



2024 Environmental, Social, and Governance Report



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Message from Wisdom

In 2024, Wisdom saw both challenges and achievements. The Company is navigating a complex and dynamic market landscape characterized by intensifying competition within the industry; and in response, we are diligently exploring and penetrating diverse markets, fostering greater acceptance and recognition of our brand.

As a result of these efforts, we are steadily raising the quality of our products and services. The Company's team is committed to pursuing innovation and maintaining a competitive edge, resulting in a more diverse product - structure and consistent improvements in quality. By promoting collaboration across its five market regions, R&D teams, and manufacturing functions, Wisdom made multiple achievements on the international stage in 2024, undertaking many successful initiatives.

Following in-depth exploration of the market, including analyses of market scale, consumer behavior, competitors, and relevant laws and regulations, Wisdom has developed a comprehensive understanding of the potential and characteristics of its target market and devised effective market development strategies. To systematically penetrate the various local new energy markets, we plan to implement various measures, including launching local partnerships, adjusting service and marketing strategies, and enhancing brand promotion initiatives.

Based on the foundational work we completed in 2024, going forward, our organization aims to strengthen collaboration with customers, suppliers, and partners, with a view to advancing our five characteristics towards modernization.



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About Wisdom



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Company’s Profile

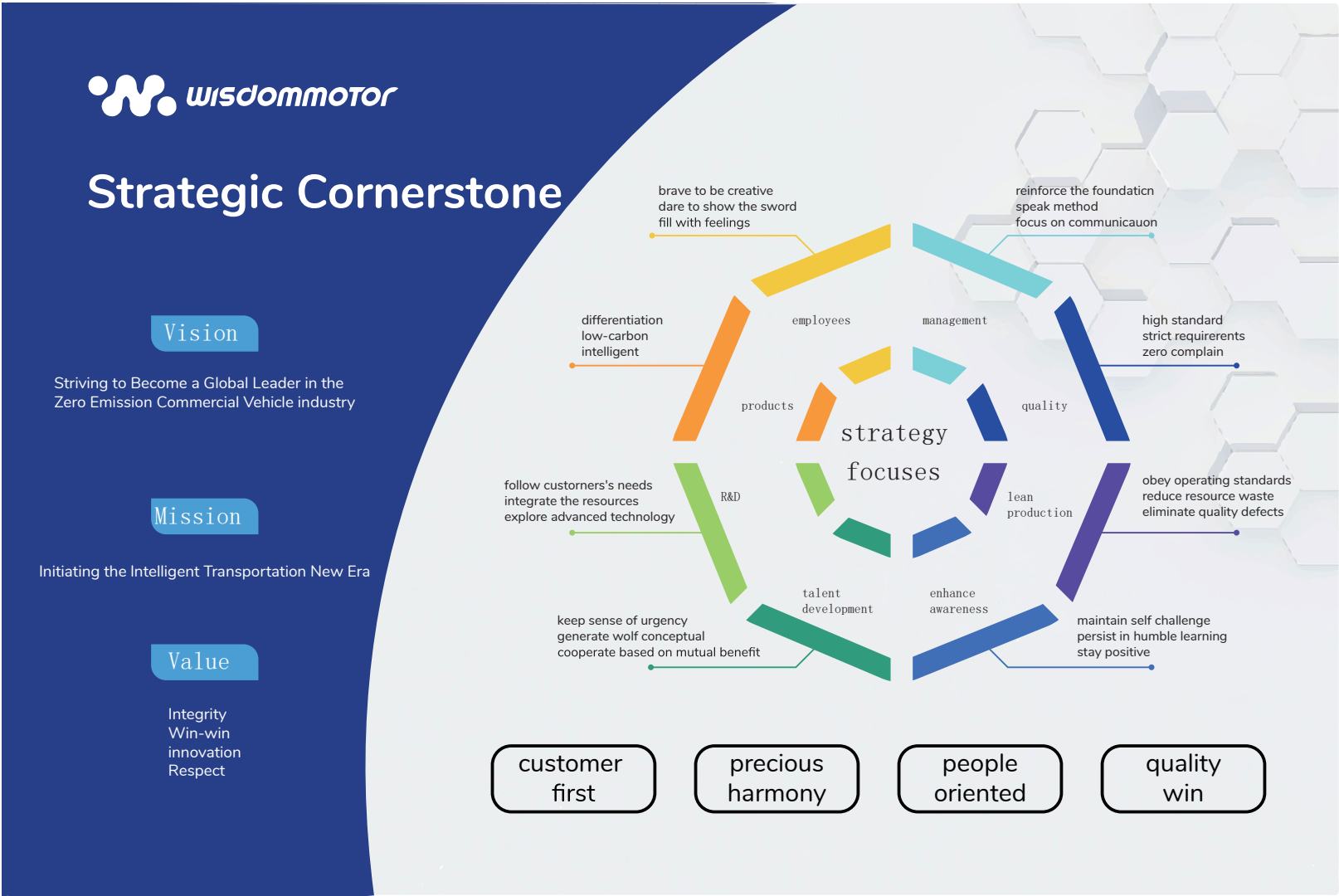
Wisdom Motor is at the forefront of driving change towards a zero-emission future and has announced a strategic partnership with several industry leaders to accelerate this change.

The joint efforts will focus on advancing the development and deployment of new sustainable energy technologies, particularly in the commercial fuel cell electricvehicles sector. By combining the strengths and expertise of each partner, Wisdom Motor aims to strengthen its position as a leading provider of zero-emission commercial vehicles.

Wisdom Motor represents a significant step towards a more sustainable future and promoting a cleaner, greener world. For more details, please visit our website.

The properties of our products show our contribution to sustainable development goals. Our hydrogen-powered and electric buses,trucks, and various types of vehicles have been applied to municipal public transportation, shuttles, and long-distance logistics,helping our customers to reduce carbon emissions and achieve green operations. We also make efforts to create a more environment-friendly factory, respect our employees, and build sustainable relationships with our business partners in the value chain. The following chapters represent our actions and measures to achieve our core values.

Our Core Value



“Striving to Become a Global Leader in the Zero Emission Commercial Vehicle Industry” is how we define Wisdom and “integrity, win-win, innovation, respect” as our core values to achieve our long-term goals. We create intelligent transportation by maintaining the “low carbon, green and health” philosophy and building our brand by creating long-term value for customers and investors. We create value for the society with a broad mind and bring long-term benefits to customers and investors.

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Key Facts in 2024

Our Products & Events



Signed a Memorandum of Understanding in Münster on cooperation in respect of CO₂-free mobility with H2 Delivery ("Joint Cooperation on Zero-Emission Vehicle Solutions"). This collaboration is expected to significantly reduce local carbon emissions, with an estimated reduction of at least 70,350 tons of CO₂ per year.



Presented new vehicles and technologies powered by hydrogen at IAA 2024.



Launched school-enterprise cooperation with Hong Kong Polytechnic University and signed a memorandum of cooperation.



Unveiled a fleet of independently researched, developed and manufactured hydrogen "green buses" in Abu Dhabi, including city buses, intercity buses, and double-decker buses.



Joined the Center for Transportation and the Environment (CTE) in the United States and became a member of the Alliance.



As of the end of 2024, held 121 patents, including 18 invention patents, 45 utility model patents, and 58 industrial design patents.

Environmental



We applied the sustainable value chain concept across the entire value chain (multiple reuse of composite body skin, reuse of after-sales packaging, etc.).



Carried out enterprise greenhouse gas (GHG) verification.



Actively carried out the Sedex 4P assessment.



Calculated the product carbon footprint (PCF) for a new energy commercial vehicle and obtained the certificate evidencing compliance with ISO 14067-2018.

Social



Published the Social Responsibility policy.



Conducted several training programs, covering 100% of the Company's employees.



Established labor union organizations to protect employees.



Over 45% of the Company's suppliers are located in the province where the Company is based.

