



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

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

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

2023

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GROW AND INSPIRE WITH
**LIMITLESS
INNOVATION**
AND **GLOBAL
INTELLIGENCE**

創新無界，智動全球



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GROW AND INSPIRE WITH LIMITLESS INNOVATION AND GLOBAL INTELLIGENCE 創新無界，智動全球

INTRODUCTION OF THE REPORT

Wuling Motors Holdings Limited (the “Company” or “Wuling Motors”) and its subsidiaries (collectively the “Wuling Group”, the “Group” or “We”) are pleased to publish the Environmental, Social and Governance (“ESG”) Report for the period from 1 January 2023 to 31 December 2023 (the “Year” or the “Reporting Period”). The ESG Report summarises the efforts and achievements made by the Group in corporate social responsibility and sustainable development over the past year.

SCOPE OF THE REPORT

During the Year, the ESG Report focuses on the policies and measures of the Group’s automotive businesses in the People’s Republic of China (the “PRC”) in respect of environmental management and social responsibility. The disclosure of the key performance indicators (“KPIs”) of the Year keeps on focusing on the performance of the Group’s member companies and offices, including Liuzhou Wuling Motors Industrial Company Limited (“Wuling Industrial”), Liuzhou Wuling Liuji Motors Company Limited (“Wuling Liuji”), Liuzhou Zhuotong Automotive Components

報告簡介

五菱汽車集團控股有限公司（「本公司」或「五菱汽車」）及其附屬公司（統稱「五菱集團」、「本集團」或「我們」）欣然發佈自二零二三年一月一日至二零二三年十二月三十一日（「本年度」或「報告期」）期間的環境、社會及管治（「ESG」）報告。ESG 報告概述本集團過去一年在企業社會責任及可持續發展方面所付出的努力和取得的成就。

報告範圍

本年度，ESG 報告專注本集團於中華人民共和國（「中國」）汽車相關核心業務於環境管理和社會責任方面的政策及措施；而關鍵績效指標的披露範圍繼續集中各成員公司及辦公室的表現，包括位於中國之柳州五菱汽車工業有限公司（「五菱工業」）、柳州五菱柳機動力有限公司（「五菱柳機」）、柳州卓通汽車部件有限公司（「柳州卓通」）、重慶卓通汽車工業有限公司（「重慶卓通」）、柳州五菱汽車工業有限公司山東分公司（「山東分公司」）、湖

ABOUT THE REPORT

關於本報告

Company Limited (“Liuzhou Zhuotong”), Chongqing Zhuotong Motors Industrial Company Limited (“Chongqing Zhuotong”), Shandong Branch of Liuzhou Wuling Motors Industrial Company Limited (“Shandong Branch”), Hubei Zhuoda Automotive Components Company Limited (“Hubei Zhuoda”) in the PRC, PT.LZWL Motors Limited (“Indonesian Company”) located at Bekasi, Indonesia, and the office in Hong Kong. The ESG Report presents our sustainable development approach and performance in the environmental and social aspects of our business of the Year. The above scope is defined by whether the Group has operational control over the entities and the significance of their influence on the Group’s performance and assets. Compared with previous years, the scope of the report this year has included Hubei Zhuoda Automotive Components Company Limited.

北卓達汽車零部件有限公司（「湖北卓達」）、位於印尼貝卡西縣的PT.LZWL Motors Limited（「印尼公司」）、以及位於香港的辦公室。ESG 報告呈列本年度內我們業務在環境及社會層面的可持續發展方針及表現，此範圍乃根據本集團是否擁有該實體的營運控制權及其對本集團業績或資產有否重大影響而定。本年度之報告範圍對比往年本年度之報告範圍對比往年增加了湖北卓達汽車零部件有限公司。

REPORTING FRAMEWORK

The ESG Report is prepared based on the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“Hong Kong Stock Exchange”) and complied with both Mandatory disclosure requirements and the “Comply or Explain” requirement set out therein.

報告框架

ESG 報告依照載於香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2《環境、社會及管治報告指引》所編寫，並遵守當中強制披露規定及「不遵守就解釋」的條文。

REPORTING PRINCIPLES

Materiality

The content of the ESG Report is determined based on the result of stakeholder engagement and materiality assessment. These include identifying ESG-related issues, collecting and reviewing the suggestions of internal management and different stakeholders, assessing the relevance and materiality of issues, and compiling and validating the reported data. The ESG Report has covered a comprehensive range of material issues that are concerned by different stakeholders. For more information, please refer to “Stakeholder Engagement” under the section of “WULING’S ESG PHILOSOPHY”.

報告原則

重要性

ESG 報告的內容乃根據持份者參與及重要性評估的結果而釐定。其中包括識別與ESG相關的議題、收集並審視內部管理層和不同持份者的建議、評估議題的相關性和重要程度，以及編製及核實所報告的資料。ESG 報告已全面涵蓋不同持份者所關注的重要議題。更多資訊請參閱本報告關於「五菱汽車的ESG理念」章節下的「持份者參與」部份。

ABOUT THE REPORT 關於本報告

Quantitative

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

Consistency

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

INFORMATION AND FEEDBACK

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

量化

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

一致性

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

意見及反饋

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



MESSAGE FROM THE CHAIRMAN 主席致辭



MESSAGE FROM THE CHAIRMAN 主席致辭

MESSAGE FROM THE CHAIRMAN 主席致辭



GROW AND INSPIRE WITH LIMITLESS INNOVATION AND GLOBAL INTELLIGENCE

We have walked through the year 2023 which is full of changes in the never-ending pace of struggle, and the development of new energy vehicles is reshaping the pattern of the automotive industry and promoting the “Dual Carbon” goal to gradually fall into place. In the face of industrial change, Wuling Motors has actively responded to a variety of unanticipated impacts, determined the strategic direction of high-quality development, grasped the key window period of the transformation and upgrading of the automotive industry, and accelerated the momentum of the new power of development. In this context, the quality of our operations continues to improve.

Faced with the pressure of “involution” in the automotive industry, Wuling Motors has been continuously creating value through innovative products and services. In 2023, we rapidly responded, continuously improved, and took multiple measures to meet and serve the existing market effectively. On the other hand, we have been proactively seeking new opportunities in the electromobility and vehicle lightweighting market, continuously moving towards high-end, intelligent, and green development. At our Jingmen base, three new vehicle models and 22 new products were successfully launched into mass production, with over 50% being matched with new energy vehicle models. In 2023, we achieved profitability. The domestically first ultra-high-strength steel tube hot bulging forming production line has been completed, addressing key industry challenges such as meeting automotive safety regulations and lightweighting requirements, and has successfully transitioned into practical application. In 2023, we undertook over ten types of hot bulging products for companies including Great Wall Motor and BYD, achieving independent mass production of key components for high-end models of Chinese self-owned brands. Wuling sightseeing buses provided services for major sporting events such as the Hangzhou Asian (Para) Games and the first National Student Games, receiving strong recognition from the organisers and significantly enhancing its influence.

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在永不停歇的奮鬥腳步中，我們走過了充滿變化的二零二三年，新能源汽車的發展浪潮重塑著汽車產業格局，推動著「雙碳」目標逐步落地。面對產業變革，五菱汽車積極應對各種超預期衝擊，堅定高質量發展戰略方向，把握汽車產業轉型升級的關鍵窗口期，發展新動能加速蓄勢聚力，經營質量持續向好。

頂住汽車行業「內卷」的壓力，五菱汽車用創新的產品和服務不斷創造價值。二零二三年，一方面快速響應、持續改進、多措並舉滿足和服務好存量市場，另一方面主動尋找電動化、輕量化市場的新增機會，不斷向高端化、智能化、綠色化方向發展。我們的荊門基地三個新車型22種新產品的爬坡量產，其中50%以上配套新能源車型，在二零二三年實現了盈利。建成的國內首條超高強鋼管熱氣脹成型生產線，解決汽車安全法規要求和車輛輕量化等行業「卡脖子」難題並實現落地轉化，二零二三年已承接包括長城、比亞迪等公司共十多種熱氣脹產品，實現中國自主品牌高端車型關鍵零部件的自主批量配套。五菱觀光車服務杭州亞（殘）運會、全國第一屆學青會等重大體育賽事，獲得主辦方的大力肯定，極大地提高了影響力。

MESSAGE FROM THE CHAIRMAN

主席致辭

Embarking on a dual journey into new energy sources, Wuling Motors is exuding a burst of vitality on the new track. After the production and sales of micro electric bridges exceeded 1 million, the coaxial electric drive bridge was the first to achieve commercialisation in China, providing support for Chang'an Kaicheng, Ruichi, Jianghuai, and other automotive enterprises. We also secured orders for electric bridge support for mainstream new energy commercial vehicles under leading companies such as Chery and Geely. In terms of engine modules, the company has formed a product layout of "upgrading traditional power technology + integrating new energy power development". The independently developed first small methanol engine and hydrogen internal combustion engine have successively ignited, further advancing toward the goal of zero carbonisation for internal combustion engines. Our joint venture company Wuling New Energy has launched the "LINUXS" brand, and the first hybrid minivan in China has been launched, with products being exported to traditional automotive powers or countries such as the United States, Japan, and Europe. Firmly positioning the new energy vehicle sector as a key direction for future development, Wuling Motors will employ combination of products, technology, and market strategies to continuously advance towards the goal of new energy business accounting for more than 50% of the Group's overall business.

With the development of society and economy, the operation of a company is inextricably linked with all sectors of the society. The achievements of Wuling Motors today and its continued progress on the path of sustainable development are inseparable from the support of its employees, as well as its close connections with upstream and downstream enterprises and partners. Therefore, while expanding our performance, we always adhere to the Company's ethical governance, and more systematically regulate the content of sustainable development in the form of internal codes and standards, striving to become a model for the industry. In addition, Wuling Motors has also been actively involved in rural revitalisation and social welfare over the years, persistently investing manpower and material resources in places in need, and providing technical and economic support to help the areas out of poverty and into prosperity.

Seeking development in a changing environment and market presents both opportunities and entirely new challenges. The sustainable concept serves as a reference for corporate governance and strategic planning, aligning

與新能源「雙向奔赴」，五菱汽車在新賽道上正升騰著噴薄而出的活力。在微型電動橋產銷突破100萬後，同軸式電驅橋配套長安凱程、瑞馳、江淮等車企，在國內率先實現商業化落地，同時還拿下了奇瑞、吉利等頭部企業旗下主流新能源商用車電動橋配套訂單。發動機模塊形成「傳統動力技術升級+新能源動力集成開發」的產品佈局，自主研發的首台小型甲醇發動機、氫內燃機相繼點火成功，朝內燃機零碳化的目標更進一步。我們的聯營公司五菱新能源發佈了「菱勢汽車」品牌，國內首款混動小卡上市，產品更是遠銷美國、日本、歐洲等傳統汽車強勢國家或國家。堅定把新能源汽車領域作為未來重點發展方向，五菱汽車將打好產品、技術和市場的「組合拳」，持續向新能源業務佔集團整體業務比例高於50%目標邁進。

隨著社會經濟的發展，公司的運營與社會各界都在不停產生千絲萬縷的聯繫，五菱汽車取得今天的成績，繼續在可持續發展之路上行進，離不開員工的支持，亦與我們的上下游企業、合作夥伴緊密相連。因此，在擴展業績的同時，我們始終堅守公司的道德管治，更系統性地將可持續發展的內容以公司內部守則和標準的形式進行規範，力爭形成業內楷模。此外，五菱汽車多年來也積極投入到鄉村振興與社會公益中去，堅持投入人力、物力到有需求的地方，為幫扶地區的脫貧致富提供技術與經濟的支援。

在變化的環境和市場中謀求發展，是機遇更是全新的挑戰，可持續的理念是公司管治和策略制定的參照，符合國內外綠色、清潔發展的趨勢，亦為我們面對氣候風險帶來的挑戰

MESSAGE FROM THE CHAIRMAN

主席致辭

with the global trend of green and clean development and providing guidance for tackling climate risks. Entering 2024, we will leverage the advantages of being the most comprehensive chain-type automotive group company in Guangxi's automotive industry chain. We will adhere to our safety and quality standards and enhance the resilience and depth of high-quality development, while improving our core competitiveness, accelerating the development of new production, expanding overseas business and enhancing global operational capabilities, and demonstrating effective market value management. Furthermore, we will vigorously enhance the quality and investment value of the listed company, sharing the achievements of industry and company development with our shareholders.

Chinese automotive industry, which has already emerged in global competition, is now filled with more hopes and expectations, and Wuling Motors is also carrying this responsibility. The significant opportunities for new energy vehicles are unprecedented, as is the vast expanse of open development and the immense potential waiting to be unleashed. We are running with all our might, the time and momentum are here, with great expectations, abundant opportunities, and promising prospects! Together, in 2024, we will climb to new heights!

Yuan Zhijun

Chairman

27 March 2024

提供了思路和方向。進入二零二四年，我們將利用汽車產業鏈在廣西最齊全的一家鏈主型汽車集團公司的優勢，堅守安全和質量底線，增強高質量發展的韌性和深度，在切實提高企業核心競爭力上能作為，在加快發展新質生產力敢作為，在積極拓展海外業務和提升全球運營能力方面善作為，在做好市值管理上有作為，進一步大力提升上市公司質量和投資價值，與廣大股東共享行業及公司發展成果。

在全球競爭中已經嶄露頭角的中國汽車被寄予更多希冀和厚望，五菱汽車亦承擔著這份責任。新能源汽車的重大機遇前所未有，開放發展的廣大天地前所未有，厚積待發的無窮力量前所未有，奮力奔跑的我們其時已至、其勢已成，期望大好、機遇大好、前景大好！二零二四，讓我們一起再攀高峰！

主席

袁智軍

二零二四年三月二十七日



BOARD STATEMENT

董事會聲明

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

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

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

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

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

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



ABOUT WULING MOTORS 關於五菱汽車

CORPORATE PROFILE

Wuling Motors Holdings Limited (stock abbreviation: “Wuling Motors”; stock code: 00305.HK) and its subsidiaries (collectively referred to as the “Group”) are principally engaged in automotive components, vehicles’ power supply systems and commercial vehicles assembly, including new energy vehicles. As a local national brand enterprise, Wuling Motors adheres to innovation as the core, constantly innovates products for people’s needs, keeps up with the development trend of new energy vehicles, and has provided high-value components for nearly 20 domestic and foreign OEMs, including SAIC-GM-Wuling, Great Wall Motor, JAC Group, Foton Motor, BYD, etc., and provides high-quality and applicable vehicle products and travel service support for more than 1,000,000 users. The Group has large automotive components and vehicle production bases in Liuzhou, Nanning, Qingdao, Chongqing, Jingmen, Indonesia and India.

BUSINESS PHILOSOPHY

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

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

企業簡介

五菱汽車集團控股有限公司（股票簡稱「五菱汽車」，股票代碼：00305.HK）及其附屬公司（統稱「集團」或「本集團」）的主要業務為汽車零部件、汽車動力系統及包含新能源車在內的商用整車產品。五菱汽車作為本土民族品牌企業，堅持以創新為核心，為人民之需不斷創新產品，緊跟新能源車發展趨勢，已為上汽通用五菱、長城汽車、江淮汽車、福田汽車、比亞迪等國內外近二十家主機廠提供高價值零部件產品，為超過1,000,000用戶提供優質適用的車輛產品和出行服務支持。本集團在柳州、南寧、青島、重慶、荊門和印尼、印度等地設有大型汽車零部件和整車生產基地。

經營理念

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

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



ABOUT WULING MOTORS 關於五菱汽車

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

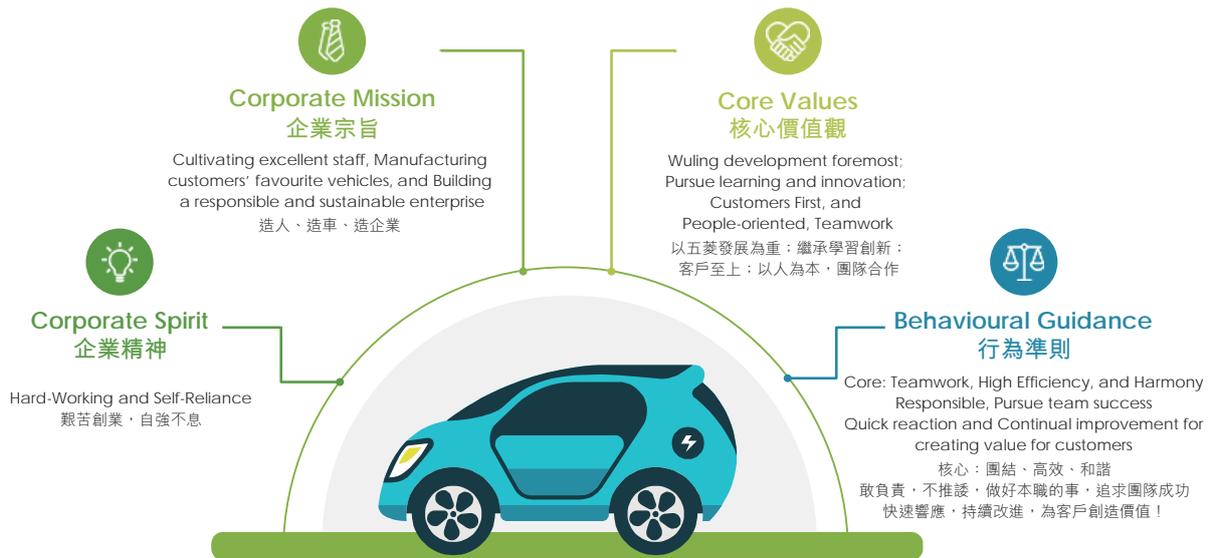
本年度，本集團繼續實施一系列ESG措施。展望未來，我們矢志透過執行各項ESG措施，為社會、環境、員工、股東及其他持份者締造價值。

CORPORATE CULTURE

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

企業文化

我們延續傳承堅毅的企業文化，從上到下一直踐行艱苦創業、自強不息的企業精神，以團結、高效、和諧的行為準則，為每一位客戶提供優質產品。



WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

United Nations Sustainable Development Goals 聯合國可持續發展目標 (UNSDGs)

Wuling Motors' Response — Relevant Works in 2023 五菱汽車的響應 — 二零二三年相關工作

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE

我們的營運立足於道德和治理的基礎上



- Clearly define ESG responsibilities at all levels
清晰制定各層級的 ESG 職責
- Conduct risk audits and internal audits to ensure the compliance of the Company's operation
進行風險審計和內部審核，確保公司營運合規性
- Strictly enforce anti-corruption and integrity operation systems and processes
嚴格執行反腐敗和廉潔經營的制度和流程

GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH

綠色營運，為地球可持續發展保駕護航



- Design and construct environmentally compliant automotive production plants
設計和建造符合環保標準的汽車生產廠房
- Conduct annual monitoring and auditing of carbon management system to promote low-carbon production and operation
碳排放管理體系年度監督審核，推動低碳生產和運營
- Promote popularisation and use of electric vehicles to reduce tailpipe emissions
推動電動汽車的普及和使用，減少尾氣排放
- Develop intelligent transport solutions to improve traffic efficiency and safety
開發智能交通解決方案，提高交通效率和安全性
- Optimise use of energy and water resources to reduce waste
優化能源和水資源的使用，減少浪費
- Implement waste management programmes and cleaner production measures to reduce environmental impacts of production process
實施廢物管理計劃、清潔生產措施，降低生產過程中的環境影響

WINNING TRUST THROUGH QUALITY, SAFEGUARDING LIVES THROUGH SAFETY 以質量贏得信任 以安全守護生命



- Establish quality management system and ensure quality and safety of products during design
建立質量管理體系，確保產品在設計、生產、使用和退役階段的質量和安全性
- Implement supplier quality management system and conduct comprehensive supplier evaluations to ensure supply chain sustainability
執行供貨商質量管理系統，對供貨商進行綜合評估確保供應鏈的可持續性
- Establish and value customer feedback mechanisms to protect customer privacy and data security
建立及重視客戶意見反饋機制，保護客戶隱私和資料安全

WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

United Nations Sustainable Development Goals 聯合國可持續發展目標 (UNSDGs)

Wuling Motors' Response — Relevant Works in 2023 五菱汽車的響應 — 二零二三年相關工作

PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER 以人為本 共創美好工作環境



- Comply with international labour standards and provide employees with reasonable salary and benefits and development opportunities with good communication
遵守國際勞工標準，以良好的溝通為員工提供合理的薪資福利和發展機會
- Provide fair, healthy, safe, and favourable working environment
提供公平、健康、安全和良好氛圍的工作環境

USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒 搭建公益橋樑



- Support rural revitalisation strategies, provide employment opportunities and training, and promote sustainable rural economic and social development
支持鄉村振興戰略，提供就業機會和培訓，促進農村經濟和社會可持續發展
- Help alleviate poverty and revitalise villages by purchasing local agricultural products
通過購買鄉村當地農產品，扶貧振興
- Contribute to development of national tourism and participate in formulation of national standards
助力國家旅遊業發展並參與制定國家標準
- Participate in social welfare activities and pay attention to the needs of the communities around the plants
參與社會公益活動，關注廠房周邊社區的需求

WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

2023 ESG HIGHLIGHTS

二零二三年 ESG 亮點

ENVIRONMENTAL HIGHLIGHTS 環境亮點

Key Measures 亮點措施

Formulation of Green and Low-carbon Development Roadmap, achieving net zero emissions by 2055 or before

制定綠色低碳發展路徑圖，二零五五年或以前淨零碳

Implementation of Sharing and Co-construction Plan, establishing carbon emission management exchange platform, full participating in the carbon reduction target

正式實施共用共建計劃，建構公司碳排放管理交流平台，全員參與碳減量目標

Wuling Industrial passes the Requirements and Guidelines of the Standard on Carbon Emissions Management System DB44/T 1944-2016

五菱工業再次通過DB44/T 1944-2016《碳排放管理系統需求及使用指南》審核

Key Indicators 亮點指標

7%

Green energy in the Group's overall electricity consumption
綠電佔集團整體耗電量

↓ 13%

Total energy consumption is around 180,520 MWh, a decrease of nearly
能源總耗量約180,520兆瓦時，較往年減少近

↓ 21%

Greenhouse gas emissions totaled 89,901 tCO₂e, a decrease over
溫室氣體排放總量89,901噸二氧化碳當量，較上年度減少逾

Consecutive 2 Years 連續2年

Reached GHG emissions targets
達成溫室氣體排放減量目標

↓ 6%

Carbon emissions per ten-thousand RMB of output value in 2023 is 0.1073, a decrease of nearly
二零二三年度萬元工業產值碳排放當量值0.1073，較往年減少近

WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

SOCIAL HIGHLIGHTS 社會亮點

Key Measures 亮點措施

Held the Employee Representative Meetings and the 2023 Recognition Ceremony during the year
 年內舉行員工代表大會暨二零二三年表揚大會
 Actively involved in the formulation of the nation standard "Test method for sightseeing vehicle brake performance" is now officially published
 全面參與制定的國家標準《非公路用旅遊觀光車輛制動性能試驗方法》已正式發佈

Key Indicators 亮點指標

22%

Female employees as a percentage of total employees
 女性員工佔整體員工人數

25 ten thousand hours
 萬小時

Total employee training hours exceeded
 員工培訓總時數超過

600 participants
 名

The number of participants in corporate culture training and public education exceeds
 企業文化培訓及宣灌參與人次逾

100%

Employees covered by training during the year
 年內培訓涵蓋員工

GOVERNANCE HIGHLIGHTS 管治亮點

Key Measures 亮點措施

Organised 2 ESG Committee meetings and 2 ESG resolutions
 舉辦環境、社會及管治委員會會議2次，ESG決議2項

Key Indicators 亮點指標

100%

Coverage of suppliers signing the Integrity Agreement
 供貨商簽署廉潔協議覆蓋率達

0

Incidents of reported corruption/whistleblower retaliation
 舉報機制涉貪事件／舉報人報復事件發生

43%

Percentage of independent directors
 獨立董事佔比

WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

Awards and Certifications

獎項及認證

Ti Media: “Golden Paulownia Tree — Best Investor Relations Management Listed Company”

鈦媒體：「金梧桐·最佳投資者關係管理上市公司」

Soochow Securities: “Top 300 Most Popular Listed Companies” and “Top 300 Most Popular Investor Relations Officers”

同花順：「最具人氣上市公司TOP300」「最受歡迎董秘TOP300」

Securities Daily: “ESG Pioneer Practitioner”

證券日報：「ESG 先鋒踐行者」

CaiLian Press: “ESG Long-range Enterprise”

財聯社：「企業 ESG 致遠」

Most Valuable Investment New Energy Enterprise Award

最具投資價值新能源企業獎

Green Leader ESG Award

綠色領袖 ESG 獎項

Wuling Motors are approved as a Guangxi

High-tech Enterprise

五菱工業廣西獲認可為高新技術企業

Wuling Motors has passed the Carbon Emission Management System for two consecutive years

五菱工業連續兩年通過碳排放管理體系

Wuling Motors honored as a Digital Benchmark Enterprise

五菱工業榮獲數字化標桿企業

Wuling Motors honored as an Advanced Collective for Hangzhou Asian Games and Asian Para Games in Zhejiang Province

五菱工業榮獲杭州亞運會、亞殘運會浙江省先進集體

Wuling Liuji identified as an Autonomous Region Smart Factory Demonstration Enterprise

五菱柳機自治區智能工廠示範企業



STAKEHOLDER ENGAGEMENT

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

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

持份者參與

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

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

WULING'S ESG PHILOSOPHY

五菱汽車的 ESG 理念

Visiting Listed Companies

走進上市公司活動

On 26 October, Wuling Motors held the 2023 visiting listed companies with the theme of “Gathering new strengths, speeding up and moving forward”. Investment institutions, media and other market groups concerned about Hong Kong stocks and Wuling Motors gathered in Liuzhou to experience the Company’s development history and current situation through on-site visits, field research, and discussions.

十月二十六日，五菱汽車以「齊『新』聚力，提速向前」為主題舉行了二零二三年度走進上市公司活動。投資機構、媒體等關注港股、關注五菱汽車的多類市場群體齊聚柳州，通過現場參觀、實地調研、座談交流等形式，感受公司的發展歷程和現狀。

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

WULING'S ESG PHILOSOPHY

五菱汽車的 ESG 理念

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



WULING'S ESG PHILOSOPHY

五菱汽車的 ESG 理念

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

MATERIALITY ASSESSMENT

To develop clear and effective ESG management policies, the Group has engaged a consultant to conduct materiality assessment this year. The assessment aims to identify ESG issues that are critical to the Company's business and its stakeholders. The materiality assessment for this year is based on the materiality matrix provided by a third-party ESG professional agency, as well as an inventory of Environmental, Social, and Governance issues established for the Group and relevant to the industry. Key internal and external stakeholders, including suppliers, employees, and customers/users, were invited to participate in surveys and interviews to understand their requirements and expectations of the Group.

重要性評估

為清晰及有效地制定 ESG 管理方針，本集團委聘顧問公司於本年度進行了重要性評估，以識別對本公司業務及其持份者至關重要的 ESG 議題。本年度的重要性評估是基於第三方 ESG 專業機構提供的重要性圖譜以及對本集團和行業相關的環境、社會及管治風險和機遇設立的環境、社會及管治議題清單，並邀請關鍵的內外部各持份者包括供應商、員工、客戶／用戶等進行問卷調查和訪談以了解持份者對本集團的要求和期望。

WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

During the Reporting Period, we identified a total of 27 issues within the ESG issue inventory and classified them into five major categories. We conducted an online survey among stakeholders to understand the importance of these issues to both the stakeholders and the Group. The issues were rated based on their significance.

於報告期間，我們在環境、社會及管治議題清單內分別列出5大類別共計27項議題，並以問卷調查向持份者了解這些議題對持份者及本集團的重要性，根據議題的重要性進行評分。

Identification 識別	Investigation 調研	Analysis 分析	Review 審閱
<p>In accordance with “ESG Reporting Guide” set out in Appendix C2 to the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange and the ESG ratings systems (e.g. MSCI, S&P, etc.), we have comprehensively analysed the important ESG matters of the Company and the concerns of various stakeholders and constructed a database of ESG management issues for 2023, which comprises a total of 27 issues.</p> <p>我們根據香港聯交所上市規則附錄C2《環境、社會及管治報告指引》，並結合資本市場ESG評級及指數(如MSCI、S&P等)，全面梳理公司ESG重要事項以及各持份者的關注點，構建二零二三年ESG管理議題庫，共計27個議題。</p>	<p>We conducted an online questionnaire survey to obtain the opinions of our stakeholders. The survey covered stakeholders such as corporate management, employees, suppliers, customers and investors/shareholders, and a total of 166 valid questionnaires were collected.</p> <p>我們通過開展線上問卷調查方式獲取持份者意見。調研覆蓋了企業管理層、員工、供應商、客戶以及投資者／股東等持份者，回收有效問卷共166份。</p>	<p>Based on the focus of each stakeholder, we assessed the importance of the issues in terms of “importance to stakeholders” and “importance to the Group’s operations” and drew up a matrix and list of ESG materiality issues in 2023.</p> <p>根據各持份者關注焦點，從「對持份者的重要性」以及「對集團營運的重要性」兩大維度進行議題重要性評估，繪製出二零二三年ESG重大性議題矩陣及列表。</p>	<p>Based on discussions with key stakeholders and internal discussions amongst the management, the management will ensure that all major, material and significant ESG areas that are important to the development of the business are presented and are in compliance with the relevant laws and regulations.</p> <p>根據與主要持份者的討論及管理層之間的內部討論，管理層將確保所有主要及重大且對業務發展重要的環境、社會及管治範疇已呈報，並且符合相關法律及法規。</p>

WULING'S ESG PHILOSOPHY

五菱汽車的 ESG 理念

NO. 序號	ESG Issues 環境·社會及管治議題	Issues Category 議題類別
1	Intellectual Property Protection 知識產權保護	Governance 管治相關
2	Operation Compliance 營運慣例	Governance 管治相關
3	Tax Strategy 稅務策略	Governance 管治相關
4	Corporate Governance and Risk Management 企業治理和風險管理	Governance 管治相關
5	Internal Complaint Mechanisms 內部申訴機制	Governance 管治相關
6	Water Resources and Wastewater Management 水資源和廢水管理	Environmental 環境相關
7	Opportunity for Development of Clean Energy 發展清潔能源的機會	Environmental 環境相關
8	Green Procurement 綠色採購	Environmental 環境相關
9	Energy Management 能源管理	Environmental 環境相關
10	Eco-environmental Protection 生態環境保護	Environmental 環境相關
11	Waste and Hazardous Material Management 廢物和有害物質管理	Environmental 環境相關
12	Life Cycle Decarbonisation of Automobiles 汽車全生命週期去碳化	Environmental 環境相關
13	Greenhouse Gas Emissions Management 溫室氣體排放管理	Environmental 環境相關
14	Climate Strategy 氣候戰略	Environmental 環境相關
15	Employee Health and Safety 勞工健康與安全	Employee 員工相關
16	Employees' Rights and Interests 勞工權益	Employee 員工相關
17	Child Labour and Forced Labour 童工和強制勞工	Employee 員工相關



WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

NO. 序號	ESG Issues 環境、社會及管治議題	Issues Category 議題類別
18	Remuneration and Benefits 勞工薪酬和福利	Employee 員工相關
19	Talent Retention, Development and Training 人才保留、發展及培訓	Employee 員工相關
20	Data Security 訊息安全	Operation 營運相關
21	Protection of Customer Privacy 客戶私隱保護	Operation 營運相關
22	Marketing and Promotion 營銷和推廣	Operation 營運相關
23	Product Regulation 產品監管	Operation 營運相關
24	Supply Chain Management 供應鏈管理	Operation 營運相關
25	Research and Development, Competition Activities 研究和發展、競爭活動	Social 社會相關
26	Common Prosperity 共同富裕	Social 社會相關
27	Social Welfare and Charity 社會公益與慈善	Social 社會相關

The results of this assessment will also serve as a reference for strengthening internal management within the Group. In the future, we will increase the involvement of different stakeholders to gather their valuable opinions and suggestions regarding the development of the Group.

此次評估結果亦作為本集團加強內部管理參考之用，並將在未來增加不同持份者的參與度，以收集彼等就本集團發展所提出的寶貴意見。

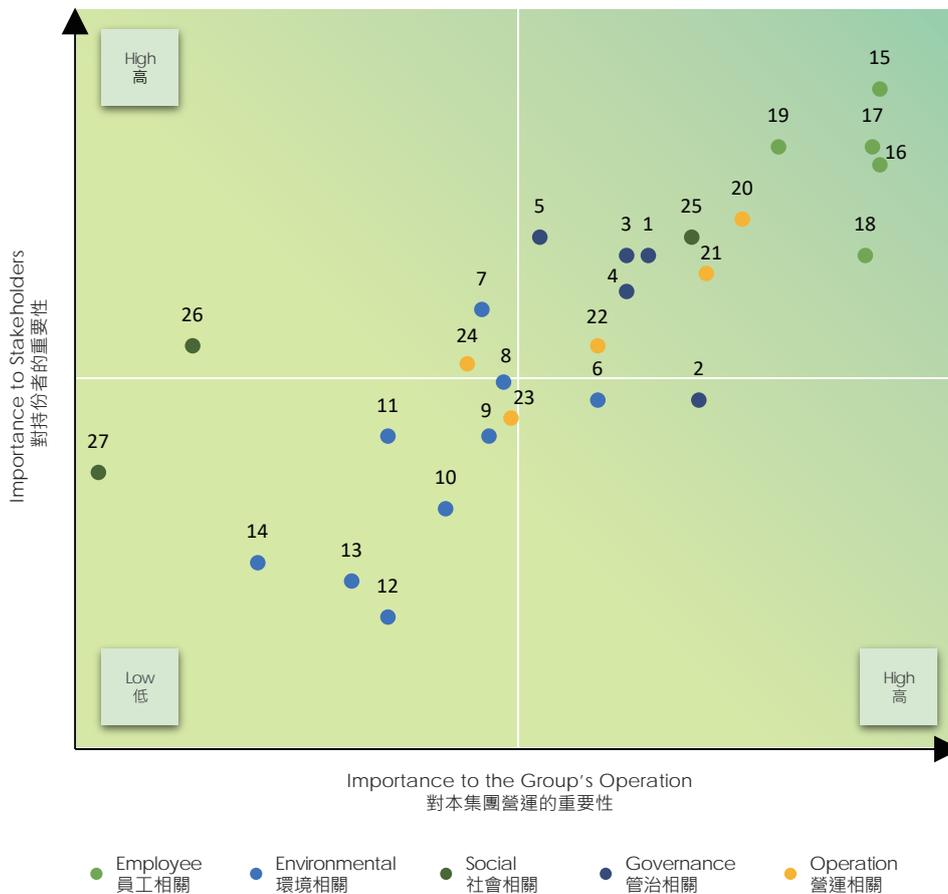


WULING'S ESG PHILOSOPHY 五菱汽車的 ESG 理念

Stakeholders can express their opinions on the Group's environmental, social, and governance issues through the online survey. A total of 166 survey responses were received this year. Based on the data collected from the survey, we have developed the ESG issues materiality matrix for Wuling Motors in 2023, as follows:

持份者可在問卷調查中表達他們對本集團環境、社會及管治議題的意見，本年度合共收到 166份調查回覆，根據調查所得的數據，我們得出以下二零二三年五菱汽車的 ESG 議題重要性矩陣：

2023 Wuling's ESG Issues Materiality Matrix
二零二三年五菱汽車 ESG 議題重要性矩陣



Based on the feedback received from stakeholders including employees, suppliers, and customers in the Reporting Period, a total of 13 ESG-related material issues were identified from the list of environmental, social, and governance issues. These issues will be discussed in detail in this report. The key topics include occupational health and safety, labor rights, child labor and forced labor, employee compensation and benefits, talent retention and development and training, information security, customer privacy protection, research and development, competitive activities, intellectual property protection, operational practices, tax strategy, corporate governance and risk management, and marketing and promotion.

本年度，經統計及分析所收集到來自員工、供貨商及客戶等持份者的反饋，環境、社會及管治議題列表中共有13項 ESG 相關的重要議題，並將於本報告中重點討論，當中包括勞工健康與安全、勞工權益、童工和強制勞工、勞工薪酬和福利、人才保留與發展及培訓、訊息安全、客戶私隱保護、研究和發展與競爭活動、知識產權保護、營運慣例、稅務策略、企業治理和風險管理及營銷和推廣。

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

The Group believes that implementing ESG governance principles will effectively enhance our corporate governance standards and generate long-term returns for stakeholders. In order to effectively implement the concept of sustainable development, from manufacturing components and engines to assembling vehicles and selling automobiles, the Group consistently adheres to the principle of responsibly providing high-quality products and services. We not only focus on economic benefits but also prioritise environmental protection, social responsibility, and good governance practices. Through high standards of corporate governance, we actively address risks, strengthen transparency, ensure compliance, and establish trust and good cooperative relationships with all stakeholders. We will continue to strive to strengthen corporate governance to achieve sustainable development goals and make positive contributions to society and the environment.

本集團相信貫徹實施ESG管治原則將有效提升我們的公司治理水平，並為持份者帶來長期回報。為有效落實可持續發展理念，從生產零部件及發動機、組裝車輛到銷售汽車，本集團於整個流程始終堅持以負責任地提供高質量的產品及服務為原則，不僅關注經濟效益，同時注重環境保護、社會責任和良好的治理實踐。通過高標準的企業治理，我們積極應對風險，加強透明度，確保合規性，並與各利益相關方建立互信和良好的合作關係。我們將持續努力，強化企業治理，以實現可持續發展目標，並為社會和環境做出積極貢獻。

CORPORATE GOVERNANCE AND GOVERNANCE STRUCTURE

The Group strictly adheres to the requirements of the laws and regulations applicable in its registered jurisdiction, including the “Company Law of the People’s Republic of China” and the Listing Rules of the Hong Kong Stock Exchange. We have established a governance structure that is clear, scientifically designed, and efficient. By continuously integrating practical considerations and the latest regulatory requirements, we consistently optimise our corporate governance system. This enables us to build a more diversified and resilient governance framework for sustainable development, aligning with market trends and meeting the future needs of the Group.

