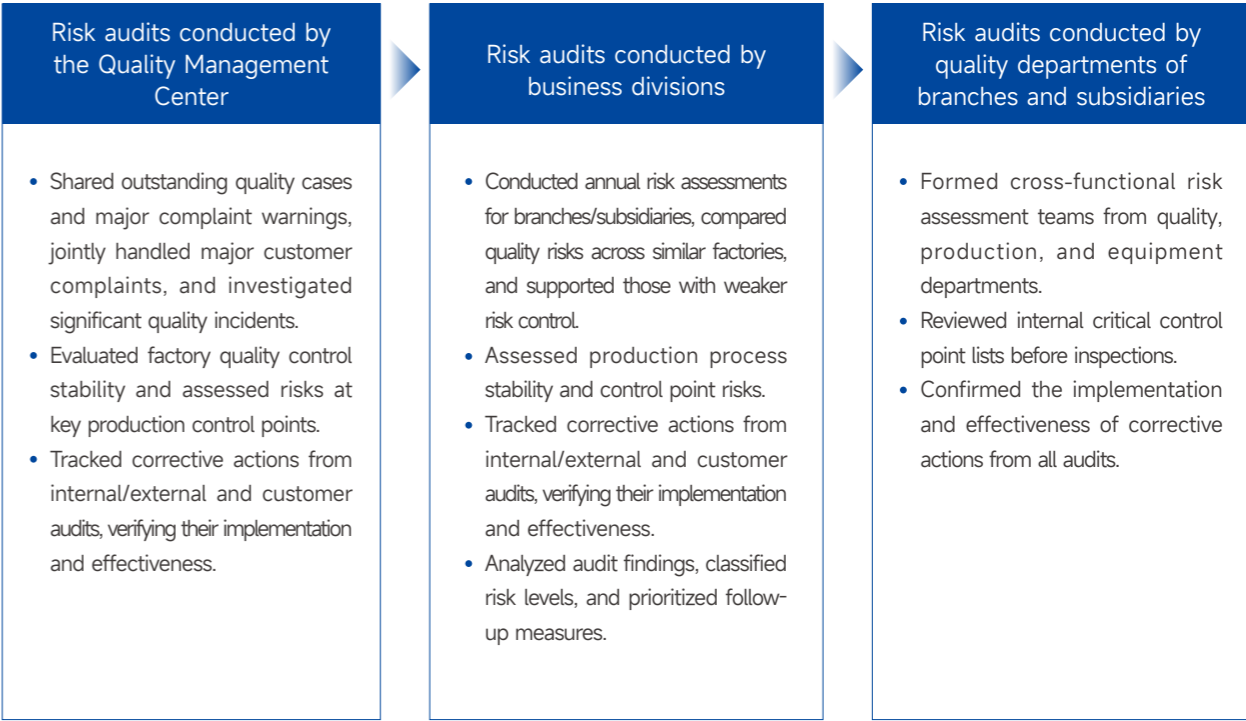
Enhancing quality supervision and audit work

Internally, business divisions conducted audits of their branches and subsidiaries. Mature sites focused on refining quality, while new sites received support to establish systems, close gaps, and implement best practices quickly. Externally, we enhanced supplier quality audits by reinforcing risk assessments related to raw materials. These measures ensure that suppliers consistently deliver products and services that meet our quality standards.



Impact, risk and opportunity management

ORG established the *Quality Risk Audit Standard* to guide risk assessments across subsidiaries, divisions, and the quality team. These assessments target key control points in manufacturing and focus on effective corrective actions. Identifying potential risks early allows us to take timely, preventive steps to mitigate them.



Metrics and targets

Quality management indicator	2024 Performance
Establishing and improving the quality management system and requiring subsidiaries to carry out quality management system certification	<ul style="list-style-type: none">100% Subsidiaries certified to ISO 900188.24% Subsidiaries certified to ISO 22000/FSSC 2200082.86% Subsidiaries certified to ISO 1400162.86% Subsidiaries certified to ISO 4500114.29% Subsidiaries certified to ISO 50001100% Beverage can filling branches and subsidiaries hold food production licenses
Conducting strict quality management to improve product qualification rate	<ul style="list-style-type: none">98.96% Qualified tinplate products98.37% Qualified aluminum products

Forward-looking innovation taps into packaging value

“Precise decision-making drives product direction, development, applications, and client alignment at ORG. This boosts the success rates and generates both intellectual and economic value. Our packaging is often tailored for premium brands, requiring years of refinement and deep trust from both sides. We’ ll keep pushing forward, driven by innovation to unlock even greater value.”

— Lyu Chunfeng, Deputy General Manager of the Packaging Industry Technology R&D Center, who joined ORG in 2004.

ORG embraces “forward-looking innovation” as a core strategy, guided by a flexible, breakthrough-driven approach. We aim to unlock greater packaging value through technological upgrades and strategic adaptability. By aligning cutting-edge tech with customer needs, we enhance manufacturing capabilities, empower innovation, and deliver new value across the packaging chain. From brand expression to user experience and supply chain efficiency, we continue to explore new possibilities—driving business model evolution and shaping the future of global packaging.

Consolidating foundation for innovation

ORG dedicates to an innovation-driven growth strategy. We’ ve increased R&D investment, strengthened talent development, and built a creative, innovation-focused team. We’ ve also established a robust IP protection network and enhanced our innovation management system. This sets a strong foundation for continued technological advancement and industry upgrading.

In 2024

60.74 million yuan
Spent on product R&D

34
Invention patents applied to main business

175
Effective patents during the reporting period

1
Invention patents granted during the reporting period



Delivering premium packaging

We are guided by a long-term vision rooted in problem-solving and innovation. Staying attuned to client needs, we invest in advancements across materials, structure, decoration, and design. With cutting-edge technology and strong customization capabilities, we strive to deliver original, high-impact packaging solutions that where product delivery transitions to value creation.

CSR honors



The “Research on the Migration Laws of Contaminants in Metal Cans and the Quality Assurance Technology for the Application of Coated Iron” project won third prize at the Packaging Industry Science and Technology Awards.



The “Energy Ring Can” for Dayao Coffee won the Three-Piece Beverage Can Gold Award at 2024 The Canmaker Summit.



The “Gliding Series” bowls and cans, made with coated iron, won the Two-Piece Food Can Gold Award at CanTech Asia 2024.



The coated iron DRD can, developed for domestic pet food brands like Gambol and Petsense, received the Green Earth Environmental Protection Award at the 2024 World Packaging Industry Expo.

Upgrading to smart applications

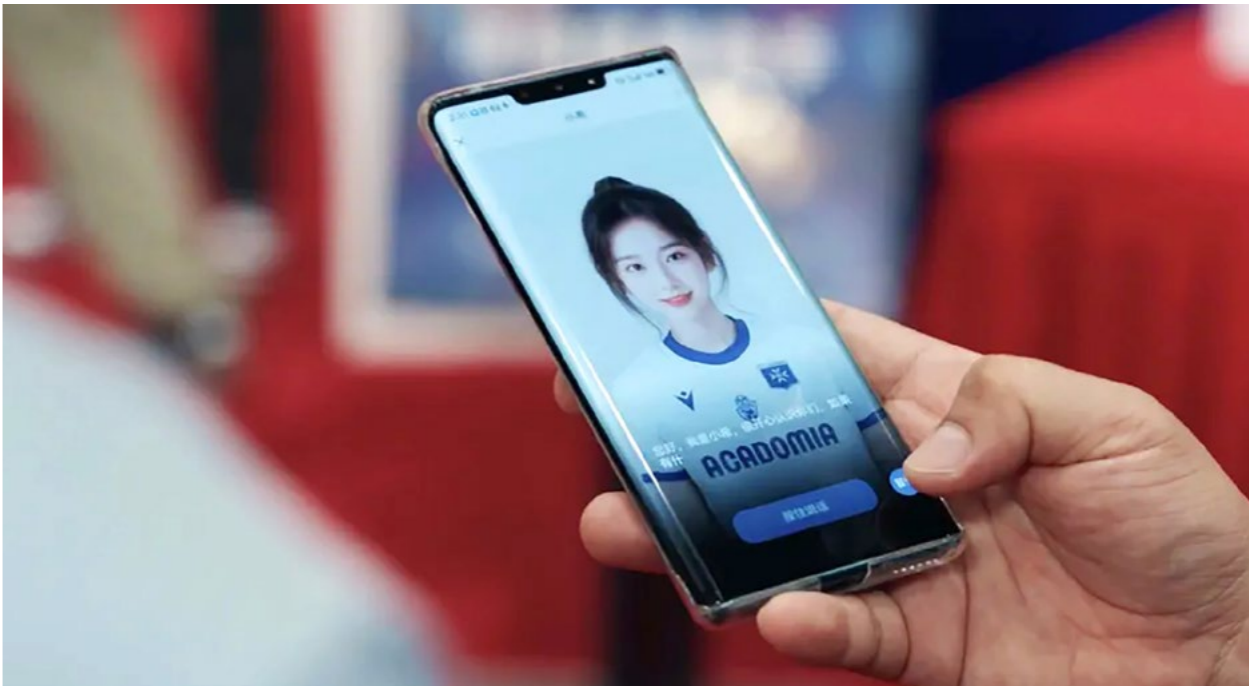
Upholding the philosophy of “innovation-driven development and intelligence shaping the future,” ORG is advancing automation and intelligent transformation across its production processes. By deeply integrating technologies such as the Internet and artificial intelligence, the Company is building an end-to-end smart manufacturing model. Centered on customer and consumer needs, ORG is creating value-added empowerment through integrated marketing strategies. This spans across intelligent packaging, customized precision responses, cross-functional integration, and scenario-based solutions, driving the packaging industry’ s intelligent transformation and upgrade.