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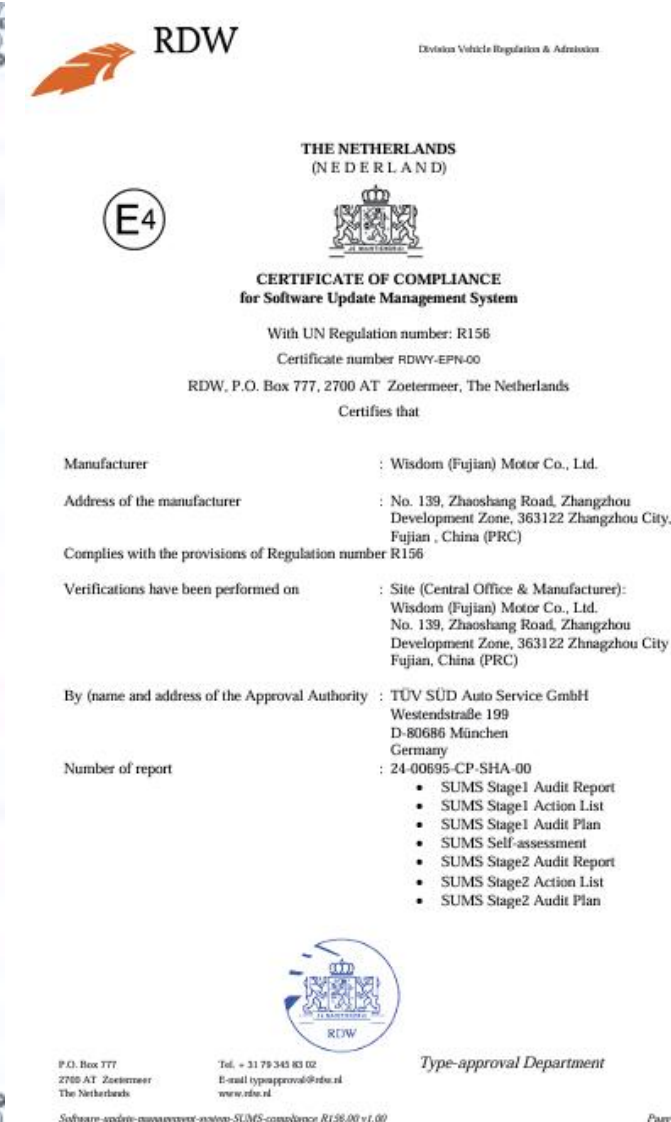
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Honors and Awards

Wisdom is recognized as a national high - tech enterprise, a specialized and new enterprise, and a future unicorn enterprise.



- Passed ISO14001/45001/9001 - environment/wellness/quality system certification
- Passed UN R155 (CSMS) and R156 (SUMS) network security management system certification
- ESG system certification - zero carbon factory/green factory
- Product carbon footprint certification
- The Company's main models have passed EU certification
- Our minibus has been included in the procurement list of the French Public Procurement Group Alliance
- The Company's pure electric and hydrogen fuel double-decker buses are qualified to enter Hong Kong SAR
- Our pure electric mini bus/10 meter bus is qualified to be on the road in Japan
- The Company's hydrogen-powered heavy trucks and garbage trucks are certified and qualified in Australia
- We hold more than 100 patents



02

Sustainable development

Wisdom's sustainable development hinges on robust support from our workforce and partners. The core of our operational approach is to safeguard employee rights as well as their occupational health and safety. We consistently develop training platforms aligned with career development plans, fostering a conducive work environment. Our emphasis also extends to building strong collaborative relationships with suppliers and clients, facilitating mutual growth through well-established supply chain management and customer service systems.



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Working Together to Deliver Mutual Benefits

We actively respond to items 3, 4, 5, 8, 12 and 17 of the UN Sustainable Development Goals, continuously focusing on partnerships, product quality and employees to promote sustainability in social areas.

Response to SDGs	Our Actions	Our Goals	Related Topics
3 Good Health and Well-being 	We strive to maintain a safe and healthy work environment and establish safe operating habits to reduce the risk of injury and disease.	Zero annual fatalities resulting from production safety accidents, and zero fire accidents.No female employees should be working overtime and in hazardous positions for 2025-2027.Emergency drills should be carried out at least twice a year.	Employee Health and Safety
4 Quality Education 	We designate December of every year as Human Rights Month, and carry out human rights training across the whole group.	Continue to promote the provision of richer and more comprehensive learning content, and further improve the talent training system.	Employee Career Management and Training
5 Gender Equality 	Safeguard the legitimate rights and interests of female employees.	Specify the rights and interests of female employees, and strictly implement maternity leave, breastfeeding leave, parental leave and other related leave arrangements to deliver more generous benefits to female employees.	Diversity, Equality and Inclusion
8 Decent Work and Economic Growth 	Provide a safe and healthy work environment, including safe drinking water, sanitary facilities and personal hygiene conditions, for all employees and contractors. Housing for employees and other accommodations should be clean and safe.	Cover 100% of employees' social insurance every year.Employees are entitled to statutory holidays and paid annual leave, and at least one day off per week is guaranteed.	Employee Rights and Working Conditions
12 Responsible Consumption and Production 	Standardize quality management, promote full participation and continuously improve product quality.	Build an advanced innovation system and mechanism, and continuously improve core technology capabilities. Continue to increase R&D investment, focus on developing key core technologies, and continuously strengthen patent protection.	Traffic/Travel Safety and Responsible Products and Service
17 Partnerships for the Goals 	All business with suppliers and customers should be based on fairness, integrity, legality, safety, environmental management and social awareness.	By 2030, more than 90% of suppliers will have signed environmental and social responsibility clauses. By 2030, the signing rate of supplier codes will reach 100%. By 2030, more than 85% of main material suppliers will hold ISO14001, ISO45001 and social responsibility system certifications. By 2030, audit coverage of social responsibility for major material suppliers will exceed 85%.	Collaborations with Partners

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Innovation Drives Industry Development

Wisdom understands that strengthening research and development capabilities is vital to consistent product quality refinement. In 2024, Wisdom obtained 5 invention patents. We are dedicated to in-depth research in five key areas: energy management systems, high-strength lightweight materials, electronic control systems, functional control systems, and hydrogen fuel cell integration. Our commitment is to deliver products that are more energy-efficient, durable, safer, smarter, and healthier.

Safety, Durability, Convenience, Longevity

Wisdom is committed to innovation and excellence, and our automotive products excel in safety, durability, convenience, and longevity.

Safety: Our vehicles undergo comprehensive CAE optimization analysis and incorporate fire-resistant and insulating materials, as well as carbon fiber fireproof materials, to provide exceptional safety performance. The 360-degree panoramic view and front and rear collision warning systems further enhance driving safety. Additionally, integrated autonomous driving technology adds an extra layer of safety, ensuring stability and security under various driving conditions.

Durability: We utilize high-strength composite materials and stainless steel, which not only enhance the structural strength of the vehicle but also ensure its durability. The body warranty extends up to 20 years.

Convenience: Our vehicle design takes into account the needs of drivers, supporting both USB port charging and wireless charging modes, offering friendly and convenient services. The highly integrated design frees up limited driving space, making the driving experience more comfortable and efficient.

Longevity: Our hydrogen fuel cell engine is designed to last up to 30,000 hours, while the Power Battery has a lifespan of up to 15 years or 1.5 million kilometers.



Lean Quality: Products and Services

Wisdom is committed to crafting products that embody the principles of “low-carbon, green, and healthy.”

Through continuous innovation in design philosophy, production technology, and manufacturing processes, we endeavor to ensure product quality and enhance overall product excellence. We underline the need to integrate low-carbon concepts throughout the entire product lifecycle, reduce carbon emissions, and provide low-carbon solutions for our customers. We prioritize vehicle safety and pursue user-friendly design for drivers and passengers. .

Developed and launched the 2nd generation double-decker bus prototype.
Developed the FCEV intercity bus and coach prototypes, improving the vehicle model spectrum for IAA.



