



# 华宝新能

让绿色能源无处不在

2022 ENVIRONMENTAL  
SOCIAL AND GOVERNANCE  
REPORT

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# About This Report

This is the first environmental, social and governance report (hereinafter referred to as “this report” or “this ESG report”) released by Shenzhen Hello Tech Energy Co., Ltd. It aims to disclose the Company’s philosophies and practices of sustainable development, respond to the concerns of stakeholders, and describe the Company’s ESG approaches and performance in 2022.

## Reporting Boundary

This report covers Shenzhen Hello Tech Energy Co., Ltd. and all its subsidiaries, including:

- Shenzhen Hello Tech Energy Co., Ltd.
- Shenzhen Hello Tech Energy Storage Co., Ltd.
- Guangdong Jackery Technology Co., Ltd.
- Hong Kong Hello Tech Energy Co., Ltd. and its overseas offices

The time frame for information disclosed in this report is from January 1 to December 31, 2022. Some information may exceed this frame.

## Reporting Cycle

This is an annual report, released once a year.

## Referents

In this report, “Hello Tech”, “the Company” and “we” all refer to Shenzhen Hello Tech Energy Co., Ltd.

## Data Sources

Data in this report comes from the Company’s official documents and public information. Unless otherwise specified, the currency herein is Chinese yuan Renminbi (CNY).

## Basis for Compilation

This report is in accordance with the requirements of the Global Reporting Initiative Standards (GRI Standards) 2021. It was compiled using the Sustainability Accounting Standards Board (SASB) for Fuel Cells and Industrial Batteries Industry, the United Nations Sustainable Development Goals (UN SDGs), and the Self-regulatory Guidelines for Shenzhen Stock Exchange Listed Companies No. 2—Standardized Operations of Companies Listed on the Growth Enterprise Market.

## Statement

This report has been reviewed and approved by the Board of Directors of Hello Tech. The Company is responsible for the authenticity and validity of contents herein.

## Third-party Verification

This report has been verified by independent third party TÜV SÜD Certification and Testing (China) Co., Ltd. with the conclusion of “Limited Assurance”. The verification statement is attached at the end of this report.

## Report Publishing

This report is published on the Company’s website in simplified Chinese. Should there is any discrepancy between it and English version, the Chinese version shall prevail. Please view or download the report at <https://www.hello-tech.com/responsibility.html>.

## Contact Information

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# Message from the Chairman



**Chairman of Hello Tech**  
**Sun Zhongwei**

If energy is the cornerstone and driving force for civilizations, then energy transformation is a new engine of shared futures and a bright future for mankind. In the face of increasingly severe environmental problems and the energy crisis, we recognize the limitations of traditional energy and embrace opportunities for new energy. Hello Tech is well aware of the necessity of green, sustainable energy. We seek innovations in green energy technologies and business models and strive to inject strong impetus into sustainable energy.

Recent years has witnessed frequent natural disasters due to climate change. Thus, people around the world urgently need more independent, greener and safer residential energy solutions. Based on insights into global environmental trends, we have released portable power stations, residential energy storage solutions and photovoltaic products. We leverage a digital M2C business model that covers the entire value chain provide global families with green, low-carbon, smart, easy-to-use, safe and reliable full-scenario energy solutions.

With a view to boost green energy globally, we have never stopped our efforts to explore the sea of solar generators and photovoltaic residential energy storage solutions. We have successfully created two world-leading green energy brands, Jackery for solar generators and Geneverse for photovoltaic residential energy storage solutions. In particular, Jackery ranks first among global portable power brands. It is already a world-class brand for green energy.

As John Ericsson said, "green now is the gold of the future". By the end of 2022, Jackery has sold nearly one million photovoltaic panels worldwide, which is equivalent to planting 4.5 million trees. A single photovoltaic panel can generate 3,140 kWh of electricity in one hour, which is equivalent to saving 1,256 kg of standard coal. It reduces CO2 emissions by approximately 3,130 kg.

In addition, we fulfill our social responsibility on a global scale. We joined hands with the China Green Foundation on "Going Green Together with One Million Trees" public welfare program to improve the environment of poor regions in west China. We also provided large-capacity mobile power supply equipment for shelter hospitals, protecting people's lives and health with new energy. We maintain long-term cooperation with global public welfare organizations such as the World Wildlife Fund (WWF), the National Forest Foundation (NFF), and the International Rescue Committee (IRC), contributing our strength and value to boost global sustainable development and other public welfare.

Hello Tech engages in the global energy market and increases the value of the portable power industrial chain with practicality. In the future, we will continue to focus on home energy solutions, respond to China's "dual carbon" strategy, and adhere to sustainable development principles. Driven by innovative technology, advanced manufacturing, global brands and omni-channel distribution, we will fulfill the corporate mission of making green energy accessible anytime and anywhere, working together to protect our planet and build a better future.

# Key Performance 2022

## Economic

Operating revenue

**3.20** billion CNY

Operating profit

**323** million CNY

Revenue growth rate

**38.35** %

Sales volume

**1,260,500**



## Governance

Coverage of business ethics training

**100** %

Coverage of business ethics training for the highest governance body

**100** %

Coverage of business ethics training for employees

**100** %



## Environmental

Investments in environmental protection

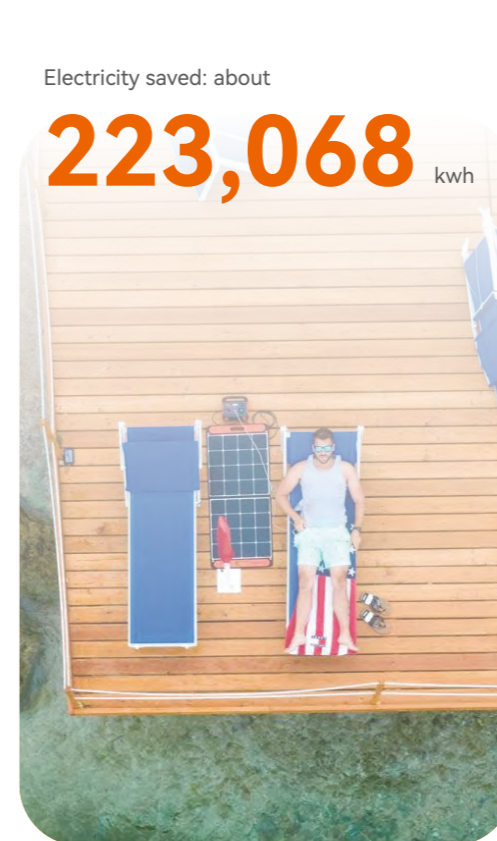
**6.21** million CNY

Energy intensity

**0.63** GJ/m<sup>2</sup>

Electricity saved: about

**223,068** kwh



## Social

Percentage of female employees

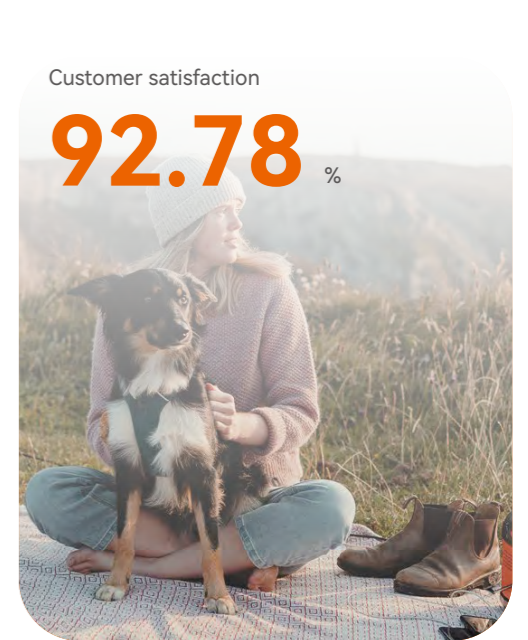
**46.52** %

Signing of Supplier CSR Commitment Letter

**100** %

Customer satisfaction

**92.78** %



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# About Us

## Company Profile

Set up in 2011, Hello Tech is headquartered in Longhua District, Shenzhen. The Company initiated portable power stations and mobile residential energy storage solutions. It owns two global brands, Jackery and Geneverse, having established itself as world leading company in portable energy storage and photovoltaic products. Its cumulative sales volume is nearly 3 million.

Hello Tech follows a leading digital M2C business model that spans the entire value chain. Its “domestic + overseas” sales channels integrate online and offline sales. For many years, the Company’s products have ranked first in overseas e-commerce platforms such as Amazon, Yahoo and Rakuten, and domestic e-commerce platforms such as JD.com and Tmall. Its offline channels cover world-renowned brands and retailers including Harbor Freight Tools, Home Depot, Walmart, Costco, Lowe’s, Lidl, JVC, Canon, Sundan and Sam’s Club. Since 2020, its portable power stations have been rated as Amazon bestsellers and included on CNET and New York Times Best Seller list. What’s more, the Company was appraised as the “Apple” of the portable energy storage market by Forbes magazine. Its global influence continues to rise.

Driven by innovative technology, advanced manufacturing and diversified channels, we will follow the trend of carbon neutrality to build world-leading energy storage brands that connect global consumers. We aim to provide value-for-money green energy products and services for hundreds of millions of users around the world, and become the most trusted high-end green energy brand.

By the end of 2022, our products have been sold in more than 30 countries including China, the US, Germany, the UK, Spain, France, Italy and Japan.



### Our Mission

Make green energy accessible anytime and anywhere

### Our Vision

Becoming the most trusted green energy brand

### Our Values

Customer first, openness and innovation, simplicity and efficiency, solidarity and cooperation

## 2011

▶ Hello Tech was founded

## 2015

- ▶ Initiated portable power stations, a new product category, to meet market demands for portable clean power solutions for outdoor travel and emergency preparedness
- ▶ Drafted the General Specifications for Mobile Power for Portable Digital Devices

## 2018

- ▶ Launched the world's first portable solar panel—SolarSaga Series
- ▶ Won the Red Dot Design Award 2018
- ▶ Won the CES 2018 Innovation Awards
- ▶ Drafted the Technical Specifications for Portable Li-ion Battery Energy Storage Power Sources

## Brand development history

## 2016

- ▶ Launched the world's first lithium portable power station - Explorer Series
- ▶ Won the Red Dot Design Award 2016
- ▶ Won the iF Design Award 2016

## 2020

- ▶ Launched the industry's first product with an unparalleled combination technology of capacity and power—Portable Power Station 1100 Pro
- ▶ Recognized as Guangdong Smart Solar System R&D Center
- ▶ Won the CES 2020 Innovation Awards
- ▶ Recommended by Japan Disaster Prevention Association

## 2021

- ▶ Obtained the Second Prize of Guangdong Science and Technology Progress Award
- ▶ Received the Red Dot Design Award 2021
- ▶ Received the iF Design Award 2021
- ▶ Received the Golden A'Design Award 2021

## 2022

- ▶ Launched Flagship Solar Generators 1000 Pro & 2000 Pro
- ▶ Accumulated global sales reached 2 million units
- ▶ Won the Red Dot Design Award 2022
- ▶ Won the Top Tech Products to Watch from IFA-CNN
- ▶ Won the Best of IFA 2022- TechRadar
- ▶ The world's first photovoltaic product received TÜV SÜD's prestigious certification

## 2023

- ▶ Released Flagship Solar Generator 3000 Pro
- ▶ Received the CES 2023 Innovation Awards Best of Innovation
- ▶ Received the CES 2023 Innovation Awards Honoree

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## Economic Value

In 2022, we actively created economic value while fulfilling social responsibility, and paid 246.36 million CNY taxes in total. Compared with 2021, our operating revenue rose by 38.35%, and operating profit rose by 2.68%.

Item	2020	2021	2022	Unit
Operating revenue	106,995.98	231,514.51	320,290.63	10,000 CNY
Operating costs	46,976.43	121,882.10	178,330.45	
Employee compensation	8,328.85	15,939.24	27,673.25	
Taxes	8,370.17	22,052.64	24,635.84	
Interest expenses	78.53	236.26	513.07	
Operating profit	27,666.53	31,505.57	32,348.48	

## Honors and Awards

### Brand highlights

- Annual ESG Innovative Enterprise Award 2022 from TMTPost
- ESG Enterprise Star 2022 from The Economic Observer
- Omdia Innovation Awards at IFA Berlin 2022
- America's Best Home & Garden Brands 2022
- Shenzhen Industrial Design Center 2022
- Innovation Awards 2021 from Amazon Japan
- Guangdong Famous High-tech Product 2021

### Awards received

Year	Awards	Title
2022	Red Dot Design Award	Red Dot "Best of the Best"
		Red Dot Award
2021	Red Dot Design Award	Red Dot Winner 2021
2022		The Silver A'Design Award
	The Bronze A'Design Award	
	The Iron A'Design Award	
2021	A'Design Award	The Golden A'Design Award
2021	iF Design Award	iF Design Award 2021
2020	International Consumer Electronics Show (CES)	CES Innovation Awards
2022	Good Design Award	G-MARK Good Design Award
2021	Contemporary Good Design Award (CGD)	The Golden CGD Award

## External Collaboration

During the reporting period, we participated in the formulation of the General Technical Requirement for Portable Energy Storage Power Supply initiated by the Guangdong Technical Committee for Standardization of Power Batteries, and became head of the Portable Photovoltaic Cells (standards for the electronics industry) project group. This demonstrated our fulfillment of responsibility as an industry leader and our proactive efforts to increase the energy efficiency of portable power stations.

## System Certification

During the reporting period, we worked hard to improve our management systems and passed ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018 certifications. In the meanwhile, we pushed forward certification of other management systems, having applied for SA8000 certification on social responsibility management system at the end of 2022. It is expected that we will receive SA8000:2014 certificate in May 2023, which can help us improve social responsibility management.



Certification:ISO 9001:2015  
Valid until:2025/5/26



Certification:ISO 14001:2015  
Valid until:2025/5/26



Certification:ISO 45001:2018  
Valid until:2025/5/15



Certification:ISO 50001:2018  
Valid until:2025/5/11

Certificates on our management systems

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# Stakeholder Engagement

We value continuous effective communication with stakeholders, and are willing to listen to their feedback. This can help us clarify our future development directions and make sound strategic decisions.



Stakeholder	Topics of concern	Channels and frequency of stakeholder engagement
Shareholders and investors	Compliance in operations Economic performance Product responsibility Response to climate change	1) General Meeting of Shareholders, once a year 2) Investor hotline, every day 3) Shenzhen Stock Exchange's irm.cninfo.com.cn, twice a week 4) Investor relations email, on a regular basis 5) Official media accounts (Xueqiu, Eastmoney and 10jqka) 6) Roadshows, phone calls, etc., everyday communication
Board of Directors	Compliance in operations Economic performance Product responsibility Response to climate change	1) General Meeting of Shareholders, once a year 2) Board meetings, as needed 3) DingTalk, WeChat, emails and phone calls, everyday communication
Board of Supervisors	Compliance in operations Employee rights and interests	1) General Meeting of Shareholders, once a year 2) Board meetings, as needed 3) DingTalk, WeChat, emails and phone calls, everyday communication
Employees	Employee rights and interests Occupational health and safety Training and development Diversity and equality	1) Symposium, once a month 3) DingTalk, WeChat, emails and phone calls, everyday communication
Suppliers	Sustainable supply chain Compliance in operations Product end-of-life management	1) Phone calls, emails, reports and meetings, as needed
Customers	Product responsibility Customer relations Information security and privacy protection	1) Meetings and satisfaction surveys, as needed
Social media	Compliance in operations Product responsibility Charity and public welfare	1) WeChat, emails and phone calls during major external events 2) Official social media
Government	Compliance in operations Response to climate change Energy management Water resources management Waste management Charity and public welfare	1) Phone calls, emails and review meetings, as needed
Surrounding communities	Energy management Water resources management Waste management Charity and public welfare	1) Phone calls, emails and meetings, as needed



# Material Topics Analysis

## Questionnaire Survey

Using international standards and based on industry analysis, we screened 16 topics closely related to stakeholders and the Company's business. We then designed a two-dimensional questionnaire that focuses on the impact of the Company's finance and sustainable development, and invited all stakeholders to fill it out, including the Company's highest governance body and customers.

