江蘇正力新能電池技術股份有限公司

Jiangsu Zenergy Battery Technologies Group Co., Ltd.

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

Stock Code : 3677

2024

Environmental, Social and Governance Report

CONTENTS

ABOUT THIS REPORT

This report is the first Environmental, Social and Governance Report published by Jiangsu Zenergy Battery Technologies Group Co., Ltd., which discloses details of the Group's management measures, highlight practices, and results in environmental, social, and governance aspects in 2024.

TIME FRAME

This report is an annual report covering the period from January 1, 2024 to December 31, 2024, and it may include information beyond the period in order to maintain the continuity and completeness of information.

ORGANIZATIONAL SCOPE

This report covers Jiangsu Zenergy Battery Technologies Group Co., Ltd. and its subsidiaries and directly affiliated institutions (collectively, the "Group"). For ease of expression and reading, Jiangsu Zenergy Battery Technologies Group Co., Ltd. is also referred to as "Zenergy", "the Company" or "we" in this report.

PREPARATION GUIDANCE

- United Nations 2030 Agenda for Sustainable Development (UN SDGs)
- Environmental, Social and Governance Reporting Code under Appendix C2 to the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange Limited

SOURCE

The information and data in this report are sourced from the Company's official documents, statistical reports, financial statements, and public information. Zenergy guarantees that this report contains no false records, misleading statements, or material omissions. Unless otherwise specified, the monetary amounts involved in this report are denominated in RMB.

ACCESS TO THE REPORT

This report is released in electronic version, which can be browsed and downloaded via following channels:

- Zenergy official website: www.zenergy.cn
- Website of the Hong Kong Stock Exchange: www.hkex.com.hk

CONTACT US

Should you have any questions or feedback regarding the content of this report, please feel free to contact us through the following methods.

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- Company address: No. 68 Xin'anjiang Road, Dongnan Community, Changshu, Jiangsu Province, the People's Republic of China

BOARD STATEMENT

Zenergy is committed to integrating Environmental, Social, and Governance (ESG) considerations into the Company's strategy, operations, and decision-making processes. It strives to strengthen the oversight and participation in ESG-related matters by the board of directors of the Company (the "Board of Directors") in accordance with the requirements of the Environmental, Social, and Governance Reporting Code issued by the Hong Kong Stock Exchange. As the highest decision-making body for the Company's ESG matters, the Board of Directors is responsible for implementing and establishing the Company's ESG objectives, strategies, and management guidelines, reviewing the annual analysis results of material ESG issues and the ESG report, regularly organizing relevant meetings, and supervising the progress of achieving the Company's ESG objectives. Members of the Board of Directors actively participate in ESG-related training to enhance their ESG management capabilities.

The management of the Company attaches great importance to the identification and management of ESG and climate change risks and opportunities. They proactively identify and analyze the material issues and related risks and opportunities of the Company by reference to macro policies, regulatory requirements, and industry ESG and climate change focus areas. Assessment is conducted on actual and potential impacts of various issues related to risks and opportunities on the Company's business development and strategic planning in the short, medium, and long term. Accordingly, response measures are formulated and ranking results of the importance of ESG issues are determined to provide a basis for the Company's ESG information disclosure and management focus.

This report discloses in detail the progress and effectiveness of Zenergy 's ESG efforts in 2024. The Board of Directors is responsible for the truthfulness, accuracy, and completeness of the report's content.

ABOUT US

Zenergy is a lithium-ion battery manufacturer in China, committed to developing a diverse portfolio of market-driven and technology-fueled battery products. We primarily focus on the R&D, production and sales of EV battery products and ESS battery products. We provide integrated battery solutions, encompassing battery cells, modules, packs, racks, and battery management systems dedicated to large-scale applications of electrochemical products.

We are founded upon experience in the auto part industry. With extensive professional and industry expertise of our core management, we have developed insights into the automobile industries. With understanding of OEM customers' demands to balance safety, quality, performance, and cost efficiency, we developed diverse EV battery products as our core business, placing us in a favorable position of application scenario expansion and rapid technological advancements in the battery industry. We primarily focus on the sales of battery products for EV applications during the Track Record Period. As one of the ten largest players in EV battery market in terms of installation capacity, we operate in China's power battery industry, which is highly competitive and concentrated with top ten manufacturers accounting for 95.3% of total installation capacity in 2024. As measured by installation capacity in 2024, we held a market share of 1.8% amongst EV battery manufacturers in China, according to CABIA.

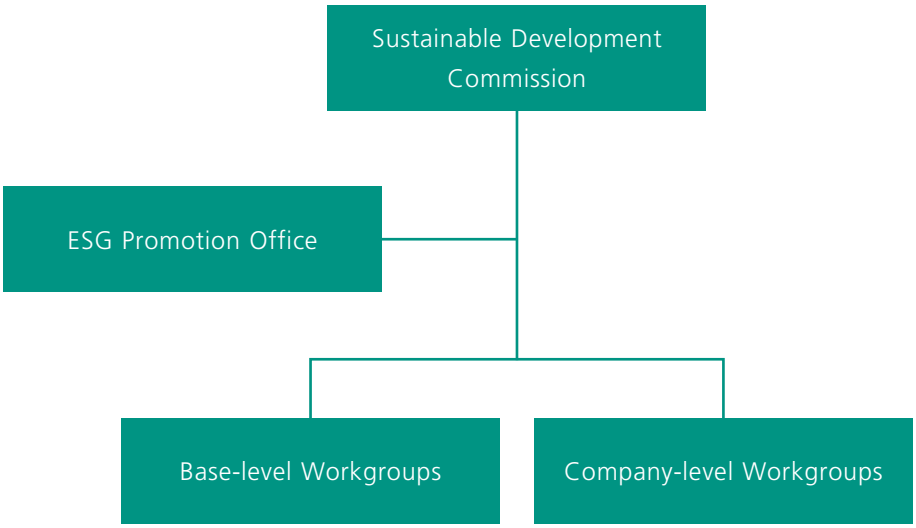
Our mission is to build a sustainable energy supply framework for the future world through the development of forward-looking technology covering interconnected land, sea and air application scenarios. Our vision is to join forces with our stakeholders in creating a carbon-neutral society. We recognize ESG as an integral part of our core corporate philosophy and integrate ESG in our business operations, with commitment to the new quality productive forces for green energy covering all land, sea, and air application scenarios. By constantly improving battery technology, we provide digital, precise, and efficient new energy solutions for the global Lithium-Ion power and energy storage sectors, creating sustainable value for our stakeholders.

ESG MANAGEMENT

Constant endeavour has been made by Zenergy to promote the integration of ESG principles into business operations by optimizing its ESG management mechanisms and elevating the ESG management standards.

ESG GOVERNANCE STRUCTURE

Zenergy continuously improve its ESG management system. An efficient ESG organizational structure with defined responsibilities has been established to provide organizational support for our ESG efforts. The Board of Directors of the Company identifies, assesses, and oversees major ESG matters; deliberates the ESG vision, objectives, management policies, and strategies; and reviews the progress and performance of ESG objectives. A Sustainable Development Commission is in place to identify and assess ESG risks and opportunities; formulate ESG objectives, strategies, management policies, and tactics; regularly review and report the progress and performance of ESG matters to the Board of Directors; and conduct ESG training and empowerment activities for related personnel, aiming to promote the integration of ESG into the Company's day-to-day operations and management. Each site and department within the Company forms company-level and base-level workgroups. These workgroups, based on their designated responsibilities, are tasked with implementing specific ESG-related initiatives and reporting progress to the Commission.



ESG Organization Structure of Zenergy

ESG MANAGEMENT

STAKEHOLDER ENGAGEMENT

Zenergy values stakeholders' concerns and proactively responds to stakeholders' expectations. Employees are identified as the internal stakeholders of the Company, and external stakeholders include shareholders and investors, customers, government and regulatory agencies, suppliers and partners, public and community. For different stakeholders, we identify their key concerns and establish targeted communication methods and channels to effectively address their expectations.

Stakeholders	**Issues of concern**	**Communication methods and channels**
Employees	Employee interests and benefits Occupational health and safety Diversity and equality Employee training and development	Employee representative meetings Employee trainings Employee promotion Internal communication platform
Shareholders and investors	Operational compliance Economic performance Risk management	General meeting Financial announcement Road show Result presentation
Customers	Product quality and safety Responsible supply chain R&D and innovation Information security and privacy protection	Customer communication Customer satisfaction survey
Government and regulatory agencies	Operational compliance Business ethics Environmental management	Official document reporting Information disclosures Institutional visits
Suppliers and partners	Responsible supply chain Product quality and safety Information security and privacy protection	Communication and exchange Signing of contract Supply chain review
Public and community	Public welfare Environmental management Product quality and safety	Media release Information disclosures Community charity activities Volunteer service

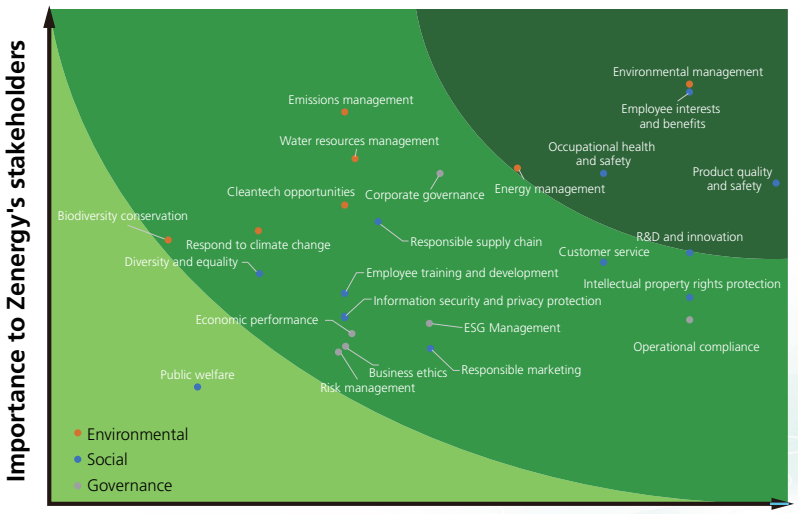
ESG MATERIAL ISSUES IDENTIFICATION

Zenergy identifies ESG issues that significantly impact both the Company and its stakeholders through ESG materiality assessment. The effective identification and management of ESG-related risks enables the Company to integrate ESG principles into its operations and achieve sustainable development.

