

FIBERGLASS
MAKES LIFE BETTER

 中国巨石股份有限公司
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2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

三十而立
未来而越

AT THIRTY STANDING FIRM,
WE SHALL CONTINUE TO SURMOUNT.



CHINA JUSHI CO., LTD

2022

CHINA JUSHI
Environmental, Social and
Governance (ESG) Report

Report Declaration

This report is a true reflection of China Jushi Co., Ltd.'s fulfillment of its social responsibilities.

Report Time

From January 1, 2022 to December 31, 2022; due to the continuity of business or project progress, part of the content involves the situation in the first quarter of 2023, and the specific situation has been indicated in the report.

Release Cycle

Periodic report

Organizational Scope

The wholly-owned and holding (including absolute holding and relative holding) member enterprises of China Jushi Co., Ltd. For ease of expression, "China Jushi", "Company" and "We" are used in the presentation of the report.

Data Statement

The information and data used in this report come from China Jushi headquarters and various member companies. Externally referenced data are noted in the report. Unless otherwise stated in the report, all amounts are expressed in RMB.

Which Time Is This Report Published? How To Get It?

This report is the sixth paper version of the social responsibility report released by China Jushi. Please scan the QR code to download the annual electronic reports, or visit the "Social Responsibility Column" on the company's website (www.jushi.com) to download and learn more about responsibility performance.



How Were The Data Disclosed In The Report Guaranteed?

The financial data of China Jushi involved in the report comes from the 2021 annual financial report of China Jushi, and has been independently audited by the Bakertilly. The external data of China Jushi cited in the report comes from third-party publicly disclosed data, and the specific data sources are indicated in the report. The non-financial data of China Jushi involved in the report shall be filled in by the functional departments and offices of China Jushi headquarters and member enterprises according to the actual situation.

How Was The Report Prepared?

This report is prepared in accordance with the Guidelines for Compilation of Social Responsibility Report GB/T36001-2015. The specific preparation process is as follows:

The process of China Jushi Environmental, Social and Governance (ESG) Report Preparation

1.The Beginning of Project

We determined working plans, held meetings and issue documents

2. Core Topic Identification and Reporting Boundary Confirmation

Analysis of stakeholder concerns, identification of the company's annual major core issues, analysis of domestic and foreign CSR standards and guidelines, research on new standards and new trends

3.List of Documents to Be Issued

We Confirmed of the indicator system and formulation of the annual list of star cases

4. Collecting Report Materials

We got material feedback from member companies, functional departments, desk analysis of stock data, and collection of media report materials

5.Writing Reports

We formulated the report framework, determined the report theme, and formed the first draft of the report

6. Consultation

We solicited opinions from CSR leading group, functional departments at headquarters, member companies, stakeholders, and CSR experts

7. Completing the Report

Text revision, data verification, standard self-examination

8.Report Design

Readability, innovation, continuity

9. Report Release

We used multi-carrier, multi-channel delivery to stakeholders

10. Summary and Improvement

Analyze deficiencies and formulate improvement plans

What Are The Standards And Benchmarking Evaluations On Which The Report Is Based?

This report is compiled in accordance with the Global Reporting Initiative's Sustainability Reporting Guidelines (G4), United Nations Sustainable Development Goals (SDGs), and Research Report on ESG Evaluation System of Chinese Listed Companies

How To Give Feedback And Contact Us?

You can log in to the company's website or scan the QR code on the right, and fill in the feedback through the webpage and WeChat; you can also contact us directly according to the contact information on the back cover.



中国巨石二维码



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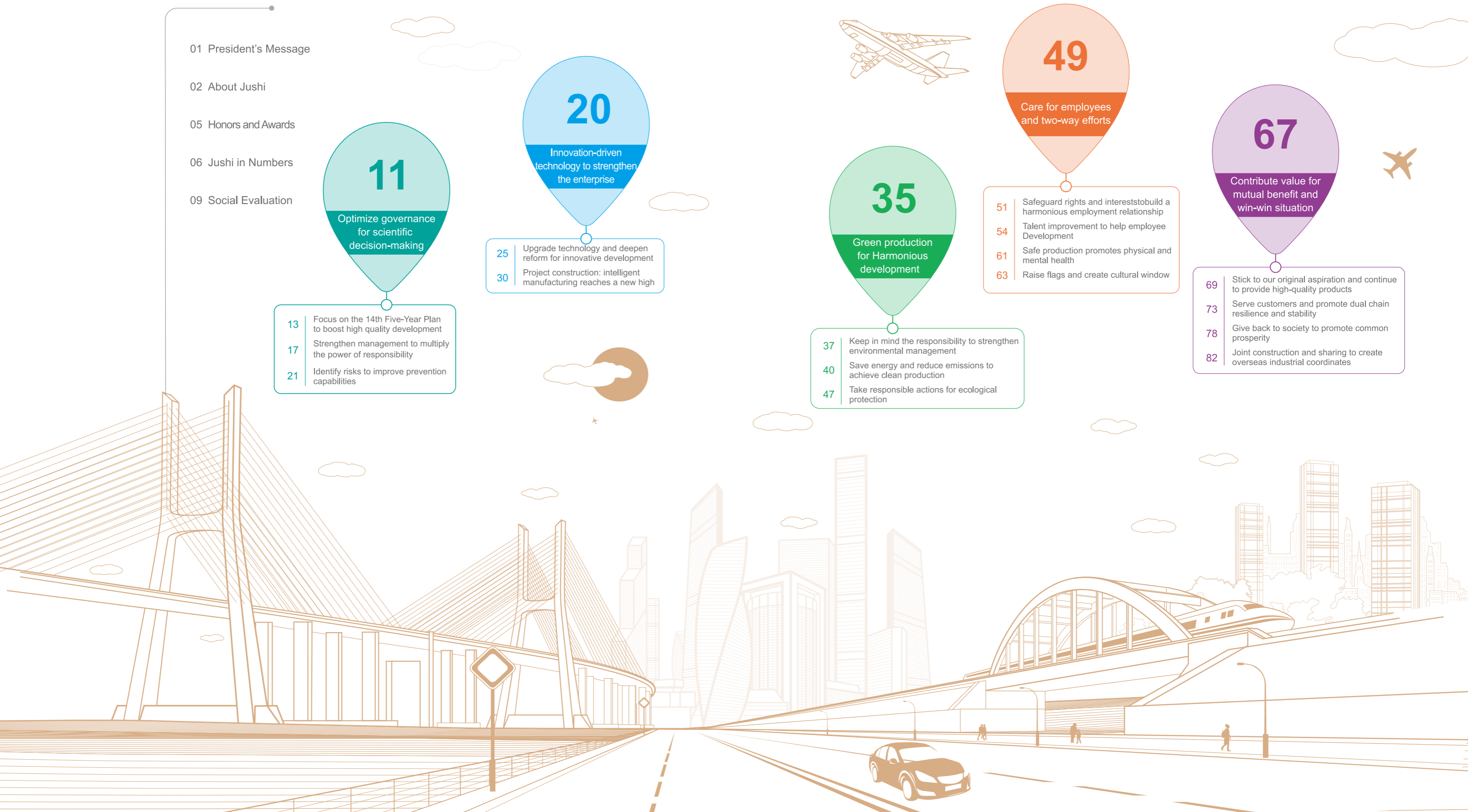
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President's Message

Fulfilling social responsibility is the internal driving force for an enterprise to implement new development concepts, build new development patterns, and continuously promote sustainable development, and is also an important embodiment of the value of its existence. "Responsibility" is one of Jushi's core values, which has been injected into the genes of enterprise development, deeply engraved in the hearts of all Jushi people, echoes the mission of "Make Innovative Materials to Contribute to High-Quality Development.", and leads Jushi to take the road of responsibility.

The past 2022 has been a challenging year. In the face of the complex and volatile international political and economic situation, we overcame difficulties, bucked the trend, and once again achieved the best results in our history.

Our main economic indicators have best the best in history, with operating revenue and total profit hitting new highs, once again writing a wonderful chapter of high-quality development.

We have successfully completed the construction of China Jushi Intelligent Manufacturing Base, and have achieved the goal of being the world's first in thermosetting rovings, thermoplastic rovings and electronic fabrics, fully representing the new level of today's glass fiber industry.

We have further optimized the high modulus glass formulation technology and won the China Patent Gold Award. E8 glass fiber has continuously helped to break the length record of offshore wind turbine blades, and E9 glass fiber has continuously lifted the upper limit of modulus, demonstrating the hard core strength of technological innovation.

We accurately grasp market opportunities, flexibly adjust the product structure, expand the increment, revitalize the stock, further improve the recognition of chopped strands, further release the advantages of electronic yarn and electronic fabrics, and continuously increase the proportion of high-end products, giving ourselves and customers double confidence.

We have promoted the resilience and stability of the industrial chain supply chain. The International Annual Conference On Glass Fiber has strengthened the confidence of "we are together", interpreted the friendship of watching and helping each other and overcoming difficulties together, and highlighted the leading role of Jushi in the new era.

We adhere to the leadership of party building, have achieved remarkable results in the reform of mixed ownership, have rich and colorful corporate culture, and have a happy life for our employees, making a significant contribution to common prosperity.

We deeply understand that only with the nourishment of society can Jushi grow. "Every achievement in 2022 has incorporated the concept of social responsibility. We have always regarded paying attention to and promoting social development as a value pursuit, accumulating small streams into rivers and seas, accumulating small steps into thousands of miles, and running forward all the way.

This year marks the 30th anniversary of the founding of Jushi. Thirty years ago, with passion, we lit the fire of March 18th. Over the past 30 years, Jushi has grown from scratch, from small to large, and from large to strong. Through "four entrepreneurial stages", it has transformed from a follower, to a parallel player to a leader and has continuously set a new benchmark for the development of the glass fiber industry.

Looking back on the past, every decision and action we made was inseparable from the word "responsibility". In 1999, we launched a mixed ownership reform, which combined the strength of central enterprises and the vitality of private enterprises so as to enhance competitiveness and continue to create value and wealth for society and shareholders; In 2008, the "Four Nots Principles" were proposed to implement green production throughout the product lifecycle, providing Jushi's solution for environment protection; In 2012, we went out and deployed production locations in Egypt and the United States, promoted high-quality "the Belt and Road" construction, and promoted domestic and international double circulation; In 2017, we took the step of intelligent manufacturing, built "Future Factories", set a high-level benchmark for the industry, and led the high-quality development of the industry.

Over the past 30 years, we have been pursuing innovation in science and technology, leading the industry in the production of E series glass fibers, complete set of direct-melt technology, sizing formulation, bushing fabrication, and mineral powder technology; We focus on service, fulfill product responsibilities, optimize product structure and quality, and provide optimal solutions for our customers; We actively work hand in hand with suppliers to seek common development and build a community of upstream and downstream industrial chains; We allow the development achievements to be shared by all staff, cultivate and carry forward the Jushi culture, and continue to cultivate the "Four Haves" Jushi people; We dedicate our love and work with society from poverty alleviation to rural revitalization, helping to achieve common prosperity. We always strive to advance together with our employees, partners, the industry and the public.

At our 30th anniversary, we use this ESG report to record our responsibility fulfillment practices, demonstrate development performance, share development results, and strengthen our confidence in development. Through this report, we hope to convey the concept of "building a win-win future through cooperation", work hand in hand with various stakeholders, share responsibilities, continuously deepen strategic mutual trust, strengthen business cooperation, start a new journey full of glory and dreams, and make unremitting efforts to build a more resilient, sustainable, and high-quality industrial community.

We firmly believe that every progress, every growth, and every harvest are achieved through joint efforts with shareholders, society, partners, and employees. Because of you, Jushi will be more amazing! At its thirties, Jushi will become more mature and stable, taking sustainable development as the driving force and direction of the new journey, creating the talent of a great country, bravely assuming social responsibilities, interpreting the responsibilities of large enterprises, and working hard and courageously for high-quality development.



Secretary of the Party Committee and President of
China Jushi Chairman and CEO of Jushi Group:



About Jushi

China Jushi Co., Ltd (hereinafter referred to as "China Jushi") is a global leader in the fiberglass industry mainly engaged in the production and sales of glass fiber and glass fiber-related products, and has taken the leading position in terms of scale, technology, cost, market, quality, and profit for a long time.

Stock code
600176

China Jushi was jointly initiated and established by four shareholders on August 31, 1998, including China National Building Material Group Co., Ltd. (hereinafter referred to as "CNBM") and Zhenshi Holding Group Co., Ltd. (hereinafter referred to as "Zhenshi Group"). In 1999, China Jushi was listed on the Shanghai Stock Exchange; stock abbreviation: China Jushi; stock code: 600176.

Currently Over
14,000
Employees

China Jushi is headquartered in Tongxiang, Zhejiang. After years of efforts, Jushi now has more than 14,000 employees and six production bases in Tongxiang of Zhejiang, Jiujiang of Jiangxi, Chengdu of Sichuan, Huai'an of Jiangsu (under construction), Suez of Egypt, and South Carolina of the USA, and has set up overseas holding subsidiaries in more than ten countries and regions, including Japan, the Republic of Korea, Italy, and France, with its production and sales network spreading all over the world. It has built over 20 large fiberglass production lines, with an annual fiberglass production capacity of over 2.6 million tons. At present, Jushi can supply a wide range of glass fiber products, with more than 20 main categories and over 3,000 specifications and varieties, mainly including E-glass roving, chopped strands, chopped strand mat, woven roving, electronic fiberglass fabric, and other glass fiber products that have been exported to more than 100 countries and regions around the world.

Over 20 Large Fiberglass
Production Lines

China Jushi has been committed to achieving the mission of "Make Innovative Materials to Contribute to High-Quality Development" and has set up the vision of "Maintain the Leadership Position in the World Fiberglass Industry.". By adhering to the core values of "Integrity, Innovation, Responsibility, Learning, and Passion", the Company is striving to grow into an international enterprise group with the largest scale, leading technology, excellent team, refined management, strong execution, outstanding performance and high-quality growth.

Annual Capacity of
2.6 Million Ton
Fiberglass

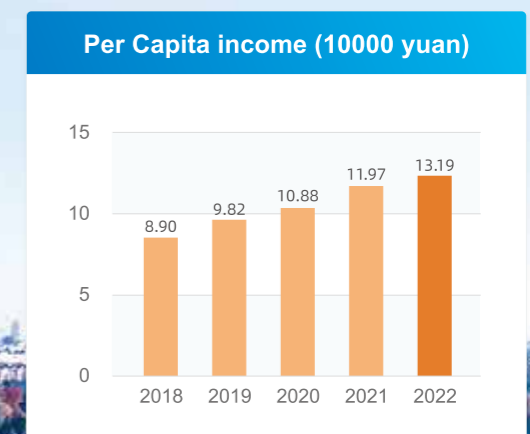
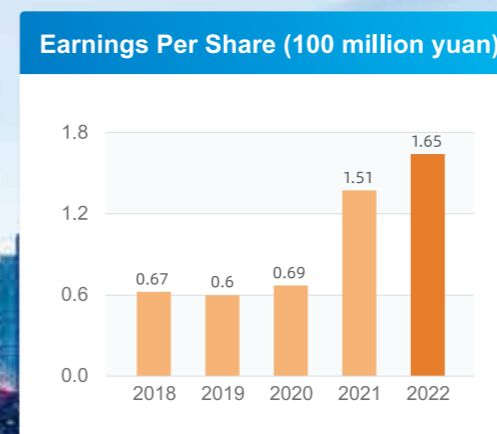
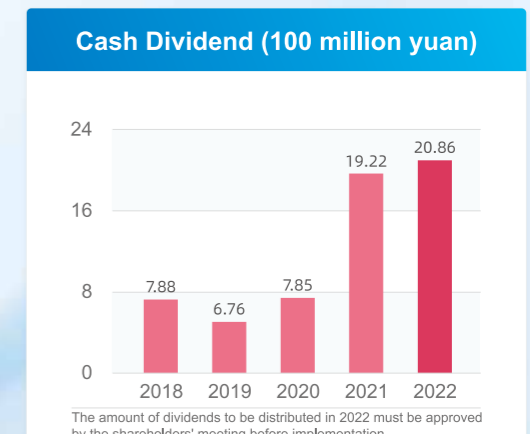
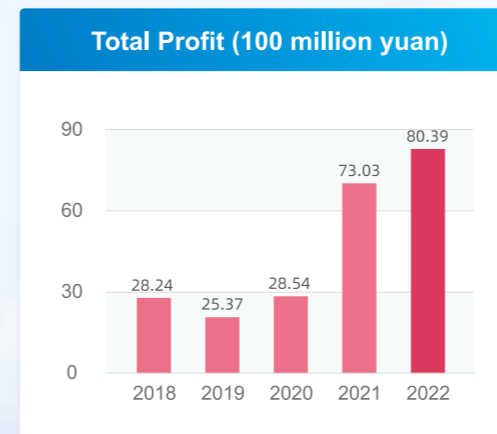
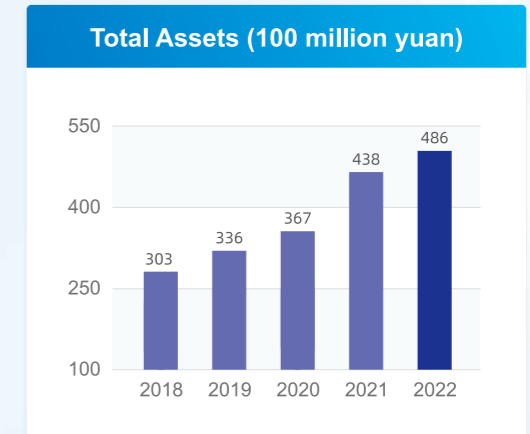
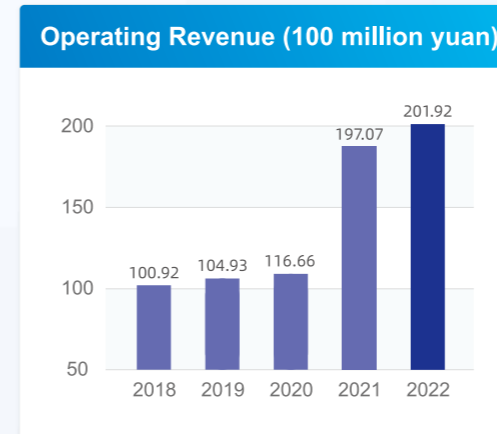
Over 20 Categories of
Fiberglass Products
Over 3000
Specifications and Varieties



Honors and Awards

- ◎ China Patent Gold Award
- ◎ National Intelligent Manufacturing Demonstration Factory
- ◎ National Demonstration Enterprise of Green Design of Industrial Products
- ◎ Customs AEO International Mutual Recognition Observation Enterprise
- ◎ Top 500 Listed Companies in China by Market Value
- ◎ Top 500 Chinese New Economy Enterprises
- ◎ The 13th "Tianma Award" for Investor Relations of Listed Companies in China
- ◎ The 4th New Fortune Best Listed Company
- ◎ Top Ten Leading Enterprises in Scientific and Technological Breakthroughs in the National Building Materials Industry
- ◎ Typical Case of Intelligent Manufacturing Digital Transformation in the National Building Materials Industry
- ◎ Typical Case of Industrial Internet Convergence and Innovation Application
- ◎ Digital Manufacturing Comprehensive Strength Excellence Award
- ◎ National Demonstration Enterprise for Establishing Harmonious Labor Relations (Jiujiang Company)
- ◎ Central Enterprise ESG · Pioneer 50 Index
- ◎ ESG Excellent Practice Case of Listed Companies
- ◎ Top 100 Enterprise in Zhejiang Province
- ◎ Top 100 Creative Enterprise in Zhejiang Province
- ◎ Zhejiang Provincial Science and Technology Progress Award
- ◎ Made in Zhejiang Province
- ◎ "Zero Waste Factory" in Zhejiang Province
- ◎ First batch of Pilot Enterprises in Zhejiang Province with "New Eight Level" Vocational Skill Level System
- ◎ Jiangxi Provincial Management Innovation Demonstration Enterprise (Jiujiang Company)
- ◎ Jiangxi Province "Excellent and Strong Enterprise Special Award" (Jiujiang Company)
- ◎ "Green Factory" in Sichuan Province (Chengdu Company)
- ◎ Sichuan Province Best Brand Value Integrity Demonstration Enterprise (Chengdu Company)

Jushi in Numbers



Intelligent manufacturing for long-term development to firmly consolidate our development advantages

After five years of construction the headquarters intelligent manufacturing base was successfully inaugurated, the Chengdu intelligent manufacturing base was fully completed, the first phase of the Jiujiang intelligent manufacturing base project was fully installed and commissioned, and the new production line of Jushi Egypt was started up, presenting a tribute to the extraordinary decade.

