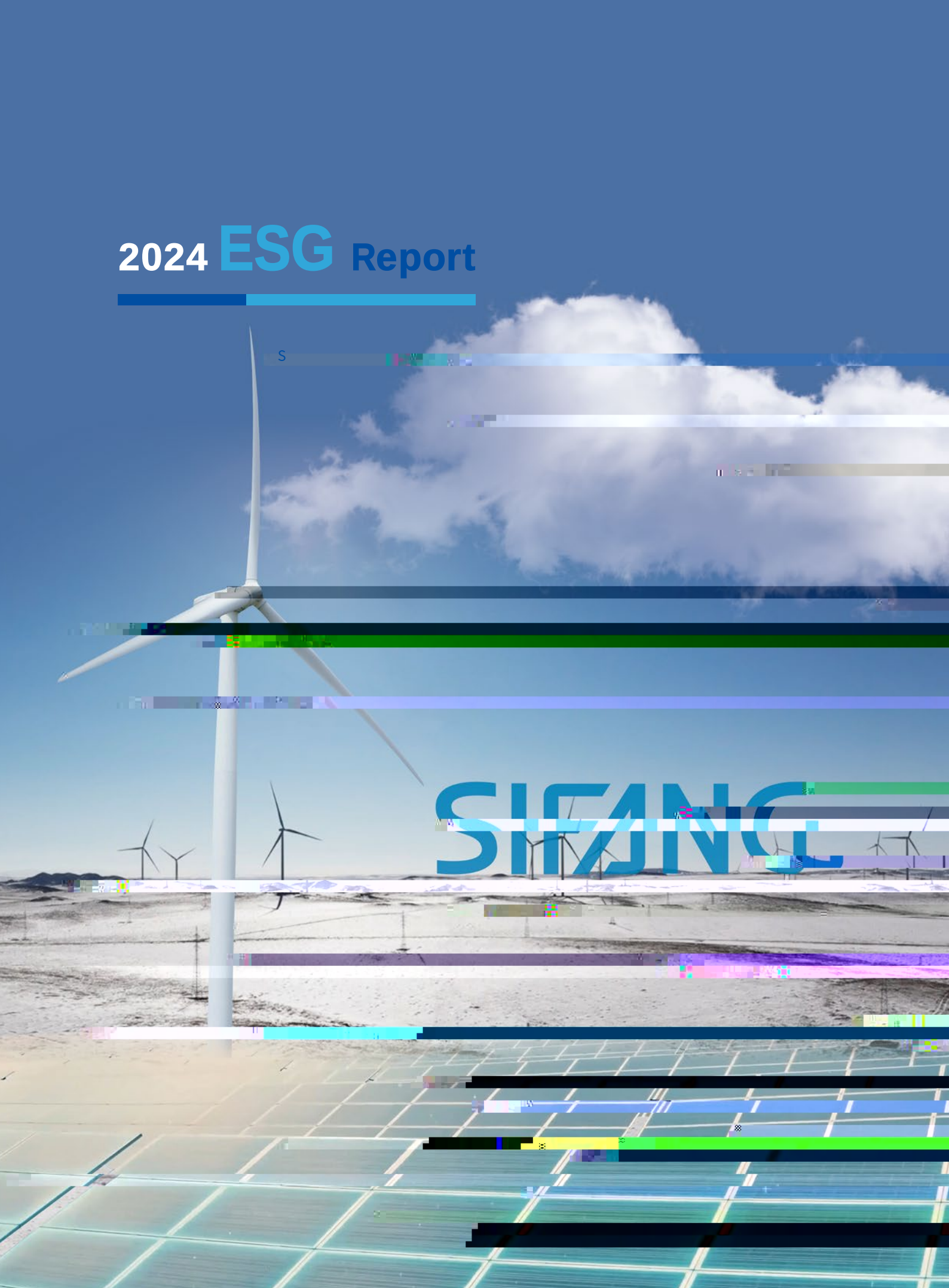
# 2024 ESG Report



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## ./ Repor In roduc ion

This repor primarily presen s he prac ices and performance of Beijing Sifang Au oma ion Co., L d. ("Sifang Au oma ion," " he Company," or "we") in areas including Environmen al Pro ec ion, Social Responsibili y, and Corpora e Governance. I aims o enhance he unders anding of our sus ainabili y managemen among he public and all s akeholders.

## .0 Repor ing Scope

The informa ion disclosed in his repor covers he period from January 1, 2024, o December 31, 2024, encompassing Sifang Au oma ion and i s subsidiaries, such as Beijing Sifang Engineering Technology Co., L d. The repor ing scope is consis en wi h ha of Sifang Au oma ion's (601126.SH) consolida ed financial s a emen s. Where necessary, some con en may ex end beyond his scope.

## o F Q

This repor has been prepared in accordance wi h he Shanghai S ock Exchange's Self-Regula ory Guide-line No. 14 – Sus ainabili y Repor s (Trial), wi h reference o he Self-Regula ory Guide No. 4 – Prepara ion of Sus ainabili y Repor s. I is also grounded in our indus ry con ex o highligh he Company's unique charac eris ics.

The sus ainabili y da a and informa ion con ained herein are derived from original records of he ac ual opera ions of he Company and i s subsidiaries, he Sifang Au oma ion 2024 Annual Repor , hird-par y surveys or in erviews, and o her relevan official documen s. Unless o herwise specified, all mone ary amoun s in his repor are denomina ed in Renminbi (RMB).

The elec ronic version of his repor is available on he official websi e of he Company's official websi e (h ps://www.sf-au o.com/).

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# A f _ g p k _ l % q Q r _ r c k c l r

Firs and foremos , I would like o ex end my sinceres gra i ude o all s akeholders and par ners from across socie y who have long suppor ed he sus ainable developmen of Sifang Au oma ion.

The year 2024 presen ed bo h challenges and oppor uni ies. Amids he rapid advancemen of in elligen echnology, in ensifying marke compe i ion, and con inuous environmen al improvemen s, Sifang Au oma- ion has remained commi ed o innova ion-driven developmen and echnological leadership. We have ac ively promo ed he heal hy developmen of our indus ry while consis en ly fulfilling our responsibili ies o he environmen and socie y.

In 2024, we con inued o op imize our corpora e governance sys em and s andardize our opera ions. We s reng hened our in ernal con rols o build a secure barrier, persis en ly explored digi al opera ions and in elligen managemen , main ained high-quali y informa ion disclosure o pro ec inves or righ s, and fur her enhanced our equi y incen ive mechanism o share he ou comes of our business success.

In 2024, we con inued o con ribu e o social and environmen al progress by deepening our iden ifica ion and managemen of clima e-rela ed impac s. We proceeded wi h our carbon inven ory and verifica ion work o consis en ly op imize carbon managemen . We fully implemen ed he concep of a green office hrough comprehensive low-carbon ini ia ives. Focusing on clean produc ion, we have leveraged echnology o reduce resource consump ion and environmen al pollu ion, earning he pres igious i les of "Na ional Green Fac ory" and "Beijing Green Supply Chain Managemen En erprise." We also pu he principles of green finance in o prac ice, suppor ing green indus ry projec s hrough green deposi s and purchasing 3,830 MWh of green elec rici y o op imize our energy s ruc ure.

In 2024, we con inued o leverage echnology and innova ion o con ribu e o he new era of "zero-carbon" developmen . We par icipa ed in 361 energy projec s, including key ini ia ives such as he Da ang Shan ou Nan'ao Lemen I Offshore Wind Power Expansion Projec , he Hebei Guohua Cangzhou "Green Por Hydrogen Ci y" Pho ovol aic Projec , and he CHN ENERGY Taran Gaole Mining Area Smar Power Supply Projec . Spanning fields such as wind power, pho ovol aics, energy s orage, zero-carbon indus rial parks, zero-car- bon por s, and digi al elec rici y consump ion, hese projec s represen a o al ins alled capaci y of approxi- ma ely 75 GW. Looking ahead, we will con inue o join hands wi h major energy groups like CHN ENERGY, Da ang, CR Power, Huaneng, and China Three Gorges Corpora ion (CTG) o injec s rong momen um in o he ransforma ion and upgrading of he energy s ruc ure in China and across he globe.

We have long adhered o our core values of "Cus omer Firs , Quali y Priori y, People-Orien ed, and Innova- ion-Driven," which guide our pa h forward. Upholding "Quali y Priori y," we emphasize produc ion safe y and cus omer service, and for ify our informa ion securi y framework. We place grea impor ance on supply chain risk managemen , dedica ing ourselves o building an independen , con rollable, safe, and reliable indus rial and supply chain ecosys em. We are con inuously building a heal hy, harmonious, and equi able alen developmen sys em, placing he highes priori y on safeguarding

Gao Xiuhuan Chairman of he Board

# ESG

## S a emen from he Board of Direc ors

The Board of Direc ors of Sifang Au oma ion is commi ed o con inuously enhancing our sus ainabili y governance framework while driving s eady grow h in our business developmen and opera ional performance. We s rive o promo e he synergis ic advancemen of he economy, socie y, and he environmen o achieve he Company's sus ainable and high-quali y developmen .

As he highes decision-making body for sus ainabili y ma ers, he Board of Direc ors is responsible for iden ifying and assessing he Company's sus ainabili y-rela ed risks and oppor uni ies, formula ing sus ainabili y s ra egies and arge s, and periodically overseeing he progress made oward hese arge s.

The Company a aches grea impor ance o he po en ial ma erial impac s of sus ainabili y risks. In considera ion of our indus ry landscape and developmen al s age, we regularly review our ma erial sus ainabili y opics, conduc ing in-dep h analyses of he associa ed risks and oppor uni ies. The managemen and enhancemen of hese ma erial opics form he core of our sus ainabili y framework, are in egra ed in o he Company's overall s ra egy, and are subjec o con inuous oversigh of heir managemen and performance. This ensures he Company's s eady advancemen on i s pa h oward sus ainabili y.

This repor , which discloses he performance of our sus ainabili y ini ia ives for he 2024 fiscal year, has been reviewed and approved by he Board of Direc ors.

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safer, smar er, more efficien , and cleaner

## Smar Genera ion and New Energy Business

In he new energy genera ion sec or, we focus on he cons ruc ion needs of he new- ype power sys em. Leveraging our subs a ion in egra ed au oma ion sys ems and primary-secondary equipmen in egra ion echnology, we provide solu ions fea uring grid-friendly connec ion and smar flexible regula ion and con rol. We build a smar opera ion and main enance (O&M) pla form for new energy ha suppor s una ended opera- ion, remo e cen ralized con rol, and in elligen diagnos ics, effec ively enhancing he capaci y for clean energy accommoda ion. In he radi ional power genera ion sec or, we offer domes ically-produced, self-con rollable solu ions ha cover he en ire genera ion process, including power pro ec ion, elec rical au oma ion, process con rol pla forms, and simula ion raining, hereby promo ing he energy efficiency op imiza ion and in elligen upgrading of radi ional energy sources.

