



長城汽車股份有限公司

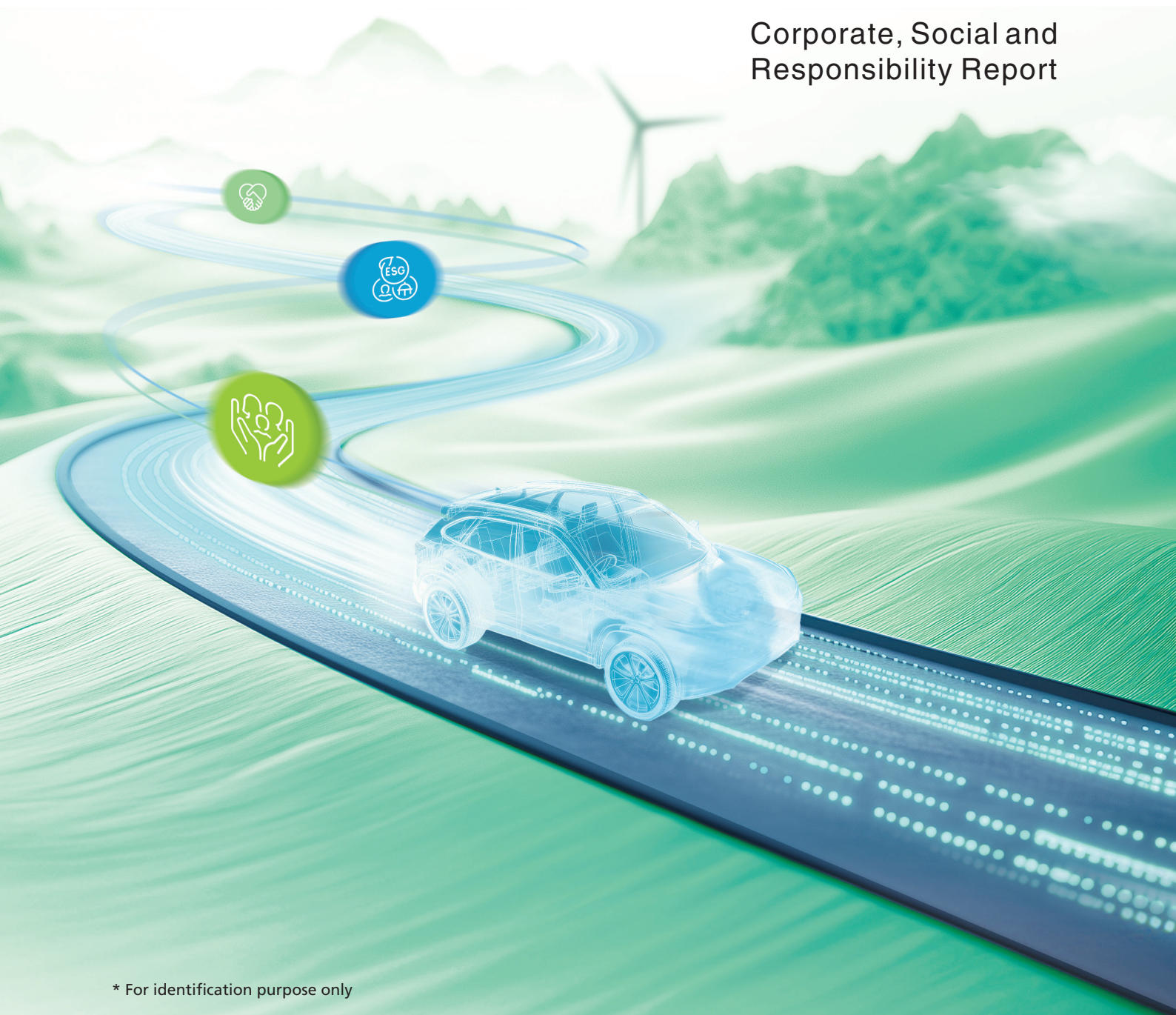
GREAT WALL MOTOR COMPANY LIMITED*

(a joint stock company Incorporated in the People's Republic of China with limited liability)

H Share Stock Code: 2333 A Share Stock Code: 601633

2024

Corporate, Social and
Responsibility Report



* For identification purpose only

About This Report

- I. REPORTING PERIOD** This report is the 14th annual corporate social responsibility report issued by Great Wall Motor Company Limited since 2011. This report covers the period from 1 January 2024 to 31 December 2024, with certain information extending to the previous or subsequent years where appropriate.
- II. SCOPE OF REPORT** The Company and its subsidiaries, including some contents involving Baoding Great Wall Holdings Co., Ltd and its subsidiaries. Considering the continuity and comparability of the contents involved, certain information and contents will be appropriately extended as needed. Please refer to the annual report of Great Wall Motor Company Limited for detailed corporate information. There is no significant change in the scope of this report as compared to that set out in 2023 Corporate Social Responsibility Report published by the Company on 28 March 2024.
- III. CONTENTS OF REPORT** This report discloses the Company's information on economic, social and environmental performance indicators, social responsibility and sustainable development in 2024.
- IV. BASIS FOR REPORT** This report is prepared in accordance with the Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies – Standardized Operation and the Environmental, Social and Governance Reporting Guide of The Stock Exchange of Hong Kong Limited.
- V. REPORTING PRINCIPLES** This report has been prepared in accordance with the following reporting principles set out in the Environmental, Social and Governance Reporting Guide of the Hong Kong Stock Exchange:
- (1) Materiality: The Group communicates with its major stakeholders on a regular basis to identify and assess environmental, social and governance-related issues that matter most from stakeholders' perspectives. Key environmental, social and governance issues identified through stakeholder engagement and materiality assessment; (2) Quantitative: Quantitative information/key performance indicators (KPIs) presented in this report are accompanied by narrative, explanation and comparison wherever applicable; (3) Balance: This report aims to disclose data in an objective way, which aims to provide stakeholders with a balanced overview of the Group's overall environmental, social and governance performance; and (4) Consistency: Unless otherwise stated, the Group adopts consistent methodologies and retrieves social and environmental KPIs from the Group's internal record system. The scope of the report and KPIs are consistent with those of the previous report to allow meaningful comparison.
- VI. DEFINITIONS IN THE REPORT**
- | | |
|---|--|
| "Great Wall Motor" or "Company" or "we" | Great Wall Motor Company Limited |
| "Group" | the Company and its subsidiaries |
| "Great Wall Holdings" | Baoding Great Wall Holdings Company Limited (the indirect controlling shareholder of the Company) and its subsidiaries |
- VII. NOTE TO THE REPORT** Data in this report are sourced from the Company's audit report, annual report or other statistical documents. This report contains uncertainties about the future plan or forecast. This report has not been reviewed by any independent source and investors are advised to be aware of the risks involved. The preparation of this report is in compliance with all mandatory disclosure requirements and the "comply or explain" provisions set out in the Environmental, Social and Governance Reporting Guide of the Hong Kong Stock Exchange.
- VIII. AVAILABILITY OF REPORT** This report is published on the websites of The Stock Exchange of Hong Kong Limited (www.hkexnews.hk), the Shanghai Stock Exchange (www.sse.com.cn) and the Company (www.gwm.com.cn).

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CHAIRMAN'S STATEMENT

In 2024, Great Wall Motor insisted on long-term development and stable operations, with its annual sales of new vehicles reaching 1,234,500 units, representing a year-on-year increase of 0.37%. The Company intensified its focus on the intelligent new energy vehicle sector to enhance its product competitiveness, with its cumulative sales volume of new energy vehicles reaching 322,200 units, representing a year-on-year increase of 25.65%. The penetration rate of new energy passenger vehicles in China reached 43.99%. The Company attaches importance to long-term sustainable development, and has incorporated ESG concept into its development strategy and governance structure. By implementing the ESG governance measures at all levels of the organization, it has promoted the practical implementation of ESG governance measures.

In 2024, the Company's ESG governance received an A rating from msci and was awarded several ESG related awards including Yinghua Awards for Chinese Listed Companies – Hong Kong Stock ESG Value Award, and included in the "Beautiful China, I Am an Actor" Corporate Action Case Collection. In 2025, the Company will continue to enhance its ESG governance system and is committed to becoming a leader in sustainable development.

ENVIRONMENT:

Addressing climate change is a shared responsibility between enterprises and society. The Company adheres to the management philosophy of low-carbon and environmentally friendly practices across its entire industry chain, which covers every aspect of the entire life cycle of the products.

In the R&D and design stage of vehicles, the Company adheres to technological innovation. In October 2024, we launched the Hi4-Z hybrid architecture, marking the first in the industry to apply power-split technology to off-road models, significantly enhancing performance while achieving leading energy efficiency.

In the manufacturing stage, in 2024, the Company continued to invest in optimizing production technologies and equipment. Pollutant emissions and resource consumption have continued to decrease year by year, while the consumption of green energy has continued to increase annually. As at the end of the reporting period, the greenhouse gas emission intensity (Scope 1 and 2) of the Group's vehicle manufacturing bases has decreased by 17.2% as compared to 2020.

In the supply chain management phase, the Company has iteratively upgraded its independently developed "dual carbon management platform", achieving digitalized carbon emission management across the entire "research-production-supply" process.

In the scrapping and recycling stage, the Company actively practiced its producer responsibility, and completed the final acceptance of the "Pilot Project on the Extension of Producer Responsibility for Automotive Products" in December 2024. Throughout the year, the Company's vehicle recycling operations continued to expand, and the proportion of recycled metals continued to increase.

The Company has consistently made its R&D and investment efforts on the areas of green energy and environmental protection, and carried out innovative practices in R&D, production, and supply chain management to contribute to China's "dual-carbon" goals and the preservation of a green earth. To this end, the Company has established a carbon reduction target for 2025, aiming for an 18% reduction in carbon emissions at the vehicle production and manufacturing level, with 2020 as the baseline year.

SOCIAL:

In terms of social responsibility, the Company has continuously fulfilled its responsibilities, actively contributing to its societal value through innovation. In 2024, the Company was awarded China Patent Awards for its 10 new patents, demonstrating its technical strength. The Company has always adhered to the core philosophy of "safety first", striving to maximize driving safety and minimize accident injuries. In 2024, the Company received two domestic and international NCAP five-star ratings once again. In December, the WEY brand collaborated with the CATARC to conduct the industry's first falling off viaduct test, setting a new benchmark in safety for the industry. The Company has continuously improved its full lifecycle management of suppliers, promoting collaborative development with them. In July 2024, Evaluation Guide for Low-carbon Suppliers in Automobile Industry, jointly prepared by the Company, Automotive Data of China Co., Ltd., and industry partners, was released, which serves as a reference for the industry. The Company has actively engaged in philanthropic initiatives. In 2024, it participated in disaster relief efforts both domestically and internationally while continuously fulfilling its social responsibilities in community development and poverty alleviation. Moreover, through its official club, the Company has brought together philanthropy enthusiasts to create synergy and jointly elevate social warmth.

Employees are the most valuable asset of the Company and the core driving force for the Company's development. The Company is committed to creating a fair, inclusive, safe, and growth-oriented work environment, while continuously improving its staff career ecosystem. The Company's workforce is diverse and equal, with female employees accounting for 24% in 2024, representing three consecutive years of steady growth. Employees come from multiple countries and ethnic groups around the world, continuously injecting vitality into the Company's sustained innovation. The Company is always concerned about the well-being of its employees, and it has specially formulated the Employee Welfare Management Measures to provide employees with a series of thoughtful welfare measures in an all-around, multi-level manner, deepening the sense of well-being and belonging among its employees, creating a people-oriented working environment. The Company is committed to cultivating a vibrant organizational culture. In 2024, we carried out approximately 80,000 interactions through digital communication channels. Demonstrating our commitment to workplace safety, we implemented a detailed safety empowerment program, conducting 5,243 safety training sessions with over 660,000 participant engagements, achieving 100% training coverage across the organization.

Great Wall Motor regards giving back to society as an important guiding principle and actively engages in charitable and public welfare activities. In 2024, the Company participated actively in rescue efforts in disaster-stricken areas both domestically and internationally, continuously fulfilling its responsibilities for community building and poverty alleviation. Moreover, the Company periodically gathers public welfare enthusiasts through its official club, creating a collective effort to enhance the warmth of society.

GOVERNANCE:

Good corporate governance is the cornerstone of sustainable development. The Company continuously enhances the governance standards of the board of directors, the supervisory committee, and shareholders' meetings, strictly complies with laws and regulations, operates in accordance with legal requirements, and consistently improves management efficiency and quality.

In cultivating its governance culture, the Company consistently upholds integrity and honesty as core values, resolutely eradicates corrupt practices, and is committed to fostering a fair, equitable, straightforward, and transparent working and collaborative environment.

The Company continued to enhance the development of its global compliance management system in line with its internationalization strategy, achieving world-wide compliance in organizational mechanisms, operational models, and compliance safeguards to support the high-quality growth of its global business. Leveraging internet platforms, the Company has innovated its investor relations management model. In 2024, The Company pioneered the use of live streaming for its annual general meeting, attracting over 1 million small and medium investors to interact in real time, thereby improving the efficiency of information disclosure and shareholder engagement. The Company has further upgraded its anti-bribery management system and was awarded an anti-bribery management system certificate bearing the logo of UKAS (United Kingdom Accreditation Service) in July 2024. Throughout the year of 2024, the Company conducted more than 80 integrity education sessions, with over 10,200 participants attending both online and offline. It also encouraged employees to engage in self-directed learning and self-assessment through digital platforms, resulting in more than 43,000 self-assessments completed by employees at all levels in 2024. Additionally, the Company actively fulfills its social responsibilities and promotes positive social values.

In 2025, Great Wall Motor will uphold its original aspiration of "making good cars", insisting on long-term development, stable operations, and high-quality development, and continuously deepen the strategic integration of ESG governance with its core business. The Company will work hand in hand with all stakeholders to achieve lasting success and collectively shape a positive force for industry improvement.

Lastly, on behalf of the Board of Directors, I would like to extend my heartfelt gratitude to all the stakeholders who have supported the development of Great Wall Motor. Let us work together to create a more sustainable and beautiful world for future generations.

COMPANY OVERVIEW

“Great Wall Motor is a global intelligent technology company engaged in the design, research and development, production, sales, and servicing of automobiles and parts. The Company owns several brands, including Haval, WEY, TANK SUV, ORA, and GWM Pick-up.”

Great Wall Motor has developed a forest-like ecosystem focused on energy and intelligence. The Company has achieved comprehensive coverage of various power types, including gasoline, diesel, hybrid, pure electric, and plug-in hybrid. In terms of new energy, it has established a triple technical route for pure electric, hybrid power, and hydrogen energy. Additionally, Great Wall Motor has completed its layout across the whole industrial chain, which includes intelligent driving, intelligent cabins and intelligent chassis. The Company has introduced its new intelligent four-wheel-drive electric hybrid technology, “Hi4,” in the passenger vehicle sector, providing a more economical, further-reaching, and safer traveling experience through new energy vehicles. The Company has launched its super hybrid configuration, Hi4-G, specifically designed for heavy trucks in the commercial vehicle sector. This configuration features strong power, low fuel consumption and long driving range. Meanwhile, it has built a “photovoltaic + distributed energy storage + centralized energy storage” energy system and completed the layout on the full value chain covering “solar energy, batteries, hydrogen energy and vehicle power”.



In 2024, Great Wall Motor was committed to steady operations and long-termism, emphasized a bottom-line thinking and strict compliance with regulations, pursued quality market share and continually improved profitability to fully perform its industrial responsibility by creating value for society while achieving its own development goals, thereby advancing high-quality development. In 2024, the Company's annual sales volume of new vehicles reached 1,234,500 units, representing a year-on-year increase of 0.37%. Among them, 454,100 units were sold overseas, representing a year-on-year increase of 44.61%. The Company has always adhered to its high-quality "ecosystem globalization" model, achieving record-high overseas sales. Throughout 2024, the Company sold a total of 322,200 new energy vehicles, representing a year-on-year increase of 25.65%. The penetration rate of new energy vehicles in domestic passenger vehicle market was 43.99%, Great Wall Motor intensified its focus on intelligent new energy vehicles to enhance the market influence of its brands. In 2024, Great Wall Motor's operating revenue amounted to RMB202,195,472,334.88.



Sales volume of new vehicles in 2024	Sales volume of new energy models	Overseas sales volume
1,234,500 vehicles	322,200 vehicles	454,100 vehicles

In 2024, Great Wall Motor achieved continuous advancements in intelligence, off-road capabilities, and globalization. In terms of intelligence, Great Wall Motor optimized its SEE end-to-end intelligent driving model, the new generation of AI data intelligence system and the Jiuzhou Supercomputing Center, and launched Coffee Pilot Ultra, a new generation of intelligent driving system, and Coffee OS 3, a new generation of intelligent space system, solidifying its position among the top tier in the industry by virtue of its intelligence level. In terms of off-road capabilities, Great Wall Motor consistently enhanced its product matrix to strengthen its competitive edge, and introduced the off-road super hybrid configuration Hi4-T, which is designed specifically for robust off-road scenarios, and the new longitudinal dual-motor hybrid architecture Hi4-Z, which serves as a platform for ultra-long-range off-road vehicles, fully meeting urban travel needs and off-road activities. In terms of globalization, Great Wall Motor advanced its efforts in research, production, supply, sales, and service to expand its international presence, and optimized its product range across all categories, power systems, and vehicle grades, thereby enhancing the effectiveness of its overseas operations. During the same period, Great Wall Motor also promoted category innovation by launching its first touring motorcycle GWM SOUO S2000, signifying Great Wall Motor's official entry into the motorcycle market. GWM SOUO S2000 is the world's only high-end model equipped with a flat-eight-cylinder engine and 8DCT powertrain, and comprehensive intelligent configurations, which is of epoch-making significance in the history of the motorcycle industry.



CORPORATE CULTURE

In 2024, as a global intelligent technology company, Great Wall Motor continuously observed its corporate culture to Rock the World with Our GIFT (Green Intelligent Future Technology), the core values of Anti-corruption, Honesty, Innovation, Changes, Sharing and the enterprise spirit of Improving Little by Little Every Day, and provided intelligent and green mobility services to users around the world.



Mission and vision:

Rock the World with
Our GIFT (Green
Intelligent Future
Technology)

» Green:

Adhere to the concept of low-carbon environmental protection throughout the industry chain and invest heavily in the development of green and clean energy, so as to become a leading player in the green energy revolution and continuously contribute to the protection of the Earth

» Intelligent:

Embrace the era of technological innovation and focus on intelligent products to create a full scenario intelligent ecosystem; provide users with a more convenient, more enjoyable and richer smart travel experience

» Fashionable future:

Gain insights into the industry trends, engage in the energy revolution, capture the trends of the times, and provide more bespoke, intelligent, creative and valuable products and services

» Cool technology:

Make more enjoyable cars using smart technology; give each product cultural connotation and gather users with common interests to play together and create an exclusive social life

» Rock the world:

Be devoted to globalization and enable users all over the world to enjoy the surprise and ultimate experience conveyed by our GIFT



Core Values:

Anti-corruption,
Honesty, Innovation,
Changes, Sharing

» Anti-corruption:

Fair, just, simple and transparent; clean and self-disciplined with zero tolerance for corruption

» Honesty:

Adhere to the user-oriented principle, uphold the spirit of contract, be honest and trustworthy, and ensure operations compliance

» Innovation:

Insist on accurate R&D investment, create a dynamic and open atmosphere, and cultivate the soil of innovation to drive the Company's development with innovation

» Changes:

The only constant is change. Be bold to break the rules and proactively seek changes; keep an empty cup of mind, start over again with awe, and move forward with a being-towards-death attitude and a solid belief

» Sharing:

Uphold the spirit of altruism, and create value and share benefits with employees and partners to build an ecosystem with mutual benefits



Enterprise Spirit:

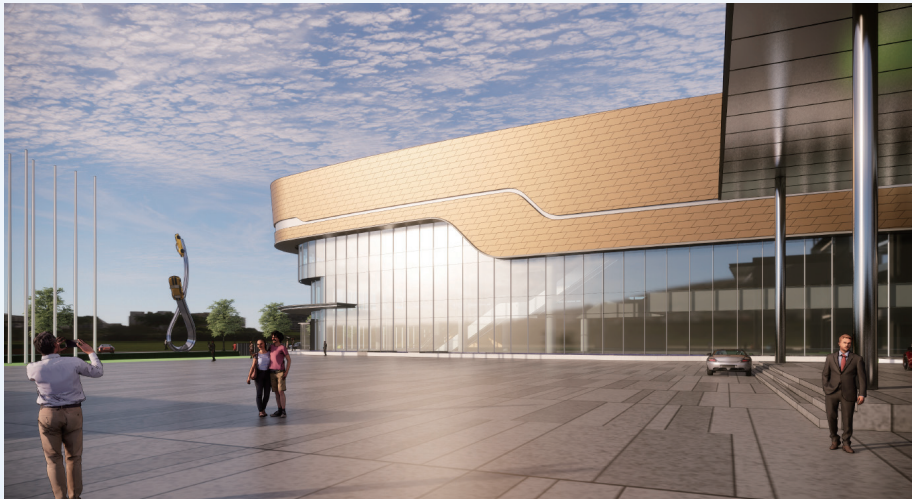
Improving Little by
Little Every Day

» Industrious and aggressive:

Be responsible Persevering
Enterprising Innovative

» Sound and pragmatic:

Maintaining vigilance Be down-to-earth
in prosperity
Persistent focus Sustainable development



Great Wall Motor emphasizes the importance of long-termism and ethical business practices in its corporate values. To promote this vision, the Company plans to establish a cultural exchange center. This center will showcase the spirit of the enterprise, highlight the automotive industry as a whole, and demonstrate social responsibility. Through the sharing of automotive stories, Great Wall Motor aims to enhance public understanding and awareness of the Company, ultimately fostering greater social recognition and forming good and sustainable public relations.

HONORS AND AWARDS



"Longpan Cup" 7th World Top 10 Transmissions



The Second World Top 10 Hybrid System



Coffee OS Cockpit System was awarded TLC certificate



2024 Model Cases of Green Development of China's Private Enterprises



Scooping the 2024 Chinese Fuel Vehicle
User Satisfaction (CACSI) award

**“中国心” 2024年度
十佳发动机及混动系统评选
获奖动力系统**

推荐车型 魏牌全新蓝山

长城汽车
智能四驱电混Hi4性能版

获奖理由
长城1.5T混动发动机采用高效燃烧、高EGR率、高能点火、350bar燃油系统、高增压VGT等技术，实现41.5%热效率，最大净功率122kW，系统采用双轴双电机串并联构型，发动机经过四档机电耦合装置全速域直驱，保障全新蓝山起步及高速加速性能，实现强动力下的低油耗。

汽车之家
“中国心”年度十佳发动机
最佳混动系统奖

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荣获中汽研颁发的【顶级安全碰撞挑战证书】**

凭硬核实力顺利完成碰撞挑战
为家庭铸造全方位安全屏障

全新蓝山内外兼修
让安全伴随每一趟旅程
每时每刻 守护全家人

WEY Blue Mountain successfully
passed CATARC
TOP Safety Industry-First Falling Off
Viaduct Test

2023年度中国汽车专利数据公布

**长城控股专利
四项数据连续三年第一**

2023年度专利
公开量**6888**
连续三年获中国民营企业集团**第一**
授权量**4665**
连续三年获中国民营企业集团**第一**

2023年度新能源汽车领域专利
公开量**1838**、授权量**1375**
均连续三年获在华车企**第一**

数据来源：全球汽车专利大数据平台（www.autopat.cn）
中国汽车知识产权运用促进中心 中汽中心技术与创新支持中心（TISC）

Great Wall Holdings ranked first in
four patent data for three
consecutive years

CORPORATE GOVERNANCE

In strict compliance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China and other relevant laws and regulations, the Company has continuously improved its modern corporate governance structure, establishing a system that covers the shareholders' general meeting, the board of directors (the "Board"), the supervisory committee, the senior management team, and the employees of the Company. Currently, the Company's Board has four special committees: the Strategy and Sustainable Development Committee, the Audit Committee, the Nomination Committee, and the Remuneration Committee, which facilitates improving the efficiency and quality of the Board's work. The Company is committed to establishing a sound corporate governance structure to ensure:

- diversity of the Board
- protection of shareholders' rights and interests
- maintenance of investor relations
- satisfactory returns to shareholder
- compliant business operations

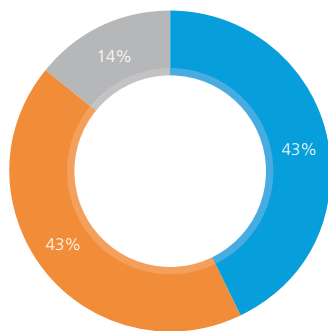
BOARD GOVERNANCE

The Board currently comprises seven directors, including three executive directors, one non-executive director and three independent non-executive directors. To ensure the Company's independence, the term of independent non-executive directors shall not exceed six years. During the reporting period, the Company held 20 Board meetings, with a 100% attendance rate by directors. For detailed information regarding the directors and the Board, please refer to the 2024 Annual Report of Great Wall Motor Company Limited.

The Company actively considers increasing the proportion of female members when appointing directors, and the Board has two female members. With different experiences and backgrounds, the directors have rich experience in corporate management, product innovation and capital operation. They play an important role in improving our corporate governance capabilities and continuously achieving our strategic goals.

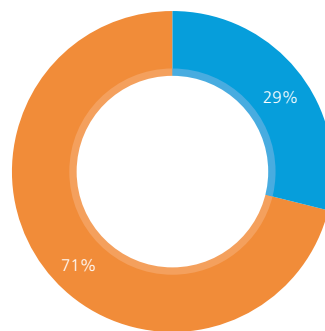
Independence of the Board

- Executive directors
- Independent non-executive directors
- Non-executive directors

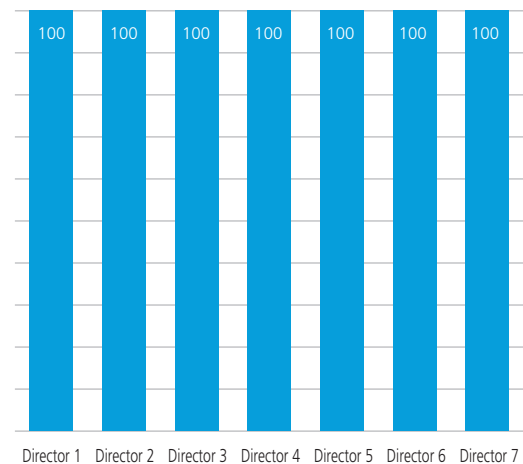


Diversity of the Board

- Female
- Male



Attendance at the Board meetings



COMMUNICATION BETWEEN SHAREHOLDERS AND INVESTORS

In terms of investor relations, the Company has been promoting continuous and steady production and operation under the principle of making cars with integrity since its listing. It was included in CSI 300 Index, SSE 50 Index, SSE 180 Index, CSI A500 Index, CSI 800 Index and other key indexes. As a result, it has garnered continued attention from domestic and overseas institutional investors, as well as small and medium-sized investors for a long time. The Securities Investment Department of the Company has formulated the Administrative Rules on Information Disclosure of Great Wall Motor Company Limited and the Administrative Rules on Investor Relations of Great Wall Motor Company Limited based on the principles of legality, compliance and timeliness.

During the reporting period, the Company established a comprehensive investor communication system by integrating online and offline channels and combining conventional methods with innovative approaches, systematically enhancing the quality and effectiveness of information disclosure and shareholder engagement. The Company developed a routine performance communication mechanism that leverages periodic reports such as annual reports, interim reports, and production and sales announcements. The Company hosted performance exchange meetings with over 1,500 participants to ensure the efficient delivery of financial data and strategic plans. In offline settings, through specialized exchanges at auto shows, on-site investigation and research with investors, vehicle test drives, etc., the Company vividly showcased the technical advantages of its products, and deepened investors' understanding of its market strategies. To break through traditional communication boundaries, the Company held its first live-streamed shareholders' general meeting in May 2024, attracting real-time interactions from over one million small and medium-sized investors in a low-threshold, high-transparency manner, setting a benchmark for governance innovation. In terms of daily communication, the Company responded to over 75 questions through the SSE E-interactive platform and addressed approximately 700 inquiries through its dedicated hotline. Additionally, it actively participated in investor education events organized by the CSRC, such as "Shareholders Coming (股東來了)" and "World Investor Week (世界投資者周)", which involved over 100 investors, significantly enhancing their awareness of rights protection.

In terms of shareholder return, since its listing, the Company has adhered to the principles of creating value for the society, generating returns for its shareholders and improving the well-being of its employees. It sincerely gives back to society, its shareholders and investors by always maintaining a stable and high cash dividend payout ratio. During the reporting period, the Company implemented the profit distribution proposal for the year 2023, pursuant to which cash dividends for the year ended 31 December 2023 were paid to all of the shareholders in an amount of RMB0.30 (tax inclusive) per share with the total share capital of the Company as at the record date for the profit distribution less the total number of A shares in the specific securities account for repurchase of the Company as the basis of cash dividend distribution (namely 8,541,514,299 shares), amounting to RMB2,562,454,289.70 in total. The amount of dividends distributed by the Company in 2023 accounted for 36.49% of the net profit attributable to the Company in 2023.

RISK CONTROL AND COMPLIANCE MANAGEMENT

Great Wall Motor continuously optimizes its global compliance management system to align with its international strategy. This effort aims to prevent and address global compliance risks, thereby supporting the high-quality growth of its global operations. In 2024, the Company focused on major compliance risks to refine its compliance risk management system.

With respect to organizational structure, the Company enhanced its organizational structure by further improving the leadership of the Compliance Management Committee and strengthening the role of the Compliance Management Office. A major risk response project team was established in collaboration with relevant compliance departments to give play to the role of the Compliance Management Office in coordinating, organizing, promoting, and supervising the implementation of compliance initiatives, to continuously enhance the organization qualifications and capabilities of the Compliance Business Partner (BP) and reinforce the primary responsibility of the business departments on the front line.

With respect to operation mechanism, the Company took the compliance management system as its core mechanism, consolidated resources from across the Group and established frequent communication and risk reporting channels to ensure that compliance management information is shared with all employees, the compliance professional team, and leaders of the Company, thereby enhancing awareness of compliance among senior management and all staff of the Company. Additionally, the Company employed a project management approach to strengthen management tools, monitor the progress of risk management efforts, and promote closed-loop risk management.

With respect to compliance guarantee, the Company was committed to developing a strong ecosystem of compliance resources and digitizing compliance processes. At the same time, it actively implemented compliance supervision and evaluation measures to ensure the ongoing improvement of the compliance system. Details are as follows:



In terms of compliance intelligence construction, to effectively enhance global legal compliance management and service implementation, the Company has developed a comprehensive global legal affairs, risk control and compliance platform using intelligent technologies. This platform includes a risk information platform, an organizational management platform, a capacity enhancement platform, a business processing platform, and various specialized risk compliance management platforms, fully covering various legal affairs, risk control and compliance activities and effectively supporting the integration of compliance requirements into business processes.



In terms of compliance resource ecology, to support the successful implementation of its global strategy, the Company has formed framework partnerships with over 30 leading law firms and consulting institutions to provide comprehensive global legal risk prevention and control services for its business. The Company has maintained ongoing communication and interaction with the lawyers from these partner law firms, continually improving the risk insight capability and emergency response skills of the legal compliance team.



