
2023 Sustainable Development Report

Goode EIS (Suzhou) Corp., Ltd.



About the Report

The Report is the 2023 *Sustainable Development Report* issued by Goode EIS (Suzhou) Corp., Ltd. and its subsidiaries to disclose our ESG practices and achievements to stakeholders.

Report Scope

The Report is released on an annual basis.

Time Period: The Report covers our activities undertaken from January 1 to December 31, 2023, and may refer to the information of other years in order to improve its comparability and foresight.

Organizational Scope: The Report is primarily about Goode EIS (Suzhou) Corp., Ltd. and its manufacturing subsidiaries. Unless otherwise specified, the cases and data disclosed in the Report are involved in the following companies:

Goode EIS (Suzhou) Corp., Ltd. (referred to as "Goode", "the Company" and "We")

Mica Electrical Material (Luhe) Co., Ltd. (referred to as "Luhe Plant")

Great New Energy Materials (Shandong) Co., Ltd. (referred to as "Shandong Plant").

Preparation Basis

The Report was prepared according to the requirements of the GRI *Standards 2021* issued by the Global Sustainability Standards Board (GSSB) and with reference to the *United Nations Sustainable Development Goals* (UN SDGs).

In the process of report preparation, we strictly followed the reporting principles "Accuracy, Balance, Clarity, Comparability, Sustainability Context, Completeness, Timeliness, Verifiability" stated in the GRI Standards to ensure the high quality and credibility of the report contents.

Data Sources

The data presented in the Report is extracted from publicly disclosed information, official company documents, and statistical records. Unless otherwise stated, Chinese Yuan (CNY) is selected as the currency used for all financial figures.

Release and Accessibility

The Report is released in electronic version which is available at the official website (<https://www.goodeeis.com>) of Goode.

Feedback

For any questions or access to further information, please contact us with the contact information below:

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Reliability Statement

We promise that there is no false record, misleading statement, or significant omission, and we will assume full liabilities for its authenticity, accuracy, and completeness.

Contents



	Message from the Chairman	4
01	About Goode	
	Introduction	8
	Culture	9
	History	10
	Global Footprint	11
	Honors	11
02	Governance-based Robust Operation	
	Governance System	14
	Business Ethics	15
	Sustainable Development Management	17
03	Low GHG Emissions, Green Development	
	Environmental Management	22
	Resource Management	23
	Raw Material Management	26
	Exhaust Gas and Wastewater Management	26
	Waste Management	27
	Green Office	28
04	Pursuit of Excellence, Innovation-Driven Development	
	R&D Innovation	32
	Product Quality	33
	Customer Service	34
	Sustainable Supply Chain	35
	Industry Exchange	37
05	People-oriented, Shared Development	
	Equality and Diversity	40
	Employees' Rights and Benefits	41
	Employee Development	46
	Employee Health and Safety	48
	Public Welfare	51
	GRI Content Index	52
	SDG Content Index	56



Time is flying away, and years are passing by. Looking back, we have not only witnessed the growth of Goode, but also felt the hard work and support from every employee and partner.

With core business on providing thermal runaway protection solutions for power batteries of new energy vehicles and providing insulation solutions for power generation and UHV power transmission and distribution, Goode has run business in Asian countries such as China, Japan and South Korea, as well as North America, Europe, and Africa. The Company has always abode by local laws and regulations, insisted on the practice of ESG responsibilities, and regarded sustainable development as core development strategy. Upholding the concept of being environment-friendly, socially responsible and governance-based, we strive to speed up the harmonious development of economy, society and environment.

We steadfastly keep business operations in an honest and rule-based way, comply with national laws and regulations and industry norms, establish robust corporate governance mechanism and internal control system, and enforce the monitoring and management of business risks, so as to ensure the stable, compliant and transparent operation of the Company.

Adhering to the core values of "Excellence, Efficient, Foresight and Innovative", we work with supplier partners to provide quality products and services to global customers, and engage in diversified cooperation with upstream and downstream partners of the industry chain to fulfill industry responsibilities and coordinate in emission reduction. Moreover, we actively advocate the Eco-Partner Empowerment Program to strengthen the environmental protection and social responsibility across the supply chain and jointly build a green and sustainable value chain.

We attach much importance to product quality assurance, and work to establish a sound quality management system, ensuring that every aspect of our products is up to the highest standard. From product design, raw material procurement, manufacturing to product delivery, we strictly control every step to ensure that our products meet the highest standards of safety, reliability and durability at all stages of pre-sales, sales and after-sales. Besides, we follow the automotive industry's management standards, and continuously strengthen

and improve the due diligence management system across the supply chain, ensuring that every step of the process complies with industry standards and regulatory requirements, thereby maintaining the high quality of our products and customer trust.

Facing challenges arising from the climate crisis, the Company has always endeavored to act on the vision of green development, and integrated ecological conservation and environmental protection into its development strategy and daily operations. In addition, we have initiated a series of environmental protection measures to reduce energy consumption and GHG emissions, for example, improving energy efficiency, promoting cleaner production technologies, and strengthening pollution prevention and control, so as to achieve environmentally friendly production and sustainable development.

The development of Goode is inseparable from the concerted efforts of all employees and the supports and encouragement of all sectors of society. We strive to improve the life quality of our employees with satisfactory welfare, and protect their health and happiness while advancing our business. On the other hand, we play an active part in public welfare undertakings, including education, poverty alleviation and other public service activities, making contributions to the society.

In the future, Goode will continue to uphold the core values of "Excellence, Efficient, Foresight and Innovative", ceaselessly strengthen environmental protection, fulfill social responsibilities, and enhance corporate governance and sustainable development capabilities, creating greater value for customers and making greater contributions to economic growth, social harmony, ecological conservation and environmental protection.

Chairman : 

01

About Goode



Introduction

Established in 2008, Goode EIS (Suzhou) Corp., Ltd. is composed of the Automotive Business Unit and the Electric Business Unit. The core business of the Automotive Business Unit is to provide thermal runaway protection solutions and copper-aluminum composites for traction batteries in new energy vehicles. Thermal runaway protection solutions are provided at the cell level, module level, and pack level according to the different usage scenarios constituted by different battery pack grouping methods, cell chemistry systems, and structural forms. The Electric Business Unit is intended to provide power insulation solutions for power generation, UHV transmission and distribution, and customized application scenarios.

After more than a decade of development, Goode currently has operated five manufacturing bases in Asia, Europe and North America, as well as three customer service and support centers. It has also established long-term cooperation with SIEMENS, GE, VOITH, PHILIPS, Dongfang Electric, Shanghai Electric, Harbin Electric, XD Electric, TBEA, PROTERRA, BMW, FORD, LUCID, SAIC, BAIC BluePark, XPeng Motors, CATL and other well-known enterprises at home and abroad.

Culture

Vision

To become a leader of clean-energy electrical materials.

Mission

To support the world transition to clean energy.

Values

Excellence, Efficient, Foresight and Innovative.



History

2008	Established in Suzhou, China;	
	Developed electric business rapidly and established strategic partnership with Von Roll Group in Switzerland and HEXION in the United States;	2009
2015	The Trial in New OTC Stock Market listing;	
	Made R&D breakthroughs in the field of thermal runaway solutions for new-energy electric vehicles;	2016
2017	Invested in a new plant in Suzhou to expand the automotive business;	
	Completed the acquisition of Von Roll Guangdong Company to accelerate the layout of new energy electric vehicle parts manufacturing;	2018
2021	Established the Automotive Business Unit;	
	Invested in new copper and aluminum materials to accelerate the layout of the second production curve;	2022
2023	Established the North American Branch to accelerate globalization.	

Global Footprint



Honors

Goode has been awarded such honors as “Top Ten Advantageous Growth Enterprises”, “Contribution Award for Average Tax Revenue Per Mu”, “Jiangsu SRDI ‘Little Giant’ Enterprise”, “National SRDI ‘Little Giant’ Enterprise”, “National High-Tech Enterprise”, “Jiangsu Research Center of Environment-Friendly and Insulating Coating Engineering Technology”, “National Postdoctoral Workstation”, and “Jiangsu Private Technology Enterprise” for many years.



02

Governance-based
Robust Operation

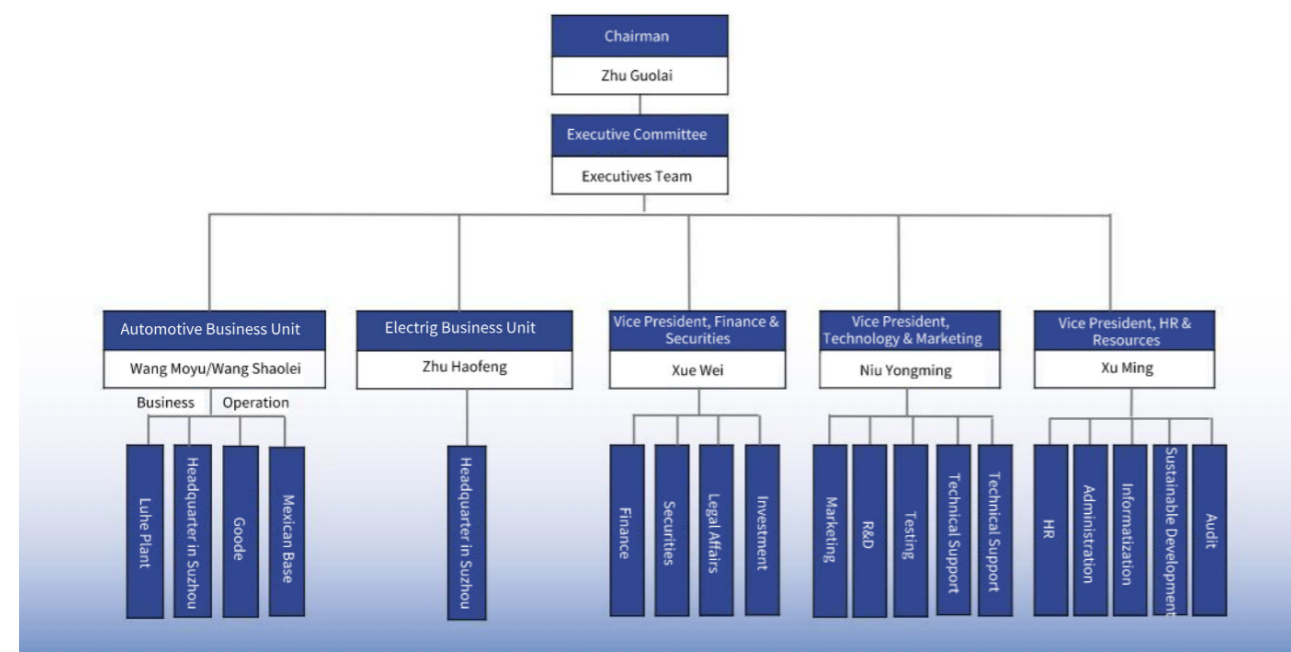
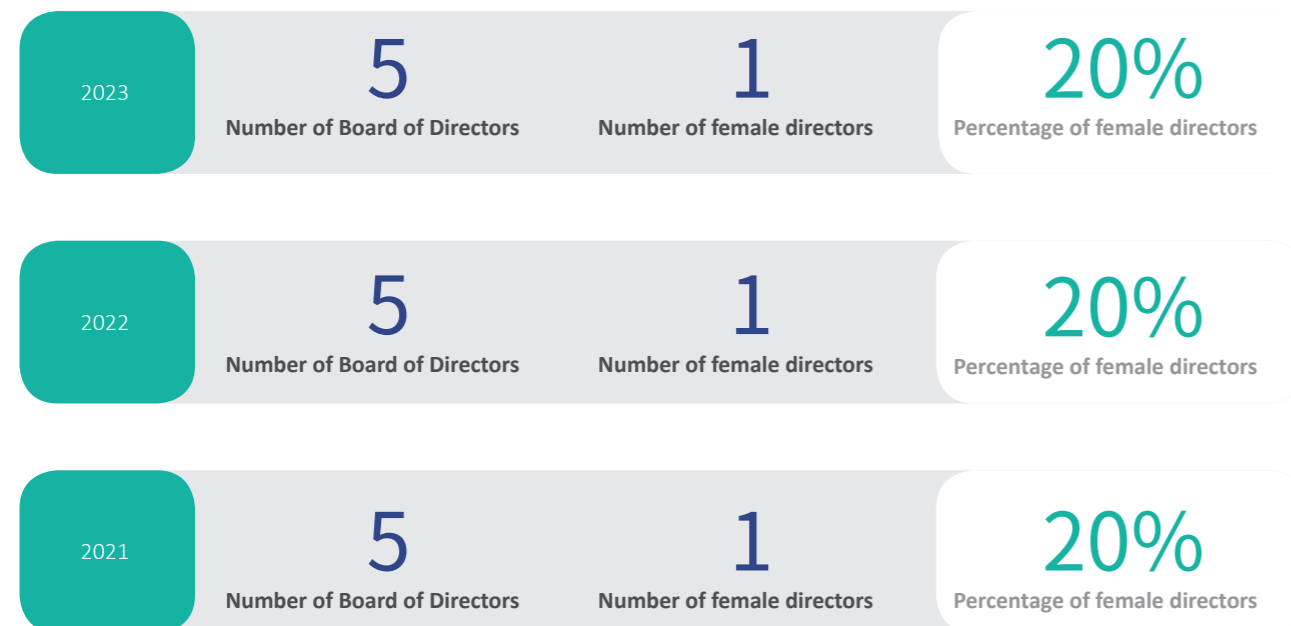


