

Stock Code



AEOLUS 风神轮胎
Stock Code 600469

Aeolus Tyre Co., Ltd. 2025 Annual Year

Environmental, Social and Governance (ESG) Report



Chairman's Address

Innovation drives industrial tyre value growth; low-carbon initiatives lead green development along the full value chain

Dear Shareholders, Partners, and Employees,

The year 2025 marks the 60th anniversary of Aeolus Tyre Co., Ltd., and also the final year of China's 14th Five-Year Plan. Standing at this pivotal moment that bridges the past and the future, we present this annual sustainability report as a sincere response to all those across society who have shown care for and support to Aeolus.

As a listed company controlled by a central state-owned enterprise, Aeolus has always kept the nation's priorities in mind and aligned its development with national strategies. We understand that the vitality of an enterprise lies not only in the growth of its business performance, but also in its responsibility to the environment, its contribution to society, and its commitment to sound corporate governance. Guided by our mission of "driving growth through technology and innovation, practicing green development, and consistently creating higher-value tyres for global customers," we have embedded sustainability into strategic decision-making and daily operations, striving to move more steadily and further along the path of high-quality development.

Driving growth through innovation and meeting expectations with strength. In 2025, the Company achieved operating revenue of RMB 7.413 billion, representing a year-on-year increase of 10.51%. The strategic value of giant tyres has begun to emerge—sales exceeded 8,000 units, up 35% year-on-year, contributing significantly to profit growth. TBR sales reached 5.68 million units, marking steady growth for the third consecutive year. At the same time, the Company advanced several major projects, including the capacity expansion and efficiency improvement of high-performance giant OTR radial tyres, the promotion of electric curing technology, and the coal-to-gas conversion initiative, building strong momentum for future development. Behind these achievements lies Aeolus' commitment to its core values of entrepreneurship, craftsmanship, excellence, and win-win cooperation.

Building a greener future and demonstrating responsibility through action. Green development is a defining path for Aeolus. In 2025, the Company successfully developed a green tyre composed of more than 90% sustainable materials and completed road testing. The coal-to-gas conversion project is expected to reduce carbon emissions by 42,400 tons per year, while electric curing technology has reduced energy intensity by more than 50%. Jiaozuo West Plant received the A-level environmental performance rating, and the Company was recognized as the "2024 Benchmark Enterprise for Energy Efficiency Leadership in China's Rubber Industry." Through green practices across the entire value chain, we are driving the tyre industry toward a low-carbon and circular future.

Strengthening our foundation through governance and building consensus through openness. We continued to improve our corporate governance structure by eliminating the Supervisory Board and introducing employee directors, further building a modern governance system with clear responsibilities and effective checks and balances. The Board of Directors was honored with the 20th Golden Round Table Award for Outstanding Board of Directors. Over the past three years, the Company has distributed more than RMB 277 million in cash dividends and established a three-year shareholder return plan to share the fruits of development with investors. The 2025 Global Partner Conference brought together more than 800 partners from China and abroad, while our collaboration with Prometeon continued to deepen, further strengthening our global presence.

Looking ahead, Aeolus has embarked on a new journey under the 15th Five-Year Plan. We remain committed to becoming a shining global leader in the industrial tyre sector by focusing on global leadership in giant tyres, product leadership in niche markets, substantive progress in Prometeon synergy, deeper implementation of new quality productive forces, and stronger sustainability practices. No matter how many challenges lie ahead, we will continue to uphold the courage of entrepreneurs and the dedication of craftsmen—to do what must be done and accomplish what is difficult.

Finally, I would like to express my sincere gratitude to our investors, customers, partners, and all Aeolus employees for your trust and support. Let us move forward together—true to history, true to our mission, and true to the future.

Aeolus Tyre Co., Ltd.

Chairman: Jianjun Wang

April 2026



About Aeolus Tyre Co., Ltd.

Aeolus Tyre Co., Ltd. is a core enterprise in the rubber tyre segment under Sinochem Holdings, a Fortune Global 500 company, and the only listed tyre company in China controlled by a central state-owned enterprise.

The Company was formerly known as the state-owned Henan Tyre Factory, established in 1965, and was listed on the A-share market in 2003. It joined China National Chemical Corporation in 2007, began integration with Pirelli Industrial in 2016, launched the 33.00R51 giant tyre in 2018, and the 59/80R63 giant tyre in 2022. In 2023, the Company was recognized as a Smart Factory of Henan Province. In 2025, construction officially began on the high-performance giant OTR radial tyre capacity expansion and efficiency improvement project, marking the 60th anniversary of Aeolus.

The Company mainly produces truck and bus radial tyres and off-the-road (OTR) tyres under multiple brands, including "Aeolus," "Windpower," "CargoPower," and "Henan," covering more than 1,000 specifications and product categories. Its products are sold in over 100 countries and regions worldwide. Aeolus Tyre Co., Ltd. is one of China's key manufacturers of all-steel radial tyres and a leading producer of OTR tyres.

The Company is recognized as a National High-Tech Enterprise and a National Demonstration Enterprise for Technological Innovation. It operates several national-level R&D platforms, including a nationally certified enterprise technology center and a postdoctoral research workstation. It is also home to the Henan Rubber Product Quality Supervision and Inspection Center and possesses a laboratory accredited for commodity inspection testing. In recent years, the Company has led or participated in the formulation of 27 national standards, achieved 2 internationally advanced achievements and 10 domestically leading achievements, while undertaking dozens of major R&D and management projects. The Company has also passed the national acceptance for the innovation capability platform of enterprise technology centers and received support from national fiscal funds.

The Company has successively obtained certifications including ISO 9001 Quality Management System, IATF 16949 Quality Management System, ISO 14001 Environmental Management System, GB/T 23331 Energy Management System, ISO 10012 Measurement Management System, ISO 45001 Occupational Health and Safety Management System, ISO/IEC 17025 Laboratory Accreditation, E-MARK, U.S. DOT certification, and EU ECE certification. Its products have also passed U.S. SMARTWAY verification and achieved ABA ratings under EU tyre labeling regulations. In addition, its performance in noise, wet grip, and rolling resistance meets the Phase 4 limit requirements of EU ECE-R117 regulations, making Aeolus one of the very few tyre manufacturers in China capable of meeting and passing these international certification standards.

In 2020, the Company was awarded the titles of "Green Factory" and "Green Supply Chain Management Enterprise" by China's chemical industry. In 2023, it was selected by the Ministry of Industry and Information Technology as an annual pilot demonstration factory for intelligent manufacturing and included in the list of outstanding intelligent manufacturing scenarios. In 2024, the Company was named an "Advanced Collective of Central State-Owned Enterprises" by the Ministry of Human Resources and Social Security and the State-owned Assets Supervision and Administration Commission of the State Council. In 2025, Aeolus was honored as one of the first recipients of the "Premium Brand" title in Henan Province and was successfully recognized as a Provincial Green Factory and an Advanced Smart Factory of Henan Province.



ESG Strategy

Environmental, Social and Governance (ESG) Committee

Environmental Subcommittee

Social Subcommittee

Governance Subcommittee

In 2025, Aeolus upgraded its ESG governance framework, strengthening top-level design and board-level oversight. The company established an Environmental, Social and Governance (ESG) Committee as the highest decision-making and steering body for ESG matters. It is responsible for reviewing the company's sustainability vision, medium- and long-term goals, and key action plans, ensuring ESG principles are fully integrated into strategy and major investment decisions. A governance structure of "strategic guidance – dedicated implementation – operational execution" was formed, with a focus on ESG priorities, performance tracking, and risk management.

Under the new framework, regular strategy meetings are held to benchmark against global best practices and further integrate ESG into the governance system. The ESG Committee also oversees cross-department coordination, target breakdown, and periodic evaluation, supported by improved meeting and review mechanisms. The company office serves as a permanent coordination hub, ensuring sustainability requirements are embedded across R&D, procurement, production, and sales.

In addition, ESG sub-committees for Environmental, Social, and Governance areas were established, each led by relevant functional heads. They are responsible for in-depth topic research, target setting, and implementation, forming a complete loop from strategy to execution. This governance upgrade reflects Aeolus' long-term commitment and provides a solid foundation for strengthening competitiveness and achieving high-quality sustainable development.

ESG Strategic Plan

Guided by sustainable development as a core principle, Aeolus deeply integrates sustainability into the entire business process. Based on the needs of long-term development, the Company has built an ESG strategy driven by both green transformation and digital transformation, balancing environmental responsibility, social responsibility, and corporate governance, while promoting the coordinated and sustainable development of the Company, its stakeholders, and the industrial value chain.



Environmental Strategy: Guided by sustainable development, Aeolus focuses on three key areas: environmental protection, energy saving and low carbon, and green products. The Company promotes its own green transformation, actively fulfills environmental responsibilities, drives greener development across the tyre value chain, and helps build a more sustainable and harmonious environment.



Social Strategy: With long-term development as its goal, Aeolus continues to improve automation, intelligence, and digitalization across its operations, enhancing the employee experience, reducing costs for customers, and creating value for shareholders. The Company promotes balanced development for employees, customers, and shareholders, fulfills its social responsibilities, and drives shared value creation.



Governance Strategy: Aeolus takes digital transformation as a key driver of sustainable development. The Company continues to improve digital infrastructure and strengthen data governance. By advancing digitalization across marketing, R&D, quality, supply chain, and manufacturing, Aeolus improves efficiency, supports business growth, and enhances governance capability.

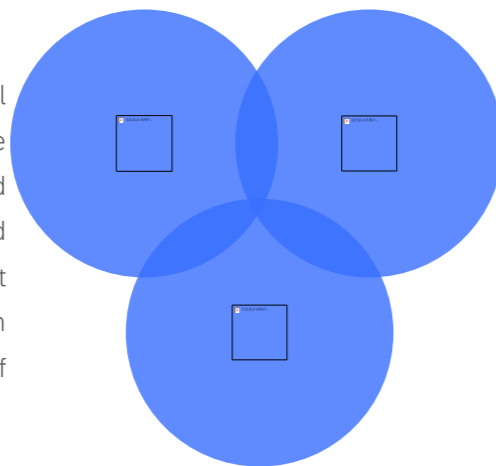


ESG Risk Management

Integrate ESG risks into the company's comprehensive risk management system, centered on sustainability and digital transformation. Following the principles of prevention, full-process control, and continuous optimization, identify and manage risks across Environmental, Social, and Governance dimensions to ensure effective ESG strategy implementation and stable business operations.

Environmental Risk

Risks related to environmental protection compliance, inadequate implementation of energy saving and emission reduction measures, and associated risks arising from insufficient coordination in the green transformation across the upstream and downstream of the tyre industry chain.



Social Risk

Risks of underwhelming employee experience, failure to achieve customer cost-saving targets, insufficient shareholder value creation, and poor collaboration with stakeholders.

Governance Risk

Risks arising from incomplete digital infrastructure, weak data governance, and ineffective dual-driven business and technology transformation; insufficient use of intelligent tools, low digital literacy across employees; and various operational risks during the digital transformation of business scenarios.

- 01 Participatory Governance by All Employees**
 Establish a risk management system with full employee participation, clarify each department's responsibilities in ESG risk control, encourage employees to proactively identify and report risks, and foster a risk management culture of "co-governance by all."
- 02 Full-Process Digital Monitoring**
 Supported by digital transformation and leveraging digital platforms, implement full-process monitoring of key areas such as energy saving and emission reduction, business operations, and data management. This enables timely risk detection, early warning, and risk mitigation, while continuously optimizing control processes to ensure risks remain manageable.
- 03 Supply Chain Collaborative Control**
 Focus on key tasks of green and digital transformation, strengthen collaborative control across the supply chain, ensure upstream and downstream companies implement green transformation requirements in sync, reduce related ESG risks in the supply chain, and safeguard the green and stable development of the tyre industry chain.

ESG Goal Management

With sustainability at its core, ESG is fully integrated into business operations, digital transformation, and value chain upgrades, ensuring key tasks are effectively executed and goals steadily achieved. ESG targets are assigned to business units with clear milestones and responsibilities, tracked through digital tools, regularly reviewed, and promptly addressed. Continuously optimized to align with corporate culture and strategy, these targets strengthen the company's long-term sustainable development.

Dimension	Targets	Completion Status
Environment	The main air pollutants: SO ₂ emissions shall not exceed 5 tons, and nitrogen oxides (NO _x) emissions shall not exceed 22 tons.	Completed
	The main wastewater pollutants: COD emissions shall not exceed 11 tons, and ammonia nitrogen (NH ₃ -N) emissions shall not exceed 1.5 tons.	Completed
	Hazardous waste compliant disposal rate: 100%	Completed
	Environmental hazard remediation projects and key pollution prevention tasks: 100% completion rate as planned.	Completed
Social	Serious injuries and above: 0	Completed
	New occupational diseases: 0	Completed
	Safety risk identification and assessment completion rate 100%	Completed
	Safety administrative penalties or negative public opinion: 0	Completed
	Occupational health administrative penalties or negative public opinion: 0	Completed
Corporate Governance	Completed the revision and review of company-level policies, meeting requirements for compliance, standardization, and ensuring policies are easily accessible, effective, and uniquely authoritative.	Completed
	Implemented the strategic plans, including the "Three-Year Development Outline of Aeolus Tires Co., Ltd. (2024-2026)," along with performance target setting, assessment, and post-evaluation.	Completed

Driving a Greener Future

Aeolus Tyres Co., Ltd. integrates green development into its strategy and operations, focusing on its core business and addressing climate change through low-carbon operations, environmental management, circular economy, and green innovation.

The company aligns with national “dual-carbon” goals and the 14th Five-Year Plan, implements strict carbon “dual control,” strengthens environmental management, and reduces emission intensity.

It promotes energy and resource efficiency, builds closed-loop industrial chains, and develops green products using renewable and bio-based materials, including low rolling resistance tires to lower lifecycle carbon emissions.

Looking forward, the company will continue advancing ESG practices, enhancing environmental governance, and driving technological innovation to support a green, low-carbon transformation.

