



Novah (Shanghai) System Technology Co., Ltd.

2025 ESG Report

About This Report

This is the 2025 Environmental, Social, and Governance (ESG) Report of Novah (Shanghai) System Technology Co., Ltd. (herein-after referred to as "Novah", "the Company" or "We"). We proactively disclose to the public our practices in green product manufacturing, environmental protection measures, people-oriented care initiatives and corporate governance, in pursuit of the Company's sustainable development.

Report Scope

This report covers Novah's headquarters and all its existing direct sales branches, excluding distributor outlets. The reporting period runs from January 1, 2025, to December 31, 2025. Where relevant, some data points encompass trends spanning the years 2023 to 2025.

Reporting Basis

This report has been prepared in alignment with the United Nations Sustainable Development Goals (SDGs) and with reference to the Global Reporting Initiative (GRI) Standards, the Chinese Academy of Social Sciences' Guidelines on Corporate Social Responsibility Reporting (CASS-CSR4.0), and the EcoVadis assessment criteria.

Report Preparation Process

This report was drafted by the Novah Corporate Social Responsibility Committee, subjected to an independent third-party review, and approved by the Board of Directors (BoD) on March 24, 2026.

Report Access

This report is publicly accessible and can be downloaded from our official website at www.novah.cc, under **About > ESG Mission and Actions**.

ESG Report



About Us

NOVAH's Mission:

To create spaces where people belong and organizations thrive.

Solutions Innovator

NOVAH System Technology Co., Ltd. is a globally active enterprise renowned for premium products and bespoke workplace solutions. We are dedicated to innovative thinking, inspirational work environments, and design excellence.

Global Pioneer

Founded in Shanghai in 2003, NOVAH now operates direct branches in Beijing and Shenzhen, supported by a distributor network spanning over 30 regions and cities. Our Singapore regional headquarters serves as a strategic hub for our ongoing global expansion.

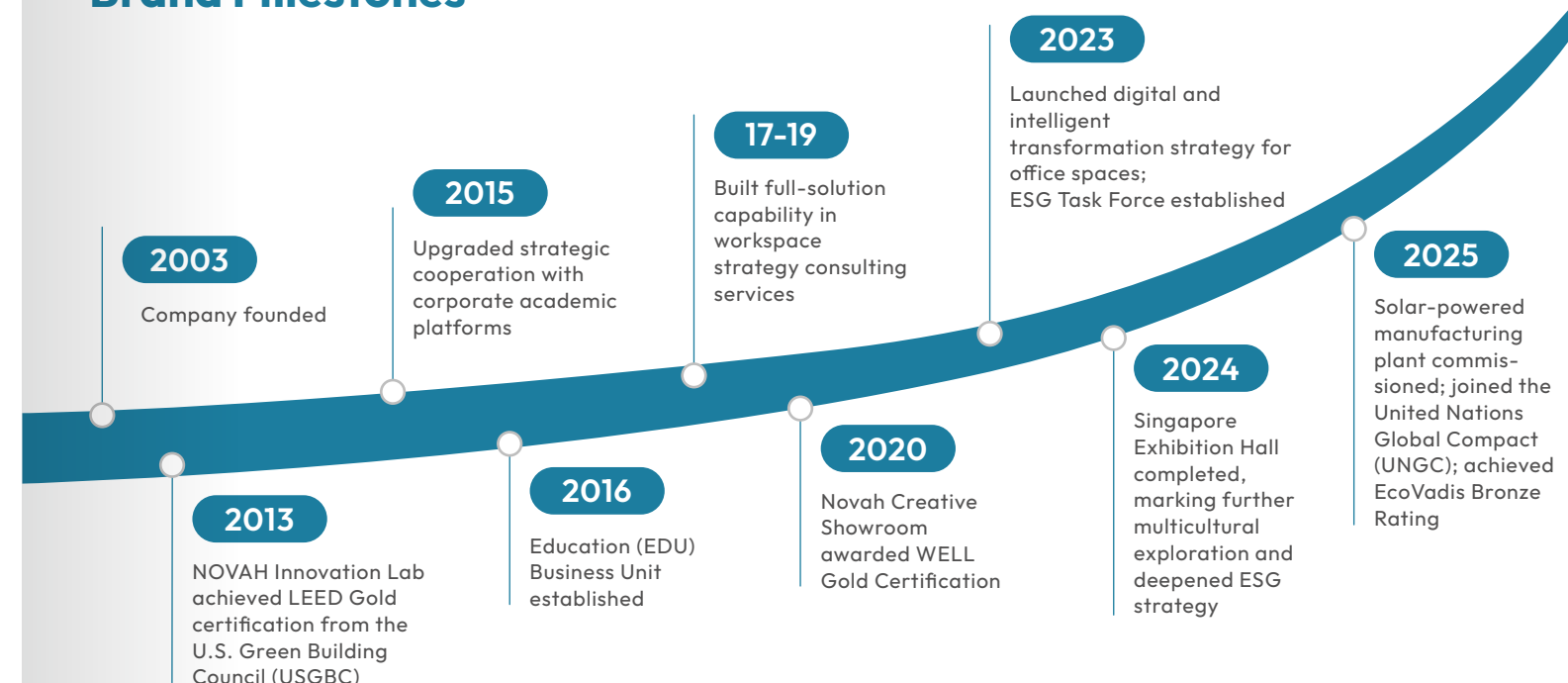
One-Stop Partner

As your integrated solutions partner, NOVAH integrates R&D, operations, manufacturing, logistics, and service delivery into seamless end-to-end offerings.

ESG Practitioner

NOVAH is committed to responsible growth. Our achievement of the EcoVadis Sustainability Rating, alongside our active alignment with the United Nations Global Compact (UNGC), demonstrates our dedication to building a better future — creating sustainable value for business, people, and the planet.

Brand Milestones



Message from the Chairman

Reconnect, Thrive Together

Reflecting on 2025, the global business landscape has been profoundly shaped by the dual forces of technological breakthroughs and the sustainable transformation. We deeply understand that the modern office has evolved far beyond a mere physical container; it is a dynamic energy hub for organizational efficiency, and more importantly, a living ecosystem where companies demonstrate social responsibility and people-centric care.

As a leader in workplace strategy, Novah has always embedded green, low-carbon principles into the very fabric of our products and philosophy. We firmly believe that going green should never be a cost burden, but a seamless fusion of efficiency and elevated experience. 2025 was a pivotal year in Novah's green transition. Our factory's solar photovoltaic (PV) system was fully commissioned and put into operation. This is far more than an energy project; it is the tangible fulfillment of our solemn commitment to carbon reduction.

On the governance front, Novah officially joined the United Nations Global Compact (UNGC) in 2025 and was awarded the EcoVadis Bronze Medal. These milestones are not the finish line, but a new starting point for fulfilling our environmental, social, and governance responsibilities in a more systematic and transparent manner.

On the social front, we have been continuously deepening our "people-first" philosophy.

We are building an equitable and inclusive workplace ecosystem that champions gender equality and multicultural integration. People have always been, and always will be, Novah's most valuable asset and paramount responsibility.

As Novah accelerates its overseas expansion and deepens its globalization strategy, we are elevating our focus on people-centric culture towards the "deep integration of multiculturalism." At Novah, we respect every unique voice, value our differences, and embrace creative collision. This profound cultural inclusivity is dismantling both visible geographical boundaries and invisible mindsets, nourishing our organizational DNA for innovation, and establishing "Diversity, Equity, and Inclusion (DEI)" as the cornerstone of Novah's global competitiveness.

Looking ahead, AI technology is not only reshaping industries but also redefining how we think and collaborate. We will actively embrace this wave, driven by innovation to explore the integrated application of AI, eco-friendly materials, and human-centric design within our workspace solutions. Together with our clients, suppliers, employees, and all stakeholders, we are committed to building a fairer, lower-carbon, and more resilient business ecosystem.

We believe that the true power of business is unleashed only when a company's growth resonates deeply with the sustainable future of both people and the planet. My heartfelt gratitude goes to every partner journeying with Novah, and I look forward to forging ahead together on this sustainable path.

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Message from the Chair of Novah ESG Committee

In 2025, global business exploration of sustainability decisively shifted from a "shared vision" towards "quantifiable evidence." As a trailblazer in office furniture and spatial solutions, Novah insists on weaving the underlying logic of ESG directly into every link of the chain: from product R&D and green supply chain management to manufacturing and global delivery. Looking back at 2025, we achieved milestone breakthroughs in our ESG journey:

1. Holding Our Governance to the Highest International Standards

In 2025, Novah successfully passed the rigorous assessment by EcoVadis, the globally recognized sustainability rating platform, earning the Bronze Medal. This achievement has laid a transparent, robust foundation of trust for our comprehensive international expansion. That same year, we officially joined the United Nations Global Compact (UNGC), elevating our path of responsibility fulfillment to a long-term, institutionalized international commitment.

2. "Hardcore Carbon Reduction" from Factory to Supply Chain

We know that greening the manufacturing sector demands action, not just slogans. In 2025, Novah deployed and fully commissioned a 1.8MW distributed solar photovoltaic (PV) system at our factory, achieving full coverage and powering its operations with green electricity.

Complemented by policies for fully electrified production and transitioning business commuting to electric vehicles (EVs), Novah slashed its total Scope 1 and 2 operational carbon emissions by over 30% year-on-year in FY2025, surpassing our internally set ESG milestone ahead of schedule.

3. Empowering Furniture and Spaces with True Green Guarantees

Novah roots low-carbon and circular concepts into its product R&D. By the end of 2025, all our seating lines successfully obtained the internationally recognized GREEN-GUARD Gold certification. By systematically quantifying the environmental data of our core products, we provide customers with transparent and authentic eco-assurance.

4. Extending Global Green Value: From Points to Networks

In 2025, Novah further expanded its global low-carbon footprint by establishing a central overseas warehouse in North America. This strategic transformation replaced inefficient, piecemeal direct shipments with consolidated bulk logistics, significantly accelerating delivery for large-scale overseas projects. Simultaneously, it successfully slashed logistics carbon intensity by approximately 60%, achieving a synergistic win-win for both commercial value and ecological resilience.

Looking ahead, we will continue to empower green offices through spatial technology. With a spirit of dedicated craftsmanship and unwavering pragmatism, we are eager to co-create a low-carbon, resilient, and prosperous future together with our global clients and partners.

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EcoVadis Bronze Medal Achieved

In November 2025, Novah successfully passed the comprehensive assessment by EcoVadis, the globally recognized sustainability rating platform, and was awarded a Bronze Medal, placing us among the top 35% of assessed companies worldwide. This recognition signifies not only systematic acknowledgment of Novah's performance across four key pillars—Environment, Labor & Human Rights, Ethics, and Sustainable Procurement—but also that the Company is advancing steadily on its path to becoming a responsible, high-quality enterprise through concrete actions.

EcoVadis is a globally renowned, authoritative rating agency for corporate sustainability (CSR/ESG). Its assessment framework is grounded in international standards, covering 21 specific indicators across the four core themes. To date, the platform spans over 200 industries and 180 countries and regions, with its ratings widely adopted by multinational corporations and public institutions as a critical reference for supply chain access and procurement decisions.

Novah's Bronze Medal not only means our overall performance surpasses that of nearly two-thirds of global participants but also stands out prominently within China's manufacturing sector. Data shows the average EcoVadis score for Chinese manufacturers is approximately 48.2 points (compared to a global average of 54.7 points). Novah's score significantly exceeds this domestic benchmark, laying a robust foundation for our international market expansion.

Compared with our previous assessments, Novah has also made marked progress in its own scores. This steady improvement is evident in both the overall score and key theme scores, reflecting the continuous refinement of our management system and the solid, tangible results of embedding ESG principles throughout our entire business process.



Officially Joined the UNGC

Novah (NOVAH) has officially become a participant in the United Nations Global Compact (UNGC), committing to its Ten Principles in the areas of human rights, labor, environment, and anti-corruption. This milestone signifies the further integration of sustainable development into our strategic framework and a more systematic, transparent approach to contributing to the UN Sustainable Development Goals (SDGs).

The UNGC is the world's largest corporate sustainability initiative, dedicated to mobilizing companies to embed social responsibility into their daily operations and global supply chain management. As a participant, Novah will regularly submit a Communication on Progress (CoP), publicly disclosing our concrete actions and performance in environmental stewardship, employee well-being, and corporate governance. This ensures external oversight and strengthens the traceability of our responsibility fulfillment.

Novah has always viewed sustainable development as a core corporate responsibility. We honor our green commitments through tangible, innovative actions, advancing environmentally friendly manufacturing and operations.

Joining the UNGC is not a symbolic gesture; it is the institutional confirmation of our long-term action pathway. Looking ahead, we will continue to drive innovation, exploring the integrated application of eco-friendly materials, energy-saving technologies, and human-centric design in our workspace solutions. Within the UNGC framework, we look forward to working alongside our clients, suppliers, employees, and other stakeholders to co-create a fairer, lower-carbon, and more resilient business ecosystem.



**United Nations
Global Compact**

Dual Gold-Certified Showroom

Novah's headquarters showroom has been awarded the prestigious LEED and WELL Dual Gold Certifications. In 2025, we further expanded our workplace greenery, agile settings, and human-centric amenities, making our workplace greener and more people-oriented.

LEED (Leadership in Energy & Environmental Design) is a green building certification system established and administered by the U.S. Green Building Council (USGBC). As the most widely recognized and practically advanced global standard for environmental assessment, green building evaluation, and sustainability performance, it certifies buildings across four levels: Platinum, Gold, Silver, and Certified. The Novah Creative Showroom has achieved the Gold level.

The creators of the WELL standard believe that while indoor spaces enclosed by concrete and steel offer physical shelter, there are clearly other dimensions that deserve our attention — including long-overlooked elements such as air, light, and sound.

From its very inception, our Shanghai Showroom was designed and built to WELL standards. Every detail reflects our profound care for people. During challenging times, this step forward took on even greater significance. The WELL certification is not a rigid checklist; it represents the ultimate indoor environment, meticulously crafted from countless thoughtful, human-centric details.



Identification of Material ESG Topics

- 01

Establishment of ESG Framework & Reference Standards:

We refer to internationally recognized ESG frameworks and standards, including the Global Reporting Initiative (GRI) Standards, the Ten Principles of the United Nations Global Compact (UNGC), and the UN Sustainable Development Goals (SDGs), to provide structure and guidance for the topic identification process.
- 02

Internal Data Collection & Assessment:

We collect the Company's existing environmental, social, and governance data, including historical emissions records, employee satisfaction survey results, supply chain management information, and corporate governance structures. An initial self-assessment is conducted to understand Novah's current baseline, strengths, and potential areas for improvement across all ESG domains.
- 03

Stakeholder Engagement:

Through surveys, interviews, and workshops, we proactively solicit and listen to stakeholder views and expectations to understand the ESG topics they consider most material.
- 04

Issue Prioritization:

The identified ESG topics are prioritized based on their potential impact, the Company's capacity and resources, and the urgency of required action.



SDGs Alignment: Achievements and Goals



01. No Poverty

End poverty in all its forms everywhere

2023

- Explicitly prohibited child labor in recruitment.
- Ensured all contracted employees' salaries exceeded the local minimum wage.

2024

- Continued prohibition of child labor in recruitment.
- Ensured all contracted employees' salaries exceeded the local minimum wage.
- Enhanced the annual welfare mechanism, providing financial subsidies and exclusive benefits for life stages such as marriage and child-rearing.
- Improved welfare programs for specific internal employee groups.
- Mobilized donations to underprivileged groups

2025

- Continued prohibition of child labor in recruitment.
- Ensured all contracted employees' salaries exceeded the local minimum wage.
- Further refined the annual welfare mechanism with targeted support for marriage, child-rearing, and other key life stages.
- Further enhanced welfare programs for specific internal employee groups.
- Partnered with charitable organizations to donate furniture.
- Collaborated with local agricultural agencies to establish a charitable support chain.

Areas for Improvement

- Further refine policies addressing the needs of specific vulnerable groups.
- Implement localized community assistance and charitable initiatives.
- Collaborate with local agricultural agencies to establish a charitable support chain.

1-2 Year Goals

- Continuously optimize institutional mechanisms and welfare benefits aimed at poverty alleviation.