Guangxi O.R.G Jinxiangyuan Packaging Technology Co., Ltd. takes the lead in Guangxi intelligent manufacturing

Guided by the goal of “building a strong, green, and intelligent manufacturing enterprise” , Guangxi O.R.G Jinxiangyuan Packaging Technology Co., Ltd. has optimized its production lines, introduced intelligent quality control and monitoring systems, innovated its supply chain management, and adopted technologies including AI-driven big data analytics and system development. These efforts have enabled fully automated production processes and fostered a green, low-carbon, and sustainable development model. In 2024, Guangxi O.R.G Jinxiangyuan Packaging Technology Co., Ltd. was the only metal products company in the region selected in the Guangxi smart manufacturing benchmarking enterprise list.

ORG Launches World’ s First “Smart Interactive Packaging,” Ushering AI into the Packaging Industry

On May 23, 2024, ORG, in partnership with Cishi Culture—a virtual human ecosystem company—unveiled the world’s first “smart interactive packaging” in Beijing. The launch introduced Xiaoxi, the global beverage industry’ s first virtual health manager. Customers can scan the QR code on Xiwang Drink cans to interact with Xiaoxi in real time, access product information, and consult on professional health and fitness topics. Xiaoxi represents ORG’ s pioneering efforts to integrate AI into metal packaging, offering a smart, interactive, and humanized experience that elevates customer engagement and drives intelligent marketing.



The first virtual health manager in global beverage industry, Xiaoxi, was introduced.

Value co-creation focusing on customers

"We must focus on both market challenges and customer needs. ORG's ability to co-create value with its customers stems not only from its commitment to technological and business model innovation or its ability to integrate industry chain resources to deliver top-tier packaging solutions—but also from its genuine care for customers and willingness to weather every storm alongside them."

— Ma Zhiming, Sales Manager of Milk Powder Can of Three-Piece Can Business Unit, who joined ORG in 2000

We are redefining customer relationships through "deep value co-creation." Centered on customer needs, we've built end-to-end solution capabilities spanning concept design, development, and production, turning every collaboration into a growth flywheel for customers' excess returns.

Improving customer experience

We continuously adapt to evolving markets, customers, and consumer preferences. Guided by our "ever-improving services" philosophy, ORG provides "one-on-one services", IT-assisted marketing, and packaging testing, we always regard customer needs as both the starting point and end goal. The goal is to enhance service experiences and strengthen customer loyalty.



ORG received four honors from Budweiser, including the "Budweiser APAC SSA Best Cooperation Award", "Budweiser APAC SSA Excellent Efficiency Award", "Budweiser APAC SSA Excellent Quality Award" and "Budweiser APAC SSA Excellent Sustainability Award".

One-to-one services

Our factory-in-factory model, developed with core customers, boosts production efficiency, shortens transportation distances, and lowers time and logistics costs. At the same time, it also reduces food safety risks during transit.

Information technology assisted marketing services

Through "one-item-one-code" campaigns, packaging becomes a gateway connecting consumers, big data, and the internet. We gather consumer insights to build user profiles, uncover emerging needs, and support decision-making. In addition to anti-counterfeiting and food traceability, we use data-driven trends to anticipate market shifts and tailor packaging technologies that help customers maximize asset returns.

Packaging testing services

Backed by our packaging testing and analysis lab, we offer auxiliary testing and co-develop new materials with suppliers to meet customers' evolving needs, delivering customized, high-performance packaging solutions.

In 2024

0

Confirmed leakage, theft or loss of customer data

96.22%

Customer satisfaction rate

0.17%

Recycled products as a percentage of total product sales/deliveries



ORG was recognized as 2024 Supplier of the Year by Coca-Cola.

Protecting customer rights

The Company places strong emphasis on safeguarding customer rights and privacy. We continue to refine our complaint handling process, standardize procedures, and ensure the legitimate interests of customers are protected to enhance satisfaction.

Standardizing complaint management

We have implemented the Management Specifications for Customer Complaint Correction Measures and the Customer Complaint Analysis and Processing Process, which classify complaints and define clear procedures for resolution. Each case is analyzed and addressed until fully resolved.

Protecting customer privacy

Customer layout designs are carefully registered, and any worn-out layouts are destroyed. Upon ending a partnership, all related layouts are securely disposed of. For new product launches, employees are prohibited from taking or sharing photos without permission. Privacy clauses are included in contracts, and confidentiality agreements are signed to safeguard customer information.

Product withdrawal management

We follow the *Control Procedures for Product Withdrawal* to take immediate action in response to food safety risks. This ensures rapid recall and minimizes potential hazards.

Customer complaint per 100 million cans (times)

Year	Two-Piece Can and Filling Business Unit	Three-Piece Can Business Unit	Strategic Customer Department	Deep-processed Product Business Unit
2022	1.27	4.10	0.41	1.44
2023	0.99	5.65	0.27	0.61
2024	0.55	2.95	0.31	3.16

Win-win Partnerships

With supply chain management as a strategic lever, ORG extends its lean manufacturing experience across the value chain to foster a collaborative, win-win industrial ecosystem. We lead industry development by promoting higher standards through ongoing technological innovation. By localizing operations, we enhance supply chain resilience and transform China's industrial chain strengths into global competitiveness. Through this, we actively advance our international strategy and explore a new path to sustainable development of the metal packaging industry alongside our partners.

Building a sustainable supply chain

"Over the past decade, ORG has achieved significant advancements in technology upgrades, customer service, and talent development through close collaboration with business partners in Longkou—an industry hub for metal packaging."

— Wang Zhongfang, General Manager of Longkou ORG, who joined ORG in 2011.

Drawing on years of experience in industrial manufacturing and flexible management, ORG has built robust supply chain capabilities. We integrate sustainability principles into our supplier management strategy by establishing a sound governance system and rapidly cascading best practices across the value chain. These efforts steadily advance our sustainability goals and generate added value for the broader industry.

In 2024

100

Tier-1 suppliers for ORG

98

Chinese suppliers

16

Non Tier-1 major suppliers

25

including traders

2

Overseas suppliers

Governance

We have implemented a three-tier supplier quality management system, consisting of the Company's Quality Management Center, the procurement and quality departments of business divisions, and the quality management department and the purchasing department of branches and subsidiaries.

Name of department	Responsibility
Quality management center	<ul style="list-style-type: none">Guide division- and branch-level quality departments in conducting supplier risk assessments, audits, and quality oversight.Provide quality support—including communication, site visits, and training—to critical or high-risk suppliers.
The procurement and quality departments of business divisions	<ul style="list-style-type: none">Establish a formal new supplier approval process at the division level.Assess the technical risk and business significance of suppliers.Conduct initial and regular reviews of both new and existing suppliers.
The quality management department and the purchasing department of branches and subsidiaries	<ul style="list-style-type: none">Follow the division's new supplier approval procedure to conduct supplier assessments.Evaluate supplier quality performance and report findings to the division's procurement and quality departments.

Strategy



Impact, risk and opportunity management

The Company has introduced standardized documents, including the *Control Procedures for Supplier Management* and the *Raw Material Quality Issue Handling Procedure*, to unify quality benchmarks across all divisions and branches. Using a risk-based classification system, we tailor audit scope and frequency based on supplier importance and risk level—ensuring they can consistently deliver high-quality products and services while minimizing potential risks.

Metrics and targets

Supplier management indicator	2024 Performance
Enhance the requirements for supplier qualification certification to ensure high standards of compliance	<ul style="list-style-type: none">Suppliers with QMS certifications 85%Suppliers with OHSMS certifications 51%Suppliers with EHS certifications 57%
Continuously conduct evaluations of key cooperative suppliers	<ul style="list-style-type: none">Evaluation coverage for major suppliers 100%Suppliers passed on-site audits 39Supplier with confirmed or potential significant negative impact 0Supplier dropped due to such impacts 0Suppliers rejected due to non-compliance 0
Regularly promote supplier capacity building for continuous improvements	<ul style="list-style-type: none">Suppliers participated in technical exchanges, service support, and quality discussions 27The proportion of key suppliers participating in capacity-building projects among the annual cooperative suppliers is 27%

Empowering new industry development

“For over a decade, I’ve watched film laminated steel grow from a lab concept to a real-world application. It’s been a journey of breakthroughs and turning dreams into reality. I believe innovation is what connects the two. As its use continues to expand, we’ll stay focused on advancing technology and driving industry growth.”

— Yang Guanyin, Deputy General Manager of Shangyu Branch, who joined ORG in 2012.

By the end of 2024

ORG had led/contributed to the development of

3 international standards

10 National standards

22 Industry/Group standards

ORG is committed to driving industry growth by actively participating in forums, discussions, and standard-setting efforts. We continue to strengthen our research capabilities, expand collaboration with academic and research institutions, and contribute to a more prosperous, forward-looking industry.

