

SUPOR 苏泊尔

2025

Environmental, Social and Governance Report

Zhejiang Supor Co., Ltd.



(Stock code: 002032)

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About This Report

Overview

This report constitutes the fifth Environmental, Social and Governance Report (hereinafter referred to as the "ESG Report") issued by Zhejiang Supor Co., Ltd to inform all its stakeholders of the Company's management, practices, and performance in ESG.

Reporting Period

This report covers the period from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "reporting period"). Part of the content and data may be appropriately traced back to previous years or beyond the foregoing time framework.

Scope and Boundaries of This Report

This report delineates the reporting scope of the organization based on the materiality principle. Unless otherwise specified, all other material content of this report encompasses Zhejiang Supor Co., Ltd. and its subsidiaries, aligning with the disclosure scope in the annual report.

Description of Reference

For the convenience of reference, Zhejiang Supor Co., Ltd. and its subsidiaries are also referred to as "Supor", "the Company" or "we/us" in this report.

Reference Standards

This report is prepared in accordance with the requirements for corporate social responsibility and disclosure provided in the *Rules Governing the Listing of Stocks on Shenzhen Stock Exchange (Revised in 2025)* and the *Shenzhen Stock Exchange Regulatory Guidelines for Listed Companies No. 1-Standardized Operation of Listed Companies* and also by referring to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (Trial)*, the *Sustainability Reporting Standards* released by the Global Reporting Initiative (abbreviated as "GRI"), the *Sustainability Accounting Standards* released by the Sustainability Accounting Standards Board (abbreviated as "SASB"), the *Basic Framework of Corporate Social Responsibility Reporting for Chinese Enterprise (CASS-ESG6.0)*, and the United Nations Sustainable Development Goals (abbreviated as "SDGs").

Sources of Information and Reliability

The information and data disclosed in this report are from statistical reports and official documents of the Company and have been audited by relevant departments. The Company promises that this report contains no false records and misleading statements and will be held accountable for the authenticity, accuracy and integrity of the content hereof.

Confirmation and Approval

This report was approved by the Board of Directors in April 2026 after confirmation by the management.

Access to This Report

The electronic edition of this report can be downloaded from the official website of Zhejiang Supor Co., Ltd. (<https://www.supor.com.cn/>), the website of the Shenzhen Stock Exchange or the website of CNINF (<http://www.cninfo.com.cn>). This report is published in both Chinese and English. In case of any discrepancy between these two versions, the Chinese version will apply.

About Supor

Company Overview

Founded in 1994, Supor is a pioneer in China's cookware and small appliance industries. It is the first listed company in China's cookware industry (stock code: 002032)

Supor is a comprehensive home brand covering open-flame cookware, small kitchen appliances, kitchen and bathroom appliances, dinnerware, household appliances, maternal and infant appliances and supplies, personal care appliances and other fields. We commit to constantly provide consumers with high-quality, innovative and attractive products, so as to enable quality life to every home and inspire users' passion for home living with innovation.

Supor currently has seven R&D and manufacturing bases, more than 10,000 employees and an annual production capacity of more than 180 million pieces of products.



Corporate Vision

Enable quality life to every home



Brand Mission

Inspire your passion for home living with innovation

- Shaoxing (Binhai New Area) Base**

Professional R&D and manufacturing base for small domestic appliances

Annual production capacity of small domestic appliances exceeds 54 million units
- Shaoxing (Keqiao District) Base**

Professional R&D and manufacturing base for large kitchen appliances

Annual production capacity of kitchen appliances exceeds 2.1 million units
- Hangzhou Base**

Professional R&D and manufacturing base for electric rice cookers

Annual production capacity of rice cookers exceeds 21 million units

- Wuhan Base**

Professional R&D and manufacturing base for cookware

Annual production capacity of cookware exceeds 30 million pieces
- Yuhuan Base (Aluminum Plant)**

Professional R&D and manufacturing base for cookware

Annual production capacity of cookware exceeds 28 million pieces
- Yuhuan Base (Stainless-steel Plant)**

Professional R&D and manufacturing base for cookware

Annual production capacity of tableware exceeds 21 million pieces
- Vietnam Base**

Professional R&D and manufacturing base for cookware

Leveraging geographical advantages to serve Southeast Asian markets

Annual production capacity of cookware exceeds 27 million pieces



Corporate Milestones

1994

On August 27, 1994, Supor was officially established in Yuhuan.



In the year it was founded, it took the lead in fully and strictly implementing the new national standards, producing China's first safe pressure cooker.



1996

Promoted the concept of "use the right cookware for the right dish," and began expanding into multiple cookware categories.



Officially entered the kitchen-and-bath major home appliances sector.



2004

On August 17, 2004, Supor was listed on the Shenzhen Stock Exchange (stock code: 002032), becoming the first listed company in the cookware industry.



2005

Signed a strategic cooperation framework agreement with France's SEB Group.



2006

Successfully launched the Thermo-spot Wok and frying pan that apply the Thermo-spot Wok patented technology.



2009

Expanded into the drinkware (cups/bottles) category and the kitchen small tools category.



2011

2007

Launched the "Truly Non-Rusting Healthy Iron Wok"; entered the kitchen knife category, opening a new chapter in kitchenware categories.



Supor — Leading China's kitchen revolution for **31** years

Entered the environmental home appliance sector.



Successfully launched the "Fresh-Breathing" electric pressure cooker, ushering SUPOR into the "Fresh-Breathing" era.



2013

Successfully launched the Spheric Pot IH rice cooker.



2014

Won the China Patent Gold Award. This was the first time the domestic rice-cooker industry had received this award since the China Patent Award was established in 1989.



2018

2019

Officially entered the maternal and infant sector.



2021

Advanced its AIoT and launched the Supor "Chef C" culinary machine featuring an NFC + Wi-Fi solution, certified by Huawei HarmonyOS, and supporting a guided cooking experience.

Successfully launched the Benfu far-infrared rice cooker, pioneering far-infrared heating technology.



2022

Successfully launched a Titanium-Iron Uncoated Non-Stick Frying Pan.



Entered the personal care appliance sector.



2024

2023

The Industrial Design Center of Zhejiang SUPOR Household Appliance Manufacturing Co., Ltd. was awarded the title of a National-level Industrial Design Center.



Onward to the Future



2025 Highlights

Environment

9,772 MWh
of green electricity generated and consumed on-site

an increase of **60%** on the previous year

Traded **68,228** Green Certificates

CNY **58.0** million total investment in environmental governance and protection over the past two years

23,731 tons of recycled aluminum procured

18,161 tons of recycled steel procured

All major production bases are certified to **ISO 14001 Environmental Management System**



Society

10,745 Employees in total

32% female in middle and senior management

CNY **476** million in R&D investment

18,378 active patents

Construction of **31** Supor Primary Schools (accum.)

Donations valued approximately CNY **4.7** million in 2025

Certified to **ISO 27001 Information Security Management System**



Governance

CNY **22.8** billion in operating income

CNY **2.6** billion in total profit

CNY **2.1** billion in net profit attributable to shareholders of listed company

CNY **13.4** billion in total assets

35.1% weighted average return on net assets

CNY **2.6** in basic earnings per share

33% female directors

Rated **A** in information disclosure for **4** consecutive years by Shenzhen Stock Exchange



Awards and Honors

June 2025



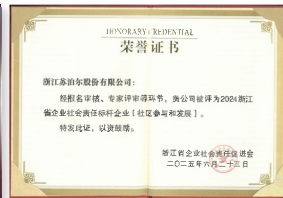
Demonstration Unit of Carbon Neutrality Commitment in China's Bidding Field

National Enterprise Carbon Peaking and Carbon Neutralization Comprehensive Service Platform



Model Enterprise in Corporate Social Responsibility of Zhejiang Province 2024 (Community Engagement and Development)

Zhejiang Provincial Association for Promoting Corporate Social Responsibility



July 2025



2025 Global Zhejiang Business ESG Classic 100

Zheshang Magazine



ESG New Benchmark Enterprise Award of the Third Stockstar in 2025

Stockstar

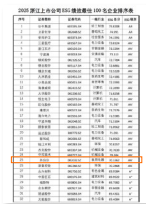
September 2025



China ESG Listed Companies Yangtze River Delta Pioneer 100 (2025) - Ranked 40th

Financial Program Center of China Media Group

October 2025



2025 Top 100 Zhejiang Listed Companies with the Best ESG Performance - Ranked 25th

Zhejiang Provincial Association for Promoting Corporate Social Responsibility, CCXGF

November 2025



Southern Metropolis Daily 2025 Responsible China - Annual Environment-friendly Pioneer

Southern Metropolis Daily



CSR China Education Award

- CSR Impact Award | Responsibility Strategy
- ESG Action Award | Carbon Reduction and Climate Change Tackling
- Most Responsible Enterprise Brand

Responsibility 100 | CSR China Education Award



2025 SHL China Talent Management Award - Talent Development Excellence

SHL

December 2025

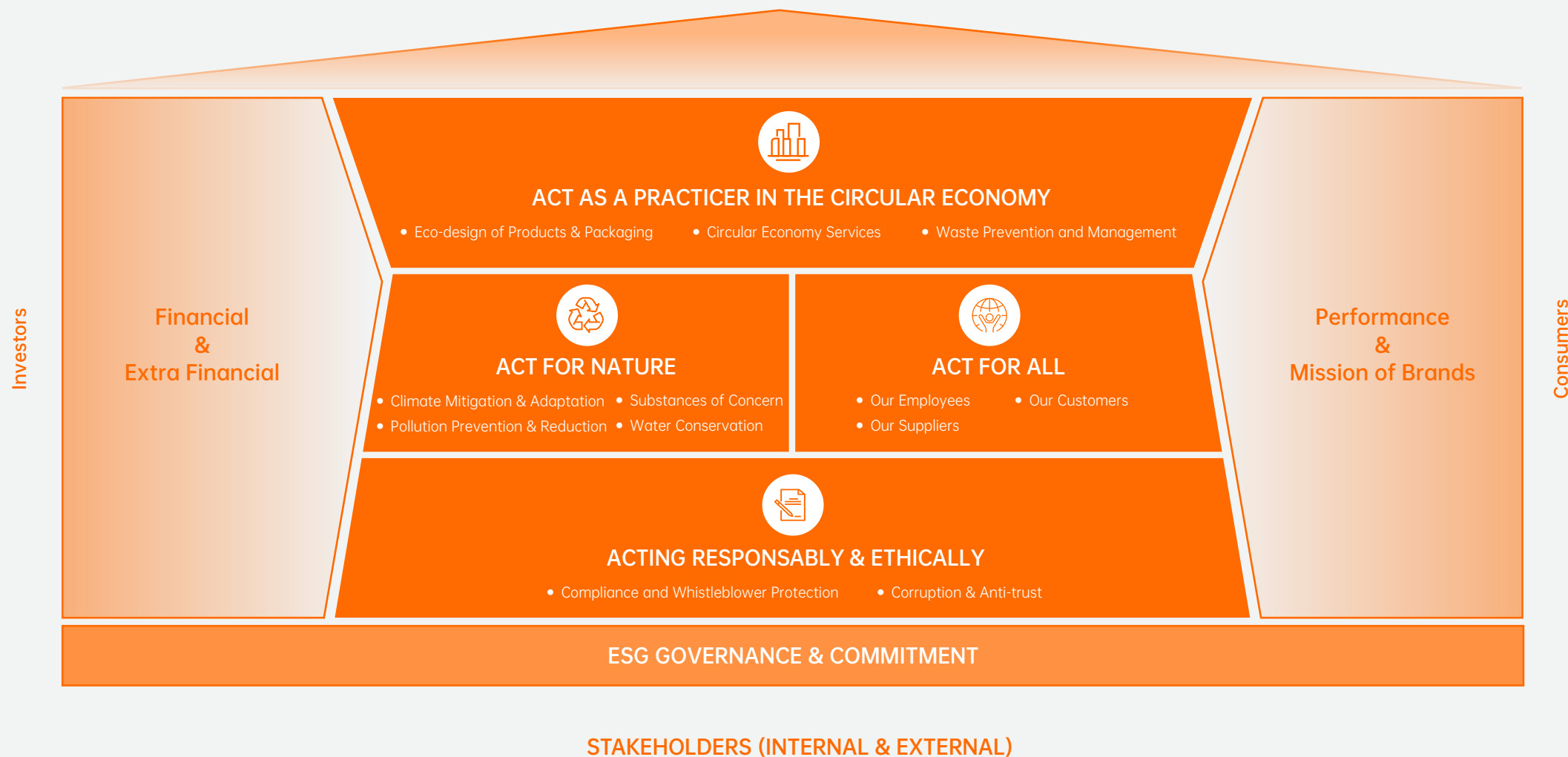


Huxiu 2025 Sustainability Brand Model-Value Chain Leadership Award

huxiu.com

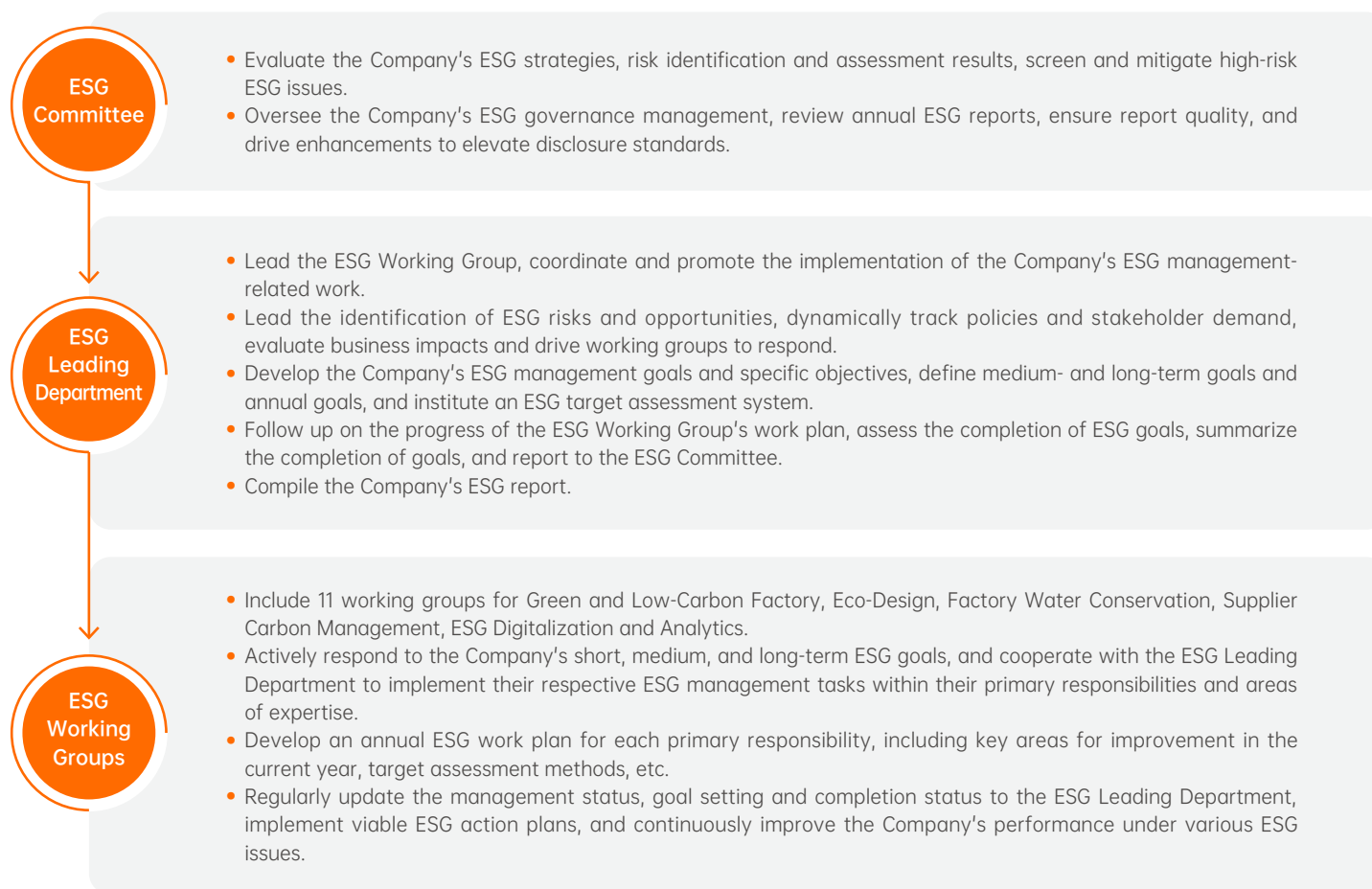
ESG Governance

ESG strategy



ESG Structure

Supor places significant emphasis on sustainable development and has established a robust three-tier governance structure: the ESG Committee, ESG Leading Department, and ESG Working Groups, to systematically promote the implementation of ESG strategies. In 2025, the Company further subdivided the responsibilities of 11 working groups, formulated special promotion plans and performance tracking mechanisms around 13 key issues such as procurement of recycled materials, carbon reduction during product use stage, waste management, and photovoltaic projects, and clarified responsible persons and follow-up frequency. Besides, we improved our overall ESG assessment mechanism and conducted semi-annual systematic project progress review to ensure efficient coordination between strategy implementation and project goals.



ESG Capability Building

During the reporting period, Supor's ESG team conducted general and special training on ESG strategies and actions for its officers and working group members to deepen its key personnel's understanding of key directions and implementation paths. The Company also actively participated in the industry's ESG initiatives and collaboration network, internally and externally collaborating to improve its governance efficiency.

11 Special ESG Training Sessions and Workshops



- Designing for Product Energy Efficiency
- Carbon Reduction for Product Use
- Carbon Reduction for Packaging
- DSM (Digital Shop floor Management) Sharing and Exchange Conference
- ESG Data, Systematic Use of Recycled Materials
- Supplier ESG Management
-

Participation in ESG Initiatives and Organizations

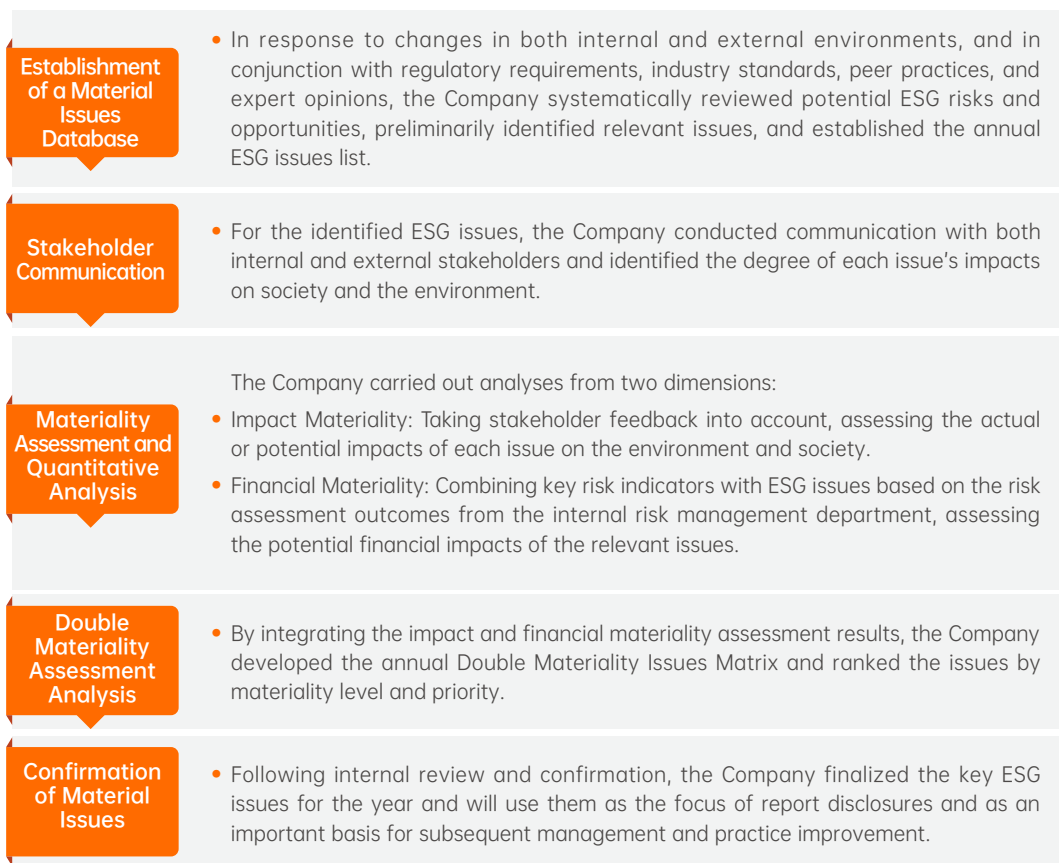


- Zhejiang Provincial Association for Promoting Corporate Social Responsibility (Member Unit)
- "China Green Supply Chain Alliance" and "Extended Producer Responsibility Technology and Innovation Alliance" (Member Unit)

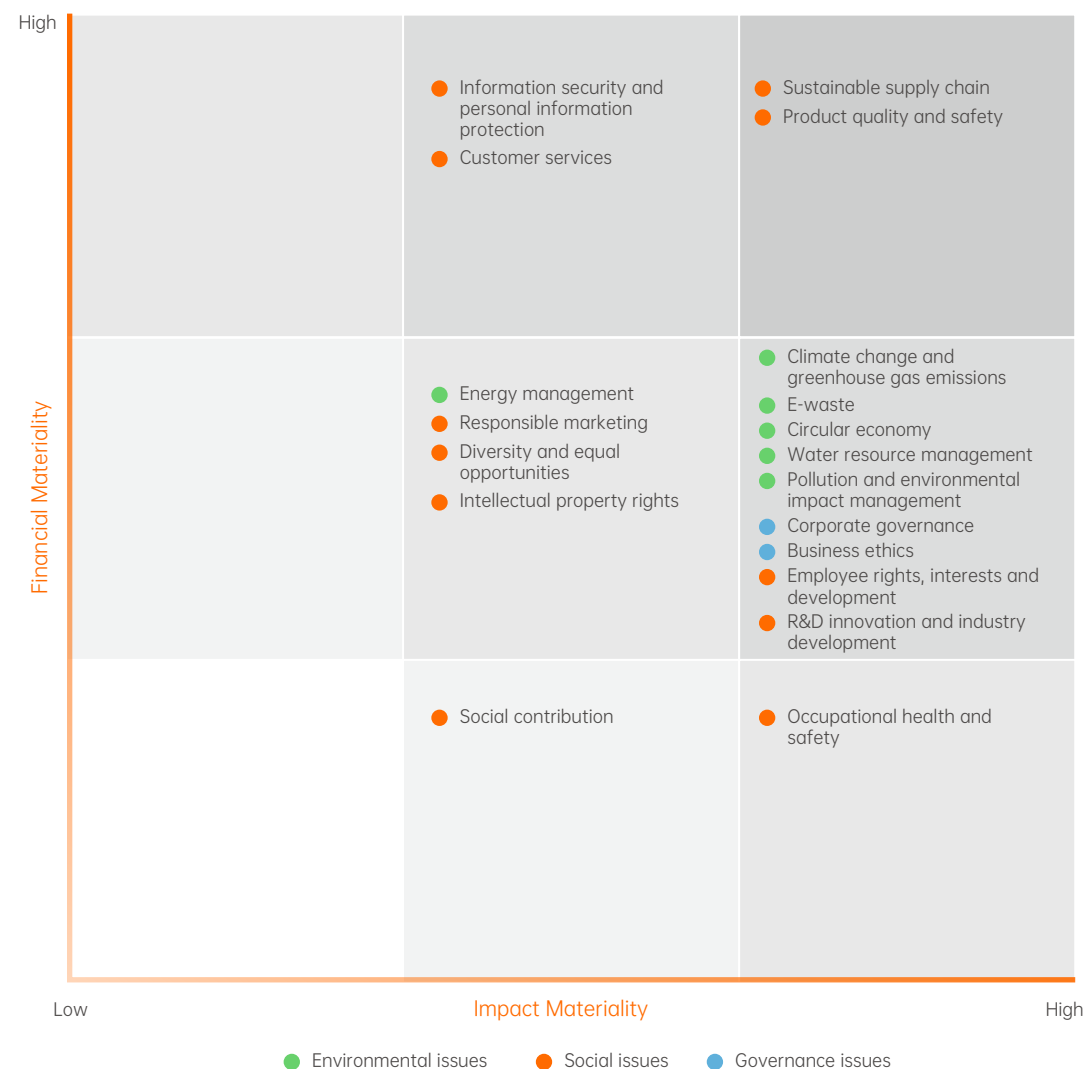
Issues of Double Materiality

In 2025, based on the existing results of its double materiality assessment, Supor dynamically updated its list of material topics and the corresponding matrix in light of the Company's full value chain operations and medium- to long-term development plans. Drawing on industry practices, recommendations from internal and external experts, and leading domestic and international ESG disclosure frameworks, the Company placed particular emphasis on the impact of each topic on its financial performance and operating results. We identified and particularly addressed 19 material ESG-related issues. According to the results of the 2025 issue materiality assessment and analysis, we adjusted the materiality of 8 issues, including climate change and greenhouse gas emissions, R&D innovation and industry development, product quality and safety, and occupational health and safety.