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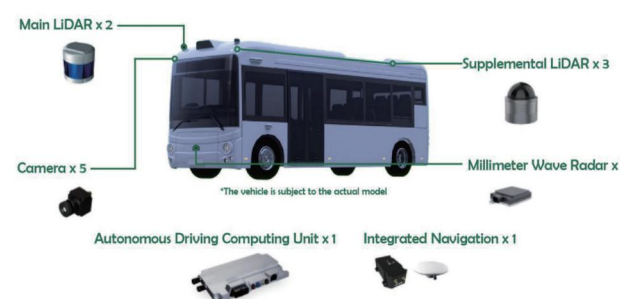
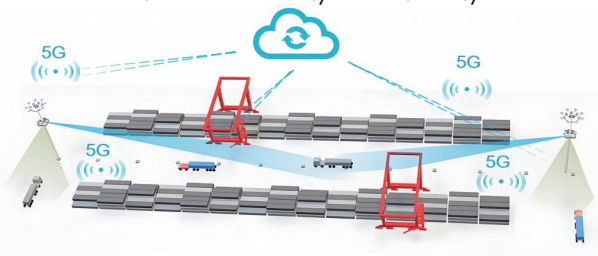
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Unmanned Driving Technology

Wisdom's unmanned driving vehicles are equipped with advanced technologies that ensure safety, stability, and efficiency in operation. Our vehicles are based on fully independent intellectual property rights, which guarantees the security and controllability of the technology and the stable operation of the vehicles. The system provides comprehensive voice prompts to convey real-time vehicle and road information, enhancing early warning mechanisms to anticipate risks effectively. Cloud computing supports precise stop and passenger boarding management, significantly improving the passenger experience.

Our vehicles feature intelligent speed adjustment and multiple collision prevention mechanisms to ensure safe and optimal driving under various road conditions. The autonomous learning artificial intelligence algorithms enable precise route planning, speed control, and autonomous lane changes, offering safety that surpasses human driving. The integration of advanced vehicle networking and collaborative technology ensures smooth and reliable operation even in emergency situations.

Our autonomous driving vehicles support three modes: autonomous driving, remote driving, and manual driving, allowing flexible switching according to needs to ensure safety and stability.



Product Quality Guarantee

At Wisdom, we consider high-quality products our core competency, adhering to a quality management philosophy that prizes getting things right the first time. Our quality management structure, led by the vice president, is centered around the Company's management, overseeing product quality, and formulating quality-related policies.

We have established an independent Quality Management Department to assess, review, and inspect the quality at various stages, from procurement to production. Aligned with the vehicle production process, we have formulated Procedures for Product Monitoring and Measurement Control, delineating processes and standards for incoming inspections, in-process quality checks, and final product quality scrutiny.

In 2024, Wisdom obtained an ISO9001 Quality Management System Certificate. Our products, tailored to regional demands, have been certified to conform to national standards for tensile performance (GB/T 1447-2005), bending performance (GB/T 1449-2005), and flame-retardant requirements (GB 8410-1994), as well as to EU EEC standards.

At Wisdom, we rigorously control product quality at every production stage through a well-established quality management process. The Product Data Management System (PDM) application facilitates cross-department management for quality control at various stages.

In 2024, through cooperation across various departments, we introduced the partner cloud system, which can be accessed from the first step in the production chain—from raw material procurement, production and testing, to sales and after-sales—so as to improve departmental systems and boost efficiency.

We are steadily upgrading the Company's laboratory technology. For example, we completed the development and application of multiple production host computer detection software programs. The Company also completed the development and application of the hardware in the loop test system (HIL), the function test bench (FCT), the air tightness test bench, the upper computer software program, and the test bench for the all-in-one integrated power supply for vehicle controllers 2.0. We are committed to monitoring and achieving the following quantitative targets: by 2030, we will have made significant strides in the research and development of lightweight composite materials, and we will have entirely replaced steel with plastic for car bodies. In addition, by 2030, hydrogen fuel vehicles will account for 50% of the Company's output.

For end-of-life product management, we have established a product recovery and reuse system, and we promote the circular economy for cable products and cooperate with relevant recovery companies to ensure that waste cable products are recycled. In product design, we strictly control the use of raw materials, select low pollution and non-toxic products, and confirm that the environmental protection specifications of products comply with relevant regulations and directives.

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Green and Innovative Design

We incorporate the principles of low carbon and sustainable development into our product design process, enabling us to reduce product weight and simplify vehicle structures during the product research and development phase. Meanwhile, we employ environment-friendly materials and manufacturing processes to minimize production waste and drive the growth of the circular economy.

Low-Carbon Design Philosophy

Waste Heat Recovery: The waste heat utilization system on hydrogen-powered heavy-duty trucks enables the recovery of the residual heat from hydrogen fuel cell operation. This system deploys a heat exchanger to provide heated air to the driver's cabin, resulting in an average hourly reduction of approximately five kW/h in electric heating system consumption.

Low Aerodynamic Drag Design: Streamlined designs are applied to select hydrogen-powered heavy-duty trucks to reduce aerodynamic drag. Also, spoilers are added to the rear of the vehicles, facilitating electricity generation from aerodynamic drag and expediting auxiliary energy recovery, significantly increasing our vehicles' driving range.

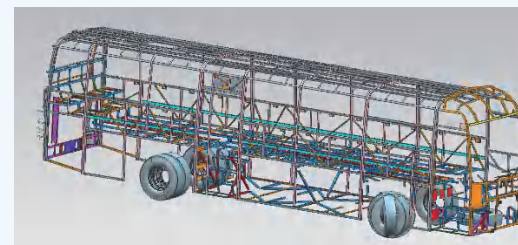


Structural Lightweighting: Certain models adopt a circular gantry beam and full-bearing design, with stainless steel as the fundamental material for vehicle frames and lightweight composite materials used extensively in the vehicles. These measures have reduced overall vehicle weight by approximately 10% compared to similar products, reducing energy consumption by 5% during operation.

Green and Recyclable Production Practices

Recyclable Molds: We employ sand casting techniques for mold production in specific models. These molds, upon reaching the end of their life cycle, are recyclable, mitigating environmental pollution associated with mold disposal.

Excess Material Recycling: We have renewed the material for the interiors and the pillars of select models with PC/ABS. The excess material from the production process can be efficiently recycled, preventing waste from being produced and minimizing material wastage.



Customized Market Positioning

Wisdom consistently integrates a people-oriented philosophy into its product development.

Urban and Tourist Buses:

Our electric/hydrogen fuel buses offer highly customized services to meet operational needs.

With our electric mini bus, we have become the first Chinese manufacturer to enter the Japanese market.

Trucks and Logistics Vehicles:

Our hydrogen fuel heavy truck is the first hydrogen fuel heavy truck under development in China. The Company's logistics truck features a unique design that enables users to conduct various processes, and it handles high loads and is energy efficient, making it a popular choice for daily operations.

Special Vehicles:

Our electric/hydrogen fuel unmanned terminal tractor is award-winning and autonomous. The Company's hydrogen fuel vehicles are tailored to meet customer needs.



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Enhancing Customer Services

Wisdom consistently prioritizes customers and provides high-quality services and solutions, and we proactively use overseas sales outlets and spare parts centers to enhance the timeliness and reliability of our global services.

Excellent Delivery Capability

The Company’s delivery ability has been widely recognized by the market. Since its establishment, Wisdom has produced a number of "firsts," successfully delivering sample vehicles to customers and converting them into batch orders.

- Wisdom unveiled a fleet of independently researched, developed and manufactured hydrogen “green buses” in Abu Dhabi, including city buses, intercity buses, and double-decker buses.
- Wisdom has secured an order for 100 electric buses from Jebsen & Jessen, demonstrating its robust delivery capabilities as a leading supplier in the new energy commercial vehicle sector through scalable production capacity, stringent quality control, and an efficient supply chain.

Marketing Management

We promote vehicle performance in strict compliance with the results of vehicle validation to let customers understand authentic and reliable product information. During marketing, we engage in detailed communication with customers regarding technical configurations, quality requirements, delivery plans, etc., sharing the results with relevant production departments to ensure products meet customer demands.

After-Sales Management

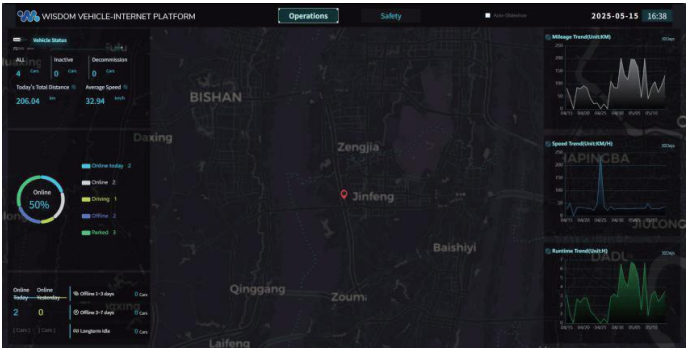
We have established a comprehensive after-sales management system, with the Customer Service Center under the Marketing Management Center to oversee the management of after-sales consultations, repairs, and complaints. Meanwhile, Wisdom has initiated the customer satisfaction survey plan, establishing the Control Procedures for the Customer Satisfaction Survey. We conduct customer satisfaction surveys on quality, service, on-time delivery, etc., on a quarterly basis or after the launches of new products. This year, we conducted satisfaction surveys for all our customers when conducting vehicle inspections, most of whom are satisfied or very satisfied with our solutions. To enhance the quality of customer service, we consistently conduct training for after-sales service personnel regarding legal regulations, product features, marketing models, etc.