Governance System

Responsibility is a matter of present survival, while mission is a matter of future development. For a long time, Goode has always adhered to the governance principle of "compliance with laws", concentrated on continuous improvement of business strategies and policies to enhance corporate value, and striven to improve operational transparency and capability to fulfill its responsibilities. We are pragmatic and diligent to ensure steady and sustainable development.

Following the modern enterprise organization system, the Company complies with relevant laws and regulations such as *Company Law of the People's Republic of China*, and constantly improves corporate governance structure and system in order to effectively assess, supervise and adjust the Company's operation and management.

Gender Composition of the Board of Directors



Business Ethics

Anti-Corruption

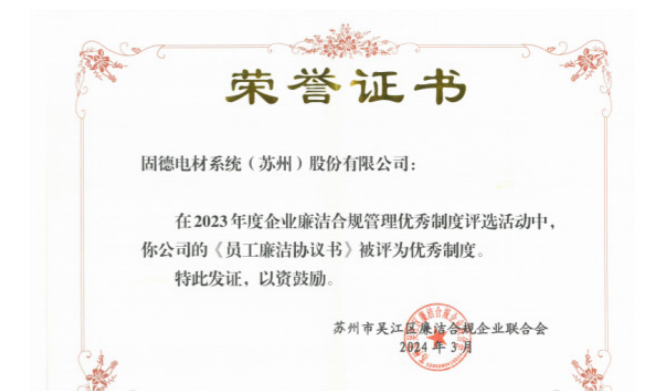
Goode has always adhered to fairness and justice, and maintained a zero-tolerance stance towards all violations of business ethics. We make every effort to set up an internal management system and a monitoring and reporting mechanism, establish a professional and industry-leading business ethics compliance system, and foster a sustainable culture of integrity and business ethics, so as to abide by the highest standard of business ethics in interactions with stakeholders.

The Company strictly abides by *Law of the People's Republic of China for Countering Unfair Competition* and other laws and regulations. We have formulated *Business Ethics Policy*, requiring all employees and business partners to perform their duties with integrity, and prohibiting employees and their family members from soliciting or accepting, directly or indirectly, inappropriate gifts, gratuities, entertainment, services or any other form of special favors from external suppliers, customers, business partners, or other companies, organizations or individuals with whom the Company is seeking to enter into a co-operative relationship.

To enhance the anti-corruption awareness of employees, the Company has strengthened the requirements for integrity management of all employees, signed *Employee Integrity Agreement* with them, and guided them to establish correct business ethics and values. In 2023, our *Employee Integrity Agreement* was recognized as an excellent system in the selection activity of corporate integrity and compliance management excellence system.

Meanwhile, the Company organizes anti-corruption and ethics training on a regular basis to strengthen employees' legal awareness and work ethics, in order to continuously promote its healthy development and fulfill its social responsibility.

During the report period, the Company did not engage in any illegal incidents caused by fraud and corruption.



Fair Competition

The Company keeps strictly to *Anti-monopoly Law of the People's Republic of China*, *Anti Unfair Competition Law of the People's Republic of China* and other laws and regulations, and implements non-competition clauses for all employees, including prohibition of taking part-time jobs in competing enterprises, prohibition of inducing other employees to resign, and prohibition of inducing the customers to leave the Company. In addition, the Company adheres to the principle of fair, just and open market competition, actively participates in the protection of fair market competition, improves the efficiency of economic operation, protects the interests of consumers and the public, and maintains a healthy and sustainable development.

During the report period, the Company did not engage in any legal proceedings related to unfair competition and anti-monopoly.

Information Security

The Company attaches great importance to information security, and strictly abides by *Cyber Security Law of the People's Republic of China*, *Data Security Law of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China* and other laws and regulations, and establishes an information security management framework. Moreover, the Company has been awarded LV2 Certificate of TISAX certification.

In terms of management system, the Company has formulated a series of standardized documents such as *Management Procedure for Information Security Incident*, *Management Procedure for Information Security Reward and Punishment*,

Management Procedure for Network and System Security, Management Procedure for Information Technologies in accordance with the information security management system, aiming to standardize the processes and procedures of internal information security management, ensure effective protection of information assets, and improve the capability to respond to information security incidents.

In the aspect of employee training, Goode focus on improving their information security awareness, actively carries out information security training, and systematically conveys the information security standards, processes and requirements to all employees, aiming to help employees understand information security knowledge, prevent information security risks, and improve the professional personnel's capability of information security protection.

SCOPE INFORMATION

This scope is already **active**, because it has an assessment. Thus you cannot adjust this scope anymore. If you wish to adjust the scope by adding a location or label you need to consider the TISAX Scope Extension, which you will find the TISAX Participant Handbook.

Active

NAME

Goode EIS (Suzhou) C

ID

ASSESSMENTS

ID ↑	Overall Assessment Result	Overall Maturity Level	Valid until
ANM999-1	Major non-conform	2,49	
ANM999-2	Minor non-conform	2,49	2022-09-21
ANM999-3	Conform	3,00	2025-06-25

LABELS

TISAX Label ↑	Temporary	Valid Until
High Availability	No	2025-06-25
Information with High Protection Needs	No	2025-06-25

protective measures to ensure the safety of confidential information, for example, properly lock the document containing confidential information into the drawer or filing cabinet when leaving the seat, set password protection for computers and other storage devices containing important or confidential information, and shred the materials containing confidential information by a paper shredder instead of throwing them away in a rubbish bin. At the same time, employees are not allowed to use, copy, publish, publicize, teach, publish, duplicate, reproduce, distribute, transmit or otherwise use or disseminate the Company's confidential information directly or indirectly without authorization, and no third party (including other employees of the company) is allowed to use or disclose these confidential information.

Intellectual Property Protection

At Goode, we adhere to the core values of honesty and dedication, and crack down on any criminal behavior that infringes intellectual property rights with a zero-tolerance stance.

In order to guide employees to actively carry out technological innovation, encourage inventions, and promote the development of intellectual property rights, the Company has formulated Intellectual Property Reward and Punishment System and set up a centralized management department for intellectual property rewards and punishments, which is responsible for the management and implementation of the intellectual property rewards and punishments. During the report period, the Company applied for 12 new patents, including 8 invention patents and 4 utility model patents, and obtained 6 authorized

patents, including 4 invention patents and 2 utility model patents.

The Company puts great effort into enhancing the awareness and skills of employees in intellectual property protection, and actively organized a variety of activities to publicize, popularize and train intellectual property rights. We utilize diversified publicity methods, including lecture, training and seminar, to engage in employees at different levels to create a favorable atmosphere of intellectual property culture.

Protection of Customer Privacy Data

Protection of personal privacy is an important part of information security. In order to control the acquisition, processing, management and use of personal privacy data, and to comply with relevant national or international laws and regulations, the Company has developed Management Procedure for Personal Privacy Data, and appointed the representative of the information security manager as the person responsible for personal data protection. Meanwhile, in order to protect the privacy and data security of employees, the Company has established personal information files for employees and stored them exclusively in the archives room of the Administration and Human Resources Department.

The Company has established employees' personal information files and stored them exclusively in the archives room of the Administration and Human Resources Department. All the sensitive information, such as employee salaries and health reports, has been rigorously evaluated by the information security team, properly stored in the dedicated system of the Human Resources Department, and managed with permission. The managers responsible for collecting and using personal information shall undergo regular training on personal information protection. During information security audits, we review in detail the activities and behaviors involved in the management of personal information, as well as the effectiveness of the implementation and operation of the Personal Information Security Management System (PISMS). Once it is determined that certain personal information is no longer required to be kept, used or returned, the Company ensures that such information, related documents and media are completely destroyed to protect against any infringement of personal privacy.

Protection of Trade Secrets

The Company has always regarded trade secrets as an important embodiment of its core competitiveness. In order to regulate the trade secret management, prevent trade secrets from being infringed upon, and promote the legitimate rights and interests, the Company has formulated relevant systems such as *Regulations and Punishment Standards for Office Confidentiality* and *Employee Handbook* according to relevant laws and regulations, and has taken necessary

During the report period

Applied for 12 new patents Applied for 8 invention patents 4 utility model patents

During the report period

Obtained 6 authorized patents 4 invention patents were authorized 4 utility model patents authorized

Sustainable Development Management

ESG Governance

As a socially responsible enterprise, Goode not only focuses on economic benefits, but also emphasizes the impact on environmental, social and corporate governance. We incorporate ESG principles into our strategy, operations and decision-making processes to drive sustainable development globally and

within ourselves, thereby achieving long-term value.

In terms of environmental protection, we are committed to minimizing the impact of our operations on the environment,

taking measures such as energy conservation,emission reduction and resource recycling,and reducing GHG emissions and wastes.We also actively promote the joint implementation of ESG policies with our supply chain partners,encourage employees to participate in environmental protection activities, and enhance their awareness of environmental protection.

With regard to social responsibility,we focus on employees' benefits and social welfare,and strive to create a safe,healthy and dignified working environment for employees.Moreover, we actively participate in social activities for public good, including education and poverty alleviation,making contribu-

tions to society.

With respect to corporate governance,we adhere to the principles of transparent,fair and responsible governance,and ensure that our decisions and behaviors comply with ethical and legal standards.We respect the rights and benefits of employees and shareholders,protect the interests of investors, and promote the long-term and stable development.

[Case] Goode conducted ESG training to promote the new trend of sustainable development.

In order to enhance the effectiveness of corporate governance and guarantee the sustainable development,Goode EIS (Suzhou) Corp.,Ltd. held ESG management training on September 5 to 6,2023.We invited SGS teachers to give lectures.The executives,heads of departments and other designated personnel participated in this training;the staff from Mccain,Deyang and Goode Companies participated online simultaneously.

At the training,the instructor gave detailed explanations to the participants from five aspects,namely,ESG development background,shareholder explanation, material topics analysis,ESG information disclosure,and the path to carbon neutrality of the enterprise,and conducted practical exercises in each chapter.The trainees had a deep understanding of the role and significance of ESG in corporate governance, risk management,and production and operation.At the same time, the instructor also shared the ESG management and advanced practice cases of some enterprises, which facilitated our ESG work.



