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



2025

Environmental, Social and Governance Report

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ABOUT THIS REPORT

This report is the second Environmental, Social and Governance Report published by Jiangsu Zenergy Battery Technologies Group Co., Ltd. It provides a detailed disclosure of the Company's management measures, highlight practices, and results in environmental, social, and governance aspects in 2025, in order to systematically respond to the key concerns of stakeholders.

TIME FRAME

This report is an annual report covering the period from January 1, 2025, to December 31, 2025, 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. Unless otherwise specified, the monetary amounts involved in this report are denominated in RMB.

REPORTING PRINCIPLES

This report has been prepared in accordance with the principles of materiality, quantitative, balance, and consistency set out in the Environmental, Social and Governance Reporting Code of the Hong Kong Stock Exchange.

- **Materiality:** To accurately identify and assess material issues that have a substantive impact on stakeholders, we conducted materiality assessment surveys through various stakeholder communication activities, with the aim of identifying factors that are critical to the Company's sustainable development.
- **Quantitative:** To ensure the accuracy of key performance indicator data, the Company strictly quantifies relevant data in accordance with national or internationally recognized standards, thereby enhancing the comparability and reference value of ESG performance.
- **Balance:** The information and cases presented in this report are primarily derived from the Company's statistical reports, relevant documents, and internal communication materials for 2025. The Company undertakes that this report contains no false records or misleading statements and assumes responsibility for the authenticity, accuracy, and completeness of its contents.
- **Consistency:** Consistent statistical methodologies are adopted in this report to facilitate meaningful comparison of environmental, social and governance data in the future.

ABOUT THIS REPORT

ACCESS TO THE REPORT

This report is released in electronic version, which can be browsed and downloaded via the 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.

- Email: 3677@zenergy.cn
- Company address: No. 68 Xin'anjiang Road, Dongnan Community, Changshu, Jiangsu Province, the People's Republic of China

BOARD STATEMENT

As the highest decision-making body for the Company's ESG matters, the Board of Directors (the "Board") 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. The Board has established a Sustainable Development Committee, which is responsible for identifying and assessing ESG risks and opportunities, formulating ESG objectives, strategies, management policies and action plans, regularly reviewing the progress and performance of ESG matters and reporting to the Board, as well as organizing ESG training and capacity-building activities for relevant personnel.

The Company attaches great importance to the identification and management of ESG-related risks and opportunities. Based on macro policy directions, regulatory compliance requirements, and key industry concerns, the Company systematically identifies and conducts in-depth analysis of its material ESG issues and related risks and opportunities, comprehensively evaluates the actual and potential impacts of each issue on business development and strategic planning in the short, medium, and long term, scientifically determines the priority of ESG issues, and formulates targeted response measures accordingly, thereby providing a solid basis for ESG information disclosure and management.

The Company has established an ESG target management mechanism. In its development strategies and key work plans, performance targets have been set in areas such as pollutant and emission management, greenhouse gas emission reduction, and occupational health and safety. Relevant meetings are regularly convened to track the progress of these targets, and certain key indicators have been incorporated into the performance evaluation of senior management.

ABOUT US

Jiangsu Zenergy Battery Technologies Group Co., Ltd. is a national high-tech enterprise specializing in the R&D, production, and sales of lithium-ion EV batteries and ESS battery batteries, committed to becoming a leading enterprise in new-quality productive forces for green energy covering full application scenarios across land, sea, and air. As one of the top ten participants in the EV battery market in terms of installation capacity, we continuously improve battery technologies to provide digitalized, precise, and efficient new energy solutions for the global lithium-ion power and energy storage sectors.

Guided by technological innovation, and leveraging a technology roadmap and product matrix featuring standardized cell formats, platform-based battery systems, and differentiated chemical systems, we are accelerating the large-scale application of electrochemistry in the electrification of land, sea, and air. We provide integrated solutions covering battery cells, modules, packs, racks, and battery management systems. Our product portfolio spans multiple segments, including BEV, PHEV, EREV, and HEV, as well as energy storage and aviation power batteries.

We integrate green, low-carbon, and sustainable development into our business operations. With the mission of "advancing forward-looking technologies across land, sea, and air application scenarios to build a sustainable energy future for the world," and adhering to the vision of "accumulating incremental efforts to jointly build a zero-carbon society full of positive and benevolent energy," we are committed to becoming a leading enterprise in new-quality productive forces for green energy through continuous improvement of battery technologies and creating sustainable value for stakeholders.

Certified under quality management systems such as IATF 16949 and AS9100D

The first power battery company to obtain the AS9100D certification for aviation and space quality management systems

One of the first batch of leading enterprises in the low-altitude economy in Suzhou

Selected as one of the "Top 20 Manufacturing Enterprises in Suzhou by Investment" with outstanding contributions during the 14th Five-Year Plan period

Won the "2025 ESG Practice Case Award" at the 2025 Entrepreneur Sun Island Annual Conference

Won the "Best ESG Company Award" at the 10th Zhitong Finance Listed Companies Selection

Won the "Annual Outstanding Enterprise of New Quality Productive Forces" on the 2025 Annual Outstanding Companies Selection List by GuruClub

Won the 9th "Li Xiang Award" in the China Battery Industry & the "Trusted Product Enterprise of the Year" and "Influential Enterprise of the Year" in the 2025 China Battery Industry Chain Honor Promotion.

ESG MANAGEMENT

Zenergy deeply integrates the concept of sustainable development into its business operations. By standardizing its ESG governance structure, conducting materiality identification and assessment, and establishing a normalized stakeholder communication mechanism, the Company continuously enhances its sustainable development management capabilities, thereby supporting sustainable and high-quality corporate development.

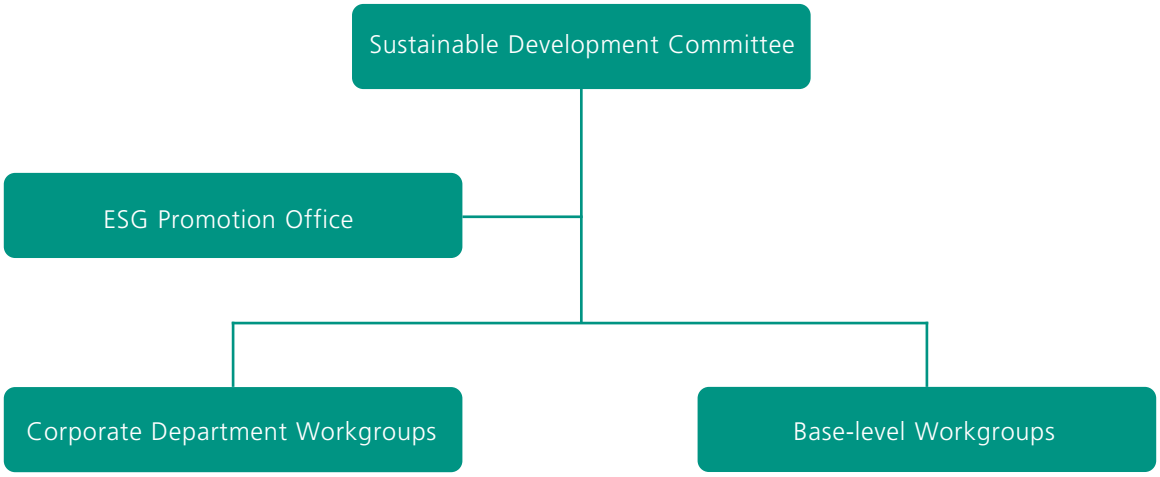
ESG GOVERNANCE STRUCTURE

The Company continues to improve its ESG governance system by establishing a well-defined and efficient organizational structure with clear responsibilities at all levels, providing strong organizational support for the effective implementation of ESG initiatives.

- Decision-making level: The Board, as the highest decision-making body for ESG matters, is responsible for overseeing and managing major ESG issues, reviewing ESG objectives, strategies, and management policies, examining 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.

- Management level: A Sustainable Development Committee has been established, responsible for identifying, assessing, and prioritizing ESG risks and opportunities, and formulating response measures in alignment with the Company's business development and strategic planning; developing ESG strategies, objectives, management policies, and action plans; regularly reviewing ESG progress and performance and reporting to the Board; and organizing ESG-related training and capacity-building activities to enhance the professional competence of management in performing their duties.

- Execution level: Various departments and site-level working groups of the Company are responsible for implementing ESG initiatives within their respective scopes of duties and reporting progress to the Sustainable Development Committee in a timely manner, ensuring the orderly and efficient advancement of ESG work.



ESG Organizational Structure of Zenergy

STAKEHOLDER ENGAGEMENT

The Company places great importance on communication with stakeholders. Through diversified and regular communication channels, it actively responds to the reasonable expectations and demands of various stakeholder groups, including government and regulatory authorities, shareholders and investors, employees, suppliers and partners, customers, and the public and communities. The Company continues to build open, transparent, and efficient communication channels, thereby enhancing stakeholder engagement and satisfaction.

Stakeholders	Expectations and Demands	Communication and Response Channels	Response Actions
Government and regulatory authorities	Lawful and compliant operations Adherence to business ethics Proactive response to climate change	Information disclosure Institutional inspections Regular reporting and communication	Strict compliance with regulatory requirements Strengthened compliance operations
Shareholders and investors	Lawful and compliant operations Stable operating performance Sound corporate governance Strengthened risk management	Shareholders' meetings Financial reports Roadshows Results briefings Investor communication meetings	Improvement of operational quality Ensuring information transparency Facilitating communication channels
Employees	Employee rights and benefits Occupational health and safety Diversity and equal opportunities Employee training and development	Employee representative congress Employee training Employee promotion and lateral development Internal communication platforms Email	Protection of lawful rights and interests Enhancement of compensation and benefits Expansion of development pathways Safeguarding occupational health

ESG MANAGEMENT

Stakeholders	Expectations and Demands	Communication and Response Channels	Response Actions
Suppliers and partners	Responsible supply chain Product quality and safety R&D innovation Information security and privacy protection	Communication and exchanges Contract signing Supplier audits and evaluations	Standardized supplier management Commitment to innovation and R&D Engage in industry exchanges Respect and protect intellectual property rights
Customers	Product quality and safety Customer service management R&D innovation Information security and privacy protection	Customer communication Customer satisfaction surveys Company website and email	Strict assurance of product quality and safety Optimization of service experience Commitment to innovation and R&D Protection of customer privacy
Public and communities	Community public welfare Environmental compliance management Emissions and waste management Ecosystem and biodiversity protection	Media releases Information disclosure Community public welfare activities Volunteer services	Fulfillment of social responsibilities Implementation of public welfare activities Facilitating communication channels

ESG MATERIALITY ASSESSMENT

To further enhance the relevance and effectiveness of ESG information disclosure, Zenergy adheres to scientific and rigorous assessment principles and systematically conducts the ESG materiality assessment for the year. Through a complete and standardized assessment process, the Company accurately identifies core issues that are critical to both its own development and stakeholders, providing a basis for sustainable development management and report preparation.

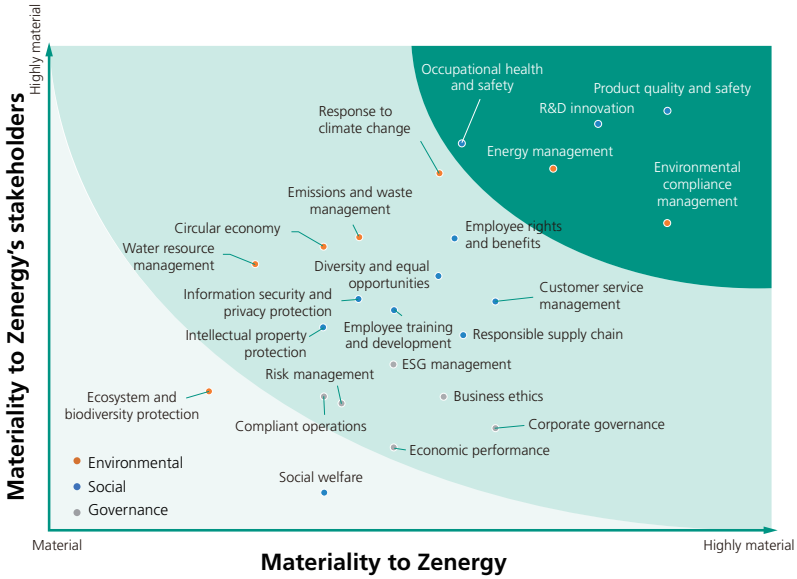
Material Issues Analysis Process:

- **Issue identification:** In accordance with the requirements of the Environmental, Social and Governance Reporting Code of the Hong Kong Stock Exchange, and in consideration of industry development trends and the Company's business development, a total of 24 material issues were identified through industry benchmarking and internal discussions.

- **Questionnaire survey:** Questionnaires and interviews were conducted among key internal and external stakeholders, including government and regulatory authorities, shareholders and investors, employees, customers, suppliers and partners, and the public and communities, to comprehensively assess the impact of each issue on the Company's business development as well as on the environment and society.

- **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 matrix results were reviewed by the Company's management and external experts to form final conclusions, ensuring a standardized and transparent assessment process and objective and rigorous results.



