东方日升ESG绩效一览表
Risen Energy ESG Performance

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance	备注
董事会独立性 Board Independence	公司董事会中独立董事的目标比例 Target share of independent directors on the board	/	≥1/3	/
董事会类型 Board Type	执行董事数量 Executive Directors	人 Number	3	/
	独立董事数量 Number of independent directors	人 Number	3	/
	非执行董事 Number of non-executive directors	人 Number	1	/
	董事会总人数 Total board size	人 Number	7	/
董事会性别多样性 Board Gender Diversity	女性董事数量 Number of female directors	人 Number	1	/
Board Accountability 董事会问责制	董事会会议平均出席率 Average board meeting attendance	%	100%	/
董事会平均任期 Board Average Tenure	董事会平均任期时间 Average tenure of board members in years	年 Year	1.6	/
	各董事任期时长 Tenure of each board members in years	年 Year	林海峰: Lin Haifeng: 5 王根娣: Wang Gendi： 1 王海飞 Wang Haifei： 1 徐海涛 Xu Haitao： 1 戴建君 Dai Jianjun： 1 叶开封 Ye Kaifeng： 1 刘岳辉 Liu Yuehui： 1	/
董事会行业经验 Board Industry Experience	具有行业经验的独立或非执行董事的数量 Number of independent or non-executive members with industry experience	人 Number	3	/
	列出独立董事或非执行董事 list the independent or non-executive directors	/	戴建君 Dai Hangjun 叶开封 Ye Kaifeng 刘岳辉 Liu Yuehui	/
管理人员持股 Management Ownership	首席执行官和其他执行委员会成员是否持有公司股份 Company CEO and other executive officers hold company shares	/	736.86， 财报P37 Please refer to page 37 of 2025 Annual Report	/
家庭所有权 Family Ownership	拥有5%以上股权的创始家族 Founding individuals or family members individually own more than 5% of the voting rights	/	林海峰：24.82% Lin Haifeng : 24.82%	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
捐献与其他支出 Contributions & Other Spending	行业协会或免税团体 trade associations or tax-exempt groups	元 RMB	264960.90	359428.79	4160355.96	314015.55	/
	游说、利益代表或类似行为 lobbying, interest representation or similar	元 RMB	0.00	0.00	0.00	0.00	/
	地方、区域或国家政治运动/候选人 local, regional or national political campaigns /organizations /candidates	元 RMB	0.00	0.00	0.00	0.00	/
	其他（例如与投票措施或公投相关的支出） Other (e.g. spending related to ballot measures or referendums)	元 RMB	0.00	0.00	0.00	0.00	/
	总支出 Total contributions and other spending	元 RMB	264960.90	359428.79	4160355.96	314015.55	/
	数据覆盖率 Data coverage	%	1.00	1.00	1.00	1.00	/

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance
最大协会支出 Largest Contributions & Expenditures	主题 Issue or Topic	元 RMB	1、138,999.82，支持回收合规 / EPR / RAEE-WEEE 类。 2、65,000，支持上市公司 / 资本市场协会类。 1、138,999.82，Support for recycling compliance / EPR / RAEE-WEEE related items: RMB 138,999.82 2、RMB 65,000，Support for listed company / capital market association related items.
	3项最大协会支出和对应事项 3 largest contributions and corresponding issues	元 RMB	85682.06，CONSORZIO E-CYCLE，意大利 RAEE/WEEE 与光伏组件、电池终端回收合规联盟 85682.06, CONSORZIO E-CYCLE, Italian RAEE/WEEE compliance consortium for end-of-life recycling of PV modules and batteries
		元 RMB	53317.76,西班牙电子电气设备废弃物回收与生产者责任组织， ECOASIMELEC基金会（LA FUNDACION ECOASIMELEC） 53317.76,Spanish WEEE recycling and EPR producer responsibility organisation, Fundación ECOASIMELEC (LA FUNDACION ECOASIMELEC)
		元 RMB	50000,中国上市公司协会，上市公司 / 资本市场协会 50000,China Association for Public Companies
违规事件 Reporting on breaches	腐败和贿赂 Corruption or Bribery	起 Number	0
	歧视和骚扰 Discrimination or Harassment	起 Number	0
	客户隐私数据 Customer Privacy Data	起 Number	0
	利益冲突 Conflicts of Interest	起 Number	0
	洗钱或内幕交易 Money Laundering or Insider trading	起 Number	0
	与腐败和贿赂案件相关的罚款金额 amount of fines related to corruption and bribery cases	元 RMB	0