We have further deepened digital empowerment, continued to build "future factories" of glass fiber with all elements and full value chain at a high level, and continued to release the advantages of digital intelligence manufacturing. We have given full play to the leading role of the champion "chain master factory", unswervingly moved forward with the pace of replacement of humans by machines, continued to promote the construction of digital factories, and made contributions to the joint construction of high-quality industrial clusters.

Achievements in scientific and technological innovation significantly and continuously enhance development potential

New progress has been made in research, development and innovation, and innovation work meetings have been held to release outstanding topics; Innovation institutions have been restructured and the innovation organization system has been strengthened and complete; The formulation technology of high modulus and high strength glass has been further optimized, and new product development achievements have been fruitful; The self-made rate of sizing has reached a new high, and the types of self-made accessories and packaging materials have been continuously expanded.

Technological innovation has been going on in full swing, and production processes have been validated to promote quality and improve efficiency. Comprehensive promotion of energy-saving systems has contributed to energy conservation and consumption reduction. Various innovative projects such as technological innovation, quality tackling, process optimization, and process transformation have been constantly carried out to inject strong impetus into production and operation management.

Production and marketing collaborate to jointly optimize the development structure

We have adjusted the product structure in a rapid and effective manner, strengthened the connection between production and sales, and let sales structure dictate product structure adjustment. We have increased the proportion of highly sophisticated and difficult products and high value-added products to enhance industry competitiveness. We have optimized the product structure and production layout based on the five major production bases and customer needs. We have continuously improved the coordination mechanism of "production, sales, inventory, and reserve", and timely adjusted the proportion of production, sales, and reserve.

We have gone all out in market development, focused on core customers such as strategic, important and multinational customers, and sought ways to expand the market, increase sales, optimize the product structure, improve efficiency and stabilize sales fundamentals. We have vigorously explored high-end customers and high-priced markets, promoted cooperative research, penetrated the frontline of the market, closely followed customer needs, maintained existing customers and developed new customers.

Promote precise control system and comprehensively consolidate the foundation of development

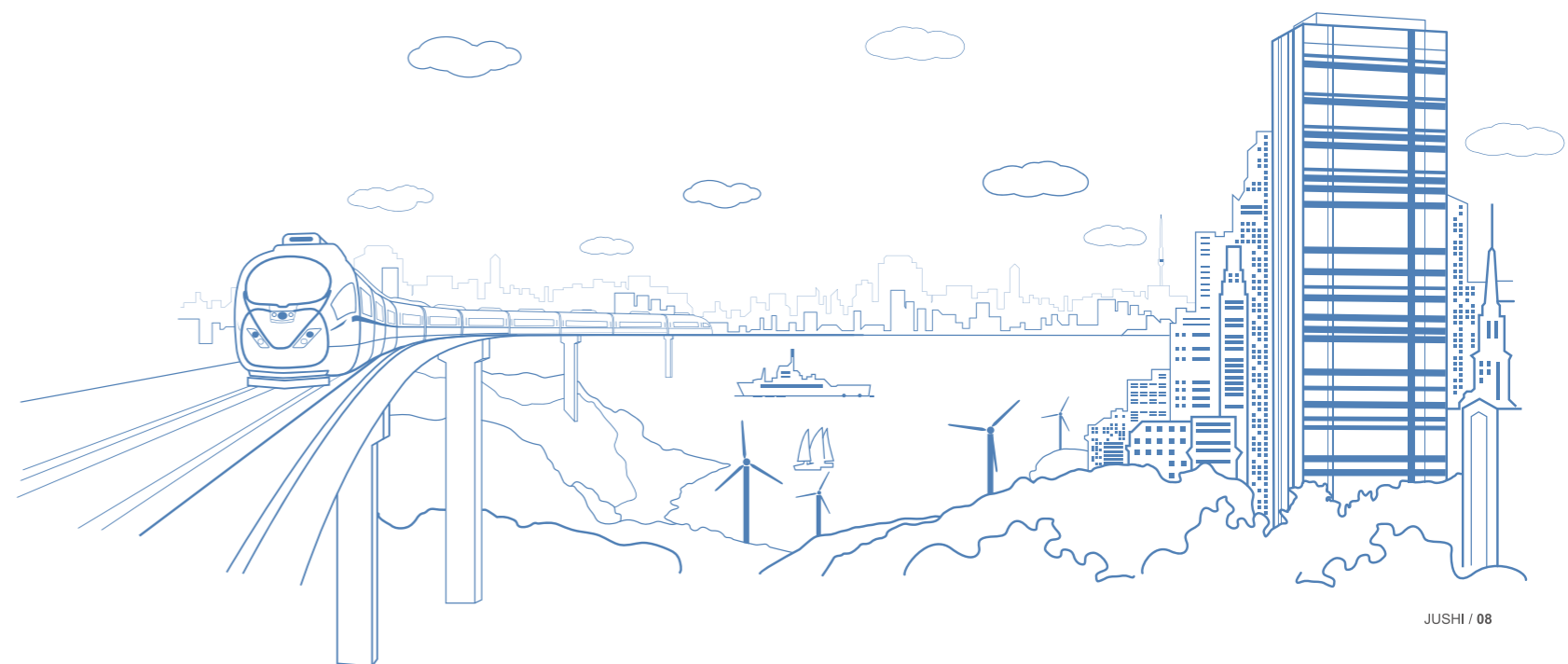
We have improved the level through precise control, focused on key points from the five aspects of human, machine, material, method, and environment, complemented weaknesses, overcome difficulties, and continuously improved. We have practiced benchmarking in all directions to narrow the gap and make common progress by catching up and competing with each other. We have adhered to the "Three Grasps" working method and product manager system to optimize product quality. We have effectively implemented the three-year reform action of state-owned enterprises, fully reflecting the advantages of mixed ownership and differentiated management and control.

We have made new achievements in cost reduction. The production and auxiliary units have supported each other and advanced hand in hand. Both energy consumption and environmental governance costs have decreased. We have expanded revenue channels and worked together to contribute to the growth of the company's economic benefits. We have improved risk prevention and control, identified risks, strengthened control, and continuously improved safety management level. We have advocated green environmental protection, implemented clean production, and guided the low-carbon development of the industry. We have established an internal self inspection and self correction mechanism to ensure the company's compliant operation and stable development.

Party building leads cohesion and maintains endogenous development vitality

Party and mass joint construction have been improved. We have publicized and implemented the spirit of the 20th National Congress of the CPC and deeply implemented the innovative practice of red culture. We have done a good job in inspection and rectification, internal self inspection, and compacted the responsibility of managing the party. We have constantly improved the "Three Building" working method for party building, and played a pioneering and exemplary role.

We have continuously strengthened the talent team, deeply implemented the talent promotion strategy, optimized and improved the Jushi talent cultivation system. We have deepened the mode of cadre selection and employment, and strengthened the cultivation of skilled personnel. We have become the first to try to achieve common prosperity, and strived to create the "Four Haves" Jushi people. Cultural construction is harmonious and prosperous, internal and external publicity is closely linked to the central work, and accurate efforts are made to tell the Jushi story. Cultural construction has prominent themes, rich content, and distinct characteristics. We have actively fulfilled social responsibilities and improved ESG work.



Social Evaluation

CCTV 10+Exhibition of a materal of national importance

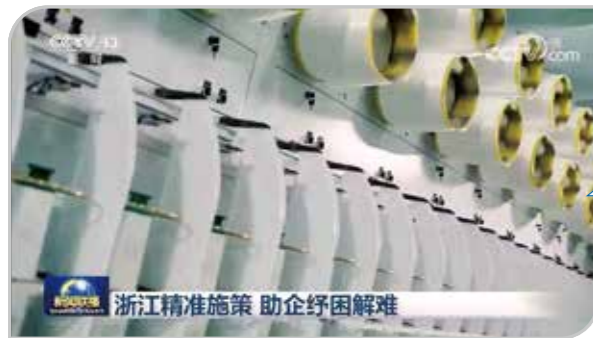
May 18th

On the CCTV News



May 30th

On the CCTV News



June 5th

Appearing in the column "China Economic Lecture Hall" on CCTV Finance Channel.



July 21st

On the CCTV News



July 26th

"Future Factory" appearing on CCTV News.



July 29th

Appearing on CCTV's "Morning News".



August 31st

On the CCTV News



September 25th

Appearing in the column "Looking at Famous Enterprises in the Extraordinary Decade" of CCTV Finance's Economic Information Network.



November 11th

Jushi Egypt appeared in the "Dialogue" column of CCTV Finance and Economics to showcase the company's extraordinary decade of overseas industrial coordinates.



October 16th

Comrade Zhao Xiaomei, representative of the 20th National Congress of CPC and senior craftsman of vertical kiln of Jushi Group Jiujiang Calcium Industry Co., Ltd., appeared on the CCTV News.

December 16th

Appearing on CCTV China International Television which showed that Jushi Egypt has fulfilled their international social responsibilities of cultural integration, mutual learning of civilizations, and win-win cooperation.





Optimize governance for scientific decision-making

We are committed to improving the modern enterprise system with company characteristics, promoting entrepreneurship, and accelerating the construction of a world-class enterprise; strengthening the party building work in mixed ownership enterprises, improving the organic integration mechanism between the establishment and operation of party organizations and the company's management structure, and building a system that is complete, scientific and standardized, efficient in operation, clear in responsibilities, encouraging innovation, harmonious in relationships, and strong in supervision; continuously implementing compliance management, strengthening the construction of the company's risk prevention capacity, strengthening communication with stakeholders, continuously improving the company's governance capacity and level, and establishing a best practice benchmark.

01

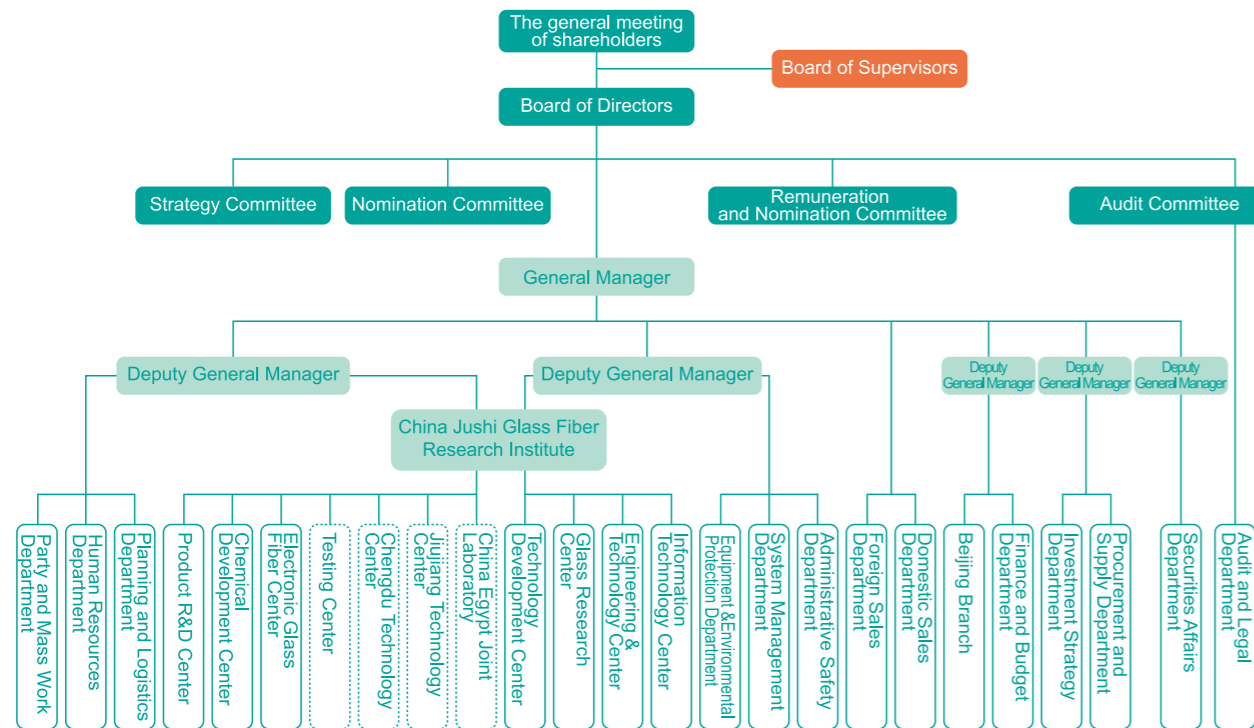
Focus on the "14th Five Year Plan" to boost high quality development

The strategy of "One core, Two chains, Three highs, and Four Guidelines" is to continue to make our core business of fiberglass big, strong and better; build a complete, reliable and strong supply chain and a solid, deeply integrated, and extensive industrial chain so as to create a sound ecosystem for the fiberglass industry, take "innovation leads high-quality development, high-speed growth of production and operation, and high-quality increase of enterprise value" as the goal, and build new development pattern of "digitalization and intelligentization of manufacturing, refined management, globalization of manufacturing and marketing, and harmonious development".

2022 is the second year of implementing the "14th Five Year Plan" strategic plan. We adhered to the overall principle of "focusing on domestic development supplemented by overseas development, focusing headquarters development supplemented by other development", and achieved two consecutive positive results during the "14th Five Year Plan". We completed and achieved the ambitious goal of "ranking first in the world for thermosetting roving, thermoplastic roving, and electronic fabrics", demonstrating a good momentum from "simultaneous development of two key products" to the formation of "three key products".

Improve the structure and strengthen the top-level design

We have defined the power and responsibility boundaries of governance entities, strictly complied with the relevant provisions of the Company Law, the Securities Law, and other laws and regulations, as well as the Articles of Association, and established a governance structure composed of shareholders' meetings, board of directors, special committees, board of supervisors, and senior management personnel. We have promote the work of the shareholders' meeting, the board of directors, and the board of supervisors in an orderly manner, clarified the relationship between rights and responsibilities, established and improved the governance structure for coordinated operation, steadily improved the company's governance capacity, and effectively ensured the healthy operation of the company.



Exercise authority and make scientific decisions

Board of Directors

The company's general meeting of shareholders is a permanent executive body that is responsible for the general meeting of shareholders and has a high degree of independence. In 2022, the new board of directors of the company successfully completed the transition. The seventh board of directors was composed of 9 directors, including 4 full-time directors nominated by the controlling shareholder China Building Materials Co., Ltd. and 2 directors nominated by the shareholder Zhenshi Holding Group Co., Ltd.; 3 independent directors, accounting for 1/3 of all directors; One female director, accounting for 11.11% of all directors. The chairman and the general manager serve separately.



4 directors nominated by China Building Materials Corporation

2 directors nominated by Zhenshi Holding Group Co., Ltd

3 independent directors, accounting for 1/3 of all directors

1 female director accounting for 11.11% of all directors

Board of Supervisors

A permanent supervisory and executive body that supervises the company's business activities and the duties and behaviors of the board of directors and managers in accordance with laws and regulations and the company's articles of association. The 7th Board of Supervisors consists of three supervisors, one chairman, and one employee representative supervisor.

1 Chairman

1 employee representative supervisor

Board of Directors	Strategy Committee	Nomination Committee	Remuneration and Evaluation Committee	Audit Committee
The members are composed of seven directors, including at least one independent director, and one chairman.	It is composed of 5 directors, of which more than half are independent directors and serve as the chairman.	It is composed of four directors, of which more than half are independent directors and serve as the chairman.	It is composed of three directors, of which more than half are independent directors and serve as the convener, including one accounting professional.	

Outstanding achievements in the three-year reform

We have implemented the three-year action of state-owned enterprise reform, established a reform leading group and working group, implemented the deepening reform plan and work account, formed a mechanism, and implemented it at all levels. The "prescribed work" and "optional work" of the three-year action were 100% completed.