- We refined our internal standards system to ensure product quality and stable operations. By participating in the formulation of national, industry, group, and international standards, we help elevate the influence of Chinese manufacturing and promote global industry cooperation for sustainable growth.
- We hosted and joined key industry forums, sharing expertise to support the sustainable and innovation-driven transformation of China’s packaging sector and contribute to the country’s manufacturing strength.
- We continue to enhance our R&D capacity, having established a packaging testing and analysis lab and a packaging development lab. We strive to enhance capabilities in metal packaging testing and food safety assessments.

Exploring uncharted overseas territory

Internationalization is both a sign of the times and a strategic imperative for ORG. Leveraging China’s strong supply chain infrastructure and ORG’s deep expertise in metal packaging, we are expanding our global footprint with a clear vision. We continue to scale our presence in international markets, drive localized overseas operations, and serve global clients with dedication and excellence. Each step takes us closer to becoming a world-leading provider of comprehensive packaging solutions.

Tapping into overseas development opportunities

Steadily advancing internationalization strategy

We also invited industry experts to lead a dedicated training session titled “Strengthening Confidence, Enhancing Expectations, and Promoting High-Quality Development of the Private Sector.” In addition, we hosted the “Leadership · Global Expansion · Innovation” forum, gathering industry peers for in-depth discussions on international growth in the metal packaging sector.

In 2015, ORG has taken major steps in going global, starting with our exclusive partnership with the Boston Bruins. Over the years, we’ve gained a deep understanding of international business regulations and built a strong platform for cross-border industrial cooperation. In 2024, we partnered with Feihe to establish a plant-within-a-plant in Canada—marking a bold new chapter in our global expansion.

Walking Along with Dedicators

At ORG, we believe every dedicated individual powers our growth. Beyond safeguarding employee rights, we offer clear career paths, promote workplace safety and well-being, and foster a culture of growth and shared purpose. Our goal is to support every employee in finding their place, contributing to sustainability, and realizing their potential.



Protecting basic employee rights

“As a long-time employee, I’ve truly felt the warmth and strength of the ORG family. Here, I’ve not only gained professional skills but also grown through real-world experience. What touched me most were ORG’s acts of kindness—like supporting public welfare efforts and organizing mutual aid after Typhoon Rammasun in Wenchang to help colleagues rebuild their homes.”

— Wu Huizhen, Head of the Finance Department of Foshan Factory, who joined ORG in 1997.

In 2024

0

Discrimination case

100%

Labor contract signing rate

100%

Social insurance coverage rate

7 days

Average paid annual leave

Equality and diversity

We uphold fairness, justice, and transparency in employment. Child labor, forced labor, harassment, and abuse are strictly prohibited. We champion diversity and equal opportunity, oppose discrimination, and protect gender and ethnic equality as well as employees’ legal rights.



We provide comprehensive benefits including pension, medical, unemployment, work injury, and maternity insurance, housing fund contributions, national holidays, health checkups, and supplemental coverage. Additional benefits include overseas allowances, family leave, work meals, uniforms, and accommodation.

Benefits and insurance

Compensation and incentive

We offer a fair, competitive, and performance-driven compensation system. Incentive policies are tailored to different products and business areas, with continuous innovation to better motivate employees.



To ensure employee voices are heard, we offer multiple channels—such as the General Manager’s mailbox, suggestion boxes, employee forums, and union-led visits and support activities—to protect their rights and interests.

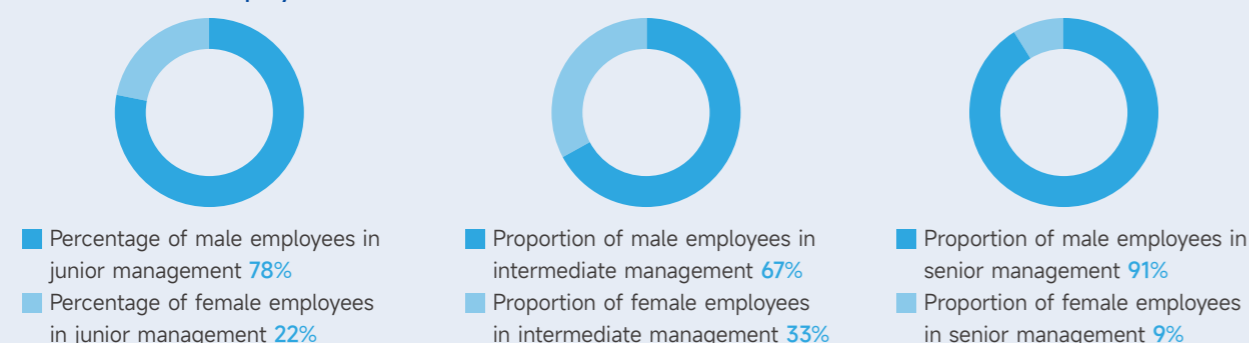
Smooth communication

Basic information on the number of employees of the parent company and major subsidiaries

Total number of employees and gender distribution



Gender ratio of employees at all levels¹



Proportion of female employees in various types of positions

29 %

The proportion of women in revenue-generating management roles such as sales (excluding support functions such as HR, IT, Legal, etc.)

12 %

The proportion of women in STEM (Science, Technology, Engineering, Mathematics) related positions

Total foreign employees

7

The representation of ethnic minority employees and their proportion in management positions

255
Total number of ethnic minority employees

4 %
Proportion of minority employees in the management team

By age



By positions

2,512
Production personnel

113
Sales personnel

861
Technical personnel

117
Financial personnel

737
Administrative personnel

¹ The hierarchical categorization mentioned herein corresponds to the definitions outlined in S&P Global Corporate Sustainability Assessment (CSA). Junior management positions: Refer to first-line managers, junior managers and the lowest level of management within a company's management hierarchy. Middle management positions: Refer to managers who head specific departments (such as accounting, marketing, production) or business units, or who serve as project managers in flat organizations. Top management positions: Refer to management positions with a reporting line at most two levels away from the CEO.

By educational background

3,654
Employees with associate degree or below

632
Employees with a bachelor's degree

54
Employees with master's degree or above

Recruitment employee information

781
Number of newly added employees

27
Number of fresh graduates hired

1 %
Percentage of positions filled internally

66
Number of new ethnic minority hires

1
Number of new foreign hires

Newly recruited employees by gender

548
Number of new male hires

233
Number of new female hires

Newly recruited employees by hierarchy

8
Number of new junior management hires

1
Number of new middle management hires

722
Number of new non-management hires

Newly recruited employees by age

283
Newly recruited employees under age 30

488
Newly recruited employees aged 30-50

10
Newly recruited employees over age 50

Employee turnover rate

14 %
Employee turnover rate

13 %
Employee voluntary turnover rate

14 %
Male employee turnover rate

14 %
Female employee turnover rate

29 %
Turnover rate of employees under age 30

11 %
Turnover rate of employees aged 30-50

10 %
Turnover rate of employees over age 50

5 %
Management staff turnover rate

18 %
Ordinary employee turnover rate

0
Foreign employee turnover rate

22 %
Employee turnover rate among ethnic minorities

Building a high wall against workplace injuries

The Company sees employee occupational health and safety as the cornerstone of sustainable development. By strengthening systems, risk control, training, emergency response, and fostering a strong safety culture, we aim to build a healthy, safe, and supportive work environment—laying a solid foundation for employee well-being and high-quality growth.

Governance

We’ve established a comprehensive three-tier health and safety governance structure. The Board of Directors and its committees serve as the “supervisor,” the CEO Office as the “general manager,” and Human Resources and business units as “deputy managers.” Subsidiaries are responsible for implementing this structure. Based on this framework, we introduced a safety management system and rolled out a company-wide safety accountability mechanism to protect employees’ occupational health and safety.

Strategy

We established a unified safety management policy.

We formulated the safety policy of “safety first, prevention-focused; compliance-led, fully governed; people-centered, continuously improved”.

We adhere to the fundamental principles of safety management.

We strictly follow key principles of safety governance: those who manage the industry, business, or production must also manage safety. We implement the “Four Alls” principle—applying safety controls to all employees, all processes, all areas, and all times—alongside the “One-Vote Veto” rule and the “Four No Passes” principle, ensuring no inspection or process passes without full compliance.

We consistently develop our safety management systems.

We’ve built a dual-prevention safety system, standardized safe production protocols, and introduced assessment tools including a safety accountability system and a near-miss reward and penalty mechanism.

We continuously improve our management capability.

We provide ongoing training, improve risk identification and response, and regularly conduct emergency drills to strengthen our overall safety management capacity.

Impact, risk and opportunity management

We have implemented a dual prevention mechanism focused on both safety risk classification and hazard identification and control. This framework is supported by several tools and systems, including the *Safety Risk Four-Color Map*, the *Four-Level Hazard Inspection Checklist*, and the *Operational Activity Risk Classification and Control List*.

- Each factory has developed its own *Safety Risk Four-Color Map* to apply targeted control measures based on risk levels, ensuring all safety risks are effectively contained.
- The *Four-Level Hazard Inspection Checklist* we’ve compiled ensures consistent daily, weekly, bi-weekly, and quarterly inspections, enabling the early detection and resolution of potential issues.
- The *Operational Activity Risk Classification and Control List* we’ve formulated identifies and categorizes operational risks and anticipates possible accident types and consequences. It outlines specific responses, including engineering and technical controls, management actions, training programs, personal protection measures, and emergency plans.

