

ANANDA

Ananda Drive Techniques (Shanghai) Co., Ltd.

STOCK CODE: 603350.SH

2025

**Environmental, Social
and Governance Report**



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About This Report

This is the inaugural Environmental, Social and Governance (ESG) report released by Ananda Drive Techniques (Shanghai) Co., Ltd. and its subsidiaries (hereinafter referred to as “Ananda”, “the Company” or “we”). The report aims to systematically disclose the company’s philosophy, practices, performance, and future plans in sustainable development, responding to the expectations of stakeholders and actively embracing the opportunities and challenges brought by sustainable development.

Reporting Boundary

The reporting period is from January 1, 2025, to December 31, 2025, aligning with the Company’s annual report cycle. To enhance comparability, some content appropriately traces back to previous years.

The report is centered on Ananda Drive Techniques (Shanghai) Co., Ltd., covering its main subsidiaries within the consolidated financial statements. Among them, Ananda Drive Technology (Jiangsu) Co., Ltd. (“Jiangsu Factory”), as the Company’s largest production base, is the focus of environmental performance disclosure in this report. The financial data aligns with the scope of the Company’s 2025 Annual Report.

Information Sources

Data disclosed in this report is sourced from:

1. Internal company documents, statistical reports, and management interviews.
 2. Publicly disclosed data.
 3. Public data from third-party surveys, government departments, and professional institutions.
- o The Company warrants that the contents of this report contain no false records, misleading statements, or material omissions.

Report Availability

The electronic version of this report can be accessed on the Shanghai Stock Exchange website (www.sse.com.cn) and the company’s official website (www.ananda-drive.com).

Compilation Basis

This report is primarily compiled with reference to the following standards and guidelines:

1. Shanghai Stock Exchange’s “Self-Regulatory Rules for Listed Companies No. 14 – Sustainability Report (Trial)” (April 2024)
2. Shanghai Stock Exchange’s “Self-Regulatory Guidelines for Listed Companies No. 4 – Sustainability Report Compilation” (Revised January 2026)

In addition, the compilation process also referenced the following standards:

- Global Reporting Initiative (GRI) “Sustainability Reporting Standards” (GRI Standards)
- International Sustainability Standards Board (ISSB) “IFRS S2 Climate-related Disclosures”
- United Nations Sustainable Development Goals (SDGs)
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- Chinese Academy of Social Sciences “China Corporate Sustainability Reporting Guide (CASS-ESG 6.0)”

Disclaimer

This report is compiled in accordance with the laws, regulations, and development strategies applicable in the jurisdictions where Ananda operates. Its content is based on the performance in environmental, social, and governance (ESG) aspects up to the reporting date, incorporating all reliable data and information. This report is for stakeholders’ reference only and does not constitute any investment or decision-making advice.

Chairman's Statement

2025 marked the second year since Ananda's listing on the capital market. Against the backdrop of profound changes in the global economic landscape and the convergence of sustainable development and the wave of intelligence, we not only achieved steady growth in operating performance but also took a critical step forward in systematically building an ESG management system and advancing technology-driven, long-term value creation.

As a core global supplier of electric drive systems for electric two-wheelers, we consistently uphold the mission of "eDriveALL, Empowering Everything." We deeply understand that the Company's value is reflected not only in providing efficient and reliable green drive solutions for global users but also rooted in the profound impact we generate on stakeholders, the environment, and society by operating in a responsible and innovative manner. Therefore, deeply integrating the philosophy of ESG and cutting-edge technology R&D into the entire process of Company strategy and operations is not only a response to regulatory and market expectations but also an inherent requirement for Ananda to build its future core competitiveness.

Over the past year, guided by strategy, we have solidified the foundation for sustainable development. We formally elevated ESG governance to the Board level, established the Strategy and ESG Committee, and built a complete management closed loop from decision-making and execution to assessment. We systematically conducted a "double materiality" analysis, accurately identifying core issues critical to the Company's long-term development, such as climate change, technological innovation, and supply chain responsibility, and used this to guide resource allocation and action planning.

In the environmental dimension, we fulfill our low-carbon commitment through "green operations." Facing the national "Dual Carbon" strategic goals, we took proactive action, designating the Jiangsu Factory as the pioneer for green manufacturing transformation. By conducting ISO 14064 carbon verification for two consecutive years and completing specific product carbon footprint certifications, we clearly defined our carbon footprint and explored emission reduction pathways. In 2025, the Jiangsu Factory achieved a significant breakthrough in operational-level renewable energy use through distributed photovoltaics and Green Electricity Certificates, and was honored with the title of "Jiangsu Provincial Green Factory." This is not only an honor but also a milestone in implementing our philosophy of "intensive land use, clean production, and low-carbon energy."

In the innovation dimension, we envision the future blueprint with "intelligent drive." We firmly believe technological innovation is key to addressing sustainable development challenges. In 2025, the Company continued to strengthen R&D investment, with R&D expenses reaching RMB 76.06 million and the R&D team expanding to 249 members. Our innovation focuses not only on improving the energy efficiency and reliability of the motor unit itself but also strategically explores the deep integration of Artificial Intelligence (AI) and drive technology. Through algorithm optimization and intelligent control, we are committed to enhancing the overall efficiency, adaptive capability, and user experience of electric drive systems. Concurrently, through platforms like our controlling subsidiary ANDBot, we actively explore cutting-edge fields such as embodied intelligent robots, extending the Company's core capabilities in precision drive, sensing, and control to broader intelligent application scenarios, aiming to incubate new growth curves for the future. The recognition of the Company's "BLDC-D, BLDC-E Permanent Magnet Brushless DC Motors" as Shanghai High-Tech Achievement Transformation Projects is strong evidence of our commitment to innovation-driven development.

In the social dimension, we regard "people" as the most valuable asset. The Company's sustainable and healthy development relies on the dedication and wisdom of all employees. We strive to safeguard employees' rights and interests, building a safe, healthy, and inclusive work environment. The Jiangsu Factory obtained Occupational Health and Safety Management System (ISO 45001) certification within the year. We pay even greater attention to employee growth, enabling employees and the Company to develop together through comprehensive training systems and incentive mechanisms. Meanwhile, we actively fulfill social responsibilities, creating jobs through industrial investment in Jinzhai, Anhui, and giving back to society through charitable donations, committed to becoming a respected and excellent corporate citizen.

In the governance dimension, we adhere to the operational bottom line of "compliance and integrity." Sound corporate governance is the ballast for the Company's steady progress. We continuously improve the governance structure consisting of the Shareholders' General Meeting, the Board of Directors, and the management, operating standardly and enhancing decision-making scientificity. We uphold business ethics, enforcing a "zero-tolerance" policy towards corruption through stringent systems and accessible reporting channels. We attach great importance to information disclosure and investor communication, earning the market's long-term trust through transparency.

The release of this first ESG report is a milestone and, more importantly, a new starting point. It not only reviews our past exploration and practice in sustainable development and technological innovation but also represents a solemn commitment to the future. Looking ahead, we will continue to deepen the integration of green technology and intelligent algorithms, promoting the transformation of global transportation modes with more efficient, intelligent, and lower-carbon electric drive products. We will continuously optimize ESG governance, more comprehensively integrating sustainability into investment decisions, supply chain management, and daily operations. We will persistently listen to all voices and work hand in hand with all stakeholders.

