

UHES

2025
Sustainability
Report

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About This Report

Report Overview

This is the first sustainability report publicly released by Weiheng Intelligent Technology Co., Ltd. (hereinafter referred to as "WHES", "the Company" or "we"). It aims to conduct open and transparent communication with stakeholders regarding the Company's sustainability philosophy, specific actions and performance, and systematically respond to sustainability concerns raised by all parties.

Reporting Period

This is an annual report covering the period from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "Reporting Period"). Some contents and images may extend beyond the reporting period specified above.

Reporting Scope

Unless otherwise specified, the scope covered in this report includes Weiheng Intelligent Technology Co., Ltd. and all subsidiaries included within the Company's consolidated financial statements.

Compilation Standards

This report is compiled in accordance with the ESG Reporting Code set out in Appendix C2 of the Listing Rules of The Stock Exchange of Hong Kong Limited. It also references the IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB).

Reporting Principles

This report is compiled in compliance with the reporting principles stipulated in the Hong Kong Stock Exchange ESG Reporting Code.

Principles	Our Responses
Materiality	We have identified a range of ESG issues relevant to the Company's business, operations and value chain. Through materiality assessment, we have thoroughly analyzed their impacts on the Company and stakeholders. The assessment results have been reviewed and approved at the Board level, serving as the basis for the compilation framework and contents of this report. Please refer to the "Materiality Analysis" chapter for details.
Quantification	We evaluate and monitor the Company's ESG performance based on a comprehensive set of established key performance indicators. Relevant details are presented in the "Sustainability Performance Table" chapter.
Balance	We fairly and objectively disclose the Company's sustainability practices and outcomes, enabling stakeholders to fully understand the Company's management and our performance in sustainable development.
Consistency	Unless otherwise specified, the sustainability-related financial information disclosed in this report covers the same reporting entity as the future financial statements of the Company.

Data Source and Reliability Assurance

The information and data disclosed in this report are mainly sourced from the internal original accounts, official documents and other authentic materials of WHES. The Company confirms that there are no false records or misleading statements in this report, and assumes full responsibility for the authenticity, accuracy and completeness of the report contents. All monetary amounts stated in this report are denominated in Renminbi (RMB).

Review and Release

This report has been reviewed and approved by the management of the Company on July 27, 2026.

Introduction of WHES

About Us

WHES was founded in 2017. As a globally leading provider of digital and intelligent commercial and industrial ("C&I") energy storage solutions, we deliver high-quality full-lifecycle energy storage solutions for global clients, covering equipment supply, control & management, operation and maintenance and other services.

WHES's business spans over 50 countries and regions worldwide. More than 1,000 operational energy storage power stations covering over 40 industries adopt the company's tailored energy storage solutions. The Company owns 194 global intellectual property rights and has been awarded more than 800 types of certifications. We run three core R&D centers in mainland China, and have established 6 regional offices and 21 service centers in Europe, Australia, Hong Kong and other regions worldwide.


50+

Countries/Regions Covered

6

Global Branches

21

Global Service Centers

194

Intellectual Property
Rights

1,000+

Global On-site Projects

40+

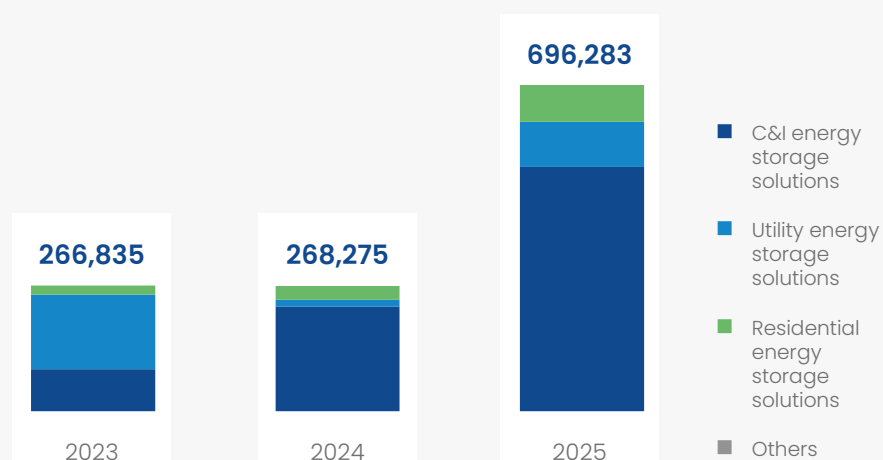
Industry and Application
Scenarios Covered

As of the release date of this report

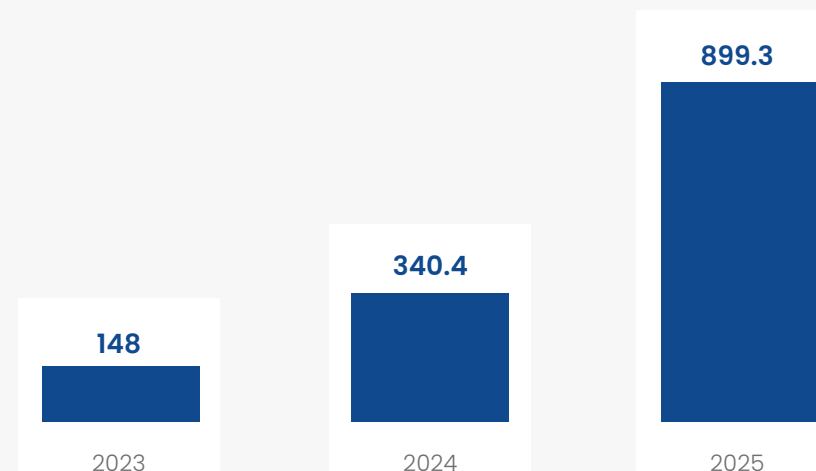


WHES generates its operating revenue primarily from product sales of energy storage solutions for C&I, utility, and residential applications. Supported by in-depth industry expertise and global business expansion, the company has maintained steady and sound operating performance. The company's operating revenue increased from RMB 266.8 million in 2023 to RMB 696.2 million in 2025. During the same period, the sales volume of its energy storage products rose from 159.6 MWh to 699.4 MWh, representing a year-on-year growth of 338%.

Operating Revenue of WHES by Segment of Energy Storage Solutions (2023–2025)
(Unit: RMB Thousand)



Energy Storage Production Capacity of WHES (2023–2025)
(MWh)



	2023	2024	2025
C&I energy storage solutions	88,843	221,638	517,327
Utility energy storage solutions	158,411	14,572	95,950
Residential energy storage solutions	19,525	29,368	77,567
Others	56	2,697	5,439
Total	266,835	268,275	696,283

	2023	2024	2025
Energy Storage Production Capacity (MWh)	148.0	340.4	899.3

Corporate Values



Mission

To serve a green life
of mankind



Vision

To be a global leading digital
energy provider



Core Values

Ultimate innovation
Ultimate collaboration
Ultimate service

Corporate Milestones

2017

Company
incorporation

2021

- Received strategic investment from Ruidong Group
- Launched operation of Wuxi headquarters
- Expanded residential energy storage solutions to Oceania and Southeast Asian markets

2022

- Established overseas headquarters in Australia and Europe
- Completed Pre-A round of financing

2023

- Won the First Prize of Shanghai Science and Technology Progress Award
- Delivered the first overseas commercial and industrial energy storage project
- Completed A round of financing

2024

- Awarded the Gold Medal at the International Exhibition of Inventions Geneva: Key Technologies and Engineering Application of AI-Driven Integrated PV-Storage-Charging System
- Launched virtual power plant, fast frequency regulation and off-grid energy projects
- Completed A+ round of financing

2025

- Cultivation Project for Major Scenarios and Key Enterprises of Digital Society in Jiangsu Province
- Typical AI Application Scenario Project for Small and Medium-sized Enterprises
- Recognized as a national key "Little Giant" enterprise among Specialized, Refined, Differentiated and Innovative (SRDI) SMEs
- Commercial and industrial energy storage products obtained North American UL1741 certification
- Completed B round of financing
- Rated as Bloomberg Tier 1 Global Energy Storage Manufacturer for consecutive quarters
- Attained Dun & Bradstreet 4AA1 high credit rating

2026

- Listed in the First Batch of "AI + Manufacturing" Diagnostic Service Providers by Jiangsu Provincial Department of Industry and Information Technology
- Renamed as Weiheng Intelligent Technology Co., Ltd.
- Completed B+ round of financing

2025 Sustainability Highlights

2025



Environmental

Direct Energy
Consumption Intensity

0.0002

tce/RMB 10,000 revenue

Packaging Materials Intensity

0.01

tonnes/RMB 10,000 revenue

Indirect Energy
Consumption Intensity

0.003

tce/RMB 10,000 revenue

Scope 1+2 GHG Emissions Intensity

0.01

tonnes CO₂e/RMB 10,000 revenue

Total Energy
Consumption Intensity

0.003

tce/RMB 10,000 revenue

Total GHG Emissions Intensity

4.27

tonnes CO₂e/RMB 10,000 revenue

Total Water
Consumption Intensity

0.02

m³/RMB 10,000 revenue


Social

Percentage of Female Managers in
Revenue-Generating Functions

10.94%

Total Training
Hours

4,212.38

Hours

Number of Females in All
Management Levels

12

Person

Number of Work-
Related Fatalities

0

Person

Percentage of Female Employees
in STEM-Related Positions

11.15%

Work-Related
Fatality Rate

0%

Employee Training
Coverage

100%

Customer Privacy Data
Breach Incidents

0

Cases



Governance

Director Anti-corruption
Training Coverage Rate

100%

Employee Anti-corruption
Training Coverage Rate

100%

Confirmed Corruption
or Bribery Incidents

0

No.

Confirmed Conflict of
Interest Incidents

0

No.

Confirmed Money Laundering
or Insider Trading Incidents

0

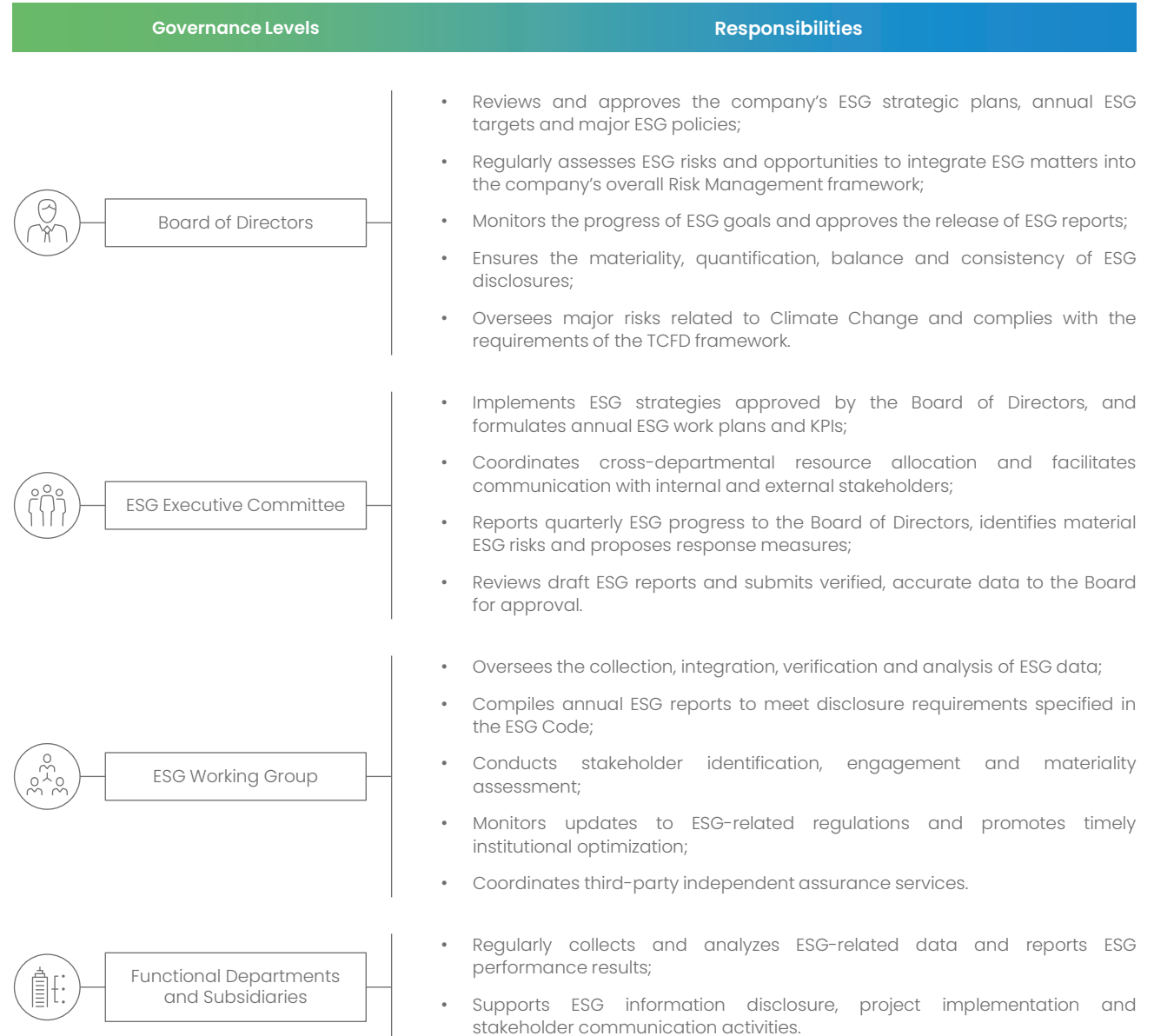
No.

Overview: Sustainable Development

WHES regards sustainable development as a critical foundation for the company's long-term value creation. The company continuously optimizes its management mechanisms and implementation capabilities to ensure that sustainable development goals advance in tandem with business growth, providing solid support for the company's stable operation and long-term development.

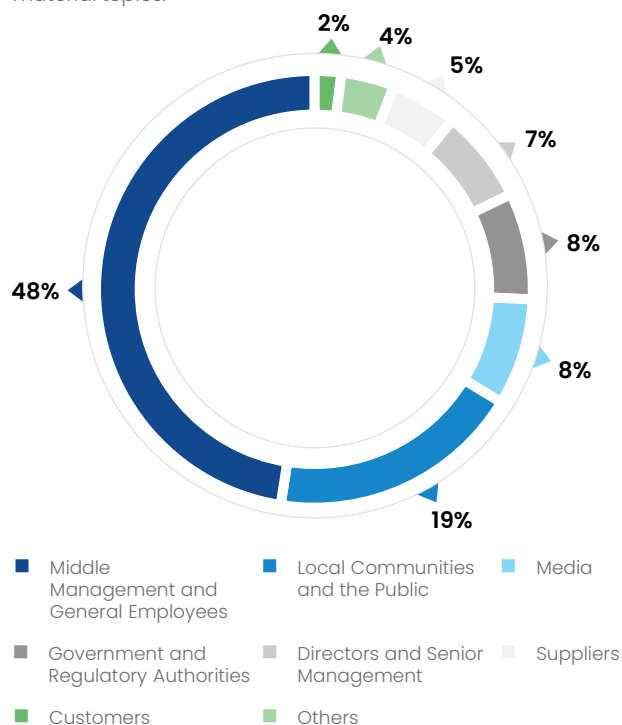
Sustainability Governance Structure

WHES has established a four-tier sustainable development governance system. The Board of Directors serves as the leading and decision-making body for ESG affairs. The ESG Executive Committee acts as the research and guidance body for ESG initiatives. The company has set up an ESG Working Group, consisting of senior management, department heads and designated ESG liaisons, which provides institutional guarantee and professional support for the implementation of ESG responsibilities. All functional departments and subsidiaries of the company are responsible for the execution of ESG work.



Materiality Analysis

WHES conducts ESG materiality analysis in compliance with relevant regulatory requirements and international initiative standards. The company distributes online questionnaires to domestic and overseas stakeholders. We collect opinions from internal and external parties including directors and senior management, middle managers and ordinary employees, government and regulatory authorities, suppliers, customers, media and local communities. The company identifies ESG topics with significant business impact or substantial influence on stakeholders. A materiality matrix is constructed based on two dimensions – “importance to WHES” and “importance to stakeholders” – to prioritize relevant topics. A total of 21 material topics have been identified. Among them, Product Lifecycle Management, Health and Safety, Remuneration and Performance, Employment, Product Responsibility, Labor Standards and Customer Service are defined as core material topics.



Topic Identification

- With reference to national macro policies, international standard guidelines, industry hot topics and peer sustainable development practices, the company clarifies policy orientations, development opportunities and risks in the energy storage industry. Combined with corporate development strategies and planning documents, it identifies topics material to both the company and its stakeholders.

Topic Assessment

- Conducts annual identification of key stakeholders;
- Distributes Chinese and English questionnaires to stakeholders across operating regions, followed by data collation and comprehensive analysis.

