Anker Innovations Sustainability Report 2024

ESG

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1 About This Report

Report Overview

This is the third annual Sustainability Report (including an Environmental, Social, and Governance (ESG) Report) published by Anker Innovations Technology Co., Ltd. (hereinafter referred to as "Anker Innovations", "the Company", or "we"). It aims to disclose its sustainable development practices and progress with stakeholders.

Reporting Principles

All of the information in this report comes from Anker Innovations and its subsidiaries. This report has been reviewed and approved by the Board of Directors of Anker Innovations. Anker Innovations is responsible for the authenticity, accuracy, and integrity of the information in this report.

Scope of the Report

This report covers the full scope of Anker Innovations and its subsidiaries. For details of the Company's business and subsidiary information, please refer to the Anker Innovations 2024 Annual Report (which can be found at http://www.cninfo.com.cn/). Any instances where the scope of the quantified performance data statistics does not conform to the aforementioned situations are explained in the report.

The information in this report covers the period from January 1, 2024, to December 31, 2024. To enhance the continuity and comparison, some information may extend beyond the aforementioned time range.

Reporting Standards

The preparation of this report refers to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*. It also draws reference from the *Global Reporting Initiative (GRI) Standards 2021 (GRI Standards 2021)* and the *United Nations Sustainable Development Goals (UN SDGs)*.

Information Sources

All of the information presented in this report is derived from the Company's official documents, publicly disclosed data and reports from third-party organizations. Unless otherwise specified, the monetary amounts mentioned herein are in CNY (Chinese Yuan).

Reporting Language

This report is available in both Chinese and English versions for reference. The electronic version of the report can be accessed through our Company's website at https://www.anker-in.com/. In the event of any discrepancies, the Chinese version shall prevail.

Responding to this Report

Please contact us if you have any questions or suggestions on this report.

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Message from Our CEO

CEO of Anker Innovations

Steven Yang

2024 marks both a bottleneck year of complex global political and economic dynamics and mounting sustainability challenges, as well as a breakthrough year for advancements in large-scale models and generative AI. As a global smart hardware technology company with operations in over 140 countries and regions, impacting more than 200 million users worldwide, Anker Innovations has embraced this year of intertwined opportunities and challenges by integrating environmental protection, social value creation, and corporate governance into all aspects of its development. Through deep exploration and practice in the ESG field, we strive to create long-term value for our global users, employees, and society.

Environmental Protection

We are committed to driving green transformation through technology, reducing our carbon footprint, and improving resource efficiency. As a leading company in the smart hardware technology industry, we embed environmental protection and green development principles into our core business. We launched multiple solar energy conversion and smart energy management products, offering full lifecycle green energy solutions. We have also deepened our commitment to green product design, with nearly 400 products certified as sustainable by the end of 2024. Additionally, we have advanced circular economy initiatives by enhancing global recycling systems for end-of-life products and building a recycling ecosystem. Furthermore, we have partnered with environmental organizations such as Oceana, Wohllebens Waldakademie, and Taronga Conservation Society Australia to support forest conservation and marine ecosystem protection, contributing to ecological restoration.

Social Responsibility

We place social well-being at the core of our efforts, focusing on equitable access to education for children, major disease relief, and natural disaster response. In 2024, the Company has deepened its philanthropic practices through a "product + technology + funding" integrated model, with cumulative donations of cash and goods exceeding 10 million RMB. At the same time, we continue investing in the development of industry-leading technologies, advance our global market localization strategy, and provide innovative and human-centered technology products. By upgrading our AI-powered service systems, we have achieved dual improvements in service coverage and customer satisfaction. We have also updated our corporate mission

and vision, established a comprehensive evaluation and learning system, and created a diverse work and development environment for employees, aiming to attract and nurture more creators who embody the values of "First Principle. Pursue Ultimate. Grow Together." Additionally, we work closely with local organizations and actively participate in philanthropic projects, such as the "AnkerCares" initiative, the "Running for TEGV" charity marathon, and collaborations with organizations like "Make a Wish." These efforts aim to establish sustainable philanthropic models that take root, enabling us to better give back to global communities.

Corporate Governance

We adhere to proactive, rigorous, and standardized corporate management principles, upholding the highest standards of business ethics. In an era of rapid advancements in AI and big data, we always prioritize the governance of technology ethics as a cornerstone of our corporate governance framework. We have established a comprehensive technology ethics governance system that covers the entire data lifecycle, ensuring compliance and ethical use of technology. At the same time, our excellence in information disclosure, financial management, and internal controls has been recognized, with the Company receiving the highest "A" rating in the Shenzhen Stock Exchange (SZSE) information disclosure assessment for two consecutive years. Additionally, we continue enhancing our corporate governance system, strengthen anti-corruption and compliance measures, and improve the standardization and effectiveness of internal controls, providing a solid foundation for the stable development of the Company and the protection of investor interests.

We firmly believe that the long-term value of a company lies not only in the products and services it provides, but also in the positive and meaningful changes it brings to society. In 2024, Anker Innovations took a significant step forward in leveraging technology to drive sustainable development while balancing consumer and societal value. We look forward to collaborating with more global partners in the future to create a green, harmonious, equitable, and sustainable world.

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About Anker Innovations

Anker Innovations is a global smart hardware technology company. We firmly believe that the future is defined by "Makers". Our mission is to ignite possibilities through ultimate innovation. Our vision is to build a playground where makers inspire makers, to create a brand that the world desires. We emphasize social responsibility, environmental sustainability, and good governance practices. We persist in promoting sustainable development to achieve long-term economic, social, and environmental benefits.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Company Profile

Founded in 2011, Anker Innovations (Stock Code: 300866) is a global smart hardware technology company. Our mission is to ignite possibilities through ultimate innovation. We believe that the essence of creating products lies in delivering the ultimate innovation that surpasses users' highest expectations.
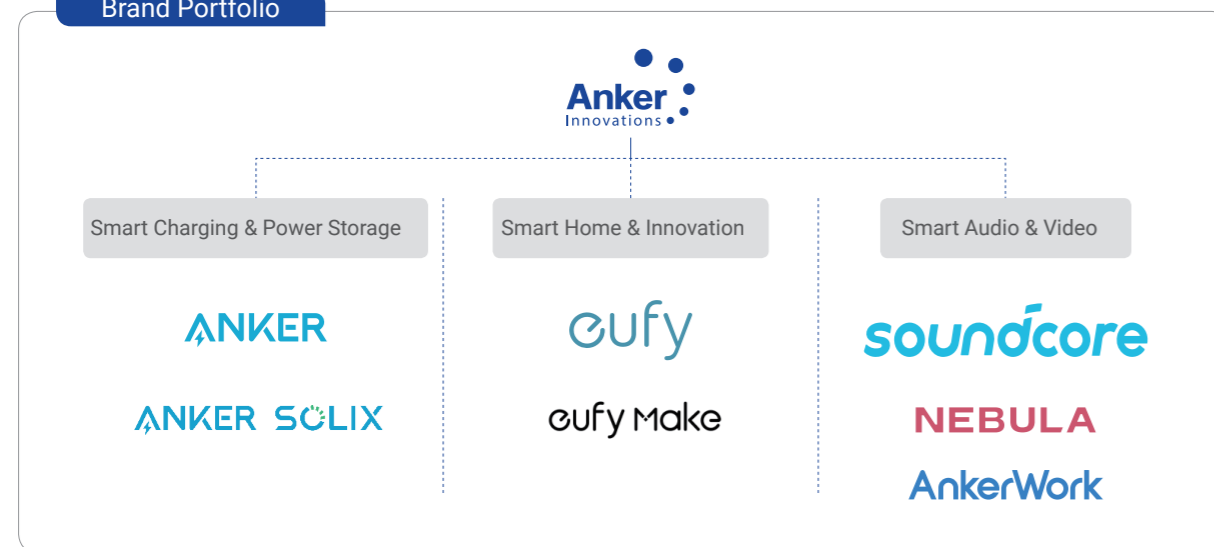
To fulfill this mission, our charging brand Anker pioneered PowerIQ™ technology, enabling universal fast-charging compatibility. We were the first to introduce gallium nitride (GaN) technology to the consumer electronics industry, ushering in the era of global fast charging. Additionally, we innovated in the balcony solar storage sector, empowering households to utilize renewable energy more efficiently.

Our smart home brand eufy introduced groundbreaking technologies such as HomeBase local storage and systems.

Our smart audio brand soundcore developed the ACAA™ coaxial dual-driver acoustic architecture, delivering symphony-level sound quality to consumers through true wireless earbuds.

Since our founding in 2011, Anker Innovations has consistently created technology products that are loved by consumers worldwide. We take pride in going beyond the surface, focusing on the essence, and driving ultimate innovation to bring the next generation of visionary products to the world.

Brand Portfolio

Anker Innovations

Smart Charging & Power Storage	Smart Home & Innovation	Smart Audio & Video
ANKER / ANKER SOLIX	eufy / eufy Make	soundcore / NEBULA / AnkerWork

Business Overview

200 million users

140+ Countries and regions

3,954 Intellectual properties rights

Staffing

40+ Nationalities

Approximately **53.08%** of employees are R&D personnel

Corporate Culture

Mission
Ignite possibilities through ultimate innovation

Vision
To build a playground where makers inspire makers, to create a brand that the world desires

Values
First Principle
Pursue Ultimate
Grow Together

Anker Makers' 10 key characteristics

First Principle
Seek Ultimate
Grow Together

1. Beyond surface facts
2. Seek fundamental principles
3. Seize the key to breakthroughs
4. Withstand enormous risks
5. Exhaust every possibilties
6. Long-term global-optimal outcome
7. Long-term: Delay gratification with an endgame mindset
8. Greater good: Big-picture-first with a sense of gratitude
9. Continuous learning
10. Evolution through self-reflection

Annual Honors

- Growth50 2024: Annual Growth Power Brand in China - China Business Network
- 2024 Consumer Electronics Brand of the Year - EqualOcean Intelligence
- 2024 Best Employer of the Year - Mr. Offer
- 2024 Next-Generation Global Brand of the Year - TMTPost
- 2024 Top 30 Global Flagship Brands Going Overseas - Forbes China
- 2024 BrandZ Top 50 Chinese Global Brands (Ranked 16th) - Google × Kantar
- 2024 Golden Bull Most Valuable Investment Award - China Securities Journal
- 2024 Top 50 Most Valuable Listed Companies on the ChiNext Board - Securities Times
- 2024 11 iF Design Awards and 18 Red Dot Design Awards (Germany)

Corporate Governance

Corporate Governance Framework

Anker Innovations consistently adheres to the business philosophy of standardized governance and transparent operation, and continues to improve the modernized corporate governance system. Anker Innovations strictly follows the compliance guidelines from the *Company Law of the People's Republic of China (PRC), the Securities Law of the PRC*, and the *Code of Corporate Governance for Listed Companies* issued by the China Securities Regulatory Commission, as well as other relevant securities laws and regulations in the other nations and regions where the Company's products and services are sold. To ensure compliance, Anker Innovations has established a governance structure with clear division of powers and responsibilities and effective checks and balances, and has formed a decision-making mechanism in which the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the operating management perform their respective roles and operate in coordination. During the reporting period, the Company's governance practices were in full compliance with relevant laws and regulations. The General Meeting of Shareholders, the Board of Directors, and the Board of Supervisors all exercised their respective decision-making, executive, and supervisory powers in a standardized and effective manner. With clear divisions of responsibility and standardized operations, the Company has earnestly safeguarded the legal rights and interests of the Company and all shareholders, especially those of the minority shareholders.
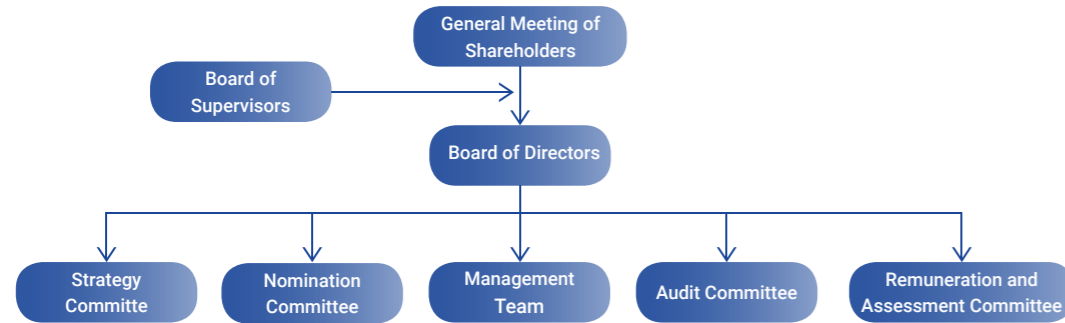
Directors and Board of Directors

To ensure the diversity and rationality of the Board's decision-making, the third Board of Directors of Anker Innovations consists of nine members from various professional fields and occupational backgrounds, including one non-independent director appointed by external shareholders and three independent directors. The Board's members have profound professional knowledge and experience in industry technology research and development, corporate management, financial management and other fields, which provides professional support for the Board's scientific decision-making and facilitates the sustainable and healthy development of the Company.

The three independent directors possess extensive working experience in areas including financial auditing and corporate governance, investment, and corporate management. All of them satisfy the independence requirements stipulated by the relevant laws and regulations. They provide reasonable, independent opinions and suggestions for the Company's business determination and standardized operations, enhancing the fairness and scientificity of the decision-making process.

The Board of Directors has established four specialized committees to provide consultation and advice for decision-making, including the Audit Committee, Remuneration and Assessment Committee, Nomination Committee, and Strategy Committee. The proportion of independent directors in the first three professional committees exceeds 50%, ensuring the professionalization and efficiency of the Board's decision-making and deliberation.

Supervisors and the Board of Supervisors

In terms of supervision and governance, the company has established a Board of Supervisors. The third Supervisory Board consists of three members, all of whom are female supervisors. This includes one employee representative supervisor. Through the operation of the Board of Supervisors, the employee representative supervisor protects employees' rights to participate in corporate governance, and continuously promotes democratic management of the Company. During the reporting period, the Board of Supervisors of the Company supervised and inspected the Company's compliance operations and the performance of directors and senior management under the requirements of "the Rules of Procedure for the Board of Supervisors" and other regulations, to protect the rights and interests of all shareholders and ensure the Company's compliance operation.

Key Performance

General Meeting of Shareholders	The Company held **5**	Approved Proposals **26**	
Board of Directors Meetings	The Company held **9**	Approved Proposals **53**	
Board of Supervisors Meetings	The Company held **9**	Approved Proposals **36**	

Institutional Guarantee

In the realm of institution, Anker Innovations has established a series of standardized documents for corporate governance, including but not limited to the "Rules of Procedure for the Board of Directors", "Working System for Independent Directors", "Rules of Procedure for the Board of Supervisors", and "Rules of Procedure for the General Meeting of Shareholders", to help provide clear guidance and norms for corporate governance. The Company has also formulated a series of documents such as the "Management Measures for Information Disclosure", "Internal Audit System", and so forth, to help ensure the transparency, compliance and efficiency of Company information disclosure, and to strengthen the supervision and audit of internal management. During the reporting period, in conjunction with relevant laws, regulations, and actual business development needs, the Company revised the "Management System of External Guarantee", "Management System of Raised Funds", "Management System of Profit Distribution", and "Registration System for Persons with Insider Information", and so on. By continuously improving the corporate governance system, Anker Innovations is constantly improving its corporate governance to make it more standardized and effective, providing a solid institutional guarantee for the steady development of the listed company entity.

Investor Communication and Shareholder Rights Protection

Investor Communication

A standardized and transparent information disclosure mechanism is an indispensable key prerequisite for effective investor communication and protecting investors' interests. Anker Innovations deeply understands the concerns and positions of investors, strictly follows the regulatory requirements of the *Measures for the Administration of Information Disclosure by Listed Companies* and other relevant regulatory frameworks, and continuously improves the management system and internal processes related to information disclosure, to ensure that investors' rights and interests are fully protected. During the reporting period, the Company disclosed a total of 166 reports (including periodic reports), among which 92 were numbered announcements, conveying the relevant disclosure information of the Company to the public in a true, accurate, timely, and complete manner. By doing so, Anker Innovations safeguarded the investors' right to know and other legitimate rights and interests.

In the annual information disclosure assessment of the Shenzhen Stock Exchange for the year 2023-2024, the Company once again obtained the highest "A" rating, highlighting that the Company has continued to maintain the industry benchmark level in terms of internal governance, standardized operation and information disclosure compliance. In 2024, the Company received multiple recognitions in the capital market. In terms of capital market construction, it was honored as a "Growth Pioneer Enterprise" for the 15th anniversary of the opening of the Shenzhen Stock Exchange's ChiNext (one of the 15 awarded companies). In the field of value discovery, the Company won a series of authoritative industry awards, including the "Most Investment-Worthy Company" from China Securities Journal Golden Bull Award, "Top 50 Most Valuable Companies on the ChiNext" from Securities Times, and the "Best Institutional Coverage Award" from Finenter. In terms of professional team building, the Company's Board Secretary won the "Excellent Board Secretary" from China Securities Journal Golden Bull Award, and the Company's CFO was awarded the title of "Excellent Chief Financial Officer" by the Hunan Association for Public Companies for two consecutive years.

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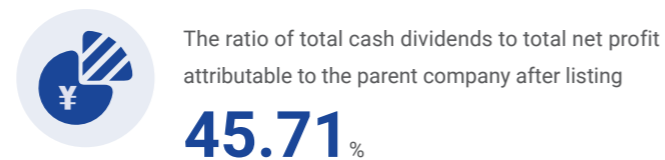
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As a public company, the Company has always believed that building a smooth and compliant investor communication mechanism is an important cornerstone for fulfilling corporate social responsibility. Based on the principles of equality and compliance, the Company has established a diversified investor relations management system. Based on strictly fulfilling the legal information disclosure obligations, the Company accurately conveys corporate business dynamics and strategic planning through investor hotlines, investor mailboxes and the Hudongyi platform (the interactive platform of the Shenzhen Stock Exchange), the General Meeting of Shareholders and performance presentations and other forms, to protect investors' rights to know and participate, and to promote two-way communication and healthy interaction. While continuously improving the efficiency of investor relations management, these practices also continuously feed back into the optimization and upgrading of the Company's operation and management system, forming a development loop of virtuous interaction.

Company Reports Disclosed
166
(including periodic reports)

Total number of numbered announcements
92

Shareholder Rights Protection

Since its listing in 2020, Anker Innovations has prioritized rewarding shareholders and set up a continuous and stable dividend policy. From 2020 to 2024, Anker Innovations' accumulated cash dividends total 3.067 billion CNY (including the dividend program for 2024). The ratio of total cash dividends to total net profit attributable to the parent company after listing 45.71%. In order to effectively protect the rights and interests of shareholders, the Company strictly follows the requirements of relevant laws and regulations and the "Articles of Incorporation" to re-examine the future shareholder return plan every three years, ensuring the stability and continuity of the profit distribution policy.

In order to align the interests of the Company, shareholders and employees, Anker Innovations launched three consecutive restricted stock incentive plans in 2022, 2023 and 2024. In addition, the Company adopted a second restricted stock incentive method to enrich the Company's long-term incentive mechanism. This initiative aims to explore and carry out shareholding plans that are in line with the Company's organizational and talent development, and enhance a shareholding structure that aligns with the interests of the management team, key personnels and shareholders. This approach can help the Company achieve long-term development.

Accumulated Cash Dividends
CNY **3.067** billion
(including 2024 dividend program)

The ratio of total cash dividends to total net profit attributable to the parent company after listing
45.71 %

Risk Management and Internal Control

Anker Innovations attaches great importance to risk management and control, and is dedicated to constructing a risk management system that reflects the Company's characteristics and provides long-term security.

Management Framework

The Company aligned with the COSO (Committee of Sponsoring Organizations of the Treadway Commission) risk management framework, ISO 31000 risk management standards and industry best practices to build a company-specific three-line defense risk management framework. This framework encompasses the entire chain from internal control environmental construction to audit closed-loop rectification, and establishes a comprehensive internal risk control system covering various business departments, risk management departments, and the internal control audit department.

Board of Directors

Audit Committee

First line of defense	Second line of defense	Third line of defense
Business Units	Finance, Economics, Quality Operations departments	Internal Control and Audit Department
Departmental risk management representative	Supporting tier-1 departments in conducting risk management on professional perspectives	Leading internal audits and conducting integrity investigations

Implementation

In terms of implementation, the Company follows management procedures such as "Internal Audit System of Anker Innovations Technology Co., Ltd.", "Internal Supervision System of Anker Innovations Technology Co., Ltd.", "Anker Innovations Clean and Self-discipline Management Regulations", "Anker Innovations Audit Closure Management Measures", and the "Anker Innovations Special Audit Management Measures". By effectively operating daily risk management mechanisms, as well as major risk management mechanisms, the Company quickly and accurately identifies, evaluates, monitors, and responds to various risks and vulnerabilities within its operations.

To further improve risk management, the Company has implemented the following measures since 2020.

Improving Organizational Structure	Identifying Important Business Risks	Expanding Risk Prevention and Control Scope	Enhancing Risk Prevention and Control Effectiveness
Strengthening the first line of defense in risk control through risk control specialists in each department.	Fully ensuring the financial, physical security, and operational efficiency of the company.	Covering various types of risks such as strategic, operational, financial, market, and procurement risks.	Continuously strengthening special audit management, audit closed-loop management, special integrity governance, and audit violation punishment management, etc.

03

Sustainable Development Management

Anker Innovations believes that the most important value of sustainability is that companies leverage their core competencies to create value for stakeholders. To achieve this, we need to comprehensively integrate stakeholder demands into our company's development. We will achieve the goal of sustainable development by formulating ESG strategies and frameworks, identifying and managing ESG-related risks and opportunities, and strengthening communication and cooperation with all stakeholders.

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ESG Strategy and Governance Framework

To realize sustainable development, Anker Innovations focuses on four key dimensions of ESG management: "Eco-Innovation", "Sustainable Operations", "Responsible Governance", and "Community Engagement". The Company aims to integrate social responsibility, environmental protection, and efficient business operations seamlessly to achieve sustainable development across economic, social, and environmental perspectives.

In support of reaching its sustainable strategic development goals, the Company is continuously enhancing its ESG governance system by establishing a governance framework consisting of the ESG Special Committee, ESG Office, and ESG Taskforce, as well as fostering collaboration at various levels to ensure the implementation of sustainable development practices. The ESG Special Committee, led by the CEO and consisting of Board members and core executives, plays a primary role in aligning the development and execution of ESG-related plans with corporate strategies, goals, and visions. The committee provides oversight of ESG performance and annual progress to ensure effective ESG management. As the highest governing body for ESG affairs within the Company, the ESG Special Committee holds the responsibility of reviewing and approving the information presented in this report.

Decision-making level
Administration level
Execution level
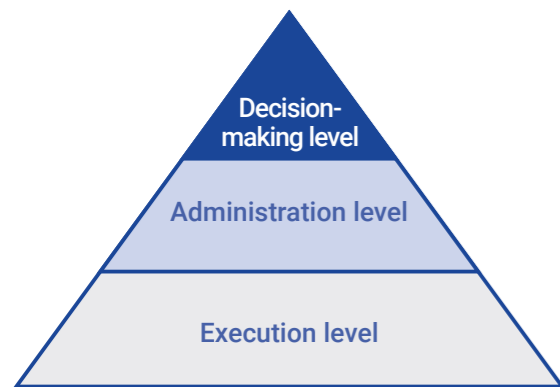
ESG Special Committee
The CEO serves as the chairman, and the committee members are composed of board members and core executives.

ESG Office
Coordinated by Central-Strategy Planning Office, the members are composed of ESG representatives from functional units, business groups, and regions.

ESG Taskforce
Each business group and region establishes taskforces according to the annual key issues, responsible for the daily implementation and management of ESG related matters.
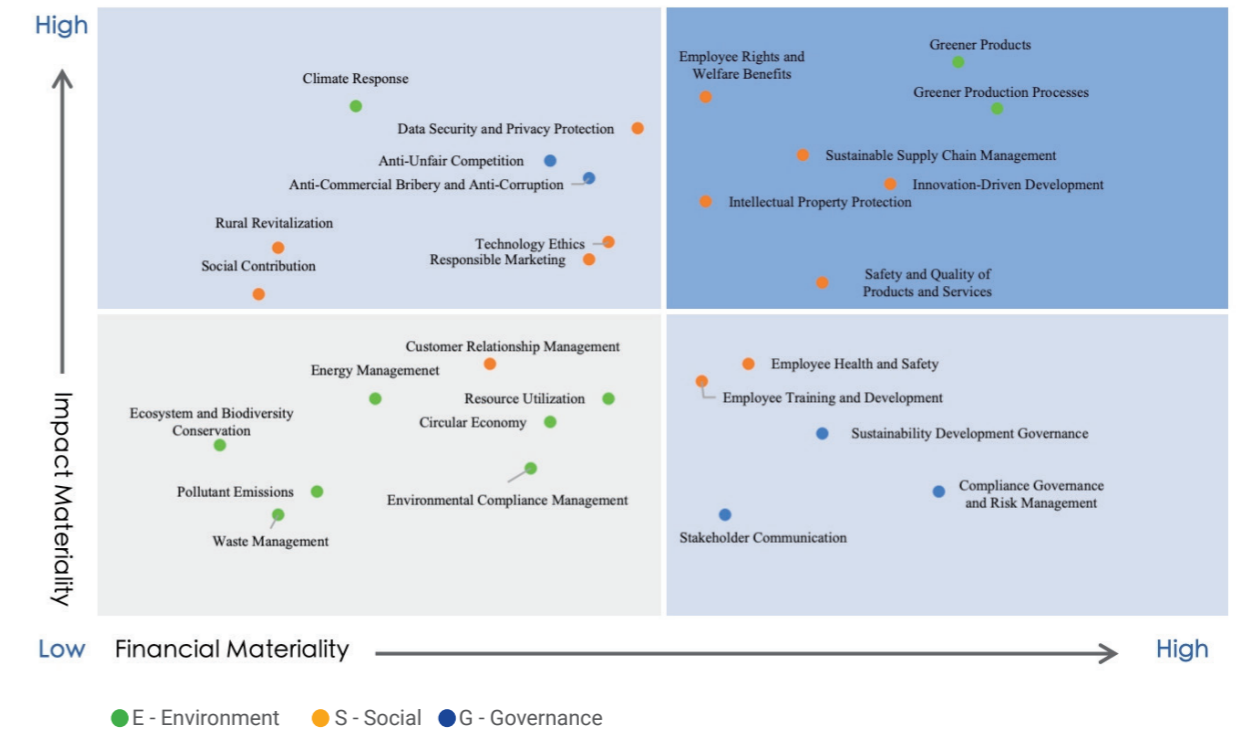
Anker Innovations ESG Governance Framework

Identification of Material Topics

Anker Innovations has identified and established an ESG topic pool based on benchmarking studies of policies and regulations, industry best practices, public opinion analysis, stakeholder feedback, and the Company's strategic and business development priorities. In accordance with the latest requirements of the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* , we analyzed these topics from two dimensions: "Financial Materiality" and "Impact Materiality". This analysis allowed us to prioritize the topics and develop this year's ESG materiality matrix, ensuring that we continue to focus on the most impactful sustainability topics as our business evolves.

