

2025

Environmental Social and Governance (ESG) Report

Wuxi Autowell Technology Co., Ltd

ATW 奥特维
股票代码：688516



CONTENTS

Prelude

Notes on the Report	1
Message from the Company	3
About Autowell	5
Materiality Assessment	12
Sustainability Governance	16

Environment

20	Climate Change Response
28	Environmental Compliance Management
29	Pollutant and Waste Discharge
32	Resource Utilization
35	Green Office Initiatives
36	Ecological and Biodiversity Conservation

Society

38	Employee Rights and Interests
52	Occupational Health and Safety
57	Safety and Quality of Products and Services
66	Data Privacy Protection
67	R&D Innovation
79	Ethics of Science and Technology
79	Cooperation for Shared Success
94	Social Contributions

Governance

97	Corporate Governance
105	Internal Control and Risk Management
111	Compliant Operations and Business Ethics
117	Tax Management

Notes on the Report

Reporting Period

This Report covers a period from January 1, 2025, to December 31, 2025. Certain statements may be beyond the aforesaid period to ensure the comparability of the Report.

Organizational Boundary

This Report centers on Autowell. Unless otherwise specified, the scope of the Report is consistent with that of the Company's annual report.

Report Release

This is the 3rd Environmental, Social and Governance (ESG) Report published by Wuxi Autowell Technology Co., Ltd.

Principles for Preparation

This Report is prepared pursuant to the *Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange, the Guidelines No. 1 of the STAR Market of Shanghai Stock Exchange for Self-regulation of Listed Companies—Standardized Operation, the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial), the Guide No.13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports, the Guidelines on Sustainability Reporting for Chinese Enterprises* (CASS-ESG 6.0 General Framework) issued by the China Academy of Social Sciences (CASS), and the United Nations' *Sustainable Development Goals* (SDGs).

Terminology

For the convenience of expression and reading, the following terms and references are used in this Report:

Abbreviation	Full name
ATW, Autowell, the Company, We, Our company	Wuxi Autowell Technology Co., Ltd
ATW Intelligent Equipment	Wuxi Autowell Intelligent Equipment Co., Ltd., a holding subsidiary of the Company
ATW Supply Chain	Wuxi Autowell Supply Chain Management Co., Ltd., a wholly-owned subsidiary of the Company
SCEC	Wuxi Songci Electromechanical Co., Ltd., a holding subsidiary of the Company
ATW Coshin	Wuxi Autowell Coshin Semiconductor Technology Co., Ltd., a holding subsidiary of the Company
ATW XuRi	Wuxi Autowell XuRi Technology Co., Ltd., a holding subsidiary of the Company
Leddo Technology	Wuxi Leddo Technology Co., Ltd., a holding subsidiary of the Company
Zhiyuan Equipment	Wuxi Autowell Zhiyuan Equipment Co., Ltd., a holding subsidiary of the Company
ATW Jiexin	Wuxi Autowell Jiexin Technology Co., Ltd., a holding subsidiary of the Company
Polar PV	Polar Photovoltaics Co., Ltd., a wholly-owned subsidiary of the Company
Wuxi Polar	Wuxi Autowell Polar New Energy Co., Ltd., a holding subsidiary of the Company
Qinhuangdao Zhiyuan	Qinhuangdao Autowell Zhiyuan Equipment Co., Ltd., a second-tier subsidiary controlled by the Company
AUTOWELL (JAPAN)	AUTOWELL JAPAN Co., Ltd., a wholly-owned subsidiary of the Company
AUTOWELL (SINGAPORE)	AUTOWELL (SINGAPORE) PTE. LTD., a wholly-owned subsidiary of the Company
AUTOWELL (MALAYSIA)	AUTOWELL (MALAYSIA) SDN. BHD., a wholly-owned subsidiary of the Company
Weint	Wuxi Weint Data Technology Co., Ltd., formerly a related party of the Company, was acquired by the Company in March 2025, and is now a holding subsidiary of the Company.

Information Sources

All qualitative and quantitative information in this Report is sourced from Autowell’s public information, internal documentation, and relevant statistical data.

