AUTEL®

2025
Sustainability Report

Autel Intelligent Technology Corp., Ltd.
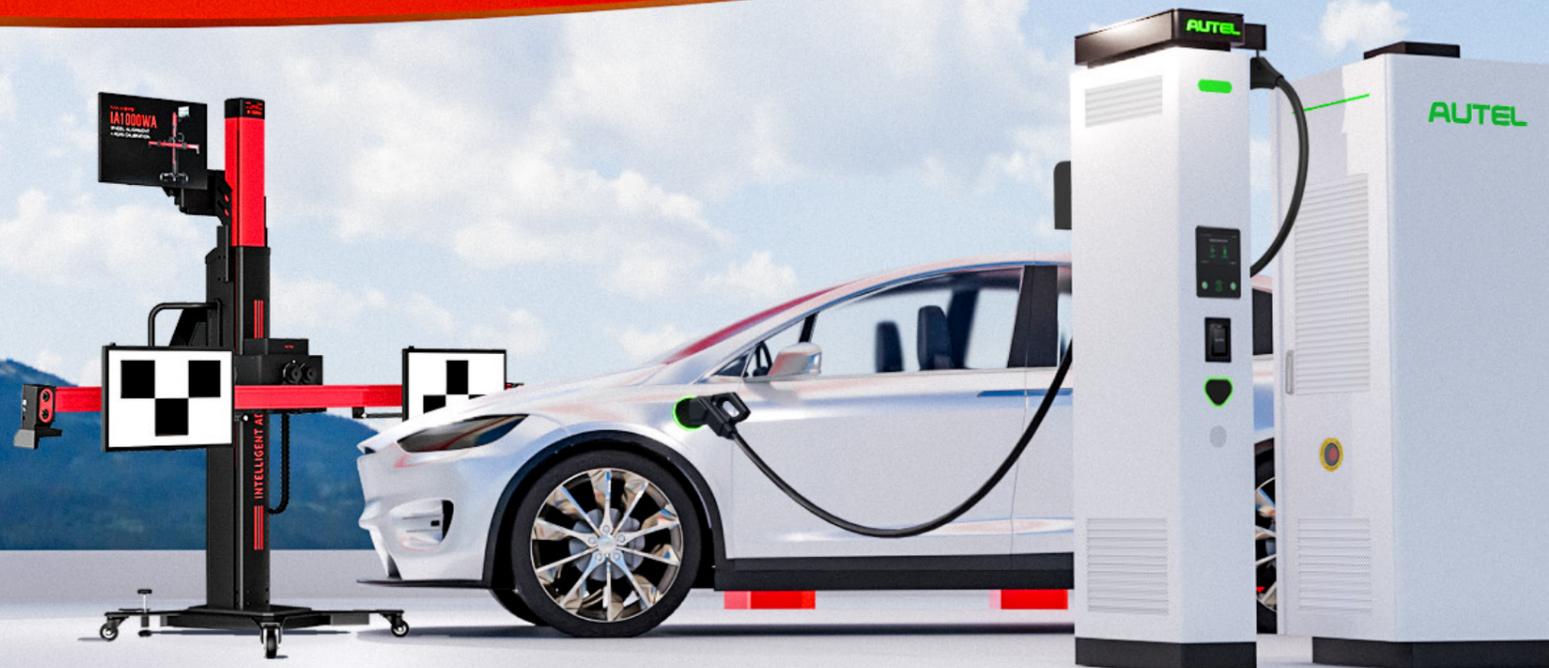
AUTEL®

Web	www.auteltech.cn
Tel	0755-8159-3644
Mail	ir@autel.com
Address	Caihong Keji Building, No.36 of Gaoxin North 6th Road, Songpingshan Community, Xili Street, Nanshan District, Shenzthen City, Guangdong Province,P.R. China

Stock Code 688208

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About This Report

Report Overview

This Report marks the fourth sustainability report issued by Autel Intelligent Technology Corp., Ltd.. (hereinafter referred to as "Autel" "the Company", or "We") to stakeholders. It comprehensively discloses the Company's practices and performance in 2025 across key responsibility areas including economic, environmental, social, and corporate governance etc. The purpose of this Report is to facilitate effective communication with all stakeholders and systematically respond to their expectations and requirements.

Time Range

From January 1, 2025, to December 31, 2025. To ensure comparability and forward-looking insights, certain sections may be appropriately extended to both preceding and subsequent years.

Organizational Scope

This report discloses the information on the the Company's and its subsidiaries' fulfillment of economic, social and environmental responsibilities. The featured case studies cited are representative of the practices of the Company and its subordinate subsidiaries, including but not limited to Autel Digital Power Co., Ltd..

Data Statement

The data and information presented in this Report are sourced from the Company's official documents, statistical reports, and financial statements, as well as environmental, social, and governance (ESG) data that have been statistically compiled and verified by the Company.

Reference Standards

Global Reporting Initiative (GRI) GRI Standards

United Nations Sustainable Development Goals Business Action Guide (SDGs)

Guidelines No. 14 for Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial)

Guidelines No. 4 for Shanghai Stock Exchange for Self-Regulation of Listed Companies—Preparation of Sustainability Reports

Task Force on Climate-related Financial Disclosures (TCFD) recommendation

Report Access

This Report is available in electronic format. You may access it by

The Company's official website　　**www.auteltech.cn**

The Shanghai Stock Exchange website　　**www.sse.com.cn**

About Autel

▎ Company Profile

Autel Intelligent Technology Corp., Ltd., founded in 2004, is a leading provider of smart vehicle diagnostics solutions and smart charging solutions. Its products are primarily sold in over 120 countries and regions, including the United States, Europe, Japan, and Australia. In February 2020, the Company was listed on the STAR Market of the Shanghai Stock Exchange (Stock Code: 688208).

The Company continues to center its strategy on AI intelligence, establishing a three-dimensional product portfolio spanning smart vehicle diagnostics, smart charging, and embodied swarm intelligence. By building a synergistic ecosystem of "hardware terminals + Agent applications + scenario-based solutions", and driven by the dual engines of cutting-edge technology and business model innovation, the Company has achieved steady performance growth.

Shenzhen Headquarters
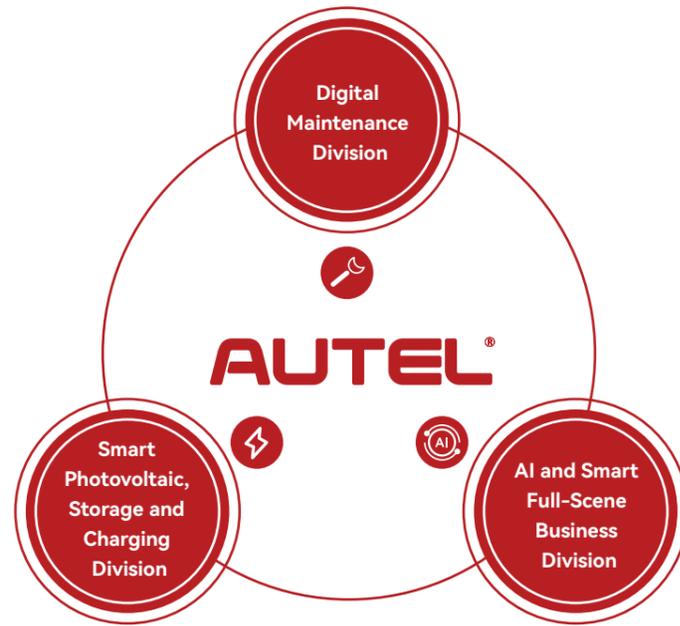
United States Factory

Shenzhen Factory

Mexico Factory

Vietnam Factory

Organizational Structure

Digital
Maintenance
Division

AUTEL®

Smart
Photovoltaic,
Storage and
Charging
Division

AI and Smart
Full-Scene
Business
Division

Business Layout

We take customer needs as our core. We not only providing high-quality services to global customers, but also establish a collaborative and win-win ecosystem to achieve mutual success.

800+

Number of Global Dealers

120~

Countries and Regions Covered

High-Value Industry Clients

Serving Multiple Fortune

Global 500 Companies

Diverse Top-Tier Clients

Including Global Energy Companies,

Leading Charging Infrastructure Operators,

and Vehicle Diagnostic Retailers

Globalized R&D

With R&D teams stationed across China and multiple overseas offices, we leverage our global research network to combine core technological breakthroughs with regional market demands, enabling efficient cross-regional collaboration and the rapid translation of innovative results.

Global Market Reach

Operating sales subsidiaries and local teams in key hubs like North America, Europe, and Mainland China, our sales and distribution network spans approximately 120 countries and regions. This global footprint enables us to gain real-time market insights and deliver agile, end-to-end support—from rapid demand response to comprehensive after-sales service.

Globalized Manufacturing

With production bases in China, Vietnam, the United States, and Mexico, supported by localized operations teams and supply chains, we optimize resource allocation and flexibly adjust capacity. This strategy ensures delivery stability and strengthens our resilience against international trade and regulatory changes.

▌Honorary Ratings

2025 Global Times
New Quality Productivity & Tech Innovation Case

The "Innovative Scenario Award"
at the Forbes China 2025
Low-Altitude Economy Industry Selection

High-quality development case by
Financial Report of the 21st Century.

The 2025 "SSE Eagle · Golden Quality" ESG Award
by Shanghai Securities News

the "Top 100
Growing Listed Companies in China"

2025 Most Innovative STAR Market Listed Company

The 2025 "Environmental Friendly
Pioneer Enterprise Award" from CLS

The "Outstanding Case Award" at the 21st Century Business Herald
"New Energy, New Quality" Event

Autel named an "Leading Enterprise" in the
2025 AI Pegasus Awards

Shenzhen Manufacturing Single Champion Enterprise

2025 Sustainability Report achieved an
'A' rating from Wind, a 'B+' from SynTao Green Finance , and an
'A' from Huazheng Ratings

Awarded the Ecovadis Bronze Medal 2025
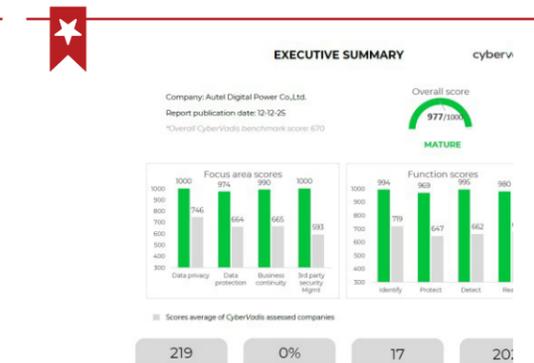
2025 Cybervadis Rating:
achieved the highest "MATURE" level with a score of 977

▌**Sustainable Development Practices**

The Company continue advancing its relevant management and technical measures by focusing on energy structure optimization and greenhouse gas emission reduction,, while tracking and disclosing the progress of its annual key initiatives.

Autel 's Practical Performance in Implementing the
"Carbon Peaking and Carbon Neutrality" Strategy and Environmental Protection Investments:

1	Define Emission Reduction Pathways and Targets

Committed to achieving carbon neutrality in corporate operations by 2028 and net-zero emissions across the full lifecycle by 2035. The Company strictly adheres to ISO 14064 and ISO 14067 standards for greenhouse gas verification, and conducts Carbon Footprint analysis, Life Cycle Assessment (LCA), and Environmental Product Declaration (EPD) certification for its core products.

2	Energy Transition and Efficiency Improvement

In 2025, EVs accounted for 87.5% of the Company's test fleet. Additionally, shuttle buses for headquarters staff commuting and forklifts for base transportation achieved 100% electrification, resulting in a 17.48% year-on-year reduction in gasoline consumption compared to 2024. By leveraging AI to schedule photovoltaic and energy storage systems, the Company realized a "charge during off-peak, supply during peak" model, achieving an energy feedback efficiency exceeding 90% in simulation testing phases.

3	Quantifiable Achievements in Circular Economy

Core products achieve nearly 90% recyclability and reusability. In 2025, a total of 14.7 Tonnes of waste materials were recovered and recycled, accounting for 17.2% of total waste generated. Furthermore, the recycling rate for packaging materials reached 100%.

4	Green Manufacturing & Safety Investment

Autel Digital Power Co., Ltd., a subsidiary of Autel, successfully awarded "Shenzhen Green Factory". In 2025, safety production investment reached RMB 780,400, without major environmental pollution incidents and major safety accidents reported during the period.

5	Green Supply Chain Synergy

Established an ESG access and tiered management mechanism for suppliers. Through targeted training, we guide suppliers in conducting carbon footprint assessments, driving overall emission reductions and green transformation across the value chain.

6	In terms of energy management

The Company has adopted intelligent management approaches, leveraging AI-powered forecasting and dynamic scheduling capabilities to coordinate the operation of photovoltaic power generation and energy storage systems. This enables "off-peak charging and peak energy supply", enhancing the utilization efficiency of clean energy and supporting the continuous optimization of the energy consumption structure.

Sustainable Development Management

▌**Sustainable Development Goals and Our Responses**

The Company has formulated mid-to-long-term strategic goals covering the Environmental, Social, and Governance (ESG) dimensions. We regularly track the progress of ESG management targets across these areas to ensure the effective implementation of our sustainability initiatives. This commitment drives the Company's high-quality growth while fostering shared value with Social.

Material Topics	SDGs	Management Objectives	Progress
Innovation-driven Development		• Maintain sustained growth in R&D investment while keeping the proportion of R&D personnel stable. • The number of authorized invention patents continues to grow, while patent portfolios in key technological fields are being continuously refined.	• In 2025, R&D investment reached RMB 8.74 billion, R&D investment accounts for 18.08% of total operating revenue,representing a year-on-year increase of 28.47%. R&D personnel accounted for 57.33% of the total workforce (excluding production staff). • A total of 83 new invention patents were granted throughout the year, providing patent protection for key products and technologies.
Data Security and Customer Privacy		• In accordance with the Cybersecurity Law, Data Security Law, Personal Information Protection Law, and exchange guidelines, establish and maintain a data security management system to ensure no major data breaches or customer privacy violations occur during the reporting period. • For core diagnostics and cloud services, ensure a 100% maintenance rate for information security and privacy management system certifications.	• No major customer data breaches or privacy violations occurred in 2025. • Pass external audits such as ISO 27001 and ISO 27701 to ensure the continued validity of system certifications.

Material Topics	SDGs	Management Objectives	Progress
Intellectual Property Protection		• Ensure that the annual number of patent applications does not fall below the previous year's level, and maintain effective patent coverage in core product and technology areas. • During the reporting period, 100% of intellectual property-related litigation cases were resolved, and at least one company-wide basic intellectual property training session was completed.	• The number of patent applications in 2025 remained largely unchanged from the previous year. Patent filing efforts focused on enhancing quality while controlling quantity, systematically deploying patent applications around core products and technologies. The AI department began patent planning in 2025 and has accumulated 17 invention patent applications to date. • Timely respond to all intellectual property-related litigation and review/invalidation cases in 2025, achieving a 100% completion rate. Organize comprehensive intellectual property training for all employees.
Product and Service Safety and Quality		• Product safety and quality management system certification retention rate: 100%; • The rate of timely resolution and closure for major customer complaints regarding product safety and quality is 100%.	• Passed the surveillance audit for the ISO 9001 and IATF 16949 quality management systems; the system certificates remain valid. • By 2025, achieve a 100% timely resolution rate and closure rate for customer complaints regarding product quality issues.
Employee		• Employee training coverage shall not be less than 90%, with annual training hours per employee not falling below 15 hours; • Employee performance evaluations achieved 100% implementation rate, with performance incentives fully executed.	• Employee training coverage 100%, with an annual average training duration of 22.6 hours per person. • Employee performance evaluations achieved 100% implementation rate, with performance incentives fully executed.
Environmental Compliance Management		• Ensure 100% compliance with national and local environmental regulations at all production sites, with zero annual environmental administrative penalties; • Promote the digital monitoring of energy consumption in key production processes, ensuring that annual energy consumption per unit of output remains stable or decreases compared to the previous year.	• By 2025, all production facilities has achieved 100% compliance with national and local environmental regulations, with zero annual environmental administrative penalty incidents. • Promote the digital monitoring of energy consumption in key production processes, with annual energy consumption per unit of output fluctuating by 5% compared to the previous year.

Material Topics	SDGs	Management Objectives	Progress
Climate Change Mitigation and Adaptation		• By 2025, achieve a total greenhouse gas emissions level for the Company's own operational facilities (Scope 1 and Scope 2) that fluctuates within ±5% of the baseline year (2024). • Advance the energy transition by replacing equipment, installations, or vehicles that generate direct emissions with zero-carbon or low-carbon alternatives, with the target for EVs exceeding 70% of the total fleet.	• By 2025, the headquarters and Shenzhen factory will complete third-party ISO 14064 greenhouse gas verification. The total greenhouse gas emissions (Scope 1 and Scope 2) will fluctuate within ±5% compared to the baseline year (2024). • By 2025, EVs will account for 87.5% of the Company's test fleet, while employee shuttle buses and production site forklifts will achieve 100% pure electric operation.
Clean Technologies and Services		• Increase R&D investment in green technologies for automotive diagnostics and electric vehicles (EVs) charging station products, and ensure these products comply with environmental regulations in key sales markets. • Through our products and services, we help customers enhance vehicle charging energy efficiency, achieving steady annual growth in the number of clients served.	• In 2025, Autel's newly developed products adhere to eco-friendly materials compliant with RoHS, REACH, WEEE, and other environmental standards from the design stage, ensuring continuous compliance with environmental regulations. The Company was honored with the 2025 "Environmentally Friendly Pioneer Enterprise Award" by CLS, demonstrating ESG-driven sustainable high-quality growth. • By 2025, leveraging its systematic advantages in products, technology, brand, and global supply chain, Autel secured top-tier client projects across multiple industries—including energy, transportation, and parking operations—in markets such as Europe and the United States. The Company achieved sustained annual growth in the number of clients served.
Pollutant Discharge		• Ensure that pollutant discharge concentrations at all production sites are 100% compliant with national and local discharge standards; • The annual total pollutant emissions shall not fluctuate by more than 10% compared to the previous year.	• In 2025, pollutant emission concentrations across all production bases achieved 100% compliance with national and local emission standards; • The total annual pollutant emissions fluctuated by less than 10% compared to the previous year.

Material Topics	SDGs	Management Objectives	Progress
Waste Disposal		• Ensure a 100% waste sorting collection rate across all production sites and achieve a 100% compliance rate for hazardous waste disposal. • By optimizing production processes and adopting eco-friendly materials, we aim to ensure that the waste generation per unit of output during the reporting period fluctuates by no more than 10% compared to the previous year.	• By 2025, achieve a 100% waste sorting collection rate across all production bases and ensure a 100% compliance rate for hazardous waste disposal. • In 2025, by optimizing production processes and introducing new environmentally friendly materials, the amount of waste generated per unit of output value during the reporting period fluctuated by no more than 10% compared to the previous year.
Water Resources Usage		• Guarantee that water consumption and wastewater discharge across all production facilities adhere to the environmental legal requirements of the host countries or regions. • Promote water recycling and prioritize the adoption of water-saving technologies in new construction and renovation projects.	• By 2025, maintain 100% regulatory compliance for water use and discharge at all sites, with no recorded violations. • In 2025, the Company implemented measures such as three-compartment septic tank pre-treatment for domestic sewage and source control of wastewater from rain simulation tests. These initiatives ensured that emissions of major water pollutants significantly exceeded local or national standards. The treatment processes employed were both appropriate and highly efficient, effectively reducing the load on downstream wastewater treatment plants and aligning with higher-tier environmental requirements.
Digital Management		• Ensure that the Company operations and key suppliers comply with data security and privacy protection regulations, achieving a 100% completion rate for annual compliance audits. • Conduct ESG and digital skills training for all employees, achieving a 100% completion rate for the annual training plan".	• In 2025, ensure that the Company operations and key suppliers comply with data security and privacy protection regulations, achieving a 100% completion rate for relevant annual compliance audits. • Conduct ESG and digital skills training for all employees, achieving a 100% completion rate according to the training plan
Digital Management		• 100% of suppliers have signed the Supplier Code of Conduct; • At least 80% of key suppliers undergo annual ESG risk due diligence;	• 100% signing rate of the Supplier Code of Conduct for new suppliers in 2025; • 100% completion rate of annual ESG risk due diligence for core suppliers as planned in 2025;

Autel's Sustainability Philosophy

Our Mission
To build an intelligent future centered on people

Our Vision
To become a global leader in the industries of smart vehicle diagnostics, smart charging, and embodied swarm intelligence with AI application.

Governance System for Sustainable Development

The Company has established a three-tier ESG management structure comprising the Board of Directors, the Strategy and ESG Committee, and the ESG Working Group. By clearly defining the responsibilities at each level, we ensure the orderly and effective advancement of ESG initiatives".

● **Board of Directors**

As the decision-making and leadership body for the Company's ESG management, the Board of Directors is responsible for overseeing overall ESG activities. This includes reviewing and approving the ESG strategy, plans, key policies, information disclosure arrangements, and matters related to ESG

● **Strategy and ESG Committee**

Serving as the oversight body for ESG management, the Strategy and ESG Committee is responsible for monitoring ESG-related trends and policy developments. Its duties include reviewing the Company's ESG strategy, policies, metrics, and disclosure content; supervising and evaluating the implementation of ESG initiatives; and making recommendations to the Board of Directors on relevant matters.

● **ESG Working Group**

To support the effective implementation of ESG initiatives, the Company has established an ESG Working Group. This Group is responsible for formulating the ESG strategy, setting ESG targets and action plans, driving the execution of relevant policies, identifying and assessing ESG risks and opportunities, and preparing the annual ESG report. Furthermore, the Company requires all functional departments and subsidiaries to designate an ESG Liaison Officer to oversee the implementation of ESG-related tasks within their respective units.

Through this structured governance framework, the Company continuously integrates sustainability requirements into its business operations, supporting robust and responsible development.

Due Diligence

Autel consistently integrates sustainable development into the core of its corporate strategy. Strictly benchmarking against international standards and domestic best practices, and adhering to disclosure specifications for sustainability due diligence outlined in relevant policy guidelines, the Company conducts comprehensive and systematic due diligence across its business operations. We have established a dynamic monitoring mechanism covering key areas including employment, labor relations, human rights, transparency, environmental protection, anti-corruption, climate change, technology, business integrity, and sustainable supply chains. This approach drives the deep integration of sustainable development goals with business operations, firmly establishing a compliance baseline and a foundation of responsibility for the Company's high-quality development.

①

Institutions and Responsibilities for Due Diligence

The Company has established the Strategy and ESG Development Committee as its dedicated ESG governance body to comprehensively coordinate all due diligence activities. Its core responsibilities include:Reviewing and approving the Company's ESG strategic objectives and due diligence work plans;Overseeing process compliance and the effectiveness of implementation; Driving the deep integration of the due diligence system with the Company's overall governance architecture. These measures ensure the independence, systematicity, and authority of our due diligence processes, providing robust top-level institutional support for their orderly execution across the entire workflow.

②

Due Diligence Scope

The Company has established a full-chain due diligence system covering the headquarters, subsidiaries and value chain partners, and running through core business scenarios. It includes special assessments on operations in environmentally sensitive areas and stakeholder communication.Focusing on ESG issues such as innovative development, data security, intellectual property rights and product quality, the system embeds relevant systems and processes to establish a regular ESG risk prevention and control mechanism, so as to achieve risk front-loading and a closed-loop responsibility system.

③

Sustainable Development Risk Identification

In accordance with the Risk Control Procedure, the Company conducts risk identification and assessment activities. Comprehensive risk assessments are organized at least twice a year to systematically identify, analyze, manage, and monitor risks related to business operations, finance, and compliance. Based on changes in the risk landscape, corresponding control measures are updated promptly. These risks are categorized and compiled into a dynamic risk list, providing a solid basis for the graded control and management of sustainable development risks.

④

Sustainable Development risk management

Leveraging the outcomes of due diligence and the sustainable development risk list, the Company fully integrates sustainability-related risks into its overall risk management system. Simultaneously, we have established a tiered and categorized ESG risk management mechanism. Autel continuously iterates and optimizes its due diligence processes, indicator systems, and control standards. This drives a deep alignment and synchronization between ESG risk response measures and the Company's strategic development, achieving proactive risk prevention and dynamic management.

Communication with Stakeholders

Autel recognizes that the opinions and expectations of various stakeholders significantly impact the Company's operations and development. We remain attentive to the feedback and demands of both internal and external stakeholders, adhering to the principle of building a diversified communication mechanism. By establishing close ties and engaging through multiple channels and methods, we actively foster dialogue with our stakeholders. This ongoing engagement allows us to continuously optimize our sustainable development strategies while welcoming supervision from all stakeholders. In defining our key stakeholders, Autel references the Code of Corporate Governance for Listed Companies issued by the China Securities Regulatory Commission (CSRC), the Guidelines No. 14 for Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial), the Guidelines No. 13 for Shanghai Stock Exchange for Self-Regulation of Listed Companies on SSE STAR Market– Preparation of Sustainability Reports, and the AA1000 Communication with Stakeholders Principles. Based on the definitions and descriptions provided in these frameworks, we have identified the following as our primary key stakeholder categories: Shareholders/Investors, Customers, Suppliers, Employees, Government/Regulatory Authorities, Communities, and the Environment.

Stakeholder Categories	Communication Methods and Frequency	Expectations and Demands
Shareholders Investors	• Board of Shareholders(Annual) • Results Briefing(Annual) • Investor Meeting(Ad hoc) • Information Released on the Company Website(Ad hoc)	• Product and Service Safety and Quality • Supply Chain Security • Anti-Commercial Bribery and Anti-Corruption • Innovation-Driven Development
Customers	• Customer Satisfaction Survey(Ad hoc) • Customer Visit(Ad hoc) • Respond to Customer Complaints (Ad hoc) • Annual Client Conference(Annual)	• Data Security and Customer Privacy Protection • Product and Service Safety and Quality • Intellectual Property Protection • Innovation-Driven Development • Supply Chain Security
Suppliers	• Open procurement(Ad hoc) • Supplier Interview(Ad hoc) • Supplier Review(Ad hoc)	• Supply Chain Security • Equal Treatment of Small and Medium-sized Enterprises • Anti-Commercial Bribery and Anti-Corruption • Communication with Stakeholders
Employees	• Employee Representative Assembly(Regular) • Employee Training(Regular) • Employee Performance Evaluation(Annual) • Employee Satisfaction Survey(Regular) • Employee Suggestion Box(Ad hoc)	• Employee Employment • Employee Compensation and Participation • Employee training and development • Employee Health and Safety
Government Regulatory Authorities	• Government Project Application (Ad hoc) • Daily Report (Ad hoc) • Participate in the formulation of industry plans(Ad hoc) • Invitation for an Interview (Ad hoc)	• Environmental Compliance Management • Pollutant Emissions • Waste Disposal • Data Security and Customer Privacy Protection • Intellectual Property Protection

Assessment of Sustainability Materiality Topics

Accurately identifying and assessing materiality topics is a critical step in sustainability management, enabling the Company to focus on key areas and clarify its ESG strategic planning and priorities. In 2025, to enhance its ESG information disclosure system, Autel conducted an ESG materiality topics assessment. This process comprehensively considered stakeholders' evolving expectations regarding corporate management and development. It was guided by relevant sustainability standards and frameworks, including the Guidelines No. 14 for Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Reporting (Trial), the the Guidelines No. 13 for Shanghai Stock Exchange for Self-Regulation of Listed Companies on SSE STAR Market– Preparation of Sustainability Reports, the United Nations Sustainable Development Goals (SDGs), the GRI Universal Standards 2021, and ISO 26000. The assessment also integrated the specific characteristics of the industry and the Company's business operations.

Analyze the interplay between company operations and the business context

- Gain a comprehensive understanding of Company activities and business interrelationships, covering details on products and services, strategic planning, and both upstream and downstream value chains.
- Gain a comprehensive understanding of the external macro-environment by examining applicable laws and regulatory policies related to the Company, alongside key public sources including media coverage, peer benchmarking, industry-specific standards, and research reports.
- Identify principal affected stakeholders and evaluate current Communication with Stakeholders practices.