The road ahead is long and challenging, but perseverance will lead to the destination. Ananda will, with firm determination and solid action, drive technological innovation, empower a green future, and achieve the Company's long-term, sustainable, and high-quality development in harmonious coexistence with society.



Ananda Drive Techniques (Shanghai) Co., Ltd.

Chairman:

About Ananda

Ananda Drive Techniques (Shanghai) Co., Ltd. was founded on September 6, 2011. The company specializes in the R&D and manufacturing of the entire industrial chain of electric drive systems, with its headquarters located in Shanghai, China. Ananda was listed on the Main Board of the Shanghai Stock Exchange in July 2024 under the stock code: 603350.SH.

Mission Vision Values

Mission

eDrive ALL

Vision

Becoming the "Global Leading Expert in eDrive Solutions."

Values

Customer First

Continuous Innovation

Commitment & Execution

Win-Win Cooperation

Team Spirit

Integrity & Passion

Business Scope

Ananda focuses on the R&D and manufacturing of the entire electric drive system industry chain. Its core products include two major powertrain systems: hub motors and mid-drive motors, complemented by self-developed intelligent controllers, high-precision sensors, and human-machine interface displays, forming a complete electric drive solutions. Products primarily serve mainstream two-wheel mobility markets such as electric bicycles, e-bikes, electric motorcycles, and electric scooters, while also expanding into emerging fields like smart mobility, smart yard, and intelligent service robots. Through years of technological R&D accumulation, production, and sales practice, the company has built vertical capabilities from core component R&D to system integration manufacturing, becoming one of the few enterprises in the industry possessing independent R&D, design, and production capabilities for the entire chain of electric drive systems including motors, controllers, sensors, and displays.

Global Presence



Guided by the strategic directive of “Global Market Layout,” the company has built a solid global market foundation, evolving from product export to brand export, manufacturing export, and service export.

Following production bases in Tianjin, Jiangsu, and Anhui, both the Vietnam factory and the Huizhou, Guangdong factory were officially put into operation in 2025. The Vietnam factory strategically targets European and American markets, capable of meeting customer requirements for localized Southeast Asian delivery and origin certification. The globalized production capacity layout (China, Vietnam, Hungary) has significantly enhanced the company’s order delivery flexibility, resilience, and risk resistance.

Building on this, the company has established a comprehensive service system in Europe, North America, and Asia. A multilingual call center was set up in the Netherlands, a European service headquarters and maintenance center in Hungary, and local service stations in Italy, France, Denmark, Poland, the USA, Japan, Brazil, and other locations. This network ensures brands and dealers receive rapid technical support, parts supply, and professional repair services, greatly enhancing customer satisfaction and loyalty.

- ★ Headquarters
- Production Base
- ▲ Sales & Service Center
- ▲ Service Station
- Planning
- Investment Headquarters

Milestone

2011

Ananda was founded and focused on micro eMobility.

2013

Ananda B.V established in The Netherlands.

2014

First geared drive hub motor for eBike delivered to Europe.

2016

Ananda's Jiangsu factory started mass production.

2017

First mid motor was delivered to Europe.

2020

New headquarters in Shanghai.

2021

Ananda's Hungary Service Center started to operate.

2023

Ananda Vietnam factory and USA entity were registered. We started to operate Italy, France, USA & Japan service stations.

2024

Ananda successfully lists on the Shanghai Stock Exchange.

2025

Establishment of Ananda Guangdong Factory and successful registration of Ananda Singapore entity.



Awards & Recognitions

Government and Industry Association Awards

Honor Name	Issuing Authority
National-level Specialized, Sophisticated, Innovative, and Emerging (SSIE) "Little Giant" Enterprise	Ministry of Industry and Information Technology
Postdoctoral Research Workstation	Ministry of Human Resources and Social Security, National Postdoctoral Committee
High-Tech Enterprise	Shanghai Municipal Science and Technology Commission
Shanghai Enterprise Technology Center	Municipal Commission of Economy and Informatization, Shanghai Municipal Office, State Taxation Administration
Shanghai Manufacturing Single Champion Enterprise	Shanghai Municipal Commission of Economy and Informatization
Shanghai Private Enterprise Headquarters	Office of Shanghai Municipal Commission of Commerce
Jiangsu Provincial Green Factory	Jiangsu Provincial Department of Industry and Information Technology

Government and Industry Association Awards

Honor Name	Issuing Authority
WISE 2025 36Kr WISE Annual Digital Efficiency Enhancement Enterprise	36Kr
2025 15th Capital Market Honors Ceremony - Listed Companies Reputation Awards Outstanding Leading Figure of Listed Companies, Listed Company with Outstanding	National Business Daily
2025 CHINA CYCLE Innovation Award Gold Prize	Organizing Committee of China International Bicycle Fair
Advanced Unit of China Electronic Components Industry Association	China Electronic Components Industry Association
Jiangsu Key Cultivated and Developed Internationally Renowned Brand	Jiangsu Provincial Department of Commerce
2024 Excellent Supplier in China Motorcycle Industry	China Quality Certification Centre & CCIC Western Inspection Co., Ltd.
Four-Star Cloud-Using Enterprise	Jiangsu Provincial Department of Industry and Information Technology
Southeast University Employment Internship Practice Base	School of Electronic Science and Engineering, Southeast University
2024 Top 10 Components - Ray Fashion	Beijing "Rayli" Magazine Co., Ltd. - Rayli Fashion Pioneer



Awards & Recognitions

Achievement Transformation

Honor Name	Issuing Authority
High-Tech Achievement Transformation BLDC-D Permanent Magnet Brushless DC Motor	Shanghai Municipal Science and Technology Commission
High-Tech Achievement Transformation BLDC-E Permanent Magnet Brushless DC Motor	Shanghai Municipal Science and Technology Commission



Management System Certifications

Honor Name	Issuing Authority
ISO 9001 Quality Management System Certification	SGS
ISO 14001 Environmental Management System	WIT Certification
ISO 45001 Occupational Health and Safety Management System	WIT Certification
ISO 50001 Energy Management System	WIT Certification





eDrive ALL

- 1.1 Sustainability Governance
 - 1.1.1 Board of Directors
 - 1.1.2 ESG Executive Working Group
 - 1.1.3 Business and Functional Departments
- 1.2 Stakeholder Engagement
 - Key Topics of Concern and Communication Channels (Table)
 - Communication Mechanism (Coordinated Management, Needs Assessment and Response, Results Feedback and Disclosure, Continuous Improvement)
- 1.3 Materiality Analysis
 - 1.3.1 Identification
 - 1.3.2 Assessment
 - 1.3.3 Confirmation (Materiality Matrix)

01

Sustainability Management

1.1



Ananda has established a three-tier ESG governance system comprising the Board of Directors, management, and executive departments to ensure effective oversight and execution of sustainability matters.

Sustainability Management

Sustainability Governance

Board of Directors

Assumes responsibility for ESG management, approving the company's ESG strategy, objectives, and major matters, and overseeing ESG performance. The Board has established a Strategy and ESG Committee to assist in guiding ESG work, reviewing the ESG report, and identifying and assessing material ESG issues and risks.