Double Materiality Assessment Process



2025 Double Materiality Matrix



Stakeholder Engagement

During the reporting period, Supor maintained communication with stakeholders through various information communication channels to understand their demands and concerns, and responded positively through practical actions.



Key Stakeholders	Government and regulatory authorities	Shareholders and investors	Suppliers	Distributors	Employees	Consumers	Communities
ESG Expectations and Demands	<ul style="list-style-type: none"> Compliance management Sound internal control and risk management Practicing low-carbon responsibilities Improved emission management Tax payment according to law 	<ul style="list-style-type: none"> Continuously stable business and performance growth Open and transparent information disclosure An ethical operating environment Sound corporate governance 	<ul style="list-style-type: none"> Fair procurement and honest performance Mutual advancement and win-win cooperation 	<ul style="list-style-type: none"> Stable product supply and quality assurance Timely information communication and feedback channels Fair and transparent cooperation mechanism 	<ul style="list-style-type: none"> Safeguard the legitimate rights and interests of employees Competitive remuneration and welfare Fair and equal employment opportunities Diversified growth and promotion opportunities A safe and healthy work environment 	<ul style="list-style-type: none"> High-quality products Innovative and diverse products Premium pre-sales and after-sales service Information security and personal information protection Elimination of false advertising 	<ul style="list-style-type: none"> Safe and compliant operations Social welfare and volunteer activities
Communication Channels	<ul style="list-style-type: none"> Information submission Regular communication Seminars and research 	<ul style="list-style-type: none"> General meeting of shareholders Information disclosure Company's official website Daily communication Hotline Email 	<ul style="list-style-type: none"> Supplier management coordination Company's official website Regular visits Whistleblowing and complaints 	<ul style="list-style-type: none"> Distributor management coordination Regular visits and meetings Telephone and email Training and exchange activities Whistleblowing and complaints 	<ul style="list-style-type: none"> Employee meetings Employee activities Employee satisfaction surveys Employee symposium Executive meetings Whistleblowing and complaints 	<ul style="list-style-type: none"> Hotline Email WeChat official account WeChat mini program Company's official website Visits to customers Satisfaction surveys 	<ul style="list-style-type: none"> Public welfare activities Volunteer services

Compliance and Integrity Operations

Supor continuously enhances its governance mechanisms, strengthens its enterprise risk management system, and upholds business ethics. By reinforcing intellectual property protection and information security controls, we resolutely safeguard our own rights and interests as well as those of all stakeholders, promoting steady and sustainable development.

Material Issues Covered in This Section

Corporate Governance

Business Ethics

Intellectual Property Rights

Information Security and Personal Information Protection

SDGs Addressed in This Section



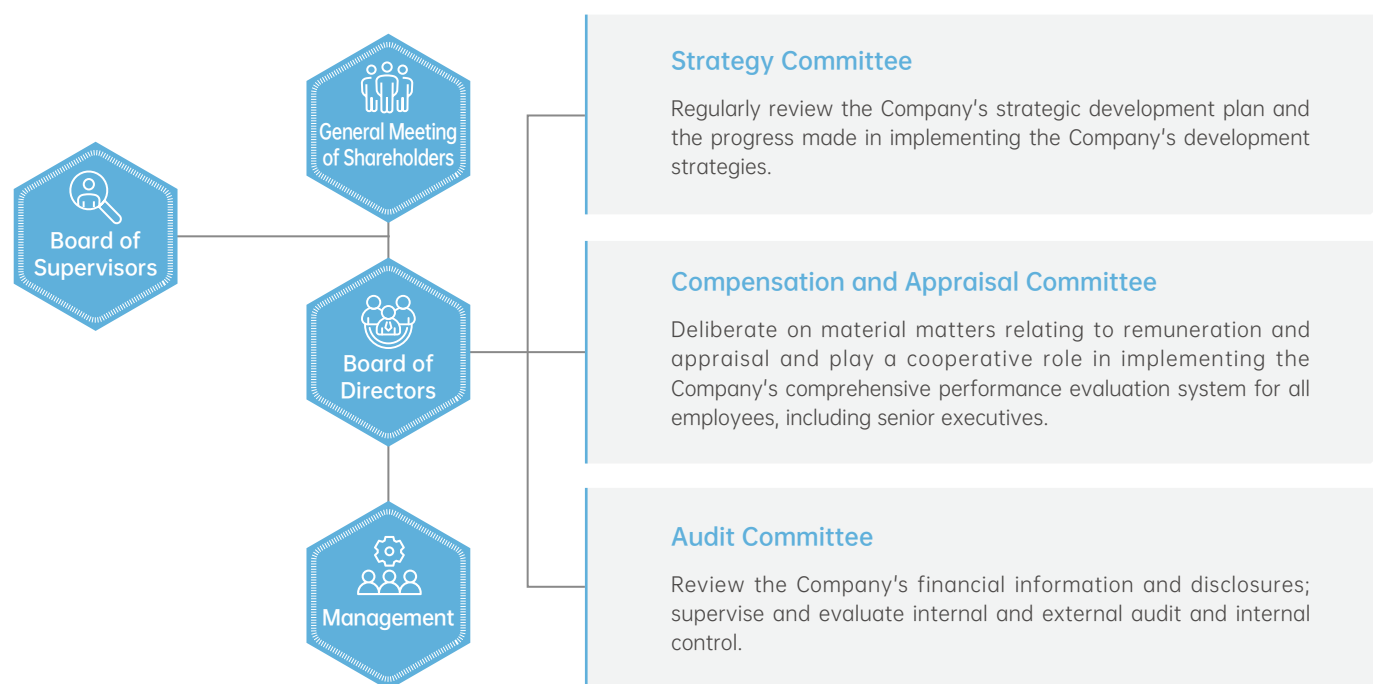
1.1 Corporate Governance

Governance Structure

Supor strictly complies with the *Company Law of the People's Republic of China*, the *Guidelines on the Bylaws of Listed Companies*, the *Measures for the Administration of Independent Directors of Listed Companies*, the *Rules for the Shareholders' Meetings of Listed Companies*, the *Rules Governing the Listing of Shares on Shenzhen Stock Exchange*, the *Shenzhen Stock Exchange Regulatory Guidelines for Listed Companies No. 1-Standardized Operation of Listed Companies*, other laws, regulations and normative documents. The Company continuously improves its standardized operations and optimizes its corporate governance system.

During the reporting period, the Company revised the *Articles of Association*, clarifying that the Board of Directors should have an employee representative director, formulated and revised a number of new governance systems to ensure that its governance practices would comply with the latest laws, regulations and regulatory requirements, and guarantee the stability and continuity of its governance structure.

Corporate Governance Structure



Revised systems (partial)

- Rules of Procedure for Shareholders' Meeting of Zhejiang Supor Co., Ltd*
- Rules of Procedure for the Board of Directors of Zhejiang Supor Co., Ltd*
- Working Rules of the Audit Committee of the Board of Directors of Zhejiang Supor Co., Ltd*
- Working Rules of the Remuneration and Appraisal Committee of the Board of Directors of Zhejiang Supor Co., Ltd*
- Working System for Independent Directors of Zhejiang Supor Co., Ltd*
- Internal Audit System of Zhejiang Supor Co., Ltd*

Formulated systems (partial)

- Related-party Transaction Management System of Zhejiang Supor Co., Ltd.*
- Resignation Management System for Directors and Senior Executives of Zhejiang Supor Co., Ltd*

During the reporting period,

Convened

4 shareholders' meetings



Convened

3 interim shareholders' meetings



Female directors

33%



Independent directors

33%



Convened

7 Board of Directors meetings

where the attendance rate was

100%

and

55 proposals were deliberated

Convened

7 Board of Supervisors meetings

where the attendance rate was

100%

and

27 proposals were approved



The Company continuously improves its transparent and two-way investor communication mechanism, provides multiple channels such as hotlines and emails, and improves the quality and efficiency of communications through telephone conferences, performance briefings, base visits, one-on-one communications, etc.

During the reporting period,

Held **12** large-scale telephone conferences for performance exchange and annual performance briefing



More than

900 participants in the investor activities



142 documents were publicly disclosed



Rated **A** in information disclosure for **4** consecutive years by Shenzhen Stock Exchange



The 16th China Listed Companies Investor Relations Management Tianma Award - Shareholder Return Award for Investor Relations



The 27th Golden Bull Awards for Listed Companies - Golden Bull Award for Most Investment Value

Risk Management and Internal Control

Drawing lessons from the standards of COSO ERM framework, Supor has constructed risk management mechanism matched with its business. Through risk self-assessment, risk mapping, tax risk matrix, etc., the Company systematically identifies and analyzes internal and external risks in production and operation by combining qualitative and quantitative methods. On the basis of weighing cost-benefit, Supor formulates response strategies and control measures aligned with its risk tolerance for effective management and control.

Supor's Internal and External Risk Categories



External risks

Political, economic, legal, taxation, technological, natural and social environments.



Internal risks

Human resources, management, innovation, finance, assets, health, safety, environmental protection, data confidentiality, business loss, sustainable operation.

In 2025, the Company re-formulated the *External Guarantee Management System*, the *External Investment Management System* and the *Related-party Transaction Management System* to further improve its risk management system. Besides, we promptly pushed the latest laws and regulations, typical cases and market trends through the WeChat Group of directors, supervisors and officers, and strengthened the publicity and implementation of compliance performance.

The Company regularly conducts audit work for different categories of risks, and assesses various potential risks faced by it through internal audit, external third-party audit and customer audit. During the reporting period, Supor carried out a total of 5 audits on areas such as procurement business, asset management, and found no significant risks or major defects in internal control.



Supor was ranked among the Top 30 Zhejiang-Listed Companies for Best Internal Control in 2025



Case Compliance Risk Screening of Core Ecosystem Partners

In May 2025, the Company conducted an intensive compliance screening of core suppliers and customers. The initiative was aimed at proactively preventing and controlling comprehensive compliance risks related to sanctions, bribery, corruption, money laundering, antitrust, and adverse public opinion.

Based on the systematic screening results, no high-risk partners were identified. Only eight partners rated as low-to-medium risk were placed on a watch list and subjected to ongoing monitoring. Overall, the compliance risks of the Company's core business partners remained controllable. A normalized management process of "screening-assessment-monitoring" has also been established. Going forward, the Company will continue to optimize its screening mechanism, regularly update the screening criteria and scope, and further strengthen the line of defense for compliant operations.

1.2 Business Ethics

Integrity Building

The Company has set up an Anti-Fraud Committee, comprising the Company's president, chief financial officer, chief legal officer, and chief human resources officer. The Anti-Fraud Committee convenes regular meetings to coordinate, guide, and oversee efforts against fraud, review the progress and results of case investigation, and examine the subsequent solution. Besides, we actively participate in the construction of an integrity ecosystem. As a council member unit of the Trust and Integrity Enterprise Alliance and the Enterprise Anti-Fraud Alliance, Supor continuously shares its practical anti-fraud experience.

Strictly adhering to laws and regulations such as the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, Supor has formulated the *Supor Anti-Fraud Policy* and the *Code of Professional Ethics for Employees*, which clearly stipulate requirements in areas such as conflicts of interest, combating corruption, respect for competitors, and prevention of fraud and money laundering. All employees are required to sign these documents, which serve as guiding principles for their conduct. Additionally, Supor requires suppliers, distributors, and service providers to sign the *Letter of Commitment to Honesty and Self-Discipline | Responsible Purchasing Charter*. This initiative disseminates and implements the Company's business ethics standards and promotes an environment of integrity and fairness across its business network.

In 2025, Supor continuously carried out multi-level business ethics training.

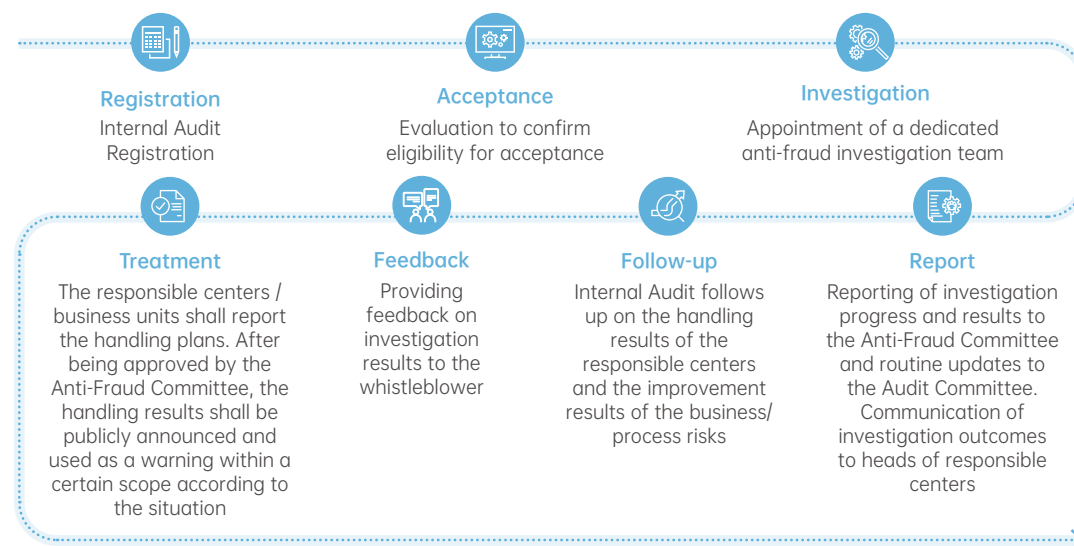
Trainee	Training content	Training performance
 New hires	Anti-fraud system training	Conducted a total of 3 training sessions. 89 employees took part in the offline training. More than 3,000 employees watched the training videos.
 Key positions such as mid- to high-level leaders in sales and procurement across various business units	Popularization of legal regulations related to professional misconduct	As of the end of the reporting period, the training had covered a total of 484 new managers (accum.). In 2025, the training program covered 53 executives.

Regarding anti-monopoly and fair competition as bottom line of business activities, the Company conducts regular training to raise the awareness of related personnel, integrates anti-monopoly and fair competition into daily work, and resolutely closes risks if any. In 2025, Supor was neither involved in any corruption cases, nor subject to legal proceedings or administrative penalties due to unfair competition.

Whistleblowing Handling

The Company has established accessible channels for smooth complaints and whistleblowing. These channels are outlined in the *Letter of Commitment to Honesty and Self-Discipline* and displayed on the company's official website, encouraging stakeholders to actively report misconduct. We have implemented clear procedures to investigate and address whistleblowing incidents. With a strong emphasis on protecting the rights and interests of whistleblowers, we take resolute measures to prevent any threats or retaliatory actions against them.

Supor's Whistleblowing Handling Process





Reporting Channels

Reporting e-mail: jubao@supor.com
P.O. Box: Hangzhou 5201 P.O. Box



During the reporting period,

-  **6** reported incidents were received
-  **100%** response rate to reported incidents
-  **0** cases of corruption

1.3 Intellectual Property Rights

In strict compliance with related intellectual property laws and regulations, Supor continuously improves its construction of an internal intellectual property management system, strengthens the protection of innovation achievements, and prevents related risks.

Management System

Supor has established a three-tiered, interconnected intellectual property management system involving the headquarters, business units, and manufacturing bases. The intellectual property team at headquarters oversees intellectual property matters, including patents, trademarks, copyrights, litigation, and rights protection. It provides unified guidance to business units and production bases in jointly building a company-wide intellectual property ecosystem, ensuring that intellectual property work can provide long-term and sustained support for the Company's business operations.

The patent, trademark, and copyright teams, in accordance with applicable laws, regulations, and internal management policies, collaborate with relevant departments of each business unit to manage the application, maintenance, and operation of intellectual property assets, including patents, trademarks, and copyrights. They also actively pursue various management system certifications, jointly strengthening the Company's intellectual property moat.

As of the end of the reporting period, Supor's subsidiaries had received the following honors in relation to intellectual property demonstration enterprises:



- 3
 National Intellectual Property Demonstration Enterprises
- 1
 National Intellectual Property Advantage Enterprise
- 4
 Provincial Intellectual Property Demonstration Enterprises

- Zhejiang Supor Co., Ltd, Zhejiang Shaoxing Supor Domestic Electrical Appliances Co., Ltd. and Zhejiang Supor Electrical Appliances Manufacturing Co., Ltd. have obtained GB/T 29490-2023 *Intellectual Property Compliance Management System Certification*.
- Zhejiang Supor Electrical Appliances Manufacturing Co., Ltd. has been awarded the Level 3 ISO 56005 *Certificate for Innovation and Intellectual Property Management Capability*.
- Supor trademarks **SUPOR 苏泊尔** (registration numbers: "27949721" and "27955839" respectively) were included in the Zhejiang Provincial Key Trademark Protection List.



Management Measures



- The Company carries out forward-looking intellectual property arrangements based on its core business, technology roadmap, and product planning, while considering industry trends. For achievements made in R&D and collaborations, ownership is clearly defined through internal policies and agreements, and protection is sought in a timely manner. For granted IP rights, the Company continuously consolidates and extends its core rights in response to competitive dynamics, thereby reinforcing its technological and market advantages. At the same time, while ensuring the stability and validity of its core rights, the Company systematically phases out low-value rights to enhance the quality of its IP assets and the efficiency of their operation.

As of the end of the reporting period, the intellectual property holdings of Supor are as follows:

As of the end of the reporting period,

Number of granted invention patents in 2025



304

Number of valid patents (domestic)



18,333

Number of valid patents (overseas)



45

Number of registered trademarks (domestic)



684

Number of registered trademarks (overseas)



215

Number of registered domestic copyrights (software and works)



58

18th Place in the Global Smart Home Invention Patent Ranking TOP 100



18th



- The Company enforces strict infringement clearance and risk management across all business processes, from R&D to operations. By evaluating partner credentials, technology sources, and infringement risks, and by leveraging policies and contracts to enforce confidentiality and deliverables management, we effectively mitigate risks related to IP ownership, infringement, and data leaks. This ensures all risks remain preventable, controllable, and resolvable, providing a secure foundation for the smooth operation of our business.



- The Company continuously monitors its core IP (patents, trademarks, and copyrights) to dynamically identify and analyze suspected infringements. By evaluating the type, severity, market impact, and potential damage of infringements, we execute targeted, multi-pronged responses, including platform takedowns, administrative enforcement, civil lawsuits, criminal reporting, and commercial settlements. These actions effectively protect the Company's core IP and market interests.



- The Company actively provides intellectual property training for new employees upon onboarding, as well as advanced training for senior R&D and strategic personnel, while also offering flexible online professional IP training. Through training and awareness promotion, the Company has enhanced IP awareness among all employees and fostered a corporate culture of full participation in intellectual property management.

During the reporting period:



A total of **11** specialized intellectual property training sessions were conducted for departments such as R&D and industrial design, with **270** participants in total.



A specialized "Patent Litigation Practical Training Camp" was carried out for all members of the intellectual property management team, including **5** online theoretical training sessions and **8** offline practical training sessions.

1.4 Information Security and Personal Information Protection

Information Security

Supor attaches great importance to information security and personal information protection, continuously improving and effectively operating its information security management system. During the reporting period, the Company further strengthened the information security system. Through internal and external audits, regular inspections, and penetration testing, we promptly identified and addressed security risks and management loopholes. Additionally, we conducted company-wide information security training to standardize our data usage and management procedures, comprehensively improved our information security capabilities, and successfully achieved ISO 27001 Information Security Management System Certification.



During the reporting period,

14 cybersecurity information tests were conducted



0 information security breaches occurred



Institutional System Construction

- Improve the localized information security strategy and build a multi-dimensional system covering cybersecurity, terminal management, account permissions, data sharing, external software use, etc., including the *Information Security Management Specification*, the *System Development Security Management System*, the *Access Control Security Management System*, the *Personnel Information Security Management System*, the *Information Asset Management System* and the *Third-party Information Security Management System*.

Security System Certification

- Passed ISO 27001 Information Security Management System Certification.
- The Company's e-commerce retail management system supplier relationship management platform, marketing management platform, official website and Internet of Things platform obtained Level 2 certification under the Multi-Level Protection Scheme (MLPS).
- The membership management platform has achieved Level 3 certification under the Multi-Level Protection Scheme (MLPS).

Information Classification Management

- All business units of the Company comprehensively identify processing scenarios involving sensitive data such as personal information and business data.
- Use the Company's document management system as a unified and compliant data storage platform to reduce risks associated with the use of unauthorized external cloud storage services.
- When the collection of personal information is involved in operations, adhere to suggestions such as minimizing data and preventing data transmission out of terminals to avoid potential personal information compliance risks.

Information Security Defense

- Perform analysis and response to security alerts from endpoint protection systems; continuously track major alarms and promote business and IT rectification.
- Adjust the mail gateway strategy for phishing software attacks, including malicious domain name ban and optimization of phishing categories.



Regular Inspection and Safety Testing

- Carry out annual cybersecurity inspection, comprehensively investigate networks, terminals and systems, sort out the list of problems and promote rectification.
- Organize suppliers to test risk exposure areas of Internet-exposed assets, conduct penetration tests on newly launched systems, and put the systems online after inspection.
- Analyze WAF attack data on a daily, weekly and monthly basis, and formulate corresponding protection optimization plans.

Information Security Audits

- Organize an external information security audit once a year, covering management requirements such as IT-related processes, systems and change execution. No issues requiring rectification were found during the reporting period.

Responses to Information Security Incidents

- Develop information security management systems and emergency response procedures.
- Perform a database disaster switching drill once a year. For key systems, create backups for three different storage media - local core storage, high availability storage and core storage of the disaster recovery computer room.

Information Security Training

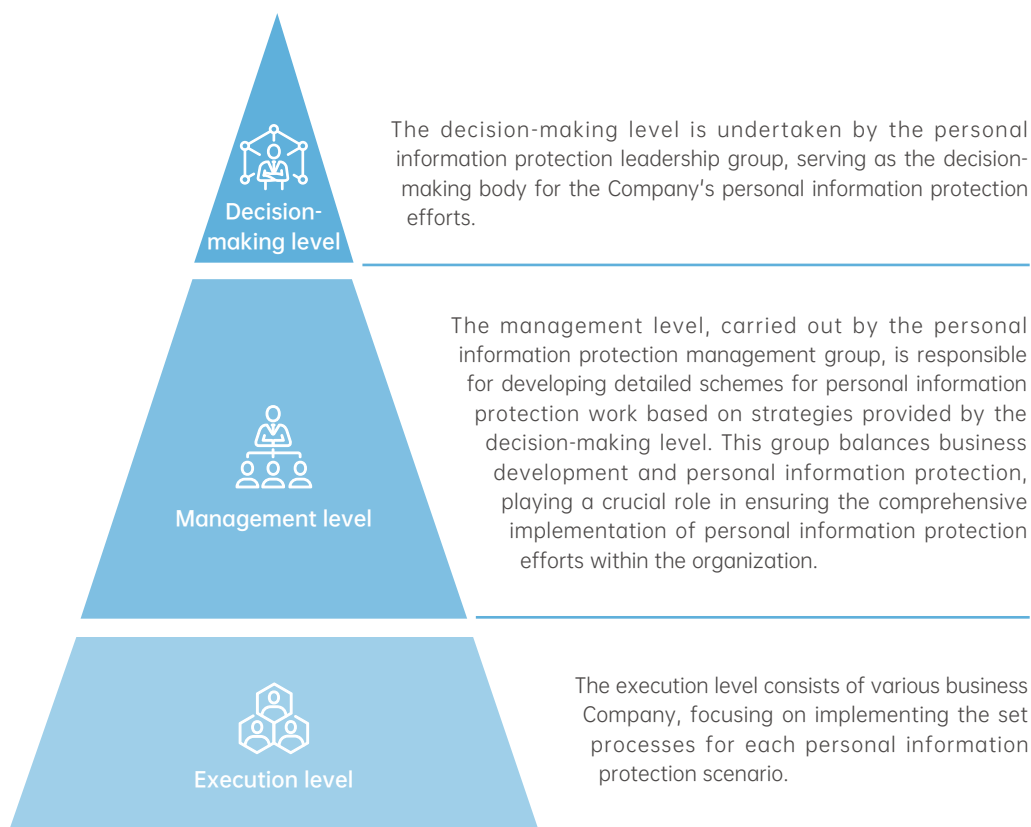
- Clarify the principles on "banned use of external sharing tools", "encrypted storage of sensitive data" and "storage of compliant documents" to improve employees' understanding of the security system. During the reporting period, the Company carried out 3 information security training activities with a total of more than 100 participants and evaluated the employees who participated in the training.

Personal Information Protection

Management Structure

The Company has established a three-tier operational framework for personal information, comprising decision-making, management, and execution levels, to ensure the effective implementation of personal information protection measures.