Communication with Stakeholders

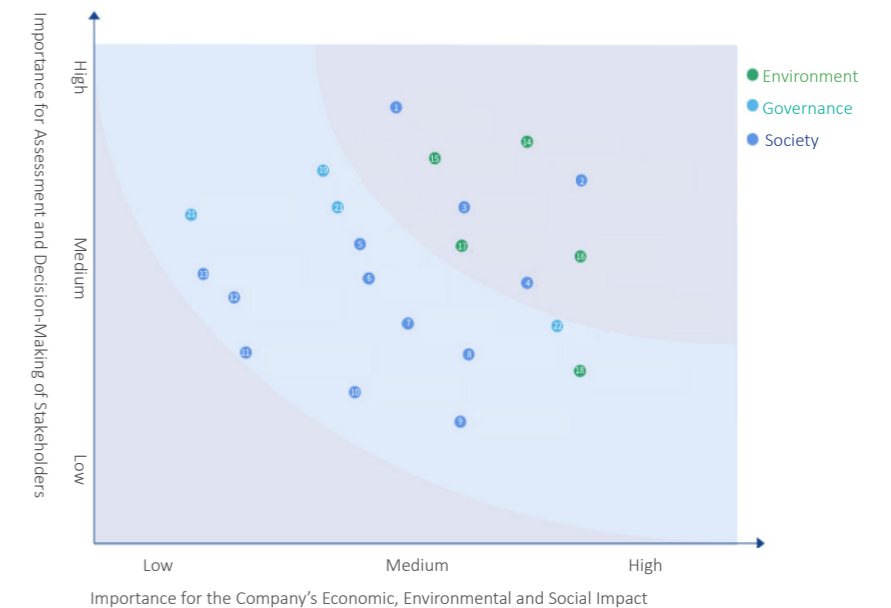
With a keen awareness that the opinions of stakeholders have important effect to our ESG work,Goode always pays attention to and listens to the demands of internal and external stakeholders,establishes communication channels in various forms,collects and responds to the expectations and demands of stakeholders on the Company.

Key Stakeholders	Expectations & Demands	Communication Channels
Customers	<ul style="list-style-type: none"> Reliable and efficient product High-quality service Compliance with contract Clean business environment 	Technical meetings with customers, new product launches,industry exhibitions,technical seminars,customer satisfaction surveys
Employees	<ul style="list-style-type: none"> Vocational development Employee health and safety Pleasant working atmosphere Protection of rights and benefits 	Employee discussions,congresses of the staff and workers,trade union committees,training and education, employee complaints and tip-offs, employee activities,employee satisfaction surveys

Key Stakeholders	Expectations & Demands	Communication Channels
Stockholders	<ul style="list-style-type: none"> Sustainable profitability Standardization of corporate governance Disclosure of business information 	Performance presentations,road-shows,shareholders' meetings,regular reports and announcements,site investigations
Suppliers	<ul style="list-style-type: none"> Green supply chain Win-win cooperation 	Supplier training,supplier environmental assessments,supplier conferences,supplier code of conduct
Government and regulatory agencies	<ul style="list-style-type: none"> Tax revenue Employment Industrial development Compliant business operation 	Fulfillment of obligations according to the laws.Promotion of the coordinated development of upstream and downstream sectors. Establishment of internal control mechanism for compliant operation.Tax payment according to laws
Communities	<ul style="list-style-type: none"> Education and training Biodiversity conservation Public charity Environmental protection 	Community outreach and project co-operation.Donations and activities for the public good.Participate in industry associations, societies,corporate open days
Media	<ul style="list-style-type: none"> Information transparency Smooth communication 	News report Interview with management

Analysis of Major ESG Topics

Material topics are the focal points and growth drivers for the Company's sustainable development management.The Company identifies and analyzes its own material topics regularly.In order to better respond to the expectations and demands of stakeholders,and align with the Company's strategic development direction and industry trends, we have formed an Important Matrix of Major Topics of Goode in 2023 based on domestic and international industry benchmarking,policy analysis, stakeholder interviews and questionnaire results.



- | | | | |
|--|--|--|--|
| Governance
1. Protection of Rights and Benefits
2. Employee's Health and Safety
3. Remuneration and Benefits
4. Equality and Diversity
5. Democratic Governance
6. R&D Innovation | 7. Employee Care
8. Employee Development
9. Industry Exchange
10. Public Welfare
11. Sustainable Supply Chain
12. Customer Service
13. Product Quality | Environment
14. Resource Management
15. Environmental Management
16. Green Office
17. Three Wastes Management
18. Raw Material Utilization | Society
19. Governance System
20. Anti-Corruption
21. Information Security
22. Intellectual Property Protection |
|--|--|--|--|

03

Low GHG Emissions, Green Development

Following the concept of green development, Goode regards environmental protection as an important strategy for fulfilling social responsibilities and achieving sustainable development, continuously optimizes the environmental management system in daily production and operation, reduces pollutant emissions, and makes active efforts to step up energy conservation and emission reduction, in order to keep steady pace towards healthier and greener development.



Environmental Management

The Company actively undertakes the responsibility of environmental governance, strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China* and other relevant laws and regulations, earnestly implements the requirements of relevant regulatory authorities, steadily improves the requirements of environmental management, establishes and improves the special mechanism for environmental management, and further improves the level and quality of environmental management. In 2023, the Company has formulated environmental policies, target indicators and management solutions in strict accordance with the requirements of environmental management system and goal indicators. Up to now, the Company has had no environmental pollution incidents, and discharged pollutants, such as production wastewater, noise and exhaust gas, in compliance with the standards.

The Company put the ISO 14001:2015 environmental management system into operation in 2020, and passed its certification again with certificate granted in 2022. We conduct internal evaluation and accept relevant assessment and audit on the ISO 14001 system every year. Moreover, in strict accordance with the requirements of ISO 14001, we identify the important environmental factors in the departments' business activities, and formulate the *List of Environmental Factors Identification* and the *List of Major Environmental Factors*. The important environmental factors of the Company include: 1) production wastewater discharge, 2) noise emission, 3) potential fire, 4) exhaust gas emission, 5) energy and resource consumption, 6) solid waste treatment, and 7) hazardous waste treatment.

The Purchasing Department keeps strictly to the requirements set out in the Company's documents in procurement process, establishes a roster of qualified suppliers, and insists on purchasing products from qualified suppliers to ensure that the products purchased satisfy the Company's environmental requirements. The Administration Department has signed a hazardous waste recycling agreement with qualified organizations, and arranged them to recycle and treat hazardous waste. The Production Department strictly controls the pollution indicators in the production process to ensure that domestic sewage, exhaust gas and noise meet the emission standards, and also controls the utilization of energy resources in accordance with energy conservation goals and indicators. At present, all the indicators are under proper control. Other departments also control these indicators in an effective way on the base of the identified environmental factors.

Since the operation of the environment management system, all departments have conducted daily supervision and inspection of their work according to the requirements of procedure documents, promptly analyzed and handled any problems found, and taken corrective and preventive actions. For the nonconformities found in internal audit and daily work, the responsible departments analyze the causes according to the require-



ISO 14001 Environmental Management System Certification

ments of the documents, develop and implement corrective actions, and confirm they are effective to prevent the recurrence of similar nonconformities.

We organized internal environmental audits, focusing on the management of key environmental factors such as production wastewater discharge, noise emission, potential fire, exhaust gas emission, energy and resource consumption, solid waste treatment, and hazardous waste treatment. The results indicate that all factors were effectively controlled within the scope of management, wastewater, exhaust gas and noise were in line with the emission standards, energy and resource consumption was controlled within

The pre-job training rate of new employees
was **100%** in 2023

the target range, and solid and hazardous wastes were stored and treated as required.

In order to enhance employees' awareness of environmental protection, the Human Resources Department briefly explains the Company's environmental management policy and system to each new employee upon entering the factory, and the relevant departments further interpret the environmental requirements in on-the-job training. The pre-job training rate of new employees was 100% in 2023.

Resource Management

In strict accordance with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Air Pollution*, the *Emission Standard for Industrial Enterprises Noise at Boundary* and other laws and regulations, we have formulated management systems such as the *Energy and Resources Management System*, the *Procedures for Reducing Energy Consumption and Greenhouse Gas Emissions*, and the *Emission Standard for Industrial Enterprises Noise at Boundary* according to actual conditions of the Company, so as to prevent and control environmental pollution and protect ecological safety and human health.

To improve energy efficiency, the Company encourages enterprises to develop and promote energy-saving technologies and efficient equipment through the introduction of policies. We also establish an energy management system and improve the energy statistics and monitoring system to ensure the transparency and efficiency of energy utilization. In addition, we set specific energy efficiency standards and encourage enterprises to adopt advanced production processes and technologies to improve energy efficiency.

On the other hand, the Company increases investment in renewable energy, supports the development and utilization of clean energy such as wind, solar and hydro energy, drives the transformation of energy mix, gradually reduces the utilization of fossil energy while increasing the proportion of renewable energy in energy consumption. We are also committed to supporting the development and promotion of new energy vehicles, aiming to reduce the consumption of petroleum resources and the exhaust gas emissions.

In response to the national energy mix adjustment, the Com-

pany keeps up with the pace to develop and apply production patterns and technical equipment which are of high efficiency and low pollution. During the report period, the Company upgraded the production lines to increase the utilization of renewable and clean energy and minimize the GHG emissions from the origin. The Company also actively develops and applies green and low-carbon emerging technology solutions, that is, optimize the processes to reduce the hot-pressing time by about 25%, recycle the packaging materials and mica waste to reduce GHG emissions, and actively promote the recycling economy.

To further promote energy conservation, the Company has formulated specific energy conservation standards and specifications for different sectors and fields, clarified the goals and requirements of energy conservation, established an energy conservation supervision system, made more efforts in energy conservation supervision and law enforcement, and imposed penalties and rectifications for violations of energy conservation regulations. We have also established a certification system for energy-saving technologies and products, and actively promoted the certified energy-saving technologies and products to improve market recognition and competitiveness. In addition, we have also strengthened the cooperation and exchange between the government and international organizations and other countries in the field of energy conservation, and actively introduced advanced energy-saving technologies and experience.

On a societal level, in order to better promote the energy conservation, the Company has organized energy conservation training and energy-saving knowledge popularization through media promotion, in order to raise public awareness of energy conservation and promote the social custom of resource conservation.

Resource Conservation Measures

Types	Measures
Water consumption	<ul style="list-style-type: none"> •Set strict water consumption standards: The government sets strict water consumption standards for various industries to restrict water-consuming industries and encourage water-saving industries; •Promote water-saving technologies and equipment: Promote water-saving technologies, such as water-saving irrigation and rainwater collection and utilization, and improve the efficiency of water resources; •Strengthen water resources management: Establish a water resources monitoring and assessment system, implement a system for paid use of water resources, and ensure the sustainable utilization of water resources.
Electricity	<ul style="list-style-type: none"> •Promote energy-efficient appliances: Encourage the production and sales of energy-efficient household appliances, such as LED lights, energy-efficient air conditioners, and energy-efficient refrigerators, while providing consumer subsidies or tax incentives to promote consumers to replace old and inefficient equipment; •Strengthen energy-saving renovation of buildings: Reduce buildings' energy consumption by energy-saving renovation of existing buildings, including external wall insulation, window sealing, and installation of efficient heating and cooling systems; •Promote intelligent grid technology: Utilize intelligent grid technologies to achieve precise matching of power supply and demand, reducing power losses and wastes; <div style="border: 1px solid black; border-radius: 15px; padding: 10px; margin-top: 20px;"> <p style="text-align: center;">• 【Case】 •</p> <p>Mold insulation boards are installed on the hot press in the workshop to prevent heat loss, and it is expected to save 210,000 kWh of electricity annually. The machining workshop of Workshop 1 is planned to install a centralized air pumping device, and remove the independent vacuum pumps for each unit, which can save about 610,000 kWh of electricity per year. As for warehouses and other spaces with few people, as well as workshops with damaged lights, we plan to replace the lights with intelligent energy-efficient lamps which can be turned off automatically after people leave. It is expected to save electricity consumption for lighting by 50% per year.</p> </div>

Natural gas	<ul style="list-style-type: none"> •Optimize the gas supply structure: Rationally plan the gas supply network, increase the proportion of natural gas in energy consumption, and reduce the use of coal and other heavily polluting energy sources; •Promote efficient gas equipment: Encourage the development and promotion of efficient gas boilers, gas water heaters and other efficient gas equipment to improve the efficiency of natural gas utilization; •Strengthen the management of gas facilities maintenance: Regularly inspect and maintain gas facilities to prevent gas leakage and safety incidents; •Establish a gas demand management mechanism: Guide users to use natural gas reasonably and reduce waste through price leverage, quota management and other methods.
PV energy	<ul style="list-style-type: none"> •Improve the efficiency of PV power generation: Develop and apply advanced PV technologies to improve the efficiency of PV power generation and reduce the cost per unit power generation; •Optimize the layout of PV power plants: Take into account factors such as light resources and land use, rationally plan the layout of PV power plants, and improve the scale and efficiency of PV power generation; •Promote distributed PV power generation system: Encourage residents and enterprises to install distributed PV power generation system to achieve nearby power supply and reduce transmission losses; •Establish PV energy storage system: Utilize energy storage technology to store excess PV energy for using when needed, in order to balance power supply and demand and reduce waste.