Party building leading the way and setting up the banner

- ◎ List of pre research items of the Party Committee
- ◎ Three Important and One Major" Decision List
- ◎ List of Rights and Responsibilities of Three Committees

We have unwaveringly strengthened party building, continuously strengthened the leadership role of party organizations, successfully incorporated the requirements for party building work in independent corporate enterprises with party committees and party branches established at all levels into the charter, and clarified the rules and procedures for party committees (party groups) to perform their duties and exercise their powers.

We have continued to promote the integration of party leadership into corporate governance, develop and implement a list of pre research issues, a "three important and one major" decision-making list, and a list of the powers and responsibilities of the three committees, fully ensuring the leadership role of the company's party committee in guiding the direction, managing the overall situation, and ensuring implementation.



Standardize operation and implement authority

11 boards of directors implement the principle of "building wherever possible"

In 11 of the 27 enterprises at the entire level, the board of directors implements the principle of "building wherever possible", and all of them achieve a majority of external directors;. The 16 wholly-owned subsidiaries have executive directors.

16 wholly-owned subsidiaries have executive directors

We have focused on implementing the six functions and powers of the board of directors for medium and long-term development decision-making, the right to select and employ members of the management level, the right to evaluate the performance of members of the management level, the right to manage the remuneration of members of the management level, the right to manage the distribution of total salaries of employees, and the right to manage major financial matters. We have given full play to the role of the board of directors in "setting strategies, making decisions, and preventing risks", and further improved the enterprise's decision-making ability for independent operation.



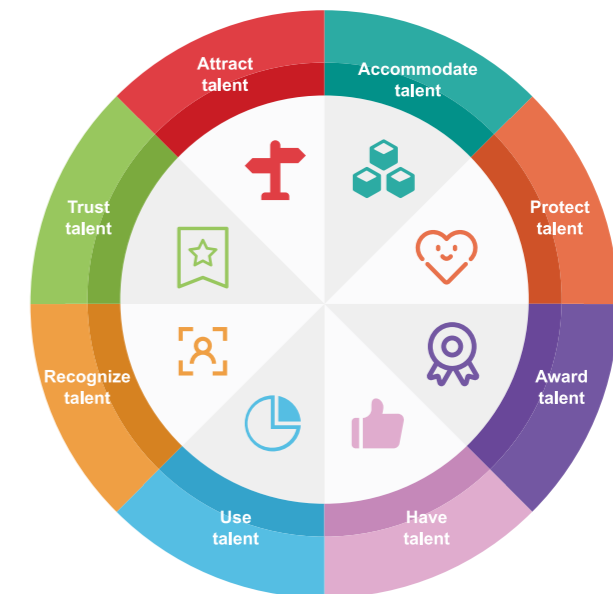
Deepen reform and set a benchmark

As a pioneer and demonstrator in the reform of mixed ownership, the focus of deepening the reform of mixed ownership is on promoting the transformation of mechanisms, innovating and establishing flexible and efficient governance mechanisms, continuously implementing differentiated management and control, and implementing differentiated authorization in management, investment, and other aspects. Returning the most critical rights of employee selection, employment, and investment decision-making in enterprise operations to the company's board of directors reduces decision-making procedures, improves decision-making efficiency, and embodies the unity of "liberalizing" and "managing well."

Select and employ personnel to optimize operation

We have strengthened market-oriented personnel selection and employment, comprehensively implemented the tenure system and contractual management at all levels of the manager level, and completed the signing of the "two letters and one agreement" for the manager level. We have fully implemented the open recruitment mechanism for employees, the talent selection mechanism for competitive recruitment, and the comprehensive assessment management mechanism, established the "Eight Talents" policy and deepened talent cultivation methods.

We have Implemented medium - and long-term incentives to effectively combine the interests of shareholders, the company, and employees, and jointly focused on the long-term development of the company. We have formulated an excess profit sharing plan and implementation rules and become the first listed company to implement the excess profit sharing plan on the Shanghai Stock Exchange.



02

Strengthen management to multiply the power of responsibility

ESG practice cannot be separated from the new development concept of innovation, coordination, green, openness, and sharing. Implementing the new development concept also better promotes sustainable development. In 2022, the company continued to view ESG work as a management transformation path for business development and value creation, and innovation led to a more comprehensive ESG management model.

Optimize organization and build foundations

- Centering on the leading organization for social responsibility work**
 The "China Jushi Social Responsibility Work Promotion Leading Group" headed by President Zhang Yuqiang was established as the leading organization to lead and promote the company's ESG work.
- Taking the social responsibility work committee as the link**
 Guide and promote member enterprises to strengthen ESG management and actively implement responsibility fulfillment practices. Each functional department of the headquarters cooperates to promote special ESG work according to the division of business.
- Taking member enterprises at all levels as nodes**
 According to the unified requirements of the headquarters, define the functional departments of member enterprises, allocate management personnel, implement ESG work plans and programs, implement work requirements, and actively implement responsibility fulfillment practices.

Perfect the system and let concepts guide

Incorporate a responsibility system into the company's strategy and planning, determine goals, focus on key areas, and control the overall situation

In 2022, the "China Jushi Social Responsibility Management System" was drafted to integrate ESG management into the organization's promotion mechanism. Centering on the four dimensions of "strengthening the foundation, consolidating the brand, promoting collaboration, and achieving results," ESG was integrated into enterprise decision-making, business operations, and performance appraisal, providing guarantee for the achievement of "management improvement, innovation acceleration, system improvement, and dissemination momentum" in ESG work.

Constantly form ESG concepts in management practice, clarify topics, fulfill responsibilities, and disclose communication

Be rooted in society, listen to and satisfy the demands of stakeholders, identify core topics such as corporate governance, technological innovation, green development, employee care, sales management, and social welfare, and set a good direction. Explore the construction of a social responsibility practice management mechanism featuring "full participation, full process coverage, and comprehensive integration", and promote the coordination of economic, environmental, and social values through practical actions.

Adhere to the transparency of the company's operations, respond to the concerns of stakeholders, implement and summarize successful experiences, and prepare, publish, and disseminate ESG reports for three consecutive years. Through WeChat official account and other platforms, immediately announce the performance trends, not only doing a good job in ESG, but also talking about ESG.

Continuously seek professional advice after the ESG landing, participate in evaluation, make improvement and promote development

Give full play to the resources of internal management experts' think tanks, and provide guidance in the adjustment of ESG concepts and strategies, the preparation and revision of management systems, the setting and quantification of ESG indicator systems, and the preparation and writing of ESG reports. Actively strive for social resources, actively seek the support and assistance of professional consulting institutions, and understand the new trends in the changes in social responsibility theory. Participate in external performance evaluations selectively, relying on advanced, applicable, objective, and fair evaluation systems and institutions, and implement comprehensive evaluation and benchmarking in terms of report quality, performance in duties, and special aspects of responsibility management.

Strengthen communication and cooperation for win-win results

The communication and participation of stakeholders is an important component of achieving sustainable development. We attach importance to establishing sustainable development partnerships with stakeholders, establishing stakeholder management mechanisms, communicating with each other, enhancing consensus, promoting cooperation, and continuously enhancing the emotional and value recognition of the company from all walks of life.

"We are together!"

The 27th/28th International Annual Conferences on Fiberglass were successfully held, and global guests were invited to visit Jushi. Through the press conference, suppliers' conference, bank-enterprise exchange meeting, technical lectures, economic lectures, and other platforms, new developments in the glass fiber industry were sought and a new future for composite materials was discussed

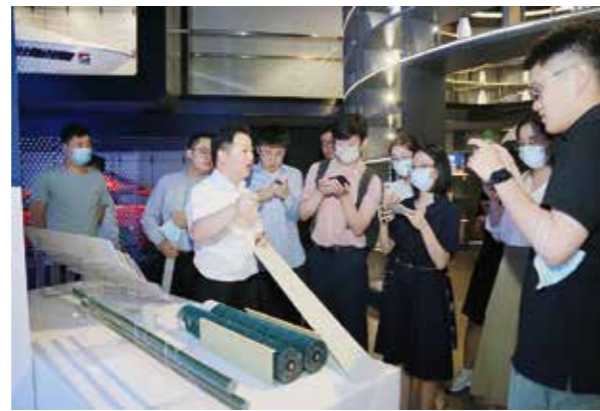


Working hand in hand with investors to increase confidence



Hold the annual performance briefing

Several performance presentations have been held to answer questions and resolve doubts for investors on issues such as production layout, structural adjustment, market development and the new energy industry to strengthen confidence.



Investors visit China Jushi Smart Exhibition Center

Semiannual performance briefing



Stakeholder	Expectation	Communication mechanism
<p>Government</p>	<ul style="list-style-type: none"> Law-abiding and compliant operation Creation of employment opportunities Tax payment according to law Risk prevention 	<ul style="list-style-type: none"> Work report and communication Participation in meetings and major events, report documents and special reports Accepting supervision
<p>Shareholders</p>	<ul style="list-style-type: none"> Creating robust returns Improving corporate governance Strengthening investor relationship management Timely, accurate and comprehensive disclosure of information 	<ul style="list-style-type: none"> The general meeting of shareholders Periodic reports Roadshows, strategy meetings Arranging survey visits for investors and analysts
<p>Employees</p>	<ul style="list-style-type: none"> Safeguarding basic rights and interests Compensation and welfare protection Occupational health and safety Career promotion and development 	<ul style="list-style-type: none"> Paying wages in full and on time Staff congress Employee Symposium Employee training Helping employees in distress Conducting employee satisfaction surveys
<p>Customers</p>	<ul style="list-style-type: none"> Providing safe, environmentally friendly, high-quality products Continuously improving service quality Integrity in operation 	<ul style="list-style-type: none"> Demand/Satisfaction Survey Service hotline Handling of customer complaints Featured services for strategic key customers
<p>Business Partners</p>	<ul style="list-style-type: none"> Fair competition Integrity and mutual benefits Fair and transparent procurement 	<ul style="list-style-type: none"> Holding bidding meetings Participating in industry association activities Sharing management experience and technical standards Contract negotiation and daily meetings
<p>Community and non-governmental organizations</p>	<ul style="list-style-type: none"> Protecting the community environment Participation in social welfare Driving community economy Rural revitalization Serving the people's livelihood 	<ul style="list-style-type: none"> Social communication and research Carrying out public welfare activities Volunteer activities Poverty alleviation through business development and for education

03

Identify risks and improve prevention capabilities

Adhere to the direction of intensification, specialization, and integration, accept the supervision of regulatory authorities and a broad range of stakeholders, and continuously improve the comprehensive risk management system. Further strengthen operational risk management, take risk issue governance as the guidance, formulate improvement measures in accordance with the Internal Control Manual, and implement targeted risk control. Further improve the credit management mechanism, carry out activities to strengthen compliance operations, establish a risk early warning mechanism, and normalize, institutionalize, and standardize risk management.

Corporate governance structure system

- Statutory rights and responsibilities
- Transparency of powers and responsibilities
- Coordinated operation
- Effective checks and balances

Manage the enterprise according to law and operate with integrity

Adhere to managing the enterprise in accordance with the law and regulations, and provide strong guarantee for building a world-class law-based enterprise. Rely on the company's articles of association and in accordance with management systems such as the "Articles of Association" and "Accountability for Illegal Investment and Operation" to clarify the responsibility boundaries of various governance entities in accordance with the law, and establish a corporate governance structure system of "statutory powers and responsibilities, transparent powers and responsibilities, coordinated operation, and effective checks and balances". Carry out business wide internal control testing and evaluation, optimize internal control processes, prepare operational compliance guidelines, and promote the deep integration of legal compliance and operational business. Emphasize that leading cadres take the lead in setting an example, pay attention to the implementation of responsibilities in functional departments, and pay attention to the participation of all staff. We have established the first pilot unit of "legal service work site in enterprises", effectively solving legal issues, and creating a more high-quality business environment.



On June 24, 2022, the company organized a "Compliance Enhancement Year" promotion meeting.

Address both the symptoms and root causes of corruption for incorruptible employment

Resolutely implement the spirit of the eight-point decision of the CPC Central Committee on improving Party conduct, continue to address the "four corrupt practices", practice the concept of acting as a defender of institutional authority, a promoter of construction, and a compliance advocate, and further promote the development of strict Party governance in depth. Innovate and create a "clean and honest Jushi", and summarize the "Four-Three" working method of supervision and discipline enforcement of China Jushi, which is "Three Not-to-Exceed's, Three Not-to-Relax's, Three Not-to-Let Go's, and Three Not-to-Stop's".



On July 29, 2022, Jushi China held the 2022 annual warning and education conference and the "Clean and Honest Jushi" construction promotion meeting, and established the "Four-Three" working method.

In 2022, we promoted the implementation of various integrity training programs and achieved 100% coverage of warning and education for Party members and cadres; held a meeting on the construction of a clean and honest party style and anti-corruption work, signed the "Letter of Responsibility for the Construction of a Clean and Honest Party Style" and the "Contract for the Responsibility System of Party Building Work", and strengthened the supervision and assessment of the responsibility for the building of a clean and honest party style; held a warning and education conference and a "Clean and Honest Jushi" construction promotion meeting; actively cooperated with the Party Committee of China Building Materials Co., Ltd in the inspection work carried out by the Party Committee of the company, and implemented the feedback opinions;

opened the channels for reporting letters and visits, carried out exhibitions of works themed with integrity culture, invited young celebrities to come to Jushi, and achieved "zero distance" and "full coverage" of integrity education in innovative forms.



100% coverage of warning and education for Party members and cadres

"Zero Distance" "Full Coverage"



Innovation-driven technology to strengthen the enterprise

Accelerate the implementation of an innovation-driven development strategy, accelerate the realization of high-level technological self-reliance and self-reliance, and continue to implement the "unveiling and leading" strategy guided by national strategic needs. Focus on innovative and leading technological breakthroughs, and resolutely strive to win the core technology battle. The formulation technology of high mold glass has been further optimized, product research and development have been targeted at the forefront of the market, intelligent manufacturing has reached a new level, the production process has been further green and low-carbon, and the construction of "Future factories" has been further deepened. The company has bravely climbed towards the goal of building a strong fiberglass technology enterprise in the world, opened up new tracks in the development field, and created new momentum and new advantages for development.

01

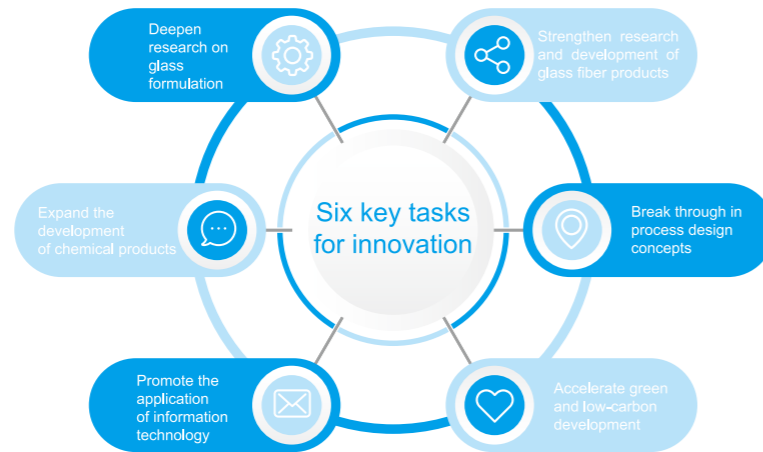
Upgrade technology and deepen reform for innovative development

Adhere to the mission of "Make innovative materials to contributing to high-quality development", continue to deepen innovation reform, improve innovation mechanisms, build innovation platforms, adhere to the "Four Orientations", and create a source of scientific and technological innovation.

Consolidate the foundation and activate the kinetic energy

General objectives of the "14th Five Year Plan" scientific and technological innovation strategy

With the goal of expanding application areas, improving product performance and increasing product added value, focus on electronic grade glass fiber, wind power products, and thermoplastic reinforcement materials, conduct product research and development and product structure adjustment to continuously increase the proportion of high-end products.



Innovate systems and mechanisms, strengthen platform construction

With the "National Recognized Enterprise Technology Center" as the core, with five major systems as the pillars: efficient organizational system, strategic planning system, power assurance system, scientific research open system, and knowledge sharing system, and 15 mechanisms such as project management mechanism, project operation mechanism, and evaluation and reward mechanism as the cornerstone, we adhere to independent innovation and encourage innovation by all employees.

"The 14th Five Year Plan" green development work ideas

Including 5 national-level platforms

11 provincial-level platforms

1 municipal-level platform

R&D investment exceeds 530 million yuan

Innovate systems and mechanisms, strengthen platform construction

The 2022 China Jushi Innovation Work Conference was held, and 13 "unveiling and leading" topics and 160 technical challenges were released. In 2022, a total of 90 major innovation projects and major technical problems were implemented, and a total of 633 general innovation projects, general technical problems, and process research topics were implemented.



Strengthen scientific research team and increase investment in innovation

There are over 300 scientific and technological talents engaged in glass fiber product research and development, glass raw materials and formulation research, glass fiber equipment development, and other fields, forming a comprehensive and professional supporting innovation team.

More than 300 scientific and technological talents in total



We emphasize the ability cultivation of various talents, have established an enterprise postdoctoral workstation, a team of "internal trainers" and a cooperative relationship with the local technician college to carry out talent training, evaluation and recruitment.

Every year, no less than 3% of the operating revenue is used for scientific research and development, management innovation, and other aspects. The R&D investment has increased for four consecutive years, exceeding 530 million yuan in 2022, creating good conditions for the establishment of an innovation platform.

Target cutting-edge technology to tackle key issues

Safeguard intellectual property rights and break through core areas

2022
with 156 patents granted throughout the year, including 80 invention patents and 13 newly submitted software copyright registration applications

By taking the path of intellectual property with independent characteristics and vigorously supporting research and innovation activities, the quality of patents was further improved in 2022, with 156 patents granted throughout the year, including 80 invention patents and 13 newly submitted software copyright registration applications. A total of 1632 patents have been applied for, including 806 invention patent applications; 917 patents have been effectively authorized, including 404 invention patents. 8 provincial new product evaluations and 2 independent project evaluations have been completed.

Won the China Patent Gold Award, successfully passed the National Demonstration Champion Enterprise of Specific Manufacturing Industry and the National Intellectual Property Demonstration Enterprise reevaluation, was awarded the "Top Ten Scientific and Technological Breakthrough Leading Enterprises" by the China Construction Materials Federation, and was ranked among the Top 100 Creative Enterprises in Zhejiang.