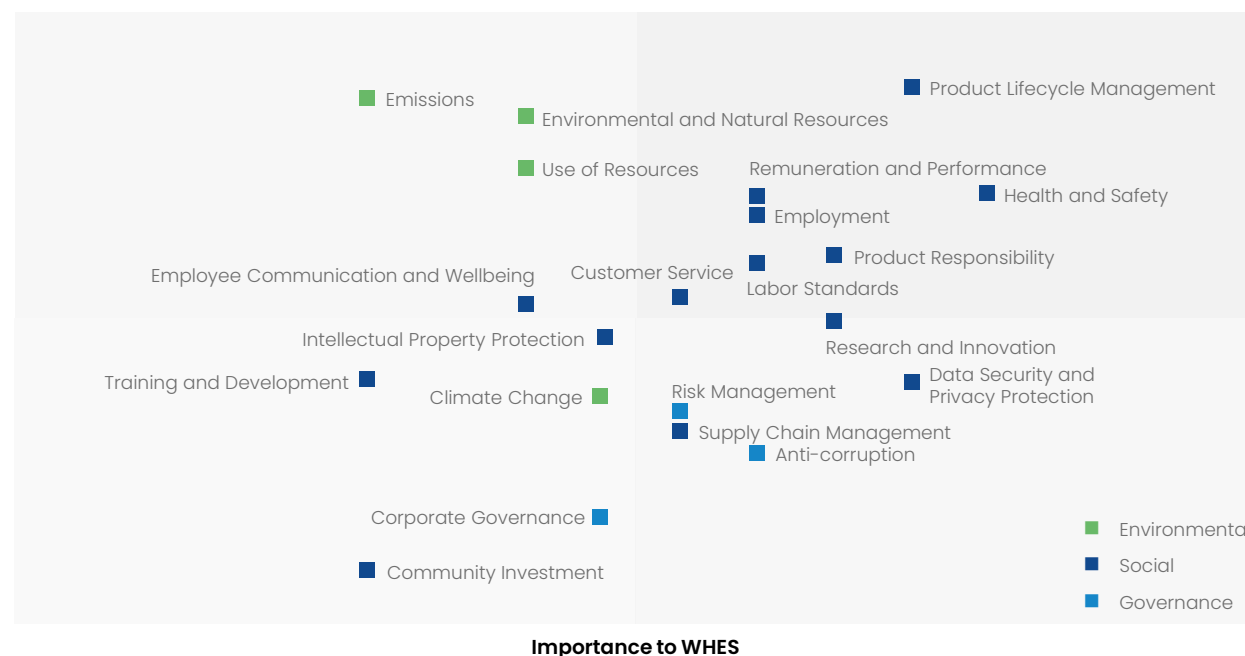
Topic Screening

- Prioritizes various topics based on the dual dimensions of the materiality matrix, fully considering stakeholder expectations, industry development trends and corporate business strategies;
- Formulates material impact assessment conclusions through internal discussions and external expert consultations.

Topic Review

- Submits materiality analysis results together with the sustainable development report to the ESG Executive Committee for review and final approval by the Board of Directors.

Importance to stakeholders

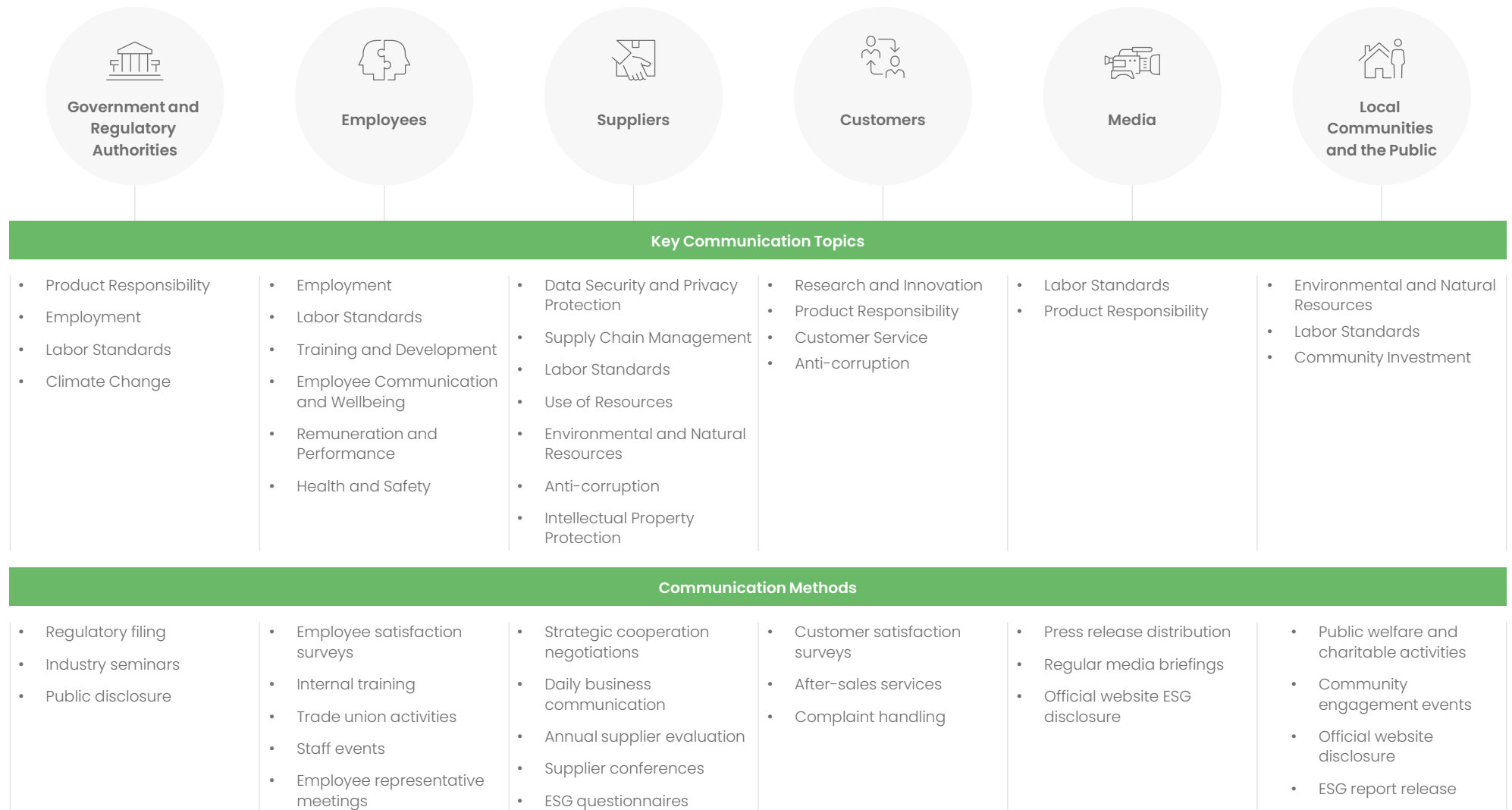


Importance to WHES

Environmental
Social
Governance

Stakeholder Engagement

WHES attaches great importance to communication and interaction with all types of stakeholders. The Company recognizes that fully understanding stakeholders' expectations and concerns serves as an essential foundation for rationally allocating resources, improving governance mechanisms, and continuously enhancing sustainable development capabilities. WHES has established diversified and regular communication channels. Through business exchanges, cooperative dialogues and various other approaches, the Company maintains continuous communication with stakeholders, timely identifies their concerns and demands, and iteratively optimizes its sustainable development strategies, goal-setting and management practices.



2

Environment: Low-Carbon Smart Energy Storage

Against the backdrop of intensifying global efforts to address climate change and mounting pressures on the ecological environment, WHES embeds the concept of green and low-carbon development throughout its production and operational processes. Guided by its carbon reduction targets, the Company has established a management system covering emissions, use of resources, environmental and natural resources, and climate change, systematically advancing green and low-carbon operations and reinforcing its unwavering commitment to coexistence and shared prosperity with the planet's ecosystem.

3

Emissions

Emissions management is a fundamental aspect of the Company's environmental compliance and green operations. With regulatory compliance as the prerequisite, the Company implements categorized control over exhaust gas, wastewater, waste, and noise generated in its production and operational activities, ensuring that all emission indicators continuously meet environmental requirements and consistently reducing the overall environmental impact of its operational activities.

► For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Environmental Protection Law of the PRC

Law of the PRC on the Prevention and Control of Atmospheric Pollution

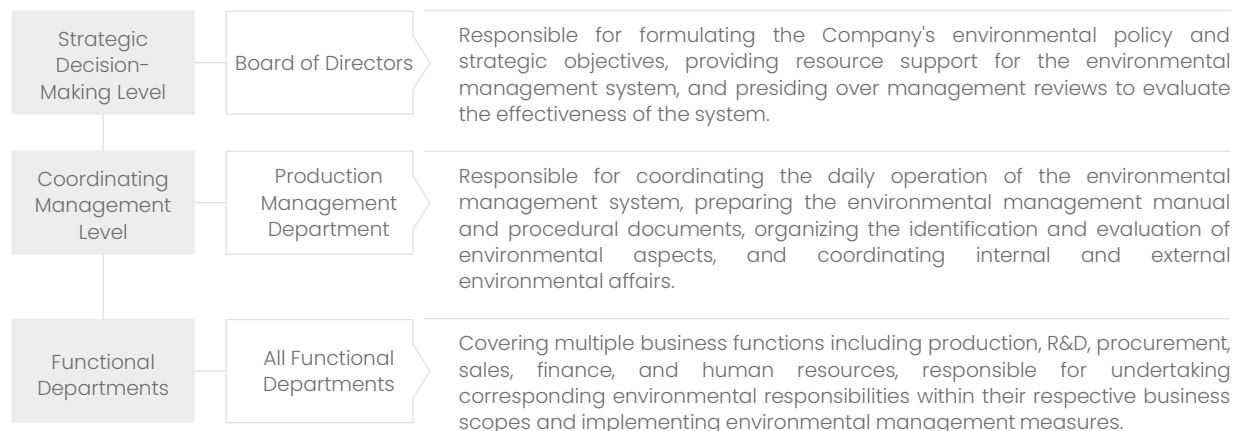
Law of the PRC on the Prevention and Control of Water Pollution

Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste

Our Governance

We have formulated and implemented internal policies including the Environmental Management Regulations, Waste Management Measures, and Noise Control Measures, which comprehensively cover waste management, noise control, and other relevant aspects. The Company has established a clear environmental governance structure, with the Board of Directors serving as the decision-making and leadership body for environmental management, the Production Management Department as the coordinating and managing authority, and all functional departments as the primary entities for execution and collaboration.

Environmental Governance Structure of WHES



Our Actions

Air Emissions and Wastewater Management

The Company's production process is primarily assembly-based and, in accordance with relevant regulations, is classified as a type that does not require an environmental impact assessment. The production process does not involve exhaust gas or industrial wastewater emissions. Domestic wastewater generated from daily office activities is discharged to designated drainage points in compliance with requirements. Air emissions mainly originate from transportation equipment used in production operations, such as diesel-powered forklifts. The Company strictly adheres to relevant national environmental protection standards by implementing regular maintenance and servicing of transportation equipment to control tailpipe emissions.

Waste Management

The Company has established an integrated system that combines on-site waste handling operations with environmental cleanup responsibilities, supported by a dedicated supervision mechanism and regular inspections to ensure full-process control of waste from generation to disposal. The Company's production base does not generate hazardous waste during the production process. For non-hazardous waste, the Company classifies and implements differentiated treatment based on residual value (i.e., recyclable and non-recyclable).

Noise Management

The Company places high importance on the management and control of noise generated during production, implementing systematic management of noise from production activities to mitigate the impact of operational noise on employees and surrounding communities.

Noise Control Measures of WHES

Optimization of Operating Hours

We strictly confine high-noise operations to daytime hours and designate locations away from environmentally sensitive areas, controlling the scope and duration of noise impact at the source.

Standardization of Operations and Equipment

We implement a strict regular equipment maintenance system, standardize operating procedures, and provide necessary personal hearing protection equipment to relevant personnel, thereby reducing noise generation at the source and safeguarding employee health.

Supervision and Continuous Improvement Mechanism

We have established a preventive supervision system, conducting environmental assessments and special planning prior to high-noise operations, defining clear responsibilities for routine inspections and complaint handling, and overseeing the implementation of corrective measures to ensure the continued effectiveness of noise control requirements.

Our Performance

Indicator	Unit	2023	2024	2025
Air Emissions				
Nitrogen Oxides (NOx)	kg	95.50	128.49	171.11
Sulfur Oxides (SOx)	kg	0.09	0.12	0.17
Suspended Particulates (PM)	kg	8.43	10.51	13.52
Wastewater Discharge				
Wastewater Discharge Volume	tonnes	2,912.95	4,563.65	6,159.95
Wastewater Discharge Intensity	tonnes/RMB 10,000 revenue	0.11	0.17	0.09
Waste				
Non-hazardous Waste	tonnes	7.14	6.78	25.08
Non-hazardous Waste Intensity	tonnes/RMB 10,000 revenue	0.0003	0.0003	0.0004

Our Targets

The Company has set a long-term direction toward waste minimization and resource recovery, with a clear management target of achieving a 100% classified collection rate for production and domestic waste. This target was successfully met in 2025.



Use of Resources

Efficient resource utilization is a critical pathway for the Company to reduce operational costs and environmental footprint. Centering on the three major areas of energy, water resources, and packaging materials, the Company systematically promotes economical use and recycling to enhance resource productivity, providing fundamental support for advancing green and low-carbon operations.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Energy Law of the PRC
Energy Conservation Law of the PRC
Renewable Energy Law of the PRC
Water Law of the PRC

Our Governance

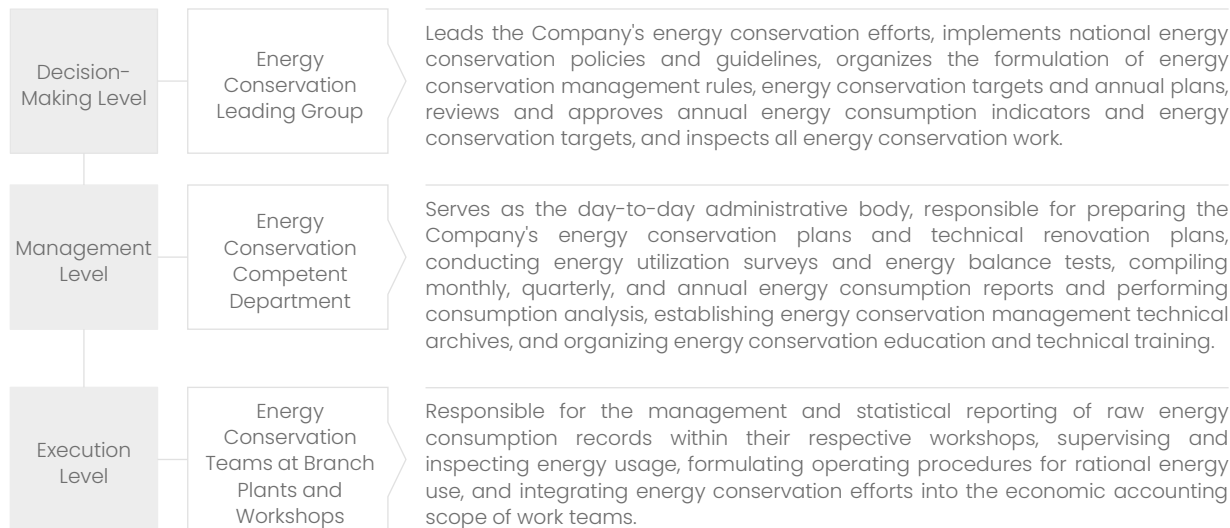
The Company has formulated and implemented internal policies including Energy Management Regulations, Enterprise Energy Consumption Quota Management Regulations, Energy Conservation and Consumption Reduction Management Measures, and Packaging Resource Recycling and Reuse Management Measures, establishing a mechanism for energy consumption quota management and the decomposition of energy conservation targets, defining principles for the recycling and reuse of packaging resources, and promoting the efficient utilization of energy and resources.

Our Actions

Energy Management

To promote the scientific and rational use of energy, reduce consumption, improve economic efficiency, the Company has established an energy management structure comprising an Energy Conservation Leading Group, an Energy Conservation Competent Department, and Energy Conservation Teams at branch plants and workshops, enabling the step-by-step decomposition and implementation of energy conservation targets.

Energy Management Structure of WHES



The Company has formulated an energy conservation implementation plan that places equal emphasis on on-site management and quota assessment to reduce energy consumption and improve utilization efficiency.

On-Site Management

- The Company selects energy-efficient lighting fixtures in warehouse handling areas and office spaces, optimizes wiring, and ensures lights are turned off when not in use.
- Upon completion of warehouse handling operations, high-energy-consuming equipment is temporarily shut down, and machinery not in use for extended periods is disconnected from power sources.
- In areas of the Company's warehouse handling operations where electric heating or cooling is used, doors and windows are kept closed during equipment operation.

Quota Assessment

- In accordance with the Enterprise Energy Consumption Quota Management Regulations, the Company's Energy Conservation Competent Department, in conjunction with the production technology and equipment management departments, jointly prepares a draft energy consumption quota, which is implemented upon review and approval by the Energy Conservation Leading Group.
- The Company inspects and analyzes the implementation of energy consumption quotas. Generally, individual quotas are revised once a year, with interim revisions made in the event of significant changes.
- The Company adopts comparative analysis for quota assessment. It compares quotas against actual consumption to identify deviations and analyze their causes, and links assessment results to the economic responsibility system.

Water Resource Management

The Company places high importance on the conservation and rational use of water resources. Based on actual water use processes and scenarios, it has formulated differentiated water management measures for office areas and warehouse handling areas to improve water efficiency and eliminate waste.

Office Areas

- The Company posts "Save Water" reminder signs in water-use areas of office spaces to strengthen publicity and education.
- The Company installs and uses water-saving fixtures in office areas, and does not use spiral lift-type faucets or toilet tanks with a single flush volume exceeding 9 litres.
- The Company strengthens the management, maintenance, and repair of water supply and usage facilities in office areas to prevent leakage, dripping, and run-off, and prohibits continuous running water.

