



**WULING MOTORS  
HOLDINGS LIMITED**  
**五菱汽車集團控股有限公司**

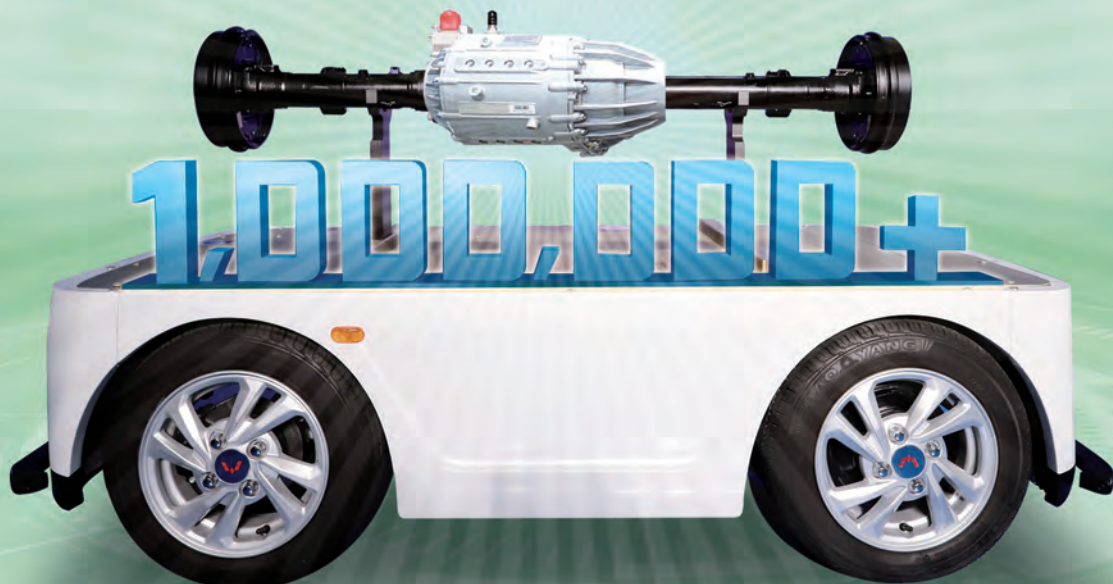
(Incorporated in Bermuda with limited liability)  
(於百慕達註冊成立之有限公司)

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE REPORT  
環境、社會及管治報告

**2022**

HKEx Stock Code 00305  
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Accelerating a Sustainable  
**GREEN FUTURE**  
by **INNOVATION**  
**綠色** 可持續 **向新** 再提速



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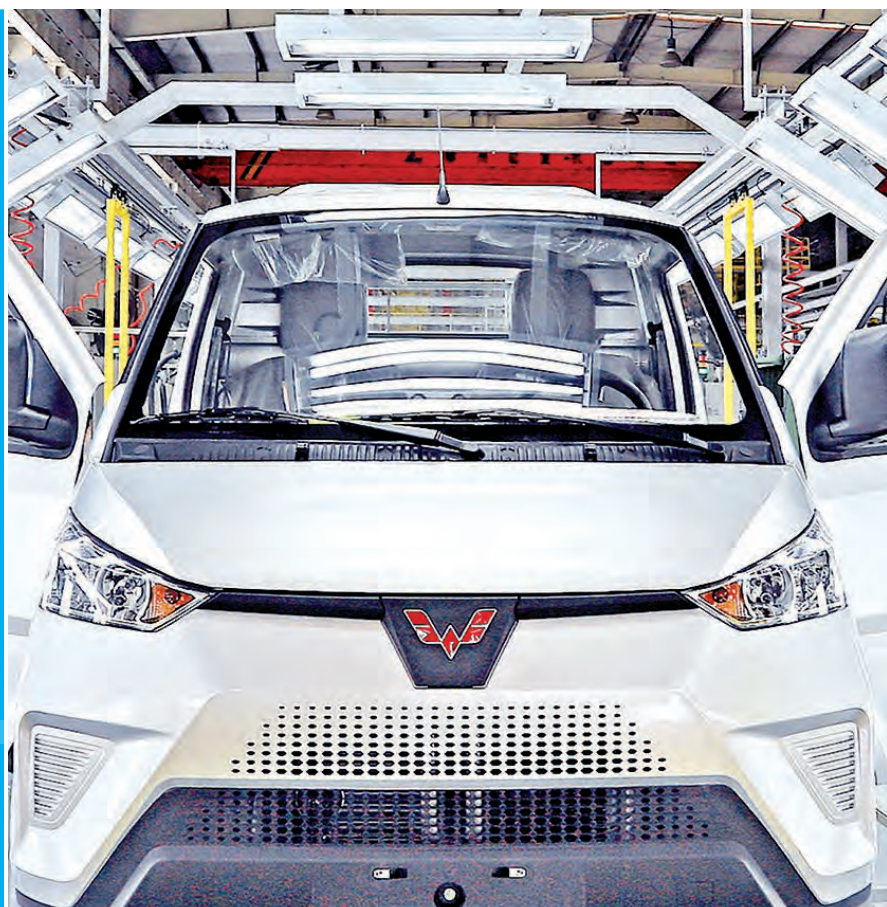
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## ABOUT THE REPORT

### 關於本報告

Accelerating a Sustainable  
**GREEN FUTURE**  
by **INNOVATION**  
綠色 可持續 向新 再提速



## INTRODUCTION OF THE REPORT

Wuling Motors Holdings Limited (the “Company” or “Wuling Motors”) and its subsidiaries (collectively the “Wuling Group”, the “Group” or “We”) are pleased to publish the Environmental, Social and Governance (“ESG”) Report for the period from 1 January 2022 to 31 December 2022 (the “Year”). The ESG Report summarises the efforts and achievement made by the Group in corporate social responsibility and sustainable development over the past year.

## 報告簡介

五菱汽車集團控股有限公司（「本公司」或「五菱汽車」）及其附屬公司（統稱「五菱集團」、「本集團」或「我們」）欣然發佈自二零二二年一月一日至二零二二年十二月三十一日（「本年度」）期間的環境、社會及管治（「ESG」）報告。ESG 報告概述本集團過去一年在企業社會責任及可持續發展方面所付出的努力和取得的成就。



## ABOUT THE REPORT 關於本報告

### SCOPE OF THE REPORT

During the Year, the ESG Report focuses on the policies and measures of the Group's automotive businesses in the People's Republic of China (the "PRC") in respect of environmental management and social responsibility. The disclosure of the key performance indicators ("KPIs") of the Year keeps on focusing on the performance of the Group's member companies and offices, including Liuzhou Wuling Motors Industrial Company Limited ("Wuling Industrial"), Liuzhou Wuling Liuji Motors Company Limited ("Wuling Liuji"), Liuzhou Zhuotong Automotive Components Company Limited ("Liuzhou Zhuotong"), Chongqing Zhuotong Motors Industrial Company Limited ("Chongqing Zhuotong") and Shandong Branch of Liuzhou Wuling Motors Industrial Company Limited ("Shandong Branch") in the PRC, PT.LZWL Motors Limited ("Indonesian Company") located at Bekasi, Indonesia ("Indonesia"), and the office in Hong Kong. The ESG Report presents our sustainable development approach and performance in the environmental and social aspects of our business of the Year. The above scope is defined by whether the Group has operational control over the entities and the significance of their influence on the Group's performance and assets. On the 30th November, 2022, Liuzhou Wuling New Energy Motor Company Limited (Wuling New Energy) has recombined and became an associate of the Group. The past records are included in this report, the scope of the report in this year is no significant change compared to the previous year.

### REPORTING FRAMEWORK

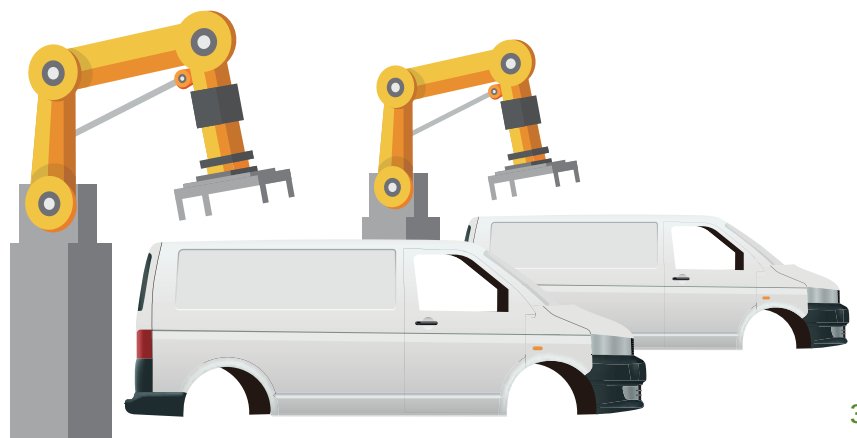
The ESG Report was prepared in accordance with the "Environmental, Social and Governance Reporting Guide" set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited ("Stock Exchange") and complied with both Mandatory disclosure requirements and the "Comply or Explain" requirement set out therein.

### 報告範圍

本年度，ESG 報告專注本集團於中華人民共和國（「中國」）汽車相關核心業務於環境管理和社會責任方面的政策及措施；而關鍵績效指標的披露範圍繼續集中各成員公司及辦公室的表現，包括位於中國之柳州五菱汽車工業有限公司（「五菱工業」）、柳州五菱柳機動力有限公司（「五菱柳機」）、柳州卓通汽車部件有限公司（「柳州卓通」）、重慶卓通汽車工業有限公司（「重慶卓通」）及柳州五菱汽車工業有限公司山東分公司（「山東分公司」）、位於印度尼西亞（「印尼」）貝凱西縣的PT.LZWL Motors Limited（「印尼子公司」），以及位於香港的辦公室。ESG 報告呈列本年度內我們業務在環境及社會層面的可持續發展方針及表現，此範圍乃根據本集團是否擁有該實體的營運控制權及其對本集團業績或資產有否重大影響而定。二零二二年十一月三十日，柳州五菱新能源汽車有限公司（「五菱新能源」）已完成重組，重組後作為本集團之聯營公司，過往已包含在報告範圍內。本年度之報告範圍對比往年並沒有重大改變。

### 報告框架

ESG 報告依照載於香港聯合交易所有限公司（「聯交所」）證券上市規則附錄二十七《環境、社會及管治報告指引》所編寫，並遵守當中強制披露規定及「不遵守就解釋」的條文。



## ABOUT THE REPORT

### 關於本報告

#### REPORTING PRINCIPLES

##### Materiality

The content of the ESG Report is determined through the situation of stakeholder engagement and materiality assessment. These include identifying ESG-related issues, collecting and reviewing the suggestions of internal management and different stakeholders, assessing the relevance and materiality of issues, and compiling and validating the reported data. The ESG Report has covered a comprehensive range of material issues that are concerned by different stakeholders.

##### Quantitative

Quantitative environmental and social KPIs are disclosed in the ESG Report so that stakeholders are able to have a comprehensive understanding of the Group's ESG performance. Information of the standards, methodologies, references and sources, as well as the conversion factors used in these KPIs, are stated in the ESG Report wherever appropriate.

##### Consistency

To facilitate the comparability of the ESG performance between years, the Group adopts consistent report format and calculation methodologies as far as practicable. In case of any changes in methodologies, the Group will present and explain in details in the corresponding sections.

#### INFORMATION AND FEEDBACK

For detailed information about the Group's environmental, social and corporate governance, please refer to the official website (<http://www.wuling.com.hk>) of Wuling Motors Holdings Limited. Should you have any questions or suggestions regarding this Report, please contact us via email: [lihuina@wuling.com.cn](mailto:lihuina@wuling.com.cn).

#### 報告原則

##### 重要性

ESG 報告的內容乃根據持份者參與情況及重要性評估而釐定。其中包括識別與 ESG 相關的議題、收集並審視內部管理層和不同持份者的建議、評估議題的相關性和重要程度，以及編製及核實所報告的數據。ESG 報告已全面涵蓋不同持份者所關注的重要議題。

##### 量化

ESG 報告披露經量化的環境和社會關鍵績效指標，有助持份者全面了解集團的 ESG 表現。這些關鍵績效指標的相關標準、方法、參考文獻和數據來源的資料，以及該等關鍵績效指標所用的轉換因數，均在 ESG 報告適當的地方列出。

##### 一致性

為方便比較不同年度之 ESG 表現，本集團已在可行的情況下採用一致的報告形式及計算方法。如方法有任何更改，本集團亦會於相應的章節中呈列和詳細說明。

#### 意見及反饋

有關本集團環境、社會及企業管治的詳細信息，請參閱五菱汽車集團控股有限公司的官方網站 (<http://www.wuling.com.hk>)。若閣下對此報告有任何疑問或建議，歡迎通過電郵聯絡我們：[lihuina@wuling.com.cn](mailto:lihuina@wuling.com.cn)。



# CHAIRMAN'S STATEMENT

## 主席致辭



# CHAIRMAN'S STATEMENT

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## CHAIRMAN'S STATEMENT

### 主席致辭

#### Green sustainability, accelerating to the “new age”

In recent years, technological innovation, industrial upgrading and the continuous impact of the Covid-19 epidemic have brought profound and far-reaching systemic changes to the automobile industry. The implementation of the national “dual carbon” strategy has brought about extensive changes in production and consumption patterns.

In the face of unprecedented changes in a century, how to turn pressure into potential, turn risks into glory?

Thanks to its adherence to the road of green and sustainable development, Wuling Motors took another steady step in 2022, achieving annual profitability, and was selected as the “Most Valuable Auto Company” and “Annual Automobile Company” by well-known financial media and received awards like “The Most Valuable Investment New Energy Enterprise Award”, “2022 ESG Innovative Enterprise”.

“Dual Carbon Target” is China’s promise to the world, green development is the responsibility of enterprises. Wuling Vehicles has carved the concept of “green” into the bone marrow of enterprise development, actively finding out our own “carbon” family background, implementing low-carbon production process, promoting the new energy process of products, becoming the first company in Guangxi to pass the carbon emission management system certification review, jointly promoting the construction of a green and harmonious community of shared future for mankind, and creating a new ecology of green and low-carbon development.

Under the “electric shock” of automobile acceleration, Wuling Motors uses key new energy components and new energy logistics vehicles as the fulcrum to leverage the new energy transformation of the entire group. By October 2022, the cumulative production and sales of new energy axles has exceeded 1 million units, becoming the first company in China to supply millions of integrated electric axles. The mass production and supply of self-developed motors, electronic controls, and hybrid powertrains have also been realised.

#### 綠色可持續，向「新」再提速

近年來，科技創新、產業升級以及新冠肺炎疫情的持續影響，為汽車產業帶來深刻而深遠的系統性變革，國家「雙碳」戰略的落地實施讓生產和消費方式發生廣泛的變化。

面對百年未有之變局，如何化壓力為潛力，讓風險變風光？

得益於堅持走綠色可持續的發展之路，五菱汽車於二零二二年又落下了穩健的一步，實現了年度盈利，並在知名財經媒體舉辦之活動中獲得「最具價值汽車公司」、「年度最具投資價值新能源企業獎」、「二零二二年度 ESG 創新企業」等獎項。

「雙碳目標」是中國對世界的承諾，綠色發展是企業的責任與擔當。五菱汽車將「綠色」理念刻入企業發展骨髓，積極摸清自己的「碳」家底，實施生產過程低碳化，推進產品新能源進程，成為廣西首家通過碳排放管理體系認證審核的企業，共同推動建設綠色和諧的人類命運共同體，打造綠色低碳發展新生態。

在汽車加速「觸電」下，五菱汽車以新能源關鍵零部件和新能源物流車為支點，撬動整個集團新能源轉型。至二零二二年十月，新能源橋產銷累積突破100萬台，成為國內首家整體式電橋配套達百萬的企業，自主研製的電機、電控、混合動力總成亦已實現批量投產供貨。





## CHAIRMAN'S STATEMENT 主席致辭

At the end of 2022, Wuling Motors completed the reorganization of Wuling New Energy, and became an associate of Wuling Motors after the reorganization. Wuling New Energy integrates superior resources into one body, starting with full power and running at full speed in the field of new energy vehicles.

Standing on the magnificent land of China and striving to be a pioneer, facing the promising global market, Wuling Motors is also actively seeking to “break the circle”. The new energy light logistics vehicle developed has successfully entered the two automobile powerhouses of the United States and Japan, becoming the first domestic car company to export new energy light trucks of the same type to the United States. Wuling’s sightseeing cars rank among the top in the Vietnamese market, and products such as golf carts have also been exported to Southeast Asian countries.

二零二二年年末，五菱汽車完成對五菱新能源的重組，重組後作為五菱汽車之聯營公司，五菱新能源集優勢資源於一身，向新能源汽車領域滿電出發、全速奔跑。

站立在波瀾壯闊的中國大地上爭當奮楫者，面朝大有可為的全球市場，五菱汽車也在積極尋求「破圈」，研發的新能源輕型物流車已成功進入美、日兩個汽車強國，成為國內首個向美國出口同類別新能源輕型貨車的車企。五菱觀光車在越南市場市占率位列前茅，高爾夫球車等產品也已出口到東南亞國家。



## CHAIRMAN'S STATEMENT

### 主席致辭

To support sustainable development, scientific and technological innovation is the key. Wuling Motors is creating a new growth curve, striving to seize the golden age of the development of China's independent auto parts enterprises, and reconstruct the new pattern of the auto parts industry. Equipped with the self-developed intelligent driving system, the Wuling space capsule has been delivered to customers, reaching the level of L4 automatic driving in characteristic areas, ever closer to achieving unmanned driving; the "three-in-one" production line of thermal inflation, liquid filling forming, and thermoforming has been applied, and many innovative subjects such as high-performance and low-noise integral intubation bridge have passed the acceptance inspection, filling the gap in Guangxi.

Not forgetting the original intention of serving the country through industry, Wuling Motors helps to improve people's livelihood and well-being with practical actions.

Internally, Wuling Motors cares about the needs of employees, protects their health, improves their skills, and provides employees with a wonderful workplace experience. Wuling Motors helps in cultivating great country craftsmen like Zheng Zhiming, the 20th National Congress representative of the Communist Party of China, and pass on craftsmen from generation to generation, condensing every product with ingenuity.

Externally, Wuling Motors actively fulfills its social responsibilities and supports five designated aid villages to carry out industrial construction, infrastructure construction, cultural and educational construction, and consumption assistance to the poor, realising the unity of the company's operating benefits and social benefits, and the harmony between the company's development and social development.

支撐可持續發展，科技創新是要訣，五菱汽車正在打造全新的增長曲線，努力抓住中國自主汽車零部件企業發展的黃金時代，重構汽車零部件產業新格局。搭載自主研發的智慧駕駛系統，五菱太空艙已交付客戶使用，達到特點區域L4級自動駕駛水準，無人駕駛越來越近；熱氣脹、充液成形、熱成型等「三合一」生產線落地應用，高性能低噪音整體插管橋等多創新課題通過驗收，填補了廣西空白。

不忘實業報國的初心，五菱汽車以不折不扣付出的實際行動助力增進民生福祉。

對內，五菱汽車關心員工需求、保障員工健康、提升員工技能，為員工提供美好的職場體驗，培養出黨的二十大代表鄭志明這樣的大國工匠，一代又一代傳承匠人，讓每一個產品都凝聚匠心。

對外，五菱汽車積極履行社會責任，支援5個定點幫扶村開展產業建設、基礎設施建設、文化教育建設、消費幫扶等工作，實現公司的經營效益與社會效益相統一，公司發展與社會發展相和諧。



## CHAIRMAN'S STATEMENT 主席致辭

Efforts will not be paid in vain, there will always be rewards.

功不唐捐，玉汝於成。

In the future, Wuling Motors will adhere to the original intention of building cars loved by the people, unswervingly follow the high-quality development path of ecological priority, green and low carbon. Accelerating in the field of new energy, and recasting the soul of the automobile industry with the industry to serve the country, Wuling Motors will share, create and win together with shareholders, customers, employees and all partners, and jointly open up the splendid future of Chinese-style modernization in the automotive industry!

未來，五菱汽車將秉承造百姓喜愛的車的初心，堅定不移走生態優先、綠色低碳的高品質發展道路，在新能源領域加速奔跑，以實業報國重鑄汽車工業之魂，與股東、客戶、員工和所有夥伴一起共用、共創、共贏，共同開啟汽車產業中國式現代化的絢爛未來！

**Yuan Zhijun**  
*Chairman*  
29 March 2023

主席  
**袁智軍**  
二零二三年三月二十九日



## ABOUT WULING MOTORS

### 關於五菱汽車

#### CORPORATE PROFILE

Wuling Motors Holdings Limited (stock short name: “Wuling Motors”; stock code: 00305.HK) and its subsidiaries (collectively referred to as the “Group”) are principally engaged in automotive components, vehicle engine systems and commercial vehicle products, including new energy vehicles. As a local national brand enterprise, Wuling Motors adheres to innovation as the core, constantly innovates products for people’s needs, keeps up with the development trend of new energy vehicles, and has provided high-value components for nearly 20 domestic and foreign OEMs, and provides high-quality and applicable vehicle products and travel service support for more than 1,000,000 users. The Company has large automobile components and automobile production bases in Liuzhou, Qingdao, Chongqing, Guiyang, Indonesia and India. Since 2018, we have been ranked as one of the Global Top 100 Enterprises of Automotive Components Suppliers.

#### 企業簡介

五菱汽車集團控股有限公司（股票簡稱「五菱汽車」，股票代碼：00305.HK）及其附屬公司（統稱「集團」或「本集團」）的主要業務為汽車零部件、汽車動力系統及包含新能源車在內的商用整車產品。五菱汽車作為本土民族品牌企業，堅持以創新為核心，為人民之需不斷創新產品，緊跟新能源車發展趨勢，已為國內外近二十家主機廠提供高價值零部件產品，為超過1,000,000用戶提供優質適用的車輛產品和出行服務支持。本集團在柳州、青島、重慶、印尼、印度等地設有大型汽車零部件和整車生產基地。自二零一八年起，我們獲評為全球汽車零部件供應商百強企業之一。



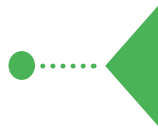
## ABOUT WULING MOTORS 關於五菱汽車

### YEAR HIGHLIGHTS AND ACHIEVEMENTS

### 年度榮譽及亮點

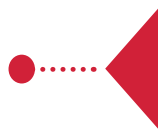
Wuling Industrial was ranked 77th in Top 100 Global Automobile Parts Suppliers List of 2022.

五菱工業榮登二零二二年全球汽車零部件供應商百強榜第77位。



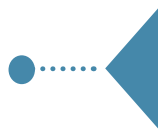
Wuling Industrial and Liuzhou Zhuotong were awarded as the GuangXi smart factory model enterprises of 2022.

五菱工業及柳州卓通入選二零二二年廣西智能工廠示範企業名單。



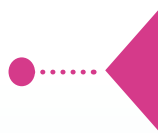
Wuling Industrial has passed the carbon emission management system certification audit for the first time and is GuangXi's first corporate that has passed the certification.

五菱工業通過碳排放管理體系首次認證審核，成為廣西第一家通過該認證的企業。



Wuling Motors (00305.HK) was awarded 'The most valuable Vehicle Company Award' from Zhitong Finance.

五菱汽車(00305.HK)榮獲智通財經「最具價值汽車公司獎」。



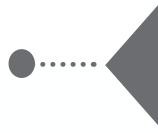
EDGE AWARDS announces Wuling Motors was awarded the 'ESG Development Corporate Award'.

五菱汽車榮獲鈦媒體「ESG創新企業獎」。

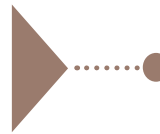


Wuling Motors was awarded the 'Outstanding Green Energy Vehicle Award' from JRJ Company.

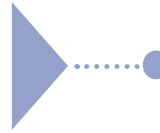
五菱汽車榮獲金融界「傑出新能源汽車獎」。



Wuling Liuji was listed as the model of technological advancement in autonomous region of 2022, with its advanced research and production capabilities, being a holder of 200+ patents and various technology awards. 五菱柳機擁有200多個專利和獲得多項技術獎勵，以其先進的研發和生產能力，入選為二零二二年自治區技術創新示範企業名單。



Wuling Industrial and Wuling Liuji has been approved and included in the high-end technical enterprises list of 2021. 五菱工業及五菱柳機已通過高新技術企業認定，入選二零二一年高新技術企業名單。



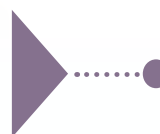
Chongqing Zhuotong was given the name of 'Chongqing Intellectual Property Right Advantageous Enterprise'. 重慶卓通榮獲「重慶市智慧財產權優勢企業稱號」。



Wuling Motors was awarded 'High Quality Development Stock Company Award' from the Guangdong Times Multi-media Group. 五菱汽車榮獲時代周報「高品質發展上市公司獎」。



Wuling Motors was awarded 'The Year's most Valuable Investment Clean Energy Corporate Award' from the Financial Association. 五菱汽車榮獲財聯社「年度最具投資價值新能源企業獎」。



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

### BUSINESS PHILOSOPHY

The Group regards corporate social responsibility as an integral part of its business. Our core principle is “Safety First”, which emphasises that safety comes before profits. We have adhered to this principle by following stringent safety standards in our daily operation and complying with the laws and regulations as required by the country and the industry. It is the foundation of our corporate philosophy to bear responsible and caring corporate citizen. Therefore, we strive to protect and lessen our impacts on the environment, give back to society in meaningful ways, take good care of our employees, and safeguard the interests of our stakeholders.

### 經營理念

對本集團而言，企業社會責任是業務不可或缺的一部分。我們視「安全第一」為核心原則，強調安全較利潤更重要。在此原則下，我們於日常運作過程中奉行嚴格的安全標準，並遵守各項國家及行業要求的法律法規。我們視成為責任感及關愛兼備的企業公民為企業理念之本，因此我們竭力保護及減少對環境的影響、以有意義的方式回饋社會、關懷照顧員工及兼顧持份者利益。



Meanwhile, our introduction of new energy vehicles is a key example of how we are building diversified and clean products for customers. As for our employees, which are our greatest asset and motive for growth, we have put in place employee programmes for their development and training, healthy living, work safety and welfare. In supporting our communities, our efforts are primarily focused on helping the underprivileged in the communities where we operate.

During the Year, the Group has implemented a variety of ESG initiatives. Looking ahead, we aim to create value for society, the environment, our employees, shareholders and other stakeholders through the implementation of our ESG initiatives.

同時，我們致力開發多元化且潔淨的產品供客戶選擇，從新能源汽車的推出可見一斑。我們視員工為最寶貴資產及增長原動力，並已推行涵蓋發展及培訓、健康生活、工作安全及福利等範疇的員工政策。在社區參與方面，我們主力協助營運當地社區的弱勢人士。

本年度，本集團繼續實施一系列 ESG 措施。展望未來，我們矢志透過執行各項 ESG 措施，為社會、環境、員工、股東及其他持份者締造價值。



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

### CULTURE OF WULING

With our established corporate culture of perseverance for Wuling Group, from top to bottom, we adhere to our corporate spirit of Hard-Working and Self-Reliance and strive to provide quality goods to every customer through our united, efficient and harmonious team efforts.