Metrics and targets

Safety management targets
Minimize accidents and health incidents while safeguarding employee well-being and Company property.

Safety management metrics and progress

Safety management metrics	2024 progress
Rectification rate for major safety hazards	98%
Rectification rate for general safety hazards	100%
Safety training plan completion rate	100%
Certification rate for special operation personnel	100%
Inspection rate for special equipment	100%
Annual occupational health exam rate (exposed personnel)	100%
Notification rate of occupational hazards in workplace	100%

In 2024

18.97 million yuan
Spent on safe production

1 person¹
work-related fatality

1.347 per million
working hours
Lost time injury frequency

100 %
Employee physical examination coverage rate

100 %
Occupational health archive coverage rat

41,254.30
Safe production training hours

1,144
Safe production training sessions held

53,451
Participants in work safety training

97.66 %
Safe production training coverage rate

¹ An employee passed away due to illness during work hours. The relevant authorities have classified this incident as a non-work-related safety matter.



Cultivating metal packaging forces

“The reason I’ ve stayed with ORG for over a decade is that the Company has given me a platform to keep exploring and challenging myself. Leadership has placed great trust in me, offering opportunities to grow—whether through innovation projects or new roles. I truly believe that learning and evolving with the Company is the key to thriving in an uncertain, ever-changing world.”

— An Peiyuan, Director for Innovative Product Promotion of Three-Piece Can Business Unit, who joined ORG in 2014.

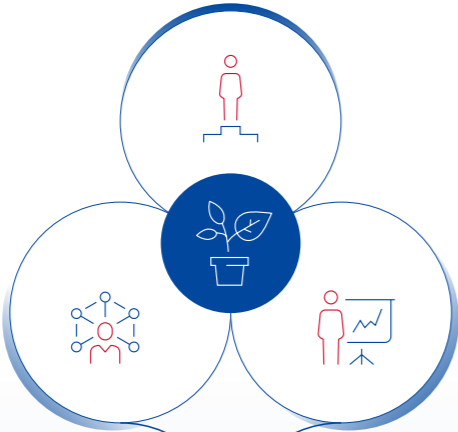
We consistently view employee development as a strategic priority. To that end, we’ ve built a diverse training system, established clear career pathways, and fostered an inclusive, innovative work environment. Our goal is to help every employee unlock their potential and value, building a strong team to support the Company’ s sustainability and the high-quality development of China’ s packaging industry.

Training high-performing young talents

We rolled out the 10th Gold Talent Hunt, involving 38 employees across 18 subsidiaries. Through structured training and hands-on learning, the program supports career transitions, prepares mid-level managers, and brings new energy to the Company.

Empowering management team

To develop senior leaders and future successors, we launched Jinpeng Academy, which cultivates versatile business managers. This program strengthens leadership capabilities while identifying and nurturing backup talent, reinforcing ORG’ s talent pipeline.



Improving professional competence

We continuously improve performance and skillsets through talent evaluations, case sharing, skills competitions, on-the-job training, and other specialized programs.

In 2024

670,000 yuan

Spent on occupational training

100 %

Training coverage rate

136 hours

Average training per employee

138 hours

Average training per male employee

130 hours

Average training per female employee

141 hours

Average training per general employee

126 hours

Average training per management level employee

In 2024

81

Candidates of Gold Talent Hunt

2 %

The proportion of the total employees

51

Senior executives and backup talents involved in Jinpeng Academy

1 %

The proportion of the total employees



2024 Talent Review Campaign



The 10th Gold Talent Hunt to continuously empower young talents

Building an enterprise community with shared well-being

“It was an ordinary day. After a busy morning, I was lining up for lunch in the cafeteria when I spotted a bowl of long-life noodles on the counter—topped with a poached egg, bright green vegetables, and carrot slices carved into the words Happy Birthday. It was a treat for both the eyes and the senses. I thought to myself, whoever gets to enjoy that bowl today must feel incredibly lucky.”

— Li Haiying, Head of the Procurement Department at Shandong O.R.G New Energy Co., Ltd., who joined ORG in 2023

CSR honors

Liaoning O.R.G Food Industry Co., Ltd. received two awards: “AA-Level Model Enterprise for Harmonious Labor Relations in Tieling City” and “A-Level Model Enterprise for Harmonious Labor Relations in Kaiyuan City.”

We follow a people-first philosophy, seeing employee well-being as the core driver of our growth. Rooted in a “family” culture, we continue to enhance our employee care system and keep communication channels open, strengthening both belonging and cohesion. Our goal is to create a warm, supportive community where well-being is shared by all.



Health training activity



“Go Walking” team building activity

Care for employee



We carried out a wide range of initiatives supporting employees in need and front-line staff—such as home visits, living assistance, and workplace improvements—turning care into real action.



Party building activity

Enrich employee life



We organized a variety of cultural and sports activities to create a vibrant, engaging work environment.



Employee sports event

Partnering with Responsibility Performers

Driven by the mission of “serving the country through industry,” ORG remains focused on its core business of metal packaging while working alongside employees, partners, and society at large. We actively fulfill our responsibilities in public welfare, economic growth, and cultural and sports development—sharing opportunities for a better future.

Gathering community development forces

ORG integrates its growth with local economic and social progress, striving to support community prosperity. We leverage industrial collaboration to amplify our strengths and foster mutual benefit with local communities through responsible practices and innovation, paving the way for shared, high-quality development.

Hubei ORG contributes to local development by deeply engaging in local economic growth

Years ago, ORG established a number of canning and filling companies in Xianning, including Hubei O.R.G Technology Co., Ltd., Hubei O.R.G Packaging Co., Ltd., and Hubei O.R.G Beverage Industry Co., Ltd. These operations span multiple segments of the industrial chain and have fueled Xianning’s efforts to build a distinctive food and beverage industry cluster. Through partnerships with local businesses and institutions, we’ve built a comprehensive supporting system that forms a closed-loop model from canning to filling. This system meets growing market demand, boosts operational efficiency and competitiveness, and advances both ORG’s development and regional industrial upgrading.

We will continue to leverage our supply chain advantages to support the high-quality growth of Xianning’s food and beverage industry, while contributing to the city’s long-term, sustainable development.

In 2024

977.73 million yuan
Taxes paid



Consolidating foundation for public well-being

Public welfare is part of ORG’s DNA. Through charitable programs, we continue to advance initiatives like education support and poverty alleviation. We take swift action in disaster relief by providing emergency materials and aid to affected areas. The Ledong Fund, established by ORG, encourages employee participation in public service and promotes a more targeted, sustainable assistance model. In partnership with society, we share the benefits of development to lay a strong foundation for a better life.

In 2024

2.73 million yuan
Yearly external donation

434,900 yuan
Employee donations in public welfare activities



Donations and disaster relief support in response to the severe rainstorm in Huludao



Organizing Public Welfare Month



Employees of each subsidiary company proactively and enthusiastically organized and participated in donation activities, demonstrating their commitment to social responsibility and contributing positively to society

Prospering cultural and sports spirits

“ORG is dedicated to developing international sports IPs and high-quality youth training programs through its sports division. This initiative aims to support the Company’s core business, enhance value-added services for clients, and contribute premium sports resources to society. I’m honored to have been part of the Sports Program Department since its inception, and I look forward to continuing to share ORG’s inspiring sports stories with the world.”

— Han Ruomei, General Manager of the Sports Program Department, who joined ORG in 2015.

