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## About This Report

This Report is prepared in accordance with Standards for the Contents and Formats of Information Disclosure by Companies Offering Securities to the Public No. 2 - Contents and Formats of Annual Reports (2021 Revision)(Chapter 5 Environment and Social Responsibility) issued by the China Securities Regulatory Commission , the Environmental, Social and Governance Reporting Guide (effective from 1 January 2022 ) (“ESG Guide”) issued by the Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) and the Guidelines No. 1 for the Application of Self-regulatory Rules of Companies Listed on the Shanghai Stock Exchange — Standard Operation (2021) issued by the Shanghai Stock Exchange (the “SSE”).

Unless otherwise stated, the data and cases mentioned in the Report are derived from Flat Glass Group Co., Ltd. and its subsidiaries during actual operations.

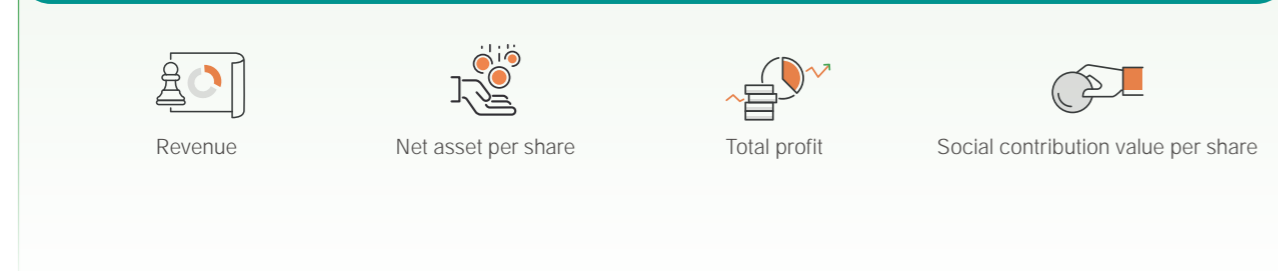
## About Flat Glass

	Flat Glass Group Co., Ltd.	Listed on the Shanghai Stock Exchange (stock code: 601865) Listed on the Hong Kong Stock Exchange (stock code: 06865)
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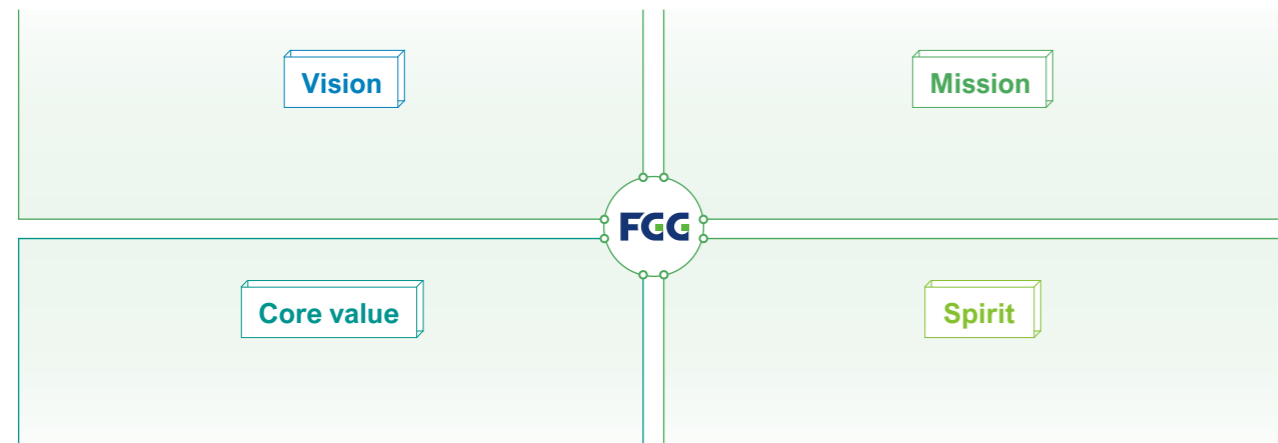
Flat Glass is a comprehensive enterprise with an integration of research and development, manufacturing, processing, and sales of glass. Its main products cover photovoltaic (PV) glass, float glass, energy-saving architectural glass, and household glass.

Main locations of Flat Glass and its subordinates include Jiaxing of Zhejiang province and Chuzhou of Anhui province in China, and Haiphong in Vietnam.

### Economic performance



Note: Social contribution value per share = (net profit attributable to ordinary shareholders of the Company excluding non-recurring items + payments to the government + employee compensation and benefits + interests paid on loans to creditors such as banks + amount of value (such as external donations) created for other stakeholders - other social costs caused by environmental pollution, etc.) / total number of shares of the Company.

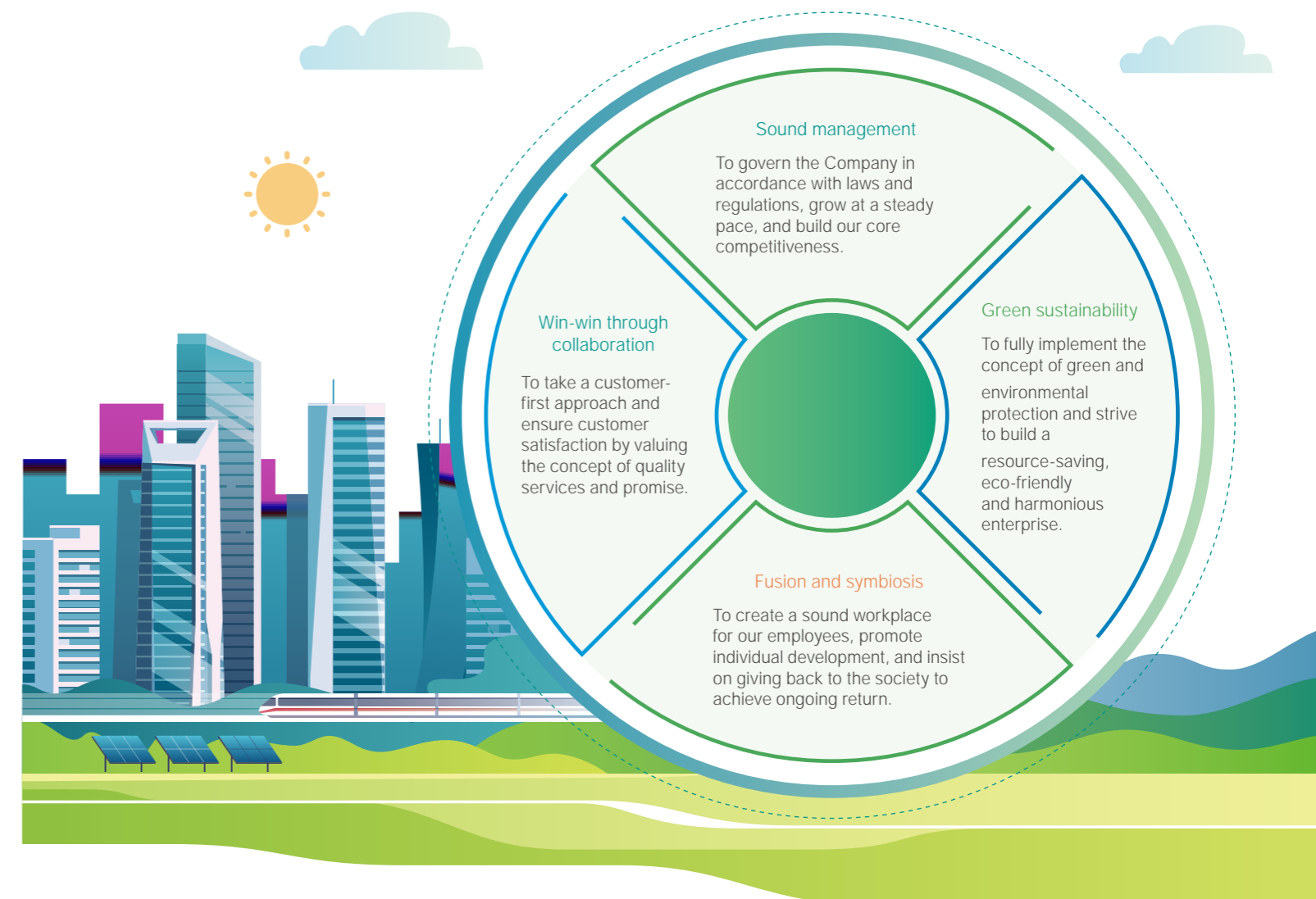


## Social Responsibility Management

As a global leading PV glass manufacturer, Flat Glass takes "To jointly create a green community" as its mission and integrates the teamwork philosophy of "thinking and acting as one, and collaborating modestly" into the Company's corporate culture and strategic planning.

### Social Responsibility Philosophy

While pursuing rapid growth, the Company is always mindful of its social responsibility; ESG management is not only the Company's due obligation to investors, but also the standard for continuous sound management and the core of the Company's social responsibility. To this end, in addition to operating in compliance with all national laws, regulations and rules, the Company also integrates environmental and social responsibility into its strategic business activities, and has proposed ESG management strategies of "sound management", "win-win through collaboration", "green sustainability" and "Fusion and symbiosis", in a bid to prudently manage environmental and social risks, improve management system, reduce impact of operations on environment, and at the same time, promote social harmony through innovation-driven development and training of professionals.



The Company has based on the materiality analysis table or performance target Report, there

efficiency, energy use efficiency, greenhouse gas emission reduction and waste reduction elements in its own operations, details of which is listed in the Group's environmental impact report. The Board of Directors will review the Company's ESG performance and achievement of ESG targets on an annual basis to ensure that the Company's ESG performance is disclosed in the ESG report of ESG performance targets.