### 五菱文化

我們延續傳承五菱集團堅毅的企業文化，從上到下一直堅持艱苦創業、自強不息的企業精神，藉著團結一心、高效益及和諧的奮鬥力量，為每一位客戶提供優質產品。



◆ **Corporate Spirit**  
**企業精神**

Hard-Working and Self-Reliance  
艱苦創業、自強不息

◆ **Corporate Mission**  
**企業宗旨**

Cultivating excellent staff, Manufacturing customers' favourite vehicles, and Building a responsible and sustainable enterprise  
造人、造車、造企業

◆ **Core Values**  
**核心價值觀**

Wuling development foremost;  
Pursue learning and innovation;  
Customers First,  
And People-oriented, Teamwork  
以五菱發展為重；  
繼承學習創新；  
客戶至上；  
以人為本，團隊合作

◆ **Behavioural Guidance**  
**行為準則**

Core: Teamwork, High Efficiency, and Harmony  
Responsible, pursue team success  
Quick reaction and continual improvement for creating value for customers  
核心：團結、高效、和諧  
敢負責，不推諉，做好本職的事，追求團隊成功  
快速響應，持續改進，為客戶創造價值



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

### BOARD STATEMENT

The Group believes that comprehensive ESG governance principles will effectively enhance the Group's investment value and bring long-term return to stakeholders. In order to effectively implement the concept of sustainable development, the Group has established an Environmental, Social and Governance Committee (the "Committee"). The Committee is responsible for formulating and overseeing the ESG strategies and management of the Group, identifying and assessing ESG-related risks, as well as providing anticipatory and mitigation plans. The Committee focuses on monitoring the ESG work progress and quality of the Group, setting the goals and strategies of sustainable development, as well as independently evaluating and analysing the scope and effectiveness of risk management measures and systems. To strengthen the ESG governance of the Group, the Committee regularly arranges meetings to review the implementation of each subsidiary on sustainable development, so as to ensure that policies and measures regarding sustainable development are effectively executed during daily operation of the Company.

Besides, the Committee has continued to appoint an independent consultancy to assist in managing the ESG matters, carrying out data and information collection and analysis, and offering suggestions for improving the Group's ESG performance. The consultancy also assisted the Committee with the collection of the opinions on ESG matters among the Group's stakeholders and conducted materiality assessment. Each ESG issue is rated and prioritised by the level of concern of the stakeholders. The Committee and the board of directors will review the results of the assessment, so as to identify the Group's material ESG issues and formulate long-term development strategies.

In order to lead the Group's ESG progression effectively, the Committee continuously monitors the ESG work, keeps track of the latest rules on ESG disclosure of international organisations and the Stock Exchange, as well as ensures close cooperation between different departments, so as to jointly achieve the goals of compliant operations and bearing social responsibility. The Committee will also regularly review the plans and implementation of relevant work, and oversee the coordination and management of ESG matters, which is instrumental in setting ESG-related targets of the Group.

### 董事會聲明

本集團相信完善的ESG管治原則將有效提升我們的投資價值，並為持份者帶來長期回報。為有效落實可持續發展理念，本集團已成立了環境、社會及管治委員會（「委員會」），委員會負責制定及監督本集團的ESG策略及管治，以及識別和評估ESG相關風險，並提供預期及緩解計劃。委員會重點監督本集團內的ESG工作進度和質素、訂立可持續發展目標及策略，以及就風險管理措施與系統的涵蓋範圍及有效性進行獨立評估及分析。為提升本集團的ESG管治力度，委員會定期召開會議，了解各分公司於可持續發展工作方面的具體執行情況，確保本集團的可持續發展政策及措施於公司日常業務運營中有效執行。

另外，委員會於本年度繼續委聘顧問公司協助管理ESG事宜，進行數據和資料收集及分析工作，並就本集團的ESG績效表現提供建議。顧問公司亦協助委員會收集本集團持份者對ESG事宜的意見，並進行重要性評估，讓持份者對各項ESG議題的關注程度評分及排序。委員會及董事會會審視評估結果，以識別本集團的重要ESG議題及制定長遠發展策略。

為有效領導本集團的ESG進程，委員會會持續監察ESG的工作和留意國際及聯交所對ESG披露的最新規定，並確保各部門間緊密合作，共同達至合規營運和肩負社會責任的目標。委員會亦會定期審視相關工作的計劃和執行情況，以及監察ESG事宜的協調和管理，有助於本集團訂立相關目標。





# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

### STAKEHOLDER ENGAGEMENT

The Group deeply understands that stakeholders' opinions can help improve the business operation and raise the performance of future business development, and hence it strives to communicate with stakeholders. Through mutual communication with stakeholders via various effective communication channels, the Group can understand their requirements and expectations on sustainable development, and hence can help formulate and implement practical sustainable development policies and targets.

The following table includes a list of our related stakeholders, their requirements and expectations to the Group, and our corresponding means of communication and response.

### 持份者參與

本集團深明持份者的意見有助於改善業務營運及提升未來業務發展表現，因此致力與各持份者進行溝通。透過各種有效的溝通管道與持份者交流互動，本集團得以了解他們對於可持續發展方面的要求和期望，從而幫助本集團制定及實施切合實際的可持續發展政策及目標。

下表列出了我們相關的持份者、彼等對本集團的要求和期望，以及我們對應的溝通及回應方式。

Stakeholders 持份者	Requirements and Expectations 要求和期望	Means of Communication and Response 溝通及回應方式
<b>Government and Regulatory Authorities</b> 政府與監管機構 	<ul style="list-style-type: none"> <li>◆ Compliance with the national policies, laws and regulations 遵守國家政策及法律法規</li> <li>◆ Cultivation of local economic development 促進地方經濟發展</li> <li>◆ Promotion of local employment 帶動地方就業</li> <li>◆ Regular fulfilment of tax obligations 按時足額納稅</li> <li>◆ Production safety 安全生產</li> </ul>	<ul style="list-style-type: none"> <li>◆ Regular submission of information 定期提交資訊</li> <li>◆ Regular conversation with regulatory authorities 定期與監管機構溝通</li> <li>◆ Dedicated reports 專題匯報</li> <li>◆ Regular and irregular inspection and supervision 定期和不定期檢查及督查</li> </ul>
<b>Shareholders</b> 股東 	<ul style="list-style-type: none"> <li>◆ Returns 收益回報</li> <li>◆ Operation in compliance 合規運營</li> <li>◆ Rise in company value 提升公司價值</li> <li>◆ Information transparency and effective communication 資訊透明及高效溝通</li> </ul>	<ul style="list-style-type: none"> <li>◆ General meeting 股東大會</li> <li>◆ Company announcements 公司公告</li> <li>◆ Email, telephone and company's website 電郵、電話通訊及公司網站</li> <li>◆ Dedicated reports 專題匯報</li> <li>◆ On-site inspection 實地考察</li> <li>◆ Live promotional broadcasting 網絡直播宣傳活動</li> </ul>



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS



## 五菱汽車的企業社會責任

Stakeholders 持份者	Requirements and Expectations 要求和期望	Means of Communication and Response 溝通及回應方式
<b>Business Partners</b> 合作夥伴 	<ul style="list-style-type: none"> <li>◆ Operation with integrity 誠信經營</li> <li>◆ Fair competition 公平競爭</li> <li>◆ Compliance with laws and fulfilment of agreements 依法履約</li> <li>◆ Mutual benefits and achievements 互利共贏</li> </ul>	<ul style="list-style-type: none"> <li>◆ Review and assessment meetings 審查與評估會</li> <li>◆ Business communication 商務溝通</li> <li>◆ Discussion and exchange of opinions 交流研討</li> <li>◆ Negotiation and cooperation 洽談合作</li> </ul>
<b>Customers</b> 客戶 	<ul style="list-style-type: none"> <li>◆ Quality products and services 優質產品與服務</li> <li>◆ Health and safety 健康與安全</li> <li>◆ Compliance with laws and fulfilment of agreements 依法履約</li> <li>◆ Operation with integrity 誠信經營</li> </ul>	<ul style="list-style-type: none"> <li>◆ Customer service centre and hotline 客戶服務中心和熱線</li> <li>◆ Customer opinion survey 客戶意見調查</li> <li>◆ Customer meetings 客戶溝通會議</li> <li>◆ Social media platforms 社交媒體平台</li> <li>◆ Return visit 回訪</li> <li>◆ Customers' feedback 客戶回饋</li> </ul>
<b>Environment</b> 環境 	<ul style="list-style-type: none"> <li>◆ Fulfilment of emission standards 達標排放</li> <li>◆ Energy saving and emission reduction 節能減排</li> <li>◆ Protection of ecosystem 保護生態</li> </ul>	<ul style="list-style-type: none"> <li>◆ Communication with local environmental departments 與當地環境部門交流</li> <li>◆ Communication with local residents 與當地居民溝通</li> <li>◆ Submission of reports 提交報告</li> <li>◆ Research and inspections 調研檢查</li> </ul>
<b>Industry</b> 行業 	<ul style="list-style-type: none"> <li>◆ Formulation of industrial standards 行業標準制定</li> <li>◆ Promotion of industrial development 促進行業發展</li> </ul>	<ul style="list-style-type: none"> <li>◆ Participation in industry forums 考察互訪</li> <li>◆ Mutual visit and inspection 參與行業論壇</li> </ul>



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

Stakeholders 持份者	Requirements and Expectations 要求和期望	Means of Communication and Response 溝通及回應方式
<b>Employees</b> 員工 	<ul style="list-style-type: none"> <li>◆ Protection of rights 權益維護</li> <li>◆ Occupational health 職業健康</li> <li>◆ Remunerations and benefits 薪酬福利</li> <li>◆ Career development 職業發展</li> <li>◆ Humanity cares 人文關懷</li> </ul>	<ul style="list-style-type: none"> <li>◆ Employee meetings 員工溝通會</li> <li>◆ Company's internal publications and intranet 公司內刊和內聯網</li> <li>◆ Mailbox for employees 員工信箱</li> <li>◆ Training and workshops 培訓與工作坊</li> <li>◆ Activities for employees 員工活動</li> </ul>
<b>Community and the Public</b> 社區及公眾 	<ul style="list-style-type: none"> <li>◆ Improvement of community environment 改善社區環境</li> <li>◆ Participation in charity affairs 參與公益事業</li> <li>◆ Information transparency 資訊公開透明</li> </ul>	<ul style="list-style-type: none"> <li>◆ Company's website 公司網站</li> <li>◆ Company announcements 公司公告</li> <li>◆ Interviews by media 傳媒採訪</li> <li>◆ Social media platforms 社交媒體平台</li> <li>◆ Volunteering activities 義工活動</li> </ul>

Meanwhile, the Group has continued to commission an independent third-party consultancy during the Year to assist in performing an internal trial materiality assessment on the Group's business operation situation and nature. Through inviting our internal stakeholders to complete a set of questionnaires, we understand their degree of concerns towards each material aspect, hence could preliminarily identify the corresponding material aspects for internal stakeholders. This internal investigation process will help the Group to conduct more effective materiality assessments for internal and external stakeholders in the future. The results of this materiality assessment for internal stakeholders also act as a reference for the Group's internal management.

與此同時，本集團於本年度繼續委託獨立第三方顧問，協助本集團根據業務營運情況及經營性質於內部試行重要性評估。透過邀請內部持份者進行問卷調查，我們了解到他們對各項重要議題的關注程度，從而初步識別對內部持份者而言的重要議題。此次內部調查過程將對本集團於日後進行更有效的內部及外部持份者重要性評估帶來幫助。是次內部持份者的評估結果亦作為本集團內部管理的參考。



# CORPORATE SOCIAL RESPONSIBILITY OF WULING MOTORS

## 五菱汽車的企業社會責任

### MATERIALITY ASSESSMENT

In order to formulate a clear direction and roadmap for ESG management, the Group has conducted materiality assessment during the Year to identify ESG issues that are material to the business of the Group and its stakeholders. The assessment is based on internal stakeholder surveys, opinions and analysis from the third-party ESG professional, as well as materiality maps provided by well-known external institutions<sup>1</sup>. The results of the assessment have also been the reference for the Group to enhance its internal management, and will further engage more different stakeholders so as to collect their precious advice for the development of the Group.

During the Year, the Group has identified 13 material ESG issues, which will be further discussed in the report. Listed below are the ESG issues the Group has identified and its relevant sections.

### 重要性評估

為清晰及有效地制定 ESG 管理方針，本集團於本年度進行了重要性評估，以識別對本公司業務及其持份者至關重要的 ESG 議題。此重要性評估是基於內部持份者問卷調查、第三方 ESG 專業機構的意見分析及知名外部機構提供的重要性圖譜<sup>1</sup>所確立。是次評估結果亦作為本集團加強內部管理參考之用，並將在未來增加不同持份者的參與度，以收集彼等就本集團發展所提出的寶貴意見。

本年度，本集團識別了13項 ESG 相關的重要議題，並將於本報告中重點討論。下表列出本集團所識別的重要議題及相關章節。

Material Issues 重要議題	Relevant Sections 相關章節
Opportunity for Development of Clean Energy 發展清潔能源的機會	New Energy Vehicles and Core Parts Research & Production 新能源汽車及核心零部件研發與製造
Waste and Hazardous material management 廢物和有害物質管理	Emissions and Wastes Management 排放物及廢棄物管理
Energy management 能源管理	Use of Resources 資源運用
Employment Compliance 勞工慣例	Employees' Rights and Interests 員工權益
Remuneration and Benefits 勞工薪酬與福利	Employees' Rights and Interests 員工權益
Employee Health and Safety 勞工健康及安全	Health and Safety 健康與安全
Operational Compliance 營運慣例	Integrity Management 誠信經營
Supply Chain Management 供應鏈管理	Supply Chain Management 供應鏈管理
Product Quality and Safety 產品質量與安全	Product Quality 產品質量
Research and Development 研究與發展	Technological Advancement 技術創新
Protection of Customer Privacy 客戶私隱保護	Clients' Rights and Interests 客戶權益
Data Security 訊息安全	Protection of Intellectual Property 保障知識產權
Competitive Behaviour 競爭活動	Protection of Intellectual Property 保障知識產權

<sup>1</sup> The materiality maps referenced in the materiality assessment include the ESG Industry Materiality Map and the SASB Materiality Map produced respectively by Morgan Stanley Capital International (MSCI) and the Sustainability Accounting Standards Board (SASB).

<sup>1</sup> 重要性評估分別參考由摩根士丹利資本國際公司 (MSCI) 提供的 ESG 行業重要性圖譜及永續會計準則委員會 (SASB) 提供的重要性圖譜。



## ENVIRONMENTAL PROTECTION 環境保護

Environmental protection is a priority to the Group. We are conscientious about the potential impacts that our business actions have on the environment and hence we strive to reduce the corresponding impacts by adopting a number of measures. The Group ensures that the member companies and their respective departments will observe and comply with the applicable national laws and regulations regarding environmental protection, including but not limited to the Environmental Protection Law of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China and Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste, and has implemented environmental management work in accordance with the requirement of ISO14001:2015 Environmental Management System. During the Year, Wuling Industrial, Wuling Liuji, Wuling New Energy, Liuzhou Zhuotong, Chongqing Zhuotong and Shandong Branch have devoted approximately RMB9.54 million in environmental protection (2021: around RMB11.30 million). Looking ahead, we will keep on strengthening our environmental protection efforts as well as developing up-to-date programmes to care for the environment.

本集團視環境保護為當務之急，認真審視業務對環境造成的潛在影響，並致力採取措施以減少有關影響。本集團確保各成員公司及其相關部門均遵守及符合國家有關環保的法例及法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》，並依照ISO14001：2015環境管理體系要求落實環境管理工作。本年度，五菱工業、五菱柳機、五菱新能源、柳州卓通、重慶卓通及山東分公司於環保方面投入了約人民幣954萬元（二零二一年：約人民幣1,130萬元）。展望未來，我們將繼續致力保護環境及制訂與時俱進的愛護環境方案。



# ENVIRONMENTAL PROTECTION

## 環境保護

### ACTIVELY EMBRACE THE “DECARBONISATION” TRACK, PROMOTING GREEN MANUFACTURING

The Group maintains the concept of “Energy saving and emission reduction, green and low carbon”, introducing and implementing advanced technologies, carrying out energy-saving and emission reduction projects such as the efficiency improvement of key equipment, waste heat utilisation, motor efficiency improvement, green lighting, water saving technology transformation and exhaust gas coating treatment technology transformation, and is committed to becoming an environmentally friendly enterprise. We will continue to raise the proportion of clean energy used in the energy structure, reduce energy resource consumption, and reduce greenhouse gases and sewage discharge. The Group uses energy-saving and emission-reduction technologies to establish an energy monitoring system that integrates energy monitoring equipment installation and data collection, energy monitoring platform, and reporting systems to fully grasp energy data and control energy usage.

### 積極擁抱「脫碳」賽道，推進綠色製造

本集團秉持「節能減排、綠色低碳」理念，引進及推廣先進技術，開展重點設備效能提升、餘熱利用、電機效能提升、綠色照明、節水技術改造、塗裝廢氣處理技術改造等節能減排項目，致力成為環保型企業。我們會繼續提高能源結構中使用清潔能源的比例，降低能源資源消耗，減少溫室氣體及污水排放。本集團採用節能減排技術，建立集能源監控設備安裝與數據採集、能源監控水準、報表系統於一體的能源監控系統，以全面掌握能源數據及控制能源使用。



## ENVIRONMENTAL PROTECTION

### 環境保護

In addition to introducing green elements to infrastructure construction, management systems establishment and energy resource investment, we continued to practice automated production and intelligent manufacturing to earnestly develop clean production. We use multiple robots on the production line to implement automatic spraying. We are also committed to building a green supply chain from green production, supplier management, green logistics, green recycling and green packaging. Therefore, Wuling Industrial analyses and examines the impact of suppliers' product life cycles and different stages in the supply chain to implement a green supply chain. At the same time, in the product design process, we will consider the resources, energy consumptions and environmental impacts in the entire production cycle from raw materials, components and vehicle production, automobile use phase to production waste recycling, so as to achieve green manufacturing. Besides, the Group always seeks opportunities to achieve carbon reduction and aims to replace traditional energy (fossil fuel) by clean energy as the main energy source so as to achieve peak carbon emissions and carbon neutrality. The Group has started to operate the first photovoltaic power station in Liuzhou industrial zone. During the Year, the Group has consumed over 4,447,640 kWh electricity and reduced standard coal consumption by 1,779 tonnes. The Group further put the idea of green production into practice by reducing 2,584 tonnes of carbon dioxide, 133 tonnes of sulphur dioxide and 66 tonnes of nitride.

除了在基礎設施建設、管理體系構建和能源資源投入中加入綠色元素外，我們持續實踐自動化生產和智能製造，以積極發展清潔生產。我們在生產線上使用多台機器人，落實自動噴塗。我們亦致力從綠色生產、供應商管理、綠色物流、綠色回收到綠色包裝等方面構建綠色供應鏈。因此，五菱工業對供應商的產品生命週期的影響和供應鏈中不同階段進行分析和考察，以落實綠色供應鏈。同時，在產品設計過程中，我們會考慮從原材料、零部件及整車生產、汽車使用階段到生產廢品回收的整個生產週期中的資源、能源消耗以及對環境的影響，從而達致綠色製造。此外，本集團亦一直尋求減碳的機會，務求以清潔能源取代傳統能源，以實際行動助力碳達峰、碳中和。本集團於柳州興建的首座園區光伏電站已投入運作。本年度，本集團使用光伏清潔能源電量4,447,640千瓦時，減少標煤消耗量1,779噸、二氧化碳排放量2,584噸、二氧化硫排放量133噸，以及氮化物排放量66噸，進一步實踐我們綠色製造的理念。



## ENVIRONMENTAL PROTECTION

### 環境保護

Our Group's environmental targets of this year are as followed: 本年度，本集團訂立之環境目標如下：

Environmental Categories 環境範疇	Targets 目標
Greenhouse gases 溫室氣體	1. Reduce 2% of ten thousand dollar worth carbon emission comparing with last year. 萬元產值碳排放量同比上年度下降2%。
Energy used 能源使用	1. Increase employee awareness in electricity saving, reduce the use of electricity. 致力提高員工節電意識，減少用電量。 2. Increase implementation of PV projects, reduce energy used generated from traditional sources. 推進光伏發電專案實施，降低傳統發電用量。 3. Increase usage of green energy. 增加綠電使用。
Water resources used 水資源使用	1. Conduct projects in repairing water leakage, reduce water consumption. 開展探漏補漏工作開展，減少水資源非正常損耗。 2. Cooperate with factories and supply chain to implement new technology for water saving, reduce water consumption. 配合工廠、產線開展新節能技術應用，降低用水量。
Waste 廢棄物	1. Reduce 20% of total hazardous wastes produced comparing with last year. 有害廢棄物產生總量同比上年度下降20%。

In the future, we will continue to focus on the high efficiency, energy saving, environmental protecting, non-toxic and harmless Green development model. We strive to enhance the green technology service capabilities, promote green manufacturing, and provide customers with green, energy-saving and efficient products.

未來，我們將繼續圍繞高效、節能、環保、無毒無害的綠色發展模式，致力提升綠色技術服務能力，推動綠色製造，為客戶提供綠色、節能、高效的產品。





## ENVIRONMENTAL PROTECTION

### 環境保護

#### NEW ENERGY VEHICLES AND CORE PARTS RESEARCH & PRODUCTION

In response to the global call for environmental protection and the national objective of carbon neutrality, the Group proactively expands the market of green products, providing its customers with quality and environmentally friendly options and hence building a green city. As the traditional automotive industry is undergoing the transformation to new energy vehicles, the Group grasps the opportunity to accelerate the development of new driving forces, launching new energy logistics vehicles, electric cruisers, electric sightseeing cars and 5G intelligent driving sightseeing cars in succession. New energy vehicles, replacing conventional vehicles and utilising low-carbon energies, are critical for reducing carbon emissions from road traffic. As a nationally renowned automotive manufacturer, the Group strives to construct a new energy logistic chain in the city, and meanwhile demonstrates the determination to arrange a new energy market, hence to fulfil the promise of green transportation and achieve the aim of providing appropriate new energy products to society.

#### 新能源汽車及核心零部件研發與製造

為響應全球對於環境保護的號召，以及國家碳中和目標，本集團積極拓展綠色產品的市場，為客戶提供高質量且環保的選擇，助力建設綠色都市。本集團緊緊抓住傳統汽車企業向新能源汽車轉型的契機，加快發展新動能，陸續推出新能源物流車、純電動巡邏車、純電動觀光車及5G智慧駕駛觀光車等系列產品。新能源汽車替代了傳統燃油車，改用低碳能源，是減少交通上的碳排放的主要路徑。作為國內知名汽車廠商，本集團致力打造城市新能源物流鏈的同時，彰顯企業佈局新能源市場的決心，實踐綠色運輸承諾以及為社會提供適用新能源產品的初衷。



## ENVIRONMENTAL PROTECTION

### 環境保護

#### New Energy Vehicles

For the past two years, the Group raised capital and reorganised, set up a self-funded production plant for future company expansion, platform. The plant uses advanced smart, flexibility, energy-saving and autonomous standards as target, allowing environmental-friendly and smarter manufacturing. Wuling New Energy focuses on vehicle field, focusing on new energy vehicle research, production and sales, providing our customers with cost-effective pure electric and hybrid smart vehicles. For the past two years, our Group accelerated development of the New Energy logistics vehicle series, setting up of over 130 online sales platforms, covering up 30 provinces, with products leading in the market ever since being listed, and with successes in overseas market of Europe, Africa, South East Asia and North America, etc.



Wuling New Energy vehicles are relatively energy-efficient, long range, high load capacity, with advantages popular among our customers, logistics vehicles are also highly suitable for the agricultural market use. In recent years, Wuling New Energies has continuously increased production and sales volume, effectively raising market permeation, in hopes of replacing traditional vehicles and becoming the main trend in the future, achieving carbon neutral. Besides, our Group has dedicated to promote widespread use of New Energy vehicles in rural areas, assisting rural residents with environmental protection, economy and full scale rural revitalisation. In the future, our Group will scale up production of pure electrical and hybrid vehicles, reducing carbon emissions from vehicles, at the same time receiving more business resources, achieving deep integration and focus of resources, enhancing our Group's sustainable high

#### 新能源汽車

近兩年，本集團增資改組，成立全資附屬公司五菱新能源，籌建新生產基地，為未來新能源整車業務開拓新的平台。該生產基地以對標自動化、柔性化、節能化、智能化的行業先進水平為目標，從而使我們新能源汽車生產更為環保和智能化。五菱新能源聚焦新能源汽車領域，主要集中新能源車的研發、製造及銷售，為客戶提供高性價比的純電動及插電混合動力智能車輛。過去兩年，本集團加快開發全新平台的新能源物流車系列產品，構建營銷渠道網點累計超過一百三十家，覆蓋全國三十個省／直轄市，產品自上市以來國內細分市場穩居前列，並成功拓展歐洲、非洲、東南亞及北美等海外市場。

五菱新能源汽車能耗較低，續駛里程長，載重量大等優點深受客戶青睞，物流車也更貼合廣大農村市場的使用場景需求。近年，五菱新能源汽車產量及銷售量持續增多，有效提升滲透率，未來有望取代傳統車輛，成為汽車行業的主流，一同邁向碳中和。此外，本集團也致力促進新能源汽車在農村地區的推廣應用，助力農村居民綠色出行、創業致富及全面推進鄉村振興。將來，本集團也將廣泛生產採用純電或混合動力驅動等技術的車輛，減少車輛使用時產生的碳排放，同時獲得更多新能源車業務資源，實現資源深度整合和聚焦，促進本集團新能源業務可持續高質高量發展，加速佈局新能源汽車賽道。此外，本集團於本年度推動「科技搭橋行動」加快政產學研用等要素融合，促進了產業鏈、創新鏈的銜接。本



## ENVIRONMENTAL PROTECTION 環境保護

quality, high volume business development. Moreover, the Group has accelerated the integration of the elements of government, industry, academia, research and application by promoting the “Technology Bridge Laying Plan” this year, which has facilitated the convergence of industry and innovation chains. Relying on the “Technology Bridge Laying Plan”, our Group has cooperated with the old battery recycling field to carry out new energies vehicle aftermarket chain.

### Vehicles ordered in Japan

ASF Co., Ltd. and our Group cooperated and innovated a type of electric logistics vehicle G050. The research and development fee was supported by ASF Co., Ltd. This is the first GuangXi new energy vehicle that entered the Japanese market. It is estimated that this product will be sold in large volumes and enter the stock market by April 2023. The target for sales for the coming five years is one hundred thousand. The Group has already provide vehicle sample and signed production contract with ASF Co., Ltd.. The vehicle is designed according to the demand in Japanese market and innovated right hand driving vehicle type. At the same time, we focus on developing vehicle function and attached solar panels for charging on the roof of the vehicle. The storage space of the vehicle is diverse and room for storage is large. The configuration of the vehicle is diverse as well and satisfied small-scale local Japanese corporate’s short distance logistic travel, which includes travelling to towns and countryside to meet their demands. The vehicle suits the name of ‘The last kilometer’ for logistics and transportation multipurpose scene.