Pursuant to the Environmental, Social, and Governance Reporting Code of the Hong Kong Stock Exchange, and considering our business dynamics and industry trends, Zenergy has analyzed and identified its 2024 list of material ESG issues. The 2024 ESG Materiality Analysis Matrix of Zenergy was determined through analyzing and prioritizing material issues based on two dimensions of "importance to the development of Zenergy" and "importance to Zenergy's stakeholders" by the adoption of methods such as industry benchmarking and stakeholder questionnaires.

Material Issues Analysis Process:

- **Issue identification:** By analyzing the requirements of national regulatory policies, the Company conducted an industry benchmarking analysis and selected 25 material issues based on the Company's own actual situation and business layout.
- **Questionnaire survey:** We focus on stakeholder expectations on corporate ESG issues, and distribute questionnaires to key internal and external stakeholders, including shareholders and investors, government and regulatory agencies, customers, suppliers and partners, the public, the media and industry associations, and employees, to understand the concerns and opinions of each stakeholder on ESG issues.
- **Prioritization of issues:** Based on the questionnaire results, we prioritized ESG issues through comprehensive analysis from the two dimensions of "importance to the development of Zenergy" and "importance to Zenergy's stakeholders", and formed the matrix of material issues of Zenergy.
- **Issue review:** The internal management of the Company and the external experts reviewed the issue selection results, and finally determined highly important issues, which were integrated into our ESG strategy and development plan.



Importance to the development of Zenergy

Zenergy 2024 ESG-related Material Issues Assessment Matrix

1 ENVIRONMENTAL

Zenergy strictly complies with the Environmental Protection Law of the People's Republic of China and other laws and regulations and applicable environmental protection standards. We have developed internal management systems, including the Identification, Evaluation, and Control Process for Environmental Factors, and have enhanced our environmental management system. We have identified, evaluated, and updated environmental impact factors across all operations, products, and services in an effective manner, to determine and timely update significant environmental aspects, establish environmental objectives and targets and implement designed control measures, thereby minimizing the impact of our production and operations on the ecology, environment, and natural resources. Zenergy was certified under ISO14001 Environmental Management System. During the reporting period, we have not experienced any environmental pollution incidents.

We have set the following environment-related targets in light of the current state of business and environmental management to promote the green and low-carbon development of the Company:

1) ***Emission reduction target:*** We will continue to maintain 100% exhaust emissions in compliance with the standards.

2) ***Waste reduction targets:*** We aim to achieve a 1.25% year-on-year reduction in hazardous waste discharge per unit of production capacity in 2025 compared to 2024, 100% of hazardous waste is legally disposed.

3) ***Energy and water efficiency targets:*** We are constantly improving energy efficiency, aiming at an 18% decrease in comprehensive energy consumption per unit of production capacity in 2025 compared to 2024. We are also actively managing water consumption in our production and operations, targeting an 8% decrease in water consumption per unit of production capacity in 2025 compared to 2024.

To foster a stronger culture of environmental protection within the organization, we have continued to enhance internal awareness through regular employee training programs led by the Environment, Health and Safety (EHS) Department. These programs incorporate briefings on applicable laws and regulations as well as case studies, and serve to continuously educate and encourage employees to conserve water and other resources, use energy efficiently, and manage waste in a standardized and responsible manner. These efforts ensure the smooth and effective implementation of our environmental management initiatives.

Internal environmental knowledge training held by Zenergy

1 ENVIRONMENTAL

1.1 EMISSIONS MANAGEMENT

Zenergy strictly abides by the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes, and other pertinent laws and regulations. We have formulated internal management systems such as the Management Process for Atmospheric Pollution Prevention and Control, the Management Process for Water Pollution Prevention and Control, and the Waste Control Process. All waste gas, wastewater, and solid waste generated by the Company are rigorously controlled and discharged until they meet the standards.

1) Waste gas management

During our production and operational processes, the primary air pollutants generated include nitrogen oxides (NO_x), sulfur oxides (SO_x), and particulate matter. Emission sources are identified and recorded across our operations, and targeted management measures are implemented for different sources. We have installed environmental protection facilities or exhaust treatment systems to effectively control emissions from all relevant equipment, facilities, and production or domestic activities. In addition, low-emission and energy-efficient equipment is being increasingly adopted, and new energy vehicles which emit less exhaust are prioritized for business use, in order to further reduce air emissions.

2) Wastewater discharge

The wastewater generated during our production and operations primarily consists of domestic and industrial wastewater. The Company's production site is equipped with a fully separated rainwater and sewage pipeline network, ensuring that wastewater cannot be discharged into the rainwater pipe network. We require that wastewater from the cafeteria shall be treated with grease and slag insulation and then discharged to the municipal sewage through the domestic sewage treatment station in compliance with the standards. We collect wastewater using dedicated sewage collection pipes and tanks, treat it in an industrial wastewater plant, and then reuse it in cooling water towers. We have established emergency response procedures for rainwater pollution and abnormal pollutant emissions, striving to minimize potential impacts.

1 ENVIRONMENTAL

3) Waste management

- **Hazardous waste:** The hazardous wastes generated in the process of our production and operation are mainly packaging drums, waste rags, cathode sludge, waste oil, waste filter elements, waste activated carbon, and waste electrolyte etc. We have standardized our waste classification system and intensified our waste segregation efforts. Hazardous waste, such as waste acid and liquids, are collected according to regulations and entrusted to qualified agencies for proper disposal. When selecting hazardous waste disposal suppliers, we rigorously review the qualifications of waste disposal suppliers, including business licenses, hazardous waste operation permits, etc, aiming to ensure that suppliers must meet our standards before being included in the list of qualified supplier and cooperation.

- **Non-hazardous waste:** The non-hazardous waste generated in the process of our production and operation mainly consists of, among others, waste paper, waste wood, household waste, and kitchen waste. We strive to reduce the amount of waste generated to minimize the environmental impact of our operations through standardizing our waste classification system and intensifying our waste segregation efforts.

Metric	Unit	2024
Air emissions	tonne(s)	6.28
Air emission intensity	kg/production output (kWh)	0.001
Wastewater discharge	tonne(s)	231,407
Wastewater discharge intensity	tonne(s)/production output (kWh)	0.019
Hazardous waste emissions	kg	862,871
Hazardous waste emission intensity	kg/production output (kWh)	0.07
Non-hazardous waste emissions	tonne(s)	10,277
Non-hazardous waste emission intensity	tonne(s)/production output (kWh)	0.001

1.2 ENERGY AND RESOURCE MANAGEMENT

To optimize our management of energy efficiency, we have set up an Energy Conservation Committee and formulated internal policies and systems such as the Management Standards for Energy Conservation and Consumption Reduction, the Control Process for Energy Reviews, the Control Process for Energy Operations, and the Control Process for Energy Performance Monitoring and Evaluation. We decrease energy consumption by promoting energy-efficiency retrofitting of equipment, using new energy sources, and greening our offices. Digital and intelligent administration has enabled comprehensive monitoring and evaluation of energy use and carbon footprint across the Company. In addition, our demand-driven business strategy and core philosophy help us reduce the waste of production resources. We adopt standardized battery cells, platformed battery packs, and differentiated their performance with diversified electrochemistries to meet diversified customer needs while reducing product material consumption.

1.2.1 Energy Management

1) Energy-efficiency retrofitting:

We have carried out a series of technical retrofitting projects aimed at improving energy efficiency, including the upgrade of steam boilers for energy conservation, the optimization of central utility systems, the installation of a waste heat recovery system for the anode coating process, and the renovation of the steam condensate recovery system.

[Case] Chilled Water Temperature Optimization and Energy Consumption Reduction

Zenergy conducted a review of the chilled water unit temperature settings for the previous year and found that the original temperature configurations resulted in significant energy waste. A phased temperature adjustment strategy was adopted to optimize outlet water temperatures for different seasons. At the same time, cooling water temperature and cooling tower operation frequencies were adjusted in coordination to reduce the overall energy consumption of the chilled water units. Since the launch of the project in May 2024, a total of 2,804,708.16 kWh of electricity has been saved.

2) Green offices

We advocate green and energy-saving practices in our offices. Our energy-saving measures include maximizing the use of natural lighting, using timed or sound-activated switches in public areas, setting air-conditioning temperatures no lower than 26°C in summer, turning off lights during non-working hours, and cutting off electricity after work.

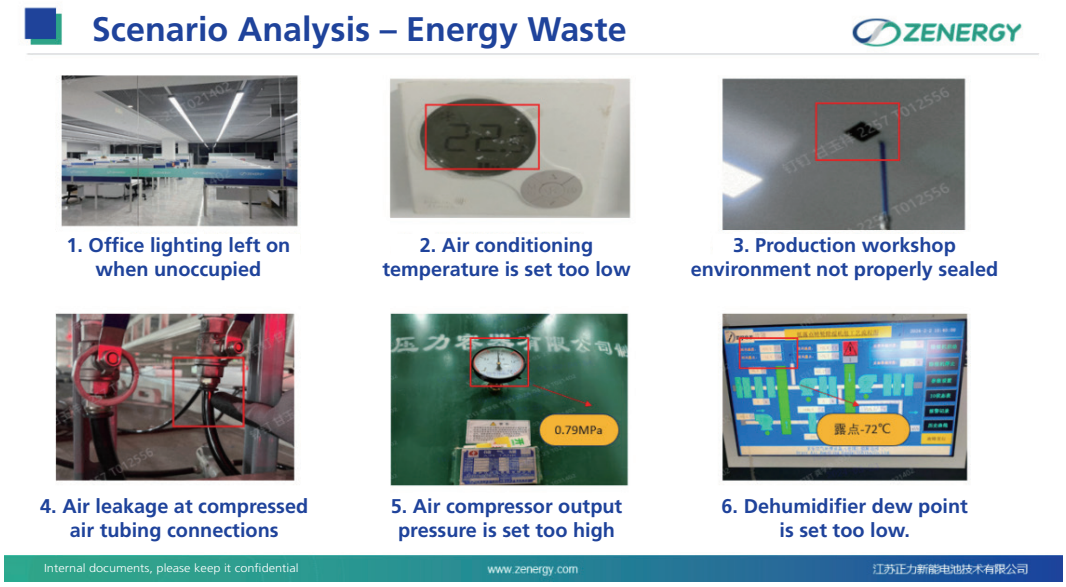
[Case] Lighting Energy Management Improvement

To reduce unnecessary energy consumption, lighting systems that had previously remained on 24/7 in both indoor and outdoor workshop areas were reprogrammed. The lights are now turned off by default and can be partially or fully switched on as needed. Through this lighting energy management initiative, a total of 76,377.6 kWh of electricity was saved over a period of 180 days.