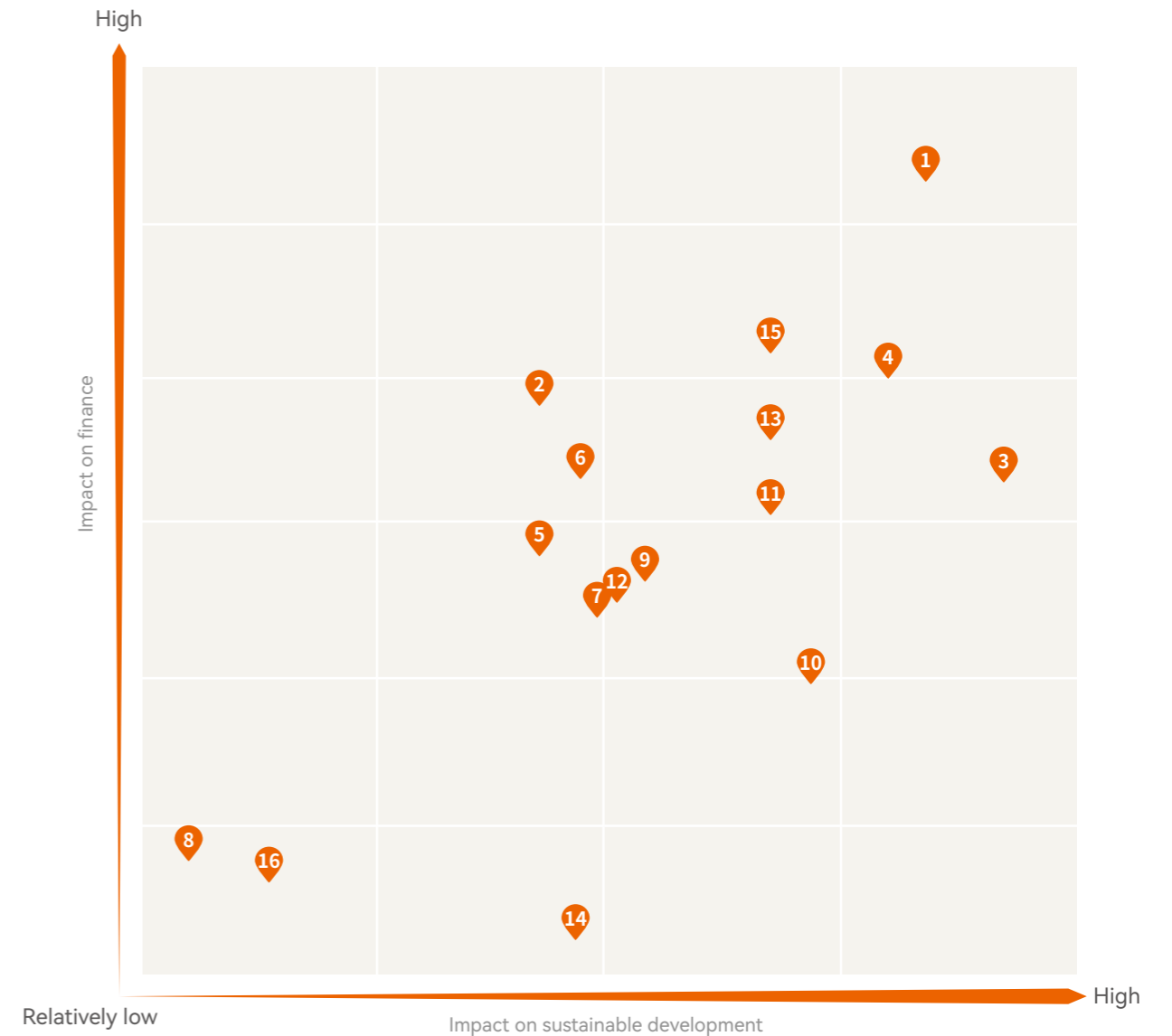
## Impact Analysis

We gave on-site interviews with heads of the Company's key departments and external sustainability technical experts to assess the impact of various topics.

No.	Material topic	Impact description
1	Compliance in operations	A sound governance system not only facilitates stable business operations, but also exerts a positive effect on the Company's sustainable development.
2	Economic performance	Economic value is an important indicator for measuring our business growth.
3	Product responsibility	Excellent products and services can guarantee our revenue. Improving product quality is an important means to stabilize our revenue.
4	Response to climate change	Mitigating climate change is an important topic in the Company's long-term development. It is also a major challenge in protecting mankind's living environment.
5	Information security and privacy protection	Privacy is an important part of human rights. Ensuring information and privacy security can prevent human rights from being violated.
6	Customer relations	We attach great importance to maintaining customer relationships. Stable customers mean stable revenue, while losing customers indirectly leads to economic losses.
7	Energy management	Energy conservation and emissions reduction can not only mitigate global climate change, but also help us save operating costs and indirectly reduce expenditures, which is very important for the Company's sustainable development.
8	Water resources management	Improper wastewater treatment can be damaging to the environment. We strive to reduce the negative impact of our operations on the environment.
9	Waste management	Toxic and hazardous waste not only damage the environment, but also cause harm to human health.
10	Product end-of-life management	Product lifecycle management demonstrates environmental friendliness. It serves to reduce negative impact on the environment during product use.
11	Employee rights and interests	This topic is related to the vital interests of every employee. We pay attention to protecting their basic rights and interests.
12	Occupational health and safety	Health and safety are fundamental principles of every job. A high accident rate will have a negative impact on the Company's operations and lead to economic losses.
13	Training and development	Talent reserve is a key for us to occupy a leading position in the market. Sound training not only enhances the ability of our employees, but also reduces the Company's manpower costs.
14	Diversity and equality	We oppose discrimination and inequality in any form, and protect employees' basic rights and interests.
15	Sustainable supply chain	Sustainable procurement can significantly improve the environmental friendliness of our products, and boost the green and low-carbon transformation of the entire industrial chain. It is also one of the important ways to mitigate climate change.
16	Charity and public welfare	Charity and public welfare activities can improve the Company's social responsibility image and reputation.

## Priority Ranking

Based on survey results and suggestions from external experts, we obtained materiality matrix and ranked the priority of the above material topics.



Topics of high materiality	Topics of medium materiality	Topics of low materiality
Compliance in operations	Economic performance	Water resources management
Product responsibility	Information security and privacy protection	Diversity and equality
Response to climate change	Customer relations	Charity and public welfare
Occupational health and safety	Energy management	
Employee rights and interests	Waste management	
Sustainable supply chain	Product end-of-life management	
	Training and development	

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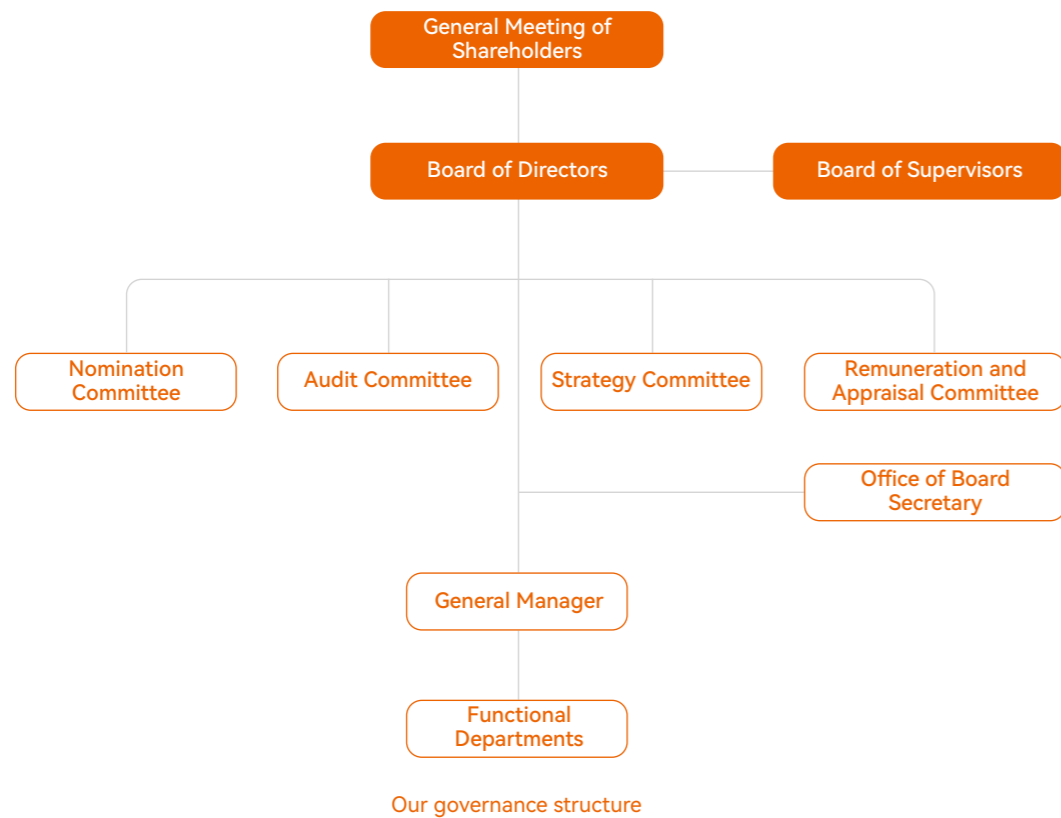
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# Corporate Governance

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# Governance Structure

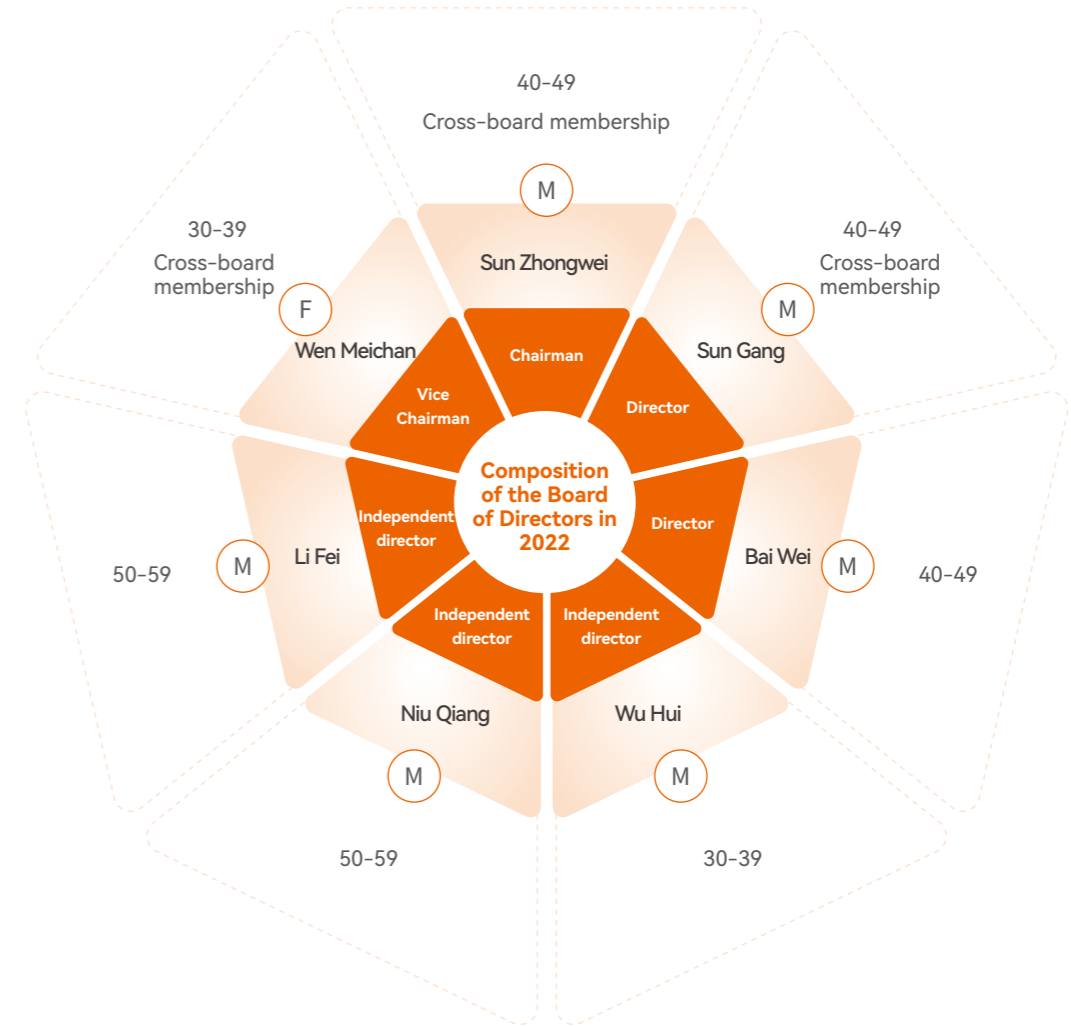
Hello Tech adheres to integrity-based regulated operations, protects the rights and interests of shareholders, and runs a healthy, efficient and sustainable modern corporate governance system. Following laws, regulations and internal systems such as the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China and the Articles of Association of Shenzhen Hello Tech Energy Co., Ltd., we have set up the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and senior management (as the Company's governance bodies), and created corresponding rules of procedure to ensure their clear responsibilities and powers as well as orderly checks and balances among them.



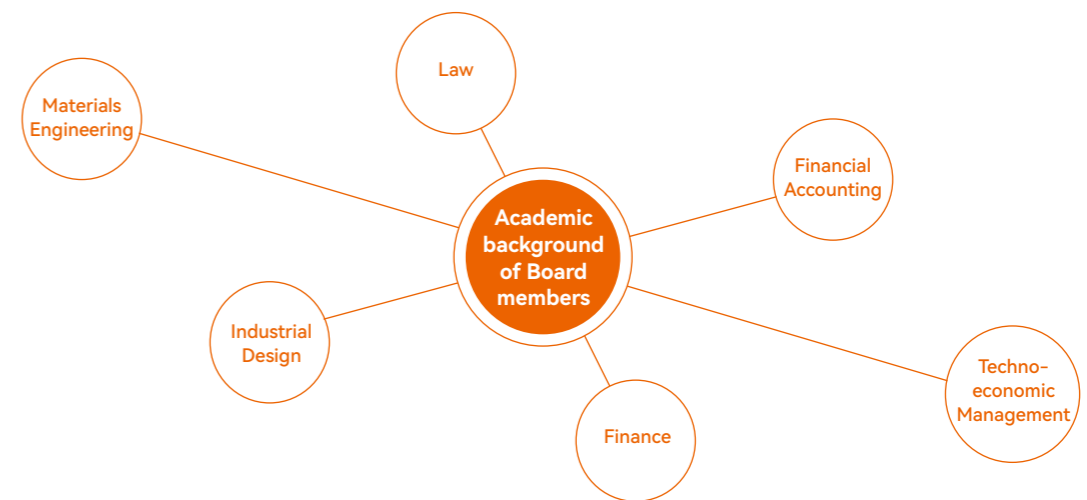
In the light of the Company's characteristics and development planning, we create a diverse workforce, recruit talents based on merits, and fully optimize the composition of the Company's governance bodies.

Current session of our Board of Directors has 7 members (including 3 independent directors, taking up about 42.86%), with 6 males and 1 female (14.29%). There are 4 directors who do not serve as senior executive or above, taking up about 57.14%.