集團依託「科技搭橋行動」，在廢舊動力電池回收領域進行新能源汽車後市場產業鏈合作。

### 日本訂製車

日本ASF株式會社委託公司合作開發一款純電動物流車G050，由日本ASF株式會社支付研發費用。這是廣西新能源汽車首次進入日本市場銷售，預計二零二三年四月底實現量產並上市，並向五年10萬輛的目標邁進。目前已經交付車樣和簽訂量產合同。車輛根據日本市場定向需求，率先開發右舵車型，同時，注重整車的功能性開發，頂部加裝太陽能充電板。車輛內部儲物間設計多樣化，空間利用率高，配置豐富、靈活，滿足日本當地小微企業貨物短途運輸，城鎮、鄉村等末端物流配送等需求，匹配「最後一公里」物流運輸等多用途場景。



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Wuling Space Capsule 五菱太空艙

Wuling Space Capsule is autonomous moving tour car researched and developed by our Group independently, and has been officially put into operation. The tour car chassis uses carbon fibre, which minimises vehicle weight, whilst maintaining strength and toughness. The Wuling Space Capsule not only has advantages like better computing power, stronger structural strength, low energy consumption, but also with capabilities like long range monitoring, automatic parking, wireless charging and solar power charging, etc. Our clients can use the Wuling Space Capsule to entertain guests, the vehicle contains applications like cabin environment monitoring, video security monitoring and smart transport systems, our clients can also plant in production data, process equipment and energy use status into the vehicle's internal systems, assisting our client in providing a high quality experience to guests, whilst adhering to green smart production.

五菱太空艙為本集團自主研發的無人駕駛移動雲艙，並已正式投入運營使用。車身採用全碳纖維，兼顧剛度與強度，且最大化減輕車身重量。五菱太空艙既擁有強擴展、高算力、低功耗等優點，還具備著遠端監控、自動泊車、無線充電和太陽能充電等功能。是次研發之五菱太空艙可供我們的客戶招待訪客，車內亦搭載內部環境監測、視頻安全監控和智能物料運輸等應用，我們客戶的生產數據、工藝設備和能源使用情況等也植入到車輛內部系統，助我們的客戶提供訪客優質參觀體驗的同時，兼顧綠色智能生產。

The Group developed the smart shuttle bus design, wire controlled chassis, electronic architecture, electronic and smart sensor systems and “one computer, three screens” interaction smart system. The vehicle is also equipped with a display screen, displaying charging status, charged battery volume, current speed, current position, drive mode, website and GPS, etc. In addition, central entertainment control and smart interaction panel supports multimedia, such as music and video player and entertainment games. The whole vehicle was able to weigh less whilst reducing production cost, reaching a milestone in the target of mass manufacturing of smart shuttle vehicles.

本集團開發了智能駕駛接駁車造型設計、線控底盤、電子電器架構、電器、智能駕駛感知系統及一機三屏智能交互系統。車內有車載前顯示幕，顯示如充電狀態、充電電量、當前車速、當前位置、駕駛模式、網站及運行地圖等車況資訊，還有中央娛樂桌板屏和智能交互屏，支援多媒體如音樂和視頻播放與娛樂遊戲。整車同時達到減重且降本，為公司高端智能駕駛接駁車實現量產運營奠定堅實基礎。



Wuling Space Capsule smart shuttle car  
五菱太空艙智能駕駛接駁車



## ENVIRONMENTAL PROTECTION 環境保護

Wuling Space Capsule smart shuttle car was an intelligent driving system that was innovated by our Group. Our Group has successfully innovated whole vehicle chassis control system, key technology for intelligent driving system, and intelligent internet vehicle testing and evaluation system. The research and development of electric sightseeing vehicle intelligent driving technology was comprised of more than 10 invention patents and achievements have been condensed and has been awarded the second prize of 2020 GuangXi Science technology Award in 2020.

五菱太空艙搭載的是本集團研發的智慧駕駛系統，成功研發整車底盤控制、智慧駕駛系統關鍵技術和智能網聯汽車測試評價體系。科技重大專項電動觀光車智慧駕駛技術研究，技術凝結了10餘項發明專利及成果，已於獲得二零二零年廣西科學技術獎技術發明獎二等獎。

### Wuling Sanitation Car 五菱環衛車

Wuling Industrial assists in the town and rural construction, introducing the convenient and clean Wuling Sanitation Car. Self-loading Wuling Sanitation Car is mainly used for city waste collection and transport, being reliable and highly efficient, the vehicle has high collection efficiency. Pure electrical smart sanitation car has features like no air pollution, noise pollution, low energy consumptions, which raises cleaning efficiency, reduces labour costs, specifies sanitation work and reducing hygiene risks. The fully enclosed transport car combines both spinning and elevation functions as one, the whole waste collection process is ensured clean, preventing secondary pollution during transportation, accomplishing rural town and urban waste transport and transfer.

五菱工業助力城鄉環境建設，推出既便利又清潔的環保五菱環衛車。自裝卸式五菱環衛車主要用於城市垃圾集中收集轉運，穩定高效，擁有高卸料效率。純電動智能清掃車具有無廢氣、無噪音、低能耗的特色，提高清潔效率，減輕人力資源成本，規範環衛作業、降低環衛風險。密閉式運輸車則集翻轉和升降功能於一體，裝卸過程垃圾不落地，其密閉式廂體的特點，更有效防止運輸過程二次污染，可快速實現鄉村、城鎮桶裝垃圾收集和轉運。



Wuling Sanitation Car  
五菱環衛車



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Wuling Off-Road Car 五菱非道路車

Wuling sightseeing car has become the service car for the 'One Belt, One Road' conference two times. The vehicle provides service over 50% of the country's level 5A sights. The vehicle can be used in parks, natural sights, large area community areas, hotels, seaside, airports, industrial places, etc. Our Group has over 10 years of experience in the innovation and production of electric sightseeing vehicles. Apart from that, the fields of our Group's off-road vehicle products extend to patrol vehicles, fire trucks, and golf cart. These off-road vehicle products was successfully exported to North America, Vietnam, Myanmar, Indonesia, Pakistan, etc. In 2022, the sales of off-road vehicles accounted for 70% of all sales.

五菱觀光車產品兩次成為「一帶一路」高峰論壇服務用車，國內5A級景區覆蓋率超50%，可用於公園、景區、大型社區、酒店、海邊、機場、工業園區等場所使用。本集團對電動觀光車的研發、生產已有十多年經驗。除此之外，本集團非道路車產品拓展至巡邏車、消防車、高爾夫球車等領域，產品成功出口北美、越南、緬甸、印尼、巴基斯坦等國家。在二零二二年電動非道路車產品銷量佔比已達到70%。



## ENVIRONMENTAL PROTECTION 環境保護

### New Energies R&D and manufacturing of new core components

The Group also has made early deployment in the business of new energy components. It has developed and launched a series of electrified, light-weight and intelligent mid-to-high-end passenger car core parts and components, which have been applied in multiple brand models.

The Group has continuously increased investment in product research and development in the new energy components business, and improved production technology and testing standards. In terms of key components of new energy, products such as new energy electric rear axles, motors, electric controls, range extenders, and hybrid power systems continue to be upgraded. In terms of product research and development and technological transformation of high thermal efficiency engines and hybrid power system assemblies in collaboration with vehicle projects, the M20 high thermal efficiency Atkinson engine will be put into mass production in April 2022, and the high-efficiency and cost-effective HEV hybrid assembly will also be put into mass production in June, it has successfully achieved an important step in the transformation and upgrading from traditional fuel vehicle power to new energy vehicle hybrid power.

### 新能源核心零部件研發與製造

本集團在新能源零部件業務上也早有佈局，研發推出了系列電動化、輕量化、智慧化的中高端乘用車核心零部件產品，已在多個品牌車型上應用。

本集團在新能源零部件業務不斷加大產品研發投入，提升生產工藝及試驗水準。新能源關鍵零部件方面，新能源電動後橋、電機、電控、增程器、混合動力系統等產品持續升級。在高熱效率發動機、混合動力系統總成協同整車專案開展產品研發及技術改造方面，M20高熱效率阿特金森發動機已於二零二二年四月正式量產，高效率高性价比的HEV混動總成亦於六月正式量產，成功實現了從傳統燃油車動力邁向新能源汽車混合動力轉型升級的重要階段。



## ENVIRONMENTAL PROTECTION

### 環境保護

On 26th October, 2022, Wuling Industrial has sold one million vehicle axle and became the first micro monolithic corporate that exceeds sales of one million digital vehicle axle in the country. Aiming for the new energy vehicle industry in the future, Wuling Industrial focuses on the development and innovation of new energy vehicle core components. In 2017, Wuling Industrial has started technological innovation in digital axle. In 2019, the first new energy vehicle axle was sold. The sales for new energy vehicle axle has exceeded one million in three years. The Group has the innovation power of passenger car electric drive system, micro integral electric axle, lightweight integral electric axle, as well as the innovation power of four main product platforms (passenger car electric driving system, micro integral electric axle, lightweight integral electric axle, and medium-sized car electric axle), different types of speed reducing different type of integrity (structures (off axis, coaxial, fully coaxial), and only reducing speed, two in one, three in one). The axle load of integral electric bridge products are 0.6-3.5 tons, while disconnected passenger car electric drive system products are 30-130kW. The same type of electric axle accounts for 90% of new energy minicars, which accounts for a growth of 12 times. The driving axle products of Wuling Industrial expanded to brands, such as Foton Motors, Chery, Geely Auto, and Dongfeng Sokon Automobile, with 26 new energy vehicle model products. One of the products 60 kW platform offset coaxial is in mass production.

二零二二年十月二十六日，五菱工業迎來了第100萬台新能源車橋下線，成為國內首家微型整體式電動橋產銷突破100萬台的企業。瞄準新能源汽車產業的發展前景，五菱工業針對新能源汽車關鍵零部件謀篇佈局。二零一七年五菱工業開啟電動橋技術研發領域。從二零一九年第一台新能源車橋下線，到如今突破100萬台，五菱工業僅用了不到三年。本集團具備乘用電驅動系統總成、微型整體電動橋、輕型整體電動橋的自主開發能力，以及四大產品平台（乘用車電驅動系統、微型車電動橋、輕型車電動橋、中型車電動橋），多種減速器結構類型（偏軸、同軸、完全同軸），多種集成度（單減速器、二合一、三合一）的自主開發能力。其中整體式電動橋產品軸荷覆蓋0.6-3.5噸，斷開式乘用車電驅動系統產品功率覆蓋30-130kW。同類型系列化電動橋佔據新能源微型車90%份額，實現了12倍增長。五菱工業更多驅動橋產品更是拓展到福田、奇瑞、吉利、東風小康等自主品牌，承接了新能源車型產品達26項，其中60kW平台的偏置式同軸電驅動橋已經量產。



The first company in China whose production and sales of miniature integral electric bridges exceeded 1,000,000 units  
 五菱工業成為國內首家微型整體式電動橋產銷突破1,000,000台的企業





## ENVIRONMENTAL PROTECTION

### 環境保護

#### TO FACE ENVIRONMENTAL RISK PROBLEMS

Our Group promises to face environmental risks, actively reducing environmental destruction and promote sustainable development. Our Group has identified our environmental risk classification, and has implemented various policies and strategies in pollution and waste management, resource use and climate change.

#### EMISSIONS AND WASTES MANAGEMENT

In order to reduce the amount of emissions and wastes generated from business operation, the Group endeavours to strictly comply with the relevant national laws and regulations on emissions prevention and control. In addition, the Group has installed and adopted effective systems in collecting and handling emissions and wastes, which include exhaust gas, wastewater and other hazardous and non-hazardous industrial wastes generated from the manufacturing process.

##### Emission of Exhaust Gas

The types of industrial exhaust gas generated by the Group mainly include welding smoke, casting smoke, and exhaust gas from machine testing, coating and electrophoresis processes. Welding smoke is emitted after being treated by the fume treatment system. Casting sand smoke is emitted after being treated by bag filter. Casting core smoke is emitted after being absorbed by alkaline scrubber. Exhaust gas from machine testing is emitted after being treated by the three-way catalytic converter. Exhaust gas from electrophoresis is emitted after being burnt under high temperature by the regenerative thermal oxidizer. In addition, hermetic robots are for automatic paint spraying in the coating production line. After treating paint exhaust gas through purifying devices, most of the air is circulated back into the system, and the remaining exhaust gas is discharged into the regenerative thermal oxidizer for incineration together with the oven exhaust gas, so as to achieve zero emission of the paint spraying exhaust gas. Emission of the treated exhaust gas was emitted in compliance with the national and local standards. Furthermore, Wuling Industrial's welding fume extraction system also helps reduce welding emissions, with installed activated carbon treatment system in small parts spray painting area and paint mixing room to effectively filter out pollutants in exhaust gas.

#### 共同應對環境風險問題

本集團承諾共同應對環境風險，積極減少對環境的破壞，促進環境可持續發展。本集團已辨識其環境風險類別，並就排放物及廢棄物管理、資源運用及氣候變化方面，實施不同政策及策略。

#### 排放物及廢棄物管理

為減少業務營運中產生的排放物及廢棄物，本集團嚴格遵守國家有關污染防治的法例及法規，並安裝及採用有效的系統，以收集及處理排放物及廢棄物，包括在製造過程中產生的廢氣、廢水及其他有害及無害工業廢棄物。

##### 廢氣排放

本集團產生的工業廢氣主要包括焊接煙塵、鑄造煙塵、試機廢氣、塗裝廢氣及電泳廢氣。其中，焊接煙塵經煙塵處理系統處置後排放；鑄造碾砂段的廢氣經布袋除塵器處理後排放；鑄造制芯的廢氣經鹼式噴淋塔吸收處理後排放；試機廢氣經三元催化反應器處理後排放；電泳廢氣經蓄熱式高溫氧化爐高溫燃燒後排放。另外，通過在塗裝生產線採用密閉式機器人自動噴塗，噴塗廢氣經廢氣淨化裝置處置後，大部分的空氣於系統內迴圈使用，剩下的廢氣則與烘爐廢氣一同排入蓄熱式高溫氧化爐進行焚燒處理，實現噴塗廢氣零排放。經處理後的廢氣於符合國家及當地排放標準的情況下排放。此外，五菱工業的焊接煙塵除塵系統亦有助減少排放焊接廢氣，小件噴塗作業區與調漆間亦設有活性炭處理裝置，有效過濾廢氣中的污染物。



## ENVIRONMENTAL PROTECTION

### 環境保護

During the Year, member companies of the Group have conducted testing of exhaust gas. The major testing indicators of the exhaust gas of the Group covered particulates, sulphur dioxide, nitrogen oxides, toluene and xylene, in which we have primarily complied with the secondary emission limit for new pollution source of air pollutant under the Integrated Emission Standard of Air Pollutants (GB16297-1996).

The testing results of the Group's major exhaust gas in the PRC of the Year are as follows:

Table 1: Testing Results of the Exhaust Gas

Air Pollutants	空氣污染物	Emission Concentration 排放濃度 (mg/m <sup>3</sup> )
Particulates	顆粒物	Less than 120 少於120
Sulphur dioxide	二氧化硫	Less than 550 少於550
Nitrogen oxides	氮氧化物	Less than 240 少於240
Toluene	甲苯	Less than 40 少於40
Xylene	二甲苯	Less than 70 少於70

本年度，本集團旗下位於中國的成員公司已進行廢氣檢測，而主要廢氣檢測指標為顆粒物、二氧化硫、氮氧化物、甲苯和二甲苯，並主要遵守《大氣污染物綜合排放標準》(GB16297-1996)中新污染源大氣污染物二級排放限值。

本年度，本集團於中國的主要廢氣檢測結果如下：

表一：廢氣的檢測結果

Apart from the aforementioned industrial exhaust gas, the Group generates exhaust gas in the use of vehicles. We have adopted measures to maintain the performance of the vehicles, including regular examinations and maintenance, maintaining correct tyre pressure and avoiding engine idling, hence to maintain the proper functioning of vehicles and to control their emissions of exhaust gas.

The data of exhaust gas emitted by vehicles of the Group are as follows:

Table 2: Data of Exhaust Gas Emitted from Vehicles

Exhaust Gas from Vehicles (Note 1)	車輛廢氣(附註1)	2022	2021
Nitrogen oxides (kg)	氮氧化物(千克)	325	417
Sulphur oxides (kg)	二氧化硫(千克)	1	1
Particulates (kg)	顆粒物(千克)	32	34

除上述工業廢氣，本集團於使用車輛時亦會產生廢氣。我們已採取措施維持車輛性能，包括定期為車輛進行檢查及維修、維持正常胎壓，並避免空轉引擎的情況發生，以保持車輛正常運作及控制其廢氣排放。

本集團的車輛廢氣排放數據如下：

表二：車輛廢氣排放的數據



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Note:

1. The calculation is based on the “Guidelines for Accounting and Reporting Greenhouse Gas Emissions for China Electronic Equipment Manufacturing Enterprises (Trial)” issued by the National Development and Reform Commission of the PRC and the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

#### Emission of Wastewater

The industrial wastewater generated by the Group was treated by the sewage treatment station in the factories. For example, the sewage treatment station in the automotive components production base of Wuling Industrial mainly handles the paint spraying wastewater and the electrophoresis wastewater. After separating various types of wastewater and sending them back to the balancing reservoir, “physicochemical” and “biochemical” treatment, which make use of physical chemistry and microorganisms, are used to handle the wastewater. The treated wastewater will first pass through filtration device, and then enter external sewage treatment plants through the municipal sewage drainage system for further treatment, and will be discharged after meeting the relevant discharge standards. Through optimising the production process, the Group has reduced the production of industrial wastewater. For example, we have improved the product washing process in some of the working unit and modified the washing machines which keep running during the production process, so as to reduce the amount of industrial wastewater and the use of water.

During the Year, member companies of the Group have conducted wastewater testing. The major testing indicators of the wastewater of the Group covered pH value, suspended solids, chemical oxygen demand and five-day biochemical oxygen demand, in which we have primarily complied with the maximum discharge concentration applicable for type I pollutants and tertiary standard of maximum discharge concentration applicable for type II pollutants under the Integrated Wastewater Discharge Standard (GB8978-1996).

#### 附註：

1. 根據中國國家發展和改革委員會發佈的《陸上交通運輸企業—溫室氣體排放核算方法與報告指南（試行）》及香港聯交所刊發的附錄2《環境關鍵績效指標匯報指引》計算所得。

#### 廢水排放

本集團產生的工業廢水會經各工廠的污水處理站處置。例如，五菱工業汽車零部件生產基地的污水處理站主要處理噴塗廢水和電泳廢水，各類廢水分質分流進入調節池處理後，再進入「物化」及「生化」的處理工序，即經物理化學方式及微生物進行處理。我們處理過的廢水會先經過過濾裝置，再通過市政管網進入外部污水處理廠作後續處理，並確保工業廢水符合有關排放標準方可排放。本集團透過優化生產工藝減少產生工業廢水，例如我們改進部分車間的產品水洗過程，優化原來於生產過程中不停運轉的水洗機器，從而減少工業廢水及用水量。

本年度，本集團旗下位於中國的成員公司已進行廢水檢測，而主要廢水檢測指標為pH值、懸浮物、化學需氧量和五日生化需氧量，並主要遵守《污水綜合排放標準》（GB8978-1996）中第一類污染物最高允許排放濃度和第二類污染物最高允許排放濃度三級標準。



## ENVIRONMENTAL PROTECTION

### 環境保護

The testing results of the Group on its major wastewater in the PRC of the Year are as follows:

本年度，本集團於中國的主要廢水檢測結果如下：

Table 3: Testing Results of the Wastewater

表三：廢水的檢測結果

Water Pollutants	水污染物	Discharge Concentration 排放濃度
pH value	pH值	Between 6 to 9 6到9之間
Suspended solids	懸浮物	Less than 400 mg/L 少於400 mg/L
Chemical oxygen demand	化學需氧量	Less than 500 mg/L 少於500 mg/L
Five-day biochemical oxygen demand	五日生化需氧量	Less than 300 mg/L 少於300 mg/L

#### Waste management

The Group's waste production includes non-hazardous wastes and hazardous wastes. The non-hazardous wastes include general garbage and industrial wastes. We strictly comply with Environmental Protection Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes, Civil Code of the People's Republic of China and related regulations, and a professional collector will be entrusted to collect the general garbage after centralised collection and will transfer the garbage to local environmental hygiene department for further treatment. With respect to the industrial wastes, the Group collects and reuses the recyclable industrial wastes, such as off cut materials, shaved metal, non-ferrous metals, auto-parts, packaging materials, waste woods, waste paper cartons and other recyclable industrial solid wastes. The types of hazardous wastes generated by the Group include paint residue, sludge, activated carbon, phosphorous slag, waste solvent, waste mineral oil, waste emulsion and paint buckets. All hazardous wastes are regularly collected and are safely stored in temporary warehouse in accordance with the Regulations on the Safety Management of Hazardous Chemicals and Standard for Pollution Control on Hazardous Waste Storage (GB18597-2001), and are treated by units with operation permits for hazardous wastes treatment.

#### 廢棄物管理

本集團所產生的廢棄物可分為無害廢棄物及有害廢棄物。無害廢棄物包括一般垃圾及工業廢棄物。我們嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國民法典》等有關規定，集中收集一般垃圾後，由專業清運單位交由當地環衛部門處理。針對工業廢棄物，本集團將可重用的工業廢棄物統一回收再處置利用，當中包括邊料類、金屬屑類、有色金屬類、汽配類、包裝物類、廢木頭、廢紙箱及其它可回收的工業固體廢物。有害廢棄物則包括生產過程中產生的漆渣、污泥、活性炭、磷化渣、廢溶劑、廢礦物油、廢乳化液及油漆包裝桶等。所有有害廢棄物均遵照《危險化學品安全管理條例》及《危險廢物貯存污染控制標準》(GB18597-2001)定期收集及妥善存放於臨時倉庫，並由持有有害廢棄物經營許可證的單位進行無害化處理。



## ENVIRONMENTAL PROTECTION

### 環境保護

The data of wastes generated by the Group are as follows: 本集團所產生的廢棄物的數據如下：

Table 4: Data of Wastes

表四：廢棄物的數據

Wastes	廢棄物	2022	2021
Total non-hazardous wastes produced (tonnes) (Note 1)	無害廢棄物產生總量(噸) (附註1)	27,369	54,343
Intensity of non-hazardous wastes (tonnes/RMB million revenue)	無害廢棄物量密度 (噸/人民幣百萬元收益)	2.17	3.77
Total hazardous wastes produced (tonnes) (Note 2)	有害廢棄物產生總量(噸) (附註2)	879	872
Intensity of hazardous wastes (tonnes/RMB million revenue)	有害廢棄物量密度 (噸/人民幣百萬元收益)	0.07	0.06

Notes:

附註：

- The calculation is based on the actual weight of non-hazardous wastes generated by the Group, including edge materials, scrap metals, non-ferrous metals, auto parts, packaging materials, waste wood, waste paper cartons and general garbage. Other non-hazardous wastes such as general garbage and food waste are transferred to Links Cleaning CO. Limited for further treatment, so the data on these non-hazardous wastes are currently not disclosed.
- The calculation is based on the actual weight of hazardous wastes.

1. 根據本集團所產生的無害廢棄物，即邊料類、金屬屑類、有色金屬類、汽配類、包裝物類、廢木頭、廢紙箱及一般垃圾的實際重量統計所得。而其他無害廢棄物，例如一般垃圾和廚餘，則由協力廠商清潔公司收集清運，因此暫不作披露。

2. 根據有害廢棄物的實際重量計算所得。

#### Greenhouse Gas Emissions

#### 溫室氣體排放

The Group's emissions of greenhouse gas during operation process mainly cover three scopes of emissions, including direct emissions from fossil fuel combustion, energy indirect emissions from purchased electricity, and other indirect emissions from business travels, fresh water and sewage treatment by government authorities, and waste paper disposal at landfills.

本集團於營運過程中排放的溫室氣體主要涵蓋三個範疇的排放，包括來自化石燃料燃燒造成的直接排放、來自外購電力造成的能源間接排放，以及來自出外公幹、政府部門處理食水和污水、廢紙棄置於堆填區所造成的其他間接排放。



## ENVIRONMENTAL PROTECTION

### 環境保護

The data of greenhouse gas emissions of the Group are as follows:

本集團的溫室氣體排放數據如下：

Table 5: Data of Greenhouse Gas Emissions

表五：溫室氣體排放的數據

Greenhouse Gas Emissions	溫室氣體	2022	2021
Total greenhouse gas emissions (tonnes CO <sub>2</sub> e)	溫室氣體排放總量 (噸二氧化碳當量)	113,637	100,833
Scope 1 — Direct emissions (tonnes CO <sub>2</sub> e) (Note 1)	範圍一 — 直接排放 (噸二氧化碳當量)(附註1)	21,027	6,681
Scope 2 — Energy indirect emissions (tonnes CO <sub>2</sub> e) (Note 2)	範圍二 — 能源間接排放 (噸二氧化碳當量)(附註2)	92,018	93,547
Scope 3 — Other indirect emissions (tonnes CO <sub>2</sub> e) (Note 3)	範圍三 — 其他間接排放 (噸二氧化碳當量)(附註3)	592	606
Intensity of greenhouse gas emissions (tonnes CO <sub>2</sub> e/RMB million)	溫室氣體排放密度 (噸二氧化碳當量/人民幣百萬元收益)	9.02	7.00

Notes:

附註：

- Scope 1 — Direct emissions refers to the direct emissions from the businesses the Group owns or controls. The calculation is based on the “Guidelines for Accounting and Reporting of Greenhouse Gas Emissions” issued by the National Development and Reform Commission of the PRC and the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.
  - Scope 2 — Energy indirect emissions refers to the indirect greenhouse gas emissions from the Group’s purchased or obtained electricity. The Group’s energy indirect greenhouse gas emissions come from purchased electricity only. The calculation is based on the emission factors from the “Average Carbon Dioxide Emission Factors of China Regional Power Grid 2011 and 2012” issued by the National Development and Reform Commission of the PRC.
  - Scope 3 — Other indirect emissions covers other indirect emissions generated outside of the Group. The calculation is based on the International Civil Aviation Organization Carbon Emissions Calculator, “Research on Energy Consumption of Urban Water Supply System in China” and “Statistical Analysis and Quantitative Identification of Energy Consumption Laws of Urban Sewage Treatment Plants in my country” issued by Tsinghua University and the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.
- 範圍一直接排放是指本集團擁有或控制的業務的直接排放。此乃根據中國國家發展和改革委員會所刊發的《溫室氣體排放核算方法與報告指南》及香港聯交所刊發的附錄2《環境關鍵績效指標匯報指引》計算所得。
  - 範圍二能源間接排放是指由本集團購買或取得能源所產生的間接溫室氣體排放。本集團的能源間接溫室氣體排放只來自外購電力。電力數據乃根據中國國家發展和改革委員會發佈的《二零一一年和二零一二年中國區域電網平均二氧化碳排放因數》計算所得。
  - 範圍三其他間接排放涵蓋在本集團以外發生的其他間接排放，包括員工出差、水及污水處理以及紙張堆填處置。此乃根據國際民航組織碳排放計算器、清華大學所刊發的《中國城市供水系統能耗研究》和《我國城市污水能耗規律的統計分析與定量識別》，及香港聯交所刊發的附錄2《環境關鍵績效指標匯報指引》計算所得。



## ENVIRONMENTAL PROTECTION 環境保護

As a responsible corporate citizen, the Group spares no effort in reducing greenhouse gas emissions. We have installed natural gas burners in some of the working units to indirectly reduce the amount of purchased electricity through the application of clean energy. During the year, our Group has also carried out carbon emission assessments, actively adhering to China's "Double Carbon" policy, expanding the "Double Carbon" management control projects. As the main member of the Group, Wuling Industrial has analysed data of past years on the carbon emissions of each production departments, understanding what the carbon emissions of the company is sourced from, seeking opportunities for carbon reduction targets, implementing applications like energy auditing, use of green energy, frequency conversion, phasing out outdated equipment for energy reduction control and technology. In the future, our Group will dedicate in establishing carbon emission management system, implementing carbon management normalisation operations, which will cover up the whole Group.