Development of the Materiality Topics List

Based on the 21 topics stipulated in the Stock Exchange's Guidelines, this process incorporated applicable regulatory policies, regional laws, and industry standards. Furthermore, by benchmarking against peers and value chain entities demonstrating outstanding long-term sustainability performance, we identified and added specific topics of heightened industry relevance. This resulted in a final list of 24 identified materiality topics, structured as:8 Environmental topics;11 Social topics;5 Sustainable Governance topics.

Assessment and Analysis of Materiality Topics

Following the materiality identification process outlined by the Stock Exchange, the Company invited stakeholders, including sustainability experts, to complete questionnaires assessing the significance of each topic. These insights were combined with internal employee evaluations to conduct a dual materiality assessment, analyzing topics from both Financial Materiality and Impact Materiality perspectives.Financial Materiality: This assessment considers whether a topic is expected to generate significant effects—over the short, medium, or long term—on the Company's business model, operations, strategic development, financial position, operating results, cash flows, as well as financing methods and costs. Impact Materiality: This evaluates whether the Company's performance on a specific topic generates actual or potential significant impacts on the economy, Social, and environment. The results from stakeholder surveys were integrated to quantify this impact materiality. Specifically, a comprehensive scoring system was applied to evaluate topic materiality across two dimensions using six indicators:

Financial Materiality Quantitative Scoring Table

Financial Impact Level	Quantitative Scoring	Time Horizon of Financial Impact	Quantitative Scoring
	0	Non	0
Negligible	1	Transient Impact	1
	2	Short-term Impact	2
Moderate	3	Medium-term Impact	3
	4	Long-term Impact	4
Critical	5	Permanent Impact	5

Impact Materiality Quantitative Scoring Table

Scale	Quantitative Scoring	Scope	Quantitative Scoring	Irremediability	Quantitative Scoring	Probability	Quantitative Scoring
Non	0	Non	0	Easily Remediable	0	Impossible	0
Negligible	1	Limited	1	Relatively Easy to Remedy in Short Term	1	Unlikely	1
Minor	2	Concentr-ated	2	Remediable with Significant Effort (Requires Time & Resources)	2	Possible	2
Moderate	3	Moderate	3	Difficult to Remedy / Medium-term Remediation Challenging to Remedy	3	Likely	3
Major	4	Extensive	4	Very Difficult to Remedy / Long-term Remediation Highly Challenging	4	Very Likely	4
Critical	5	Universal	5	Irremediable	5	Almost Certain	5

Identification of Materiality Topics

Leveraging evaluation results, Autel developed a materiality matrix to prioritize ESG topics. For high-importance topics, the Report provides focused disclosure. The Company sets thresholds for issue identification and prioritizes them, ensuring resources are concentrated on the most critical ESG topics to effectively advance the Company's sustainable development.

Conclusion of the Materiality Topics Assessment

Based on the above assessment process, Autel obtained the results of topic importance assessment and prioritized them accordingly. An importance analysis matrix was constructed, ultimately identifying five topics of dual importance: Innovation-driven Development, Data Security and Customer Privacy Protection, Intellectual Property Protection, Product and Service Safety and Quality, and Employees.

For these materiality topics, the Company has formulated detailed strategic plans and provided focused responses and disclosures in this Report. This approach ensures that resources are concentrated on the most critical ESG topics, thereby effectively driving the Company's sustainable development.

Materiality Topics Assessment Results of Autel

Legend:
- ● Environment
- ● Social
- ● Sustainability Governance
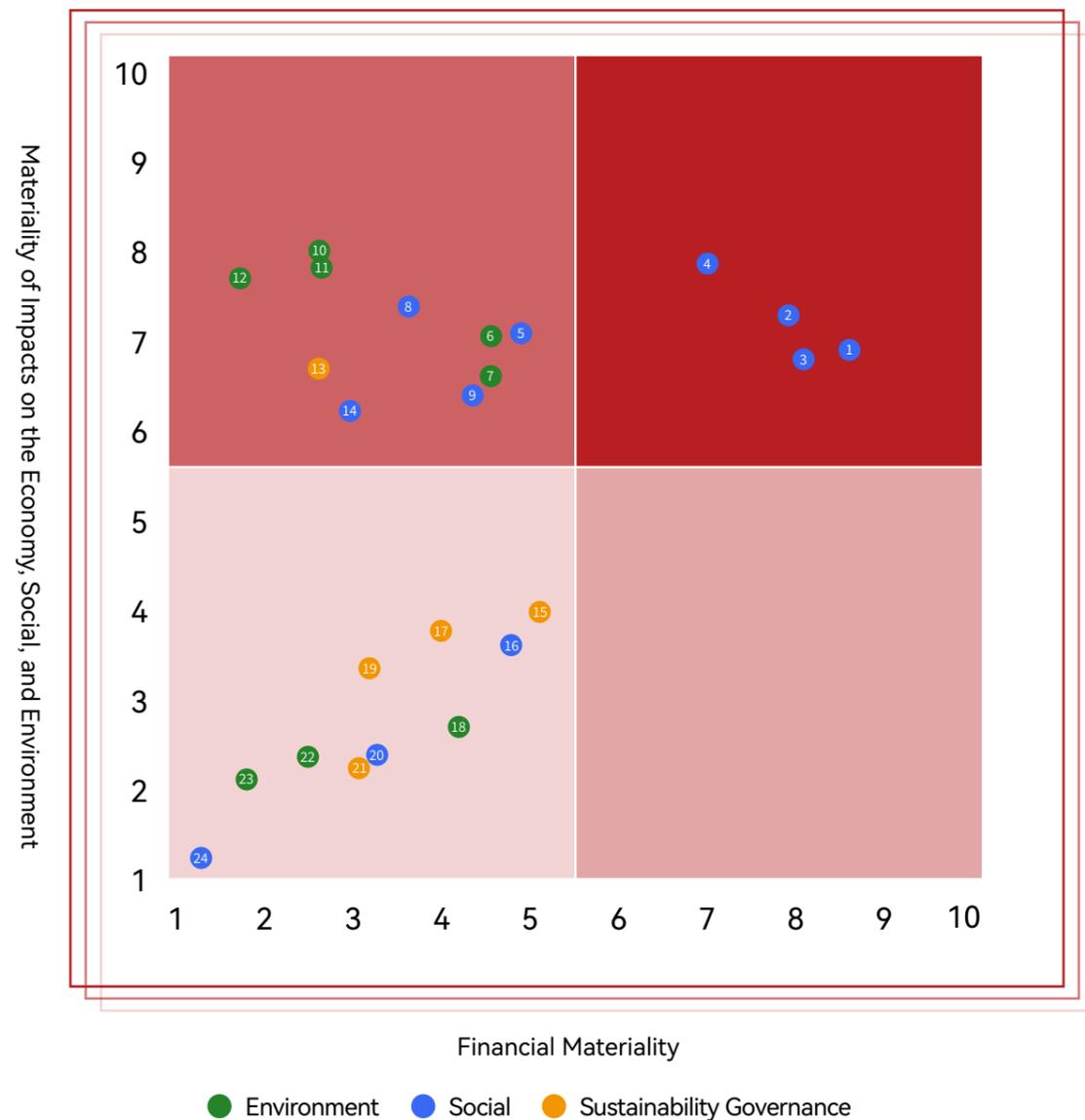
Quadrant	Comprehensive Ranking	Materiality Topics	Topic Category
Double Materiality Topics	1	Innovation-Driven Development	Social
Double Materiality Topics	2	Data Security and Customer Privacy Protection	Social
Double Materiality Topics	3	Product and Service Safety and Quality	Social
Double Materiality Topics	4	Employees	Social
Impact Materiality Topics	5	Intellectual Property Protection	Social
Impact Materiality Topics	6	Environmental Compliance Management	Environment
Impact Materiality Topics	7	Climate Change Mitigation and Adaptation	Environment
Impact Materiality Topics	8	Clean Technologies and Services	Environment
Impact Materiality Topics	9	Ethics of Science and Technology	Environment
Impact Materiality Topics	10	Pollutant Emissions	Environment
Impact Materiality Topics	11	Waste Disposal	Environment
Impact Materiality Topics	12	Water Usage	Environment
Impact Materiality Topics	13	Digital Management	Sustainability Governance
Impact Materiality Topics	14	Supply Chain Security	Social
General Topics	15	Communication with Stakeholders	Sustainability Governance
General Topics	16	Contributions to the Society	Social
General Topics	17	Due Diligence	Sustainability Governance
General Topics	18	Cyclic Economy	Environment
General Topics	19	Anti-unfair Competition	Sustainability Governance
General Topics	20	Treat small and medium-sized enterprises equally	Social
General Topics	21	Anti-Commercial Bribery and Anti-Corruption	Sustainability Governance
General Topics	22	Energy Utilization	Environment
General Topics	23	Ecosystem and Biodiversity Conservation	Environment
General Topics	24	Rural Revitalization	Social

Risk and Opportunity Analysis of Materiality Topics

We have identified topics with double materiality and categorized their risk/opportunity types, modes of impact, and potential consequences. Please refer to the table below for details.

Topics	Risk and Opportunity	Description of Risks/Opportunities and Mode of Impact
Innovation Driven Development	Risk	• Rapid technological iteration may render existing products obsolete quickly, leading to increased R&D costs and heightened market risks. • Failure of new technology development or underperformance relative to expectations could undermine the Company's market competitiveness and brand reputation. • Over-reliance on technological innovation may cause the Company to overlook actual market needs, resulting in a misalignment between products and market demand.
Innovation Driven Development	Opportunity	• Optimizing product performance by integrating AI and big data technologies to enhance user experience and satisfaction. • Developing products and services for new energy vehicles to capture market growth opportunities and expand market share. • Establishing a cloud-based maintenance service platform to provide value-added services, thereby strengthening customer stickiness
Data Security and Customer Privacy Protection	Risk	• Data breaches or unauthorized access could expose customers' personal information and vehicle data, losing customer trust. • Non-compliant data processing activities may trigger regulatory penalties, adversely affecting the Company's reputation. • The increasing frequency of cyberattacks raises operational costs and poses a risk of service disruption.
Data Security and Customer Privacy Protection	Opportunity	• Data breaches or unauthorized access could expose customers' personal information and vehicle data, losing customer trust. • Non-compliant data processing activities may trigger regulatory penalties, adversely affecting the Company's reputation. • The increasing frequency of cyberattacks raises operational costs and poses a risk of service disruption.

Topics	Risk and Opportunity	Description of Risks/Opportunities and Mode of Impact
Product and Service Safety and Quality	Risk	• Product safety hazards could lead to property damage or personal injury to users. • Recall events triggered by quality issues may lose consumer trust and significantly increase operational costs. • Failure to timely update products to comply with evolving automotive technical standards could result in a decline in market competitivenes
Product and Service Safety and Quality	Opportunity	• Enhancing product safety and quality strengthens user trust and brand reputation. • Leveraging technological innovation to improve product performance meets the market demand for intelligent, connected, and new energy vehicles, thereby opening up new markets. • Establishing a rigorous quality management system helps mitigate long-term operational risks and elevate industry standing.
Employees	Risk	• Loss of key talent may lead to a decline in technological innovation and product development capabilities. • Frequent employee health and safety incidents can escalate operational costs and damage brand reputation. • Inadequate employee training may result in diminished service quality, negatively impacting customer satisfaction and market competitiveness.
Employees	Opportunity	• Implementing proactive employee benefits and promotion policies to attract and retain key and high-caliber talent, fostering the Company's long-term stable development. • Optimizing the working environment and corporate culture to enhance employee well-being and productivity, thereby driving product innovation and service upgrades. • Establishing a comprehensive employee training and development system to improve staff skills and loyalty, strengthening the enterprise's core competitiveness.

Section 1

01

Building Governance Foundations
Upholding Integrity for Long-Term Success
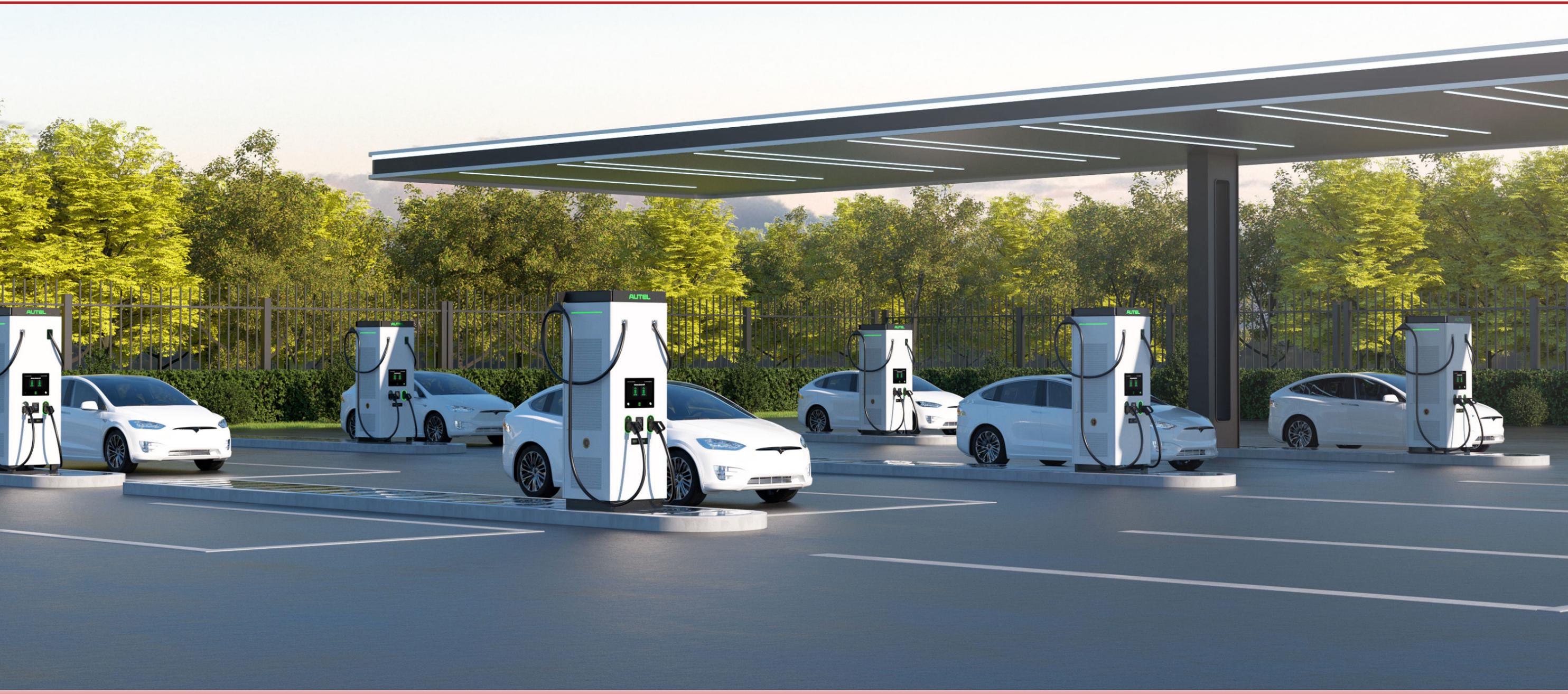
Corporate Governance

Governance Structure

In strict compliance with the requirements of laws and regulations—including the Company Law of the People's Republic of China (hereinafter referred to as the "Company Law"), the Securities Law of the People's Republic of China (hereinafter referred to as the "Securities Law"), the Code of Corporate Governance for Listed Companies, the Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange, and the Guidelines No. 1 for the Shanghai Stock Exchange for Self-Regulation of Listed Companies on the STAR Market– Standardized Operations—as well as relevant business rules issued by the China Securities Regulatory Commission (CSRC) and the Shanghai Stock Exchange (SSE), the Company has continuously refined its corporate governance structure. It has strengthened its internal management and internal control systems, deepened its corporate governance practices, promoted standardized operations, and consistently enhanced its overall level of corporate governance.