Reseller Management

We have established long-term cooperation with resellers, seeking joint development to provide satisfactory services for end customers. We have formulated the Reseller Management Regulations and offer continual guidance and training to resellers, including but not limited to assistance in establishing accessory management systems, technical support, repair training, and product training.

Digital Management

In 2024, we established the Cloud Control Management Platform. The Platform integrates and analyzes data for vehicles, conducts remote vehicle diagnostics, and provides other services for automotive companies, while ensuring compliance with domestic and international safety regulations. It enhances safety, user experience, data security, and privacy protection for intelligent connected vehicles, and drives the development of the intelligent connected vehicle industry.



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Working with Our Partners to Deliver a Sustainable Future

Wisdom has already established itself as an expert in designing, customizing and manufacturing zero-emission commercial vehicles, having successfully delivered vehicles around the world. We are now expanding our reach even further, with plans to launch in the Middle East, Europe, South America and Southeast Asia. We prioritize mutually beneficial collaboration with suppliers, and we actively engage with leading global suppliers to enhance product quality. Wisdom has developed a robust customer service system to provide high-quality services and immediately respond to customer feedback.

Supplier Management and Access

Wisdom seeks to forge stable partnerships with suppliers based on mutual trust, fostering collaborations with local suppliers. We have established regulations such as the Supplier Certification Management Regulations and Supplier Performance Evaluation Management Regulations to govern supplier access, audit and exit. As of the end of this reporting period, we have collaborated with 219 suppliers, with approximately 40% of procurement sourced from suppliers in the province where Wisdom is based.

As a manufacturer of new energy vehicles, we rigorously manage suppliers according to the Supplier Certification Management Regulations. According to Wisdom's product standards, we require suppliers to possess internationally recognized certifications (such as the CE certificate required by the EU).

In accordance with the Supplier Performance Evaluation Management Regulations, we conduct monthly assessments of suppliers to evaluate their product quality, delivery capabilities, and after-sales service capacity. Wisdom prohibits cooperation with suppliers that do not take measures to protect the environment, and we establish long-term cooperative relationships with suppliers to jointly research, develop and promote the use of recyclable, energy-saving, low-carbon and other "green" materials, as well as clean energy and renewable energy. Suppliers are encouraged to adopt energy-saving and emissions reduction technologies in production processes to reduce GHG emissions.

We have cultivated strong cooperative relationships with suppliers to fulfill our commitment to labor, human rights, anti-bribery, anti-corruption, supplier diversity, and corporate responsibilities in wellness and safety, with a view to providing customers with the best possible products and services. For details, please refer to Wisdom Supplier Code of Conduct.

Recently, we strengthened our efforts to support small and medium-sized enterprises and regional suppliers, promoted the diversified development of our supply chain, and reduced single-source dependency risk in respect of suppliers. Moreover, we have established an open supply chain cooperation platform, and we encourage suppliers from different backgrounds and fields to work alongside us to form a supply chain ecosystem that delivers mutual benefits.

Embracing Social Responsibility through Public Welfare Actions

Community is one of Wisdom's core values. Wisdom is committed to hiring employees locally and using the Company's global giving program to actively support local communities through community engagement programs and charitable donations, which includes making significant investments in education and research projects in communities and neighborhoods. We uphold biodiversity conservation principles, and the Company has no sites or enterprises that are adjacent to or located in areas with sensitive biodiversity.



Wisdom Motor's first hydrogen fuel double-decker bus debuted in Hong Kong, bringing convenient services to the local community

On February 25th, 2024, the world's first hydrogen energy triple-axle double-decker bus was officially launched in Hong Kong. This marked the first time for hydrogen-powered vehicles to carry passengers on the road in Hong Kong's history, and it was also an important step in Wisdom's effort to promote the development of hydrogen energy and zero-emission transportation in Hong Kong.

03

People-oriented

Employees have always been regarded as one of Wisdom's most valuable assets. We uphold employee rights as well as occupational health and safety through a refined management system, apart from which our competitive recruitment, employment, benefits, and incentive policies create a secure and comfortable working environment. Training programs are tailored for different job responsibilities to educate and retain professional talents, seeking mutual success for employees and the Company. Wisdom respects the human rights of stakeholders, with a particular focus on residents and indigenous peoples, supply chain workers, and employees of the group. We aim to avoid any negative impacts on human rights in respect of our operations, products, or services. In 2024, we were not involved in any incidents involving inhumane treatment of people or labor strikes. In 2024, we have already hired 99 new employees.



HUMAN RIGHTS POLICY

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Putting People First and Caring for Employees

Occupational Health and Safety

At Wisdom, employees' health and safety lays the foundation for orderly business operations. The Sustainable Development Center, directly overseen by the vice president, is responsible for the overall management of occupational health and safety, including formulating health and safety policies, identifying and monitoring relevant hazards, and preparing corresponding measures. Additionally, we have set up an Environmental Health and Safety (EHS) team to propel the implementation of related health and safety measures. We have also obtained the ISO 45001 occupational health and safety management system certificate. In 2024, we did not have any cases of work-related injuries or work-related illnesses, nor did we have any significant health and safety or fire incidents. We've devised the Occupational Health Control Procedures for all employees, including on-site subcontractors. Wisdom has also developed control procedures for manufacturing and assembly injury prevention, flammable and explosive substance safety management, and safety signage to standardize occupational health and safety management processes and content at various stages, enhancing production safety capabilities and awareness. For effective identification, assessment, and management of occupational health and safety risks, we've formulated Control Procedures for Hazard Identification and Risk Assessment that are applicable to the Company's entire production and operational scope.



Employee Care and Rights

We are committed to fostering a positive work environment and establishing robust management structures and systems with effective communication channels for recruitment, dismissal, compensation and benefits, and performance evaluation. Wisdom places a profound emphasis on the well-being of its employees, striving to build a nurturing and inclusive work-life environment to deepen their sense of happiness and belonging. To uphold the principles of fairness, justice and transparency, the Wisdom Staff Handbook outlines provisions related to employment, compensation, attendance, promotion, performance, benefits, and training. The Handbook explicitly prohibits harassment or discrimination of any kind against employees, and its rules are integrated with the Company's disciplinary regulations and code of conduct. In 2024, we provided parental leave to our employees, and we did not restrict employees' free use of tea rooms or toilets or the taking of leave for medical treatment. Employees are entitled to statutory holidays and paid annual leave, and at least one day off per week is guaranteed. 80% employees receiving regular performance and career development reviews. Additionally, we have extended free association and collective bargaining rights to our employees, and our labor union provides benefits to all employees, especially during Spring Festival, Dragon Boat Festival and Mid-Autumn Festival.

During the year, the Company paid for medical mutual aid for all in-service employees and provided subsidies and consolation funds to needy employees. We also distributed heatstroke prevention articles and medicine to front-line employees.

We are committed to monitoring and achieving the following quantitative goal every year: covering 100% of employees' social insurance each year. Employees are entitled to statutory holidays and paid annual leave, and at least one day off per week is guaranteed. In 2024, we did not have any serious labor complaints.

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Employee Recruitment and Hiring

We provide equal employment opportunities for all applicants during the recruitment process. Strict measures are in place to prohibit child labor. Likewise, thorough verification of candidate identity is conducted during recruitment to comply with labor regulations. We also manage employee working hours responsibly, making adjustments based on production needs while encouraging efficiency to minimize the need for overtime with no forced labor claims. In cases of emergent tasks requiring overtime, compensation is granted in accordance with the handbook, subject to departmental reporting and human resources verification.