Zenergy 2025 ESG-related Materiality Matrix

1 ENVIRONMENTAL

1.1 ENVIRONMENTAL MANAGEMENT

Zenergy consistently regards compliant operations and ecological environmental protection as essential prerequisites for corporate development. The Company strictly complies with national laws and regulations such as the Environmental Protection Law of the People's Republic of China, as well as relevant standards. It has formulated and continuously improved internal management systems, including the Waste Control Process, Management Process for Water Pollution Prevention and Control, Management Process for Atmospheric Pollution Prevention and Control, and Safety Management Regulations for Chemicals, thereby continuously strengthening a long-term environmental management mechanism.

Through the systematic identification, evaluation, and dynamic updating of environmental impact factors across its production and operations, products, and service processes, the Company identifies significant environmental aspects and formulates corresponding environmental objectives and control plans. By implementing whole-process and standardized environmental management measures, the Company continuously reduces the potential impact of its operations on the ecological environment and natural resources, promoting green and sustainable development of the Company.

In 2025, the Company strictly implemented all environmental management requirements, with no incidents of environmental pollution or ecological damage. All pollutants were discharged in compliance with applicable standards or treated harmlessly. The Company has obtained ISO 14001 Environmental Management System certification, with a certification coverage rate of 100%, ensuring that its environmental management remains compliant, stable, and under control.


此为证书 CN24/00000764 译本

SGS

下述组织

江苏正力新能电池技术股份有限公司

ISO 14001:2015

所涉及的活动范围覆盖

锂离子电池和电池组的设计和制造

此为证书 CN24/00000764 译本，续

江苏正力新能电池技术股份有限公司

SGS

ISO 14001:2015

Environmental management system certificate

1 ENVIRONMENTAL

To further enhance environmental performance, the Company has established the following environmental targets based on its operational realities:

– Continuously maintain 100% compliant exhaust gas emissions

– Target a 1% year-on-year reduction in hazardous waste emission intensity of production capacity by 2026 compared to 2025, with 100% lawful disposal of hazardous waste

– Target a 10% reduction in total energy consumption intensity per unit by 2026 compared to 2025

– Target a 10% reduction in water consumption intensity per unit by 2026 compared to 2025

In terms of environmental training, in 2025, the Company organized training on the management and standardization of the "three wastes" (waste gas, wastewater, and solid waste), covering their definitions, classifications, characteristics, and management significance, with a total of 1,236 participants. This training further strengthened employees' awareness of ecological and environmental protection responsibilities and improved the standardization of operational practices.



Special training on enterprise "three wastes" management and standardization

The Company formulates annual emergency drill plans, regularly organizes emergency drills, and promptly compiles and archives relevant materials, thereby further enhancing its comprehensive response capabilities to environmental emergencies.



Emergency drill for alcohol (chemical) leakage

1 ENVIRONMENTAL



Emergency drill for boiler explosion accident





Emergency drill for phosphorus-related incidents





Emergency drill for fire incidents

1.2 EMISSIONS MANAGEMENT

Zenergy strictly complies with laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, and the Law of the People's Republic of China on Prevention and Control of Environment Pollution by Solid Wastes. The Company has established internal systems such as the Waste Control Process, and regards emissions management as one of the core measures of environmental governance, continuously improving an internal control system covering exhaust gas, wastewater, and solid waste.

In terms of monitoring and control, the Company sets different monitoring frequencies according to pollutant types to ensure compliant discharge of exhaust gas and wastewater. During the reporting period, by optimizing boiler layout, the Company significantly improved energy utilization efficiency while reducing boiler exhaust emissions.

1.2.1 Exhaust Gas Management

Air pollutants generated during Zenergy's operations mainly include nitrogen oxides, sulfur oxides and particulate matter (PM). The Company has established supporting air pollution control facilities and implements whole-process control over emission equipment, production processes, and related operations. Monitoring frequencies are differentiated based on pollutant types to ensure stable and compliant emissions.

Leveraging the Suzhou Enterprise Environmental Protection Self-Inspection and Rectification Platform, the Company designates dedicated inspection personnel to conduct weekly and monthly on-site QR code inspections, with results uploaded to the platform in real time to form a closed-loop daily management record for exhaust gas. Meanwhile, through optimizing boiler layout, the Company has significantly improved energy utilization efficiency and effectively reduced total boiler exhaust emissions.

Metric	Unit	2025
Air emissions	tonne(s)	15.98
Air emission intensity	kg/production output (kWh)	0.001

1 ENVIRONMENTAL

1.2.2 Wastewater Management

Wastewater generated during Zenergy's production and operations mainly includes industrial wastewater and domestic wastewater. At the plant planning level, the Company strictly implements a rainwater and wastewater separation system to ensure that industrial wastewater is not discharged into the rainwater pipeline network.

For industrial wastewater, the Company has established dedicated collection pipelines and collection tanks to centrally convey wastewater to an industrial wastewater treatment station. After treatment, the water is reused in the cooling circulation system, achieving classified reuse and efficient recycling of water resources. For domestic wastewater, it undergoes pre-treatment processes such as oil and residue separation before entering the domestic sewage treatment system, ensuring compliant discharge into the municipal sewage pipeline network.

The Company has established and continuously improved emergency response plans for wastewater-related environmental incidents. For scenarios such as rainwater contamination and abnormal discharge volumes, rapid response and handling mechanisms are in place to minimize environmental impact and effectively safeguard regional water environmental safety.

Metric	Unit	2025
Wastewater discharge	tonne(s)	300,058
Wastewater discharge intensity	tonne(s)/production output (kWh)	0.014

1.2.3 Waste Management

Hazardous waste generated during Zenergy's production and operations mainly includes contaminated waste, used wipes, gloves, waste electrolyte, and concentrated waste liquid. The Company strictly complies with relevant regulations by establishing designated temporary storage points for solid waste in workshops, where hazardous waste is classified, collected, and centrally stored. It entrusts qualified professional institutions for harmless disposal. During the selection of service providers, the Company rigorously reviews key materials such as business qualifications and hazardous waste operation permits, and only includes entities that pass compliance assessments in its qualified supplier list, ensuring that the entire hazardous waste disposal process is lawful, standardized, and safe. At the same time, leveraging the Jiangsu Provincial Solid Waste Management Information System, the Company conducts online daily management of hazardous waste and sludge, completes monthly declarations for general and hazardous waste, and updates hazardous waste management plans annually.



Temporary solid waste storage points in the Company's plant

General solid waste generated by the Company mainly includes scrap materials, cardboard, office waste, and kitchen waste. In particular, office and kitchen waste are entrusted to waste disposal companies for centralized collection and treatment, while scrap materials and cardboard are handed over to recycling entities for resource utilization.

In 2025, the Company achieved a 100% compliant disposal rate for hazardous waste, and 100% compliant disposal or resource utilization for general solid waste, effectively reducing the environmental impact of its operations.

Metric	Unit	2025
Hazardous waste emissions	kg	1,416,874
Hazardous waste emission intensity	kg/production output (kWh)	0.067
Non-hazardous waste emissions	tonne(s)	15,786
Non-hazardous waste emissions intensity	tonne(s)/production output (kWh)	0.001

1.3 ENERGY AND RESOURCE MANAGEMENT

To systematically promote the efficient utilization of energy and resources, Zenergy has established a Group Energy Conservation Committee composed of the heads of various parks and relevant departments, responsible for coordinating and managing energy and resource work across all parks to ensure the effective implementation of management measures.

On this basis, the Company has further clarified the division of responsibilities at all management levels, forming a complete management chain from decision-making to execution:

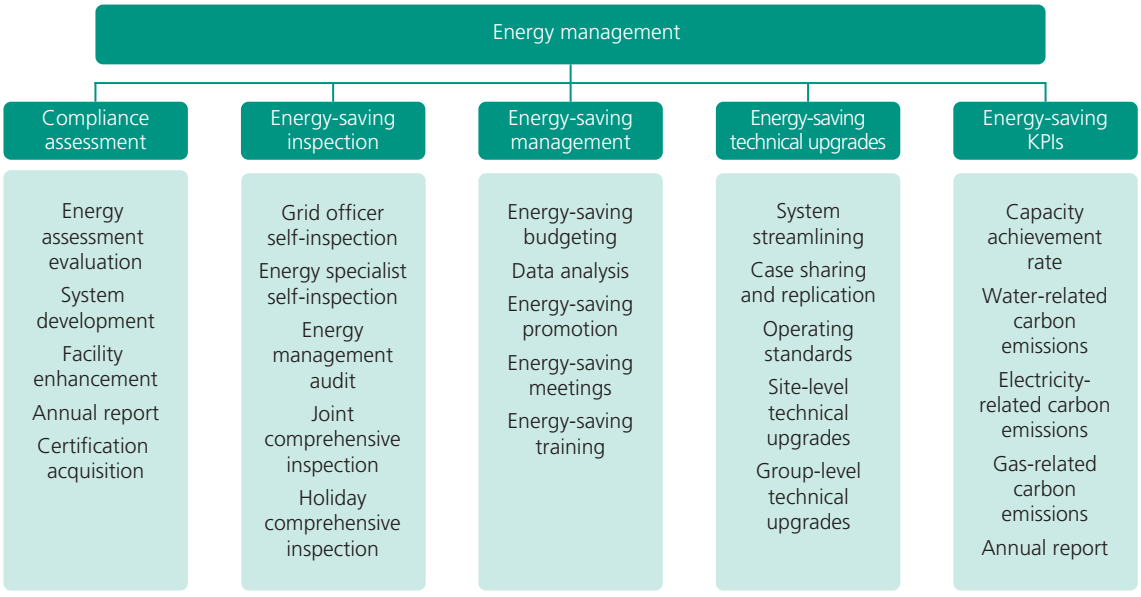
- Top Management (President): Responsible for approving the Group's annual energy conservation and emission reduction targets and indicators, coordinating the overall direction of energy conservation work, and providing necessary resource support;
- Energy Management Team (Director of Plant Engineering Department/Manager of Energy Management Department): As the management representative of the energy management system, responsible for organizing and implementing energy conservation and emission reduction plans, coordinating the establishment and operation of the ISO 50001 system, and tracking and assessing the progress and KPI completion of each department;
- Site-level Energy Management Decision-makers (Site General Managers): Responsible for coordinating energy conservation work within their respective units, defining energy-saving targets and implementation pathways, decomposing and implementing Group-assigned targets, allocating resources for energy conservation, and promoting the effective operation of the ISO 50001 system within their units;
- Site-level Energy Executors (Managers of Site Facilities Operation and Maintenance Departments): Responsible for organizing and implementing energy conservation and emission reduction initiatives, conducting energy-saving self-inspections and technical upgrades projects, actively participating in the development of the energy management system, and ensuring effective implementation of all measures.

1 ENVIRONMENTAL

The Company continuously improves its energy and resource management processes and has formulated and implemented the Reward and Penalty System for Energy Conservation and Consumption Reduction. Through incentive mechanisms, it mobilizes all employees to actively participate in energy conservation, promotes planned and efficient energy use, and enhances production and operational efficiency through energy savings. The Company has also established and improved its energy management system, updated and issued the Energy Management Manual, and developed a series of procedural documents, including the Energy Review Control Procedures, Energy Performance Improvement Plan Control Procedures, and Energy Operation Control Procedures, thereby systematically standardizing energy management practices and promoting continuous optimization of energy efficiency.

1.3.1 Energy Management

Zenergy attaches great importance to efficient energy utilization and green, low-carbon development, and has systematically formulated and implemented a series of energy management measures. Through diversified technological upgrades and management innovations, the Company continuously optimizes energy utilization and empowers sustainable development with green energy momentum. We have established a smart factory comprehensive energy management platform to achieve the decentralized collection, centralized management, statistical analysis, predictive diagnosis and visual presentation of data of energy sources by improving the acquisition, storage, management and utilization of energy information and help enterprises gain an overview of energy consumption in water cycle, heat energy supply, energy power system, etc. so as to effectively enhance the energy efficiency. We have achieved a remarkable result in energy efficiency management and our energy consumption intensity is excellent in the industry.



Energy management measures

1 ENVIRONMENTAL

1) Energy-saving technical upgrades

The Company actively promotes energy-saving technological transformation, focusing on improving energy efficiency in production processes and optimizing the energy consumption structure. By tapping into the potential for energy conservation and carbon reduction, energy-saving technical upgrades have become an important support for the Company's sustainable development.

[Case] Integration of Boiler Houses for Phase I and Phase II at Xinneng Base

The Phase I boilers at the Xinneng Base previously operated with relatively low efficiency and insufficient equipment utilization. In conjunction with the construction progress of Zone B of the Yinhe Base and the demand for boiler configuration, the Company carried out a coordinated integration project for the Phase I and Phase II boiler houses. The Phase I boilers were relocated as a whole to Zone B for installation and use, while leaking pipelines were systematically repaired. The project completed pipeline interconnection and operation by the end of September 2025. Following the integration, while ensuring normal steam supply for both Phase I and Phase II of the Xinneng Base, the project is expected to save 517,090 cubic meters of natural gas annually, achieving significant energy-saving and carbon reduction results.



First-class energy efficiency compressed air station in Zone B of Yinhe Base of Zenergy successfully commissioned, awarded "National Green Factory and First-Class Energy Efficiency Compressed Air Station"

2) Clean energy utilization

The Company actively promotes the application of clean energy and advances the construction of distributed photovoltaic projects in an orderly manner. Utilizing approximately 31,200 square meters of rooftop resources at the Phase I office buildings, warehouses, and production plants of the Xinneng Base, the Company has constructed a 5.63 MW grid-connected photovoltaic power station. The generated electricity is 100% self-consumed, with the public grid serving as a supplementary power supply. After commissioning, the project is expected to generate approximately 5.66 million kWh of electricity annually and reduce carbon emissions by 3,300 tonnes of CO_2 equivalent. In addition, a rooftop distributed photovoltaic system has been completed at Phase II of the Xinneng Base, with an installed capacity of approximately 4.2 MWp.