In 2024, the major topics identified in the Anker Innovations' processes that are both financially and impactful included: Green Production Processes, Green Products, Innovation-driven Development, Intellectual Property Protection, Safety and Quality of Products and Services, Sustainable Supply Chain Management, and Employee Rights and Welfare Benefits. We have undertaken targeted management improvement initiatives for these key topics and disclosed relevant information in different sections of this report to address stakeholder concerns and continuously enhance our sustainability management performance.

2024 Anker Innovations ESG Materiality Matrix

High

Impact Materiality

Climate Response
Data Security and Privacy Protection
Anti-Unfair Competition
Anti-Commercial Bribery and Anti-Corruption
Rural Revitalization
Social Contribution
Technology Ethics
Responsible Marketing

Employee Rights and Welfare Benefits
Greener Products
Greener Production Processes
Sustainable Supply Chain Management
Innovation-Driven Development
Intellectual Property Protection
Safety and Quality of Products and Services

Customer Relationship Management
Energy Management
Ecosystem and Biodiversity Conservation
Resource Utilization
Circular Economy
Pollutant Emissions
Environmental Compliance Management
Waste Management

Employee Health and Safety
Employee Training and Development
Sustainability Development Governance
Compliance Governance and Risk Management
Stakeholder Communication

Low   Financial Materiality   High

● E - Environment   ● S - Social   ● G - Governance

Process for Double Materiality Analysis

01 Understanding Corporate Activities and Business Relationship Context

• Understand corporate activities and business relationships

• Understand the external operating environment

• Identify key impacted stakeholders

02 Developing a Material Issues List

• Identify the company's ESG-related topics based on domestic and international ESG disclosure standards, ESG topics that industry and capital market focus on, and expert recommendations
• Assess risks and opportunities associated with identified issues, and compile to form the company's list of material issues

03 Assessing and Validating Issue Materiality

• Impact materiality assessment

• Financial materiality assessment

• Integrate impact and financial materiality outcomes

04 Reporting Material Issues

• Summarize the process, methodology, and conclusions of the double materiality analysis for material issues

• Disclose relevant content in accordance with the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange Sustainability Report (For Trial Implementation)*

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Stakeholder Engagement

Anker Innovations has always regarded stakeholder participation as an essential part of corporate governance. By establishing a regular communication mechanism, the Company effectively ensures the rights of all stakeholders to be informed, to participate and to supervise. The Company conducts transparent dialogues through diversified communication channels and regularly discloses ESG key performance indicators and management measures, effectively enhancing stakeholders' understanding and recognition of the Company's value. In the strategic decision-making process, the Company strictly adheres to various standards and requirements, systematically collects and analyzes demands of stakeholders, combines its in-depth industry experience and profound understanding of sustainable development, and incorporates its substantive issues into strategic planning through the mechanism of examining and evaluating ESG major issues to promote synergistic development and value co-creation with stakeholders.

Shareholders and Investors

Major Concerns

- Analysis of corporate financial information disclosure quality and operational stability
- Corporate strategic planning and implementation path
- Corporate governance practices and risk management measures

Communication Channels

- Statutory information disclosure (Regular reports and temporary announcements)
- General Meeting of Shareholders and performance briefings
- Investor hotline, Investor Email and the Hudongyi platform of Shenzhen Stock Exchange
- Strategy summits, analyst communication meetings, etc.

Regulatory Agencies

Major Concerns

- Analysis of corporate financial information disclosure quality and operation stability
- System and implementation for protecting the rights and interests of stakeholders

Communication Channels

- Pre-reporting mechanism for major matters
- Statistical forms, survey questionnaires, etc.
- Telephone, email, on-site reporting and communication

Customers

Major Concerns

- High-quality product performance
- Information security and privacy protection
- Green product standards
- Timely and efficient customer service
- Efficient logistics
- Product after-sales service and guarantee

Communication Channels

- Online:
  email, instant messaging, phone, official website, app, social media, platform feedback, etc.
- Offline:
  customer visits, exhibitions, etc.

Employees

Major Concerns

- Stable corporate development
- Abundant resources for capacity building
- Open and transparent career development channels
- Competitive salary and benefits
- Healthy, safe, diverse, inclusive and equal working environment

Communication Channels

- Open internal communication channels such as staff training, staff professional seminars, etc.
- Management open day (TGIF)
- Employee assessment and promotion

Suppliers

Major Concerns

- Fair and transparent selection process
- Stable financial performance and payment policies
- Long-term stable cooperative relationship
- Fair, just, open, and transparent procurement environment
- Reasonable product and other requirements

Communication Channels

- Annual supplier training and exchange meetings
- On-site audit and communication
- Regular visits
- High-level mutual visits

Communities

Major Concerns

- Contribution to the sustainable development of the community
- Sharing the fruits of corporate development

Communication Channels

- Face-to-face communication
- Public welfare activities
- Complaint hotline

Industry Associations

Major Concerns

- Sound cooperation
- Timely sharing of corporate experience and practices
- Transparent information communication and sharing
- Common development of the industry

Communication Channels

- Regular communication
- Project cooperation

04

Promoting Industry Green Transition

Green development is designed to foster harmonious coexistence between humanity and nature, maximize economic and social benefits, and achieve high-quality sustainable development by minimizing the use of resources that are harmful to the environment. We are committed to driving changes, while actively contributing to society and the environment through innovative and sustainable business practices.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

![Anker Innovations logo] Anker Innovations

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Actively Advocating for the Industry's Green Transition

Anker Innovations is strongly advocating for sustainable transformation, including the adoption of unified charging standards to help reduce e-waste and greatly improve energy efficiency as consumers charge and use their products.

Advocating for the Unified USB-C Port

Since 2018, we have publicly advocated for the adoption of the unified USB-C port. Anker Innovations clearly anticipated that "compatibility" would enable the interoperability of multiple brands and devices, thereby reducing customers' need for various charging ports and repetitive purchases. This adoption also enhances the reusability of chargers, reducing waste generation and saving resources. In September 2023, Apple Inc. embraced this eco-friendly trend by introducing the iPhone 15 series with USB-C ports. By 2024, Apple had prioritized standardizing its accessory ecosystem, and many upstream and downstream manufacturers followed suit by adopting the USB-C standard, strengthening the industrial ecosystem's development. This initiative resonates with Anker Innovations' commitment to innovation and sustainability.

Technology Propels the Enhancement of Product Energy Efficiency

Gallium Nitride (GaN) is a semiconductor material initially used in chargers for its low heat generation, allowing components to be arranged more compactly while retaining high power output. Anker Innovations' GaN charging products have revolutionized the charging industry, fostering a trend towards smaller and lighter chargers. Beyond digital charging accessories, GaN is also used in portable power stations to help reduce energy loss, improve energy conservation, and decrease harmful emissions.

Enhancing Energy Efficiency of Charging Accessories

In 2018, Anker revolutionized the personal electronics charging industry by introducing GaN, propelling the entire industry into the era of smaller, more efficient charging devices.

In 2021, Anker Innovations released its second-generation GaN products, which transformed the industry's design and consumer habits. The 2022 Anker GaNPrime lineup pushed these innovations further. In 2023, the Company further reduced chip sizes, moving products toward an even more compact size while incorporating GaN technology and lossless current detection which improved the performance and safety of the product series. In 2024, the Prime series chargers innovatively integrated new-generation gallium nitride (GaN) power chips with Zero Voltage Switching (ZVS) technology, leveraging a 3D multi-layer stacking architecture to achieve device-level integration. Under equivalent output power conditions, this design reduced the charger volume to 48% of conventional solutions.

Through innovative applications of GaN technology, PowerIQ™ 4.0 smart charging technology, ActiveShield™ 4.0 smart temperature control technology and a stacking architecture design, Anker Innovations has developed its most intelligent multi-device fast charging system yet. This system boasts an energy conversion efficiency of 95%[1], features dynamic power distribution that can save up to one hour of charging time, and is compatible with over 1,000 devices. Additionally, Anker Innovations has managed to reduce the size of its Anker GaN chargers by up to 53% compared to the original charger of the same power output.

[1] Energy conversion efficiency refers to the ratio of output power to input power during the conversion of input electrical energy into output electrical energy. The higher the power conversion efficiency, the less energy is lost during the conversion process.

Note: Compared to an original 96W single-port charger.
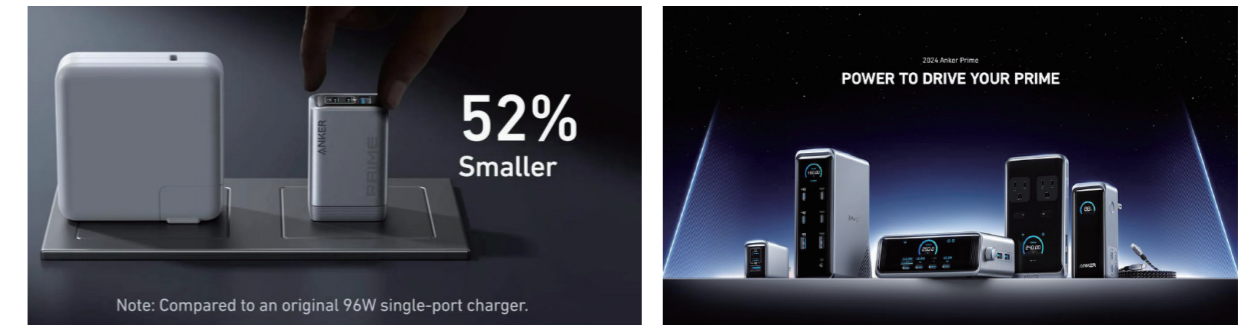
Anker Prime Multi-Device Fast Charging Lineup

Actively Promoting the Circular Economy Model

Building a Sustainable Reverse Logistics System and Driving Green Supply Chain Collaboration

Adhering to ESG principles, Anker Innovations has established a comprehensive reverse logistics management system to maximize resource utilization and minimize environmental impact through scientific classification and efficient processing. For returned products, we conduct professional evaluations and processing to ensure they meet quality and safety standards before being repurposed. For products that can no longer be used, we strictly follow compliant and environmentally friendly disposal procedures, entrusting qualified third-party service providers to handle them responsibly. Valuable components from discarded products are dismantled and recycled as renewable resources, while other materials are safely disposed of in accordance with environmental standards, ensuring a green and pollution-free process throughout.

Circular Economy

Furthermore, we are committed to collaborating with suppliers to build an environmentally sustainable industrial ecosystem, encouraging the industry to integrate environmental responsibility into every stage of production and operations. In our publicly released "Anker Innovations Supplier Code of Conduct", we outline clear requirements for environmental and resource protection. Suppliers are expected to reduce the use of natural resources, promote material recycling, prevent environmental pollution, and avoid harming biodiversity in the regions where they operate.

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Promoting Resource Recycling and Enhancing Recovery Programs

At the 2024 IFA exhibition, Anker Innovations further advanced its circular concept by creating a recycling ecosystem. During the event, staff members wore uniforms made from recycled PET materials and distributed gift sets crafted from recycled materials to customers. Attendees also received keychains made from repurposed bottle caps, providing a tangible representation of the Company's sustainability efforts. Additionally, Anker Innovations partnered with a local coffee brand to upcycle coffee grounds into reusable travel mugs, which were gifted to customers. A joint forum was also held to raise public awareness and encourage participation in sustainability initiatives.

The Company also launched the second year of its "Trade-in for Eco-friendly Alternatives" program, allowing consumers to recycle damaged cables and chargers in exchange for Anker's new products made with post-consumer recycled (PCR) materials. The collected items were processed by local professional facilities and given a second life. Anker Innovations has reimagined brand responsibility through scenario-driven engagement and end-to-end transparency, creating a closed-loop system that connects consumption, recycling, and regeneration.
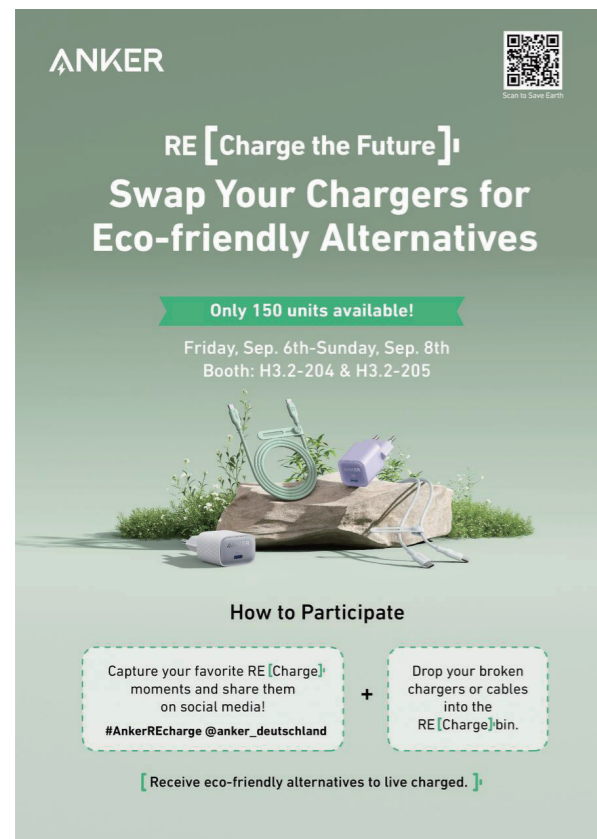
Digital Poster for the Trade-in Program at IFA 2024

Anker Innovations' Green Products and Sustainable Raw Materials Showcase at Booth

Anker Innovations × Local Coffee Brand: Recycled Coffee Grounds Into Travel Mugs; Sustainable Development Forum at Anker Booth

[1] PCR (Post-Consumer Recycled) materials, also known as recycled materials, refer to the waste generated in circulation, consumption, and use, that can be restored to a performance level close to that of the original material through physical or chemical recycling processes. They can be reintegrated into production as valuable industrial raw materials. Taking recycled plastics as an example, their application has significantly reduced the dependence on virgin plastics, effectively achieving the regeneration and recycling of resources, which is of great significance for promoting the development of the circular economy.

Empowering Green and Eco-Friendly Lifestyles

Enhancing Charging Efficiency and Reducing Waste with Multi-in-One and Wireless Technologies

Anker Innovations has consistently introduced a series of multi-port fast-charging and wireless charging solutions, alleviating the burden for users with multiple mobile devices while effectively mitigating safety risks during charging. These advancements also empower users to adopt low-carbon lifestyles through optimized energy efficiency and reduced environmental impact.

In 2024, Anker Innovations launched its intelligent, interactive, high-power desktop charger, further advancing its commitment to low-carbon development. As a new-generation multi-port fast-charging solution, this desktop charger demonstrates notable advantages in sustainable energy efficiency. Its multi-device compatibility design not only meets users' diverse charging needs across scenarios, but also eliminates the necessity of repeated charger purchases, effectively reducing the generation of electronic waste. This innovation optimizes user experience while serving as a technical catalyst for promoting low-carbon living.

Anker Prime 250W Charging Station

Additionally, the Company's wireless charging products use magnetic induction coupling technology to eliminate the need for physical cable interfaces and reducing reliance on accessory cables. These products support universal international charging protocols, enabling cross-brand device compatibility and contributing to material reduction and device consolidation. Beyond enhancing user convenience, these advancements contribute to mitigating the environmental burden caused by electronic waste, accelerating societal progress toward greener lifestyles. For instance, the Anker 3-in-1 PowerWave Stand, which seamlessly integrates charging for phones, earbuds, and watches into a single device, ensuring wide compatibility and user experience in various settings.

Anker MagGo Wireless Charging Station (Foldable 3-in-1)

05
Responsible Products and Technology

As a responsible product company, Anker Innovations is committed to promoting the research and development of green products, boosting technological and product innovation, ensuring product quality and safety, and actively promoting sustainable supply chain management.
We strive to improve the quality and sustainability of our products and technologies to meet the needs and expectations of our customers and stakeholders. We remain dedicated to upholding a responsible attitude and driving the process of sustainable development forward.
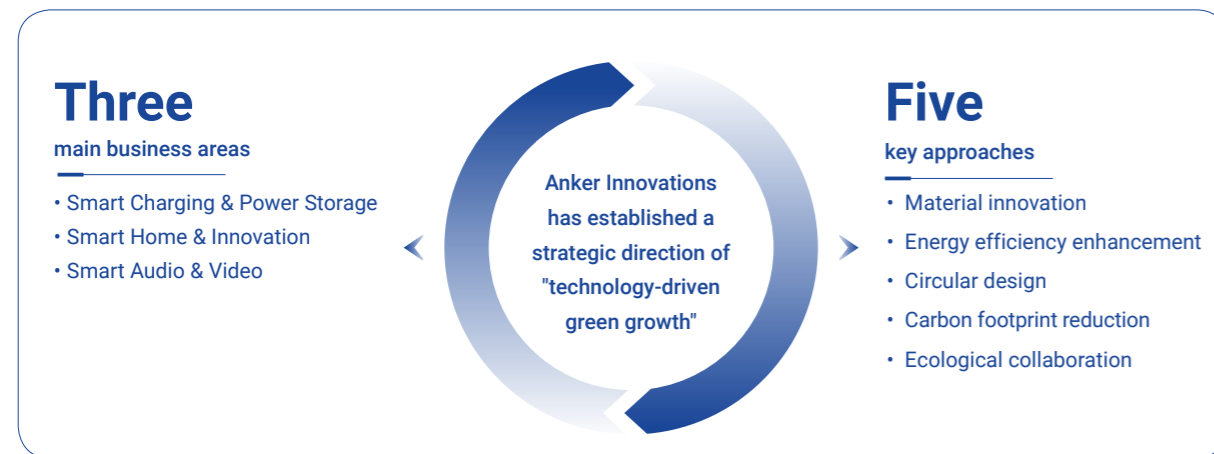
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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Greener Products

Management Structure

Anker Innovations has integrated green product management into the Company's top governance structure, establishing a three-tier governance system comprising the Board of Directors, the ESG ADT(Ability development team), and the Product Research and Development Team. The Board of Directors has a dedicated Committee on Sustainable Development, responsible for reviewing green product strategic planning and annual environmental goals; the ESG ADT reports directly to the CEO, coordinating inter-departmental management of green product development processes; the Product R&D Center has established a special project on green innovation governance, focusing on R&D of environmentally friendly materials and low-carbon technology.

The Company has established a systematic framework that covers the entire life cycle of products, defining multiple environmental standards from raw material procurement and manufacturing to recycling. Through the establishment of an "environmentally friendly product" certification system, it requires all new products to undergo a multi-dimensional assessment, including energy efficiency improvement, eco-friendly materials, and reduced plastic packaging, before they are launched on the market.

Implementation Strategy

Three
main business areas

• Smart Charging & Power Storage
• Smart Home & Innovation
• Smart Audio & Video

Anker Innovations has established a strategic direction of "technology-driven green growth"

Five
key approaches

• Material innovation
• Energy efficiency enhancement
• Circular design
• Carbon footprint reduction
• Ecological collaboration

01 Regarding technological breakthroughs, there is a significant investment in the research and widespread application of PCR in new products.

02 Regarding supply chain collaboration, there is a proactive acceptance of a 100% pass rate from third-party social responsibility audits, along with an initiative to recycle materials

03 Regarding market leadership, there is an initiative to introduce carbon-labeled products in European and American markets and establish a carbon points system for mobile power banks.

The Company is also creating an ESG risk hedging mechanism, transforming policy risks such as the *Regulation Concerning Batteries and Waste Batteries (EU) 2023/1542* and the Extended Producer Responsibility (EPR) system into opportunities for innovation. Sustainable products and designs are developed to nurture a green consumer market, with new product packaging made from 100% Forest Stewardship Council (FSC) paper, practicing a dual value creation strategy of "inclusive technology and environmental value added".

The proportion of recyclable packaging materials used in packaging design

100%

Impact Assessment

Anker Innovations evaluates the impact of green products systematically, actively identifies, manages risks, and seizes opportunities. It ensures business resilience and long-term value creation when driving sustainable development.

Environmental Impact
By utilizing green design (such as Anker SOLIX X1 Energy Storage System and eufy solar cameras) and materials (bio-based, PCR), reduce carbon emissions, resource consumption, and waste.

Social Impact
Enhance brand image, and strengthen consumer trust in sustainable products, and make the products meet international certifications (such as ClimatePartner certification).

Economic Impact
Initial costs may increase, but long-term benefits are achieved through resource savings, policy support, and enhanced market competitiveness.

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Future Goals for Green Products

On the journey toward sustainable product development, Anker Innovations consistently integrates the concept of green processes throughout the entire product lifecycle. We are committed to advancing and implementing our green product strategy through innovative practices. By setting clear goals and development principles for green materials and packaging, we take concrete actions to contribute to environmental protection and drive the Company's green growth.

Green Materials

We are dedicated to leveraging technological innovation and optimizing mechanisms to promote the deep integration of green materials across the product lifecycle, supporting the Company's long-term goals of low-carbon and environmentally friendly development. Below are our specific objectives and initiatives in the field of green materials:

Product Level

Based on a comprehensive review of the progress made in the commercialization of eco-friendly materials in 2024 and an in-depth analysis of technical challenges, Anker Innovations will focus on the standardized management of PCR materials and the development and application of new processes and technologies. These efforts aim to establish a solid foundation for the systematic integration of green materials across our product lines and brands, ensuring a balance between environmental performance and product quality.
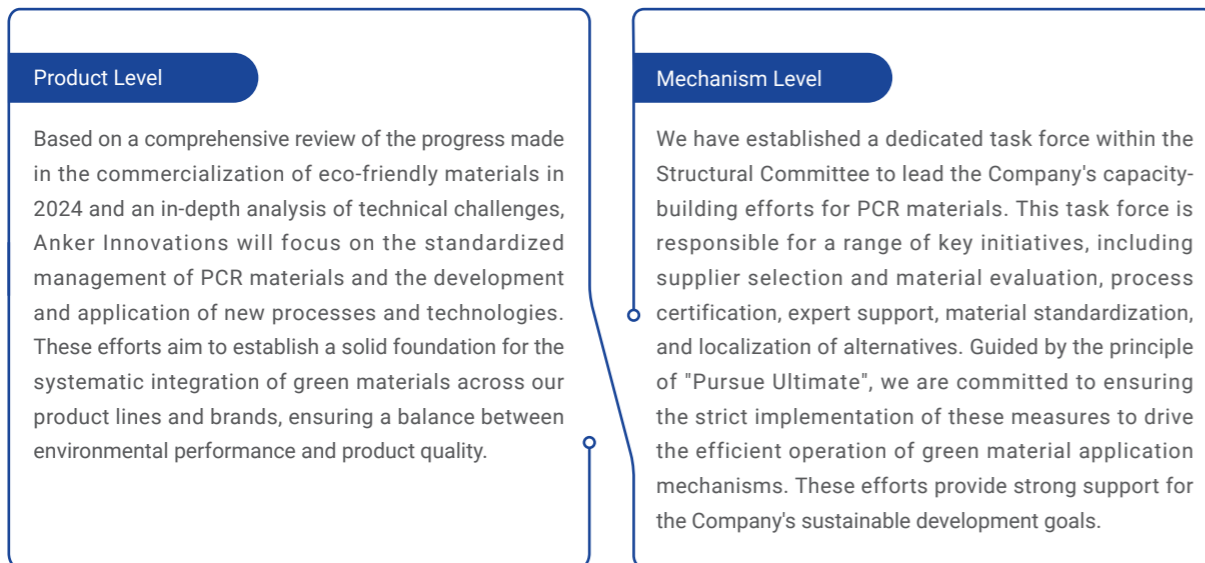
Mechanism Level

We have established a dedicated task force within the Structural Committee to lead the Company's capacity-building efforts for PCR materials. This task force is responsible for a range of key initiatives, including supplier selection and material evaluation, process certification, expert support, material standardization, and localization of alternatives. Guided by the principle of "Pursue Ultimate", we are committed to ensuring the strict implementation of these measures to drive the efficient operation of green material application mechanisms. These efforts provide strong support for the Company's sustainable development goals.
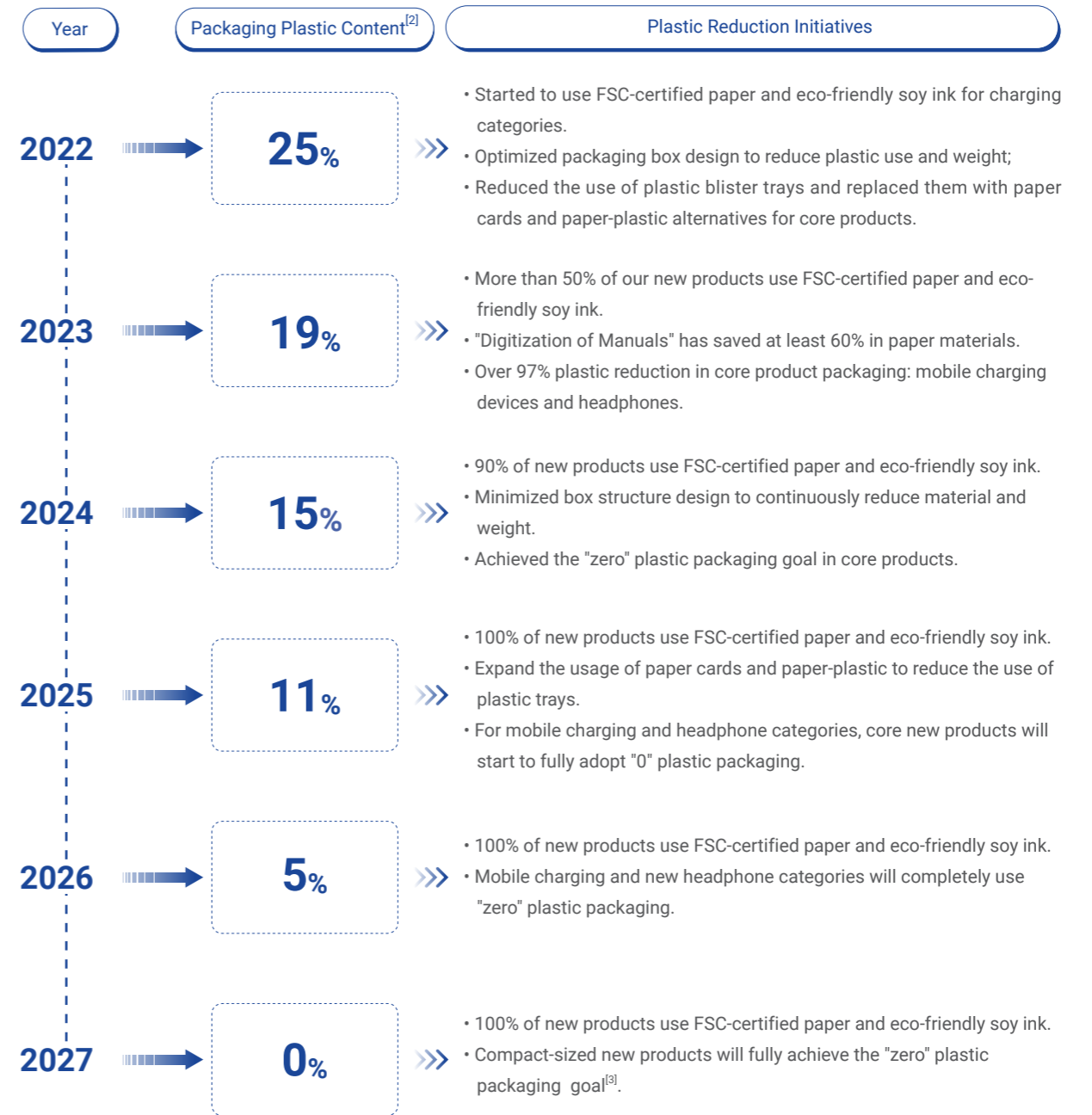
Green Packaging

The "4R1D" principle of sustainable design concept

We adhere to the "4R1D" principle of sustainable design concept and steadily implement environmental protection measures. In packaging design, we use 100% recyclable materials, expand the use of recycled and degradable materials, and incorporate more recovery materials in new products. We have significantly reduced the use of packaging materials through lightweight design and digitization of manuals.