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance
供应商分类 KPI for Supplier Screening	一级供应商数量 Total number of unique (Tier-1) suppliers	家 Number	576
	重要一级供应商的数量 Total number of unique significant suppliers	家 Number	275
	在重要一级供应商的支出占供应商总支出的百分比 Percentage of total spend on significant suppliers in Tier-1	%	48%
	重要非一级供应商的数量 Total number of significant suppliers in non Tier-1	家 Number	0
	所有重要供应商的总数 Total number of significant suppliers	家 Number	275
供应商评估与发展 KPIs for Supplier Assessment and/or Development	接受评估的供应商总数 Total number of suppliers assessed	家 Number	1119
	接受评估的重要供应商总数 Number of unique significant suppliers assessed via desk assessments/on-site assessments	家 Number	103
	接受评估的重要一级供应商的百分比 % of unique significant suppliers assessed	%	37%
	经评估具有重大实际/潜在负面影响的供应商数量 Number of suppliers assessed with substantial actual/potential negative impacts	家 Number	0
	具有重大实际/潜在负面影响并商定改进计划的供应商百分比(双方同意) % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	100%
	被终止合作的具有重大实际/潜在负面影响的供应商数量 Number of suppliers with substantial actual/potential negative impacts that were terminated	家 Number	0
	改进计划覆盖的供应商总数 Total number of suppliers supported in corrective action plan implementation	家 Number	0
	被评估为具有重大实际/潜在负面影响并收到改进计划支持的供应商百分比(提供帮助) % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	家 Number	100%
	参与赋能计划的供应商总数 Total number of suppliers in capacity building programs	家 Number	128
	获得措施支持的供应商占比 % of suppliers supported in development measures	%	100%
	参与赋能计划的重要供应商的百分比/一级供应商数量 % of unique significant suppliers in capacity building programs/significant suppliers in Tier-1	%	46.5%

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
冲突矿产 Conflict Minerals	来自含有来自受冲突影响地区及高风险地区矿物的产品的总收入占比 Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free	%	0	0	0	0	/
	来自经核实无冲突的供应商的含冲突影响和高风险地区矿产产品的总收入比例 Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free	%	0	0	0	0	/
产品召回 Product Quality & Recall Management	召回产品的总数 Quantity of products recalled	条 Number	0	0	0	0	/