In 2024, we did not have any discriminatory recruitment or promotion incidents, and we did not hire any child workers or underage workers. We respect diversity in cultural backgrounds and beliefs, advocate a tolerant and inviting work atmosphere, and create a work and living environment that is conducive to the development and growth of global-minded employees.

In 2024, female employees accounted for 7% of the Company's workforce.

Employee Compensation and Incentives

To provide competitive compensation, we consider local consumption levels, position classifications, and job nature when formulating the Compensation and Benefits Management System. With an emphasis on performance-based compensation, we have established the Performance Evaluation Management System to define performance indicators, evaluation processes and criteria. Employees are eligible for two salary adjustments per year based on performance.



Empowering Employees' Career Growth and Development

We prioritize employee development, offering courses aligned with career development paths for mutual growth. The Training and Development Management System specifies training content, duration, plans, and record-matching job responsibilities and categories. We also have experienced employees as internal instructors to communicate work experience to newly joined employees. Internal instructor training is organized to enhance teaching abilities through engaging third parties in training system building, teaching skills, course development, and learning material preparation.

Additionally, we conduct company-wide training for all staff, aiming to strengthen employee competencies, enhance awareness of production safety, and inform employees of updates to institutional policies in a timely manner.

In 2024, we carried out several trainings, including on-boarding training for new employees, general skills training, professional skills training, and training for key cadres and internal lecturers.

During the year, average training hours per employee reached 54.68 hours. We attach great importance to improving employees' skills and career planning, and we have set up dual channels for technology and management promotions.



The Company is committed to monitoring and achieving the following quantitative targets every year: achieving an employee coverage rate of 100% in annual training, and delivering an average of 5 or more training hours per employee each year.

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Promoting Lower-Carbon Driving

We actively respond to items 6, 7 and 13 of the UN Sustainable Development Goals, and aim to continuously implement green measures to keep our planet clean.

Response to SDGs	Our Actions	Our Goals	Related Topics
6 Clean water and sanitation 	Continue to promote the use of advanced energy-saving and environmental protection technology and equipment, cleaner production and other technological improvements, and continue to actively explore innovative methods.	With 2024 as the benchmark, water consumption per unit of product will be reduced by 40% by 2030.	Water Resources Management
7 Affordable and clean energy 	The photovoltaic installed area accounted for 30% of the entire factory's floor area.	Vigorously develop and manufacture green products, and use clean and efficient energy such as photovoltaic power.	Energy Consumption and GHG Emissions
13 Climate action 	Conducted an environmental impact assessment as required, and invited an external third party to audit our environmental management system	By 2030, carbon emissions per unit of product will be 15% lower than that in 2023.	Responding to Climate Change

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Environmental Management System

We have established a comprehensive environmental management system consisting of three functioning units. We developed Procedures for Identification and Evaluation of Environmental Factors for departments to detect and assess ecological impacts that specifically refer to pollutants (wastewater, waste gas, noise, solid waste, and soil waste) and resource usage (raw materials and natural resources). Moreover, the Company has obtained the ISO 14001 environmental management system certificate.

Raw Materials, Chemicals and Waste

To ensure the completion of pollution control measures, we formalized Waste Management Procedures, Noise Control Procedures, and Hazardous Waste Management Process, elaborating on the prevention and treatment of wastewater, waste gas emission, solid waste, and noise pollution. In addition, the Company intends to reduce the Waste Disposal Index (WDI) by 10% by 2030.

Management of Wastewater and Waste Gas Emission

We opt for production processes with minimal pollutant emissions and are gradually obsoleting processes and equipment that severely pollute the atmospheric environment. We, choose stainless steel instead of ordinary carbon steel as the primary material for vehicle frame structures. In 2024, we did not have any significant waste-related incidents.

Waste Management

We encourage all departments to minimize waste generation in production and office operations. Lists of recyclable industrial and office waste have been formulated. In our meticulous oversight of hazardous waste, we have instituted a comprehensive Hazardous Waste Management Process and set aside an exclusive storage warehouse for hazardous waste. In 2024, we did not have any chemical leakage events. We regularly engage accredited third parties to dispose of hazardous waste in a timely manner, and we have not engaged in any improper treatment of hazardous waste. In tandem, we have implemented multiple measures to guarantee safety in the handling of hazardous waste:

- Designated personnel are responsible for collecting, organizing, classifying, and packaging waste generated during routine production processes, encompassing substances such as lubricants, gas cylinders, and adhesive containers. Subsequently, the hazardous waste is scrutinized by our environmental safety specialists before storage.

- The storage locations for hazardous waste are equipped with facilities to prevent rainwater ingress, leaks, and airborne dispersion; and emergency fire protection apparatuses have also been installed.
- Departments must conduct routine inspections, maintenance, and repairs of specialized hazardous waste containers for optimal functionality.

In respect of chemicals, we are committed to monitoring and achieving the following quantitative target: there should be 0 chemical leakage incidents each year. In 2024, we did not have any chemical leakage events.

In respect of raw materials, in 2024, the packaging of after-sales parts that include steel and rubber for delivery to customers was outsourced. We will have only 0.99 ton of the recycled wooden case for the material package.

Improving Resource Efficiency

We embrace efficient operations, continuously enhancing the comprehensive utilization efficiency of energy and water resources. The Control Procedures for Energy Saving and Consumption Reduction was developed to economize the consumption of electricity, water, fuel, steel, and other resources in production or service activities. We have obtained the ISO 14001 environmental management system and ISO 50001 energy management system certificates, and the Company intends to reduce the Energy Utilization Index (EUI) by 10% by 2030. As of the end of 2024, the photovoltaic installed area accounted for 30% of the entire factory's floor area.



We champion the green office concept and promote resource conservation by encouraging the responsible use of water, electricity, and paper among our employees. Wisdom carries out environmental protection initiatives that cover all employees.

In terms of water usage, we did not have any incidents related to the management of water discharge in 2024.

All departments are encouraged to explore methods for saving water in daily office operations and production:

- Equipment cooling water is recycled to avoid direct discharge.
- Water metering facilities have been improved; and real-time monitoring is conducted, and statistics are compiled, on the water consumption of each department.

We are committed to monitoring and achieving the following quantitative targets every year. With 2024 as the benchmark, water consumption per unit of product will be reduced by 40% by 2030, and we also intend to reduce the Water Efficiency Index (WEI) by 10% by 2030.

In respect of electricity usage, the Company has implemented several measures.

Optimizing Lighting Power Consumption

- In the office area and production workshop, we make full use of natural lighting to reduce the use of lighting equipment in the daytime.
- We encourage the habit of turning off lights when they are not needed. At the same time, the Company recommends that all departments set the switching mode for lighting fixtures in a reasonable manner according to their actual needs.

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Responding to Climate Change

Climate change has emerged as a focus of global concern. In 2024, we have assessed and identified climate-related risks and opportunities for the Company according to the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Subsequently, we devised corresponding measures to support the sustainable development of the Company.

Governance

We also actively respond to climate change, i.e., The Board of Directors will assess the risks and opportunities annual and clarify their responsibilities on climate change. We equip ourselves for society's low-carbon transformation.

Strategy

Our climate change-related risks, as discerned through risk analysis, predominantly center around transition risks such as policy and legal, as well as reputation, and physical risks, which include acute and chronic risks.

Risk Descriptions and Potential Impact	
Transition Risks	
Policy and Legal	In 2022, China initiated a nationwide pilot carbon market, which is anticipated to impact the operations of the electricity sector, resulting in fluctuations in electricity prices that may affect our energy expenditures. Furthermore, this potential impact could disrupt the operations of our suppliers, triggering a ripple effect on the Company. Additionally, as climate-related requirements intensify globally, the Company may be challenged by more stringent demands for energy efficiency and carbon reduction when expanding its overseasoperational bases, escalating our legal compliance costs.
Reputation	Our products cater to the global market. As the 2°C and 1.5°C threshold in the Paris Agreement become widely accepted, downstream customers increasingly place higher demands on Wisdom's energy-saving and carbon reduction management during productionand operations to develop their own green value chain. Failure to promptly address these demands could adversely impact the Company's existing and potential market opportunities
Physical Risks	
Acute	Extreme weather events resulting from climate change, such as rainstorms, strong winds, and heat waves, threaten property and personal safety, potentially leading to power outages that disrupt normal R&D and production activities. Meanwhile, elevated temperatures may shorten equipment's lifetimes, increasing the frequency and cost of equipment maintenance and replacement.
	Supply chain and logistics disruptions stemming from climate change-induced physical risks may affect suppliers' production, logistics, and transportation, causing operational interruptions due to insufficient raw materials and consequent financial losses. Besides, extreme weather events may affect the Company's logistics, which causes delayed deliveries.
Chronic	Operational environments such as production and operations at Wisdom may endure challenges arising from precipitation patterns and rising sea levels. Given that our primary facilities for production, operation, and R&D are located in coastal areas, issues such as water and power supply interruptions, damage to production and operational equipment, and concerns for employee safety may render the Company unable to operate normally and incur financial losses.

