



# Environmental, Social and Governance Report

**2025**

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# About this report

The Environmental, Social and Governance Report (hereinafter referred to as the "Report") is a true reflection of Anhui Heli's active fulfillment of economic, social, and environmental responsibilities, its achievement of sustainable development, and its response to key issues of concern to stakeholders. This report has been reviewed by the Company's board of directors, which is responsible for the authenticity and validity of the information contained.

## Time Scope



The reporting period for the content of this report is from January 1, 2025 to December 31, 2025. In order to maintain the continuity of information, some content has been retrospectively included and extended.

## Report Scope



This report covers Anhui Heli Co., Ltd. and its subsidiaries.

## Data Source



All data comes from the Company's official documents, statistical reports, and financial reports, as well as environmental, social, and governance information that has been collected, summarized, and audited by the Company. This report is available in both Chinese and English versions. In case of any discrepancies, the Chinese version shall prevail. Unless otherwise specified, all amounts are in RMB.

## Compilation Basis



This report is prepared in accordance with the GRI Standards 2021 issued by the Global Reporting Initiative (GRI), and the *Self-regulatory Guidelines for Listed Companies No. 14 – Sustainable Development Report (Trial)* issued by the Shanghai Stock Exchange.

## Explanatory Notes



For the convenience of expression and reading, in this report, "Anhui Heli", "Company" and "We" both refer to Anhui Heli Co., Ltd., and "Group" refers to Anhui Forklift Group Co., Ltd. In addition, the forward-looking descriptions of business plans, development strategies, etc. mentioned in this report do not constitute a substantial commitment of the Company to investors.

## Availability



This report can be downloaded and browsed on the website of the Shanghai Stock Exchange ([www.sse.com.cn](http://www.sse.com.cn)) and our company's website ([www.helichina.com/kcx](http://www.helichina.com/kcx)).

# Chairman's Message



**Dear shareholders and friends from all walks of life**

**I wish to extend our heartfelt appreciation on behalf of the Board of Directors for your continuous care and support towards Anhui Heli!**

**Harmonizing with the world, navigating with steady vision.** As the global consensus on sustainable development deepens and the wave of new quality productive forces surges, the development logic of enterprises is undergoing profound restructuring. ESG has become the core benchmark for measuring the long-term value and future potential of enterprises. Faced with a new round of technological revolution and industrial transformation, developing new quality productive forces is not only a proposition of the times, but also a necessary path for enterprises to achieve high-quality development. As the leader in China's industrial vehicle industry, Heli has always integrated sustainable development into our global strategy, committed to driving industrial progress in a responsible manner, and jointly creating a green, intelligent, and efficient future with all stakeholders.

**2025 is the final year of the 14th Five Year Plan and a pivotal year for Heli in strategizing its ascent as a world-class enterprise with global competitiveness and influence.** We adhere to the spirit of "Life offers few chances to strive", adhere to the guidance of technological innovation in the development of new quality productive forces. Guided by global benchmarking and powered by institutional reforms, we have coordinated the synergistic growth of our four business pillars—complete vehicles, components, intelligent logistics and aftersales services. We continue to promote the upgrading of the industry and supply chain to high-end, intelligent, and green, and comprehensively enhance the core capabilities and competitiveness of the enterprise. In the past year, we have achieved a sales volume of 394.5 thousand units and a revenue of RMB 19.819 billion, maintaining a record of zero loss for 68 years since the establishment of the factory. Our main business indicators have been among the top in the same industry in China for 35 consecutive years. This outstanding performance—robust in core business and exemplary in both scale and quality, which has firmly laid the groundwork for our journey toward even greater ambitions.

**2025 marked a year of deepening our commitment to sustainability and systematically enhancing Heli's industry-specific ESG governance framework.** As a leader in China's industrial vehicle industry, we rigorously pursued high-end, intelligent, and green transformation, advancing our "BOOST" sustainable development strategy to propel responsible industry progress toward a shared green, intelligent, and efficient future. In 2025, we were selected for the "Anhui Province State-owned Enterprise Social Responsibility (ESG) Blue Book (2025)", "the 19th China ESG Top 100 Listed Companies" and the "China Corporate ESG 100 Index (2025)", and won the "Third Securities Star ESG New Benchmark Enterprise Award". We responded to the Ecovadis rating for the first time and received the Eco Vadis Sustainable Development Commitment Medal. These accolades demonstrate our ESG-driven management excellence and transformative quality enhancement, reflecting broad industry endorsement of Heli's evolving ESG leadership.

**We have strengthened governance and solidified the "Heli's foundation" of sustainable development.** Heli consistently regards robust corporate governance, enhanced risk controls, and unwavering ethical integrity as fundamental to our corporate existence and growth. We continue to optimize the governance structure composed of directors with diverse professional backgrounds, and rely on professional committees of Board of Directors to enhance the scientific rigor of decision-making and the effectiveness of oversight. We deepen the comprehensive risk and compliance management system centered on the "three lines of defense", carry out regular risk monitoring and compliance training, and establish a solid foundation for stable operations. In the field of business ethics, we have established an internal supervision mechanism of "one body, three dimensions, and four integrations" and obtained the ISO 37001 anti bribery management system certification. For cybersecurity, we have built a "one center, triple protection" network security defense system in depth, which has been certified by the ISO 27001 information security management system to ensure global operations and data security. Heli was honored as an "Outstanding Contributor to High-Quality Development Among Anhui Listed Companies" and received the "Best Investor Relations Practice Award"—the only industrial vehicle manufacturer awarded this distinction.

**We pursued innovation with determination and drove the "Heli's transformation" of green efficiency.** Upholding a precision engineering ethos to integrate R&D with industrial chains, Heli establishes itself as the pioneering technology hub in forklift innovation. We continue to improve the global and collaborative innovation system of the Technology Center, Sub-Technology Center, and European R&D Center promote the "talent leads the team" mechanism to stimulate innovation vitality, exemplified by our Tiangong Lab with Huawei and Tianshu Lab with JAC (Jianghuai Automobile Group). We invested RMB 1.325 billion in R&D innovation this year and were ranked among the Top 50 of Anhui Province's Manufacturing Industry Invention Patents in 2025. We lead with high-end intelligent solutions like China's first 70-ton ultra-heavy-duty forklift and "i-series" AGV won first prize in the Qing Tai International Industrial Design Competition, increasing the electrification rate of our products to 70.15%, and achieving key technological verification in cutting-edge fields such as solid-state hydrogen storage. Through independent research and development, we have developed intelligent remote driving technology and ADAS smart safety system, and integrated green concepts into research and manufacturing. Through lightweight design and new process applications, we promote energy conservation and consumption reduction. We adhere to the core concept of "leading quality, winning with quality, striving for excellence, and pursuing excellence". The Company has passed the ISO 9001 quality management system certification, and new models achieve 100% global compliance (CE/UKCA/EE). Through our digital SRM platform and ESG supplier assessments, we ensure end-to-end responsible procurement, with 100% supplier adherence to Integrity Pacts and 93.90% to our Code of Conduct, jointly building a secure, accountable, and sustainable industrial ecosystem.

**We care for our employees and foster a harmonious and progressive "Heli's home".** We are people-oriented and committed to building a systematic talent ecosystem where individual growth resonates with corporate advancement. Our "6-Tier Competency Development Framework" empowers employees through diverse programs, with RMB 6.6851 million invested in training, averaging 27.40 hours per employee. Enhanced compensation, benefits, and career pathways ensure every contributor shares in our success, boosting belongingness, fulfillment, and cohesion. We have created a cultural atmosphere of respect, care, and harmony by organizing model worker symposiums, employee representative conferences, and colorful cultural and sports activities, complemented by comprehensive welfare support and hardship assistance. We adhere to the safety red line and have established a comprehensive "safety, environmental and health" management mechanism. The Company has passed the ISO 45001 occupational health and safety management system certification. Throughout the year, we invested RMB 2.4129 million in safety measures and training, effectively safeguarding the physical and mental health of every employee. In 2025, the Company carried out 20 regular "company leadership led safety inspections" activities, issued 10 "Safety Production Reminder Letters", identified and rectified 62 hidden dangers, and removed 3 unqualified safety suppliers, with the set safety management indicators fully achieved.

**We cherish the environment and fulfill the "Heli's commitment" of low-carbon operations.** We actively respond to the "Carbon Peak and Carbon Neutrality" goal, embedding green concepts throughout the entire process of research and development, manufacturing, and operation, and ensuring environmental compliance. We systematically enhanced environmental management across operations, achieving 100% ISO 14001 certification compliance. We are committed to energy conservation and consumption reduction, with a year-on-year decrease of 0.6% in product unit consumption in 2025. We have expanded the scale of photovoltaic power generation, using 73,043.1MWh of green electricity throughout the year, which is equivalent to reducing carbon dioxide emissions by 38,757 tonnes. In terms of "three wastes" (waste gas, wastewater, and solid waste) treatment, we have upgraded and renovated coating waste gas and sewage treatment facilities, promoted the construction of "waste free factories", and achieved 100% compliant disposal of waste. We attach great importance to resource recycling and promote the efficient utilization of resources throughout the entire product lifecycle through projects such as the "oil-to-electric conversion" remanufacturing business. During the year, the Company completed the second phase of the "Three-Year Action Plan for Further Improvement of Environmental Compliance Management" as scheduled, and through systematic environmental training, we continued to strengthen the environmental awareness of all employees and promote the green operation of the enterprise to a higher level.

**We give back to society and convey the "Heli's warmth" of mutual benefit.** We adhere to the original intention of "contributing to the nation through industry" and deeply integrate the fulfillment of social responsibility into the development strategy of enterprises. In the field of rural revitalization, we adhere to the principle of "leveraging procurement for support and sales for aid", and accurately support industrial development through consumer assistance. In 2025, we have invested a total of RMB 2.7359 million, benefiting 2,217 people living in poverty. In terms of public welfare and charity, we have established a specialized committee to standardize management and promote the spirit of "dedication, friendship, mutual assistance, and progress". During the reporting period, our employees provided a total of 1,416 hours of volunteer service, with 137 employees dedicated to various types of volunteer activities. We are committed to combining our own industrial resources with social needs, and in the practice of promoting common prosperity and serving community development, we continue to share the 'Heli warmth' and grow together with society. Furthermore, we actively integrate into local communities through cross-cultural immersion events and sports development sponsorships overseas, demonstrating proactive corporate citizenship in social responsibility.

**A group of HELler dedicated a lifetime to doing one thing well.** We continue to live by this corporate spirit and deeply integrate sustainable development into the industrial upgrading of "high-end, intelligent, and green". Looking ahead, responsibility rests on our shoulders and mission stands firm. Embracing our commitment, we advance toward our centennial vision, partnering globally to deliver exceptional industrial handling and smart logistics solutions while creating lasting shared value for all stakeholders. Together, we stride toward "Global Elite, A Century of Heli", to co-create a more efficient, greener, and better future!

Anhui Heli Co., Ltd.

Chairman

**Yang Anguo**

# About Heli

## Company Profile

Anhui Heli Co., Ltd. is a core holding subsidiary of Anhui Forklift Group Co., Ltd., with a registered capital of RMB 891 million. The Company traces its origins to 1958 and was listed on the Shanghai Stock Exchange in 1996 (Stock Code: 600761). Anhui Heli is a leading R&D, manufacturing, and export base for industrial vehicles in China, recognized for its scale, comprehensive industrial chain, strong overall capabilities, and outstanding economic performance. It is a nationally recognized innovative enterprise, a key high-tech enterprise under the National Torch Program, a top 500 enterprise in China's machinery industry, a 2025 China Manufacturing Top 500 enterprise, one of the 520 key national enterprises, and a leading enterprise in Anhui Province's engineering machinery development base. The Company hosts a national-level enterprise technology center and a national-level industrial design center. It has received honors including "Inspection and Quarantine Green Channel Enterprise," "National Manufacturing Single Champion Demonstration Enterprise," and "First Batch of National Supply Chain Innovation and Application Demonstration Enterprises." It has been nominated for the first and second China Quality Awards and has been selected as a demonstration enterprise under the "Creating World-Class Specialized and Innovative Enterprises" initiative.

The Company adheres to a development strategy of industrial upgrading, product intelligence, and business internationalization, continuously optimizing its industrial structure and establishing four core business segments: complete machines, key components, aftermarket services, and intelligent logistics equipment. Its independently developed products span a range of 0.2–70-ton internal combustion and electric industrial vehicles, intelligent logistics systems, port handling equipment, special-purpose vehicles, and critical components such as working devices for engineering machinery and transmission systems, designed to meet diverse market needs. In China, the Company has established a self-operated marketing system, comprising 28 provincial sales branches and over 700 secondary and tertiary-level service networks. Overseas, it has established one overseas R&D center, one overseas manufacturing base, eight marketing service centers, and more than 300 agency partners, with business operations spanning over 180 countries and regions worldwide. With high-quality development as its core strategy, the Company continues to enhance market responsiveness, accelerate product portfolio optimization, and drive the transformation toward a service-oriented manufacturing model, striving to become a world-leading integrator of industrial vehicles and intelligent logistics systems.



# Awards and honors

Anhui Heli ESG Practice Case has been selected for Anhui Province State owned Enterprise Social Responsibility (ESG) Blue Book (2025)



Anhui Heli Won the Top 100 ESG Listed Companies in China in the 19th Session



Anhui Heli has been selected for the 2025 Chinese Enterprise ESG100 Index



Anhui Heli has been selected for the 2025 Huazheng A-shares and Hong Kong Stock Exchange Listed Companies ESG Performance Excellence List in the Machinery Manufacturing Industry.

排名	股票代码	公司名称	ESG评级
1	300475.SZ	中国国旅	AAA
2	301039.SZ	中微光电	AAA
3	600666.SH	康师傅	AAA
4	600187.SH/600808.HK	现代燃气	AAA
5	300317.SZ	上纬新材	AAA
6	602028.SH/02028.HK	中国中车	AA
7	600311.SH/0311.HK	三一重工	AA
8	601765.SH/1765.HK	中国中冶	AA
9	600777.SH	中国铝业	AA
10	600003.SH	中国铝业	AA
11	600003.SH	中国铝业	AA
12	602285.SH	美吉姆	AA
13	600105.SH	牧原股份	AA
14	002747.SZ	华测检测	AA
15	300021.SZ	天晟新材	AA
16	600276.SH	宏发股份	AA
17	600763.SH	华测检测	AA
18	603100.SH	欣源股份	AA
19	002422.SZ	华工智能	AA
20	600137.SH	新赛股份	AA

Anhui Heli Won the Third Securities Star ESG New Benchmark Enterprise Award



Anhui Heli was awarded the Best Practice in Investor Relations Management for Listed Companies.



Anhui Heli responded to the Ecovadis rating for the first time and received the Ecovadis Sustainable Development Commitment Medal



# Stakeholder communication

Anhui Heli attaches great importance to the expectations of stakeholders and actively responds to the concerns of all parties by establishing a systematic and normalized two-way communication mechanism. The Company has established diverse and comprehensive communication channels tailored to the characteristics of different stakeholders, ensuring that the voices of all parties can be heard in a timely and effective manner.

## Anhui Heli Stakeholder Communication

Stakeholders	Expectations and Requirements	Communication Channels	Corresponding Measures
 <b>Shareholders/ Investors</b>	<ul style="list-style-type: none"> <li>■ Corporate governance</li> <li>■ Anti-corruption</li> <li>■ Returns and performance</li> </ul>	<ul style="list-style-type: none"> <li>■ Performance briefing</li> <li>■ Shareholders' meeting</li> <li>■ Company roadshow</li> <li>■ Regular reports and ad-hoc announcements</li> </ul>	<ul style="list-style-type: none"> <li>■ Disclosing announcements, shareholder meeting resolutions, and financial reports as required by regulations</li> <li>■ Public disclosure of ESG reports</li> <li>■ Striving to promote profitability</li> </ul>
 <b>Customers</b>	<ul style="list-style-type: none"> <li>■ Product innovation and service management</li> <li>■ Remanufacturing design and services</li> <li>■ Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>■ Customer satisfaction surveys</li> <li>■ Multi-channel optimization for complaints and suggestions</li> </ul>	<ul style="list-style-type: none"> <li>■ Innovating product types and performance</li> <li>■ Enhancing the quality and capabilities of sales personnel</li> <li>■ Ensuring prompt responses to after-sales service</li> <li>■ Implementing all requirements for customer privacy protection</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>■ Employee rights protection</li> <li>■ Equal and diverse employment opportunities</li> <li>■ Employee training and development</li> <li>■ Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>■ Workers' congress</li> <li>■ Internal and external training for employees</li> <li>■ Employee activities</li> </ul>	<ul style="list-style-type: none"> <li>■ Safeguarding employees' legitimate rights and interests</li> <li>■ Promoting the variety and methods of employee training</li> <li>■ Organizing diverse cultural and sports activities</li> <li>■ Providing a healthy and safe work environment</li> </ul>
 <b>Government/ Regulatory Authorities</b>	<ul style="list-style-type: none"> <li>■ Compliant employment</li> <li>■ Safety emergency management</li> <li>■ Adherence to business ethics</li> </ul>	<ul style="list-style-type: none"> <li>■ Institutional inspections</li> <li>■ Reporting on work progress</li> <li>■ Daily communication</li> <li>■ Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>■ Operating in a legal and compliant manner</li> <li>■ Accepting government inspections and examinations</li> <li>■ Disclosing truthful and accurate information</li> </ul>
 <b>Suppliers and Partners</b>	<ul style="list-style-type: none"> <li>■ Sustainable supply chain management</li> <li>■ Industry collaboration</li> </ul>	<ul style="list-style-type: none"> <li>■ Supplier negotiation meetings</li> <li>■ Daily communication</li> <li>■ Strategic cooperation</li> </ul>	<ul style="list-style-type: none"> <li>■ Public tendering</li> <li>■ Fulfilling contractual obligations</li> </ul>
 <b>Environment</b>	<ul style="list-style-type: none"> <li>■ Energy and resource utilization</li> <li>■ Emission management</li> <li>■ Climate change response</li> </ul>	<ul style="list-style-type: none"> <li>■ Environmental impact assessment</li> </ul>	<ul style="list-style-type: none"> <li>■ Prioritizing the electric vehicle category</li> <li>■ Implementing resource conservation practices</li> <li>■ Ensuring compliance with waste disposal regulations</li> </ul>
 <b>Community</b>	<ul style="list-style-type: none"> <li>■ Rural revitalization</li> <li>■ Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>■ Designated assistance</li> <li>■ Volunteer activities</li> </ul>	<ul style="list-style-type: none"> <li>■ Deepening philanthropic endeavors</li> <li>■ Building positive relationships with the community</li> </ul>
 <b>Media</b>	<ul style="list-style-type: none"> <li>■ Transparent information</li> <li>■ Smooth communication</li> </ul>	<ul style="list-style-type: none"> <li>■ Press conferences</li> <li>■ Media project visits</li> <li>■ Executive interviews</li> </ul>	<ul style="list-style-type: none"> <li>■ Inviting the media to participate in Heli's various conferences</li> <li>■ Updating business developments on our website</li> <li>■ Responding to media inquiries</li> </ul>

# Major issues

Anhui Heli regards sustainable development issue management as an important component of corporate governance, and establishes a standardized ESG issue evaluation and update mechanism based on business development reality and stakeholder concerns, combined with mainstream ESG standards and initiative frameworks at home and abroad. The Company follows a progressive process of "identification research evaluation confirmation", systematically prioritizing issues, ensuring that resources and management focus on sustainable development challenges with substantial impact, and promoting the integration of ESG management into business decision-making and daily operations throughout the entire process.

## "Dual Importance" Evaluation Method



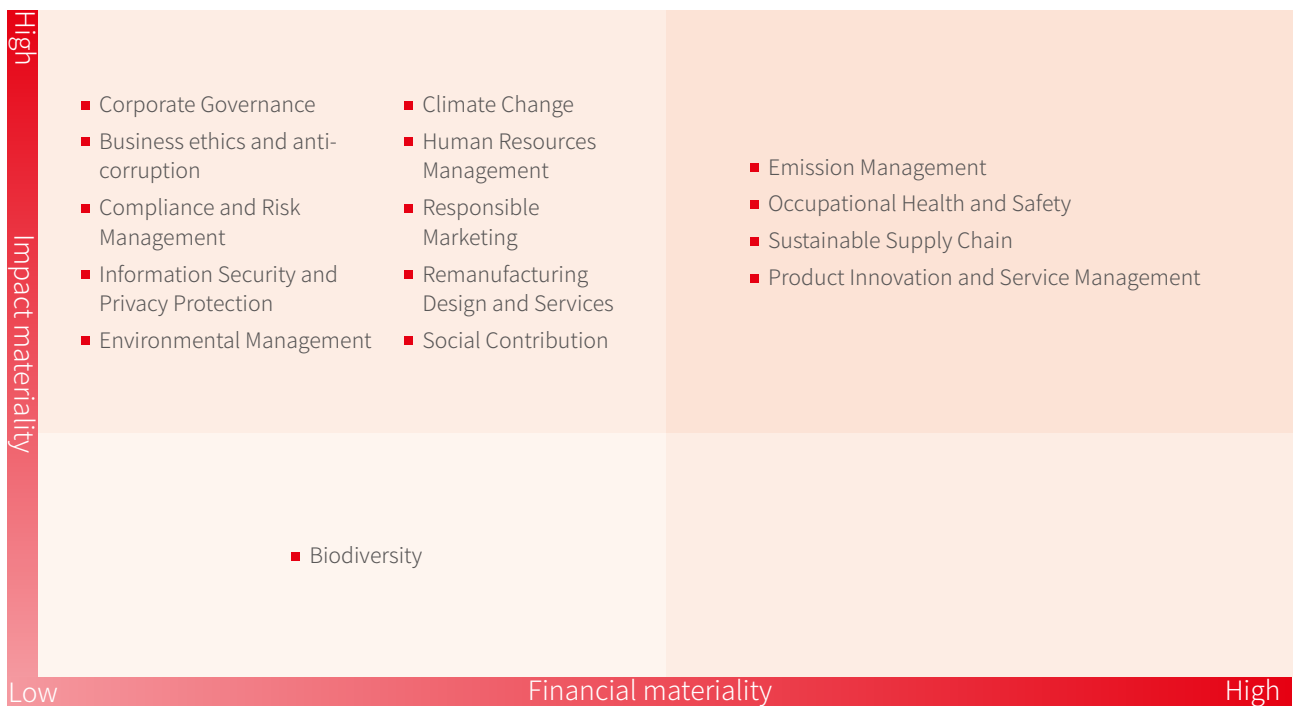
### Importance of Impact

Pay attention to the actual and potential impacts of each issue on the environment, society, and stakeholders, and identify issues with significant external effects based on industry trends and external expectations.



### Financial Importance

Systematically review and evaluate the potential financial impact of various ESG issues on revenue structure, operating costs, asset value, etc., and screen out key issues that have significant substantive implications for business development and financial performance.



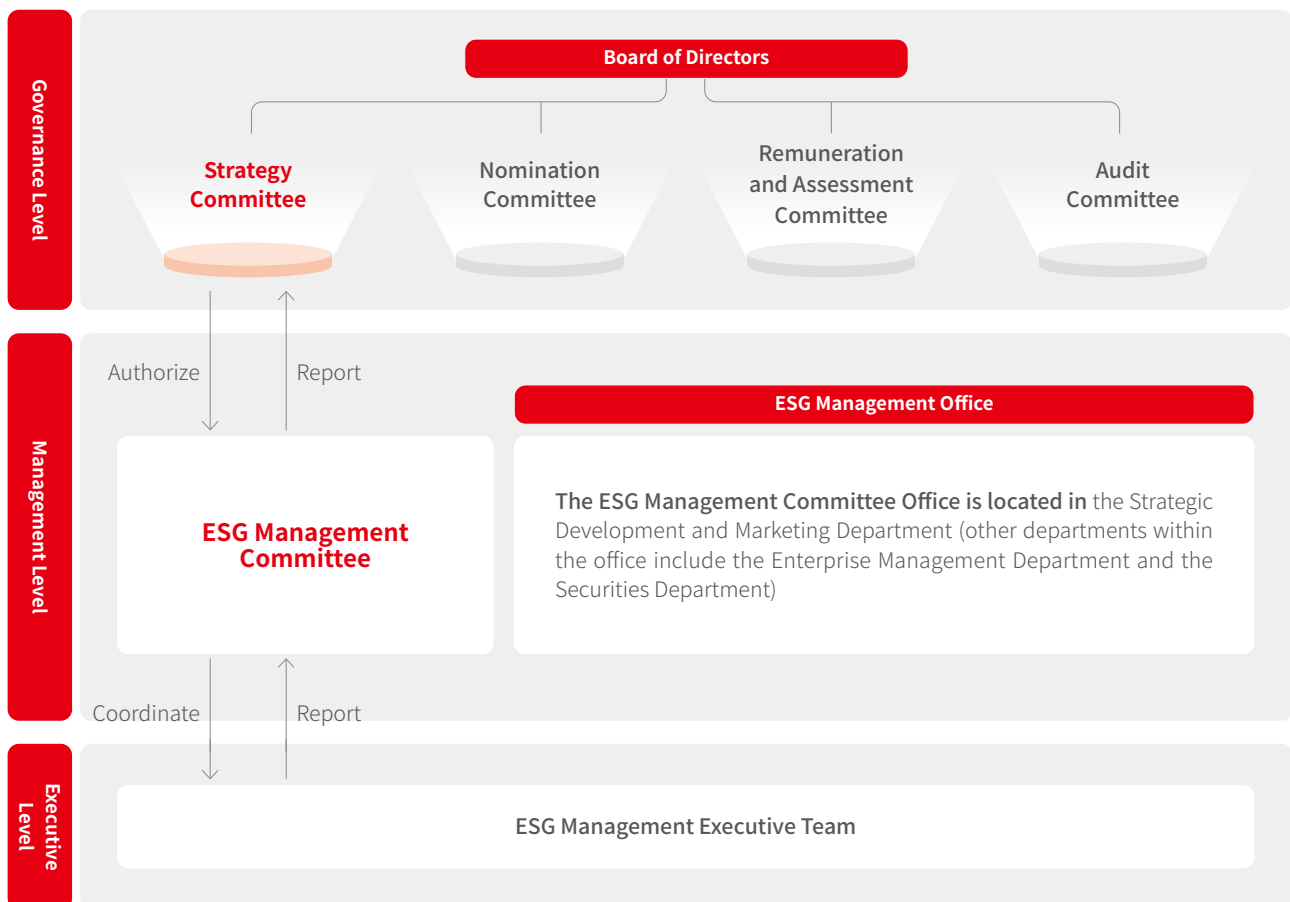
# Sustainable Development Management

Anhui Heli has built a systematic management system that runs through sustainable development and business practices, with governance as the foundation, strategy as the guide, risk control as the key, and indicators as the ruler. The Company integrates sustainable development requirements into the enterprise operation and decision-making process through a clear responsibility structure, clear strategic planning, full process risk control, and quantifiable evaluation mechanism, achieving the organic unity of responsibility, goals, actions, and performance.

## Government

Anhui Heli has formulated and implemented the *Measures on Environmental, Social, and Governance Management of Anhui Heli Co., Ltd.* in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* and stakeholder demands. The Company aims to promote the standardization and proceduralization of ESG management, forming a sustainable development management system covering all business units, and constructing a three-level management structure including governance, management, and execution. The Board of Directors and strategic committee are responsible for strategic decision-making and supervision, while the ESG Management Committee is responsible for overall coordination. The ESG Management Office carries out daily promotion and management work, Coordinate the ESG Management Executive Team composed of various departments of the Company to jointly implement ESG management work.