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance				
工厂总数 Reporting Boundary	基地数 Number of our production bases	个 Number	12个生产基地：12 production bases 宁海基地 Ninghai Base、常州基地 Changzhou Base、滁州基地 Chuzhou Base 、义乌基地 Yiwu Base 马来西亚基地 Malaysia Base、南滨基地 Nanbin Base、包头基地 Baotou Base、安徽基地 Anhui Base 固阳基地 Guyang Base、双一力宁波 SYL Ningbo、双一力天津 SYL Tianjin、双宇公司 Twinsel				
指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
环保体系 Environmental Management System	ISO14001国际标准覆盖范围 ISO14001 International Standards Coverage	%	/	76.92%	100%	100%	/
环保投资回报 Return on Environmental Investments	环保资本投入 Capital investments	元 RMB	137,416,415.51	519,588,672.31	107,587,759.95	3,768,030.18	/
	环保运营花费 Operating expenses	元 RMB	4,476,847.10	7,371,803.50	11,317,604.52	2,603,254.86	/
	环保投入带来的节约成本 Savings, cost avoidance, income, tax incentives	元 RMB	/	1,580,881,427.43	356,716,093.41	19,113,855.12	/
	环保、节能改造项目涉及的工厂或基地占总数的比例 % of operations covered	%	100%	100%	100%	100%	/
	法律义务 / 法规违规次数 Number of violations of legal obligations/regulations	次 Number	0	0	0	0	/
	上述事项相关罚款金额 Amount of fines/penalties related to the above.	元 RMB	0	0	0	0	/
	年末计提的环境负债。 Environmental liability accrued at year end.	元 RMB	0	0	0	0	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
能源 Energy Consumption	不可再生能源消耗量 Total non-renewable energy consumption	MWh	833004.07	1,479,757.56	1,078,885.10	257,438.88	/
	可再生能源消耗量 Total renewable energy consumption	MWh	28619.29	31,320.21	179,536.63	91,859.00	/
	能源数据的统计范围 Data coverage	%	83.3%	87.5%	100%	100%	100%
废弃物 Waste Disposal	固废总量 total solid waste	吨（t） metric tonnes	36014.07	68,486.45	44,544.57	21,933.97	/
	回收/再利用的废弃物总量 Total waste recycled/reused	吨（t） metric tonnes	30456.41	60,056.63	12,587.22	8,280.49	/
	废弃物处置的总量 Total waste disposed	吨（t） metric tonnes	5557.66	8,429.82	31,957.35	13,653.48	20000
	-以焚烧方式处理（不带能量回收）的废弃物总量 Waste incinerated without energy recovery	吨（t） metric tonnes	0.00	0.00	0.00	0.00	/
	-以焚烧方式处理（带能量回收）的废弃物总量 Waste incinerated with energy recovery	吨（t） metric tonnes	150.06	227.61	862.85	368.64	/
	-以填埋方式处理的废弃物总量 Waste landfilled	吨（t） metric tonnes	16.67	25.29	95.87	40.96	/
	-以其他形式处置的废弃物总量 Waste otherwise disposed	吨（t） metric tonnes	0	0	0	13243.88	/
	-处置方法不明的废弃物总量 Waste with unknown disposal method	吨（t） metric tonnes	0	0	0	0	/
	废弃物数据的统计范围 Data coverage	%	83.3%	87.50%	100%	100%	/
危险废弃物 Hazardous Waste	回收/再利用的危废总量 Total hazardous waste recycled/reused	吨（t） metric tonnes	199.57	377.42	1339.41	77.57	/
	危废处置的总量 Total hazardous waste disposed	吨（t） metric tonnes	459.67	644.61	2,286.11	324.44	500
	-以焚烧方式处理（不带能量回收）的废弃物总量 Hazardous waste incinerated without energy recovery	吨（t） metric tonnes	62.06	87.02	308.62	43.80	/
	-以焚烧方式处理（带能量回收）的废弃物总量 Hazardous waste incinerated with energy recovery	吨（t） metric tonnes	351.65	493.13	1748.87	248.20	/
	-以填埋方式处理的废弃物总量 Hazardous waste landfilled	吨（t） metric tonnes	40.22	37.31	17.94	0	/
	-以其他形式处置的废弃物总量 Hazardous waste otherwise disposed	吨（t） metric tonnes	0.00	0	0	32.444	/
	-处置方法不明的废弃物总量 Hazardous waste with unknown disposal method	吨（t） metric tonnes	0.00	0	0	0	/
	废弃物数据的统计范围 Data coverage	%	83.3%	87.50%	100%	100%	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
挥发性有机化合物排放 Volatile Organic Compounds Emissions	VOC的排放数据 Direct VOC emissions	吨（t） metric tonnes	62.60	66.70	40.9	24.0	/
	VOC的排放数据的统计范围 Data coverage	%	1.00	100%	100%	100%	/
水 Water	取水量 Water withdrawal	百万立方米 Million cubic meters	6.51	10.82	7.47	2.16	/
	排水量 Water discharge	百万立方米 Million cubic meters	5.09	8.41	5.95	1.99	/
	用水量 Total net fresh water consumption	百万立方米 Million cubic meters	1.42	2.40	1.52	0.17	1.00
	超纯水使用量 Ultra-pure water usage	立方米 Cubic meters	/	32500	2265885	273682	33,000
	水相关数据的统计范围 Data coverage	%	83.3%	87.50%	100%	100%	100%