3-5 Year Goals

- Partner with more charitable organizations to extend care and contribute to the eradication of poverty.



02. Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

2023

- Established a pilot project team and defined the strategic direction for the application of agricultural waste in products.
- Developed an initiative plan linking daily employee welfare with partnerships supporting agricultural organizations.

2024

- Ensured all contracted employees' salaries exceeded the local minimum wage.
- Partnered with industry peers to continuously offer employee discounts on essential goods and services (clothing, food, housing, and transportation).
- Utilized wheat straw as a recycled material in architectural decoration, contributing to the circular use of agricultural waste.

2025

- Ensured all contracted employees' salaries exceeded the local minimum wage.
- Partnered with industry peers to continuously offer employee discounts on essential goods and services.
- Conducted agricultural support campaigns to promote sustainable farming practices.
- Continued using wheat straw in architectural decoration to recycle and upcycle agricultural waste.
- Actively explored further commercial applications for agricultural waste-derived materials.

Areas for Improvement

- Expand the use of recycled agricultural waste in architectural decoration materials.
- Strengthen agricultural support campaigns to further promote sustainability.

1-2 Year Goals

- Formally establish the pilot project team and define the direction for product-side application of agricultural waste.

3-5 Year Goals

- Achieve full product-side application of agricultural waste materials

SDGs Alignment: Achievements and Goals



03. Good Health and Well-being

Ensure healthy lives and promote well-being for all at all ages

2023

- Ensure healthy lives and promote well-being for all at all ages
- Regularly organized activities (birthday parties, holiday celebrations, etc.) to foster employee communication and connection.
- Provided marriage leave, parental leave, childcare subsidies, Women's Day benefits, Children's Day benefits, etc.
- Provided annual employee health check-ups and commercial insurance; extended discounted check-up and enrollment channels to employees' family members to expand benefit coverage.
- Commemorated long-service employees with milestone awards.
- Distributed heat prevention and cooling allowances or supplies annually in accordance with national regulations.
- Provided regular occupational health and safety training.
- Ensured all products used were ergonomically designed and passed formaldehyde content testing. Equipped workstations with monitor arms, seat headrests, etc., to enhance office comfort.
- Reasonably utilized screens, high-back furniture, and enclosed/semi-enclosed furniture combinations to significantly reduce noise pollution in the office environment.
- Maintained compliant factory boundary noise levels.

2024

- Maintained all existing employee benefits.
- Ensured continued workplace furniture comfort and office acoustic tranquility.
- Maintained compliant factory boundary noise levels.
- Improved the occupational safety training system by introducing drills to enhance employee participation and engagement.
- Enhanced the welfare mechanism to include hospitalization visitation allowances, bereavement allowance, and other benefits.
- Increased greenery coverage in the new workplace by 50%.

2025

- Further expanded workplace greenery coverage.

Areas for Improvement

- Continue improving the occupational safety training system.
- Further enhance the welfare mechanism.
- Increase workplace greenery coverage.

1-2 Year Goals

- Continuously improve the welfare mechanism, with an estimated 1-2 new benefits added or a 5% increase in overall benefit level.

3-5 Year Goals

- Continuously improve the welfare mechanism, with an estimated 3-5 new benefits added or a 10% increase in overall benefit level.



SDGs Alignment: Achievements and Goals



04. Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 2023
 - Established a dedicated training department.
 - Provided diverse online and offline learning channels, with 415 online courses and a satisfaction rate exceeding 80%.
 - Achieved over 90% employee coverage for ESG-related training courses.
 - Offered a wide range of skill-building courses beyond core business areas, sourcing content from multiple channels based on employee feedback.
 - Defined distinct learning, assessment, probation confirmation, and promotion pathways tailored to different departments.
 - Maintained a transparent assessment and grading mechanism and published promotion announcements.
 - Encouraged peer-to-peer learning and rewarded employees who created course content.
- 2024
 - Maintained the dedicated training department and all established learning frameworks.
 - Sustained over 90% employee coverage for ESG-related training.
 - Continued offering diverse skill-building courses and multi-channel content sourcing.
 - Maintained distinct learning and promotion pathways across departments with transparent evaluation and announcements.
 - Ensured a transparent assessment and grading mechanism and clear promotion announcements.
 - Continued incentivizing peer-to-peer learning and course creation.
 - Expanded online and offline learning channels, with total online courses reaching 744 and satisfaction rate exceeding 90%.
- 2025
 - Introduced multilingual course offerings.
 - Increased total online courses to 789, maintaining a satisfaction rate above 90%.

- Areas for Improvement
- Add approximately 45 new courses while maintaining the employee satisfaction rate above 90%.
 - Expand multilingual and cross-cultural training programs.
- 1-2 Year Goals
- Continuously introduce new courses to broaden the knowledge dimensions.
- 3-5 Year Goals
- Continuously introduce new courses to expand knowledge horizons, including at least 5 dedicated cross-cultural courses.



SDGs Alignment: Achievements and Goals



05. Gender Equality

Achieve gender equality and empower all women and girls

- 2023
 - Gender equality and non-discrimination stipulated in the Employee Handbook.
 - Female employees outnumbered male employees.
 - Female executives accounted for over one-quarter of management.
 - Provided marriage leave, parental leave, childcare subsidies, Women's Day benefits, Children's Day benefits, etc.
- 2024
 - Maintained gender equality and non-discrimination policies as stipulated in the Employee Handbook.
 - Female employees continued to outnumber male employees, with further growth in female headcount.
 - Female executives remained over one-quarter of management, with an increased ratio.
 - Continued providing marriage leave, parental leave, childcare subsidies, Women's Day benefits, and Children's Day benefits.
- 2025
 - Refining equality policies and oversight mechanisms within institutional frameworks.
 - Implemented dedicated measures for the care and support of female employees.

- Areas for Improvement
- Increase female headcount and further raise the ratio of female executives.
 - Further refine gender equality policies.
 - Provide ongoing, multi-faceted care and support for female employees in daily operations.
- 1-2 Year Goals
- Provide ongoing, multi-faceted care and support for female employees in daily operations.
- 3-5 Year Goals
- Launch lectures and workshops on women's mutual support and daily well-being.



06. Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all

- 2023
 - Conducted Regular water and air quality monitoring and management.
- 2024
 - Continued Regular water and air quality monitoring and management.
 - Added visible signage promoting water and energy conservation awareness.
- 2025
 - Conducted training and lectures on water conservation and water recycling.

- Areas for Improvement
- Add visible signage promoting water and energy conservation awareness.
 - Conduct training and lectures on water conservation and water recycling.
- 1-2 Year Goals
- Plan the deployment of visual dashboards for water and air quality monitoring
- 3-5 Year Goals
- Deploy and implement visual dashboards for water and air quality monitoring across the factory.

SDGs Alignment: Achievements and Goals



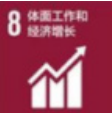
07. Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all

- 2023
 - Actively promoted the transition from fuel to electric power.
 - Implemented energy-saving measures including the installation of smart motion-sensor lights.
 - Equipped phone booth products with smart motion-sensor lights and LED light strips.
- 2024
 - Continued equipping phone booth products with smart motion-sensor lights and LED light strips.
 - Accelerated the electrification transition: all shuttle buses and factory forklifts were converted to electric, reducing overall Scope 1 carbon emissions by at least 50%.
 - Deployed photovoltaic (PV) power generation systems at the factory.
- 2025
 - Maintained low emission levels for overall Scope 1 carbon emissions.
 - Achieved full utilization of photovoltaic (PV) power generation across the factory.
 - Reduced factory Scope 2 carbon emissions by at least 30%.

Areas for Improvement

- Sustain low emission levels for overall Scope 1 carbon emissions.
 - Maintain full utilization of photovoltaic (PV) power generation across the factory.
 - Continue efforts to keep factory Scope 2 carbon emissions at reduced levels.
- 1-2 Year Goals
 - Maintain low emission levels for both Scope 1 and Scope 2 carbon emissions. |
- 3-5 Year Goals
 - Sustain low emission levels for both Scope 1 and Scope 2 carbon emissions over the long term.



08. Decent Work and Economic Growth

Promote inclusive economic growth, full employment, and decent work for all.

- 2023
 - Ensured All contracted salaries exceeded local minimum wage.
 - Partnered with business peers to continuously provide employee discounts on essential goods and services (food, housing, and transportation).
 - Provided human-centric benefits, including high-temperature work allowances, hospitalization visitation allowances, and long-service milestone awards.
 - Partnered with employment agencies for individuals with disabilities to provide job opportunities.
- 2024
 - Ensured all contracted employees' salaries exceeded the local minimum wage.
 - Partnered with industry peers to continuously offer employee discounts on basic necessities including clothing, food, housing and transportation.
 - Provided human-centric benefits, including high-temperature work allowances, hospitalization visitation allowances, and long-service milestone awards.
 - Partnered with employment agencies for individuals with disabilities to offer them job opportunities.
 - Incorporated suppliers' ESG capabilities as a bonus criterion in procurement evaluations.
 - Enhanced the occupational safety training system by introducing practical drills to boost employee engagement.
 - Expanded the welfare mechanism to include hospitalization visitation allowances, bereavement allowance, and other benefits.
- 2025
 - Continued to refine and enhance the overall employee welfare mechanism.
- Areas for Improvement
 - Include suppliers' ESG performance as a bonus criterion in the evaluation framework.
 - Further optimize the occupational safety training system.
 - Continue refining the employee welfare mechanism.

1-2 Year Goals
 - Continuously improve the welfare mechanism, with an estimated 1-2 new benefits added or a 5% increase in overall benefit level.

3-5 Year Goals
 - Continuously improve the welfare mechanism, with an estimated 3-5 new benefits added or a 10% increase in overall benefit level.
- # SDGs Alignment: Achievements and Goals
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- ## 09. Industry, Innovation & Infrastructure
- Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
- 2023
 - Annual investment in equipment upgrading and retrofitting reached RMB 300,000 or above.

2024
 - Sustained annual investment in equipment upgrading and retrofitting at RMB 300,000 or above.
 - Deployed photovoltaic (PV) power generation equipment at the factory.

2025
 - Continued annual investment in equipment upgrading and retrofitting at RMB 300,000 or above.
 - Achieved full deployment and commissioning of factory solar PV power generation equipment.
- ### Areas for Improvement
- Achieve full deployment and commissioning of factory solar PV power generation equipment.

1-2 Year Goals
 - Develop contingency plans for severe weather events.

3-5 Year Goals
 - Issue and implement comprehensive contingency plans for severe weather events.
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- ## 10. Reduced Inequalities
- Reduce inequality within and among countries.
- 2023
 - Maintained an equal employment policy with zero tolerance for discrimination.
 - Recruited a certain proportion of employees with disabilities.

2024
 - Upheld the equal employment policy with zero discrimination.
 - Maintained recruitment of a designated percentage of employees with disabilities.
 - Recruited foreign employees following the establishment of our Singapore subsidiary.

2025
 - Upheld the equal employment policy with zero discrimination.
 - Increased the ratio of foreign employees.
 - Participated in community activities organized by MINDS (Movement for the Intellectually Disabled of Singapore).

Areas for Improvement
 - Further increase the ratio of foreign employees.
 - Participate in community activities that promote equality.

1-2 Year Goals
 - Further refine the equal employment mechanism.

3-5 Year Goals
 - Further refine the equal employment mechanism and establish a dedicated oversight committee.

SDGs Alignment: Achievements and Goals



11. Sustainable Cities & Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

2023

- Actively promoted the transition from fuel to electric power.
- Developed response measures for epidemic outbreaks and natural disasters.

2024

- Continued advancing electrification: all shuttle buses and factory forklifts were converted to electric.
- Deployed photovoltaic (PV) power generation equipment at the factory.
- Actively participated in community-organized sustainability activities, including exhibiting at the Jing'an exhibition zone of the International Carbon Neutrality Expo.

2025

- Achieved full deployment and commissioning of factory solar PV power generation equipment.
- Actively participated in community-organized sustainability activities.
- Maintained low emission levels for both Scope 1 and Scope 2 carbon emissions.

Areas for Improvement

- Complete the full transition from fuel to electric power.
- Fully deploy factory solar PV power generation equipment.
- Actively participate in community-organized sustainability activities.
- Maintain low emission levels for both Scope 1 and Scope 2 carbon emissions.

1-2 Year Goals

- Achieve full utilization of solar PV power across the factory.
- Continuously participate in community-organized sustainability activities.

3-5 Year Goals

- Continuously participate in community-organized sustainability activities.



SDGs Alignment: Achievements and Goals



12. Responsible Consumption & Production

Ensure sustainable consumption and production patterns.

2023

- Actively participated in community-organized charitable donations, blood donation drives, and environmental protection activities.

2024

- Continued active participation in community-organized charitable donations, blood donation drives, and environmental protection activities.
- Actively participated in community-organized sustainability activities, including exhibiting at the Jing'an exhibition zone of the International Carbon Neutrality Expo.
- Launched modular furniture designed for easy disassembly and minimal-unit replacement, enhancing product durability and promoting sustainability.

2025

- Continued active participation in community-organized charitable donations, blood donation drives, and environmental protection activities.
- Created furniture and spatial solutions embodying green and sustainable concepts.
- Conducted carbon footprint assessments for major products and disclosed relevant carbon footprint data.
- Obtained certification for the carbon footprint data of selected products.
- Launched products incorporating recycled materials.

Areas for Improvement

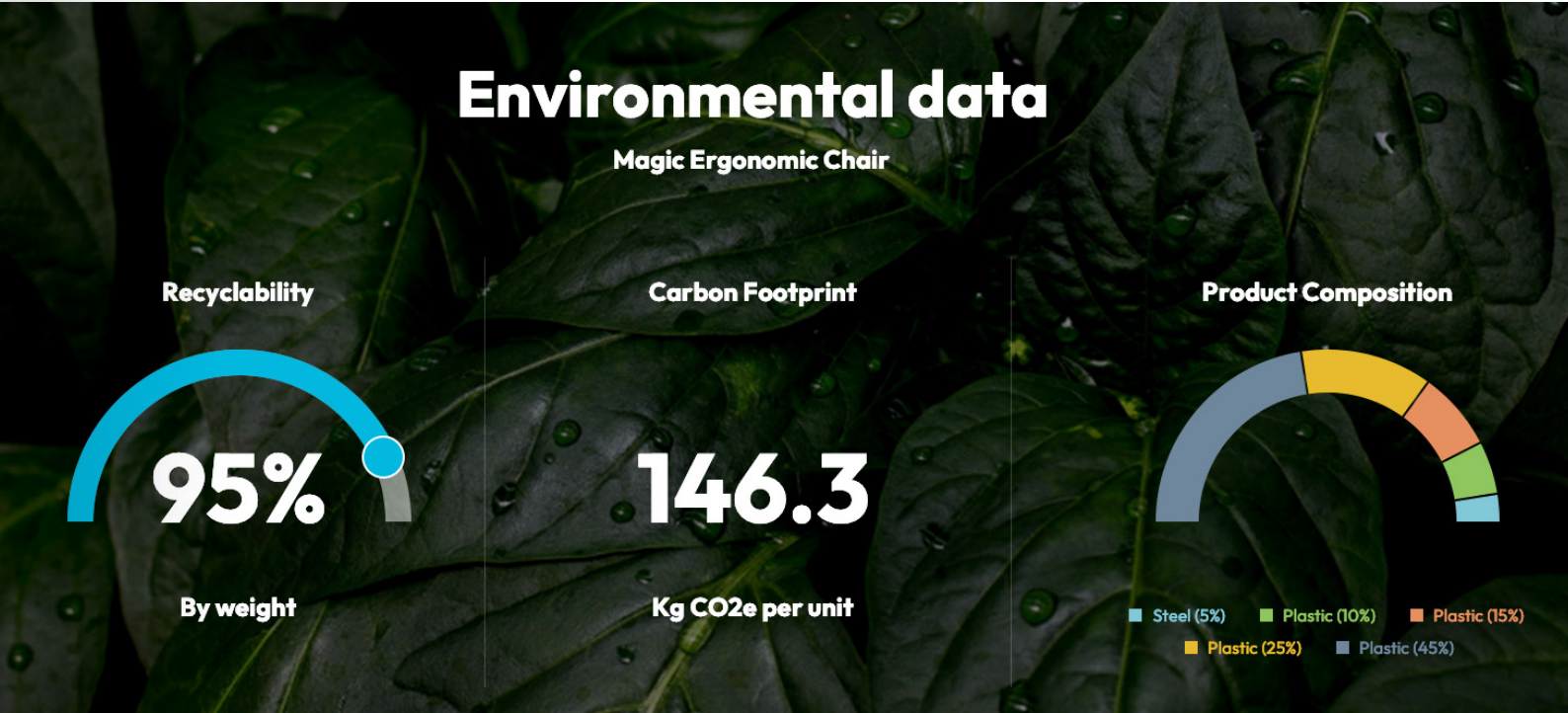
- Continue creating furniture and spatial solutions with green and sustainable concepts, embedding sustainability into the development philosophy of all new products.
- Conduct carbon footprint assessments for major products and disclose carbon footprint data.
- Launch more products incorporating recycled materials.