ESG Governance Structure



ESG Management Functions at Various Levels

<div style="border: 1px solid #ccc; border-radius: 50%; width: 60px; height: 60px; margin: 10px auto; background-color: #f9f9f9; display: flex; align-items: center; justify-content: center;"> <p style="color: #c00000; font-weight: bold; text-align: center;">Governance Level</p> </div>	<p>The Strategy Committee is the highest decision-making body for the Company's ESG work, responsible for reviewing and making decisions on ESG related matters, regularly verifying the progress of the Company's ESG goals, and overall controlling the Company's sustainable development work in line with its business strategy.</p>
<div style="border: 1px solid #ccc; border-radius: 50%; width: 60px; height: 60px; margin: 10px auto; background-color: #f9f9f9; display: flex; align-items: center; justify-content: center;"> <p style="color: #c00000; font-weight: bold; text-align: center;">Management Level</p> </div>	<p>The ESG Management Committee is led by the Chairman and serves as the core supervisory and deliberative body of the Company's ESG management system. It regularly reviews and supervises important policies, performance, and risk management related to sustainable development;</p> <p>The ESG Management Committee Office is jointly composed of the Strategic Development and Marketing Department, the Securities Department, and the Enterprise Management Department. It is mainly responsible for cross departmental coordination of ESG work, promotion of action plans, information aggregation and reporting support, and ensuring the orderly implementation of various ESG tasks.</p>
<div style="border: 1px solid #ccc; border-radius: 50%; width: 60px; height: 60px; margin: 10px auto; background-color: #f9f9f9; display: flex; align-items: center; justify-content: center;"> <p style="color: #c00000; font-weight: bold; text-align: center;">Executive Level</p> </div>	<p>The ESG Management Executive Team is composed of various functional headquarters, responsible for integrating ESG management requirements into the department's business processes, organizing the implementation of relevant action measures, and continuously tracking the effectiveness of execution to ensure that ESG goals are effectively achieved at the operational level.</p>

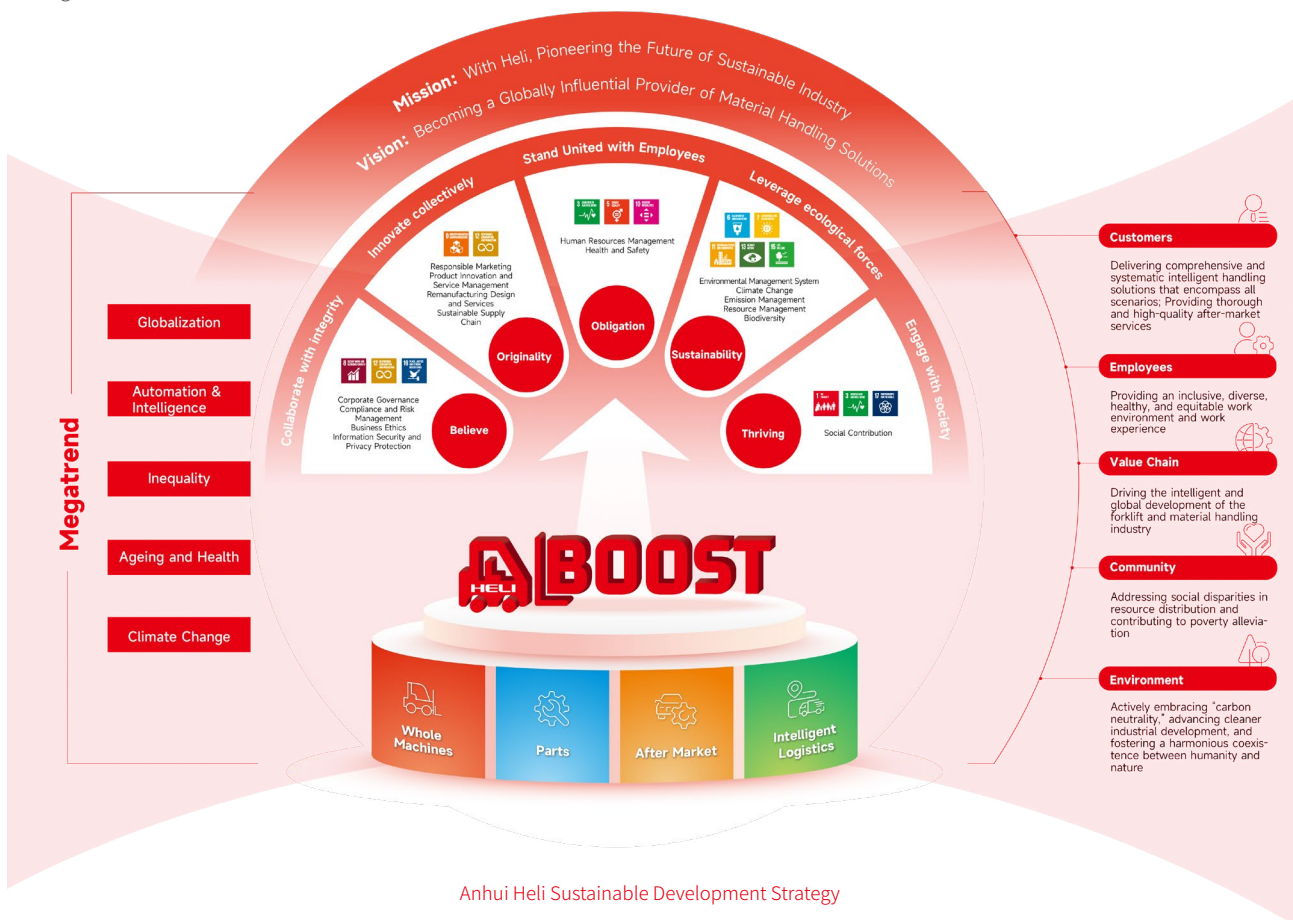


# Strategy

The year 2025 marks the final year for implementing the goals and tasks of the 14th Five-Year Plan and is a critical juncture for planning the development blueprint for the 15th Five-Year Plan. Anhui Heli deeply realizes that under the strategic guidance of serving national technological self-reliance and accelerating the development of new quality productive forces, it is necessary to continuously strengthen the supporting role of scientific and technological innovation in industrial upgrading, fully leverage the advantages of national strategic overlap, deepen the reform of innovation system and mechanism, accelerate the transformation of scientific and technological achievements into real productive forces, and promote the comprehensive green transformation of economic and social development to build an advanced manufacturing cluster with international competitiveness. Deepening high-level opening up to the outside world injects strong momentum, laying a solid foundation for high-quality development during the 15th Five-Year Plan period.

As a leading enterprise in China's industrial vehicle sector and a globally recognized brand in industrial vehicles, Anhui Heli continues to advance its "BOOST" Sustainable Development Strategy in 2025, to guide us in our relentless pursuit of excellence through innovation-driven development and lean management. The "BOOST" strategy establishes the mission goal of "Uniting Strength with Heli, Pioneering the Future of Sustainable Industry" and the development vision of "Uniting Strength with Heli, Pioneering the Future of Sustainable Industry", coordinates and promotes the sustainable development goals and actions of the entire company, systematically responds to the United Nations Sustainable Development Goals (SDGs), and closely aligns with national strategies and industry trends. We take solving long-term social and environmental problems as the starting point, deeply tap into corporate responsibility and value creation potential, demonstrate humanistic care through the power of employees, create ingenious products through the power of innovation, shape trustworthy enterprises through the power of integrity, create sustainable businesses through the power of ecology, build a prosperous home through the power of society, and systematically build a positive impact mechanism on multiple stakeholders such as customers, employees, communities, value chains, and the environment, Committed to working together with all sectors to jointly explore a sustainable industrial future.

Anhui Heli will continue to promote technological innovation and industrial upgrading in the field of industrial vehicles, guided by the "BOOST" Sustainable Development Strategy, actively participate in the construction of a safe, efficient, intelligent, and green modern logistics system, and contribute joint wisdom and strength to promoting high-quality development of the industry and promoting ecological civilization construction.



# Risk Management

Anhui Heli actively constructs and continuously improves a sustainable development risk management system that covers identification, evaluation and management. By establishing a normalized risk scanning mechanism, developing targeted management strategies, and integrating them into daily operations and decision-making, Anhui Heli systematically responds to risks and challenges in the fields of environment, society, and governance from a forward-looking perspective, effectively transforming sustainable development requirements into endogenous driving forces and competitive advantages for long-term stable development of enterprises.

## Anhui Heli Sustainable Development Risks

Risk	Risk Description	Response Measures
Climate Change	<ul style="list-style-type: none"> <li>■ Extreme weather events may cause damage to production facilities, logistics interruptions, unplanned shutdowns, increased asset maintenance costs, and related insurance costs;</li> <li>■ With the tightening of carbon emission reduction policies, companies may face an increase in carbon emission costs. The technological transformation, energy substitution, and management optimization carried out to meet environmental standards will also bring additional compliance expenditures and investment pressure.</li> </ul>	<ul style="list-style-type: none"> <li>■ Assess climate risk vulnerability, strengthen disaster prevention capabilities, actively promote energy conservation, consumption reduction, and the application of clean energy, vigorously develop new energy product series, proactively adapt to low-carbon transition, and manage long-term costs and compliance risks.</li> </ul>
Environmental Pollution	<ul style="list-style-type: none"> <li>■ Improper management of pollutant emissions during the production process may result in penalties for exceeding standards, environmental protection rectification, and even production suspension and rectification, directly causing economic losses and seriously affecting the Company's image.</li> </ul>	<ul style="list-style-type: none"> <li>■ Continuously invest in the upgrading and operation maintenance of environmental protection facilities, ensuring that emissions of waste gas, wastewater, noise, etc. meet standards; Implement strict internal environmental monitoring and auditing, and actively promote green processes to reduce pollution from the source and avoid regulatory risks.</li> </ul>
Business Ethics	<ul style="list-style-type: none"> <li>■ Violations such as commercial bribery and unfair competition may lead to regulatory investigations, legal proceedings, and high fines, resulting in significant financial losses and serious damage to business reputation.</li> </ul>	<ul style="list-style-type: none"> <li>■ Improve the anti-corruption and compliance management system, strengthen supervision in key areas and positions, carry out regular integrity education, and establish smooth reporting and investigation mechanisms to prevent moral risks and ensure legal and compliant operations.</li> </ul>
Supply Chain Management	<ul style="list-style-type: none"> <li>■ Unstable supply chains (such as geopolitical conflicts and natural disasters) may lead to shortages of raw materials or sharp increases in costs, directly affecting production plans and profitability.</li> </ul>	<ul style="list-style-type: none"> <li>■ Enhance resilience by optimizing supplier layout, establishing strategic inventory, and developing alternative supply sources. At the same time, incorporating environmental and social responsibility standards into the supplier admission and evaluation process will promote the coordinated and sustainable development of the supply chain.</li> </ul>
Labor Management	<ul style="list-style-type: none"> <li>■ Workplace safety hazards may result in casualties, production interruptions, compensation expenses, and other consequences; Labor disputes or insufficient protection of employee rights and interests can affect team morale, production efficiency, and may lead to litigation risks.</li> </ul>	<ul style="list-style-type: none"> <li>■ Prevent accidents and provide employees with a safe and healthy working environment by strengthening safety training, protective measures, and hazard investigation. At the same time, protecting the legitimate rights and interests of employees, establishing an effective communication and welfare system, and building harmonious and stable labor relations.</li> </ul>
Circular Economy	<ul style="list-style-type: none"> <li>■ In the context of tightening resource and environmental constraints, if an effective resource recycling system is not established, it will lead to high raw material usage costs, heavy burden on waste product disposal, and may face penalties for non-compliance with increasingly strict environmental regulations, weakening the cost control ability and long-term competitiveness of enterprises.</li> </ul>	<ul style="list-style-type: none"> <li>■ Promote green design to improve product recyclability, carry out remanufacturing business to extend product lifecycle, and establish a standardized recycling system to promote resource recycling, aiming to reduce costs, control environmental risks, and explore new business growth points.</li> </ul>

## Indicators and Objectives

### Building an Enterprise with Integrity and Consolidating the Foundation of Development

Conducted compliance management training, covering

**780** person-times  
at all levels of the Company

Training duration

**30** hours



Accumulated completion of internal audit projects

**29**

Including settlement audits

**13**

Commissioned audit projects

**22**

Follow-up audits

**2**

Final audit

**1**

Special audits

**6**

Carried out integrity education activities, covering all levels of the board of directors, executives, and employees, totaling

**7,625** person-times



Carried out information security emergency drills

**6**

Specialized information security training sessions

**6**



### Showcasing Brand Value through Craftsmanship in Casting Quality

R&D investment reached

RMB **1.325** billion

Accounting for the Company's revenue of

**6.68%**

R&D personnel includes

**1,679**

High-level technical experts includes

**79**

Number of applications

**189**

Number of grants

**81**

Ranked among the Anhui Province's Manufacturing Industry Invention Patents in 2025

**Top 50**



### Showcasing Brand Value through Craftsmanship in Casting Quality

The Company have obtained

**ISO 9001** quality management system certification

with a coverage rate of

**100%**



New product models have obtained

**EU CE certification, UKCA certification, North American EE certification, etc.**

with a coverage rate of

**100%**



Conducted second party audits on

**41** suppliers

Visited

**26** suppliers

Suppliers signed the *Supplier Code of Conduct*

**100%**

Suppliers signed the *Integrity Agreement*

**93.90%**



Led or participated in the development of international standards

**4**

National standards

**11**

Industry standards

**9**

Industry university research cooperation projects

**59**

### Stimulating Enterprise Vitality through Talent Driven Innovation

Total of investment in employee training and development

RMB **6.6851** million

With the average time of training per employee

**27.40** hours

The total number of trained employees

**10,487**



The Company distributed inclusive condolence products to all employees, with a total expenditure of

RMB **450,600**



Conducted a survey on employee engagement and satisfaction, with an overall engagement rate of

**80.70%**

Satisfaction rate of

**82.30%**

Developed and implemented annual safety measures plans

**17**

Total of investment

RMB **1.712** million

### Stimulating Enterprise Vitality through Talent Driven Innovation

Purchased safety production liability insurance

RMB **17,100**



Have obtained ISO 45001 occupational health and safety management system certification



The number of organized training sessions

**329** times

**11,150** class hours

With the coverage of

**59,215** person-times

Investment in safety education and training expenses

RMB **700,900**

### Leading the Transformation with Green and Protecting the Earth's Homeland

The coverage rate of the Company's ISO 14001 environmental management system certification reached

**100%**

The Company's green factory has been rated as Grade

**A**

In 2025, a total of

**73,043.1** MWh

of green electricity was used

equivalent to reducing greenhouse gas emissions by approximately

**38,757** tCO<sub>2</sub>

The compliance rate for disposal of waste reached

**100%**



Purchased electricity

**368,040.9** MWh

### Interpreting Mission with Responsibility and Creating a Better Future Together

In 2025, the cumulative investment in public welfare and charitable activities reached

RMB **2,735,900**

The number of people benefiting from rural revitalization efforts was

**2,217**

The number of employees participating in volunteer services was

**137**

The cumulative volunteer service hours contributed by employees amounted to

**1,416** hours



# Building a Solid Development Foundation with Integrity

Guided by high-quality development goals, a sound management system is the core support for a stable and sustainable enterprise. Anhui Heli regards sound corporate governance, rigorous risk control, honest business practices, and reliable information management as the solid foundation driving the Company to continuously create value. Through systematic construction and continuous optimization, it is committed to creating a more resilient and trustworthy operational core.

## SDGs issues addressed in this chapter



## Major issues addressed in this chapter

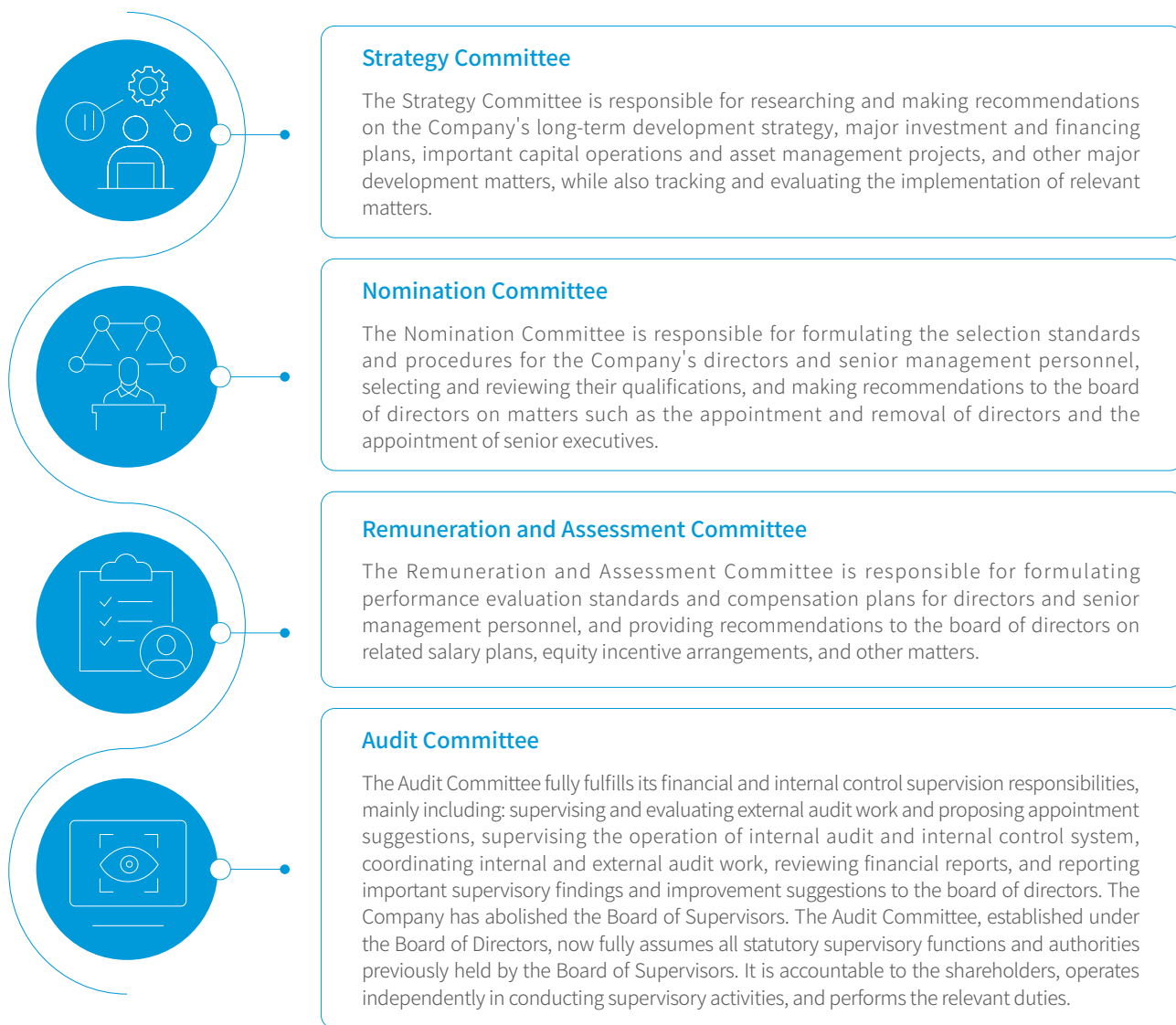
- Corporate Governance
- Compliance and Risk Management
- Business Ethics
- Information Security and Privacy Protection

# Corporate governance

Anhui Heli strictly complies with laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and the *Shanghai Stock Exchange Listing Rules*. The Company continuously strengthens its management system, aiming to build a modern corporate governance structure that ensures clear responsibilities, informed decision-making, and effective oversight. This approach enhances compliance, transparency, and operational efficiency.

As the core institution of corporate governance, the Board of Directors of Anhui Heli fully undertakes the responsibilities of strategic planning, business decision-making, and governance system construction. It consists of a Strategy Committee, Nomination Committee, Remuneration and Assessment Committee, and Audit Committee to standardize management practices. In 2025, the implementation rules of each committee were revised to further clarify the boundaries of responsibilities and enhance the professionalism and adaptability of the governance mechanism. As of the end of the reporting period, the Company's Board of Directors consists of 9 members, including 3 independent directors and 1 female director. The members of the Company's Board of Directors have diverse professional backgrounds and experience in engineering machinery, enterprise management, law, and finance, effectively enhancing the overall and professional decision-making of the Company, and providing strong support for the board to fulfill its strategic guidance and supervision responsibilities.

## Responsibilities of Anhui Heli's Board Specialized Committees



# Risk Control and Compliance Operations

Anhui Heli continues to improve its risk management and compliance system covering systems, organizations, and processes. In accordance with international standards and regulatory requirements, the Company has systematically developed and implemented risk management systems, including the *Reporting Major Operational Risk Events*, the *Management Regulations on Comprehensive Risks*, and compliance guidance documents such as the *Corporate Governance Compliance Guidelines*, the *Overseas Investment Compliance Management Guidelines*, and the *Overseas Subsidiary Compliance Guidelines*. These efforts continuously enhance the Company's ability to identify, assess, monitor, and respond to various risks, and ensure that its business activities comply with domestic and international laws and regulations.

To ensure the effective implementation of the risk compliance management mechanism, Anhui Heli has constructed a risk compliance management framework centered on the "Three Lines of Defense". Each business department serves as the first line of defense for risk prevention and control, assuming basic risk management responsibilities; The Risk and Compliance Management Working Group, the Risk and Compliance Management Committee, and the Risk and Compliance Management Committee Office form a second and third line of defense to collaborate on professional review, system supervision, and overall coordination.

## The "Three Lines of Defense" in Anhui Heli's Compliance Management



## Risk Management

Anhui Heli has built a comprehensive risk management database covering six categories of strategic risk, market risk, operational risk, financial risk, legal risk, and other risks, focusing on the overall development of the Company. 180 specific risk indicators have been refined and formed. The Company adopts a combination of qualitative and quantitative methods to conduct regular monitoring of various risks, and has established a working mechanism for quarterly major risk tracking and semi annual comprehensive evaluation to ensure dynamic and effective risk control. This year, after deliberation by the Board of Directors, the Company has identified 5 major risk tracking items for the year and clarified the responsible departments to implement tracking and closed-loop management on a quarterly basis, providing a solid guarantee for the Company to achieve sustainable and high-quality development in a complex environment.

## Compliance Management

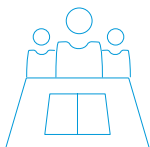
In order to continuously improve the systematicity and operability of the compliance management system, Anhui Heli has carried out risk sorting and system optimization work in key business areas, compiled a special legal and regulatory database, and compiled a series of compliance management guidelines around areas such as anti commercial bribery, labor employment, corporate governance, and overseas investment, providing clear and actionable implementation basis for various business lines.

Anhui Heli attaches great importance to the construction of compliance culture, adopting a combination of online and offline forms. Through regular and systematic compliance training and publicity education, it continuously improves the compliance awareness level and risk identification ability of all employees. In 2025, the Company's compliance management training comprehensively covered 780 person-times at all levels of the Company, with a training duration of 30 hours.

### Anhui Heli Compliance Training Work in 2025

#### Internal training

- Organize 7 specialized compliance training sessions around key business areas and key processes, covering practical interpretation of the *Civil Code Contract*, investment management compliance, procurement compliance, etc., to strengthen employees' business compliance operations and risk prevention capabilities;
- Promote and guide the compliance construction of subsidiary companies, carry out 8 special training sessions such as "contract authorization", "system promotion and implementation", and "compliance operation", and effectively implement compliance requirements at the end of the organization.



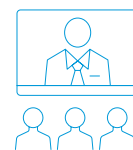
#### External Compliance

- Organize and participate in external specialized training, covering areas such as legal compliance management, manufacturing overseas and export control compliance, operator concentration and antitrust compliance, intellectual property protection and foreign-related risk response, to enhance employees' ability to respond to emerging regulatory trends and complex risks.



#### Awareness promotion

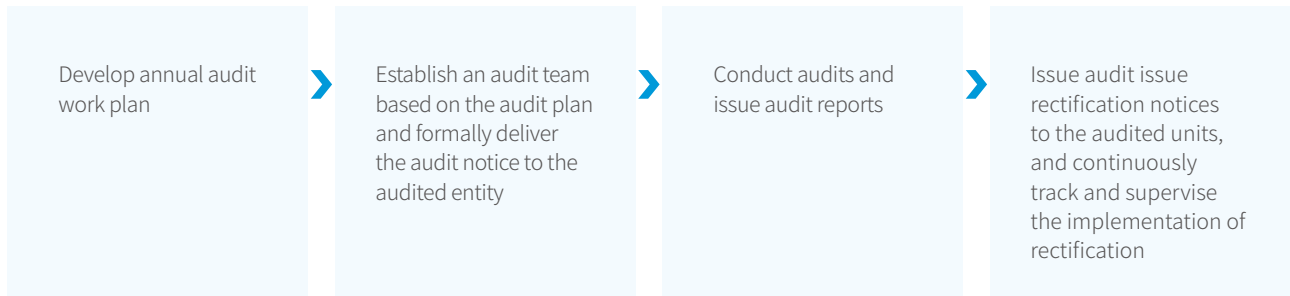
- In conjunction with important milestones such as the "National Security Education Day for All", relevant laws and regulations such as the *National Security Law*, the *Confidentiality Law*, and the *Civil Code* will be popularized through centralized learning, video education, and banner displays to enhance employees' compliance awareness.



## Internal Audit and Control

In order to continuously strengthen the internal supervision system and improve the quality and efficiency of audit rectification, Anhui has jointly formulated internal management systems such as the *Internal Audit Issues Rectification Measures* and the *Internal Audit Regulations*, and established and improved a problem oriented and closed-loop audit rectification work mechanism.

### Anhui Heli Internal Audit Process



### In 2025

Anhui Heli completed internal audit projects

**29**

Commissioned audit projects

**22**

Including

**13**

settlement audits



Follow-up audits

**2**

Final account audit

**1**

Special audits

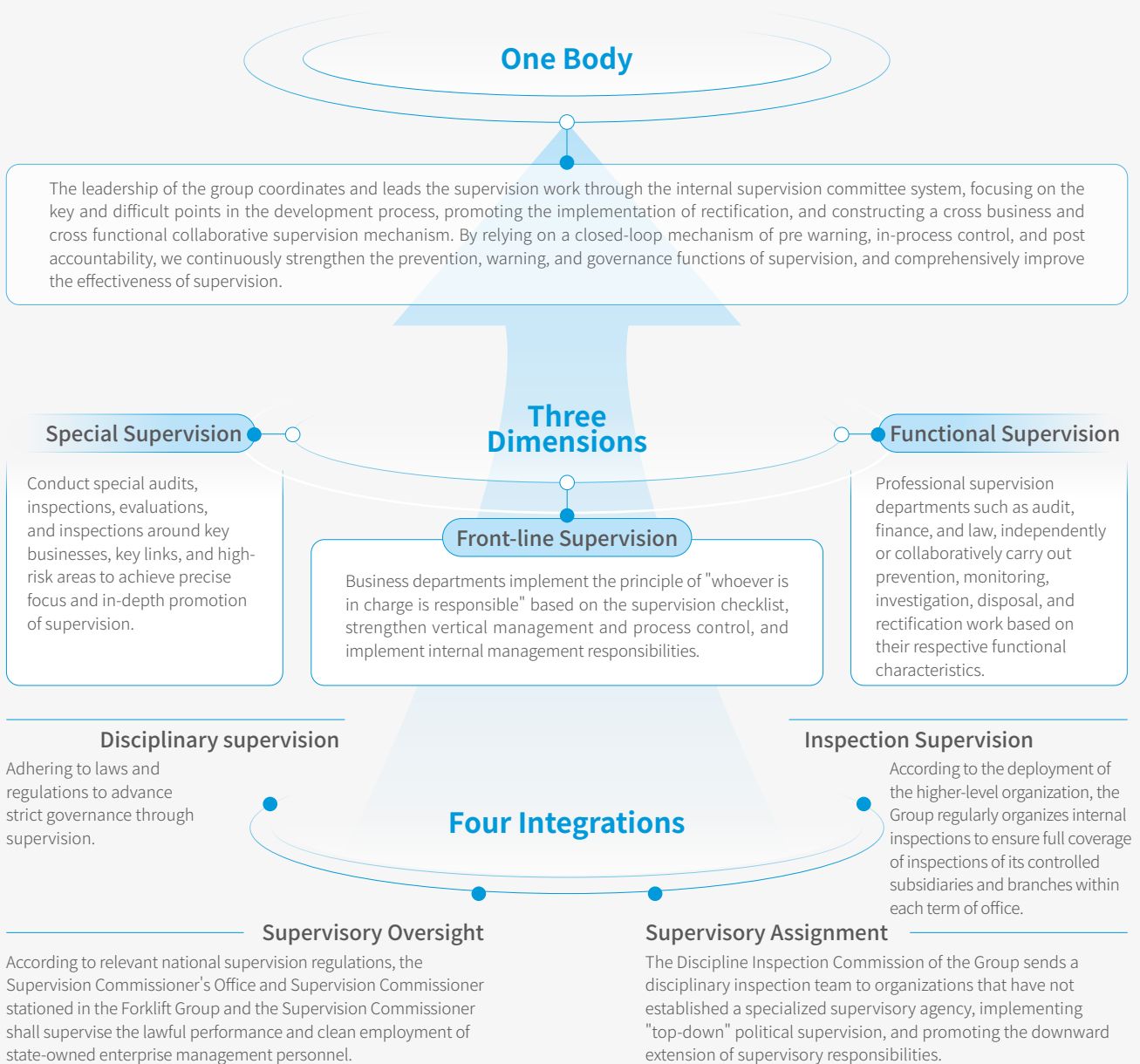
**6**



# Business ethics and anti-corruption

Anhui Heli continuously optimizes the organizational structure of disciplinary inspection and supervision, and integrating business ethics management into various aspects of company governance and operation. The Company strictly complies with the *Anti Unfair Competition Law of the People's Republic of China*, the *Criminal Law of the People's Republic of China*, the *Anti Monopoly Law of the People's Republic of China*, and relevant laws and regulations of the country where its overseas business is located. It formulates and implements the *Code of Business Ethics*, clearly regulating the behavioral boundaries of all employees in commercial activities, and is committed to building a healthy and stable business ecosystem.