Promote standard upgrading and enhance the voice of the industry

Participated in the formulation of two national standards, including "GB/T 18369-2022 Glass Fiber Twistless Roving" and "GB/T 18374-2022 Reinforcing Material Terminology", presided over the formulation of one group standard, "T/CSTM 00618-2022 Fiber Twistless Roving for Daylighting Board", and participated in the formulation of two group standards.

Serial Number	Standard No.	Standard name	Standard type	Hosting or participating	Release Date
1	GB/T 18374-2022	Reinforcing material terminology	National standard	Participating	2022/07/11
2	GB/T 18369-2022	Glass fiber roving	National standard	Participating	2022/10/12
3	T/CSTM 0038-2022 T/CSTM 0112-2022	Quality grading and "leader" evaluation requirements flat tray	Group Standards	Participating	2022/09/01
4	T/CSTM 00618-2022	Fiber roving for daylighting board	Group Standards	Hosting	2022/08/29
5	T/CSTM 00620-2022	Recycled glass fiber scrap	Group Standards	Participating	2022/05/27

Win the China Patent Gold Award to showcase the mission of materials

In July 2022, Jushi won the China Patent Gold Award for its invention patent "A glass fiber composition and glass fiber and composite materials thereof". This is the only award-winning patent in the field of glass fiber and reinforcement materials, which has broken patent barriers and achieved large-scale production, supported the development of industries such as wind power, 5G communication, automobiles, ultra high voltage transmission lines, and long-distance oil and gas transmission.



Optimization and upgrading of glass formulation provides "optimal solution" for the wind power industry

On July 21, 2022, Jushi E7, E8, and E9 high modulus glass fiber wind power products appeared at the 2022 China International Wind Power Composite Summit Forum, where the modulus of E9 exceeded 100 Gpa, demonstrating the company's strong innovation ability.



On December 11, 2022, the world's largest offshore typhoon resistant wind turbine blade with a maximum length of 126 meters was officially launched in Mingyang, Guangdong, setting a new record for the global wind turbine blade length. This blade uses Jushi 390H glass fiber products.



The world's largest offshore typhoon resistant wind turbine blade with a maximum length of 126 meters

Integrate applications to promote transformation

Continue to promote the deepening, transformation, promotion, and application of excellent results to maximize the value of excellent results; Promote the in-depth integration of production, education, research, and technology output, serve downstream customers to carry out product research and development and testing, and successfully develop technologies such as "High Modulus Low Cost Enhanced E7 Glass Formulation" and "Adhesive Limit Dry Flower Technology".



Glass fiber for CFRT thermoplastic prepreg tape
Recognized as the first batch of new materials in China



High transmittance ultra white glass fiber
Won the second prize of Zhejiang Provincial Science and Technology Progress Award



Ultra white high-performance glass fiber
Won the title of Quality Product Made in Zhejiang

02

Project construction: Intelligent manufacturing reaches a new high

Focus on the goal of "digital intelligent manufacturing and ecological interconnection", by extending and expanding the "future factory + industrial brain", we strive to break through key core technologies and system integration technologies, carry out innovation in technology, processes, equipment, software, management, and models, give play to the advantages of chain leaders, activate development momentum, and contribute to the construction of high-quality industrial clusters.

Innovative Intelligent manufacturing improves quality and efficiency

Promote the integrated development of "digital technology + manufacturing technology", deepen the construction of "industrial brain + future factory", implement the digital strategy of "1 platform, 2 unifications, multiple integrations", and use a series of "high precision" intelligent equipment and control systems to enable intelligent manufacturing, and promote the construction of high-quality fiberglass industrial clusters.

Intelligent manufacturing leads the world and achieves multiple world firsts

Ten billion yuan investment, one-time planning, digital intelligence guidance, and reconstruction of Jushi. On November 2, 2022, China Jushi Intelligent Manufacturing Base was successfully inaugurated. The total investment of the base is 14 billion yuan, forming a production capacity of 600,000 tons of glass fiber and 800 million meters of electronic fabrics. It fully represents the new level of today's glass fiber industry; All production technical indicators rank first in the industry in the world, representing that Jushi's glass fiber manufacturing has truly achieved global international leadership and set a new benchmark for the development of the world's glass fiber industry.

The base integrates advanced production technologies and processes such as precise feeding control, low consumption tank furnace design, real-time process monitoring, efficient fiber forming, complete set of conveying equipment, and fully automatic overhead warehouse, realizing the interconnection, perception, and adaptation of intelligent equipment, intelligent systems, and people, and basically realizing the digitization, networking, and intelligence of glass fiber production.



On November 2, 2022, China Jushi Intelligent Manufacturing Base was successfully inaugurated.

The melting rate of super large furnaces with high melting rate has reached the highest level in the world. The glass fiber produced every day can circle the earth 238 times, and there are 100,000 intelligent control points. The factory automation rate exceeds 98.5%, exceeding the industry level by 30%, achieving precise control, clean production and green operation.



The total investment of the base is 14 billion yuan.

There are 100,000 intelligent control points.

Factory automation rate exceeds 98.5%

Exceeding the industry average by 30%

Build an innovation platform to realize the localization of key technical equipment

Make full use of the accumulation of scientific research and innovation and key technologies, give full play to the advantages of nationally recognized enterprise development centers, national entrepreneurship and innovation platforms, and provincial key enterprise research institutes. We have achieved 100% of its independent intellectual property rights in high-performance glass formulations, ultra-large tank furnaces, green energy utilization, green manufacturing, and intelligent manufacturing, and have taken the lead in basically achieving all localization. Digital innovation has significant economic, social, and environmental benefits.



Low consumption tank furnace design

New melting process and furnace temperature control technology are adopted, and the equipment localization rate reaches 100%.



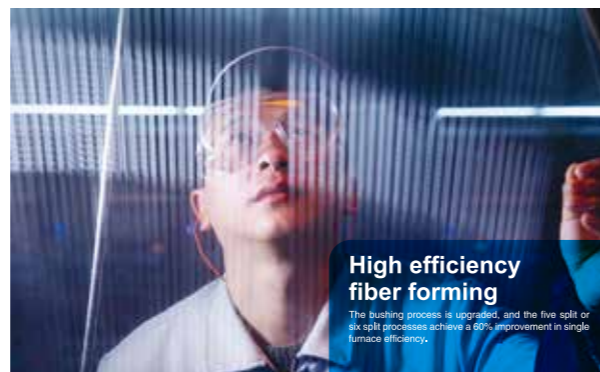
Accurate feeding control

The accuracy of batching deviation is controlled within one thousandth, and it is highly integrated with the furnace system, making feeding more accurate and stable.



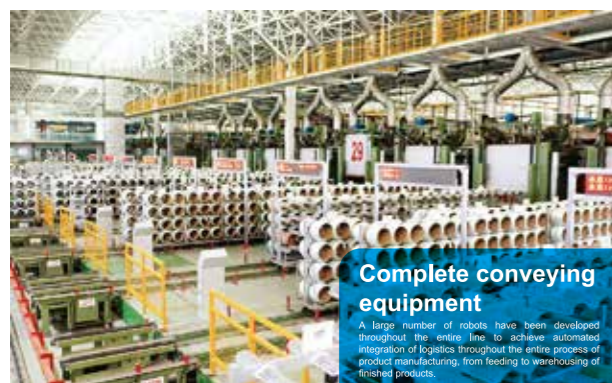
Real time process monitoring

The furnace DCS system is used to collect key parameters and indicators in real time. The furnace operation adopts digital monitoring and early warning, comprehensively improving the intelligent operation level of the furnace.



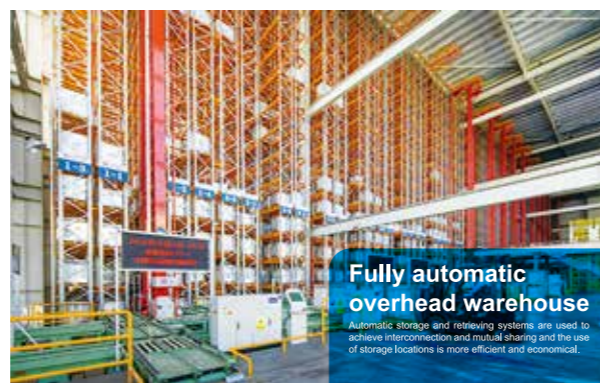
High efficiency fiber forming

The bushing process is upgraded, and the five split or six split processes achieve a 60% improvement in single furnace efficiency.



Complete conveying equipment

A large number of robots have been developed throughout the entire line to achieve automated integration of logistics throughout the entire process of product manufacturing, from feeding to warehousing of finished products.



Fully automatic overhead warehouse

Automatic storage and retrieving systems are used to achieve interconnection and mutual sharing and the use of storage locations is more efficient and economical.

Deepen digital empowerment and build a high level "Future Factory"

Build a high standard Industrial Internet platform, integrate industrial software, and implement the digital strategy of "one platform, two unifications, and multiple integrations"; Comprehensively open the data chain between production and manufacturing and enterprise management, solve the "automation island" phenomenon, seamlessly connect with external platforms, achieve the trinity of operation, manufacturing, and control, and coordinate manufacturing; Stabilize product control, extend data services, realize the connection of all factors, entire industrial chain, and entire value chain, promote the circulation of information and data in the ecosystem, increase the breadth and stickiness of links between enterprises, and create a more competitive ecological chain of the glass fiber industry.



AGV trolley



Fully automatic robot arm



Automatic electronic fabric production workshop



5G artificial intelligence visual recognition quality detection

In 2022, we won the National "Intelligent Manufacturing Demonstration Factory", "Typical Case of Industrial Internet Integration and Innovation Application" and "Excellence Award of Comprehensive Strength of Digital Manufacturing".



Lighting up a new landmark by the Phoenix Lake in Tongxiang



On May 18, 2022, the opening ceremony of China Jushi Building was successfully held.

Setting a New Benchmark for Intelligent Manufacturing in West China



On May 28, 2022, the production line of 150,000 tons of glass fiber chopped strands produced by Jushi Chengdu Intelligent Manufacturing Base was successfully started up, and the entire Chengdu Intelligent Manufacturing Base was completed.

Create a new coordinate for Egypt's overseas industries



On December 15, 2022, Jushi Egypt successfully started up the furnace of the 120,000 tons/year glass fiber production line.

Opening the Third Leaping Development New Journey of Jushi Jiujiang



On May 28, 2022, China Jushi held the groundbreaking ceremony of the Jiujiang Intelligent Manufacturing Base Phase I project.

Enter Lianshui Time to build a "Zero Carbon Factory"



On February 8, 2023, the foundation of China's Jushi Huai'an Lianshui Glass Fiber Zero Carbon Intelligent Manufacturing Base was laid and the first phase of the project officially commenced.



Green production for harmonious development

Implement the concept of green development, continuously improve the green management system, strictly implement energy conservation and emission reduction, continuously improve energy and resource utilization efficiency, strengthen pollution control, and apply the concept of "green and low-carbon" throughout the entire life cycle of products such as research and development, production, logistics, and customer service, to implement clean production, achieve the goal of "no growth in waste production, no waste of resources, no gaps in facilities, no blind spots in supervision, no absence of safeguards, no dumping of solid waste, no direct discharge of wastewater, and no odor in exhaust gas", strive to create a green factory model and build a beautiful Jushi.

01

Keep in mind the responsibility to strengthen environmental management

Adhere to the principle of "Development shall not be achieved at the expense of environment, not at the cost of employees' safety and health, not by violating laws and regulations, and not by wasting resources or damaging the ecology", establish and improve the environmental management system, strengthen the top-level design of environmental management, tighten and compact the main responsibilities of ecological environmental protection, maintain the bottom line of environmental compliance, and comprehensively improve the level of ecological and environmental management.

- ◎ National "Demonstration Enterprise for Green Design of Industrial Products"
- ◎ "Zero Waste Factory" in Zhejiang Province
- ◎ "Green Factory" in Sichuan Province



Improve the environmental protection system

Accelerate the construction of environmental protection system for glass fiber production, continuously improve the construction of energy system, improve the management level of energy and environmental protection system, and successfully pass the re certification of EHS system. Lead the compilation of two group standards: "Energy Consumption Quota per Unit Product of Glass Fiber Electronic Fabric" and "Accounting Method for Greenhouse Gas Emissions of Glass Fiber Production Enterprises"; Compile Jushi's "Enterprise Carbon Footprint Calculation Report"; Improve the environmental information disclosure process, and study and develop the "Environmental Information Disclosure Management Measures"; Strictly revise internal emission standards in accordance with the latest "Emission/Limit Standards for Air Pollutants in the Glass Industry" to ensure strong implementation.

Define the company's green development goals

"The 14th Five Year Plan" green development work ideas

Improve the green management system and deepen the green development mechanism; Vigorously promote energy efficiency improvement and achieve energy conservation and carbon reduction development; Vigorously develop green glass fiber and establish a green manufacturing system; Accelerate the implementation of integration of informatization and industrialization, and improve the level of green intelligence; Solidly promote cleaner production and significant reduction of pollution emissions; Strengthen comprehensive utilization of resources and continuously promote recycling development; Strengthen environmental protection renovation of mines and actively build green mines; Accelerate green transformation and upgrading, and build a green industrial chain.

"14th Five Year Plan" green development work goal

Roving	Yarn	Electronic fabrics	Carbon emission
Comprehensive energy consumption decreased by	Comprehensive energy consumption decreased by	Comprehensive energy consumption decreased by	Density decreased by
3.6%	6.8%	19.3%	20.0%



On March 25, 2022, China Jushi held the 2022 Green Development Work Conference.

There are 135 full-time/part-time environmental protection administrators

A total of 208 energy conservation, emission reduction, and occupational health projects have been independently initiated

100% rectification rate for issues related to governance, operation and maintenance, solid and hazardous waste management

More than 20 emergency drills

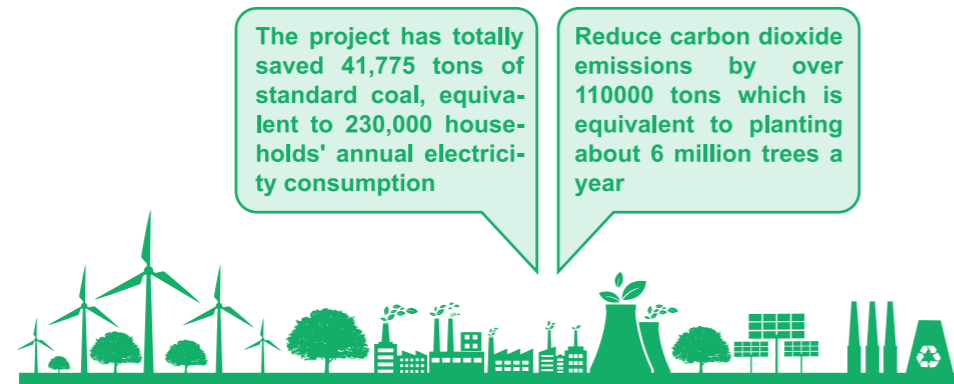
More than 200 participants in total

Carry out special campaigns for energy conservation and emission reduction

Actively implement energy conservation, emission reduction, and comprehensive utilization of resources, encourage and support various units to carry out technological transformation and innovation, and establish a culture of energy conservation and emission reduction with full employee participation. Through comprehensive deployment, a standardized green environmental protection management system and a professional environmental protection construction team have been established. A complete three-level management organizational structure has been established, ranging from company executives to frontline sections, with a total of 135 full-time/part-time environmental protection administrators.

Continue to increase the expenditure and investment of ecological and environmental protection construction funds

- Ensure that the proportion of environmental protection investment in the project is not less than 2%
- Spend more than 180 million yuan on process upgrading, eliminating outdated production capacity, and technological transformation
- The investment cost for "three wastes" treatment exceeds 110 million yuan



Strengthen production environment risk control

Follow the principle of "no passing without inspection, identification, handling and rectification", strengthen environmental compliance, conduct multiple forms of environmental compliance diagnosis, and implement the management mode of "Environmental Management Problem List"; Implement differentiated management according to the evaluation level, establish an emergency response plan mechanism for different levels of issues, and organize self-inspection and self-correction on a quarterly basis to ensure that risks are controllable. In 2022, a comprehensive environmental self-inspection was carried out, an inspection plan was formulated, and hidden danger problems were investigated. The problems in governance, operation and maintenance, solid and hazardous waste management were solved, with a rectification rate of 100%.

Organize and carry out over 20 emergency drills for environmental emergencies and special environmental protection projects, with a cumulative participation of over 200 people; Revise the "Management Measures for Reporting Environmental Emergencies", "Emergency Plan for Sewage Pollution Accidents", and "Emergency Plan for Exhaust Gas Pollution Accidents" to improve the handling process of various sudden pollution incidents.

02 Save energy and reduce emissions to achieve clean production

Adhere to the principle of "seeking protection in development and promoting development in protection", promote the combination of "technological progress and comprehensive utilization of resources", implement response to "dual control of energy consumption", deepen the construction of "green factories", coordinate the promotion of "carbon reduction, pollution reduction, green expansion, and growth", and promote ecological priority, comprehensive conservation, and green and low-carbon development.

Efficient use of resources

Attach great importance to the use and protection of resources, adhere to the green design and production of products, and select energy-saving, efficient, and environmentally friendly equipment and green raw materials; Continue to optimize the energy structure, eliminate outdated production capacity and technology, and improve energy efficiency; Actively explore the establishment of a long-term mechanism for resource conservation in the fiberglass industry, transform development methods, and strive to achieve the transformation to a resource-saving, environmentally friendly, and technologically innovative enterprise

Do a good job in source control and attach importance to green design

Reduce the need for glass fiber raw materials by at least 10% when producing composite materials with equivalent physical properties

Save over 1 million tons of mineral resources per year

Adhere to the concept of "focusing on the source, controlling the process, and strengthening treatment" in the treatment of three wastes, promote product structure optimization, independently develop boron free, fluorine free, high modulus, and high-performance E9 formulation, use new raw materials, and improve physical properties. While producing composite materials with equivalent physical properties, the required glass fiber raw materials can be reduced by at least 10%, saving over 1 million tons of mineral resources annually.