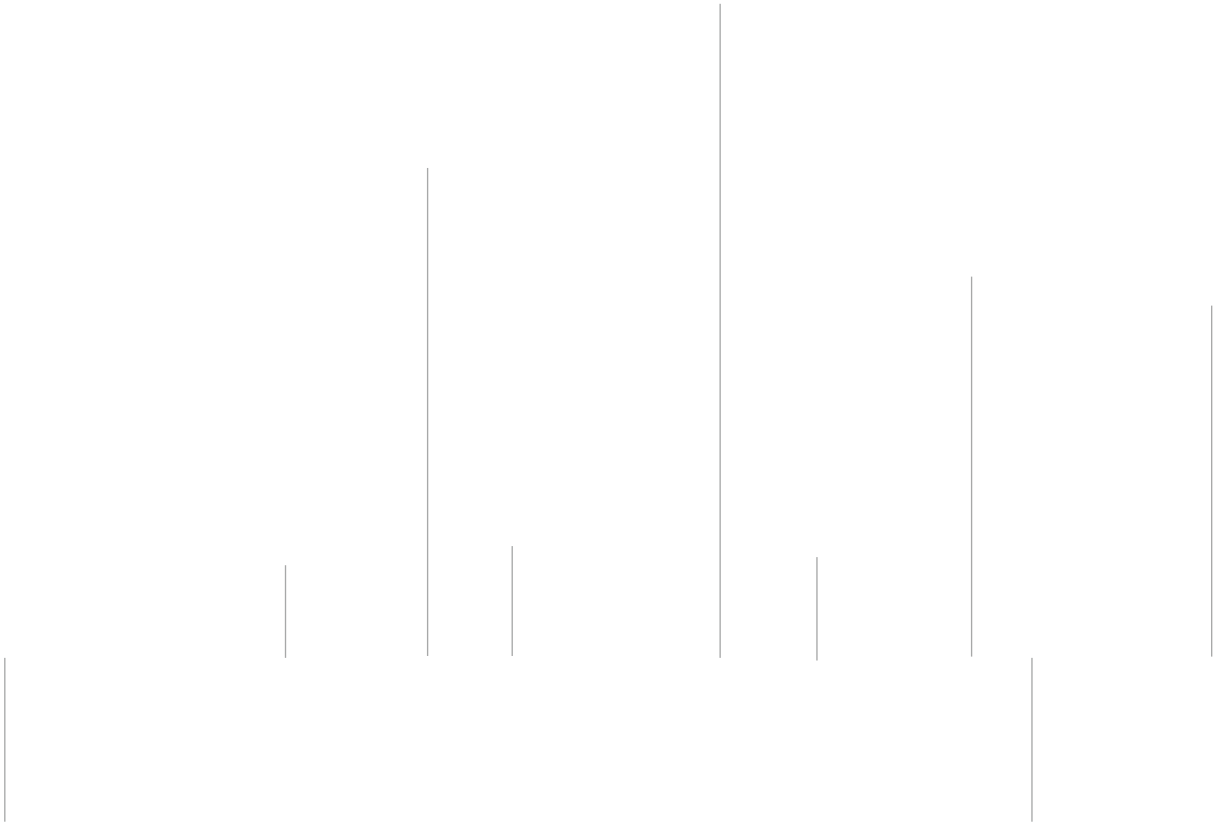


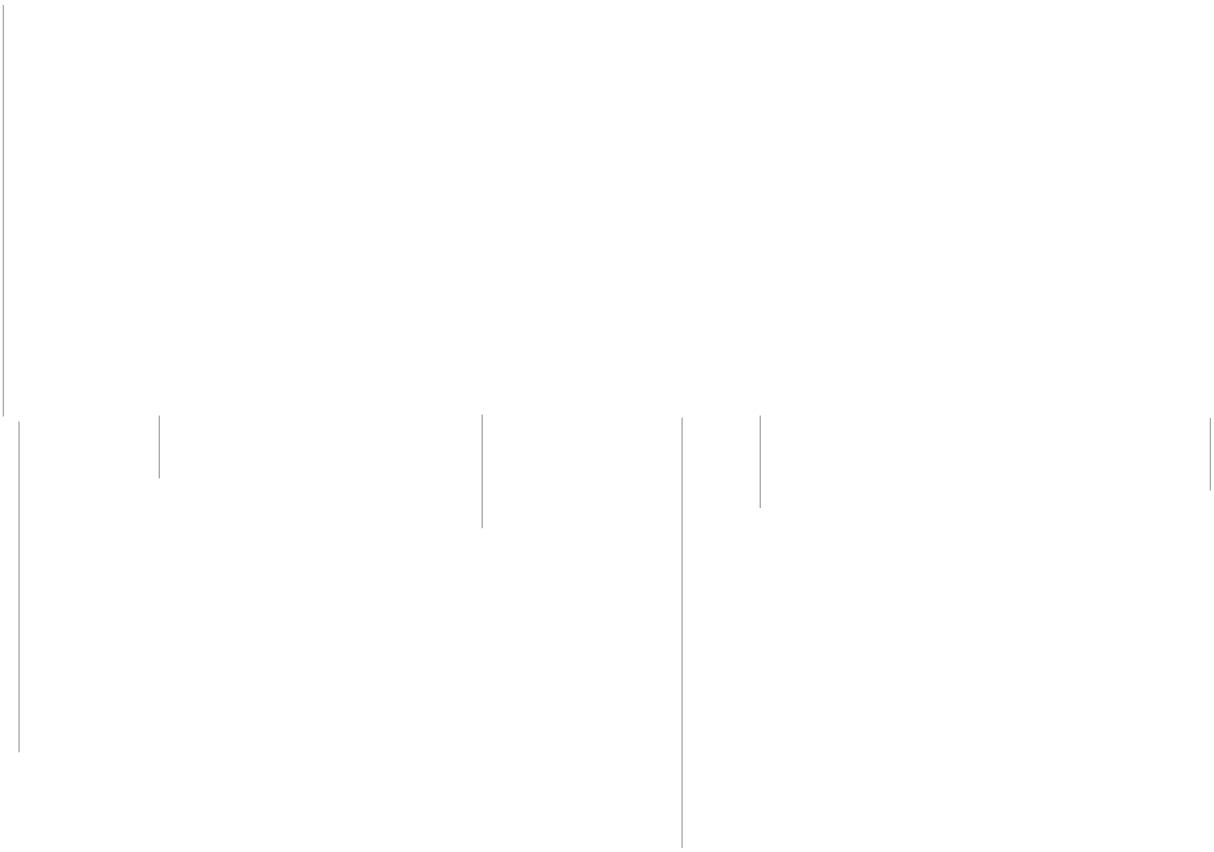
## Smar Grid Business

For he ransmission and ransforma ion sec or, we provide a full series of pro ec ion and au oma ion produc s and solu ions, ranging from 1000kV Ul ra-High Vol age (UHV) o 10kV Low Vol age. Our offerings include relay pro ec ion, subs a ion au oma ion, DC ransmission con rol and pro ec ion, power grid securi y and s abili y con rol, dispa ch au oma ion, pro ec ion informa ion and secondary equipmen O&M sys ems, and smar opera ion and inspec ion. We have accumula ed ex ensive experience and profound echnical exper ise in hese areas, placing us a he forefron of he in erna ional marke .

## New Dis ribu ion Business

Ca ering o domes ic and in erna ional power supply en erprises and large indus rial clien s for heir smar dis ribu ion and smar energy needs, we offer a full range of produc s, in egra ed solu ions, and suppor ing servi ns ing needs, w





| No. | Honor / Award | Issuing Body |
|---|---|---|
| 1 | Manufac uring Single Champion En erprise | Minis ry of Indus ry and Informa ion Technology |
| 2 | Top 100 Mos Compe i ive En erprises in Sof ware and Informa ion Technology Services | China Elec ronics and Informa ion Indus ry Federa ion |
| 3 | Top 10 Leading En erprises in China's Elec rical Indus ry | Machinery Indus ry Research Ins i u e • Elec ric Age Magazine |
| 4 | Top 100 En erprises in China's Elec rical Indus ry | Machinery Indus ry Research Ins i u e • Elec ric Age Magazine |
| 5 | Top 100 Priva e En erprises in Beijing | Beijing Federa ion of Indus ry and Commerce |
| 6 | Top 100 Priva e En erprises in Beijing for Technological Innova ion | Beijing Federa ion of Indus ry and Commerce |
| 7 | Top 100 Priva e En erprises in Beijing for Social Responsibili y | Beijing Federa ion of Indus ry and Commerce |
| 8 | Top 100 En erprises in Beijing's Sof ware and Informa- ion Services Indus ry by Comprehensive S reng h | Beijing Sof ware and Informa ion Service Associa ion |
| 9 | Top 100 Manufac uring En erprises in he Beijing-Tian-jin-Hebei Region | Beijing En erprise Confedera ion, Beijing En repreneurs Associa ion, Tianjin En erprise Confedera ion, Tianjin En repreneurs Associa ion, Hebei En erprise Confedera ion, Hebei En repreneurs Associa ion |
| 10 | Top 100 High- ech and High-value En erprises in Beijing | Beijing En erprise Confedera ion, Beijing En repreneurs Associa ion |
| 11 | Top 100 Manufac uring En erprises in Beijing | Beijing En erprise Confedera ion, Beijing En repreneurs Associa ion |
| 12 | Social Responsibili y Governance Level (AA Grade) | Beijing Sof ware and Informa ion Service Associa ion |
| 13 | Beijing Sof ware Core Compe i iveness En erprise (Technology R&D Type) | Beijing Sof ware and Informa ion Service Associa ion |
| 14 | Digi al Labora ory (IV S ar) | China Inspec ion and Tes ing Associa ion |