Target for

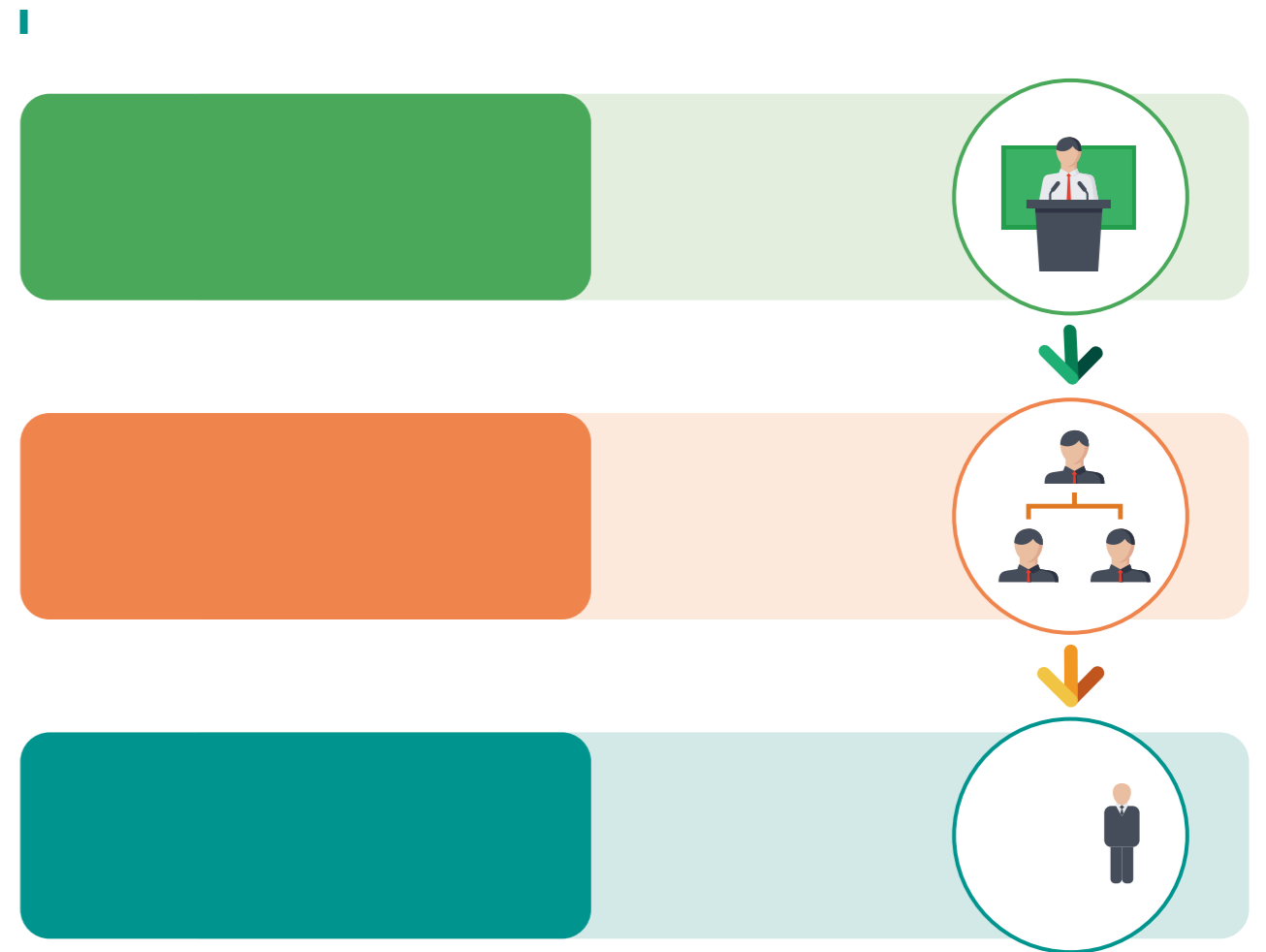
Target for greenhouse gas emissions

Target for energy use

## ESG Management Structure

Effective ESG management cannot be achieved without the attention of the top management and the participation of all employees. The Company has integrated ESG concepts into its corporate culture and daily operations and formed a top-down ESG management structure, with the Board of Directors overseeing and ultimately responsible for ESG matters.

After the formal operation of the ESG working group internally in 2020, an ESG committee has been established under the operating management in 2022, in a bid to improve the Company's ESG management structure and enhance comprehensive coordination of ESG work to assure effective ESG management. The ESG committee is responsible for identifying ESG risks and opportunities, formulating concepts and targets, and reporting to the business management and the Board of Directors on a regular basis. The Company's ESG working group, which is led by the head of the Board Secretary Office, is responsible for implementing ESG work, coordinating issues relating to ESG management as well as communication and policy implementation.



In 2021, the Company's Board of Directors and its committees considered and approved ESG issues concerning corporate governance, information disclosure, employees' rights and interests, protection of shareholders' rights and interests, and risk management, with a view to continuously improving the Company's ESG management.

Board of Directors	Corporate governance	<ul style="list-style-type: none"> <li>• Various corporate governance-related systems, including the Articles of Association</li> <li>• Proposals related to the election of the Board of Directors and its committees</li> <li>• Proposals related to the evaluation report on the Company's internal control</li> </ul>
	Information disclosure	<ul style="list-style-type: none"> <li>• The Company's ESG Report in 2020, covering environmental management, employee development and training, customer service and communications</li> </ul>
	Employees' rights and benefits	<ul style="list-style-type: none"> <li>• 2021 A-share Stock Option Incentive Plan, Proposal on the Granting of Reserved Portion of A-share Restricted Shares to Incentive Participants, etc.</li> </ul>
	Protection of shareholders' rights and interests	<ul style="list-style-type: none"> <li>• The Plan for Dividend Returns to Shareholders for the Next Three Years (2021-2023), the Proposal on Profit Distribution for the Year 2020, etc.</li> </ul>
Risk Management Committee	Compliance and risk management	<ul style="list-style-type: none"> <li>• The Report on OFAC's Risk Control Work in 2020 and Future Work Plan and other related proposals to oversee the development and operation of risk management mechanisms</li> </ul>
Remuneration Committee	Employees' rights and benefits	<ul style="list-style-type: none"> <li>• The Proposal on the Achievement of the First Unlocking Conditions in the First Grant Part of the Restricted A Share Incentive Scheme for 2020</li> </ul>
Strategic Development Committee	Corporate governance	<ul style="list-style-type: none"> <li>• The Company's Development Plan in 2021.</li> </ul>



The Company values the opinions of various stakeholders, including shareholders and investors, employees, customers, suppliers, communities, industries, governments and regulators. The Company has established a normalized communication mechanism with its stakeholders, incorporated their issues into the Company's operation and decision-making process, and actively responded to their demands and expectations while enhancing the Company's sustainable development.





## Responding to Climate Change





Risks	Transformation risks	<p><b>Reputation risk</b></p> <p>With the transition to a low-carbon economy, various stakeholders such as the Chinese government, customers, and business partners expect companies to take proactive management actions and improve transparency of information disclosure in response to climate action. Failure to actively respond to these stakeholders' demands will pose an adverse impact on its own reputation.</p>	<ul style="list-style-type: none"> <li>Decrease in operating revenues</li> </ul>	<ul style="list-style-type: none"> <li>Make climate change mitigation and adaptation one of the priorities of each business unit.</li> <li>Identify and manage climate change risks and opportunities with reference to the TCFD framework.</li> <li>Communicate climate change as a priority issue to stakeholders through channels such as Environmental, Social and Corporate Governance (ESG) Report.</li> <li>Promote the development of green products with R&amp;D innovation.</li> <li>Gradually eliminate equipment with high energy consumption, improve resource utilization efficiency, and continuously reduce carbon footprint in operation process.</li> </ul>
		<p><b>Policy risk</b></p> <p>China has set carbon neutrality targets and will continue to tighten its regulation on companies' carbon emissions. Potential impacts include: the Company may face higher environmental protection requirements resulting in higher environmental protection costs; the Company may be subject to short-term impacts such as higher energy prices and increased operating costs during the country's energy transition process.</p>	<ul style="list-style-type: none"> <li>Increase in credit risk</li> <li>Increase in operating costs</li> </ul>	
		<p><b>Market risk</b></p> <p>In recent years, customers and consumers have become increasingly concerned about the sustainability of products, which is changing the external market environment in which companies operate. Failure of the Company's products and services to respond to these changes in an effective and timely manner will pose an adverse impact on its operations.</p>	<ul style="list-style-type: none"> <li>Decrease in operating revenues</li> </ul>	
		<p><b>Technical risk</b></p> <p>National and social concerns to address climate change issues increase the urgency of renewable energy applications. Enhancing the competitiveness of the market for PV power generation relies on reduction of operating costs and improvement of efficiency, so the industry chain will pursue more efficient PV technology, which will bring about changes in demand for PV glass products.</p>	<ul style="list-style-type: none"> <li>Decrease in operating revenues</li> <li>Increase in R&amp;D investment</li> </ul>	



Opportunities	<p><b>Resource efficiency</b></p> <p>Improving efficiency in the use of resources, including energy and water resources, can help the company reduce costs during operations.</p>	<ul style="list-style-type: none"> <li>Decrease in operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Actively adopt green office and green operation measures.</li> <li>The concept of ecological and environmental protection shall be integrated in the design stage of the newly-built plant to reduce the use of resources in the construction and operation links.</li> <li>Continuously improve green R&amp;D and innovation investment.</li> <li>Continuously improve the environmentally friendly and green attributes of our products.</li> </ul>
	<p><b>Energy source</b></p> <p>Increasing the use of low-emission energy/clean energy in operational activities, such as the adoption of PV power generation, is beneficial in addressing the risk of future energy price increases.</p>	<ul style="list-style-type: none"> <li>Increase in value of fixed assets</li> </ul>	
	<p><b>Products and services</b></p> <p>In the context of low carbon economic transformation, the demand of customers as well as consumers in green products and PV glass products is also increasing, which is also a new market opportunity for the Company.</p>	<ul style="list-style-type: none"> <li>Revenue growth from increased demand for products and services</li> </ul>	

### Improvement of energy use efficiency




The product manufacturing process is the main source of carbon emissions for the Company. The energy consumed by the Company is mainly: natural gas, fuel oil and electricity, and energy consumption is also the main source of greenhouse gases (Scope I and Scope II). Based on the guideline of energy saving and consumption reduction, the Company has put in place a comprehensive energy management system and has been carrying out various energy saving-oriented technological improvement projects, details of which is listed in the main tasks and achievements of the Group's cleaner production in 2021 on page 44 of this Report, to continuously improve the energy use efficiency of its operation activities and reduce greenhouse gas emissions. Currently, the Company has set a greenhouse gas emission target, which is 10% reduction by FY2025 compared with the base year FY2021.

At the same time, the Company has integrated ecological and environmental protection concepts into the design process and built a factory that meets green factory standards to reduce the use of various resources during production and operation. 2021, Flat Glass Group Co., Ltd. was approved as a green factory in Zhejiang Province.

<ul style="list-style-type: none"> <li>Implement source control and continuous improvement while meeting and improving productivity to reduce impact of production on environment.</li> </ul>	<ul style="list-style-type: none"> <li>SOP of Energy and Resource Management</li> </ul>	<ul style="list-style-type: none"> <li>10% reduction in total energy consumption intensity per unit revenue by FY2025 to 5.15MWh//RMB10,000 in revenue compared with the base year FY2021</li> </ul>	<ul style="list-style-type: none"> <li>Invest in distributed PV projects for production bases</li> <li>Carry out energy saving-oriented technological upgrading</li> <li>Adopt waste heat power generation equipment to recover waste heat from production process</li> </ul>
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Case

In 2021, efforts were made by the Company's business units and plants to improve energy use efficiency, further reduce greenhouse gas emissions and reduce the impact of the Company's operations on environment by optimizing production layout, upgrading and renovating equipment and improving the workshop environment.