Autel Intelligent Technology Corp., Ltd.'s Governance Structure

```
                    ┌─────────────────────────┐
                    │  Shareholders' Meeting  │
                    └─────────────────────────┘
                                │
                    ┌───────────┼──── Nomination Committee
                    │           ├──── Audit Committee ──── Internal Audit Department
     ┌──────────────┴─────┐     ├──── Strategy and ESG Committee
     │ Board of Directors │     └──── Remuneration and Appraisal Committee
     └────────────────────┘
         │
   Board Office
                    ┌───────────────────────────┐
                    │  General Manager's Office  │
                    └───────────────────────────┘
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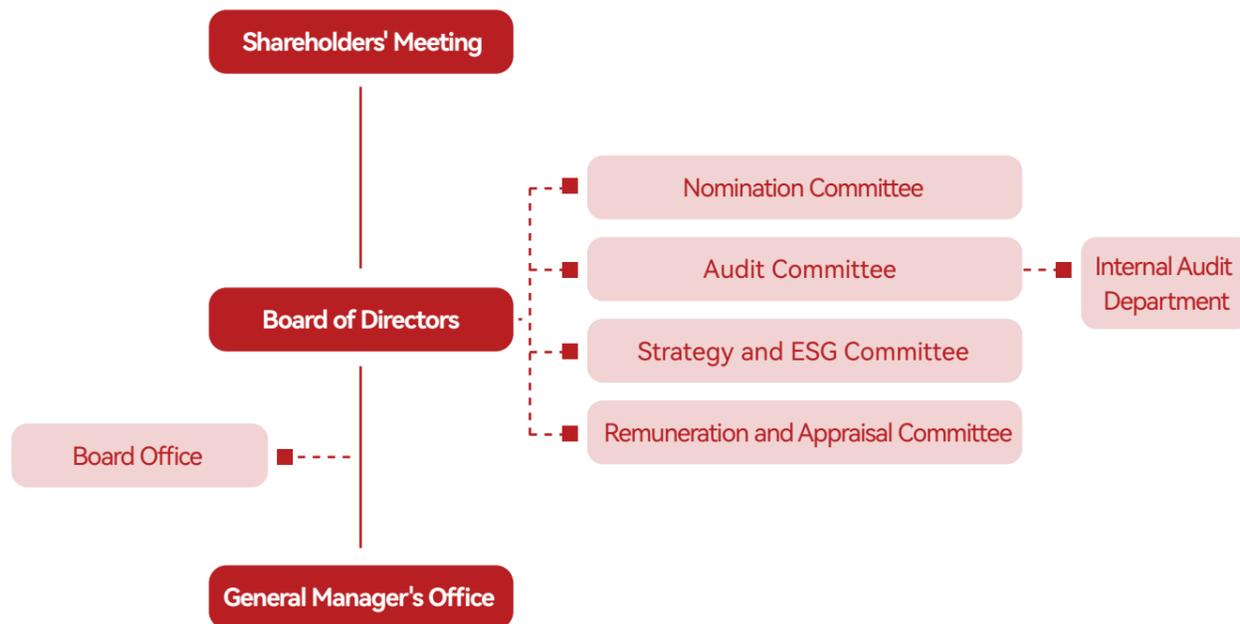
Operation of the Shareholders' Meeting and Board of Directors

In strict compliance with laws, regulations, and normative documents—including the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies, and the Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange—the Company has established a corporate governance structure centered on the Shareholders' Meeting, the Board of Directors, and the Senior Management.

The Company has formulated detailed working rules for each governing body to build a scientific, standardized, efficient, transparent, and effectively supervised governance system. This framework ensures that decision-making procedures for major corporate matters are both compliant and highly efficient.

Under the Board of Directors, four specialized committees have been established: the Strategy and ESG Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. All specialized committees operate in full accordance with relevant corporate governance and internal control policies, effectively safeguarding shareholder' rights and interests while promoting the Company's standardized and sustainable development.

Operation of the Shareholders' Meeting and Board of Directors

Shareholders' Meeting
- The Company convenes Shareholders' Meetings in strict accordance with the law, ensuring that all shareholders are granted the right to know, the right to participate, and the right to vote on major corporate matters. The Company guarantees equal status for all shareholders, enabling them to fully exercise their rights, thereby ensuring the legality and validity of the Shareholders' Meetings.

Board of Directors
- The Board of Directors strictly deliberates and makes decisions on major corporate matters within the scope of authority prescribed by the Articles of Association and the Rules of Procedure for Board Meetings.
- Under the Board of Directors, four specialized committees have been established: the Nomination Committee, the Audit Committee, the Strategy and ESG Committee, and the Remuneration and Appraisal Committee. All specialized committees are composed of Company Directors and Independent Directors, ensuring robust governance and oversight.

Autel has established detailed provisions in its Articles of Association and Rules of Procedure for Board Meetings regarding the convening of meetings, voting procedures, and the deliberation of proposals. These measures ensure that all Board meetings are conducted in full compliance with regulations and operate with high efficiency. During the reporting period, all Directors fulfilled their duties with diligence, achieving a 100% attendance rate at Board meetings. Furthermore, starting from an institutional perspective, the Company comprehensively reviewed past operational experiences to optimize work processes and scientifically and reasonably configure Board approval authorities.

Statistics on Board Meetings of Autel in 2025		
Shareholders' Meeting	Board of Directors	Specialized Committees
4	12	16

Concurrently, to enhance the performance capabilities of Directors and Senior Management, Autel actively organized participation for Independent Directors and relevant personnel in professional training programs hosted by regulatory authorities and the Listed Company Association during the reporting period.

Board Diversity

Autel has long been committed to strengthening board diversity. As of the end of 2025, the Company's Board comprises 7 directors, including: 3 Independent Directors; 3 Female Directors; 4 Directors with extensive industry experience. Among the Independent Directors: One is an accounting professional; One is a legal professional; One possesses rich expertise in investment, mergers and acquisitions (M&A), and financial management. This diversity ensures the Board's effective management of internal corporate affairs. Furthermore, to uphold the highest standards of transparency in corporate governance, the Company regularly discloses the external positions held by its Directors. For detailed information, please refer to the Autel 2025 Annual Report.

The Independent Directors of Autel fully comply with the independence requirements stipulated in the Administrative Measures for Independent Directors of Listed Companies. Specifically: They hold no positions within the Company other than that of Independent Director; They maintain no relationships with the Company, its controlling shareholders, or their related parties that could impede independent and objective judgment; They have not received any additional, undisclosed benefits from the Company, its controlling shareholders, or their related parties.

Key Performance

Proportion of Independent Directors	Proportion of Female Directors
42.86%	**42.86%**

Remuneration and Performance Assessment of Directors and Senior Management

Against the backdrop of continuous technological iteration, and guided by the forward-looking technology development strategies and operational objectives established by the Board of Directors, the Company's Remuneration and Appraisal Committee has prudently formulated and rigorously reviewed relevant remuneration policies and schemes. In doing so, the Committee comprehensively referenced industry compensation benchmarks and took into full account the responsibilities, time commitment, and efforts dedicated by Directors and Senior Management in key areas such as technological R&D breakthroughs and the advancement of major projects. Through this process, the Company aims to establish a scientific and rational performance assessment mechanism.

the Company continues to strengthen supervision over the remuneration management process to ensure the standardized implementation of remuneration systems, while strictly preventing Directors from participating in the determination of their own remuneration. Remuneration schemes for Senior Management, Supervisors, and Independent Directors are executed in strict accordance with established governance procedures. These schemes undergo a rigorous review process and are implemented only after being duly approved by the Board of Directors, the Supervisory Board, and the Shareholders' General Meeting as required by regulations. This framework effectively safeguards the independence, transparency, and compliance of remuneration decision-making.

Autel: Remuneration and Performance System

Base Salary	Performance-Linked Pay
To ensure the timely realization of strategic goals through the successful completion of core tasks.	• Safe Operations & Low-Carbon Transformation • Responsible Marketing & Premium Customer Service • Talent Pipeline Development & Retention • Product Service Excellence & Technological Innovation

▌Investor Protection and Sustainable Dividends

Autel strictly implements its profit distribution plans in full compliance with the Company Law, the Securities Law, the CSRC's Notice on Further Implementing Matters Related to Cash Dividends of Listed Companies, Listed Company Regulatory Guideline No. 3 – Cash Dividends of Listed Companies, and the relevant profit distribution policies and deliberation procedures stipulated in the Articles of Association. The Company maintains clear and explicit standards and ratios for dividends, supported by a comprehensive decision-making framework and mechanism. Regarding the formulation and decision-making of distribution proposals: Procedural Compliance: Relevant proposals are first reviewed and approved by the Board of Directors and the Supervisory Board before being submitted to the Shareholders' General Meeting for final deliberation. Timely Execution: Once approved, the distribution plan is implemented within the prescribed timeframe. Objective: This rigorous process effectively safeguards the interests of all shareholders, ensuring that the returns are delivered fairly, transparently, and sustainably.

● Information Disclosure

To strengthen the management of information disclosure affairs, the Company has formulated relevant administrative measures, including the Administrative Measures on Information Disclosure Affairs. The Company conscientiously fulfills its disclosure obligations to ensure the authenticity, accuracy, and completeness of all disclosed information. We are committed to fully disclosing all material information necessary for investors to make informed value judgments and investment decisions. Through these rigorous practices, the Company effectively safeguards and protects the rights and interests of investors.

Autel: Basic Principles of Investor Relations Management

Full Disclosure of Information	Compliant Disclosure of Information	Equal Opportunity for Investors	Honesty and Credibility	High Efficiency and Low Cost	Interactive Communication
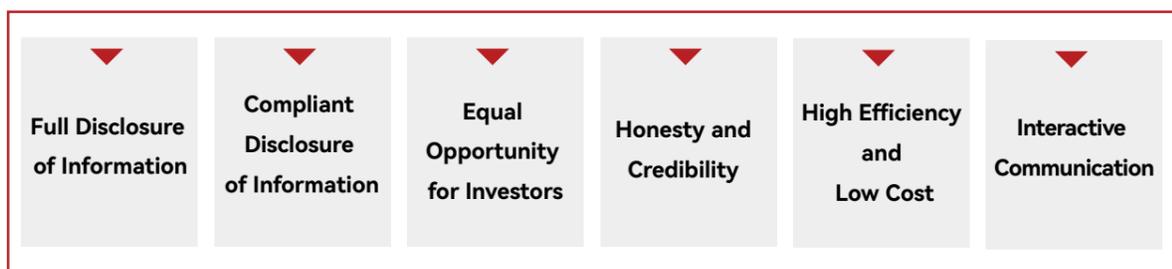
● Insider Information Confidentiality

To strengthen the confidentiality of insider information and effectively prevent securities violations such as insider trading, the Company has formulated the Administrative Measures on the Registration of Insider Information Knowers. The Company ensures that the archives of insider information knowers are authentic, accurate, and complete, thereby safeguarding the legitimate rights and interests of all stakeholders. In 2025, no incidents of insider trading occurred within the Company.

● Investor Relations

The Company actively cooperates with regulatory authorities, stock exchanges, and securities firms to organize a diverse range of investor activities. We have established a positive, two-way communication mechanism with investors to meet the communication needs of investors across different dimensions, effectively protecting the legitimate rights and interests of minority shareholders. Furthermore, the Company places high emphasis on investor returns. By improving the profit distribution system, we enable investors to share in the Company's growth value, thereby enhancing their sense of participation and gain.

✅ **Key Performance**

2025
the Company disclosed a total of
177 announcements

responded to investor inquiries on the stock exchange interactive platform
85 times

conducted investor research activities.
15 times

Business Ethics

▌Governance of Business Ethics

The Company attaches great importance to business ethics and compliant operations, regarding integrity governance as a vital component of its corporate governance system. We continuously refine our institutional frameworks and enforcement supervision to foster a fair, transparent, and trustworthy business environment.

● System and Framework Construction

The Company has implemented the SA8000 Social Accountability Management System, the ISO 37001 Anti-Bribery Management System, and the SMETA (Sedex Members Ethical Trade Audit) ethical trade audit system. Complementing these standards, we have formulated internal policy documents such as the Business Ethics Policy and Business Ethics Management Procedures, which clearly define the organizational structure, division of responsibilities, and management requirements for business ethics governance. The Company mandates that all employees sign an Anti-Bribery Commitment Letter. Furthermore, we require suppliers to sign Integrity Agreements or corresponding integrity and compliance documents based on client requirements, thereby strengthening the prevention and control of integrity risks both internally and externally.

Business Ethics Certifications and Audit Results

| ISO 37001 certification | SA8000 certification | SMETA audit report |

● **Key Code of Conduct and Process Control**

The Company has formulated and implemented the Control Procedures for Gifts, Hospitality, Sponsorships, Donations, and Similar Benefits. These procedures establish clear management regulations for hospitality, gift acceptance, sponsorships, and donations in business interactions. Leveraging the W3 System, the Company has realized process-based approval and control, ensuring that all related activities are compliant, transparent, and traceable.

Risks of Commercial Bribery and Corruption

The Company attaches great importance to the prevention and control of commercial bribery and corruption risks. We continuously improve our internal control and risk management systems to systematically identify, assess, and manage related risks, ensuring compliant and robust operations. Strictly adhering to the Basic Norms for Enterprise Internal Control and relevant internal control guidelines, the Company constantly optimizes its internal control framework. We have established and operationalized a corruption risk assessment mechanism, while continuously strengthening internal control evaluations and internal audit functions to enhance the effectiveness and execution capability of our internal control system.

● **Risk Identification and Control**

In accordance with the requirements of the Risk and Opportunity Assessment Management Procedure, the Company systematically identifies and evaluates potential bribery risks across all departments, positions, and business processes. Based on the assessed risk levels, we implement tiered management, formulating corresponding control measures for high, medium, and low risk categories. Furthermore, considering changes in both internal and external environments, the Company regularly re-evaluates the suitability and effectiveness of these risks and control measures, ensuring dynamic optimization.

● **Due Diligence and Continuous Monitoring**

Pursuant to the Anti-Bribery Due Diligence and Disposal Procedure, the Company conducts annual anti-bribery due diligence on key areas, including suppliers, personnel in high-risk positions, and promotion processes. This approach strengthens risk management over key subjects and critical nodes, ensuring that all business activities are conducted in an orderly, controlled, and compliant manner.

Anti-Corruption Training and Cultural Education

The Company continuously refines its anti-corruption and anti-bribery management system, promoting the institutionalization and normalization of integrity governance. Having obtained ISO 37001 Anti-Bribery Management System certification, the Company strictly manages system operations in accordance with international standards. We organize annual internal audits and management reviews, dynamically identifying and updating bribery and corruption risks based on changes in departmental responsibilities and business processes, and timely adjusting corresponding control measures. Furthermore, the Company undergoes annual system audits by third-party certification bodies to continuously verify the effectiveness of system operations and drive continuous improvement of management mechanisms.

In terms of system construction, the Company clarifies requirements for integrity-based practice and compliant operations through policy documents such as the Employee Handbook and the Code of Conduct for Employees, ensuring that behavioral norms are governed by clear rules. The Company conducts integrity and compliance training for all new hires, achieving 100% coverage of integrity training upon onboarding.

In terms of Communication, Implementation, and Training, focusing on anti-corruption policy requirements and typical cases, the Company pushes monthly integrity-related content via the Feishu (Lark) and W3 systems to ensure effective dissemination and implementation. This continuously strengthens employees' understanding and ensures the practical application of anti-corruption and anti-bribery requirements. Additionally, the Company regularly organizes annual specialized integrity training sessions and requires all employees to sign Anti-Bribery Commitment Letters. These measures further solidify integrity and compliance awareness, guaranteeing the thorough execution of policies and fostering a corporate culture that is clean, upright, and positive.

☑ **Case Studies**

Integrity Communication and Implementation Content
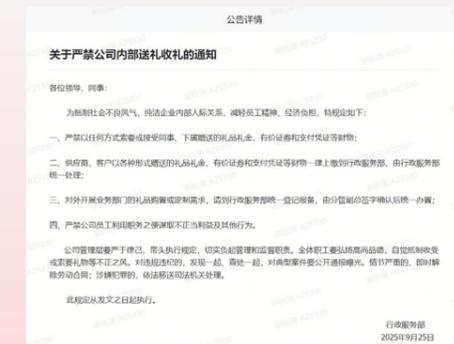
● **Whistleblower Protection**

The Company attaches great importance to safeguarding the legitimate rights and interests of whistleblowers. It regards the whistleblower protection mechanism as an integral component of its anti-corruption and compliance management system, continuously refining relevant policies and communication measures. In accordance with the Whistleblower Protection and Reward Management Measures, the Company implements strict confidentiality management for whistleblower information and adopts necessary protective measures. These actions are designed to prevent whistleblowers from suffering retaliation or improper treatment due to their reporting activities, thereby effectively ensuring the safety and effectiveness of reporting channels. Furthermore, the Company utilizes the Feishu (Lark) system to monthly disseminate information regarding integrity and compliance policy requirements, as well as details on reporting channels. This initiative aims to continuously enhance employees' awareness of the reporting mechanisms and whistleblower protection policies, encouraging staff to report issues in accordance with laws and regulations. Ultimately, this fosters an open, transparent, and clean corporate governance environment.

Reporting Channels

📞	**Hotline**	**0755-21813377 (Voicemail Available)**
✉	**Email**	**supervision@autel.com**
📄	**Mail**	**Caihong Keji Building, No.36 of Gaoxin North 6th Road, Songpingshan Community, Xili Street, Nanshan District, Shenzthen City, Guangdong Province,P.R. China**

Compliance Operations

Compliance Governance System

The Company continuously refines its compliance governance framework, establishing lawful and compliant operations as the cornerstone of its steady development. This approach systematically mitigates legal and compliance risks, ensuring the compliant operation of all business activities and products. In accordance with the Compliance Evaluation Management Procedure, the Company conducts compliance evaluations on the laws and regulations applicable to each department's business execution. By continuously identifying and assessing compliance risks, the Company ensures that its operational activities and products adhere to relevant laws, regulations, and regulatory requirements throughout the entire lifecycle.

Compliance Training and Culture Building

The Company places high priority on fostering a culture of compliance. Through tiered and categorized training programs and continuous communication initiatives, it strengthens the compliance awareness of Directors, Senior Management, and all employees, effectively integrating compliance requirements into daily operational management.

● **Training for Directors and Senior Management**

The Company regularly organizes specialized training sessions for Directors and Senior Management focusing on relevant Listing Rules and the duties of directors of Hong Kong-listed companies. These sessions aim to continuously enhance their understanding of regulatory requirements and fiduciary responsibilities. During the reporting period, such training achieved 100% coverage of all Directors and Senior Management.

● **Employee Training**

The Company conducts regular training on intellectual property (IP) compliance and risk awareness on a semi-annual basis, reinforcing employees' understanding of IP protection and compliance risk prevention. Furthermore, leveraging the Feishu (Lark) system, the Company launches quarterly promotional campaigns to normalize and institutionalize compliance awareness, seamlessly embedding it into employees' daily workflows.

📋 **Case**

Compliant Interactions and Integrity Education

● **Anti-Unfair Competition and Anti-Monopoly**

The Company adheres to the principles of fair competition and compliant operations, strictly complying with relevant laws and regulations concerning anti-unfair competition, anti-monopoly, and export controls. We continuously refine our institutional frameworks and management mechanisms to mitigate compliance risks in business activities. In accordance with the Fair Trading, Advertising, and Competition Management Procedure, the Company standardizes the management of fair trading practices, market competition, and advertising conduct, explicitly prohibiting any form of unfair competition. Furthermore, the Company has publicly issued the Export Control Compliance Policy Statement on its official website, demonstrating to employees, customers, and partners its high priority on compliant operations and international trade compliance.

Through the Supplier Relationship Management (SRM) system, the Company clearly defines the Code of Conduct for suppliers and partners, requiring them to adhere to applicable export control regulations and competition laws in their respective countries or regions. Monopoly practices and other anti-competitive behaviors are strictly prohibited. These requirements are integrated into our supplier management and cooperation access mechanisms, ensuring the effective implementation of compliance standards throughout the supply chain.

● **Management of Related Party Transactions**

To ensure that related party transactions do not compromise the legitimate rights and interests of the Company and its non-related shareholders, Autel Intelligent Technology Corp., Ltd. has formulated the Related Party Transaction Management System. This system clarifies the principles governing related party transactions, review procedures, disclosure requirements, and the responsibilities and authorities of relevant personnel. It establishes an institutionalized framework covering identification criteria, decision-making authority, review processes, and information disclosure obligations for such transactions.

The Company identifies related parties and maintains a Related Party List, which serves as the foundation for managing and reviewing related party transactions. When a related party transaction is involved, Autel strictly adheres to applicable laws, regulations, and internal policies to execute the corresponding review procedures. Matters are submitted to the Board of Directors or the Shareholders' General Meeting for deliberation, during which related directors and related shareholders recuse themselves from voting in accordance with legal and regulatory requirements. Independent Directors fulfill their independent supervisory role by issuing independent opinions or convening specialized meetings of Independent Directors to conduct specific reviews of related party transaction matters.

All related party transactions undertaken by Autel adhere to the principles of fairness, reasonableness, and necessity. Pricing for such transactions references market prices or third-party valuations, ensuring no infringement upon the legitimate rights and interests of the Company or minority shareholders. The Company fulfills its information disclosure obligations for related party transactions in accordance with the law. Furthermore, the Sponsor Institution issues verification opinions to ensure that the decision-making process is standardized, and that information disclosure is true, accurate, and complete.

Tax Compliance

The Company strictly adheres to all applicable tax laws and regulations. In accordance with the relevant provisions of the Financial Management System, the Group and all its subsidiaries are required to fulfill their tax obligations in strict compliance with the laws and regulations of the countries or regions in which they operate, ensuring full tax compliance. Throughout its daily operational and management activities, the Company continuously implements these institutional requirements to standardize tax management practices.

Risk Management

Risk Management System

Focusing on business operations, financial reporting, and general compliance matters, Autel has formulated and implemented the risk management Control Procedure. The Company has established corresponding risk management policies and internal control measures to identify, analyze, manage, and monitor relevant risks. Furthermore, these policies are regularly evaluated and updated to support the standardized operation of risk management work.

The Company has introduced the ISO 31000 risk management System and successfully passed the audit by a third-party certification body in March 2025, obtaining the relevant certification certificate. In internal management, Autel implements risk management measures in strict accordance with the system standards and supporting institutional documents, promoting the orderly conduct of risk management activities.

Risk Identification

In accordance with the risk management Control Procedure, the Company conducts risk identification and assessment activities. It organizes comprehensive risk assessments at least twice a year to systematically identify, analyze, manage, and monitor risks related to business operations, finance, and compliance. Corresponding control measures are dynamically updated based on changes in the risk landscape to ensure they match the level of risk impact. The Board of Directors assumes oversight responsibility for the Company's overall risk management and internal controls, continuously monitoring the effectiveness of the risk management mechanisms.

Based on its actual operational conditions and business development needs, Autel has established an ESG Risk Governance Framework led by the Board of Directors and primarily driven by the Strategy and ESG Committee. Senior management regularly collaborates with external experts to identify risks related to ESG topics and major issues, combining business requirements to research and implement improvement and optimization measures.

Risk Identification Results

Risk Category	Specific Risks	Mitigation Measures
Operational Risks	Overseas Operational Risks: Heavy reliance on the North American market exposes the Company to potential impacts from changes in bilateral relations, market conditions, and foreign trade policies of relevant countries or regions.	Expand into diverse overseas markets to reduce dependency on specific regions. Strengthen business cooperation with other geographic areas to diversify market exposure.
	Market Competition Risks: Intensified competition may lead to a decline in market share and downward pressure on product and service pricing.	Enhance market research capabilities. Improve product and service quality. Optimize marketing strategies to bolster overall market competitiveness.
	Market Competition Risks: Intensified competition may lead to a decline in market share and downward pressure on product and service pricing.	Enhance market research capabilities. Improve product and service quality. Optimize marketing strategies to bolster overall market competitiveness.
Environmental Risks	Production Pollution Risks: Manufacturing processes may generate wastewater, exhaust gases, and solid waste. Improper handling could lead to environmental contamination.	Establish and refine a robust environmental management system. Strictly comply with environmental laws and regulations. Strengthen monitoring and treatment of pollutants during production to ensure emissions meet regulatory standards.
	Energy Consumption Risks: Production and operations require significant energy consumption; fluctuations in energy prices and supply instability may impact company costs.	Advance energy conservation and emission reduction initiatives. Optimize production processes and equipment. Improve energy efficiency to lower overall energy consumption.
Social Risks	Employee Rights Protection Risks: Potential issues such as inadequate compensation and benefits, unsafe working conditions, or limited career development opportunities could affect employee morale and stability.	Perfect systems for safeguarding employee rights. Enhance compensation and benefit packages. Improve working environments and provide diverse career development opportunities. Strengthen employee training and communication to foster a sense of belonging and loyalty.
	Supply Chain Risks: Suppliers' performance regarding environmental and social responsibilities may affect the stability of the Company's supply chain and product quality.	Strengthen supply chain management. Implement rigorous screening and assessment protocols for suppliers. Establish a supplier evaluation mechanism to drive improvements in suppliers' environmental and social responsibility performance.

▌ Risk Management Culture Construction

Autel fosters a robust risk management culture by conducting targeted training sessions for Directors and senior management, thereby enhancing their awareness of risk management principles and compliance requirements. In daily operations, the Company utilizes both routine and ad-hoc meetings to review critical matters, including design requirements and solutions during the R&D process, the implementation of Engineering Change Orders (ECOs), as well as adjustments to organizational structures and institutional policies. Through these reviews, the Company closely monitors associated risk factors to ensure that overall risks remain controllable throughout business operations.

Intellectual Property

▌ Intellectual Property Protection

Autel has established and implemented a comprehensive intellectual property (IP) management system. The Company has formulated key internal policies, including the Intellectual Property Protection Management Procedure, the Autel R&D Project IP Workflow Regulation, and the Patent Reward Management Measures. These documents clearly define IP management requirements and operational workflows. In accordance with these regulations, the Company guides and encourages employees to actively engage in various IP filing and management activities. Specifically, upon the acceptance or grant of a patent, corresponding incentive bonuses are awarded to the inventors in strict compliance with the Patent Reward Management Measures.

Furthermore, the Company regularly cross-references product-related information against its internal IP database to systematically identify potential risks of infringement regarding patents, trademarks, and copyrights. Based on these identification results, timely management and preventive measures are implemented to ensure the standardized and compliant operation of IP management.

In addition, the Company continuously strengthens its organizational safeguards for compliance by expanding the professional capabilities of its Legal Department and reinforcing the monitoring and management of IP infringement risks. All products must undergo a rigorous internal IP review procedure prior to market launch, including a compliance audit by the legal team, to prevent infringement risks at the source.

Key Performance

As of the end of 2025

Autel had accumulated

1,982 intellectual property (IP) assets.

This portfolio comprises

1,804 Patents

Including

435 Invention Patents   **174** Software Copyrights

Compared to the end of 2024

the Company's total IP portfolio grew by