In terms of compliance monitoring and evaluation, the Company emphasized the core value chain, assessed the effectiveness of compliance management designs and the implementation of compliance requirements in key areas, and comprehensively enhanced the organization, mechanisms, processes, personnel, and digital intelligence to address shortcomings in risk management, thereby achieving the improvement of its compliance management system.

INTEGRITY BUILDING

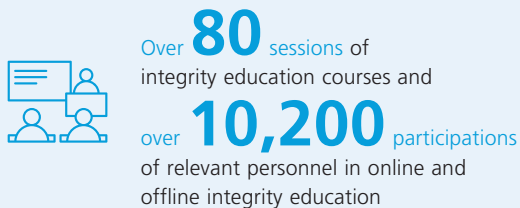
The Company operates in compliance with relevant national laws and regulations by observing them, upholds the basic principles of integrity and honesty, resolutely prevents corrupt acts, and strives to create a fair, impartial, simple and transparent workplace and cooperative environment. It also continues to strengthen risk management, enhance integrity awareness of all employees in their work, build a corporate brand image of integrity and honesty, promote excellent corporate culture and spread a positive attitude in our society, assisting the implementation of global strategy and contributing to social development and progress.

(I) Improving the working organ for combating corruption and promoting integrity with strengthened leadership

The Company has set up an independent Anti-corruption Committee, with the Chairman serving as the director of the committee which is mainly responsible for setting targets for integrity building of the Company, assigning relevant tasks and steering integrity building in the right direction. A disciplinary panel was set up under the committee to mainly take charge of the Group's construction of an integrity system, including formulating, maintaining and improving relevant measures, receiving whistleblowing information from employees/related parties, conducting investigations and imposing penalties, as well as supervising key integrity-based positions and conducting integrity education at various levels. Meanwhile, given the Company's strategy of developing globally, supervision and audit organs have closely followed the development pace of the Company, continuously evolved and innovated and networked supervision and audit systems have been set up at home and abroad in various countries and regions featuring mutual collaboration, assistance and check and balance.

(II) Emphasizing integrity education and creating a culture of anti-corruption and integrity

Competition among enterprises also means competition for talent. To continuously enhance the quality of professional ethics and promote integrity among all the staff, employees are required to sign the Integrity Commitment when they enter into or renew their contracts. Employees will undergo integrity education when onboarding, which mainly focuses on the Code of Conduct for Employee Integrity, the Cash Gift and Gift Giving and Receiving Management System, the Propaganda System for Combating Corruption and Upholding Integrity, and the Foreign Reception Management System, and aims to strengthen employees' sense of integrity. Additionally, there will be a learning assessment process. Employees who do not pass the assessment will be considered as having failed their probation. In 2024, all new hires participated in the assessment, achieving a 100% passing rate. To support employees' career development, integrity education will be offered through various means, including training, pre-job testing, video teaching and outreach activities, to continuously enhance employees' ability to prevent corruption. There will be another learning assessment process. Employees who do not pass the assessment will not be eligible for promotion. In 2024, all employees proposed for promotion participated in the assessment, achieving an 89% passing rate. Additionally, in 2024, we conducted over 80 sessions of integrity education courses. There were over 10,200 participations of relevant personnel in online and offline integrity education. We also encouraged employees to learn and conduct self-testing online independently, and there were over 43,000 employee participations of various levels in conducting self-testing through the information technology platform in 2024. We provided different types of integrity courses tailored for all stages of employees' careers and encouraged all employees to participate in anti-corruption and integrity training. Additionally, we shared internal and external cases, along with related training content, through various channels such as the Group's portal website and supervision notices. This approach ensures that all employees are informed about the Company's anti-corruption stance and related requirements, while also encouraging them to contribute to the development of our corporate anti-bribery management system.



The Company is committed to an innovative model for promoting a culture of integrity, encouraging employees to actively participate in these initiatives through co-creation. It continuously utilizes its self-media accounts to share Great Wall Motor's integrity culture with the public, aiming to collaboratively advance the development of integrity culture and establish the Great Wall Motor integrity brand. As of now, the "Great Wall Integrity (廉潔長城)" account on WeChat has over 210,000 followers and has published a total of 1,531 articles. In 2024, 81 original articles were shared, utilizing various formats such as images, videos, text, and cartoons to facilitate seamless communication with employees, stakeholders, and persons from all walks of society. Additionally, the "Great Wall Integrity (廉潔長城)" account on Douyin has over 14,000 followers, receiving 78,000 likes and sharing 385 videos. In 2024, 103 original videos were posted, with several achieving over 10,000 views. This broad acceptance from all walks of society has ingrained the culture of integrity in people's hearts, further promoting the Company's integrity brand and contributing to societal progress.

(III) Improving polices and measures to regulate anti-bribery management

In response to increasing risks, Great Wall Motor continuously strengthens risk management and control to ensure that anti-corruption and integrity management are regulated, systematic and scientific. After continuously exploring and refining, the Company established and implemented a comprehensive Integrity Policy in 2008, which has been adjusted as needed based on the Company's strategic development and business philosophy, with five revisions made by 2019. Upon its implementation of international strategy and with a view to boosting its international influence and competitiveness, the Company continued to vigorously develop an anti-bribery management system. In 2021, on the basis of its Integrity Policy, Great Wall Motor carried out a comprehensive upgrade of its Integrity Policy, and completed the formulation of its anti-bribery management system, which successfully passed authoritative third-party certification and verification, and obtained the ISO 37001 Anti-Bribery Management Systems certificate, making it the first automobile manufacture to obtain such certificate in China.

The Company is continuously enhancing its anti-bribery management system. In July 2024, it successfully passed a third-party authoritative certification audit and was awarded the ISO 37001 anti-bribery management system certificate featuring the UKAS logo, which was witnessed by the United Kingdom Accreditation Service (UKAS) on the scene. This certification provides robust support and guarantee for Great Wall Motor's globalization strategy. To meet compliance requirements in the international market and align with global business development, the Company has developed an integrity system tailored for overseas organizations based on the anti-bribery management system standard, to create a multifaceted and integrated anti-bribery management system for each organization, ensuring the smooth operation of its business.

In terms of corruption prevention, Great Wall Motor conducts a multi-dimensional analysis of corruption risk points before and during business operations, laying a foundation for the Company to deploy corruption risk prevention work in advance. Prior to formal cooperation, it will conduct anti-bribery investigations on specific transactions, projects, and business partners identified as having bribery risks, to avoid entering into partnerships that may harbor hidden risks. During the cooperation phase, regular bribery risk assessments will be conducted to identify areas and positions with corruption risks. Based on the identified risk levels, the Company formulates management measures and continuously improves its various systems and processes to ensure efficient business operations. It also carries out monthly internal audits to uncover internal and external business risk vulnerabilities, and builds a digital audit model based on the Group's information system to target suspected key risks in key business areas, achieving online, automatic, targeted early warning and monitoring functions. This has enhanced the focus of the audit process, providing a decision-making basis to management and reducing bribery risks. Meanwhile, to mitigate the risk of corruption due to prolonged tenure, the Company enforces regular job rotations for employees in key integrity-related positions, such as those involved in procurement and tendering. In business dealings and receptions, the Company sets strict guidelines regarding the number of attendees and the venues used, promoting principles of openness and transparency to prevent any inappropriate actions. According to statistics, in 2024, the Company successfully denied 355 instances of bribery. Since 2008, the Company has rejected a total of 2,999 bribes. Additionally, 99 employees have been recognized as Models of Integrity and Self-Discipline.

To protect the rights and interests of its business partners, the Company requires each supplier to sign a Sunshine Agreement as a prerequisite for cooperation, and continues to update and improve the contents of the agreement to meet compliance requirements, ensuring that both parties uphold integrity in their dealings. Meanwhile, the Company continuously promotes a culture of integrity through various means, including public outreach, business communications and sending letters of notice to business partners, advocates integrity and compliance operation, safeguards the interests of business partners and maintains a fair, impartial, straightforward and transparent cooperation platform to build a symbiotic ecosystem offering mutual benefits.

Great Wall Motor undertakes its social responsibility as an industry player and spreads a positive attitude. In 2016, it updated the Untrustworthy List and established the Sunshine Integrity Self-Service System (website: <https://siss.gwm.cn/index>), making it an information platform available for the public to enquire about untrustworthy and rule-breaking persons and untrustworthy enterprises. In 2023, the Company comprehensively upgraded the Sunshine Integrity Self-Service System by deeply collaborating with more enterprises to upgrade the autonomous input function, by which partners can input information about untrustworthy enterprises and individuals by themselves, achieving information interconnection and communication and resource sharing. In 2024, the Company made further upgrades by launching the "Integrity Co-construction" section, which established a direct link to its partners through various business platforms, including bidding management, supplier management, and distributor management. Prior to cooperation, the Supervision and Audit Department will communicate directly with partners to promote a culture of integrity. During the cooperation phase, the Company will address potential corruption cases and integrity requirements at any time to provide early education on integrity and foster long-term cooperation. A total of 657 collaborators have been listed on the Untrustworthy List due to corruption, dishonesty and other misconduct since 2008, of which 21 collaborators were listed on the Untrustworthy List in 2024.

Great Wall Motor became a member of the Enterprise Anti-Fraud Alliance in September 2018 and was promoted to vice president status in 2023. The Company actively participates in the anti-fraud initiatives of the alliance and collaborates with other members to foster a corruption-free business environment by sharing lists of dishonest and untrustworthy individuals, exchanging anti-fraud experiences, and providing adequate information and technological resources, thereby contributing to creating a green, healthy, and supportive business climate.

(IV) Strengthening anti-corruption discipline to guard against and punish corruption

Great Wall Motor implements a zero-tolerance policy against outright corrupt acts such as offering or accepting bribes. The Company also cracks down on soft corrupt acts such as breach of duty, dereliction of duty, evading responsibility, forming cliques and acting fraudulently. Once found, these corrupt acts will be dealt with strictly according to the Integrity Policy, and those suspected of violation of the law will be promptly referred to judicial authorities for legal accountability. In 2024, 1 person was referred to the judicial authorities due to commitment of suspected illegal acts and crimes, and judgments were handed down in accordance with the law.

To enable early identification and handling of corrupt acts with supervision by all employees and related parties, a variety of whistleblowing channels have been established, including QQ, hotline, email, and WeChat. The Whistleblower Information Management Platform was officially launched and put into operation in 2012. All received reports are managed by role and authority via such system, guaranteeing the security of whistleblower information throughout the process from receipt and distribution to investigation and archiving, and achieving a 100% closed-loop management. The Company continues to develop a faster and safer whistleblowing information management platform to facilitate all employees and related parties achieving fast whistle-blowing. In May 2022, the Company launched the “Great Wall Integrity (廉潔長城)” WeChat mini program for online reporting, to make corrupt acts fully exposed, investigated and dealt with as early as possible through the joint efforts of all employees and multi-party supervision. In addition, to protect the rights and interests of whistleblowers, the Company has implemented strict management requirements. For instance, no individual is permitted to investigate or disclose the identity of a whistleblower, nor may they retaliate or encourage others to retaliate against whistleblowers or their relatives. If there is an act that leads to the termination of the labor contract or the violation of the law, legal consequences will be pursued in accordance with the law.



Referred to the judicial authorities due to commitment of suspected illegal acts

and crimes of **1** person, judgments were handed down in accordance with the law



Mailbox for Reporting

gwlianjie@163.com

Anti-corruption efforts will always be ongoing. On anti-corruption, Great Wall Motor will advance a “not daring to corrupt, not able to corrupt and not wanting to corrupt” atmosphere, adhere to corruption-free and self-disciplined practices, honest, trustworthy and compliant operations, work with a wide variety of outstanding enterprises and users under the theme of win-win benefits to resolutely undertake its social responsibility with integrity in mind and promote a positive attitude in our society.

PARTY BUILDING

2024 is the critical year for the implementation of the “14th Five-Year Plan”. The Party Committee of Great Wall Motor continued to strengthen the new initiatives of Party building and further promoted the deep integration of Party building and the strategic development of the enterprise.



To provide a space for Party building and create a dynamic organization, the Company completed the construction of the Party member activity room at Great Wall Motor Intelligent Factory and put it into use. Adhering to the principle of “perfect functionality and multi-purpose use”, the room has been organized into various functional areas, including an oath wall, a Party building bookstore, a meeting area, and a video area. Display boards showcasing Party-building efforts have also been set up, creating another multi-purpose space that integrates Party member activities, e-learning, intelligent Party building, and external display.

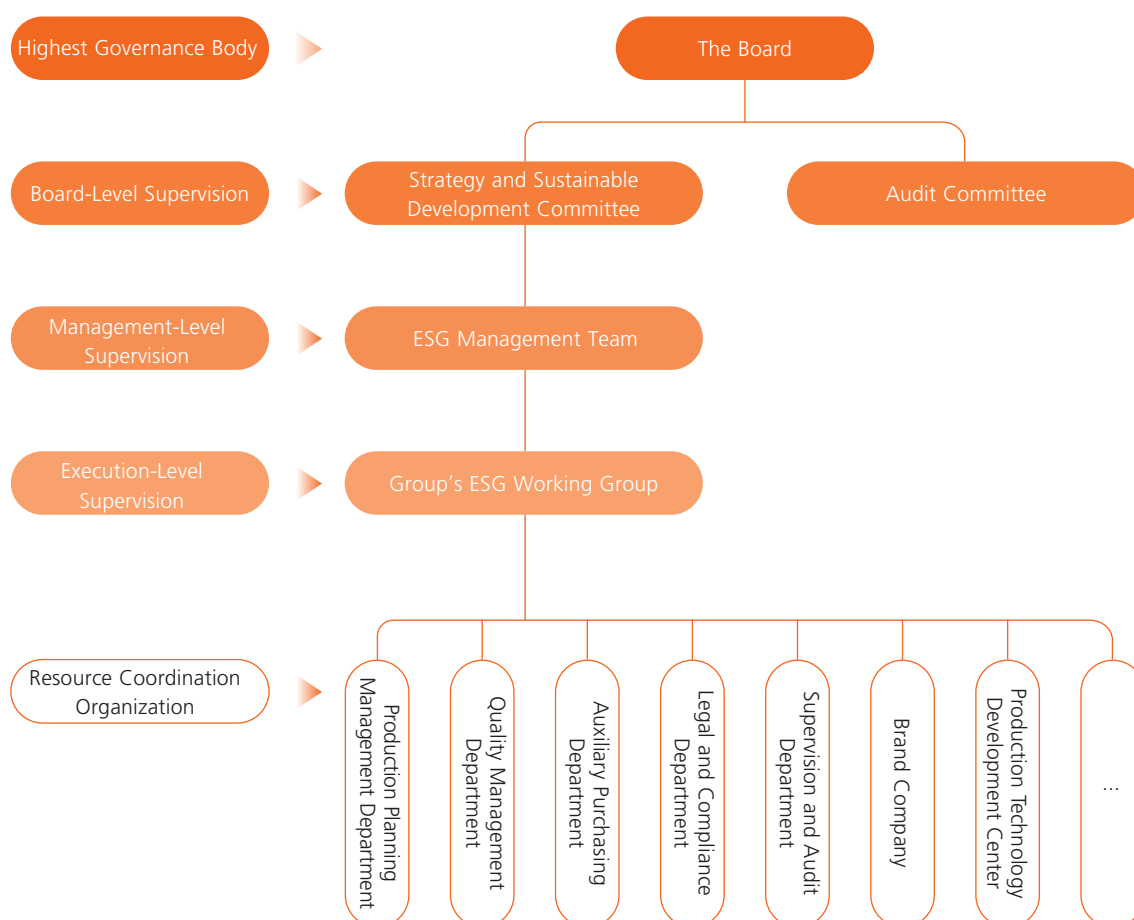
In terms of organizing activities, the Company not only engaged in traditional Party-building initiatives such as red base studies, party discipline education, watching red movies, and conducting quiz competitions on Party-building knowledge, but also actively explored new approaches that combine Party building with business. The Company implemented educational and entertaining activities like “Taking a Guess (猜猜樂)”, “Advanced Challenge (進階挑戰賽)” and “Cloud Classroom (雲課堂)” which focus on areas closely related to its operation and development, such as technological advancement, legal compliance, and safety production, to continuously broaden the way of integration between Party building efforts with enterprise operations, and a firm political direction for the Company’s development.

In addition, the Company’s Party Committee focused on the working idea of “mutual development of the Party and the masses” and actively engaged workers, youth, and women’s organizations to organize various activities with clear themes and lively formats, including staff vocational skills competitions, a “matchmaking season (相親)” for single youths, and the “sports for health (千斤換萬金)” creative health activity. These efforts aim to encourage workers to innovate and excel in their jobs, and enhance their happiness and sense of belonging. In April 2024, the Company was recognized by the All-China Federation of Trade Unions as a “Worker Pioneer”.

Effective leadership in Party building serves as a strong driving force for enterprise development. Guided by a series of significant policies from the Party and the country, Great Wall Motor has achieved high-quality development by focusing on long-termism, maintaining sound operations, and firmly pursuing quality market share. Looking ahead, Great Wall Motor will continue to enhance its political commitment, advance the scientific and healthy development of the enterprise through robust Party-building efforts, embrace industrial changes, and add value to the healthy and sustainable growth of China’s automobile industry.

ESG MANAGEMENT

Great Wall Motor attaches importance to sustainable development and has incorporated sustainable development into its corporate policy and strategy. The Company has also integrated the governance of sustainable development into the Group's governance structure. By effectively implementing the sustainability concept at all levels of the organization, Great Wall Motor ensures that its ESG governance measures are effectively practiced, ultimately achieving the Group's long-term sustainable development goals.



THE BOARD

The Board of the Company is the highest governance body responsible for determining the Company's strategy, risk management, and sustainable development direction, and its terms of reference include:

- to monitor the Company's progress on ESG initiatives, as well as to review and approve the Company's ESG report
- to review the Company's annual operations
- to review the Company's internal control procedures and risk management procedures
- to review and approve the Company's operating policies

STRATEGY AND SUSTAINABLE DEVELOPMENT COMMITTEE

The Strategy and Sustainable Development Committee currently consists of two independent directors and two executive directors, mainly responsible for researching and making recommendations on the Company's long-term development strategies, material investment decisions, external public policies, sustainable development and environment, society and governance (ESG) related policies. Its terms of reference include:

- to carry out research, analysis and risk assessment on the Company's sustainability and ESG related issues, and propose sustainability measures, strategies and goals
- to organize or coordinate the supervision and inspection of the Company's sustainability and ESG related policies, management and performance and the progress of related goals, and give advice accordingly
- to review the Company's reports on sustainability and ESG related issues, and report to the Board

For more information, please refer to the Management Measures of the Strategy and Sustainable Development Committee of Great Wall Motor Company Limited published on the Company's official website or the website of the Shanghai Stock Exchange.

AUDIT COMMITTEE

The Audit Committee is responsible for reviewing the Company's financial information and its disclosures, supervising and evaluating the internal and external audits and internal controls. Its terms of reference include:

- to assess the adequacy of the design of the Company's internal control system
- to review the Company's financial control, risk management and internal control systems and to review the internal control self-evaluation report
- to assess the results of risk management and internal control evaluations and audits, and to supervise the rectification of risk management and internal control deficiencies
- to discuss risk management and internal control systems with the management to ensure that the management has fulfilled its responsibility to establish effective systems

For more information, please refer to the Implementation Rules for the Audit Committee of the Board of Great Wall Motor Company Limited published on the Company's official website or the website of the Shanghai Stock Exchange.

ESG MANAGEMENT TEAM

The ESG management team consists mainly of the Company's executives, presidents and the representative who coordinates the Group's ESG management. Its terms of reference include:

- to formulate an ESG master plan, indicators and targets for each unit
- to regularly review and supervise the progress of implementing the Company's sustainable development plan while focusing on the effectiveness of sustainability measures
- to review the annual ESG report and submit it to the Strategy and Sustainable Development Committee for approval
- to address the needs and expectations of all relevant parties, and to establish communication channels and information-sharing mechanisms with both internal and external units, with an aim to meeting the demands of these parties and ensuring that the Group's climate governance policies are comprehensive and integrated
- to communicate and publicize the Group's climate governance performance, including participation in seminars, conferences, and the organization of related publicity activities
- to enhance the Group's internal climate governance management capacity by organizing regular or irregular training sessions, and improving the professional knowledge and management skills of climate governance advisors at all levels
- to extend and implement the Group's internal climate governance strategy by promoting climate governance efforts within each unit according to the Group's requirements, organizing regular internal communication meetings, and collaborating with the climate governance departments in each unit to effectively integrate climate governance into their business operations

THE GROUP'S ESG WORKING GROUP

The Group's ESG management team consists mainly of persons responsible for ESG in each unit, who are responsible for coordinating the ESG efforts of the listed group. Its terms of reference include:

- to monitor sustainability issues and provide management with regular updates on them
- to assist management in formulating ESG policies, plans and specific targets based on the Company's actual operations
- to communicate and exchange across departments to identify relevant risks and opportunities
- to report to the climate governance management department on the progress of work related to climate governance, and propose programs and resource requirements to enhance and improve the climate governance performance based on business needs
- to implement the ESG indicators, targets, and specific development plans provided by the ESG management team
- to continuously identify risks and opportunities for specific businesses, and, in conjunction with the Group's strategic planning, assess relevant climate governance performance and provide recommendations for optimization

In 2024, the management established the Group's ESG objectives and actively monitored the progress of their implementation. They also conducted discussions and made revisions based on relevant feedback. In addition, the Company integrated ESG objectives into the management assessment indicators, which are tied to their remuneration. The main tasks for the year are outlined below:

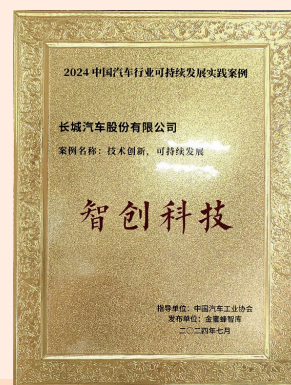
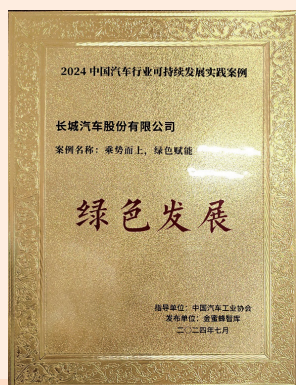
- regularly assessing progress in climate governance and key issues through monthly communication meetings, monthly climate governance reports, and other monitoring measures to identify climate-related risks and opportunities
- reporting on the impacts, risks, and opportunities of sustainable development and progress in climate governance
- revising the Group's overall objectives based on its business plan and the actual progress
- continuously monitoring and reviewing public disclosures related to sustainability, such as social responsibility reports and annual reports
- keeping track of the introduction and revisions of international ESG regulations, including IFRS S1 and S2, the revised ESG implementation guidelines from the HKEX, as well as the new legal requirements and standardized documents for sustainability reporting from the Shanghai Stock Exchange
- prioritizing investors' ESG concerns in daily telephone communications and identifying areas for the Company's improvement based on investor feedback
- focusing on international ESG ratings and continuously improving the Company's ESG implementation strategy based on the feedback from the evaluating agency

The Strategy and Sustainable Development Committee of the Company assists the Board in monitoring and reviewing the progress of the annual ESG work and the achievement of the ESG targets for the previous year, and reports to the Board on the ESG targets for the coming year. The Committee reports to the Board on the results of the Group's ESG work at least annually.

The Board of the Company annually conducts a review of its environmental, social and governance efforts and assesses the achievement of the Company's ESG objectives, while focusing on key stakeholder issues and reviewing the Company's efforts in response to them. At the same time, the Board also examines the compliance and disclosure integrity of the ESG report to ensure it complies with relevant laws, regulations and normative documents.

In 2024, the Company was awarded the following external ESG-related awards:

- 🏆 The Company was included in the "Beautiful China, I Am an Actor" Corporate Action Case Collection and selected as an Excellent Case for Scientific and Technological Innovation of Listed Companies by Securities Daily
- 🏆 The Company was awarded the 2024 Yinghua Awards for Chinese Listed Companies – Hong Kong Stock ESG Value Award
- 🏆 The Company was recognized as the Five-Star Enterprise in the First Automobile Enterprise Carbon Management System Rating
- 🏆 The Company won the 2024 ESG New Benchmark Enterprise Award
- 🏆 The Company won the 2024 Auto Industry ESG Elite Awards – Green Innovative Product Award
- 🏆 The Company was included in the 2024 National Green Development Exemplary Cases for Private Enterprises
- 🏆 The Company was awarded the Intelligent Innovation Technology and Green Development Awards by the China Association of Automobile Manufacturers



MANAGEMENT OF MATERIAL ISSUES

Great Wall Motor has constructed its systematic governance system with reference to the climate governance reporting guidelines of the International Sustainability Disclosure Standards (ISSB), the Global Reporting Initiative (GRI), the Hong Kong Stock Exchange and the Shanghai Stock Exchange, and following the standard management logic of the ISO management system. Taking compliance as the bottom line, the Company fully understands the needs and expectations of stakeholders, and taking into account the internal and external environment, continuously identifies risks and opportunities related to climate governance, promotes continuous improvement of the management system, guarantees the effective implementation of the sustainable development strategy, and enhances the performance and influence of climate governance management.



The Company pays attention to the impact of material ESG issues and sustainable development, thus it will collect opinions from internal and external stakeholders on a regular basis, to assess its current performance of ESG strategies and formulate its future development strategies based on those opinions.

Identification of Stakeholders

The Company identifies stakeholders who have the power of decision and influence on the Company according to its business scope and nature of production and operation.

Identification of Issues

The Company has gained an understanding of stakeholders' demands after interviews and investigations and identified issues that may directly or indirectly affect the Company.

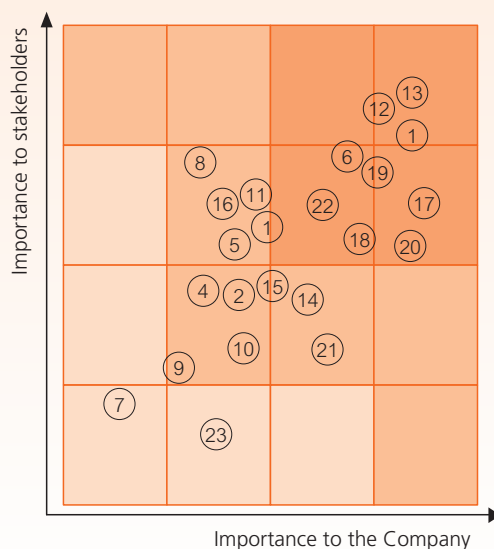
When identifying material issues, the Company focus on the following factors:

- (1) Internationally accepted standards, rules and guidelines: the standards for material issues of the automotive industry in the Materiality Map of SASB, the GRI Standards and the Environmental, Social and Governance Reporting Guide of the Hong Kong Stock Exchange, for preliminary screening of material issues
- (2) Interests and expectations of stakeholders: we will be able to understand the interests and expectations of internal and external stakeholders of the Company through questionnaire survey
- (3) Peer benchmarking
- (4) Corporate strategy and development
- (5) Important factors of capital market rating

Assessment and Confirmation of Issues

The Sustainable Development Working Group of the Company has gained an understanding of the materiality of issues concerned by stakeholders through interviews and questionnaires on the relevance and importance of sustainability issues, and finally assessed and arrived at a matrix of material issues through internal seminars and external survey.

Matrix of Material Issues



Environmental Protection

- ① Addressing climate change
- ② Energy management
- ③ Environment management
- ④ Water resources management
- ⑤ Managing pollution and waste
- ⑥ Opportunities for clean technologies
- ⑦ Convention on biological diversity

Technological Innovation and Product Service

- ⑫ Technological innovation and R&D
- ⑬ Product quality and safety performance

Corporate Governance

- ⑪ Corporate governance
- ⑭ Business compliance
- ⑮ Risk control and management
- ⑯ Business ethics and anti-corruption
- ⑰ Protecting intellectual property rights
- ⑱ Supply chain management

Labor Management

- ⑧ Employee welfare and care
- ⑨ Equality and diversity
- ⑩ Staff training and development
- ⑪ Occupational health and safety

Customers' Rights and Interests




- ⑫ Customer service and satisfaction
- ⑬ Responsible marketing
- ⑭ Customer privacy and information security

Social Causes

- ⑲ Community responsibilities

COMMUNICATIONS WITH STAKEHOLDERS

Stakeholders	Issues of Concern	Ways of Communication and Feedback	Responses of the Company or Chapter of the Report the Responses Included in
 Government and regulators	Addressing climate change	Social media, press conference	Coping with Climate Change
	Opportunities for clean technologies	Project cooperation	Technological Innovation and Sustainable Development
	Business ethnics and anti-corruption	Supervision and inspection, meeting communication	Integrity Building
	Business compliance	Communication between government and enterprise, information disclosure	Corporate Governance
 Shareholders and investors	Risk control and management	Information disclosure	Risk Control and Compliance Management
	Business ethnics and anti-corruption	Emails and phone calls	Integrity Building
	Business compliance	Emails and phone calls, information disclosure	Corporate Governance
	Product quality and safety performance	Emails and phone calls, information disclosure, roadshows	Technological Innovation and Sustainable Development
	Customer service and satisfaction	Emails and phone calls, roadshows	Protecting the Rights and Interests of Customers
	Technological innovation and R&D	Emails and phone calls, roadshows	Technological Innovation and Sustainable Development
 Customers	Community responsibilities	Questionnaire survey	Social Causes
	Customer privacy and information security	Phone calls, questionnaire survey	Protecting the Rights and Interests of Customers
	Opportunities for clean technologies	Market surveys	Technological Innovation and Sustainable Development
	Responsible marketing	Phone calls, questionnaire survey	Protecting the Rights and Interests of Customers
	Product quality and safety performance	Official WeChat, Weibo accounts, market surveys	Technological Innovation and Sustainable Development
 Suppliers/partners	Managing pollution and waste	Meeting exchanges, questionnaire survey	Emissions Management
	Energy management	Questionnaire survey, emails and meeting exchanges	Energy and Water Resources Management
	Protecting intellectual property rights	Supplier training, questionnaire survey	Technological Innovation and Sustainable Development
	Environment management	Supplier training	Environmental Responsibility
	Supply chain management	Questionnaire survey, supplier training	Supply Chain Management

Stakeholders	Issues of Concern	Ways of Communication and Feedback	Responses of the Company or Chapter of the Report the Responses Included in
 Management	Opportunities for clean technologies	Questionnaire survey, site meetings	Technological Innovation and Sustainable Development
	Staff welfare and care	Email feedback, questionnaire survey	Staff Welfare and Care
	Product quality and safety performance	Site meetings	Technological Innovation and Sustainable Development
	Technological innovation and R&D	Site meetings, questionnaire survey, daily communication	Technological Innovation and Sustainable Development
 Employees	Staff welfare and care	Emails and online platform, labor union	Staff Welfare and Care
	Equality and diversity	Emails and online platform	Diversity and Openness and Attraction of Talents
	Occupational health and safety	Site trainings, online platform, labor union	Health and Safety
	Product quality and safety performance	Questionnaire survey, staff training, satisfaction surveys	Technological Innovation and Sustainable Development
	Technological innovation and R&D	Questionnaire survey	Technological Innovation and Sustainable Development
 Public/community	Community responsibilities	Questionnaire survey	Social Causes
	Convention on biological diversity	Questionnaire survey, social media, official website	Biological Diversity
	Corporate governance	Questionnaire survey, phone calls, industry conferences	Corporate Governance

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL MANAGEMENT SYSTEMS

The Company actively develops and improves environmental management systems. We passed the certification under the environmental management systems (ISO14001:2004) for the first time in 2008. In 2024, the Company completed the license renewal audit under the management systems (ISO14001:2015) through the appointment of a third-party institution, guaranteeing the appropriateness, adequacy and effectiveness of the environmental management systems in the Company.