Recycled — Recyclable — Recovery — Degradable — Reduce

DFS
Design For Sustainability

Plastic Elimination Goals and Planning

To achieve sustainable development goals, we plan to extend the use of fiber materials for cushioning large-scale products, further reducing the use of plastic in 2025. In addition, by 2027, we aim to eliminate all plastic components[1] in the packaging of compact-sized products by using 100% fiber materials.

Year	Packaging Plastic Content[2]	Plastic Reduction Initiatives
2022	25%	• Started to use FSC-certified paper and eco-friendly soy ink for charging categories. • Optimized packaging box design to reduce plastic use and weight; • Reduced the use of plastic blister trays and replaced them with paper cards and paper-plastic alternatives for core products.
2023	19%	• More than 50% of our new products use FSC-certified paper and eco-friendly soy ink. • "Digitization of Manuals" has saved at least 60% in paper materials. • Over 97% plastic reduction in core product packaging: mobile charging devices and headphones.
2024	15%	• 90% of new products use FSC-certified paper and eco-friendly soy ink. • Minimized box structure design to continuously reduce material and weight. • Achieved the "zero" plastic packaging goal in core products.
2025	11%	• 100% of new products use FSC-certified paper and eco-friendly soy ink. • Expand the usage of paper cards and paper-plastic to reduce the use of plastic trays. • For mobile charging and headphone categories, core new products will start to fully adopt "0" plastic packaging.
2026	5%	• 100% of new products use FSC-certified paper and eco-friendly soy ink. • Mobile charging and new headphone categories will completely use "zero" plastic packaging.
2027	0%	• 100% of new products use FSC-certified paper and eco-friendly soy ink. • Compact-sized new products will fully achieve the "zero" plastic packaging goal[3].

[1] Exceptions include plastic components used for special channels, regions, customer requirements, or repackaged for third-party distribution.
[2] Refers to the plastic content in the packaging of compact-sized new products.
[3] To avoid wasting social resources and excessive consumption in the consumer electronics supply chain, and to reduce carbon emissions, we will no longer change the packaging of our mass-produced products and will continue to sell them until the products are phased out of the market.

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Work Achievements

Green Design

Anker Innovations is actively researching and developing innovative technologies to bring environmentally friendly features to its products from the design stage. Beyond promoting the sustainable design process, the Company addresses the environmental impacts of its products, such as energy utilization and usage scenarios, enhancing product lifespan and resource efficiency.

Anker SOLIX Solarbank 2 E1600 Pro Balcony Energy Storage System: Leading the Way in Green Energy and Sustainability

The Anker SOLIX Solarbank 2 E1600 Pro is the industry's first 2,400W plug-and-play all-in-one balcony energy storage system. It seamlessly combines solar power generation, efficient energy storage, and precise energy management into a comprehensive solution. By storing solar energy generated during the day for use at night, it significantly improves the utilization of renewable energy. The system features four Maximum Power Point Tracking (MPPT) channels with a maximum power output of 2,400W, a storage capacity ranging from 1.6kWh to 9.6kWh, and a smart meter to help ensure zero energy waste. Designed to maximize solar energy efficiency, the Solarbank 2 E1600 Pro helps users reduce electricity costs, lower carbon emissions, and embrace a more sustainable lifestyle.

During its design and production phases, we prioritized reducing Anker SOLIX Solarbank 2 E1600 Pro's carbon footprint and optimizing its resource efficiency. The product's carbon emissions are measured in accordance with international Greenhouse Gas (GHG) Protocol standards, and its product life emissions are offset through investments in high-quality climate projects. These efforts not only minimize environmental impact, but have also earned the product ClimatePartner certification, further enhancing its sustainability.

Anker SOLIX Solarbank 2 E1600 Pro

eufy Security Cameras: Efficient Solar Charging for Sustainable Monitoring

In 2024, we launched eufyCam S3 Pro. This outdoor security camera features an upgraded built-in solar panel, increasing solar power output from 0.7W to 1.05W, significantly enhancing the device's energy harvesting capability. At the same time, to address the issue of reduced lithium battery activity and charging difficulties in extremely cold weather, S3 Pro introduces innovative large-capacitor energy storage technology. In the winter months, solar energy charges the capacitor, which in turn powers the camera, effectively resolving the challenge of power interruptions. Additionally, S3 Pro supports external solar panels, providing an expanded energy replenishment option to ensure stable operation in various environments.
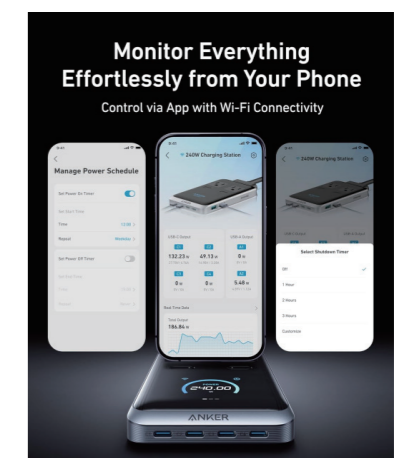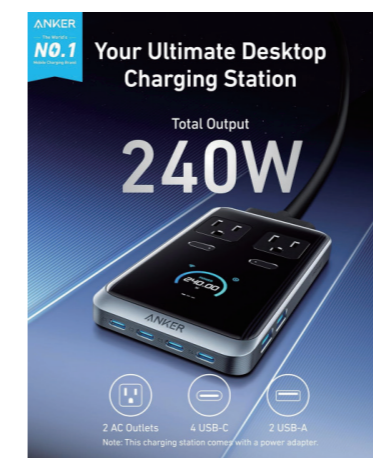

eufyCam S3 Pro Security Cameras

Anker Prime Charging Station: High Power, Enhanced Efficiency, Reduced Size, and Low Carbon Emissions

In 2024, the third-generation Anker Prime flagship product, the 240W 8-in-1 Charging Station, achieved an ultra-thin and compact design through Anker's proprietary stacking technology and patented pop-up socket design. The device boasts an ultra-compact form factor with an overall thickness of just 0.71 inches (18.1 millimeters). Compared to its predecessor, this charging station increased total power output from 140W to 240W while reducing its desktop footprint by 15%, significantly optimizing spatial efficiency.

The product features intelligent device detection to optimize power distribution across connected devices and enables users to monitor and manage charging status via a dedicated app, enhancing user productivity and resource efficiency.

Anker Prime 240W 8-in-1 Charging Station

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Anker Nano Charger: High-Efficiency Space Utilization Design, Volume Reduction, and Carbon Emission Reduction

Anker's charging products have significantly reduced their size through the adoption of innovative product stacking solutions and high-efficiency space utilization designs. The 100W USB-C fast charger launched in 2024 reduced its size by 62% compared to industry-standard chargers of the same power rating. This compact design reduces the usage of raw materials for components and shortens the processing time and steps for parts, effectively lowering energy consumption and carbon emissions during the entire manufacturing process. Furthermore, this approach also lightens packaging requirements, effectively slowing down resource consumption and waste generation. Anker's ultra-compact charging products are a key element in promoting sustainable consumption and production, helping to shape a more environmentally friendly lifestyle.

Volume Reduction of Anker 100W USB-C Charger to the Original 96W Charger

Size Comparison Between Anker 100W USB-C Charger and the Latest AirPods

eufy Robotic Vacuum Cleaners: Reducing Standby Power Consumption and Minimizing Product Greenhouse Gas Emissions

During the product life of a robotic vacuum cleaner, the device spends most of its time in standby mode while docked at the base station or charging dock. To reduce energy consumption during standby mode, we have implemented multiple optimization measures in the product design, effectively minimizing the power drawn from electrical outlets and reducing the product's greenhouse gas emissions. All of our robotic vacuum cleaner products strictly comply with and have been certified by energy efficiency standards such as the U.S. CEC, EU ERP, and Canada NRCAN standards. Even when the device remains in standby mode at the base station or charging dock for 24 hours, it maintains an exceptionally low energy consumption level, demonstrating our commitment to energy conservation, emissions reduction, and sustainable development.

eufy S1 pro

Green Materials

Case

Product Feature Housing Utilizing Recycled Materials (PCR Material)

In September 2024, Anker launched six new products, including chargers, power banks, wireless chargers, and cables, all of which feature housings made from PCR (Post-Consumer Recycled) materials. Additionally, in response to customer demands, customized products incorporate no less than 75% PCR materials. These PCR materials, while ensuring product performance and quality, also contribute to reducing carbon emissions and alleviating environmental impact.

By integrating PCR materials into product design, packaging, and manufacturing processes, the proportion of PCR materials used in products has gradually increased. Anker has effectively reduced resource consumption and waste generation. This initiative not only reflects the Company's commitment to environmental protection but also demonstrates its determination to support carbon reduction efforts and fulfill our social responsibility.

Anker MagGo USB-C Adapter (3-in-1, 10Gbps, For iPhone)

Anker MagGo Wireless Charger (15W)

Anker MagGo Wireless Charging Station (3-in-1, Foldable Pad)

Anker MagGo Power Bank (10K, 35W, For Apple Watch)

Case

Bio-Based Materials

Anker's eco-friendly cable (Anker 541 Bio-Based / Bio-Based Nylon) is made with bio-based materials extracted from plants, reducing the dependency on petroleum-based plastics by 30%-40%.

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Green Packaging

In 2024, we made a number of breakthroughs in green packaging. Each effort in design optimization, process improvement, and material innovation reflects our firm commitment to the continuous pursuit of environmental protection principles. In the future, we will continue to use eco-friendly materials, reduce packaging waste pollution, and actively promote sustainable development.
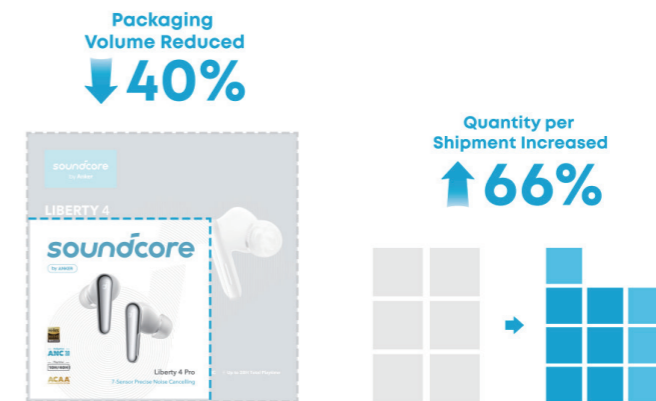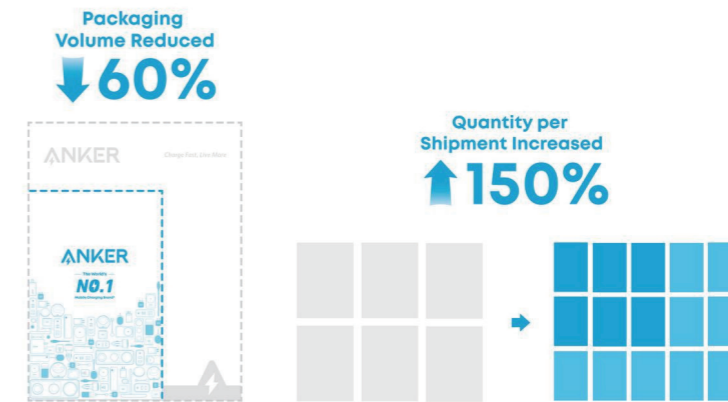
Reduction of Single-Use Plastics

In 2024, we have greatly minimized the use of single-use plastics and continuously addressed the challenges of eliminating plastics from packaging. For new products in the mobile charging and headphone categories, over 80% of the packaging uses paperboard or pulp trays instead of disposable plastic trays, saving 150 tons of plastic. To avoid the use of plastic in the packaging, tracing paper is used as a protective film, and easy-tear paper strips replace plastic sealing tapes in all flagship projects. Anker Nano series, Apple Pitch series, and soundcore Liberty 4 Pro have achieved the "zero plastic" [1] goal.

Before | After | Before | After | Before | After

塑料托盘 | 纸质托盘 | CPE保护袋 | 牛油纸保护膜 | 塑料封口贴 | 纸质易撕表封口贴

Lightweight Packaging

As an important strategy, the lightweight packaging design aims to minimize the use of raw materials, optimize packaging weight and volume, and reduce carbon emissions.

Anker's mobile charging products adopt ultra-compact packaging. The packaging volume of the Anker 20W wall charger is reduced by about 60% compared to PowerPort III 20W Cube, increasing the quantity per shipment by 150%. In soundcore's headphone category, the optimized packaging reduces the volume of each TWS headphone by 40% compared to soundcore Liberty 4, allowing a 66% increase in shipment quantity.

[1]Ink, coatings, or adhesives are excluded.

Packaging Volume Reduced
↓60%

Quantity per Shipment Increased
↑150%

Packaging Volume Reduced
↓40%

Quantity per Shipment Increased
↑66%

The "Digitization of Manuals" has been implemented in all categories, which saved about 304 tons of paper in 2024.

Digitization of Manuals

Reduction of Paper Consumption
↓304 t

![Anker Innovations logo]

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Green Achievements

（1）Product Carbon Certification—Advancing Carbon Footprint Quantification and Carbon Reduction

• Product Life Cycle Carbon Accounting | • Scientific Carbon Reduction | • Product Carbon Neutrality

Since 2022, Anker Innovations has established a product life cycle carbon footprint management system in compliance with the ISO 14067 standard. In 2024, the system has been expanded from the Anker and soundcore brands to NEBULA and eufy, resulting in a 44% increase in the number of assessed products compared to the previous year.

Production processes for 41 charging products have been optimized to reduce carbon emissions, achieving Carbon Trust "Reductions certification".

Building on effective carbon management practices, Anker Innovations has achieved carbon neutrality for 362 products by offsetting residual emissions through investments in high-quality climate projects, such as the Guizhou Bijie Huadu Afforestation VCS Project. These products have received internationally recognized certifications, including Carbon Neutral Certified by SCS Global Services and ClimatePartner certified.

Furthermore, these products have also been awarded the Amazon Climate Pledge Friendly badge and are recommended as sustainable choices on Amazon.

Examples of carbon labels and certificates

Amazon Climate Pledge Friendly Badge

（2）TCO Certified—A Gold Standard for Sustainable IT Products, Providing environmentally friendly, healthy and socially responsible purchasing basis

Anker Innovations has successfully retained its TCO Certified status for two consecutive years, one of the most authoritative comprehensive certifications for IT products (achieved by only six Chinese brands). This certification requires that the production of products reduce carbon emissions, eliminate harmful chemicals, enhance recyclability, and protect workers' rights in the supply chain. During the reporting period, 11 headphone models were certified, achieving social and environmental responsibility management throughout the entire product lifecycle from design to disposal.

Example of TCO Certified certificate | Say hello to a more sustainable product

（3）Recycled Content Certification—Promoting the Use of Recycled Materials

On the premise of ensuring the performance and quality of the products, Anker Innovations is committed to integrating PCR materials into its product design and manufacturing processes. This approach not only extends resource use, but also significantly reduces raw material consumption. In 2024, five product categories, including power banks, chargers, and headphones, incorporated upgraded materials, with recycled plastic content in finished products reaching up to 30%. Certified products have reduced the use of virgin plastics by approximately 16.6 tons and have been awarded the SGS-Greenmark Recycled Content Certification (RCC).

Examples of Recycled Content Certified products and labels

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Strengthening Technological and Product Innovation

Anker Innovations puts customers first to generate value for users and is committed to leveraging technology to drive the industry's progress. We strengthen our knowledge, explore scenarios that improve users' lives, prioritize product quality, and leverage technological and application innovations to empower users with transformative lifestyles. We aim to be a leading product and service supplier in charging accessories, energy storage, IoT smart devices, audio, house cleaning and other industries, as well as to deliver positive societal outcomes through constant innovation.
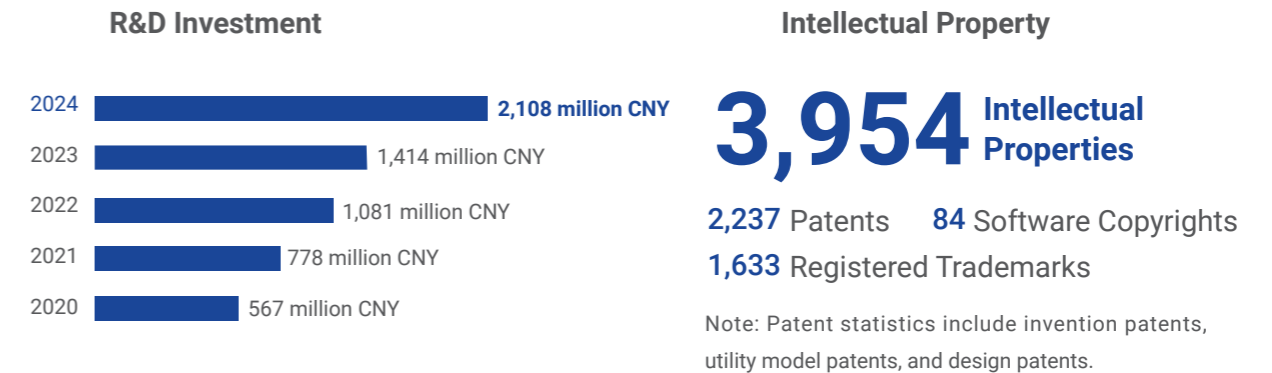
"Technology + Scenario" Innovation Methodology

Anker Innovations adopts a dual-wheel driven innovation model of "Technology + Scenario", generating technology innovation barriers, excavating and creating user needs, and changing users' life scenarios.

Multiple Innovative Categories

GaN Charger
PowerLine
Coaxial Dual Driver Earbuds
......

4K Ultra HD Solar-Powered Battery Camera

Functional Value of Categories | High Definition | Long Battery Life | ......

Drive — Empower

Technology-Driven — Dual-Wheel Driven Innovation Model — Scenario-Driven
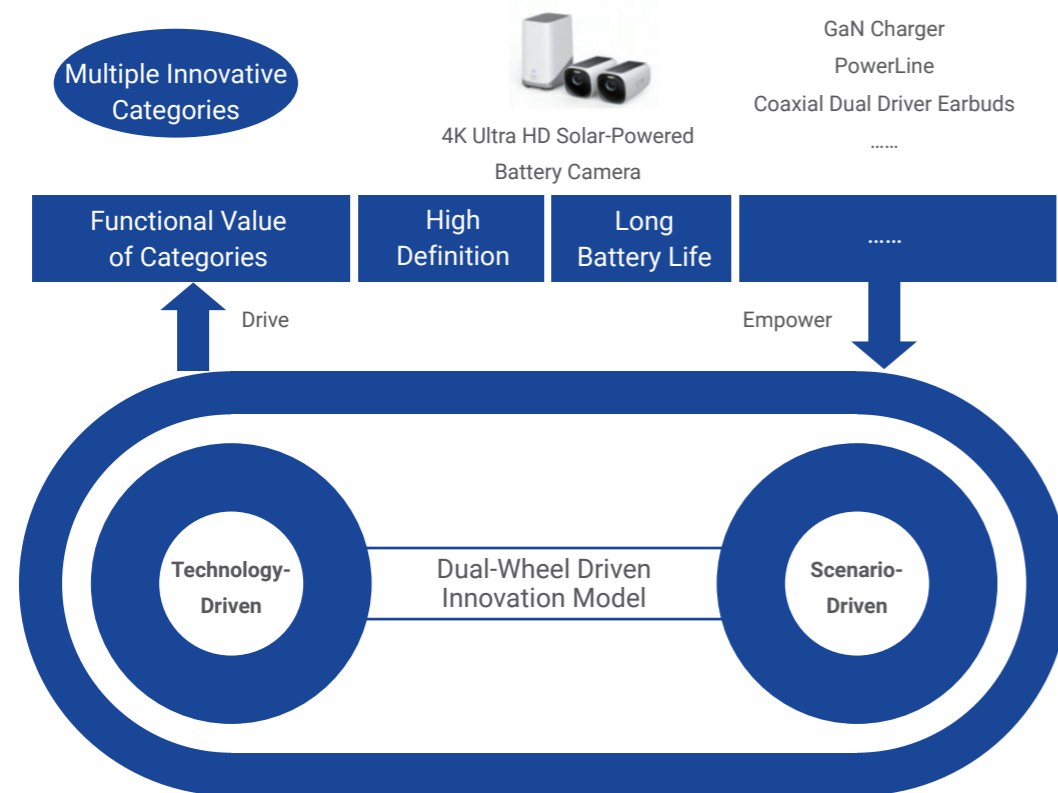
R&D Innovation Strength

Anker Innovations established a Research and Development (R&D) center in 2012 and invests extensively in R&D each year. In 2024, the Company invested 2,108 million CNY in R&D, with 2,672 R&D employees accounting for 53.08% of all employees. Many of our senior R&D employees are from well-known technology companies or top universities around the world.

R&D Investment

Year	Investment
2024	2,108 million CNY
2023	1,414 million CNY
2022	1,081 million CNY
2021	778 million CNY
2020	567 million CNY

Intellectual Property

3,954 Intellectual Properties

2,237 Patents   **84** Software Copyrights

1,633 Registered Trademarks

Note: Patent statistics include invention patents, utility model patents, and design patents.

Highlighted Technological Innovations

Case — Industry-Leading Real-Time Reactive Noise Cancellation Algorithm + 7-Sensor System

In the field of active noise cancellation, overcoming the dual challenges of headphone form factor and complex acoustic environments has long been a pain point in the industry. With soundcore Liberty 4 Pro, we have once again pushed the boundaries of active noise cancellation technology. This is not only a technological iteration, but also a profound response to the pain points users face in their daily lives.

Building on deep insights into user scenarios, soundcore has equipped Liberty 4 Pro with a trio of core technologies for an integrated solution with precise sound detection, intelligent noise cancellation, and immersive sound quality, setting a new benchmark for true wireless earbuds. Leveraging a cutting-edge real-time reactive noise cancellation algorithm, soundcore delivers an enhanced noise-canceling experience.
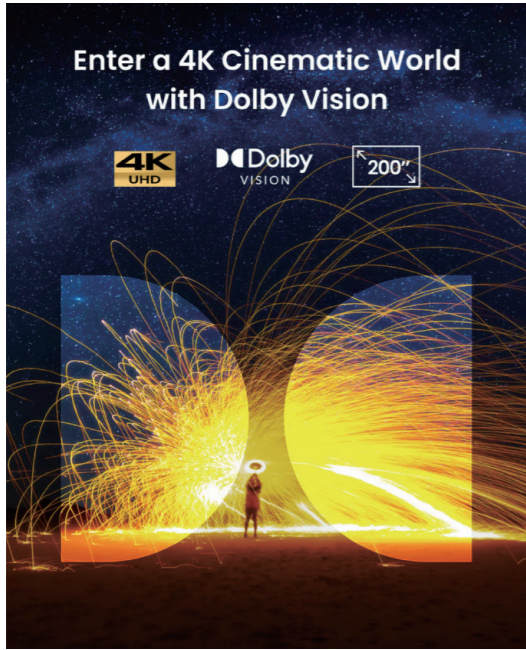
This technology builds on the strengths of its predecessors while introducing a 7-sensor noise cancellation system for comprehensive noise monitoring and precise control. By collecting multi-dimensional data, the 7-sensor system continuously monitors ambient noise, wearing conditions, and changes in the ear canal, constantly optimizing the noise cancellation performance.

Real-Time Reactive Noise Cancelling

soundcore Liberty 4 Pro

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Case   NEBULA Cosmos 4K SE Projector

NEBULA Cosmos 4K SE projector is equipped with Dolby Vision technology, delivering an immersive visual experience with 4K ultra-high-definition image quality. This product features the proprietary NebulaMaster image engine, ensuring every frame is detailed, color-accurate, and smooth. Its unique HybridBeam light-mixing technology enables the projector to bring every image to life with vivid and realistic details under an impressive 1,800 lumens of brightness and a 123.3% Rec. 709 wide color gamut.

Enter a 4k Cinematic World with Dolby Vision

True-To-Life Visuals With The NebulaMaster Image Engine

Intellectual Property Protection

Anker Innovations places great importance on the protection of intellectual property (IP). The Company strictly adheres to the IP laws and regulations of the countries and regions where the business is located, pledging not to infringe upon the IP rights of others, while vigorously defending its own legitimate IP rights to prevent and dissuade infringements by others. Currently, the Company's IP portfolio encompasses over 100 countries and regions.

Anker Innovations has implemented a dedicated intellectual property management process within its business operations. The Company has established a comprehensive IP management system, including a specialized IP database and management system. This system enables the Company to manage various forms of IP, such as patents, trademarks, and copyrights, ensuring compliance, efficiency and precision in IP management.

Patent and Trademark Management

Anker Innovations emphasizes high-quality and efficient systematic management of patents. The Company has issued a series of patent management regulations, including "ANK-3.8.1.8.1 Patent Proposal Management Guidelines", "ANK-3.8.1.8.2 Granted Patent Review Guidelines", "ANK-3.8.1.10.1 Competitive Patent Review Guidelines", and "ANK-3.8.2.1 Overseas Patent Review Guidelines". These regulations are accompanied by detailed rules, tools, and empowering documents to ensure the effective implementation of important processes.

To promote R&D innovation, Anker Innovations has revised "ANK-3.8.1.14.1 Patent Reward Management Guidelines V5.0" and adopted "Inclusion of Patents in R&D Promotion Standards" to configure patent accumulation requirements in R&D promotions.