Warehouse Handling Areas

- The Company posts "Save Water" reminder signs in water-use areas of warehouse handling areas.
- The Company promptly addresses leakage, dripping, and run-off in water supply lines in warehouse handling areas, and prohibits continuous running water.
- The Company strengthens the management, maintenance, and repair of water usage facilities in warehouse handling areas.

Packaging Material Management

The Company adheres to the principle of "conservation first, recycling prioritised" and has established a full-process responsibility chain for packaging material circulation, continuously promoting the efficient recovery and recycling of packaging resources. Based on the degree of packaging material damage, the Company has developed a packaging material grading standard to implement differentiated treatment of recovered materials. Meanwhile, according to packaging material types, the Company has formulated special recycling operation rules to refine the disposal requirements for recovered materials and promote their efficient utilisation.

Packaging Material Grading Standard

Grade	Assessment Criteria	Disposal Method
Grade 1	Intact and undamaged, or requiring only simple cleaning and minor repair for direct reuse	Returned directly to the production line or supplier for reuse
Grade 2	Damaged, but can be restored to functional use through repair and reprocessing	Repaired (e.g., wooden pallet repair, carton reinforcement, etc.) and then reused
Grade 3	Severely damaged with no reuse value	Reworked into other products (e.g., pallets converted to padding boards) or sold to recyclers
Off-grade	Irreparable or non-reworkable, can only be reprocessed through smelting/incineration	Disposed of as waste (crushing, incineration for power generation, or landfilling)



Our Performance

Indicator	Unit	2023	2024	2025
Energy Consumption				
Direct Energy Consumption	tonnes of standard coal equivalent (tce)	6.84	8.78	12.42
Direct Energy Consumption Intensity	tce/RMB 10,000 revenue	0.0003	0.0003	0.0002
Gasoline	litres	3,374.00	3,186.20	5,062.00
Diesel	litres	2,624.80	4,375.60	5,707.00
Indirect Energy Consumption	tce	104.39	183.62	225.11
Indirect Energy Consumption Intensity	tce/RMB 10,000 revenue	0.004	0.01	0.003
Purchased Electricity	kWh	849,379.05	1,494,091.25	1,831,668.67
Total Energy Consumption	tce	111.23	192.40	237.53
Total Energy Consumption Intensity	tce/RMB 10,000 revenue	0.004	0.007	0.003
Water Resources				
Total Water Withdrawal	m³	3,427.00	5,369.00	7,247.00
Total Water Consumption	m³	514.05	805.35	1,087.05
Total Water Consumption Intensity	m³/RMB 10,000 revenue	0.02	0.03	0.02
Packaging Materials				
Packaging Materials Used	tonnes	92.00	128.00	657.00
Packaging Materials Intensity	tonnes/RMB 10,000 revenue	0.003	0.005	0.01

Environmental and Natural Resources

Environmental and natural resources management is a fundamental action for the Company to fulfil its ecological protection responsibilities. By systematically identifying the environmental impacts of its operational activities, the Company integrates biodiversity conservation and sustainable resource utilization into its day-to-day management, aiming to reduce potential disruptions to natural ecosystems caused by its operations and contribute to the long-term vision of harmonious coexistence between humanity and nature.

Our Governance

The Company is committed to comprehensively managing the environmental impacts of its operational activities on the environment and natural resources through systematic identification and evaluation of environmental aspects. The Company has formulated and implemented the Environmental Aspect Identification and Evaluation Control Procedure, establishing a systematic environmental aspect identification process that comprehensively covers all departments, activities, and environmental elements of the Company. During the reporting period, the Company's ISO 14001 Environmental Management System certification remained continuously valid.



WHES ISO 14001 Environmental Management System Certification

Our Actions

The Company integrates environmental compliance and continuous improvement into its day-to-day management, ensuring the continued effective operation of its environmental management system.

Environmental Aspect Identification

To comprehensively identify and manage the environmental impacts of its operational activities, the Company has established an environmental aspect identification and evaluation mechanism covering all departments, activities, and environmental elements, with regular evaluation and updates of significant environmental aspects.

Environmental Aspect Identification Process



Biodiversity Conservation

The Company is deeply aware of the significant importance of biodiversity conservation to ecological balance and sustainable development, and proactively minimizes disturbances to the natural environment in its production and operations. The Company's production process is primarily assembly-based and is located within an industrial park, without involving ecologically sensitive areas such as nature reserves, wetlands, or forests. During the reporting period, the Company did not conduct any activities that could have a significant impact on biodiversity, and no incidents of damage to biological habitats occurred.



Climate Change

Climate change is one of the most pressing global sustainable development issues of our time. The Company proactively aligns with the national "Dual Carbon" strategy and is committed to integrating climate risk management into its governance structure and business decision-making, contributing to society's green transition while mitigating its own carbon footprint.

Governance

The Company has established a climate governance structure comprising "Board oversight – ESG Executive Committee management – ESG Working Group execution," achieving deep integration of climate-related issues with the Company's strategic decision-making processes. The Board of Directors is responsible for reviewing and disclosing the oversight mechanism for climate-related risks and opportunities. Management bears the specific responsibilities for climate risk assessment and management, defining the division of responsibilities among functional departments in climate risk control. All functional departments implement climate risk control requirements in their day-to-day operations.

Climate Governance Structure of WHES

	Governance Levels	Responsible Department	Responsibilities
	Decision-Making Level	Board of Directors	Reviews and approves climate strategy and targets, oversees climate risks and information disclosure.
	Management Level	ESG Executive Committee	Implements climate strategies, coordinates cross-departmental actions, and reports regularly to the Board of Directors.
	Execution Level	ESG Working Group	Responsible for climate data accounting, report preparation, and monitoring of regulatory developments.



Strategy

To address the potential impacts of climate change on the Company's business and long-term sustainable development, the Company, in alignment with the national "Dual Carbon" strategy and industry policy direction, conducts systematic assessments of climate-related risks and opportunities, develops a climate risk and opportunity register, and formulates targeted response measures.

Risk Type		Risk Description	Financial Impact	Response Measures	Time Horizon ¹
Physical Risk	Acute	Climate events such as typhoons, heavy rainfall, floods, and extreme heat lead to production interruptions, damage to energy storage power station equipment, and supply chain disruptions	Increased asset repair and replacement costs; revenue loss due to production delays; increased O&M costs	Develop extreme weather emergency plans and measures; conduct regular emergency drills; monitor extreme weather events	S M L
	Chronic	Persistent high temperatures, sea-level rise, and water scarcity lead to increased equipment maintenance frequency, reduced efficiency, and rising costs for environmentally compliant disposal of retired batteries	Increased O&M costs; increased energy costs; higher battery recycling and disposal costs	Upgrade equipment for climate adaptability (e.g., high-temperature protection, waterproof sealing); establish dynamic maintenance records; optimize water resource management at production bases	S M L
Transition Risk	Policy and Legal	Increasingly stringent government and exchange regulations on carbon emissions, with expected changes in energy efficiency standards	Mandatory climate-related information disclosure drives up compliance costs; higher energy efficiency standards lead to equipment upgrade costs	Deploy high-efficiency energy conversion technologies at the R&D stage to ensure products proactively meet standards; track policy developments, analyze and understand regulatory requirements, and adjust internal systems in a timely manner to ensure product compliance	S M L
	Market	Increasing customer and investor preference for low-carbon products; high-carbon products or outdated capacity face elimination; price volatility of key raw materials	Reduced revenue; increased procurement costs; higher financing costs	Develop low-carbon energy storage products and apply for green certifications; establish long-term cooperation with core suppliers; actively participate in green electricity trading	S M L
	Technology	Accelerated iteration of low-carbon technologies (e.g., new electrochemical systems, AI energy efficiency algorithms), potentially weakening product competitiveness	Increased R&D investment; sunk costs from retrofitting or early retirement of existing equipment; loss of market share	Track cutting-edge low-carbon technologies, establish technology cooperation networks, and upgrade equipment in phases	S M L
	Reputation	Inadequate climate action disclosure and failure to meet expected low-carbon performance of projects lead to reduced customer trust and hindered collaboration	Impaired brand value, customer attrition, higher financing costs	Establish a climate change governance structure, and integrate climate information disclosure and emission reduction actions into routine management	S M L
Opportunity Type		Opportunity Description	Financial Impact	Response Measures	Time Horizon
Market		Government incentive policies for energy storage; shifting consumer preferences and behavior toward environmentally friendly products	Rising consumer preference for green solutions, enhanced government subsidies for residential, commercial, and industrial energy storage, presenting revenue growth opportunities	Focus on core product performance, advance cutting-edge R&D, and embed environmental and low-carbon concepts into the business model	S M L
Resource Efficiency		Reduction in packaging material procurement costs and waste disposal expenses through graded recycling, reuse, and reworking of packaging materials	Reduced packaging material procurement costs; decreased waste disposal expenses	The Company has established a packaging material grading system, under which packaging materials from Grade 1 to off-grade are respectively subject to direct reuse, repair and reuse, reworking, and waste disposal, promoting a circular economy model for packaging resources	S M L
Energy Utilization		Reduction in energy consumption in production and operations through energy-saving technology retrofits and optimization of energy use behaviors	Reduced energy consumption per unit of product, lower operating costs	Implement foundational management measures for energy conservation and consumption reduction, and implement an energy consumption quota assessment mechanism	S M L
Products and Services		Development of low-carbon and zero-carbon energy storage systems	Differentiated products command a premium, meeting downstream customers' low-carbon procurement requirements	R&D of low-loss energy storage technologies, conduct product life-cycle carbon footprint accounting, and apply for green product certifications	S M L

¹ Short-term (S): 1–3 years (inclusive); Medium-term (M): 3–10 years (inclusive); Long-term (L): more than 10 years.

Risk Management

The Company integrates climate-related management requirements into its existing risk management system. By taking into account business layout, operational regional characteristics, and external policy dynamics, the Company identifies and prioritizes climate risks from the short term to the long term through policy research, operational analysis, and scenario assessments. The Company tracks the implementation of response measures, with oversight by the Board of Directors and execution by management, continuously enhancing climate resilience and ensuring that climate risks are effectively managed.

Metrics and Targets

Guided by the national "Dual Carbon" strategy, the Company advances greenhouse gas emission reduction in a phased manner, actively fulfills its energy conservation and carbon reduction obligations, proactively integrates into the global climate governance process, and effectively assumes its corporate responsibility in addressing climate change.

Indicator	Unit	2023	2024	2025
Scope 1 GHG Emissions	tonnes CO ₂ e	14.61	18.91	26.69
Scope 2 GHG Emissions	tonnes CO ₂ e	450.68	792.76	971.88
Scope 1+2 GHG Emissions	tonnes CO ₂ e	465.29	811.67	998.57
Scope 1+2 GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	0.02	0.03	0.01
Scope 3 GHG Emissions	tonnes CO ₂ e	106,173.40	109,759.29	296,091.82
Category 1: Purchased Goods and Services	tonnes CO ₂ e	77,356.21	86,558.57	187,058.71
Category 6: Employee Business Travel	tonnes CO ₂ e	251.60	395.60	364.07
Category 7: Employee Commuting	tonnes CO ₂ e	62.49	74.58	78.26
Category 11: Use of Sold Products	tonnes CO ₂ e	28,503.10	22,730.54	108,590.78
Scope 3 GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	3.99	4.09	4.25
Total GHG Emissions	tonnes CO ₂ e	106,638.69	110,570.96	297,090.39
Total GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	4.00	4.12	4.27

2

3

People: Perseverance and Solidarity

Talent is the core driver of the Company's sustainable development. WHES has built a fair, inclusive, empowering, and healthy organizational environment, safeguarding employee rights, unleashing talent potential, and actively giving back to the community. By focusing on talent cultivation, community care, and responsibility, we drive the Company's long-term value creation.

Employment

WHES has established a systematic employment policy and management system. Through strategic talent inventory, diversified recruitment, and channel development, the Company continuously optimizes its talent structure and builds harmonious employment relationships, providing a solid talent foundation for sustainable development.



For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Labor Law of the PRC

Labor Contract Law of the PRC

Our Governance

The Company has formulated a systematic institutional framework covering the full career lifecycle of employees, including recruitment, deployment, training, retention and offboarding, including a series of internal policies such as the Talent Acquisition Management Regulations and Labor Relations Management Regulations. The Company promotes recruitment efforts that are closely aligned with business departments to respond swiftly to business needs. Meanwhile, it strictly maintains the compliance baseline for labor practices and systematically mitigates related risks. The Company upholds the principle of equal pay for equal work. In all employment aspects including recruitment, compensation, promotion, and training, we strictly prohibit discrimination or harassment based on race, color, religion, gender, or any other factor, effectively safeguarding employee rights and fostering an inclusive and equitable workplace. During the reporting period, no discrimination or harassment violations occurred.

Our Actions

Talent Recruitment

We have built a multi-channel parallel recruitment system tailored to different talent needs, encompassing campus recruitment and social recruitment. This system connects diverse talents with professional capabilities and growth potential, empowers the development of talent pipelines, and continuously strengthens the team's competitive advantage in a fiercely competitive industry.

Campus Recruitment

Attracting young talent, cultivating future leaders

Campus recruitment is an important channel for us to introduce young, high-potential talent. We actively conduct campus recruitment activities, attracting outstanding students from home and abroad. During the reporting period, we received tens of thousands of resumes globally, with recruited talent covering all education levels from associate to doctoral degrees.

Experienced Recruitment

Connecting with the market, continuously gathering professional talent

Social recruitment is our primary method for supplementing key position capabilities and introducing mature professional talent. For high-level talent and core R&D positions, we rely on headhunter partnerships, internal referrals, and professional communities for targeted searches. During the reporting period, the Company participated in over **40** offline recruitment events and received tens of thousands of resumes.

Internal Recruitment

Clearing growth pathways, activating internal talent potential

Internal recruitment is an important pathway for us to revitalize existing talent and stimulate team vitality. We streamline internal transfer and promotion channels, facilitating cross-departmental reassignments and optimizing the adjustment of positions and grades. During the reporting period, the Company completed **37** cross-department transfers and **15** position/grade promotions or adjustments.

Diversity, Equity, and Inclusion

The Company has established a grievance and resolution mechanism for discrimination and harassment incidents, covering all formal employees and dispatched workers. Multiple grievance channels have been set up, including a dedicated grievance email (report@whes.com), the General Manager's mailbox, HRBP, and direct supervisor contact channels, with a strict anti-retaliation policy in place. The grievance process follows a standardized workflow of submission, acceptance, investigation, resolution, and feedback, forming a closed-loop management system.

The Company fully respects the diverse cultural backgrounds and religious beliefs of its employees, providing humanistic care measures such as religious holiday leave and prayer spaces for employees of different nationalities and religious beliefs, fostering an open and inclusive workplace atmosphere. As of the end of the reporting period, the Company's employees encompassed multiple ethnic minorities, including Manchu, Miao, Yi, Tibetan, Dong, Tujia, and Bouyei.

The Company continues to advance women's leadership development. As of the end of the reporting period, women accounted for **14.29%** of senior management positions, and women held **15%** of middle management positions. Going forward, the Company will continue to increase the proportion of female management talent at all levels to advance gender equality goals.

The Company has established a family-friendly benefits system covering the entire maternity cycle of employees, providing exclusive gifts and nutritional care for female employees on maternity leave, while also sending maternity gifts and condolences to the families of male employees on paternity leave, reflecting equal support for families with newborns. Female employees returning to work after childbirth may avail of flexible working arrangements during the nursing period, with one hour of nursing time per day, effectively helping employees balance work and parenting responsibilities.

Our Performance

2025

Total Number of New Employees

119 Person

Total Number of Employees

424 Person

By Gender



■ Male: 336 Person

■ Female: 88 Person

By Employment Type



■ Full-time: 424 Person

■ Part-time: 0 Person

By Region



■ China (including Hong Kong, Macao and Taiwan): 419 Person

■ Overseas: 5 Person

By Job Level



■ Senior Management: 7 Person

■ Middle Management: 20 Person

■ Junior Employees: 397 Person

By Age Group



■ Below 30: 142 Person

■ 30-50: 273 Person

■ Above 50: 9 Person



10.94%

Percentage of Female Managers
in Revenue-Generating Functions

12 Person

Number of Females in
All Management Levels

8 Person

Number of Females in
Junior Management

3 Person

Number of Females in
Middle Management

1 Person

Number of Females in
Senior Management

260 Person

Total Number of Employees in
STEM-Related Positions

29 Person

Female Employees in
STEM-Related Positions

11.15%

Percentage of Female
Employees in STEM-Related
Positions

14.29%

Percentage of Females in
Senior Management Positions

Labor Standards

WHES strictly complies with the Universal Declaration of Human Rights and the core conventions of the International Labor Organization concerning freedom of association, collective bargaining, forced labor, child labor protection, equal pay for equal work, and anti-employment discrimination, and fully follows the labor laws and regulations of the jurisdictions in which it operates. The Company has established a labor rights management system covering recruitment, employment, compensation, and occupational health and safety, and is committed to building a fair, safe, and respectful working environment for all employees.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Labor Law of the PRC

Labor Contract Law of the PRC

Responsible Business Alliance (RBA) Code of Conduct

Our Governance

The Company has established a standardized labor rights protection system, formulating and implementing a series of internal policies including the Employee Handbook, the Responsible Business Alliance (RBA) Code of Conduct, the Policy on the Prohibition of Child Labor, the Policy on the Prohibition of Forced Labor, and the Provisions on the Protection of Juvenile Workers. The Company strictly prohibits any form of forced labor and child labor. During the reporting period, no incidents of child labor or forced labor violations occurred.