The Company formulated (revised) the “Wastewater Discharge Management Regulations”, “Exhaust Discharge Management Regulations”, “Hazardous Waste Management Regulations” and other environmental management rules pursuant to the ISO 14001 systems to standardize the emissions of wastewater, exhaust and hazardous waste from the production process of the Company and minimize environmental pollution. In order to improve our ability to respond to environmental emergencies, we have formulated an “Environmental Emergency Response Plan” to better monitor and respond to potential risks in exhaust gas disposal, wastewater disposal, and hazardous waste disposal, and to ensure that we can take effective action to safeguard the environment in the event of an emergency.

In 2024, Great Wall Motor did not incur any administrative penalties related to environmental or ecological issues.

COPING WITH CLIMATE CHANGE

Climate change, as a serious test that all human beings need to tackle together, has become a global consensus to actively respond to it. Against this backdrop, Great Wall Motor has assumed its responsibility to actively engage in sustainable development, and by carefully constructing a low-carbon operation and management framework that covers the entire life cycle of its products, it has deeply rooted the core concept of sustainable development in every aspect of its business operations.

Great Wall Motor has a deep understanding of the strategic value of climate disclosure to the Company’s long-term development, and is keenly aware that climate change is not only a potential challenge and risk, but also a valuable opportunity to promote innovation and transformation. Since 2022, the Company has actively started its disclosure work with reference to the standards of the Task Force on Climate-related Financial Disclosures (TCFD). In 2023, with the successful completion of the historical mission of the TCFD and its integration into the International Financial Reporting Standards Board, Great Wall Motor’s climate information disclosure work has entered a new stage of development.

During the reporting period, Great Wall Motor disclosed its corporate climate-related information in a comprehensive, systematic and transparent manner, centering on the four core elements of governance, strategy, risk management, objectives and target setting, and with reference to the requirements of IFRS S2 – Climate-Related Information, and in compliance with the “Implementation Guidelines on Disclosure of Climate Information under the Environmental, Social and Governance Framework of the Hong Kong Stock Exchange” and “Shanghai Stock Exchange Self-discipline Regulatory Guidelines for Listed Companies No. 14 – Sustainability Reporting (Trial)”.

Governance	The Group's governance of climate-related risks and opportunities includes the roles and responsibilities of the Board and management in overseeing climate-related risks.
Strategy	In combination with the physical business, a scenario analysis method is adopted to identify physical risks, transition risks and development opportunities, and the impact time and management measures taken are detailed.
Risk Management	Information on the Group's identification, assessment and management of climate-related risks includes processes and methods.
Objectives and Indicators	The Group sets quantitative and qualitative indicators related to climate-related risks and opportunities.

1. Governance:

In order to achieve sustainable competitiveness and meet the needs of stakeholders, Great Wall Motor has formulated a governance system for addressing climate change, clarified its functions and responsibilities, and formed a top-down control and management program. To ensure the effective implementation of the strategic objectives in response to climate change, it is necessary to ensure that ESG risks, especially climate-related risks and opportunities, are effectively considered in the Company's relevant decisions. The governance process of climate-related risks and opportunities has been integrated into the Company's overall ESG governance structure. For more information, please refer to the section headed "ESG Management".

2. Strategy:

Great Wall Motor is keenly aware of the multi-dimensional uncertainties embedded in climate change, which may cause various risks to the Company's business and in turn trigger potential financial volatility. To this end, the Group relies on in-depth insights into the historical data of climate change in its areas of operation, combined with publicly available climate models, to carry out scenario analyses, with the aim of assessing a series of challenges that may be encountered in the future, identifying potential impacts and formulating response strategies accordingly, in an effort to minimize the climate risk.

While recognizing the risks caused by climate change, we have also gained insights into the opportunities for low-carbon transition, which has inspired us to continue to explore and innovate in the low-carbon field. Great Wall Motor is committed to promoting the research and development of low-carbon products and the innovation of low-carbon technologies, and this determination further strengthens the Company's pace on the road to low-carbon transition. In order to fully respond and adapt to climate change, the Group has adopted a diversified strategy to capture development opportunities while minimizing climate risks, and to build a solid defense for the Company's long-term development by enhancing climate resilience.

Climate-related physical risks

Risk Type		Evaluation Results	Potential Business and Financial Impacts	Mitigation Measures	Time Scope	Probability of Occurrence	Risk Level
Acute Risk	Extreme temperature	Under further global warming scenarios in the future, extreme heat events will continue to increase in number and intensity at global and continental levels and over all human-populated areas. The threat of extremely high temperatures will be felt over some assets. It is projected that, under the SSP5-8.5 scenario (High Emissions Scenario), in 2050, the risk of extreme heat will reach high levels for most assets and very high levels for certain assets. This will affect the Company's supply chain stability and production operations.	<p>Extreme weather affects the production of raw material suppliers and there is a risk of supply disruptions.</p> <p>Extreme high temperatures will cause a surge in regional electricity consumption and a significant increase in residential electricity consumption, which will result in production restrictions and shutdowns when the rated capacity of electricity supply is approached.</p> <p>Extreme high temperatures will affect the cooling load, which will increase the cooling load of process systems that require cooling, such as painting and welding, and reduce the cooling efficiency of chiller units and cooling towers, which will ultimately result in an increase in the operating costs of the factories.</p>	<p>① To establish an early warning mechanism for extreme high temperatures and pay close attention to the weather information released by regional meteorological departments as an important indicator to guide production and operation.</p> <p>② In terms of raw material procurement, to identify suppliers in risk areas and reserve raw materials in advance. In terms of production operation, to adjust the production schedule to avoid production during the highest temperature.</p> <p>③ To prepare emergency plans and emergency drills to minimize the risks caused by high temperatures.</p>	Short term, medium term, long term	High probability	High
	Extreme precipitation	IPCC assesses that as global warming intensifies, intense precipitation events are likely to become stronger and more frequent, at a global level, the intensity of extreme daily precipitation events will increase by 7% for every 1°C increase in global temperature in the future.	<p>Extreme precipitation can cause floods, urban drains, and natural disasters such as landslides and mudslides.</p> <p>Extreme precipitation can lead to water ingress into plants, damage to equipment and increased operational maintenance costs, as well as affecting the transportation and storage of raw materials, resulting in a mid-range supply chain.</p> <p>Impacts on employee commuting, health and safety.</p>	<p>① To establish a comprehensive early warning mechanism and pay close attention to weather forecasts and meteorological information.</p> <p>② To develop an emergency plan, carry out flood control drills, and respond quickly in the event of an emergency.</p> <p>③ To regularly inspect and maintain plants, equipment, and flood control facilities.</p> <p>④ To strengthen supply chain management, optimize transportation and logistics routes to ensure a stable supply of raw materials.</p>	Medium term, long term	Medium probability	Medium

Risk Type		Evaluation Results	Potential Business and Financial Impacts	Mitigation Measures	Time Scope	Probability of Occurrence	Risk Level
Chronic Risk	Sea level rise	IPCC assesses that "the global average sea level rise in 2100 is projected to be 0.75m under the SSP5-8.5 scenario (High Emissions Scenario)". The China Sea Level Bulletin 2023 shows a sea level rise of 3 to 4mm in the Pinghu and Rizhao sea areas compared to 1980.	Most of Great Wall Motor's operating assets are located in inland China, with coastal bases in Pinghu, Zhejiang Province and Rizhao, Shandong Province, with the Rizhao base at an elevation of 13.5 meters and the Pinghu base at an elevation of 3.3 meters. The rise in sea level will not have any impact on Great Wall Motor's production, operation and asset structure.	To pay attention to the impact of seawater inundation in Pinghu and Rizhao areas during high tides.	Long term	Low probability	Low
	Average temperature rise	It is projected that, under the SSP5-8.5 scenario (High Emissions Scenario), average temperatures will increase by 0.8°C in 2030, 1.5°C in 2050, and 3.5°C in 2100, compared to 1995-2014. IEA assessment report shows that "the total cost of meeting cooling needs during extreme high temperature has risen from just over USD10 billion per year in the 1990s to nearly USD30 billion per year over the last decade worldwide".	The increase in average air temperature will affect the cooling load, which will increase the cooling load of process systems that require cooling, such as painting, welding, etc. The cooling efficiency of chiller units and cooling towers will be reduced, which will ultimately lead to an increase in the operating costs of factories.	① To purchase high-efficiency refrigeration equipment and optimize the refrigeration system to enhance refrigeration efficiency and reduce process losses. ② To regularly carry out equipment maintenance so to ensure that the system operates at a higher efficiency. ③ To conduct energy-saving diagnosis and energy audits to identify energy-saving opportunities and create a balance between supply and demand.	Medium term, long term	High probability	High

Climate-related transition risks

Risk Type		Existing Policies and Performance under Different Scenarios	Anticipated Impacts and Assessments	Financial Impacts	Countermeasures	Time Scope	Risk Level
Policy and Legal Risks	Carbon Emission Reduction Policy	<p>Existing policies: International level – Inflation Reduction Act (U.S.), EU Fit for 55 (EU), Climate Change Act (Australia), and GX Green Transformation (Japan); As for China – “Work Program on Accelerating the Establishment of a Dual Control System for Carbon Emissions” and a series of policies on green power, carbon market and double bonus points.</p> <p>Scenario pathways:</p> <p>IEA scenarios show a downward trend in carbon emissions from globally important economies under three scenarios; NGFS scenarios show a downward trend in carbon emissions from China and globally under seven scenarios.</p>	<p>Global climate governance has reached a consensus that geopolitics and local conflicts will delay the pace of carbon reduction at this stage, but the macro trend of continuous carbon reduction will not change.</p> <p>Great Wall Motor is an international automobile company with assets spread all over the world, and the laws and policies of each country are different, which makes it difficult to form various kinds of institutionalized governance tools to cope with the situation.</p> <p>In the medium to long term, the relevant policies will be carried out in the form of a combination of trade constraints and localized emission reduction, and the medium to long term policy pressure will gradually be transmitted to the supply chain, production and operation, and sales business.</p>	<p>① Increase in compliance management costs. In order to cope with the increasingly complex and numerous regulations, it is necessary to invest more human resources in legal affairs, standards and sustainability to prevent compliance risks.</p> <p>② Increase in research and development costs. The transition from traditional fuel vehicles to new energy electric vehicles involves two-way investment in research and development, resulting in higher research and development costs.</p> <p>③ Increase in production and operating costs, introduction of energy-efficient equipment, and increase in the cost of procuring renewable energy.</p>	<p>① To establish a working group with the cooperation of legal affairs, standards and regulations, ESG and other departments to continuously pay attention to the development of domestic and overseas regulations and policies, conduct analysis and research, assess risks, and formulate countermeasures.</p> <p>② To develop a climate strategy, formulate emission reduction targets for each area, and improve management.</p> <p>③ To apply digital tools, integrate with the whole value chain and product carbon footprint management business, and strengthen upstream and downstream collaborative management capabilities.</p>	Short term, medium term, long term	High
	International Green Barriers	<p>Existing policies: The EU Carbon Border Adjustment Mechanism (CBAM), the EU Batteries and Waste Batteries Act, the EU Corporate Sustainability Due Diligence Directive (CSDDD), and carbon barriers in EU member states have increased the cost of compliance for exporting products.</p>	<p>The EU is committed to the governance of importers in terms of raw materials, ESG supply chain management, product-specific carbon, etc. This will affect product design, supply chain due diligence management and sales operations (e.g. customs clearance formalities, etc.). Compliance is mandatory and dissatisfaction will affect the product layout in the EU market.</p>	<p>① Increase in the cost of sales business, involving CBAM products need to pay a fee, Great Wall Motor is involved in a small range of products, the fee is low, but it will affect the customs clearance formalities and the progress of export.</p> <p>② In terms of battery law, the overall management costs of battery suppliers will increase. Battery carbon footprint accounting and management costs will increase.</p>	<p>① Product R&D and ESG departments will continue to follow up on carbon trade policies and reserve technologies and resources.</p> <p>② To apply digital tools, integrate with the whole value chain and product carbon footprint management business, and strengthen upstream and downstream synergistic management capabilities and supply chain management capabilities.</p>	Short term, medium term	High

Risk Type		Existing Policies and Performance under Different Scenarios	Anticipated Impacts and Assessments	Financial Impacts	Countermeasures	Time Scope	Risk Level
	Carbon Pricing	<p>Existing policies: Carbon management in China's local carbon markets represents a direct cost, while the management of the national carbon market for thermal power generation units and the aluminum smelting industry represents an indirect cost.</p> <p>Scenario pathways:</p> <p>IEA scenarios show that China's carbon price will be USD52/tCO₂ in 2050 under current policies and USD200/tCO₂ in 2050 in the Net Zero scenario.</p>	Different countries have the same objective of carbon reduction, but have different ways of reducing emissions. In the end, carbon costs will be passed on to enterprises in a direct and indirect way. As a result, the cost of carbon management for enterprises will gradually increase in the medium to long term.	<p>① Direct carbon management costs will increase as Great Wall Motor's Chongqing and Tianjin plants are included in the local carbon market, which will result in an increase in medium – and long-term compliance costs.</p> <p>② Indirect carbon management costs will increase. Carbon management costs for steel, aluminum, and electricity will increase, and the cost of related product purchases will rise at the same time.</p>	<p>① Continue to follow up on the carbon pricing systems of domestic and overseas factories, follow up on policy progress, and formulate targeted countermeasures.</p> <p>② Continuously develop carbon accounting and emission reduction capabilities, identify carbon reduction potentials in terms of carbon pricing system, technology and management, and introduce advanced energy-saving and emission reduction technologies.</p>	Medium term, long term	High
	Changes in Electricity Prices	<p>Scenario pathways:</p> <p>NGFS scenario shows that China's electricity price will peak in 2025 (RMB0.53/kwh) and gradually decline thereafter under the current policy. And it peaks in 2030 (RMB0.72/kwh) and gradually declines thereafter in the Net Zero scenario.</p>	Great Wall Motor's production bases are mainly concentrated in China, and the main source of energy for production is electricity. The price of electricity is significantly affected by the acceleration of the new energy process and the national energy policy, which will have an impact on the production and operation costs.	<p>① In the short to medium term, this will lead to an increase in operating and production stage costs.</p> <p>② In the long run, operating costs will decrease.</p>	A professional power trading team has been set up to take charge of the Company's power trading business, pay close attention to the power policy and carry out medium – and long-term power trading to minimize the risks arising from fluctuations in electricity prices.	Short term, medium term	Medium
Technology Risk	Low Carbon Technologies	<p>Scenario pathways:</p> <p>IEA scenarios show an upward trend in investment in low carbon technologies and an increase in the cost of iron-based materials. Investment in new energy vehicles, hydrogen electrolysis tanks and photovoltaics declines.</p>	<p>Factory: More energy-saving, high-efficiency, low-carbon facilities and equipment are needed during the project reconstruction and expansion phase.</p> <p>Products: More resources will be invested in R&D to develop low-carbon and green products.</p>	<p>Increase in investment costs for plant and equipment;</p> <p>Increase in research and development design costs;</p>	<p>Continue to pay attention to regulations and policies, adopt equipment and facilities that match the policies, and consider the trend of tightening of regulations in the future, so as to reduce the initial investment and the cost of equipment elimination.</p> <p>To develop low-carbon materials and technologies in cooperation with suppliers, high-efficiency organizations and industry associations.</p>	Medium term, long term	Medium

Risk Type		Existing Policies and Performance under Different Scenarios	Anticipated Impacts and Assessments	Financial Impacts	Countermeasures	Time Scope	Risk Level
Market Risk	Consumer Demand	<p>Scenario pathways:</p> <p>IEA scenarios show an upward trend in EV sales, with the global EV fleet projected to reach about 200 million vehicles in 2030 under the high emissions scenario.</p>	Consumers are more likely to consider the cost of products on a comprehensive basis, and the share of new energy sources for online taxis and taxis has increased significantly. Great Wall Motor's market share will be affected.	Impact on market share, resulting in lower sales volume and lower sales revenue.	According to the needs of different customer groups, to precisely position ourselves to develop a wide range of automotive products to meet the diversified needs of customers. To increase market share and profitability.	Short term, medium term	High
	Raw Material Supply	The automotive supply chain will face multiple stringent controls such as environmental protection, carbon reduction, energy saving, ESG. New materials and technologies will require larger R&D costs, increasing the pressure on small and medium-sized enterprises to operate, and low-carbon resources will be controlled by a small number of leading enterprises.	In the short to medium term, the increase in suppliers' operating costs and the control of low carbon materials by the leading companies will lead to an increase in Great Wall Motor's procurement costs.	Scarcity of low carbon materials and increase in procurement costs. Increase in supply chain management costs.	<p>To strengthen supply chain management and reduce supply chain business risks.</p> <p>Continuously carry out low-carbon supplier evaluation to build suppliers' low-carbon awareness and promote green transformation of the supply chain.</p>	Short term, medium term	Medium
Reputation Risk	Stakeholder Oversight	Stakeholders and the industry's monitoring of carbon reduction performance will be questioned if targets are not met on time.	Stock exchanges and investors are becoming more stringent in the requirements for ESG carbon disclosure. Failure to meet targets on time, insufficient effort and greenwash will be questioned by the public. Improper handling of the situation will cause damage to the Company's reputation.	Will be subject to regulatory pressure from exchanges and investors, affecting ESG ratings, share price and ability to raise capital.	To identify the requirements of laws and regulations and all relevant parties, and continue to implement corporate climate management on the premise of compliance.	Short, medium and long term	Low

■ Climate-related development opportunities

Opportunity Type	Opportunity Descriptions	Expected Impacts and Assessments	Financial Impacts	Countermeasures	Time Scope
Resource Efficiency	<ul style="list-style-type: none"> Development of low carbon materials. Improvement of equipment efficiency. Improvement of water use efficiency. 	<ul style="list-style-type: none"> Low-carbon transition will promote the development, innovation and application of recycled materials, resulting in more high-quality and low-cost low-carbon materials and suppliers. With the tightening of national policies and updating of standards, the energy efficiency of energy-using and water-using equipment will be significantly improved. 	Decrease in operating cost	<ul style="list-style-type: none"> To co-construct with suppliers to develop low-carbon materials and expand the application of low-carbon materials. To build new factories and renovate old factories to adopt high-efficiency energy-consuming equipment and water-saving systems. 	Short and medium term
Energy Sources	<ul style="list-style-type: none"> Change in energy structure and significant increase in renewable energy supply. Distributed photovoltaic and wind power generation with improved efficiency and lower construction costs. 	<ul style="list-style-type: none"> The Company's carbon emissions are mainly from electricity. The increase in the supply of new energy power from the regional grid sides will provide the Company and the supply chain with more pipelines to obtain clean power, which will help reduce the use of fossil energy and lower the Company's carbon emissions. There is still room for the construction of distributed new energy power stations at the Company's production plants. The progress of suppliers' technical capabilities and the lowering of overall costs will accelerate the Company's construction progress. 	Decrease in operating cost	<ul style="list-style-type: none"> To apply renewable energy and green power procurement. Continue to build distributed photovoltaic projects, and build distributed wind power projects in a timely manner. 	Medium and long term
Market Development	<ul style="list-style-type: none"> Access to new markets. Access to public sector incentives. 	<ul style="list-style-type: none"> The market demand for automotive products is diversifying, and the Company's ability to produce and develop multiple product types (electric vehicles, hydrogen vehicles and fuel vehicles) enables Great Wall Motor to capture both new energy and traditional markets, satisfy the needs of individualized customers, and respond to a wider range of market demands. China's carbon emission reduction top-level design document requires governments and financial departments at all levels to introduce complementary low-carbon incentive mechanisms, such as product carbon footprint incentives and green financial policies. 	Increase in operating revenue	<ul style="list-style-type: none"> To increase investment in R&D, continue to promote new energy transformation, and develop new energy models of pure electric, hybrid and hydrogen heavy trucks; To respond to national policies and promote low-carbon transition; To interact actively with government departments and develop extensive cooperation. 	Short, medium term

■ Note: Short-term: By 2030, i.e. China's "Carbon Peaking" phase, and the period of China's 15th Five-Year Plan; Mid-term: 2030 to 2050, a period of 20 years for Great Wall Motor to achieve its carbon neutrality targets; Long-term: 2050 to 2100, which spans 50 years, i.e. China 's post-carbon neutrality phase.

3. Risk Management:

The climate risk management of Great Wall Motor includes the core elements of risk identification, assessment, materiality ranking, management and supervision. Climate risk, as part of ESG management, is incorporated into the ESG management system and control process, and will be gradually integrated with the overall risk compliance management of the Group.

In response to climate change risk management, Great Wall Motor has established a closed-loop management process from bottom to top – evaluation and decision-making, and from top to bottom – implementation and supervision. It comprehensively identifies climate risks in all areas, evaluates, ranks and classifies risks, and submits major risks to the Board of Directors for decision-making and supervision of implementation. For the functions and duties of each level of risk management body, please refer to the section headed "ESG Management".

4. Targets and Indicators:

In response to the national "dual-carbon" strategic goal, Great Wall Motor has actively practiced the green development strategy, and has been insisting on the concept of the whole life cycle to carry out energy saving and carbon reduction work in various fields.

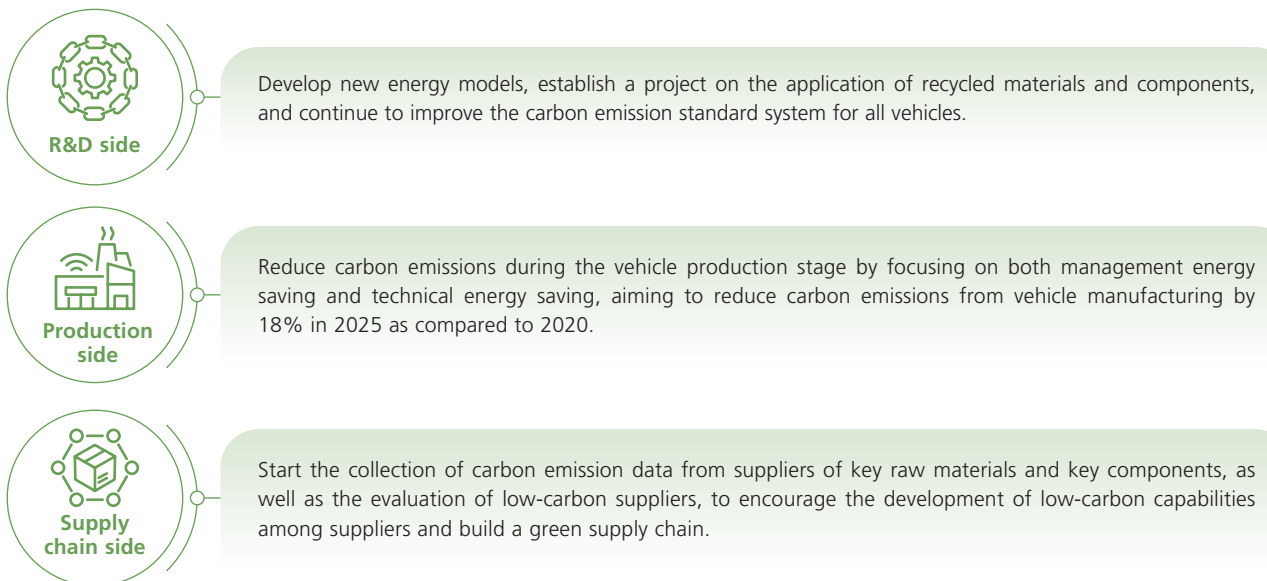
At the stage of vehicle R&D and design, Great Wall Motor will insist on practicing the concept of green development, regard product R&D as the core driving force, use technological innovation as a bridge to realize green transformation, deepen the construction of a green enterprise in all aspects, and build a green and sustainable car of the future with craftsmanship.

At the manufacturing stage, our plants will continue to explore the room for carbon reduction through process improvement, production technology innovation, promotion of clean energy, and production efficiency enhancement, in order to reduce carbon emissions from the production and manufacturing processes.

At the supply chain management stage, Great Wall Motor relies on data management, with risk assessment as the core and capacity building as the guarantee. It continuously promotes the concept of low-carbon, cultivates low-carbon suppliers, and builds a low-carbon supply chain management system. Through supplier access, project designation, performance evaluation and other processes, it gradually integrates low-carbon evaluation into its existing system as a key management element. Meanwhile, Great Wall Motor collaborates with suppliers to innovate low-carbon technologies and materials, and deepens their cooperation to promote the development and application of low-carbon components, aiming at building a green and sustainable supply chain system.

At the end-of-life recycling stage, Great Wall Motor actively practices the concept of green development, promotes the recycling of resources, and creates a recycling ecosystem to maximize the value of end-of-life products.

Among them, the short-term goal for 2025:



Actions adopted for risk management:**Harmless and sustainable vehicle materials**

Adhering to the concept of extended producer responsibility, Great Wall Motor follows domestic and overseas regulations on automotive end-of-life recycling and restricted substances in automotive materials. The Company has established a comprehensive automotive material management system across the entire supply chain, and implemented material compliance traceability by using digital systems. Great Wall Motor has executed environmental material regulations from the source of material development, procuring its suppliers to eliminate certain processes in manufacturing standard parts such as hexavalent chromium-based passivation, lead solder welding, brominated flame retardants, and phthalate-based plasticizers. While ensuring that materials are environmentally friendly and harmless, the Company also applies green design strategies into material labeling, disassemblable structure design, and the development of recyclable materials, striving to achieve the goal of 95% recycling rate for vehicle materials.

Additionally, at the beginning of the model design, the concept of carbon emission reduction is deeply integrated into every detail of the vehicle design from the perspective of the whole life cycle. From the selection of low-carbon and environmentally friendly materials, innovative lightweight design to the development of low-carbon components, the low-carbon concept is fully implemented in every product segment. Meanwhile, the Hi4 technology family of Great Wall Motor has already covered Hi4, Hi4 Performance Edition, Hi4-T and Hi4-Z, which have been widely applied to various car models, aiming to realize significant carbon reduction in the process of users' use. In the future, Great Wall Motor will continue to increase technology research and development and innovation, and is committed to building a green, low-carbon, healthy and environmentally friendly automotive ecosystem.

Carbon reduction on the manufacturing side

Great Wall Motor continues to realize the concept of sustainable development, and actively promotes carbon reduction in all plants in the dimensions of technological innovation, efficiency improvement, and clean energy substitution. In the pre-planning stage of a new plant, we will conduct a carbon emission evaluation for the project during the project approval phase, and promote the application of advanced and mature low-carbon technologies, to reduce carbon emissions from the source. For existing plants, we continue to identify energy-saving and carbon reduction projects and implement photovoltaic projects to enhance the low-carbon standard of the manufacturing side of the plants. During the reporting period, Great Wall Motor actively interacted with government agencies, industry associations and other organizations, and extensively participated in social low-carbon activities and led the community in reducing emissions, which was generally praised and highly evaluated by all sectors. In 2024, a number of subsidiaries were honored with “Green Factory” and “Green Supply Chain” titles.

National Green Plants: Chongqing Branch of Great Wall Motor Company Limited, Tianjin Haval Branch of Great Wall Motor Company Limited and Tianjin Branch of Nobo Automotive Systems Co., Ltd.

National Green Supply Chains: Jingcheng Engineering Auto Parts (Chongqing) Co., Ltd. and Honeycomb Power System (Chongqing) Co., Ltd.

Provincial/Municipal Green Plants: Honeycomb Power (Chongqing) Co., Ltd., Baoding Xushui Heat System Branch of Mind Electronics Company Limited and Jingcheng Engineering Auto Parts (Chongqing) Co., Ltd., Jingcheng Engineering Automotive Parts (Taizhou) Co., Ltd., Nuobo Automotive Parts (Taizhou) Co., Ltd., Honeycomb Weiling Power Technology (Jiangsu) Co., Ltd., MIND Auto Parts (Taizhou) Co., Ltd.

1. Clean Energy Use

The Company has continuously increased the installed capacity of distributed PVs, and actively participated in green power trading in the electricity market, to increase the proportion of clean energy in the production process of its products and reduce carbon emissions.

- In 2024, the Company commenced the construction of distributed PV projects in North China, Central China, East China and Southwest China, and completed the grid-connected generation of PV projects in Central China, East China and Southwest China. The Company has constructed a unified management platform system for PV projects to improve the level of digitalized and intelligent management of PV projects, and configured PV panel cleaning equipment and high-capacity energy storage facilities, etc., to further improve the power generation efficiency of distributed PV power plants and provide clean energy for products. By the end of 2024, the Company's cumulative installed capacity of distributed PVs reached 337MW, representing an increase of 19% over the installed capacity in 2023.
- Great Wall Motor has actively participated in green power trading in the electricity market, with a cumulative green power procurement of nearly 43.538 million kWh in 2024, reducing carbon emissions by 30,800 tonnes.

2. Low-carbon Technology Innovation

The vehicle production and operation process is highly focused on low-carbon management, actively exploring innovative technologies and tapping into the space for carbon reduction. Through the application of innovative technologies, high-efficiency equipment, waste energy recovery, intelligent models and other measures, the Company continuously improves the energy efficiency of the production and manufacturing process and reduces the carbon emissions in the manufacturing process.

Step	New process and new equipment	Energy saving and carbon reduction measures
Process innovation/Efficient equipment	Improvement of stamping efficiency	By increasing the size of the mold to achieve co-molded production, to ensure product performance and at the same time, to achieve multi-cavity co-molded production of multiple pieces; after the application, the energy consumption of a single production unit is reduced by 39%, and realizing carbon reduction of 3.87 tonnes/year.
	Heat pump system application	Continuous implementation of new equipment applications, the use of direct-expansion heat pump system, and the elimination of natural gas consumption, to achieve a single unit of carbon reduction of 0.794 kg/unit; Upgrading the technology, using a heat pump system to replace the air-conditioning system, saving the consumption of secondary heating steam, reducing the operation energy consumption, and realizing carbon reduction of 1,795 tonnes/year.
	Improved ratio of recirculating air	Increasing the ratio of recirculating air operation to reduce the energy consumption of fresh air operation, realizing carbon reduction of 256 tonnes/year.
	Using low temperature electrophoresis paint	Implementing low-temperature electrophoresis paint and remodeling the electrophoresis baking room of the factory to reduce energy consumption during the process, realizing a carbon reduction of 207.185 tonnes/year.
	Adjustment of assembly equipment	Through equipment optimization and process consolidation, the Company reduced energy consumption in the vehicle production process, and achieved a reduction of 0.54 kg in carbon emissions per unit. By upgrading the line equipment, the carbon emissions were reduced by 0.13 kg per unit.
	Coating process updating	By updating the B1B2 process to reduce energy consumption during the production process, the carbon emissions were reduced by 2,328.59 tonnes/year.
Energy reuse	Waste Heat Recovery	The residual energy of the drying oven and waste gas incineration is reused, and the recovered heat is more than 1,600 kw/workshop/hour.
	Waste Heat Utilization	The waste gas is heated in the hot water pipeline by the residual heat recovery device, which reduces carbon emission by approximately 1,261.89 tonnes/year.
Intelligent control	Intelligent Identification Model	Accurately identifying the position of the vehicle and adjusting the control program, so that the pre-treatment electrophoresis line body pump/drying room elements are shut down with the vehicle, reducing the energy consumption of the production process and realizing carbon reduction of 272.9 tonnes/year.
	Cooling System Intelligent Control Model	By collecting relevant control parameters in various dimensions and establishing a dynamic window control model for the refrigeration system, the system has changed from a fixed temperature difference to a variable temperature difference control mode; and intelligently adjusted the starting and stopping of the refrigeration equipment as well as the frequency of the refrigeration and cooling pumps, which has increased the energy efficiency of the entire station by 20.57%.
	Boiler System Intelligent Control Model	Adopting a constant temperature control program to keep the water supply temperature fluctuation range of 1℃, reduce the proportion of "two big fire" execution time, and maintain "one small fire operation". The power consumption of the water pump is reduced by approximately 40%; the heat exchange efficiency of the boiler is increased by 12%, and the gas consumption is reduced by approximately 14%.
	Intelligent start-up of key equipment in the coating workshop	Through the collection of the current temperature of the line, the history of heating time, matching the optimal start-up time, to realize the remote automatic start-up of the equipment, reduce the manual judgment of the start-up of the energy cost waste, to ensure that the equipment is in a highly efficient, low-consumption operating state.