 <p>Optimize production layout</p>	<p>The loading rate of toughened products has been improved, and the production workshop has adjusted the number of loading machine operators in time according to the product specifications of the shift, reducing the occurrence of empty load and low loading rate. It is expected to save electricity consumption by 5%-8%.</p>
 <p>Retrofit and upgrade equipment</p>	<p>We have replaced the existing old motors with energy efficient ones.</p> <p>The 600T/D PV glass kiln at Jiaying site was subjected to cold repair and technical improvement, which reduced production energy consumption and improved production efficiency.</p>
 <p>Improve workshop environment</p>	<p>By renovating the workshop, we have improved the workshop environment in several plants and saved 2 hours of work time.</p>

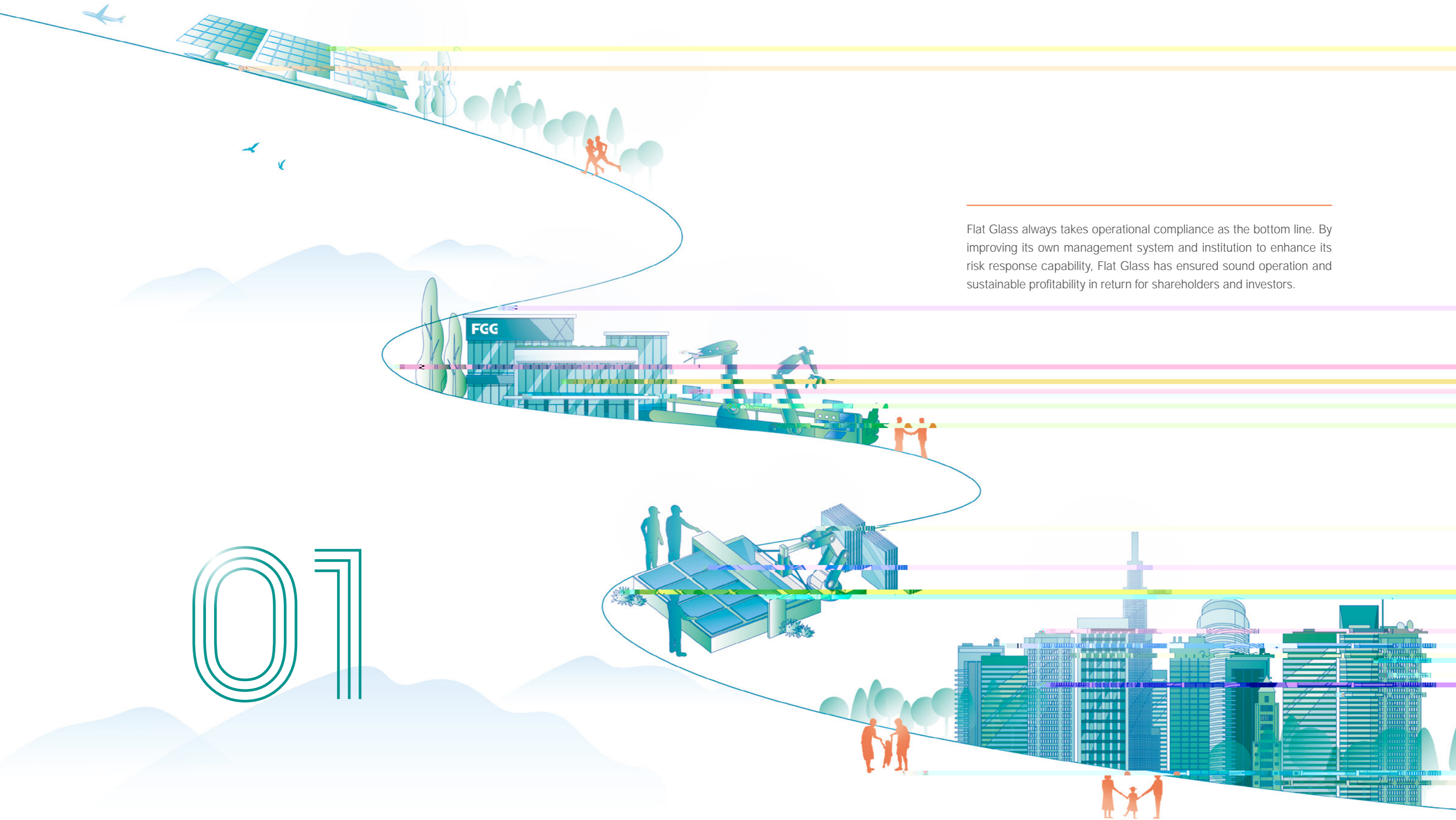
## Green products manufacturing

In the field of glass research and development, manufacturing, processing and sales, the Company is a manufacturer of PV glass, provides customers with PV glass products with ultra-high transmittance and diverse performance, and also contributes to the reduction of greenhouse gas emissions. Meanwhile, the Company is committed to optimizing and improving the green attributes of its energy-saving architectural glass, household glass and float glass products through technological innovation. In 2021, the Company's tempered glass for construction, laminated glass for construction and insulating glass for construction were certified as China Green Products.

In addition, in 2021, the Company intended to issue convertible corporate bonds. The net proceeds, after deducting the issuance costs, will be invested in a project with an annual output of 100,000 tons of ultra-high transmittance ultra-white glass panels for solar equipment, a distributed PV power plant construction project and a technological transformation project with an annual output of 15 million square meters of solar PV ultra-white glass, in a bid to continuously deliver low-carbon and green products to the market.

<ul style="list-style-type: none"> <li>A leading global manufacturer of PV glass products with diverse performance requirements</li> <li>Continuously reducing energy consumption and resource use in the manufacturing process to reduce the environmental footprint of our products</li> </ul>	<p>The Company actively participates in the global efforts for clean energy and the achievement of carbon neutrality by its competitive PV glass products, which are mainly used in PV power generation markets to provide clean electricity for various industries.</p>
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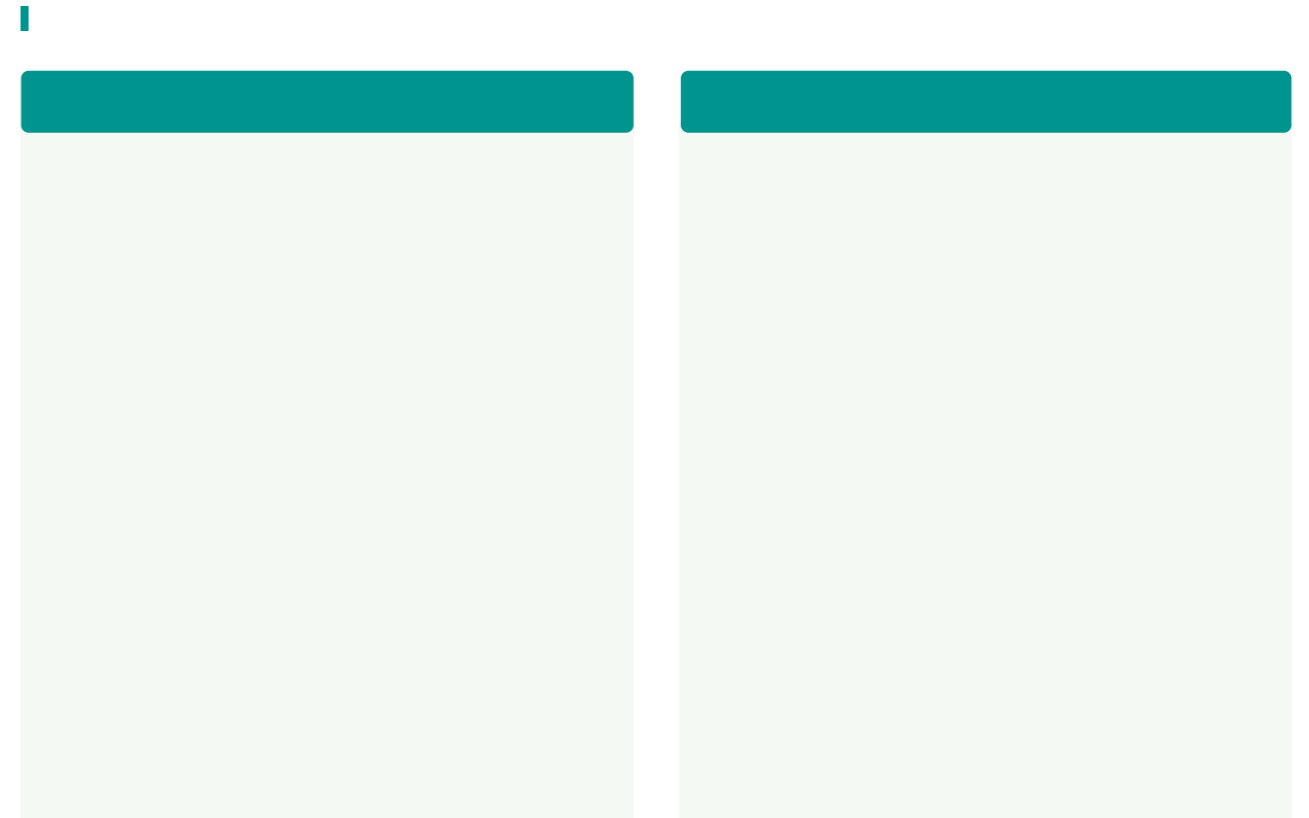
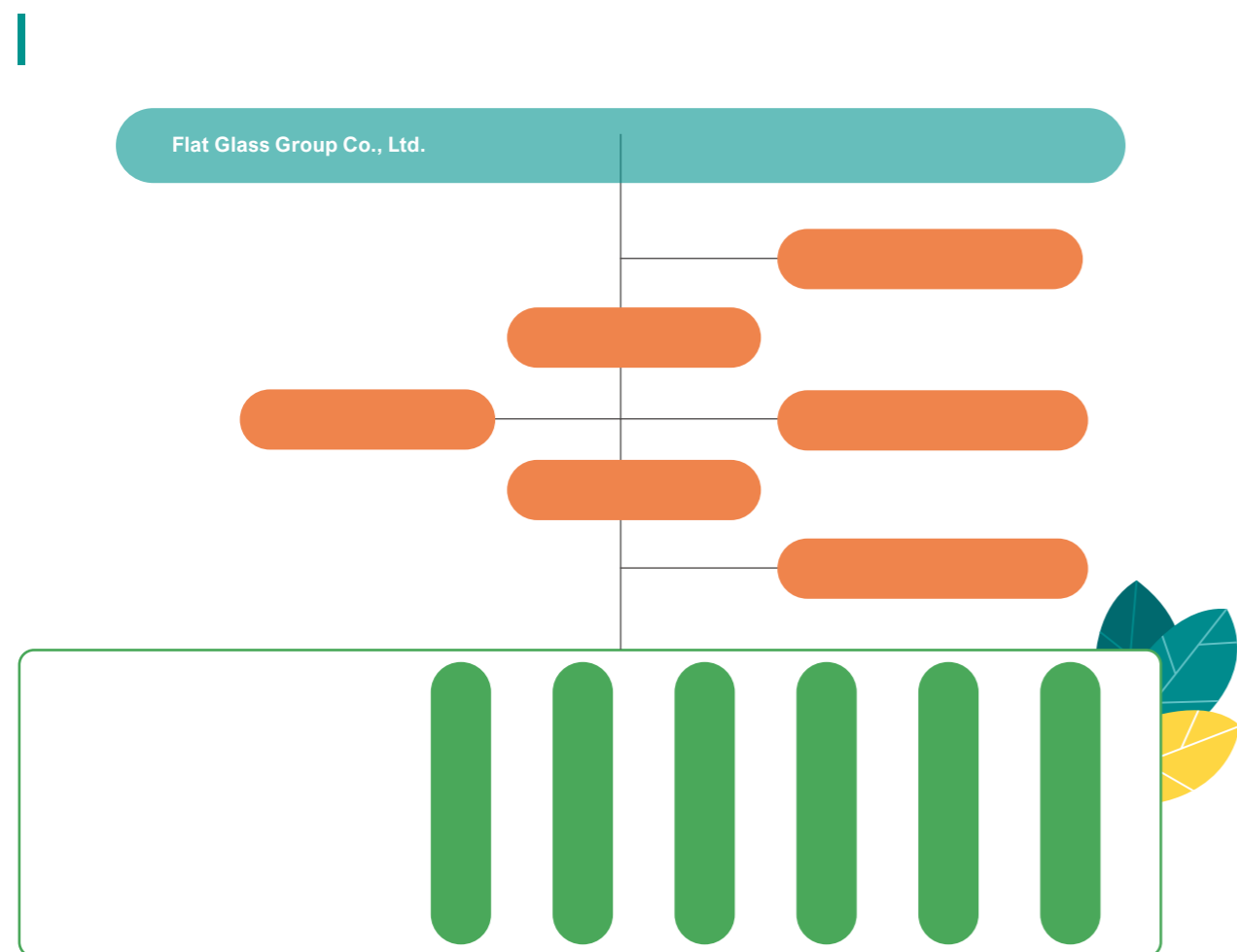
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Flat Glass always takes operational compliance as the bottom line. By improving its own management system and institution to enhance its risk response capability, Flat Glass has ensured sound operation and sustainable profitability in return for shareholders and investors.