Responding to the United Nations Sustainable Development Goals (SDGs)



Responding to Climate Change

Aeolus Tyre Co., Ltd. actively responds to global sustainability initiatives and addresses climate change by continuously optimizing its energy consumption structure, promoting energy-saving technologies and high-efficiency equipment, and improving its carbon emission monitoring, accounting, and control systems. Through solid low-carbon operations, the company supports the steady achievement of the national "dual-carbon" goals.

Establishing a Climate Management System

Aeolus Tyre Co., Ltd. has defined management responsibilities for climate governance and established a top-down climate management system. The ESG Committee supervises, guides, and evaluates low-carbon initiatives across all units. The company has implemented the Energy Conservation and Low-Carbon Management Measures and the Ecological Environmental Protection and Low-Carbon Responsibility System, following principles of unified leadership, accountability, and full participation. These systems support the 14th Five-Year Plan's carbon reduction targets and strengthen carbon budget, measurement, green development evaluation, and carbon footprint management, creating a long-term green and low-carbon mechanism.

制度名称	《风神轮胎节能低碳管理办法》		
文件编号	FSLT-HSE-BF-006-2025		
文件类型	管理办法	管理部门	HSE部
发布日期	2025年3月24日	制度版本	第二版
修订/废止说明	对2022年1月10日发布的第一版进行修订		

风神轮胎节能低碳管理办法

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第一章 总 则

第一条 为加强风神轮胎股份有限公司（以下简称“风神轮胎”或“公司”）节能低碳管理，努力建设资源节约型和环境友好型企业，提高资源利用效率，降低碳排放总量和强度，实现碳达峰和碳中和战略目标，依据国家相关法律法规要求和风神轮胎实际，制定本办法。

第二条 风神轮胎节能低碳工作遵循“统一领导、落实责任、分级管理、分类指导、全员参与”的原则，在生产经营各环节降低能源消耗，减少碳排放，高效合理地利用能源。

第三条 本办法适用于风神轮胎股份有限公司及各单位。所在地法规要求高于本办法时应按法规要求执行。

第二章 机构与职责

第四条 公司HSE部在HSE委员会领导下，对各单位低碳工作进行监督、检查、指导和考核，履行以下职责：

（一）组织制定和实施公司低碳管理制度、标准和流程；
（二）定期做好低碳形势预测分析，并就重大问题提出对策建议；
（三）研究、制定和完善公司低碳指标、目标责任及评价考核体系，分解落实年度低碳工作考核指标；
（四）组织开展低碳指标的对标、低碳技术交流及推广应用；

制度名称	《风神轮胎生态环境保护与节能低碳责任制》		
文件编号	FSLT-HSE-GF-052-2025		
文件类型	操作规范	管理部门	HSE部
发布日期	2025年4月11日	制度版本	第一版
废止说明	无		

风神轮胎生态环境保护与节能低碳责任制

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第八章 附 则

第一章 总 则

第一条 为明确各级环境保护和节能低碳责任界面和各职能（业务）部门环境保护和节能低碳职责，按照“管业务必须管HSE、管行业必须管HSE、管生产经营必须管HSE”的原则，特制定风神轮胎股份有限公司（以下简称“风神轮胎”或“公司”）生态环境保护与节能低碳责任制。

第二条 本责任制适用于风神轮胎及下属各分公司、各部门（以下简称“各单位”）。本职责不与公司人力资源部负责的岗位工作职责相冲突，环境保护和节能低碳职责单独列出，作为岗位工作职责的一部分，属于岗位工作职责的新增职责。

第二章 责任界面划分

第三条 风神轮胎环境保护和节能低碳责任主体分为公司、分（子）公司两级。各级责任主体按照责任界面划分，承担在管辖范围内的环境保护和节能低碳责任。

第四条 公司、分（子）公司及各级职能（业务）部门按照“管业务必须管HSE、管生产经营必须管HSE”的原则，承担其职能（业务）范围内的环境保护和节能低碳责任，并监督指导下属各部门有关职责的落实，落实直线责任。

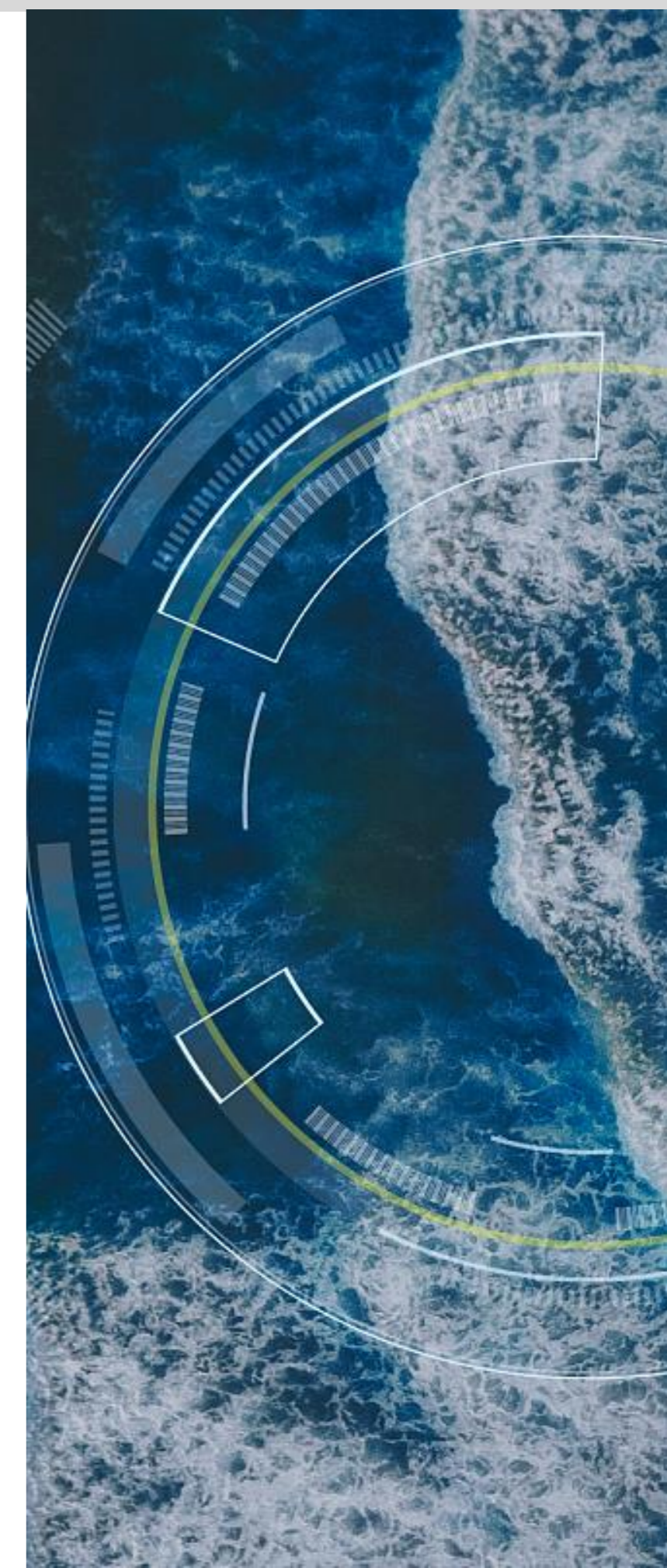
第五条 各部门应与承包、承租单位签订HSE管理协议或在合同中明确环境保护和节能低碳管理、监督的内容、范围、方式以及双方应承担的责任，根据协议行使环境保护和节能低碳管理和监督职责，承担相应的责任。

第六条 公司是环境保护和节能低碳责任主体，接受中国中化、橡胶公



Identify climate risks and opportunities

Risk Categories	Risk Description	Potential Financial Impact	Response Measures
Policy and Regulatory Risks	Under China's "Dual Carbon" goals, climate-related policies and regulatory requirements continue to tighten. Failure to meet these requirements may result in compliance risks, penalties, and reputational impact.	Increased operating costs Reduced revenue	Improve ESG governance framework and establish the ESG Committee to review climate-related matters.
Technology Risks	As the Company continues to strengthen its tyre business and support clean, low-carbon development, demand for smarter and greener products continues to grow. Low-energy and low-emission technologies are gradually replacing higher climate-risk technologies, requiring long-term and large-scale investment in technology, talent, and capital.	Increased operating costs	Continue to advance digital and intelligent transformation, and improve design automation through the 3DE platform.
Market Risks	As climate-related policies continue to evolve, market demand for green products is increasing. Failure to respond in time to customer demand for greener products may result in customer loss.	Reduced revenue	Promote the use of green raw materials such as sustainable synthetic rubber, modified recycled oil, bio-based silica/carbon black, and recyclable zinc oxide. In 2025, Aeolus developed an all-steel truck radial tyre with 90% sustainable materials. Highway-pattern truck tyres also successfully obtained China Green Product Certification.
Reputation Risks	Stakeholders are placing greater focus on climate change and green, low-carbon development. Failure to respond effectively may negatively affect the Company's reputation and future development.	Increased operating costs Reduced revenue	The Company closely monitors public opinion and actively communicates with stakeholders. It prepares ESG reports, improves the transparency of ESG disclosures, and strengthens stakeholders' confidence in the Company.
Acute Risks	Extreme weather events such as typhoons, floods, and heavy rainfall may disrupt normal operations at production sites, potentially causing damage to facilities and unexpected production shutdowns.	Increased operating costs Reduced revenue Impairment of fixed assets	Conduct flood prevention emergency drills, issue severe weather alerts, and strengthen climate risk prevention measures.
Chronic Risks	Long-term climate change impacts, such as global warming, sea level rise, and changes in extreme weather patterns, may damage the Company's fixed assets and affect normal production operations and profitability.	Increased operating costs Depreciation of fixed assets	
Opportunities Types	Opportunity Description	Potential Financial Impact	
Resource Efficiency	Continuously improve the efficiency of resource and energy use in the Company's production and operations.	Reduced operating costs	
Energy Sources	Incorporate low-carbon principles into the Company's production and operations, and increase the use of clean energy.	Reduced operating costs	
Products and Services	Focus on core business development, empower the upstream and downstream value chain through technological innovation, provide more competitive products and services to customers, and continuously enhance the Company's profitability.	Increased revenue	
Market	Driven by the ongoing "Dual Carbon" goals, the trend of green products replacing traditional products is becoming increasingly clear. While continuously mitigating climate change risks, the Company is also expanding its market share of green products.	Increased revenue	
Resilience	The Company actively engages in industrial cooperation and industry exchanges in relevant fields, and continuously selects resource-efficient and environmentally friendly suppliers and partners, thereby enhancing its resilience to climate-related risks in business development.	Reduced operating costs	

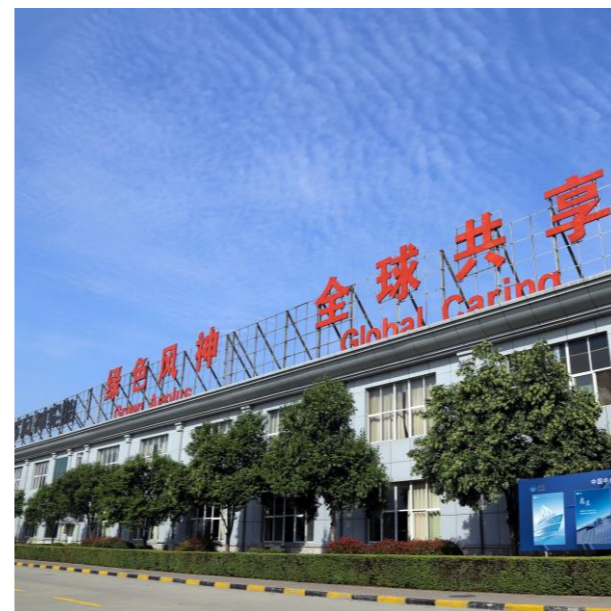


Set scientific strategic plans.

Aeolus systematically identifies, assesses, and manages climate-related business risks and challenges, while actively capturing opportunities from the low-carbon transition. The Company continues to improve its climate response mechanisms and management strategies to effectively prevent and mitigate potential financial impacts, supporting stable and sustainable development.

Aeolus regards low-carbon development as an important part of its sustainability strategy. The Company continues to explore practical carbon reduction plans and pathways, and implements the Three-Year Development Outline of Aeolus Tyre Co., Ltd. (2024–2026). Focusing on renewable energy, energy-saving technologies and equipment, and carbon emissions management, Aeolus is steadily advancing its "Dual Carbon" actions in an orderly and effective manner.

Implementation Pathways	Annual Achievements
Promote energy-saving technologies and equipment to improve energy efficiency and reduce energy consumption.	Implemented a series of process improvement, equipment upgrade, and energy efficiency projects, including the integrated valve group and hydraulic power system upgrade for curing presses at the 800,000-unit plant.
Strengthen carbon emissions monitoring and management, establish a carbon accounting system, and set emissions reduction targets and plans.	Carbon emissions decreased from 0.684 to 0.605 tCO ₂ e per RMB 10,000 of output value, exceeding the annual reduction target.



Establish risk management mechanisms.

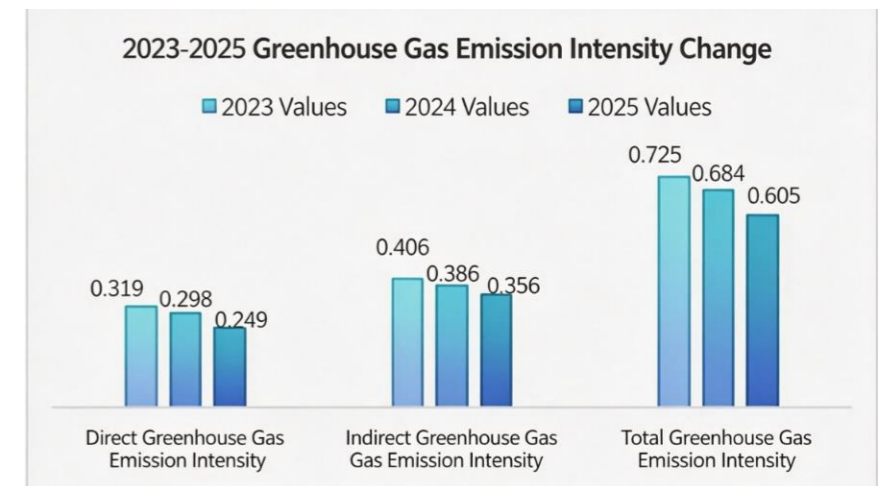
Aeolus has integrated the management of climate-related impacts, risks, and opportunities into its internal management processes, and established standardized mechanisms for risk identification, assessment, and management. The ESG Committee is responsible for regularly reviewing climate-related risks.