3. *Digitalization Enablement*

With the further implementation of our dual-carbon efforts, we continue to optimize the digital carbon emission management platform, constantly expanding its application scenarios and coverage. Through the iteration and upgrading of our self-built “Dual-Carbon Control Platform”, new features such as carbon emission management for the supply chain, the carbon emission management for employee travel, and carbon quota management were created in 2024. This has enabled the digital management of carbon emissions across the entire “research-production-supply” process, further enhancing the scope and efficiency of dual-carbon management. By the end of 2024, we have achieved digital carbon emission management for 86 factories nationwide, over 200 suppliers, and more than 200 vehicle models through the “Dual-Carbon Control Platform”.

Through the above measures, the emission intensity of greenhouse gases (Scope 1 and 2) at the Group’s vehicle manufacturing bases has been reduced by 17.16% as compared to 2020.

Carbon Reduction on the Recycling Side

Adhering to the concept of green and sustainable development of the entire automotive industry chain, Great Wall Motor has long been committed to creating a recycling system for automobiles that is renewable, ecologically low carbon and environmentally friendly. We have actively practiced producer responsibility by launching the “Pilot Project on the Extension of Producer Responsibility for Automotive Products”, implemented the objectives of the pilot project, and completed the final acceptance of the pilot project in December 2024.

In 2024, Great Wall Motor promoted its recycling company to expand its business in agricultural machinery vehicle recycling, National III vehicle recycling, new energy power battery recycling, recycling materials and recycling parts with the help of industrial and government policies, and formed a complete ecological competitiveness of recycling through the construction of dismantling workshops for new energy vehicles and the purchase of electrification dismantling machines.

1. Recovery of recycled materials

The Company actively promoted the recycling, processing and reuse of used and scrap metals, and developed end-to-end cooperation with large steel mills and leading resource recycling enterprises.



In terms of steel scrap

The Company carried out research and application of recycling technologies and products, increased the proportion of recycled steel by 1% (including the proportion of recycled steel for white car bodies by more than 14.0%), and realized recycling of 211,700 tonnes of recycled steel in 2024.



In terms of waste copper and aluminum

The Company implemented secondary smelting and reuse of waste aluminum, and increased the proportion of recycled aluminum used in the manufacture of aluminum alloy products for key components (cylinder heads, cylinder bodies, etc.) by 19.8%, with 3,525 tonnes of non-ferrous metals recycled by 2024.



In terms of plastics

The Company initiated research on the modification of plastic particles for PCR loops, expected to realize a 30% addition of plastic particles for PCR loops, and achieved 30,500 tonnes of recycled non-metals in 2024.

2. Vehicle recycling

In line with industry policies and government orientation, we have established in-depth cooperation with retired vehicle groups, insurance platforms and government departments.



In terms of retired vehicles

The Company expanded the recycling business of standardized retired vehicles such as agricultural machinery vehicles and National III vehicles. Besides, we launched the technological upgrading of the dismantling process of retired vehicles and introduced professional equipment to implement the fine dismantling of materials and parts, and the comprehensive utilization rate of vehicle resources reached 77.2%. In 2024, we completed the recycling and dismantling of 9,600 tonnes of retired vehicles.



In terms of recycled parts

The Company built a reverse recycling system for used parts, and with the help of 18 domestic intermediate warehouses and over 2,000 4S stores, the Company has carried out recycling verification of used parts in its internal logistics, and has completed the recycling of 70,900 used parts in 2024.



In terms of power batteries

Great Wall Motor has assumed the responsibility of power battery recycling and dismantling based on the extended producer responsibility system. Relying on the Group's technology and resources, the Company launched research on the dismantling and resource utilization technology of power batteries, and recycled a total of 210.28 tonnes of power batteries in 2024.

3. Parts remanufacturing

Great Wall Motor is committed to expanding its recycling industry chain and promoting its parts remanufacturing business. By expanding the scope of recycling of used parts and enriching the types of parts and components research and development, Great Wall Motor now can remanufacture 8 types of products such as engines, transmissions, and EPS. Meanwhile, the Company has built a registration system for tracking the inventory of remanufactured products and the EPR platform of third-party partners, realizing the statistical and analytical information, and accurately linking with the automotive aftermarket. During the year, the Company remanufactured 10,138 lamps, 386 sets of gearboxes, 1,363 sets of superchargers, and 1,059 sets of steering gears.

Great Wall Motor will continue to implement the concept of green development and promote green development in multiple dimensions by means of technological innovation. By increasing the proportion of renewable and recyclable materials used in vehicles and parts, and through technological innovations such as simplified/integrated design and material substitution, we will improve the recyclable utilization rate of the materials used in vehicles.

Carbon Reduction on the Logistics and Warehousing Side

Great Wall Motor continued to strengthen the construction of green logistics, and insisted on the synergistic development of “green packaging”, “green transportation” and “green storage”. Through the introduction of advanced logistics technology, optimization of transportation structure, and rational planning of resource allocation, we have made unremitting efforts to realize the sustainable development of green logistics.

In terms of green packaging, the Company built a network of packaging sharing services covering all areas of the supply chain, continued to develop the “New Four” development (generalization, recycling, sharing, and intelligence) of packaging in the supply chain, effectively opened up the packaging sharing pipeline between OEMs and parts manufacturers, and enhanced the utilization rate of packaging recycling.

In 2024, the scale of use of recycled packaging reached 2.46 million boxes, reducing 5,182 tonnes of disposable carton packaging, reducing disposable wood consumption by 21,522 m³, and realizing a reduction of carbon emissions by 5,907 tonnes, while promoting the lightweighting of KD packaging and the improvement of packaging volume rate, and helping the development of green packaging.

In 2024

The scale of use of recycled packaging

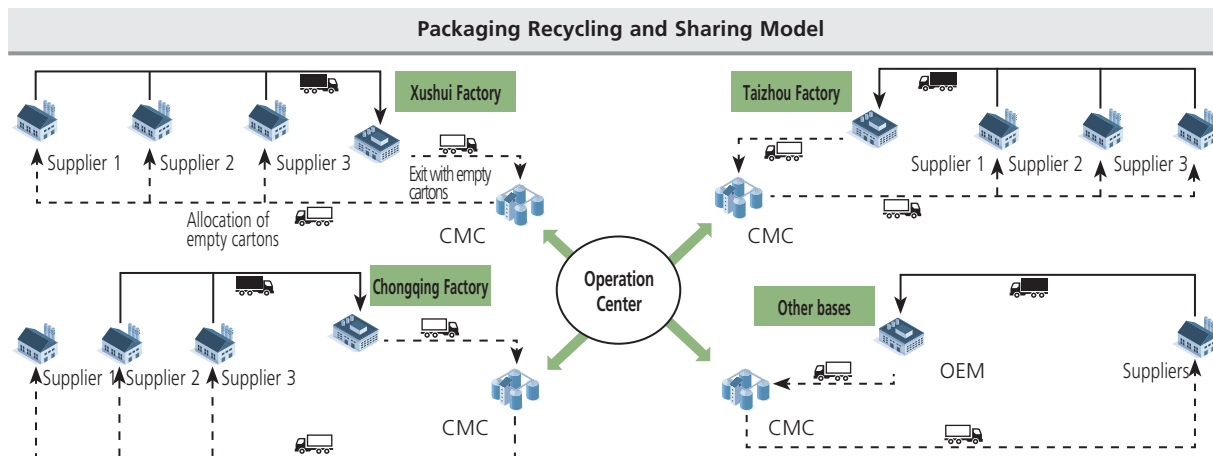
reached **2.46** million boxes,

reducing **5,182** tonnes of disposable carton packaging

Reducing disposable wood consumption

by **21,522** m³ and realizing a reduction of carbon emissions by

5,907 tonnes



In terms of green transportation, through the digitalized and integrated management platform and the coordination of all bases and transshipment depots across the country, the Company continued to optimize the layout of the logistics and transportation network, adjusted the transportation structure, realized the efficient synergy of road, rail and waterway transportation capacities, reduced the pressure on road transportation and enhanced the efficiency of transportation. During the reporting period, the proportion of rail and waterway transportation increased to 31.7%, achieving a reduction of 36,156 tonnes of carbon emissions.

At the same time, Great Wall Motor has put in 25 new energy trucks in sedan transportation and parts transportation, with a cumulative mileage of 1.18 million kilometers, reducing carbon emissions by 1,006 tonnes.



In terms of green warehousing, the Company has launched the construction of a digital intelligence platform, promoted the application of intelligent equipment such as unmanned driving and AGVs, and invested in 21 unmanned driving vehicles and 148 AGVs, of which the unmanned distribution has successfully carried out 42,000 order tasks, with a cumulative mileage of more than 151,000 kilometers, and has validated the operation scenes of unmanned forklift trucks and container robots, so as to continuously improve the level of warehousing intelligence and help energy saving and emission reduction.

DEVELOPMENT OF CARBON MANAGEMENT SYSTEM

1. Building of Fundamental Capabilities

Great Wall Motor focuses on the enhancement of its employees' awareness of dual-carbon, and regularly arranges responsible persons for dual-carbon management at all levels to conduct special trainings in dual-carbon areas. In 2024, we organized 245 trainings with a total of more than 8,000 participants.

In order to create an atmosphere of carbon awareness among all employees, the Group regularly shares "dual-carbon knowledge" through an internal communication subscription account and the intranet platform to enhance all employees' understanding of dual-carbon concepts. As of the end of 2024, there were a total of over 200,000 views of the contents.

2. Internal Carbon Audit

Great Wall Motor has consistently conducted internal carbon audits to identify weak points, technological gaps, and best practices of the Group's each unit in the carbon management. During the reporting period, we organized a total of four rounds of carbon audits within its 28 subsidiaries, achieving a full coverage of key business areas such as vehicle manufacturing, components, research and development, and supporting functions. Through the carbon audit mechanism, we actively learn from best practices, make up for shortcomings, prevent potential risks, and ensure that the Group's carbon emission reduction management system continues to be strengthened.

3. Employees' Carbon Accounts

Great Wall Motor continued to implement the platform of employees' carbon accounts to record the carbon emission reduction of employees' low-carbon office life. Over 3,000 staff participated in low-carbon travelling, online meetings, questions answering and other low-carbon scenarios, reducing 52.14 tonnes of carbon emissions and earning 8.19 million carbon points. Carbon neutrality has been extended to the consumption end of office life. The platform encouraged all employees to actively participate in through the exchange of gifts with points. An invention patent has been applied for the employees' carbon accounts.

Over **3,000** staff participated in low-carbon travelling, online meetings, questions answering and other low-carbon scenarios, reducing **52.14** tonnes of carbon emissions and earning **8.19** million carbon points



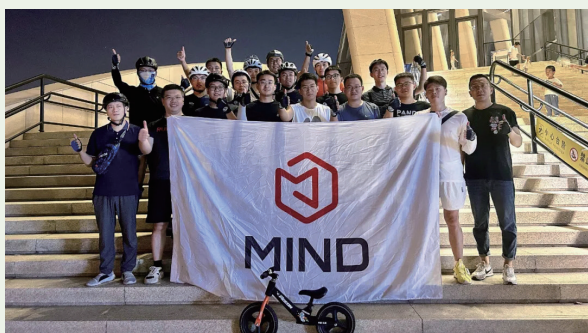
By walk	575 million steps
Online meeting	22,700 hours
Knowledge Q&A	284,500 times
Carbon reduction suggestions	152 suggestions
Clock in	62,800 persons

Reducing emissions of
52.14 tonnes

4. Low-carbon Travelling

Case 1

In April 2023, Mind Electronics and Electric Systems, a subsidiary of Great Wall Motor, organized the cycling activity to promote the concept of low-carbon travelling, while enjoying the gifts of nature and the fun of sports.



Green Office

The Company advocates green and low-carbon office and fully integrates the concepts of energy conservation, emission reduction and green and low-carbon office into routine office through lean management.

The Company actively promotes saving electricity in daily office and implements the "one light with one control" in the use of electricity. It turns on different lights based on the number of employees at position and avoids "one in office with all lights on" to reduce power consumption.

Elevators in the Company stop at different floors. They can stop at odd and even floors to reduce the stop frequency. It can improve commuting efficiency and reduce power consumption.

The Company advocates paperless network office, and all employees use network office software. All daily office applications and approval processes are processed through network office software.

POLLUTION TREATMENT

The Company followed the “Three Simultaneities” system on pollution treatment facilities and carried out simultaneous design, simultaneous construction and simultaneous putting into operation with the main structure. All pollution treatment facilities meet the feasible technologies recommended under the “Technical Specification for Pollutant Discharge Permit Application and Issuance”. In routine management, the Company strengthens tour inspections and records the operation conditions of equipment to identify, report and handle abnormal conditions as soon as possible.



Waste gas

The waste gas the Company emits mainly consists of NO_x produced by natural gas combustion, particulate matter produced in the process of welding, and VOCs produced in the process of painting. We used low- NO_x staged combustion technology to reduce NO_x generation by controlling the air ratio, enabling the emission concentration meet national and local standards for hazardous air pollutant emissions. We collected particulate matter in a closed manner, and introduced high-efficiency dust removal technology to achieve a treatment efficiency of 95%, significantly reducing particulate matter emissions. The waste gas generated from painting was treated using the mainstream technology of zeolite concentration + regenerative thermal oxidation (RTO), which has the characteristics of stable outlet concentration and high purification efficiency. We made full use of the industrial cluster effect of the park by comprehensively using centralized heating and gas supply facilities to help save energy and reduce emissions.



Wastewater

The Company follows the basic principles of classified collection and quality-based treatment, and adopts a three-level wastewater treatment process of “pretreatment unit + comprehensive wastewater treatment unit + biochemical treatment unit”, with discharge concentration far lower than the urban sewage treatment plants’ discharge standards. We have used an environmentally friendly membrane pretreatment process to replace traditional phosphating process, reducing the discharge of phosphorus and nickel metal ions. We have set up a reclaimed water reuse system to reuse the wastewater after biochemical treatment, effectively improving the reuse rate of water resources.



Hazardous waste

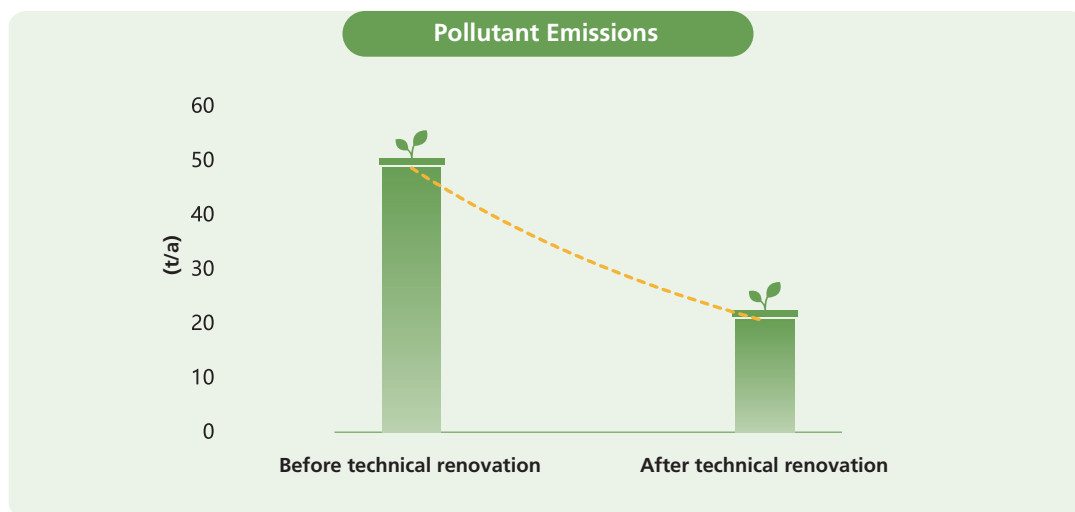
The Company has been attaching great importance to the prevention and control of hazardous waste pollution. In 2024, the hazardous waste of the Company included sludge, paint residue, waste organic solvents and contaminated wastes. We carried out hazardous waste reduction and resource utilization for the hazardous waste, conducted transfer procedure filing in accordance with the requirements of ecological environment supervising departments of the respective places, and handed all hazardous waste to companies possessing hazardous waste management qualification for disposal. We have fulfilled our responsibility for hazardous waste prevention and control in accordance with the law, formulated the Contingency Plan for Environmental Emergencies and the Hazardous Waste Management Plan, ensuring compliance in the entire process of hazardous waste storage, transfer, and disposal.



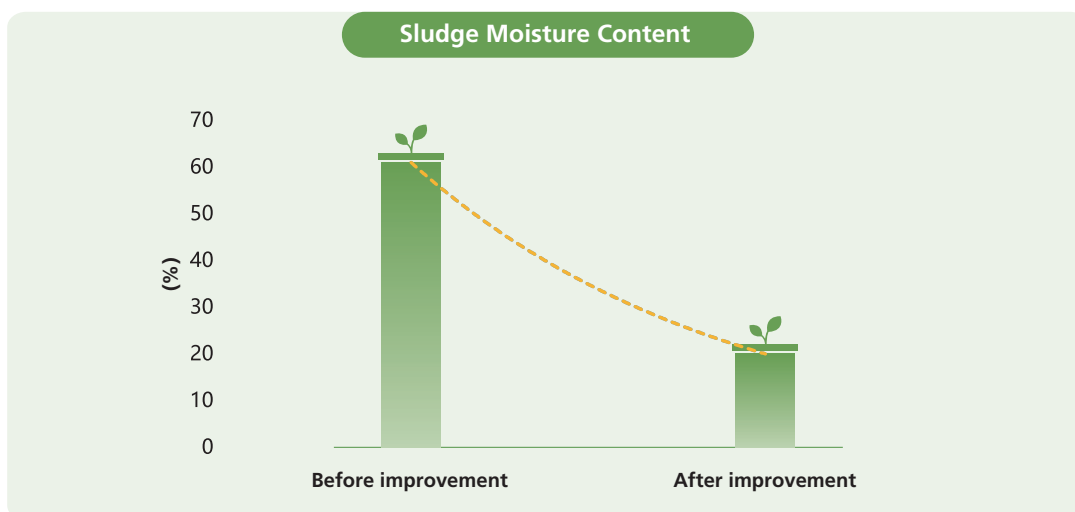
Noise

In accordance with the Law of the People’s Republic of China on the Prevention and Control of Noise Pollution and based on the different characteristics of the sound sources, the Company adopts measures such as low-noise equipment, wall sound insulation, installation of foundation vibration reduction and sound barrier for control. We strictly follow the requirements for self-monitoring of pollutant discharge permits and entrust qualified third parties to carry out monitoring work and issue testing reports.

In 2024, Baoding Parts Factory of Great Wall Motor renovated the fresh air system of the coating workshop into a circulating air system. After the renovation was completed, the amount of VOCs generated during the production process decreased by 57%.



In 2024, Xushui Factory of Great Wall Motor renovated the existing sludge filtering process by upgrading it from two-stage filtration to three-stage filtration and adding a separate drying process. The sludge moisture content decreased from 61% to 20%.



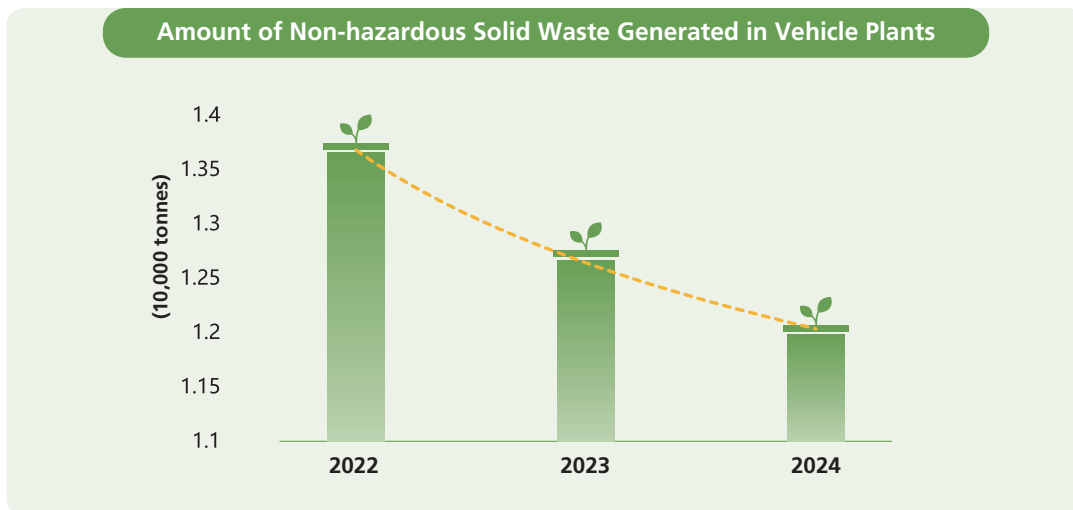
Non-hazardous Waste Management

Non-hazardous waste of the Company is generated from its routine office and operation. They cannot be comprehensively recycled and have no damage to the environment and human beings. Such waste can be handled and disposed of safely through recycling, incineration, landfill and other means. In accordance with national laws and regulations as well as the requirements of relevant departmental regulations and ordinances of the government of the place where non-hazardous waste is generated, the Company appoints qualified waste disposal organizations and third-party recycling institutes to carry out disposal.

It standardizes relevant environmental materials on waste treatment, regularly tracks the process of waste treatment and transportation, guarantees that the non-hazardous waste is transported to garbage containers or collection places designated by the state or local government, forbids dumping, throwing or piling at random and strictly prohibits impacts on the environment and the society.

Volume of non-hazardous waste and measures for waste reduction

- ① In 2024, the total volume of non-hazardous waste of the Company was 12,000 tonnes, representing a decrease of 700 tonnes compared with that of 2023.
- ② During the generation process of non-hazardous waste, the Company adopts various measures to reduce the generation of waste, such as improving the production process and technology, organizing various activities and boosting waste sorting.



We consistently adhere to a full-chain management approach, encompassing source prevention, process control, and end treatment, to strictly regulate pollutant emissions.

Target:

All pollutants are discharged up to the standard, with the total discharge of various major pollutants not exceeding national or local control requirements. We will fulfill our environmental responsibilities through concrete actions, contributing to green development.

Management and Control Measures on Emissions

1. Response to Regulations in Domestic and International Markets

◆ Domestic Market:

In response to the Real Driving Emissions (RDE) requirements added to the National Stage VI Motor Vehicle Pollutant Emission Standards in 2023, Great Wall Motor proactively prepared and planned in various aspects four years in advance. These efforts included technical pre-research, equipment procurement, and testing capability development, and through rational planning of vehicle integration, we achieved the synchronization of 2024 model planning and RDE development. The specific measures were as follows:

- ① **Engine Upgrades:** We have made engine upgrades in both hardware and software, such as the use of low-ash engine oil, 350 bar fuel injection systems, thermal management systems, and dual injection systems, aimed at reducing particulate emissions and improving engine thermal performance to enhance emissions and energy efficiency. On the software strategy side, applications like multi-injection, transient fuel control, and component self-learning also have a positive impact on emission and consistency control.

- ②. **Post-Treatment Technology Upgrades:** In addition to measures of optimizing emissions at the source, external emission control plays a crucial role, particularly the Gasoline Particulate Filter (GPF), which improves particulate emissions by 60%-90%, achieving a 20% reduction of the National 6b emission limit for particulates. In respect of **preparation for GPF iteration technology**, we have improved designs of carrier channels and wall thickness, as well as coating processes and materials.
- ③. **Emission Testing Equipment Upgrades:** To meet future Stage VII regulations, Great Wall Motor **upgraded** PN₁₀ **equipment** for PEMS and vehicle emission testing laboratories 2-3 years ahead of schedule. The **PEMS equipment** has been put into use since July 2024.
- ④. **Establishment of Testing Specifications:** Given the complexity and uncontrollability of various real-road factors, which will affect test results, Great Wall Motor has conducted field investigations and tests in Tianjin, Chongqing, Xiamen, Shanghai, Qinghai, etc., to ensure the availability and consistence of vehicle development, covering extreme environments and working conditions such as high temperatures, extreme cold climates, high altitudes, urban congestion, and high-speed driving.

◆ International Markets:

In 2024, Great Wall Motor adhered to a long-term approach and bottom-line thinking, focusing on the intelligent new energy sector. The Company strengthened its dual advantages in "intelligence + off-road", to accelerate its globalization of new energy vehicles. This includes deepening presence in the Americas (Brazil and Mexico), expanding into the Middle East, and advancing into the EU market.

Facing diverse and complex international regulations and environments, Great Wall Motor evaluated vehicle competitiveness and regulatory compliance in respect of powertrain/vehicle model planning, emission technology routes, and control strategies through regulatory interpretations, market research, field investigations, and local validation. In addition, the Company also proactively responded to the implementation of new regulations in overseas markets by preemptively preparing technical solutions for Brazil's L8, the EU's Euro 6e, and Mexico's new regulations, and adopting different emission technical routes and localized development and validation standards for different markets. The Company has successfully achieved mass production applications of intelligent SUV models and is committed to environmental protection and energy efficiency when executing projects, creating value for consumers and society.

Great Wall Motor has always led by example, upholding principles and sticking to bottom line, and will not hesitate to make substantial one-time and full-lifecycle investments to deliver high-quality, high-standard products to its users.

2. Response to Future Emission-Related Regulations

To protect and improve the environment and achieve carbon neutrality, regions around the world are gradually researching and formulating next-phase emission regulations, which will promote the application of energy-saving and emission-reducing technologies, further advance on-going development of new energy technologies, and promote green, low-carbon, and sustainable development in the automotive industry. As a leading domestic automotive company, Great Wall Motor actively participates in tracking Euro 7 regulatory developments, conducting technical pre-research and the current pre-research for National Stage VII Motor Vehicle Pollutant Emission Standards related topics, such as greenhouse gas control, high-altitude emissions, NH3, and PN10, providing constructive suggestions for the development of industry standards and regulations.

In response to stricter global emission regulations in the future, Great Wall Motor is well prepared for:

1. strengthening emission control in real-world environments by establishing a multi-dimensional evaluation system for laboratories and real-road testing, and full-scenario application matching and development processes;
2. introducing high-efficiency particulate filters for PN10 particulate reduction, while enhancing engine and strategy matching to ensure full-scenario compliance in tailpipe particulate emissions;
3. developing fast closed-loop pre- and post-cat O₂ sensors to improve cold-start emission control and product consistency;
4. initiating pre-research on 500 bar high-pressure common rail systems, which can achieve both energy savings and emission reductions.

From the perspective of environmental protection and the Blue Sky Protection Campaign, Great Wall Motor remains committed to continuous research and development and innovation, contributing to cleaner and smarter future transportation.

BIOLOGICAL DIVERSITY

Great Wall Motor strictly abides by the Convention on Biological Diversity, the Kunming Declaration and the Kunming-Montreal Global Biodiversity Framework with practical actions, continues to pay attention to the compatibility between the production environment and the surrounding natural ecology, continuously improves factory environment, and strives to build a green factory. In the process of project construction and planning, we fully understand the concept of local ecological civilization construction. While preserving the original ecology to the greatest extent possible, we have reduced the interference of project construction on biological diversity by formulating ecological protection measures, monitoring environmental factors and strengthening environmental compliance investment. We invite independent environmental experts and ecologists to conduct third-party evaluations of our projects and operational activities. We regularly organize internal audits to ensure that our operational activities comply with the environmental and social responsibility standards set by the Company; and incorporate the protection of biological diversity into ESG management. We care about the protection of biological diversity in our production and life, enhance our own concept on the protection of biological diversity and carry out the protection of biological diversity based on local conditions in combination with our own experience.

Great Wall Motor carries out the construction of projects in strict accordance with the Environmental Impact Assessment Law of the People's Republic of China 《中華人民共和國環境影響評價法》 and conducts environmental impact assessments on new construction projects, including but not limited to the analysis on the impacts on the surrounding environment of the construction site and the biological diversity, to create a good environmental atmosphere where people and nature coexist in harmony.

The Company advocates the green and low-carbon lifestyle, practices the environmental protection concept of "lucid waters and lush mountains are invaluable assets (綠水青山就是金山銀山)", and actively carries out various forms of environmental public welfare activities.

Case 1

In April 2023, Great Wall Motor organized a tree planting activity for its employees during the Tree Planting Day to promote the concept of green living and advance ecological civilization construction.



Case 2

In the same month, 20 groups of employee families were organized to carry out a green “planting” activity for the earth, to fulfill social responsibility and actively participate in environmental protection.



Case 3

Great Wall Motor carried out the “Plant Green, Grow Together: Eco-Volunteer Afforestation Initiative” in Zhangjiagang, which is not only an environmental action, but a public welfare activity to advocate green concepts. Hundreds of camellia and kumquat saplings were planted, creating a revitalized green space for the local community.



Case 4

To convey the positive energy of a civilized Changchun and enhance our employees' health and environmental awareness, the Changchun R&D Center of Baoding Optoelectronics Branch of Mind Electronics Company Limited organized the "Low-Carbon Brisk Walk, Green & Environmental Action – Become the City's Clean-Up Crew" event. All participants gathered at the foot of Changchun's highest mountain, trekking forward together. While climbing, they paid attention to reducing waste pollution to protect nature, and shared scientific management methods for the effective disposal of garbage.



Case 5

Great Wall Motor organized tree planting and afforestation activities in Dalad Banner, Ordos, Inner Mongolia. Every year, the Company takes the initiative in planting Siberian pine saplings, covering the land with a "protective shield" against sandstorms out of deep respect and love for nature. By continuously expanding green areas, the Company has contributed to a new picture of "trees forcing sand to retreat" and harmony between human and the desert.

ENERGY AND WATER RESOURCES MANAGEMENT

In order to reduce the total amount and intensity of energy consumption, Great Wall Motor established a professional energy management team, specified management responsibility and the energy-saving management concept, and carried out energy management, energy-saving and emission reduction related work throughout the Group. It formulated complete standards and specifications, established a complete and effective documented energy management system within the Company, continuously controlled and optimized the implementation process, and set energy indicators for dynamic assessment within each vehicle base.

1. Energy saving and carbon reduction improvements

Great Wall Motor implements the lean production concept, eliminates waste and reduces unnecessary energy consumption by refining energy consumption control, and empowers energy management with intelligent technology. Typical improvements include:

Compressed air supply by region and pressure

By adding automatic pressure regulating devices, the workshop with different pressure requirements of stamping, welding and assembly can realize automatic adjustment to achieve on-demand supply, with an annual energy

saving of RMB **240,000**.