## Sound Corporate Governance

As an A and H share company listed in mainland China and Hong Kong, the Company strictly observes the requirements of the Company Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies in China and the listing rules of the Shanghai Stock Exchange and the Stock Exchange of Hong Kong, and continues to improve the corporate governance structure consisting of the Shareholders' Meeting, the Board, the Board of Supervisors and the Senior Management. This organizational structure allows the four bodies to perform their respective duties and responsibilities, and operate in a coordinated manner with effective checks and balances to ensure the standardized operation of the Company and the science-based, standardized and transparent corporate governance.

The Board is responsible to and reports to the Shareholders' Meeting, and executes the resolutions of the Shareholders' Meeting. The Company has 7 directors, including 3 independent directors. In 2021, the Company held 10 shareholders' meetings and 22 board meetings. The Company follows and improves the mechanism of employee supervision and has 2 employee supervisors to strengthen the orderly participation of employee representatives in corporate governance.



As a link for the Company to communicate information to investors and the public, open and transparent information disclosure can safeguard and protect the legitimate rights and interests of investors, especially small and medium-sized investors. In accordance with the requirements of the regulatory authorities and Shanghai Stock Exchange and the Hong Kong Stock Exchange, the Company has put in place the Information Disclosure Management System, the Internal Reporting System for Material Information, the Registration and Reporting System



## Compliance and Business Ethics

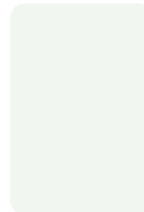
### Compliance operations

The Company steadily promotes compliance management and continues to improve the system construction and compliance management process. During the Reporting Period, the Company has not been punished or warned by regulatory authorities for zero violations to laws and regulations governing product quality, customer services, intellectual property protection, environmental protection, labor engagement, etc. A list of laws and regulations governing the areas in which the Company involves is detailed in the table below.



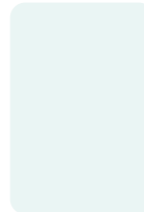
China: Product Quality Law of the People's Republic of China, Law of the People's Republic of China for Protection of Consumers' Rights, Foreign Trade Law of the People's Republic of China, Advertising Law of the People's Republic of China, etc.

Vietnam: No.36/2005/QH11 Trade Law, No. 54/2014/QH13 Customs Law, No.107/2016/QH13 Import and Export Tax Law, No.59/2020/QH14 Enterprise Law, etc.



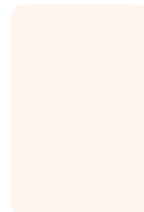
China: Patent Law of the People's Republic of China, Trademark Law of the People's Republic of China, etc.

Vietnam: No.50/2005/QH11 Law, No.103/2006/NĐ-CP Decree, No.211/2016/TT-BTC Notice, No.22/2018/NĐ-CP Decree, 42/2019/QH14 Law, etc.



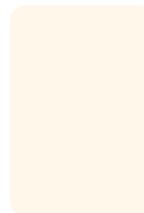
China: Environmental Protection Law of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Solid Waste Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Cleaner Production Promotion Law of the People's Republic of China, Energy Conservation Law of the People's Republic of China, etc.

Vietnam: No.2-2020-QH14 Environmental Protection Law, No.06-2022-ND-CP Decree, No. 08-2022-ND-CP Decree, No.01-2022-TT-BTNMT Circular, No.02-2022-TT-BTNMT Circular, etc.



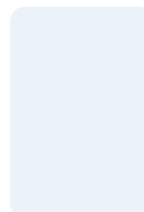
China: Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Social Insurance Law, Labor Dispute Mediation and Arbitration Law, Trade Union Law, Law on the Protection of Rights and Interests of Women, Measures for Labor Protection of Female Workers of Zhejiang Province, etc.

Vietnam: 58\_2014\_QH13 Vietnam Social Security Law, 45\_2019\_QH14\_Vietnam Labor Law, etc.



China: the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, Regulation on Work-Related Injury Insurances, Work Safety Law of the People's Republic of China, etc.

Vietnam: No.84\_2015\_QH13 Labor Safety Law, No.39\_2016\_ND-CP Decree, No.44\_2016\_ND-CP Decree, No.58\_2020\_ND-CP Decree, No.88\_2020\_ND-CP Decree, etc.



### Anti-corruption

Maintaining good business order and upholding integrity while doing business are prerequisites for sound corporate development. Anti-corruption is the focus of the Company's compliance management. The Company has strictly complied with such laws and regulations as the Anti-Unfair Competition Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery, formulated and improved the Fraud Prevention and Whistle-blowing Encouragement System, implemented anti-corruption and anti-fraud management work by strictly following the guideline of prevention before supervision, and regularly conducted anti-corruption training for all employees to develop their awareness of anti-corruption.

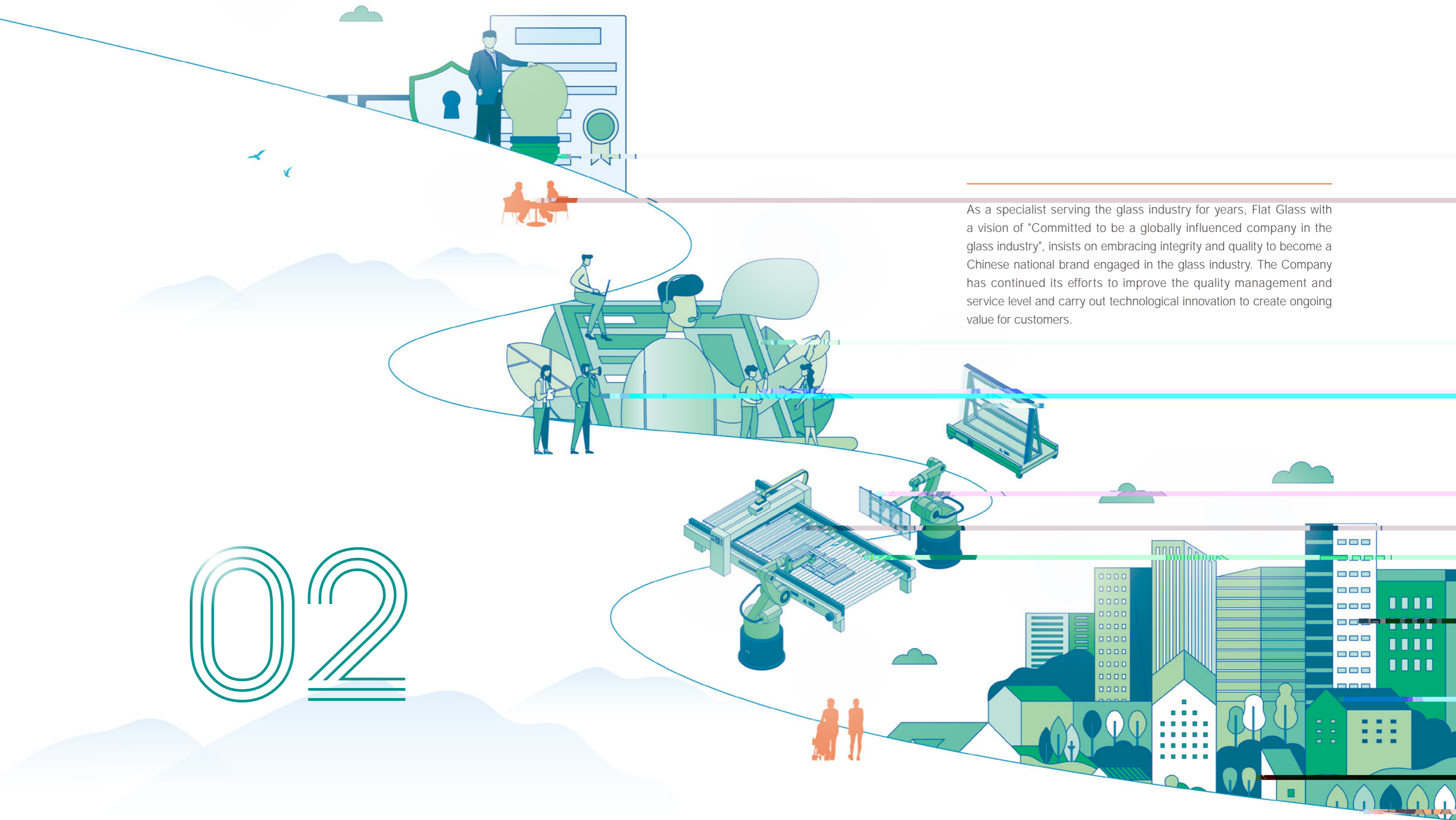
To eliminate practices of corrupt, extortion, fraud and money laundering, the Company has restrained the behavior of employees in the Employee Handbook, clearly defined the penalties and treatment measures for employees' bribery, and required employees to sign the "Integrity Pledge" when they get employed by the Company. The anti-corruption work in the procurement process is also the focus of the Company's anti-corruption work. The Company has incorporated clear integrity clauses in most of its contracts signed to communicate anti-corruption principles to suppliers and encourage them to be clean and disciplined.





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As a specialist serving the glass industry for years, Flat Glass with a vision of "Committed to be a globally influenced company in the glass industry", insists on embracing integrity and quality to become a Chinese national brand engaged in the glass industry. The Company has continued its efforts to improve the quality management and service level and carry out technological innovation to create ongoing value for customers.



## Product quality management

The Company always upholds the business philosophy of "centering on customer satisfaction, to expand market with quality, to develop with improvement" and the quality policy featuring "quality first, quality is everyone's responsibility". The Company, in the pursuit of high-quality development, has put in place a comprehensive quality management system, and to ensure that the quality control measures are effectively implemented in all production links and provide customers with high quality products, the Company has formulated quality management procedures, adopted cross-supervision method, provided quality training, among other measures.