Set targets and indicators.

Aeolus has set tracking indicators and management targets for identified climate-related physical risks, transition risks, and climate opportunities. These cover key areas such as energy consumption, clean energy use, greenhouse gas emissions, and process improvement. Through regular monitoring and management, the Company effectively reduces potential impacts on business.

Accelerate carbon reduction actions.

The main sources of greenhouse gas emissions at Aeolus are electricity use and steam-consuming equipment. The Company continues to optimize production processes and equipment, and has implemented energy-saving and carbon reduction projects such as coal-to-gas conversion and electric curing to reduce energy use and greenhouse gas emissions at the source.



Explore product carbon footprint management.

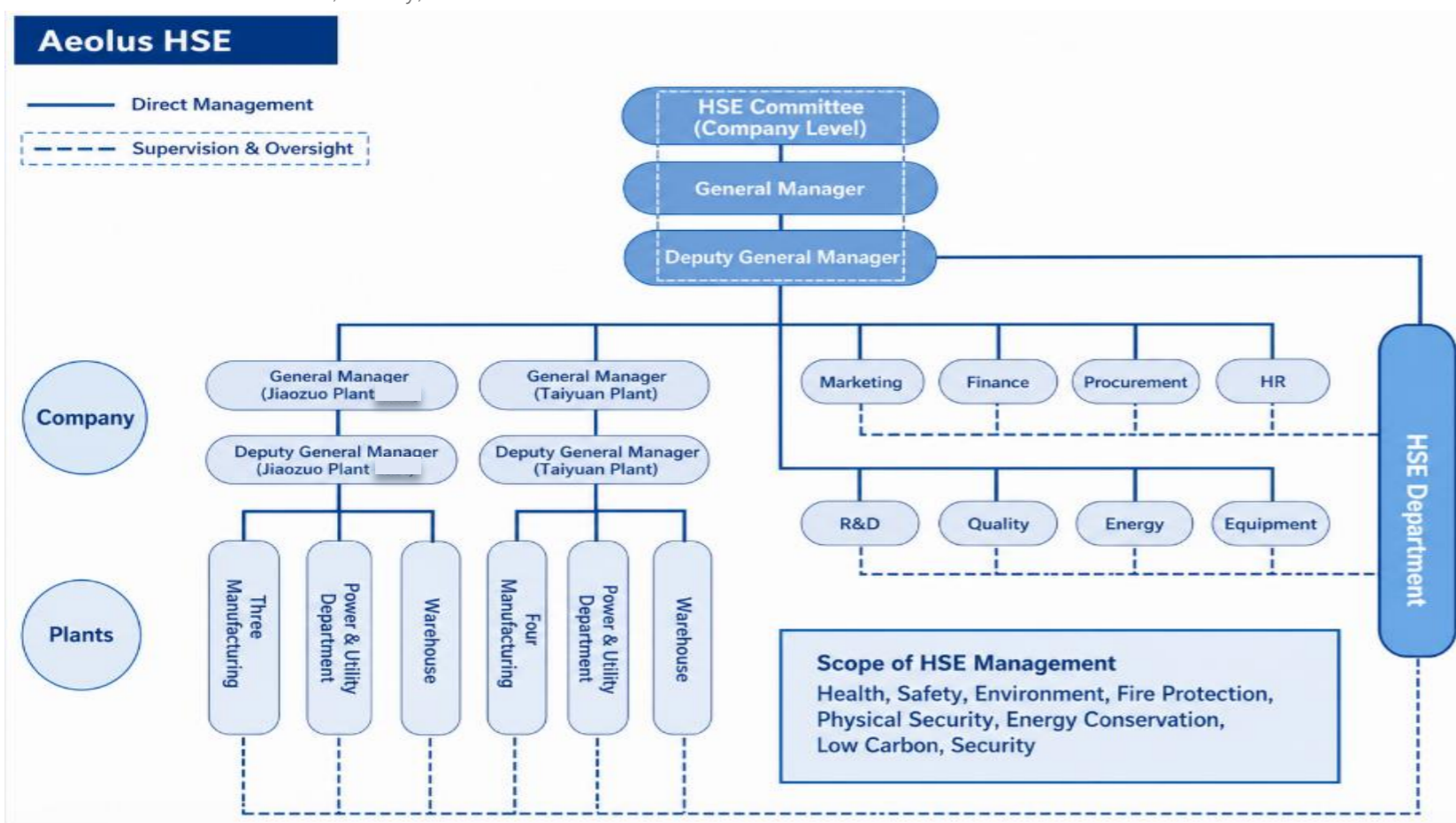
Aeolus continues to strengthen its low-carbon capability and builds a full life-cycle carbon footprint management system for key products. Based on carbon emission baselines, the Company steadily improves overall carbon management performance. In 2025, Aeolus completed the 2024 carbon emissions report and finalized it, and calculated the carbon footprints of two products: truck and bus radial tyres and OTR radial tyres.

Green development across the entire value chain.

Aeolus continues to improve its environmental management system and strengthen environmental control, monitoring, emergency response, and environmental training. The Company implements full-process control of pollutant emissions and continues to reduce energy and water consumption. In 2025, environmental investment reached RMB 24.91 million. The Company further improved its environmental performance ratings: Jiaozuo East Plant achieved Grade B, Jiaozuo West Plant achieved Grade A, the Henan base was certified as a Green Factory, and Taiyuan base achieved Grade B.

Organizational Structure

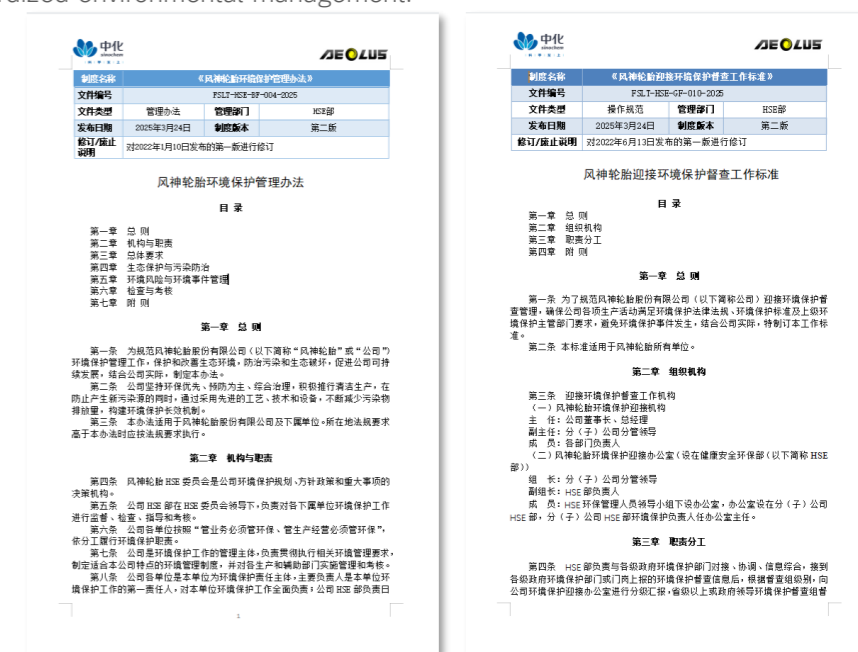
Aeolus has established an environmental responsibility system led by the HSE Committee for decision-making and coordinated by the HSE department, covering all functional departments and subsidiaries. The Company is equipped with dedicated environmental managers, environmental specialists, and part-time environmental staff. With a well-defined organizational structure and staffing, Aeolus ensures environmental management is carried out in a standardized, orderly, and efficient manner.



Hierarchy	Functional division of responsibilities
HSE Committee	Decision-making body for the company's environmental protection plans, policies, and major matters
HSE Department	Under the leadership of the HSE Committee, responsible for supervising, inspecting, guiding, and evaluating the company's environmental protection work.
All departments	In accordance with the principle that "business management must include environmental protection and production/operations management must include environmental protection," each department performs its environmental protection responsibilities based on its respective division of duties.

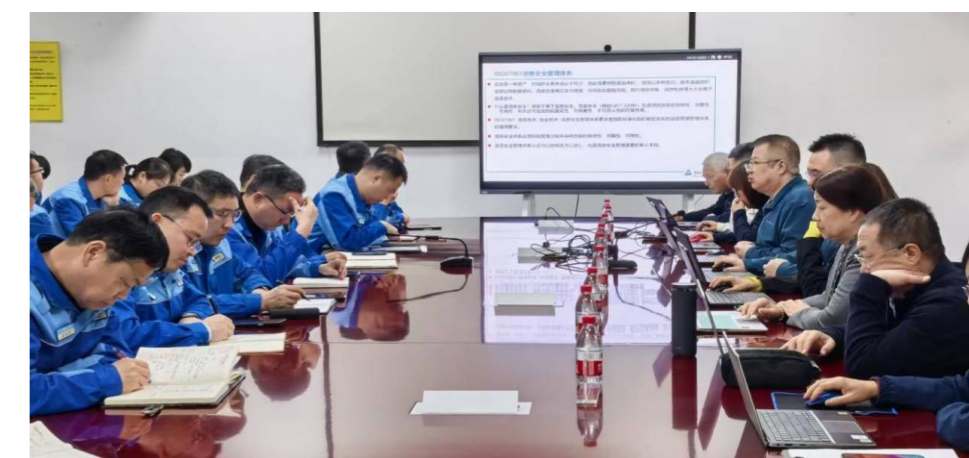
System framework

In 2025, Aeolus developed three operational standards, including the *Aeolus Environmental Monitoring System Operation and Management Standard*, the *Aeolus Ecological Environmental Protection and Energy Conservation & Low-Carbon Responsibility System*, and the *Aeolus Emergency Activated Carbon Bypass Management Standard*. It also revised and improved 17 management documents, such as the *Aeolus Environmental Protection Management Measures* and the *Aeolus Energy Conservation and Low-Carbon Management Measures*, further promoting the deep integration of environmental protection and production and enabling full-process, standardized environmental management.



System certification

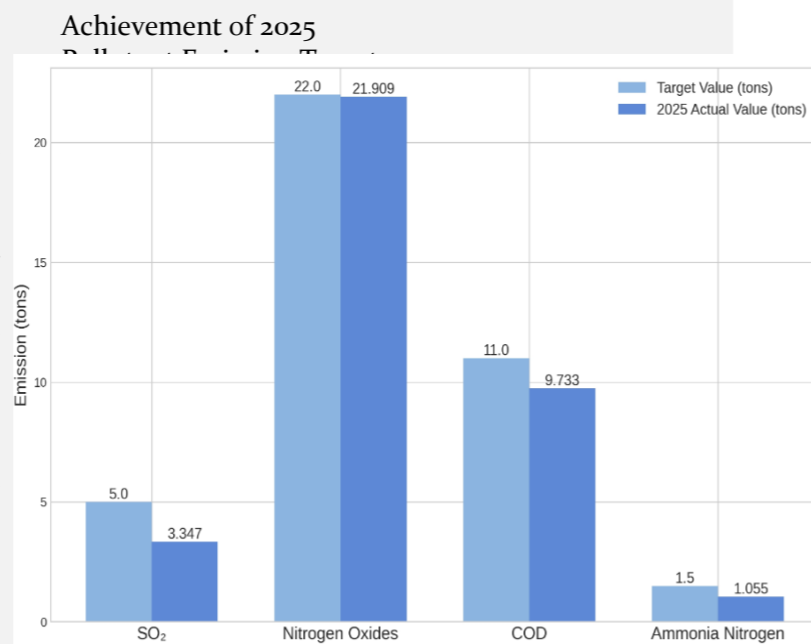
Based on the concept of sustainable development, Aeolus strictly implements environmental management responsibility systems and continuously improves its environmental management system. The company obtained ISO 14001 Environmental Management System certification in 2024 and successfully completed the annual surveillance audit of the system in 2025.



Objective Management

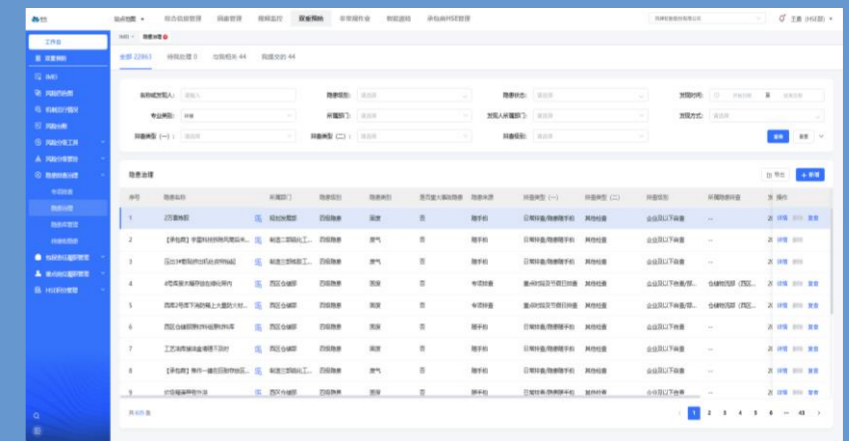
Aeolus strictly follows Sinochem's FORUS "Zero Loss" requirement, signs environmental responsibility agreements at all levels, and conducts regular supervision and assessment to ensure full implementation of environmental responsibilities. In 2025, all subsidiaries signed HSE target responsibility agreements, achieving full coverage.

Based on its operations, the company has set clear environmental management targets, continuously reducing pollutants and addressing environmental risks, while steadily improving environmental performance.



