

PowerFirst
顶尖电源

赋能中国客户走向世界
让世界客户爱上中国

Empowering China customers' globalization,
inspiring global customers to love China.



整合顶尖电源的优势为您创造价值
Integrating the advantages of PowerFirst to create value for you



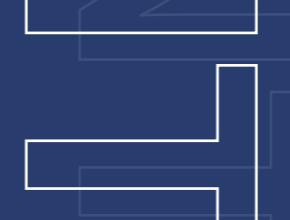
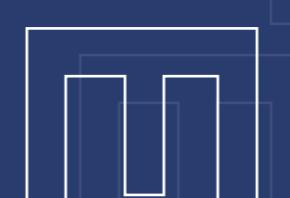
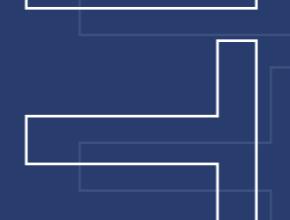
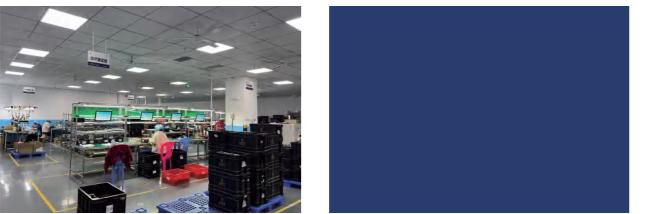
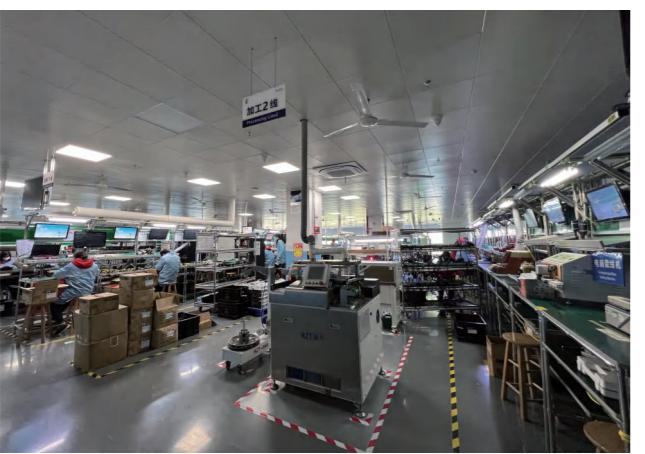
**Whitepaper for the Incremental Sharing Plan
With PowerFirst Global Partners
Based on
The “Quantitative Decision-Making and
Incremental Sharing” Strategy**

PowerFirst, A Brand For Premium Product
A Global Leader in Charger Manufacture

01

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**The Incremental Sharing Plan
With PowerFirst Global Partners
Based on
The “Quantitative Decision-Making
and Incremental Sharing” Strategy**



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and
Premium Product & Quality Assurance**

WHO
can be benefited from
our global partners incremental sharing plan?

Global Partners



Global Strategic Partners (Enterprises)

Existing & new PowerFirst global customers



Global Commercial Partners (Talents)

Who can introduce business to PowerFirst



Global Technical Partners

Who can share good technology and products and authorizing its production and sales by PowerFirst

WHY PowerFirst?

Our
advantages to
empower your
career and
business:

Global 6 Strategic Empowerment Centers
JD Z.TOWN, Dongguan (R&D and Production)
Pinghu, Shenzhen (R&D and Production)
Qianhai, Shenzhen (R&D)
Huzhou, Zhenjiang (Sales Office)
Mong Kok, HongKong (Financial & Capital)
Krefeld, Germany (R&D, Sales & Service)

6 in 1 resources integration
Nobody can success alone!
Let's combine PowerFirst's
Premium products and
Exceptional Factory and
Guaranteed High Quality and
Competitive pricing and
Sustainable Strategy and
Your Resources to a successful future

**300+ customers
41+ countries**

Long term cooperation with over
300 customers from over 41
countries and regions



20+ years

20+ years' experience in design and
produce power related products.