1 ENVIRONMENTAL

3) Promotion of Energy Conservation

We have formulated and distributed the Zenergy Efficiency Inspection Standards, which define specific energy-saving inspection criteria for facilities and equipment across office areas, utility rooms, and production workshops. These standards aim to ensure that operational efficiency is maintained while unnecessary energy consumption is minimized. In parallel, we conduct regular energy management training sessions to ensure that energy-saving practices are effectively implemented by employees in both their work and daily routines.



Energy management training held by Zenergy

Metric	Unit	2024
Total energy consumption	tonne(s) of standard coal	75,858.03
Total energy intensity	tonne(s) of standard coal/ production output (kWh)	0.01
Electricity consumption	kWh	304,080,555
Electricity consumption intensity	kWh/production output (kWh)	24.76
Gasoline consumption	L	23,292
Natural gas	m^3	28,918,430

1.2.2 Water Resource Management

Our primary water is obtained from the municipal supply, and we have not faced any water shortages. By using water-saving equipment and recycling water, we have successfully decreased water consumption and increased water efficiency.

- ***Reducing water consumption:*** We install water-saving equipment in office and production areas, such as water-saving faucets, toilet flushing devices, shower heads, and automatic shut-off faucets to minimize water waste as far as possible. A water monitoring system is in place to detect abnormalities in water usage through data analysis and monitoring, allowing us to take timely corrective measures. We regularly inspect and maintain the water supply system and optimize the layout of the water supply pipe network to ensure its efficient operation and decrease leakage.

- ***Increasing water efficiency:*** We install rainwater collection facilities to recycle rainwater for irrigation, flushing, and other non-potable uses. A circular cooling water system is integrated into the production process to recycle cooling water. Treated wastewater is reused for flushing, cleaning, replenishing cooling towers, and other purposes. Through wastewater treatment and water reuse technologies, approximately 10,800 tonnes of water can be saved annually from industrial wastewater.

Metric	Unit	2024
Water consumption	m^3	1,083,703
Water consumption intensity	m^3/production output (kWh)	0.088

1.2.3 Packaging Material Management

We also place great emphasis on the impact of our operations on biodiversity and natural resources, promoting a mindset of sustainable circularity throughout the entire value chain. We actively advocate for resource recycling and reuse by fostering innovation in materials, structural design, manufacturing processes, and equipment, with the goal of increasing the rate of resource utilization and advancing a green circular economy. We strive to minimize our impact on the natural environment and work collaboratively with suppliers to prioritize recyclable and low-carbon packaging materials. Our commitment is to deliver green and high-quality products while contributing to the protection of healthy and stable ecosystems.

Metric	Unit	2024
Packaging material consumption	tonne(s)	23,608
Packaging material consumption intensity	tonne(s)/production output (kWh)	0.002

1 ENVIRONMENTAL

1.3 RESPONDING TO CLIMATE CHANGE

Zenergy is committed to green, low-carbon, and sustainable development by enhancing its climate change response capabilities through governance, strategy, risk management, and metrics and targets. Our vision is to join forces with our stakeholders in creating a carbon-neutral society. Green, low-carbon, and sustainable development is the direction and goal we strive for.

1.3.1 Climate Governance

We actively respond to climate change, improve climate governance, and set up the Energy Management Department as the main department in charge of carbon emission management, responsible for the implementation of carbon emission reduction initiates. The director of the Energy Management Department serves as the person in charge of energy management, responsible for establishing and optimizing the construction and management of the energy system, setting, decomposing and assessing the annual targets of each base of the Company, and continuously improving the energy management performance.

Through the establishment of ISO50001 energy management system and the establishment of FMCS plant management system platform, we monitor and track the energy consumption of each base of the Company in real time, realize the refined and visual management of energy consumption and carbon emission data, ensure the timely analysis and judgment of abnormal deviation data, and take corresponding countermeasures and adjustments. The Company regularly holds energy consumption optimization and carbon reduction meetings, focusing on the analysis and improvement of energy and carbon emission reduction deviations, ensuring that the responsibility is assigned to the people, and continuously strengthening energy use management and carbon emission reduction measures.

1.3.2 Climate-related Risk Management

We attach great importance to the impact of climate change on our financial operations and sustainable development. By examining relevant policies and our internal operations, we have identified climate-related risks and opportunities, assessed their potential impact on various aspects of our operations and development, and developed appropriate countermeasures.

- **Risks Relating to Climate Change**

Type	Description	Potential Impact	Countermeasures
Physical risks	Extreme weather events such as typhoons, heavy rains, and floods caused by global climate change Sea level rise and climate warming caused by greenhouse effect	Depreciation of fixed assets, loss of labor, and instability in production and personnel Increased energy consumption in production and impact on the stability of facilities	• Formulating contingency plans and measures for extreme weather conditions (such as high temperatures, extreme cold, floods, and typhoons) • Promoting energy conservation and emission reduction measures to mitigate the impact of physical risks
Transition risks	Legal and policy risk: stricter government regulations on carbon emissions Technology risk: growing demand for cleaner technologies in the low carbon trends Market risk and reputation risk: heightened concern from customers, consumers, and other stakeholders about response to climate change	Increased compliance pressure and rise of compliance cost Increased investment in R&D in respect of clean energy and low carbon technologies Impact on the image and reputation of companies without climate actions	• Focusing on developing and implementing energy-efficient, low-emission, and clean technologies • Understanding market demands and providing clean and low-carbon services and products through technological innovation, thus ensuring that we can meet both regulatory requirements and consumer expectations

1 ENVIRONMENTAL

- **Opportunities Relating to Climate Change**

Type	Description	Potential Impact	Countermeasures
Products and services	Consumption preferences and consumption behavior of customers featured with preferring environmentally friendly products services	Growing demand for environmentally friendly products	Focusing on the core performance of batteries, we independently research cutting-edge technologies in various fields, develop industry-leading feature products, and integrate the concepts of environmental protection and low carbon into our business model and business development. This showcases our action to address climate change to stakeholders and helps us build a responsible corporate image and capture more market opportunities

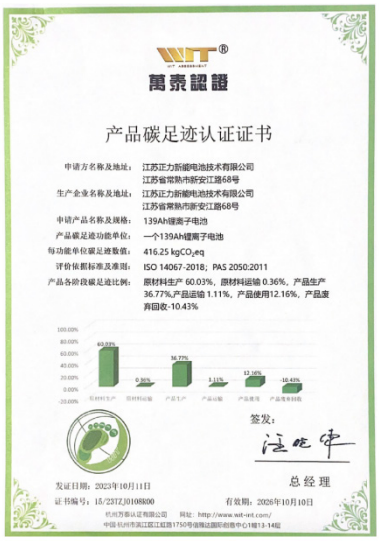
1.3.3 Actions to Address Climate Change

We continue to monitor the risks and opportunities associated with climate change and proactively enhance our capability to address climate-related risks and capture climate-related opportunities through making early investments in cleaner energy solutions and developing more environmentally friendly products. By installing renewable energy equipment and facilities such as rooftop distributed photovoltaic power generation systems, we utilize solar energy to reduce electricity consumption and thereby reduce carbon emissions from day-to-day operations. Other initiatives to reduce carbon emissions include storing, converting, and releasing electricity through energy storage plants, thus effectively balancing peak and valley electricity consumption and optimizing power usage distribution by implementation of load shifting initiatives.

4.2MWh of new power generated by installation of rooftop photovoltaic in Zenergy's production base

We verify our GHG emissions and certify the carbon footprint of our products every year. We have developed and operated an integrated smart facility management platform which consolidates functions such as energy monitoring, energy metering, carbon emission management, and unified operations and maintenance. It aggregates data on energy consumption and carbon emissions, enabling intelligent, network-based management of energy and carbon emissions.