Stepping into our Group's 17th year of afforestation to greening the environment, we continue plant treats and pave grass fields in the neighbourhood, dedicating in making a better environment for the community. During the year, we have planted multiple trees like osmanthus, eucalyptus, banyan, bauhinia, erythrina and magnolia, etc. around communities, and also carried out replanting of dead fauna. The planted trees have helped the emission reduction of 108 tonnes of Carbon dioxide equivalent of greenhouse gases for our Group.

作為負責任的企業公民，本集團對於減少溫室氣體排放亦不遺餘力。我們於部分車間安裝天然氣燃燒機，透過清潔能源的應用間接減少外購電力。本年度，本集團亦進行了碳排放核查工作，積極回應國家「雙碳」的政策，開展「雙碳」管控項目。五菱工業作為本集團主要成員公司，已就歷年數據分析其各生產部門的碳排放，了解公司碳排放之構成，尋求潛在減碳排機會，並建立針對性的減排目標，實施如能源審計、使用綠電、變頻應用、淘汰落後設備等節能降耗控制及技術。未來，本集團將致力建立完善碳排放管理體系，實現碳管理常態化運行，管理覆蓋全集團。

踏入本集團為綠化環境而種植樹木的第十七個年頭，我們繼續在社區周邊種植樹木和重鋪草坪，致力為社區打造更好的生活環境。本年度我們為部分經營所在社區種植多株桂花樹、桉樹、榕樹、洋紫荊、刺桐及白玉蘭等樹木，並對社區枯死的花草樹木進行補種。所種植的樹木亦為本集團減排了約108噸二氧化碳當量的溫室氣體。



## ENVIRONMENTAL PROTECTION

### 環境保護

#### USE OF RESOURCES

In regard to the use of resources, the Group always acts in accordance with the principles of rational use and efficiency enhancement. Through the creation of standard documents, the formulation of training courseware of standards and tools, the construction of 3 levels in Built-in Quality (BIQ) will be fully promoted. Guided by the flow of value, the Group also actively promotes the application of Industrial Engineering ("IE") tools based on our manufacturing systems. Various types of IE tools are applied in the flow of information, technology and logistics to carry out comprehensive consideration and improvement, so as to reduce various types of wastage during the production process, as well as to greatly enhance the accuracy of delivery period and the pace of production. The Group also actively promotes digitalisation in supply chain. We have established an open supplier chain coordination platform, which enables us to build relevant systems for managing the procurement, and thereby achieving systematic management of the entire chain and lowering operation cost of the supply chain. This helps the Group to expand its business, carry out data analysis and provide financial service in supply chain. We carry out data mining to support the Group's decision making and thereby build the supply chain ecosystem in the industry. In the meantime, we have created a platform for the exchange of experience, where improvement measures on technologies, knowledge on cost reduction, quality improvement, maintenance skills and others with promotion values are included. This enables different regions, bases and member companies to draw on successful experience, which can be promptly applied in their production and operation to facilitate the Group's work in cost reduction and efficiency enhancement.

The Group also promotes digital transition in the industry through the platform, in which we enhanced the operation mechanism, shared data and resources, utilised different roles and approaches. We focused on promoting new model of smart production, and connecting the chain of data in different steps of production among enterprises. In the meantime, we encouraged enterprises to explore the value of data, achieve synergy in different aspects such as design, production, logistics and warehousing, and establish a production and operation management system that is led by large scale customisation and able to respond to consumers' needs effectively and promptly. Furthermore,

#### 資源運用

本集團於資源運用方面，一直本著合理使用及提高效益的理念，通過建立標準文件和制定標準及工具類培訓課件，全面推進製造質量(BIQ)三級標準建設。我們亦圍繞製造系統深入推進工業工程(「IE」)工具的應用，以價值流為主導，在信息流、工藝流、物流中運用各類IE工具進行整體思考和改進，減少生產過程中各種浪費，並使產品的交付期、生產節奏等均大幅提升。本集團亦積極推動供應鏈信息化，設立開放式供應鏈協調平台，通過建設相關系統管理採購流程，達到全鏈條系統化管理，降低供應鏈運營成本。此舉有助本集團拓展業務並進行數據分析，以及提供供應鏈金融服務等。我們通過數據挖掘，為本集團的決策提供參考根據，藉以打造行業供應鏈生態圈。與此同時，我們建立交流平台，將工藝、降本知識、質量改善、維修技能及其他有推廣價值的改善措施納入交流平台中，讓各區域、基地和成員公司共同借鑒成功經驗，並及時應用到生產及營運當中，為本集團降本增效工作作出貢獻。

本集團亦積極帶領平台通過完善運營機制、共用數據資源、選擇不同的作用點、重點和方法推動行業數字化轉型。我們重點推廣智慧製造新模式，著力打通企業生產過程中各環節的數據鏈。與此同時，我們鼓勵企業深入挖掘數據價值，促進設計、生產、物流、倉儲等方面的協同，以大規模定製為主導，建立能滿足消費者需求且能快速有效反饋的生產運行管理體系，促進製造業發展模式。我們亦著力





## ENVIRONMENTAL PROTECTION 環境保護

we spare no effort in developing smart production unit, smart production line, smart production plants and smart factories. With demonstration and promotion and sharing technologies, we guided enterprises to use advanced technologies and intelligent equipment and promote the intelligent transformation of equipment, so as to foster the attainment of higher level in smart production among the industry.

### Energy Management

Based on the Group's principles of adequate, reasonable and efficient use of energy resources, it strives to raise efficiency, use energy-saving equipment and apply innovative energy-saving technologies.

We have established energy-saving management programmes aiming at energy saving, consumption reduction, environmental pollution reduction and economic efficiency enhancement, and have implemented numerous procedures for optimising energy consumption and reducing electricity consumption. Under such programmes, each department is responsible for managing of their energy consumption. This encompasses the execution of the energy quota as well as target setting for electricity and water saving. Each department is also responsible for analysing its own energy consumption, so as to develop and implement control measures, and take corrective measures when necessary. Apart from energy-saving management programmes, we have also established an energy management system that manages the energy consumption of power system, fire control system, compressed air system and steam system.

開展智能製造單元、智能生產線、智能車間、智能工廠建設，通過示範推廣、技術對接，引導企業應用先進技術和智能化裝備，推進裝備智能化改造，從而促進企業智能製造水準之提升。

### 能源管理

本集團以充分、合理及有效地利用能源為核心原則，盡最大努力提高效率，並使用節能設備及應用創新節能技術。

我們已制定節能管理計劃，以節約能源、降低消耗、減少環境污染及提高經濟效益為目標，並實施多項優化能源使用及降低電力消耗的程式。根據該計劃，各部門負責管理各自能源消耗情況，包括實施能源配額及訂立節水、節電的目標，同時擔當分析各自能源消耗的角色，以制訂及實施相關控制措施，並於有需要時採取糾正措施。除此之外，我們亦已建立能源管理系統，以管理電力系統、消防系統、壓縮空氣系統及蒸汽系統的能源消耗。



Monitoring energy usage  
監控能源使用情況



## ENVIRONMENTAL PROTECTION

### 環境保護

The data of energy consumption of the Group are as follows:

本集團的能源使用數據如下：

Table 6: Data of Energy Consumption

表六：能源使用的數據

Energy Consumption	能源使用	2022	2021
Total energy consumption (MWh)	能源總耗量(兆瓦時)	206,729	182,564
Direct energy	直接能源		
Energy consumption from the use of liquefied natural gas (MWh) (Note 1)	來自天然氣使用的能源耗量(兆瓦時)(附註1)	53,287	31,158
Energy consumption from the use of gasoline (MWh) (Note 2)	來自汽油使用的能源耗量(兆瓦時)(附註2)	634	774
Energy consumption from the use of diesel oil (MWh) (Note 3)	來自柴油使用的能源耗量(兆瓦時)(附註3)	162	101
Indirect energy	間接能源		
Energy consumption from the purchased electricity (MWh) (Note 4)	來自外購電力的能源耗量(兆瓦時)(附註4)	152,646	150,531
Intensity of energy consumption (MWh/RMB million revenue)	能源耗量密度(兆瓦時/人民幣百萬元收益)	16.41	12.67

Notes:

附註：

- The calculation is based on the “Guidelines for Accounting and Reporting of Greenhouse Gas Emissions” issued by the National Development and Reform Commission of the PRC.
  - The calculation is based on the national standard “Gasoline for Motor Vehicles” (GB17930-2016) and “Land Transport Enterprises — Guidelines for Accounting and Reporting of Greenhouse Gas Emissions (Trial)” issued by the National Development and Reform Commission of the PRC.
  - The calculation is based on the national standard “Automobile diesel fuels” (GB19147-2016) and “Land Transport Enterprises — Guidelines for Accounting and Reporting of Greenhouse Gas Emissions (Trial)” issued by the National Development and Reform Commission of the PRC.
  - The calculation is based on the actual purchased electricity consumption of the Group.
- 根據中國國家發展和改革委員會所刊發的《溫室氣體排放核算方法與報告指南》計算所得。
  - 根據中國國家標準GB17930-2016《車用汽油》及中國國家發展和改革委員會發佈的《陸上交通運輸企業 — 溫室氣體排放核算方法與報告指南(試行)》計算所得。
  - 根據中國國家標準GB19147-2016《車用柴油》及中國國家發展和改革委員會發佈的《陸上交通運輸企業 — 溫室氣體排放核算方法與報告指南(試行)》計算所得。
  - 根據本集團外購電力的實際耗用量計算所得。



## ENVIRONMENTAL PROTECTION 環境保護

To conserve energy, we have implemented green lighting in the workplace. This involves installing energy-saving light bulbs in our office and manufacturing facilities, and utilising natural light whenever possible. Furthermore, we encourage our employees to switch off the lighting and air-conditioning systems in the areas of the workplace that are not in use and to switch off computers, printers and other office equipment before getting off work, so as to develop energy saving habits among our employees. We carry out regular inspections of our equipment to ensure its proper functioning and safety. Furthermore, through monitoring our monthly electricity consumption and overseeing the operation of lighting by the designated employees of each department, it is ensured that our electricity consumption is in line with our electricity management goals. In the meantime, the Group instils the concept of resource consumption reduction and environmental conservation through organising training related to carbon verification, energy management and environmental and energy laws and regulations, and has also compiled the environmental management handbook and organised training on environmental education for employees. This helps to achieve full participation of employees in environmental protection and conservation.

### Water Resources Management

The Group aims to conserve and recycle water whenever possible during its business operation process. The Group encourages its employees to be cognizant of the water consumption in the workplace. We adopt various measures for water conservation. For instance, our water piping systems are checked regularly to ensure they are operating properly and to prevent leakage of water in all areas of the workplace. In addition, Wuling Industrial has installed automatic sensors in the water consuming appliances of the bathroom to save water. We also monitor our monthly water consumption to control our water consumption and to ensure it is in line with our water management goals.

The data relating to water consumption of the Group are as follows:

Table 7: Data of Water Consumption

Water Consumption (Note 1)	耗水(附註1)	2022	2021
Total water consumption (m <sup>3</sup> )	總耗水量(立方米)	1,226,327	1,150,079
Intensity of water consumption (m <sup>3</sup> /RMB million revenue)	耗水量密度(立方米/人民幣百萬元收益)	97.36	79.82

為節約能源，我們已於工作場所內推行綠色照明，包括為辦公室及生產設施安裝節能燈泡，並盡可能使用自然光。我們亦鼓勵員工關閉工作場所中不必要的照明及冷氣系統，以及於每日工作結束時關上電腦及列印機等辦公設備，培養員工節約能源的習慣。我們定期檢驗設備，確保其運作正常及使用安全。此外，我們通過定期監察每月用電量及於各部門指定負責員工監察燈光運作，確保用電情況符合電力管理目標。與此同時，本集團通過舉辦碳核査、能源管理和環境、能源法律法規相關知識的培訓，並於編製環境管理手冊，組織員工參與環境教育培訓，向員工灌輸減少資源消耗的環保節約觀念，實現全員參與環保節約工作。

### 水資源管理

本集團的目標是於業務營運過程中盡可能節約及循環用水，因此本集團鼓勵員工留意工作場所的用水量，以及採取多項節約用水的措施。例如，我們定期檢查水管系統，確保其運作正常，以及防止各個工作場所出現漏水情況。此外，五菱工業將衛生間的耗水用具加裝自動感應器，以節省用水。我們亦通過監察每月耗水量，以控制用水及達到我們的水資源管理目標。

本集團的耗水數據如下：

表七：水資源使用的數據



## ENVIRONMENTAL PROTECTION

### 環境保護

#### Note:

- The calculation is based on the actual water consumption of the Group.

#### Materials Usage

The Group pays serious attention to the effective use of raw materials and packaging materials. We would assess the materials usage prior to procurement to prevent wastage of resources caused by excessive stock. Meanwhile, we are committed to using less disposable materials and opt for recyclable alternatives, as well as making good use of materials through recycling the reusable materials generated from our production, activities or services.

The data relating to the packaging materials used by the Group during the Year are as follows:

Table 8: Data of Packaging Materials

Use of Packaging Materials (Note 1)	包裝物料使用 (附註 1)	2022	2021
Total plastic used (unit)	塑膠使用總量(個)	223,570	287,381
Intensity of plastic used (unit/RMB million revenue)	塑膠使用量密度 (個/人民幣百萬元收益)	17.75	19.95
Total plastic used (roll)	塑膠使用總量(卷)	46,810	56,672
Intensity of plastic used (roll/RMB million revenue)	塑膠使用量密度 (卷/人民幣百萬元收益)	3.72	3.93
Total plastic used (kg)	塑膠使用總量(公斤)	146,612	111,078
Intensity of plastic used (kg/RMB million revenue)	塑膠使用量密度 (公斤/人民幣百萬元收益)	11.64	7.71
Total wood used (unit)	木材使用總量(個)	49,976	163,653
Intensity of wood used (unit/RMB million revenue)	木材使用量密度 (個/人民幣百萬元收益)	3.97	11.36
Total paper cartons used (square metre)	紙箱使用總量(個)	320,573	380,178
Intensity of paper cartons used (square metre/RMB million revenue)	紙箱使用量密度 (個/人民幣百萬元收益)	25.45	26.39

#### Note:

- The calculation is based on the actual packaging materials of the Group.

#### 附註:

- 根據本集團的實際水耗用量計算所得。

#### 物料使用

本集團亦重視善用原材料和包裝物料，因此我們於採購前先評估物料用量，避免存貨過多而造成資源浪費。同時，我們盡量減少使用一次性材料及以可循環再用的材料代替，並致力回收從生產、活動或服務過程中產生的可循環利用的物料，並加以善用。

本年度，本集團的包裝物料使用數據如下：

表八：包裝物料使用的數據



## ENVIRONMENTAL PROTECTION

### 環境保護

#### DEALING WITH CLIMATE CHANGE

Climate change is a current challenge faced by the globe. With the aim to counter the extreme weathers and natural disasters brought by climate change, the Group is actively preventing and preparing for the potential risks it brings, and keeps track of international trends as well as relevant policies and regulations issued by the national government and the governments of the regions where the business operates, so as to identify potential climate-related risks and opportunities that may have potential impacts on the Group's business.

During the Year, the Group has identified various physical risks. The Group may face the impacts brought by the increased severity of extreme weather events, changes in precipitation patterns and rising sea levels in the future. This is likely to threaten the Group's business and influence its financial performance. To be specific, more frequent natural disasters cause damage to the facilities, leading to higher maintenance cost, or projects have to be postponed, resulting in lower production capacity, etc. These have both direct and indirect impacts on the stable operation of the Group. In addition, climate change may render various transition risks, including policy and market risks such as the transition to lower-carbon technology and shifts in consumer preferences. As consumers' expectations on existing services increase, the operating costs (such as technology development investments) of the Group will increase accordingly.

In response, the Group has carried out risk identification, formulated the climate related contingency plans such as "Integrated Emergency Plans for Production Safety Incidents", "On-site Execution Plans for Sudden Floods" and "Heatstroke Incident Emergency Plans", and setting up emergency command mechanism and clarify their responsibility, allowing better adaptation and reaction to climate change related risks. For example, anti-flood emergency team is divided into rescue team, communications team, evacuation team, ambulance team, firefighting team and infrastructure rescue team. When flooding incidents do occur, each teams will work accordingly, implementing emergency plans. Our Group has set up various screening plans, to further prevent environmental incidents including flooding and typhoon. For instance, in the flood control screening plan, our Group conducts annual emergency drills, regular inventory-checking and restocking of supplies of flood control, and control flood control screening, which includes slope risk assessment, anti-rain facilities integrity, etc.

#### 應對氣候變化

氣候變化是當前全球面對的挑戰。為了應對氣候變化帶來的極端天氣與自然災害，本集團正積極預防及準備其所帶來的潛在風險，並密切關注國際趨勢及國家和業務營運地區政府發佈的相關政策及法規，以識別可能對本集團業務產生潛在影響的相關風險及機遇。

本年度，本集團已識別出不同的實體風險。本集團有可能於未來面對更嚴重的極端天氣事件、降雨模式改變和海平面上升所帶來的影響。此有機會對本集團業務構成威脅並影響其財務表現，如更頻繁的天然災害令設施損毀，導致維修費增加，或因此而令專案需要延期執行，致使產能下降諸此種種，直接和間接地影響本集團的平穩營運。此外，氣候變化或會促使不同的過渡風險，例如低碳技術的轉型及消費者偏好轉變等政策及市場風險，隨著消費者對現有服務期望的提升，本集團的營運成本（如技術開發投資）將會因而上升。

對此，本集團已進行風險識別及制定了《生產安全事故綜合應急預案》、《防汛應急現場處置方案》及《高溫中暑事故處置方案》等氣候相關應急預案，設立應急指揮機構並明確其職責，以更好地適應及應對氣候相關風險。例如，防汛應急救援小組分為救援組、通訊組、疏散組、救護組、消防組及設備救援組，當發生水災事故時，各小組將需按照其職能，實行應急疏散預案。本集團已訂立不同排查計劃，以更好預防包括水災及颱風等的環境事件。例如防汛排查計劃中，本集團會每年進行應急演練、定期清點並補充防汛物資及進行防汛排查，包括檢測滑坡風險、防雨措施完好性等。



## ENVIRONMENTAL PROTECTION

### 環境保護



The Group classifies different types of environmental emergencies and takes actions in response according to the severity of the incident. In the process of risk assessment, we also engage professionals on risk management and sustainable development in discussion as far as possible, so as to identify climate-related risks more comprehensively. On the other hand, in order to eliminate safety hazards caused by extreme weathers, we inspect and conduct maintenance for the structure of the plants regularly, as well as provide comprehensive insurance for the Group's assets. The Group also implements the internationally recognised environmental management systems ISO 14001:2015, and requires suppliers to take precautions against climate-related risks, so as to manage and monitor climate-related risks. Moreover, the Group will issue safety warnings based on the information provided by local governments and notify employees immediately, and adopt special work arrangements when necessary so as to ensure employees' health and safety.

本集團對各類突發環境事件進行分級，並根據事態的嚴重程度採取相應的應急措施。進行風險評估時，我們亦盡可能邀請風險管理及可持續發展方面的專業人士共同進行會議討論，以更全面地識別氣候相關風險。另一方面，為消除極端天氣所帶來的安全隱患，我們定期對廠房結構進行檢查與維修保養，並為本集團的資產提供全面的保險。本集團亦實行國際認可的環境管理體系ISO 14001：2015，並要求供應商採取與氣候相關的風險預防措施，以管理及監察氣候相關風險。此外，本集團根據當地政府提供的資訊發佈預警，及時通知員工，於需要時採取特別的工作安排，以保障員工的健康與安全。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

### EMPLOYEES' RIGHTS AND INTERESTS

As employees are valuable assets of the Group, the Group attaches great importance to the rights, interests and welfare of our employees. The Group strives to hire and retain the talents by offering our employees rewarding career opportunities, ideal promotion plans, competitive remuneration and a harmonious working environment.

#### Hiring New Employees

The Group strictly complies with the laws and regulations relevant to labour policy, such as the “Labour Law of the People’s Republic of China”, “Labour Contract Law of the People’s Republic of China” and “Provisions on the Prohibition of Using Child Labour”, in the formulation and implementation of internal system for recruitment and resignation, as well as in the employment and management of employees. We formulate an annual recruitment plan according to the demand for manpower. We also consider both internal and external candidates’ vocational qualifications, which are assessed based on criteria such as their product knowledge, technical skills and academic qualifications, to ensure that they enjoy equal employment opportunities irrespective of their gender, race and religion, among others. When candidates are employed, a labour contract will be signed by both parties after consultation. We also conduct identity verification and prohibit any employment of child labour or forced labour. If child labour or forced labour is found, the Group will immediately stop his/her work and investigation will be conducted to identify the breach to prevent recurrence. Upon the receipt of employees’ resignation notice, the human resources department will conduct an exit interview with the employees to understand their reasons of resignation and suggestions for the Group, which act as a reference for the continual improvements for the Group.

### 員工權益

員工是本集團寶貴的資產，因此本集團重視員工的權益及福利，致力招攬及挽留人才，並向員工提供優厚工作機會、理想晉升方案、具競爭力的薪酬待遇及和諧的工作環境。

#### 招攬員工

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《禁止使用童工規定》等僱傭相關的法律法規，制定及實施有關員工招聘及離職的內部制度，以對員工進行錄用及管理。我們按照人力需求制定年度招聘計劃，並按照內外求職者的產品知識、技術技能、學歷等方面評定其職業資格，保障其享有平等的受聘機會，不受性別、種族或宗教信仰等因素影響。於員工入職時，我們經雙方協商後簽訂勞動合同，並對其進行身份審查，絕不容許聘用任何童工或強制勞工。若發現童工或強制勞工，本集團將立即停止其工作，並展開調查以識別漏洞，防止事件再次發生。當接獲員工離職通知時，人力資源部會與其進行離職面談，了解員工離職的原因及對本集團的建議，作為本集團持續改進的參考。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

During the year, the data relating to the Group's labour force are as follows: 本年度，本集團的勞動力數據如下：

Table 9: Data of Employee Number and Employee Turnover Rate 表九：員工人數及員工流失比率的數據

Employment Indicators	僱傭指標	2022	2021
<b>Total number of employees</b>	<b>員工總人數</b>	<b>6,445</b>	6,777
<i>By Gender</i>	<i>按性別</i>		
Male	男性	5,150	5,322
Female	女性	1,295	1,453
Ratio of female employees at or above managerial level (%)	主管級以上女性員工比例 (%)	13	15
<i>By Age Group</i>	<i>按年齡組別</i>		
Below 18 years old	18歲以下	8	1
Between 18 and 20 years old	18歲至20歲	254	94
Between 21 and 30 years old	21歲至30歲	2,007	2,145
Between 31 and 40 years old	31歲至40歲	2,160	2,362
Between 41 and 50 years old	41歲至50歲	1,559	1,722
Between 51 and 60 years old	51歲至60歲	453	446
Over 60 years old	60歲以上	4	5
<i>By Employment Type</i>	<i>按僱傭類型</i>		
Part-time	兼職員工	449	367
Full-time	全職員工	5,996	6,408
<i>By Geographic Region</i>	<i>按地區</i>		
Number of employees stationed in Liuzhou	駐守柳州的員工人數	4,475	5,102
Number of employees stationed in other provinces or cities (including Qingdao, Chongqing, Hong Kong and Indonesia)	駐守其他各省市地區 (包括青島、重慶、香港及印尼)的員工人數	1,970	1,673
<b>Employee turnover rate (%)</b>	<b>員工的流失比率 (%)</b>	<b>13</b>	10
<i>By Gender</i>	<i>按性別</i>		
Male	男性	14	11
Female	女性	9	9
<i>By Age Group</i>	<i>按年齡組別</i>		
Below 18 years old	18歲以下	0	0
Between 18 and 20 years old	18歲至20歲	5	26
Between 21 and 30 years old	21歲至30歲	21	18
Between 31 and 40 years old	31歲至40歲	11	8
Between 41 and 50 years old	41歲至50歲	6	5
Between 51 and 60 years old	51歲至60歲	15	4
Over 60 years old	60歲以上	0	0
<i>By Geographic Region</i>	<i>按地區</i>		
Number of employees stationed in Liuzhou	駐守柳州的員工人數	14	9
Number of employees stationed in other provinces or cities (including Qingdao, Chongqing, Hong Kong and Indonesia)	駐守其他各省市地區 (包括青島、重慶、香港及印尼)的員工人數	9	16





## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

#### Employee Benefits

In order to retain top talents and to enhance employees' work performance, the Group has implemented a series of internal systems for the allocation and grading on remuneration, as well as employees' performance management, so as to provide them with competitive remuneration. Employees' remuneration is composed of two parts, namely job salary and performance-based salary. Job salary refers to the stable return for their labour work, while performance-based salary is distributed according to factors such as the performance of business operation, the performance of respective departments, and individual completion of production. In addition, we conduct an annual performance appraisal for employees in an open, fair and just manner. The results of the appraisal will be linked to remuneration rewards, training and promotion, so as to enhance our employees' work initiative. The Group also provides a year-end bonus to reward employees for their contribution.

The Group thoroughly understands the benefits of work-life balance to employees. Hence, the Group arranges work for our employees in compliance with the laws, implements standard working hours, non-standard working hours and integrated working hours according to the nature of different work positions, as well as provides them with leaves to ensure that they have sufficient rest. When overtime work is needed based on operational needs, the Group will make compensation on leaves or provide overtime salary according to the standards stipulated in the national regulations. In compliance with the relevant national laws and regulations on social insurance, we also make contributions to various social insurance charges and housing provident fund for employees. In addition, the Group provides extra enterprise annuity for employees.

#### 員工福利

為了保留頂尖人才及激勵員工的工作表現，本集團對薪酬分配、定級和員工績效管理落實了一系列的內部制度，為員工提供具競爭力的薪酬待遇。員工的薪酬分為崗位工資及績效工資兩部分：崗位工資為穩定的勞動報酬，而績效工資則按照業務經營效益、部門績效、個人完成產量等因素發放。此外，我們亦會對員工進行公開、公平及公正的年度績效考核，考核結果與薪酬激勵、培訓、職業晉升相結合，從而提升員工的工作主動性。本集團另設有年終獎勵，以慰勞員工一年來的貢獻。

本集團深明生活與工作平衡對員工的裨益，故依法為員工安排工作，根據不同崗位的性質，分別實行標準工時制、不定時工作工時制及綜合計算工時制，並提供休假福利，確保員工獲得充足休息。如員工因應本集團業務需求執行加班工作，將根據國家規定的標準獲得補休或加班工資。我們亦根據國家有關社會保險的相關法律法規，為員工繳納各項社會保險費及住房公積金。此外，本集團額外為員工繳納企業年金。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

During the year, we have added aesthetic education training courses, including drone training camps, painting, calligraphy, closet organisation, kitchen tidying, room tidying, fitness camps, aroma head healing course, essential oil diffusing, emotional aromatherapy and aroma meditation courses. To provide more convenient aesthetic education training, the Group's labour union delivers the education courses to homes of employees, through course booking from each branch, reducing registration time to allow more employees join the courses.