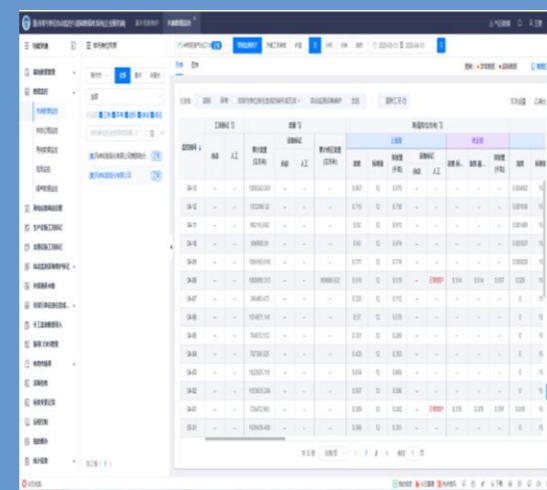
Risk Control

Aeolus focuses on key environmental risks such as sulfur and carbon black storage areas, oil tanks, and hazardous chemical tanks (ammonia, caustic soda, hydrochloric acid). An intelligent risk management platform is used for real-time reporting and dynamic tracking of hazards. In 2025, the company completed 6 environmental risk improvements in line with updated regulations and industry best practices.



Environmental Monitoring

Aeolus uses an information-based system to conduct online monitoring and internal early warning for key pollutants. Online monitoring equipment is installed at major emission points, including boiler exhaust, rubber mixing exhaust, vulcanization exhaust, and wastewater discharge. These systems are connected to local environmental authority platforms, national platforms, and Sinochem's environmental monitoring system. Third-party professional organizations are responsible for operation and maintenance to ensure stable, accurate, and real-time data transmission. In 2025, all discharge outlets achieved a 100% compliance rate for pollutant emissions.



Eco-friendly equipment

Aeolus includes all pollution control facilities in its daily operations and full life-cycle equipment management. Regular maintenance and inspections are carried out under strict standards with a dedicated evaluation system. This ensures stable operation of waste gas and wastewater treatment facilities and supports continuous compliance and environmental risk control.



Emergency Management



Aeolus has established an emergency system through the *Emergency Plan for Environmental Incidents* and related management rules. At least one drill is conducted annually to improve response capability.

In 2025, the company carried out 8 environmental emergency drills with 264 participants. There were no delayed, missed, false, or concealed reports, and no major environmental incidents occurred.



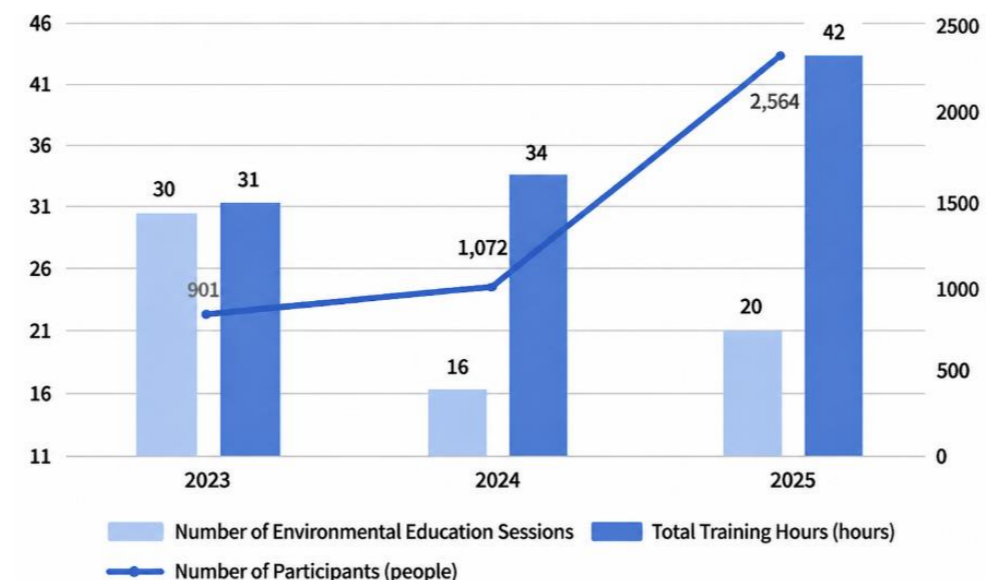
Training and Education



Aeolus strengthens employees' environmental awareness and capabilities by providing training on environmental protection laws, solid waste pollution prevention, waste sorting and storage, hazardous waste transfer and storage management, and radiation compliance. Training is conducted both online and offline to improve employees' knowledge and skills.

In 2025, the company organized 20 environmental training sessions, with a total of 2,564 participants.

Changes in Environmental Education and Training (2023-2025)



Public Awareness Activities



On the 54th World Environment Day, Aeolus carried out environmental awareness activities under the theme "Advancing the Beautiful China Initiative." Environmental posters and videos were displayed on factory screens to promote eco-friendly concepts, raise employees' environmental awareness, and create a green and low-carbon workplace atmosphere.



Compliant Discharge and Stronger Waste Management

Aeolus strictly complies with laws and regulations on water, air, and solid waste pollution control, and applies integrated management from source control to process control and end-of-pipe treatment. Through daily control, process optimization, and equipment upgrades, the company manages wastewater, waste gas, solid waste, and noise in a refined manner. In 2025, compliance rates for wastewater and waste gas emissions both reached 100%, and plant boundary noise met relevant standards, ensuring stable compliance and continuous emission reduction.

Wastewater Management

Aeolus continues to strengthen wastewater treatment to ensure stable compliant discharge. The main wastewater pollutants are COD and ammonia nitrogen. The East Plant uses equalization, sedimentation, secondary BAF, sand filtration, and reverse osmosis. Treated water is reused for cooling systems and landscaping to improve water recycling. The Taiyuan plant separates rainwater from production and domestic wastewater, with dedicated rainwater channels to reduce wastewater at the source.



Waste Gas Management

Under its Air Pollution Control Management Rules, Aeolus manages air emissions across all units. Main pollutants from mixing, building, and curing include particulate matter, NMHC, and odor. These emissions are collected through hoods and treated by VOCs control systems to ensure compliant discharge.



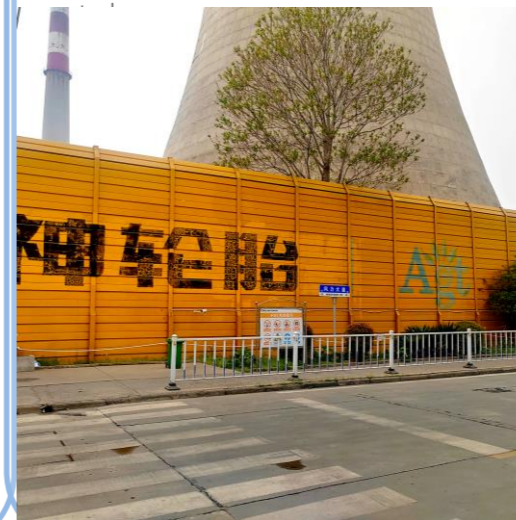
Waste Management

Aeolus promotes full-process management of solid waste reduction, recycling, and safe disposal, and has established a standardized solid waste control system. The company maintains complete records for the generation, storage, and transfer of general solid waste, which is regularly handled or recycled by qualified third parties. In 2025, general industrial solid waste generation was 29,237 tons, up 1.51% year



Noise Management

Aeolus' main noise sources are mechanical noise from production equipment and fans. The company has established noise control standards, conducts regular noise monitoring in relevant operating areas, and applies measures such as enclosure, sound absorption, silencing, vibration isolation, and damping to reduce noise. In 2025, noise levels in all areas remained below regulatory limits, ensuring compliant noise



Radiation Management

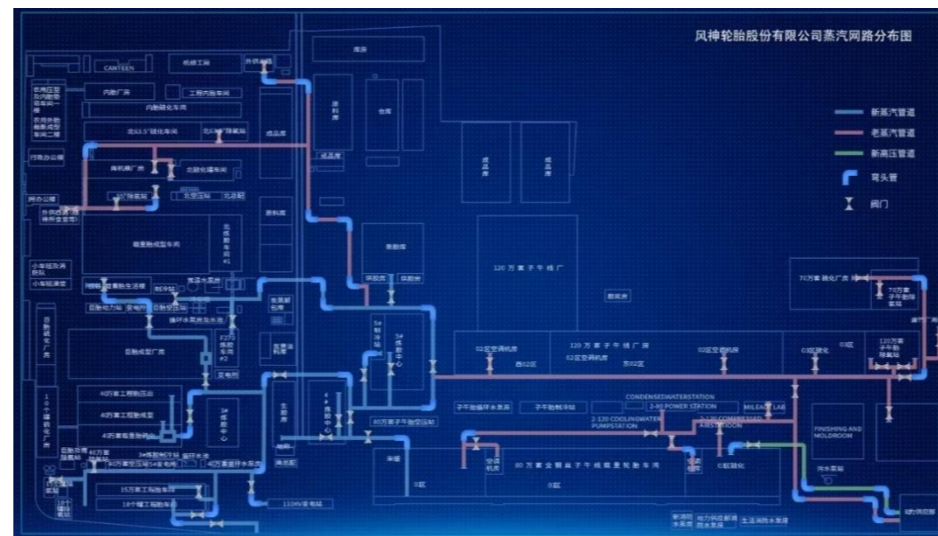
Aeolus manages radiation risks from in-use X-ray equipment by using dedicated lead-shielded rooms for protection. Radiation protection levels comply with relevant industrial X-ray safety standards. In 2025, the company added one Class II and two Class III radiation devices. All new devices completed required environmental approvals and registration, and the company renewed its Radiation Safety License to ensure compliance.



Aeolus regards energy management as a key part of green manufacturing and sustainable development. The company has established a comprehensive energy management system to improve energy efficiency and support its carbon goals.

In 2012, Aeolus introduced the GB/T 23331 Energy Management System and became the first tyre company in China certified under this standard. By the end of 2025, the system remained stable and effective, with all required audits completed on time.

In November 2025, Aeolus was recognized as a "2024 Rubber Industry Energy Efficiency Leader," reflecting its strong performance in energy efficiency and green development.



Built a smart energy and carbon management system to improve energy efficiency and refine carbon management.

Built a closed-loop water management system

to continuously improve water efficiency and water-saving performance.



Aeolus Water Resource Management System

Water Resource Metering Network System	The company has established a three-level water metering network. Using digital systems, it enables automatic data collection, online monitoring, and intelligent analysis of water use. This improves metering accuracy and digital management, and supports water-saving control and decision-making.
Water Resource Management Network System	A strict water quota system is implemented, with annual targets set based on industry benchmarks. High water-consuming processes are controlled by unit product limits. Excess use is subject to assessment and required corrective action within a set timeframe, continuously improving water efficiency.
Water consumption statistics and usage analysis	A regular analysis system is in place, with weekly monitoring and statistics of water use. Abnormal consumption is identified in time and water-saving opportunities are explored to ensure refined and continuous water management.
Water resource supervision and inspection system	Strengthens monitoring and assessment of water-saving facilities, with a two-level inspection system and random checks. Regular evaluations are conducted, leak-free workshops are promoted, and a closed-loop system is established for continuous improvement in water

The company follows a green and low-carbon development approach and has built a closed-loop water management system covering metering, management, analysis, and supervision to improve water efficiency and support sustainable development. It has established a long-term water management mechanism and issued dedicated rules such as the "Strictest Water Resource Management Regulations" to ensure standardized water-saving practices. A dedicated water-saving team is in place, while each unit assigns responsible personnel for daily control, data tracking, and analysis, forming a clear, responsibility-based management structure.

Water is mainly sourced from municipal supply and used for process cooling and steam in tyre production. The company continuously promotes new water-saving technologies and processes, such as replacing traditional hot-water vulcanization with electric vulcanization to reduce water consumption.

In 2025, fresh water consumption per 10,000 yuan of output value was 3.15 tons, down 26% year on year.

Case: Application of electric vulcanization process, leading industry energy



Aeolus uses electric vulcanization as a key green transformation initiative. In 2025, vulcanization equipment was upgraded with high thermal conductivity and intelligent temperature control. Compared with traditional steam processes, thermal efficiency increased from 30%–40% to over 80%, and overall energy consumption was reduced by more than 50%, while improving product consistency and quality.

In 2025, the company implemented multiple energy-saving projects. Process optimization reduced vulcanization heating and preheating time by 1–2 hours. The promotion of electric vulcanization reduced TBR single-tire energy cost by about 80%. Compressed air system optimization improved compressor efficiency and reduced electricity use in utilities by about 20%. Equipment upgrades replaced 227 energy-saving units, saving about 2.1 million kWh of electricity annually.

The company also strengthened its energy management structure, conducted regular benchmarking analysis, and implemented efficiency improvements in gas boilers, electric vulcanization, and equipment upgrades. Low-efficiency equipment was phased out, and an energy consumption early-warning and improvement mechanism was established. In 2025, comprehensive energy consumption per unit of output value decreased by 14% year on year.

Case: Recycling and reuse of PE film to enable resource circular utilization

In tyre manufacturing, PE film is used to keep semi-finished components clean, prevent sticking, and provide dust and moisture protection, ensuring stable product quality. It also offers good chemical resistance, easy processing, and relatively low cost, making it widely used in tyre production. However, conventional PE film is made from fossil fuels and its production is energy-intensive, generating about 1.5–2.5 tons of CO₂ per ton of film produced.

Aeolus actively promotes circular economy practices and has developed a PE film recycling and reuse process through long-term practice. Used PE film is first collected after application in the calendaring process, then rolled up and reprocessed through a secondary cutting system to produce narrower film for reuse in slitting operations. After secondary reuse, the remaining PE film is collected and sold as recyclable material to recycling companies.

In 2025, Aeolus achieved about 336 tons of PE film secondary reuse, generating an estimated circular economy value of about RMB 2.68 million (at RMB 8,000/ton). Based on 2 tons of CO₂ emissions per ton of PE film, this process reduced carbon emissions by about 672 tons in 2025 alone.



Green Manufacturing

Aeolus drives high-quality development through innovation, focusing on green technologies, materials, products, and certification management. The company integrates low-carbon principles into the full product life cycle and continuously promotes green transformation and value-chain sustainability in the tyre industry.