1 ENVIRONMENTAL



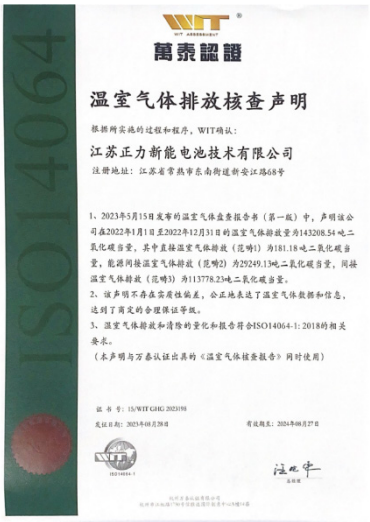
WIT®
萬泰認證

产品碳足迹认证证书

申请方名称及地址： 江苏正力新能电池技术有限公司
江苏省常熟市新安江路68号
生产企业名称及地址： 江苏正力新能电池技术有限公司
江苏省常熟市新安江路68号
申请产品名称及规格： 139Ah锂离子电池
产品碳足迹功能单位： 一个139Ah锂离子电池
每功能单位碳足迹数值： 416.25 $kgCO_2eq$
评价依据标准及准则： ISO 14067-2018；PAS 2050:2011
产品各阶段碳足迹比例： 原材料生产 60.03%，原材料运输 0.36%，产品生产 36.77%，产品运输 1.11%，产品使用12.16%，产品废弃回收-10.43%

签发：
总经理

发证日期：2023年10月11日
证书编号：15/23TZJ0108800
有效期：2026年10月10日
杭州万泰认证有限公司 网址：http://www.wit-vrt.com/
中国 杭州市滨江区江虹路1750号海翔达国际创意中心1幢13-14层



ISO14064

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温室气体排放核查声明

根据所实施的过程和程序，WIT确认：

江苏正力新能电池技术有限公司

注册地址：江苏省常熟市东南街道新安江路68号

1、2023年5月15日发布的温室气体盘查报告书（第一版）中，声明该公司在2022年1月1日至2022年12月31日的温室气体排放量为143208.54吨二氧化碳当量，其中直接温室气体排放（范畴1）为181.18吨二氧化碳当量，能源间接温室气体排放（范畴2）为29249.13吨二氧化碳当量，间接温室气体排放（范畴3）为113778.23吨二氧化碳当量。
2、该声明不存在实质性偏差，公正地表达了温室气体数据和信息，达到了商定的合理保证等级。
3、温室气体排放和清除的量化和报告符合ISO14064-1: 2018的相关要求。
（本声明与万泰认证出具的《温室气体核查报告》同时使用）

证书号：15/WIT GHG 2023198
发证日期：2023年08月28日
有效期至：2024年08月27日

ISO 14064-1

The Company obtained Product Carbon Footprint Certification and Greenhouse Gas Emissions Verification Certificate in 2023

1.3.4 Metrics and Goals

To realize our goals of response to climate change, we are comprehensively enhancing our emissions reduction capabilities. We continuously monitor the Company's energy-saving and emissions reduction performance by adopting Scope 1 and Scope 2 greenhouse gas emissions and emission intensity as key indicators. We have calculated the greenhouse gas emissions in Category 1: Purchased Goods and Services, Category 7: Employee Commuting, and Category 11: Use of Sold Products within Scope 3, and we have a plan to gradually expand the calculation scope to emissions in other categories. The greenhouse gas emissions generated by purchased goods and services refer to the emissions resulting from the extraction, production, and transportation of goods and services purchased or acquired during the reporting year (excluding the parts included in Categories 2 to 8), including the upstream (cradle-to-gate) emissions of all purchased goods and services. The greenhouse gas emissions generated by the use of sold products refer to the emissions resulting from the final use of products and services sold during the reporting year, including the emissions during the direct use stage within the expected lifespan of the sold products.

Meanwhile, in response to China's "dual carbon" strategy, we have developed the greenhouse gas emissions reduction target, planning to reduce our greenhouse gas emissions per unit of production capacity (Scope 1 and 2) by 15% by the end of 2025. We will aim for a 2.5% annual reduction in Scope 3 emissions based on science-based targets. We will achieve our Scope 3 emissions reduction targets by increasing the proportion of green and low-carbon transportation, promoting green travel for employees, green office, and optimizing the energy structure.

Metric	Unit	2024
GHG emissions	tCO_2e	226,442
GHG emission intensity	tCO_2e/production output (kWh)	0.018
Scope 1 GHG emissions	tCO_2e	63,273
Scope 1 GHG emission intensity	tCO_2e/production output (kWh)	0.005
Scope 2 GHG emissions	tCO_2e	163,170
Scope 2 GHG emission intensity	tCO_2e/production output (kWh)	0.013
Scope 3 GHG emissions	tCO_2e	1,315,430

Note: Scope 1 GHG emissions are primarily from the consumption of direct energy (gasoline, natural gas, etc.) in our operations; Scope 2 GHG emissions are primarily from the consumption of indirect energy (purchased or acquired electricity) in our operations. The data refers to the Reporting Guidance on Environmental KPIs of the Hong Kong Stock Exchange, and the GHG emission factor for purchased electricity refers to the national grid average emission factor for 2022; and Scope 3 GHG emissions are derived from purchased goods and services, use of sold products and employees' commuting of our service operation, where the activity level data is mainly based on internal data systems and purchasing records and sales records, internal survey questionnaires, and relevant emission factors and parameters are derived from the US Environmentally-Extended Input-Output (EEIO) databases, Ecoinvent database, China Products Carbon Footprint Factors Database, Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Land Transportation Enterprises, Fuel Consumption Limits and Measurement Methods for Natural Gas Operating Buses (JT/T 1444-2022), UK DEFRA GHG Conversion factor 2022, IPCC Sixth Assessment Report, and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

2 SOCIAL

2.1 PRODUCT QUALITY AND SERVICE

Adhering to the corporate values of "Excellence, Renovation, and Inspire", and the guidelines of "serving the market, satisfying consumers, meeting customers' needs", Zenergy pursues better quality and strives to provide customers with reliable products and excellent service. In 2024, we obtained IATF16949[1], AS9100D quality management system certifications. We are the first power battery company to obtain the AS9100D certification for aviation and space quality management systems and one of the first leaders in the low-altitude economy in Suzhou.

1) Product quality management

Attaching great importance to product quality, we have formulated the Management Standards for Quality Problem Feedback and Analysis Processes, and continuously improved the product quality management system in terms of product safety, digital management, and quality and safety culture building. Based on SAP[2]、MES[3]、MOM[4] systems, it has achieved full-process data monitoring and accurate product traceability.

We have actively promoted the digital transformation of quality management, and created a standardized business quality management model under the intelligent information system platform, which has significantly improved the efficiency of quality management. With "lean quality management" as the core to drive the internal cycle, through the "product safety management system" and "performance excellence" management model of intelligent manufacturing, we have created a comprehensive quality assurance system. To enhance the efficiency of quality management, we have established a digital quality management system "iQS" to realize timely feedback on quality management problems, advancement of internal and external audits, recording and tracing of various changes in the production process, management of visual interfaces, and risk identification and rapid response, which effectively ensures product quality. In addition, we actively use AI technology to enhance quality management, replace manual inspection with visual inspection technology enabled by AI deep learning, and build a quality closed-loop control system with AI edge computing technology, effectively improving product quality consistency.

1 IATF16949: The international technical standards for the quality management system of the automotive industry formulated by IATF (International Automotive Task Force) and ISO (International Organization for Standardization).
2 SAP: System analysis program development.
3 MES: Manufacturing execution system.
4 MOM: Manufacturing operation management system.

Focusing on product safety, we follow the Product Safety Control Standards to identify the safety characteristics and process characteristics of our products and their manufacturing processes, and take the necessary monitoring measures to ensure that we meet our customers' needs. We minimize the risks related to product safety faced by our employees at the stages of product design, development, and manufacturing, striving to avoid any safety defects in our products delivered to customers. We refer to the Standards for Handling Product Safety Abnormalities to control manufacturing process defects involving product safety and have a rapid response process for abnormalities in place to ensure timely and effective closure of anomalous issues. In addition, we have developed the wing-fin top cover design, pioneered the use of blue-laser compound-nugget welding technology and many other advanced technologies, and prevented product safety risks through technologically advanced management strategies and other means.

Aiming at "excellent quality, technological innovation, chip-based services, and continuous improvement," we have promoted the building of a product quality culture, and created a quality culture engaging all employees. We have promoted the integration and enhancement of design quality, monitoring and measurement quality, process quality control, system management, and quality culture. In this way, we are constantly pursuing mature quality management. In addition, we carried out the Quality Month activity, which included quality skills competitions, IKW[5] continuous improvement results displays (including quality, process, etc.), and reviews of previous quality problems, which effectively enhanced the quality awareness of all staff, promoted the quality and safety experience exchange and continuous improvement, and achieved product quality improvement and cost reduction and efficiency enhancement.

Awarding Ceremony of Skills Competition of the Quality Month

5 IKW: "Identify, Knowledge & Win", one of the two platforms constituting the management system adopted for the business management and operation.

2) Product recall

We actively fulfill our obligations to recall defective products in strict accordance with relevant provisions in the Regulations on the Analysis and Management of Market Recalled Parts, the Management Standards for Product Recall and the Customer Returns Handling Specifications. To standardize the analysis and management of recalled products, a recalled product analysis team composed of professional technicians from various departments is put in place, responsible for the return of recalled products to the factory and analysis. We have set out a process for product recall analysis, raising clear requirements for the formulation of plans for the return and analysis of recalled products, on-site confirmation and return of recalled products to the factory, and analysis of recalled products. During the Year, we had not experienced any product recalls due to safety and health reasons.

3) Customer service

We have formed a cross-departmental product development team centering on customers to achieve rapid response to customer needs, provide quality service for customers, and continuously improve customer service satisfaction. In 2024, our customer satisfaction survey scored 95.26 points.

- **After-sales service and management**: We have formulated the Regulations on After-sales Standardized Operations and Regulations for After-sales Service Management in line with the International Automotive Task Force (IATF) system standards to effectively control the key elements of after-sales service. With an operation model featuring after-sales maintenance and technical support, we provide customers with diversified after-sales service projects, including battery inspection, battery replacement, battery repair, battery charging, and battery maintenance, along with continuously improving service experience.

- **Customer complaint handling**: We have formulated internal systems including the Emergency Plan for Customer Major Accidents and the Customer Complaint and Service Management Control Procedure, and established a complete end-to-end issue handling mechanism. Through the full-process management including information reception, problem classification, team formation, analysis plan formulation, Pack and Cell analysis, conclusion output, customer report output and implementation of improvement measures, we ensure the closed-loop management of customer complaints. To enhance the efficiency of service response, we have developed a WeChat mini-app service platform, through which customers can conveniently submit warranty and inspection applications. The system automatically optimizes the information transmission process to achieve the classification and rapid transmission of customer complaint information, significantly improving the timeliness of service response. In addition, we are constantly expanding our service network layout. Currently, we have established cooperative service outlets in 22 cities across the country, forming a service network system centered on core cities and radiating to major surrounding cities, continuously improving the customer service experience.