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
温室气体排放 Greenhouse Gas Emissions	范围1的碳排放 Total direct GHG emissions (Scope 1)	tCO2e	2087.22	58,895.04	37,399.11	11,222.10	50,649.73
	范围2的碳排放（基于地点计算） Total indirect GHG emissions (Scope 2)- Location-based	tCO2e	49478.12	718,189.65	659,872.34	142,583.44	617,643.10
	范围2的碳排放（基于市场计算） Total indirect GHG emissions (Scope 2)- Location-based	tCO2e	519136.95	909827.68	650,607.15	155,662.05	782,451.81
	范围3的碳排放 Total indirect GHG emissions (Scope 3)	tCO2e	/	18,260,201.00	32,701,172.82	4,091,280.02	26,160,938.26
	类别1：采购商品 Purchased Goods and Services	tCO2e	/	12,854,506.24	32,199,105.86	3,827,444.29	/
	类别2：资本货物 Capital Goods	tCO2e	/	460,400.93	126,360.02	29,485.90	/
	类别3：燃料和能源相关活动（不包含在范围1或范围2） Fuel-and-energy-related-activities (not included in Scope 1 or 2)	tCO2e	/	460,400.93	126,360.02	8,978.81	/
	类别4：上游运输和配送 Upstream transportation and distribution	tCO2e	/	/	190,676.01	25,798.51	/
	类别5：运营中产生的废弃物 Waste generated in operations	tCO2e	/	/	11,267.44	2,138.53	/
	类别6：商务旅行 Business travel	tCO2e	/	464	5,727.03	3,395.25	/
	类别7：员工通勤 Employee commuting	tCO2e	/	7741	590.91	505.45	/
	类别9：下游运输 Downstream transportation and distribution	tCO2e	/	4,558,152.81	161,813.15	66,537.15	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
温室气体排放 Greenhouse Gas Emissions	类别12：售出产品的报废处理 End of life treatment of sold products	tCO2e	/	289,943.77	5,632.41	126,996.14	/
	上游排放 Other upstream	tCO2e	/	13,783,513.10	32,660,087.29	3,897,746.74	/
	下游排放 Other downstream	tCO2e	/	4,848,096.58	167,445.56	193,533.29	/
	PFC（全氟化碳）排放数据 Direct PFC emissions	吨（t） metric tonnes	0·	0	0	0	0
	温室气体排放的统计范围 Data coverage ·	%	33%	87.50%	100%	100%	100%