Message from the Company

“ In the context of profound adjustments in the global economic landscape and the accelerated energy revolution, ATW, as a leading player in the fields of photovoltaic, lithium-ion battery/energy storage systems (ESS), and semiconductor intelligent equipment, remains firmly committed to its mission of “Build Smart Factory with New Technologies, Drive Global Intelligent Manufacturing”. We continue to embed sustainability deeply into both our strategic planning and day-to-day operations. In 2025, we advanced our ESG practices with higher standards, striving to achieve synergy between commercial value and social value.

Staying committed to innovation-driven development and zero-carbon intelligent manufacturing

We continuously promote technological innovation, with a focus on core equipment such as MBB cell soldering stringer, ESS module/PACK production lines, semiconductor assembly equipment, AOI machine for the optical communication industry, and photovoltaic/semiconductor monocrystal ingot pullers, achieving multiple technological breakthroughs to support the green upgrade of downstream industries. By the end of 2025, the products manufactured by our equipment had cumulatively reduced carbon emissions by approximately 1.233 billion tonnes. We continuously promote the energy efficiency upgrades of our production equipment by optimizing energy consumption structures and increasing the proportion of renewable energy through measures such as photovoltaic power generation projects and green electricity procurement. In 2025, we were awarded the title of “Zero Carbon Factory” by Wuxi City.

Collaborating across the value chain to build a sustainable ecosystem

We firmly practice partnership philosophy of “advancing hand in hand with customers and growing together with suppliers”, extending ESG standards throughout the entire supply chain. By establishing a lifecycle-based supplier management framework and ESG empowerment system, we work closely with upstream and downstream partners to enhance environmental performance and social responsibility, jointly fostering a competitive low-carbon industrial ecosystem.

Message from the Company

Adopting a people-centered approach to unlock organizational potential

We regard talent as the primary resource for innovation, and continuously improve both our compensation and incentive mechanisms as well as dual career development pathways. We have established long-term employee care programs covering all staff members. We further optimize the employee welfare protection system, effectively enhancing employees' sense of belonging and job satisfaction, ensuring that the results of development more fairly and accurately reflect employees' value. In 2025, we were awarded the title of “2025 China's Best Employer–Best Employer in Wuxi” (awarded by Zhaopin)

Fulfilling our responsibility to create shared social value

We uphold the guiding role of Party-building and integrate its values into our corporate development, fostering a culture of responsibility and integrity. We actively contribute to rural revitalization and community development through diversified public welfare initiatives, including educational support and community outreach programs, extending care and support to those in need.

Strengthening our governance system to build a solid foundation for development

With the governance principles of “openness, transparency, and integrity” in mind, we continuously optimize our Board-led ESG risk management framework based on the “Three Lines of Defense” model, integrating sustainability-related risks into the strategic decision-making process. Through regular performance briefings, diversified investor communication channels, and standardized information disclosure, we ensure equal access to information for all stakeholders and build long-term trust in the capital markets through high standards of governance transparency.

Looking ahead to 2026, we will continue to drive technological transformation through innovation, empower the global energy transition through green intelligent manufacturing, and work collaboratively with partners to write a new chapter in the high-quality development of the new energy industry.



ABOUT AUTOWELL



- Company Profile
- Our Business
- Corporate Culture
- Milestones in 2025
- Honors in 2025

Company Profile

Wuxi Autowell Technology Co., Ltd. (Stock Code: 688516), founded in 2010, is a leading enterprise in China's high-end intelligent equipment sector, with a workforce exceeding 4,000 employees. Renowned for its technological innovation prowess, the Company has been recognized with multiple honors, including Jiangsu Province's Small Giant Enterprise of Science and Technology, Potential Unicorn Enterprise in the Southern Jiangsu Independent Innovation Demonstration Zone, and Wuxi Quasi-Unicorn Enterprise. Today, we stand as a highly influential provider of intelligent equipment solutions in the photovoltaic (PV) new energy, lithium-ion battery energy storage, and semiconductor industries.