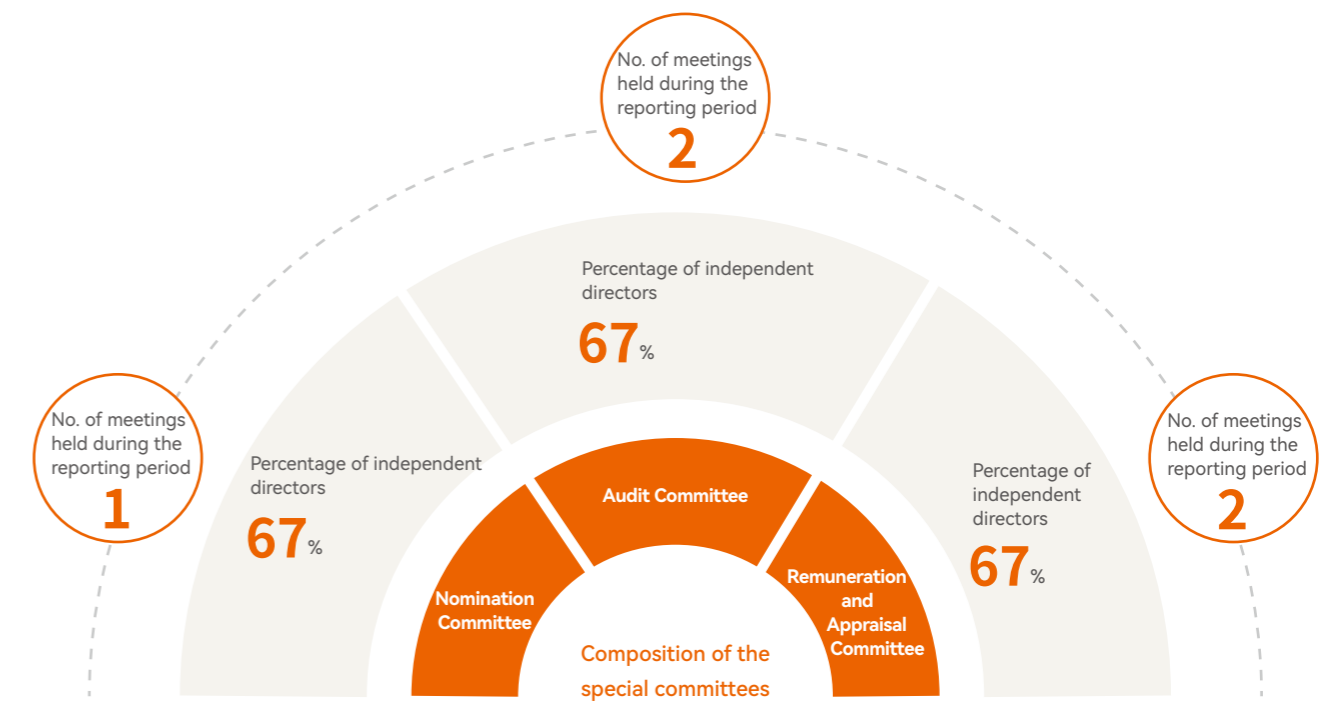
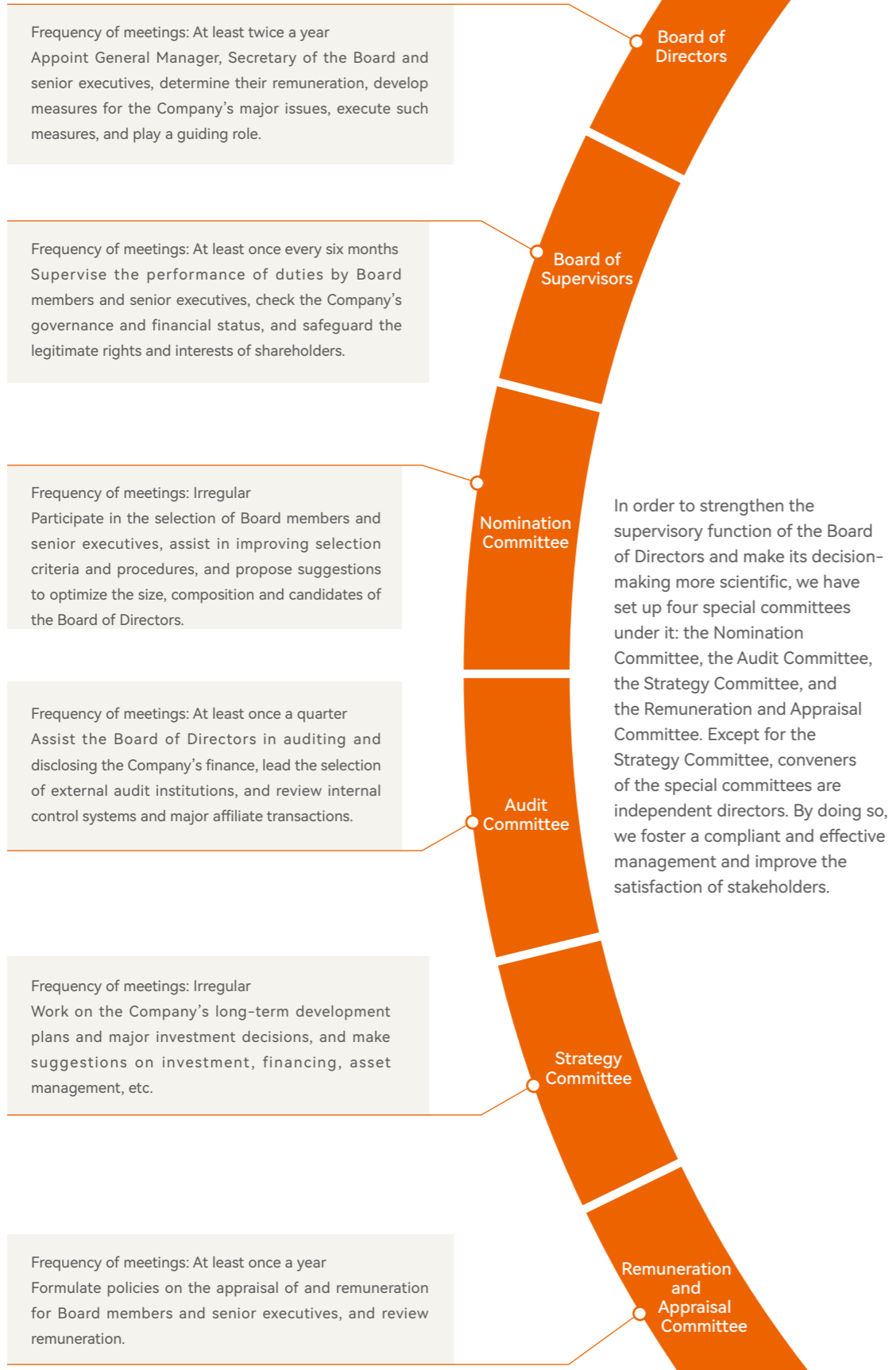
There are 3 members in the Board of Supervisors, of who 2 are females (including 1 external supervisor). Its personnel composition meets requirements on diversity. During the reporting period, the supervisors independently exercised supervision, responsibly and effectively safeguarded shareholders' rights and interests.



Board members have a professional background and rich management experience, who satisfy requirements on diversity and independence. More than half of them hold a master's degree.



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Note: Among the independent directors of the Audit Committee, 1 is a professional accountant.

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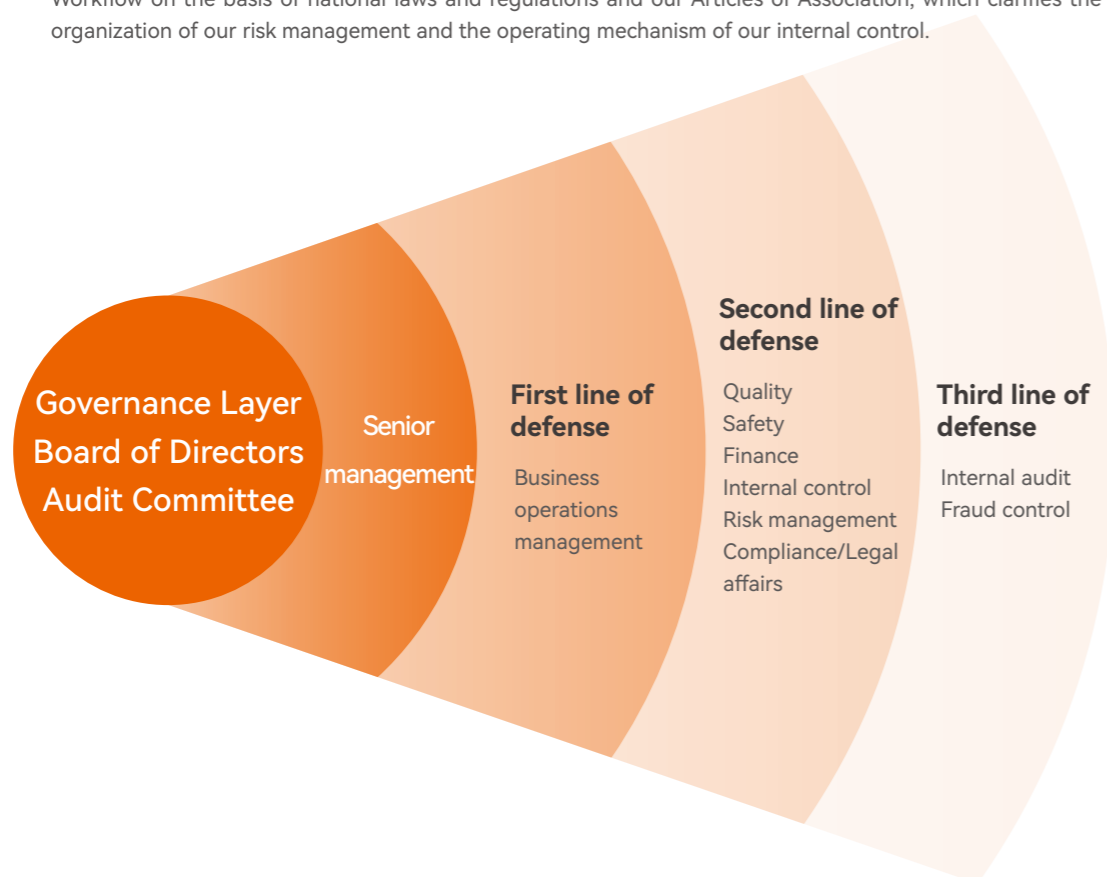
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## Internal Control

We highly value risk management. The governance layer, the Board of Directors and the Audit Committee are the Company's highest decision-making bodies for risk management, which undertake duties of internal control and risk management. In order to improve our risk management capabilities, the Internal Control and Audit Department has presided over the establishment of an internal audit mechanism and specified the duties of each department. First-level departments receive guidance from and coordinate with decision-making bodies and the management. Thus, a risk management mechanism composed of "three lines of defense" has formed.

We keep enhancing our internal control and risk management, and obey domestic and foreign regulatory and compliance requirements. We have developed the Internal Audit Charter and the Internal Audit Workflow on the basis of national laws and regulations and our Articles of Association, which clarifies the organization of our risk management and the operating mechanism of our internal control.



Our internal risk management system

We conduct self-assessment, supervision and audits every year, monitor changes in internal and external environment, identify and analyze risks faced by the Company during operations, and optimize risk response measures.

## Business Ethics

We are well aware that business ethics is very important for us to establish a good corporate image and gain a foothold in the market. We build trust with stakeholders, strictly abide by laws and regulations, uphold integrity in business operations and market competition, and implement a zero-tolerance policy to business ethics violations. We include business ethics into corporate values, require managers to set an example for others, cultivate the compliance awareness of employees and partners, and guide partners in the value chain to jointly build a harmonious and stable market order.

### Anti-corruption and Anti-bribery

- We strictly abide by laws and regulations including the Company Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. In our internal regulations such as the Anti-fraud Management System and the Management Measures for Rewards and Punishments, "Hello Tech Red Line" is clearly defined, which covers commercial bribery, misappropriation of property, conflict of interest, disclosure of secrets and deceit. An anti-corruption management system has also been built to comprehensively prevent dishonesty. On this basis, we published our Employee Handbook, the Conflict of Interest Management System and the Procurement Code of Conduct, conveying the Company's anti-corruption and anti-bribery policies to all employees and guiding them to recognize the Company's compliance culture.
- As the basis for establishing cooperation with employees and suppliers, we require new employees to sign the Integrity and Self-discipline Agreement, and suppliers to sign the Integrity Agreement. Our employees and suppliers have promised to be honest in their work, stick to occupational ethics, not to commit corruption or bribery, and do not disclose confidential information (including technology). During the reporting period, we completed the content update and renewal of integrity agreements with them.
- Besides, we implement our Gift Management System which regulates employees' gift picking up, giving and receiving in business dealings. Two principles are followed, i.e., "do not accept gifts unless necessary" and "hand in all gifts received".

#### Key performance in business ethics

Publicity and training on anti-corruption and anti-bribery policy

Coverage of members of the company's governance bodies:

100 %

Coverage of employees:

100 %

Coverage of suppliers:

100 %

Confirmed corruption:

0

Unfair competition and antitrust lawsuits:

0

Marketing violations:

0

Violations of regulations or codes on product and service information and labeling:

0

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# Audit and Supervision

To ensure the effectiveness of internal audit management, we have developed the Internal Audit Charter and the Internal Audit Workflow. The Audit Committee draws up annual internal audit plan based upon management requirements, supervises the operation of accountability mechanism, and puts forward compliance suggestions to boost long-term healthy business development.

In addition to informing employees of “red line behaviors”, the consequences of violations, typical cases and reporting channels through posters, we also include them into important activities such as induction training and routine meetings with employees and everyday communication with suppliers. We strive to eliminate such violations as “commercial bribery, misappropriation of property, conflict of interest, disclosure of secrets and deceit”.



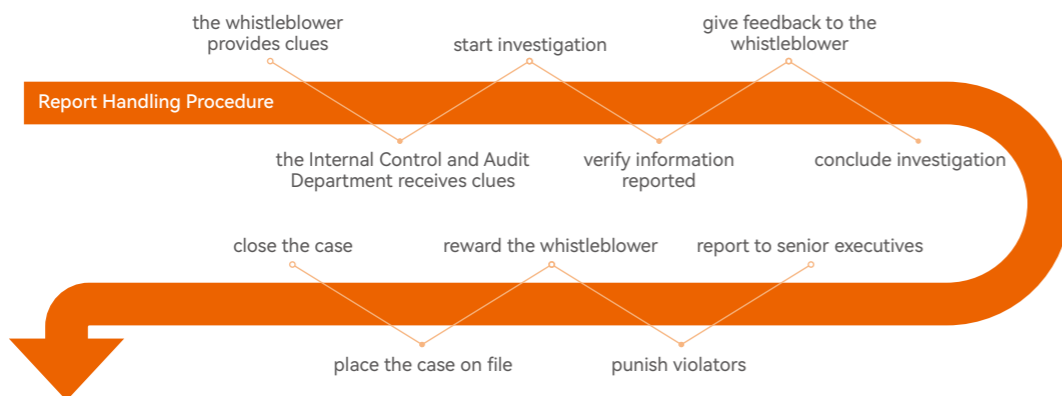
Poster on “red line behaviors”

## Supervision Mechanism

We follow public order and commercial practices, and use the highest standards of professional ethics in business activities. To prevent and eliminate business ethics risks, we have published supervision and reporting channels on our website and in the Integrity Agreement, so that employees, customers, suppliers, agents, etc. can report violations, discrimination, harassment and the like in real name or anonymously. For suspected violations, the Internal Control and Audit Department forms teams to conduct investigation and seeks assistance from external experts when necessary. If the violations are confirmed, we will reward whistleblowers based on our Management Measures for Rewards and Punishments and the amount of losses recovered.

## Whistleblower Protection

We fully protect whistleblowers, keeping their personal information and content of reporting strictly confidential to ensure that they are not retaliated or trapped due to fabrication, malicious attacks and defamation. We seriously punish those who violate confidentiality and retaliate whistleblowers in accordance with regulations, and transfer them to government departments or judicial organs if they commit crimes.



Phone: +86 153 6143 8160

Email: inform@hello-tech.com

Address: Internal Control and Audit Department, 21F, Jia'anda Building, No. 110 Huafan Road, Dalang Subdistrict, Longhua District, Shenzhen, Guangdong Province

## Case

### Launched supervision and publicity to enhance consensus on integrity

We publicize internal control, audit and anti-corruption requirements and measures to rank-and-file employees and personnel at key posts through online radio station, cloud school and offline training. The contents cover related laws and regulations, theoretical models, system interpretation, case analysis, etc. Supported by diverse communication and interactions, we strengthen employees' sense of responsibility, improve risk management and compliance awareness in an all-round manner, and regulate employee conducts. In this way, business integrity is strengthened.

# Information Security and Privacy Protection

- We attach great importance to and constantly optimize information security and privacy protection, include information security management and confidentiality requirements into our employee handbook, and provide employees with clear and detailed behavioral guidelines to guarantee the security of confidential information and private data of the company, our customers and partners.
- Our Information Security Management Manual and Plan for Information Security Emergency Response guide employees to use information assets prudently and reasonably, which includes but is not limited to equipment security, internet configuration, data backup and sensitive information processing. In addition, we invite third parties to screen vulnerabilities, identify and evaluate information security risks, fully manage information security incidents, and keep optimizing information security management based on the PDCA model and ISO 27001 standard. Publicity, training and emergency plan drills are delivered from time to time to ensure normal operations and enhance our emergency response capabilities.
- All employees and suppliers should understand and recognize our Information Security Policy, sign confidentiality agreement, and attend information security training from time to time. Employees violating information security regulations are punished in obedience to the Measures on Punishment of Information Security Violations.

In 2022, we proactively promoted information security. We released a total of 15 promotional articles which covered email security, password security and digital security, and organized offline training on information security awareness which was attended by 100% of employees. During the reporting period, no major information leakage incident occurred.

In the meanwhile, we gradually improve information security planning, having invited consultants to assess our information security risks and made an overall plan on information security for 2022–2025.

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# Product Stewardship

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Hello Tech keeps reforming and upgrading itself, for which it won the Second Prize of the Science and Technology Progress Award of Guangdong Province in 2021. One of its brands Jackery won Android Authority Best of IFA 2022, TechRadar Best of IFA 2022, Omdia Innovation Awards and PC Welt Best at the 2022 Internationale Funkausstellung Berlin (IFA 2022).