In the area of trademark management, Anker Innovations has also established a series of rules and processes, including "Trademark Management Guidelines", "IPD Trademark Review and Application Guidelines", "Product Naming Process", "Trademark Registration Approval Process for Technical Names", "Amazon Complaint Reporting and Response Process", and so on. These management methods aim to ensure the efficient and orderly conduct of trademark management work, thereby protecting the Company's intellectual property rights and brand image. At the same time, the Company also demonstrates its ecological and environmental attitudes to consumers by registering and using green trademarks.

Intellectual Property Achievements

	Data Statistics Explanation	Indicator	Number of Applications	Number of Grants
Intellectual Property Protection	2023 Cumulative Number	Invention Patents	993	173
		Utility Model Patents	1,129	848
		Design Patents	1,292	594
		Software Copyrights	69	69
		Trademark	2,333	1,473
	2024 Cumulative Number	Invention Patents	1,255	250
		Utility Model Patents	1,343	1,030
		Design Patents	1,253	957
		Software Copyrights	84	84
		Trademarks	2,480	1,633

The Number of Utilization of Invention Patents in Core Business
614

The Number of Invention Patent Applications in 2024
389

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Intellectual Property Protection Training

Anker Innovations has established online intellectual property courses, including the "Anker Innovations Patent Fundamentals Course" and the "Anker Innovations Trademark Fundamentals Course". The Company has also set up an online "Patent Service Desk" software assistant, which regularly pushes out patent-related knowledge and cases. Offline, the Company periodically provides specialized empowerment for employees in various departments, including: "Fundamentals of Patent Application", "How to Retrieve and Analyze Patents" and "Patent Risk Review and Patent Application Operation - IPM System Guide" for the product and R&D departments, "Series of Design Patent Courses", "Series Seminar about Patent Layout " and "Discussion about Patent Risk Examination" for the intellectual property team, "Trademark Basic Knowledge and Risk Prevention", "Amazon Intellectual Property Policy, Complaints and Responses", and other professional training for the marketing department. These initiatives comprehensively enhance the employees' awareness of intellectual property protection and risk prevention, as well as improve the overall level of the Company's intellectual property management.

Strengthening Technological Ethics Governance

Anker Innovations strictly adheres to the relevant requirements of *Measures for Scientific and Technological Ethics Review (for Trial Implementation)*, the *Law of the PRC on Scientific and Technological Progress*, the *Ethical Guidelines for New Generation Artificial Intelligence*, the *Opinions on Strengthening the Governance of Science and Technology Ethics*, and the *European Union Artificial Intelligence Act*. The Company is committed to achieving a balanced development of technological innovation and social responsibility. To this end, the Data Middleware Department has established a comprehensive science and technology ethics governance system covering the entire lifecycle of data.

Governance Structure and Responsibility Mechanism

Implementation of a Dual Approval System for Technology R&D: Prior to product launch, all technologies must undergo dual reviews by the Legal Compliance Department and the Data Middleware Department, ensuring adherence to legal standards and ethical norms in research and development activities.

Establishment of an Ethical Impact Assessment Matrix: For critical scenarios such as algorithmic decision-making and data utilization, a risk grading management mechanism is implemented. The matrix-based assessment method systematically identifies and controls potential ethical risks through structured evaluation criteria.

Core Measures for Data Governance

01 **Data Sourcing Phase:** Facing diverse data types, sources, and fluctuating demands, standardized processes are implemented through demand prioritization and tracking management. Standard Operating Procedures (SOPs) tailored to different demand levels are designed to reduce human intervention, ensuring process safety and compliance.

02 **Data Processing Phase:** In data transmission, encryption, data desensitization, and data mining, as well as automated pre-labeling and validity assessment, support multi-modal search capabilities. A cloud-based "Teacher Model" has been developed for automated labeling, preliminary screening, or validation, enhancing labeling efficiency and automation rates while upholding data quality and compliance with security standards.

03 **Cross-Border Data Linkage Governance:** To address data compliance and privacy challenges, particularly after the enforcement of regional data regulations (e.g., in specific jurisdictions), the following measures have been implemented: A compliance-focused annotation team is dedicated to addressing regional data requirements and ensuring operational compliance.To resolve geographically dispersed collaboration challenges, localized data toolchain platforms are deployed in private environments across different countries/regions. These efforts are supported by the Singapore GDC team to achieve compliance-aligned analysis and optimization of cross-border data flows.

04 **Building Data Generation Capabilities:** Internal data generation systems are developed to reduce reliance on external operation and collection efforts, ensuring compliance and efficiency in data acquisition.

Algorithm Ethics Control System

We remain committed to addressing scientific ethics concerns and continuously enhance our data processing workflows and compliance frameworks to ensure the operations of the Data Middleware Department adhere to ethical and moral standards, thereby providing robust support for the Company's business development.

Multi-Dimensional Fairness Assessment Framework

Establish a multi-dimensional fairness evaluation framework and implement a periodic algorithm ethics review mechanism. Based on diverse indicators such as gender, age, region, race, religious belief, disability characteristics, and socioeconomic status, conduct algorithm bias screening and correction. Build a discriminatory information filtering system in the data pre - processing stage to ensure the fairness and credibility of the training data set. Through a multi - modal evaluation system that combines subjective and objective factors and real - world tests using edge computing, establish quality grading standards for algorithm models, implement an interception mechanism for inferior models, and strictly control the ethical release standards for model versions.

Implementation of a Three-Dimensional (3D) Protection Architecture:

Data Input Layer → Deploy privacy-preserving technology stacks (including face blurring, body silhouette masking, and data desensitization), and adopt an edge computing-based localized storage strategy.

Model Training Layer → Integrate differential privacy encryption mechanisms and adversarial debiasing neural networks, with training exclusion zones for privacy-sensitive categories to restrict the processing of sensitive data.

Output Verification Layer → Build a regional model security sandbox and implement a dynamic fairness threshold control mechanism.

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Establishment of an Algorithm Lifecycle Governance System

Develop a version-iteration ethical traceability system to comprehensively document ethical evaluation data for all algorithm versions.The algorithm version control system must include a 3D Traceability Matrix composed of Ethical impact assessment, Stakeholder accountability mapping, and Test caseto-decision mapping. Human-in-the-loop validation checkpoints are implemented at critical decision nodes to ensure explainable AI (XAI) management of the algorithm's decision chain.

Establishment of a User-Participatory Optimization Mechanism

Open multi-dimensional feedback channels and build a closed-loop system for algorithm anomaly response.

Through real-time monitoring of algorithm performance in user scenarios, a continuous improvement cycle is formed:

"Issue identification ⟶ Model optimization ⟶ Efficacy validation",

dynamically enhancing the algorithm system's fairness level and trustworthiness and controllability.

Ensuring Product Quality and Safety

Ensuring Product Quality and Safety

We follow a quality strategy that places user experience at the forefront and builds a comprehensive quality management system supported by systems engineering, big data, and AI. In 2024, we implemented an end-to-end five-layer protection framework to reinforce quality control throughout every step of the process. This framework comprises both a "full-chain risk prevention mechanism," ensuring coverage and oversight across the entire value chain, and an "intelligent quality diagnosis system," which precisely identifies potential risks and weak points. These measures enable full traceability and quantifiable tracking of each element.

At the same time, we accelerate the evolution of the five-layer protection network by integrating systems engineering and big data technology. We also rely on AI technology to drive innovation in quality management productivity, continuously advancing the upgrade of quality control capabilities.

Enhancing Product Quality and Safety

The Company has established a Quality Management Center to oversee quality performance across product lines and management system development. Under the IPD framework, we implement a business-oriented quality management model centered on "Quality Representatives". Certified with ISO 9001:2015 and ISO 14001:2015 standards, we continuously optimize our management mechanisms. Adhering to EU directives, including LVD 2014/35/EU, ROHS 2011/65/EU, and EMC 2014/30/EU, we implement full lifecycle product control through IPD methodology. The established defect traceability system, closed-loop customer feedback mechanism, and PDCA quality improvement cycle collectively enhance product reliability.

ISO 9001:2015 Quality Management System Certificate

ISO 14001:2015 Environmental Management System Certificate

For finished product assurance, we enforce order compliance verification with multidimensional sampling checks covering functionality, appearance, and certification requirements, implementing strict quality one-vote veto authority. Two management protocols—"Quality Accident Layered and Graded Processing Procedure" and "Emergency Response and Recall Process"—form a comprehensive control system featuring rapid response, root cause analysis, corrective actions, and accountability review. Case study review ensures continuous improvement through lessons learned.

Quality Training

The Company places great emphasis on enhancing the skills and management capabilities of quality personnel. In 2024, the Company further optimized and expanded its training content based on the existing training framework, with a focus on learning and applying the latest cutting-edge technologies and tools in the quality industry. This included collaborating with relevant testing institutions to conduct specialized training and introducing methodologies such as NUDD[1], aiming to comprehensively enhance the professional and general capabilities of quality management personnel.

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[1] NUDD (New, Unique, Difficult, Different) is a product development risk assessment method, which means that through the participation of the entire project team in the assessment, the new, unique, difficult and different modules in the project and the corresponding risks are identified, and possible preventive countermeasures are formulated in advance.

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Sustainable Supply Chain Management

CREATOR Supply Chain Development

In 2024, we proposed building the CREATOR supply chain Framework, focusing on seven pillars: Corporate Social Responsibility (C), Responsible Sourcing of Minerals (R), Environment (E), Action for Climate Change (A), Training (T), Organization (O), and Resource Efficiency & Conservation (R). These pillars aim to enhance the sustainable development management capabilities of our suppliers.

CREATOR

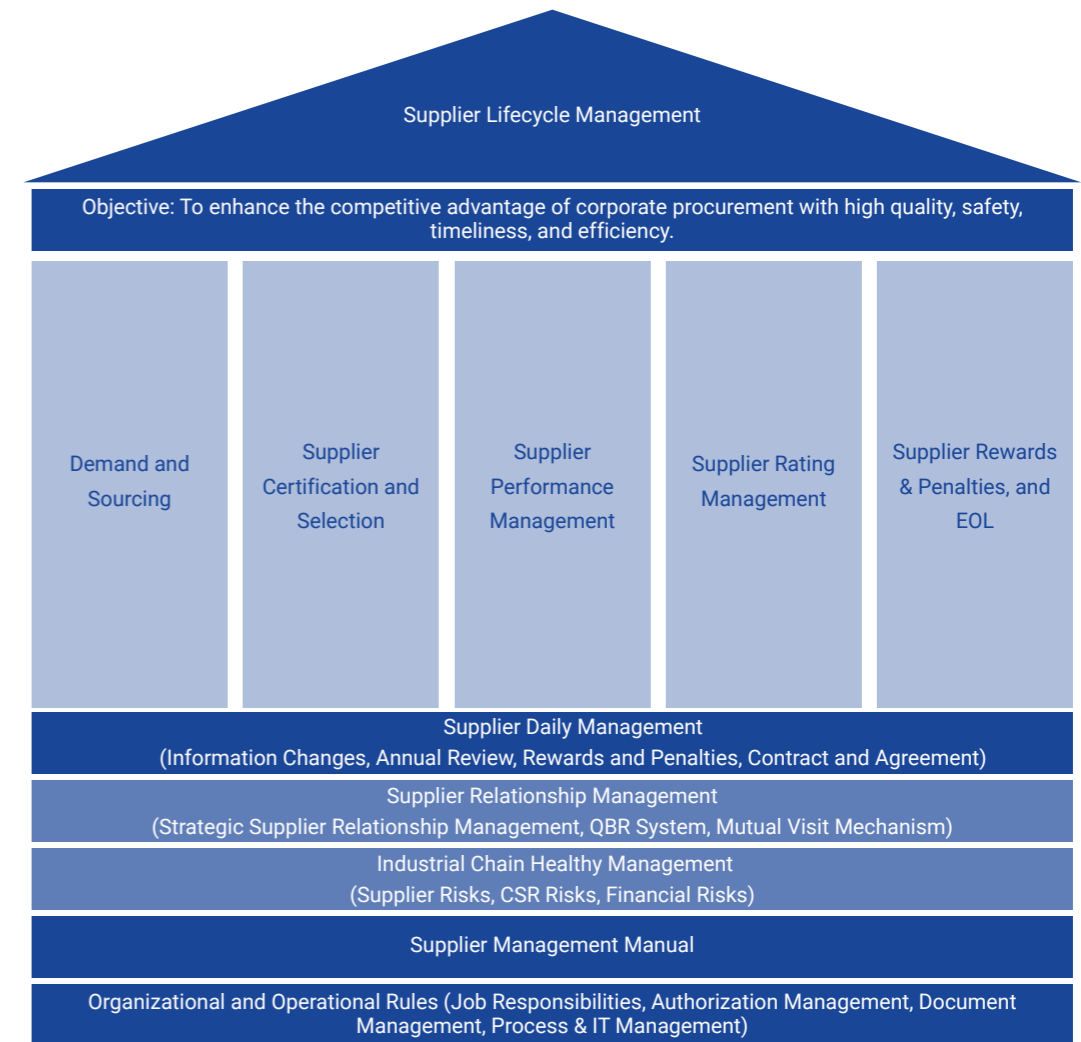| C	R	E	A	T	O	R
Corporate Social Responsibility	**Responsible Sourcing of Minerals**	**Environment**	**Action for Climate Change**	**Training**	**Organization**	**Resource Efficiency & Conservation**
Code of Conduct Red line Policy Supplier Evaluation Mechanism Continuous Improvement Plan	Supply Chain Traceability Due Diligence	Environmental Compliance Other Environmental Opportunities	GHG Management Product Carbon Footprint Renewable Energy Usage	Regular Supplier Training Employee Training Programs in the Supply Chain	CSR Management Team Development Promoting Industry Collaboration	Use of Recycled Materials Natural Resource Conservation

Supplier Code of Conduct

The "Anker Innovations Supplier Code of Conduct" outlines our expectations and requirements regarding human rights, labor rights, health and safety, environmental and natural resource protection, conflict minerals, business ethics, and management systems. In 2024, we updated and published a new version on the Anker Innovations website. We will also collaborate closely with internal and external experts to evaluate and update the code annually to address emerging risks.

Supplier Tiered Management

During the supplier collaboration phase, Anker Innovations has established a comprehensive supplier-tiered management and exit mechanism. We evaluate suppliers across eight dimensions: technology, quality, responsiveness, delivery, price competitiveness, environment, safety, and sustainability. Regular performance assessments are conducted, and suppliers are categorized and managed according to the "Supplier Classification Management Process". Differentiated collaboration strategies are implemented for different supplier types.

By establishing classification and portfolio management rules, we conduct quarterly comprehensive evaluations of supplier performance. The results are applied to supplier selection projects and category procurement strategy formulation, supporting the achievement of the Company's overall procurement strategy and goals. Additionally, we continuously optimize the supplier resource pool and supplier/category portfolio, promoting continuous improvement of supplier performance.

Supplier Lifecycle Management

Objective: To enhance the competitive advantage of corporate procurement with high quality, safety, timeliness, and efficiency.

Demand and Sourcing	Supplier Certification and Selection	Supplier Performance Management	Supplier Rating Management	Supplier Rewards & Penalties, and EOL

Supplier Daily Management
(Information Changes, Annual Review, Rewards and Penalties, Contract and Agreement)

Supplier Relationship Management
(Strategic Supplier Relationship Management, QBR System, Mutual Visit Mechanism)

Industrial Chain Healthy Management
(Supplier Risks, CSR Risks, Financial Risks)

Supplier Management Manual

Organizational and Operational Rules (Job Responsibilities, Authorization Management, Document Management, Process & IT Management)

Anker Innovations Procurement Management Process System Framework

Equal Treatment for Small and Medium Enterprises

In 2024, Anker Innovations adhered to fair contractual terms with small and medium-sized enterprises, ensuring that all payable amounts in accordance with the contract were paid on time and there were no overdue payment incidents. By the end of 2024, the accounts payable (including notes payable) of the Company amounted to 2.246 billion CNY, accounting for 13.53% of the total assets. We are committed to upholding financial responsibility, maintaining strong partnerships with small and medium-sized businesses, and ensuring fair treatment for all partners.

2024 SME Contractual Overdue Payment Incidents

0 incidents

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Responsible Procurement of Minerals

Anker Innovations has recognized the potential risks in mineral extraction, trade, and transportation, such as labor, human rights, environmental, bribery, and corporate governance issues. We are committed to adhering to international conventions and industry initiatives, including the *Responsible Minerals Initiative (RMI) and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (the " OECD's Minerals Due Diligence Guidance"). We respect human rights, do not contribute to conflict, and take corporate responsibility seriously in our procurement and supply chain practices, adhering to social ethics. In line with these commitments, we pledge not to directly or indirectly use conflict minerals and have established a "Conflict Minerals Statement", which has been widely disseminated to all stakeholders. The content of the statement is also accessible on our company website.

Supply Chain Lifecycle Management

Anker Innovations continuously monitors domestic and international trends in sustainable supply chain management, identifying sustainability issues within the supply chain and integrating these requirements into lifecycle management.

We have developed a comprehensive supplier lifecycle management framework, from onboarding to exit, including processes such as "Management of Supplier Certification Process", "Management of Supplier Selection Process", "Management of Supplier Performance Process", and "Management of Supplier EOL Process", comprising over 50 procurement process documents. ESG management elements are embedded throughout.

In 2024, we introduced the "Supplier Sustainability Management Manual" and the "Supply Chain Social Responsibility Incident Remediation Procedure" as guiding documents for sustainable supplier management.

Supplier Entry Requirements

Based on customer and industry development requirements, we guide and encourage suppliers to meet ESG system standards by referencing international standards such as SA8000, ISO 14001, ISO 45001, and ISO 50001, as well as energy-saving and environmental protection principles. ESG is a critical factor in supplier selection, with no major negative public opinion serving as a key entry threshold. ESG compliance has veto power.

According to the "Production Procurement Supplier Certification Management Process", the supplier certification team conducts comprehensive and professional evaluations of suppliers. Before becoming an official supplier, suppliers must sign a series of contracts and compliance documents, including the "Procurement Framework Agreement", "Integrity Agreement", "Quality Assurance Agreement", and "Supplier Compliance Commitment Letter".

In 2024, the compliance commitment letter signing rate among domestic suppliers reached **100**%

Supplier Sustainability Assessment

Anker Innovations implements supplier sustainability assessments. Specific activities include investigating non-compliance or negative incidents through civil society organizations, media, government websites, and specialized platforms or software, encouraging suppliers to conduct self-assessments, and completing on-site evaluations.

We have developed a Sustainability Assessment Report Template based on laws, regulations, industry standards, and the "Anker Innovations Supplier Code of Conduct". The assessment covers five areas: human rights and labor, health and safety, environmental protection, business ethics, and management systems, with a total of 128 checkpoints. Issues are categorized by severity into green, yellow, orange, and 11 red-line violations, with corresponding point deductions (1, 2, 3, and 100 points, respectively). The template uses a deduction system, with scores determining supplier risk levels: benchmark, low-risk, medium-risk, and high-risk.

In 2024, we fully adopted an improved supplier assessment template, evaluating 103 suppliers of finished goods and structural components for sustainability. On-site pilot assessments were conducted for 28 key suppliers, with 100% of short-term corrective actions completed. Follow-up reviews will be conducted based on supplier risk levels and corrective action progress, forming a continuous and normalized monitoring mechanism.

In 2024, to meet the requirements of Anker Innovations' overseas projects, suppliers underwent **54** third-party social responsibility audits, achieving a **100**% pass rate.

Supplier Sustainability Performance Improvement

To address potential issues such as child labor, forced labor, wage deductions, environmental pollution, and violations of the "Supplier CSR Red Line Issues" and the "Anker Innovations Supplier Code of Conduct", we have developed the "Supply Chain Social Responsibility Incident Remediation Procedure". Negative incidents are collected through the Anker Innovations website, a dedicated email (csr@anker-in.com), and internal/external audit reports. Remediation measures are executed according to the procedure to manage and eliminate human rights risks in the supply chain, provide remedies to affected individuals, and prevent recurrence.

Supplier Exit Mechanism

For persistently underperforming suppliers, we initiate the End-of-Life (EOL) Process, with severe cases leading to immediate termination. Suppliers involved in legal violations, CSR incidents, or breaches of integrity and compliance guidelines are blacklisted and subjected to the EOL process.

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Nine CSR Red Lines for Suppliers

We adopt a zero-tolerance attitude toward CSR red-line violations.

- Use of child labor in any form.
- Any form of forced or compulsory labor, including prison labor, bonded labor, slavery, or human trafficking.
- Paying wages below the local legal minimum wage.
- Inhumane treatment of employees, including harassment, abuse, corporal punishment, or physical/mental coercion.
- Providing fraudulent information, data, or documents.

- Extremely hazardous working conditions that endanger employee health or safety.
- Illegal pollution discharge causes significant environmental damage.
- Any form of bribery, corruption, or embezzlement.
- Major social incidents, such as labor disputes, group violence, or mass poisoning events.

Supplier Empowerment

In 2024, we successfully hosted a hybrid online and offline sustainability training for key suppliers in the mobile charging brand groups, achieving 100% participation. Through the training, suppliers gained an understanding of the impact of domestic and international sustainability-related regulations on businesses, became familiar with Anker Innovations' sustainability requirements and future trends, and learned how to establish a comprehensive corporate social responsibility (CSR) system. To expand training opportunities, we launched sustainability-related courses on the Anker Innovations Empowerment Center Platform and provided training through annual or ad-hoc plans to help suppliers enhance their knowledge and management capabilities.

TQC introduces Anker Innovations'
sustainability initiatives to key suppliers

In 2024, we also conducted Conflict Minerals Due Diligence Training for all suppliers in our mobile charging and headphone brands, achieving 100% participation. Additionally, we distributed the Conflict Minerals Reporting Template (CMRT) to these suppliers, with the survey expected to be completed by Q1 2025.

Supplier Integrity Management

Anker Innovations emphasizes adhering to the highest standards of integrity in all business interactions and requires our suppliers to adopt a zero-tolerance policy against any form of bribery, corruption, extortion, or embezzlement. All business transactions must be conducted transparently and accurately reflected in the suppliers' business accounts and records. Supervision and enforcement procedures are implemented to ensure compliance with anti-corruption laws and regulations.

In the third quarter of 2024, the Procurement Management Department launched an initiative to sign integrity agreements, with 98% of collaborating suppliers participating and actively supporting the initiative's principles.

Anker Innovations continuously improves its efficient and rigorous internal procurement compliance management system, establishing a procurement internal control framework that includes prevention before the event, inspection during the event, and auditing after the event. This approach combines process regulations with awareness-building to minimize the risk of supplier bribery, corruption, and other red-line violations.

Supply Chain Security

Anker Innovations prioritizes supply chain security to ensure a steady and timely supply of materials, accurate order fulfillment, and efficient delivery. We've established a comprehensive set of standards and systems for a resilient and dependable supply chain framework. This includes:

- Regular industry chain insights focused on long-term prevention and preparedness. This includes, but is not limited to, supply market conditions (including commodity price trends), the supply situation at the upstream of the industry chain, and the status of industry chain shutdowns and merger events.

- Based on these insights and identified risks, we proactively develop risk reserve plans at various levels, such as long-term PO, key component reserves and strategic reserves. We prepare for major unexpected events with early warning systems and contingency plans to ensure supply security while keeping the cost stable.

- A well-established internal supply and demand coordination mechanism, which includes a Big Planning Loop (demand forecast review by the S&OP Committee) and a Small Planning Loop (from demand plan to procurement execution), ensures a balance between supply and demand through regular communication between front-end and back-end teams.

- Through refined operations of customer order commitment and fulfillment, we accurately identify potential risks that would exist in the customer order delivery process and take preventive measures to ensure high-quality customer order execution.

- To strengthen upstream and downstream cooperation and enhance business continuity risk management, we have invested in nine key product cooperation suppliers by the end of 2024. This has enabled us to build a strong industrial synergy with our supplier partners.

Supply Chain Climate Action

Anker Innovations actively engages in energy conservation and emissions reduction within its supply chain, exploring and implementing measures to reduce energy consumption and emissions. We are dedicated to ongoing improvements in logistics and warehousing to support our commitment to environmental protection.

In supplier selection, we adopt the "proximity principle" to avoid excessive energy consumption caused by long-distance transportation and to improve transportation efficiency.

When selecting transportation partners, Anker Innovations prioritizes collaboration with low-carbon and environmentally friendly shipping companies, such as MSK, EMC, OOCL, and ZIM. Additionally, in warehousing, we are accelerating the replacement of forklifts with electric and eco-friendly models. For example, in Anker Innovations' Dongguan warehouse in China, over 39 electric forklifts were in use by the end of 2024, accounting for more than 95% of the total.

In the transportation loading process, we have effectively improved transportation efficiency by optimizing container load rates. In 2024, the load plan for bulk cargo containers was increased to 60-62 cubic meters (compared to 55-58 cubic meters in 2023). This initiative reduces the frequency of transportation per unit of cargo, thereby lowering carbon emissions in the transportation process and providing a practical approach to building a green logistics system.

In terms of logistics and transportation, we have adopted a sea-rail solution (where the final leg is rail transport) to replace part of the sea-truck solution (where the final leg is road transport), thereby reducing carbon emissions caused by fuel consumption from trucks. For shipments from China to the overseas warehouse in Chicago, Illinois, USA, the proportion of sea-rail solutions in 2024 reached approximately 16.1% (a year-on-year increase of 1.1%).

Looking ahead to 2025, we will continue our efforts and exploration in this field, making meaningful contributions to the development of a low-carbon and sustainable supply chain.

06

Green and Low-carbon Development

The concept of sustainable development has reshaped corporate development models, with companies increasingly shifting from a sole focus on financial growth to a multidimensional value creation encompassing economic, social, and ecological aspects. Led by the concept of sustainable development, Anker Innovations strives to maximize the value creation for stakeholders. To achieve green, low-carbon, and benign development, we actively participate in addressing climate change and strengthen the management of the environmental impact from production and operation by intensive management.

6 CLEAN WATER AND SANITATION

13 CLIMATE ACTION

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Environmental Compliance Management

Environmental Governance

Anker Innovations places high importance on environmental compliance management and strictly adheres to relevant laws and regulations, including the *Environmental Protection Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China*. In line with its business characteristics, the Company has developed and implemented the Anker Innovations Environmental Management System Documentation and the Anker Innovations Quality and Environmental Management Manual, fully implementing all requirements of environmental compliance management. Adhering to the core concept of green development, the Company has deeply integrated this concept into its management system, effectively propelling the Company along a steady path of green and sustainable development.

To elevate the standard of environmental compliance management comprehensively, the Company has established a systematic environmental compliance management system, covering key links such as environmental factor identification and evaluation management processes, and has built a three-level environmental compliance governance framework (same as the ESG governance framework).

In 2024, Anker Innovations made significant progress in the development and refinement of its quality and environmental management systems. The Company successfully conducted one internal audit of the quality and environmental management systems and one certification surveillance audit of the environmental management system. These audits covered all relevant business units and operational sites, ensuring the robust and effective function of the management systems.