Intelligent power-on of painting lines

It extracts on-site temperature data and uses remote startup software to accurately estimate the startup time of the equipment based on the database, eliminating energy waste caused by manual startup and saving

1,533 kWh of electricity per day.

Intelligent centralized control of environmental heating/cooling

It has implemented an intelligent centralized control system transformation, which can achieve three control modes, namely local, centralized remote and intelligent automatic control of environmental air-conditioning, with an annual

energy saving of RMB **200,700**.

Application of ECO mode in frequency converter

By optimizing and testing the equipment, after the application of ECO mode, the energy saving rate of the wind turbine in the energy

station house is **22.1**%, and the energy saving rate of the water pump is **2.1%-18**%, with an estimated saving of

RMB **43,000** in electricity bills per month.

Adaptive switch of recycling water

The cooling recycling water automatically and intelligently switches on and off according to different production modes, and the process supply parameters are adjusted in real time to achieve a refined energy supply, with an annual

energy saving of RMB **93,900**.

2. Replacement with green energy

Great Wall Motor vigorously promotes green and new energy and actively facilitates the application of green energy. It increases photovoltaic power consumption by increasing the installed capacity of photovoltaics and improving the efficiency of photovoltaic power generation to support environmental-friendly development.



The installed capacity of photovoltaic power stations of the Company in 2024 reached **337** MW;

The annual cumulative green electricity consumed by the Company in 2024 reached **246** million kWh;

The proportion of green electricity consumed by vehicle plants was **24.18**%, up by 2.5% as compared to 2023.

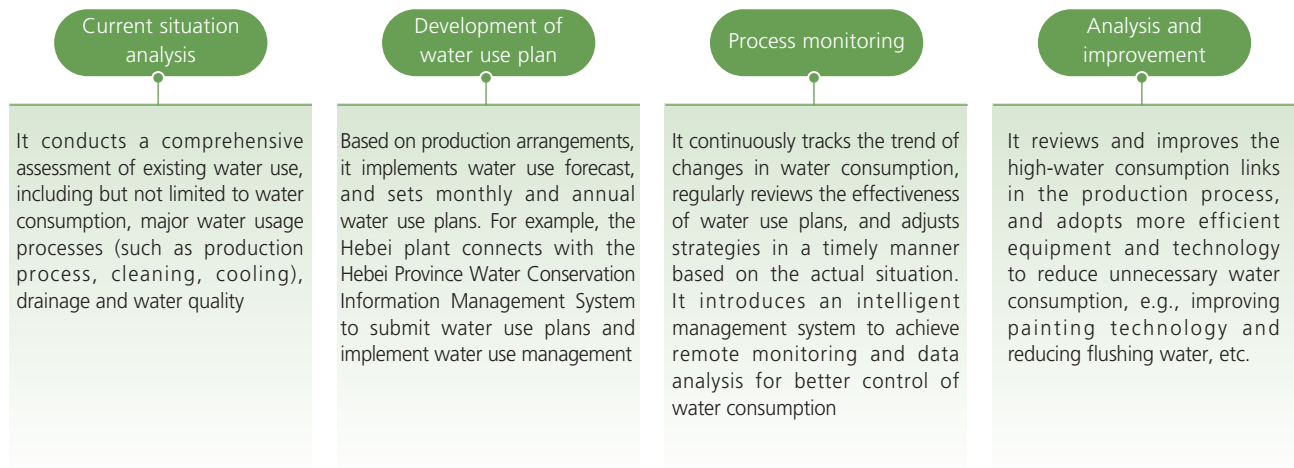


3. Water resources management

Great Wall Motor attaches great importance to water resource protection, ensuring that production, operation and product process do not have an impact on water resources. There have been no incidents of water shortage and water safety at each plant.

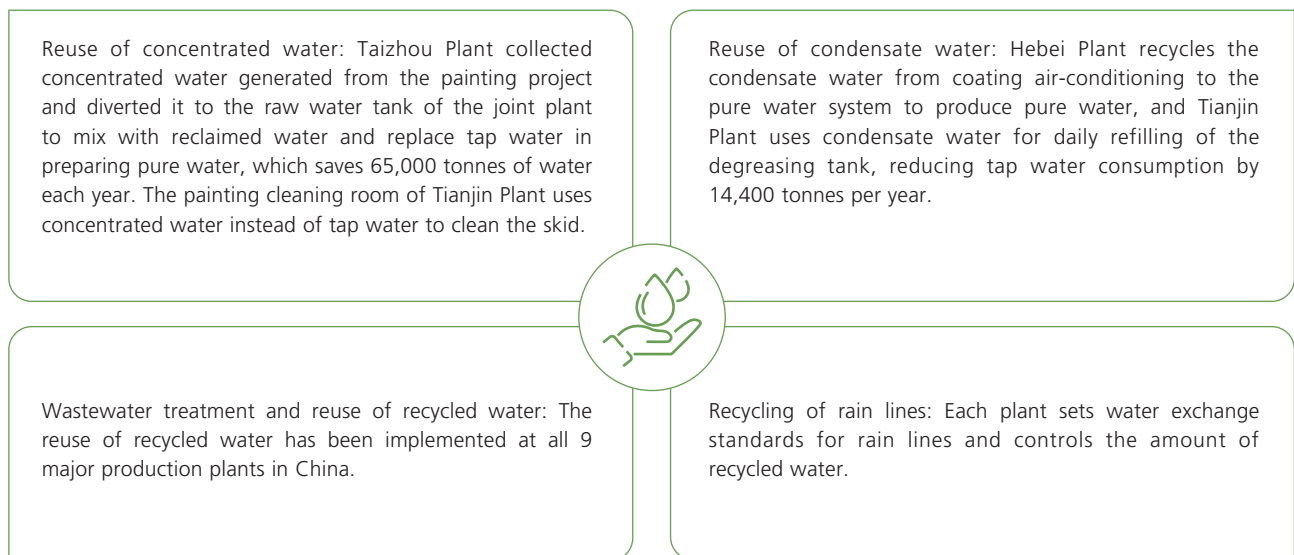
The production and domestic water of the Company mainly comes from municipal water supply. The Company constructs wastewater treatment facilities with high standards to ensure that the quality of all discharged water meets the national or local standard requirements. Meanwhile, the treated wastewater would be recycled as industrial water.

In order to reduce the operating costs of the enterprise and promote water resource protection, the Company continues to improve the level of refined water management at each plant and carry out refined water management.



The Company continuously strengthens the saving and intensive use of water resources. The water-saving technology and management indicators meet the requirements of water-saving enterprises and four vehicle plants were awarded "water-saving enterprises". It analyses the utilization efficiency of water resources and the balance of supply and demand in a scientific manner. Currently, it has completed the water balance test on five vehicle plants. It optimizes the integration of water use systems and comprehensively promotes the recycling of water resources. In 2024, 2.24 million tonnes of reclaimed water was used in vehicle plants, accounting for 40% of total water consumption. The reuse rate of industrial water reached 97.74%.

Typical water-saving measures taken by the Company:



In 2025, the Company will strengthen its industrial water conservation management by implementing measures such as water-saving modifications and reuse of water resources, to reduce water consumption and improve the recycling rate of water resources.

Recycling of packaging materials

Great Wall Motor is committed to green and circular development, and follows a sustainable development strategy and path. It has adopted a leasing model to increase the use of recycled packaging by 0.7% in 2024, which reflects its comprehensive approach to green operations and its strong emphasis on promoting a green culture.

TECHNOLOGICAL INNOVATION AND SUSTAINABLE DEVELOPMENT

PRODUCT TECHNOLOGY

Material and Technological Innovations

1. The Company has replaced hot forming of aluminum-silicon coated steel with direct hot forming of galvanized hot-formed steel, improving corrosion resistance by approximately 2.7 times and reducing welding spatter from 20% to below 10%, breaking through patent barriers
2. The Company has replaced high-pressure die-cast aluminum alloy with semi-solid injection magnesium alloy, achieving approximately 33% weight reduction in parts
3. The Company has replaced conventional hot-stamped steel tubes with 3D-hydroformed composite high-strength hot-formed steel tubes, achieving approximately 9% weight reduction in parts
4. The Company has developed 6-series PLUS aerospace aluminum profiles, replacing conventional 6-series aluminum profiles, achieving approximately 13% weight reduction, 10% improvement in material strength, and 15% improvement in toughness
5. "Automotive Parts Made from Galvanized Hot-Formed Steel Based on Hot Forming Process" and "Uni-FISH High-Strength Lightweight Automotive Steel for Outer Panels" won the second and third prizes at the 2024 Automotive Lightweight Conference held by China Society of Automotive Engineers



Creation of Healthy Cabin Environment

Great Wall Motor has carried out the development and construction of the healthy cabin system, and conducted management and control on the entire industrial chain, to guarantee healthy interior decoration from raw materials, additives, production processes, packaging, storage, and logistics. Meanwhile, the Company has continuously enhanced user experience by adopting efficient and intelligent purification technology and multi-functional fragrance systems based on specific driving scenarios.

Great Wall Motor always gives priority to health and safety. In order to improve the health of occupants, the Company has established leading material control standards. By using eco-friendly materials and processes, it aims to achieve "minimal introduction and generation of harmful substances". The Company has adopted stringent volatile organic compound (VOC) control standards, and collaborated with component suppliers to minimize the VOCs and odors generated from parts. The Company has successively developed eco-friendly materials, including water-based microfiber leather, solvent-free PU leather, silicone leather, physically foamed PVC leather, and infant-grade faux suede, and have pushed for their application in new vehicles, to continually reduce in-cabin VOC levels and odors. In particular, the faux suede material has passed OEKO-TEX100 Product Class I certification and Global Recycled Standard (GRS) certification. OEKO-TEX100 is a global product certification standard for textiles (stricter than the EU's REACH regulations), with Product Class I being the highest level. Passing such certificate indicates compliance with over 1,000 prohibited/restricted substances, including formaldehyde, heavy metals, phthalates, and polycyclic aromatic hydrocarbons. In addition, the Company has also developed antibacterial, antiviral, and hypoallergenic materials, such as plant-based antibacterial PU leather and skin-friendly hypoallergenic Nappa leather, providing protection for occupants' health and enhancing in-cabin health quality.

To achieve comprehensive protection under different driving scenarios, we have established the functional platform for healthy cabin environment. Through the upgrades and iteration of cleaning systems, ion purification technologies, in-vehicle antibacterial and disinfection systems, air-conditioning system purification, high-efficiency and low-resistance filtering and other technologies for smart cabins, it practiced the core concept of building “healthy cabin environment” for users.

In recent years, the Company’s multiple vehicle models have received excellent scores in authoritative assessments led by organizations such as the China Quality Certification Center, China Automotive Engineering Research Institute, China Automotive Technology and Research Center, and China In-Cabin Environment Forum.



2022

ORA Funky Cat: “Five-Star healthy Car” certificate by China Automobile Health Index



2023

WEY Blue Mountain: “Green Cabins with Children Priority” certificate by the CATARC; WEY High Mountain: “Zero-formaldehyde Vehicles” certificate by the CATARC; ORA Lightning Cat: “Five-star Healthy Vehicle” certificate by China Automobile Health Index



2024

TANK 500: “Five-star Healthy Vehicles” and “Green and Healthy Leading Vehicle Models” by China Automobile Health Index. WEY High Mountain won “C-GCAP Full Five-Star Certification” award



Great Wall Motor will pay continuous attention to user demands, and continue to provide users with more thoughtful and comprehensive health care, including low odor, low VOCs, healthy environment, comfortable atmosphere and personalized health services inside the vehicle, in consideration with specific driving scenarios.

Intellectual Property Protection



Number of patents

Great Wall Motor attaches great importance to technological innovation and the protection of innovation achievements. As of the end of 2024, it applied for a total of more than 28,000 patents and was granted more than 17,000 patents. Its patent applications span more than 40 countries/regions, including the European Union, the United States, Japan and ASEAN, and it had core patented technologies in new energy, intelligence, engines, and other fields.

As of the end of 2024, it applied for a total of **more than 28,000** patents and was granted **more than 17,000** patents



Awards obtained

In 2024, Great Wall Motor won 1 national patent award, with the exterior design of the commercial pickup of GWM Cannon winning the "25th China Exterior Design Silver Award" (preliminary award). As of 31 December 2024, Great Wall Motor has won a total of 10 Chinese Patent Awards, including 4 golden awards, 1 silver award and 5 excellent awards.

As of 31 December 2024, Great Wall Motor has won a total of **10** Chinese Patent Awards



Intellectual property management

As an international enterprise, Great Wall Motor has established an intellectual property management system covering all sectors and chains based on the compliant management of global intellectual property and aligned with the Global Patent Compliance Manual for Great Wall Motor, and incorporated it into all links of research, production, supply and sales, ensuring the effective advancement of intellectual property protection.

(1) Construction of intellectual property management systems

Great Wall Motor has established a complete patent management system, including more than 20 intellectual property management systems, such as the Global Patent Compliance Manual for Great Wall Motor, the Rules on Patent Management, the Rules on Patent Alarming Management and the Rules on Patent Incentives Management, covering patent compliance, patent application, patent early warning, patent incentives and patent abandonment assessment.

In order to encourage inventors to make contributions to the application, implementation and application of patents and according to the Rules on Patent Incentives Management, Great Wall Motor implements a monthly reward system, which runs through the life cycle of patents covering proposal making, application submission, authority granting, transformation and application, and integrates the patent protection awareness of R&D personnel into day-to-day R&D activities, thus greatly stimulating the innovation and work enthusiasm of employees and encouraging them to take a more proactive approach in patent-related work to make contributions to the development of intellectual property rights of the Company.

(2) *Quality control over patent application*

Great Wall Motor always adheres to the quality-oriented concept in patent application. On the one hand, in terms of new technologies and new products, it applies scientific and systematic methods to comprehensively analyze the technical architectures and dig deeply into the technical details for thorough sort-out from the underlying logic to the application level, while carrying out patent retrieval and analysis to build a solid foundation for patent applications. On the other hand, it gives full play to the advantages of patent engineers to conduct patent retrieval and analysis, build patent layouts, and strictly control every link in the core processes such as patent drafting and OA reply to ensure the quality of patent applications.

(3) *Risk management and control*

To ensure that the patent risks are fully identified and controllable before product launch, Great Wall Motor incorporates patent risk management and control into its research and development schedule for identification, retrieval, analysis and infringement avoidance of risks associated with technology and exterior patents of vehicle models. Based on the patent risk assessment, it formulates risk response measures and implements full-process early warning controls and a closed-loop risk management system.

(4) *Intellectual property digitalization*

Great Wall Motor comprehensively implemented the digitalization of intellectual property, improved the efficiency and quality of intellectual property management, and successively introduced a variety of patent retrieval databases and patent management systems. Currently, it has attained group-wide digital management of patent-related affairs.



Exchange and training

In 2024, Great Wall Motor actively carried out over 100 internal and external training and exchanges on patent business, covering intellectual property management, patent mining, patent application and layout, which improved the skills of patent personnel and technical personnel's understanding of patents. Meanwhile, it conducted promotional activities on occasions like the World Intellectual Property Day to continuously enhance the intellectual property awareness of all employees.

PRODUCT QUALITY AND SAFETY

Great Wall Motor integrated the advanced quality management methods and its own practices and explored a distinctive quality management model, namely the "overall quality management system" with product development as the main line and the integration of research, supply, production, sales and services. Under the customer-centric quality management model that prioritizes doing it well in one go, the system relies on three bases, namely the IATF 16949 standard, the corporate culture of improving little by little every day and the digital and intelligent AI technology. Through the building of four pillars, namely quality systems, product improvement, institutional construction and digital construction, Great Wall Motor has earned customers' trust with compliance, environmental protection, safety and reliability, and surpassed customer satisfaction with intelligent, trendy and co-created experiences, thereby developing a globally leading brand trusted by customers.

In order to ensure the high quality and reliability of products, in terms of R&D, the Company integrates resources and establishes a global R&D system with first-class R&D facilities and capabilities. It has established a design quality assurance system with recurrence prevention and contingency prevention systems as the core and supplemented by reliability design, software quality, engineer education system and improvement of user experience and satisfaction, and it has an interlocking assurance mechanism to ensure that design is done well in one go, building a system with long-term value. It also maintains insights that transcend major cycles and expands its technology-centered innovation capabilities.

In the process of product manufacturing, the Company has 10 full-process automobile production bases in China. It has set up three full-process automobile production bases in overseas regions and owns various KD plants. First-class manufacturing equipment and strict process control are in place to ensure the high quality of each finished vehicle. By establishing a series of mechanisms such as quality meetings, standard operation procedures and own process completion to build a solid foundation and ensure execution, the Company has developed a quality culture at production sites where there are rules to abide by, rules must be observed and everyone is responsible, so as to continuously improve product quality and ensure that all products and processes meet the requirements of customers and all applicable laws and regulations.

Great Wall Motor has a presence spanning Europe, Africa, Latin America, Australia and New Zealand, Southeast Asia, Central Asia, the Middle East and other global markets. The Company designs, manufactures and sells products and provides services in accordance with international, national and industry standards to meet all kinds of customer needs to the greatest extent. On the basis of ensuring product quality, the Company also launched a service quality improvement scheme and established a marketing strategy with “customer satisfaction” and “market leadership” as the main goals, upgrading the retail image and service quality through innovation and reform of marketing services to create surprises for customers with value-added services and to constantly improve customer satisfaction.

Keeping in mind its mission to surprise customers, bring happiness to employees, deliver value to customers, and benefit society, Great Wall Motor focuses on the global market, integrates the latest technologies and is dedicated to creating high-quality products that offer excellent value and innovative features. The quality and safety of its products is of utmost importance to Great Wall Motor. Great Wall Motor ensures that its vehicles meet national safety standards and exceed customer expectations by controlling emissions, managing odors and VOCs, enhancing both active and passive safety measures and promoting recycling practices.

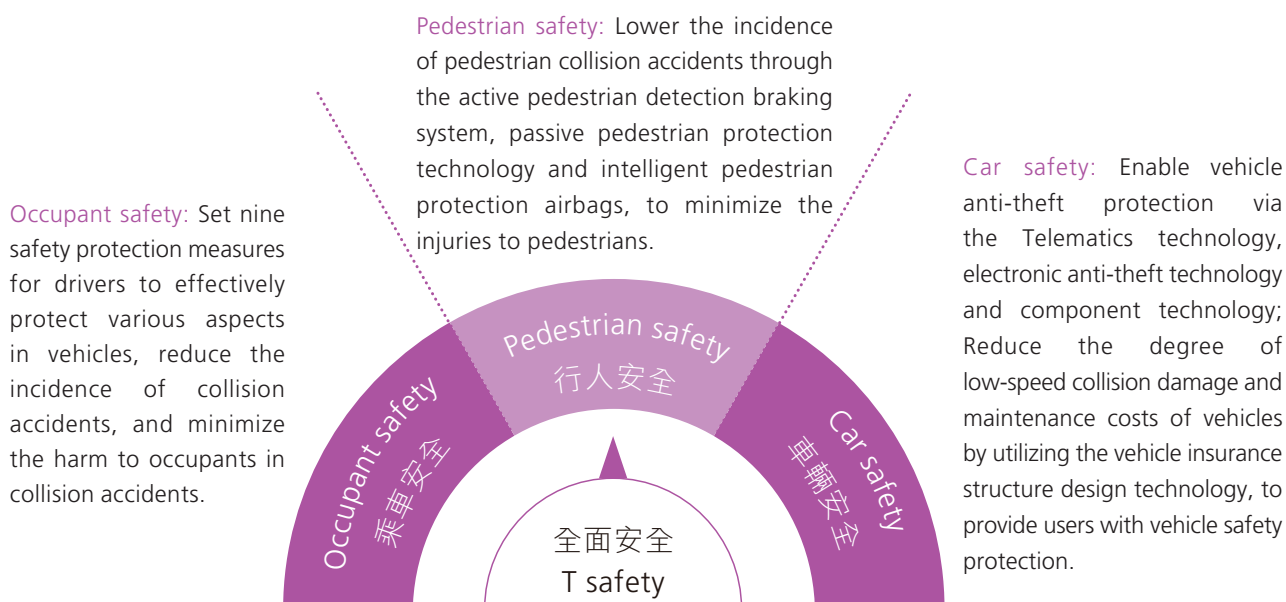
Control Measures on Active and Passive Safety

1. Safety Vision

Great Wall Motor always sticks to the core principle of “Safety First”. All development activities are aimed at achieving the “Vision of Zero Traffic Accident Injuries or Deaths”, to continuously strive for the maximum level of driving safety and the minimum occurrence of accident-related injuries.

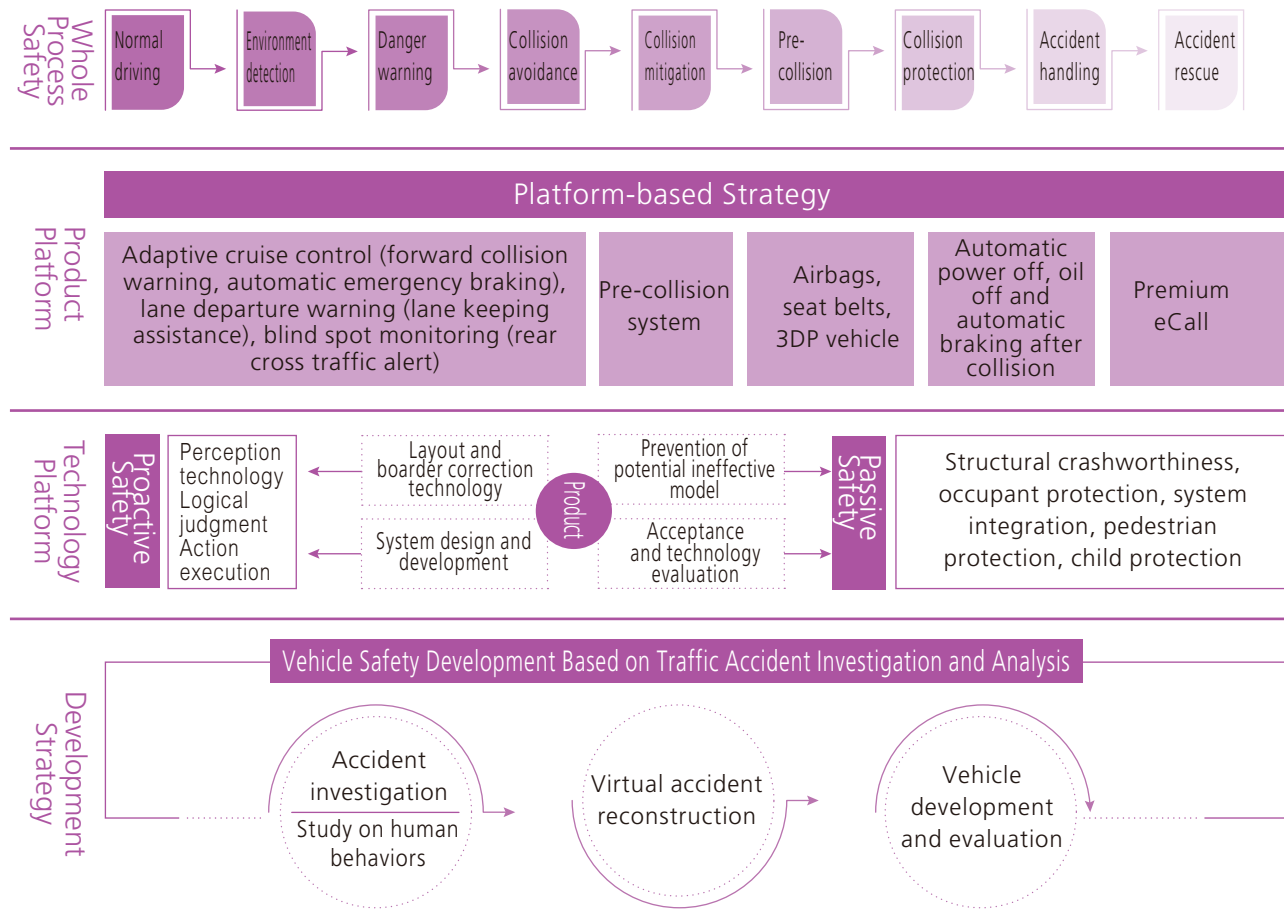
2. Safety Development Philosophy

By adhering to the comprehensive safety concept known as “T-Safety”, Great Wall Motor is committed not only to protecting the safety of vehicles and their occupants but also to fully considering the safety of all traffic participants, including drivers of cars, motorcycles, bicycles, and pedestrians.



3. Safety Development Technology System

Based on the real road traffic environment and actual traffic accident characteristics, Great Wall Motor focuses on ensuring “**whole process safety**” during driving, and promotes the realization and iterative enhancement of product and technology platforms based on the **safety performance development process** by integrating **virtual analysis**, **experimental testing**, and **subjective evaluation**, to continuously improve the safety of its vehicles, ensuring **comprehensive safety for occupants, pedestrians and vehicles**.



4. Functional Safety

In alignment with the latest international and domestic standards for road vehicle functional safety (ISO 26262/GBT 34590), the Company has established a dedicated functional safety team to design and continuously optimize its functional safety design and development processes. The Company's functional safety process has successfully passed TÜV Rheinland Functional Safety Process Certification, covering the entire range of OEM complete vehicles, concepts, system development, production, operation, service, scrapping and supporting processes, and possessing the capability to guarantee and implement the functional safety process. To foster a culture of safety, the Company has organized company-wide training sessions and promoted its practical application and implementation in projects. Currently, the process has been implemented in nearly 100 models across various platforms, achieving the highest ASILD safety targets for key components such as Electronic Stability Control (ESC)/Integrated Brake Control (IBC), Electric Power Steering (EPS), and Airbag Module (ABM). In terms of functional safety certification, the Company has met the market access requirements and passed the functional safety certification of ECER79 and GB17675 for vehicle lateral control;

5. Product Safety Realization

Grounded in Great Wall Motor's "Total Safety" development concept and a comprehensive safety performance development system, many models have achieved five-star ratings in NCAP evaluations both domestically and internationally. In 2024, the Company continued to advance automotive safety technology and pursue even higher safety standards building upon the NCAP star rating and insurance safety index assessments.

1. WEY High Mountain Won C-NCAP and C-GCAP

WEY High Mountain won C-NCAP and C-GCAP dual five-star safety certifications, demonstrating the Company's commitment to fulfilling the responsibility with its industry-leading safety standards. As a model of breakthrough for Chinese automotive brands, we always prioritize user safety and green and sustainable development. The C-NCAP five-star certification validates High Mountain's robust performance in active and passive safety protection technologies and other areas, while the C-GCAP five-star ratings highlight its excellence in healthy cabin environment and other fields. The dual five-star certifications are not only the highest recognition of product quality but also a vivid representation of WEY's commitment to the development philosophy of "Safety First". Moving forward, we will continue to drive safety upgrades through technological innovation and lead industry progress with stringent standards, to make a greater contribution to ensuring users' travel safety and advancing the development of safety technologies in the automotive industry.

2. TANK 500 was Awarded Five-Star ANCAP Safety Ratings

TANK 500 received a five-star safety rating from the Australasian New Car Assessment Program (ANCAP) thanks to its comprehensive safety design and solid technical strength, exemplifying its superior quality with stringent global safety standards. This certification highlights the TANK 500's leadership in both active and passive safety areas, as well as the Company's corporate responsibility to prioritize "protection of users' lives". From its high-strength body structure to its multi-scenario intelligent driving assistance systems, and from occupant protection to pedestrian safety design, TANK 500 practices its "zero-accident vision" by sticking to comprehensive safety concept. In the future, we will continue to deepen the innovation of safety technologies, promote the integration of global safety standards, and protect users on every journey with safety capabilities that exceed expectations, contributing Chinese wisdom and strength to safety upgrade in the global automotive industry.



3. Setting New Safety Standards: WEY Blue Mountain Passes Industry-First Truck Rear-End Collision and Falling Off Viaduct Test

From 2 to 4 December 2024, during the 13th National Traffic Safety Day, WEY, as a premium new energy brand of Great Wall Motor, conducted an extremely challenging “industry-first falling off viaduct test” in collaboration with the China Automotive Technology and Research Center (CATARC) TOP Safety. This test simulated an extremely complex traffic accident scenario, where a truck rear-ended a WEY Blue Mountain car at high speed, causing the vehicle to fall off a viaduct. Under such rigorous test conditions, the WEY Brand Blue Mountain car successfully withstood the massive impact with its robust body structure, advanced safety features, and excellent manufacturing process. Key areas of the vehicle body showed no severe deformation, the airbags deployed accurately, and comprehensive protection was offered to the occupants, minimizing potential injuries from the accident. This achievement is the result of WEY’s continuous investment in and relentless pursuit of safety research and development. From the extensive use of high-strength steel to the in-depth development of intelligent safety systems, every detail demonstrates WEY’s ultimate consideration for safety.

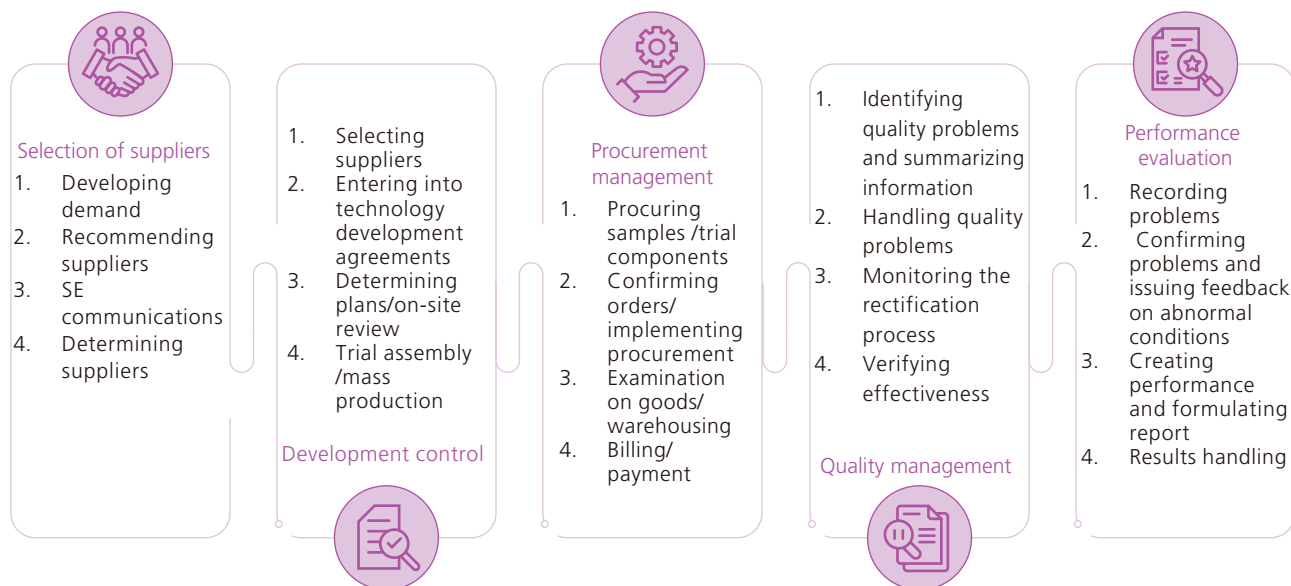
Great Wall Motor fully understands that automotive safety is not just about technology, but also an enterprise’s responsibility to society. Through this challenge, WEY Blue Mountain has not only set a new safety benchmark for the industry but also provided consumers with tangible safety assurances. Moving forward, we will continue to explore new heights in automotive safety with higher standards and stricter requirements, fulfilling our commitment to protecting every user and every family and contributing to a safer and more harmonious travel environment.