Energy Consumption Data

		Natural gas	Diesel	Biomass fuel
Direct energy (Scope 1)	2023	334,050 _{m3}	16,041 _{kg}	7,188 _T
	2022	16,798 _{m3}	12,000 _{kg}	6,375 _T
		Purchased electricity	PV power	
Direct energy (Scope 2)	2023	9,892,790 _{kWh}	1,944,689 _{kWh}	
	2022	7,288,516 _{kWh}	632,215 _{kWh}	

Raw Material Management

Raw material management is crucial to sustainable development. We are committed to promoting the development of recycling economy, encouraging the application of recycling economy concept, recycle the resources and reduce the consumption of raw materials. We also endeavor to improve raw material processing technology, and support the development of advanced processing technologies to improve the utilization rate and added value of raw materials. Refined raw material

management can enable us not only to achieve maximum utilization of resources, but also reduce production costs and improve production efficiency, thus achieving a virtuous circle of economic, social and environmental benefits.

On the premise of ensuring product quality and usability, we will use raw and auxiliary materials that comply with environmental protection regulations as required.

Exhaust Gas and Wastewater Management

According to *Air Pollution Prevention Law of the People's Republic of China*, *Water Pollution Prevention Law of the People's Republic of China*, *Integrated Emission Standard for Air Pollutants*, and other relevant laws and regulations, the Company has prepared *Management System for Exhaust Gas Emission and Wastewater Discharge*, classified and managed the exhaust gas and wastewater generated in daily production and operation, concentrated to establishing a perfect exhaust gas and wastewater management system, and monitored and control exhaust gas emission and wastewater discharge strictly to ensure compliance with environmental regulations and standards. Moreover, we continue to invest resources, adopt advanced treatment technologies and equipment, reduce the emission of exhaust gas and wastewater, and improve the treatment efficiency and environmental protection level of exhaust gas and wastewater through technological innovation and process optimization.

Wastewater control is an important part of our environmental protection. We strictly manage the discharge of domestic wastewater which mainly comes from the domestic water and washroom wastewater of various departments. To this end, we have adopted a series of measures, including separating sewage pipes and rainwater pipes, prohibiting sewage discharge into rainwater pipes, forbidding to pour waste oil, waste chemicals and other harmful substances into sewers, properly storing them in the special containers for hazardous waste collection and recycling by the designated qualified organization, prohibiting waste residues from being flushed into sewers, store garbage in the designated locations, and preventing sewage from flowing into rainwater pipes. In the new construction, reconstruction and expansion projects, we will set up wastewater pipelines to effectively control wastewater discharge.

Every year, we commission qualified organizations to monitor the indicators of wastewater discharge every year. In case of non-compliance, we will analyze the cause in a timely manner, take corrective actions according to the regulations, and monitor the performance immediately after the implementation of corrective actions. If it is still not compliant, we will take rectification measures in accordance with the *Control Procedure for Nonconformities and Corrective and Preventive Actions*.

The sources of exhaust gas mainly include toxic and harmful exhaust gases generated during the coating and mixing process, exhaust gases generated during product testing, and exhaust gases generated by various types of small cars and transport vehicles.

In the production and operation, we do our best to ensure that the exhaust gas emissions comply with national limit standards, including chemical and physical factors, as well as the requirements of *Integrated Emission Standard for Air Pollutants* (GB16297-1996). For new construction, expansion and reconstruction projects, we will strictly control the exhaust gas in production activities according to the provisions of the *Management Procedure for New Construction, Reconstruction and Expansion Projects*. The Quality Department is responsible for monitoring the exhaust gas emission according to the regulations, and informing the responsible department of any non-conformity for analysis and treatment in time to ensure that the product meets the emission standards. The Production Department is responsible for daily maintenance and management of exhaust gas emission treatment devices, as well as regular inspection and cleaning of accumulated dust in the pipes of exhaust system. Any abnormalities found will be handled or reported to the Quality Department promptly. Ev-

ery year, the Quality Department contacts the Environmental Monitoring Department, the Center for Disease Control and

Prevention, or qualified institutions to monitor exhaust gas and ensure its emission is compliant and harmless to environment.

Water Data	2023	2022	2021
Total water consumption	356,102 _T	293,371 _T	281,548 _T
Recycled water amount	94,949 _T	84,655 _T	75,000 _T
Total amount of sewage discharged	234,916 _T	195,067 _T	191,628 _T
Total amount of water pollutant discharged	12.48 _T	4.22 _T	2.88 _T

Exhaust Gas Data	2023	2022	2021
Total emission of exhaust gas	1.99 _T	0.15 _T	0.46 _T

Waste Management

Goode has strictly regulated the classification, collection and treatment of wastes, and established a waste recycling and treatment system to recycle the waste and reduce the waste of resources.

The waste generated in production process mainly includes domestic waste, general solid waste and hazardous waste. The domestic waste is removed and treated by the Environmental Sanitation Management Center of Lili Town, Wujiang District, Suzhou City. The general solid waste such as scraps, non-con-

forming products, waste cloth bags, collected dust, and waste packaging materials are collected by the manufacturer and sold to qualified solid waste treatment organization for recycling and treatment, and then transported to the nearest power plant for incineration and power generation. Hazardous waste such as waste hydraulic oil, waste activated carbon and waste raw materials are handed over to qualified hazardous waste treatment organization for incineration. The empty barrels of waste raw materials are handed over to qualified hazardous waste treatment organization for recycling and cleaning.

Waste Data		Total generation of general waste (including non-hazardous waste)	Total disposal of general waste
General Waste Data	2023	1,745.63 T	1,676.59 T
	2022	1,301.02 T	1,187.47 T
	2021	1,357.54 T	723.96 T
		Total generation of hazardous waste	Amount of hazardous waste transferred
Hazardous Waste Data	2023	70.93 T	68.65 T
	2022	2.76 T	2.54 T
	2021	3.03 T	4.11 T

Note: In 2023, the headquarters treated the scraps which have not been treated for nearly 10 years and Shandong Plant put into production in April, so the data of hazardous waste increased greatly.

Green Office

Goode actively integrates the new concept of low-carbon office in its operations, and continuously accumulates experience in daily life to cultivate and enhance employees' awareness of energy conservation and environmental protection. We actively promote the Green Office Program, and advocate all employees to practice the new low-carbon lifestyle.

We vigorously implement energy-saving renovation, and replace conventional lighting fixtures with energy-saving LED lights in order to reduce energy consumption and GHG emis-

sions. We also pay great attention to the creation of a green environment in the office, for example, planting green plants, decorating green landscapes, and creating a comfortable working atmosphere to improve the work efficiency and life quality of employees.

In addition, we have set up resources-saving signs and publicity signs in the office space to remind employees to save electricity and paper, and encourage them to develop a habit of green and economical living.

Replace with Energy-saving LED Light



Green Office Environment



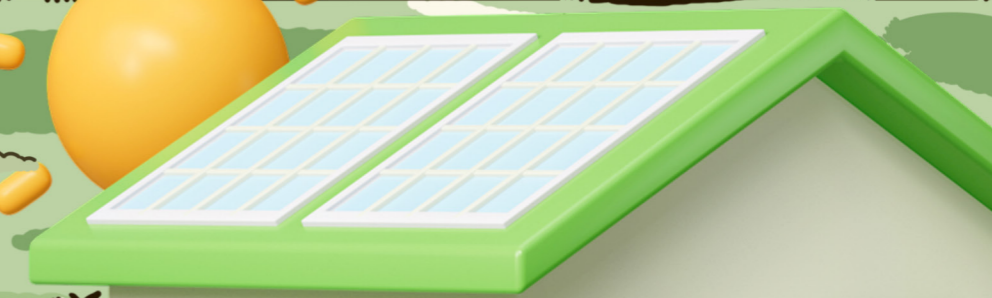
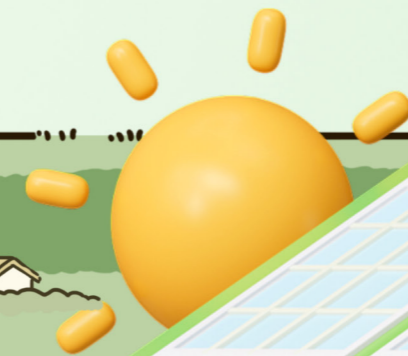
Resources-saving Signs



04

Pursuit of Excellence, Innovation-Driven Development

In the pursuit of excellence, the Company has always considered product and technological innovation as the core driving force for its development, established a scientific and efficient R&D management system and internal and external collaborative innovation mechanisms, cooperated well-known universities at home and abroad, and initiated multiple measures to improve the R&D efficiency and quality.



R&D Innovation

Goode strongly believes that R&D Innovation is the fundamental driver for sustainable development. In order to better standardize the daily work of the Technology Development Department, improve the efficiency of product development, reduce project risks, and promote the growth both of the Company and its employees, we have set up a series of R&D management systems such as *Management System of the Technology Development Department and Control Procedure for Early Planning of Product Quality Planning*, and continuously improved the technological innovation management system from the perspective of core technologies, so as to satisfy customers' higher requirements for "high performance", "rapid feedback" and "customization", and constantly improve the quality of R&D innovation to empower products.

R&D Platform Construction

The technical research center covers an area of about **1500** m²

Goode established the Jiangsu Research Center of Environment-Friendly and Insulating Coating Engineering Technology, with an area of about 1,500 m². The Center is composed of comprehensive laboratories, thermal testing laboratories, mechanical testing laboratories and high-voltage testing laboratories, and equipped with a series of advanced testing instruments and special-purpose equipment.

R&D Talent Development

The average annual R&D staff is **45** people

12% of the total annual average

It is the first-class R&D team that guarantees the continuous innovations of Goode. We attach great importance to training R&D talents and constantly attracting high-end talents in the industry. Our R&D innovation team is of great strength, annually consisting of 45 researchers on average, accounting for 12% of annual average total number.

We have set up *Management System for Technological Personnel Training and Management Measures for Technological Personnel Training and Vocational Study* in order to standardize and strengthen the academic education management of technological staff, further mobilize the learning enthusiasm and initiative of employees, and effectively improve the overall quality and professional competence of the technological staff.

Industry-Academia-Research Collaboration

To further strengthen its R&D innovation capabilities, Goode actively cooperate with well-known universities and research institutions at home and abroad. Goode collaborated with Suzhou Institute of Nano-Tech and Nano-Bionics, CAS in 2015 to study the application of nano-materials in epoxy resins, and collaborated with Southeast University in 2018 to research and develop high-thermal-conductivity epoxy casting resins in the field of new energy vehicles. In 2020, in order to improve the development of new products, Goode set up an applied technology research center with South-Central Minzu University to develop new technologies and products such as high-performance epoxy, organic silicon and other new materials. In 2022, to improve the performance of thermally insulated mica products, Goode cooperated with Jinan University to develop high-performance flat mica. In 2023, Goode worked with Jinan University to develop rapidly molded organic silicon mica composite product.

Product Quality

Upholding the spirit of continuous improvement, Goode always strives for excellent quality. We continually improve our product and service systems, manufacture high-quality products, and create outstanding service experience, ensuring that our products are reliable, trustworthy and high-quality.