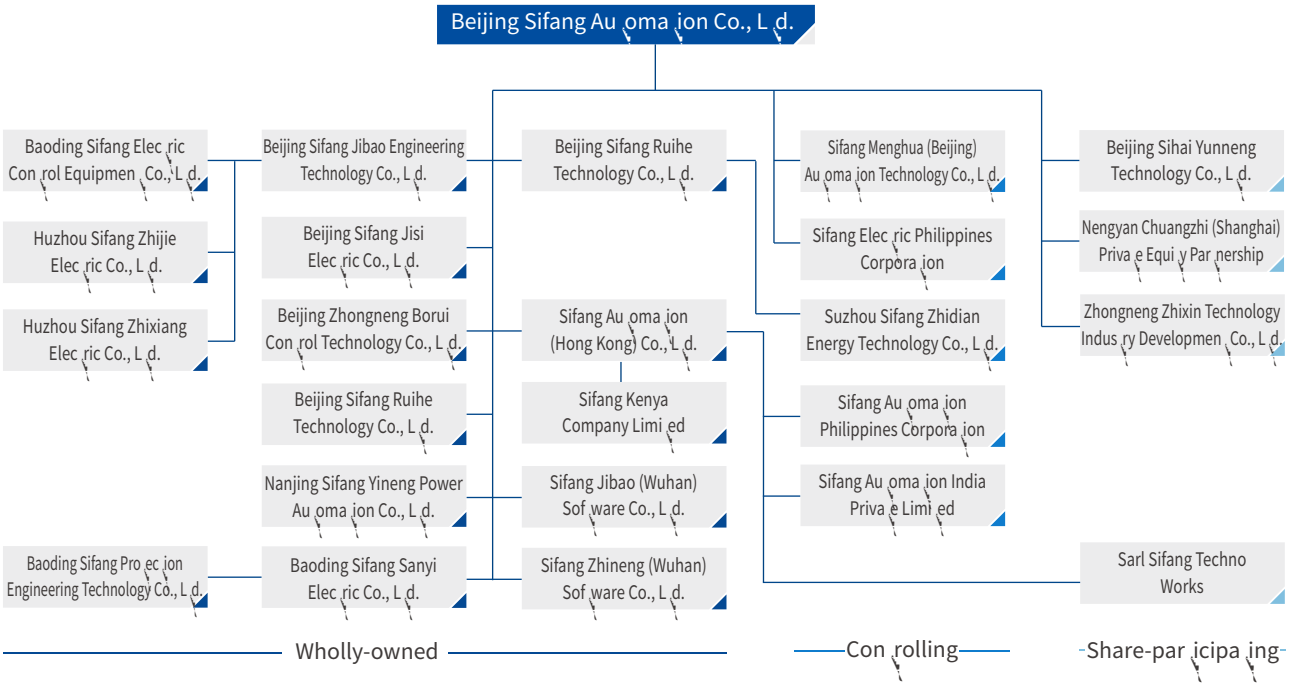








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### MiSSION
To make elec rici y safer, smar er, more efficien , and cleaner

### VISION
To become a world-class in erna ional en erprise ha main- ains enduring vi ali y and is wor hy of rus

### Core Values
Cus omer Firs , Quali y Foremos , People-Orien ed, Innova- ion-Driven

### Sifang Spiri
Resolve Issues promp ly

### Mo o
To build he business wi h solid work, o crea e he brand wi h earnes effor

### Leadership Requiremen s
S ric , Kind, Swif , Fair, Toleran

### Employee Requiremen s
Proac ive, Collabora ive, Posi ive

### Sifang LOGO Meaning
En erprising,Open, Coopera ive, Complian

### Slogan
Innova ion forges Sifang, Dreams ligh up he fu ure

### Company An hem
Ambi ion in All Direc ions



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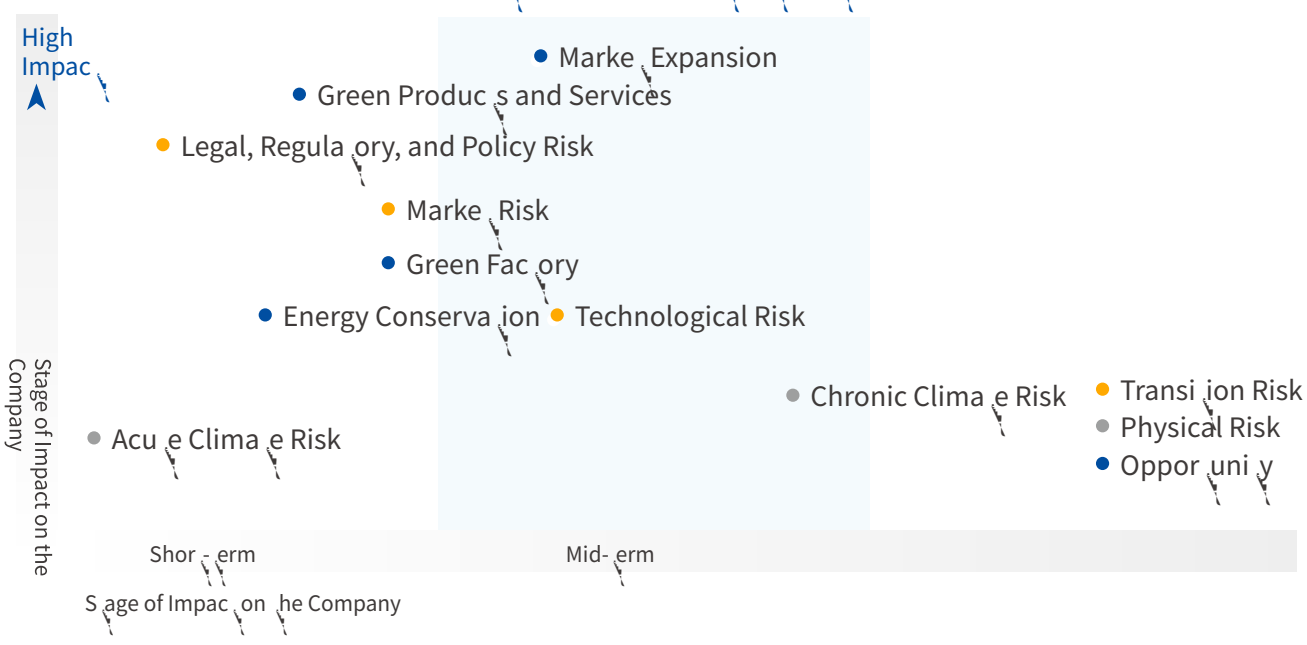
Wi h he rapid developmen of global indus rializa ion and he increase in human ac ivi ies, clima e change has become a global issue. As a leading en erprise in he power indus ry, Sifang Au oma ion deeply iden ifies and manages clima e-rela ed impac s and prac ices he philosophy of green developmen . Through echnological innova ion and s ra egic op imiza ion, he company explores sui able response s ra egies, promo es he energy s ruc ure ransi- ion and he applica ion of low-carbon echnologies, helps build a new- ype power sys em, con ribu es o long- erm sus ainable developmen , and provides an indus ry model for he global response o clima e change.

### Iden ifica ion and Managemen

#### Risk and Oppor uni y Iden ifica ion

We conduc ed a comprehensive survey of our company's in ernal opera ions, business rela ionships, and ex ernal environmen rela ed o clima e change. Combined wi h indus ry charac eris ics and business models, we iden ified he po en ial impac s of our business ac ivi ies on he economy, environmen , socie y, and s akeholders. Based on his, we sys ema ically analyzed he risks and oppor uni ies ha he company may face in he process of responding o clima e change, providing s rong suppor for formula ing scien ific clima e response s ra egies and sus ainable developmen plans.

Clima e Risk and Oppor uni y Ma rix

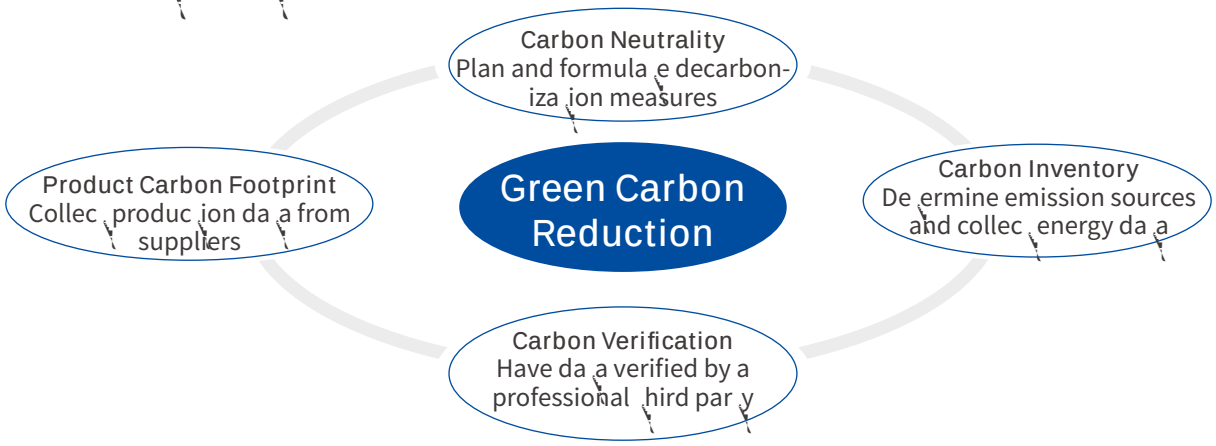



In iden ifying, analyzing, and managing clima e-rela ed risks and oppor uni ies, we u ilize clima e-rela ed scenario analysis o assess he po en ial scope of clima e change's impac on our business, s ra egy, and financials, as well as he ac ions ha may need o be considered in our s ra egy and financial planning, hereb ac o co e'developmen6 ra egi pr ins.analyyon

| Risk Type | Risk Description and Potential Impact | Response Strategy |
|---|---|---|
| Acute Climate Risk | Natural disasters caused by climate change, such as typhoons, heavy rain, and blizzards, may lead to situations like water and power outages and the destruction of production facilities. This can result in business interruption, damage to production equipment, and threats to employee safety, ultimately preventing normal business operations and causing economic losses. Related acute risks will also impact logistics and transportation to varying degrees, leading to potential economic losses. | • Formulate relevant emergency plans for various extreme weather events, establish monitoring and early warning mechanisms, and supervise each production base to conduct natural disaster emergency drills based on local climate characteristics, ensuring adequate supply of emergency materials.<br>• Establish an emergency task force, set up emergency rescue teams, and maintain a reserve of emergency supplies.<br>• Pay real-time attention to official warnings for natural disasters and extreme weather and communicate them instantly. Keep abreast of how our subsidiary companies are affected by natural disasters and coordinate support in terms of personnel, finances, and materials. |
| Chronic Climate Risk | Chronic risks caused by climate change, such as rising sea levels, changes in water resource distribution, and an increase in high-temperature weather, may have potential impacts on business operations. These can include the need for site relocation, increased demand for cooling equipment, and shortened equipment lifespan, all of which will increase the company's operating costs. | |

| Risk Type | Risk Description and Potential Impact | Response Strategy |
|---|---|---|
| Legal, Regulatory, and Policy Risk | National and regional authorities are successively introducing new policies to support the green and low-carbon energy transition. High-emission economic activities will face pressure, thereby increasing the company's compliance risks. As the company's business has gradually expanded overseas, the formulation or improvement of climate change-related laws and regulations in countries and regions worldwide will increase our operational compliance costs. | Closely follow the development direction of low-carbon policies in the countries and industries where we operate. In line with the company's development, we will accelerate the pace of corporate transformation and resolutely advance the green and low-carbon energy transition. |
| Technological Risk | Under increasingly strict carbon reduction policies, the company needs to increase R&D investment to improve products, production equipment, and processes, which may increase operating costs. | Strengthen technological R&D capabilities and continue to increase investment in the research and development of new technologies and products. Promote the active adoption of new energy-saving and carbon-reducing technologies and equipment in all factories, and improve the efficiency of research and technological transformation for energy-saving and carbon-reducing processes. |
| Market Risk | The downstream value chain and customers are increasingly focusing on the low-carbon attributes of the company's products and services, leading to rising low-carbon requirements for our main products. To meet market changes, he es ofofo⊠es⊠ o/ r# | Vigorously develop R&D for green production technology and the construction of green production lines. Accelerate the promotion of the company's green products and expand their market share. |