**Industrial 4.0 factory
150 million RMB**

The Industrial 4.0 factory with an investment
of 150 million RMB had been put into
operation smoothly since April 2022

**PowerFirst
Advantages**



**Conduct Toyota standard
lean production system**

ERP + MES (integrated with PLM and WMS)
+ Salesforce CRM + OA
ISO9001 + ISO14001 + ISO13485
+ ISO45001 + IATF16949 + IECQ QC080000

**PowerFirst
Factory
Certificate**



01

**The Incremental Sharing Plan
With PowerFirst Global Partners
Based on
The “Quantitative Decision-Making
and Incremental Sharing” Strategy**

01.1 PURPOSE OF THE PLAN

Global vision, China insight.

Creating value for customers is the core of all our strategic pursuits, quantitative and digitizing the value, working together to depict a visible and brighter future.

Implement the incremental sharing plan with our global partners, motivate global strategic partners, achieve mutual success, and create a win-win and sustainable partnership.

01.2 THE MANAGEMENT ORGANIZATION OF THIS PLAN

- The shareholders' meeting of PowerFirst is responsible for reviewing and approving the implementation, modification, and termination of this plan.
- The human resources consultant is responsible for drafting this plan and submitting it to the owner and shareholders' meeting for review and approval before organizing its implementation.

01.3 MOTIVATION TARGETS (CANDIDATES WE ARE LOOKING FOR / TARGET CANDIDATES)



Motivation Targets

Who can be benefited from our global partners incremental sharing plan?



A

Global Strategic Partners (Enterprises)
Existing & new PowerFirst global customers



B

Global Commercial Partners (Talents)
Who can introduce business to PowerFirst



C

Global Technical Partners
Who can share good technology and products and authorizing its production and sale by PowerFirst

01.4 THE INCREMENTAL SHARING PLAN WITH POWERFIRST GLOBAL PARTNERS

The “S3C” Strategy innovated by Mr. Star Huang
(Top ranking MBA and EMBA education background)

S For Supplier **C** For the Company **C** For Competitors **C** For Customers

Who can integrate the resources and advantages of suppliers, the company, competitors, and customers, who will be more competitive, who will be much closer to the success!

Everybody focuses on the company, keep an eye on competitors, pay high attention to its customers, but few realize the importance of a good supplier.

Not everybody willing to open a window to a new supplier and even that maybe a door for itself.
You'll be deserved to open to Star, deserved to collaborate with PowerFirst, that would be your lifetime great decision.

Refer to www.oxfordcollegeofprocurementandsupply.com

PowerFirst is always willing open opportunities to new suppliers, keep continuous and sustainable improvements on us, learn from competitors, create value for our customers.





A Global Strategic Partners (Enterprises)

Existing & new PowerFirst global customers

1. How to achieve value-added for global strategic partners (enterprises):

Introduce new customers for PowerFirst (including its subsidiaries who didn't deal with PowerFirst), after the introduced customer deal with PowerFirst excess 1 million (Currency: CNY), thereafter you will receive an 2% rebate (discount) of any of its two years' total purchase amount and 2% of your own purchase amount in the same period.

2. Increase its own purchase amount (refer to released payment) from PowerFirst (You may integrate the sourcing in PowerFirst for any parts which PowerFirst able to offer), The calculation method is shown in the table below.

2.1. For customers who already deal with PowerFirst before January 1, 2023, the rebate (discount) will be calculated based on their purchase volume in 2022.

2.2. For customers deal with PowerFirst after January 1, 2023, the rebate discount will be calculated based on its purchase volume of its first year.