11.9%

with the number of invention patents specifically increasing by

23.6%

02
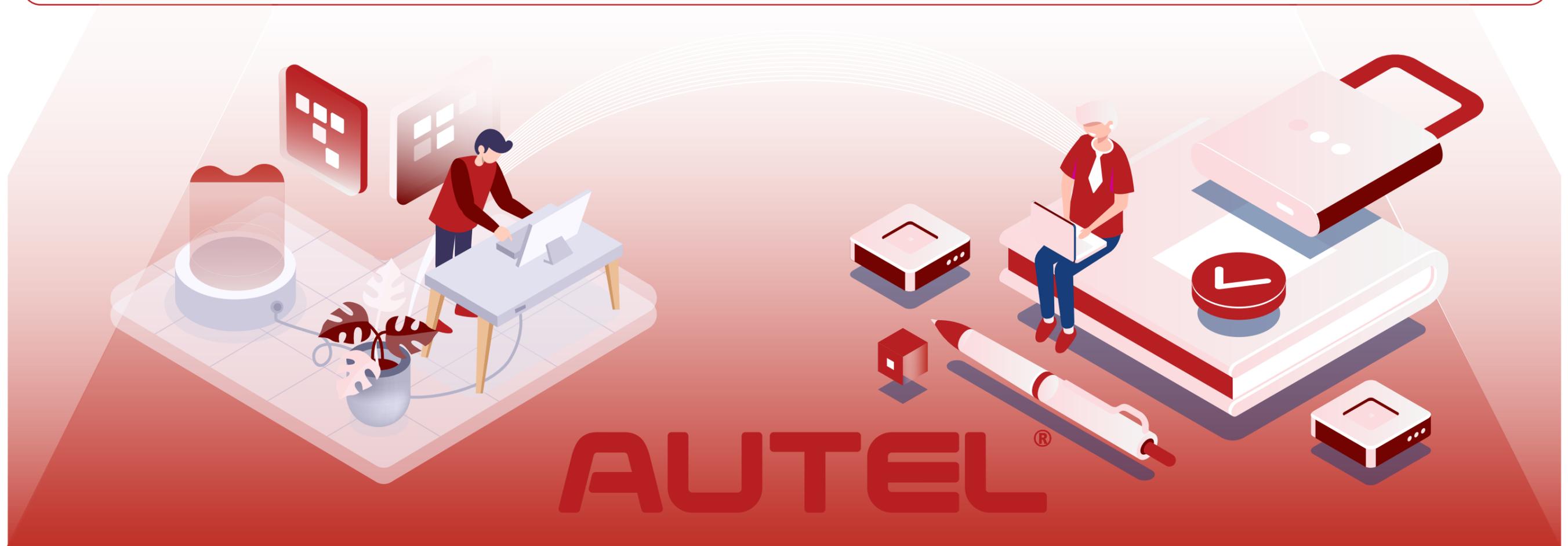
Low-Carbon Innovation & Green Symbiosis
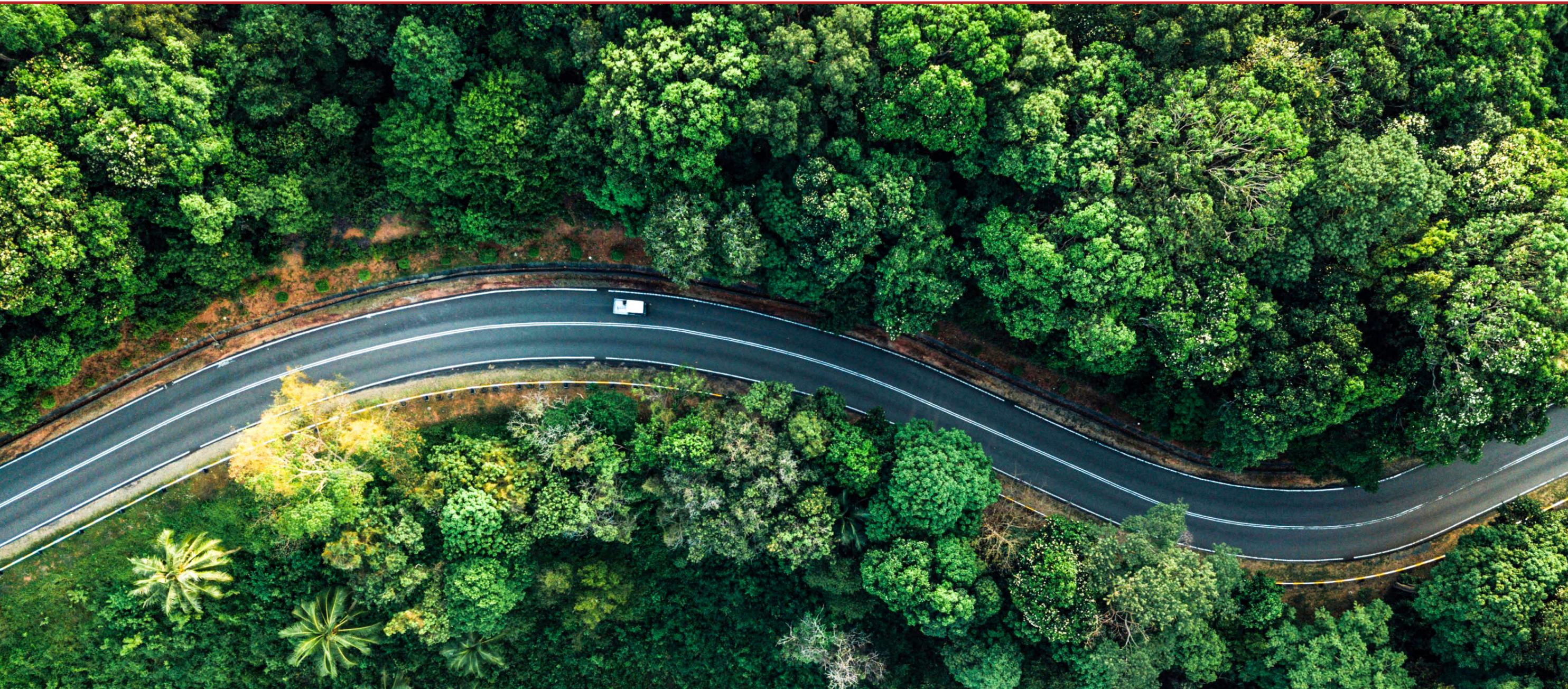
Environmental Compliance Management

Environmental Management System (EMS)

Autel places a high priority on environmental stewardship and protection. The Company strictly complies with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on Environmental Impact Assessment. We have established a robust Environmental Management System (EMS) and have successfully obtained ISO 14001 certification. To operationalize this system, the Company has formulated key internal policies such as the Environmental and Occupational Health & Safety Management System Manual and the Procedure for Identification and Evaluation of Environmental Aspects. These documents guide the identification and assessment of potential environmental impacts arising from our production and service processes. Through rigorous control measures, we ensure that all significant environmental aspects are effectively managed, thereby minimizing the Company's ecological footprint.

Key Performance

In 2025

Autel invested a total of RMB

78.04 RMB 10,000

ISO 14001 Environmental Management System certification

In terms of organizational structure, the Company's Safety Production Committee, working in close coordination with the Safety Committee Office, is responsible for making strategic decisions on major safety and environmental issues. Furthermore, the Committee organizes and oversees production bases across the Company to conduct critical management activities, including: identification of environmental factors; compliance evaluations; management reviews.

Environmental Governance Structure of Autel

Safety Production Committee — Safety Committee Office

- Smart Charging Network Division
- Digital Maintenance Division
- AI and Smart Full-Scene Business Division
- Supply Chain
  - Mexico Factory
  - USA Factory
  - Vietnam Factory
  - Shenzhen Factory
  - Procurement
  - Manufacturing Center
- Administration
  - Administration
  - Human Resources
  - Finance
  - Marketing
  - IT
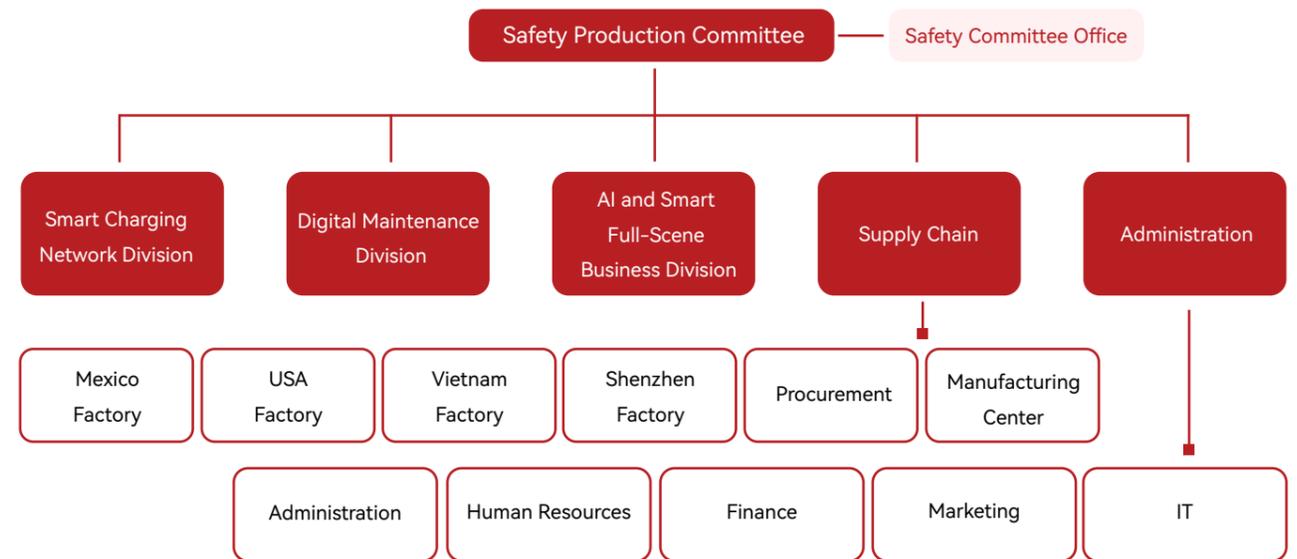
Responsibilities of the Safety Production Committee:

Review and Approval

- Organizational structure for safety management and the safety production responsibility system
- Special fund allocations related to EHS (Environment, Health & Safety)
- EHS system procedural documents and management regulations
- Safety and environmental protection management systems and emergency response plans

Strategic Recommendations

- Improvement initiatives for major corporate safety and environmental issues
- Emergency command coordination for major safety and environmental incidents

Supervision and Implementation

- Implementation of the EHS responsibility system and related EHS management tasks
- 2. Safety and environmental protection training programs
- Timely reporting of safety and environmental incidents, and assisting relevant government authorities in investigation and handling
- Convening and managing meetings of the Company's Safety Production Committee

Autel's EHS Commitments and Environmental Management Objectives

Commitment

Align with corporate strategy, continuously benchmark and innovate to safeguard sustainable development

Fire Safety Management	Occupationa Health	Environmental Protection	Plant Safety	System Construction
Systematic Assurance	People-oriented	Compliance Assurance	Risk Identification	Enhance Corporate Image
Rapid Response	Intrinsic Safety	Green Manufacturing	Hierarchical Control	Meet Customer Requirements
Minimize Losses	Process Monitoring	Zero-Carbon Factory	Achieve Four	Create Incremental Value
			"Zero" Targets	

Continuously strengthen intrinsic safety design and provide professional, effective risk reduction solutions for all departments

Build a professional team to empower business units, uphold compliance bottom lines, strengthen compliance awareness, enforce strict supervision, and impose serious accountability

Establish and continuously optimize ISO 14001 & 45001 systems; implement digital management to ensure safety goals and KPIs are achieved; continuously improve personnel efficiency and safety performance

Executive Support	Full Employee Participation	Systematic Assurance

Company HS Policy

Environment
- Full participation, pollution prevention
- Resource conservation, waste reduction, clean production
- Compliance with laws, continuous improvement

Occupational Health & Safety
- Comply with regulations, meet requirements
- Prevention first, risk reduction
- Improve configuration, strengthen training

Company EHS Goals
- Zero Fires
- Zero Sudden Environmental Incidents
- Zero safety accidents,
- zero occupational diseases

Environmental Risk Management

The Company strictly adheres to the Procedures for Control of Risks and Opportunities to identify and manage environmental risks. In response to changes in internal and external environmental factors, we dynamically identify emerging risks and formulate appropriate control measures, assigning clear responsibilities to relevant departments and personnel. During daily operations, the Company conducts regular environmental hazard inspections. Inspection results are promptly communicated via the W3 System or dedicated working groups. Additionally, external consultants are engaged periodically to audit environmental management practices across all departments, ensuring timely identification and correction of potential issues.

Autel's Environmental Risk Management and Responses

Risk Management	Objective	Implementation Measures	Cycle
Hazardous Waste Discharge	Control hazardous waste emissions and ensure transfer complies with legal and regulatory requirements	Collect and dispose of waste according to the Waste Classification Guidelines into labeled bins	Daily
		Regularly transfer hazardous waste generated in workshops to the Administration & HR Department	Monthly
		Engage licensed hazardous waste processors and sign treatment contracts for waste transfer	Annually
		Develop an annual hazardous waste management plan; maintain monthly generation logs and transfer manifests	Long-term
		Conduct training for all employees on waste classification, hazardous waste categorization, and handling regulations	Annually
Excessive Emission of Harmful Exhaust Gases	Ensure company's harmful gases (lead fumes, chemical vapors) are emitted within compliance limits	Periodically engage qualified testing agencies to conduct "Three Wastes" (wastewater, exhaust gas, solid waste)	Annually
		Perform regular maintenance on ventilation ducts and absorption equipment to ensure industrial exhaust meets emission standards	Monthly
		Establish corporate electricity consumption logs and implement performance assessments based on power and water usage	Monthly

Cleaner Production and Green Manufacturing

Autel consistently integrates the principles of cleaner production and green manufacturing into every stage of its business operations. Committed to establishing a low-carbon, environmentally friendly, and sustainable production model, the Company embeds green development requirements across its entire value chain. This holistic approach lays a solid conceptual foundation for our environmental management system.

Case

Achievements in Emission Reduction Initiatives

Autel Digital Power Co., Ltd., a subsidiary of Autel, has been successfully awarded the title of "2025 Shenzhen Green Factory". This recognition highlights the Company's outstanding performance in: Low-carbon energy consumption; Cleaner production processes; Intelligent manufacturing workflows; Green product supply; and The establishment of a low-carbon industrial manufacturing ecosystem.

深圳市道通合创数字能源有限公司

深圳市级绿色工厂

深圳市工业和信息化局
二〇二五年九月二十六日

Autel Digital Power Co., Ltd.
Shenzhen Municipal Green Factory
Shenzhen Municipal Bureau of Industry and Information Technology
September 26, 2025

Environmental Culture Promotion

The Company leverages the Feishu (Lark) digital collaboration platform to disseminate critical environmental information to all employees. Content coverage includes: Corporate environmental policies and regulatory documents; Management of hazardous substances and solid waste; Control of exhaust emissions; Water resources management; Energy consumption monitoring; and Greenhouse gas (GHG) emission data. Through timely delivery of these updates, the Company ensures that environmental requirements are effectively communicated, fostering a strong culture of environmental awareness and reinforcing strict compliance execution across the organization.
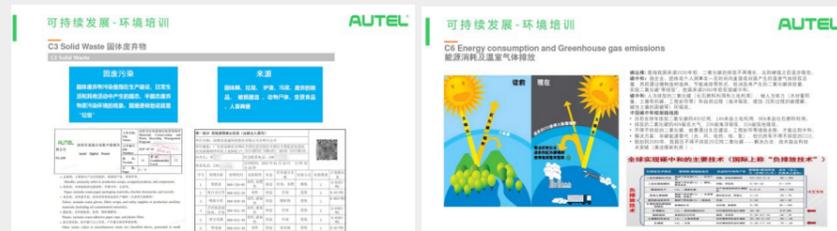
Key Performance

In 2025, the Company organized **15** environmental promotion and training sessions, reaching a total of **831** employees.

Green Office Practices

Autel is committed to promoting green and paperless office operations. By leveraging digital systems to replace traditional paper-based workflows, the Company significantly reduces the consumption of office supplies and natural resources, thereby embodying a low-carbon and environmentally sustainable working model.

1 In administrative operations, the Company leverages digital platforms such as W3 and Feishu (Lark) to achieve a paperless office environment, featuring automated expense reimbursement and electronic workflow approval.

2 In warehousing and production processes, the Company utilizes the Manufacturing Execution System (MES) to digitize records for billing, production, and quality control, thereby realizing paperless management across operational workflows.

Pollutant Emissions

Pollutant Discharge Governance

In term of pollutants control and disposal, Autel strictly complies with national laws and regulations, including the Law of the People's Republic of China on the Prevention and Control of Water Pollution, the Law on the Prevention and Control of Atmospheric Pollution, and the Law on the Prevention and Control of Environmental Pollution by Solid Waste, developing comprehensive management measures that provide clear guidelines for handling wastewater, exhaust gases, and noise generated during production and operations. This ensure the normal operation of environmental protection facilities to achieve compliant discharge of wastewater and exhaust gases, and to maintain effective control of noise levels at the factory boundary.

Pollutant Risk Identification and Mitigation Measures

Adhering strictly to legal requirements, the Company minimizes pollution at the source through continuous improvement of production processes, while simultaneously strengthening end-to-end control over pollutant emissions to guarantee compliance with all regulatory indicators. During the reporting period, emissions of atmospheric pollutants, water pollutants, and noise did not cause any significant impact on employees or the local community.

In managing pollutant treatment, the Company actively implements initiatives such as equipment optimization, process upgrades, and infrastructure development, guided by its internal Procedures for Identification and Evaluation of Environmental Aspects. Furthermore, we engage qualified third-party agencies to conduct monitoring of exhaust gases, wastewater, and noise. All monitoring results meet national standards. In 2025, the Company recorded zero environmental pollution incidents.

Pollutant Treatment Measures of Autel

Pollutant Type	Specific Categories	Treatment Methods
Wastewater	Primarily includes: Domestic sewage; Discharge from constant temperature & humidity units; Discharge from waterproof testing machines; Discharge from air compressors;	The Company collects wastewater in appropriate containers, labels them with "Waste Recovery Tags", and assigns dedicated personnel for temporary storage. Once accumulated to a certain volume, the Company engages external waste disposal stations or qualified legal institutions for centralized collection and disposal, maintaining detailed Waste Disposal Records. Recyclable materials, such as waste cleaning fluids and waste oil, are legally recovered by suppliers whenever feasible.
Exhaust Gas	Primarily includes: Volatile Organic Compounds (VOCs) from cleaning fluids, solder wire, alcohol, etc. Gases generated during soldering and dispensing processes.	Exhaust gas is captured via hoods at workstations, ducted to the rooftop, and emitted. If the exhaust contains Non-Methane Hydrocarbons (NMHC), it undergoes Activated Carbon Adsorption prior to emission. After operations, containers are promptly sealed. During cleaning, temperature is strictly controlled to minimize liquid volatilization.

Key Performance

During the reporting period, the Company incurred no material administrative penalties related to pollutant emissions.

Pollutant Emission Indicators and Targets

Autel's factories conduct regular annual testing for wastewater, exhaust gas, and noise. All testing data comply with national standards. During the reporting period, the Company completed its pollutant discharge registration and obtained the "Registration Receipt for Fixed Pollution Sources".

2025 Pollutant Emission Performance

Indicator	Unit	2025
Total Industrial Wastewater	Tonne	0
Total Domestic Wastewater (Includes domestic plants, Vietnam factory, and US factory)	Tonne	97,279.04

Waste Management

Waste Governance Framework

Regarding waste generated during production and operations, the Company strictly adheres to legal requirements stipulated in laws such as the Environmental Protection Law of the People's Republic of China and the Law on the Prevention and Control of Environmental Pollution by Solid Wastes. We have established internal management systems, including the Waste Management Control Procedure and the Material Conservation and Waste Recycling Management Procedure. Through technical guidance, regular diagnostics, and performance evaluations, we continuously optimize our waste management system.

Waste Disposal Measures

In accordance with internal protocols like the Waste Management Control Procedure and Material Conservation and Waste Recycling Management Procedure, the Company implements strict classification, isolation, and labeling of waste. Recyclable materials are processed centrally in compliance with recycling standards. For general solid waste, the Company is committed to minimizing environmental impact while prioritizing resource circulation, thereby contributing to the circular economy. All hazardous waste is entrusted to qualified third-party professional institutions for specialized treatment and disposal.

Pollutant Treatment Measures of Autel

Waste Type	Specific Categories	Treatment Methods
Solid Waste	Metal, Paper, Fabric, Plastic, and Other waste.	For all categories of solid waste, the Company designates specific storage areas with clear signage, requiring all departments to classify waste at the source and store it in designated zones strictly according to the labels. Once accumulation reaches a predetermined threshold, the Company engages qualified contractors for centralized collection and disposal, while simultaneously maintaining comprehensive Waste Disposal Records for full traceability. Furthermore, special solid pollutants, such as oil-contaminated fabrics, are treated in strict accordance with wastewater treatment protocols to ensure specialized handling.

Key Performance

In 2025

the Company generated a total of

0.16 tonnes of hazardous waste

harmful waste

0.16 tonnes

Water Resources Management

Water Governance Framework

The Company manages water resources in strict accordance with internal protocols, including the Energy Use and Conservation Management Procedure and the Management Procedure for Reducing Energy Consumption and Greenhouse Gas Emissions. Our water supply is sourced exclusively from municipal water networks. Consequently, the Company's operations do not involve any significant direct or indirect impacts on water resources arising from water abstraction, consumption, discharge, or fluctuations in storage levels.

Water Management Measures

Adhering to the core philosophy of "Not Wasting a Drop of Water", Autel proactively assumes responsibility for water conservation and drives water management initiatives across multiple dimensions. The Company conducts monthly inspections of water-related equipment and facilities, maintains comprehensive records for water consumption accounting, and performs regular assessments of usage patterns. Through strategic measures such as equipment upgrades, process improvements, water recycling, and standardized operational protocols.

Water Resources Management Measures of Autel

Water Consumption	Control corporate water usage, conserve resources, and minimize waste.	Domestic Water Use ≤2.0 tonnes/person/month	• Establish and enforce water consumption targets. • Conduct regular inspections and maintenance of water-related equipment and facilities. • Maintain a comprehensive corporate water ledger; track consumption data and perform performance assessments. • Strengthen employee awareness campaigns on resource conservation.	Annually Monthly Monthly Quarterly

▌Water Resources Management Indicators and Targets

As Autel continues to expand its business operations, water consumption may fluctuate due to factors such as adjustments in factory scale, optimization of office layouts, and changes in personnel staffing. Based on current operational conditions, the Company has set a target to control the annual fluctuation range of water consumption at its headquarters office buildings within 5% over the next five years, while striving to reduce per capita consumption. Looking ahead, Autel will remain dedicated to enhancing resource utilization efficiency and driving sustainable transformation across the industry.

✅ Key Performance ★

Indicator	Unit	2025
Total Water Withdrawa (Domestic + Vietnam Factory + USA Factory)	Tonne	97,279.04
Total Water Consumption (Domestic + Vietnam Factory + USA Factory)	Tonne	97,279.04

Circular Economy

The circular economy serves as the core pathway for practicing green development concepts, achieving efficient resource utilization, and ensuring sustainable development. It is also a critical lever for the deep implementation of Autel's ESG strategy. By constructing an energy recycling system, advancing green manufacturing, and promoting the R&D of low-carbon products, Autel continuously reduces its environmental footprint across the entire value chain. The Company strives to enhance resource utilization and energy recycling efficiency, empowering the green transformation of the energy and manufacturing sectors through technological innovation. These efforts contribute scientific and technological strength to driving low-carbon industry development and supporting the construction of an ecological civilization.

▌Circular Economy Governance and Measures

The Company has integrated circular economy management into its unified governance framework through institutional documents such as the Environmental/Occupational Health and Safety Management System Manual and the Procedure for Identification and Evaluation of Environmental Aspects.

In business practice, Autel places high priority on material recovery and reuse. The Company adopts sustainable operational and management models across its production facilities in the USA, Vietnam, and China. Furthermore, environmental requirements are embedded throughout the product lifecycle. Starting from the design phase, recyclable materials are utilized in core components—including injection-molded parts, copper busbars, cabinets, control compartment matrices, and charging gun cables—as well as in product packaging. Through continuous technical optimization, the Company ensures a product service life exceeding 10 years.

▌Circular Economy Indicators and Targets

Aligning with domestic and international business expansion and integrating sustainable development concepts, the Company has established a timeline for sustainable development goals centered around the development of the circular economy.

✅ Key Performance ★

The Company commissioned an independent third party to conduct WEEE (Waste Electrical and Electronic Equipment) testing on its products. The results indicate a product recyclable reuse rate of nearly **82%** , exceeding the requirements set by the WEEE Directive.

Total Recycled & Reused Waste

14.7 Tonnes

Proportion of Recycled & Reused Waste

17.2%

Project Ratio Using Recyclable/Regenerated Packaging Materials

100%

Autel sustainable goals

2021

January

Adoption of Recyclable Raw Materials

Supply chain adopted recyclable materials for packaging and chassis of charging station products

2022

September

Tree Planting Initiative

Launched the first one-stop charging solution in North America, proposing the initiative: "Plant a tree for every charging station sold"

December

Public Welfare Partnership

Leveraging the Detroit launch event, established a public welfare partnership with local NGO [The Greening of Detroit], planting 300 trees locally

2023

June

ESG Goal Setting

Established phased ESG goals for 2023-2028-2035, ultimately aiming to achieve Net Zero

2024

March – April

Global Environmental Marketing Campaign – EVergreen

- Officially launched in March, simultaneously rolled out across 6 global regions
- Invited major customers from each region and well-known local NGOs to participate
- Planted a total of 4,380 trees globally, involving 20+ global customers and 110+ participants
- Launched the "Green Energy Challenge" on the App concurrently, inviting global users to participate in tree planting

March

Product Side – New Eco-Friendly Casing

- Launched exclusive wood-grain model for e-commerce
- AC Lite chassis is 100% recyclable; packaging material has a 95% biodegradability rate

2025

- The Shenzhen Factory commissioned an independent third party to conduct a ISO 14064 Greenhouse Gas Verification;
- Energy Transition & Efficiency: EVs (EVs) now account for 87.5% of the Company's test vehicle fleet. All employee shuttle buses at the headquarters and all transfer forklifts at production bases have achieved 100% electrification.
- Circular Economy Quantifiable Achievements: The recyclable reuse rate of core products has approached 90%. The utilization rate of recycling projects for packaging materials has reached 100%.
- Green Manufacturing & Safety Investment: Autel Digital Power Co., Ltd., the subsidiary, was successfully awarded the title of "Shenzhen Green Factory"
- Green Supply Chain Synergy: Established an ESG Access and Grading Management Mechanism for suppliers, driving overall emission reductions and green transformation across the value chain.

Energy Management

Energy Governance

Our primary energy consumption stems from office electricity, production power, and operational lighting. To comply with the Energy Conservation Law of the People's Republic of China and other relevant regulations, we have established the Procedure for Energy Use and Conservation Management to optimize energy allocation and utilization. The Company has clearly defined energy management responsibilities. We enhance the scientific rigor and stability of control across the entire production process and regularly organize energy efficiency assessments to gather collective insights and devise effective strategies. Furthermore, we prioritize the tracking and implementation of energy-saving measures by assigning clear tasks, monitoring performance, and conducting assessments to ensure continuous improvement.

Energy Management Measures

Autel adheres to a core energy strategy centered on "Compliance with Regulations, Safe Production, Continuous Improvement, and Green Energy Conservation". By promoting the adoption of new energy-saving technologies, processes, and materials, we aim to reduce energy consumption, enhance energy efficiency, continuously refine our energy management system, and achieve rational energy use.

The Company minimizes raw material waste and reduces production and disposal costs by optimizing the import of raw materials and the export of finished products in our manufacturing equipment processes, thereby strengthening our efforts in energy conservation and emission reduction. Additionally, we have implemented an Online Energy Consumption Monitoring System to conduct real-time monitoring, detailed metering, and analysis, enabling science-driven energy savings.

Energy Management Indicators and Targets

Key Performance ★

Indicator	Unit	2025
Total Comprehensive Energy Consumption (Domestic)	tce	1494799.79
Gasoline Consumption (Domestic + Vietnam Plants)	tce	55690.44
Diesel Consumption (Domestic)	tce	43.71
Electricity Consumption (Domestic + Vietnam + US Plants)	tce	1990132.91

Ecosystem and Biodiversity Protection

Ecological Environment-Related Governance

The Company continuously monitors how its activities affect biodiversity and recognizes the positive impact of measures such as water cleaning and green space maintenance on the ecological environment. In line with relevant laws, regulations, and policies—including the State Council's Opinions on Further Strengthening Biodiversity Protection, the Law of the People's Republic of China on the Prevention and Control of Soil Pollution, and the State Council's Regulations on Groundwater Management—we carry out tasks such as identifying opportunity factors and reviewing business quality risks.

Ecological and Environmental Protection Measures

We will continue to expand our efforts in land and underwater ecological protection, while actively exploring opportunities to integrate digital and smart technologies into these areas, aiming to strengthen the positive impact of our green business. Based on our internal assessment, the Company did not cause any negative ecological impact during the reporting period—whether inside or near nature reserves, or in biodiversity-rich areas outside such zones. Nor do we have any production facilities nearby. When building and operating overseas bases, we take full account of ecological balance and environmental friendliness.

Looking ahead, Autel will focus on creating eco-friendly spaces in the development of office areas and factory sites. We plan to design green spaces and wetlands, plant a variety of native species, and create habitats that attract insects and birds. These efforts will not only beautify the surroundings and enhance the working environment for employees, but also support the recovery of regional biodiversity. Through concrete actions, we are committed to protecting the natural ecosystem and contributing to the richness of life on Earth.

Climate Change Mitigation and Adaptation

Autel attaches great importance to the impact of climate change on the Company's operations. This year, it disclosed information in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The Company's Board of Directors and the Strategy and ESG Committee actively carried out preparatory work to lay the foundation for strictly following the TCFD framework to disclose the Company's climate-related financial information, including preparing to establish a climate change risk management organizational system, researching and learning scenario analysis methods, etc. Autel regards climate change mitigation and adaptation as a strategic priority to enhance corporate resilience and achieve long-term development, and is committed to driving the green transformation of the enterprise and society with the concept of sustainable development, turning risks into opportunities, and achieving common prosperity for the enterprise, environment, and society.

Climate Risk Management Structure

Autel has established a three-level governance structure consisting of the decision-making level, organizational level, and execution level. It integrates the response to climate-related risks and opportunities into the Company's sustainable development strategy, major transaction decisions, risk management procedures, and related policy formulation, ensuring the steady progress of various climate change-related tasks. In the future, we will further link multiple departments to collaborate and jointly advance the Company's climate-related work.

Decision-making level **Board of Directors**	• Conduct research and provide decision-making consultation suggestions on the Company's ESG governance around climate-related issues, including ESG governance vision, goals, policies, ESG risks, and significant matters, etc.; • Review the implementation progress of climate-related strategies and goals, listen to work reports from the working group, and provide feedback; • Review climate-related reports and other relevant information disclosures to ensure the completeness and accuracy of information disclosure.
Organizational Level **Strategy and ESG Committee**	• Responsible for assisting the Board of Directors in identifying significant climate-related issues and organizing and planning related activities; • Organize and carry out regular information disclosure on climate issues.
Execution Level **ESG Working Group and Key Functional Departments**	• Responsible for the daily promotion of the Company's climate-related work; • Ensure smooth communication channels with stakeholders, and regularly report work performance.

Climate-related governance bodies and relevant personnel possess professional capabilities commensurate with their duties, covering areas such as policies and regulations, low-carbon technologies, risk management, and financial analysis. The Company continuously enhances the professional competence of relevant personnel through regular organization of specialized climate and environmental protection training, ensuring the scientific nature and targeted relevance of governance decisions.

The Company has established a normalized climate-related information reporting mechanism to ensure that governance bodies obtain relevant information timely and accurately. Various business units and functional departments regularly report climate-related data indicators, risk and opportunity identification results, and target completion status to the leading department; the leading department summarizes, analyzes, and verifies the information before reporting to management; management compiles the climate-related information into the Company's annual sustainability report and submits it to the Board of Directors for review.

The Board of Directors oversees the implementation of climate-related strategies, achievement of goals, and system implementation by reviewing the climate section in the annual sustainability report. The Company incorporates climate-related work into the performance appraisal system for various departments and core management personnel, sets quantitative assessment indicators, and directly links assessment results with compensation incentives and performance evaluations, strengthening climate-related responsibility awareness among all employees and ensuring effective implementation of governance requirements.

The Company integrates climate-related risks into its overall risk management and control system, regularly conducts risk identification, assessment, and response, ensuring that climate-related factors are fully integrated into the Company's entire business decision-making process.

Climate-Related Strategy

Autel identifies climate-related risks and opportunities by referring to the latest policy requirements and industry standards for Climate Change Mitigation and Adaptation domestically and internationally.

Significant Climate-Related Impacts