Rooftop photovoltaic system at Xinneng Phase I

At the same time, the Company regards energy storage power stations as an important support for the new-type power system, playing a significant role in enhancing grid stability, facilitating renewable energy consumption, reducing electricity costs, and ensuring energy security. The Company has invested in and constructed a 12 MW energy storage power station, operating under a daily two-charge and two-discharge cycle, with a single charging capacity of 12,000 kWh, achieving annual electricity cost savings of RMB516,200.



Zenergy energy storage power station

3) Green office

The Company has established internal systems such as the Management Standards for Energy Conservation and Consumption Reduction and the Regulations on Air Conditioning and Lighting Usage Management. Dedicated energy inspection personnel conduct routine inspections across office areas. During daily inspections, any abnormal energy usage behavior identified is corrected on-site, and relevant findings are summarized and analyzed. Notifications are also sent via email to responsible managers in each area to ensure timely response and accountability.

[Case] Energy-saving Inspections in Office Areas

In 2025, the Company comprehensively carried out energy-saving inspections in office areas and identified a total of 184 cases of abnormal energy usage, mainly involving improper air conditioning temperature settings and failure to turn off lighting in a timely manner. All identified issues were communicated to responsible personnel for rectification, and awareness campaigns on rational energy use were conducted simultaneously to continuously improve employees' energy-saving awareness and daily behavioral standards.

4) Energy-saving training and promotion

The Company integrates capacity building and cultural development throughout its energy management practices. Through regular professional training and diverse promotional activities, it continuously enhances employees' awareness and practical capabilities in energy conservation.

[Case] Energy Conservation Promotion Month

In July 2025, the Company organized an Energy Conservation Promotion Month campaign themed "Energy Conservation and Emission Reduction, Together We Act." The campaign was carried out in three phases – atmosphere building, knowledge dissemination, and interactive engagement – through activities such as hanging banners, posting posters, company-wide learning sessions, and energy-saving knowledge competitions. These initiatives encouraged employees to translate awareness into daily actions, effectively promoting practices such as "saving every drop of water and using every kilowatt-hour efficiently."



Energy Conservation Promotion Month activities

1 ENVIRONMENTAL

[Case] Energy Management Training

In October 2025, the Company organized specialized energy management training, covering topics such as annual energy consumption targets, energy usage trend analysis, directions for energy-saving improvements, and key inspection points. The training covered personnel across all energy-consuming positions, further strengthening employees' awareness and practical capabilities in energy conservation.

Metric	Unit	2025
Total energy consumption	tonne(s) of standard coal	85,633
Total energy consumption intensity	tonne(s) of standard coal/ production output (kWh)	0.004
Electricity consumption	kWh	382,845,105
Electricity consumption intensity	kWh/production output (kWh)	18.07
Gasoline consumption	L	26,769
Gasoline consumption intensity	L/production output (kWh)	0.001
Natural gas	m^3	32,987,246
Natural gas consumption intensity	m^3/production output (kWh)	1.56

1.3.2 Water Resource Management

Zenergy's water for production and daily operations is sourced from the municipal water supply system, which remained stable during the reporting period. The Company adheres to a water conservation priority principle and continuously reduces water consumption and improves water-use efficiency through technological upgrades, recycling, and refined management.

In terms of water conservation, water-saving faucets, sensor-based taps, and water-efficient sanitary fixtures have been fully promoted across office and production areas to reduce waste at the source. An online water resource monitoring system has been established to monitor water usage in real time and promptly identify and address abnormalities. Regular inspections and maintenance of the water supply pipeline network are conducted, and pipeline layouts are optimized to effectively reduce leakage rates and ensure the safe and stable operation of the water supply system.

To enhance utilization efficiency, the Company actively expands the use of unconventional water resources. Rainwater collection facilities have been installed within the plant to reuse collected rainwater for non-potable purposes such as landscaping irrigation and site cleaning. In production processes, circulating cooling water systems have been implemented to enable reuse of cooling water. Meanwhile, wastewater treatment and reclaimed water reuse projects are being advanced, with treated water widely applied in cleaning operations and cooling tower replenishment.

Metric	Unit	2025
Water consumption	m^3	1,314,889
Water consumption intensity	m^3/production output (kWh)	0.062

1.3.3 Circular Economy

The Company effectively integrates the concept of a green circular economy into the entire production and operation process, focusing on efficient resource utilization and recycling, and continuously enhancing resource recovery and reutilization capabilities.

The Company utilizes retired photovoltaic modules as a silicon source for silicon-carbon materials, achieving cascading utilization of retired materials. It adopts box-type graphitization furnaces to replace traditional Acheson furnaces and develops low-energy-consumption box-type graphitization furnaces, thereby improving material loading efficiency and reducing manufacturing costs and energy consumption. By partially substituting artificial graphite with natural graphite, the Company reduces high-energy-consumption graphitization processes and further lowers production energy consumption. In addition, biomass hard carbon derived from coconut shells is used to replace synthetic resin-based hard carbon, promoting the reutilization of by-products. Meanwhile, the Company recycles metals such as nickel, cobalt, manganese, and lithium from retired batteries, effectively reducing primary mineral extraction and environmental pollution.

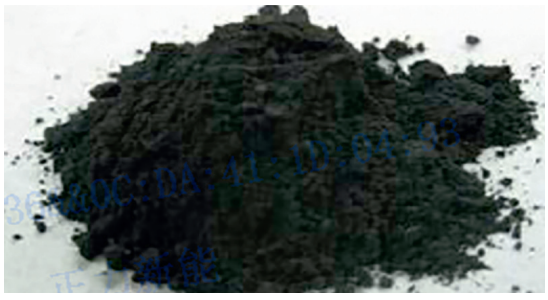
[Case] Resource recycling and utilization of retired photovoltaic panels

The Company actively promotes the high-value recycling and utilization of retired photovoltaic panels and has established a full-process closed-loop recycling system, putting into practice the concept of green circular economy development. Through mechanical dismantling, physical separation, and high-temperature purification processes, retired photovoltaic panels are separated into components such as glass and solar cells. High-purity silicon particles are extracted and re-cast into elemental silicon. Meanwhile, glass is calcined and ground into silicon dioxide powder, which is further processed through vacuum high-temperature sintering and chemical vapor deposition (CVD) coating to produce silicon monoxide materials, achieving efficient regeneration and value enhancement of retired photovoltaic components.

This model fully recovers and utilizes core silicon resources from photovoltaic panels, reduces reliance on primary mineral resources, and effectively lowers the risks of solid waste accumulation and heavy metal pollution. Leveraging mature physical separation and chemical purification technologies, the Company ensures recovery efficiency and product purity. While reducing energy consumption and carbon emissions, it supports the development of a green manufacturing system and drives resource recycling and sustainable industry development through technological innovation.



Retired photovoltaic panels



Silicon monoxide

1 ENVIRONMENTAL

In 2025, by collaborating with upstream and downstream supply chains, the Company vigorously promoted low-carbon, recyclable, and degradable eco-friendly packaging materials, reducing environmental burden at the source and fulfilling its ecological protection responsibilities through concrete actions.

Metric	Unit	2025
Packaging material consumption	tonne(s)	39,170
Packaging material consumption intensity	tonne(s)/production output (kWh)	0.002

1.4 ECOSYSTEM AND BIODIVERSITY PROTECTION

Zenergy adheres to the Convention on Biological Diversity of the United Nations, as well as laws and regulations such as the Environmental Protection Law of the People's Republic of China and the Wildlife Protection Law of the People's Republic of China. The Company incorporates biodiversity protection into its core corporate sustainability responsibilities and embeds the principle of "ecological priority" throughout its operations.

In project site selection and full lifecycle management, the Company established a strict ecological assessment mechanism for project siting, gave priority to the use of developed and mature industrial land, focused on the protection of surrounding wetland ecosystems and the safety of bird habitats, and avoided nature reserves, ecologically sensitive areas, important ecological function areas and habitats of key species. At the same time, the Company actively responds to national biodiversity protection strategies by fully integrating ecological risk prevention and control into production and operational processes. Through measures such as process optimization and strict control of pollutant emissions, the Company minimizes disturbances to ecosystems and promotes the coordinated development of industry and ecological protection.

1.5 RESPONDING TO CLIMATE CHANGE

Zenergy actively responds to China's "dual carbon" goals by incorporating green and low-carbon development into its long-term strategy. The Company continuously improves its climate governance mechanisms, systematically identifies sources of greenhouse gas emissions and climate-related risks, and promotes energy structure optimization, energy efficiency improvement, and the application of low-carbon technologies. Through climate actions across the entire value chain, the Company continuously strengthens greenhouse gas emission management and promotes coordinated progress between industrial development and ecological protection.

1.5.1 Governance

To systematically advance climate governance, the Company has established a climate change management structure with clear responsibilities and defined hierarchical levels. This structure operates within the Company's ESG governance framework. The Board serves as the highest decision-making body for climate-related matters, responsible for approving climate management strategies, targets, and medium – to long-term plans, and obtaining timely climate-related information through reporting channels such as the Energy Management Department.

The Company has designated the Energy Management Department as the lead department for carbon emissions management, responsible for coordinating company-wide carbon reduction and energy-saving initiatives. The head of the Energy Management Department leads the establishment and continuous optimization of the energy management system, organizes the formulation of annual energy conservation and carbon reduction targets, oversees target decomposition, assignment, and assessment, and is responsible for identifying, assessing, and responding to climate-related risks, ensuring that climate governance measures are effectively implemented at all levels.

1.5.2 Strategy

In response to the various potential challenges posed by climate change, Zenergy conducts ongoing identification and assessment of climate-related risks and opportunities based on its business characteristics and operational scenarios. The Company systematically reviews and analyzes physical and transition risks arising from climate change and formulates targeted response strategies aligned with its business profile, in order to mitigate the impact of climate-related risks on its operations and asset security. In 2025, with reference to the relevant requirements of the Environmental, Social and Governance Reporting Code of the Hong Kong Stock Exchange, the Company conducted climate scenario analysis in a standardized manner. Using short-term (0-3 years), medium-term (3-5 years), and long-term (over 5 years) time horizons, it assessed the potential impacts of key climate-related risks and opportunities on business operations and financial performance under different climate scenarios, thereby enhancing its operational resilience and adaptability in the context of climate change.

- **Physical Risk Scenario Analysis:** With reference to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), the Company selected two representative Shared Socioeconomic Pathways – low greenhouse gas emissions pathway (SSP1-2.6) and very high greenhouse gas emissions pathway (SSP5-8.5)—for analysis.

- **Transition Risk Scenario Analysis:** The Company adopted the Stated Policies Scenario (STEPS) and the Net Zero Emissions by 2050 Scenario (NZE 2050) from the World Energy Outlook 2025 issued by the International Energy Agency (IEA) to analyze the potential impacts of policy and regulatory, technological, market, and reputational factors on its operations.

1 ENVIRONMENTAL

Based on the results of the climate scenario analysis, with the increasing frequency of extreme weather events, tightening low-carbon policies, and rapid iteration of green technologies, both physical and transition risks faced by the Company are expected to intensify over time. Under the SSP5-8.5 scenario, physical risks occur more frequently, while under the NZE 2050 scenario, transition risks become more significant due to stricter policies, energy structure adjustments, changes in market demand, and accelerated technological substitution.

Risk Type	Risk Description	Potential Impact	Time Horizon	Value Chain	Response Measures
Physical risk	Extreme weather events such as typhoons, heavy rainfall, and floods caused by global climate change may disrupt supply chains and affect the stability of production and operations	Damage to fixed assets; increased operating costs	Short term	Own operations; downstream value chain	• Develop emergency response plans for extreme weather (e.g., high temperatures, floods, typhoons) • Strengthen infrastructure protection and enhance asset resilience
	Rising sea levels and sustained high temperatures caused by global warming have adverse effects on the occupational health and operational safety of personnel at the plant, potentially leading to health issues such as heatstroke. At the same time, prolonged high temperatures significantly increase the operating load of air conditioning and refrigeration equipment, resulting in unnecessary energy consumption, which in turn leads to energy waste and increased operational costs	Increased energy consumption; higher operating costs	Medium to long term	Own operations	• Continuously promote energy-saving technological upgrades and optimize energy structure to reduce operational carbon intensity, thereby mitigating physical risks at the source • Improve working environments and ventilation/cooling facilities in plants, and implement heatstroke prevention measures during high-temperature periods to reduce impacts on employee health

Risk Type	Risk Description	Potential Impact	Time Horizon	Value Chain	Response Measures
Transition risk	Legal and policy risks: The government has strengthened carbon emission verification and regulatory requirements, requiring enterprises to invest additional resources in compliance management, third-party verification, and information disclosure, which may result in additional compliance and disclosure costs	Increased compliance costs; stricter environmental constraints on operations	Medium to long term	Own operations; downstream value chain	• Continuously monitor the development trends of carbon emission-related laws and regulations, and promptly formulate response measures to ensure compliance with regulatory standards throughout the product lifecycle • Adhere to low-carbon technology R&D and continuously enhance product energy efficiency and green attributes to meet market and customer demands • Strengthen technical exchanges and cooperation with research institutions and universities to accelerate the transformation of innovation outcomes and enhance low-carbon competitiveness • Actively disclose climate-related information, proactively respond to stakeholder concerns, and enhance brand reputation through responsible actions
	Technological risks: The increasing demand for clean technologies in the context of low-carbon development requires the Company to invest resources in technological transformation and accelerate the low-carbon retrofitting of existing processes and equipment. Delays in technological iteration or insufficient investment in transformation may adversely affect product competitiveness and the Company's ability to achieve sustainable development	Increased R&D investment in clean energy and low-carbon technologies; higher operating costs	Short, medium, and long term	Own operations	
	Market and reputational risks: Stakeholders, including market clients and consumers, are increasingly focused on corporate climate action. Failure to meet relevant expectations in climate action and disclosure may have potential implications for the Company's market expansion, brand image, and industry reputation	Damage to brand image; decline in market share	Short, medium, and long term	Own operations	

1 ENVIRONMENTAL

Leveraging its technological and industrial strengths, the Company systematically identifies and explores climate-related opportunities in areas such as low-carbon product manufacturing and green manufacturing promotion. By assessing the positive impacts of climate actions on business growth, brand value, competitiveness, and sustainable development, the Company transforms climate opportunities into new growth drivers and continuously enhances its core competitiveness in the green and low-carbon sector.