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
LCA评估 (Life Cycle Assessment)	公司已做过LCA（产品生命周期评估）的产品比例 Percentage of total products covered by Life Cycle Assessment approaches	%	/	83.33%	60%	43%	/
	公司已经做过的LCA方法 The relevant description of the Full LCA Assessment approach	/	生命周期评价（LCA）方法由[ISO14040:2006]和[ISO14044:2006]标准规范。LCA方法包四个主要阶段：研究目标与范围界定、生命周期清单分析（LCI）、生命周期影响评估（LCIA）以及生命周期解释。1.原材料获取:涵盖了主要产品生产阶段之前的所有活动、与该生命周期阶段产生的废弃物管理有关的所有活动和基本流程均包括在该生命周期阶段的碳足迹计算中、同时包括所有原辅料从供应商厂址运输至光伏组件公司的运输阶段碳足迹。2.生产过程:涉及主要产品生产的过程排放与能耗，以及该生命周期阶段产生的废弃物运输与处置有关的所有活动和基本流程均包括在本阶段的碳足迹计算中。3.包装：包括晶体硅光伏组件产品的内层膜包装与外部箱子包装. The life cycle assessment (LCA) method is standardized by [ISO14040:2006] and [ISO14044:2006] standards. The LCA method consists of four main stages: definition of research objectives and scope, life cycle inventory analysis (LCI), life cycle impact assessment (LCIA), and life cycle interpretation. 1.Raw material acquisition: It covers all activities prior to the main product production stage. All activities and basic processes related to waste management generated in this life cycle stage are included in the carbon footprint calculation of this life cycle stage. Meanwhile, it also includes the carbon footprint of the transportation stage for all raw materials and auxiliary materials from the supplier's site to the photovoltaic module company.2.Production process: It involves process emissions and energy consumption in the main product production, and all activities and basic processes related to the transportation and disposal of waste generated in this life cycle stage are included in the carbon footprint calculation of this stage.3.Packaging: It includes the inner film packaging and external box packaging of crystalline silicon photovoltaic module products.				
接触有害物质 Exposure to Hazardous Substances	清单内物质相关产品收入占比 % of revenue associated with products containing substances in this list	/	无 NONE	无 NONE	无 NONE	无 NONE	/
生命周期结束的电子废弃物指标 End of Life Cycle E-waste	从回收计划收集的废弃电气电子设备（WEEE）的总重量 Total weight of WEEE collected from takeback programs	吨（t） metric tonnes	/	/	2688.93	389.05	/
	回收的电子废物（WEEE）重用/转售/回收的百分比 Percentage of takeback WEEE reused / resold / recycled	%	/	/	94%	100%	/
	处置/填埋的回收电子废物的百分比 Percentage of takeback WEEE disposed / landfilled	%	/	/	6%	0%	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
可持续收入 Sustainable Revenues	产品/服务描述 Product/service description	/	公司主营业务以太阳能电池组件的研发、生产、销售为主，业务亦涵盖了光伏电站 EPC、光伏电站运营、储能领域等，主要处于光伏产业链的中游位置，并涉足光伏产业链的上游和下游。 The Company’s core business focuses on the R&D, production and sales of solar PV modules. Its business scope also covers PV plant EPC, PV station operation and energy storage. The Company is mainly positioned in the midstream of the photovoltaic industrial chain, with presence in both upstream and downstream segments.				
	总营收入 Total Revenues	百万元 Million RMB	29384.72	35,326	20,239	12,584	/
	可持续收入	百万元 Million RMB	27870.94	33,872	19,152	11,866	/
	可持续收入的占比 Percentage of sustainable revenues	%	94.85%	95.89%	94.63%	94.30%	/
金属原材料 Metal Raw Materials	各类金属的用量（铝、钴、铜、钢铁、镍、锂、钛） The amount of mental material used (Aluminium, Cobalt, Copper, Iron/steel, Nickel, Lithium, Titanium)	吨（t） metric tonnes	/	铝：64400吨 Aluminium: 64400 tonnes 铜：5520吨 Copper: 5520 tonnes	铝：54119吨 Aluminium: 54119 tonnes 铜:：5154吨 Copper: 5154 tonnes	铝：24400吨 Aluminium: 24400 tonnes 铜:：3500吨 Copper: 3500 tonnes	/
	来自回收来源的材料占所用材料总额的百分比 % of the total of the material used that comes from recycled sources	%	/	0	0	0	/