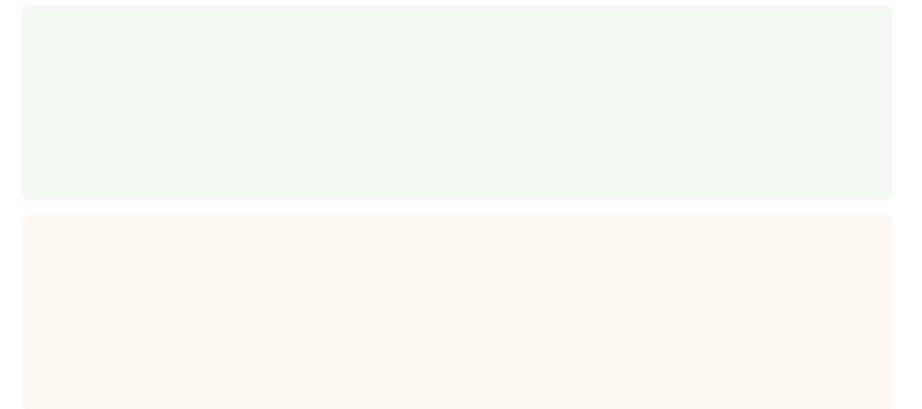
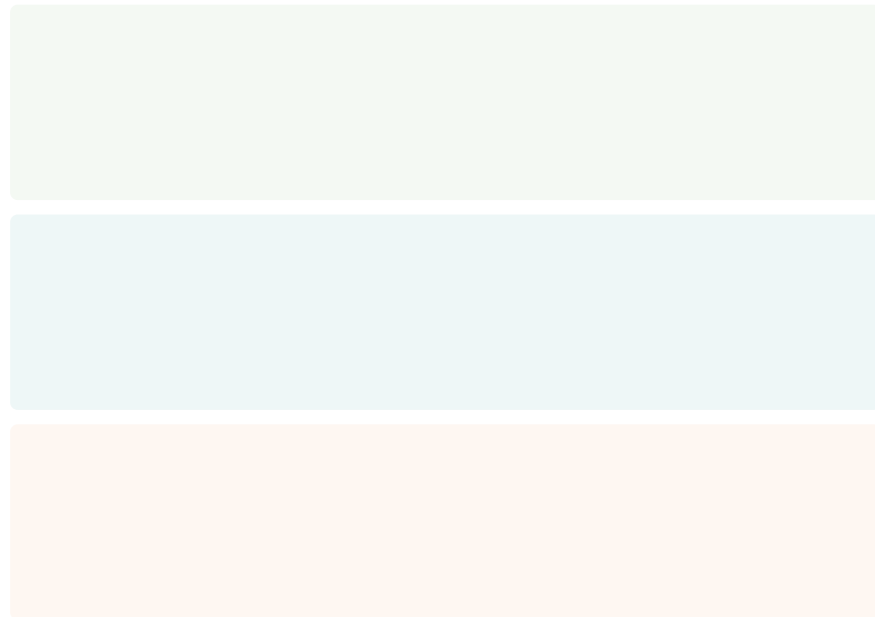
<ul style="list-style-type: none"> <li>Strictly complied with the provisions of both national and international standards to carry out production of various glass products.</li> </ul>	<ul style="list-style-type: none"> <li>Certified by GB/T19001-2016/ISO9001: 2015 quality management system, and formulated the quality management procedure in accordance with the requirements of this system;</li> <li>Established a "tri-inspection system" for quality control, implemented quality management and quality testing related work, and assigned more than 150 professional inspectors.</li> </ul>
<ul style="list-style-type: none"> <li>Developed institutional documents such as Flat Glass Quality Management, Non-conforming Product Control Procedures and Regulations on the Management of Abnormal Raw PV Glass;</li> <li>Implemented standardized management of workshop site, developed SOPs for operation and product quality control.</li> </ul>	<ul style="list-style-type: none"> <li>Carried out targeted quality control activities, identified internal quality risks, and developed rectify and precaution measures according the customer complaints, internal quality problems, and statistics.</li> </ul>

The Company has established the Non-conforming Product Recall Process system to strengthen product safety management and protect the legitimate rights and interests of customers. The Company's General Manager serves as the highest decision maker of product recall, the Sales Department is responsible for the specific implementation of the recall, and the Quality&Technology Department is responsible for the reverse tracing of the non-conforming products. The Company saw zero product recall in 2021.



Actions taken	Specific measures
Establishment of a sound quality system	<ul style="list-style-type: none"> <li>All the Group's production plants have been certified by ISO9000, China Compulsory Certification (CCC), Zhejiang Made, SPF, ROHS, REACH, EN12150 and other product certifications;</li> <li>Throughout the year 2021, we established or revised and issued SOPs such as Regulations of PV Division on Pallet Management, Regulations of PV Division on Excipients Feeding Management, Code of Practice on Quartz Sand Operation, Code of Practice on FLAT Warehouse Management, Code of Practice on Feeding Inspection of Float Glass (Large Version), Control Scheme for Tempered Glass, etc., and promoted the standardization and unification of production, process and inspection of production bases;</li> <li>Increased the audit frequency of suppliers and implemented control over the import of raw materials from the head process.</li> </ul>
Technology improvement	<ul style="list-style-type: none"> <li>Made improvement in the technology control of perforated double-glazed products, colorless coated products, and falling ball on back plate.</li> </ul>
Enhanced technical supervision	<ul style="list-style-type: none"> <li>Newly purchased glass mechanical performance monitoring equipment to ensure timely, comprehensive and effective product quality feedback and improvement, and to promote steady enhancement of glass performance.</li> </ul>
Contribution to quality awareness raised for all employees	<ul style="list-style-type: none"> <li>Carried out regular quality promotion activities at all levels by holding morning meetings, team meetings, weekly meetings, monthly meetings, etc. to improve employees' quality awareness;</li> <li>Improved and optimized internal quality management system and standard documents, and carried out periodical internal supervision and inspection to correct deviations;</li> <li>Summarized product quality data by product/by category, and conducted follow-up analysis in phases before development of measures for improvement;</li> <li>Set up quality appraisal targets for teams/departments, with clear rewards and penalties, to tap internal potential.</li> </ul>

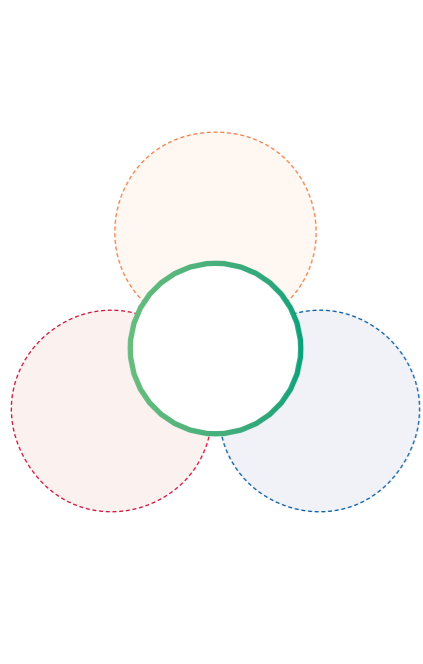
Supplier management is an important part of the Company's efforts to improve quality management and ensure its continuous operation. The Company has formulated and continuously improved the Supplier Management Code to standardize the quality management of suppliers. Besides, it is





## Technology innovation

The Company holds "development by improvement" as one of its business guidelines and regards innovation as its foundation for business development. By integrating the innovation concept featuring "innovative thinking, innovative knowledge and innovative technology" into its corporate culture, the Company has continued its efforts to strengthen the Company's independent R&D capability and staff innovation capability. In 2021, the Company further improved its R&D system, promoted new product development, technology leaning and other technological innovation, and was awarded the Leading Innovative Enterprise of Zhejiang Province for 2021.



- We have built a management structure with General Manager as direct leadership and Tech Lead as R&D Director and fostered a performance appraisal and innovation incentive system and a talent echelon construction system.



- Enlarged R&D team, and implemented internal selection and external recruitment to expand channel for introducing talents;
- Actively carried out long-term industry-academia-research institutes collaboration projects to reserve R&D talents.



- By putting in place the management systems such as Measures for the Administration of Awards Regarding New Product R&D Innovation and Measures for the Administration of Internal Title Appraisal, the Company has improved its internal training mechanism and incentive mechanism, increased the investment in education funds for talent training, strengthened the incentive and reward measures for R&D personnel, and encouraged R&D work.

In 2021, the Company's R&D Department regularly conducted recent weathering resistance tests on coated glass and glazed glass to ensure that the weathering resistance of the products produced is qualified and then monitor the products to ensure stable product performance; conducted strict testing and analysis of various coating solutions and coating solution raw materials produced independently and newly introduced to ensure that the coating solutions are qualified in all performance tests before they are released for use, so as to ensure the stability of the Company's production stability of coated glass; conducted timely project analysis on newly developed glaze and coating solutions in 2021 to ensure the normal development of products and timely development of new testing standards.

With an eye to industry-academia-research institutes collaboration, the Company has, since 2012, signed enterprise-academia cooperation agreements with more than 10 colleges and universities, such as Jiaxing Technician College, Bengbu University School of Materials and Chemical Engineering, China University of Mining and Technology School of Foreign Studies, in a bid to establish long-term partnership and continue to deepen the integration of industry and education. In 2021, the Company signed an agreement with Shanghai Jiao Tong University for industry-academia-research institutes collaboration.

### Case

In 2021, the Company exerted great efforts for the development of its proprietary colorless coated glass. With the existing technology of anti-reflective film for coated glass, this product has an optimized film structure and a double-layer film system structure, with the bottom layer material refractive index between 1.40-1.50 versus the surface layer material refractive index between 1.30-13.5. Besides, it features optimized and improved denseness of the surface structure of the film layer and increased hardness and wear resistance of the film layer. A reasonable design featuring double glass refractive index and film thickness enables the double-layer coated glass to achieve uniform anti-reflection in the whole wavelength and reduce color difference.

The product can be used in all-black modules to reduce the color difference between modules and enhance the aesthetic effect of the modules. Therefore, it is highly recognized by domestic and foreign module manufacturers who make all-black modules.

### Case

In 2021, the Company, through in-depth industry-academia-research institutes collaboration, teamed up with different levels of colleges including Nanjing University of Science and Technology, Jiaxing Nanhu University and Yunnan Communications Vocational and Technical College to promote the implementation of the Company's cooperative education base project, which was shortlisted by the Ministry of Education in 2021 for the supply-demand matching employment education project.



Enterprise-university cooperation meeting between the Company and Jiaxing Nanhu University

The Company was awarded the title of "Leading Innovative Enterprise of Zhejiang Province in 2021" by the Department of Science and Technology of Zhejiang Province.