Opportunity Type	Opportunity Description	Potential Impact	Time Horizon	Value Chain	Response Measures
Products and services	Under the global trend of low-carbon transition and sustainable development, downstream customers and consumers increasingly prefer environmentally friendly products and services, creating new business growth opportunities for the Company	Increased revenue	Medium to long term	Downstream value chain	• Focus on core battery performance and continuously invest in independent R&D to develop industry-leading low-carbon products • Integrate environmental concepts into business models and development strategies, and build a responsible corporate brand image through proactive climate actions and transparent communication, thereby capturing market opportunities and strengthening long-term competitiveness

The Company's management, taking into account its operational characteristics, industry attributes, and future development plans, has conducted a comprehensive assessment of climate-related risks and opportunities. The results indicate that the overall impact of climate-related risks and opportunities on the Company's financial performance, operations, and strategic development at the current stage and within the foreseeable future is relatively limited.

In accordance with the exemption provisions under the Environmental, Social and Governance Reporting Code of the Hong Kong Stock Exchange, the Company has not disclosed quantitative data on the financial impacts of climate-related risks and opportunities, the amounts and proportions of assets and businesses exposed to climate factors, or capital expenditures, financing, and investment related to addressing climate risks and capturing climate opportunities for 2025. The Company plans to formally initiate data collection and quantitative assessment in 2026 and will progressively disclose the above quantitative information in subsequent reports based on progress.

- **Actions to Address Climate Change**

  To actively respond to the global trend of low-carbon transition and systematically address the risks and challenges brought by climate change, Zenergy adopts multiple measures to promote energy conservation, carbon reduction, and the enhancement of climate adaptability.

  The Company continuously improves its energy management system, timely updates the Energy Management System Manual and related documents, and, based on the PDCA management cycle, systematically advances planning, carbon emission control, target decomposition, and performance improvement, thereby promoting continuous enhancement of low-carbon management capabilities. To accurately monitor energy consumption and carbon emission data, the Company has established and applied the FMCS factory management system platform, enabling carbon emissions to be monitored, calculated, and traced, thus providing strong data support and digital assurance for carbon reduction decision-making, solution optimization, and low-carbon development.

  In daily operations, the Energy Management Department has established a review mechanism covering weekly, monthly, and annual cycles, and regularly organizes special meetings on energy optimization and carbon reduction. These meetings focus on analyzing deviations in energy consumption and emission reduction indicators, identifying gaps in management and technology, clarifying responsible parties and implementation timelines, and strengthening energy management foundations through refined management to ensure the effective implementation of carbon reduction measures.

  The Company adheres to a full-process management approach covering source control, process optimization, and end-of-process traceability. It systematically promotes key initiatives such as energy-saving technological upgrades, renewable energy substitution, and product lifecycle carbon footprint assessment. On the data front, the Company has established a normalized carbon emission accounting mechanism, conducting annual greenhouse gas emissions verification and product carbon footprint accounting to accurately determine baseline emissions and support reliable decision-making for emission reduction.

1 ENVIRONMENTAL

[Case] Zero Air Consumption Improvement Project at Phase I of Xinneng Base

By monitoring the operation of the air compressor system at Phase I of the Xinneng Base, the Company identified opportunities for energy-saving upgrades due to high energy consumption and an unfavorable air-to-electricity ratio. In response, it implemented targeted measures by upgrading the original terminal refrigerated and desiccant integrated dryer into a zero air consumption integrated unit, significantly reducing the operating energy consumption of the compressed air system. After the upgrade, the average daily electricity consumption of the air compressor system decreased by 27.26%, with an estimated annual reduction of approximately 1,264.9 tonnes of CO_2 equivalent.



Zero air consumption integrated unit

1.5.3 Risk Management

In response to identified significant climate risks, the Company has established a comprehensive lifecycle management system for climate-related risks and opportunities, formulated corresponding response strategies and management measures, and continuously tracked changes in climate policies, carbon emission indicators, and energy structure, dynamically optimizing its risk management plans based on internal and external developments.

- Risk Identification: The Board leads climate risk management, while the Energy Management Department is responsible for risk identification. Business units systematically identify physical and transition risks based on industry characteristics and operational realities, ensuring comprehensive coverage across operations and production.

- Risk Assessment: Each department regularly reports identified significant climate risks to the Energy Management Department, which conducts comprehensive analysis and quantitative assessment of the likelihood and potential impact of risks, and determines risk control levels and priority actions.

- Risk Response: Based on risk assessment results, departments formulate targeted response plans and mitigation measures to effectively prevent and address climate-related risks, ensuring stable and continuous operations of the Company.

- Risk Supervision: The Board fulfills its highest supervisory responsibility for climate risk management, regularly reviewing the effectiveness of the climate risk management system, ensuring alignment between response measures and the Company's overall development strategy, and maintaining climate risks within an acceptable range.

1 ENVIRONMENTAL

1.5.4 Metrics and Targets

Zenergy actively responds to China's "dual carbon" strategy by steadily advancing the formulation and implementation of scientific carbon reduction targets. To strengthen target management, the Company incorporates key indicators such as greenhouse gas emissions and emission intensity into its climate management system for ongoing monitoring and control. During the reporting period, the Company conducted a comprehensive inventory of greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). For Scope 3 emissions, based on business relevance, the Company identified three key categories closely related to its core operations for accounting: Category 1 (Purchased goods and services), Category 7 (Employee commuting), and Category 11 (Use of sold products).

Metric	Unit	2025
GHG emissions (Scope 1+Scope 2)	tCO_2e	274,592
GHG emission intensity (Scope 1+Scope 2)	tCO_2/production output (kWh)	0.013
Scope 1 GHG emissions	tCO_2e	71,454
Scope 1 GHG emission intensity	tCO2/production output (kWh)	0.003
Scope 2 GHG emissions	tCO_2e	203,138
Scope 2 GHG emission intensity	tCO_2/production output (kWh)	0.01
Scope 3 GHG emissions	tCO_2e	1,943,243

Data notes:

1. Scope 1 GHG emissions are primarily from the consumption of direct energy (gasoline, natural gas, etc.) in the Company's operations; Scope 2 GHG emissions are primarily from the consumption of indirect energy (e.g. purchased or acquired electricity) in the Company's 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 2023 published by the Ministry of Ecology and Environment of the People's Republic of China.

2. Activity level data for Scope 3 GHG emissions are mainly based on the Company's internal data systems and purchasing and sales records, and questionnaires. Relevant emission factors and parameters are derived from China Products Carbon Footprint Factors Database, IPCC Sixth Assessment Report, and 2006 IPCC Guidelines for National Greenhouse Gas Inventories, and other domestic and international authoritative emission factor databases.

In 2030, the Company plans to reduce the GHG emissions intensity (Scope 1 + Scope 2) by 15% compared with 2025. Going forward, the Company will continue to deepen low-carbon product design, strengthen supply chain emission management, and steadily advance emission reduction across the entire value chain.

2 SOCIAL

2.1 PRODUCT QUALITY AND SERVICE

Zenergy consistently regards product quality as the lifeline of its development. Adhering to the corporate values of "Excellence, Renovation, and Insight," the Company has established a high-standard internal control management system and continuously strives to achieve the goal of "zero defects" in quality. In 2025, the Company deepened the development of its quality management system, strengthened its quality foundation, and enhanced risk prevention and control. While steadily improving the maturity and effectiveness of its quality management system, it successfully passed quality management system certifications such as IATF 16949 and ISO 9001, fully achieving its annual quality objectives and demonstrating its firm commitment to "quality first, customer foremost" through concrete actions.

2.1.1 Product Quality and Safety

Zenergy strictly complies with laws and regulations such as the *Product Quality Law of the People's Republic of China* and has established an internal management system centered on the *Product Safety Control Standards* and the *Management Standards for Quality Problem Feedback and Analysis Processes*.

In 2025, the Company implemented multiple measures to upgrade its quality management system comprehensively. At the organizational level, it established a Quality Review Committee in collaboration with relevant functional departments, clearly defining responsibilities and review processes to promote continuous improvement in the Company's quality system and product and service quality. At the institutional level, it introduced new policies such as the *Improvement Management Control Procedure*s and the *Process and Standards for Handling Quality Abnormalities in Processes and Shipments*, strengthening process control and improvement mechanisms. At the mechanism level, it built a standardized business quality management model based on an intelligent information system platform, driving continuous improvement in quality management maturity and physical product quality. At the target level, the Company focused on key aspects of quality management and set clear annual quantitative targets for indicators such as incoming material qualification rate, major process quality abnormality rate, cost of quality, and market 6 mis defect rate, all of which were achieved as scheduled.



Lean quality management model

2 SOCIAL

The Company has established a systematic quality risk control mechanism covering the entire product lifecycle. By formulating and implementing the *Product Safety Control Standards and the Standards for Handling Product Safety Abnormalities*, it systematically identifies safety and process characteristics throughout product design, development, and manufacturing, and establishes rapid response procedures for abnormal issues to ensure timely and effective resolution. The Company actively explores technological innovation to enhance product safety, including the development of a wing-fin top cover design and the pioneering adoption of advanced processes such as blue-laser compound-nugget welding to prevent product safety risks through technological means. A dynamic risk update mechanism has been established to promptly re-identify and reassess product quality risks in response to regulatory changes, planning adjustments, or major quality incidents, ensuring the continued effectiveness of control measures. In 2025, the Company did not encounter any material litigation or redesign work related to product liability.

The Company continues to strengthen system certification and audit management. In 2025, it successfully passed surveillance audits for quality, energy, and aerospace quality management systems, completing a total of 13 external audits and 35 internal audits. It also hosted 54 customer audits, achieving a first-pass rate of 98% and a re-audit pass rate of 100%, with continuous improvement in system compliance and effectiveness.

The Company continues to advance its "Four Modernizations" upgrades, optimizing core processes, introducing intelligent equipment and system integration, and deploying key systems such as Momo and SPC. By integrating all elements of "man, machine, material, method, environment, and measurement," and through measures such as real-time monitoring and data visualization, it achieves precise control over quality and production data.

Key Measures of the "Four Modernizations" Upgrade in 2025

Automation: Introduced automated measures such as supplier component vision systems, coating process data calculation, MSA test sample analysis, and offline instrument data collection, improving inspection efficiency and data accuracy.

Digitalization: Deployed quality data traceability systems, non-conforming product management systems, SPC process monitoring, and dedicated defect analysis systems, achieving full-process traceability of quality data from incoming materials to processes and finished products.

Systematization: Leveraged the iQS platform to integrate modules such as layered audits, rapid response, change point management, and error-proof verification, while launching the SRM supplier management system to strengthen supply chain quality collaboration.

Platformization: Strengthened the development of quality team capabilities, conducted training on abnormality management processes, promoted standardization of SQE technical reviews and claim processes, integrated SIP documents for group-wide control, and established the IKW improvement initiative to stimulate company-wide quality improvement.

[Case] Digital Empowerment of Quality Management

Zenergy has established the digital quality management system "iQS," enabling visualized management of quality issue feedback, audit progress, change point recording, and traceability. The system records the entire process from issue identification to resolution, facilitating experience sharing and horizontal deployment, ensuring closed-loop management, effectively safeguarding product quality, and enhancing customer satisfaction.

The Company continues to promote quality culture development. In 2025, it conducted a series of training sessions on quality management tools, system standards, and case reviews, with over 3,000 participant attendances, effectively improving employees' professional skills and quality awareness. It also organized a Quality Month campaign, conducting knowledge assessments on key processes such as upstream processes, assembly, and testing, with 60 frontline employees participating and achieving an overall pass rate of 95%, effectively strengthening employees' capabilities in areas such as abnormality handling and equipment management.