ESG Execution Task Force

Headed by senior company management, with participation from heads of core functional departments (e.g., Operations, R&D, Supply Chain, Human Resources, Finance), responsible for coordinating internal and external resources, promoting the implementation of specific ESG projects, data collection, and performance tracking.

Business and Functional Departments

Implement ESG requirements in daily operations, executing specific environmental, social, and governance management measures.



Stakeholder Engagement

We value communication with all stakeholders, understanding their expectations and demands through multiple channels, and using this as crucial input for improving our ESG management.

Communication Mechanism

Stakeholder	Main Concerns	Main Communication and Response Channels
Government & Regulators	Compliance Operation, Environmental Protection, Economic Development	Policy Reporting, Compliance Declarations, Government-Enterprise Cooperation
Shareholders & Investors	Corporate Governance, Financial Performance, Long-term Value, ESG Risks	Periodic Reports, Shareholders' Meetings, Announcements, Official Website, Earnings Briefings
Customers	Product Quality, Innovation, Service Responsiveness, Product Carbon Footprint	Technical Exchange, Business Negotiation, After-sales Service, Satisfaction Surveys
Employees	Occupational Health & Safety, Compensation & Benefits, Training & Development	Internal Meetings, Employee Training, Satisfaction Surveys, Labor Union
Suppliers	Fair Cooperation, Business Ethics, Stable Partnership	Supplier Audits, Regular Communication, Code of Conduct Education
Community & Public	Community Contribution, Philanthropy, Environmental Friendliness	Official Website, Community Engagement, Charitable Donations

Integrated Management: Departments such as the ESG Execution Task Force and the Board Office collaborate to collect and organize external communication information, regularly reporting main issues and improvement suggestions to the Board and management, establishing standardized workflow.

Demand Assessment and Response: Conduct comprehensive assessments on collected stakeholder demands and expectations, formulating targeted solutions based on factors like alignment with corporate strategy, issue urgency, and impact scope; for issues with wide coverage and high implementation difficulty, form task forces or initiate projects for focused effort.

Outcome Feedback and Disclosure: Regularly disclose communication outcomes and improvement progress through internal announcements, external public platforms, ESG reports, etc.; for major or urgent issues, promptly issue notices or press releases after achieving phased progress, continuously strengthening the trust bond with all stakeholders.

Continuous Optimization: The Company, considering the dynamic changes in stakeholder needs and the market environment, regularly reviews the effectiveness of communication strategy implementation, adjusts communication frequency and channel depth as appropriate, ensuring the ability to respond quickly to external demands.

Materiality Assessment

To determine the ESG issues most relevant to the Company and its stakeholders, we conducted a systematic “double materiality” analysis in 2025. This analysis concurrently assessed the “financial materiality” of each issue (impacting corporate financial performance, cash flow, financing costs, etc.) and its “impact materiality” on the economy, society, and environment.

Analysis Process

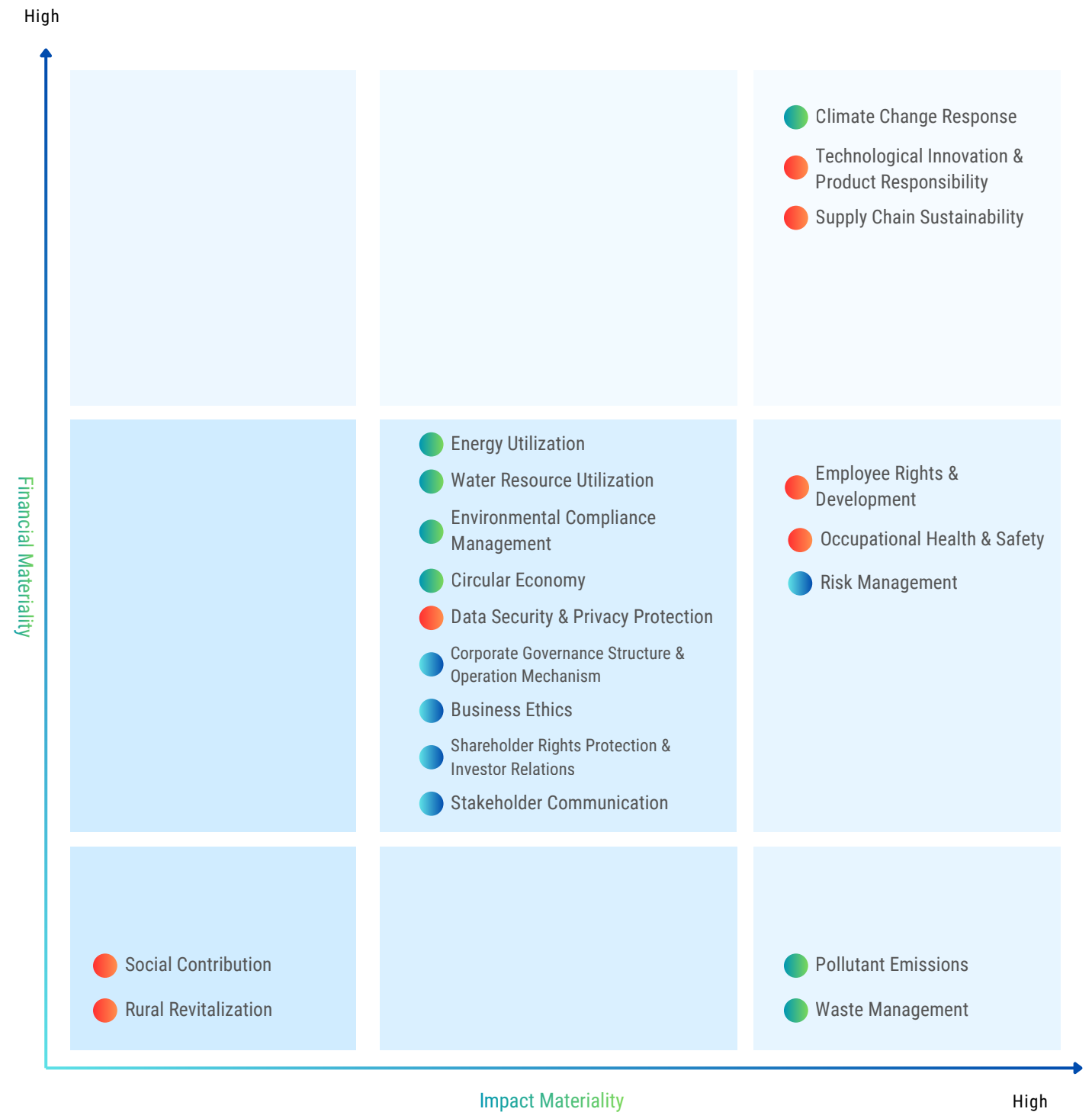
Identification: Referencing SSE guidelines, GRI standards, and industry practices, preliminarily identified multiple potential issues covering environmental, social, and governance dimensions.

Assessment: Evaluated the financial materiality of each issue through internal management interviews and surveys; assessed its impact materiality through channels like customer communication, investor exchanges, combined with industry trends.

Confirmation: Mapped the analysis results into a “Materiality Matrix” and submitted it to the Board’s Strategy and ESG Committee for review and confirmation.