We seriously believe that comprehensive improvement of quality management level is crucial for promoting the long-term development. We pay high attention to product quality management and strictly adhere to applicable laws, regulations, and industry standards related to quality and safety, such as the *Law of the People's Republic of China on Product Quality and the Standardization Law of the People's Republic of China*. We are committed to establishing a perfect quality management system. During the report period, the Company passed the certification for ISO 9001:2015 Quality Management System. In 2022, the Company successfully passed the certification for IATF 16949:2016 Automotive Quality Management Standard, which is a benchmarking verification of excellent quality.



As safety is the most important attribute of product quality, product safety is high on the agenda in our company. To consider safety protection and improvement in the development, design and process control of the product, facilitate internal staff to understand the special characteristics of products, and make it easy to track the causes and identify the responsibility in case of safety incident, we have developed *Product Safety Control Procedure*, and the Technology Development Department communicates the knowledge of special safety characteristics to employees at all levels.

	Process	Specific Contents
Product Safety Management Process	Identification of product information/safety laws and regulations	The Company collects and identifies product safety related product and manufacturing process legal and regulatory requirements, which may include international, national and industrial product safety standards;
	Notification to customers	The Technology Development Department keeps contact with customers and inform them of international, national and industry product safety standards through face-to-face communication, phone calls, Internet, etc.
	DFMEA	The Technology Development Department conducts the design failure modes and effects analysis (DFMEA) based on multi-disciplinary approach, and provides it to customers for special approval if necessary.
	Identification of product safety characteristics	According to the analysis results of DFMEA, combined with customers' demand and legal requirements, we identify the safety-related characteristics and establish the <i>List of Product Safety Characteristics</i> ;
	Preparation of PFMEA and CP	The Technology Development Department plans the identification and control of safety-related characteristics of products and manufacturing, prepares control plans and process FMEAs, and provides them to customers for special approval if necessary. The control plans should specify the response plan, the responsibilities including those of the top management, the definition of upgrade process and information flows, and customer notifications.
	Product safety training	The Administration and Human Resources Department organizes training for staff who are involved in product safety and manufacturing processes, and ensures that they fully understand product safety requirements and possible consequences of deviations.
	Transfer of product safety requirements	When the safety characteristics of a product need to be ensured by relevant suppliers in the supply chain, the Supply Chain Management Department will transfer the requirements for product safety across the entire supply chain, including customer-specified sources. The product safety requirements can be found in the <i>Technical Quality Agreement</i> signed with the supplier.
	Safe product and batch traceability	The Technology Development Department ensures product traceability throughout the supply chain according to the requirements of the manufacturing batch.
	Product safety change control	When there is a change in product safety, the Technology Development Department will implement the change according to engineering change process. The change of product or process should be approved by the customer before implementation, including the evaluation of the potential impact of the process and product change on product safety.
	Experience sharing and data archiving	The Technology Development Department is responsible for sharing the experience in new product introductions and retaining relevant documented information.

[Case] Goode successfully completed the training for internal audit of the IATF16949 quality management system



In order to further enhance our quality management capability and competitive advantages in the field of automotive electronics, and continuously meet the quality requirements of industry customers, Goode conducted a 2-day training for internal auditors of IATF 16949 automotive quality management system from October 8 to 9, 2023. Nearly 40 employees from the quality, process, product, production and other departments participated in the training.

In the training, the quality system requirements and auditing methods of the automotive industry were explained through case analysis and interactive learning in combination with the differences with ISO 9001 and IATF 16949 system standards, enabling trainees to have a deeper understanding of quality management concepts and acquire practical skills to operate quality management tools and methods.



The trainees expressed that they benefited a lot from this training, and gained a more comprehensive, profound, and accurate understanding of the IATF 16949 quality management system. They would apply the knowledge learned to actual work, making contributions to the improvement of the Company's product quality and management capabilities.

Customer Service

Goode is always centered on customer demand and committed to providing customers with high-quality products and services. Depending on our global footprint and extensive technical experience, we can flexibly satisfy the needs of our customers, and support them in an efficient and high-quality manner. Meanwhile, we continuously improve our service level through sound service system, customer complaint handling process and regular satisfaction survey.

Aiming to provide excellent after-sales service, the Company has developed *After-sales Management Procedure and Customer Complaint Handling and Control Procedure* to ensure that customers can obtain effective support and solutions after purchasing products. The *After-sales Management Procedure* covers all aspects of the customer service process, including organizational structure of after-sales service team, specification of service process, problem-solving methods, and time limit. The *Customer Complaint Handling and Control Procedure* clarifies the process of receiving, recording, analyzing, handling and following up customer complaints, as well as the responsibilities and obligations of relevant responsible persons, so as to

ensure that the Company can respond to customer needs and feedback in a timely manner, enhance customer satisfaction and loyalty, and thus strengthen the Company's competitiveness and brand image.

In addition, in order to gain an in-depth understanding of customers' needs and suggestions, and to continuously improve the quality of after-sales service, the Company has developed *Customer Satisfaction Control Procedure* to standardize customer satisfaction evaluation, ensure the objectivity and effectiveness of the evaluation, and provide valuable information for the continuous improvement of the Company's quality management system performance. The Company also surveys the customer satisfaction on a regular basis through customer satisfaction questionnaire which contains product quality and yield, delivery rate, price competitiveness and services, in order to understand own shortcomings. After collecting the completed questionnaires, the Company summarizes and analyzes the results of the questionnaires, and develops improvement initiatives for the low-scoring items in order to maintain and enhance customers' satisfaction.

Sustainable Supply Chain

Building a sustainable supply chain is one of important tasks for enterprises to practice social responsibility and achieve long-term benefits. Adhering to the concept of sustainable procurement, Goode integrates corporate social responsibility into all aspects of supply chain management, continuously improves the supply chain management system, and strengthens communication with suppliers and partners.

The Company has established *Management Procedure for Supply Chain Capacity Development, Sustainable Procurement Measures*, and other supplier management systems and procedures, so as to standardize the development of supply chain capacity, and to ensure efficient and sustainable supply chain

management in the whole process from suppliers to final customers.

In order to find out partners who are compatible with the Company's core values and business needs, the Company has developed *Supplier Selection and Evaluation Procedure* to evaluate and assess the suppliers, and select qualified suppliers for product or material procurement, ensuring that the quality of products or materials provided by suppliers meets the requirements of the Company and customers. In addition, the Company classifies the suppliers into three categories (A, B, and C) according to their impact on the final quality of products:

Class A supplier

Suppliers within the Group or internationally renowned companies (e.g. DuPont, Von Roll, etc.) that provide the Company with major raw materials, and major outsourced processing components.

Class B supplier

Suppliers that provide raw materials, major processing and testing equipment, and non-necessary outsourced processing components except those provided by Class A supplier.

Class C supplier

Suppliers of corresponding auxiliary materials, spare parts, IT equipment, office furniture and personal protective equipment (except for all main materials and equipment), external calibration agencies, third-party testing agencies, logistics and transportation companies, etc.

Procurement Risk Management

The Company has developed *Procurement Risk Management and Emergency Plan* to supervise material procurement, strengthen risk management in material procurement process, and provide reliable support for improvement in product quality and economic benefits.

The Company identifies and evaluates procurement risks to accurately control potential procurement risks, including supplier delay in delivery, non-conforming procurement quality, contract risk, planning risk, prepayment risk, inventory risk, ethical risk in procurement, material shortage, customer return, and container delivery risk.

Supplier's Social Responsibility Audit

The audit of supplier's social responsibility is an important means to ensure that supply chain partners comply with social responsibility guidelines. The Company has established *Supplier Social Audit Procedure* to ensure that the supplier is compliant with the regulations on labor rights, health and safety.

In order to effectively audit the supplier social responsibility, the Company has designed a checklist, covering labor, health and safety, environmental protection, ethics, and management system. In addition, the Company requires all suppliers and partners to sign *Letter of Undertaking on Social Responsibilities* to clarify their commitments and responsibilities in the fields of labor rights and benefits, health and safety, environmental protection, ethics, and management system.

Mineral Resource Strategy

The Company adheres to a diversified procurement model for mineral resources, and actively expands domestic and international markets of mineral resources to ensure the stable and sustainable supply of mineral resources. We strictly abide by relevant laws, regulations and environmental protection requirements, persist in compliant operations, guard the safety and environmental protection of mining activities, completely respect the interests of local communities and the environment, and strive to unify economic, social and environmental benefits. We have diversified mineral procurement channels and compliant operation models to establish a sustainable mineral resource guarantee system and provide reliable support for the Company's development.

Sustainable Procurement Data

Indicators	Unit	2023	2022	2021
Total number of suppliers	Nos.	94	72	81
Suppliers who completed social responsibility questionnaire	Nos.	73	68	74
Suppliers who undergone on-site social responsibility audit	Nos.	43	27	31
Suppliers who signed the Supplier Code of Conduct	Nos.	83	68	74
Suppliers who signed the Social Responsibility Framework Agreement	Nos.	91	68	74
Number of key or core suppliers	Nos.	38	40	37
Key suppliers who completed social responsibility questionnaire	Nos.	38	36	36
Key suppliers who undergone on-site social responsibility audit	Nos.	24	12	9
Key suppliers who signed the Supplier Code of Conduct	Nos.	42	36	32
Key suppliers who signed the Social Responsibility Framework Agreement	Nos.	42	36	32
Number of new suppliers in current year	Nos.	11	17	23
New suppliers who completed social responsibility questionnaire	Nos.	11	12	12
New suppliers who undergone on-site social responsibility audit	Nos.	13	8	8
New suppliers who signed the Supplier Code of Conduct	Nos.	15	12	12
New suppliers who signed the Social Responsibility Framework Agreement	Nos.	15	12	12

Purchaser Data

Number of purchasers	人	10	6	5
Number of purchasers trained on sustainable procurement	人	7	5	4
Percentage of purchasers trained on sustainable procurement in all regions	%	70	83	80

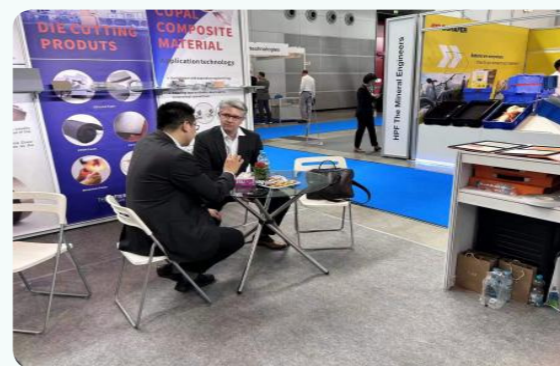
Industry Exchange

Goode actively participates in the formulation and revision of industry standards, contributes to the development and standardization of the industry, and promotes the development of the industry in a healthier and more sustainable direction. In 2023, the Company participated in the development of Insulating Materials Based on Mica - Part 5: Rigid Mica Materials for Heating Equipment (GB/T 5019.5-2023).

In addition, Goode has always regarded industry exchanges as an important initiative for sustainable development, and

actively participated in the China Hi-Tech Fair 2021, SAIC Volkswagen Exhibition, RMI (Mica) Mineral Source Audit, The Battery Show Europe, 2023 Summit Forum on Integration Technology of New Energy Vehicle Power Battery System in China, Yangtze River Delta Automotive Industry Forum, EU battery Regulation Forum, and other industry exhibitions. Through exchange and cooperation with partners and experts, we continuously learn from and draw upon advanced concepts and technologies to enhance our competitiveness and innovation capabilities.

The Battery Show Europe 2023



2023 Summit Forum on Integration Technology of New Energy Vehicle Power Battery System in China



EU Battery Regulation Forum



Yangtze River Delta Automotive Industry Forum



05

People-oriented,
Shared Development



Equality and Diversity

The Company is committed to building a diverse, equal and inclusive employment structure by promoting the integration of employees with different backgrounds, firmly opposing any form of discrimination, intimidation, harassment, and other disciplinary violations as stated in the *Employee Handbook*, and providing employees with equal and diverse career development paths. The Company promises to eliminate discrimination due to gender, sexual orientation, ethnicity, nationality and religious beliefs during employee recruitment, post promotion, training, and dismissal, and to ensure that all employees enjoy open, fair, and equitable job opportunities.