本年度，我們新增了下班一小時的美育培訓課程，包括有無人機訓練營、油畫、書法、衣櫥整理、餐廚整理、書房整理、減脂塑形體態調整營、芳香頭部療愈課程、精油擴香片、情緒芳療與芳香冥想等課程。為了讓廣大員工更方便參加美育培訓，集團工會把培訓課送到了「家門口」，採取由各分會組織報名、預約課程的方式，縮短員工參加培訓的最後一公里，讓更多的員工參與美育培訓課程。



Fitness camps  
減脂塑形體態調整營



Perfume courses  
香氛課程



Painting classes  
油畫



Drone introduction courses  
無人機入門課程



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

### CARING FOR OUR EMPLOYEES

The Group cares for our employees' welfare. As such, we have created a spectrum of caring programmes for our employees for their personal and career development, so as to maintain a strong and healthy workforce.

To cope with the needs of employee and business expansion, the Group has persistently improved its logistical support facilities. For instance, public rental housing and dormitories in the industrial area far away from downtown Liuzhou have been rented and furnished with domestic appliances for employees to cater for their needs. We also provide commuter buses for employees working in the new industrial parks in Chongqing and Liuzhou, which are far away from the city center, to facilitate their commuting and ensure their safety. During the year, Wuling Industrial Labour Union initiated New Year's activities, gifting members with goods, such as bacon, peanut oil and dried mushroom, etc. During the year's summer, labour unions of each branches provided various condolence activities, including gifting of summer foods and drinks. Our Group's Union also allocated RMB60,000 to the branch office in Shandong and Chongqing Zhuotong for summer activities, sincerely thanking the hard work and effort of our first line workers.

### 關愛員工

本集團關心員工福祉，因此已創建一系列員工關愛計劃，協助其個人及職業發展，以維持強大而健康的勞動力。

為配合業務之拓展及對員工之關懷，本集團不斷完善後勤保障設施，如在柳州距離市中心較遠的工業園區域承租公租房或宿舍，配置傢俱家電等配套設施，解決員工的後顧之憂，為單身員工提供住宿。我們亦為在重慶、柳州距市中心較遠之新設工業園區工作的員工提供上下班通勤車，以方便員工上下班及保障員工安全。本年度，五菱工業工會開展了春節活動，發放會員慰問品，例如臘肉、花生油和乾菇。在本年度夏天，各分公司工會均提供不同慰問活動，其中包括送上消暑食物及飲料。集團工會亦撥款人民幣60,000元予山東分公司及重慶卓通的防暑降溫慰問活動，感謝一線職工們的辛勞付出。



"Battle the heat, gift coolness"  
「戰高溫·送清涼」



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

The Group encourages employees to pursue a work-life balanced lifestyle. Hence, we have launched communication platforms for our employees and organised various social events, such as team filming activities and giving out birthday cakes on employees' birthdays and so on, to foster harmony in the workplace and demonstrate corporate spirit. During the Year, we have also organised various sports activities to allow employees to exercise while increasing their sense of belonging to the Group. In addition to organising various activities, we also attached importance to the opinions of employees. Through the voice wall of employees, we understood and plan to solve each problem of employees, aiming to provide employees with a better and more comfortable working environment, such as construction of a parking anti-rain shed, upgrading and reconstruction of the smoke exhaust system in the welding area.

本集團鼓勵員工追求生活與工作平衡的生活模式，因此我們為員工搭建交流平台，籌辦豐富的文體活動，例如舉辦團隊拍攝活動、員工生日發放生日蛋糕等，致力促進職場和諧，展現企業精神。我們亦於本年度舉辦各類職工體育活動，讓員工於運動的同時，增加對集團的歸屬感。除了舉辦各種活動外，我們亦重視員工的意見，透過員工心聲牆，了解及計劃解決員工的每一個問題，希望提供更優質、更舒適的工作環境給員工，例如搭建停車防雨棚、升級改造焊接區域排煙系統等。



Football matches  
足球比賽

We have also established the Wuling Caring Fund through our labour union to provide financial aid to employees in dire needs or facing financial difficulties. In addition, in order to care for our employees' children, we distribute red packets to employees' only child on Children's Day every year. The red packets are meant for caring and providing the children some pocket money for purchasing useful items such as educational materials and medical supplies. Besides, our Group has set up women's caring room in the technical centre, providing female employees with a secretive, hygiene and safe resting area. The women's caring room in the technical centre, has successfully passed the site inspection and evaluation by the working team of Liuzhou City General Union, was awarded the title of "two star" women's caring room of Liuzhou General Union and was granted RMB4,000 subsidies.

我們亦透過旗下工會建立了五菱關愛基金，為有迫切需要及特殊困難的員工提供財政援助。每年兒童節，我們均會向員工的獨生子女派發紅包，為其孩子提供少量零用錢以購買教育材料及醫療產品等生活物資，藉此關懷員工子女。此外，本集團亦已籌建技術中心女職工關愛室，提供了女職工一個私密、衛生和安全的休息場所。技術中心女職工關愛室更順利通過柳州市總工會工作組的實地考察和審核評定，獲得柳州市總工會「二星級」女職工關愛室的稱號，並享受人民幣4,000元經費補助。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境



Female worker caring centres  
女職工關愛室



Visiting retired model employees  
慰問退休工人勞動模範

To enhance the dining experience of employees, canteen modifications and maintenance has been carried out, canteen food supply has been increased, with strengthened food quality control from meal suppliers. Ceilings, walls of the canteens have had various degree of damage. During this year, we have finished maintaining and modifying 8 canteens, including new furniture, air conditioning, modified ceiling, changed floor tiles, adjusted floor layout, etc.

Besides, restaurant mini-stores have been set up, in the hopes of bringing in a comfortable dining experience to employees. The Group also introduces new products irregularly, encouraging suppliers to create “recipe of the week”, providing employees with diverse dishes throughout the week, and allow restaurants to test out self-order systems. The Group has also set up mini-stores and take-out points in production centres, successfully developing Lianhua supermarket-dining points, satisfying our employee’s needs.

The Group has also raised quality control over meal suppliers and visited Dongfeng Liuqi. Meal quality improvement scheme has been devised, adding rules to supply, serving, monitoring, complaint and respond management. In order to solve the price problems with retailing, the Group will reevaluate prices of small goods on the basis of supermarket prices. To curb hygiene issues and lack of vegetable servings in meals, irregular patrols and monitoring will be take place.

我們為了增進員工的飲食體驗，進行了餐廳裝修改造，增加了餐廳食品供應，和加強對餐飲供應商的考核管理確保食品品質。員工餐廳的吊頂、牆面等至今均存在不同程度的損壞。本年度我們已完成裝修改造8個員工餐廳，包括更換連體的桌椅、添置全新空調、改造吊頂、加鋪牆面、更換地磚、調整回收間位置等。

此外，我們亦新建餐廳小超市，希望給員工帶來舒適的餐飲體驗。我們在各餐廳亦不定期推出新品，督促供應商編制《每週菜譜》，為員工每週五天提供不重樣的菜色，為有自點需求的餐廳試行自點模式。我們在公司製造大樓開設「小超市」和外賣點，亦成功開發聯華超市供餐點，滿足員工的日常消費需求。

我們亦加強對餐飲供應商的考核管理，並到東風柳汽等企業參觀交流，編制《餐飲管理改善提升方案》，對供應商管理、供餐管理、日常監督檢查、投訴及響應等進行規範。為解決零售價格問題，我們會以超市價格為依據重新審核，評審小商品價目。為解決菜品份量不足及餐飲衛生問題，我們會不定期進行巡查和考核。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

#### EMPLOYEE DEVELOPMENT AND TRAINING

The Group focuses on cultivating creative, practical and technical talents. To unearth the potential of employees, the Group carries out appraisals on employees on a monthly, semi-annual and annual basis. Performance-based remuneration aligns with the results of appraisals to ensure rewards to employees are commensurate with their performance. The results of appraisals will also be used as important references for training, transfer of working positions, promotion, recruitment, ranking adjustment and evaluation of the employees. Our Group also organises each departments to conduct monthly and annual evaluation and guidance sessions, analysing improvement policies and follow up work direction, and carry out on-site improvement work. Our Group will combine the strengths of each departments, selecting the main training materials of the season, completing optimisation of various materials.

Our Group also encourages tenure contractualisation and performance appraisal of members of the management, completing the tenure system and contractualisation management of management members. Our Group also organises production upstream and downstream standard analyse training, conducting standard revision discussions, and organising evaluation communication work with each departments. Our Group optimises production evaluation system and setting evaluation standards, arranging employees to learn and exchange, analysing and discussing the details the frame of standards and details needed for optimisation. Through visits and exchange of each departments, our Company forms production project implementation plans, raising the abilities of each department, promoting and accomplishing company's operating targets.

#### 員工發展與培訓

本集團著力培養创新型、應用型及技術型人才。為激發員工潛力，本集團對員工進行月度、半年度及年度績效考核，績效考核結果與績效工資的發放掛鉤，表現出色的員工可得到更多的獎勵，而績效考核結果同時作為員工培訓、崗位變動、晉升、聘用、職層職級調整及評優評先的重要參考依據。本集團亦組織各事業部開展月度及半年度評價及指導，分析其改進措施及後續工作方向，並進行現場提升工作。本集團將結合各事業部特點，篩選當期重點的培訓教材，完成不同教材的優化。

本集團亦推進經理層成員任期制契約化及績效考核，完成經理層成員任期制及契約化管理工作。本集團亦組織線上及線下標準解析培訓，開展標準修訂研討，並組織到各事業部開展評價交流工作。本集團完善生產評價體系和修訂評價標準，安排員工學習交流、分析及討論標準框架及需完善的內容。通過對各事業部的走訪及交流，公司形成生產項目實施計劃，提升各事業部能力，促進公司經營目標實現。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

The Group focuses on designing training suited for employees of all levels, enhancing employee professional skill standard and improving related knowledge of position, including the following trainings segregated into 3 teams:

本集團針對各等級員工制訂合適的培訓計劃，提高員工專業技術水準和崗位相關知識，包括以下三個不同人員隊伍的分層培訓：



### Training Programme for Managers 管理人員隊伍培訓

Training of the requisite basic management skills and the provision of related structured courses are provided to the managerial level employees such as directors, supervisors and senior management personnel. For example, Tsinghua University offers advanced automotive industry seminar, middle to high level personalised training, talents of the Group training programme, and other courses covering the topics such as corporate governance and financial management.

向董事、主管及高級管理人員等管理層員工提供必要的基本管理技能培訓及相關結構性課程，包括清華大學提供的汽車業高級研討班、中高層個性化培訓、集團英才培訓計劃以及涵蓋企業管治及財務管理方面知識的其他課程。



### Training Programme for Professional Level Employees 專業技術人員培訓

Training for professional level employees encompasses investment analysis and decision making, recruitment and interviewing skills, enhancement of sales skills, auditing, management accounting, qualification requirements of engineer and management for production planning training. As for the professional employees served under the technical areas, specific trainings are provided, focusing on the enhancement of techniques and skills in industrial robotic application and automation aspects.

Establishing after-sales training programs to improve customer satisfaction, employees' brand awareness and maintenance capabilities. Providing training to strengthen employees' maintenance skills and shorten the maintenance cycle; standardising service operations and strengthen brand image; and improving maintenance capabilities and promoting product sales.

向專業技術人員提供的培訓涵蓋投資分析與決策、招聘與面試技巧、銷售技巧提升、審計、管理會計、工程師任職資格及生產計劃管理等培訓。對於在技術領域任職的專業員工，我們會重點向彼等提供工業機器人應用及自動化相關技術及技能提升的特定培訓。

建立售後培訓方案，目標提升客戶滿意度、員工品牌意識及維修能力。培訓強化員工的維修技能，縮短維修週期；規範服務操作，強化品牌形象；提高維修能力，促進產品銷售。



### Training Programme for Assembly Line Workers and Production Workers 流水線工人及生產工人培訓

Training for technicians involves the aspects of production knowledge enhancement, basic knowledge of safety and quality and technical standards of job positions, among others, to broaden and improve their skills.

向技能人員提供的培訓涉及若干精益生產知識、安全和質量基礎知識、崗位技能等範疇，旨在增進及改善其技能。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

The Group values the development potential of its employees and continues to explore opportunities for employees to learn and train. Hence, we have developed a diversified employee training plan to help them improve their individual values in accordance with employee training management system, pre-job training for new employee and transferred employee, vocational skills training and qualification identification. The structure of our training consists of company and departmental level. The company level training provides employees in managerial level, professional and technical level, skilled level with trainings on general skills, and provides new recruits and trainees with training relating to the Group's safety and personnel policy and operational flow, development strategies, and new knowledge and development of the applications of new products and technologies. The departmental level trainings provided training specifically targeting at the corresponding business knowledge and working skills needs of respective department.

#### Caring Employee Development

Our Group focuses on talent development, promoting the deepening employee ability grading. Our Group carried out classification of skilled personnel abilities, optimising skilled personnel ability evaluation standards, developing annual skill ability evaluation. Our Group focuses on grading and evaluation in the development of combined technological skills and high-skilled positions like equipment maintenance, testing and refitting. Besides, our Group also developed the first batch of special graded mechanic appraisals, building guides to prestige, abilities and achievements, the appraisal work was carried out by three company's advanced high-class mechanics.

本集團重視員工的發展潛能，持續發掘予員工學習及培訓的機會，因此按照有關員工培訓管理制度，針對新員工、轉崗員工的崗前培訓和職業技能培訓及資格鑒定制定多元的員工培訓計劃，協助員工提升自身價值。我們的培訓結構由公司級和部門級組成：公司級培訓包括為管理人員、專業技術人員、技能人員提供通用技能的培訓、為新入職和見習員工提供本集團安全、人事政策及流程運作的培訓，以及有關本集團發展戰略及新產品、新工藝運用的新知識及拓展培訓；部門級培訓則針對各部門的業務的知識及工作技能需要開展相應的專項培訓。

#### 關注員工發展

本集團關注人才發展，促進員工能力分級深化。本集團開展專技人才能力分級，完善專技人才能力評價標準，開展年度專技能力分級評價。本集團集中開展技術技能複合型崗位及設備維修、試制、技改等高技能崗位的能力評價和分級。此外，本集團亦開展首批特級技師評聘，樹立品德、能力和業績導向，並由公司三位正高級評委領銜特級技師評審工作。





## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

Our Group takes “turn idea, raise ability, break bottleneck, start patterns, with fighting spirit” as topics, developed general manager operation management training class, corporate directors, supervisors and executives training course and coaching leadership development program, recruiting more than 30 middle management completing the young cadres “PLUS” training event. During the Year, our Group developed new manager training camps and new management improvement classes, recruiting 42 students to improve business management qualifications and ability. 176 personnel has completed vocational skills training and self-identification, with 92 personnel with recently added skills, achieving advanced mechanics self-training and certification. Our Group hosts class leader qualification training courses, training artisan talents, carrying out “Wuling Artisan” contest.

本集團以「轉理念、提能力、破瓶頸、開格局、激鬥志」為主題，開展總經理經營管理訓練班、企業董監高培訓班，和教練型領導培養項目，招募30餘位中層管理人員完成年輕幹部「PLUS」項目培訓。本年度，本集團開展新經理訓練營及新主管能力提升班，招募42名學員開展工商管理學歷和能力提升。職業技能培訓和自主認定完成達176人，其中新增高技能人才達92人，實現高級技師自主培訓和認定。本集團每季度開展班段長任職資格培訓班，培養工匠人才，開展「五菱工匠」評選活動。



During the Year, our Group further optimises the development of inner training and 8 skillset courses, including fitter, miller, auto body paint restorer, generator workers, car mechanics, foundry, maintenance crew and industrial machine system managers, raising employee performance. Our Group has conducted induction training to licensed engineers and related occupations, dedicated to promoting skills certification examiner team, developing online training for internal trainers, and completing the evaluation and recognition of excellent internal trainers at the company and departmental levels.

本年度，本集團進一步完善內訓課程和技能類8門課程開發，包括鉗工、銑工、汽車車身塗裝修復工、發動機裝調工、車工、鑄造工、汽車維修工、和工業機器人系統運維員，提升員工績效。本集團對任職資格和工程師任職資格的上崗進行培訓，致力推進技能認定考評員隊伍發展，開展內訓師線上培訓，完成公司級、部門級優秀內訓師評選表彰。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

#### Developing the Young

Our Group gradually introduces automobile industry talents into the company, pushing group technology advancement and development, and perfect internal talent training system, developing the “Science and Technology Youth Reserve Army”. Our Group has now set up casting and new energies smart network technology workshops, focusing on problem-solving, technique exchanges and talent training. Hence, our Group also started “high-end skilled talents class”, and devised the “Excellent engineer training programme”, invited University Scholars in developing specialised skilled talents training in fields of new energies vehicles, training new innovative tech talents. Our Group also hosts the “mentor leads the young” event, where mentors share experience and practical skills, leading the learning of apprentices.

On the other hand, our Group implements the “Wuling leads development” management trainee program, focusing on the training of fresh employees and management trainee. Our Group has already developed such program from 2018 to 2021, also completing the training of 2022 fresh graduates. During the Year, our Group has provided training to more than 180 fresh employees, with seasonal training to recruited employees of around 100 combined.

In the face of training technical talents in vehicle new energies and smart internet, our Group started the electronic technology university smart production class, Wuhan polytechnic university vehicle engineering class, with participants of over 120 personnel. Our Group also invited Shanghai Jiao Tong University, Beijing polytechnic university, Kettering University, China First Automobile Group Co., Ltd, Japan Isuzu vehicle experts in the development of complete vehicle body stamping synchronisation engineering, chassis-by-wire technology, thermoforming, vehicle development process training classes, with participants of over 300 personnel.

#### 培養青年人才

本集團逐漸引進汽車企業專才，推動集團技術創新發展，且健全內部人才培養系統，培養青年科技後備軍。本集團現有涵蓋鑄造與新能源智慧網聯技術等領域的工作室，旨在攻堅克難、技術交流及人才培養。為此，本集團亦開辦「高端技術人才班」，且打造「卓越工程師培養計劃」，邀請高校學者開展新能源汽車等方向的技術人才專項培訓，培養新技術創新人才。本集團亦設有「師帶徒」活動，由師傅的言傳身教，帶領實習生快速成長。

另一方面，本集團實施「菱引·發展」管培生項目，對新員工和管培生進行培訓。本集團已於二零一八年至二零二一年開展此類培訓項目，並完成二零二二屆大學生入職培訓。本年度，本集團已為180餘名新員工入職培訓，並每季度開展社招新員工培訓，合計100人左右。

本集團面向汽車新能源及智能網聯方向培養技術人才，開展電子科技大學智能製造班、武漢理工大學車輛工程班，參訓學員共120餘人。本集團亦引入上海交通大學、北京理工大學、美國凱特琳大學、中國第一汽車集團有限公司、日本五十鈴汽車專家開展整車車身沖壓同步工程、線控底盤技術、熱成形、整車開發流程等專項技術培訓班，參訓學員300餘人。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境



Vehicle engineering high-end technology talent class  
車輛工程高端技術人才班



Signing of "Mentor leads the Young pact"  
簽訂《師帶徒協議》

Our Group encourages employees in actively pursuing of qualifications and competition participation, through the participation in competitions to consolidate professional knowledge, and expand horizons. During the Year, Shandong branch office has received the qualification from enterprise skill talents (Electronics specialists) self-evaluation test, setting up the first enterprise skill talent self-evaluation grading identification, providing first-line employees with opportunities in receiving job qualification certificate, in the aims of encouraging activeness in raising skills. Besides, our employees yielded excellent results in subevents of new energies vehicle smart technology, industrial machinery system maintenance of the Liuzhou city employee skill competition. Our Group arranges group training for each subevents prior competition, with top skill experts of the group invited for guidance.

本集團亦鼓勵員工積極考取資格與參與比賽，借助比賽以鞏固專業知識，並擴闊視野。本年度，山東分公司榮獲企業技能人才（電工專業）自主評價資質，開辦首屆企業技能人才自主評價電工技能等級鑒定，提供一線員工獲得職業資格證的機會，從而增加其提升技能的積極性。另外，我們的員工在柳州市職工職業技能大賽中，新能源汽車智能化技術、工業機器人系統運維員等項目均奪得佳績。本集團在比賽前會安排了各類賽前集訓，並請本集團的首席技能專家給予精心指導。



Enterprise skill talents (Electronics specialists)  
self-evaluation test  
企業技能人才（電工專業）自主評價考試



Liuzhou city employee skill competition of 2022  
二零二二年柳州市職工職業技能大賽



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

During the Year, the data of employee trainings of the Group are as follows:

本年度，本集團員工的培訓數據如下：

Table 10: Data of Employee Training

表十：員工培訓的數據

Training Indicators	培訓指標	2022	2021
Average training hours per employee (Percentage of trained employees)	員工平均受培訓時數 (受訓百分比)	43 (100%)	50 (100%)
<i>By Gender</i>			
Average training hours of male employees (Percentage of trained employees)	男性員工平均受培訓時數 (受訓百分比)	44 (100%)	51 (100%)
Average training hours of female employees (Percentage of trained employees)	女性員工平均受培訓時數 (受訓百分比)	43 (100%)	50 (100%)
<i>By Employee Category</i>			
Average training hours of senior employees (Percentage of trained employees)	高級員工平均受培訓時數 (受訓百分比)	47 (99%)	50 (99%)
Average training hours of intermediate employees (Percentage of trained employees)	中級員工平均受培訓時數 (受訓百分比)	50 (100%)	52 (100%)
Average training hours of junior employees (Percentage of trained employees)	低級員工平均受培訓時數 (受訓百分比)	43 (100%)	50 (100%)
Average training hours of other employees (Percentage of trained employees)	其他員工平均受培訓時數 (受訓百分比)	43 (100%)	48 (100%)

## HEALTH AND SAFETY

Health and safety are of paramount importance to the operation of the Group. The Group strictly complies with the laws and regulations, as well as industrial standards related to occupational health and safety, and regularly reviews the compliance with laws and regulations. These include the Work Safety Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and Guideline of China Occupational Safety and Health Management System. The Group also improves the management system of occupational health and safety by following the international standard of ISO 45001:2008 Occupational Health and Safety Management Systems and the Occupational Health and Safety Management Systems Requirements (GB/T45001-2020), realising the highest standard of occupational health and safety in the workplace.

## 健康與安全

健康與安全對本集團的營運至為重要，因此本集團嚴格遵守《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及《企業安全生產標準化基本規範》等職業健康安全相關的法律法規和行業規範，並定期審核法規的符合性，且根據ISO 45001:2008職業健康安全管理體系國際標準及職業健康安全管理體系要求(GB/T45001-2020)，健全職業健康安全的管理制度，於工作場所內實現職業健康及安全的最高標準。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

The Group has established a safety committee based on the safety approach of “safety-foremost with prevention-oriented and comprehensive treatment”. The committee conducts safety assessments in a timely manner to comprehensively monitor health and safety issues, including safety production, fire safety, occupational health and environmental supervision. The safety committee arranges a work meeting every season to listen to the safety work reports of each department, thereby reviewing the operation of the Group on health and safety as well as environmental management, discussing corresponding strategies, and monitoring the implementation of relevant measures of each subsidiary. The safety committee urged all units to establish and implement safety production responsibility system for all employees, safety production standardization, a dual prevention working mechanism and management system for risk hierarchical management and hidden risk screening and control to fulfil their responsibilities. In addition, we actively carry out random inspections on safety as well as rectification and reform on projects with potential dangers, promote the random inspection of equipment in terms of its safety and appropriateness, and hence significantly reduce the chances of accidents caused by operations of equipment. The Group has formulated management measures for safety protection devices to give full play to the ability of safety protection devices in accident prevention and ensure the safety of employees.

The Group has established an emergency plan for production safety accidents to minimise the loss due to possible production safety accidents. The emergency plan for production safety accidents is mainly comprised of three parts, namely comprehensive emergency plan, special emergency plan and on-site disposal plan, covering major safety accidents such as fire, explosion, hazardous chemicals, equipment, personal injury, occupational disease hazards, emergency evacuation and epidemic incidents. In addition, we have also formulated a responsibility system for safety production, fire safety and occupational disease prevention and control and dual prevention mechanism, which regulates the safety responsibilities of each department, management personnel and job position, clarifies and implements the responsibilities of safety production, fire safety and occupational disease prevention and control, and upholds the principle of “key responsible persons shall be held accountable”.

本集團堅守「安全第一、預防為主、綜合治理」的安全方針，設立安全委員會，適時進行安全評估，全面監察健康與安全的事宜，包括安全生產、消防、職業衛生及環境監管等方面。安全環保部會協助安全委員會管理上述日常安全事務，並進行安全檢查、指導和提供技術服務。安全委員會每季度召開一次工作會議，聽取各部門的安全工作報告，以回顧本集團健康與安全以及環境管理的運行狀況，研討相關策略，並監督各單位落實相關措施的情況。安全委員會督促各單位建立健全與實施全員安全生產責任制、安全生產標準化、風險分級管控和隱患排查治理雙重預防工作機制及管理體系等，以履行責任。此外，我們積極開展安全檢查和隱患整改項目，推進設備的安全性和符合性抽查，大幅減少設備操作類事故的發生。本集團已制定安全防護裝置管理辦法，充分發揮安全防護裝置在事故預防中的能力，保障員工的安全。

本集團已建立生產安全事故應急預案，針對可能發生的生產安全事故，盡可能減少事故發生後的損失。生產安全事故應急預案主要分為三大部分，即綜合應急預案、專項應急預案及現場處置方案，涵蓋火災、爆炸、危險化學品、設備、人身傷害、職業病危害、緊急疏散、疫情事件等重大安全事故。此外，我們亦已制定安全生產、消防安全和職業病防治及雙重預防機制責任制，規範各部門、管理人員與工種崗位的安全職責，明確和落實安全生產、消防安全和職業病防治的責任，秉持「誰主管、誰負責」原則。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

During the Year, we continued to promote the work of “Three Simultaneities”<sup>2</sup>, “Five Simultaneities”<sup>3</sup> and “Four Prohibition”<sup>4</sup> to achieve the dual prevention mechanism<sup>5</sup>. During the year, the Group launched the occupational disease prevention and control week which providing training on theoretical and practical exercises and on-site first aid knowledge for operators to complement the lack of knowledge on occupational disease protection.

本年度，我們繼續推進「三同時」<sup>2</sup>、「五同時」<sup>3</sup>及「四不放過」<sup>4</sup>的工作，實現雙重預防機制<sup>5</sup>。本年度，本集團開展職業病防治周，提供作業人員理論實操、現場急救知識等培訓，補足缺乏的職業病防護知識。



Guidance on CPR  
指導心臟復蘇術



Guidance on the use of fire extinguishers  
指導使用滅火器滅火

<sup>2</sup> Three Simultaneities representing the safety facilities for new construction, reconstruction and expansion projects, which must be designed, built and commissioned together with the principal part of a project.

<sup>3</sup> Five Simultaneities representing safety work must also be taken into account when planning, arranging, inspecting, summarising and evaluating production work.