INCREMENT OF PROCUREMENT AMOUNT AND CORRESPONDING REBATES RATIO (CURRENCY IS CNY):

Loyal customers (before Jan 01, 2023)	Incremental dividend rebate ratio
Exceeding 2022 annual purchase ≥ 1 million	2% of annual purchase
Exceeding 2022 annual purchase ≥ 3 million	2.5% of annual purchase
Exceeding 2022 annual purchase ≥ 5 million	3% of annual purchase
Exceeding 2022 annual purchase ≥ 8 million	3.5% of annual purchase
Exceeding 2022 annual purchase ≥ 10 million	4% of annual purchase

New customers (after Jan 01, 2023)

Incremental dividend rebate ratio

New customers (after Jan 01, 2023)	Incremental dividend rebate ratio
First annual purchase ≥ 1 million	2% of annual purchase
First annual purchase ≥ 3 million	2.5% of annual purchase
First annual purchase ≥ 5 million	3% of annual purchase
First annual purchase ≥ 8 million	3.5% of annual purchase
First annual purchase ≥ 10 million	4% of annual purchase



Global Commercial Partners (Talents)

Who can introduce business to PowerFirst

Start from June 1, 2023, PowerFirst will launch a global commercial partner recruitment program for 500 talents (with no less than 5 people in each of 100 countries and regions)

► 1. Who are our target talents (global commercial partner) we'd like to recruit?

- 1.1. Talents who are interested in contributing economically for developing and expanding PowerFirst business in targeted markets.
- 1.2. Talents who can introduce and develop new customers for PowerFirst.
- 1.3. Talents who can promote the sustainable and stable development of PowerFirst.
- 1.4. Talents who can continuously establish and develop business relationships with new and existing customers, expanding sales coverage of the tracked business and providing strong service to the new and existing accounts.

► 2. What are the advantages of PowerFirst that can empower your career and business development?

- 2.1. We have a modern Industry 4.0 factory with an investment of 150 million RMB and 10000 square meters.

2.2. Our factory implements lean production according to Toyota standards.

2.3. Excellent and complete quality control system (ISO9001, ISO14001, ISO13485, ISO45001, IECQ-QC080000, IATF16949).

2.4. A full range of premium quality products competing to any other world-class charger suppliers.

2.5. Database of tens of thousands of potential target customers.

2.6. We acquired a 5000sqm office property in Krefeld, set up "PowerFirst International GmbH". The German office positioning:

- Safety stock
- Service center for charger and power related products, not only from PowerFirst. (this service will be free of charge within warranty and for a certain limited q'ty of non PowerFirst products)
- Specific field support of before and after sales
- Strategic Operating Center for customer relationship
- Strategic Technologies Combination Center

► 3. How do global commercial partners collaborate with PowerFirst?

Qualified talents with strong willingness to cooperate are supposed to sign an agreement (Consulting Agreement) with PowerFirst human resources department to jointly create a global business partnership and share benefits.

CONSULTING AGREEMENT



Global Technical Partner

Who can share good technology and products and authorizing its production and sale by PowerFirst

1. Who are our main targets of Global Technical Partners?

Companies or individuals who holds patents, technological invention rights or other PowerFirst interested products and willing to share with PowerFirst and authorizing its production and sales by PowerFirst under previously signed agreement between the two parties (below referred as "Technology Transfer Mutual Cooperation Agreement").

2. Global Technical Partner Equity

2.1. Product shipment dividend: Acquire the annual sales amount of the contracted products * 1.5% (settled annually), with a dividend period of 5 years.

2.2. PowerFirst open for different agreement based on the product, can be 2% or 3% case by case.

2.3. When the annual sales of a single product reach a higher prerequisite, a corresponding dividend difference will be issued, but the maximum dividend standard for a single model product is 200,000.00 yuan.

Outstanding product dividends	The annual sales amount of a single model product ≥ 5 million	100,000.00
	The annual sales amount of a single model product ≥ 10 million	200,000.00

01.5 SPECIAL PROVISIONS

If any of the following situations occur with the candidate of the incentive plan, the unfulfilled amount of the dividends of the candidate will be invalidated after it is approved by the Board of Shareholders of the PowerFirst:

- The candidate was/is in violation of national laws and regulations or caused/causes direct or indirect economic losses to the PowerFirst;
- The candidate was/is held legally responsible for criminal acts;
- Other serious circumstances deemed by the shareholders' meeting of the PowerFirst.