## Decarboniza ion Ac ions




The company ac ively carries ou and implemen s decarboniza ion measures, conduc ing annual carbon inven ories, verifica ions, and produc carbon foo prin assessmen s. In 2024, in accordance wi h ISO14064-1: 2018, we conduc ed a comprehensive inven ory of greenhouse gas (GHG) emissions for all our fac ory areas and rela ed regions, forming a carbon inven ory repor ha was subsequen ly verified hrough an on-si e audi by a hird-par y verifica ion body. A he same ime, we are con inuously advancing he life-cycle carbon foo prin verifica ion for our produc s, iden ifying oppor uni ies o reduce carbon emissions a each s age of he produc life cycle, and con inually op imizing our managemen . By mee ing our cus o# cus c opp ☒ p

Elec rici y Managemen

Travel Managemen

To horoughly implemen he energy-saving and green developmen s ra egy, we ac ively carry ou environmen al pro ec ion capabili y raining and awareness enhancemen for all employees. During he repor ing period, he cover-age ra e of low-carbon environmen al pro ec ion raining reached 100%. Through ac ivi ies like he “Energy Saving

In hardware design, we priori ize he selec ion of low-power componen s, improve processes, and develop green echnolo-gies. For example, we have shif ed from soldering o press-fi ing and ransi ioned from hermal curing o UV curing for coa ing processes, hereby reducing equipmen energy consump ion. Concurren ly, we have in roduced new environmen-ally friendly ma erials, such as replacing wooden packaging for screen cabine s wi h paper packaging, which reduces was e and saves cos s.

## Lean Produc ion o Improve Produc ion Efficiency

We u ilize new-genera ion echnologies such as informa ion echnology, he In erne of Things (IoT), and big da a o achieve au oma ion, digi aliza ion, and in elligence in our manufac uring processes, hereby enhancing produc ion efficiency and innova ion capabili ies. Through he independen developmen of an in elligen produc ion scheduling sys em, equipmen re rofi ing, and a preven ive main enance mechanism, we ex end equipmen lifespan, reduce failure ra es, and lower energy consump ion. Simul aneously, we s reng hen he managemen of recyclable ma erials o reduce resource was e and promo e he developmen of a circular economy.



## Nmjjsr_lr K_l_eckclr

Sifang Au oma ion recognizes ha employees, residen s, and he ecological environmen may be affec ed by he company's opera ions. We have always regarded environmen al pro ec ion as an essen ial responsibili y for sus ain-able developmen placing high impor ance on pollu an reduc ion work. We have es ablished pollu an rea men processes, opera ional procedures, and emergency response plans, and we s ric ly con rol pollu an emissions. Each year, he company commissions a hird-par y es ing agency o conduc random inspec ions of pollu an emissions during our produc ion processes o preven any ins ances of non-complian discharges from he source, hereby safeguarding he righ s and in eres s of our employees, local residen s, and he environmen .

### U_qrcu_rcp K_l_eckclr

The was ewa er genera ed by he company primarily consis s of domes ic was ewa er from office environmen s. The company s ric ly adheres o he "Environmen al Pro ec ion Law of he People's Republic of China" and he "Wa er Pollu ion Preven ion and Con rol Law of he People's Republic of China," as well as local was ewa er discharge s andards. We have legally ob ained discharge permi s and implemen regular wa er quali y es ing. To ensure ha rea ed was ewa er mee s s andards before being discharged in o he municipal sewer ne work, we have adop ed proac ive wa er-saving measures o reduce wa er consump ion and minimize he impac on he environmen .

### Cvf_sqr E_q ?gp kgqqgml K_l_eckclr

The company's air emissions mainly origina e from he cooking processes in our can eens. We s ric ly comply wi h he "A mospheric Pollu ion Preven ion and Con rol Law of he People's Republic of China" and local air emission s andards. We u ilize high-efficiency fume purifica ion equipmen o ensure ha emissions mee he required s andards. Addi ionally, we conduc regular inspec ions and main enance of he equipmen o ensure i s long- erm s able opera ion and o reduce he impac on he air quali y of he surrounding environmen .

## U_qrc K_l_eckclr

The company s ric ly adheres o laws and regula ions such as he "Law of he People's Republic of China on he Preven ion and Con rol of Environmen al Pollu ion by Solid Was e" and he "Adminis ra ive Measures for he Preven- ion and Con rol of Environmen al Pollu ion by Elec ronic Was e," and has es ablished rules for was e managemen . Focusing on he principles of "Energy Conserva ion and Efficiency Enhancemen ," we have es ablished a comprehen- sive was e classifica ion and rea men sys em. The company is en i led o recycle and dispose of general was e, hazardous was e, and general indus rial solid was e. We manage and dispose of recyclable i ems, minimize resource consump ion, and properly handle hazardous was e. In our office areas, we have implemen ed was e sor ing, formu- la ed de ailed implemen a ion plans, and rained employees on how o use he designa ed was e bins o ensure accura e was e classifica ion and placemen . Curren ly, he main sources of he company's hazardous was e are non-conforming produc s from he produc ion process and o her was e genera ed during produc ion. Recyclable i ems are repurposed hrough recycling channels. For hazardous was e, he company en rus s qualified hird-par y organiza ions wi h i s disposal. Af er he general was e is sor ed, i is also properly handled by a hird par y.



F_x_pbmsq U_qrc



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### Green Elec rici y Cer ifica e

The company ac ively promo es he ransi ion o green energy, purchasing 3,830 MWh of Green Elec rici y Cer ifica es o race he source of elec rici y and significan ly increase he propor ion of green elec rici y consump ion. This move no only op imizes he energy s ruc ure bu also demons ra es he company's firm de ermina ion and proac ive commi men o environmen al pro ec ion and sus ainable developmen , fulfilling i s corpora e social responsibili y and es ablishing a posi ive corpora e image.







**1/ #**

**4 #**

Green Elec rici y Consump ion Ra io: 2023-2024

## U_rcp Pcqmspac K_ l _ec k c l r

The company has formula ed he "Energy and Resource Managemen Procedures" o s reng hen wa er managemen in all aspec s, from wa er in ake and consump ion o drainage, hereby enhancing employees' wa er conserva ion awareness. The company's wa er usage is mainly concen ra ed in office and living areas. By ins alling wa er-saving fauce s and pos ing wa er conserva ion signs, we effec ively reduce wa er was e. A he same ime, he company ac ively promo es he concep of wa er conserva ion, builds informa ion feedback channels o ensure wa er-rela ed issues are addressed promp ly, and crea es a company-wide a mosphere of wa er saving o suppor sus ainable green developmen .

## Agpasj_p Cam l m k w

The company adheres o he "Circular Economy Promo ion Law of he People's Republic of China," in egra ing environmen al pro ec ion concep s in o he design, packaging, s orage, and ranspor a ion of produc s. We prac ice he circular economy principles of reduc ion, reuse, and recycling o build an efficien and s andardized was e recycling sys em. The company considers comprehensive resource u iliza ion, produc life cycle, and supply chain condi ions o formula e i s circular economy s ra egy. We enhance he efficiency of packaging ma erial recycling and implemen planning and managemen hroughou he en ire life cycle—from design, produc ion, and use o dispos-al— o maximize he u iliza ion of resources and minimize was e. Through he "Was e Managemen Procedures," we clarify was e classifica ion, collec ion, and handling s andards, ensuring effec ive managemen . Addi ionally, we regularly conduc circular economy raining and promo ional ac ivi ies o enhance employee awareness and par ici-pa ion, hereby suppor ing green, low-carbon, and circular developmen .

### Packaging Ma erial Reduc ion Measures

Packaging Ma erial Op imiza ion

Op imize packaging ma erials for produc- ion base ransfers.
Annual paper savings

Approx. **1.*...** se s.

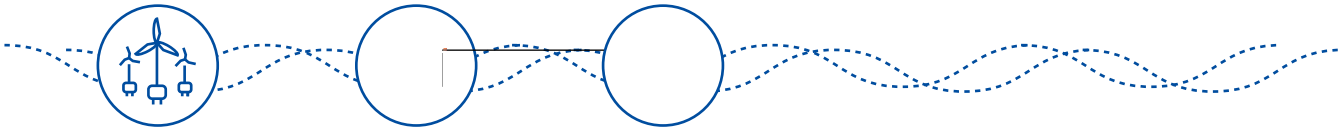
Packaging Reuse

Reuse packaging for sensors and chassis.
Annual reuse:

| sensor packaging | chassis packaging |
|---|---|
| **/1*607**Se s | **/1*2..**Se s |

Seizing the significant development opportunities in clean energy, the company enhances the efficiency of clean energy use through technological innovation. We contribute to addressing global climate change and provide Sifang's wisdom for advancing the green and low-carbon energy transition. In 2024, the company participated in 361 new energy projects with a total installed capacity of approximately 75GW. We provided safe, stable, grid-friendly, and flexibly controlled products for the new energy construction projects of major energy groups such as China Energy Investment Corporation (CHN Energy), Datang, China Resources, Huaneng, and Three Gorges. By offering high-quality solutions and services for industry development, we have provided a secure and reliable guarantee for promoting the national energy structure transition and contributing to the construction of a new-type power system.

The company actively responds to national policies for vigorously developing new energy. With international influential and competitive products and innovative solutions, we support the construction of clean wind energy across the country and the upgrading of unattended, intelligent wind farms and stations.



Participated in Wind Power Projects

**102**

Cumulative Installed Capacity

Approx. **20**GW

Cumulative Installed Capacity

Approx.**13*64.**GWh

## Hebei Guohua Cangzhou "Green Por  Hydrogen Ci y" Pho ovol aic Projec

This projec  is  he larges  "fishery-solar complemen ary" projec  in China, wi h an ins alled capaci y of 1090MW. I  develops green ecological aquacul ure  echnology and explores new pa hs for  he in egra ed developmen  of  pho ovol aic  power  genera ion  and  aquacul ure, achieving diversified and mul i-level produc ion efficiency. The company provided an in egra ed moni oring pla form wi h powerful da a analysis capabili ies, enabling cen ralized moni oring and managemen  of  pho ovol aic  equipmen  and  sys ems,  which  has  significan ly improved opera ional efficiency.

## Energy S orage

The company is one of  he earlies  domes ic en erprises  o conduc  research and applica ion of energy s orage sys ems. We focus on  he research and developmen  of core energy s orage equipmen  and  he in egra ed supply of en ire sys ems, promo ing  he safe and s able grid connec ion of new energy sources and suppor ing  he green energy  ransi ion.