Personal Information Protection Management Structure



Mechanism Establishment

The Company has established the *Supor Personal Information Protection System*, along with a series of related standards and procedures, which cover consumers, employees, suppliers and distributors, to ensure that all personal information processing activities are carried out in strict compliance with laws, regulations, and the Company's internal policies, thereby safeguarding personal information security. During the reporting period, in response to functional changes to Supor's WeChat mini program and app, the Company promptly conducted compliance reviews of the functional changes and page design and updated the privacy policy accordingly. In addition, the Company reviewed relevant business scenarios in line with regulatory requirements, completed the submission of "information on the person responsible for personal information protection", and successfully passed the review by the local Cyberspace Administration authority.

Supor Personal Information Protection System

Dimension	Management Standards and Processes	
Protection of both general and sensitive personal information	Impact Assessment Process of Personal Information Protection Design and Management Process for Personal Information Protection in Automated Decision-making	
Third-party personal information processing	Management Standards for Personal Information Protection in Cooperation with Third Parties	Admission Review Process for Processing Personal Information in Cooperation with Third Parties Third-party SDK Admission Review Process
Safeguarding personal information within APPs/mini-programs	Management Standards for Personal Information Protection on APPs and Mini-programs	Design and Management Process for Personal Information Protection on APPs and Mini-programs Privacy Policy Drafting and Revision Process
Responding to administrative inquiries	Rectification Emergency Response Process to CAC and MIIT Enforcement Notification	
Addressing to personal information rights claims	Response Process to Personal Information Subject Right Requests Response Process to Personal Information Subject Complaints	
Managing internal permissions	Internal Permission Control Process (Account Activation, Account Management) Internal Permission Control Process (Management of Accounts of Employees of Job Transfer or Resign) System Integration Personnel Change Notification Process	
Personal information security incident handling	Management Standards for Personal Information Security Incidents	Emergency Response and Handling Process for Personal Information Security Incidents Personal Information Breach Notification Process (Personal Information Subjects, Law Enforcement Agencies)

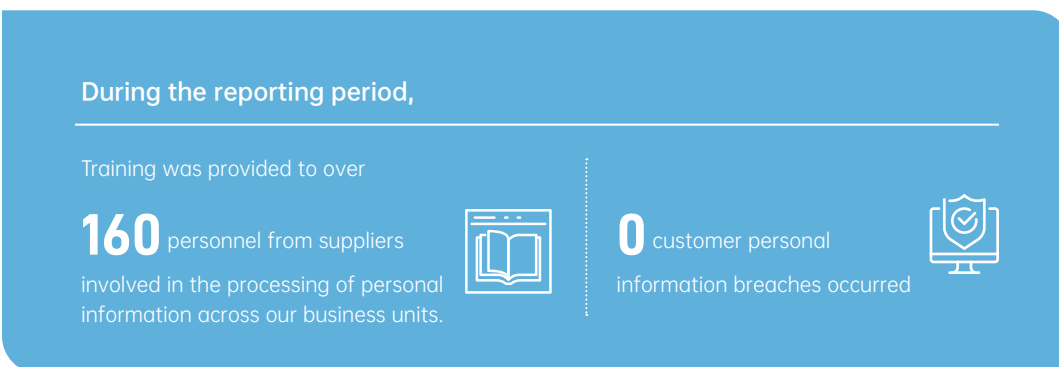
Management Measures

Supor strictly conducts personal information processing activities in accordance with relevant laws and regulations and the internal policies and procedures, ensuring that personal information processing is secure and reliable throughout the entire lifecycle from collection to deletion.

In 2025, the Company implemented different personal information protection training plans for different employee groups.



Meanwhile, we have expanded our personal information protection management to cover the upstream and downstream segments of the value chain.



While strengthening the internal personal information protection practices, Supor has implemented vendor onboarding assessments and periodic security reviews for third-party suppliers providing system development, operation, maintenance, and related services, in accordance with the *Third-Party Information Security Management Policy*. For consumer-facing systems that process personal information, such as mobile apps and WeChat mini programs, the Company adheres to the “minimum necessary” data collection principle, tightly controls third-party data sharing and download permissions to ensure robust protection of consumer data.



Product Responsibility and Innovation

Guided by a consumer-centric approach to product innovation and customer service, Supor implements rigorous quality management across the entire product lifecycle to ensure safety and reliability.

Material Issues Covered in This Section

R&D Innovation and Industry Development Promotion

Product Quality and Safety

Responsible Marketing

Customer Services

SDGs Addressed in This Section



02

2.1 R&D Innovation and Industry Development Promotion

Product and Technological Innovation

For many years, Supor has adhered to the "people-oriented and design-driven product innovation" philosophy, along with the principles of technological leadership, green design and internal and external innovation collaboration. We have introduced more health-conscious, intelligent and diversified product lines to meet the needs of diverse consumer groups.

Relying on the efficient internal synergies between its base innovation center, business unit and the functional department of seven R&D manufacturing bases, the Company integrates industrial design, user experience, and consumer trend research into the whole process of product innovation, delivering enhanced product experiences to consumers.



Supor fully integrates internal and external innovation resources, continuously builds an open innovation platform, and injects continuous impetus into its innovation and development.

Internal R&D capabilities



7 major R&D and manufacturing bases

Distributed in Yuhuan, Hangzhou, and Shaoxing in Zhejiang Province, Wuhan in Hubei Province, and Ho Chi Minh City in Vietnam.

External innovation cooperation



Continuously expand innovation and cooperation with external organizations, including innovation suppliers, experts, colleges and universities. During the reporting period, the "Beihang Sino-French School of Aviation · International Excellence Engineer Development" Program was carried out, and the "SEB-Supor Scholarship" was established for students in the Sino-French cooperative program. Through joint efforts in international engineering education, academic exchange, and career guidance, and by drawing on the global resources of Groupe SEB, the program seeks to cultivate high-end talent equipped with both technical capabilities and a global outlook.

During the reporting period,

the amount of R&D input was

CNY **476** million.



1,387 R&D personnel
were employed





Titanium No-Coating Iron Nonstick Wok

Featuring Supor's pioneering titanium iron nonstick technology, no coating, no seasoning required. It achieves Level 1 non-stick performance, 5x greater rust resistance, and Level 1 abrasion resistance.



Single-hand Open & Close, Yuexuan Fast Pressure Cooker

Innovative single-hand open&close mechanism for effortless opening and closing. It delivers 100kPa high-pressure cooking for faster, more flavorful results. Equipped with multi-layer safety protection for worry-free cooking.



Spinning Bowl Rice Cooker

It is equipped with the 11th generation Spinning Bowl inner pot, enhanced by Thermal Guidance Technology for superior heat distribution. It simulates bubbling spring-water and wood-fire cooking, producing fluffier, chewier, and more aromatic rice.



AIR High Speed Blender (BLDC)

This is Supor's smallest blender among those with the same capacity, with an innovative square cup and four-corner spoiler design, it contains a 45,000rpm super brushless motor, with its noise level as low as 36.5dB. The inner cavity is uncoated and anti-stick and non-burnt at the bottom.



Handheld Suction Garment Steamer

Equipped with a 110,000-rpm high-speed motor, suction force of more than 600g, 56 surrounding air suction ports, and three levels of suction adapted to various types of fabrics, this suction ironing machine can complete hot ironing and forming in one step in combination with reciprocating steam.



Wash-free Range Hood

With blue crystal non-stick coating and nano-oil mesh, this range hood is oleophobic, anti-stick, and easy to disassemble. With hot air washing function, it can quickly remove odor and oil stains.



The 100s fast-discharge electric pressure cooker
The spinning bowl rice cooker

2025 AWE Gold Award **2025 AWE Innovation Award**



360° high temperature far infrared air fryer, smoke-clearing stove combo, and ice-making water purifier

2025 German IF Design Award



Tornado air fryer, ultra-thin intelligent range hood, and ultra-thin AI healthy range hood

2025 Design Intelligence Award (DIA) - Honorable Mention Award



Intelligent explosion-proof stove, ultra-thin intelligent range hood, and UH03 water purification set

2025 Successful Design Awards in the Lifestyle Office Category

Driving Industry Development

As a renowned Chinese manufacturer and brand in the research and development of kitchen cookware and small household appliances, Supor actively participates in industry associations and standard-setting initiatives, driving innovation and earning widespread recognition across the sector.

Supor's Participation in Industry Associations (Partial)

Organization Name	Position Held
China Association for Standardization	Vice Chairman Unit
China Electrical Equipment Industry Association Industrial and Domestic Electrical Appliances Branch	Vice Chairman Unit
China Household Electrical Appliances Association Rice Cooker Professional Committee	Chairman Committee Member Unit
China Household Electrical Appliances Association Kitchen Appliances Professional Committee	Committee Member Unit
China Energy Conservation Association Green and Efficient Energy-Using Products Professional Committee	Vice Chairperson Committee Member Unit
China National Hardware Association	Council Member Unit
Range Hood Branch of the China Hardware Products Association	Council Member Unit
Zhejiang Province Gas Appliances and Cookware Kitchen Electric Industry Association	Council Member Unit
Shanghai Association of Food Contact Materials	Council Member Unit
China Daily Necessities Industry Association	Committee Member Unit
China Gas Association	Committee Member Unit
Zhejiang Professional Standardization Technical Committee	Committee Member Unit
National Association of Health Industry and Enterprise Management Water Purification Industry Branch	Member Unit
China National Light Industry Council Healthy Home Professional Committee	Member Unit

Supor's Leading / Involvement in Standard Development

As of the end of the reporting period, the standards we have led or participated in are as follows:

Category	Released		Under formulation		Total
	As the organizer	As a participant	As the organizer	As a participant	
International standards	0	0	0	2	2
National standards	18	85	3	11	117
Industrial standards	16	25	1	5	47
Group standards	24	71	5	11	111
Total	58	181	9	29	277

During the reporting period, we organized and participated in the development of several standards, including:

Standard Type	Code	Standard Title
National standards	GB 30720-2025	Minimum allowable values of energy efficiency and energy efficiency grades for gas cooking appliances
	GB 45833-2025	General safety technical requirements of electricity use for gas-burning appliance
	GB 29539-2025	Minimum allowable values of energy efficiency and energy efficiency grades for household and similar range hoods and ventilating fans
	GB/T 45353-2025	Guideline for quality grading of consumer products—Household electrical appliances
	GB/T 22939.1-2025	Package of household and similar electrical appliances—Part 1: General requirements
	GB/T 45991-2025	Evaluation specification for communication quality of household and similar electrical appliances
	GB/T 29601-2025	Stainless steel ware
	Group standards	T/CAS 1089-2025
T/CAS 1072-2025		Evaluation of Rice Cooking Methods—Aroma Method
T/ZNZ 321-2025		Technical Specification for Non-stick Performance of Cooking Blenders with Heating Function
T/CAS 1115-2025		Technical Specification for Non-stick Performance of Cooking Blenders With Heating Function
T/CAS 1066.5-2025		Specification for Evaluation of Cleanliness on Surfaces of Household and Similar Kitchen Appliances-Part 5: Rice Cookers

2.2 Product Quality and Safety

Quality Management System and Certifications

Supor strictly complies with the product quality and safety compliance requirements of the countries and regions where the products are located throughout their lifecycle. Supor has established a quality management organizational structure led by the headquarter' Product Quality and Service Committee, with collaborative management by business units and concrete implementation by each production base. The Company has formulated management systems such as the *Product and Service Design and Development Procedures*, the *Quality Management System*, the *Final Inspection Management Procedures*, the *Product Control Measures for Humid Seasons*, the *Non-conforming Product Control Procedures*, and the *Product Recall System*. Supor has established a quality management system covering new product research and development, procurement, production, testing, logistics, non-conforming product control and other aspects. During the reporting period, each base newly issued or revised a total of 169 quality-related documents, including the *Quality Management of Incoming Materials after Warehousing* and the *Quality Management Procedure for In-process Products*. The Company regularly convenes meetings to assess the completion of quality performance indicators, review and monitor the operation of quality systems and product quality performance, continuously driving improvements in product quality.

Supor Product Quality Management Structure



During the reporting period,

All Supor production bases have passed the certification of **the ISO 9001 Quality Management System**

Each production base has obtained relevant certifications based on its product type and target market, including

CE, GS, UL, CB, 3C, CSA, PSE, KC, ETL, NSF, and INMETRO



All production bases have established key quality targets such as new product qualification rate, first pass yield of new products, complaint rate of customer orders and after-sales maintenance rate. They regularly track their achievements and continuously promote improvements.

The 2025 target and actual performance for the outgoing product quality pass rate were as follows:

Target: **99.957%** (PPM 430)

Actual: **99.963%** (PPM 374)



During the reporting period, Supor's production bases won a number of product quality awards.



Quality Risk Control

Supor strictly implements a product lifecycle quality and safety management system, systematically identifying, controlling, and addressing quality risks at every stage. Through supplier quality agreements, incoming material inspections, and other measures, the Company ensures that raw materials, components, and finished products comply with hazardous substance restrictions under key regulations such as the *Directive 2011/65/EU on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS)* and *Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)*. All food-contact products meet national food safety standards, thereby effectively safeguarding consumer health and safety.

As of the end of the reporting period,

The Company owned **3** laboratories accredited by CNAS.



Product testing capabilities cover multiple dimensions such as **safety, energy efficiency, EMC, physics, chemistry, microbiology, AIoT and reliability.**



Upgrades of bases' testing capabilities:

The number of CNAS-accredited projects in Shaoxing (Binhai New Area) Base increased to

235



Hangzhou Base and Shaoxing (Binhai New Area) Base's energy efficiency laboratory obtained the qualification for a **new energy-efficient national standard registered laboratory.**



Wuhan, Yuhuan and Vietnam bases have **added** testing equipment for special-shaped dimension measurement, automatic thermal stability test, wear resistance and packaging pressure resistance respectively.



Source Control

Implement strict design reviews, process specifications and raw material selection evaluations during the design and procurement stages; sign quality control agreements with suppliers; strengthen incoming material inspection.

Process Control

Based on management systems and methodologies such as ISO 9001, the PDCA cycle, and Six Sigma, implement standardized production workflows, equipment maintenance, personnel training and process supervision to ensure stable operations.

Continuous Improvement

Conduct regular internal audits and management reviews, develop improvement plans, and continuously optimize the quality management system.

Inspection Assurance

Conduct comprehensive inspections on raw materials, in-process and finished products; establish an evaluation mechanism for new product experience; verify quality and user experience under different scenarios.

Defective Product Management

Analyze root causes of defective products and implement return or scrapping procedures accordingly.



Supor continuously improves its mechanism for solving product quality problems. All our business units and production bases have formulated system documents such as the *Product Recall System*, the *Control Procedures for Customer Feedback Handling* and the *Control Procedures for Crisis Handling* for closed-loop management of quality and safety incidents.

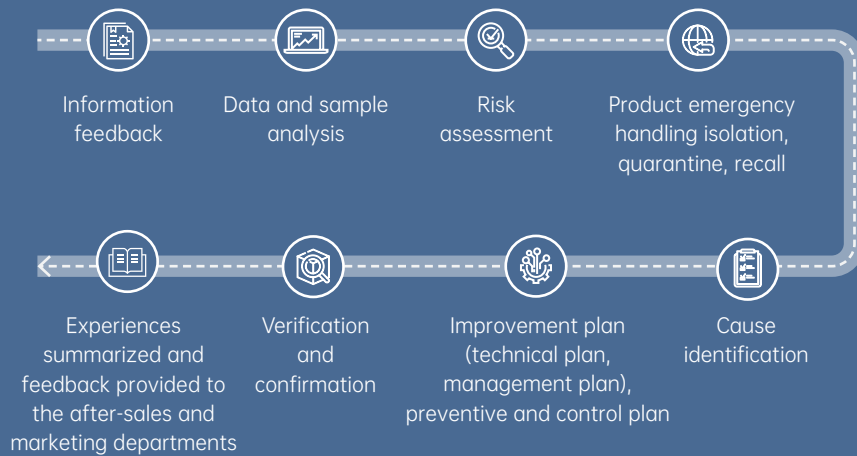
During the reporting period,

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product recall incident related to quality or safety issues.



Supor Product Quality Incident Handling Process



Quality Culture Cultivation

In 2025, Supor continuously strengthened its internal quality management capabilities, encouraged all employees to put forward suggestions for optimizing and improving operation and production management, and integrated quality management into its daily operations.

In 2025,

a total of

8,000+ OPS quality-related improvement



proposals were received and implemented across all production bases.



Quality Culture Building Initiatives at Production Bases in 2025



Compliance Awareness Cultivation

- Special training on domestic and foreign food contact materials and environmental protection regulations such as FDA, EU RoHS, and China's bisphenol control regulations.



Professional Capacity Building

- Training on quality tools such as SPC, MSA, Six Sigma, DOE and tolerance analysis.
- On-the-job assessment and qualification certification of inspectors and personnel in key positions.



Daily Training and Activities

- Morning quality meetings, quality month activities, knowledge contests, failure case sharing, new product experience exchanges.



Product Quality Training at Shaoxing (Keqiao District) Base



Morning Quality Meeting of the Plastic & Rubber Company



Training on Seven Major QC Techniques at Yuhuan Base (Aluminum Plant)



Knowledge Contest at Vietnam Base



Training on the Transition to the Updated Integrated Management System Standards at Shaoxing (Binhai New Area) Base



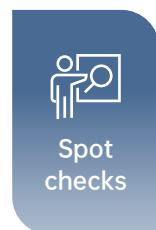
China National Accreditation Service for Conformity Assessment (CNAS) at Shaoxing (Binhai New Area) Base

2.3 Responsible Marketing

Supor actively practices responsible marketing by comprehensively and rigorously enforcing compliance in promotional management through measures such as system establishment, routine tiered reviews and monthly spot checks, and employee training. We have established the *Guidelines for Advertising Material Review* and developed rules for patent-related promotions, providing compliance guidance and dynamic monitoring for business units during the creation and placement of advertising materials. These efforts are designed to eliminate false, exaggerated, or misleading advertising, ensuring that consumers receive complete, objective, and truthful information.



Compliance risks in marketing promotional materials are categorized and managed by risk level, and dedicated personnel re-check the legality and compliance of materials rated as medium or high risk.



Different spot-check plans are formulated based on the specific conditions of each product line. Spot-check cases and key compliance points are regularly communicated and trained through face-to-face sessions.

While strengthening our marketing compliance awareness, we also extend compliance requirements to our advertising material production and store operation service providers. Tailored training courses have been developed and delivered to the service providers, with participation required as both a contractual obligation and a key performance indicator in service evaluations, thereby embedding marketing compliance throughout the service chain.

Supor's 2025 Responsible Marketing Training Overview

Category	Theme	Number of participants
 Basic Courses	<i>Analysis on Legal Key Points of Promotional Materials for Product Links</i>	The cumulative number of participants was over 280
 Specialized Training	<i>Analysis of the Interim Regulations on Anti-Unfair Competition in Online Environments</i>	The cumulative number of participants was 142
 Service Provider Training	<i>Fundamentals of Advertising Audit for Advertising Companies</i> <i>Measures for Avoiding Common Advertising Problems in Store Operations</i>	The cumulative number of participants was 52 The cumulative number of participants was over 160

2.4 Customer Services

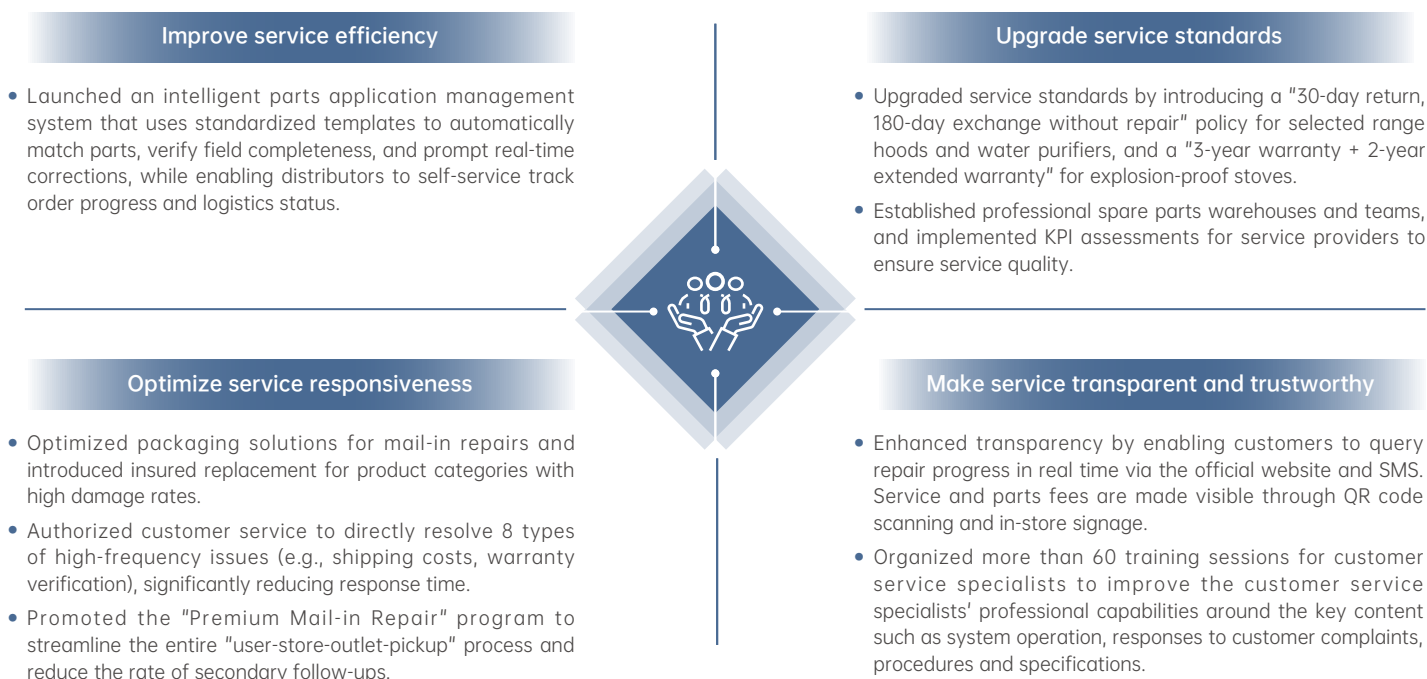
Quality Customer Services

After-sales Services

Supor strictly abides by the *Law of the People's Republic of China on Protecting Consumers' Rights and Interests* and other laws and regulations. All business units have set up customer service departments, built professional customer service, maintenance support and remote engineer teams, and formulated policies such as the *Electric Appliance After-Sales Service Policy*, *After-Sales Service Norms and Execution Standards*, and *Layout Requirements for Repair Service Outlets* to guarantee service quality, customer rights and customer experience.

In 2025, Supor's business units continued to optimize after-sales services, focusing on efficiency, standards, timeliness, and transparency.

Supor's Measures for Customer Service Optimization in 2025



Supor Offline After-sales Service Network

	Small Domestic Appliance Products	Cookware Products	Large Kitchen Appliance Products
After-Sales Service Outlets	1,416	1,887	1,927
Service Personnel	Over 4,000	Over 1,800	Over 4,000
Mail-in Repair Centers and Outlets	30 Main-in Repair Centers 155 Main-in Repair Outlets	/	/

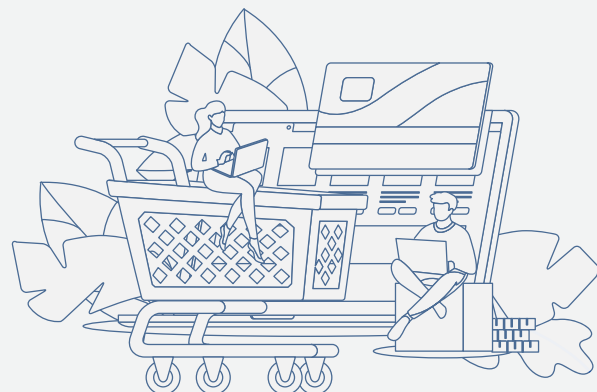
Supor Online After-sales Service Network



400 hotline, Supor APP, Wechat mini program, E-commerce platform, Official website

Member Service

In 2025, Supor enhanced user engagement and member value through membership system upgrades, content development and digital service optimization measures. In 2025, the Company added 5.96 million new members across all channels.



"Member Festival" and "Birthday Care" Benefit Activity

Upgrade of Member Services



Exclusive Member Benefit

Introduced two new benefits: Member Festival and Birthday Care. Through exclusive perks and interactive engagement, members enjoy a more personalized and human-centric service experience. Since launch, the program has reached over 740,000 users.



Exclusive Member Content

Launched the "Theme Recipes" and "Life Inspiration" columns, tailored to everyday scenarios, seasonal trends, and hot topics. Throughout the year, we updated 32 recipe columns, 29 inspirational articles, and 565 digital recipes, accumulating 840,000 page views.



Digital Services

In 2025, 867 new electronic manuals were added, covering 694 product models; 62 new compliance declarations were issued, covering 196 models. As of the end of the reporting period, a total of 3,469 electronic manuals and 617 compliance declarations had been made available online.

Amplification of Customer Satisfaction

Supor has built a customer feedback mechanism covering pre-sales, sales and after-sales. To enhance customer satisfaction, we actively listen to customer feedback through various channels, including phone follow-ups, satisfaction monitoring on e-commerce platforms, market visits, and other methods to gather customer insights, while continuously advancing our Voice of Customer (VoC) project. We also deepen the relationship between the brand and its users through private-domain operations. By collaborating with loyal users, we have carried out a series of user surveys, feedback collection initiatives, and co-creation activities both online and offline.