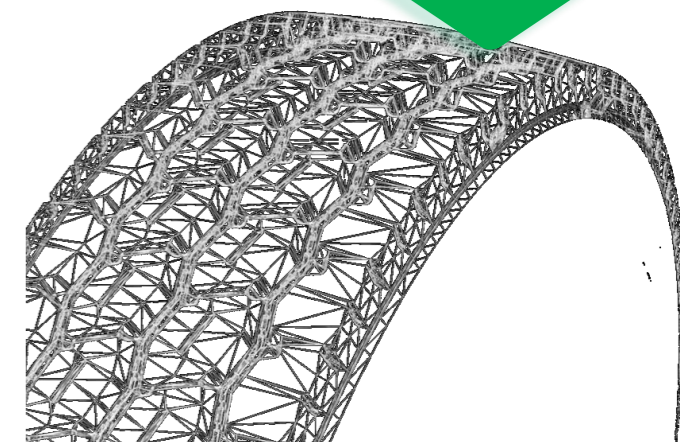


Aeolus was among the first globally to promote radial tyre products compliant with EU REACH regulations. The products are non-toxic and reduce rolling resistance and fuel consumption, while improving retreadability. They help overcome technical barriers in the EU and other markets and set a leading example for the industry and supply chain.

Aeolus' new generation green fuel-efficient tires use eco-friendly materials, innovative design, and advanced manufacturing processes. Production features low emissions, low dust, low noise, and low energy consumption. The products are non-toxic, safe, fuel-efficient, low-noise, wet-grip capable, and retreadable. All raw materials used in its green truck radial tires fully comply with EU REACH requirements, confirmed by third-party testing from raw materials to finished products.

The company also developed a tyre project with 90% sustainable material content, aligned with carbon reduction goals and environmental regulations. The share of sustainable materials increased from 82% in 2024 to over 90% in 2025, while maintaining durability comparable to conventional products. It also replaced four SVHC substances (DCBS, cobalt decanoate, resorcinol-80, and 6PPD) to reduce regulatory risks.

The project integrates more than 21 sustainable materials, including EUDR-certified natural rubber, rice husk ash silica, and recycled carbon black. The tires have passed indoor testing and are undergoing road tests, with test tires running about 120,000 km without issues.



The company consistently follows a green development approach and actively promotes cleaner production. It has issued the *Cleaner Production Management Standard* and built a full-process control system. Through product design optimization, use of clean energy and materials, and adoption of advanced energy-saving technologies such as low-temperature mixing, nitrogen curing, and waste heat and pressure recovery, the company reduces pollution at the source and improves resource efficiency. It also upgrades equipment, improves management systems, and enhances resource recycling to reduce emissions across the full lifecycle of production and product use, achieving coordinated environmental and production performance.

On February 23, 2025, experts organized by the Shanyang Branch of the Jiaozuo Ecology and Environment Bureau conducted an on-site acceptance review of the company's fourth-round cleaner production audit. The review concluded that the implemented measures delivered significant environmental, social, and economic benefits, reaching advanced domestic standards. On February 28, 2025, the company officially passed the fourth-round cleaner production audit acceptance.



Green Products

Aeolus focuses on green manufacturing processes and eco-friendly materials, and has established a green product management system in line with the "Green Product Certification Rules for Tyre Products". The company improves product performance from resource, quality, energy, and environmental aspects.

It uses bio-based and recyclable sustainable materials, applies advanced materials to extend tyre life and reduce rolling resistance and carbon emissions, and promotes tyre retreading and recycling to support full life-cycle sustainability. In 2025, its highway-pattern truck tyre successfully passed the China Green Product Certification surveillance audit.



China Green Product Certification Certificate

证书编号: 07520230GP170006

申请人名称: 风神轮胎股份有限公司
 申请人地址: 中国河南省焦作市焦东南路48号
 制造商名称: 风神轮胎股份有限公司
 制造商地址: 中国河南省焦作市焦东南路48号
 生产厂名称: 风神轮胎股份有限公司
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 制造商品牌: 风神
 认证单元: 公路型花纹载重汽车轮胎
 花纹系列代号/名称: 295/80R22.5Neo Fuel S+, 295/80R22.5Neo Urban G, 295/80R22.5Neo Fuel D+
 产品详细信息见附件
 认证依据标准: GB/T 40718—2021
 认证模式: 初始检查+产品抽样检验+获证后监督

上述产品符合《绿色产品认证实施规则 轮胎》的要求, 特此发证, 并准许使用中国绿色产品认证标志。

本次发证日期: 2023年04月28日
 证书有效期至: 2028年04月27日
 初次发证日期: 2023年04月28日

总经理: *[Signature]*

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Green Logistics

Aeolus builds an efficient and eco-friendly logistics system through innovative logistics management and the use of new energy vehicles. The company uses a WMS system to optimize delivery routes and improve logistics network efficiency. All forklifts and light trucks in plants are powered by electric vehicles, reducing emissions from fuel-based transport.



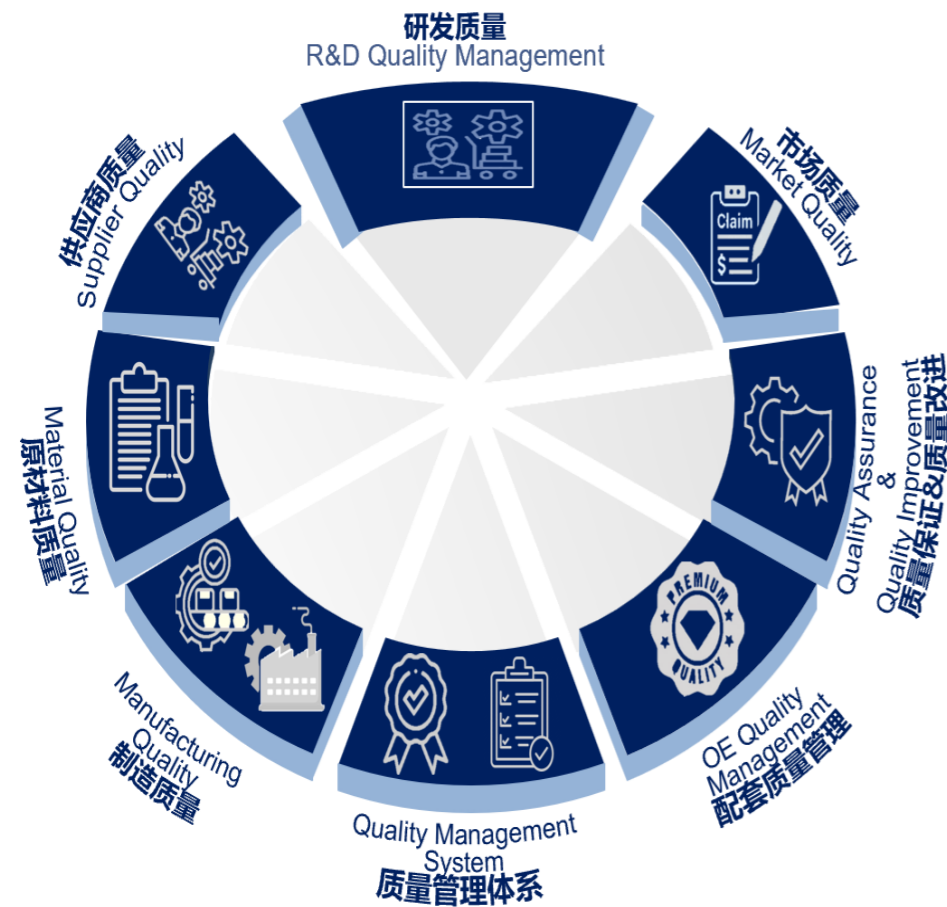
Moving Forward with Responsibility

Aeolus Tyre Co., Ltd. places strong emphasis on engagement and connectivity with stakeholders. The Company works collaboratively with customers, suppliers, and partners to explore high-quality cooperation models. It focuses on customer needs by providing professional products and safeguarding customer rights and interests. The Company standardizes responsible procurement practices, strengthens supplier management, and promotes digital innovation and transformation to enhance external communication and collaboration. At the same time, Aeolus prioritizes employee career development, occupational health and safety, actively participates in social welfare initiatives, and strives to build a comprehensive and sustainable development ecosystem.

Alignment with the United Nations Sustainable Development Goals (SDGs)



Quality First



Aeolus has established a "Quality Loop" management system. Emphasis is placed on supplier process stability and compliance. Strict supervision and supplier tiered management are implemented. Product design quality is prioritized through professional tools and lifecycle management. Continuous quality improvement enhances process compliance rates. Equipment upgrades and instrumentation management improve process consistency. Outbound quality control ensures delivery excellence.

Quality Enhancement Program

In 2025, the Company comprehensively advanced quality enhancement, improvement, and innovation initiatives, strengthening quality foundations and upgrading standards. Through "Quality Month" campaigns—including kick-off ceremonies, quality commitments, communication campaigns, and knowledge competitions—a strong quality culture was fostered across the organization. A total of 28 standards were issued: 13 newly established standards, 15 upgraded standards. These include standardization of molding machine parameters and extrusion pin arrangements.



Standardization

Established quality codes for typical defects.
Updated: Finished Product Defect Intervention Manual, Semi-finished Process Intervention Manual.
Newly issued: Mixing Process Intervention Manual.



Risk Control

Optimize finished product defects, establish process defect codes, and create an intervention plan database. Upgrade PFMEA controls. In 2025, standardize defect codes, review historical issues, and define process, equipment, and construction standards. Perform periodic checks and integrate operational standards into CSD.



Mechanism Optimization

Hold daily KPI review meetings, analyze key indicators, and take corrective actions. Summarize weekly, analyze reasons for unmet targets, and implement corrections. Monthly summaries ensure timely issue resolution and solidify corrective actions.



Special Improvement Initiatives

Conduct systematic improvement initiatives for VOC management and key issues to eliminate risks and drive zero defects. In 2025, focus on tackling compound contamination and sidewall defects caused by mold design, with progress made.

Customer-Centric Approach

Aeolus actively protects customer rights by providing high-quality, reliable products, ensuring clear communication channels, safeguarding customer privacy, offering customized services, and continuously enhancing the user experience.



Customer Communication

Aeolus understands customer needs through face-to-face visits, phone calls, online communication, and surveys. The company develops phased service upgrade plans, providing differentiated tire solutions to enhance customer loyalty and ensure continuous supply. In 2025, Aeolus implemented a typical large tire service model, focusing on three aspects: selecting the right products, ensuring proper use, and managing products effectively, meeting customer needs while providing product tracking and training services. Aeolus regularly conducts customer satisfaction surveys via online questionnaires, emails, SMS, and phone interviews to collect feedback on product quality, sales services, delivery procedures, logistics, and cost-performance. The results are analyzed to develop improvement plans.

After-Sales Service

Aeolus has established a VOC (Voice of Customer) feedback mechanism with a closed-loop response system: Customer Request → Rapid Response (Sales) → Quality Assessment → Problem Resolution → Customer Feedback → R&D

Product Recall Management

The Company has implemented the Defective Tire Recall Management Policy, clearly defining recall scenarios and procedures. No product recalls occurred in 2025. No penalties or fines related to product compliance.

Customer Privacy Protection

Aeolus strictly protects customer information by: Including confidentiality clauses in agreements Prohibiting unauthorized data sharing No customer data breaches occurred in 2025



Partnering for Sustainable Development



Responsible Procurement

Aeolus has established clear tendering processes and uses the Sinochem SCM platform to ensure transparency. The company prioritizes green procurement, selecting eco-friendly materials and services, and ensuring compliance with regulations like U.S. EPA and German GS. In 2025, green raw material procurement reached 55.07%.

Supplier Management

In 2025, the company had 156 suppliers, including 3 strategic ones. It established a complete supplier access, selection, evaluation, and assessment process. Supplier performance is evaluated quarterly, with dynamic tiered management (A, B, C levels) based on results. ESG factors including environment, safety, and human rights are integrated into supplier selection and assessment to mitigate potential ESG risks.

Supply Chain Management

Aeolus is committed to building a sustainable supply chain and promoting its development across all levels. The company focuses on identifying and managing supply chain risks to ensure stability. Following sustainable procurement guidelines and Sinochem's excellence management system, Aeolus established a sustainable procurement process and evaluated 10 suppliers based on sustainability criteria.

Contractor Management

Aeolus established a contractor committee to manage lifecycle risk. A weekly meeting system and digital platform ensure full-process management from contractor admission to evaluation. In 2025, 206 contractors obtained leadership and HSE certifications, while 217 received project manager and site HSE certifications.



Technological Innovation

Building an Innovation Hub

Aeolus Tyre drives innovation-led growth by accelerating new productive forces and cultivating R&D talent. The company has established a comprehensive R&D management system to optimize resources and project management.

As a National High-Tech and National Technological Innovation Demonstration Enterprise, Aeolus Tyre operates major R&D platforms, including a National Enterprise Technology Center and a Postdoctoral Research Workstation. Its well-equipped facilities, featuring advanced instruments such as dynamic thermomechanical analyzers and rolling resistance testers, total RMB 236.57 million in value.



Cultivating an Innovation Team

Aeolus Tyre implements Sinochem's "Science and Technology Leading Talent Project" and the "Talent Revitalizing Enterprise" strategy, accelerating talent development through diversified recruitment methods (full-time, part-time, research collaboration). By the end of 2025, the company had 664 R&D personnel.

The company's "Regulations on the Appraisal of Scientific and Technological Achievements" provides incentives for talents with achievements in areas such as new product development, new materials, processes, equipment, and safety, fully motivating R&D staff.

In 2025, Aeolus Tyre used digital tools to identify training needs and delivered professional training in product design, simulation, new materials, formula development, and product certification, tailored to the R&D team's capability matrix.



Accumulating Innovation Achievements

Aeolus Tyre has built R&D data management platforms (PLM) and lab management platforms (LIMS) to support technology transfer and collaborative innovation in areas such as material research, product/tread pattern/formula design, process simulation, testing, digitalization, and equipment integration.