## The Internal Supervision Mechanism of "One Body, Three Dimensions, and Four Integrations"



In 2025, Anhui Heli passed the ISO 37001 Anti-bribery Management System Certification.



Anhui Heli ISO 37001 Anti-bribery Management System Certification

To promote the extension of supervision and management to grassroots work, Anhui Heli explores the use of the "branch co-construction + pilot first" model, clarifies the boundaries of grassroots power through inventory management, guides pilot units to develop the "Small and Micro Power" List, covering the four core areas of human resources, finance, materials, and affairs, and forms 17 key issues and 66 specific risk points, and clarifies risk levels, prevention and control measures, and supervision responsibilities one by one. At the same time, the Company has developed the "Small and Micro Power" Integrity Risk Prevention and Control View, transforming institutional norms into visual management tools, promoting the precision and openness of grassroots supervision, and accumulating practical experience for the promotion of the "Small and Micro Power" prevention and control mechanism. In 2025, the Company did not engage in any acts or incidents of corruption, unfair competition, or other violations of business ethics.

In order to improve the efficiency of supervision and inspection, Anhui Heli focuses on prominent issues to carry out self inspection of work style, strengthens process control through issuing prompts, preparing lists, on-site inspections, and other methods, and promotes the integration and coordination of disciplinary inspection supervision and audit supervision, selecting disciplinary inspection cadres to participate in economic responsibility audits. In addition, the Company flexibly utilizes the methods of "four no two direct", "group mutual inspection", and "room group linkage" to carry out multi unit style inspections. For the first time, a joint supervision team has been established to conduct compliance inspections in overseas subsidiaries, identify and promote rectification issues, and simultaneously improve the Management Measures for Commission and Intermediary Fees for Overseas Projects to strengthen the prevention and control of integrity risks in overseas business.

## Reporting Management

Anhui Heli attaches great importance to democratic supervision and employee participation, actively building an open and transparent internal supervision environment, and encouraging employees to reflect issues in accordance with the law and regulations and participate in supervision. We have effectively implemented the Procedures for Handling Reports and Complaints, the Confidentiality Measures for Discipline Inspection and Supervision Work, the Safety Measures for Discipline Enforcement and Investigation, the Management Measures for Issue Clues and other systems formulated by the Group, and standardized the full process management of complaint reporting and problem leads. At the same time, the Company continues to optimize the whistleblower protection mechanism, strengthen the confidentiality of whistleblower information and protection of their rights and interests, effectively ensure smooth channels for employee supervision and effective feedback loops, and promote the formation of a good governance atmosphere of full participation and joint supervision.

### Anhui Heli Reporting Channel

**Reporting Hotline:** Reporting Hotline : 0551-63689106

**Telephone number:** 13865250734

**WeChat Public Account:** the Supervision and Reporting section of the Heli qingfeng WeChat public account

**Reporting Email:** ahccjtjw@126.com

**Mailbox :** Heli Online Quick Entry

**Postal Address:** Anhui Forklift Group Co., Ltd. Discipline Inspection and Supervision Office, Room 2105, Heli Building, Wangjiang West Road, Shushan District, Postal Code: 230601

## Construction of a Clean Culture

Anhui Heli attaches great importance to the construction of a clean and honest culture, focusing on building the "Heli Qingfeng" discipline inspection brand. Around the four aspects of supervision integration, effective discipline enforcement, clear culture, and clean atmosphere, it systematically extracts 14 specific measures, and improves the party conduct and clean governance construction of the Heli Cultural Talent Center. The concept of integrity is deeply integrated into corporate culture, and a working atmosphere of clean and honest work is continuously created. In 2025, Anhui Heli continued to carry out multi-level and multi-dimensional integrity education activities, covering 7,625 person-times at all levels of the board of directors, executives, and employees.

### Anhui Heli Clean Culture Construction Work in 2025

#### Integrity training

- Build the "Youth Clean Project", organize disciplinary and legal education for newly recruited college students, and enhance the awareness of integrity among young employees;
- Conduct systematic integrity education and training, collective integrity talks, and education on correct political performance concepts for over 60 newly promoted cadres, young cadres, and key position cadres, and organize disciplinary and legal knowledge tests.



Anhui Heli Integrity Training



#### Awareness promotion

- Compile and distribute 12 issues of *Integrity Messenger* on a monthly basis, and use new media methods to promote "Heli Qingfeng", totaling 194 articles in 41 issues;
- Organize a collection activity for clean cultural works, collect 104 works, and recommend 5 to the Provincial Commission for Discipline Inspection;
- Carry out the "Heli Bookstore Fragrance" Clean Reading Sharing Conference, shoot 5 special videos, and release 4 issues of the Heli "Qing" Clean Talk series promotion in the "Heli School" and "Heli Qingfeng";
- Release the Notice on Strengthening the Construction of Work Style during Festivals to strengthen the awareness of integrity and festivity among cadres and employees.

# Information Security and Privacy Protection

In the process of promoting digital transformation and innovative development, Anhui Heli attaches great importance to network and information security work, fully implements laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and formulates and continuously improves internal management systems, including the *Network Security and Information Asset Management Measures*, the *Network Security Management Measures*, the *Cybersecurity Emergency Plan*, and the *Technical Center Network Security Management Guidelines*. This systematically constructs a security protection mechanism covering the entire data lifecycle, effectively safeguarding the confidentiality and integrity of the Company's core R&D achievements and operational data.

Anhui Heli has established a clearly defined and efficiently operating information security management system. The Cybersecurity and Informatization Committee, with the Chairman serving as its director, has been formed to provide overarching leadership for the overall work, while an office under the committee is responsible for promoting the implementation of various security measures. The Company adheres to the principle of "One Center, Three Dimensions of Protection", builds a centralized security management center, and systematically constructs a deep defense system covering the computing environment, communication network, and regional boundaries. At the same time, the Company deploys three layers of collaborative protection at the internet entrance. The first layer conducts initial risk monitoring through intrusion prevention systems, the second layer implements refined port access control through firewalls, and the third layer utilizes WAF<sup>1</sup> to strengthen the security guarantee of web services and form a hierarchical security barrier. By continuously improving the technical protection and operational management mechanism, Anhui Heli continuously improves its overall security defense and response capabilities, providing reliable security guarantees for business digital transformation.

## "One Center, Three Dimensions of Protection" Management Philosophy



### One Center

**Build a network security management center:** Build an integrated monitoring and response platform, divide security functional areas, and centrally deploy systems such as security situational awareness, log auditing, and threat intelligence analysis. By real-time aggregation analysis of security data and network traffic, the efficiency of threat identification, event tracing, and risk response can be improved, and the visual control and collaborative disposal capabilities of network security situations can be comprehensively enhanced.



### Three Dimensions of Protection

**Strengthen communication network security protection:** Scientifically plan network area isolation to avoid direct exposure of critical business systems to network boundaries. Introduce high availability design into the network architecture, ensuring business continuity through device redundancy and link backup. Implement end-to-end encryption for important data transmitted across networks to ensure confidentiality and integrity during data transmission.

**Strengthen regional border security protection:** Implement identity and policy based access control, deploy next-generation firewalls, intrusion prevention systems, and other devices at the border, and conduct deep detection and filtering of incoming and outgoing traffic. By formulating strict access policies, logical isolation and controlled interoperability between network regions can be achieved, effectively preventing external infiltration and horizontal movement risks.

**Strengthen the security protection of the computing environment:** The system carries out security enhancement work for the computing environment around core security requirements such as host identity authentication, intrusion prevention, malicious code protection, and data protection. Specifically, it includes: improving the full lifecycle management mechanism of network accounts, ensuring the authenticity and trustworthiness of user identities and controllable access; Fully deploy the host security protection and monitoring system to achieve real-time threat perception and active interception of terminal behavior; Promote the application of data encryption and desensitization technology in key stages such as research and development, operation and maintenance, to ensure the security and controllability of sensitive information throughout the entire process of generation, transmission, storage, and use.

<sup>1</sup> WAF: WebApplication Firewall.

In 2025, Anhui Heli systematically advanced network architecture optimization and security system upgrades to address the demands of overseas business expansion and group-wide integrated management. In terms of the overseas network, the Company initiated an architecture reconstruction project, improving access stability and customer experience by optimizing network bandwidth, adding dedicated lines to Africa, and deploying CDN<sup>2</sup> edge acceleration services. Simultaneously, the Company extended its cybersecurity situational awareness and cloud-based MSS<sup>3</sup> monitoring capabilities to all manufacturing subsidiaries, establishing a group-wide collaborative defense system to achieve centralized threat identification and rapid response. At the end of the Reporting Period, approximately 1,230 risky IP addresses and 512 malicious domains had been intercepted, effectively ensuring business continuity and data security.

Anhui Heli fully launched and passed the ISO 27001 Information Security Management System Certification in 2025. Focusing on the implementation of the system, the Company organized multiple rounds of special inspections, focusing on core control areas such as assets, access, and data, and implemented closed-loop rectification for identified high-risk hazards. At the technical level, the Company continues to improve its in-depth defense system, deploy antivirus software, and upgrade firewall services. Throughout the year, it completed four batches of core business system in-depth testing, fixed more than 10 medium to high-risk vulnerabilities. No business disruptions occurred due to information security incidents, providing reliable security assurance for the Company's global operations.



Anhui Heli ISO 27001 Information Security Management System Certification

In terms of information security emergency management, the Company organized six various types of emergency drills, focusing on testing cybersecurity protection capabilities and the disaster recovery capacity of critical information systems, thereby effectively enhancing the level of business continuity assurance. At the same time, the Company has established diversified feedback channels for information security issues, and employees can report through collaborative email, rationalized suggestion processes, and other means. At the same time, the Company further optimizes the online Q&A work mechanism, arranges dedicated technical personnel to respond in real-time, ensuring that problems encountered by employees during the use of the information system are effectively addressed within 15 minutes, forming a service guarantee mechanism of "problem feedback rapid response closed-loop solution".

In 2025, the Company continued to advance information security training, establishing an integrated "online + offline" training system. It conducted a total of six batches of specialized training focusing on core topics such as cybersecurity situational awareness, ISO 27001 system specifications, and risk identification and compliance control. Through diverse formats including on-site teaching, video conferences, internal sharing, and online courses, the Company extended the training content to all employees, effectively enhancing their information security awareness and risk prevention capabilities.



Anhui Heli Information Security Training

<sup>2</sup> CDN: Content Delivery Network.

<sup>3</sup> MSS: Managed Security Service.



## Showcasing Brand Value through Craftsmanship in Casting Quality

Anhui Heli adheres to forging brand value with craftsmanship, and continuously outputs excellent products and services by building a safe and resilient sustainable supply chain and an innovative system that drives industry change. It is committed to creating a collaborative and win-win new ecosystem for the industry with upstream and downstream partners.

### SDGs issues addressed in this chapter



### Major issues addressed in this chapter

- Product Innovation and Service Management
- Responsible Marketing
- Sustainable Supply Chain

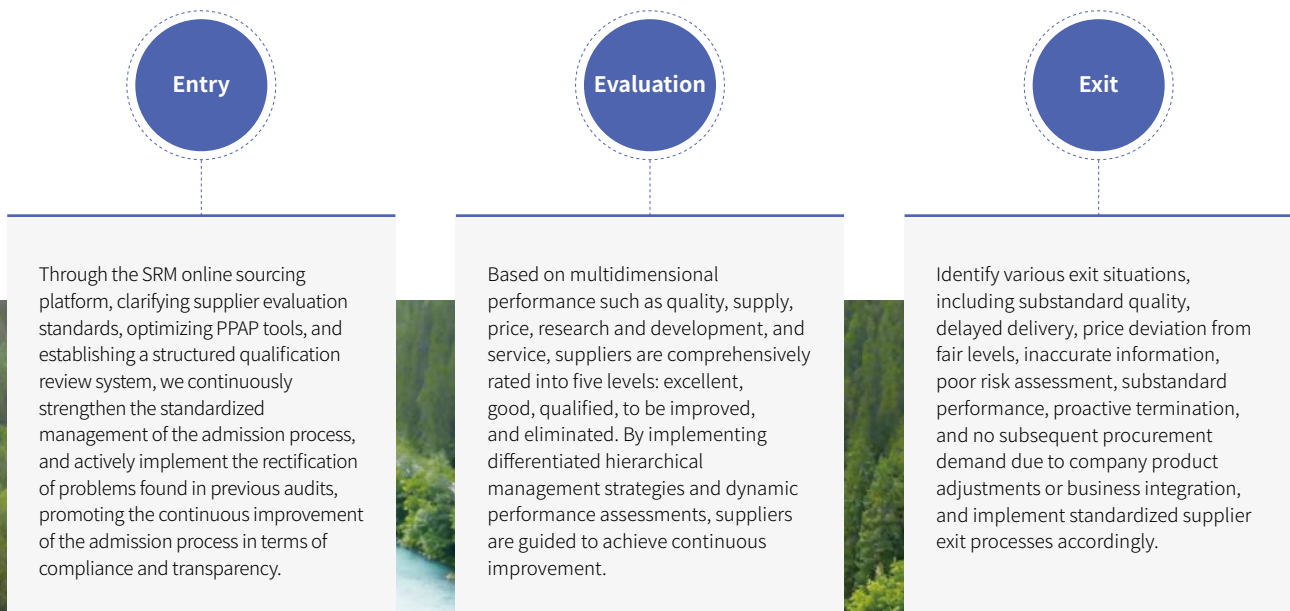
# Sustainable Supply Chain

Supply chain management is an important guarantee for supporting the stable operation and sustainable development of enterprises. Anhui Heli is committed to creating a safe, efficient, and responsible supply chain ecosystem by establishing a management system that covers the entire supplier process, integrates sustainable procurement concepts, and emphasizes supplier collaborative development, providing reliable guarantees for the stable operation and value enhancement of the Company's overall business.

## Supplier Management

Anhui Heli focuses on the full process management of suppliers, continuously improving the institutional system centered on the *Supplier Sourcing Management Measures*, the *Supplier Management Measures* and the *Supplier Performance Evaluation and Assessment Measures*. It has signed the *Quality Management Agreement* with 100% of suppliers and included the relevant content of the *Zero Kilometer Assessment Method Agreement*. In addition, the Company promotes the continuous improvement of supply chain compliance, stability, and collaborative efficiency through standardized, data-driven, and refined management methods throughout the entire cycle of supplier admission, process evaluation, dynamic optimization, and orderly exit.

Anhui Heli Supplier Management Mechanism



In 2025, the Company launched a digital Supplier Relationship Management (SRM), established 4 modules and 19 processes, connected 297 suppliers, and achieved online management of the entire process of supplier registration, admission, performance evaluation, and exit. The platform integrates functions such as sourcing, demand forecasting, price inquiry and comparison, electronic contracts, inventory collaboration, order tracking, reconciliation and settlement, supporting the full digital operation of procurement business. Through data integration and analysis, it helps optimize procurement decisions, improve supply chain collaboration efficiency and resilience.

To continuously enhance the stability of the supply chain, Anhui Heli has established and implemented a normalized supplier risk monitoring mechanism. The Company organizes annual supplier audits, updates the risk assessment and monitoring table quarterly, and publishes monthly risk monitoring reports. Suppliers are classified into three levels based on their level of risk: high, medium, and low. By dynamically tracking the operational status of suppliers, the Company can timely identify potential unstable factors and adjust procurement strategies accordingly. If necessary, it can ensure the stable supply of key materials by optimizing order allocation or initiating alternative supply plans. In 2025, the Company conducted second-party audits on 41 suppliers and visited 26 suppliers.

**Anhui Heli Supplier Performance Indicators in 2025**

index	Company	2025 data
Number of suppliers	/	325
Number of domestic suppliers	/	304
Number of Hong Kong, Macao, Taiwan and overseas suppliers	/	21
Proportion of suppliers signing the <i>Quality Service Agreement</i>	%	100
Proportion of suppliers who have signed ISO 9001 Quality Management System certification	%	100
Proportion of suppliers signing ISO 14001 Environmental Management System certification	%	100
Proportion of suppliers signing ISO 45001 Occupational Health and Safety Management System certification	%	100

## Sustainable procurement

Anhui Heli is committed to building a responsible and sustainable supply chain system, integrating environmental, social, and governance factors into supplier management and procurement practices, and promoting the transformation of the supply chain towards a greener, fairer, and more transparent direction. The Company has formulated and issued the *Supplier Code of Conduct* and the *Management Measures for Negative List of Business Transactions (Trial)* to standardize the management requirements of suppliers in terms of business ethics, labor rights, occupational health and safety, and environmental protection, clarify prohibited behaviors in supplier cooperation, and embed ESG related clauses into procurement contracts. Meanwhile, Anhui Heli requires all suppliers to sign the *Supplier Code of Conduct* and the *Integrity Agreement*. As of the end of the reporting period, 100% of suppliers have signed the *Integrity Agreement*, and 93.90% have signed the *Supplier Code of Conduct*.

**In 2025**

---

Have signed the <i>Integrity Agreement</i>  <b>100%</b>	Suppliers have signed the <i>Supplier Code of Conduct</i>  <b>93.90%</b>
---	--

In the supplier introduction process, Anhui Heli prioritizes suppliers with the ability to use environmentally friendly materials and practice circular economy, and long-term supports companies that are friendly to women and vulnerable groups. For products exported to international markets such as the European Union, the Company explicitly requires suppliers to meet the requirements of lithium battery safety and REACH<sup>4</sup>. According to compliance requirements, 12 hazardous material transportation certifications were conducted for suppliers throughout the year based on the compliance status of REACH compliance projects, with a total of over 1,000 certificates applied for.

In 2025, the Company conducted on-site ESG assessments on 67 suppliers through two-way audits and visits, and incorporated the assessment results into the supplier grading and risk management system. At the same time, the Company continues to carry out sustainable procurement capacity building, organizing procurement personnel to participate in theme training such as "the Brief Analysis of Friendly Supply Chain Management", with a total of 6 training hours, covering 35 person-times, and systematically improving the collaborative management level of sustainable supply chain development.

<sup>4</sup> REACH: the *Regulations on Registration, Evaluation, Authorization, and Restriction of Chemicals*.

## Supplier Empowerment

Anhui Heli adheres to the principles of collaborative development and win-win cooperation, deeply integrating supply chain capacity building with sustainable development, and building a safe, reliable, and sustainable industrial collaborative ecosystem through systematic empowerment, precise assistance, and full chain collaboration.

In 2025, the Company implemented a capability improvement plan for 30 suppliers, developing targeted assistance plans from five dimensions: product development, process capability, quality control, risk management, and management system, to promote systematic improvement of suppliers. Through annual efforts, the Company has completed a total of 30 supply chain quality linkage research projects, issued 75 targeted quality rectification letters, and supervised suppliers to implement more than 100 improvement measures, significantly enhancing the overall resilience and sustainability of the supply chain.

### In 2025

Number of supplier exchange and training sessions

**75**

Total duration

**150** hours



### Case | Forklift Component Manufacturing Supplier Assistance Program



In March 2025, Anhui Heli signed a two-year assistance and co construction agreement with a forklift component manufacturing supplier, focusing on the three dimensions of product quality, delivery time, and production cost. Through improving process systems, equipment improvement, inspection methods, and other "point-to-point" assistance measures, a more stable and efficient supply chain collaboration mechanism was constructed. The agreement stipulates that after achieving the expected goals, a bonus of 5 points will be given in the next year's supplier performance evaluation to enhance cooperation stickiness and promote the establishment of a long-term and stable strategic supply relationship between both parties.



# Innovation Leadership

Anhui Heli, driven by innovation, has achieved key technological breakthroughs in areas such as clean power, high-end intelligent manufacturing, and green processes by optimizing the research and development governance system, strengthening core research and open collaboration. It has built a green intelligent product ecosystem covering all scenarios, continuously leading industry technological progress and sustainable development.

## Technological Innovation

Anhui Heli continues to optimize the research and development system architecture, creating a collaborative innovation mechanism of "Technology Center-Technology, Sub-center-European Research and Development Center", and adding Electrification I, II, and III institutes. The Company had formulated internal systems such as the *Management Measures for Overseas R&D Centers* and the *Management Measures for Technical Expert Committees of Technology Centers*, clarifying the division of responsibilities between the R&D centers and committees, standardizing the operational mechanism and related workflow of overseas R&D institutions, and improving the quality and efficiency of R&D decision-making. We have added two regulations to the IPD<sup>5</sup>, established a multi-level technical review mechanism to strengthen quality control throughout the entire product lifecycle, from design and simulation to testing and launch. At the same time, the Company holds the IRB<sup>6</sup> investment review committee meeting every quarter meeting to review major R&D projects and ensure that R&D investment is highly aligned with the Company's strategy and market demand.

### In 2025

Anhui Heli invested a total of

RMB **1.325** billion

in innovative research and development

Accounting for

**6.68%**

of the Company's revenue

R&D personnel includes

**1,679**

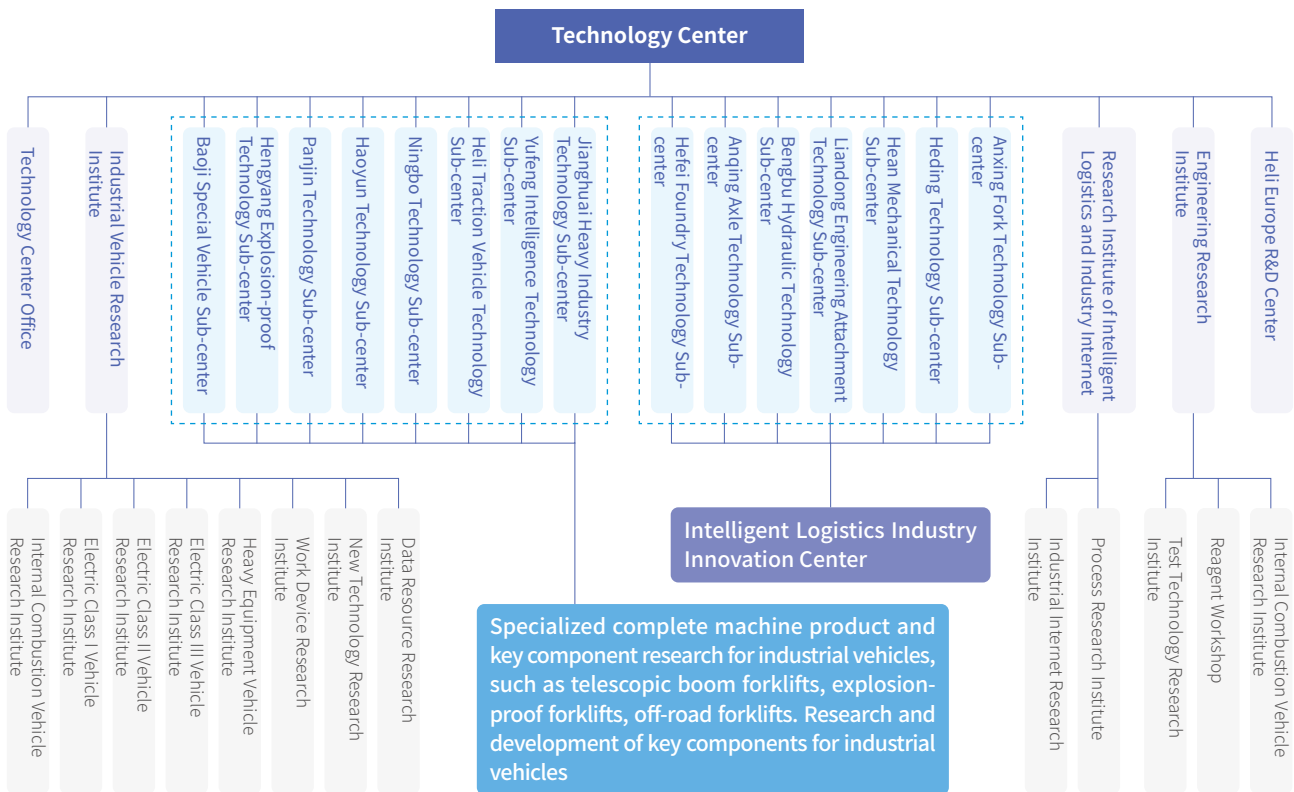
High-level technical experts includes

**79**



<sup>5</sup> IPD: Integrated Product Development.

<sup>6</sup> IRB: Investment Review Board.



R&D and Innovation Governance Structure of Anhui Heli

In terms of innovation incentive management, the Company had revised the *Performance Assessment Management Measures for Technology Centers*, the *Project-based Incentive Management Measures for Product Development of Technology Centers*, and the *Management Measures for Technology Center Talent Leads the Team and Targeted Entrustment Projects* to strengthen the incentive mechanism for research and development achievement transformation, and continue to promote the "Talent Leads the Team Project and Entrustment Management" model. In 2025, the Company carried out a total of 21 project-based and publicly listed projects, achieving centralized allocation and efficient utilization of research and development resources.

In 2025, the Company achieved fruitful research and development results, with a total of 6 new products passing the provincial-level new product certification. Among them, 1 was recognized as a key industry chain landmark product in Anhui Province, and 1 was recognized as a future industry landmark product. The "i-series" AGV<sup>7</sup> and the 55-ton ultra-heavy-duty new energy balanced forklift have respectively won the first prize in the Qing Tai International Industrial Design Competition. We have made a historic breakthrough in science and technology awards, winning six prizes for technological progress from the China Machinery Industry, and one first prize, one second prize, and one third prize for technological progress in Anhui Province.



"i-series" AGV Won first prize in the Qing Tai International Industrial Design Competition



55-ton ultra-heavy-duty new energy balanced forklift won first prize in the Qing Tai International Industrial Design Competition

<sup>7</sup> AGV: Automated Guided Vehicle.

In terms of key technologies and products, Anhui Heli has established a core technology matrix driving industry transformation through advancing clean power solutions, developing high-end products, and innovating intelligent systems. Simultaneously, the Company has built a comprehensive portfolio of green and intelligent products that span all application scenarios and load capacities, thereby continuously strengthening its market leadership position..



Clean Power "Dual-Engine Drive"

- **Clean technology:** Clarify the clean technology strategy of "dual-engine drive" for lithium batteries and hydrogen fuel cells. In the field of lithium-ion batteries, the Company upgrades 12-18-ton heavy-duty lithium-ion forklifts and follows up on cutting-edge technologies such as sodium ion batteries and semi-solid batteries. In the field of hydrogen energy, validation was completed for key technologies for 25-ton hydrogen energy forklifts and 4-5-ton solid hydrogen storage forklifts. The application of side-pull quick-swap technology for solid-state hydrogen storage devices has effectively addressed refueling challenges.



Solid-state hydrogen storage forklift and side-pull quick-swap technology



High-end and Indigenization

- **Self-developed products:** Successfully developed the first 70-ton ultra-heavy-duty forklift in China, independently developed the G series 1-1.4-ton medium to high level order pickers, and the G3 series 2-3.5-ton soft-connected internal combustion forklifts, breaking foreign technological monopolies; The largest tonnage H-series 2.5-ton folding-platform stacker and the new platform K3 series 2-3.8-ton lithium electric forklift have been launched in China, occupying market share.



Domestic maximum tonnage 70-ton ultra-heavy-duty forklift



G series 1-1.4-ton medium to high level order pickers

- **Core Technologies:** Permanent magnet synchronous integrated electric drive and domain control technology (T-ADAS, P-ADAS) developed with full proprietary intellectual property rights – have entered verification or volume production phases. Introducing four core technologies: extreme position bidirectional buffering, negative swing angle plunger pump energy recovery, integrated heat dissipation, and intelligent electro-hydraulic combination, significantly improving the product's operational stability, endurance, and system stability, and enhancing its competitiveness in the high-end market.



Intelligence and Scenario-based Innovation

- **Technology development:** Develop intelligent remote control driving technology for forklifts suitable for harsh environments, increasing the comfort of drivers in high temperature, explosion-proof, dust and other environments.



Intelligent remote control driving technology

- **Intelligent Security system:** With domain control and vehicle control as the core, a joint force ADAS<sup>8</sup> has been built Intelligent security system, achieving deep integration of intelligent configuration and the entire vehicle.



Heli ADAS Intelligent Security System

- **Smart Park:** Applying the FICS<sup>9</sup> smart park dispatch system has improved the efficiency of park fleet utilization, reduced the waiting time for park vehicle dispatch by 41%, and developed a new business model of pay by use.



FICS Smart Park Solution

Anhui Heli R&D Technology and Product Highlights

<sup>8</sup> ADAS: Advanced Driving Assistance System.