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Production line employee skills competition

2.1.2 Product Recall Management

Zenergy has formulated and implemented internal policies such as the *Regulations on the Analysis and Management of Market Recalled Parts, the Management Standards for Product Recall and the Customer Returns Handling Specifications*, fulfilling its legal responsibilities and social obligations for defective product recalls. To standardize the analysis process for recalled products, the Company has established a recall product analysis team composed of professionals from multiple departments, fully responsible for the return receipt, inspection, analysis, and subsequent handling of recalled products. Clear procedures have been defined for recall product analysis, including return planning, on-site confirmation, and analysis processes, ensuring that the recall process is controlled and closed-loop. In 2025, the Company did not experience any product recall incidents due to safety or health reasons.

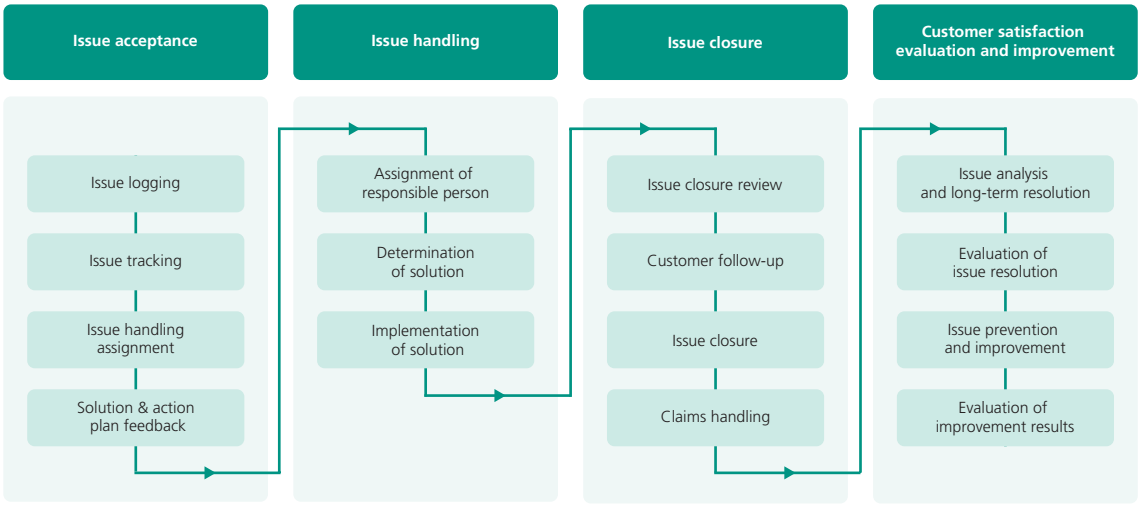
2.1.3 After-sales Service Management

The Company continuously optimizes its after-sales service management. It has formulated regulations on after-sales standardized operations 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, the Company provides 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. In 2025, the Company collected customer feedback across four dimensions – quality, delivery, service, and price – and achieved an annual average customer satisfaction score of 94.83.

In 2025, the Company further expanded its service network by adding one new service provider in each of the Northeast, Yunnan-Guizhou-Sichuan, Northwest, and South China regions, filling previous service gaps, improving service coverage and customer alignment, and enhancing service timeliness and cost transparency. Meanwhile, designated personnel were assigned to manage customer service work orders for third-party service providers, and the OA system was used to track service status throughout the entire process, ensuring efficient, timely, and fully traceable service delivery.

2.1.4 Customer Complaint Management

The Company continuously improves its complaint handling mechanism, committing to respond within 15 minutes after receiving customer feedback and to complete on-site handling within 48 hours. For returned defective products, root cause analysis is completed within 15 days, and corrective actions are implemented within 5 days, with 100% incorporation into standardized updates and experience sharing to prevent recurrence. In 2025, the Company revised internal policies such as the *Customer Complaint and Service Management Control and Procedure* and the *Customer Returns Handling Specifications*, systematically standardizing issue handling processes, strengthening cross-departmental coordination, and ensuring closed-loop management and continuous improvement.



Customer issue handling process

Metric	Unit	2025
Number of product and service complaints received	case(s)	0

2.2 R&D AND INNOVATION

Zenergy consistently adheres to innovation-driven development and strategic leadership for the future. The Company has established a systematic R&D and innovation framework, continuously increasing resource investment based on market demand, and strategically positioning itself in frontier technologies and core products to strengthen its core competitiveness through technological breakthroughs. At the same time, intellectual property protection and information security governance are deeply integrated into the entire operational process. The Company continuously improves its management systems, strengthens risk identification and compliance control, and provides solid support for the effective transformation of technological innovation achievements and the efficient realization of their commercial value.

2 SOCIAL

2.2.1 Innovation Management System

Zenergy has established a "531" R&D strategy system, and developed battery technologies and products based on market demands, maintaining industrial foresight in product R&D. The Company continuously enhances the core competitiveness of its products, provides a multi-path product portfolio, and is committed to achieving full-scenario application coverage of battery products across land, sea, and air, precisely meeting diversified customer needs. Seizing opportunities in the clean technology sector, the Company focuses on dual drivers of low cost and high performance in product development, breaking through technological bottlenecks in battery technology and empowering industry upgrades. In 2025, the Company's total R&D investment for the year amounted to RMB520.26 million.

In 2025, the Company integrated core resources across R&D, process engineering, engineering, and marketing to establish an SPT strategic planning team. By deeply integrating technological capabilities with market insights, the team conducts precise assessments of frontier trends and market demand, providing scientific support for R&D strategic decision-making. The Company has also established a normalized market and product monitoring and research system, strengthened external professional collaboration, enhanced core product value analysis and technology trend exploration, and promoted the efficient transformation of research outcomes into drivers of R&D innovation and product iteration, continuously improving core competitiveness.

Under the strategic guidance of "AI + Manufacturing," the Company achieved significant breakthroughs in building its next-generation software-defined battery cell factory. Through deep integration of artificial intelligence and manufacturing, the factory continues to improve production efficiency while ensuring product quality. Guided by the concept of "threefold synergy," it advances "three-Instant manufacturing," achieving industry-leading levels in production line speed, equipment utilization, and yield rate, while balancing flexible production capabilities for both power and energy storage batteries, thereby creating an ultra-efficient battery manufacturing model with Zenergy characteristics.

[Honors] in 2025

- Recognized as a National High-tech Enterprise
- Recognized as an Advanced Intelligent Factory in Jiangsu Province and certified at Level 3 under the China Manufacturing Maturity Model (CMMM)
- Recognized as a Gazelle Enterprise in Jiangsu Province
- Recognized as a Jiangsu Provincial Enterprise Technology Center
- Selected as a constituent of the first batch of the HKEX Tech 100 Index

2.2.2 Transformation of Innovation Achievements

Zenergy adheres to innovation as its driving force and has established a rapid transformation pathway from technological breakthroughs to product implementation. In 2025, multiple R&D achievements of the Company were successfully applied to mainstream models of leading customers such as GAC Toyota, Leapmotor, and SAIC General Motors. The Company also took the lead in achieving airworthiness certification and mass delivery in the aviation battery field. With outstanding product capabilities, it has driven industrial upgrading and fully demonstrated the market value and industry influence of its R&D achievements.

[Case] Representative Technological and R&D Achievements in 2025

Technological Iteration and Innovation

- **Advanced Materials:** Significant improvements in cathode material energy density and anode fast-charging capability; electrolytes balancing ultra-fast charging and long lifespan; breakthroughs achieved in key materials such as ultra-high nickel and silicon-carbon anodes.
- **Technology Platforms:** Under the "531 R&D strategy," four major platforms – high-energy phosphate, high-energy ternary (silicon-based), hybrid systems, and sodium-ion – have progressed steadily, with energy density ranging from 280-400 Wh/kg and sodium-ion batteries exceeding 170 Wh/kg.
- **Frontier Technologies:** Hybrid solid-liquid batteries achieving 8C ultra-fast charging; lithium metal batteries reaching an energy density of 515 Wh/kg; sulfide-based all-solid-state batteries exceeding 320 Wh/kg.
- **Intelligent Manufacturing:** Introduction of the "three-instant manufacturing" concept, with applications of AI visual inspection, tab direct welding, embodied intelligence, and machine learning algorithms, significantly improving quality and efficiency.
- **Product Reliability:** Establishment of a full lifecycle control system, with innovative evaluation methods shortening validation cycles and enabling early identification of potential risks.

Product Refinement and Upgrading

- **Power Batteries:** Ternary systems achieving 5C-8C fast charging and high-voltage mass production; phosphate systems reaching volumetric energy density of 435 Wh/L; comprehensive deployment of fast and ultra-fast charging products; mass delivery of hybrid batteries.
- **Energy Storage Products:** Household storage products exceeding 95% energy efficiency with over 8,000 cycles; steady upgrades of 314 Ah large-capacity storage cells; accelerated development of 588 Ah high-capacity products.
- **System Products:** "No thermal propagation at 45°C" ternary systems and 800 V ultra-fast charging lithium iron phosphate systems exceeding national standards, with industry-leading safety and reliability.
- **Aviation Batteries:** The second-generation "Three Highs and One Fast" products delivered in mass production, with energy density exceeding 320 Wh/kg, supporting airworthiness certification of manned electric aircraft.

Continuous Innovation

- Focus on 15C ultra-fast charging materials, high-capacity energy storage cells, and pilot lines for all-solid-state batteries; deepen the application of embodied intelligence to lay a solid foundation for next-generation technological breakthroughs and market expansion.

[Case] Zenergy Battery Systems Empower Multiple Vehicle Models Across Brands

- On March 6, 2025, GAC Toyota officially launched its first high-end intelligent driving pure electric SUV, the Platinum 3X, equipped with Zenergy's new-generation high-safety, long-range BEV battery system. Leveraging Toyota's profound automotive expertise and Zenergy's battery technology, the two parties jointly entered the pure electric intelligent SUV market.
- On March 10, Leapmotor's first global strategic model, the Leapmotor B10, was launched for pre-sale, equipped with Zenergy's high-performance BEV cells. With its global design language and efficient battery technology, it provides strong momentum for Leapmotor's accelerated expansion into the international new energy vehicle market.
- On May 5, the 2026 Leapmotor C10 was officially launched with five versions. The ultra-long-range pure electric version is exclusively equipped with Zenergy's next-generation upgraded BEV cells, creating the only 800 V high-voltage fast-charging long-range model in its class and setting a new benchmark for pure electric range.
- On August 26, the all-new Buick GL8 Land Business Class under SAIC General Motors was officially launched, equipped with Zenergy's second-generation "Three Highs and One Fast" PHEV ternary battery system. With aviation-grade standards, it enables four core breakthroughs for the GL8 – longest range, fastest energy replenishment, strongest performance, and highest safety.
- From August 29 to September 7, during the 28th Chengdu International Automobile Exhibition, IM Motors' LS6 made its debut, equipped with Zenergy's second-generation "Three Highs and One Fast" super extended-range lithium iron phosphate battery, integrating multiple cutting-edge technologies under aviation-grade standards and further strengthening IM Motors' "technology flagship" brand image.
- On September 15, SAIC-GM Buick's high-end new energy sub-brand "Zhijing" launched its first model, the Buick Zhijing L7, equipped with Zenergy's new-generation aviation-grade Qilong • super extended-range battery. With aviation-grade systems, safety, performance, and quality, it delivers outstanding product competitiveness.

[Case] Zenergy Aviation Batteries Obtain Airworthiness Certification, Enabling Mass Production of Domestic Electric Aircraft

In August 2025, Zenergy's aviation power battery system successfully obtained an airworthiness certificate issued by the Civil Aviation Administration of China, alongside China's first domestically developed two-seat electric fixed-wing aircraft, RX1E, officially commencing mass delivery. This milestone indicates that the Company's aviation batteries have passed stringent airworthiness certification and reached industry-leading standards. It also supports the transition of domestic electric aircraft into mass production, accelerating the commercialization of electric aviation.

2.2.3 Industry Exchange

Zenergy adheres to a philosophy of openness and collaboration, actively integrating into the new energy industry ecosystem and maintaining close engagement with governments, universities, and industry chain partners. The Company proactively aligns with industry trends, fosters consensus through collaborative innovation and value co-creation, and works jointly to promote high-quality industry development.

[Case] Member of the Standing Committee of the Jiangsu Provincial Party Committee and Secretary of the Suzhou Municipal Party Committee Visits Zenergy, Encouraging the Company to Strengthen Its Core Competitiveness

On December 3, 2025, Fan Bo, Member of the Standing Committee of the Jiangsu Provincial Party Committee and Secretary of the Suzhou Municipal Party Committee, visited Zenergy for research and guidance, encouraging the Company to continuously strengthen its core competitiveness and actively participate in the development of Suzhou's new energy industry. As the first power battery enterprise in China to obtain both AS9100D aerospace quality management system certification and airworthiness certification, Zenergy has earned recognition from leading customers such as FAW Hongqi, Leapmotor, SAIC General Motors, and GAC Toyota with its "aviation-grade standards and automotive-grade applications" philosophy, achieving an annual revenue growth rate exceeding 50%. The Company will accelerate the deployment of next-generation battery technologies to contribute to the high-quality development of Suzhou's new energy industry.

[Case] Deepening Industry-Academia Collaboration to Build an Innovation Platform for Manned Aviation Power Batteries

In 2025, Zenergy continued to advance its "dual-high collaboration" initiative by strengthening industry-academia-research cooperation with Soochow University and jointly establishing the Jiangsu Provincial Key Laboratory for Manned Aviation Power Batteries. The two parties signed a joint establishment agreement focusing on the strategic layout of aviation power batteries, deepening collaboration in scientific research, platform sharing, and commercialization of achievements. They also signed a joint training agreement for outstanding engineers, promoting the cultivation of high-quality engineering talent through co-built practice bases and joint training programs, thereby providing strong support for innovation and development in the aviation battery field.