公司治理及管治架構

本集團嚴格按照註冊地法律、《中華人民共和國公司法》和香港聯交所《香港聯合交易所有限公司證券上市規則》等適用法律法規的要求，建立權責分明、科學高效的治理結構。透過不斷結合實際情況和最新監管要求，持續優化公司制度體系，構建一個更具多元化更具韌性的可持續發展治理體系，以適應市場趨勢與集團未來發展的需要。

Key Performance Indicators

主要績效指標



7

Number of annual board meetings (Times)
年度董事會議數量 (次)



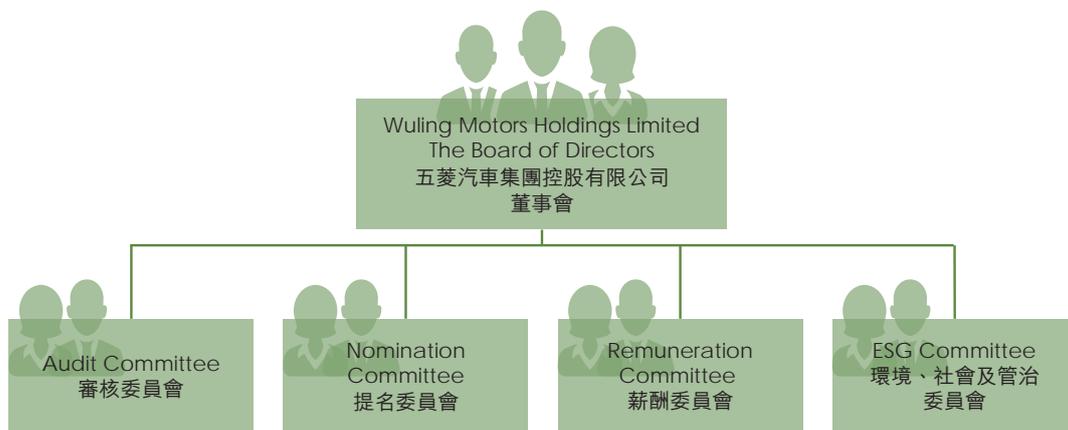
100%

Board attendance rate
董事出席率

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

The Board of Directors is responsible for the shareholders' meeting and exercises the Company's management rights in accordance with the applicable laws and regulations. It oversees the overall operation and development strategy of the Company, makes decisions on operational policies and investment plans, supervises and guides the management team in establishing sound regulations, improving decision-making mechanisms, standardising work processes, implementing strict approval procedures, and establishing and enhancing a modern and standardised organisational structure to enhance the efficiency and quality of investment decisions. Under the Board of Directors there are four committees: the Audit Committee, Remuneration Committee, Nomination Committee, and Environment, Social, and Governance Committee ("ESG Committee"), to improve the operation efficiency of the Board. To ensure effective communication of the suggested policies and resolutions from the Board to all departments and levels, we have formulated the "Board Resolution Tracking and Supervision Management System" which is implemented by dedicated departments responsible for tracking, inspecting, and ensuring the execution of the resolutions suggested.

董事會對股東大會負責，依法行使公司經營管理權，監察公司整體經營與發展戰略，決策經營方針和投資計劃，監督及指導管理層健全規章制度、完善決策機制、規範工作流程、嚴格審批程序、建立和完善現代規範的組織結構，提高投資決策的效率和質量。董事會下設審核委員會、薪酬委員會、提名委員會、環境、社會及管治委員會四個專業委員會，以提高董事會運作效率。為確保董事會的方針與決議有效傳達至各個部門及各個層面，我們制定了《董事會決議跟蹤督辦管理制度》，由專職部門負責跟蹤、檢查、落實決議的執行情況。



In addition, a sound governance framework is crucial to the Group to achieve its sustainable development goals. To effectively achieve the Group's sustainable development goals, the Board of Directors has established an ESG Committee, as well as formulated and published the "ESG Committee-Terms of Reference of the ESG Committee", which provides detailed provisions for the overall ESG governance work of the Group. This includes the composition of the committee's members, the selection of the chairperson and secretary, the invitation of attendees to ESG-related meetings, meeting procedure requirements, provisions for hiring professional services,

此外，一個健全的管治架構對支持本集團實現各個可持續發展目標是至關重要。為有效地實現集團可持續發展目標，董事會成立了環境、社會及管治委員會，並制定及公開《環境、社會及管治委員會職權範圍》文件，對集團整體ESG管治工作進行了詳細規定，包括該委員會的成員構成、主席及秘書的推選、ESG相關會議出席者的邀請、會議程序相關要求、外聘專業服務規定、職權範圍、和可持續發展舉措及績效監督等內容。ESG委員會的成立主要旨在監督本集團有關ESG事宜的戰略制定及申報工作，同時評估及明確本集

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

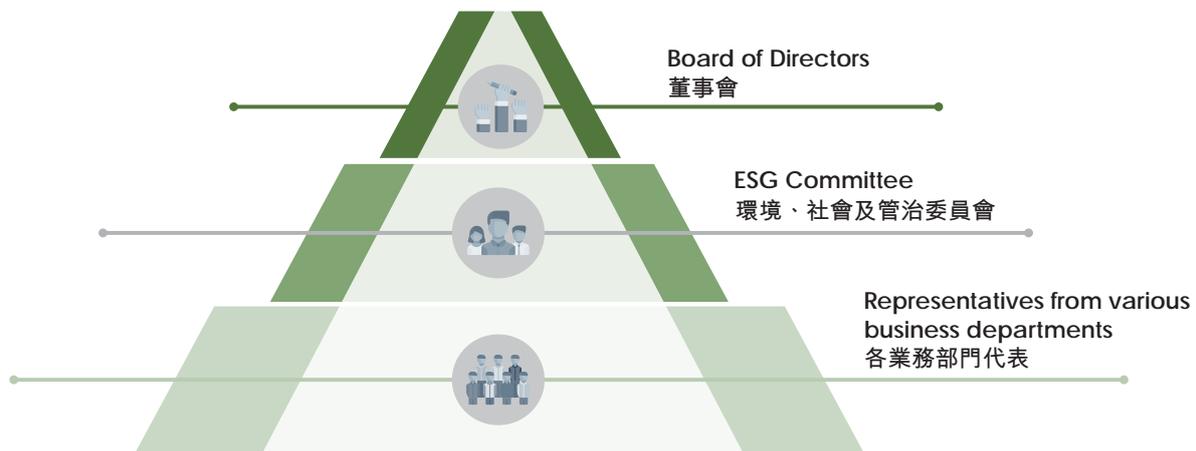
scope of authority, and supervision of sustainable development initiatives and performance. The establishment of the ESG Committee is mainly aimed at overseeing the strategic formulation and reporting of ESG matters within the Group, as well as assessing and clarifying ESG risks of the Group to ensure the development of appropriate and effective ESG risk management measures and internal monitoring systems. Through internal review procedures, the Board of Directors, with the assistance of the ESG Committee, regularly arranges independent assessments to analyse the effectiveness and comprehensiveness of relevant systems and procedures in order to strengthen the Group's ESG governance.

Through a "Top-down" management mechanism, the Board of Directors has been actively involved in identifying, evaluating, and managing ESG-related risks and opportunities. At the same time, the ESG Committee and representatives from various business departments play their respective roles in the strategic planning, implementation, and review of ESG-related affairs.

團ESG方面的風險，以確保制定適當及有效的ESG風險管理措施及內部監控系統。透過內部檢討程序，董事會在ESG委員會協助下，定期安排獨立評估，分析相關系統及程序的有效性及全面性，以加強本集團的ESG治理。

通過「自上而下」的管理機制，董事會一直積極參與識別、評估和管理與環境、社會及管治相關的風險及機遇，同時，環境、社會及管治委員會和各業務部門代表則在環境、社會及管治相關事務的策略規劃、執行和審閱中各司其職。

Wuling Motors ESG Governance Structure 五菱汽車ESG管治架構



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

Board of Directors Responsibilities 董事會職責

- Provide strategic guidance and ongoing evaluation of the Group's internal controls to maintain appropriate and effective risk management and internal monitoring systems, ensuring the Group's operations are conducted in a compliant and orderly manner;
提供策略性指引及持續評估本集團的內部監控，維持適當及有效的風險管理及內部監控系統，確保集團營運合規有序地進行；
- Ensure alignment with the Group's social responsibility objectives and compliance with applicable laws and regulations;
確保與本集團的社會責任目標保持一致並遵守適用的法律及法規；
- Supervise corporate governance practices and procedures at the group level;
監管集團層面的企業管治常規及程序；
- Consider the concerns and viewpoints of key stakeholders based on reports from the ESG Committee, incorporating their interests into the Group's sustainable development goals, strategies, and corresponding priorities to ensure stakeholder interests are upheld;
根據環境、社會和管治委員會的報告，考慮關鍵持份者的關注點和觀點，確保在集團的可持續發展目標、策略和相應的優先事項中納入其利益，以確保持份者的利益；
- Review the sustainable development performance reports provided by the ESG Committee, assess, revise, and recommend the achievement of key sustainable development performance indicators and goals for the Group; and
審查環境、社會及管治委員會提供的可持續發展績效報告，評估、修訂及建議集團主要可持續發展績效指標及目標的實現情況；及
- Approve ESG Report and budgets related to ESG matters.
審批環境、社會及管治報告及環境、社會及管治相關預算。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

ESG Committee Responsibilities

環境、社會及管治委員會職責

Supervision of Sustainable Development Goals and Strategies

可持續發展目標及策略監督

- Provide vision, long-term guiding principles, and report to the Board of Directors on sustainable development goals, strategies, and priorities at the group level;
提供願景、長遠指導方針並向董事會報告有關本集團層面的可持續發展目標、策略及優先事項；
- Report to the Board of Directors on corporate behaviour related legislation, regulations, litigation, and public debates concerning social, environmental, and ethical standards. Propose anticipated measures and plans;
就企業行為在社會、環境及道德標準的層面，向董事會報告相關立法、規例、訴訟及公眾辯論等主要趨勢，並提出預期措施及計劃；
- Evaluate risks related to ESG issues (including climate risks), and provide recommendations on strategically significant risks, along with anticipated and mitigation plans; and
評估環境、社會及管治議題風險（包含氣候風險），就具有策略性意義的風險提出建議，並提供預期及緩解計劃；及
- Review the key interests of major stakeholders of the Group and report their perspectives on key matters to ensure the correct long-term strategic direction.
檢討本集團主要持份者的關鍵利益，並向本集團報告其對關鍵事宜的觀點，以確保長期策略方向正確。

Sustainability Initiatives and Performance Monitoring

可持續發展舉措及績效監督

- Review and report to the board of Directors on the sustainable development performance against the major indicators and goals announced by the Group, comparisons with regional and global peer companies or benchmarks;
就集團已宣佈的主要可持續發展績效指針及目標，審視所實現的可持續發展績效，並向董事會報告有關表現，及其與區域性及全球性相若同業或基準公司的比較；
- Review/approve relevant policies at the group level and provide recommendations to the Board of Directors regarding any changes to these partnerships, strategies, and policies;
檢討／批准相關的本集團層面政策，並就該等夥伴關係、策略及政策的任何變動向董事會提出建議；
- Review and report other relevant recommendations and opinions on the implementation of ESG issues within the Group to the Board of Directors; and
檢討並向董事會報告本集團執行環境、社會及管治議題的其他相關建議及意見；及
- Responsible for reviewing and providing recommendations to the Board of Directors on the public reporting of sustainable development performance, through the ESG Report, which is then submitted to the Board of Directors for final confirmation.
負責檢討並就可持續發展績效的公開報告向董事會提供建議，通過《環境、社會及管治報告》，再提交董事會作最終確認。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE

我們的營運立足於道德和治理的基礎上

Responsibilities of Representatives from Various Business Departments 各業務部門代表職責

Implementation of Sustainable Development Goals and Strategies

可持續發展目標及策略落實

- Implement the sustainable development goals and strategies determined by the Board of Directors within their respective business departments;
在各自業務部門內貫徹和落實董事會確定的可持續發展目標和策略；
- Monitor and report on the relevant trends in environmental, social, and ethical standards within the business departments and propose corresponding measures and plans; and
監測並報告業務部門在環境、社會及道德標準層面的相關趨勢，提出相應的措施和計劃；及
- Identify ESG issues and risks faced by the business departments and provide anticipated and mitigation plans in accordance with the guidance from the Board of Directors and the ESG Committee.
識別業務部門面臨的環境、社會及管治議題風險，並根據董事會和環境、社會及管治委員會的指導提供預期及緩解計劃。

Sustainable Development Initiatives and Performance Reporting:

可持續發展舉措及績效報告

- Collect, record, and report the sustainable development performance data of the business departments to ensure compliance with the major sustainable development indicators and goals announced by the Group; and
收集、記錄和報告業務部門的可持續發展績效數據，確保符合集團已宣佈的主要可持續發展績效指標及目標；及
- Complying with and supporting the Group's ESG policies at the group level, regularly provide updates to collaborative partners within the business departments, such as customers, suppliers, and employees, fostering cooperation to achieve mutual benefits.
遵守並支持集團層面的環境、社會及管治政策，與業務部門的合作夥伴（如客戶、供貨商、員工等）定期提供更新內容，合作共贏。

During the Reporting Period, the Group's ESG Committee held a total of 2 meetings to discuss the ESG reporting of the Company and its subsidiaries for the year 2023. Resolutions were made to recommend and adopt the 2023 ESG Report to the Board of Directors. Additionally, the key objectives and work related to the ESG reporting of the Company and its subsidiaries for the year 2023 were considered and reviewed. It is stipulated that all meeting records of the ESG Committee must be kept and archived by the secretary officially appointed by the Committee, and must be signed by the chairman. The meeting records or summary reports are to be submitted to the Board of Directors at any subsequent board meeting.

於報告期間，本集團環境、社會及管治委員會共召開二次會議，討論了二零二三年本公司及其附屬公司環境、社會及管治報告相關內容，作出了贊同向董事會推薦考慮及採納二零二三環社管報告等決議；以及就二零二三年本公司及其附屬公司環境、社會及管治報告之關鍵目標及工作進行考慮及審議。本集團規定環境、社會及管治委員會所有會議均留存會議記錄，並須由主席簽署及經委員會正式委任的秘書存檔。會議記錄或摘要報告統於任何接著的董事會會議上提呈予董事會。

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

DIVERSITY POLICY

To achieve sustainable and balanced development, the Group considers the increasing diversity at Board level as a key element to support its strategic goals and maintain sustainable development. Since 2013, the Group has developed and implemented a “Board Diversity Policy”, which is regularly reviewed by the Nomination Committee. This policy includes any measurable targets set by the Board for implementing the policy and the progress towards those targets, such as the appointment of female directors. The Nomination Committee will make corresponding recommendations regarding the retirement of board members and board succession plans at the Group’s annual general meetings.

When establishing the composition of the Board, we consider board member diversity from multiple perspectives. The selection of candidates is based on a range of diversity categories, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and tenure of service. All board appointments are made based on merit, aiming to meet the diverse skills and experience required in various business areas. When considering candidates, objective criteria are fully taken into account to benefit board member diversity, while continuing to pay attention to the proportion of women in leadership positions.

多元化政策

為達致可持續之均衡發展，本集團視董事會層面日益多元化為支持其達到戰略目標及維持可持續發展之關鍵元素，自二零一三年起，本集團已經制定及執行《董事會多元化政策》，由提名委員會定期檢討此政策，當中包括董事會為執行有關政策而制定的任何可計量目標及達目標進度，例如：女性董事的委任；而提名委員會會於本集團各股東週年大會選任董事會及董事繼任計劃提出相應建議。

我們在設定董事會成員組合時，會從多個方面考慮董事會成員多元化，甄選人選將按一系列多元化範疇為基準，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務任期。董事會所有委任均以用人唯才為原則，以滿足各業務領域所需的多樣技能和經驗為基礎，在考慮人選時以客觀條件充分顧及董事會成員多元化的裨益並持續關注女性管理者的比例。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE

我們的營運立足於道德和治理的基礎上

Name 姓名	Gender 性別	Age 年齡	Position/Duties and Responsibilities 職位/職責及責任	Tenure Period 任期年長	Academic Background/Expertise 學歷背景/領域	Experience/Skills 經驗/技能
Mr. YUAN Zhijun* 袁智軍先生*	M 男	57	Chairman of the Board/ Executive Director 董事會主席/執行董事	7 years 7年	Business Administration 工商管理	Industry Expert 行業專家
Mr YANG Jianyong 楊劍勇先生	M 男	56	Executive Director 執行董事	7 years 7年	Accounting 會計學	Industry Expert, Financial Expert, Legal Expert 行業專家、財務專家、 法務專家
Mr. WEI Mingfeng 韋明鳳先生	M 男	49	Executive Director 執行董事	3 years 3年	Chemical Mechanical Engineering/Business Administration 化工設備與機械/工商管理	Industry Expert 行業專家
Mr. LI Zheng* 李正先生*	M 男	80	Non-Executive Director 非執行董事	2 years 2年	Physics/Medical Technology 物理學/醫療技術	Industry Expert, Financial Expert/ International Finance, Medical Technology 行業專家、財務專家、 國際金融/ 醫療技術
Mr. YE Xiang# 葉翔先生#	M 男	60	Independent Non- Executive Director 獨立非執行董事	15 years 15年	Finance 財務	Financial Expert, Risk Management 財務專家、風險管理
Mr. WANG Yuben* 王雨本先生*	M 男	68	Independent Non- Executive Director 獨立非執行董事	9 years 9年	Economic Law 法律	Legal Expert 法務專家
Mr. Xu Jinli* 徐勁力先生*	M 男	58	Independent Non- Executive Director 獨立非執行董事	1 year 1年	Mechanical Engineering 機械工程	Industry Expert 行業專家

Chairman of ESG Committee

* Member of ESG Committee

環境、社會及管治委員會主席

* 環境、社會及管治委員會成員

To promote gender diversity and enhance corporate governance, Wuling Motors has decided to nominate a qualified and experienced female director to join the Board by the end of 2024. By increasing the representation of women on the board, we aim to strengthen the fairness and transparency of our corporate governance and enhance the Company's reputation in society and the industry. We believe that this initiative will bring broader prospects for Wuling Motors and serve as a role model for other companies, driving gender equality and diversity in the business field. For more details on diversity policies and measures at the employee level, please refer to the section "PEOPLE- ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER".

為了促進性別多元化和提升公司治理水平，五菱汽車決定在二零二四年底前提名一名具備適合技能和經驗的女性董事加入董事會。通過增加女性在董事會的代表性，我們將進一步強化公司治理的公正性和透明度，提升公司在社會和行業中的聲譽。我們期待這一舉措能夠為五菱汽車帶來更廣闊的前景，並為其他企業樹立榜樣，推動性別平等和多元化在商業領域的實現。有關員工層面的多元化政策及措施詳請，請參閱「以人為本，共創美好工作環境」部份。

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

SHAREHOLDERS/INVESTORS' RIGHTS

The Group attaches great importance to information disclosure and investor relations management. We have formulated the “Communications Policy with Shareholders and Investors” to ensure that shareholders of the Group and the investors can access timely, comprehensive, consistent, and easy-to-understand information about the Group. This not only helps them make informed investment decisions but also enables shareholders to exercise their rights and actively participate in group affairs. We have also developed and publicly disclosed the “Procedures for Shareholders Nominating Directors for Election in General Meeting of the Company”, clearly stating the details of the nomination process, such as submission deadlines, channels, and the information required for nominating shareholders. This allows shareholders to nominate individuals other than retiring directors for the directorship at the shareholders' general meeting.

We regularly release performance reports that provide investors with detailed information on our revenue, profits, and other key performance indicators. Additionally, in our Annual Report, we comprehensively review the past year's performance and provide future outlook and strategies. In addition to regular reports, we also issue other important announcements as necessary, such as significant transactions, changes in shareholding, or management changes. We believe that timely and transparent announcements are crucial for investors to make informed investment decisions.

We also place great importance on communication with investors. The Group has established Investor Relations Department as the direct communication platform between the Group and investors, aiming to foster a positive relationship and enhance investors' further understanding and familiarity with the Group. We continuously establish various channels to encourage investors to receive and provide feedback and suggestions on the Group's products, operations, and governance. This enables us to diligently convey this feedback to relevant departments within the Group for timely processing. For example, we disclose past and upcoming investor activities on the official website, publish corporate communications, provide an email subscription center, and regularly hold investor meetings and roadshow events. These initiatives create platforms for investors to directly engage with the management team.

股東／投資者權益

本集團高度重視信息披露和投資者關係管理工作。我們已制定《股東及投資者通訊政策》以確保本集團股東及廣大投資人士可隨時取得適時、全面、相同及容易理解之本集團資料，除了能夠幫助他們做出明智的投資決策外，亦有效股東在知情情況下行使股東權利，並讓股東及投資人士積極參與集團事務。我們亦制定及公開《股東於本公司股東大會上提名他人參選董事之程序》，清楚列明有關提名程序的各項細節，如遞交期限、途徑、提名股東所需的資料等等，讓股東在股東大會上提名退任董事以外之任何人士參選董事。

我們定期發佈業績報告，向投資者詳細介紹我們的營收、利潤和其他關鍵業績指標。此外，我們還會在年度業績報告中全面回顧過去一年的表現，並提供未來的展望和策略。除了定期的報告，我們還會根據需要發佈其他重要公告，例如重大交易、股份變動或管理層變動等。我們相信及時、透明的公告對於投資者做出明智的投資決策至關重要。

我們也非常重視與投資者的溝通。本集團設有投資者關係部門為集團與投資者最直接的溝通平台，旨在促進雙方的良性關係，增進投資者對集團的進一步瞭解和熟悉。我們持續建立各種渠道以鼓勵投資者接收並提出關於集團產品、經營和管治方面的問題和建議，讓我們能夠努力將這些反饋及時轉達給集團內部相關部門進行處理，例如：官方網站中公佈過往與即將到來的投資者活動、發佈企業通訊、電郵訂閱中心、定期舉行投資者會議和路演活動等等，讓投資者能夠直接與管理團隊交流的平台。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

We are committed to protecting the legitimate rights and interests of investors. We comply with relevant laws and regulatory requirements to ensure the compliance and accuracy of information disclosure. At the same time, we value the privacy and protection of investors' sensitive information. Unless required by law, we will not disclose shareholders' information without their consent. We have also taken necessary measures to ensure information security. Information disclosure is not only seen as our responsibility but also as an important cornerstone for establishing long-term trust with investors. We are dedicated to safeguarding the interests of investors and working together to achieve long-term value.

我們致力於保護投資者的合法權益。我們遵守相關法規和監管要求，確保信息披露的合規性和準確性。同時，我們也重視投資者的隱私和敏感信息保護，除法例規定者外，概不會在未經其同意前披露股東之資料，我們亦已採取必要的措施以確保信息安全。本集團不僅將信息披露視為責任，更將之視為與投資者建立長期信任關係的重要基石。我們致力於維護投資者的利益，並共同實現長期價值的增長。

Wuling Motors has been awarded the Best Investor Relations Management Listed Company Award 五菱汽車榮獲最佳投資者關係管理上市公司獎

In December 2023, Wuling Motors was honored with the "Best Investor Relations Management Listed Company" Award at the China Listed Company Investment Value Summit and China Investment Fund. This recognition not only affirms the Group's efforts in investor relations management but also acknowledges our performance in the capital market.

於二零二三年十二月，五菱汽車於中國上市公司投資價值峰會暨中國投資基金峰會實力榮獲「最佳投資者關係管理上市公司」獎。這不單是對集團在投資者關係管理方面的肯定，也是對我們在資本市場表現的認可。

Wuling Motors has always been committed to providing comprehensive, accurate, and timely information to investors, aiming to enhance their understanding and trust in the Company. Additionally, we actively engage in communication with investors, promptly addressing their concerns and inquiries. We actively organise online and offline performance briefings, shareholder meetings, roadshows, and reverse roadshow events. In the future, Wuling Motors will continue to strengthen investor relations management, continuously improve the quality and level of information disclosure, and uphold integrity as the foundation, creating more value for investors.

五菱汽車一直致力於為投資者提供全面、準確、及時的信息，以增進投資者對公司的瞭解和信任。同時，我們亦積極與投資者溝通交流，及時響應投資者的關注和疑問，積極舉行在線線下業績說明會、股東大會、路演及反路演活動。未來，五菱汽車將繼續加強投資者關係管理，不斷提升信息披露質量和水平，以誠信為本，為投資者創造更多價值。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

RISK MANAGEMENT AND INTERNAL CONTROL

The Group places great importance on identifying and managing potential risks in company operations, aiming to establish measures for addressing risks and opportunities. This includes defining operational requirements that encompass risk response, risk avoidance, risk reduction, and risk acceptance. Comprehensive risk and opportunity management measures and internal controls are established to enhance risk resilience. Through the establishment of an internal control system and a series of related processes, such as the “Regulations on the Legal Review and Management of Regulations”, “Management Control Procedures for Internal Control Self-Assessment” and “Regulations on the Management of Business Operation System Documents”, the Group strives to achieve the internal control objectives and meet regulatory requirements for internal control. These measures help in identifying and preventing risks. Furthermore, the Group has internally published relevant corporate standards to provide operational guidance for applying these measures and evaluating their effectiveness within the safety/environment management system.

The Group has also established an Audit and Legal Department which is responsible for conducting audits of business processes within the Group. They evaluate internal controls and risk management practices and provide audit opinions and recommendations to senior management. The Department ensures that the Group's operations and management comply with legal regulations and the Group's policies, aiming to achieve efficiency, transparency, and compliance objectives.

Risk management and the development of an internal control system are important tasks that are in line with the strategic planning and operational objectives of the Group. The aim is to comprehensively identify and evaluate the uncertain factors that may affect the achievement of these objectives. As the Group advances in sustainable development, various risks related to the environment, society, and governance also emerge. Therefore, we are conducting the identification and evaluation of ESG-related risks gradually and using the assessment results to guide the establishment and improvement of the Group's internal control system to effectively avoid and mitigate ESG risks.

風險管理與內部控制

本集團重視公司運營中的潛在風險，力圖針對各類風險進行識別和管理，建立風險和機遇的應對措施，明確包括風險應對措施、風險規避、風險降低和風險接受在內的操作要求，建立全面的風險和機遇管理措施和內部控制，增強抗風險能力，並通過建立內部控制體系和一系列相關流程，例如：《規章制度的法律審核管理規定》、《內部控制自我評價管理控制程序》、《業務運作體系文件管理規定》等制度文件，以期促進本集團內部控制目標的實現，達到監管機構對本集團內部控制的要求，揭示和防範風險。對此，我們亦在集團內部發佈相關企業標準，為在安全／環境管理體系中應用這些措施及評價的有效性提供操作指導。

本集團亦設立了審計法務部門，負責對集團各個部門和業務流程進行審計，評估內部控制和風險管理情況，向高級管理層提供審計意見和建議，確保集團的運營和管理能夠符合法律法規和集團的規定，並達到高效、透明和合規的目標。

風險管理及內控體系建設是圍繞集團戰略規劃和經營目標的重要工作之一，旨在全面識別和評估影響目標實現的不確定性因素。隨著集團可持續發展的推進，涉及到環境、社會和管治的各種風險也隨之而來。因此，我們正在逐步進行ESG相關風險的識別和評估工作，並根據評估結果指導集團內控體系的建立與完善，以有效地規避和緩解ESG風險。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

This year, the Risk Control Division of the Group distributed annual risk assessment questionnaires to the general managers of each subsidiary company within the Group based on their functions (such as R&D, procurement, finance, logistics, quality, etc. 18 aspects). The assessment was conducted from two dimensions: the likelihood of risk occurrence and the impact. Ten significant risks were identified, including risks related to R&D capabilities, technological stagnation, obsolescence risk, product pricing risk, R&D project decision-making risk, price fluctuation risk, competition risk, employee compensation management risk, information security risks, R&D process risks, and procurement price risks. The respective department heads responsible for each function conducted in-depth analysis, formulated response measures, strengthened risk management and control, and prevented the occurrence of significant risks.

In addition, employees in various positions are at the forefront of the Group's risk exposure and are responsible for risk prevention and its performance. We are well aware of the close relationship between the formulation and integration of corporate culture and risk management. By establishing positive corporate culture, we can shape employees' values and behaviour, making them more attentive to risk prevention and management. This helps to establish healthy corporate culture, motivates employees to actively participate in risk management, and makes them an integral part of overall risk management, enabling risk management measures to be effectively communicated and implemented. In this risk assessment, risks related to corporate culture are not considered as significant risks for this Group. However, we have implemented corresponding risk mitigation measures to ensure that the risks associated with the construction and integration of corporate culture are reduced, thereby enhancing the Group's resilience to other risks.

在今年，集團的風險控制科按職能（如研發、採購、財務、物流、質量等18個方面）將年度風險評估問卷發放給集團所屬各公司的總經理進行反饋，從風險發生可能性和影響性兩個維度進行評價，識別出研發能力風險、技術停滯、落後風險、產品定價風險、研發項目決策風險、價格波動風險、競爭對手風險、薪酬管理風險、信息安全風險、研發過程風險、採購價格風險等十項重大風險，由相應職能部門負責人深入分析，制定應對措施，強化風險管控，防範重大風險發生。

此外，各個崗位的員工站在集團各風險敞口的前線，承擔著防範風險的職責與績效。我們深知企業文化的建設與融合與風險管理之間有著緊密的關係，通過建立積極的企業文化，我們能夠塑造員工的價值觀和行為準則，使其更加關注風險防範和管理，從而建立一個健康的企業文化，激勵員工積極參與風險管理，並使其成為整體風險管理的一部分，使得風險管理措施能夠更加高效地傳達和執行。在此次風險評估中，企業文化相關風險並不屬於本集團重大風險，但我們亦作出相應的風險緩解措施，確保企業文化的建設與融合風險得以降低，從而提升本集團的其他風險抗禦力。

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

Risks 風險	Risk Description 風險描述	Risk Level 風險程度	Mitigation Measures 緩解措施
Corporate Culture Development and Risk Assessment 企業文化建設與評估風險	<ul style="list-style-type: none"> The lack of company culture development plan and inadequate promotion of core values have negative impact on employee motivation and company cohesion. 未制定公司文化建設規劃、核心價值觀宣傳不到位，影響員工積極性和公司凝聚力。 The leadership fails to consistently set a good example hinders the promotion of corporate culture. 領導班子未長期率先垂范，企業文化推動困難。 The absence of an assessment and evaluation mechanism for company culture results in the inability to timely address issues and make improvements. 缺乏公司文化的考核評估機制，導致無法及時糾正問題和改進。 	Low 低	<ul style="list-style-type: none"> Develop a comprehensive plan for corporate culture development, clearly defining core values and behavioral guidelines. 制定全面的企業文化建設規劃，明確核心價值觀和行為準則 Promote corporate culture extensively within the organisation through leadership speeches, training, internal communications, and group activities, to enhance employees' understanding and identification with the core values. 在組織內部廣泛宣傳企業文化，包括通過領導講話、培訓、內部溝通和集團活動等方式，提升員工對核心價值觀的理解和認同 Encourage employee participation in social responsibility projects and sustainable development initiatives to foster a positive work environment and enhance cohesion. 鼓勵員工參與社會責任項目和可持續發展倡議，以營造積極的工作環境和增強凝聚力 Establish and continuously improve an assessment and evaluation mechanism for corporate culture, such as employee surveys and anonymous feedback channels. Relevant departments should oversee and report to senior management and the Board of Directors to ensure timely identification and correction of issues. 建設及持續改進企業文化的考核評估機制，如員工調查、匿名反饋渠道等，由相應部門所監督及報告至高級管理層及董事會，確保問題能及時發現及糾正

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE

我們的營運立足於道德和治理的基礎上

Risks 風險	Risk Description 風險描述	Risk Level 風險程度	Mitigation Measures 緩解措施
Corporate Culture Integration Risks 企業文化融合風險	<ul style="list-style-type: none"> The complexity of employee backgrounds results in a lack of sense of belonging and pride towards the new company itself. Significant cultural differences further escalate the difficulty of integration. In the process of cultural development, the importance of "Teamwork" has been overlooked, leading to inconsistent levels of cultural integration among individuals of different hierarchies. 員工來源複雜，對新公司本身缺少歸屬感、榮譽感；文化差異大，融合難度提高；在文化建設工作中忽視了「團隊合作」不同層級的人文化融合程度不一致。 Unreasonable organisational design and unclear allocation of responsibilities and rights have negative impact on collaboration and work efficiency. 機構設計不合理、責權利分配不明確，影響協作和工作效率。 	Low 低	<ul style="list-style-type: none"> Establish diversity policy that encourage employee participation in multicultural exchanges and activities, fostering mutual understanding, respect, and creating an inclusive cultural atmosphere. 制定多元化政策，鼓勵員工參與多元文化交流和活動，增進相互了解和尊重，營造包容性文化氛圍 Develop effective communication channels and decision-making processes to ensure the flow of information and transparency in decision-making, promoting collaboration and work efficiency. 建立有效的溝通渠道和決策流程，以確保信息的流動和決策的透明度，促進協作和工作效率 Regularly review and optimise organisational structure and internal controls of various business processes to ensure clear allocation of responsibilities and rights, avoiding overlap and conflicts. 定期進行組織架構的優化及各業務流程的內部控制審閱工作，確保責權利的明確分配，避免重疊和衝突 Establish a clear and transparent system of rewards and penalties, and incorporate ESG factors (such as carbon emissions) as part of performance evaluations. Reward and recognise outstanding employees, encourage employees to propose innovative ideas and solutions, and impose appropriate disciplinary actions for violations of company policies, values, or legal regulations. 建立清晰透明的獎罰制度及引入ESG因素作為績效評估(例如：碳排放)的一部分，獎勵及表彰表現出色的員工、鼓勵員工提出創新想法和解決方案並對違反公司政策、價值觀或法律法規的行為進行相應的紀律處分



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

Based on this year's risk assessment results, the Group has developed the "Risk Control 2024 Work Plan". We will implement this plan and continuously optimise our risk management and internal control mechanisms. The plan includes comprehensive risk assessment and tracking, formulation of response strategies and control measures, strengthening of internal control and compliance systems, and establishment of monitoring and reporting mechanisms to protect the interests of the Group and achieve sustainable development goals.

ANTI-CORRUPTION AND IMPROVING REPORTING MECHANISMS

The Group adheres to high standards of ethical and integrity behaviour as the foundation of its healthy development. We strictly comply with laws and regulations such as the "Criminal Law of the People's Republic of China", the "Anti-Money Laundering Law of the People's Republic of China" and the "Anti-Unfair Competition Law of the People's Republic of China". Internally, we have established management systems to monitor the integrity performance and to construct corporate culture of integrity, so as to regulate employee behaviour.

We require employees to participate in training on aspects of integrity, anti-corruption, and anti-fraud self-discipline and urge employees to comply with relevant regulations on integrity work set by the country and the Group. We have also established whistleblowing mechanism, with publicly available email and hotline for reporting to the Discipline Inspection Commission throughout the Group, as well as reporting boxes placed in the cafeteria. We encourage employees to report acts of corruption and we will maintain the confidentiality of the whistleblowers' identities. The Group has also established management measures for supervision work, employee disciplinary management, and registration and handling of gifts and cash, strictly managing the behaviour of our directors and all employees. In the event of discovering or suspecting acts that violate anti-corruption rules, we will follow the anti-corruption provisions and disciplinary measures of the "Regulations on Disciplinary Actions by The Communist Party of The People's Republic of China" and take necessary disciplinary actions based on the severity of the violations.

根據本年度的風險評估工作結果，本集團已經制定了《風險控制二零二四年工作計劃》。我們將貫徹執行該計劃，持續優化我們的風險管理與內部控制機制。該計劃包括全面的風險評估與跟蹤、制定應對策略和控制措施、加強內部控制和合規體系、建立監測和報告機制，以保護集團利益並實現可持續發展目標。

反貪污與完善舉報機制

本集團堅持以高標準的道德誠信行為作為健康發展的基石。我們嚴格遵照《中華人民共和國刑法》、《中華人民共和國反洗錢法》及《中華人民共和國反不正當競爭法》等法律法規，並於內部設立廉潔工作監督和黨風廉政建設等管理制度，以規範員工行為。

我們要求員工參與廉潔反腐敗、誠信反舞弊自律培訓，警惕員工遵守國家以及本集團對於廉潔工作的有關規定。我們亦設立舉報制度，在整個集團公開紀委監督舉報郵箱和電話，以及在食堂設立舉報箱，鼓勵員工透過不同管道向我們舉報貪污腐敗的行為，並對舉報者的身份保密。本集團亦建立監察工作管理辦法、員工紀律管理辦法及禮品禮金上交登記處理管理辦法，嚴格管理董事及全體員工的行為。一旦發現或懷疑違反貪腐規則之行為，我們將遵循《中國共產黨紀律處分條例》的反貪腐規定及紀律措施，根據違規的嚴重程度採取行動或必要的紀律處分。



OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE

我們的營運立足於道德和治理的基礎上

Key Performance Indicators 主要績效指標

 <p>100%</p> <p>Supplier Integrity Agreement Signing Rate 供貨商廉潔協議簽署率</p>	 <p>100%</p> <p>Employees' training rate on integrity, anti-corruption, and anti-fraud 員工廉潔反腐敗、誠信反舞弊自律培訓率</p>	 <p>63</p> <p>No. of training on integrity and anti-corruption conducted (Times) 開展廉潔反腐敗相關培訓 (次)</p>	 <p>Nil 無</p> <p>Corruption-related litigation cases 發生貪污相關訴訟案例</p>
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We are committed to maintaining an integrity and ethical relationship with our business partners, therefore, we also sign an Integrity Agreement with our collaborating entities together with the purchases and sales contract. Both parties commit to maintaining an ethical and disciplined working style in business activities, adhering to the principles of legality, fairness, and integrity, and preventing any occurrence of illegal or disciplinary misconduct, to safeguard the legitimate rights and interests of both parties and foster working environment with integrity and trust. We have also established a dedicated discipline supervisory department to conduct integrity oversight inspections, visit relevant collaborating entities, and investigate and understand the implementation of integrity measures.

During the Reporting Period, the Group carried out the anti-corruption and integrity education month with the theme "Building an Ethical Enterprise, Promoting Standardised Operations", aimed at enhancing employee self-discipline and integrity awareness, strengthening propaganda and guidance, and creating a good atmosphere of integrity. The main activities of this education month included organising education on inheriting the culture of integrity and integrity standards, as well as activities such as "Reading for Integrity". In addition, the Group organised employees to participate in education and training on ethical practices, which covered topics such as the system for supervising and managing ethical practices in their respective positions and typical corruption cases. The trainings were conducted for directors and all employees. Through anti-corruption training, the Group strengthened employees' ethical education and self-discipline awareness, promoting culture of integrity and building line of defence against corruption.