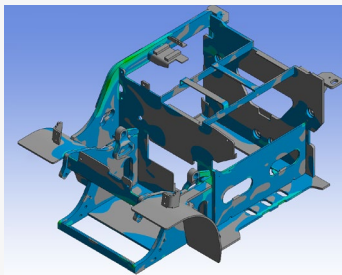
<sup>9</sup> FICS: Refers to the FICS Joint Intelligent Fleet Management System of Heli, integrates comprehensive intelligent platforms such as fleet management, vehicle-to-cloud leasing, vehicle-to-cloud operation, and vehicle-to-cloud data center. It has constructed a full-chain closed loop from terminal connection, business services to data intelligence.

## Green Innovation

The Company embeds environmental protection concepts throughout its R&D lifecycle, reducing resource consumption and emissions by optimizing product design, applying advanced welding and coating technologies. At the same time, the Company takes cost reduction and efficiency increase as core management priorities, and driving targeted improvements around design enhancement, resource efficiency, new material application, import substitution, process improvement, and utilization of waste materials. In 2025, the Company carried out a total of 296 cost reduction projects in innovation, saving RMB 47.51 million in costs while achieving environmental benefits such as resource efficiency improvement and waste reduction.

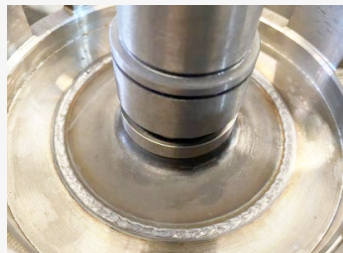
### Product Design

- Through CAE simulation analysis, the lightweight design of the frame is carried out, using a transverse box type battery envelope space layout to optimize the vehicle structure, reduce raw material consumption and production energy consumption.



### Process and Materials

- Promote new processes such as laser self fusion welding and deep penetration arc welding to reduce welding material consumption.



Laser self fusion welding of input shaft assembly

### Vehicle Painting

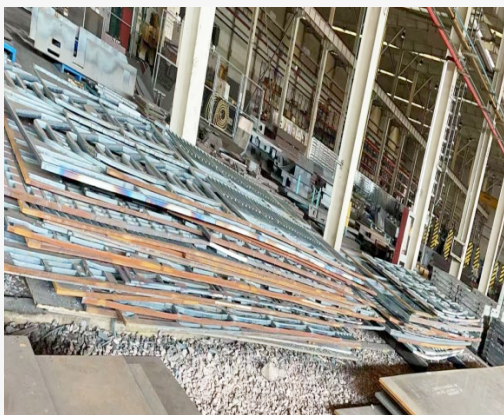
- The application of low-temperature powder and repair technology, flexible energy-saving pre-treatment technology, conformal automatic spraying, and lightweight conveying system technology has reduced the consumption of raw materials for single vehicle coatings from 5 kilograms to 2.4 kilograms.



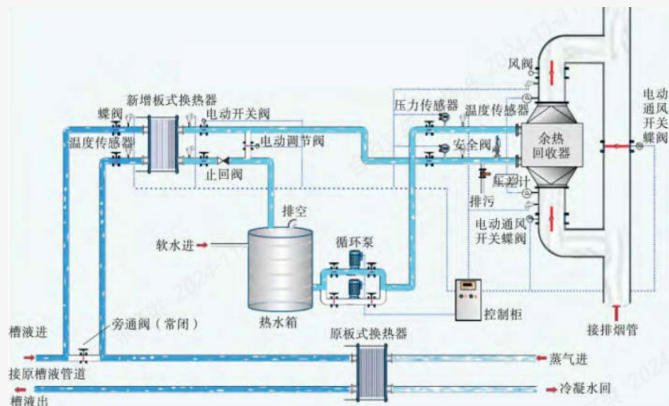
Painting process for electric products, paint powder conversion

## Resource Cycle

- Recycle waste steel for forklift weight production, collect heat from powder solidification and drying waste gas for heating cleaning water, and distill and recycle paint cleaning waste diluent for reuse.



Cutting and recycling of waste steel



Flow chart of waste gas and heat utilization

## Intellectual Property Protection

Anhui Heli attaches great importance to intellectual property protection and systematically protects innovative achievements. The Company has achieved transparent and refined operation of full cycle patent management based on the group's patent management process and digital system. The Company had revised the *Patent and Standard Reward Measures* to incentivize the output of innovative achievements from the dual dimensions of material and honor. The reward amount for this year has been RMB 728,800. During the reporting period, the Company applied for a total of 189 invention patents, authorized 81 invention patents, and was ranked among the Top 50 of Anhui Province's Manufacturing Industry Invention Patents in 2025.

In order to continuously enhance employees' awareness of intellectual property protection, the Company enhances the awareness of all employees by issuing monthly briefings from the technical center and conducting intellectual property training. In the reporting year, we conducted four special training sessions on the topics of crane system patent search, AGV autonomous driving technology patent navigation, patent mining, and smart bud management system.

### During the reporting period

The Company applied for a total of

**189**

invention patents

Invention patents

**81**

Ranked among of Anhui Province's Manufacturing Industry Invention Patents in 2025

**Top 50**



### Types and Quantity of Patents Obtained by Anhui Heli (Unit: piece)

Patent Category	Number of Applications in 2025	Number of Grants in 2025	Cumulative Number of Applications	Cumulative Number of Grants
Invention patents	189	81	1,528	613
Utility model patent	345	331	4,475	2,699
Design patent	52	37	1,195	719
Software copyright	47	32	146	104

At the same time, in order to maintain market order and consumer rights, the Company has increased its market governance actions against counterfeit and inferior products. We provide product authenticity authentication services to the market through various channels such as official websites, WeChat official accounts, customer service hotlines, and actively cooperate with administrative law enforcement and judicial departments to investigate and collect evidence and legal accountability for infringement, and protect brand integrity. During the reporting period, the Company processed a total of 14 requests for identification of counterfeit forklifts, involving 14 counterfeit complete machines.

### Case | Participating in Training on Intellectual Property Management Skills



In 2025, Anhui Heli actively participated in multiple special training sessions, including "E-commerce Enterprise Cross-border Intellectual Property Protection Training" and "Intellectual Property Protection and Application Special Training" organized by the Hefei Intellectual Property Center, Shushan District Market Regulation Administration, and Hefei Intellectual Property Office. By systematically learning cutting-edge content such as overseas trademark risk prevention and response, comprehensive strategy for overseas trademark registration layout, and response to intellectual property infringement disputes, the Company's ability to identify and respond to intellectual property risks has been effectively improved, laying a more solid professional foundation for compliance operation and innovation achievement protection in the global market.

# High Quality Products and Services

Anhui Heli regards excellent quality and professional services as the core of its development. Through systematic quality management, in-depth customer interaction, and responsible marketing practices, it systematically constructs trustworthy brand values and is committed to continuously providing high-quality products and services in the global market.

## Quality Management

Anhui Heli adheres to the core concept of "leading quality, winning with quality, striving for excellence, and pursuing excellence", and has established a quality management system with the legal representative as the highest responsible person, clarifying the division of quality responsibilities at all levels. In 2025, the Company revised the *Quality Manual* and the *Quality System Procedure Documents* to incorporate the latest regulatory requirements and standardize quality management throughout the product lifecycle. At the same time, the Company had added the *Product Recall System*, which clarifies the grading and evaluation standards for product defects, recall decision-making processes, and emergency plans, providing institutionalized guarantees for addressing potential quality risks. During the reporting period, all operating units of the Company have obtained ISO 9001 quality management system certification, with a coverage rate of 100%. In 2025, the Company's new product models have obtained quality certifications including EU CE certification, UKCA certification, North American EE certification, etc., with a coverage rate of 100%.

### During the reporting period

The Company has obtained ISO 9001 quality management system certification, with a coverage rate of

**100%**

### In 2025

The Company's new product models have obtained quality certifications including EU CE certification, UKCA certification, North American EE certification, etc., with a coverage rate of

**100%**



Anhui Heli ISO 9001 Quality Management System Certification



Anhui Heli Product Regional Certification



Anhui Heli continues to optimize the quality management process and systematically ensures product quality through quality management measures such as quality testing, regular meeting mechanisms, quality assessments, all staff quality training, and third-party reviews. In 2025, there were no product recalls in Anhui Heli.

<h3>Quality Process</h3> <ul style="list-style-type: none"> <li>■ Add 5 new management processes, introduce predictive quality control, and apply FMEA<sup>10</sup> Strengthen risk control through tools.</li> <li>■ Review supplier collaborative management mode and strengthen quality source management.</li> </ul>	<h3>Quality Inspection</h3> <ul style="list-style-type: none"> <li>■ Conduct self inspection, mutual inspection, specialized inspection, spot inspection, and patrol inspection on self-made and purchased parts, covering product appearance, size, identification protection, non-conforming product control, and process discipline, to achieve full coverage of all product inspections.</li> </ul>	<h3>Quality Meeting</h3> <ul style="list-style-type: none"> <li>■ Conduct weekly and monthly quality meetings to report issues and form a closed loop through rectification, verification, solidification, and archiving.</li> </ul>
<h3>Quality Assessment</h3> <ul style="list-style-type: none"> <li>■ According to the <i>Quality Management Assessment Measures</i>, the physical quality, process discipline, and standard operation execution of each unit are quantitatively scored and ranked through monthly public announcements and quarterly evaluations, and a supporting reward and punishment mechanism is implemented.</li> <li>■ During the reporting period, the Company achieved 100% of its quality assessment objectives.</li> </ul>	<h3>Quality Training</h3> <ul style="list-style-type: none"> <li>■ Conduct various forms of quality training for all staff, such as quality lecture halls, online learning, and special training for internal auditors, to strengthen quality awareness.</li> <li>■ During the reporting period, the Company conducted 236 product quality training sessions, with a total duration of 1,606,756 hours.</li> </ul>	<h3>Quality Review</h3> <ul style="list-style-type: none"> <li>■ In 2025, the Testing and Testing Center passed the CNAS<sup>11</sup> on-site expansion and re evaluation assessment, covering testing methods, equipment capabilities, personnel qualifications, and data traceability.</li> </ul>

Anhui Heli's Quality Management Improvement

## Case | "Innovation-Driven Collaboration: Forging Premium Products through Triple-New Excellence" Quality Month Campaign

In September 2025, in response to the national call for the construction of a "quality strong country", Anhui Heli organized a series of quality month activities for two months under the theme of Innovation-Driven Collaboration: Forging Premium Products through Triple-New Excellence. The Company deepened the quality awareness and control effectiveness of all employees through systematic planning of eight modules, including "Quality Special Improvement", "Quality Story Competition", "Quality Improvement Competition", and "Quality System Physical Examination". During the event, the Company produced and released a series of videos titled "Joint Quality Theory", soliciting and selecting 37 excellent quality cases. Through the online platform, the Company organized the "Quality Knowledge Learning" check-in, attracting over 7,300 participants to participate and challenging 100,000 person-times to answer questions. 30 practical achievements such as QC and Six Sigma were showcased in the "Quality Improvement Competition", and experts from the China Quality Certification Center were specially invited to discuss "Quality Innovation and Building an Intelligent Factory" and conduct special topic sharing. The series of activities formed a complete loop of "learning practice sharing improvement", effectively promoting the collaborative upgrading of the Company's quality culture and management.



2025 Quality Month Activity



<sup>10</sup> FMEA: Failure Mode and Effects Analysis is a systematic analysis method used to identify potential failure modes, causes, and effects in products or processes, in order to prevent defects during the design or production phase.

<sup>11</sup> CNAS: China National Accreditation Service for Conformity Assessment.

Anhui Heli Partial Quality Honors and Awards in 2025

**DSPC Digital Intelligent Linkage Quality Management Method**

**Top 10 Typical Cases of Chief Quality Officers in Anhui Province**  
 Anhui Provincial Market Supervision Administration



**Developing a New Process for Functional Testing of AGV Obstacle Avoidance Sensors**

**First Prize for Anhui Provincial QC Achievement**  
 Anhui Quality Brand Promotion Association

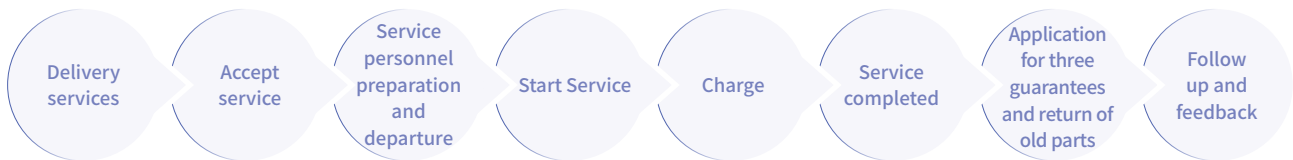


Quality Awards Received by Anhui Heli in 2025

## Customer Service

The Company had established a work orientation of "the end of sales is the beginning of service", formulated the *After-Sales Service Management Measures*, the *After-Sales Information Management Measures*, and *After-sales Service Standard Rules*, added the *Requirements for the Basic Construction and Management of After-sales Service of the Marketing System (Domestic) Sales Subsidiary and Branch Companies*, and formed a refined service system with the service management group and technical support group as the core. In terms of service efficiency, the Company continues to use customer relationship management (CRM)<sup>12</sup> and systematically conduct after-sales service training to improve response speed and problem-solving capabilities.

In terms of information security, the Company had signed the *Customer Information Security and Confidentiality Agreement* with IT suppliers, implemented strict hierarchical permission management, and signed confidentiality clauses with customers in the contract to ensure their privacy and security. In 2025, the Company did not experience any incidents of customer privacy information leakage.



Customer Service Process

The Company has established a complete channel for customer communication and feedback, actively collecting feedback and responding to customer feedback through regular customer meetings, telephone interviews, and following customer social media updates. In response to customer feedback and complaints received, the Company follows the principle of "immediate response, internal investigation, plan development, and closed-loop rectification" for handling. In 2025, we did not receive any customer complaints and handled two service-related public feedback cases properly.

<sup>12</sup> CRM: Customer Relationship Management System (CRM, C-Customer, R-Relationship, M-Management), which achieves a customer-centric full lifecycle management strategy by segmenting markets, optimizing processes, and establishing customer databases, thereby maximizing profits, revenue, and customer satisfaction.

Case | Systematic Training for After-Sales Service, Building a Professional Service Team

In 2025, the Company continued to deepen the "Frontline Empowerment" project and constructed a systematic training system that combines online and offline, emphasizing both theory and practice. During the reporting period, the Company conducted a total of 20 offline skill training sessions, covering approximately 589 students; 26 maintenance videos were released online through the "Employee Knowledge" platform, and 3 "Evening Quality Classrooms" were held, with over 1,455 person-times. Through training, the Company had systematically improved the comprehensive capabilities of the national after-sales service team in assembly, debugging, quality inspection, and new business support, effectively ensuring the consistency of service standards and high-quality delivery of customer experience.



Anhui Heli After-Sales Service Personnel Training Site

The Company actively engages in interactive methods such as customer visits and inviting customers to visit on-site, in order to gain a deeper understanding of customer needs and enhance mutual trust. At the same time, we provide customized safety maintenance training for some important customers, provide support in customer scenarios, and effectively enhance customer stickiness. During the reporting period, the Company organized customers to participate in over 200 hours of after-sales maintenance training, covering 960 person-times.



Anhui Heli Customer Exchange Site

In order to continuously monitor and improve customer experience, we were continue to commission third-party user satisfaction surveys covering the entire product in 2025, covering seven indicators including brand image, user expectations, product quality, service quality, and perceived value. The survey showed that the user satisfaction score for this year is 92.40 points, achieving the satisfaction target of over 90 points.

In the expansion of overseas markets, the Company continues to promote the strategic layout of "1 Chinese headquarters + N overseas centers + X global teams", continuously deepening the comprehensive upgrade from product overseas to localized operations.

- In the Southeast Asian market, we have established our first overseas manufacturing base as the beginning of deep localization of research and development, supply chain, and service systems. We have held overseas service engineer training courses to strengthen international operations and localized development.

- In the North American market, we provide continuous after-sales service support to our customers through local after-sales service training centers and 24-hour service hotlines, and conduct multilingual training to enhance the comprehensive support capabilities of our service team. In Atlanta, USA, we successfully held the 2025 Heli North American Regional Agent Conference and New Product Launch, introducing Heli's latest development achievements, strategic planning, and annual heavyweight new products to our North American partners. We demonstrated the Company's comprehensive strength in technology research and development, manufacturing capabilities, and corporate culture, significantly enhancing the brand recognition of North American agents and further promoting the willingness to deepen cooperation.



North American Regional Agent Conference

- In the European market, we have established a European headquarters and global research and development center in Germany, as well as a French branch, forming a regional operation center that integrates research and development, sales, and service. The R&D center focuses on the demand of the European market, practices the design concept of facing end customers, and forms an efficient technology collaboration model through the two-way empowerment of "Market-R&D Integration". The Company has showcased its innovative products tailored for specific markets and niche scenarios through platforms such as the German International Logistics Exhibition. Its brand and products have now reached dozens of countries in Europe.
- In the Oceania market, a brand experience day event called 'Together, Travel Farther' was held, bringing together core agents from Australia, New Zealand, and surrounding countries and regions. The event focused on showcasing the latest technological achievements of Heli in the fields of greening, electrification, and intelligence.

## Responsible Marketing

The Company strictly complied with laws and regulations such as the *Advertising Law of the People's Republic of China*, and regulated all marketing activities in accordance with internal systems such as the *Responsible Marketing Policy* and the *Management Measures for Service Business of Marketing Companies*, resolutely eliminating false and excessive advertising. In 2025, under the marketing framework composed of 8 core functional departments and 28 provincial-level marketing companies, the Company continued to optimize its domestic marketing network, adding 10 self-built secondary channels, laying the foundation for market expansion and service upgrading.

The Company uses SAP<sup>13</sup> digital methods such as system price comparison and qualification certificate verification to strengthen the entire order process control and promotional material review, reduced manual errors, and improved the accuracy and compliance of marketing activities. We conduct regular training for sales personnel to enhance their understanding and practical abilities in responsible marketing. In 2025, the Company conducted a total of eight series of training and four special training sessions, covering four dimensions of sales, maintenance, management, and operation. The total class hours were over 40 hours, with an average audience of over 800 employees per session.

### Case | 2025 Heli Global Agent Conference

On October 28, 2025, Anhui Heli held a Heli Global Agent Conference in Hefei with the theme of "One Heart · Heli · Shared Future". Nearly 500 agents from over 100 countries and regions around the world attended the conference. Through strategic releases, factory visits, product displays, and youth forums, the latest achievements in technological innovation and global layout were showcased, and a profound "home" culture was conveyed, effectively enhancing the sense of identity among global partners. Facing the future, Heli closely collaborated with global agents, firmly promote globalization strategy, and jointly move towards the vision of "world-class, century long Heli".



2025 Heli Global Agent Conference

<sup>13</sup> SAP: Systems Applications and Products in Data Processing is an enterprise resource planning software that integrates various business modules of the enterprise (such as finance, logistics, production, human resources, etc.) to achieve comprehensive management and optimization of enterprise resources.

# Industry Win-win Situation

Anhui Heli has long been committed to leading and promoting industry standardization construction, actively joining and deeply participating in the work of major industry associations and standardization technical committees at home and abroad. During the reporting period, the Company deeply participated in the annual meetings of the ISO/TC110 Industrial Vehicle Technical Committee and its sub committees, as well as the annual meetings of the SAC/TC332 Industrial Vehicle Technical Committee of the National Standardization Administration. At the same time, the Company serves as a council member of Anhui Industrial Standardization Association, leading or participating in the formulation of 4 international standards, 11 national standards, and 9 industry standards, contributing to industry norms and technological progress.



Annual Meeting of ISO/TC110 Technical Committee for Industrial Vehicles of the International Organization for Standardization

Anhui Heli's Participation in Industry Standard Formulation in 2025 (Partial)

GB/T45561.1-2025	GB/T45561.2-2025	GB/T26949.5-2025	GB/T26949.3-2025	GB/T6104.1-2025
Sustainability of industrial vehicles Part 1: Terminology	Sustainability of industrial vehicles Part 2: Factors and Reporting	Stability verification of industrial vehicles Part 5: Side mounted forklift (one side)	Stability verification of industrial vehicles Part 3: Forward moving and plug-in forklifts	Terminology for industrial vehicles Part 1: Types of Industrial Vehicles

## Innovation cooperation

The Company adheres to the combination of independent innovation and open cooperation, actively building a collaborative innovation ecosystem of "industry university research application". The Company continues to carry out industry university research cooperation with top universities such as Shanghai Jiao Tong University, University of Science and Technology of China, and Hefei University of Technology, deepening cutting-edge basic research. At the same time, the Company actively expands collaborative innovation with industry chain partners, co builds the "Tianshu Laboratory" with the Jianghuai Frontier Technology Collaborative Innovation Center, co builds a joint laboratory with Sinopec, and conducts technical exchanges with Beijing Cloud Control, SAIC, DANA and other enterprises in cutting-edge fields such as intelligent driving, wireless charging, and electric drive, accelerating the research and development and transformation process of core technologies. In 2025, the Company conducted a total of 59 industry university research cooperation projects.



Unveiling Ceremony of "Tianshu Laboratory"



Jointly building a joint research institute with Hefei University of Technology



# Stimulating Enterprise Vitality through Talent Driven Innovation

Anhui Heli adheres to the core values of "people-oriented, rewarding society with high-quality products", and regards talent as the primary resource driving enterprise innovation and development. We are committed to creating a platform for employees to fully grow and showcase their talents by building a systematic talent cultivation and development system, laying clear career paths, and supplemented by comprehensive employee care and safety protection.

## SDGs issues addressed in this chapter



## Major issues addressed in this chapter

- Human Resource Management
- Health and Safety

# Employee Rights and Interests

Anhui Heli is committed to building a harmonious, inclusive, and efficient work environment, treating employees as the Company's most valuable asset. We comprehensively safeguard the rights and interests of employees through sound employment policies, systematic talent development mechanisms, firm commitment to diversity and equality, and democratic trade union organizations.

## Compliant Employment

Anhui Heli strictly adheres to the labor laws and regulations of various operating regions, continuously improves the employment management system, and safeguards the basic rights and interests of employees and compliant working conditions. The Company follows the *Protection Policy on Labor Rights and Interests*<sup>14</sup>. We strictly prohibit any form of forced labor, child labor, and workplace harassment in all aspects of recruitment, on-the-job management, and resignation. We firmly oppose discrimination based on gender, race, age, religious beliefs, and other factors. To prevent acts of forced labor, child labor, harassment, and discrimination from occurring, we verify the age of employees during recruitment and establish a unified reporting and appeal mechanism for violations (Please refer to Chapter 1, Building a Solid Development Foundation with Integrity Business Ethics and Anti Corruption). At the same time, according to internal regulations such as the *Handbook on Labor Management*, the Company defines and regulates the content of labor contracts, attendance, vacation, and overtime compensation, so that employees can legally protect their own rights and interests, and jointly create and maintain a fair and respected work environment. During the reporting period, the Company experienced 4 labor disputes, all of which have been resolved.

**During the reporting period**

Anhui Heli had a total of

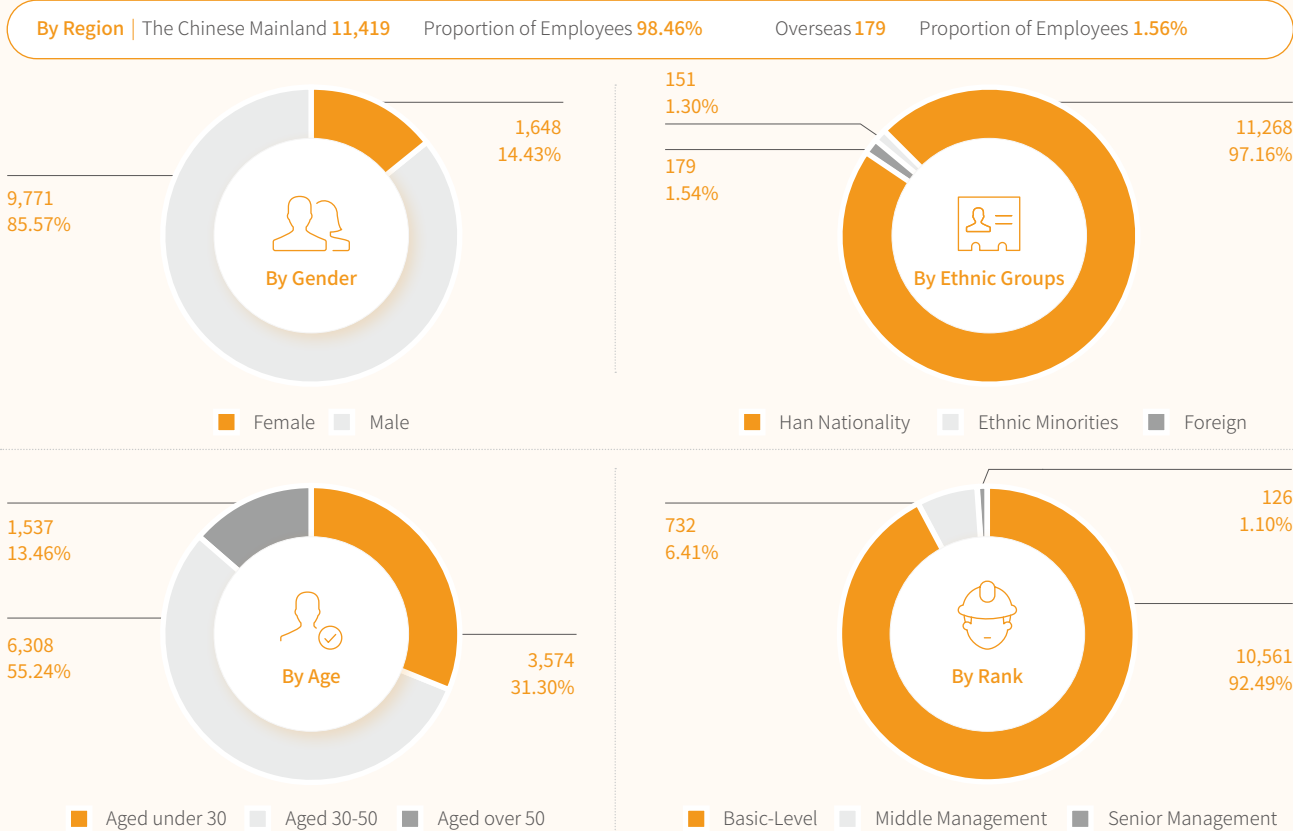
**11,598**  
regular employees

Interns

**149**

Contracted employees

**308**



Anhui Heli Employee Employment Status Table<sup>15, 16</sup>

<sup>14</sup> The *Protection Policy on Labor Rights and Interests*: <https://www.helichina.com/material/kcx/lqgyzz.pdf>

<sup>15</sup> Number of employees in Chinese Mainland: Only regular employees are included, interns and outsourcing personnel are not included.

<sup>16</sup> The number of employees classified by gender, age and rank only includes the official employees in the Chinese mainland, and overseas employees are not included.

To standardize the process of employee resignation management, the Company had established a normalized dynamic monitoring and analysis mechanism in accordance with the *Standardized Labor Exit Management Measures*. By requiring each unit to regularly submit data such as the *Exit Personnel Detailed Register*, the Company can systematically track employee turnover status, provide data support for human resource planning and management optimization, and continuously improve the refinement and scientific level of talent management. The number of employees who voluntarily resigned during the reporting period<sup>17</sup> was 807.

### Voluntary Resignations of Employees by Region, Gender, and Age

Type	Number of Employees	Proportion of Employees in This Category (%)
<b>Divided by Gender</b>		
Male	706	7.23
Female	101	6.13
<b>Divided by Region</b>		
The Chinese Mainland	807	7.07
Overseas	0	/
<b>Divided by Age</b>		
Aged under 30	447	12.51
Aged 30-50	283	4.49
Aged over 50	77	5.01

## Talent Attraction

The Company adheres to the concept of "talent is the first resource", systematically lays out talent introduction paths, and clarifies the direction of high-caliber and specialized talent introduction.

The Company develops a differentiated recruitment system, optimizes the recruitment process, and relies on the Talent Work Committee to coordinate the introduction of key talents. We gather cutting-edge technology fields and high-end talent reserves to improve the quality of campus recruitment and expand channels for high-quality talent input. In 2025, we successfully introduced 4 doctoral students in fields such as electronic control and algorithms, added 3 new postdoctoral students, and deepened joint training cooperation with universities such as the University of Science and Technology of China and Hefei University of Technology. At the same time, the Company innovatively carries out brand activities such as "JOBSHOW" and "Talent Synergy Journey", promoting the transformation of recruitment from "targeted invitations" to "two-way interaction". The completion rate of campus recruitment in 2025 reached 95.24%, among which 72.73% of newly hired graduates from the Technology Center have backgrounds from "Project 211 universities" or above universities, continuously optimizing the talent structure.