ISO14001 Environmental Management System Certification

Environmental Strategy

Anker Innovations adheres to the strategic direction of sustainable development goals and unwaveringly upholds the concepts of green, low-carbon, and energy-saving practices. The Company integrates green development throughout every aspect of its strategic planning and operational management, driving accelerated transformation towards sustainability for both itself and its industry. Through continuous innovation and practice, Anker Innovations aspires to become a benchmark enterprise in the field of green transformation and actively contribute to the realization of global sustainable development goals.

Environmental Compliance Risk Management

In the context of increasingly stringent global environmental regulatory requirements, Anker Innovations is acutely aware of the potential environmental risks inherent in its business operations and processes. To effectively address the challenges and opportunities presented by environmental regulation, the Company has established a sound system for identifying and responding to environmental risks to comprehensively evaluate the potential environmental impacts and risks that may be caused by changes in both internal and external factors. By analyzing industry trends and its own business characteristics, Anker Innovations conducted in-depth analyses of potential environmental risks and formulated targeted risk response strategies and emergency plans accordingly.

The Company continuously optimizes its environmental supervision processes, strengthens internal oversight and audit mechanisms, and ensures the effective implementation of environmental management measures, effectively reducing the risk of non-compliance.

Environmental Compliance Risk Identification, Analysis, and Response

Type	Risk Identification	Impact Assessment	Preventive and Mitigation Measures	Emergency Response Plan
Risk of Exceeding Carbon Emission Limits	With the increasing stringency of global carbon emission regulations, production and operations may face compliance risks associated with exceeding carbon emission limits.	• Fines or carbon taxes increase, leading to higher operational costs for the Company. • Production equipment being ordered to suspend production for rectification, affecting business operations. • Negative evaluations from the public and investors, damaging the Company's brand image.	• Introduce clean energy and energy-saving equipment to optimize the energy structure and reduce carbon emission intensity. • Regularly monitor carbon emission data to ensure compliance with local regulatory requirements.	• Stop operating relevant equipment when the concentration of carbon emissions reaches a warning level. • Consider purchasing carbon emission rights or participating in carbon trading to address short-term exceedances.
Risk of Improper Waste Management	The production process of electronic products generates a substantial amount of waste. Failure to properly sort, recycle, or dispose of such waste may result in non-compliance with local environmental protection regulations.	• Fines or additional waste disposal costs increase. • Seizure of waste treatment facilities, affecting normal production and operations. • Penalties from environmental protection authorities or legal litigation	• Establish a scientific system for waste sorting, recycling, and treatment to ensure compliance with regulations. • Collaborate with professional environmental protection organizations to enhance the efficiency of waste management.	• Stop relevant operations to prevent pollution spread if improper waste management is detected. • Organize a professional third-party team to conduct cleanup and disposal to ensure compliance with environmental protection requirements.

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Type	Risk Identification	Impact Assessment	Preventive and Mitigation Measures	Emergency Response Plan
Risk of Low Resource Utilization Efficiency	Excessive consumption of energy and water resources not only increases operational costs but may also violate regulations concerning resource utilization efficiency.	• Costs for energy and water resources increase, leading to higher operational expenses. • Production bottlenecks or supply chain disruptions. • Resource taxes increase or penalties from environmental regulations.	• Promote energy-saving and emission-reduction technologies, optimize production processes, and reduce resource consumption. • Conduct regular assessments of resource utilization efficiency and develop improvement plans.	• Establish an emergency reserve mechanism for resource shortages to ensure the supply of critical resources. • Develop emergency procurement plans to address the risks associated with resource shortages.
Risk of Environmental Non-compliance in the Supply Chain	The Company's supply chain spans multiple countries and regions. If suppliers fail to comply with local environmental protection regulations, it may lead to supply chain disruptions or the risk of joint liability.	• Economic losses resulting from joint liability fines or supply chain disruptions. • Legal litigation or regulatory penalties arising from joint liability.	• Conduct environmental compliance audits of suppliers to ensure their adherence to environmental protection regulations. • Collaborate with suppliers to promote the development of a green supply chain.	• Establish an emergency inventory mechanism to ensure timely replenishment of green materials in the event of supply chain disruptions. • Identify alternative suppliers or materials to ensure the continuity of production.

Environmental Compliance Management Targets

Anker Innovations has consistently prioritized environmental compliance management as a key issue for corporate sustainable development, striving to establish a green and sustainable operational model. In 2024, the Company conducted a comprehensive strategic planning of environmental compliance management from multiple perspectives. Through measures such as energy conservation and emission reduction, compliant management of solid waste, and development of green products, the Company ensured that its entire business operations were in full compliance with environmental regulations. By deeply integrating the concept of green and environmentally friendly development into the corporate development strategy, the Company has laid a solid foundation for long-term sustainable development.

Environmental Management Strategic Targets and Implementation Measures

Target	Content	Measure
Refined Management of Water and Electricity Use	• Through optimizing air conditioning usage strategies and strengthening the management of water and electricity, the Company will effectively reduce energy consumption. By establishing reasonable usage times and temperature control standards for air conditioning based on different seasons and periods, the Company will achieve maximum energy savings. Concurrently, the Company will conduct regular inspections of water and electricity logs to ensure the accuracy and integrity of the data.	• Based on the monthly statistics of water and electricity costs and the analysis of energy consumption data, energy-saving measures will be promptly adjusted to ensure that energy consumption is maintained within a reasonable range.
Compliant Management of Solid Waste Disposal	• Establish a comprehensive management system for solid waste to ensure that all types of waste are properly sorted, stored, and disposed of in compliance with regulations. Through routine administrative inspections and periodic spot checks, the Company will ensure that the waste sorting compliance rate exceeds the standard and that the number of non-compliant transfers of electronic waste is kept within the prescribed limits, thereby reducing environmental impact.	• By conducting monthly statistics and annual summaries, the compliance of waste sorting and disposal will be assessed to ensure that all relevant indicators meet the required standards.
Increased Usage of Green and Environmentally Friendly Products	• Promote the design and development of green products, increase the coverage rate of CPF green labels, and ensure that more products meet environmental protection standards. Meanwhile, the Company will optimize product packaging to reduce the use of packaging materials and enhance their recyclability.	Dynamically update the number and coverage rate of CPF green labels to ensure the effective implementation of annual targets. Meanwhile, by optimizing packaging design and material selection, the generation of packaging waste will be reduced.
Institutionalization of Environmental Responsibility in the Supply Chain	•Promote environmental responsibility across the supply chain, ensuring 100% of manufacturing suppliers sign our compliance commitment letter. This clearly stipulates the environmental protection requirements that suppliers must comply with during the production process, promoting the overall green transformation of the supply chain.	Annually track the proportion of signed supplier compliance commitment letters, incorporate the signing requirement as a mandatory option in the supplier certification process, and enforce strict control through the IT system to ensure 100% coverage without any omissions.

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Climate Response

Climate Governance

Climate change mitigation is a global collective challenge. Anker Innovations, as a responsible enterprise, has integrated climate change response into one of the core components of its ESG governance framework. The Company has established a robust governance structure led by an ESG Special Committee chaired by the CEO, which oversees strategic decision-making and implementation oversight. The ESG Office, in coordination with regional task forces, is responsible for executing climate initiatives to ensure the effective advancement of climate strategy objectives.

Climate Strategy

Anker Innovations regards addressing climate change as a core strategy for corporate sustainable development and is committed to promoting the Company's low-carbon transformation through technological innovation and operational optimization. To this end, the Company has established the following four strategic directions and corresponding measures for climate action to progressively realize its vision of carbon neutrality.

Climate Change Strategic Direction and Corresponding Strategies

Achieving Green Operation

Systematically optimize energy and resource management to reduce carbon emissions in its operations, enhance energy efficiency, and establish a low-carbon operational framework.

Refer to the section on Low-carbon Operations.

Developing Green Products

Integrate environmental protection concepts into the entire product life cycle, from design and production to recycling, to reduce the carbon footprint of its products.

Refer to the section on Actively Advocating for the Industry's Green Transition, Technology Propels the Enhancement of Product Energy Efficiency, and Greener Products.

Advocating Green Consumption

Through consumer education and value guidance, we transform the low-carbon concept into a market driving force and promote the upgrade of brand value from "product sales" to "sustainable lifestyle".

Refer to the section on Actively Promoting the Circular Economy Model and Empowering Green and Eco-Friendly Lifestyles

Driving Low-carbon Transformation of the Supply Chain

Continuously strengthen supply chain collaboration, prioritizing partnerships with shipping companies that adhere to low-carbon practices. In addition, the Company will work jointly with suppliers to advance emission reduction initiatives, lowering the overall carbon intensity across the supply chain.

Refer to the section on Sustainable Supply Chain Management.

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Climate Risk Management

Anker Innovations attaches importance to the impacts of climate change, proactively identifies risks associated with climate change, and develops contingency plans to enhance its resilience to climate risks.

Climate-related risk identification and response of Anker Innovations

Risk Type	Climate Risks	Risk Description	Analysis of Potential Impact of Risk on Business	Potential Financial Impact	Response Measures by Anker Innovations
Physical Risks	Acute Risk	Climate change has led to a high incidence of extreme weather, such as typhoons, blizzards and rainstorms	• Extreme weather events may pose physical risks to office facilities, including structural damage such as roof collapses, moisture-damaged floors, and window breaches, among other potential impacts. • Extreme weather events, including blizzards and rainstorms in Beijing and Changsha offices, as well as typhoons and rainstorms affecting Shenzhen offices, may disrupt normal operational continuity and pose safety risks to employee commutes. • Extreme weather may affect communication networks and devices, leading to restricted online business operations.	• Increased maintenance expenses • Unexpected financial losses • A decline in the value of fixed assets • Reduced operating revenue	• The Company will closely monitor official advisories on extreme weather across all regions, prioritize personnel safety while activating emergency repairs for building damages, immediately issue emergency notifications and activate contingency plans for affected office locations and their employees, and implement alternative solutions and contingency protocols for damaged communication networks and equipment. • The Company implements remote work arrangements, flexible attendance policies, and timely incident reporting mechanisms to safeguard employee health and safety while ensuring business continuity.
			• Extreme weather may affect supply chain and logistics activities, affecting product delivery to customers.	• Reduced operating revenue • Damaged the Company's reputation	• We closely monitor official reports of extreme weather in various regions and exchange information of delivery risks to customers in advance. • We establish emergency plans for supply chain disruptions, to be activated in the event of an extreme situation to mitigate losses.
	Chronic Risk	Average temperatures rise globally, which directly causes rising sea level, increasing extreme weathers and growing disease incidence rate.	• Rising sea levels may affect the operation of coastal office sites (e.g., Shenzhen), causing additional costs due to office relocation. • High temperatures or extreme cold weather may affect the health of employees, which may lead to lower work efficiency and reduced operational effectiveness. • Extreme hot and cold weather will increase the cooling and heating energy supply at operation sites. • Humid weather may affect the performance of the product stock in the warehouse, leading to a deterioration in product quality. • Extreme high and low temperatures may affect the safety of transporting and using portable chargers.	• Increased operating costs • Increased production costs • Accidental financial compensation/financial loss • Damaged the Company's reputation	• We closely monitor geographic and geomorphic changes at operation sites, incorporating climate risk as one of the factors in the site selection. • We pay close attention to employee health. During the days of extreme weather, we will timely provide necessary medicines and needed supplies. • We flexibly control cooling and heating systems based on weather conditions, and offer employees flexible working options. • We frequently monitor warehouse conditions. During the days of extreme weather, we will pay special attention to product storage, conduct spot checks on product quality, and make emergency plans. • We constantly improve the CCC certification of products, adjust the transport plan of products in extreme weather, pay attention to the potential change of product performance in extreme weather and explain the correct use specification to consumers.

Risk Type	Climate Risks	Risk Description	Analysis of Potential Impact of Risk on Business	Potential Financial Impact	Response Measures by Anker Innovations
Transition Risks	Policy and Regulatory Risk	ESG information disclosure requirements have a tendency to be strict.	• The Shanghai, Shenzhen, and Beijing Stock Exchanges have issued ESG information disclosure guidelines for listed companies. The guidelines ask for strict climate-related information disclosure.	• Increased operating costs	• We monitor the ESG information disclosure guidelines issued by the listed stock exchanges and proactively comply with the guidelines.
		GHG emissions have been under strict control.	• China's "Dual Carbon" goals require enterprises to undergo a green and low-carbon transition. • The *Regulation Concerning Batteries and Waste Batteries (EU) 2023/1542* requires the carbon footprint accounting for portable batteries.	• Increased operating costs	• We establish a scientific and effective energy consumption management mechanism, strengthen energy use management, and continuously carry out energy-saving and consumption-reducing measures. • We monitor green and low-carbon related policies and regulations in overseas markets and meet the compliance requirements.
	Market Risk	Customer demand for low-carbon products is increasing.	• Consumers prefer green and low-carbon products. Products without green and low-carbon features will lose their competitiveness in the future market.	• Reduced operating revenue • Increased research and development costs	• We actively lay out our plan on R&D and application of green and low-carbon technology.
	Technology Risk	The advantage of green and low-carbon technology first-mover	• Guiding the development of green and low-carbon technology is one of the important pathways to achieve the national "Dual Carbon" goals. Failure to focus on and deploy green and low-carbon technology in products may result in the loss of technological first-mover advantage.	• Reduced operating revenue • Increased research and development costs	• We actively collect market demands for green and low-carbon products, capture market opportunities, and take the lead in deploying R&D in green and low-carbon technology.
	Reputation Risk	Climate-related negative events are gradually becoming a focus of attention for stakeholders.	• High carbon emissions and energy consumption in the Company's production processes may cause long-term negative impact on the Company's reputation.	• Reduced operating revenue • Increased financing costs	• We put high value on energy consumption and GHG emissions during the production process. We will continuously optimize production processes, and improve our energy efficiency in production.

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Extreme Weather Risk Identification and Mitigation Measures

Importance Degree	Sudden Extreme Weather	Measure	Important Time Node
P0	Typhoon	1.Monitor official real-time information to take preventive measures in advance; 2.Under mandatory red alert conditions, coordinate with the Board of Directors and HR to discuss remote working arrangements; 3.In the absence of mandatory control measures, handle situations based on actual conditions.	Red Alert The Company adheres to the following notification protocols: • Incident response: Immediate alerts are activated within 30 minutes of an event occurrence; • Pre-notification: Advanced notifications are issued by 21:00; • Pre-dawn communication: 7:30 a.m. (if involving the next day).
P1			Yellow/ Orange Alert • Within 30 minutes after the event occurs; • Pre-notification in the evening.
P0	Rainstorm	1.Monitor official real-time information to take preventive measures in advance; 2.Employees can work from home if they provide relevant information in mandatory control areas; 3.Adopt ad hoc operational adjustments under non-mandatory control measures based on real-time situational assessments.	Red Alert The Company adheres to the following notification protocols: • Incident response: Immediate alerts are activated within 30 minutes of an event occurrence; • Pre-notification: Advanced notifications are issued by 21:00; • Pre-dawn communication: 7:30 a.m. (if involving the next day).
P1			Yellow/ Orange Alert • Within 30 minutes after the event occurs; • Pre-notification in the evening.
P1	Blizzard	1.Monitor official real-time information to take preventive actions in advance; 2.Under a red alert with mandatory control measures, coordinate with the Board of Directors and HR to discuss remote working arrangements; 3.In the absence of mandatory control measures, handle situations based on actual conditions.	The Company adheres to the following notification protocols: • Incident response: Immediate alerts are activated within 30 minutes of an event occurrence; • Pre-notification: Advanced notifications are issued by 21:00; • Pre-dawn communication: 7:30 a.m. (if involving the next day).

Climate Change Response Metrics and Targets

Anker Innovations is committed to integrating sustainable low-carbon principles into every aspect of its business operations. Through continuous innovation and proactive measures, the Company aims to lead industry-wide sustainable development and contribute to achieving carbon neutrality targets. To address the potential impacts of climate change on business operations, Anker Innovations pledges to reduce the carbon emissions per unit of its charging cables and SOLIX portable power stations by 1% annually between 2023 and 2025, further minimizing the environmental footprint of its products.

Anker Innovations' 2024 Greenhouse Gas (GHG) Emission Intensity Targets

Per Capita Greenhouse Gas (GHG) Emissions (tCO$_2$e)

2.00

Greenhouse Gas (GHG) Emissions per Square Meter of Building Area (tCO$_2$e/m²)

0.16

Energy Effective Utilization

To actively align with national energy conservation policies, the Company strictly adheres to the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*, improving energy utilization efficiency, improving resource productivity, and accelerating the transition to a low-carbon and sustainable operational model.

Energy Management

Anker Innovations has consistently integrated energy management with its sustainable development strategy, driving targeted improvements in energy efficiency through technological innovation and operational optimization. The Company has actively advanced the deployment of renewable energy and achieved measurable progress in enhancing energy efficiency.

To implement the green development concept of energy conservation and emission reduction, in 2024, Anker Innovations reported a total energy consumption of 1,717.21 tonnes of standard coal equivalent (tce). Compared to the electricity consumption target established for 2024, the Company reduced electricity use by 357,977.66 kWh, achieving an electricity savings ratio of 2.50%.

Energy Consumption Performance

Indicator	2022	2023	2024
Total Energy Consumption (tce)	1,133.41	1,365.10	1,717.21
Energy Consumption Intensity (tce per CNY billion)	7.95	7.80	6.95

Energy Efficiency Management Performance

Total Electricity Consumption in Office Premises(kWh)	Target Electricity Consumption	Actual Electricity Consumption	Electricity Savings Ratio
	14,330,374.67	13,972,397.01	2.50%

The Company is committed to effectively managing and efficiently utilizing energy across multiple dimensions, with a continuous focus on reducing energy consumption per unit. In 2024, Anker Innovations implemented intelligent control equipment and retrofit projects for hardware facilities, strengthened high-standard regulation and supervision of daily energy use, established an incentive system for logistics to promote energy-saving behaviors, and systematically disseminated the concept of energy conservation among all employees while cultivating energy-saving habits, thereby ensuring the continuous improvement of energy utilization efficiency.

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Deepening the Concept of Energy Conservation Among All Staff

The Company has implemented an integrated online and offline approach. Through the placement of energy-saving signage in work areas and the issuance of energy-saving notifications in internal work groups, the Company ensures that the concept of energy conservation is deeply embedded in the consciousness of all employees, achieving comprehensive coverage and establishing a culture of energy-saving participation that engages the entire workforce.

Refined Energy Management

The Company has implemented a stringent strategy for the operation of air conditioning systems, which includes strict control over the timing of activation and deactivation as well as precise regulation of temperature settings. By relying on real-time indoor temperature data, the Company accurately manages the operation of air conditioning systems to effectively avoid excessive energy consumption for cooling and heating, improving the efficiency of energy utilization.

Measures for Energy Conservation Management

Optimizing Centralized Regulatory Authority

To further elevate the efficiency of energy management, the Company has centralized the control authority for air conditioner remotes within the purview of the logistics management department, rescinding the employees' prerogative to independently adjust temperature settings. Through professional and manual regulation by designated logistics personnel, the rationality and energy-saving efficacy of air conditioner usage would be ensured.

Logistics Incentives and Linkage Mechanisms

The Company has established clear energy-saving targets and corresponding incentive mechanisms. For floors that meet or exceed these energy-saving targets, the Company would provide appropriate rewards and recognition. This approach aims to foster a virtuous cycle between logistics incentives and employee energy-saving behaviors, thereby collectively driving the continuous improvement of the Company's energy management standards.

Summer 23℃—26℃   Winter 20℃—23℃

Save electricity Turn off the lights

For every 2°C decrease, the heat island effect increases by two points. Let's not allow carbon dioxide to envelop our lives.
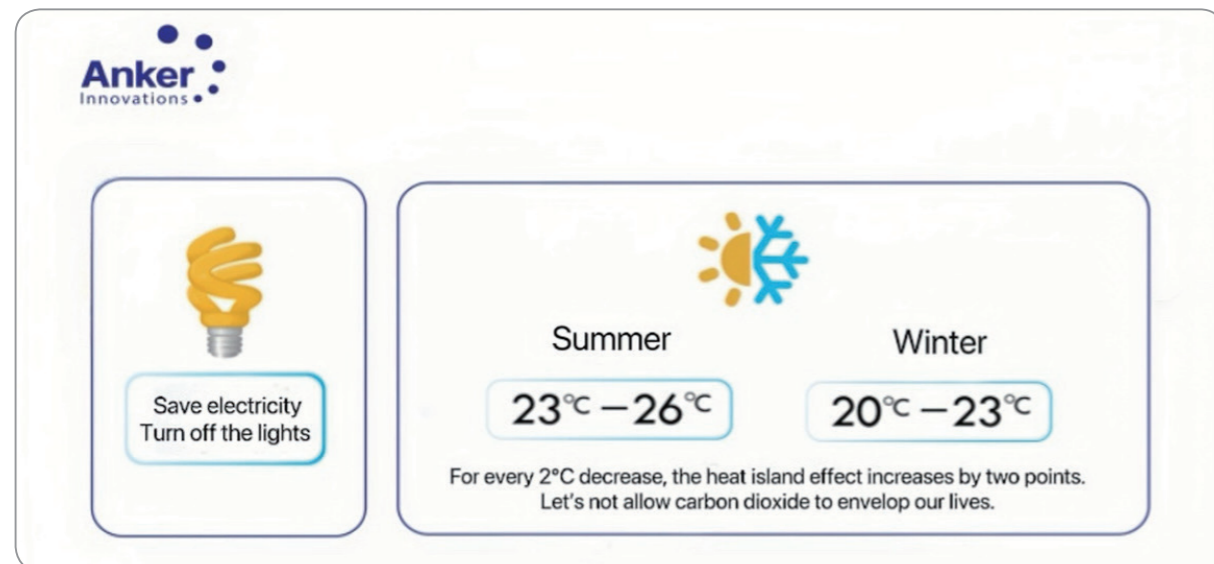
Anker Innovations Electricity Conservation Measures——Air Conditioning Temperature Control Reminder

Low-carbon Operation

In 2024, Anker Innovations actively implemented green and low-carbon operational measures, achieving significant carbon emission reductions in its operations. The Company's annual carbon footprint was reduced by approximately 33.51 tCO_2e. Specifically, by discontinuing the supply of paper towels and restricting the use of facial tissues, we saved approximately 6,900 packs of paper per month, with each pack containing 200 sheets. This resulted in an annual reduction of the paper-related carbon footprint of approximately 6,090.11 $kgCO_2e$. Additionally, we actively reduced the consumption of bottled water by promoting the use of direct drinking water dispensers, thereby eliminating the use of 27,600 plastic bottles per month. The corresponding annual reduction in carbon footprint from this initiative was approximately 27,423.36 $kgCO_2e$.

Measures for Low-carbon Management

Measure	Effectiveness and Target
Continuous Optimization of Operational Energy Efficiency	The Company strictly controls daily consumption and reduces resource waste through group messaging appeals and control mechanisms of intelligent dispensing machines. It also uses direct drinking water dispensers to decrease the use of bottled and barrelled water.
Low-Carbon Supply Chain Development	By optimizing supply chain management, the Company reduces carbon emissions in logistics and transportation. Adhering to the "proximity principle" in selecting suppliers, the Company avoids energy loss associated with long-distance transportation. Additionally, the Company accelerates the replacement of conventional forklifts with electric and environmentally friendly alternatives, enhancing energy utilization efficiency in warehousing operations. These measures further reduce the carbon footprint across the supply chain.
Green Packaging and Material Innovation	The Company is committed to advancing the "plastic-free" transformation of packaging, with a plan to achieve a plastic content rate of "0" in the packaging of all products for sale by the end of 2026. Concurrently, the Company utilizes FSC-certified paper and environmentally friendly soy-based inks to mitigate the environmental impact of packaging materials. Additionally, by optimizing packaging design, the Company further reduces the usage of packaging materials, thereby minimizing resource wastage.
Promotion of Environmentally Friendly Transportation	Through thematic activities such as Sports Month and Public Welfare Day, the Company continues to encourage employees to choose low-carbon modes of transportation, including public transit and cycling. Among Anker Innovations' 5,034 employees, approximately 83% opt for green commuting methods [1].
Enhancement of Employee Environmental Awareness	The Company regularly conducts thematic training sessions on low-carbon operations to enhance employees' environmental awareness. It encourages employees to actively participate in the Company's green initiatives, including reducing the use of disposable items such as single-use food containers and paper towels. The Company also advocates for paperless office practices and reduces the consumption of A4 printing paper.

[1] According to the internal data, the proportion of employees commuting by fuel-powered vehicles is approximately 17%, with the remainder opting for green commuting methods.

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In 2024, Anker Innovations participated in three carbon transactions. Through the purchase of carbon credits from the following projects—the Biomass Cogeneration CDM project in Bayan, Heilongjiang; the Huadu Afforestation VCS project in Bijie, Guizhou; and the Improved Stoves VCS project in Maharashtra, India—the Company successfully acquired a total of 78,227.86 tCO_2e in carbon credits, representing a 14.13% increase compared to 2023. These credits would be utilized to offset the carbon footprint of its related products (refer to the section on Green Achievements), further supporting the Company's practices and commitments in the areas of carbon reduction and sustainable development.

Carbon Credit Quota (tCO_2e)	2023	2024	Growth Rate
	68,542	78,228	14.13%
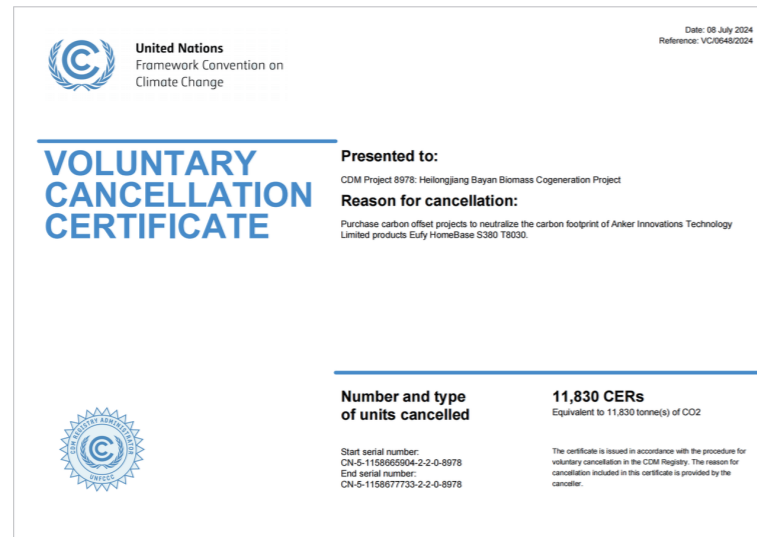
Example of Voluntary Cancellation Certificate

Water Resource Management

Anker Innovations attaches high importance to water resource management and strictly adheres to the *Water Law of the People's Republic of China* and relevant environmental protection regulations. The Company integrates water conservation principles into all stages of product design and operational management. Through measures such as optimizing logistics management and implementing smart technologies, Anker has significantly improved water resource utilization efficiency, reduced water consumption per unit of output, and continuously enhanced its water resource management practices.

