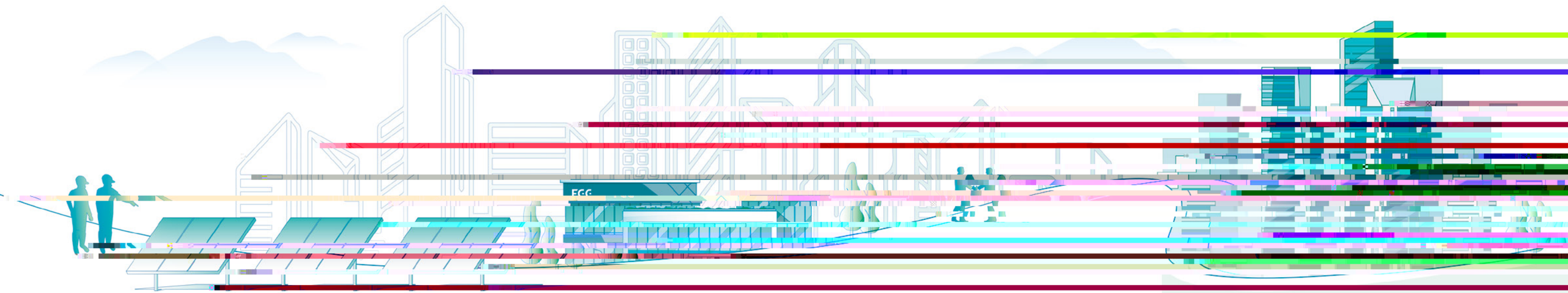
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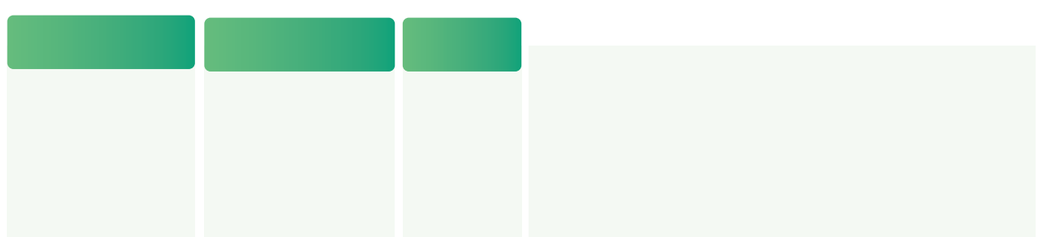
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The Company has set targets for water efficiency, energy use efficiency, greenhouse gas emission reduction and waste reduction



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Climate change has become one of the most pressing issues of the 21st century. According to the Global Risk Report 2021 published by the World Economic Forum (WEF), environmental risks remain a major concern in terms of the probability and impact of risks over the next decade: extreme weather, human environmental damage, and failure of climate actions all rank among the top 10 global risks. Global warming continues to exacerbate the frequency of extreme weather events and is forcing new policy changes, driving technological innovation and progress across industries, and influencing a shift in the green mindset of consumers and investors around the world.

In order to achieve effective management of and adapt to the risks and potential opportunities of climate change on business development and sustainable development oc1.6 13.5 (v)13.3on egeto9st egeto8sf.19(e)i0.5 (n)d.7 (o)6.2 (c1.6 37 (t i)(o)-0-4.29se)11.0.4 (v)er4ser7sse9sm s8 (s)4.6 (i)4.-11.8 (e w)-0(m)-3.74 act8 (e)s isks fairaistiosn37.7 (t i)9 (o)-12.4 (n)-0.6 (a-3.9 (n)-1)9.9 (a)-4 i