1-2 Year Goals

- Conduct carbon footprint assessments and disclose carbon footprint data across all product categories.
- Continuously participate in community-organized sustainability activities.
- Actively seek partnerships with suppliers offering low-carbon alternative materials and recycled material solutions.

3-5 Year Goals

- Continuously participate in community-organized sustainability activities.
- Develop products featuring recyclable and reusable design.



SDGs Alignment: Achievements and Goals



13. Climate Action

Take urgent action to combat climate change and its impacts.

- 2023
- Actively promoted the fuel-to-electric (electrification) transition to reduce greenhouse gas emissions from business operations, thereby mitigating ocean warming and acidification.
 - Actively responded to severe weather such as typhoons and floods.

- 2024
- Continued active response to severe weather events such as typhoons and flood seasons.
 - Advanced the electrification transition: all shuttle buses and factory forklifts were converted to electric.
 - Deployed photovoltaic (PV) power generation equipment at the factory, scheduled for commissioning by mid-2025.
 - Introduced eco-friendly, low-carbon suppliers (e.g., LINAK).

- 2025
- Implemented low-carbon transportation in project delivery.
 - Achieved full deployment and commissioning of factory solar PV power generation equipment.
 - Maintained low emission levels for both Scope 1 and Scope 2 carbon emissions.
 - Launched products incorporating recycled materials.

Areas for Improvement

- Implement low-carbon transportation in project delivery.
 - Maintain low emission levels for both Scope 1 and Scope 2 carbon emissions.
 - Launch products incorporating recycled materials.
- 1-2 Year Goals
- Develop low-carbon logistics planning (covering packaging and transportation).
 - Establish internal corporate policies to reduce waste, recycle plastics, and advance the transition to a circular economy.
 - Reduce end-of-life product scrapping through circular utilization.
 - Continuously develop and engage eco-friendly, low-carbon suppliers.
 - Formulate contingency plans for severe weather.
- 3-5 Year Goals
- Implement low-carbon logistics initiatives (covering packaging and transportation).
 - Develop products designed for recyclability and material reuse.
 - Issue and implement comprehensive contingency plans for severe weather events.



SDGs Alignment: Achievements and Goals



14. Life Below Water

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

- 2023
- Established waste disposal mechanisms and maintained corresponding statistics.
 - Actively promoted the transition from fuel to electric power (electrification) to reduce corporate greenhouse gas emissions, thereby mitigating ocean warming and acidification.

- 2024
- Continued maintaining waste disposal mechanisms and statistics tracking.
 - Advanced the electrification transition: all shuttle buses and factory forklifts were converted to electric.
 - Deployed photovoltaic (PV) power generation equipment at the factory, scheduled for commissioning by mid-2025.

- 2025
- Streamlined SKUs in project delivery to reduce energy consumption in ocean freight.

Areas for Improvement

- Complete the full transition from fuel to electric power.
 - Fully deploy factory solar PV power generation equipment.
 - Streamline SKUs in project delivery to reduce energy consumption in ocean freight.
- 1-2 Year Goals
- Develop low-carbon logistics planning (covering packaging and transportation).
 - Establish internal corporate policies to reduce waste, recycle plastics, and advance the transition to a circular economy.
 - Reduce end-of-life product scrapping through circular utilization.
- 3-5 Year Goals
- Implement low-carbon logistics initiatives (covering packaging and transportation).
 - Develop products utilizing recycled marine waste materials (such as fishing nets and plastic bottles).



SDGs Alignment: Achievements and Goals



15. Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, and halt biodiversity loss.

- 2023
- Actively promoted the electrification transition (shifting from fuel to electricity).
- 2024
- Continued advancing electrification: all shuttle buses and factory forklifts were converted to electric.
 - Deployed photovoltaic (PV) power generation equipment at the factory, scheduled for commissioning by mid-2025.
- 2025
- Implemented low-carbon transportation in project delivery.
 - Achieved full deployment and commissioning of factory solar PV power generation equipment.
 - Maintained low emission levels for both Scope 1 and Scope 2 carbon emissions.
 - Collaborated with animal rescue organizations and donated furniture to support their facilities.
 - Launched products incorporating recycled materials.

- Areas for Improvement
- Complete the electrification transition.
 - Achieve full deployment and commissioning of factory solar PV power generation equipment.
 - Maintain low emission levels for both Scope 1 and Scope 2 carbon emissions.
 - Continue collaborating with animal rescue organizations and donating furniture.
 - Launch more products incorporating recycled materials.
- 1-2 Year Goals
- Develop low-carbon logistics planning (covering packaging and transportation).
 - Establish internal corporate policies to reduce waste, recycle plastics, and advance the transition to a circular economy.
 - Reduce end-of-life product scrapping through circular utilization.
- 3-5 Year Goals
- Implement low-carbon logistics initiatives (covering packaging and transportation).
 - Develop products designed for recyclability and material reuse.

Furniture for Compassion

NOVAH Donates to BAOEN Stray Animal Services



SDGs Alignment: Achievements and Goals



16. Peace, Justice & Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

- 2023
- Maintained a rigorous anti-corruption system.
 - Established a platform for rationalization proposals.
 - Provided transparent complaint channels, including a dedicated platform and email address.
 - Designed customized promotion and assessment pathways for different business units.
- 2024
- Maintained the rigorous anti-corruption system
 - Established a platform for rationalization proposals.
 - Provided transparent complaint platforms and mailboxes.
 - Customized promotion and evaluation paths for different business units.
 - Recruited foreign employees via the newly established Singapore subsidiary.
 - Organized cross-cultural sharing sessions.
- 2025
- Improved the rationalization proposal platform and grievance mechanisms.
 - Enhanced cross-cultural sharing initiatives.

- Areas for Improvement
- Optimize the rationalization proposal platform and grievance mechanisms.
 - Continue strengthening cross-cultural sharing initiatives.
- 1-2 Year Goals
- Plan and upgrade the suggestion and complaint platforms to support multiple languages, offer enhanced functionality, and provide greater accessibility.
- 3-5 Year Goals
- Launch the fully upgraded suggestion and complaint platforms.



17. Partnerships for the Goals

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

- 2023
- Actively engaged with international businesses and global suppliers.
- 2024
- Continued actively engaging with international businesses and global suppliers.
 - Introduced eco-friendly, low-carbon suppliers (e.g., LINAK).
- 2025
- Foster sound sustainability-focused supplier relationships through UNGC membership
 - Co-developed sustainable products with suppliers.
- Areas for Improvement
- Leverage UNGC membership to foster solid sustainable supplier relationships.
 - Continue co-developing sustainable products with suppliers.
 - Onboard more eco-friendly and low-carbon suppliers.
- 1-2 Year Goals
- Explore innovative eco-friendly materials in collaboration with existing suppliers.
 - Plan and initiate engagement with new recycled material suppliers.
- 3-5 Year Goals
- Onboard new recycled material suppliers and develop 1-2 recyclable products.



Efficient Governance

Governance & Compliance

The Group is committed to maintaining a governance system characterized by clearly defined responsibilities, effective checks and balances, and efficient operations. We strictly comply with the Company Law of the People's Republic of China, the Civil Code of the People's Republic of China, and other relevant laws and regulations. We continuously optimize our corporate governance structure and strengthen our internal management, audit, and supervisory systems, striving to transform high-standard governance capabilities into a core competitive advantage.

Standardized and Transparent Decision-Making Mechanisms

In accordance with the Company's Articles of Association, the General Meeting of Shareholders reviews and decides on major matters, including business strategies, investment and financing plans, and profit distribution, ensuring that the Company's development strategy serves the long-term interests of all shareholders.

Committees

- Strategic Development Committee
- Talent Development Committee
- Product Development Committee
- ESG Management Committee



BOARD OF DIRECTORS



COMMITTEES



BUSINESS UNITS



FUNCTIONAL DEPT

Diverse and Independent Oversight Functions

The Board of Supervisors is responsible for the comprehensive supervision of the Company's financial affairs and the legality and compliance of the performance of duties by directors and senior management. Composition: The Board of Supervisors consists of 3 members, including shareholder representatives and employee representatives.

Diversity in Governance

We place a high priority on gender diversity at the governance level, which effectively enhances the comprehensiveness and inclusiveness of oversight perspectives and tangibly safeguards the legitimate rights and interests of the Company, its shareholders, and employees.



Business Segments

Direct Sales

Shanghai

Beijing

Shenzhen

Nanjing

Singapore

Distribution

Foreign Trade



Functional Departments

Finance

CSMC

IT

Operations and Manufacturing Center

Product R&D

Marketing



Compliance Governance & Business Ethics

Novah consistently upholds the baseline principle of "integrity in operations and compliance in development," regarding business ethics as the lifeline of the enterprise. In 2025, the Company continued to enhance its compliance management system and deepen its culture of integrity, ensuring steady progress along the track of legal and ethical business conduct.

Standardized Governance and Compliance Framework

Novah strictly complies with the Company Law of the People's Republic of China, the Civil Code of the People's Republic of China, and the laws and regulations of the jurisdictions where it operates. We have established a comprehensive compliance framework centered on the Company's Articles of Association, encompassing the Rules of Procedure for the Board of Directors, the Rules of Procedure for the Board of Supervisors, and the Information Disclosure Management Policy.

Closed-Loop Risk Management

In 2025, the Company deepened its closed-loop management process of "Risk Identification – Management Planning – Response Evaluation – Operational Monitoring." Compliance reviews were embedded into every business process, including production, sales, and procurement, ensuring that potential compliance risks are addressed proactively at an early stage.

Business Ethics and Anti-Corruption

We maintain a zero-tolerance stance toward any form of corruption, bribery, or fraud. Our anti-commercial bribery policy is strictly enforced and extended to supply chain management, requiring all business partners to jointly adhere to relevant ethical standards.

Whistleblowing and Rights Protection Mechanism

To safeguard the fairness of our operations, Novah has established a robust whistleblowing mechanism, providing an open integrity reporting channel for all employees and business partners: dedicated reporting email jb@novah.cn.

2025 Compliance Performance

During the reporting period, the Company achieved significant results in business ethics governance: Confirmed commercial bribery incidents: 0 Cases of corruption or disciplinary violations: 0 Serious violation reports received via the reporting email and verified: 0



Information Security & Privacy Protection

Novah fully recognizes that information security is the cornerstone of digital transformation. We are committed to building a multi-dimensional protection framework to safeguard every data asset belonging to our clients, partners, and the enterprise itself.

Rigorous Confidentiality Management System

Novah has established comprehensive Information Security Management Policies and Confidentiality Policies, defining security standards across the full data lifecycle, including collection, storage, transmission, and destruction.

We implement a tiered classification management approach for critical corporate information, ensuring that access to sensitive data is strictly controlled and audited. In our collaboration with clients and suppliers, we rigorously sign and fulfill Confidentiality Agreements, safeguarding information security through a dual mechanism of legal instruments and management processes.

Dynamic Risk Assessment and Early Warning Mechanism

The Group's IT Center conducts regular information security risk assessments to accurately identify internal and external potential threats as well as system vulnerabilities. Based on the assessment results, we formulate targeted risk mitigation plans, encompassing core technical safeguards such as firewall upgrades, data encryption, and dual-server backup systems.

Cross-Departmental Collaborative Training and Awareness Culture

Through cross-departmental collaboration, we embed security awareness into daily operations. The Finance, Legal, and IT departments jointly launch a series of specialized training programs. In 2025, we focused on "Smart Product Data Security" and "Anti-Telecom Fraud," conducting multiple hands-on, scenario-based training sessions. Leveraging our online platform and using real-world case analysis, we share the latest preventive solutions for information security protection with employees, ensuring that every employee is proficient in the security operating procedures relevant to their role.



Innovation & Patents

Novah's product portfolio spans all major categories within the industry, with a particular focus on those presenting the greatest technical complexity and technical barriers—including system workstations, ergonomic chairs, acoustic products, and educational furniture. The Company holds multiple breakthrough innovations and has successfully secured intellectual property protection for these technologies.

A growing number of Novah products have earned broad international recognition. We convey warmth through design and move people through our products. In recent years, our new products across various categories have successively won prestigious international awards, including the iF Design Award, Red Dot Design Award, and A' Design Award.

Novah understands that true innovation goes beyond aesthetic transformation—it stems from profound insight into work patterns and user behavior. We have established a dedicated R&D fund and assembled a multidisciplinary team of senior designers and engineers. To date, Novah has accumulated core technological strengths in ergonomics, modular structures, and new eco-friendly materials.

Behind every award-winning product lies an obsessive pursuit of detail and thousands of rigorous stress tests. We are not simply manufacturing furniture; through patented technologies and innovative design, we are building healthier, more efficient workplace ecosystems of the future for our users.



Seda Office Chair
iF Design Award 2024 Winner



ESG Issue Tracking_Governance

Compliance & Risk Management

Operating with Legal and Regulatory Compliance, Strengthening Full Closed-Loop Risk Management

CORE TARGETS

- Establish a sound compliance management system
- Achieve proactive and early-stage risk resolution

IMPLEMENTATION FEED

- > Comply with laws and regulations and optimize governance.
- > Run a closed-loop "Risk Identification-Management-Monitoring" process.
- > Embed compliance reviews into all business stages, including production, sales, and procurement.

Business Ethics & Integrity

Upholding Integrity in Operations, Fostering a "Zero-Tolerance" Culture

CORE TARGETS

- Eliminate commercial bribery and corruption
- Improve internal and external whistleblowing mechanisms

IMPLEMENTATION FEED

- > Strictly enforce anti-bribery policies and extend them to supply chain management.
- > Establish a dedicated reporting email channel, open to all employees and business partners.
- > Maintain zero confirmed incidents of regulatory violations and commercial bribery annually.

Information Security &Data Protection

Safeguard Data Assets and Build Multi-Dimensional Defense

CORE TARGETS

- Ensure security across the full data lifecycle
- Enhance security awareness among all employees

IMPLEMENTATION FEED

- > Establish confidentiality and security management policies, and implement tiered information classification management with segregated access controls and audit.
- > Deploy technical safeguards: firewall upgrades, data encryption, and dual-server backup systems.
- > Conduct hands-on, scenario-based training on "Smart Product Data Security" and "Anti-Telecom Fraud"

A Healthy, Breathing Office Environment

In the design of our headquarters and showroom, we have introduced the textures and rhythms of the natural world into the architectural space, thereby creating a human-centric, more dynamic working environment. Biophilic design not only shapes a comfortable spatial experience but also vividly embodies our brand culture of openness, sharing, and symbiosis with the environment.

Straw Steps: A Green Rebirth for Agricultural Waste

Novah has innovatively adopted an agricultural byproduct—wheat straw—as a decorative material for the headquarters' staircase steps. By transforming straw that would otherwise be burned or discarded into durable, eco-friendly building materials, we have achieved a value leap from "field waste" to "architectural component." This represents a vivid practice of circular economy principles embedded within architectural detailing.

Urban Oasis: A Fusion of Natural Light and Greenery

The oxygen-bar area introduces natural light through a glass ceiling, which, together with vertical green walls, creates a refreshing atmosphere reminiscent of an "urban oasis." The office areas are richly planted with greenery, with the green walls featuring carefully selected low-maintenance ferns and air-purifying plants. While adorning the space, these plants also improve air quality, seamlessly integrating ecological aesthetics with functionality.