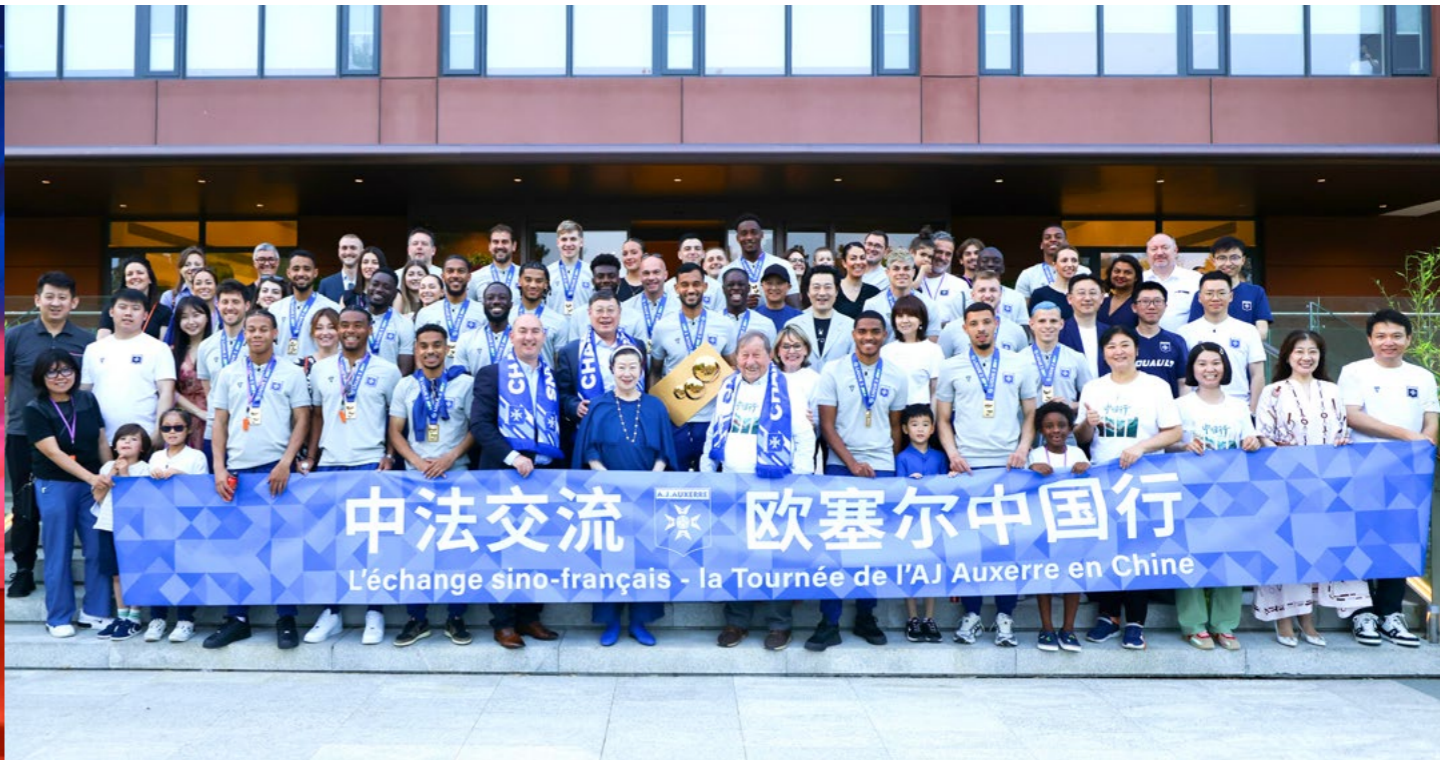
We view sports as a bridge to connect global resources, cultivate top-tier events, and promote nationwide fitness and youth sports development. Powered by innovation, we integrate sports initiatives with our core metal packaging business, creating new brand exposure and scenario-based marketing opportunities for clients. With a strong sense of social responsibility, we actively run sports-related public welfare programs to share the joy of sports with more children. We remain committed to using our industrial strength to give back to society, letting the light of sports shine on both business growth and social progress.



The China-France Ledong Public Welfare Football Season brought joy to children at the Third Primary School in Xiangong Town and the Central Primary School in Gaoling Town.



ORG Technology Co., Ltd. and the National Stadium have officially signed a memorandum of understanding, opening a new chapter in cross-industry collaboration between China’s metal packaging sector and sports venues.



A.J. Auxerre completed a four-day visit to China, aiming to promote local fan culture, support football education, and explore cross-industry, cross-regional partnerships.

Low-Carbon Circularity

Steering the Transition to Sustainable Packaging

Governance

We've built a multi-tier environmental responsibility system supported by a full-chain management process—spanning decision-making, execution, supervision, and feedback. The Board of Directors oversees the overall strategy, Establish a safety and Environment committee at the implementation level to specifically review major ecological protection issues and resource allocation plans, the General Manager leads the setting of annual environmental targets and system development. Business units, branches, and subsidiaries follow a target-based accountability system and submit regular compliance updates.

Strategy

We strictly follow national policies on ecological conservation, environmental protection, and pollution control, aiming to safeguard the environment while driving business growth. To boost resilience and adaptability, we've adopted detailed response measures for extreme weather. We also promote efficient resource use, waste reduction, and eco-friendly, recyclable packaging to support a circular economy in metal packaging.

Impact, Risk, and Opportunity Management

To pinpoint environmental risks, ORG conducts in-depth questionnaires and site interviews across all departments and business units, assessing potential impacts. We implement robust risk control strategies and enforce standards like the *Environmental Protection Responsibility System* and *Environmental Facility Management Regulations*. A structured emergency response team is in place, with clearly defined roles. We also strengthen monitoring and predictive analysis of sudden incidents to reduce risks and ensure harmony between operations and the environment.

Metrics and Targets

Metrics and targets	Progress in 2024
Continue to drive the energy transition by actively advancing renewable energy technologies and innovation	<ul style="list-style-type: none">69,783.84 MWh Total renewable energy consumption
Zero tolerance of penalty or violation against environmental protection laws and regulations	<ul style="list-style-type: none">0 Penalty or violation against environmental protection laws and regulations0 yuan Environmental fines incurred
Promote green values and raise environmental awareness among employees	<ul style="list-style-type: none">151 Environmental protection training sessionsEngaging 5,349 individuals



Responding to Climate Change

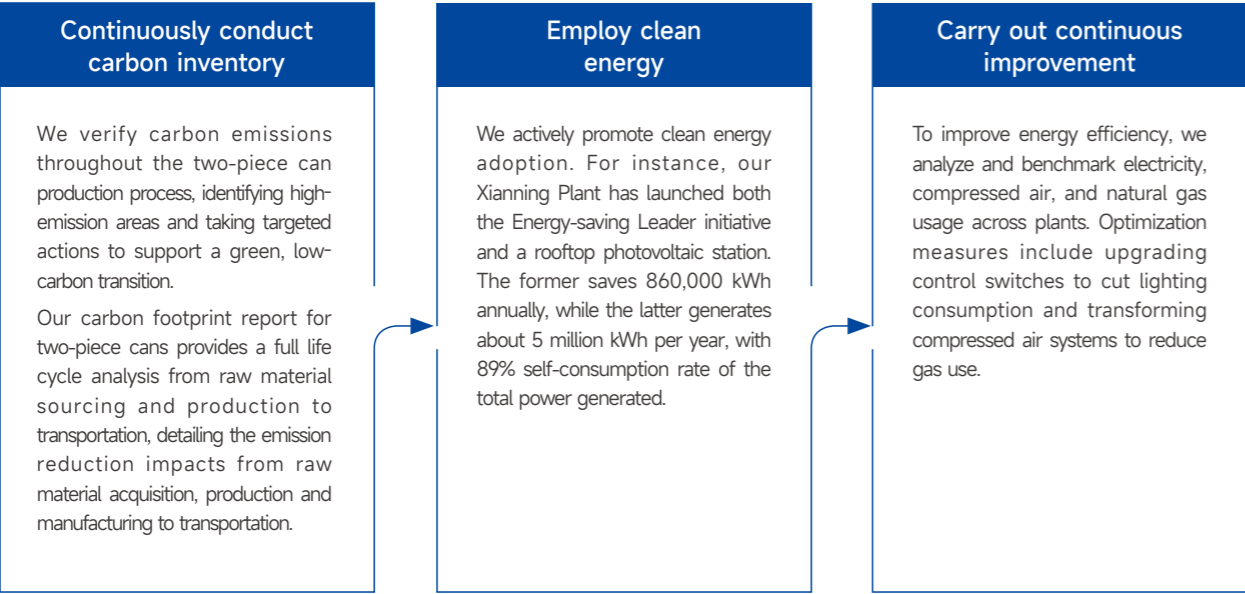
“As a leader in the metal packaging industry, ORG leverages its strengths in supply chain integration and technological innovation to drive growth across the entire value chain. We are committed to advancing the industry's shift toward high-end, intelligent, and green transformation. In our sustainability efforts, we take responsibility by improving energy management and building a recycling system—promoting a green, circular industry and setting a benchmark for others. As a member of ORG, I’m confident and optimistic about our future. The Company’s achievements motivate me to keep striving toward our shared vision.”

— Wei Xian, Production Technology Director, Two-Piece Can Division, joined ORG in 2013

Governance

As a low-carbon pioneer, ORG actively aligns with international frameworks such as the United Nations Framework Convention on Climate Change and the Kyoto Protocol. We contribute to China’s “30·60” decarbonization goal through strong management systems and practical actions. Our two-piece can division, a core business unit, has formed a dedicated carbon inventory team to lead carbon neutrality planning and oversight. With company-wide participation, energy-saving progress is reviewed monthly, and a performance system with clear incentives and penalties ensures timely achievement of conservation and emission reduction targets.

Strategy



Impact, risk, and opportunity management

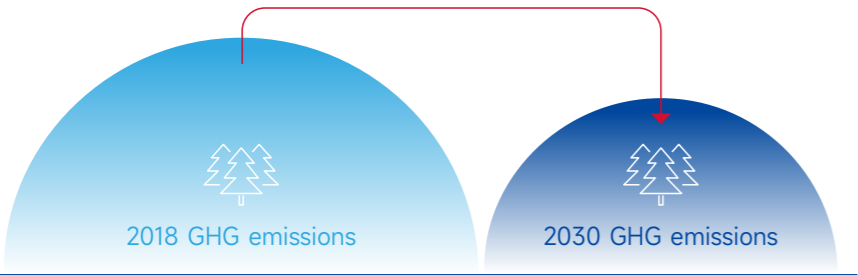
The Company recognizes the tangible threats, transitional pressures, and emerging opportunities posed by climate change. As we work toward “Carbon Peaking and Neutrality” goals, the metal packaging industry is entering a new era of high-quality, sustainable development with unprecedented opportunities.