GLOBAL TECHNOLOGY PARTNER BENEFIT DIVIDEND

Dividend scheme	Preconditions (Currency: CNY)	benefit dividends (Currency: CNY)
Product shipment dividend	Sign the "Technology Transfer Mutual Cooperation Agreement"	1.5% the annual sales amount of the contracted products, open to 2%, 3% case by case for specific projects (settled annually, with a dividend period of 5 years)
Outstanding product dividends	The annual sales amount of a single model product ≥ 2 million	50,000.00

01.6 SUPPLEMENTARY PROVISIONS

- This plan shall come into force after being reviewed and approved by the Shareholders' Meeting of the PowerFirst. The validity period of this plan is from the date of approval by the Shareholders' Meeting to December 31st, 2027. After expiration, the Shareholders' Meeting of the PowerFirst shall decide whether to extend it or not.
- The rights of final interpretation for this plan belong to PowerFirst Technology PowerFirst Limited.
- After the implementation of this plan, the candidate of the plan who once agrees to exercise his rights under this plan shall be deemed to have accepted its constraints and obligations under the same plan.
- The amount involved in this plan is calculated in CNY.

02

The Ceremony of PowerFirst New Factory Launch and The Development Strategy from 2023 to 2025

On February 19th, 2023, The Ceremony of PowerFirst New Factory Launch and The Development Strategy from 2023 to 2025 was successfully held under the theme of "Embrace the future together with synergy of five drives and our global layout for our global vision", which was a celebration of the new Industrial 4.0 factory built by PowerFirst in JD Z-Town, in Dongguan, 5km to its Shenzhen factory.

It was one of the main achievements together with an increase productivity and a new prosperous phase for the company.

The total investment for this property excess CNY 150 million includes an Industrial 4.0 factory of 7,500 sqms, a Grade A office building of 1000 sqms and 1,500 sqms apartments for employees

At the same time, the ceremony was a great opportunity to share with global partner the overall strategic plan of PowerFirst from 2023 to 2025

ABOUT US



2003

Founded in
2003

16

16 series and
more than 100
models
premium
product

41

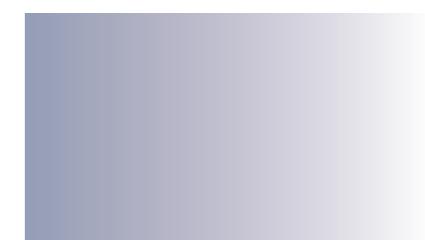
Exports to
more than 41
countries and
regions

Established in 2003, PowerFirst Technology Company Limited is a national high-tech enterprise focusing on industrial investment in high-end industrial chargers and related upstream industries. The main business of the Company covers R&D and lean-manufacturing services for high-end power supply products in the field of new energy such as PV inverters, modules for the charging pile, OBC, energy storage power supply, chargers, etc. Continuous effort was made to develop the factory into a model factory integrating automation, informatization, intelligence and flexibility.

All founding partners of the Company are top talents who started their careers in leading enterprises of power supply as ZTE, EMERSON and SANTAK in the 1990s. Driven by technological innovation, the Company developed a complete R&D system and product technology platform for its products exported to more than 500 customers in more than 41 countries and regions around the world. The smooth operation of the new factory brings about new vitality and new momentum for PowerFirst as it improves the R&D and production capabilities of the Company. The Company is therefore empowered to provide services and products of premium quality for global customers.

"Continuously creating value for customers" lies in the core of all the strategic pursuit of PowerFirst. As a "customer-centric" company, PowerFirst invited VIP partners from domestic and abroad to witness this important occasion. The launch was well attended by not only benchmarking customers from all parts of the country but also distinguished guests from abroad. Mandar Dev, CEO of Exide Energy, and Stefan Louis, Chief Strategic Officer of Exide Energy visited the new factory of PowerFirst and hold a pleasant discussion with Star HUANG, General Manager of PowerFirst during the launch. At the same time, customers from Germany, Switzerland, UK, Russia, Australia, and other countries also expressed their blessing for this important moment of PowerFirst through video. This conference promoted the in-depth communication and further strengthened the cooperative relationship between PowerFirst and its customers.