Light Revolution: Glass Walls and Energy Efficiency

Traditional office spaces rely heavily on artificial lighting, which can account for 20%–30% of a building's total energy consumption. From the very outset of its design, Novah's headquarters has embraced the philosophy of "biophilic, nature-connected" design. High-performance glass walls have replaced conventional solid walls to maximize the ingress of natural light, thereby reducing dependence on artificial lighting. Set against the backdrop of China's "Dual Carbon" goals, the headquarters' glass facades maximize the utilization of natural light, reducing energy consumption for both lighting and air conditioning while simultaneously enhancing employee well-being and productivity.



Full Solar PV Coverage Across the Factory



Against the global backdrop of addressing climate change and advancing the green, low-carbon transition, the manufacturing sector—as a major energy consumer—bears both significant responsibility and immense potential in energy conservation and emission reduction. According to the Q3 2025 National Electricity Supply and Demand Analysis and Forecast Report published by the China Electricity Council, electricity consumption by the manufacturing sector accounted for as much as 63.2% of total national electricity consumption in the first three quarters of 2025.

In response to this challenge, clean energy—particularly solar photovoltaic (PV) power—is growing at an unprecedented pace and has become a key driving force behind the green transformation of manufacturing. Novah is actively embracing this trend. We have now completed and commissioned a 1.8MW distributed PV system to support our factory's production and operations. We not only embrace clean energy but also aspire, through concrete actions, to co-create a low-carbon future together with our industry peers.

Novah's factory features expansive rooftops. With the installation of the distributed PV system, these previously underutilized spaces have been efficiently repurposed without occupying additional valuable land resources. Located in close proximity to the power load center, the distributed PV system enables on-site energy generation and consumption, substantially reducing transmission losses inherent in traditional centralized power supply models and thereby enhancing overall energy efficiency.

The system was designed and built in a modular fashion based on rooftop conditions and electricity demand, allowing for phased implementation with strong flexibility and no disruption to normal production. Particularly during peak electricity demand periods, it effectively alleviates the power supply burden on the local grid near the factory, further enhancing both economic and environmental value.

In 2025, Novah completed the construction of its 1.8MW distributed PV power generation system at the factory. The system is expected to generate approximately 1.9 million kWh of green electricity annually, which is directly utilized for our production and operations. This initiative reduces carbon emissions by approximately 600 tonnes of standard coal equivalent each year—an environmental benefit comparable to planting over 30,000 trees. Through these tangible actions, Novah is steadily advancing toward the goal of achieving "near-zero emissions" in its production processes.

Annual Generation

1.9 Million kWh

Green Electricity

Annual Reduction

600 Tons

Carbon Emissions

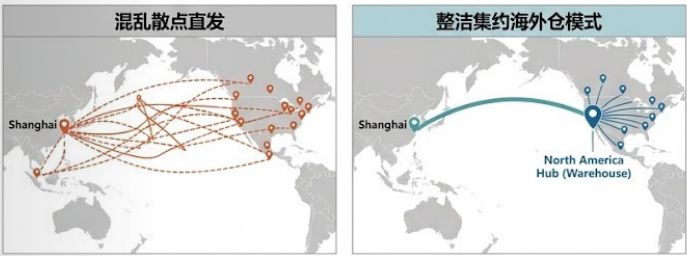


Overseas Warehousing Driving Green Logistics Transformation



Driven by the dual objectives of efficient delivery and low-carbon operations, Novah is actively building a global warehousing network. By establishing a central overseas warehouse in North America, we have achieved a strategic transformation from "fragmented long-distance shipping" to "consolidated bulk transportation." With core SKUs maintained as regular stock in the overseas warehouse, we have not only broken down the time barriers inherent in traditional transoceanic shipping but also significantly shortened the delivery cycle from warehouse to customer stores across the United States, Mexico, and Canada to approximately one week—substantially enhancing the customer experience. More importantly, the overseas warehouse model has markedly reduced redundant voyages and high-frequency inland transfers caused by piecemeal replenishment, achieving optimal resource allocation and efficient utilization.

By replacing multiple rounds of fragmented shipments with single consolidated bulk transportation, this system has significantly lowered the per-unit product turnover energy consumption. The overseas warehouse plays a pivotal hub role, particularly in reducing empty-load rates and optimizing last-mile delivery routes. This initiative has not only strengthened the supply chain's resilience against disruptions but also further reduced the carbon intensity of logistics operations, achieving synergistic growth between commercial value and environmental benefits. Through this spatial layout that "extends from a single hub to an entire network," Novah is extending its green footprint to every corner of the global supply chain.



Overseas Delivery Cycle

~1 Week
Lead Time

Bulk Shipping vs. Sporadic

60%
Carbon Savings
Logistics Emissions



Full Implementation of Fuel-to-Electricity Policy



Novah actively responds to China's national "Dual Carbon" strategy and is committed to achieving a green transformation through energy conservation and consumption reduction across its operations. We systematically replace fossil-fuel-powered equipment and vehicles with electric alternatives.

Production Logistics Electrification

Since the end of 2022, the Company has fully deployed new energy electric forklifts at the factory to replace traditional diesel-powered equipment. This initiative has significantly reduced diesel consumption, cutting direct greenhouse gas (GHG) emissions at source from the production process, and achieving a dual optimization of both operational costs and environmental footprint.

Achieving the Zero Fuel Consumption Target

Currently, the Shanghai headquarters and all direct sales branches have completely phased out fossil-fuel-powered vehicles, eliminating direct CO₂ emissions generated by gasoline and diesel combustion.

Green Business Commuting

In April 2023, the Company officially launched its "Green Transportation Plan," upgrading all commercial reception vehicles at the Shanghai headquarters to pure electric vehicles (EVs). This move not only strengthens our low-carbon brand image but also provides clients and partners with a clean, quiet, and efficient travel experience, marking a critical step forward in the Company's application of clean energy.

Green Supply Chain Extension

In project transportation, the Company actively explores energy-saving and carbon reduction measures. By prioritizing logistics solutions such as new energy cargo trucks, we effectively reduce Scope 3 indirect carbon emissions, working collaboratively with clients to co-create green and low-carbon workplaces.



GHG Management_1



GHG Emission Accounting Scope	TOTAL (TCO2E)
Scope 1 Subtotal	3.666
· 1.2 Mobile Source Combustion – Road Transport Diesel	0.574
· 1.2 Mobile Source Combustion – Gasoline	2.011
· 1.4 Fugitive Emissions	1.081
Scope 2 Subtotal	558.195
· 2.1 Purchased Electricity	558.195
Scope 3 Subtotal	14299.514
· 3.1 Purchased Goods & Services	8942.048
· 3.2 Capital Goods	291.985
· 3.4 Upstream Transportation & Distribution	19.984
· 3.5 Waste Generated in Operations	42.644
· 3.6 Business Travel	137.920
· 3.7 Employee Commuting	145.930
· 3.9 Downstream Transportation & Distribution	4206.308
· 3.11 Use of Sold Products	512.695
Total Annual Carbon Emissions	14861.375

Operational Emissions (S1+S2) Historical Total

Scope 1 & 2 Historical Total



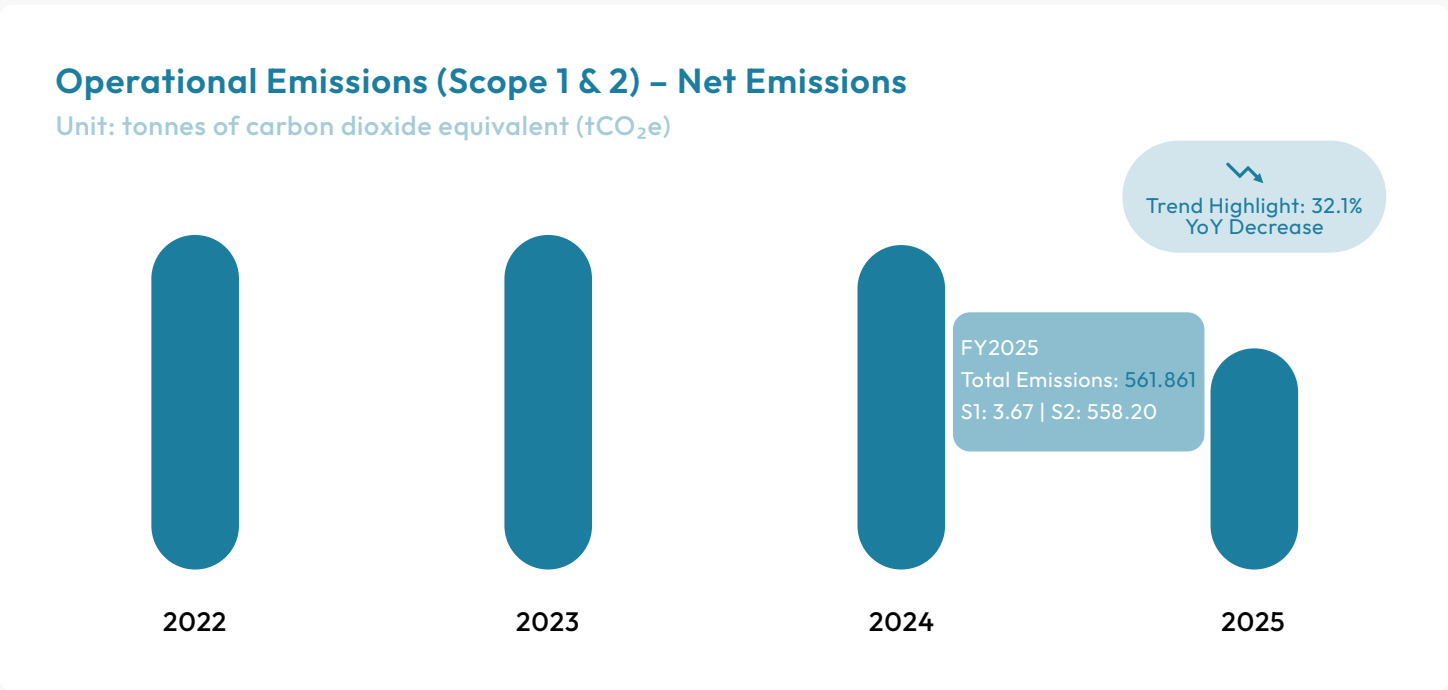
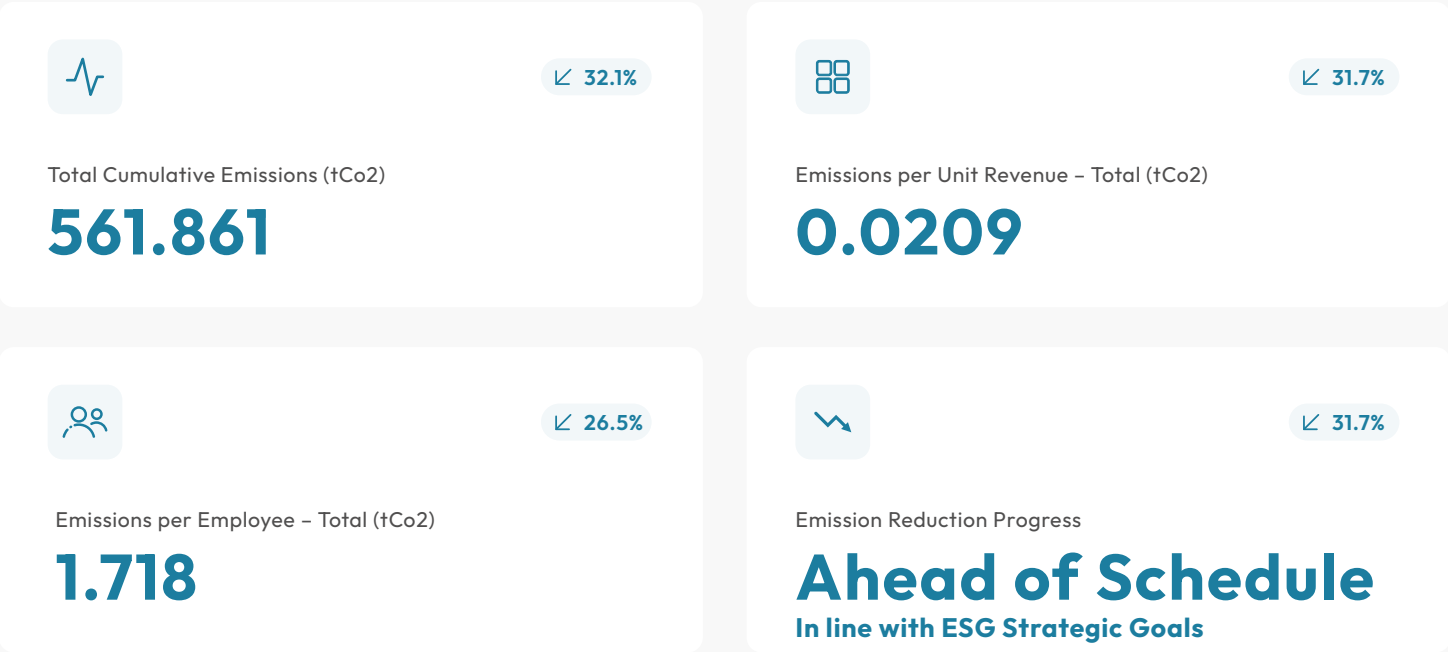
GHG Management_2



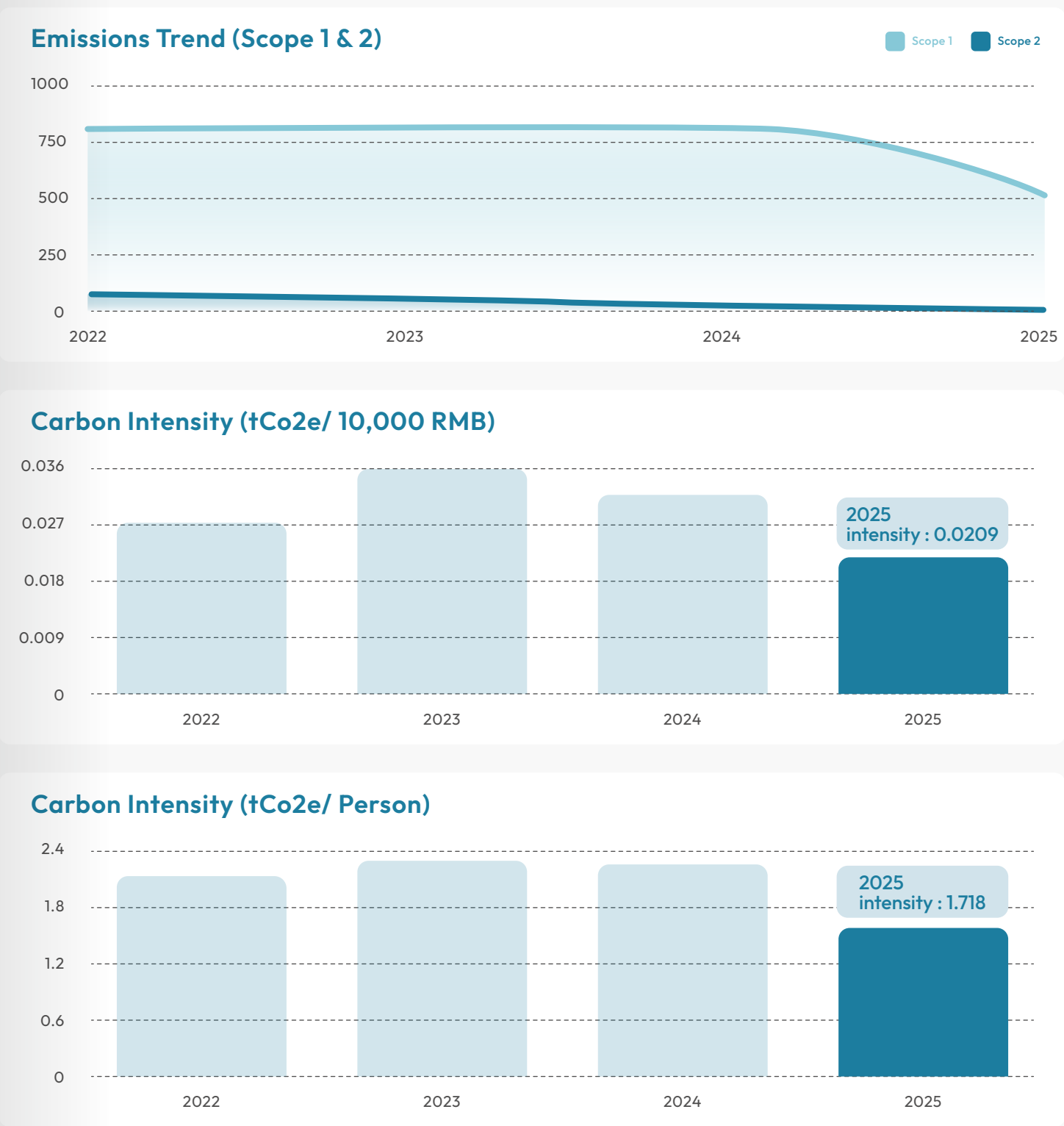
Carbon Emissions Performance Overview

Carbon Intensity & EsG Reporting

Data updated as of FY2025



GHG Management_3



Water Resources Management

Management Structure

A dedicated water management team has been established, responsible for building a management and supervision mechanism that covers the entire process of "Formulation – Implementation – Monitoring."