我們致力與合作夥伴保持廉潔的合作關係，因此與相關合作單位簽訂購購合同時亦廉潔協議。雙方承諾在業務活動中保持廉潔自律的工作作風，堅持守法、公平和誠信的原則，防止任何違法違紀行為的發生，以維護雙方的合法權益，營造廉潔誠信的氛圍。我們亦成立專責紀委監察部將進行廉潔監督檢查，到有關合作單位進行走訪，調查及瞭解廉潔實施的情況。

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

OPERATIONS THAT ARE BUILT ON ETHICS AND GOVERNANCE 我們的營運立足於道德和治理的基礎上

During this year, the group did not experience any significant cases of corruption litigation. 本年度，本集團並未發生重大貪污訴訟案件。

Anti-corruption Reporting Channels 反貪污舉報渠道

Email address: jw@wuling.com.cn (Mainland China)/whistleblowing@wuling.com.hk (Hong Kong)

電子郵件： jw@wuling.com.cn (中國內地)/whistleblowing@wuling.com.hk (中國香港)

Disciplinary Inspection and Supervision Reporting Phone Number: 0772-3750293

紀檢監察舉報電話： 0772-3750293

Report by mail: Discipline Inspection Commission, Wuling Building, No. 18 Hexi Road, Liuzhou City, Guangxi

信件舉報： 廣西柳州市河西路18號五菱大廈紀委

PROTECT INTELLECTUAL PROPERTY RIGHTS

The Group is driven by technological innovation, aiming to master core technologies and actively engage in product research and development. We strictly comply with intellectual property protection-related laws and regulations, such as the “Patent Law of the People’s Republic of China” and the “Trademark Law of the People’s Republic of China”. We have also established comprehensive intellectual property protection system, with clear business processes for intellectual property. We established management documents such as the “Patent Management Regulations”, “Trademark Application Management Regulations”, “Computer Software Copyright Registration Management Regulations”, and “Intellectual Property Risk Management Regulations” that regulate the application, protection, rewards, and management of intellectual property. These measures ensure that our patents and trademarks are not infringed upon, safeguarding the Group’s competitive advantage and reputation. Regarding overseas intellectual property, the Group regularly identifies and assesses intellectual property risks and formulates strategies for overseas intellectual property, aiming to protect the company’s legitimate rights and interests in expanding into overseas markets and enhance our intellectual property protection capabilities and competitiveness in foreign markets.

During this year, the Group did not experience any incidents related to the violation of the intellectual property laws.

保障知識產權

本集團以技術創新為動力，掌握核心技術為目標，積極進行產品研發工作。我們嚴格遵照《中華人民共和國專利法》及《中華人民共和國商標法》等知識產權相關的法律法規，亦建立了完整的知識產權保護體系，擁有清晰的知識產權業務流程，設有《專利管理規定》、《商標申請管理規定》、《計算機軟件著作權登記管理規定》、《知識產權風險管理規定》等管理文件，對知識產權的申請、保護、獎勵、管理等均作了規定，確保各項專利和商標不受侵犯，保障本集團的競爭優勢和聲譽。針對海外知識產權，本集團定期梳理識別知識產權風險並制定海外知識產權策略，維護企業在開拓海外市場進程中的合法權益，提高知識產權保護能力和海外市場競爭力。

本年度，本集團並未發生侵犯他人知識產權訴訟之案件。



GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH

綠色營運，為地球可持續發展保駕護航

The Group considers environmental protection as top priority and carefully examines the potential impacts of its operations on the environment. We have established relevant environmental objectives and are committed to taking measures to minimise these impacts.

The Group ensures that all member companies and relevant departments comply with and adhere to national environmental protection laws and regulations, including but not limited to the “Environmental Protection Law of the People’s Republic of China”, “Law on the Prevention and Control of Atmospheric Pollution of the People’s Republic of China”, “Law on the Prevention and Control of Water Pollution of the People’s Republic of China”, and “Law on the Prevention and Control of Solid Waste Pollution of the People’s Republic of China”. Additionally, we have implemented environmental management work in accordance with the requirements of the ISO 14001:2015 environmental management system to reduce environmental risks associated with the Group’s operations and protect the environment and ecosystems.

本集團視環境保護為當務之急，認真審視業務對環境造成的潛在影響，並訂立相關的環境目標，致力採取措施以減少有關影響。

本集團確保各成員公司及其相關部門均遵守及符合國家有關環保的法例及法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》，並依照 ISO14001：2015 環境管理體系要求落實環境管理工作，以降低本集團營運在環境方面的風險，保護環境和生態系統。

Carbon Emission Management System 碳排放管理體系

At the end of 2022, Wuling Industrial obtained the initial certification audit for its carbon emissions management system, becoming the first company in Guangxi to pass the certification review. Since then, the Company has consistently pursued carbon emissions management initiatives to drive green and low-carbon development. And in 2023, the Company conducted the annual audit for its carbon emissions management system, and after comprehensive review by external auditing team, the emissions management system was recognised and maintained its certified registration. Looking ahead, we will continue our dedication to environmental protection and develop progressive environmental conservation plans in line with current trends.

二零二二年底，五菱工業通過了碳排放管理體系初次認證審核，成為廣西第一家通過該認證的企業。此後，公司持續開展碳排放管理工作，推動公司綠色低碳發展。在二零二三年底，五菱工業開展碳排放管理體系年度監督審核，經過審核組的全面審核後排放管理體系得到認可，保持認證註冊。展望未來，我們將繼續致力保護環境及制訂與時俱進的愛護環境方案。

In 2023, Wuling Industrial revised its carbon emissions management system documents and continued to focus on and comply with national and local government regulations and standards related to carbon emissions. At the beginning of this year, Wuling Industrial developed a carbon emissions control implementation plan to promote the Company’s green and low-carbon development and contribute to the achievement of the “Dual Carbon” targets. The company formulated a carbon emissions strategy of “Promoting a Green and Low-carbon Development by Conserving Energy, Reducing Consumption and Emissions”. By conducting carbon

在二零二三年，五菱工業修訂了碳排放管理體系文件，持續關注和符合國家和地方政府碳排放相關法規和標準的要求。五菱工業在今年年初制定了碳排放管控實施方案，推動公司綠色低碳發展，助力實現「雙碳」目標。提出了「節能降耗減排，綠色低碳發展」的碳排放方針，通過碳排放核查，摸清公司年度碳排放情況和構成，以二零二一年碳排放量為基準，建立了碳排放基準數據體系，對碳排放

GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH

綠色營運，為地球可持續發展保駕護航

audits, we have assessed the annual carbon emissions and their composition, establishing carbon emissions benchmark data system based on the 2021 emissions as baseline. We continuously monitor carbon emissions and have constructed and operated carbon emissions management system, incorporating mechanisms for self-restraint and self-improvement. This system is effectively integrated with our business operations, ensuring controlled management of our carbon emissions.

The Group is committed to collectively addressing environmental risks, actively reducing its environmental impact, and promoting environmental sustainability. The Group has identified its environmental risk categories and has implemented different policies and strategies for emissions and waste management, use of resource, and climate change.

GREEN AND LOW-CARBON DEVELOPMENT ROADMAP

The Group aware and recognises the current global climate change and environmental challenges. With the continuous increase in carbon emissions and resource consumption, there is an urgent need for us to take action and promote the path of sustainable development. At this critical moment, Wuling Motors actively responds to the nation's call for the "Dual Carbon" Targets and committed to building a green and low-carbon future, we put forward the carbon emissions reduction strategy of "Promoting a Green and Low-carbon Development by Conserving Energy, Reducing Consumption and Emissions". Our carbon reduction targets include a 20% decrease in carbon emissions per ten-thousand RMB output value by 2025 compared to the baseline year 2020, achieving net-zero emissions for Scope 1 and Scope 2 by 2030, and achieving net-zero emissions for Scope 3 by 2055.

The Group has established its "Green and Low-carbon Development Roadmap", with a steadfast focus on reducing carbon emissions and lowering energy consumption. At the same time, we are actively developing the new energy vehicle business and expanding into global markets to promote global sustainable development. Guided by the carbon emissions reduction strategy, the Group will combine resources, set specific goals and action plans with the collective efforts of the Group and the dedication of all employees. The following are the Group's roadmap and the environmental

量持續進行監測。通過碳排放管理體系的構建和運行，建立了自我約束和自我改進的機制，碳排放管理體系基本與業務相融合，碳排放管理過程受控。

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

綠色低碳發展路徑圖

集團深刻認識到當前全球面臨的氣候變化和環境挑戰。隨著碳排放和資源消耗的不斷增加，我們迫切需要採取行動，推動可持續發展的道路。在這個關鍵的時刻，五菱汽車積極響應國家「雙碳」目標的呼籲，提出「節能降碳減排，綠色低碳發展」的碳減排方針，致力於構建一個綠色低碳的未來，碳減排目標到二零二五年萬元工業產值碳排放量同比二零二零年下降20%，二零三零年實現範圍一和範圍二的淨零排放，二零五五年實現範圍三的淨零排放。

集團已制定「綠色低碳發展路徑圖」，我們始終專注於減少碳排放及降低能源消耗方面，同時積極發展新能源車業務及開拓面向全球市場，推進全球可持續發展的進程。在碳減排方針的指導下，通過集團的努力和全體員工的共同奮鬥，集團將全面整合資源，制定具體的目標和行動計劃，並不斷監測和評估進展。以下為集團綠色低碳發展路徑圖及所制定的

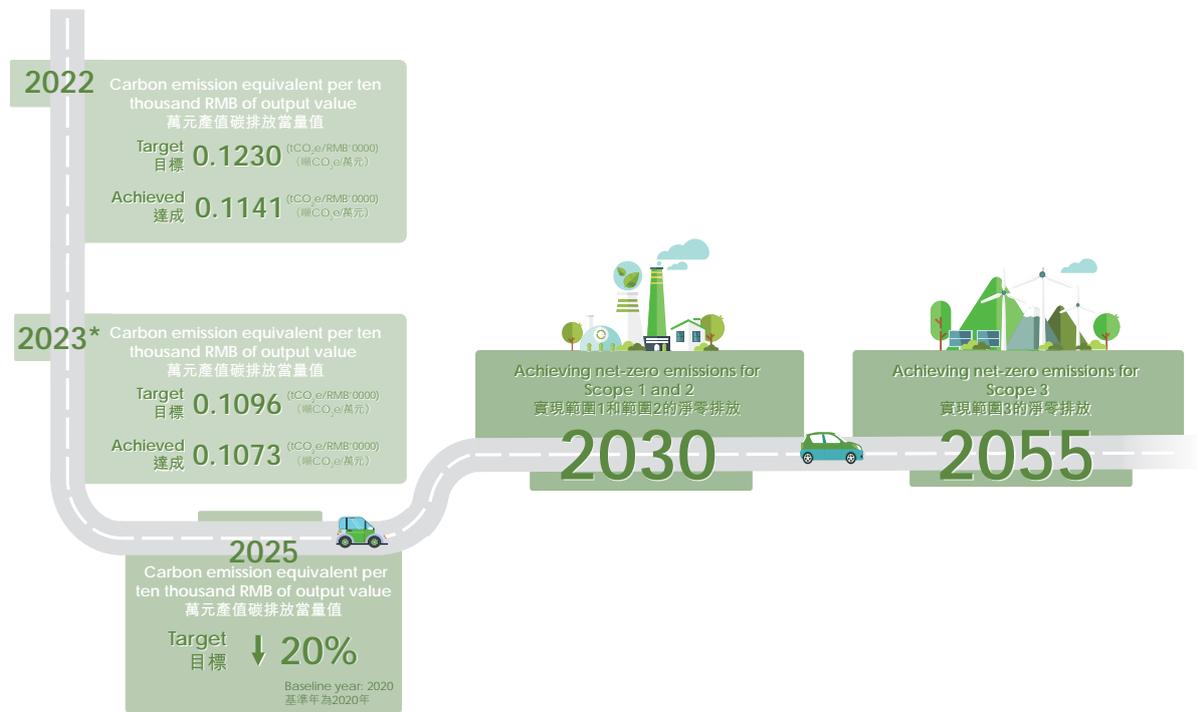
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targets. For details on the measures the Group has undertaken or plans to undertake to achieve these objectives, please refer to the sections on “SUSTAINABLE FACTORY DESIGN”, “CREATING GREEN AND CONVENIENT MODES OF TRANSPORTATION FOR THE BENEFIT OF THE PUBLIC” AND “RESOURCE MANAGEMENT AND POLLUTION CONTROL”.

環境目標，有關集團為達成該目標而所進行或計劃進行的措施詳情，請參閱「可持續廠房設計」、「打造綠色出行方式，便民利民」及「資源管理及排污管理」部份。

GREEN AND LOW-CARBON DEVELOPMENT ROADMAP
綠色低碳發展路徑圖



* The objectives and completion status include the results of the external audits of the carbon emissions management systems conducted by Wuling Industrial, Shandong Branch, Chongqing Zhuotong, and Hubei Zhuodaas of October 2023.

• 目標及完成情況包含五菱工業、山東分公司、重慶卓通及湖北卓達截至二零二三年十月份進行碳排放管理體系外部審核後的結果情況。

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

Greenhouse gases 溫室氣體	<ol style="list-style-type: none"> By 2025, a 20% reduction in carbon emissions per ten-thousand RMB of output value compared to 2020. By 2030, to achieve net zero emissions for Scope 1 and 2 GHG emissions. By 2055, to achieve net zero emissions for Scope 3 GHG emissions. 二零二五年萬元工業產值碳排放量同比二零二零年下降20%，二零三零年實現範圍一和範圍二的淨零排放，二零五五年實現範圍三的淨零排放。
Energy usage 能源使用	<ol style="list-style-type: none"> Increase employee awareness in electricity saving, reduce the use of electricity. 致力提高員工節省用電意識，減少用電量。 Promote the implementation of photovoltaic power generation projects and reduce the consumption of traditional power generation. 推進光伏發電項目實施，降低傳統發電用量。 Increase usage of green energy. 增加清潔能源使用。
Water resources usage 水資源使用	<ol style="list-style-type: none"> Conduct projects in repairing water leakage, reduce water consumption. 開展探漏補漏工作，減少水資源損耗。 Cooperate with factories and supply chain to implement new technology for water saving, reduce water consumption. 配合工廠、產線開展新節能技術應用，降低用水量。
Waste 廢棄物	<ol style="list-style-type: none"> Reduce 20% of total hazardous wastes produced comparing with last year. 有害廢棄物產生總量同比上年度下降20%。 No incidents of any non-compliant emissions or improper disposal of waste or wastewater. 無發生任何違規排放及處置廢棄物廢水之事件。

SUSTAINABLE FACTORY DESIGN

The Group adheres to the concept of "Energy saving and emission reduction, green and low carbon", introducing and implementing advanced technologies, carrying out energy-saving and emission reduction projects such as the efficiency improvement of key equipment, waste heat utilisation, motor efficiency improvement, green lighting, water saving technology transformation and exhaust gas coating treatment technology transformation, and is committed to becoming an environmentally friendly enterprise.

可持續廠房設計

本集團秉持「節能減排、綠色低碳」理念，引進及推廣先進技術，開展重點設備效能提升、餘熱利用、電機效能提升、綠色照明、節水技術改造、塗裝廢氣處理技術改造等節能減排項目，致力成為環保型企業。



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Following Wuling Industrial, in 2023, the Group's joint venture company, Wuling New Energy, was included in the list of Green Factories by the Ministry of Industry and Information Technology of China. This once again affirms the Group's achievements in promoting the green manufacturing.

We will continue to raise the proportion of clean energy used in the energy structure, reduce energy resource consumption, and reduce greenhouse gases and sewage discharge. The Group uses energy-saving and emission-reduction technologies to establish energy monitoring system that integrates energy monitoring equipment installation and data collection, energy monitoring platform, and reporting systems to fully grasp energy data and control energy usage.

In addition to introducing green elements to infrastructure construction, management systems establishment and energy resource investment, we continue to adopt automated production and intelligent manufacturing to development of clean production. We use multiple robots on the production line to implement automatic spraying. We are also committed to building a green supply chain from green production, supplier management, green logistics, green recycling and green packaging. At the same time, in the product design process, we will consider the resources, energy consumptions and environmental impacts in the entire production cycle from raw materials, components and vehicle production, automobile use phase to production waste recycling, so as to achieve green manufacturing. Besides, the Group always seeks opportunities to achieve carbon reduction and aims to replace traditional energy (fossil fuel) by clean energy to be the main energy source so as to achieve carbon peak and carbon neutrality.

The Group has started to operate the first photovoltaic power station in Liuzhou industrial zone. The Group has now completed and put three green rooftop photovoltaic power stations into production, with a monthly power generation capacity of 2.1 million kilowatt-hours. Additionally, efforts have been made to optimise production scheduling, improve equipment performance, and phase out high-energy-consuming equipment to further reduce electricity costs and eliminate inefficient energy consumption, thereby enhancing energy-saving opportunities.

繼五菱工業，二零二三年，集團聯營公司五菱新能源被中國工業和信息化部列入綠色工廠名單，再一次肯定了本集團在推動綠色製造業的工作成果。

我們會繼續提高能源結構中使用清潔能源的比例，降低能源資源消耗，減少溫室氣體及污水排放。本集團採用節能減排技術，建立集能源監控設備安裝與數據採集、能源監控水平、報表系統於一體的能源監控系統，以全面掌握能源數據及控制能源使用。

除了在基礎設施建設、管理體系構建和能源資源投入中加入綠色元素外，我們持續實踐自動化生產和智能製造，以積極發展清潔生產。我們在生產在線使用1,000多台機器人，落實自動噴塗。我們亦致力從綠色生產、供貨商管理、綠色物流、綠色回收到綠色包裝等方面構建綠色供應鏈。同時，在產品設計過程中，我們會考慮從原材料、零部件及整車生產、汽車使用階段到生產廢品回收的整個生產週期中的資源、能源消耗以及對環境的影響，從而達致綠色製造。此外，本集團亦一直尋求減碳的機會，務求以清潔能源取代傳統能源，以實際行動助力碳達峰、碳中和。

本集團於柳州興建的首座園區光伏電站已投入運作。本集團現已建成投產3座綠色屋頂光伏電站，月度發電量達到210萬千瓦時。此外還從優化排班生產、提升設備性能、淘汰高能耗設備等方面入手，進一步降低企業電力成本與無效能耗，提升節能空間。



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In the future, we will continue to focus on an efficient, energy-saving, environmentally friendly, and non-toxic development model. We are committed to enhancing our green technology service capabilities, promoting green manufacturing, and providing customers with eco-friendly, energy-efficient, and high-performance products.

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

Upgrading and Retrofitting Factory Buildings for Green and Low-carbon Development

廠房綠色低碳升級改造

Wuling Industrial incorporates the principles of lifecycle mindset, infusing the DNA of green manufacturing into every aspect of its development and production. Through the utilisation of IoT technology, an energy monitoring and management system is established to provide real-time monitoring of equipment operation and electricity consumption trends. This enables the analysis and comparison of energy usage, allowing for the monitoring of peak, off-peak, and regular electricity consumption across different production lines. This data-driven approach supports informed decision-making for load balancing and optimised production scheduling. Our energy management system has been successfully implemented, enabling dynamic management of energy consumption parameters and real-time visualisation of supply status. By adopting hierarchical structure of data collection, communication, and management, the energy management platform automates the collection of power data, facilitates wireless transmission, and stores and processes the information in cloud servers. This system empowers Wuling Industrial to progress towards intelligent, digitalised, and environmentally-friendly practices on the path of green and low-carbon development.

引入生命週期思想，五菱工業將綠色製造基因植入發展和生產製造的各個維度。利用物聯網技術，建立能源監控管理系統，實時監控具體設備的運行狀態、用電趨勢，做到合理用能分析、對比，監控各生產線的峰、谷、平的用電情況，為錯峰填谷、優化排產提供科學的數據支持。實現對車間、工段的有效監控，生產用能差異變化實時體現，實現能耗的精細化管理和分析。五菱能源管理系統現已建成並正式開始上線運行，實現能耗負荷、能耗量等參數進行動態管理以及供應狀態的實時展示。五菱工業搭建的能源管理平台採用「數據層—通訊層—管理層」架構層級，電力數據自動化採集，通過無線通訊網絡進行傳輸，在雲端服務器進行存儲、運算、管理，並自動生成數據化報表。五菱能源管理系統助力公司在智能化、數字化和綠色低碳方向道路上不斷前進。



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Upgrading and Retrofitting Factory Buildings for Green and Low-carbon Development 廠房綠色低碳升級改造

Wuling Industrial actively embraces the trend of green and low-carbon development, proactively positioning itself for carbon peak and carbon neutrality. The Company has established carbon emissions management system to implement control measures, assess its carbon emissions, identify emission reduction opportunities, and support transformation, upgrading, and high-quality development, through establishing carbon emissions management mechanism, identifying emission sources, conducting data verification on carbon emissions, and exploring emission reduction opportunities.

五菱工業主動順應綠色低碳發展潮流，積極佈局碳達峰碳中和工作；構建碳排放管理體系，實施碳排放管控，摸清碳排放家底，識別碳排放機遇，助力轉型升級和高質量發展。建立碳排放管理機制，識別碳排放源，實施碳排放數據核查，挖掘降碳潛力，為實現碳達峰碳中和提供基礎數據，實現科學有效的碳排放管控。

Wuling Industrial provides foundational data for achieving carbon peaking and carbon neutrality, enabling effective carbon emissions control. The Company has developed project plan for implementing carbon emissions control and organised specialised training sessions for management personnel to instill concepts and awareness of carbon peak, carbon neutrality, and carbon emissions management, laying solid talent foundation for carbon emissions management within the Company. In June 2022, the Company conducted its first carbon auditing to gain preliminary understanding of its own carbon emissions situation and composition. Additionally, Wuling Industrial has developed and implemented the Carbon Emissions Management Manual and its associated procedural documents in accordance with the Requirements and Guidelines of the Standard on Carbon Emissions Management System DB44/T 1944-2016. The Company has formulated a carbon emissions direction of "Promoting a Green and Low-carbon Development by Conserving Energy, Reducing Consumption and Emissions". It has established baseline data system for carbon emissions and continuously monitors its carbon emissions. On 5 December 2022, Wuling Industrial underwent its first certification audit for the carbon emissions management system and successfully obtained certification.

五菱工業已制定了碳排放管控實施項目方案，組織相關管理人員開展了碳排放管控專題培訓，導入碳達峰碳中和、碳排放管理概念和意識，為公司的碳排放管理打下了堅實的人才基礎。為了摸清碳排放家底，識別碳排放機遇，二零二二年六月首次開展碳排放核查工作，通過碳排放核查，初步摸清自身碳排放情況和構成。同時亦根據《碳排放管理體系要求及使用指南》DB44/T 1944-2016標準要求編製了《碳排放管理手冊》及其《程序文件》並發佈和實施，提出了「節能降耗減排，綠色低碳發展」的碳排放方針，建立了碳排放基準數據體系，實施對碳排放量進行持續的監測，而在二零二二年十二月五菱工業進行了碳排放管理體系首次認證審核並通過認證。



GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH 綠色營運，為地球可持續發展保駕護航

Upgrading and Retrofitting Factory Buildings for Green and Low-carbon Development 廠房綠色低碳升級改造

In 2023, Wuling Industrial conducted four carbon emissions-related training sessions, all of which were completed as planned. The Company developed carbon emissions monitoring plan and implemented data collection for carbon emissions. Carbon emissions targets were established at the company level and within each department, covering various functional, hierarchical, process, and facility levels, and corresponding documents were created. Consideration was given to the impact of carbon emissions in the design, development, and procurement processes of products, services, and energy. Furthermore, preparations were made for future carbon asset management requirements by drafting the Enterprise Carbon Asset Management Model and Response Strategy Plan, to proactively address carbon asset management-related needs.

於二零二三年，五菱工業開展了4項碳排放相關的培訓全部按照計劃完成；制定了碳排放監測計劃，實施了對碳排放數據的收集；制定了公司級和各部門的碳排放目標，並覆蓋相關職能、層次、過程或設施等層面，並形成文件；在產品或服務的設計和開發和產品、服務和能源的採購等過程，考慮到了碳排放的影響，並開展了相關工作；關注到了未來碳資產管理的要求，草擬《企業碳資產管理模式及應對策略方案》，作出碳資產管理相關的前瞻性的準備。

Since being recognised as Green Factory, Wuling Industrial has been implementing various energy-saving and carbon reduction measures. Among them, there are five notable green manufacturing transformation projects. The first is the Power Supply Recovery project, which improves the power supply recovery rate. It involves the addition of higher-precision new transformers and electricity meters, as well as their detection, calibration, and optimisation. The second project is the Eastern Alternating Operation Cost Reduction project, which involves rotating the operation of transformers to reduce maximum demand load and losses. The third project is the Natural Gas Cost Reduction and Transformation project, which involves the unified use of municipal natural gas and the implementation of a precise metering system to reduce gas consumption. The fourth project is the Electrophoretic Coating Process Transformation project, which optimises the electrophoretic coating process to reduce rework rates, electrophoretic sludge, and energy consumption. The fifth project is the Stamping Production Line Optimisation and Transformation project, which involves the transformation of hydraulic presses to enable the production of multiple products simultaneously, reducing energy and material consumption. The total investment for these projects amounts to RMB655,000, resulting in energy savings of approximately 910 tonnes of standard coal and a reduction of approximately 5,100 tonnes of carbon dioxide equivalent emissions.

自獲得「綠色工廠」的認定，五菱工業持續開展各種節能減碳的措施，而當中效果最為顯著的綠色製造改造項目共有5項，分別為供電回收率提升項目，新增更高精度的新互感器及電表，並檢測校驗，對計量表進行更新優化、東部交變運行降本項目，變壓器輪換運行，降低最大需量負荷及損耗、天然氣降本改造項目，統一使用市政天然氣，增加精準的計量系統，降低燃氣使用量、電泳工藝改造項目，優化電泳工藝流程，降低返工率，減少電泳渣和電泳痕及降低返工能耗、沖壓生產線優化改造項目，改造油壓機，讓它同時兼容多種產品的生產，降低能源消耗及物料消耗。上述項目總投資金額為65.5萬元人民幣，共節省能耗約910噸標煤及減少碳排放約5,100噸二氧化碳當量。

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Upgrading and Retrofitting Factory Buildings for Green and Low-carbon Development 廠房綠色低碳升級改造

During the Reporting Period, the Distributed Photovoltaic Power Generation Project of the Shandong Branch was successfully connected to the grid, becoming benchmark project for energy conservation and consumption reduction within the Group. A total of 16,199 solar panels were installed on seven buildings in the eastern and western factory areas of the Shandong Branch. These panels not only provide shelter for the buildings but also continuously supply electricity. The total installed capacity of this photovoltaic power generation project is 7.38 MW, with an expected annual power generation of 8.3 million kilowatt-hours. It is estimated to save RMB950,000 in electricity costs per year for the Shandong Branch and to reduce coal consumption by 2,600 tonnes per year, and decrease carbon dioxide emissions by 7,000 tonnes per year.

於報告期內，山東分公司分佈式光伏發電項目成功並網發電，成為集團節能降耗的標桿項目。在山東分公司東西部兩個廠區的七個廠房上，共鋪設了16,199塊光伏板，在為建築物「遮風擋雨」的同時，源源不斷地輸送電源。本光伏發電項目總裝機容量7.38MW，預計年發電量830萬千瓦時。預計為分公司節約電費95萬元/年，節約標煤2,600噸/年，減少排放溫室效應氣體二氧化碳7,000噸/年。



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Marketisation of Photovoltaic Business 光伏業務市場化

The rooftop photovoltaic power generation project of our customer — Rigao Company, with a capacity of 400 kWp undertaken by the Power Division of our Group has successfully passed the inspection conducted by the Power Supply Bureau. After the project is officially connected to the grid and put into operation, it is expected to provide a total of 9.25 million kWh of clean solar power to the customer, reducing CO₂ emissions by 5,280 tonnes. The project will bring significant energy-saving and emission reduction benefits. This project represents another successful venture of the Power Division in the external photovoltaic business market. Leveraging its technical expertise and supply chain resources, the Power Division autonomously provides comprehensive EPC turnkey services to the customer, covering project design, component selection, installation, commissioning, and completion.

本集團動力分公司承接的日高公司400kWp屋面光伏發電項目順利通過供電局驗收，正式並網發電項目投產後，預計可為客戶提供總計925萬kWh的太陽能潔淨電力減少CO₂排放5,280噸，節能和減排效益顯著。該項目是動力分公司在集團外光伏業務市場領域的又一用戶端項目，由動力分公司集合自身技術優勢及供應鏈資源，自主為客戶提供從專案設計、組件選型、安裝、調試至竣工投運全方位EPC總包服務。



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Sharing and Co-construction Plan 共享共建造計劃

In order to implement the Company's carbon emission direction of "Promoting a Green and Low-carbon Development by Conserving Energy, Reducing Consumption and Emissions", Wuling Industrial continues to build its' carbon emission management exchange platform, allowing all employees to share daily findings that can reduce carbon and energy, and achieve carbon emission management sharing experience and building together to improve the Company's carbon emission management level as a whole. During the Reporting Period, Wuling Industrial collected a total of 22 energy-saving and carbon-reducing improvement suggestions in early 2023. After auditing, it is expected to reduce carbon emissions by 934 tonnes CO₂e per year. Among the improvements with significant results are the improvement of independent air supply in the modified car painting workshop and welding workshop. The factory will refit 160KW large air compressor and nearly 50 meters of transmission pipeline in the maintenance section and install two 37KW variable frequency air compressors machine. The main pipeline of transmission line is reduced from 50 meters to direct supply method in the workshop, reducing process losses, reducing electricity consumption by approximately 306,000 kilowatt hours per year, and reducing carbon emissions by approximately 174.5 tCO₂e per year.

為貫徹公司「節能降耗減排、綠色低碳發展」碳排放方針，五菱工業持續搭建公司碳排放管理交流平台，讓全員能夠將日常各種能夠減碳節能的發現，實現碳排放管理經驗共享共建，整體提升公司碳排放管理水平；在報告期內，五菱工業於二零二三年初共徵集22項節能降碳改善建議，經核算，預計每年減碳934噸二氧化碳當量。當中成效顯著的改善為改裝車塗裝車間、焊裝車間獨立供氣的改善，廠房將維修工段的160KW大空壓機及近50米輸送管路進行改裝，改為安裝2台37KW變頻空壓機，輸送線路主管道由50米減少到車間內直供方式，減少過程損耗，每年降低用電量約30.6萬千瓦時，每年降低碳排放約174.5噸二氧化碳當量。

In order to enhance the awareness of energy conservation and carbon reduction among various departments within the factory, the Safety and Environmental Protection Department regularly shares achievements in energy conservation and carbon reduction that have been collected with all departments in the factory. This allows each department to understand the accomplishments of others and provides opportunities for mutual learning, inspiring innovative ideas and actions related to energy conservation and carbon reduction. It actively fosters collaborative atmosphere and promotes comprehensive advancement of energy conservation and carbon reduction efforts throughout the factory, aiming to achieve the Group's energy conservation and carbon reduction goals.

為了提高廠房內部各部門對節能降碳的意識，廠房的安全環保科定期將已徵集的具有代表性的節能降碳改善成果分享予廠房各個部門，讓各部門了解其他部門的成果，還可以提供互相學習的機會，激發其他部門對節能降碳的創新想法和行動，積極建立及形成一個共同努力的氛圍，促進廠房整體節能降碳工作的全面推進。以達到集團節能降碳的目標。



GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH 綠色營運，為地球可持續發展保駕護航

CREATING GREEN AND CONVENIENT MODES OF TRANSPORTATION FOR THE BENEFIT OF THE PUBLIC

To actively participate in the transformation from traditional automotive businesses to new energy vehicles, the Group is actively expanding and developing green products to provide customers with high-quality and environmentally friendly choices. We are committed to responding to global environmental protection actions and actively cooperating with national carbon neutrality goals. We are accelerating the development of new energy businesses and gradually introducing a series of products including new energy logistics vehicles, electric firefighting vehicles, pure electric patrol vehicles, pure electric sightseeing vehicles, and 5G smart driving tourist vehicles. We are producing more new energy vehicles to replace traditional fuel vehicles to reduce the use of traditional fuel vehicles, thereby reducing carbon emissions associated with vehicle usage by switching to low-carbon energy sources. As a well-known domestic automotive manufacturer, we are committed to creating urban new energy logistics chains, demonstrating our determination to expand into the new energy market, and fulfilling our commitment to green transportation. Our intention is to provide society with suitable new energy products.

New Energy Vehicle

New energy vehicle is one of the three major products in the Group's commercial vehicle business line. We are actively promoting the use of new energy in different vehicle types and have set our strategic goal for new energy vehicles, aiming to increase their proportion year by year and ultimately surpass 50%. In our production facilities, advanced technologies and automation are employed to manufacture new energy vehicles, making the production process more environmentally friendly and intelligent.

In the future, the Group will also widely manufacture vehicles utilising technologies such as pure electric or hybrid powertrains to reduce carbon emissions during vehicle use. This will not only allow us to gain more resources in the new energy vehicle business sector but also facilitate deep integration and focus on resources. It will promote the sustainable and high-quality development of our new energy business, accelerating our expansion in the new energy vehicle market.

打造綠色出行方式，便民利民

為積極參與傳統汽車企業向新能源汽車業務的轉型，本集團積極拓展及打造綠色產品，為客戶提供高質量且環保的選擇。我們致力響應全球保護環境的行動，主動配合國家碳中和的目標，加快發展新動能的業務並陸續推出新能源物流車、電動消防車、純電動巡邏車、純電動觀光車及5G智能駕駛觀光車等系列產品。為減低傳統燃油車的使用，我們生產更多的新能源汽車代替傳統燃油車，以改用低碳能源去減少使用汽車時產生的碳排放。我們作為國內知名汽車廠商，致力打造城市新能源物流鏈的同時，彰顯企業佈局新能源市場的決心，實踐綠色運輸承諾以及為社會提供適用新能源產品的初衷。

新能源汽車

新能源車是本集團商用整車的三大產品之一，我們積極在不同汽車系列推動發展使用新能源，並已制定我們的新能源戰略目標，逐年提高新能源汽車的比率，目標是提升至50%以上。集團在生產基地以先進的技術建設及自動化生產新能源汽車，生產過程更為環保和智能化。

將來，本集團也將廣泛生產採用純電或混合動力驅動等技術的車輛，減少車輛使用時產生的碳排放，同時獲得更多新能源車業務資源，實現資源深度整合和聚焦，促進本集團新能源業務可持續高質高量發展，加速佈局新能源汽車賽道。



GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH

綠色營運，為地球可持續發展保駕護航

Pure Electric Logistics Vehicle 純電動物流車

E-BOX M Pure Electric Logistics Vehicle E-BOX M 純電動物流車

In June 2023, the joint venture between Wuling New Energy and European company FEST celebrated the launch and first delivery ceremony of their collaborative project, E-BOX M. The first batch of new energy pure electric logistics vehicles was officially handed over to FEST, marking a significant entry into the European market. The E-BOX M pure electric logistics vehicle has obtained the EU's small-scale E-mark* certification for completed vehicles and components, as well as the whole vehicle type approval certificate. The vehicle is designed to meet the specific requirements of the European market and is equipped with high-efficiency motors and high-performance batteries, providing strong power, lightweight durability, and long-lasting performance. Moreover, the vehicle combines environmental friendliness with economic efficiency, contributing to the achievement of dual carbon targets. It can save an annual cost of 3,972 Euros.

二零二三年六月，聯營公司五菱新能源與歐洲FEST公司舉行合作項目E-BOX M發佈暨首批交付歐洲儀式，首批新能源純電動物流車正式向FEST公司交付，成功進入歐洲市場。E-BOX M純電動物流車通過歐盟整車和零部件小批量E-mark*認證及整車類型評定證書。車輛根據歐洲市場定向需求，配備高效電機和高性能電池，動力強勁，輕巧耐用，性能持久。該車型續航里程270公里，裝載空間大，非常適合區域間的運輸，以及直接向終端使用者配送，是物流需求最經濟實用的解決方案。而車輛兼具環保性與經濟性，在助力實現「雙碳」目標的同時，每年可節省3,972歐元的成本。



* E-Mark is a certification mark for vehicles, safety components, and systems that the European Commission requires member states to use in accordance with EU directives. Products that have obtained E-Mark certification are recognised by all EU member states.

E-Mark 是歐盟委員會依據歐盟指令強制成員國使用的機動車整車、安全零部件及系統的認證標誌。獲得 E-mark 認證的產品各歐盟成員國均認可。

GREEN OPERATIONS, SAFEGUARDING SUSTAINABLE DEVELOPMENT OF THE EARTH 綠色營運，為地球可持續發展保駕護航

Pure Electric Logistics Vehicle 純電動物流車

G050 Pure Electric Logistics Vehicle G050 G050 純電動物流車

ASF Company Limited in Japan has entrusted collaborative partnership with us to develop the G050, a pure electric logistics vehicle model. The research and development expenses for this project are being funded by ASF Company Limited. The initial batch of G050 orders was delivered in the first half of 2023, and the vehicles are currently operational and in use in Japan. The G050 holds the distinction of being the first Chinese new energy vehicle to enter the Japanese market. It was specifically tailored to meet the targeted demands of the Japanese market, paving the way by introducing right-hand driving model. Additionally, great emphasis was placed on the vehicle's functional development and the installation of solar charging panel at the top of the vehicle. The vehicle's interior is designed with a variety of storage compartments, maximising space utilisation and offering abundant and flexible configurations. It meets the requirements of local small and micro enterprises in Japan for short- distance transportation of goods, as well as the distribution needs of towns, villages, and other areas for end-to-end logistics. It is well-suited for multiple-use scenarios, including "last-mile" logistics transportation, providing a versatile solution.

日本ASF株式會社委託公司合作開發一款純電動物流車G050，由日本ASF株式會社支付研發費用。首批G050訂單於二零二三年上半年交付，現車輛已在日本投入運營使用。G050作為中國首款進入日本市場的新能源車，車輛根據日本市場定向需求，率先開發右舵車型，同時，注重整車的功能性開發，頂部加裝太陽能充電板。車輛內部儲物間設計多樣化，空間利用率高，配置豐富、靈活，滿足日本當地小微企業貨物短途運輸，城鎮、鄉村等末端物流配送等需求，匹配「最後一公里」物流運輸等多用途場景。



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綠色營運，為地球可持續發展保駕護航

Pure Electric Smart Sweeper 純電動智能清掃車

The pure electric smart sweeper is characterised by its emission-free, noise-free, and low-energy consumption features. It is compact, agile, and easy to operate, making it widely applicable for outdoor park, industrial park, residential area, and other areas where fence and road cleaning and maintenance are required. The sweeper is equipped with high-pressure atomisation for effective dust reduction and a high-pressure water gun for powerful cleaning of fences and road surfaces. It features dual fans, dual dust vibration, five brushes, and a sprinkler device, providing enhanced sweeping capabilities. The vehicle incorporates a user-friendly design concept, with one-touch operation for forward, reverse, and sweeping functions, reducing manual labor. The fully enclosed cabin protects against adverse conditions such as weather and noise, providing safe and comfortable operating environment for operators.

純電動智能清掃車具有無廢氣、無噪音、低能耗的特點，小巧靈活，操作便捷，廣泛適用於戶外公園、園區、小區等護欄、道路清掃保潔。該清掃車可通過高壓霧化有效降塵，高壓水槍強力清洗護欄、路面，具備雙風機、雙震塵、五個掃刷以及灑水裝置，清掃能力更強。車輛具備人性化的設計理念，前進、後退、清掃等作業均為一鍵操作，操作邊界，減輕人力操作；全封閉駕駛室，避免天氣、噪音等惡劣條件對清掃工作的影響，為消費者提供安全舒適的操作環境。



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Wuling Non-road Vehicle 五菱非道路車

China's tourism industry is developing rapidly, 85% of attractions that require long travel distances and climbing mainly rely on diesel or gasoline tour vehicles. Due to the difficulty in meeting the required high power and good endurance of electric tour vehicles, as well as the issues of noise and exhaust emissions from diesel or gasoline tour vehicles, both the environment and the passenger experience are negatively affected. According to theoretical calculations and simulated modeling, we have selected high- power permanent magnet synchronous motors to enhance the vehicle's climbing capability, the Group has successfully developed pure electric tour vehicles. By utilising these high-powered electric tour vehicles, we aim to reduce carbon emissions caused by tour transportation and promote the development of green and harmonious ecosystem.