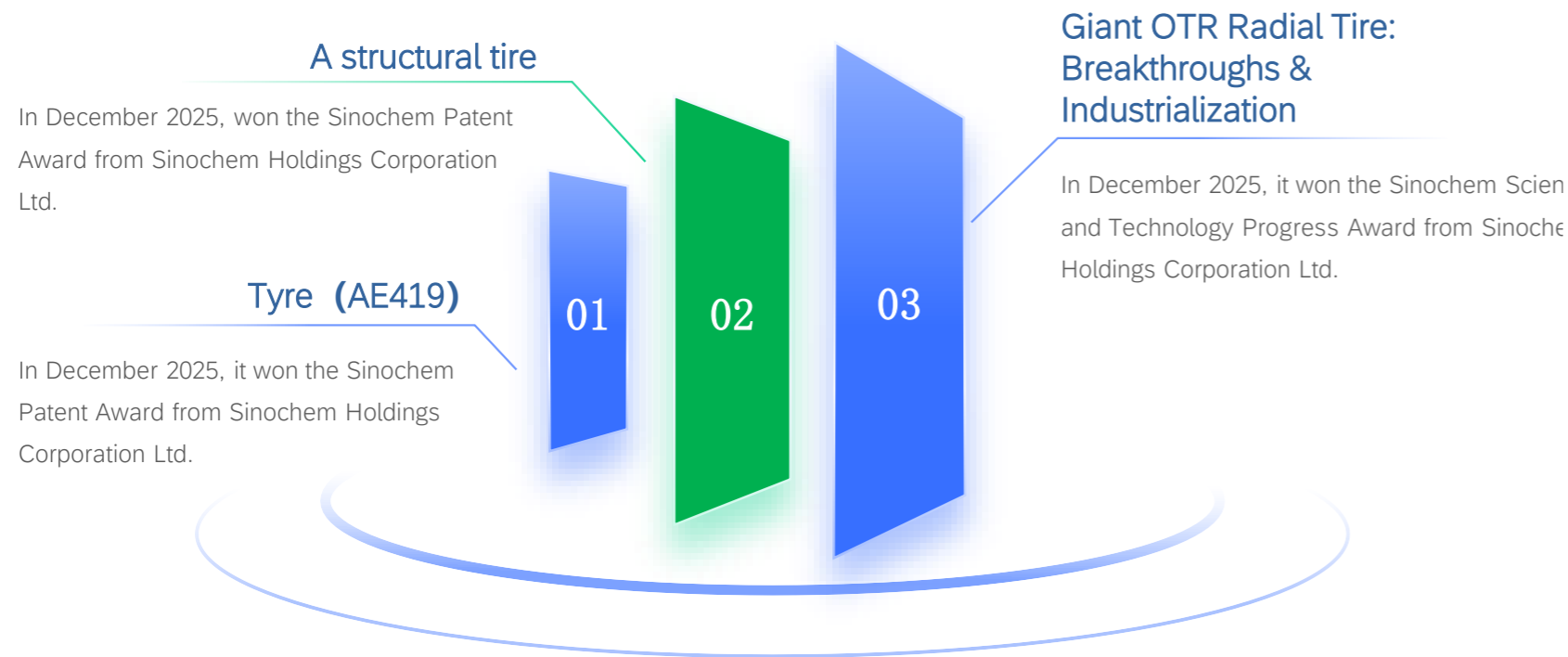
The company possesses core technologies including giant OTR radial tire R&D and manufacturing, wide-base ultra-low profile tubeless radial tire design, ultra-low rolling resistance green tires, and smart tires. In 2025, Aeolus Tyre launched 39 innovation projects focused on specialized tires, giant tires, heavy-load tires, and loading/transportation tires.



Building an Intellectual Property (IP) "Moat"

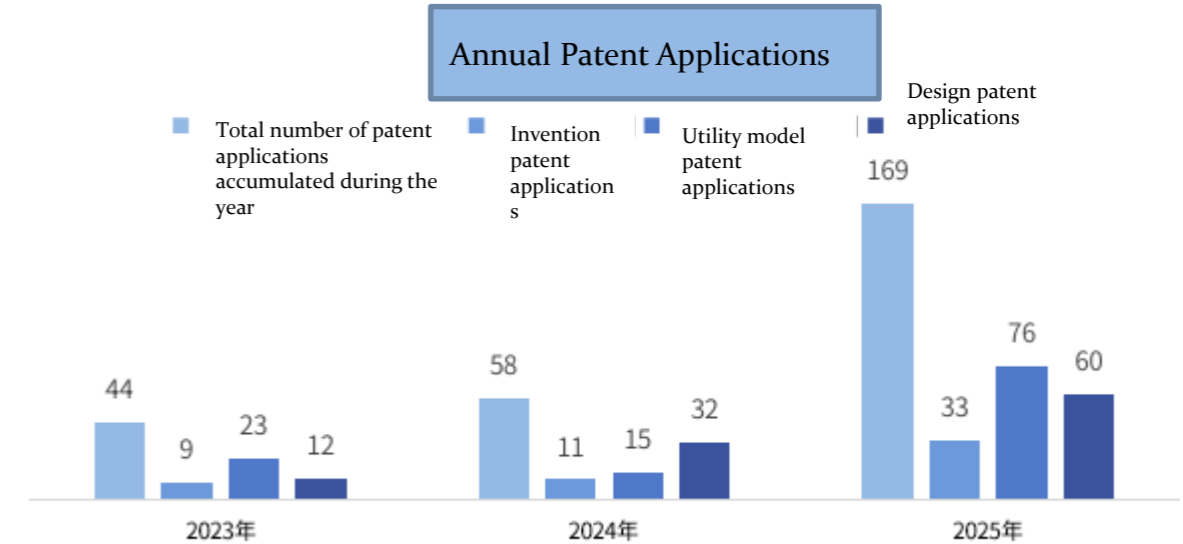
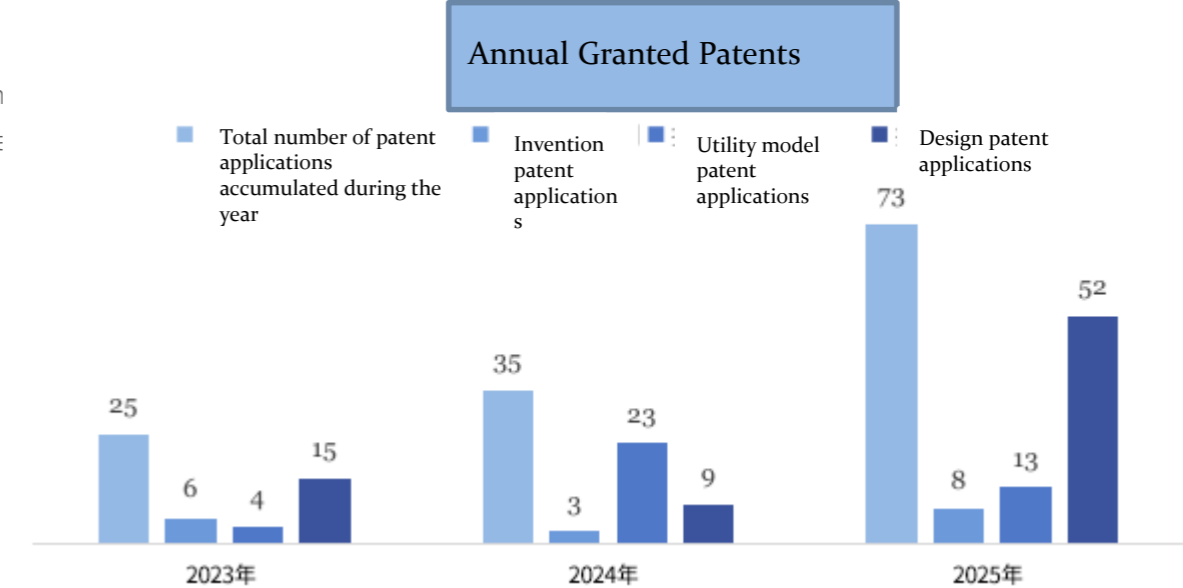
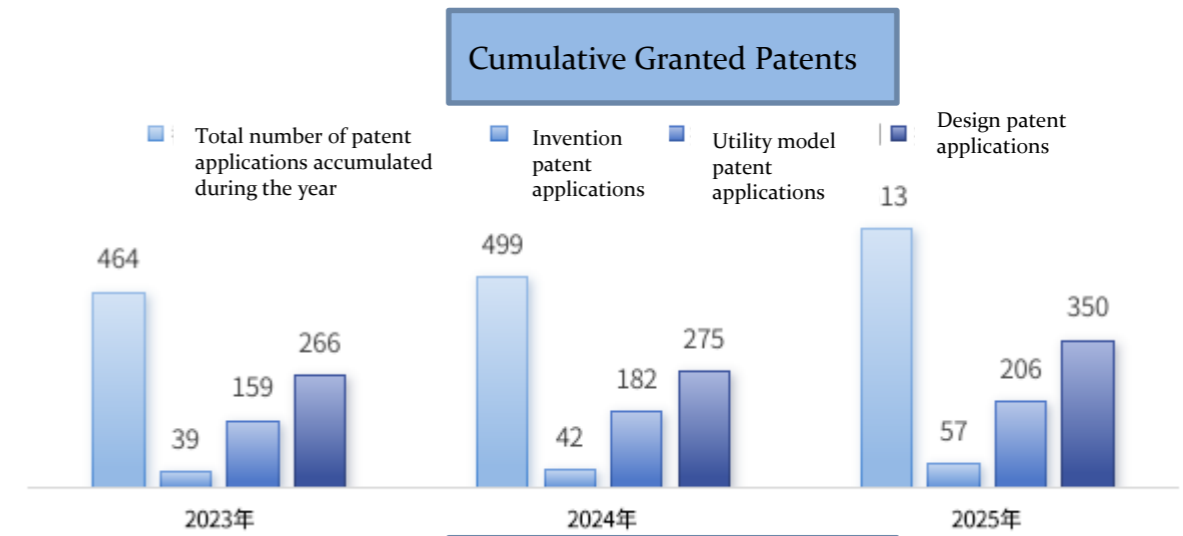
Patent Protection

Aeolus Tyre attaches great importance to intellectual property protection and has formulated the "Aeolus Tyre Patent Management Regulations," committing to the simultaneous growth of patent quantity and quality. In 2025, the company filed a total of 169 patent applications and was granted 73 patents.



Trademark Management

Aeolus Tyre attaches great importance to trademark protection and strictly combats the illegal manufacturing and sale of counterfeit products bearing the registered "Aeolus" trademark. In 2025, the company reported to market regulatory authorities the actions of a certain company in Qingdao manufacturing "Aeolus" brand engineering tires and a certain company in Zhengzhou selling such tires. The local regulatory authorities in Qingdao and Zhengzhou imposed administrative penalties on these two companies for the illegal manufacturing and sale of counterfeit goods bearing the registered "Aeolus" trademark. Additionally, the company filed complaints with the administrators of social media platforms such as Douyin against multiple social media users for the unauthorized use of the "Aeolus" logo, and such infringing activities were promptly halted.



Digital Intelligence-Driven

Digital Transformation Vision
Build a digital Aeolus, enhance customer value, achieve efficient collaboration, and enable quality leadership.

Business Restructuring

Initiative 01: DSTE (Strategy to Execution) process transformation

Initiative 04: Digitally drive procurement transformation from "transparent procurement" and "price-based procurement" to "value-based procurement"

Initiative 07: Drive the transformation of HR management and service processes, enabling talent allocation and development through digitalization

Initiative 02: Build a cross-department integrated collaborative R&D mechanism

Initiative 05: Drive the transformation of MTL, LTC, ITR, and PRM marketing and service processes, enabling efficient operation of the marketing and service system through digitalization

Initiative 08: Drive HSE upgrade from human-based control to technology-driven linkage, building an integrated, full-sensing, closed-loop Smart HSE management system

Initiative 03: Implement intelligent supply chain planning management, establish an integrated supply chain operations management system, and promote digital and intelligent transformation in manufacturing

Initiative 06: Promote finance-business integration, carry out digital financial management and intelligent financial analysis

Initiative 09: Drive quality management process transformation, moving from experience-based quality management to an intelligent process control and process-collaborative quality closure system

Digital Capabilities

Initiative 10: Build digital integration and service capabilities

Initiative 14: Build stable network access and management capabilities

Initiative 11: Build data quality and processing capabilities

Initiative 13: Build service-oriented infrastructure capabilities

Initiative 15: Build information security management capabilities

Initiative 12: Build AI modeling and analytics capabilities

Initiative 16: Build operations and maintenance management capabilities

Transformation Assurance

Initiative 17: Establish a digital governance system to support the high-quality implementation of the digital transformation plan

Based on value chain analysis, combined with Aeolus Tyre's business status, Huawei's practices, and industry experience, the company has identified nine business domains: strategic management, R&D, integrated supply chain, procurement, marketing and service, financial management, human resources, HSE, and quality management. It has outlined the "nine major transformations" driven by digitalization and corresponding initiatives for Aeolus Tyre.

Based on the "14th Five-Year Plan" digital transformation plan of Sinochem and Rubber Company, Aeolus Tyre has consolidated and revised its own digital transformation plan in 2025. Guided by "smart products" and centered on "smart factories + Smart HSE" to empower business operations, the company completed the SAP-ERP upgrade project and comprehensively advanced the "three-piece set" initiatives (treasury management system, ERP upgrade, and financial shared services) to promote digital and intelligent transformation and upgrading.