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance	target KPI
员工多元化 Workforce Breakdown: Gender	女性在员工总数中的比例 Share of women in total workforce	%	35.06%	45%， FY2035
	女性在管理岗位中的比例 Share of women in all management positions	%	23.08%	30%， FY2035
	女性在初级管理岗位中的比例 Share of women in junior management positions	%	29.24%	30%， FY2035
	女性在高级管理岗位中的比例 Share of women in top management positions	%	14.29%	30%， FY2035
	女性在创收（如销售）管理岗位中的比例 Share of women in management positions in revenue-generating functions	%	23.75%	30%， FY2035
	女性在STEM （科学、技术、工程和数学）相关岗位中的比例 Share of women in STEM-related positions	%	14.33%	30%， FY2035
员工构成：种族 / 民族与国籍 Workforce Breakdown: Race/ Ethnicity & Nationality	汉族员工在员工总数中的比例 Share of Han employees in total workforce	%	90.30%	/
	回族员工在员工总数中的比例 Share of Hui employees in total workforce	%	0.51%	/
	苗族员工在员工总数中的比例 Share of Miao employees in total workforce	%	0.69%	/

指标 Indicator		单位 Unit	2025年公司表现 2025 Company Performance	target KPI
员工构成：种族 / 民族与国籍 Workforce Breakdown: Race/ Ethnicity & Nationality	其他民族员工在员工总数中的比例 Share of other ethnic employees in total workforce	%	8.41%	/
	汉族员工在管理岗位中的比例 Share of Han employees in all management positions	%	96.25%	/
	回族员工在管理岗位中的比例 Share of Hui employees in all management positions	%	0.75%	/
	苗族员工在管理岗位中的比例 Share of Miao employees in all management positions	%	0.00%	/
	其他民族员工在管理岗位中的比例 Share of other ethnic employees in all management positions	%	3.00%	/
	数据占全职员工的比例 Coverage of the data as a percentage of FTEs	%	> 75%	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
结社自由和集体谈判 Freedom of Association	由独立工会代表或由集体谈判协议代表的员工占员工总数的百分比 Percentage of employees represented by an independent trade union or covered by collective bargaining agreements	%	100%	100%	100%	100%	/
人权评估——本公司 Human Rights Assessment-Own Operations	进行过人权评估的部分占总数的比例 Percentage of total assessed	%	/	30.76%	100%	100%	/
	已识别风险的评估的部分占总数的比例 Percentage of total assessed where risks have been identified	%	/	0.2%	0%	0%	/
	采取缓解措施的风险的部分占总数的比例 Percentage of risk with mitigation actions taken	%	/	0.2%	0%	0%	/
人权评估——供应商 Human Rights Assessment-Suppliers	进行过人权评估的部分占总数的比例 Percentage of total assessed	%	/	68%	100%	100%	/
	已识别风险的评估的部分占总数的比例 Percentage of total assessed where risks have been identified	%	/	0.2%	0%	0%	/
	采取缓解措施的风险的部分占总数的比例 Percentage of risk with mitigation actions taken	%	/	0.2%	0%	0%	/
人权评估——合资公司 Human Rights Assessment-Joint Ventures	进行过人权评估的部分占总数的比例 Percentage of total assessed	%	/	100%	100%	100%	/
	已识别风险的评估的部分占总数的比例 Percentage of total assessed where risks have been identified	%	/	0.2%	0%	0%	/
	采取缓解措施的风险的部分占总数的比例 Percentage of risk with mitigation actions taken	%	/	0.2%	0%	0%	/
培训与发展输入 Training & Development Inputs	人均培训小时数 Average hours per FTE of training and development	小时 Hour	/	9.01	90.20	27.2	/
	人均培训花费 Average amount spent per FTE on training and development	元 RMB	/	277.42	324.60	62.64	/