An excellent leader is always essential to the development of an enterprise. As the General Manager of PowerFirst, Mr. Star HUANG outlined future goals and requirement to all of its staff, encouraging them to be brave facing the upcoming activities and huge opportunities in the power supply industry.



SIX GLOBAL LAYOUTS



PowerFirst International GmbH
Krefeld, Germany
(R&D, warehouse, Sales & Service) 5000 sqm



Mong Kok, HongKong
(Financial & Capital)



Pinghu, Shenzhen
(R&D and Production)



Qianhai, Shenzhen
(R&D)



JD Z.TOWN, Dongguan
(R&D and Production)



Lenovo · Xinghaicheng,
Huzhou, Zhejiang
Sales Office for Yangtze River
Delta



NeuiTec Technology
Invest in related upstream
industries

After 20 years of dedication in the power supply industry, we have now readily established six Empowerment Centers globally:

- The first Empowerment Center is PowerFirst Technology Company Limited (Hong Kong) . It' s established in 2023 and located in Mong Kok, Hong Kong in the early stages of the entrepreneurship. This is the forefront of the company's early international market development, laying a solid foundation for the company in the first stage of our entrepreneurship.
- The second Empowerment Center is the R&D and production base located in Pinghu, Shenzhen. This is the strategic stronghold for the company which has been continuously achieving sustainable, stable, and rapid development over the past 15 years. As a blessed place of our company, it ushered our way to a leader in segmented fields with solid foundation.
- The third Empowerment Center is the R&D Center located in Qianhai, Shenzhen. This team brings together top technical talents who have worked in leading power companies such as ZTE, EMERSON and SANTAK. The technical director of this team was a top talent born in 1970s and earned his bachelor's and master's degree consecutively from Harbin Institute of Technology. From 2008 to 2019, he served as the chief technical expert in the Communication Power Division at EMERSON. After he joined PowerFirst in 2020, he led the Qianhai R&D team to focus on DSP digital power supply and developed industry-leading high-power, highly integrated, and modular platform products. It is expected that the 3.6 KW modular power supply and the 7.2 KW modular power supply enabling both series connection and parallel connection would be released before June 31st this year. If we were named as a follower to learn product design from global top products 5 years ago, we can now be labelled as a leader in product design in the industry in the next 5 years.
- From 2018 to 2020, PowerFirst successively invested a few properties include a 5000 sqm operation base in Krefeld, Dusseldorf, Germany, a 10,000 sqm industrial base of Industry 4.0 in JD Z-Town, Dongguan, Guangdong, a sales office in Huzhou, Zhejiang, to complete six major empowerment Centers.

In the past three years, we have not only completed the upgrading and transforming of the factory in Pinghu and the production and operation of the factory in JD Z-Town, but also launched new products in 10 major product series in our system. At the same time, we have also

established the information and data platform of the Company, and explored under the guidance of a set of strategic management theories to support the future development of the enterprise as follows:

PowerFirst 2023 Development Strategy

 Premium Product

 Lean Production

 Stabilize Market Share

 Incremental Sharing

“ONE HEART FOR GLOBAL PARTNERS”

Maximum existing products' reliability

1. keep improving existing products' reliability
2. Launch a full range of products with DSP cutting-edge technologies

Motivate partner's success with our product advantages



Synergy develop both international and domestic market

leave an impressive memory to our global partners
trust PowerFirst
collaborate with PowerFirst
benefitted by PowerFirst
we support your success

Conduct Toyota lean production standard

Guarantee high quality via exceptional production system, we stand behind as our partner's own factory