Category	Issues
Environmental	Climate Change Response, Energy Utilization, Water Resource Utilization, Pollutant Emissions, Waste Management, Environmental Compliance Management, Circular Economy
Social	Employee Rights & Development, Occupational Health & Safety, Technological Innovation & Product Responsibility, Supply Chain Sustainability, Data Security & Privacy Protection, Social Contribution, Rural Revitalization
Governance	Corporate Governance Structure & Operation Mechanism, Business Ethics, Risk Management, Shareholder Rights Protection & Investor Relations, Stakeholder Communication

● Governance ● Social ● Environmental



Green Operation Low-Carbon Future

- 2.1 Climate Action
 - 2.1.1 Governance
 - 2.1.2 Strategy
 - 2.1.3 Impact, Risk and Opportunity Management
 - 2.1.4 Metrics and Targets (GHG Emissions, Emission Reduction Initiatives)
- 2.2 Resource Utilization
 - 2.2.1 Energy Utilization
 - 2.2.2 Water Resource Utilization
- 2.3 Pollution and Waste Management
- 2.4 Green Operations
 - 2.4.1 Green Factory
 - 2.4.2 Establishment and Improvement of Environmental Management System
- 2.5 Circular Economy

02

Environmental Performance

2.1



The Company regards climate change response as a core strategic issue, systematically advancing carbon management with the Jiangsu Factory as the pilot.

Environmental Benefits

Climate Change Response

Governance

The Board's Strategy and ESG Committee oversees climate change-related matters. Management drives the implementation of specific emission reduction measures through the ESG Execution Task Force.

Strategy

We have preliminarily formulated a carbon reduction strategy, following the green factory development philosophy of "intensive land use, non-hazardous raw materials, clean production, waste resource utilization, and low-carbon energy," promoting green manufacturing transformation in phases. The goal is to achieve carbon neutrality at the operational level (Scope 1 and 2) for the Jiangsu Factory by 2027, and actively explore reduction pathways across the entire value chain (Scope 3).

Impact, Risk, and Opportunity Management

► **Risk Identification:** Referencing the TCFD framework, we identified transition risks (e.g., stricter carbon emission regulations increasing compliance costs, shifting customer preference towards low-carbon products) and physical risks (e.g., impact of extreme weather events on production facilities). Following industry best practices, we plan to conduct qualitative climate scenario analysis in the future to assess potential impacts under different temperature control pathways.

► **Opportunity Capture:** Growth in market demand for high-efficiency electric drive products, green finance support, and helping downstream customers reduce emissions by improving product energy efficiency present development opportunities for the Company.

Metrics and Targets

Greenhouse Gas Emissions

By purchasing GECs,
the company offset its Scope 1 & 2 emissions
by over

50%

2023-2024: The Jiangsu Factory commissioned a third-party organization (TÜV Rheinland) for two consecutive years to complete greenhouse gas emissions accounting and verification according to ISO 14064 standard.

2025: Starting in 2025, we are comprehensively accounting for the company's air pollutant data, which will be disclosed upon completion.



Emission Reduction Initiatives

Renewable Energy

Completed in 2018, the Jiangsu
factory operates a rooftop PV
power station of

279.18 kWp

The Jiangsu factory generates an
annual electricity output of

280,000 kWh

In 2025
The factory procured Green
Electricity Certificates (GECs)
representing a volume of

1,815,000 kWp

Renewable energy covers the
factory's total building electricity
consumption at

100%

Accounts for
Factory's total electricity
consumption

62.7%

Product Carbon Footprint

Following the ISO 14067 standard, a carbon footprint assessment was conducted for the M100 series mid-drive motor product, obtaining a Product Carbon Footprint certificate issued by the internationally authoritative certification body Bureau Veritas.

Resource Utilization

Energy Utilization



The Jiangsu Factory established and obtained ISO 50001 Energy Management System certification in 2025.



► 2024 diagnostic data shows that the Jiangsu Factory's comprehensive energy consumption per unit output value and per unit added value are both better than the average level of Wuxi's electric motor manufacturing industry. The company achieves continuous energy conservation through measures like green lighting retrofits and using high-efficiency, energy-saving equipment (e.g., air compressors with energy efficiency grade 2 or above).

Water Resource Utilization

► The company's penetration rate of water-saving fixtures reaches 100%, and efforts are made to improve water resource utilization efficiency through measures like water recycling and water-saving equipment retrofits.



Pollutant and Waste Management

The Jiangsu Factory established and obtained ISO 14001 Environmental Management System certification in 2025.



► **Waste Gas and Wastewater:** Waste gas treatment facilities are equipped with standardized sampling ports and operating condition monitoring; domestic sewage is discharged into the municipal pipe network after pre-treatment. During the reporting period, no major environmental pollution incidents occurred, and all discharges complied with standards.

► **Waste Management:** Classified storage is implemented; hazardous waste is entrusted to qualified units for compliant disposal. During the reporting period, the compliant disposal rate for hazardous waste was 100%.



Green Operations

Green Factory

▶ Through active work in production and operation, the Jiangsu Factory was rated as a “Jiangsu Provincial Green Factory” in 2024.



Establishing and Improving the Environmental Management System

- ▶ The company strictly adheres to relevant environmental laws and regulations, including the Environmental Protection Law of the People’s Republic of China, Air Pollution Prevention and Control Law, Water Pollution Prevention and Control Law, Solid Waste Pollution Environment Prevention and Control Law, Environmental Noise Pollution Prevention and Control Law, and Environmental Impact Assessment Law. It continuously advances the construction of the environmental management system and the standardization of management capabilities. The company has obtained four international standard system certifications: ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 50001 Energy Management System.
- ▶ The company’s environmental management system comprehensively covers all product-related activities, all units, and functional departments, encompassing the R&D, design, and manufacturing of various motors and electric controls, ensuring that all operational activities fully comply with the requirements of ISO 14001:2015.
- ▶ Thus, the company has built a standardized management system covering the quality-safety-environment-energy quad, ensuring international standard consistency for products and services.



Circular Economy

- ▶ Ananda actively practices the philosophy of circular economy, striving to build a closed-loop management model of “resource → product → waste → renewable resource” in production and operation by strengthening waste control and improving resource recycling efficiency. In 2025, all types of waste achieved standardized disposal and resource utilization; hazardous waste achieved 100% compliant and safe disposal, and most general solid waste was incorporated into the recycling system.
- ▶ The Ananda European Service Headquarters established in Hungary, through professional product repair and refurbishment, extends product life cycles, serving as an exemplary practice of the circular economy concept.



People-Oriented Harmonious and Win-Win

- 3.1 Employee Rights and Development
 - 3.1.1 Employee Composition
 - 3.1.2 Rights Protection
 - 3.1.3 Occupational Health and Safety (EHS)
 - 3.1.4 Recruitment and Employment Management
 - 3.1.5 Training and Development
 - 3.1.6 Employee Welfare and Care
 - 3.1.7 Employee Communication and Grievance Mechanisms
- 3.2 Technological Innovation and Product Responsibility
 - 3.2.1 Technological Innovation
 - 3.2.2 Innovation-Driven Development and Intellectual Property Protection
 - 3.2.3 Quality Management
 - 3.2.4 Customer Service Management
 - 3.2.5 Marketing and Brand Management
 - 3.2.6 Customer Privacy Protection
 - 3.2.7 Digital Empowerment
- 3.3 Supply Chain Sustainability
 - 3.3.1 Supplier Admission
 - 3.3.2 Supplier Performance Evaluation
 - 3.3.3 Supplier Collaboration and Empowerment
- 3.4 Social Contribution
 - 3.4.1 Promoting Industry Development
 - 3.4.2 Industry Support and Rural Revitalization
 - 3.4.3 Charity and Philanthropy

03 Social Performance

3.1



Employee Rights and Development

The company has established a standardized and reasonable employee governance structure, adhering to fair recruitment, equal employment, and diversity & inclusion. Through comprehensive employment management, diverse employee communication mechanisms, and a caring benefits system, it effectively safeguards the legitimate rights and interests of employees, fosters a respectful, equal, and harmonious employment environment, and promotes the joint growth of the enterprise and its employees. As of December 31, 2025, the total number of employees (on a consolidated basis) was 1,237.