SUPPLY CHAIN MANAGEMENT

Supply chain management is an important part in the sustainable development of the Group. We continuously improve the lifecycle management of suppliers and integrate ESG into the risk identification and routine management of supply chains. With insisting on the user-centered principle, we have built a global, agile and robust supply chain system with a high quality-price ratio.

We released the Notification on the Sustainable Development of Suppliers of Great Wall Motor to standardize the requirements on working environment and human rights, health and safety, business ethics and environmental protection. It explained the Group’s requirements for sustainable development to suppliers and required careful implementation by them.

Based on needs in business development, we formulated the Control Procedures on Suppliers and other management documents to select and evaluate suppliers in multi-dimensions. We carried out management activities on supply chains to develop stable and reliable supply chain systems:



1. Supply chain platform

To achieve end-to-end interactions of suppliers and in the principle of being fair, equitable, simple and transparent, Great Wall Motor built a unified supplier interaction platform-the Digital Procurement System (the DPS) and achieved online cooperation on all businesses. The DPS achieved high-efficiency synergy in the whole business chains covering new supplier access, quotation and nomination of new projects, quality data, delivery and settlement and enhanced the synergetic efficiency and the organization and integration capabilities of supply chains. The system is divided into five segments. The source searching in wide areas supports new supplier access. Online quotation guarantees a fair and equitable nomination process. The quality segment can obtain quality performance in a timely manner and boost product improvement. The delivery synergy builds a one-stop platform from demand to delivery. The reconciliation and settlement can achieve a visual presentation of the accounts of both parties. It will become a unified platform of Great Wall Motor for supplier interactions and synergy.

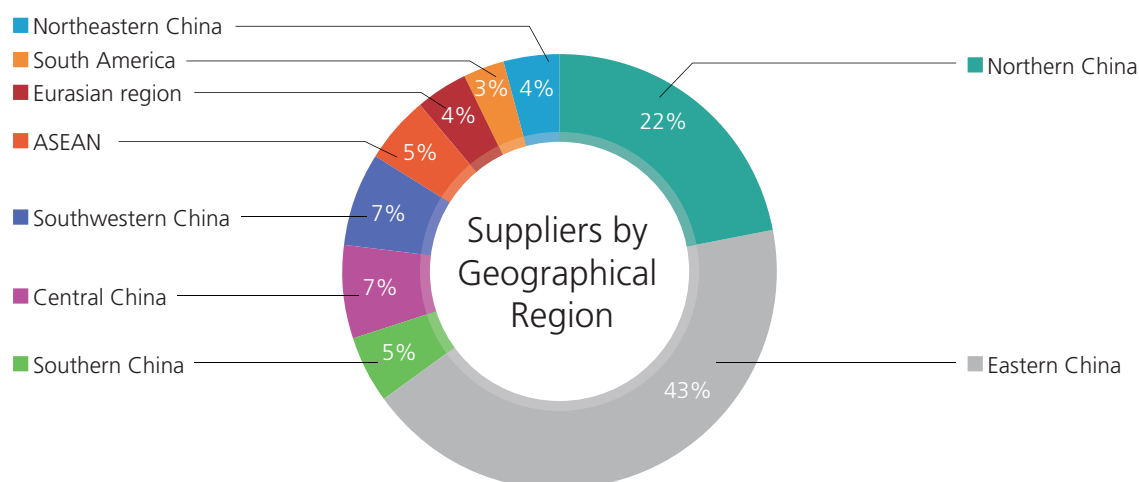
2. Introduction of suppliers

During the introduction of suppliers and based on the requirements of the Standards on Potential Supplier Access Management, the Checklist of Suppliers and other systems, the Company forms a multi-dimensional evaluation model on the operation and management capabilities, the technological R&D capabilities as well as quality control and manufacturing capabilities. After the introduction, it requires suppliers to enter into the Sunshine Agreement, the Confidentiality Agreement, the Procurement Contract, the Quality Agreement and other documents, and evaluates suppliers in accordance with the Control Procedures on Suppliers and other management systems. Meanwhile, it evaluates and updates various standards and system documents from time to time to ensure the consistency of the management of suppliers with the development of the Group, leading standards in the industry and changes in domestic and overseas policies.

Based on the Company's strategy and stakeholders' needs, we have built a supply chain system that is highly aligned with the Company's strategy. We strengthened supplier management and evaluated the social responsibility management of suppliers and their supply chains from multiple dimensions including humanity, environment, safety, control of hazardous substances, law and regulation compliance and trade security. 100% of our suppliers were required to provide environmental assessment reports, involving water saving in production and other related requirements, thereby enhancing environmental and social responsibility impact assessment. Quality, technical, procurement and other professionals will be arranged to carry out on-site audits on suppliers and their subordinate secondary and tertiary suppliers. The suppliers are required to pass the IATF16949 certification and the ISO14001 certification. We provide 100% quality requirement training for newly introduced suppliers and conduct 100% quality training for new employees of Great Wall Motor's quality management department to ensure that the development, production, quality control, delivery capacity and sustainable development of the products of suppliers meet the requirements, so as to better assure the delivery of quality products to end-users.

During the supplier access audit, we have incorporated assessments and scoring criteria related to sustainability indicators, including organizational structure for carbon neutral management, carbon neutral management system, carbon neutral planning, and carbon neutral emission reduction targets. This ensures that 100% of newly introduced suppliers are audited and confirmed to comply with the sustainability standards of Great Wall Motor. In addition, we have developed a management system, namely the Sustainable Green Supply Chain Management Guidelines, which imposes restrictive requirements on suppliers in terms of carbon information filling and verification, carbon management application and improvement. We encourage suppliers to use environmentally friendly or recycled materials and promote the establishment of their own green procurement mechanisms.

In respect of number of suppliers, the Company has more than 1,100 key suppliers, all of which are excellent ones in the industry, with globally-renowned suppliers accounting for more than 30%. In respect of cooperative suppliers, in 2024, 100% of suppliers passed the certification under the supplier quality system of Great Wall Motor and the geographical breakdown is as below:



3. Supplier management

Supplier assessment management

Suppliers are subject to regular performance assessments covering the dimensions of technical capabilities, quality, cost, delivery and environmental governance. The assessment results are classified into four grades, i.e., I, II, III and IV, representing good to bad performance, respectively, which are taken as a reference for rewarding and punishing suppliers. Suppliers failing to meet requirements consistently will be eliminated. The Company pays close attention to the quality, safety, humanity, environment, management and control of hazardous substances, compliance with laws and regulations as well as other elements of subordinate suppliers, and confirms these elements with the relevant primary suppliers.

Risk assessment

Great Wall Motor formulated the Compliance Management Manual on Export Controls and Economic Sanctions and included compliance terms in procurement contracts to implement restrictions on suppliers. Through the connection of the GSCP and DPS systems, it achieves automatic sorting and alarming on real-time information of the blacklist of trade control and handles abnormal conditions identified in a timely manner to ensure the risks under control, thus becoming a recognized industry partner in the field of supply chain risk assessment.

Great Wall Motor conducts regular assessments on the sustainable development of suppliers. It carries out assessment and investigation on suppliers and their subordinate supply chains according to the sustainability evaluation terms on corporate governance, human rights, health and safety, business ethics and environment in the Sustainability Assessment Questionnaire, inspects on whether the suppliers have complied with the policies and requirements on sustainable development and proposes suggestions for improvement.

Sunshine procurement

Through establishing mechanisms, putting emphasis on integrity building, and improving digital and intelligent services, the Company empowers its organizational transformation and capability enhancement. The Company standardizes the integrity management of both parties in cooperation and prevents and eradicates corruption from the source. It protects the rights and interests of both parties not to be compromised and builds a fair, equitable, simple and transparent cooperation environment as well as a professional partnership with mutual benefits and win-win results. To facilitate business partners to understand the integrity requirements of Great Wall Motor, the Company formulated the Integrity Standards on Business Partners and notified its partners. It also conducts publicity and provides guidance on anti-corruption and other content on its official website.

The Company continuously boosts efforts in promoting sunshine procurement. It formulated the Anti-Corruption Policies to regulate the behaviors of employees and suppliers, established integrity management processes and required the filing of internal/external sensitive matters as well as filing before and after travelling to create a "fair, equitable, open and transparent" cooperation environment. As a precondition for cooperation, suppliers shall sign the Sunshine Agreement. The Company has joined the Anti-Fraud Alliance. For suppliers in violation of the Anti-Corruption Policies of the Company, they will be included into the blacklist of partner suppliers of Great Wall Motor and their information will be uploaded to the Sunshine Honesty System. They will receive corresponding punishments and be published to other members of the Anti-Fraud Alliance based on the seriousness of the conditions. For employees in violation of the Anti-Corruption Policies, the Company will impose warnings, fines, dismissals and other punishment measures based on the seriousness of the conditions. Those with serious conditions will be transferred to public security or juridical authorities for handling. The Company achieved systematic operation in main links of the procurement process with traceable, efficient and transparent operations.

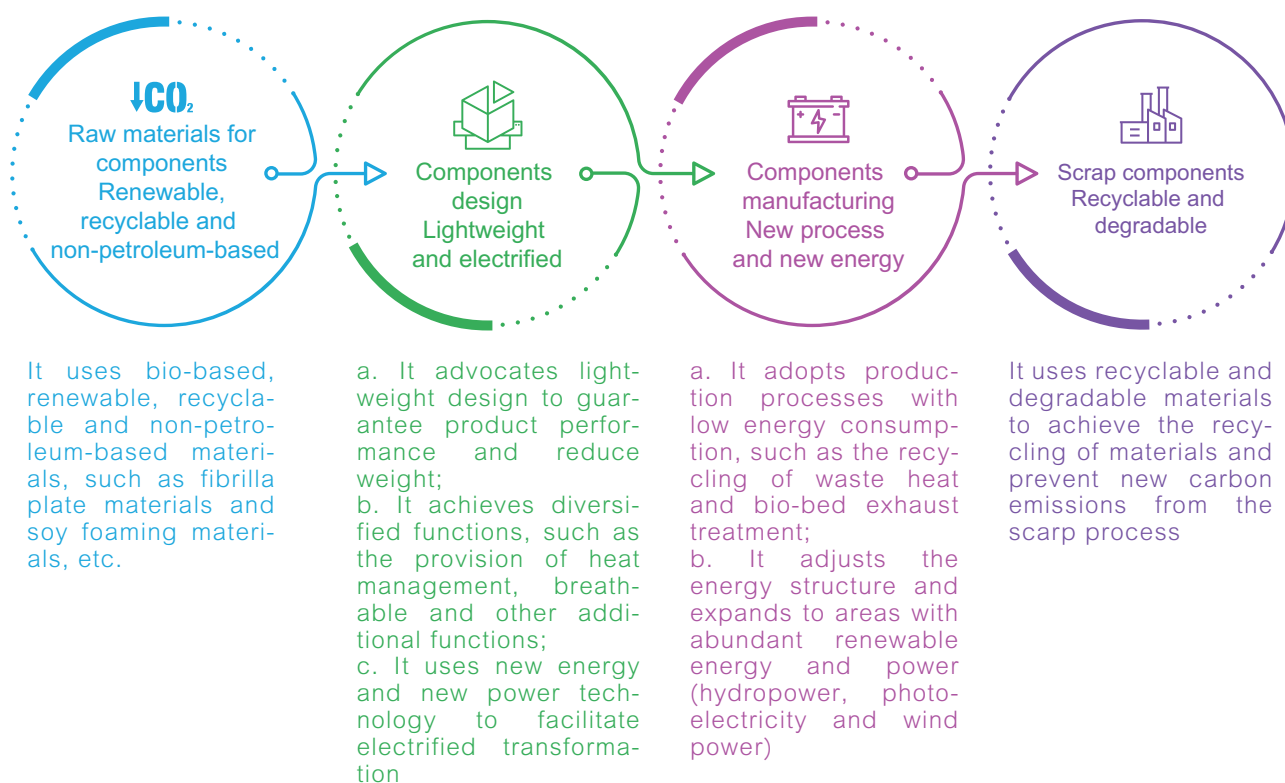
4. Sustainable development of suppliers

Despite variables and challenges in the automotive market, Great Wall Motor adheres to the concept of coordinated development and works with its supplier partners to build a full industry chain cooperative ecosystem. We attach great importance to the capability building of suppliers. We organize lectures, communications and trainings on sustainable development, professional technology, quality management and control and anti-corruption for primary and secondary suppliers of different nature. In addition, we hold regularly meetings with suppliers, “tech day” events and other activities to communicate with suppliers on internal demands and the latest standards in the industry, specifying the targets and development orientations of both parties, with the view of building a sustainable supply chain to achieve win-win results through cooperation with sincere partners.

We also actively integrate the concept of sustainable development into the routine management of suppliers. We integrate the resources along the entire supply chain and build a new green ecosystem by promoting the use of recyclable and renewable materials, and manufacturing with green energy, to establish a green supply chain. We actively choose environmentally and socially friendly suppliers. In 2023, we took the lead in establishing evaluation standards and setting up a dedicated management team to initiate low-carbon evaluations on our suppliers and offer training guidance to them. In 2024, we further deepened our management efforts by evaluating a total of 56 suppliers, which significantly enhanced their emission reduction awareness and low-carbon management capabilities on the supply side. Through all these efforts, we have continuously driven the transformation of our supplier partners toward sustainable development, to jointly achieve sustainable development goals in areas such as business ethics, labor rights, health and safety, environmental protection, and climate change.

Great Wall Motor’s low-carbon practices in its supply chain have received widespread recognition from all sectors of society. The Evaluation Guide for Low-carbon Suppliers in Automobile Industry jointly prepared by the Company, Automotive Data of China Co., Ltd., and industry partners, was officially released on 9 July 2024, providing a scientific and standardized reference for the management of low-carbon suppliers in the industry. In addition, Great Wall Motor’s low-carbon supplier evaluation project, as an exemplary case, was successfully included in the “2024 Beautiful China, I Am an Actor” Corporate Climate Action Case Collection jointly sponsored by the Center for Environmental Education and Communications of Ministry of Ecology and Environment and C Team. It was also presented to the world at the 29th Conference of the Parties (COP29), demonstrating the Company’s leading role in driving the industry’s low-carbon transition.

Under the background of the national “3060” carbon targets and international carbon neutrality policies, energy conservation and emissions reduction in the automobile industry have become a general trend. We identify factors affecting carbon emissions from four links of supply chains, namely raw materials for components, components design, components manufacturing and scrap components, and formulate management and control measures to build sustainable and green supply chain management systems.



DEALER MANAGEMENT AND TRAINING

Sales/After-sales Service Satisfaction

In 2024, the five brands achieved a sales service satisfaction score of 93.9 points and an after-sales service satisfaction score of 92.6 points.

Dealer Management

Great Wall Motor upholds the “customer-oriented” service philosophy and has been active in a number of key areas in 2024. On the one hand, it accelerated resource integration, optimized channel services, followed the trend of high-end customer groups, and comprehensively upgraded the service experience with the core strategy of strengthening competitive advantages, focusing on key scenarios and empowering personnel capabilities. Moreover, it deeply promoted green development, enhanced the development potential of the new energy field, provided customers with more choices to meet diverse vehicle needs, and continuously improved customer satisfaction and loyalty.

In 2024, Great Wall Motor focused on “One Great Wall”, accelerating the integration of advantageous resources based on new energy attributes and brand identity; and one channel, providing users with a variety of brand and model choices, and enhancing the convenience of vehicle purchasing for users. Moreover, it improved the performance of a single store, increased the revenue of dealer, and ensured stable channels to provide long-term services to users.

As automotive products continued to move towards the high-end, the customer base continued to advance, with high income, highly educated and high consumption customers becoming the main force of brands. Therefore, Great Wall Motor focused on three core strategies to optimize and upgrade service experience, in order to seek a balance between user emotional value and business conversion goals.

Firstly, it strengthened competitive advantages, focused on the full-cycle service experience scenario and reshaped the customer experience journey. The standard design from the manufacturer's perspective has been changed to the experience design from the user's perspective. The overall planning was based on three dimensions, namely user perception, dealer execution and manufacturer empowerment. It took the initial brand recognition to referral as the beginning and end of the experience journey, reconstructed 11 key experience journey scenarios, and realized end-to-end and user lifecycle experience standard design. Meanwhile, it took user perception and manufacturer empowerment as the core, drove the improvement of retail experience in both directions, and refined position requirements, hardware requirements, digital tools, etc., ultimately forming a full-scenario user experience operation process guide to provide guidance for terminal service improvement.

Secondly, it focused on key scenarios, created differentiated highlights and shaped IP-based experience labels. It took customer group characteristics as the starting point, focused on four core aspects, namely VIP reception, expert car talks, customized test drive and surprising delivery, and created differentiated and IP-based service highlights. In terms of VIP reception, it focused on the management of personnel image etiquette, personnel status and timely reception, strengthened the first impression of customers entering the store and service perception, and quickly established trust relationships. In terms of expert car talks, it changed the lecture-style introduction, adopted a combination of expert demonstration + guiding the user to try in person, and focused on visible/experiential configurations, to achieve what the user sees is what the expert talks about. It accurately identified customer needs and driving experiences, provided a targeted product introduction, and eliminated customer concerns about the use of the car. In terms of customized test drive, it defined the test-driving experience based on user needs and strengthened the provision of proactive on-site test-driving services, which not only proactively sought business opportunities, but also enhanced the experience and built the reputation. In terms of surprising delivery, it strengthened communication with customers in advance, identified customers' differentiated delivery needs in advance, and created unforgettable delivery experiences for customers through on-site atmosphere decoration, exclusive gifts and instantaneous records of delivery.

Thirdly, it empowered personnel with professional skills and enhanced experiential capabilities. It fully identified the customer's decision-making concerns about car purchasing from the perspective of customers, designed targeted course system and quickly trained and implemented standards through a combination of online and offline methods, to really do what the customer wants. Meanwhile, it continued to provide assistance to new employees, implemented the 30-day induction plan for new employees, and quickly introduced basic courses, covering 100% of key positions. Through various measures such as headquarters promotion of learning and management, in-store process confirmation and monthly sampling and assessment, it achieved common management of manufacturers and ensured the effectiveness of assistance improvement. It selected high-quality and stable new employees during the process, implemented offline direct training by manufacturers, provided tools and methods that are truly tailored to practical situations, and empowered sales conversion to enhance capabilities.

In the automobile consumption market, the quality of after-sales service is directly related to customers' car life and brand loyalty. Great Wall Motor was keenly aware of the core needs of customers for car maintenance and use, made in-depth efforts in the field of after-sales service, strived to develop excellent service experiences in four key processes covering "convenient appointment, VIP reception, comfortable lounge and surprising delivery". By optimizing and expanding appointment channels, it is easy to make appointments, which greatly saves time and energy. The reception of the service team is enthusiastic and efficient which reduces the waiting time of the user and offers a VIP experience. Comfortable waiting and exquisite meals offer a comfortable lounge for customers. Detailed explanations and thoughtful suggestions for car delivery, along with surprising gifts, bring the user experience to the peak. In order to further enhance the transparent and intelligent experience in the whole process of users' services, by simultaneously launching diversified featured services such as transparent inspection in advance, star gazing and door-to-door delivery, Great Wall Motor has brought users excellent service experience beyond their expectations, which not only effectively enhances users' trust in the brand, but also builds up an excellent user service reputation in the market, becoming a solid backing for many car owners to maintain and use their vehicles.

In terms of customer care, Great Wall Motor conducted the "Spring, Summer, Autumn, Winter" Service Festival throughout the year and offered at least five surprise benefits each session. Through diverse user care activities such as door-to-door delivery in spring, maintenance discounts in summer, buying more tires and getting more free/battery renewals in autumn and safety examinations in winter, the Company continuously created an excellent experience for users in car use. It offered free inspections on May Day, Spring Festival and other peak travelling holidays to safeguard the travelling of users. Meanwhile, through the linkage with users through various platforms and different topics, it developed a service experience with humanistic care for users, fully demonstrating the brand concept of "wholehearted service".

After an earthquake hit Xinjiang in January, Great Wall Motor immediately initiated the contingency plan and cared about the life and property safety of each user. It quickly carried out rescue and provided six car owner care services including free rescue, free vehicle inspections, free vehicle exterior cleaning, rapid claim settlement with insurance and green channels for repairing and supply of parts to practically meet the demands of users in disaster-hit areas. It stayed together with the people and car owners of Great Wall Motor in overcoming difficulties with practical actions.

In order to further improve customer satisfaction on service experience, Great Wall Motor continuously conducted surveys on customer satisfaction and collected the voices of customers through telephone and online channels. For sales part, it designed a scenario-based questionnaire survey in 2024 to explore sales test drive, orders and delivery service scenarios. It evaluated the service quality of dealers with a focus on six aspects, namely test drive, order, environment, reception, delivery and care, in sales and six aspects, namely appointment, reception, lounge, process, quality and care, in after-sales services, and supported by video monitoring on the whole network, unannounced inspections, manufacturer system dealer service record sampling inspection and other means, it transmitted user needs to dealers through the factory port to ensure the protection of customer rights and the implementation of processes by dealers. Meanwhile, the WEY TANK Factory launched the 100-day campaign to inspect the service process, manpower matching, product knowledge, hardware maintenance and other aspects of dealers, and formulate and supervise the implementation of improvement plans for the stores based on identified problems, so as to promote the improvement of the overall service level of dealers, build service reputation and enhance customer satisfaction and loyalty.

Great Wall Motor upholds the "customer-oriented" service philosophy, focuses on five dimensions of terminals, namely "people, vehicles, shops, customers and systems", continuously optimizes standards of terminal services and pays close attention to the full life from purchase to use by users. Leveraging on the implementation of the service action of "A Hundred-day Campaign", it provides users with an exclusive, efficient and professional service experience. In the "China Automobile Customer Satisfaction Index (CACSI)" assessment in 2024, the Haval brand of Great Wall Motor won first place in "Sales Service Satisfaction" and "Post-sales Service Satisfaction" among domestic brands, and the TANK brand won the first place (tied) in "Sales Service Satisfaction" and the third place (tied) in "Post-sales Service Satisfaction".

Manufacturer brand	Type	Rank
Haval	After-sales service (self-owned brand)	1
TANK	After-sales service (self-owned brand)	1 (tied)
Haval	Sales service (self-owned brand)	1
TANK	Sales service (self-owned brand)	3 (tied)

Model	Market segment	Rank
Haval M6	Compact SUVs at RMB100,000 and below	5
Dargo	Compact SUVs at RMB100,000-150,000	4 (tied)
Haval H6	Compact SUVs at RMB100,000-150,000	1 (tied)
Haval H9	Hard-core SUV	5
TANK 300	Hard-core SUV	1 (tied)
TANK 500	Hard-core SUV	1



Dealer Training

Great Wall Motor has always adhered to "customer-oriented" service philosophy, dedicating itself to providing customers with outstanding services and product experiences. The Company actively upgraded its dealer training model, and enhanced the professional reception skills of frontline staff to deliver quality services and high product value to customers, thereby fulfilling its responsibility to customers.

In today's competitive market, product experience is an important factor for customers to consider when choosing and using products. A good product experience improves user satisfaction and enhances user loyalty. In this case, Great Wall Motor adheres to innovative concept and has created a full chain of static and dynamic explanation and guidance tools, focusing on static vehicle explanations and dynamic vehicle drills, with explanation standards and guiding actions. The lecturer teaches once, the students practice twice, and the teacher guides the correction. It continues to strengthen the product explanation ability of the dealers' sales personnel and enhance customer experience perception, so as to provide users with a better car viewing experience.

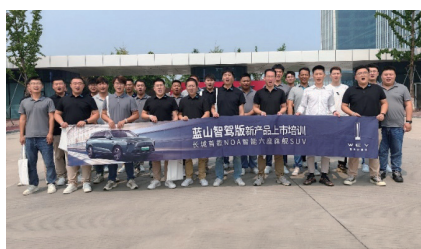
In addition, at the time of the launch of new energy vehicle models and upgraded products such as WEY Blue Mountain and TANK 500Hi4-Z, dealers were guided to visit factories and core components facilities, and experience test drives at Xushui Proving Ground under urban/off-road and other various scenarios and engage in real-vehicle simulation exercises, which helped sales personnel strengthen their knowledge on the new energy concept, hybrid technology and off-road technology of Great Wall Motor as well as car use scenarios, lifestyles and personalized demand of users, thereby enhancing customer recognition through more professional service capabilities.

Furthermore, Great Wall Motor continued to advance the establishment of its new dealer training system. The training covered five major brands, namely Haval, WEY, TANK, ORA, and Pickup, in various areas such as brand, product, process, and management, and involved 14 core and key positions from general manager to frontline staff. There were a total of 14,483 participations in terms of both online and offline channels, greatly enhancing the foundational capabilities of dealers to meet customers' full lifecycle needs for vehicle purchase, maintenance, and replacement.

During the offline training, immersive experience courses were meticulously designed. By guiding new dealers to visit factories and core component facilities, experience Xushui Proving Ground, and engage in real-vehicle simulation exercises, their understanding of Great Wall Motor's philosophy, product advantages, and technological strengths was significantly reinforced. This further solidified dealers' product marketing capabilities and customer service concept, to continuously deliver high-quality services.



An enhanced training was conducted for the launch of the 2nd-generation Haval H9, and sales personnel were called together to make a practice at the venue, during which the guided actions and sales pitches were standardized to ensure that their presentations are delivered in a highly professional manner.



An training was conducted for the launch of the all-new WEY Blue Mountain model, and relevant personnel were organized to drive the car on the road, to experience the NOA functions in real scenario, to ensure their presentations to customers are more professional.



Specialized training for new staff, including training sessions at the headquarters and visits to the technical center and factory, to convey the brand's history, core technologies and service concepts, build confidence among field sales staff and teach them to provide exceptional service.

Great Wall Motor has always taken improving customer satisfaction as its core objective and is committed to building a technically proficient aftersales service team. The Company has established a comprehensive, multi-tiered technical training system encompassing new product launch training, new dealer training, position certification training, and specialized technical training. In 2024, a total of 12,118 terminal maintenance technicians participated in its technical training sessions, enabling each technician to promptly master the latest repair techniques and service standards.

Great Wall Motor is committed to continuously improving its technical training course system. It innovated training models with highlights on theoretical explanations in online live videos and practical operation and drills in offline training, which comprehensively improved the professional capability of terminal maintenance technicians and developed professional technical teams on after-sales services, efficiently solving customers' problems on vehicle driving and delivering them a superior aftersales service experience.

Going forward, Great Wall Motor will continue to promote the transformation and upgrade of its training model and enhance the professional service levels of its dealer teams. It will practice its "customer-oriented" service philosophy through concrete actions, creating greater value for its customers.



ORA's primary job certification technical training to enhance the professional skills of maintenance technicians and establish maintenance standards

PROTECTING THE RIGHTS AND INTERESTS OF CUSTOMERS

Responsible Marketing:

Great Wall Motor advocates the value of compliance operation, always adheres to the business philosophy of fairness and honesty, actively protects and safeguards the legitimate rights and interests of its users, and pays attention to the protection of the rights and interests of consumers, especially vulnerable purchasers in the consumer market.

(I) Advertising compliance

In order to ensure that consumers are provided with accurate and fair product information, Great Wall Motor continuously strengthens advertising compliance management, and standardizes the advertising compliance review process in accordance with the Advertisement Law of the People's Republic of China, the Law of the People's Republic of China Against Unfair Competition and other relevant laws and regulations, industry standards and compliance guidelines, and constantly pushes forward the implementation of the "Measures for the Management of Legal Compliance in Advertising" and the "Guidelines for Legal Compliance in Advertising", through deep interpretation of the compliance management measures and compliance guidelines, case show and the Q&A on compliance, to continuously improve the advertising compliance level of all staff, carry out review, rectification, follow-up and systematic prevention and control of risky advertising materials, and effectively guarantee that consumers receive true and reliable information.

(II) Fair Competition

In accordance with the Anti-monopoly Law of the People's Republic of China, the Anti-Monopoly Compliance Guidelines for Undertakings and other relevant laws and regulations, and compliance guidelines, Great Wall Motor has formulated the Anti-Monopoly Compliance Guidelines to guard against legal risks in its investment and daily operation through the interpretation of laws and regulations, analysis of typical cases, and review of business processes, so as to enhance its operational compliance management level as well as its competitiveness in the international market, and build up a compliance brand to achieve steady development.

Responsible Product Recall:

For automobile quality control and recall of defective products, the Company has conducted comprehensive study and implementation on automotive recall activities since the implementation of the Administrative Provisions on the Recall of Defective Automotive Products in 2004 and formulated complete implementation processes. It established the Management Measures for Product Recall of Great Wall Motor and formulated the Administrative Provisions on the Recall of Defective Automotive Products in International Markets in combination with overseas laws and regulations. From problem reporting to correction and prevention and to product recall, there are rigorous procedures in each step to ensure quick and effective product recall.

Customer Complaint Management:

Great Wall Motor upholds the "customer-oriented" service philosophy, and strives to deliver an exceptional service experience to users. In addition, the Company has set up the nationwide customer service hotline 400-666-1990 to provide 7*24 service for users throughout the year.

To ensure that customers' complaints are handled promptly and effectively, Great Wall Motor formulated the Management Standards on Handling of Customers' Problems, the Management Standards on Improvement of Complaints and other management measures on customer complaints. At the dealer level, we formulated the Business Management Standards of Great Wall Motor to achieve synergy between manufacturers and dealers and pay particular attention to the standardized, humane and differentiated management of service procedures, maintenance capabilities, personnel quality and hardware strength, and deliver an exceptional service experience throughout the useful life from purchase to use, so as to enhance the service reputation of our brands. In 2024, the Company received a total of 215,348 complaints from users, and handled 100% of the complaints in cooperation with terminal sales service providers and related internal departments through the customer service system.

Emergency Service Guarantee:

The Company carried out work on emergency service guarantee in the principle of "respecting facts and putting the life and property safety of customers first". Great Wall Motor has established emergency response and handling teams with quality and sales heads as team leaders. It has planned emergency response proposals in advance based on traffic accidents, fire disasters, extreme weather and natural disasters and other emergency accidents of different models under different scenarios. It coordinates with manufacturers and dealers, carries out on-site surveys, rescue and handling with quick response and actions and assists customers in properly solving the problems to improve customer satisfaction. Based on the technical features of new energy models and in combination with procedures and systems of emergency services, Great Wall Motor developed training courses and regularly organizes relevant trainings on emergency response and services for providers of sales services to guarantee that providers of sales services master professional knowledge on urgent and emergency handling and meet the required capability on the implementation of emergency response and handling plans.

Consumer Data and Personal Information Protection:

Great Wall Motor strictly abides by the Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China, Personal Information Protection Law of the People's Republic of China and other relevant national regulations, and fully performs its data protection obligations as a network operator to ensure the full protection of consumers' personal information and privacy and users' legitimate rights and interests.