中國旅遊業發展迅速，大爬坡大續航的景區85%都是使用的柴油或汽油觀光車，因電動觀光車動力和續航能力較難滿足需求，亦因柴油或汽油觀光車的噪音和尾氣排放問題，既對環境有不良影響，又影響乘客觀光體驗。本集團成功開發出純電動觀光車，根據理論計算及仿真模擬選用大功率永磁同步電動機提升整車爬坡能力，以大動力純電動觀光車減少觀光車帶來的碳排放，促進綠色生態和諧發展。



The Group has more than 20 years of experience in the research, development, and production of electric tour vehicles. In addition to that, we have expanded our non-road vehicle product range to include patrol vehicles, fire trucks, golf carts, and more. Our products have been successfully exported to countries such as North America, Vietnam, Myanmar, Indonesia, and Pakistan. Currently, electric tour vehicles account for over 50% of total sales of new energy vehicles.

本集團對電動觀光車的研發、生產已有二十多年經驗。除此之外，本集團非道路車產品拓展至巡邏車、消防車、高爾夫球車等領域，產品成功出口北美、越南、緬甸、印度尼西亞、巴基斯坦等國家。目前，電動觀光車佔新能源汽車總銷量超過50%。

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“Mobile Power Bank” — Mobile Energy Storage Charging Vehicle Relieves Pressure on the Battery Life of New Energy Vehicles

「移動充電寶」 — 移動儲能充電車緩解新能源車續航焦慮

The mobile energy storage and charging vehicle officially launched in the second half of 2023. It was first shipped to Taiwan by sea and then gradually deployed to selected high-speed service areas in Guangxi, Yunnan, Sichuan, Guangdong, and other regions to provide services. This mobile energy storage and charging vehicle is a new generation product jointly developed by Wuling Industrial and Moli Technology. It features intelligence, strong charging performance, and easy operation. It can better meet the charging demands and tidal characteristics of new energy vehicles. Working together with conventional charging equipment, it provides reliable, convenient, and fast charging services for owners of new energy vehicles, reducing the pressure of queuing for charging and alleviating range anxiety during travel. The charging vehicle also effectively supports the national strategy for promoting electric vehicles.

移動儲能充電車於二零二三年下半年正式出廠，通過海運首發至中國台灣，隨後陸續部署到廣西、雲南、四川、廣東等部分高速服務區提供服務。這款移動儲能充電車具備智能、充電性能強、操作簡單等特點，能夠更好地應對新能源車充電需求的潮汐特性，與常規充電設備一起服務，為新能源車主提供可靠、便捷、快速的充電服務，減輕排隊充電的壓力，緩解旅途中的「續航焦慮」。充電車亦有效助力國家普及電動車策略。



It possesses the following characteristics:

具備以下特點：

01 Intelligent Mobility 智能移動

Equipped with autonomous driving and remote control functions, it has strong power and excellent off-road capability. It can be flexibly deployed according to needs, providing “door-to-door” power delivery services to vehicles;

具備自動駕駛和遙控移動功能，動力強、通過性好，可以根據需要靈活部署，提供送電到車「上門」服務；

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“Mobile Power Bank” — Mobile Energy Storage Charging Vehicle Relieves Pressure on the Battery Life of New Energy Vehicles 「移動充電寶」 — 移動儲能充電車緩解新能源車續航焦慮

02 Fast Charging 充電快

With a maximum output power of 90 kilowatts, it can replenish approximately 100 kilometers of driving range in just 10 minutes, which is more than 50% faster than conventional fast charging stations;
最大輸出功率為90千瓦，補電10分鐘可行駛約100公里，充電時間比常規快速充電樁提速50%以上；

03 Large Battery Capacity 電量大

With large battery capacity of 141 kilowatt-hours, it can meet the charging needs of 3-4 new energy vehicles;
141kwh大電量，可滿足3-4輛新能源汽車充電需求；

04 Safety and Reliability 安全可靠

Vehicle-grade products with professional-level fire extinguishing and liquid cooling designs ensure reliability and safety of mobile charging vehicles during the charging process.
車規級產品，具備專業級消防自主滅火和液冷等設計，確保移動充電車在充電過程中的可靠性和安全性。

New Energies R&D and Manufacturing of Core Components

As the automotive industry accelerates the development of new energy vehicles, the Group actively explores the manufacturing of new energy vehicle components. We have researched and developed a series of core components for mid-to-high-end passenger vehicles that are electrified, lightweight, and intelligent. These components have been applied in multiple branded vehicle models. The Group continues to invest more in research and development for new energy vehicle components, enhance production processes, and improve testing capabilities. In terms of core components, we are leading the way in sustainable development.

新能源核心零部件研發與製造

隨著汽車行業加速發展新能源車，本集團積極開闢新能源汽車零部件製造業務，研發推出一系列電動化、輕量化、智慧化的中高端乘用車核心零部件產品，並已在多個品牌車型上應用。本集團在新能源零部件業務不斷加大產品研發投入，提升生產工藝及試驗水平，在核心零部件方面引領可持續發展。



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We are committed to the transformation and upgrade of power systems from traditional fuel vehicles to new energy vehicles. Leveraging our group's technological advantages in engine and component manufacturing, we are conducting research and development to continuously upgrade products such as new energy electric rear axles, motors, electronic controls, range extenders, and hybrid power systems. We have achieved stable production of M20 high thermal efficiency Atkinson engine and HEV hybrid powertrains, and have established hybrid production lines. We further consolidate our advantages in traditional fuel axles while optimising the performance of electric axle products. We have independent development capabilities for passenger electric drive system assemblies, micro-integrated electric axles, and light-duty integrated electric axles, as well as various types of gearbox structures (off-axis, coaxial, fully coaxial) and integration levels (single gearbox, two-in-one, three-in-one). We have produced and sold over one million new energy vehicle axles, and in 2023, our coaxial axle products will enter mass production for the pickup vehicle projects of Changan Kaicheng and Anhui Jianghuai Automobile. The electric axle project for Chery's new energy commercial vehicle platform is progressing smoothly, and we will synchronise development with customers to create more vehicle models, striving to promote sustainable development in the core automotive components sector.

Hubei Zhuoda's production volume began to steadily increase in 2023. It successfully achieved volume production for three new vehicle models and 22 new products, with over 50% of them being matched with new energy vehicle models.

While meeting the demands of existing market, Chongqing Zhuotong actively explores opportunities in new energy and high-end vehicle segments. We have undertaken various projects for renowned automotive manufacturers such as Great Wall Motors and Chery Automobile, including the production of chassis, electric rear axles, and subframes. As a result, our incremental market revenue has surpassed 50% in 2023.

我們致力從傳統燃油車動力轉型升級新能源汽車動力，發揮本集團於製造發動機、零部件的技術優勢研發，對新能源電動後橋、電機、電控、增程器、混合動力系統等產品持續升級。我們現已穩定生產M20高熱效率阿特金森發動機及HEV混動總成，建設混動生產線。本集團進一步鞏固傳統燃油橋優勢，優化電動橋產品性能，具備乘用電驅動系統總成、微型整體電動橋、輕型整體電動橋的自主開發能力，以及多種減速器結構類型（偏軸、同軸、完全同軸）、多種集成度（單減速器、二合一、三合一）的自主開發能力，產銷新能源車橋超過100萬台，二零二三年同軸橋產品配套長安凱程汽車、江淮汽車的皮卡項目進入量產階段。奇瑞新能源商用車新平台車型的電橋項目有序推進，將與客戶同步開發更多車型，致力在汽車核心零部件方面推動可持續發展。

湖北卓達二零二三年產量開始穩步爬坡，完成了三個新車型22種新產品的爬坡量產，其中50%以上為新能源車型配套。

重慶卓通在滿足存量市場的同時，積極開拓更多新能源、高端車型機會，承接長城、奇瑞汽車等車架、電動後橋、副車架等多個產品，二零二三年增量市場營收佔比已超過50%。



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With the backdrop of the dual carbon target strategy, Wuling Liuji's research and development team has been actively exploring and utilising new technologies to develop clean fuel technology and advance in the field of clean energy, aiming to reduce the carbon footprint of their products. In August 2023, Wuling Liuji's first LJ4M20 series methanol engine successfully ignited, leading the way for the Group's clean synthetic fuel business.

在「雙碳」戰略目標背景下，五菱柳機研發團隊積極探索和運用新科技，研發清潔燃料技術，在清潔能源領域發展，減少產品的碳足跡。五菱柳機首台LJ4M20系列甲醇發動機在二零二三年八月點火成功，引領本集團的清潔合成燃料業務。

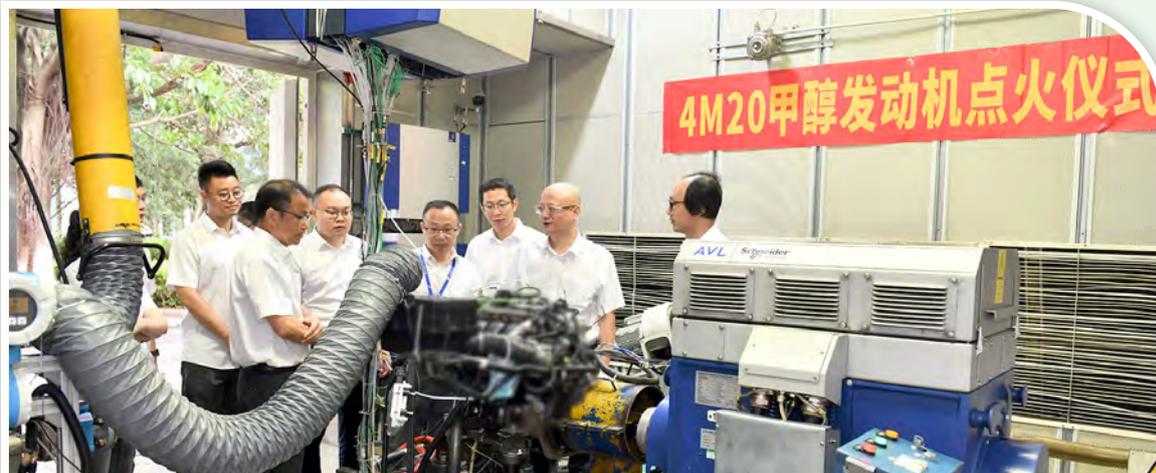
Officially Opened Up a New Avenue for Green Development by Venturing into the Realm of Clean Synthetic Fuels (E-fuels) 「碳」尋綠色發展，正式開闢清潔合成燃料 (E-fuel) 新賽道

The first LJ4M20 series methanol engine, developed by Wuling Liujin, a subsidiary of Wuling Motors, has successfully ignited, marking a breakthrough in methanol engine technology for Wuling Liujin. The LJ4M20 series methanol engine is new environmentally friendly product that utilises clean synthetic fuel methanol as the primary fuel, replacing gasoline engines. It features high efficiency, low carbon emissions, and environmental friendliness. When using green methanol synthesised from green hydrogen as fuel, zero carbon emissions can be achieved.

五菱汽車所屬五菱柳機首台LJ4M20系列甲醇發動機正式點火成功，標誌著五菱柳機實現了甲醇發動機零的突破。LJ4M20系列甲醇發動機是使用清潔合成燃料甲醇作為主要燃料的發動機，屬於代替汽油發動機的一種新型環保產品，具備高效、低碳、環保的特點，使用綠氫合成的綠甲醇作為燃料可以實現零碳排放。

The research and development team has conducted extensive optimisation and design work based on the characteristics of the new fuel. The design specifications for the LJ4M20 series methanol engine are as follows: maximum power reaching 105 kW, maximum torque of 200 Nm, and a minimum methanol consumption rate of 420 g/kWh. Compared to conventional gasoline engines of same displacement and class, the LJ4M20 methanol engine offers 9.4% increase in maximum power and 7.5% increase in maximum torque. Additionally, when combined with the vehicle's overall design, the LJ4M20 methanol engine achieves reduction of over 60% in emission pollutants compared to traditional gasoline engines. Taking the example of using 92# gasoline, the LJ4M20 methanol engine achieves fuel cost savings of over 30% and reduces carbon dioxide emissions by over 20%. It effectively solves two major challenges in vehicles: low temperature cold engine starting and the corrosive nature of methanol on engine components.

在研發過程中，研發團隊針對新型燃料的特性完成大量的優化設計工作，LJ4M20系列甲醇發動機設計為：最大功率達到105kW，最大扭矩為200Nm，最低甲醇消耗率420g/kWh。與同級別同排量的傳統汽油機相比，LJ4M20甲醇發動機的最大功率提升9.4%，最大扭矩提升7.5%，匹配整車後甲醇汽車燃燒後的排放污染物降低60%以上。以使用92#汽油為例，節省燃料成本30%以上，減少二氧化碳排放20%以上，有效破解了車輛的低溫冷機啟動、甲醇對發動機零部件的腐蝕性兩大難題。



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The First Domestically Launched Commercial Coaxial Axle has been Implemented Nationwide

全國首款同軸橋商業化落地

To address industry challenges and customer pain points, Wuling Industrial, with nearly 40 years of research and manufacturing experience, spent five years developing the second generation of integrated electric axles, representing the future trend of integrated electric axle development — the coaxial electric drive axle. It has achieved mass production and become the first domestic commercialised manufacturer of coaxial electric drive axles. This independently developed electric coaxial axle, with its excellent performance (significant advantages in terms of NVH, energy consumption, weight, etc.), has won orders from Changan Kaicheng, Anhui Jianghuai, and Dongfeng Sokon.

為解決行業難題及客戶痛點，五菱工業憑借近40年的研發生產經驗，歷時5年，研發出代表未來整體式電動橋發展趨勢的第二代整體式電動橋——同軸式電驅橋，並實現批量供貨，成為國內首家商業化落地的同軸式電驅橋生產企業。這獨立自主開發的電動同軸橋，憑借其良好的性能（NVH、能耗、重量等方面有較大優勢）贏得了長安凱程、江淮、東風小康的訂單。



High mechanical transmission efficiency

機械傳動效率高

The weight of high-speed rotating components is reduced by nearly 1.5 kilograms, and the friction torque loss of 2 sets of high-speed bearings is reduced, resulting in an improvement of approximately 1.5% in mechanical transmission efficiency.

高速旋轉件的質量減輕近1.5千克，同時減少2套高速軸承的摩擦力矩損耗，機械傳動效率提升1.5%左右。

Lightweighting

產品輕量化

The mid-section motor casing, motor end cover, and gearbox casing are designed with lightweight all-aluminum shells. Taking the 60KW coaxial axle as an example, the aluminum alloy usage reaches 21 kilograms, resulting in a total assembly weight reduction of over 8 kilograms compared to the original off-axis axle.

中段電機殼、電機端蓋、減速器殼採用輕量化全鋁殼設計，以60KW同軸橋為例，鋁合金用量達到21千克，後橋總成質量比原偏軸橋減輕8千克以上。

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The First Domestically Launched Commercial Coaxial Axle has been Implemented Nationwide 全國首款同軸橋商業化落地

Low rear axle noise 後橋噪音低

The coaxial electric drive axle underwent comparative testing in semi-anechoic chamber, and the noise level was found to be 5 decibels lower than that of the conventional off-axis axle.

同軸式電驅動橋在半消音室內進行對比測試，噪音比傳動偏軸橋低5分貝。

High reliability 產品可靠性高

The same coaxial axle product can easily pass 1 million cycles of axle housing bending fatigue, 100,000 cycles of brake fatigue, 200,000 cycles of lateral bending fatigue, and a continuous 402-hour motor and gear durability test.

同軸橋產品軸橋能輕鬆通過100萬次橋殼彎曲疲勞，10萬次制動疲勞，20萬次橫向彎曲疲勞，連續402小時的電機及齒輪耐久試驗。

High degree of integration 產品集成化程度高

The coaxial electric drive axle products have been deeply integrated with the motor, transforming the motor housing, motor end cover, and gearbox casing from components that do not bear axle loads into structural components capable of carrying axle loads. This design is suitable for high-performance applications in the automotive industry that require compact structures and lightweight design, such as electric MPVs and electric pickup trucks.

目前同軸式電驅橋產品已深度集成電機，將原來不承受軸荷的電機外殼、電機端蓋、減速器殼設計為能夠承載軸荷的結構件，適用於結構要求緊湊、有輕量化需求的高性能偏乘用運用場合，如電動MPV、電動皮卡等。

Excellent flexibility 產品柔性化好

The motor junction box and the left and right wheel sides can be adjusted according to the customer's specific needs. The intermediate powertrain in the same platform is designed to be as universally compatible as possible. The outer diameter of the permanent magnet synchronous motor's stator follows mainstream industry size specifications. Customers can choose the appropriate solution based on their specific requirements.

電機接線盒及左右輪邊可根據顧客實際需要進行調整，同平台中間動力總成按盡可能通用設計，永磁同步電機的電機定子外徑採用了行業較主流的尺寸規格，客戶可根據需要選擇方案。



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RESOURCE MANAGEMENT AND POLLUTION CONTROL

資源管理及排污管理

The Group has formulated the following environmental policy in order to support the development of environmental business and strengthen environmental management, based on the Environmental Management System Requirements and Guidelines (GB/T24001-2016/ISO14001:2015), relevant environmental laws and regulations, and other requirements, combined with the actual situation of the Company, as outlined in the Environmental Management Manual. Through the joint efforts of all employees, we strive to continuously improve the effectiveness of the environmental management system. While meeting the relevant environmental laws, regulations, and other requirements, we are committed to protecting the environment and efficiently utilising resources. We make every effort to minimise the negative impacts on the environment caused by our products, activities, and services, while providing top-quality products. Our goal is to create a green and harmonious environment and achieve green manufacturing.

本集團已依據《環境管理體系要求及使用指南》(GB/T24001-2016/ISO14001:2015)和相關環境法律法規和其他要求，並結合公司實際情況而制定的《環境管理手冊》，制訂如下環境方針，以表支持環境業務發展和加強環境管理決心。透過全體員工共同努力，持續改進環境管理體系的有效性，並在滿足相關環境法律法規和其他要求前提下，在提供一流產品的同時，致力於保護環境和有效利用資源，盡最大的努力減少在產品、活動與服務中對環境造成的負面影響，創建綠色和諧環境，實現綠色製造。



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To ensure clear and consistent practices within the Group regarding the disposal of various emissions and waste, as well as the use of resources, each factory has developed corresponding policy and procedural documents based on the Environmental Management Manual and local environmental laws and regulations. For detailed information, please refer to the section “LIST OF POLICY AND PROCEDURE FOR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE-RELATED ISSUES”. All departments must comply with these policy and procedural documents to ensure active fulfillment of their responsibilities in environmental protection and resource utilisation within their business scope. The Safety and Environmental Protection Department, on the other hand, regularly assesses and updates the relevant documents based on the Group’s business processes, environmental risk identification, and updates to environmental laws and regulations. This is done to ensure that the documents remain consistent with the latest environmental standards and requirements.

In addition, the Safety and Environmental Protection Department is responsible for conducting regular monitoring and inspections of various disposal and usage processes to ensure compliance with environmental systems and procedures. They inspect the processes of emissions and waste disposal, ensuring compliance with relevant regulations and guidelines. Through these monitoring and inspection activities, they can promptly identify potential environmental risks and issues and take appropriate measures for correction and improvement.

To maintain employees’ environmental awareness and knowledge, the Safety and Environmental Protection Department regularly organises environmental training and awareness-raising activities. These training activities include interpreting environmental regulations, applying environmental technologies, and methods for resource conservation. The aim is to enhance employees’ understanding of the importance of environmental protection and cultivate their ability to take environmentally friendly actions in their daily work.

為確保集團內對各種排放物和廢棄物的處置以及資源使用環節具有清晰且一致的實踐，各個廠房根據《環境管理手冊》和所在地的環保法律法規，制定了相應的制度和程序文件（詳細內容請參考章節「環境、社會及管治相關議題政策清單」）。各部門必須遵循這些制度和程序文件，確保在其業務範圍內積極履行環境保護和資源利用的責任，而安全環保部則定期按照集團的業務流程、環境風險識別與環保法例法規的更新，對有關文件進行評估和更新，以確保其與最新的環保標準和要求保持一致。

此外，安全環保部門還負責定期對各處置和使用環節進行監測和巡查，以確保操作符合環保制度和程序。他們會檢查排放和廢棄物處理的過程，並確保符合相關法規和準則。通過這些監測和巡查活動，他們可以及時發現潛在的環境風險和問題，並採取相應的措施進行糾正和改進。

為了保持員工的環保意識和知識水平，安全環保部門定期舉辦環保培訓和意識提升活動。這些培訓活動包括環境法規的解讀、環保技術的應用、資源節約的方法等內容，旨在提高員工對環境保護重要性的認識，並培養他們在日常工作中採取環保行動的能力。



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Through the establishment of unified policy and procedural documents, as well as measures such as monitoring, inspections, and training, the Group is able to continuously improve environmental management practices and ensure that all departments adhere to the best environmental standards and practices in their daily operations. This helps reduce environmental pollution, lower resource consumption, and enhance the Group's reputation and ability for sustainable development in environmental protection.

Emission and Waste Management

To minimise the emissions and waste generated during business operations, the Group strictly adheres to relevant national laws and regulations on pollution prevention and control. Effective systems are installed and utilised to collect and handle emissions and waste, including exhaust gases, wastewater, and other hazardous and non-hazardous industrial waste generated during the manufacturing process.

Air Emissions

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

通過統一的制度與程序文件建設，並予以監測、巡查和培訓等措施，集團能夠持續改進環境管理實踐，並確保各部門在日常運營中遵循最佳的環保標準和做法。這有助於減少環境污染、降低資源消耗，並提升集團在環境保護方面的聲譽和可持續發展的能力。

排放物及廢棄物管理

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

廢氣排放

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



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

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

During the Reporting Period, the Group's factories did not have any incidents or received any notices related to illegal discharge of exhaust gases.

Wastewater Discharge

The industrial wastewater generated by the Group is processed through the sewage treatment plants in each factory. For example, the wastewater treatment plant at Wuling Industrial's automotive components production base primarily handles spraying wastewater and electrophoretic coating wastewater. Various types of wastewater are divided and directed to the equalisation tank for treatment before entering the physical-chemical and biological treatment processes. These processes involve treatment through physical-chemical methods and microorganisms. The treated wastewater passes through filtration device and then enters the municipal sewage network for further treatment at external wastewater treatment plant. It is ensured that the industrial wastewater meets relevant discharge standards before being discharged. To improve the operation and management efficiency of the onsite wastewater treatment plants and protect the water resources and environment, we have entrusted a third-party environmental protection organisation to manage and

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

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

於報告期內，本集團各廠房未有發生及未獲悉任何有關違規排放廢氣的事件及通知。

廢水排放

本集團產生的工業廢水會經各工廠的污水處理站處置。例如，五菱工業汽車零部件生產基地的污水處理站主要處理噴塗廢水和電泳廢水，各類廢水分質分流進入調節池處理後，再進入「物化」及「生化」的處理工序，即經物理化學方式及微生物進行處理。我們處理過的廢水會先經過過濾裝置，再通過市政管網進入外部污水處理廠作後續處理，並確保工業廢水符合有關排放標準方可排放。為提高廠房內的污水處理站運行及管理效率，同時保護水資源環境，我們委託了第三方專業環保



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operate the project facilities, carry out daily inspections and maintenance, and provide 24-hour technical services and industrial wastewater treatment services. The organisation is also responsible for managing the onsite wastewater laboratory, which includes daily wastewater sampling, testing, water quality analysis, and data collection, to ensure that all generated wastewater is treated and discharged in accordance with local sewage discharge standards.

Through optimising the production process, the Group has reduced the production of industrial wastewater. For example, we have improved the product washing process in some of the working unit and modified the washing machines which keep running during the production process, so as to reduce the amount of industrial wastewater and the use of water.

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

During the Reporting Period, the Group's factories did not have any incidents or received any notices related to illegal discharge of wastewater.

機構負責項目設施的管理、運行、日常點檢維護，提供二十四小時的工業廢水處理技術服務及工業廢水處理服務；有關機構同時負責現場日常廢水化驗實驗室的運行管理，例如：日常廢水取樣、檢測及水質檢測數據並匯總記錄，進行取樣和化驗，有效確保所產生的廢水均已按照地方污水排放標準處理及排放。

本集團透過優化生產工藝減少產生工業廢水，例如我們改進部分車間的產品水洗過程，優化原來於生產過程中不停運轉的水洗機器，從而減少工業廢水及用水量。

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

於報告期內，本集團各廠房未有發生及未獲悉任何有關違規排放廢水的事件及通知。



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Waste Management

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

廢棄物管理

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

Promoting resource recycling and reuse 促進資源循環利用

On 31 August 2023, the metal scrap baler was installed and successfully put into operation. The main function of this equipment is to compress and process metal scraps such as aluminum shavings and iron scraps generated during the production process for reuse. Through this process, the discarded metal shavings and iron scraps are effectively recycled, reducing resource waste and environmental burdens. This measure reflects the Group's commitment to sustainable development and environmental protection, while also complying with relevant environmental regulations and standards. By reusing these metal materials, the Group can achieve resource recycling and promote the sustainable development of the ecological environment. Since the operation of the equipment, we have successfully recovered and reused approximately 26 tonnes of iron briquettes.

在二零二三年八月三十一日，金屬鐵屑壓包機安裝完成並順利投入運行。該設備的主要功能是将生產工序中所產生的邊角料如金屬鋁屑和鐵屑進行壓塊處理及進行回用。通過這種方式，廢棄的金屬鋁屑和鐵屑得到有效的再利用，有助於減少資源的浪費和環境的負荷。這項措施體現了集團對於可持續發展和環境保護的關注，同時也符合相關的環保法規和標準。通過回用這些金屬材料，集團可以實現資源的循環利用，促進生態環境的可持續發展。自設備投入營運起，我們已成功回收及重用約26噸的鐵餅。

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Greenhouse Gas Emissions

The Group's emissions of greenhouse gases during its operations mainly fall into three categories: direct emissions from fossil fuel combustion, energy-related indirect emissions from purchased electricity, and other indirect emissions resulting from business travel, government water and sewage treatment, and disposal of waste paper in landfills.

As a responsible corporate citizen, the Group is committed to reducing greenhouse gas emissions. We have installed natural gas burners in certain workshops to indirectly reduce purchased electricity through the use of clean energy. During this year, the Group also conducted carbon emissions verification work and actively responded to the national "Dual Carbon" policy by implementing "Dual Carbon" management projects. Wuling Industrial, as a major member company of the Group, has analysed the carbon emissions of its various production departments over the years, understood the composition of the company's carbon emissions, identified potential opportunities for carbon reduction, and established targeted emission reduction targets. We have implemented measures such as energy audits, the use of green electricity, variable frequency applications, and the elimination of outdated equipment to achieve energy savings and emission reductions. In the future, the Group will strive to establish a comprehensive carbon emissions management system, achieve regular operation of carbon management, and extend the management coverage to the Group.

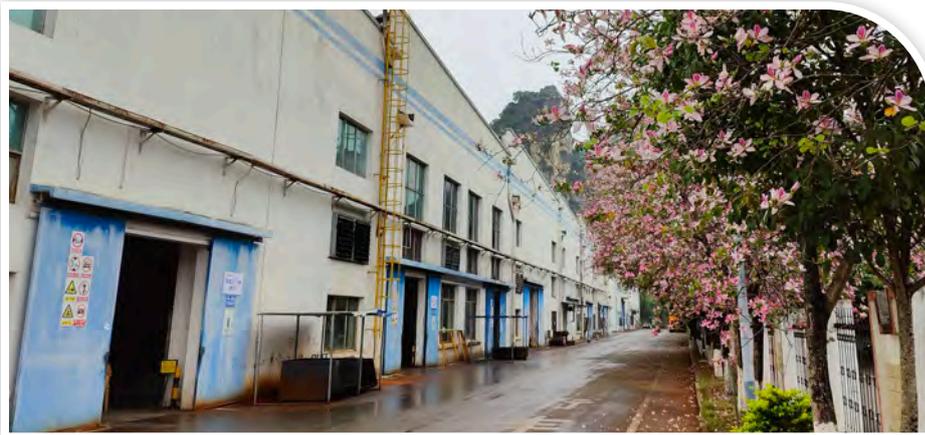
Stepping into our Group's 18th year of afforestation to greening the environment, we continue plant treats and pave grass fields in the neighbourhood, dedicating in making a better environment for the community. During the year, we have planted multiple trees like osmanthus, eucalyptus, banyan, bauhinia, erythrina and magnolia, etc. around communities, and also carried out replanting of dead flowers, plants, and trees in the community.

溫室氣體排放

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

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

踏入本集團為綠化環境而種植樹木的第十八個年頭，我們繼續在社區周邊種植樹木和重鋪草坪，致力為社區打造更好的生活環境。本年度我們為部分經營所在社區種植多株桂花樹、桉樹、榕樹、洋紫荊、刺桐及白玉蘭等樹木，並對社區枯死的花草樹木進行補種。



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Use of Resources

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

資源運用

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



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The Group also promotes digital transition in the industry through the platform, in which we enhanced the operation mechanism, shared data and resources, utilised different roles and approaches. We focused on promoting new model of smart production, and connecting the chain of data in different steps of production among enterprises. In the meantime, we encouraged enterprises to explore the value of data, achieve synergy in different aspects such as design, production, logistics and warehousing, and establish production and operation management system that is led by large scale customisation and able to respond to consumers' needs effectively and promptly. Furthermore, we spare no effort in developing smart production unit, smart production line, smart production plants and smart factories. With demonstration and promotion and sharing technologies, we guided enterprises to use advanced technologies and intelligent equipment and promote the intelligent transformation of equipment, so as to foster the attainment of higher level in smart production among the industry.

Energy Management

The Group upholds the core principles of fully, reasonably, and effectively utilising energy and strives to improve efficiency by using energy-saving equipment and innovative energy-saving technologies.

We have developed an energy-saving management plan with the objectives of conserving energy, reducing consumption, minimising environmental pollution, and enhancing economic benefits. We have implemented multiple programs to optimise energy use and reduce electricity consumption. According to this plan, each department is responsible for managing its energy consumption, including implementing energy quotas and setting targets for water and electricity conservation. They also play a role in analysing their own energy consumption to develop and implement relevant control measures and take corrective actions when necessary. Additionally, we have established an energy management system to monitor energy consumption in the power system, fire protection system, compressed air system, and steam system.

本集團亦積極帶領平台通過完善運營機制、共享數據資源、選擇不同的作用點、重點和方法推動行業數字化轉型。我們重點推廣智能製造新模式，著力打通企業生產過程中各環節的數據鏈。與此同時，我們鼓勵企業深入挖掘數據價值，促進設計、生產、物流、倉儲等方面的協同，以大規模定制為主導，建立能滿足消費者需求且能快速有效反饋的生產運行管理體系，促進製造業發展模式。我們亦著力開展智能製造單元、智能生產線、智能車間、智能工廠建設，通過示範推廣、技術對接，引導企業應用先進技術和智能化裝備，推進裝備智能化改造，從而促進企業智能製造水平之提升。

能源管理

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

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



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To save energy, we have implemented green lighting in the workplace, including installing energy-saving light bulbs in offices and production facilities and maximising the use of natural light. We also encourage employees to turn off unnecessary lighting and air conditioning systems in the workplace and shut down office equipment such as computers and printers at the end of each workday to cultivate a culture of energy conservation among employees. We conduct regular equipment inspections to ensure proper functioning and safe usage. Furthermore, we monitor monthly electricity consumption and assign responsible employees in each department to supervise the operation of lighting systems, ensuring that electricity usage aligns with the goals of energy management. Simultaneously, the Group organises training on carbon auditing, energy management, and environmental and energy-related laws and regulations. We also develop environmental management manuals and organise environmental education and training for employees to instill a sense of environmental conservation and resource efficiency, fostering the participation of all staff in environmental and resource-saving initiatives.

Water Resource Management

The Group's objective is to conserve and recycle water as much as possible in its business operations. Therefore, the Group encourages employees to be mindful of water usage in the workplace and implement various water-saving measures. For example, we conduct regular inspections of the plumbing system to ensure proper functioning and prevent water leakage in various work areas. Additionally, in the restrooms, Wuling Industrial has installed automatic sensors on water-consuming fixtures to save water. We also monitor monthly water consumption to control water usage and achieve our water resource management goals.

Material Usage

The Group also places importance on the efficient use of raw materials and packaging materials. Therefore, before making purchases, we evaluate the quantity of materials needed to avoid excessive inventory that could result in resource waste. Additionally, we strive to minimise the use of disposable materials and replace them with reusable or recyclable materials whenever possible. We are committed to recycling and utilising materials that can be recycled from production, activities, or service processes.

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

水資源管理

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

物料使用

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



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RESPONSE TO CLIMATE CHANGE

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

During the Year, the Group has identified various physical risks. The Group may face the impacts brought by the increased severity of extreme weather events, changes in precipitation patterns and rising sea levels in the future. This is likely to threaten the Group's business and influence its financial performance. To be specific, more frequent natural disasters cause damage to the facilities, leading to higher maintenance cost, or projects have to be postponed, resulting in lower production capacity, etc. These have both direct and indirect impacts on the stable operation of the Group.

In addition, climate change may render various transition risks, including policy and market risks such as the transition to lower-carbon technology and shifts in consumer preferences. As consumers' expectations on existing services increase, the operating costs (such as technology development investments) of the Group will increase accordingly.

應對氣候風險

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

本年度，本集團已識別出不同的實體風險。本集團有可能於未來面對更嚴重的極端天氣事件、降雨模式改變和海平面上升所帶來的影響。此有機會對本集團業務構成威脅並影響其財務表現，如更頻繁的天然災害令設施損毀，導致維修費增加，或因此而令項目需要延期執行，致使產能下降諸此種種，直接和間接地影響本集團的平穩營運。

此外，氣候變化或會促使不同的過渡風險，例如低碳技術的轉型及消費者偏好轉變等政策及市場風險，隨著消費者對現有服務期望的提升，本集團的營運成本（如技術開發投資）將會因而上升。

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

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

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

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



WINNING TRUST THROUGH QUALITY, SAFEGUARDING LIVES THROUGH SAFETY

以質量贏得信任，以安全守護生命

QUALITY ASSURANCE/PRODUCT SAFETY THROUGHOUT PRODUCTION CYCLE

Product Quality Management System

Providing customers with high-quality products and services is the operational philosophy of our Group. Therefore, we strictly comply with quality-related laws and regulations such as the “Product Quality Law of the People’s Republic of China.” Based on the ISO 9001 Quality Management System and the IATF 16949 Automotive Quality Management System, we have developed comprehensive quality management system to assess product quality. This management system includes comprehensive policy documents such as design and development review management, supplier qualification and quality, process discipline and validation, labelling and traceability control, quality objectives and incident management, and continuous improvement control. The management approach focuses on prevention and emphasises continuous improvement. In addition, we have established Product Quality and Safety Committee to oversee product quality and safety matters within our Group. When necessary, the committee takes action to address and resolve any product quality issues. All components are tested for their performance before entering the stages of trial production and mass production. We would ensure the requisite procedures of product quality control during the production processes, and conduct sampling tests after the completion of production to ensure that high-quality products would be supplied to customers.

In addition, our Group has strengthened comprehensive quality supervision and reviewed the framework of the quality system documents. We have updated and improved processes that require optimisation, aiming to enhance the quality level of new product development and address quality risks resulted from changes. Furthermore, we have optimised and improved error prevention devices and processes to reduce the risk of component misalignment and enhance the effectiveness of error prevention. Our Group has also intensified the application of intelligent quality management by automating the collection of quality measurement data. This enables automatic data collection and intelligent analysis, reducing manual operations and improving product quality.

生產全週期質量保證／產品安全

產品質量管理體系

為客戶提供優質的產品及服務是本集團的營運宗旨，因此我們嚴格遵守《中華人民共和國產品質量法》等質量相關法律法規，並以ISO9001質量管理體系和IATF16949汽車業質量管理體系兩大標準為基礎，制訂質量管理系統以全面評估產品質量。該管理系統包含了設計和開發評審管理、供方素質和質量、工藝紀律和驗證、標識和可追溯性控制、質量目標和事故管理、持續改進控制等完整的制度文件，管理理念以預防為主，並強調持續改進。此外，我們設立了產品質量及安全委員會，對本集團的產品質量及安全事宜進行監督，於必要時採取行動處理及解決任何產品質量問題，所有零部件完成性能試驗後方可進入試制、量產階段，在生產過程中做好產品質量管控，在生產完成後進行抽樣檢測，以確保為客戶提供高品質產品。

此外，本集團加強全面質量監管，對質量體系文件框架進行了梳理，識別需要優化的流程文件並進行更新和優化，提升新產品開發的質量水平，應對變化帶來的質量風險。同時，本集團已優化和改進防錯裝置及防錯流程，降低零件漏焊的風險，提升防錯有效性。本集團加強智能化質量管理的應用，自動採集質量測量數據，實現質量數據自動採集及數據的智能分析，減少了人工操作，改善了產品質量。

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Our Group continues to optimise the quality system processes. During the Reporting Period, revisions were made to the system framework of Wuling Industry and Liuzhou Zhuotong processes. Various departments were organised to carry out internal audit work plans, review internal audit checklists, and conduct quantitative evaluations of the quality management system. The Group also conducted company-level management reviews to assess the operation of the quality system in the Company and various departments, identify risks and improvement projects in its system, and execute corrective actions. This year, Liuzhou Wuling Automobile India Limited, a subsidiary of Wuling Motors, successfully obtained the IATF 16949 certification for automotive industry quality systems issued by the International Automotive Task Force.

本集團持續優化質量體系流程。於報告期內，本集團已為五菱工業及柳州卓通流程的體系框架進行修訂，亦組織各部門開展公司質量管理體系內審工作計劃、內審檢查表評審，以及進行了體系量化評價。本集團亦開展了公司級管理評審，對公司及各部門的質量體系運行情況進行評估，識別了公司體系的風險及需改進項目，並推進整改工作。今年，五菱汽車所屬企業柳州五菱汽車印度有限公司成功獲得了由國際汽車工作組頒發的汽車行業質量體系IATF16949認證證書。



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Quality Month Activity 質量月活動

In September, Liuzhou Wuda carried out the Quality Month activity with the theme of “Full Participation, Creating ‘Zero Defect’ High-Quality Automotive Electronic Products.” The FTQ (First Time Quality) of Liuzhou Wuda has consistently remained above 99%. Within Liuzhou Wuda, the principle of “not accepting defects, not producing defects, not allowing defects to pass through” has been upheld, which stems from the excellent performance in product quality. Due to the outstanding performance in product quality, Liuzhou Wuda has received a monthly quality performance score of over 95 in SAIC-GM-Wuling’s supplier management system, achieving an A grade rating.