The Company strictly complies with statutory provisions on working hours, rest and leave, and overtime management, ensuring that all overtime work is agreed upon by employees in advance in accordance with the law. For extra labor hours worked by employees, the Company shall pay full overtime compensation or arrange compensatory leave in strict accordance with legal requirements.

Our Actions

Labor Rights Protection

The Company strictly implements age verification at onboarding and a minor worker registration system, implementing dedicated protections for minor workers including position-specific safeguards, working hour controls, health monitoring, and dynamic position adjustments. A remediation and reporting mechanism has also been established to eliminate non-compliant employment practices at the source. The Company also explicitly prohibits suppliers from employing child labor. The Company supports legitimate and compliant apprenticeship programs but requires suppliers to properly manage apprentices/student workers: they must provide appropriate support and training, properly maintain their records, conduct strict due diligence on mentor pairings, and ensure their compensation is no less than that of entry-level employees in similar positions. Suppliers must ensure that young workers (under 18 years of age) are not engaged in work that endangers their health or safety, including barring them from night shifts and overtime work.

The Company strictly enforces the policy prohibiting forced labor and, through compliance training, employment contract management, and the establishment of accessible complaint channels, ensures the complete elimination of any form of forced labor in its own operations. Meanwhile, we require all suppliers not to employ forced, bonded labor (including debt bondage), contract-bound workers, involuntary prison labor, enslaved persons or trafficked individuals, and prohibit the recruitment, harbouring, transport, transfer, or receipt of such workers or labor services through threats, coercion, abduction, deception.



WHES Builds RBA Code Training System Covering All Employees

The Company has established an RBA Code of Conduct training system covering all employees, dynamically adjusting training content based on RBA code updates, and organizing annual online training with assessments for all employees. Training content covers key areas including labor standards. During the reporting period, the Company achieved a 100% coverage rate for RBA training and a 100% pass rate for related assessments among all employees.



WHES Responsible Business Alliance Code of Conduct Annual Training

Working Hours Management

The Company uses a human resources management system to systematically record, aggregate, and monitor employee attendance and working hours. The Company requires employees to follow a prior application and approval process for overtime, and production departments arrange schedules based on business needs.

To accommodate the working characteristics of certain positions, the Company has applied to and received approval from the government to implement a comprehensive working hour system for front-line workers affected by order fluctuations and technical support personnel who need to coordinate with production. In implementing this system, the Company follows a democratic consultation process. After the Human Resources Department drafts the implementation plan, it organizes employees to engage in democratic discussions and solicit opinions on legality, working hour arrangements, compensation calculations, and rest safeguards. The approved plan is then publicized to all employees. Specific overtime arrangements are negotiated through team meetings or individual interviews, clearly defining overtime hours and compensation methods, with full respect for employees' personal wishes.

Training and Development

WHES regards employees as its most core asset and is committed to building a systematic training and development system, providing employees with fair and long-term learning and development opportunities, continuously enhancing employee skills and employability, fully activating organizational potential, and achieving mutual growth for both individuals and the Company.

Our Governance

The Company has established a training and development system covering the entire career lifecycle of employees, taking the Training and Education Control Procedure as the overarching document, and has formulated a complete set of internal policies, including the New Employee Onboarding Training Measures, New Employee Pre-assignment Training Measures, External Training Management Measures and Internal Trainer Management Measures, covering the full-process management of training needs identification, plan formulation, implementation, effectiveness evaluation, and record management. In addition, the Company formulates an annual training plan covering all employees, conducting tiered and categorized regular training based on position competency models and business development needs.

Our Actions

Training and Development Strategic Layout

The Company has formulated a "talent strengthens the enterprise" strategy, committed to building a "precise, agile, and sustainable" talent supply chain, driving talent management from reactive response to proactive planning and empowerment, and ensuring that key talents can be "attracted, utilized effectively, and retained."

The core strategic implementation directions in the training and development field are as follows:

Targeted Talent Supply to Fill Strategic Gaps	Accelerate Talent Growth to Empower Core Teams	Revitalize the Organization to Strengthen Long-Term Commitment	Digital Efficiency Improvement to Support Data-Driven Decision-Making
Concentrate resources on targeted recruitment of key talents aligned with the Company's strategic priorities; launch a campus management trainee program to reserve and cultivate future backbones.	Roll out the High-Potential Talent Acceleration Program. Through project practice and mentorship systems, we focus on cultivating identified core backbones and high-potential employees to rapidly boost their leadership and professional capabilities.	Optimize the incentive portfolio combining short-term rewards and long-term equity, tighten the linkage between performance and contribution, fuel the entrepreneurial passion of core teams, and improve workforce retention.	Advance digital transformation of core human resources workflows and build a talent data dashboard. Data insights inform talent planning and staffing decisions to elevate the overall efficiency of human resource management.

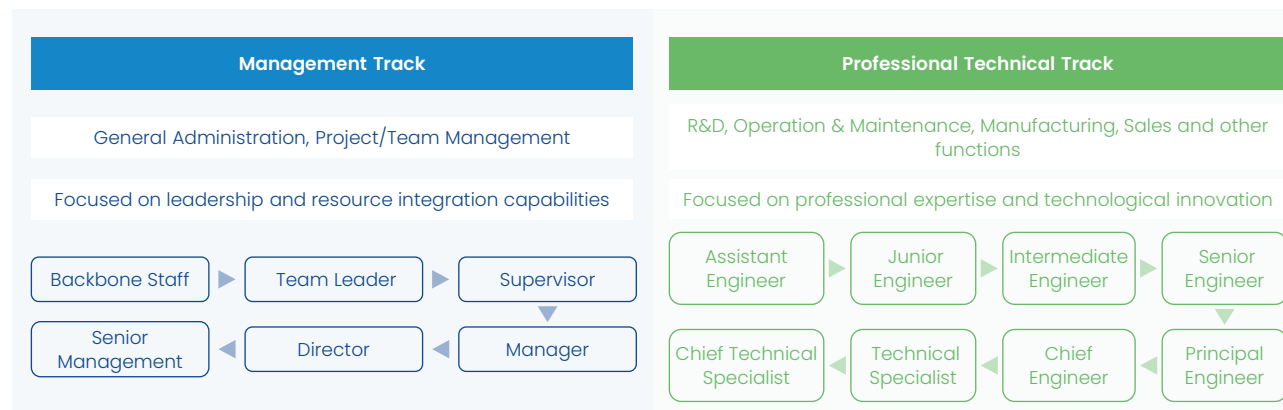
With a robust talent development system and comprehensive employee welfare & career support mechanisms in place, the Company consistently empowers employees in their career advancement, fully unlocks their innovative drive and professional potential, and builds up a solid talent pool consisting of professional technical specialists and core management backbones.

Owing to its remarkable achievements in talent development, the Company has been recognized as a Provincial-level Excellent Project in the Staff "Five Small Innovations" Campaign by Jiangsu Federation of Trade Unions for two consecutive years. In 2023, it was also conferred the honorary title of "Wuxi High-quality Talent Agglomeration Enterprise" by Wuxi Municipal Bureau of Human Resources and Social Security. These accolades fully demonstrate that the Company's practices in talent cultivation and employee care have gained official recognition from competent government departments.

Employee Development

The Company has established a clear dual-track career development system of "management + professional" tracks, providing employees with growth paths that match their expertise. The Company has set clear competency standards and performance requirements for each job level, and all employee promotions must go through a standardized review process.

Dual-Track Career Development System



During the reporting period, the Company actively promoted internal talent mobility, completing **37** cross-department transfers and **15** position/grade promotions or adjustments, effectively broadening employees' career development channels and promoting person-position matching and organizational efficiency enhancement.

Employee Training

Through systematic institutional design, the Company closely links learning outcomes with key aspects of employees' career development, ensuring that training investments are converted into actual organizational capability and personal growth.

The Company has established and implemented a mechanism linking training incentives with talent development:

Linked to Performance Evaluation

The Company regards learning and development as one of the key indicators for performance appraisal. Employees' completion of required training hours, acquisition of key certifications, or application of learned knowledge to work improvement will directly affect their performance scores and the corresponding distribution of performance bonuses.

Linked to Job Grade Promotion

The competency standards for each job family clearly stipulate the core competencies, knowledge or certifications required for promotion. When employees apply for promotion, their training records, acquisition of key certifications, and reviewed and recognized competency improvement outcomes serve as a prerequisite for promotion.

Linked to Talent Selection

The Company systematically takes employees' learning records and improvement outcomes as an important reference for high-potential talent reviews and internal job competitions. When selecting high-potential talents for the acceleration development program or conducting internal competitions for key positions, willingness to continuous learning and relevant achievements act as important selection criteria.

Linked to Timely Rewards

The Company has set up special learning incentives. Individuals or teams that deliver outstanding performance in training, obtain important qualifications, or effectively apply acquired knowledge to business improvements will receive timely material or honorary incentives to set benchmarks for learning.

The Company implements a "Learning Day" system to ensure employees have dedicated time for off-the-job learning; it has built an online learning platform that supports employees' self-paced learning anytime and anywhere, recording full-spectrum learning data. Meanwhile, the Company encourages internal knowledge sharing and mentorship program practices, incorporating the experience of serving as an internal instructor or mentor into the recognition system, fostering an organizational atmosphere featuring mutual teaching and learning as well as collective progress.

During the reporting period, the Company systematically conducted various training programs around core themes such as new employee integration, position skill enhancement, business capability advancement, and technical knowledge sharing, through multiple formats including in-person and online video courses. Throughout the year, training was completed for over **2,000** person-times, with total training hours of **4,212.38**, effectively enhancing employees' overall competency and the organization's knowledge base, providing solid talent support for strategy execution.



CASE

Sales Team Specialized Empowerment

In June 2025, with the rapid growth of domestic and international orders and accelerated product iteration, the sales team urgently needed to master new policies, new products, and cross-regional communication capabilities, and had notable knowledge gaps particularly in policy application for new business scenarios such as zero-carbon industrial parks. To address this, the Company designed and implemented a tiered and categorized specialized training program to systematically enhance the professional response capabilities of the sales team.

This training adopted a blended online and offline model, with differentiated courses designed for different onboarding stages. Experts from renowned institutions were invited to conduct specialized sharing on zero-carbon industrial park policy applications, effectively enhancing the professional communication and business advancement capabilities of all regional sales managers in actual business operations.

Employee Continuing Education

The Company values employees' continuous learning and professional development, and funds employees to access learning opportunities and relevant certifications. The Company provides a dedicated training budget, supporting employees to broadly participate in various types of external learning — including special operations, professional title evaluation, occupational health, safety, technical enhancement, and industry exchange — through paid training, covering training and examination fees, and reimbursing related travel and accommodation expenses, covering positions in R&D, testing, operations, engineering, manufacturing, quality, supply chain, and other fields.

Our Performance

2025

Number of Employees Trained

424 Person

Employee Training Coverage

100%

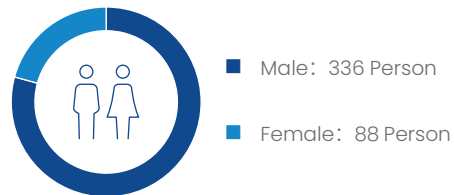
Total Training Hours

4,212.38 Hours

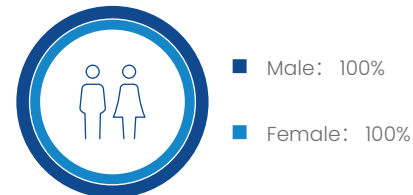
Average Training Hours per Employee

9.93 Hours/Person

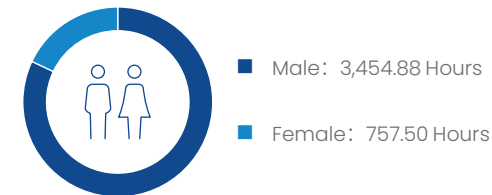
By Gender



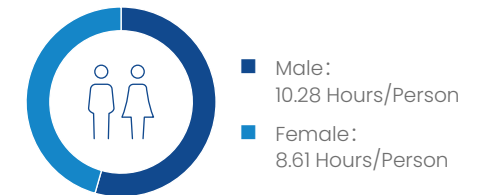
By Gender



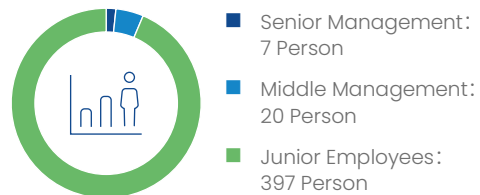
By Gender



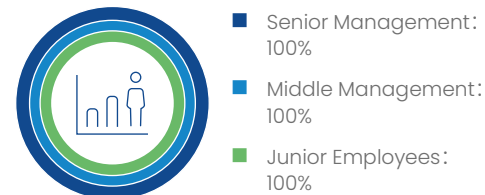
By Gender



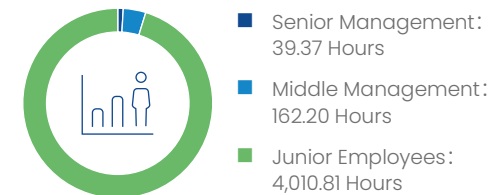
By Job Level



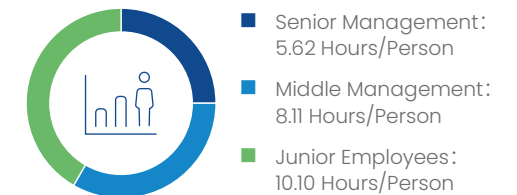
By Job Level



By Job Level



By Job Level



Remuneration and Performance

WHES is committed to establishing and implementing a fair, transparent, and competitive remuneration and performance management system. Through scientific evaluation, reasonable returns, and long-term incentives, the Company effectively attracts, retains, and motivates talent, closely linking employee contributions with organizational development.

Our Governance

The Company has systematically built a remuneration and performance management system, effectively stimulating employee vitality through standardized and transparent management processes.

The Company has established a compensation management system with a clear structure and standardized procedures, defining the overall compensation framework, specifying the compensation structure, and establishing market benchmarking mechanisms and salary setting and adjustment processes, ensuring competitive compensation levels and safeguarding the fairness and standardization of compensation distribution.

We have formulated and implemented a performance management system that defines performance goal setting, evaluation cycles, assessment processes, result grading, and forced distribution principles, aimed at objectively and fairly measuring employee contributions and driving continuous improvement in organizational effectiveness.

We have formulated the employee stock ownership plan management measures, defining the grant, vesting, and exit mechanisms, closely aligning the long-term interests of core talent with the Company's sustainable development, and building a community of shared creation, shared responsibility, and shared benefits.

Our Actions

Compensation Management

The Company has built a comprehensive compensation system integrating security, incentives, development, and care. The operation of this system follows the core principles below:

Strategy-Oriented	Compensation resources are closely aligned with the Company's development strategy, with priority allocation toward core business segments and key positions.
Performance-Driven	Strengthen the strong correlation between variable compensation and individual, team and corporate performance to establish a clear orientation of "high performance, high rewards".
Fairness and Compliance	Ensure fair compensation decision-making processes and transparent standards, and conduct regular internal analyses.
Market Competitiveness	Carry out continuous industry compensation surveys to ensure remuneration for core positions is competitive within the industry.
The compensation of the Company's employees consists of three components: fixed compensation, variable compensation, and long-term incentives, forming a complete incentive system combining short-term, medium-term, and long-term elements, along with comprehensive statutory and supplementary benefits.	
Fixed Remuneration	Determined based on standardized job value, personal competency and experience, fixed remuneration provides employees with steady income security.
Variable Remuneration	As the core incentive for value creation, variable remuneration is closely linked to the Company's overall operating performance and individual contributions. Performance bonuses are tied to annual individual and departmental performance as well as the Company's operating results; special incentives include project awards, patent bonuses, sales commissions and other rewards.
Long-term Incentives	The Company has formulated an option incentive plan to grant stock options to core and backbone employees, aiming to retain key talents.
Statutory and Supplementary Benefits	On the basis of fully paying the five social insurances and one housing fund for all employees in accordance with the law, the Company offers a wide range of benefits including supplementary commercial insurance, high-temperature allowances, living subsidies and holiday benefits to demonstrate comprehensive care for employees.

Performance Management

The Company has established a performance management system covering goal setting, performance assessment, result application, and feedback and appeal handling.

Goal Setting	At the beginning of each assessment cycle, employees and their direct supervisors jointly set and confirm the performance goals, measurement criteria, and weights for that cycle through the system.
Performance Assessment	The Company has established a tiered and categorized performance assessment system. Front-line employees are assessed monthly, providing timely feedback on business output and operational compliance; non-front-line employees are assessed quarterly, with in-depth evaluation of project progress and capability improvement.
Result Application	Assessment results are finalized after progressive approval and are applied to performance-based pay/bonus calculation, salary adjustment, promotion and development, training planning, and labor relations management.
Feedback and Appeal	The Company has established a performance feedback mechanism, specifying performance interviews as a necessary step. At the end of each assessment cycle, the direct supervisor conducts a performance interview with the assessed employee. The Company has established a performance appeal mechanism, clearly defining the rights, time limits, processes, and adjudication bodies for appeals. During the reporting period, the Company received 8 formal performance appeals, all of which were upheld after investigation and communication, and were processed within the specified time limits.

Employee Communication and Wellbeing

WHES has established a systematic and multi-tiered communication mechanism to fully listen to employee opinions and properly address reasonable demands, and has improved a comprehensive care system to effectively enhance employees' sense of belonging.