The Company's greenhouse gas emissions generated from business activities and value chain segments are relatively small overall, making the climate-related impacts controllable. At the environmental level, the carbon emission intensity during production operations and upstream/downstream collaborative processes remains at a relatively low level, with limited potential impact on the regional ecological environment and global climate governance; at the economic and social level, the positive impact of the Company's low-carbon transformation initiatives continues to manifest, providing stakeholders with green products and services and contributing to the realization of societal low-carbon development goals.

Climate-Related Risks and Opportunities

Autel, combining its business model, value chain, industry characteristics, and Communication with Stakeholders results, screens and identifies the climate-related risks and opportunities faced by the enterprise, and analyzes the current and expected financial impacts of each risk and opportunity and their impact periods. The expected impact time horizon is divided into short-term (approximately 1 year), medium-term (approximately 5 years), and long-term (up to 2050), corresponding respectively to the Company's next-year short-term development goals, five-year medium-term development plan, and mid-century long-term development plan.

Climate-Related Risk Type	Risk Description	Financial Impact	Response Measures	Period	Materiality
Transition Risks					
Policy and Legal Risks ESG reporting obligations	The domestic corporate sustainability information disclosure standard system is becoming increasingly sophisticated, posing higher requirements for Autel regarding ESG-related information disclosure.	Increased expenses	The Company conducts regular environmental information disclosure in accordance with laws and regulations, and prepares and publishes independent ESG reports.	Medium-term	High
Mandatory requirements and supervision	The Company may face stricter environmental requirements and regulations.	Increased costs	Timely track climate change and environmental protection related policies and regulations to ensure internal operational compliance.	Medium-term	High
Technology Risks Product climate resilience	Temperature increases and more frequent extreme weather events brought by climate change require the Company to invest more costs to enhance product climate resilience.	Increased costs	During product development, the Company focuses on improving the protection level and safety of charging stations to enhance resistance to climate interference.	Long-term	Medium

Climate-Related Risk Type	Risk Description	Financial Impact	Response Measures	Period	Materiality
New technology investment risks	The rapid development of the new energy vehicle market may entail risks of failure in new technology research and development.	Increase costs	Utilize technical resources to improve the success rate of new technology R&D.	Long-term	Medium
Market Risks Customer preference for green products	The ESG concept is gradually gaining popularity; the Company's customers may prefer green and environmentally friendly products when choosing new energy smart charging and automotive diagnostics.	Decreased revenue	The Company integrates green and low-carbon concepts into its products and services, providing customers with green charging and smart diagnostics.	Long-term	Medium
Reputation Risks Negative ESG incidents	Stakeholders such as customers and investors pay more attention to environment-related information disclosure. When disclosed information falls short of stakeholder expectations, it may adversely affect the Company's corporate image and reputation.	Decreased revenue	The Company establishes a comprehensive ESG management system, integrating ESG management into risk management to prevent the occurrence of negative ESG incidents.	Short-term	High
Physical Risks					
Acute Risks Typhoons and floods	The Company's production centers located along the coast are susceptible to typhoons and floods.	Increased costs, decreased revenue	Formulate and implement emergency management systems for typhoon and flood prevention. Equip emergency equipment and supplies, conduct typhoon disaster analysis, and establish emergency drill mechanisms.	Short-term	High

Climate-Related Risk Type	Risk Description	Financial Impact	Response Measures	Period	Materiality
Physical Risks					
Chronic Risks	The Company headquarters is located in a subtropical region. Affected by rising average temperatures due to long-term climate pattern changes, it may lead to overheating of production equipment and an increased risk of heatstroke for employees.	Increased costs, decreased revenue	Optimize the cooling systems of offices and factories to ensure equipment can operate normally under extreme high temperatures, achieving energy saving and consumption reduction in cooling systems.	Medium-term	Medium
Sea level rise	The Company's headquarters in Shenzhen is at a low altitude and close to the sea, making it susceptible to sea level rise impacts.	Increased costs, decreased revenue	Formulate special emergency plans for flood prevention.	Long-term	Low

Climate-Related Opportunity Type	Opportunity Description	Financial Impact	Response Measures	Period	Materiality
Energy Source Renewable Energy Usage	Optimize the energy structure, increase the proportion of renewable energy in total energy consumption, reduce dependence on fossil fuels, enhance the Company's resilience to climate change, and reduce corporate carbon emissions.	Decreased costs	Increase the procurement and use of green electricity, and raise the proportion of renewable energy used in production and operation processes. Achieve efficient energy management and improve energy efficiency through smart energy-saving technologies.	Short-term	Medium

Climate-Related Opportunity Type	Opportunity Description	Financial Impact	Response Measures	Period	Materiality
Products and Services Green products and services	Under the dual carbon strategy, smart new energy charging, smart maintenance, and air-ground cluster solutions will become major development trends in the Company's main business.	Increased revenue	The Company continuously adopts materials with higher recyclability and reusability, and launches intelligent integrated photovoltaic-storage-charging solutions, contributing to energy conservation and carbon emission reduction.	Medium-term	Medium
Markets International markets	The Company can achieve global market business growth by improving its own ESG performance and launching low-carbon products and services that are more in line with international	Increased revenue	The Company continues to develop green and low-carbon products and distributes its production capacity to overseas regions such as Vietnam, the United States and Mexico. By delivering products to customers locally, it can shorten the transportation mileage of finished products and reduce carbon emissions.	Short-term	High
Resilience Corporate resilienc	The Company's adaptive capacity to climate change to better manage related risks and seize opportunities.	Increased revenue, decreased costs	The Company has established a comprehensive climate risk and opportunity management system. Currently, the Company can effectively manage related risks and seize related opportunities.	Short-term	Medium

Climate Risk and Opportunity Management

The Company has established a climate risk and opportunity management process tailored to its own business characteristics, strictly follows relevant regulatory requirements, and ensures standardized and orderly management work.

Assessment Method	Risk Prioritization
Identify climate-related risks and opportunities by combining internal and external information on policies, markets, and technologies, and analyze their probability of occurrence, degree of impact, and pathways of action.	Integrate climate-related risks into the Company's overall risk management system, and reasonably determine their priority ranking relative to other risks based on scope of impact, potential losses, and strategic alignment.

Monitoring Mechanism

Establish a normalized tracking mechanism, regularly collect climate-related data and information on external environmental changes, dynamically monitor the evolution of risks and opportunities, and adjust response measures in a timely manner.

Process Integration

The climate risk and opportunity management process has been fully integrated into the Company's internal management system, coordinating and connecting with processes such as strategic planning, investment decision-making, and operational management to ensure maximum management effectiveness. If the management process is adjusted, relevant changes will be disclosed in a timely manner.

Climate Adaptation Assessment

Combining the identified climate-related risk and opportunity factors, as well as current and expected low-carbon transformation efforts, the Company conducts a climate adaptability assessment. During the assessment process, key uncertainties such as the frequency of extreme weather events, the pace of policy adjustments, and the stability of energy supply are considered. The assessment results show that the impact of climate change on the Company's strategy and business model is generally mild. The Company has integrated climate adaptability into its strategic planning, adapting to low-carbon development trends by optimizing business layout and enhancing operational resilience, thereby ensuring the sustainability of its strategy and business model.

From the short term to the long term, the Company consistently maintains good climate adaptability

- At the financial level, it has stable cash flow to support low-carbon transformation and risk response;

- At the asset level, climate adaptability can be enhanced through equipment upgrades and site optimization;

- At the operational level, normalized monitoring and emergency response mechanisms have been established to effectively deal with climate-related fluctuations and ensure operational stability.

Carbon Emission Accounting and Management

To achieve the national "dual carbon" goals, Autel continuously strengthens the control of greenhouse gas emissions, improves the quality of carbon emission reporting data, and actively and steadily promotes carbon peak and carbon neutrality. In 2025, we conducted greenhouse gas verification in accordance with the ISO 14064 standard and continued to strengthen the control of greenhouse gas emissions.

Indicator	Unit	2024 Autel Digital Power Co., Ltd.	2025 Autel Intelligent Technology Corp. Ltd. Autel Digital Power Co., Ltd.
Category I	tCO2e	258.79	732.76
Category II	tCO2e	1330.06	4688.00
Category III	tCO2e	238.29	881.85
Category IV	tCO2e	103.13	657.63
Total GHG emissions	tCO2e	1930.25	6960.25

During the reporting period, we conducted ISO14067 carbon footprint verification declarations, LCA (Life Cycle Assessment) certifications, and EPD (Environmental Product Declaration) certifications for our core products. Through LCA, we quantified the environmental impacts (such as carbon footprint, resource consumption, and pollutant emissions) across the entire product lifecycle (e.g., raw materials, production, transportation, usage, and disposal) and disclosed them publicly in a standardized format. Its core value lies in providing transparent and comparable environmental data to support green procurement, carbon reduction policies, and the Company's sustainable development strategy.

| Product EPD Certification |

| Product LCA Certification |
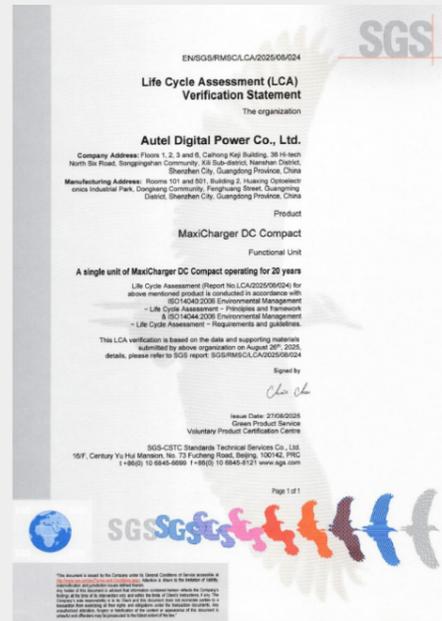
Carbon Emission Reduction Initiatives and Goals

Looking to the future, through the Company's technological investment and collaborative optimization within the industrial chain, we have formulated a more definitive medium-term greenhouse gas emission reduction management plan and a long-term roadmap with key emission reduction milestones. Integrating the Company's emission reduction measures and sustained green investments, Autel is committed to achieving full lifecycle net-zero emissions by 2035 and promoting environmental practices throughout its upstream and downstream value chain. Starting from 2023, we have begun implementing emission monitoring and reduction measures, and plan to achieve carbon neutrality in our corporate operations by 2028.

In 2025, global customers of Autel reduced approximately **1.3215** million metric tons of CO_2 emissions by charging through Autel EV chargers, equivalent to the annual CO_2 absorption of about **72.21** million mature trees。

AUTEL
2035
FULL LIFECYCLE NET-ZERO EMISSIONS

This calculation is based on the research standards from the MIT Climate Portal.

03

Empowering with Technology
Leading with Quality and Efficiency

Product Quality and Safety

The Company strictly complies with the Product Quality Law of the People's Republic of China, the Standardization Law of the People's Republic of China, and domestic and international product quality and safety policies and standards. It has formulated and implemented a series of system documents, including the Quality Manual, Inspection Control Procedure, Production Process Control Procedure, and Non-conforming Product Control Procedure, covering quality safety, quality objectives, quality audit, and improvement management.

Governance Related to Product Quality

Due to the technical complexity of products such as comprehensive testing system and charging stations, customers have strict requirements regarding the technical parameters and operational stability of the equipment. Therefore, the Company places a high priority on production efficiency, production quality, customer experience, and after-sales service, enhancing service effectiveness through a comprehensive service system.

Autel Quality Control Management System

Quality Management Committee	
Organizational Responsibilities	**Work Objectives**
Responsible for the quality of the entire product series and R&D process quality. Based on exposed issues, conduct full-chain review, improvement, and protection of digital energy product quality from the R&D end-supply end-production end.	Be customer and market-centric, clarify the severity levels of quality incidents at the R&D, process, and customer ends, and establish a accountability reward and punishment system; Strictly control quality in all aspects from R&D-supply-production-sales, ensure high-quality achievement of goals and high-quality product delivery, and enable all business chains to respond quickly and resolve quality issues promptly.

Product Quality Management Risks and Opportunities

The Company monitors the entire process of quality control for products from design and development, production and manufacturing, delivery, and after-sales service, as well as quality risk monitoring, in accordance with the requirements of documents such as the Design and Development Control Procedure, Performance Measurement and Monitoring Control Procedure, and Quality Control Plan Control Procedure. It identifies opportunities for improvement and continuously enhances the product quality risk prevention and control system. The Company regularly conducts comprehensive assessments of the quality management system to ensure its efficient and stable operation, continuously improves management levels through iterative optimization, and establishes a rapid response mechanism for quality incidents to promptly address quality disputes and minimize the impact on customers.

Digital and Intelligent Full Lifecycle Management

Deepening the Digital and Intelligent Transformation, Fully Stimulating Organizational Potential

To provide uninterrupted service to global customers, the Company is deeply advancing a technological transformation driven by digitalization and AI, promoting management innovation and business transformation.

IPD (Integrated Product Development) Rebuild Project

We have completed key tasks from current situation diagnosis to solution design around system construction, business process optimization, and digital R&D architecture; and through project management software and requirements management software, we have implemented IPD process digitalization, building a controllable and visible digital system.

IDS Management Dashboard Project

the Company has established a complete Autel indicator system, completed data warehouse construction and multi-dimensional data standardization, diagnosed and optimized key data issues, achieving visibility of the operation process, controllability of problems, and traceability of anomalies.

AI Efficiency Improvement Project

● Upgrade the traditional "human-led" business model into a "AI-led, expert-backed, scalable and replicable" digital operation system.

▶ Systematic Data Integration in R&D Process

Build operable simulation and testing environments around repair and diagnosis scenarios, and integrate Jira, logs, code, protocols, and test data to form an engineering context directly usable by AI.

▶ Agent-based Reconfiguration of Work Processes

Reconstruct high-frequency tasks such as requirements analysis, bug analysis, code generation, and diagnostic analysis from manual execution into a workflow led by Agents and reviewed by engineering experts.

▶ Building a Simulation Foundation

Under the premise of AI participation in production, strengthen automated testing, simulation verification, and release validation capabilities to avoid model hallucinations, ensuring that Agent outputs are controllable, verifiable, and traceable.

● AI-driven Software Development Pipeline: Transform from traditional waterfall operations to an "AGENT army" approach, with multiple Agents collaborating concurrently for rapid iteration and efficient output.

Optimizing Management Systems, Stimulating Team Vitality, and Embracing AI Change

During the reporting period, the Company collaborated with internationally renowned management consulting firms to comprehensively upgrade managerial roles, optimize the entire chain mechanism for selection, cultivation, utilization, and retention, and establish a scientific leadership assessment and development system.

Organizational Management Upgrade

the Company has built a flexible and agile matrix organizational structure. By adjusting resource allocation and optimizing end-to-end management models, it has strengthened the synergy between product and sales, and between headquarters and regions, achieving significant results in breaking through key accounts and improving market response speed. In terms of the incentive system, the Company has implemented diversified measures such as long-term incentives and project-based short-term incentives, ensuring that incentives precisely target the core needs of the team. Through innovative strategies like the Business Partner Program and special awards for technological/project breakthroughs, employee initiative and creativity have been further stimulated.

Technology + Scenario Integration

the Company deeply integrates AI technology into daily management, holding an "AI Efficiency Enhancement Competition" to encourage various departments to explore efficiency improvement points, fostering an innovative atmosphere where diverse ideas flourish. Simultaneously, industry technical experts are invited to regularly conduct sharing sessions on AI cutting-edge trends and practices, comprehensively enhancing employees' digital thinking and skills.

Quality Culture Construction

In accordance with the requirements of documents such as the quality policy and objectives in the Management Manual, the Performance Measurement and Monitoring Control Procedure, the Quality Control Plan Control Procedure, and the Employee Incentive Control Procedure, the Company creates a quality culture wall and updates it periodically, enabling employees to understand work quality management requirements and actively participate in daily quality management work.

Non-conforming Product Handling and Quality Safety Incidents

The Company possesses comprehensive integrated product inspection capabilities, conducting preventive testing for potential product quality issues at various stages of production to ensure product quality from the source. Simultaneously, it has formulated and strictly implements a series of systems, including the Non-conforming Product Control Procedure, Procedure for Scrapping, Recall, and Information Notification of Certified Products, and Customer Complaint and After-sales Handling Control Procedure. By establishing a full-process control mechanism to strengthen process management, and on the basis of promoting the effective operation and continuous improvement of the quality system, it provides timely feedback to customers on the handling progress of internal and external non-conforming products and service issues through multiple channels such as the after-sales system, email, and telephone, ensuring efficient resolution of various issues and guaranteeing the stable improvement of product quality.

Product Quality Management Indicators and Targets

The Company strictly follows the requirements of the Quality Target Management Procedure document, scientifically setting quantifiable and assessable detailed quality targets for relevant functional departments, organizational levels, and core production and service processes covered by the quality management system, taking into account the actual operational characteristics of each business link. The established targets not only align with the practical needs of product R&D, manufacturing, inspection, and other links but also anchor the core demands of customers regarding product quality. By regularly tracking the achievement of targets, the Company promotes the continuous optimization of quality management work, effectively ensuring the efficient operation of the quality system.
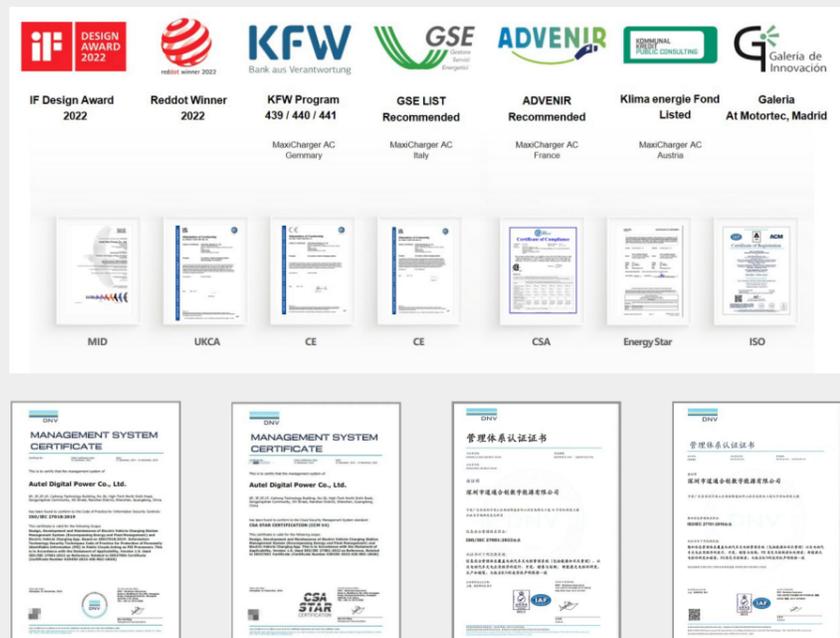
■ During the reporting period, the Company has obtained certifications related to quality, environment, occupational health and safety, and information security, such as ISO9001, IATF16949, ISO14001, ISO45001, ISO27001, and ISO27701, and there have been no product quality and safety violations.

In addition, leveraging its strong technical strength and security management capabilities, Autel has successfully passed two major international cloud service security certifications, ISO/IEC 27018 and CSA-STAR, becoming the first enterprise in the global charging cloud industry to pass the CSA-STAR security certification. Simultaneously, Autel's electric vehicles (EVs) charging station management system and smart inspection solutions have passed the international standard certification for Artificial Intelligence Management Systems (AIMS), ISO/IEC 42001.

Autel's Product Quality Global Certification

We attach great importance to certification, cover all mainstream global certification-standards, and meet the diverse needs of customers worldwide.

EV Charger Certification									
CE	UKCA	CSA	TR25	LNO	CTEP	Energy Star	CB	FCC	PME
KFW	CQC	BQB	NTEP	CP65	RCD	MID Module B	IC	AT&T	PTB

System Certification				
ISO 9001	ISO 14001	ISO 45001	ISO 27701	ISO 26000
SA 8000	IATF 16949			

IF Design Award 2022	Reddot Winner 2022	KFW Program 439 / 440 / 441	GSE LIST Recommended	ADVENIR Recommended	Klima energie Fond Listed	Galeria At Motortec, Madrid
		MaxiCharger AC Germany	MaxiCharger AC Italy	MaxiCharger AC France	MaxiCharger AC Austria	
MID	UKCA	CE	CE	CSA	Energy Star	ISO

Key Performance

Product Recall Rate	Product Pass Rate	Product Yield Rate	Product Return Rate
0%	**98%**	**98%**	**<1%**

Customer Service

Customer Service Governance

Adhering to the philosophy of "providing customers with genuine, lasting value", Autel is committed to delivering timely, professional, and warm service experiences to customers, actively working to enhance customer service satisfaction. To provide customers with high-standard services, the Company has established cross-departmental, localized customer service teams, as well as dedicated communication windows, to offer timely assistance and create a positive customer service experience. Simultaneously, the Company implements strict protective measures for customer information, striving to build deep and enduring cooperative relationships with customers and become their trusted long-term partner.

Key Measures of Autel's Customer Service

Complaint Handling	1	Clarify complaint grading standards and the division of responsibilities among departments for handling complaints. Require after-sales service to respond to received customer complaints and needs on the same day, and organize special meetings or visit customers when necessary.
Conduct Satisfaction Surveys	2	Conduct regular annual customer satisfaction surveys according to the Customer Satisfaction Survey Procedure. For items with low scores in the satisfaction survey, collaborate with relevant internal departments for rectification, follow-up, and verification to ensure problems are improved.
Practic Responsible Marketing	3	Formulate marketing training plans, conduct special monthly marketing training for all marketing personnel, and track and audit the implementation of marketing policies, management systems, sales contracts, and behavioral norms by marketing personnel during business development to comprehensively protect customer rights and interests.
Protect Customer Privacy	4	During cooperation, strictly refer to customer requirements, sign and implement Confidentiality Agreements and other provisions regarding privacy protection. Further

Customer Service Process

Autel deeply recognizes that listening to customer feedback is key to continuously optimizing the service experience. The Company has formulated and implemented multiple policies, including the Customer and Supplier Property Control Procedure, Customer Satisfaction Management Procedure, and Customer Complaint and After-sales Handling Control Procedure, providing a solid guarantee for the standardization of customer service management. At the same time, the Company extensively gathers customer opinions through diverse channels such as regular surveys, customer service hotlines, and social media interactions, gaining real-time insights into customer needs and expectations, accurately identifying service shortcomings, and then quickly adjusting and optimizing service strategies.

Autel Customer Service Process System

Customer Requirements Communication	⟩	Customer Requirements Identification/Transmission/Confirmation	⟩	Customer Requirements Review
Process Communication	⟨	Contract/Order Implementation	⟨	Contract/Order Approval
Product Delivery	⟩	Customer After-Sales Service	⟩	Customer Satisfaction Survey
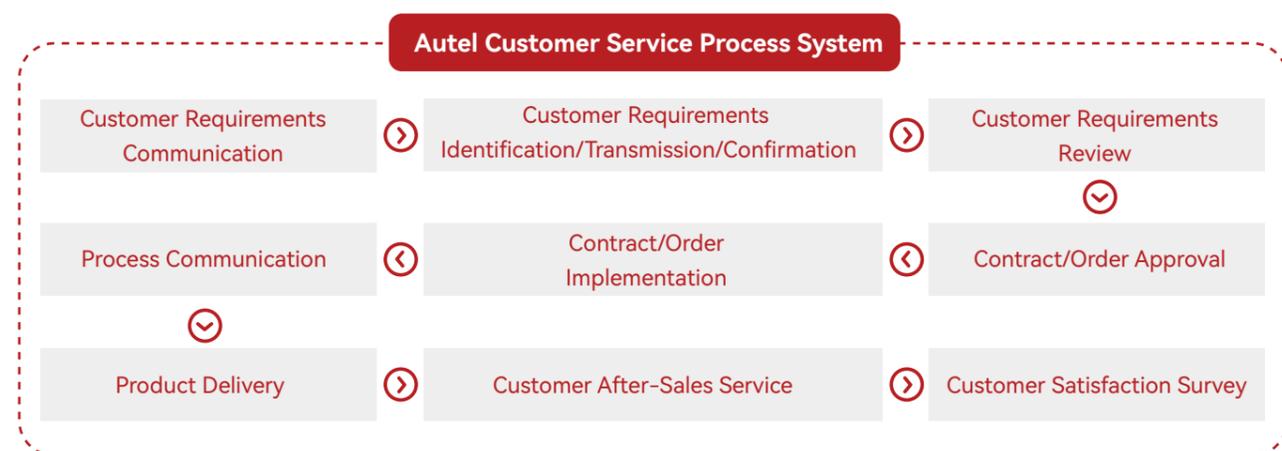
As of the end of the reporting period, the Company has established specific customer communication channels, including service hotlines and service email addresses. We have designed a complete feedback process for customers to ensure smooth and unimpeded customer feedback.

At the same time, we also place great importance on on-site customer visits and continuous offline cooperation and communication, providing customers with warm service. In 2025, the Company held multiple targeted offline customer service exchanges both domestically and internationally, further enhancing the service experience beyond standardized product services and increasing the Company's business stickiness.

Case

Autel's Next-Generation Intelligent Charging Network Launched in Berlin, Featuring New Products like Full Liquid-Cooled Ultra-Fast Chargers

Customer Complaints

Adhering to the philosophy of "starting from the user in everything", Autel regards customers as core stakeholders and "product managers". Customers can provide feedback on issues through channels such as the after-sales system, email, and telephone. In strict accordance with the Customer Complaint and After-sales Handling Control Procedure, the Company ensures rapid response through the After-sales Department and on-site troubleshooting and analysis within a specified timeframe. Subsequently, during the fault communication and after-sales condition evaluation phase, relevant personnel meticulously document the fault details and customer requests, and communicate promptly with customers to ensure information transparency.

Customer Satisfaction Survey

The Company conducts regular annual customer satisfaction surveys and pushes service satisfaction surveys to customers through the after-sales system, continuously improving based on customer feedback. In 2025, the Company also received leading service satisfaction feedback in overseas markets.

Key Performance

Customer Satisfaction Rate **90.4** points

Case

Autel Achieves Leading Market Share and Customer Satisfaction in the U.S. Market

Brand Name	High Quality Products	Value for the Price	Superior Brand Reputation	Brand Experience Score
Category Average:	10%	9%	18%	37%
Autel	65%	55%	45%	**165%**
Sn████	34%	10%	30%	**73%**
Bc████	30%	10%	21%	**61%**
Sn████	16%	20%	8%	**43%**
A1████	16%	8%	10%	**34%**
O████	15%	5%	9%	**29%**
De████	10%	11%	3%	**25%**
Lc████	6%	4%	3%	**13%**
Ho████	5%	5%	1%	**11%**
TC████	1%	8%	1%	**10%**
Be████	3%	3%	3%	**9%**
PD████	3%	4%	2%	**9%**
Fo████	2%	4%	1%	**7%**
Cc████	3%	1%	1%	**5%**
SN████	2%	1%	1%	**3%**
C████	1%	2%	0%	**3%**

▌ Responsible Marketing

Autel practices a scientific and rigorous approach to responsible marketing, strictly complying with operating location laws and regulations such as the Advertising Law of the People's Republic of China, the Product Quality Law of the People's Republic of China, and the Provisions on the Administration of Product Labeling. The Company insists on responsible sales and marketing promotion, providing accurate and comprehensive information in all aspects, including global market development, customer sales, and product label management.

During the reporting period, the Company participated in or hosted over 70 exhibitions or product/solution launches globally, established connections with more than 70 leading vertical media outlets, and won several regional market awards, comprehensively deepening the Company's image as an industry solution expert. These initiatives significantly enhanced the Company's brand influence and simultaneously demonstrated to customers the determination for continuous improvement. In the global market, the Company integrates compliance awareness throughout the entire process of business development and contract management, standardizing compliance for the Marketing Department, Sales Team, and Product Team during business operations. In 2025, Autel had 0 incidents of marketing violations.

Case

Autel Showcases Full Liquid-Cooled Intelligent Charging System and New Automotive Diagnostics Products at Automechanika Shanghai 2025, Comprehensively Demonstrating the Company's AI-Driven Systematic Service Capabilities in the Fields of New Energy Mobility and Automotive Technology. The exhibition, themed "Innovation·Integration·Sustainable Development", focused on cutting-edge trends such as new energy and intelligent connectivity, bringing together 7,465 companies from 44 countries and regions.

First Unit in Europe
MaxiCharger DH480 Cooperation Signing Ceremony

2025 European Partners Summit in Paris

Data Security and Privacy Protection

Data Security System