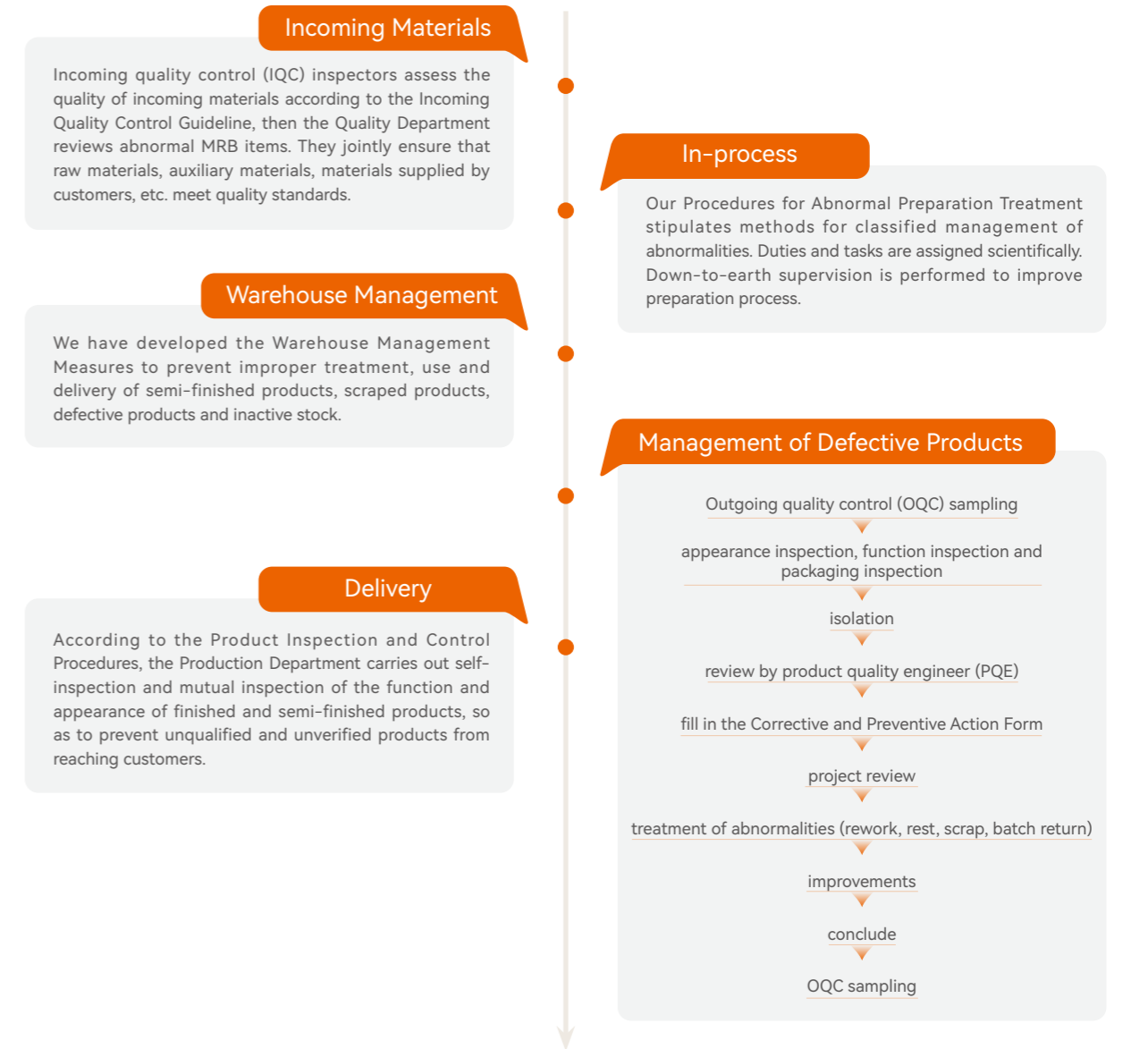
Awards and honors for technological innovation

# Quality Management

To meet customer needs, we strictly comply with international, national and industrial standards, and implement the quality policy of “valuing technological innovation, quality, efficiency, customers and integrity”. Our product lifecycle management and verification process based on product characteristics cover R&D, testing, packaging, mass production and so on, which lay a solid foundation for a multi-factor and long-chain internal management system. During the reporting period, our energy storage and production base passed ISO 9001:2015 certification on quality management system.

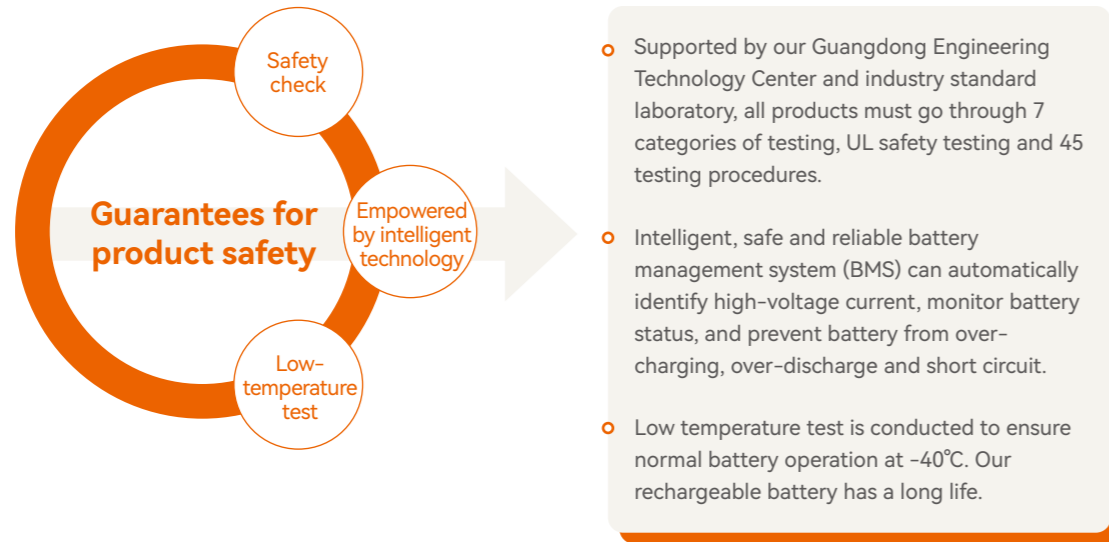
We adhere to the 5S management system (Sort, Set in Order, Shine, Standardize, Sustain) and take multiple quality management measures which cover key processes and links such as raw material purchase, product manufacturing, delivery and so on. On-site management of human resources, machines, materials, compliance and environment is conducted to ensure production progress and product quality, thus forming a strict quality control system.

Our Testing and Certification Scheme and Plan specifies product testing standards and procedures for product safety and reliability testing. The testing covers product performance, product life, safety and more.





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Three security guarantees

In addition, we pay high attention to the impact of chemicals in our products on human health. Jackery Explorer 240, 290 and 300 have passed multiple international certifications such as RoHS, REACH and WEEE.

Product model	UN38.3	American standards		European standards				
		FCC	CEC	RoHS	REACH	WEEE	CE-LVD EN62368 report	CE-EMC report
Explorer 240	✓	✓	✓	✓	✓	✓	✓	✓
Explorer 290	✓	✓	✓	✓	✓	✓	✓	✓
Explorer 300	✓	✓	✓	✓	✓	✓	✓	✓
Explorer 240EU	✓	✓	✓	✓	✓	✓	✓	✓
Explorer 290EU	✓	✓	✓	✓	✓	✓	✓	✓
Explorer 240UK	✓	✓	✓	✓	✓	✓	✓	✓

## Product Innovation

To better seize opportunities, we always put our customers first, stick to high standards, and improve our expertise as well as the quality of our products and services. Supported by strong strength, we contribute unique and positive brand values to the society, and strive to become a top provider of portable power stations, photovoltaic cells and residential energy storage solutions and services in the energy storage industry.

### Product R&D

We adhere to independent R&D and innovation. Based on market and customer needs, we run a sound R&D system, an integrated product development (IPD) and management system, and a good innovation mechanism. In the past three years, our R&D expenses witnessed a compound annual growth rate of 124%. Our core technical personnel have rich experience in power electronics, photovoltaic application design, lithium battery application and management, and master cutting-edge skills in the energy storage industry. They are guarantee of our industry-leading technological achievements.

We focus on quality management during the entire product lifecycle, for which a R&D quality management system has been built. Our product development team consisting of professional engineers from different departments facilitates product development following the double “V” model which covers “demand - scheme - testing”. Through demand analysis and management, design failure mode and effects analysis (DFMEA), and stage-based technical review and risk assessment, we eliminate potential problems in the process of product R&D to realize pre-risk management. At the same time, we, based on a scientific testing and verification process, ensure products meet function, performance, safety and reliability requirements for final delivery.

Supported by excellent R&D capacity, our product performance is improved year by year. The effective area conversion efficiency of our photovoltaic panels exceeds 21%, and the average energy efficiency of our products reaches 94%.

Indicator		2020	2021	2022	Unit
Effective area conversion efficiency of photovoltaic panels	PERC	19.10	19.82	21.20	%
	IBC	20.62	21.46	21.89	
Average storage capacity	LFP	120	150	180	Wh/kg
	NCM	200	220	260	
Average life	LFP	/	1500	2000	Cycles
	NCM	800	1000	1000	
Average energy efficiency		91	93	94	%

Members of R&D team:

271

R&D investments:

117.58 million CNY

Compound annual growth rate of R&D Expenses in the past three years:

124 %

Notes:  
1. The effective area conversion efficiency of photovoltaic panels is classified by cell technology: PERC: Passivated Emitter Rear Cell IBC: Interdigitated Back Contact  
2. Average storage capacity and average life are classified by cell type.

## Intellectual Property Protection

We actively build an intellectual property system and protect product intellectual property, having established a complete intellectual property management system as per the GB/T29490 Standards on Enterprises' Intellectual Property Rights Management. This ensures orderly product development and intellectual property management. Our management measures include the Patent Administration Measures, the Copyright Management Measures, the Trademark Management Measures and the Domain Name Management Measures. We have also unified reward process and regulated reward criteria to encourage employees to seek innovation, motivate team members to improve design, and support the sustainable development of the Company. By the end of the reporting period, we have obtained 301 patents in total.

Region	Type of patent	Number of patents	Unit
China	Invention	28	/
	Utility model	109	
	Industrial design	68	
	Subtotal	205	
Overseas	Invention	8	/
	Industrial design	88	
	Subtotal	96	
<b>Total</b>		<b>301</b>	

Total number of patents

## Product Lifecycle Management

Product lifecycle management is indispensable for our transition towards green development. We have 8 maintenance service centers in China, USA, Japan, Germany, UK, France, Canada and South Korea, which improve our after-sales management. We plan to add 4 more in the future to meet the demands of customers in different regions.

In 2022, we entrusted a third-party certification body to verify the carbon footprint of Jackery Solar Generator 2000 Pro and 100W photovoltaic panel.

Carbon footprint certification enables us to know the carbon emissions of our products during the entire lifecycle, so that we can strengthen supplier management, reduce the use of materials with high carbon emissions, optimize the supply chain, and promote green transformation of the whole industrial chain.

We have applied for carbon footprint certification on other energy storage and photovoltaic products. Certificates are expected to be obtained in 2023.



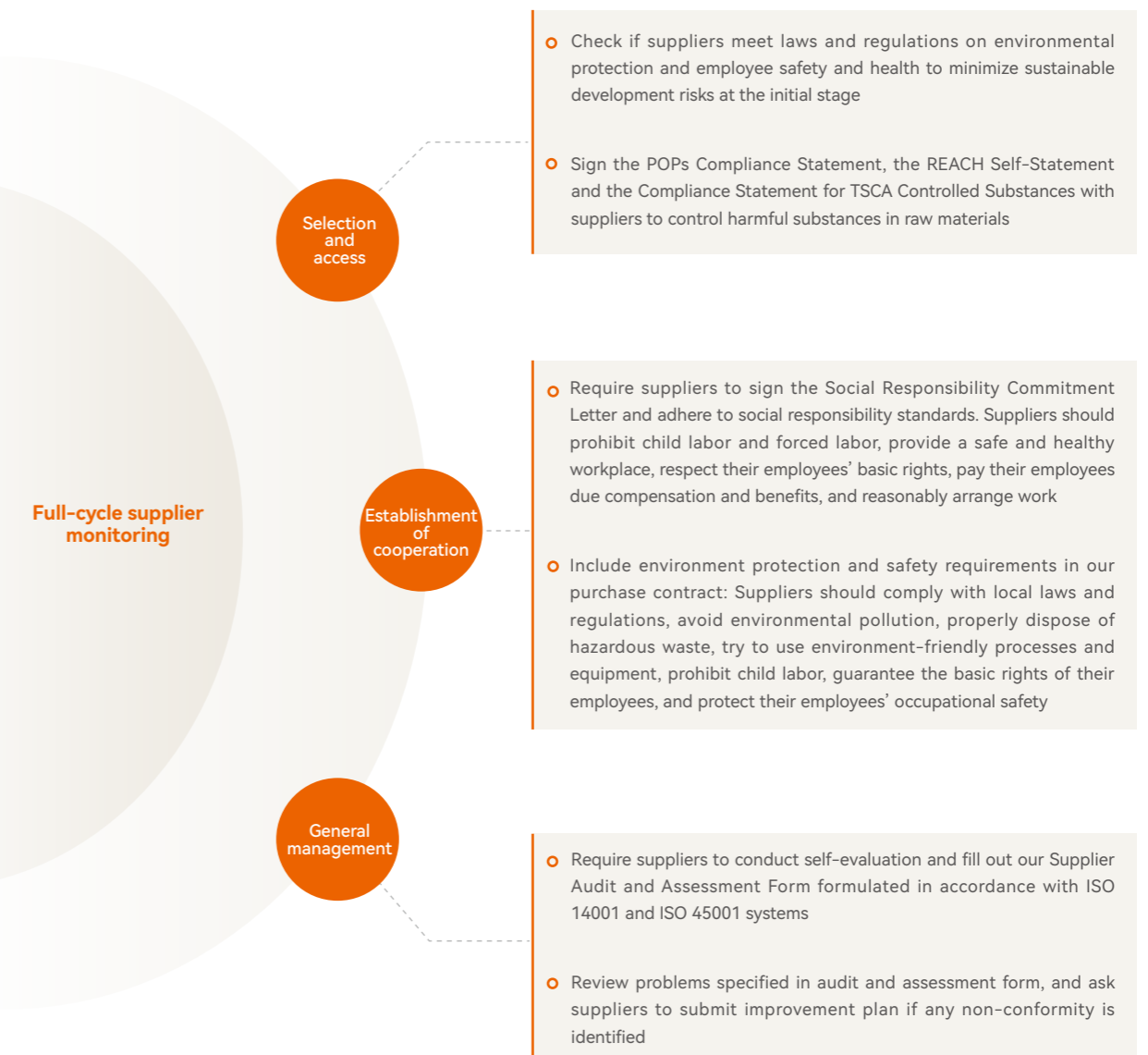
Product Carbon Footprint Verification Statement

## Sustainable Supply Chain

Compared with traditional supply chain, a sustainable supply chain demonstrates our commitment to environmental protection and social responsibility, improves the stability of the supply chain, and contributes to the long-term development of the Company. We stick to sustainable purchase. For example, environmental protection and human rights are added in our Supplier Quality Management and Control Procedures and the Purchase Control Procedures on the basis of ensuring quality and delivery, thereby promoting the sustainable development of suppliers.

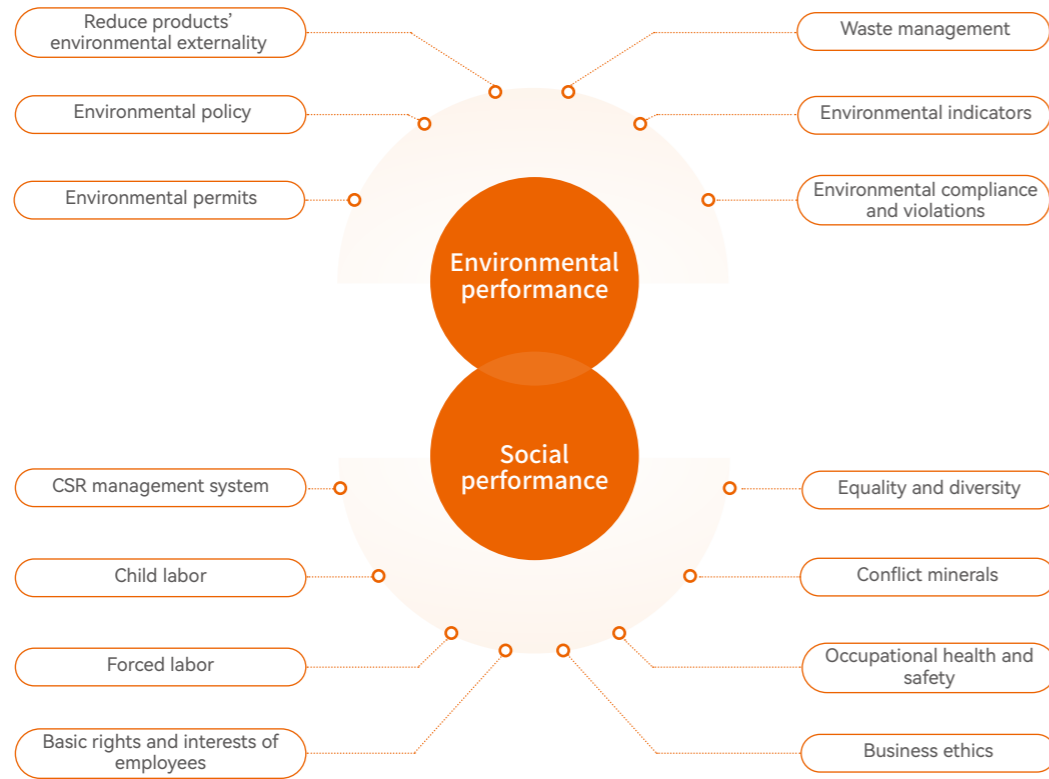
### Supplier Management

We have built a full-cycle supplier monitoring system according to relevant systems.