[Honors] in 2025

- Recognized as an Advanced Collective in the National Battery Industry by the China Battery Industry Association
- Awarded the "Leapmotor Value Award" by Leapmotor
- Awarded the "2025 Excellent Suppliers" at the 2nd Supply Chain Partner Conference of GAC Group's Own Brands
- Awarded the "Best Supplier of the Year 2025" by SAIC General Motors
- Awarded the "New Energy Breakthrough Award" at SAIC-GM-Wuling's Global Industry Innovation Technology Equality Conference
- Awarded the 2025 "R&D Contribution Award" and "Cost Control Collaboration Award" at the 20th GAC Toyota Suppliers Conference

2.2.4 Intellectual Property Protection

Zenergy takes "quality foundation and value leadership" as the guiding principle for intellectual property (IP) development, integrating IP management deeply into its core business, technological evolution, and market strategy. The Company strictly complies with the *Enterprise Intellectual Property Management Standards* issued by the Standardization Administration of China and has formulated and implemented internal policies such as the *Intellectual Property Management Standards* and the *Patent Package Management System*, continuously strengthening the transformation and protection of technological achievements. The Company has established an Intellectual Property Development Department under its R&D Strategy Center, staffed with a professional team to ensure high-standard and high-quality IP management. It has also developed a sound incentive mechanism to encourage employee innovation, promoting the timely application and effective protection of innovation outcomes.

Benchmarking against industry leaders, the Company leverages digital platforms and multiple protection measures to ensure comprehensive protection of technological achievements and effective control of infringement risks. In external collaborations, it strictly reviews IP clauses to clarify ownership and confidentiality responsibilities. It adopts a combination of patents, trademarks, copyrights, and trade secrets to protect innovation outcomes. The Company has established an intelligence analysis and risk early-warning mechanism, assigning dedicated personnel to track industry developments and major litigation cases, conduct infringement assessments, and formulate contingency plans to ensure early identification and timely response to risks. It also regularly organizes specialized IP training to continuously enhance employees' awareness of innovation, protection, and confidentiality.

In 2025, the Company focused on the protection of key technologies, systematically identifying core patent points and dynamically adjusting its IP portfolio strategy in line with R&D progress. Around the key technology direction of "bridge-type terminal," it successfully established a core patent portfolio covering 33 patents, forming a highly comprehensive and robust technological protection system. On this basis, the Company summarized practical experience and formulated the *Standardized SOP for Patent Portfolio Layout of Key Technology R&D*, promoting the proceduralization, standardization, and sustainability of IP layout practices.

[Performance] in 2025

- 2,854 intellectual property rights held
- A total of 543 invention patents granted and 220 registered trademarks
- Ranked third among enterprises in Jiangsu Province in terms of newly granted patents
- Conducted 17 specialized IP protection training sessions, totaling 33 hours, with over 400 participant attendances

[Honors] in 2025

- Recognized as a benchmark enterprise for pre-examination volume and quality by the Suzhou Intellectual Property Protection Center in 2024
- Awarded the Patent Layout Excellence Award by the Suzhou Intellectual Property Protection Center
- Selected for and successfully completed a high-value patent project in Suzhou, receiving RMB500,000 in financial incentives

2.2.5 Information Security and Privacy Protection

Zenergy has formulated and complies with internal policies such as the *Information Security Management System*, *Information Security Management System Manual*, *Employee Information Security Manual*, *and Information Security Management Provisions for Third-party Personnel*, continuously improving the construction of its information management system. The Company has established an Information Security Committee directly led by senior management to coordinate the formulation of strategies for information security and privacy protection and to continuously strengthen supervision in these areas.

The Company places great emphasis on the development of its information security technology system and has established a comprehensive protection framework across terminals, servers, and networks:

- Office Terminals: Data and user permissions are comprehensively managed and protected through encryption systems and desktop management systems.

- Servers: Through vulnerability patch management, the Company comprehensively strengthens network permissions, access control, and threat protection capabilities. In 2025, a vulnerability scanning system was newly introduced to enable automated vulnerability detection and risk assessment, ensuring timely remediation of security risks.

- Network: The Company adheres to the principle of least privilege and applies technologies such as firewall-based zone isolation and data desensitization to provide dual protection for privacy information. In 2025, a security situational awareness platform was introduced to monitor network security conditions in real time, enhancing threat early warning and emergency response capabilities.

To continuously strengthen employees' information security capabilities, the Company has established a systematic training and operational framework.

- Information Security Awareness Promotion: Regular dissemination of regulatory interpretations, security policies, and typical cases via internal communication platforms to enhance safety awareness among all employees.

- Operational Management: Implementation of classified management for key positions, regular internal reviews of declassification and network logs, and periodic on-site inspections to ensure information and privacy security.

- Information Security Training: Organization of Information Security Month activities, including training and drills on topics such as phishing attack identification and password management. In 2025, the Company conducted special campaigns on the safe use of social media to enhance employees' awareness of risks related to information disclosure on social platforms. It also organized Information Security Month activities to foster a security culture centered around collectively building a strong defense line.

2 SOCIAL



Specialized information security training conducted by the Manufacturing Operations Center



Company-wide information security inspection activities

The Company places high importance on the protection of customer information security and privacy. By signing confidentiality agreements with customers and implementing classified and graded data management based on data sensitivity, it strictly safeguards both parties' information and data security. For different levels of data, the Company has established a multi-layered protection system covering access control, identity authentication, security auditing, real-time monitoring, and emergency response, ensuring that customer information security remains under effective control at all times.

2.3 EMPLOYEE DEVELOPMENT

Zenergy consistently regards employees as the core driving force of its development and adheres to a people-oriented and compliance-first value philosophy. The Company strictly complies with national laws and regulations, establishes a fair and equitable employment system, and fosters a diverse and inclusive workplace environment. Through comprehensive compensation and benefits, robust health and safety protection, systematic training and development pathways, and thoughtful employee care initiatives, the Company continuously provides employees with a platform to realize their personal value. Zenergy is committed to building a harmonious and mutually empowering "Zenergy family" together with its employees, injecting continuous vitality into the Company's sustainable development.

2.3.1 Compliant Employment

Zenergy strictly follows 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. It has 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. During recruitment and interviews, the Company adheres to principles of fairness and impartiality and strictly prohibits any form of discrimination based on gender, age, or other factors. No discriminatory language is used in recruitment information. Employees are required to provide original identification documents upon onboarding, and individuals under the age of 18 are not employed. All employees voluntarily enter into labor contracts with the Company, and the Company strictly prohibits the retention of employees' identification documents, thereby safeguarding employees' lawful right to free employment. If the employment of child labor is verified, the Company shall immediately arrange for the child to be returned to his or her guardian and shall handle the matter in strict accordance with relevant laws, regulations and internal policies. Upon verification, all employees meet the statutory working age requirements, and no incidents of child labor or forced labor have occurred.

On the basis of lawful and compliant employment, the Company actively expands its talent acquisition channels. It has established school-enterprise cooperation with vocational and technical colleges in cities such as Yunnan and Taiyuan, introducing interns for practical training and building an integrated talent pipeline of "internship leading to employment upon graduation," thereby reserving high-quality skilled talent for the Company's sustainable development.

2 SOCIAL

2.3.2 Diversity and Inclusion

Zenergy is committed to fostering an equitable, inclusive and non-discriminatory workplace environment, ensuring that every employee has access to fair development opportunities. The Company's recruitment policy upholds a diversity-oriented approach, with proactive efforts to recruit people with disabilities, veterans and other groups, including through participation in dedicated job fairs, to actively fulfill its social responsibilities. The Company implements a standardized hiring process based on the principles of openness, impartiality and fairness, and continuously improves the quality of talent acquisition. Discrimination of any kind is strictly prohibited in every stage of recruitment, interviews and hiring, including but not limited to discrimination based on race, color, age, gender, disability, pregnancy, religious beliefs or marital status. The Company places high priority on the protection of women's rights and interests, providing exclusive dormitories for female employees, explicitly prohibiting gender discrimination, and ensuring reasonable representation for women in governance bodies such as the labor union and Board of Directors. As of December 31, 2025, the Company had a total of 6,684 employees, among which female employees accounted for 24.46%.

Metric		Unit	2025
Total number of employees		person(s)	6,684
Number of employees by employment type	Full-time	person(s)	6,684
	Part-time	person(s)	0
Number of employees by gender	Male	person(s)	5,049
	Female	person(s)	1,635
Number of employees by age group	30 years old and below	person(s)	3,836
	31-50 years old	person(s)	2,825
	Above 50 years old	person(s)	23
Number of employees by geographical region	Chinese Mainland	person(s)	6,683
	Non-mainland China	person(s)	1
Employee turnover rate		%	47
Employee turnover rate by gender	Male	%	47
	Female	%	49
Employee turnover rate by age group	30 years old and below	%	52
	31-50 years old	%	41
	Above 50 years old	%	3
Employee turnover rate by geographical region	Chinese Mainland	%	47
	Non-mainland China	%	100

2.3.3 Employee Remuneration and Benefits

Zenergy has been optimizing its compensation and benefits system, building a remuneration structure that balances external competitiveness, internal equity and individual balance. Employee compensation consists of basic salary, allowances, overtime pay and performance pay. In addition, special incentives such as bonuses for project evaluation and patent bonuses are set up, and a gain-sharing bonus scheme has been introduced to distribute business results fairly and fully stimulate employees' creativity and team vitality.

The Company has established key position allowances for Key Grade A positions, Key Grade B positions and general technical positions. A mentorship program is in place under which mentors who successfully train new employees to master their job skills are entitled to a mentoring allowance and may participate in the annual selection of outstanding mentors. The Company also encourages an internship-to-employment pathway, under which interns are eligible for a conversion incentive upon being confirmed as full-time employees.

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. In terms of benefits, the Company distributes festival bonuses, birthday gifts and Women's Day gifts, and provides high-temperature subsidies for employees in outdoor work positions. Company-built dormitories are equipped with private bathrooms, and a monthly outstanding dormitory selection is conducted. The staff canteen offers a diverse range of dishes catering to different tastes. The Company has also partnered with nearby gyms to provide employees with complimentary fitness benefits, comprehensively enhancing employees' sense of belonging and well-being.

2.3.4 Occupational Health and Safety

Zenergy 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 Examination*, the *Regulation on Work-Related Injury Insurance* and other pertinent laws and regulations, and continuously improves the *Safety and Occupational Health System* and the *Emergency Management Measures for Sudden Incidents*, among other internal systems. The Company has established a Production Safety Committee, with President Chen Jicheng serving as Director and Vice President Wu Shigang as Executive Deputy Director, supported by relevant functional departments and the production, R&D and engineering centers. The Committee convenes monthly meetings, incorporates occupational health and safety performance into the performance appraisal of management personnel, and implements rewards and penalties in accordance with the *EHS Reward and Penalty Management System*, ensuring the effective implementation of safety management responsibilities. In 2025, the Company recorded zero accidents at Level 3 or above and zero cases of occupational disease.

In terms of occupational health management, the Company conducts regular annual testing of occupational hazard factors, with updated monitoring reports promptly disclosed via occupational health notice boards. Visual signage in workshops includes occupational disease hazard notification cards, risk notification cards, workshop four-color diagrams and safety signs. The Company has entered into a physical examination agreement with Huimin Hospital to carry out standardized pre-employment health examinations for new employees, annual in-service examinations for employees exposed to occupational hazards, and pre-departure examinations for employees leaving their posts, forming a closed-loop health monitoring system. Meanwhile, the Company conducts occupational health and safety emergency drills on an annual planned basis, covering scenarios such as mechanical injuries and burn and scald incidents, and continuously updates its emergency response plans on a dynamic basis.

2 SOCIAL



Occupational health and safety emergency drill



Mechanical injury emergency drill

To further strengthen the foundations of frontline safety management, the Company formulated and implemented the "135 Minimum Emergency Team" mechanism in 2025, enhancing the emergency response capabilities of frontline employees. The Company has continued to promote visual safety management to improve the visibility and comprehensibility of on-site safety reminders, and has rolled out the "stop, call, wait" principle for equipment operations, clearly defining employees' handling procedures and safety precautions in the event of equipment anomalies, thereby comprehensively raising overall safety management standards.



Employee posting visual signage

2 SOCIAL

The Company continuously strengthens its occupational health and safety defenses and enhances employees' safety literacy through diverse approaches. In September 2025, the Company organized a specialized training program on occupational disease prevention and control, covering all employees exposed to occupational hazards and EHS personnel. A total of 671 participants completed the training and passed the assessment, effectively enhancing employees' awareness and skills in personal protection. Each team persists with a daily five-minute pre- and post-shift safety briefing, covering key topics such as PPE usage, position-specific risks and chemical handling procedures. Throughout the year, the Company successively launched themed activities including the "Everyone Talks Safety, Everyone Masters Emergency Response" Safety Month, the "Fire Safety for All, Life Above All" Fire Prevention Month and walking safety observation exercises, creating a strong culture of "safety-first" across the organization. Over the past three years, the number of work-related fatalities, the work-related fatality rate and the number of working days lost due to work-related injuries have all remained at zero.