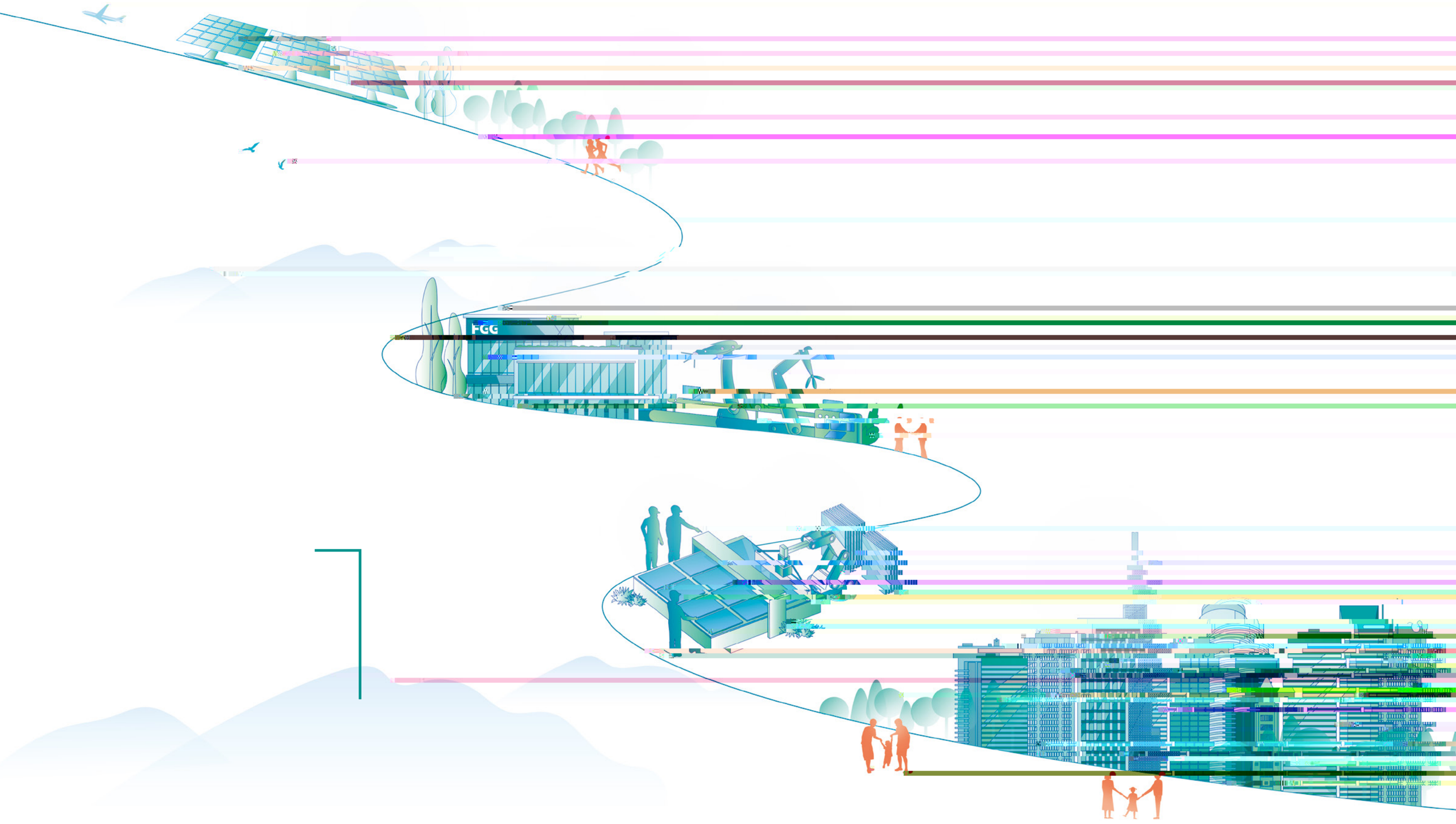
The product manufacturing process is the main source of carbon emissions for the Company. The energy consumed by the Company is mainly: natural gas, fuel oil and electricity, and energy consumption is also the main source of greenhouse gases (Scope I and Scope II). Based on the guideline of energy saving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

Case

Active measures to save energy

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

Measures Optimization but TJ9496230.1 021m2.6m2.03163.246315n/5 y 6 81147.


FGG



d upholding integrity while doing business are prerequisites
Anti-corruption is the focus of the Company's compliance
rictly complied with such laws and regulations as the Anti-
e's Republic of China and the Interim Provisions on Banning
nd improved the Fraud Prevention and Whistle-blowing
d anti-corruption and anti-fraud management work by strictly
before supervision, and regularly conducted anti-corruption
their awareness of anti-corruption.

extortion, fraud and money laundering, the Company has
s in the Employee Handbook, clearly defined the penalties
ees' bribery, and required employees to sign the "Integrity
the Company. The anti-corruption work in the procurement
pany's anti-corruption work. The Company has incorporated
ontracts signed to communicate anti-corruption principles to
clean and disciplined.