九月，柳州五達開展了以「全員參與，打造『零缺陷』精品汽車電子產品」為主題的質量月活動。柳州五達產品一次性下線合格率始終在99%以上，柳州五達內部一直遵循「不接受不良、不製造不良、不流出不良」的「三不」原則，源於產品質量的優良表現，客戶上汽通用五菱供應商管理系統對五達公司的月度質量表現評分都在95分以上，獲A級評價。

Product Development and Design Management

We are committed to developing high-quality new products and have established comprehensive product development management procedures. Internal guidance documents such as “Design and Development Review Management Regulations”, “Control Procedure for New Component Development” and “Control Procedure for New Vehicle Modification Development” have been implemented to standardise the design and development reviews within the Group. From the initial design stage to prototype testing, strict regulations are in place to identify improvement opportunities at early stage and ensure that product design aligns with quality objectives.

產品開發與設計管理

我們致力研發高質量的新產品，並建立了完善的產品研發管理程序，如《設計和開發評審管理規定》、《零部件新產品開發控制程序》、《改裝車新產品開發控制程序》等內部的指引性文件，規範集團設計和開發評審的控制要求，從初步設計階段到樣品試制試驗均設有嚴格的規定，早期識別改進空間，保障產品的設計與質量目標相匹配。



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Wuling Industrial received the Excellent Supplier Quality Award from Beiqi Foton Motor once again 五菱工業再次榮獲北汽福田優秀供貨商質量卓越獎

In this year, Wuling Industrial received the Excellent Supplier Quality Award from Beiqi Foton Motor once again, showcasing its positive market reputation and outstanding product quality control capabilities. Because of its commitment to quality at all levels of the organisation, Wuling Industrial has won this awards multiple times. The Company implements comprehensive 360-degree quality control system in product development, including design, manufacturing, and testing.

本年度，五菱工業再次榮獲北汽福田優秀供貨商質量卓越獎，展現了良好的市場口碑以及優秀的產品質量管控能力。五菱工業已多次獲得該獎項，得益於五菱工業從上到下以質量為本的理念支撐，產品開發從設計、製造和檢測等全系統360度的質量管控。

Through review of product design and process, Wuling Industrial proactively avoids design flaws and potential quality risks from the source. In the processes of manufacturing and testing, the Company strictly adheres to the “three no” principle of not accepting, not producing, and not passing on defects. It actively conducts activities such as quality issue identification and rectification, zero-defect evaluations on production lines, and quality recognition programs to enhance the quality awareness of the direct manufacturing personnel. This has fostered strong culture of quality engagement among all employees, effectively ensuring the delivery quality of the products.

五菱工業通過產品設計方案評審、工藝會審的方式，從源頭規避設計缺陷與潛在質量風險。製造、檢測環節，嚴格貫徹不接受、不製造、不傳遞的質量「三不原則」，並積極開展質量問題大搜補、產線零缺陷評比等質量表彰活動，提升直接製造人員的質量意識，形成了良好的全員參與的質量氛圍，有力保證了產品的交付質量。

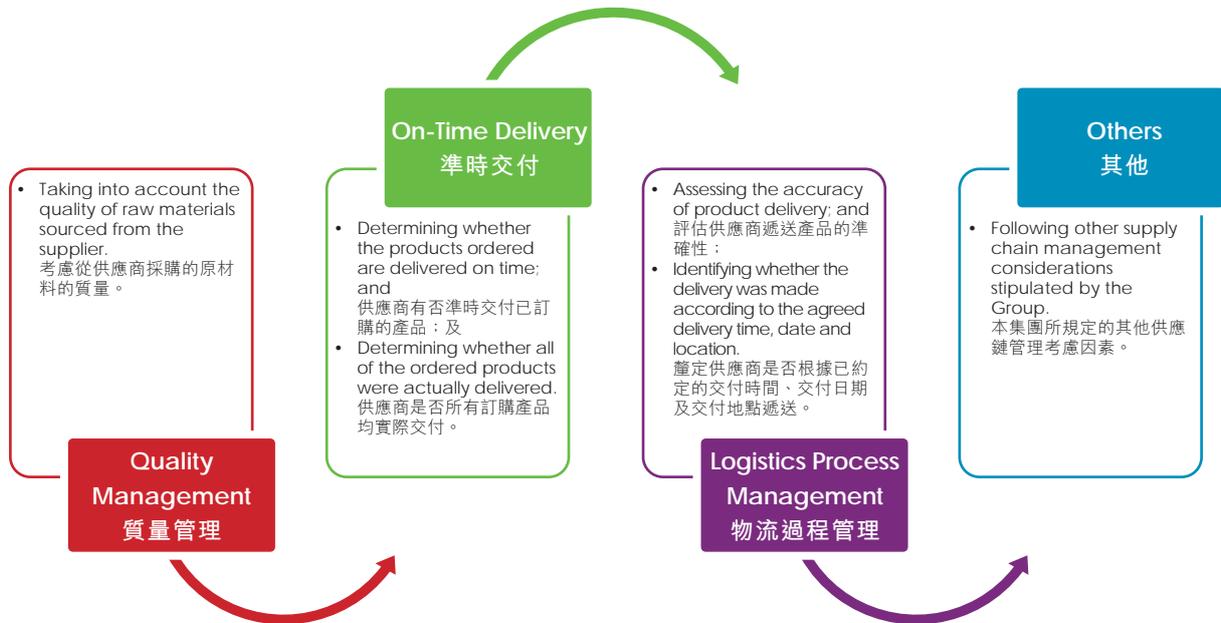


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Product Quality Management System

We have established strict review processes such as “Control Procedure for Supplier Development and Management of Components” and “Process for Potential Supplier Development of Production Materials” for selecting suppliers. These processes aim to standardise and unify the evaluation process, standards, and requirements for potential suppliers of purchased materials. We continuously explore potential suppliers to ensure that the materials procured fulfill the Group’s standards and maintain smooth production processes. When selecting suppliers, we adopt systematic approach and consider the following capabilities of the suppliers:



Quarterly evaluations are conducted using deduction-based scoring system. Criteria of evaluation include quality management, timeliness of delivery, and logistics process management. The quarterly evaluation also includes a veto item, whereby suppliers who experience significant issues related to after-sales service, quality, or delivery, the suppliers will be directly classified as unqualified. The results of the supplier’s quarterly evaluation will directly impact their overall performance assessment, and unqualified suppliers will be removed from the list of qualified suppliers.

供貨商管理

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

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

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The Shandong Branch held a conference on collaborative development and innovation to improve the operational efficiency of supply chain 山東分公司召開供應鏈經營效率提升協同發展創新大會

The Group is committed to improving supply chain operational efficiency and promoting the development of industrial value chain. On 12 September 2023, the Shandong Branch, together with five supply chain partners, held a conference on collaborative development and innovation in supply chain operations to explore how to create collaborative, innovative, and shared industry and supply chain. The goal is to enhance the core competitiveness of the industrial cluster. The Shandong Branch will continue to work in synergy with its supply chain partners to foster collaborative innovation, reduce costs, increase efficiency, and achieve win-win cooperation. It will optimise and stabilise the supply chain, introduce more effective measures, and actively promote industrial transformation.

本集團致力於提升供應鏈經營效率，推動行業產業鏈的發展。於二零二三年九月十二日，山東分公司攜手5家供應鏈夥伴就如何打造協同、創新、共享的產業鏈、供應鏈召開供應鏈經營效率提升協同發展創新大會，共同提升產業集群核心競爭力。山東分公司將持續與供應鏈夥伴一道協同創新、降本增效、合作共贏，優化和穩定供應鏈，推出更多行之有效的措施，積極推動產業轉型。

Product Production and Acceptance Management

The quality management of our Group adheres to the principles of zero defects and the “Three Nos” to ensure strict control over product quality and prevent any quality defects. We conduct product inspections at various stages, from purchasing to production and completion, ensuring that products that have not been inspected or fail to meet the standards do not enter the production site, are not processed or transferred, and are not shipped, providing a basis for preventing quality defects.

In the current year, our Group continues to strengthen the foundation of quality management. We promote training and application of quality tools such as product quality audits and quality control. We conduct three-coordinate measuring machine measurements, three-dimensional scanning, and analysis for key products, providing data support for quality improvement. We utilise various tools to control the quality of new product development process, optimise the learning management system, conduct regular audit reviews, and analyse the review data to monitor and continuously improve product quality.

產品生產與驗收管理

本集團的質量管理堅持零缺陷及「三不」¹的原則對產品質量層層把關，保證不會出現產品質量缺陷的問題。我們從進貨、生產到完工各個過程進行產品檢驗，確保未經過檢驗或檢驗不合格的產品不進入生產現場、不轉序或不出廠，並為預防質量缺陷提供依據。

本年度，本集團繼續強化質量基礎建設，推進產品質量審計、質量控制等質量工具的培訓及應用，對主要產品開展三坐標測量機測量及分析及進行三維掃描，為質量改進提供數據支持。本集團利用各種工具對新產品開發過程質量進行管控、重新優化學習管理系統、定期開展審計評審、對評審數據進行分析等監控方式，持續改善產品質量。

¹ “Three Nos” means not to accept, not to deliver and not to manufacture defective products.
「三不」即不接受、不傳遞及不製造有缺陷的產品



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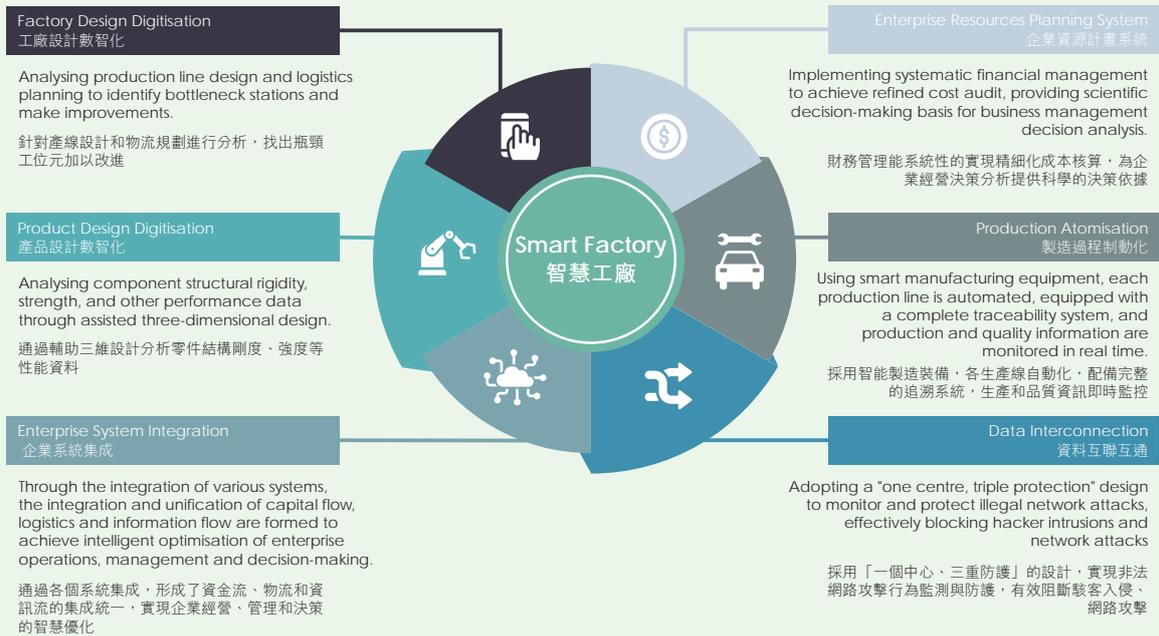
Our Group also strengthens the construction of the measurement inspection and testing service system. We carry out measurement calibration and value transfer work, establish calibration devices for micrometers, pressure gauges, calipers, torque wrenches, indicators, voltage, current meters, and other instruments, and regularly send the enterprise's measuring instruments for calibration.

本集團加強計量檢驗檢測服務體系建設開展計量檢定和量值傳遞工作，建立測微量、壓力表、卡尺、扭矩扳子、指示表、電壓、電流表等檢定裝置，對企業用計量檢定裝置定期送檢。

Automotive Parts Intelligent Factory 汽車零部件智能工廠

Liuzhou Zhuotong Automotive Parts Company Limited is committed to building an intelligent factory, focusing on three dimensions: creating physical infrastructure, deploying system software, and integrating system resources to achieve production automation. This is aimed at reducing time for launching products, improving production efficiency and flexibility, and achieving more systematic control over product quality.

柳州卓通汽車零部件有限公司致力打造智能工廠，從三大維度：打造物理基礎、系統軟件部署以及系統資源集成實現生產自動化，以縮短產品上市的時間，提升生產效率及靈活性，並更系統性地控制產品質量。



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Automotive Parts Intelligent Factory 汽車零部件智能工廠

Liuzhou Zhuotong attaches great importance to innovation work, using technological innovation as the driving force and aiming to master core technologies. We accelerate the conversion of new technologies into commodities and even industrialisation, increasing the output value rate of new products year by year, expanding the scale of high-tech industrialisation, and achieving sustainable development of technological innovation. By strengthening data management, process management, and standard management, we are constructing a comprehensive, practical, and accurate knowledge database, continuously improving product engineering capabilities, manufacturing engineering capabilities, trial production capabilities, and research and development management capabilities. With its capabilities, Liuzhou Zhuotong was awarded the recognition of Guangxi Intelligent Factory Demonstration Enterprise in 2022, and will continue to lead the industry in achieving intelligent industrialisation.

柳州卓通重視創新工作，以技術創新為動力，以掌握核心技術為目標，加快新技術轉化成商品乃至產業化的速度，使新產品產值率逐年遞增，擴大高新技術產業化規模，實現技術創新的可持續發展。通過加強數據管理、流程管理、標準管理，構建全面、實用、準確的知識數據庫，不斷提升產品工程能力、製造工程能力、試驗試制能力、研發管理能力，憑借其實力於二零二二年獲得廣西智能工廠示範企業的認定，並將持續引領行業實現智能產業化。



Application of High-end and Low-end Robots Combination 高低端機器人組合應用

The equipment team of the Shandong Branch has replaced large heavy loaded robots with small lightweight robots, and by using FA automatic power-assist modules, the loading capacity of the lightweight robots has been increased by 5 times. This solution saves 50% in costs compared to traditional automated welding approaches. Additionally, compared to traditional dedicated welding machines and welding robots, the development cycle is shorter and the costs are lower. This approach effectively achieves optimisation of benefits with less investment. Currently, the Shandong Branch has developed more low-cost application scenarios, including spot welding, handling, soldering, polishing, tightening, barcode scanning, filling, and gluing.

山東分公司設備團隊用小型輕載機器人代替大型重載機器人，使用FA自動助力模塊將輕載機器人的負載能力提升了5倍，成本相比傳統自動化焊接方案節約50%，且相比傳統的焊接專機、焊接機器人開發週期短、成本低，有效實現以更少的投入實現效益優化。目前山東分公司已開發出點焊、搬運、抓焊、打磨、擰緊、掃碼、加注、塗膠等更多低成本應用場景。

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“Eye Shield Action” Event Enhances Quality Management Capability 「睛盾行動」專題活動提升質量管理能力

01 Strengthening “Zero Defects” 夯實「零缺陷」

By organising activities such as product quality exhibitions, quality training, quality competitions, quality evaluations, and showcasing quality rankings on red and black lists, we aim to instill a sense of quality awareness among all employees and establish a “Zero Defects” quality culture.
通過產品質量展、質量培訓、質量競賽、質量評比、質量紅黑榜展示等活動，樹立全員質量意識，建立「零缺陷」質量文化。

02 Advancing 8QB Audit 推進8QB 審核

The 8QB audit focuses on the key review and improvement of eight fundamental management processes, including first piece inspection, error prevention verification, final inspection, non-conforming product management, and controlled rework. Through the effective implementation of the 8QB audit, there is significant enhancement in the basic quality management capabilities of the teams, resulting in 80% reduction in quality issues occurrence.
8QB 審核是針對首件檢查、防錯驗證、終檢、不合格品管理、受控下返工等8項基礎管理工作進行重點審核和提升，通過8QB 審核的有效實施，大幅度提升班組質量管理基礎能力，減少80%的質量問題發生。

03 Enhancing Rapid Response Capability 提升快速反應能力

Developing contact book for after-sales response and after-sales rapid response process, ensuring that relevant contacts can be quickly identified at the first occurrence of an issue and escalated in hierarchical manner. This enables rapid response and facilitates effective problem resolution, thereby reducing customer complaints.
編製售後響應通訊簿及售後快速響應流程，保證在問題發生第一時間能迅速找到相關聯繫人，並逐級升級，快速反應，拉動問題有效解決，降低客戶投訴。

04 Carrying out Quality Improvement 開展品質攻堅

Identifying a series of challenging issues such as improving the passing rate of chassis four-wheel alignment, enhancing the quality of chassis weld seams, and increasing the passing rate of chassis dimensions, we formulate teams to address these issues on-site and promoting problem-solving progress and depth through regular communication. This approach aims to enhance the team’s problem-solving capabilities and improve the overall quality competitiveness of the Group.
確定車架四輪定位合格率提升、車架焊縫質量提升、車架尺寸合格率提升等一系列難點問題，組建小組現場解決問題，並通過定期交流推進問題解決進度和深度，提高團隊解決問題能力和企業質量競爭力。

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“Eye Shield Action” Event Enhances Quality Management Capability 「睛盾行動」專題活動提升質量管理能力

05 Standardisation Promotion

標準化推進

To cope with the significant increase in production personnel, a large number of junior managers have been appointed. By implementing standardised learning and application methods, these junior managers can quickly develop and enhance their skills in section management, thereby embodying the principle of “Manufacturing Quality”.

配備大量的基層管理人員應對生產人員大量增長，以標準化的學習和應用讓基層管理人員快速成長，提升工段管理能力，踐行「製造質量」。

06 Enhancing Logistics Management

物流管理提升

Though implementing logistics operations from the supply side, standardising packaging, and optimising warehouse planning, we ensure that there is designated location for each item, even during rapid increases in production volume. The products are properly labeled with complete and clear regional address codes, effectively preventing material misplacement and enhancing logistics efficiency.

通過供應方三方物流實施、規範標準包裝、做好庫房規劃，即使在產量快速上升時也能做到一物一位，產品標識和區域地址碼齊全、清晰，有效防止物料送錯，提升物流效率。

07 Supply Chain Enhancement

供應鏈提升

Regularly conducting supply chain improvement seminars, developing action plans for supply chain enhancement, and creating a prioritised list for addressing key quality issues in the supply chain.

定期開展供應鏈提升研討、制定供應鏈提升行動計劃，編製供應鏈重點質量問題推進清單。



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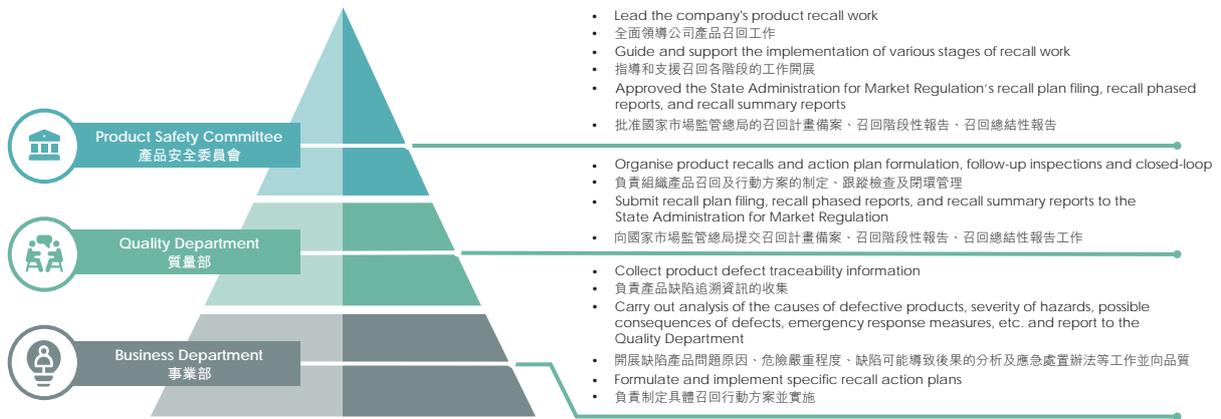
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Product Recall Management

The Group has established product traceability system, which facilitates the investigation, analysis, and confirmation of defective products. The Group strictly adheres to the national regulations, such as the “Interim Provisions on the Administration of Consumer Product Recalls”, the “Regulations on the Administration of Motor Vehicle Emission Recalls” and the “Regulations on the Administration of Defective Automobile Product Recalls”. The Group has developed sound recall mechanism and regulations for product recalls and market service activities, as well as product safety control procedures, clearly defining the recall management process. In the event of a need to recall defective products, we will halt the sale of such defective automobile products in accordance with the product recall process and conduct a product recall to ensure consumer safety. In the current year, the percentage of vehicles sold that required recall due to safety reasons is 0%.

產品召回管理

本集團已建立產品追溯系統，有利於缺陷產品的調查、分析及確認。本集團嚴格遵守國家頒發的《消費品召回管理暫行規定》、《機動車排放召回管理規定》、《缺陷汽車產品召回管理條例》等法律法規，並已制定健全的召回機制並《產品召回及市場服務活動管理規定》以及《產品安全控制程序》，明確召回管理流程。如出現需要召回缺陷產品的情況，我們將按照產品召回流程停止銷售該等缺陷汽車產品，並進行產品召回，以保障消費者的安全。本年度，已售車輛中因安全理由而須回收的百分比為0%。



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DRIVING TOWARDS GLOBALISATION: INNOVATION-DRIVEN, GREEN AND SUSTAINABLE

In recent years, innovation and sustainable development have become important drivers of the global economy. In this era of constant change and intense competition, countries around the world have realised that maintaining competitiveness and sustainability on the global stage can only be achieved through continuous innovation and adopting sustainable development models. Wuling Motors has consistently adhered to innovation and green sustainability as our core strategy, aiming to achieve the dual objectives of economic growth and environmental protection. Our products have frequently showcased the manufacturing capabilities of China on the international stage, effectively enhancing our international influence and accelerating our pace of being global. For example, Wuling's sightseeing buses, golf carts, and other products are heading towards overseas countries such as the United States, Japan, and Vietnam, and we have also secured orders from countries like Thailand and Australia.

駛向全球：創新驅動、綠色可持續

近年來，創新和可持續發展已成為全球經濟的重要驅動力。在這個不斷變化和競爭激烈的時代，各國紛紛意識到，只有通過不斷創新和採取可持續的發展模式，才能在全球舞台上保持競爭力 and 可持續性。而五菱汽車一直貫徹以創新和綠色可持續作為我們的核心戰略，力求實現經濟增長和環境保護的雙重目標，我們的產品近年來頻繁在國際舞台上展現中國製造實力，有效提升企業國際影響力，加快「走出去」步伐，例如五菱汽車的觀光車、高爾夫球車等產品正奔向美國、日本、越南等海外國家，還取得泰國、澳大利亞等國的訂單。



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Wuling Motors' new energy vehicle business has already established a presence in the three major economically developed markets of the United States, Japan, and Europe. The export model, with all three markets performing equally well, has successfully laid a solid foundation for global expansion of the Group's products. In the next step, we will actively expand our presence in overseas markets by establishing factories that focus on both product and technology exports. We will also engage in research and development to create more products that meet the specific demands of overseas markets. By collaborating with more international partners, we will continuously enhance our products' competitiveness in foreign markets, thereby laying a strong foundation for our global expansion efforts.

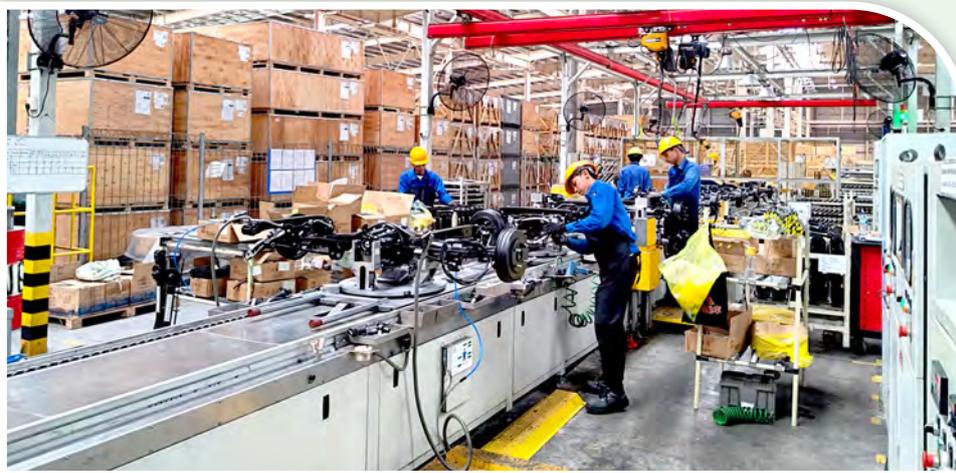
五菱汽車的新能源汽車業務已形成美國、日本及歐洲三大經濟發達市場，三駕馬車並駕齊驅的出口模式，成功為集團產品走向全球打下了良好的基礎。下一步，我們將積極佈局海外市場，建立從產品輸出到技術輸出的工廠，研發更多符合海外市場需求的產品，攜手更多海外合作夥伴，不斷提升產品海外競爭力，為全力出海打下堅實基礎。

Wuling Motor's Indonesian Company has been awarded the "Best Localisation Contribution Award"

五菱汽車印尼公司獲評「最佳本地化貢獻獎」

During SAIC-GM-Wuling's 2023 Supplier Conference, the Indonesian Company was awarded the "Best Localisation Contribution Award for 2022". The Company received high recognition from customers for its product quality and localised support services. Despite challenges such as the expiration of luxury tax Company and the continuous launch of new products by competitors in 2022, the Indonesian Company worked closely with SAIC-GM-Wuling Indonesia Company, ensuring zero delays in fulfilling orders throughout the year with its high-quality production capabilities. Through efficient communication and coordination, the Company accelerated the progress of localisation and successfully completed several designated localisation projects.

在上汽通用五菱二零二三年供貨商大會上，印尼公司獲評「二零二二年度最佳本地化貢獻獎」產品質量及本地化配套服務上得到客戶高度認可。二零二二年面對奢侈稅補貼到期、競品不斷推出新款產品等困難，印尼公司與上汽通用五菱印尼公司同舟共濟，始終以高質量的生產配套能力實現了全年訂單零延誤，以高效率的溝通協調加快推進本地化進展，完成了多項本地化新產品定點工作。



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TECHNOLOGICAL INNOVATION AND DIGITAL TRANSFORMATION

Facing the innovation and transformation in the global automotive industry, we actively seek breakthroughs while maintaining and developing our existing advantages in traditional components and engine businesses. Wuling Liuji was recognised as leading enterprise for technological innovation in the autonomous region this year. In recent years, the Group has dedicated efforts to transform traditional production into intelligent manufacturing by introducing new automation technologies.

The Office of the Leading Group for the Recognition and Management of National High-Tech Enterprises has announced the second batch of publicly disclosed names of high-tech enterprises in Guangxi Zhuang Autonomous Region for the 2023 recognition filing. Wuling New Energy, our associate, has been recognised as a high-tech enterprise. So far, the Group has a total of seven affiliated companies listed as national high-tech enterprises.

In the rapidly developing global automotive industry and the context of the “four new trends” in automobiles, Wuling Motors seizes the opportunity of new energy transformation, accelerates the development of the new energy vehicle industry, and gradually demonstrates its effectiveness. We have successfully developed core components for new energy vehicles, including electric drive axles, motor controls, hybrid power systems, and methanol engines. Our joint venture company, Wuling New Energy, has achieved outstanding results in product exports, with new energy commercial vehicles entering three major economically developed markets of the United States, Japan, and Europe, following an export model where all three markets perform equally well.

技術創新與數智化轉型

在面對全球汽車產業創新與變革，我們積極突圍、繼續保持和發展現有零部件和發動機優勢傳統業務。五菱柳機於本年度更獲評為自治區技術創新示範企業。近年，本集團致力於從傳統生產轉型智能化生產，引入新自動化技術。

全國高新技術企業認定管理工作領導小組辦公室公佈了廣西壯族自治區認定機構二零二三年認定報備的第二批高新技術企業備案公示名單，聯營公司五菱新能源通過高新技術企業認定。目前為止，集團共有7家所屬企業進入國家高新技術企業行列。

處在全球汽車產業鏈市場迅速發展以及汽車「新四化」背景下，五菱汽車搶抓新能源轉型機遇，加速發展新能源整車產業，成效逐步突顯，成功研製出電驅動橋、電機電控、混合動力系統、甲醇發動機等新能源汽車核心零部件產品。公司新能源業務的聯營公司五菱新能源公司在產品出口取得卓越的成績，新能源商用車已形成美國、日本、歐洲三大經濟發達市場，三駕馬車並駕齊驅的出口模式。



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Factory: Multiple Certifications From External Organisation

廠房備受矚目：多重外部機構認證

Research group visited our company to conduct special investigation on digital transformation

自治區工信廳調研組蒞臨我司開展數字化轉型專題調研

On 12 May, the Digital Transformation Research Group from the Guangxi Department of Industry and Information Technology visited Wuling Liuji for a special investigation. The research group visited the Company's museum and intelligent factory, gaining a detailed understanding of the Group's development history and the progress of its digital transformation. They also engaged in discussions with company representatives regarding common industry challenges.

廣西工信廳數字化轉型調研組在五月十二日到訪五菱柳機進行專題調研。調研組參觀了企業博物館和智能工廠，詳細瞭解了本集團的發展歷程以及數字化轉型升級情況，並與公司代表就行業普遍存在的問題展開了交流。

Wuling Liuji received high recognition for its digital transformation efforts. However, there are still some areas that require improvement, such as talent development and retention mechanisms, as well as data quality management. To address these issues, Wuling Liuji has implemented measures such as advancing the integration of information technology and industrialization and implementing projects to enhance digital efficiency. These initiatives have solidified the foundation for digital transformation and created favorable conditions for further upgrading and transformation, promoting the high-quality development of the Company.

五菱柳機在數字化轉型過程中取得了高度認可，但在人才培養和留用機制以及數據質量管理方面也存在一些不足。為解決這些問題，五菱柳機通過推進兩化融合體系升級和實施數字化效能提升項目等舉措，夯實了數字化轉型基礎，並為進一步的轉型升級創造了有利條件，促進了企業的高質量發展。

Data management further improved, Wuling Liuji obtains a national certification

數據管理再提升，五菱柳機通過一項國家認證

Wuling Liuji, a subsidiary of Wuling Motors, has obtained the Grade II certification of Data Management Capability Maturity (DCMM) from the China Electronics Information Industry Federation, as part of the eleventh batch. Production execution is a crucial part of a digital factory, and its digitisation is reflected in the interconnection between the Manufacturing Execution System (MES) and the application systems (PLM, ERP, WMS). Wuling Liuji has achieved integration among various application systems and built a data exchange integration platform, effectively avoiding the drawbacks of traditional manufacturing enterprises in terms of timely information transmission and synchronisation. This has significantly improved production efficiency.

五菱柳機獲得中國電子信息行業聯合會第十一批數據管理能力成熟度（DCMM）等級證書，通過了甲方受管理級（二級）認證。生產執行是數字化工廠的關鍵一環，這個環節的數字化，體現在製造執行系統（MES）與應用系統（PLM、ERP、WMS）之間的互聯互通上。五菱柳機通過各應用系統之間的集成、打造數據交互集成平台，有效避免了傳統製造企業無法及時傳遞、同步信息的弊端，大幅提高生產效率。

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“Digitisation” as new momentum for enterprise development 以「數智化」培育企業發展新動能

In the current year, Wuling Industrial has been included in the list of digital benchmark enterprises by the Autonomous Region State-owned Assets Supervision and Administration Commission. Wuling Industrial actively explores the application of digital technology through innovation and achieves successful transformation from traditional manufacturing to intelligent products, intelligent manufacturing, and digital services throughout the automotive lifecycle. This transition has yielded new achievements in the transformation and development of “industrial digitisation and digital industrialisation”.

本年度，五菱工業入圍自治區國資委的數字化標桿企業名單。五菱工業積極探索數字技術的應用創新和成果轉化，加速從傳統製造領域向圍繞汽車全生命週期的智能產品、智能製造與數字化服務領域轉型，在「產業數字化、數字產業化」轉型發展取得新成效。



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TECHNOLOGICAL INNOVATION LEADS TO THE REVOLUTION OF PRODUCTION PROCESSES 技術創新引領生產環節革新

First domestically-developed production line for hot gas expansion forming of ultra-high-strength steel pipes 國內首條超高強度鋼管熱氣脹成型生產線

Wuling Industrial has constructed the first domestic production line for hot gas expansion forming of ultra-high-strength steel pipes. It is the first project in Guangxi to be competitively awarded the Ministry of Industry and Information Technology's research topic "Advanced CNC Machine Tools and Basic Manufacturing Equipment". This project addresses the challenging issues faced by the automotive industry, such as meeting safety regulations (e.g., side impact) and vehicle lightweighting, thus filling a gap in the domestic market.

五菱工業建成的國內首條超高強度鋼管熱氣脹成型生產線，是廣西首家通過競爭方式獲得的國家工信部科研揭榜課題《高檔數控機床與基礎製造裝備》項目，解決汽車安全法規要求（偏側碰撞等）和車輛輕量化等行業「卡脖子」難題，填補了國內空白。

The production line provides customers with high-strength, high-safety, lightweight, and easily customisable product solutions, aligning with the trends of environmental protection, energy efficiency, low carbon, and safety. This year, the production line has taken on more than ten types of hot gas expansion products for multiple automobile manufacturers. It is utilised in a well-known domestic brand's million-level SUV model. This achievement signifies the independent mass production of critical components for high-end models of Chinese domestic brands.

該產線給客戶提供了高強度、高安全性、高輕量化、超便易設計的產品方案，順應環保、節能、低碳、安全的時代發展潮流。今年，該產線承接多個整車企業共十餘種熱氣脹產品，搭載國內某知名品牌百萬級SUV車型，實現中國自主品牌高端車型關鍵零部件的自主批量配套。

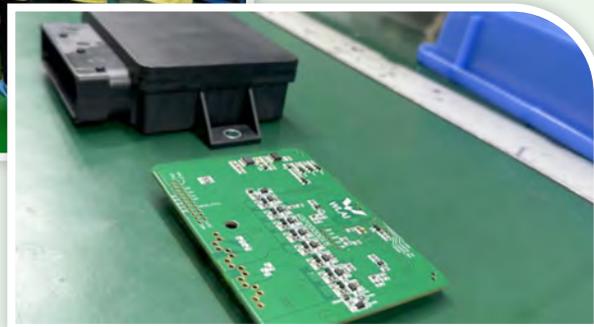


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Full-stack self-development; Localisation of core key components 全棧自研開發，核心關鍵部件國產化

Currently, the EPB controller has passed bench basic tests and durability tests, and has been successfully integrated into multiple vehicle models for validation. Its functionality and performance meet the design specifications, receiving consistent recognition from customers. The parking brake performance of the EPB controller exceeds regulatory requirements. Additionally, this EPB controller demonstrates strong driving capability, low static power consumption, and long service life, meeting the 15-year or 250,000-kilometer lifespan requirements for vehicles. It can be applied to various vehicle types, including passenger cars, commercial vehicles, and special-purpose vehicles.

目前，EPB控制器已通過台架基礎試驗、台架耐久試驗，並已成功搭載多款車型驗證，功能及性能均符合設計的規格，獲得了客戶的一致認可，其駐車制動性能遠高於法規要求。此外，該款EPB控制器驅動能力強，靜態功耗低，使用壽命長，滿足整車15年或25萬公里使用壽命，可用於乘用車、商用車、特種車等不同車型。



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THE NEW PRODUCT HAS ACHIEVED VARIOUS TECHNOLOGICAL BREAKTHROUGHS 新產品實現各種技術突破

Wuling Industrial and Gaoxin Xing Robotics join hands to create the “Technology-Driven Policing” comprehensive solution 五菱工業與高新興機器人，攜手打造「科技興警」綜合解決方案

Wuling Industrial and Gaoxin Xing Robotics have further established a long-term, close, and mutually beneficial strategic partnership. Building upon the foundation of next-generation intelligent patrol vehicle products, they are jointly developing and exploring new areas in the law enforcement equipment market. By combining “new energy + intelligence + city-level information platforms”, they are creating comprehensive “City Scanner” solution.

五菱工業與高新興機器人進一步建立長期、緊密和共贏的戰略合作夥伴關係，在新一代智能巡邏車產品領域基礎上，聯合開發、共同開拓警務裝備市場新領域，通過「新能源+智慧化+城市級別信息平台」的結合打造「城市掃描儀」綜合解決方案。

Leveraging the strengths of Gaoxin Xing Robotics in smart driving kits, intelligent devices, intelligent debugging, and product operation cloud platforms, they are conducting joint upgrades and modifications with AI technology on Wuling Motors’ existing patrol cars, fire trucks, and intelligent driving control chassis. This collaboration will result in the introduction of AI patrol cars, intelligent driving training vehicles, and other products, contributing to the “Technology Empowered Policing” initiative by providing robust law enforcement equipment and developing a full range of AI smart vehicles.

結合高新興機器人在智慧駕駛套件、智能化裝置、智能化調試和產品運營雲平台等方面優勢，對五菱工業現有巡邏車、消防車、智慧駕駛線控底盤等車型車輛上進行AI技術的聯合升級改造，推出AI巡邏車、智能駕駛教學車等產品，為「科技興警」提供有力的興警裝備、打造全系列AI智能車輛貢獻力量。



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Wuling Space Capsule 五菱太空艙

“Wuling Space Capsule” is an autonomously developed unmanned mobile cloud cabin by our Group, which has been officially put into operation. The vehicle body is made of carbon fiber to ensure both rigidity and strength while maximising weight reduction. The Wuling Space Capsule offers strong scalability, high computing power, and low power consumption. It also features functions such as remote monitoring, automatic parking, wireless charging, and solar charging.

五菱太空艙為本集團自主研發的無人駕駛移動雲艙，並已正式投入運營使用。車身採用全碳纖維，兼顧剛度與強度，且最大化減輕車身重量。五菱太空艙既擁有強擴展、高算力、低功耗等優點，還具備著遠程監控、自動泊車、無線充電和太陽能充電等功能。

The developed Wuling Space Capsule serves as hospitality vehicle for our customers to entertain visitors. It is equipped with applications such as internal environment monitoring, video surveillance, and intelligent material transportation. Our customers' production data, process equipment, and energy usage information are integrated into the vehicle's internal system. This not only provides visitors with high-quality visiting experience but also promotes green and intelligent production.