Target-Driven Approach

Based on the Company's actual operational conditions, we scientifically set short-term water conservation plans and a long-term vision for sustainable water management. Through a performance-linked accountability mechanism, we reinforce the water-saving responsibilities of each functional department.

Process Optimization and Emissions Compliance

Source Reduction

We continuously optimize production processes and implement lean manufacturing to minimize the generation of waste and wastewater at source.

End-of-Pipe Treatment

We have invested in efficient end-of-pipe treatment facilities, utilizing a diverse range of technical approaches—including activated carbon adsorption and central dust collection systems—to achieve compliant discharge. Through regular third-party monitoring, we ensure that 100% of wastewater and exhaust gas emissions meet or exceed the requirements of relevant laws and regulations, such as the Integrated Emission Standard for Air Pollutants.



GRI 303-5 Water Consumption Statistics

3876m³

① Cumulative water consumption for FY2025



Discharge Compliance Rate

100%

① In compliance with DB31/199-2018 Standard

+0.0%



GRI 303-4-2 Factory Wastewater Quality

Biochemical Oxygen Demand (BOD)

92.2 mg/l

STANDARD: 199-2018

Chemical Oxygen Demand (COD)

172 mg/l

STANDARD: 199-2018

Suspended Solids (SS)

55 mg/l

STANDARD: 199-2018

Safe Indoor Air Quality



GREENGUARD Certification is an internationally recognized, authoritative environmental certification for indoor products, focusing on assessing chemical emissions from products in indoor environments. As one of the most widely adopted low-emission product standards globally, GREENGUARD has been incorporated into hundreds of green building rating systems, including LEED, and serves as a critical benchmark for numerous international procurement entities when assessing the environmental performance of products. It is widely regarded as the "passport" for office and residential furniture products entering the international market.

Our Company has successfully passed the GREENGUARD certification audit, signifying that Novah's products meet internationally recognized high standards for environmental and health performance.

All of Novah's seating lines have achieved GREENGUARD Gold Certification. This certification level is more stringent than the standard GREENGUARD certification, imposing even lower emission limits for formaldehyde and various volatile organic compounds (VOCs). It is specifically suitable for sensitive environments with higher indoor air quality requirements, such as schools and healthcare facilities.

Achieving GREENGUARD Gold Certification across our entire seating portfolio fully demonstrates the Company's steadfast commitment and outstanding performance in environmental protection and sustainable development. This not only ensures the physical and mental well-being and comfort of our employees, clients, and partners during long-term use but also provides a robust guarantee for creating safe, healthy, and sustainable indoor spaces.



Air Quality Management

Novah actively promotes the use of environmentally friendly products and materials. We use low-VOC (Volatile Organic Compound) materials and products in both production and office environments to reduce harmful gas emissions. Adhering to the "Green Product Full Lifecycle" philosophy, we actively implement water-based coating substitution processes, cutting off VOC emissions at the source.

We focus not only on the factory exhaust stacks but also on the impact of our products on indoor air quality after delivery. We ensure that every product meets international environmental certification requirements. We select suppliers who meet environmental compliance standards and practice sustainable production, thereby reducing sources of air pollution throughout the supply chain.

Transaction Activity Ledger			
Metric	Code	Value	Status
Air Pollutants & Ozone-Depleting Substances	ODS	590.523 KG	COMMITTED
Nitrogen Oxides	NOx	0.000 KG	ZERO LOAD
Sulfur Oxides	SOx	0.000 KG	ZERO LOAD
Volatile Organic Compounds	VOC	28.978 KG	COMMITTED
Persistent Organic Pollutants	POP	0.000 KG	ZERO LOAD
Hazardous Air Pollutants	HAP	0.000 KG	ZERO LOAD
Particulate Matter	PM	561.546 KG	COMMITTED

Waste Management

The Company strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes and other relevant laws and regulations, adhering to the waste management principles of "Reduction, Reuse, and Harmless Treatment." By implementing lean manufacturing and a digital resource tracking system, we achieve refined, compliant control over waste generated throughout the entire production and operation lifecycle.

Non-Hazardous Waste: Source Reduction and Resource Utilization

The Company has established a mechanism for classified recycling and high-value utilization of bulk non-hazardous waste generated during the production process:

Material Recycling: For wood offcuts and metal offcuts, which account for the largest proportion of waste, the Company collaborates with downstream enterprises in the industrial chain to repurpose them as composite raw materials, effectively reducing landfill disposal and the consumption of virgin resources.

Packaging and Scrap Reduction: Waste fabric and packaging materials generated from production are subject to rigorous classified collection and designated recycling, maximizing the circular lifecycle of materials.

Hazardous Waste: 100% Rigorous Compliance and Disposal

The Company implements full-process closed-loop management for hazardous waste generated during manufacturing: dedicated temporary storage facilities are established in strict accordance with the Standard for Pollution Control on Hazardous Waste Storage, and transfer ledgers are maintained to ensure "traceable sources and trackable flows." During the reporting period, 100% of all hazardous waste generated was entrusted to nationally qualified third-party professional institutions for harmless and safe disposal, resolutely eliminating any risk of environmental pollution.



TAL DISPOSAL

356.83

METRIC TONNES

EFFICIENCY RATING

85%

Activity Ledger

Q1 REPORT

REAL-TIME SYNC

WD

Wood Offcuts / Wood Scraps

COMMITTED

300.000 T

FB

Fabric Scraps / Waste Textiles

COMMITTED

10.970 T

PK

Waste Packaging Materials

COMMITTED

13.640 T

DR

Waste Packaging Drums / Barrels

COMMITTED

0.441 T

EM

Waste Emulsions

COMMITTED

1.422T

MT

Metal Offcuts / Metal Scraps

COMMITTED

4.150 T

OT

Other Waste Offcuts

COMMITTED

25.910 T

AC

Waste Activated Carbon

COMMITTED

0.221 T

OL

Waste Lubricating Oil

COMMITTED

0.073 T

① HAZARDOUS

① HAZARDOUS

① HAZARDOUS

① HAZARDOUS

① HAZARDOUS

Environmental data

Product Carbon Footprint



Since 2021, Novah has proactively integrated product carbon footprint accounting into its core management processes, implementing full lifecycle management covering products "from cradle to grave." We strictly follow internationally recognized Life Cycle Assessment (LCA) methodologies, systematically mapping and quantifying greenhouse gas emissions across all stages—from raw material acquisition, manufacturing, packaging and transportation, use and maintenance, through to end-of-life disposal and recycling.

Over the past two years, we have expanded the scope of carbon footprint accounting to cover our mainstream product series, establishing a complete and quantifiable product environmental data archive. These detailed data not only provide a precise basis for internal optimization of design, processes, and supply chain but also offer reliable support for clients to assess the carbon emission intensity of their procurement portfolios and office spaces.

Leveraging product carbon footprint information, we actively assist clients in conducting carbon inventories and emission reduction planning, tailoring low-carbon and even net-zero workplace solutions. On the product side, we prioritize low-carbon materials and eco-friendly packaging, and reduce full-chain carbon emissions—from raw material procurement and manufacturing to logistics and distribution—by optimizing transportation routes and modes. On the operational side, we assist clients in optimizing spatial layouts and functional zoning, while introducing intelligent, energy-efficient products, embedding energy conservation and consumption reduction into every detail of daily office operations.

Through the dual upgrading of technology and management, we are transforming "green office" from a concept into a practice that is measurable, evaluable, and replicable.



Product Intelligence

Smart Security Locking System

Novah's smart cabinets employ a multi-modal identity authentication mechanism, allowing users to unlock them effortlessly via mobile app, facial recognition, or fingerprint, enabling "keyless" management. The system supports tiered access permissions and operational traceability, precisely controlling access by individual and by time slot, significantly enhancing the security of stored items. Meanwhile, the cloud-based centralized management function eliminates the risks associated with traditional key distribution, retrieval, and loss, making daily management more convenient and efficient.

Remote Control & Monitoring

Leveraging the cloud platform, Novah's smart cabinets enable remote management, allowing oversight even when personnel are not on site. Users can view cabinet door open/close status and usage records anytime and anywhere, and remotely control door access under authorization. This function is particularly practical in scenarios such as after-hours item retrieval, emergency handling, and temporary visitor access, providing a flexible and efficient solution for enterprise asset management.

Space Optimization and Management

The intelligent management system integrated into Novah's smart cabinets automatically records data such as access frequency and occupancy duration, generating visual utilization rate reports. Enterprise managers can analyze spatial efficiency based on this data and optimize the ratio of workstations to storage resources. The system also supports reservation and staggered-use modes, ensuring that every inch of space delivers maximum value.

Eco-Friendly and Energy-Saving Design

Novah integrates green principles into product design. The smart cabinets utilize low-power electronic components and an automatic sleep mode, significantly reducing energy consumption during standby. From material selection to production processes, Novah adheres to green standards, reducing the use of hazardous substances and minimizing resource waste. This not only lowers the environmental impact of the product across its entire lifecycle but also aligns with the long-term corporate goal of building a low-carbon, sustainable office space.



Product Lightweighting

We have always embedded the "lightweighting" philosophy deeply into our product design, ensuring that every piece of furniture combines flexible mobility with a convenient user experience.

Case Study: Hug Side Table

The Hug Side Table exemplifies this philosophy:

Ultra-Lightweight, Ready for Any Need

The Hug Side Table weighs only approximately 3.5 kg, light enough to be easily lifted even with a slender wrist. Whether in a meeting room, breakout area, or beside a workstation, it can be effortlessly moved wherever needed, bringing exceptional flexibility to spatial layouts.

Minimalist Structure, Simplified Complexity

In its design, the Hug consists of only three core components—tabletop, column, and base—connected uniformly by just two screws. Without any complex tools, a single person can complete assembly within minutes. The process is as effortless and enjoyable as building with blocks, significantly lowering the barriers to transportation and installation.

Fully Recyclable Lifecycle

The product uses materials that are easy to classify and recycle, ensuring that at the end of its lifecycle, all components can be effectively recovered and regenerated, achieving a closed-loop circular flow of resources.

Eco-Friendly Packaging

The packaging eliminates plastics entirely and is made from 100% recycled cardboard. From inner linings to outer boxes, single-use plastics are completely eliminated throughout, fulfilling our green commitment alongside the Novah family and safeguarding the future of our planet.



Functional Integration, Enhancing Spatial Efficiency



We have always regarded multi-purpose functionality and high adaptability as core design objectives, committed to ensuring that every piece of furniture can flexibly respond to evolving workplace demands.

Multi-Functional Collaborative Hub

The Mobit is the embodiment of this philosophy. Like a mobile toolbox, it can freely switch functions according to situational needs:

Multi-Scenario Application: It can serve as a writing board for brainstorming, transform into a display screen for presentations, or function as a felt board for posting information—one unit meeting multiple equipment needs in collaborative meetings.

Natural Spatial Divider: Its design naturally partitions space, creating relatively independent, focused "micro-meeting rooms" within open-plan office environments.

Integrated Scenarios: Unlocking Spatial Potential

We have further integrated the multi-functional concept into spatial planning, creating a variety of integrated scenario-based solutions:

Desk-Cabinet Integrated Lounge-Collaboration Zone: Merges storage with ad-hoc discussion functions, allowing casual lounge areas to instantly transform into high-efficiency collaborative corners.

Active Meeting Integrated Communication Zone: Supports informal communication and brainstorming in a relaxed, active setting, catering to the diverse communication needs of teams.

Efficiency Gains and Sustainable Development

This functionally integrated design creates significant comprehensive value:

Meeting Diverse Needs: A single configuration can simultaneously serve parallel use by teams of varying sizes and task types, while also flexibly adapting to the personalized work habits of individual employees within the same space.

Achieving a "Triple-Win" Outcome:

Cost Control: Reduces redundant procurement and minimizes wasted space.

Space Conservation: Enhances utilization efficiency per unit area.

Ecological Sustainability: Extends product lifecycles, reducing resource consumption and environmental burden.



Reconfigurable Agile Scenarios



In an era of rapid expansion and increasingly diverse business models, the traditional fixed workstation and the "one person, one desk" model are steadily losing their advantages. Organizations are increasingly favoring flexible working modes such as partial sharing, full sharing, and Activity-Based Working (ABW) to support cross-departmental collaboration, project-based work, and hybrid working.

This shift has created demand for diverse, agile, and rapidly reconfigurable office scenarios. Our signature collaborative products—Campers, Bloom, and our training series—are designed precisely to address this trend. With a limited number of SKUs, they can flexibly construct a rich array of settings, from formal meetings and team collaboration to training seminars and social relaxation zones, enabling spaces to "transform" rapidly in response to business needs.

This "less is more" philosophy of flexible configuration plays a pivotal role in workplace transformation:

- **Cost Control:** Effectively reduces investment in fixed workstations and redundant furniture, lowering both one-time fit-out costs and long-term maintenance expenses.
- **Agility in Transformation:** Supports organizations in rapidly adjusting spatial layouts according to team size and business changes, avoiding large-scale demolition and reconstruction, making organizational change lighter and more efficient.
- **Communication Efficiency:** Enables spaces to be created for specific activities. Employees can adapt their communication modes to suit their needs, ensuring that the environment more closely aligns with usage requirements, thereby enhancing overall efficiency.



Sustainable Supply Chain Alignment



Ultra-Low Standby Energy (Linak Partnership)

The Dyna_Pro height-adjustable desk is developed in close collaboration with low-carbon supplier Linak. Its lifting system features ZERO™ ultra-low standby power technology, reducing standby power consumption to as low as approximately 0.1W. This means that even when the desk remains idle throughout the day, its energy consumption is near zero. It helps enterprises substantially reduce office energy consumption, supporting energy conservation and emission reduction as well as the realization of "Dual Carbon" goals in a quantifiable manner. Dyna_Pro also adheres to environmental principles in material selection, having completely eliminated the use of PVC materials. This change reduces the use and emission of hazardous substances at source, contributing to a healthier and safer indoor working environment, and reflecting Novah's dual responsibility for user health and the planet's ecology.

Circular Materials & Upcycling (Gabriel Partnership)

We have established a long-term strategic partnership with eco-friendly textile manufacturer Gabriel to jointly explore the environmental and recycled potential of fabrics. At the same time, we are actively expanding cooperation with more recycled material suppliers, incorporating textile waste and recycled fibers into our material selection system, and continuously enriching the application scenarios for sustainable materials. We are committed to achieving ongoing breakthroughs in raw material selection, production processes, and circular utilization, advancing the application of renewable and recyclable materials in office furniture, and contributing to the exploration of more sustainable material solutions for the industry. Taking our locker products as an example, we offer a denim fabric finish option, giving new life to used textiles. While achieving aesthetics and durability, this effectively reduces resource consumption and environmental burden.



Benchmark Green Practices



AstraZeneca × Novah: A flagship workplace transformation project converting traditional office space into an integrated, modern ecosystem aligned with "Net-Zero Office" principles. Through systematic design, the project integrates sustainable materials, human-centric functions, and organizational culture expression, embodying the evolution of office space into a comprehensive ecological field.