Employee Composition

Workforce Diversity Profile (2025)

Indicator Name	Category	Unit	2025
Total number of employees	/	Person	1,237
By Gender	Male	Person	663
	Female	Person	574
By Age	Below 30	Person	312
	31-50	Person	868
	Above 50	Person	57
By Education	Master's	Person	30
	Bachelor's	Person	205
	Associate Degree	Person	130
	High School/Technical Secondary School	Person	69
	Others	Person	803
By Function	Production Staff	Person	787
	Technical Staff	Person	249
	Sales Staff	Person	65
	Administrative Staff	Person	113
	Financial Staff	Person	23

Indicator Name	Category	Unit	2025
Minority employees	/	Person	93
	Accounting for	%	7.52
Female employees	/	Person	574
	Accounting for	%	46.4
	female senior executive	Person	1
	Accounts for Senior executives	%	25
Foreign employees	/	Person	50
	Accounting for	Person	4.04

We advocate for an equal, diverse, and inclusive workplace environment, prohibiting child labor and forced labor.

3.1

Occupational Health and Safety (EHS)

In 2025, the company had no major work safety incidents. Through regular safety training and emergency drills, the company continuously enhances employees' risk prevention and emergency response capabilities.



The Jiangsu Factory established and obtained ISO 45001 Occupational Health and Safety Management System certification in 2025.



3.1

Recruitment and Employment Management

Ananda always follows labor-related laws and regulations, adheres to the basic principle of fair employment, and has built a comprehensive recruitment and employment management system, achieving full-lifecycle management of employees from recruitment, onboarding, in-service performance, to separation and retirement. The company relies on diversified channels for talent recruitment, covering online recruitment platforms, campus recruitment, local job fairs, etc., combined with multiple methods like headhunters, internal referrals, and external referrals to broaden talent acquisition paths.



Training and Development

In 2025, the company's R&D investment was RMB 76,063,825.98. The R&D personnel numbered 249, accounting for 20.13% of the total employees.

The company has established a training system covering all employees, designing growth paths for different positions, and recognizing and rewarding outstanding-performing employees according to the "Reward and Punishment System."



3.1

Employee Benefits and Care

Ananda, following market principles, attracts and retains excellent talent, establishing a comprehensive and competitive compensation and benefits system dedicated to allowing employees to share in the company's development achievements. The company formulated the "Ananda Compensation Management System," setting up various special incentives and welfare measures, continuously enhancing employees' sense of gain.

Diverse Subsidies and Employee Care Programs

Life Care

Financial Subsidies

- High-temperature allowance
- Living cost subsidy
- Communication subsidy

Housing Support

- Free employee accommodation
- Rental subsidy application support for non-local employees working in Shanghai

Meals and Transportation

- Employee cafeteria
- Free shuttle bus service

Work Flexibility

- Flexible working hours system

Sports and Recreational Activities

- Regularly organized activities such as badminton, cycling, and team-building exercises
- Annual employee sports meet held at each factory

Travel and Leisure

- Two paid travel days per year, along with travel expense subsidies

Festival Benefits (Nationwide holidays)

- Festival benefits and traditional cultural activities distributed during Spring Festival, Mid-Autumn Festival, Dragon Boat Festival, and other traditional holidays

Family Care

Support for Female Employees

- Statutory entitlements including maternity leave and breastfeeding leave
- Festival gifts distributed to female employees on International Women's Day (March 8)

Marriage and Childbirth Gifts

- Marriage gift (wedding allowance)
- Childbirth gift (baby allowance)

Medical Care and Health Protection

Health Prevention

- Annual regular health check-ups

Occupational Health Protection

- Heat prevention and cooling supplies (for high-temperature and high-risk operations)

Patient Care

- Care visits to employees who are ill or hospitalized

3.1

Employee Benefits and Care

Ananda, following market principles, attracts and retains excellent talent, establishing a comprehensive and competitive compensation and benefits system dedicated to allowing employees to share in the company’s development achievements. The company formulated the “Ananda Compensation Management System,” setting up various special incentives and welfare measures, continuously enhancing employees’ sense of gain.

Social Security and Standard Employee Benefits

Life Care



Social Security Living Protection

- Pension Insurance
- Unemployment Insurance
- Housing Provident Fund

Financial Subsidies

- Meal subsidy
- Skill allowance
- Travel reimbursement / Business travel allowance
- Tenure-based salary (seniority pay)
- Special position allowance

Festival and Commemorative Benefits

- Holiday benefits
- Retirement commemorative gifts

Family Care



Maternity-related Insurance

- Maternity Insurance

Medical Care and Health Protection



Basic Medical Coverage

- Medical Insurance
- Work-related Injury Insurance

Special Risk Protection

- Accident Insurance (for employees with frequent business travel)
- Employer’s Liability Insurance

Supplementary Medical Coverage

- Supplementary Medical Insurance

3.1

Employee Communication and Grievance

Ananda has established efficient and smooth employee communication mechanisms and grievance channels, encouraging employees to actively participate in corporate management and promptly express reasonable demands. The company sets up diversified communication channels, facilitating conditions for employees to make suggestions to top management.

During the reporting period, no major labor disputes occurred; ordinary labor disputes were properly resolved through the internal communication and mediation mechanism, causing no significant impact or loss. The sound grievance system effectively safeguards employees' right to know, right to participate, and right to appeal, while also helping the company promptly identify issues and continuously optimize operational management.

Named Feedback

Employees can provide real-name feedback to management at all levels via channels like Enterprise WeChat/internal email/phone.

Anonymous Feedback

The company has set up an employee opinion mailbox: feedbackhub@ananda-drive.com, allowing employees to submit various report information to the company anonymously.

Employee Satisfaction

The company conducts annual employee satisfaction surveys, covering 100% of the total employee count. The company actively makes improvements based on survey results from different departments, effectively and targeted enhancing employee satisfaction.

3.2

Technological Innovation & Product Responsibility

3.2

Technological Innovation

In 2025, the company's "BLDC-D, BLDC-E Permanent Magnet Brushless DC Motors" were recognized as Shanghai High-tech Achievement Transformation Projects. The company received honors such as the "2025 CHINA CYCLE Innovation Award Gold Prize" and "Shanghai Manufacturing Single Champion Enterprise."