Risk type		Description	Countermeasures
Physical Risks	Acute	Sudden extreme weather events—such as typhoons and floods—can damage production equipment and disrupt raw material supply chains, affecting manufacturing and delivery.	ORG has established robust emergency response plans and reinforced equipment and inventory protection to ensure fast disaster response and minimize losses.
	Chronic	Shifting global climate patterns, including droughts and rising sea levels, continue to impact business operations.	ORG closely monitors climate change trends, strengthens risk identification and assessment, and integrates climate-related risks into strategic planning.
Transitional Risks	Policy	Increasingly stringent environmental regulations —such as carbon emission limits, pollutant controls, and changes in trade policies—pose operational risks.	ORG strictly complies with national laws and regulations, continuously refining protocols for ecological protection, energy conservation, and emissions reduction. We are also accelerating the development of a domestic closed-loop supply chain for recycled aluminum.
	Technology	Delays in identifying or adopting low-carbon technologies, aging equipment, process upgrades, or managing data security risks may hinder low-carbon progress.	ORG has rolled out numerous energy-saving and emission reduction initiatives to drive continuous management upgrades and technological innovation, aiming to gradually cut emissions from purchased energy.
	Market	The market increasingly favors low-carbon products and services, potentially posing risks to businesses.	ORG seizes this trend by expanding proprietary FMCG brands and new energy product lines, delivering integrated carbon reduction solutions through innovations in technology and service.
	Reputation	Weak ESG performance, limited transparency, and poor crisis management can damage a company’s reputation.	ORG advances carbon peaking and neutrality strategies by systematically implementing green and low-carbon initiatives. We demonstrate our sustainability commitment to customers through transparent communication, including bilingual ESG reports and a stakeholder engagement platform. For major risk events, we bring in credible third-party institutions to conduct independent investigations, ensuring objectivity and accountability.

Metrics and targets

The two-piece can division of ORG plans to cut total carbon emissions across the three scopes by 30% by 2030

30%
based on the 2018 baseline



The Two-piece Can and Filling Division continuously engages third-party institutions to conduct carbon inventories. In 2024, its 12 subordinate factories

2,600,836.25 tCO₂e

The total greenhouse gas emissions (based on geographical location)

41,542.05 tCO₂e

The scope 1 greenhouse gas emissions (based on geographical location) were

109,439.34 tCO₂e

The scope 2 greenhouse gas emissions (based on geographical location) were

2,449,855 tCO₂e

The scope 3 greenhouse gas emissions were

In 2024

69,783.84 MWh

Total consumption of renewable energy

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deep-processed Product Business Unit, and Strategic Customer Department.

2024 Energy Consumption

Types	Unit	2024
Gasoline	ton	139.19
Diesel oil	ton	168.74
Natural gas	10,000 Nm ³	2,925.58
Power	MWh	237,074.63
Heat	GJ	91,063.70

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deep-processed Product Business Unit, and Strategic Customer Department.



Minimizing Environmental Impact

The Company has established an environmental information disclosure system to regularly publish project environmental data. Specific measures target wastewater, exhaust, and noise management. A digital platform enables smart monitoring and real-time alerts. Routine pollution tracking, along with scheduled inspections and equipment maintenance, helps ensure environmental systems run effectively. These efforts have consistently kept key pollutant emissions well below national limits, contributing to improved environmental quality.



CSR honors

In 2024, The green factory initiative by Hubei O.R.G Packaging Co., Ltd. was recognized among the *Top 100 Integrated Energy Solutions Case Studies* — the only green factory project selected from Hubei Province.

Wastewater management

Domestic sewage and catering wastewater are first discharged into septic tanks within the project park for sedimentation and pretreatment. They are then directed through the park’s pipeline system into the regional municipal sewage network, ultimately entering a wastewater treatment plant for further processing. Lab waste liquids and chemical containers are handed over to certified third parties for compliant disposal. Cooling water is fully recycled and not discharged externally.

Exhaust management

Emissions from painting, drying, and curing processes are collected via sealed systems and gas capture units, then processed through exhaust treatment equipment before release. Powder coating dust is recovered through enclosed systems and a dust collection setup—secondary filter dust is reusable. Only a minimal amount of dust escapes as fugitive emissions within the workshop. The exhaust gas from the drying furnace and RTO natural gas combustion is connected to the exhaust stack through pipelines and discharged together with the treated organic exhaust gas.

Noise management

Key machinery is equipped with vibration dampening and noise control technology, while enclosed workshop buildings provide insulation to reduce noise levels. Onsite vehicles must reduce speed and are prohibited from using horns. Greenbelt sound barriers have also been planted to further dampen noise.

Pollutant Emissions in 2024

Pollutants	Emissions in 2024 (ton)
VOCs	397.28
NOx	46.06
SO ₂	12.58
Xylenes/benzene series compounds	6.85
Particulate	14.66

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deepprocessed Product Business Unit, and Strategic Customer Department.

In 2024

100 %
Wastewater discharge compliance rate

0
Penalty or violation against environmental protection laws and regulations

0 yuan
Environmental fines incurred

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deep-processed Product Business Unit, and Strategic Customer Department.



Efficiently Utilizing Resources

“Over the past eleven years, I’ ve stayed true to my original aspirations, consistently delivering strong results on every task entrusted to me by company leadership. I’ ve contributed to expanding revenue, cutting costs, and improving energy efficiency. Together, we fuel the Company’ s innovation with our ideas and effort—growing alongside it and shaping a shared future.”

— Gao Shuai, Director of Can Making Workshop at Liaoning Plant, Joined ORG in 2013

Solid waste management

We strictly manage solid and hazardous waste under the principles of “reduction, harmless treatment, and recycling.” Storage and handling processes fully comply with regulatory standards, with robust controls in place to prevent environmental impact—demonstrating our deep commitment and technical strength in environmental protection.

Governance

Each plant has designated personnel for waste management and engages qualified third-party units for oversight. All waste types are clearly categorized and tracked, with full supervision over registration and documentation for items listed in the hazardous waste directory.

Strategy

In line with relevant policies and regulations, we carry out classified management of solid and hazardous waste. Waste management training is provided to raise environmental protection awareness among employees. For certain waste streams, certified third parties handle centralized and compliant disposal to ensure safety.

Domestic waste, raw material and product packaging, paper drums, and waste stretch film are collected and handled by municipal sanitation departments. Waste filters and carbon molecular sieves are further treated by manufacturers. Metal offcuts, used cans, and discarded top covers are recovered through resale for material reuse.

Solid waste management



We maintain dedicated storage areas with organized zoning for different waste types. A ledger system records all hazardous waste in detail. Regular inspections ensure containers and storage facilities remain in good condition, with damaged items promptly replaced. All containers are properly labeled and compliant with regulatory standards. Licensed companies are scheduled for periodic waste transfers and disposal.

Hazardous waste management



Impact, risk and opportunity management

The Company has reinforced its waste management policies with strict controls over pollution sources and treatment methods. An emergency response team with defined roles and structure is in place to respond quickly to environmental incidents. We’ ve strengthened monitoring and predictive analysis of potential risks from improper disposal and built an early warning system for timely detection, reporting, and communication.

Metrics and targets

Waste management indicators	Achievements in 2024
Regularly monitor, evaluate, and inspect waste management work	<ul style="list-style-type: none">Hazardous Waste generated 2,522.79 tonsNon-hazardous Waste (including materials recycled/sold to qualified processors) 31,767.78 tons
Regularly track the total volume and treatment methods of waste disposal	<ul style="list-style-type: none">Total waste treated 28,760.57 metric tons, the main treatment methods included recycling/reuse, landfill, and other methods in compliance with relevant regulations
Maximize resource utilization of waste	<ul style="list-style-type: none">Renewable resource consumed 918,646.88 tons

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deep-processed Product Business Unit, and Strategic Customer Department.

Water resource management

In 2024

3.46 million m³

Water intake (excluding saltwater)

3.21 million m³

Water consumption (excluding live saltwater)

0.25 million m³

Net freshwater consumption (intake minus discharge)

Note: Here, the definition from S&P Global's Corporate Sustainability Assessment (CSA) is referred to. Total net freshwater consumption = Freshwater intake - Freshwater withdrawal. (Saltwater is excluded from both.)

54,641.20 tons

Circulating water consumption

Note: The statistical scope covers the Two-Piece Can and Filling Business Unit, Three-Piece Can Business Unit, Deep-processed Product Business Unit, and Strategic Customer Department.

As a leader in the metal packaging industry, we fully recognize the critical role of water resources in sustainable development. We continue to strengthen water management, actively explore recycling solutions, and promote reclaimed water reuse by collecting and filtering pure and concentrated water for secondary use. At the same time, we refine cleaning processes to reduce water consumption and expand reclaimed water use in workshop cleaning, landscaping, and office facilities.

Using the Chinese Baseline Water Stress Map from the World Resources Institute (WRI) and the Aqueduct Water Risk Atlas, we have identified seven facilities located in regions classified as "High Risk" or "Extremely High Risk" for water scarcity. We prioritize water withdrawal at these sites, carry out regular water usage monitoring, and apply targeted management strategies to minimize waste and improve water efficiency.



Water Ring Pump Renovation Equipment of Xianning Plant



ORG water consumption statistics for water shortage areas in 2024

Water consumption in water scarce areas (e.g.<1700 m ³ /(person * year))	Unit	Name	2024
Total water consumption in water scarce areas	million m ³	Companies in Linyi	0.012622
		Companies in Shandong	0.1
		Companies in Tianjin	0
		Companies in Zaozhuang	0.049815
		Companies in Liaoning	0.321586
		Companies in Shijiazhuang	0.00079
		Companies in Chengde	0.002214
The proportion of water consumption in water scarce areas to the company's water consumption	%		15.16

Upholding Recyclable Packaging

ORG actively integrates premium resources across the metal industry and has taken the lead in launching the "Green Recycling Alliance" program. By connecting upstream, midstream, and downstream enterprises in the metal packaging value chain, we jointly promote recycling, energy efficiency, and emission reduction. Guided by innovation, we focus on lightweight material technologies and the R&D of new eco-friendly metals—accelerating the shift toward a circular economy in metal packaging. These efforts reflect our commitment to building a low-carbon, environmentally responsible, and energy-efficient industrial ecosystem.