To mitigate these risks, we have explicitly outlined five aspects to reduce carbon emissions: fuelsubstitution, energy-saving technology upgrades, production efficiency enhancement, clean energy utilization, and participation in carbon trading. To ensure the stability of our supply chain, we have collaborated with leading suppliers to both secure supply and collectively reduce supply chain carbon emissions. Furthermore, we have formulated Control Procedures for Emergency Preparedness and Response to address unforeseen environmental emergencies as well as occupational health and safety.

Risk Management

As a manufacturing enterprise of new energy vehicles, climate change also presents opportunities for Wisdom. These opportunities primarily originate in product and service offerings as well as market prospects. The core of our business lies in providing customers with low-carbon solutions. The gradual improvement of the hydrogen energy industry and the continual introduction of low-carbon development policies worldwide contribute to increased demand for our products. Additionally, ongoing R&D into the functionality of new energy vehicles expands the usage scenarios for our products and services, potentially leading to a sustained increase in revenue for Wisdom. Looking forward, we will continue to develop new products, explore the diverse low-carbon travel demands of downstream customers, constantly expand the applicability and environment-friendliness of our products, and seize the opportunities presented by the low-carbon transformation.

Metrics and Targets

In the current year, we formulated the Greenhouse Gas Emission Targets and Implementation Plan. Under this plan, with 2023 as the benchmark year, we aim to reduce GHG emissions by 30% by 2030, including reducing scope 1 GHG emissions by 50% and scope 2 GHG emissions by 20%. By reducing energy consumption during operations and using more renewable energy, we aim to reduce carbon emissions and achieve net-zero GHG emissions from our own operations by 2060. In addition, by 2030, carbon emissions per unit of product will be 15% lower than that in 2023.

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Governance & Compliance



Responsible Governance and Compliance Management

We actively respond to items 9, 16 and 17 of the UN Sustainable Development Goals, with a view to continuously implementing the sustainable development strategy and cultivating a clean corporate culture.

Response to SDGs	Our Actions	Our Goals	Related Topics
9 Industry, innovation and infrastructure 	Regularly carry out training on employees' awareness of business ethics to enhance their awareness; accept and investigate reported incidents, and handle confirmed violations. Regularly conduct ethical behavior audits.	•Each year, ensure that no bribery, corruption, or extortion occur. •Realize 0 information security leaks. •Aim for the annual rate of reports regarding employees involved less than 1% of the total employees in conflicts of interest •The number of incidents involving fraud and money laundering should be 0 each year.	Business Ethics
16 Peace, justice and strong institutions 	Make improvements in respect of key issues that are of concern to different parties as well as material issues.	Actively consider the concerns of stakeholders, integrate the expectations and demands of appropriate parties into strategies and operations management, and regularly review the materiality of various issues in the Company's operations and development.	Corporate Governance and ESG Governance
17 Partnerships for the goals 	Establish close contact with stakeholders through diversified channels, continuously improve communication mechanisms, and strengthen information disclosure and external interactions. Continuously implement the sustainable development strategy and achieve sustainable development goals.	Make efforts to create a more environmentally friendly factory, respect our employees, and build sustainable relationships with our business partners in the value chain.	Corporate Governance and ESG Governance



Compliance Governance
We strictly comply with local laws and regulations. The Board of Directors (the "Board") is the highest decision-making agency of the Company, consisting of the Strategy Committee, Remuneration Committee, and Risk Management Committee. We value the diverse composition of Board members, who will bring various perspectives and professional expertise to the development of the Company, providing independent opinions and judgments for the Company's business strategy, risk prevention & control, and safeguarding the interests of the Company and shareholders. We incorporate corresponding laws and regulations into the daily operations of the Company.

Protecting Cyber Security and Personal Information
Wisdom's privacy policy clarifies our commitment to privacy protection, and details how we collect, use, disclose and protect customer information.
Privacy is a non-negotiable part of our work. We are committed to protecting the privacy of all relevant parties, including our suppliers, consumers, and employees. Wisdom promises to strictly abide by all legal and regulatory requirements regarding data privacy, confidential information, and security.
In 2024, we did not have any information security leakage events.

Upholding Business Ethics
Wisdom consistently adheres to ethical business practices and is committed to prohibiting corruption, fraud, and unfair competition, and we strictly abide by the relevant laws and regulations at our operational locations.
We also take legal actions for anti-competitive behavior, anti-trust, and monopoly practices in our company. Our Staff Handbook explicitly categorizes bribery, defamation, and corruption as acute disciplinary offenses.
In 2024, we have stipulated the Wisdom supplier code of conduct and conduct Sedex audit. We encourage all employees to ask questions, speak up and report misconduct. Employees, suppliers, agents, business partners, customers and other stakeholders can send feedback or report human rights issues to the Compliance Department in an anonymous manner or under an assumed name. Our contact channels include a hotline and email:
➤ The Company's telephone number is 400-1839-139.
➤ E-mail: compliance@wisdommotor.com.
In 2024, we did not have any confirmed incidents of bribery, corruption or extortion.

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Robust ESG Management

The Board of Directors (the "Board") is the highest decision-making agency of the Company. The Board and its committees are responsible for determining the strategic direction and overall strategy of the Company, overseeing the Company's financial performance and operational excellence. They also ensure the effectiveness of risk management and internal control of the Company on a long-term basis. We believe that integrating the concept of ESG into the Company's vision and daily operations is crucial for its long-term development. To better implement the ESG concept and related strategies, we integrate ESG governance into the corporate governance structure, covering the Board, committees under the Board, management, and executives.

Materiality Assessment

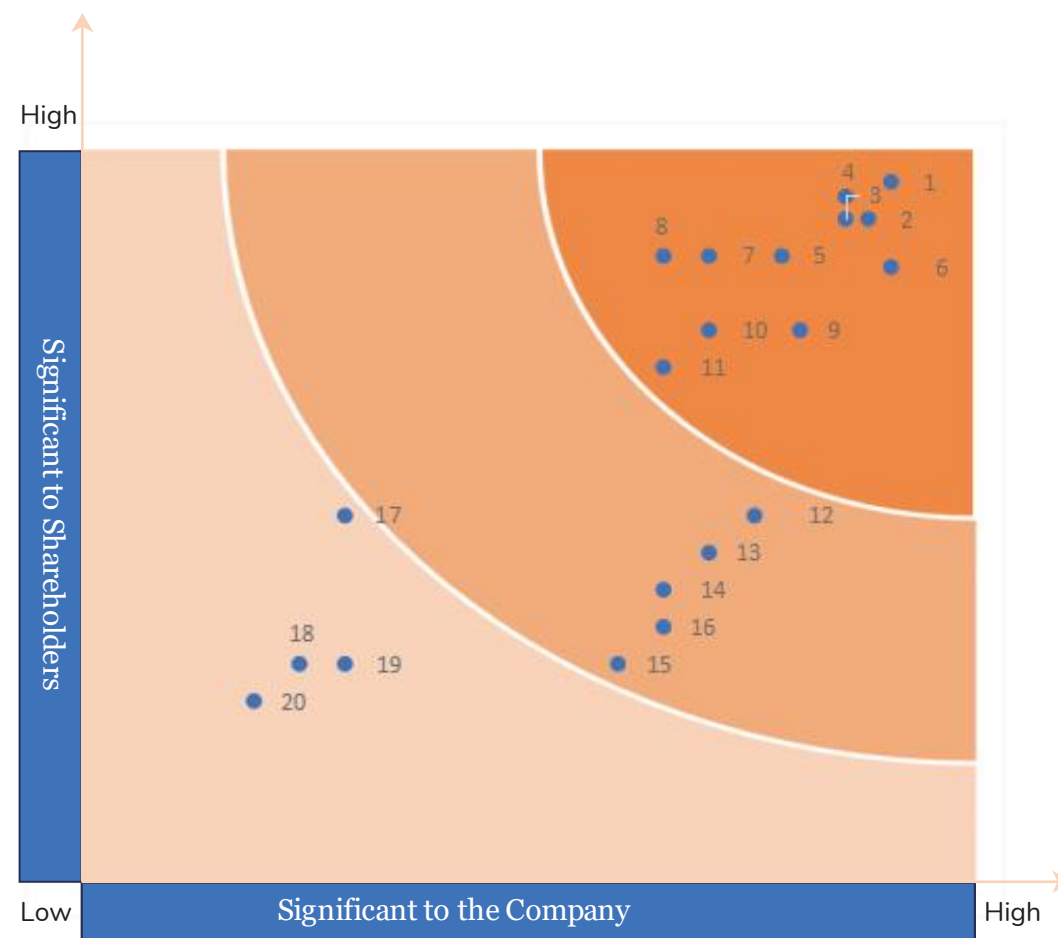
We conducted materiality assessment of our ESG issues to better understand stakeholders' expectations for our ESG development. We took a four-step approach to accomplish the evaluation.