Innovation Drive and Intellectual Property Protection

Total patents held (as of end of 2025) 133 Invention patents 22 National and industry standards participated in 9	R&D investment (past five years) Over RMB 285 Million R&D Personnel 100 Persons	Patent applications filed in 2025 45 Patents granted 6
Received approval to establish a Postdoctoral Research Station		
Established university-industry collaborations with Southeast University and other higher education institutions		
Strengthens talent pipeline development and frontier technology reserves		

R&D Personnel	249 persons	20.73%
	R&D Personnel	As a percentage of total employees
By Education	12 Master/PhD	118 Bachelor
	64 Associate	55 High school and below
By Age	81 Below 30	94 30-40
	66 41-50	8 51-60
R&D Investment	76,063,825.98	3.8%
	Total RMB	As % of Operating Revenue
Patent Projects	45	6
	Applications in 2025	Grants in 2025

3.2

Quality Management

The company always regards product quality as the cornerstone of its survival and development, having obtained ISO 9001 Quality Management System certification (SGS certification), building a quality control system covering the entire R&D and production process.

o Product R&D Stage

DFMEA tools are used to identify potential quality risks and develop targeted control measures.

o Raw Material Procurement

The SQE team conducts supplier qualification audits, and the IQC team ensures that incoming materials meet production requirements in accordance with inspection standards.

o Manufacturing Process

A three-tier inspection system is implemented. Performance and appearance inspections are carried out for key processes. Some products undergo full inspection to ensure the product qualification rate meets targets.



Customer Service Management

Ananda always adheres to the “Customer First” service philosophy, building a full-process customer service system covering pre-sales, sales, and after-sales, and formulating relevant internal system documents like the “Customer Communication and Service Management Procedure.” Through dynamic tiered management, dedicated service mechanisms, and standardized process operation, it continuously enhances customer service efficiency and standardization levels.

► **Customer Communication :** The company highly values customer communication and relationship maintenance, building a diversified “online + offline” dual-track interaction mechanism, achieving full-process coverage of customer demand integration and feedback management. Through platforms like industry summits, new product launches, riding events, and professional exhibitions, the company continuously showcases product and technological advantages while sharing industry development trends.

► **Customer Satisfaction Survey :** Questionnaire recovery rate: 96%, overall customer satisfaction average score: 124 points, total possible score

► **Handling Customer Complaints :** Ananda is customer-centric, having built a comprehensive after-sales service institutional system featuring multi-channel acceptance, tiered response, closed-loop management, and data review, establishing relevant system documents like the “Customer Communication and Service Management Procedure.” The company’s official website and global call center in the Netherlands, supported by the CRM system, serve as the information platform for all after-sales services and complaints. Upon receiving feedback, the responsible after-sales/complaint department should, in principle, contact the customer within 2 hours, confirm specific information, propose preliminary cause analysis and initial handling plan. The company highly values every customer feedback, promptly and effectively resolving issues reported by customers to enhance customer satisfaction.



3.2

Marketing and Brand Management

The company deeply participated in over 12 global top-tier industry exhibitions, including Eurobike, TaipeiShow, Sea Otter Classic, and China Cycle. Through product displays, test rides, and media cooperation, it continuously conveys the image of a “high-quality, open, reliable” electric drive solution expert to B2B brand customers and end consumers. It has received the “CHINA CYCLE Innovation Award” from the China International Bicycle Fair organizing committee for two consecutive years.

Riding Events



Exhibitions



Velofollies



Eurobike



Bike expo

3.2

Customer Privacy Protection

The company formulated the "Confidentiality Management System" to protect customer and commercial data security. In 2025, no customer privacy breach incidents occurred.

Digital Enablement

The company is committed to building a new data-driven management model through comprehensive digital transformation, supporting efficient business operations and decision-making. The company has been recognized as one of the "Top 100 Shanghai Private Manufacturing Enterprises" by the Shanghai Enterprise Confederation for two consecutive years.

Building a Digital Ecosystem Platform Across the Entire Business Chain

R&D Innovation

The Product Lifecycle Management (PLM) system has been iteratively upgraded to establish a digital R&D system.

Manufacturing

A Smart Manufacturing Execution System (MES) and a Smart Warehouse Management System (WMS) have been established, enabling visualized control of the entire production process.

System Synergy

Through deep integration of the Human Resources Management System (EHR), Enterprise Resource Planning (ERP) system, Office Automation (OA) system, and other platforms, the company has built a digital ecosystem platform covering the entire business chain of "R&D – Production – Procurement – Sales – Service."

Promoting Data-Driven and Intelligent Applications

The company continuously advances the interconnection of various systems, forming a new management model featuring automated business data flow, intelligent support for management decisions, and closed-loop optimization of operational processes. Simultaneously, it actively explores the application of AI technology in scenarios like R&D, production, and office work. By introducing advanced AI technology, it effectively resolves repetitive tasks across systems and platforms, improves production efficiency, saves labor costs, and provides strong support for the enterprise's digital transformation.



Supply Chain Sustainability

Supplier Onboarding

The company has established a complete new supplier onboarding process, including supplier sourcing, qualification review, on-site audit, sample validation, and master data entry into the system. Suppliers must pass rigorous scoring assessments and standardized approval procedures before being included in the "Qualified Supplier List." For customer-designated suppliers, the company may prioritize the review process while strictly controlling compliance at key stages, continuously optimizing supplier resources and ensuring supply chain risk control.

It also incorporates ESG performance as one of the supplier evaluation dimensions, standardizing supplier onboarding, assessment, and cooperation processes through the "Procurement Management System," paying attention to suppliers' environmental compliance and sustainable development capabilities, committed to building a responsible and resilient supply chain.

Supplier Performance Assessment

The company implements standardized, closed-loop management of suppliers throughout the entire process. Centered on a supplier tiering pyramid model, suppliers are classified into four grades (A, B, C, D) based on assessment results, and dynamic tiered management is implemented.

Supplier Collaboration and Empowerment

The company has established multi-level communication channels with suppliers, including regular follow-ups, thematic exchanges, and senior-level dialogues, promoting end-to-end collaboration from materials and components to system integration, fully reflecting the company's core role in integrating industry resources and leading technological synergy.



3.4



Social Contribution



Promoting Industry Development

The company consolidates its technological leadership by spearheading industry ecosystem development. In March 2025, the company served as a core supporting unit, co-hosting the "E-bike Technology Standards Seminar" with institutions like the China Bicycle Association, and delivered a keynote speech showcasing the company's breakthroughs in meeting new national standards and intelligent electric drive technology.



Industrial Assistance and Rural Revitalization

The company invested in building the Ananda Anhui Factory in Jinzhai County, Lu'an City, Anhui Province, creating job opportunities in the old revolutionary base area and contributing to local economic development.

Philanthropy

In 2025, responding to the call for counterpart support from Xiqing District, Tianjin, the company donated RMB 10,000 to the Gansu region.



Solidifying the Foundation Advancing Steadily

- 4.1 Corporate Governance
- 4.2 Business Ethics and Risk Management
 - 4.2.1 Anti-corruption and Anti-unfair Competition
 - 4.2.2 Comprehensive Risk Management
 - 4.2.3 Information Security
- 4.3 Investor Relations

04

Governance Performance

Corporate Governance

The company has established a corporate governance structure centered on the Shareholders' General Meeting, the Board of Directors, and the senior management team, with clear rights, responsibilities, and standardized operation.