Building a Digital System

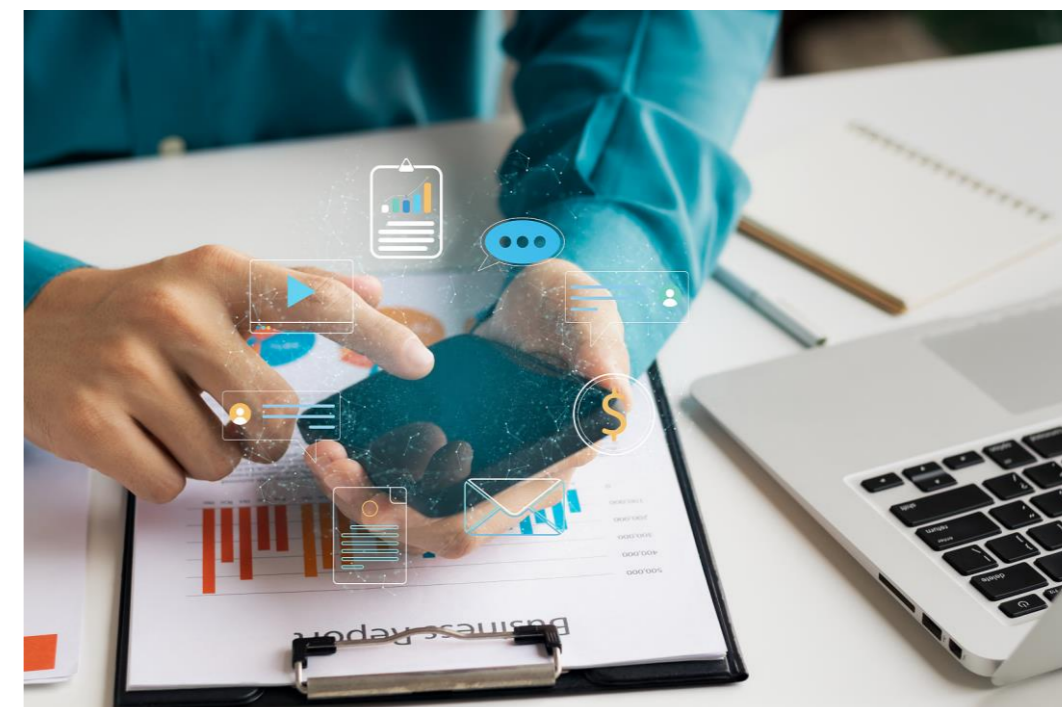
Aeolus Tyre has established a sound digital management organizational structure, setting up a Management Information Department fully responsible for information construction, operation and management, hardware/network facility maintenance and management, information security management, and software development.

Advancing Digital Construction

In 2025, in line with the Group's unified requirements and the company's business needs, we comprehensively advanced the "Three-Piece Set" projects: the Treasury Management System, ERP Upgrade, and Financial Shared Services. The project goal is to upgrade and unify the ERP software and hardware platform through centralized

Ensuring Data Security

The company benchmarks against the Sinochem Cybersecurity Panorama Standard to systematically enhance security capabilities. By strengthening core asset registration, terminal access control, and introducing advanced intrusion detection and database protection technologies, Aeolus Tyre has effectively improved its ability to perceive, analyze, and respond to potential risks, ensuring business continuity and data asset security. At the organizational level, the company regularly conducts cybersecurity training and awareness programs—using knowledge sharing, scenario-based drills, and certification—to activate the "security gene" within the organization, providing a solid digital foundation for a stable supply chain and corporate social responsibility. In 2025,



Openness and Win-Win Cooperation

Aeolus Tyre pursues open collaboration and win-win cooperation, building an innovation ecosystem to enhance industrial chain efficiency and support green, low-carbon development.

In 2025, the company deepened collaboration with Sinochem units (e.g., Beijing Rubber Industry Research and Design Institute, Sun Chemical) on fuel-efficient tires, green anti-aging agents, and vulcanization technology. It also strengthened partnerships with universities and research institutes (e.g., Tsinghua University, CAS) on talent cultivation, key R&D, and technology transfer to support sustainable development.



Extensive Cooperation

Aeolus Tyre values external exchanges and cooperation, adhering to the principles of collaboration, complementarity, and continuous expansion of cooperation areas. We work with universities and industry peers to promote industry progress and actively participate in standard-setting to lead industry development.

In 2025, Aeolus Tyre collaborated with QIBEBT, CAS, on research optimizing "gradient sacrificial reinforcement materials" and their application in OTR tires. We also conducted R&D on applying new fiber materials to improve properties like high reinforcement, cut resistance, and low heat generation in OTR tires – a disruptive technology for rubber material enhancement, significantly improving rubber modulus, tear strength, and cut resistance, driving transformative development in rubber materials and the tire industry.



Participating in Standard Setting

Aeolus Tyre actively participates in national and industry standard setting to promote industry development. In 2025, the company led or participated in a total of 130 standards, including 2 international standards, 106 national standards, 16 industry standards, and 6 group standards.

Indicator	2023 Value	2024 Value	2025 Value
Total Standards Formulated	113	123	130
International Standards Formulated	1	2	2
National Standards Formulated	94	100	106
Industry Standards Formulated	16	16	16
Group Standards Formulated	2	5	6

Empowering Talent

Aeolus Tyre regards talent as its primary resource. The company is committed to protecting employee rights and career development, building a people-centered HR system. It deepens its talent-driven strategy, improves training and development mechanisms, and provides diverse career paths for employees.

To standardize HR processes, ensure legal compliance, and protect employee rights, Aeolus Tyre has revised key policies, including the Recruitment Management Measures, Training Management Measures, Employee Attendance Management Regulations, Employee Rewards and Penalties Details, and Compensation Management System.

The closed-loop management mechanism covering the full employee lifecycle—from recruitment to compensation—has become increasingly mature, supporting talent acquisition, retention, and development. This standardized system ensures stable, high-quality corporate growth and achieves a win-win outcome for both the company and its employees.

Talent Acquisition

Aeolus Tyre has further deepened its multi-level, cross-sector talent acquisition system. Aligned with its strategic development needs, the company actively recruits senior experts, experienced professionals, and outstanding foreign employees, while strengthening campus recruitment to build a strong talent pipeline.

In 2025, the company successfully completed its campus recruitment plan, hiring 90 people (including 23 with master's degrees). Through social recruitment, it brought in 16 experienced professionals to fill key positions. The company also recruited 1 professor-level expert to provide intellectual support for core technology R&D breakthroughs.

To strengthen its international talent pool, Aeolus Tyre recruited 40 foreign talents in 2025, deployed across R&D, quality, and marketing. Their international expertise contributes significantly to global business expansion, technological innovation, and quality management. Additionally, the company completed the recruitment of 651 blue-collar workers for production lines, ensuring stable production capacity and efficiency.



Employee Guarantees

Aeolus Tyre integrates employee human rights protection into all aspects of its operations. Relying on a robust HR system, it fully safeguards employee rights across multiple dimensions, including equal employment, compensation, rest and leave, career development, rights redress, and conduct standards, building a comprehensive employee protection system.

Equal Employment: Adheres to fair, just, and open recruitment principles, prohibits all forms of discrimination, and strictly forbids child labor.

Compensation: Maintains a performance-oriented pay system, calculates overtime pay strictly according to regulations, links adjustments to company and individual performance, pays salaries and "five social insurances and two housing funds" on time and in full.

Rest and Leave: Clearly defines working hours, strictly implements legal holidays and leave (annual, marriage, maternity, bereavement), ensuring both operational order and employee well-being.

Career Development: Provides internal and external training opportunities (orientation, skills training, mentoring, seminars, advanced studies) to help employees enhance their professional capabilities.

Rights Redress and Conduct Standards: Rewards outstanding performance, balances education and punishment for violations, ensures employee appeal rights, and maintains open communication channels to guarantee employees' rights to information and participation.



Compensation and Benefits

Aeolus Tyre is committed to building a comprehensive and market-competitive benefits system. It provides employees with diverse benefits covering living security, health care, and emotional support, including holiday gifts and heatstroke prevention packages, to enhance their sense of belonging and happiness.

Each year, the company distributes birthday cake vouchers and movie tickets, provides wedding souvenirs for newlyweds, gifts for new mothers, and souvenirs for employees whose children are admitted to undergraduate universities, creating a family-like warmth.

Through this thoughtful benefits system, Aeolus Tyre not only offers solid living security but also fosters a warm, harmonious corporate culture, strengthening employee cohesion and laying a solid foundation for sustainable development.

Employee Training System

In 2025, the company fully implemented Sinochem's "Talent Revitalizing Enterprise Plan," adhering to the principle of Party management of cadres and standards for outstanding officials. Through systematic training and targeted empowerment, it built a high-quality, professional talent team with political integrity, strong capabilities, and excellent conduct, laying a solid talent foundation for high-quality development.



Strengthening Political Commitment Consolidating the Ideological Foundation

We will solidly carry out special training sessions such as the "Online Training Course on Studying and Implementing the Spirit of the 20th National Congress of the Communist Party of China" and the "Online Training Course on Implementing the Central Eight-Point Regulations for Party Members and Cadres of China's Sinochem Group, as well as Ideological and Political Construction and Discipline Education", continuously deepening the theoretical arming and party spirit tempering of party members and cadres, and effectively laying a stronger foundation for ideals and beliefs and shining the political essence even brighter.

Empowering Management Forging Core Leaders

To meet the growth needs of management talents at different levels, the company built the "Eagle Talent" empowerment system, forming a full-cycle talent development closed loop: "Veteran Eagle" camp for 50 top managers; "Elite Eagle" camp for 39 mid-level managers; "Flying Eagle" selection – 40 out of 116 potentials joined the reserve pool; "Young Eagle" camp – 40-hour courses for 88 new hires. Programs like "FORUS System Training Camp" were also launched to help managers accelerate role transitions and enhance strategic thinking and problem-solving capabilities.

Driven by Technology Cultivating Innovation Champions

In 2025, driven by strategic core product projects, the company met its tech talent training goals through talent reviews, training, external recruitment, and incentives. High-potential young talents were identified for key development. A "foundation – case-based" training model was adopted, with new employees completing 22 skills modules. By collaborating with Jiangsu University to recruit postdoctoral fellows, the company infused fresh energy into innovation.

Improving the Evaluation Mechanism Forging Elite Technological Talents

Guided by "promoting learning through assessment and performance through evaluation," the company built a skilled talent training system. An annual job skills assessment involving 2,343 employees achieved a 96.5% pass rate, enhancing skills, safety literacy, and emergency response. Results supported skill level certification for 1,363 employees, broadening career paths. In collaboration with local technical schools, 123 maintenance technicians were trained. Initiatives like innovation studios and skills competitions boosted learning enthusiasm, strengthening core talent competitiveness.

Employee Incentive Plan

In 2025, the company adopted flexible and diverse compensation policies aligned with its strategic and business goals. By directing compensation resources toward frontline staff, core personnel, and key projects, it effectively mobilized employee initiative and creativity, providing strong support for the successful achievement of annual business targets.



Employee Career Ladder and Promotion Mechanism

Production Skills Track

To enhance the skills and professionalism of frontline production personnel, the company actively promoted skill level certification, completing assessments for 1,363 employees over the year.



Production Frontline Personnel

For production frontline personnel quality and cost-reduction awards were issued monthly based on performance. Special awards were given to 116 employees for key project breakthroughs (reducing conversion costs). 221 Gold and Silver Medal Employees were selected through annual evaluation and received quarterly allowances. An annual grading evaluation for maintenance and repair personnel, covering over 500 employees, was conducted, with salary adjustments made based

R&D Personnel

For R&D personnel, the company enhanced salary competitiveness through market benchmarking. 88 core R&D staff received promotions and salary adjustments based on qualification evaluations, ensuring team stability. R&D achievement awards were distributed to 329 employees. Four employees participated in the Group's Leading Talent selection, were rated as experts in the technology R&D sequence, and received salary adjustments accordingly.

Marketing Frontline Personnel (Domestic)

For marketing frontline personnel, incentive measures were closely tied to sales revenue and profit targets, with tailored policies for domestic and overseas marketing. Domestic marketing adopted special incentives in its performance appraisal system for evenly achieving orders in the middle and late months, guiding salespeople and account managers to move the order pace forward.

Overseas Marketing Personnel

For overseas marketing, different incentive models were designed for different sales scenarios. Target and challenge values were set to reward sales volume increases across product lines, matched with market-based compensation. These measures effectively raised employee income levels and increased sales revenue and profit across product lines, with giant tire sales volume rising 33% year-on-year.

Management Track

Based on standardized mechanisms such as democratic recommendation, reserve promotion, lateral transfer, and non-performance exit, the company dynamically adjusts its management team, upholding the principle of "the capable rise, the mediocre step aside, and the unqualified are removed." As a result, the management team has been continuously optimized.

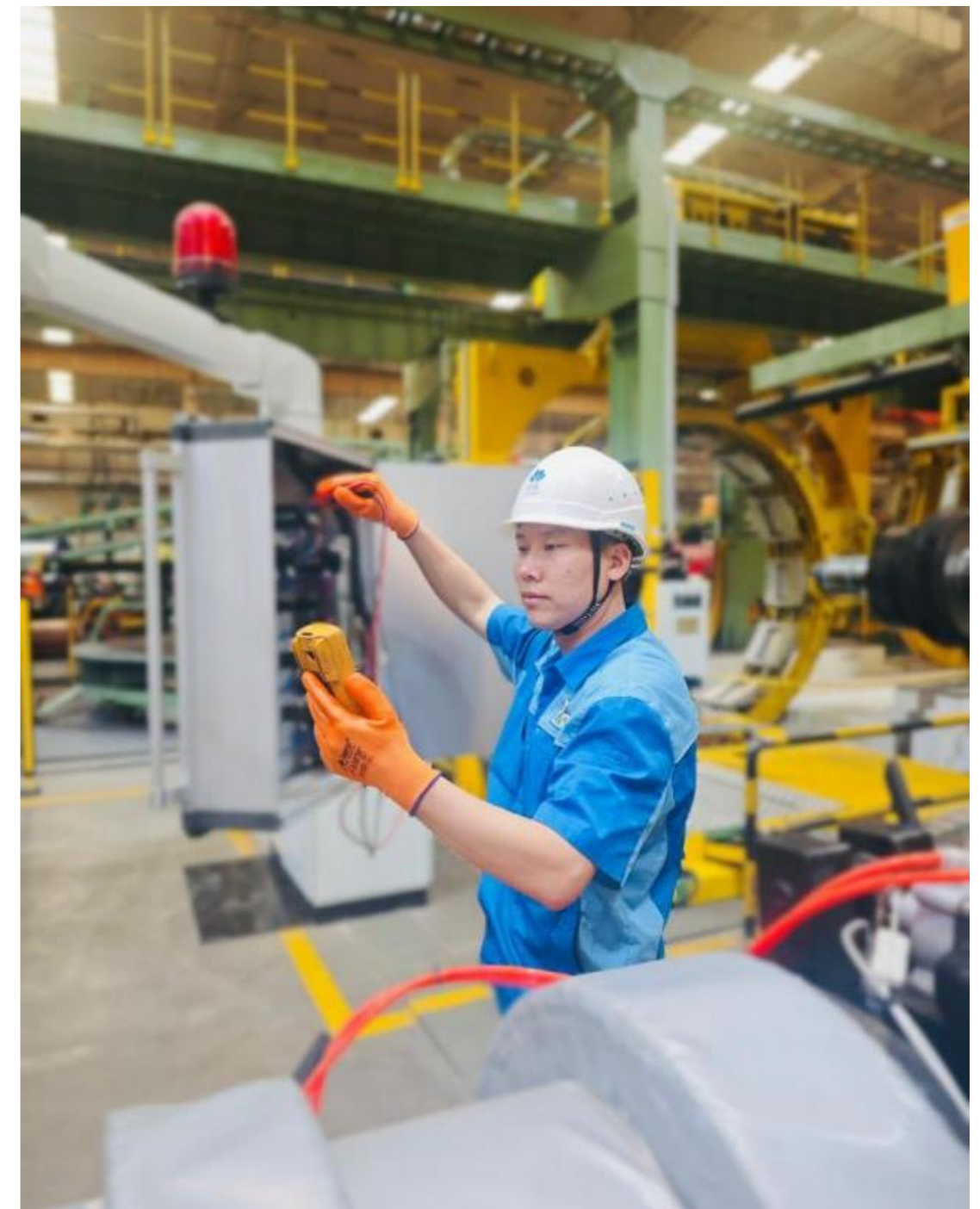
Professional Track

Focusing on core business areas such as R&D, marketing, procurement, finance, and product technology, the company iteratively optimized and redeveloped its qualification system, further strengthening the capability foundation of its professional talent team.