<sup>4</sup> Four Prohibition represents prohibition on incomplete cause investigation, incomplete disciplinary action for responsible staff member, incomplete rectification measures and incomplete training for relevant staff member.

<sup>5</sup> The dual prevention mechanism is the dual prevention of full-risk hierarchical management and hidden danger screening and control.

<sup>2</sup> 三同時指新建、改建、擴建工程項目的安全設施，必須與主體工程同時設計、同時施工、同時投入生產和使用。

<sup>3</sup> 五同時指進行計劃、佈置、檢查、總結、評比生產工作時，必須同時考慮安全工作。

<sup>4</sup> 四不放過指不放過任何未查明原因的事故、責任人未處理個案、整改措施未落實與有關人員未受到教育的事宜。

<sup>5</sup> 雙重預防機制即全風險分級管控和隱患排查治理雙重預防。



# HARMONIOUS WORKING ENVIRONMENT

## 和諧工作環境



Live forklift simulator  
現場模擬駕駛叉車



Safety helmet testing area  
安全帽撞擊防護體驗區

**Innovating approaches and establishing safety experience training centers**  
創新方式，建設安全體驗式培訓中心

With the Company's safety culture as the core, VR intelligent technology means were introduced through multiple media, big data application, 3D simulation reality and other forms to create a new form of safety training.

以公司安全文化為核心，通過多媒體、大資料應用、3D模擬實景體驗等形式，導入VR智慧科技手段，打造新感念安全培訓形式。

**Focus on eliminating major dangerous sources**  
集中攻堅，消除重大危險源

We will deepen the integrated governance of the source and system, and carry out the three-year rectification of safety production projects, and stop all natural gas stations (two in total), effectively eliminating the Company's major safety risks.

深化源頭、系統綜合治理，扎實開展安全生產專項整改三年行動，關停全部天然氣站（共兩個），有效消除公司重大安全風險。

**Strengthening promotion and improving the Company's occupational health**  
加強宣貫，提高公司職業健康水準

In the activity of "Liuzhou Occupational Health Week", Wuling Industrial Company was awarded the first batch of "Healthy Enterprise" and the second batch of "Advanced Enterprise in Occupational Health" in Liuzhou.

協辦「柳州市職業健康周」活動，五菱工業公司獲評柳州市第一批「健康企業」和第二批「職業衛生先進企業」。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

The Group has introduced automation equipment in the production process, which includes approximately 1,000 robots, to enhance product quality. The automation rate in certain areas exceeds 60%. We use robots to transport components in the automatic press line, to automatically weld on the welding line, to automatically spray paint during the painting process, which help reduce employees' risks of injury and exposure to toxic and hazardous substances during handling, welding and paints spraying. The investment of automation equipment effectively reduces the quality issues caused by mistakes or negligence of employees, and hence ensures the quality of products and improves the stability, consistency and efficiency of production.

During the Year, our Group finished the setting up of mutual assurance for employees of 2022, this assurance ensures the safety and health of employees, providing employees with better medical care.

During the Year, the data of health and safety of the Group are as follows:

Table 11: Data of Health and Safety

Health and Safety Indicators	健康與安全指標	2022	2021	2020
Cases of death (case)	死亡事故(宗)	Nil 無	Nil 無	Nil 無
Percentage of work-related fatalities (%)	因工亡故比率(%)	0	0	0
Cases of work injuries (case)	工傷事故(宗)	14	6	10
Loss of working days due to work injuries	因工傷損失的員工工作日數	4	8	12

### Respond to the Novel Coronavirus Epidemic

In the face of the protracted battle against the novel coronavirus epidemic, the Group has put great efforts on epidemic prevention and anti-epidemic work and has actively supported local government's epidemic prevention policies and never slacked its efforts. The Group has formulated a series of guidelines for epidemic prevention and control as well as emergency plans, to ensure the production plants can operate normally, while the health of employees is also guaranteed. In order to respond to the novel coronavirus epidemic effectively, we have established emergency working groups for different aspects, such as the team of epidemic prevention and

本集團於生產過程中投入自動化設備，包括近千台機器人，部分區域自動化率超過60%，以提升產品質量。我們利用機器人在衝壓自動線中搬運零件、於焊接線自動焊接及於塗裝過程中自動噴塗，有助減低員工搬運時、焊接時及噴塗時受傷和接觸有毒有害物質的風險。自動化設備的投入有效減少員工因失誤或疏忽所導致的質量問題，保證產品質量，並提高生產的穩定性、一致性及效率。

本集團已於本年度辦結二零二二年度之職工互助保障，該職工互助保障確保了員工的健康與安全，給予員工更好的醫療保障。

本年度，本集團健康與安全的數據如下：

表十一：健康及安全的數據

### 應對新型冠狀病毒疫情

面對新型冠狀病毒疫情防控這場持久戰，本集團堅決做好防疫及抗疫工作，積極響應地方政府實施的相關防疫政策，絕不鬆懈。本集團制定了一系列疫情防控工作指引和應急預案，以確保車間能正常運作之餘，員工的健康也得以保障。為有效應對新型冠狀病毒，我們設立了疫情防控組、物資保障組、員工關愛組等應急工作小組以及應急領導小組，分別處





## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

control, team responsible for supplies and team for providing care to employee, as well as an emergency leading group for handling daily and emergency items related to the epidemic respectively. The Group keeps track of the epidemic, attaches great attention to prevention and control, and carries out regular summary reports, so as to ensure the effective implementation of relevant measures. During the Year, the Group continued to implement prevention and control measures, adopted “Four Implementations” and implemented “Ten Stricts”<sup>6</sup> personal protection measures, and carried out normalised prevention and control work from different aspects:

### Major Prevention and Control Measures Taken During the Year

#### 1. Enhance publicity and education to raise awareness

The Group distributed epidemic prevention and control handbooks to employees and organised relevant special training. We also led employees to study the methods of epidemic prevention and control, thereby increasing their attention to the epidemic and heightening their self-protection awareness and ability.

#### 2. Guarantee for employees' health and strengthen the supervision of gathering activities

The Group has strengthened staff flow control and prohibited non-essential business trips to mid-to-high-risk areas. People returning from mid-to-high-risk areas will be integrated into the community grid management. Special temporary reception areas were set up to strengthen the management of external personnel. In addition, the Group has not organised indoor gathering activities, strictly monitored outdoor large-scale gathering activities, and formulated appropriate prevention and control plans for any meeting with more than 50 people.

理疫情相關的日常及緊急事項。本集團持續關注疫情，高度重視防控，並定期進行總結匯報，以確保有效落實相關措施。本年度，本集團繼續推行防控措施，並採取「四個落實」，推行「十嚴格」<sup>6</sup>的個人防護措施，從不同方面著手，做好常態化的防控工作：

### 本年度主要防控措施

#### 一· 加大宣傳教育，提高重視程度

本集團為員工發放疫情防控手冊，並組織相關專題教育。我們亦帶領員工學習疫情防治方法，從而提升員工對疫情的重視程度，強化自我保護意識和能力。

#### 二· 保障人員健康，加強集聚性活動監管

本集團已加強員工流動管控，如非必要，禁止員工前往疫情中高風險的地區出差。從人員中高風險地區返回本地後則會納入社區網格化管理，加強外來人員管理，並設置專門臨時接待區。本集團不組織室內聚集性活動，而且嚴格監控室外大型聚集性活動，並就任何50人以上的會議等活動制定適當的防控方案。

<sup>6</sup> “Ten Stricts” represents 1) wear masks strictly and scientifically; 2) strictly cultivate good dining habits; 3) strict household hygiene; 4) strictly cultivate good hygiene habits; 5) maintain a strict social safety distance; 6) strictly keep a safe distance from animals; 7) strictly reduce personal travel; 8) strict personal health monitoring; 9) strictly abide by community grid management; 10) strictly abide by epidemic prevention and control requirements.

<sup>6</sup> 十嚴格即1) 嚴格科學佩戴口罩；2) 嚴格培養良好餐飲習慣；3) 嚴格做好家庭清潔衛生；4) 嚴格培養良好衛生習慣；5) 嚴格保持社交安全距離；6) 嚴格保持與動物安全距離；7) 嚴格減少個人出行；8) 嚴格做好個人健康監測；9) 嚴格遵守社區網格化管理；10) 嚴格遵守疫情防控要求。



## HARMONIOUS WORKING ENVIRONMENT

### 和諧工作環境

#### 3. *Guarantee for the provision of epidemic prevention supplies*

The Group properly arranged the reserve of different supplies, including masks, disinfectants and hand sanitisers, and provided masks with better protection or other supplies to employees based on the development of the epidemic and the needs of their positions. We guaranteed to provide adequate supplies for employees living in the plants, and inspected water and electricity supply conditions of the dormitories to ensure a comfortable living environment.

#### The Prevention and Control Policy of “Four Implementations”

##### 1. *Implementation of ideological education*

In order to prevent anti-epidemic fatigue, we continued to carry out anti-epidemic ideological awareness activities and established the idea of fighting a protracted battle, thereby making all employees devote themselves to the continuous anti-epidemic with more firm confidence and tenacious will.

##### 2. *Performance of the responsibility for epidemic prevention and control*

During the Year, the Group's chief person in charge and the divisional person in charge held 8 special meetings on the epidemic, requiring all units to strictly follow the requirements of epidemic prevention and control under the principles of “localised management” and “key responsible persons shall be held accountable”. Around the holidays are important moments for epidemic prevention and control, and the Group has held a “Ten Stricts” meeting before the Spring Festival to make special arrangements for prevention and control during the Chinese New Year, so as to implement organizational support to prevent the outbreak of the epidemic.

#### 三· 保障防疫物資供應

本集團做好各類物資的儲備工作，包括口罩、消毒、洗手用品等，並根據疫情發展情況及員工崗位的需求，為他們提供具有良好防護作用的口罩或其他用品。我們保證住廠員工有充足的物資，並對宿舍水電情況進行檢查，保證員工的住宿環境舒適。

#### 「四個落實」的防控方針

##### 一· 落實思想教育

為防範抗疫疲勞，我們持續開展抗疫思想認知活動，樹立打持久戰的思想，讓全體員工以更堅定的信心、更頑強的意志投身持續抗疫。

##### 二· 落實疫情防控責任

本年度內，本集團之主要負責人及分管負責人共召開8次疫情專題會議，要求各單位按「屬地管理」與「誰主管、誰負責」原則，嚴格按照疫情防控要求。假日前後為疫情防控的重要時刻，故此本集團於春節前召開「十嚴格」會議，就春節期間之防控工作進行專項部署，落實好組織保障，以免疫情爆發。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

### 3. *Implementation of collaboration work and daily reporting mechanism*

The collaboration work mechanism has been established by the Group to keep abreast of the domestic policies on the epidemic prevention and control, adjust and deploy the Company's measures for epidemic prevention and control in a timely manner, and supervise all units to fully perform their main responsibilities. We made special deployments in time for the Company's work on epidemic prevention and control in accordance with the domestic epidemic situation and government requirements. Furthermore, it has improved the emergency mechanism and plan, established a safety stock of epidemic prevention emergency materials and emphasised the management of key groups. The Group insisted on adopting the form of daily reporting, reminding responsible persons and managers at all levels through emails and working groups to adhere to bottom-line thinking and continue to maintain their awareness of prevention and control.

### 4. *Implementation of vaccination against COVID-19*

The Group actively promoted the vaccination against COVID-19 to improve the vaccination rate of employees. The Group has organised special meetings to deploy the vaccination work, ensuring that the vaccination work is carried out in an orderly, safe and efficient manner. At present, the number of people who should be vaccinated in the Group has reached 98.6%, which has achieved "all people eligible for vaccination have access to it". We have planned and carried out booster shots with the vaccination completion rate of 96.9%, building an anti-epidemic barrier for the Company.

### 三· 落實工作聯動和日報機制

本集團已建立聯動工作機制，以及時掌握國內疫情防控政策，適時調整部署公司疫情防控措施，並督導各單位全面履行主體責任。按照國內疫情動態和政府要求對公司疫情防控工作及時作出專項部署，完善應急機制和預案，以及建立防疫應急物資安全庫存、強調重點人群管理等。本集團堅持每日採取日報形式，通過郵件和工作群提醒各級責任人和管理人員堅持底線思維，持續保持防控。

### 四· 落實疫苗接種

本集團積極推進新冠疫苗接种工作，提升員工疫苗接種率。本集團已組織專題會，以部署接種工作，確保接種工作有序、安全、高效開展。目前，本集團應接種人數已達98.6%，加強針完成接種佔96.9%，為公司構建防疫屏障。



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

### Food hygiene and employee accommodation safety with pandemic control 食品衛生和員工宿舍安全及疫情防控工作

To strengthen food hygiene and employee accommodation safety with pandemic control effort, our Group started examinations of environmental hygiene, electricity safety and firefighting to meal suppliers and employee dorms before National Day.

為加強食品衛生和員工宿舍安全及疫情防控工作，本集團對餐飲供應商及員工宿舍開展了國慶日前環境衛生、安全用電及消防等檢查。



### Wuling Nucleic Acid sample car has started service 五菱核酸採樣車投入使用

Our Group has modified a batch of mobile nucleic acid sample cars and are used in Fujian. Wuling Nucleic Acid sample can carry up to 4 to 6 workers, taking samples from two people simultaneously. Equipped with enclosed sampling cabins, air conditioning and ultraviolet disinfection facilities, satisfying functions such as sample collection, sample transport and endpoint disinfection. Workers can work under total safety, with temperature regulation in cabin. Sample car is suitable to be operated in locations such as communities, streets, schools, factories, highways, able to quickly switch sample collection locations, implementing sub-station type of mobile sample collection, avoiding overcrowding, reducing walking distance, while raising convenience and mobility.

本集團改裝了一批移動核酸採樣車並投入福建使用。五菱核酸採樣車可乘坐4至6名工作人員，同時採樣兩人，配有密閉採樣艙、空調及紫外線消毒等功能設施，滿足採樣、轉運標本、終末端消毒等採樣全流程需要。工作人員能在保證不被感染的情況下，自由調節車內溫度。採樣車適合社區、街道、學校、廠區、高速路口等場景，能快速切換採樣地點，實現分站式移動採樣，避免人群聚集，減少行走距離，其便利性和機動性大大增強。



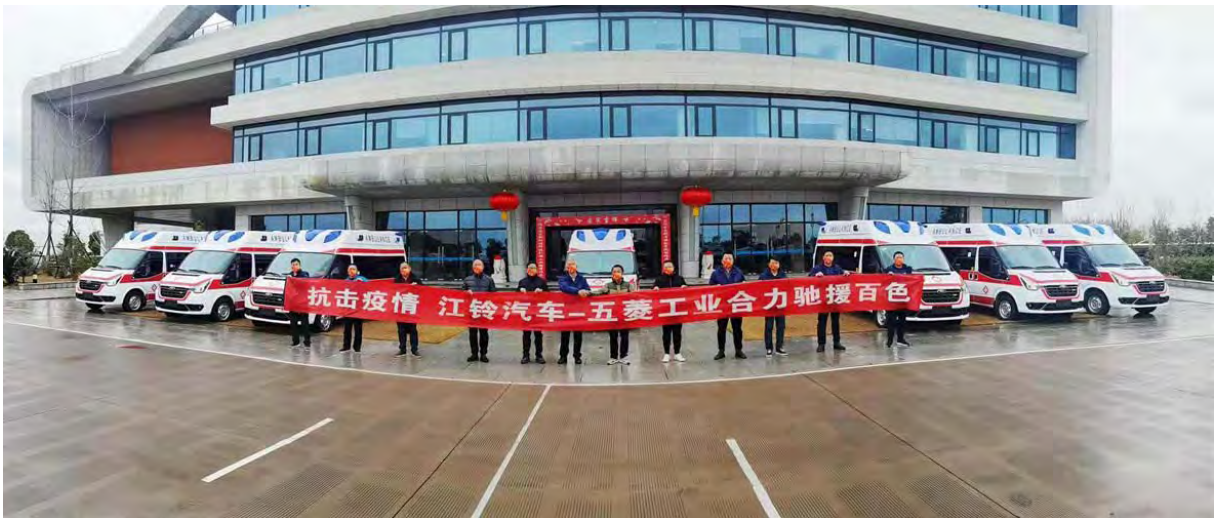
Wuling nucleic acid sample cars  
五菱核酸採樣車



## HARMONIOUS WORKING ENVIRONMENT 和諧工作環境

In February 2022, Baise, Guangxi, cases of COVID-19 rose. Wuling Industrial took action rapidly under supervision of Ministry of Industry and Information and Technology of the autonomous region and the basis of cooperated development with Jiangling Motors Corporation Group, organised the production of negative pressure ambulances and sent to Baise, Guangxi overnight.

二零二二年二月，廣西百色疫情確診病例不斷上升，五菱工業迅速行動，在自治區工信廳指導下，在與江鈴汽車集團聯合開發基礎上，組織生產負壓救護車連夜趕往廣西百色。



## OPERATING PRACTICES

### 營運常規

The Group adheres to the principle of providing quality products and services throughout the entire flow, from the production of components and generators, the assembly of vehicles to the sales of vehicles. Through the continual improvements in the flow of production and after-sale services, the Group strives to meet the expectations of its customers.

## INTEGRITY MANAGEMENT

Our Group insists to use high standard of morals and honesty as the foundations of healthy development. We strictly abide by laws and regulations such as the “Criminal Law of the People’s Republic of China”, “Anti-Money Laundering Law of the People’s Republic of China” and “Anti-Unfair Competition Law of the People’s Republic of China”. The Group has also established an internal management system to monitor the integrity performance and to construct a corporate culture of integrity, so as to regulate the behaviours of employees. We require employees to sign a letter of commitment for integrity and anti-corruption, integrity and anti-fraud self-discipline, and be alert to employees’ compliance with the relevant regulations of the state and the Group on clean work. We have also set up a reporting system, disclosing the mailboxes and phone numbers of the Discipline Inspection Commission throughout the group, and setting up reporting boxes in canteens to encourage employees to report corruption to us through various channels, and keep the identity of the whistle-blower confidential. The Group has also established supervisory work management methods, employee discipline management methods, and management methods for the registration and handling of gifts and cash, so as to strictly manage the behaviour of directors and all employees. Once any violation of the corruption rules is found or suspected, we will follow the anti-corruption regulations and disciplinary measures of the “Regulations on Disciplinary Actions of the Communist Party of China”, and take actions or necessary disciplinary actions according to the severity of the violation. At the same time, we are committed to maintaining integrity cooperative relationship with our partners, so we have signed agreements of integrity with relevant cooperative units. Both parties promise to maintain a style of integrity and self-discipline in business activities, adhere to the principles of law-abiding, fairness and integrity, to prevent any violation of laws and disciplines, to safeguard the legitimate rights and interests of both parties. We also set up a dedicated supervision department to conduct integrity supervision and inspection, and visit relevant cooperative units to investigate and understand the implementation of integrity.

從生產零部件及發電機、組裝車輛到銷售汽車，本集團於整個流程始終堅持以提供高質量的產品及服務為原則，不斷完善生產流程及銷售服務的管理，以滿足客戶的期望。

## 誠信經營

本集團堅持以高標準的道德誠信行為作為健康發展的基石。我們嚴格遵照《中華人民共和國刑法》、《中華人民共和國反洗錢法》及《中華人民共和國反不正當競爭法》等法律法規，並於內部設立廉潔工作監督和黨風廉政建設等管理制度，以規範員工行為。我們要求員工簽署廉潔反腐敗、誠信反舞弊自律承諾書，警惕員工遵守國家以及本集團對於廉潔工作的有關規定。我們亦設立舉報制度，在整個集團公開紀委監督舉報郵箱和電話，以及在食堂設立舉報箱，鼓勵員工透過不同管道向我們舉報貪污腐敗的行為，並對舉報者的身份保密。本集團亦建立監察工作管理辦法、員工紀律管理辦法及禮品禮金上交登記處理管理辦法，嚴格管理董事及全體員工的行為。一旦發現或懷疑違反貪腐規則之行為，我們將遵循《中國共產黨紀律處分條例》的反貪腐規定及紀律措施，根據違規的嚴重程度採取行動或必要的紀律處分。同時，我們致力與合作夥伴保持廉潔的合作關係，因此與相關合作單位簽訂廉潔協議。雙方承諾在業務活動中保持廉潔自律的工作作風，堅持守法、公平和誠信的原則，防止任何違法違紀行為的發生，以維護雙方的合法權益。我們亦成立專責監察部將進行廉潔監督檢查，到有關合作單位進行走訪，調查及了解廉潔實施的情況。



## OPERATING PRACTICES 營運常規

During the year, the Group carried out the anti-corruption education month of “Building a Clean Enterprise and Promoting Standardised Operations”, aiming to improve employees’ awareness of self-discipline and integrity, strengthening publicity and guidance to create a good and clean atmosphere. The main work of this education month includes organising special education on inheriting the culture of integrity, standardising the system of integrity, and activities such as “Reading and Thinking about Integrity”. In addition, the Group also organised employees to carry out education and training on integrity, covering post integrity supervision and management system, typical corruption cases, etc. The trainees include directors and all employees. The Group uses anti-corruption training to strengthen employees integrity education and self-discipline awareness, so as to promote integrity and build a line of defence against integrity. During the Year, the Group was not involved in any material corruption litigation.

本年度，本集團開展「建清廉企業，促規範經營」反腐倡廉教育月，旨在提高員工自律廉潔意識，加強宣傳引導，締造良好廉潔氛圍。該教育月的主要工作包括組織傳承廉潔文化、廉潔規範制度的專題教育及「讀書思廉」等活動。此外，本集團亦組織員工開展廉潔從業教育培訓，內容涵蓋崗位廉潔監督管理制度、典型貪腐案例等，受訓人員包括董事及全體員工。本集團藉反腐敗培訓加強員工的廉潔思想教育及自律意識，以倡清廉之風，築廉潔防線。本年度，本集團並未發生重大貪污訴訟案件。

### SUPPLY CHAIN MANAGEMENT

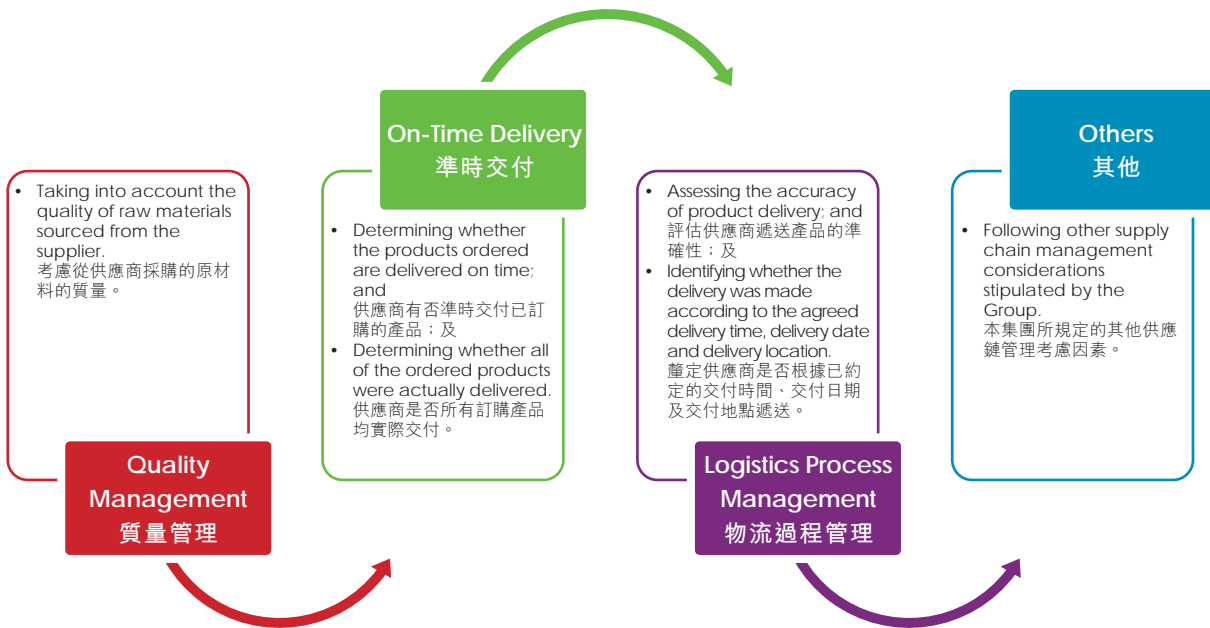
The Group has established a stringent process for choosing suppliers, including the Development and Management Control Programme for Parts Suppliers and the Development Procedures for Potential Production Material Suppliers, to standardise and unify the assessment procedures, standards and requirements for potential suppliers of materials procurement, as well as continuously explore potential suppliers, thus ensuring that the purchased materials are up to the Group’s standards to secure a smooth production process. The Group applies a systematic method to select its suppliers based on the following capabilities of the suppliers:

### 供應鏈管理

本集團就挑選供應商建立了《零部件供應商開發和管理控制程式》及《生產物料潛在供應商開發流程》等嚴格的評審流程，以規範、統一採購物料潛在供應商的評審流程、標準及要求，並不斷開發潛在供應商，確保採購的材料均達到本集團的要求，以保證生產過程順暢。本集團採用系統化方法挑選供應商，當中考慮供應商以下各項能力：



## OPERATING PRACTICES 營運常規



In order to identify both environmental and social risks in the supply chain and strictly regulate the performance of suppliers, the Group has also developed a set of standards for our suppliers. We also continuously assess the stability and consistency of the supply process and monitor the quality of our products. We prioritise suppliers with certifications of internationally recognised standards regarding environmental and social risks management, including the certification on ISO14001 Environmental Management Systems, ISO26000 Guidance on Social Responsibility, etc. During the bidding and acceptance processes, we also review the environmental performance of the suppliers and set out the requirements for environmental protection and energy conservation. If a certain supplier fails to meet our standards or relevant laws and regulations, we will actively negotiate with the supplier on the quality issues and ways of improving the quality, and we will terminate the business cooperation if the problems cannot be effectively resolved. For example, if a supplier loses its safety license, we will stop cooperating with that supplier. During the period of business cooperation with the supplier, the Group will conduct a monthly or seasonal evaluation of the supplier, and an integrated evaluation of performance will be carried out annually to ensure the products will not be affected by the quality issues of the suppliers' products.

為了識別供應鏈中的環境及社會風險並嚴格規範供應商的表現，本集團制訂了一套標準予合作供應商遵守，並持續評估供應過程的穩定性和一致性及監控產品的質量狀況。我們優先考慮具有環境及社會風險管理相關國際認可標準認證的供應商，包括ISO14001環境管理體系認證、ISO26000社會責任指引等。於招標、驗收等環節，我們亦會考核供應商環境方面的表現，提出環保節能等方面的要求。當出現供應商不符合相關標準及法律法規的情況，我們會主動與供應商進行質量研討和提升活動，若未能有效解決問題，我們將終止與其合作。例如，任何供應商一旦失去安全許可證，我們將停止使用該供應商。另外，本集團與供應商合作期間會對供應商進行月度或季度評價，並於每年進行一次綜合表現評估，以確保本集團的產品不受供應商的產品質量影響。





## OPERATING PRACTICES

### 營運常規

Quarterly evaluations are conducted on a demerit point basis with scoring criteria covering quality control, timeliness of supply and logistics process management. The quarterly evaluations are also subject to a veto. If there are significant after-sales, quality and delivery problems with suppliers, those suppliers will be directly rated as unsatisfactory. The results of the quarterly supplier evaluation will have a direct impact on the overall performance assessment of the supplier, and unqualified suppliers will be removed from the qualified supplier list.