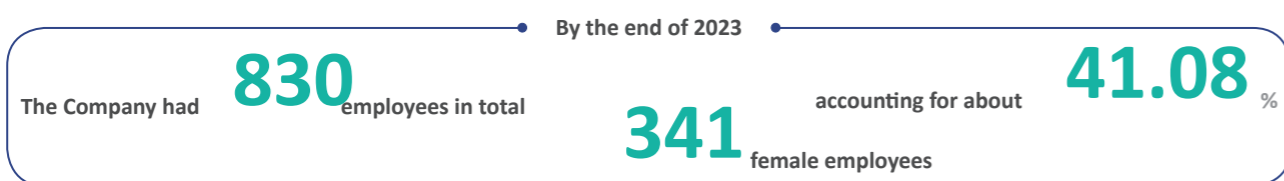
The Company respects and cares for female employees, establishes a system to protect their rights and benefits, and guarantees their reasonable leaves such as maternity leave, prenatal check-up leave, and parental leave. We have organized a variety of activities to support female employees in order to enrich their cultural life and give them spiritual care.

[Case] Goode Organized Special Activities for Women's Day on March 8, 2023



On International Women's Day on March 8, 2023, Goode held a coffee art experience salon at its headquarters to help female employees understand coffee culture and enjoy a happy life. This salon allowed them to get free from work stress, relax both the mind and body, and improve the artistic and aesthetic taste. In the afternoon, we organized them to watch movies to enhance their struggling spirit in an immersive way.

Furthermore, we prepared exclusive gifts for female employees in the frontline, thanking them for their hard work and dedication.



Employment Summary					
Indicator	Unit	2023	2022	2021	
By Position Ranking					
Number of executives (excluding Board of Directors)	Person	10	8	7	
Number of female executives	Person	2	2	2	
Proportion of female executives	%	20.00	25.00	28.57	

Employment Summary

By academic qualifications				
Number of employees with doctoral and post-doctoral degree	Person	1	0	1
Proportion of employees with doctoral and post-doctoral degree	%	0.12	0.00	0.25
Number of employees with master's degree	Person	4	4	5
Proportion of employees with master's degree	%	0.48	0.82	1.27
Number of employees with bachelor's degree	Person	108	58	44
Proportion of employees with bachelor's degree	%	13.01	11.91	11.20
Number of employees with associate degree	Person	105	54	39
Proportion of employees with associate degree	%	12.65	11.09	9.92
By Age				
Number of employees under 30 years old	Person	154	62	45
Number of employees between 30 and 50 years old	Person	586	353	278
Number of employees over 50 years old	Person	78	72	70
Proportion of employees under 30 years old	%	18.55	12.73	11.45
Proportion of employees between 30 and 50 years old	%	70.60	72.48	70.74
Proportion of employees over 50 years old	%	9.40	14.78	17.81

Employees' Rights and Benefits

Protection of Rights and Benefits

The Company seriously believes that employees are the core driving force for corporate development and regards them as important assets. We strictly abide by the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work*, the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other local laws and regulations, and formulate and implement a series of internal policies and systems, for example, resolutely eliminating child labor, forced labor and other behaviors, adhering to the principle of equal employment and equal pay for equal work, avoiding any discrimination due to employees' ethnicity, race, nationality, religious beliefs, gender, sexual orientation, age, disability, marital or childbearing sta-

tus, and respecting employees' rights to freedom of assembly and association according to the laws. In 2023, the Company did not have any violations of legal system concerning employee's human rights, such as employment discrimination, harassment, child labor employment, and forced labor. During the report period, all formal employees signed labor contract, without labor dispatching, and the social insurance contribution rate was 100% for employees under labor contract system.

The Company has established a sound human resource management system to standardize the management of recruitment, dismissal, remuneration, attendance and vacation, safeguarding the legitimate rights and interests of employees.

Type	Protection of Rights and Benefits	Relevant Systems
Recruitment	Adhere to the principles of legal compliance,equality,fairness and non-discrimination in employee recruitment;resolutely eliminate discrimination,child labor and forced labor	<i>Management Procedure for Employee Recruitment, Employee Handbook</i>
Dismissal	Terminate the employment contract after equal consultation between the Company and the employee according to relevant local laws and regulations	<i>Management Procedure for Employee Resignation, Employee Handbook</i>
Remuneration	Determine salary standards for employees based on their operating posts and performance, the Company's operating conditions,and market factors	<i>Employee Handbook</i>
Attendance and vacation	<p>Working hours and attendance: The employees work an average of 40 hours per week. The standard working hours are 8 hours per day from Monday to Friday, excluding dining time, break time and overtime.</p> <p>Overtime: We advocates efficient work and do not encourage employees to work overtime. In special circumstances,we may arrange employees to work overtime according to the law due to business needs, and will arrange compensatory leave or pay overtime wages.</p>	<i>Employee Handbook</i>

Remuneration and Benefits

Goode is devoted to providing employees with competitive salary and benefits,and constantly creating a good working environment and atmosphere by actively listening to their demands.

The Company has formulated and improved the *Performance Assessment Management System*,effectively promoted the performance assessment management,and established a management system which specifies the targets and responsibilities on an individual basis,so as to closely link individual work goals of employees with the overall goals of the Company. At the same time,the Company assesses the annual performance of employees according to internal standards,and rewards employees based on the assessment results and the

Company's performance of the year.

In order to meet the needs of business development,improve the remuneration system,maximize the enthusiasm of employees,motivate employees to create greater value,and provide a basis for vocational development and salary grading, the Company has developed *Remuneration Management Regulations* and followed the principles of distributing on the basis of labor,prioritizing efficiency,taking into account fairness and sustainable development,and emphasizing both ethics and performance,to provide employees with more flexible and diversified benefits.In addition to statutory benefits,we also provide employees a number of additional benefits,showing the utmost solicitude for employees.

List of Remuneration and Benefits for Employees of Goode

Salary

The salary consists of monthly salary and year-end bonus.

Monthly salary = basic salary + performance bonus + fringe benefit

- **Basic salary:** Determine the salary based on employee's position,education background,experience,skills and work nature, and pay it on the fixed date every month.
- **Merit-based pay:** It is linked to the assessment results,and is paid according to KPI achievement which is assessed periodically.
- **Allowances:** Including skills, qualifications, special allowances, etc.
- **Year-end bonus:** It is pay according to the Company's business performance in the previous year and employees' annual work performance which is assessed step by step. In principle,the amount of year-end bonus is equal to the basic salary of 0 to 3 months.

List of Remuneration and Benefits for Employees of Goode

Benefits

Insurance benefits: Endowment insurance,medical insurance,employment injury insurance, unemployment insurance, maternity insurance,and housing provident fund.
Vacations: Statutory holidays, marriage leave,funeral leave,annual vacation (special leave),leave in lieu,sick leave,maternity leave, personal leave,parental leave,leave for only child to care for hospitalized parents,and prenatal check-up leave.
Other benefits: Gifts for important festivals (cash gift), physical examination, team building, etc.

In order to stimulate the potential and enthusiasm of employees to the maximum extent,and support their growth and personal value actualization,the Company has formulated *Management Measures for Prompt Incentives*,so as to effectively and continuously improve various businesses,improve productivity, and achieve the goals.

Employee Care

Goode is committed to creating a comfortable office environment and a harmonious working atmosphere for employees, advocating for a balance between work and life,and actively organizing various cultural and sports activities,such as tug-of-

war,employee birthday parties,team building,outward-bound training,and hiking,so as to cultivate their work ethics,enrich their spiritual and cultural life,and effectively enhance their happiness and sense of belonging.

Tug-of-War



Employee's Birthday Party



Hiking in 2023



Badminton Club Activity



[Case] Goode carried out team building activities with the theme of "desperate attempt to win hands down".

From November 17 to 18, 2023, Goode organized team building activities with the theme of "desperate attempt to win hands down", including a visit to the factory, dinner party, outward bound training and other team activities, allowing employees to have unique experience except for work.

These activities enrich the corporate culture, deepen the exchange and communication among employees, stimulate their enthusiasm for work, and help to achieve the balance between their work and life.



In order to express deep respect and gratitude to retired employees, we organized appreciation event specifically for retired employees to recognize their contributions to the Company over the years. It was also an opportunity for in-service and retired employees to share memories and deepen the connection between each other.

The Company also deeply cares about employees in need, and

establishes an assistance and support mechanism for those in need. For employees or their families who suffer significant misfortune, the Company actively provides support and raise donations for them, fully demonstrating the spirit of solidarity and mutual assistance of Goode family. In February 2023, we launched a rescue mechanism for employees who were injured by incident. In response to the donation initiative of the Administration & Human Resources Department, our employees donated a total of RMB 262,888.88.



Appreciation Event for Retired Employees

Democratic Management

At Goode, we actively establish a positive relationship with employees, fully respect their rights to freedom of association and collective bargaining, continuously deepen democratic management, establish and improve a democratic management system based on congress of workers and staff, fully listen to their opinions and suggestions when setting rules and regulations concerning their immediate interests or major

matters, and protect their right to information, participation, and supervision in accordance with the law.

The Company has established diverse communication channels, enabling employees to completely express or put forward their demands through discussions, congress of workers and staff, satisfaction survey and other ways.

Congress of Workers and Staff



Employee Discussion



Communication between Operation Cadres and Grassroots Employees & Commendation Meeting



The Company has established a perfect employee complaint mechanism against violations or behaviors that infringe employees' rights and benefits, and provides consultation and reporting channels such as complaint box, corporate email, communication meeting, bulletin board, and promotional board, and encourages direct managers to communicate with employees in a timely manner on issues raised by the employees.



Employee Complaint Handling Process



Complaint Box

The Company investigates the employee satisfaction every year to timely understand employees' real thoughts about their work, corporate culture, internal communication and management, work reward and vocational development, and resources and environment of the Company, promptly analyze and summarize the problems found in the employee satisfaction survey, and formulate targeted improvement plans to continuously improve employee satisfaction. In 2023, there were 20 questions set in the employee satisfaction questionnaire, with an average score of 4.33 points and a total score of 86.6 points.



In 2023

There were **20** questions set in the employee satisfaction questionnaire

The average satisfaction score was **4.33**

The total score is **86.6** points

Employee Development

Goode attaches great importance to the growth of employees, continuously improves the talent training and assessment system to provide them with clear career development paths, and helps them to continuously improve themselves and realize their self-actualization.

Employee Training

In order to improve employees' vocational skills, enhance their information security capabilities and awareness, and standardize the employee training management, the Company has formulated *Training Management Regulations*, established and improved internal and external training systems, and provided employees with training courses that are highly suited to their

posts, including employee training (information security awareness, professional ethics), information system expertise training, vocational skills training, special job certification training, and management training (information security management and awareness), thereby constantly improving their knowledge and business skills.

[Case] The First Training on "Corporate Culture" for Goode Employees

On October 30, 2023, we organized a special training on "Corporate Culture" at the headquarters, with the Chairman serving as the instructor and the participation of more than 60 employees. The Chairman presented a wonderful lesson for the trainees in simple language. He firstly led the trainees to review the essence of Goode's culture, elaborated the significance of corporate culture from multiple aspects and dimensions in combination with cases and allusions, and clarified the implementation direction of corporate culture. The trainees actively participated in the group discussions and exchanges, and the Chairman made a summary speech for the viewpoints of each group.

This training helped new employees understand and recognize the corporate culture, further unifying their thinking, and stimulating their sense of belonging, mission, honor and accomplishment.



[Case] Six Sigma Green Belt DMAIC Training Program - Boosting the Company to Take New Steps

In order to improve customer satisfaction and quality, reduce quality losses, enhance users' reputation and experience, and build a quality improvement team with high standard, competency and abilities, the Company has initiated project improvement based on Six Sigma system, integrated internal and external resources, and launched comprehensive capability enhancement training for core staff.