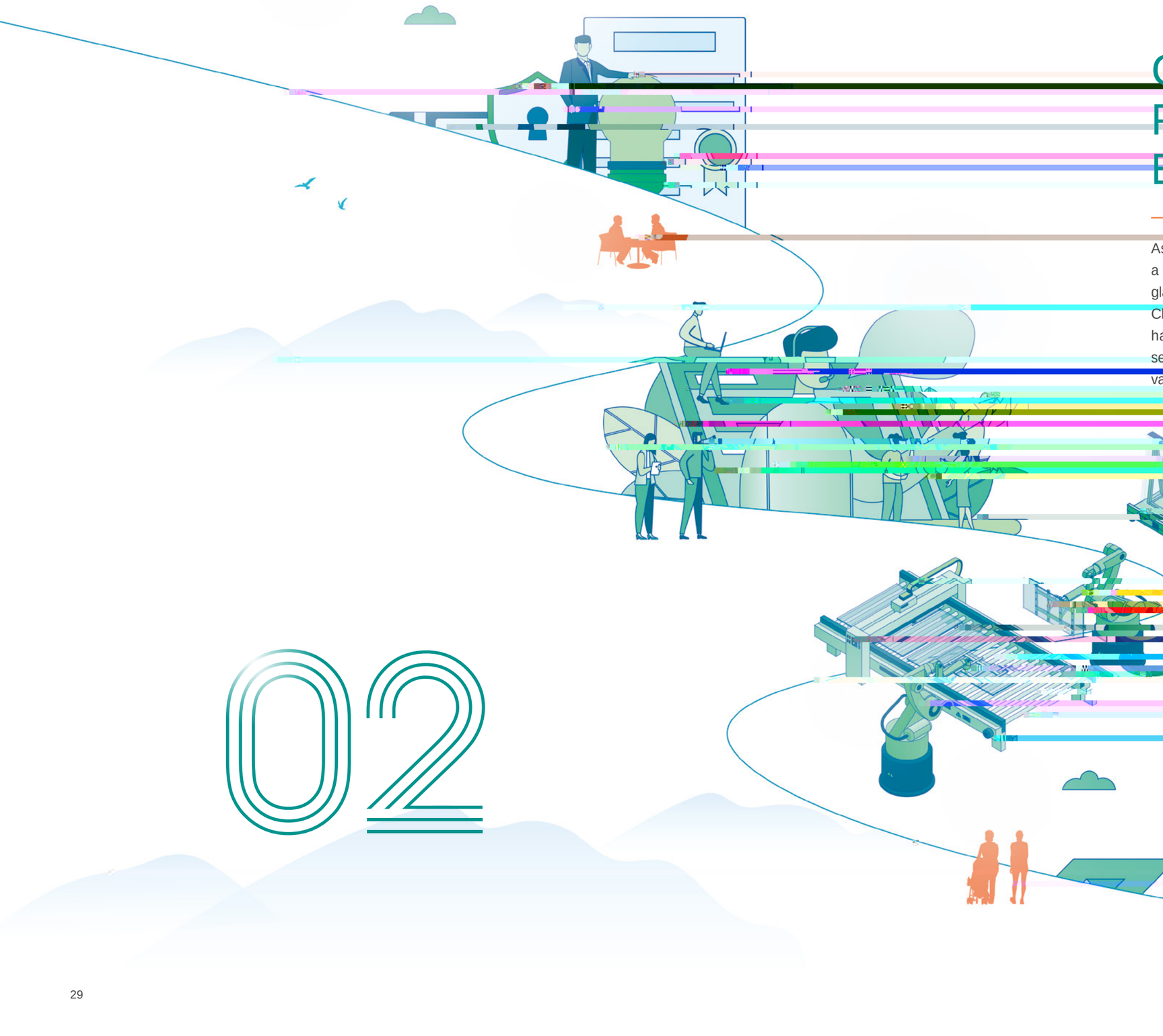
The Company provides employees with clear and smooth whistle-blowing channels such as telephone hotlines, e-mails and letters, and encourages employees to complain and blow the whistle on corruption either in a real name or anonymously. To prevent any

Anti-corruption whistle-blowing and handling process

Case

Flat Glass 2021 Compliance Training on "Corporate Anti-Corruption and Anti-Bribery"

In December 2021, the Company invited professional lecturers for the compliance training with the theme of "corporate anti-corruption and anti-bribery" both physically and virtually to publicize relevant system regulations and positive and negative cases of anti-corruption and anti-bribery of enterprises, show the Company's persistent zero tolerance stance on corruption and bribery, encourage employees to raise their sense of responsibility, and practice the idea of upholding integrity and being public-spirited. The training involved 173 employees including directors, supervisors, senior executives, as well as relevant employees of departments and offices of the headquarters and subsidiaries.