Autel has established a comprehensive and systematic data security management system to ensure the confidentiality, integrity, and availability of information assets. At the system level, it covers multi-dimensional management systems such as the Information Security Management System (ISMS), Privacy Information Management System (PIMS), Information Technology Service Management System (ITSMS), and ISO 27018. Supporting documents like the Integrated Management Manual and Information Security Policy have been formulated to implement standardized controls over the entire lifecycle of data collection, transmission, storage, use, sharing, and destruction. At the organizational level, responsibilities are clearly defined. The Company's information security team, affiliated with the Process and IT Department, undertakes responsibilities including security governance, risk assessment, system construction, security monitoring, emergency response, and employee training. The Legal Department handles legal compliance for personal information protection and privacy policy assessment. Simultaneously, a management representative is appointed, and a Data Protection Officer is designated to comprehensively supervise the compliance of data processing activities, ensuring clear responsibilities, complete mechanisms, and efficient system operation.

Customer Privacy Protection System

The Company places high importance on customer privacy protection and has established a comprehensive privacy protection management system covering the entire lifecycle management of personal information collection, use, storage, sharing, and deletion. The Company strictly complies with laws and regulations such as the Data Security Law of the People's Republic of China, the Cybersecurity Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the EU's General Data Protection Regulation in its business operations. The Company has issued policy documents such as the Data Lifecycle Management Measures and Personal Privacy Management Specifications, and continuously carries out system updates, internal inspections, and permission reviews based on business development, strengthening customer privacy protection management throughout the entire process.

Information Security Team
Take overall responsibility for customer privacy protection work

Privacy Protection Officer, Data Protection Officer
Responsible for system construction, risk identification and assessment, authority management, compliance review, and employee privacy protection training, ensuring the long-term, stable, and effective operation of privacy protection mechanisms

The Company publicly explains to customers the scope of personal information collection, purpose of use, retention period, and customer rights through privacy notices, ensuring customers' right to know and choose. The Company strictly implements security measures such as graded management of personal information, the principle of least privilege, encryption of sensitive data, data masking, and access audits, and regularly organizes privacy protection training and reviews of customer information processing procedures to continuously enhance privacy protection capabilities.

Data Security and Privacy Protection Measures

Autel regards data security and customer privacy as core priorities for Compliance Operation and has constructed a multi-dimensional protection system. This includes a parallel security protection mechanism combining technology and management, a comprehensive employee compliance training system covering various formats, a full-process closed-loop emergency response plan, and differentiated and graded data backup strategies, comprehensively building a strong barrier for data security and privacy protection.

Technology + Management Build a Strong Data Security Defense Line

Strengthen data security protection through parallel technology and management lines, adopting technical measures such as file encryption, important and sensitive data encryption, least privilege control, log tracking, two-factor authentication, endpoint security protection, intrusion detection, VPN, firewalls, and DLP, covering core business systems, office systems, and some supplier data interaction scenarios. The Company has established a comprehensive data security system, conducts regular internal audits in accordance with ISO27001 requirements, and entrusts qualified third-party institutions to conduct annual independent audits, continuously verifying and improving the effectiveness of the data security management system.

Conduct Data Security Training and Promotion in Various Forms

The Company continuously conducts data security and privacy protection training, covering data classification, authority management, information protection, terminal security, and email and social engineering prevention. It strengthens employee awareness and compliance capabilities through various methods such as new employee induction training exams, online learning platforms, information security subscription promotion accounts, screensavers, and special tests.

Improve Plans and Standardize Security Incident Handling Procedures

The Company has formulated the Information Security Incident Management Procedure, Personal Privacy Incident Emergency Response Plan, Major Data Leakage Emergency Plan, Information System Emergency Plan, etc., clarifying the whole process mechanism including incident identification, classification, reporting, handling, evidence collection, recovery, and post-review, ensuring rapid response in cases of data leakage or attack intrusion.

Differentiated Backup Ensures Business Uninterrupted Operation

The Company formulates differentiated backup strategies based on the importance of various systems, including daily incremental backups, weekly full backups, and off-site disaster recovery backups. Backup data uses encrypted storage and integrity verification mechanisms. The infrastructure team monitors backup status in real-time and regularly performs recovery validation tests to ensure backup reliability and the continuous and stable operation of key businesses.

Data Security and Privacy Protection Indicators and Targets

During the reporting period, the Company has obtained several internationally renowned certifications, including the ISO/IEC 27001 Information Security Management System, ISO/IEC 27701 Privacy Information Management System, ISO/IEC 27018 Protection of Personal Data in the Cloud, and has also achieved certifications such as CSA STAR, TISAX Level 2, and the CyberVadis Maturity Assessment, fully demonstrating the international compliance level of its data security management.

Autel consistently regards data security and privacy protection as core issues, deeply integrating them into the Company's overall development plan. With the management policy of "Quality First, Enhance Brand Value; Security Defense, Protect Customer Privacy", the Company continuously improves its data security capabilities. In the next 1-3 years, the Company will focus on key directions such as system optimization, technological upgrading, and capability cultivation to continuously advance construction.

Case

Cloud Service Security Achieves Internationally Recognized Certification, Setting an Industry Benchmark

In January 2025, Autel demonstrated its exceptional expertise in cloud services and stringent security management by successfully obtaining two prestigious international cloud security certifications—ISO/IEC 27018 and CSA-STAR. This milestone makes Autel the first company in the global electric vehicles (EVs) charging cloud industry to earn the CSA-STAR certification, placing it in the same league as tech giants such as Amazon AWS, Google Cloud, Microsoft Azure, Alibaba Cloud, and Tencent Cloud. By engaging third-party authorities to conduct external audits and certify its personal data protection protocols in the cloud, Autel has effectively mitigated risks related to data breaches, service interruptions, and customer trust issues. The Company now maintains rigorous data security standards, strictly prohibits any unauthorized use of customer data, and has significantly reduced the likelihood of data leaks—reinforcing its commitment to compliance and business continuity.

Key Performance

R&D Investment Amount	Number of R&D Personnel	R&D Investment as Percentage of Operating Revenue
8.74 100 million yuan	**966**	**18.08%**

Proportion of R&D Personnel in Total Employees (Excluding Production Personnel)	year-on-year increase ratio in R&D investment
57.33%	**28.47%**

Technological Innovation

Autel has long attached great importance to R&D and innovation, regarding them as the core driving force for maintaining market competitiveness. With AI technology as the core engine, the Company focuses on the deep integration of technological innovation and scenario application, continuously improving the core technology architecture system. Building upon industry vertical AI model as the intelligent foundation and platform capabilities as the scale engine, it constructs a solid and sustainably evolving technological barrier.

In the field of Smart Vehicle Diagnostics Business

The Company has built capabilities encompassing multiple smart vehicle diagostics systems such as MaxiFlash, MaxiOS, MaxiSim, and MaxiSys, and has strategically deployed vertical AI model for smart vehicle diagostics and new energy battery testing technology.

In the field of smart charging business

With power electronics and AI as the core foundation, the Company has built core capabilities encompassing self-developed charging modules, smart energy vertical AI model, intelligent charging, photovoltaic-storage-charging intelligent energy dispatch, vehicle-pile-cloud compatibility, uninterrupted communication, intelligent operation and maintenance, intelligent operations, and intelligent payment.

In the field of embodied swarm intelligence business

The Company possesses deep technological accumulations in the fields of embodied intelligent robot hardware and AI brains, building core capabilities encompassing vertical AI model R&D, AI application platform R&D, and robot R&D.

The domain-specific AI model for smart vehicle diagostics self-developed by the Company is based on a cloud-device collaborative architecture. Relying on massive diagnostic data and typical cases, it provides users with real-time fault diagnosis and decision support. The model supports capabilities such as fuzzy query in natural language, multi-modal interaction, and intelligent annotation optimization. The model's performance iterates continuously, significantly improving diagnostic accuracy.

The Company's self-developed domain-specific AI model for smart charging possesses multi-modal processing capabilities, enabling core functions such as intelligent data management throughout the entire charging station operation process and 24-hour automated customer inquiries. With the expansion of the user base and the

The Company's self-developed series of domain-specific models for cluster intelligent inspection build core capabilities around the technology systems of multi-modal vertical AI model, industry vertical AI model, and embodied VLA vertical AI model. The series of domain-specific models can be trained using multiple data types and employ various model training methods to achieve multi-modal perception, autonomous decision-making, and reliable task execution, while continuously improving model generalization capabilities and task success rates. Additionally, the integrated AI application platform developed by the Company supports the management of embodied intelligent agents and the full lifecycle management of AI agent development, model training and inference, and data processing, enhancing the delivery efficiency and scalability of solutions.
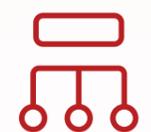
Innovation Strategy Management System

The Company consistently adheres to the business philosophy of "Value Innovation, Diligently Pursuing", the product concept of "Perfecting Products", and the core value of "Exceeding Customer Expectations, Rooted in Dedication". Through long-term R&D investment, it continuously learns from new technological innovations and has established a comprehensive technological innovation mechanism, guiding products by the market and co-developing with customers.

The Company focuses on combining core technological breakthroughs with regional market demands, having established multiple R&D centers globally, fully activating the technological advantages of various regions in fields such as power electronics, AI intelligence, industrial design, and software development. The R&D centers are teeming with talent, bringing together Ph.D.s and masters from renowned domestic and international universities, companies, and research institutes, possessing outstanding professionalism and R&D capabilities.

Barcelona, Spain
Spain R&D Center

The Hague, the Netherlands
Netherlands R&D Center

Xi'an Changsha
Module & Board Research Center

Shenzhen, Guangdong
Rainbow Headquarters, Research Center
Manufacturing Base

Italy
Italy Design Center

California, USA
Joint Technology
Innovation Center

North Carolina, USA
Testing Center and Manufacturing Base

Mexico
Manufacturing Base

Haiphong, Vietnam
Manufacturing Base

Autel Laboratory Accreditation Certificate

2026 Autel Business Plan

The Company will continue to take AI intelligence as its core, with "vertical models" and "diagnostic intelligent terminals, smart energy hubs, embodied intelligent robots" as the two wings, forming a three-dimensional product matrix covering the three major fields of smart vehicle diagostics, smart energy, and embodied swarm intelligence. It aims to create a collaborative ecosystem of "hardware terminals + Agent applications + scenario solutions", reshaping the business landscape through cutting-edge technology and business model innovation to achieve robust AI-driven performance growth.

AI-Driven Products, Focusing on High-Value Application Scenarios

Fully Embrace AI, Continuously Increase Investment in Cutting-Edge Technologies

People-Oriented, Building a Talent Hub for AI + Scenario Composite Skills

AI-Driven Organizational Change, Comprehensively Enhancing Enterprise Efficiency
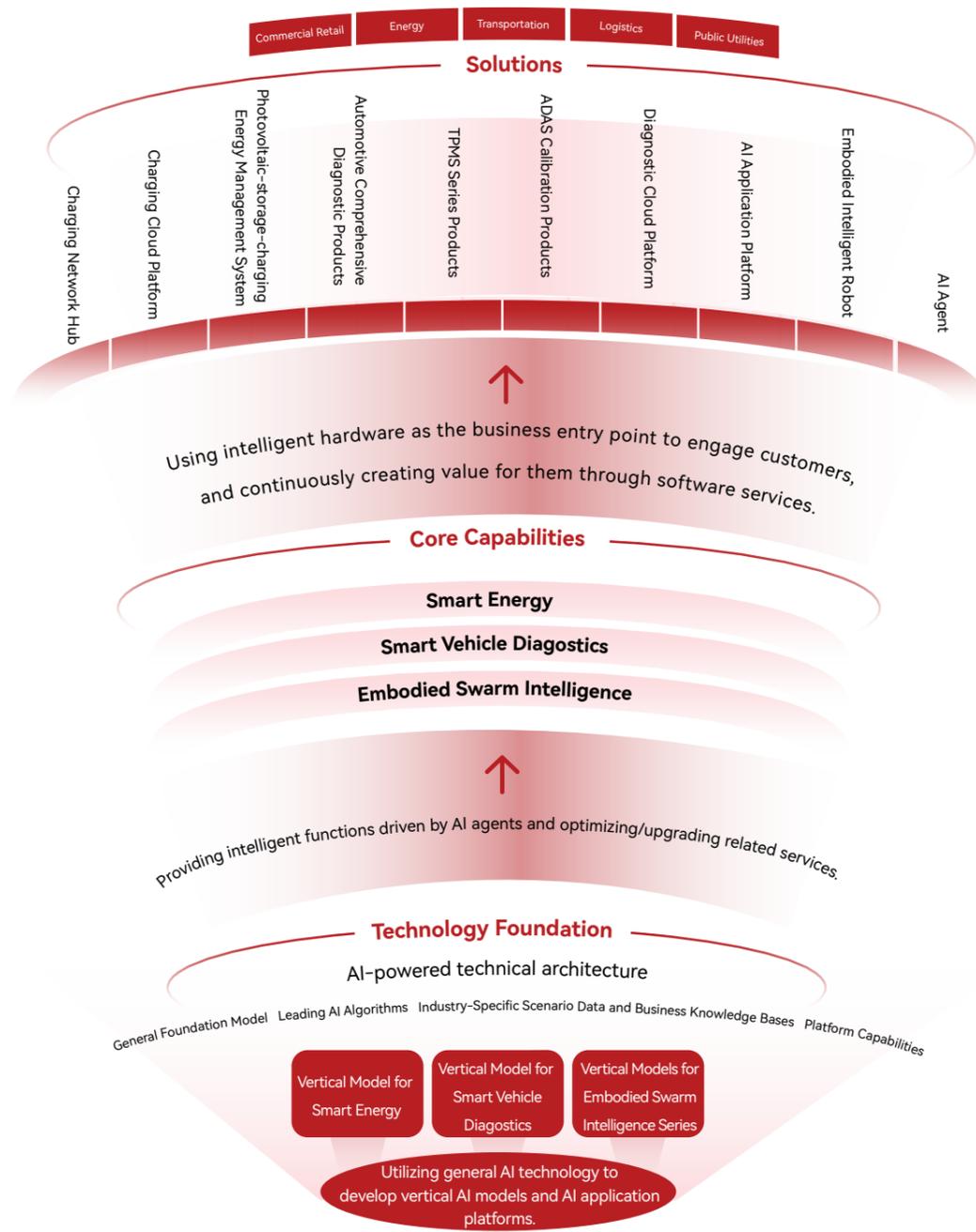
Industry-University-Research Collaboration

Facing diverse business scenarios, the Company regards industry-university-research collaboration as a key fulcrum for technological breakthroughs and ecosystem construction. We focus on targeted in-depth cooperation with specific partners, connecting university resources through technological innovation, relying on the geographical synergy between R&D centers and universities to fully release the research potential of universities and create an efficient industry-university-research cooperation paradigm.

Case

Targeted Cooperation with Universities

Autel publishes recruitment information through university employment platforms (such as the School of Computer Science at Hunan University of Technology, Xidian University, etc.) and establishes Q&A workgroups in multiple locations, such as the Hunan line and Xi'an line, to strengthen communication with target institutions.

Geographical Synergy between R&D Centers and Universities

The Company has R&D centers in Changsha, Xi'an, and other locations, leveraging regional resources from strong science and engineering universities (such as Central South University, Xidian University). In the wave of development in on-device AI intelligence, combined with industry trends, the Company has clarified that it can leverage geographical advantages to establish stable internship bases or joint projects with universities, promoting the transformation of technological achievements.

Case

Joining Forces with Universities to Appear at Global AI Summit, Layout in New Intelligent Industry Tracks

In July 2025, the World Artificial Intelligence Conference and High-Level Meeting on Global AI Governance (WAIC 2025) was held in Shanghai. As a flagship event in the global AI field, this year's conference, themed "Intelligent Era, Shared Planet", focused on AI technological breakthroughs, industrial integration, and global governance. Autel and its robotics subsidiary, Avant Robotics Co., Ltd., deeply participated in multiple segments of the conference. As one of the first batch of industry partners for the "Galaxy Wisdom Science and Intelligence Open Cooperation Forum", the Company jointly launched the new global "Physical AI" track with the Shanghai Artificial Intelligence Laboratory, and appeared at the exhibition booth, showcasing the "Air-Ground Integrated Embodied Intelligent Solution", demonstrating its innovative strength and determination in the field of artificial intelligence.

Case

Co-hosting a global ai competition to build a platform for talent selection and exchange

In collaboration with the Shenzhen Artificial Intelligence Industry Association, the company hosted the "Autel Physical AI Competition," focusing on cutting-edge fields such as vertical AI model and embodied intelligence.The competition attracted enthusiastic participation from students representing over 40 top-tier universities worldwide, including the University of Cambridge, Tsinghua University, Peking University, Fudan University, the University of Hong Kong, the National University of Singapore, and McGill University. The reach spanned major innovation hubs across Asia, Europe, and North America.Through a rigorous selection process involving preliminary and semi-final rounds, a group of exceptional talents emerged—individuals possessing both solid academic foundations and strong engineering practical skills. These participants engaged in in-depth interviews and technical exchanges with the company's R&D team.During the event, the company organized immersive activities such as technical salons and showroom tours, inviting industry experts to engage in face-to-face dialogues with students. By aligning real-world corporate technical challenges with university research directions, the competition effectively bridged the gap between "academic research, industrial application, and talent pipeline development."

R&D Achievements

During the reporting period, Autel, leveraging its technological breakthroughs and industry-university-research collaboration advantages, won several international certifications and authoritative awards. Its core products passed multi-national standard verifications, and innovative solutions received high recognition from the industry. Simultaneously, it deepened global strategic cooperation, achieving efficient transformation of R&D achievements into market value, demonstrating strong technological competitiveness.

Autel's "Intelligent Integrated Photovoltaic-storage-charging Operation System Based on Digital Employees" was selected for the 21st Century·New Quality Energy' Green and Low-Carbon Technologies and Application Cases (2025) released by the "2025 8th China International PV and Energy Storage Industry Conference & 21st Century·New Quality Green Energy Development Forum", guided by Southern Finance Omnimedia Corporation, hosted by 21st Century Business Herald, and supported by the Organizing Committee of the China International PV and Energy Storage Industry Conference.

Autel's AC Ultra Street charging solution passed JET Charge end-to-end validation in Australia, being assessed as "solving many limitations of traditional AC chargers". Aiming at issues such as limited grid capacity in high-density Asia-Pacific cities and constrained public space, this solution innovatively adopts a dual 22kW port design on a single circuit architecture, enabling simultaneous charging for two vehicles without large-scale power grid upgrades, adding 140 kilometers of range in 60 minutes. With its excellent environmental adaptability and versatile configuration, it aids the clean transportation transition in cities like Sydney and Singapore.

关键绩效

As of the end of the reporting period

the cumulative number of patents obtained

1,804

Number of invention patents granted during the reporting period

83

Number of software copyrights

174

Number of invention patents applied in the main business

435

Number of invention patent applications filed during the reporting period

78

Autel MaxiCharger Single Charger won 2025 Red Dot Design Award

The Smart Charging Network Solution won The Homecurx CES 2026 Best home and outdoor innovations

Ethics of Science and Technology

Autel attaches great importance to the construction and upgrading of its compliance management system for ethnics of science and technology. Facing technological innovations in key application scenarios such as automotive diagnostics, smart charging, robotics, and artificial intelligence, the Company deeply recognizes the significant importance of ethnics of science and technology for industry development, consumer rights, and social trust. Adhering to compliance as a prerequisite and morality as a guideline, the Company deeply integrates the core concept of "respecting consumers, prioritizing safety" into the entire process of algorithm research and development, product design, and scenario application.

Establish Clear Principles on Ethics of Science and Technology	Autel should formulate clear principles and guidelines on ethics of science and technology to ensure that all technological activities and product development comply with ethical standards. These principles should include respecting human rights, protecting privacy, ensuring safety, and promoting fairness and sustainable development.
Establish an Ethical ReviewMechanism	Review and evaluate technology projects and products involving ethical issues to ensure they comply with ethical principles and guidelines.
Strengthen Algorithm Transparency and Explainability	In terms of algorithm application, Autel will strengthen algorithm transparency and explainability to ensure that the algorithm decision-making process is open and transparent, making it easy for users to understand and trust. At the same time, algorithm discrimination and bias should be avoided to ensure fairness and justice in algorithms.
Protect User Privacy and Data Security	Autel should attach great importance to user privacy and data security, taking effective measures to protect users' personal information and prevent data leakage and misuse. At the same time, it should comply with relevant laws and regulations to ensure the legality of data collection, use, and storage.
Continuous Education and Training	Autel will regularly provide training on ethics of science and technology to employees to enhance their ethical awareness and sense of responsibility. At the same time, it should actively participate in education and popularization efforts on ethics of science and technology to enhance public understanding and awareness of ethics of science and technology.

04

Section 4

Gathering Talents,Co-building Future

Employee Employment

The Company adheres to the principle of lawful and compliant employment, carrying out employee recruitment and management according to business development needs. By standardizing recruitment processes and employment management, it protects the legitimate rights and interests of employees in accordance with the law, supporting the stable operation and sustainable development of the organization.

Employment Management System

Through system documents such as the Employee Handbook, Employee Code of Conduct, Human Resources Control Procedure, and Employment Control Procedure, the Company clarifies the principles of compliant recruitment and fair employment. It also establishes relevant regulations on matters including anti-discrimination and diversity, anti-child labor and forced labor, and business ethics, standardizing employee recruitment and management behavior.

Autel's employee strategy is formulated by the Board of Directors, with the management level led by the Chairman responsible for its execution. The Human Resources Department, as the main department responsible for the Company's human resources work, is responsible for the specific implementation of a series of employee development-related matters, including compensation and benefits, diverse employment, labor rights, and employee training. All our subsidiaries have established human resources departments or designated HR personnel to carry out related work and safeguard employee rights and interests.

Employment Management Structure

Decision making Level	Board of Directors
Management Level	ESG Working Group · Chairman of the Board · Vice General Manager
Execution Level	Human Resources Department · HR Management Department · All Employees

Employment Impacts, Risks, and Opportunities

The Company continuously identifies and assesses employee-related impacts, risks, and opportunities through various methods including surveys, interviews, audits, and data analysis. These encompass employee satisfaction and engagement, training and development needs, welfare arrangements, the effectiveness of work-life balance initiatives, and the actual impact of innovation incentive mechanisms.

Simultaneously, the Company regularly reviews internal communication efficiency and compliance with human rights and labor standards, paying attention to relevant risk points to ensure the effective protection of employees' legitimate rights and interests. On this basis, the Company, combining analysis of opportunities related to diversity and inclusion and referencing external standards and industry practices, continuously improves areas such as employment compliance management, employee turnover rate control, and supply chain human rights and labor standards reviews.

In the context of global operations, the Company's risks related to employee employment are primarily manifested in legal and compliance, reputation, and supply chain labor standards. Legal and compliance risks mainly stem from potential improper conduct under the requirements of laws and regulations concerning human rights, labor rights, and working hours management in different countries and regions. Such situations may lead to legal liability, fines, or restrictions on local business operations.

Reputational risks primarily arise from negative public opinion caused by human resource management and compliance issues, especially in regions highly concerned about human rights, labor conditions, and overtime management. Such issues may adversely affect the Company's brand image. Supply chain labor standard risks are reflected in aspects such as child labor, forced labor, compensation compliance, and excessive overtime. These issues may impact the Company's compliance management, reputation maintenance, and entry into markets with strict standard requirements. In response to the aforementioned impacts and risks, the Company pays attention through corresponding supervision and assessment mechanisms, and incorporates management arrangements combined with key performance indicators in personnel management-related work to support the standardized management of employee-related issues.

Labor Dispute Risk

The Company improves labor contract management and internal rules and regulations by formulating the Company Contract Management System and the Autel Employee Handbook, clarifying the rights and obligations of both the Company and employees. Simultaneously, it establishes employee communication and consultation mechanisms, legally establishes trade unions or employee representative organizations, and promotes the formation of stable and harmonious labor relations through democratic consultation mechanisms to reduce the risk of labor disputes.

Child Labor Risk

The Company strictly prohibits the use of child labor, establishes a child labor risk prevention and control mechanism covering recruitment, employment, and outsourcing management, and formulates the Procedure for Prohibiting Child Labor and Remedying Misuse of Child Labor and the Procedure for the Protection of Young Workers. Identity verification procedures are implemented during recruitment to check employees' age and identity information. Simultaneously, for operational links with relatively higher child labor risks, such as manufacturing and outsourced labor, access management and regular inspections are strengthened to prevent child labor risks.

Forced Labor Risk

The Company standardizes employment management in accordance with the law, formulating the Attendance Management Procedure and the Leave Management Procedure. It clarifies working hours, overtime approval processes, and compensation arrangements, ensuring employees enjoy the right to rest and leave according to law, and eliminating forced labor practices. Simultaneously, it advocates efficient and reasonable working methods to prevent the risk of excessive overtime.

Employment Discrimination Risk

The Company adheres to the principles of fairness, justice, and diversity in employment, formulating system documents such as the Procedure for Prohibiting Discrimination and the Autel Fair Employment Handbook. During recruitment, compensation, training, promotion, and daily management processes, it does not discriminate against employees based on factors unrelated to the position, such as gender, age, ethnicity, religious belief, disability, or marital status, safeguarding employees' equal opportunities for employment and development.

Employee Turnover Risk

Focusing on the full lifecycle management of employees, the Company formulates the Autel job grade System and Promotion Mechanism, the Autel College Overall Plan, and the Attendance Management System. Through support for new employee integration, career development paths, differentiated incentive measures, employee care initiatives, flexible attendance check-in, and compensatory leave mechanisms, it enhances employee engagement and satisfaction. Simultaneously, it continuously optimizes the working environment and organizational climate, strengthening employee stability and organizational cohesion.

▌ Employment Strategy

In accordance with the principle of "Justice, Openness, and Fairness", the Company establishes standardized and transparent employment and recruitment processes based on relevant systems such as the Employment Control Procedure, conducting systematic management of the recruitment, selection, and hiring stages. During the recruitment process, the Company focuses on candidates' abilities, experience, and comprehensive quality, and carries out personnel introduction work according to established procedures to meet staffing needs.

In terms of employee human rights protection, the Company formulates and implements system documents such as the Labor and Human Rights Policy, the Management Procedure for Prohibiting Forced Labor, the Management Procedure for Prohibiting Slavery and Trafficking in Persons, the Management Procedure for Prohibiting Child Labor and Remedying Misuse of Child Labor, and the Management Procedure for Prohibiting Discrimination. These clarify relevant management requirements and measures, prevent potential illegal employment risks during the hiring process, and promote lawful and compliant employment management.

In terms of employee onboarding and integration, the Company organizes a series of induction training courses for new employees, covering relevant system content such as the Employee Code of Conduct, health and safety, information security, attendance management, and integrity requirements. This helps new employees understand the Company's basic norms and management requirements. Simultaneously, through a mentorship mechanism and the Feishu (Lark) system's new employee onboarding assistant, the Company provides daily guidance and support to new employees, assisting them in promptly resolving relevant issues in the early stages of employment, helping them quickly familiarize themselves with the Company environment and integrate into the team.