## Shandong Shilihe Thermal Power Plan  Frequency Regula ion Co-loca ion Projec

For  he Huadian Shilihe Power Plan , we provided a comple e 20MW/20MWh energy s orage sys em solu ion  o assis  uni s #6  hrough #9 in coordina ed frequency regula ion. By u ilizing our self-developed con rol sys em  o dispa ch AGC commands and coordina ing wi h DCS and RTU equipmen , we achieved join  frequency regula ion for  he  hermal power uni s and enabled primary frequency response. We op imized  he S a e of Charge (SOC) managemen  of  he energy s orage sys em, significan ly enhancing i s frequency regula ion performance and economic benefi s. The join  frequency regula ion sys em also reduced  he wear and  ear on  he  hermal power uni s during opera ion, lowered opera ing cos s, and decreased pollu an  emissions, demons ra ing i s environmen al friendliness.

For  he Guangdong Tapai Cemen  20MW/40MWh user-side energy s orage projec , our company was responsible for  he engineering design and  he in egra ed supply of  he comple e equipmen  se . This included  he energy s orage conver ers, ba ery sys ems, and  he energy  managemen  sys em.  The  projec  in egra es  mul iple func ions such as peak shaving and valley filling, as well as power consump ion for pho ovol aics and desulfuriza ion, in o a single sys em, helping  he projec  o reduce cos s and increase efficiency.

## Grid-Side Shared Energy S orage Projec in Yuanping,Shanxi

The 500MW/1GWh shared grid-side energy s orage s a ion in Yuanping is he larges elec rochemical energy s orage projec in Shanxi Province, wi h a o al inves men of 2.2 billion yuan. The projec includes a newly buil 220kV boos er subs a ion and one 220kV ransmission line. Our company provided he Energy Managemen Sys em (EMS) for his projec , enabling in elligen scheduling o achieve cen ralized managemen of energy s orage resources and grid in erac ion. This provides flexible frequency regula ion services for surrounding new energy s a ions and significan ly enhances he accommoda ion capaci y for wind and pho o-vol aic power in nor hern Shanxi.



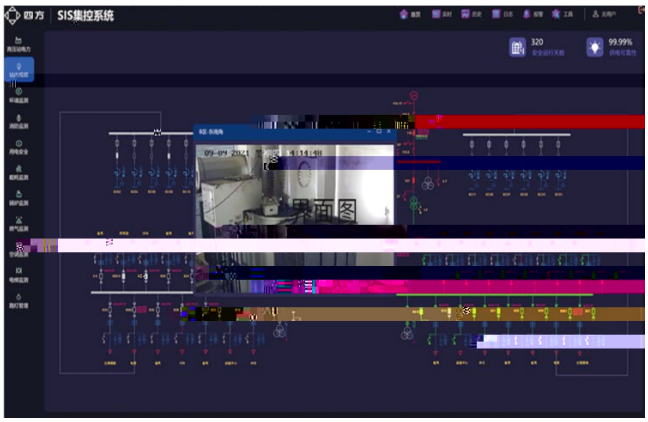
## Zero-Carbon Indus rial Parks

The company focuses on building zero-carbon indus rial parks, s ar ing wi h elec rici y. We provide solu ions from various dimensions, including new energy cons ruc ion, smar energy consump ion, safe y enhancemen , and facili y opera ion and main enance, o address challenges such as new power sys em cons ruc ion, carbon managemen , and energy efficiency op imiza ion under he dual-carbon goals. Relying on he indus rial in erne pla form, we achieve flexible access for mul iple energy sources, comprehensively in egra e energy con rol sys ems, and u ilize opera ional and consump ion da a o build a managemen pla form for measuremen , demand response, ne work services, and more. We have crea ed a " Source-Grid-Load-S orage In erac ive Con rol Sys em", forming an in egra ed developmen model ha combines mul i-energy complemen ari y, microgrids, and dis ribu ed energy.

## CHN Energy Tavan Tolgoi Coal Mine Smar Power Supply Projec

This projec in egra es various sys ems, including primary power, s a ion-level unmanned sys ems, video surveillance, equipmen online moni oring, swi ch in elligence, digi al wins, energy efficiency analysis, and smar opera ion and main enance, o achieve comprehensive s a ion-level moni oring and one-click sequen ial con rol. By in egra ing mul iple sys ems and managing energy informa ion, we promo e in elligen and energy-saving elec rici y use in he mining area. The smar subs a ion fea ures comprehensive percep ion, predic ive warning, and in elligen decision-making, crea ing a "smar power supply sys em" ha enhances he u iliza ion efficiency of wa er, elec rici y, and gas, providing opera ional and decision-making suppor for he cons ruc ion of smar mining areas.



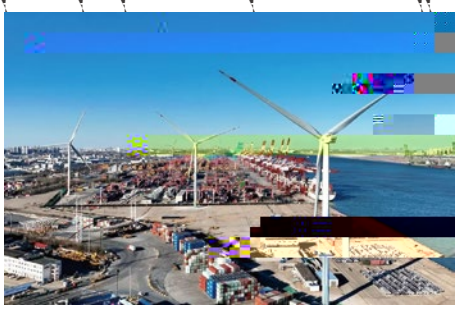


## Zero-Carbon Por s

The company provides solu ions such as smar subs a ions, remo e in elligen opera ion and main enance (O&M), and smar in egra ed energy managemen and con rol. The sys em suppor s he cons ruc ion of a zero-carbon por power supply opera ion cen er, a comprehensive safe y emergency response cen er, and a comprehensive energy service cen er. We help clien s build an in egra ed pla form ha combines "new energy supervision and con rol, comprehensive O&M, da a analysis, and da a asse managemen ," con inuing o se a benchmark for he green and low-carbon ransforma ion of he por indus ry.

### Tianjin Green and Low-Carbon Por Area Cons ruc ion Prac ice

Since 2021, he company has suppor ed he s ra egic goals of Tianjin Por Group for a "zero-carbon erminal, zero-carbon por area, and zero-carbon por ." On he energy supply side, we have comple ed he cons ruc ion of 78 megawa s of new energy power genera ion s a ions in areas including he Nangang Por Area, In erna ional Logis ics, TCT Terminal, and Pacific In erna ional, wi h an annual power genera ion capaci y of 180 million kWh, providing clean energy for he por . On he energy demand side, we have promo ed he cons ruc ion of infras ruc ure such as shore power and charging s a ions, crea ing a new pa ern of low-carbon ranspor a ion. In February 2024, he "Tianjin Green and Low-Carbon Por Area Cons ruc ion Prac ice" was selec ed by he Na ional Energy Adminis ra ion for he "Compila ion of Typical Cases of Green and Low-Carbon Energy Transi ion," becoming he only por indus ry demons ra ion projec among he firs ba ch of 23 na ional cases, se ing a benchmark for he green developmen of por s.





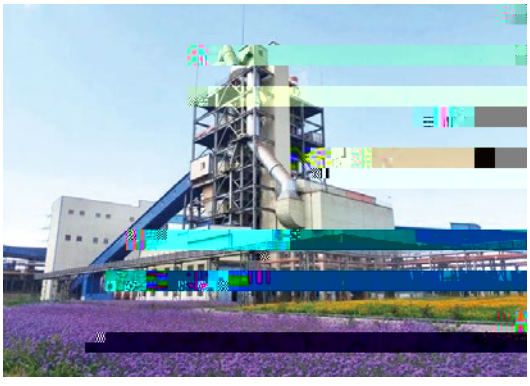
## S eel and Me allurgy

The company assis s in he in elligen developmen of he s eel and me allurgy indus ry by providing smar power managemen sys ems, smar subs a ions, smar fac ories, power quali y managemen , smar O&M, and o her produc s and services. We enhance he reliabili y of en erprise power supply and he level of digi aliza ion, enable in elligen manufac uring, and help achieve he goals of improving quali y and efficiency while saving energy.

### Jiuquan Iron & S eel (Group) Smar Subs a ion Sys em

The company's new-genera ion smar subs a ion sys em has been pu in o opera ion a Jiuquan S eel. Based on he founda ion of subs a ion power securi y, he sys em in egra es advanced echnology o cons ruc a modern power grid con rol and managemen sys em. I covers energy managemen , auxiliary moni oring, and manages he hree major energy sources. By connec ing o a smar da a ne work hrough mul iple da a sources, i improves O&M efficiency, suppor s he cons ruc ion of he Jiuquan S eel green and smar indus rial base, and comprehensively assis s in he developmen of he smar demons ra ion zone.





## Pe rochemicals

Our self-developed produc s, including power pro ec ion, grid con rol, s a ion-level au oma ion, and power quali y simula ion, are widely applied in he pe rochemical indus ry. We solve challenges such as cen ralized moni oring of en erprise power equipmen , smar opera ion and main enance, and simula ion raining. This enables an "una ended or minimally-a ended wa ch" model, ensuring a sus ainable, s able, efficien , and safe power supply for our cus omers.

### Guangxi Pe rochemical In egra ed Transforma ion and Upgrading Projec

Guangxi Pe rochemical In egra ed Transforma ion and Upgrading Projec The China Na ional Pe roleum Corpora ion's Guangxi Pe rochemical in egra ed projec is a key projec in he na ional pe rochemical indus ry plan and a pivo al ini ia ive in CNPC's "Go Global" s ra egy. Our company has supplied i s proprie ary produc s for seven 220kV subs a ions, hir een 35kV subs a ions, six 10kV swi chyards, and seven 400V dis ribu ion rooms for his projec . Once opera ional, he projec will fill a gap in high-end pe rochemical new ma erials in he region, mee he needs of he wes ern land-sea corridor, and help promo e he developmen of a hundred-billion-yuan-level green chemical new ma erial indus rial clus er from eas o wes .

## Rail Transi

The company provides a unified online pla form and an offline physical model-based in elligen opera ion and main- enance managemen pla form for rail ransi power moni oring and in elligen O&M sys ems. Through informa ized, au oma ed, and in elligen supervision and con rol, we comprehensively ensure he safe and reliable opera ion of urban rail ransi , suppor ing he high-quali y developmen and upgrading of China's urban ranspor a ion.

### Wuhan Rail Transi Xin an Por Line Projec

We provided an overall solu ion for he power moni oring sys em and me ro pro ec ion for he Wuhan Rail Transi Xin an Por Line. The solu ion helps connec he Yangsi Lake urban sub-cen er, he Beihu indus rial ecological new ci y, and he peripheral urban area, promo ing in erac ive and coordina ed regional developmen . I s reng hens he connec ion be ween he Wuhan Huogang S a ion and he Wuhan Wes S a ion, he wo major railway hubs, improves he efficiency of crossing he Yang ze River, and crea es a safe, convenien , efficien , and green in elligen ranspor a ion sys em.

The company prac ices green and sus ainable developmen by researching and developing in elligen carbon energy managemen sys ems. These sys ems in egra e func ions such as new energy u iliza ion, energy consump ion moni- oring and op imiza ion, and carbon emission accoun ing. They empower indus rial and commercial cus omers o improve heir carbon reduc ion efficiency, accelera e heir low-carbon and digi al ransforma ion, and assis hem in achieving a balance be ween environmen al and social governance.

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For many years, Sifang Au oma ion has been dedica ed o public welfare, ini ia ing and par icipa ing in social chari a-ble ac ivi ies and ac ively fulfilling i s social responsibili ies.