In addition, the Group has incorporated the idea of environmental protection into supply chain management and procurement. To this end, the Group has established relevant party management regulations such as the “Procurement Supplier Safety and Environmental Management Regulations”, “Contractor Safety and Environmental Management Regulations”, “Business Outsourcing Party Safety and Environmental Management Regulations” and “Leasing Safety and Environmental Management Regulations” to support the Group’s energy, environment and occupational health and safety management system. In the process of procurement, we give priority to suppliers geographically closer to us to reduce carbon footprint in the transportation. Under the premise of meeting the production demands, we also consider products having less impact on the environment, such as products with energy efficiency labels, less packaging materials or even recyclable products. Meanwhile, we advocate the use of eco-friendly packaging materials, encourage employees to pay attention to the shelf life of products, and use products that were purchased earlier to avoid unnecessary wastage. During the Year, all suppliers were subject to the above supplier management procedures, and the number of suppliers of the Group by geographical region is as follows:

Table 12: Data of Suppliers

Number of Suppliers by Geographical Region	供應商分佈	2022	2021
Northern China	華北	50	62
Central China	華中	122	51
Eastern China	華東	231	42
Southern China	南方	175	82
Northeast China	東北	17	6
Northwest China	西北	2	1
Overseas	海外	0	10

季度評價以扣分制形式進行，當中評分標準涵蓋品質管制、供貨時效及物流過程管理。季度評價另設有否決項，若供方發生重大售後、品質、供貨等問題，該等供應商將直接評為不合格。供方季度評價的結果將直接影響其綜合表現評估，不合格的供應商將被剔除合格供應商名錄。

此外，本集團於供應鏈管理及採購方面融合環保理念。為此，本集團已建立《採購供應商安全環保管理規定》、《承包方安全環保管理規定》、《業務外包方安全環保管理規定》及《租賃安全環保管理規定》等相關方管理規定，支持本集團之能源、環境於職業健康安全管理體系。在採購過程中，我們會優先選擇地理位置距離較近的供應商，以減少運輸過程中的碳足跡。在滿足生產需求的前提下，我們亦會考慮選用對環境造成較低影響的產品，如具有能源效益標籤、包裝較少或可回收利用的產品。同時，我們推廣使用環保包裝材料，並鼓勵員工注意產品保質期，優先使用較早購買的產品，以避免不必要的浪費。本年度，所有供應商均受上述供應商管理程式約束，而本集團按地區劃分的供應商數目如下：

表十二：供應商的數據



## OPERATING PRACTICES

### 營運常規

The Group continued to carry out improvement and innovation in the supply chain, and provided a platform for suppliers to show the improvement results, which led suppliers to improve actively rather than passively, and change from extensive management mode to refined management, to eliminate the cost of supply chain, and the overall supply chain cost was reduced. The Group has actively responded to the national policy of “dual carbon” and officially launched the construction of the electronic contract platform during the Year. The project is progressing steadily. After the successful operation of the electronic contract platform, the efficiency of business cooperation between the Group and the suppliers was effectively improved. At the same time, electronic contracts can replace paper contracts, which can greatly reduce the use of paper and contribute to the protection of the environment and help achieve the goal of carbon peak and carbon neutrality.

本集團持續在供應鏈開展改善及創新的工作，給予供應商展示改善成果的平台，引導供應商由被動做改善轉換成主動做改善，由粗放型管理模式向精細化管理轉變，消除供應鏈的浪費，整體的供應鏈成本得到降低。本集團積極回應國家「雙碳」的政策，並已啟動電子合同平台的搭建工作，該專案正穩步推進，電子合同平台成功投入運營之後，本集團與供應商之間的商務合作效率將有效提高，同時電子合同取代紙質合同，能大量減少對紙張的使用，為保護環境奉獻了一份力量，助力碳達峰、碳中和目標的實現。



Special training on supply chain capability improvement  
供應鏈能力提升專項培訓



## OPERATING PRACTICES 營運常規

### PRODUCT RESPONSIBILITY

#### Product Quality

The Group's operational objective is to provide customers with quality products and services. Hence, we strictly comply with the quality related laws and regulations, such as the Product Quality Law of the People's Republic of China, and adopt the two major standards, namely ISO9001 Quality Management System and IATF16949 Automotive Quality Management System, as the foundation for the formulation of quality management system for a comprehensive evaluation of product quality. The Group's philosophy of quality management is based on prevention and an emphasis on continual improvements. Hence, we have established a committee of product quality and safety to monitor the quality and safety issues of the Group's products, to take actions in handling and solving problems about product quality, as well as to conduct an annual test on key components, such as rear drive shaft, rear twist beam, brake calliper, bumper, dashboard and exhaust gas system. During the year, Wuling Industrial introduced six-channel comprehensive fatigue test bench. Apart from carrying out fatigue and performance test projects for chassis parts such as rear axles and suspensions, it also has the function of road spectrum iteration, which greatly improves the level of frame fatigue testing and technical analysis



Six-channel comprehensive fatigue test bench  
六通道綜合疲勞試驗台

### 產品責任

#### 產品質量

為客戶提供優質的產品及服務是本集團的營運宗旨，因此我們嚴格遵守《中華人民共和國產品質量法》等質量相關法律法規，並以ISO9001質量管理體系和IATF16949汽車業質量管理體系兩大標準為基礎，制訂質量管理系統以全面評估產品質量。本集團的質量管理理念以預防為主，並強調持續改進，因此我們設立了產品質量及安全委員會，對本集團的產品質量及安全事宜進行監督，於必要時採取行動處理及解決任何產品質量問題，並對後驅動軸、後扭梁、制動鉗、保險槓、儀錶板及排氣系統總成等關鍵零件進行年度試驗。本年度，五菱工業引入六通道綜合疲勞試驗台，不僅能開展後橋、懸架等底盤件疲勞、性能測試專案，還具備路譜迭代功能，極大提高了車架疲勞性測試及技術分析水準。



## OPERATING PRACTICES

### 營運常規

The Group's quality management adheres to the principles of zero defects and "Three Nos"<sup>7</sup> to check the quality of the products and ensure that there will not be any product defects. Product inspections are carried out during the processes of purchase, production and completion to ensure that products that have not been inspected or fail to pass the inspection are not in the production site, not reordered or not delivered. This provides a basis for preventing quality defects. The Group has established a product traceability system, which helps in the investigation, analysis and confirmation of defective products. If any recall of defective products is needed, we will stop the sales of the defective automotive products and recall the products according to the product recall procedures, so as to secure the safety of our consumers. During the Year, the percentage of the vehicles recycled due to safety reasons to the total number of vehicles sold is 0%.

本集團的質量管理堅持零缺陷及「三不」<sup>7</sup>的原則對產品質量層層把關，保證不會出現產品質量缺陷的問題。我們從進貨、生產到完工各個過程進行產品檢驗，確保未經過檢驗或檢驗不合格的產品不進入生產現場、不轉序或不出廠，並為預防質量缺陷提供依據。本集團已建立產品追溯系統，有利於缺陷產品的調查、分析及確認。如出現需要召回缺陷產品的情況，我們將按照產品召回流程停止銷售該等缺陷汽車產品，並進行產品召回，以保障消費者的安全。本年度，已售車輛中因安全理由而須回收的百分比為0%。

### Vehicle Network Cloud Platform 車聯網雲平台

The Group are researching on the first self-designed vehicle network cloud platform, which accomplished safely monitoring of vehicles, also providing users with services like charging, checking of vehicle status and maintenance booking. The platform satisfies with the requirements of the National regulations, including functions like vehicle monitoring, terminal filing and vehicle life-cycle management, accomplishing monitoring and managing of vehicle foundational information and latest status, which will soon be used in the company's new energies logistical vehicle models.

本集團正研發首款自主設計的車聯網雲平台，可實現對車輛的安全監控，並為用戶提供充電、車況查詢、預約保養等服務。平台可滿足國家法規要求，包括車輛監控、終端備案、車輛全生命週期管理等功能，實現車輛基礎資訊及即時資訊的監控及管理，後續將用於公司新能源物流車等車型中。



12th China Eastern Alliance (Liuzhou) Car Industrial Expo  
第十二屆中國東盟(柳州)汽車工業博覽會

<sup>7</sup> "Three No's" are no acceptance, no delivery and no manufacturing of deficient products.

<sup>7</sup> 「三不」即不接受、不傳遞及不製造有缺陷的產品。



## OPERATING PRACTICES

### 營運常規

Our Group strengthened the construction of metrological inspection and testing service system, carrying out metrological verification and value transfer work, established the use of micrometre, pressure gauge, calliper, torque wrench, indicator, voltage, ammeter and other verification devices, with regular inspection of metrological verification devices for enterprises. During the Year, our Group has completed on-site audit work of each types of devices, tested 8712 pieces internally, and out-sourced testing of 764 sets of equipment.

Our Group has been consistently improving quality system processes. During the Year, our Group has conducted revision of Wuling Industrial and Liuzhou Zhuotong system framework and organised inner quality control system plan, inner evaluation checking along with quantitative system evaluation, and carried out the external review IATF 16949 vehicle quality control system, completed 6 reviews of certification sites and all support functions in Liuzhou. Our Group also started company-level management evaluation, carried out assessments on quality systems of the company and each departments, identified the risks and devised improvement projects, pushing forward the rectification work.

During the Year, our Group strengthened quality infrastructure, promote product quality audit, training and application of quality control tool, focusing on 3 coordinated measuring machine, analysing and carrying out three-dimensional scanning, providing information support for quality improvement. Our Group made use of various types of tools for monitoring during the development of new product, restarting the optimisation of learning management system, regular conducting audit review and analyzation of audit information, consistently improving product quality.

Besides, during the year, our Group strengthened full-scale quality monitoring, organised quality system documentation framework, identified process files that required optimisation and updates, improving the quality standards during new product development and face quality risks brought by changes. Simultaneously, our Group has improved and modified error proofing device and error proofing process, reducing risks during welding of parts, raising error-proof effectiveness. Our Group strengthened the application of intelligent quality control, automatic collection of quality measurement information, accomplishing quality data automatic collection and smart analyses of information, reducing labour work and improving product quality.

本集團加強計量檢驗檢測服務體系建設開展計量檢定和量值傳遞工作，建立測微量、壓力錶、卡尺、扭矩扳子、指示表、電壓、電流錶等檢定裝置，對企業用計量檢定裝置定期送檢。本年度完成各類裝置的現場審核工作，全年內部檢定8712件，委外檢定764套設備。

本集團持續優化質量體系流程。本年度，本集團已為五菱工業及柳州卓通流程的體系框架進行修訂，亦組織各部門開展公司品質管制體系內審工作計劃、內審檢查表評審，以及進行了體系量化評價，並開展了IATF 16949汽車品質管理系統的外部審核，完成了柳州6個認證現場及所有支持職能的審核。本集團亦開展了公司級管理評審，對公司及各部門的品質體系運行情況進行評估，識別了公司體系的風險及改進專案，並推進整改工作。

本年度，本集團強化質量基礎建設，推進產品質量審計、品質控制等質量工具的培訓及應用，對主要產品開展三座標測量機測量及分析及進行三維掃描，為品質改進提供資料支援。本集團利用各種工具對新產品開發過程品質進行管控、重新優化學習管理系統、定期開展審計評審、對評審資料進行分析等監控方式，持續改善產品品質。

此外，本年度本集團加強全面品質監管，對品質體系檔框架進行了梳理，識別需要優化的流程檔並進行更新和優化，提升新產品開發的品質水準，應對變化帶來的品質風險。同時，本集團已優化和改進防錯裝置及防錯流程，降低零件漏焊的風險，提升防錯有效性。本集團加強智能化品質管制的應用，自動採集質量測量資料，實現質量數據自動採集及資料的智能分析，減少了人工作業，改善了產品質量。



## OPERATING PRACTICES

### 營運常規

#### Technological Advancement

In the face of the innovation and revolution of the global vehicle industry, we actively seek methods to seek out, continue to persist and develop current traditional advantageous parts and engine business. Wuling Liuqi was appraised as the model demo enterprise of the autonomous region of the Year. Recently, our Group focused on the transformation of traditional production to smart production, introducing new automatic technologies. During the Year, Wuling Industrial started self-modification and rebuild of 4 automatic production lines, built 12 small robot workstations, accomplished the automatic production of 44 productions, raising usage rates of 50 robots from less than 30% to above 70%. Shandong Branch Company also set the side shell plate automatic production plan, making use of 32 idle robots. The automation of side shell plate will greatly raise the appeal of welding and product quality, compared with hand weld processes, reducing repair rates by 80%.

Besides, our Group has set the title of the Year as “New energies leads to new living, new concepts leads to new development”, exhibited Wuling smart driving shuttle bus “Wuling Space Capsule”, “Wuling EV50 logistical vehicle” and Wuling refrigerated truck in the ASEAN International Auto Show. In that, “Wuling Space Capsule” was the first 5G autonomous cabin, equipped with components and intelligent driving system self-developed by the Group, which is highly recognised for the R&D technology.

#### 技術創新

在面對全球汽車產業創新與變革，我們積極突圍、繼續保持和發展現有零部件和發動機優勢傳統業務。五菱柳機於本年度更獲評為自治區技術創新示範企業。近年，本集團致力於從傳統生產轉型智能化生產，引入新自動化技術。本年度，五菱工業共開展了4條自動產線的自主改造和重建，自建12個小型機器人工作站，實現44個產品的自動化生產，約50台機器人利用率由不足30%提升至70%以上。山東分公司則制定了側圍外板自動化生產方案，利舊改造32台閒置機器人。側圍自動化產線投入使用後，焊點外觀與質量較手工線大幅提升，返修率亦下降80%。

此外，本集團於本年度以「新能源引領新生活，新理念推動新發展」為題，在東盟國際車展展出五菱智能駕駛接駁車「五菱太空艙」、「五菱EV50物流車」和五菱冷藏車。其中，「五菱太空艙」為首輛5G無人駕駛移動雲艙，配備本集團自主研發之部件及智能駕駛系統，其研發技術備受肯定。

#### High-performance low-noise overall intubation bridge 新型高性能低噪音整體插管橋

The high-performance low-noise overall intubation bridge of Wuling Industrial has accomplished batch production. The “high-performance low-noise overall intubation bridge” Autonomous Region Innovation Driven Development Science and Technology Special Project bourn by Wuling Industrials has received approval, and has been reviewed by experts through checking project acceptance materials and observation of the production site. Wuling Industrial has fully utilised new technologies like industrial internet and big data during the product life-cycle, constructing a product development platform that provides vehicle and parts analyses, structure optimization and performance verification, developing high-performance low-noise overall intubation bridge. Wuling Industrial focuses on the future of product technology development, consistent improvement of platform technology, molding the new advantages of the intubation bridge of the Group, raising core competitiveness in the industry.

五菱工業的新型高性能低噪音整體插管橋實現批量投產。五菱工業承擔的自治區創新驅動發展科技專項項目「新型高性能低噪音整體插管橋」開發接受檢閱，並由專家組審閱了項目驗收材料和觀察生產現場項目合規性，並通過驗收。五菱工業在產品全生命週期中充分利用工業互聯網、大數據等新技術，建設了可供匹配分析整車與零部件、結構優化、性能驗證等的產品開發平台，開發出新型高性能低噪音整體插管橋。五菱工業著眼於產品技術發展前沿，平台化持續升級技術，塑造本集團車橋在行業的新優勢，提升了產業核心競爭力。



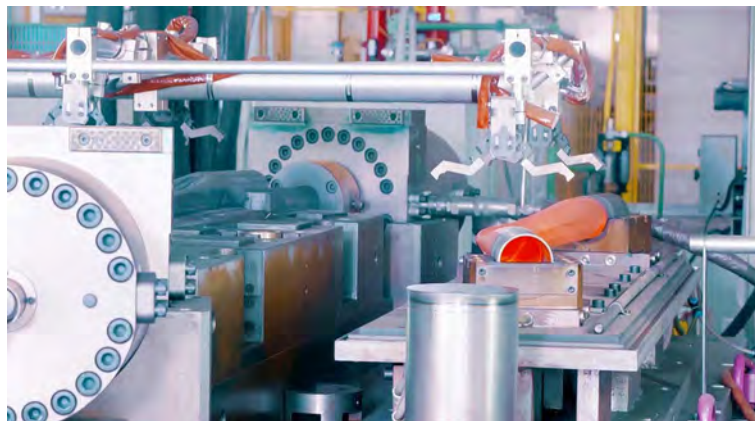
## OPERATING PRACTICES

### 營運常規

#### Light-weighting the production line 輕量化生產線

To overcome key core technologies and help the transformation and upgrading of the automobile industry, on the basis of the mature use of liquid-filled forming and thermal expansion processes, the Group has set its sights on thermoforming processes and integrated the three processes into one production line, which can produce tubes, closed structural parts such as beams will also be able to produce body sheet metal parts. Liquid-filled formed parts have the advantages of light weight, high precision and efficiency, and low cost, and have been widely used in key parts of chassis assemblies such as subframes, torsion beams, and instrument panel brackets. The thermal expansion technology can be said to be an “evolutionary upgrade” of the liquid-filled forming technology, which has a significant weight reduction effect, is lighter, and has a high material utilization rate. Compared with the traditional stamping process, the weight of parts using the liquid-filled forming process can be reduced by 15%-20%, the thermal expansion forming process can be reduced by about 30%, and the material utilization rate can be increased to more than 90%.

攻克關鍵核心技術，助力汽車行業轉型升級，在成熟運用充液成形和熱氣脹工藝基礎上，本集團將目光投向熱成型工藝，並將三個工藝集成在一條生產線上，既能生產管類、梁類等封閉結構零件，也將能生產車身鈹金件等。充液成形件具有重量輕、精度和效率高、成本低等優勢，已被廣泛應用到副車架、扭轉梁、儀錶盤支架等底盤總成關鍵件上。熱氣脹技術可以說是充液成形技術的「進化升級版」，減重效果顯著，更輕量化，材料利用率高。與傳統衝壓工藝相比，採用充液成形工藝的零部件重量可減輕15%-20%，熱氣脹成形工藝可減輕約30%，材料利用率可提高到90%以上。



## OPERATING PRACTICES

### 營運常規

#### Valuing Customer Feedback

The Group attaches great importance to customer satisfaction, thus collecting feedback from our customers is crucial for understanding customer satisfaction. We have established after-sales service management program, after-sales service quality information feedback and customer complaint handling process, and hold weekly meetings to handle to address quality issues reported by customers and to standardise our after-sales service. In addition, we set up front-line service stations to collect customer feedback on product design, product quality and customer service, and collect comments from end-customers through automotive dealers. We also welcome customers to provide opinions and suggestions through phone calls, letters and e-mails. The Sales Department will analyse and handle the feedback received and promptly respond to the customers. The Sales Department will also report the valuable suggestions and information to relevant departments to help formulate corrective measures.

In order to enable customers to enjoy high-quality customer service, the Group has established a customer service hotline and a huge service network for customer service such as pre-sales, after-sales, complaints and enquiries in the PRC. These act as an important bridge of communication between the Group and its customers. At the same time, the Group realises normative, professional and standardised management of external information communication. In addition, the Group also continued to improve its after-sales services, plan training programs, and provide relevant training to its after-sales service personnel on a regular basis in response to market performance, sales weaknesses and regional adjustments of service managers. For example, in response to a series of vehicle charging failure issues, the Group strengthened technical training to comprehensively improve the quality of its after-sales services. During the Year, the Group did not have any major complaints about products or services.

#### 重視客戶意見

本集團重視客戶滿意度，因此收集客戶的回饋對了解客戶滿意度至關重要。我們設立售後服務管理程式、售後服務品質資訊回饋規定與顧客投訴處置流程，並每週開啟例會，處理客戶彙報之品質問題，規範我們的售後服務素質。此外，我們設立前線服務站向客戶收集有關產品設計、產品品質及售後服務的意見，並通過汽車經銷商收集終端客戶的評價。我們亦歡迎客戶以電話、書信或電郵等方式提供改進意見及建議。售後部將對收集到的客戶回饋進行分析及處理，並及時回覆客戶。另外，售後部會把有價值的建議及資訊上報有關部門，以協助制訂整改措施。

為使客戶享有高水準的服務，本集團已於中國建立客戶服務熱線及龐大的服務網絡以提供售前、售後、投訴及諮詢等客戶服務，其亦作為本集團與客戶溝通的重要橋樑。同時，本集團的對外資訊通報實行了規範化、專業化和標準化管理。此外，本集團亦持續改善售後服務，規劃培訓方案，針對市場表現、銷售弱點及服務經理區域的調整，定期為售後服務人員提供相關培訓，例如針對單一系列的車輛充電故障問題，加強技術型的培訓，全面提升售後服務素質。本年度，本集團未有出現關於產品或服務的重大投訴。





## OPERATING PRACTICES

### 營運常規

#### Clients' Rights and Interests

The Group has a high regard for safeguarding the data and privacy of different parties. As such, we strictly require our employees to comply with the policy of confidentiality. Without written permission from the Group, employees are not allowed to disclose any secrets on operation, transaction, management and technology or confidential information in any forms, such as customer information, blueprints, products or pictures. To ensure an effective protection of the Group's confidential information and customer privacy, staff working in positions which have contact with the Group's sensitive information are required to sign a confidentiality agreement, so as to undertake that they will not disclose any of the Group's confidential information to third parties. In addition, the Group has also performed well in combating cyber attacks. During the year, the Group participated in the cyber security exercise held by the cyber security headquarters of the autonomous region public security department and the cyber security detachment of the Liuzhou public security bureau, and achieved a merit result with full score which proving its strength in maintaining cyber security.

We regulate the content of advertisements and comply with the relevant laws and regulations such as the Advertising Law of the People's Republic of China. Through conducting strict reviews on the content of advertisements, we ensure there is no misrepresentation, false statement or infringement in the content.

#### Protection of Intellectual Property

Being motivated by technological innovation and aiming to master core technologies, the Group actively engages in product research and development work. We strictly comply with the laws and regulations related to intellectual property, such as the Patent Law of the People's Republic of China and the Trademark Law of the People's Republic of China, so as to establish an internal management system on intellectual property to ensure that the rights on patents and trademarks are not violated, and hence to secure the competitive edges and reputation of the Group. During the Year, the Group successfully obtained 8 invention patent, 16 design patents and 139 utility model patents authorised by our country. The Group also limited the use of labels, and no one could use the Group's label without prior permission from the Group.

#### 客戶權益

本集團重視保障各方數據和私隱，因此嚴格要求員工遵守保密制度。未經本集團的書面許可下，員工不得以任何形式披露任何有關本集團經營、交易、管理及技術方面的秘密或機密資料，包括客戶資料、圖紙、產品實物和圖片等等。為有效保障本集團機密及客戶資料，從事接觸敏感資料崗位的同事需簽訂保密協議，承諾不會向協力廠商洩露任何本集團機密資料。此外，本集團在對抗網路攻擊上亦有出色的表現。本年度，本集團參與自治區公安廳網安總隊和柳州市公安局網路安全保衛支隊舉辦的網路安全攻防實戰演習，且取得滿分的優異成績，證明了在維護網路安全上的實力。

我們亦對廣告內容進行規範，嚴格遵守《中華人民共和國廣告法》等相關法律法規，對廣告內容進行嚴格審核，確保沒有任何誤導、失實或侵權的內容。

#### 保障知識產權

本集團以技術創新為動力，掌握核心技術為目標，積極進行產品研發工作。我們嚴格遵照《中華人民共和國專利法》及《中華人民共和國商標法》等知識產權相關的法律法規，設立內部知識產權管理制度，確保各項專利和商標不受侵犯，保障本集團的競爭優勢和聲譽。本年度，本集團成功獲得國家授權8項發明專利，16項外觀專利，139項實用新型專利。榮獲國家知識產權局評定為「國家知識產權優勢企業」。本集團亦限制標籤的使用，所有未經本集團允許的人士不得隨意使用本集團標籤。



## OPERATING PRACTICES

### 營運常規

The laboratory of Wuling Industrial has passed the review of the China National Accreditation Service for Conformity Assessment (CNAS), and obtained the CNAS laboratory accreditation certificate. This indicates that our laboratory has obtained international recognition and is allowed to carry out testing or calibration services within the scope of authority. This will facilitate Wuling Industrial to develop new vehicles, increase the opportunities for communication between Wuling Industrial and international conformity assessment agencies, and enhance the reputation and competitiveness of the Company.

#### Participation in formulating National standards and regulations

Our Group collects, arranges, and follow standards, regulations, national policies and other rules, release news dynamically. Our Group regularly organises standards, policy rules monthly, guiding the planning of company product, confirming the rules conformity of products and adaptive modifications to new standards. Our Group actively participates in the revision of nation, industry, location standards. During the Year, our Group participated in the revision of 7 Nation standards and 2 location standards, encouraging the construction of vehicle standards system

Among the standards, the State Administration for Market Regulation has announced the “Safety technology regulations for factory specialised vehicles” (TSG 81-2022) during the year, set up mandatory standards to the design, manufacturing, testing and usage management for factory specialised mobile vehicles. Our Group has participated in 4 revision meetings for this standard, and has suggested 12 changes, which have all been accepted, including the suggestion on “Raising tour vehicle driving slope value from 10% to 15%” rule, which resulted in raising of slope value, breaking the more than a decade old operating standard previously. The change in slope value poses an advantage to our Group, with more promotion on using tour cars in scenic spot, opening up the sales market of tour car, increasing market shares. Under such changes in slope value, previously shut down vehicles due to low slope value will be able to re-enter service, which impacts the while tour car industry greatly.

In the past, our Group has also participated in the 2021 “off-road tour car usage management” regulation (GB/T 41097-2021), regulating on the type, registration, usage, maintenance, modifications, monitoring and incident reaction of off-road tour cars. Our Group participated in the entire process from drafting to announcement of the standard, ranking 2nd in the standard signature.

五菱工業實驗室於已通過中國合格評定國家認可委員會 (CNAS) 審核，獲得CNAS實驗室認可證書。這表示我們的實驗室已具備國際認可，並可以開展授權範圍內的檢測或校準服務。此有助五菱工業開發新型汽車，增加了五菱工業與國際間合格評定機構的交流機會，並提高了公司知名度及競爭力。

#### 參與制定國標、法規

本集團收集、整理、和跟蹤標準、法規、國家政策及其制修訂、發佈等動態資訊，本集團每月定期組織標準、政策法規的宣貫，引導公司產品規劃；確認公司產品符合法規、新標準的適應性整改。本集團積極參與國家、行業、地方標準的制修訂。本年度，本集團參與七項國家標準、兩項地方標準的主導制修訂及推進企業整車標準化體系建設。

其中，國家市場監督管理總局已於本年度發佈《場（廠）內專用機動車輛安全技術規程》（TSG 81-2022），作為針對場（廠）內專用機動車輛的設計、製造、試驗及使用管理等規定的強制性標準。本集團已參加了該標準的四次修訂會議，並提出共12項修訂意見，該意見均得到採納，其中包括提出修訂條款「觀光車行駛景區坡度值由10%提升到15%」，提高該坡度值，打破了十多年標準運行模式。坡度值放開有利於本集團觀光車在更多景區推廣，開拓了觀光車銷售市場，提高市場份額。而因坡度值受限停運的車輛將重新啟動使用，對整個觀光車行業影響深遠。

過往，本集團亦有參與二零二一年的《非公路用旅遊觀光車輛使用管理》（GB/T 41097-2021）非公路用旅遊觀光車輛使用管理的選型、登記、使用、維護保養、修理改裝、監督管理和事故預案的規定。本集團參與標準的起草至發佈的整個過程，在標準署名排第2位。



## COMMUNITY INVOLVEMENT

### 社區參與

The Group understands the importance of giving back to the society. We invest our time, energy and resources on making improvements in our communities. Our efforts are focused on helping those who are underprivileged or disadvantaged, as well as making improvements to the living conditions within our communities. Supporting and nurturing young people is also one of our core initiatives due to their key role in shaping the future of our country.