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	备注
招聘 Hiring	新员工招聘的总数量 Total number of new employee hires	人 Number	4816	7179	1985	1612	/
	由内部候选人（内部雇佣）填补的空缺职位比例 Percentage of open positions filled by internal candidates (internal hires)	%	/	/	20%	10%	/
	25年公司根据以下类别细分新员工招聘和/或内部招聘的数据。 The company breaks down the new employee hires and/or internal hires data based on the following categories in 2025.	/	民族：汉族 1578，回族 10，布依族 8，满族 3，其他少数民族 21 性别： 男935，女677 职级：初级：1025、中级：490、高级：97 年龄：21-30岁：626、 31-40岁：411 、 41-50岁：339、 51-60岁：236 Ethnicity: Han 1578, Hui 10, Buyi 8, Manchu 3, Other ethnic minorities 21 Gender: Male 935, Female 677 Job Grade: Junior: 1025, Intermediate: 490, Senior: 97 Age: 21–30: 626, 31–40: 411, 41–50: 339, 51–60: 236				

指标 Indicator		单位 Unit	公司表现 Company Performance
员工支持项 Employee Support Programs	提供给男性员工带薪陪产假时长 Paid parental leave for the non-primary caregiver	天 Day	15天 15 days
	提供给女性员工带薪产假时长 Paid parental leave for the primary caregiver	天 Day	女职工在享受国家规定产假的基础上，一孩延长产假 60天，即合计产假 158 天; 二孩、三孩延长产假90 天，即合计产假 188 天，自生育之日起按照自然日计算; 女职工怀孕未满4个月流产的，享受 15 天产假; 怀孕 4 个月流产的，享受 42 天产假。 On the basis of the maternity leave stipulated by the national government, female workers enjoy 60 days of extended maternity leave for one child, i.e., a total of 158 days of maternity leave; 90 days of extended maternity leave for two or three children, i.e., a total of 188 days of maternity leave, which is calculated in accordance with the natural days from the date of childbirth; 15 days of maternity leave for a female worker who miscarries before the fourth month of pregnancy; and 42 days of abortion for a female worker who miscarries after the fourth month of pregnancy.

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
离职数据 Employee Turnover Rate	员工总离职率 Total employee turnover rate	%	21.00%	26.00%	54.54%	17.92%	/
	员工主动离职率 Voluntary employee turnover rate	%	21.00%	26.00%	42.65%	13.78%	/
	离职率数据统计范围 Data coverage	%	100%	100%	100%	100%	/
员工满意度 Trend of Employee Wellbeing	参与满意度调查的员工占比 Percentage of employees who responded to the survey	%	87.1%	96.20%	77%	77%	/
	员工满意度 Percentage of employees with top level of satisfaction,	%	84.2%	86.20%	93.10%	93.10%	90%

指标 Indicator		单位 Unit	公司表现 Company Performance
员工满意度 Trend of Employee Wellbeing	员工满意度/敬业度调查的内容 Aspects addressed in employee surveys	/	1.近期，您的领导是否对您的工作予以认可? Have your leaders recognized your work recently? 2.在工作中，您有很多机会做您擅长的事吗? Do you have opportunities to do what you are good at? 3.您觉得您的上级或同事关心您的个人情况吗? Do you think that your leaders or colleagues care about your personal situation? 4.在工作中，您觉得您的意见受到了重视吗? Do you feel that your opinions are valued at work? 5.您的领导会及时和你传达公司战略/部门目标吗? Do your leaders communicate company strategies/departmental goals to you in a timely manner?

指标 Indicator		单位 Unit	FY2022	FY2023	FY2024	FY2025	2025年目标 Target for FY2025
员工缺勤数据 Absentee Rate	公司员工缺勤率 % of total days scheduled	%	1%	0.66%	1.86%	3.64%	4.00%
	缺勤数据收集范围 Data coverage	%	100%	100%	100%	100%	/
客户满意度 Customer Satisfaction measurement	客户满意度 Percentage of satisfied customers	%	99.40%	99.54%	95.87%	97.75%	97.00%
	覆盖范围 Data coverage	%	/	/	93.70%	100%	/