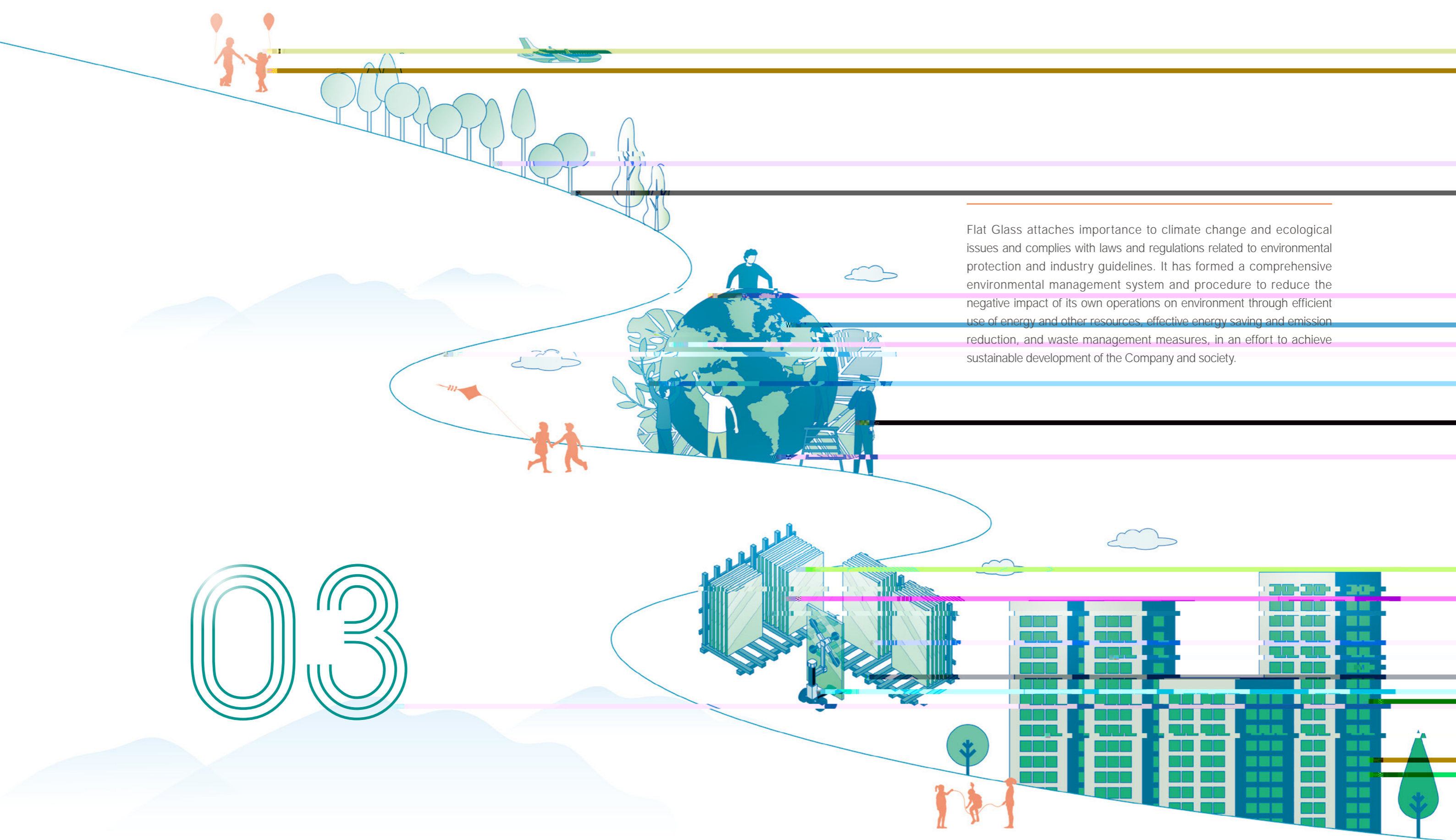


## Intellectual property protection

The Company has established the management system of Measures for the Administration of Intellectual Properties, set up the Intellectual Property Management Department, and made detailed regulations on the management, use and protection of intellectual property rights, such as patents, trademarks and copyrights, so as to safeguard its own intellectual property rights in accordance with the law, strengthen the management and protection of its own patent rights and technical secrets, trademark rights and trade secrets, as well as copyrights, while respecting and avoiding infringement of others' intellectual property rights. In 2021, the Company saw zero illegal incident/violation or litigation case against intellectual property protection.

# 03

Flat Glass attaches importance to climate change and ecological issues and complies with laws and regulations related to environmental protection and industry guidelines. It has formed a comprehensive environmental management system and procedure to reduce the negative impact of its own operations on environment through efficient use of energy and other resources, effective energy saving and emission reduction, and waste management measures, in an effort to achieve sustainable development of the Company and society.





## Reducing the Environmental Footprint of Operations

### Use of Water

The Company's main source of water intake is municipal water supply in our locations, and there was no problem in obtaining suitable water sources that are fit for the purpose of the Company's operation. The Company advocates water conservation. At Flat Glass, the treated waste water have been reused as recycled water to meet demands, thereby saving first utilized water.

The Company has continued its efforts for the improvement of the use of recycled water. In 2021, during the production and operation of the Company, the water consuming system for the pre-treatment punching machine and the flushing system of the workshop toilets replaced new water by recycled water to reduce the use of water resources. The target for water use of the Company is detailed on page 7 of this Report.

### Air emission management

In accordance with environmental protection regulations and related requirements, the Company has formulated comprehensive management measures for the emission of nitrogen oxide (NOx), sulfur dioxide (SO<sub>2</sub>) and particulate matter (PM) in the production process to ensure that all emission indexes are in line with local and industry emission standards.

Air emissions			
NO <sub>x</sub>	<ul style="list-style-type: none"> <li>Install online air monitoring equipment to monitor emissions in real time;</li> </ul>	<ul style="list-style-type: none"> <li>Implement the emission limit specified in Emission Standard of Industrial Air Pollutants of Flat Glass (GB26453-2011);</li> </ul>	Reached
SO <sub>2</sub>	<ul style="list-style-type: none"> <li>Conduct third-party testing of PM every month;</li> </ul>	<ul style="list-style-type: none"> <li>Discharge 70% according the requirements of Zhejiang Air Pollution Prevention and Control Action Plan.</li> </ul>	Reached
PM	<ul style="list-style-type: none"> <li>Conduct third-party comparative testing of SO<sub>2</sub>, NO<sub>x</sub> and PM every quarter;</li> <li>Conduct third-party testing of sulfur concentration in fuel oil regularly.</li> </ul>		Reached

### Waste management

The Company has maintained consistently high standards and strict requirements in the implementation of its waste control system. Specifically, it has formulated the Waste Control Procedures to regulate the waste control operations. The hazardous wastes generated from the Company's production and operation activities include waste lead accumulators, waste engine oil, chemical containers (ink boxes/paint buckets, etc.), waste lamps, etc. To dispose these hazardous wastes, an approved third party company has been entrusted the Company.

The Company's non-hazardous wastes include waste glass, waste grinding wheels, waste paper, waste wood chips, wood scraps, waste foams and waste plastics, etc. It follows the principle of reduction and reuse for waste control to maximize resource utilization.



Waste management			
Hazardous wastes	Waste lead accumulators, waste engine oil, chemical containers (ink boxes/paint buckets, etc.), waste lamps, etc.	GB Standard for pollution control on hazardous waste storage Hazardous Waste Management System	Entrusted to an approved waste disposal company for disposal
Non-hazardous wastes	Waste glass	Waste Control Procedures	Recycled by the Group
	Waste grinding wheels, waste paper, waste wood chips, wood scraps, waste foams and waste plastics		Recycled by suppliers
	Sludge		Recycled by a building materials company for brick making
	Food waste		Entrusted to an approved company for unified treatment

### Waste water discharge management

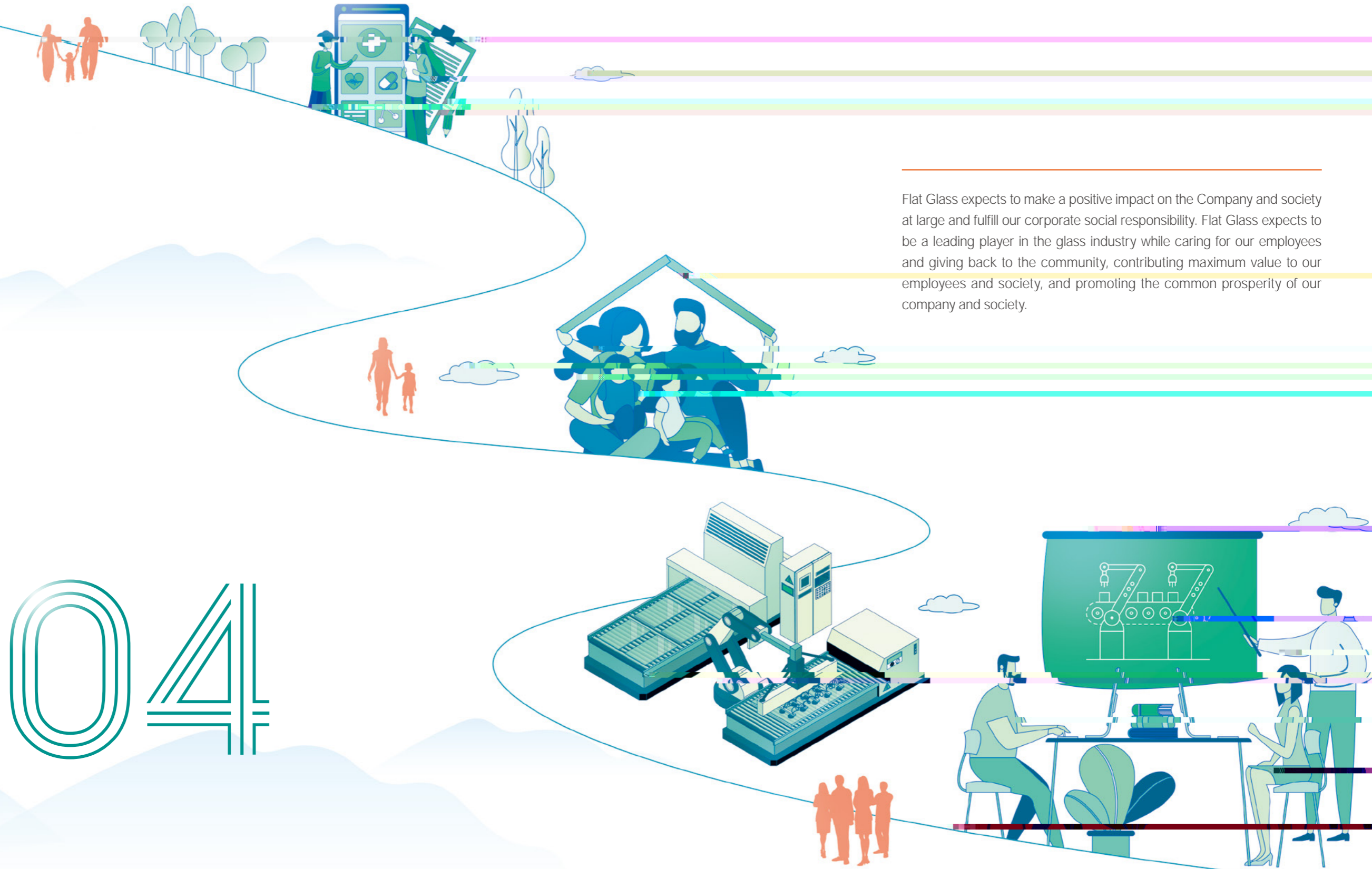
The main pollutants in the Company's industrial wastewater are organic matter and NOx. The Company has applied for wastewater discharge permits in accordance with the requirements of national and local authorities, strictly implemented discharge declaration and discharge registration, and established wastewater treatment systems, including collection tanks, sedimentation tanks, valveless filtration, precision filtration and clear water tanks. Waste water has been discharged through the outlet in a uniform manner to meet the standards.