(I) Global data security and compliance organs

The Company has established data security and compliance organs covering the whole world, so that all business units can assume responsibility for data security and the legal use of personal information. The Company has set up a data compliance officer to coordinate and manage data security and compliance and has a data compliance office to promote the establishment of the Company's data compliance system and supervise its implementation. The person in charge of each business unit is directly responsible for the data compliance of the unit, and a dedicated compliance department is established to ensure the implementation of compliance assurance work. Data security and compliance organs from top to bottom can ensure that there is a good governance structure to perform obligations for consumer data and personal information protection and implement all management requirements.



(II) Performance of hierarchical protection obligation

According to the requirements of the Cybersecurity Law for hierarchical protection of network security, the Company actively determines the levels of important business systems for hierarchical protection and applies Level 3 for all business systems dealing with a large amount of customer information. After being reviewed by industry experts for level determination, the relevant business systems have been filed with the cyber security authority and received the evaluation and inspection of hierarchical protection by an evaluation agency certified by the Ministry of Public Security. According to the evaluation results of the professional agency, the evaluation pass rate of the Company's systems under Level 3 protection is 100%, which proves that the relevant systems have mature network security protection capabilities.



(III) Comprehensive security protection technology

On the basis of building a defense-in-depth system for data security protection, the Company has developed multi-level, multidimensional data security protection capabilities to resist all kinds of external attacks and unsanctioned access by internal staff. With monitoring equipment all over the Company's network, abnormal activities can be identified promptly to reduce the potential safety hazards to consumers' data to the maximum extent. Any business system provided by the Company is subject to strict security review and testing, including compliance review on the protection of consumers' personal information rights and interests, so as to ensure the safe and legal use of data in the business system.



(IV) IoT product development security

For the development security of Internet of Vehicles (IoV) products, the Company, based on the R155 Cybersecurity Management System, the Management Standards on Vehicle Information Security, ISO27001, ISO27701, GDPR and Certain Management Rules on Automobile Data Security and with the support of external professional agencies, has established a vehicle security management system and a data compliance management system for the IoV of Great Wall Motor to implement security and compliance management measures and employ compliance technologies in a standard and procedural way. In September 2022, the Company passed the CSMS certification. In November 2023, the Company obtained the VTA certification issued by the EU KBA for its first model in the EU. In November 2024, the Company has obtained the Data Security Capability Construction (DSCC) certification in China.

According to the classification of data sensitivity under relevant laws and regulations and the relevance of data to individuals, personal data is classified into multiple levels (S1-S5). Based on the characteristics of the six different stages of the data life cycle (collection, transmission, storage, processing, sharing and destruction), the Company formulates corresponding technical schemes for compliance, develops measures for project privacy compliance management, and implements privacy compliance procedures and standards from the perspectives of product execution and project execution based on the characteristics of the project life cycle, thus ensuring the implementation of security measures by responsible persons.



(V) Data security and compliance training

To enhance employees' awareness of data security and compliance, the Company organizes training regularly for designated personnel to acquire relevant knowledge and skills. The Company provides information security awareness training for newly-hired college graduates to enable them to have information security awareness at the early stage of their careers. The Company holds the event of "Information Security Awareness Month" every year, to carry out information security publicity by organizing information security awareness publicity and training, posting information security posters and other means. The Company organized training sessions on basic knowledge of data compliance, provided training for 100% designated personnel to improve their data compliance skills, and conducted targeted training for different groups of employees.

EMPLOYEE CARE AND GROWTH

Great Wall Motor regards its employees as the core driving force behind the Company's development and its most valuable asset. The Company is steadfast in its commitment to creating a work environment that is fair, inclusive, safe, and rich with growth opportunities, while continuously improving its professional ecosystem.

The Company firmly adheres to and humanely implements its employment and labor standards. By focusing on multiple dimensions such as diversity and equality, compliance in employment, protection of employee rights, genuine care, and effective communication, it builds an ideal workplace environment and culture from all perspectives.

• DIVERSITY AND EQUITY AND COMPLIANCE IN EMPLOYMENT

The Company always upholds and firmly abides by the UN Universal Declaration of Human Rights, the International Labor Convention and other international standards on human rights. It strictly observes laws and regulations including the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China. The Company formulates and continuously improves in the Recruitment Management Regulations, specifically establishes a fair, democratic and competitive employment mechanism with the selection of outstanding talents, and implements the recruitment requirements of adhering to equal and standard employment.

1. Compliant and Transparent Recruitment Process

- **The Company attracts top talent through various channels such as official recruitment platforms, campus recruitment, and talent referrals.** Job postings clearly specify job requirements, responsibilities, and benefits, ensuring that job seekers are fully informed. **Employment contracts are signed with all employees after arm-length negotiation, achieving a 100% signing rate.**
- Strictly implement **the principle "No Employment Discrimination"**: During the recruitment process, any discrimination on the grounds of age, gender, race, religion, nationality, physical condition, marital status, etc., is strictly prohibited.
- Strictly implement **the principle of "No Hiring of Child Labor and Forced Labor"**: The Company abides by the Provisions on the Prohibition of Child Labor and other laws and regulations. It strictly examines the identity information of candidates in recruitment and prohibits the employment of child labor and forced labor to safeguard social morality and the authority of national laws. During the reporting period, the Company was not involved in any cases related to the employment of child labor or forced labor.
- Strictly implement **the principle of "Zero Tolerance for Harassment"**: The Company is committed to creating a harmonious, respectful work environment for its employees and resolutely prohibits any form of harassment, unwarranted slander, or malicious whistle-blowing. Once such incidents are detected, the Company will take severe measures to address them, ensuring a positive and constructive workplace atmosphere. During the reporting period, the Company was not involved in any cases related to harassment.



2. Building a Diversified Workforce

- Great Wall Motor actively expands both international and domestic recruitment channels to attract top-tier talent from around the world. The Company respects cultural differences across various countries and regions and strictly adheres to local employment regulations to create a fair and equitable international recruitment environment.
- The current workforce comprises employees from many countries. There are over a hundred foreign experts across multiple disciplines working domestically. The number of female employees accounts for 24% of the workforce, with a steady increase in three consecutive years. Additionally, the Company has 3,591 employees of ethnic minorities from 38 different ethnic groups, which covers 68% of the total ethnic groups in China. The Company has also gradually achieved the diversity of genders and ethnic groups in respect of its middle and senior management teams, continuously injecting vitality into the Company's sustained innovation.
- In active response to the national targeted poverty alleviation policy, the Company operates a pilot project on recruitment of labor from impoverished areas in its Jinmen Factory. In the initial phase, 39 workers from poverty-stricken regions were recruited to support poverty alleviation efforts. This initiative not only promotes local economic development but also creates additional value for employees, fostering mutual growth between the Company and its workforce.

• PROTECTION OF EMPLOYEES' RIGHTS



Rationalization of salary and benefits: The Company carries out regular salary surveys to ensure that employee salaries are competitive and paid in full and on time based on industry standards and regional economic development trends. In addition to statutory benefits, the Company also provides additional welfare programs such as employee health examination, paid annual leave, holiday benefits, and subsidies for housing and vehicle purchases, comprehensively improving employees' quality of life and sense of belonging.



Diversity and equality protection: The Company creates a simple, transparent, anti-discrimination, and anti-harassment working environment internally. It provides regular training to popularize knowledge of relevant laws and regulations, and clearly defines the forms of discrimination and harassment, such as verbal offense, inappropriate physical contact, etc. The Company has set up special reporting channels, including an anonymous reporting email and a hotline. Once a complaint is received, the investigation process will be quickly initiated to ensure fair handling and hold violators accountable, thereby creating a pure and harmonious workplace environment for employees.



Enhanced protection of personal information: The Company attaches great importance to the security of employees' personal information. It has established strict procedures for information collection, storage, use, transmission and destruction in accordance with the requirements of the Personal Information Protection Law and only collects employee information within the lawful, necessary and legitimate scope of business.

- To enhance data security, the Company utilizes encryption technology to protect data storage, strictly limits access rights, and regularly conducts information security audits. These measures ensure that employee information is not leaked or misused, resulting in a zero incidence rate for employee information security incidents.
- During the reporting period, the Company has had no cases of violations related to personal information protection regulations.

• EMPLOYEE CARE AND COMMUNICATION

Activation of trade union organization: The Company fully respects the rights and interests of its employees. By establishing a well-functioned trade union organization and maintaining positive interactions with the higher-level federation of trade unions, it harnesses the role of the union through cooperating with relevant functional departments. It has carried out a wide range of activities such as labor competition, employee vitality building, legal supervision and publicity, and other efforts to strive for excellence. In particular, the union formulated the "Staff and Worker Representative Congress System", participating in the resolutions of major issues in due course. In 2024, the staff and workers' congress was held as scheduled, at which the Collective Contract and the Special Collective Wage Contract were signed, effectively safeguarding the rights and interests of employees, promoting harmonious and stable labor relations, and achieving mutual benefit and common development with the Company.



Smooth communication and feedback channels:

Online: The Company has established various channels for communication, including emails from senior management, the GWM Staff (長城人兒) APP, and the platform for employees to submit rational proposals, as well as a special column titled "Confide in CEO (總裁聽我說)", aiming to create a smooth connection between management and employees. In 2024, employees published nearly 80,000 informative and insightful posts covering routine work communications, feedback on management issues, cultural activity sharing and other activities of daily life. To ensure that every employee's voice is heard and responded to promptly, the Company has assigned dedicated personnel to manage and oversee this process, achieving a remarkable response rate of 100% to all opinions and suggestions. This reflects the Company's deep commitment to employee engagement and fostering a sense of belonging.



Offline: The Company has implemented email communication for senior management and regularly organizes diverse exchange activities, including employee communication meetings, democratic life meetings, and theory-discussion sessions. Additionally, management conducts visits to grassroots departments to engage with employees face-to-face, listening to their concerns and feedback. The management team actively addresses and resolves employees' feedback, promoting a truly unified and collaborative culture across the Company.



Employer branding: The Company comprehensively demonstrates its positive corporate culture, generous employee benefits and vast development opportunities through special activities such as Company Walk Day (企業開放日), Smart Factory Exploration Summer Camps (智慧工廠探秘夏令營), Campus Ambassadors (校園大使), and Premium Presentation Events (精品宣講會) to attract industry elites to converge, thereby significantly boosting the Company's employer brand awareness and reputation.





"Company Walk Day" with College Students



"Company Walk Day" with College Students



Summer Camp for College Students



Summer Camp for College Students



College Student Arrival Reporting



College Student Arrival Reporting



Employer awards for the past three years

2022



**Newly Selected
Employer of
the Year**

2023



**The Best Employer
of the Year**

2024



**Campus Recruitment
Practice Excellence
Award of the Year**

2024



**The Best Employer
of the Year**

Looking ahead, the Company will continue to strictly adhere to employment and labor standards while responding with great flexibility to industry changes and the ever-evolving needs of its employees, thereby laying a solid talent foundation for the sustainable development of the automotive manufacturing industry. Meanwhile, we will closely monitor the latest developments in international and domestic regulatory policies, continuously strengthen compliance management for our overseas operations, and fully enhance our global competitiveness.

We remain steadfast in advocating and practicing an inclusive and mutually respectful work culture to fully unleashing our employees' potential, and endeavor to ensure that our human resources strategies are always closely aligned with our corporate strategies and objectives. Furthermore, we will make joint efforts with our employees to drive the vigorous development of the automotive manufacturing industry, creating a brilliant future together.

TALENT DEVELOPMENT

Great Wall Motor attaches great importance to human capital value and believes that talents are the primary driving force for its development. The Company continuously innovates the talent development mechanism and creates an efficient, open and attractive career platform. It builds a cadre and talent team with common career goals and passion for striving and creativity, allowing the organization to be full of vitality and creativity and driving the long-term sustainable development of the enterprise.

I. Building a Hierarchical and Classified Talent Cultivation System

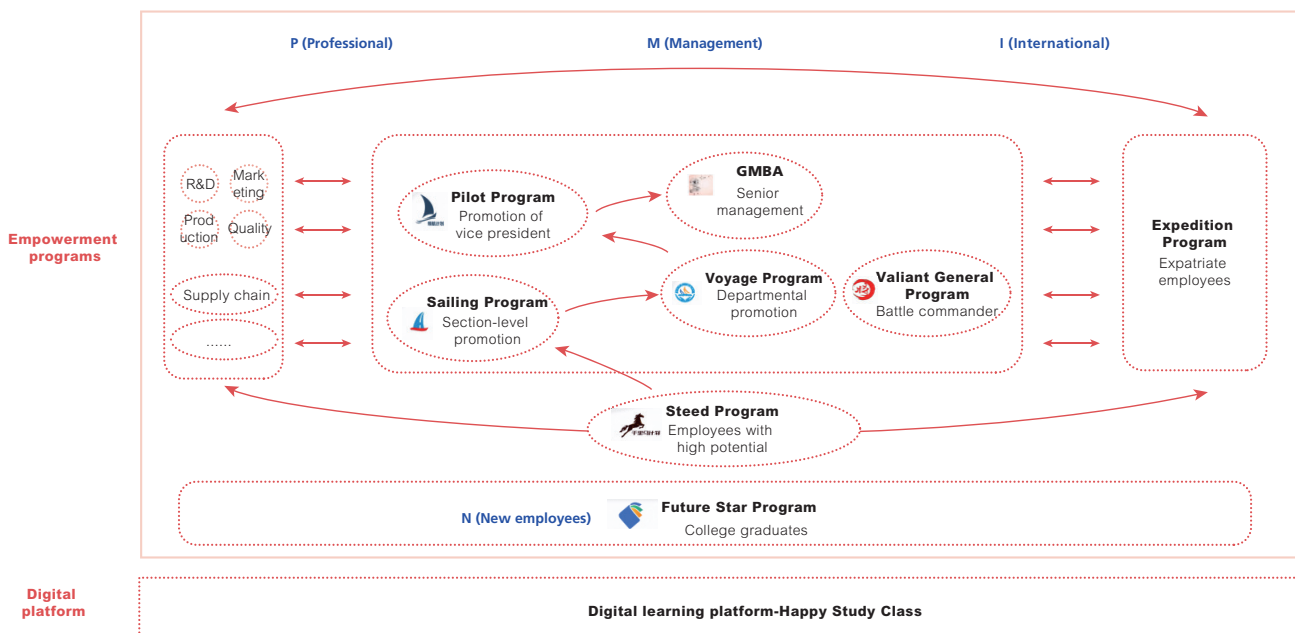
In 2024, Great Wall Motor continuously optimized its global talent training systems, with the scope of talent development constantly expanding to fully cover employees at all levels. To support the enhancement of employees' professional capabilities, the Company systematically devised growth maps in areas such as **brand marketing, technological R&D, production techniques, and various**

functions. These growth maps comprise a total of **73** sub-sequences that are **standardized, menu-driven, and progressive**, thereby visualizing the learning path for each position. The Company improved the internal trainer incentive mechanism and certified

over 700 internal trainers in total. Meanwhile, it invited experts in the industry to conduct internal empowerment. At the same time, leveraging on the Happy Study Class, a digital learning platform, the Company achieved online/offline efficient learning for all employees, built an empowerment platform to **gather, share and inherit** Great Wall Motor's knowledge and experience in undertaking challenges to achieve efficient and convenient business empowerment with scale replication and quick access features.

The total learning time of all Great Wall Motor's employees exceeded **2.749** million hours throughout the year, with more than **71,000** employees participating. The annual per capita learning time was **32.38** hours; notably, senior management averaged **52.38** hours, a **32.27** % increase compared to 2023. Total annual expenditure on employee training amounted to **RMB 15** million.

In 2024, Great Wall Motor implemented differentiated and targeted talent empowerment and cultivation programs with different levels and classes covering all employees.



New employees

The induction training for new employees focused on cultural integration, business integration,

role transition and other dimensions, covering **over 2,000** college students in 2024. In combination with the general capability requirements and the occupational development demands for employees and based on key businesses involved and challenges faced by different types of new employees, it carried out the learning of general courses on **self-motivation, workplace thinking, tools and methods as well as communications and expressions**.

For college graduates, the Company iterated and upgraded the "Future Star Program", established progressive integration and cultivation models such as **stage-based quality enhancement, internships and on-the-job training**, carried out one-year tracking and cultivation and achieved the rapid role transition into "New Great Wall Motor Employees". It also identified outstanding talents and included them into the pools of talents with high potential as "future stars" for continuous cultivation.



Employees with high potential

In order to cultivate high-potential grass-roots talents with vitality, enthusiasm, courage and capability, the Company focused on employees with outstanding performance and high potential in **overseas marketing, manufacturing techniques, supply chains, digitalization and components**, and carried out the "Steed Program" on improving the capability of grass-roots

talents with high potential in 2024. It reserved a total of **317** qualified employees and continuously prepared the reserve of professional and management talents in various sectors.

Grass-roots, medium and senior management

In order to improve the competence preparation of grass-roots, medium and senior management, the Company continuously carried out the "Voyage" program. Focusing on the capabilities of **"self-management", "team management" and "business management"**, the Company systematically empowered the necessary management thinking and methods of grass-roots, medium and senior management through the selection of internal senior management and the introduction of expert experts. Meanwhile, the Company conducted a management-themed campaign titled "Leadership Workshop" through its Happy Study Class platform, with focus on groundbreaking empowerment in 3 major themes of **tutoring skills, team building and**

motivating others, covering a total of **over 4,000** grass-roots, medium and senior management in all sectors of the Company.



我是李红桂，
来“领导力研习营”
和我一起学习高绩效团队建设！



The Company formulated tailored talent development programs across all business segments, to constantly improve the comprehensive capabilities of incumbent employees. It offered capability enhancement trainings to employees in each functional line on a monthly basis. The total learning

time of employees in each functional line exceeded **2.4 million** hours throughout the year, with more than **65,000** employees participating.

Great Wall Motor adheres to the philosophy of cultivating personnel before making cars. With the purpose of “winning with high capability and gathering talents in Great Wall Motor”, the Company organized skills trainings and competitions, verification of professional technical ability and other activities in 2024 with the focus on production and manufacturing sectors and

cultivated **over 3,800** skilled talents, including **over 480** high-skilled talents. Additionally, Great Wall Motor actively participates in social initiatives, and in 2024, its Hebei vehicle manufacturing base passed the renewal review for the certificate as a provincial-level high-skilled talent training base, and also conducted vocational skill level certifications, with **95** individuals successfully certified.

Organizational Honors: Great Wall Motor’s various factories have been awarded multiple honors and titles, including the **“Outstanding Organization Award at the Labor Skills Competition”**, the **“Excellent Organization Award at the Employee Vocational Skills Competition”**, the **“Advanced Unit Award for Cultivating High-Skilled Talent under the Blue-Collar Benchmark Project”**, as well as recognition as a **“Municipal-level Innovation Workroom”**, **“Master Artisan Workroom”**, **“Model Worker Innovation Workroom”**, and **“Innovation Workroom for Manufacturing Process Technology Research and Application”**, among others.

Individual Honors: In 2024, Great Wall Motor continued to provide a platform for employees to achieve external craftsmanship honors. Over the year, awards were conferred as follows:

1 National-level Worker Pioneer, **1** Municipal-level Worker Pioneer, **16** Municipal-level Master Craftsmen, **2** Provincial-level Model Workers, and **1** Third Prize Individual Winner at the Provincial-level Employee Vocational Skills Competition, among others.



Based on the backdrop of the Company’s globalization and in view of the identification, training, and deployment of expatriate employees, the Company has launched the “Expedition Program”, aimed at creating a resilient and invincible international elite team. Focusing on four key competency dimensions — global vision, cross-cultural communication ability, adaptability, and language proficiency — the program implements three major learning components: **overseas general training**, **localized specialized empowerment**, and **language proficiency**

enhancement, cultivating a total of **over 170** international talents.

II. Improving the Occupational Development Systems with the Orientation of Capability Enhancement

Great Wall Motor established four occupational development channels on management, professionalism, skills and assistance and built fair, just, clear and transparent appraisal and promotion mechanisms to guarantee the occupational development of employees.

In 2024, the Company is committed to deepening the management of professional talents and providing clear and measurable growth guidance for professional talents based on qualification standards. By adhering to the principles of fairness, justice and openness, we strictly implement certification on the level of qualification and combine certification with coaching. Through regular evaluations and feedback, the Company helps employees continuously improve their professional abilities. As a result, **over 8,000** employees were promoted to professional talents in 2024.

In terms of cadre management, we continuously intensified our efforts on the establishment of cadre teams, built cadre appraisal and growth systems and boosted the reserve of cadres. The proportion of female cadres reached **16.6%**, of which the proportion of high-level female cadres reached **6.5%**, middle-level female cadres **11%** and grass-roots female cadres **16.2%**, respectively.

In order to guarantee talent growth and development, we continued to optimize the job rotation of talents, internal competition and other talent mobility mechanisms, and improved the performance appraisal system to lead the diversified occupational development of talents in terms of performance, capability, opportunities and other dimensions.

EMPLOYEE WELFARE AND CARE

Great Wall Motor always places a strong emphasis on employee experience by developing a comprehensive, diverse and meticulous welfare system. With precise and practical care mechanisms and protective measures in place, the Company is dedicated to providing a supportive platform for employees to build their careers with confidence and live their lives with ease, ultimately enhancing overall happiness in the workplace and fostering a sense of belonging among employees.

I. Remuneration and Incentives

The Company has established a comprehensive remuneration and incentive system, covering basic salary, performance-linked bonus and year-end bonus, and meanwhile it has also set up employee stock ownership/restricted shares/option incentives and other programs. Based on business characteristics and the difference in value creation by employees, the Company provides differentiated remuneration and incentive portfolios, and formulates salary adjustment and bonus incentive mechanisms with the focus on the operating results of the Company and personal performance and contributions.

During the reporting period, the Company continued to deepen the application of long-term incentives, adopting multiple incentive tools simultaneously. On the basis of the existing two tranches of share incentive schemes and one tranche of employee stock ownership plan, the Company has launched the third share incentive scheme and the second employee stock ownership plan. By providing such robust incentives for all high-value positions and critical talents, the Company has improved its overall compensation competitiveness.



100% coverage for high-value positions and critical talents

In 2024, as each of the third batch under the first grant and the second batch under the reserved grant of the second share incentive scheme as well as the first batch under the first employee stock ownership plan was unlocked/has been approved for exercising, the income of the Company's core backbone employees from long-term incentives was far higher than industry levels.



100 % of employees participated in KPI, OKR, PBC and other target assessments, with the performance results linked to salary adjustments, and promotion and development opportunities;



100 % of employees' basic salaries were higher than the national and local minimum salary standards;



The Company has made full salary payments to all employees on a monthly basis in accordance with national regulations and relevant rules of the Company and withholds individual income tax for employees in accordance with laws.

Each unit of the Company elaborately established a diverse and vibrant honor incentive systems based on business, and conducted awards and recognition activities on a quarterly/semi-annual/annual basis, to timely recognize and praise employees' outstanding contribution and value, effectively stimulate their work passion and vigorously promote the formation and development of a positive cultural atmosphere.

In order to further improve employees' honor perception and experience, the Company developed "Honor Records" management system, and created a dedicated section named "Path to Honor" for award-winning employees in the People of Great Wall Motor APP. The platform will fully record and display all honors obtained by employees throughout their careers, and allow them to inspect, review and share their moments of glory at any time, greatly enhancing their sense of belonging and achievement.



Recognition at the 2024 annual meeting of the Company



"GWM Star Program" of the Year 2024



The honor-based incentives in 2024 covered more than **20,000** people

II. Welfare and Care

Great Wall Motor is deeply concerned about and attaches great importance to the experience of its employees, and to this end, it has specially formulated the Employee Welfare Management Measures to provide employees with a series of thoughtful welfare measures covering health protection, catering subsidies, housing allowances, travel assistance, and support for children's education in an all-around, multi-level manner, so as to deepen the sense of well-being and belonging among its employees, creating a people-oriented working environment.

health protection + **catering subsidies** + **housing allowances** + **travel assistance** + **support for children's education** + **others**

► Health guarantee:

1. Insurance guarantee



The Company is dedicated to offering comprehensive and caring welfare programs for its employees. It ensures **100%** coverage of social insurance and provides critical illness insurance for all employees. Additionally, it also purchases commercial accident insurance for all employees working overseas, aiming to safeguard their health and safety in every aspect.



Furthermore, the Company has thoughtfully selected a range of insurance products for employees' families that exceed market standards, including medical insurance, car insurance, pediatric outpatient insurance, and family accident insurance, all of which employees can choose to buy based on their individual needs.

These initiatives not only reflect the Company's genuine concern for its employees and their families but also significantly enhance the sense of belonging and happiness among employees and their loved ones.

100% coverage of social insurance, critical illness insurance, commercial accident insurance for all employees working overseas

2. Medical health guarantee



The Company prioritizes the health of its employees by offering a range of attentive services, including but not limited to free medical checkups, professional health consulting, convenient home delivery of medication, and preferential treatment arrangements. Importantly, these benefits extend to employees' family members as well. During the reporting period, we achieved

a **100%** coverage rate for employee medical checkups. Additionally,

we organized **15** educational training sessions on topics such as hypertension,

first aid, and influenza, along with **21** voluntary clinics, all aimed at enhancing employees' health awareness and self-care abilities.



To support employees' mental health, the

Company arranged **16** EAP special

activities, published **138** professional articles internally, and provided comprehensive psychological support and professional psychological guidance through counseling, sharing psychological knowledge, relaxation training, and other diverse services, to create a "happy, healthy, and comfortable" work environment for all employees.



Medical checkups

3. Sports and health guarantee

The Company provides a variety of outdoor sports facilities, including rubber tracks, soccer fields, and basketball courts, as well as indoor venues like badminton courts, table tennis halls, swimming pools, and a gymnasium, all of which meet national standards. These facilities are available not only to all employees but also to their family members, allowing everyone to enjoy the fun of sports together.

Throughout the year, the Company organizes a wide range of engaging sports events, including thrilling marathon races, dynamic comprehensive sports games, and special competitions such as the “Haval Cup” for soccer, basketball, table tennis, and badminton.

Furthermore, the Company actively encourages and organizes its employees to participate in various community events and activities, demonstrating team spirit and promoting the exchange and communication of sports culture.

Through these initiatives, the Company is dedicated to fostering a healthy and vibrant corporate culture.

Specific examples:

In May 2024, the Great Wall Motor Smart Factory Marathon was held in Xushui Smart Factory for the society, with the participation of about **700** employees and over **15,000** people from all walks of life.

In September 2024, a series of sporting events were held in Baoding, Tianjin, Pinghu, Taizhou, and other locations. A total of over **600** games were organized, with more than **3,000** athletes participating. Additionally, more than **6,000** employees were involved at the event sites, and over **156,000** employees engaged online.

In September 2024, the Company held the Xushui “Haval Cup” for football, basketball, table tennis, and badminton leagues, with over **200** athletes competing in more than **60** matches, showcasing the true spirit of sportsmanship and competition.



2024 Employee Sports Meet



2024 GWM Smart Factory Half Marathon

► Diet guarantee

The Company has carefully prepared free meals for all employees. These meals are not only delicious and nutritionally balanced but also diverse, catering to the various dietary needs of employees from different regions and cultural backgrounds.

Additionally, the Company has established a convenient online food ordering platform, allowing employees to easily order food anytime and anywhere, ensuring they can replenish their energy in a timely manner. Furthermore, the Company continuously monitors and researches the dietary preferences and needs of employees, constantly innovating its menu and regularly organizing food and cultural activities. This commitment aims to enhance the dining experience for employees, making every meal an enjoyable and anticipated moment.

► Housing guarantee

The Company is dedicated to enhancing the quality of life for its employees. To achieve this, we have provided high-quality apartments for our top talents, ensuring they enjoy a comfortable and convenient living environment. Additionally, new employees receive free accommodation services at the start of their employment, helping to ease the financial burden of beginning a new job.

Furthermore, taking advantage of the Company's prime location, we offer preferential policies for employees looking to purchase housing, aiming to continually improve and optimize the living conditions for our employees.

These initiatives aim to create a superior and harmonious working and living environment for all employees, allowing everyone to work and live comfortably.

► Travel guarantee

Car purchase and travel care program: to ensure that employees travel conveniently and efficiently, and to demonstrate the Company's commitment to their well-being, we have established an exclusive preferential policy for employees who purchase our vehicles. Additionally, depending on the type of vehicle purchased, we offer fuel subsidies or charging subsidies for eligible employees, aiming to reduce the travel cost burden on employees, and make every journey more pleasant and convenient.

Shuttle service and holiday home-returning transportation arrangements: the Company operates nearly 100 shuttle services to precisely meet the daily commuting needs of over 10,000 employees, ensuring that every employee enjoys a convenient and efficient travel experience. During major holidays, the Company also organizes home-returning bus services, deploying over 200 buses on average each year to ensure 100% coverage for employees looking to return home. This allows every employee away from their hometown to travel smoothly and safely, feeling the warmth and care of the Company.

► Guarantee for children's education

With the mission of "lighting life with love education", the Company carries out education initiatives covering early education, nursery, kindergarten, primary school, junior high school and senior high school to meet the educational needs of employees' children.



Wei Jian Jun, the chairman of the Board of Great Wall Motor, visited Aiton school

► Other series and special care

The Company consistently upholds a people-oriented philosophy, giving deep care to women, the disabled, and employees' family members. Furthermore, the Company has designed and implemented a comprehensive and thoughtful range of employee benefits to ensure that every employee feels respected, warm, and cared for within this corporate family, fostering a harmonious and inclusive work environment.



All units of the Company organized **54** care activities in total for female employees, covering Women's Day care, special health check-ups for female employees, cervical and breast cancer screenings, and convenient vaccination for the nine-valent HPV vaccine, benefiting **over 12,000** female employees.



The Company distributed exclusive red envelopes to over **3,000** employees' elderly family members, fully demonstrating the Company's commitment to humanistic care.



Female employees

- * Organizing special events on the Women's Day
- * Introducing high-quality resources to organize care activities for female employees
- * Providing prenatal check-up leave, breastfeeding leave, nursery rooms, etc. for pregnant and lactating female employees



The disabled

- * Providing a fair and impartial employment environment
- * Offering undifferentiated salary packages
- * Providing additional care allowances



Employees' elderly family members

- * Regularly visiting employees' parents aged 72 and above to deliver best wishes and exclusive red envelopes

Care Recipient Welfare Contents



Care for overseas expatriate employees

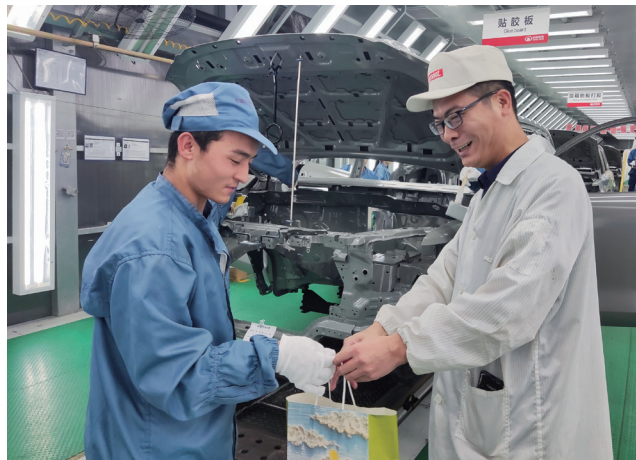
- * Providing transportation and accommodation guarantees
- * Providing overseas family reunion leave, holiday care for employees' family members and relocation support for accompanying family members

Other Welfare and Care

- * High temperature care – providing sunstroke prevention materials for employees on high temperature days in summer, organizing emergency drills on heatstroke, and offering high temperature leave
- * Festival care – distributing festival welfare and organizing themed activities on the Mid-Autumn Festival, the Spring Festival and other traditional festivals providing employees with festival holidays longer than statutory requirements during the Spring Festival
- * Other special care – providing special care covering weddings, childbirths, birthdays, sicknesses and funerals
- * Communication welfare – providing differentiated communication subsidies based on the nature of the positions



Events on Mother's Day



Offering care and support for frontline employees

III. Employee Satisfaction and Engagement

The Company places great importance on employees' experience and feedback, and organizes multi-dimensional research activities such as at least one engagement satisfaction survey targeting each organization every quarter, special surveys based on organizational diagnosis, and satisfaction with life support services. These initiatives enable the Company to gain precise insights into employee needs, optimize management and services, and create a more positive and dynamic work atmosphere.