Implement the "Quantitative Decision-Making and Incremental Sharing" Strategy

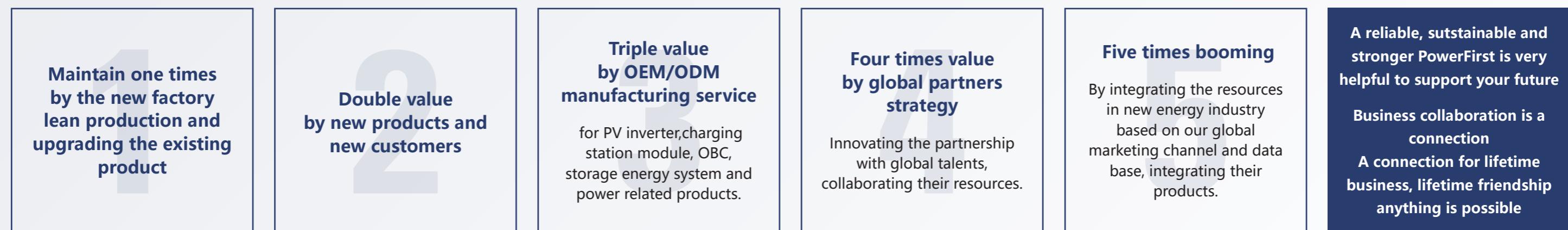
Targeting a win-win ecosystem partnership

In the overall implementation of the specific layout of the strategic plan for 2023-2025, General Manager Star HUANG emphasized that the synergy of 5 drives as talents, products, markets, data, and resources facilitates a good sustainable operation mechanism for the Company and drives the development of PowerFirst to attain the five goals.

Strategic Planning For 2023-2025 • Synergy Of 5 Drives



Targeting 5 Times Booming



"Empowering Chinese customers' globalization and inspiring global clients to love China." is the corporate responsibility and the direction of development. PowerFirst will work with global partners for bilateral cooperation, mutual achievements, and a better future for both.

01

Industrial 4.0 Factory

With the investment of CNY 150 million to build an industrial base integrating industrial 4.0 factories, Grade A offices and five-star apartments, we are aiming to create a high-end platform featuring lean manufacturing for you.

02

Top R&D Capability

Thanks to three top level R&D teams in the industry around the world (located in JD Z-Town, Qianhai and Pinghu) We are empowered to transform your idea into products.

PowerFirst Value

03

Global Marketing Capability

With our top global marketing capabilities and huge customers' database, our partners are empowered to explore their global vision.

04

Bright Future with Investment Value

- The current situation of the enterprise is stable and sustainable.
- Forward-looking enterprise management and development strategy.
- Employees are passionate and love the company.
- Huge potential target market for the future new energy industrial.

Star HUANG, the General Manager of PowerFirst, has been adhering to the business philosophy of global vision, innovation, pursuit of excellence, premium products, and sustainable development for the past 20 years.

He participated in the lighting ceremony of the "Launch of the New Factory and Strategy from 2023-2025" and toasted the future with core staff of the enterprise.

Behind every successful enterprise, there is always a group of hard-working employees. They are the unremitting driving force for the development of the enterprise.



At this conference, PowerFirst has not only the awarding ceremony for the GM Medal, the employee award for the 10th anniversary of employment, and the employee award for the 8th anniversary of employment, but also a special ceremony for expressing gratitude to employees who have left the Company for employment separation and a warm welcome to new employees as well in the future.

This fully reflects the humanistic care and forward-thinking of the Company. The kindness and genuine sympathy of the founder, which comes from 20 years of experience, is a synonym of helpfulness and gratitude for help from others always alive.

His pursuit to build an enterprise with warmth was passed to every guest on the scene. In particular, the GM, Star HUANG personally got emotional while reading two poems he composed the night before the departure of two of his beloved employees thus moving everyone present to tears.

This successful conference marked a milestone for a new stage development of PowerFirst.

In the future, PowerFirst will continue to uphold the corporate value and lose no opportunity and spare no effort to improve its product qualities and service capabilities to create greater value for global customers.

It will continue to strengthen the cooperation with elite partners from a global perspective and jointly promote the innovation and development of the segment of the industry.