In order to effectively enhance the attractiveness of talents and the sense of gain for employees, we actively cooperate with government talent support policies. By applying for social security subsidies for college graduates and talent housing subsidies for employees, we have accumulated over RMB 7.9 million in various policy funds during the reporting period. At the same time, the Company has implemented policies that benefit enterprises such as stable job returns for unemployment insurance, and has successfully applied for stable job returns for unemployment insurance and one-time job expansion subsidies of approximately RMB 1.7205 million, effectively reducing the burden on employees.

In terms of professional title evaluation, the Company has optimized the evaluation process and implemented "online services" for intermediate and senior professional titles. In 2025, we had applied for a total of 5 professorial-level senior engineers, 49 senior engineers, 5 senior accountants, 1 political engineer, and 5 assistant political engineers for our employees, as well as 43 independent evaluation engineers and 225 assistant engineers.

<sup>17</sup> Based on S&P DJSI's definition of voluntary turnover, which includes employees who voluntarily offer to leave and retired employees.

## Equality, Inclusion, and Diversity

Anhui Heli is committed to creating a diverse and inclusive work environment, respecting the uniqueness of every employee. The Company had formulated the *Labor Rights and Interests Protection Policy*, the *Implementation Measures for the Contact of Grassroots Employee Representatives with Employees*, and the *Special Provisions on the Labor Protection of Female Employees*. Every two years, the Company signs collective agreements with employees such as the *Collective Contract*, the *Special Collective Agreement for the Protection of Female Employees' Rights and Interests*, and the *Wage Negotiation Collective Agreement*, covering labor remuneration, working hours, labor safety and health, maternity rights and maternity leave, social insurance and welfare. Skills training ensures equal employment opportunities for employees from multiple dimensions.

The Company focuses on the rights and welfare of minority groups, respects female employees, ethnic minority employees, and disabled employees, and holds a series of care activities to pay attention to the career development and physical and mental health of employees, committed to creating a more comfortable and inclusive work atmosphere. During the reporting year, the Company had 1,648 female employees (454 in revenue-generating roles<sup>18</sup> and 239 in STEM<sup>19</sup> positions), 151 ethnic minority employees, and 58 employees with disabilities.

### Case | Outstanding Female Workers' Stories Sharing Meeting and "Reading for Women" Reading Activity



On March 6, 2025, Anhui Heli Trade Union and the Women's Working Committee jointly held the "Women's Exhibition, Blossoming 'Her' Power" Outstanding Female Workers' Stories Sharing Conference and the 13th "Reading for Women" Reading Activity to celebrate the International Women's Day. At the event, the union commended outstanding female employees and civilized families who made outstanding contributions, and invited representatives to share their stories of struggle, and encouraged female employees to continue learning through gift books. This event not only created a corporate culture atmosphere of respecting and caring for women, but also further motivated all female employees to integrate personal growth into the Company's development by setting an example and advocating for learning.



Sharing Meeting on the Achievements of Excellent Female Employees in the "Women's Exhibition Style Blossoms with 'Her' Power"



Sharing and Book Gifts of National Excellent Literature Solicitation Winners



Award Ceremony for Outstanding Female Workers, Civilized Families, and National March 8th Red Banner Holder



<sup>18</sup> Revenue-generating roles refer to positions within line management, such as those in sales or roles that directly contribute to the production of products or delivery of services. They do not include support functions such as human resources, IT, and legal affairs. They are often accountable for profits or costs.

<sup>19</sup> STEM is an acronym for the four disciplines of Science, Technology, Engineering, and Mathematics.

The Company continues to promote global team building and respects multiculturalism. During the reporting period, the Company held the 2025 Heli Global Agent Conference to jointly explore industry development trends, share market experience, and exchange cooperation opportunities. We worked hand in hand with global agents, with a stronger belief and closer cooperation, to jointly address market challenges, seize development opportunities, steadfastly promote globalization strategies, and jointly draw a new chapter in the global market.

The Company continued to improve the organizational structure and democratic management mechanism of the labor union, and formulated the *Employee Representative Conference System*. By standardizing the convening of employee representative conferences, promoting the construction of grassroots labor unions, and establishing the labor dispute mediation committee, the Company effectively fulfills democratic procedures, responds to employee demands, and effectively safeguards the rights and interests of employees.

**Case | Anhui Heli Holds the Fifth and Sixth Representative Congresses of Employees and Trade Union Members**



In March and October 2025, Anhui Heli participated in the fifth and sixth meetings of the 9th Workers' and Trade Union Member Representative Conference organized by the Group Company, with over 300 attendees at the 5th Session and 172 attendees at the 6th Session. At the conference, employee representatives jointly listened to and reviewed the Company's annual work report and financial report, elected a new union chairman, and commended the annual advanced collective and individual. The Workers' Congress effectively implemented the democratic management rights of employees, strengthened the role of the trade union as a bridge and link between the Company and employees, and further consolidated the consensus and joint efforts of all employees to promote the high-quality development of the Company.



The 5th Session of the Ninth Workers' and Trade Union Member Representative Conference



# Employee Development

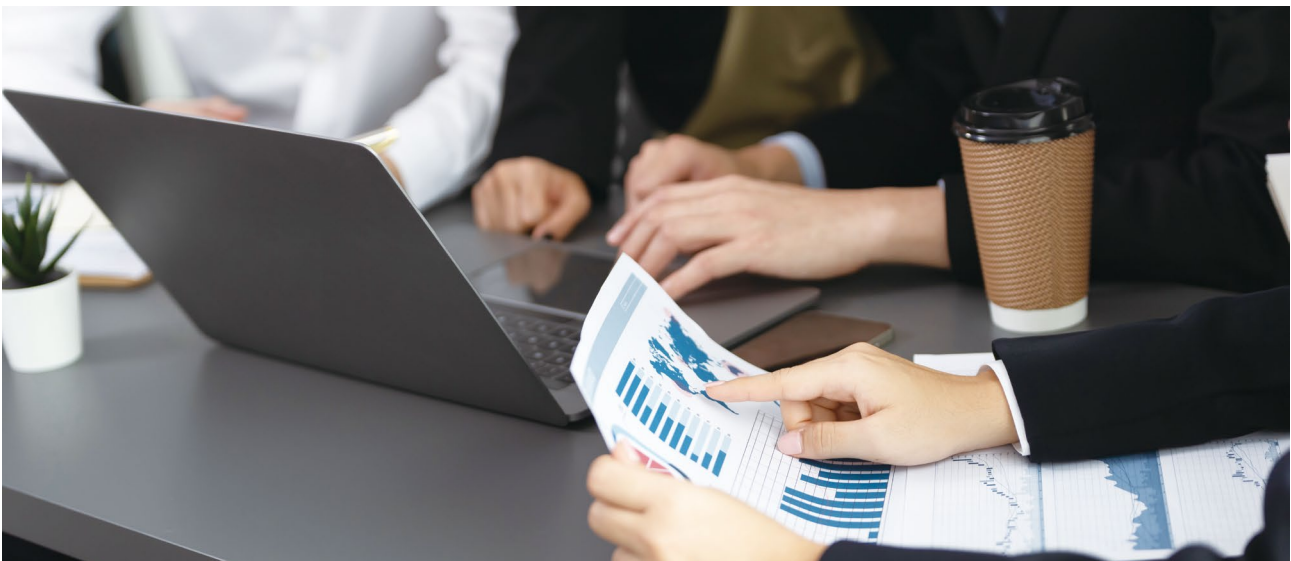
Anhui Heli firmly adheres to the talent strong enterprise strategy, ensuring the construction of a high-quality professional talent team through diversified training programs, clear career development channels, and competitive salaries, and achieving resonance between personal value and company development.

## Training Development

Anhui Heli is committed to building a learning and growth ecosystem of "empowerment, growth, value-added", focusing on the strategic guidance of the "6-Tier Competency Development Framework" talent training system, systematically promoting the ability improvement of employees at all levels, and providing solid talent support for the implementation of the strategy. The Group has established a talent cultivation framework that is coordinated and managed by the Talent Work Committee, with six professional groups under it, namely Technology, Marketing, Management, Skills, and Intelligent Logistics, to ensure that talent cultivation work meets the Company's strategic requirements.



Anhui Heli Talent Training Management Structure





Anhui Heli's "6-Tier Competency Development Framework" Talent Training System Strategy

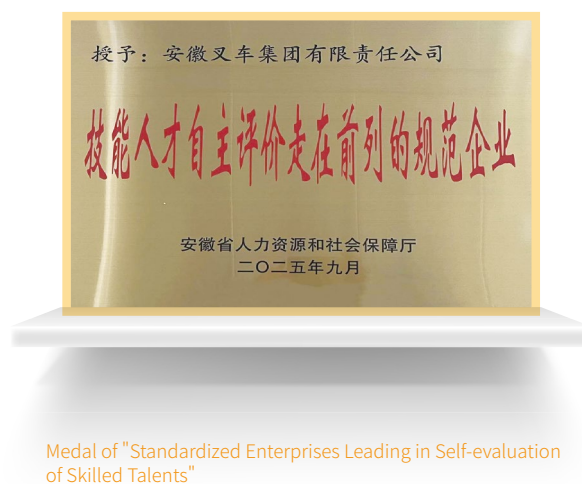
The Company formulates an annual talent work plan, systematically planning the training paths and development goals for employees at all levels and categories. In 2025, the Company focused on building 3C<sup>20</sup> Integrated operation mode, focusing on "Two New"<sup>21</sup> "Two Highs"<sup>22</sup> "Two Sales"<sup>23</sup> "Intelligent logistics" carries out talent cultivation work. On the one hand, the Company fully mobilizes its internal teaching staff and organizes internal trainers to go to the production line to "send teachers to their doorstep"; On the other hand, the Company plans to build the "Heli School" online learning platform, aiming to provide convenient and systematic digital learning resources for all employees. During the reporting year, the Company exceeded the completion rate target of the first level training plan by 100% (≥ 90%) and was awarded the title of "Standardized Enterprise Leading in Self evaluation of Skilled Talents" in Anhui Province.

<sup>20</sup> 3C: Coach, course and class.

<sup>21</sup> Two New: New employees, and newly promoted & high-potential managers.

<sup>22</sup> Two Highs: High-tech talents, and high-skilled talents.

<sup>23</sup> Two Sales: Domestic sales talents and overseas sales talents.



Medal of "Standardized Enterprises Leading in Self-evaluation of Skilled Talents"

work

Target audience

Training content

Two New

New employees, newly promoted and reserve cadres

- Implemented a 6-month "order based" training program for 269 new employees from 35 units. Through the "Three Knows" cultural integration project, 128 class hours of intensive training, 14 sessions of "One Session, One meeting", and 3 sessions of task themed activities were carried out to help new employees quickly integrate;
- Innovated and customized the "two mentor" training mode for interns from other units, combining online and offline methods to carry out "weekly check and weekly report", achieving precise cross regional training.



New Employee Party and Graduation Ceremony



Theme activity of "One Phase, One Meeting"

Two Highs

High-tech talent, high-skilled talent


- A series of skill enhancement training sessions covered 11 professions and 39 sessions, covering over 800 person-times and a total of 232 class hours;
- For the first time, specialized high skill training courses such as machining center technician classes had been established, with a total of 456 training hours;
- Independently cultivated 2 engineering doctoral students to enhance the reserve of high-end R&D talents;
- Successfully applied for and approved one provincial-level skill master studio and two municipal level workshops, continuously promoting the construction and upgrading of multiple professional dojo venues;
- Organized quarterly recognition of multi skilled workers, and cultivate a total of 99 first level and 33 second level multi skilled workers.



Material Preparation Division Cutting Yard



Skills Training Course

work	Target audience	Training content
<p><b>Two Sales</b></p>	<p>Domestic sales talent, overseas sales talent</p>	<ul style="list-style-type: none"> <li>Optimized the "three horizontal, four vertical, and six step" training model for overseas service engineers, and implemented a 10-month and 10-stage "breakthrough style" training program for 22 engineers.</li> <li>Assisted the marketing headquarters in conducting a 14 day closed training course on domestic marketing business management and a training session on domestic marketing conferences.</li> </ul>  <p>Closing Ceremony and Summary Report Meeting of the First Phase of the Marketing System Business Management Training Course</p>
<p><b>Intelligent logistics</b></p>	<p>Intelligent logistics solution planning talents, installation and debugging talents</p>	<ul style="list-style-type: none"> <li>Built a "3369" special training system and form four teams through four channels for systematic training.</li> <li>To support and exchange the vanguard team in Yufeng: Developed and implemented the <i>Work Plan for Selecting Technical Personnel to Support and Exchange in Yufeng</i>, select 10 technical backbone members to form the vanguard team.</li> <li>Stock recruitment and training reserve team: Developed the <i>reserve team training plan</i>, established a 37-person intelligent logistics plan planning, installation and commissioning reserve team, and carried out a 7-month training period.</li> <li>Stock personnel reserve team: Developed the <i>Reserve Team Talent Training Plan</i>, selected 26 fitters internally to form a reserve team, adopted the "selection training appointment development" model, and carried out 8-day training.</li> <li>Sales personnel Spark Team: Developed the <i>Spark Team Training Plan</i> and organized 64 employees to conduct 75 day off production training (spanning 3-4 months).</li> </ul>

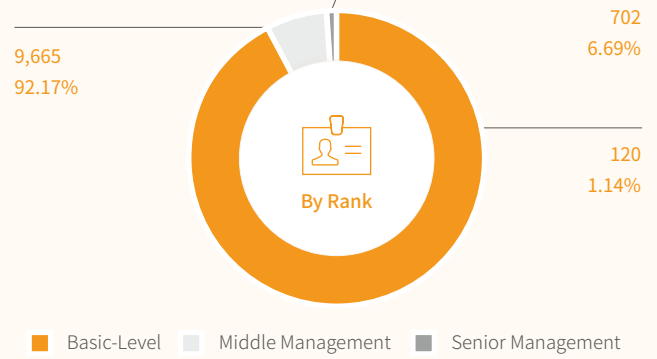
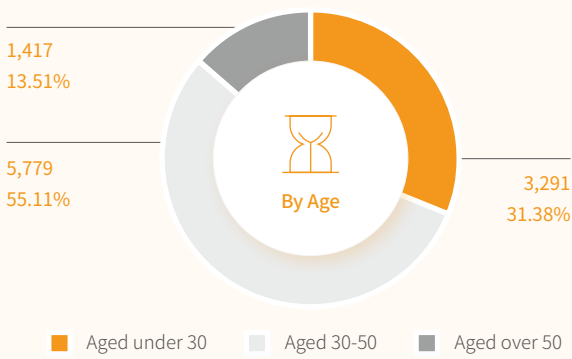
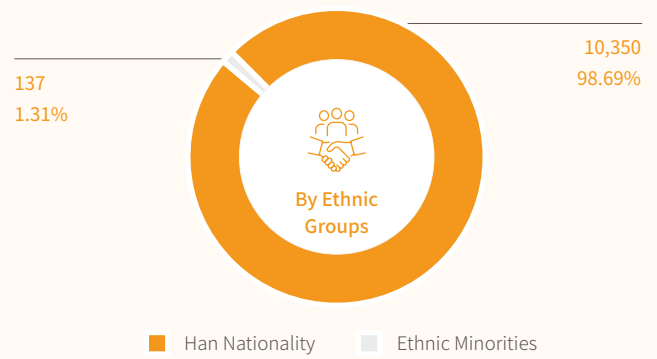
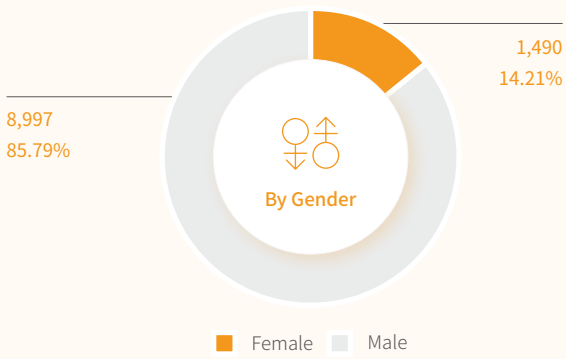
Key Points of Anhui Heli Talent Training in 2025

The Company actively promoted internal talent exchange and overseas practice, formulated the *Management Measures on Overseas Employee Deployment*, regulates the personnel selection, term management, expatriate benefits, rest and vacation, performance evaluation, and resettlement of overseas employees, and addresses employee concerns. At the same time, the Company carries out two-way communication needs and key employee rotation exchanges to promote talent flow and value-added. In 2025, the Company dispatched 82 new exchange personnel and arrange 56 short-term learners.

Anhui Heli continues to deepen its cooperation with higher education institutions in industry, academia, and research, making school enterprise collaboration an important pillar of talent development. In terms of joint training, the Company has jointly established a joint training base for outstanding engineers with Hefei University of Technology, successfully cultivating two engineering doctoral students. In terms of incentives and support, the Company has signed strategic cooperation agreements with Hefei University of Technology and Anhui Engineering University, establishing the "Anhui Heli Scholarship" with an annual investment of RMB 1.634 million. In terms of lifelong learning support, we continue to organize vocational skill level recognition, skill competitions, etc., provide employees with educational opportunities for professional and skill improvement, and provide rewards for self-learning and success. In terms of talent transfer and supplementation, the Company maintains close coordination with specialized universities such as Anhui Vocational and Technical University and Hefei Technician College, continuously delivering high-quality skilled talents to the front line of the industry.

**During the reporting period**

The Company's investment a total of in employee training and development	the average time of training per employee	the total number of trained employees
<b>RMB 6.6851 million</b>	<b>27.40 hours</b>	<b>10,487</b>



Training Participation by Gender, Ethnicity, Age, and Rank



**Case | Innovative Implementation of "Order Based" Training for New Employees, Deepening Cultural Integration and Ability Development**



In 2025, to accelerate the growth and cultural identity of new employees, the Company conducted a 6-month "order based" systematic training for 269 new employees. The project adhered to the six principles of "one lesson, one homework, and one class, one stage", and comprehensively conveyed the Company's culture and development path by planning characteristic welcome, conducting 133 class intensive training, organizing group tasks and theme activities. At the same time, the Company innovatively explored cross regional training models, customizing the "two mentor" plan and an integrated online and offline tracking mechanism for non-local interns. This new employee training project effectively promoted the role transformation, skill enhancement, and cultural integration of new employees, and reserved a new force for the long-term development of the Company to recognize the values of teamwork.



Opening Ceremony of the Newcomer Training Camp

**Case | Special Training for Overseas Service Engineers to Support Internationalization Strategy**



Special Meeting Site for Overseas Service Engineers

On August 4, 2025, Anhui Heli launched the second phase of the overseas service engineer special training project, aiming to systematically enhance the technical support and service capabilities in the overseas market. This project lasted for 10 months and adopts a modular and challenge-oriented innovative training mode, covering product knowledge, maintenance skills, and cross-cultural communication comprehensively, forging students' comprehensive ability to solve practical problems on the front line. Through this project, we aimed to build a composite overseas service talent team that understands products, customers, and markets, providing solid talent support for global business expansion. This was a key measure for the Company to implement its internationalization strategy and deepen talent reserves.

**Case | Special Training for Preparatory Talents of Intelligent Logistics Installation and Debugging Engineers**



On October 11, 2025, Anhui Heli launched the "Intelligent Logistics Installation and Debugging Engineer Preparatory Talent Training Course", with the first batch of 26 students participating in the two-month training. This training aimed to enhance the students' three core abilities in software and hardware deployment, detection, operation and maintenance, and create an installation and debugging reserve team that covers the core skills of intelligent equipment, software, and logistics solutions, providing solid talent support for the development of the Company's intelligent logistics business.



Group Photo of All Personnel in the Preparatory Talent Training Class for Intelligent Logistics Installation and Debugging Engineers

Case | The 17th Workers' Job Technical Operation Games

In October 2025, Anhui Heli successfully held the 17th Workers' Job Technical Operation Games. This competition had set up 19 competition projects around its core business, attracting more than 600 employees to actively participate, and a total of 178 contestants had won awards. This sports meeting had established a long-term mechanism of "promoting learning through competitions and training through competitions", creating an atmosphere of "respecting labor and advocating skills", providing a platform for employees to showcase and improve their skills, effectively stimulating the enthusiasm for all employees to study technology and strive to become experts.



The 17th Workers' Job Technical Operation Games



First Prize of Individual Project



First Prize of Individual Project



Outstanding Coach Award



Outstanding Coach Award



Project Organization Award



Team First Prize

Award Ceremony

## Salary assessment and promotion management

The Company adhered to the principles of fair and incentivized salary management, and had established a salary system closely linked to performance in accordance with the *Salary Adjustment Plan*, the *Handbook on Labor Management*, the *Employee Performance Appraisal System*, the *Monthly Performance Management Measures for Functional Department Employees*, the *Assessment Management Measures for Contracted Projects*, and the Company quarterly key work supervision and evaluation method, combined with monthly, quarterly, and annual assessments. Some of the subsidiaries have implemented an employee stock ownership plans (ESOP), providing corporate annuity schemes, and through professional management, achieving asset preservation and appreciation, and mobilizing employee enthusiasm. This year, the Company implemented payroll warning management and carried out special salary level adjustments based on performance for employees who have not been adjusted for three consecutive years. During the reporting period, a total of 152 employees underwent salary increased, effectively exerting the incentive effect of salary.

In terms of promotion management, the Company follows the principles of "total quantity control and structural optimization", and conducts backbone evaluation and employment based on six major standards, including "competitiveness and motivation". In 2025, the backbone rate of the headquarters reached 53.59%, and the backbone rate of subsidiary companies reached 36.61%, and 344 headquarters backbone members were given promotion incentives. At the same time, the Company had formulated the *Management Measures for Dual Star Talent Pool Construction*, continuously optimizing the selection and promotion standards for "Qiming Star" (young potential talents) and "Jinniu Star" (key talents), and standardizing career development channels. In 2025, the Company newly selected 307 young potential talents named "Qiming Star" and 204 key talents named "Jinniu Star".

# Employee Care

Anhui Heli always adheres to the people-oriented concept and is committed to building a harmonious, inclusive, and dynamic work environment. The Company provides comprehensive support for employees' material and spiritual needs through a sound welfare guarantee system, smooth two-way communication channels, and rich employee care activities, continuously improving employees' sense of belonging, happiness, and cohesion.

## Employee benefits

Anhui Heli is committed to building a systematic and institutionalized employee welfare guarantee system. The Company provided comprehensive care and support for employees in terms of food, housing, and transportation in accordance with the *Management Measures on Employee Meal Subsidy*, the *Management Measures on Public Rental Housing*, and the *Management Measures on Employee Housing, Rental, and Transportation Subsidies*. Through the *Internal Supplementary Medical Plan* and the *Supervision and Management Measures on Internal Supplementary Medical Insurance Fund*, the Company established supplementary medical insurance for in-service and retired employees, covering routine physical examinations, professional health care and other services, and ensuring timely and accurate reimbursement of medical expenses. In addition, the Company also effectively improves the material life of employees through various methods such as distributing holiday benefits, conducting condolence activities, and implementing assistance for difficult situations. During the reporting period, the Company distributed inclusive condolence products to all employees, with a total expenditure of RMB 450,600.



### Distributing Agricultural Products

- 8,169 barrels of rapeseed oil were distributed to Saikou Town, Wangjiang County for procurement, reaching RMB 898,600.



### Holiday Welfare

- Distributed New Year's Day, Spring Festival, May Day Dragon Boat Festival, Mid Autumn Festival and National Day condolence items, totaling RMB 3.453 million;
- Took care of the next generation and provided "June 1st" Children's Day condolences to the children of employees.



### Consolation Activities

- 283 person-times were offered various forms of condolences for weddings, funerals, and weddings, and a condolence fund of RMB 450,600 was distributed;
- 97 inpatient physical comfort items were distributed, and 97 individuals were declared and distributed comfort funds, totaling RMB 78,600.



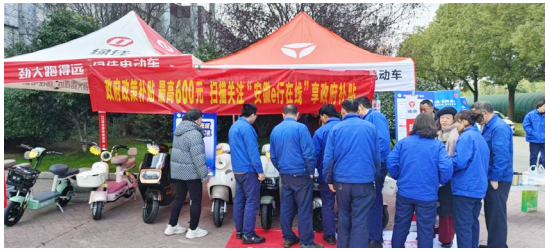
### Employee Assistance

- We purchased mutual assistance protection for 3,391 employees and provided additional risk protection, totaling RMB 169,600.

Case | Accurate Service Warms Employees' Hearts, Group Buying Benefits Show Care



In 2025, Anhui Heli took the initiative to pay attention to and respond to the living needs of employees. Through internal multi department collaboration, it actively connected with external high-quality resources and successfully organized 7 employee exclusive group buying activities throughout the year. The activity covered various aspects such as car group buying, home purchase discounts, supermarket membership processing, and electric bicycles being exchanged for new ones. Through collective bargaining, the Company had effectively won practical discounts and convenience for employees, transforming corporate care into specific benefits, and had received widespread praise and recognition from employees.



Electric Bicycle Trade in Activity



House Group Buying Activity



Car Group Buying Activity



Member Application for Sam's Supermarket in Hefei

Anhui Heli organizes diverse cultural and entertainment activities such as sports, cultural heritage, and team building, such as ball games, traditional cultural activities, etc., providing employees with rich leisure life choices, effectively promoting cross departmental communication and integration between new and old employees, and enhancing team collaboration and employee sense of belonging.



### Dragon Boat Festival themed activities

On May 27, 2025, the theme activity of "Welcoming the Dragon Boat Festival Women with the Fragrance of Zong Ye and Sharing Solidarity" was organized.



Theme activity of "Fragrant Zongzi Leaves Welcoming Dragon Boat Festival Women to Share Unity"

### Tennis interest group training

On May 29, 2025, the fourth tennis training course was held, attracting a total of 84 employees to participate.



Opening Ceremony of the Fourth Tennis Training Class

### Staff Table Tennis Competition

In June 2025, the Company held an employee table tennis competition, which effectively enriched the cultural and sports life of employees, enhanced team cohesion and fighting spirit.



Staff Table Tennis Competition Scene



### New and Old Employee Basketball Friendship Tournament

On September 4, 2025, the Company held a basketball friendly competition called "Consolidate 'New' Cohesion and Meet Friends with the Ball" to promote communication between new and old employees, enhance team integration and cultural identity.



"Consolidate 'New' Cohesion and Meet Friends with the Ball" Basketball Friendship Tournament

### Badminton interest group training and competitions

On September 8, 2025, the badminton interest group held the third training class, with a total of 73 members registering.



Third Badminton Interest Group Training Class

### The 8th Employee Badminton Competition

From October to November 2025, the Company successfully held the 8th Employee Badminton Competition of "Pursuing Dreams with Swing, Who Will Compete", attracting 50 players to form 10 teams to participate in the competition. The competition lasted for a month, went through 12 competition days and 25 intense matches, and finally came to a successful conclusion on November 18th.



The 8th Workers' Badminton Competition "Pursuing Dreams with Swing, Who Will Compete"



Closing Ceremony of the 8th Workers' Badminton Competition, "Pursuing Dreams with Swings, Who Can Compete"

### Youth Basketball Friendship Tournament

In November 2025, the "Youth First Together" themed basketball friendly competition was jointly organized by Haoyun, Thin Plate Business Unit, and Heli Yufeng.



Basketball Friendship Match Scene



Group Photo of the Basketball Friendly Match

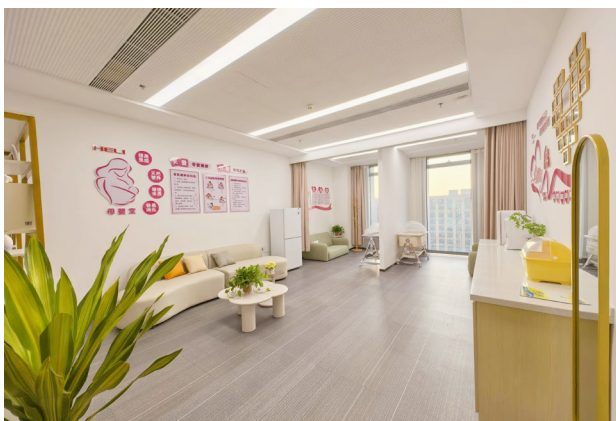
The Company continues to pay attention to the needs of different employee groups and carry out targeted care activities. This year, the Company advocated for a harmonious family atmosphere by organizing lectures on women's mental health, sports training courses, setting up mother and baby rooms, and evaluating civilized families.