Employee Skills Enhancement

Aeolus Tyre organizes job training, practice, and competitions to enhance employee skills. It built a "learn, test, master" annual assessment system to improve operational skills, safety, and emergency response. The company advances skill certification, deepens cooperation with vocational colleges, and promotes innovation studios and competitions to build a high-quality skilled workforce.

In 2025, the "He Pingjun Skill Master Studio" became a first-batch Sinochem Skill Master Studio. Li Zhiqiang from Manufacturing Department III was named a second-batch Sinochem Skill Master for his solid professional skills..



Li Zhiqiang, Sinochem Skill Master (W5 Level)

Employee Occupational Health

The company places high importance on employee occupational health. In 2025, supported by 14 occupational health policies and strictly following the Occupational Disease Prevention and Control Law and Group HSE requirements, it established a full-chain management system of "system guidance → prevention & control → full monitoring → optimization." The company achieved its "zero new occupational diseases" target, reinforcing both safety and health defenses. Key policies include the Aeolus Tyre Occupational Health Management Measures, Occupational Health Monitoring and File Management Standard, and Personal Protective Equipment Management Standard, providing a solid institutional foundation.



Occupational Hazard Control

Relying on institutional policies, the company focused on engineering modifications to control occupational hazards. Ten key projects were implemented, including dust collection renovation in the mixing workshop and ventilation upgrades in the curing workshop, targeting dust, harmful gases, and noise. Verified by third-party testing, hazard concentrations decreased significantly, improving workplace safety compliance and reducing health risks at the source.



Occupational Health Monitoring

Based on its occupational health monitoring standard, the company established a full-coverage, closed-loop monitoring system. During the year, 3,299 employees completed health exams, covering all hazard-exposed positions. All 99 employees with abnormal findings completed re-examinations. Five employees with occupational contraindications were reassigned to non-hazardous positions. No new occupational disease cases occurred, achieving the annual "zero new occupational diseases" target.

Health Awareness Rate and Protective Equipment Management

Based on its occupational health training and PPE management systems, the company strengthened employee health awareness and protection. A survey of 1,200 key-position employees showed a 100% health awareness rate. The company completed suitability assessments for 29 PPE categories and identified 42 PPE hazards, all of which were rectified, ensuring employees are properly equipped, use PPE correctly, and are effectively protected.



Health Suitability Screening

Based on its occupational health policies, the company expanded health screening to cover all on-site employees and contractor personnel, screening 3,520 people. For high-risk positions (high temperature, noise, toxic substances), multi-dimensional screenings identified 18 unfitness hazards. Targeted measures including job adjustment, work suspension, and health follow-up were implemented to prevent occupational health risks.



Full-Chain Mental Health Support

In 2025, the company focused on employee mental health, establishing a full-chain support system of "identification → intervention → support → follow-up." Regular psychosocial hazard inspections were conducted in office and production areas, with risks eliminated through optimized work allocation, team-building activities, and improved communication mechanisms. The company established diversified mental health assistance channels, provided professional training and counseling services, and standardized incident recording and analysis. No serious mental health incidents occurred throughout the year, and employee mental health satisfaction reached 92%.



Rights and Communication

Aeolus Tyre always prioritizes employee rights in its stable operations, establishing diverse communication channels to listen to employee voices and protect their rights. The labor union widely carries out special activities such as "one-on-one" and "face-to-face" visits to collect employee complaints, engaging in regular, direct communication with employees to gather information on the urgent and difficult issues they care about. The collected issues are then promptly organized and submitted to the relevant responsible departments for resolution.

Democratic Management at Aeolus

The company held the second session of the 7th Staff and Workers' Representative Congress with 189 representatives attending. They approved the General Manager's Work Report, Proposal Work Report, employee regulations, and collective wage negotiation documents, signing the Collective Wage Negotiation Contract. Of 180 proposals collected, 53 of 61 consolidated items were completed (86.8%). A "collection → resolution → feedback" mechanism was established, resolving 1,200 of 1,265 opinions collected (94.8%).



The third session of the 7th Staff and Workers' Representative Congress was convened. A total of 177 representatives attended and democratically elected the company's 9th Employee Director in accordance with the law.



Extensive solicitation of opinions was carried out among company employees, covering positions such as team leaders, supervisors, maintenance workers, and operators. A total of 117 items were collected, which were then assigned to the responsible departments for implementation and resolution.

Employee Care at Aeolus

Aeolus Tyre always adheres to the "people-oriented" corporate culture philosophy and places great emphasis on employee care. By carrying out a series of care initiatives such as "pre-holiday condolences," "warmth in winter," "cooling in summer," and "medical mutual aid," the company strengthens support for employees in difficulty, improves their living conditions, and effectively makes employees feel the warmth and care of the enterprise, thereby enhancing their sense of belonging and happiness.



The company visited and assisted employees in need, gave souvenirs to retirees, and provided daily yogurt, water, fruits, and tea to frontline workers in summer. A total of 311 employees received over 290,000 yuan in medical mutual aid. The company also protected female employees' rights by organizing health exams, childcare classes, and fun sports events.

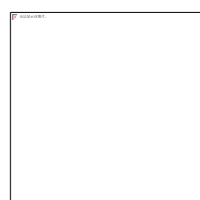


Safety Protection

Aeolus Tyre always puts employee life safety and physical and mental health first, continuously improving its work safety management system. The company regularly conducts hazard identification, risk control, safety training, and emergency drills, enhancing safety awareness and emergency response capabilities. It strives to create a safe, healthy, and standardized work environment for all employees.

Organizational System

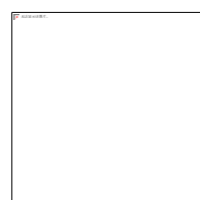
By promoting the Sinochem FORUS system, Aeolus Tyre has established a comprehensive occupational health and safety management system. The company has formulated standards such as the HSE Organization and Personnel Management Standard and the HSE Committee Work Standard, clarifying the HSE Committee's leadership role, composition, responsibilities, procedures, and working rules. The HSE Department provides professional advice, consultation, support, and supervision. The company is fully staffed with qualified safety, occupational health, and fire emergency management personnel, all holding legally required certificates.



59 safety management personnel were certified or recertified



20 occupational health managers were certified



617 special operation personnel were certified

System Framework

Aeolus Tyre established a system and procedure subcommittee to revise, review, publish, and train on 114 systems, including the Work Safety Management Measures, Work Safety Responsibility System, and Occupational Health Management Measures. Centered on the HSE policy of "Life First, Environment Priority, Loss Control, Continuous Improvement," the company implements an "enterprise responsibility, level-based management, regular assessment" mechanism, building a comprehensive grid-based safety responsibility system. Through "learn systems, use systems" activities, the company provides training on HSE-critical systems and strengthens supervision to ensure compliance and integration with actual work.

The company holds ISO 45001 certification and successfully passed the follow-up audit by TÜV Rheinland in 2025.

Following the Sinochem FORUS system, Aeolus Tyre implemented a company-wide work safety responsibility system. In 2025, all employees signed HSE responsibility letters, strengthening safety management. The company achieved its targets of zero serious accidents, zero new occupational diseases, and zero major negative safety-related public opinion.

Aeolus Tyre strengthened political leadership, enforced "three-level responsibility," and upheld "Party and government share responsibility, one post has dual duties." Focusing on creating a FORUS star-rated enterprise and a three-year work safety action plan, the company effectively prevented HSE risks and curbed accidents. In 2025, it maintained "four zeros": zero fatalities, zero environmental incidents, zero new occupational diseases, and zero major negative HSE public opinion.

Safety Goals

Safe Production

Hazard Identification

Risk Control

Aeolus Tyre established HSE hazard identification standards and a dual "human + technical" prevention system. Using Internet and cloud technologies, it built a smart safety platform for real-time monitoring of production areas. Through an intelligent inspection system, authorized personnel upload hazards, the system assigns rectification responsibilities, and task reminders ensure follow-up. In 2025, the company conducted 3,626 inspections, identified 14,968 hazards, all of which were promptly eliminated or controlled.

Aeolus Tyre established the HSE Risk Prevention and Control Management Standard and a full-process risk identification system. Using comprehensive risk identification, behavior observation, incident analysis, and change management, the company identifies risks across the entire lifecycle – from project initiation and R&D to production. It set up a contractor subcommittee for full lifecycle contractor risk management and created "one file per contractor" to digitally control the entire contractor process, including access, project commencement review, on-site control, exit, and assessment.

FORUS System Special Training

Based on the Work Safety Law and internal regulations, Aeolus Tyre built a systematic safety training system using an online + offline model, covering regulatory interpretation, operating procedures, accident warnings, fire emergency response, and personal protective equipment. Relying on its HSE information management system, the company precisely controls the entire process of training planning, implementation, and completion, ensuring full coverage. In 2025, the company organized FORUS system training and "learn systems, use systems" training, establishing a "learn, test, practice" closed-loop mechanism to enhance employee safety literacy and practical skills. Throughout the year, the company conducted 1,497 training sessions with 107,062 participant-trips.

In February 2025, Aeolus Tyre hosted the first FORUS training camp for Rubber Company. A total of 44 participants from Sinochem, Rubber Company, and Aeolus Tyre attended. This training camp effectively enhanced the participants' understanding of the FORUS system, increased their learning enthusiasm, and laid a solid foundation for accelerating the full implementation of the FORUS system within the company.



Special Campaign for Occupational Health Improvement

Aeolus Tyre has built an occupational health management system and revised 14 occupational health policies. By strengthening responsibilities at all levels, promoting source control of hazards such as high temperature and noise, conducting health monitoring and job fitness screening, and advancing "Occupational Health Champion" activities, the company effectively protects employee health and rights, providing a safe, comfortable, and healthy work environment. In 2025, the company had 4,945 active participants in medical insurance and 6,619 active and retired participants in critical illness medical insurance, achieving the "zero new occupational diseases" target for the year.



The company implemented 20 key occupational hazard control projects, including dust collection in the mixing workshop, ventilation upgrades in the curing workshop, and noise reduction for high-noise equipment. Verified by third-party testing, the concentration/intensity of dust, high temperature, and noise decreased significantly, while workplace safety compliance rate continuously improved.



The company conducted 90 awareness sessions, knowledge competitions, psychological lectures, heatstroke emergency drills, and special PPE inspections, focusing on occupational disease prevention, protection standards, and emergency response. It distributed 1,000 copies of promotional materials, covering 4,350 employees, strengthening the occupational health risk prevention line from the dimensions of systems, behavior, environment, and emergency response.



The company installed customized soundproof leather covers on pneumatic grinders for source noise reduction, using durable, heat-resistant materials that do not affect operation. Post-treatment noise met national standards. This low-investment, stable, and replicable project improves the work environment and protects hearing health, and was recognized as a Sinochem Occupational Health Best Practice case.

Social Contribution

Aeolus Tyre bravely assumes social responsibility, responds to the national rural revitalization strategy, and actively engages in public welfare initiatives. It serves the country, alleviates social burdens, continuously improves people's wellbeing, and achieves value sharing. In 2025, the company's total social welfare investment exceeded 1.19 million yuan.

Small Acts, Big Warmth – Spreading Care

In 2025, the company successfully held the "Dream Fulfillment & Education Support" donation event, supporting education development and lighting up hope for impoverished students, raising a total of 61,476 yuan. It actively participated in the "China Charity Day" donation event initiated by the Jiaozuo City Charity Federation, donating a total of 69,754 yuan. The company also purchased agricultural and sideline products from paired assistance areas such as Pingshan County, Hebei Province, totaling over 1.06 million yuan, effectively expanding sales channels for local agricultural products and directly supporting farmers' income growth and industrial development.

In November 2025, 71 company employees donated blood voluntarily, gathering the dawn of life with their blood and fully demonstrating the company's sense of responsibility.



Rural Revitalization and Common Prosperity

With strong political and historical commitment, Aeolus Tyre actively promotes rural revitalization through industrial, consumption, and cultural support. Responding to local government directives, the company sent a work team to Cuizhuang Village in 2025 for paired assistance. Guided by "Five-Star Branch" creation, the team focused on organizational building, rural revitalization, living environment, governance, and rural customs, linking poverty alleviation with revitalization efforts. The company regularly monitors for any risk of returning to poverty, consolidating achievements in basic living needs, education, healthcare, and housing. To date, no case of returning to poverty has occurred in the supported village.



Aeolus Tyre greatly expanded consumption support channels, organizing multiple purchase events to buy agricultural and sideline products from the poverty-stricken recipient area of Pingshan County, Hebei Province, with a total value exceeding 1.06 million yuan. Through these concrete actions, the company supports rural revitalization and promotes common prosperity.