Team safety morning meeting



Fire Prevention Month activity



Safety Month activity

[Awards and Honors]

- Second Prize (Team) in the Changshu Micro Fire Station Skills Competition, and Third Prize (Team) in the Fire Control Room Operator Skills Competition
- Third Prize (Team) in the Suzhou Production Safety and Labor Protection Skills Competition

2.3.5 Employee Training and Development

Zenergy has established a comprehensive employee training system, delivering systematic training programs focused on enhancing both professional skills and overall competencies. Specialized onboarding training courses are provided for new employees, covering corporate culture, rules and regulations, occupational safety, quality awareness and process fundamentals. In 2025, the Company organized targeted training programs for production line team leaders, including courses on Employee Relations Management and Effective Communication, as well as general competency programs such as The Art of Effective Communication for all employees. During the year, the Company organized a cumulative total of 1,721 training sessions with an aggregate duration of 4,151 hours, attended by 58,980 employee-participants.

Metric		Unit	2025
Employee training coverage		%	100
Percentage of employees trained by gender	Male	%	100
	Female	%	100
Percentage of employees trained by employee type	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 type	Senior management	hour(s)	20
	Middle management	hour(s)	38
	General employees	hour(s)	44




Tongchuang Academy training on "The Art of Effective Communication"



Corporate culture interpretation training



TWI frontline management capability enhancement training

The Company adopts a "technical + management" dual-pathway promotion mechanism. The technical pathway comprises operator, technician, engineer and specialist, while the management pathway comprises team leader, supervisor and manager. Through talent reviews, outstanding employees are identified and placed into a key position successor talent pool for targeted development, with high-potential individuals further selected to undertake project-based assignments and receive corresponding incentives. Performance appraisals are conducted on a quarterly basis, following a process that includes employee self-assessment, line manager scoring, leadership review, performance interviews and improvement planning. For employees receiving a Grade C or D performance rating, an Employee Performance Improvement Form is formulated. The Company encourages employees to obtain professional titles by providing a monthly subsidy of RMB300 to RMB500 based on the title level attained, and has established awards including the Annual Know-How Award, the Annual Patent Award and the Outstanding Mentor Award to commend outstanding talent.

2.3.6 Employee Care

Zenergy continuously improves its employee care system. In terms of living amenities, the Company has developed the "Zenergy Home" community, equipped with parcel lockers, a courier station, a barber shop, vending machines and an employee convenience store, creating a comfortable and convenient living environment for employees. A "Happy Fund" has been established to provide employees who join the fund with benefits including three-occasion care visits and medical mutual aid, conveying the warmth of the organization in a tangible way.



Employee barber shop



Employee café

2 SOCIAL

The Company has formed sports clubs covering badminton, basketball, hiking and other activities, and regularly organizes sporting events to encourage employees to exercise and stay active outside of work. During traditional festivals, the Company carefully plans themed cultural activities such as food fairs, dumpling-making, zongzi-making and mini marathons to enrich employees' leisure lives, strengthen team cohesion, and give employees a strong sense of belonging and well-being during their spare time.



Basketball competition



Hiking and running club



Badminton club

2 SOCIAL



Mid-Autumn Festival and National Day food fair

2.3.7 Employee Communication

Zenergy has established diverse employee communication channels through which employees can contact the employee relations team at any time via telephone, email or the WeChat official account to submit feedback, ensuring that complaints and suggestions receive timely responses. A dedicated employee care officer role has been established at each manufacturing base to provide support covering the full employment lifecycle from onboarding through active employment to departure, weaving a culture of genuine care throughout employees' professional journeys.

In 2025, the Company conducted an employee satisfaction survey covering five dimensions, namely nature of work, colleagues and working environment, management by superiors, compensation and rewards, and career promotion, with a total of 2,358 employees participating. The overall satisfaction score reached 95.3.

2.4 RESPONSIBLE SUPPLY CHAIN

Zenergy is committed to building a transparent, green and sustainable supply chain management system, with supplier management policies covering the full lifecycle. Upholding a quality-first principle, the Company continuously optimizes its supplier base through tiered classification management and dynamic assessment mechanisms, while placing emphasis on fostering long-term, mutually beneficial partnerships with suppliers. Through shared values and collaborative capability development, the Company drives coordinated growth and works together with its suppliers to build a responsible and resilient supply chain ecosystem.

2.4.1 Supplier Management System

Zenergy strictly complies with the *Tendering and Bidding Law of the People's Republic of China* and other pertinent laws and regulations, and has formulated and implemented a series of policies including the *Procurement Management and Control Procedures*, the *Direct Material Supplier Development and Management Procedures,* and the *Indirect Material Supplier Procurement and Control Standards*. These policies systematically govern key stages of the supplier management process, including sourcing and qualification, performance evaluation, dynamic optimization and orderly exit, achieving closed-loop management across the full supplier lifecycle. During the reporting period, all management systems and measures were applied to all suppliers in Chinese mainland.

2 SOCIAL

The Company adheres to a "quality first" principle, treating quality capability as the core evaluation dimension for both supplier qualification and ongoing cooperation. In the qualification assessment for new suppliers, quality scores carry a weighting of up to 48% and are subject to a veto right. If a supplier's quality score in an audit falls below the passing threshold, a comprehensive rectification must be completed before the supplier may apply for re-assessment, with a minimum interval of six months. All qualified suppliers are required to sign a legally binding *Quality Assurance Agreement* setting out quality responsibilities, delivery standards, anomaly response mechanisms and continuous improvement obligations, ensuring suppliers maintain the sustained capability to meet the Company's quality requirements.

The Company has established a tiered and classified supplier evaluation and appraisal system, implementing differentiated management through a combination of monthly dynamic assessments and annual comprehensive reviews. Suppliers are assessed monthly across four dimensions, namely quality, delivery, technical capability and service, with results used to assign tiered classifications. A *Supplier Performance Evaluation Notice* is issued to suppliers to drive rectification and improvement. Annual reviews conduct a holistic reassessment of suppliers' overall capabilities, providing the basis for tier adjustments and informing subsequent cooperation strategies, thereby enabling precise management and continuous optimization across suppliers of different tiers.



Supplier categories and management strategies

Metric		Unit	2025
Total number of suppliers		number	184
Number of suppliers by geographical region	Chinese Mainland	number	182
	Non-mainland China	number	2

[Case] In-House SRM Platform Goes Live

In 2025, Zenergy fully launched its in-house developed Supplier Relationship Management (SRM) platform, enabling online management across the full supplier lifecycle. The platform connects the entire process from demand planning and order execution through to reconciliation and settlement, reducing the average procurement cycle by 23%. By integrating multi-dimensional indicators covering quality, delivery and cost, the platform generates supplier health profiles to provide data-driven support for tiered and classified management, driving greater efficiency and transparency in supply chain collaboration.

2.4.2 Supplier ESG Management

Zenergy has deeply integrated ESG principles into every stage of its supplier management process, systematically assessing suppliers' performance in environmental protection, social responsibility and business integrity at each stage of the supplier management lifecycle, and working together with partners to build a responsible and resilient supply chain ecosystem.

Supplier Lifecycle Stage		Supplier ESG Management Requirements
New supplier qualification	Pre-qualification data collection and review	Investigation and collection of information covering suppliers' business environment, system certifications, technology, financial information, quality controls and intellectual property.
	Qualification audit	The Supply Chain Management Department, SQE team and R&D department jointly conduct audits of the supplier's quality management system, supply chain system and R&D system, and issue a *Supplier Evaluation Form* and a *List of Outstanding Issues*.
Supplier introduction	Agreement signing	Prior to formal cooperation, suppliers are required to sign the *Quality Assurance Agreement*, *Procurement Agreement*, *Confidentiality Agreement*, *Undertaking on Non-Use of Prohibited Substances*, *Supplier Environmental and Occupational Health and Safety Management Commitment Letter*, *Supplier Code of Conduct*, *Change Management Agreement*, *Supplier Intellectual Property Non-Infringement Undertaking*, and *Integrity and Anti-Corruption Agreement*.
	Supplier registration	The Supplier Management Department submits the approval process for adding a new qualified supplier; upon approval, the supplier is included in the Approved Supplier List.
Ongoing performance management	Monthly and annual reviews	Through the SRM system, incoming inspection results are automatically converted into supplier evaluation records. Supplier grades are confirmed across the dimensions of quality, delivery, technical capability and service. Monthly Supplier Performance Evaluation Results are published, and a *Supplier Performance Evaluation Notice* is issued to suppliers to convey the requirements for rectification and improvement, with an annual review conducted by the Quality Center.
Non-conforming supplier exit	Exit	In the event that a qualified supplier is found to be non-conforming, in breach of regulations or in violation of applicable laws, the Supply Chain Management Department will conduct a comprehensive assessment and take measures to revoke the supplier's qualified status.

2.4.3 Supplier Communication and Engagement

Zenergy continues to empower its suppliers through systematic training and collaborative projects, building a supply chain ecosystem of shared progress. In March 2025, the Company organized an on-site 6 Sigma training program for suppliers, with certificates awarded to participants who passed the assessment, effectively enhancing suppliers' lean manufacturing capabilities. A specialized BIQS system training program was also conducted to address general customer requirements, with a cumulative total of 19 suppliers completing the introduction process and signing commitment letters, ensuring that components for the relevant projects meet BIQS management and control requirements.

Since 2024, the Company has collaborated with suppliers on IKW lean improvement projects, systematically developing improvement solutions and conducting regular follow-ups on key pain points including incoming material quality enhancement and component optimization. To date, a cumulative total of 6 project topics have been completed, covering more than 20 suppliers, achieving cost savings of over RMB8 million. The related experience has been extended to more than ten projects.



Supplier 6 Sigma training

2.5 PUBLIC WELFARE AND CHARITY

Zenergy upholds the philosophy of giving back to society and actively engages in public welfare and charitable activities, encouraging employees to participate broadly in volunteer activities and integrating social responsibility into the Company's corporate culture. In 2025, the Company donated RMB50,000 to the Changshu Municipal Charity Federation to provide assistance to local residents in need, making a tangible contribution to improving residents' well-being. A further donation of RMB100,000 was made to the Education Development Foundation of Jiangsu Province Suzhou University of Technology in support of the development of education.

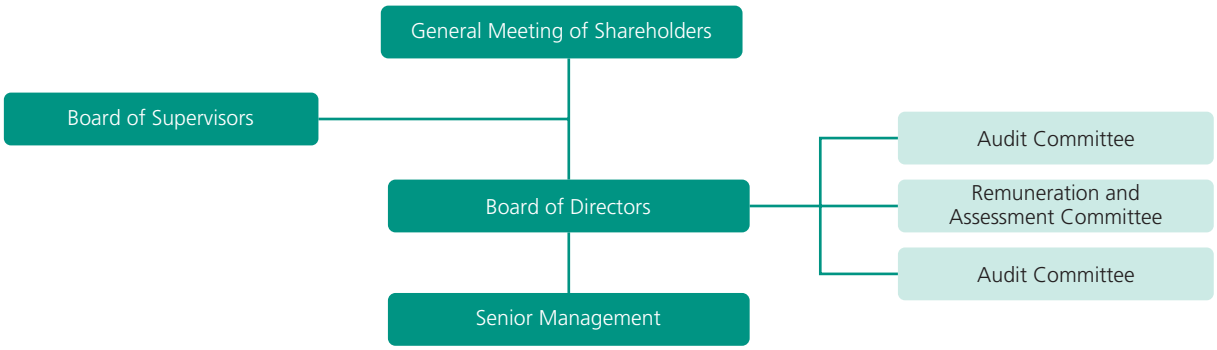
The Company's employees actively embody a spirit of goodwill and positive action. In 2025, one employee was recognized for courageously rescuing members of the public from drowning, and was successively honored with the designation of "Act of Bravery Commendee" by the Changshu Municipal Public Security Bureau, and the title of "Suzhou Municipal Hero of Bravery — Second Quarter of 2025" conferred by the Suzhou Municipal Acts of Bravery Foundation.

Metric	Unit	2025
Donation amount	RMB10,000	15

3 GOVERNANCE

3.1 CORPORATE GOVERNANCE

Zenergy strictly adheres to the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and other pertinent laws, regulations and regulatory requirements, and continuously strengthens its corporate governance structure. The Company has established a sound governance structure comprising the general meeting of shareholders, the Board of Directors, the board of supervisors and senior management, with clearly defined roles and responsibilities for each body to ensure sound decision-making and compliant operations.



Corporate governance structure

The Company places great importance on the diversity and independence of the Board of Directors. In the selection and appointment of directors, due consideration is given to candidates' professional background, industry experience, gender, age and other factors, with the aim of building a high-performing board with a sound structure and complementary strengths. The existing board members possess extensive professional expertise and industry experience across multiple disciplines including energy chemistry, business administration, finance and accounting, and economics, providing a solid foundation for the Company's strategic planning, risk control and major business decisions.

As of the end of December 2025, the Company had a total of 7 directors, comprising 2 female director; 3 executive directors, 1 non-executive director and 3 independent non-executive directors.

3.2 RISK MANAGEMENT

Zenergy places great importance on risk management and internal control, and has formulated and refined relevant policies, systems and management measures to prevent and mitigate operational risks and ensure that the Company's business activities are conducted in a compliant and orderly manner.