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In addition to qualifications, we also review suppliers' environmental and social performance.



In 2022, all of our new suppliers received our environmental and social access audit and signed the Social Responsibility Commitment Letter. Qualified suppliers of major raw materials must accept our annual audit every year. No major CSR or environmental issues were found during the reporting period.

In addition, we drive local economy with our business. During the reporting period, purchase budget for suppliers in Shenzhen accounted for 21.19% of our total budget.

## Conflict Minerals

Ores from the Democratic Republic of Congo and its surrounding countries have become the financial support of conflicts. We respect human rights and adopt a zero-tolerance policy for activities that trigger conflicts or violate human rights.

As specified our Supplier Audit and Assessment Form, conflict minerals are within the scope of our supplier audit. We check whether our suppliers and their supply chains use tin, tantalum, tungsten, gold and other metals from the Democratic Republic of the Congo, and confirm whether they have corresponding procedures and methods to avoid purchase risks, thus avoiding the impact of conflict minerals on our supply chain.

## Sunshine Procurement

We sign the Integrity Agreement with employees, requiring all employees related to suppliers to work with integrity. No one is allowed to accept gifts or cash from suppliers, and suppliers are strictly prohibited from giving gifts, offering bribes, accepting gifts or demanding gifts. To jointly realize integrity purchase, the Integrity Agreement, included in purchase contract, specifies the integrity responsibility of both parties, penalties for violations, and channels for complaint by suppliers.

## Customer Relations

We strive for positive, long-term and two-way interactions with customers, actively communicate with them, and tap the market, learn the unknown and cope with challenges with an active and positive mentality.

## Customer's Right to Know

We comply with the Advertising Law of the People's Republic of China, the marketing laws, regulations and guidelines of countries and regions where our overseas online platforms and cooperative third-party e-commerce retail platforms are located. We also provide overseas customers with English brochures and manuals to ensure the compliance of our product labels and prevent misleading descriptions such as missing labels, false labels and wrong labels. By undertaking our CSR and social obligations, we ensure that customers and consumers timely obtain true, accurate and detailed product information. We firmly believe that good services can create value, and share new products and techniques at forums to show our advantages to the world. As of the end of the reporting period, no marketing violations occurred in the Company.



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## Case

### Contribute our strength to energy storage market

In August 2022, Hello Tech attended the 2022 Internationale Funkausstellung Berlin (IFA 2022), and displayed its latest flagship product Solar Generator 1000 Pro under brand Jackery.

The 1000 Pro equipped with Jackery 80W solar generator has obtained IEC TS 63163 certification. Its overall charging efficiency increases by 25%, and its solar charging time is as fast as 1.8 hours. Comfort, portability and flexible storage are fully considered in its appearance. Its ergonomic and foldable handle greatly improves user experience.



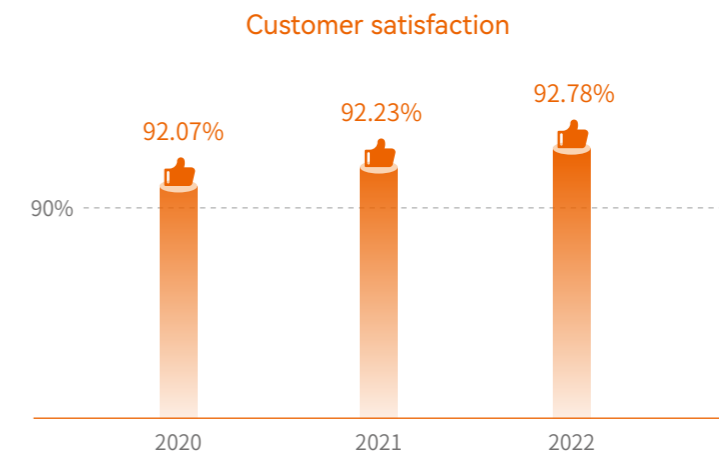
IFA 2022

## Customer Satisfaction

“Customer-first” is put in the first place among our core values. The Customer Complaint Handling and Satisfaction Survey Standards clarifies the functions and duties of all departments and sets time limits to ensure efficient and timely handling of customer feedback and complaints.



Customer satisfaction survey is conducted via telephone and questionnaire every quarter, which covers product quality, environmental requirements, delivery, service attitude, etc. There are four levels of satisfaction: Very Satisfied (90-100 points), Satisfied (80-90 points), Dissatisfied (60-80 points), and Very Dissatisfied (less than 60 points), which ensure the authenticity and comprehensiveness of survey results, so as to accurately identify customer concerns and our service weaknesses. By the end of the reporting period, we have reached the annual customer satisfaction target (90%) for three consecutive years.



Satisfied and very satisfied with service

**96.00 %**

Satisfied and very satisfied with product

**98.00 %**

Satisfied and very satisfied with appearance

**96.00 %**

Note: Customer satisfaction = (“very satisfied” and “satisfied” responses)/total customer responses x 100%

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# Green Operations

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Green production and low-carbon operations have always been our focus. We have built an internal environmental management system based on six environmental management principles, namely “compliance with laws, energy conservation, prevention in advance, environmental protection, pollution reduction and sustainable development”. During the reporting period, our energy storage and production base passed ISO 14001:2015 certification.

We strictly abide by environmental laws and regulations of the People’s Republic of China during production and operations. As of the end of the reporting period, no major environmental pollution accident was reported.

## Response to Climate Change

### Climate Strategy

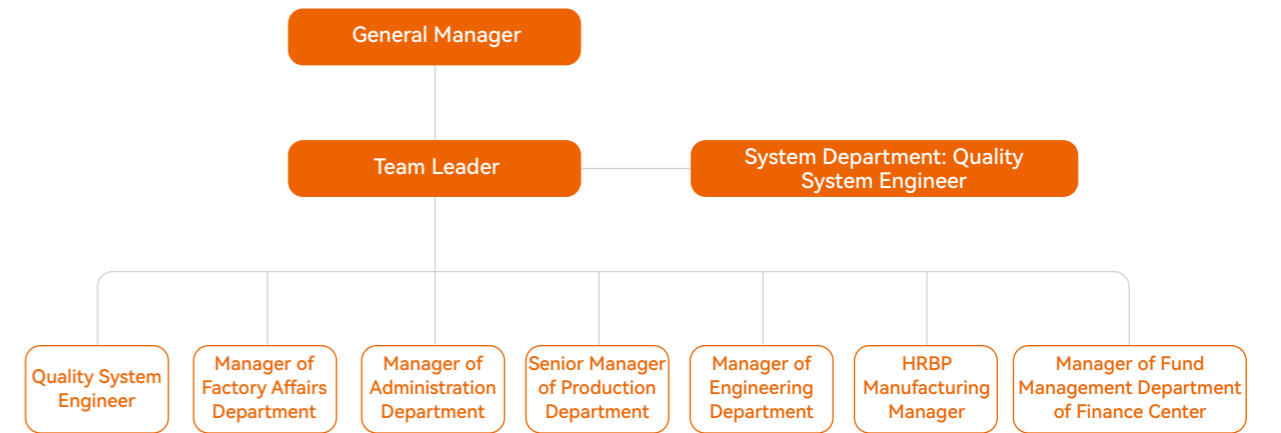
We are well aware that climate change has become a global challenge that all enterprises must tackle together. In line with the vision of becoming the most trusted green energy brand, we have formulated a climate strategy that aims to achieve carbon neutrality. We will boost carbon neutrality by “strategy path, management path, emissions reduction path, offset path and optimization path” in a scientific, efficient and comprehensive manner.



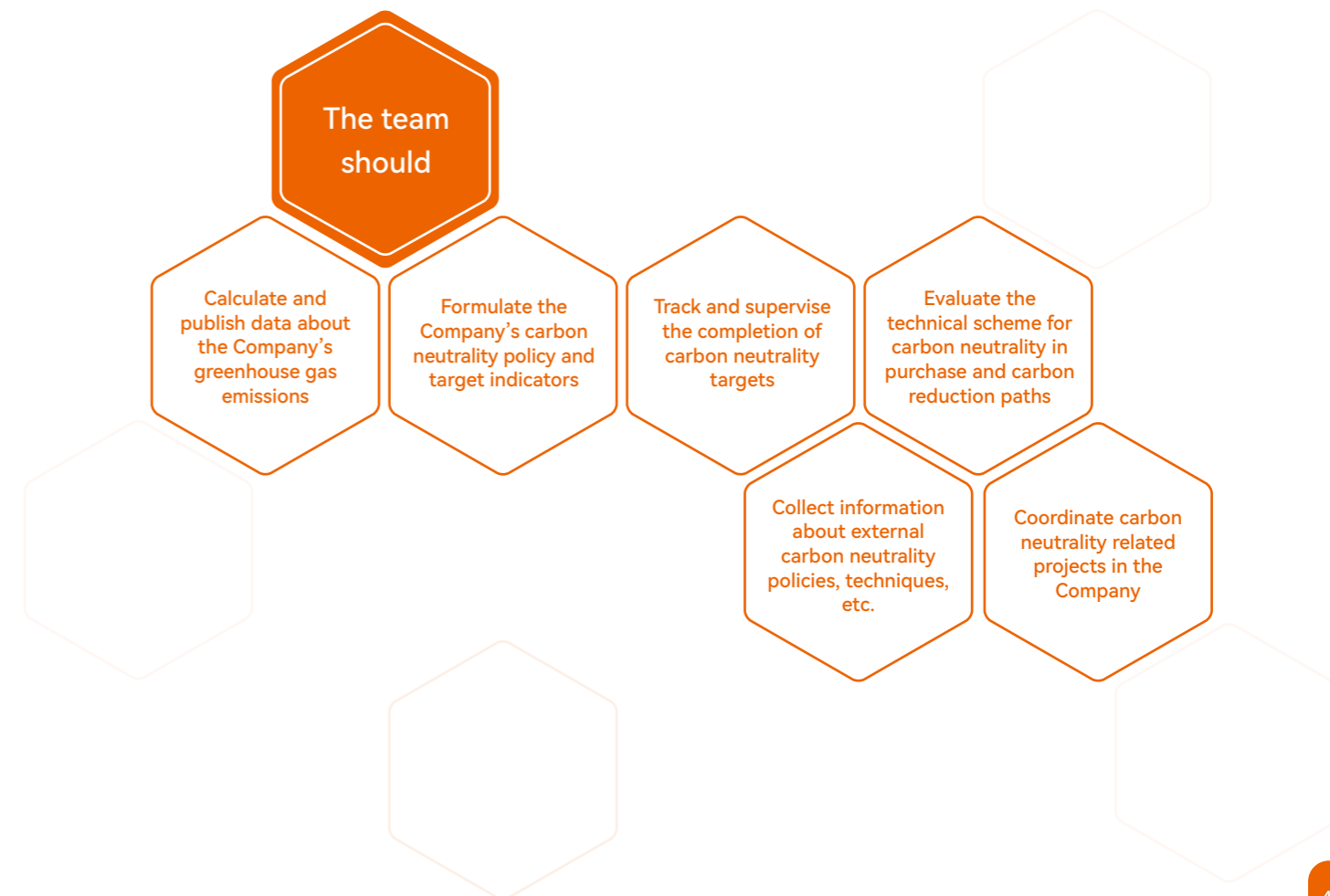
Our carbon neutrality paths

## Governance towards Carbon Neutrality

We have set up Carbon Neutrality Management Team at the senior executive level headed by the Company’s General Manager and coordinated by all departments. All parties work hand in hand to advance carbon neutrality.



Structure of Carbon Neutrality Management Team



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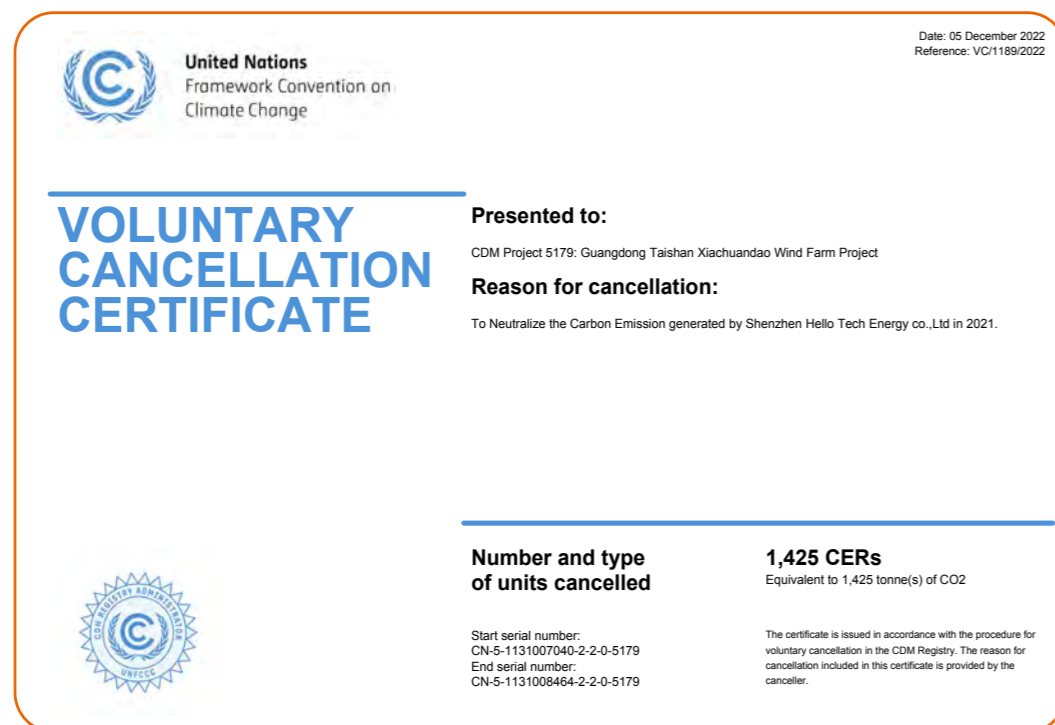
## Carbon Neutrality Progress

In 2022, we checked greenhouse gas emissions produced by Hello Tech headquarters building and energy storage and production base, and quantified our Scope 1 (direct greenhouse gas emissions) and Scope 2 (indirect greenhouse gas emissions) greenhouse gas emissions in 2021, which covered CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs<sup>1</sup>, PFCs<sup>2</sup> and SF<sub>6</sub>.

Scope	Greenhouse gas emissions	Unit
Scope 1	184.99	tCO <sub>2</sub> e
Scope 2	1239.94	
Total	1424.93	

### Greenhouse gas emissions in 2021

We purchased totally 1,425 tCO<sub>2</sub>e to offset greenhouse gas emissions through the UNFCCC. According to PAS 2060:2014, Hello Tech headquarters building and our energy storage and production base achieved carbon neutrality in 2021.



2021 Voluntary Cancellation Certificate

Accounting of the Company's greenhouse gas inventory in 2022 is expected to start in 2023.

<sup>1</sup>HFCs: Hydrofluorocarbons

<sup>2</sup>PFCs: Perfluorocarbons

## Energy Management

During the reporting period, our energy storage and production base passed ISO 50001:2018 certification on energy management system. We formulated the Energy Management, Operation and Control Procedure and the Power Consumption Control Measures, which clarify how to use electrical equipment at the base. A power consumption audit team was also formed for random checks on power consumption. In the production and operation process, we mainly consume gasoline, diesel and grid electricity. Grid electricity accounts for more than 96% of our total energy consumption.