Adhere to scientific use of water Use and Increase water efficiency

The main sources of water used by the company are tap water, surface water, and recycled water. As a "water-saving benchmark enterprise" in Zhejiang Province, we apply for a water intake license in accordance with the law, optimize and improve the production water consumption mode and maintenance process, control the proportion of circulating water, adopt advanced technologies such as reclaimed water reuse, fully automatic control, and rainwater collection and utilization systems, improve the utilization rate of water resources, and eliminate any leakage. In 2022, the water resource recycling rate was approximately 98%.

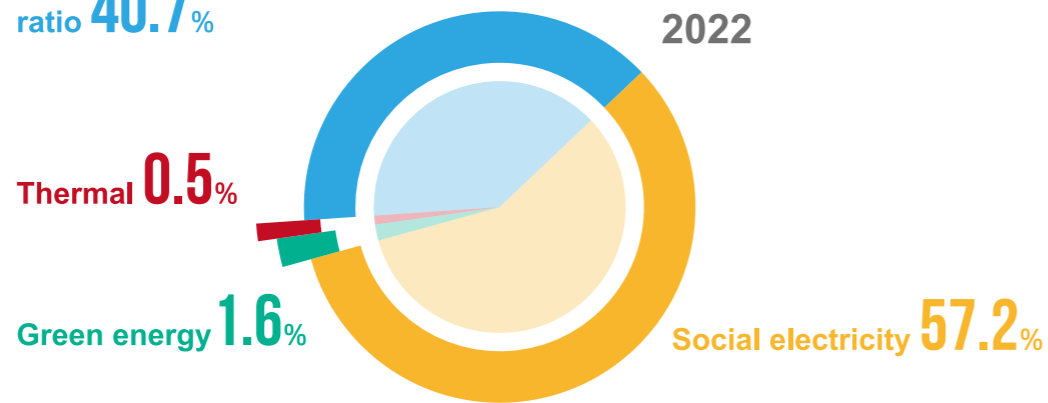


2022 The water resource recycling rate was about 98%.

Optimize energy structure and use clean energy

Purchased energy mainly includes electricity, heat, and natural gas

Natural gas consumption ratio **40.7%**



Develop and utilize solar energy, renewable energy, and clean energy, adjust the energy consumption structure, and use new power technologies such as solar photovoltaic. Promote the use of energy-saving power transformers, pressure controllers, high-voltage motors controlled by frequency conversion units, semi floating ball traps, and other auxiliary production energy-saving equipment; Adopt energy-saving equipment for auxiliary production systems such as inorganic thermal insulation mortar, rock wool board thermal insulation system, LED high-efficiency energy-saving lamps, etc.



A 600,000 square meter roof in Tongxiang, achieving full coverage of solar photovoltaic panels for the company, generating nearly 70 million kWh of electricity annually, all used for production.

Implement intelligent regulation to track emissions footprint

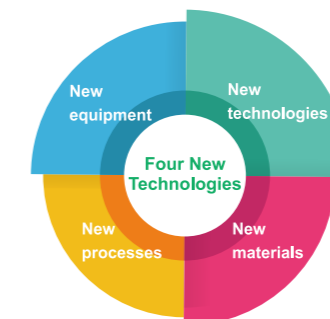
Deeply promote the smart energy management system, accurately implement energy conservation and consumption reduction work, intelligently analyze the use of production energy, track the carbon footprint of glass fiber throughout its life cycle, and let the three parties of business development, energy and resource consumption management, and greenhouse gas emission control adapt to each other.



Use low consumption technology to improve energy efficiency



Promote the application of "four new technologies" (new materials, new technologies, new processes, and new equipment) for energy conservation, low carbon, and environmental protection, integrate advanced green manufacturing technologies such as low consumption tank furnace technology, channel pure oxygen combustion, electric boosting technology, FCS automatic control system, furnace bubbler, waste heat boiler, large bushing multiple splitting technology, large package process and low-carbon raw material application, achieve clean production, improve the automation and digital intelligence level of glass fiber production and Improve operational efficiency.



Roving The comprehensive energy consumption per unit product is lower than the industry standard value by 35%

Yarn Comprehensive energy consumption per unit product is lower than 40% of the industry standard value

Greenhouse gas treatment

Take low-carbon as an important development strategy and an important approach to the construction of ecological civilization, actively take measures to effectively control greenhouse gas emissions, explore and create zero carbon demonstration scenarios, and be a good leader in the green and low-carbon transformation of energy and a demonstration of carbon emission reduction.

Our greenhouse gas emissions mainly come from carbon dioxide emissions during production, a small amount of water vapor emissions during furnace exhaust gas treatment, and a very small amount of methane emissions during sewage treatment. The main sources of carbon emissions are the combustion of gas (natural gas), purchased electricity, purchased heat, and the use of carbonate raw materials.

In 2022, our carbon emission level had obvious advantages in the same industry

Roving products

Carbon emissions per unit product decreased by 0.7% year-on-year
31% below the industry average

Yarn products

Carbon emissions per unit product decreased by 8.6% year-on-year
26% below the industry average

The company actively drives the glass fiber industry chain to carry out low-carbon environmental protection work, conducts "carbon peaking and carbon neutrality" investigation and research on the main suppliers involved. After systematic analysis, lectures and training on "carbon peaking and carbon neutrality" were held for the main suppliers in batches to promote low-carbon technology innovation, continue to leverage the advantages of the chain, and empower and lead the construction of the green glass fiber industry chain.



On September 15, 2022, China Jushi held a supplier's "Carbon Emission Knowledge Lecture"

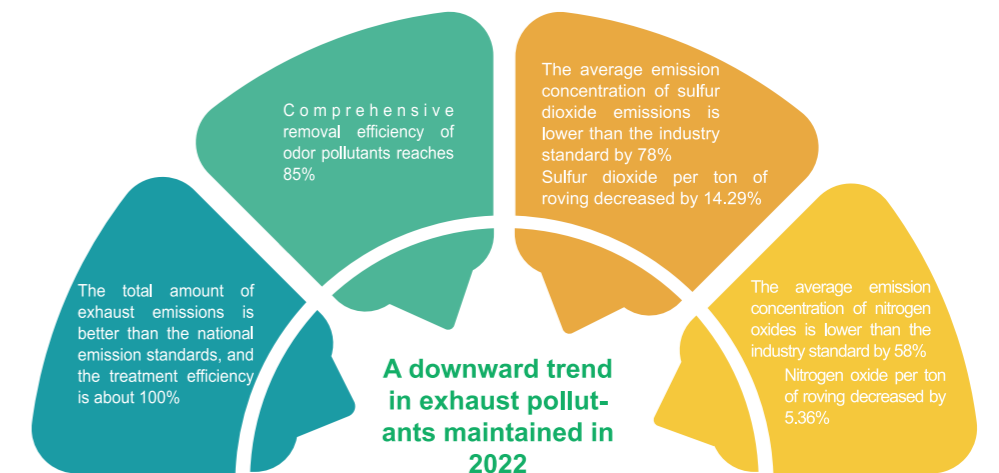
Waste gas emission control

Strictly implement the Environmental Protection Law of the People's Republic of China and the Emission Standards for Air Pollutants in the glass Industry, strengthen the supervision of waste gas treatment, and promote technological progress and sustainable development of the glass fiber industry.



Pollutant removal efficiency Improved p to over 95%

Through continuous innovation in treatment technology and maintenance and updating of treatment systems, advanced technologies such as dry and wet waste gas treatment systems, full dry waste gas treatment systems, odor collection and treatment systems, "activated carbon adsorption + catalytic oxidation", and denitrification technology processes are adopted to convert waste gas into nitrogen gas and water, achieving harmless treatment. Among them, the pollutant removal efficiency of new waste gas treatment technologies (new technologies for waste gas dry wet method and full dry method treatment) has been improved to over 95%.



Wastewater discharge treatment

In strict compliance with national sewage discharge regulations and water system testing plans, sewage purification stations and sewage pipeline systems have been set up, and anti-infiltration work has been done for the sewage system. Improve the treatment process of the wastewater system using technologies such as reclaimed water reuse, MBR membrane treatment, reverse osmosis purification, rainwater and wastewater diversion, air flotation wastewater pretreatment, pretreatment+ABFT biological reaction and physicochemical technology, to meet the Class III discharge standard of the Comprehensive Wastewater Discharge Standard (GB8978-1996), and the Class I A standard of the Urban Wastewater Treatment Plant Pollutant Discharge Standard (GB18918-2002), to achieve compliant sewage discharge and recycling.

2022

The concentration and total amount of wastewater, COD, and ammonia nitrogen emissions are better than the discharge standard. The total daily sewage treatment capacity exceeds 21000 tons/day

Reduce wastewater discharge by nearly 3 million tons through reclaimed water reuse technology

Sewage discharge per ton of roving decreased by 5% year-on-year

Total COD emission reduction of over 7740 tons through advanced wastewater treatment technology

COD emission concentration is lower than 80% of the national emission standard



Solid waste treatment

Standardize waste warehouse and ledger management, classify and manage solid waste, increase disposal efforts, and improve the frequency of transfer to achieve "resource utilization, reduction, and harmless disposal" of waste.

Establish a research team for sludge dry powder recycling, successfully develop dry powder recycling technology, and gradually increase the utilization ratio. Reuse it into production, directly match with the batch, and reduce the amount by about 30%. Successfully develop a recycling process system for waste wire grinding - "pre dried waste wire+screening+pre crushing+electromagnet needle suction+grinding". The waste fire recycling rate can reach 100%. This technology has won the first prize in the technology development category of the 2021 Technical Innovation Award of China Building Materials Group.

Reduce the volume by about 30%

The recycling rate of waste fiber can reach 100%

2022

Solid and hazardous waste disposal rate

100%

About 3000 tons of dry sludge recycling

Benefit generated is about 2.3 million yuan

About 2000 tons of hard waste fiber are recycled

Over one million yuan in raw material costs are saved.



03

Take responsible actions for ecological protection

Vigorously carry out green construction activities, through management innovation and organization carry out various green culture promotional activities, practice green operations, let employees be more aware of the concept of green development and contribute to the construction of a beautiful Jushi through own actions.

Organize environmental education and advocate green consumption

Organize multiple lectures and trainings related to green development, achieving significant results in enhancing employees' and partners' awareness of energy conservation and low-carbon. Organize domestic and foreign enterprises (subsidiaries, branches) within the company to carry out energy-saving situation briefings and energy-saving experience exchange meetings to strengthen the awareness of energy-saving and low-carbon among enterprises and employees; Organize and hold energy conservation and emission reduction exchange meetings, establish an exchange platform for energy conservation and emission reduction for various production units, and share excellent experiences in energy conservation and emission reduction; From nearly 1000 valuable measures published by various units, select excellent cases based on energy categories, processes, and results, and compile a collection to solidify and promote them within the company.

Lead the market and advocate green consumption



Promoting clean production and jointly building beautiful stones

Organize and carry out the sixth section of a series of activities of the Low Carbon and Environmental Protection Month, and carry out "special lectures" to bring the concept of green development into the minds and hearts of employees; "Employees' Original Green and Low Carbon Slogan" campaign is carried out to create a green atmosphere; A "knowledge competition" is held to strengthen environmental awareness in the process of learning and catching up. Organize "promotional film shooting" to widely disseminate green production culture through the media; "Visits and exchanges" are organized to obtain outstanding achievements in energy conservation and emission reduction through mutual learning and mutual learning, and to enhance their own level of cleaner production capacity. More than 9000 people have participated in the event, and the employee participation rate has reached 90%. This has formed a good trend for everyone in the company to care about the ecological environment and participate in ecological construction.



On May 31, 2022, China Jushi organized and launched the activity of "Advocating Green and Low Carbon Industry and Following the Jushi Entrepreneurial Road"

Build zero carbon plants to promote green power technology

Seize the opportunities for digital, intelligent, and green development, increase investment in major common key technologies and application demonstration, accelerate the establishment of a clean, low-carbon, safe, and efficient energy system for glass fiber production, explore the construction of high-performance glass fiber zero carbon intelligent manufacturing base, and layout the new energy market.

Implement green energy plan, low-carbon production technology, zero carbon cycle mode, explore roof photovoltaic power generation and wind power generation projects, and fully develop and utilize renewable energy to make the factory have zero carbon emissions. Establish a "three terminal power generation" system for energy supply, energy consumption, and artificial carbon fixation, providing optimal solutions covering the entire society, industry, and scenario to achieve high-quality "carbon peaking and carbon neutrality."



On February 8, 2023, the foundation of China Jushi Huai'an Lianshui Glass Fiber Zero Carbon Intelligent Manufacturing Base was laid and the first phase of the project was commenced.



Care for employees and two-way efforts.

Adhere to people-oriented operation, wholeheartedly rely on employees, meet the needs of the majority of employees, and strive to create "Four Haves" for Jushi people; Adhere to respecting labor, knowledge, talent, and creativity, and achieve development results that benefit employees. We strictly abide by regulations, strengthen democratic communication, and protect the basic rights and interests of employees; Conduct diversified and systematic employee training to streamline employee development channels; Care for the work and life of employees, ensure occupational health, carry out cultural and sports activities, launch the "Six Points Plan" for common prosperity, and build a happy community enterprise.

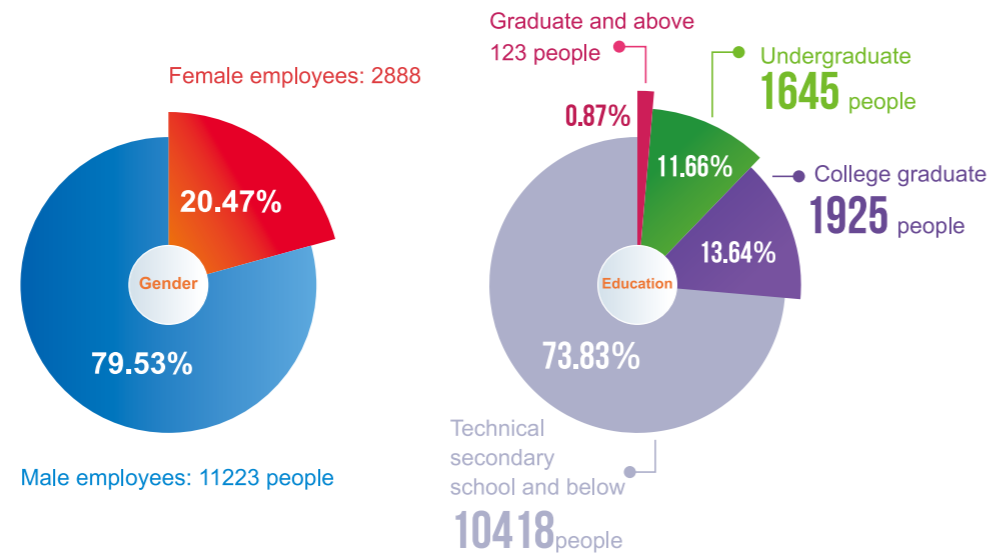
01

Safeguard rights and interests to build a harmonious employment relationship

Attach importance to and safeguard the legitimate rights and interests of employees, strictly abide by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and the Prohibition of the Use of Child Labour Regulations. Legally employ and use labor, hire on an equal footing, strictly abide by the prohibition of employment by minors under the age of 16, and work with supply chain partners to jointly fulfill their responsibilities.

In 2022, the total number of employees is **14,111**.
 The labor contract signing rate and social insurance coverage rate are **100%**;
 There have been no incidents of child labor or forced labor.

Gender ratio, educational background composition



Implement relevant domestic laws such as the "Social Insurance Law of the People's Republic of China", and pay employees' salaries, social insurance, and housing provident fund in full and on time; Set up annual leave, sick leave, marriage leave, maternity leave and other holiday systems to ensure employees' rights to rest and vacation.

Actively implement the Trade Union Law of the People's Republic of China, establish an internal mutual assistance mechanism for employees relying on the trade union, and provide assistance to employees and their families in difficulties. The company's management team provided comfort to frontline employees working in Tongxiang during the Spring Festival and the days of high temperature and conducted Eid al Fitr and Eid al Adha activities in Egypt; At the same time, we offer comfort to the families of employees in difficulties and employees working overseas and send the company's care for them.

Through various channels such as the employee congress system, employee opinion collection, employee hotlines, employee representative symposiums, and college student meetings, employees' issues and suggestions are widely collected, analyzed and evaluated to identify the key factors that affect employees' rights, satisfaction, and motivation, and implement solutions.

Warm tender care to the frontline workers



On January 22, 2023 (the first day of the Chinese New Year), Zhang Yuqiang, President of China Jushi Group, Chairman and CEO of Jushi Group, led the management team to extend warm gratitude to the employees who stayed on duty during the Chinese New Year holiday.

Democratic communication for listening to the voices of employees

In 2022, Yang Guoming, Vice President of China Jushi and President of Jushi Group, held employee representative forums, new college students' forums, and post 90s section level cadres' forums on behalf of the company, focusing on employee growth and discussing enterprise development together.



On May 20, 2022, the company organized a dialogue and exchange meeting between the president and employees.



On August 11, 2022, the company held the 2022 New College Student Exchange Conference "Gather at Jushi for a Wonderful Future"



In the Mid Autumn Festival of 2022, the company carried out a visit and care-giving activity for overseas employees' families, escorting overseas construction in the name of their families.

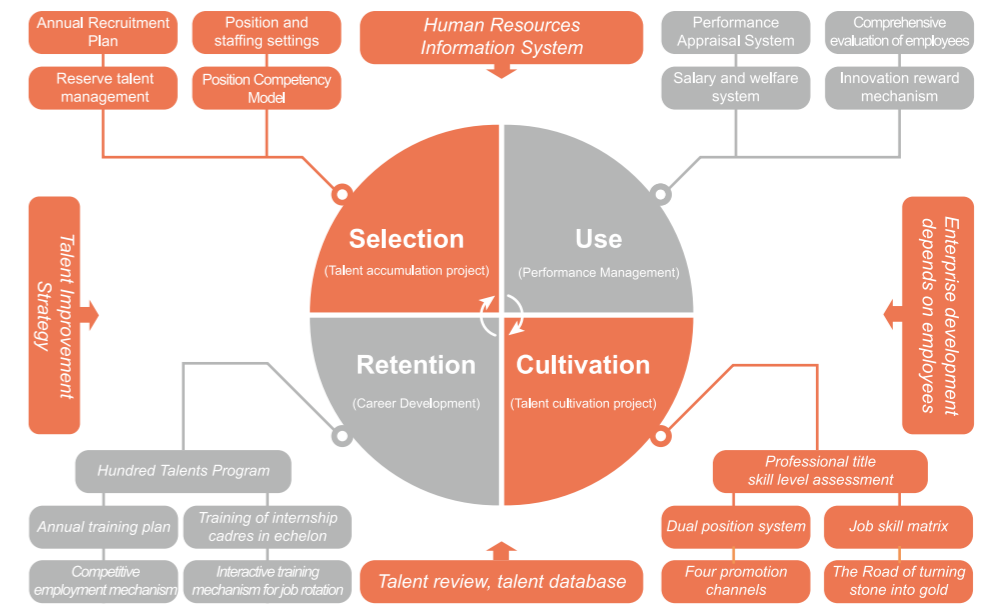


On Eid al Fitr in 2022, the management team of Jushi Egypt to give gratitude gifts to frontline employees to jointly build overseas friendship bridges.