Pre-sale Trial Use of Products

The Company organized 39 activities for trial use of new products throughout the year. These activities covered multiple core categories such as air fryers, blenders and electric pressure cookers, cumulatively with more than 950,000 visitors.



Targeted Insights during Sales

The Company initiated a mechanism for monitoring satisfaction of community users in private domains, focusing on collecting users' feedback and service expectations on product usage and community experience. As of the end of the reporting period, the Company had cumulatively reached 80,000 private-domain users and received over 900 feedback submissions.



After-sales Multi-channel Feedback

Investigate user satisfaction through multiple channels such as e-commerce platforms, contact centers, market visits, SMS and manual phone follow-ups.

Customer Satisfaction Rate

Large Kitchen Appliance Products

99.90%

Cookware Products

99.83%

Small Domestic Appliance Products

99.38%

Sustainable Supply Chain

Adhering to the philosophy of win-win cooperation, Supor has established a stable, secure, and sustainable supply chain management system, driving high-quality coordinated development across the upstream and downstream value chain. Meanwhile it integrates environmental and social responsibilities into the core components of supplier management and continuously promotes sustainable development and long-term resilience of the supply chain by closely cooperating with suppliers.

Material Issues Covered in This Section

Sustainable Supply Chain

SDGs Addressed in This Section



3.1 Stable Supply

According to their own operational needs and characteristics, Supor's business units continuously improve their supplier management systems for procurement. They have built a management system throughout the process that covers supplier admission, performance appraisal, tiered management, risk assessment and disengagement through the *Supplier Management Policy*, the *Administrative Measures for Supplier Selection and Evaluation*, the *Procurement Control Procedures* and the *Quality Assurance Agreement*. Relying on this system, the Company has established a stable and reliable supplier network and maintained long-term mutually beneficial win-win cooperation.

During the reporting period,

the number of major suppliers across all business units was

999



with localized suppliers¹ accounting for

52%



The business units of Supor set multi-dimensional supplier management objectives including on-time delivery rate, ESG audit coverage rate, localized procurement ratio, and integrity agreement signing rate. They regularly reviewed the achievement of these objectives and promoted the continuous improvement in supply chain management.

Meanwhile, the Company continued to enhance supply chain stability and resilience through measures such as advance stocking of long-lead-time materials and dual sourcing for similar core materials.

Supplier Admission

Supor adheres to a "quality first" criterion for supplier admission while attaching great importance to their performance of environmental and social responsibilities. During the supplier admission process, an evaluation team consisting of the procurement, quality, material control, quality control, and R&D departments conducts multi-dimensional assessments of suppliers through document reviews, on-site inspections, sample submission, and sample testing. The evaluation results are divided into four ratings based on scores: Excellent, Qualified (Improvement Required), Qualified (Re-assessment Required), and Disqualified, to provide a basis for subsequent management.

¹ Localized suppliers: refer to suppliers with whom procurement occurred in 2025, and whose registered address/place of business is in Zhejiang Province, Hubei Province, Vietnam.

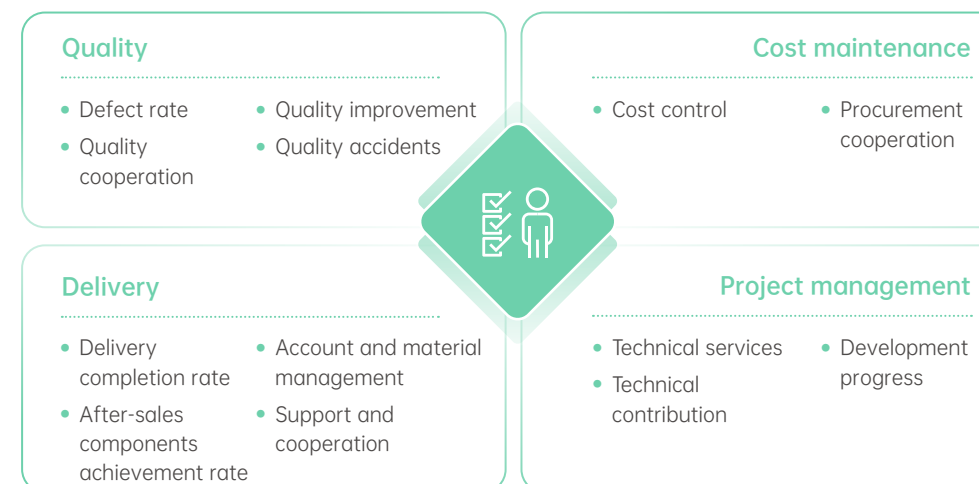
Supplier Admission Evaluation Dimensions



Supplier Performance Evaluation

In terms of supplier performance management, the Company implements monthly and annual evaluation systems, covering dimensions such as quality, cost, delivery, services, innovation, management, environmental and social responsibilities. Major suppliers with regular supply undergo monthly performance evaluations. The evaluation results directly influence supplier tiering and the depth of collaboration. Supplier with repeated C/D ratings may result in order adjustments or disqualification.

Monthly Performance Evaluation System for Suppliers



Eligible suppliers also undergo annual comprehensive assessments. Based on the evaluation results, the Company identifies and honors outstanding suppliers with rewards and recognition.

Reward measures include increased order allocation, supplier involvement in new product development, advance payments, technical support, and management improvement coaching, to encourage suppliers to continuously improve and enhance the quality of cooperation.

During the reporting period,

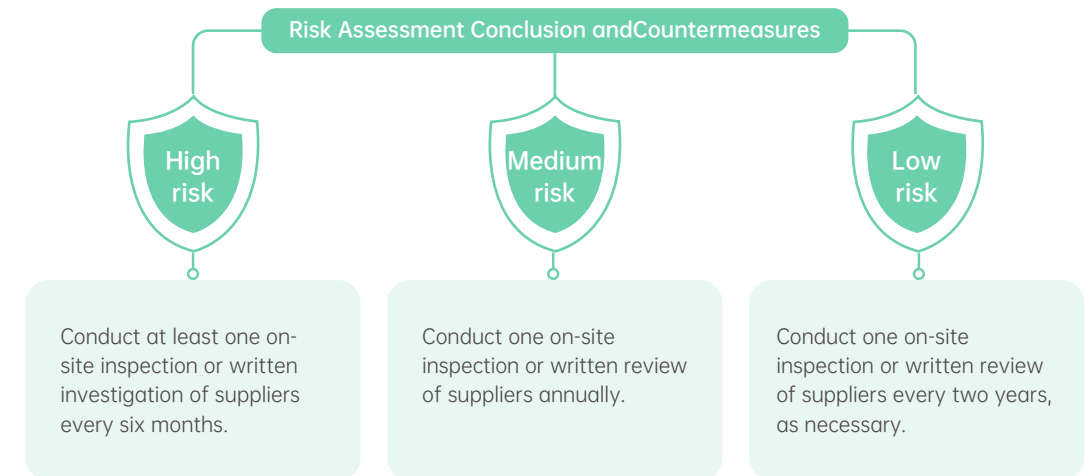
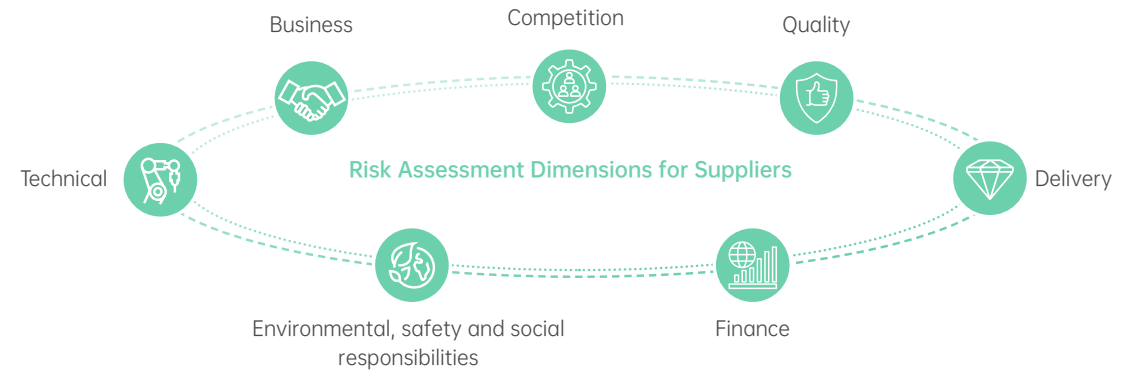
A total of

254 supplier assessments² were conducted



Supplier Risk Assessment

Supor conducts annual risk assessments of its suppliers. For suppliers with operational risks, the supplier management team or the Procurement Department conducts occasional reviews and takes corresponding management measures based on the evaluation results to ensure the stable operation of the supply chain.



² Supplier assessment: including assessments of newly admitted suppliers and annual assessments of key focus suppliers, excluding daily assessment and evaluation of suppliers.

3.2 Responsible Procurement

Supor continuously promotes the building of a responsible supply chain, embeds ESG management throughout its supplier lifecycle management, and promotes compliance, transparency and sustainable development of the supply chain.

Standardizing Responsible Procurement Criteria

All suppliers are required to sign and implement Supor's parent company's *Responsible Purchasing Charter*, which covers core content such as human rights protection, prohibition of forced labor, occupational health and safety, and environmental protection. In addition, we require that suppliers' operations must comply with the requirements of the United Nations Global Compact (UNGC), the CECED Code of Conduct, the *Universal Declaration of Human Rights* and International Labour Organization (ILO) Convention.

During the reporting period,

Major ESG incidents of non-compliance by suppliers:

0



Strict Admission and Verification

The Company regards environmental and social responsibility assessment as a mandatory threshold for supplier admission. During the reporting period, we continuously conducted ESG risk screening of new suppliers to ensure compliance. No supply interruptions occurred due to ESG violations.

Examples of ESG-related Requirements for Supplier Admission



The Company regularly conducts ESG reviews of suppliers, including written surveys, third-party on-site audits, business ethics audits, Workplace Conditions Assessment (WCA) and BSCI audits. For discovered defects, the Company implements closed-loop management of "evaluation-rectification-closure" to assist suppliers in improving their governance capabilities. The Company reserves the right to terminate cooperation with suppliers who fail to complete adequate rectification or commit major violations.

Ethical Procurement

In order to guarantee the integrity of the supply chain, the Company has established a rigorous integrity cooperation mechanism. Procurement personnel and suppliers are required to sign the *Letter of Commitment to Honesty and Self-Discipline/Responsible Purchasing Charter*, committing to comply with related laws, regulations and the Company's policies. Furthermore, the Company provides multiple reporting channels and regularly organizes supplier integrity promotion, training and communication meetings to ensure that suppliers fully understand and practice integrity requirements.

Multiple Whistleblower Channels

- Online: reporting e-mail jubao@supor.com
- Offline: report submission through letter mailing

Integrity Promotion and Training

- Regular emphasis on integrity and anti-corruption through platform announcements, encouraging supervision and reporting, and disseminating integrity commitment letters to all suppliers.
- Conducting supplier integrity and anti-fraud training.
- Hosting supplier communication conferences.



Large Kitchen Appliances Business Unit Supplier Communication Conference

3.3 Green Supply Chain

In the context of deepening global sustainability trends, Supor regards building a green supply chain as a key lever for implementing climate strategies and promoting coordinated emission reduction in the value chain. Aligned with the climate target of Supor's parent company — as verified by the Science Based Targets initiative (SBTi): to reduce Scope 3 greenhouse gas emissions by 25% by 2030 against 2021 levels. We have incorporated climate action into our development strategy, continuously guiding suppliers to participate in low-carbon transformation and lowering the overall carbon footprint of the supply chain.

During the reporting period, we purchased certified recycled materials, and the certification of some materials is as follows:

Types of Sustainable Raw Materials Purchased and Third-party Certifications in 2025

	Raw Material Types	Third-party Certifications
Cookware Business Unit	Aluminum	GLOBAL RECYCLED STANDARD 4.0 (GRS 4.0)
	Stainless steel	RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)
		UL 2809:2021, Environmental Claim Validation Procedure
	FSC certified paper products	Forest Stewardship Council
Small Domestic Appliance Business Unit	Aluminum	GLOBAL RECYCLED STANDARD 4.0 (GRS 4.0)
	Stainless steel	RECYCLED CLAIM STANDARD 2.0 (RCS 2.0)
	PE bags	Intertek (GRS)
	ABS/PP granulated plastic materials	Intertek (GRS)

Since initiating supplier carbon footprint assessments and surveys on suppliers' decarbonization potential in 2024, Supor has continued to pay close attention to the decarbonization practices of high-potential suppliers. During the reporting period, based on factors such as carbon assessment results, procurement volume, and decarbonization potential, we identified 80 core high-potential suppliers and, together with the Group, launched a supplier ESG engagement program. We actively encouraged suppliers to take action in areas such as clean energy adoption and resource circularity, including deploying photovoltaic projects, increasing the proportion of green electricity used, and expanding the use of recycled materials, thereby advancing the green supply chain from management readiness to concrete implementation.

Case **Supor and SEB Group Jointly Held the Supplier ESG Program Kick-off Meeting**

On November 18, 2025, Supor and its parent company SEB Group held the "Supplier ESG Program Kick-off Meeting", inviting representatives of global top 500 suppliers, including 80 of Supor's own suppliers, to attend the meeting. Focusing on ESG philosophy, the Group's climate goals and carbon reduction practice cases, the meeting systematically conveyed ESG requirements to help suppliers build a consensus on supply chain decarbonization and lay a foundation for cooperation in upstream Scope 3 emission reduction.



绿色行动筑美好 – 碳路同行

线上会议

18th November 2025 Tuesday 18th, Nov. 2025 08:30 – 09:30 (UTC+08:00 Time Zone Being Used in China)

携手共创绿色采购效益: 挖掘减碳潜力
与供应商并肩合作, 共赴气候行动征程

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由赛博集团和苏泊尔采购团队联合开展

SEB | SUPOR



To strengthen control over the use of chemical substances in the supply chain, we conducted a dedicated review of restricted substances among suppliers. Based on relevant regulatory requirements, including the *EU Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS)*, the *Regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)*, and the *Stockholm Convention on Persistent Organic Pollutants (POPs)*, and in alignment with the prohibited substances list (blacklist) and restricted substances list (greylist) established by the Group's parent company, we compiled and issued the *List of Restricted Substances*. Meanwhile, we developed and distributed the Eco-declaration (a supplier declaration form for key substances) to suppliers for self-disclosure and compliance commitments.

As of the end of the reporting period,

a total of

344 suppliers had signed the Eco-declaration



3.4 Traceability and Conflict Minerals Management

Raw Materials Traceability

To strengthen the traceability and quality control of raw material sources, Supor continuously implements the raw material traceability management mechanism, and formulates differentiated tracking and verification requirements according to different business characteristics and raw material attributes.

The strategic procurement departments of each business unit at Supor have established various regulations and standards for raw material traceability and verification based on their respective business characteristics. For instance, the Cookware Business Unit has formulated the *Tier 2 Supplier Management Regulations*. Based on the significance and delivery methods of raw materials, these regulations clarify corresponding traceability standards, achieving effective traceability of the certified sources of key raw materials, such as glass, phenolic molding compound, and silicone, through the management of designated Tier 2 suppliers.

During the reporting period,

the traceability rates of glass, phenolic molding compound, and silicone were



100% in the Cookware Business Unit

Regarding the traceability management of recycled raw materials, the Company has established a systematic ledger for recycled aluminum, recording key information such as its source, quantity, and quality in detail. Supor conducts semi-annual spot checks to verify the authenticity and accuracy of the ledger information. For recycled stainless steel, the Company requires suppliers to provide a quality assurance certificate when with each batch. The Quality Management Department reviews the contents of the quality assurance documents and files them for record-keeping after confirming that they meet relevant quality standards, to support subsequent verification and management needs.

Management of Conflict Minerals

Supor continuously incorporates conflict minerals management as a key component of responsible procurement and supply chain compliance management. Building upon existing management mechanisms, the Company further strengthens the identification, verification, and supervision of the upstream supply chain to mitigate potential compliance and ethical risks.

In the process of supplier admission and continuous management, Supor adheres to its established conflict minerals management mechanism, systematically identifying and controlling potential conflict mineral risks through supply chain traceability, compliance declarations, and continuous monitoring.

Conflict Minerals Management Process



During the reporting period, the Small Domestic Appliance Business Unit conducted targeted investigations into upstream supply resources, focusing on the use of 3TG metals—such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn)—in PCBA and electrical materials, and maintained records for all relevant materials in the form of filing documents. Besides, the Small Domestic Appliance Business Unit comprehensively sorted out and filed 22 types of materials involved. Verification confirmed that none of the relevant raw materials originated from conflict or high-risk areas.

On the basis of supplier self-assessments and self-declarations on conflict minerals, we also engaged an independent third-party to conduct supplier conflict minerals audits. During the reporting period, Intertek was commissioned to audit three suppliers for conflict minerals compliance. Two suppliers passed the audit, while one supplier was found to have management processes requiring further improvement and has since been advancing corrective actions as required. In the future, Supor will continue to refine its mechanisms for conflict mineral identification, information filing, and supervisory review, incorporating both regulatory requirements and industry best practices.

Green Operation and Development

Supor adheres to the green operation development strategy, actively responds to the national "Carbon Peaking and Carbon Neutrality" goals, and promotes energy conservation and carbon reduction, circular economy practices, and environmental compliance management to create long-term sustainable value for the company and society.

Material Issues Covered in This Section

- Climate Change and Greenhouse Gas Emissions
- Pollution and Environmental Impact Management
- Energy Management
- Water Resource Management
- Circular Economy
- E-waste

SDGs Addressed in This Section



04

4.1 Climate Change and Greenhouse Gas Emissions

Climate Targets

In 2024, Supor's parent company submitted its 1.5°C pathway net-zero target to the Science Based Targets initiative (SBTi) and received validation. In support of the Group's target achievement, Supor has also established its own medium- and long-term climate targets:

By 2030, reduce Scope 1 and Scope 2 carbon emissions by

42% compared with 2021

By 2030, reduce Scope 3 carbon emissions by

25% compared with 2021



Management Framework

Supor has created a three-tier management framework of "decision-making, supervision, and implementation" to tackle climate change. The Company systematically manages climate-related affairs through its ESG governance system. The ESG Committee has established working groups for factory energy conservation and emission reduction, supplier carbon reduction management, and green product design, which are responsible for the daily management and implementation of climate-related risks and opportunities. By establishing an efficient management system and continuously optimizing management processes, the Company ensures that climate change issues are effectively integrated into its corporate governance system and daily operation.

Climate Risk and Opportunity Identification

Supor continuously incorporates the identification, assessment and response of climate-related risks and opportunities into its overall risk management process. The Company regularly conducts analysis and formulates response plans to ensure that climate-related factors are fully considered in strategic decision-making and daily operations, thereby enhancing its resilience to climate changes. For *Climate Change Risk and Opportunity Analysis*, see the appendix.

Responses to Climate Risks and Opportunities

Supor continuously improves its responses to risks and opportunities arising from climate changes to promote its low-carbon transformation and sustainable development. In 2025, the Company incorporated actions such as energy conservation and emission reduction, efficiency improvement, waste reduction, and recycling into its overall planning, and further optimized its deployment to continuously advance its low-carbon transformation and achieve its sustainable development goals.

Implementation Roadmap

Upstream Supply Chain

- Promote green procurement; use recycled and traceable raw materials, and reduce GHG emissions at the source.
- Drive suppliers to jointly carry out carbon reduction actions to reduce GHG emissions in the upstream Scope 3 categories.

The Company's Operations

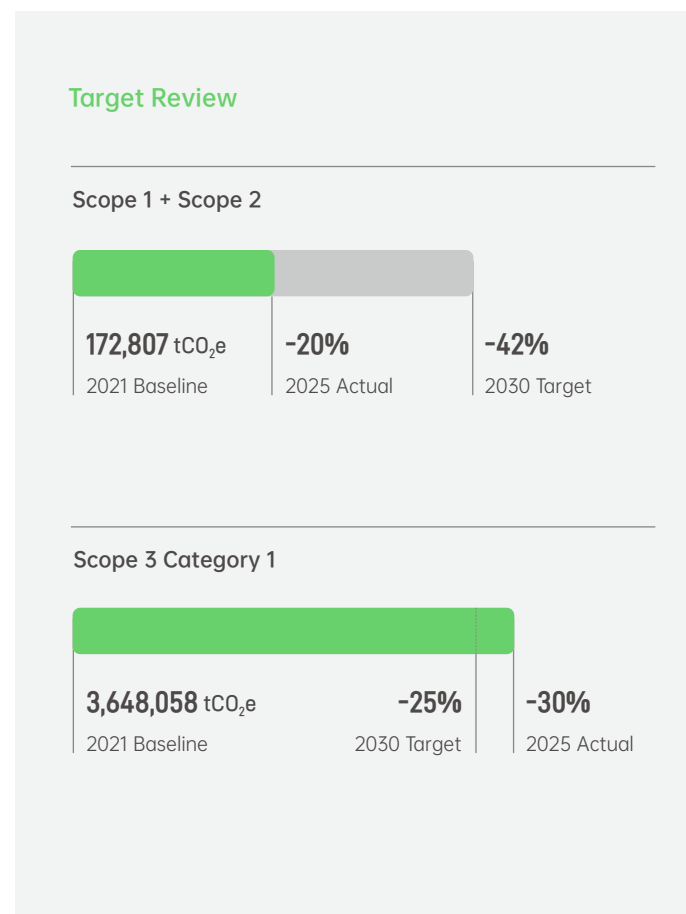
- All production bases actively identify energy-saving and emission-reduction opportunities and define clear pathways for carbon reduction, including the use of renewable energy (such as photovoltaic power), enhancement of equipment energy efficiency (through optimization, upgrades, and replacements), and deployment of digital energy monitoring systems to improve energy utilization efficiency.

Downstream Product Use

- Improve energy efficiency during the product use phase by implementing energy-saving designs and high energy efficiency standards.
- Promote recycling and "trade-in" programs to reduce carbon emissions throughout the product lifecycle and reduce downstream Scope 3 GHG emissions.

Indicators and Performance

The Company continuously identifies and quantifies GHG emission sources and categories and conducts GHG inventories in accordance with the GHG Protocol. During the reporting period, Supor's greenhouse gas emissions and energy consumption were as follows:



Greenhouse Gas Emissions Performance³

Indicator	Unit	2021 Baseline ⁴	2024	2025	2025 vs. 2021 Change	2025 vs. 2024 Change
GHG Emission (Scope 1) ⁵	tCO ₂ e	35,373.6	27,727.2	26,954.6	-23.8%	-2.8%
GHG Emission (Scope 2) ⁶	tCO ₂ e	137,433.6	115,890.9	110,777.2	-19.4%	-4.4%
GHG Emission (Scope 1&2)	tCO ₂ e	172,807.2	143,618.1	137,731.8	-20.3%	-4.1%
GHG Emission (Scope 3) ⁷	tCO ₂ e	3,648,058.0	2,731,814.8	2,545,662.0	-30.2%	-6.8%

³ The above data covers Supor's seven major R&D and manufacturing bases in Yuhuan (aluminum and stainless-steel plants), Hangzhou, Shaoxing (Binhai New Area and Keqiao District), Wuhan, Vietnam and Plastic & Rubber Company. The calculations methodology adheres to the Greenhouse Gas Protocol (GHG Protocol) published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

⁴ In accordance with the GHG Protocol, the Company comprehensively reviewed the base year emission sources and greenhouse gas emissions data, and established the corresponding accounting baseline for the aforementioned emission reduction targets.

⁵ GHG Emissions (Scope 1) includes emissions from combustion of natural gas, gasoline, diesel, LPG, and LNG, as well as emissions from refrigerant leakage, septic tanks, and CO₂ fire extinguishers. Emission factors are based on *Guidelines for Greenhouse Gas Emission Accounting and Reporting in Mining, Land Transportation, and Other Industrial Enterprises (Trial)*, and IPCC AR6.

⁶ GHG Emissions (Scope 2) includes emissions from purchased electricity. Emission factors are based on the Ministry of Ecology and Environment of China and the National Bureau of Statistics' Announcement on CO₂ Emission Factors for Power Generation in 2023.

⁷ GHG Emissions (Scope 3) in this reporting period only covers Category 1: Emissions from the purchased goods and services.