2.2 R&D AND INNOVATION

We have continuously increased our investment in R&D resources, established a "531" R&D strategy system, and developed battery technologies and products based on market demands, maintaining the industrial foresight in product R&D. We continuously enhance the core competitiveness of our products, provide a diverse product portfolio, and commit ourselves to covering the application of battery products in all scenarios, precisely matching the differentiated needs of our customers. Meanwhile, seizing the market opportunities in clean technology, we conduct product R&D centering on low cost and high performance, tackle battery technology bottlenecks, and empower industry upgrades. In addition, we have developed a series of industry-leading feature products, such as the Universe series, which is the first in the industry to realize detachable single cells and easy repairment by adopting the first mortise-and-tenon joint technology, thus effectively reducing the waste of resources. Furthermore, we actively cooperate with external organizations to facilitate material and product upgrades. In 2024, our R&D expenses reached RMB556.20 million.

2.2.1 Digital development

With digital development as the driving force, we have established an intelligent management system cluster covering the entire value chain, including ERP system[6], MOM system, PLM system[7], SRM system[8], software-defined intelligent platform and Zenergy ZOE excellent operation system[9]. The cluster covers key phases such as product development, process design, marketing, material procurement, planning and manufacturing, which significantly improves manufacturing and operation efficiency, product quality, supply chain response speed and overall competitiveness.

During the Year, we focused on promoting the building of the big data platform and upgrading the data warehouse storage, achieving breakthrough progress:

- We promoted the building of the data middle-ground platform through the big data project construction, realized a unified collection of structured and unstructured data, and ensured the data integrity and timeliness, providing rich data support for subsequent analysis and decision-making.

- We built a big data visualization analysis platform to identify problems in a timely manner through data dashboards and take prompt measures to improve decision-making efficiency and execution effectiveness.

- We deeply applied big data analysis to the manufacturing process to achieve dynamic optimization and intelligent adjustment of the production process, and promote the continuous development of the manufacturing process towards automation and intelligence.

- We established an efficient and reliable data warehouse storage architecture, processed, corrected and unified the format of the collected information by technical means in combination with the scale of enterprise data and application requirements, in order to improve data quality and reduce the risk of decision-making deviation due to data errors.

6 ERP system: Enterprise resource planning system.
7 PLM system: Product lifecycle management system.
8 SRM system: Supplier relationship management system.
9 Zenergy ZOE excellent operation system: Zenergy software-defined intelligent (big data) platform.

2.2.2 Innovative technology

Regarding product innovation as a core driving force of the development, we continuously iterate battery technology, and are committed to developing low-cost, high-efficiency, long-life battery products. Through technological innovation, we continuously improve product performance and resource utilization efficiency, extend product lifespan, and increase battery energy density.

- **Long-life battery technology**: The technology prolongs battery cycle life through a lithium compensation mechanism. We slow down the loss and consumption of active lithium, increase the amount of active lithium and improve air tightness, which extends the expected life of ESS products to as long as 20 years, thus satisfying the market demand for ultra-long life cycles for ESS products. The cycle life of our current long-life LFP products is expected to reach up to 18,000 cycles with a strong competitive advantage among similar products in the market.

- **Ultra-fast charging technology**: We holistically optimize battery material, electrode structure and battery system, among other things, which greatly improve the fast charging capacity of the battery cells and ensure safety through material optimization.

- **Battery safety technology:** We use high-nickel and low-cobalt cathode materials, and adopt solid-state electrolyte hybrid separators and high-wettability electrolytes to improve the safety performance of batteries. In terms of manufacturing techniques, we develop the hybrid welding technology to reduce the risk of battery short circuits, and adopt a unique cap design to effectively lower the safety problems caused by internal short circuits of battery cells.

- **High energy density technology**: This technology uses a high-nickel plus silicon anode system and relies on a continuously updated and upgraded research and development material library to drive the continuous improvement and iteration of product energy density. At present, the highest energy density of NCM batteries under development has reached 400Wh/kg; through the development and introduction of high-press density Lithium-Iron phosphate materials, our LFP battery achieves volumetric energy density of over 430 Wh/L; the energy density of sodium-ion battery products has exceeded 130Wh/kg.

2.2.3 Innovative products

Adhering to innovation-driven development, we have complete industrial chain capabilities from product R&D to large-scale manufacturing. Based on our strong R&D capabilities and intelligent manufacturing system, we have successfully built a diversified product system covering all land, sea and air scenarios. In terms of power batteries, we provide high-performance battery solutions for battery electric vehicles (BEV), hybrid electric vehicles (HEV), and plug-in hybrid electric vehicles (PHEV); in the field of energy storage, we develop energy storage battery systems suitable for various application scenarios such as large power systems, industrial and commercial base stations, household emergency power supplies, and fieldwork; meanwhile, we are also actively expanding our application market by developing ship batteries compatible with different ship types and aviation batteries suitable for electric manned vertical take-off and landing aircrafts and hybrid commercial aircrafts. Through continuous technological innovation and market expansion, we have constantly enhanced the core competitiveness of our products and provided a full range of customized energy solutions for customers in various fields.

[Case] LeapMotor C10 and T03 with Zenergy BEV battery cells set sail for Europe

On July 30, 2024, the first batch of LeapMotor C10 and T03 of Leapmotor International was formally shipped from Shanghai Port to Europe. As the strategic partner of LeapMotor in the power battery field, Zenergy supplies standardized BEV battery cells for T03 exported to Europe, which have high energy density, stable performance and long cycle life. Zenergy, with its leading technological strength and high consistency, has established a long-term and close cooperative relationship with Leapmotor International and has been rated as an excellent supplier by Zenergy for two consecutive years.

LeapMotor EV C10 and T03 at Shanghai Port

2.2.4 Industrial exchange

Attaching great importance to collaborative innovation among industries, universities and research institutions, we have cooperated with several renowned universities such as Nanjing University and Suzhou University of Technology in carrying out joint research on core battery technologies and successfully undertaking provincial key industrialization projects, in order to promote the application of innovation achievements. On this basis, we have further deepened the industrial chain collaboration, established close partnerships with leading domestic and foreign automobile manufacturers, and continuously optimized the safety performance and energy density of battery cells by sharing battery R&D experience and joint technological breakthroughs. Based on the in-depth collaborations, we have developed internationally competitive power battery products featuring premium safety and performance with, which can effectively meet the differentiated demands of different automobile manufacturers and help partners enhance their market competitiveness.

[Case] Buick GL8 equipped with Zenergy PHEV battery system was awarded the "Chinese Heart" Model of the Year

In November 2024, Zenergy provided an exclusive new-generation PHEV battery system for Buick GL8 PHEV with its outstanding plug-in hybrid battery technology, helping the model win the title of "Chinese Heart Model of the Year 2024". The battery system strictly adheres to the product development and testing standards of the Ultium platform and takes the lead in the industry in terms of safety, reliability and performance. At present, Zenergy products have covered a wide range of vehicle types, including multi-purpose vehicles (MPV) and sport utility vehicles (SUV). In the future, the Company will rely on the technical route and product matrix of differentiated chemical systems, standardized cell forms and platform-based battery systems to develop more high-quality products that are recognized by market and industry authorities for its customers.

[Case] Zenergy was invited to attend the 5th International Seminar for New Energy Vehicles and Power Battery

In April 2024, the 5th International Seminar for New Energy Vehicles and Power Battery was grandly held at Chongqing International Expo Center. As an international specialized technical exchange platform, the conference was actively attended by business officials from domestic and foreign embassies and consulates in China, experts and scholars, and relevant representatives from industrial institutions. At the conference, Zenergy received extensive attention and recognition from industrial partners present for its in-depth understanding and innovative breakthroughs in the industrialization process of semi-solid and solid-state batteries based on its all-scenario and multi-path development strategy. In the future, the Company will continue to focus on key technological innovations and contribute to high-quality industrial development with high-quality products and advanced technologies.

Round table dialogue with Dr. Yu Zhexun, Zenergy CPO

2.2.5 Intellectual property protection

We strictly abide by the Enterprise Intellectual Property Management approved and promulgated by the Standardization Administration of the People's Republic of China. We have formulated several internal intellectual property management systems to facilitate the commercialization and protection of technological achievements, including the Intellectual Property Management Standards, the Intellectual Property Management and Incentive System, the Patent Package Management System, and the Know-How Management System.

In order to ensure the professional management of intellectual property work, the Company has set up teams for patent application, patent risk control, and patent intelligence collection. An intellectual property incentive mechanism is in place to encourage our employees to invent and create while ensuring timely filing and protection of innovative achievements. Through a comprehensive review of internal intellectual property, the Company has created detailed intellectual property lists and files for reasonable planning and management. Furthermore, we have established an intellectual property data platform and enhanced our intellectual property infringement monitoring mechanism to avoid potential infringement of intellectual property rights.

During product R&D, the Company carries out detailed patent infringement analyses and patent infringement avoidance activities on specific product designs and process designs, and require R&D personnel who are closely connected to intellectual property matters are required to sign a declaration letter. The Company will take legal measures to reasonably safeguard our own rights and interests in case of any infringements. We organize our employees to attend training on legal knowledge of intellectual property and awareness of confidentiality to enhance the intellectual property protection awareness and capability of all employees. As of the end of December, 2024, we had been authorized a total of 2,225 patents, among which 412 were invention patents, as well as 183 registered trademarks.

2.2.6 Information security and privacy protection

The Company has formulated and observed the Information Security Management System, the Classified Document Management Standards, the Employee Information Security Manual and Information Release Management Regulations, constantly improving the information management system building. We have established an information security committee under the direct leadership of the senior management, responsible for the formulation of the information security and privacy protection strategy, in order to further strengthen information security and privacy protection supervision.

The Company focuses on the building of the information security technology system and build a technical protection system from the three aspects of terminal – server – network.

- **Office terminal:** Comprehensive control and protection of data and personnel permission through encryption systems, desktop management systems, etc.;
- **Server:** Comprehensive enhancement of network permissions and access rights management and threat protection capabilities through vulnerability patch management;
- **Network:** The Company applies firewall isolation and desensitization technology to provide double protection for privacy information protection, adhering to the principle of minimum permission.

To continuously enhance the information security protection capabilities of all employees, we have established a systematic information security training and operation system.

- **Information security publicity**: We build an information security publicity platform based on internal communication tools, and regularly push interpretations of the latest regulations and policies, our security system requirements, and warnings of typical security cases to enhance the security awareness of all the employees.