02

Talent improvement to help employee Development

Adhere to the concept of "talent is the first resource", implement talent promotion strategies, and implement comprehensive talent management. Continuously improve systems such as performance management, salary incentive, training development and employee development, so that employees can find the track, see the direction, recognize the rules, compare performance, and achieve good development. Constantly stimulate the endogenous motivation of talent, and firmly adhere to the path of relying on talent to strengthen the enterprise.



On November 1, 2022, Jushi ranked first on the 2022 Jiaxing City Top 100 Enterprise Talent Investment List.

Select talents to expand talent team

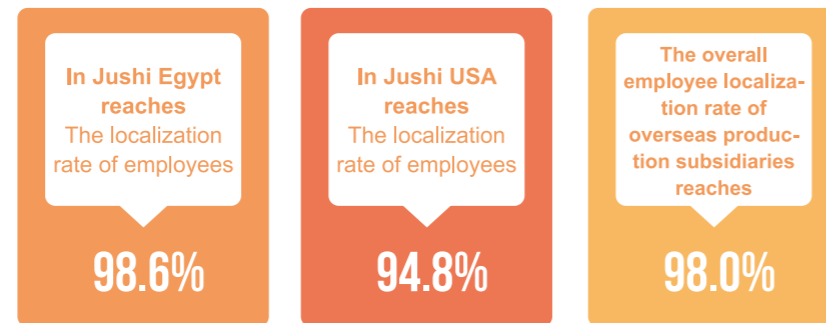
21 on-site job fairs

63 online job fairs

14 live recruitment sessions

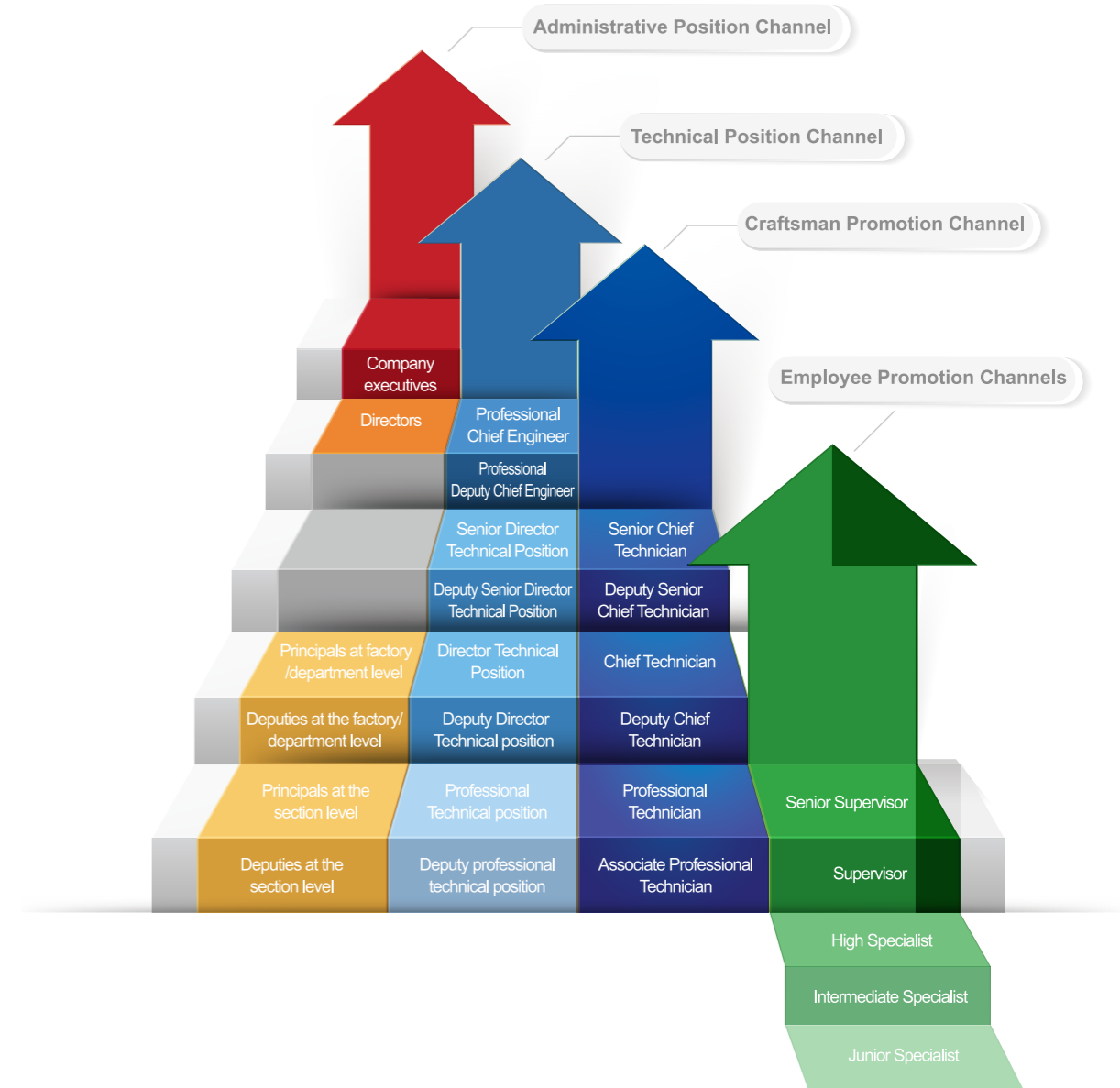
Expand the team and activate "the talent as the first resource". Participated in 98 job fairs throughout the year, including 21 on-site job fairs, 63 online job fairs, and 14 live job fairs. Recruited 3 doctors, 13 masters, and 4 persons with overseas education and work experience; The proportion of graduates from Double First Class universities among the reserve talents is 33.3%.

Inclusive development and adherence to "localized management". Adhere to the principle of "localization, specialization, and marketization of overseas talents", establish and improve the recruitment, employment, evaluation, and reward and punishment systems for overseas employees, and strive to attract and cultivate outstanding overseas talents. The employee localization rate of Jushi Egypt reaches 98.6%, while that of Jushi USA reaches 94.8%. The overall employee localization rate of overseas production subsidiaries reaches 98.0%.



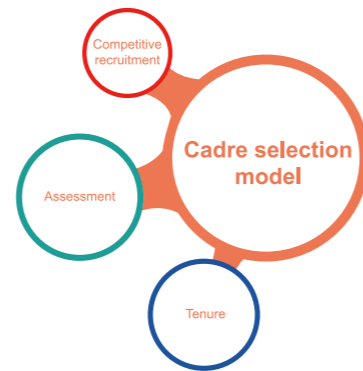
Use talents so that they can demonstrate their value

Optimize the construction of career channels, establish four major promotion channels, implement professional title/skill level assessment, adopt a dual position system, and facilitate employee career development; Continuously improve the competitive employment mechanism, employee reward and punishment mechanism, performance evaluation system, innovation reward mechanism, job skill matrix, and employee comprehensive evaluation system to promote excellence and competition.



Sailing the great wheel of reform to stimulate vitality, Improving the promotion and demoting mechanism to turn stone into gold

The cadre selection model of "competitive recruitment +assessment+tenure" was established and selected as a practical case of "Assessment and Distribution Work Dynamics" by the Assessment and Distribution Bureau of the SASAC.



Compete for positions to show abilities and select talents without adhering to specific standards

Increase the evaluation of participation in innovative projects, engineering construction, overseas work, and corporate culture practice, optimize job functions, add new project preparation teams and serve the company's strategic development.



On December 8, 2022, the company organized a speech competition for mid level managers at the factory/department level for the 2023 to 2025 term.

Cultivate talents to support employee growth

Number of participants in the 6th cultural salon

Conducted over 3600 training sessions

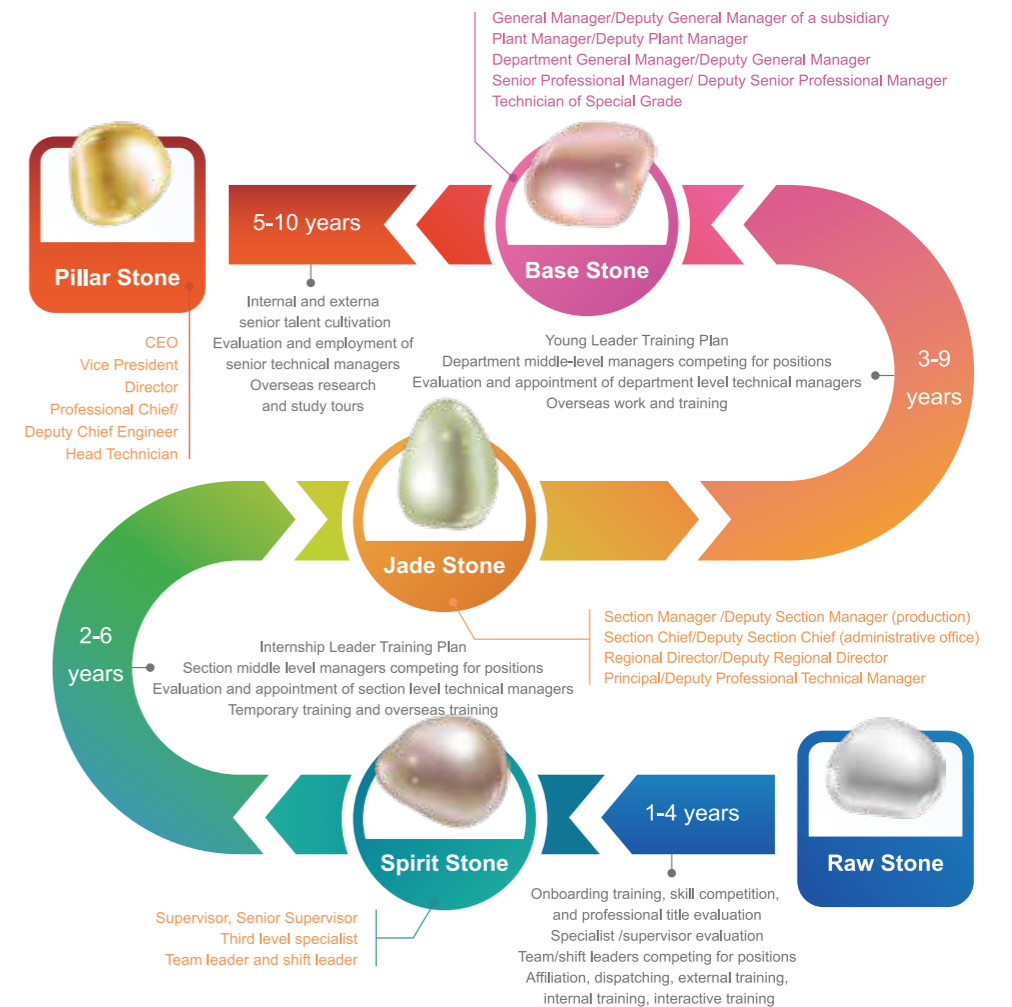
Reviewed and hired over 260 internal trainers

Evaluated 1336 fiberglass and product workers.

Continuously strengthen the guidance of training benchmarks, focus on the "turning stone into gold" talent cultivation project, gather excellent learning resources, and establish a multi-channel and multi-level talent cultivation system. Create training programs for leaders, party and mass work talents, business management talents, professional and technical talents, and skilled talents through organizing training, "mentoring", skill competitions, interactive external and internal trainings, innovation exchange meetings, cultural salons, special lectures, QC press conferences and other means.

Organized over 3,600 training sessions, with 220,000 participants and an average of over 41 class hours per person. Carry out 6 corporate culture salons with 353 participants; Conducted 6 online learning sessions with 420 participants. A total of 44 people were trained through "affiliation, dispatching, external training, internal training, and interactive training". Strengthened the construction of internal trainer teams, evaluated and hired over 260 internal trainers, and identified a total of 1336 fiberglass and product workers throughout the year, including 529 at new Level 2 (technicians).

Career Development Path Map of Jushi People



Compare and learn to catch up and advance post training

Improve skill star rating assessment and organize 13 company level skill competitions, covering topics such as electricians, forklifts, and firefighting. Skilled talents account for nearly half of all employees.



New positions of apprentices, special grade technicians, and head technicians have been established, forming the "New Level 8" vocational skill level (position) sequence. Based on professional standards, combined with production and operation, independently determine and refine the "New Eight Levels" evaluation standards, with professional competence as the guide, emphasis on professional ethics, professional ethics, and craftsmanship spirit, to construct a new company evaluation system.



Combine new comers and veterans for joint training



Fifteen new talents have been cultivated and added, and the total number of talents in the talent pool has reached 71;. We have launched the cultivation of the Jushi talent mentoring program, announced the list of 75 persons to be mentored by talents, formulated the "Jushi Talent Mentoring Candidate Form", analyzed the indicators and defined the cultivation plan.



Cultivated 15 new talents of Jushi

Retain talents to practice common prosperity

10.15% increase in per capita salary

Provide employees with a competitive salary system in the market and improve the salary incentive mechanism. We continue to adhere to the parallel implementation of universal salary adjustments for all employees and differentiated salary adjustments based on performance results. We will increase the tendency towards salary increases in performance, innovation, and other indicators, **focus on the 1551 salary target, implement an excess profit sharing plan, and achieve a 10.15% increase in per capita salary, successfully achieving the "135" second stage salary target.**

Focus on the "Implementation Plan of Zhejiang High Quality Development and Construction of Common Prosperity Demonstration Area", the "Six Points" action plan of "substantial income, solid livelihood response, healthy career growth, solid labor security, happy and rich spirit, and practical social responsibility" is proposed, so that employees have smile on their faces, have passion in work, have hope in life and have love in their hearts.



Jiaxing City Pilot Demonstration Unit in Reform of Income Increase



Zhejiang Province 2022 "Happy Community Enterprise Bellwether Action" Enterprise



National Harmonious Labor Relations Creation Demonstration Enterprise (Jiujiang Company)

03

Safe production promotes physical and mental health

Adhere to the requirements of promoting scientific management of safe production and improving the level of intrinsic safety, advocate the concept of safe production and healthy living, continuously improve labor conditions, and always prioritize the health and safety of employees.

Safety control focuses on the physical and mental health of employees

149 full-time safety management personnel were provided throughout the year

12540 safety production target management responsibility letters were signed

Build a comprehensive safety control system

Strengthen safety education and risk management, deepen the construction of a dual prevention mechanism for risk classification and control and hidden danger investigation, actively build a long-term "Five in One" risk management mechanism, and compact safety responsibilities. 149 full-time safety management personnel were provided throughout the year. A total of 9 company safety production management systems have been revised, and 12540 safety production target management responsibility letters have been signed. Compile a collection of safety production accident cases, deepen warning education, and ensure that no general or above safety production accidents have occurred, and no employee fatalities have occurred.

Improve the level of safety emergency management

Achieve professionalization of personnel and equipment, highlight practical action principles, and adhere to practical exercises. Organized 61 safety production training sessions with 3323 trainees; Conducted three rounds of "Eighth Five Year Plan" legal education, with 952 trainees; Conducted 3 accident case warning education sessions with 381 trainees.

61 safe production training sessions

3323 trainees

Three rounds of legal education during the "Eighth Five Year Plan" period

952 trainees

3 sessions of accident case warning education

381 trainees

Optimize security hardware and inspection paths

Gradually improve the level of information security management and control, give play to the effectiveness of technical defense and machine defense, complete the overall creation of the provincial level safe production standardization and promote the construction of safe production model lines at the headquarters of the company. At the same time, hire external experts to regularly carry out inspection and diagnosis, and implement the leader supervision system for major hazards and key and difficult problems.

More than 7000 employees participated in occupational health and safety training through physical examinations

Over 3400 participants participated in the Occupational Disease Prevention and Control Promotion Week

Establish a mechanism for occupational health protection

Continuously improve the regular physical examination system for employees, provide targeted labor protection equipment and strengthen occupational disease prevention efforts. In 2022, over 7,000 employees participated in occupational health and safety training through physical examinations; an occupational disease prevention and control propaganda week was organized with over 3400 participants.

Emphasize employee mental health

Establish a system for employee sight-seeing, vacation, and family visits to ensure that employees engage in work with a healthy and positive attitude. Establish spiritual stations and mother and baby rooms to provide a platform for releasing mental stress and promote a healthy and happy life.



Abide by the safe production law and be the first responsible person

In June 2022, a series of Safe Production Month activities were organized, covering training and education, signing safe production target management responsibility letters, watching safety education promotional videos, special seminars and fire drills to implement the main responsibility of enterprise safe production.



Strengthen personal information protection and prevent telecommunications fraud

On March 11, 2022, Plant 4 established the "Blue Shield" anti-fraud volunteer service team, which entered work places, campuses, and communities to carry out anti-fraud propaganda, opened anti-fraud theme parks, and other innovative activities, in response to the "National Anti-Fraud, No Fraud in the World" action, and jointly built a safe Jushi.



Build mini fire stations to improve the fire emergency response capacity

Since the establishment of the mini fire station by Jushi Chengdu Company for 7 years, a mature volunteer fire brigade has been established. Through the internal fire training mechanism of "inviting in" and "going out", a safety culture with Jushi Chengdu characteristics has been established.



04

Raise flags and create cultural window

Build a culture that casts the soul, strengthens the foundation, and cultivates people, create a highland of enterprise spirit, civilization, harmony, and high-quality literature and art. Guided by the "Three Buildings" working method of party building, consolidate the foundation of red culture. Carry out colorful cultural and sports activities, tell well stories about Jushi, strengthen cultural self-confidence, and promote cultural self-reliance.