### Case | "Empowering Growth to Write Women's Growth" Mental Wellness Lecture Series Activities

On August 28, 2025, the labor union organized 52 female employee representatives to participate in a series of activities with the theme of "Empowering Growth to Write Women's Growth". The activity aimed to help participants master psychological resilience and enhance their awareness of rights protection by studying the development spirit of the "Triple-New development philosophy", inviting experts to give lectures on stress management, and participating in knowledge quizzes on rights protection. This activity effectively promoted the physical and mental health and legal knowledge reserves of female employees, reflecting the Company's employee care and building an inclusive workplace.



Mental Health Lecture Activity Scene



Panoramic View of the Mother and Baby Room of Heli South 7th Building



Yoga Training Class for "Joyful Fitness and Double Happiness"

## Employee Communication

Anhui Heli establishes an efficient and comprehensive employee communication and feedback mechanism. The Company had formulated the *Reasonable Proposal Management Measures*, which standardized the entire process management from proposal collection, review to incentive implementation. The Company continues to optimize diversified employee communication channels both online and offline, such as the "Heli mailbox" online platform, factory affairs public column, opinion box, employee representative inquiry meeting, etc., to ensure that employee demands can be conveniently conveyed. During the reporting period, the Company relied on an online collection platform to collect a total of 1,446 rationalization suggestions from employees, covering multiple aspects such as production, safety, quality, technology, and employee care. After evaluation, the suggestions were effectively implemented and a good management loop was formed.

During the reporting period,

Platform to collect a total of

**1,446**

rationalization suggestions from employees



### Case | "May Day" Model Worker Symposium, Promoting the Power of Role Models

In April 2025, Anhui Heli held the "May Day" labor model symposium, with a total of 19 labor models from the production, research and development, marketing and other frontlines participating. The symposium created a strong atmosphere of advocating labor and learning by establishing advanced models and listening to employees' voices, and condensed the Company spirit of "a group of people, a lifetime, doing one thing well".



"May Day" Model Worker Symposium

### Case | Participated in a Symposium on Soliciting Opinions on the Draft of the Industrial Workers' Team Construction Law

On June 13, 2025, Anhui Heli, as a representative of the high-end equipment manufacturing industry in the province, was invited to participate in a special symposium for soliciting opinions on the *Draft of the Industrial Workers' Team Construction Law of the People's Republic of China* organized by the Anhui Provincial People's Congress and the Federation of Trade Unions. Several model workers and core technical backbone members of the Company put forward constructive suggestions on issues such as skill development, career paths, and rights protection for industrial workers through frontline practice at the meeting. This meeting not only contributed fresh experience from company practice to legislative work, but also reflected the Company's continuous efforts and industry responsibility in promoting the reform of the industrial workforce and building a high-quality skilled talent ecosystem.



Consultation Symposium

Anhui Heli continues to pay attention to the full cycle experience of employees, values the feedback value of departing employees, and systematically conducts exit interviews. The Company uses the "Resignation Interview Registration Form" to standardize the recording and analysis of reasons for resignation, aiming to identify management improvement points from employee turnover and provide a basis for optimizing human resources policies and practices. In 2025, the Company conducted a survey on employee engagement and satisfaction, and based on this result, developed corresponding management improvement and employee care measures. A total of 9,262 employees participated, with an overall engagement rate of 80.70% and satisfaction rate of 82.30%.

# Health and Safety

Anhui Heli always prioritizes employee health and safety. By improving the institutional system, strengthening responsibility implementation, and conducting extensive training and cultural construction, we systematically enhance the level of health and safety management, and are committed to creating a safe and healthy production and office environment for all employees.

## Safety Management

The Company has established a comprehensive governance structure of the "Safety, Environmental Protection, and Occupational Health Committee Office", continuously promoting the *Three-Year Action Plan for Fundamental Safety Production Enhancement (2024-2026)*, formulating the *2025 Key Points for Safety, Environmental Protection, and Occupational Health Work*, and carrying out safety key tasks in an orderly manner. During the reporting period, the Company held 4 quarterly meetings of the Safety, Environment and Health Management Committee to systematically review the management of major hazards and the use of safety expenses, comprehensively analyze the risk situation, and develop targeted response and rectification measures.



Anhui Heli Safety Management Organizational Structure

The Company has revised the *Measures on Work Safety Risk Grading and Control* to further improve the full process control mechanism of "risk identification, dynamic warning, and closed-loop disposal". The Company conducts annual risk identification and reporting work, updates the risk ledger, and strengthens risk monitoring. At the same time, the Company is simultaneously strengthening the management of abnormal operations, gradually reducing the scope of abnormal operations by solidifying processes and improving control measures. To ensure the effective operation of the mechanism, each subsidiary company adopts BPM<sup>24</sup>. The system regularly reports the annual and monthly safety and health work status to the Company, forming a normalized management loop that links up and down.

The Company has established a systematic control system covering five dimensions of "personnel, equipment, materials, methods, and environment" for key process flows and workplaces such as painting lines, hazardous chemical warehouses, and power transformation and distribution stations. By strictly implementing safety operating procedures, equipping with explosion-proof and protective facilities, standardizing chemical storage and warning, strengthening electrical safety and equipment interlocking protection, continuously conducting personnel training and emergency drills, and combining engineering measures such as ventilation and isolation in the working environment, the Company has achieved effective prevention and control of major risks such as fire, explosion, poisoning, mechanical injury, and electric shock, ensuring the occupational health and safety of employees.

<sup>24</sup> BPM: Business Process Management System, a tool used to model, analyze, and optimize business processes within an enterprise.

In terms of hazard investigation and governance, the Company has established a long-term hazard investigation and governance mechanism of "full participation, hierarchical responsibility, and closed-loop management". According to the *Investigation and Treatment Measures on Work Safety Accident Hazards*, the Company formulates annual special inspection plans and daily supervision and inspection plans, and tracks the closed-loop rectification of hidden dangers through the information platform. In 2025, the Company carried out 20 regular "company leadership led safety inspections" activities, issued 10 "Safety Production Reminder Letters", and identified and rectified 62 hidden dangers. At the same time, the Company actively promotes the extension of hazard investigation and management to pre prevention, and fully implements KYT<sup>25</sup>. The activity aims to achieve full coverage of production teams in the industrial park and include them in the core assessment of team evaluation, promoting the deepening of risk pre control awareness in the frontline.

In order to expand supervision channels, the Company has formulated the "Measures for Accepting Reporting of Safety, Environmental and Health Violations" and a unified reporting mechanism (Please refer to Chapter 1, Building a Solid Development Foundation with Integrity Business Ethics and Anti Corruption), clarifying various reporting channels such as telephone, email, and mail, and accepting supervision from various internal and external stakeholders.

In addition to identifying their own hidden dangers, the Company incorporate relevant parties (suppliers, contractors, other external personnel, etc.) entering the Company's workplace into unified safety control. The Company has revised and strictly implemented the *Management Measures for Safety and Environmental Protection of Relevant Parties*, in accordance with the "Three Management and Three Musts"<sup>26</sup>. In accordance with the principle of "hierarchical management and line responsibility", a full chain supervision mechanism covering admission review, process supervision, and exit mechanism is systematically constructed. The Company organizes relevant parties to conduct special safety inspections, covering qualification review, safety agreement signing, on-site supervision and warning education, and conducts special training with more than 80 cooperative units. During the reporting period, the Company cleared three unqualified safety suppliers, resulting in a 40% decrease in the number of related party safety incidents.

Anhui Heli conducted internal audits of the safety management system and passed the certification renewal audit of the occupational health and safety management system certification by the China Quality Certification Center. At the same time, we had undergone 6 external safety inspections conducted by government regulatory authorities, covering hazardous chemicals, limited spaces, personnel certification, special operations, special equipment, and other fields. We have 14 hidden dangers and have completed all rectification measures. During the reporting period, there were no major safety accidents or work-related deaths in Anhui Heli, and the set safety management indicators were fully achieved.

### Safety Management Objectives and Achievements

Indicators	Objectives	Achievements
Number of production accidents	≤ 18 cases	15 cases, achieving the goal
Injury rate per thousand people	< 2.00‰	1.60‰
Rectification rate of general accident hazards	≥ 99%	100%
Dynamic zeroing of major accident hazards	100%	Discovered 18 items, with a 100% rectification rate
Various administrative penalties for safety, environmental and health	0	0

In 2025, the Company developed and implemented 17 annual safety measures plans, including the installation of emergency devices and systems, focusing on equipment and facilities upgrading and transformation, optimization of working environment, and intelligent monitoring and early warning. A total of RMB 1.712 million was invested. At the same time, the Company purchased safety production liability insurance for RMB17,100.

<sup>25</sup> KYT: It refers to Kiken, Yochi, and Training, which are hazard prediction training.

<sup>26</sup> Three Management and Three Musts: It means that industries must manage safety, business operations must manage safety, and production and operation activities must also manage safety. This is an important principle and legal requirement for safety management in China's production and operation sector.

**Case | Special Action to Improve Safety in Lifting Operations**



From August to September 2025, Anhui Heli organized 29 units to carry out a special action to improve the safety of lifting operations. Through a "Pulling net" investigation, a total of 1,786 units per set of equipment were inspected, and 324 hidden dangers were identified and rectified, with a rectification rate of 100%. The activity focused on the four aspects of "people, training, illness, and urgency", completing 4,045 training assessments and 70 emergency drills, and forming a series of excellent practical experiences that can be promoted such as "qualification visualization" and "electronic ledger", significantly improving the systematic safety management level of lifting operations.



Emergency Drill for Lifting Operations



Special Exam for Lifting Operations

**Case | The "Company Leadership Safety Inspection" Activity**



In 2025, Anhui Heli carried out multiple the "Company Leadership Safety Inspection" activities, and through regular high-level visits to the frontline, systematically promoted the development of safety management from on-site rectification to system construction and cultural cultivation. At the beginning of the activity, the focus was on specific hidden danger investigation and rectification in key areas such as logistics warehousing and fire management, and the responsibility implementation mechanism of "whoever is in charge is responsible" was strengthened. As work progresses, the focus gradually shifts towards building personnel safety capabilities, promoting the internalization of safety regulations into employees' conscious behavior through continuous training and scenario based drills. Ultimately, efforts will be made to cultivate a cultural atmosphere of 'I want to be safe', combining institutional constraints with employees' internal sense of responsibility from the family and social dimensions, and achieving a shift from passive compliance to proactive pursuit. This series of measures has built a closed-loop system from on-site governance, system improvement to cultural shaping, continuously consolidating the foundation of enterprise safety production.



Activity 4



Activity 5



Activity 18

Anhui Heli continues to improve the emergency management system, revised the *Emergency Response Plan for Workplace Safety Accidents*, optimize the emergency response process and division of responsibilities. At the level of capacity building, the Company conducts regular practical exercises to test contingency plans and break in mechanisms, and organizes professional first aid skills training. At the level of basic security, the Company has standardized the reserve and management process of emergency supplies, consolidating the foundation of emergency work. During the reporting period, the Company conducted a total of 9 comprehensive special emergency drills, and each unit completed 178 on-site disposal drills; and organized 130 employees to obtain the qualification of emergency responders and enhance the professional ability of the emergency team.

## Safety Culture

The Company has incorporated the construction of safety culture into its annual work plan. By building an online learning platform, organizing specialized training and innovative cultural activities, it has established a cultural promotion model that combines online and offline, centralized and autonomous, effectively improving the safety awareness and skills of all employees. In 2025, the Company incurred RMB 700,900 in safety education and training expenses.

### Annual Training Plan

- Developed the *2025 Environmental Occupational Health and Safety Education and Training Plan* to provide systematic guidance for promoting safety concepts and skill training.

### Online Learning Platform

- Built a "Safety, Environment and Health Online Training Video" platform based on information technology systems, integrating nearly 300 educational videos, and providing diverse carriers for all staff to learn.

### Organizing Training Activities

- Organized 329 training sessions and 11,150 class hours throughout the year, covering 59,215 person-times.
- Carried out special training on lifting operations, special safety topics for leaders, special operations personnel, occupational health, and other characteristics.

### Innovating Activity Forms

- Innovatively carried out a series of characteristic activities such as themed essay solicitation, micro video and photography competitions, selection of excellent proposals for hazard rectification, and "health experts" to mobilize the participation of all staff and promote safety concepts.

Anhui Heli's Achievements in Safety Culture Construction in 2025

### Case | Undertaking Provincial-level Industry Safety Competitions and Deepening the Construction of Safety Culture

During the national "Safety Production Month" in June 2025, Anhui Heli successfully hosted the Anhui Province Machinery Metallurgy System Safety Production Knowledge Competition. The Company carefully organized and selected 8 teams from the provincial system through preliminary rounds, and ultimately entered the finals. After intense competition, the Anhui Heli representative team won the first prize and the Company was awarded the "Excellent Organization Award". This event not only established a platform for the exchange of safety knowledge in the industry, but also further strengthened the atmosphere of "everyone talks about safety, everyone knows emergency" within the Company, promoting the overall improvement of safety awareness and emergency response capabilities of all employees.



Safety Production Knowledge Competition

## Occupational Health and Safety

Anhui Heli is committed to building a comprehensive and standardized occupational health and safety management system, revising the *Regulations on Accountability for Occupational Disease Hazards Caused by Production Safety and Environmental Pollution* and the *Regulations on Occupational Disease Prevention and Control Responsibilities*, and formulating the *Environmental, Health, and Safety (EHS) Policy*<sup>27</sup>. The Company has established an occupational health management structure centered around the Group’s Safety, Environmental Protection, and Occupational Health Management Committee to ensure the implementation of management requirements and measures. During the reporting period, all production units of the Company have obtained ISO 45001 occupational health and safety management system certification.

The Company actively promotes the construction of health enterprises, applies for national health enterprise demonstration cases, and guides the six units of the group company to create health enterprise compliance units. During the reporting period, the Company organized frontline employees in the industrial park to sign 1,134 individual commitment letters for occupational disease prevention and control, with a total of 1,836 signed, effectively conveying occupational health management requirements to every employee. The Company had set multiple annual occupational health goals and achieved them all within the reporting period.



Occupational Health and Safety Management System Certification

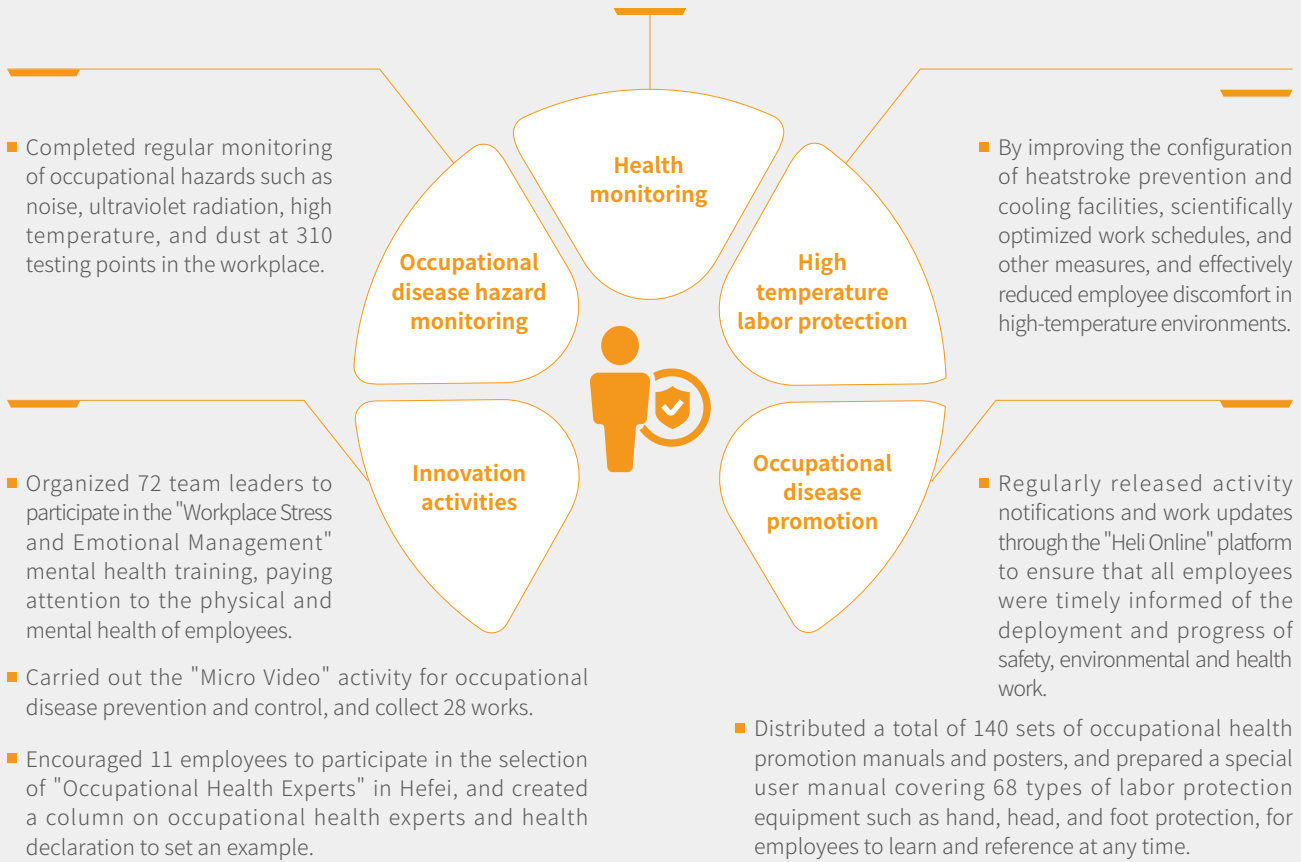
### Anhui Heli’s 2025 Occupational Health Objectives

Indicators and Objectives	Progress during the reporting period
Prevent the Occurrence of Occupational Diseases	No occupational diseases have occurred, and the goal has been achieved
100% Medical Examination Rate for Hazardous Job Categories	100%, Completed
100% Job Transfer Rate for Occupational Restrictions	100%, Completed
Sufficient Procurement of Labor Protection Supplies	Satisfied, Completed
100% Completion Rate for Addressing Issues Identified in Occupational Health Evaluation	100%, Completed

The Company adheres to the concept of prioritizing employee health, and effectively protects the physical and mental health of employees through systematic monitoring and evaluation, comprehensive health monitoring, humanized labor protection, in-depth publicity and education, and innovative care activities.

<sup>27</sup> *The Environmental, Health, and Safety (EHS) Policy*: <https://www.helichina.com/material/kcx/ehszc.pdf>

- Throughout the year, 423 employees in toxic and harmful positions were organized to undergo occupational health examinations and re examinations, and a tracking mechanism was established for those found to have health abnormalities.



Anhui Heli Occupational Health and Safety Management Measures in 2025



**Case | Comprehensive Upgrade of Annual Health Examination Services, Precise Care for Employee Health**



On September 29, 2025, Anhui Heli held a promotion meeting for the 2025 employee health examination work, comprehensively upgrading the annual examination service. This year, the Company innovatively launched the "one out of three" physical examination package and set up exclusive plans for retired employees to meet their diversified and precise health screening needs. By optimizing the process and providing guidance services, the waiting time of employees can be effectively reduced. At the same time, the Company has established a health tracking mechanism, opened online report queries and real-time feedback functions for abnormal indicators, and promoted the transformation of health management from "one-time inspection" to "continuous care", significantly improving the accuracy of services and humanistic warmth.



Hold the 2025 Employee Health Examination Promotion Meeting

**Case | Special Activity of the Occupational Disease Prevention and Control Law Propaganda Week**



From April 25th to May 1st, 2025, Anhui Heli organized a special activity for the promotion of the Occupational Disease Prevention and Control Law, with a total of 99 person-times. The Company held a special lecture on the *Workplace Occupational Health Management Regulations* to strengthen employees' awareness of occupational health compliance. At the same time, for grassroots management key talents, the Company organized a special training on "Workplace Stress and Emotion Management" mental health, and establish a grid-based system for mental health management of team leaders, providing solid psychological support and guarantee for team management. This series of activities has effectively improved employees' occupational health awareness and psychological adjustment ability.



Special lecture on "Regulations on Occupational Health Management in the Workplace"



Mental Health Support Network



# Leading the Transformation with Green and Protecting the Earth's Homeland

Anhui Heli, with a high sense of environmental responsibility, continues to improve its environmental management system and integrates climate change and ecological protection into the Company's development practices. The Company implements strict supervision and full process management in key areas such as greenhouse gas emission management, energy conservation and consumption reduction, environmental compliance, and resource utilization efficiency improvement. Through practical actions, it promotes green development and contributes to maintaining ecosystem balance and stability.

## SDGs issues addressed in this chapter



## Major issues addressed in this chapter

- Environmental Management
- Climate Change
- Emission management
- Resource Management
- Biodiversity
- Remanufacturing Design and Services

# Addressing Climate Change

Anhui Heli actively responds to climate change, systematically identifies relevant risks and opportunities, and formulates management goals and strategies based on this, integrating them into daily production and operation, in order to continuously improve the Company's ability to respond to climate risks and seize opportunities.

## Climate Governance and Strategy

Anhui Heli attaches great importance to and deepens the construction of the climate governance system, continuously improving the effectiveness of addressing climate change through improving management mechanisms. The Company has established an ESG and climate governance framework under the leadership of the Chairman, the ESG Management Committee, and the ESG Management Office. The Chairman coordinates efforts across all levels to collaboratively conduct the identification and assessing climate risks and opportunities, and conducts regular monitoring and trend analysis of energy consumption and carbon emissions levels. The Company is committed to a dynamic and optimized management strategy to ensure that evaluation work is conducted at least once a year. At present, climate initiatives have been formally integrated into the Company's three-year management improvement plan. By formulating clear emission reduction targets and implementation plans, various green measures can be steadily implemented year by year.

## Climate Risk Management

Anhui Heli has embedded climate-related risks into the overall risk management framework of the Company, and established a closed-loop mechanism covering the entire process of identification, assessment, and response. By strengthening systematic management of climate risks, the Company not only effectively enhances its resilience against extreme weather and transition risks, but also lays a solid foundation for ensuring the long-term sustainable development and stable operation of the enterprise.

### Climate Change Risks

Type of Risks	Risks	Risk Description	Risk Response
Physical Risks	Acute Risks	<ul style="list-style-type: none"> <li>The increase in frequency and intensity of urban waterlogging caused by typhoons, extreme rainfall, and extreme high temperatures or cold waves may cause direct physical damage and operational interruption to the Company's production facilities, warehousing logistics, and outdoor operations.</li> </ul>	<ul style="list-style-type: none"> <li>In accordance with the <i>Guidelines for Compiling Emergency Response Plans for Sudden Environmental Incidents in Typical Industry Enterprises</i>, we comprehensively assess the potential risks of the project being affected by extreme weather events, regularly revise special emergency plans for different extreme weather conditions, and organize cross departmental emergency drills to ensure the effectiveness of the response process.</li> <li>Formally integrate authoritative meteorological disaster warning information into the production command system, establish a rapid response mechanism linked with production scheduling, logistics arrangements, and equipment protection;</li> </ul>
	Chronic Risks	<ul style="list-style-type: none"> <li>There is a seasonal high temperature phenomenon in the location of the Company's factory, and this long-term temperature change will continue to pose challenges to the working environment of the high-temperature workshop, employee occupational health, and production efficiency, and may increase the energy cost of cooling the factory area.</li> </ul>	<ul style="list-style-type: none"> <li>During the hot season, flexibly adjust the working time and intensity of high-temperature positions based on meteorological warnings, and ensure sufficient heatstroke prevention and cooling materials.</li> <li>Evaluate and prioritize the use of more efficient building insulation, plant ventilation, and energy-saving cooling technologies in annual technological renovations or new construction projects, in order to enhance resilience to long-term high-temperature climates at the infrastructure level.</li> </ul>

Type of Risks	Risks	Risk Description	Risk Response
Transition Risks	Policy and Regulatory Risks	<ul style="list-style-type: none"> <li>■ The national green development policy continues to deepen, placing higher demands on the green, low-carbon, and circular development of the industrial vehicle industry. The <i>White Paper on China's Green Development in the New Era</i> and other guiding documents of the State Council have been continuously promoted, and specific policies have been continuously refined. On December 31, 2025, the Ministry of Industry and Information Technology issued a notice on the declaration of carbon footprint for automotive power batteries, which entered a substantive regulatory stage for the full lifecycle carbon management of core components of new energy vehicles;</li> <li>■ The formation and implementation of international green trade barriers are accelerating. The EU's <i>New Battery Regulation</i> has entered the stage of legislative implementation in multiple countries, not only requiring strict battery carbon footprint declarations and "battery passports", but also setting mandatory recycling material usage ratios. At the same time, policies such as the EU's carbon border regulation mechanism have entered the implementation window period, directly related to export business costs;</li> <li>■ If the Company fails to adapt to the rapid evolution of domestic and foreign regulations in a timely manner, it will face significant pressure in market access, compliance costs, and supply chain management.</li> </ul>	<ul style="list-style-type: none"> <li>■ Continuously track and interpret domestic and international regulations related to low-carbon, circular economy, and trade, and strengthen proactive communication with regulatory agencies.</li> <li>■ In response to domestic carbon footprint declaration and international battery passport requirements, we have initiated the establishment of a full lifecycle carbon footprint accounting system for key products, providing a data foundation for compliance disclosure and low-carbon design.</li> </ul>
	Technical Risks	<ul style="list-style-type: none"> <li>■ Driven by the "Carbon Peak and Carbon Neutrality" goal, industry technology competitions have extended from product electrification to low-carbon throughout the entire lifecycle. In addition to lithium-ion and hydrogen fuel cell technologies, the efficient recycling and cascade utilization technology of power batteries has become a key link affecting product costs and environmental performance;</li> <li>■ If the Company falls behind in R&amp;D in this field, it will face problems such as technology route selection risks, high recycling and disposal costs in the future, and weakened green competitiveness of the product.</li> </ul>	<ul style="list-style-type: none"> <li>■ Continuously increase investment in the research and development of new energy products such as lithium batteries and hydrogen fuels, and consolidate the Company's leading position in the field of forklift electrification technology.</li> <li>■ Through cooperation between industry, academia, and research, we proactively explore the status assessment, cascade utilization, and green dismantling and regeneration technologies of power batteries, providing technical reserves for building a closed-loop battery management system.</li> </ul>
	Market Risks	<ul style="list-style-type: none"> <li>■ The combination of climate change, geopolitical factors, and other factors has exacerbated the uncertainty of the global supply chain, which may lead to increased fluctuations in the prices of bulk commodities such as steel and battery raw materials (such as lithium, cobalt, nickel), and an increased risk of supply interruption;</li> <li>■ If the Company fails to promptly identify the impact of climate risks on the supply chain and raw material procurement costs, it will have a negative impact on the Company's procurement costs and even production and manufacturing.</li> </ul>	<ul style="list-style-type: none"> <li>■ Continue to enhance resilience to fluctuations in key raw material prices and supply risks through long-term agreements, diversified supply strategies, and strategic inventory management.</li> <li>■ While promoting product lightweighting, pilot and promote the use of certified recycled materials in some components to reduce raw material consumption and product carbon footprint.</li> <li>■ Organize marketing and service systems to ensure that the Company's main new energy products can effectively connect with the green procurement list and incentive policies of governments at all levels, and convert policy dividends into actual market share.</li> </ul>
	Reputation Risks	<ul style="list-style-type: none"> <li>■ With the increasing transparency requirements for product environmental information both domestically and internationally (such as carbon labels and battery passports), the Company's environmental performance will be more directly scrutinized and compared by investors, customers, and the public;</li> <li>■ If a company lags behind the industry's advanced level or market expectations in key environmental indicators such as product carbon footprint and resource recycling efficiency, it could directly impact brand reputation and, consequently, market expansion..</li> </ul>	<ul style="list-style-type: none"> <li>■ Actively obtain international and domestic authoritative certification for green products, green factories, and carbon management systems, to support the Company's environmental claims with objective evidence.</li> <li>■ Systematically disclose and communicate the Company's specific progress and long-term plans in low-carbon technology, circular practices, and sustainable supply chain to core stakeholders such as customers and investors.</li> </ul>

On the basis of continuously strengthening its ability to cope with climate change, Anhui Heli actively identifies and seizes opportunities related to climate, in order to drive management efficiency improvement and business structure optimization, injecting new impetus into the sustainable development of the Company.