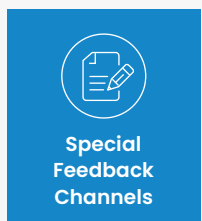
Our Actions

Employee Communication

The Company has established a "multi-channel, multi-tiered, and guaranteed" employee communication system, implementing diverse communication channels such as symposiums, one-on-one HRBP communication, and anonymous feedback channels, covering multiple scenarios including daily communication, dedicated feedback, direct access to senior management, and anonymous reporting.



Employees may conduct regular face-to-face communications with their direct supervisors or Human Resources Business Partner (HRBP).



The Company organizes policy briefings and exchange sharing sessions in the form of forums to collect employees' feedback in a centralized manner.

Grievance and Whistleblowing

The Company has formulated an employee grievance management system, establishing the core principles of fairness, confidentiality, timeliness, and feedback. It covers employee objections regarding compensation and benefits, performance assessment, position changes, disciplinary actions, and workplace respect, as well as reports of any suspected violations of Company policies or laws and regulations. The system explicitly stipulates confidentiality commitments for the information of grievants and participants, and implements a strict anti-retaliation policy, strictly prohibiting any retaliation against employees for filing grievances, with violators subject to serious disciplinary action.

The Company has established formal grievance and whistleblowing channels, including the General Manager's mailbox and dedicated complaint email, supporting both real-name and anonymous submissions.

For employee grievances, the Company follows the principle of tiered processing and progressive escalation.

Grievance Handling Process

Direct Communication	Employees shall first communicate with their direct supervisors.
Formal Grievance Submission	Submit grievances to the Human Resources Department.
Investigation & Resolution	HR collaborates with relevant departments to conduct investigations, and issues handling proposals for approval within 15 working days.
Grievance Review Committee	For major or complex grievances, a committee composed of HR, legal affairs personnel, management and employee representatives will conduct reviews.

For whistleblowing reports involving violations, the Company has an independent investigation process. The investigation team will conduct verification based on the reported materials, hear the statements and defenses of the person reported, collect relevant evidence, and propose handling opinions based on the investigation results. After completing the approval process, the corresponding handling decisions will be executed. Handling measures, depending on the severity of the case, may include criticism and education, suspension without pay, demotion or dismissal, or termination of employment. For suspected illegal or criminal conduct, the Company will resolutely transfer the matter to judicial authorities in accordance with the law.



Employee Benefits

The Company has built a multi-tiered, multi-dimensional comprehensive benefits system, committed to creating a secure and warm working environment for employees.

In terms of employee protection, the Company has established differentiated commercial insurance configurations based on different employment types. The Company purchases overseas accident insurance suited for overseas working scenarios for expatriate employees; supplementary commercial insurance for domestic formal employees; and basic accident and medical insurance suited for short-term work characteristics for interns, balancing practical protection with employment-type suitability. In addition, the Company organizes annual health check-ups for all employees and provides personalized packages based on age, gender, and other factors, focusing on employees' physical health.

In terms of health and work-life balance, the Company has a well-equipped gym, yoga room, and pantry with free beverages and lounge seating, encouraging employees to relieve stress and stay active outside of work.

In terms of humanistic care, we have established a regular holiday benefits and special life-stage recognition mechanism:

Holiday Benefits

- Holiday gift packages are distributed to employees during traditional festivals such as Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival;
- Exclusive gifts are prepared for female employees on International Women's Day (March 8);
- Children's Day gifts are distributed to employees with school-age children.

Special Life-Stage Recognition

- Maternity Gift: When an employee has a child (including the employee or their spouse), the Company presents a maternity and baby gift package to congratulate the employee on welcoming a new family member.



Respecting Foreign Employees' "Family Patron Saint Day" with Customized Flexible Leave Arrangements

In response to a request from a foreign employee for leave on "Family Patron Saint Day", the Company, based on the principle of respecting cultural uniqueness and employee beliefs, proactively established a standardized "Multicultural Holiday" mechanism. Foreign employees can report their family festival dates to the local HR in advance and take leave according to regulations without additional approval. This initiative received positive feedback from the local team and employees, who expressed their gratitude to the Company, effectively enhancing employees' sense of identification with the Company.



Bilingual Translation and Explanation of Commercial Medical Insurance Coverage and Claims Guide for Foreign Employees

The Company purchases commercial medical insurance as a supplementary benefit for employees (including foreign employees at headquarters), covering accidental injury, critical illness, outpatient and inpatient medical care, hospital allowance, traffic accidental injury, a list of 30 critical illnesses, and a claims guide. Key materials such as the insurance claims guide were available only in Chinese. The Company's Human Resources Department proactively provided personalized support for foreign employees: first, translating all insurance materials (coverage scope, critical illness list, claims guide, etc.) into English; then, arranging dedicated personnel for face-to-face explanations, detailing each coverage responsibility, reimbursement ratios, designated hospital requirements, claims processes, and important notes, and answering questions based on employees' personal situations; finally, providing written bilingual materials for employees to retain for reference, and informing them that they could consult HR at any time for follow-up questions. This practice promoted cross-cultural communication and established a reusable operational process for such needs, further consolidating an organizational atmosphere of openness, respect, and support.

Our Performance

During the reporting period, the Company conducted an online survey for all employees through its internal system, with a questionnaire response rate of 99.48%. The survey covered multiple dimensions including work environment, compensation and rewards, growth and development, management mechanisms, and corporate culture. The annual comprehensive employee satisfaction rate was 98.36%.

Indicator		Unit	2023	2024	2025
Total Turnover Number		Person	72	69	102
Total Turnover Rate		%	25.95	18.88	24.94
Turnover Number by Gender	Male	Person	60	56	91
	Female	Person	12	13	11
Turnover Rate by Gender	Male	%	28.30	19.24	27.87
	Female	%	18.32	17.45	13.33
Turnover Number by Age Group	Below 30	Person	25	21	47
	30-50	Person	46	47	54
	Above 50	Person	1	1	1
Turnover Rate by Age Group	Below 30	%	38.76	20.69	36.15
	30-50	%	22.83	18.76	20.19
	Above 50	%	8.70	7.41	8.70
Turnover Number by Region	China (including Hong Kong, Macao and Taiwan Regions)	Person	70	67	101
	Overseas	Person	2	2	1
Turnover Rate by Region	China (including Hong Kong, Macao and Taiwan Regions)	%	25.23	18.36	24.88
	Overseas	%	/	/	33.33

Health and Safety

WHES is committed to providing a safe and healthy working environment for all employees, establishing a systematic risk management and prevention system, continuously controlling and eliminating hazards in the workplace, and effectively safeguarding employee health and safety.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Law of the PRC on Work Safety

Law of the PRC on the Prevention and Control of Occupational Diseases

Our Governance

The Company continues to strengthen its health and safety management system, formulating and implementing a series of internal policies including the Safety Management Regulations, the Social Responsibility Internal Control Manual, the Quality/Environment/Occupational Health and Safety Management Manual, and the Environmental, Health and Safety Operational Control Procedure, clearly defining safety responsibilities at all levels and standardizing operating procedures. During the reporting period, the Company obtained ISO 45001 Occupational Health and Safety Management System certification.

The Company incorporates key safety indicators such as workplace accident rate and hazard rectification rate into management performance assessments, directly affecting performance evaluation results. Meanwhile, the Company links employee safety performance with compensation, providing positive incentives such as special bonuses and promotion opportunities for employees who make outstanding contributions to work safety, and imposing corresponding penalties for violations of safety regulations in accordance with applicable provisions.

Our Actions

The Company has built a systematic risk classification and control system and a hazard identification and investigation mechanism, regularly conducting on-site inspections, document-based supervision and inspections, and third-party professional safety inspections, and continuously improving safety measures based on inspection results. In addition, the Company continuously conducts three-level work safety education and training, and regularly organizes emergency drills to effectively enhance employees' safety awareness and emergency response capabilities.



WHES Conducts Fire Emergency Drill

Our Performance

Indicator	Unit	2023	2024	2025
Number of Work-Related Fatalities	Person	0	0	0
Work-Related Fatality Rate	%	0	0	0
Lost Workdays Due to Work-Related Injuries	Days	0	192	0

Our Targets

The Company has established measurable occupational health and safety targets:

▶ Zero fatal and serious accidents

▶ Zero fire and explosion accidents

▶ No more than 2 minor injury accidents per year

▶ 100% employee work safety education and training rate

Community Investment

WHES regards community investment as a core pathway for fulfilling its corporate citizenship responsibilities, actively participating in community welfare through resource investment and project implementation, and promoting mutually beneficial coexistence between the enterprise and the community.

Our Actions

The Company integrates corporate social responsibility into its development practices and actively supports and participates in public welfare and charity initiatives. We focus on community development and the well-being of vulnerable groups, fulfill corporate citizenship obligations through various forms, and strive to contribute to social harmony and progress while achieving self-development. During the reporting period, the Company took an active part in the charity donation activity named "Guardian Companion, Caring for the Elderly and Children" in Minqin County, Gansu Province, donating 30 sets of care packages. The Company cares about the development of Nangqian, Yushu in Qinghai, supports power consumption on the plateau via energy storage solutions, and donated 3 sets of household energy storage equipment.



4

Product: Crafting Smart Energy Storage with Excellence

Products and services are the core link connecting the Company with its customers and society. WHES, anchored on safety, reliability, and compliance, has established a product responsibility system covering the entire chain of R&D, manufacturing, delivery, operations and maintenance, and supply chain. The Company continuously optimizes customer service experience, strengthens information security and privacy protection, and promotes supply chain collaboration, winning the trust of stakeholders through responsible operations and contributing to the high-quality development of the energy industry.

Research and Innovation

Innovation is the core driving force behind the Company's sustained development. The Company places high importance on intellectual property protection and employee innovation incentives, fostering an innovation culture that encourages exploration and tolerates trial and error, stimulating the creative thinking and practical vitality of all employees, and providing continuous support for technological breakthroughs and product upgrades.

Our Governance

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Patent Law of the PRC

Anti-Monopoly Law of the PRC

Implementing Regulations of the Patent Law of the PRC

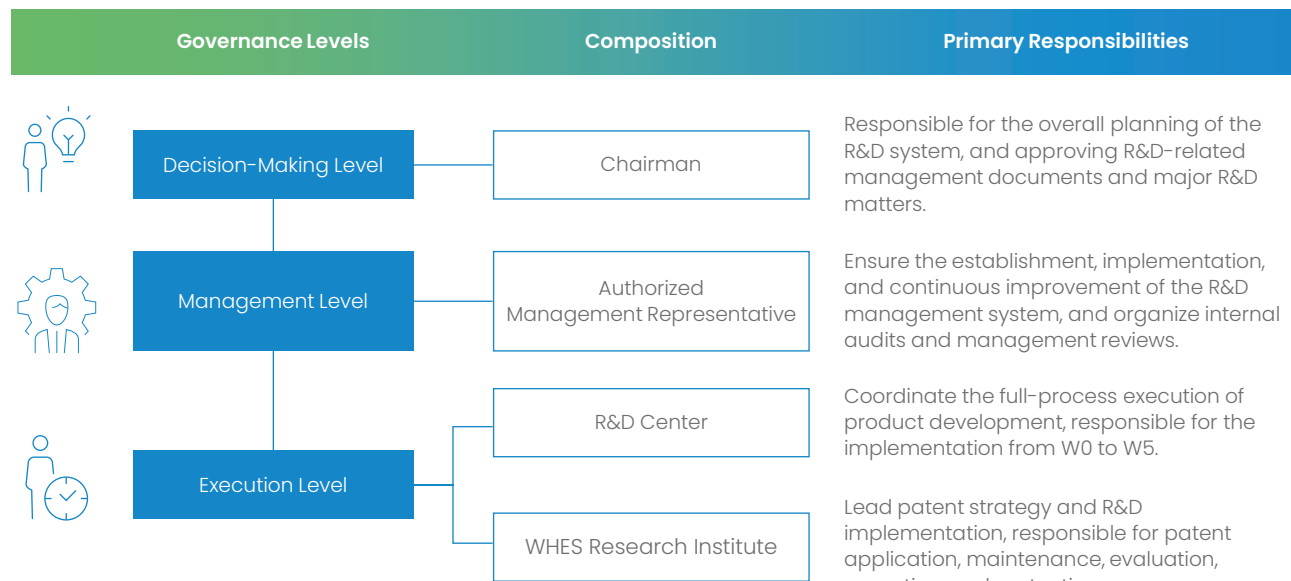
Patent Cooperation Treaty (PCT)

Paris Convention for the Protection of Industrial Property

The Company places high importance on technological innovation and intellectual property protection, and has formulated and implemented internal policies including the Product Development Operating Procedure, Patent Management Regulations, and Patent Reward (Incentive) Regulations, which define the requirements for patent application, rewards, protection, and full-process intellectual property management.

The Company has established an R&D management structure whereby the Chairman provides overall strategic planning, authorized management representatives oversee implementation, the R&D Center coordinates execution, and the Research Institute leads patent strategy and R&D delivery. The Company also provides tiered rewards for patent applications and grants to incentivize employee inventiveness. During the reporting period, the Company's Intellectual Property Management System certification remained continuously valid.

WHES Innovation R&D Governance Structure



Our Actions

Full-Process R&D Control

To systematically standardize the product development process and shorten R&D cycles, the Company has established a full-process R&D management system covering "Market Research – Project Initiation – Functional Prototype – Engineering Prototype – Trial Production – Mass Production," defining key control checkpoints at each stage of product development to facilitate efficient transformation from concept to mass production with quality assurance.

Stage	Core Content
1 Market Research and Requirements Stage	Define basic product functions, appearance, pricing, services, etc., and clarify the development direction.
2 Project Initiation Stage	Establish a project team, conduct feasibility analysis, scale and budget assessment, and establish development milestones.
3 Functional Prototype Development Stage	Develop product specifications, determine system architecture solutions, and conduct functional prototype validation.
4 Engineering Prototype Validation Stage	Refine design, determine material selection, optimize structural design, and complete product functional validation and certification.
5 Trial Production Stage	Conduct small-batch trial production to verify product manufacturability.

Technology R&D and Standard Contribution

The Company conducts R&D activities across six key technology areas: battery safety and diagnostics, power electronics and grid-connection technology, energy management and cloud data, electricity market trading, lean manufacturing and smart logistics, and system integration and services. In parallel, the Company actively participates in standard-setting, contributing to the development of **2** international standards and **1** industry group standard.



WHES has won the Gold Medal at the International Exhibition of Inventions Geneva for two consecutive years

The Company won the Gold Medal at the International Exhibition of Inventions Geneva for two consecutive years in 2024 and 2025. The Company's photovoltaic-storage-charging integrated technology addresses the challenges of integrating photovoltaics, energy storage, and chargers through intelligent integration, platform-based coordinated control, and AI-enabled safety management, enabling multi-source device interaction, power fluctuation smoothing, and accurate state prediction. The technology has received international patent recognition, and the full product line is sold in 38 countries and regions worldwide. The Company's WHES OS energy management system integrates cloud-based SaaS services with AI edge control, featuring resource elastic scalability and lightweight local deployment capabilities, which improve system efficiency and reduce customer operating costs. The system adopts grid-forming intelligent control strategies and high-frequency synchronous pulse technology, achieving autonomous parameter tuning through perception and recognition of user-side data combined with historical data models, maintaining operational stability in dynamic load regulation, demand control, fault-tolerant control, and high-speed response.



WHES Gold Medal Certificate at the International Exhibition of Inventions Geneva

CASE

WHES MCP-Powered Smart Ecosystem Carrier Development

The Company has built a smart ecosystem carrier based on the MCP (Model Context Protocol), deeply integrating MCP into the WHES OS EMS and ECOS platforms to enable standardized interaction between AI and energy storage equipment. Through MCP, the Company integrates EMS and PCS, employs LSTM models to predict electricity consumption trends, and combines reinforcement learning to optimize energy mix ratios, supporting scenarios such as virtual power plants (VPP) and carbon trading, thereby upgrading the energy storage system from passive response to autonomous decision-making.

CASE

WHES Smart Dispatch System for Park-Level Energy Management Selected as an AI-Empowered Typical Application Scenario by the Ministry of Industry and Information Technology

The Company's "Smart Dispatch System for Park-Level Energy Management" was selected for the Ministry of Industry and Information Technology's 2025 List of Typical AI-Empowered Application Scenarios for SMEs and received a homepage recommendation. The system is built on the MCP protocol, enabling a standardized data foundation, autonomous decision-making dispatch agents, and LLM-assisted interactive operations and maintenance. Following deployment in actual park settings, the energy storage system's round-trip efficiency improved by **5%~10%**, load peak-valley forecast accuracy reached no less than **90%**, and electricity price forecast accuracy reached no less than **80%**.

CASE

WHES Selected for Jiangsu Province's List of Major Digital Society Scenarios

The Company was selected for the 2025 Jiangsu Province List of Major Digital Society Scenarios and Key Enterprise Cultivation, with the selected project being the "Digital Energy Scenario for 'Source-Storage-Load' Collaborative Low-Carbon Transformation in Manufacturing." The Company has built an integrated "Cloud-Edge-Device" architecture and has successfully connected with over **50** localized aggregators and operators. This solution has been widely applied across multiple industries including steel, cement, textiles, chemicals, and data centers, and is gradually extending to the power generation and grid sides.

Intellectual Property Protection

The Company has established a four-tier patent approval management process covering document submission, utility review, novelty search, and final confirmation, which comprehensively standardizes the patent application procedure and ensures application quality. At the same time, the Company conducts patent early warning analysis, utilizing its enterprise patent information database to complete novelty and inventiveness evaluations for multiple patent applications, and performs comprehensive analysis of key technologies in core products and the patent portfolios of competitors to identify potential infringement risks and guide technology R&D direction.