## Public Welfare Founda ion

The company es ablished he Beijing Sifang Ruixiang Chari y Founda ion wi h he non-profi mission of "carrying ou chari able ac ivi ies." By providing aid o impoverished areas, he founda ion promo es he all-around developmen of social welfare and ac ively fulfills i s social responsibili ies. In 2024, he founda ion dona ed o he Henanzhai Town Caring Aid Associa ion of Miyun Dis ric , Beijing, improving he learning environmen for hundreds of s uden s in need. Simul aneously, i es ablished scholarships in nine universi ies, including Guizhou Universi y and Sou heas Universi-y, o help s uden s from financially disadvan aged backgrounds comple e heir s udies. The o al annual dona ion amoun exceeds 830 housand yuan. The founda ion opera es wi h a sound board of direc ors and supervisors, ensur-ing ha i s opera ions are s andardized and ransparen . I is subjec o social supervision and hird-par y audi s, and regularly discloses financial informa ion o promo e he heal hy developmen of public welfare ini ia ives.




## Scholarships

Sifang Au oma ion and he Beijing Sifang Public Welfare Founda ion have es ablished scholarships in mul iple universi ies o suppor ou s anding s uden s from families wi h financial difficul ies. In 2024, scholar-ships and bursaries were es ablished in 4 universi ies. Fur hermore, scholarships were se up in 9 universi ies o award ou s anding mas er's and doc oral s uden s in facul ies such as elec rical engineering and au oma-ion. The o al annual inves men is approxi-ma ely 1.3 million yuan, suppor ing he developmen of educa ion.



For many years, he Par y Commi ee of Sifang Au oma ion has held he "Communis Par y Members' Love Dona ion" fundraising even . In 2024, under he heme "Ga hering S reng h for Developmen , Dedica ing Love o Benefi he People," 136 Par y members dona ed 26,000 yuan, promo ing he radi ional vir ue of helping he poor. In December of he same year, he company dona ed elec ric oil hea ers o he Tazihu Sub-dis ric of Jiang'an Dis ric in Wuhan o

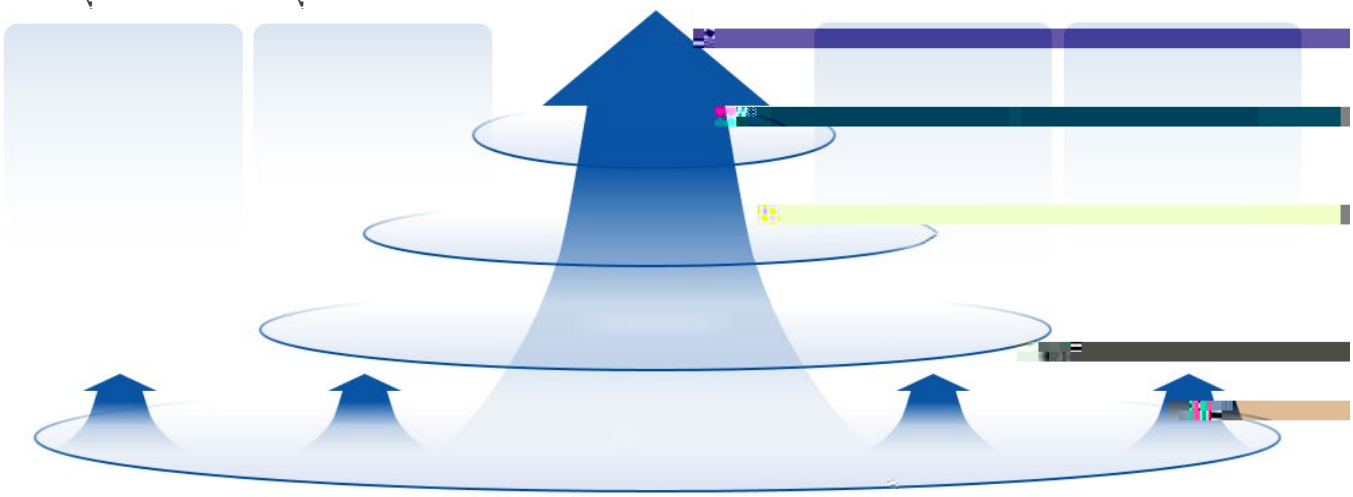
Sifang Au oma ion adheres o he es ablishmen of an R&D managemen sys em wi h independen innova ion capabili ies. We have es ablished R&D bases in Beijing, Wuhan, and Nanjing. As of 2024, more han 2 million se s of our produc s are opera ing s ably in over 90 coun ries and regions worldwide. The company leverages he synergy be ween i s large cen ral R&D pla form and he small R&D pla forms of each business uni o flexibly respond o marke changes. The Technology Commi ee is responsible for coordina ing R&D resources, assigning differen sub-com / O

Sifang Au oma ion places a high value on he pro ec ion of in ellec ual proper y, s ric ly adhering o relevan laws and regula ions. The company is recognized as a Na ional IP Advan age En erprise and a Beijing IP Advan age En erprise. We con inuously advance our work on in ellec ual proper y righ s, in accordance wi h regula ions such as he "Measures for he Managemen of Scien ific and Technological Achievemen s" and he "Incen ives for Scien ific and Technological Achievemen s," as well as he "Guiding Opinions on he Approval of Company Par icipa ion in Scien ific and Technological Ac ivi ies." We have es ablished a dedica ed in ellec ual proper y managemen eam, led by he Technology Commi ee, which is responsible for formula ing regula ions, managing applica ion declara ions, and handling da a and informa ion repor ing. An evalua ion eam, composed of represen a ives from he company's general affairs, labor union, and echnical exper s, is responsible for conduc ing in ellec ual proper y reviews.

Protecting Proprietary Intellectual Property: Cen ered on our business s ra egy and enhancing core compe i i a a e a ellec

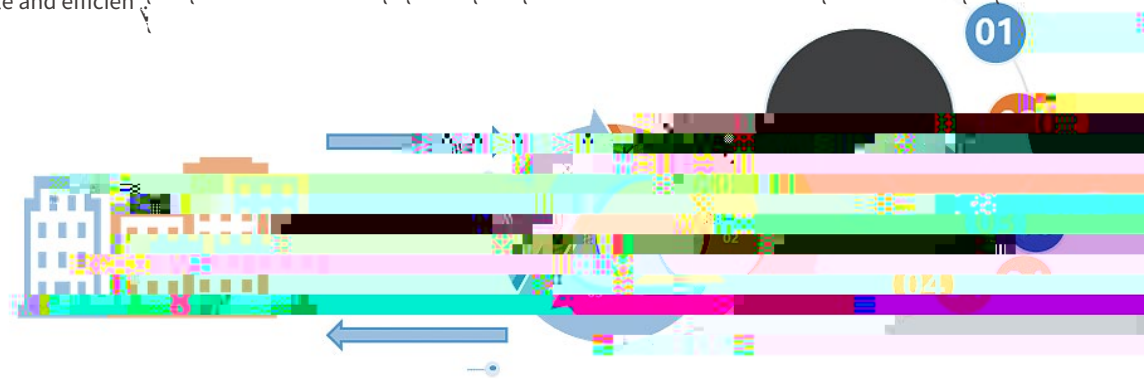
## Supply Chain Managemen

As a key par ner in he power indus ry chain, he company adheres o he mission of "making elec rici y safer, smar er, more efficien and cleaner" and consis en ly upholds he philosophy of "innova ive, green developmen ." We are commi ed o building an independen , con rollable, safe, and reliable indus rial supply chain ecosys em o empower high-quali y developmen in he power indus ry. The company con inuously enhances i s iden ifica ion and managemen of environmen al and social risks wi hin he supply chain, in egra ing sus ainable developmen concep s in o he supply chain risk managemen mechanism. Through he es ablishmen of a scien ific evalua ion sys em, s reng hened compliance reviews, and he promo ion of green procuremen measures, we have improved he overall risk preven ion and con rol capabili ies of he supply chain, ensuring i s securi y, s abili y, and sus ainable developmen .



## Supply Chain Securi y Assurance

Sifang has a robus supplier managemen sys em. Based on he SRM (Supplier Rela ionship Managemen ) pla form, we selec high-quali y ma erials and es ablish an "Approved Vendor Lis " for preferred suppliers. We conduc comprehensive evalua ions of suppliers, including aspec s like quali y, s andards, assessmen , abnormal handling, improvemen , wi hdrawal, and parallel inspec- ion, and we s ric ly implemen environmen al managemen , social responsibili y, and business e hics requiremen s. The company has formed a supplier managemen eam composed of members from procuremen , R&D, quali y, and o her depar men s o incorpora e environmen al pro ec ion, social responsibili y, and projec evalua ion in o our cri eria. We have also es ablished an emergency response sys em o improve our abili y o crea e a s able supply chain delivery sys em, ensuring ha supply chain securi- y is reliable and efficien .




The company has formula ed "Measures for Managing Disqualified Supplier Behavior" and u ilizes he QMS quali y managemen sys em o achieve a 100% closed-loop managemen for major quali y issues wi h suppliers. During he handling process, we reques suppliers o comply wi h in egri y policies and sign in egri y agreemen s and o her documen s based on he ac ual circums ances. The company has publicly available repor ing ho lines and channels o promp ly inves iga e and handle complain s, ensuring ha he supplier managemen process is ransparen , fair, and jus , while safeguarding he company's repu a ion and asse s.

## Green In elligen Supply Chain

The company adheres o a green supply chain, promo es in elligen cons ruc ion, and builds digi al green fac ories. By leveraging green energy u iliza ion, environmen al pro ec ion in produc ion, and process au oma ion, we reduce he environmen al burden hroughou he produc lifecycle, improve efficiency, and build a sus ainable green supply chain. In 2024, we were awarded he i le of "Beijing Green Supply Chain Managemen En erprise." We priori ize he selec ion of green, low-carbon suppliers and, hrough raining, policies, and assessmen sys ems, promo e he green developmen of our suppliers. We have been recognized as a "Na ional-Level Green Fac ory" and have received he "Provincial Green Fac ory" i le from he Depar men of Indus ry and Informa ion Technology of Jiangsu Province.

Through digi al ransforma ion, he company has buil an in elligen , self-decisive, and dynamically op imized supply chain sys em. Based on he SRM sys em in egra ed wi h RPA and in elligen forecas ing models, we have improved forecas accuracy and abnormal response efficiency. By connec ing wi h he In erne of Things and big da a pla forms, we have es ablished a ransparen delivery paymen ne work, reducing our carbon foo prin . Curren ly, we have comple ed wo "dark fac ory" warehousing projec s and will fur her promo e unmanned packaging, es ing, and warehousing. By improving in elligen moni oring sys ems, we will enhance produc ion efficiency and con rol capabili ies, promo ing he high-quali y developmen of he green in elligen supply chain.