In terms of talent attraction and retention, the Company carries out relevant management arrangements through methods such as implementing equity incentives. During the reporting period, the Company implemented a restricted stock incentive plan and an employee stock ownership plan, combining employee interests with company development as part of its personnel incentive and management measures. Simultaneously, the Company implements a business partner mechanism as an internal incentive and collaboration arrangement, supporting relevant personnel's long-term commitment and involvement in the Company's operation and development process.

Fairness and Transparency

To ensure equal job opportunities and career development space for everyone, the Company consistently adheres to the principles of justice, fairness, and openness in talent selection and utilization. During the talent assessment process, we comprehensively consider an individual's educational background, professional skills, and work experience to ensure the transparency and fairness of the selection process.

Anti-Discrimination

We resolutely eliminate any form of employment discrimination, ensuring that factors such as race, color, age, region, gender, ethnicity, sexual orientation, disability, height, religious belief, political stance, association membership, or marital/pregnancy status do not affect employees' work rights and development opportunities.i

Anti-Harassment

We are committed to eliminating any acts that violate personal dignity, as well as sexual harassment and abuse of power against an individual's will in the workplace.

Anti-Child Labor and Forced Labor

the Company does not recruit child laborers under the age of 16, and does not use prison labor, forced labor, bonded labor, slaves, or trafficked persons. Minor workers between the ages of 16 and 18 must be employed in accordance with the national laws for the protection of minor workers.

Employment Commitments in Autel's Employee Handbook

Personal Privacy Protection

Respect and protect employees' personal privacy; employees' personal private information will not be disclosed externally without their consent.

Case

2025 Autel Equity Incentive

In terms of talent recruitment and retention, the company has implemented various management arrangements, including equity incentives. During the reporting period, the company launched Restrictive Stock Unit (RSU) incentive plans and employee stock ownership plans (ESOP). These measures align employee interests with corporate growth as a core part of our incentive and management strategy. Additionally, the company has established an "Entrepreneurial Partnership" mechanism, serving as an internal incentive and collaborative framework to support long-term commitment and engagement from key personnel in the company's operations and development.

In 2024

Autel achieved a net profit of RMB (after deducting share-based payment expenses)

5.74 100 Million Yuan

The growth rate of net profit in 2024 compared to 2023 was

310.80%

satisfying the company-level vesting conditions for the first vesting period.

Approved at the 27th meeting of the Fourth Board of Directors, a total of

6,302,998 shares were vested for 203 eligible incentive recipients.

Employment Indicators and Targets

Based on the Company's strategic objectives, in human resource management, the Company focuses on employment compliance, employee stability, and human resource allocation efficiency, ensuring that the personnel structure matches business development.

Medium-term ESG Target: Ensure no major labor dispute incidents occur during the year. Enhance employees' sense of achievement and identification with the Company by implementing restricted stock incentive plans and training programs, as well as providing a series of compensation and welfare benefits such as project awards, year-end bonuses, annual recognition activities, and holiday benefits.

Employee Structure
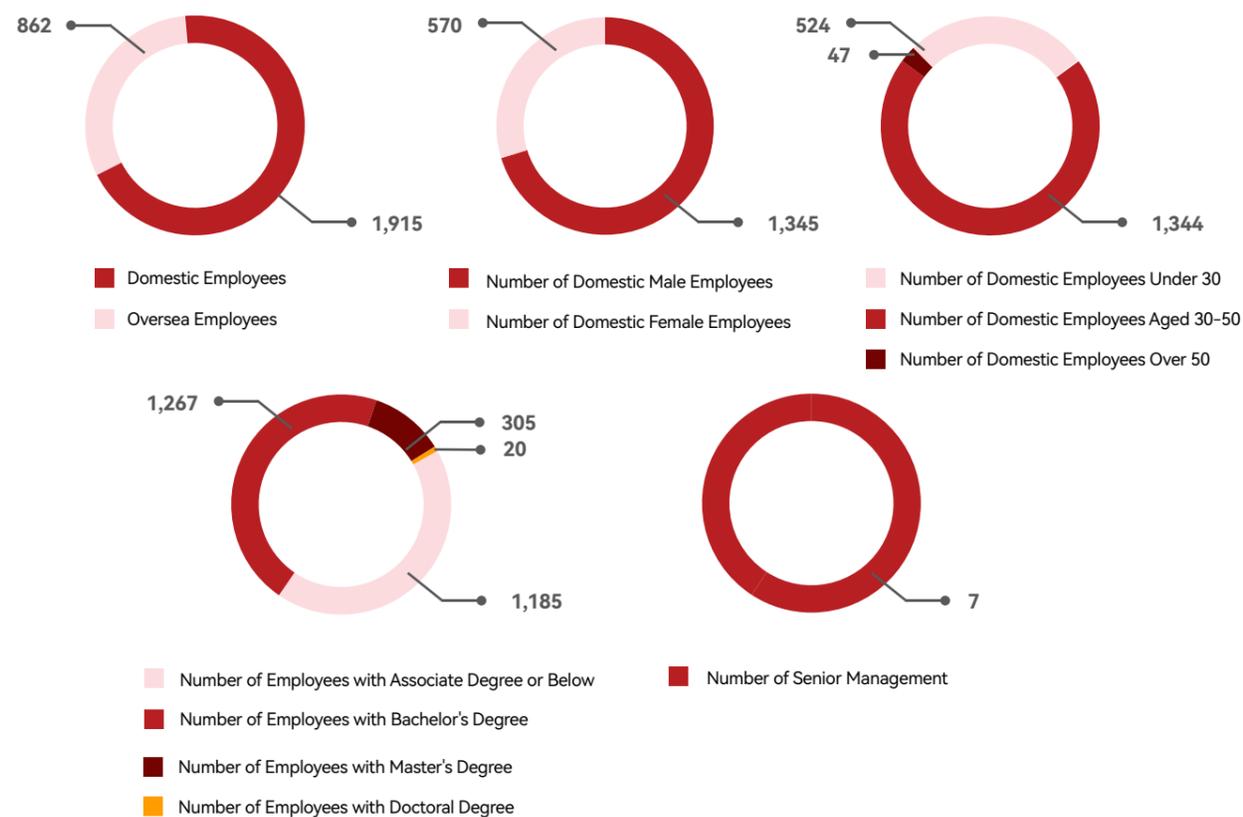
Employee turnover
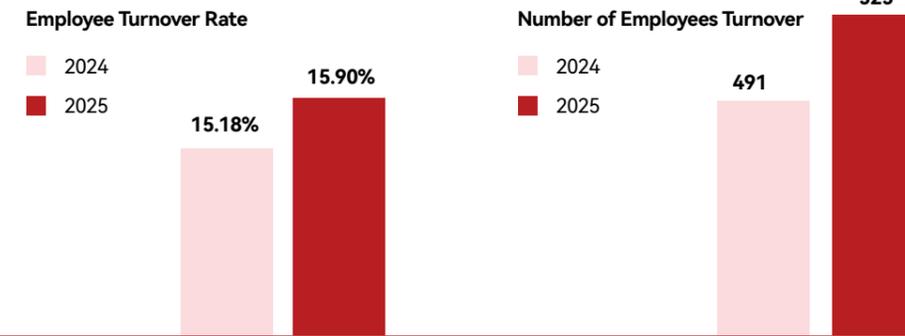
Employee Compensation and Participation

The Company regards employee compensation and participation as a vital component of human capital management. By establishing a standardized and transparent compensation management mechanism, improving employee welfare and care arrangements, and continuously enhancing employee communication and participation channels, the Company ensures reasonable employee compensation and expression of opinions, promotes positive interaction between employees and the Company, and supports the stable operation and sustainable development of the organization.

Employee Compensation System

The Company is committed to creating a relatively fair working and competitive environment for its employees. Adhering to the talent philosophy of "People-oriented, Sharing, and Growing Together", the Company manages employee compensation and incentives in compliance with applicable laws and regulations, sharing the fruits of the Company's development with its employees.

The Company has established a standardized and transparent compensation management system. In accordance with relevant laws, regulations, and internal management policies, it centrally manages employee compensation, defines the basic principles and management procedures for compensation formulation and adjustment, and ensures the compliance and standardization of compensation management. In the compensation management process, the Company comprehensively considers factors such as job responsibilities, work content, and performance. Relevant management arrangements are implemented according to established procedures, and the Company fulfills its obligations for compensation payment and social security in accordance with the law, safeguarding the basic labor rights and interests of employees.

Regarding employee compensation and participation mechanisms, the Company utilizes competitive compensation packages, diverse employee benefits, and methods such as Employee Stock Ownership Plans and Restricted Stock Incentives as components of employee compensation and motivation. These mechanisms support employee participation in arrangements related to the Company's long-term development. The aforementioned incentive matters are implemented only after fulfilling the corresponding decision-making and review procedures in accordance with the law.

Autel Compensation Management Measures

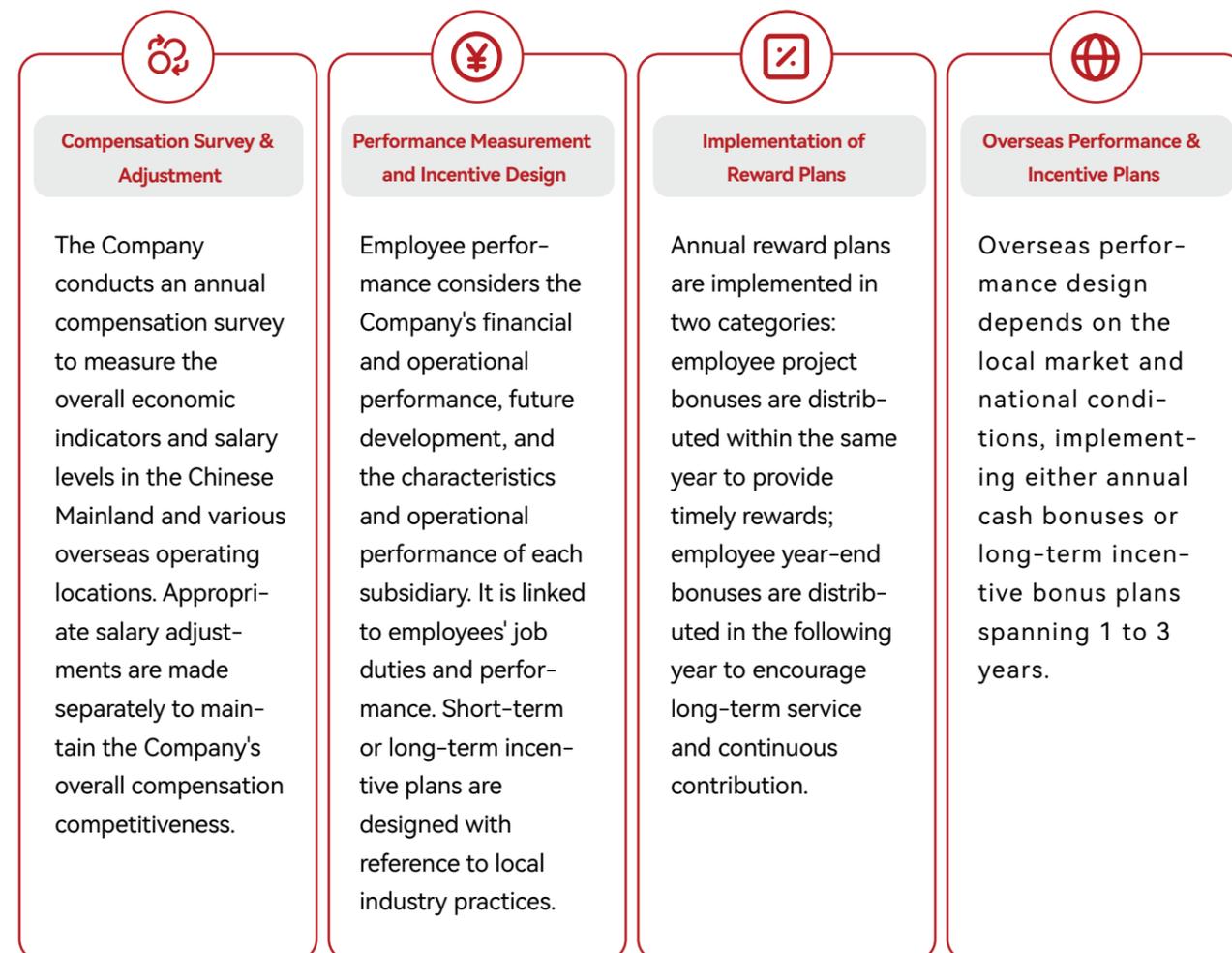| Compensation Survey & Adjustment	Performance Measurement and Incentive Design	Implementation of Reward Plans	Overseas Performance & Incentive Plans
The Company conducts an annual compensation survey to measure the overall economic indicators and salary levels in the Chinese Mainland and various overseas operating locations. Appropriate salary adjustments are made separately to maintain the Company's overall compensation competitiveness.	Employee performance considers the Company's financial and operational performance, future development, and the characteristics and operational performance of each subsidiary. It is linked to employees' job duties and performance. Short-term or long-term incentive plans are designed with reference to local industry practices.	Annual reward plans are implemented in two categories: employee project bonuses are distributed within the same year to provide timely rewards; employee year-end bonuses are distributed in the following year to encourage long-term service and continuous contribution.	Overseas performance design depends on the local market and national conditions, implementing either annual cash bonuses or long-term incentive bonus plans spanning 1 to 3 years.

Employee Benefits and Care

In terms of employee benefits management, the Company has established a sound welfare management system to centrally manage employee welfare matters, fully contributing to the statutory benefits including basic pension insurance, basic medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing provident fund—collectively known as the "six insurances and one fund"—in accordance with the law, ensuring employees' statutory social security rights.

Beyond statutory social security, the Company provides diverse welfare arrangements based on employees' actual needs. These include subsidized canteen meals, free afternoon tea, free midnight snacks, transportation subsidies, holiday subsidies, birthday gifts, newborn gifts, sickbed condolence payments, and annual health check-ups. These form part of the employee welfare management system, supporting employees' daily work and life needs.

The Company pays attention to the diverse needs of employees in their work and life, regarding employee care as an important part of human resource management. Through various means such as mental health support, holiday care activities, daily communication, and information reminders, the Company provides continuous support and protection for its employees. At the same time, the Company focuses on support factors at the employee's family level, actively fosters a caring atmosphere, and supports employees in carrying out their work in a stable and orderly environment.

For employees in hardship, the Company will help them overcome challenges, enhance their work enthusiasm, and improve their quality of life by providing personalized support plans, psychological counseling, and flexible work arrangements etc..

Statutory Benefits

Basic Pension Insurance, Basic Medical Insurance, Unemployment Insurance, Work-related Injury Insurance, Maternity Insurance, Housing Provident Fund, Commercial Insurance, etc. – "Seven Insurances and One Fund"

Diverse Care

Includes monthly activity funds, subsidized canteen meals, free afternoon tea, free midnight snacks, transportation subsidies, holiday gifts, birthday gifts, newborn gifts, sickbed care payments, and annual

Mental Health

The Employee Assistance Program (EAP) provides free, professional, and confidential psychological services to employees and their families (spouses and minor children) to help resolve difficulties encountered in work and life, enhancing physical and mental health and well-being.

Cultural Activities

Organize celebrations for festivals such as Women's Day, Mother's Day, Children's Day, Dragon Boat Festival, Mid-Autumn Festival, and New Year's Day; organize an annual sports day/games once a year, with events including badminton, basketball, football, table tennis, etc.; there is a gym within the Company, and basketball, football, and badminton activities are organized weekly.

2025 Autel Sports Games - Badminton

Autel Mid-Autumn Festival Care Event

2025 Autel Programmers' Day Event

Democratic Management and Communication

The Company always regards employee communication and participation as an important cornerstone of corporate sustainable development, committed to building a comprehensive, multi-level communication system to promote deep understanding and close collaboration between employees and the enterprise.

Employee Satisfaction Survey

The Company values the construction of employee feedback and communication mechanisms, formulating and implementing the Employee Satisfaction Management Procedure to conduct employee satisfaction surveys systematically. The Company organizes at least two comprehensive employee satisfaction surveys annually and conducts monthly cafeteria satisfaction surveys, systematically collecting employees' opinions and suggestions on the working environment, logistics support, and other aspects. The Company organizes and analyzes the survey results, and provides timely feedback to employees on the handling of relevant opinions, serving as a reference for continuously improving related management work.

Case

2025 Employee Satisfaction Survey

行政服务台 机器人

【全体员工】 道通科技行政服务满意度调研问卷

亲爱的小伙伴们～

时光飞快，2025年已经圆满画上句号啦！

过去一年里，行政部的小伙伴们一直努力以"服务大家、保障日常"为目标搬砖，而你们的每一句反馈和建议，都是我们升级服务、变得更靠谱的超级动力！为了精准get到大家对行政服务的真实感受，让后续服务更合大家心意，现在正式开启2025年度行政服务满意度调研啦～

敲黑板提醒！ 这次的问卷只收集大家的真实想法，所有答案都会严格保密，放心大胆填就好～

为了让调研结果更全面、更靠谱，需要所有小伙伴（包含长沙、西安等地区）都来参与完成，争取填写率100%满分达标！ 具体要求看下面哦：

一、填写时间：2026年1月16日 - 1月21日（时间有限，记得按时完成哦～）

二、填写方式：点击以下链接，就能进入问卷页面啦，跟着提示如实填写即可～
https://q00enigbkuh.feishu.cn/share/base/form/shrcnCzbo0Pb371VSJZ4CFnsdHe

三、填写说明：问卷题目都是必答题哦，预计5-8分钟就能完成，很快哒！

行政服务能变得更好，离不开每一位小伙伴的参与和支持！恳请大家抽出几分钟宝贵时间，认真填完这份问卷，有任何好建议都可以大胆说出来～比心感谢大家的理解和配合！

问卷填写冲鸭！

PS：每人只用填写一次，填写过的就不用再填啦～～

爱大家的行政部

2026年1月16日

Employee Communication

The Company values the construction of employee communication and participation mechanisms, supporting the expression and feedback of employee opinions through institutionalized arrangements and diversified channels. The Company formulates and implements system documents such as the Employee Representative Election Management Procedure, Freedom of Association and Collective Bargaining Management Procedure, and Communication Control Procedure, standardizing the timing, methods, channels, and feedback of communication between departments and employees, providing a reference for departments to carry out communication work and for employee participation.

In terms of communication channels, the Company encourages employees to put forward opinions and suggestions through various methods such as email, telephone, QR codes, and suggestion boxes. For employees who actively provide feedback, the Company offers corresponding small gifts as an incentive for communication participation. The Company's administrative department collects employee opinion information monthly and provides feedback to all employees on the collection and handling of relevant opinions through the Feishu (Lark) system, supporting the transparent transmission of communication information.

Employee Training and Development

The Company values employee capacity building, regards human resources as an important foundation for enterprise development, establishes and implements a relatively comprehensive employee education and training

Employee Training

According to system documents such as the Human Resources Control Procedure, the Company clarifies training requirements for employees at different stages including onboarding, on-the-job, transfer, and promotion. Combining actual needs such as company business processes and AI tool usage, it flexibly arranges business-related course training to support employees in continuously improving their personal skills during work.

In terms of training implementation, the Company focuses on the actual needs of different levels and categories of positions. Combining the Company's development needs, it adopts a combination of internal training and external training, establishing the Autel College training mechanism. Through various forms such as classroom lectures, on-site operations, and case sharing, it provides employees with induction training, professional skills training, and management capability training, meeting the training needs of different positions and development stages. The Company focuses on business development and talent capacity building needs.

Case

Autel College Planning Framework

Case
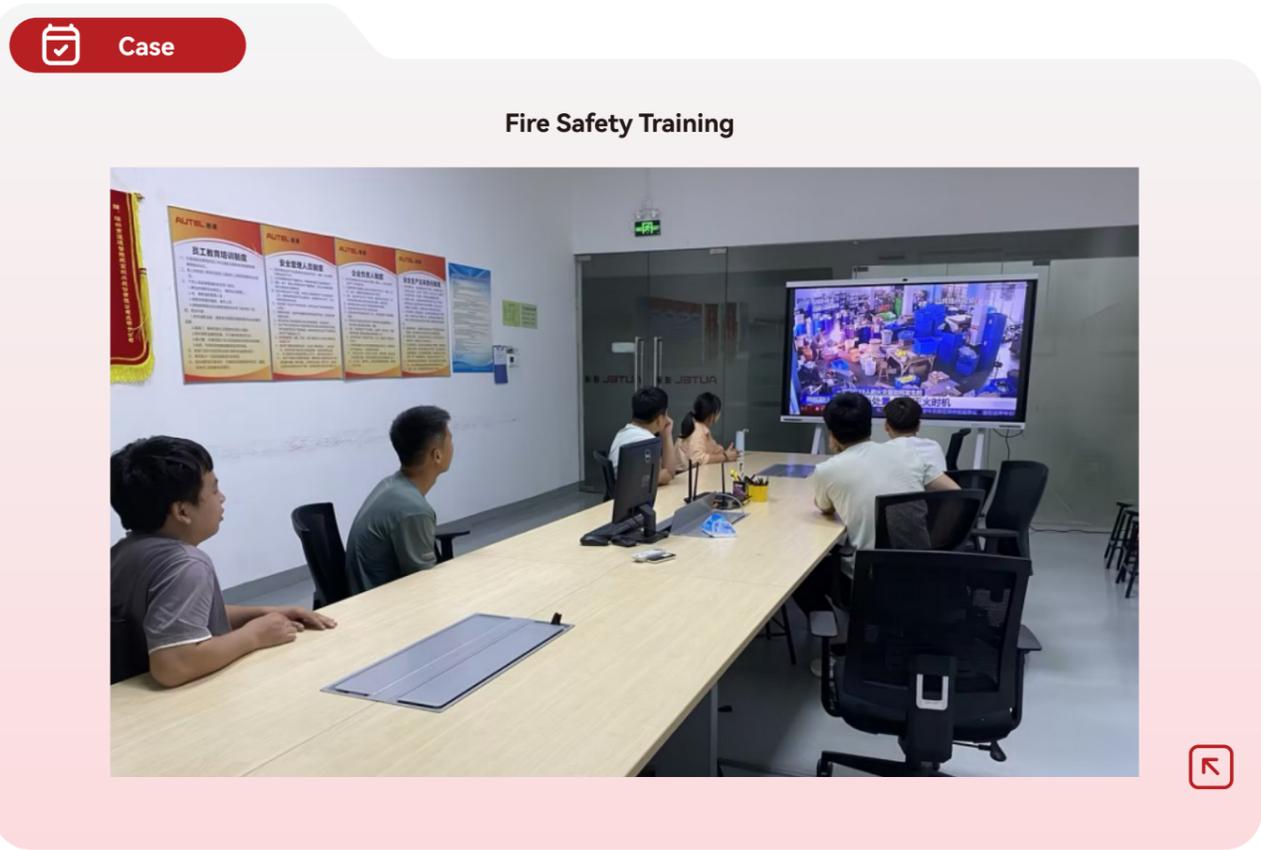
Fire Safety Training

Assessment and Promotion

The Company has established a relatively comprehensive employee assessment and promotion management mechanism, formulating and implementing the Autel Position and job grade System Management Measures, constructing a "dual-track" career development channel covering management positions and technical professional positions, providing clear development paths for employees in different job categories.

In terms of promotion management, the Company follows the principles of transparency of internal job vacancies and respect for employees' transfer wishes, establishing a promotion system that matches the career development channels, and taking employee development potential as one of the important considerations for promotion evaluation. The Company supports managers in assessing employees' promotion potential during the promotion process through supporting promotion procedure guidance manuals and related auxiliary tools, standardizing the promotion management process.

Autel Job Grade System

Sequence Name	Features	Job Levels	
Management Sequence	Positions responsible for company operations, management, and oversight of execution		Supervisor, Deputy Manager, Manager, Senior Manager, Deputy Director, Director, Deputy General Manager, Chief Supervisor, Vice President, President
Technical Sequence	Positions responsible for company technological innovation and product application	R&D Technology	Junior Engineer, Intermediate Engineer, Senior Engineer, Senior Expert Engineer, Expert Engineer, Chief Engineer
		Product Management	Product Manager, Senior Product Manager, Deputy Product Director, Product Director, Product General Manager
		Project Management	Project Assistant, Project Engineer, Project Manager, Senior Project Manager, Deputy Project Director, Project Director, Project General Manager of Project
Professiona Sequence	Positions providing professional support work		Assistant, Specialist, Professional Supervisor, Professional Manager, Senior Professional Manager, Regional Director
Sales Sequence	Positions responsible for sales targets and performance		Sales Representative, Sales Engineer, Regional Manager, Regional General Manager
Operations Sequence	Positions executing repetitive work with low technical requirements but requiring high proficiency		Junior Worker, Intermediate Worker, Senior Worker

Training Development Indicators and Targets

The Company is committed to continuously enhancing its employee training and development programs by setting specific quantitative targets to ensure that employee skills and career progression align with the Company's strategic needs, thereby driving overall performance improvement.

Medium-term ESG Objectives: Achieve 100% employee training coverage.The annual training expenditure will maintain an increasing or stable trend, aimed at enhancing employee capabilities and organizational resilience, and supporting the achievement of the Company's sustainable development goals.

By Category	Unit	2024	2025
Employee Training Coverage	%	100	100
Total employee training hours	Hour	8,780	46,108.5
Average Employee Training Hours	Hour	3.2	22.6
Annual training expenditure	RMB 10,000	45	86.18

Employee Health and Safety

The Company strictly complies with relevant laws, regulations, and policy requirements, including the Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the "Environmental Protection Law of the People's Republic of China,and the "Fire Protection Law of the People's Republic of China. Additionally, in light of new annual regulations from supervisory authorities, the Company continuously improves its safety management system and related mechanisms to support the standardized operation of safety management work.

▌ Health and Safety Management System

The Company places significant emphasis on employee occupational health and safety management, having established and implemented corresponding management systems and frameworks. It has formulated and enforces the Environmental and Occupational Health and Safety Monitoring and Measurement Control Procedure. In accordance with statutory requirements, the Company annually conducts testing and evaluation of occupational hazard factors in the workplace and arranges regular occupational health examinations for employees in positions exposed to such hazards, thereby fulfilling relevant management requirements.

ISO 45001 Certified

▌ Health and Safety Risk Identification and Assessment

The Company has established a health and safety risk identification and assessment mechanism, formulating and implementing the Hazard Identification and Risk Assessment Control Procedure. the Company organizes all departments annually to conduct hazard identification and assessment of production safety risks in the workplace and surrounding environment. Re-assessments are also conducted promptly in cases such as production process adjustments or office environment changes. Based on the identification results, the Company classifies and prioritizes risks, formulating corresponding control and management measures according to different risk levels.

In terms of risk protection, based on the Hazard Identification and Evaluation Form, the Company purchases additional group personal insurance coverage for personnel in high-risk and medium-risk positions. The insurance content covers items such as accidental injury and hospitalization subsidies, providing supplementary protection for employee personal safety.

Occupational Health and Production Safety Risk Identification Process

Risk Assessment Scope	Hazard Identification	Risk Analysis and Evaluation
Determine the assessment scope covering all production, office, living areas and related personnel activities	Identify factors that may cause risks, such as physical, chemical, biological energy, personnel behavior, equipment and facilities, etc.	Use different risk assessment methods to carry out qualitative, quantitative, or semi-quantitative assessments, classify high, medium, and low-risk levels, and formulate control measures respectively.

Formulate Risk Management Measures	Implement Risk Management Measures	Re-conduct Risk Analysis and Evaluation
Formulate effective risk management measures based on assessment results to ensure safety hazards are effectively managed	Ensure control measures are implemented in production operations, covering aspects such as personnel behavior,	Regularly re-evaluate the effectiveness of control measures and adjust and optimize measures accordingly

Occupational Health and Production Safety Risk Identification Results and Responses

Category	Identification Results	Response Measures
♥ Occupational Health	According to laws, regulations, and normative requirements, the Company identified 24 occupational hazard points.	The Company established management records and completed testing, and conducted health examinations for over 47 employees exposed to occupational hazards during the year.
🛡 Safe Production	The Company's production processes are diverse; currently existing risk points are welding, gluing, and noise. Monitored by a qualified third party, these risks are classified as general occupational safety risks. The Company's production is characterized by complete process flows, high degree of equipment automation, and dispersed safety control points.	The Company is guided by early risk identification and early prevention, focusing on high and medium-risk areas or positions. It starts with equipment selection and equipment mistake-proofing work to solve hidden dangers at an early stage, vigorously carrying out key rectification work in fire safety, hazardous operations, special equipment, key personnel, etc., to ensure the safety situation remains continuously stable.

▊ Health and Safety Strategies and Initiatives

Production Safety Measures

The Company integrates safety requirements into all aspects of production activities. Various departments, in accordance with systems such as the Occupational Health and Safety Management Procedure, Ergonomics Management Procedure, and Equipment Safety Management Procedure, implement safety error-proofing requirements during product design, process development, and equipment manufacturing. This allows for the early identification and control of potential risks, reducing safety hazards and lowering the risk of employee injury. The Company posts occupational hazard warning notices and necessary safety warning signs at work sites to highlight relevant risk information and assist employees in identifying safety and health precautions during operations. In daily management, the Company establishes corresponding inspection standards based on hazard identification results and arranges for personnel to conduct daily safety inspections. In the event of an accident, it is handled promptly in accordance with the Emergency Medical Aid Management Procedure and established emergency protocols.

Building a Safety Culture

The Company values the development of a safety culture, strengthening safety awareness promotion and management implementation through institutionalized and normalized methods. The Company pushes daily safety tips to employees via the Feishu (Lark) system and arranges for dedicated personnel to conduct daily safety inspections, paying attention to on-site safety conditions. The Company organizes monthly safety training activities and conducts annual centralized safety training for all factory personnel. Through continuous training and promotion, the Company supports the implementation of safety management requirements in daily work. During the reporting period, as many as [3,685] people participated the Company's safety production training , with an employee coverage rate of 100%.

📅 **Case**

Company Safety Production Training in 2025

📅 **Case**

"Safe Trip Home" Tips

Occupational Health Protection Measures

The Company continuously implements management requirements related to occupational health protection, carrying out occupational health risk prevention and control in accordance with statutory and institutional arrangements. The Company commissions a third-party organization annually to test and evaluate occupational disease hazard factors in the workplace and organizes an occupational disease hazard status assessment every three years. Based on the assessment results, the occupational disease hazard risk classification for the Company's workplaces is "General". the Company posts occupational hazard warning notices in relevant positions and annually arranges occupational health examinations for employees in positions exposed to occupational disease hazards, ensuring that information disclosure and health monitoring requirements are fulfilled. Concurrently, in accordance with the requirements of the Personal Protective Equipment (PPE) Management Procedure, the Company provides necessary personal protective equipment to employees in relevant positions, conducts daily checks on the wearing of protective equipment, and standardizes the use and management of personal protective equipment.

🗓 **Case**

Autel Employee Mental Health Care Program

Emergency Management

The Company has established systems related to emergency management, formulating and implementing the Record Form for the Filing of Production Safety Accident Emergency Plans for Production and Business Units to standardize the emergency management of production safety accidents. Regarding emergency drills, the Company organizes a total of 6 full-staff emergency fire drills annually. Based on actual needs, it also conducts specialized emergency drills for environmental emergencies, elevator safety, etc. These drill activities enhance employees' understanding of emergency procedures and handling requirements, supporting the orderly execution of emergency management work.

🗓 **Case**

Autel 2025 Fire Drill

Health and Safety Indicators and Targets

The Company regularly evaluates its safety investments, training, and drill performance, continuously strengthening employee safety awareness and emergency response capabilities to ensure occupational health and production safety.

Medium-term ESG Objective: Zero work-related fatalities, zero occupational diseases, and no major or above safety accidents.

Company Occupational Health and Safety Management Policy

- Comply with laws and regulations, meet requirements
- Prioritize prevention, reduce risks
- Improve resource allocation, strengthen training

Health and Safety Indicators

By category	Unit	2025
Work-related Injury Insurance Coverage Rate	%	100%
Production Safety Liability Insurance Coverage Rate	%	100%
Employee Physical Examination Coverage Rate	%	100%
Number of Entities Obtaining ISO45001 Certification	Nr.	5
Number of Occupational Disease Cases	Person	0
Number of Employee Fatalities due to Work	Person	0
Work-related Injury Rate	%	0
Number of Workdays Lost due to Work-related Injuries	day	0
Number of Major Safety Accidents	Incidents	0

05

Section 5

Benefiting Society, Connecting the Future

Responsible Supply Chain

Autel is committed to building a safe, reliable, and sustainable supply chain system. Through strict access standards, full-cycle performance management, and in-depth ESG integration, we establish long-term, win-win strategic partnerships with our suppliers. Together, we address risks and challenges in global operations to create a supply chain ecosystem that combines resilience, efficiency, and social responsibility.

Supply Chain Management System

We have established a supply chain management system centered on internal policies such as the Procurement Control Procedure, Supplier Management Control Procedure, and Customer and Supplier Property Control Procedure. This ensures that supplier development, evaluation, selection, and subsequent management are conducted with clear guidelines, guaranteeing that their product and service quality, delivery, and cost meet company requirements. Simultaneously, multiple departments participate collaboratively in relevant supply chain management processes, maintaining close cooperation with suppliers while ensuring mutual oversight across all stages.
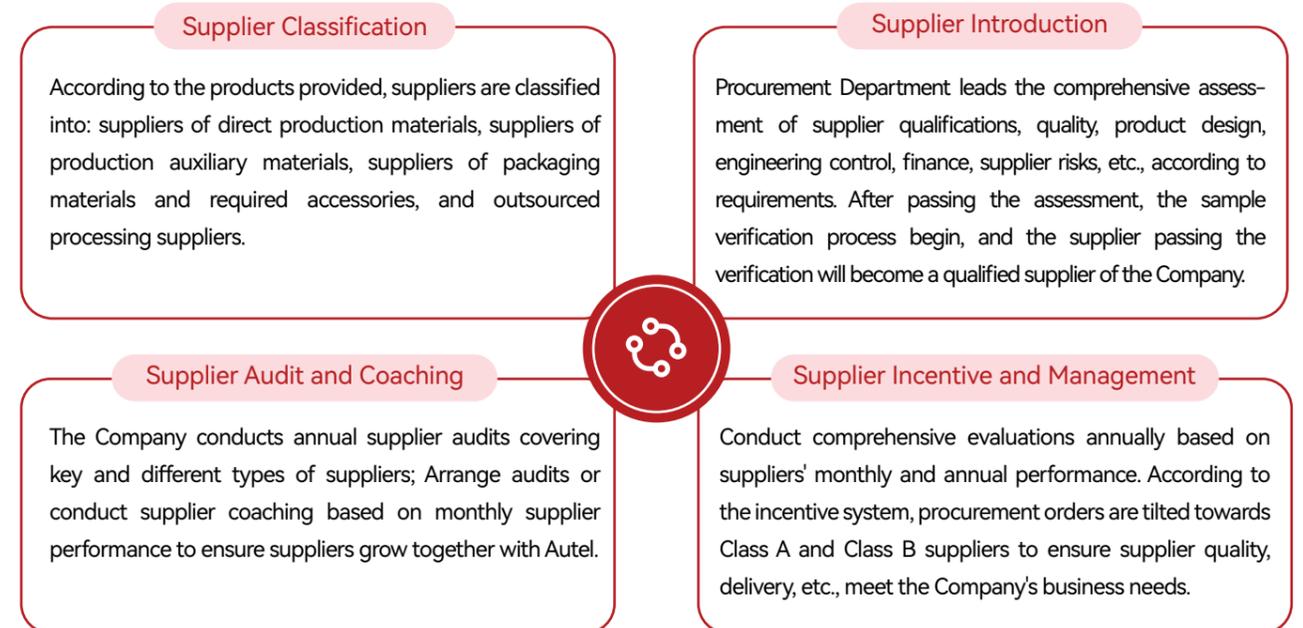
Company Supply Chain Governance Structure

Supply Chain Center
- Responsible for formulating the overall direction and strategy for supplier ESG management, ensuring supply chain management aligns with the Company's long-term goals and vision.
- Hold regular meetings and conduct regular communications with strategic suppliers.

Procurement Department
- Responsible for jointly establishing, reviewing, and implementing supplier management rules.
- Hold regular meetings to ensure the effectiveness and adaptability of the rules.
- Ensure the effective implementation of supplier management rules, and monitor and handle abnormal situations in the supply chain.

⭐ Key Performance

The total number of suppliers is **326**

with **91%** of suppliers having signed integrity agreements

and **100%** of new suppliers have signed the Integrity Cooperation Agreement.

Supply Chain Management Measures

Autel applies strict standards in selecting manufacturers, comprehensively evaluating key dimensions such as their qualifications, supply capacity, management systems, production facilities, and operational standards. A thorough review is conducted of relevant documents, including business licenses, production permits, management system certifications, and product certifications. At the same time, all manufacturers are required to strictly adhere to the Company's internal guidelines, policies, and applicable industry standards and regulatory requirements in the procurement of raw materials and key production processes.

Supplier Classification

According to the products provided, suppliers are classified into: suppliers of direct production materials, suppliers of production auxiliary materials, suppliers of packaging materials and required accessories, and outsourced processing suppliers.

Supplier Introduction

Procurement Department leads the comprehensive assessment of supplier qualifications, quality, product design, engineering control, finance, supplier risks, etc., according to requirements. After passing the assessment, the sample verification process begin, and the supplier passing the verification will become a qualified supplier of the Company.

Supplier Audit and Coaching

The Company conducts annual supplier audits covering key and different types of suppliers; Arrange audits or conduct supplier coaching based on monthly supplier performance to ensure suppliers grow together with Autel.

Supplier Incentive and Management

Conduct comprehensive evaluations annually based on suppliers' monthly and annual performance. According to the incentive system, procurement orders are tilted towards Class A and Class B suppliers to ensure supplier quality, delivery, etc., meet the Company's business needs.