- **Operation management**: We conduct classified control of key organization personnel; make monthly and quarterly internal reviews and notifications of decryption logs, network logs, etc.; and carry out random and irregular on-site information security checks to ensure the security of the Company information and the protection of private information.

- **Information security training**: We organize and carry out Information Security Month, and regularly conduct information security awareness education and skills training for employees on phishing attack identification, password management, etc., to enhance employees' information security protection skills.

Awarding ceremony of Information Security Month

Attaching great importance to customer information security and privacy protection, we enter into confidentiality agreements with customers, conduct hierarchical and classified management based on data sensitivity, and strictly protect the information and data security of both parties. We establish multiple protection mechanisms for information at different levels including access control, identity verification, security audit, real-time monitoring and emergency response, in order to ensure the security and controllability of customer information.

2 SOCIAL

2.3 HUMAN CAPITAL

Zenergy has been regarding employees as its most valuable asset, and is committed to providing an equal and inclusive workplace environment for its employees. Through a comprehensive compensation and benefits system along with clear promotion pathways and training programs, we continuously enhance employees' sense of belonging and happiness, enabling them to realize their self-worth in an atmosphere of respect and care.

2.3.1 Employment compliance

We strictly follow the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Provisions on the Prohibition of Using Child Labor, the Law of the People's Republic of China on the Protection of Minors, and other pertinent laws and regulations. We have formulated the Recruitment Channel Management System, the Recruitment and Staffing Management Standards, the Attendance Management System, and the Reward and Penalty Management System, among other internal policies and systems, along with resolute bans on the use of child labor and forced labor. In practical employment management, we strictly implement a dual identity verification mechanism during recruitment and onboarding processes. If individuals below the legal employment age are identified, we will immediately notify their guardians and reject their applications. For any violations, the Company will enforce accountability in accordance with laws, regulations, and internal management policies and take appropriate disciplinary actions to effectively safeguard employees' legal rights and interests. It has been verified that all of our employees are of legal employment age. There have been no incidents of employment of child labor or forced labor.

2.3.2 Diversity, equity and inclusion

We are committed to fostering an equitable and non-discriminatory work environment and ensuring equal employment opportunities for all employees. Our recruitment policy emphasizes inclusiveness, with special efforts in recruiting people with disabilities, to actively fulfill social responsibility. We strive to ensure the supply of highly compatible and high-caliber talent through a strict, fair, unbiased, open, and standardized hiring process and continuously regulate our recruitment management.

Discrimination based on race, color, age, gender, disability, pregnancy, religious beliefs, or marital status is strictly prohibited in every stage, including job announcements, interviews, and hiring. The Company places high priority on the protection of rights and interests of vulnerable groups. In safeguarding women's rights and interests, it has implemented multiple measures including explicitly prohibiting gender discrimination, providing exclusive standalone dormitories for female employees, ensuring reasonable representation ratios for women in governance bodies such as the labor union and board of director. As of December 31, 2024, we had a total of 4,033 employees, among which female employees accounted for 26.95%.

Metric		Unit	2024
Total number of employees		person(s)	4,033
Number of employees by gender	Male	person(s)	2,946
	Female	person(s)	1,087
Number of employees by employment type	Full-time	person(s)	4,030
	Part-time	person(s)	3
Number of employees by age group	30 years old and below	person(s)	2,150
	31-50 years old	person(s)	1,859
	Above 50 years old	person(s)	24
Number of employees by geographical region	Mainland China	person(s)	4,031
	Hong Kong, Macau & Taiwan	person(s)	2
	Overseas	person(s)	0

2.3.3 Employee remuneration and benefits

The Company has been optimizing its compensation and benefit system to offer employees competitive compensation. The employee compensation structure consists of basic salary, allowances, overtime pay, and performance pay. Additionally, special incentives such as bonuses for project evaluation through comparison and patent bonuses are set up to encourage employees' innovation and outstanding performance. The Company legally pays social insurance and housing provident fund contributions for employees and provides stipulated holidays including compensatory leave, personal leave, annual leave, sick leave, nursing leave, parental leave, maternity leave, and marriage leave. Moreover, the Company specifically offers holiday benefits. For employees in outdoor work positions, it provides high-temperature subsidies and support for accommodation and meals, comprehensively enhancing employees' sense of belonging.

2.3.4 Employee health and safety

The Company strictly follows the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Measures for the Administration of Occupational Health, the Regulation on Work-Related Injury Insurance, and other pertinent laws and regulations. We have formulated the Safety and Occupational Health System, the Emergency Management Measures for Sudden Incidents, the Occupational Health Surveillance and Archival Management System, the Safety Management Regulations for Special-Type Work Personnel and the Standards for Labor Protective Equipment, among internal management systems, and maintained efforts in improving our occupational health management system. We place particular emphasis on employees' health by establishing a platform for occupational physical examination files to standardize the types, frequency, procedures of physical examinations, and management standards for occupational physical examination files and ensure that employees in positions exposed to occupational hazards can receive regular pre-employment, on-the-job, and off-the-job physical examinations. During the past three years, we have not experienced any accidents involving work-related injuries or fatalities, with 0 working days lost due to work-related injuries.

2 SOCIAL

The Company attaches great importance to the establishment of the production safety management system. It strictly complies with the requirements of the Production Safety Law of the People's Republic of China and has formulated and implemented internal regulations such as the Management Specification for EHS[10] Accident and Incident Investigation, the Management Specification for Part-time Safety Personnel, the Safety Management Regulations for Special Equipment, the Safety Management Regulations for R&D Battery Rooms, the Safety Management Regulations for Chemicals, and the EHS Responsibility Procedures for Personnel at All Levels. In order to ensure the effective implementation of systems related to production safety, the Company has established a Production Safety Committee and clearly defined the EHS responsibilities of personnel at all levels of the Company to strengthen the management requirements of regional responsibility systems, and effectively enhance the safety management awareness of all employees, creating a safety culture atmosphere of "employees at all levels participating in safety management". In terms of accident management, the Company has established an effective accident handling mechanism to ensure timely investigation and handling of accidents and incidents that objectively occur or exist in the Company, and minimize the possible consequences of accidents. It regularly conducts experience feedback to achieve continuous improvement in safety management.

The Company continuously strengthens the building of a safety culture. Through regular activities such as safety laws and regulations training sessions, safety inspections, emergency drills, and the Production Safety Month, it effectively improves employees' safety skills and awareness. During the year, the Company has innovated the form of safety publicity, published the EHS monthly journal, established an EHS exposure platform, and carried out activities such as "behavior observation" and "traffic safety" to comprehensively strengthen safety management.

First-aid knowledge training conducted by Changshu Red Cross Society

10 EHS: Environment, Health, and Safety.

[Case] Zenergy Won the Third Prize for "Three Modernizations" Construction in Production Safety in Changshu Work Injury Prevention Skills Competition

In September 2024, the Changshu Human Resources and Social Security Bureau, the Emergency Management Bureau, and the Federation of Trade Unions jointly organized the Preventing Work-related Injuries at the Beginning to Ensure Safety – Changshu Work-related Injury Prevention Skills Competition. The Zenergy EHS representative team stood out from over 100 participating enterprises in the city and won the Third Prize for "Three Modernizations Construction in Production Safety".

[Case] Zenergy Fire Safety Month to Strengthen the Company's Safety Defense Line

In November 2024, the Company organized a series of Fire Safety Month activities. Through a combination of online and offline methods, it comprehensively improved the fire safety literacy of employees.

Offline activities: The Company held on-site activities of Fire Safety Promotion in the Experience Station at the Yinhe manufacturing base and the Zenergy manufacturing base respectively. At the activity site, a fire escape simulation house and a fire knowledge quiz and lottery area were set up, attracting about 1,000 people to participate in interactive experiences and enhancing employees' emergency escape ability through immersive education.

Online activities: The Company launched an online learning portal for the "Fire Safety Promotion in the Classroom" training activity. Up to now, 4,100 people have completed the online training and passed the assessment, with a participation rate of 93%.

A group photo of the winning teams in the first fire safety knowledge competition

2.3.5 Employee promotion and training

The Company has established a science-based and comprehensive talent management system, set paths for talent development, and provided our employees with a favorable growth environment and a vast development platform. We have formulated internal management systems to provide comprehensive support for the career development of our employees, including the Training Management Manual and the Academic Upgrading Release Policy, which are aimed at increasing their professional knowledge and skills and motivating them to upgrade their academic qualifications and obtain professional certifications.

In terms of the promotion of employees, we provide diverse internal and external training programs, including induction training for new employees and 6 Sigma training to help our employees realize their professional values. In addition, the Company leverages the Tongchuang Academy platform to implement systematic training programs focusing on professional skills and functional competencies. In terms of professional skills, our core courses include laser welding processes, procedure change point management, response surface design, and quality control. In terms of functional competencies, the Company has provided professional skill training by systematically setting up management competency development programs covering corporate intellectual property protection and cyber fraud prevention workshops to comprehensively improve the occupational quality of employees. We also invite external trainers to our Company from time to time to conduct training, or send our employees to participate in external seminars or training programs.

Lithium battery failure analysis methodology training

Co-creation meeting on talent development and retention in the engineering center

Training on grassroots management issues in the Company

Training on management skills for team leaders

Metric		Unit	Data
Employee training coverage		%	100
Percentage of employees trained by gender	Male	%	100
	Female	%	100
Percentage of employees trained by employee category	Senior management	%	100
	Middle management	%	100
	General employees	%	100
Average employee training hours		hour(s)	42
Average employee training hours by gender	Male	hour(s)	42
	Female	hour(s)	42
Average employee training hours by employee category	Senior management	hour(s)	24
	Middle management	hour(s)	38
	General employees	hour(s)	43

2 SOCIAL

2.3.6 Employee care

The Company has established a comprehensive employee care system. We organized diversified activities to enrich employees' spare time, including the "Fighter" basketball competition, the Chinese New Year party for staying employees, Women's Day activities on March 8th, employee birthday parties, mooncake making for the Mid-Autumn Festival, scented sachet making for the Dragon Boat Festival.