Through group-based strategy deployment, we have established a diversified business system, with over ten subsidiaries including ATW Intelligent Equipment, SCEC, ATW XuRi, ATW Coshin, Leddo Technology, and Zhiyuan Equipment. We continue to expand our global footprint, progressively building a future-oriented collaborative ecosystem that spans the entire value chain of advanced manufacturing.

Basic Corporate Information

Chinese Name	无锡奥特维科技股份有限公司
English Name	Wuxi Autowell Technology Co., Ltd.
Date of IPO	May 21, 2020
Stock Exchange	STAR Market



Photovoltaic Field

In the photovoltaic field, with our technological foresight, we have been the first to achieve full equipment coverage across the four core stages of photovoltaic manufacturing—ingot, wafer, cell, and module—forming a well-established product matrix for intelligent PV equipment. Our core products include monocrystal ingot pullers, multi-busbar (MBB) stringers, and wafer inspection systems. With stable performance and efficient production capacity, we widely serve leading global photovoltaic companies, maintaining a strong market share for our core products and becoming a key driver of intelligent upgrades in the photovoltaic industry.



Lithium-ion battery/ESS Field

In the lithium-ion battery/ESS sector, we have accurately grasped the development opportunities in the power and energy storage battery industries, establishing a comprehensive product system for their collaborative development. Our core offerings include intelligent production lines for modules/PACK assembly line and container assembly line, with continued expansion upstream into cell manufacturing processes. In recent years, we have continuously iterated and innovated, successfully launching a series of core products such as cell stacking and assembly lines, effectively promoting the upgrade of lithium-ion battery manufacturing towards greater efficiency, intelligence, and reliability. At the same time, we have proactively advanced the development of equipment for anode material preparation and key manufacturing equipment for solid-state batteries, positioning ourselves at the forefront of next-generation battery technologies and supporting the high-quality development of the lithium-ion battery industry.