Novah implemented "human-centric" design principles throughout the project, focusing on the long-term impact of the office environment on employee health and work efficiency. Open-plan work areas are equipped with smart height-adjustable desks, supporting sit-stand alternation to help alleviate the musculoskeletal strain caused by prolonged sitting, thereby enhancing focus and physical comfort. To address acoustic interference in the open-plan layout, the project deployed acoustic phone booths in non-core zones, providing independent spaces for employees requiring focused work or private communication, thereby improving the acoustic experience and psychological safety.

Smart lockers adopt a shared storage model, replacing under-desk pedestals to reduce the quantity of storage furniture per capita, thereby lowering resource consumption and manufacturing energy use. While enhancing space utilization efficiency, this design indirectly supports the enterprise's low-carbon operational goals through intensified use, embodying the implementation of sustainability principles in the details.

Beyond meeting basic functional requirements, the project places emphasis on fostering a community atmosphere that promotes employee communication and collaboration. The pantry-collaboration zone is designed as a multi-functional composite space, integrating relaxation, impromptu meetings, and team interaction functions to support diverse interactive scenarios.

The project introduced self-powered exercise bikes, which generate electricity through cycling kinetic energy, encouraging employees to participate in healthy behaviors and carbon reduction actions, creating a tangible connection between individual behavior and the enterprise's sustainable development goals.



Green Supply Chain Development & Governance Mechanism



Low-Carbon Evaluation Criteria

A "Green Bonus" criterion has been introduced into the basic qualification review process, with a focus on assessing whether suppliers hold system certifications such as ISO 14067 (Product Carbon Footprint), FSC (Forest Stewardship Council), or ISO 50001 (Energy Management).

Carbon Footprint Compliance

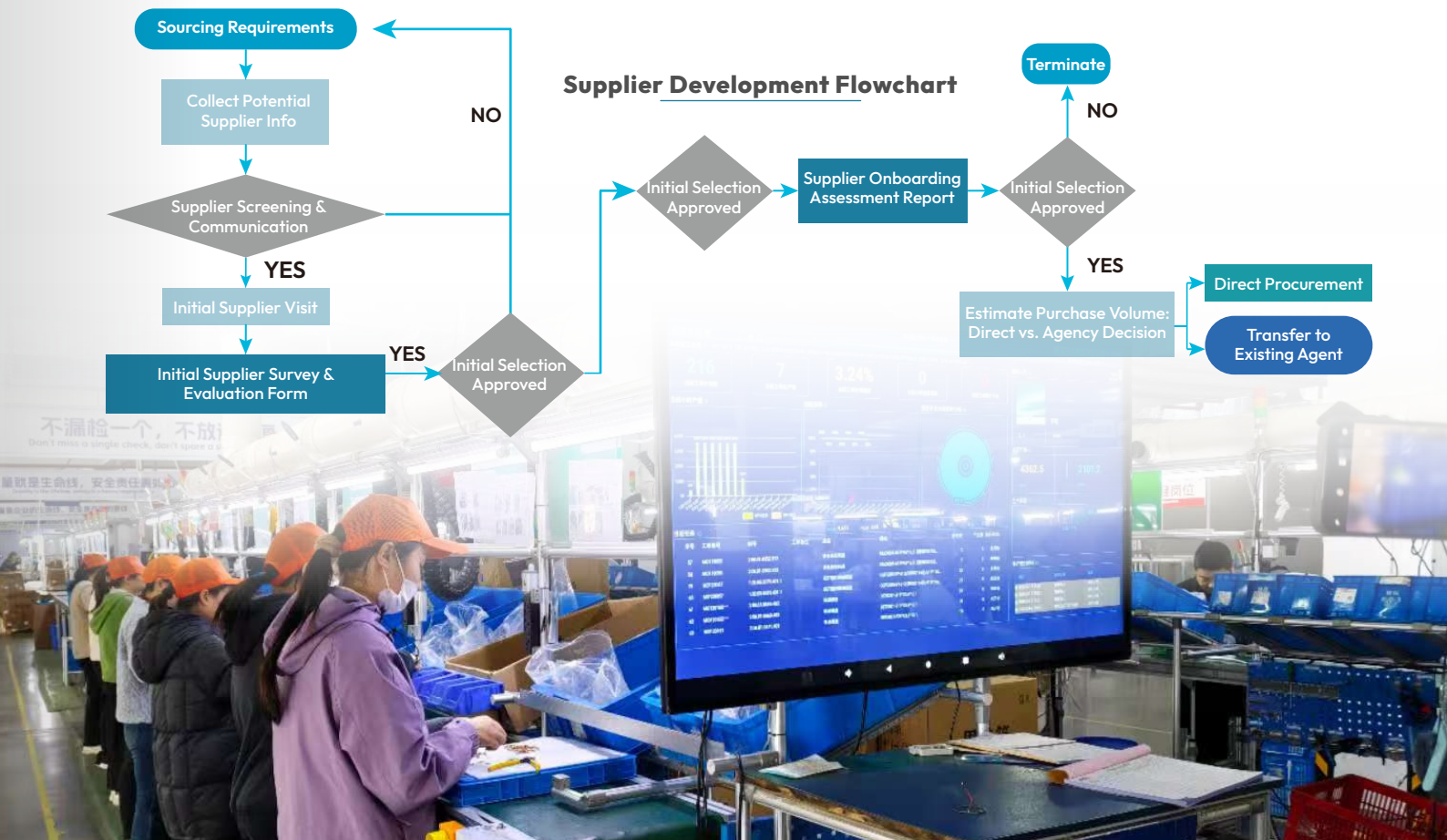
For core products, suppliers are required to provide product-level carbon footprint accounting data. Our team also conducts a review of the component-level data to verify the accuracy of the carbon footprint calculations.

Dynamic Performance Appraisal

A dedicated ESG weighting of 5% is set in the suppliers' annual KPIs, with regular assessments of their progress in emission reduction, compliance, and changes in third-party ratings (such as EcoVadis).

Strategic Supplier Designation and Incentives

Any supplier that provides product carbon footprint data or holds carbon neutrality or green product certifications will be formally designated as a "Strategic Supplier." Strategic Suppliers enjoy order allocation priority, long-term cooperation guarantees, and joint research and development opportunities.



ESG Issue Tracking_Environment

Low-Carbon & Emission Reduction

OPERATIONAL

Focus: Green Transit & Logistics

IMPLEMENTATION FEED

- > Forklift Electrification: Deploys new energy electric forklifts.
- > Fleet Electrification: Converts business and shuttle vehicles to 100% EV.
- > Localized Sourcing: Prioritizes regional materials to cut upstream transport emissions.
- > Near-Market Manufacturing: Establishes overseas plants to eliminate multi-leg logistics.
- > Low-Carbon Logistics: Implements sustainable packaging and green transport protocols.

Energy Conservation and Lower-Carbon Electricity Consumption

CORE TARGETS

Achieve electricity conservation through multiple pathways

IMPLEMENTATION FEED

- > Application of photovoltaic (PV) power generation at the factory.
- > Zone-based electricity consumption management.
- > Smart electricity consumption systems.
- > Substitution of natural light for artificial lighting.
- > Widespread application of integrated power furniture to enhance spatial efficiency.
- > Annual "Earth Hour" initiative

Real-Time Carbon Management

CORE TARGETS

Real-time carbon emissions monitoring across product lifecycles.

IMPLEMENTATION FEED

- > Digital Decarbonization: Deploys a dedicated carbon management platform for digital emission tracking.
- > LCA Expansion: Conducts product carbon footprint (PCF) simulations for multiple new product lines.

New Technologies Driving Carbon Reduction

CORE TARGETS

Continuously adopt and develop intelligent and low-energy-consumption technologies

Utilize eco-friendly recycling and regeneration technologies; develop 1-2 recyclable products

IMPLEMENTATION FEED

- > Intelligent Technologies
- > Motion-sensor lighting activation technology
- > Ultra-low standby power consumption technology
- > Use of adhesive-free processes
- > Use of natural, environmentally friendly, and sustainable materials in interior fit-out
- > Use of recycled textile waste materials
- > Use of bio-based fiber-reinforced materials

ESG Issue Tracking_Environment

Sustainability Philosophy

CORE TARGETS

Continuous R&D of modular and integrated furniture

IMPLEMENTATION FEED

- > Modular space layout to reduce restructuring costs
- > Modular furniture designed for reusable applications
- > Recycling and reuse of surplus product materials
- > Application of functionally integrated furniture

Philosophy & Technology Transfer

CORE TARGETS

Ongoing engagement in carbon-related initiatives

IMPLEMENTATION FEED

- > Participation in international carbon expos
- > Regular environmental training sessions
- > Periodic publishing of eco-knowledge via Official Account

Carbon Reduction at Source

CORE TARGETS

Explore new eco-friendly materials with existing suppliers

Plan the introduction of new recycled material suppliers

IMPLEMENTATION FEED

- > Prioritize low-carbon suppliers

Water Resources Management

OPERATIONAL

Employee-Side Water Conservation

CORE TARGETS

Raise Water-Saving Awareness

IMPLEMENTATION FEED

- > Set up a dedicated water management team
- > Post water-saving signage to strengthen employees' water conservation awareness
- > Deliver water-saving training to boost awareness

Water Conservation in Factory Production

CORE TARGETS

Identify water-saving opportunities at the source

IMPLEMENTATION FEED

- > Research and develop water recycling systems

ESG Issue Tracking_Environment

Air Pollution

OPERATIONAL

Reducing Air Pollution

CORE TARGETS

- Strictly control indoor air emissions on the product side;
- Reduce carbon emissions at the societal level; prioritize electric vehicles

IMPLEMENTATION FEED

- > Green Transportation Plan (comprehensive transition of commercial and shuttle vehicles from fuel to electric)
- > Products certified to GREENGUARD and GREENGUARD Gold standards
- > Strictly manage and control indoor air emissions

Raw Materials & Waste

OPERATIONAL

Reducing Waste Emissions

CORE TARGETS

- Reduce pollution sources at origin
- Explore real-time monitoring solutions on the management side

IMPLEMENTATION FEED

- > Optimize production processes to reduce the generation of exhaust gas and wastewater
- > Select suppliers who meet environmental compliance standards and practice sustainable production to reduce pollution sources
- > Ensure waste indicators consistently pass regular inspections
- > Implement real-time monitoring technologies for waste metrics

Biodiversity

OPERATIONAL

Biophilic Workplace & Products

CORE TARGETS

- Maintain a biophilic design workplace environment
- Apply biophilic materials in products

IMPLEMENTATION FEED

- > Use natural, environmentally friendly, and sustainable materials in interior fit-out
- > Install green plant walls and a biophilic oxygen bar area
- > Maximize the use of glass in place of traditional solid walls over large areas
- > Adorn office spaces throughout with organic and eco-friendly visual motifs
- > Sustainable supply chain management; obtain FSC Forest Certification
- > Use of recycled textile waste materials
- > Use of bio-based fiber-reinforced materials

ESG Issue Tracking_Environment

Green Products

OPERATIONAL

Energy Saving, Consumption Reduction & Customer Responsibility

CORE TARGETS

- Deepen the application of technology
- Explore new green materials and processes

IMPLEMENTATION FEED

- > Smart electricity consumption systems
- > Substitution of natural light for artificial lighting
- > Modular furniture designed for ease of reuse
- > Lightweight component design
- > Application of functionally integrated furniture
- > Intelligent technologies
- > Motion-sensor lighting activation technology
- > Ultra-low standby power consumption technology
- > Use of adhesive-free processes
- > Products certified to GREENGUARD and GREENGUARD Gold standards; strictly manage and control indoor air emissions

Environmental Action

OPERATIONAL

Communicating Environmental Principles

CORE TARGETS

- Actively participate in major green exhibitions;
- Organize various forms of green and energy-saving activities internally

IMPLEMENTATION FEED

- > Participation in the International Carbon Neutrality Expo
- > Regularly organize environmental protection training
- > Annual "Earth Hour" initiative
- > Regularly share environmental protection knowledge via the Company's official WeChat account

ESG Issue Tracking_Environment

Green Procurement OPERATIONAL

Ensuring Green Practices at the Source

CORE TARGETS

- Actively collaborate with green suppliers
- Integrate ESG performance into procurement criteria

IMPLEMENTATION FEED

- > Utilize the ultra-low standby power consumption technology of green supplier Linak
- > Select suppliers who meet environmental compliance standards and practice sustainable production to reduce pollution sources
- > Partner with suppliers of recycled textile waste materials
- > Partner with suppliers of bio-based fiber-reinforced materials
- > Actively explore potential collaboration with other renewable material suppliers
- > Incorporate the carbon emissions of major raw materials into supplier evaluation

Workplace Safety

Strengthening the Mindset Defense, Deepening the Safety Culture

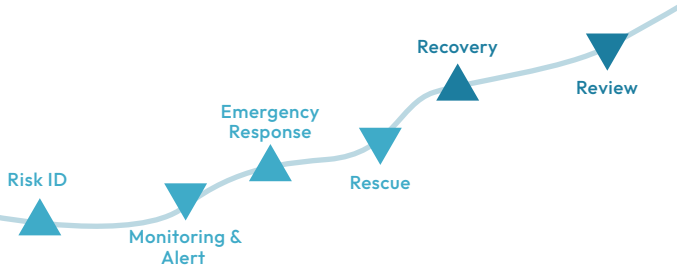
- **Reinforcing Regulatory Education:** Centered on regulations such as the Work Safety Law, we regularly conduct specialized training and safety awareness campaigns, integrating real case analysis to internalize the principle of "safety first, prevention foremost."
- **Refining Professional Skills:** Through multi-scenario, multi-round, hands-on emergency drills covering fire safety, disaster prevention, and occupational health, we continuously enhance employees' capabilities in risk identification, hazard detection, and emergency response, turning safe operations into muscle memory.
- **Building a Tiered Curriculum:** For key areas such as fire protection standards and occupational health, we design layered and classified training courses to ensure that employees in different roles can master the correct use of protective equipment and standardized emergency procedures.

Optimizing On-Site Management, Innovating Control Mechanisms

- **Implementing 6S Management:** Through standardized 6S activities—Sort, Set in Order, Shine, Standardize, Sustain, and Safety—we standardize equipment operating procedures and optimize the placement of materials and tools, reducing safety hazards at source.
- **Strictly Controlling Chemical Risks:** We have established a full-process control mechanism spanning procurement, storage, use, and disposal, with comprehensive labeling, ledgers, and emergency response plans to eliminate risks such as leakage and misuse.

Enhancing the Emergency Response System, Building a Safety Closed Loop

- **Establishing a Plan System:** Covering multiple scenarios including fire, natural disasters, and public health events, we have defined tiered response procedures, personnel responsibilities, and resource allocation to ensure that there are "plans to follow and procedures to adhere to" at critical moments.
- **Strengthening Hands-On Drills:** Through high-frequency, multi-format emergency drills, we test the effectiveness of emergency plans, continuously optimizing command coordination and response efficiency, and enhancing the team's practical capabilities under high pressure.
- **Forming a Management Closed Loop:** Centered on the full chain of "Risk Identification → Monitoring and Early Warning → Emergency Response → Disposal and Rescue → Recovery and Reconstruction → Review and Improvement," we have established a closed-loop management mechanism with clear responsibilities, unimpeded information flow, and rapid response capabilities. This drives the transformation of safety management from "reactive response" to "proactive prevention and control."



Diversity, Equity & Inclusion

Novah regards "Respect, Inclusiveness, and Mutual Success" as the cornerstone of corporate development, committed to building a workplace ecosystem filled with human warmth and innovative vitality on a global scale.

Championing Workplace Equity, Empowering Diverse Talent:

The Company has established a rigorous fair employment and career security system, with a particular focus on the long-term development of women and individuals with disabilities. Through dedicated women's leadership development programs, mentorship mechanisms, and an "Inclusion Partner" support system, we not only break down career barriers institutionally but also eliminate communication divides culturally. The Company conducts regular surveys to listen to employee voices, ensuring that every member can realize their self-worth in an equitable and respectful environment, transforming diversity into a driving force for innovation.

Bridging Cultural Boundaries, Co-Creating a Global Vision:

As the globalization strategy steadily advances, Novah embraces the world with an increasingly open posture. In the development of our international business and overseas subsidiaries, we actively recruit talent from diverse backgrounds. Through regular cross-cultural exchanges and in-depth sharing sessions, we foster understanding and collaboration among colleagues of different nationalities.