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The company is commi ed o providing fair coopera ion oppor uni ies for SMEs. In procuremen and projec bidding, we se reasonable scales and hresholds for differen commodi y ca egories o ensure ha SMEs can par icipa e. When working wi h various ypes of en erprises, we comply wi h he commercial laws and con rac ual rules of he hos coun ry, encourage fair compe i ion, and are commi ed o fulfilling con rac s and making paymen s on ime. For small and medium-sized suppliers, he company promises no

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## Informa ion Securi y

Sifang Au oma ion places high impor ance on he cons ruc ion of i s informa ion securi y sys em, con inuously increasing inves - men o comprehensively build a robus informa ion securi y managemen framework. The company s ric ly adheres o na ional laws and regula ions, follows he ISO27001 s andard, and has passed he new version of he ISO27001 sys em cer ifica ion o ensure ha our informa ion securi y policies and managemen measures align wi h indus ry bes prac ices.

Through company-wide raining and awareness campaigns, we enhance employees' consciousness of informa ion securi y and da a pro ec ion. To address he increasingly complex ne work hrea s, we regularly upda e our echnical measures, including advanced



## Talen Developmen

Sifang Au oma ion adheres o he principle ha “ alen is he mos impor an asse ,” and recons ruc organiza ional vi ali y o drive he business. We con inuously op imize our alen managemen mechanisms and enhance he compa-

gnize Excellence and Improve Talen Incen ive Mechanisms

Honorary Incen ives

To ensure he imeliness and longevi y of he incen ive model, encourage R&D and innova ion, he company mplemen s imely recogni ion ha is linked o performance appraisal. Through a iered and ca egorized nonor and recogni ion managemen sys em, we enhance employees' innova ion capabili ies and eam cohe- sion. By crea ing scenarios for significan con ribu ions, ackling ough challenges, and fos ering individual developmen , we s imula e employees' sense of honor, accomplishmen , and belonging, hereby inspiring heir en husiasm and crea ivi y. In 2024, Sifang presen ed awards such as he Ou s anding Con ribu ion Award, You h Talen Award, Excellen Team, Excellen Manager, Service S ar, Innova ion S ar, Excellen Service Engineer, and Service Innova ion Award, covering over 610 individuals. This reflec s he company's high ecogni ion of and mo iva ion for employee con ribu ions.

Equi y Incen ives

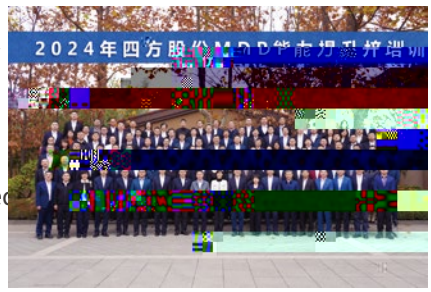
To con inuously deepen he long- erm incen ive sys em and mobilize he en husiasm of managers and core personnel, hereby promo ing he company's sus ainable developmen , we have launched he "Qihang Voyage) No. 2 Res ric ed S ock Incen ive Plan," gran ing res ric ed shares o 460 core employees. In 2024, an addi ional 64 ou s anding core employees were included in he incen ive plan. We will con inue o explore and innova e incen ive mechanisms, a rac and mo iva e high-level alen , suppor he company's sus ained grow h, and achieve a posi ive in erac ion be ween alen , capi al, and brand.

o he Fu ure and Perfec he Talen Developmen Sys em

pany is s reng hening i s raining managemen sys em and regula ions, in egra ing various raining resourc- building he Sifang Academy in o a professional pla form for alen raining. We fully consider he develop- eds of differen levels and ypes of employees o carry ou precise raining, covering echnology, managemen d professional developmen planning. Through a sys ema ic alen raining sys em, we achieve an organic ion of employee career developmen and he company's business grow h, providing employees wi h oppor- or advancemen and suppor ing he company's high-quali y developmen .

| gemen Training | R&D Technology Open Courses | New Employee Training | Marke ing Special Training |
|---|---|---|---|
| +a endances | 3.) sessions | 3..) a endances | /..) a endances |

P (Managemen Developmen Program) focuses on developing ip / while e rained over 200 middle and senior manages and key oung es. The MDP ge senior managemen o enhance heir le performance. The Qihang Plan focuses on p ove heir managemen c i The Yangfan is aime anagers and key echnical s. Th ough a com ion of in ernal rnal profussional ins ruc ors, case s ud sand simula ions, up analysis, we conduc king of managers avels.



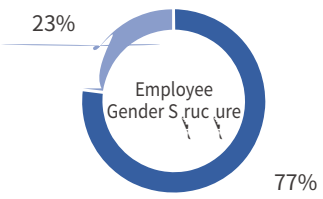
## Employee Rights and Interests

Sifang Company adheres to the core value of being "people-oriented," standardizes labor and employment in accordance with the law, protects the legitimate rights and interests of employees, and practices the principles of fair and diverse employment. The company has established systems covering labor contract management, recruitment, leave, and educational training, optimizing its human resources management mechanism to ensure that employees legally enjoy rights such as pensions, medical care, work-related injury benefits, unemployment insurance, and maternity benefits. At the same time, we have improved our compensation policies and formulated a "Compensation Management System" and a "Performance Management System" to implement a fair and reasonable compensation and welfare framework that offers competitive remuneration. Through an integrated short, medium, and long-term incentive mechanism and welfare policies, we stimulate employee potential, enhance satisfaction, maximize the value of our talent, and promote the company's sustainable development.

### Fair and Standard Employment

The company strictly abides by the "Labor Law," the "Labor Contract Law," and the policy regulations of its overseas operating regions to protect the legitimate rights and interests of employees. We adhere to a people-oriented approach, advocate for equal employment, and oppose any form of discrimination. We do not practice differential hiring based on age, gender, nationality, ethnicity, or other differences, and we follow the principle of equal pay for equal work. The company rigorously reviews the qualifications of new hires to ensure a 100% labor contract signing rate. We explicitly prohibit the recruitment and employment of child labor or forced labor and strictly forbid internal staff from recommending child labor, thereby eliminating such practices at the source and upholding the philosophy of fair and standardized employment.

### Personnel Composition




Employee Age Structure

Employee Education Structure

### Rights and Interests of Female Employees

The company values and respects its female employees, creating a "caring" work environment to protect their legitimate rights. We strictly enforce national and local regulations regarding maternity leave, breastfeeding leave, and extended maternity leave for female employees, ensuring they fully enjoy parental leave, nursing leave, and other rights, thereby safeguarding their legitimate labor rights and physical and mental health. At the same time, the company provides facilities such as nursing rooms and dedicated refrigerators for breastfeeding mothers to effectively address their practical needs. To further protect the rights and interests of female employees, the company has established a Female Workers' Committee within the labor union. Through holiday greetings and themed activities, we enhance the workplace happiness of our female employees, fostering an atmosphere of equality and respect.

### Smooth Communication Channels

The company actively cultivates positive employee relations, creating an open, trusting, and transparent environment for two-way communication to promote harmonious labor relations. Through the labor union, employee representative congresses, executive-level forums, and employee satisfaction surveys, we ensure smooth channels for employee communication. This effectively guarantees employees' rights to know, participate, and supervise, allowing them to understand the company's development and engage in its management. For issues raised by employees, the company actively investigates and promotes solutions, improving employee satisfaction and their sense of belonging, and fostering a culture of unity and collaboration.

## Produc ion Safe y

The company regards safe y as i s core value and opera es an ISO45001:2018 occupa ional heal h and safe y manage-men sys em and a s andardized safe y produc ion sys em. In 2024, we formula ed and revised documen s such as he "Safe y Produc ion Inspec ion and Acciden Hidden Danger Managemen Sys em," he "Hazardous Work Permi Managemen Sys em," and he "Safe y Hidden Danger Repor ing and Incen ive Sys em" o fur her improve our safe y managemen framework. We have es ablished a Safe y Produc ion Commi ee (referred o as he Safe y Commi ee), chaired by he Presiden and vice-chaired by he Vice Presiden , which is responsible for safe y produc ion manage-men echnical measures, and inspec ion and supervision. We focus on implemen ing hese measures o s reng hen safe y managemen . We s ric ly implemen a dual preven ion mechanism of hierarchical risk con rol and inves iga ion and rec ifica ion of hidden dangers o ensure ha produc ion safe y remains s able and posi ive.

## Employee Care

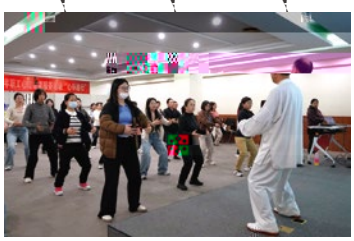
Sifang continuously improves its welfare policies, strictly adhering to laws and regulations such as the "Social Insurance Law" to fully implement corporate social responsibility and earnestly protect the legitimate rights and interests of its employees. On this basis, the company has further enriched its welfare system to create a diverse, demand-oriented, safe, and secure work and living environment. Through comprehensive employee care initiatives, we enhance our employees' sense of happiness and belonging, laying a solid foundation for the company's sustainable development.

### Care For Health and Wellness

The company has established an Occupational Health Management Committee, built a comprehensive occupational health management framework, and implemented the responsibility for preventing and controlling occupational diseases. We strictly follow national laws, regulations, and company rules, having formulated an "Occupational Health Management System and Operating Procedures" to prevent and control occupational hazards, prepare emergency plans, and ensure a clean and hygienic work environment, hereby safeguarding the physical and mental health of our employees.

Each year, the company organizes health examinations for all staff and irregularly holds mental health seminars to fully protect employee health. Labor unions at all levels actively organize cultural and sports activities to showcase the positive spirit of our employees. For positions with occupational hazards, we provide complete protective equipment and require correct usage. We also invite professional institutions to conduct on-site physical examinations for relevant positions, and no cases of occupational diseases have been found. Concurrently, we regularly commission third-party organizations to conduct on-site sampling, testing, and evaluation, with results all meeting national standards. The company has also increased its efforts in promoting occupational health, regularly conducting training to enhance employees' awareness of occupational health and protection, and holding professional qualification assessments for occupational health management personnel to ensure their effective performance.

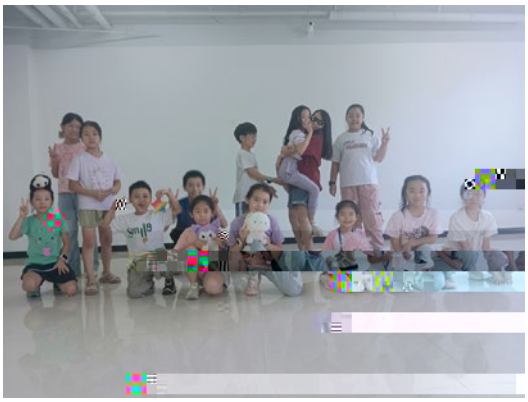






oD D al h ac / esy h o

The company organizes a variety of colorful activities for holidays and festivals, providing care and comfort to relevant employees and D e e / e e /D ar eeC # anW fe C #







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## Inves or Righ s Pro ec ion

### Inves or Re urns

The company places a high priori y on shareholder re urns. We have improved he company's profi dis ribu ion policy in he "Ar icles of Associa ion" o fur her s reng hen he impor ance of shareholder re urns and fully pro ec he legi i- ma e righ s and in eres s of he company's shareholders. Through a scien ific and ra ional profi dis ribu ion sys em and a ransparen dividend mechanism, we have enhanced inves or confidence and promo ed he company's long- erm s able developmen , crea ing sus ainable value for our shareholders. Since i s lis ing 15 years ago, he company has consis en ly paid dividends, wi h a cumula ive o al of over 4 billion yuan dis ribu ed, represen ing a dividend- o-ne -profi ra io exceeding 200%.