03

The Internal Toyota Standard Lean Production and Premium Product & Quality Assurance

“

*Welcome to visit PowerFirst.
Take the benefit of PowerFirst to drive your business.*

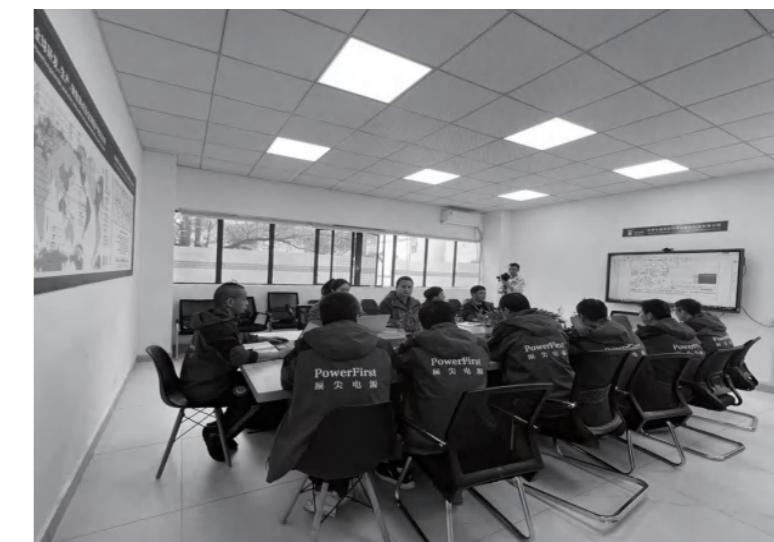


In the past three years (from 2020 to 2022), PowerFirst witnessed sustainable and rapid growth accompanied with production capacity expansion of 4-5 times greater than that of before. As our new factory located in the newly-purchased Industry 4.0 park was put into smooth operation, our global customers are cordially invited to visit our new factory.

At the same time, we have systematically launched several new products series as HQ, Alpha, EQ, Mission, Glory, Padova, and Phoenix. This brings new momentum for our global customers to explore new markets continuously.



The priority in our strategy is to produce premium products through a smooth production process, and to deliver high-quality products with high reliability. Starting from the first quarter of 2023, we kept steady pace on Research and Development of new products, but also focus on upgrading lean production in the new factory and improving existing products, especially in terms of product manufacturability, product process and structure, and quality control.

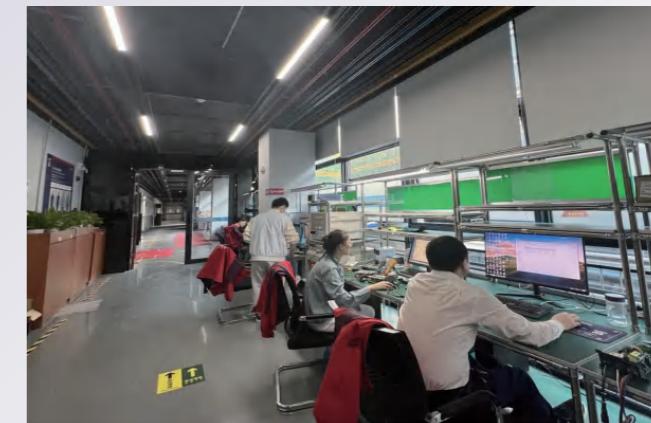


► For reaching this target, we have taken series measures as follows:



01

We contracted with several top consultant experts in the power industry for product reliability validation and improvement to enhance the reliability of our products.



02

Our dedicated and well-experienced R&D teams started verifying and improving of the existing products as a strategic product improving project, at the same time we don't stop the design of new products.



03 ■ 04

We established a strong product engineering team consisting of NPI and PIE talents especially through talent recruitment.

We improved the production automation and semi automation, increased the equipment and fixture investment, and vigorously enhanced and optimized the production process control in synergy with internal talent teams and lean manufacturing consulting teams.



We analysed existing products from four perspectives:

1. The product model with the most sales volume in 2022.
2. Product models delivered for Top 10 Customers in 2022.
3. Top 10 product models with the most complaint from customers in 2022.
4. Top 10 product models with the most demand for maintenance in 2022.

We conducted a comprehensive evaluation of these models from four perspectives in the first / second quarter of 2022 to develop a continuous optimization and improvement plan to ensure the production of hot-selling products with premium quality.