WHES Patent Approval Mechanism

Submission of Technical Disclosure Documents

The inventor provides detailed patent information, including the technical solution, innovation points, and implementation methods, to facilitate the review of practicality, novelty, and inventiveness.

Utility Review

The R&D Manager signs off to confirm the utility of the technology. The technology must align with the Company's R&D roadmap or address technical issues in the production process (e.g., new production processes, new fixtures, etc.).

Novelty and Inventiveness Search

The Patent Administrator conducts searches of relevant patent literature to confirm the novelty and inventiveness of the technical solution and determine whether it meets the conditions for grant.

Final Confirmation

The General Manager provides final confirmation on the technical solution and related patent application costs, approving its entry into the formal application procedure.

The Company implements a patent infringement monitoring and patent litigation response mechanism to protect its patent rights from infringement, and adopts the PatSnap platform for systematic management of patent information. During the reporting period, the Company conducted no fewer than **2** intellectual property training sessions, with no fewer than **100** participant-trainees.

Our Performance

The Company actively promotes technological innovation and the commercialization of intellectual property achievements. As of the end of the reporting period, the Company held a total of 86 granted patents, including 33 invention patents, 35 utility model patents, and 18 design patents, as well as 45 software copyrights.

Green Energy Storage Technology Innovation and Practice

The Company actively develops green energy storage products tailored to diverse application scenarios, promoting the efficient utilization of green energy and low-carbon transformation across power generation, user-side, and off-grid areas.



CASE

Green Energy Consumption: Xinjiang Wind-Thermal-Storage Project

In green energy consumption scenarios, WHES addresses the challenges of unstable power supply caused by the intermittent nature of wind power and the waste of clean electricity by fully leveraging the flexible regulation capabilities of its energy storage systems, innovatively proposing a "wind + storage" smart microgrid solution. The Company adopts a single 6,250kW high-power wind turbine paired with a 3MW/6MWh energy storage system. During peak wind power output, the system absorbs surplus electricity; during low output periods, it releases stored power to supplement supply, achieving smooth and stable operation. This solution has been successfully deployed in Xinjiang, providing approximately **17** million kWh of clean electricity annually, accounting for **30%** of the enterprise's electricity consumption, saving approximately **5,641** tonnes of standard coal each year, and reducing carbon dioxide emissions by approximately **13,671** tonnes, effectively improving the actual utilization rate of clean electricity.



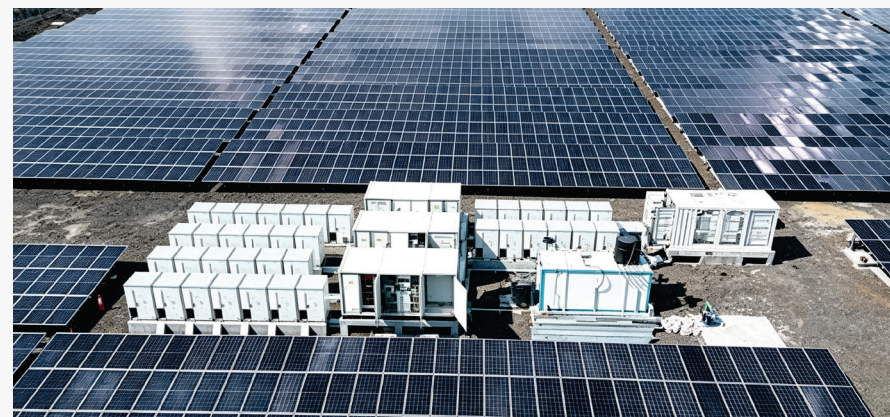
Xinjiang Wind-Thermal-Storage Project Site



CASE

Off-Grid Solar-Storage-Diesel: Comoros Integrated Solar-Storage-Diesel Project

In off-grid island scenarios, WHES addresses the challenges of remote areas that rely on diesel power generation—where fuel costs are high and transportation poses environmental risks—by leveraging its expertise in solar-storage-diesel collaborative control technology, launching an integrated "solar-storage-diesel" smart microgrid solution. In the Comoros, the Company has constructed a 16 MW solar PV plant paired with 39 self-developed PC-B energy storage systems (total power 3.9 MW, total capacity 9.1 MWh), achieving PV-priority power supply, automatic storage of surplus electricity, and seamless backup from storage when solar output is insufficient. The entire system is located just 500 meters from the coastline, with the units meeting C5-grade corrosion resistance standards capable of withstanding high humidity and high salt-spray environments, effectively reducing diesel generator operating loads and fuel consumption.



Comoros Integrated Solar-Storage-Diesel Project Site

Product Responsibility

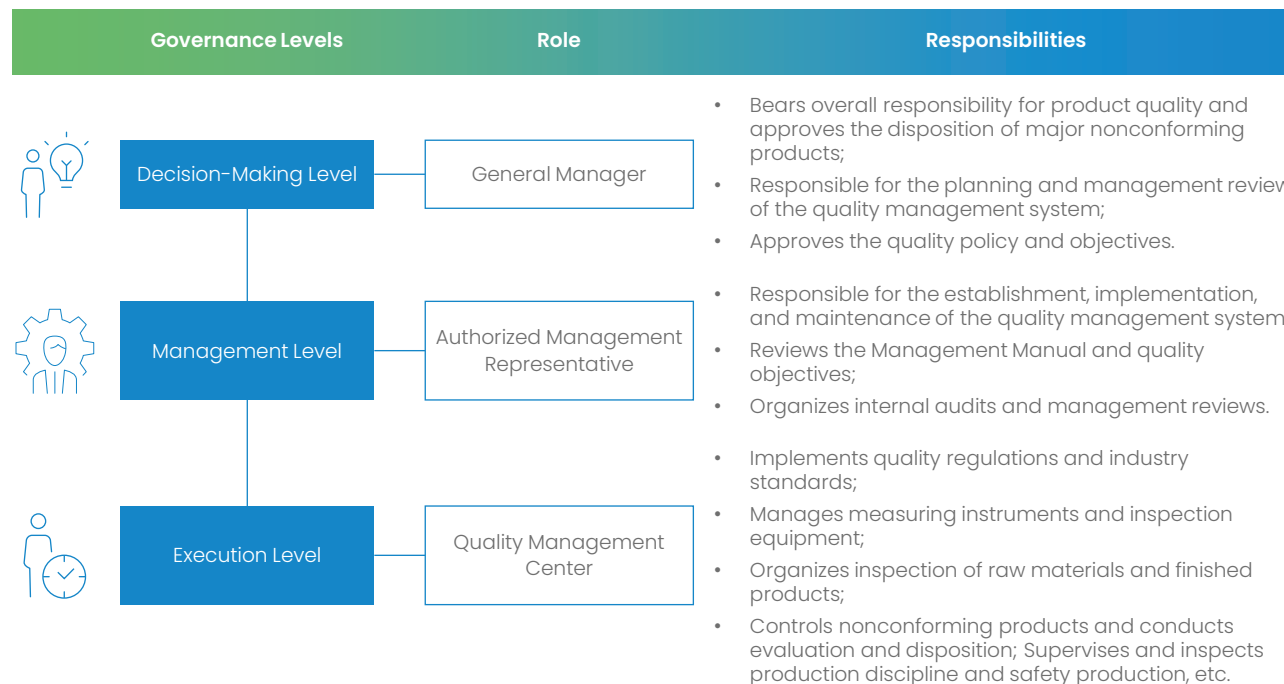
Product responsibility is the cornerstone of the Company's commitment to sustainable operations and stakeholder trust. Through a full-chain quality mechanism covering design, production, and operation and maintenance, the Company ensures reliable product performance and sustained compliance with relevant regulatory and standard requirements, serving customers and society with responsible products and services.

Our Governance

The Company has formulated and implemented internal policies including the Quality/Environment/Occupational Health and Safety Management Manual, Nonconforming Output Control Procedure, and Regulations on Improving Quality Issue Handling Efficiency, adhering to the quality policy of "People-oriented, product first; standardized management, excellent quality; compliance with laws and regulations, safety and environmental protection; customer foremost, continuous improvement."

The Company has clearly defined that the General Manager bears overall responsibility for product quality, the Authorized Management Representative is responsible for the establishment and maintenance of the management system, the Quality Management Center is responsible for the control, evaluation, and disposition of nonconforming products, and all functional departments assume quality responsibilities within their respective business scopes.

WHES Quality Governance Structure



Our Actions

To systematically standardize the nonconforming product handling process and mitigate quality risks, the Company implements tiered response, tiered evaluation, and time-based control for quality issues, enabling rapid closed-loop resolution and continuous improvement.

The Company has established a three-level inspection system, whereby employees conduct self-inspection to ensure that nonconforming products are neither produced nor passed on, mutual inspection to re-inspect the work of preceding processes and assist in improvement, and specialized inspection whereby quality control inspectors perform final checks, document issues, and conduct statistical analysis, thereby systematically implementing quality control at each process stage.

Employee Self-Inspection

The Company requires each employee to neither produce nonconforming products, nor pass on nonconforming products, ensuring quality throughout the production process. Once nonconforming products are identified, they are immediately recognized and isolated to prevent them from flowing into subsequent processes.

Employee Mutual Inspection

The Company requires employees to re-inspect products from preceding processes before proceeding with production; if quality issues are identified, employees shall promptly report upward and assist the preceding process in making improvements.

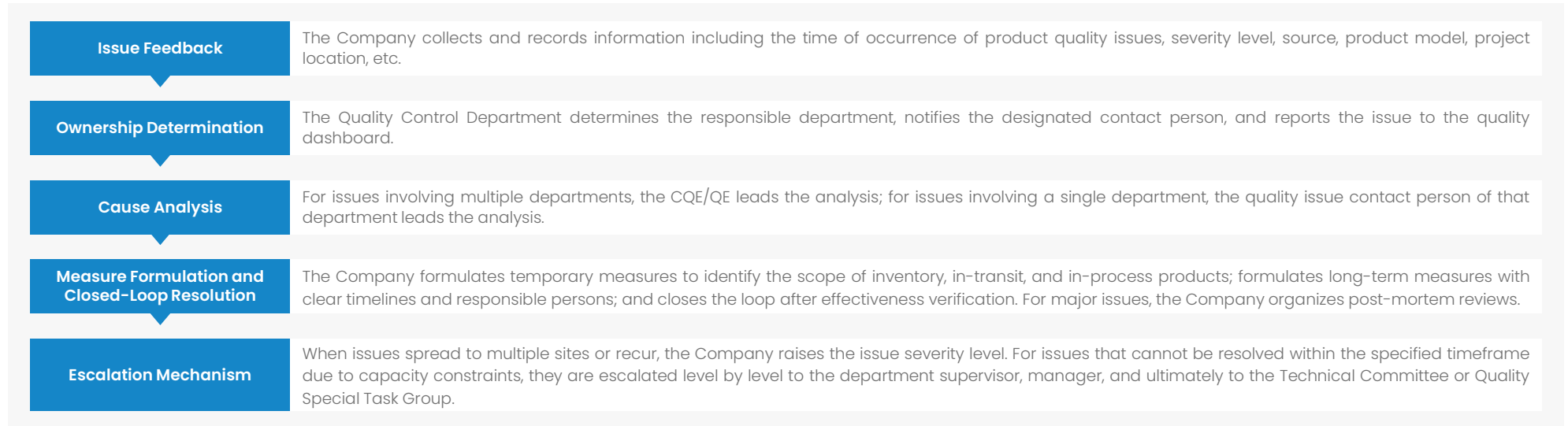
Quality Control Specialized Inspection /Patrol Inspection

The Company implements specialized inspection or patrol inspection on production processes to confirm quality status during production; for products that still have quality issues after employee self-inspection and mutual inspection, the Company shall record, report, and investigate the causes of such issues, and use the documented issues for subsequent statistical analysis.

Quality Issue Resolution Mechanism

The Company implements differentiated response timelines and escalation mechanisms based on the severity level of issues, and executes a standardized process covering feedback, determination, analysis, measure formulation, and closed-loop resolution, ensuring timely closure of quality issues.

WHES Product Quality Issue Handling Process



Nonconforming Product Control

The Company implements closed-loop management covering identification, labeling, isolation, evaluation, disposition, and recording for nonconforming products across raw materials, semi-finished products, finished products, and delivered services, to prevent unintended use or delivery.

Type of Nonconforming Product	Key Control Measures
Incoming Nonconforming Products	Label nonconforming raw materials and isolate them to the nonconforming products area; disposition includes batch rejection, concession acceptance, rework/repair, or scrapping; suppliers with three or more occurrences of the same quality issue within one year shall be placed on the blacklist.
In-Process Nonconforming Products	Label and isolate nonconforming semi-finished products; for serious issues or batch risks, cease production and organize secondary evaluation; rework/repair and re-inspect for approval prior to release.
Finished Products and Outgoing Nonconforming Products	Record, label, and isolate nonconforming products identified during finished product and outgoing inspection; the Quality Control Department Manager determines rework, scrapping, or concession acceptance (subject to customer consent).
Nonconforming Products at Customer Sites	The Sales Center receives customer feedback and handles it in accordance with the Customer Feedback and Issue Handling Procedure.
Expired Products	Label and isolate expired products; QA organizes the Technical Process Department and Manufacturing Department to make disposition decisions including scrapping, full inspection, or sampling inspection.

Product Lifecycle Management

The Company has established a full lifecycle management framework covering "product design – manufacturing – operation and maintenance – decommissioning and recycling." At the design stage, environmental impact, resource efficiency, and lifecycle management are treated as core binding constraints, with quality control and resource recovery implemented in subsequent stages to achieve synergistic optimization of product functionality and carbon reduction.

Product Design

- At the design stage, the core focus is on embedding low-carbon constraints from the source to achieve synergistic optimization of functionality and carbon reduction.
- Material selection is mandatorily compliant with RoHS Directive and environmental regulatory requirements, supported by third-party test reports.
- The Company prioritizes the adoption of high-efficiency inverters, optimized thermal management systems, and long-life lithium iron phosphate (LFP) battery cells to reduce energy losses and battery replacement frequency.
- Modular system designs and aviation plug connector terminals are adopted to reduce material consumption and logistics-related carbon emissions, while improving installation and maintenance convenience.

Manufacturing and Quality Control

- At the manufacturing stage, the core focus is on implementing full-process quality control to ensure that products meet design and environmental requirements.

Operation, Maintenance, and Service Life Extension

- At the operation and maintenance stage, the core focus is on implementing preventive maintenance to extend the effective service life of products.
- The Company provides maintenance services during the product use phase, identifying potential issues through remote monitoring.
- On-site inspections and preventive maintenance are carried out to reduce the probability of failures.

Decommissioning, Recycling, and Resource Recovery

- At the decommissioning and recycling stage, the core focus is on promoting classified resource recovery to minimize final waste.
- The Company implements classified management for product decommissioning, entrusting recyclable components to qualified recyclers.
- Packaging materials are subject to classified recycling and reuse.

CASE

WHES Annual Product Liability Insurance Renewal and Upgrade

During the reporting period, the Company completed the renewal and coverage upgrade of its product liability insurance for the 2025–2026 policy year. This insurance covers the Company's energy storage systems and related energy management products, addressing potential third-party bodily injury or property damage risks that may occur after product delivery. Through this upgrade, the Company further increased the single-occurrence limit of indemnity and the annual aggregate limit of indemnity to align with market access requirements in overseas markets (where products are sold to 38 countries and regions) and customer expectations regarding supplier risk management.

Our Performance

Indicator	Unit	2023	2024	2025
Total Number of Products Sold or Shipped	Units	310	475	1,167
Number of Products Recalled for Safety and Health Reasons	Units	0	0	0
Percentage of Products Recalled for Safety and Health Reasons	%	0	0	0

Our Targets

To continuously improve product quality and customer satisfaction, the Company has established the following quantitative management targets:

- ▶ Finished Product Qualification Rate: The Company sets a monthly target of no less than 97%
- ▶ Production Material Incoming Acceptance Rate: The Company sets a monthly target of 100%
- ▶ Monitoring and Measuring Equipment On-Time Calibration Submission Rate: The Company sets a monthly target of 100%

During the reporting period, the Company's finished product qualification rate remained above **97%** in all quarters, and both the production material incoming acceptance rate and the equipment on-time calibration submission rate reached **100%**. In the future, the Company will continue to deepen its quality management system, promote the progressive optimization of targets, and meet customer and market demands with higher standards.

Customer Service

WHES has established systematic management systems in key areas such as customer relationship management, complaint handling, and responsible marketing. The Company is committed to continuously improving customer experience and trust through refined customer operations, efficient complaint response, and compliant marketing practices, supporting the Company's sustainable development in the global market.

Our Governance

The Company has established a systematic customer relationship management and responsible marketing system, formulating internal policies including the Customer Service Standards Management Regulations, the Customer Segmentation Management and Precision Operations Regulations, and the Socially Responsible Marketing Implementation Regulations, defining omni-channel customer service standards, customer grading standards, and differentiated operational strategies, and advocating the integration of green, sustainable, and localized concepts into product R&D and marketing. Meanwhile, the Company incorporates key indicators such as customer satisfaction and first-time resolution rate into the employee performance assessment system, driving continuous improvement in service quality.