Step 1: Background analysis – we performed an in-depth analysis to identify key ESG-related factors that may affect the sustainable development of Wisdom. The study includes global industry development trends, policy variations in our operating markets, and critical aspects that the market focuses on regarding sustainable development.

Step 2: Identification of relevant issues – Based on the background analysis results, we identified 14 material ESG issues highly pertinent to our business. These include 6 environmental, 5 social, and 3 governance issues.

Step 3: Analysis of material issues – We engaged with our stakeholders in the materiality assessment through surveys to help us analyze and prioritize our material ESG issues. The scope of the survey includes the Board of Directors, management of the companies, other employees, investors, suppliers, customers, regulatory authorities, media, and communities. We referred the analysis to external experts to ensure the analysis is balanced and unbiased. Evaluation Results are plotted against two criteria in a matrix, i.e., "the importance to Wisdom" and "the importance to stakeholders."

Step 4: Validation of assessment results – The board and the management reviewed the results of the materiality assessment and provided recommendations for the Company's long-term development. After combed and analyzed the internal and external evaluation on the importance of ESG topics, forming the materiality topics of Wisdommotor.



Engaging with Stakeholders

Wisdom keeps listening to and responding to our stakeholders. We identified our key stakeholder groups in the following table based on our business operations. The table also presents the main communication channels with these stakeholders to ensure that their opinions and feedback are integrated into our decision-making process.

Key Stakeholders	Main Communication Channels
Customers	Company website, customer services, customer satisfaction surveys, trade shows and social media.
Investors	Annual general meetings, annual reports/interim reports, investor meetings and investor days, press releases and product launches, roadshows, surveys, and questionnaires.
Employees	Employee meetings, employee feedback channels, labor union, employee surveys and training
Suppliers and Business Partners	Supplier meetings, business negotiations, training, and business and technological collaborations.
Community	Community activities and social media.
NGOs	Dialogue, collaboration and policy advocacy.

Appendix: Materiality Assessment Supporting Information

Priorities	Categories	Topics	Materiality Level
1	Social	Traffic/travel safety and responsible products and services	Highly material topic
2	Environmental	Reduce Waste and Emissions of Pollutant	Highly material topic
3	Environmental	Green Products	Highly material topic
4	Social	Employee Health and Safety	Highly material topic
5	Environmental	Energy Consumption and GHG Emissions	Highly material topic
6	Social	Green/Social Supply Chain	Highly material topic
7	Environmental	Raw Materials, Chemicals and Waste	Highly material topic
8	Social	Employment Management	Highly material topic
9	Social	Employee Rights and Working Conditions	Highly material topic
10	Social	Product Life Cycle	Material topic

Priorities	Categories	Topics	Materiality Level
11	Social	Collaborations with Partners	Material topic
12	Environmental	Responding to Climate Change	Material topic
13	Governance	Corporate Governance and ESG Governance	Material topic
14	Governance	Business Ethics	Material topic
15	Social	Employee Career Management and Training	Material topic
16	Governance	Anti-Corruption	Material topic
17	Social	Customer Health and Safety	Relevant topic
18	Environmental	Water Resources Management	Relevant topic
19	Social	Data Security and Privacy Protection	Relevant topic
20	Social	Diversity, Equality and Inclusion	Relevant topic

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About the report

The Wisdom Motor Environmental, Social, and Governance (ESG) Report 2024 is the third consecutive ESG report published by Wisdom Motor (hereinafter referred to as “Wisdom,” “we,” or “the Company”). The report is intended to communicate with stakeholders about Wisdom’s policies and strategies for addressing management issues to achieve the company’s vision for a sustainable future.

The report also presents actions Wisdom has taken to improve ESG performance.

Period Covered

The Report period is from January 1st, 2024 to December 31st, 2024 (hereinafter referred to as “2024” or “this year”). Some information presented in the Report, where specified, covers a broader time span extending beyond 2024, ensuring the integrity of the report.

Scope of the Report

The disclosure scope of the Report covers all entities of Wisdom (Fujian) Motor Co., Ltd.

Reference Guidelines

This report was prepared with reference to the Sustainability Reporting Standards (2021) of the Global Reporting Initiative (GRI) and the ESG practices of Wisdom.



Key Performance Indicators

Environmental KPIs

Energy consumption	Unit	2024	2023
Comprehensive energy consumption	tce	329.19	359.31
Comprehensive energy consumption intensity	tce/ million revenue	1.37	1.15
Energy consumption within the organization			
Petrol gas	Ton	7.20	-
Diesel	Ton	6.00	19.00
Natural gas	m3	23,163.00	29,931.00
Energy consumption outside the organization			
Purchased Electricity	kWh	2,301,909.00	2,402,421.00
GHG emissions	Unit	2024	2023
Total GHG emissions ²	tCO ₂ e	1,483.57	1,810.28
Total GHG emissions intensity	tCO ₂ e /million revenue	6.19	5.81
Direct (Scope 1) GHG emissions ³	tCO ₂ e	146.16	120.18
Indirect (Scope 2) GHG emissions ⁴	tCO ₂ e	1,337.41	1,690.10

1The packaging of after-sales parts delivered to customers in 2024 will be outsourced

2The total greenhouse gas emissions are equal to the sum of Scope 1 GHG emission and Scope2 GHG emission.

3 GHG scope 1 emissions are calculated based on gasoline usage and emission factors, with the emission factors referenced from Appendix 4 of the China Energy Statistical Yearbook 2020 and the IPCC, 2014: Climate Change 2014: Synthesis Report, Intergovernmental Panel on Climate Change Fifth Assessment Report, Working Group I, II, and III Reports.

4 GHG scope 2 emissions are calculated based on electricity consumption and emission factors, with the emission factors referenced from the Ministry of Ecology and Environment's Notice on Doing Well in the Management of Greenhouse Gas Emission Reporting for Power Generation Enterprises in 2023-2025.

Waste	Unit	2024	2023
Non-hazardous waste generated ⁵	Ton	180.24	191.00
Hazardous waste generated ⁶	Ton	41.81	7.09
Waste gas	Unit	2024	2023
NOx	Ton	0.38	0.31
SOx	Ton	-	0.31
VOCs	Ton	2.13	0.897
Particulate matter	Ton	0.26	0.71
Water usage	Unit	2024	2023
Water	Ton	39,444.00	30,183.00
Total water intensity per million revenue	Ton / million revenue	164.69	96.86
Other Environmental KPIs	Unit	2024	2023
Hydrogen fuel vehicles	%	9%	4%
Recycled aluminum alloy, iron and ABS plastics	%	100%	100%
Product carbon footprint certification rate	%	100%	100%

5 Non-hazardous waste mainly includes domestic waste and construction waste.

6 Hazardous waste is mainly produced by the new material department and the painting workshop. In 2024, hazardous waste increased due to the large number of new models tested and developed.