The Company has conducted an engagement survey for all employees for 15 consecutive years, which includes six dimensions: corporate identity, organizational operation, personal growth and development, remuneration and incentive, management environment and corporate culture. In 2024, a total of 64,000 employees actively participated in the engagement survey, achieving an overall score of 87.5 points. By attentively analyzing the feedback from every employee, we have formulated targeted optimization strategies that provide clear direction and guidance for subsequent management improvement initiatives, thereby continuously driving the Company's all-round development and progress.

HEALTH AND SAFETY

Adhering to the safety policy of "putting people first and achieving sustainable development", Great Wall Motor is devoted to creating a safe, healthy and comfortable working environment. It abides by the requirements of laws and regulations, standardizes corporate conducts, solidly conducts safety production management, practically carries out emergency response on fire prevention and establishes a long-term mechanism for guaranteeing the occupational health and safety of employees. It also establishes specific targets and policies on safety management and breaks down and implements them at different levels to ensure that all systems and factors meet the requirements.

Great Wall Motor has achieved its occupational health and safety management targets set for 2024



Statutory occupational diseases and serious injuries and above **0** Case

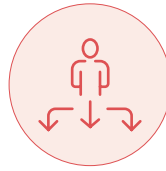
Fire accident **0** Case

Safety non-compliance incident **0** Case

1. Safety Production

1.1 Establishment of occupational health management system

Adhering to the principle of “safety first, prevention-focused and comprehensive governance”, the Company strictly implements the requirements of laws and regulations including the Production Safety Law of the People’s Republic of China, the Law of the People’s Republic of China on Prevention and Control of Occupational Diseases and the Fire Protection Law of the People’s Republic of China. During the reporting period, the Company has passed the follow-up review on the ISO45001 occupational health and safety management system by a third-party organization, with all elements of the system meeting all operational requirements and the certificates continuing to be valid.



Organizational setting

The Company has established three-level management organizations at the Group level, segment level, and branch and subsidiary level. They coordinate safety management work and explicitly clarify the safety responsibility of entities at different levels. The Company has formulated and implemented 54 occupational health and safety management systems including the Occupational Health and Safety Education System, the Safety Production Inspection System, and the Workers’ Occupational Health Monitoring and File Management System, to promote the unification and standardization of safety management on an ongoing basis.



Efficient operation

The senior management fully understands the safety conditions of the Company through routine meetings, participates in the discussions and decision-making on the Company’s safety strategies and advances the implementation of safety work. All these are linked to personal performance to clarify the safety production responsibility of the senior management. The Company allows each employee to understand their own safety responsibilities through continuously iterating the EHS management platform, safety accountability, safety audit and other management measures, and integrates safety awareness into their own work to ensure the participation of all employees in the establishment of occupational health and safety management systems.

1.2 Building of safety culture among all employees

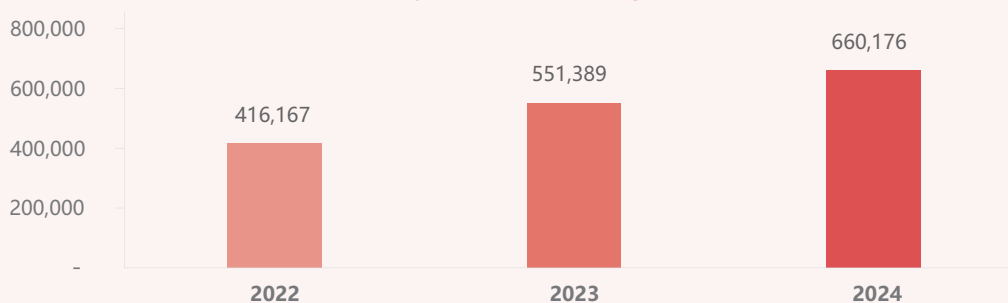
The Company enhances the safety production capability and awareness of employees through systematic cultural cultivation activities to create a sound safety culture and atmosphere.

Safety education



In 2024, the Company formulated detailed safety empowerment plans, and organized various safety education campaigns through the combination of “online education on Happy Study Class” and “lecturing by professional tutors”. In particular, it conducts specialized safety education campaigns annually for middle and senior management personnel, as well as safety management personnel biannually for team leaders and quarterly for personnel engaged in special operations and those exposed to occupational hazards. In addition, it conducts education campaigns on safety knowledge that should be known and learned monthly for all employees, and conducts real-time specialized safety education campaigns for new employees, “four-new” personnel, personnel changing positions, and those returning to work. It establishes staff education archives to guarantee a coverage of 100% for safety trainings.

Participants in Safety Education Training for the Last Three Years



Safety training: **5,243** sessions, with a coverage of **100%** for safety training

Safety activities



In 2024, the Company continuously carried out a series of safety month activities. With the theme of “Everyone Attaches Importance to Safety and Responds Properly under Emergencies to Ensure Life’s Safety”, the Company arranged all employees to practice safety through atmosphere creation, safety empowerment, hazards elimination and emergency exercises. It carried out banner signing, safety knowledge contests, safety speech competitions, and other diversified featured publicity activities on safety production, creating a sound safety atmosphere and enhancing the safety quality of all employees.

Activities	Details
Safety Responsibilities Signing Ceremony	Each factory director organized the signing on the banner of “Month of Safety” among employees and hung such signed banner in the workshop to warn of safety manufacturing at all times
Award-Winning Quizzes on Safety	The Company helped employees proactively memorize and understand the importance of safe operation in the form of online question answering for all employees, which turned boring safety norms into lively cases, and timely awarded employees to stimulate their interests in learning
Safety Lecture Contest	The Company held a total of 24 lecture contests with the theme of “Safety” which focused on deep thinking and emotional resonance, to guide employees through the shift from “passive acceptance” to “proactive output”, and effectively improve the safety awareness of employees



Safety Improvements

In 2024, the Company held the 7th Group Safety Improvement Case Competition, aimed at discovering and sharing excellent safety production improvement cases, and promoting the application of advanced safety mistake-proofing technologies. In 2024, the Company implemented 1,861 safety mistake-proofing projects in total, significantly improving the inherent safety levels of the Company's production sites.

Priorities on Safety Improvements in 2024:

Improvement in coating recycling pools to eliminate operation in limited space: The Company changed existing processes through its self-made recycling pool bottom aerator, achieving unmanned operation throughout the whole process and fully eliminating the risk of operational accident in limited space;

Improvement in intelligent management of power and energy safety: The Company's power platform realized close-loop management in respect of unmanned routing inspection, automatic control and intelligent early warning based on big data through self-developed digital and intelligent energy safety control system, eliminating operation in dangerous areas;

Improvement in intelligent coating IoT safety management system: The Company innovatively applied IoT technologies to coating, achieving automatic collection, recording and analysis of process data, and built digital coating lines, achieving intelligent safety control and management, and reducing the stay frequency and duration of personnel in dangerous areas.

1.3 Emergency management on fire prevention

The Company has professional firefighting personnel to supervise the firefighting facilities and fire safety at the workplace, and establishes voluntary fire prevention teams at all departments to respond to fire emergencies promptly. It establishes an on-site safety emergency management mechanism, improves emergency equipment at key areas for fire prevention, enhances the emergency response capacity on fire in areas such as oil depots and coating operation areas, perfects the contingency plan system and revises comprehensive plans, special plans and on-site emergency plans. The Company conducted 3,481 emergency drills and 16 joint drills with local fire prevention authorities in 2024 to continuously assess, improve and perfect emergency procedures and enhance the Company's ability to control major fire risks.

Conducted **3,481** emergency drills and **16** joint drills with local fire prevention authorities in 2024

2. Occupational Health Management

The Company has been devoted to improving and boosting the workplace of employees to safeguard the occupational health of employees. It always adheres to the concept on the integration of prevention and control measures and strictly implements relevant requirements of the Law on Prevention and Control of Occupational Diseases.



Source control

The Company improves automatic production, installs dust removal, noise reduction and other facilities on the prevention of occupational diseases and improves raw materials and processes to prevent occupational hazards at source. For example, it replaces oil-based paint in coating workshops with water-based paint and conducts automatic spraying by using painting robots and closed stamping operations.



Continuous improvement

The Company systematically identifies occupational hazards through workplace observation, workplace hazards analysis and equipment testing while determining items, measurement methods and indicators for monitoring of occupational health hazards in key places. The Company engages professional testing agencies to conduct annual on-site inspections of occupational hazards and supervises the exposure to occupational hazards at the workplace. It adopts ventilation, dust removal, noise reduction and other targeted prevention measures to reduce the impacts of occupational hazards.

Occupational hazard testing results in 2024: except for noise, other occupational hazards, such as benzene and dust in the air, did not exceed the standard.



Individual protection

The Company provide free personal protective supplies to employees according to safety standards and reduces their exposure to hazardous environments. It arranges employees for occupational health checkups, establishes occupational health monitoring records, and documents employees' exposure history to occupational diseases and the results of their occupational health checkups, to implement comprehensive traceability management.

Number of employees exposed to occupational hazards in 2024:

14,123 persons, **100%** employees arranged for occupational health checks

SOCIAL CAUSES

Great Wall Motor has always adhered to its mission and vision to “Rock the World with Our Gift (Green Intelligent Future Technology)”, taking giving back to society as a key guideline for its actions and actively participating in charity and public welfare activities. By deeply exploring and rationally utilizing corporate resources and platform advantages, Great Wall Motor has constructed a bridge for employees and users to engage in public welfare together. While demonstrating its social responsibility, Great Wall Motor has united forces from all sides to elevate the cause of charity and public welfare to new heights, continuously writing a beautiful chapter of mutual integration and co-progress between the Company and society.

1. PARTICIPATING IN DISASTER RELIEF AND SPREADING LOVE ACROSS THE GLOBE

In May 2024, Rio Grande do Sul, a state in southern Brazil, was hit by torrential rains, threatening the lives of residents in the affected areas and causing considerable property damage. In response, Great Wall Motor actively fulfilled its social responsibility by swiftly initiating support measures for the disaster zone. On one hand, the Company donated funds through the Alok Foundation to ensure the basic living needs of the affected population were met. On the other hand, the Company organized a material donation drive among its employees, who enthusiastically participated, demonstrating their compassion and care for those in need. Through these practical actions, the employees stood in solidarity with the disaster-stricken community, working together to overcome the challenges and helping the affected people to rebuild their lives as soon as possible.

In June 2024, Wuping County, Longyan City, Fujian Province, was severely impacted by heavy rainfall, resulting in widespread damage across multiple regions. In response, the Fujian Brigade of the Cannon Alliance swung into action by urgently preparing essential living supplies including food and drinking water and spontaneously organizing transportation fleets to provide robust support for disaster relief operations in the affected areas. Through their practical actions, they stood in solidarity with the disaster-stricken people, helping them weather the storm.

2. CHARITY SUPPORT TO WARM SOCIETY WITH LOVE

Public welfare lights up a promising future, while charity clears the path ahead. In fulfilling its commitment to community development, Great Wall Motor actively encourages its users and all staff to eagerly participate in various public welfare activities.

February

In February, seizing the moment of the All-Performance Family Appreciation Event, Great Wall Motor proactively embarked on Spring Festival caring activities. It ventured into local villages and towns, bringing warmth and care to the villagers, and also visited local nursing homes to offer caring to lonely elderly residents, ensuring they felt the love and support of the community. Furthermore, the Company did not overlook the sanitation workers who diligently labor in the streets and alleys, presenting them with gifts and extending New Year blessings.

March

In March, Great Wall Motor initiated tree-planting volunteer activities themed “Planting for a Greener World and Advancing Environmental Protection Together”, contributing to the environmental protection cause through practical actions.

May to June



From May to June, Great Wall Motor organized multiple visits by its employees to local children's welfare institutions, conducting welfare activities to support the children's growth and brighten their childhood with love. Concurrently, leveraging the marathon event of Great Wall Motor Intelligent Factory, Great Wall Motor collaborated with the Women's Development Foundation and Tencent Charity Foundation to launch an online charity marathon event. This event centered around the "Genius Mom" public welfare program, with the aim of empowering women facing difficulties to realize their self-worth and career dreams.

April to September

From April to September, Great Wall Motor organized a series of voluntary blood donation activities, conveying love for humanity with warm blood and contributing significantly to meeting the demand for medical blood supplies.

August and December

Great Wall Motor organized employees to conduct "Salute to Veterans" events in Yunnan and Heilongjiang, delivering living supplies and spiritual consolation, while reshining the legacy of the red spirit in this new era.

3. UPHOLDING THE POVERTY ALLEVIATION MISSION TO FACILITATE REVITALIZATION

Adhering to its profound sense of social responsibility, Great Wall Motor has given great attention to the cause of poverty alleviation and assistance. Leveraging the strengths of its corporate platform, the Company has established an employment platform for disabled employees to address their living and employment challenges through job opportunities aimed at eradicating poverty, assisting these disadvantaged employees in overcoming financial difficulties.



Visiting Children in Need

Great Wall Motor attaches great importance to assisting children in difficult circumstances. On 31 May 2024, falling on the eve of 1st June Children's Day, the relevant responsible personnel at the Chongqing Branch of Great Wall Motor organized certain employees to visit Guixi School in Yongchuan District to see a child in need from Lujiayan Village, Chenshi Street. They presented a scholarship to help the child continue studies, which reflects Great Wall Motor's deep concern for children in difficulty with practical actions. Subsequently, they went to Sanguandian Kindergarten in Chenshi Street, giving attentive care to 14 children facing hardships, and presented them with school supplies that cater to children's preferences, including cartoon backpacks, electric stationery boxes, watercolor pencils, and basketballs.

Great Wall Motor has always firmly held the belief that poverty alleviation is not a mere fleeting act of kindness, but rather a systematic endeavor that addresses root causes and aims for long-term benefits. With practical actions, Great Wall Motor demonstrates its commitment, actively fulfills its social responsibilities, diligently gathers love and support from all sides, and unites formidable strength to contribute to social equity and the pursuit of common prosperity.

4. GIVING TO CHARITIES TO FULFILL SOCIAL RESPONSIBILITY

Great Wall Motor actively encourages users to participate in rescue efforts by offering their vehicles. Increasing numbers of public welfare enthusiasts are gathering through the official club, demonstrating love without boundaries through practical actions. Public welfare has become a powerful emotional link between Great Wall Motor's brands and its users.

January 2024

Following the 7.1 magnitude earthquake in Wushi County, Aksu Prefecture, Xinjiang, Great Wall Motor quickly collaborated with the local Tank owner group to initiate a rescue plan. They provided free roadside assistance, complete vehicle inspections, expedited insurance claims, and other exclusive services for the disaster area.



June 2024

In Guilin City, where multiple areas experienced severe flooding and many people were stranded on various islands, the official Guilin Tank owner group and the Wuzhou owner group in Guangxi responded promptly. They organized spontaneous rescue efforts, pooling resources from the Tank owner group and other relevant parties to deliver supplies to key disaster zones.

July 2024

When Typhoon Gaemi made landfall along the coast of Putian, Fujian, the local government activated a Level 3 emergency response. The GWM Cannon called upon the Fujian unit of the Cannon Fire Alliance car club to collaborate with local authorities in preparing for the rescue of flooded vehicles and assisting affected individuals, working together to navigate the challenges brought on by the disaster.



October 2024

At the Alxa Festival, the Tank club launched the "Tank First Aid Action". The Tank brand provided representatives of the Tank owner group with the first batch of 55 AEDs. In case of emergency, they can break the window to access the AED equipment. During the event, training on AED operation was conducted to enhance vehicle owners' emergency rescue skills in unexpected situations, collectively establishing a "4-minute life circle for emergency rescue".

August 2024

The GWM Cannon, along with college teachers, students, and Senior Colonel Hu Guoqiao—an honored recipient of a first-class merit citation—traveled to Yunnan and Chengdu to extend condolences. Great Wall Motor also organized a group of 40 GWM Cannons, comprising over a hundred people, to pay respects to hundreds of veterans of border battles and those who served in the war to resist U.S. aggression and aid Korea. They visited veterans' homes to deliver condolence materials, honoring the sacrifices and dedication of these heroes through practical actions.



QUANTITATIVE PERFORMANCE INDICATORS

Indicator	Unit	2023	2024
Environmentally-friendly operation			
Amount of substantial fine for violation of environmental laws and regulations	RMB	0	0
Number of non-economic punishment for violation of environmental laws and regulations	cases	0	0
Emissions			
Types of emissions and respective emissions data			
Total discharge of wastewater	tonnes	3,633,500.81	4,006,546.25
Total COD emissions (COD (chemical oxygen demand) generally refers to the loss of organic pollutants or solid matters in water through decomposition with oxygen as the medium in a day and night)	tonnes	271.89	249.22
Total ammonia nitrogen emissions (water environmental pollutants)	tonnes	21.26	17.72
Total VOC emissions (volatile organic compounds)	tonnes	142.59	184.36
Total NOx emissions	tonnes	60.45	71.32
Total SO ₂ emissions	tonnes	6.31	6.52
Total hazardous waste produced			
Amount of waste organic solvent HW06	tonnes	3,048.96	3,131.69
Amount of waste mineral oil/oily waste HW08	tonnes	1,151.67	1,360.31
Amount of waste emulsion HW09	tonnes	1,756.76	2,392.59
Amount of dye and coating waste HW12	tonnes	3,076.70	3,656.71
Total amount of organic resin waste HW13	tonnes	1,142.68	1,265.44
Total amount of surface treatment waste HW17	tonnes	4,180.16	3,268.36
Total amount of lead-containing waste HW31	tonnes	208.43	218.17
Total amount of other hazardous wastes HW49	tonnes	3,938.75	4,928.30
Total amount of hazardous waste	tonnes	18,504.11	20,221.57
Hazardous waste density	tonnes per vehicle	0.015	0.016
Total non-hazardous waste produced			
Types and total amount of non-hazardous waste	tonnes	12,700	12,000
Non-hazardous waste density	tonnes per vehicle	0.01	0.01
Greenhouse gas emissions in total			
Scope 1: Direct greenhouse gas emissions	tCO ₂ e	153,244.61	152,033.50
Scope 2: Indirect greenhouse gas emissions	tCO ₂ e	1,017,628.02	997,331.85
Greenhouse gas emissions in total	tCO ₂ e	1,170,872.62	1,149,365.35
Greenhouse gas emission intensity of OEM	tCO ₂ e per vehicle	0.36	0.33

- ① Direct greenhouse gas emissions are those generated by the use of fossil energy such as diesel, gasoline and natural gas;
- ② Indirect greenhouse gas emissions are those generated by purchased electricity and steam;
- ③ The standard for accounting the greenhouse gas emissions in 2024 was based on the Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Machinery and Equipment Manufacturing Enterprises, the Sixth Assessment Report of the IPCC (2023) and other relevant standards;
- ④ In 2024, there were 10 additional parts factories disclosed by the Company as compared to 2023.

Indicator	Unit	2023	2024
Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total			
Total electricity consumption	kWh	1,303,475,683.09	1,338,457,248.28
Electricity consumption intensity	kWh per vehicle	1,146.09	1,254.35
Petrol consumption	tonnes	6,988.50	7,016.79
Petrol consumption intensity	tonnes per vehicle	0.006145	0.006576
Total diesel consumption	tonnes	1,552.88	1,414.27
Diesel consumption intensity	tonnes per vehicle	0.001365	0.001325
Natural gas consumption	000 m ³	56,406.14	55,524.83
Natural gas consumption intensity	m ³ per vehicle	49.5957	52.0355
Total steam consumption	tonnes	411,590.69	415,346.70
Steam consumption intensity	tonnes per vehicle	0.3619	0.3892
Total amount of purchased heat	million KJ	0	0
Total comprehensive energy consumption	tonnes of standard coal	294,718.15	298,336.96
Comprehensive energy consumption per vehicle	tonnes of standard coal per vehicle	0.2591	0.2796
Total renewable energy	kWh	199,011,604.86	246,221,473.94
Water consumption in total and intensity			
Total water consumption	tonnes	6,625,324.62	7,404,906.61
Water consumption intensity	tonnes per vehicle	5.83	6.94
Total packaging material used for finished products (in tonnes) and			
Total packaging material	tonnes	9,870	9,856
Packaging material density	tonnes per vehicle	0.01	0.01
Environment and Natural Resources			
Environmental training and investment			
Number of environmental training sessions	sessions	153	157
Total attendance of environmental training	person-times	24,351	21,591
Investment in environmental training	RMB'0,000	25.82	26.19
Investment in environmental technology improvement projects	RMB'0,000	5,601.57	1,218.12
Social			
Employment			
Total number of employees	persons	82,439	84,915
Number of employees by gender, age group and region			
Number of employees by gender			
Male	persons	62,860	64,330
Female	persons	19,579	20,585
Number of employees by employment type			
Full time	persons	82,439	84,915
Part time	persons	0	0
Number of employees by age			
Age < 30	persons	32,670	32,243
30 ≤ age < 40	persons	40,076	40,863
40 ≤ age < 50	persons	8,719	10,743
Age ≥ 50	persons	974	1,066

Indicator	Unit	2023	2024
Number of employees by region			
North China	persons	56,537	58,209
Northeast China	persons	787	803
Southwest China	persons	5,469	5,735
East China	persons	13,897	14,227
Central China	persons	4,719	5,123
South China	persons	398	355
Northwest China	persons	19	46
Number of employees by ethnicity			
Han nationality	persons	78,964	81,324
Ethnic minorities	persons	3,475	3,591
Number of employees by country of origin			
China	persons	82,122	84,628
Foreign	persons	317	287
Number of employees by education level			
Doctorate degree	persons	65	56
Master degree	persons	2,992	3,066
Bachelor degree	persons	32,748	34,132
Junior college degree	persons	20,203	22,313
High school and below	persons	26,431	25,348
Percentage of senior managers by gender			
Male	%	93	93
Female	%	7	7
Employee turnover rate			
Employee turnover rate by gender, age group and geographical region:			
Employee turnover rate by gender			
Male	%	18.76	16.85
Female	%	5.15	4.28
Employee turnover rate by age			
Age < 30	%	13.49	12.08
30 ≤ age < 40	%	8.82	7.45
40 ≤ age < 50	%	1.37	1.4
Age ≥ 50	%	0.24	0.2
Employee turnover rate by region			
North China	%	12.09	10.5
Northeast China	%	0.19	0.18
Southwest China	%	1.77	1.80
East China	%	6.95	5.99
Central China	%	2.12	2.1
South China	%	0.68	0.35
Northwest China	%	0	0.05
Overseas	%	0.12	0.16

Indicator	Unit	2022	2023	2024
Number of work-related fatalities occurred in each of the past three years (2022-2024)	persons	0	0	0
Rate of work-related fatalities occurred in each of the past three years (2022-2024)	%	0	0	0
Lost days due to work injury	days	362	158	169
Number of employee health and safety litigation cases	cases	0	0	0
Number of safety education and training sessions	sessions	4,417	3,808	5,243
Attendance of safety education and training	person-times	416,167	551,389	660,176

Indicator	Unit	2023	2024
Development and Training			
Total training hours of employees	hours	2,852,105.69	2,749,701.95
Average training hours per employee	hours/person	34.22	32.38
Training expenditure	RMB'00 million	0.10	0.15
Number of employees trained by gender			
Male	persons	42,417	54,065
Female	persons	13,737	17,295
Number of employees trained by employee category			
Senior management	persons	261	316
Middle management	persons	4,172	5,775
General staff	persons	51,721	65,269
Percentage of employees trained by gender			
Male	%	75.54	75.76
Female	%	24.46	24.24
Percentage of employees trained by employee category			
Senior management	%	0.46	0.44
Middle management	%	7.43	8.10
General staff	%	92.11	91.46
Average training hours of employees by gender			
Male	hours	53.25	40.05
Female	hours	43.19	33.79
Average training hours of employees by employee category			
Senior management	hours	31.14	31.77
Middle management	hours	40.13	53.50
General staff	hours	51.75	37.24

Indicator	Unit	2023	2024
Labor Standards			
Number of labor grievances filed, addressed, and resolved through formal grievance mechanisms	cases	16	22
Product Responsibility			
Number of vehicles or parts recalled	units	18248	36003
Percentage of number of vehicles or parts recalled in total products	%	1.48	2.92
Total number of customer complaints during the reporting period	cases	220,496	215,348
Customer complaint reduction rate	%	-19.80	2.35
Sales satisfaction rate	%	92.00	93.95
After-sales service satisfaction rate	%	90.70	92.96
R&D investment	RMB'0,000	1,103,402.77	1,044,614.49
Proportion of R&D investment in operating revenue	%	6.37	5.17
Number of patent applications	applications	4,369	4,827
Number of patents granted	patents	2,444	2,136
Number of invention patents granted	patents	342	701
Number of national innovation projects undertaken	projects	4	6
Anti-corruption			
Number of corruption lawsuits filed and concluded against the Company or its employees	cases	3	1
Number of anti-corruption training sessions by rank			
Directors and management	sessions	4	10
Employees	sessions	80	72
Attendance of anti-corruption training by rank			
Directors and management	person-times	141	257
Employees	person-times	5,538	10,004
Pass rate of anti-corruption training by rank			
Directors and management	%	87	89
Employees	%	100	100
Community Investment			
Number of volunteer activities	activities	92	84
Number of participations in volunteer activities during the reporting period	person-times	3,242	2,738
Volunteer hours during the reporting period	hours	2,580.25	738
Amount invested in volunteer activities during the reporting period	RMB'0,000	317.91	81.53
Amount donated by the Company	RMB'0,000	3,062.80	176.00
Investment in employment and poverty alleviation	RMB'0,000	2,914.23	2,775.29

ESG REPORTING GUIDE

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

Environmental			
Aspect	Indicator No.	Indicator content	Chapter reference
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to exhaust gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Responsibility
	A1.1	The types of emissions and respective emissions data.	Environmental Responsibility/ Performance Indicators
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Responsibility/ Performance Indicators
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Responsibility/ Performance Indicators
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Environmental Responsibility/ Performance Indicators
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Responsibility
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Responsibility
A2: Use of Resources	General Disclosure	Policies on the effective use of resources (including energy, water and other raw materials).	Environmental Responsibility
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Environmental Responsibility/ Performance Indicators
	A2.2	Total water consumption and intensity (e.g. per unit of production volume, per facility).	Environmental Responsibility/ Performance Indicators
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Responsibility
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Responsibility
	A2.5	Total packaging material used for finished products (in tonnes), if applicable, with reference to per unit produced.	Environmental Responsibility

Environmental			
Aspect	Indicator No.	Indicator content	Chapter reference
A3: Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Responsibility
	A3.1	Description of the significant impacts of business activities on the environment and natural resources and the actions taken to manage them.	Environmental Responsibility
A4: Climate Change	General Disclosure	Policies on identifying and addressing significant climate related issues that have already had and may have an impact on the issuer.	Environmental Responsibility
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Environmental Responsibility

Social			
Aspect	Indicator No.	Indicator content	Chapter reference
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employee Care and Growth
	B1.1	Total workforce by gender, employment type (e.g. full-time or parttime), age group and geographical region.	Employee Care and Growth/Performance Indicators
	B1.2	Employee turnover rate by gender, age group and geographical region.	Employee Care and Growth/Performance Indicators
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazard.	Employee Care and Growth
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Care and Growth/Performance Indicators
	B2.2	Lost days due to work-related injury.	Employee Care and Growth/Performance Indicators
	B2.3	Description of occupational health and safety measures adopted, and relevant implementation and monitoring initiatives.	Employee Care and Growth

Social			
Aspect	Indicator No.	Indicator content	Chapter reference
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Care and Growth
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management and middle management).	Employee Care and Growth/Performance Indicators
	B3.2	The average training hours completed per employee by gender and employee category.	Employee Care and Growth/Performance Indicators
B4: Labor Standards	General Disclosure	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 labor.	Employee Care and Growth
	B4.1	Description of measures to review employment practices to avoid child and forced labor.	Employee Care and Growth
	B4.2	Description of steps taken to eliminate violations when discovered.	Employee Care and Growth
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Technological Innovation and Sustainable Development
	B5.1	Number of suppliers by geographical region.	Technological Innovation and Sustainable Development
	B5.2	Description of practices relating to engaging suppliers, number of suppliers to which the practices are being implemented, and relevant implementation and monitoring initiatives for relevant practices.	Technological Innovation and Sustainable Development
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Technological Innovation and Sustainable Development
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Technological Innovation and Sustainable Development

Social			
Aspect	Indicator No.	Indicator content	Chapter reference
B6: Product Responsibility	General Disclosure	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.	Technological Innovation and Sustainable Development
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Technological Innovation and Sustainable Development/ Performance Indicators
	B6.2	Number of products and service related complaints received and how they are dealt with.	Technological Innovation and Sustainable Development/ Performance Indicators
	B6.3	Description of practices relating to preserving and protecting intellectual property rights.	Technological Innovation and Sustainable Development
	B6.4	Description of quality assurance process and product recall procedures.	Technological Innovation and Sustainable Development
	B6.5	Description of consumer data protection and privacy policies, and relevant implementation and monitoring initiatives.	Technological Innovation and Sustainable Development
B7: Anti-Corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Corporate Governance
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Corporate Governance/ Performance Indicators
	B7.2	Description of preventive measures and whistle-blowing procedures, and relevant implementation and monitoring initiatives.	Corporate Governance
	B7.3	Description of anti-corruption training provided to directors and staff.	Corporate Governance/ Performance Indicators
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take communities' interests into consideration.	Social Causes
	B8.1	Focus areas (e.g. education, environmental matters, labor demand, health, culture and sports) of contribution.	Social Causes
	B8.2	Resources (e.g. money or time) contributed to the focus areas.	Social Causes/ Performance Indicators



FEEDBACK FORM

Thank you for reading the Annual Social Responsibility Report of Great Wall Motor Company Limited. We highly value and look forward to receiving your feedback on our social responsibility performance and this report. Your suggestions and recommendations are valuable basis for us to continue to improve our quality of information disclosure on corporate social responsibility and to promote our corporate social responsibility management and practices. Please complete the form below and send it to us via mail or e-mail. We wholeheartedly appreciate your valuable suggestions.

What is your overall evaluation of this report?

☐ Very good ☐ Good ☐ Average ☐ Rather poor ☐ Poor

How is the structure of this report?

☐ Very reasonable ☐ Reasonable ☐ Average ☐ Rather unreasonable ☐ Unreasonable

How about the readability of this report?

☐ Very readable ☐ Readable ☐ Average ☐ Rather unreadable ☐ Unreadable

How about the disclosure of topics of your concern?

☐ Very comprehensive ☐ Rather comprehensive ☐ Partially covered ☐ Scarcely covered ☐ Not covered

What other concerns of yours are not reflected in the report?

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Is there any suggestion on our CSR performance or this report?

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