是次研發之五菱太空艙可供我們的客戶招待訪客，車內亦搭載內部環境監測、視頻安全監控和智能物料運輸等應用，我們客戶的生產數據、工藝設備和能源使用情況等也植入到車輛內部系統，助我們的客戶提供訪客優質參觀體驗的同時，兼顧綠色智能生產。

The Wuling Space Capsule is equipped with our Group's developed intelligent driving system. We have successfully developed key technologies for whole-vehicle chassis control, intelligent driving systems, and intelligent connected vehicle testing and evaluation systems. Our research on intelligent driving technology for electric sightseeing vehicles, a major scientific and technological project, has resulted in more than 10 invention patents and achievements. It was awarded the Second Prize of the Guangxi Science and Technology Invention Award in 2020.

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



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CONSUMER RIGHTS PROTECTION (CUSTOMER FEEDBACK, PRIVACY PROTECTION, RESPONSIBLE MARKETING)

消費者權益保護(客戶意見、隱私保護、負責任營銷)

Value Customer Feedback

重視客戶意見

This Group values customer satisfaction, and therefore, collecting customer feedback is crucial for understanding their level of satisfaction. We have established after-sales service management procedures, regulations for feedback on after-sales service quality, and customer complaint handling process. We hold weekly meetings to address quality issues reported by customers and to standardise our after-sales service quality. Additionally, we have set up frontline service stations to gather customer opinions on product design, product quality, and after-sales service, and we collect feedback from end customers through automotive dealerships. We also welcome customers to provide improvement suggestions and feedback through phone calls, letters, or emails. The after-sales department analyses and handles the collected customer feedback and responds to customers promptly. Furthermore, valuable suggestions and information will be reported to relevant departments to assist in formulating corrective measures.

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

To ensure that customers receive high-level service, the Group has established customer service hotline and vast service network in China to provide pre-sales, after-sales, complaint handling, and consultation services. They serve as important bridges for communication between the Group and customers. Moreover, the Group implements standardised, professional, and standardised management for external information disclosure. Furthermore, the Group continuously improves its after-sales service by planning training programs, adjusting based on market performance, sales weaknesses, and service manager areas. Regular training is provided to after-sales service personnel, such as technical training to address charging issues in a specific vehicle series, aiming to enhance the overall after-sales service quality. In the current year, the Group has not received any significant complaints regarding products or services.

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

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Customer Rights

This Group attaches great importance to safeguarding data and privacy for all parties involved and strictly requires employees to comply with confidentiality policies. Without written permission from the Group, employees are prohibited from disclosing any secrets or confidential data related to the Group's operations, transactions, management, and technology in any form. This includes customer data, drawings, physical products, images, and more. To effectively protect the Group's confidential and customer data, colleagues in positions involving sensitive data are required to sign confidentiality agreements, committing not to disclose any confidential data to third parties. Additionally, the Group has demonstrated excellent performance in combating cyber attacks. The Group participated in practical exercises on network security attacks and defenses organised by the Cybersecurity Brigade of the Autonomous Region Public Security Department and the Network Security Defense Team of the Liuzhou Public Security Bureau. They achieved an outstanding score, demonstrating their strength in maintaining network security.

The Group also regulates advertising content and strictly complies with relevant laws and regulations such as the "Advertising Law of the People's Republic of China." Advertisements undergo rigorous review to ensure that there is no misleading, false, or infringing content.

GREEN SUPPLY CHAIN

In order to identify environmental and social risks in the supply chain and enforce strict performance standards for suppliers, the Group has developed a set of standards for compliance by cooperating suppliers. The stability and consistency of the supply process are continuously evaluated, and the quality of products is monitored. Suppliers with internationally recognised certifications related to environmental and social risk management are given priority, including ISO 14001 Environmental Management System certification and ISO 26000 Social Responsibility Guidance. During the bidding and acceptance process, the environmental performance of suppliers is also assessed, and requirements related to environmental protection and energy conservation are imposed. In cases where suppliers do not meet the relevant standards and legal regulations, active discussions and improvement activities are conducted. If

客戶權益

本集團重視保障各方數據和私隱，因此嚴格要求員工遵守保密制度。未經本集團的書面許可下，員工不得以任何形式披露任何有關本集團經營、交易、管理及技術方面的秘密或機密數據，包括客戶數據、圖紙、產品實物和圖片等等。為有效保障本集團機密及客戶數據，從事接觸敏感數據崗位的同事需簽訂保密協議，承諾不會向第三方洩露任何本集團機密數據。此外，本集團在對抗網絡攻擊上亦有出色的表現。本集團參與自治區公安廳網安總隊和柳州市公安局網絡安全保衛支隊舉辦的網絡安全攻防實戰演習，且取得滿分的優異成績，證明了在維護網絡安全上的實力。

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

綠色供應鏈

為了識別供應鏈中的環境及社會風險並嚴格規範供貨商的表現，本集團制訂了一套標準予合作供貨商遵守，並持續評估供應過程的穩定性和一致性及監控產品的質量狀況。我們優先考慮具有環境及社會風險管理相關國際認可標準認證的供貨商，包括ISO14001環境管理體系認證、ISO26000社會責任指引等。於招標、驗收等環節，我們亦會考核供貨商環境方面的表現，提出環保節能等方面的要求。當出現供貨商不符合相關標準及法律法規的情況，我們會主動與供貨商進行質量研討和提升活動，若未能有效解決問題，我們將終止



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the issues cannot be effectively resolved, cooperation with the supplier will be terminated. For example, if a supplier loses its safety permit, we will cease using their services. Additionally, during the collaboration with suppliers, monthly or quarterly evaluations are conducted, along with an annual comprehensive performance assessment, to ensure that the quality of the Group's products is not affected by the quality of the suppliers' products.

Furthermore, the Group integrates environmental protection concepts into supply chain management and procurement. To this end, the Group has established relevant management regulations such as the "Procurement Supplier Safety and Environmental Management Regulations", "Contractor Safety and Environmental Management Regulations", "Business Outsourcing Safety and Environmental Management Regulations" and "Leasing Safety and Environmental Management Regulations", supporting the Group's energy, environmental, and occupational health and safety management systems. In the procurement process, priority is given to suppliers located closer in proximity to reduce carbon footprint during transportation. While meeting production requirements, considerations are given to selecting products with lower environmental impact, such as those with energy efficiency labels, minimal packaging, or recyclable materials. Simultaneously, the use of environmentally friendly packaging materials is promoted, and employees are encouraged to pay attention to product shelf life and prioritise the use of products purchased earlier to avoid unnecessary waste.

與其合作。例如，任何供貨商一旦失去安全許可證，我們將停止使用該供貨商。另外，本集團與供貨商合作期間會對供貨商進行月度或季度評價，並於每年進行一次綜合表現評估，以確保本集團的產品不受供貨商的產品質量影響。

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

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Supplier Localisation 供應商本地化轉移

The Group has been committed to reducing various carbon emissions in the industrial chain, and the carbon emissions generated by suppliers during transportation are also one of our focuses. Therefore, our procurement center actively implements various emission reduction measures in supplier development and management, with particular emphasis on supplier localisation. Supplier localisation refers to the process of shifting production or manufacturing activities within the supply chain from one region or country to another. Through this approach, we can reduce carbon emissions generated by long-distance transportation.

本集團一直致力於減少產業鏈各種的碳排放，供貨商在運輸中產生的碳排放亦是我們的方向之一，因此，我們的採購中心積極在供應商開發與管理中實施各種減排措施，而供應商本地化轉移方面的重點工作。本地化轉移是指將供應鏈中的生產或製造活動從一個地區或國家轉移到另一個地區或國家。透過這種方式，我們可以減少長途運輸所產生的碳排放量。

To achieve supplier localisation, we have taken the following steps:

為了實現供應商本地化轉移，我們採取了以下幾個步驟：

Assessing the supply chain: We first conduct comprehensive assessment of our supply chain, understanding the location of each supplier and their role in value chain. This helps us identify which supplier transfers would have the most significant impact on reducing carbon emissions.

評估供應鏈：我們首先對我們的供應鏈進行全面評估，了解每個供應商的位置以及他們在產業鏈上的角色。這有助於我們確定哪些供應商的轉移對於減少碳排放最有影響力。

Identifying localisation potential: Based on the assessment results, and without compromising product quality and delivery, we develop suppliers with localisation potential. These suppliers may be located in our own country or region or in closer proximity to our manufacturing facilities.

確定本地化潛力：基於評估結果，並在不影響產品的質量及交付期下，開發具有本地化潛力的供應商。這些供應商可能位於我們的國家或地區，或者是在距離我們的廠房較近的地方。

Monitoring and evaluation: Once suppliers have completed the localisation transfer, we continuously monitor their operations to ensure their products and services meet our quality requirements and align with our carbon targets. We collaborate with suppliers to conduct regular performance evaluations and provide necessary support and guidance.

監控和評估：一旦供應商完成了本地化轉移，我們將持續監控他們的運營，確保他們的產品與服務符合我們的質量要求，並且與我們的碳目標保持一致。我們與供貨商合作，定期評估他們的績效，並提供必要的支持和建議。

Through supplier localisation, our goal is to reduce carbon emissions upstream in our entire value chain while promoting sustainable development. This not only helps reduce environmental impact but also improves supply chain resilience and reliability, lowering operational costs and risks. We will continue to make greater strides on the path of sustainable development.

通過供貨商本地化轉移，我們的目標是減少我們整個產業鏈上游的碳排放，同時促進可持續發展。這不僅有助於減少對環境的影響，還有助於提高供應鏈的彈性和可靠性，降低運營成本與風險。我們將繼續努力，在可持續發展的路上邁出更大的步伐。



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RESPONSIBLE PROCUREMENT

The Group continues to work on improving and innovating in the supply chain, providing a platform for suppliers to showcase their improvement achievements and guiding them to transition from passive to proactive improvement. The aim is to shift from extensive management to refined management, eliminate waste in the supply chain, and reduce overall supply chain costs. The Group actively responds to the national “dual carbon” policy and has initiated the construction of an electronic contract platform. This project is steadily progressing, and once the electronic contract platform is successfully operational, it will effectively improve the efficiency of business cooperation between the Group and suppliers. Additionally, electronic contracts replacing paper contracts can significantly reduce paper usage, contributing to environmental protection and supporting the achievement of carbon peaking and carbon neutrality goals.

To further ensure the health and safety of employees in both the Group and its suppliers, we require suppliers to sign a “Supplier Safety and Environmental Management Agreement” in accordance with the “People’s Republic of China Law on Production Safety”, “People’s Republic of China Fire Protection Law”, “People’s Republic of China Environmental Protection Law” and other relevant laws and regulations on safety and environmental management. This agreement clarifies the responsibilities and obligations of both parties in health, safety, and environmental management.

責任採購

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

為了進一步保障本集團以及供應商的員工健康與安全，我們根據《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國環境保護法》及安全環保管理相關法律、法規規定，要求供應商簽訂《供應商安全環保管理協議》，以明確雙方健康安全環保管理職責和責任。

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People Management 人員管理

Operators need to hold valid certificates to operate or work. Suppliers need to ensure that operators have received safety training for various types of work and special operations, and strictly prevent personal injuries caused by non-compliance with qualifications.

作業人員需要持有效證件操作或上崗，供應商需要確保作業人員已經過各工種及專項操作安全培訓，嚴格杜絕因資歷不合規而導致的人員傷害。

Operation Safety Management 作業安全管理

Suppliers must abide by the management regulations on personal labour protection equipment to ensure personal safety, and strictly implement the management regulations on flammable, explosive, toxic and hazardous goods, etc. to ensure the safe operation of equipment and tools.

供應商必須遵守個人勞動防護用品管理規定保障人身安全，並嚴格執行易燃、易爆、有毒有害等危險品的管理規定，保證設備工具安全操作。

Fire Safety Management 消防安全管理

Suppliers need to train and educate their staff on laws, regulations, rules and technical knowledge related to safety, fire protection and environmental protection, and conduct regular inspections. Any safety hazards discovered must be rectified within a time limit.

供應商需要對其工作人員進行開展安全、消防與環保相關法律法規、規章制度和技術知識等培訓教育，並進行經常性檢查，對發現的安全隱患，必須在限期內完成整改。

In addition, the Group emphasises the integrity and honesty building of suppliers and requires all suppliers to sign the “Integrity and Honesty Agreement”. This ensures that the Group’s suppliers adhere to the principles of legality, fairness, and integrity, and prohibits any form of illegal or disciplinary behavior. In the current year, 100% of suppliers have signed the “Integrity and Honesty Agreement”.

另外，本集團重視供貨商的廉潔誠信建設，要求所有供貨商簽署《廉潔誠信協議》，確保本集團的供貨商堅持守法、公平和誠信原則，禁止各種違法違紀行為。本年度簽署《廉潔誠信協議》的供貨商為100%。

PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

Employees are valuable assets to the group. Therefore, the group values the rights and benefits of its employees. It is committed to attracting and retaining talent by providing employees with excellent job opportunities, ideal career advancement programs, competitive compensation packages, and harmonious work environment.

ADHERING TO INTERNATIONAL LABOR ORGANISATION CONVENTIONS

The Group strictly adheres to employment-related laws and regulations in the People's Republic of China, such as the Labor Law, the Labor Contract Law, and the Regulations on the Prohibition of Child Labor. We have developed and implemented internal systems concerning employee recruitment and departure to manage the hiring and employment of our staff. We establish an annual recruitment plan based on our manpower needs and assess the qualifications of internal and external candidates in terms of product knowledge, technical skills, and education. We ensure equal employment opportunities without regard to gender, race, or religious beliefs.

Upon an employee's entry into the company, we enter into a labor contract after mutual consultation and conduct identity verification. We strictly prohibit the use of child labor or forced labor. If any instances of child labor or forced labor are discovered, immediate action will be taken to cease the employment and conduct an investigation to identify any loopholes and prevent future occurrences. When an employee submits a notice of resignation, our human resources department conducts an exit interview to understand the reasons for the employee's departure and gather suggestions for continuous improvement within the Group.

We have established Employee Relations Control Procedure that defines the basic requirements and procedures for employee relationship management within our human resources department. It covers areas such as collective contracts, labor relations management, employee incentive management, internal communication management, conflict management, and disciplinary management. Additionally, we have supplementary documents that provide further details on various employee-related matters. For more information, please refer to the "List of Policies on Environmental, Social, and Governance Issues" section.

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

遵守國際勞工組織公約

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《禁止使用童工規定》等僱傭相關的法律法規，制定及實施有關員工招聘及離職的內部制度，以對員工進行錄用及管理。我們按照人力需求制定年度招聘計劃，並按照內外求職者的知識、技術技能、學歷等方面評定其職業資格，保障其享有平等的受聘機會，不受性別、種族或宗教信仰等因素影響。

於員工入職時，我們經雙方協商後簽訂勞動合同，並對其進行身份審查，絕不容許聘用任何童工或強制勞工。若發現童工或強制勞工，本集團將立即停止其工作，並展開調查以識別漏洞，防止事件再次發生。當接獲員工離職通知時，人力資源部會與其進行離職面談，瞭解員工離職的原因及對本集團的建議，作為本集團持續改進的參考。

本集團制定了《員工關係控制程序》，對人力資源中員工關係管理中的基本要求和程序進行了規定，涵蓋建立集體合同、勞動關係管理、員工激勵管理、員工的內部溝通管理、員工的衝突管理、員工的紀律管理等內容，並附以多個支持性文件對員工制度相關各類事宜進行補充和完善（詳細內容請參考章節「環境、社會及管治相關議題政策清單」）。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

OPTIMISING SALARY AND BENEFITS AND ESTABLISHING HARMONIOUS LABOR-MANAGEMENT RELATIONS

To retain top talent and motivate employee performance, the Group has implemented a series of internal policies and procedures for salary distribution, job grading, and employee performance management. These include the “Salary Management System”, “Salary Management Control Procedures”, “Performance Management Measures”, “Employee Performance Management Control Procedures”, “Special Award Management Measures” and supporting documents, providing employees with competitive compensation. Employee compensation consists of two parts: base salary and performance-based pay. The base salary is stable remuneration for labor, while performance-based pay is determined by factors such as business performance, departmental achievements, and individual output. Additionally, we conduct annual performance evaluations that are open, fair, and impartial. The assessment results are combined with incentives, training, and career advancement opportunities to enhance employee proactivity. The Group also provides year-end bonuses to recognise employees’ contributions throughout the year.

The Group recognises the benefits of work-life balance for employees and, in accordance with the law, arranges work schedules based on the nature of different positions. This may include standard working hours, flexible working hours, or comprehensive calculation of working hours. We also provide vacation benefits to ensure employees have sufficient rest. If employees are required to work overtime due to the Company’s operational needs, they will receive compensatory time off or overtime pay in accordance with national regulations. We also comply with relevant laws and regulations on social insurance and housing provident fund contributions. Additionally, the Group provides additional corporate pensions for employees.

The Group cares about employee well-being and has established a series of employee care programs to assist in their personal and professional development, thereby maintaining strong and healthy workforce.

優化薪資福利與建立和諧勞資關係

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

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

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



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

Wuling's International Women's Day Events 五菱汽車三八婦女節活動



To support business expansion and care for our employees, the Group continuously enhances its logistical support facilities. For example, in the industrial park area of Liuzhou, which is far from the city center, we lease public rental housing or dormitories and provide furniture, appliances, and other supporting facilities to address employees' concerns. We also provide accommodation for single employees. For employees working in newly established industrial parks in Chongqing and Liuzhou, which are far from the city center, we offer shuttle buses for commuting to ensure their convenience and safety.

This year, the Wuling Industrial Union organised Spring Festival activities and distributed welfare items to its members, such as cured meat, peanut oil, and dried mushrooms. During the summer, each branch's labor union organised various comforting activities, including providing refreshing food and beverages. The Group's labor union also allocated funds for heatstroke prevention and cooling activities in Shandong Branch and Chongqing Zhuotong, expressing gratitude for the hard work of frontline employees.

為配合業務之拓展及對員工之關懷，本集團不斷完善後勤保障設施，如在柳州距離市中心較遠的工業園區域承租公租房或宿舍，配置傢俱家電等配套設施，解決員工的後顧之憂，為單身員工提供住宿。我們亦為在重慶、柳州距市中心較遠之新設工業園區工作的員工提供上下班通勤車，以方便員工上下班及保障員工安全。

本年度，五菱工業工會開展了春節活動，發放會員慰問品，例如臘肉、花生油和干菇。在本年度夏天，各分公司工會均提供不同慰問活動，其中包括送上消暑食物及飲料。集團工會亦撥款予山東分公司及重慶卓通的防暑降溫慰問活動，感謝一線職工們的辛勞付出。

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The Group encourages employees to pursue a balanced lifestyle between work and personal life. Therefore, we provide platforms for communication among employees and organise diverse cultural and sports activities. These include team photo shoots, birthday celebrations with birthday cakes, and other events aimed at promoting harmonious workplace and showcasing the Company's spirit. We also held various employee sports activities this year to foster a sense of belonging to the Group through physical exercise.

In addition to organising activities, we value employees' opinions. Through an employee feedback system, we understand and plan to address every concern raised by employees, aiming to provide a higher quality and more comfortable working environment. For example, we have constructed rainproof shelters for parking and upgraded the smoke exhaust system in the welding area.

We have also established the Wuling Care Fund through our affiliated labor unions to provide financial assistance to employees in urgent and special difficulties. Every year on Children's Day, we distribute red packets to the only child of each employee, providing them with a small amount of pocket money for educational materials, medical products, and other daily necessities, showing our care for employees' children. Additionally, the Group has established a dedicated rest area for female employees in the Technical Center, providing them with a private, sanitary, and safe space. The Technical Center's female employee care room has successfully passed the on-site inspection and evaluation by the working group of the Liuzhou General Federation of Trade Unions, earning the title of "Two-Star" Female Employee Care Room from the Liuzhou General Federation of Trade Unions and enjoying financial subsidies.

本集團鼓勵員工追求生活與工作平衡的生活模式，因此我們為員工搭建交流平台，籌辦豐富的文體活動，例如舉辦團隊拍攝活動、員工生日發放生日蛋糕等，致力促進職場和諧，展現企業精神。我們亦於本年度舉辦各類職工體育活動，讓員工於運動的同時，增加對集團的歸屬感。

除了舉辦各種活動外，我們亦重視員工的意見，透過員工心聲牆，瞭解及計劃解決員工的每一個問題，希望提供更優質、更舒適的工作環境給員工，例如搭建停車防雨棚、升級改造焊接區域排煙系統等。

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



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In order to enhance the dining experience for employees, we have carried out renovation work at the cafeteria, increasing the food supply and strengthening the assessment and management of catering suppliers to ensure food quality. The ceilings and walls of the employee cafeteria are currently damaged to varying degrees. We have completed the renovation of the employee cafeteria, including the replacement of integrated tables and chairs, installation of new air conditioning, ceiling reconstruction, wall renovation, floor tile replacement, and adjustment of the recycling area location, to ensure a satisfactory and safe dining experience for employees.

Furthermore, we have established a mini-supermarket within the cafeteria to provide comfortable dining experience for employees. We also periodically introduce new items in the cafeterias and supervise suppliers to prepare a “weekly menu” to provide employees with a variety of dishes throughout the workweek. We have also implemented self-service ordering system for employees who prefer to choose their own meals. In addition, we have opened a mini-supermarket and takeaway point in the Company’s main building and successfully developed a supply point with Lianhua Supermarket to meet employees’ daily consumption needs.

We have strengthened the assessment and management of catering suppliers and conducted visits and exchanges with other companies such as Dongfeng Liuzhou. We have developed an “Improvement and Enhancement Plan for Catering Management” to standardise supplier management, meal supply management, daily supervision and inspection, complaint handling, and response procedures. To address retail pricing issues, we reevaluate and review the prices of small commodities based on supermarket prices. To address issues of insufficient portion sizes and food hygiene, we conduct regular inspections and assessments.

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

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

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



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EMPLOYEE OCCUPATIONAL HEALTH AND SAFETY

Health and safety are of paramount importance to our Group's operations. Therefore, we strictly adhere to relevant laws, regulations, and industry standards related to occupational health and safety, such as the "People's Republic of China Production Safety Law", the "People's Republic of China Law on the Prevention and Control of Occupational Diseases" and the "Basic Specifications for Enterprise Safety Production standardisation." We regularly review the compliance of these regulations and adhere to the requirements of the ISO 45001:2008 Occupational Health and Safety Management System international standard and the Occupational Health and Safety Management System requirements (GB/T45001-2020). We have established a robust management system for occupational health and safety, aiming to achieve the highest standards of occupational health and safety in the workplace.

Building upon this foundation, our group has developed the "Occupational Health and Safety Management Manual," which clearly outlines the occupational health and safety management policy, continuous improvement of occupational health and safety performance, achievement of occupational health and safety objectives, compliance with legal and regulatory requirements, and identification of the Company's occupational health and safety management structure and functions, among other aspects.

員工職業健康與安全

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

在此基礎之上，本集團制定了《職業健康安全管理手冊》，對職業健康安全管理方針；持續改進職業健康安全績效，實現職業健康安全目標；滿足法律法規要求和其他要求；確定公司職業健康安全管理結構和職能等內容進行了逐一明確。

Innovating approaches and establishing safety experience training centres

創新方式，建設安全體驗式培訓中心

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

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

Focus on eliminating major dangerous sources

集中攻堅，消除重大危險源

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

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

Strengthening promotion and improving the Company's occupational health

加強宣貫，提高公司職業健康水準

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

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

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A panel of experts from the Liuzhou Municipal Health Commission conducted a research visit to our company

柳州市衛生健康委專家組到公司開展調研

The Group continues to increase the rectification efforts and endeavour to do a good job in the prevention and control of occupational disease hazards. In July 2023, the expert group from the Liuzhou Municipal Health Commission conducted research on the special governance of occupational disease hazards at Wuling Liuji. In order to cooperate with the prevention and control of occupational hazards in Liuzhou City, the Group carried out special rectification for the main occupational disease hazards, supervised the occupational health examinations and health monitoring of enterprise employees, and supervised the correct wearing of labor protection articles by employees according to requirements. The expert group highly appreciated the measures taken by the Group to reduce workplace noise, such as using robots for automatic fetching, cleaning, and blowing operations, affirming the Group's efforts to ensure the occupational safety of employees.

本集團持續加大整改力度，努力做好公司職業病危害防治工作，柳州市衛生健康委員會專家組於二零二三年七月到五菱柳機進行調研職業病危害專項治理工作。為了配合柳州市職業病危害防治工作，集團針對主要的職業病危害因進行專項整治，監督做好企業員工職業病體檢和健康監護工作，以及監督崗位員工按要求正確穿戴勞保用品。專家組對集團採取降低崗位噪音的措施表示高度認可，比如使用機器人自動取件、自動清洗和吹屑等作業，以此肯定集團對保障員工職業安全的努力。

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

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



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

During the Year, we continued to promote the work of “Three Simultaneities”¹, “Five Simultaneities”² and “Four Prohibition”³ to achieve the dual prevention mechanism⁴. During the year, the Group launched the occupational disease prevention and control week which providing training on theoretical and practical exercises and on-site first aid knowledge for operators to complement the lack of knowledge on occupational disease protection.

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

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

¹ Three Simultaneities representing the safety facilities for new construction, reconstruction and expansion projects, which must be designed, built and commissioned together with the principal part of a project.

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

² Five Simultaneities representing safety work must also be taken into account when planning, arranging, inspecting, summarising and evaluating production work.

五同時指進行計劃、佈置、檢查、總結、評比生產工作時，必須同時考慮安全工作。

³ Four Prohibition represents prohibition on incomplete cause investigation, incomplete disciplinary action for responsible staff member, incomplete rectification measures and incomplete training for relevant staff member.

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

⁴ The dual prevention mechanism is the dual prevention of full- risk hierarchical management and hidden danger screening

雙重預防機制即全風險分級管控和隱患排查治理雙重預防



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

Successfully Upgraded! Shandong Branch has been awarded the title of “Shandong Provincial Health Enterprise of the Year 2023“

順利升級！山東分公司獲評「2023年度山東省級健康企業」

During the Reporting Period, Shandong Branch, a branch company of Wuling Industrial, achieved a score of 1,006 out of 1,100 in the evaluation conducted by nine departments, including the Shandong Provincial Health Commission, the Provincial Department of Industry and Information Technology, and the Provincial Department of Ecology and Environment. As a result, it has been awarded the title of “Shandong Provincial Health Enterprise”.

五菱工業所屬山東分公司在報告期內由山東省衛健委、省工信廳、省生態環境廳等九部門聯合開展的省級健康企業評估工作中獲得1,006分(滿分1,100分)，獲得省級健康企業稱號。

The evaluation expert group carefully reviewed the detailed reports on the construction of the health enterprise by Shandong Branch. They conducted on-site assessments and provided guidance on various areas, including the workshop, the mommy room, the psychological counselling room, the health experience center, and the library. In addition to giving an excellent rating, the expert group also provided recommendations for subsequent improvement and areas of enhancement.

考評專家組聽取了山東分公司健康企業建設情況詳細匯報，按照評審細則對公司車間現場、媽咪小屋、心理諮詢室、健康體驗館、圖書室等場所進行了實地評估和指導，給出優秀的評分之外也提出了後續整改建議及提高方向。

In the next steps, Shandong Branch will continue to implement the promotion of the health enterprise. It will continuously improve management systems and related supporting facilities, effectively enhance the working and living environment for employees, and promote a sense of job satisfaction. Simultaneously, the branch will foster positive and proactive corporate health culture to achieve harmonious development between enterprise construction and public health.

下一步，山東分公司將繼續落實健康企業提升工作，不斷完善各項管理制度及相關配套設施，有效改善員工工作和生活環境，提升工作幸福感。同時打造積極向上的企業健康文化，實現企業建設與公共健康協調發展。

The Group has introduced automation equipment into the production process, including nearly a thousand robots, with the automation rate in some areas exceeding 60%, aiming to enhance product quality. We utilise robots to handle parts in the stamping automation line, perform automatic welding in the welding line, and carry out automated spraying in the coating process, thereby reducing the risks of injury and exposure to toxic substances for employees during handling, welding, and spraying processes. The introduction of automation equipment effectively reduces quality issues caused by human error or negligence, ensuring product quality and improving production stability, consistency, and efficiency.

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



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

During the Year, the Group finished the setting up of mutual assurance for employees of 2023, this assurance ensures the safety and health of employees, providing employees with better medical care.

本集團已於本年度辦結二零二三年度之職工互助保障，該職工互助保障確保了員工的健康與安全，給予員工更好的醫療保障。

ATTRACTING HIGH-QUALITY TALENT AND PROVIDING A BETTER DEVELOPMENT PLATFORM

吸納優質人才與提供更好的發展平台

The Group has always adhered to the principles of attracting, cultivating, and retaining high-quality talent, striving to create a conducive career development platform and upward path for employees, and establishing a talent pool and skills training system. The Group has promulgated and implemented the "Employee Career Development Management Control Procedure", along with supporting documents that provide institutional references for the basic principles, development channels, and management processes of employee career development within the Group. This is done to support employees in unleashing their potential and achieving their career development goals. Additionally, the Group has undertaken seven major initiatives to support career development and skills enhancement, ensuring that the policies are put into practice.

本集團始終堅持吸納、培養、保留優質人才，努力營造有利於員工的職業發展平台和上升路徑，打造人才梯隊、技能培訓的體系。本集團頒佈並實施了《員工職業發展管理控制程序》，並附帶相關支持性文件，對集團員工職業發展的基本原則、發展信道和管理流程等給出制度參照，以支持員工發揮潛能，實現職業發展目標。此外，集團開展了七大工程以支持所述各項職業發展和技能提升，並確保政策能夠付諸實踐。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

Seven Major Projects 七大工程

Master Leader, Team Building 大師引領，梯隊建設

1

The Group is an outstanding contributor to national skill talent development, leading a pyramid-shaped talent structure with national skill masters.

為全國技能人才培养突出貢獻單位，以國家級技能大師引領金字塔型人才隊伍結構。

Industrial-Educational Integration, Collaborative Education 產教融合，聯合育人

3

We focus on cultivating high-skilled talents in industries with a shortage of skilled workers, collaborate with schools to promote cooperation between industry, academia, and research in talent development and fostering an organic connection between education, talent, industry, and innovation.

積極聚焦產業緊缺高技能人才培養，校企共建智慧製造產業學院、智慧汽車產業學院，推動校企人才培養與產學研合作，構建教育、人才、產業、創新的有機銜接新格局。

Motivation Guidance, Career Development 激勵指引，職業發展

5

The Group establishes a salary system to enhance the sense of achievement and development motivation for skilled talents and builds a pyramid structure for skilled talents. The system breaks the limitations of career development, sets up positions for chief skill experts, and promotes horizontal career development pathways in the engineering and technology field.

建立薪酬制度，提高技能人才的獲得感和發展動力，並建立技能人才金字塔梯隊。對頂尖高技能領軍人才實行年薪制，實施中長期激勵措施，如股權激勵。同時建立特聘專家津貼、職業技能培訓補貼和津貼等制度，打破職業發展的限制，設立首席技能專家崗位，推動工程技術領域的橫向發展通道。

Atmosphere Creation, Skill Promotion 氣氛營造，崇尚技能

7

With the craftsmanship spirit at our core, we actively promote the model worker spirit and work ethic. We are intensifying efforts to publicise and establish exemplary skilled talents and establishing a platform for technician associations to unite and serve a wide range of skilled talents.

以工匠精神為核心，積極弘揚劳模精神和勞動精神。將培育和弘揚工匠精神貫穿技能人才隊伍建設的全過程，加大力度宣傳和樹立技能人才典型，並搭建技師協會平臺，凝聚和服務廣大技能人才。

Skills Training, Transformation and Upgrading 技能培訓，轉型升級

2

We actively provide professional skill enhancement, implements the "Craftsman Training Program," and have established the "Wuling Craftsman Incubation Base," serving as a national demonstration site for professional education and training.

積極提供職業技能提升，實施「工匠培養計劃」並建設了「五菱工匠孵化基地」，為全國職工教育培訓示範點。

Promote Training through Competition, Strengthen Skills for Enterprises 以賽促訓，技能強企

4

The Group improves its training, practice, competition, and promotion mechanisms through competitions to promote education, learning, and training, holds annual vocational skills competitions and actively sends employees to participate in high-level professional skills competitions.

通過技能大賽完善培訓、練兵、競賽、晉級機制，以比賽促進教育、學習和培訓。每年舉行職工職業技能大賽，並積極派員工參加市級及以上的職業技能大賽。

Overcome Difficulties, Innovate and Improve Efficiency 攻堅克難，創新創效

6

Skill experts, specially appointed technicians, and engineers form joint task forces to drive numerous skilled talents to tackle problems, innovate, and create. Skilled talents closely follow the pace of enterprise transformation and upgrading, focusing on enterprise new energy vehicles and key components, intelligent manufacturing, actively participating in the trial production of new products.

首席技能專家、特聘技師與工程師組建聯合攻關團隊，帶動廣大技能人才問題攻關、創新創造，技能人才緊跟企業轉型升級步伐，圍繞企業新能源整車及關鍵零部件、智慧製造，積極參與企業新產品試製試驗。

PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

Success is achieved through talent, and business thrives with talent. The Group has always adhered to the strategic concept that “talent is the first resource,” guided by the corporate mission of “creating people, creating vehicles, creating enterprises”. It has deeply implemented the strategy of talent-driven development, establishing talent team system consisting of party affairs, management, professional and technical, and skilled personnel.

The cultivation of high-skilled talents has been incorporated into the important strategic plans of the company. Currently, the Group has one recipient of the China Skills Award and one national master craftsman. It also has five national technical experts, five skill experts enjoying special allowances from the State Council, three national-level master craftsman workshops, three autonomous region-level master craftsman workshops, and 17 Guangxi skilled personnel. This has formed a pyramid-shaped talent team led by national-level master craftsmen Zheng Zhiming, Qiu Liubin, and Wang Yesong.

功以才成，業由才廣。本集團始終秉承「人才是第一資源」的理念，以「造人、造車、造企業」的企業宗旨為導向，深入實施人才強企戰略，構建黨務、管理、專技、技能四支人才隊伍體系。

將培養高技能人才納入企業重要戰略，現擁有中華技能大獎獲得者、大國工匠1人，全國技術能手5人，享受國務院特殊津貼技能專家5人，國家級技能大師工作室3個，自治區級技能大師工作室3個，廣西技術能手17人，形成了以國家級技能大師鄭志明、丘柳濱、王業嵩為引領的金字塔型技能人才隊伍。

Pyramid-shaped Skilled Talent Team 金字塔型技能人才隊伍



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

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Wuling Craftsman Incubation Base 五菱工匠孵化基地

Wuling Craftsman Incubation Base, aiming to promote skills inheritance and vocational education, and cultivate creative and responsible future craftsmen, has been selected as one of the premium industrial manufacturing study tour routes in the 2023 Guangxi Study Tour Program. The base's program titled "Wuling Craftsman Stories: Labor Creates Happiness" revolves around promoting the spirit of model workers and craftsmen. The base has hosted numerous study activities for primary and secondary school students, as well as vocational college students. The activities at the base feature the presence of skilled masters and model craftsmen. Students have the opportunity to visit Wuling's production site and, through the inspiration of the study activities, are encouraged to establish the right role model concept and cultivate the spirit of excellence as craftsmen.

五菱工匠孵化基地為了促進技能的傳承和職業教育，培養有創造力和責任感的未來工匠，基地的《五菱工匠故事·勞動創造幸福》入選了二零二三年度廣西研學旅行精品線路工業智造研學旅行線路。五菱工匠孵化基地承接了不少中小學及中高職院校師生的研學活動，主題圍繞著弘揚勞模精神和工匠精神。學生可以參觀五菱的生產現場，通過研學活動的啟發，激勵廣大師生樹立正確的榜樣觀念，培養精益求精的工匠精神。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER 以人為本，共創美好工作環境

Promoting training through competitions, strengthening enterprises with skills

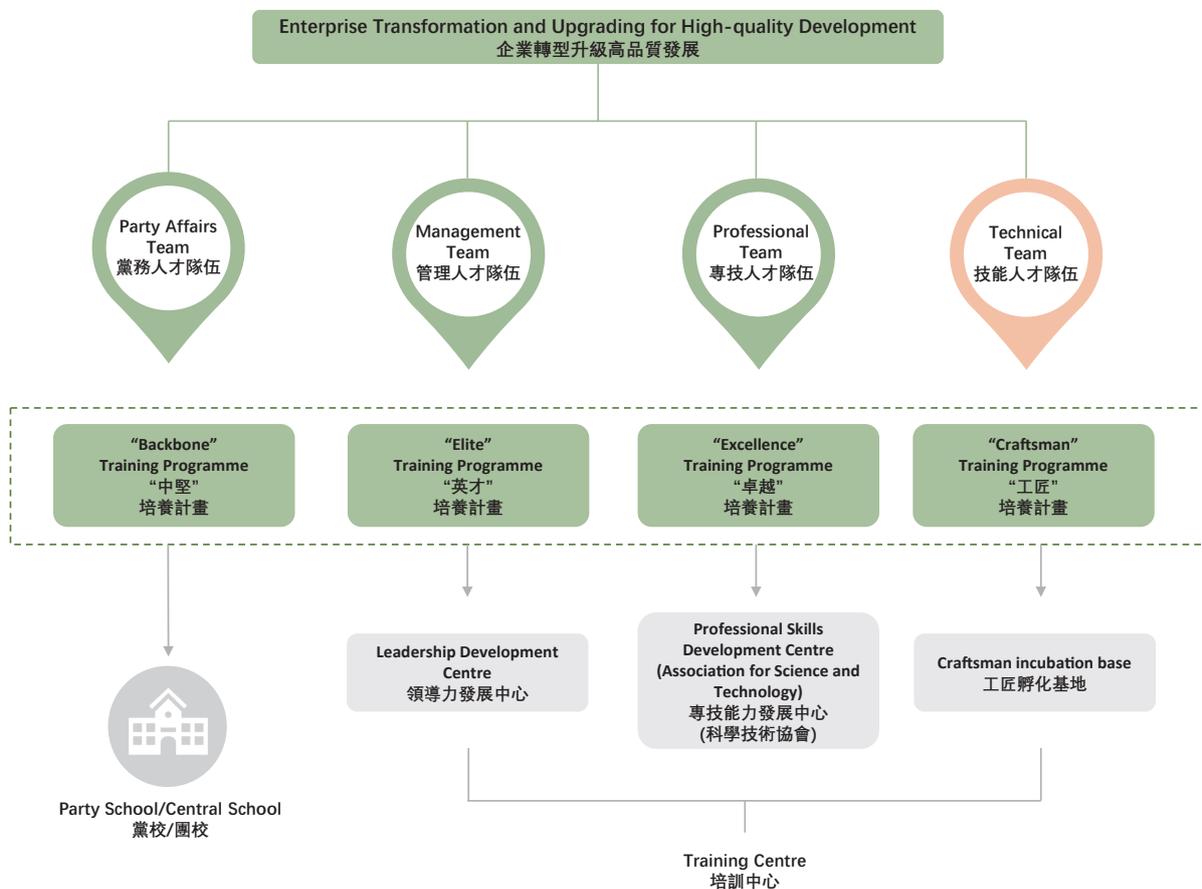
以賽促訓 技能強企

The Group uses the annual skills competition as a key initiative to enhance employees' vocational skills. Over the past three years, the Group has received over 50 awards at the national and autonomous regional levels, including 11 national-level awards. These accolades include outstanding achievements in new professional fields such as new energy, intelligent connected vehicles, and industrial robotics.