The Company has established a risk management framework covering all levels and permeating its business processes, with clearly defined duties for the Board of Directors, the audit department and business departments in risk management. The Board of Directors is responsible for supervising the effective operation of the internal control system and ensuring that risks are kept within reasonable bounds. The audit department conducts a comprehensive annual review of the risk management and internal control system, covering key control areas including finance, operations and compliance. Each business department proactively identifies the risks it faces and their internal and external drivers, and implements risk response measures.

The Company has established a comprehensive risk management policy system with clear processes, covering core business functions including R&D, procurement, production, sales and new project development, as well as general operational functions such as human resources, financial management, asset management, warehousing and logistics, information systems and corporate governance. Specific measures include:

- Continuously monitoring sanctions-related compliance risks throughout business processes to ensure that products are not sold to sanctioned entities;
- Engaging independent internal control advisors to conduct regular assessments of operational risks and provide professional recommendations, with timely rectification of deficiencies identified during reviews;
- Engaging external professional firms where necessary, working in conjunction with the internal audit and legal teams to conduct special reviews, ensuring that the Company's registrations, licenses, permits, filings and approvals remain continuously valid.

The Company continuously monitors and evaluates the effectiveness of its risk management and internal control systems, making optimization adjustments in line with business developments to ensure that the risk management framework is deeply integrated with and effectively aligned to actual operations. Through a combination of internal audit, external assessment and ongoing monitoring, the Company drives continuous improvement of its risk management mechanisms.

3.3 BUSINESS ETHICS AND ANTI-CORRUPTION

Zenergy strictly complies with the Anti-Money Laundering Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and other pertinent laws and regulations, and has formulated management policies covering anti-bribery, anti-corruption and anti-money laundering to prevent bribery, extortion, fraud, money laundering and other conduct contrary to business ethics.

To strengthen integrity awareness and behavioral standards across the workforce, the Company has set out clear provisions on anti-bribery, anti-corruption, professional ethics and disciplinary measures in the Employee Handbook and employment contract terms, requiring employees to maintain integrity and uphold business ethics in their day-to-day work. Through regular and irregular fraud and bribery risk reviews conducted across departments during key business activities, the Company identifies and mitigates potential fraud and bribery risks in its daily operations and business activities. In 2025, the Company recorded no corruption-related litigation cases.

The Company actively cultivates a culture of integrity. All new hires are required to sign the Sunshine Agreement, providing a written commitment to comply with the Company's anti-corruption and anti-bribery requirements. Dedicated content on business ethics and anti-corruption is incorporated into new employee onboarding training to establish a clear baseline for ethical conduct. In 2025, the Company completed targeted training for all newly onboarded employees, with a focus on promoting the Sunshine Agreement and integrity compliance requirements to strengthen integrity awareness across the workforce.

The Company has also promoted integrity and compliance management within its supply chain, requiring all qualified suppliers to sign an Integrity and Anti-Corruption Agreement at the qualification stage, clearly defining the integrity-related responsibilities and obligations of both parties and standardizing cooperative conduct. In December 2025, the Company issued a Joint Initiative for Building a Culture of Integrity to all suppliers, calling on them to comply with applicable national laws and regulations and the Company's integrity requirements, to jointly establish oversight mechanisms and maintain open feedback channels, and to work together in creating an open, transparent, fair and well-regulated cooperative environment.

Metric	Unit	2025
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)	1,794
Average hours of employees participating in anti-corruption training	hour(s)	2

The Company has established a standardized and transparent whistleblowing and complaints mechanism, providing dedicated reporting channels including a designated email address and telephone hotline to encourage employees and business partners to report, raise complaints about or disclose any fraudulent or corrupt conduct, improper behavior or suspicious activities identified in the course of the Company's operations. The Company attaches great importance to all whistleblowing reports received. Upon receipt of a report or internal disclosure of a relevant incident, the Company initiates a compliance investigation in accordance with its report-handling procedures, upholding the principles of objectivity, impartiality and rigor.

Receipt of materials and preliminary review

Whistleblowing materials submitted by the reporting party are registered and verified to assess the authenticity of the information and the sufficiency of the evidence.

Internal investigation and fact verification

An internal investigation and interviews are conducted based on the whistleblowing materials to verify the accuracy of the reported information.

Classification, disposition and result handling

The subsequent investigation approach is determined based on the amount involved and the state of the evidence. If evidence is sufficient, the reported individual and their supervisor are interviewed directly, and action is taken in accordance with the Company's integrity and compliance policies. If evidence is not yet sufficient and the reported individual is uncooperative, external professionals are engaged in accordance with applicable laws and regulations to assist with the investigation.

The Company requires that strict confidentiality measures be applied to the identity of whistleblowers and their submitted materials, so as to effectively protect the lawful rights and interests of whistleblowers. Any individual who unlawfully discloses a whistleblower's identity or retaliates against a whistleblower will be subject to dismissal or termination of employment contract; where the conduct constitutes a criminal offense, the matter will be referred to judicial authorities for handling in accordance with the law.

APPENDIX

APPENDIX I KEY PERFORMANCE TABLE

Environmental

Metric	Unit	2025
Air emissions	tonne(s)	15.98
Air emission intensity	kg/production output (kWh)	0.001
Of which: NOx emissions	tonne(s)	10.99
Of which: SOx emissions	tonne(s)	0.86
Of which: PM emissions	tonne(s)	0.39
Of which: VOCs emissions	tonne(s)	3.74
Total hazardous waste emissions	kg	1,416,874
Hazardous waste emission intensity	kg/production output (kWh)	0.067
Total non-hazardous waste emissions	tonne(s)	15,786
Non-hazardous waste emission intensity	tonne(s)/production output (kWh)	0.001
Of which: Waste materials	tonne(s)	11,830
Of which: Paperboard	tonne(s)	3,071
Of which: Office and kitchen waste	tonne(s)	885
Total energy consumption	tonne(s) of standard coal	85,633
Total energy consumption intensity	tonne(s) of standard coal/ production output (kWh)	0.004
Electricity consumption	kWh	382,845,105
Electricity consumption intensity	kWh/production output (kWh)	18.07
Gasoline consumption	Litre	26,769
Natural gas	m^3	32,987,246
Water consumption	m^3	1,314,889
Water consumption intensity	m^3/production output (kWh)	0.062
Wastewater discharge	tonne(s)	300,058
Wastewater discharge intensity	tonne(s)/production output (kWh)	0.014
Packaging material consumption	tonne(s)	39,170
Packaging material consumption intensity	tonne(s)/production output (kWh)	0.002
GHG emissions (Scope 1+Scope 2)	tCO_2e	274,592
GHG emission intensity (Scope 1+Scope 2)	tCO_2e/production output (kWh)	0.013
Scope 1 GHG emissions	tCO_2e	71,454
Scope 1 GHG emission intensity	tCO_2e/production output (kWh)	0.003
Scope 2 GHG emissions	tCO_2e	203,138
Scope 2 GHG emission intensity	tCO_2e/production output (kWh)	0.01
Scope 3 GHG emissions	tCO_2e	1,943,243

APPENDIX

Social

Metric		Unit	2025
Total number of employees		person(s)	6,684
Number of employees by employment type	Full-time	person(s)	6,684
	Part-time	person(s)	0
Number of employees by gender	Male	person(s)	5,049
	Female	person(s)	1,635
Number of employees by age group	30 years old and below	person(s)	3,836
	31-50 years old	person(s)	2,825
	Above 50 years old	person(s)	23
Number of employees by geographical region	Chinese Mainland	person(s)	6,683
	Non-mainland China	person(s)	1
Employee turnover rate		%	47
Employee turnover rate by gender	Male	%	47
	Female	%	49
Employee turnover rate by age group	30 years old and below	%	52
	31-50 years old	%	41
	Above 50 years old	%	3
Employee turnover rate by geographical region	Chinese Mainland	%	47
	Non-mainland China	%	100
Number of work-related fatalities		person(s)	0
Rate of work-related fatalities		%	0
Number of working days lost due to work-related injuries		day(s)	0

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Metric		Unit	2025
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)	20
	Middle management	hour(s)	38
	General employees	hour(s)	44
Total number of suppliers		number	184
Chinese Mainland		number	182
Non-mainland China		number	2
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
Total number of intellectual property rights		number	2,854
Invention patents		number	543
Registered trademarks		number	220
R&D investment		RMB10,000	52,026
Public welfare donation amount		RMB10,000	15
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)	1,794
Average hours of employees participating in anti-corruption training		hour(s)	2

APPENDIX

APPENDIX II INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING CODE OF HONG KONG STOCK EXCHANGE

Subject Areas	Description	Title
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.	Environmental Management
A1.1	The types of emissions and respective emissions data.	Exhaust Gas Management
A1.3	Total hazardous waste produced and, where appropriate, intensity.	Waste Management
A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Waste Management
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Management
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.	Waste Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy and Resource Management
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Energy and Resource Management
A2.2	Water consumption in total and intensity.	Water Resource Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Management
A2.4	Description of whether there is any issue with sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Management
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Circular Economy

APPENDIX

Subject Areas	Description	Title
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Ecosystem and Biodiversity Protection
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Ecosystem and Biodiversity Protection
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, paid leave, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Compliant Employment
B1.1	Total workforce by gender, employment type, age group and geographical region.	Diversity and Inclusion
B1.2	Employee turnover rate by gender, age group and geographical region.	Diversity and Inclusion
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.	Occupational Health and Safety
B2.1	Number and rate of work-related fatalities occurring in each of the past three years including the reporting year.	Occupational Health and Safety
B2.2	Number of working days lost due to work-related injuries	Occupational Health and Safety
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Training and Development
B3.1	The percentage of employees trained by gender and employee category.	Employee Training and Development
B3.2	The average training hours completed per employee by gender and employee category.	Employee Training and Development

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Subject Areas	Description	Title
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.	Compliant Employment
B4.1	Description of measures to review employment practices to avoid child and forced labor.	Compliant Employment
B4.2	Description of steps taken to eliminate such practices when discovered.	Compliant Employment
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supplier Management System
B5.1	Number of suppliers by geographical region.	Key Performance Table
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supplier ESG Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supplier ESG Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supplier ESG Management
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.	Product Quality and Safety
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Key Performance Table

APPENDIX

Subject Areas	Description	Title
B6.2	Number of product and service-related complaints received and how they are dealt with.	Customer Complaint Management
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Protection
B6.4	Description of quality assurance process and recall procedures.	Product Recall Management
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Security and Privacy Protection
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.	Business Ethics and Anti-corruption
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.	Key Performance Table
B7.2	Description of preventive measures and whistle blowing procedures, how they are implemented and monitored.	Business Ethics and Anti-corruption
B7.3	Description of anti-corruption training provided to directors and employees.	Business Ethics and Anti-corruption
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.	Public Welfare and Charity
B8.1	Focus areas of contribution.	Public Welfare and Charity
B8.2	Resources contributed to the focus area.	Key Performance Table

APPENDIX

Climate-related Disclosure Metrics		Title
Governance	Disclosure of information on the governance body or individual responsible for overseeing climate-related risks and opportunities, including how competency and skills are determined, the manner and frequency through which risks and opportunities are reported, how they are considered in decision-making, oversight of target-setting and progress towards targets, and the role of management in the relevant processes and integration with internal functions.	Responding to Climate Change - Governance
Strategy — Business Model and Value Chain	Description of the current and anticipated impacts of climate-related risks and opportunities on the issuer's business model and value chain, and identification of areas of concentration.	Responding to Climate Change - Strategy
Strategy — Strategy and Decision-making	Disclosure of strategies and plans for addressing climate-related risks and opportunities, including changes to the business model, adaptation or mitigation efforts, transition plans, means of achieving climate targets, and plans for resourcing actions and progress against previously disclosed plans.	Responding to Climate Change - Strategy
Strategy — Financial Position, Financial Performance and Cash Flows	Disclosure of the current and anticipated financial impacts of climate-related risks and opportunities on the issuer's financial position, financial performance and cash flows during the reporting period.	Responding to Climate Change - Strategy
Strategy — Resilience	Disclosure of the issuer's assessment of its climate resilience and the conduct of climate-related scenario analysis.	Responding to Climate Change - Strategy
Risk Management	Disclosure of the processes and related policies used to identify, assess and prioritize climate-related risks and opportunities and maintain oversight thereof, and how climate-related risks and opportunities are integrated into the issuer's overall risk management processes.	Responding to Climate Change - Risk Management
Metrics and Targets — Greenhouse Gas Emissions	Disclosure of absolute gross Scope 1, Scope 2 and Scope 3 GHG emissions for the reporting period, with explanation of measurement methodologies, input data, assumptions and reasons for changes; disclosure of Scope 2 emissions on a location-based basis and the categories included in Scope 3.	Responding to Climate Change - Metrics and Targets
Metrics and Targets — Climate-related Targets	Disclosure of qualitative and quantitative climate-related targets, including the metrics used, objectives, applicable scope, timeframe, base period, interim targets, target type and linkage to international agreements; disclosure of methodology for setting and reviewing targets, indicators for monitoring progress towards targets, and analysis of target performance and trends; for GHG emissions targets, specification of gases covered, emissions scope, and whether targets are expressed on a gross or net basis.	Responding to Climate Change - Metrics and Targets



江蘇正力新能電池技術股份有限公司

Jiangsu Zenergy Battery Technologies Group Co., Ltd.