Holistic Employee Well-Being, Conveying Brand Warmth:

In terms of life care, Novah has built a comprehensive welfare matrix covering clothing, food, housing, and transportation. In addition to comprehensive supplementary commercial insurance and special holiday benefits, we extend the reach of our care to employees' families. Through details such as parent-child interactive activities and gifts for employees' children, we enhance the sense of belonging among our staff.

Employee Empowerment and Career Value Realization

WORK IS A CHOICE

Novah E-Learning

Novah firmly believes that talent is not only the cornerstone of business development but also the core engine driving corporate innovation and the realization of our sustainable development vision. We regard every employee as our most competitive core asset and are committed to building a comprehensive, digitally empowered, and continuously evolving growth ecosystem for them.

Digital Empowerment & Knowledge Evolution:

Leveraging the continuously updated "Novah University" online learning platform, the Company has established a multi-dimensional curriculum covering professional skills, cross-cultural communication, and comprehensive competencies. The platform's resources have now achieved a dual leap in both quality and quantity. Through refined course tagging, convenient handout downloads, and review mechanisms, it fully supports employees in transitioning from business "specialists" to well-rounded workplace "all-rounders."

Full-Cycle Growth & Equitable Promotion:

We implement a development mechanism that is performance-oriented and growth-centered. Through a scientific human resource inventory and performance evaluation system, the Company creates transparent promotion pathways for employees at different levels. For new hires and employees in key positions, we implement a dedicated mentorship system with specialized budget support, ensuring the precise allocation of resources.

Long-Term Value & Milestone Incentives:

Novah is deeply rooted in a "people-first" corporate culture. To honor employees' long-term dedication, we continue the "Constancy Ring" incentive tradition, awarding customized honors to employees who have served for 5, 10, and 15 years, affirming the deep connection between their personal value and the Company's growth. Through a development system that combines professional depth with humanistic care, Novah continuously stimulates organizational vitality, achieving mutual success for both employees and the Company.



Spreading Compassion

Guided by the corporate philanthropic philosophy of "Journeying Toward Goodness," our employees devote themselves to charitable causes with a strong sense of social responsibility. During the "Love Under the Blue Sky" special donation campaign, our employees demonstrated a profound collective sense of honor and dedication. The funds raised have been donated in full to the Shanghai Charity Foundation through the Company's philanthropic cooperation platform, specifically designated for educational sponsorship programs for children from disadvantaged families.

In the field of educational support, we are committed to promoting educational equity and quality improvement through multi-dimensional initiatives. Specific practices include: donating multimedia teaching equipment and library resources to Hope Schools in remote areas to systematically improve local teaching infrastructure; and launching the "Creative Hearts" public welfare art program, through which professional volunteer teams conduct regular classes, providing children in resource-scarce areas with free design thinking enlightenment and art literacy courses. The program focuses on cultivating creativity, aesthetic ability, and hands-on practical skills among early-age students, helping groups with limited educational resources gain equal opportunities for growth.

To support the cause of stray animal rescue, Novah has partnered with the Bao'en Stray Animal Protection Service in Qingcun Town, Fengxian District, Shanghai, donating products filled with care and compassion. Together with the service station's leadership, we connected with the unwavering original aspiration to protect stray animals.

Through these actions, Novah also hopes to convey the values of "Respecting Life, Harmonious Coexistence" to our employees, partners, and the public, calling on everyone to start with small actions in daily life, spread compassion, and contribute to society.

Looking ahead, Novah will continue to engage in philanthropic endeavors, dedicating more resources to environmental protection, community care, and animal welfare. Through concrete actions, we will fulfill our corporate citizenship responsibilities and contribute to building a better society where humans and animals, and humanity and nature, coexist in harmony.

Furniture for Compassion

NOVAH Donates to BAOEN Stray Animal Services



Social Responsibility & Community Engagement

As a responsible corporate citizen, we are always committed to integrating social inclusiveness and employee well-being into our core corporate values.

Our Singapore team launched a dedicated community engagement initiative named "Oasis Soft Launch." This activity is deeply aligned with the Social pillar of our ESG framework and aims to provide tangible support to local special needs communities in Singapore through health advocacy and inclusive interaction, promoting diverse, equitable, and accessible community building through concrete actions.

This philanthropic practice not only created positive value for the local community but also profoundly enriched the Company's corporate culture building:

Participating employees gained a more tangible understanding of the real needs of individuals with intellectual disabilities, significantly enhancing the team's sense of social citizenship responsibility. At the same time, beyond the business context, this cross-sector collaboration with meaningful social impact strengthened the cohesion and collective spirit of Novah's cross-cultural team.

We fully understand that deep community engagement hinges on sustained commitment. In the future, the Company plans to fully institutionalize volunteer services, ensuring that high-quality, diversified community volunteer activities are held regularly each year. Through systematic resource and time investment, we will ensure the continuity of our social welfare efforts, contributing long-term corporate value to the advancement of an inclusive society.



Green Actions



Long-Term Action: Starting with Ourselves

Novah has always regarded addressing climate change as a core corporate social responsibility. We not only actively respond to global environmental initiatives but have also transformed international public welfare campaigns such as "Earth Hour" into a long-term brand paradigm for green action. Through the lights-off ceremony sustained over many years, we not only conserve energy in physical spaces but also embed environmental awareness into team building and corporate culture through this highly ritualistic action. Novah is committed to reshaping a human-centric office ecosystem through green design, ensuring that every product and every activity contributes positive momentum to building an ideal, low-carbon office environment.

Knowledge Empowerment: Building Environmental Consensus

To further expand our environmental impact, Novah leverages digital communication platforms to build a comprehensive green knowledge matrix.

Through an environmental column on our official social media channels, we regularly deliver diverse, in-depth content covering sustainable office practices, material carbon footprints, and green circular economy principles to our partners, clients, and employees. We firmly believe that a change in awareness is the precursor to action.

Industry Leadership: Co-Creating a New Green Exhibition Ecosystem

Novah is not only an advocate for green offices but also a practitioner of cutting-edge concepts. At major international industry expos and carbon neutrality themed events, Novah deeply integrates the concepts of "shared office" and "green circularity" through innovative exhibition design. We showcase not only high-performance, low-emission furniture products but also commit to promoting full-lifecycle energy-saving solutions for office spaces.



Rationalization Proposal Management Platform



Novah has always adhered to a "people-first" management philosophy, committed to building an open, transparent, and efficient internal and external communication system. We have established a digital "Rationalization Proposal" platform as a core channel for listening to employee voices and gathering collective wisdom.

231 proposals received since inception

63% adoption rate

The platform covers all dimensions of the Company's operations, **encouraging employees to contribute constructive suggestions across a diverse range of areas:**

- **Product Innovation & Technical Improvement:** Contributing insights on product performance optimization and R&D efficiency enhancement.
- **Institutional Optimization & Compliance Governance:** Identifying redundancies or gaps in management processes to drive institutional iteration.
- **Workplace Environment & Employee Well-Being:** Focusing on office safety and workplace atmosphere.

Operational Highlights of the Mechanism:

- **Full-Coverage Listening:** The platform is open to all employees, ensuring that every employee's opinion can reach management, safeguarding their rights to participation and involvement in management.
- **Standardized Processing:** The platform has established professional review stages such as "Initial Assessment – Cross-Group Evaluation," with a cross-departmental committee objectively evaluating the scientific validity and feasibility of each proposal.
- **Closed-Loop Implementation:** A full-process tracking mechanism covering "Submission – Review – Adoption – Implementation – Feedback" has been established to ensure that "every matter receives a response, and every item is followed through to implementation."
- **Incentives & Recognition:** Adopted proposals are publicly announced on a regular basis, and outstanding contributors are recognized, transforming individual employee wisdom into the Company's development momentum.



ESG Training Outcomes

Novah fully understands that talent and culture are the core driving forces behind sustainable development. The Company has established a comprehensive, multi-tiered ESG training system, with course content covering core topics such as product carbon footprint measurement, corporate carbon inventory, green factory advantages, business ethics, and human rights awareness. Through our digital learning platform, we have effectively enhanced the ESG professional competency of all employees.

Data indicates that both the completion rates and quiz accuracy rates for all key courses remain at a high level, reflecting our employees' strong identification with and active practice of sustainable development principles. We will continue to deepen our empowerment programs, embedding ESG principles into every facet of our corporate operations.

ESG-Related Training Course Completion Status

Course Title	Release Date	Completion Progress	Q&A Accuracy
Introduction to Dyna Products and Safety Awareness Shanghai HQ-NEXT Dept.	2025-12	35%	49%
Product Compliance Basic Shanghai HQ-NEXT Dept.	2025-07	44%	55%
ESG at Dyna: Overview and Essentials Shanghai HQ-NEXT Dept.	2024-12	75%	59%
The 90-Day Guide for New Employees Shanghai HQ-NEXT Dept.	2024-12	87%	66%
What is UNGC? Shanghai HQ-NEXT Dept.	2024-12	80%	62%
From innovation to Impact: Sustainability, Culture, and Food Safety for All Singapore HQ	2024-11	52%	-
Office Design and Sustainability Practices Shanghai HQ-NEXT Dept.	2024-11	82%	67%
Talent Training Program CSMC	2024-09	83%	-
Office information Security and Confidentiality Shanghai HQ-NEXT Dept.	2024-08	80%	37%
PMP Examination Preparation CSMC	2023-04	42%	71%
Basic Safety Awareness Training Factory	2023-03	94%	87%
IATF Internal Auditor Training CSMC	2023-02	24%	76%
Hazard Identification and Risk Assessment Factory	2022-12	52%	95%

Course Title	Release Date	Completion Progress	Q&A Accuracy
ESG and Climate Change Response Shanghai HQ-NEXT Dept.	2024-07	88%	72%
Supply Chain Compliance CSMC	2025-05	72%	-
Workplace Safety Fundamentals Factory	2024-02	89%	88%
CSMC2022059-Supplier Audit Method (2023 Edition) CSMC	2024-01	84%	-
CSMC2022306-Supplier Sustainability Assessment (2023 Edition) CSMC	2024-01	88%	-
Production Safety Training Factory	2023-11	86%	78%
Copyright Awareness Training Shanghai HQ-NEXT Dept.	2023-07	81%	85%
Shopfloor Supervisor Training Factory	2023-06	90%	88%
Copyright AwarenessTraining 2 Training Dept.	2023-06	79%	85%
Copyright AwarenessTraining 1 Training Dept.	2023-05	84%	88%
Occupational Healthand Safety Training Training Dept.	2022-10	95%	77%
Training on Policiesand Regulations CSMC	2022-06	80%	72%
Safety Observationand Behavior-BasedSafety improvement Factory	2021-10	94%	85%

ESG Issue Tracking_Social

No Poverty & Zero Hunger OPERATIONAL

Reduce Social Poverty

CORE TARGETS

- Establish cooperation between daily employee welfare programs and poverty alleviation organizations
- Achieve furniture donation targets for underprivileged groups

IMPLEMENTATION FEED

- > “Caring Desks & Chairs, Building Dreams for the Future”: Educational poverty alleviation—donating desks and chairs to rural mountain schools to improve learning environments; book donations, computer/desk donations, etc.
- > Used Clothing Recycling for Charitable Donation: Collecting used clothing, recycling through platforms such as Fei Mayi (Flying Ants), with proceeds donated to designated groups in need

Agricultural Support Program

CORE TARGETS

- Achieve the pilot project on the application of agricultural waste in products
- Establish cooperation between daily employee welfare programs and agricultural support organizations

IMPLEMENTATION FEED

- > Group purchases of agricultural products: Supporting local fruits, vegetables, agricultural and sideline products, etc.
- > Novah "Happy Farm": Local farmers are responsible for tending the crops; upon harvest, employees are organized to pick for their own consumption; harvests may also be donated to community canteens, elderly individuals living alone, special needs groups, etc.
- > Explore the circular utilization of agricultural waste such as wheat straw and integrate it into product design.

Good Health & Well-being OPERATIONAL

Build a Sustainable, People-Centric Workplace

CORE TARGETS

- Enhance the office environment
- Enhance employee and family welfare benefits
- Provide more safety training

IMPLEMENTATION FEED

- > Increase workplace greenery coverage
- > Provide seasonal wellness afternoon tea
- > Extend health check-up benefits to employees' family members; provide additional commercial insurance coverage available to family members
- > Extend hotel benefits to be shared with family members
- > Conduct engaging fire safety and first aid training
- > All employee seating products certified to BIFMA standards; relevant testing reports publicly disclosed to all employees

Quality Education OPERATIONAL

Enhancing Employees' Multicultural Vision and Communication Skills

CORE TARGETS

- Continuously introduce new courses; plan to expand by at least 3 foreign language and cross-cultural themed courses

IMPLEMENTATION FEED

- > English/Chinese language proficiency improvement courses to optimize cross-context communication efficiency
- > Themed sharing sessions on the customs, regional lifestyles, and cultures of various countries

ESG Issue Tracking_Social

Equal Workplace

OPERATIONAL

Achieving Gender Equality and Safeguarding Women's Rights

CORE TARGETS

- Conduct lectures and workshops on women's mutual support and daily well-being
- Provide ongoing, multi-faceted care and support for female employees in daily operations

IMPLEMENTATION FEED

- International Women's Day themed activities
- Equip workplaces with women's mutual-aid kits, stocked with sanitary pads, hand warmers, pain relievers, and other essential supplies
- Organize women's physical and mental health awareness lectures, and host offline experiential activities in areas such as fitness, beauty, and emotional counseling
- Introduce specific penalty items in performance evaluations to deter workplace discrimination and sexual harassment

Promoting Full and Productive Employment and Decent Work for All

CORE TARGETS

- Continuously optimize the welfare system; plan to add 1 to 2 new benefits annually and increase the overall benefit level by 5%

IMPLEMENTATION FEED

- Upgrade living benefits for employees and their family members
- Extend hotel benefits to employees' family members
- Award milestone incentive gifts, such as the "Constancy Ring," to long-serving employees

Reduced Inequalities

CORE TARGETS

- Refine equal employment mechanisms

IMPLEMENTATION FEED

- Disability Inclusion Care Program: Themed "Let Me Understand Your Language"
- Establish and improve a full-process equal employment management system

Sustainable Communities

OPERATIONAL

Sustainable Cities & Communities

CORE TARGETS

- Achieve full deployment of photovoltaic (PV) power generation facilities across the factory premises
- Regularly collaborate with community organizations to carry out sustainable public welfare activities

IMPLEMENTATION FEED

- Launch a company-wide public welfare initiative: promote the environmental cleanliness habit of "Pick Up as You Go, Clean Up as You Go"
- Low-carbon themed team building: low-carbon cycling, riverbank and beach clean-up actions, externally establishing a corporate image of low-carbon public welfare

ESG Disclosure Data

Table 1: 2025 Total Carbon Emissions

Scope	Total (TCO2E)
Scope 1 Total	3.666
· 1.2 Mobile Combustion – Road Transport Diesel	0.574
· 1.2 Mobile Combustion – Gasoline	2.011
· 1.4 Fugitive Emissions	1.081
Scope 2 Total	558.195
· 2.1 Purchased Electricity	558.195
Scope 3 Total	14299.514
· 3.1 Purchased Goods & Services	8942.048
· 3.2 Capital Goods	291.985
· 3.4 Upstream Transportation & Distribution	19.984
· 3.5 Waste Generated in Operations	42.644
· 3.6 Business Travel	137.920
· 3.7 Employee Commuting	145.930
· 3.9 Downstream Transportation & Distribution	4206.308
· 3.11 Use of Sold Products	512.695
Total Carbon Emissions	14861.375

Table 2: 2025 Scope 3 Emissions – 3.1 Purchased Goods & Services

Scope	Total (TCO2E)
3.1 Purchased Goods & Services Total	8942.048
· Plates & Sheets	3433.248
· Sheet Metal	2728.000
· Aluminum Materials	2780.800
3.1 Purchased Goods & Services Total	8942.048

ESG Disclosure Data

ESG披露数据

Table 3: 2025 Scope 3 Emissions – 3.2 Capital Goods	
Scope	Total (TCO2E)
3.2 Capital Goods Total	291.985
· Steel Structures & Racks	258.120
· Industrial & Measuring Equipment (Workbenches, Laser Cutters, etc.)	27.952
· Office IT Equipment	3.813
· Appliances & HVAC (Air Conditioners, Water Dispensers, etc.)	1.200
· Servers & Network Storage	0.900
3.2 Capital Goods Total	291.985