In terms of sports and health, the Company provides facilities such as a basketball court, an indoor badminton court, ping-pong tables, and a karaoke room. The labor union has set up five associations, namely for basketball, badminton, table tennis, board and card games, and running and hiking, which regularly organize sports activities, and employees are offered free fitness benefits once a week to help them strengthen their physical condition and relieve work stress.

Regarding supporting facilities, the Company has built a residential community called "Zenergy Home," which is equipped with delivery lockers, delivery stations, hairdressers, vending machines, employee supermarkets, to facilitate lives of our employees. In terms of welfare and security, the Company has established a Lechu Foundation, and employees who join the foundation can enjoy the "Three Support Funds" and "Medical Mutual Aid" benefits.

On-site training of the Basket Club of the Company

Zenergy Guandan competition

2.3.7 Employee communication

The Company has established a comprehensive employee communication and feedback mechanism to provide open communication channels for effective delivery and implementation of employee opinions. For regular communication, the General Administration Department conducts quarterly employee satisfaction surveys on logistical support and formulates targeted improvement plans based on survey results. In addition, the Company organizes at least two employee representative meetings annually to effectively collect and implement employee suggestions, continuously optimizing management services.

2.4 RESPONSIBLE SUPPLY CHAIN

We have established a comprehensive supply chain management system and formulated the Procurement Management Control Process, the Acquisition and Management Process for Raw Material Suppliers, the Acquisition and Control Standards for Non-Direct Material Suppliers, the Management Standards for Non-Productive Material Procurement, and the Management Standards for Fixed Asset Procurement. These management systems cover the aspects of supplier acquisition and admission, performance assessment, regular management, performance management, optimization, and removal. We have also formulated procurement operation standards for direct production materials, non-direct production materials, and fixed assets to ensure efficient, transparent, and sustainable supply chain management. In 2024, we partnered with a total of 184 suppliers, two of which were from overseas.

In terms of supplier management, we have implemented the following measures:

- **Supplier screening and admission:** We follow the Raw Material Supplier Development and Management Procedure to standardize the process of procurement and development of raw material suppliers. In the admission process, we adhere to the principles of Quality First and ESG sustainable development, assessing suppliers' performance with a focus on product quality, environmental protection, labor rights, employee health and safety, business ethics, intelligent property protection and other ESG performance and related certifications. We require suppliers to provide relevant management system certifications, such as ISO45001, ISO14001, ISO9001, IATF16949, complying with labor laws to protect the basic rights and interests of employees, and complying with environmental protection laws and safety production laws to ensure the occupational health and safety of employees. In addition, we have incorporated energy-saving certification evaluation standards such as carbon footprint and carbon emissions, and prioritize selecting chemical material suppliers that have obtained ISO14064 carbon emission/GHG emission system certification, ISO14067 carbon footprint system certification, and relevant chemical material certifications to promote suppliers' improvement and enhancement in the field of low carbon environmental protection. We also incorporate ESG compliance requirements into supply contract, requesting suppliers to sign various agreements, including Supplier Code of Conduct, Supplier Environmental and Occupational Health and Safety Management Commitment, and Non-use of Prohibited Substances Guarantee, which clearly define the responsibilities of both parties.

- **Supplier evaluation and removal:** We continuously monitor the ESG performance of our suppliers through online reviews, on-site visits, and audits. We use a monthly performance evaluation mechanism to evaluate our suppliers' performance in quality, price, service, delivery, and technology, and the evaluation results are categorized into four grades: A, B, C, and D. Suppliers graded D in an annual performance evaluation will face removal. Suppliers graded C in a performance evaluation for two consecutive months and presenting no significant improvement in quality performance will be considered for suspension of supply, and a search will start for replacement.

- **Supplier communication and exchange**: To enhance the engineering and quality management capabilities of our suppliers, we provide free 6 Sigma training and conduct regular audits for continuous improvement.

[Case] 6 Sigma Training for Zenergy Suppliers Concluded Successfully

In 2024, the Supplier Quality Engineer (SQE) Department of Zenergy successfully held a two-day specialized 6 Sigma training program for suppliers. A total of 33 quality control personnel from various suppliers participated in the training. The training adopted an interactive teaching mode of "theories + practical operations". The trainees actively interacted with the instructors. Eventually, 30 of them passed the assessment and obtained certificates, significantly enhancing the suppliers' quality control capabilities.

Group photo of the specialized 6 Sigma training for suppliers

[Case] Zenergy Won the "Top Ten Suppliers" Award of GAC Group in 2024

On January 14, 2025, the 2025 Self-owned Brand Supply Chain Partner Conference of GAC Group was grandly held at the Changlong International Convention and Exhibition Center in Guangzhou. Zenergy won the most valuable "Top Ten Suppliers" award of GAC Group for the year 2024 at this conference. Currently, Zenergy supplies high-quality batteries and battery systems for multiple PHEV models of GAC Trumpchi, such as E8, E9, and ES9, with its products covering various vehicle types from MPVs to SUVs. In the future, Zenergy will continuously deepen its cooperation with GAC Group, continue to participate in the development of new projects, and create more competitive high-quality battery products for customers in the multi-path product market.

Zenergy Won the "Top Ten Suppliers" Award of GAC Group in 2024

Metric		Unit	Data
Total number of suppliers		number	184
Number of suppliers by geographical region	Mainland China	number	182
	Hong Kong, Macau & Taiwan	number	0
	Overseas	number	2

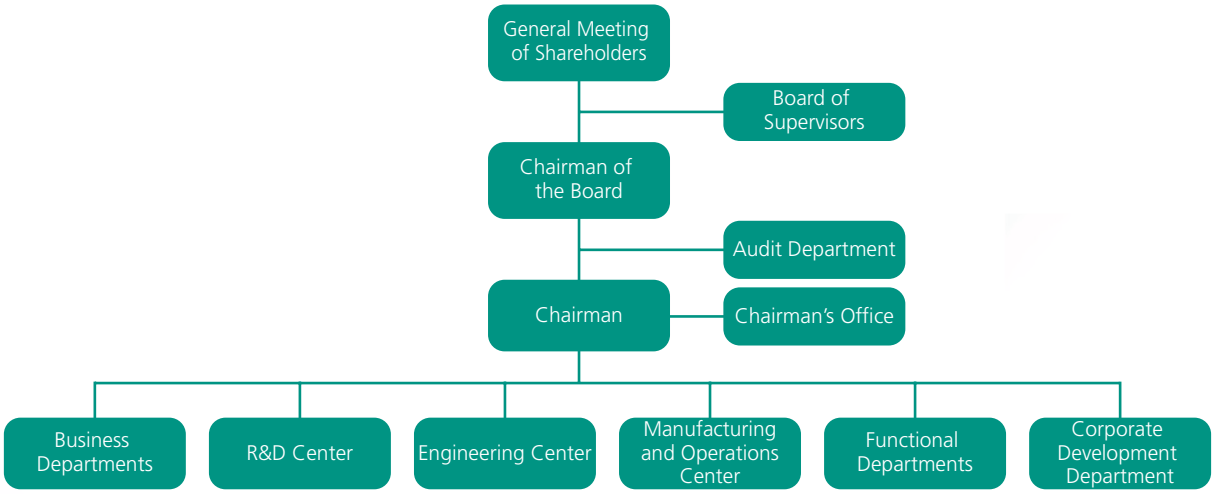
2.5 PUBLIC WELFARE AND CHARITY

We are committed to social welfare and encourage our employees to participate in social volunteering. Through financial support, we participated in the construction of the Riverside Park, which has effectively improved the surrounding ecology and environment and upgraded urban greening, providing a pleasant place for residents to relax. In addition, we donated RMB600,000 to the Changshu Charity Federation this year, aiming to improve the quality of life of local impoverished residents, thus contributing to a harmonious society.

3 GOVERNANCE

3.1 COMPLIANCE GOVERNANCE

Zenergy strictly adheres to the requirements of the Company Law, the Corporate Governance Guidelines for Listed Companies and other pertinent laws and regulations, establishes and improves the corporate governance framework, and ensures the stable operation of the Company through a corporate governance mechanism with clear responsibilities and standardized operations. The Company continuously improves the effectiveness of compliance management, complies with all applicable laws and regulations in the business location, and standardizes the behavior of employees through the Employee Handbook to enhance the Company's compliance operation ability.



Organizational Structure of Zenergy

3.2 RISK MANAGEMENT AND INTERNAL CONTROL

Zenergy has established and continuously improved risk management systems consisting of appropriate policies and procedures to ensure that the Company may effectively address various risks during business operations. We have adopted the following risk management measures:

- Our board of directors is responsible for monitoring our internal control system, reviewing its effectiveness, and maintaining our risk at an appropriate and effective level. The audit department is responsible for the evaluation of the risks faced by us. A review of our risk management and internal control system will be conducted annually, which will include a review of all material controls, including financial, operational and compliance controls;
- We require all departments to proactively identify the risks they face and various internal and external factors that affect the occurrence of the risks;
- We will monitor sanctions-related risks in our course of business and will use our best endeavors to ensure that we do not sell our products to any entities subject to economic sanctions;
- We will engage external professional advisors, where necessary, and work with our internal audit and legal team to conduct regular reviews to ensure the effectiveness of all registrations, licenses, permits, filings and approvals.

The Company has engaged an independent internal control consultant to effectively identify and advise on mitigating risks relating to our operation. For deficiencies identified during the review by our independent internal control consultant, the Company has adopted appropriate internal control measures to improve such deficiencies.

We are committed to establishing and maintaining risk management and internal control systems. We have adopted and implemented a comprehensive risk management policy encompassing risks that may arise in R&D, procurement management, production management, sales management, and the construction of new projects. Our risk management and internal control systems also cover the general functional operations such as human resources, financial management, asset management, warehousing and logistics management, information system management and corporate governance as well as decision-making processes. Meanwhile, we are committed to supervising and evaluating the effectiveness of risk management and internal control system to ensure that the system is rectified and effectively controlled as our business develops.