Employee Training Data

Indicator	Unit	2023	2022	2021
Total training investment	RMB 10,000	72.72	14.20	28.60
Number of employees receiving training	Person-time	3591	1844	1244
Number of training sessions	Times	304	183	127
Total training hours	Hours	496	297	196
Training coverage rate	Hours	68.78	52.18	53.79

Employee Development

The Company pays attention to the development of employees at all levels, and has established a perfect career development system to provide employees with smooth development channels, including management (Category M) and profession (Category P). Category M is divided according to employee's position, while Category P is divided according to employees' responsibilities, knowledge, experience, and skills. All employees can be promoted according to their own conditions and interests, and the Company will also help them make career planning.

We have strengthened the job rotation management and for-

mulated *Management System for Job Rotation of Employees* and *Management System for Job Rotation of Middle and Senior Executives*. With internal job rotation, we have developed a talent cultivation mechanism to train employees to grow into versatile talents, enhance the middle and senior executives' familiarity and understanding of the Company's business, deepen their understanding of operations, broaden their horizons, optimize the processes, improve overall planning capabilities, and promote the overall integration and exchange among the functional headquarter, the operation headquarter and the regional divisions.

Employee Health and Safety

It is one of important symbols of the people-oriented approach to pay attention to and protect the health and safety of employees. Goode attaches great importance to the health and safety of employees, always guards the bottom line of safety, strengthens the awareness of the red line, prioritizes the health and safety of employees, constantly improves and implements the safety responsibility system, rules and regulations for all employees, and prompts graded risk control and hidden danger investigation.

Workplace Safety Management

According to relevant laws and regulations, including the *Workplace Safety Law of the People's Republic of China* and the *Occupational Disease Prevention and Control Law of the People's Republic of China*, the Company has comprehensively revised and improved the safety management system at all levels, and developed operational safety procedures for each positions, so as to provide reference for workplace safety activities. We have developed 29 safety management systems, including the *Chemicals Safety Management System*, the *Fire Safety Management System*, the *Special Equipment Safety Management System*, the *Management System for Personal Protective Equipment and Safety and Health Facilities*, and the *Safety Inspection System*, as well as 19 operational safety procedures, including the *Operational Safety Procedure for Punch Press*, the *Operational Safety Procedure for Fabric Cutting Machine*, the *Operational Safety Procedure for Forklift Truck*, and the *Operational Safety Procedure for Grinding Machine*. In addition, the Company has also established a safety liaison and alarm upgrade mechanism, and clarified the safety liaison person at each level.

In order to strengthen the workplace safety management and achieve the workplace safety goals, the Company appoints full-time workplace safety administrators to take charge of the comprehensive coordination and supervision of workplace safety management. A safety leadership team is also set up. Its members have received safety training at the safety training institutions which are recognized by the workplace safety supervision and management department, and all obtained safety administrator certificate after passing the examination. In the team, there is one main person in charge and 12 safety administrators. The Chairman is appointed as the main person in charge of safety, the Production and Operation Director is responsible for the workplace safety of the whole workshop, the managers of all departments serve as part-time safety administrators responsible for supervision, and the workshop director is responsible for implementation.

Occupational Health Protection

The Company takes active steps to create a safe production environment to safeguard employees' lives and properties. In order to strengthen the prevention and control of occupational diseases, we regularly organize the detection and evaluation of occupational hazards to ensure the health and safety of workers in the work. To this end, we have prepared prompt cards for four occupational hazards (namely, high temperature, noise, dust and chemical substances), so that employees can fully understand the potential occupational hazards and enhance self-protection awareness, thereby reducing the risk of occupational diseases.

For job positions that may cause occupational hazards, we must provide employees with personal protective equipment that meets national or industry standards, and set up warning signs and instructions in conspicuous positions, indicating the types of potential occupational hazards, consequences, and prevention and emergency measures. Moreover, occupational hazard prevention equipment should be equipped on the working site and regularly checked and updated. Safety equipment and facilities should be set with safety warning signs, emergency stop buttons, protective railings, safety protection nets, safety gratings, and safety doors. The plant should be

The Company passed the ISO 45001 occupational health and safety management certification in 2022; and conducts internal evaluation and accepts relevant assessment and audit on the occupational health and safety management system every year.



mounted with firefighting equipment, safety exit lights, emergency lighting fixture, and a variety of safety monitoring devices such as smoke detector and combustible gas detector. These

devices can monitor safety hazards in a timely manner, and remind people to take appropriate safety measures to prevent incidents.

Safety Risk Identification

One of the primary tasks in workplace safety management is to comprehensively investigate potential risk points, which involves thorough inspection and assessment of factors that may lead to incidents, covering potential risks in equipment and facilities, operating practices, occupational health, environmental conditions, construction sites, and safety management.

We categorize and grade the identified risk points according to their nature and severity, for example, classifying them into hazardous factors like fire, falling, strike, collapse and electric shock, as well as hazardous factors like noise, dust and toxic substances. Then, according to the degree of danger and the severity of possible consequences, we divide the workplace safety risk level into major, high, moderate and low, and mark them with red, orange, yellow and blue, so that employees can understand the risk level at a glance.

It is a must for enterprises to clarify specific control measures against different levels of risk points. We need to develop systematic management measures, engineering and techni-

cal measures, online monitoring measures, video monitoring measures, automatic control measures, and emergency management measures, and ensure that the risk control measures are implemented. Furthermore, it is necessary to clarify the responsible department, responsible person and specific implementation time to ensure their effective implementation.

In order to enable employees to fully understand the basic information and prevention and emergency measures of risk points, the Company needs to disclose the main risk points, risk categories, risk levels, and corresponding control and emergency measures. For posts with safety risks, it is important to set up prompts to indicate hazardous and harmful factors, consequences, and prevention and emergency measures. Regarding workplaces or positions that may lead to incidents, safety interlock or alarm device should be provided as required by the specification, as well as on-site emergency facilities and evacuation channels. At the same time, the adjacent enterprises also should be informed of the relevant information and emergency measures of the risk points, in order to ensure the comprehensive promotion of safe production.

Safety Hazard Investigation

The Company encourages all employees to actively report safety hazards found in the work, and has taken a variety of measures (including daily safety inspection and special safety inspection) in order to raise employees' awareness of participation and supervision of workplace safety, and to prevent and avoid incidents.

Daily safety inspection

We conduct patrol inspection every day, focusing on key devices, key parts and special workplaces at the production site. Once finding any problem, we will immediately notify the relevant personnel for on-site rectification, then reprimand and educate them, or take disciplinary action against them when necessary. This "walk-around" management method enables the executives to inspect the site in person, and observe and obtain real and comprehensive information in time, thus ensuring that problems can be solved in a timely manner.

Special safety inspection

We carry out special safety inspection on a regular basis. In view of the identified unsafe conditions and behaviors, we will deal with them promptly and include them in the scope of employee performance assessment. As for the existing problems, the relevant departments are required to make rectification within a time limit, so as to effectively ensure workplace safety. For problems that could not be rectified in time, we have developed monitoring measures and analyzed them one by one, thus effectively eliminating the occurrence of safety incidents.

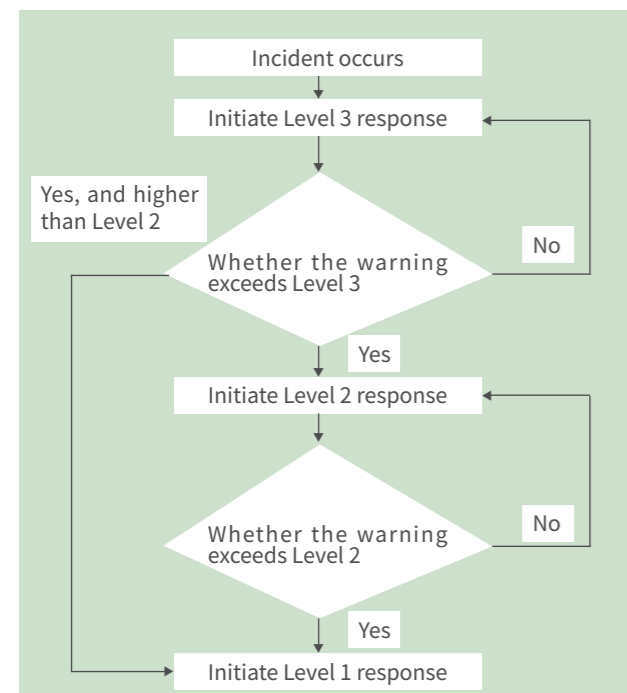
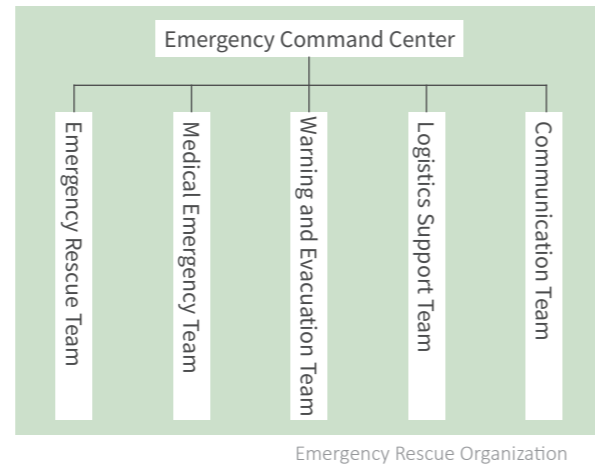
In 2023, the Company detected a total of 575 potential safety hazards or unsafe factors, and rectified 575 items, with a rectification rate of 100%.

Emergency Response System

In strict accordance with *Emergency Response Law of the People's Republic of China, Management Measures for Emergency Response Plan and Management Measures for Emergency Response Plan for Production Safety Incidents*, the Company has formulated emergency response and rescue plans for production safety incidents on the basis of risk assessment, aligned with the relevant emergency response plans of the local government and relevant departments, and continuously optimized the emergency management system so as to ensure the safety and health of employees and the safety of public life to the greatest extent possible.

The Company has set up a sound emergency response organization and established a comprehensive emergency response system to build solid defense for workplace safety. The Emergency Command Center comprehensively coordinates and directs the emergency rescue. There are five professional teams set: Emergency Rescue Team, Medical Emergency Team, Warning and Evacuation Team, Logistics Support Team, and

Communication Team. These teams play their own role to proceed with emergency response in an orderly manner.



Flow Chart of Emergency Response Grading

According to the hazard, severity, influence and control of the incidents, the Company implements a three-level emergency response system, namely, Level 3 response, Level 2 response and Level 1 response, and sets clear and comprehensive regulations on the judgment criteria and response departments of the corresponding level, to ensure targeted response when an incident occurs.

In order to ensure that employees in key positions can take appropriate actions quickly and effectively in case of emergencies, the Company prepares emergency response cards for key positions and conducts emergency response drills at least once a year. The Company also frequently provides employees with training on on-job emergency response, self-rescue mutual rescue, escape skills, and organizes regular assessments. To address workplace safety incidents, we have developed a series of comprehensive emergency plans against chemical leakage, fire and explosion, special equipment incident, limited space, food poisoning, and typhoon and flood, so as to ensure that employees can quickly respond to special incidents and carry out emergency rescue in an efficient and orderly manner, minimizing the harm and damage.

[Case] Goode conducted fire drills to effectively prevent safety risks.

On August 2, 2023, Goode invited firefighters to publicize fire control knowledge and conduct fire drills for over 400 employees, including fire drill, practical operation of fire extinguisher, fire drill at night and other contents, enabling them to understand the fire escape routes and the operation of fire equipment, greatly enhancing their fire safety awareness, improving their emergency response capabilities, truly implementing the Company's fire safety work, and providing reliable guarantees for the safety production.



Safety Training

Safety training plays an important role in guaranteeing employees' health and safety. In order to vigorously publicize safety knowledge and enable employees to receive sufficient safety training, we have adopted a variety of initiatives, for instance, distribute promotional materials and paste posters within the Company to convey safety knowledge and skills in an intuitive and graphic way, regularly play safety promotional videos in employees' rest rooms and cafeteria to present safety knowledge in audible and pictorial form to improve their safety awareness and skills, and make full use of modern media means, such as website, WeChat official account and other new media platforms, to publicize safety education.