Party building to lead and establish ideological banners

Honorary title of "Top Ten Strong Base"

There are a total of 3 party committees, 29 party branches, 859 party members, and 19 probationary party members at the entire level. Received the honorary title of "Top Ten Strong Bases" for the 30th anniversary of the establishment of Tongxiang Economic Development Zone and the July 1st commendation; Established the Party Building Alliance for Top Enterprises in Fenghuanghu Lake, Tongxiang City, and announced two new "Eight Measures for Party Building to Assist Economic Stability and Quality Improvement", activating a new engine of high-quality party building.

Promote new practices in company party building, enrich new connotations of red culture

28 party building characteristic brands created in 2022

Innovatively carry out the construction of the "3+X" party building characteristic brand matrix, and various grassroots party organizations combine realities to integrate party building work into market development, product excellence creation, project promotion, safe production, corporate culture, and social responsibility. In 2022, a total of 28 party building characteristic brands were created to achieve the integration and development of party building work and central work, and to make party building work truly "live".

Focusing on the central work, we have innovatively carried out activities such as the "With the Party Flag Flying, Strive together" commendation conference, the "Keeping up the Red Spirit, Ten Minutes before Work" propaganda activity, the "My Original Mission" high-quality party lesson competition, and the "Struggle together, Strive to Be Pioneer" online knowledge competition to further consolidate party building responsibilities, enrich the atmosphere of party building, and promote the brand construction of the "Three Building" work method of party building.



In June 2022, China Jushi Party Committee organized the "Ten Minutes Before Work" activity to deepen party building into the frontline.



On July 29, 2022, China Jushi Party Committee organized a commendation conference for "With the Party Flag Flying, Strive together"

Study and promote the spirit of the 20th National Congress of the CPC, work hard and forge ahead with courage and determination

We formulated the Work Plan for the Chinese Jushi Party Committee to Study and Implement the Spirit of the 20th CPC National Congress, carried out in-depth learning and practice activities of "six studies, six advances and six competitions", and organized all levels of party members to watch the live broadcast of the 20th National Congress of the CPC.



On October 16, 2022, China Jushi Party Committee organized to watch the live broadcast of the 20th Plenary Congress of the CPC.

Taking the successful election of Comrade Zhao Xiaomei, a senior vertical kiln craftsman from Jushi Jiujiang Calcium Industry Co., Ltd., as a representative of the 20th National Congress of the CPC, as an opportunity, we prepared for the participation in the 20th National Congress. After her returning, more than 40 lectures were held with over 3000 attendees.



On October 16, 2022, Comrade Zhao Xiaomei, the representative of the 20th National Congress of the CPC and senior vertical kiln craftsman of Jushi Jiujiang Calcium Industry Co., Ltd., attended the 20th National Congress.

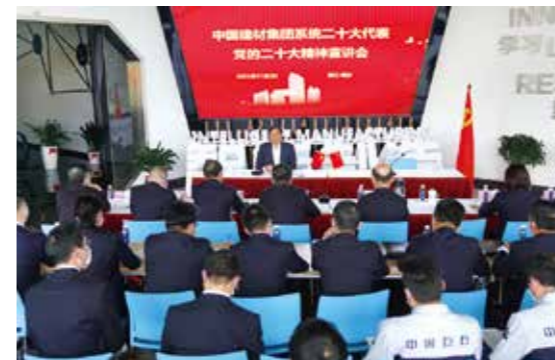
Conducted over 40 promotional activities More than 3000 listeners

The members of the Party committee team went deep into the grassroots and carried out activities to promote the spirit of the 20th National Congress in paired branches. Each branch held separate meetings to study and promote the spirit of the 20th National Congress, organized multiple special party classes to promote and implement the spirit of the 20th National Congress, participated in the establishment of the "Tongxiang City Enterprise Theory Lecture Alliance", and promoted the spirit of the 20th National Congress.



On October 19, 2022, Zhang Yuqiang, Secretary of China Jushi Party Committee, went to the paired branch to learn the spirit of the 20th National Congress of CPC

Promote in a "lively", "profound", and "transparent" manner



On November 2, 2022, Zhou Yuxian, Secretary of the Party Committee and Chairman of China Building Materials Group, went to China Jushi to preach the spirit of the 20th National Congress of CPC.



On December 9th, the "Youth and Thought Glory" for preaching the spirit of the 20th National Congress of CPC entered the "Future Factory" of Jushi.

United efforts to carry out cultural and sports activities

Widely carried out a series of cultural and sports activities, organized commemorative activities to celebrate the 29th anniversary of the establishment of Jushi, and further promote corporate culture; Organized central hot topics such as Safe Production Month, Low Carbon Environmental Protection Month, National Quality Month, and Fire Promotion Month; Organized cultural lectures, family open days, and the "National Fitness Day" series of activities, including employee sports meet, basketball match.



United efforts for Fitness and Strong Enterprise Phoenix Lake Running Activity



3·18 Story Collection for the 29th Anniversary of the Founding of Jushi



Women's Day Activities

Lantern Festival Activities



The 28th Workers' Games



The 27th Employee Basketball Tournament

Innovate forms to create a propaganda platform

Adhere to the focus of promoting the Red Culture series, and focus on the key points, hotspots, and focal points of Jushi pioneers, technological innovation, low-carbon environmental protection, safe production, employee rights, supply chain and industry chain, and social responsibility, raise flags and create a positively oriented publicity content.

Key Point Hot Spot Focal Point



Build a high-quality publicity planning and cultural construction team, adhere to advanced technology as support, and transform the original single form of communication such as texts, pictures, and videos into rich and innovative advanced means; Take China Jushi WeChat official account as the main site of new media, and coordinate to drive the integration and innovation of four major platforms, including Jushi Daily, Jushi video news, and official website; Add media facilities such as Jushi Smart Exhibition Center, news studios, and recording rooms to achieve multi-point projection of communication platforms, fully leveraging the role of communication ballast stones. Do a good job in public opinion management and strive to enhance its position and weight in the company's internal and external media landscape. Fully leverage external media resources and platforms. Over 100 reports were published on authoritative media outlets such as CCTV, Xinhua News Agency, People's Daily, Zhejiang Daily, and Zhejiang TV throughout the year.

Item	Quantity	Unit
WeChat push	249	pieces
Number of fans	23000+	bits
Publication of China Jushi News	35	issues
Broadcast of 'Jushi News'	153	pieces
External media publication	75	articles
Culture Recognition	90+	%

Deepen cross-cultural integration and create a golden business card for overseas broadcasting. Accelerate the improvement of the delivery capacity of international communication, strengthen the top-level design and research layout of communication, build an overseas communication system with distinct Jushi characteristics, and focus on improving the influence of international communication, the appeal of Chinese culture, the affinity of corporate image, the persuasiveness of corporate discourse, and the guidance of international public opinion.



Contribute value for mutual benefit and win-win situation

Strengthen confidence, persist in providing high-quality products and services to customers and unblock sales channels to empower economic development. Promote the resilience and stability of the industrial chain, work together with stakeholders to overcome difficulties, promote the construction of high-quality glass fiber industrial clusters, and jointly build an industrial community. Work with the society at the same frequency, consolidate the achievements of poverty alleviation, contribute to the rural revitalization strategy, support the construction of public welfare undertakings, and embrace the "the Belt and Road" initiative, so as to continue to create value for the society, promote common prosperity, and promote mutual benefit and win-win results.

01

Stick to our original aspiration and continue to provide high-quality products

Adhere to the value orientation of quality first, implement the "12350 quality management" model, promote the modernization of quality management, cultivate a quality culture, build quality projects, produce high-quality products, actively solve customer complaints and create a Jushi sample for "high quality to build a powerful nation".



Cultivate a quality-oriented culture

Guided by the concept of "systematization of quality management and quality-oriented system management", guided by excellent performance management, and with standardized management as the framework, we have successively implemented and integrated management systems.

Continuously implement the comprehensive quality management improvement plan and internal and external quality benchmarking, and conduct quality cost management, quality education and training; According to the "General Innovation and Improvement Project Management System" and "Major Innovation Project Management System", organize and implement activities such as quality improvement, quality tackling, rationalization suggestions, QC teams, management technology innovation project exchange meetings, quality skill competitions, etc. to ensure the operation and implementation of high-quality projects.



Promote Total Quality Management and high quality development of Jushi

In response to the 45th National Quality Month, a series of quality month activities were carried out. We have implemented activities such as quality warning education and training, "Enterprise Quality Management Improvement Action", testing skills competition, QC presentation conference, quality management highlights and innovative project sharing meeting. Each unit actively organized a series of internal quality activities.



On September 27, 2022, Kinfa Technology visited China Jushi and exchanged knowledge on intelligent manufacturing, quality management, warehousing management and product development capabilities.



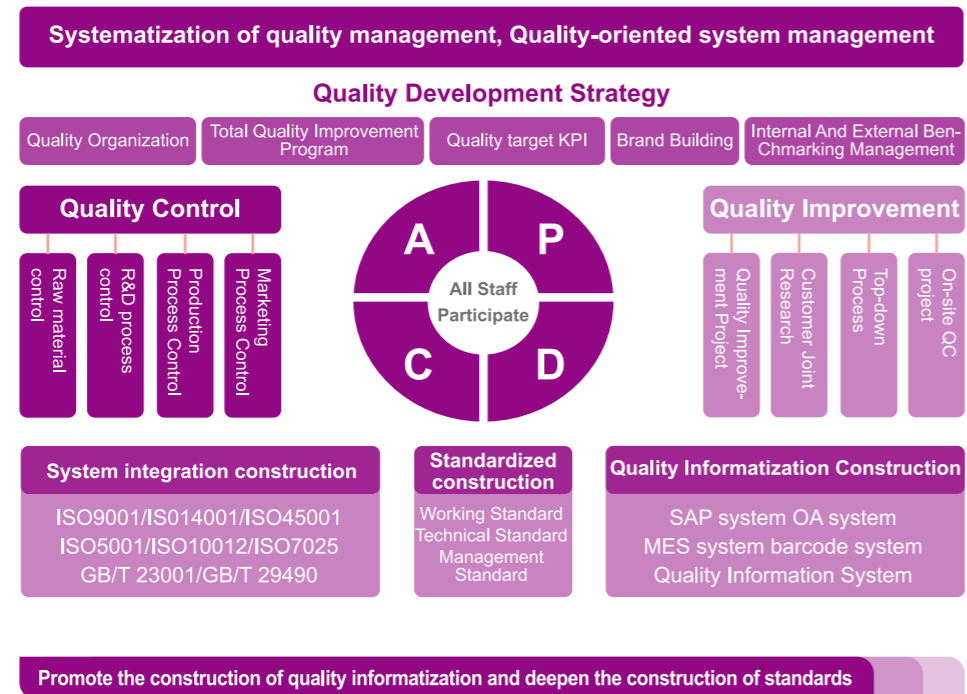
On September 15, 2022, the company invited suppliers to learn about quality management methods in the form of Open Day, promoting standardized supplier quality awareness through communication and exchange, and exceeding standards and tables through mutual learning.



On September 30, 2022, the company organized a 2022 Quality Management Highlights and Innovative Project Sharing Meeting, where each unit demonstrated their unique quality control methods.

Promote quality management

Actively implement the quality work method of "grasping the source, grasping the process, and grasping the foundation", follow the "Three No" principles of no manufacturing, no acceptance, and no outflow of defective products, implement comprehensive quality management, establish a quality organization, formulate a comprehensive quality improvement plan, clarify quality target KPI, implement internal and external benchmarking management and strengthen brand building.



Build quality information systems such as SAP system, OA system, MES system, barcode system, and analyze quality data. Implement quality control of raw materials, research and development processes, production processes, and marketing processes, deepen standardization construction of work standards, technical standards, management standards, and promote system integration construction. There are existing systems such as ISO9001, ISO14001, ISO45001, ISO5001, ISO10012, ISO7025, GB/T23001, GB/T29490, etc.

Whole process quality inspection supervision and optimization of product quality

Establish a sound quality inspection and supervision system, implement full process quality inspection and supervision, and implement quality risk control for "555 mass production". We standardize process parameters through a combination of technical standards and method standards, achieving lean production, conducting product audits and judgments, and overseeing the entire process of key products, from raw material incoming inspection to physical sampling, analytical monitoring, and QC inspection, to factory inspection of fiberglass properties, packaging, and E.HS monitoring, and finally to delivery inspection of packaging and loading inspection.

Promote customer complaint handling

Deeply implement the "Two Meetings System" to promote quality improvement and excellence

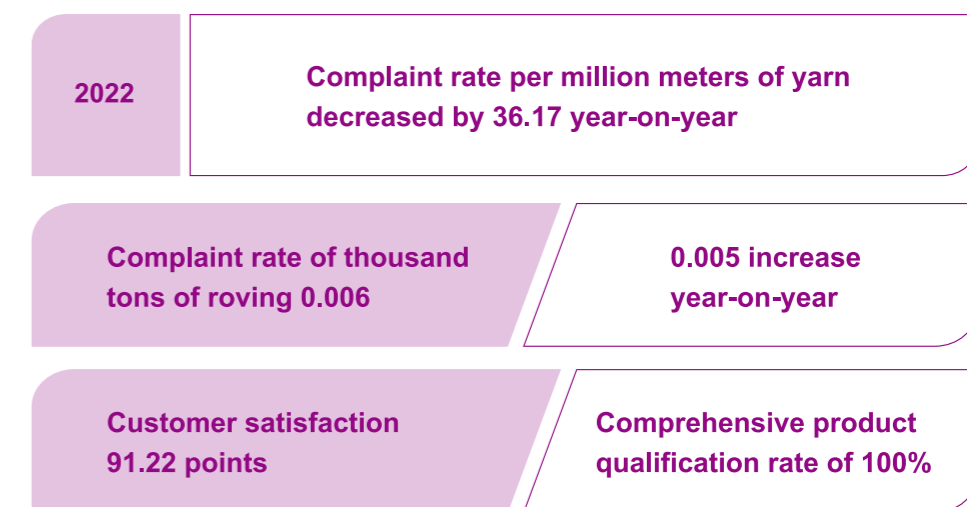
For the First Meeting, accept complaints, establish an analysis team, arrange visits, conduct preliminary verification, investigation, analysis and response, future supply, follow-up investigation arrangements, and a 3-day processing time. For the "Second Meeting" provides analysis data, discusses the root causes of problems and corrective and preventive measures, and completes the final report and two week processing requirements. For overseas subsidiaries, the company has dedicated personnel for account management, directly establishing feedback and complaint mechanisms with customers to promote the completeness and timeliness of processing.

Appoint product managers to prevent product quality risks

Centered around R&D personnel, it radiates to various units, including a series of units and personnel related to products such as production, supply, and sales, achieving accountability to individuals. This facilitates customers to directly contact the manager's network personnel for reporting and handling at the fastest speed, ensuring product quality.

Establish quality improvement projects and jointly tackle key issues with customers

Evaluate and initiate quality improvement projects for projects that are difficult and complex to improve; Widely establish on-site QC projects for team activities to drive grassroots employees to provide suggestions for quality improvement; Improve task assignments from top to bottom to promote effective resolution of difficult and complex problems. Jointly establish project research teams with multiple strategic customers to innovate technology for products that meet customer needs, strengthen collaboration and deepen cooperation, and achieve private customization.



02

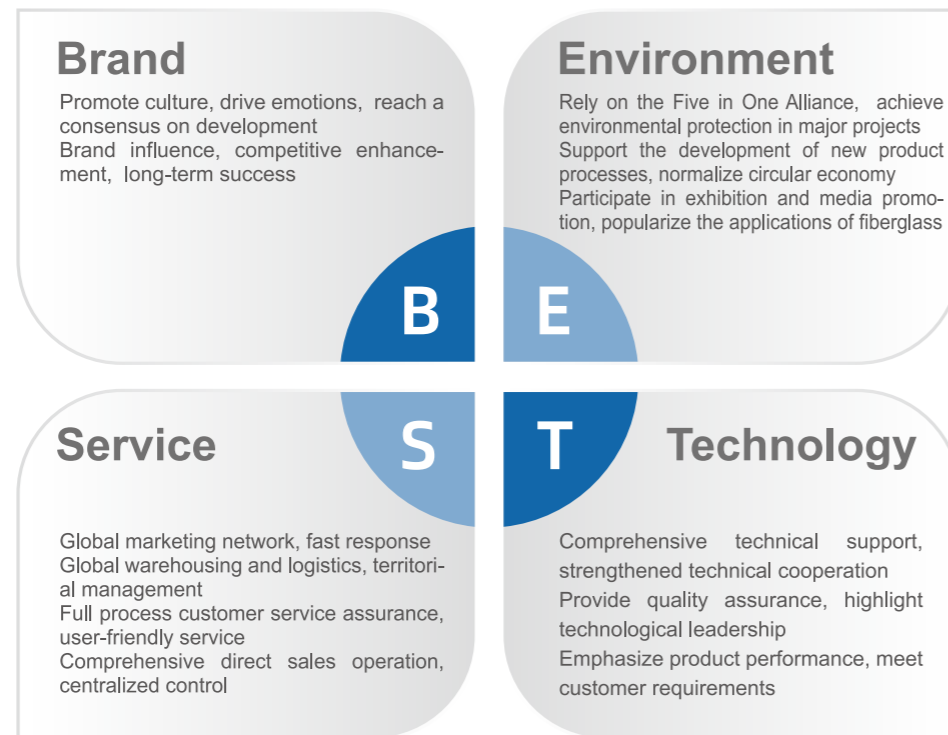
Serve customers and promote dual chain resilience and stability

Establish a global marketing network, continuously improve customer service, strengthen communication mechanisms, unblocked logistics channels during the epidemic, and optimize customer experience. At the same time, strengthen supplier management, give full play to the advantages of chain owners, work together with upstream and downstream enterprises in the industrial chain, and strive to build an enterprise that "satisfies customers, suppliers trust, and keep shareholders reassured."

Global production and sales, optimization of services

Based on five major production bases, we have established more than ten overseas subsidiaries in South Korea, Italy, Spain, France, India, Japan, the United States and Hong Kong, and established a comprehensive global sales network. We maintain the principle of domestic production for domestic customers, overseas production for overseas customers, promote domestic and overseas dual circulation, and establish long-term and stable cooperative relationships with customers from over 100 countries and regions.