The Autel Supply Chain Center and procurement-related teams in its subsidiaries and branches conduct assessments and audits of suppliers' economic, environmental, social, and business ethics risks in accordance with company policies. We evaluate suppliers through regular on-site inspections, employee interviews, management interviews, and document reviews. Supplier performance ratings are classified into five levels: A, B, C, and D (graded as A, B, C, D – 4 levels in total). Issues identified during audits are promptly reported, and suppliers are urged to implement corrective actions. Cooperation with unqualified suppliers is terminated.

Autel Supplier Scoring System

Evaluation Score	Supplier Rating	Handling Method
85 points ≤ Score	Grade A	Grade A supplier, eligible for priority in obtaining business opportunities.
70 points ≤ Score < 85 points	Grade B	Grade B supplier, can continue cooperation according to the original order volume or contract.
60 points ≤ Score < 70 points	Grade C	Grade C supplier, to reduce risk, consider transferring some orders to suppliers with a higher rating for procurement.
Score < 60 points	Grade D	Require the supplier to propose corrective and preventive measures for deficiencies and improve within a specified timeframe; Cooperation can continue if the improvement is effective; if the improvement is ineffective, the supplier willbe removed from the qualified supplier pool.

Supply Chain Risk Management

To ensure the stability, reliability, and sustainability of its supply chain, the Company has established a systematic supply chain risk management system to monitor and manage supply chain risks, ensuring business continuity, compliance, and reputation while promoting sustainable development. We adhere to the principle of comprehensive supply chain risk management, accurately identifying and scientifically assessing potential risks, implementing targeted preventive and responsive measures, and continuously enhancing the resilience and responsiveness of the supply chain.

Risk Type	Monitoring Method	Response Measures
Risks related to supplier quality	Track supplier non-conformance rate and product rework rate.	Strengthen communication with suppliers, conduct regular performance assessments and quality audits, and replace non-compliant suppliers when necessary.
Risks related to environment and climate change	Regularly monitor supplier energy consumption and control the use of hazardous substances by suppliers.	Adopt green procurement and optimize energy use.
Risks related to occupational health and safety	Track the incidence of occupational diseases and the frequency of work-related injuries.	Strictly implement safety operating procedures, and conduct regular occupational health training and health checks.
Risks related to ESG aspects such as social responsibility and business ethics	ESG management requirements such as labor rights, business ethics, anti-unfair competition, intellectual property, etc.	Require suppliers to sign social responsibility commitments, integrity agreements, etc., and conduct annual supplier audits to check the compliance of supplier implementation.

Furthermore, we enhance supply chain resilience by building a globalized production and sales network. On one hand, we have established production bases in China, Vietnam, the United States, and Mexico, supported by localized operations and supply chain teams. Leveraging this global production network, we achieve flexible capacity allocation and optimized resource distribution, effectively buffering against external risk impacts such as changes in international trade policies and regional regulatory differences. On the other hand, we have set up sales subsidiaries and local service teams in core global markets, building a sales and distribution network covering North America, Europe, Mainland China, and over 100 other countries and regions. Our localized service capabilities allow us to respond agilely to customer needs worldwide, ensuring stable product delivery and timely after-sales service, further enhancing the supply chain's risk resistance capabilities.

Supply Chain ESG Management

Based on the Supplier Management Control Procedure and the Supplier Subcontractor Implementation Management Procedure, the Company clearly defines ESG management requirements concerning labor rights, business ethics, anti-unfair competition, and intellectual property throughout the entire process of supplier introduction, audit, and performance evaluation. Simultaneously, the Autel Supplier and Partner Code of Conduct is published via the supplier management system, establishing clear ESG behavioral norms from the perspectives of complying with laws and regulations, implementing due diligence and information transparency, preventing corruption and financial crime, and deepening community engagement and development. This drives collaborative efforts upstream and downstream in the supply chain to advance sustainable development.

Supply Chain Integrity Building

The Company embeds integrity and compliance requirements into the entire supply chain management process. Suppliers are required to sign integrity agreements and anti-bribery and anti-corruption commitments, solidifying their responsibility for integrity. Through annual, normalized supplier due diligence, the Company continuously monitors the implementation of integrity and compliance requirements, comprehensively building a strong line of defense for supply chain integrity and promoting the compliant and healthy development of the supply chain ecosystem.

Conflict Minerals

The Company's production processes do not involve the use mineral resources. Simultaneously, Autel adheres to responsible procurement, committing not to use mineral resources originating from conflict areas and explicitly requiring suppliers to refrain from using such minerals or those violating company policies.

We commit to complying with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the regulations concerning tungsten, tin, tantalum, and gold minerals from conflict areas under the Dodd-Frank Wall Street Reform and Consumer Protection Act. These requirements are incorporated into contracts or agreements signed with mineral resource suppliers to ensure that all products used by ourselves and within our supply chain do not contain mineral resources originating from conflict-affected areas or violating the Company's Conflict-Free Minerals Sourcing Pledge.

Concurrently, the Company places high importance on the management and control of conflict minerals within the supply chain. The Autel Supplier and Partner Code of Conduct explicitly strengthens controls over the procurement of high-risk minerals and the sourcing of raw materials from conflict-affected and other high-risk areas, comprehensively preventing risks related to conflict minerals.

Industry Co-Progress

Supplier Training

To promote the coordinated development of the upstream and downstream supply chain and solidify the foundation for compliant operations and sustainable development, the Company has built a comprehensive supplier training system. Through tiered and categorized training, we align the values of both supply and demand sides, enhance suppliers' professional ESG capabilities, prevent compliance risks, and assist the supply chain in achieving high-quality, sustainable upgrades.

Training 1: Supplier ESG Full-Dimension Access and General Knowledge Training

Objective

Align values, ensure suppliers understand and identify with the Company's sustainable development vision.

Training Content

- ESG Policy Promotion: Interpret the Supplier Code of Conduct, clarifying the "red lines" for environment, human rights, labor, and business ethics.
- Double Materiality Guidance: Guide suppliers to understand how their ESG performance affects the long-term financial returns and social value of both parties.
- Reporting and Disclosure Standards: Instruct suppliers on how to cooperate in collecting underlying ESG data such as carbon emissions, water usage, and social responsibility indicators.

Training 2: Special Program for Key Capability Enhancement – Towards "Intrinsic Safety" and "Green Manufacturing"

Objective

Address the characteristics of the new energy industry by enhancing suppliers' professional skills throughout the product lifecycle.

Training Content

- Intrinsic Safety Design: Train and coach suppliers on applying "safety error-proofing" technologies in product processing, equipment manufacturing, and process development to reduce production hazards.
- Ergonomics Application: Optimize production line layouts to reduce labor intensity and the risk of occupational diseases.
- Product Carbon Footprint (PCF) Accounting: Driven by order demand, guide suppliers towards manufacturing green products: Share cases of green factory construction.
- Circular Economy: Promote the adoption of raw material recycling and reuse technologies (e.g., PCBA turning box recycling, packaging material recycling).

Training 3: Special Training on Business Ethics and Anti-Corruption

Objective

Build a transparent supply chain and eliminate compliance risk points. Promote and implement the Integrity Agreement via office communication tools, clarifying specific implementation standards for gifts, entertainment, and conflict of interest declarations.

Training Content

- Transparent Reporting Mechanism: Visually present "Integrity Reporting Channels" and the "Official Website Online Reporting Platform", committing to strict protection of whistleblowers.
- Case Education: Strengthen integrity awareness among supplier management and sales personnel through analysis of real-world industry violation cases.
- Audit and Evaluation: Inform suppliers about the process and key points of third-party compliance audits and the impact of evaluation results on procurement allocation.

Leading Industry Development

Adhering to the philosophy of "Empowering industrial upgrading through technological innovation, and co-building the industry ecosystem through collaborative development", Autel deeply cultivates its core technology areas. With robust technical strength, forward-looking global layout, and deep industry collaboration, we have created numerous benchmark cases, continuously leading the high-quality development of related industries and demonstrating the Company's core competitiveness and industry influence.

Case

Joining an International Industry Alliance, Accelerating the Digital Upgrade of Automotive Diagnostics

In March 2025, Autel Digital Repair officially became a member of the European Workshop-Net, marking a significant step in the Company's advancement of its global layout. Workshop-Net, as an international industry standard, aims to connect workshop equipment in car dealerships or testing centers with business software, bridging the digital divide between the office and the workshop. Leveraging this platform, Autel Diagnostics will further empower 4S shops and repair centers, achieving deep digital optimization of the "diagnosis-repair-billing" process, effectively enhancing operational efficiency and service quality.

Case

Joining a Provincial Industry Alliance, Jointly Promoting AI and Robotics Industry Collaboration

On June 6, 2025, the Guangdong Provincial Artificial Intelligence and Robotics Industry Alliance was established in Guangzhou, and Autel participated as a founding member. The United Front Work Department of the Provincial Party Committee, the Provincial Department of Science and Technology, and the Provincial Department of Industry and Information Technology served as guiding units, with multiple departments including the Provincial Cyberspace Affairs Office, the Provincial Development and Reform Commission, and the Provincial Department of Finance as supporting units. A provincial leader serves as the chairman of the alliance, while Chen Zhilie, Chairman of the Provincial Federation of Industry and Commerce and Chairman of the Board of Directors of EVOC Hi-Tech. Holding Group Co.,Ltd., and Xu Yangsheng, Academician of the Chinese Academy of Engineering and President of The Chinese University of Hong Kong, Shenzhen, serve as executive vice chairmen. Relying on guidance and support from multiple departments, the alliance brings together various innovation entities such as enterprises, universities, research institutes, and application units to promote upstream and downstream industry collaboration and deep industry-university-research integration, pressing the "accelerator" for the development of related industries in Guangdong.

Case

Deeply Engaging with Industry Associations, Leading Charging Technology Innovation

In July 2025, Autel became an official member of the electric vehicles (EVs) Charging Association (EVCA) in North America. This association serves as a key industry organization advancing clean transportation and accelerating electric vehicles (EVs) infrastructure development, bringing together charging infrastructure manufacturers, installers, operators, and related industry businesses. Autel looks forward to collaborating with association members to jointly promote advancements in charging technology, interoperability, accessibility, and reliability.

Supply Chain Collaborative Development

We adhere to the principles of responsible sustainable procurement, joint quality building, and low-carbon collaboration, deeply integrating the concept of sustainable development into the full lifecycle management of supplier access, auditing, performance evaluation, and cooperative empowerment. By establishing a fair, transparent, and mutually beneficial cooperation mechanism, we aim to upgrade suppliers from traditional "external resources" to deeply embedded "strategic partners". Together, we will address both certain challenges and uncertain risks in the global energy transition process, jointly creating a green, resilient, and efficient supply chain ecosystem for collaborative development.

E	S	G
Green Transformation Synergy (E)	**Shared Social Responsibility (S)**	**Co-building Governance Compliance (G)**
Carbon Footprint Co-governance: Establish a green product foundation at the design stage, guiding upstream suppliers to manufacture and process products that meet the requirements of LCA (Life Cycle Assessment), EPD (Environmental Product Declaration), and ISO 14067 carbon footprint verification, achieving a recyclability rate of up to 90% through WEEE certification. **Clean Energy Substitution:** Encourage core suppliers to increase the proportion of green electricity used in their facilities, driving emission reductions across the entire value chain.	**Intrinsic Safety Extension:** Export the Company's mature experience in equipment safety error-proofing and ergonomics management to assist suppliers in improving their working environments. **Responsible Mineral Sourcing:** Implement end-to-end traceability management for critical new energy raw materials (such as batteries and charging cables) to ensure that their sources comply with international human rights and ethical standards.	**1. Transparent Supply Chain:** Establish a zero-tolerance compliance culture through the Supplier Code of Conduct, specialized anti-corruption training, and signing of integrity agreements. **2. Risk Early Warning Mechanism:** Utilize digital tools to dynamically monitor supply chain ESG risks, establish a tiered management and exit mechanism, and ensure chain resilience.

Equal Treatment of Small and Medium-sized Enterprises

We are committed to building a fair, open, and non-discriminatory procurement environment. We deeply understand that small and medium-sized enterprises (SMEs) are the source of innovation and guarantee the flexibility of the supply chain. During supplier access, bidding evaluation, and cooperation processes, we adhere to equal treatment, allowing SMEs with core technologies and high-quality services to compete on an equal footing with large enterprises.

In access evaluations, we focus more on technological innovation capability, quality management system, delivery capacity, and ESG performance, rather than simply company size or registered capital. Supplier management does not involve differentiated management or disparate treatment based on supplier size. Suppliers are accepted as qualified suppliers only if they consistently meet our standards and are approved by our quality control department. The entire process is recorded and traceable in the SRM system, enabling full lifecycle management of suppliers from access, pricing, delivery, settlement, evaluation to termination. Simultaneously, we freely license or train small and medium-sized suppliers on our safety error-proofing system and ISO management standards to assist them in completing their standardization transformation.

Contributions to the Society and Rural Revitalization

Autel has always adhered to the responsibility philosophy of "taking from society, using for society". Over the years, we have deeply rooted in the field of philanthropy and continuously carried out long-term public welfare projects. At the same time, the Company actively advocates a cultural atmosphere of "everyone for public welfare", encouraging all employees to voluntarily participate in volunteer services. Autel employees use their small acts of kindness to spread love and warmth, making the values of striving for goodness and positive energy an endogenous driving force for the Company's development.

Contributions to the Society

The Company continuously carries out diversified social welfare activities to contribute to the building of a harmonious society, demonstrating corporate warmth and responsibility.

Case

Autel donates HK$1 Million to Support Tai Po Fire Relief and Reconstruction

Case

Autel X United Nations（UNDP）
Global Green Charging Public Welfare Demonstration Project

Autel has officially signed a strategic cooperation agreement with the United Nations Development Programme (UNDP) to launch the Global Green Charging Demonstration Project, aimed at empowering the future of green mobility in Africa. As part of this initiative, Autel is donating a shipment of national-al-standard AC EV chargers (home-style charging units) to African nations. These chargers will be provided for free public use to further promote green and sustainable development.

Donated AC charging stations to the United Nations

Case

Educational Study Tour – Zero-Distance Experience of AI New Quality Productivity

The "Amazing Nanshan Youth" Season 3 urban research activity, organized by the Shenzhen Nanshan District Education Bureau and Southern Metropolis Daily, visited Autel. Outstanding students from multiple primary and secondary schools in Nanshan District toured the exhibition hall and experimental areas, personally experiencing Autel's cutting-edge technologies such as AI-powered integrated automotive diagnostics, AI-driven digital energy solutions, and AI robotics. They gained an up-close understanding of the innovative applications of artificial intelligence across different scenarios.

Key Performance

Indicator	Unit	2024	2025
Amount of Charitable Donations	RMB 10,000	35	115.54
Community Service Hours	Hours	35	90
Number of People Benefited from Community Service Activities	Person(s)	182	232

Rural Revitalization

Autel profoundly understands the strategic significance of rural revitalization for the country's comprehensive development and firmly believes that corporate growth resonates with rural prosperity. The Company actively engages in rural revitalization initiatives, supporting economic development and social progress in rural areas through diversified approaches such as poverty alleviation visits and educational assistance programs.

Case

Case: "Autel·Science Education in Distant Villages" Project

During the 2025 spring semester, Autel partnered with the Beijing Love Span Distant Hills Foundation to launch the "Autel ·Science Education in Distant Villages" project. The initiative provided a full academic year of science courses and public advocacy activities to fifth-grade students at several schools in Xin'an County, Henan Province—including Cijian Primary School, Nanli Village Town Central Primary School, Shisi Town Central Primary School, and Chengguan Town No. 1 Primary School—who were at a critical stage where their interest in science was just beginning to blossom. The program covered four schools, delivering high-quality and engaging dual-teacher science courses to 182 students across four classes during the semester.

Key Performance

Amount Invested in Rural Revitalization
RMB **50,204**

Number of Beneficiaries from Rural Revitalization
182

Appendices

Quantitative Performance Table

Governance performance

Indicator	Unit	2023	2024	2025
Number of ESG Thematic Trainings	Times	1	1	1
Number of Participants in ESG Thematic Trainings	Person	30	30	35
Number of Board of Directors Meetings Held	Times	10	11	12
Number of Board of Directors Meetings Held	tems	55	59	73
Director Attendance Rate	%	100	100	100
Number of Shareholder Meetings and Extraordinary Shareholder Meetings Held	Times	4	5	4
Number of Audit Committee Meetings	Times	6	4	6
Number of Compensation Committee Meetings	Times	1	4	3
Number of Nomination Committee Meetings	Times	4	1	4
Number of Strategy and ESG Committee Meetings	Times	2	2	3
Number of Board Members	Person	7	7	7
Number of Independent Directors	Person	3	3	3
Proportion of Independent Directors	%	42.86	42.86	42.86
Proportion of Independent Directors on Audit Committee	%	66.67	66.67	100
Proportion of Independent Directors on Nomination Committee	%	66.67	66.67	66.67
Proportion of Independent Directors on Compensation and Assessment Committee	%	66.67	66.67	66.67
Proportion of Female Directors	%	42.86	42.86	42.86
Proportion of Female Senior Executives	%	40	25	33.33
Number of Investor Research Visits	Times	19	25	15
Number of Responses to Investor Questions on Exchange Interactive Platforms	Times	56	103	85
Number of Announcements Released	Nr.	144	180	177
Number of Commercial Bribery and Corruption Incidents	Times	0	0	0
Number of Anti-Commercial Bribery and Anti-Corruption Training Sessions	Times	2	2	5
Total Number of Directors Covered by Anti-Commercial Bribery and Anti-Corruption Training	Person	4	4	7
Percentage of Directors Covered by Anti-Commercial Bribery and Anti-Corruption Training	%	100	100	100
Total Number of Management Personnel Covered by Anti-Commercial Bribery and Anti-Corruption Training	Person	13	14	14
Percentage of Management Personnel Covered by Anti-Commercial Bribery and Anti-Corruption Training	%	100	100	100
Total Number of Employees Covered by Anti-Commercial Bribery and Anti-Corruption Training	Person	2,375	2,744	2,777
Percentage of Employees Covered by Anti-Commercial Bribery and Anti-Corruption Training	%	100	100	100

Environmental performance

Indicator	Unit	2023年	2024年	2025年
Total Environmental Protection Investment	RMB 10,000	--	51.29	78.04
Amount of Environmental Administrative Penalties	RMB 10,000	0	0	0
Number of Environmental Protection Publicity and Training Sessions	Times	--	--	15
Amount of Administrative Penalties for Pollutant Discharge	RMB 10,000	0	0	0
Total Wastewater Discharge (Domestic + Vietnam Factory + USA Factory)	Tonnes	63,994.36	71,983.20	97,279.04
Total Waste Generated (Shenzhen Area)	Tonnes	0.13	0.17	0.16
Total Water Consumption (Domestic + Vietnam Factory + USA Factory)	Tonnes	63,994.36	71,983.20	97,279.04
Total Amount of Waste Recycled and Reused	Tonnes	9.3	12.6	14.7
Proportion of Waste Recycled and Reused	%	15	16.3	17.2
Proportion of Projects Using Recyclable/Regenerated Packaging Materials	%	100	100	100
Total Comprehensive Energy Consumption (Domestic)	tce	1,288,969.41	1,365,209.26	1,494,799.79
Gasoline Consumption (Domestic + Vietnam Factory)	tce	112,406.44	67,484.20	55,690.44
Year-on-Year Reduction Rate of Gasoline Consumption	%	--	39.96	17.48
Diesel Consumption (Domestic)	tce	43.71	43.71	43.71
Electricity Consumption (Domestic + Vietnam Factory + USA Factory)	tce	1,435,745.45	1,659,127.83	1,990,132.91
Total Greenhouse Gas Emissions (Shenzhen Area)	tCO2e	--	1,930.25 (Autel Digital Power Co., Ltd.)	6,960.25 (Shenzhen Area)
Total Emissions of Category 1 Greenhouse Gas (Shenzhen Area)	tCO2e	--	258.79 (Autel Digital Power Co., Ltd.)	732.76 (Shenzhen Area)
Total Emissions of Category 2 Greenhouse Gas (Shenzhen Area)	tCO2e	--	1,330.06 (Autel Digital Power Co., Ltd.)	4,688.00 (Shenzhen Area)
Total Emissions of Category 3 Greenhouse Gas (Shenzhen Area)	tCO2e	--	238.29 (Autel Digital Power Co., Ltd.)	881.85 (Shenzhen Area)
Total Emissions of Category 4 of Greenhouse Gas (Shenzhen Area)	tCO2e	--	103.13 (Autel Digital Power Co., Ltd.)	657.63 (Shenzhen Area)

Social Performance

Indicator	Unit	2023	2024	2025
Proportion of Certified Raw Materials	%	100	100	100
Product Recall Rate	%	0	0	0
Product Pass Rate	%	98	98	98
Product Yield Rate	%	98	98	98
Product Return Rate	%	--	0	< 1
Timely Handling Rate of Customer Complaints	%	100	100	100
Customer Satisfaction Rate	%	78	89	90.4
Amount Involved in Data Security Incidents and Customer Privacy Leakage Events During the Reporting Period	RMB 10,000	0	0	0
R&D Investment Amount	Billion RMB ,	5.96	6.80	8.74
Number of R&D Personnel	Person	887	995	966
Proportion of R&D Personnel in Total Employees (Excluding Production Personnel)	%	--	58.19	57.33
R&D Investment as Percentage of Operating Revenue	%	18.34	17.29	18.08
High-Tech Enterprise Certification	Nr.	3	3	3
"Little Giant" Specialized and Sophisticated SMEs Certification	Nr.	1	1	1
Specialized and Sophisticated SME Certification	Nr.	0	2	2
Number of Valid Patents During the Reporting Period	Items	1,518	1,634	1,804
Number of Invention Patents Applied in Main Business	Items	--	352	435
Number of Invention Patent Applications During the Reporting Period	Items	--	--	78
Number of Invention Patents Granted During the Reporting Period	Items	--	--	83
Number of Software Copyrights	Items	132	137	174
Total Group Employees	Person	2,375	2,744	2,777
Total Domestic Employees	Person	1,704	1,851	1,915
Number of Domestic Male Employees	Person	1,218	1,303	1,345
Number of Domestic Female Employees	Person	486	548	570
Number of Employees Under 30	Person	--	452	570
Number of Employees Aged 30-50	Person	--	1,360	1,344
Number of Employees Over 50	Person	--	39	47
Number of Employees with Associate Degree or Below	Person	--	1,165	1,185
Number of Employees with Bachelor's Degree	Person	--	1,201	1,267
Number of Employees with Bachelor's Degree	Person	--	368	305
Number of Employees with Master's Degree	Person	--	10	20
Number of Employees with Doctoral Degree	Person	7	7	7
Number of Ethnic Minority Employees	Person	--	88	179

Indicator	Unit	2023	2024	2025
Proportion of Dispatched Workers	%	--	3.57	2.59
Number of Newly Hired Employees	Person	--	491	857
Employee Turnover Rate	%	22.96	15.18	15.90
Number of Employees Turnover	Person	708	491	525
Labor Contract Signing Rate	%	100	100	100
Number of Labor Disputes	Person	14	8	13
Proportion of Employees Paying Social Insurance	%	100	100	100
Employee Training Expenditure Amount	RMB 10,000	--	45	86.18
Employee Training Coverage Rate	%	--	100	100
Total Number of Employee Training Sessions	Hour	--	8,780	46,108.5
Average Employee Training Hours	Hour	--	3.2	22.6
Satisfaction Rate with Report Handling	%	--	100	100
Coverage Rate of Employee Safety Education and Training	%	100	100	100
Work Safety Investment	RMB 10,000	--	51.29	78.04
Work-related Injury Insurance Coverage Rate	%	100	100	100
Amount Invested in Work Safety Liability Insurance	RMB 10,000	285	329.28	385.80
Production Safety Liability Insurance Coverage Rate	%	100	100	100
Employee Physical Examination Coverage Rate	%	92	90	93
Number of Entities Obtaining ISO45001 Certification	Nr.	3	5	5
Number of Occupational Disease Cases	Person	0	0	0
Number of Employee Fatalities due to Work	Person	0	0	0
Work-related Injury Rate	%	0	0	0
Number of Employee Fatalities due to Work in the Year Prior to the Reporting Period	Person	0	0	0
Number of Employee Fatalities due to Work in the Two Years Prior to the Reporting Period	Person	0	0	0
Number of Workdays Lost due to Work-related Injuries	Day	0	0	0
Number of Major Safety Accidents	Items	0	0	0
Total Number of Suppliers	Nr.	--	281	326
Proportion of Suppliers Signing Integrity Clauses	%	--	89	91
Signing Rate of Integrity Cooperation Agreement for New Suppliers	%	--	100	100
Community Service Hours	Hours	--	35	90
Total Amount of Charitable Donations	RMB 10,000	--	35	115.54
Amount Invested in Rural Revitalization	RMB 10,000	--	5	5.02
Number of Beneficiaries from Charity and Rural Revitalization	Person	--	182	232

Indicator Index

Dimension	No.	Topic	Article	Chapter
Enviroument	1	Climate Change Mitigation and Adaptation	Articles 21 to 28	Climate Change Mitigation and Adaptation
	2	Pollutant Discharge	Articles 30	Pollutant Discharge
	3	Waste Disposal	Articles 31	Waste Disposal
	4	Ecosystem and Biodiversity Protection	Articles 32	Ecosystem and Biodiversity Protection
	5	Environmental Compliance Management	Articles 33	Environmental Compliance Management
	6	Energy Usage	Articles 35	Energy Usage
	7	Usage of Water Resources	Articles 36	Usage of Water Resources
	8	Circular Economy	Articles 37	Circular Economy
Society	9	Rural Revitalization	Articles 39	Rural Revitalization
	10	Contributions to the Society	Articles 40	Contributions to the Society
	11	Innovation-driven	Articles 42	Innovation-driven
	12	Ethnics of Science and Technology	Articles 43	Ethnics of Science and Technology
	13	Supply Chain Security	Articles 45	Supply Chain Security
	14	Equal Treatment to Small and Medium-sized Enterprises	Articles 46	Equal Treatment to Small and Medium-sized Enterprises
	15	Product and Service Safety and Quality	Articles 47	Product and Service Safety and Quality
	16	Data Security and Customer Privacy Protection	Articles 48	Data Security and Customer Privacy Protection
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Sustainability related Governance	18	Due Diligence	Articles 52	Due Diligence
	19	Communication with Stakeholders	Articles 53	Communication with Stakeholders
	20	Anti-commercial Bribery and Anti-Corruption	Articles 55	Anti-commercial Bribery and Anti-Corruption
	21	Anti-Unfair Competition	Articles 56	Anti-Unfair Competition

Feedback

Dear Sir/Madam,

Thank you very much for taking the time to read Autel 2025 Sustainability Report.In order to continuously improve the management of our sustainability reporting, we sincerely hope to listen to your opinions and suggestions.

Address	Caihong Keji Building, No.36 of Gaoxin North 6th Road,	**Tel** +86 755-81593644
	Songpingshan Community, Xili Street, Nanshan District,	**Post Code** 518057
	Shenzthen City, Guangdong Province,P.R. China	

Your Information

Name	Contact Number	Company	Fax
Position	EMail		

Feedback Form

Multiple Choice Questions: (Please tick "√" in the appropriate box)

Please rate the extent to which this report reflects:

☐Very ☐Good ☐Average☐Poor

Autel's significant impacts on the economy, society, and environment:

☐Very ☐Good ☐Average☐Poor

Please rate the report's response and disclosure of issues concerning stakeholders:

☐Very ☐Good ☐Average☐Poor

Please rate the clarity, accuracy, and completeness of the information, indicators,
and data disclosed in this report:

☐Very ☐Good ☐Average☐Poor

Please rate the readability of this report:

☐Very ☐Good ☐Average☐Poor

Please provide a comprehensive evaluation of the 2025Autel Sustainability Report

☐Very ☐Good ☐Average☐Poor

Open-ended Questions:

What suggestions do you have for Autel's ESG work?

What valuable ESG information do you think this report provided you with?

What other information do you think you are concerned about but not find in this report?