Climate Change Opportunities

- Technological Innovation**
  - The global low-carbon transformation has opened up a clear technological track for the forklift industry. This drives the Company to continue investing in the research and development of new energy sources such as lithium batteries and hydrogen fuels, and to extend innovation throughout the entire product lifecycle. The Company can take this opportunity to develop and deploy circular technologies such as battery cascade utilization and material regeneration, explore energy efficiency and carbon footprint management, and build a green technology system covering "R&D to recycling", so as to capture the high-end market with lower full-lifecycle carbon intensity and cost, and transform technological advantages into brand premiums and lasting competitiveness.
- Market Expansion**
  - Climate change reshapes market demand, creating significant opportunities for the Company to promote zero emission and low noise new energy forklifts. The domestic policy clearly proposes to encourage green procurement, providing a clear pathway for the Company's leading products to enter the next-generation market. Meanwhile, the demand for environmental protection equipment in emerging industries such as renewable energy and green logistics continues to rise. The Company can accurately enter these high growth tracks with comprehensive new energy solutions, achieving a win-win outcome of economic and social benefits while expanding its share.
- Policy Support**
  - The "Carbon Peak and Carbon Neutrality" strategy has spurred a series of supportive policies for green industries. The Company is expected to receive diversified support such as research and development subsidies and tax incentives in green technology research and development, low-carbon product promotion, and circular economy projects. The guidance of policies has directly reduced the cost of innovation and effectively nurtured the market for green products. The promotion of detailed regulations on carbon footprint management of power batteries by the country is building a more standardized market environment. Companies that meet these requirements early can gain a first-mover advantage and gain a more favorable competitive position in the green transformation of the industry.



# Environmental Management

Anhui Heli attaches great importance to environmental protection, strictly abides by relevant laws, formulates internal systems such as the *Environmental Protection Standardization Work Guidelines*, and publicly releases the *Environment, Health, and Safety (EHS) Policy*<sup>28</sup>. We have also established and maintains an environmental management system that meets the ISO 14001 standard to systematically improve the level of environmental management in production and operation. As of the end of the reporting period, the coverage rate of the Company's ISO 14001 environmental management system certification reached 100%.



Environmental Management System Certification Certificate

### As of the end of the reporting period

The coverage rate of the Company's ISO 14001 environmental management system certification reached

**100%**



Anhui Heli has established a three-level safety, environmental protection, and occupational health management framework consisting of company level decision-making, department level coordination and execution, and specific implementation by leaders at all levels, comprehensively ensuring the systematic promotion and efficient implementation of environmental related work.



<sup>28</sup> ehszc.pdf

Anhui Heli has formulated and updated internal systems such as the *Assessment Measures for Safety, Environmental Protection and Occupational Health Management AC* and the *Regulations on Accountability for Production Safety, Environmental Pollution and Occupational Disease Hazard Accidents AC*, and established a quarterly and annual assessment and incentive system linked to safety and environmental protection performance. The assessment results are directly related to accident control and department ranking, and rewards and punishments are implemented through a cross-departmental process. Multi level special rewards covering management personnel to frontline employees are established to drive all employees to fulfill their responsibilities through economic incentives and achieve the management goal of continuous improvement.

To effectively improve the current status of environmental management, the Company continues to carry out internal and external audits of its environmental management system. During the reporting period, the Company received 12 supervision and inspections from external superior environmental regulatory departments, covering key links such as VOCs navigation monitoring and forklift exhaust gas detection. In response to the issues discovered, the Company has completed all required corrective actions. In 2025, the Company had no environmental violations.

Environmental Goals and 2025 Performance

	Indicators and Objectives	Completion Status
<b>Compliant emissions</b>		
	Three wastes compliant emissions	Achieved
	No environmental regulatory penalties	Achieved
<b>Emission reduction target</b>		
	Reduction of hazardous waste quota <sup>29</sup>	Reduction of 41.7 tonnes of paint residue and paint barrels in 2025
<b>Environmental goals and completion status of the five-year plan</b>		
	By the end of the 14th Five Year Plan period, various pollutants will be discharged to meet standards, solid waste disposal will comply with regulations, environmental administrative penalties and pollution incidents will be eliminated, and the overall level of environmental protection work will be ensured to be in line with the development goals of the enterprise.	No related violations occurred during the reporting period

Anhui Heli adheres to the working principle of "people first, environment first", formulates the *Emergency Plan for Sudden Environmental Incidents*, and constructs a complete emergency plan system covering accident prevention and early warning, information reporting and notification, emergency response, and other processes. The Company regularly conducts environmental risk assessments, categorizing environmental risk incidents into Level III (Workshop), Level II (Company), and Level I (Community/Social). By clearly defining criteria such as chemical leakage, hazardous waste loss range, and facility failure impact, it ensures that response mechanisms at all levels can be quickly and effectively activated. The Company has established functional teams for on-site response, comprehensive coordination, emergency monitoring, and logistics support, all under the unified command of the Emergency Command Center, and has established a robust emergency coordination and linkage mechanism with external ecological and environmental protection authorities. By conducting regular emergency drills, ensuring the supply of emergency supplies, and sharing resources with the government, the Company's scientific response and rapid disposal capabilities for extreme environmental risks have significantly improved, thereby minimizing the impact of any incidents on the surrounding environment.

Anhui Heli continues to promote the *Three-Year Action Plan for Further Improvement of Environmental Compliance Management* and has completed all core work of the second phase as scheduled in 2025 according to the established plan. The Company takes the theme activities such as the "June 5 Environmental Day" as an opportunity, and uses the "Mobile Red Flag" and "Excellent Unit" selection as the starting point to strengthen the environmental awareness of all employees from multiple dimensions. In order to enhance the environmental protection performance skills of all employees and the practical ability of enterprises to prevent and control environmental risks, Anhui Heli has systematically carried out multi-level and multi-form special training and capacity building activities around key environmental protection positions and core management areas. In 2025, the Company's cumulative expenditure on environmental training was 179,900 yuan, conducted 434 hours of environmental protection training, covering 6,140 people.

In 2025		
The Company's cumulative expenditure on environmental training was	conducted	covering
<b>179,900</b> yuan	<b>434</b> hours	<b>6,140</b> employees
	of environmental protection training	

<sup>29</sup> Quota coefficient for 2025=Actual coefficient for 2024 \* 98%, where the coefficient refers to the amount of hazardous waste generated/number of production units.

Environmental Protection Series Training

May 19, 2025



Organized management training for key environmental protection positions, systematically enhance employees' ability to identify management loopholes and fully perform their duties.



Management training site for key environmental protection positions

May 28, 2025



Carried out special training on park sewage prevention and control, focusing on industrial park sewage management and safety operation standards.



Special training site for sewage prevention and control

June 5, 2025



Organized a series of activities for the "June 5th Environmental Day", covering ideological promotion, testing and training, emergency drills, and equipment inspections.



Scene of the "Beautiful China, I Take the Lead" theme activity on the June 5th Environment Day

June 21, 2025



Held an exchange forum on improving safety, environmental and health management, and share frontline practical cases of environmental protection equipment maintenance and optimization.



Environmental protection equipment maintenance optimization practice sharing site

August 21, 2025



Organized emergency drills and training for hazardous waste storage facilities to enhance emergency response capabilities for hazardous waste storage and disposal.



Emergency drill training site for hazardous waste storage

September to November 2025



Established an environmental protection professional improvement class, systematically teaching knowledge on the management of all environmental media: water, air, noise, solid waste, and soil.



Improvement Class for Environmental Protection Professionals

## Optimizing Three Wastes Discharge

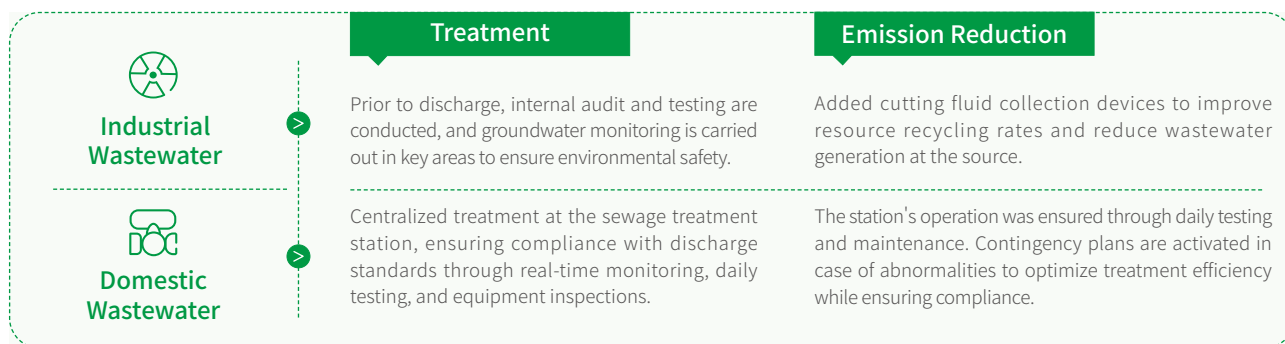
To effectively promote the green transformation of the production process, Anhui Heli continues to optimize the emission management and treatment efficiency of wastewater, exhaust gas, and solid waste, committed to the full chain of emission reduction from source control, process optimization to end treatment, in order to achieve continuous improvement of environmental performance and maximization of resource utilization efficiency.

### Wastewater management

Anhui Heli ensures the proper disposal of wastewater within its operational scope by building a comprehensive water pollution prevention and control system. The Company strictly implements systems such as the *Management Regulations on Water Pollution Prevention and Control of Heli Industrial Park* and the *Management Procedures on Emergency Preparedness and Response*, and divides wastewater into two categories: industrial wastewater (including painting, cleaning, chip wastewater, etc.) and domestic wastewater, implementing classified management and emergency control.

In terms of management measures, the Company always adheres to the principle of "rainwater and sewage diversion", ensuring that the infrastructure pipeline network is planned and accepted synchronously with the main project, and avoiding cross pollution risks from the source. In 2025, the Company further upgrade its prevention and control system: on the process side, promoted the switch from wet paint to powder coating for small internal combustion forklift masts, and achieve emission reduction at the source; On the governance side, the upgrading and renovation of the sewage treatment station has been initiated, and three emergency accident pools and gate valve control wells have been added in the northern area of the industrial park, significantly improving the ability to intercept and dispose of sudden environmental events and abnormal water sources. Through the collaborative efforts of institutional norms, process improvements, and infrastructure expansion, the Company continues to strengthen its water environment safety defense line. As of the end of the reporting period, the Company's wastewater discharge compliance rate has always maintained 100%.

#### Wastewater Treatment and Emission Reduction



#### Wastewater Discharge Volume of Anhui Heli

Category	Unit	2023	2024	2025
Total wastewater discharge	tonnes	451,821.26	388,452.50	426,588.04
Chemical oxygen demand (COD) emissions	tonnes	29.95	32.50	30.39
Ammonia nitrogen emissions	tonnes	5.17	4.00	2.81
Total nitrogen emissions	tonnes	6.97	8.40	6.15
Total phosphorus emissions	tonnes	0.42	0.59	0.47

## Waste gas management

Anhui Heli strictly complies with the *Environmental and Occupational Health and Safety Management Procedures for Construction Projects* and environmental impact assessment requirements, and takes special treatment measures for sulfur oxides, nitrogen oxides, particulate matter, and volatile organic compounds (VOCs) generated during the production process. In 2025, the Company further improved its exhaust gas management system and included the exhaust gas from internal combustion forklifts within its operational scope in standardized management. It is required that all units regularly conduct exhaust gas self testing and establish environmental protection records. For vehicles that do not meet the self testing standards, the Company implements a closed-loop disposal process of "shutdown, maintenance, and retesting" to ensure continuous control of exhaust emissions. As of the end of the reporting period, the Company's exhaust emissions have 100% met national and industry standards.

### Case | Jianghuai Heavy Industry Coating Waste Gas Treatment Upgrade Project



In 2025, the subsidiary of the Company, Jianghuai Heavy Industry, promoted the renovation of coating waste gas treatment equipment. This project abandons the traditional governance model and adopts the industry-leading "zeolite rotary adsorption desorption+CO catalytic combustion" process, and is equipped with a four stage filtration pre-treatment system to ensure the optimization of exhaust gas filtration and purification efficiency. After the renovation, the emission concentration of non methane total hydrocarbons (NMHC) from the production line decreased significantly from 47 mg/m<sup>3</sup> to 6 mg/m<sup>3</sup>, and the emission rate decreased sharply from 12.7 kg/h to 0.05 kg/h, significantly improving the emission reduction efficiency.

### Waste Gas Emissions of Anhui Heli

Category	Unit	2023	2024	2025
Nitrogen oxide emissions	tonnes	4.47	3.27	11.78
Sulfur oxide emissions	tonnes	6.09	4.10	9.42
Emissions of particulate matter (PM)	tonnes	134.93	112.90	143.97
Volatile organic compound (VOC) emissions	tonnes	66.96	81.70	87.58
Heavy metals <sup>30</sup>	tonnes	/	/	0.000106
Total weight of air pollutants	tonnes	/	/	254.20



<sup>30</sup> The total weight of heavy metals and air pollutants will be disclosed after 2025.



## Waste management

Anhui Heli strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Pollution Control Standards for Hazardous Waste Storage*. It has formulated the "Heli Industrial Park Hazardous Waste Management Measures (Trial)" and established a management loop for classification, labeling, and recording. Anhui Heli continues to promote the construction of a "Zero-Waste Factory" by promoting the "waste free concept" and optimizing management processes, transitioning to a model focused on waste reduction, resource recovery, and harmless disposal. As of the end of the reporting period, the Company has not experienced any environmental pollution or safety accidents caused by improper waste disposal. During the reporting period, the Company Headquarters, along with its Electric Truck Subsidiary and Tow Truck Subsidiary, were awarded the title of "Zero-Waste Factory".

In terms of hazardous waste management, the Company strictly implements the provisions of the *Technical Specifications for Collection, Storage, Transportation of Hazardous Waste (HJ2025-2012)*, and ensures that all hazardous waste is classified, stored, transported, and ultimately disposed of by licensed contractors. For non-hazardous waste, the Company optimizes the materials and operating parameters of sewage treatment facilities to improve drying efficiency and effectively reduce the amount of waste (e.g., worn parts, sludge) generated by equipment wear and tear. As of the end of the reporting period, the Company's solid waste discharge meets 100% of national and industry standards.

<p><b>During the reporting period</b></p> <hr/> <p>The Company Headquarters, along with its Electric Truck Subsidiary and Tow Truck Subsidiary, were awarded the title of</p> <p><b>"Zero-Waste Factory"</b> </p>	<p><b>As of the end of the reporting period</b></p> <hr/> <p>The Company's solid waste discharge meets</p> <p><b>100%</b> of national and industry standards </p>
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### Case | Bengbu Hydraulic Iron Scrap Centralized Disposal and Recycling Project

In 2025, the subsidiary Bengbu Hydraulic implemented a centralized disposal system for iron filings, which integrated cutting fluid collection and filtration with iron filings pressing technology to build a resource circulation closed-loop model. The system is equipped with a high-precision filtering device (accuracy  $\leq 80 \mu\text{m}$ ). The cutting fluid mixed in iron filings can be effectively recovered, purified, and reused in production or backwashing systems, significantly reducing the discharge of waste liquid and extending the service life of the cutting fluid. At the same time, the water content of iron filings is reduced to below 3% through the pressing process, greatly improving density and avoiding the risk of waste liquid leakage during transportation. This project has achieved efficient utilization of metal waste and source reduction of harmful substances, not only improving environmental standards for waste disposal, but also achieving significant economic and resource benefits.

### Waste Discharge Volume of Anhui Heli

Category	Unit	2023	2024	2025
Non-hazardous industrial waste	tonnes	166,614.99	157,731.84	124,822.64
Kitchen waste generation	tonnes	275.58	315.57	449.70
Total waste recycled	tonnes	165,437.00	156,265.13	101,972.24
Hazardous waste	tonnes	1,982.84	2,413.50	2,821.88

# Resource Utilization

Anhui Heli continues to implement energy-saving and consumption reduction measures, improving energy and water resource utilization efficiency through refined management and technological transformation. The Company is committed to reducing resource consumption during production and operation, reducing the impact of commercial activities on the ecological environment through practical actions, and promoting green and sustainable management.

## Energy Management

Anhui Heli complies with policy requirements such as the *Energy Law of the People's Republic of China*. The Company has developed the *Energy Management System Manual*, *Energy Management System Procedure Documents*, and *Energy Management Measures*, and established an Energy Management System (EnMS) in 2018. This system covers the Company Headquarters, the Towing Vehicle Subsidiary, the Electric Forklift Subsidiary, and the Hefei Casting & Forging Plant, and has been certified under the ISO 50001 standard.

The Company continuously improves its EnMS by standardizing the management of energy measuring instruments, conducting statistical analysis of energy data, and establishing an online monitoring platform for energy consumption.

Adhering to an energy quota assessment system, the Company has built a consumption database covering electricity, gas, oil, and water, thereby digitalizing and standardizing its energy management. In 2025, through stringent process control and quarterly performance assessments, the Company effectively advanced its energy-saving targets.



Energy Management System Certification Certificate

<p><b>Target:</b> Annual Reduction in Unit Product Energy Consumption</p>	<p><b>Target achievement<sup>31</sup>:</b></p>		
<p><b>Baseline Year:</b> 2024</p>	<p>In 2025, the product unit consumption decreased</p>	<p>A year-on-year decrease of</p>	<p>Savings of approximately</p>
<p><b>0.0905</b> tce/unit</p>	<p><b>0.0005</b> tce/unit</p>	<p><b>0.6%</b></p>	<p><b>48.23</b> tce</p>
<p><b>Target Year:</b> 2025</p>	<p>The self-consumption of photovoltaic power was equivalent to</p>	<p>These two initiatives saved a total of</p>	
<p><b>0.0900</b> tce/unit</p>	<p><b>61.5</b> tce</p>	<p><b>109.73</b> tce</p>	



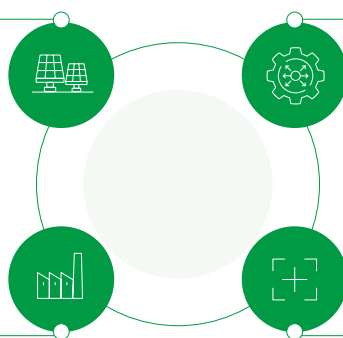
<sup>31</sup> The statistical basis for the data herein is the headquarters of the joint-stock company.

In 2025, Anhui Heli continued to improve energy efficiency by expanding the application of clean energy and promoting new energy-saving technologies.

Highlights of Energy Management Measures

Photovoltaic power station

The Corporate Headquarters and Hefei Casting & Forging Plant currently have a total photovoltaic installed capacity of 20.65 MW, and in 2025, a total of 73,043.1 MWh of green electricity was used, equivalent to reducing carbon dioxide emissions by 38,757 tonnes<sup>32</sup>. In addition, the Company has initiated a 3.5 MW distributed photovoltaic expansion project for the Eastern Factory, which is expected to be connected to the grid for power generation in early 2026.



Energy saving technology promotion

The Company actively applies permanent magnet frequency conversion technology, and currently, the proportion of permanent magnet frequency conversion in air compressors in use has exceeded 90%. At the same time, the Company has comprehensively promoted the transformation of LED green lighting, replacing the original 400 watt metal halide lamp with 120 watt high-efficiency LED lamp. Under the premise of meeting the operating illumination, the energy-saving rate of a single lamp is close to 230%.

Green Factory

The Company actively carried out the submission of dynamic management forms for green factories in 2025, and in 2025, Bengbu Hydraulic was awarded the title of provincial-level green factory in Anhui Province.

Smart energy detection

Relying on the online energy consumption monitoring platform, the Company has achieved real-time monitoring and evaluation of major energy consuming equipment, providing accurate data support for scientific decision-making of energy-saving plans.

Energy Consumption of Anhui Heli<sup>33</sup>

Category	Unit	2023	2024	2025	
Direct energy <sup>34</sup>	Diesel <sup>35</sup>	litres	3,964,868.12	4,519,504.71	3,262,681.00
	Gasoline	litres	1,141,933.98	1,244,486.42	1,403,042.09
	Natural gas	10,000 m <sup>3</sup>	547.49	637.68	847.79
Indirect energy	Purchased electricity <sup>36</sup>	MWh	305,063.30	384,654.90	368,040.90
Energy consumption	Comprehensive energy consumption	Tonnes of standard coal	/	55,628.91	56,050.53
	Comprehensive energy consumption intensity	Tonnes of standard coal/million yuan revenue	/	3.21	2.83
Greenhouse gas emissions	Direct emissions (Scope 1) <sup>37</sup>	tCO <sub>2</sub> e	22,324.06	26,131.29	29,994.10
	Indirect emissions (Scope 2) <sup>38</sup>	tCO <sub>2</sub> e	168,512.08	206,405.81	169,708.11
	Total greenhouse gas emissions	tCO <sub>2</sub> e	190,836.14	206,778.76	199,702.21
	Greenhouse gas emission intensity	tCO <sub>2</sub> e/million yuan revenue	10.92	11.94	10.08

<sup>32</sup> The carbon dioxide emission factor for purchased electricity is referenced from the 2023 National Average Carbon Dioxide Emission Factor for Electricity issued by the Ministry of Ecology and Environment of the People's Republic of China.

<sup>33</sup> During the calculation of energy consumption and greenhouse gas emission data for 2025, certain data from 2024 were retrospectively adjusted.

<sup>34</sup> The quantity transported along with vehicles is excluded from the statistical scope of diesel and gasoline in 2025, whereas it was included in 2024. This portion of energy consumption is not included in the calculation of the Company's Scope 1 greenhouse gas emissions.

<sup>35</sup> The diesel consumption of other processes reported in 2023 will be adjusted to the administrative process diesel consumption range after 2024.

<sup>36</sup> Purchased electricity includes purchased green electricity 48,199 MWh.

<sup>37</sup> The greenhouse gas emissions (Scope 1) come from the consumption of fixed source fuels (natural gas, diesel) and fuel (gasoline) for transportation vehicles. The relevant emission factors refer to the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Mechanical Equipment Manufacturing Enterprises (Trial) published by the National Development and Reform Commission of the People's Republic of China.

<sup>38</sup> The greenhouse gas emissions (Scope 2) come from the consumption of purchased electricity, and the emission factors of purchased electricity refer to the Announcement of the Ministry of Ecology and Environment of the People's Republic of China on the 2023 National Average Carbon Dioxide Emission Factor for Electricity.

## Water Management

Anhui Heli attaches great importance to the conservation and comprehensive utilization of water resources, and has formulated a series of internal management systems, including the *Water Use Management Regulations*, *Water Metering Management Regulations*, *Water Use Inspection and Maintenance Regulations*, *Position Responsibility System for Water Conservation Management*, *Water Conservation Strategy and Action Plan*. At the same time, the Company has established a water-saving leadership group, which is overall responsible for the Company's water-saving management work. By clarifying job responsibilities, implementing planned water use, quota assessment, and incentive and penalty mechanisms, the Company has achieved institutionalized and standardized management of water use throughout the production and operation process.

In 2025, the Company continued to optimize its water resource management system and carry out regular water balance testing and pipeline leak detection work. By systematically sorting out the entire plant's water pipe network, the Company promptly investigated and eliminated the phenomenon of "running, emitting, dripping, and leaking", ensuring that the discrepancy in water meter readings is kept within the planned target. In addition, the Company actively promotes technological transformation such as industrial water recycling, cooling, and recycling, continuously improving the reuse rate of water resources. Relying on a comprehensive water use ledger and dynamic monitoring, the Company effectively reduces its resource footprint while ensuring normal production and office work, and solidifies the foundation for building water-saving enterprises.

### Water Consumption of Anhui Heli

Category	Unit	2023	2024	2025
Total water consumption	tonnes	196,292	199,705	210,777
Water consumption intensity	tonnes/unit	2.53	2.70	2.47
Recycled water utilization	tonnes	110,000	150,000	126,500



Anhui Heli Water Saving Measures

**Water management**

- Enhance the water conservation accountability system, implement quota management and reward and punishment rules, and strictly control the per capita water consumption.

**Data analysis**

- Establish a comprehensive water (and electricity) usage ledger, conduct regular water balance tests, and optimize the water use structure through data analysis.

**Recycling**

- Promote the circulation of cooling water and the collection and utilization of rainwater, effectively reducing the amount of fresh water used.

**Awareness & Engagement**

- Organize water conservation knowledge contests and essay competitions, and strengthen the proactive water-saving awareness of all staff through signage and notice boards.

## Circular Economy

Anhui Heli promotes green management throughout the entire product lifecycle and contributes to circular economy. The Company strictly controls packaging materials, adheres to the principle of "non essential use", and only retains a small amount of foam and wooden protective materials during necessary transportation, reducing resource consumption and waste generation from the source.

For products already in the field, the Company extends their lifecycle through environmentally friendly and cost-effective refurbishment and upgrade solutions. This is achieved by deepening its "diesel-to-electric" conversion business and optimizing technical offerings. In 2025, the Company completed 66 diesel-to-electric conversion orders and provided guidance to its sales subsidiaries, enabling them to complete an additional 544 conversions at their maintenance facilities. These remanufacturing practices effectively promote the efficient recycling of resources and promoted the upgrading of the industrial chain towards a green, circular, and sustainable direction.

## Ecological protection

Anhui Heli attaches great importance to ecological protection. We strictly complies with local laws and regulations, rely on compliant industrial land for production and operation, and avoid direct impacts on sensitive ecological areas from the source. To prevent potential ecological risks, the Company conducts regular environmental impact assessments to assess biodiversity risks, and conducts regular soil and groundwater monitoring to effectively prevent the degradation of ecosystems such as wetlands and rivers. As of the end of the reporting period, the Company has not experienced any adverse events that damage biodiversity.





## Interpreting Mission with Responsibility and Creating a Better Future Together

Anhui Heli upholds its founding mission to "serve the nation through industry" and deeply embeds social responsibility within its corporate development strategy. The Company actively engages in philanthropic and charitable initiatives, demonstrating its commitment and accountability through a diverse range of actions. Leveraging its industrial resources and technological strengths, the Company fully supports rural revitalization, actively engages in community partnerships, and is committed to fostering synergistic development between the Company and the communities it serves, thereby contributing to a more harmonious and prosperous society.

### SDGs issues addressed in this chapter



### Major issues addressed in this chapter

- Social Contribution

## Promoting Rural Revitalization

Anhui Heli actively responds to the national call to consolidate and expand the achievements in poverty alleviation and effectively link them with rural revitalization. Adhering to the principle of "thinking practically and acting pragmatically", the Company proactively shoulders the social responsibility of state-owned enterprises in aiding underdeveloped regions. The listed company has deepened the models of "helping through sales" and "supporting through procurement". In 2025, it invested a total of 2,735,900 yuan, benefiting 2,217 people living in poverty. Through multi-dimensional initiatives such as consumption-based assistance, support for distinctive local industries, and party-building partnerships, the Company has deeply integrated the development of rural grassroots party organizations with cultural and ethical progress. This has driven the transformation of assisted areas from relying on external "blood transfusion" to achieving self-sustaining "blood-making" capabilities.

In 2025, the Group carried out procurement projects including black peanuts from Yinhua Community in Fuyang, rice from Yonghe Village in Sanhe Town, Feixi County, rapeseed oil from Saikou Town in Anqing, as well as projects aiding Xinjiang and Tibet. The total investment in consumption-based assistance amounted to 3,777,100 yuan.

### Case | Carry out the "Consumer Assistance Golden Autumn Action" to help designated assistance units increase industrial efficiency

During the golden autumn period of 2025, Anhui Heli actively implemented the annual public welfare donation plan of the "Consumer Assistance Golden Autumn Action". Led by the Group Public Welfare Office and the Mass Work Department, the Company Headquarters and related subsidiaries carried out special procurement activities. During the action period, the Company targeted its paired assistance partner, Saikou Town, Wangjiang County, Anqing City to accurately meet the demand, and purchased a total of 8,169 barrels of the characteristic agricultural product, rapeseed oil, with a total purchase amount of 898,600 yuan. This move not only provided high-quality agricultural products for employees during the National Day and Mid Autumn Festival, but also directly opened up the sales channels of local characteristic agricultural products. Through market-oriented "hematopoietic" methods, it improved the self-development ability of the industry in Saikou Town, and demonstrated the backbone of state-owned enterprises in rural revitalization through practical actions.



Consumer Assistance Jinqu Action

## Devoted to Philanthropy

Anhui Heli actively engages in public welfare undertakings, establishes a public welfare support management committee and public welfare activity office, and improves the public welfare management mechanism. We implement the *External Donation Management System*, standardize the management procedures for external donations, strengthen the transparency and effectiveness of donations, and ensure that every public welfare activity can accurately benefit the recipient, effectively promoting the maximization of public welfare value. During the reporting period, Anhui Heli employees have contributed a cumulative total of 1,416 hours of volunteer service, with 137 employees having participated in volunteer service.

### Case | Anhui Heli Carries out the Volunteer Activity of "Learn from Lei Feng, Strive to Be a Good Employee"

In 2025, the Company launched the "Learn from Lei Feng and Strive to Be a Good Employee" activity, mobilizing 50 volunteers to go deep into the joint effort home, providing services such as distributing daily necessities, offering free haircuts, conducting health consultations, and park beautification. This initiative not only benefited the local community but also demonstrated Anhui Heli's corporate social responsibility.