Lightweight packaging

Through technological upgrades to the 1L Cannon Barrel Can, we've reduced material usage by 5.6%. Material thickness in bowl-shaped cans has been lowered from 0.18mm to 0.17mm, achieving an additional 5.6% savings. For 303# high-neck lids, we've reduced thickness from 0.28mm to 0.26mm and successfully brought the lightweight version into mass production following product testing. Lightweight cans and lids have now been widely adopted on the production line.



Sustainable packaging

By independently developing safe and eco-friendly coated iron packaging, we've cut energy use by 68.89% and CO₂ emissions by 69.95%. We continue to reduce production costs and expand application scenarios for coated iron. By introducing differentiated products, we actively meet evolving market demands for next-generation metal packaging materials.



Recyclable packaging

We lead the establishment of a professional UBC (Used Beverage Can) collection and green recycling alliance in Shaoxing, Zhejiang—one of China's designated "Zero-Waste City" pilot zones. We continue to refine the "Can-to-Can" circular model and drive sustainable growth in the metal packaging industry.

In 2024

2.22 billion+
Aluminum cans recycled

20,800 tons
Aluminum recycled



The "Close-loop Recycling Lightweight Project" of the ORG SSA Strategic Alliance has passed the scientific and technological achievement appraisal of the China Packaging Federation



Resealable Metal Can - "One Cap Fits All"

Practicing a Green Lifestyle

ORG is committed to green development and integrates sustainability into every aspect of its operations. Through comprehensive training and outreach, employees gain a clear understanding of green, low-carbon principles. We foster a green office culture and promote the value of sustainability, contributing to the vision of a "Beautiful China" through ecological action.

Enhancing environmental awareness



We strictly comply with environmental regulations and provide regular training to strengthen employee awareness. By promoting green, low-carbon products, we communicate our sustainability values to consumers and inspire broader environmental responsibility—supporting the global push for sustainable development.



Practicing green office

We promote low-carbon office habits by optimizing appliance use, closely managing supply consumption, and fully adopting paperless workflows. To encourage eco-friendly commuting, we offer subsidies for employees who purchase new energy vehicles (NEVs)—making energy-saving and emissions reduction part of daily operations.

In 2024

48.71 million yuan
Invested in environmental protection

151
Environmental training sessions

5,349
Participants in training

Key Performance

Governance

Indicators	2022	2023	2024
Violations of business ethics or conduct rules (cases)	0	0	0
Lawsuits related to unfair competition and monopoly (cases)	0	0	0
Information security vulnerabilities (numbers)	/	2	0
Board members (headcount)	9	9	9
Independent directors (headcount)	3	3	3
Proportion of independent directors (%)	33.33	33.33	33.33
Female Board member (headcount)	0	1	1

Environmental

Indicators	2022	2023	2024
Invested in environmental protection (million yuan)	37.55	39.83	48.71
Environmental protection training sessions (times)	82	230	151
Participants in environmental protection training (headcount)	4,261	3,794	5,349
Penalty or violation against environmental protection laws and regulations (cases)	1	0	0
Wastewater discharge compliance rate (%)	100	/	100
Water consumption (million m³)	/	2.83	3.21
Circulating water consumption (tons)	/	12,936	54,641.2
Hazardous Waste generated (tons)	2,132.82	2,526.46	2,522.79
Non-hazardous Waste generated (tons)	/	36,679.70	31,767.78
Aluminum cans recycled (billion)	/	2.5	2.22
Aluminum recycled (tons)	/	35,500	20,800

Social

Indicators	2022	2023	2024
Spent on safe production (million yuan)	18.28	17.22	18.97
Work-related fatality (headcount)	0	0	1 ¹
Taxes paid (million yuan)	693.82	971.45	977.73
Yearly external donation (million yuan)	2.96	2.95	2.73
Spent on product R&D (million yuan)	44.03	44.39	60.74
Confirmed leakage, theft or loss of customer data (cases)	/	0	0
Customer satisfaction rate (%)	/	96.10	96.22
Recycled products as a percentage of total product sales/deliveries (%)	/	0.11	0.17
Labor contract signing rate (%)	100	100	100
Social insurance coverage rate (%)	100	100	100
Employee physical examination coverage rate (%)	100	100	100
Total employees (headcount)	4,262	4,301	4,340
Female employees (headcount)	1,298	1,321	1,325
Total number of ethnic minority employees (headcount)	/	268	255
Employee turnover rate (%)	19	21	14
Number of newly added employees (headcount)	1,183	1,205	781
Average training per employee (hours)	139	139	136
Training coverage rate (%)	100	100	100

¹ An employee passed away due to illness during work hours. The relevant authorities have classified this incident as a non-work-related safety matter.

Outlook

2025 is a crucial year for ORG to accelerate its progress on a new journey. Facing a new wave of global green transition and industrial upgrading, we will continue to deepen the integration of ESG strategies, consolidate the foundation of sustainable development, and create long-term value for shareholders, employees, the society and the environment in 2025, in an effort to achieve the long-term goal of sustainable development.

Corporate governance

- Keeping pace with the national laws, regulations and regulatory policies, deeply incorporating the cutting-edge governance concepts of the industry, and creating a more scientific and efficient internal governance system to lead the new paradigm for industry governance
- Establishing a comprehensive and dynamic risk prevention and control mechanism, and strengthening anti-corruption supervision, so as to ensure that the Company's operations move forward on a healthy, and stable track

Business development

- Dedicating ourselves to the primary businesses, and consolidating our dominant position in the field of metal packaging with continuous improvement in product quality and service level
- Upholding innovation, actively embracing the broad blue ocean for new technologies and new applications, and actively promoting the high-end, intelligent and green development of the metal packaging industry
- Unswervingly following a "going-abroad" strategy, maintaining close cooperation with well-known brand customers at home and abroad, and continuing to enhance international influence

Green development

- Continuing to explore the technical path for recycling and harmless treatment of solid waste in metal packaging, promoting metal packaging recycling, energy conservation and emission reduction, so as to help create a low-carbon, environmentally friendly, energy-saving and friendly industrial ecology
- Actively responding to the challenges brought by climate change, and continuously conducting carbon inventory, product carbon footprint verification, etc., contributing to the realization of the country's dual carbon goals with concrete actions

Win-win cooperation

- Committed to "ever-improving services", continuously extending the coverage of cooperation and service modes and methods, meeting the challenges of the market with joint efforts, and creating a more brilliant future together
- Actively promoting interactions in the entire metal packaging industry chain, thus helping promote the high-quality development of the industry and building China into a world leader in packaging at a faster pace

Employee development

- Upholding the people-centered philosophy, steadily promoting the building of a "home" culture, attaching importance to protecting employee rights, interests and benefits, safeguarding the occupational health and safety of employees, and building a happy community in the Company with continuous efforts
- Providing clear career development pathways, helping employees improve their capabilities, actively building a talent-driven organization, and empowering employees' long-term development

Social development

- Carrying out long-term and sustainable public welfare projects with a focus on fields such as education, culture, and environmental protection; leveraging its own advantages to contribute to local economic development, and setting an example of achieving common development between the enterprise and communities
- Playing an active part in rescue and relief efforts, and providing emergency assistance to disaster-stricken areas, demonstrating corporate responsibility



Index

Contents	GRI - Standards	SZSE Listed Companies Self-Regulatory Guidance No. 17 – Sustainability Report (Trial)
About of This Report	2-3/2-4	/
Message from the Chairman	2-7/2-22	/
About Us	2-1/2-2/2-6/201-1	/
Spotlight I: Forging Ahead After Three Decades Run	2-1	/
Spotlight II : ORG's Approach to Endless Improvement	/	Innovation-driven, product and service safety and quality
Lean Management: Building the Cornerstone of Sustainable Development		
Corporate Governance	2-9/2-12/2-17/2-18/2-20/2-27/205-2/205-3/405-1	Due diligence, anti-commercial bribery and anti-corruption, anti-unfair competition, data security and customer privacy protection
Sustainability Management	2-14/2-16/2-17/2-19/2-22/2-26/2-29/3-1/3-2/3-3	Stakeholder communication
Value Spillover: Driving Symbiotic Growth Through Industrial Chain Collaboration		
Co-creating with Customers	416-1/416-2/201-1/203-2/201-1/203-2	Innovation-driven, product and service security and quality, data security and customer privacy protection
Win-win Partnerships	203-1/203-2/308-1/414-1/417-1/417-2/418-1	Supply chain security
Walking Along with Dedicators	2-7/2-19/2-20/2-27/401-1/401-2/403-1/403-2/403-3/403-4/403-5/403-6/403-7/403-8/403-9/403-10/404-1/404-2/405-1/406-1	Employee
Partnering with Responsibility Performers	203-1/203-2/207-1/413-1	Rural revitalization, social contributions