Establish differentiated marketing strategies and innovate marketing models based on the differentiated needs of strategic, important, and general customers. Establish a "BEST" marketing model with brand marketing, environmental marketing, service marketing, and technology marketing as the connotations, create a "satisfied, loyal, collaborative, and win-win" customer relationship, and improve customer satisfaction and loyalty to Jushi.



Adhere to the principle of "Customer first, Satisfying customers", standardize the establishment of customer profiles, regularly communicate or visit to understand customer needs, achieve proactive communication, improvement, and service, and move customers with initiative action and sincerity. At the same time, protect customer information, respect customer privacy, strictly keep customer information and enhance employee confidentiality awareness.

By connecting the SAP system with the logistics company's logistics system and the document system, we can improve the efficiency of goods shipment and improve information accuracy and confidentiality. Utilize the SAP system to achieve domestic trade customer shipping address control and freight control, standardize dealer market management and control, maintain market order, play an early warning and risk prevention role, and effectively control the execution time of sales contracts. By integrating the data analysis platform with the SAP system, multi-dimensional analysis and dissection of sales related data is conducted. Timely presentation of sales performance report data helps decision-makers to quickly adjust marketing strategies.

Jushi fights by combining production, supply and marketing

In the spring of 2022, the company continuously optimized customer service, flexibly mobilized human and material resources, streamlined logistics, set up sales channels to serve suppliers and customers, and accelerated production and operation.

Quickly establish a volunteer service tasking team, finely deploy and optimize services. Actively communicate, coordinate, summarize information, implement a daily rotation system, and provide transportation personnel with daily necessities to solve their problems.



Increase inventory reserves early, ensure transportation capacity, and facilitate smooth transportation. Actively communicate with logistics companies, develop vehicle arrangement plans, and fully utilize the new operation mode of "warehousing + logistics" to solve the problem of temporary placement of goods at ports for customers and ensure transportation capacity. Mobilize customer transportation relationships, address vehicle shortages, and ensure supply to customers. At the same time, we advocate for customers to purchase in advance and solve their worries.



Reasonably organize production to ensure production capacity for orders and sales of made products. Fully leverage the advantages of intelligent manufacturing and flexibly adjust the production structure in response to some customers' downtime, logistics obstruction, and delayed new projects.



Tap the full potential of existing markets and develop new markets

Actively adjust customer structure, optimize sales structure, vigorously explore incremental and high-end markets, strengthen cooperation and development with strategic and major customers, and find ways to expand the market, increase sales volume, optimize product structure, ensure efficiency, and stabilize sales fundamentals by signing long-term contracts and accelerating product certification. All-around cooperation and communication between sales and research and development opens up a new "research and sales model", and significantly improves the level of technical services.

Actively expand sales in the wind power sector. Currently one out of every three wind turbine blades worldwide uses the products of Jushi.

The proportion of high-end products exceeds 80%.



Proactively 'invite in' and actively 'go out'

In the face of the impact of the epidemic disturbance on demand, we actively implemented the "invite customers in" strategy, held special cooperation and exchange meetings in different sectors and industries, strengthened our development determination, enhanced customer confidence, and achieved significant results. In the second half of the year, the "Comprehensive Going Global Strategy" was implemented with domestic and foreign sales teams working together to penetrate the frontline of the market, meet customer needs, maintain existing customers, and develop incremental new customers.



On November 17, 2022, Zhang Yuqiang, President of China Jushi, Chairman and CEO of Jushi Group, was warmly received by President Joko of President of Indonesia at the G20 Summit, and planned the industrial blueprint with Chinese entrepreneurs and local politicians.



In 2022, multiple clients entered Jushi to discuss industry development with the company's management team and strengthened their confidence in development.

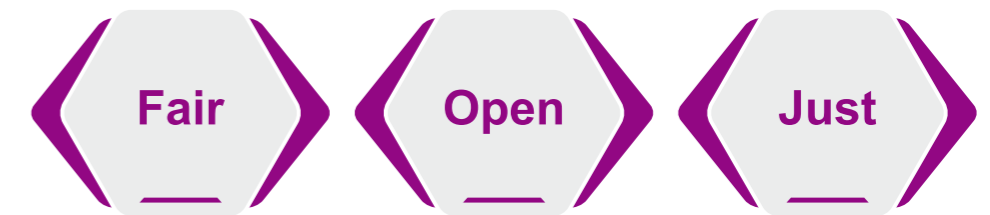


The company visited customers to provide them with the best solutions.

Strengthen and stabilize chains to jointly advance together

We have done a good job in risk control during the procurement process, maintained a good cooperative relationship with suppliers, created a responsible supply chain, and promoted the development of bottleneck raw material strategies, continued to promote the "fair, open, and just" transparent procurement model, optimized supplier development, sample management, quota setting, and other processes, analyzed the risks of raw and auxiliary material supply, and formulated a clear development plan. **There were a total of approximately 1800 suppliers throughout the year with 328 suppliers screened and controlled for environmental and social risks by the company.**

Transparent procurement mode



Clarify supplier access

New suppliers need to sign the "Quality Assurance Agreement", "Supplier Business Ethics Commitment Letter", "Supplier Counter Terrorism Agreement", "Commitment Letter for Not Using Environmental Hazardous Substances", "Environmental and Occupational Health and Safety Agreement", and "Confidentiality Agreement" before being included in the company's list of qualified suppliers.

Perform supplier evaluation

Evaluate and identify operational risks, quality risks, delivery and cooperation risks based on the supplier risk assessment form. Establish supplier and raw material development plans, continuously optimize and integrate suppliers and reduce procurement risks. Achieve mutually beneficial cooperation through mutual visits and communication, technical cooperation and signing strategic cooperation agreements.

Strict supplier management

By implementing supplier management through specialized teams, implement supplier management control procedures, establish a dedicated supply chain management committee, continuously improve the supplier management system, and implement the management principle of long-term strategy, bottleneck development, leveraged competition and general integration. Establish and optimize SRM, SAP system, and electronic signature system and implement the "Supplier Management System of Jushi Group Co., Ltd." and "Jushi Group Procurement Control Procedure".

Deepen cooperation with suppliers

Assist suppliers in management, technology, and funding, increase supplier management and support efforts, provide strong financial support to suppliers, jointly fight against the epidemic, and establish a deep cooperative relationship with suppliers.

Contribute to the pragmatic promotion of building a resilient global industrial chain and supply chain

On September 18, 2022, Zhang Yuqiang, President of China Jushi and Chairman and CEO of Jushi Group, was invited to attend the International Forum on Industrial Chain and Supply Chain Resilience and Stability, and delivered a keynote speech. Together with the attending units, he firmly promoted the confidence of internationalization, innovative development and high-quality development of the industrial chain and supply chain.



We are together. Build a reliable and efficient global supply chain system for fiberglass

On November 3, 2022, the 18th/19th China Jushi Supplier Conference was successfully held. At the conference, the company's management team collaborated with 123 domestic and foreign suppliers to build a more resilient and stable global supply chain system for fiberglass to achieve mutual benefit and win-win results.



Doorway in Shopping Cart China Jushi adjusts shopping List at CIIE

On November 5, 2022, China Jushi began its purchasing mode at the 5th China International Import Expo. Emphasis was placed on adding precious metals and polyurethane chemical raw materials to the shopping cart to provide material support for the company's intelligent manufacturing and new project construction. The company signed a total of 7 procurement projects at the CIIE, with a procurement amount exceeding 350 million US dollars.



03

Give back to society to promote common prosperity

Actively participate in public welfare and philanthropy, share development results with stakeholders, give back to society, assist in the construction of public welfare, social donations, education and poverty alleviation, rural revitalization, and paired assistance, and actively practice "common prosperity as the first good"; Fulfill overseas social responsibilities, promote high-level opening up, and promote the high-quality development of the "the Belt and Road".

Volunteer service demonstrates responsibility

Actively carry out various public welfare activities, organize branches to actively carry out volunteer service activities, and organize over 200 volunteer services such as "safe escort" and convenient services, with over 1500 party members participating in volunteer services.



On March 5th every year, the company organizes a series of activities to learn from Lei Feng. The activities include donation, help others to realize mini wishes and promoting anti fraud, serving the frontline and grassroots.

Store love and spread warmth

Establish the Jushi Love Bank and regularly organize donations from all employees every New Year to store the first warmth of the New Year. In 2022, through the Love Bank, public welfare activities such as consumer poverty alleviation and love assistance were widely organized. There were more than 12,450 good deeds with over 150,000 love points stored. 7,337 employees participated in love donations, with a total donation of over 320,000 yuan. Throughout the year, 18 employees in need were comforted, and 79 family members of overseas dispatched workers were sent. The accumulated blood donation amount from blood donation activities was 19,000 milliliters, and the purchase amount of agricultural products for rural revitalization exceeded 220,000 yuan.



Organize a caring blood donation activity



Assist employees in need



On January 28, 2023, the company organized a Love Bank New Year donation activity to store the first warmth of the New Year.

Social donations to support public welfare

The total investment amount is 6.8825 million yuan

The total investment amount for the revitalization project is 4.8825 million yuan

In 2022, a total of 22 external public welfare donation activities were carried out, with a total investment of 6.8825 million yuan. The total investment in consolidating poverty alleviation and assisting rural revitalization projects is 4.8825 million yuan.

Building good public welfare and giving back to society

Carry out a donation activity for the "Good Construction and Public Welfare" Fund of Building Materials under the China Volunteer Service Foundation, with a total amount of 3 million yuan; Donate 2 million yuan in donations to earthquake stricken areas in Sichuan Province; Donate 900,000 yuan of condolence money to the Red Cross Society of Tongxiang City; A signing ceremony was held for the China Giant Stone Charity Mutual Wealth Fund of the Tongxiang Charity Federation, which was used for social charity projects such as student assistance and poverty alleviation.



On February 25, 2022, the company held a signing ceremony with the Tongxiang Charity Federation of Trade Unions for the Charity Mutual Wealth Fund to assist in social charity projects.

Assistance and poverty alleviation for education

In 2022, the company donated nearly 40,000 yuan in materials to Shimen Road School in Tongxiang City to promote the development of local education in Tongxiang. This year, Jushi Jiujiang Company co-hosted the 2022 Jiujiang City 7th "June 1st" Children's Day Wishing Public Welfare Activity, which aims to purchase learning supplies for local impoverished students and sports equipment for local special schools. Jushi Chengdu Company purchased learning supplies such as desks, basketball, and football for Fuhong Primary School in Qingquan Town.



On December 27, 2022, Jushi Chengdu Company held a Warm Winter Student Aid Day activity at Hongfu Primary School in Qingquan Town to provide in-depth educational assistance.

Work together to create value

Implement paired assistance, consolidate the achievements of poverty alleviation, and assist in rural revitalization. Actively implement the "Ten Thousand Enterprises Helping Ten Thousand Villages" activity and the "Strengthening Enterprises and Revitalizing Villages" plan, and jointly establish the "Three Governance and Common Prosperity Fund" with Yuefeng Village, Tongxiang City, to donate funds for education, form pairs of assistance, and promote grassroots governance. Jushi Jiujiang Calcium Industry Company provides public welfare relief and welfare provisions to Xiaoxishan Village, Linquan Township, De'an County, and implements targeted poverty alleviation donations. Jushi Chengdu Company donates epidemic prevention items to designated poverty-stricken areas in the local area, carries out warm delivery activities, and actively connects with the local fire brigade and grassroots administrative units in Qingbaijiang to further promote unity between the police and the people, and promote joint construction of a safe community.



On August 5, 2022, China's Jushi formed a partnership with Yuefeng Village to establish the "Strong Enterprise and Prosperous Village" Communist Party Building Alliance, and participated in the establishment of the Three Governance and Mutual Prosperity Fund.

Warmth and love overseas

Actively fulfil social responsibilities overseas. Jushi Egypt Company held a charity donation event in Suez, distributing a variety of Ramadan gift boxes to impoverished families, and contributed to the relief of local impoverished groups; donated goods to the Cairo Chamber of Commerce during the Ramadan charity event of the Egyptian Chinese Chamber of Commerce; carried out a charity donation activity to Hope Primary School in Africa, donated materials including school uniforms and textbooks. In 2022, Jushi Egypt Company donated nearly 70,000 yuan (RMB) to the local area. Since the establishment of the factory, it has donated approximately 500,000 Egyptian pounds of goods to the local area.



In May 2022, Jushi Egypt Company conducted a donation activity at Hope School in Egypt to assist the local education industry.

04 Joint construction and sharing to create overseas industrial coordinates

Adhering to the principle of "building markets first and factories later", we actively implement the "going global" strategy, promote the export of advanced domestic glass fiber production technology overseas, and promote the development of overseas industries. After ten years of construction, Jushi Egypt has helped the high-quality construction of the "the Belt and Road" through cross-cultural integration and localized management. Jushi USA deepens cooperation and contributes to the construction of local high-quality industrial clusters.

Extraordinary ten years of glass fiber dream, forging a new benchmark for the "the Belt and Road" industries

2022 marks the tenth anniversary of the establishment of Jushi Egypt Company. From investing in building factories to benefiting the locality, Jushi Egypt adheres to its original mission, localize operation and cultivates local talents, integrates culture and gathers people's hearts, and pursues long-term green operation. Together, we strive for win-win results and shoulder our responsibilities. Jushi imported fiberglass production technology into Egypt for joint development and collaboration. At present, the total production capacity of Jushi Egypt exceeds 300,000 tons, making a contribution to the development of Egypt's downstream composite material industry of glass fibers and making Egypt the fourth largest producer and trader of glass fibers in the world.

The company adheres to the concept of "mutual respect and mutual respect" and implements localized management in Jushi Egypt company, builds a heart to heart bridge between China and Egypt. In 2022, Jushi had more than 2000 local employees in Egypt, with a localization rate of more than 98%, and 76% for middle management posts, providing more than 2000 jobs for Egypt.

Jushi Egypt recruits local employees through various means, including advertising on foreign social media platforms to recruit college students, and then send them to the China headquarters for training to optimize Jushi Egypt's employee training system. At the same time, the company has carried out the training of "one position with multiple abilities" in fiberglass production technology among Egyptian employees, actively implementing "job training" to enhance the comprehensive abilities of Egyptian employees.

Employee localization ratio exceeds 98%

Jushi Egypt has over 2000 local employees .



Jushi Egypt Company

Deepen Sino US economic and trade cooperation, jointly build an upstream and downstream industrial community

Jushi USA is the largest manufacturing project invested in Richland County, South Carolina in the past 35 years, with approximately 500 employees and a localization rate of 94.8%. It is an important achievement of Sino US economic and trade cooperation, effectively driving the development of the local composite material upstream and downstream industry chain, including upstream mineral development industry, mineral raw material processing industry, construction industry, packaging material processing industry, energy industry, and downstream transportation industry. The development of composite material processing industries such as automobiles, pipelines, and building materials is conducive to promoting the improvement of the local composite material upstream and downstream industry chain. The company directly provides 500 job opportunities and indirectly provides over 600 job opportunities for the local economy, promoting the development of the local economy.

In 2022, Jushi USA continued to enhance its image and team cohesion, organized and participated in external charity activities such as voluntary blood donation, charitable donations, and community volunteer labor, and enhanced the company's influence in the local community. It organizes internal annual work meetings and commendation conferences, factory open days, Thanksgiving, Christmas and other large-scale internal events to help employees and their families understand the company's corporate culture, promote cultural integration and further enhance team cohesion.



Jushi USA holds Factory Open Day



Jushi USA Company



Participate in local public welfare undertakings

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Feedback

Thank you very much for your attention and support to China Jushi's social responsibility work.

Please fill in the questionnaire below, fax it or send it back to us. If the reserved space is insufficient, you can attach additional paper; if you want to reply electronically, please scan the QR code on the right and leave a message to the "China Jushi" WeChat public account. We will continue to improve and upgrade in future work based on your comments and suggestions.



What is your evaluation of this report

Report Overall Evaluation	<input type="checkbox"/> very good	<input type="checkbox"/> good	<input type="checkbox"/> fair	<input type="checkbox"/> bad	<input type="checkbox"/> awful
Richness of Content	<input type="checkbox"/> very good	<input type="checkbox"/> good	<input type="checkbox"/> fair	<input type="checkbox"/> bad	<input type="checkbox"/> awful
Suitability of the Number of Pages	<input type="checkbox"/> very good	<input type="checkbox"/> good	<input type="checkbox"/> fair	<input type="checkbox"/> bad	<input type="checkbox"/> awful
Aesthetics of Design	<input type="checkbox"/> very good	<input type="checkbox"/> good	<input type="checkbox"/> fair	<input type="checkbox"/> bad	<input type="checkbox"/> awful
language friendliness	<input type="checkbox"/> very good	<input type="checkbox"/> good	<input type="checkbox"/> fair	<input type="checkbox"/> bad	<input type="checkbox"/> awful

What do you think the core of China Jushi's responsibility is

Responsible Governance
 Business Performance
 Technological Innovation
 Energy Saving and Environmental Protection
Employee Care
 Corporate Citizenship

What aspects of social responsibility management do you think we should further strengthen?

Message Collecting
 Organization Building
 Talent Development
 Performance Evaluation
External Publicity
 Stakeholder Management
 Public Welfare Planning
 Annual Report Preparation Level
The Learning of Social Responsibility
 others _____

What is your position to participate in our opinion solicitation?

Government Department
 Institutional Investors
 Small and Medium Shareholders
 Financial Institutions
Industry Association
 Suppliers
 CSR professional Organization
 Peer companies
Partner
 Clients
 Non-profit Organization
 Company Senior Management
Press Organization
 Workers
 Others _____

How do you prefer to know our responsibility information

Paper Report
 Official Website
 WeChat Public Account
Social Responsibility Professional Media
 Others _____

What would you like to see in the Environmental, Social and Governance (ESG) Report of China Jushi 2021?

Which aspect of the performance of China Jushi are you more concerned about in the future?

What are your other comments and suggestions?

In order to facilitate contact with you and respond to your comments and suggestions in a timely manner, please provide your contact information and relevant information. We will keep it properly and will not leak it to the outside world.

Name _____ Age _____ Occupation/Working Department _____
 Gender Male Female Department / Occupation _____ Address _____
 Phone Number _____ Zip Code _____ E-mail _____