Board of Directors

In 2025, the Board of Directors held 9 meetings. The Board consists of 8 directors, including 3 independent directors and 2 female directors. The Board has established the Strategy and ESG Committee, Audit Committee, Nomination Committee, and Compensation and Evaluation Committee.

9

Board meetings held in
2025

8

Total number of Board
directors

3

Independent directors

2

Female directors

Director and Executive Compensation

In 2025, the total pre-tax compensation received from the company by the current and former (during the reporting period) directors and senior executives amounted to RMB 4.2757 million.

Business Ethics and Risk Management

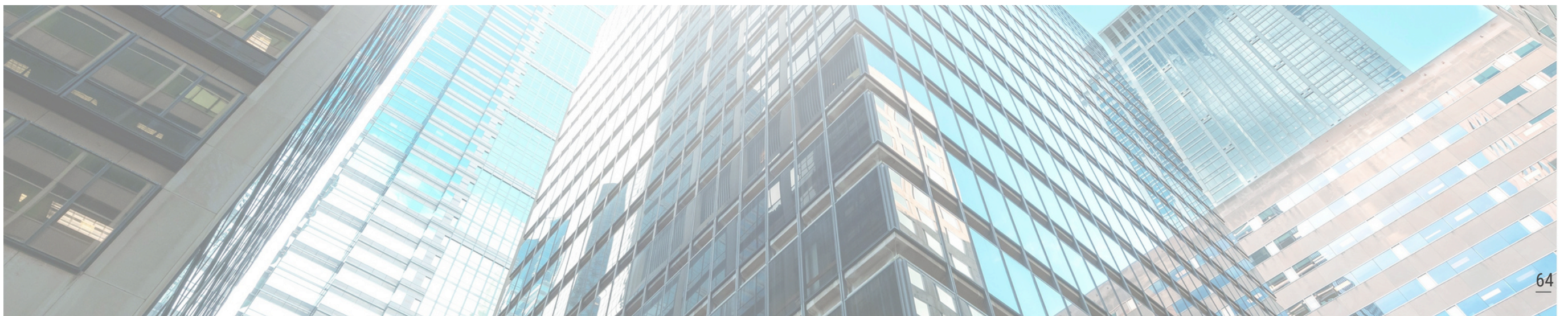
► **Anti-Corruption and Anti-Unfair Competition** : The company has issued system documents such as the "Confidentiality Management System" and the "Ananda Sunshine Action - Compliance Commitment Letter," making anti-unfair competition a key area of compliance management, explicitly prohibiting commercial bribery, establishing reporting channels, and stipulating disciplinary measures including termination of labor contracts for violations. Relevant system documents like the intellectual property management system clearly define trade secret protection and intellectual property rights protection against infringement of trade secrets and unfair competition.

► **Comprehensive Risk Management** : The company has built a risk management system covering multiple dimensions such as strategy, operations, compliance, and information security, and has begun incorporating ESG risks into the overall risk framework.

► **Information Security** : The company formulated the "Confidentiality Management System," clarifying responsibility for critical information asset management, implementing the principle of least privilege authorization, and protecting company and customer data security.

Investor Relations

The company strictly complies with information disclosure rules. The proposed profit distribution plan for 2025 is a cash dividend of RMB 3.00 per 10 shares (tax inclusive). Combined with the interim cash dividend for 2025, the total cash dividend amounted to 60.74% of the net profit attributable to ordinary shareholders of the listed company in the consolidated financial statements.



Future Outlook

Looking ahead to 2026, Ananda will continue to deepen its ESG management:

1. **Environmental Dimension:** Building on the carbon management pilot at the Jiangsu Factory, explore extending carbon management practices to other major operating sites; continue advancing energy-saving technology retrofits and renewable energy application; fully disclose key environmental data for 2025, such as air pollutants.
2. **Social Dimension:** Further improve the supplier ESG assessment mechanism, formulate a "Supplier Code of Conduct"; strengthen the culture of employee health and safety; increase investment in community public welfare.
3. **Governance Dimension:** Continuously optimize ESG risk management processes, enhance the completeness and transparency of data disclosure, and strengthen diversified communication with stakeholders.

We firmly believe that responsible enterprises can travel far and steady. Ananda will join hands with all partners, continuously drive green innovation, and co-create a sustainable future.

ANANDA

Ananda Drive Techniques (Shanghai) Co., Ltd.

Board of Directors

April 2026

Appendix 1: Key Performance Indicator Table

Economic Indicators

Key Indicators	Unit	2025	2024	2023
Operating Revenue	RMB 10,000	200,428.42	152,834.22	142,747.47
Net Profit Attributable to Shareholders of the Listed Company	RMB 10,000	11,503.64	10,995.82	14,791.58
Total Assets	RMB 10,000	241,897.75	218,443.89	139,096.94
Net Assets Attributable to Shareholders of the Listed Company	RMB 10,000	133,641.97	135,192.98	72,814.88
Proposed Cumulative Cash Dividend	RMB 10,000	6,987.27	11,036.60	-

Environmental Indicators

Key Indicators	Unit	2025	2024	2023
Environmental Protection Investment	RMB	1,080,615.19	549,025.61	446,374.57
Green Factory Certified Area	m ²	35,959.46	-	-
Wastewater, Waste Gas, Noise Emission Compliance Rate	%	100	100	100
Number of General and Major Environmental Incidents	Count	-	-	-
Hazardous Waste Compliant Disposal Rate	%	100	100	100
ISO 14001 Certifications	Count	1	-	-
Environmental and Safety Training Sessions	Count	17	14	11

Key Indicators	Unit	2025	2024	2023
Scope 1 GHG Emissions	tCO ₂ e	393.34	298.67	206.36
Scope 2 GHG Emissions	tCO ₂ e	3,411.48	2,655.54	2,021.70
GHG Emissions				
Scope 1+2 GHG Emissions	tCO ₂ e	3,804.82	2,954.21	2,228.06
Scope 1+2 GHG Intensity	tCO ₂ e / RMB Million Revenue	1.89	1.93	1.56
Water Pollutants				
Industrial Wastewater Volume	m ³	-	-	-
Domestic Wastewater Volume	m ³	25,285	26,358	20,737
Energy Use				
Direct Energy Consumption	tce	11.78	5.88	2.78
Indirect Energy Consumption	tce	790.18	615.09	468.27
Total Energy Consumption	tce	801.96	620.97	471.05
Comprehensive Energy Consumption per Unit Revenue	tce / RMB Million Revenue	0.40	0.41	0.33
Clean Energy Utilization	kWh	33.40	30.35	23.54

Appendix 2

《Mapping to SSE Self-Regulatory Rules No. 14 – Sustainability Report (Trial)》

Dimension	No.	Disclosure Requirements	Corresponding Chapter in This Report
Environment	1	Climate Change Response	Climate Change Response
	2	Pollutant Emissions	Pollutant and Waste Management
	3	Waste Management	Pollutant and Waste Management
	4	Ecosystem and Biodiversity Protection	Not Applicable
	5	Environmental Compliance Management	Green Operations
	6	Energy Utilization	Resource Utilization
	7	Water Resource Utilization	Resource Utilization
	8	Circular Economy	Circular Economy
Social	9	Rural Revitalization	Social Contribution
	10	Social Contribution	Social Contribution
	11	Innovation Drive	Technological Innovation & Product Responsibility
	12	Technology Ethics	Not Applicable
	13	Supply Chain Security	Supply Chain Sustainability
	14	Equal Treatment of SMEs	Business Ethics and Risk Management
	15	Product and Service Safety and Quality	Technological Innovation & Product Responsibility
Governance	16	Data Security and Customer Privacy Protection	Technological Innovation & Product Responsibility
	17	Employees	Employee Rights & Development
	18	Due Diligence	Stakeholder Communication, Materiality Assessment
	19	Stakeholder Communication	Stakeholder Communication
	20	Anti-Commercial Bribery and Anti-Corruption	Business Ethics and Risk Management
	21	Anti-Unfair Competition	Business Ethics and Risk Management