In daily operations, the Company prioritizes water resource protection and conservation, actively promoting a water-saving culture internally. This ha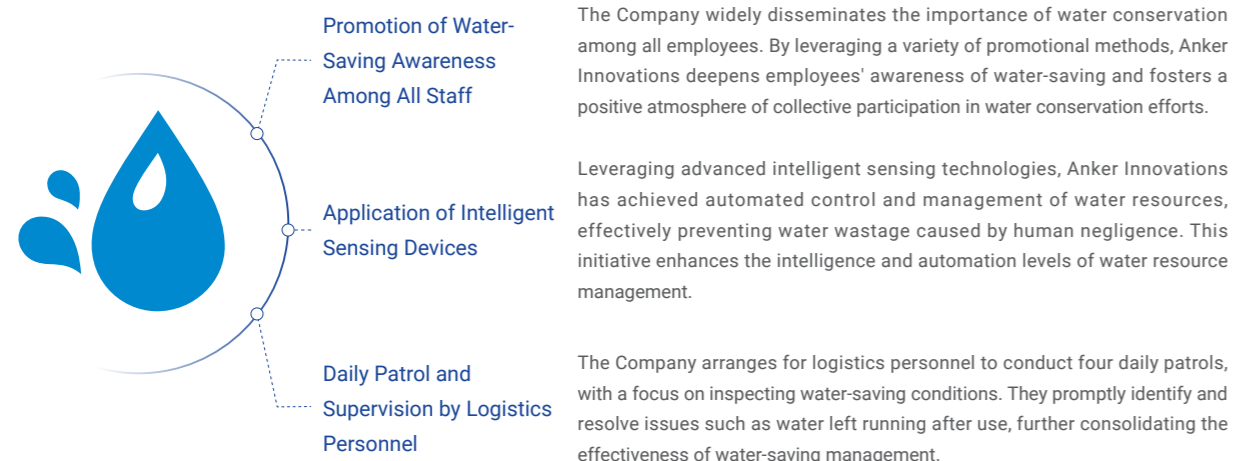s effectively guided employees to establish awareness of water conservation and adopt sustainable water usage habits, thereby contributing to environmental protection and resource conservation efforts.

Water Resource Management

Promotion of Water-Saving Awareness Among All Staff

The Company widely disseminates the importance of water conservation among all employees. By leveraging a variety of promotional methods, Anker Innovations deepens employees' awareness of water-saving and fosters a positive atmosphere of collective participation in water conservation efforts.

Application of Intelligent Sensing Devices

Leveraging advanced intelligent sensing technologies, Anker Innovations has achieved automated control and management of water resources, effectively preventing water wastage caused by human negligence. This initiative enhances the intelligence and automation levels of water resource management.

Daily Patrol and Supervision by Logistics Personnel

The Company arranges for logistics personnel to conduct four daily patrols, with a focus on inspecting water-saving conditions. They promptly identify and resolve issues such as water left running after use, further consolidating the effectiveness of water-saving management.

SAVE WATER

又不养鱼，
放那么多水干嘛
珍惜每一滴水

爱克创新行动

懒人随手
改变世界指南

ENVIRONMENTAL GUIDELINES

Water Conservation Awareness Poster

Successfully saved

16,619.26t

Reduced water consumption intensity by nearly

3%

In 2024, Anker Innovation achieved significant progress in water resource management. The Company's total water consumption has increased due to business development, but through effective water resource management, it has successfully saved 16,619.26 tons of water consumption and effectively reduced per capita water consumption, reducing water consumption intensity by nearly 3%. These efforts significantly enhanced water resource utilization efficiency, demonstrating Anker Innovation's commitment and action in water resource management and laying a solid foundation for sustainable development.

Water Resource Consumption Performance

Indicator	2024
Total Water Consumption (tons)	43,613.60
Water Intensity (tons per person)	8.66
Municipal Water Supply Consumption (tons)	43,021.60
Barrelled Water Consumption (tons)	592
Water Resource Savings (tons)	16,619.26

Waste Management

Management System

Anker Innovations strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*. The Company controls waste emissions at the source and implements classified management to ensure that hazardous and non-hazardous wastes are properly treated separately. It also standardizes the disposal of hazardous waste to ensure their safe and orderly non-hazardous treatment. In accordance with the Company's internal "IT Fixed Asset Management Process and Anker Innovations Fixed Assets Management System", regular inventories and disposal of office electronic waste are conducted. For recyclable and reusable waste, Anker Innovations follows the principles of circular economy and provides such waste to third-party partners for recycling and treatment.

During the reporting period, Anker Innovations did not have any major environmental incidents or receive any environmental-related penalties.

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Anker Innovations Waste Management Goals and Measures

Type	Target	Measure
Non-Hazardous Waste	• The Company's non-hazardous waste mainly comprises office waste, catering waste, and electronic waste from its workplace locations across various regions. Specifically, electronic waste includes items such as monitors, desktop computers, laptops, and printers. • Through the optimization of office processes and resource utilization, the Company has effectively reduced the generation of non-hazardous waste. It ensures that non-hazardous waste, including office waste and catering waste, is subject to proper classification and efficient recycling, enhancing the resource recovery and utilization rate.	• In compliance with the waste sorting and management requirements of each city, office waste and food waste are collected and transported to the waste transfer station within the park by designated personnel. These wastes are then recycled and treated by a professional third-party recycling Company that collaborates with the property management. • For electronic waste that can be recycled, it is provided to third-party suppliers for recycling in accordance with the principles of secure recycling. • For electronic waste that has no recycling value, it is properly, safely, and reasonably disposed of.
Hazardous Waste	• The Company's hazardous waste mainly includes ink cartridges, toner cartridges, and light tubes. • The Company continues to strengthen the management of hazardous waste, refine its management mechanisms, strictly control the sources of hazardous waste generation, and actively implement measures to reduce its emissions, with a commitment to achieving environmentally friendly operations.	• Strictly adhere to the *National Directory of Hazardous Wastes* and relevant regulations, establishing a classification and collection system for hazardous waste to ensure compliant transfer and harmless treatment. • Conduct regular employee training to enhance capabilities in hazardous waste classification, storage, and emergency handling.

Work Achievements

Anker Innovations places great emphasis on the conservation of natural resources and strives to reduce resource wastage at the source. The Company advocates paperless office practices, with its office printer systems defaulting to double-sided printing to avoid paper waste. Additionally, the Company has implemented measures such as replacing bottled water with direct drinking water, substituting hand dryers for paper towels, and restricting the use of facial tissues to reduce waste emissions. These initiatives have effectively decreased the consumption of natural resources such as timber, as well as the emission of pollutants like plastics.

In 2024, the Company conserved a total of 331,200 plastic bottles and 3,763.96 kilograms of paper products. Additionally, the Company recycled 4.51 tons of non-hazardous and office waste, including 332 units of electronic waste, reflecting Anker Innovations' commitment to the "3R" [1] principles of the circular economy. By optimizing resource utilization and reducing waste emissions, the Company has not only decreased its reliance on natural resources but also promoted the efficient recycling and reuse of resources. In the future, Anker Innovations will continue to deepen its circular economy model and contribute to sustainable development.

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[1] "3R" refers to Reduce, Reuse, and Recycle.

Occurrences of Major Environmental Pollution Accident

0 incidents

Reduction in Paper Product Waste

3,763.96 kilograms

Reduction in Plastic Bottle Waste

331.2 thousand units

Quantity of Electronic Waste Recycled in Office Areas

332 units

RECYCLABLE TABLEWARE

做大自然的撑伞人，不做撕伞人！

仅提供出差同事&访客专用一次性餐具

懒人随手 改变世界指南

ENVIRONMENTAL GUIDELINES

2024 Waste Management Indicators

	Indicator	2024
Non-hazardous Waste	Total Non-hazardous Waste (tons)	255.20
	Office Waste (tons)	152.64
	Kitchen Waste (tons)	37.25
	Electronic Waste - Desktop Computers (units)	12
	Electronic Waste - Monitors (units)	12
	Electronic Waste - Laptops (units)	308
Hazardous Waste	Total Hazardous Waste (tons)	1.06
	Hazardous Waste - Ink Cartridges (units)	73
	Hazardous Waste - Toner Cartridges (units)	18
	Hazardous Waste - Light Tubes (pieces)	400
Waste Discharge Intensity	Discharge Intensity of Non-hazardous Waste (tons per CNY billion)	0.103
	Discharge Intensity of Hazardous Waste (tons per CNY billion)	0.00043
Waste Recycling	Quantity of Electronic Waste Recycled (units)	332
	Total Quantity of Non-hazardous/ Office Waste Recycled (tons)	4.51

07

Integrity and Compliance in Operations

Anker Innovations is guided by ethical standards and legal regulations, striving to ensure that our business operations comply with the highest industry standards. We adhere to integrity in business, uphold commercial ethics, regulate marketing activities, and actively promote compliance with privacy and information security, protecting intellectual property rights to maintain the legality, reliability, and stability of our business.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

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Compliance with Business Ethics

We adhere to principles of honest management, comply with business ethics, and strictly observe the laws, regulations and international conventions applicable to anti-bribery, anti-corruption and anti-unfair competition in the countries and regions where we operate. These include, but are not limited to: the *United Nations Convention against Corruption*, the *Criminal Law of the PRC*, the *Oversight Law of the PRC* and the *Anti-Unfair Competition Law of the PRC*, the *U.S. Foreign Corrupt Practices Act*, the *Federal Trade Commission Act*; the *U.K. Bribery Act, and the Competition Act 1998*. We hold zero tolerance for (a) bribery, (b) corruption, or (c) anti-competitive practices that violate business ethics in any form. In the process of business development, we adhere to the core values of probity, integrity, fairness and transparency and the highest anti-bribery standards, uphold ethics, and strictly prohibit any other form of violation of business ethics, thus directly or indirectly exerting undue influence on others.

The Company has implemented effective measures and management systems to prevent commercial bribery, corruption, and unfair competition. We have established management systems such as the "Anker Innovations Code of Conduct" and the "Anker Innovations Supervision Management Mechanism" to ensure clean practices and lawful operations. All employees are required to learn and comply with these requirements thoroughly. We regularly organize integrity self-discipline onboarding training for all new employees, require them to sign the "Integrity Commitment Letter", and integrate this into the onboarding process, with a signing ratio of 100%.

The Company prohibits all employees or individuals and entities representing the Company from bribing government officials or other third parties, directly or indirectly, in any cash or non-cash form to obtain business opportunities. We have established the "Anker Innovations Integrity Reporting System" and the "Anker Innovations Integrity Reporting Reward Program". Should any such behavior occur, employees must refuse and report it to the Company.

Employee signature ratio for the Letter of Integrity Commitment

100%

Conducting Responsible Marketing

We strictly observe the laws and regulations related to advertising and marketing compliance applicable to the countries and regions where we operate, including, but not limited to the *Advertising Law of the PRC, Section 5(a) of the Federal Trade Commission Act (FTC Act), 15 U.S.C. § 45(a) of the United States*.

To further standardize marketing activities, Anker Innovations has established the "Marketing Internal Control Regulations" and "Marketing Advertising Language Compliance Guidelines" to ensure that the information in brand and product promotional materials is accurate and does not contain any false or misleading actions toward consumers. At the same time, it ensures that materials and brand partners do not involve negative content such as pornography, violence, terror, etc., which could cause public panic and adverse feelings; promotional activities that leak consumer personal information are prohibited in order to protect consumer privacy. To ensure the implementation of these standards, the Company has established a process for the external release of promotional materials and product packaging, which includes production, review, release, and tracking. This ensures that relevant departments such as brand, product, research and development, retail, and legal dynamically review and confirm the officially released drafts to ensure precise text and visual presentation. In cases of stock shortages or expired promotional information, the retail and brand sides will lead the communication for information correction to ensure consumers are not misled.

To further encourage employees to fully understand and follow the "Marketing Internal Control Regulations" and "Marketing Advertising Language Compliance Guidelines", the Company uses emails, corporate public account articles, offline advocacy meetings, trainings, and regular audits to ensure that all employees regularly refresh their understanding of responsible marketing and ensure that actual business operations do not cross any red lines.

Ensuring Information and Privacy Security

Anker Innovations has always attached great importance to network security, data security, and privacy compliance. It continuously takes practical and effective security protection measures to enhance the security and reliability of the Company's products and services, winning the trust of users, business partners, and all stakeholders.

Principles of Security and Privacy Compliance

Anker Innovations adopts privacy protection principles that conform to industry practices and integrates them into various aspects of products and services, including requirements, design, development, testing, release, operation, maintenance and all scenarios of user experience to ensure that user privacy is not violated.

Principle of Openness and Transparency

We adopt mature security technologies in the industry and follow the principles of algorithm transparency and architecture transparency to comprehensively build security designs. At the same time, we actively disclose compliance practices to users to ensure that information is open, accurate, and complete, so as to earnestly fulfill our commitment to openness and transparency.

Principle of "Zero Trust"

As the operator and owner of the system, we always integrate the concept of "zero trust" into the core aspects of product research, development, and design. Through strict authentication, dynamic authorization mechanisms, and a security policy of default distrust, we effectively protect user data security and ensure that the system can withstand potential risks in any scenario.

Principle of Privacy Protection

We strictly adhere to the principle of data minimization and conduct thorough evaluations and strict management of the processing of user data. For sensitive and special personal data that may involve users (such as image and video stream information), we comprehensively implement technical measures such as storage encryption, transmission encryption, and transmission channel encryption to minimize the risk of data leakage and protect user privacy in all aspects.

Principle of the Buckets Effect

We are well aware that the security strength of a system depends on its weakest link. Therefore, we continuously identify, optimize, and strengthen potential weak points to improve the overall security level and ensure the comprehensive protection of the system and user data.

Principle of Full-Process Management

We adhere to the integration of security design in every stage of the Integrated Product Development (IPD) process. From planning to going live, rigorous security controls are implemented. We implement refined management based on the principle of data classification and grading, adopt customized security policies for sensitive data, and strictly restrict its scope of use. At the same time, all data processing adheres to the principles of clear purpose and minimized scope, ensuring that only the necessary types and quantities are used.

Principle of Regulatory Compliance

Our products and services strictly comply with the requirements of relevant privacy and security regulations throughout the entire process of design, development, and operation to ensure compliance. For functions involving the collection or processing of personal information, we complete the necessary compliance reviews before the product goes live or before function iteration following the requirements of the "Privacy Assessment and Risk Disposal Form" and the "Online Agreement Drafting, Updating, and Going Live Process" to ensure legal and compliant operation and fulfill our commitment to user privacy and security.

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Information and Privacy Security Training

Anker Innovations organizes an annual Information Security Awareness Month and periodically conducts information security and privacy-related training sessions for all departments. These initiatives aim to enhance the privacy and security awareness of Company employees.

Data Privacy Achievements

Anker Innovations is committed to establishing a multidimensional and sustainable privacy compliance management system. The Company has developed privacy compliance operating standards and guidelines for various data collection and processing departments. Currently, the eufy Security product series (including Camera, Doorbell, Smart Lock, and Alarm System) of Anker Innovations has obtained ISO 27001 and ISO 27701 certifications awarded by the British Standards Institution (BSI).
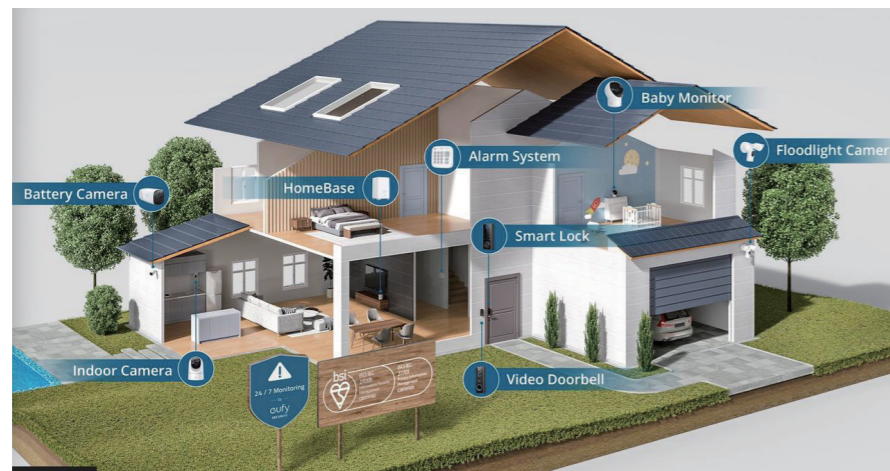
eufy Security product series has obtained ISO 27001 and ISO 27701 certifications

Customer Rights Protection

Voice of Customer

Digitalization Initiative

Anker Innovations, since its establishment, has always adhered to a customer-centric approach and actively promoted the digitalization of the customer service system. Through channels such as email, Livechat/ WhatsApp, phone, official website, app, and social media, we listen to the voice of our customers. Additionally, the Company keeps pace with technological trends and focuses on the implementation of AI technology in the smart customer service center. We utilize the official website Support platform and AI-powered chatbots to provide customers with 24/7 self-service consultation. In 2024, the Company continued to deepen iterative applications of large language models, expanding application scenarios and increasing the coverage of AI services. Our six global service centers received a total of approximately 4.2 million customer inquiries from various channels, with AI chatbots responding to approximately 2.05 million(49%) and directly resolving and closing around 1.22 million(29%) cases.

Received a total of approximately **420** million customer inquiries from various channels

AI chatbots responding to approximately
205 million

Directly resolving and closing around
122 million cases

Customer Complaint Response

Anker Innovations consistently improves its customer complaint response mechanism and has established guidelines such as the "After-Sales Service Policy", "Customer Service Management Standards", "Customer Complaint Ticket Processing Procedure", and "Return and Exchange Procedure". We classify and manage customer complaints based on their severity, monitor and assess the response timeliness and closure rate. Our goal is to ensure that all customer issues receive timely responses and resolutions within the expected timeframe.

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Customer Feedback Closed-Loop

In 2024, the Company officially launched the ITR system to address customer inquiries and complaints through a more efficient and systematic process. For specific customer issues, the Company employs a dual-loop approach: the "Small Closed-Loop" enables the rapid resolution of immediate concerns, while the "Large Closed-Loop" channels feedback to product and quality departments to drive systemic improvements. Concurrently, public customer feedback is systematically analyzed using AI tools to identify concentrated pain points and demands, which are then precisely relayed to relevant departments. This structured process facilitates continuous optimization and iterative upgrades of product quality, ultimately enhancing user experience through a cyclical improvement mechanism. Such efforts not only strengthen customer satisfaction but also reinforce brand value through sustained quality enhancements.
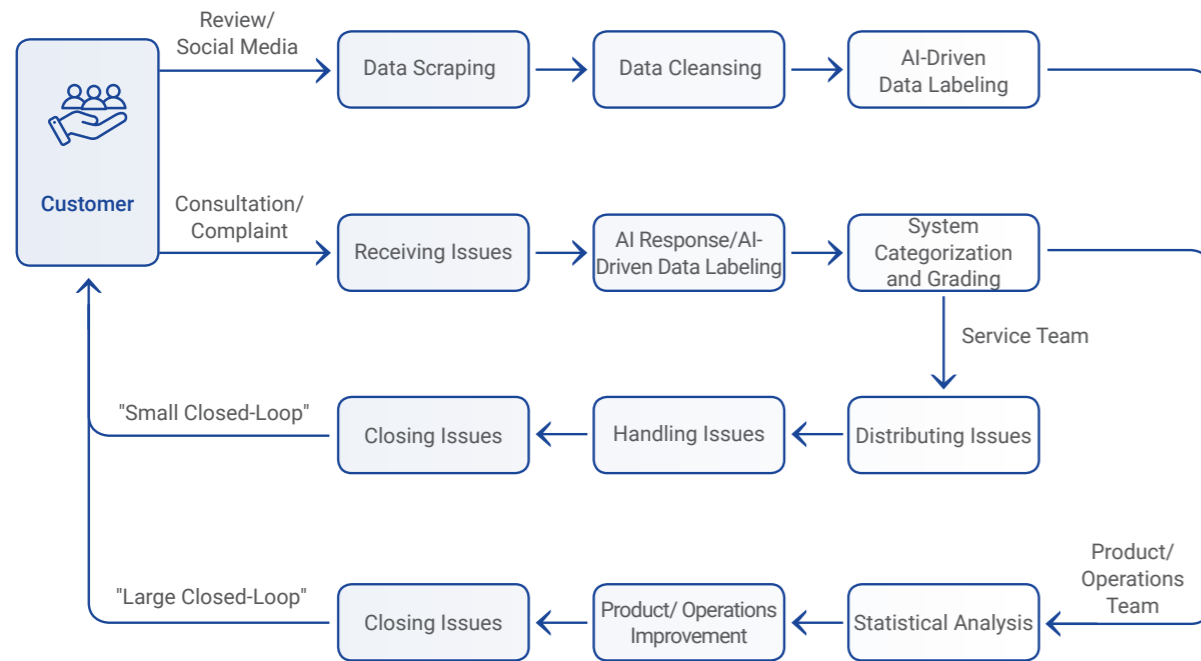
Customer Satisfaction

Anker Innovations considers service as a core competitive advantage. The Company has established an internal "Service Quality Management Process" to monitor and optimize service quality through metrics such as the pass rate of quality inspection and the rate of customer complaint escalations. For tickets that do not pass the quality inspection or require escalation, the customer service team conducts review analysis. In 2024, the rate of qualified quality inspections was 91.19%, and the rate of customer complaint escalations was 0.11%.

Customer feedback is an important source of information for continuous service improvement at Anker Innovations. The Company places great emphasis on customer satisfaction management and has established a comprehensive satisfaction evaluation system. In 2024, a total of 215,468 customer satisfaction surveys were collected, with an overall service NPS of 49.82 (Net Promoter Score). Additionally, the Company values and pays attention to customer feedback provided on sales platforms, with a seller positive feedback percentage of 99% on the major platform, Amazon.

Total Number of Customer Satisfaction Surveys Collected	Amazon Seller Positive Feedback Percentage	Overall service NPS (Net Promoter Score)
215,468	**99**%	**49.82**
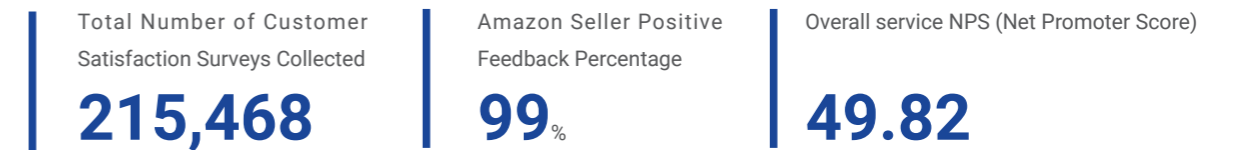
Service Team

Anker Innovations believes that only employees who "grow together" with the Company can consistently provide high-quality service to customers. Therefore, the Company places great importance on training and empowering customer service personnel. Upon joining the Company, new employees undergo a one-month onboarding training program and receive three months of one-on-one mentoring from an experienced mentor. Through case studies, practical exercises, and post-training reviews, new employees quickly grasp the relevant knowledge and skills. Technical support engineers regularly provide product training to customer service personnel to ensure they can quickly identify and resolve customer issues when handling complaints. In addition to regular product training, there is a strong focus on improving the service mindset, communication and presentation skills, structured thinking, empathy, and other soft skills of customer service personnel. We facilitate discussions and empowerment through seminars across different job functions. In 2024, the Company organized over 80 empowerment training sessions specifically for customer service personnel, covering a total of more than 1,500 participants.

Number of Annual Customer Service Training Sessions	Number of Participants in Customer Service Training Annually
80+	**1,500+**

08

Empowering Employee Development

Anker Innovations is dedicated to fostering personal growth and enhancing individual capabilities, driving organizational progress and achieving a mutually beneficial relationship with its talent. This philosophy is reflected in the Company's employment guarantees, organizational culture, recruitment process, compensation and performance incentives, training and development, and other aspects.

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

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Safeguarding Employee Rights and Welfare

Employee Rights and Welfare Management Framework

Anker Innovations strictly adhere to China's domestic labor regulations, including the *Labor Law of the PRC,* the *Labor Contract Law of the PRC*, the *Social Insurance Law of the PRC*, and the *Law of the PRC on the Prevention* and *Control of Occupational Diseases*, ensuring full implementation of obligations such as formal employment contract signing, social insurance contributions, and occupational health and safety protections to safeguard employee rights. Internationally, we comply with the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women*, the *International Labour Organization Conventions*, and the *Convention on the Rights of the Child* while adhering to local employment laws in overseas operations. We prohibit child labor recruitment, forced labor, gender discrimination, and all forms of exploitative practices, ensuring global compliance in workforce management.

Our employment contracts and Employee Handbook explicitly prohibit forced labor, slavery, child labor, and gender discrimination. We ensure the rights of female employees, including special protections , and equal access to career advancement opportunities. Additionally, we strictly prohibit workplace harassment, abuse, inhumane treatment, and discriminatory practices based on personal information. Hiring, compensation, promotions, and other employment decisions are conducted fairly and transparently, free from bias.

The Human Resources (HR) Department is at the centre of employee rights management. It is tasked with:

Policy Development: Establishing equitable policies for recruitment, promotion, and compensation and benefits to ensure non-discriminatory employment practices.

Career Development: Designing clear career progression pathways and offering skill development programs and learning resources.

Rights Protection: Ensuring the protection of employees' legitimate rights.

Health and Safety: Coordinating comprehensive health initiatives, including annual health check-ups, mental health support programs, and workplace safety protocols.

Employee Rights and Welfare Safeguarding Strategy

Anker Innovations adheres to the principles of "protecting workers' rights, respecting human dignity, upholding ethical business practices, and contributing to societal development" as the cornerstone of our human rights and labor protection policy. Our practices integrate local laws and regulations regarding human rights and labor standards into internal processes and operational guidelines to minimize labor and employment-related risks.

For interns and outsourced personnel, the Company implements the same personnel management standards as those for permanent employees, ensuring that every worker's legitimate rights—including fair treatment, safe working conditions, and physical and mental well-being—are safeguarded at all times.

Employee Rights and Welfare Risks and Safeguarding Measures

Anker Innovations has established risk assessment and management mechanisms to systematically categorize risks by category, identify responsible departments, and specify locations where risks may arise. Annually, we conduct risk identification processes using criteria such as "probability of occurrence" and "severity" to evaluate labor-related risks, which are subsequently categorized into high, medium, and low risk levels. We track the effectiveness of risk mitigation measures and sustain continuous oversight of high-risk categories to guarantee proactive management. During the reporting period, Anker Innovation and its subsidiaries have not encountered any violations of labor compliance requirements or human rights-related risks, and no instances of forced labor, child labor, or discriminatory employment practices were identified.