Energy Consumption Performance¹⁰

Indicator	Unit	2024	2025	Change
Total Consumption of Natural Gas	10,000 m ³	604.7	541.6	-10.4%
Total Consumption of Petrol	10,000 L	13.4	12.9	-3.7%
Total Consumption of Diesel	10,000 L	4.4	4.1	-6.8%
Total Consumption of Liquefied Petroleum Gas	tons	634.8	721.1	13.6%
Total Consumption of Liquefied Natural Gas	tons	4,232.4	4,199.2	-0.8%
Total Consumption of Purchased Electricity	GWh	216.0	207.4	-4.0%
Total Green Electricity Generated and Consumed On-site	MWh	6,094.2	9,772.5	60.4%
Total Direct Energy Consumption	tce	16,765.5	16,006.4	-4.5%
Total Indirect Energy Consumption	tce	26,543.0	25,488.4	-4.0%
Total Energy Consumption	tce	43,308.5	41,494.8	-4.2%



4.2 Resource Management and Circular Economy

Energy Management

Supor strictly abides by the *Law on Energy Conservation of the People's Republic of China* and other relevant laws and regulations. All production bases have established and strictly implemented internal systems, such as the *Energy Management System*, the *Water and Electricity Saving Management Regulations*, and the *Reward and Punishment Measures for Energy Conservation, Consumption Reduction, and Environmental Protection Management*. The Company proactively identifies energy-related risks and opportunities, integrates them into key business decision-making and environmental management, and continuously monitors potential risks, such as changes in the natural environment, energy supply stability, policies and regulations. Supor also actively explores energy efficiency upgrades of factory equipment, energy management system construction, and opportunities to enhance efficiency and reduce carbon emissions through renewable energy.



The Company proactively identifies risks and opportunities associated with energy consumption, develops policies to address such risks, and actively seizes energy-related opportunities.

Risk/ Opportunity Types	Descriptions of Risks/Opportunities	Countermeasures
Physical Risks	<ul style="list-style-type: none"> Damage to energy facilities, interruption of energy supply, and disruption of energy production resulting from changes in the natural environment, such as extreme weather and geological hazards. 	<ul style="list-style-type: none"> All our bases formulate and improve their emergency response plans and establish systematic emergency response mechanisms in response to emergencies such as extreme weather, natural disasters and energy supply interruption.
	<ul style="list-style-type: none"> Partial renewable energy technologies rely on specific resources (e.g., lithium and cobalt), whose exploitation and transportation fluctuations may affect energy supply stability. Insufficient light directly affects photovoltaic generation efficiency. 	<ul style="list-style-type: none"> Promote the diversification of energy structure, optimize the ratio of traditional and renewable energies, reduce reliance on a single energy source, and enhance supply stability.
Transitional Risks	<ul style="list-style-type: none"> Stricter environmental policies (e.g., fossil energy restrictions, tighter carbon quotas and higher energy efficiency standards) might increase operating costs. 	<ul style="list-style-type: none"> Increase the share of renewable energy use through green power trading or green certificate procurement.
Opportunities	<ul style="list-style-type: none"> Adopting energy-saving equipment, cascading energy utilization, and energy management systems can improve energy efficiency, reduce energy dependence and lower procurement costs; renewable energy, hydrogen, and energy storage can further reduce operating costs. 	<ul style="list-style-type: none"> Continuously construct photovoltaic power generation facilities to increase the proportion of renewable energy utilization. Implement energy efficiency upgrades or retrofits for high-energy-consuming equipment to improve overall energy utilization efficiency. Deploy DSM energy monitoring system to enable real-time monitoring and data analysis of workshops, equipment, and energy consumption.
	<ul style="list-style-type: none"> Effective energy management supports a positive corporate image, enhancing customer trust, brand value, and market competitiveness. 	<ul style="list-style-type: none"> Supor's parent company has committed and joined SBTi, and Supor has actively established and implemented detailed emission reduction targets and pathways. Implement green design projects to meet consumer demand for sustainable products and services.

Since the Company identified its carbon reduction roadmap in 2024, all production bases have steadily implemented their carbon reduction projects. In 2025, some bases formalized management, procedural and practical experience into official written systems. During the reporting period, Shaoxing (Binhai New Area) Base formulated the *ESG Management Manual*, providing clear guidance to ensure systematic and efficient environmental management.

Electricity represents the largest share of Supor's energy consumption structure and is also the main source of energy use and carbon emissions. We have therefore made it a key focus of our energy-saving strategy, emphasizing electricity conservation and efficiency improvement, and using power consumption management to drive the continuous reduction of carbon emissions intensity. At the beginning of 2025, all production bases subdivided Supor's overall annual energy conservation and carbon reduction goals into site-specific sub-goals that were aligned with their own business, and simultaneously planned their annual project rollouts to provide solid support for achieving the goals. During the reporting period, we steadily promoted various projects across three key pillars for carbon reduction: clean energy use, digital energy monitoring and energy efficiency improvement.



As of the end of the reporting period, rooftop systems had been installed at **3** major bases⁸. During the reporting period, power generation was **10.9** million kWh, of which **9.8** million kWh was consumed, with a consumption rate of **89.6%**, reducing carbon emissions by approximately **5,246** tons.

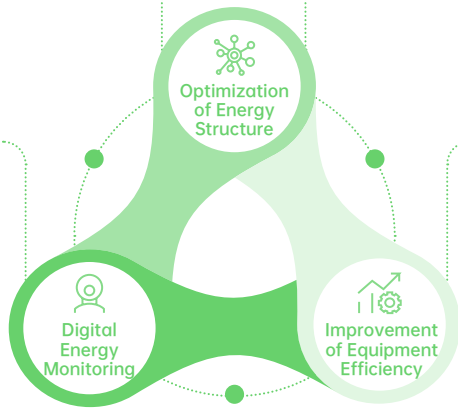
Rooftop PV Systems

During the reporting period, **2** major bases⁹ and rubber company purchased a total of **68,228** green certificates, corresponding to **68,228** MWh of renewable energy generation.

Purchase of Green Certificates

DSM System

As of the end of the reporting period, the DSM¹⁰ system was operational at **5** major bases¹¹, identifying **26** potential energy-saving retrofit opportunities and efficient energy output solutions, resulting in over **2,600** tons of carbon reduction in 2025.



Improvement of Equipment Efficiency

During the reporting period, **7** major bases¹² and Plastic & Rubber Company jointly carried out **67** energy conservation, emission reduction, and energy efficiency improvement projects, contributing to over **5,000** tons of carbon reduction in 2025.

⁸ Yuhuan Base (aluminum and stainless-steel plants), Vietnam Base
⁹ Yuhuan Base (stainless-steel plant), Wuhan Base
¹⁰ Digital Shop floor Management, intelligent energy monitoring system
¹¹ Wuhan Base, Yuhuan Base (aluminum and stainless-steel plants), Hangzhou Base, Shaoxing (Binhai New Area) Base
¹² Shaoxing (Binhai New Area and Keqiao District) bases, Hangzhou Base, Wuhan Base, Yuhuan Base (aluminum and stainless-steel plants), Vietnam Base

Case Rooftop PV of the Yuhuan Base (Aluminum Plant)

The rooftop photovoltaic project of the Yuhuan Base (aluminum plant) commenced installation and construction at the end of 2024 and was officially connected to the grid for power generation in January 2025. The photovoltaic installed capacity of the Yuhuan Base (aluminum plant) was 2.03 MW. During the reporting period, the total power generation was 2.42 million kWh, of which 2.38 million kWh was utilized, with a consumption rate of approximately 98%, reducing carbon emissions by approximately 1,261 tons.

The photovoltaic installed capacity of the Yuhuan Base (aluminum plant) was

2.03 MW



During the reporting period,

the total power generation was

2.42 million kWh



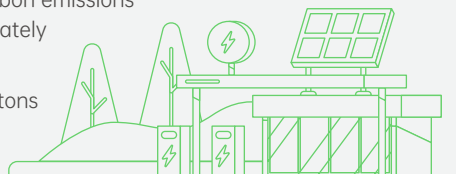
of which **2.38** million kWh was consumed

with a consumption rate of approximately

98%

reducing carbon emissions by approximately

1,261 tons



Case DSM Sharing and Exchange Session

In September 2025, the Industrial Development Department and the ESG Department of Supor Headquarters organized the persons in charge of DSM systems from all our bases to hold an experience sharing meeting. During the meeting, each base presented their system deployment, application cases, challenges encountered and solutions. They conducted in-depth discussions on energy use, identification of emission hotspots, and potential transformation projects. Besides, the direction of system optimization was discussed through a Q&A session. This meeting built a cross-base learning and exchange platform, which not only deepened experience sharing, but also facilitated all our bases' efficient use of the DSM system to achieve visualized energy management and further improve the effectiveness of emission reduction efforts.

**DSM数字化能源管理系统
经验分享工作坊**

DSM Operating Workshop
Cross-site Experience Sharing

SUPOR 苏泊尔



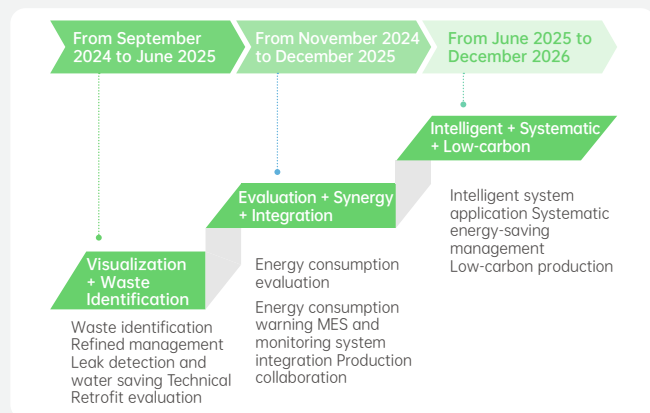
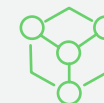
Case Low-carbon Manufacturing Driven by DSM System at Hangzhou Base

Since the DSM system was launched in September 2024, its application in low-carbon manufacturing has been continuously explored at Hangzhou Base.

- Refined management** The system identifies periods and nodes of abnormally high energy consumption and waste and makes timely improvements.
- Workshop/equipment and energy consumption monitoring** Identify the energy consumption information and proportion changes of production lines and key energy-consuming facilities; explore energy conservation opportunities, and identify energy-saving technical transformation projects or management improvement measures; identify year-on-year and month-on-month energy consumption of key energy-consuming equipment, including air compressors, injection molding machines, and hydraulic presses; track the energy consumption of key equipment, explore energy-saving opportunities, and improve verification and analysis, etc.
- Energy digitalization** Through the custom reporting function, daily energy meter readings and financial accounting reports may be exported from the system to improve energy management efficiency.

During the reporting period,

a closed loop of energy conservation was realized through DSM-driven "Informatization + Intelligent Control + Energy-saving Transformation + Refined Management". Carbon emissions were reduced by **747** tons throughout the year.



Planning for Application of the DSM System

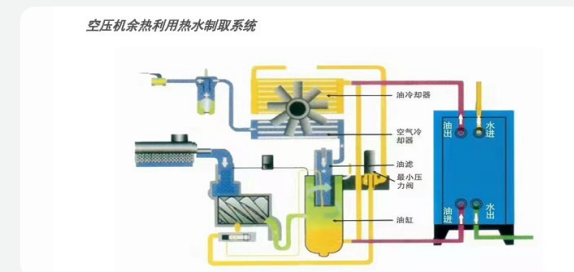


DSM Refined Energy Dashboard

Case Waste Heat Recovery from Air Compressors and Sintering Furnaces at Yuhuan Base

To mitigate the direct loss of waste heat during spraying and operation of air compressors, the Yuhuan Base (Stainless-Steel Plant) identified opportunities for waste heat recovery and reuse, which exhibit relatively great potential for energy conservation and carbon reduction. In January and February 2025, the air compressors and sintering furnaces were upgraded successively. The factory also deployed waste heat recovery devices and carried out waste heat recovery projects.

In 2025, the waste heat recovery from air compressors and sintering furnaces saved 510,000 kWh of electricity and approximately 165 tons of liquefied natural gas, with a total carbon reduction of 695 tons.



Waste Heat Recovery Unit for Air Compressors



Waste Heat Recovery Unit for Sintering Furnaces

Water Resource Management

Supor incorporates risks and opportunities related to water resources into the focus of its business decision-making and environmental management. The Company continuously monitors potential risks such as water shortage, water intake compliance, and water costs. Besides, Supor actively responds to the national *Regulation on Water Conservation* and seizes efficiency improvement and cost saving opportunities brought by the application of water-saving technologies, water recycling and process optimization. The water used by our production bases is mainly from municipal water supply, supplemented by surface water, groundwater, rainwater and other sources. During the reporting period, no direct or indirect significant impact related to water resources arose from changes in water intake, water consumption, drainage or water storage.

The Company proactively identifies risks and opportunities related to water consumption, formulates strategies to respond to such opportunities, and actively seizes them.

Risk/ Opportunity Types	Descriptions of Risks/Opportunities	Countermeasures
Physical Risks	<ul style="list-style-type: none"> Water shortage directly affects key water-consuming processes such as industrial cooling and product cleaning, which might lead to production reduction. 	<ul style="list-style-type: none"> None of the Company's production bases are located in areas with high water stress, and the water supply conditions are generally stable at our production bases. Continuously monitor changes in water quality and water supply at all our operating sites, identify potential risks in time, and ensure the safety of water for production.
Transitional Risks	<ul style="list-style-type: none"> Tightening regulations related to water resources (such as adjustment of water allocation, stricter requirements for water intake permits, stricter wastewater discharge and water quality standards) might increase compliance pressure. In the process of transitioning to water conservation technologies or new water purification technologies, existing technologies might be eliminated, and R&D costs might increase. 	<ul style="list-style-type: none"> Closely track and respond to local water use and wastewater management policies; adjust our water use structure, drainage methods and management measures according to regulations. Proactively identify water conservation opportunities in production and operation; carry out water-saving transformation and optimization for key and high water-consuming processes.
Opportunities	<ul style="list-style-type: none"> By improving water utilization efficiency, the Company may directly reduce the consumption of fresh water resources and the procurement costs of water resources. 	<ul style="list-style-type: none"> Focus on key water-consuming processes, explore alternative water-saving technologies or carry out special transformations to reduce water costs and improve efficiency.

Water Consumption Target

By 2030, reduce total water consumption by **25%** compared with 2021.

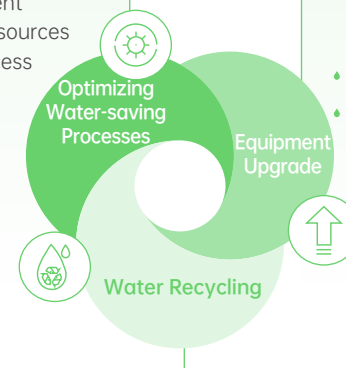


Management Measures

During the reporting period, we were committed to achieving this goal through various water-saving measures and management practices. We implemented the concept of water conservation in the whole process of production and operation and took multiple measures to improve water efficiency and promote the sustainable use of water resources by optimizing our processes, upgrading our water-saving facilities, and promoting the application of alternative water sources such as rainwater and reclaimed water.

Improve the utilization efficiency of water resources by improving production and water use processes

- Improve the direction of sprinkler pipes and the water change process of pure water tanks to ensure efficient utilization of water resources in the production process



Continuously upgrading water-saving equipment to achieve precise control and conservation of water

- Upgrading valves of the cleaning line to water-saving proportional solenoid valves
- Adjusting the diameter of the return pipe of the clean water tank and controlling water use in the spray booth
- Installing sensor faucets for domestic water
- Installing pumps for pure water tanks, and adjusting and optimizing the water output of water pipes



Promote water recycling and improve the reuse of water resources

- Water recycling retrofit of the cleaning line
- Reusing concentrated water from testing centres and water purifiers
- Rainwater harvesting
- Using treated reclaimed water for toilet flushing

Water Resource Key Performance

Target Review

Total Water Consumption



During the reporting period,

Total water consumption was

1,794.8 thousand tons



The Company carried out

46 water-saving projects

cumulatively saving more than

90,000 tons of water



Case Water Recycling and Metering Valve Retrofit at Shaoxing (Binhai New Area) Base

During the reporting period, Shaoxing (Binhai New Area) Base continuously promoted various water-saving projects. Through 8 major water-saving projects, including water recycling in the testing center, metering valve retrofits, and the reuse of concentrated water from the No.8 water purifier in the cleaning line, the annual water saved was up to 18,320 tons.

the annual water saved was up to

18,320 tons



Water Recycling in the Testing Center



Standard Setting for Key Water-use Facilities and Retrofitting of Calibration Valves

Case Water Recycling in Cleaning Lines at the Vietnam Base

During the reporting period, the Vietnam Base conducted a comprehensive review of water usage points across its production processes, accurately identified potential water-saving opportunities, and found that the cleaning lines were suitable for water recycling retrofits. Starting in February 2025, the Vietnam Base progressively completed the water recycling retrofit of its four cleaning lines, achieving cleaning water recycling, and saving a total of 4,647 tons of water throughout the year.

saving a total of

4,647 tons of water throughout the year



¹⁵ The Company reviewed the detailed water consumption data for the base year and established the corresponding accounting baseline for the above target.

Circular Economy

Adhered to the "3R" (i.e. Reduce, Reuse and Recycle) principles, Supor promotes the application of renewable and recyclable materials through various measures such as technological innovation, sustainable packaging, and product recycling throughout the lifecycle. The Company continuously improves its resource utilization efficiency to enhance both its economic benefits and environmental value.

Eco-design

Supor integrates environmental protection, resource efficiency, and ecological balance into product design. Eco-design is embedded across our strategic planning, procurement, product development, and design processes, and is incorporated into the daily work of key departments such as strategic marketing, R&D, and procurement. Our goal is to minimize environmental impact throughout the entire product lifecycle.

Roadmap of Supor's Circular Economy

Raw Material Acquisition Stage

Use recycled raw materials such as recycled aluminum, recycled paper and stainless steel to effectively reduce carbon emissions and promote recycling.



Product Development Stage

Eliminate unnecessary heat-retention duration, improve product energy efficiency ratings, add an ECO (energy-saving) mode, miniaturize products, standardize components, and guide consumers toward more responsible product use. During the reporting period, three downstream product categories with high carbon emissions were eco-designed and upgraded, covering a total of **232** SKUs.



Green Packaging

Lightweight packaging, alternative eco-friendly materials, and electronic manuals etc.



Case 2025 Eco-design Conference

In April 2025, SEB Group and Supor jointly held an Eco-design Conference. More than 40 leaders from Supor's headquarters, business units, and bases attended, where in-depth discussions were held around the three major themes of "recycled materials", "energy-saving product design" and "green packaging" to enhance the team's understanding and practical capacity for eco-design.



Eco-design Concept and Practice Exchange Site



Eco-design Seminar and Team Exchange

Green Procurement

Continuously practicing its green philosophy, Supor incorporates environmental factors into the whole process of its product R&D and procurement, and purchases circular, renewable and third-party certified raw materials. In 2025, the ESG Department led and collaborated with the Recycled Material Procurement Working Group to set progressive recycled material procurement targets and developed implementation pathways by 2030. During the reporting period, we promoted supplier sourcing, feasibility testing and implementation analysis as planned, ensured the stable supply of existing recycled materials, expanded reserve resources, and unified the statistical scope, method and frequency for recycled materials, in order to consolidate the data foundation and closed-loop management for achieving the targets.

Green Procurement Measures by Business Units



Cookware Business Unit

Continuously improve the supplier certification system and purchase sustainable raw materials such as recycled aluminum ingots, recycled stainless steel and FSC-certified color printing paper.



Small Domestic Appliance Business Unit

Promote the application of recycled materials in products and components, including promoting the procurement of recycled aluminum and stainless steel, exploring the procurement of recycled PIR/PCR plastics, and introducing more sustainable raw materials.



Large Kitchen Appliance Business Unit

Prioritize recycled paper and foam raw materials that meet the Recycled Claim Standard (RCS).

During the reporting period, the Company purchased

23,731 tons
of recycled aluminum



18,161 tons
of recycled steel



Green Product

In active response to China's call and requirements for promoting large-scale equipment updates and bringing more high-quality durable consumer goods into residents' daily lives, Supor has carried out technical improvement projects and promoted energy efficiency upgrades, focusing on rice cookers, electric pressure cookers, oil less fryers, and induction hobs, which account for a relatively high proportion of carbon emissions during the use phase (Scope 3, Category 11). Since the project was launched in 2024, energy efficiency upgrades have been completed for 52 SKUs:

Category	Upgrade from Level 3 to Level 2 energy efficiency	Upgrade from Level 2 to Level 1 energy efficiency
Rice cooker	21	8
Electric pressure cooker	6	6
Oil less fryer	4	5
Induction hob	2	/

Case

Supor's Participation in Compiling Multiple Group Standards for Product Carbon Footprints

Since 2024, Supor has focused on the carbon emissions of all key stages throughout its product lifecycle, conducted multi-stage carbon inventory and calculated carbon footprints of its pilot products.

Based on its own practical experience, Supor has participated in compiling three group standards, namely *Greenhouse gases—Quantification requirement and method of product carbon footprint—Electric rice cookers*, *Greenhouse gases—Quantification requirement and method of product carbon footprint—Electric pressure cookers*, and *Greenhouse gases—Quantification requirement and method of product carbon footprint—Electric kettles*. This series of group standards aims to standardize the quantification purpose, quantification scope, inventory analysis, impact assessment, result interpretation, product carbon footprint report, critical review and product carbon footprint declaration. They provide effective references for quantifying product carbon footprints in the industry.



Green Packaging

In recent years, Supor has continuously promoted the introduction of green packaging materials and improved the recycling of packaging materials by optimizing packaging design and utilizing recycled raw materials. During the reporting period, Supor's business units and bases progressively implemented 82 carbon reduction projects for packaging materials and reduced material use and packaging-related carbon emissions through measures such as lightweight outer packages, lightweight and electronic manuals, printed box improvement, replacement with environmentally friendly materials, application of pulp molds, and reduction of unnecessary inner packages.

Base	Measures	Achievements in 2025
Hangzhou Base	<ul style="list-style-type: none"> Completely eliminated foam packaging for core small appliances and used paper trays instead Reduced the number of outer carton layers for plastic cookers sold domestically through E-commerce. Optimized the box design for some products, and reduced the use of dividers and lifting strips Made manuals for domestic sales electronic 	<ul style="list-style-type: none"> Approximately 189 tons of foam saved The domestically sold SKUs with reduced packaging layers approximately accounted for 15% The SKUs with printed box redesigns approximately accounted for 48% Approximately 21 tons of dividers and lifting strips reduced Reduced paper consumption by about 1.8 tons through electronic manuals
Shaoxing (Keqiao District) Base	<ul style="list-style-type: none"> Upgraded packages from traditional cardboard to honeycomb paperboard, reducing the weight of each product package Optimized material structure and reduced paper and glue usage Extensively used recycled paper in products 	<ul style="list-style-type: none"> Reduced paper usage per unit by about 25%, glue usage by about 18%, achieving carbon reduction of about 0.3 kg per piece Recycled paper was used in about 70% of in-house produced products
Shaoxing (Binhai New Area) Base	<ul style="list-style-type: none"> Changed double-box packaging to single-box packaging Eliminated promotional materials Replaced printed box stickers with direct printing 	<ul style="list-style-type: none"> Cumulatively, these projects covered over 300 SKUs, reducing packaging materials by more than 300 tons
Wuhan Base	<ul style="list-style-type: none"> Optimized outer cartons and secondary packaging to reduce cushioning materials Lightweight pulp molds, dividers, and non-woven fabrics Promoted plastic-free packaging, using pulp molds and paper envelopes to replace foam and blister packaging 	<ul style="list-style-type: none"> Effectively reduced packaging materials consumption and achieved carbon emissions reductions of approximately 2,830 tons
Yuhuan Base	<ul style="list-style-type: none"> Replaced plastic products such as plastic bags, heat shrink film and foam with paper products 	<ul style="list-style-type: none"> Achieved a 98% replacement rate for plastic products
Vietnam Base	<ul style="list-style-type: none"> Optimized paper materials of semi-printed boxes and reduced printed paper waste Integrated the QR code card and registration card Eliminated some paper packaging and used kraft paper instead Reduced the size of large cartons, improving transportation efficiency and reducing transportation-related carbon emissions 	<ul style="list-style-type: none"> Cumulatively, these projects covered more than 240 SKUs

Case Supor Green Packaging Experience Exchange Meeting

In January 2025, led by Supor's ESG Department, the leaders responsible for packaging carbon reduction projects from all our business units and bases jointly held a project sharing meeting. At the meeting, the ESG Department summarized the overall progress of packaging carbon reduction work in 2024. All our business units and bases shared their excellent and replicable cases, and clarified their implementation plans for 2025, further accelerating Supor's green packaging initiatives.



Packaging Carbon Reduction Project Sharing Meeting



Business Units' Sharing Typical Packaging Carbon Reduction Cases

Product Recycling and Disposal

Supor continuously promotes the recycling of obsolete products and upholds the concept of sustainable development. In 2025, the Company achieved efficient resource recycling through measures such as after-sales return and exchange, trade-in programs, recycling of obsolete products and free rubber sealing rings, which not only enhanced the consumer service experience, but also promoted the reuse of raw materials and the achievement of environmental protection goals.

Cookware Products

The Company implemented a "replace instead of repair" service policy within one year for core product categories. In 2025, approximately **6,000** pieces of cookware were replaced under the "replace instead of repair" policy, and around **20,000** free rubber sealing rings were provided.

A total of **868** tons of raw materials, including aluminum, iron and stainless steel, were recovered from discarded cookware products.