Table 4: 2025 Scope 3 Emissions – 3.4 Upstream Transportation & Distribution	
Scope	Total (TCO2E)
3.4 Upstream Transportation & Distribution Total	19.984
· Shanghai	7.561
· Taicang	10.208
· Jiangyin	2.214
3.4 Upstream Transportation & Distribution Total	19.984

Table 5: 2025 Scope 3 Emissions – 3.5 Waste Generated in Operations	
Scope	Total (TCO2E)
3.5 Waste Generated in Operations Total	42.644
· 3rd-Party Recycling – Wood Offcuts	6.000
· 3rd-Party Recycling – Metal Offcuts	0.208
· Incineration – Waste Fabric	7.350
· Incineration – Other Offcuts	17.360
· Incineration – Packaging Materials	9.139
· Hazardous Waste Incineration – Spent Activated Carbon	0.265
· Hazardous Waste Incineration – Waste Packaging Drums	0.529
· Hazardous Waste Incineration – Waste Lubricating Oil	0.088
· Hazardous Waste Incineration – Waste Emulsion	1.706
3.5 Waste Generated in Operations Total	42.644

Table 6: 2025 Scope 3 Emissions – 3.6 Business Travel	
Scope	Total (TCO2E)
3.6 Business Travel Total	137.920
· Domestic – Flights	80.253
· Domestic – High-Speed Rail	14.059
· Domestic – Taxi / Ride-hailing	2.856
· Domestic – Business Driving	15.346
· Domestic – Long-Distance Buses	0.120
· Domestic – Public Transit	0.574
· International – Flights	23.811
· International – Taxi / Ride-hailing	0.413
· International – Business Driving	0.488
3.6 Business Travel Total	137.920

Table 7: 2025 Scope 3 Emissions – 3.7 Employee Commuting	
Scope	Total (TCO2E)
3.7 Employee Commuting Total	145.930
· New Energy Vehicles (NEVs)	14.720
· Internal Combustion Engine Vehicles (ICEVs)	31.270
· E-bikes & Bicycles	1.840
· Public Transportation	98.100
3.7 Employee Commuting Total	145.930

Table 8: 2025 Scope 3 Emissions – 3.9 Downstream Transportation & Distribution	
Scope	Total (TCO2E)
3.9 Downstream Transportation & Distribution Total	4206.308
· Beijing	1954.488
· Hefei, Anhui	1002.707
· Shenzhen, Guangdong	871.269
· Nanjing, Jiangsu	377.844
3.9 Downstream Transportation & Distribution Total	4206.308

※ Note: Includes only downstream T&D for top customers by 2025 purchase volume distance.

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Table 9: 2025 Scope 3 Emissions – 3.11 Use of Sold Products	
Scope	Total (TCO2E)
3.11 Use of Sold Products Total	512.695
· Phone Booths / Pods	464.918
· Height-Adjustable Desks	47.777
3.11 Use of Sold Products Total	512.695

Table 10: GRI 302-1 Energy consumption within the organization		
Disclosure Item	Total (2025)	Unit
Electricity Consumption	1368197	kwh
· Shanghai HQ – National Grid	273725	kWh
· Beijing Branch – National Grid	31313	kWh
· Shenzhen Branch – National Grid	15340	kWh
· Nanjing Branch – Flexible Working	/	kWh
· Singapore Branch – National Grid	13552	kWh
· Shanghai Factory – National Grid	609860	kWh
· Shanghai Factory – Onsite Solar PV (Self-Consumed)	424407	kWh

Chart 10-1
Factory vs. Office Electricity Breakdown

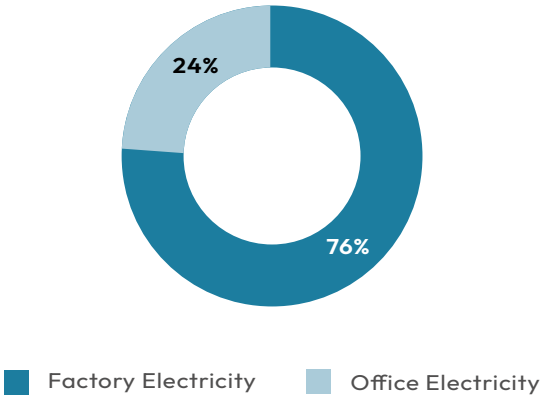
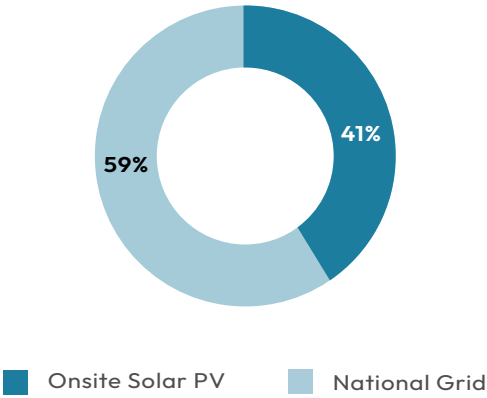


Chart 10-2
Factory Solar PV vs. Grid Breakdown



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Table 11: GRI 302-3 Energy intensity		
Disclosure Item	Total (2025)	Unit
· Per Capita Electricity Consumption (Excluding Factory) – National Grid	1439.4	kWh/pax
· Electricity Intensity per Unit of Revenue (Factory) – National Grid	22.7	kWh/10,000 RMB
· Electricity Intensity per Unit of Output (Factory) – National Grid	177.9	kWh/t
· Solar PV Intensity per Unit of Revenue (Factory)	15.8	kWh/10,000 RMB
· Solar PV Intensity per Unit of Output (Factory)	123.8	kWh/t

Table 12: GRI 305-4 GHG emissions intensity		
Disclosure Item	Total (2025)	Unit
Total Carbon Emissions	14861.375	tCO2e/pax
· Scope 1 Emissions	3.666	tCO2e/pax
· Scope 2 Emissions	558.195	tCO2e/pax
· Scope 3 Emissions	14299.514	tCO2e/pax
Per Capita Emissions – Total	45.448	tCo2e/pax
· Per Capita Emissions – Scope 1	0.011	tCO2e/pax
· Per Capita Emissions – Scope 2	1.707	tCO2e/pax
· Per Capita Emissions – Scope 3	43.729	tCO2e/pax
Emissions Intensity per Unit of Revenue – Total	0.554	tCO2e/10,000 RMB
· Emissions Intensity per Unit of Revenue – Scope 1	0.000	tCO2e/10,000 RMB
· Emissions Intensity per Unit of Revenue – Scope 2	0.021	tCO2e/10,000 RMB
· Emissions Intensity per Unit of Revenue – Scope 3	0.533	tCO2e/10,000 RMB
Emissions Intensity per Unit of Output – Total	0.554	tco2e/t
· Emissions Intensity per Unit of Output – Scope 1	0.001	tco2e/t
· Emissions Intensity per Unit of Output – Scope 2	0.163	tco2e/t
· Emissions Intensity per Unit of Output – Scope 3	4.170	tco2e/t

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Table 13: GRI 301-3 Reclaimed products and their packaging materials	
Percentage of reclaimed products and their packaging materials/product category	Total (TCO2E)
· Seating	32%
· Tables	27%
· Leisure Furniture	10%
· Packaging	90%

Table 14: GRI 303-3 Water withdrawal statistics			
Source	Water Withdrawal (2025)	Unit	Location
· Tap Water	3856	m³	Factory Area
· Surface Water	/	m³	Factory Area
· Groundwater	/	m³	Factory Area
Note ①: Freshwater refers to water with Total Dissolved Solids (TDS)≤1,000 mg / L			
Note ②: Other water refers to water with Total Dissolved Solids (TDS) > 1,000 mg / L			

Table 15: GRI 303-4-1 Water discharge statistics			
Destination	Water Discharge (2025)	Unit	Location
· Tap Water	3856	m³	Factory Area
· Surface Water	/	m³	Factory Area
· Groundwater	/	m³	Factory Area
· Seawater	/	m³	
Note ①: Freshwater refers to water with Total Dissolved Solids (TDS)≤1,000 mg / L			
Note ②: Other water refers to water with Total Dissolved Solids (TDS) > 1,000 mg / L			

Table 16: GRI 303-4-2 Water discharge quality in factory area			
Disclosure Item	Total (2025)	Unit	Location
· Biochemical Oxygen Demand (BOD)	92.2	mg/l	Factory Area
· Chemical Oxygen Demand (COD)	172	mg/l	Factory Area
· Suspended Solids (SS)	55	mg/l	Factory Area
Integrated Wastewater Discharge Standard DB31/199-2018			

Table 17: GRI 303-5 Water consumption statistics			
Water Body	Water Consumption (2025)	Unit	Location
· Tap Water	3856	m³	Factory Area
· Surface Water	/	m³	Factory Area
· Groundwater	/	m³	Factory Area

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Table 18: GRI 305-6 ODS Emissions		
Disclosure	Emissions (kg CFC-11 eq.)	Location
· ODS Emissions	590.5233	Factory Area
Note: Factors based on Montreal Protocol.		

Table 19: GRI 305-7 NOx, SOx, and Other Significant Air Emissions		
Disclosure	Emissions (kg)	Location
· NOx	0	Factory Area
· SOx	0	Factory Area
· VOCs	28.9778	Factory Area
· POPs	0	Factory Area
· HAPs	0	Factory Area
· PM	561.5455	Factory Area

Table 20: GRI 306-3 Waste Generated				
Waste Type	Waste Generated (t)	Waste Directed to Disposal (t)	Hazard Class	Disposal Method
· Wood offcuts	300	/	Non-hazardous	3rd-party recycling
· Metal offcuts	4.15	/	Non-hazardous	3rd-party recycling
· Waste fabric	10.97	10.97	Non-hazardous	Incineration (energy recovery)
· Other offcuts	25.91	25.91	Non-hazardous	Incineration (energy recovery)
· Packaging	13.64	13.64	Non-hazardous	Incineration (energy recovery)
· Spent carbon	0.221	0.221	Hazardous	Incineration (energy recovery)
· Waste drums	0.441	0.441	Hazardous	Incineration (energy recovery)
· Waste oil	0.073	0.073	Hazardous	Incineration (energy recovery)
· Waste emulsion	1.422	1.422	Hazardous	Incineration (energy recovery)

Table 21: GRI 308-1 New Suppliers Screened via Environmental Criteria	
Disclosure Item	Total (2025)
· % of all new suppliers screened	25%
· % of new suppliers (>200k RMB spend) screened	100%

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Table 22: GRI 308-2 Supply Chain Environmental Impacts & Actions	
Disclosure Item	Total (2025)
• % of suppliers assessed for environmental impacts	68%
• Suppliers with significant actual/potential negative impacts	0%
• % of negative impact suppliers with agreed improvements	0%
• % of negative impact suppliers with terminated relationships	0%

Table 23: GRI 401-1-2 New Employee Hire Rate			
New Hire Rate	Male	Female	Total (2025)
• New hire rate (Headcount-2025)	12%	15%	14%

Table 24: GRI 401-1-4 Employee Turnover Rate			
Turnover Rate	Male	Female	Total (2025)
• Turnover rate (Headcount-2025)	16%	27%	21%

Table 25: GRI 401-3 Parental Leave			
Disclosure Item	Male	Female	Total (2025)
• Return-to-work rate of employees who took parental leave	100%	100%	100%
• Retention rate of employees who took parental leave	100%	100%	100%

Table 26: GRI 402-1 Minimum notice periods regarding operational changes	
Disclosure	Total (2025)
• Minimum notice period (weeks) provided to employee representatives	1week
• Minimum notice period (weeks) provided to employees	4weeks

Table 27: GRI 403-5 Worker training on occupational health and safety					
Training Coverage	HQ	Branches	Factory	Total	Distributors /Suppliers
• Workplace Safety Training Guidelines	82%	80%	100%	86%	72%
• Introduction to Common Occupational Hazards and PPE Methods	92%	88%	100%	94%	35%
• Occupational Health and Disease Prevention Training	94%	92%	100%	95%	45%
• Safety Training for Personnel Handling Hazardous Substances	38%	23%	100%	52%	6%
• Accident Prevention and Emergency Response Training	91%	95%	100%	94%	67%

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Table 28: GRI 403-8 Occupational health and safety management system ISO 45001 coverage			
Disclosure	Employees	Non-employees	Total (2025)
• ISO 45001 coverage rate	100%	100%	100%

Table 29: GRI 403-9 Work-related injuries			
Disclosure Item	Employees	Non-employees	Total (2025)
• Fatalities from work-related injury	0%	0%	0%
• Rate of fatalities from work-related injury	0%	0%	0%
• High-consequence work-related injuries (excl. fatalities)	0%	0%	0%
• Rate of high-consequence work-related injuries (excl. fatalities)	0%	0%	0%
• Recordable work-related injuries	0%	0%	0%
• Rate of recordable work-related injuries	0%	0%	0%

Table 30: GRI 403-10 Work-related ill health			
Disclosure Item	Male	Female	Total (2025)
• Fatalities from work-related ill health	0	0	0
• Recordable cases of work-related ill health	0	0	0

Table 31: GRI 404-3 Performance & Career Reviews			
Disclosure Item	Male	Female	Total (2025)
• Management (%)	100%	100%	100%
• Non-management (%)	100%	100%	100%
• Total (%)	100%	100%	100%

Table 32: GRI 405-1 Diversity of governance bodies and employees			
Disclosure Item	Male	Female	Total (2025)
• Total Headcount	177	150	327
• Employees aged < 30	32	39	71
• Employees aged 30-50	130	106	236
• Employees aged > 50	15	5	20
• % of employees aged < 30	18%	26%	22%
• % of employees aged 30-50	73%	71%	72%
• % of employees aged > 50	8%	3%	6%

ESG Disclosure Data

Table 33: GRI 405-1 Diversity of governance bodies and employees			
Disclosure Item	Male	Female	Total (2025)
· Minority & vulnerable group headcount	2	1	3
· % of minority & vulnerable groups	1.1%	0.7%	0.9%

Table 34: GRI 405-2 Salary & Remuneration Ratio (Men/Women)	
Disclosure Item	Total (2025)
· Male salary ratio	111.65%
· Female salary ratio	87.69%

Table 35: GRI 406-1 Incidents of Discrimination	
Disclosure Item	Total (2025)
· Number of discrimination incidents	0

Table 36: GRI 407-1 Freedom of Association & Collective Bargaining Risk	
Disclosure Item	Total (2025)
· Number of operations/suppliers at significant risk	0
· % of operations/suppliers at significant risk	0

Table 37: GRI 408-1 Child Labor Risk	
Disclosure Item	Total (2025)
· Number of operations/suppliers at significant risk	0
· % of operations/suppliers at significant risk	0

Table 38: GRI 409-1 Forced Labor Risk	
Disclosure Item	Total (2025)
· Number of operations/suppliers at significant risk	0
· % of operations/suppliers at significant risk	0

Table 39: GRI 411-1 Indigenous Rights Violations	
Disclosure Item	Total (2025)
· Total identified incidents of indigenous rights violations	0

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Table 40: GRI 416 Customer Health & Safety	
Disclosure Item	Total (2025)
· % of significant product and service categories assessed for health&safety impacts	0
· Non-compliance incidents resulting in fines/penalties	0
· Non-compliance incidents resulting in warnings	0
· Incidents of non-compliance with voluntary codes	0

Table 41: GRI 417-2 Incidents concerning Product & Service Information and Labeling	
Non-compliance Incidents / Voluntary Code Breaches	Total (2025)
· Resulting in a fine or penalty	0
· Resulting in a warning	0
· Incidents of non-compliance with voluntary codes	0

Table 42: GRI 417-3 Incidents concerning Marketing Communications	
Non-compliance Incidents	Total (2025)
· Resulting in a fine or penalty	0
· Resulting in a warning	0
· Incidents of non-compliance with voluntary codes	0

Table 43: GRI 418-1 Substantiated Complaints concerning Customer Privacy & Data Losses	
Disclosure Item	Total (2025)
· Complaints from outside parties (substantiated by organization)	0
· Complaints from regulatory bodies	0



Thank You for Reading