Energy consumed by Hello Tech from 2020 to 2022

Type of energy	2020	2021	2022	Unit
Gasoline	14053.74	14729.92	16845.23	L
	453.02	474.82	543.01	GJ
Diesel	0	2762.86	4853.54	L
	0	97.93	172.04	GJ
Grid electricity	961800	1624840	5151833.9	kWh
	3462.48	5849.42	18546.60	GJ
Total	3915.50	6422.17	19261.65	GJ
Construction area	9594	15652	30654	m <sup>2</sup>
Unit area energy consumption	0.40	0.41	0.63	GJ/m <sup>2</sup>

Note 1: As it is difficult to collect data about entities in Hong Kong and foreign countries, energy data disclosed above are only from the Chinese Mainland.

Note 2: Energy consumption per unit area increased due to the increased production capacity in 2022 and the construction of a new PV production base.

Meanwhile, we set up an energy conservation management team headed by the management representative and coordinated by administrative and engineering managers. Through this three-level structure, we gradually realize the annual energy management target proposed by the Company.

### Level I

Management/  
Management  
Representative

### Level II

Administration  
Department/  
Engineering  
Department

### Level III

Field Departments

In 2022, we optimized the cooling tower fans by installing an automatic temperature control system, which can automatically adjust the fan frequency according to indoor and outdoor temperatures, realize frequency converting control and reduce power consumption under non-full load conditions. In addition, we set up a special aging chamber to recover power lost during the charging and discharging process of the products and return such power to the grid. A total of about 223,068 kWh of power is expected to be saved through various energy-saving measures.

Improvement measures	Estimated power savings
Install an automatic temperature control system on cooling tower fans	38,500 kWh
Return power lost during the charging and discharging process of the products to the grid	184,568 kWh

## Build Green Factory

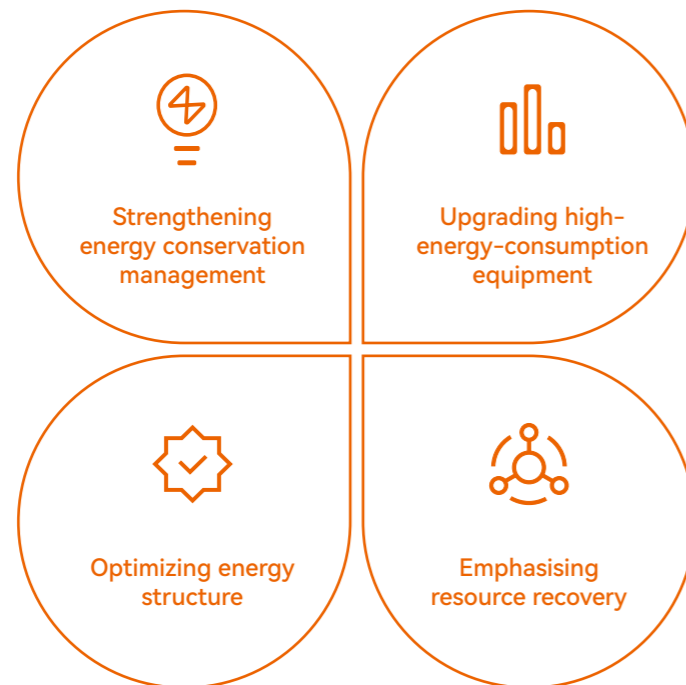
To realize green development, the Company pays special attention to green and low-carbon production. A medium- and long-term “green factory” plan has been formulated, which proposes the following goals:

**By 2025,**

**pollutant production per unit product will be reduced by 1%**

**and carbon emissions per unit product reduced by 6% from 2021;**

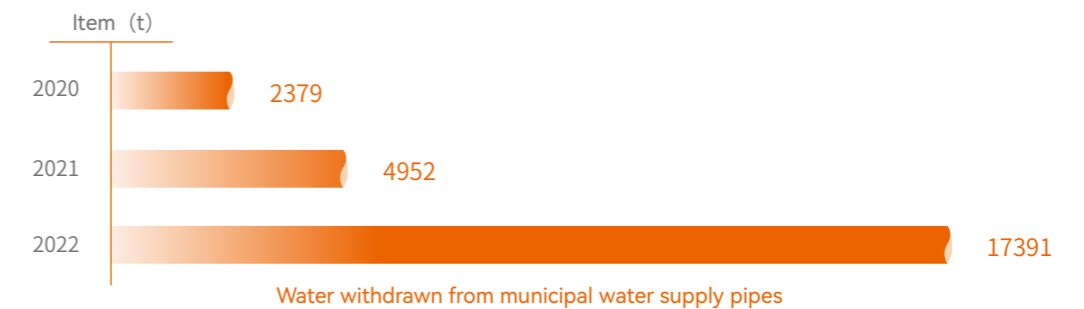
We formed a green factory promotion team, which focuses on energy conservation while balancing environmental protection, personnel health and safety and green products, so as to build a green factory that embodies our commitment to CSR. We intend to achieve green industrial development by:



In 2021, the energy storage and production base applied for the title “Green Factory” with the Ministry of Industry and Information Technology. Currently, we have passed publicity for this application in Guangdong.

## Water Management

We don't use water for processing at the production site, nor do we draw water directly from nature. All water we use is sourced from municipal water supply pipes. Our water consumption is dominated by domestic water. Domestic sewage will be gathered by pipes and then discharged to the municipal sewage treatment station for centralized treatment. The treated sewage meets the relevant provisions of the Water Pollution Prevention and Control Law of the People's Republic of China and the Emission limits of water pollutants in Guangdong Province. In the past three years, we have consumed water from municipal water supply pipes as follows:



We are also actively carrying out water-saving upgrading at our energy storage and production base in the hope of avoiding unnecessary waste of water resources.

### Case

#### Water level balancing pipes for cooling towers

In 2022, we installed water level balancing pipes for cooling towers of the air conditioning system at the energy storage and production base to avoid water level overflow caused by water pressure difference. Preliminary estimates show that this can save about 0.5t of water per day and about 182.5t per year.



Balancing pipes for cooling towers



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# Pollutant Management

The Company disposes of environmental pollutants discharged in the production and operation process strictly according to Chinese laws and regulations, such as the Emission standard of pollutants for battery industry, the Emission standard for industrial enterprises noise at boundary, the Emission limits of air pollutants and the Integrated emission standard of volatile organic compounds for stationary pollution source. Based on the Management System for Hazardous Waste, the Environmental Pollution Prevention and Control Responsibility System for Hazardous Waste, the Safety Management System for Hazardous Chemicals, the Removal and Warehousing Verification and Registration Management System for Hazardous Chemicals, and other management documents independently formulated by the Company, we control pollutants from low-volatile raw and auxiliary materials used in the production process, such as Sanheli adhesive, semi-water-based cleaning agent, water-based conformal coating, water-based polyurethane thinner, flux, etc., from the very beginning, so as to avoid new pollution sources in environmental management.

Besides, qualified third-party institutions will check domestic sewage, industrial waste gas and noise at boundary regularly. During the reporting period, no major environmental offence occurred.

In 2022, our total investments in environmental protection stood at

**6.21** million CNY.

## Exhaust Gas

Main exhaust gas in the Company is soldering tin dust generated during production. Major emissions include non-methane hydrocarbons, tin and tin compounds. During the reporting period, we entrusted a third-party agency to test air pollutants. Results showed that we met the provisions of the Emission limits of air pollutants.

Sampling site	Item	Emission concentration (mg/m <sup>3</sup> )	Emission rate (kg/h)
DA001 Industrial Exhaust Gas Discharge Cylinder	Non-methane hydrocarbons	5.94	0.0513
	Tin and tin compounds	< 2×10 <sup>-3</sup>	/
DA002 Industrial Exhaust Gas Discharge Cylinder	Non-methane hydrocarbons	5.67	0.0303
	Tin and tin compounds	< 2×10 <sup>-3</sup>	/

Test result of industrial exhaust gas (organized) emissions in 2022

Sampling site	Item	Result	Unit
Unorganized Upwind Monitoring Site 1#	Non-methane hydrocarbons	1.80	mg/m <sup>3</sup>
	Tin and tin compounds	2×10 <sup>-5</sup>	
Unorganized Downwind Monitoring Site 2#	Non-methane hydrocarbons	2.14	
	Tin and tin compounds	1.6×10 <sup>-4</sup>	
Unorganized Downwind Monitoring Site 3#	Non-methane hydrocarbons	2.12	
	Tin and tin compounds	1.4×10 <sup>-4</sup>	
Unorganized Downwind Monitoring Site 4#	Non-methane hydrocarbons	2.06	
	Tin and tin compounds	4×10 <sup>-5</sup>	
Highest concentration in perimeter	Non-methane hydrocarbons	2.14	
	Tin and tin compounds	1.6×10 <sup>-4</sup>	

Test result of industrial exhaust gas (unorganized) emissions in 2022

## Case

### Exhaust gas treatment system

In 2022, we added special exhaust gas treatment and environmental protection equipment in our energy storage and production bases. It's a combined treatment device integrating water spray, defogger and activated carbon adsorption device to treat the waste gas generated in the production process. We collect the waste gas produced in the soldering process through the negative pressure system and lead it to the roof of the building through the pipeline. It will enter the spray room, defogger, layer cotton and activated carbon for double filtration, and finally be discharged at a high altitude after treatment.



Exhaust gas treatment facilities

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## Wastewater

The Company does not produce industrial waste water in the production and operation process but a small amount of spray waste water when the energy storage and production base treats the waste gas discharge. Such waste water will not enter the sewage treatment station. Instead, it is treated by a qualified third party every year as entrusted by the Company, with the result reported to Shenzhen Municipal Ecological Environment Bureau.

In terms of domestic sewage, we regularly invite third-party institutions to test pH, chroma, suspended solids, chemical oxygen demand, total phosphorus, total nitrogen, animal and plant oil, etc. in accordance with the Emission limits of water pollutants in Guangdong Province. During the reporting period, all values of our sewage meet local standards.

Sampling Site	Item	Results	Unit
Domestic Sewage Outfall	pH	6.8	/
	Chroma	3 (pale yellow)	time
	Suspended solids	28	mg/L
	Chemical oxygen demand	54	
	Five-day biochemical oxygen demand	11.7	
	Ammonia nitrogen	0.715	
	Anionic surfactant	0.25	
	Total phosphorus	0.10	
	Total nitrogen	1.85	
	Animal and vegetable oil	0.63	

Test result of domestic sewage discharged in 2022

## Waste

The Hazardous Waste Management System defines the working process and management responsibilities. All hazardous waste is stored at a special warehouse, and a hazardous waste management ledger is established.

Solid waste produced by the Company is divided into the following two categories:

**General waste:** Mainly waste paper, waste plastics, etc. We have signed a contract with a waste recycling and treatment Company, which will regularly recycle and treat our general waste.



Dangerous waste warehouse

**Toxic and harmful waste:** Mainly empty drums, waste activated carbon, waste rags, waste oil, organic cleaning waste solvents, etc. contaminated by poisonous or infectious substances. We declare and register every transfer of hazardous waste in the Solid Waste Management Information System of Guangdong Province to realize 100% transfer of hazardous waste to a qualified agency.

Total waste disposed of during our production and operations in the past three years is as follows:

Type	2020	2021	2022	Unit
General waste	0.50	0.50	1.05	t
Hazardous waste	0.07	0.42	2.42	
Total	0.57	0.92	3.47	

Total amount of waste disposed

## Chemical Management

The Company strictly abides by national chemical use requirements and has developed the Safety Management System for Hazardous Chemicals internally. Our special chemical storage warehouse avoids mixing chemicals with other items. We also set detailed requirements for chemical transportation, storage, use and disposal, so as to realize the whole-process management of chemicals.



Chemical storage cabinets

We comply with national restrictions on chemical application in products and the standards of the EU REACH, and strictly control toxic and harmful chemicals contained in products. Priority will be given to raw materials that meet RoHS, REACH and WEEE requirements, so as to minimize the impact of chemical use on human health, safety and the environment.

华宝新能  
让绿色能源无处不在

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# Contributions to Society

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# Regulated Employment

Regulated employment is the cornerstone of a company’s manpower management. Hello Tech has created a human resources management system in line with relevant national and local laws and regulations, and constantly improves its human resources management.

## Employee Composition

Category	2020	2021	2022
Total number of employees	458	859	1365
Male employees	228	451	730
Female employees	230	408	635
Percentage of female employees	50.22%	47.50%	46.52%
Male management	20	47	88
Female management	19	38	65
Percentage of female management	48.72%	44.71%	42.48%
Employees <30 years old	150	385	540
Employees aged 30-50	301	467	822
Employees >50 years old	7	7	3
Chinese employees	455	850	1350
Non-Chinese employees	3	9	15
Han employees	410	712	1161
Ethnic minority employees	45	138	189

Note: The management only covers middle managers and senior managers.

## Employee Rights Protection

Upholding the principles of fairness, impartiality and openness, we ensure compliance in the entire process of employee management from job interview to resignation. We respect employees’ legitimate rights and interests, protect their rights and interests from infringement, and create a harmonious workplace. If the case of a major operational change (such as organizational change and workforce optimization), we would notify employees at least one month in advance to minimize possible negative impacts arising therefrom. Besides, we follow our Recruitment Management Measures and Control Procedures for Prohibition of Forced Labor, verifying employees’ information in key links such as recruitment and on-boarding to avoid forced labor and child labor. During the reporting period, no incidents of child labor or forced labor occurred in the Company.

### Our performance in 2022

Signed labor contract with

**100** %  
employees

Paid social insurance contributions for

**100** %  
employees

**100** %

security personnel received human rights training

## Diversity, Equality and Inclusiveness

We do not discriminate against employees based on factors such as gender, race, age, health, sexual orientation, and nationality. We have the Anti-Discrimination Control Procedures, the Anti-Human Trafficking Procedures, the Procedures for Prohibition of Prison Labor, and the Control Procedures for Prohibition of Corporal Punishment and Abuse Ensure in place, which guarantee every employee is treated fairly in recruitment, employment, compensation, benefits, training, promotion, etc. We also build an equal and inclusive workplace for female employees, offer an extra half-day vacation for them every month, eliminate gender wage gap, do not discriminate against or dismiss them on the grounds of menstrual period or pregnancy, and explicitly prohibit sexual harassment. Additionally, we strictly prohibit the use of prison labor.

In case of discrimination against them, employees can report it via “suggestion box”. The management will launch in-depth investigation, severely punish those who impose discrimination once confirmed, and inform the reporter of the result. During the reporting period, no discrimination incident was reported.

## Employee Care

Employees are our precious wealth and the guarantee for the Company’s normal production, operations and management. Hello Tech cares for every employee and is committed to creating a harmonious workplace.

## Compensation and Benefits

We have developed Compensation Management Measures and Performance Management Measures based on relevant national and local laws and regulations as well as the Company’s actual situation. We provide employees with reasonable, fair and competitive salary packages, and offer supper subsidy, night shift subsidy, relocation allowance, phone subsidy and other special allowances for employees at specific posts. In case of working overtime, employees will take leave in lieu or receive overtime pay.

In addition, we offer full attendance bonus, seniority bonus, etc. to employees, and give bonuses to outstanding employees and teams to recognize their contributions to the Company.

We run a welfare committee and implement our Welfare Management Measures to ensure employee benefits. All our employees are entitled to:



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Besides, female employees have half a day of paid vacation every month.

We also care about employees' health and leisure life. There are various facilities to improve their work and life experience in many ways, which enhances employees' sense of belonging.

Additional benefits:

Health protection	Annual physical examination
	Medicine kit
	Sports (group activities such as badminton, basketball, tug-of-war)
Life care	Staff dorm
	Meal allowance
	Holiday gifts
	Birthday gifts
Work-life balance	Employee symposium
	Cultural and entertainment competitions
	Team building
	Annual travel
	Cultural and sports associations
	Annual party



Team building



Halloween gifts



Travel

### Democratic Communication

Diversified communication channels are in place to listen to the voice of employees. Face-to-face communication such as monthly symposium and one-to-one conversation is conducted in each department to understand employees' feedback and demands in work and life. Online communication channels are also available, such as telephone, WeChat, DingTalk and email.



Employee symposium

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# Employee Development

The development of Hello Tech is inseparable from the progress of its employees. We strive to meet employees' career needs and help them realize their career goals and personal values.

## Employee Training

We lay stress on employees' professional skills, and have developed systems such as the Training Management Measures to improve training system. An annual training plan is created every year, which covers professional knowledge, skill improvement, management capability and more to fully improve employee performance. Training courses are given by excellent lecturers at the Company and professionals invited from other institutions, which meet employees' needs for diversified knowledge.