02

Customer First and Pursuit for Quality Excellence

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

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

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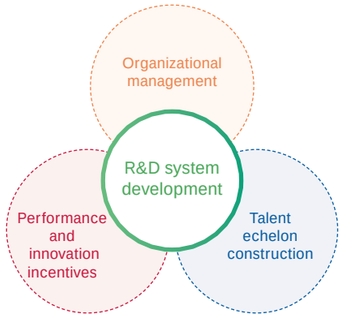
fl kp hbk	Pmb fcf b pr dbp
Establishment of a sound quality system	• All the Group's production plants have been certified by ISO9000, China Compulsory Certification (CCC), Zhejiang Made, SPF, ROHS, REACH, EN12150 and other product certifications; • Throughout the year 2021, we established or revised and issued SOPs such as Regulations of PV Division on Pallet Management, Regulations of PV Division on Excipients Feeding Management, Code of Practice on Quartz Sand Operation, Code of Practice on FLAT Warehouse Management, Code of Practice on Feeding Inspection of Float Glass (Large Version), Control Scheme for Tempered Glass, etc., and promoted the standardization and unification of production, process and inspection of production bases; • Increased the audit frequency of suppliers and implemented control over the import of raw materials from the head process.
Technology improvement	• Made improvement in the technology control of perforated double-glazed products, colorless coated products, and falling ball on back plate.
Enhanced technical supervision	• Newly purchased glass mechanical performance monitoring equipment to ensure timely, comprehensive and effective product quality feedback and improvement, and to promote steady enhancement of glass performance.
Contribution to quality awareness raised for all employees	• Carried out regular quality promotion activities at all levels by holding morning meetings, team meetings, weekly meetings, monthly meetings, etc. to improve employees' quality awareness; • Improved and optimized internal quality management system and standard documents, and carried out periodical internal supervision and inspection to correct deviations; • Summarized product quality data by product/by category, and conducted follow-up analysis in phases before development of measures for improvement; • Set up quality appraisal targets for teams/departments, with clear rewards and penalties, to tap internal potential.