Contents	GRI - Standards	SZSE Listed Companies Self-Regulatory Guidance No. 17 – Sustainability Report (Trial)
Low-Carbon Circularity: Steering the Transition to Sustainable Packaging		
Responding to Climate Change	302-1/302-3/302-4/302-5/305-5	Addressing climate change, energy utilization
Minimizing Environmental Impact	303-2/303-4/305-7/307-1	Pollutant emissions, environmental compliance management
Efficiently Utilizing Resources	303-1/303-2/303-3/303-4/303-5/306-1/306-2/306-3/306-4/306-5	Waste treatment, water resource utilization
Upholding Recyclable Packaging	301-1/301-2/301-3	Circular economy
Practicing a Green Lifestyle	/	/
Key Performance	/	/
Outlook	2-22	/
Index	2-4	/
Expert Comment	/	Supplementary Provisions and Definitions
Report Rating	2-5	Supplementary Provisions and Definitions
Feedback	/	Stakeholder communication

Expert Comment

In today’ s world, the harmonious development of the economy, society, and environment is increasingly valued. Enterprises are expected not only to create economic value, but also to contribute to the sustainable progress of human society. ESG (Environmental, Social, and Governance) disclosure has become a key bridge between businesses and the public. As a leader in the metal packaging industry, ORG Technology Co., Ltd. (ORG) continues to set an example with the release of its 2024 ESG Report with the following highlights:

First, comprehensive and well-structured content. The 2024 Report adopts a clearer three-chapter format—Environment, Social, and Corporate Governance—while continuing to address five key themes: innovation-driven growth, social welfare, employee care, collaborative partnerships, and green development. Disclosure on material topics has also improved, with detailed analysis of dual-significance issues such as anti-corruption, product governance, supply chain management, workplace safety, climate change, and solid waste treatment. Real cases and data illustrate ORG’ s contributions to a greener industry and more sustainable society.

Second, innovative presentation and stronger engagement. The cover creatively incorporates the can body element, blending ESG responsibility visuals into the design. Inside, the Report uses a mix of text, imagery, data visualizations, and interactive charts to present complex content in a clear and engaging way. A specially designed Employee Preface features stories from employees and managers about their shared growth with ORG, adding emotional depth and making the Report more engaging.

Third, professionalism with a global perspective. Aligned with GRI (Global Reporting Initiative) Standards and the UN SDGs, and responding to Shenzhen Stock Exchange disclosure requirements, the Report reflects ORG’ s strong understanding of both international and domestic ESG frameworks. This professionalism boosts the Report’ s credibility and potential for wider global recognition.

Looking ahead, we believe ORG will continue to innovate and deepen its ESG commitment. We expect the Company not only to maintain its leadership in metal packaging but also to play a larger role in driving the industry’ s green transition and enhancing societal well-being. With sustained effort, ORG is well-positioned to realize its vision of becoming “a global leading comprehensive packaging solution provider” and contributing “China’ s wisdom” and “China’ s solutions” to the shared future of humanity.

— Zhou Weizhong, Director of Center for Chinese Corporate Studies, Central University of Finance and Economics

2024 marks ORG’ s 30th anniversary and the 20th year since the UN Global Compact introduced the ESG concept. To commemorate this, ORG released its third ESG Report (2024 ESG Report of ORG Technology Co., Ltd. (the Report)), offering a detailed look at its 2024 ESG practices and achievements through rich data and case studies. The Report reflects ORG’ s growth as an industry leader and its ongoing contributions to the UN Sustainable Development Goals.

Aligned with globally recognized ESG reporting standards, the Report covers key topics through the lenses of Governance-Strategy-Impact, Risk and Opportunity Management, and Metrics and Targets, showcasing ORG’ s thorough approach to ESG oversight. On governance, ORG continues to refine its structure, enforce compliance, and uphold business ethics, reinforcing its foundation through lean management. On the social front, ORG ensures quality control, drives product innovation, and improves customer service. It fosters strategic partnerships, contributes to industry standards, and builds a collaborative industrial ecosystem. Internally, it promotes a “family” culture, supports employee growth, and creates a positive work environment, while also actively participating in public welfare. Environmentally, ORG responds to climate change, champions efficient resource use, and promotes lightweight, recyclable, and eco-friendly packaging—advancing a greener future for the metal packaging industry.

ORG dedicates to continuous improvement and excellence, crucial and central to its lasting competitiveness. Through structured training and the “Continuous Improvement Cup” initiative, the Company has built a lasting mechanism that encourages innovation and sustained development.

In 2024, the Shanghai, Shenzhen, and Beijing stock exchanges jointly issued two landmark documents on sustainability reporting. The Guidelines for Listed Companies on Sustainability Reporting and the Guidelines for Listed Companies on Sustainability Report Preparation marked a new era in China’ s ESG disclosures. We’ re hopeful that ORG will further enhance its ESG leadership, advance recycling and energy-saving efforts in metal packaging, and support the industry’ s green, low-carbon transformation.

— Yu Zhihong, President and Editor-in-Chief of China Sustainability Tribune

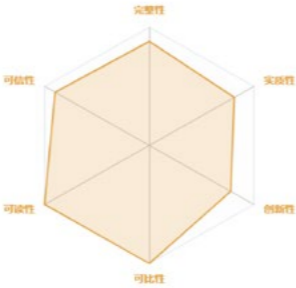
Report Rating

金蜜蜂智库评价中心
GoldenBee ThinkTank Evaluation Centre

报告编号: 2025C231005
评估日期: 2025年04月

金蜜蜂企业社会责任报告评价报告

委托单位: 奥瑞金科技股份有限公司
评估机构: 金蜜蜂智库评价中心
评估依据: 依据 GB/T 36001-2015 《社会责任报告编写指南》国家标准, 按照 “金蜜蜂中国企业社会责任报告评估体系” 要求



报告名称: 奥瑞金科技股份有限公司2024环境、社会和公司治理报告

结构完整性 (A+)
报告框架清晰, 结构完整, 主体部分以环境、社会、治理三个篇章呈现企业年度履责理念、实践与成效, 内容披露详实, 报告完整性表现卓越。

报告可信性 (A+)
报告表述客观, 用词严谨, 披露 “百万工时工伤率” “消费者投诉数量” “员工流失率” 等多个负面数据信息, 并引入专家评价, 具有领先的可信性表现。

报告可读性 (A+)
报告篇幅适中, 设计简约大方, 色彩搭配和谐, 标题工整凝练; 报告表达形式丰富, 运用插图、数据、图表等信息披露方式, 要素表达铺陈有序; 有机融入员工引言, 进一步提高报告的感染力和亲和力, 报告可读性表现卓越。

绩效可比性 (A+)
报告设置关键绩效表, 收录37组三年绩效指标, 以及 “包装行业科学技术奖三等奖” “2024 The Canmaker 全球制罐企业峰会三片饮料罐金奖” “2024 Asia CanTech Awards二片食品罐金奖” 等多项荣誉绩效, 体现了绩效的横向和纵向可比, 报告可比性表现卓越。

报告创新性 (A)
报告持续推进创新设计, 封面以金属包装罐体为设计载体, 内部设计融入多种金属包装元素, 突出企业的行业属性; 结合企业发展重大时间节点及年度核心实践亮点, 设置责任专题, 呈现企业实现高质量发展及促进行业发展等方面的优秀表现, 展现公司的行业引领和责任担当, 报告创新性表现优秀。

内容实质性 (A+)
报告对标上市企业ESG信息披露相关要求, 阐述了23个实质性议题的识别、排序和审核过程, 并系统披露相关信息; 对识别出的具有双重重要性的议题按照 “治理, 战略, 影响, 风险和机遇管理, 指标与目标” 四个核心内容进行分析和披露, 内容实质性表现卓越。

总体评价

经评估, 《奥瑞金科技股份有限公司2024环境、社会和公司治理报告》为 “卓越 (A+)” 质量等级, 是企业社会责任报告参考的典范和标杆。

评估机构:



金蜜蜂企业社会责任报告评级证书

依据 GB/T 36001-2015 《社会责任报告编写指南》国家标准, 按照 “金蜜蜂中国企业社会责任报告评估体系” 要求, 《奥瑞金科技股份有限公司 2024环境、社会和公司治理报告》被评为 “卓越 (A+)” 质量等级, 是企业社会责任报告参考的典范和标杆, 特颁此证。

评估时间: 2025年04月

评估机构:



A+ 卓越

报告编号: No.2025C231005

Feedback

Dear readers,

Thank you for reading this report!

This is our third environmental, social, and governance report released to the public. We would like to listen to and adopt your opinions and suggestions on this report, so that we can continue to improve our future report preparation.

Please answer the following questions and send the form via email to org-esg@orgpackaging.com or send it to us by mail.

Please tick in the corresponding box

Do you think this report highlights the Company's economic, social, and environmental performance and its significant impacts?

☐ Yes ☐ General ☐ No

Are the information, index in this report clear, accurate and complete?

☐ Yes ☐ General ☐ No

Are the content and format design of this report readable?

☐ Yes ☐ General ☐ No

Open Questions:

What interest you most about this report ?

What other information do you think should be disclosed in this report?

What's your advice for our future ESG reports?

Please leave your information:

Name: Organization:

Telephone: E-mail:

Address:

Embrace Infinity Towards the Sustainable Future of Packaging

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