Waste water discharge management				
Industrial waste water	COD	<ul style="list-style-type: none"> <li>Install online wastewater monitoring equipment to monitor discharges in real time;</li> <li>Sewage treatment companies are entrusted to conduct sampling monitoring four times a month;</li> <li>The Company requires an external testing once a year.</li> </ul>	Integrated Wastewater Discharge Standard (GB8978-1996)	Reached standard
	NOx			Reached standard

Waste reduction	
Reduction of air emissions	<ul style="list-style-type: none"> <li>The Company put a set of integrated dust, nitrate and sulfur treatment facilities into operation to treat air emissions with higher treatment efficiency and online compartmentalized maintenance</li> </ul>
Reduction of hazardous wastes	<ul style="list-style-type: none"> <li>Urged suppliers to use harmless packaging materials</li> <li>Adopted inner packaging bags to reduce the external packaging of hazardous waste</li> </ul>
Reduction of non-hazardous wastes	<ul style="list-style-type: none"> <li>Waste grinding and polishing wheels were re-glued using epoxy resin adhesive, waste were reused, single groove grinding wheels were reduced, and double and triple groove grinding wheels were widely used; waste polishing wheels were reduced by 30% on the basis of data for 2020</li> <li>According to the size of wooden boxes, the specifications of the boards were customized to reduce scraps, with a 10% reduction of the waste wood on the basis of data for 2020</li> </ul>
Reduction of wastewater discharge	<ul style="list-style-type: none"> <li>Improved the reuse rate of grinding wastewater, etc.; utilized rainwater, etc. as water for production</li> </ul>

#### Case

In May 2021, the Company carried out a cold repair and technical transformation of a PV glass kiln with a daily melting capacity of 600 tons/day. A total of 150 units of the original inefficient motors were replaced and eliminated by using motors with high energy efficiency, and the energy efficiency of the new motors was improved by about 1% after replacement, saving energy consumption of about 250 tons of standard coal per year. At the same time, thanks to the infrared high radiation energy-saving coating, which was used as insulation material for this kiln project, the energy efficiency of the glass kiln was improved by 5%, saving energy consumption by about 3,373 tons of standard coal per year.



04

Flat Glass expects to make a positive impact on the Company and society at large and fulfill our corporate social responsibility. Flat Glass expects to be a leading player in the glass industry while caring for our employees and giving back to the community, contributing maximum value to our employees and society, and promoting the common prosperity of our company and society.

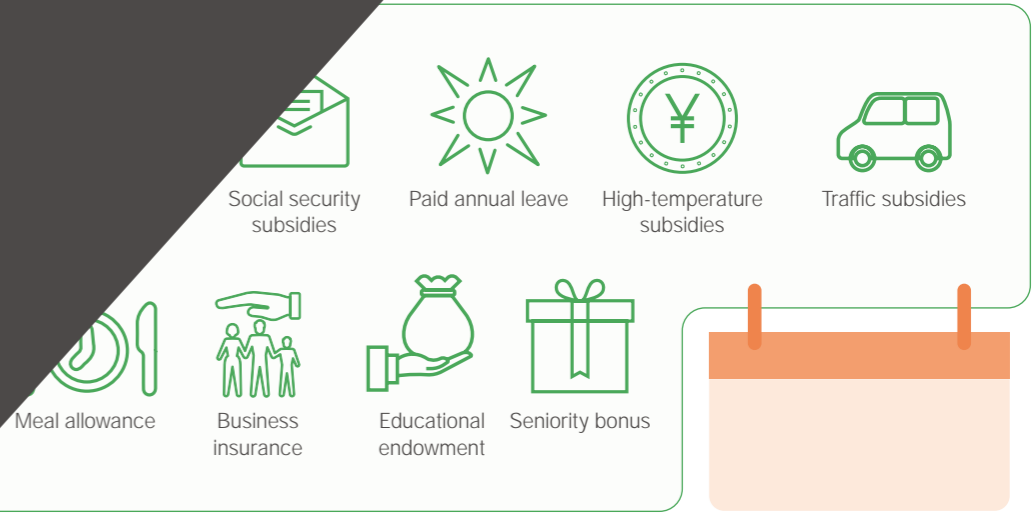
### Employees' rights and benefits

The Company protects all legal rights and interests of employees, strictly abides by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other laws and regulations, follows the Compilation of Human Resource Management Systems, the Performance Appraisal Management Measures, the Attendance and Leave Management Measures and the Compensation Management System formulated by the Group to enable a diversified and vibrant work culture atmosphere for employees. The Company adheres to the principles of fairness and openness in the recruitment and employment of employees and understands the needs of employees and provides opportunities in job interview, recruitment, promotion, transfer and salary, etc. The Company does not or treat employees differently regardless of age, gender, place of origin, etc. and strictly prohibits the employment of child labor or forced labor. During the Reporting Period, the Company had 5,679 regular employees. The Company has not violated any applicable employees' rights and interests or violated any applicable employment laws, regulations or standards, nor has it been subjected to any complaints or penalties from the government.

- Recruitment: We do not discriminate on the basis of age, gender, place of origin, etc. to the employees.
- Dismissal: We do not dismiss employees on the basis of age, gender, place of origin, etc.

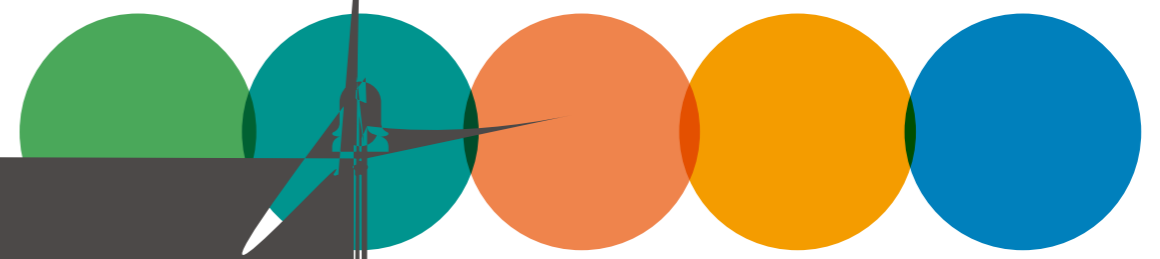
The Company has distributed the Flat Group Welfare Details to all divisions, and organized various activities such as cultural and sports activities, transportation

and provided various basic subsidies such as high-temperature subsidies on the basis of guaranteeing employees' legal rights to obtain paid annual leave, etc. In order to attract, retain, and develop talents, the Company has provided primary commercial insurance for retired staff, student groups and other groups, and provided a welfare fund for employees who have been employed for one year.



### Caring for employees

The Company focuses on securing an efficient, relaxed and comfortable team climate for its employees, providing smooth communication channels and implementing employee care, and enriching their lives while also enhancing their sense of belonging and cohesiveness to help them quickly adapt to new environments. At the same time, the Company cares for its employees and makes them homelike through benefits such as charity fund, birthday care, holidays and meal allowance.



- Provide solutions for employees' childbirth and family issues, provide support for their development
- Carry out equity incentives to retain core talents
- Help employees who are sick and hospitalized, in financial difficulties or maternity leave
- Enrich recreational activities for employees and foster the spirit of teamwork

## Employee communications

The Company is committed to creating an open, transparent and trusting working environment, establishing employee communication channels through employee representative meetings, employee interviews and seminars, and regular expert lectures, etc., listening to employees' voices, solving their problems and promoting the harmonious development of corporate labor relations. Employees are allowed to blow a whistle, submit complaints or feedback their demands either via WeChat, direct communication with the HR department or the Company's email.

At the same time, the Company has formulated the Notice of Flat Group on the Scope of Acceptance of Reasonable Suggestions and Incentives to encourage employees to contribute their parts to the development of the Company. A total of 189 reasonable suggestions were accepted by the Company in 2021.

## Charity fund

In order to bring into play the team spirit and courtesy of employees and further reflect the people-oriented mindset of the Company, the Company's Charity Fund has helped those employees who are sick and hospitalized, or in financial difficulties or maternity leave, and offered condolence payments or send blessings to employees who are involved in personal events such as weddings and funerals. In 2021, efforts of Charity Fund has benefited 236 individuals in total.



## Caring for women

The Company recognizes and respects the diversity of its employees and is committed to creating a diverse and inclusive work culture for its employees. To promote gender balance and drive cultural diversity, the Company has cared for its female employees and helped them address the obstacles they encounter in their careers and build self-awareness and confidence.

Safeguard by rules and regulations	The Company has established a women's federation and provided care for female employees in their menstruation, pregnancy, childbirth, breastfeeding and menopause through the establishment and improvement of the Five Period Protection Management System for Women. All these efforts have benefited female employees
Extend care during festival	The Company offers holiday condolences on Women's Day every year, and conducts targeted interviews to be aware of the change of ideas and personal demands of female employees
Secure accommodation	The Company provides dormitories for female employees, including single rooms and double rooms for couples, etc., so as to solve the problem of accommodation
Provide skill training	The Company encourages female employees to participate in our daily production and construction, provides skill training for individual growth, and sets up female forklift teams in each subsidiary

## Employee motivation

In order to further establish and improve the medium and long-term incentive and restraint mechanism and introduce the scarce talents, leading talents and high-end talents in the frontier business, the Company has implemented the A-share incentive plan for the middle and senior management and core technicians in 2021, granted 700,000 shares from the restricted A-share stocks reserved for registration, with 3 incentive targets; granted 5,245,472 shares from the A-share stock options for registration, with 283 incentive participants.

## Cultural and sports activities dedicated to employees

The Company cares for employees' lifestyle and spiritual and cultural cultivation by holding various forms of cultural, sports and recreational activities and club activities to stimulate the vitality and creativity of employees, enrich and activate their cultural and recreational lifestyle, and develop their entrepreneurial spirit, perseverance and teamwork.

In 2021, the Company held speech contest, book club event, rice dumpling making on the Dragon Boat Festival, talent show, youth group building activities, badminton competition and other forms of amateur activities, and set up calligraphy club, art troupe, to strengthen overall development of employees.

### Case

In May 2021, in order to celebrate the 100th anniversary of the founding of the Communist Party of China, the opening ceremony of the 2021 Enterprise Culture Festival and the Line Dance Competition was held at PV Sci-Tech Museum, Xiuzhou National High-tech Zone. The line dance team composed of 11 members



Scenes of the opening ceremony of the 2021 Enterprise Culture Festival and the Line Dance Competition in Xiuzhou National High-tech Zone



### Case

In September 2021, in order to enrich the spiritual and cultural lifestyle of employees, promote communication among employees, increase organizational cohesion, and at the same time promote the culture of traditional Chinese festivals and demonstrate our employees' patriotism and love for family and life, the Company held a "Mid-Autumn Festival Celebration" snow skin mooncake making event.



Scene of Mid-Autumn Festival Celebration

Supporting employees to achieve career development and value of life is an important mission of the Company for their growth. To this end, the Company provides diverse training for employees to continuously enhance their expertise and skills, improve their management skills, and help them build meaningful careers.

## Staff training

The Company has been vigorously promoting the "craftsmanship", and committed to the building of a learning organization and the establishment of a team of versatile professionals who honor dedication, put equal stress on integrity and ability, are proficient in skills, and pursue innovation. Over the years, the Company has focused on the development of employee training system through a targeted and diversified talent training system to continuously improve the ability and value of employees. The Company has also set up a special education fund to ensure that employees can enjoy free skill level training and professional proficiency training. In 2021, the Company conducted a total of 562 training sessions.

Employees are required to go through company-level and department-level training on corporate culture, rules and regulations, Employee Handbook, etc. The Human Resources Department and the Safety Training Specialist are responsible for follow-up.

It is applicable to the training of new employees, transferred employees and reserve talents. Apprentices enjoy the probationary salary, mentors enjoy the mentoring allowance, and the Human Resources Department randomly checks and supervises the practice and assessment at any time.