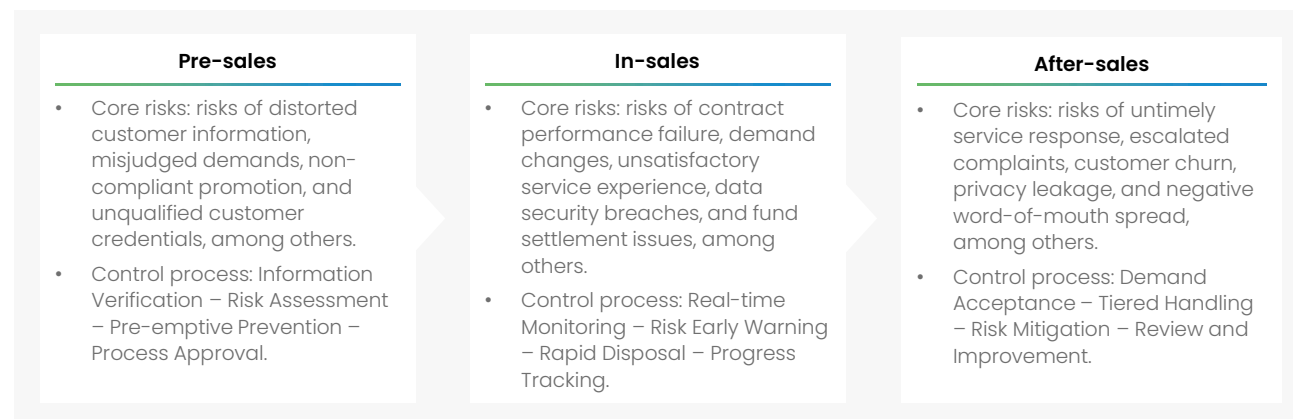


Our Actions

Customer Relationship Management

The Company has established a service team system combining "localization + globalization," actively recruiting local service personnel in core overseas regions and equipping key staff with bilingual or multilingual capabilities. Meanwhile, we implement dedicated "cross-cultural communication and regional compliance" training, and incorporate regional culture and language capabilities as entry assessment items for new employees. The Company implements a "time zone complementarity + AB role" operational model to ensure the continuity of cross-time-zone services.

In overseas business, the Company has built a customer relationship management (CRM) risk control system featuring "full-process coverage, multi-tier prevention and control, data-driven approach, and continuous optimization," clearly defining core risks and standardized control processes for each stage.



In domestic business, risk control is integrated into the full project lifecycle, ensuring effective implementation through organizational support, technical enablement, and closed-loop management.

Organizational and Responsibility Assurance

The Company has established a Risk Management Committee composed of heads of multiple departments including sales, delivery, technology, finance, and legal, and has clearly defined risk owners for each stage.

Digital Platform Support

The Company has integrated CRM (Customer Relationship Management), PLM (Product Lifecycle Management), ERP (Enterprise Resource Planning), SCM (Supply Chain Management), and IoT (Internet of Things Platform) systems to achieve data interoperability, and has set up a risk early-warning dashboard on the CRM platform.

Closed-Loop Management Mechanism

The Company has established a "project review and risk case library" to standardize lessons learned, and regularly updates the Risk Management Handbook and various process templates. Risk control effectiveness is incorporated into the performance assessments of relevant departments and personnel, achieving continuous improvement.

Customer Complaint Handling

The Company has established diversified complaint intake channels, including service email, telephone, instant messaging tools, and on-site feedback at exhibitions. The initial contact person must record complaint details. Upon acceptance, complaints are classified and categorized based on the nature and urgency of the matter, and the responsible party for handling is clearly designated. The final resolution is communicated and confirmed in a manner that is easy for the customer to understand, until consensus is reached. All complaints are recorded and analyzed to drive continuous improvement in service processes and product quality.

WHES Customer Complaint Handling Process



Customer Service Training

To strengthen all employees' customer-oriented awareness and service capabilities, the sales department actively conducts relevant training based on its own circumstances.

The overseas business team conducts customer relationship management (CRM) training for all employees, covering core CRM concepts and enterprise value, corporate CRM system frameworks and processes, and more. On this basis, specialized empowerment is provided according to different position responsibilities:

Sales positions	Additional training on practical skills for customer needs discovery, objection handling, and relationship maintenance;
Customer service positions	Focus on training personalized service methods based on CRM customer profiles, and customer satisfaction improvement strategies;
Management positions	Focus on developing data-driven decision-making thinking based on CRM data, such as optimizing sales strategies and adjusting service resource allocation through customer data.



Overseas Business Team Conducts Customer Management Training

The domestic business team conducts training on energy storage fundamentals, new product launches, competitive product analysis, project development models, EMS systems, and CRM system applications. Training is conducted through a combination of biannual centralized training and daily training during national sales meetings, ensuring that the team's knowledge base is updated in sync with business needs.

Responsible Marketing

The Company systematically integrates environmental protection, data privacy protection, and regional social responsibility concepts into its overseas marketing plans, prioritizing digital and paperless marketing methods to reduce environmental impact. In overseas marketing activities, the Company strictly complies with regional data privacy protection regulations, and does not collect, use, or disclose customer privacy information without the customer's explicit informed consent, while providing customers with convenient localized channels for information queries and withdrawals. Meanwhile, the Company ensures that marketing data collection and usage processes are open and transparent.

During the reporting period, the overseas sales department adopted the following measures focusing on compliance control, local adaptation, and transparent communication:

Marketing Materials "Dual Review" Control Mechanism

The Company has built a tiered review system covering all-channel marketing content. All overseas marketing materials — including product brochures, social media copy, advertising videos, and exhibition materials — must first be reviewed by the Marketing Department and then re-reviewed by the overseas sales department in conjunction with the regulatory requirements of the target market, with a focus on verifying the truthfulness, compliance, and cultural adaptability of the marketing content, ensuring zero violations and zero misleading in published materials, with review records fully retained for traceability;

Implementing "Localized Transparent Communication" Marketing Practices

The Company fully respects regional cultural differences, adopts localized languages and communication styles for marketing communications, and consistently discloses core product information, potential risks, and after-sales service terms in a clear and complete manner. In B2B marketing scenarios, the Company proactively presents product self-declarations, WEEE, and other documents.

Our Performance

Indicator	Unit	2023	2024	2025
Number of Product or Service Complaints Received	Cases	0	0	0
Customer Satisfaction	%	/	/	94.57

Our Targets

The Company has set a series of measurable, manageable, and improvable goals in the customer service field. In overseas business, we have set clear responsible marketing goals.

- ▶ 100% regional compliance rate for overseas marketing activities, strictly eliminating violations such as false advertising and exaggerated claims
- ▶ 100% approval rate for marketing materials adapted to different regional regulations
- ▶ No major overseas marketing compliance risk incidents or brand negative public opinion throughout the year
- ▶ 100% truthfulness and accuracy rate of overseas marketing information



Data Security and Privacy Protection

WHES adheres to the working philosophy of "compliance first, prevention focus, innovation-driven, and shared governance," focusing on four core areas: compliance system building, technical protection upgrades, security operations quality improvement, and all-staff awareness strengthening. The Company solidly advances various initiatives to effectively prevent and resolve cybersecurity and data security risks, building a strong security barrier for high-quality business development.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Personal Information Protection Law of the PRC

Cybersecurity Law of the PRC

General Data Protection Regulation (GDPR)

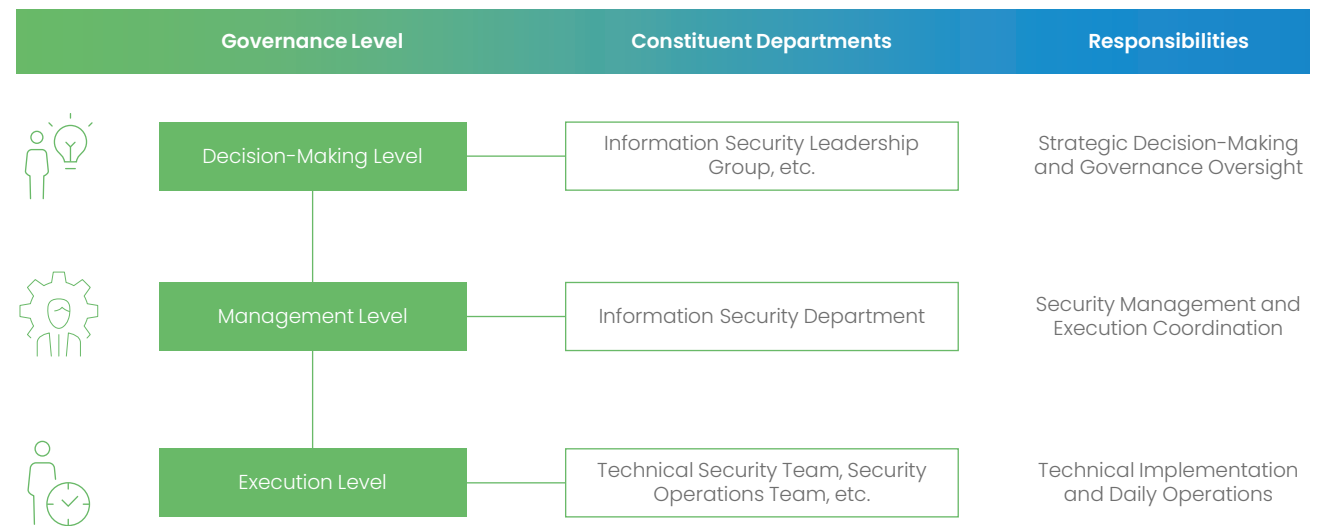
Our Governance

The Company has formulated a series of internal policies including the Information Security Management Measures, the Product and Service Privacy Policy, and the Specification for Declassification and Circulation Management, to safeguard information asset security, prevent information leakage, tampering, or illegal use, and protect the Company's legitimate rights and interests and customer privacy. Meanwhile, the Company has formulated the Cybersecurity Incident Management and Emergency Response Plan, defining incident classification standards, response processes, and responsibility allocation, ensuring rapid response and effective control when security incidents occur, minimizing the impact on business operations.

The Company has built a closed-loop management system featuring policy formulation, on-site implementation, supervision and audit, and continuous optimization. During the reporting period, in response to the latest industry regulations and business development needs, the Company revised and improved 12 core systems in the field of data security and privacy protection, and added special management procedures covering data classification and grading as well as cross-border data flows.

The Company has established a three-tier data security management framework consisting of decision-making, management and execution layers, which is supported and interconnected by a horizontal support system, enabling effective transmission and closed-loop operation of data security strategies.

Information Security Governance Structure



Home ▾

● Grid Connected

2.01kW
PV

1.67kW
Grid

2.12kW
Home

1.56kW
Charge

Our Actions

Information Security

The Company has built a multi-dimensional defense system featuring perimeter protection, internal network monitoring and terminal control. Equipped with intelligent firewalls, intrusion detection and prevention systems, and full-traffic analysis platforms, the system has successfully defended against over **50 million** external cyberattacks throughout the year and blocked more than **2,800** high-risk attacks and phishing emails, effectively mitigating major security threats including ransomware infections and data leakage risks. Furthermore, the Company has adopted AI-based intelligent alert and analysis technologies, shortening the average response and resolution time for security incidents from hours to minutes, which greatly improves the accuracy and efficiency of risk identification and emergency disposal.

The Company implements refined operational management for security risks and conducts regular vulnerability governance via a closed-loop mechanism of scanning, assessment, remediation and review. Throughout the year, the Company completed more than **180** system vulnerability scans and code audits, achieving a **100%** remediation rate for high-risk vulnerabilities and over **98%** remediation rate for medium and low-risk vulnerabilities. During critical periods including the Two Sessions, Spring Festival and National Day holidays, the Company implemented a 7×24-hour on-duty mechanism and carried out special security inspections and system reinforcement, achieving zero security incidents, zero service disruptions and zero regulatory notifications in security assurance.

The Company actively organizes information security awareness training and emergency drills to continuously enhance employees' risk prevention awareness and emergency response capabilities. During the reporting period, 8 practical emergency drills were conducted, successfully handling over **100** security incidents with a **100%** resolution rate, resulting in no business losses or adverse impacts.



CASE

WHES Establishes an Online-and-Offline Integrated Multi-Dimensional Information Security Training Matrix

The company has built a multi-dimensional information security training matrix combining online and offline forms. During the reporting period, the Company held a total of 16 special information security training sessions and warning education activities based on typical cases, covering over 2,000 employee attendances across the whole Company. The training focused on core knowledge including phishing scams, ransomware and data protection, so as to strengthen all staff's awareness of information security accountability and risk prevention capabilities.

During the reporting period, all of the Company's core business systems have completed evaluation and filing for Class II and above under the Cybersecurity Level Protection Scheme, and successfully passed multiple external compliance audits and regulatory inspections.

Privacy Protection

The Company implements strict technical protection measures for core sensitive data such as personal information, applying technical measures including data encryption, desensitization, access control, and backup and recovery, and relying on a data security management platform to achieve full-lifecycle visualized management. During the reporting period, no data leakage, damage, or loss incidents occurred.

During the reporting period, the Company conducted a dedicated data compliance remediation campaign, standardizing full-lifecycle management of data collection, storage, transmission, use, and destruction, completing the inventory and compliance rectification of existing data, implementing personal information rights protection requirements, and optimizing user authorization processes to ensure that data processing is "lawful, legitimate, and necessary".



Our Performance

Indicator	Unit	2023	2024	2025
Customer Privacy Data Breach Incidents	Cases	0	0	0

Supply Chain Management

WHES is committed to building a green and responsible supply chain, continuously improving the sustainable performance of supply chain partners, and enhancing supply chain resilience. The Company collaborates with partners to deliver high-quality and superior products and promote the sound and sustainable development of the industrial chain and the industry.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Anti-Unfair Competition Law of the PRC

Responsible Business Alliance (RBA) Code of Conduct

United Nations Guiding Principles on Business and Human Rights (UNGPs)

Restriction of Hazardous Substances Directive (RoHS)

Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)

Our Governance

WHES strictly adheres to international standards and initiatives, including the core conventions of the International Labor Organization, the Universal Declaration of Human Rights, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The Company has formulated and implemented institutional documents including the Supplier Code of Conduct and Supplier Management Policy, establishing a full-lifecycle management system covering the access, classification, due diligence, assessment and elimination of key production materials. This system provides solid institutional support for supply chain risk prevention and control, sustainable due diligence, and standardized operations.

Our Actions

Supplier Code of Conduct

The Company's Supplier Code of Conduct specifies the responsibilities and obligations of partners in terms of labor practices, health and safety, environmental protection, business ethics and management systems, aiming to build a green, integrity-driven and responsible industrial ecosystem together with business partners.

Dimension	Our Requirements
Requirements	Suppliers shall strictly abide by internationally recognized human rights principles and fully respect and protect the legitimate rights, interests and personal dignity of all employees, including temporary workers, migrant workers, apprentices and contract workers. All unfair treatment and discriminatory practices must be eliminated.
Health and Safety	Suppliers shall establish and improve occupational health and safety management systems to strictly control operational risks and reduce workplace injury rates. Through regular safety education, training and employee engagement, suppliers shall continuously identify potential hazards, optimize working environments, and safeguard employees' physical and mental health as well as team stability.
Environment	Suppliers shall uphold the philosophy of green production, integrate environmental compliance requirements into the entire production and operation process, actively reduce the adverse environmental and ecological impacts of production activities, and strictly comply with green production regulations.
Business Ethics	Suppliers shall maintain high standards of business ethics and compliance, operate with integrity and uphold clean practices. All irregular and fraudulent behaviors are prohibited to maintain a fair, transparent and standardized supply chain cooperation environment.

To ensure full implementation of the Code and standardize cooperation practices, WHES requires all suppliers to sign commitment letters for the Supplier Code of Conduct. Any violation of the Code or commitments will result in corrective measures including but not limited to rectification within a specified period, suspension of cooperation, and termination of cooperation in accordance with relevant agreements and management rules. During the reporting period, the signing rate of Supplier Code of Conduct commitment letters reached 100%.

Hazardous Substance Control

As an energy storage enterprise, the control of hazardous substances in products and supply chains is essential for ensuring product compliance and protecting end-user health and ecological environments. The Company strictly complies with RoHS and REACH regulations and incorporates environmental compliance into core supplier admission criteria. During the reporting period, the signing rates of supplier RoHS and REACH commitment letters both reached 100%.

Fair Procurement

WHES adheres to fair and impartial procurement principles. The Company conducts comprehensive evaluations of potential partners across multiple dimensions, including project management capability, R&D capacity, material management, continuous improvement and sustainable development performance, so as to ensure objective and unbiased supplier admission and select qualified and suitable partners.

Sustainability Performance Assessment

As a global energy storage solution provider, WHES actively responds to sustainable development compliance requirements at home and abroad. The Company conducts supplier due diligence in accordance with international social responsibility standards such as ILO core conventions and OECD conflict mineral due diligence guidelines, as well as local laws and regulations concerning human rights, environmental protection and work safety in all operating regions. Through sustainable assessment questionnaires and on-site audits of suppliers of core components such as battery cells and energy storage converters, the Company comprehensively evaluates suppliers' sustainable development capabilities and practical performance.

For conflict mineral management, the Company conducts annual due diligence using the Conflict Minerals Reporting Template (CMRT) issued by the Responsible Minerals Initiative (RMI), requiring suppliers to truthfully disclose information regarding upstream smelters, refiners and conflict mineral control status.