To improve the safety awareness of employees, the Company develops safety training plans for all employees every year, and provides comprehensive training for them, mainly taking the Company's safety management documents, safety incident cases, and domestic laws and regulations as safety training materials, and carrying out the training on workplace safety, rules and regulations, operating procedures, technical standards and specifications, standard operation procedures, equipment protection, hazard identification, occupational hazards and protection, risk management, emergency plans, etc. The Company also provides "three-level" safety education for new employees, making each employee familiar with the rules and regulations on workplace safety, labor discipline, risks in the workplace, precautionary measures and emergency response

to incidents, and relevant incident cases, so as to ensure that the new employees are subjected to a systematic, hierarchical and comprehensive education on occupational health, safety and environment.

In addition, to develop a corporate safety culture, we integrate the purpose of enhancing employees' safety awareness into their daily work. We have organized safety competitions, safety hazard investigation, and fire drills in the workshops to popularize safety knowledge and promote the importance of safe production and operation.



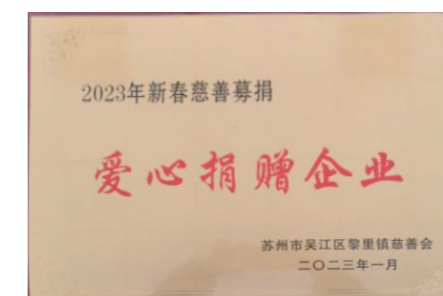
Workplace Safety Training

Safety Training Data

Indicator	Unit	2023	2022	2021
Total number of on-duty personnel receiving safety training	Person-time	778	492	375
Hours of safety training received by on-duty personnel	Hour	44.44	24.14	24.06

Public Welfare

Public welfare is not only a responsibility, but also an undertaking. Goode has always implanted the practice of social responsibility into its business management, took an active part in public welfare undertakings, and actively benefited the society. Through visits to old people's homes and charitable donation activities in Madagascar, we work together for public welfare programs to pass on love and warmth and remain rosiness and hope forever. In 2023, the Company was titled as Charitable Donation Enterprise.



Visit to Old People's Home Visit to Old People's Home

GRI Content Index

Content Index of GRI Standards 2021				
Statement of Use	Goode EIS (Suzhou) Corp., Ltd. has reported the information cited in this GRI content index for the period from January 1, 2023, to December 31, 2023 with reference to the GRI Standards.			
GRI 1 used	GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)	None Applicable GRI Sector Standard(s)			
GRI Standards	Disclosure	Chapters	Reason	Explanation
General Disclosures 2021				
Organization and its reporting practices	2-1 Organizational details	About the Report		
	2-2 Entities included in the organization's sustainability reporting	About the Report		
	2-3 Reporting period, frequency and contact point	About the Report		
	2-4 Restatements of information	About the Report		
	2-5 External assurance	About the Report		
Activities and workers	2-6 Activities, value chain and other business relationships	About Goode		
	2-7 Employees	Equality and Diversity		
	2-8 Workers who are not employees	Equality and Diversity		
管治	2-9 Governance structure and composition	Governance System		
	2-10 Nomination and selection of the highest governance body	Governance System		
	2-11 Chair of the highest governance body	Governance System		
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance System		
	2-13 Delegation of responsibility for managing impacts	Governance System		
	2-14 Role of the highest governance body in sustainability reporting	Governance System		
	2-15 Conflicts of interest	Fair Competition		
	2-16 Communication of critical concerns	Governance System		
	2-17 Collective knowledge of the highest governance body	Governance System		
	2-18 Evaluation of the performance of the highest governance bod	Governance System		
	2-19 Remuneration policies	Governance System		
	2-20 Process to determine remuneration	Governance System		
	2-21 Annual total compensation ratio	Omitted	Confidentiality	Not disclosed temporarily due to information confidentialit

GRI Content Index

GRI Standards	Disclosure	Chapters	Reason	Explanation
Strategic, policies, and practices	2-22 Statement on sustainable development strategy	Message from the Chairman		
	2-23 Policy commitments	Anti-Corruption ESG Governance		
	2-24 Embedding policy commitments	Anti-Corruption ESG Governance		
	2-25 Processes to remediate negative impacts	Information security		
	2-26 Mechanisms for seeking advice and raising concerns	Democratic Governance		
	2-27 Compliance with laws and regulations	Please refer to the respective chapters of the report		
Stakeholder Engagement	2-28 Membership associations	Reason for Omission	N/A	Not covered in the Report
	2-29 Approach to stakeholder engagement	Stakeholder Communication		
Material Topics 2021	2-30 Collective bargaining agreements	Democratic Governance		
	Material Topics			
	3-1 Process to determine material topics	Material Topics Analysis		
Material Topics 2021	3-2 List of material topics	Material Topics Analysis		
	3.3 Management of material topics	Material Topics Analysis		
Thematic Topics				
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Resource Management		
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	Protection of Rights and Benefits		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Protection of Rights and Benefits		
GRI 205: Anti-corruption 2016	205-1 Communication and training about anti-corruption	Anti-Corruption		
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption		
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Fair Competition		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Resource Management		
	302-3 Energy intensity	Resource Management		
	302-4 Reduction of energy consumption	Resource Management		
	302-5 Reductions in energy requirements of products and services	Resource Management		


GRI 指标索引

GRI Standards	Disclosure	Chapters	Reason	Explanation
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Management		
	303-2 Management of water discharge-related impacts	Resource Management		
	303-3 Water withdrawal	Resource Management		
	303-4 Water discharge	Resource Management		
	303-5 Water consumption	Resource Management		
GRI 305: Emissions 2016	305- 1 Direct (Scope 1) GHG emissions	Resource Management		
	305-2 Energy indirect (Scope 2) GHG emissions	Resource Management		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management		
	306-2 Management of significant waste-related impacts	Waste Management		
	306-3 Waste generated	Waste Management		
	306-5 Waste directed to disposal	Waste Management		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
	308-2 Negative environmental impacts in the supply chain and actions	Sustainable Supply Chain		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Equality and Diversity		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Equality and Diversity Equality and Diversity		
	401-3 Parental leave	Equality and Diversity Equality and Diversity		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Workplace Safety Management		
	403-2 Hazard identification, risk assessment, and incident investigation	Safety Risk Identification		
	403-3 Occupational health services	Occupational Health Protection		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health Protection		
	403-5 Worker training on occupational health and safety	Safety Education		
	403-6 Promotion of worker health	Occupational Health Protection		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health Protection		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health Protection		
	403-9 Work-related injuries	Occupational Health Protection		
	403-10 Work-related ill health	Occupational Health Protection		

GRI 指标索引

GRI Standards	Disclosure	Chapters	Reason	Explanation
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training		
	404-2 Programs for upgrading employee skills and transition assistance	Employee Training		
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Training		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality and Diversity		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality and Diversity Protection of Rights and Benefits		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Democratic Governance		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Protection of Rights and Benefits		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protection of Rights and Benefits		
GRI 414: Supplier Social Assessment 2016	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		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Quality		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security		

SDG Content Index

SDGs	Chapters	Actions
	Protection of Rights and Benefits	<ul style="list-style-type: none"> Contribute social insurance premiums for all employees as specified in the laws, with an employees' social insurance contribution rate of 100%.
	Employee Care	<ul style="list-style-type: none"> Establish assistance and support mechanism for employees in need.
	Public Welfare	<ul style="list-style-type: none"> Make efforts for public welfare programs, for instance, actively organize and participate in visits to old people's homes and charitable donation activities in Madagascar. In 2023, the Company was titled as Charitable Donation Enterprise.
	Remuneration and Benefits	<ul style="list-style-type: none"> Provide employees with flexible and diverse benefits, including insurance benefits and vacations.
	Occupational Health Protection	<ul style="list-style-type: none"> Actively organize various cultural and sports activities, such as tug-of-war, employee birthday parties, team building, outward-bound training, and hiking. Regularly organize testing and evaluation of occupational hazards, and equip employees with protective equipment that conforms to national or industry standards.
	Employee Training	<ul style="list-style-type: none"> Provide employees with training courses that are highly suited to their posts, including employee training, information system expertise training vocational skills training, special job certification training, and management training.
	Safety Education	<ul style="list-style-type: none"> Develop an annual safety education and training plan for all employees, and conduct comprehensive training for them.
	Equality and Diversity	<ul style="list-style-type: none"> Prohibit any forms of discrimination and harassment.
	Resource Management	<ul style="list-style-type: none"> The government sets strict water consumption standards to encourage water-saving industries.
		<ul style="list-style-type: none"> Promote water-saving technologies, such as water-saving irrigation and rainwater collection and utilization, and improve the efficiency of water resources.
		<ul style="list-style-type: none"> Establish a water resources monitoring and assessment system, implement a system for paid use of water resources, and ensure the sustainable utilization of water resources.
	Resource Management	<ul style="list-style-type: none"> The government increases investment in renewable energy and supports the development and utilization of clean energy such as wind, solar and hydro energy.
		<ul style="list-style-type: none"> Encourage the development and promotion of new energy vehicles to reduce the consumption of petroleum resources and the exhaust gas emissions from traditional vehicles.
		<ul style="list-style-type: none"> Keep up with the pace to develop and apply production patterns and technical equipment which are of high efficiency and low pollution. During the report period, we upgraded the production lines to increase the utilization of renewable and clean energy.

SDGs	Chapters	Actions
	Equality and Diversity	<ul style="list-style-type: none"> Respect and care for female employees, establish a system to protect their rights and benefits, fully implement maternity leave, prenatal check-up leave and parental leave, and carry out special activities for the International Working Women's Day (March 8).
	Protection of Rights and Benefits	<ul style="list-style-type: none"> Provide employment opportunities, resolutely prohibit the use of child and forced labor, and prevent against the cases of child labor, inhuman treatment and forced labor.
	R&D Innovation	<ul style="list-style-type: none"> Continuously improve the technological innovation management system for core technologies, constantly improve the quality of technological innovation, and empower the products.
		<ul style="list-style-type: none"> Emphasize on industry-academia-research collaboration in the technological innovation system, and actively cooperate with well-known universities and research institutions at home and abroad.
	Protection of Rights and Benefits	<ul style="list-style-type: none"> Adhere to the principles of legal compliance, equality, fairness and non-discrimination in employee recruitment.
	Green Office	<ul style="list-style-type: none"> Actively promote the Green Office Program, and advocate all employees to practice the new low-carbon lifestyle.
	Exhaust Gas and Wastewater Management	<ul style="list-style-type: none"> Adopt advanced management technology and equipment to reduce emissions of exhaust gas and wastewater, and improve the treatment efficiency of exhaust gas and wastewater through technological innovation and process optimization.
	Product Quality	<ul style="list-style-type: none"> Develop the Product Safety Control Procedure to ensure products' safety and quality in the development, design and process control.
	Customer Service	<ul style="list-style-type: none"> Develop the After-sales Management Procedure and the Customer Complaint Handling and Control Procedure to ensure that customers can obtain effective support and solutions after purchasing products.
	Green Office	<ul style="list-style-type: none"> Step up efforts to energy-saving renovation, replace conventional lighting fixtures with LED lights to reduce GHG emissions.
	Anti-Corruption	<ul style="list-style-type: none"> Sign an Employee Integrity Agreement with employees.
	Sustainable Supply Chain	<ul style="list-style-type: none"> Organize anti-corruption and ethics training on a regular basis to strengthen employees' legal awareness and work ethics, and continuously promote the healthy development of the Company and fulfill its social responsibility. Require all suppliers and partners to sign the Letter of Undertaking on Social Responsibilities.
	Communication with Stakeholders	<ul style="list-style-type: none"> Pay attention to and listen to the demands of internal and external stakeholders, establish communication channels in various forms, and collect and respond to the expectations and demands of stakeholders on the Company.
	Sustainable Supply Chain	<ul style="list-style-type: none"> Continuously improve the supply chain management system and strengthen communication with suppliers and partners.
	Industry Exchange	<ul style="list-style-type: none"> Actively participate in various industry exhibitions.



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