### In 2022

we delivered a total of

**70,950**

hours of training

with an average training time of

**51.98**

hours per employee

		2020	2021	2022	Unit
Senior managers	Total training time	/	1850	3650	H
	Average training time	/	41.11	40.56	
Middle managers	Total training time	/	1900	3000	
	Average training time	/	47.50	47.62	
Ordinary managers	Total training time	920	2400	4300	
	Average training time	40	45.28	54.43	
Ordinary employees	Total training time	5280	38500	60000	
	Average training time	32	53.40	52.96	

Training system	Purpose of training	Training content
New employee integration	Integrate into the Company	Induction training
		Post-specific training
Professionalism development	Improve professional skills	Theoretical knowledge training
		Operational skills training
Leadership development	Improve leadership and management skills	Management ability training

## Case

### Advocate academic education to boost employee growth

In a view to encourage employees to improve themselves and meet their career needs, we have launched a subsidy plan for academic enhancement. Full-time employees can apply for undergraduate and above programs, and obtain subsidy from the Company if approved to reduce learning costs. By doing so, we encourage employees to keep making progress and increase their personal values.



Poster on academic enhancement program

## Employee Promotion

We offer diversified career development paths, run a scientific management mechanism, and follow our internal systems such as the Talent Management Measures and the Promotion Management Measures to provide employees with a broad career platform. There are three career development paths: management, professional skills and cross-channel. We encourage employees to develop their specialties, meet the diverse needs of talents, and implement an open and transparent employee promotion standard developed in accordance with the Qualification Management Measures.

We have also formulated the Talent Inventory Management Measures. Our talent inventory is renewed every six months to fully tap the potential of employees, allocate and train talents in a targeted manner, and support employees' career planning. In 2022, 100% of our employees participated in performance appraisal. Moreover, we offer employees job transfer opportunities to broaden their career prospects.

We have formulated the Incentive Management Measures to encourage employees to proactively forge ahead through various incentives, which is one way to reward their contributions. We share development results with our employees, having proposed an employee stock ownership plan to encourage outstanding talents to make progress together with the Company.

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## Training of New Employees Recruited from Universities

College graduates are an important source of talents for us. We recruit interns and employees from universities who match job vacancies to build our talent pool.

We opened “Hello Tech Planet” account on online Q&A platform “Zhihu” in 2021. With this account, we publish news about the Company, employee life and recruitment, and interact with young people through live broadcast, video, tweets, etc. to broaden the channels of reaching outstanding talents.

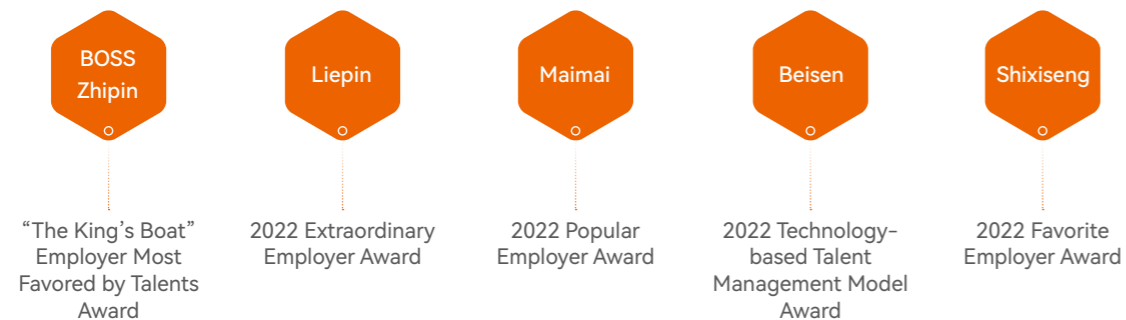
We launch management trainee program every year based on a systematic study plan. Through team building and round-table talks with department heads focusing on work experience sharing and future plans, we help trainees realize quick personal growth.



Poster on training camp for management trainees in 2022

We publish high-quality contents on “Hello Tech Planet” to convey the Company’s talent concept and demonstrate our united and friendly working environment. We share brand stories, attract talents with the same goals by creating a vibrant employer brand, and share the mission of making green energy accessible anytime and anywhere with employees.

In 2022, we obtained the following awards in view of excellent talent management:

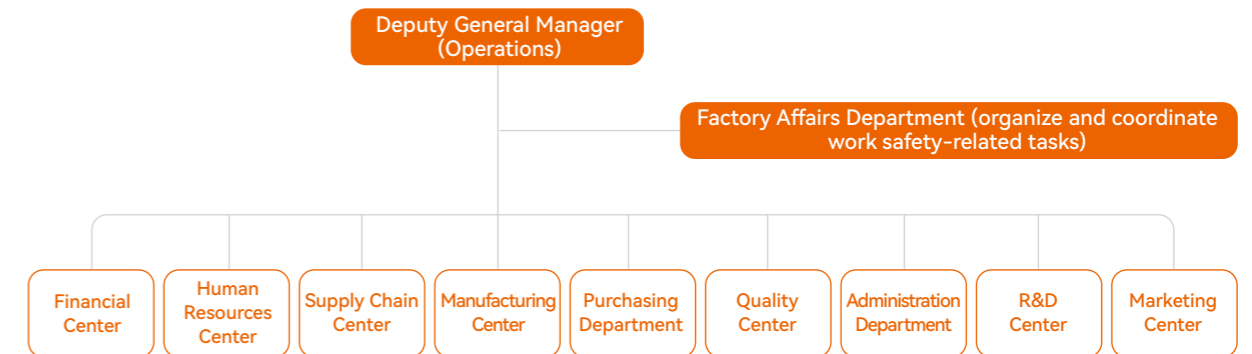


## Occupational Health and Safety

Protecting employee safety is an important manifestation of corporate social responsibility. Hello Tech has established a sound occupational health and safety management system and is committed to providing a safe workplace. During the reporting period, our energy storage and production bases passed ISO 45001:2018 certification.

### Work Safety

We follow the policy of “safety first, prevention first, and integrated governance”, run Work Safety Management Committee, and improve work safety management step by step that covers all employees.



Organizational structure for work safety

Management measures for work safety:

System improvement	<ul style="list-style-type: none"> <li>Built a “work safety standardization” system, and improved the Safety Management Organization and Personnel Management System, the Performance Appraisal Management System, the work Safety Input Management System”, etc. to solidify the foundations of work safety management</li> </ul>
Risk control	<ul style="list-style-type: none"> <li>Formulated 25 documents on job hazard analysis and classification control, identified hazard sources across the Company, classified them into different levels, and designated 6 risk areas in accordance with our Management System on Hazard Source Identification and Classified Risk Control</li> </ul>
Hazard identification	<ul style="list-style-type: none"> <li>Identified safety hazards every month, and rectified 100% of hazards safety identified</li> <li>Developed the Plan for Key Hidden Hazard Governance and strengthened identification of safety hazards</li> <li>Encouraged employees to discover and eliminate safety hazards, and formulated the Work Safety “Whistleblower” Management System to protect whistleblowers from retaliation</li> </ul>
Emergency response plan	<ul style="list-style-type: none"> <li>Revised the Emergency Response Plan for Safety Accidents, and developed emergency response plans for hazardous chemical accidents, battery accidents, etc.</li> <li>Set up an internal emergency response team and purchased emergency preparedness supplies</li> <li>Organize 1 hazardous chemical drill and 2 fire safety drills every year</li> </ul>
Awareness promotion	<ul style="list-style-type: none"> <li>Delivered safety training, such as new employee safety training, construction safety training, etc., to enhance employees’ safety knowledge and skills</li> <li>Established and improved the work safety responsibility system that cover all employees, and had employees sign the Commitment Letter on Work Safety Responsibility to increase their safety awareness</li> <li>Announced hazard identification and rectification results every month, and posted risk notification cards to increase vigilance and safety awareness</li> </ul>

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During the reporting period, the Company received the certificate on “Level 3 Work Safety Standardization Enterprise (Light Industry)” from Emergency Management Bureau of Shenzhen Municipality for its sound management model.



Certificate on Work Safety Standardization



"Safe Production Month" Q&A contest



Fire safety drill



Drill on hazardous chemical spill



Training on safe production

Our performance in 2022

100%

subcontractors received safety training

0

confirmed work-related injuries

## Occupational Disease Prevention

Every year, we invite professional third party to identify occupational hazards in the workplace as per the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other regulations. In response to identified hazards, we offer personal protection equipment to employees such as KN95 face mask and earplugs, and take measures such as local dust collection and ventilation to reduce occupational health risks. We have formulated the Safety Management System for Hazardous Operations and the Occupational Health Management System. Occupational health training is delivered every year to regulate the operation of employees in risky positions and enhance their safety awareness.

Additionally, we arrange pre-employment, on-the-job and post-employment physical examinations to protect employees' health and safety. We care about the health of our employees, organize various sports activities every week, and encourage them to improve physical fitness. During the reporting period, no occupational diseases were reported.

Our performance in 2022

0

occupational disease-related health problems

100%

occupational hazard factor detection

100%

physical examination for employees subject to occupational hazards

## Charity and Public Welfare

Hello Tech undertakes corporate responsibility and actively engages in public welfare. We donate our products many times, giving full play to our advantages. Our products guarantee normal power supply and equipment operation in emergency rescue. Advocating a green and low-carbon lifestyle, we not only provide customers with green energy solutions, but also actively participate in environmental protection to protect natural resources.

In the past three years, we invested a total of

1.30

million CNY in public welfare

of which about

0.96

million CNY took place in 2022



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## Oct. 2019

Donated 1 million JPY to areas affected by typhoon in Japan

## Apr. 2020

- 1) Donated portable power stations to Blue Sky Rescue Team
- 2) Donated solar generators to Coney Island Hospital in New York, USA

## Jan. 2020

Donated portable power stations to Fangcang shelter hospitals in Wuhan

## May 2020

Provided material support for the "Guard Smile" program

## Aug. 2020

Donated portable power stations and photovoltaic panels to support rescue operations in areas hit by wildfires in California

## May 2021

Joined hands with the China Green Foundation to launch "Going Green Together with One Million Trees" public welfare program

## Dec. 2020

Donated 10 portable power stations to ambitious, a Japanese Non-Profit Organization (NPO)

## Jul. 2021

Donated outdoor power stations to ensure power supply for flood relief in Zhengzhou

## Oct. 2021

Donated portable power stations and materials to support rescue teams against extreme rainfall in Shanxi

## Jul. 2022

Donated materials to Ganzi rescue team for emergency relief after an earthquake

## Dec. 2022-now

Support the World Wildlife Fund to conserve black-footed ferrets

## Sept. 2021

Donated portable power stations to Okinawa Prefecture, the Japan Rescue Association and Saga Disaster Assistance Platform to support their response to frequent natural disasters

## Dec. 2021

Donated solar generators to Kentucky which was hit by a severe tornado

## Oct. 2022

- 1) Donated portable power stations to forest guards in Yunnan to contribute to forest resource protection
- 2) Organized the second session of "Going Green Together with One Million Trees"
- 3) Worked with American nonprofit organization National Forest Foundation to plant 10,000 trees
- 4) Donated portable power stations and photovoltaic panels to Lee County and other areas in southwest Florida devastated by Hurricane Ian

Hello Tech's contributions to public welfare

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Donated materials to support rainfall rescue in Shanxi



Donated products to support areas hit by wildfires in California



Donated portable power stations to Okinawa Prefecture to enhance their disaster preparedness



Donated portable power stations to forest guards in Yunnan

## Case

### Plant one million trees for low-carbon development

Starting from 2021, Hello Tech responds to the China Greening Foundation's "Million Trees Program" to launch "Going Green Together with One Million Trees" public welfare program, which has been held for two consecutive sessions. By doing so, we bring green energy into the forest, reduce the risk of forest fires, and protect forest resources. By the end of 2022, we have planted 20,000 tree seedlings to improve the environment in west China.



Million Trees Program

In 2022, we also signed an agreement with American nonprofit organization National Forest Foundation (NFF) to plant 10,000 trees in USA to boost green and low-carbon development.

## Case

### Donated outdoor power stations to help Florida respond to hurricane

In September 2022, Hurricane Ian hit Florida, USA, causing about 391,000 homes and enterprises to lose power supply. We donated portable power stations and photovoltaic panels to Lee County and other areas in southwest Florida to help local rescue teams and families restore electricity and support rescue operations.

## Case

### Protect endangered species to guard ecological harmony

The World Wildlife Fund (WWF) works to protect black-footed ferrets, one of North America's most endangered mammals. Its vehicles used for ferret conservation activities are charged with truck batteries or propane generators, which produces noise. The noise affects the behavior of ferrets, and propane generators affect the environment. We have reached an agreement with WWF on donating 30,000 USD and 2 solar generators to black-footed ferret conservation. This will reduce the negative impact of charging on the environment and ferrets. The donations are expected to be delivered in 2023.

# Independent Verification Statement



## To the management and stakeholders of Shenzhen Hello Tech Energy Co.,Ltd,

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch (hereinafter referred to as "TÜV SÜD") has been engaged by Shenzhen Hello Tech Energy Co.,Ltd. (herein referred to as "Hello Tech" or "the Company") to perform an independent third-party verification on 2022 Environmental Social and Governance Report (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Hello Tech and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on the data and information collected by Hello Tech and provided to TÜV SÜD. The scope of verification is limited to the given information. Hello Tech shall be held accountable for authenticity and completeness of the provided data and information.

## Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Hello Tech during the reporting period from January 1<sup>st</sup>, 2022 to December 31<sup>st</sup>, 2022, including economic, environmental and social information and data, methods for management of substantial issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The verification took sampling way to carry out the onsite verification, the physical scope of the selected location is located at No.110 Huafan Road, Longhua District, Shenzhen City, Guangdong Province.

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of Hello Tech and Factory under its operational control covered by the Report.

The following information and data are beyond the scope of this verification:

- Any information and contents beyond the reporting period of this Report; and
- The data and information of Hello Tech's suppliers, partners and other third parties; and
- The financial data and information disclosed in this Report that have been audited by an independent third party are not verified again herein.

## Limitations

- The verification process is conducted on-site. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the organization are sample interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1<sup>st</sup>, 2022 are beyond the scope of this verification.

## Basis for the Verification

This verification process was conducted by TÜV SÜD's expert team with extensive experience in the economic, environmental, social and other relevant areas and drew the conclusions "Moderate Assurance" thereof. The verification referred to the following standards:

- International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information
- TÜV SÜD Procedure of Verification on Sustainability Report

In order to perform adequate verification in accordance with the contract and provide reasonable verification for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before the verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- Onsite review of all supporting documents, data and other information provided by Hello Tech; sample tracing and verification of key performance information;
- Special interview with the representative of Hello Tech's management; interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

## Verification Conclusions

According to the verification, we believe that the Report prepared by Hello Tech is true and reliable, and can be used for the stakeholders. The verification team has drawn the following conclusions on this Report:



Inclusivity	Hello Tech has fully identified the internal and external stakeholders of the organization such as shareholders and external investors, board of directors, supervisory board, employees, suppliers, external customers, social media, government, surrounding communities, etc., and has established a stakeholder communication mechanism to regularly collect the real demands of stakeholders.
Materiality	Hello Tech has established a prioritization process for material topics, identified sustainability topics that are highly relevant to its industry and prioritized the topics, disclosed strategies, management actions and performance data in the Company's sustainability management and operations process, and the Report content is substantive overall.
Responsiveness	According to stakeholders' focused issues, Hello Tech has clearly disclosed the management methods and performance of major issues in the areas of Compliance in Operations, Product Responsibility, Response to Climate Change, Occupational Health and Safety, Employee Rights and Interests, Sustainable Supply Chain, and has established various stakeholder communication mechanisms to fully respond to stakeholders' demands and expectations.
Impact	Following the development direction of green production and low-carbon operation, Hello Tech strives to reduce the potential risks of products to the environment and society through a complete environmental management system and supply chain management system. Hello Tech commits to the goal of carbon neutrality, and has formulated a climate change strategy and implemented a number of control measures to actively respond to climate governance, which benefits the social and environment developed healthier.

## Recommendations on Continuous Improvement

- It is recommended that the Company optimizes the reporting data accounting system to ensure consistent data statistics and more accurate calculation results.

## Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specialises in testing, certification, auditing and advisory services. Since 1866, TÜV SÜD has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. TÜV SÜD has been committed to sustainable development and actively promotes environmental protection related projects. Over the years, TÜV SÜD has been actively expanding its performance in energy management, renewable resources, and electric automobiles, etc., helping its customers meet sustainable development needs.

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch is one of TÜV SÜD 's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Hello Tech are two entities independent of each other and both TÜV SÜD and Hello Tech and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral.

Signature:  
On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch

Zhu Wenjun

TÜV SÜD Sustainability Authorized Signatory Officer  
Apr 28<sup>th</sup>, 2023 Shanghai, China

Note: In case of any inconsistency or discrepancy, the simplified Chinese version of this verification statement shall prevail, while the English translation is used for reference only.