Our Performance

Indicator	Unit	2023	2024	2025
Total Number of Suppliers	No.	325	354	270
China (Including Hong Kong, Macao and Taiwan Regions)	No.	324	352	269
Overseas	No.	1	2	1
Total Suppliers Assessed via Desktop Review / On-site Audit	No.	/	/	270
Supplier RoHS Commitment Letter Sign-off Rate	%	/	/	100
Supplier REACH Commitment Letter Sign-off Rate	%	/	/	100
Supplier Code of Conduct Commitment Letter Sign-off Rate	%	/	/	100

Governance: Steadfast and Principled Governance

Centering on Anti-corruption and Risk Management, WHES has established a comprehensive management system covering decision-making supervision, institutional implementation and risk prevention and control, so as to continuously consolidate the institutional foundation and trust foundation for the Company's stable operation.



Anti-corruption

WHES regards business ethics as the core of corporate culture, which runs through daily management and corporate values. It sets clear codes of conduct for employees and partners and underpins the Company's stable and sustainable development.

▶ For this topic, we comply with, but are not limited to, the following laws, regulations and standards:

Criminal Law of the PRC

Anti-Unfair Competition Law of the PRC

Interim Provisions on Prohibiting Commercial Bribery

Our Governance

WHES has built a high-standard integrity system and takes business ethics as the fundamental principle of corporate development. The Company prohibits all unethical and non-compliant behaviors, including corruption, conflict of interest, fraud, money laundering and unfair competition. A series of internal policies and systems have been formulated and implemented, including the Responsible Business Alliance (RBA) Code of Conduct, Anti-Money Laundering Management Regulations, and Conflict of Interest Management Rules, to prevent business ethical risks at the source.

To strictly supervise and regulate business practices in daily operations, the Company has set up a leading group for integrity risk prevention and control, directly managed by the general manager to strictly curb corruption and bribery risks. In addition, the Company submits an annual integrity management report to the Board of Directors based on regular audit results.

Our Actions

Reporting Mechanism and Whistleblower Protection

WHES has established an open, transparent and effective complaint and reporting mechanism, encouraging employees and third-party partners to report violations, corruption and improper behaviors, so as to foster a transparent, impartial and integrity-oriented corporate environment.



Business Ethics Reporting Email: report@whes.com

The Company fully protects the personal information and legitimate rights and interests of whistleblowers and accepts both real-name and anonymous reports. The Company firmly opposes any form of retaliatory behavior and takes all necessary measures to ensure the security and confidentiality of whistleblower information and report content, preventing disclosure, unauthorized access, alteration or destruction. All valid reports will receive timely responses, and accountability procedures will be initiated once verified violations are confirmed.

Integrity Culture

WHES attaches great importance to the construction and promotion of integrity culture. Continuous compliance publicity and education are carried out to strengthen employees' ethical awareness and deepen their understanding and implementation of compliance principles, building a compliance culture centered on transparency, responsibility and integrity. The Company provides annual training on the RBA Code of Conduct and Regulations on Integrity in Professional Conduct for all employees to promote the implementation of integrity requirements across the organization.

Our Performance

Indicator	Unit	2023	2024	2025
Concluded corruption litigation cases	No.	0	0	0
Number of directors participating in anti-corruption training	Person	/	/	5
Director anti-corruption training coverage rate	%	/	/	100
Number of employees participating in anti-corruption training	Person	337	394	424
Employee anti-corruption training coverage rate	%	100	100	100
Confirmed corruption or bribery incidents	No.	0	0	0
Confirmed conflict of interest incidents	No.	0	0	0
Confirmed money laundering or insider trading incidents	No.	0	0	0

Risk Management

Centered on a scientific risk management system, WHES builds a systematic governance framework and multi-level risk prevention system to comprehensively enhance the Company's capability to identify, assess and mitigate potential operational risks, safeguarding the Company's long-term and healthy development.

Our Governance

WHES strengthens internal management in accordance with standardized systems including the Major Contract Management Regulations and Software Compliance Management Measures. The Company has established three lines of defense risk management framework and conducts standardized risk management through risk identification, probability and impact assessment, risk response and post-event review, so as to improve the effectiveness of overall risk control. The Audit Committee under the Board of Directors is responsible for reviewing and supervising annual financial reporting procedures and internal control systems.

Three Lines of Defense for WHES Risk Management

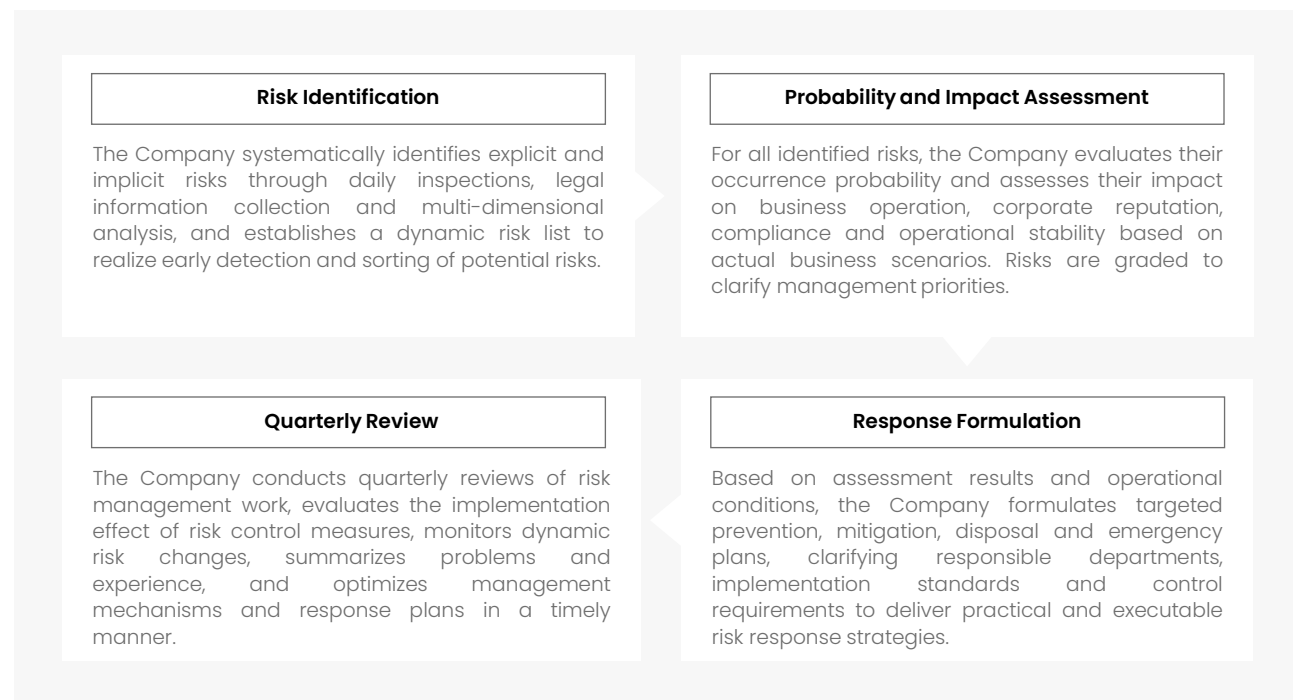


Our Actions

Risk Management Process

In accordance with the ISO 31000 risk management guidelines, the Company has established a full-cycle risk management system. Annual risk identification and assessment are conducted through departmental interviews and inquiries to identify potential risks and opportunities and compile standardized risk assessment reports, achieving systematic and standardized risk control across all business segments.

WHES Risk Management Process



Sustainability Performance Table

Environmental Performance

Indicator	Unit	2023	2024	2025
Emissions				
Air Emissions				
Nitrogen Oxides (NO _x)	kg	95.50	128.49	171.11
Sulfur Oxides (SO _x)	kg	0.09	0.12	0.17
Suspended Particulates (PM)	kg	8.43	10.51	13.52
Wastewater Discharge				
Wastewater Discharge Volume ²	tonnes	2,912.95	4,563.65	6,159.95
Wastewater Discharge Intensity	tonnes/RMB 10,000 revenue	0.11	0.17	0.09
Waste				
Non-hazardous Waste	tonnes	7.14	6.78	25.08
Non-hazardous Waste Intensity	tonnes/RMB 10,000 revenue	0.0003	0.0003	0.0004
Use of Resources				
Energy Consumption				
Direct Energy Consumption	tonnes of standard coal equivalent (tce)	6.84	8.78	12.42
Direct Energy Consumption Intensity	tce/RMB 10,000 revenue	0.0003	0.0003	0.0002
Gasoline	litres	3,374.00	3,186.20	5,062.00
Diesel	litres	2,624.80	4,375.60	5,707.00
Indirect Energy Consumption	tce	104.39	183.62	225.11
Indirect Energy Consumption Intensity	tce/RMB 10,000 revenue	0.004	0.01	0.003
Purchased Electricity	kWh	849,379.05	1,494,091.25	1,831,668.67
Total Energy Consumption	tce	111.23	192.40	237.53
Total Energy Consumption Intensity	tce/RMB 10,000 revenue	0.004	0.007	0.003

² As the Company is not classified as a key environmental regulatory entity, it has not installed wastewater flow monitoring equipment. Wastewater discharge volume is calculated in accordance with the *Source Statistics Survey and Pollution Generation and Discharge Accounting Methods and Coefficient Manual*, using water withdrawal volume and a sewage coefficient (0.85). Wastewater discharge volume = water withdrawal volume × sewage discharge coefficient.

Indicator	Unit	2023	2024	2025
Use of Resources				
Water Resources				
Total Water Withdrawal	m ³	3,427.00	5,369.00	7,247.00
Total Water Consumption ³	m ³	514.05	805.35	1,087.05
Total Water Consumption Intensity	m ³ /RMB 10,000 revenue	0.02	0.03	0.02
Packaging Materials				
Packaging Materials Used	tonnes	92.00	128.00	657.00
Packaging Materials Intensity	tonnes/RMB 10,000 revenue	0.003	0.005	0.01
Climate Change				
Scope 1 GHG Emissions ⁴	tonnes CO ₂ e	14.61	18.91	26.69
Scope 2 GHG Emissions ⁵	tonnes CO ₂ e	450.68	792.76	971.88
Scope 1+2 GHG Emissions	tonnes CO ₂ e	465.29	811.67	998.57
Scope 1+2 GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	0.02	0.03	0.01
Scope 3 GHG Emissions	tonnes CO ₂ e	106,173.40	109,759.29	296,091.82
Category I: Purchased Goods and Services	tonnes CO ₂ e	77,356.21	86,558.57	187,058.71
Category 6: Employee Business Travel	tonnes CO ₂ e	251.60	395.60	364.07
Category 7: Employee Commuting	tonnes CO ₂ e	62.49	74.58	78.26
Category II: Use of Sold Products	tonnes CO ₂ e	28,503.10	22,730.54	108,590.78
Scope 3 GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	3.99	4.09	4.25
Total GHG Emissions ⁶	tonnes CO ₂ e	106,638.69	110,570.96	297,090.39
Total GHG Emissions Intensity	tonnes CO ₂ e/RMB 10,000 revenue	4.00	4.12	4.27

³ Total Water Consumption = Total Water Withdrawal - Wastewater Discharge Volume

⁴ Scope 1 emissions are direct emissions from sources owned or controlled by the Company, including fuel combustion from stationary equipment, vehicles, and production operations (e.g., gasoline, diesel, etc.)

⁵ Scope 2 emissions are primarily indirect GHG emissions from purchased electricity. The calculation is performed in accordance with the Ministry of Ecology and Environment's Announcement on *the Release of 2023 Carbon Dioxide Emission Factors for Electricity*, using the average emission factor of China's power grid for accounting.

⁶ Greenhouse gas emission accounting is aligned with *the GHG Protocol Corporate Accounting and Reporting Standard* (Revised Edition). The greenhouse gas accounting boundary covers WHES and all subsidiaries included within the Company's consolidated financial statements.

Social Performance

Indicator		Unit	2023	2024	2025
Employment					
Total Number of New Employees		Person	/	/	119
Total Number of Employees		Person	337	394	424
By Gender	Male	Person	265	317	336
	Female	Person	72	77	88
By Employment Type	Full-time	Person	337	394	424
	Part-time	Person	0	0	0
By Age Group	Below 30	Person	85	118	142
	30-50	Person	239	262	273
	Above 50	Person	13	14	9
By Job Level	Senior Management	Person	5	6	7
	Middle Management	Person	20	21	20
	Junior Employees	Person	312	367	397
By Region	China (including Hong Kong, Macao and Taiwan)	Person	337	393	419
	Overseas	Person	0	1	5
Percentage of Female Managers in Revenue-Generating Functions		%	/	/	10.94
Number of Females in All Management Levels		Person	/	/	12
Number of Females in Junior Management		Person	/	/	8
Number of Females in Middle Management		Person	/	/	3
Number of Females in Senior Management		Person	/	/	1
Total Number of Employees in STEM-Related Positions		Person	/	/	260
Female Employees in STEM-Related Positions		Person	/	/	29
Percentage of Female Employees in STEM-Related Positions		%	/	/	11.15
Percentage of Females in Senior Management Positions		%	/	/	14.29

Indicator		Unit	2023	2024	2025
Training and Development					
Number of Employees Trained		Person	337	394	424
By Gender	Male	Person	265	317	336
	Female	Person	72	77	88
By Job Level	Senior Management	Person	5	6	7
	Middle Management	Person	20	21	20
	Junior Employees	Person	312	367	397
Employee Training Coverage		%	100	100	100
By Gender	Male	%	100	100	100
	Female	%	100	100	100
By Job Level	Senior Management	%	100	100	100
	Middle Management	%	100	100	100
	Junior Employees	%	100	100	100
Total Training Hours		Hours	1,988.81	5,880.24	4,212.38
By Gender	Male	Hours	1,594.40	5,037.24	3,454.88
	Female	Hours	394.41	843.00	757.50
By Job Level	Senior Management	Hours	20.50	15.00	39.37
	Middle Management	Hours	118.00	124.33	162.20
	Junior Employees	Hours	1,850.31	5,740.91	4,010.81
Average Training Hours per Employee		Hours/Person	5.90	14.92	9.93
By Gender	Male	Hours/Person	6.02	15.89	10.28
	Female	Hours/Person	5.48	10.95	8.61
By Job Level	Senior Management	Hours/Person	4.10	2.50	5.62
	Middle Management	Hours/Person	5.90	5.92	8.11
	Junior Employees	Hours/Person	5.93	15.64	10.10

Indicator		Unit	2023	2024	2025
Employee Communication and Wellbeing					
Total Turnover Number		Person	72	69	102
Total Turnover Rate		%	25.95	18.88	24.94
Turnover Number by Gender	Male	Person	60	56	91
	Female	Person	12	13	11
Turnover Rate by Gender	Male	%	28.30	19.24	27.87
	Female	%	18.32	17.45	13.33
Turnover Number by Age Group	Below 30	Person	25	21	47
	30–50	Person	46	47	54
	Above 50	Person	1	1	1
Turnover Rate by Age Group	Below 30	%	38.76	20.69	36.15
	30–50	%	22.83	18.76	20.19
	Above 50	%	8.70	7.41	8.70
Turnover Number by Region	China (including Hong Kong, Macao and Taiwan Regions)	Person	70	67	101
	Overseas	Person	2	2	1
Turnover Rate by Region	China (including Hong Kong, Macao and Taiwan Regions)	%	25.23	18.36	24.88
	Overseas	%	/	/	33.33
Health and Safety					
Number of Work-Related Fatalities		Person	0	0	0
Work-Related Fatality Rate		%	0	0	0
Lost Workdays Due to Work-Related Injuries		Days	0	192	0
Community Investment					
Total Community Investment		RMB 10,000	0	0	1.17
Cash Donation		RMB 10,000	0	0	1.17
Product Responsibility					
Total Number of Products Sold or Shipped		Units	310	475	1,167
Number of Products Recalled for Safety and Health Reasons		Units	0	0	0
Percentage of Products Recalled for Safety and Health Reasons		%	0	0	0

Indicator	Unit	2023	2024	2025
Customer Service				
Number of Product or Service Complaints Received	Cases	0	0	0
Customer Satisfaction	%	/	/	94.57
Data Security and Privacy Protection				
Customer Privacy Data Breach Incidents	Cases	0	0	0
Supply Chain Management				
Total Number of Suppliers	No.	325	354	270
China (Including Hong Kong, Macao and Taiwan Regions)	No.	324	352	269
Overseas	No.	1	2	1
Total Suppliers Assessed via Desktop Review / On-site Audit	No.	/	/	270
Supplier RoHS Commitment Letter Sign-off Rate	%	/	/	100
Supplier REACH Commitment Letter Sign-off Rate	%	/	/	100
Supplier Code of Conduct Commitment Letter Sign-off Rate	%	/	/	100

Governance Performance

Indicator	Unit	2023	2024	2025
Anti-corruption				
Concluded corruption litigation cases	No.	0	0	0
Number of directors participating in anti-corruption training	Person	/	/	5
Director anti-corruption training coverage rate	%	/	/	100
Number of employees participating in anti-corruption training	Person	337	394	424
Employee anti-corruption training coverage rate	%	100	100	100
Confirmed corruption or bribery incidents	No.	0	0	0
Confirmed conflict of interest incidents	No.	0	0	0
Confirmed money laundering or insider trading incidents	No.	0	0	0

HKEX Environmental, Social and Governance Reporting Code Index Table

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A1.2	/
A1.3	Environment: Low-Carbon Smart Energy Storage – Emissions
A1.4	Environment: Low-Carbon Smart Energy Storage – Emissions
A1.5	Environment: Low-Carbon Smart Energy Storage – Emissions
A1.6	Environment: Low-Carbon Smart Energy Storage – Emissions
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B7.1	Governance: Steadfast and Principled Governance – Anti-corruption
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