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Employee		Unit	2024	2023
Total number of employees		Number	506	502
By gender	Male	Number	411	402
	Female	Number	95	100
By type	Total number of Full-time employees	Number	504	502
	Total number of Part-time employees	Number	2	0
By region	Total number of employees in mainland China	Number	506	502
	Total number of overseas and Hong Kong, Macau, and Taiwan employees	Number	0	0
By ethnicity	Number of Han employees	Number	497	493
	Number of ethnic minority employees	Number	9	9
Executive distribution	Number of female senior managers	Number	5	4
	Total number of s senior managers	Number	48	46
Total number of employee turnover		Number	95	138
By age	Under 30 years old	Number	30	79
	30-50 years old (excluding 30 and 50 years old)	Number	50	56
	Over 50 years old	Number	15	3
By gender	Male	Number	70	127
	Female	Number	25	11
Employee management		Unit	2024	2023
Female employees working overtime and in hazardous positions in Phase III		Number	0	0
Emergency drills		Number	5	2
Child workers, number of underage workers		Number	0	0
Employee seminars		Number	1	1
Work-related injury accident		Number	0	0
Lost workdays from work-related injuries		Number	0	0

Employee management		Unit	2024	2023
Average training hours per employee		Hours/person	54.68	30
Unadjusted gender pay gap		%	0.266	0.266
Serious labor complaints (group events/ labor arbitration/lost litigation/punished by the government)		Number	0	0
Employee satisfaction score		Point	90	85
Product Liability		Unit	2024	2023
Pass rate of product safety and reliabilitytest		%	100	100
Customer safety damage caused by products		Number	0	0
Occurrence frequency and recall rate of defective products		Number	0	0
Supplier Management		Unit	2024	2023
Signing rate of supplier 'codes		%	100%	100%
Main material supplier include ISO14001, 1S045001,and social responsibility system certification coverage		%	100%	100%
Coverage rate of social responsibility on-site audit of main material supplier		%	85%	80%
Coverage rate of purchasers receiving sustainable procurement training		%	85%	80%
Business Ethics		Unit	2024	2023
Bribery, corruption, extortion, and embezzlement incidents		Number	0	0
Information security breach incidents		Number	0	0
Annual complaint rate of employees involved in conflicts of interest		%	0	0
Confirmed instances of fraud and money laundering		Number	0	0
Percentage of employees received business ethics training		%	100%	100%
Internal or external reports received		Number	0	0

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GRI Standard	Disclosure	Location/Note
GRI 1: Foundation 2021		
1 Foundation 2021	Report foundation, including GRI content index and instructions for use, etc	About The Report
GRI 2 General Disclosures 2021		
The organization and its reporting practices		About the report
2-1	Organizational details	About the report
2-2	Entities included in the organization's sustainability reporting	About the report
2-3	Reporting period, frequency and contact point	About the report
2-4	Restatements of information	About the report
2-5	External assurance	Not Applicable
Activities and workers		
2-6	Activities, value chain and other business relationships	Sustainable Future Together with Our Partners
2-7	Employees	People-oriented and care for employees
2-8	Workers who are not employees	People-oriented and care for employees
Governance		
2-9	Governance structure and composition	Compliance Governance
2-10	Nomination and selection of the highest governance body	Compliance Governance
2-11	Chair of the highest governance body	Compliance Governance
2-12	Role of the highest governance body in overseeing the management of impacts	-
2-13	Delegation of responsibility for managing impacts	-
2-14	Role of the highest governance body in sustainability reporting	-
2-15	Conflicts of interest	-
2-16	Communication of critical concerns	-
2-17	Collective knowledge of the highest governance body	-
2-18	Evaluation of the performance of the highest governance body	-
2-19	Remuneration policies	-
2-20	Process to determine remuneration	-
2-21	Annual total compensation ratio	-

Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Our Core Value
2-23	Policy commitments	Our Core Value
2-24	Embedding policy commitments	Compliance Governance
2-25	Processes to remediate negative impacts	Not applicable
2-26	Mechanisms for seeking advice and raising concerns	Compliance Governance
2-27	Compliance with laws and regulations	Compliance Governance
2-28	Membership associations	Our Key Facts in 2024
Stakeholder engagement		
2-29	Approach to stakeholder	Engage with Stakeholders
2-30	Collective bargaining agreements	-
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment
3-2	List of material topics	Materiality Assessment
3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Not applicable
201-2	Financial implications and other risks and opportunities due to climate change	Not applicable
201-3	Defined benefit plan obligations and other retirement plans	Not applicable
201-4	Financial assistance received from government	Not applicable
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	To be further enhanced
202-2	Proportion of senior management hired from the local community	To be further enhanced
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Not applicable
203-2	Significant indirect economic impacts	Not applicable
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	To be further enhanced
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Comply with Business Ethics
205-2	Communication and training about anticorruption policies and procedures	Comply with Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Comply with Business Ethics

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GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Comply with Business Ethics
GRI 207: Tax 2019		
207-1	Approach to tax	Not applicable
207-2	Tax governance, control, and risk management	Not applicable
207-3	Stakeholder engagement and management of concerns related to tax	Not applicable
207-4	Country-by-country reportin	Not applicable
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Key Performance Indicators
301-2	Recycled input materials used	Key Performance Indicators
301-3	Reclaimed products and their packaging materials	Did not have any reclaims on products and materials in report period
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Improve Resources Efficiency
302-2	Energy consumption outside of the organization	Improve Resources Efficiency
302-3	Energy intensity	Improve Resources Efficiency
302-4	Reduction of energy consumption	Improve Resources Efficiency
302-5	Reductions in energy requirements of products and services	Improve Resources Efficiency
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Improve Resources Efficiency
303-2	Management of water discharge- related impacts	Improve Resources Efficiency
303-3	Water withdrawal	Improve Resources Efficiency
303-4	Water discharge	Improve Resources Efficiency
303-5	Water consumption	Improve Resources Efficiency

GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Embrace Social Responsibility through Public Welfare Actions
304-2	Significant impacts of activities, products and services on biodiversity	Embrace Social Responsibility through Public Welfare Actions
304-3	Habitats protected or restored	The working area and operation do not have any related habitats.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The working area and operation do not have any related habitats, and thus no such impact.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental KPIs
305-2	Energy indirect (Scope 2) GHG emissions	Environmental KPIs
305-3	Other indirect (Scope 3) GHG emissions	Not Applicable
305-4	GHG emissions intensity	Environmental KPIs
305-5	Reduction of GHG emissions	Respond Climate Change
305-6	Emissions of ozone-depleting substances (ODS)	Not Applicable
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not Applicable
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Reasonable Waste Use Control
306-2	Management of significant waste-related impacts	Reasonable Waste Use Control
306-3	Waste generated	Reasonable Waste Use Control
306-4	Waste diverted from disposal	Reasonable Waste Use Control
306-5	Waste directed to disposal	Reasonable Waste Use Control
GRI 308: Supplier Environmental Assessment 2016		
308-1	Management of material topics	Sustainable Future Together with Our Partners
308-2	New suppliers that were screened using environmental criteria	Sustainable Future Together with Our Partners

GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Social KPIs
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	Employee Cares and Rights
401-3	Parental leave	Employee Cares and Rights
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Not Applicable
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
403-5	Worker training on occupational health and safety	Occupational Health and Safety
403-6	Promotion of worker health	Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety
403-9	Work-related injuries	Occupational Health and Safety
403-10	Work-related ill health	Occupational Health and Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Empowering Employee' s Career Growth and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Employee' s Career Growth and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Employee' s Career Growth and Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Compliance Governance
405-2	Ratio of basic salary and remuneration of women to men	To be further enhanced.
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	No relevant incidents during the reporting period.

GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	No significant risks at this area during the reporting period
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risks for this incident during the reporting period
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	No relevant incidents during the reporting period
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Embrace Social Responsibility through Public Welfare Actions
413-2	Embrace Social Responsibility through Public Welfare Actions with significant actual and potential negative impacts on local communities	No negative impacts during the reporting period
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Sustainable Future Together with Our Partners
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Future Together with Our Partners
GRI 415: Public Policy 2016		
415-1	Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Occupational Health and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No relevant incidents during the reporting period
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	No relevant incidents during the reporting period
417-2	Incidents of non-compliance concerning product and service information and labeling	No relevant incidents during the reporting period
417-3	Incidents of non-compliance concerning marketing communications	No relevant incidents during the reporting period
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No relevant incidents during the reporting period