Small Domestic Appliance Products

In 2025, over **110,000** small appliances were covered by the "replace instead of repair" and "trade-in for new" programs.

Large Kitchen Appliance Products

In 2025, over **10,000** large appliances were replaced through trade-in programs.

Supor promotes resource recycling and reduces environmental impacts through the recycling management of obsolete and non-conforming products. In strict compliance with the *Solid Waste Management Regulation* and related systems, all production bases standardize their management and recycling of obsolete products, scraps and non-conforming products. The Company performs weighing, registration and classified storage of discarded pots, aluminum wires, paper, and other materials. Designated personnel are responsible for collection, storage, transportation, and disposal. In addition, non-conforming products are reviewed and classified according to the management procedures.

Case Supor's "Trade-in for New" Campaign for Kitchen and Bathroom Appliances

In 2025, Supor launched a "trade-in for new" campaign for kitchen and bathroom appliances, covering four major categories of products - gas cookers, range hoods, water purifiers, and water heaters. Regardless of brand or service life, the Company provided generous subsidies and one-stop installation, disassembly and handling services. This campaign not only improved user experience, but also effectively promoted the recycling of obsolete appliances and supported green consumption and sustainable development.



Green Culture Development

All bases of the Company continuously promote resource management and foster a circular economy culture and strengthen the employees' environmental awareness and energy-saving practices in various forms. During the reporting period, the Company placed ESG promotional posters in the factory area, used online channels such as official accounts and on-site display screens to publish promotional content such as low-carbon production, safety, environmental protection, energy conservation and water conservation to all employees, and enhanced employees' awareness and practical capacities in energy conservation in combination with training and awareness activities.

Case The 7th Supor Best Practice Challenge Competition

In March 2025, Supor held the 7th Best Practice Challenge Competition, where cases were submitted and evaluated around nine dimensions, including quality, safety, and sustainable development. During the competition, all our bases submitted their practices in the "sustainable development" category. A total of 11 cases were collected, covering energy conservation, carbon reduction, water conservation, wastewater, exhaust gas, and solid waste reduction, digital energy systems and other areas. Shaoxing (Binhai New Area) Base won awards for "Breaking through Tradition, Green Cleaning - Dry Ice Cleaning". Wuhan Base won awards for "Low-Carbon Packaging: Plastic Removal and Lightweight Innovation". Yuhuan Base won an award for "The Polishing Workshop's Water Recycling Project".



Best Practice Challenge Competition



ESG Educational Poster in the Workshop at Shaoxing (Binhai New Area) Base



ESG Publicity Poster at Yuhuan Base (Aluminum Plant)



Empty Bottle Recycling Bins Deployed by Shaoxing (Binhai New Area) Base



The Low-Carbon Production and Green Office Initiative published on Hangzhou Base's Official Account

4.3 Environmental Compliance and Pollution Management

Environmental Management

Supor strictly complies with the *Environmental Protection Law of the People's Republic of China* and other national laws and regulations, as well as the requirements of local regulations in the regions where it operates. The company has established and implemented internal systems at all the production bases, including the *Environmental Operation Control Procedure* and the *Management Measures for Energy Conservation and Consumption Reduction*. These measures are designed to continuously improve the environmental management system and enhance the transparency of environmental governance.

In addition, the Company encourages energy conservation, consumption reduction, and green transformation in its operations. Through activities such as Arbor Day and Energy Conservation Week, it guides employees to adopt low-carbon travel and waste sorting practices, integrating environmental concepts into daily office work and corporate culture.

During the reporting period,

All major production bases of the Company have obtained certification of the **ISO 14001** Environmental Management System.



Wuhan Base was included in **the 2025 List of Green Manufacturers in Hubei Province**.



Yuhuan Base (Stainless-Steel Plant) was recognized as a **"2025 Taizhou Municipal Green and Low-Carbon Industrial Park"** and a **"2025 Zhejiang Provincial Water-Saving Enterprise"**.





During the reporting period,


the total investment in environmental governance and protection is CNY


26.6 million.



- 

Use digital energy monitoring tools to identify electricity waste during non-working hours and promptly switch off the power; strictly control the temperature of air conditioners to ensure that equipment is completely powered off during non-office hours, and promote energy-efficient office equipment to improve overall energy efficiency.
- 

Advocate "turning off lights when leaving" and promote the use of motion-sensor lighting in public areas. Some bases promote the use of energy-saving lamps to reduce public energy consumption.
- 

Promote electronic office procedures and technical document processing (e.g., the BPM online business process management system and Supor's online procurement platform), advocate double-sided printing and waste paper recycling, and reduce paper consumption at the source.
- 

Reduce the use of disposable items, encourage reusing items, fully implement waste sorting, and promote waste recycling.

Supor continuously encourages consumers to practice sustainable living. Through activities such as Arbor Day and Earth Hour, the Company guides consumers to adopt low-carbon and eco-friendly practices in their daily lives, integrating the philosophy of environmental protection into everyday life and facilitating green, sustainable living.

"Recyclable" life, starting from daily small action

Long-term promotion of the "Low-Carbon Living Advocate" initiative

Earth hour

Lights off for an hour to lighten the planet's load



On Arbor Day, planting trees to add a touch of greenery

Launch the "Planting A Little Greenery for Life" initiative

For low-carbon commuting, bring your own cup

Coordinated with Hellobike to jointly promote low-carbon travel



Pollution Prevention and Control

Supor strictly adheres to the laws and regulations of the People's Republic of China and the jurisdictions where it operates, including the *Environmental Protection Law*, the *Air Pollution Prevention and Control Law*, the *Water Pollution Prevention and Control Law*, and the *Law on the Prevention and Control of Environmental Pollution by Solid Waste*. In compliance with these regulations, the Company has established internal management requirements, such as the *Control Procedures for Wastewater, Exhaust Gases and Factory Boundary Noise*, to achieve standardized management throughout the process, from pollution source identification to compliance disposal, ensuring compliance with discharge permits and stable attainment of emission standards. Meanwhile, the Company places strong emphasis on source-level prevention and conducts strict reviews when selecting the project site to ensure that all bases are located outside environmentally sensitive areas, such as natural ecological reserves. During the reporting period, the Company did not receive any major administrative penalties related to environmental or ecological issues.

The Company proactively identifies risks and opportunities related to pollutant emissions. Supor continuously monitors potential operational risks, including pollutant emission and supply chain disruption, while actively pursuing opportunities arising from process upgrades and technological innovation, and formulates and implements targeted strategies.

Risk and Opportunity Types	Descriptions of Risks and Opportunities	Countermeasures
Physical Risks	<ul style="list-style-type: none"> Environmental emergencies or heavy pollution weather might restrict production environment, thereby affecting production and sales. Risks arising from gradual changes in the natural environment due to pollutant emissions, such as declining product quality and deterioration of the service environment, may affect operations and sales. 	<ul style="list-style-type: none"> Conduct regular environmental monitoring and inspections to track emissions and environmental conditions. Develop and update emergency response plans to address environmental emergencies or pollution risks.
Transitional Risks	<ul style="list-style-type: none"> Capacity constraints, and reductions in revenue and profit may result from total pollutant emission control requirements. Immature pollutant treatment technologies or equipment, or delay in updating them, may increase treatment costs. Compliance with pollutant emission regulations may result in fines or temporary suspension of operations for rectification. 	<ul style="list-style-type: none"> Monitor and comply with environmental protection policies and emission standards to ensure legal and compliant operations. Continuously improve pollutant treatment capabilities and regularly upgrade treatment equipment.
Opportunities	<ul style="list-style-type: none"> Reduce treatment costs by developing or adopting new pollution prevention and control technologies, and promoting cleaner production. Further reduce treatment costs through pollution reduction, reuse, and recycling measures, and by strengthening upstream and downstream collaboration. 	<ul style="list-style-type: none"> Focus on new pollution prevention and control technologies, and optimize equipment and treatment processes to improve efficiency. Identify and leverage opportunities for upstream and downstream pollution reduction, reuse and recycling, thereby reducing emissions at both source and end, and achieving resource recycling.

Wastewater Discharge Management

Supor's production bases have established internal management requirements, such as the *Wastewater Discharge Control Procedures* and the *Sewage Treatment Station Operation Procedures*. In daily operations, all bases strictly implement national pollutant discharge permit requirements and apply standardized control across the entire process of wastewater collection, treatment, reuse, and discharge. The Company also implements various measures to actively reduce wastewater discharge.

Supor's Wastewater Treatment and Classified Management

Wastewater Sources

- **Domestic wastewater:** mainly from employees' living and auxiliary facilities.
- **Production wastewater:** mainly comes from processes such as cleaning, spraying, polishing, oxidation and cooling.

Treatment Methods

- All production bases pretreat domestic wastewater through septic tanks and disinfection before discharging to the municipal sewer system for further treatment.
- All production bases have installed corresponding treatment facilities for different production processes, such as cyclone sprinkling, ultrasonic cleaning, wastewater recycling, to minimize pollutant emissions.
- All sludge is dried, temporarily stored, and disposed by a qualified third party.

According to their operational needs, all production bases have established wastewater monitoring plans, including online real-time monitoring of COD, ammonia nitrogen, and pH, and a qualified third party company is designated to conduct testing in accordance with pollutant discharge permit requirements, ensuring that all wastewater discharges comply with national and local standards.

During the reporting period,

the Company discharged **1,331.9** thousand tons of wastewater in total, **100%** met discharge standards.



Case Capacity Expansion Project of the Sewage Station at Vietnam Base

In 2025, the Vietnam Base added total nitrogen and total phosphorus collection facilities and two sedimentation tanks, increasing its sewage treatment capacity from the original 300 tons/day to 800 tons/day, an increase of approximately 167%. This effectively relieved downstream treatment pressure and improved wastewater treatment efficiency and environmental management.



Wastewater Treatment Facilities

Exhaust Gas Emission Management

Supor strictly abides by national and local laws and regulations on air pollution prevention and control, and systematically implements exhaust gas management and monitoring in accordance with internal requirements, such as the *Exhaust Emission Control Procedures*. The Company continuously implements source emission reduction and optimizes treatment facilities for dust-containing exhaust gas, Volatile Organic Compounds (VOCs) and acid mist generated during production to ensure exhaust gas emissions comply with relevant standards. Moreover, all production bases continuously monitor exhaust gas outlets through online monitoring and regular third-party inspections to ensure compliance. During the reporting period, all production bases met the exhaust gas emissions standards.



All production bases continuously implement source emission reduction measures and replace original gas equipment by optimizing their heating processes, and gradually adopt low- or zero- VOCs coating instead of oil-based coatings, to reduce emissions at the sources.



Continuously optimize and upgrade exhaust treatment equipment for key processes and facilities, phase out inefficient boilers and dust removal facilities, and install high-efficiency steam sources and exhaust treatment devices.

Waste Management

Guided by site-specific targets, Supor's production bases focus on refined waste sorting, reuse, and compliant disposal to promote waste reduction, resource recovery, and safe treatment through standardized management. In strict compliance with local laws and regulations, each base has established internal policies such as the *Measures for Solid Waste Management* and the *Waste Control Management Procedures*, ensuring end-to-end waste management from sorting and collection to storage and disposal. During the reporting period, multiple initiatives were implemented to systematically drive waste reduction.

Waste Type

Hazardous Waste

After classification and temporary storage at production base, hazardous waste is entrusted to qualified third-party organizations for standardized disposal.

General Industrial Solid Waste

Comprehensively recycled or reused by professional resource recycling companies.

Domestic Waste

Collected and transported by local sanitation authorities for disposal.

Disposal Method

During the reporting period,

a total of

29.8 thousand tons of waste was generated



including: **26.1** thousand tons of non-hazardous waste

3.7 thousand tons of hazardous waste

Supor has established a mid-to-long-term target for waste management:

reduce total waste by **10%** by 2030 compared to 2021.

Waste Reduction

- Shaoxing (Keqiao District) Base requires suppliers to use reusable raw material turnover boxes
- Shaoxing (Binhai New Area) Base uses oil-absorbing cotton instead of traditional rags to absorb mechanical oil. The oil-absorbing cotton can be reused multiple times after recycling. In 2025, the quantity of oily rags classified as hazardous waste was reduced by over 20 tons year-on-year.
- Yuhuan Base adopts 100% recyclable packaging materials and promotes the use of paper products to replace disposable plastic, such as plastic bags and foam. As of the end of the reporting period, more than 97% of these plastics had been replaced.

Waste Disposal

- Wuhan and Vietnam Bases implement sludge drying to decrease its moisture content, and optimize their sewage treatment plans to reduce sludge generation



E-waste

Supor strictly fulfills its environmental management responsibility for E-waste and is committed to realizing the compliant recycling and resource utilization of all E-waste. All E-waste is disposed of in accordance with local laws and regulations and is not exported to any non-OECD countries.



E-waste Type

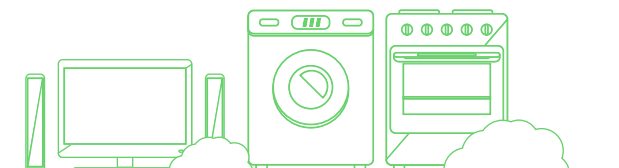
E-waste generated during operation such as forklift batteries, computers, servers, printers, ink cartridges and toner cartridges

Disposal Method

Standardized management procedures are established, and after being collected centrally, E-waste is classified and processed through professional recycling or compliant sale by qualified third-party organizations according to the waste type and conditions.

E-waste recycled from the market

Entrust qualified third-party organizations to disassemble and sort products such as metals, circuit boards, motors, and power supplies. Hazardous substances are treated in compliance with regulations, and valuable materials are recovered for reuse.



Employee Development and Well-being

With "respect, equity and inclusion" as its core values, Supor safeguards the legitimate rights and interests of employees, supports the career growth of all employees through a systematic talent training system and comprehensive employee care, fostering shared growth for both individuals and the Company.

TOWNHALL MEETING

Hangzhou August 2025

Material Issues Covered in This Section

- Employee Rights, Interests and Development
- Diversity and Equal Opportunities
- Occupational Health and Safety

SDGs Addressed in This Section

3 GOOD HEALTH AND WELL-BEING 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES
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05

5.1 Compliant Employment and Inclusive Workplace

Compliant Employment

Supor strictly complies with national laws and regulations as well as the requirements of the UN Global Compact. By benchmarking against international standards such as the *Universal Declaration of Human Rights*, *International Labour Organization conventions*, and the *Code of Conduct of the European Committee of Domestic Equipment Manufacturers*, the Company has established internal policies including the *Employee Code of Professional Ethics* and the *Employee Handbook*, building a management system that covers anti-discrimination, prohibition of child labor, and prevention of forced labor.

During the reporting period,

100% of new employees signed the *Code of Professional Ethics for Employees*



0 child labor and forced labor occurred



During the reporting period, each base has continued to revise and improve its compliance-related employment policies and systems. For instance, Yuhuan Base revised 10 documents, including the *Recruitment and Employment Management Regulations*, the *Anti-Discrimination and Anti-Harassment Management Regulations*, and the *Control Procedures for Protecting Employees from Retaliation* to strengthen employment compliance and the protection of employees' rights and interests. Meanwhile, the Yuhuan Base, Shaoxing (Binhai New Area) Base, and Hangzhou Base completed external human rights/social responsibility and ESG-related audits/factory inspections (covering working environment, working hours, employee remuneration, health, safety, etc.) such as BSCI, SMETA and WSI, all of which were successfully passed.

Working Condition

We reject illegal forms of employment and improper employment conditions, and strictly prohibit forced or compulsory labor, and child labor.

Health and Safety

We implement health and safety protection policies across all operational premises to ensure a safe and hygienic working environment for every employee. All employees are required to comply with these regulations, maintain awareness of health, hygiene, and safety practices in their work, and promptly report any potential hazards to the relevant personnel.



Social Dialogue

We respect the freedom of communication within the company and encourage social dialogue, including individual consultations and collective discussions.

Fairness and Diversity

We are committed to providing equal treatment and development opportunities for all employees. Recruitment, compensation adjustments, and internal career advancement within the company are based on the following criteria: integrity and values, fundamental qualities and developmental potential, work experience, professional knowledge, and technical skills.



Shaoxing (Binhai New Area) Base

5A Enterprise in Labor And Social Security Integrity

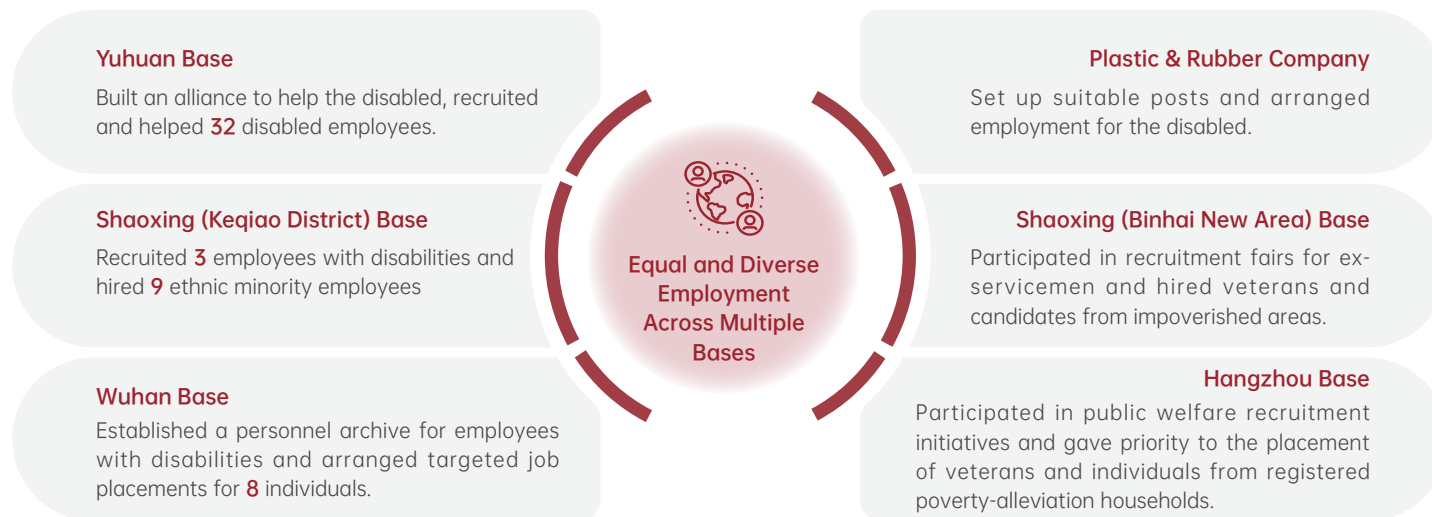
Diversity and Inclusion

Equal Opportunity and Diverse Employment

Supor is capability-oriented in all aspects, including recruitment, training and promotion. The Company upholds equal pay for equal work and does not discriminate against employees based on non-work-related factors such as gender, age, race, ethnicity, religious belief, nationality, physical condition, sexual orientation, gender identity, or marital status. Supor actively recruits diverse groups, including veterans, persons with disabilities, and ethnic minorities, to join its workforce.



Diversified Employment Initiatives at Supor Bases in 2025

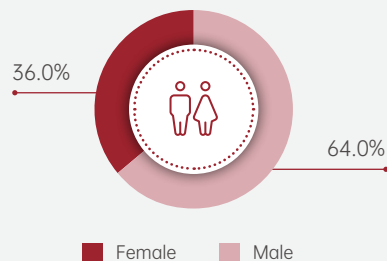


Hangzhou Base

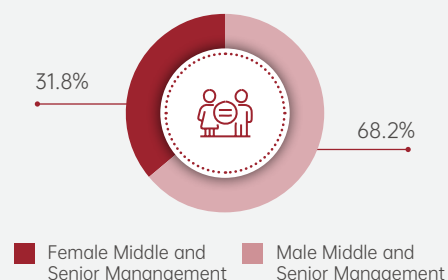
One of the First Member Units of "Tide Future" Integrated Employment Action of Binjiang District Federation for the Disabled

As of the end of the reporting period, the Company had a total of 10,745 employees, with the following distribution:

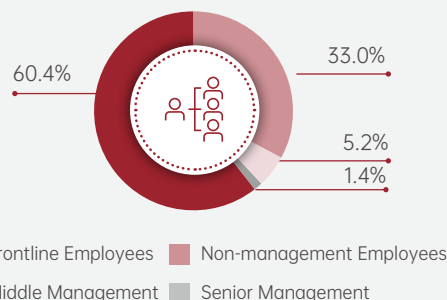
By Gender



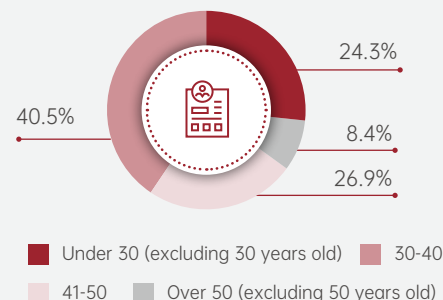
Gender Distribution in Management



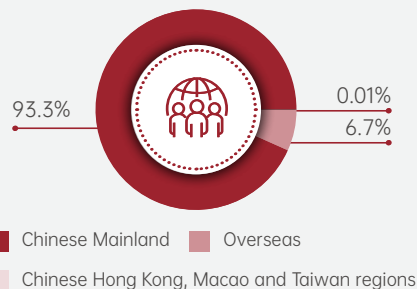
By Employees' Level



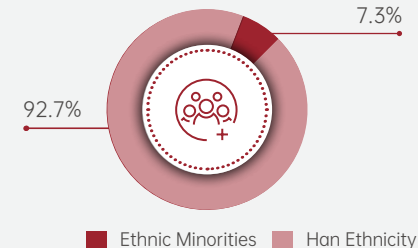
By Age



By Region



Employee Ethnic Distribution¹⁴



Protection of Women's Rights

Supor is committed to safeguarding the health and well-being of its female employees by providing mother-and-baby rooms in office areas and offering targeted health services, including HPV screening and age-specific health check-ups. The Company has upgraded its health management system to offer refined care, including exclusive medical examinations and health consultations. In addition, Supor presents International Women's Day benefits and organizes health training programs for female employees, demonstrating respect and care through tangible actions.



A Mother and Baby Room Set up in the Office Space



Afternoon Tea Activity for the Women's Day on March 8



Manicure, Beauty, Knowledge Lecture for Females, Flower Arrangement Activity, and Holiday Benefits for Female Employees



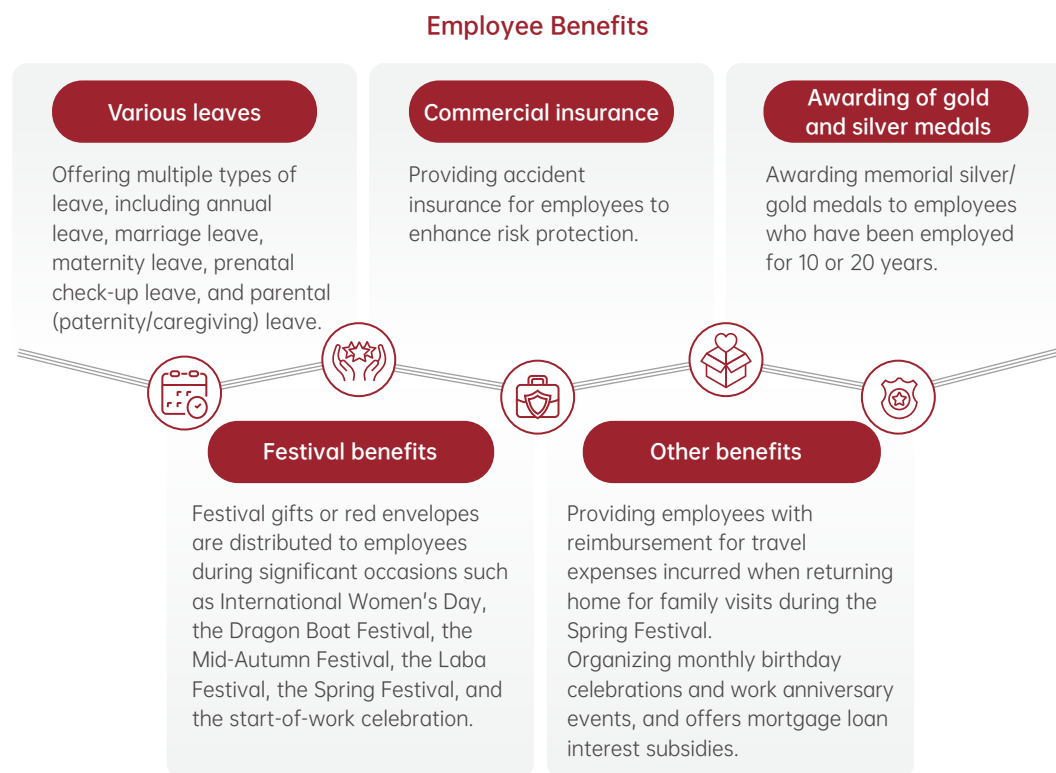
¹⁴ The statistical base for employee ethnic distribution does not include employees of Vietnamese nationality.