Appendix 3: GRI Standards Index

GRI Standard		Disclosure	Corresponding Chapter in This Report
General Disclosures 2021	Organization and its reporting practices	2-1 Organizational Details	About Ananda
		2-2 Entities included in the organization's sustainability reporting	About This Report
		2-3 Reporting period, frequency and contact point	About This Report, Reader Feedback
		2-4 Restatements of information	Not applicable
		2-5 External assurance	Not applicable
	Activities and workers	2-6 Activities, value chain and other business relationships	About Ananda
		2-7 Employees	Employee Rights and Development
		2-8 Workers who are not employees	Employee Rights and Development
	Governance	2-9 Governance structure and composition	Corporate Governance
		2-10 Nomination and selection of the highest governance body	Corporate Governance
		2-11 Chair of the highest governance body	Corporate Governance
		2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
		2-13 Delegation of responsibility for managing impacts	Corporate Governance
		2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
		2-15 Conflicts of interest	Not applicable
		2-16 Communication of critical concerns	Corporate Governance, Sustainability Governance
		2-17 Collective knowledge of the highest governance body	Corporate Governance, Sustainability Governance
		2-18 Evaluation of the performance of the highest governance body	Sustainability Governance
		2-19 Remuneration policies	Employee Rights and Development
		2-20 Process for determining remuneration	Employee Rights and Development
		2-21 Annual total compensation ratio	Not applicable

GRI Standard		Disclosure	Corresponding Chapter in This Report
GRI 2: General Disclosures 2021	Strategy, policies and practices	2-22 Statement on sustainable development strategy	Sustainability Governance
		2-23 Policy commitments	Detailed in relevant sections
		2-24 Embedding policy commitments	Detailed in relevant sections
		2-25 Processes to remediate negative impacts	Detailed in relevant sections
		2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement
		2-27 Compliance with laws and regulations	Sustainability Governance
		2-28 Membership in associations	Social Contribution
		Stakeholder engagement	2-29 Approach to stakeholder engagement
	2-30 Collective bargaining agreements		Employee Rights and Development
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis
3-2 List of material topics		Materiality Analysis	
3-3 Management of material topics		Detailed in relevant sections	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Please refer to the Company's 2025 Annual Report	
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Action	
	201-3 Defined benefit plan obligations and other retirement plans	Employee Rights and Development	
	201-4 Financial assistance received from government	Not applicable	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not applicable	
	202-2 Proportion of senior management hired from the local community	Not applicable	

Appendix 3: GRI Standards Index

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Contribution
	203-2 Significant indirect economic impacts	Social Contribution
GRI 204: Procurement Practices 2016	204-1 Procurement practices	Supply Chain Sustainability
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not applicable
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Risk Management
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Risk Management
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Risk Management
GRI 207: Tax 2019	207-1 Approach to tax	Not applicable
	207-2 Tax governance, control, and risk management	Stakeholder Engagement, Business Ethics and Risk Management
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement
	207-4 Country-by-country reporting	Not applicable
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Circular Economy
	301-2 Recycled input materials used	Circular Economy
	301-3 Reclaimed products and their packaging materials	Circular Economy

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Resource Utilization
	302-2 Energy consumption outside of the organization	Resource Utilization
	302-3 Energy intensity	Resource Utilization
	302-4 Reduction of energy consumption	Resource Utilization
	302-5 Reductions in energy requirements of products and services	Resource Utilization
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Utilization
	303-2 Management of water discharge-related impacts	Resource Utilization, Pollution and Waste Management
	303-3 Water withdrawal	Resource Utilization, Pollution and Waste Management
	303-4 Water discharge	Resource Utilization, Pollution and Waste Management
	303-5 Water consumption	Resource Utilization, Pollution and Waste Management
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas	Not applicable
	304-2 Significant impacts of activities, products, and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable

Appendix 3: GRI Standards Index

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Action
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Action
	305-3 Other indirect (Scope 3) GHG emissions	Climate Action
	305-4 GHG emissions intensity	Climate Action
	305-5 Reduction of GHG emissions	Climate Action
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Climate Action

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy
	306-2 Management of significant waste-related impacts	Circular Economy
	306-3 Waste generated	Circular Economy
	306-4 Waste diverted from disposal	Circular Economy
	306-5 Waste directed to disposal	Circular Economy
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Sustainability
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Sustainability
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Rights and Development
	401-2 Benefits provided to full-time employees (not including temporary or part-time employees)	Employee Rights and Development
	401-3 Parental leave	Employee Rights and Development
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Not applicable
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Rights and Development
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Rights and Development
	403-3 Occupational health services	Employee Rights and Development
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Rights and Development
	403-5 Worker training on occupational health and safety	Employee Rights and Development
	403-6 Promotion of worker health	Employee Rights and Development

Appendix 3: GRI Standards Index

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Rights and Development
	403-8 Workers covered by an occupational health and safety management system	Employee Rights and Development
	403-9 Work-related injuries	Employee Rights and Development
	403-10 Work-related ill health	Employee Rights and Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Rights and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Rights and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Rights and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, Employee Rights and Development
	405-2 Ratio of basic salary and remuneration of women to men	Not applicable
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employee Rights and Development
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents involving violations of rights of indigenous peoples	Not applicable

GRI Standard	Disclosure	Corresponding Chapter in This Report
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Contribution
	413-2 Operations with significant actual or potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Supply Chain Sustainability
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Sustainability
GRI 415: Public Policy 2016	415-1 Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Technological Innovation and Product Responsibility
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Technological Innovation and Product Responsibility
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Technological Innovation and Product Responsibility
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not applicable
	417-3 Incidents of non-compliance concerning marketing communications	Not applicable
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable

Reader Feedback

Dear Reader:

Thank you very much for reading the "Ananda 2025 Environmental, Social and Governance (ESG) Report." Your feedback is of great value for our continuous improvement in ESG management and enhancing the quality of information disclosure. We sincerely invite you to complete the feedback form below and send it to us by mail or email.
Email: security@ananda-drive.com

1 Which of the following stakeholder groups do you belong to?

Stakeholder Employees Suppliers Customers Government Communities Banks Academic Institutions Others (Please specify) _____

2 Your overall evaluation of this year's ESG report:

Good Fairly Good Average Poor Very Poor

3 Regarding this report, you find:

Information Disclosure Good Fairly Good Average Poor Very Poor

Layout and Design Good Fairly Good Average Poor Very Poor

Readability Good Fairly Good Average Poor Very Poor

4 Is the information you are concerned about adequately covered in this year's ESG report?

Yes No

4 What other opinions or suggestions do you have regarding our Environmental, Social, and Governance (ESG) work?