本集團以每年舉辦的技能大賽為抓手，致力於提升職工職業技能。近三年，本集團榮獲國家級、自治區級獎項累計50餘項，其中國家級11項，亦包含新能源、智能網聯、工業機器人等新職業範疇的優秀成績。

In the 2023 Liuzhou City Vocational Skills Competition, Guangxi Automotive Group organised 15 participants to compete in six specialised categories, including motor vehicle inspection and machining. They achieved impressive results, with first, fourth, and sixth place in the motor vehicle inspection category, first place in machining, second place in milling, and fourth and ninth place in welding. Furthermore, Guangxi Automotive Group Co., Ltd. was honored with the Outstanding Organisational Unit Award in the 2023 Liuzhou City Vocational Skills Competition.

在二零二三年舉辦的柳州市職工職業技能大賽中，集團組織15名選手參加了機動車檢測工、車工等6個專項比賽。共獲得機動車檢測工第一名、第四名、第六名，車工第一名，銑工第二名，焊工第四名、第九名的成績。同時，集團公司榮獲二零二三年柳州市職工職業技能大賽優秀組織單位獎。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

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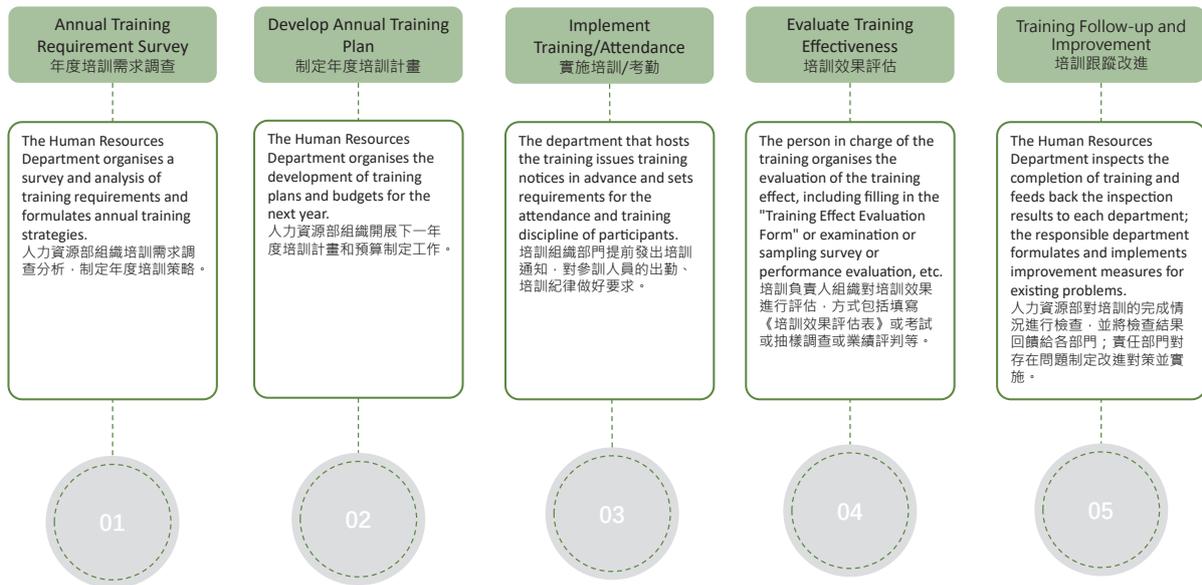
The Group has developed “Business Operations System Policy” includes supporting documents such as the “Employee Training Control Procedure” and “Employee Training Management Measures”. The purpose is to establish an employee training control management system and clarify the control requirements for training at all levels to ensure that employees have the necessary skills.

本集團制定的《業務運作體系方針》包含了支持文件《員工培訓控制程序》和《員工培訓管理辦法》，目的在於建立員工培訓控制管理系統，明確對各級培訓的控制要求，以確保員工具備相應的能力。

This control procedure comprehensively covers the company’s training system and includes various aspects such as training needs assessment, annual training plan formulation, review, training cost application, training implementation/attendance, evaluation, effectiveness assessment, training record management, review of implementation status, and training tracking and improvement.

該控制程序將公司的培訓制度進行了全面而詳盡地覆蓋，包含培訓需求調查、制定年度培訓計劃、審核、培訓費用申請、實施培訓/考勤、考核、效果評估、培訓檔案管理、執行情況回顧、培訓跟蹤改進等內容。

Employee training process 員工培訓流程



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

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The Group focuses on cultivating innovative, applied, and technical talents. To unleash the potential of employees, the Group links the performance appraisal results with the distribution of performance-based wages. The compensation system is designed to match the value of talents, and outstanding employees can receive additional rewards. Long-term incentives such as equity are implemented for high-skilled experts. The Group has also established systems for special expert allowances, vocational skills training subsidies, vocational skills allowances, and created the position of Chief Skill Expert. The Group has initially appointed four senior technicians and has four skilled personnel who have obtained the title of Senior Engineer. Furthermore, the performance appraisal results serve as important references for employee training, job changes, promotions, recruitment, job level adjustments, and excellence recognition. The Group also organises monthly and semi-annual evaluations and guidance for each division, analysing improvement measures and future work directions, and conducts on-site enhancement activities.

The Group organises online and offline training sessions for standard interpretation, conducts discussions on standard revisions, and facilitates evaluation exchanges within each division. The Group has improved the production evaluation system and revised evaluation standards, arranging for employees to learn, exchange, analyse, and discuss the standard framework and areas that need improvement. Through visits and communication with each division, the Company formulates production project implementation plans, enhances the capabilities of each division, and facilitates the achievement of the Company's business objectives.

本集團著力培養创新型、应用型及技術型人才。為激發員工潛力，本集團對員工績效考核結果與績效工資的發放掛鉤，在薪酬制度方面匹配人才價值，表現出色的員工可得到更多的獎勵。對高技能專家人才實施股權等中長期激勵，並建立特聘專家津貼制度、職業技能培訓補貼、職業技能津貼等機制，設立首席技能專家崗位。集團首批評聘4名特級技師，並有4名技能人才獲高級工程師職稱。此外，績效考核結果亦是員工培訓、崗位變動、晉升、聘用、職層職級調整及評優評先的重要參考依據。本集團亦組織各事業部開展月度及半年度評價及指導，分析其改進措施及後續工作方向，並進行現場提升工作。

本集團亦組織在線及線下標準解析培訓，開展標準修訂研討，並組織到各事業部開展評價交流工作。本集團完善生產評價體系和修訂評價標準，安排員工學習交流、分析及討論標準框架及需完善的內容。通過對各事業部的走訪及交流，公司形成生產項目實施計劃，提升各事業部能力，促進公司經營目標實現。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

The Group has developed appropriate training plans for employees at different levels to enhance their professional skills and job-related knowledge. This includes hierarchical training for three different groups of personnel:

Training for Management Personnel

Provide necessary basic management skills training and related structured courses to management-level employees such as directors, supervisors, and senior executives. This includes advanced seminars in the automotive industry offered by Tsinghua University, personalised training for middle and senior management, the Group's talent training program, and other courses covering corporate governance and financial management knowledge.

Training for Technical Professionals

The training provided to technical professionals covers a range of topics, including investment analysis and decision-making, recruitment and interview skills, sales skills enhancement, auditing, management accounting, engineer qualification requirements, and production planning management. For professionals working in technical fields, we specifically offer training programs focused on industrial robot applications and automation-related technologies and skill enhancement.

Establishing a post-sales training program with the goal of improving customer satisfaction, enhancing employee brand awareness, and strengthening maintenance capabilities. The training program aims to enhance employees' repair skills, reduce repair cycles, standardise service operations, reinforce brand image, improve maintenance capabilities, and boost product sales.

Training for Assembly Line Workers and Production Workers

The training provided to skilled personnel covers various aspects such as lean production knowledge, basic safety and quality knowledge, and job-specific skills, with the aim of enhancing and improving their skills.

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

管理人員隊伍培訓

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

專業技術人員培訓

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

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

流水線工人及生產工人培訓

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

PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

The Group values the development potential of its employees and continuously seeks to provide them with opportunities for learning and training. Therefore, in accordance with relevant employee training management systems, diverse employee training programs are developed, focusing on pre-employment training and vocational skills training and qualification assessment for new employees and employees transitioning to new roles. These programs aim to assist employees in enhancing their own value. Our training structure consists of company-level and department-level training: company-level training includes providing general skills training for management personnel, technical professionals, and skilled workers. It also includes training for newly hired and apprentice employees on the Group's safety protocols, HR policies, and operational processes. Additionally, there are training sessions on the Group's development strategy, new products, and the application of new technologies to expand knowledge and skills. Department-level training focuses on conducting specialised training programs tailored to the knowledge and job skills required in each department's business operations.

Focus on employee development

The Group focuses on talent development and promotes the deepening of employee capabilities. The organisation implements a skill-level grading system for technical professionals, improves the evaluation criteria for technical capabilities, and conducts annual skill-level assessments for technical professionals. The Group specifically conducts assessments and grading for positions that require a combination of technical skills, such as equipment maintenance, prototype production, technical improvements, and other high-skill roles. Additionally, the Group has initiated the evaluation and appointment of a group of "Special Grade Technicians" to recognise individuals with outstanding character, abilities, and performance. This process is guided by a panel of three senior assessors from the Company. Through these initiatives, the Group aims to enhance the capabilities of its workforce, provide opportunities for career progression, and establish a system that values both character and technical expertise.

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

關注員工發展

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



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

In the current year, the Group has further improved its internal training programs and developed skill-based courses in eight areas, including fitters, millers, automotive body painting and repair, engine assembly and adjustment, turners, foundry workers, automotive maintenance technicians, and industrial robot system operators. These initiatives aim to enhance employee performance. The Group provides training for job qualifications and engineering qualifications, with a focus on developing a team of assessors for skill certification. Online training for internal trainers has been introduced, and the selection and recognition of outstanding internal trainers at both the Company and department levels have been completed. Through these efforts, the Group is committed to enhancing the skills and qualifications of its employees, ensuring that they meet the required standards for their positions. This investment in training and development contributes to improved performance and supports the overall growth and success of the organisation.

Nurturing young talents

In terms of the integration of industry and education, the Group actively plays the role of a vocational education enterprise, establishing an organic connection between the education chain, talent chain, industry chain, and innovation chain. Leveraging its extensive industry practice experience and deep collaboration between schools, enterprises, research institutes, and industry associations, the Group collaborates in establishing the Smart Manufacturing Industry College and the Intelligent Automotive Industry College. It vigorously implements the "Wuling Craftsman Incubation and Cultivation Project" to empower vocational colleges in the construction of majors and talent development in fields such as new energy vehicles, intelligent connected vehicles, and intelligent manufacturing. The Group is committed to serving the "last mile" engineering, which bridges the gap between education and employment. Currently, the Group is a national vocational education training and evaluation organisation and recognised as a key enterprise in the integration of production and education in the advanced manufacturing field of the machinery industry. It is also among the first batch of integration pilot enterprises in Guangxi Province.

本年度，本集團進一步完善內訓課程和技能類八門課程開發，包括鉗工、銑工、汽車車身塗裝修復工、發動機裝調工、車工、鑄造工、汽車維修工、和工業機器人系統運維員，提升員工績效。本集團對任職資格和工程師任職資格的上崗進行培訓，致力推進技能認定考評員隊伍發展，開展內訓師在線培訓，完成公司級、部門級優秀內訓師評選表彰。

培養青年人才

在產教融合方面，集團積極發揮職業教育企業主體作用，構建教育鏈、人才鏈與產業鏈、創新鏈有機銜接，以深度的產業實踐經驗，深入校企產學研協同，共建智能製造產業學院、智能汽車產業學院，大力實施「五菱工匠孵化培育工程」，賦能職業院校新能源汽車、智能網聯、智能製造等專業建設及人才培養，著力服務好從教育到就業的「最後一公里」工程。目前，本集團是國家職業教育培訓評價組織、「機械行業先進製造領域產教融合骨幹企業」，也是廣西第一批產教融合型試點企業。



PEOPLE-ORIENTED, CREATING A BETTER WORK ENVIRONMENT TOGETHER

以人為本，共創美好工作環境

The Group is a national demonstration site for employee education and training, an autonomous region-level high-skilled talent training base, one of the first batch of pilot enterprises for vocational skill level certification in the whole region, and a pilot unit for vocational skill level certification by the social training evaluation organisation. The Group considers skill enhancement as a crucial lever for improving labor productivity and increasing the value of human capital. It actively implements actions to enhance vocational skills and establishes the “Wuling Craftsman Incubation Base”. The Group vigorously implements the “Craftsman Training Program”, effectively driving the improvement of technical workers’ capabilities within the enterprise and the entire industry chain, facilitating transformation and upgrading.

The Group is gradually attracting automotive industry specialists to promote technological innovation and development within the organisation. It has also established a robust internal talent development system to cultivate young and talented individuals in science and technology. The Group currently has studios covering areas such as casting, new energy, and intelligent connected technologies. These studios aim to tackle challenges, facilitate technology exchanges, and cultivate talent. To support these efforts, the Group has launched the “High-End Technical Talent Program” and created the “Excellent Engineer Development Program”. It invites scholars from universities to conduct specialised training programs in areas such as new energy vehicles, fostering new talents in technological innovation. Additionally, the Group has implemented “Master-Apprentice” activity, where experienced mentors provide hands-on guidance to interns, enabling them to grow rapidly through practical mentorship. These initiatives demonstrate the Group’s commitment to attracting and developing specialised talent, fostering technological advancements, and creating a culture of knowledge transfer and skill development within the organisation.

本集團是全國職工教育培訓示範點，自治區級高技能人才培訓基地，為全區第一批職業技能等級認定試點企業，也是社會培訓評價組織職業技能等級認定試點單位。集團把技能提升作為提高勞動生產率、人力資本保值增值的重要抓手，深入實施職業技能提升行動，建設「五菱工匠孵化基地」，大力實施「工匠培養計劃」，有效帶動本企業及產業鏈技術工人能力提升、轉型升級。

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



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

The Group deeply understands and values the practice of giving back to society. Shouldering the responsibility as a state-owned enterprise, leading academic and industry development is an unwavering mission. We also dedicate our time, energy, and resources to improving and enhancing community benefits and development. We strive to assist impoverished or vulnerable communities and actively contribute to rural revitalisation. Furthermore, we actively pass on this spirit and mindset to the next generation.

This Year, we continue to collaborate with employees, business partners, community members, and other volunteers to carry out a series of community care activities. Looking ahead to the coming years, we aim to continue working hand in hand with volunteers to organise and implement community care programs, actively seeking positive changes.

STATE-OWNED ENTERPRISE RESPONSIBILITY, LEADING ACADEMIC AND INDUSTRY DEVELOPMENT IN A POSITIVE DIRECTION

As one of the key pillar industries with great advantages and development potential in Guangxi Autonomous Region, the automotive industry has been continuously growing and expanding. In this context, our Group, bravely shouldering the responsibility of a state-owned enterprise, takes the lead in participating in the formulation of relevant standards and engaging in industry cooperation platforms. Simultaneously, we are committed to creating a favorable learning environment, broadening the understanding of diverse sectors about the development of the automotive industry. By doing so, we strive to contribute to society, promote technological advancements, and foster the development of the industry as a whole.

本集團深刻理解並重視回饋社會之實踐，肩負國企責任引領學術和行業發展是不變的宗旨，我們亦投放時間、精力及資源以改善和提升小區效益及發展，助力協助貧困或弱勢社群，並切實努力地投入鄉村振興，也主動將這樣的精神和理念傳遞到下一代身上。

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

國企責任，引領學術與行業良好發展

汽車產業作為廣西區最具優勢和發展潛力的重要支柱產業之一，在企業不斷發展壯大的同時，本集團勇於肩負國企責任，引領參與相關標準制定、參與行業合作平台；同時致力於營造良好的研學環境，拓寬各界瞭解汽車行業發展的窗口，以務強制反饋社會，促進技術與行業的發展。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Actively participating in the formulation and revision of national and local standards

積極參與制修訂國家和地方標準

The national standard “Test Methods for Braking Performance of Off-road Tourist Vehicles” that Wuling Motors has actively participated in formulating has been officially published and will be implemented from 1 September 2023.

五菱工業全面參與制定的國家標準《非公路用旅遊觀光車輛制動性能試驗方法》已正式發佈，並於二零二三年九月一日起正式實施。



In November 2023, two local standards drafted by Wuling Motors, namely “Technical Conditions for Vehicle Frame Assembly” and “Technical Requirements for Intelligent Vision Guidance Installation System”, have successfully passed the review at the evaluation meeting in Guangxi. Wuling Motors, drawing upon its rich experience in production and research and development, along with industry development trends, actively sought input from relevant companies and industry experts. Following existing laws, regulations, and standards, these two well-defined standards and evaluation criteria were established. The objective is to accelerate the process of independent synchronous development for component manufacturing enterprises and enhance the design capabilities and competitiveness of self-branded vehicles.

二零二三年十一月，五菱工業牽頭起草的《車架總成技術條件》和《智能視覺引導安裝系統技術要求》共2項廣西地方標準通過評審會評審。五菱工業結合生產、研發積累的豐富經驗及行業發展趨勢，徵求相關企業及行業專家企業，遵循現行法律、法規、標準，制定出這兩項比較規範的標準及評價指標，旨在加速零部件製造企業實現自主同步開發進程，提高自主品牌汽車的設計水平和競爭能力。

USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Wuling Industrial has become a member unit for Automotive Legal Modification 五菱工業成為汽車合規改裝成員單位

With over 20 years of experience in specialised vehicle design, manufacturing, and sales, Wuling Industrial integrates high-quality internal and external resources and develops customised modification services, establishes comprehensive capabilities in customised modification design and lean manufacturing. The Company keeps up the modification trends and key innovative technologies which enable it to provide comprehensive modification services ranging from conventional batch modification to customised small-batch modification. This includes modifications in vehicle appearance, interior, functionality, color coordination, including the vehicle exterior, interior, function modification, colour matching, and the application of new materials. Wuling Industrial has officially become a member unit of the Automotive Legal Modification (LM).

五菱工業公司深耕專用車設計、製造及銷售經驗20多年，整合集團內外部優質資源，開拓定制化改裝業務，構建定制化改裝的設計、精益施工等綜合能力，掌握改裝潮流趨勢、關鍵創新技術，實現從常規批量改裝到定制小批量改裝的全面改裝業務覆蓋，包括汽車外觀、內飾、功能改裝、色彩搭配、新材料運用等，正式成為汽車合規改裝(LM)成員單位。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Wuling Craftsmen Incubation Base has been selected as a premium educational travel route in Guangxi 五菱工匠孵化基地入選廣西研學旅行精品線路

In July 2023, the Department of Culture and Tourism of Guangxi Zhuang Autonomous Region announced the premium educational travel routes for the year, consisting of 18 routes that feature distinct themes, excellent curriculum, practical hands-on activities, and a positive feedback loop. Among them, our Wuling Craftsmen Incubation Base, referred to as the “Incubation Base,” was selected as an industrial intelligent manufacturing educational travel route with the theme “Wuling Craftsmen: Stories of Labor Creating Happiness.”

二零二三年七月，廣西壯族自治區文化和旅遊廳公佈二零二三年度廣西研學旅行精品線路，整合推出18條主題鮮明、課程精良、实操性高、良性循環的研學旅行精品線路。其中，我們的五菱工匠孵化基地（下稱「孵化基地」）以《五菱工匠故事，勞動創造幸福》為主題，入選工業智造研學旅行線路。

Throughout the year, the Incubation Base actively hosted educational activities for primary and secondary school students, as well as vocational college students. Centered around the themes of promoting the spirit of model workers and craftsmen and the idea that labor creates happiness, the base invited skilled masters and model craftsmen from the group, such as Zheng Zhiming, Qiu Liubin, Wang Yesong, Chen Xianxin, and Li Qi, to share the development story of Wuling and their personal growth journeys. They arranged visits to production sites for learning purposes. These educational activities aimed to inspire students to develop a correct role model perspective and cultivate a spirit of craftsmanship and excellence. The series of educational activities received recognition from schools and government authorities. In the first half of 2023, the base received over nine thousand participants, establishing itself as an educational base for research and practical learning for primary and secondary school students in Liunan District, Liuzhou City.

年內，孵化基地積極承接中小學及中高職院校師生的研學活動，圍繞弘揚勞模精神和工匠精神、勞動創造幸福主題，邀請集團鄭志明、丘柳濱、王業嵩、陳顯鑫、李琪等技能大師、勞模工匠，講述五菱發展故事和個人成長歷程，安排生產現場參觀學習，通過研學活動激勵廣大師生樹立正確的榜樣觀、培養精益求精的工匠精神。研學系列活動獲得了學校和政府主管部門充分肯定，二零二三年上半年基地累計接待研學人員超過九千人次，孵化基地成為柳州市柳南區中小學生研學實踐教育基地。

We will continue to improve the construction of educational facilities, develop high-quality courses, and optimise the visiting routes. We aim to further promote the spirit of model workers and craftsmen, embody socialist core values, and provide better services to students and teachers.

我們將繼續完善研學設施建設，不斷開發精品課程、優化參觀線路，進一步弘揚勞模精神和工匠精神，踐行社會主義核心價值觀，為廣大師生提供更優質的服務。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

BOOSTING RURAL REVITALISATION WITH INDUSTRIAL REVITALISATION

The Group has been committed to supporting the paired-up assistance offered to villages for poverty alleviation and rural vitalisation. Since 2015, we have been continually supporting multiple targeted villages, including Bangyang Village, Baizhao Village and Longcen Village in Baiyun Town, Jiangmen Village in Anchui Town and Bendong Village in Sanfang Town, and promoting development of the targeted villages by providing funds and talents, and infusing technologies. During the Year, the Group continues assisting with the targeted villages that has alleviated poverty by developing industries and infrastructure, "Poverty rebound prevention" dynamic monitoring, cultural education infrastructure, consumption subsidies, minority caring programs and state-led poverty alleviation projects, supporting and assuring the first-line employees in villages.

We continue to pay attention to the work and life of the employees stationed in the villages. Throughout the year, our work groups visited the targeted villages multiple times to hold the rural vitalisation work exchange coordination meetings, strengthening guidance, and starting Festival condolence activities in the village for our employees.

以產業振興助力鄉村振興

本集團一直致力於支持定點幫扶村的脫貧攻堅和鄉村振興工作。自二零一五年起，我們持續定點了多個幫扶村，當中包括白雲鄉幫陽村、白雲鄉白照村、白雲鄉龍岑村、安陞鄉江門村及三防鎮本洞村，注入資金、人才、技術等資源，推進定點幫扶村建設和發展。本年度，本集團繼續為實現脫貧的多個定點幫扶村捐款，以開展產業建設、基礎設施建設、「防返貧」動態監測、文化教育建設、消費幫扶、弱勢群體關愛、黨建共建等定點幫扶工作，為駐村一線開展工作做好後援保障支持。

我們持續關注駐村幹部的工作與生活，年內多次組成工作小組前往定點幫扶村召開中復工作交流協調會，加強指導共建，並開展駐村節日慰問活動以關懷集團駐村人員。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Mr. Wei Hongwen led a team to Jiangmen Village to carry out a large-scale follow-up visit to the poverty alleviation efforts

集團黨委書記、董事長韋宏文先生帶隊到江門村開展脫貧群眾大回訪行動

In July 2023, Mr. Wei Hongwen, the Secretary of the Party Committee and Chairman of our parent company, Guangxi Automobile Group, and Mr. Wang Xu, the Deputy Secretary of the Party Committee and Chairman of the Labour Union, led a team to Jiangmen Village in Rongshui County to carry out a large-scale follow-up visit to the poverty alleviation efforts. They paid condolences to poverty-eradicating and poverty-monitoring households, investigated the construction of the industrial park for rural revitalisation in Jiangmen Village and the creation of a demonstration point for rural governance (autonomy). Additionally, they paid condolences to the Group's first secretary (working team member) in the village and the cadres of the village committee.

二零二三年七月，五菱汽車母公司廣西汽車集團黨委書記、董事長韋宏文先生，黨委副書記、工會主席汪旭先生帶隊到融水縣江門村開展脫貧群眾大回訪行動，對脫貧戶、監測戶進行了慰問，調研了江門村鄉村振興產業園建設及鄉村治理示範點（自治）創建等情況，並對集團駐村第一書記（工作隊員）、村委幹部進行慰問。

A symposium was held on industrial development, village construction, employment security, village governance, dynamic monitoring and assistance in preventing the return of poverty, and family income generation in Anchui Town and Jiangmen Village, where Wei Hongwen and his team discussed the results of the research and explored solutions for advancement with the first secretary of the village (the working team member) and the cadres of the village committee.

圍繞安陞鄉、江門村產業發展、鄉村建設、就業保障、鄉村治理、防止返貧動態監測和幫扶、家庭增收等方面開展座談會，韋宏文一行與駐村第一書記（工作隊員）、村委幹部共同交流調研成果，探討推進解決方案。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Caring in the Winter and helps promote development for revitalisation 寒冬關懷暖人心，助力發展促振興

In 2023, Mr. Yuan Zhijun, the Deputy Secretary of the Party Committee and President of Guangxi Automobile Group, as well as the Chairman of the Board of Directors of Wuling Motors, together with Lu Xiao, the Vice President of the Group, led separate teams to target villages in Baizhao Village and Longcen Village of Baiyun Township, Rongshui Miao Autonomous County. They conducted research on rural revitalisation assistance to promote the in-depth, solid, and meticulous implementation of the group's rural revitalisation assistance work, further consolidating and expanding the achievements of poverty alleviation and effectively connecting them with rural revitalisation efforts.

二零二三年，廣西汽車集團黨委副書記、總裁，五菱汽車董事會主席袁智軍先生，集團副總裁陸曉分別帶隊赴定點幫扶村融水苗族自治縣白雲鄉白照村、龍岑村以及三防鎮本洞村開展了鄉村振興幫扶調研，推動集團鄉村振興幫扶工作做深做實做細，進一步鞏固拓展脫貧攻堅成果與鄉村振興有效銜接。

The Group's two research teams paid field visits to understand the industrial development and future planning of the targeted villages, and conducted field inspections of the mushroom planting base in Baizhao Village, the demonstration base for modernised cultivation of Luohan fruit in Bendong Village of Sanfeng Town, as well as the construction of projects such as the village committee building and the theatre.

集團兩支調研隊實地走訪瞭解定點幫扶村的產業發展情況和未來規劃，並在實地考察白照村木耳種植基地、三防鎮本洞村羅漢果現代化種植示範基地，以及村委樓、戲台等項目建設。

After the on-site inspection of the industrial planting bases, the Group provided special supports for rural revitalisation to Rongshui County, and purchased agricultural products from the target villages of Rongshui County, actively fulfilling the mission and responsibility of state-owned enterprises in targeted assistance. In addition, the research teams visited and extended condolences to the cadres stationed in the villages, presenting them with winter clothing and other condolence items. They also visited and extended care and condolences to paired assistance targets, households lifted out of poverty, and monitoring objects for preventing a return to poverty, helping them resolve difficulties and offering support.

實地考察產業種植基地後，集團向融水苗族自治縣提供鄉村振興專項支持，採購融水苗族自治縣定點幫扶村農產品，持續在定點幫扶中積極踐行國企使命擔當。此外，調研隊走訪慰問了駐村幹部，並為他們送去了御寒棉衣等慰問物品，也去往結對幫扶對象、脫貧戶、防返貧監測對像家中開展關懷慰問，為他們排憂解難。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Spreading love with little Wuling people 與小小五菱人一起傳遞愛

In 2023, the Group organised the public welfare activity of “Painting Colourful Childhood, Helping to Rural Revitalisation”, in which employees and their children went to Baiyunkou Primary School in our target village, to put into practice the original intention of “doing practical things for the people”. The Group integrated resources and planned activities including model aircraft classes, frisbee activities, aerial performances, donation of supplies, unveiling of the “Guangxi Automobile Group Little Youth’s Activity Room,” eye and oral health consultations, and launched the “Micro Wishes” donation campaign. In order to provide rural students with a broader perspective and a richer spiritual world, the company has also established the “Little Youth Activity Room” at Baiyunkou Primary School. During this visit to Baiyun Town, coinciding with the busy farming season, young people went to the fields to work, weeding, picking beans, and cleaning up road garbage on the mountainside. In this public welfare activity, our employees voluntarily donated goods and money, raising a total of RMB26,550 worth of supplies.

二零二三年組織「描繪多彩童年·助力鄉村振興」公益活動，員工攜子女去往公司定點幫扶村的白雲口小學，踐行「為民辦實事」初衷。公司整合資源，策劃了航模課、飛盤運動、飛行表演、捐贈物資、「廣西汽車集團小小少年活動室」揭牌以及眼睛口腔義診等環節，開展「微心願」捐贈活動。為了讓鄉村學子擁有更廣闊的視野和更豐富的精神世界，公司還在白雲口小學建立「小小少年活動室」。此次到白雲鄉恰好碰上農忙時節，公司青年去往田間地頭開展勞作，除雜草、摘豆角、清理山上道路垃圾。本次公益活動公司員工自發捐物、捐款，總共籌集到價值人民幣26,550元的物資。

Previously, the Group organised the “Little Wuling People, Urban Vitality” public charity sale and family creative market activities. The proceeds from the charity sale were invested in the aforementioned “Portraying a Colorful Childhood, Supporting Rural Revitalisation” public welfare activities. The event also received active participation from many parents and children of the Company. In addition to the sales proceeds, meaningful donations were also organised on-site.

此前，集團還組織了「小小五菱人城市煙火氣」公益義賣及家庭創意集市活動，義賣所得即投入了以上「描繪多彩童年·助力鄉村振興」公益活動，該活動也得到公司眾多家長和子女的積極參與，除了義賣費用，現場還組織了有意義的捐贈。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Over the past 5 years, the Group consistently implementing consumption assistance, doing the best in assisting the sales of agricultural products and the purchase of agricultural and side-line products from the targeted villages. During the Year, the Group's Labour Union has purchased watermelons from targeted villages as bonuses to front-line employees that work under high temperature, and at the same time promoting economic development within the villages. Also, the Group's Labour Union has purchased Kiwis from targeted villages to, actively develop the sales channel of their agricultural products, helping the local community increase revenue, while consistently improving their brand popularity and product reputation. In the future, we will continue with such rural vitalisation work, and keep up with successful results in poverty alleviation.

CREATING COMMUNITY BENEFITS FOR HARMONIOUS SOCIAL DEVELOPMENT

The Group is committed to investing in community services to improve the living conditions of residents, and is also concerned about social issues and actively participates in social responsibility activities. We have been focusing on the development of specialised vehicles for public utilities. During the Year, a total of 86 ambulances and 652 police vehicles were produced, while specialised models such as miniature blood collection vehicles, mobile surgical vehicles, and multi-class sanitation vehicles were introduced, which can meet the needs of various usage scenarios.

At this year's Guangxi Sanitation Industry Annual Conference and the Guangxi (Liuzhou) New Energy Sanitation Equipment Exhibition in Liuzhou, the Group showcased the latest pure electric E10 road maintenance vehicle, self-loading and unloading sanitation vehicle, and AI intelligent unmanned sweeping vehicle, and was awarded the title of "Advanced Unit in the Sanitation Industry for 2023" at the sanitation equipment exhibition.

近五年來，本集團持續實施消費幫扶，盡力幫助銷售農產品及採購幫扶村農副產品。二零二三年度，本集團組織集團工會向定點幫扶村採購西瓜作為集團慰問一線職工高溫福利，推進村內經濟發展。此外，集團工會職工亦從幫扶村採購紅心獼猴桃，積極拓寬其農產品的銷售渠道，幫助當地群眾增加營收，同時不斷提升幫扶村農產品的品牌知名度和產品美譽度。及後，我們繼續相關鄉村振興工作，持續鞏固脫貧攻堅成果。

營造社區效益，促進社會和諧發展

五菱汽車致力於投入小區服務，以改善居民生活條件為己任，也關注社會問題，積極參與社會責任活動。一直以來，我們著力開發公用事業專用車輛，二零二三年內，共生產救護車86台、警車652台，同時推出了微型採血車、移動手術車、多類環衛車等專用車型，能滿足各類使用場景的需求。

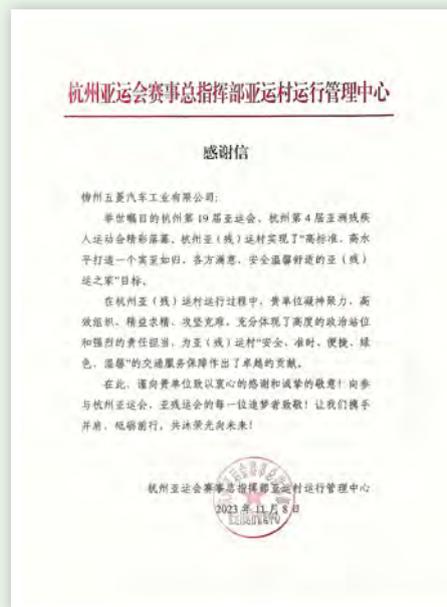
二零二三年在柳州舉辦的廣西環衛行業年會暨廣西（柳州）新能源環衛設備展上，本次環衛設備展，五菱工業攜最新上市的純電動E10路面養護車、自裝卸式環衛車和AI智能無人駕駛清掃車亮相，並榮獲「二零二三年度環衛行業先進單位」稱號。

USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Supporting the Hangzhou Asian (Para) Games 助力杭州亞(殘)運會

During the 2023 Hangzhou Asian (Para) Games, Wuling Industrial leveraged our expertise to provide nearly a hundred Wuling sightseeing vehicles as dedicated transportation within the venue for athletes and guests. These vehicles offered 24-hour shuttle services for athletes, technical officials, media personnel, and others, totaling 638,300 trips. In addition to ensuring transportation, Wuling sightseeing vehicles applied advanced safety technology and strict quality control standards, providing strong support for the smooth operation of the Hangzhou Asian (Para) Games. After the event, we received letters of gratitude from the event's overall command center and the Asian Games Village Operations Management Center, highly praising Wuling Industrial's contribution.

二零二三年杭州亞(殘)運會期間，五菱工業發揮專長，為運動員和賓客的園區內交通提供了近百輛五菱觀光車系列的專用交通工具，為村內運動員、技術官員、媒體人員等提供24小時接駁服務，累計接送63.83萬人次。在保障運輸的基礎上，五菱觀光車應用先進的安全技術和嚴格的質量控制標準，為杭州亞(殘)運會的順利進行提供了有力的支持。賽後，收到了來自杭州亞運會賽事總指揮部亞運村運行管理中心的感謝信，對五菱工業的貢獻做出了高度肯定。



USING CARS AS A MEDIUM TO BRIDGE FOR PUBLIC WELFARE 以汽車為媒，搭建公益橋樑

Aiding in maintaining urban health — Mini blood collection vehicle 為維護城市健康而努力 — 微型採血車

In June 2023, Wuling Industrial responded quickly to market demand signals by rapidly developing a mini blood collection vehicle. This vehicle features low operating costs, high blood collection efficiency, customisation in a compact size, and flexibility in mobility. It is conducive to promoting the qualitative transformation of passive blood collection services to active services, enabling point-to-point doorstep blood collection. This initiative aims to create a new vibrant blood donation experience, serving as a strong support for voluntary blood donation efforts.

二零二三年六月，五菱工業根據市場需求信號迅速反應，快速開發微型採血車，具有運營成本低、採血效率高、小型化定制化、靈活機動的特點，有利於推動被動採血服務向主動服務的質轉變，實現點到點上門採血，打造出健康有活力的獻血體驗新場景，成為無償獻血的「堅強後盾」。

Mobile surgical vehicle 移動手術車

In 2023, the People's Hospital of Liuzhou city commissioned Wuling Industrial to customise a mobile surgical vehicle suitable for urban road conditions, aiming to enhance comprehensive emergency response and control capabilities within the Liuzhou area. Recently, the customised mobile surgical vehicle has successfully passed acceptance inspections and training for use.

二零二三年，柳州市人民醫院向五菱工業提出定制一款適合市區路況使用的移動手術車輛，以構建柳州市範圍內應對突發應急防控的綜合能力。客戶柳州市人民醫院定制款移動手術車順利通過驗收及使用培訓。

This mobile surgical unit helps to avoid the issues associated with traditional operating rooms, such as large space requirements and fixed locations. It effectively addresses challenges related to uneven distribution of medical resources and the inability to deliver timely medical services. The new medical service model it offers will provide rapid, efficient, and comprehensive rescue measures for public health emergencies, disaster relief, and other urgent scenarios.