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

Technology innovation

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

R&D system development in Flat Glass



Organizational management

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

Talent echelon construction

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

Performance and innovation incentives

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

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

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

Case

Development of proprietary colorless coated glass

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

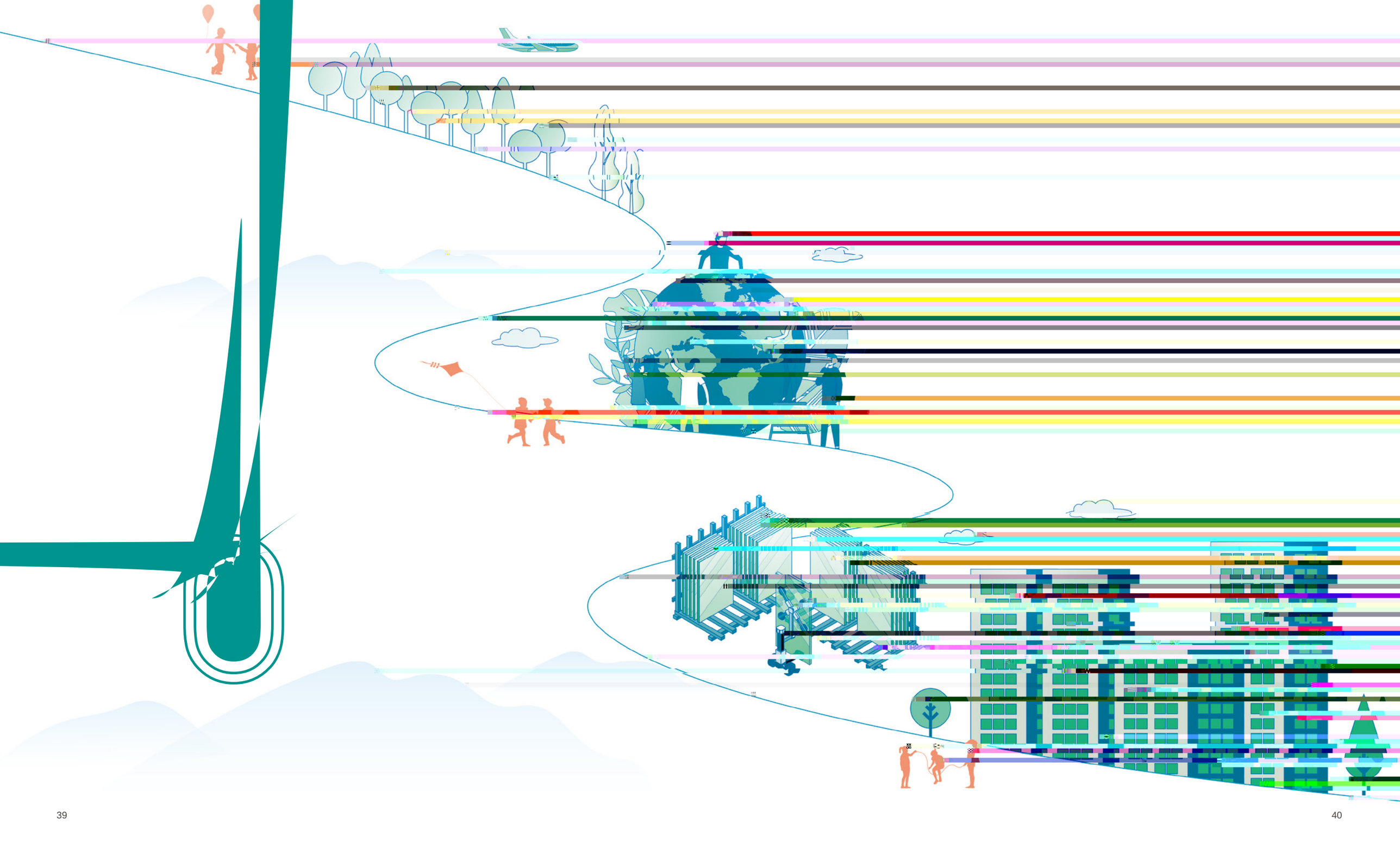
The product can be used in all-black modules to reduce the color difference between modules and enhance the aesthetic effect of the modules. Therefore, it is highly recognized by domesigese1(i)-14.8 (f0.031 Tr7.4 (n4 6h)-8.8 (6.8 (i)-1c4 (.)-06e g)-7.7 Td[d0.8 (esp5 (r)-2.1 d)J0.031 Tc 0.08