3.3 BUSINESS ETHICS

We strictly abide by the Anti-Money Laundering Law of the People's Republic of China and other pertinent laws and regulations to prevent bribery, extortion, fraud, money laundering, and other unethical business practices. Our Employee Handbook and labor contracts outline clear policies and penalties regarding anti-bribery, anti-corruption, and professional ethics to ensure employees remain honest and disciplined in their day-to-day work. In addition, we conduct regular or irregular fraud and bribery risk reviews of key activities across various departments to identify and mitigate potential fraud and bribery risks in daily operations and business activities. As of the end of December 2024, we have not been involved in any litigation cases in this regard.

We continuously improve our complaint and reporting procedures by establishing dedicated email addresses and telephone numbers for reporting. Employees and business partners are encouraged to report, file complaints or submit disclosures regarding any malpractice, bribery, misconduct, or suspicious activities to their knowledge related to the Company's operations. Upon receipt of such reports or internal disclosures, the Company will initiate investigation procedures. We ensure strict confidentiality of the whistleblower's identity and the reporting materials to protect their legitimate rights and interests. Any individual who discloses information about whistleblowers or retaliates against them will face dismissal or termination of their labor contract. Those who violate the law will be referred to judicial authorities for legal action.

We promote a culture of integrity by emphasizing business ethics and anti-corruption in our induction training for new employees. All new hires are required to sign the Sunshine Agreement, a written commitment to adhere to the Company's anti-corruption and anti-bribery policies.

Metric	Unit	2024
Number of directors participating in anti-corruption training	person(s)	3
Average hours of directors participating in anti-corruption training	hour(s)	2
Number of employees participating in anti-corruption training	person(s)	1,589
Average hours of employees participating in anti-corruption training	hour(s)	2

APPENDIX

APPENDIX I KEY PERFORMANCE TABLE

Metric		Unit	2024
Emissions	Air emissions	tonne(s)	6.28
	Air emission intensity	kg/production output (kWh)	0.001
	NOx emissions	tonne(s)	5.327
	SOx emissions	tonne(s)	0.705
	PM emissions	tonne(s)	0.252
Greenhouse Gas (GHG)	GHG emissions	tCO_2e	226,442
	GHG emission intensity	tCO_2e/production output (kWh)	0.018
	Scope 1 GHG emissions	tCO_2e	63,273
	Scope 1 GHG emission intensity	tCO_2e/production output (kWh)	0.005
	Scope 2 GHG emissions	tCO_2e	163,170
	Scope 2 GHG emission intensity	tCO_2e/production output (kWh)	0.013
	Scope 3 GHG emissions	tCO_2e	1,315,430
Waste	Total hazardous waste emissions	kg	862,871
	Hazardous waste emission intensity	kg/production output (kWh)	0.070
	Total non-hazardous waste emissions	tonne(s)	10,277
	Non-hazardous waste emission intensity	tonne(s)/production output (kWh)	0.001
	– Waste materials	tonne(s)	6,952.90
	– Paperboard	tonne(s)	2,558
	– Office and kitchen waste	tonne(s)	765.6
Energy	Total energy consumption	tonne(s) of standard coal	75,858.03
	Total energy consumption intensity	tonne(s) of standard coal/ production output (kWh)	0.01
	Electricity consumption	kWh	304,080,555
	Electricity consumption intensity	kWh/production output (kWh)	24.76
	Gasoline consumption	Litre	23,292
	Natural gas	m^3	28,918,430
Water Consumption	Water consumption	m^3	1,083,703
	Water consumption intensity	m^3/production output (kWh)	0.088
	Wastewater discharge	tonne(s)	231,407
	Wastewater discharge intensity	tonne(s)/production output (kWh)	0.019
Packaging Materials	Packaging material consumption	tonne(s)	23,608
	Packaging material consumption intensity	tonne(s)/production output (kWh)	0.002

Metric			Unit	2024
Employment	Total number of employees		person(s)	4,033
	Number of employees by employment type	Full-time	person(s)	4,030
		Part-time	person(s)	3
	Number of employees by gender	Male	person(s)	2,946
		Female	person(s)	1,087
	Number of employees by age group	30 years old and below	person(s)	2,150
		31-50 years old	person(s)	1,859
		Above 50 years old	person(s)	24
	Number of employees by geographical region	Mainland China	person(s)	4,031
		Hong Kong, Macau & Taiwan	person(s)	2
		Overseas	person(s)	0
Employee Turnover	Employee turnover rate		%	75
	Employee turnover rate by gender	Male	%	77
		Female	%	75
	Employee turnover rate by age group	30 years old and below	%	84
		31-50 years old	%	65
		Above 50 years old	%	108
	Employee turnover rate by geographical region	Mainland China	%	75
		Hong Kong, Macau & Taiwan	%	0
		Overseas	%	0
Health and Safety	Number of work-related fatalities occurred in the past three years		person(s)	0
	Rate of work-related fatalities occurred in the past three years		%	0
	Lost days due to work injury		day(s)	0

APPENDIX

Metric			Unit	2024
Development and Training	Employee training coverage		%	100
	Percentage of employees trained by gender	Male	%	100
		Female	%	100
	Percentage of employees trained by employee category	Senior management	%	100
		Middle management	%	100
		General employees	%	100
	Average employee training hours		hour(s)	42
	Average employee training hours by gender	Male	hour(s)	42
		Female	hour(s)	42
	Average employee training hours by employee category	Senior management	hour(s)	24
		Middle management	hour(s)	38
		General employees	hour(s)	43
Supply Chain Management	Total number of suppliers		number	184
	Mainland China		number	182
	Hong Kong, Macau & Taiwan		number	0
	Overseas		number	2
Product Responsibility	Percentage of total products sold or shipped subject to recalls for safety and health reasons		%	0
	Number of products and service related complaints received		number	0
Intellectual Property Rights	Cumulative number of authorized patents obtained		number	2,225
	R&D investment		RMB10,000	55,620
Anti-corruption	Number of concluded legal cases regarding corrupt practices		number	0
	Number of directors participating in anti-corruption training		person(s)	3
	Average hours of directors participating in anti-corruption training		hour(s)	2
	Number of employees participating in anti-corruption training		person(s)	1,589
	Average hours of employees participating in anti-corruption training		hour(s)	2
Community Investment	Public welfare donation amount		RMB10,000	60

APPENDIX II INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Subject Areas	Description	Section
A. Environmental		
Aspect 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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	1.1 EMISSIONS MANAGEMENT
A1.1	The types of emissions and respective emissions data.	1.1 EMISSIONS MANAGEMENT
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity.	1.3 RESPONDING TO CLIMATE CHANGE
A1.3	Total hazardous waste produced and, where appropriate, intensity.	1.1 EMISSIONS MANAGEMENT
A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	1.1 EMISSIONS MANAGEMENT
A1.5	Description of emissions target(s) set and steps taken to achieve them.	1 ENVIRONMENT
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.	1 ENVIRONMENT

APPENDIX

Subject Areas	Description	Section
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	1.2 ENERGY AND RESOURCE MANAGEMENT
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	1.2 ENERGY AND RESOURCE MANAGEMENT
A2.2	Water consumption in total and intensity.	1.2 ENERGY AND RESOURCE MANAGEMENT
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	1 ENVIRONMENT
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.	1 ENVIRONMENT 1.2 ENERGY AND RESOURCE MANAGEMENT
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	1.2 ENERGY AND RESOURCE MANAGEMENT
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	1 ENVIRONMENT
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	1 ENVIRONMENT
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	1.3 RESPONDING TO CLIMATE CHANGE
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.	1.3 RESPONDING TO CLIMATE CHANGE

Subject Areas	Description	Section
B. Social		
Aspect 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.	2.3 HUMAN CAPITAL
B1.1	Total workforce by gender, employment type, age group and geographical region.	2.3 HUMAN CAPITAL
B1.2	Employee turnover rate by gender, age group and geographical region.	APPENDIX I KEY PERFORMANCE TABLE
Aspect 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 hazards.	2.3 HUMAN CAPITAL
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2.3 HUMAN CAPITAL
B2.2	Lost days due to work injury.	2.3 HUMAN CAPITAL
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	2.3 HUMAN CAPITAL
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2.3 HUMAN CAPITAL
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2.3 HUMAN CAPITAL
B3.2	The average training hours completed per employee by gender and employee category.	2.3 HUMAN CAPITAL

APPENDIX

Subject Areas	Description	Section
Aspect 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.	2.3 HUMAN CAPITAL
B4.1	Description of measures to review employment practices to avoid child and forced labor.	2.3 HUMAN CAPITAL
B4.2	Description of steps taken to eliminate such practices when discovered.	2.3 HUMAN CAPITAL
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	2.4 RESPONSIBLE SUPPLY CHAIN
B5.1	Number of suppliers by geographical region.	2.4 RESPONSIBLE SUPPLY CHAIN
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	2.4 RESPONSIBLE SUPPLY CHAIN
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.4 RESPONSIBLE SUPPLY CHAIN
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.4 RESPONSIBLE SUPPLY CHAIN

Subject Areas	Description	Section
Aspect 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.	2.1 PRODUCT QUALITY AND SERVICE
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	2.1 PRODUCT QUALITY AND SERVICE
B6.2	Number of products and service-related complaints received and how they are dealt with.	2.1 PRODUCT QUALITY AND SERVICE
B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.2 R&D AND INNOVATION
B6.4	Description of quality assurance process and recall procedures.	2.1 PRODUCT QUALITY AND SERVICE
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	2.2 R&D AND INNOVATION
Aspect 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.	3.3 BUSINESS ETHICS
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.	3.3 BUSINESS ETHICS
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	3.3 BUSINESS ETHICS
B7.3	Describe of the anti-corruption training provided to directors and employees.	3.3 BUSINESS ETHICS

APPENDIX

Subject Areas	Description	Section
Aspect 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 into consideration the communities' interests.	2.5 PUBLIC WELFARE AND CHARITY
B8.1	Focus areas of contribution.	2.5 PUBLIC WELFARE AND CHARITY
B8.2	Resources contributed to the focus area.	2.5 PUBLIC WELFARE AND CHARITY

ZENERGY

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