On site of the volunteer activity "Learning from Lei Feng and Striving to Be a Good Employee"

**Case | Anhui Heli Sponsors Young American Racing Driver**

In August 2025, Liam Loiacono, a USF Juniors driver sponsored by Heli America, visited the Company's U.S. headquarters. During his visit, Liam toured the office and warehouse facilities, gained insights into the Company's global operations, and took a group photo with the team. This visit further demonstrated Anhui Heli's proactive role in promoting Sino-U.S. cultural exchange and building grassroots friendship bridges, empowering youth development through supporting sports talent.



Liam Loiacono, USF Juniors Driver Sponsored by Anhui Heli

**Case | Anhui Heli Distributes Food to Families in Need in Atlanta**

In August 2025, at the invitation of Karla Jordan, Program Manager of the HOPE nonprofit organization in Atlanta, employees of Heli America participated in a volunteer event to distribute food to local families and women in need. This charitable initiative fully demonstrated Heli's corporate commitment to actively integrating into the local community and proactively fulfilling its social responsibilities.



Volunteer Event of Heli America

**Case | Anhui Heli Donates Water Well in Uganda**

In 2025, upholding its global responsibility, Heli Middle East, on behalf of Anhui Heli, implemented a water well donation project in Uganda. The project provided the local community with access to safe drinking water, effectively addressing livelihood issues such as water scarcity and poor water quality. By safeguarding residents' health with clean water sources, the initiative improved local production and living conditions and contributed to sustainable development. This demonstrates the philanthropic commitment and mission of a Chinese enterprise to deeply engage overseas and give back to society.



Donation Ceremony of the Water Well Project in Uganda

**Case | Anhui Heli Hosts THM Sino-German Cultural Exchange Open Day**

In 2025, Heli Europe headquarters hosted an in-depth university-industry exchange and Sino-German cultural interaction. Faculty and students from THM (Technische Hochschule Mittelhessen - University of Applied Sciences) toured the facilities to learn about Heli's development history, global, new product displays, and AGV intelligent warehouse. They also had the opportunity to experience high-end lithium-ion forklifts firsthand. This event fostered technical learning and industry understanding, built a bridge for communication between Chinese and German youth, deepened international cooperation through an open-door approach, and established a new platform for talent exchange.



Anhui Heli Sino-German Cultural Exchange Open Day

# Appendix

## Performance Chart

Environmental					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Environmental Management System	Environmental management system certification coverage ratio	%	100	100	100
	Total hours of environmental protection training	hours	170	332	434
	Environmental protection training coverage ratio	%	59.04	78.00	65.91
	Number of environmental non-compliance Incidents	cases	0	0	0
Waste <sup>39</sup>	General industrial waste	tonnes	166,614.99	157,731.84	124,822.64
	Kitchen waste generation	tonnes	275.58	315.57	449.70
	Total waste recycled	tonnes	165,437.00	156,265.13	101,972.24
	Total hazardous waste	tonnes	1,982.84	2,413.50	2,821.88
Wastewater Discharge	Total wastewater discharge	tonnes	451,821.26	388,452.50	426,588.04
	COD emissions	tonnes	29.95	32.50	30.39
	Ammonia nitrogen emissions	tonnes	5.17	4.00	2.81
	Total nitrogen emissions	tonnes	6.97	8.40	6.15
	Total phosphorus emissions	tonnes	0.42	0.59	0.47
Waste gas emissions	Total weight of air pollutants	tonnes	/	/	254.20
	Nitrogen oxide (NO <sub>x</sub> ) emissions <sup>40</sup>	tonnes	4.47	3.27	11.78
	Sulfur oxide (SO <sub>x</sub> ) emissions	tonnes	6.09	4.10	9.42
	Emissions of particulate Matter (PM)	tonnes	134.93	112.90	143.97
	Emissions of volatile Organic Compounds (VOC)	tonnes	66.96	81.70	87.58
	Heavy metals	tonnes	/	/	0.000106

<sup>39</sup> The statistical caliber of the three wastes data is the headquarters of the joint-stock company (including electric and tractor vehicles) and 14 production subsidiaries

<sup>40</sup> The statistical scope of nitrogen oxide (NO<sub>x</sub>) and sulfur oxide (SO<sub>x</sub>) emissions in 2025 includes two additional branch companies: Luian Foundry and Jianghuai Heavy Industry.

Environmental					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Water Resource Consumption	Total water consumption	tonnes	196,292	199,705	210,777
	Recycled water utilization	tonnes	110,000	150,000	126,500
	Water consumption intensity	tonnes/unit	2.53	2.70	2.47
Energy Consumption <sup>41</sup>	Total gasoline consumption <sup>42</sup>	liters	1,141,933.98	1,244,486.42	1,403,042.09
	Total diesel consumption	liters	3,964,868.12	4,519,504.71	3,262,681.00
	Total natural gas consumption	10,000 m <sup>3</sup>	547.49	637.68	847.79
Energy Consumption	Total purchased electricity <sup>43</sup>	MWh	305,063.30	384,654.90	368,040.90
	Photovoltaic self-consumed electricity	MWh	12,733.60	18,592.80	24,844.10
	Other sources	liters	1,200	2,000	/
	Comprehensive energy consumption	tonnes of standard coal	/	55,628.91	56,050.53
	Comprehensive energy consumption intensity	tonnes of standard coal/ million yuan revenue	/	3.21	2.83
Greenhouse Gas Emissions <sup>44</sup>	Total greenhouse gas emissions in Scope 1 <sup>45</sup>	tCO <sub>2</sub> e	22,324.06	26,131.36	29,994.10
	Total greenhouse gas emissions in Scope 2 <sup>46</sup>	tCO <sub>2</sub> e	168,512.08	180,647.40	169,708.11
	Scope 1 greenhouse gas emission density	tCO <sub>2</sub> e/million yuan revenue	1.28	1.51	1.51
	Scope 2 greenhouse gas emission density	tCO <sub>2</sub> e/million yuan revenue	9.65	10.43	8.56
	Total greenhouse gas emissions	tCO <sub>2</sub> e	190,836.14	206,778.76	199,702.21
	Total greenhouse gas emission density	tCO <sub>2</sub> e/million yuan revenue	10.92	11.94	10.08

<sup>41</sup> During the 2025 energy consumption data verification process, certain 2024 data have been retrospectively adjusted.

<sup>42</sup> The 2025 statistical scope for diesel and gasoline no longer includes off-vehicle transportation volumes. Such volumes were included in the 2024 scope. This portion of energy consumption is not included in the Company's Scope 1 greenhouse gas emissions calculation.

<sup>43</sup> Purchased electricity includes 48,199MWh of purchased green electricity.

<sup>44</sup> During the 2025 greenhouse gas emissions data verification process, certain 2024 data have been retrospectively adjusted.

<sup>45</sup> Scope 1 greenhouse gas emissions are derived from fuel consumption (natural gas, diesel) from stationary sources and fuel consumption (gasoline) from transport vehicles. The relevant emission factors refer to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions for Mechanical Equipment Manufacturing Enterprises (Trial)* published by the National Development and Reform Commission of the People's Republic of China.

<sup>46</sup> Scope 2 greenhouse gas emissions are derived from purchased electricity consumption. The emission factor for purchased electricity refers to the *2023 National Average Carbon Dioxide Emission Factor for Electricity* published by the Ministry of Ecology and Environment of the People's Republic of China.

Social					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Employment and Management	Number of non-standard employment positions	persons	/	/	501
	Number of newly recruited employees	persons	/	/	744
Total number of employees <sup>47</sup>	Number of regular employees	persons	8,734	10,675	11,598
	Number of interns	persons	288	275	149
	Number of outsourced workers	persons	467	516	308
Number of disabled employees		persons	54	52	58
Number of employees by gender <sup>48</sup>	Number of male employees	persons	7,315	9,023	9,771
	Number of female employees	persons	1,419	1,652	1,648
Number of employees by region	Number of employees in mainland China	persons	8,669	10,529	11,419
	Number of overseas employees	persons	65	146	179
Number of employees by ethnicity	Number of Han employees	persons	8,554	10,399	11,268
	Number of ethnic minority employees	persons	180	130	151
	Foreign employees	persons	65	146	179
Number of employees by age <sup>49</sup>	Number of employees under 30 years old	persons	2,597	3,385	3,574
	Number of employees aged 30-50	persons	4,966	5,863	6,308
	Number of employees aged 50 and above	persons	1,171	1,427	1,537
Number of employees by rank <sup>50</sup>	Number of frontline employees	persons	8,025	9,819	10,561
	Number of middle management Employees	persons	602	734	732
	Number of senior management employees	persons	107	122	126
Number of female employees in each rank structure	Number of female employees among frontline employees	persons	1,350	1,561	1,551
	Number of female employees in middle management	persons	67	86	90
	Number of female employees in senior management <sup>51</sup>	persons	2	5	7
Number of female employees in revenue generating positions		persons	111	358	454
Number of female employees in STEM positions		persons	172	181	239
Employee Turnover Data <sup>52</sup>	Total number of voluntary employee turnovers	persons	620	614	807
	Number of voluntary male employee turnovers	persons	474	500	706
	Number of voluntary female employee turnovers	persons	146	114	101

<sup>47</sup> Total number of employees: Covers only regular employees in Mainland China, excluding interns, outsourced employees, and overseas employees.

<sup>48</sup> Number of employees by gender includes only regular employees in Mainland China, excluding overseas employees.

<sup>49</sup> Number of employees by age includes only regular employees in Mainland China, excluding overseas employees.

<sup>50</sup> Number of employees by rank includes only regular employees in Mainland China, excluding overseas employees.

<sup>51</sup> The current number of female employees in the senior management level includes female executives from Anhui Heli's subsidiaries (Axle, Haoyun, Hengyang, Yufeng, Shaanxi Marketing Company).

<sup>52</sup> Based on S&P DJSI's definition of voluntary resignation, which includes voluntary resignation and retired employees.

Social					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Employee turnover data	Number of voluntary turnovers of employees in mainland China	persons	620	614	807
	Number of voluntary turnovers of overseas employees	persons	0	0	0
	Number of voluntary turnovers of employees under 30 years old	persons	258	286	447
	Number of voluntary turnovers of employees aged 30-50	persons	193	189	283
	Number of voluntary turnovers of employees aged 50 and above	persons	169	139	77
Employee training data <sup>53</sup>	Total investment in training and development	yuan	4,974,391.72	5,463,251.41	6,685,110.51
	Average investment in training per employee	yuan	/	532.48	637.47
	Total number of employee in training sessions	sessions	/	/	8,251
	Proportion of employee in training sessions	%	/	/	90.42 <sup>54</sup>
	Proportion of employees trained on diversity, discrimination, and harassment	%	/	/	100
	Proportion of employees receiving skill related training	%	/	/	100
	Number of employees participating in training	persons	8,354	10,173	10,487
	Average training hours per employees	hours	15.63	22.03	27.40
	Number of male employees participating in training	persons	6,988	8,611	8,997
	Number of female employees participating in training	persons	1,366	1,562	1,490
	Average training hours per male employees	hours	15.87	22.06	27.76
	Average training hours per female employees	hours	14.43	21.89	25.24
	Number of Han employees participating in training	persons	8,183	10,052	10,350
	Number of ethnic minority employees participating in training	persons	171	121	137
	Average training hours per han employees	hours	15.7	21.98	27.47
	Average training hours per ethnic minority and foreign employees <sup>55</sup>	hours	12.49	25.98	21.97
	Number of frontline employees participating in training	persons	7,646	9,382	9,665
	Number of middle management employees participating in training	persons	596	675	702
	Number of senior management employees participating in training	persons	112	116	120
	Average training hours per frontline employees	hours	15.96	21.78	27.16
	Average training hours per middle management employees	hours	12.51	24.85	29.88
	Average training hours per senior management employees	hours	10.02	25.65	32.59
	Number of employees under 30 years old participating in training	persons	2,601	3,472	3,291
	Number of employees aged 30-50 participating in training	persons	4,727	5,469	5,779
	Number of employees aged 50 and above participating in training	persons	1,026	1,232	1,417
	Average training hours per employees under 30 years old	hours	16.82	20.72	29.58
	Average training hours per employee aged 30-50	hours	15.78	23.84	27.30
Average training hours per employees aged 50 and above	hours	11.94	17.68	22.75	

<sup>53</sup> All figures in this report are rounded to two decimal places, which may cause minor discrepancies in the subtotals of employee training categories. The original data, retained at four decimal places, yields consistent aggregate totals.

<sup>54</sup> In 2025, the employee training data excludes personnel from Heli Yufeng.

<sup>55</sup> In 2024, the training time for ethnic minority employees and foreign employees cannot be separated. In 2025, the training time excludes foreign employees.

Social					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Employee symposium	Number of launches	sessions	/	10	8
	Number of participants	persons	/	400	290
Employees who undergo regular career development evaluations		%	/	/	100
Employee compensation	Salary ratio	%	/	/	5
	Proportion of local minimum wage analysis	%	/	/	100
	The gap between the average wage and the local minimum wage	%	/	/	4
Safety production	Number of labor disputes	piece	/	/	4 <sup>56</sup>
	Investment of safety production liability insurance	10,000 yuan	/	/	1.71
	Proportion of personnel covered by safety production liability insurance	%	/	/	2.18
	Investment of work-related injury insurance	10,000 yuan	/	/	173,239.83
	Proportion of employees covered by work-related injury insurance	%	/	/	100
Occupational health and safety performance	Total hours of health and safety training <sup>57</sup>	hours	3,596	9,535	11,150
	Total number of participants in health and safety training	person-time	63,569	68,514	59,215
	Number of work safety accidents	cases	9	10	15
	Investment in occupational health and safety	yuan	9,096,441.87	33,603,875.00	36,130,650.68
	Proportion of employee physical examinations	%	100	100	100
	Number of work-related deaths - employees	persons	0	0	0
	Number of work-related deaths - contractors	persons	0	0	0
	Employee injury frequency rate	injuries/ million worker-hours	0.65	0.54	1.47 <sup>58</sup>
	Frequency of work-related injuries to contractor employees	injuries/ million worker-hours	/	0.87	0
	Total recordable injury frequency (TFIFR)	injuries/ million worker-hours	/	0.59	1.01
	Proportion of operational sites conducting employee health and safety risk assessments	%	/	/	100
	Days lost due to work-related injury - employees	day	/	/	938
	Number of accidents of work-related accidents	piece	/	/	15

<sup>56</sup> In 2025, two employment disputes were recorded at the Company headquarter, while subsidiaries reported two additional disputes arising from non-renewal of expired contracts. All four cases were successfully resolved.

<sup>57</sup> This data is the actual number of hours of health and safety training conducted by Anhui Heli.

<sup>58</sup> Compared to 2024, work-related injuries increased to 15 cases in 2025, all classified as minor injuries that did not meet the reportable incident threshold defined in the *Regulations on Reporting and Investigation of Production Safety Accidents*. Consequently, both the employee injury frequency rate and total recordable injury frequency rate (TFIFR) rose this year.

Social					
	Indicators	Unit	2023 Data	2024 Data	2025 Data
Products and Services	Innovation investment	100 million yuan	8.92	10.86	13.25
	Proportion of innovation investment in revenue	%	/	/	6.68
	Number of R&D personnel	persons	1,375	1,340	1,679
	Proportion of R&D personnel in total employees	%	/	/	14.70
	Number of certified high-tech enterprises	/	/	/	12
	Number of state-level science & technology awards received	times	/	/	0
	Number of invention patents applied in core business operations	pieces	/	/	613
	Proportion of product quality certification	%	100	100	100
	Total number of product quality training sessions	sessions	79	148	236
	Total number of participants in product quality training	person-times	1,484	2,758	3,307
	Total duration of product quality training	hours	487,494.00	1,105,958.00	1,606,756
	Number of product recalls	cases	0	0	0
	Customer satisfaction rate	%	91.50	92.00	92.40
	Number of customer complaints	cases	/	/	0
	Number of newly applications applied in this period <sup>60</sup>	Invention patent	cases	66	131
Utility model patent		cases	293	288	345
Design patent		cases	104	30	52
Software copyright		cases	3	37	47 <sup>61</sup>
Number of newly applications acquired in this period	Invention patent	cases	/	134	81
	Utility model patent	cases	/	187	331
	Design patent	cases	/	23	37
	Software copyright	cases	/	17	32
Accumulated number of applications applied in this period	Invention patent	cases	/	1,247	1,528
	Utility model patent	cases	/	3,640	4,475
	Design patent	cases	/	1,099	1,195
	Software copyright	cases	/	99	146
Accumulated number of applications acquired in this period	Invention patent	cases	/	462	613
	Utility model patent	cases	/	2,732	2,699
	Design patent	cases	/	351	719
	Software copyright	cases	/	72	104
Public welfare and charity	Community donation amount	yuan	4,073,840	5,560,600	2,735,900
	Participation time of public welfare activities	hours	450	555	1,416
	Total number of employees participating in volunteer services	persons	/	72	137

<sup>59</sup> There were no customer complaints received in 2025.

<sup>60</sup> In 2024, incomplete intellectual property data from certain subsidiaries occurred due to the initial phase construction of our internal patent management system, resulting in reporting discrepancies. By 2025, full calibration of the patent system was completed. Concurrently, organizational restructuring incorporated new subsidiaries including Jianghuai Heavy Industry, Anxing Fork, and Haoyun, leading to significant variance in patent metrics compared to prior years.

<sup>61</sup> In 2025, the Company restructured its software copyright reporting procedures, resulting in substantial fluctuations in registration volume compared to 2024.

## Index Table of Announcement Categories for Information Disclosure of the Shanghai Stock Exchange

Dimension	NO.	Topic	Clause	Chapter
Environmental	1	Addressing climate change	Article 21 to Article 28	Leading the Transformation with Green and Protecting the Earth's Homeland
	2	Pollutant emissions	Article 30	Leading the Transformation with Green and Protecting the Earth's Homeland
	3	Waste management	Article 31	Leading the Transformation with Green and Protecting the Earth's Homeland
	4	Ecosystem and biodiversity protection	Article 32	Leading the Transformation with Green and Protecting the Earth's Homeland
	5	Environmental compliance management	Article 33	Leading the Transformation with Green and Protecting the Earth's Homeland
	6	Energy use	Article 35	Leading the Transformation with Green and Protecting the Earth's Homeland
	7	Water resource use	Article 36	Leading the Transformation with Green and Protecting the Earth's Homeland
	8	Circular economy	Article 37	Leading the Transformation with Green and Protecting the Earth's Homeland
Social	9	Rural revitalization	Article 39	Interpreting Mission with Responsibility and Creating a Better Future Together
	10	Social contribution	Article 40	Interpreting Mission with Responsibility and Creating a Better Future Together
	11	Scientific and technological innovation	Article 42	Showcasing Brand Value through Craftsmanship in Casting Quality
	12	Science and technology ethics	Article 43	Not a material ESG Topic for the Company
	13	Supply chain security	Article 45	Showcasing Brand Value through Craftsmanship in Casting Quality
	14	Fair treatment of SMEs	Article 46	Showcasing Brand Value through Craftsmanship in Casting Quality
	15	Safety and quality management of products and services	Article 47	Showcasing Brand Value through Craftsmanship in Casting Quality
	16	Data security and customer privacy protection	Article 48	Building a Solid Development Foundation with Integrity
	17	Employees	Article 50	Stimulating Enterprise Vitality through Talent Driven Innovation
Governance	18	Due diligence	Article 52	Building a Solid Development Foundation with Integrity
	19	Stakeholder communication	Article 53	Sustainable Development Management
	20	Anti-commercial bribery and anti-corruption	Article 55	Building a Solid Development Foundation with Integrity
	21	Anti-unfair competition	Article 56	Building a Solid Development Foundation with Integrity

# GRI Index

<b>instructions</b>	Anhui Heli Co., Ltd. reported the information cited in this GRI content index based on the GRI standard from January 1, 2024 to December 31, 2024
<b>GRI1 used</b>	GRI1: Fundamentals 2021

Disclosure topic/ disclosure item	Disclosure Item Title	Chapter Index	Page
<b>GRI2: General Disclosure 2021</b>			
2-1	Detailed introduction of the organization	About Heli	P6
2-2	Entities included in organizational sustainability reports	About this report	P3
2-3	Report period, report frequency, and contact person	About this report	P3
2-6	Activities, Value Chain, and Other Business Relationships	About this report	P3
2-7	staff	Employee Rights and Interests Employee Development Employee Care Health and Safety	P44-67
2-8	Workers other than employees	Health and Safety	P62
2-22	Statement on Sustainable Development Strategy	Sustainable Development Management - Strategy	P12
2-26	Mechanisms for seeking advice and raising concerns	Employee Care	P60
2-27	Compliance with laws and regulations	Corporate governance	P18
2-29	Methods of stakeholder engagement	Stakeholder communication	P8
<b>Governance</b>			
<b>GRI3: Substantive Issue 2021</b>			
3-1	The process of determining substantive issues	Major issues	P9
3-2	List of substantive issues	Major issues	P9
3-3	Management of substantive issues	Major issues	P9
<b>GRI201: Economic Performance</b>			
201-1	Directly generated and distributed economic value	Chairman's Message	P4-5
201-2	Financial impacts and other risks and opportunities brought about by climate change	Addressing Climate Change	P69-71
201-3	Mandatory defined benefit plans and other retirement plans	Employee Development	P54、 P55-59
<b>GRI205: Anti Corruption</b>			
205-2	Communication and training of anti-corruption policies and procedures	Business ethics and anti-corruption	P22-24
205-3	Confirmed corruption incidents and actions taken	Business ethics and anti-corruption	P22-24

Disclosure topic/ disclosure item	Disclosure Item Title	Chapter Index	Page
<b>Environmental Science</b>			
<b>GRI302: Energy</b>			
302-1	Energy consumption within the organization	Resource utilization	P80
302-3	energy intensity	Resource utilization	P80
302-4	Reduce energy consumption	Resource utilization	P79
302-5	Reduce energy demand for products and services	Resource utilization	P79
<b>GRI303: Water Resources</b>			
303-1	Water intake by source	Resource utilization	P81
303-3	Water circulation and reuse	Resource utilization	P81-82
<b>GRI305: Emissions</b>			
305-1	Direct (Scope 1) greenhouse gas emissions	Resource utilization	P80
305-2	Indirect energy (Scope 2) greenhouse gas emissions	Resource utilization	P80
305-4	Greenhouse gas emission intensity	Resource utilization	P80
305-5	Greenhouse gas reduction	Resource utilization	P80
<b>GRI306: Sewage and Waste</b>			
306-1	Total drainage amount classified by water quality and discharge destination	Environmental Management	P76
306-2	Total amount of waste classified by category and treatment method	Environmental Management	P78
<b>GRI308: Supplier Environmental Assessment</b>			
308-1	New suppliers screened using environmental standards	Sustainable Supply Chain	P28-30
<b>Sociology</b>			
<b>GRI401: Employment</b>			
401-1	New employees and employee turnover rate	Employee Rights and Interests	P45
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Care	P55-59
401-3	Parental leave	Employee Rights and Interests	P46
<b>GRI403: Occupational Health and Safety</b>			
403-1	Occupational Health and Safety Management System	Health and Safety	P61
403-2	Hazard identification, risk assessment, and event investigation	Health and Safety	P61-63
403-3	Occupational Health Services	Health and Safety	P61-67
403-4	Occupational health and safety affairs: worker participation, negotiation, and communication	Health and Safety	P61-67
<b>GRI404: Training and Education</b>			
404-1	Average number of training hours per employee per year	Employee Development	P51
404-2	Employee skill enhancement plan and transition assistance plan	Employee Development	P48-54

Disclosure topic/ disclosure item	Disclosure Item Title	Chapter Index	Page
<b>GRI405: Diversity and Equal Opportunities</b>			
405-1	Diversification of Governance Institutions and Employees	Employee Rights and Interests	P46
<b>GRI406: Anti Discrimination</b>			
406-1	Discrimination incidents and corrective actions taken	Employee Rights and Interests	P44
<b>GRI408: Child Labour</b>			
408-1	Operations and suppliers with significant child labor incident risks	Employee Rights and Interests	P44
<b>GRI409: Forced or Compulsory Labor</b>			
409-1	Operations and suppliers with significant risks of forced or compulsory labor events	Employee Rights and Interests	P44
<b>GRI413: Local Community</b>			
413-1	Operating points with local community participation, impact assessment, and development plans	Ecological Protection Devoted to Philanthropy	P82 P84-85
<b>GRI414: Supplier Social Assessment</b>			
414-1	New suppliers screened using social standards	Sustainable Supply Chain	P28-30

# Independent Verification Statement

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## Independent Verification Statement



Verification Statement: EIV2 115248 0011 Rev. 00

### To the management and stakeholders of Anhui Heli Co., Ltd.,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by Anhui Heli Co., Ltd. (hereinafter referred to as "Anhui Heli" or "the Company") to perform an independent third-party verification on its *Anhui Heli Co., Ltd. Environmental, Social and Governance Report 2025* (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Anhui Heli and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by Anhui Heli and provided to TÜV SÜD. The scope of verification is limited to the given data and information. Anhui Heli shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

### Scope of Verification

Time frame of this verification:

- ❖ The Report contains the data disclosed by Anhui Heli during the reporting period from 01/01/2025 to 31/12/2025 including environmental, social and governance data and information, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- ❖ The on-site verification sampling took place at below listed location:  
Anhui Heli headquarters, No. 668 Fangxing Avenue, Hefei City, Anhui Province

Scope of data and information for the verification:

- ❖ The scope of verification is limited to the data and information of Anhui Heli and all companies under its operational control covered by the Report.

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

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

### Limitations

- ❖ The verification process is conducted in the above scope. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and
- ❖ The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before 01/01/2025 are beyond the scope of this verification.
- ❖ The verification conclusions are based on the analysis of the data and information collected by TÜV SÜD and may not identify all problems and conditions, nor constitute any guarantee of the credibility or status of the subject of verification.

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# Independent Verification Statement



Verification Statement: EIV2 115248 0011 Rev. 00

## Verification Methodology

This verification process was conducted by TÜV SÜD's expert team with extensive experience in environmental, social and governance and other relevant areas and drew the conclusions thereof. The verification conforms to the following requirements:

- ❖ AA1000 Assurance Standard v3, Type 1, Moderate Assurance
- ❖ Sustainability Report Verification Operation Rule (CCB\_EIV\_GR\_002E Rev04)

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

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

## Verification Conclusions

According to the verification, we believe that the data and information presented in Anhui Heli's report are objective, factual and reliable, without systematic problems.

The verification team has drawn the following conclusions on this Report :

<b>Inclusivity</b>	Anhui Heli has identified the internal and external stakeholders, such as shareholders/investors, customers, employees, government and regulatory authorities, suppliers and partners, communities, and media etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
<b>Materiality</b>	Anhui Heli has established a prioritization process for determining material topics, identifying sustainability issues that are highly relevant to the industry and distinguishing their priority levels. The Company has disclosed the governance structure, management actions, and performance data related to its sustainability management, ensuring that the Report reflects material information.
<b>Responsiveness</b>	Anhui Heli has disclosed the management approach and performance of high material topics that stakeholders concern, such as corporate governance, compliance and risk management, product innovation and service management, human resources management, health and safety, environmental management systems, and climate change, etc., and has established a communication mechanism, to fully respond to the demands and expectations of stakeholders.
<b>Impact</b>	Anhui Heli has established a Strategy and ESG Management Committee to comprehensively lead the Company's ESG strategic planning, policy formulation, and work plan development. The Committee reviews and approves the annual ESG report, regularly evaluates the implementation of ESG initiatives, and continuously promotes the Company's sustainable development efforts to enhance its performance in environmental, social, and governance aspects.

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# Independent Verification Statement



Verification Statement: EIV2 115248 0011 Rev. 00

## Recommendations on Continuous Improvement

❖ The verification team has passed the improvement proposal to the management of Anhui Heli during the on-site verification process.

## Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

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

TÜV SÜD and Anhui Heli are two entities independent of each other and both TÜV SÜD and Anhui Heli and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Anhui Heli. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of this Independent Verification Statement.

**Signature:**

**On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.**



**AA1000**  
Licensed Report  
000-437/V3-Y4E00

Wenjun Zhu

TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier

Shanghai, China, 19/03/2026

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

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# Reader Feedback Form

Dear readers

Thank you very much for your attention and support to the sustainable development of Anhui Heli Co., Ltd. To provide you with more professional and valuable environmental, social, and governance information, and further improve the quality of sustainable development reports, we welcome you to answer the relevant questions in the feedback form.

1. Are you satisfied with the report? Please provide your feedback.

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2. Do you think our social responsibility has been fully disclosed?

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3. Has the information you wish to know been fully disclosed in the report?

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4. What improvement suggestions do you have for the report?

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.....  
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## Your information

full name: ..... Fax: .....

Work unit: ..... contact number: .....

post: ..... E-mail: .....



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