5.2 Compensation Benefits and Performance Evaluation

Compensation Benefits

Supor has established an impartial and just compensation benefits system. The compensation structure, performance management standards, procedures and tools are open and transparent throughout the process to ensure fair and compliant distribution process. Recognizing the diverse nature of work and the varying needs of employees at different career stages, the Company tailors personalized benefits and care programs. Additionally, Supor has built a long-term incentive mechanism through flexible equity incentive plans tied to performance goals, aligning the interests of core employees with the Company's development. This effectively boosts employee motivation while helping to stabilize and retain key talent.

Supor places strong emphasis on employee well-being. Beyond the compensation system, the Company has developed a comprehensive benefits package that includes various types of leave, holiday greetings, accident insurance, and mortgage loan interest subsidies.



Case Interest Subsidies for Employee Mortgage Loans

During the reporting period, Supor continued to provide interest subsidies for employee loans. The Company offers financial support to employees who have purchased houses by subsidizing the interest on loans obtained from commercial institutions, thereby easing their financial burden and strengthening their sense of belonging and connection to the Company.



Poster for Interest Subsidy Program for Employee Mortgage Loans

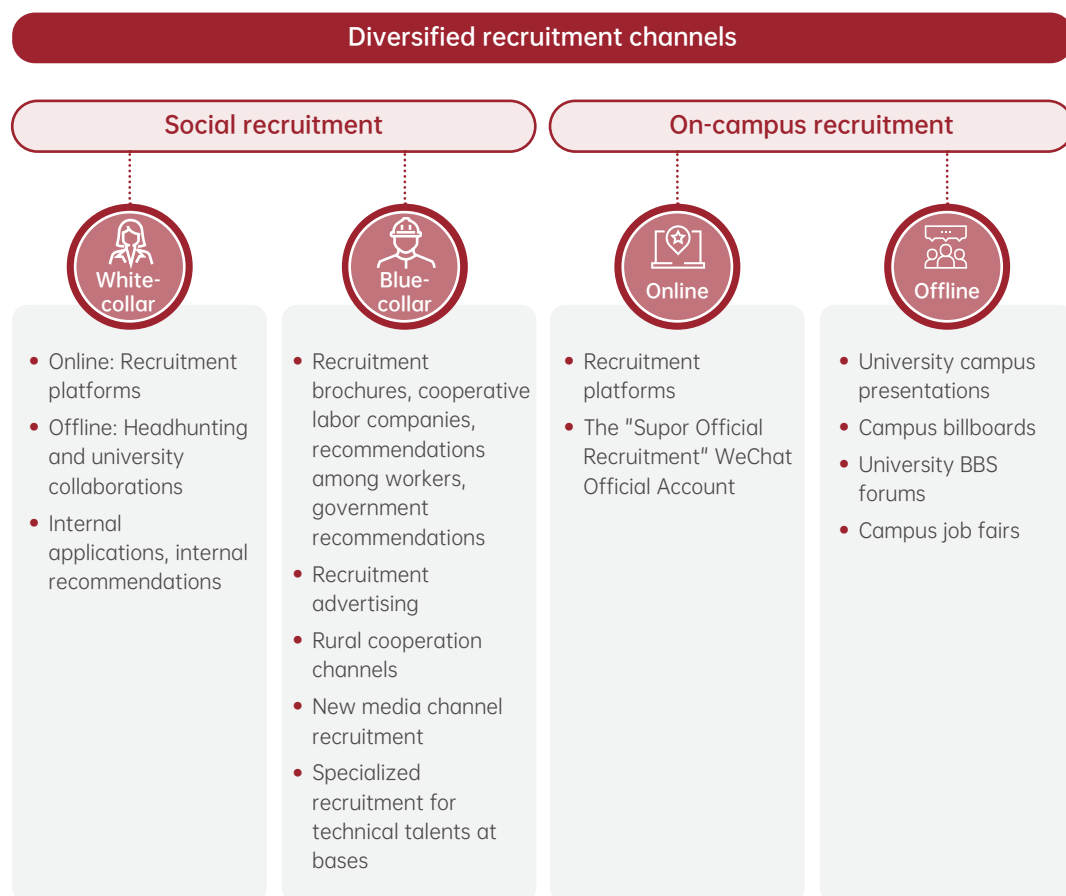
Performance Evaluation

Guided by the *Compensation Management System*, the Company designs differentiated performance assessment plans based on job nature, responsibilities, and functional characteristics. For senior management, exclusive talent assessment indicators are established to strengthen the cultivation and retention of core talent. Supor has also developed a performance evaluation mechanism that balances incentives with coaching, ensuring fairness through two-way communication, performance reviews, and appeal channels. Additionally, the Company has instituted recognition programs such as the "Annual Honors Awards" and "Quarterly Talent Recognition" to celebrate outstanding individuals and teams, inspiring motivation across the organization.

5.3 Talent Acquisition, Training and Development

Talent Acquisition

Upholding the principles of open recruitment and fair competition, Supor ensures precise alignment between talent and positions. The Company has established diversified recruitment channels encompassing both campus and experienced hiring, attracting a wide range of talent through recruitment platforms, headhunting services, school-enterprise partnerships, and labor service company referrals.



Training and Development

Talent Development Plan

The Company conducts an annual talent inventory oriented to help employees grow. In 2025, focusing on the "performance + potential" for key positions, Supor drafted a core talent development plan through multi-stage evaluation and calibration, and accurately empowered high-potential talents to support its business breakthroughs. To align core business strategies more accurately, the Company developed a "Y-shaped" dual channel, set up promotional channels for professional in parallel with the management sequence and clarified standards. Business units are also granted autonomy to adjust compensation and benefits for those advancing through these channels.

The Company supports employees' independent selection of training programs such as on-the-job certification and academic advancement. Through diverse pathways including skills certification and external training, our production bases enhance career development channels, fostering both employee growth and the Company's overall capabilities.

During the reporting period,

Supor supported a total of

925 employees to obtain skill certification, professional title declaration and academic advancement.



Talent Training System

Guided by strategic and business needs, Supor designs systematic training programs for employees at all levels and across functions, supporting their career development throughout their entire professional journey. The training covers professional, managerial, and general competency modules to strengthen employees' career foundations.

Supor's Comprehensive Talent Training System



Professional Skills Training



Wuhan Base opened a 10-month TGS skill enhancement training program, and all 21 trainees completed the program.



Hangzhou Base organized skilled general assembly workers for online and offline integrated training. 131 workers completed the training program, and 106 workers were awarded the certificate.



Yuhuan Base launched the engineer training camp.



Yuhuan Base organized an automated manipulator debugging and operation competition.



Shaoxing (Binhai New Area) Base organized 25 training sessions for shift leaders. 92 people participated in the training, and 180 independent improvement projects were implemented after the training.



Hangzhou Base organized 3 AI efficiency improvement training sessions, with 179 participants.

Management Capabilities Training



SLP Training



The Plastic & Rubber Company organized 18 middle managers to carry out special training on innovative thinking relying on an online learning platform.



Shaoxing (Binhai New Area) Base implemented a training program for the middle management. 49 employees participated in the training. After the training, performance improvement applications were implemented for 173 work scenarios.

Case General Skills Training: Master Chef - Culinary Aesthetics Program

In 2025, Supor's "Master Chef - Culinary Aesthetics Program" was launched at four major bases in Yuhuan, Wuhan, Shaoxing, and Hangzhou, and 6 cooking-themed sessions were carried out from the user perspective to help the R&D team gain insight into the actual usage scenarios of products. The program covered a total of 676 participants, providing real scene feedback for product optimization and innovation.



Training Posters and Site Photos

Training for Internal Trainers



Yuhuan Base organized the internal trainers' training.

External Learning and Exchange



46 middle and senior managers of Yuhuan Base visited excellent manufacturers of Taizhou.



26 shift leaders and managers from the Plastic and Rubber Company went to Delixi to observe and learn automation and digitalization.



SHL China Talent Management

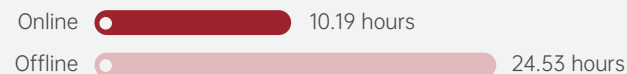
Talent Development Excellence Award

During the reporting period, our employee training performance was as follows:

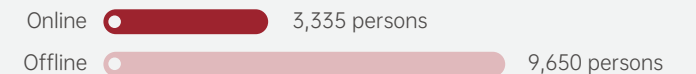
Total training hours



Average training hours



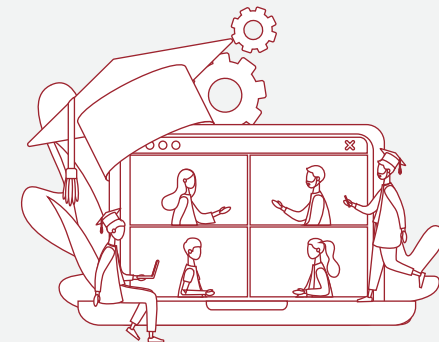
Number of employees trained



Average training hours by gender



Average training hours by level



5.4 Employee Engagement and Care Initiatives

Employee Engagement

We respect and advocate free communication and diversified forms of communication, protect our employees' right to put forward constructive suggestions, questions and report violations. We establish smooth communication and feedback channels to actively listen to our employees' voices.

Democratic management mechanism

- Each base has a labor union that actively listens to employees' demands and works to improve democratic management and communication mechanisms.
- Each base maintains employee representatives and labor dispute mediation committees, with the trade union assisting in applying for union-supported projects.

Dedicated communication campaigns

- In 2025, the Company held **2** "Townhall Meetings", with approximately **300** participants, fostering a closed-loop, two-way communication process.
- Base-specific activities included employee feedback sessions, young talent forums, technical reserve face-to-face meetings, employee/new hire symposiums, and a performance sharing session for top-performing employees (focusing on experience sharing and optimizing management and assessment mechanisms).



Information publicity platforms

- Headquarters IPTV: Regularly broadcasts company updates to enhance employee pride in products.
- WeCom: Published **52** posts on company policies, benefits, and other updates in 2025.

Diverse communication channels

- Each base has established multiple online and offline communication channels. Examples include:
- Hangzhou Base collects employee feedback through five channels, including the General Manager's Mailbox and Employee Relations Specialists.
 - Yuhuan Base offers online and offline feedback channels such as the General Manager's Mailbox and DingTalk proposals, with responses provided within **1** business day.
 - The Plastic & Rubber Company maintains a suggestion box (responses within **5** days) and quarterly interview days (responses within **7** days) to ensure all employee concerns are addressed.



Townhall Meeting



Face-to-face Communication Meeting between the General Manager and the Technical Reserve of Yuhuan Base



Face-to-face Communication Meeting for New Workshop Employees at the Plastic & Rubber Company



Wuhan Base Top Employee Performance Seminar: Experience Sharing and Feedback Session

Employee Satisfaction Survey and Improvement

In 2025, Supor's bases continued to listen to employee concerns and drive improvements through satisfaction surveys, symposiums, and other channels.

Employee Satisfaction Management in Each Base

Yuhuan Base

Conducted a full-module satisfaction survey, achieving an overall employee satisfaction score of **4.22** out of 5, an increase of **0.02** from the previous period. Suggestions were collected and followed up for improvement.

Shaoxing (Keqiao District) Base

Conducted quarterly satisfaction surveys on dormitories and canteens. In the first three quarters, satisfaction rates ranged from **88.6% to 90%** for dormitories and **88.9% to 90%** for canteens.

Wuhan Base

Held employee seminars on administrative and logistics themes on a quarterly basis (covering canteens, dormitories and other modules), and followed up on suggestions for improvement.

Hangzhou Base

Conducted weekly adaptability surveys for new employees (**100%** coverage) and quarterly satisfaction surveys for all frontline employees. Based on survey results, **77** improvements were implemented.

Shaoxing (Binhai New Area) Base

Conducted satisfaction surveys among resigned frontline employees, investigated satisfaction with all administrative modules on a quarterly basis, and drove continuous improvement.



Employee Care

Supor consistently prioritizes employee well-being by organizing diverse activities, supporting family life, promoting physical and mental health, and enhancing workplace benefits, all aimed at helping employees achieve a healthy work-life balance. In 2025, all bases deepened their commitment to employee care and workplace culture through a variety of recreational and sports activities, holiday benefits, thoughtful initiatives, and dedicated programs.



The 31st anniversary ceremony for celebrating with all employees in the form of awards, music, delicious food, etc.



The Company presents gold and silver medals to employees who had been employed for 20 or 10 years during its annual celebrations.



The Company's football club organizes weekly training sessions for employees.



The Company's monthly organization of employee birthday parties/anniversary celebrations.



Wuhan Base's celebration for the dragon boat festival.



Shaoxing (Keqiao District) Base organized holiday-themed activities and outdoor team building, along with initiatives such as upgrading dormitory drinking water facilities, providing birthday gifts, and offering holiday benefits, all aimed at enhancing team cohesion.



Yuhuan Base established the "Green Orange Club" for young graduates and organized four exchange activities to support their integration and growth.



Hangzhou Base hosted more than 20 cultural, sports, and employee care events, upgraded dormitory facilities with water dispensers, offered birthday gifts and holiday benefits, and provided support to employees facing hardships.

Case Warm-hearted Assistance, Warm Companionship

In 2025, the Company deepened its commitment to employee well-being by establishing a multi-tiered care system centered on "guarantees, support, and relief."

Shaoxing (Binhai New Area) Base

The base supplemented basic medical insurance with an employee medical mutual aid program. In 2025, the program covered **3,618** employees, with premiums totaling CNY **217,000**. A total of **334** medical subsidies amounting to over CNY **140,000** were distributed to **221** employees, effectively easing their medical financial burden.

Wuhan Base

The base provided targeted assistance across various scenarios, including year-end visits to **18** employees, Children's Day greetings to **5** employees' children, and hospital visits to **3** employees, with total expenditures exceeding CNY **50,000**.

Yuhuan Base

In 2025, the base provided support to **28** employees in need, with total assistance of CNY **69,000** (including CNY **21,000** from the Municipal Federation of Trade Unions). For employees with serious illnesses, the base continued to offer specialized support through assistance mechanisms, material aid, coordinated internal and external fundraising, and psychological care.

Hangzhou Base

The base purchased medical mutual aid insurance for **1,339** trade union members, with a total expenditure of CNY **60,000**. Over **50** employees applied for and received medical subsidies, totaling more than CNY **80,000**.

5.5 Work Safety and Occupational Health

Work Safety

Supor complies with the *Work Safety Law of the People's Republic of China* and other relevant domestic and international occupational health and safety regulations. Based on its operational realities, the Company has established management systems such as the *Safety Production Management System*, building a work safety framework with the participation of all employees. Through training programs and cultural activities, Supor fosters a strong safety culture to effectively safeguard the physical and mental well-being of its employees.

In 2025, based on operational needs, the Company's bases updated and revised approximately 30 work safety-related documents, including the Safety Standardization Manual and the Emergency Response Plan for Work Safety Accidents. Training sessions were organized for relevant personnel to study these systems, ensuring the comprehensive implementation of all work safety initiatives. Additionally, the Company established occupational safety and health targets, incorporating indicators such as occupational diseases and safety incidents into the safety management performance appraisal system for relevant departments.



In June 2025, Zhejiang Supor Co., Ltd. obtained the National Level II Safety Standardization certification.



During the reporting period,

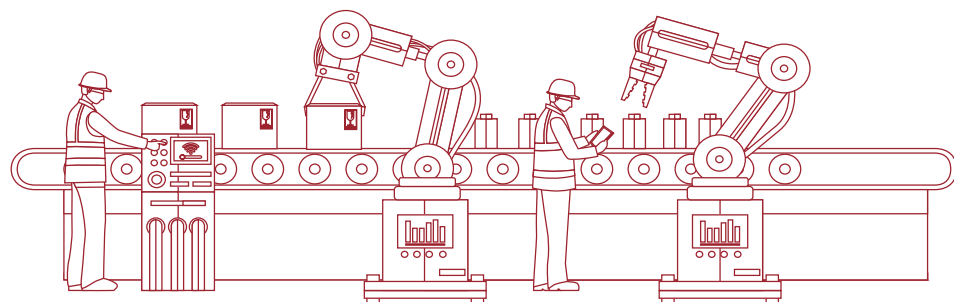
all major production bases obtained **ISO 45001** Occupational Health and Safety Management System certification.



Supor experienced **0** work-related fatalities



Work-related Injury Insurance Investment: CNY **6.1** million



Indicator	Annual target	Achievements in 2025
Number of major safety accidents	0	
Number of occupational diseases	0	

Hidden Hazard Identification and Safety Inspection

Supor places great emphasis on identifying potential safety hazards during the production process across all its bases. The Company has established a comprehensive work safety inspection system with clearly defined responsibilities for personnel at all levels, effectively reducing safety risks through daily, special, monthly, and annual inspections and audits. Supor occasionally organizes internal and external training on safety, fire protection, occupational health, and other topics to enhance employee awareness and skills, ensuring that personnel engaged in special and hazardous work hold the required certifications before commencing work.

Furthermore, the Company actively encourages employee participation in safety supervision through multi-channel initiatives such as safety interviews, monthly safety meetings, suggestion programs, on-site inspections, cross-audits, and hazard reporting. These channels enable the Company to gather safety improvement proposals and hazard clues, promptly initiating corrective actions to ensure all safety risks are addressed in a timely and closed-loop manner.



Equipment Risk Self-inspection at Yuhuan Base



Special Safety Training for New Employees at Plastic & Rubber Company



One-Minute Pre-Task Risk Assessment (LMRA) Training at Vietnam Base

Chemical Safety Management

Each of the Company's bases has established dedicated management systems for hazardous chemicals such as coatings, acids, and alkalis, implementing full lifecycle management covering procurement evaluation, storage control, and waste disposal. Storage requirements are strictly followed, including designated warehouses, dual-person dual-lock controls, and batch management. The bases ensure that hazardous chemical managers hold the necessary certifications and maintain inbound/outbound records and Material Safety Data Sheet (MSDS) documentation. Regular training, special inspections, and emergency drills, covering scenarios such as leaks, theft, and robbery, are conducted. Protective equipment is provided, and hazardous chemical waste is handed over to qualified third parties for compliant treatment, thereby strengthening the Company's safety defenses.



Hazardous Chemicals Training and Examination Organized by Plastic & Rubber Company



Vietnam Base's Drill and Training on Emergency Response to Chemical Spillage

Case Vietnam Base's 2025 Safety Management Practice

In 2025, Supor's Vietnam Base promoted safety management around "full-scenario risk management and control + regular inspection and improvement".

Systems and inspections

- Established a multi-level inspection mechanism, including daily inspections, weekly workshop and base-level site inspections, along with 9 special inspections and pre-holiday checks.
- Completed 1,276 internal inspections and 48 weekly 5S inspections, achieving full-area coverage.

Risk control

- Completed full site risk assessment, implemented control measures, and performed the "last minute risk assessment" for new equipment, new employees and other scenarios for dynamic risk management.

Practical outcomes

- Identified 4,860 opportunities for safety improvement and 73 near-miss events.
- Achieved zero lost time injuries and non-lost time injuries, effectively strengthening safety defenses.

Safety Emergency Management

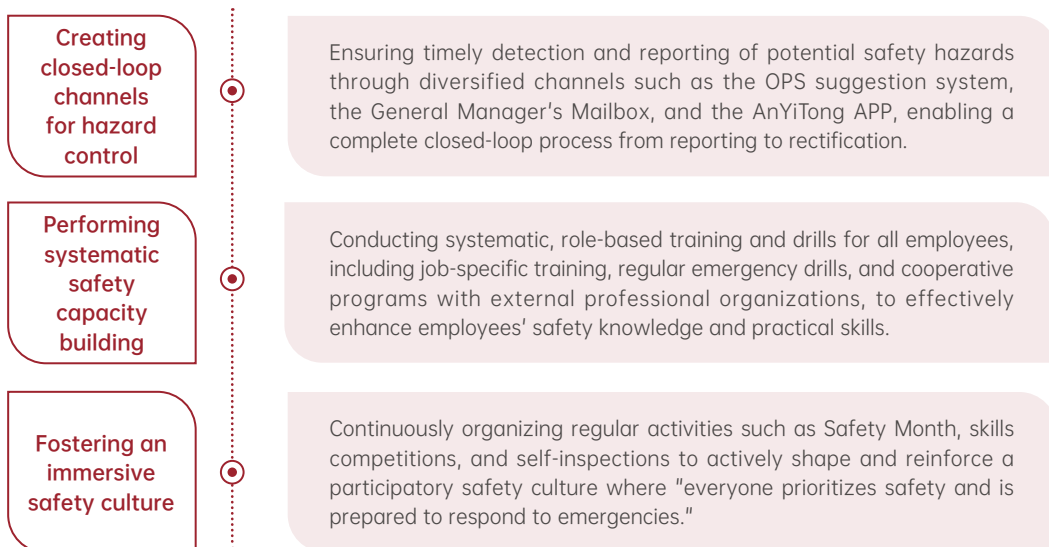
All Supor bases have established comprehensive safety emergency response systems, developing and continuously updating a range of policies including the *Incident Investigation Report Control Procedures* and the *Emergency Response Plan for Work Safety Accidents*. Specialized contingency plans have also been formulated for various emergencies such as fire, food poisoning, hazardous chemical leaks, typhoons, earthquakes, and floods.

In 2025, the bases organized over 100 emergency drills covering scenarios including fire evacuation, chemical leaks, confined space rescue, heatstroke first aid, food poisoning, and electric shock response, involving thousands of employees. These exercises significantly strengthened the Company's actual emergency response capabilities.

Safety Culture Development

Each of the Company's bases has established a safety culture system that integrates multi-channel hazard reporting, tiered systematic training, and regular themed activities, thereby building a robust safety defense involving all employees.

Methods for Safety Culture Development



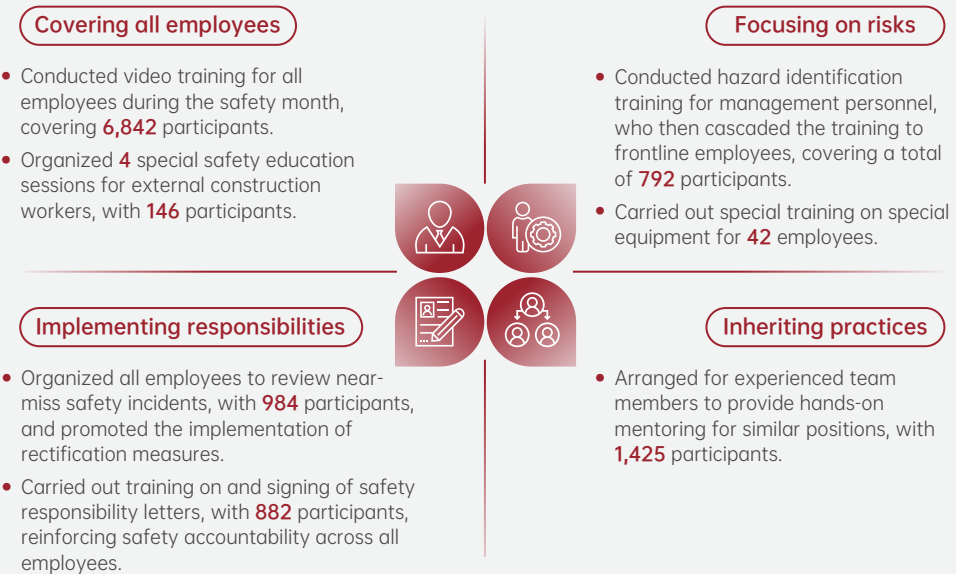
Wuhan Base's Special Training on Heatstroke and First Aid



Fire Emergency Drill at Shaoxing (Keqiao District) Base

Case Yuhuan Base Builds a Strong Foundation for Risk Prevention Through Systematic Safety Training

Leveraging its Safety Skills Training Center, Yuhuan Base has developed a tiered training system that covers all employees, emphasizes key areas, and prioritizes hands-on practice, continuously strengthening its safety foundation.



Occupational Health

In compliance with the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and applicable local regulations, the Company has established a comprehensive occupational health hazard prevention and control system that spans from policy formulation to implementation. Through regular monitoring and systematic identification and assessment of occupational hazards, Supor applies a range of measures, including source engineering controls, personal protective equipment, health surveillance, and behavioral management, to enable tiered risk control and continuous improvement. In 2025, the Company provided multi-dimensional health examinations for employees, covering pre-employment check-ups, occupational disease screenings, and wellness health insurance exams.



Engineering control and intrinsic safety improvement

Reduce occupational hazard exposure at the source through engineering measures such as automation substitution, process noise reduction, installation of cooling fans, and upgrades to explosion-proof dust removal equipment.

Standardized personal protection and health monitoring

Distribute and supervise personal protective equipment according to job risk specifications, providing occupational health check-ups for 100% of employees exposed to hazards, and preventing occupational diseases through screening and job transfer.

Comprehensive care plan for physical and mental health

Introduced Eight Brocade exercises (Baduanjin) and partnered with medical institutions to offer free clinics. Established a three-dimensional care system encompassing "stress management, psychological support, and medical services."