Each department and subsidiary is responsible for counting up the number of the special operation personnel who are not certified and need to be reviewed, filling out the Demand Schedule for Special Trades Outsourcing Training to the Human Resources Department, which will arrange the corresponding training in a centralized manner.

A combination of internal and external training, coupled with classroom teaching, hands-on training, online learning, outreach training, visits and other diversified ways help improve staff skills and promote the Company's high-quality development.



Employee health and safety has always been the top priority in the Company's business management.  
By following the "6S"

## Occupational health

The main occupational disease hazards existing in the Company's workshop include high temperature, limestone dust, acid fog, noise, etc. In accordance with the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases and other laws and regulations, the Company has put in place the Regulations on Management of Labor Protective Supplies and other related occupational health management systems, supplemented the Occupational Health Management System in 2021, and has passed ISO45001:2018 (GB/T 45001-2020) occupational health and safety management system certification.

Every three years, the Company commissions an external professional organization to identify the occupational disease hazards in the Company's workplace. In September 2021, the Company commissioned Zhejiang Hebang Security Technology Co., Ltd. to conduct the evaluation of the current situation of occupational disease hazards before the generation of a written evaluation report on the current situation, and invited occupational health experts to review and accept the evaluation report and the site. The Company has taken a series of occupational disease prevention measures such as equipping occupational disease protection tools, replacing equipment and arranging regular occupational disease medical checkups to effectively prevent and control occupational disease hazards of personnel exposed to occupational hazards.

In May and October 2021, the Household Glass Division provided all employees in the divisions with occupational health and safety training on wearing of articles for labor protection, safety risks of each position, preventive measures, and presentation of cases of work-related accidents.

- According to the prevention and control requirements of the existing occupational disease risks, in terms of personnel, dust masks (NK95) and ear plugs have been distributed to operators at each position exposure to occupational diseases as per the prevention and control needs, and the employees have been urged to use them.
- Replaced high-noise equipment with low-noise equipment and set up vibration and noise reduction measures;
- Conducted technical improvements for noisy positions in the workshop to reduce the adverse effects of noise on employees.



To actively respond to the call of the Party Central Committee to push "Those Who Become Prosperous First to Help Those Who Lag Behind", and care about support the public welfare of the youth, the Company voluntarily donated RMB 1 million to a common prosperity fund dedicated to youth development in Jiaxing City set up by the Jiaxing Municipal Committee of the Communist Youth League in December 2021 in Zhejiang Provincial Youth Development Foundation to contribute to youth development.

Donation to Zhejiang Youth Development Foundation

Case

Volunteer blood donation is a major livelihood task related to people's health and life safety, an important part of cultural and ethical progress and volunteerism, and a practical action to practice socialist core values. In February 2021, the Company called on its employees to join efforts for the Volunteer blood donation and love pass activity to promote the volunteer spirit of "dedication, fraternity, mutual help and progress", practice the core socialist values and show care about others.

Case

## Key Quantitative Performance

Revenue	RMB 0,000	626,041	871,323
Total profit	RMB 0,000	187,390	238,022
Net asset per share	RMB	3.54	5.50
Social contribution value per share <sup>1</sup>	RMB	1.13	1.46

Note:

[1]. Social contribution value per share = (net profit attributable to ordinary shareholders excluding non-recurring items + payments to the government + employee compensation and benefits + interests paid on loans to creditors such as banks + amount of value (such as external donations) created for other stakeholders - other social costs caused by environmental pollution, dismissal of employees, etc.) / total number of shares of the Company. The Company corrected the social contribution value per share of FY2020.

Total direct energy consumption <sup>1</sup>	MWh	2,917,055	3,858,932
Direct energy consumption intensity per unit revenue	MWh/RMB 10,000	4.66	4.43
Total indirect energy consumption <sup>2</sup>	MWh	748,660	1,126,902
Indirect energy consumption intensity per unit revenue	MWh/RMB 10,000	1.20	1.29
Water consumption	m <sup>3</sup>	4,941,428	5,924,632
Water consumption intensity per unit revenue	m <sup>3</sup> /RMB 0,000	7.89	6.80
Recycled water consumption	m <sup>3</sup>	7,034,710	6,096,661
Total air emissions	m <sup>3</sup>	7,061,740,041	11,758,631,347
Nitrogen oxides (NO <sub>x</sub> ) emission	kg	1,965,286	2,413,011
Sulphur dioxide (SO <sub>2</sub> ) emission	kg	1,072,670	938,396
Particulate matter (PM) emissions	kg	99,141	121,043
Industrial waste water emissions	m <sup>3</sup>	1,700,582	2,636,345
Industrial waste water emission intensity per unit revenue	m <sup>3</sup> /RMB 0,000	2.72	3.03
Ammonia nitrogen emission concentration	mg/l	5	5
Chemical oxygen demand (COD)	tonne	159	178
Hazardous waste produced	tonne	352	397
Hazardous waste produced intensity per unit revenue	kg/RMB 0,000	0.56	0.46
Non-hazardous waste produced	tonne	15,780	19,865
Non-hazardous waste produced intensity per unit revenue	kg/RMB 0,000	25.21	22.80
Total greenhouse gas emissions(Scope I) <sup>3</sup>	tonne carbon dioxide equivalent	696,445	737,008

Total greenhouse gas emissions (Scope II) <sup>4</sup>	tonne carbon dioxide equivalent	456,757	654,730
Total greenhouse gas emissions	tonne carbon dioxide equivalent	1,153,203	1,391,738
Greenhouse gas emission intensity per unit revenue	tonne carbon dioxide equivalent/RMB 0,000	1.84	1.60
Total use of packaging materials	tonne	-	3,075
Total use of packaging materials per unit revenue	kg/RMB 0,000	-	3.53

Note:

[1]. The direct energy consumption includes the use of fuel oil, natural gas, PV-generated electricity, gasoline usage of private vehicles and diesel usage of private vehicles. The direct energy consumption was converted into MWh based on the average lower heating value (LHV) coefficients of various energy sources published in the China Energy Statistical Yearbook 2017 by the Department of Energy Statistics, National Bureau of Statistics.

[2]. Indirect energy consumption refers to the use of purchased electricity.

[3]. Category 1 GHG emissions include direct greenhouse gas emissions from natural gas consumption, self-owned vehicles gasoline consumption and diesel consumption of diesel generators of the Company, the calculation method of which is with reference to the recommended values of related parameters in *the Greenhouse Gas Emissions Accounting and Reporting Requirements Part 7 for Plate Glass Manufacturers(GB/T 32151.7 — 2015)*. Recommended values of related parameters. The applied GHG Emission Factor of The self-owned vehicles gasoline consumption and diesel consumption of diesel generators of the Company is with reference to *How to prepare an ESG Report - Appendix 2: Reporting Guidance on Environmental KPIs (May 2021)* issued by Hong Kong Stock Exchange.

[4]. Category 2 GHG emissions results from the generation of purchased electricity. The GHG Emission Factor of purchased electricity applied for the year 2020 is, as required by the Hong Kong Stock Exchange, in accordance with the National Grid Emission Factor issued by the Ministry of Ecology and Environment of the People's Republic of China (the "MEE") in 2019, while the GHG Emission Factor of purchased electricity applied for the year 2021 is in accordance with the National Grid Emission Factor issued by the MEE in 2022.

## Number of Employees

Indicator		Unit	2020	2021
Total employees <sup>1</sup>		Person	3,575	5,734
By gender	Male	Person	2,674	4,109
	Female	Person	901	1,625
By employment type	Labor contract	Person	3,440	5,679
	Other forms of employment <sup>2</sup>	Person	135	55
By age group <sup>3</sup>	>50 years old	Person	336	400
	30 to 50 years old	Person	2,209	3,449
	<30 years old	Person	895	1,830
By geographical region <sup>4</sup>	Employees in Mainland China	Person	3,161	4,741
	Employees in Hong Kong, Macau, and Taiwan as well as overseas	Person	279	938

Note:

[1]. The Company expanded its production line and production capacity in 2021, and thus the total number of the Company's employees increased accordingly.

[2]. Other forms of employment for the Company include re-employment after retirement and labor outsourcing.

[3]. The number of employees in the Company by age group includes labor contract employees only.

[4]. The number of employees in the Company by region includes labor contract employees only.





		Responsibility Theme: Responding to climate change Expanding Global Reach through Sound Operation Customer First and Pursuit for Quality Excellence Building an Eco-friendly Enterprise through Green Operation Pooling Efforts for Fusion and Symbiosis
		Expanding Global Reach through Sound Operation
		Social Responsibility Management
		Key Quantitative Performance Table
		Comply
	Development of social responsibility system	Responsibility Theme: Responding to Climate Change Expanding Global Reach through Sound Operation Customer First and Pursuit for Quality Excellence Building an Eco-friendly Enterprise through Green Operation Pooling Efforts for Fusion and Symbiosis
	Deficiencies and problems in fulfilling social responsibility	Not involved
	Improvement measures and specific time schedule	Not involved
		Expanding Global Reach through Sound Operation Pooling Efforts for Fusion and Symbiosis
	Compliance with laws and regulations on environmental protection and industry standards	Building an Eco-friendly Enterprise through Green Operation
	Environmental protection plan	Building an Eco-friendly Enterprise through Green Operation
	Use of natural resources	Responsibility Theme: Responding to Climate Change
	Pollutant disposal	Building an Eco-friendly Enterprise through Green Operation
	Pollution prevention and control facilities	Building an Eco-friendly Enterprise through Green Operation
	Payment of taxes related to environmental protection	Building an Eco-friendly Enterprise through Green Operation
	Supply chain security	Building an Eco-friendly Enterprise through Green Operation
	Other responsibilities for environmental protection	Customer First and Pursuit for Quality Excellence
		Building an Eco-friendly Enterprise through Green Operation Key Quantitative Performance Table

	New, reconstructed and expanded construction projects or major investments	Building an Eco-friendly Enterprise Through Green Operation
	Violation of laws and regulations on environmental issues and the punishment	Building an Eco-friendly Enterprise Through Green Operation
	Major litigation on environmental issues or assets sealed up, frozen, seized, pledged or mortgaged	Not involved
	Key pollutant discharge units	Building an Eco-friendly Enterprise Through Green Operation
	Impact of newly promulgated laws and regulations on the Company	Not involved
	Major events on environmental protection	Not involved
		Building an Eco-friendly Enterprise Through Green Operation
	Pollutant emission	Building an Eco-friendly Enterprise Through Green Operation
	Construction and operation of environmental protection facilities	Building an Eco-friendly Enterprise Through Green Operation
	Emergency plan for pollution accidents	Building an Eco-friendly Enterprise Through Green Operation
	Measures on pollutant reduction	Building an Eco-friendly Enterprise Through Green Operation
	Laws and regulations on product safety and industry standards	Customer First and Pursuit for Quality Excellence
	Production environment and process	Customer First and Pursuit for Quality Excellence
	Mechanism of the protection on product quality and safety and accident emergency plan	Customer First and Pursuit for Quality Excellence
	Other responsibilities for production and product safety	Customer First and Pursuit for Quality Excellence
	System of employee management and measures for violation handling	Pooling Efforts for Fusion and symbiosis
	Prevention of occupational hazards and ancillary safety measures	Pooling Efforts for Fusion and symbiosis
	Staff training	Pooling Efforts for Fusion and symbiosis
	Other protection responsibilities for employees' rights and interests	Pooling Efforts for Fusion and symbiosis
8.15		comply



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