**2024**

Proposed Cash Dividend:

**4..** million yuan

Dividend per Share:

**.,50** yuan

Payou Ra io (as a % of ne profi a ribu able o paren company): **62#**

**2023**

Cash Dividend:

**3..** million yuan

Dividend per Share:

**.,4** yuan

Payou Ra io (as a % of ne profi a ribu able o paren company): **6.#**

**2022**

Cash Dividend:

**3..** million yuan

Dividend per Share:

**.,4/3** yuan

Payou Ra io (as a % of ne profi a ribu able o paren company): **70#**

### Inves or Communica ion

The company is dedica ed o pro ec ing he righ s and in eres s of minori y inves ors. We main ain high-quali y informa- ion disclosure and ac ively hold resul s briefings o effec ively communica e he company's opera ing performance and pro ec inves ors' righ o know. A he same ime, we ac ively carry ou inves or research and exchange ac ivi ies. Through pla forms like he SSE Roadshow Cen er and SSE e-in erac ion, we engage in online in erac ions. In 2024, he company held wo on-si e "Walk in o Sifang Au oma ion" even s, where senior managemen and inves ors engaged in face- o-face communica ion, answering ques ions of concern o inves ors. This has fur her enhanced inves ors' under- s anding of and rus in he company, building a ransparen and rus ing rela ionship wi h our inves ors.








- Received an "A" ra ing for our 2023 annual informa ion disclosure from he Shanghai S ock Exchange, prac icing high-quali y informa ion disclosure.
- "Walk in o My Lis ed Company—Exploring Local Charac eris ics" hemed even , providing a special channel for communica ion wi h minori y inves ors.
- Annually received over 1,300 inves ors, es ablishing a long- erm communica ion and mu ual rus mechanism.

## Communica ion Channels

Informa ion Disclosure: 45 documen s

Resul s Briefings: 8 sessions

Inves or Rela ions Records: 4 documen s

Visualized Periodic Repor s: 4 documen s

News Repor s: 500+ imes

Responded o 58 ques ions on "SSE e-in er- ac ion" wi h a 100% annual response ra e

Inves or Communica ion: 1300+ a endan s

Inves or Research Sessions: 170+ sessions

The company adheres o he principle of "crea ing value for cus omers hrough complian opera ions" and has progressively improved i s unique "Grand In ernal Con rol" sys em. We con inuously promo e sys ema ic, lean, and s andardized cons ruc ion o escor he company's high-quali y and sus ainable developmen . In 2024, he company fur her deepened i s in ernal con rol work, ensuring he rigor, me iculousness, dep h, and s reng h of i s implemen a- ion. Through sys ema ic hinking, we effec ively iden ified and implemen ed correc ive ac ions for problems, combining fundamen al and preven ive measures. This has solidified he defense line for he high-quali y develop- men of he en erprise and provided a solid guaran ee for complian opera ions and risk preven ion.

Sifang Au oma ion will con inue o in egra e he concep of sus ainable developmen in o i s corpora e developmen . In our daily opera ions, we will con inuously explore sus ainable developmen prac ices and work wi h all s akeholders o build a sus ainable managemen and prac ice sys em wi h Sifang's unique charac eris ics. The company will incorpora e sub- opics of sus ainable developmen in o i s annual performance and key ask managemen . By o u s #

## Ma eriali y Analysis

In conjunc ion wi h na ional and indus ry policies and guided by relevan principles of sus ainable developmen , we adhere o he principles of ma eriali y, comple eness, and balance. We main ain close communica ion wi h in ernal and ex ernal s akeholders, fully collec ing and organizing heir concerns and demands o iden ify key issues. Based on our sus ainable developmen goals, we formula e work plans and regularly review progress o ensure ha our sus ainable developmen prac ices are consis en wi h he company's s ra egic objec ives, hereby promo ing he coordina ed developmen of he economy, environmen , and socie y.

The heal hy developmen and achievemen s of Sifang Au oma ion are inseparable from he suppor of s akeholders such as governmen and regula ory agencies, ino rs iup ebs em loy /supp|icbs and rhe i qnd f% nd#

| Stakeholder | Material Issues | Communication and Response |
|---|---|---|
| Governmen and Regula ory Agencies | ■ Legal Compliance<br>■ Lawful Taxa ion<br>■ Safe Produc ion<br>■ Suppor ing economic developmen , ensuring employmen<br>■ Collabora ing wi h he governmen o guide indus ry developmen<br>■ Environmen al safe y | ■ Governmen research and supervision<br>■ Informa ion disclosure<br>■ Daily communica ion and repor ing |
| Inves or | ■ Legal Compliance<br>■ Sus ainable Opera ion<br>■ Re urns and Grow h<br>■ Con rolling risks<br>■ Pro ec ing he in eres s of minori y shareholders<br>■ Open and ransparen informa ion disclosure | ■ Roadshows<br>■ Sharehold- ers' mee ings<br>■ Informa ion disclosure<br>■ Performance Release<br>■ Inves or Research Communica- ion Mee ings<br>■ In erac ive Pla forms, Ho lines |
| Clien | ■ Legal Compliance<br>■ Pro ec ion of Cus omer Righ s and In eres s<br>■ Quali y Managemen<br>■ High-quali y services<br>■ Technological innova ion | ■ Service ho lines<br>■ Af er-sales service<br>■ In erac ive pla forms<br>■ Ensuring Produc Quali y<br>■ Forums and Visi s<br>■ Cus omer Sa isfac ion Surveys |
| Employee | ■ Occupa ional Heal h<br>■ Sus ainable Opera ion<br>■ Lawful Employmen<br>■ Salary and Welfare Pro ec ion<br>■ Legal compliance, building a cul ure of in egri y<br>■ Fair promo ion and developmen oppor uni ies<br>■ Safe produc ion environmen | ■ Performance managemen<br>■ Employee labor union<br>■ In ernal and ex ernal raining<br>■ Employee Represen a ive Congress<br>■ Employee Care Ac ivi ies<br>■ Employee Sa isfac ion Surveys<br>■ O her |
| Supplier | ■ Win-win Coopera ion<br>■ Honoring Commi men s<br>■ Fairness and jus ice | ■ Public bidding<br>■ Con rac nego ia ion<br>■ On-si e research<br>■ Supplier Conferences<br>■ O her |
| Compe i or | ■ Fair and Orderly Compe i ion<br>■ Promo ing Technological Advancemen | ■ Indus ry exchange and seminars<br>■ Technological innova ion projec s<br>■ Projec coopera ion |
| Communi y | ■ Driving Regional Developmen<br>■ Public Welfare Ac ivi ies | ■ Providing employmen posi ions<br>■ Volun eer services |

We conduc a ma eriali y analysis based on he c c caner r /ganh c | h h #

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Key Economic Performance

| No. | Indica or | Uni | 2024 | 2023 |
|---|---|---|---|---|
| 1 | To al Asse s | Billion Yuan | 11.046 | 9.505 |
| 2 | Opera ing Revenue | Billion Yuan | 6.951 | 5.751 |
| 3 | To al Profi | Million Yuan | 824 | 735 |
| 4 | Ne Profi A ribu able o Shareholders of he Lis ed Company | Million Yuan | 716 | 627 |
| 5 | To al Tax | Million Yuan | 531 | 485 |
| 6 | Basic Earnings Per Share | yuan/share | 0.87 | 0.75 |
| 7 | Weigh ed Average Re urn on Ne Asse s | % | 16.62 | 15.47 |

Key Enviromen al Performance

| No. | Indica or | Uni | 2024 | 2023 |
|---|---|---|---|---|
| **Energy Consump ion** | | | | |
| 1 | Environmen al Pro ec ion Inves men | 1,000 yuan | 1,100 | 780 |
| 2 | Elec rici y Consump ion (Thermal Power) | kWh | 14,230,334 | 10,641,705 |
| 3 | Elec rici y Consump ion (Pho ovol aic Power Genera ion) | kWh | 938,769 | 630,505 |
| 4 | Purchase of Green Elec rici y | kWh | 3,830,000 | / |
| 5 | Green Elec rici y Ra io | % | 31 | 6 |
| 6 | Wa er Consump ion | | 67,139 | 67,417 |
| 7 | S eam Consump ion | MJ | 29,963,910 | 19,515,370 |
| 8 | To al Was e Genera ion | | 247.0 | 329.9 |
| 9 | (Hazardous Was e) | | 0.5 | 0.3 |
| 10 | (Non-hazardous Was e) | | 246.5 | 329.6 |
| **Greenhouse Gas Emissions** | No e: The verifica ion scope covers Beijing, Baoding, Huzhou, Nanjing, and Wuhan. | | | |
| 1 | To al Greenhouse Gas Emissions | $CO_2e$ | 146,861 | 334,246 |
| 2 | Scope 1 | $CO_2e$ | 799 | 851 |
| 3 | Scope 2 | $CO_2e$ | 8,580 | 9,663 |
| 4 | Scope 3 | $CO_2e$ | 137,482 | 323,732 |
| **Circular Economy** | | | | |
| 1 | Amoun of Recycled Was e | | 9 | / |
| 2 | Consump ion of Renewable Resources | ce | 101 | / |
| 3 | Ra io of Renewable Resource Consump ion o To al Resource Consump ion | % | 13 | / |

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## Key Social Performance

| | | |
|---|---|---|
| 1 | Ex ernal Dona ions | 6.75 |
| | | |
| 1 | Number of Employees | 3,510 |
| 2 | Number of Gradua es Hired | 268 |
| 3 | Number of Jobs Crea ed | 630 |
| 4 | Percen age of Female Employees | 23 |
| 5 | Percen age of E hnic Minori y Employees | 5 |
| 6 | Labor Con rac Signing Ra e | 100 |
| 7 | Social Insurance Coverage Ra e | 100 |
| 8 | Occupa ional Heal h Check-up Coverage Ra e | 100 |
| 9 | Employee Work-Rela ed Injury Insurance Coverage | 100 |
| 10 | Number of Dea hs due ions | 0 |
| 11 | | / |
| 12 | | 100 |
| 13 | ☒ Empce ( veraga | / |
| | | |
| 1 | | 560 |
| 2 | | 9.8 |
| 3 | | 1,159 |
| 4 | | 33 |
| 5 | | / |
| 6 | | / |
| 7 | | / |
| 8 | | / |





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