Routine hazard identification and monitoring

Regularly conduct occupational hazard monitoring, promptly identifying and incorporating new hazards (e.g., titanium dust, 2-butoxyethanol) to provide a basis for targeted protection.

Systematic occupational health training

Carry out special training on occupational health regulations, job hazard notification, and use of personal protective equipment to enhance employees' awareness of risk prevention and protection skills.



Occupational Hazard Detection at Wuhan Base



Shaoxing (Binhai New Area) Base's Free and TCM Diagnosis Activities with Hospitals

Social Contributions and Initiatives

Supor actively fulfills its social responsibilities through initiatives such as the "Supor Primary School" and "Supor Future Artist of Life" programs, contributing to rural education and quality-oriented education. Meanwhile, the Company actively supports natural disaster relief efforts, sponsors Go League, and encourages employees to participate in public welfare activities, thereby promoting a virtuous cycle between corporate development and community well-being.

In 2025, Supor made donations with a value of approximately CNY 4.66 million.

Material Issues Covered in This Section

Social Contribution

SDGs Addressed in This Section



06

6.1 Education Philanthropy

"Sharing a better life with every child" is the public welfare concept that Supor has always been adhering to. It takes ten years to nurture a tree, but a hundred years to train a man. Supor's public welfare project system aims at long-term development. Supor Primary Schools, like the roots of a tree, are deeply embedded in local communities, nourishing the regions they serve; while the "Supor Future Artist of Life" initiative, like the branches, spreads the vision of a better life far and wide.

Rural Education

Since the first Supor Primary School was established in Qinghai in 2006, over the past 19 years, Supor has successively signed agreements to fund the construction of 31 Supor Primary Schools. In 2025, the "Supor Primary School 2.0 Life School Demonstration Base" at Chenyu Central Primary School in Yuhuan, Zhejiang, Supor's birthplace, completed its renovation. Supor Taiping School in Huining, Gansu, and Supor Maierma Primary School in Aba, Sichuan are currently under construction.

In addition to supporting infrastructure development, Supor continues to empower teachers and students in rural areas. In 2025, together with its public welfare partners, Supor continued to support 16 Supor Primary Schools in offering online live courses in art, foreign languages, and science, and provided volunteer teachers for three mountain village schools facing teacher shortages, enabling children in remote mountain areas to access quality educational resources.

The Company has also long been committed to broadening the educational horizons of rural teachers in mountainous areas by organizing training and recognition programs for rural teachers. In 2025, with Supor's support, 19 rural teachers participated in study tours and training programs to further enhance their educational philosophy and teaching capabilities. During Children's Day, Supor also joined hands with its public welfare partners to deliver festive gifts to Supor Primary Schools in Daliangshan, Sichuan.

As of the end of the reporting period,

Supor had funded the construction of

31 Supor Primary Schools



with total donations of over CNY

40 million



30,000+

students served over the past 19 years



Case

Completion of "Supor Primary School 2.0 Life School Demonstration Base" in Chenyu Central Primary School, Yuhuan City

On 4 December 2025, Yuhuan Chenyu Central Primary School was officially designated as the "Supor Primary School 2.0 Life School Demonstration Base". Supor and the Shuoyuan Education Foundation jointly donated CNY 1.2 million to upgrade the school's teaching equipment and to add well-rounded education activity spaces, including labor-education classrooms, laboratories, and art classrooms. During the reporting period, all renovation work was completed and put into use.



Unveiling Ceremony of "Supor Primary School 2.0 Life School Demonstration Base"

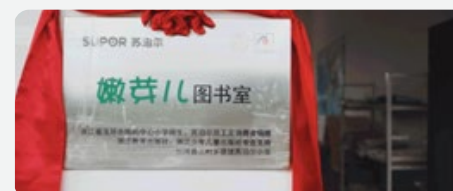


A Speech Delivered by the President of Supor at the Unveiling Ceremony

Case

Yunnan Honghe Delong Supor Primary School's Graduate Activities

On July 25, 2025, Yunnan Honghe Delong Supor Primary School celebrated its first graduating class since its founding. 38 students embarked from this school on their journey to the wider world beyond the mountains. To fulfill the graduates' wish of enriching the school's library, the Company launched a public welfare initiative called "Cloud-Based Book Selection." By recruiting "cloud-based book selectors," Supor invited the public to recommend book lists for Delong Supor Primary School. Consumers, together with Supor employees and the Company, jointly selected and purchased the books, which were eventually delivered to the school's library.



Delong Supor Primary School's "Tender Bud" Library



Graduation Ceremony of Delong Supor Primary School

Well-rounded Education

In 2022, the Company launched the "Supor Future Artist of Life" public welfare program. By supporting schools in establishing life and labor education classrooms, optimizing labor education curricula, and organizing a variety of labor education activities such as cooking, cleaning, tidying up, and the use of domestic appliances, Supor helps children better understand the core message that "labor creates a better life." As of the end of the reporting period, the program has benefited numerous urban and rural schools in Zhejiang, Hubei, Guizhou, Gansu, and other regions. During the reporting period, we also organized public welfare study tour programs to support well-rounded education through practical experience, helping rural students broaden their horizons and develop in an all-round way.

During the reporting period,

the "Supor Future Artist of Life" public welfare program expanded to include

29 new project schools



with product and cash donations totaling over CNY

1.4 million



As of the end of the reporting period,

the program has supported a total of

79 schools



benefiting more than

70,000+ students



Case Mountain Phoenix Study Tour

On July 15, 2025, with support from its public welfare partners, Supor organized the "Mountain Phoenix" study tour program, inviting 24 outstanding middle school students from Pingtang County, Qiannan Prefecture, Guizhou Province to Hangzhou for an educational exchange.

During the study tour, Supor's Hangzhou base was opened to students for visits and exchanges. Learning activities were organized around the Company's ethos of "not fearing pressure, embracing pressure, and overcoming pressure," as well as its product manufacturing processes and applications, guiding students to develop resilience, experience the spirit of craftsmanship, and foster curiosity and innovation through practical exposure.



"Mountain Phoenix" Study Tour



Students Visit to Supor's Hangzhou Base



Students Visit to the Workshop of Supor's Hangzhou Base



"Supor Future Artist of Life" Public Welfare Program

6.2 Volunteer Services

Supor encourages employees to participate in social responsibility practices independently and supports them to take part in public welfare actions in the form of volunteer services. The Company builds participation platforms by organizing public welfare weeks and other activities. Our employees spontaneously carry out diversified voluntary activities such as charity donations and community services. During the reporting period, a variety of volunteer activities were carried out, including employee fundraising, charity sales, and tree-planting activities.

During the reporting period,

Supor employees contributed

464 hours to community

engagement.



Case

"One Yuan Per Person" Employee Donation Initiative During Public Welfare Week

During the 11th Supor Public Welfare Week, Supor invited employees to participate in the fundraising activity named "One Yuan Per Person" conveying love to rural children and changing their lives through small acts of kindness. The activities attracted the participation of more than 1,200 employees, and the charitable funds raised will be used for the renovation and upgrading of labor education classrooms in township boarding schools.



Poster of the Public Welfare Week



Employees' Active Participation in Online Donation

Case

Charity Sale Activity Named "Becoming Wealthy Together · Love in Zhejiang"

On September 6, 2025, employee volunteers from Supor, together with their family members and children, participated in the charity sale of "Becoming Wealthy Together · Love in Zhejiang" hosted by Zhejiang Youth Development Foundation to raise funds for the public welfare project known as "Hope Project · Future Artist of Life".



Volunteer Sales Activity Named "Becoming Wealthy Together · Love in Zhejiang"



Supor Employee Volunteers with Children at the Charity Sale

Case

Supor's Production Bases Held Arbor Day Activities

During the Arbor Day period on March 12, 2025, Supor's Hangzhou Base, Wuhan Base, Yuhuan Base (aluminum plant), and Shaoxing (Keqiao District) Base organized employees to carry out tree-planting activities, contributing to greener communities and the improvement of the local ecological environment through concrete action.



Arbor Day Activity at Shaoxing (Keqiao District) Base



Arbor Day Activity at Wuhan Base

6.3 Community Welfare

Case Supor's Support for Class A Go League over 16 Years

Since 2009, Supor has continuously sponsored Go League, and sponsored "Supor Hangzhou Team" to compete in China's Class A Go League for 16 consecutive years. As the first Class A League team of Hangzhou Branch of China Qiyuan, the team has made continuous breakthroughs with Supor's long-term support. In 2025, the team secured its eighth championship trophy in the 2025 Class A Go League. As of the end of the reporting period, Supor had invested more than CNY 30 million in the league.



Group Photo of Supor Hangzhou Team

Case Supor's Provision of Free Repair and Replacement Services for Large Household Appliances in the Disaster-stricken Areas

After the rainstorm disaster occurred in Beijing at the end of July 2025, Supor quickly responded to emergency needs with large household appliances, provided household appliance inspection and maintenance support to the affected areas, helped ensure the basic living of residents, and fulfilled its corporate social responsibilities with practical actions.



Supor's Free Repair and Replacement Service Notice

Case Supor's Donation of Electric Heaters to Families Affected by Shigatse Earthquake

On January 7, 2025, after the earthquake occurred in Shigatse, Tibet, Supor responded quickly and urgently arranged 1,300 electric heaters to support the people affected by the earthquake. This batch of materials was successfully distributed to the affected families in 11 local administrative villages, effectively conveying warmth to the affected people and helping the affected families get through the winter stably and overcome the difficulties together.



Supor's Delivery of Supporting Materials to the Disaster-stricken Areas



Disaster-stricken Families' Receipt of Supor's Supporting Materials

Appendix

Climate Change Risk and Opportunity Analysis Table

Climate Change Risk

Risk Type	Climate Risks	Impact Description	Supor's Mitigation Measures
Physical risks	Typhoon	Our bases, particularly those in China's coastal provinces, are vulnerable to typhoons and other extreme weather events, potentially leading to regional power outages or shortages, thereby affecting production schedules or causing halts.	The Company adheres to strategies outlined in the <i>Responding to Climate Change: China's Policies and Actions</i> , enhancing our climate resilience. Concretely, we have managed incidents hierarchically to mitigate climate risks across all bases. Notably, to manage electrical risks, bases adopt staggered electricity usage patterns. Moreover, a Business Continuity Plan (BCP) has been tailored for specific facilities to address extreme weather impacts
	Flood	The escalation of global warming amplifies water risk, increasing the frequency of flooding. The Company's factories in Hangzhou, Shaoxing, and Taizhou Yuhuan, Zhejiang Province, are exposed to flood risks, which could damage production lines, storage facilities, and electrical installations, leading to financial losses.	
	Rising Temperatures	Increased temperatures, particularly during summer, boost the demand for cooling in production processes, elevating electricity consumption. Additionally, high temperatures may increase employee fatigue and the risk of heat-related illnesses.	
	Sea Level Rise	The Company's primary production bases, located in coastal areas of Southeast and South China, face threats from sea erosion and operational damage, potentially impacting the entire supply chain, especially coastal suppliers and partners.	

Risk Type	Climate Risks	Impact Description	Supor's Mitigation Measures
Transitional risks	Policy and legal risks	The evolution of national and regional legal frameworks introduces stringent climate change mitigation and adaptation requirements for enterprises, elevating potential compliance costs and litigation risks.	The Company monitors and tracks emerging legislation diligently, ensuring proactive compliance with new legal and regulatory standards.
	Environmental information disclosure obligations	The refinement of carbon management and trading schemes imposes higher environmental information disclosure demands from exchanges, capital markets, and rating organizations, posing risks of regulatory penalties and reputational damage.	The Company has put into place an internal environmental information management system, enhancing regulation and audit processes to guarantee the accuracy and authenticity of environmental disclosures.
	Technological innovation risks	The development of low-carbon products necessitates eco-friendly materials and energy-efficient technologies, presenting challenges in technological uncertainty and cost.	We invest in low-carbon product R&D and energy-efficient domestic appliances, fostering a culture of innovation through comprehensive incentive programs and cross-sectoral collaborations.
	Market preferences	Rising consumer awareness towards sustainable consumption and carbon footprint reduction shifts consumers' preferences towards low-energy products. Failing to align with these expectations in product design and certification may risk customer attrition and revenue loss.	Our product design and manufacturing processes prioritize energy saving and environmental conservation, engaging in third-party certifications to align with consumer expectations.
	Stakeholders' rising environmental concerns	As sustainability issues gain prominence, customers, investors, and other stakeholders increasingly focus on the Company's sustainability performance. If such disclosures fall short of stakeholders' expectations, they may have an adverse impact on the Company's corporate image and reputation and weaken the capital market's recognition of the Company.	The Company emphasizes transparency in our annual ESG report, truthfully discloses our ESG performance, and continuously ensures environmental compliance through robust environmental management practices.

Climate Change Opportunity

Climate Opportunities	Impact Description	Countermeasures
Policy support and incentives	In pursuit of the country's "carbon peaking and carbon neutrality" goals, the government has introduced a package of support and incentive policies in the fields of energy efficiency, environmental protection, and renewable energy. These may include tax reductions, technical support, subsidies, and facilitated market access. In particular, the government provides dedicated subsidies for small domestic appliances with higher energy-efficiency ratings, supporting the Company's low-carbon development.	The Company remains vigilant to regional and national policies related to sustainable development, climate change subsidies, tax reductions, and carbon emission restrictions, and maintains close cooperation with governmental bodies through continuous communication to capitalize on policy opportunities. Meanwhile, the Company continuously optimizes product design to improve energy-efficiency ratings and accelerates the R&D and production of high-efficiency products.
Low-carbon products and service	Implementing low-carbon production solutions and launching a series of certified eco-friendly products can tilt the market toward a low-carbon direction. Technology sharing and collaboration within the industry, as well as potential low-carbon production model sharing, will help further reduce production costs.	The Company has engaged in extensive cross-industry and organizational collaborations to drive the development of products and services, promoting resource and information sharing, and elevating the overall industry standard.
Renewable resource utilization	Against the backdrop of potentially rising fossil fuel costs, proactive planning and gradual adjustment of the energy structure in production to favor green energy can secure long-term cost advantages. Furthermore, utilizing renewable energy can significantly reduce the Company's operational carbon footprint and greenhouse gas emissions, thus enhancing corporate responsibility and brand value.	The Company is accelerating its energy transition by advancing Green Certificate purchases and rooftop photovoltaic (PV) power generation. During the reporting period, the Yuhuan Base (stainless-steel plants), Wuhan Base and the Rubber & Plastics Company traded 68,228 Green Certificates. In addition, the PV power generation projects at Vietnam Base and Yuhuan (aluminum and stainless-steel plants) Bases continued to operate, with a total power output of 10.9 million kWh.
Market preferences	The intensification of global climate change scenarios, with increasingly frequent extreme cold and hot weather, has raised consumer interest in heating and cooling appliances year by year. Additionally, the consumer market is becoming increasingly aware of the environmental impact of their purchasing behaviors, prioritizing eco-friendly and low-energy products.	The Company focuses on green transformation and upgrades in product manufacturing and design. Using renewable materials, energy-saving technologies, and actively pursuing relevant certifications demonstrate the Company's sustainable approach.

SZSE Sustainability Report Guidelines Index

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Pollutant discharge	4.3 Environmental Compliance and Pollution Management
Waste disposal	4.3 Environmental Compliance and Pollution Management
Ecosystem and biodiversity protection	4.3 Environmental Compliance and Pollution Management
Environmental compliance management	4.2 Resource Management and Circular Economy
Energy utilization	4.2 Resource Management and Circular Economy
Water resource utilization	4.2 Resource Management and Circular Economy
Circular Economy	4.2 Resource Management and Circular Economy
Rural Revitalization	6 Social Contribution and Initiatives
Social Contribution	6 Social Contribution and Initiatives
Innovation	2.1 R&D Innovation and Industry Development Promotion
Ethics of science and technology	Not applicable currently
Supply chain security	3 Sustainable Supply Chain
Equal treatment of SMEs	Not applicable currently
Product and service safety and quality	2.2 Product Quality and Safety
Data security and customer privacy	1.4 Information Security and Personal Information Protection
Employees	5 Employee Development and Well-being
Due diligence	3.1 Stable Supply 3.2 Responsible Procurement
Stakeholder engagement	ESG Governance
Anti-commercial bribery and anti-corruption	1.2 Business Ethics
Fair competition	1.2 Business Ethics

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	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	/
	2-5 External assurance	/
	2-6 Activities, value chain and other business relationships	About Supor
	2-7 Employees	5.1 Compliant Employment and Inclusive Workplace
	2-8 Workers who are not employees	5.1 Compliant Employment and Inclusive Workplace
	2-9 Governance structure and composition	1.1 Corporate Governance
	2-10 Nomination and selection of the highest governance body	1.1 Corporate Governance
	2-11 Chair of the highest governance body	1.1 Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance
	2-13 Delegation of responsibility for managing impacts	ESG Governance
	2-14 Role of the highest governing body in sustainability reporting	ESG Governance
	2-15 Conflicts of interest	1.1 Corporate Governance
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	2-22 Statement on sustainable development strategy	ESG Strategy
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	2-27 Compliance with laws and regulations	All chapters
	2-28 Membership associations	2.1 R&D Innovation and Industry Development Promotion
	2-29 Approach to stakeholder engagement	ESG Governance
GRI 3: Material Topics	2-30 Collective bargaining agreements	5.4 Employee Engagement and Care Initiatives
	3-1 Process to determine material topics	ESG Governance
	3-2 List of material topics	ESG Governance
GRI 201: Economic Performance	3-3 Management of material topics	ESG Governance
	201-1 Direct economic value generated and distributed	2025 Highlights
	201-2 Financial implications and other risks and opportunities due to climate change	4.1 Climate Change and Greenhouse Gas Emissions
	201-3 Defined benefit plan obligations and other retirement plans	5.2 Compensation Benefits and Performance Evaluation
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	202-2 The proportion of senior management hired from the local community	/
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	6.1 Educational Philanthropy
	203-2 Significant indirect economic impact	About Supor
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	/
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	1.2 Business Ethics
	205-2 Communication and training about anti-corruption policies and procedures	1.2 Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	1.2 Business Ethics
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2 Business Ethics
GRI 207: Tax	207-1 Approach to tax	1.1 Corporate Governance
	207-2 Tax governance, control, and risk management	1.1 Corporate Governance
	207-3 Stakeholder engagement and management of concerns related to tax	ESG Governance
	207-4 Country-by-country reporting	/
GRI 301: Materials	301-1 Materials used by weight or volume	4.2 Resource Management and Circular Economy
	301-2 Recycled input materials used	4.2 Resource Management and Circular Economy
	301-3 Reclaimed products and their packaging materials	4.2 Resource Management and Circular Economy
GRI 302: Energy	302-1 Energy consumption within the organization	4.2 Resource Management and Circular Economy

GRI Standards	Disclosures	Corresponding Sections
GRI 302: Energy	302-2 Energy consumption outside of the organization	4.2 Resource Management and Circular Economy
	302-3 Energy intensity	4.2 Resource Management and Circular Economy
	302-4 Reduction of energy consumption	4.2 Resource Management and Circular Economy
	302-5 Reductions in energy requirements of products and services	4.2 Resource Management and Circular Economy
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	4.2 Resource Management and Circular Economy
	303-2 Management of water discharge-related impacts	4.2 Resource Management and Circular Economy
	303-3 Water withdrawal	4.2 Resource Management and Circular Economy
	303-4 Water discharge	4.2 Resource Management and Circular Economy
	303-5 Water consumption	4.2 Resource Management and Circular Economy
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/
	304-2 Significant impacts of biodiversity, products and services on biodiversity	/
	304-3 Habitats protected or restored	/
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.1 Climate Change and Greenhouse Gas Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	4.1 Climate Change and Greenhouse Gas Emissions
	305-3 Other indirect/Scope 3 GHG emissions	4.1 Climate Change and Greenhouse Gas Emissions

GRI Standards	Disclosures	Corresponding Sections
GRI 305: Emissions	305-4 GHG emission intensity	/
	305-5 Reduction of GHG emissions	4.1 Climate Change and Greenhouse Gas Emissions 4.2 Resource Management and Circular Economy
	305-6 Emissions of ozone-depleting substances (ODS)	/
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/
GRI 306: Waste	306-1 Waste generation and waste-related significant impacts	4.3 Environmental Compliance and Pollution Management
	306-2 Management of waste-related significant impacts	4.3 Environmental Compliance and Pollution Management
	306-3 Waste generated	4.3 Environmental Compliance and Pollution Management
	306-4 Waste diverted from disposal	4.3 Environmental Compliance and Pollution Management
	306-5 Waste directed to disposal	4.3 Environmental Compliance and Pollution Management
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened	3.1 Stable Supply
	308-2 Negative environmental impacts in the supply chain and actions taken	3.1 Stable Supply
GRI 401: Employment	401-1 New employee hires and employee turnover	/
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Compensation Benefits and Performance Evaluation
	401-3 Parental leave	5.2 Compensation Benefits and Performance Evaluation
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	/
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	5.5 Work Safety and Occupational Health

GRI Standards	Disclosures	Corresponding Sections
GRI 403: Occupational health and safety	403-2 Hazard identification, risk assessment, and incident investigation	5.5 Work Safety and Occupational Health
	403-3 Occupational health services	5.5 Work Safety and Occupational Health
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.5 Work Safety and Occupational Health
	403-5 Worker training on occupational health and safety	5.5 Work Safety and Occupational Health
	403-6 Promotion of worker health	5.5 Work Safety and Occupational Health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5 Work Safety and Occupational Health
	403-8 Workers covered by an occupational health and safety management system	5.5 Work Safety and Occupational Health
	403-9 Work-related injuries	5.5 Work Safety and Occupational Health
	403-10 Work-related ill health	5.5 Work Safety and Occupational Health
	GRI 404: Training and Education	404-1 Average hours of training per year per employee
404-2 Programs for upgrading employee skills and transition assistance programs		5.3 Talent Acquisition, Training and Development
404-3 Percentage of employees receiving regular performance and career development reviews		/
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	5.1 Compliant Employment and Inclusive Workplace
	405-2 Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	5.1 Compliant Employment and Inclusive Workplace 5.4 Employee Engagement and Care Initiatives
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.1 Compliant Employment and Inclusive Workplace

GRI Standards	Disclosures	Corresponding Sections
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	3.2 Responsible Procurement 5.1 Compliant Employment and Inclusive Workplace
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.2 Responsible Procurement 5.1 Compliant Employment and Inclusive Workplace
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	/
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	3.4 Traceability and Conflict Minerals Management
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	/
	413-2 Operations with significant actual and potential negative impacts on local communities	/
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	3.1 Stable Supply
	414-2 Negative social impacts in the supply chain and actions taken	3.1 Stable Supply
GRI 415: Public Policy	415-1 Political contributions	/
GRI 416: Customer Health and Safety	416-1 Assessing the health and safety impacts of product and service categories	2.2 Product Quality and Safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Product Quality and Safety
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	2.3 Responsible Marketing
	417-2 Incident of non-compliance concerning product and service information and labeling	2.3 Responsible Marketing
	417-3 Incidents of non-compliance concerning marketing communications	2.3 Responsible Marketing
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.4 Information Security and Personal Information Protection

SASB Index for the Domestic Appliance Manufacturing Industry

Codes and Standards	Postal code	Content	Corresponding Sections of This Report
Product Safety	CG-AM-250a.1	Number of recalls issued and total units recalled	2.2 Product Quality and Safety
	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	2.2 Product Quality and Safety
	CG-AM-250a.3	Total amount of monetary losses as a result of legal proceedings associated with product safety	2.2 Product Quality and Safety
Impact of product life cycle on the environment	CG-AM-410a.1	Percentage of eligible products by revenue certified to an energy efficiency certification	/
	CG-AM-410a.2	Percentage of eligible products by revenue certified to an environmental product lifecycle standard	/
	CG-AM-410a.3	Description of efforts to manage products' end-of-life impacts	4.2 Resource Management and Circular Economy

Reader Feedback

Dear readers,

Greetings! We appreciate you taking the time to read this report amidst your busy schedule. In order to continuously enhance and improve the Company's sustainable development management and the disclosure of environmental, social and governance (ESG) information, we sincerely welcome your valuable feedback and suggestions. Please assist by completing this page and returning it to us via the following methods.

Your Opinion

1. What is your stakeholder category in relation to Supor?

- Government Media General Public Non-Governmental Organizations
 Employees Consumers Partners (Suppliers and Distributors)

2. Your overall assessment of the Supor 2025 ESG Report:

- Excellent Good Average Poor

3. Your view on the information disclosed in the Supor 2025 ESG Report:

- Very Rich Rich Average Limited

4. Your view on the quality of information disclosed in the Supor 2025 ESG Report:

- Very High High Average Low

5. Which part of this report interests you the most?

- Compliance and Integrity Operations Product Responsibility and Innovation
 Sustainable Supply Chain Green Operation and Development
 Employee Development and Well-being Social Contributions and Initiatives

6. What comments or suggestions do you have for the Supor 2025 ESG Report?

7. What comments or suggestions do you have for Supor's sustainability/ESG efforts?

If convenient, please leave your contact information

Name:

Email:

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