During the Year, we continued to cooperate with employees, business partners, community members and other volunteers to carry out a number of community care activities. In the coming years, we wish to continue to work hand-in-hand with our volunteers to develop and implement community care programmes that make a difference.

#### RURAL VITALISATION

The Group has been committed to supporting the paired-up assistance offered to villages for poverty alleviation and rural vitalisation. Since 2015, we have been continually supporting 5 targeted villages, which are Bangyang Village, Baizhao Village and Longcen Village in Baiyun Town, Jiangmen Village in Anchi Town and Bendong Village in Sanfang Town, and promoting development of the targeted villages by providing funds and talents, and infusing technologies. During the Year, our Group continues assisting with the 5 targeted villages that has alleviated poverty, donating an amount of RMB1,074,000, with the amount used in developing industries and infrastructure, "Poverty rebound prevention" dynamic monitoring, cultural education infrastructure, consumption subsidies, minority caring programs and state-led poverty alleviation projects, the disbursement rate of the amount reaches 99%, supporting and assuring the first-line employees in villages. Besides, our Group held the rural vitalisation work exchange coordination meeting, strengthening guidance, and starting Festival condolence activities in the village for our employees.

本集團明白回饋社會的重要性。我們投放時間、精力及資源改善社區，主力協助貧困或弱勢社群，以及改善社區生活條件。青年是國家未來棟樑，故支援及培育青年亦是我們的核心工作之一。

本年度，我們繼續與員工、業務夥伴、社區成員及其他志願者合作開展連串社區關愛活動。展望未來幾年，我們希望繼續與志願者攜手籌辦及推行社區關愛計劃，努力求變。

#### 振興鄉村

本集團一直致力於支援定點幫扶村的脫貧攻堅和鄉村振興工作。自二零一五年起，我們持續為5個定點幫扶村，包括白雲鄉幫陽村、白雲鄉白照村、白雲鄉龍岑村、安陞鄉江門村及三防鎮本洞村，注入資金、人才、技術等資源，推進定點幫扶村建設和發展。本年度，本集團繼續為已實現脫貧的5個定點幫扶村捐贈人民幣1,074,000元，以開展產業建設、基礎設施建設、「防返貧」動態監測、文化教育建設、消費幫扶、弱勢群體關愛、黨建共建等定點幫扶工作，專項資金撥付率達99%，為駐村一線開展工作做好後援保障支持。此外，本集團召開鄉村振興工作交流協調會，加強指導共建，並開展駐村節日慰問活動以關懷集團駐村人員。



## COMMUNITY INVOLVEMENT

### 社區參與

During the Year, our Group started “Warm students, helping students in autumn” activity, along with rural vitalisation work, helping 78 freshmen of the targeted villages with gifting scholarships and student gift bags. On the other hand, our Group also headed to Rongshui Miao self-autonomous Longcen village, providing gifting bags to village primary school children, also donating sports equipment to schools. Before mid-autumn festival, our Group also visited low income households, gifting mid-autumn festival items and offering companionship to them.

Over the past 5 years, our Group consistently implementing consumption assistance, doing the best in assisting the sales of agricultural products and the purchase of agricultural and side-line products. During the year, our Group organises purchasing 5,500 kilograms of watermelons from targeted villages as bonuses to front-line employees, promoting economic development within the villages. Also, the Group labour union also purchased 1,000 kilograms of Kiwis, actively develop the sales channel of agricultural products from targeted villages, helping with raising revenues of locals, while consistently improving brand popularity and product reputation. In the future, we will be continue with such rural vitalisation work, and keep up with successful results in poverty alleviation.

本年度，本集團開展「情暖學子·金秋助學」活動，協同推進鄉村振興工作，為幫扶村的78位新晉大學生送上助學金和助學禮包，扶智扶志。另外，本集團亦前往融水苗族自治縣龍岑村，向村內小學生提供開學禮包，並向學校捐贈了一系列體育用品。在中秋節前夕，本集團還走訪慰問貧困戶，為貧困戶家庭送上中秋慰問品，噓寒問暖，敘說家常，傳遞溫暖。

近五年來，本集團持續實施消費幫扶，盡力幫助銷售農產品及採購幫扶村農副產品。本年度，本集團組織集團工會向定點幫扶村採購5,500斤西瓜作為集團慰問一線職工高溫福利，推進村內經濟發展。此外，集團工會職工亦採購幫陽村紅心獼猴桃1,000多斤，積極拓寬幫扶村農產品銷售管道，幫助當地群眾增加營收，同時不斷提升幫扶村農產品的品牌知名度和產品美譽度。及後，我們繼續相關鄉村振興工作，持續鞏固脫貧攻堅成果。



## COMMUNITY INVOLVEMENT 社區參與



Visiting poor households  
走訪貧困戶



Consumption assistance  
消費幫扶



## COMMUNITY INVOLVEMENT 社區參與

### CARING FOR CHILDREN

During the year, our Group has started the “Assist the smart, promote learning” volunteering activity at Rongshui Miao self-autonomous Longcen village. Our volunteers picked tea leaves in Anji white tea plantation, and arrived Longcen village primary school, educating the local children with music and sports class, broadening their horizons. Volunteers were also able to understand the daily learning routine of the local children in details, donating children with dictionaries, sketch pens, map of china, pinyin chart, etc., assisting in their studies. In addition, we have also provided primary students of Longcen village with “micro teaching”, handcraft lessons, hand dancing lessons, etc, bringing in new learning experiences.

### 關懷兒童

本年度，本集團於融水苗族自治縣龍岑村開展「扶智扶志、助學興才」學雷鋒志願服務活動。我們的志願者到安吉白茶種植茶園採摘茶葉，然後到龍岑村小學，給孩子們上了音樂課和體育課，幫助孩子們開拓視野。志願者們亦詳細了解孩子們的日常學習情況，並贈予孩子們識字手冊、繪畫筆、中國地圖、拼音表等，幫助他們更好地學習。此外，我們亦為龍岑村小學學生提供「微支教」小課堂，教授手工課、手勢舞等，帶來新的學習體驗。



“Assist the smart, promote learning” Volunteering service  
「扶智扶志、助學興才」學雷鋒志願服務活動



Anji white tea plantation tea leaves picking  
到高山安吉白茶種植茶園採摘茶葉



Stationary distribution to local students  
向龍岑村小學學生發放文具



“Micro teaching” clay handicraft lessons  
「微支教」之黏土手工課



## COMMUNITY INVOLVEMENT 社區參與

### CONNECTING WITH THE COMMUNITY

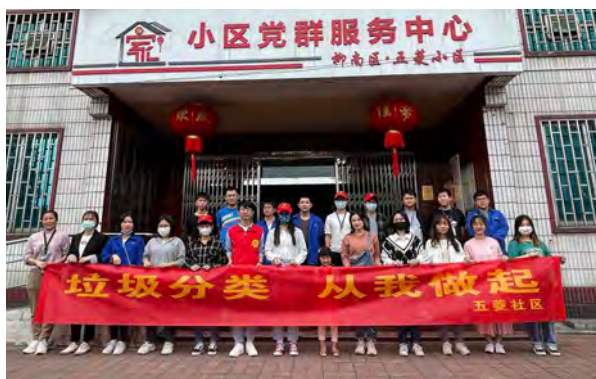
Our Group actively hosts volunteering service activities. For example, the “Inherit the spirit of Lei Feng and carry forward the new trend of the times” one day activity hosted jointly with Longqingyuan Community. Within the community, our Group provided promotion, printing and disinfection volunteering services. We have embodied and showed the practical and responsible youth spirit of the vehicle group to the old and young of Longqingyuan community, educating the elderly with hygienic knowledge, distributed masks, and promoted the dangers and prevention of monoxide poisoning, reminding them of precautions alone at home. During the day of event, our Group organises 9 teenagers to Liuzhou city’s 4th “Little Bauhinia” teenager volunteering festival, participating in volunteering service work.

Afterwards, our Group also organised Wuling teenager “Learn from Lei Feng, contribute to society” volunteering service activity, carrying out cleaning in households of retired employees, managing chores and set up maintenance point for home appliances in Wuling community, transforming “electronic waste” from households to “treasures”, and fixed electronics, internet cables and tutored children of the community, actively fulfilling social responsibility. Besides, our Group has also been actively hosted various “Learn from Lei Feng” volunteering services activity, services like temperature checking, personnel registration and cabin disinfection work are carried out, with cleaning carried out in factory parks, display broads, dead corners of factory external walls, electoral car hangers, etc. Such cleaning will ensure the cleanliness and hygiene of factory environment.

### 接觸社區

本集團積極開展各志願服務活動。例如，本集團聯合龍擎苑社區開展「傳承雷鋒精神，弘揚時代新風」學雷鋒統一行動日活動。在社區裡，本集團開展了宣傳、打印、消殺等志願服務活動。我們於以許多年邁的老人和小朋友居多龍擎苑社區體現了擔當實幹的汽車集團青年精神，給社區老人義務宣講健康衛生知識，並分發口罩，還做了預防一氧化碳中毒宣講，提醒他們獨自在家中時需要注意的事項。活動當日，本集團組織了9名青年到柳州市第四屆「小紫荊」青年公益志願文化節，投入志願服務工作。

之後，本集團亦組織五菱青年「崗位學雷鋒，社會送春風」志願服務活動，深入退休五菱職工家中打掃衛生，整理家務，還在五菱社區設立維修小家電站點，幫助街坊鄰居「變廢為寶」，並維修電路、修理網線及輔導社區孩子作業等，積極承擔了社會責任。此外，本集團亦積極開展多種多樣的學雷鋒志願服務活動，如協助門崗進行體溫檢測及人員登記和車間消殺工作、對工段圍地、宣傳欄進行「美容」、對廠區外圍衛生死角、電動車棚衛生死角進行了清理等，營造乾淨、整潔、衛生的廠區環境。



## COMMUNITY INVOLVEMENT

### 社區參與

#### CULTIVATING TALENTS

The Group is dedicated to the prosperity and growth of the Nation, passing on new energies vehicle manufacturing knowledge to the next generation of talents of society. The Group has set up the Intelligent Manufacturing Industry College and the Intelligent Automotive Industry College with the Liuzhou Vocational and Technical College and Guangxi Vocational and Technical College of Communications respectively and has devised professional talent training plans, constructed course systems and constructed skilled masters' workshop, in the hopes of training high quality, high skilled talents. These two industry colleges developed 3 occupational skill standards for new job types in the industry, 20 skill training courses, 5 skill trial bases and jointly developed 24 research projects within their operations, also organising multiple on-site practical training to school students, with school teachers joining in for learning, pushing forward the training of talents in application technologies in the new age. During the year, Liuzhou Zhuotong and Liuzhou Vocational and Technical College signed the "Cooperation framework agreement on off-campus training bases", promoting exchanging activities.

#### 栽培社會人才

本集團致力助祖國繁榮昌盛，傳授新能源汽車製造知識給未來社會的人才。本集團與柳州職業技術學院、廣西交通職業技術學院分別成立智慧製造產業學院、智能汽車產業學院，並制定專業人才培養方案、搭建課程體系和建設技能大師工作室，紮實培養高素質技術技能型人才。兩間產業學院運行下，開發了3個企業新工種職業技能標準、20門技能培訓課程，共建5個技能實訓基地，並聯合開展24項科研專案，並多次組織在校學生入廠實訓、校方教師到集團實踐學習，推動新時代應用型技術技能人才培养。本年度，柳州卓通亦與柳州職業技術學院簽訂《校外實訓基地合作框架協定》，開展交流活動。





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## 有關《環境、社會及管治報告指引》內容索引

ESG Indicators ESG 指標	Descriptions 概述	Sections 章節
<b>Environmental 環境</b>		
<b>Aspect A1: Emissions 層面 A1：排放物</b>	<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. <b>一般披露</b> 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Protection > To Face Environmental Risk Problems > Emissions and Wastes Management > Emission of Exhaust Gas > Emission of Wastewater > Management of Wastes > Greenhouse Gas Emissions 環境保護 > 共同應對環境風險問題 > 排放物及廢棄物管理 > 廢氣排放 > 廢水排放 > 廢棄物管理 > 溫室氣體排放
<b>Aspect A2: Use of Resources 層面 A2：資源使用</b>	<b>General Disclosure</b> Policies on the efficient use of resources, including energy, water and other raw materials. <b>一般披露</b> 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Protection > To Face Environmental Risk Problems > Use of Resources > Energy Management > Water Resources Management > Materials Usage 環境保護 > 共同應對環境風險問題 > 資源運用 > 能源管理 > 水資源管理 > 物料使用



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ESG Indicators ESG 指標	Descriptions 概述	Sections 章節
<b>Aspect A3:</b> <b>The Environment and Natural Resources</b> 層面 A3： 環境及天然資源	<b>General Disclosure</b> Policies on minimising the issuer's significant impact on the environment and natural resources. <b>一般披露</b> 減低發行人對環境及天然資源造成重大影響的政策。	Environmental Protection > Actively Embrace The "decarbonisation" track, Promoting Green Manufacturing > New Energy Vehicles And Core Parts research & Production > New Energy Logistics Vehicles > New Energies R&D and manufacturing of new core components > To Face Environmental Risk Problems > Emissions and Wastes Management > Greenhouse Gas Emissions 環境保護 > 積極擁抱「脫碳」賽道，推進綠色製造 > 新能源汽車及核心零部件研發與製造 > 新能源汽車 > 新能源核心零部件研發與製造 > 共同應對環境風險問題 > 排放物及廢棄物管理 > 溫室氣體排放
<b>Aspect A4:</b> <b>Climate Change</b> 層面 A4：氣候變化	<b>General Disclosure</b> Policies on identification and mitigation of significant climate-related issues which have impacted, and those may impact, the issuer, and the actions taken to manage them. <b>一般披露</b> 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environmental Protection > To Face Environmental Risk Problems > Dealing with Climate Change 環境保護 > 共同應對環境風險問題 > 應對氣候變化



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ESG Indicators ESG 指標	Descriptions 概述	Sections 章節
<b>Social</b> 社會		
<b>Employment and Labour Practices</b> 僱傭及勞工常規		
<b>Aspect B1: Employment</b> 層面 B1：僱傭	<p><b>General Disclosure</b> Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>Relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p><b>一般披露</b> 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Harmonious Working Environment</p> <ul style="list-style-type: none"> <li>&gt; Employees' Rights and Interests                             <ul style="list-style-type: none"> <li>&gt; Hiring New Employees</li> <li>&gt; Employee Benefits</li> </ul> </li> <li>&gt; Caring for our Employees</li> </ul> <p>和諧工作環境</p> <ul style="list-style-type: none"> <li>&gt; 員工權益                             <ul style="list-style-type: none"> <li>&gt; 招攬員工</li> <li>&gt; 員工福利</li> </ul> </li> <li>&gt; 關愛員工</li> </ul>
<b>Aspect B2: Health and Safety</b> 層面 B2：健康與安全	<p><b>General Disclosure</b> Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>Relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p><b>一般披露</b> 有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Harmonious Working Environment</p> <ul style="list-style-type: none"> <li>&gt; Health and Safety</li> </ul> <p>和諧工作環境</p> <ul style="list-style-type: none"> <li>&gt; 健康與安全</li> </ul>



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## 有關《環境、社會及管治報告指引》內容索引

ESG Indicators ESG 指標	Descriptions 概述	Sections 章節
<b>Aspect B3: Development and Training</b> 層面 B3：發展及培訓	<b>General Disclosure</b> Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. <b>一般披露</b> 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Harmonious Working Environment > Employee Development and Training > Caring employee development > Developing the Young 和諧工作環境 > 員工發展與培訓 > 關注員工發展 > 培養青年人才
<b>Aspect B4: Labour Standards</b> 層面 B4：勞工準則	<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to preventing child and forced labour. <b>一般披露</b> 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Harmonious Working Environment > Employees' Rights and Interests > Hiring New Employees 和諧工作環境 > 員工權益 > 招攬員工
<b>Operating Practices</b> 營運慣例		
<b>Aspect B5: Supply Chain Management</b> 層面 B5：供應鏈管理	<b>General Disclosure</b> Policies on managing environmental and social risks of the supply chain. <b>一般披露</b> 管理供應鏈的環境及社會風險政策。	Operating Practices > Supply Chain Management 營運常規 > 供應鏈管理
<b>Aspect B6: Product Responsibility</b> 層面 B6：產品責任	<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. <b>一般披露</b> 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Operating Practices > Product Responsibility > Product Quality > Technological Advancement > Valuing Customer Feedback > Clients' Rights and Interests > Protection of Intellectual Property 營運常規 > 產品責任 > 產品質量 > 技術創新 > 重視客戶意見 > 客戶權益 > 保障知識產權



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ESG Indicators ESG 指標	Descriptions 概述	Sections 章節
<b>Aspect B7: Anti-corruption</b> 層面 B7：反貪污	<b>General Disclosure</b> Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer Relating to prevention of bribery, extortion, fraud and money laundering. <b>一般披露</b> 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Operating Practices > Integrity Management 營運常規 > 誠信經營
<b>Community</b> 社區		
<b>Aspect B8: Community Investment</b> 層面 B8：社區投資	<b>General Disclosure</b> Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. <b>一般披露</b> 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Involvement > Rural Vitalisation > Caring for Children > Connecting with the Community > Cultivating Talents 社區參與 > 振興鄉村 > 關懷兒童 > 接觸社區 > 栽培社會人才



## VERIFICATION STATEMENT

### 驗證聲明



SHINEWING  
Sustainability Advisory Services Limited  
17/F, Leighton Centre, 77 Leighton Road,  
Causeway Bay, Hong Kong

信永方略可持續發展諮詢服務有限公司  
香港銅鑼灣禮頓道77號  
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### SCOPE AND OBJECTIVE OF VERIFICATION

SHINEWING Sustainability Advisory Services Limited (“SHINEWING Sustainability”) has been engaged by Wuling International Limited (HKSE Stock Code: 00305) and its subsidiaries (collectively referred to as “Wuling”) to undertake an independent verification of its Environmental, Social and Governance Report 2022 (the ESG Report). The ESG Report stated the environmental and social performance of Wuling in the period of 1st January 2022 to 31st December 2022. This independent assurance statement is for the use by the stakeholders and management personnel of Wuling. If there is any inconsistency or ambiguity between the English version and the Chinese version of this assurance statement, the Chinese version shall prevail.

This verification statement aims at providing a Type 2 moderate level of assurance in accordance with AA1000 Assurance Standard regarding the greenhouse gases and use of resources data (“Specific Performance Information”) set out in the ESG Report. The ESG Report has been prepared in accordance with Appendix 27 “Environmental, Social and Governance Reporting Guide” (“Appendix 27”) of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (“SEHK”).

### 範圍及目的

信永方略可持續發展諮詢服務有限公司（「信永方略」）獲五菱汽車集團控股有限公司（股票代號：00305）連同其附屬公司（合稱「五菱汽車」）委託對其二零二二年環境、社會及管治報告（「ESG 報告」）進行獨立驗證。該 ESG 報告陳述了五菱汽車在二零二二年一月一日至二零二二年十二月三十一日期間的經濟、環境和社會績效。此獨立驗證聲明供五菱汽車之持份者及管理人員使用。聲明書有中英文版本，如有任何歧義，請以中文版本為準。

本驗證聲明的目的是對 ESG 報告所記載之溫室氣體數據及資源使用數據（「特定績效信息」）提供根據 AA1000 保證標準第二類型中度保證等級。ESG 報告是根據香港聯合交易所有限公司（「聯交所」）《證券上市規則》附錄二十七《環境、社會及管治報告指引》（「附錄二十七」）的要求編製。

#### Notes:

1. Please refer to ESG Report Table 5: Data of Greenhouse Gas Emissions.
2. Please refer to ESG Report Table 6: Data of Energy Consumption and Table 7: Data of Water Consumption.

#### 附註：

1. 請參考 ESG 報告表五：溫室氣體排放的數據。
2. 請參考 ESG 報告表六：能源使用的數據及表七：水資源使用的數據。



## VERIFICATION STATEMENT 驗證聲明

### LEVEL OF ASSURANCE AND METHODOLOGY

The process applied in this verification was based on Type 2 Moderate Level of Assurance in accordance with the AA1000 Assurance Standard v3 (“AA1000AS v3”) issued by the AccountAbility. Our evidence gathering process was designed to obtain a reasonable level of assurance as set out in the standard for the purpose of devising the verification conclusion.

SHINEWING Sustainability’s assurance activities included the following:

- Review of ESG Report compilation process including stakeholder engagement and materiality assessment processes.
- System and process for collecting, collating and reporting sustainability performance data were verified.
- Interviews with managers responsible for sustainability performance and data collection.
- Verification of the selected representative sample of data and information, including an audit of conversion factors and calculations. Raw data and supporting evidence of the selected samples were also thoroughly examined during the verification process.
- Assessment of the extent to which Wuling’s sustainability activities adhere to the AA1000AS v3 Principles of inclusivity, materiality, responsiveness and impact.

### INDEPENDENCE

Wuling is responsible for the data collection, calculation and presentation of the information presented. Our verification activities are independent from Wuling. There is no relationship between SHINEWING Sustainability and Wuling that will affect the independence of SHINEWING Sustainability for providing the verification service.

### 保證程度和核實方法

此次驗證工作是依據由國際性諮詢和標準公司 AccountAbility 刊發的 AA1000 保證標準 v3 (「AA1000AS v3」) 就特定績效信息進行第 2 類型之中度等級的驗證。我們的證據收集過程旨在獲得標準中規定的合理保證水平，以得出驗證結論。

信永方略的驗證過程包括以下步驟：

- 審查 ESG 報告編製過程，包括利益相關者參與和重要性評估過程。
- 驗證了收集、整理和報告所選定數據的系統和流程。
- 與負責可持續發展績效和數據收集的經理進行訪談。
- 驗證選定的代表性數據和信息樣本，包括對轉換因子和計算的審核。在驗證過程中，還檢查了所選樣本的原始數據和支持證據。
- 評估五菱汽車在編製 ESG 報告時是否按照 AA1000AS v3 闡明的包容性、重要性、回應性和影響性原則進行。

### 獨立性

五菱汽車負責信息的數據收集、計算和呈現。信永方略的驗證活動獨立於五菱汽車。除了驗證合約訂明的合適服務，信永方略與五菱汽車之間並沒有會影響信永方略提供驗證服務的獨立性的關係。



## VERIFICATION STATEMENT

### 驗證聲明

#### CONCLUSION

In accordance with the principles of Inclusivity, Materiality, Responsiveness and Impact in the AA1000AS v3, our conclusions are detailed as follows:

- **Inclusivity:** Wuling has identified key stakeholders and continuously communicated with key stakeholders through various channels to understand their expectations and concerns. On this basis, Wuling has fully considered the expectations of, and the impacts on, key stakeholders in formulating its policies.
- **Materiality:** Wuling has identified its material issues through appropriate methods based on the expectations and concerns of the key stakeholders, its own industry characteristics, legal and regulatory requirements, and outward economic and social impacts. Wuling has disclosed the methodology, process and results of materiality assessment in the ESG Report.
- **Responsiveness:** Wuling has established channels for its stakeholders to understand their concerns and expectations. Meanwhile, through the ESG Report, Wuling has disclosed corporate sustainability strategies, management systems, management key points, key stakeholder participation activities as well as major sustainability development related issues to respond to key stakeholders.
- **Impact:** Wuling has considered and evaluate its impacts and realised its impacts on stakeholders, so as to make a more effective decision-making and result-based management within the organisation.
- **Specified Performance Information:** Based on the procedures that SHINEWING Sustainability has performed and the evidence we have obtained, no specific issue has come to our attention that causes us to believe that the disclosed Specified Performance Information in the ESG Report is not accurate or not been prepared in all material respects in accordance with the basis of reporting.

#### 結論

針對AA1000AS v3中包括的包容性、實質性、回應性及影響性原則的審驗結論如下：

- **包容性：**五菱汽車識別了主要持份者，透過不同的方式持續與主要持份者溝通，並了解其期望與關注重點。五菱汽車亦透過此基礎充分考慮了主要持份者的期望和對主要持份者的影響以制定政策。
- **實質性：**五菱汽車基於主要持份者的期望和關注重點，並按自身的行業特點、法律法規要求、對外經濟及社會影響等，透過合適的方法，識別重要性議題。五菱汽車亦在ESG報告中披露重要性議題評估的方法、過程及結果。
- **回應性：**五菱汽車建立與持份者的溝通渠道，以了解其關注及期望。同時，五菱汽車通過ESG報告披露了企業可持續發展戰略、管理體系、管理要點和主要持份者的參與活動，並就可持續發展相關的重大議題對主要持份者作出了回應。
- **影響性：**五菱汽車有於日常營運過程中考量、評估其所產生的影響，及認識到其對持份者產生的影響，從而在企業內進行相關的決策及落實相關的管理措施。
- **特定績效信息：**基於信永方略執行的程序及取得的證據，對於ESG報告中的特定績效信息，我們沒有發現任何事項使我們懷疑其準確性或未能符合列於ESG報告中的編製基礎。





## VERIFICATION STATEMENT 驗證聲明

- The ESG Report has complied with all mandatory disclosure requirements and “comply or explain” provisions set out in the Appendix 27. The ESG Report illustrates Wuling’s sustainability performance covering all material and relevant aspects and/or topics in a balanced, clear, consistent, and timely manner.
- ESG 報告已遵守附錄27中規定的所有強制披露要求和「不遵守就解釋」的規定；該ESG報告以平衡、清晰和及時的方式闡述了五菱汽車的可持續發展績效，涵蓋所有重大和相關方面和／或主題。

### SHINEWING SUSTAINABILITY TEAM

SHINEWING Sustainability has been researching, standardizing and validating corporate environmental performance data since 2016. SHINEWING’s sustainability team has the relevant professional and technical competencies and experience. The relevant personnel have received professional training on sustainability-related standards such as GRI Sustainability Reporting Standards issued by the Global Reporting Initiative, AA1000AS v3, SEHK Appendix 27, ISO 14064, PAS2600, etc.

SHINEWING Sustainability Advisory Services Limited

### 信永方略團隊

信永方略自二零一六年開始研究、標準化和驗證企業環境績效數據。信永方略的可持續發展團隊具備相關的專業技術能力和經驗，相關人士接受過如全球報告倡議組織發佈的《GRI可持續發展報告標準》、AA1000AS v3、香港聯交所附錄二十七、ISO 14064、PAS2600等可持續發展相關標準的專業培訓。

信永方略可持續發展諮詢服務有限公司



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