該款移動手術車可以避免傳統手術室設備佔地面積大、固定的問題，有效地解決設備資源分配不均、醫療服務無法及時到達等難題。它所還提供的新醫療服務模式，將為突發事件、災難救援等公共衛生突發場合提供快捷、高效、全面的救援措施。



LIST OF POLICY AND PROCEDURE FOR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE-RELATED ISSUES

環境、社會及管治相關議題政策清單

ESG Aspects 環境、社會及管治方面	Corresponding Group Policy and Procedure 相應集團政策與制度
Employee Health and Safety 勞工健康與安全	Notice on Carrying Out Occupational Health and Safety, Environmental Protection Education and Training Work in 2024 關於做好二零二四年職業健康安全、環保教育培訓工作的通知 Occupational Health and Safety Management Manual 職業健康安全手冊 Regulations on the Management of Employees' Medical Treatment Period for Sickness or Non-Work-Related Injury 員工患病或非因工負傷醫療期管理規定 Production Safety Management Procedures 生產安全管理程序 Fire Safety Management Procedures 消防安全管理程序 Emergency Preparedness and Response Management Procedures 應急準備和響應管理程序 Accident Management Regulations 事故管理規定 Radiation Incident Emergency Response Plan 輻射事件應急預案
Child and Forced Labour 童工和強制勞工	Employment Regulations 聘用制度
Employees' Rights and Interests 勞工權益	Labour Contract Management Regulations 勞動合同管理規定 Employee Discipline Management Regulations 員工紀律管理規定 Employee Resignation Management Regulations 員工離職管理規定 Internal Work Suspension Management Regulations 內部待崗管理規定 Job Transfer Management Regulations 調動管理辦法 Working Hours System and Overtime Management Regulations 工時制度及加班管理規定 Employee Early Retirement Management Regulations 員工內退管理規定
Remuneration and Benefits 勞工薪酬和福利	Employee Performance Management Procedures 員工績效管理控制程序 Company Administrative System Reward Management Regulations 公司行政體系獎勵管理規定 Compensation Management Procedures 薪酬管理控制程序



LIST OF POLICY AND PROCEDURE FOR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE-RELATED ISSUES

環境、社會及管治相關議題政策清單

ESG Aspects 環境、社會及管治方面	Corresponding Group Policy and Procedure 相應集團政策與制度
Talent Retention, Development and Training 人才保留、發展及培訓	Employee Relations Management Procedures 員工關係控制程序 Employee Training Management Procedures 員工培訓控制程序 Employee Training Management Measures 員工培訓管理辦法 Employee Career Development Management Procedures 員工職業發展管理控制程序 Rationalisation Proposal Management Regulations 合理化建議管理規定
Research and Development 研究和發展	Design and Development Review Management Regulations 設計和開發評審管理規定 Process Validation Management Regulations 工藝驗證管理規定
Protection of Customer Privacy 客戶私隱保護	Information System Emergency Response Plan Management Regulations 信息系統應急預案管理規定 Database Security Management Regulations 數據庫安全管理規定
Corporate Governance and Risk Management 企業治理和風險管理	Board Resolution Tracking and Supervision Management System 董事會決議跟蹤督辦管理制度 Board of Directors Diversity Policy 董事會成員多元化政策 Communications Policy with Shareholders and Investors 股東及投資者通訊政策 Procedures for Shareholders Nominating Directors for Election in General Meeting of the Company 股東於本公司股東大會上提名他人參選董事之程序 Triple-One Collective Decision-Making Management Control Procedures 三重一大集體決策管理控制程序 Regulations on the Management of Business Operation System Documents 業務運作體系文件管理規定 Management Control Procedures for Internal Control Self-Assessment 內部控制自我評價管理控制程序 Regulations on the Legal Review and Management of Regulations 規章制度的法律審核管理規定



LIST OF POLICY AND PROCEDURE FOR ENVIRONMENTAL, SOCIAL, AND GOVERNANCE-RELATED ISSUES

環境、社會及管治相關議題政策清單

ESG Aspects 環境、社會及管治方面	Corresponding Group Policy and Procedure 相應集團政策與制度
Marketing and Promotion 營銷和推廣	Product Recall and Market Service Activities Management Regulations 產品召回及市場服務活動管理規定 Automobile Product Announcement Management Regulations 汽車產品公告管理規定 Customer Complaint Handling Process and Management Regulations 顧客投訴處置流程及管理規定
Water Resources and Wastewater Management 水資源和廢水管理	Environmental Management Manual 環境管理手冊 Environmental Protection Equipment Failure Emergency 環保設備故障應急
Waste and Hazardous material management 廢物和有害物質管理	Waste Disposal 廢物處置 Waste Collection and Disposal 廢棄物清運 Reward and Punishment System 獎懲制度 Hazardous Waste Management 危險廢物管理 Class A&C Waste Recycling Management Regulations AC類廢舊物資回收管理規定



PERFORMANCE DATA SUMMARY

表現數據摘要

A. Environmental Indicators A. 環境指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023	2022
A1	Emission 排放			
A1.1	Type of emissions and respective emissions data ¹ 排放類別及相關排放數據 ¹			
	Nitrogen oxides 氮氧化物	Kg 千克	251	325
	Sulphur oxides 硫氧化物	Kg 千克	1	1
	Particulate matter 顆粒物	Kg 千克	20	32
A1.2	Direct (Scope 1), energy indirect (Scope 2) and other indirect (Scope 3) GHG emissions and intensity ^{2,3} 直接(範圍一)能源間接(範圍二)及其他間接(範圍三)溫室氣體排放及密度 ^{2,3}			
	GHG emissions (Scope 1) 溫室氣體排放(範圍一)	tCO ₂ e 噸二氧化碳當量	10,237	21,027
	GHG emissions (Scope 2) 溫室氣體排放(範圍二)	tCO ₂ e 噸二氧化碳當量	79,086	92,018
	GHG emissions (Scope 3) 溫室氣體排放(範圍三)	tCO ₂ e 噸二氧化碳當量	579	592
	Total greenhouse gas emissions 溫室氣體總排放	tCO ₂ e 噸二氧化碳當量	89,902	113,637
	Total greenhouse gas emissions intensity 溫室氣體排放密度	tCO ₂ e/ RMB million revenue 噸二氧化碳當量/ 人民幣百萬元收益	8.58	9.02
A1.3	Total hazardous waste produced ^{4,7} 有害廢棄物產生總量 ^{4,7}			
	Total recyclable hazardous waste produced 再回收利用有害廢棄物產生總量	Tonne 噸	613	204
	Total recyclable hazardous waste produced intensity 再回收利用有害廢棄物總量密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	0.06	0.02
	Total non-recyclable hazardous waste produced 非再回收利用有害廢棄物總密度	Tonne 噸	607	629
	Total non-recyclable hazardous waste produced intensity 非再回收利用有害廢棄物總密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	0.06	0.05



PERFORMANCE DATA SUMMARY

表現數據摘要

A. Environmental Indicators A. 環境指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023	2022
A1.4	Total non-hazardous waste/wastewater produced ^{5,6,7} 無害廢棄物/廢水產生總量 ^{5,6,7}			
	Total recyclable non-hazardous waste produced 再回收利用無害廢棄物產生總量	Tonne 噸	51,007	48,153
	Total recyclable non-hazardous waste produced intensity 再回收利用無害廢棄物總密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	4.87	3.82
	Total non-recyclable non-hazardous waste produced 非再回收利用無害廢棄物產生總量	Tonne 噸	4,199	4,473
	Total non-recyclable non-hazardous waste produced intensity 非再回收利用無害廢棄物總密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	0.40	0.36
	Total industrial wastewater discharged 工業廢水總排放量	Tonne 噸	234,955	246,518
	Total industrial wastewater discharged intensity 工業廢水總密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	22.41	19.57
	Total domestic wastewater discharged 生活廢水總排放量	Tonne 噸	581,638	559,817
	Total domestic wastewater discharged intensity 生活廢水總密度	Tonne/ RMB million revenue 噸/ 人民幣百萬元收益	55.48	44.45



PERFORMANCE DATA SUMMARY

表現數據摘要

A. Environmental Indicators A. 環境指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023	2022
A2	Use of Resource 資源使用			
A2.1	Direct and/or indirect energy consumption by type in total and intensity ⁹ 直接和/或間接能源消耗按類別劃分的總量和密度 ⁹			
	Direct energy consumption 直接能源耗量			
	Diesel Consumption 柴油耗量	MWh 兆瓦時	94	162
	Gasoline Consumption 汽油耗量	MWh 兆瓦時	455	634
	Natural Gas Consumption 天然氣耗量	MWh 兆瓦時	34,844	53,287
	Indirect energy consumption 間接能源耗量			
	Electricity Consumption ⁸ 電力耗量 ⁸	MWh 兆瓦時	145,127	152,646
	Total energy consumption 能源總耗量	MWh 兆瓦時	180,520	206,729
	Total energy consumption intensity 能源總耗密度	MWh/ RMB million Revenue 兆瓦時/ 人民幣百萬元收益	17.22	16.41
A2.2	Water consumption in total and intensity 水總耗量及密度			
	Total water consumption 水耗量	m ³ 立方米	1,065,867	1,226,327
	Total water consumption intensity 水耗量密度	m ³ / RMB million Revenue 立方米/ 人民幣百萬元收益	101.67	97.36
A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced ¹⁰ 包裝材料的總量(以噸計算)及每生產單位佔量 ¹⁰			
	Total packaging material used 包裝材料使用總量	Tonne 噸	2,032	2,367
	Total packaging material intensity 包裝材料密度	Tonne/ RMB million Revenue 噸/ 人民幣百萬元收益	0.19	0.19

PERFORMANCE DATA SUMMARY

表現數據摘要

Notes:

- 1 The air emissions of the Group are solely generated from the operation of the Group's diesel and gasoline vehicles. The calculation of relevant air emissions is performed in accordance with How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Stock Exchange.
- 2 The greenhouse gas emissions of the Group are mainly generated from the use of gas fuels (such as natural gas) in various factory operations, as well as fuel consumption by company vehicles (such as diesel and gasoline). There also includes a small amount of greenhouse gas emissions generated from air conditioning refrigerants. Scope 2 greenhouse gas emissions mainly generated from the purchase of electricity from power suppliers by our factories, excluding the electricity consumption from renewable sources in some of the factories. Scope 3 greenhouse gas emissions mainly generated from employees' business travel using different modes of transportation, the disposal of wastepaper in landfills, and the electricity consumption associated with water and sewage treatment by government departments.
- 3 The calculation method for greenhouse gas emissions of the Group is based on the Calculation Method and Reporting Guidelines for Greenhouse Gas Emissions of Land Transport Enterprises (Trial) issued by the National Development and Reform Commission of China, the carbon emissions calculator of the International Civil Aviation Organisation, and the How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Stock Exchange.
- 4 The hazardous waste generated by the Group mainly comes from the hazardous waste produced during our production operations. It is categorised into recyclable hazardous waste (such as aluminum ash, waste lead-acid batteries, waste solvents, waste mineral oils, etc.) and non-recyclable hazardous waste (such as paint residues, wastewater sludge, etc.). All hazardous waste is strictly managed in accordance with national laws and regulations, such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, Standards for Pollution Control of Hazardous Waste Storage and Administration Measures for Hazardous Waste Transfer. We collect, label, store, and entrust licensed units with the permit for operation of dangerous wastes collection for harmless treatment and recycling of hazardous waste.

附註:

- 1 本集團的廢氣排放僅來自本集團柴油及汽油汽車行駛所產生的廢氣排放。相關廢氣排放則按照香港聯交所刊發的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」計算所得。
- 2 本集團的範圍一溫室氣體排放主要來自各廠房生產使用氣體燃料（如：天然氣）與公司車輛消耗燃油（如：柴油及汽油），當中包含少量從空調製冷劑所產生的逸散性溫室氣體排放。範圍二溫室氣體排放主要來自各廠房向電力供應商採購電力所產生的溫室氣體排放，部份廠房的電用量含綠電已排除在外。範圍三溫室氣體排放則主要來自雇員乘坐不同交通工具出外公幹、棄置到堆填區的廢紙及政府部門處理食水及污水時而消耗電力所產生的溫室氣體排放。
- 3 本集團的溫室氣體排放核算方法乃根據中國國家發展和改革委員會發佈的《陸上交通運輸企業—溫室氣體排放核算方法與報告指南（試行）》、國際民航組織碳排放計算器及香港聯交所刊發的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」計算所得。
- 4 本集團所產生的有害廢棄物，主要來自生產營運當中所產生的危險廢棄物，分為可回收利用危廢（如鋁灰渣、廢鉛蓄電瓶、廢溶劑、廢礦物油等）及不可回收再利用危廢（如漆渣、廢水污泥等）。所有危險廢物均嚴格根據國家法律法規，如：《中華人民共和國固體廢物污染環境防治法》、《危險廢物貯存污染控制標準》、《危險廢物轉移管理辦法》，進行收集、標識、儲存及委託持有危險廢棄物經營許可證的單位進行無害化處理及回收再利用。



PERFORMANCE DATA SUMMARY

表現數據摘要

- | | | | |
|---|--|---|---|
| 5 | The non-hazardous waste generated by the Group mainly consists of various types of waste produced during production and operations. It can be categorised into scrap materials, metal shavings, non-ferrous metals, automotive parts, packaging materials, waste wood, waste cardboard boxes, and general waste based on their actual weight. These waste materials are collected and processed by our Resource Recycling Department, and qualified recycling companies are entrusted with the task of secondary utilisation of the waste. Starting from this fiscal year, the Group has begun to track and record other non-hazardous waste generated during daily operations in the factory, such as general waste and kitchen waste. These waste materials are collected, transported, and treated by third-party cleaning companies. | 5 | 本集團所產生的無害廢棄物，主要包含在生產營運當中所產生的各種廢物，主要分為邊角料類、金屬屑類、有色金屬類、汽配類、包裝物類、廢木頭、廢紙箱及一般垃圾的實際重量統計所得，這些廢料均由我們的資源回收部集中收集與處理，並委託合資格回收商對廢料回收進行二次利用。本年度集團開始著手統計在廠房日常營運當中產生的其他無害廢棄物，例如一般垃圾和廚餘等等，這些廢棄物則由第三方清潔公司收集清運處理。 |
| 6 | The non-hazardous wastewater generated by the Group mainly consists of the wastewater generated during production, which is collected and handled by the qualified third-party sewage treatment station within factory area, that commissioned by the Group, as well as the domestic wastewater generated from the employee's daily lives. The sewage treatment stations comply with the maximum discharge concentration of various indicators under the Integrated Wastewater Discharge Standard (GB8978-1996), and the wastewater handled and discharged from the stations will be discharged to the local sewage treatment plants for further processing. There have been no instances of illegal discharge during the current year. | 6 | 本集團所產生的無害廢水，主要包含在生產中所產生的廢水集中在廠房內及委託的具污水處理資質第三方的廢水處理站作處理的處理量及員工在日常生活中所產生的生活污水量。污水處理站遵守及按照當地環境部門《污水綜合排放標準》(GB8978-1996)中各指標的允許排放濃度作處理，經處理後之廢水會排放至當地污水處理廠作進一步處理。本年度未有發生任何違規排放的情況。 |
| 7 | The data from the previous year is restated for comparative purposes. | 7 | 上年度數據需重列作為比較用途。 |
| 8 | Approximately 4% of the Group's electricity consumption comes from purchased renewable energy from the Shandong factory. In the future, the Group will actively look for feasible and cost-effective solutions to continue to increase the proportion of renewable energy in the Group. | 8 | 本集團的電力耗量當中約包含4%來自山東分公司的採購綠電，本集團未來將積極尋找可行及具經濟效益的方案，持續提升集團可再生能源的占比。 |
| 9 | The energy conversion is calculated based on the conversion factors specified in the How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs published by the Hong Kong Stock Exchange as well as the conversion factors stipulated in GB/T 2589-2020 General Rules for Calculation of Comprehensive Energy Consumption issued by the State Administration for Market Regulation and the standardisation Administration. | 9 | 能源換算乃根據香港聯交所刊發的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」及國家市場監督管理總局、國家標準化管理委員會所發布的GB/T 2589-2020《綜合能耗計算通則》中規定的換算系數計算所得。 |



PERFORMANCE DATA SUMMARY

表現數據摘要

10 During the Reporting Period, the Group calculated the usage of various packaging materials in each factory based on the quantity and weight per unit of the main specifications. Therefore, the unit of packaging materials disclosed in the current year is different from that disclosed in the previous year, and it is disclosed in terms of weight units. To ensure comparability of the data, the previous year's data is restated for comparative purposes.

10 於報告期內，本集團各廠房就其使用各種包裝物的用量及主要規格的單個重量進行計算，故本年度的包裝物與上年度披露包裝物的單位並不相同。為確保數據的可比較性，上年度數據需重列作為比較用途。

B. Social Indicators B. 社會指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023	2022
B1	Employment ^{3,4} 僱傭 ^{3,4}			
B1.1	Total workforce by gender, employment type, age group, employee category and geographical region ^{1,2} 按性別 僱傭類型 年齡組別 員工類別和地區劃分的員工總數 ^{1,2}			
Gender 性別	Total number of employees 員工總數	Person 人	5,192	6,445 ⁶
	Male 男性	Person 人	4,038	5,150
	Female 女性	Person 人	1,154	1,295
Age group 年齡組別	18-20 years old 18歲至20歲	Person 人	9	254
	21-30 years old 21歲至30歲	Person 人	1,154	2,007
	31-40 years old 31歲至40歲	Person 人	1,926	2,160
	41-50 years old 41歲至50歲	Person 人	1,489	1,559
	51-60 years old 51歲至60歲	Person 人	609	453
	>60 years old 60歲以上	Person 人	5	4
Geographic Region 地區	Number of employees stationed in Liuzhou 駐守柳州的員工人數	Person 人	3,848	4,475
	Number of employees stationed in other provinces or cities (including Qingdao, Chongqing, Hong Kong and Indonesia) 駐守其他各省市地區(包括青島、重慶、香港及印度尼西亞)的員工人數	Person 人	1,344	1,970
Employment Type 僱傭類型	Full Time 全職	Person 人	5,170	5,996
	Part Time 兼職	Person 人	22	449

PERFORMANCE DATA SUMMARY

表現數據摘要

B. Social Indicators B. 社會指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023 ⁴	2022 ³
B1	Employment 僱傭			
B1.2	Employee turnover rate by gender, age group and Geographical Locations ² 按年齡組別、性別及地區劃分的員工流失率 ²			
Gender 性別	Total employee turnover rate 員工總流失率	Percentage 百分比	10%	13%
	Male 男性	Percentage 百分比	10%	14%
	Female 女性	Percentage 百分比	12%	9%
Age group 年齡組別	18-20 years old 18歲至20歲	Percentage 百分比	11%	8%
	21-30 years old 21歲至30歲	Percentage 百分比	21%	21%
	31-40 years old 31歲至40歲	Percentage 百分比	8%	11%
	41-50 years old 41歲至50歲	Percentage 百分比	6%	6%
	51-60 years old 51歲至60歲	Percentage 百分比	9%	15%
Geographic Region 地區	Number of employees stationed in Liuzhou 駐守柳州的員工	Percentage 百分比	9%	14%
	Number of employees stationed in other provinces or cities (including Qingdao, Chongqing, Hong Kong and Indonesia) 駐守其他各省市地區(包括青島、重慶、香港及印度尼西亞)的員工	Percentage 百分比	0.3%	9%
B2	Health and safety ⁵ 健康與安全 ⁵			
B2.1	Number and rate of work-related Fatalities 因工作關係而死亡的人數及比率			
	Number of work-related fatalities 因工作關係而死亡的人數	Case 宗	Nil 無	Nil 無
	Rate of work-related fatalities 因工作關係而死亡的比率	Percentage 百分比	Nil 無	Nil 無
B2.2	Lost days due to work injury 因工傷損失工作日數	Working day 工作日數	Nil 無	4



PERFORMANCE DATA SUMMARY

表現數據摘要

B. Social Indicators B. 社會指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023 ⁴	2022 ³
B3	Development and training 發展及培訓			
B3.1 & B3.2	Average hours and percentage of employee trained by gender and employee category ⁴ 按性別和員工類別劃分的平均受訓時數和百分比 ⁴			
Gender 性別	Overall average training hours/ overall percentage of employee trained 受訓員工受訓總數/受訓百分比	Average hours/ percentage 平均時數/百分比	35 (100%)	43 (100%)
	Male 男性	Average hours/ percentage 平均時數/百分比	35 (100%)	44 (100%)
	Female 女性	Average hours/ percentage 平均時數/百分比	37 (100%)	43 (100%)
Age group 員工類別	Senior Management 高級管理層	Average hours/ percentage 平均時數/百分比	24 (100%)	47 (99%)
	Middle Management 中級管理層	Average hours/ percentage 平均時數/百分比	36 (100%)	50 (100%)
	General Employee 一般員工	Average hours/ percentage 平均時數/百分比	35 (100%)	43 (100%)
	Other Employee 其他員工	Average hours/ percentage 平均時數/百分比	33 (100%)	43 (100%)



PERFORMANCE DATA SUMMARY

表現數據摘要

B. Social Indicators B. 社會指標	ESG Indicators 環境、社會及管治指標	Unit 單位	2023	2022
B5	Supply chain management 供應鏈管理			
B5.1	Number of suppliers by geographical region 按地區劃分的供貨商數目			
	Total number of suppliers 供貨商總數目	Supplier 供貨商	367	597
	Northern China 華北	Supplier 供貨商	18	50
	Central China 華中	Supplier 供貨商	28	122
	Eastern China 華東	Supplier 供貨商	166	231
	Southern China 南方	Supplier 供貨商	153	175
	Northeast China 東北	Supplier 供貨商	1	17
	Northwest China 西北	Supplier 供貨商	1	2
B6	Product responsibility 產品責任			
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 因安全和健康原因而被召回的已售或運送產品總數的百分比	Percentage 百分比	Nil 無	Nil 無
B6.2	Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	Case 宗	Nil 無	Nil 無
B7	Anti-corruption 反貪污			
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目		Nil 無	Nil 無
	Number of corruption lawsuits 貪污訴訟案件數目	Case 宗	Nil 無	Nil 無



PERFORMANCE DATA SUMMARY

表現數據摘要

Notes:

- 1 In accordance with the relevant employment laws and regulations at the operational locations of each factory, including the Labor Contract Law of the People's Republic of China and the Employment Ordinance in Hong Kong, the Group signs valid employment contracts with its employees. The employment data represents the total number of labor contracts concluded between the Group and its employees, up until December 31, 2023. The employment/contract signing rate is 100%.
- 2 The calculation methods for employment data and training data are based on the How to prepare an ESG Report — Appendix 3: Reporting Guidance on Social KPIs published by the Hong Kong Stock Exchange.
- 3 The reporting scope of employee-related information (such as number of employees, turnover rate, training, work-related injuries and deaths, etc.) in 2022 includes Wuling Industrial, Wuling Liuji, Liuzhou Zhuotong, Shandong Branch, Chongqing Zhuotong, Wuling New Energy, and Indonesian Company and Hong Kong office.
- 4 The reporting scope of employee-related information (such as number of employees, turnover rate, training, work-related injuries and deaths, etc.) in 2023 includes Wuling Industrial, Wuling Liuji, Liuzhou Zhuotong, Shandong Branch, Chongqing Zhuotong, Hubei Zhuode, and Indonesian Company and Hong Kong office.
- 5 During the reporting period, there were no work-related fatalities within our group. There have been no work-related fatalities in both the year 2022 and the year 2021.
- 6 The total number of employees in 2022 includes 8 interns under the age of 18 who resigned in 2023.

附註：

- 1 本集團按照各廠房營運地點有關之僱傭法律法規，包括中華人民共和國勞動合同法及香港的僱傭條例，均與其僱員簽署合法有效的勞動合同，而僱傭資料是統計截至二零二三年十二月三十一日止本集團與其僱員之間訂立的勞動合同總數目，僱傭/勞動合同簽署率達100%。
- 2 僱傭資料及培訓資料的計算方法乃根據聯交所刊發的「如何準備環境、社會及管治報告—附錄三：社會關鍵績效指標匯報指引」計算所得。
- 3 2022年員工相關資料（如僱員人數、離職率、培訓、工傷工亡等）的報告範圍包含五菱工業、五菱柳機、柳州卓通、山東分公司、重慶卓通、五菱新能源、印尼公司及香港辦公室。
- 4 2023年員工相關資料（如僱員人數、離職率、培訓、工傷工亡等）的報告範圍包含五菱工業、五菱柳機、柳州卓通、山東分公司、重慶卓通、湖北卓達、印尼分公司及香港辦公室。
- 5 於報告期間內，本集團未有因工死亡案件，二零二二年、二零二一年度均未發生因工死亡案件。
- 6 2022年員工總數包含8名18歲以下的實習生，並於2023年離職。



ASSURANCE STATEMENT

審驗聲明

Jones Lang LaSalle Corporate Appraisal and Advisory Limited (“JLL CAA” or “Our”) has been commissioned by Wuling Motors Holdings Limited (HKSE Stock Code: 00305) (“Wuling Motors”) to undertake an independent limited assurance engagement (the “Engagement”) of its Environmental, Social and Governance Report 2023 (the “ESG Report”) in accordance with the AA1000 Assurance Standard version 3 (“AA1000AS v3”). The Engagement included evaluating Wuling Motors’ adherence to the four AA1000 assurance principles: inclusivity, materiality, responsiveness, and impact, as well as assessing the reliability and quality of specified performance information. The conclusion of the Engagement were disclosed to the users of the ESG Report through the verification statement.

The verification statement is prepared in both Chinese and English versions. In case of any conflict or inconsistency between these versions of the declaration, the Chinese version shall prevail.

1. RESPONSIBILITIES

The directors, governing body, and management of Wuling Motors are responsible for the information and presentation in the Report. JLL CAA’s responsibility is to provide an opinion on the text, data, graphs, and statements within the scope of our assurance, with the aim of informing all stakeholders of Wuling Motors.

2. ASSURANCE STANDARDS, TYPE, LEVEL OF ASSURANCE AND SCOPE OF ASSURANCE

The Engagement was based on Type 2 Moderate Level of Assurance in accordance with the AA1000AS v3 issued by the AccountAbility, to assess the nature and extent of Wuling Motors’ adherence to the four AA1000 Assurance Principles (Inclusivity, Materiality, Responsiveness, and Impact), as well as to evaluate the reliability and quality of the textual information and certain environmental and social performance information attached in the ESG report. Such textual information and specified performance information are limited to the data and information covering Wuling Motors and its subsidiaries, with the time period restricted to the data and information contained in the ESG report from January 1, 2023, to December 31, 2023.

仲量聯行企業評估諮詢有限公司（「仲量聯行CAA」或「我們」）受五菱汽車控股有限公司（香港聯交所股票代碼：00305）（「五菱汽車」）委託，就其二零二三年環境、社會及管治報告（「ESG報告」）根據AA1000審驗標準第三版（「AA1000AS V3」）執行獨立有限審驗工作，當中包含對五菱汽車遵循包容性、實質性、回應性及影響性四項AA1000審驗原則的情況及特定績效信息的可靠性及質量進行有限的審驗工作，並以發表審驗聲明的形式向ESG報告的使用者披露審驗結果。

審驗聲明備有中英文版本，如果審驗聲明的這些版本之間存在任何衝突或不一致，以中文版本為準。

1. 職責

五菱汽車的董事、治理機構和管理層對報告中的資訊和呈現負有責任。仲量聯行CAA的責任是按照AA1000AS V3就審驗範圍內的文字、數據、圖表和聲明提供意見，旨在向五菱汽車的持份者提供資訊。

2. 審驗標準、類型、強度及審驗範圍

此次審驗包括採用ACCOUNTABILITY發佈的AA1000AS V3類型2中度審驗級別以評估五菱汽車遵循AA1000AS V3的四項AA1000審驗原則（包容性、實質性、回應性及影響性）的性質和程度，以及評估ESG報告中所附的文字信息和部份環境及社會特定績效信息的可靠性及質量。該等文字信息及特定績效信息僅限於ESG報告涵蓋五菱汽車及其附屬公司的數據和信息，時間範圍則僅限於ESG報告包含的二零二三年一月一日至二零二三年十二月三十一日的數據和信息。



ASSURANCE STATEMENT 審驗聲明

2.1 OTHER REPORTING CRITERIA

Appendix C2 Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) of the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited was also applied in the Engagement to assess the degree of conformity with the ESG Guide.

3. METHODOLOGY

JLL CAA’s assurance works on this Engagement included the following:

- Evaluating whether the preparation and management processes of the ESG report adhere to the inclusivity, materiality, responsiveness, and impact principles of the four AA1000 Assurance Principles as outlined in AA1000AS v3;
- Site visit and interviews with managers responsible for sustainability performance and data collection;
- Verification of supporting evidence of the selected representative of data and information on a sampling basis;
- Recalculating the specified performance information, including reviewing unit conversion factors and emission factors;
- Assessing the degree of conformity of the ESG Report with the ESG Reporting Guide; and
- Performing other procedures we deemed necessary.

2.1 其他報告標準

本次審驗工作還採用了香港聯合交易所有限公司主板上市規則之附錄C2《環境、社會及管治報告指引》（「《ESG報告指引》」）來評估與ESG指引的符合程度。

3. 方法

仲量聯行CAA就此次委託的審驗工作內容包括：

- 評估ESG報告的編制與管理流程是否遵循AA1000AS V3的四項AA1000審驗原則的包容性、實質性、回應性及影響性原則進行；
- 現場考察及與五菱汽車負責可持續發展績效和資料收集的經理進行訪談；
- 審驗選定的代表性數據和資料的支持性證據進行抽樣檢查；
- 對特定績效信息進行重新計算；包括對單位轉換系數、排放系數的審核；
- 評估ESG報告對《ESG報告指引》的符合程度；及
- 我們認為必要的其他工作。



ASSURANCE STATEMENT

審驗聲明

4. INDEPENDENCE AND COMPETENCY

Wuling Motors is responsible for the data collection, calculation and presentation of the information presented in the ESG Report. Our assurance works are independent from Wuling Motors. The assurance team is composed of experienced professionals in the industry. Our expertise and experience in non-financial information, sustainability management and social and environmental issues are well-equipped to conduct such independent assurances. Relevant members have received professional training on sustainability-related standards such as AA1000AS v3, HKEX's ESG Reporting Guide, TCFD, ISO 14064, ISO14065, ISO17029 and other standards.

5. LIMITATIONS

Financial data drawn directly from independently audited financial data has not been checked back to source as it is not part of our assurance process.

6. CONCLUSION

Based on the above scope of work, we are not aware of any indication that Wuling Motors is not complying with the standards under the principles of Inclusivity, Materiality, Responsiveness and Impact. The specific conclusions are as follows:

- **Inclusivity:** Wuling Motors has identified key stakeholders and has established channels for its stakeholders to understand their concerns and expectations.
- **Materiality:** Wuling Motors, through established channels and communication mechanisms, understands the expectations and areas of concern of its key stakeholders. Additionally, based on industry nature, regulatory requirements, etc., it serves as the foundation for identifying material ESG issues. Wuling Motors has developed and disclosed in its ESG report the methods, processes, and results of the materiality assessment of its ESG issues.

4. 獨立性與能力

五菱汽車負責 ESG 報告所載資訊的資料收集、計算和呈現。我們的審驗工作獨立於五菱汽車。審驗團隊由業內經驗豐富的專業人員組成。我們在非財務資訊、可持續發展管理以及社會和環境問題方面擁有專業知識和經驗，具備進行此類獨立審驗的能力。相關成員接受了與可持續發展相關的標準培訓，例如 AA1000AS V3、香港交易所 ESG 報告指引、TCFD、ISO 14064、ISO 14065、ISO17029 等標準。

5. 限制

從經過獨立財務審計中直接提取的財務資料並未追溯到原始來源進行核對，因為這不是我們審驗流程的一部分。

6. 結論

基於上述工作範圍，我們沒有注意到任何跡象表明五菱汽車沒有遵守包容性、實質性、回應性和影響性原則下的標準。具體結論如下：

- **包容性：**五菱汽車識別了主要持份者及建立不同的管道與持份者溝通，定期瞭解其期望與關注重點，並在日常營運及制定政策的過程當中考慮持份者的訴求。
- **實質性：**五菱汽車在識別與評估其業務相關重要議題的工作中透過所建立的管道及溝通機制，瞭解主要持份者的期望與關注重點，同時基於其行業性質、法規要求等，作為識別重要可持續發展議題的基礎。五菱汽車建立了及在 ESG 報告中披露重要性議題評估的方法、過程及結果。



ASSURANCE STATEMENT 審驗聲明

- Responsiveness: Wuling Motors has established communication channels with stakeholders and has implemented corresponding processes to address their concerns. Additionally, Wuling Motors discloses its sustainable development strategy, goals, and management system in its ESG report. Through the process and results of materiality assessment of its ESG issues, it provides key responses to its management focus and performance of the material ESG issues.
- Impact: Wuling Motors has taken into consideration and evaluated the impacts generated during its day-to-day operations, as well as recognised the impacts on stakeholders. This understanding has led to the implementation of relevant management measures and decision-making processes within the Company.
- Specified Performance Information: Based on the procedures that JLL CAA has performed and the evidence we have obtained, nothing has come to our attention that causes us to suspect the reliability and quality or the conformity with the preparation basis set out in the ESG Report.
- The ESG Report has complied with all mandatory disclosure requirements and “comply or explain” provisions set out in the ESG Reporting Guide. The ESG Report illustrates Wuling Motors’s sustainability performance covering all material and relevant aspects and/or topics in a balanced, clear, consistent, and timely manner.
- 回應性：五菱汽車已建立與持份者的溝通渠道並設有相應流程回應持份者所關注的事宜。同時，五菱汽車於ESG報告披露了其可持續發展戰略、目標、管理體系，透過重要性議題評估的流程及結果，對重要議題管理要點及表現作出了重點回應。
- 影響性：五菱汽車已於日常營運過程中考慮、評估其所產生的影響，及認識到其對持份者產生的影響，從而在企業內進行相關的決策及落實相關的管理措施。
- 特定績效資訊：基於仲量聯行CAA執行的程序及取得的證據，對於ESG報告中所選定的特定績效資訊，我們沒有發現任何事項使我們懷疑其可靠性及質量或未能符合列於ESG報告中的編制基礎。
- ESG報告已遵守附錄C2中規定的所有強制披露要求和「不遵守就解釋」的規定；該ESG報告以平衡、清晰和及時的方式闡述了五菱汽車的可持續發展績效，涵蓋了ESG報告指引相關方面和／或主題。



ASSURANCE STATEMENT

審驗聲明

7. RECOMMENDATIONS

We recommend that Wuling Motors considers strengthening the below items in the future:

- Optimise the data collection system by clearly specifying the scope and definition of each indicator to effectively monitor, manage, and measure each indicator and the execution of its related policies or measures.



Yours sincerely,
For and on behalf of
Jones Lang LaSalle Corporate Appraisal and Advisory Limited
Hong Kong | 11 April 2024

7. 建議

我們建議五菱汽車可考慮在未來進一步加強以下工作：

- 優化資料收集系統，具體列明指標的收集範圍及定義，從而有效地監督、管理、衡量各個指標及其相關政策或措施的實施情況。

此致，代表
仲量聯行企業評估諮詢有限公司
香港 | 二零二四年四月十一日

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A. Environmental A.環境		
Aspect A1: Emissions 層面A1:排放物		
General Disclosure 一般披露		GREEN AND LOW-CARBON DEVELOPMENT ROADMAP 綠色低碳發展路徑圖
KPI A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料。	RESOURCE MANAGEMENT AND POLLUTION CONTROL 資源管理及排污管理
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 直接(範圍一)及能源間接(範圍二)溫室氣體排放量(以噸計算)及(如適用)密度。	PERFORMANCE DATA SUMMARY 表現數據摘要
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法, 及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	
Aspect A2: Use of Resources 層面A2:資源使用		
General Disclosure 一般披露		GREEN AND LOW-CARBON DEVELOPMENT ROADMAP 綠色低碳發展路徑圖
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	RESOURCE MANAGEMENT AND POLLUTION CONTROL 資源管理及排污管理



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A. Environmental A.環境		
Aspect A2: Use of Resources 層面A2:資源使用		
KPI A2.2	Water consumption in total and intensity. 總耗水量及密度。	PERFORMANCE DATA SUMMARY 表現數據摘要
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	
Aspect A3: The Environment and Natural Resources 層面A3:環境及天然資源		
General Disclosure 一般披露		RESOURCE MANAGEMENT AND POLLUTION CONTROL 資源管理及排污管理
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
Aspect A4: Climate Change 層面A4:氣候變化		
General Disclosure 一般披露		RESPONSE TO CLIMATE CHANGE 應對氣候風險
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	



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B. Social B. 社會		
Employment and Labour Practices 僱傭及勞工常規		
Aspect B1: Employment 層面B1: 僱傭		
General Disclosure 一般披露		ADHERING TO INTERNATIONAL LABOR ORGANISATION CONVENTIONS 遵守國際勞工組織公約
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別 僱傭類型 (如全職或兼職)、年齡組別及地區劃分的僱員總數。	OPTIMISING SALARY AND BENEFITS AND ESTABLISHING HARMONIOUS LABOR-MANAGEMENT RELATIONS 優化薪資福利與建立和諧勞資關係
KPI B1.2	Employee turnover rate by gender, age group and geographical region. 按性別 年齡組別及地區劃分的僱員流失比率。	PERFORMANCE DATA SUMMARY 表現數據摘要
Aspect B2: Health and Safety 層面B2: 健康與安全		
General Disclosure 一般披露		EMPLOYEE OCCUPATIONAL HEALTH AND SAFETY 員工職業健康與安全
KPI B.2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年 (包括匯報年度) 每年因工亡故的人數及比率。	PERFORMANCE DATA SUMMARY 表現數據摘要
KPI B.2.2	Lost days due to work injury. 因工傷損失工作日數。	
KPI B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施 以及相關執行及監察方法。	
Aspect B3: Development and Training 層面B3: 發展及培訓		
General Disclosure 一般披露		ATTRACTING HIGH-QUALITY TALENT AND PROVIDING A BETTER DEVELOPMENT PLATFORM 吸納優質人才與提供更好的發展平台



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Employment and Labour Practices 僱傭及勞工常規		
Aspect B3: Development and Training 層面B3:發展及培訓		
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	PERFORMANCE DATA SUMMARY 表現數據摘要
KPI B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分,每名僱員完成受訓的平均時數。	
Aspect B4: Labour Standards 層面B4:勞工準則		
General Disclosure 一般披露		ADHERING TO INTERNATIONAL LABOR ORGANISATION CONVENTIONS 遵守國際勞工組織公約
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	
KPI B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5:供應鏈管理		
General Disclosure 一般披露		GREEN SUPPLY CHAIN 綠色供應鏈
KPI B5.1	Number of suppliers by geographical region. 按地區劃分的供貨商數目。	RESPONSIBLE PROCUREMENT 責任採購
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供貨商的慣例,向其執行有關慣例的供貨商數目,以及相關執行及監察方法。	PERFORMANCE DATA SUMMARY 表現數據摘要



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Operating Practices

營運慣例

Aspect B5: Supply Chain Management

層面B5:供應鏈管理

- KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.
描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。
- KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.
描述在揀選供貨商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。

Aspect B6 Product Responsibility

層面B6:產品責任

- | | | |
|----------------------------|--|---|
| General Disclosure
一般披露 | | QUALITY ASSURANCE/
PRODUCT SAFETY
THROUGHOUT PRODUCTION
CYCLE
生產全週期質量保證／產品安全 |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons.
已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | CONSUMER RIGHTS
PROTECTION (CUSTOMER
FEEDBACK, PRIVACY
PROTECTION, RESPONSIBLE
MARKETING)
消費者權益保護(客戶意見、隱私保護、負責任行銷) |
| KPI B6.2 | Number of products and service related complaints received and how they are dealt with.
接獲關於產品及服務的投訴數目以及應對方法。 | PERFORMANCE DATA
SUMMARY
表現數據摘要 |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights.
描述與維護及保障知識產權有關的慣例。 | |
| KPI B6.4 | Description of quality assurance process and recall procedures.
描述質量檢定過程及產品回收程序。 | |
| KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored.
描述消費者數據保障及私隱政策，以及相關執行及監察方法。 | |



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Aspect B7: Anti-corruption 層面B:7反貪污		
General Disclosure 一般披露		ANTI-CORRUPTION AND IMPROVING REPORTING MECHANISMS 反貪污與完善舉報機制
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	PERFORMANCE DATA SUMMARY 表現數據摘要
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3	Resources contributed (e.g. money or time) to the focus area. 描述向董事及員工提供的反貪污培訓。	
Community 社區		
Aspect B8: Community Investment 層面B8:社區投資		
General Disclosure 一般披露		STATE-OWNED ENTERPRISE RESPONSIBILITY, LEADING ACADEMIC AND INDUSTRY DEVELOPMENT IN A POSITIVE DIRECTION 國企責任，引領學術與行業良好發展
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	BOOSTING RURAL REVITALISATION WITH INDUSTRIAL REVITALISATION 以產業振興助力鄉村振興
KPI B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	CREATING COMMUNITY BENEFITS FOR HARMONIOUS SOCIAL DEVELOPMENT 營造社區效益，促進社會和諧發展



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