Against forced labor	Risk Mitigation Measures
Against forced labor	We strictly prohibit any form of forced labor. All work must be conducted on a voluntary basis, with employees freely choosing to engage in employment. No deposits, recruitment fees, medical examination fees, or any other charges are required during the hiring process. We do not retain employees' identification documents and ensure employees may voluntarily terminate their employment relationship at any time. To further institutionalize these principles, we have established standardized recruitment and resignation procedures. These include clearly defined resignation processes in accordance with labor laws, enabling employees to submit resignation requests through formal procedures without unreasonable barriers.
Prohibition of Child Labor	We strictly prohibit the use of child labor in any form or stage of operations. During recruitment, we implement effective measures to verify the age of all job applicants through legally recognized identification documents, ensuring compliance with international labor standards and domestic laws. In accordance with the *laws and regulations related to labor and social security in China*, we strictly enforce legal obligations for all formal employees, including mandatory enrollment in the "Five Social Insurances and One Housing Fund" (5SI+1HF) program. This ensures comprehensive coverage of pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund benefits. Beyond legal requirements, we provide commercial supplementary insurance to further enhance employees' welfare, establishing a multi-tiered protection system. We leverage digital management systems to ensure full transparency in social insurance contributions and fund management, thereby safeguarding workers' rights and interests. This approach fosters standardized and orderly labor relations, aligning with our commitment to ethical employment practices.
Working hours policy	We strictly comply with all applicable laws and regulations regarding working hours and ensure employees receive adequate rest periods. In accordance with Article 36 of the *Labor Law of the People's Republic of China*, we implement a standard working hours system for all employees. This system enforces a daily 8-hour and weekly 40-hour work schedule, with attendance management aligned to these benchmarks to ensure compliance with legal requirements and employee well-being.
Compensation and Benefits	We ensure that all employee compensation complies with applicable laws and regulations, including but not limited to requirements related to: Minimum wage standards. Mandatory social insurance contribution rates (five social insurances and one housing fund: 5SI+1HF). The Company has established attendance and salary management regulations to: Guarantee legally mandated leave entitlements and provide fair, legal, and reasonable compensation and benefits. Prioritize employee well-being through diverse welfare programs, including health care subsidies, wellness initiatives, and family care support.
Discrimination and Harassment	We advocate for equality in employment relationships and resolutely eliminate any discrimination arising from factors such as race, ethnicity, skin color, religious beliefs, sexual orientation, gender, age, political views, marital status, or any other grounds. In promoting workforce diversity, we actively recruit expatriate employees, honor cultural differences, and provide free Mandarin language training to support their integration. These initiatives also serve to promote cultural exchange and mutual understanding between expatriate staff and local teams.

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Employee Rights and Welfare Objectives and Metrics

Nationality and Cultural Diversity

Increase the proportion of employees from diverse nationalities, and increase the proportion of new hires from different countries and regions to 15%.

Gender Diversity

Further optimize workforce gender ratios and ensure continuous growth of female representation across all management tiers.

Enhanced Rights Protection

Achieve 100% coverage of policy protections for female employees during pregnancy, maternity leave, and lactation periods.

Goals

Global Team Development

Build an industry-leading, vibrant, and inclusive global workforce that serves as a benchmark for diversity and inclusion in multinational management practices.

Inclusive Promotion Mechanisms

Implement unbiased career advancement systems to ensure equal access to promotion opportunities for all employees, irrespective of gender, nationality, or cultural background.

Gender Diversity: We monitor the gender ratio of our global workforce to ensure equitable representation. In 2024, 41% of employees were female, creating a relatively balanced gender distribution across all roles.

Nationality and Cultural Diversity: We gather statistics on the nationality distribution of employees, including the number and proportion of employees with different cultural backgrounds. Anker Innovation employs 5,034 employees worldwide, with staff from diverse national and regional backgrounds. This multicultural composition fosters an inclusive work environment that values cross-cultural collaboration.

Indicators

Women's Rights and Welfare Support: Nearly half of the company's employees are women, and the proportion of female executives reaches 19%. To effectively safeguard the rights and interests of women, Anker Innovations strictly adheres to international conventions and local laws, and focuses on protecting the rights and benefits of female employees during pregnancy, childbirth, and lactation. The relevant leave and attendance policies include maternity leave, prenatal check - up leave, miscarriage leave, pregnancy leave in Shenzhen, lactation leave, parental leave, paternity leave for male employees, and childbirth bonuses (the leave arrangements for overseas employees are subject to local laws). In the current year, the number of people taking such leaves has reached 4,292.

Organizational Adaptability: Implement culturally tailored policies and systems based on local cultural norms to ensure compliance with employment regulations and optimize cross-cultural team collaboration efficiency.

Employees by Gender
59% | 41%

5 Female Executives Accounting for 19% of total executives

■ 2,948 Male employees   ■ 2,086 Female employees

Employees by Level
0.5%
9%
90.5%

■ 26 Senior-level employees   ■ 448 Mid-level employees
■ 4,560 Entry-level employees

Employees by Region
12%
88%
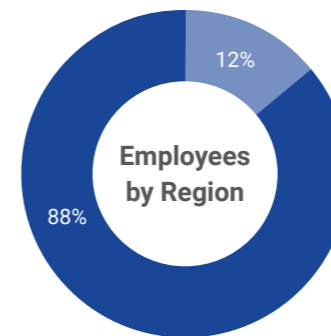
■ 4,439 in Mainland China   ■ 595 Overseas employees and employees in Hong Kong, Macau and Taiwan

Employees by Age Group
1%
39%
60%
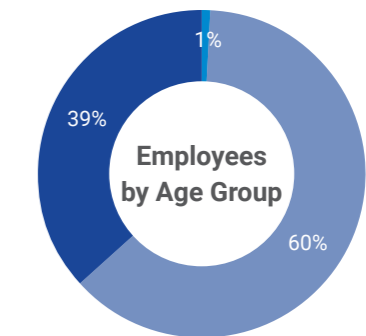
■ Employees Over 50 Years Old: 32   ■ Employees Aged 30-50: 3,060
■ Employees Under 30 Years Old: 1,942

Talent Development System
Employee Recruitment

Scientific Talent Selection

To build a scientific talent selection standard, Anker Innovations draws on ideas from multiple international consulting firms and has developed its candidate-competency model dictionary with the Company's unique characteristics. Regular interview-skill training, like professional interview training and interview skills certification, is also provided for interviewers to achieve a scientific talent-selection process.

Strict Recruitment Process

Anker Innovations has implemented a comprehensive and strict interview evaluation process in social, campus, and internal recruitment. Through talent/professional evaluation organizations such as talent committees and professional committees within the organization, various recruitment process tasks are carried out by introducing links such as professional written tests, various assessments, cross-interviews, and comprehensive talent evaluations.

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Employer Brand Management

The Company places great importance on building and maintaining its employer brand. On the recruitment website, the Company conducts candidate satisfaction surveys and gathers feedback from various public opinion platforms. Specific actions are taken to address any issues identified, ensuring a positive job-seeking experience for candidates and guiding the improvement of interviewers' professionalism. Moreover, the Company participates in third-party employer evaluations to continuously improve the employee experience, obtain various employer-side honors and expand its employer influence.

Diverse Recruitment Channels

Anker Innovations is committed to expanding and enhancing its recruitment channels. In addition to collaborating with mainstream talent websites, the Company maintains deep partnerships with multiple reputable third-party headhunting firms. We have built a comprehensive database of headhunter suppliers to effectively identify and attract top-tier strategic talents. Internally, we continuously explore social recruitment methods and innovate on platforms such as Maimai and Douyin. Moreover, through specialized projects to develop our own talent pool, we enrich our talent activation strategies and foster strong connections with the talent market.

Digital Recruitment Platform

Anker Innovations has achieved end-to-end digitization of the recruitment process by using advanced third-party recruitment management systems. The Company promotes information construction goals including online process, data lake visualization, tool integration, and efficient circulation, which directly improve the comprehensive application of recruitment websites, written test centers, evaluation centers, interview experiences, and scientific evaluations. Moreover, Anker Innovations explores the efficient application of advanced technologies such as ChatGPT, DeepSeek in the recruitment field.

Job Opportunities for Graduates

Anker Innovations actively recruits young talent, having onboarded over 200 university graduates annually for three consecutive years. In 2024, we hired 700 graduates through campus recruitment and will continue to prioritize this channel as our primary strategic talent pipeline. We have deep school-enterprise cooperation with various universities, providing a large number of career opportunities and a broad career stage, offering highly competitive salary and benefits, and continuously building a young reserve talent team through programs such as summer internship programs and international management trainee programs.

Compensation and Incentives

Anker Innovations has a competitive compensation system to attract and retain the most talented individuals with the core principle of mutual growth between the company and talents. Every achievement of the Company is closely linked to the collective efforts of all employees. As the Company grows, it ensures that employees share in the success and rewards of the business. It rewards top-performing employees with generous compensation, fully unleashing their potential to create value.

Comprehensive Compensation Structure >>>>>>>>>>>>>>>>>>>>>>>>>>>>>

Anker Innovations has developed a comprehensive structure that covers R&D, functional and business systems, corresponding to people in different business scenarios of the Company. In addition to the base salary, different groups enjoy various types of allowances and subsidies provided by the Company. Performance-based bonuses and compensation mechanisms are also provided to meet the incentive demands of different employee groups and levels. The compensation structure will be regularly reviewed in response to market changes and to align with the Company's objectives.

Encouraging Employees to Pursue Excellence with Reward Mechanisms >>>>>>>>>>>>

Anker Innovations has formulated the "Annual Excellence Award Management Measures" to encourage employees to make breakthroughs and set an example in personal/team development, as well as in work methods/processes/platform construction. This initiative encourages employees to make greater achievements in their performance and make contributions to the overall development of the Company. This method helps drive business growth, enhances the Company's brand reputation, and elevates its overall image to support the Company's long-term development.

Sharing Benefits for Long-Term Development >>>>>>>>>>>>>>>>>>>>>>>>>>>>

To meet long-term talent requirements for sustained and healthy development of the Company and incentivize core employees, Anker Innovations has established the bonus mechanism called "Operating Results-Based Bonus Allocation" to motivate its core staff, allowing both employees and the Company to share in the long-term business growth benefits, providing excess returns for excellent partners and continuously enhancing the Company's competitiveness. The Company will keep strengthening its incentive mechanisms and encouraging management teams and core staff to create higher value for customers in the long term. Anker Innovations has introduced the "Entrepreneur Plan in the Next Decade" with the principle of shared growth values since 2022.

Employee Career Development

In terms of employee development, Anker Innovations adopts a diversified career development approach called the "Trident", which is different from the traditional linear career progression path. This approach allows individual contributors to develop their career paths between the expert and managerial tracks. Anker Innovations aims to provide more development opportunities for talents by establishing both horizontal and vertical career paths.

Additionally, the Company offers a wide range of job rotation opportunities to help employees fill the gaps in their abilities and facilitate their comprehensive learning and diversified development within the Company. Anker Innovations places great importance on employee career development and encourages employees to grow together with the Company through a supportive stance and actionable measures.

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Employee Training

As a Company committed to becoming a learning organization, Anker Innovations places great emphasis on employees' personal growth, providing comprehensive training and development opportunities. The Company has a diverse empowerment team consisting of the Anker Innovations Empowerment Center, the professional committee, and one-on-one mentors, which not only offers professional skills training but also focuses on employees' career planning and leadership development.

Anker Innovations adopts a combination of online platforms and offline teaching methods, closely aligned with the Company's development roadmap and business needs. Training is integrated with practical applications, providing comprehensive support for the career development of every employee.

The Company encourages employees to participate in various learning activities, including professional courses, seminars and workshops, to enhance their abilities and qualities. The personal development of employees is one of the Company's top priorities. The Company will continue to invest more resources and efforts to provide the best support for employees' career development.

Comprehensive Training Programs

Anker Innovations Sailor and Captain Training Program

Anker Innovations Learning Platform

In line with Anker Innovations' four core value streams, the Company has developed various specialized courses for employees, which allows employees to quickly identify the courses they need to enhance their skills and qualities.

价值流专题

IPD价值流 | IPC价值流 | ISC价值流 | IEA价值流

岗位族专题

质量族专题 | 营销族MKT专题 | 服务族CED专题 | 财经族管理专题

营销族OSO专题 | JP专题 | 技术族PDP专题 | 数字化赋能专题

Anker Innovations Online Learning Platform

Training Data for 2024[1]

Total Number of Training Participants
5,305 People

Average Learning Duration Per Person
6.79 Hours

Total Number of Courses Offered
696 Courses

Average Satisfaction Rating
4.79 Out of 5 Points

Implementation of Employee Care
Caring for Employee Wellbeing
Employee Benefits

To ensure employees' sense of belonging and security at Anker Innovations, while fostering strong bonds between employees and the organization, we provide a comprehensive range of welfare benefits that encompass various areas, including meals, health, transportation, and culture. These benefits reflect our commitment to supporting both the professional and personal lives of our employees, contributing to creating a warm, comfortable, and caring work environment and organizational culture.

Regarding welfare leave, in addition to the standard annual leave and statutory holidays, Anker Innovations acknowledges the diverse needs of our employees, such as caring for and visiting family members or attending to personal matters. As a result, we have expanded our range of welfare leave options to accommodate these different needs, demonstrating our understanding and support for the various aspects of our employees' lives.

Employee Benefits

Catering Benefits	Free breakfast and dinner, discounted lunch options, overtime meals, discounts at partner restaurants for employees, coffee corners
Health Benefits	Five social insurances and one housing fund, medical check-ups, supplementary medical insurance, million medical insurance, access to fitness centers
Transportation Benefits	39 free parking spaces (in Changsha), transportation support for overtime work
Welfare Leave	2-hour paid short leave, special leave for long-term employees, visiting-family leave for expats, parental leave, lactation leave, pregnancy leave in Shenzhen
Employee Care	Birthday benefits, mentorship dinner benefits, quarterly team building benefits and anniversary gifts
Cash Gifts	Wedding cash gift, maternity cash gift, sympathy cash gift for family members' illness
Product Benefits	Employee discounts for purchasing company products, free customized products

[1] The training data for 2024 only includes the statistics from the Empowerment Center projects and does not cover the training activities conducted independently by various departments.

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Cultural Activities

In addition to traditional benefits, Anker Innovations, as a youthful and dynamic company, organizes a variety of cultural activities that resonate with young individuals.

Annual AnkerMaker's Talkshow

Annual AnkerMaker's Talkshow serves as a cornerstone initiative for fostering a learning organization within our Company. Through curated selection of employees across diverse roles, this keynote speech platform enables sharing of personal growth journeys, team/business achievements, methodological insights, and strategic alignment from the previous year, facilitating cross-functional visibility and mutual inspiration among colleagues.

Open Day

Open Day is like Spring Festival for Anker Innovations employees. It is a family-oriented event open to all staff members. On this day, the Company invites employees, their families, and important prospective partners to join in various fun activities, games, and exhibitions. Through these interactive experiences, attendees can immerse themselves in the Company's culture, gain insights into our business, and foster a sense of belonging.

Clubs and Special Activities

Anker Innovations introduces various initiatives to promote a healthy lifestyle, such as the "Sports Month" event. We also organize special activities to show care and appreciation for different groups, including the Women's Day/ Mother's Day/ Engineers' Day events. Additionally, we offer 30 interest-based clubs and organize departmental activities.

Anker Innovations' global offices have also organized a series of activities to jointly establish an open, equal, and inclusive cultural atmosphere.

The Australian office conducted team-building activities

The UK+Ireland office conducted Christmas party

The Dubai office organized an "Iftar" dinner

The SEA office conducted an annual meeting

The North-East EU office conducted team-building activities

The German office conducted an Oktoberfest team building activity

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Establishing Effective Communication Channels

Anker Innovations places great importance on employee experience and is dedicated to actively gathering and incorporating employee feedback to improve our systems and processes. We are committed to creating a favorable work environment, fostering a positive organizational culture, and providing ample opportunities for employee growth. To promote an atmosphere of open and equitable communication, we have implemented various measures to facilitate continuous employee feedback, including:

Annual Employee Opinion Survey

Conduct an annual anonymous survey targeting all employees to assess their satisfaction and engagement from multiple dimensions. Identify common key issues based on employee feedback and incorporate them into the key improvement areas for the following year's organizational development.

Monthly All-Hands Meeting (TGIF)

Regularly hold a monthly communication meeting for all employees, where the Board of Directors and business representatives share key updates and address anonymous employee questions in an open forum.

Monthly Manager Communication Meeting

Organize monthly communication meetings specifically for managers, where the Board of Directors shares the Company's latest business strategies and conducts workshops to gather insights on business and organizational challenges, providing recommendations for corporate strategy, business operations, and organizational development.

Board Feedback Email

Establish a Board of Directors' public email address (voice@anker.com) within the Company, where employees can send their opinions and ideas regarding company strategy, development, business matters, or any significant issues. The email response rate is 100%.

Company-wide Communication and Exchange Group

Create an open and candid communication culture by facilitating direct communication in a company-wide group, where any topic can be discussed. The response rate is 100%.

Project-specific Communication and Exchange Groups

For daily operational matters such as administrative dining, office hygiene, or IT maintenance, we establish dedicated project-specific communication groups with assigned personnel to address and resolve employee feedback or questions.

Emphasizing Health and Safety

Employee Safety and Production Assurance Measures

- **Employee Safety Education and Training:** The Company has implemented the "Safety Education and Training Management System" to prioritize the enhancement of safety awareness among all employees and outsourced personnel. We proactively conduct safety training for new employees during the onboarding process, as well as regular and specialized training sessions. Training is delivered through on-site lectures, practical exercises, and other methods, covering a comprehensive range of courses, including three-level safety training and safety management training. The Company is committed to continually improving the quality and effectiveness of its training programs.

- **Fire Safety Training:** The Company conducts training sessions aimed at enhancing participants' awareness of fire hazards. These sessions ensure that all individuals have a clear understanding of the fundamental measures for fire prevention, methods for extinguishing fires, and the necessary skills to organize personnel evacuation and facilitate a safe escape.

Fire safety training with on-site instruction and drills.

Employee Occupational Health

Employee Occupational Health

Social and Commercial Insurance

The Company provides a complete set of social insurance for employees, including medical insurance, basic medical insurance, and critical illness insurance, with a coverage rate of 100%. At the same time, it has additionally purchased the million-yuan medical insurance for all employees, showing care for their physical health.

Medical Examinations

From September to December each year, the Company offers comprehensive medical check-ups to all employees, with a coverage rate of 100%.

First Aid Kit

The Company provides essential over-the-counter medications (including emergency medicine and daily basic medicine) free of charge, demonstrating our commitment to the well-being of employees and providing basic assistance for emergencies.

Doctor Visits at the Workplace

The Company has collaborated with community organizations multiple times to organize health lectures, inviting doctors from the Dawn Community Health Center to share knowledge on the prevention and curing methods related to cervical spondylosis and hair loss.
Regular visits from doctors are arranged each year to address common workplace health concerns and provide answers and guidance to employees.

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Building a Harmonious Community

While promoting the growth of the Company, Anker Innovations actively assumes social responsibility and deeply participates in various charity activities, such as green public welfare practices, social charity actions, and community development support, all of which contribute to the development of a harmonious community.

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Carrying out Green Public Welfare Practice

Anker Innovations has consistently regarded biodiversity conservation and sustainable ecosystem management as core responsibilities. During the reporting period, the Company strictly adhered to international ecological conservation standards, refraining from conducting business operations or project development in ecologically sensitive or fragile areas, such as national nature reserves. It continues to drive global ecological restoration through technological innovation and multi-stakeholder collaboration.

In China, the Company responded to national strategies in 2024 by establishing a public welfare ecosystem and actively promoting environmental initiatives and eco-friendly activities. These efforts aim to enhance environmental awareness among employees and the general public, fostering the integration of green values into daily practices.

Eco-Philanthropy Challenge Program

In September 2024, the Company launched a charity day initiative for employees to participate in a 10-day green commuting challenge either individually or as part of a team. The effort resulted in a cumulative total of approximately 7,304 kilometers of eco-friendly transportation. The Company donated funds equivalent to 0.5 RMB per kilometer traveled, totaling 3,652 RMB, which was contributed to the China Green Foundation's "Suobian Ecological Forest - Gansu" project, supporting ecological conservation efforts.

Green Commuting Incentive Program

Anker Innovations Charity Society launched an internal green commuting check-in campaign. Employees tracked and uploaded their commutes via walking, cycling, or public transport. Upon achieving goals, participants could redeem the right to sponsor a tree, cumulatively donating 205 trees.

Circular Economy Platform Development

The Company established an online second-hand trading platform and organized offline "Sustainable Living Markets" to extend the lifecycle of products, reduce resource waste, and promote the integration of green practices from corporate operations into household and community contexts.

In the US, from 2023, Anker Innovations was thrilled to partner with one of the world's largest marine conservation organizations, Oceana. Our monetary and product donations support Oceana's worldwide campaigns, including efforts to reduce plastic pollution and preserve important marine ecosystems, aiming to jointly promote the improvement of the global marine environment.

In response to the World Oceans Day global initiative, the Company's flagship brands (Anker, Anker SOLIX, and eufy) collaborated with the environmental nonprofit Tampa Bay Watch to organize community engagement in Florida centered around marine habitat restoration along the Tampa Bay waterways and beachfront. This initiative not only introduced the brands' eco-conscious products to their consumer base, but also reinforced the Company's sustainability motto, "Recharge the Future", through impactful community action.

Marine Protection

In Germany, Anker Innovations is committed to advancing the adoption of clean energy and fostering environmental awareness in Germany.

The brand Anker SOLIX and Wohllebens Waldakademie jointly launched the Solar Campaign, an environmental initiative leveraging the "Solar Credits" mechanism. This system converts carbon emissions reduced through user adoption of the Solarbank balcony solar-storage systems into corresponding conservation area expansions in the Eifel Mountains primeval forest in Germany. By 2024, the initiative had cumulatively conserved 10,000 square meters of forest. Additionally, Anker SOLIX assumes responsibility for educating the next generation about green energy, partnering with German educational institutions to conduct systematic campus outreach programs. These programs introduce students to the technical applications of the Solarbank system, embedding sustainability principles into youth environmental literacy.

Anker SOLIX x Wohllebens Waldakademie Solar Campaign for Ecological Protection

During the IFA exhibition, Anker Innovations convened a panel discussion with prominent German ESG thought leaders, including:

Money for Future, a sustainability advisory firm

Julian Lechner, founder of circular-economy coffee cup brand Kaffeeform

Representatives from Wohllebens Waldakademie (connected live during the event)

The discussion focused on advancing sustainable practices and ESG strategies.

Biodiversity Conservation in Australia: Anker Innovations prioritizes biodiversity protection and environmental restoration through collaborative conservation initiatives in Australia. The Company partnered with Taronga Conservation Society Australia to launch the Little Penguin Conservation Initiative, aimed at strengthening conservation efforts for the Australian endemic species, the little penguin (Eudyptula minor). The project provides funding and technical support for monitoring population dynamics and habitat ecological changes of the species, thereby generating actionable data and evaluation frameworks to advance marine biodiversity conservation and ecological research in the Southern Hemisphere.

Anker x Taronga Little Penguin Conservation Initiative

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Engaging in Charity Actions

Anker Innovations has been a long-standing philanthropic participant dedicated to promoting educational equity for children, supporting life-threatening illness treatment, and responding to natural disasters. In 2024, the Company deepened its social responsibility efforts through a three-pillar approach integrating products, technology, and financial resources, accumulating donations of cash and materials exceeding RMB 10 million.

Accumulating donations of cash and materials exceeding

RMB **10** million

In 2024, Anker Innovations left a positive footprint in building inclusive and sustainable communities across multiple regions globally. The Company launched the "AnkerCares" initiative, designed to foster social impact in employees' local communities through voluntary employee-led community service.

First In-Person "AnkerCares" Event in Seattle, USA:

The initiative's first offline event, "Day of Giving", was successfully held in early June 2024 in Seattle, Washington. The event comprised two components:

1.In-person participation: Employees from Anker's Seattle office volunteered at the Bellevue Food Bank, contributing to service and non-perishable food donations.

2.Remote engagement: Employees working outside Seattle in Kansas, Arizona and Texas initiated independent community service projects.

Impact and Feedback:

The event received gratitude from local communities and achieved a 97.5% satisfaction rate among participants. Moving forward, Anker Innovations plans to expand the "AnkerCares" initiative globally to encourage employees worldwide to participate actively, further contributing to the development of sustainable and harmonious communities on a global scale.

AnkerCares Seattle, USA Event

"Running for TEGV": soundcore's Sustainable Partnership Model with Turkish Education Volunteers Foundation during the Istanbul Marathon.

During the Istanbul Marathon, soundcore pioneered a transformative partnership with the Turkish Education Volunteers Foundation (TEGV), moving beyond conventional donations through its "Running for TEGV" initiative. This collaboration comprised three strategic components:

1.Team Building & Awareness Campaigns: soundcore assembled a 14-member team of media professionals and key stakeholders to participate in the marathon, leveraging the event's visibility to amplify TEGV's cause and attract charitable contributions.

2.Consumer Incentivization: The brand offered discount vouchers to consumers who donated to or supported TEGV, fostering long-term engagement and sustained participation in the foundation's mission.

3.Mass Media Amplification: soundcore secured 11 print articles and 187 online reports across leading Turkish media outlets such as Nasıl Bir Ekonomi, Oksijen, Akşam, Milliyet, Posta, and Cumhuriyet, reaching an audience of 1.6 million viewers. This extensive coverage expanded the initiative's public awareness and inspired broader support for TEGV's goals.

Impact & Sustainability:

The marathon partnership transcended a one-time donation model, establishing a sustainable and impactful initiative that generated long-term benefits for both the community and the brand.

Partnership with TEGV

In Australia, eufy partnered with the charitable organization Make-A-Wish to provide funding support and product collaboration for key initiatives aimed at helping critically ill children fulfill their wishes. During the 2024 Christmas season, eufy sponsored Make-A-Wish's inaugural "Trees of Joy" event in Australia, where 17 families of seriously ill children received custom-designed Christmas trees as part of their wish fulfillment. This collaboration embodies the Company's core values—bridging technology to enhance daily life while fostering empathy, resilience, and cherished moments during challenging times.

Community Engagement with ANZ Teams:

Additionally, Anker Innovations' ANZ (Australia and New Zealand) team partnered with the nonprofit organization Clean Up Australia to organize waste cleanup initiatives in Melbourne as team-building activities. This effort demonstrated corporate social responsibility (CSR) commitment while strengthening team cohesion through shared community service.

Australia Make-A-Wish Initiative

Melbourne Waste Cleanup Initiative

Supporting Regional Development

Anker Innovations leverages its global technological expertise and localized operational experience to contribute to educational systems. By integrating corporate know-how into academic curricula, the Company supports local universities in cultivating cross-disciplinary talents aligned with market demands, thereby providing a sustainable talent pipeline for the digital economy transformation.

Southeast Asia is undergoing rapid digital economic transformation, yet a persistent skills gap between industry practices and higher education continues to hinder youth employment competitiveness. To address this, Anker Innovations took "experience sinking + ability leap" as its core and partnered with the Business and Management Department of SEGi Millennium University to launch the "Industry-to-Classroom Initiative". This program aims to:

1.Narrow youth skills gaps and promote employment equity by integrating industry expertise into academic curricula.