Case

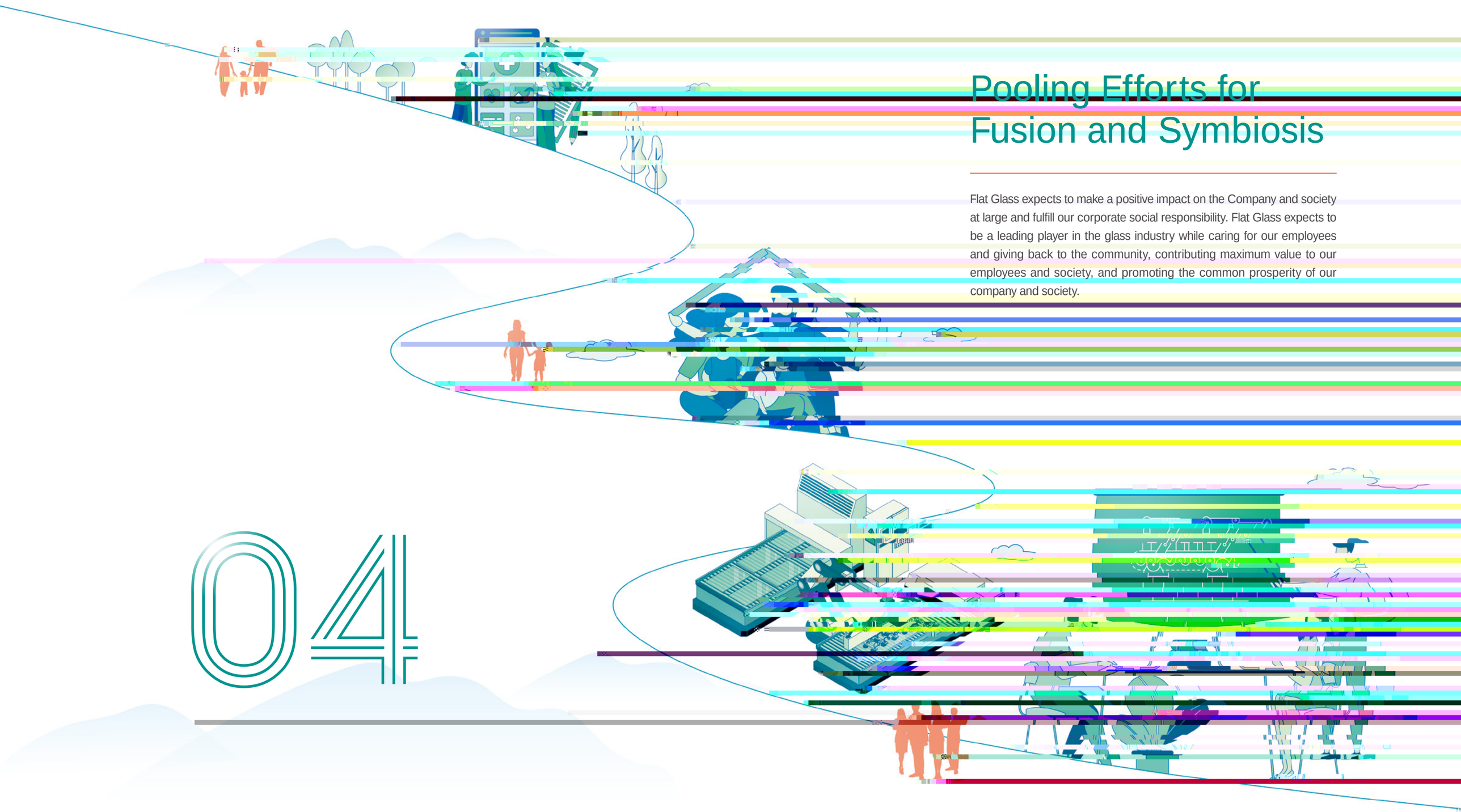
Implementation of cooperative education base project by industry-academia-research institutes collaboration

Intellectual property protection

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







04

Pooling Efforts for Fusion and Symbiosis

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

In order to bring into play the team spirit and courtesy of employees and further reflect the people-oriented mindset of the Company, the Companmy o312 T1qleople-ort8 (e)-5y F (t)6

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

Staff training

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

Newcomer training

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

Mentoring system

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

Key position training

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

Routine training

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

Employee health and safety has always been the top priority in the Company's business management. By following the “6S” management policy of Seiri, Seiton, Seiso, Seiketsu, Shitsuke and Security, focusing on the standardization of production safety and job safety attainment, and taking great efforts for accident and hidden danger investigation and management, the Company has ensured the health and safety of all employees, and secured them a safe and comfortable workplace where they are free from occupational hazards.

The Company regards employee safety as one of its priorities, strictly abides by the Law of the People's Republic of China on Work Safety, Regulations on Work Safety Permits, Regulation on the Safety Management of Hazardous Chemicals and other national laws and regulations related to safe production, and strengthens the safety management of the Company by continuously strengthening the top-level design of safety management and optimizing and improving the safety management system of the Group.

The Company has formulated a production safety responsibility system, set up a production safety committee at the Group level, identified General Manager as principal of the Company's production safety, and created a production safety responsibility group in each business division as a management body to effectively implement all production safety work.

Case

To actively respond to the call of the Party Central Committee to push "Those Who Become Prosperous First to Help Those Who Lag Behind", and care about support the public welfare of the youth, the Company voluntarily donated RMB 1 million to a common prosperity fund dedi

Case

Employment and Labour Practices Performance

Provisions and Disclosures		Reporting Chapter
8.1		Responsibility Theme: Responding to climate change Expanding Global Reach through Sound Operation Customer First and Pursuit for Quality Excellence Building an Eco-friendly Enterprise through Green Operation Pooling Efforts for Fusion and Symbiosis
8.2		Expanding Global Reach through Sound Operation
8.3		Social Responsibility Management
8.4		Key Quantitative Performance Table
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