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## Index Tables

### GRI Standards Content Indexing

Statement of use	Hello Tech has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosures	Report section	Reason for omission
<b>General Disclosures 2021</b>			
The organization and its reporting practices	2-1 Organizational details	Company Profile	
	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	About This Report	
	2-5 External assurance	Independent Verification Statement	
Activities and workers	2-6 Activities, value chain and other business relationships	Company Profile Sustainable Supply Chain	
	2-7 Employees	Regulated Employment	
	2-8 Workers who are not employees	Regulated Employment	
Governance	2-9 Governance structure and composition	Governance Structure	
	2-10 Nomination and selection of the highest governance body	Governance Structure	
	2-11 Chair of the highest governance body	Governance Structure	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure	
	2-13 Delegation of responsibility for managing impacts	Governance Structure	
	2-14 Role of the highest governance body in sustainability reporting	About This Report	
	2-15 Conflicts of interest	Governance Structure	
	2-16 Communication of critical concerns	Stakeholder Engagement Governance Structure	
	2-17 Collective knowledge of the highest governance body	Carbon Neutrality Governance	
	2-18 Evaluation of the performance of the highest governance body	-	[Confidentiality constraints] Involving private information

GRI Standards	Disclosures	Report section	Reason for omission
	2-19 Remuneration policies	-	[Confidentiality constraints] Involving private information
	2-20 Process to determine remuneration	-	[Confidentiality constraints] Involving private information
	2-21 Annual total compensation ratio	-	[Confidentiality constraints] Involving private information
Strategy, policies and practices	2-22 Statement on sustainable development strategy	We haven't created a sustainability strategy	
	2-23 Policy commitments	We haven't made policy commitments	
	2-24 Embedding policy commitments	We haven't embedded policy commitments	
	2-25 Processes to remediate negative impacts	Internal Control	
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement Internal Control	
	2-27 Compliance with laws and regulations	Business Ethics	
	2-28 Membership associations	We haven't joined any associations	
Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement	
	2-30 Collective bargaining agreements	We haven't created a collective bargaining agreement	
<b>Material topics</b>			
Material Topics 2021	3-1 Process to determine material topics	Material Topics Analysis	
	3-2 List of material topics	Material Topics Analysis	
Economic Performance 2016	3-3 Management of material topics	Governance Structure	
	201-1 Direct economic value generated and distributed	Economic Value	
	201-2 Financial implications and other risks and opportunities due to climate change	We haven't identified climate-related risks and opportunities	
	201-3 Defined benefit plan obligations and other retirement plans	We haven't developed such plans	
	201-4 Financial assistance received from government	We didn't receive government subsidies during the reporting period	
	3-3 Management of material topics	Regulated Employment	
	Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Regulated Employment
202-2 Proportion of senior management hired from the local community		Regulated Employment	

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GRI Standards	Disclosures	Report section	Reason for omission
Indirect Economic Impacts 2016	3-3 Management of material topics	-	[Not applicable] Investment in infrastructure and other industries (beyond our scope of business) is not our major material topic
	203-1 Infrastructure investments and services supported	-	
	203-2 Significant indirect economic impacts	-	
Procurement Practices 2016	GRI 3-3 Management of material topics	Sustainable Supply Chain	
	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain	
Anti-corruption 2016	3-3 Management of material topics	Business Ethics	
	205-1 Operations assessed for risks related to corruption	-	[Information unavailable/incomplete] We haven't identified corruption risks in our entities
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics	
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	
Anti-competitive Behavior 2016	3-3 Management of material topics	Business Ethics	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	
Tax 2019	3-3 Management of material topics	-	[Confidentiality constraints] Involving private information
	207-1 Approach to tax	-	[Confidentiality constraints] Involving private information
	207-2 Tax governance, control, and risk management	-	[Confidentiality constraints] Involving private information
	207-3 Stakeholder engagement and management of concerns related to tax	-	[Confidentiality constraints] Involving private information
	207-4 Country-by-country reporting	-	[Not applicable] No country-by-country reporting is involved
Materials 2016	3-3 Management of material topics	-	[Information unavailable/incomplete] We haven't calculated the amount of renewable and non-renewable materials used by us, but plan to disclose this in the future
	301-1 Materials used by weight or volume	-	
	301-2 Recycled input materials used	-	
	301-3 Reclaimed products and their packaging materials	-	

GRI Standards	Disclosures	Report section	Reason for omission
Energy 2016	3-3 Management of material topics	Energy Management	
	302-1 Energy consumption within the organization	Energy Management	[Information unavailable/incomplete] Due to difficulties in data collection, we didn't collect data on energy consumption in our overseas entities.
	302-2 Energy consumption outside of the organization	-	[Information unavailable/incomplete] We have many suppliers. It's hard to count their energy consumption.
	302-3 Energy intensity	Energy Management	[Information unavailable/incomplete] Due to difficulties in data collection, we didn't collect data on energy consumption in our overseas entities.
	302-4 Reduction of energy consumption	Energy Management	
	302-5 Reductions in energy requirements of products and services	Product Innovation	
	3-3 Management of material topics	Water Resources Management	
	303-1 Interactions with water as a shared resource	Water Resources Management	[Information unavailable/incomplete] No process water is used in our production. We haven't created a water resources management objective because it is not a key material topic for us.
	303-2 Management of water discharge-related impacts	Water Resources Management	
	303-3 Water withdrawal	Water Resources Management	[Information unavailable/incomplete] No statistical analysis of water withdrawal in our overseas entities has been performed.
Water and Effluents 2018	303-4 Water discharge	-	[Information unavailable/incomplete] No statistical analysis of our wastewater discharge has been performed.
	303-5 Water consumption	-	[Information unavailable/incomplete] No statistical analysis of our water consumption has been conducted.

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GRI Standards	Disclosures	Report section	Reason for omission
Biodiversity 2016	3-3 Management of material topics	-	[Not applicable] There is no protected areas around our entities, so biodiversity is not a key material topic for us.
	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 activities, 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	-	
Emissions 2016	3-3 Management of material topics	Climate Strategy Carbon Neutrality Governance	
	305-1 Direct (Scope 1) GHG emissions	Progress in Carbon Neutrality (We haven't finished quantifying GHG emissions during the reporting period, and disclosed data for the previous year..)	
	305-2 Energy indirect (Scope 2) GHG emissions	Progress in Carbon Neutrality (We haven't finished quantifying GHG emissions during the reporting period, and disclose data for the previous year.)	
	305-3 Other indirect (Scope 3) GHG emissions	-	[Information unavailable/incomplete] We haven't started quantification of Scope 3 GHG emissions, and plan to quantify the emissions in the future.
	305-4 GHG emissions intensity	Progress in Carbon Neutrality (We haven't finished quantifying GHG emissions during the reporting period, and disclose data for the previous year.)	
	305-5 Reduction of GHG emissions	Progress in Carbon Neutrality (We haven't finished quantifying GHG emissions during the reporting period, and disclose data for the previous year.)	

GRI Standards	Disclosures	Report section	Reason for omission
	305-6 Emissions of ozone-depleting substances (ODS)	-	[Not applicable] No ODS is used in our production.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pollutant Management	
Waste 2020	3-3 Management of material topics	Pollutant Management	
	306-1 Waste generation and significant waste-related impacts	-	[Not applicable] We do not generate a massive amount of waste, so this is not a key material topic for us.
	306-2 Management of significant waste-related impacts	-	[Information unavailable/incomplete] We haven't recycled materials or taken other measures because we generate a small amount of waste.
	306-3 Waste generated	Pollutant Management	
	306-4 Waste diverted from disposal	Pollutant Management	
Supplier Environmental Assessment 2016	306-5 Waste directed to disposal	Pollutant Management	
	3-3 Management of material topics	Sustainable Supply Chain	
	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	
Employment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	
	3-3 Management of material topics	Regulated Employment	
	401-1 New employee hires and employee turnover	Regulated Employment	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Care	
Labor/Management Relations 2016	401-3 Parental leave	Employee Care	
	3-3 Management of material topics	Regulated Employment	
Occupational health and safety 2018	402-1 Minimum notice periods regarding operational changes	Regulated Employment	
	3-3 Management of material topics	Occupational Health and Safety	
	403-1 Occupational health and safety management system	Occupational Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	
	403-3 Occupational health services	Occupational Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	
403-6 Promotion of worker health	Occupational Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	

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GRI Standards	Disclosures	Report section	Reason for omission
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	
	403-9 Work-related injuries	Occupational Health and Safety	
	403-10 Work-related ill health	Occupational Health and Safety	
Training and Education 2016	3-3 Management of material topics	Employee Development	
	404-1 Average hours of training per year per employee	Employee Development	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development	
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development	
Diversity and Equal Opportunity 2016	3-3 Management of material topics	Regulated Employment	
	405-1 Diversity of governance bodies and employees	Regulated Employment	
	405-2 Ratio of basic salary and remuneration of women to men	-	[Confidentiality constraints] This involves private information, but we pay male and female employees equally.
Non-discrimination 2016	3-3 Management of material topics	Regulated Employment	
	406-1 Incidents of discrimination and corrective actions taken	Regulated Employment	
Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Regulated Employment	
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Regulated Employment	
Child Labor 2016	3-3 Management of material topics	Regulated Employment	
	408-1 Operations and suppliers at significant risk for incidents of child labor	Regulated Employment	
Forced or Compulsory Labor 2016	3-3 Management of material topics	Regulated Employment	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Regulated Employment	
Security Practices 2016	3-3 Management of material topics	Regulated Employment	
	410-1 Security personnel trained in human rights policies or procedures	Regulated Employment	
Rights of Indigenous Peoples 2016	3-3 Management of material topics	-	[Not applicable] Our operations do not violate indigenous peoples' rights.
	411-1 Incidents of violations involving rights of indigenous peoples	-	[Not applicable] Our operations do not violate indigenous peoples' rights.

GRI Standards	Disclosures	Report section	Reason for omission
Local Communities 2016	3-3 Management of material topics	Charity and Public Welfare	
	413-1 Operations with local community engagement, impact assessments, and development programs	Charity and Public Welfare	
	413-2 Operations with significant actual and potential negative impacts on local communities	-	[Information unavailable/incomplete] We haven't assessed our impact on local communities.
Supplier Social Assessment 2016	3-3 Management of material topics	Sustainable Supply Chain	
	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	
Public Policy 2016	3-3 Management of material topics	We didn't make political contributions during the reporting period	
	415-1 Political contributions		
Customer Health and Safety 2016	3-3 Management of material topics	Customer Relations	
	416-1 Assessment of the health and safety impacts of product and service categories	Customer Relations	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Relations	
Marketing and Labeling 2016	3-3 Management of material topics	Sustainable Supply Chain	
	417-1 Requirements for product and service information and labeling	Customer Relations	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Customer Relations	
Customer Privacy 2016	3-3 Management of material topics	Information Security and Privacy Protection	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection	

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## Sustainability Accounting Standard (SASB) for Fuel Cells and Industrial Batteries Index Table

Topic	Code	Disclosures	Report section
Energy Management in Manufacturing	RR-FC-130a.1	Total energy consumed	Energy Management
	RR-FC-130a.1	percentage grid electricity	Energy Management
	RR-FC-130a.1	percentage renewable	-
Workforce Health & Safety	RR-FC-320a.1	Total recordable incident rate (TRIR)	Occupational Health and Safety
	RR-FC-320a.1	fatality rate	Occupational Health and Safety
	RR-FC-320a.2	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Occupational Health and Safety
Product Efficiency	RR-FC-410a.1	Average storage capacity of batteries	Product Innovation
	RR-FC-410a.2	Average energy efficiency of batteries	Product Innovation
	RR-FC-410a.3	Average battery efficiency as coulombic efficiency	-
	RR-FC-410a.4	Average operating lifetime of fuel cells	-
	RR-FC-410a.5	Average operating lifetime of batteries	Product Innovation
Product End-of-life Management	RR-FC-410b.1	Percentage of products sold that are recyclable or reusable	-
	RR-FC-410b.2	Weight of end-of-life material recovered, percentage recycled	-
	RR-FC-410b.3	Description of approach to manage use, reclamation, and disposal of hazardous materials	Pollutant Management
Materials Sourcing	RR-FC-440a.1	Description of the management of risks associated with the use of critical materials	Sustainable Supply Chain

## United Nations Sustainable Development Goals (UN SDGs) Index Table

United Nations Sustainable Development Goals	Report section	United Nations Sustainable Development Goals	Report section
3 Good health and well-being 	Occupational Health and Safety	12 Responsible consumption and production 	Sustainable Supply Chain
5 Gender equality 	Regulated Employment	13 Climate action 	Response to Climate Change
8 Decent work and economic growth 	Employee Care	16 Peace, justice and strong institutions 	Corporate Governance
9 Industry, innovation and infrastructure 	Product Innovation	17 Partnerships for the goals 	Customer Relations
10 Reduced inequalities 	Regulated Employment		



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## Index Table for the Self-regulatory Guidelines for Shenzhen Stock Exchange Listed Companies No. 2—Standardized Operations of Companies Listed on the Growth Enterprise Market

Reference	Disclosures	Report section
9.1	Overview	Message from the Chairman
9.2	Compliance in operations	Corporate Governance
9.3	Strategic planning and mechanism for CSR	Response to Climate Change
9.4.1	Development and implementation of social responsibility system that covers employee protection, environmental protection, commodity quality, community relations, etc.	Regulated Employment Charity and Public Welfare
9.4.2	Problems and deficiencies in CSR fulfillment, gaps with this Guidelines, and reasons	Index Table
9.4.3	Improvement measures and timetable	Index Table
9.5	Profit distribution	Disclosed in our annual report
9.6	Financial stability	Key Performance
9.7	Protection of employee rights and interests	Regulated Employment
9.8.1	Compliance with laws, regulations and industry standards on environmental protection	Green Operations
9.8.2	The Company's environmental protection plan	Response to Climate Change
9.8.3	Efficient use of natural resources such as energy, water, and raw materials	Energy Management Water Management
9.8.4	Compliant disposal of pollutants	Pollutant Management
9.8.5	Construction and running of effective pollution prevention and control facilities	Pollutant Management
9.8.6	Payment of environmental protection-related taxes and fees in full	Economic Value
9.8.7	Environmental security in the supply chain	Sustainable Supply Chain
9.8.8	Other environmental protection responsibilities that should be fulfilled	Energy Management Water Management Pollutant Management
9.9.1	The Company's environmental protection policy, annual environmental protection goals and results	Green Operations
9.9.2	Total annual resources consumed by the Company	Energy Management
9.9.3	The Company's investments in environmental protection and environmental technology	Key Performance Pollutant Management
9.9.4	The type, quantity, concentration and destination of pollutants discharged by the Company	Pollutant Management
9.9.5	Construction and running of the Company's environmental protection facilities	Pollutant Management
9.9.6	The Company's treatment and disposal of waste generated during production, and recycling and comprehensive utilization of waste	Pollutant Management
9.9.7	Voluntary agreements with environmental authorities to improve environmental behaviors	-
9.9.8	Rewards by environmental authorities	-

Reference	Disclosures	Report section
9.9.9	Other environmental information voluntarily disclosed by the Company	Response to Climate Change Energy Management Water Management Pollutant Management
9.10	Disclosure of environmental protection policy and major environmental accidents	Green Operations
9.11	Disclosure of environmental information about key entities	Energy Management Water Management Pollutant Management
9.12.1	Compliance with laws, regulations and industry standards on product safety	Product Stewardship
9.12.2	Safe and reliable production environment and production process	Product Stewardship
9.12.3	Product quality and safety assurance mechanism and emergency plan on product safety accidents	Product Stewardship
9.13.1	Management systems for employee employment and dismissal, compensation and benefits, social insurance, working hours, etc. and penalties for violations	Regulated Employment Employee Care
9.13.2	Safe workplace and measures against occupational hazards	Occupational Health and Safety
9.13.3	Necessary training on professional knowledge and vocational skills for employees	Employee Development
9.13.4	Other responsibilities for protecting employee rights and interests that should be fulfilled	Regulated Employment
9.14	Science ethics	Product Stewardship
9.15	External supervision	Stakeholder Engagement

# Reader Feedback

**Dear reader,**

Thank you for reading this report! We sincerely invite you give feedback on our ESG performance out of your busy schedule to help us improve our ESG performance and ESG management. Please answer the following questions and submit your answers. Your valuable opinions and suggestions are greatly appreciated.

## 1. Please tick “√” for your answer

Questions	Yes	No	Not sure
(1) Do you think this report discloses Hello Tech’s major impact on and achievements in ESG?			
(2) Do you think the information disclosed in this report is true, accurate and valid?			
(3) Do you think the language, contents and graphs in this report are clear and easy to read?			

## 2. Open questions:

- (1) What is your overall assessment of this report?
- (2) What do you think of the quality of information disclosed in it?
- (3) Which part of the report are you most interested in?
- (4) What else do you need to know that is not disclosed in this report?
- (5) Do you have any suggestions for our future CSR or ESG performance and report?

Please leave your personal information if possible.

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