2.Establish transparent, replicable university-industry collaboration mechanisms.

3.Foster a positive cycle linking regional human capital development with innovation-driven economic growth.

The company's marketing and e-commerce team takes "localized practice of global brands" as the core, dissects real cases in the Southeast Asian market, and teaches students the data-driven market insight methodology. In addition, a "MKT Campaign Pitching" session is added, where student teams design marketing proposals based on local culture. Anker Innovations' experts provide feedback from the perspectives of feasibility, technical adaptability, and social value, simulating the corporate decision-making process, strengthening students' ability to solve complex business problems, and bridging the gap between theoretical teaching and industry trends.

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Key Performance

Economic Performance Table

Key Economic Performance Indicator	Unit	2022	2023	2024
Prime Operating Revenue	CNY billion	14.11	17.43	24.70
Sales Volume	units	72,021,545	83,330,981	112,116,247
Financial Assistance Received from Government	/	Refer to "2022 Annual Report of Anker Innovations"	Refer to "2023 Annual Report of Anker Innovations"	Refer to "2024 Annual Report of Anker Innovations"

Environmental Performance Table

Category of Topics	Key Environmental Performance Indicator	Unit	2022	2023	2024
Energy Use[1]	Total Energy Consumption	tce	1,133.41	1,365.10	1,717.21
	Direct Energy Consumption	tce	/ [*]	25.23	0
	Indirect Energy Consumption	tce	1,133.41	1,339.88	1,717.21
	Energy Consumption Intensity	tce/ CNY 100 million	7.95	7.80	6.95
	Natural Gas Consumption	m^3	/	18,967.00	0
	Total Electricity Consumption[2]	kWh	9,222,189.90	10,902,160.78	13,972,397.01
	Per Capita Electricity Consumption	kWh per person	2,551.09	2,714.01	2,738.08
	Electricity per Unit of Building Area	kWh per m^2	199.35	228.30	223.70

Environmental Performance Table (Cont.)

Category of Topics	Key Environmental Performance Indicator	Unit	2022	2023	2024
GHG Emissions	Total GHG Emissions	tCO_2e	5,624.80	7,638.16	10,068.34
	Total Direct GHG Emissions (Scope 1)[3]	tCO_2e	/	41.01	0
	Total Indirect GHG Emissions (Scope 2)[4]	tCO_2e	4,857.77	5,762.71	5,745.99
	Total Other Indirect GHG Emissions (Scope 3)[5]	tCO_2e	767.04	1,834.44	4,322.35
	Per Capita GHG Emissions	tCO_2e per person	1.56	1.90	2.00
	GHG Emissions per Unit of Building Areas	tCO_2e per m^2	0.12	0.17	0.16
	GHG Emissions Intensity	tCO_2e per CNY million of revenue	/	/	0.41
	Carbon Credits[6]	tCO_2e	/	68,542	78,228
Water Resource Use[7]	Total Water Consumption	tons	24,159.40	35,713.80	43,613.60
	Per Capita Water Consumption	tons per person	6.68	8.89	8.66
	Municipal Water Consumption	tons	24,060.00	35,597.80	43,021.60
	Barrelled Water Consumption	tons	99.40	116.00	592.00
	Total Sewage Discharge	tons	24,159.40	35,713.80	43,613.60
Paper Use[8]	Office Paper Consumption	tons	2.62	3.35	5.54
	Per Capita Office Paper Consumption	tons per person	0.0007	0.0008	0.0011
Fire Extinguisher Use[9]	Fire Extinguisher Usage	units	/	/	418

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Environmental Performance Table (Cont.)

Category of Topics	Key Environmental Performance Indicator		Unit	2022	2023	2024
Waste Management[10]	Non-hazardous Waste	Office Waste	tons	/	206.70	152.64
		Kitchen Waste	tons	15.90	23.80	37.25
		Electronic Waste - Desktops	pieces	44	54	12
		Electronic Waste - Monitors	pieces	32	69	12
		Electronic Waste - Laptops	pieces	259	773	308
		Electronic Waste - Printe	pieces	/	/	0
		Electronic Waste – Servers	pieces	/	/	0
		Total Non-hazardous Waste	tons	16.88	232.76	255.20
	Hazardous Waste	Hazardous Waste - Ink Cartridges	boxes	60	50	73
		Hazardous Waste - Toner Cartridges	units	12	8	18
		Hazardous waste - Lamp Tubes	units	/	/	400
		Total Hazardous Waste	tons	0.06	0.05	1.06
	Waste Emission Intensity	Non-hazardous Waste Emission Intensity	tons/CNY 100 million	0.12	1.33	1.03
		Hazardous Waste Emission Intensity	tons/CNY 100 million	0.0004	0.0003	0.0043
	Waste Recycling	Total Electronic Waste Recycled	pieces	335	896	332
		Total Non-hazardous Waste/ Office Waste Recycled	tons	/	/	4.51

Notes:

[*] Based on the considerations of data authenticity, accuracy and disclosure prudence, metrics that were unable to be precisely measured and traced will be denoted by a forward slash ("/").

[1] Statistics on energy consumption include data from the Shenzhen, Changsha, Guangzhou, and Suzhou offices of Anker Innovations.

[2] Statistics on total power consumption include data from the power consumption of owned offices and leased offices.

[3] In 2023, scope 1 emission mainly came from natural gas consumption. The Company did not use natural gas in 2024.

[4] Scope 2 emission mainly comes from purchased electricity consumption. This year's purchased electricity statistics include data from Anker Innovations' major offices in China (Shenzhen, Changsha, and Suzhou).

[5] Scope 3 emission mainly includes emissions from travel transportation, hotel accommodations, waste disposal and sewage treatment. Due to a 27.04% increase in the total number of employees at Anker Innovations, emissions from employees' travel by air, train, high-speed rail, and automobile have increased. Therefore, the Company's Scope 3 GHG emissions have risen notably compared to the previous year.

[6] In 2024, Anker Innovations participated in three carbon credit transactions: (1) CDM Project 8978: Heilongjiang Bayan Biomass Cogeneration CDM Project; (2) VCS/CCBS 2379: Guizhou Bijie Huadu Afforestation VCS Project; (3) VCS 2438: India Maharashtra Improved Stoves VCS Project, with a total of 78,227.86 tCO(2)e carbon credits.

[7] Statistics on water use and sewage discharge include data from the Shenzhen, Changsha, and Suzhou offices of Anker Innovations.

[8] Statistics on paper consumption include data from the Shenzhen and Changsha offices.

[9] Fire extinguishers include 408 dry powder fire extinguishers and 10 heptafluoropropane fire extinguishers. Statistics on fire extinguisher usage include data from the Shenzhen and Changsha offices of Anker Innovations.

[10] Statistics on waste include data from the Shenzhen, Changsha, Guangzhou, and Suzhou offices of Anker Innovations.

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Social Performance Table

Category of Topics	Key Social Performance Indicator		Unit	2022	2023	2024
Labor Management/ Employment	Total Number of Employees[1]		persons	3,615	4,017	5,034
	Number of Employees by Gender	Male Employees	persons	1,969	2,332	2,948
		Female Employees	persons	1,504	1,685	2,086
	Number of Employees by Level	Senior-level Employees	persons	29	28	26
		Mid-level Employees	persons	292	348	448
		Entry-level Employees	persons	3,152	3,641	4,560
	Number of Employees by Region	Employees in Mainland China	persons	3,053	3,465	4,439
		Overseas Employees and Employees in Hong Kong, Macau and Taiwan	persons	420	552	595
	Number of Employees by Age Group[2]	Employees aged under 30	persons	1,348	1,479	1,942
		Employees aged 30-50	persons	2,112	2,510	3,060
		Employees aged over 50	persons	13	28	32
	Diversity of Governance	Number of Female Executives	persons	6	4	5
		Percentage of Female Executives	%	20.69	14.29	19.23
	Proportion of Senior Management Hired from the Local Community	Proportion of Senior Management Hired from the Key Operational Sites [3]	%	/	/	84.62
	Signing Rate of Employee Contracts		%	100	100	100
	Social Insurance Coverage		%	100	100	100
	Total Number of Training Participants[4]		person-time	6,147	4,396	5,305
Labor Management/ Employment	Number of Employees Under Training by Gender	Number of Male Employees Under Training	persons	/	2,332	2,948
		Number of Female Employees Under Training	persons	/	1,685	2,086

Social Performance Table (Cont.)

Category of Topics	Key Social Performance Indicator		Unit	2022	2023	2024
Labor Management/ Employment	Number of Employees Under Training by Employment Type	Number of Senior-level Employees Under Training	person-time	/	34	26
		Number of Mid-level Employees Under Training	person-time	/	557	448
		Number of Entry-level Employees Under Training	person-time	/	3,805	4,560
	Average Hours of Each Employee Under Training by Gender	Average Hours of Male Employees under Training	hours per person	/	2.66	6.79
		Average Hours of Female Employees under Training	hours per person	/	2.66	6.79
	Average Hours of Each Employee Under Training by Level	Average Hours of Senior-level Employees	hours per person	/	2.66	6.79
		Average Hours of Mid-level Employees	hours per person	/	2.66	6.79
		Average Hours of Entry-level Employees	hours per person	/	2.66	6.79
	Percentage of Employees under Performance and Career Development Assessments by Gender	Percentage of Male Employees among Those Who Undergo Regular Performance and Career Development Assessments	%	/	58.05	58.51
		Percentage of Female Employees among Those Who Undergo Regular Performance and Career Development Assessments	%	/	41.95	41.49
	Percentage of Employees under Performance and Career Development Assessments by Level	Percentage of Senior-level Employees under Performance and Career Development Assessments	%	/	100	100
		Percentage of Mid-level Employees under Performance and Career Development Assessments	%	/	100	100
		Percentage of Entry-level Employees under Performance and Career Development Assessments	%	/	100	100
	Employee Skill Improvement	Number of Annual Training	time	/	605	696

Social Performance Table (Cont.)

Category of Topics	Key Social Performance Indicator		Unit	2022	2023	2024
Labor Management/ Employment	Employee Training Investment and Coverage	Number of Employee Training	times	/	605	696
		Annual Training Spending	CNY million	/	114	562
		Employee Training Coverage	%	/	100	100
		Average Study Duration per Person	hours	/	/	6.79
	Average Employee Satisfaction Rate[5]		score	4.71	4.74	4.79
Occupational Health and Safety	Number of Work-related Fatalities		persons	0	0	0
	Rate of Work-related Fatalities		%	0	0	0
	Lost Days Due to Work Injury		days	24	50	39
	Coverage Rate for Health Check-up Services		%	100	100	100
	Coverage and Investment of Employee Work-related Injury and Production Safety Liability Insurance	Total Amount of Investment in Work-related Injury Insurance	CNY million	/	66.2	89
		Coverage Rate of Employee Work-related Injury Insurance	%	/	100	100
Supply Chain Management	Number of Suppliers		/	/	393	506
	Number of Suppliers by Region	Number of Suppliers in Mainland China	/	/	329	434
		Number of Overseas Suppliers and Suppliers in Hong Kong, Macau and Taiwan	/	/	64	72
	Environmental Evaluation Dimension	New Suppliers Screened Using Environmental Evaluation Dimension	%	/	/	18
		Number of Suppliers Conducting Environmental Impact Assessment	/	/	/	40
	Social Evaluation Dimension	New Suppliers Screened Using Social Evaluation Dimension	%	/	/	18
		Number of Suppliers Conducting Social Impact Assessment	/	/	/	40
	Supplier Anti-Corruption Management	Rate of Suppliers Signing Anti Commercial Bribery Clause/ Integrity Agreement	%	100	100	100

Social Performance Table (Cont.)

Category of Topics	Key Social Performance Indicator		Unit	2022	2023	2024
Supply Chain Management	Proportion of Spending on Local Suppliers	Proportion of Production Materials Procurement from Key Operational Sites	%	/	100	84
		Proportion of Complete Appliance Procurement from Domestic Suppliers	%	/	86	86
		Proportion of Complete Appliance Procurement from Overseas Suppliers	%	/	14	14
Product Quality and Safety	Assessment of the Health and Safety Impacts of Product and Service Categories	Percentage of the Health and Safety Impacts of Assessed Product and Service Categories	%	/	0	0
Customer Service	Number of Customer Service Consultation Services		person-time	2,750,000	2,800,000	4,200,000
	Amazon Store Positive Feedback Rate		%	/	99	99
	Cumulative Collection of Customer Satisfaction Survey Questionnaires		/	/	85,146	215,468
	Customer Service Satisfaction[6]		score	4.1	4.1	49.82
	Number of Annual Customer Service Training Sessions		times	50	60	80
	Number of Participants in Customer Service Training Annually		person-time	700	1,000	1,500
	Rate of Customer Complaint Escalations		%	/	0.11	0.11
Technological Innovation	Annual Investment	Total Investment in Technological Research and Development	CNY billion	10.81	14.14	21.08
	Cumulative Investment in the Last 3 years	Total Investment in Technological Research and Development	CNY billion	24.26	32.73	46.03
	Proportion of R&D Investment	Proportion of R&D Investment in Prime Operating Revenue[7]	%	/	8.11	8.53
	Number of R&D Employees & Proportion of R&D Employees	Number of R&D Employees	persons	1,820	1,918	2,672
		Proportion of R&D Employees	%	50.35	47.75	53.08

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Social Performance Table (Cont.)

Category of Topics	Key Social Performance Indicator			Unit	2022	2023	2024
Intellectual Property Protection	Cumulative Number of Grants	Patents[8]		/	1,201	1,615	2,237
		Software Copyrights		/	50	69	84
		Registered Trademarks		/	1,066	1,473	1,633
	Patent Applications and Utilization	Total Number of Granted Patents Applied to the Prime Business Operations since the Company's Establishment		/	/	129	614
		Number of Patent Applications		/	/	269	389
Data Security and Privacy Protection	Number of Annual Data Safety/ Privacy Protection Training			times	/	11	8
	Audit Frequency for Information Security Policies and Systems			year per time	2	3	4
Charity and Welfare	Annual Investment in Public Charity Activities/Voluntary Service Activities			CNY million	2.83	2.42	1.00
	Cumulative Investment in Public Charity Activities/ Voluntary Service Activities[9]			CNY million	800+	1,000+	91,000+
	Total Number of Employees Participating in Public Charity Activities/ Volunteer Services Activities			persons	/	/	554
	Number of Public Charity Activities/ Volunteer Service Activities Carried Out			/	/	2	2

Notes:

[1]The total number of employees in 2023 and 2024 only includes full-time employees, excluding interns and contractors. The number in 2022 includes both full-time employees and daily-paid interns. The statistics of employees by category only include full-time employees and do not include daily-paid interns.

[2]As the age information of Anker Innovations employees in North America and Japan is not yet available, when counting the number of employees by age group, this part is uniformly taken as the Company's average age of 35.

[3]As of 2024, Anker Innovations maintained a global management team of 26 senior executives. The Company's significant locations of operation are situated in Shenzhen and Changsha offices within Mainland China, where 22 senior executives were recruited domestically to align with these core business locations.

[4]Training statistics only include data from the Learning Center projects and do not include offline training statistics from business units.

[5]The maximum satisfaction score for employee training is 5 points.

[6]The maximum satisfaction score for customer service in 2022 and 2023 is 5 points. In 2024, the statistical method for customer service satisfaction was changed to the Net Promoter Score (NPS).

[7]Core business refers to a business line that exceeds 60% revenue.

[8]Patents statistics include Invention Patents, Utility Model Patents and Design Patents

[9]Due to the various types of public welfare/ volunteer service projects that the Company has participated in previous years, the total amount of investment involves direct donations and the estimated value of donated products, so the cumulative investment amount is not an absolutely accurate number.

Governance Performance Table

Category of Topics	Key Governance Performance Indicator	Unit	2022	2023	2024
Three Sessions Governance	Number of General Meetings of Shareholders Held	times	5	3	5
	Number of Board of Directors' Meetings Held	times	13	8	9
	Number of Meetings of the Board of Supervisors	times	11	7	9
	Number of Board Members	persons	9	9	9
	Number of Male Board Members	persons	9	9	8
	Number of Female Board Members	persons	0	0	1
	Proportion of Female Directors	%	0	0	11.11
	Number of Independent Directors	persons	3	3	3
	Proportion of Independent Directors	%	33.33	33.33	33.33
	Proportion of Independent Directors of the Strategic Committee	%	33.33	33.33	33.33
	Proportion of Independent Directors of the Nomination Committee	%	66.67	66.67	66.67
	Proportion of Independent Directors of the Audit Committee	%	66.67	66.67	100
	Proportion of Independent Directors of the Remuneration and Appraisal Committee	%	66.67	66.67	66.67
	Number of Strategic Committee Meetings	times	/	/	1
	Number of Nominations Committee Meetings	times	/	/	1
	Number of Audit Committee Meetings	times	/	/	6
	Number of Remuneration and Appraisal Committee Meetings	times	/	/	5
Risk Management and Internal Control	Number of Risk Management and Internal Control Training	times	12	12	11
	Employee Coverage Rate of Risk Management and Internal Control Training	%	100	100	100
Business Ethics	Number of Lawsuits and Significant Administrative Penalties Resulting from the Company's Improper Conduct	/	/	/	0
	Amount Involved in Lawsuits and Significant Administrative Penalties Resulting from the Company's Improper Conduct	CNY million	/	/	0
	Number of Corruption Lawsuits Filed Against the Company and Employees	/	/	0	0

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Governance Performance Table (Cont.)

Category of Topics	Key Governance Performance Indicator		Unit	2022	2023	2024
Business Ethics	Economic Losses Incurred by the Corruption Lawsuits		CNY million	/	0	0
	Number of Anti-Corruption Training/ Integrity Culture Promotions		times	12	12	12
	Number of Internal Anti-Corruption/ Investigation Activities		times	6	8	10
	Proportion of Employees Signing the "Integrity Commitment Letter"		%	100	100	100
	Employee Coverage Rate of Business Ethics Standard Training		%	100	100	100
	Audit Frequency for Business Ethics Standard		time/ year	1	1	1
	Percentage of Operations Completed Corruption Risk Assessment		%	70	70	70
	Number of Employees Participating in Anti-Corruption and Anti-Bribery Training	Number of Directors Receiving Anti-Bribery and Anti-Corruption Training	persons	/	/	5
		Percentage of Directors Receiving Anti-Bribery and Anti-Corruption Training	%	/	/	56
		Number of Senior Executives Receiving Anti-Bribery and Anti-Corruption Training	persons	/	220	320
		Percentage of Senior Executives Receiving Anti-Bribery and Anti-Corruption Training	%	/	10	10
		Number of Employees Receiving Anti-Bribery and Anti-Corruption Training	persons	/	2,200	3,000
		Percentage of Employees Receiving Anti-Bribery and Anti-Corruption Training	%	/	100	100
Stakeholder Communication	Information Disclosure	Number of Company Disclosure Announcements	/	/	140	166

Report Index

Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation) Index

Anker Innovations, from January 1, 2024, to December 31, 2024, in accordance with the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* (referred to as the "Guidelines"), has disclosed the information referenced in the index of the Guidelines.

Disclosure Content	Disclosure Section
Climate Response	Climate Response
Pollutant Discharge	Waste Management
Waste Disposal	Waste Management
Ecosystem and Biodiversity Protection	Carrying out Green Public Welfare Practice
Environmental Compliance Management	Environmental Compliance Management
Energy Utilization	Energy Effective Utilization
Water Resources Utilization	Energy Effective Utilization
Circular Economy	Actively Promoting the Circular Economy Model
Rural Revitalization	/
Social Contributions	Engaging in Charity Actions Supporting Regional Development
Innovation	Technology Propels the Enhancement of Product Energy Efficiency Strengthening Technological and Product Innovation
Ethics of Science and Technology	Strengthening Technological Ethics Governance
Supply Chain Security	Sustainable Supply Chain Management
Equal Treatment of SMEs	Sustainable Supply Chain Management
Product and Service Safety and Quality	Ensuring Product Quality and Safety
Data Security and Customer Privacy	Ensuring Information and Privacy Security
Employees	Empowering Employee Development
Due Diligence	ESG Strategy and Governance Framework Identification of Material Topics
Stakeholder Engagement	Stakeholder Engagement
Anti-commercial Bribery and Anti-corruption	Compliance with Business Ethics
Fair Competition	Compliance with Business Ethics

Note: "/" indicates that there is no relevant information available for this indicator during the reporting period.

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GRI Index

Anker Innovations, from January 1, 2024, to December 31, 2024, in accordance with the GRI standard, has reported the information referenced in the GRI index.

Disclosure	Section Title	Chapter Index
Part 1: General Disclosure		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Anker Innovations
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	No Restatement of Information in This Reporting Period
	2-6 Activities, value chain and other business relationships	About Anker Innovations
	2-7 Employees	Safeguarding Employee Rights and Welfare
		Talent Development System
		Implementation of Employee Care
		Social Performance Table
	2-8 Workers who are not employees	Talent Development System
		Social Performance Table
	2-9 Governance structure and composition	Corporate Governance
		ESG Strategy and Governance Framework
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Strategy and Governance Framework
	2-13 Delegation of responsibility for managing impacts	Corporate Governance
		ESG Strategy and Governance Framework
	2-14 Role of the highest governance body in sustainability reporting	ESG Strategy and Governance Framework
	2-16 Communication of critical concerns	Corporate Governance
		Stakeholder Engagement
	2-22 Statement on sustainable development strategy	ESG Strategy and Governance Framework
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement

GRI Index (Cont.)

Disclosure	Section Title	Chapter Index
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Sustainable Supply Chain Management
		Environmental Compliance Management
		Waste Management
		Compliance with Business Ethics
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
Part 2: Material Topics		
GRI 3: Material Topics	3-1 Process to determine material topics	Identification of Material Topics
	3-2 List of material topics	Identification of Material Topics
	3-3 The management approach and its components	Identification of Material Topics
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance Table
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Response
	201-3 Defined benefit plan obligations and other retirement plans	Implementation of Employee Care
	201-4 Financial assistance received from government	Economic Performance Table
Market Presence		
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Social Performance Table
Procurement Practices		
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Sustainable Supply Chain Management
	204-1 Proportion of spending on local suppliers	Social Performance Table
Anti-corruption		
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Compliance with Business Ethics
	205-1 Operations assessed for risks related to corruption	Governance Performance Table
	205-2 Communication and training about anti-corruption policies and procedures	Compliance with Business Ethics
		Governance Performance Table
	205-3 Confirmed incidents of corruption and actions taken	Governance Performance Table

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GRI Index (Cont.)

Disclosure	Section Title	Chapter Index
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	Compliance with Business Ethics
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance with Business Ethics
Materials		
GRI 301: Materials 2016	3-3 Management of material topics	Greener Products
	301-2 Recycled input materials used	Greener Products
	301-3 Reclaimed products and their packaging materials	Greener Products
Energy		
GRI 302: Energy 2016	3-3 Management of material topics	Energy Effective Utilization
	302-1 Energy consumption within the organization	Energy Effective Utilization
		Environmental Performance Table
GRI 302: Energy 2016	302-3 Energy intensity	Energy Effective Utilization
		Environmental Performance Table
	302-4 Reduction of energy consumption	Energy Effective Utilization
	302-5 Reductions in energy requirements of products and services	Greener Products
Water and Effluent		
GRI 303: Water and Effluent 2018	3-3 Management of material topics	Energy Effective Utilization
	303-2 Management of water discharge-related impacts	Energy Effective Utilization
	303-3 Water withdrawal	Energy Effective Utilization
		Environmental Performance Table
	303-4 Water discharge	Energy Effective Utilization
		Environmental Performance Table
	303-5 Water consumption	Energy Effective Utilization
		Environmental Performance Table
Biodiversity		
GRI 101: Biodiversity 2024	3-3 Management of material topics	Carrying out Green Public Welfare Practice
	101-2 Management of biodiversity impacts	Carrying out Green Public Welfare Practice

GRI Index (Cont.)

Disclosure	Section Title	Chapter Index
Emissions		
GRI 305: Emissions 2016	3-3 Management of material topics	Climate Response
	305-1 Direct (Scope 1) GHG emissions	Climate Response
		Environmental Performance Table
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Climate Response
		Environmental Performance Table
	305-3 Other indirect (Scope 3) GHG emissions	Climate Response
		Environmental Performance Table
	305-4 GHG emissions intensity	Climate Response
		Environmental Performance Table
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Climate Response
		Environmental Performance Table
Waste		
GRI 306: Waste 2020	3-3 Management of material topics	Waste Management
	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste related impacts	Waste Management
	306-3 Waste generated	Waste Management
		Environmental Performance Table
	306-5 Waste directed to disposal	Waste Management
		Environmental Performance Table
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Sustainable Supply Chain Management
	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management
Employment		
GRI 401: Employment 2016	3-3 Management of material topics	Implementation of Employee Care
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Implementation of Employee Care
	401-3 Parental leave	Implementation of Employee Care

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Disclosure	Section Title	Chapter Index
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Implementation of Employee Care
	403-1 Occupational health and safety management system	Implementation of Employee Care
	403-3 Occupational health services	Implementation of Employee Care
	403-5 Worker training on occupational health and safety	Implementation of Employee Care
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Implementation of Employee Care
	403-9 Work-related injuries	Social Performance Table
Training and Education		
GRI 404: Training and Education 2016	3-3 Management of material topics	Talent Development System
	404-1 Average hours of training per year per employee	Talent Development System
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development System
	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Table
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Safeguarding Employee Rights and Welfare
	405-1Diversity of governance bodies and employees	Safeguarding Employee Rights and Welfare
Non-discrimination		
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Safeguarding Employee Rights and Welfare
	406-1 Incidents of discrimination and corrective actions taken	Safeguarding Employee Rights and Welfare
Child Labor		
GRI 408: Child Labor 2016	3-3 Management of material topics	Sustainable Supply Chain Management
		Safeguarding Employee Rights and Welfare
	408-1 Operations and suppliers at significant risk for incidents of child labor	Safeguarding Employee Rights and Welfare
		Sustainable Supply Chain Management

GRI Index (Cont.)

Disclosure	Section Title	Chapter Index
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Sustainable Supply Chain Management
		Safeguarding Employee Rights and Welfare
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Safeguarding Employee Rights and Welfare
		Sustainable Supply Chain Management
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Sustainable Supply Chain Management
	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Ensuring Product Quality and Safety
	416-1 Assessment of the health and safety impacts of product and service categories	Ensuring Product Quality and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Social Performance Table
Marketing and Labeling		
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	Conducting Responsible Marketing
	417-1 Requirements for product and service information and labeling	Conducting Responsible Marketing
	417-2 Incidents of non-compliance concerning product and service information and labeling	Conducting Responsible Marketing
	417-3 Incidents of non-compliance concerning marketing communications	Conducting Responsible Marketing
Customer Privacy		
GRI 418: Customer Privacy 2016	3-3 Management of material topics	Ensuring Information and Privacy Security
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring Information and Privacy Security

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