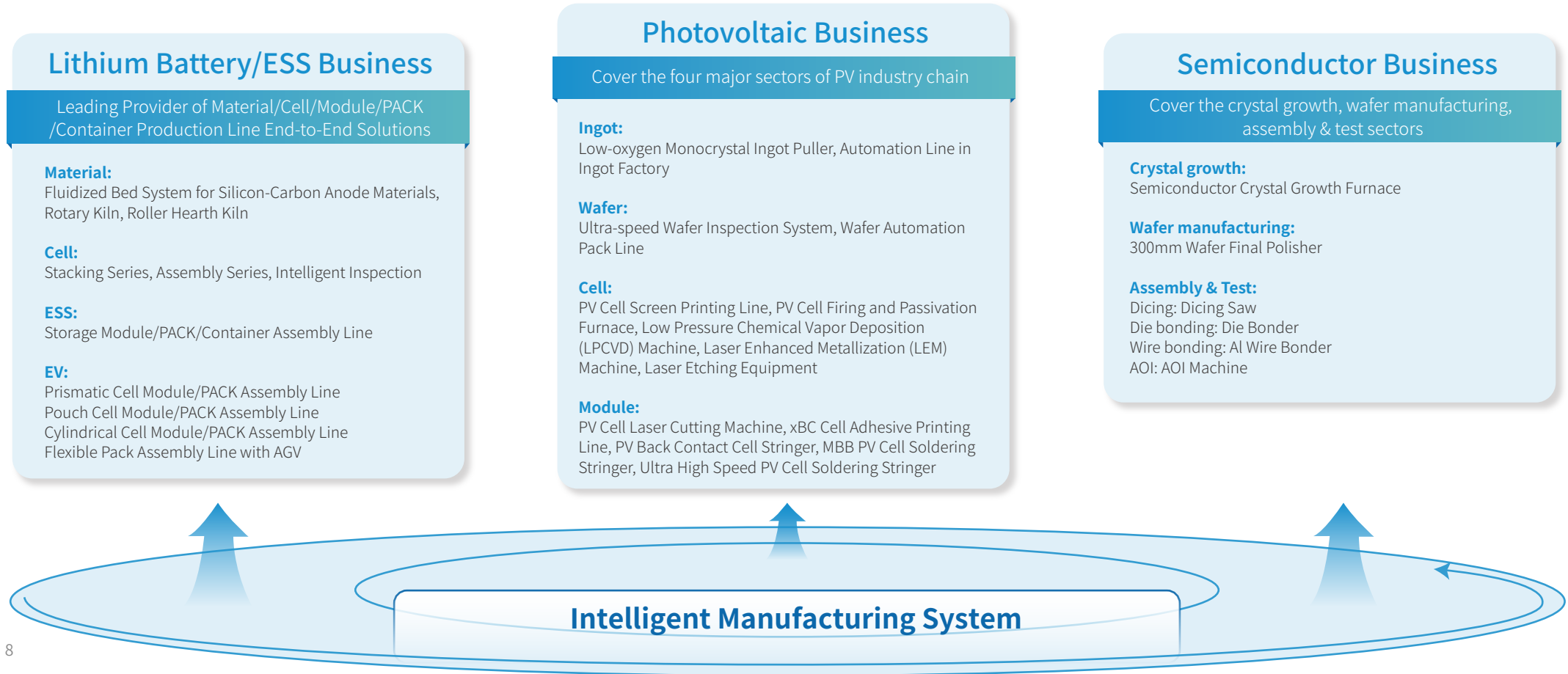
Semiconductor Field

In the semiconductor field, we have focused on the four key processes of dicing, die bonding, wire bonding, and AOI in the assembly and test segment, deeply engaging in core technology research and product iteration. We have achieved steady breakthroughs in business growth, with semiconductor orders growing by another 100% in 2025. Bonders, our core products, have received repeated recognition from leading industry customers due to its strong technical capabilities, continuously enhancing our technological influence. We have also achieved breakthroughs in application scenarios, with AOI inspection equipment for optical communication securing orders from leading customers. Our semiconductor product portfolio highlights our strong innovation capabilities and further enhances our competitiveness within the semiconductor equipment industry.

Moving forward, we will continue to drive innovation through technological advancement and connect industries through intelligent solutions, striving to deliver world-class high-end intelligent manufacturing solutions that create greater value for customers and inject sustained momentum into industry development.

Our Business

As a renowned intelligent equipment manufacturer in the PV, lithium-ion battery/ESS and semiconductor sectors, ATW’ s product portfolio serves the four major segments of the PV industry chain: ingot, wafer, cell and module.



Corporate Culture



Vision

Wherever there is a factory, there is ATW's intelligent manufacturing system.



Mission

Build Smart Factory with New Technologies, Drive Global Intelligent Manufacturing.



Values

Competitive Innovation & Leading Technology; superior Quality; efficient Services; valuable Trust.

Milestones in 2025

PV

Compatible multi-slice edge passivation equipment

➤ Successfully developed, with pilot-scale production at customer sites delivering performance exceeding expectations

Perovskite core equipment

➤ Successfully developed, integrating cross-disciplinary technological advantages

PV cell soldering stringers

➤ Secured the largest order of the year

Energy storage

Module/PACK assembly line

➤ Contributing to our record-high business scale in lithium-ion battery and energy storage segments

Core equipment for solid-state battery (SSB) anode materials

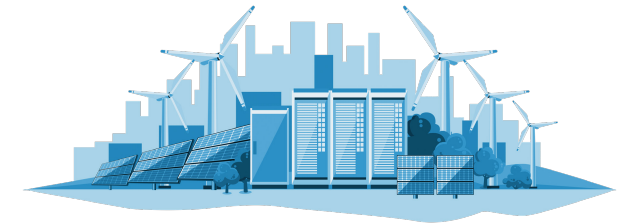
➤ Successfully developed

EV battery stacking machine

➤ Mass production lines successfully delivered, with product performance achieving industry-leading technical standards

Semiconductor

AOI equipment ➤ Expanded application scenarios to optical communication devices and modules, securing orders from leading domestic and international enterprise



By the end of 2025, we had achieved a footprint covering over

40+ countries and regions globally

with more than

1,000+ customer bases.



Honors in 2025

Corporate Honors



Moore PV “Golden Leopard Award - Excellence Enterprise Award”



2025 Forbes China Top 30 Go-International Flagship Brands



Golden Bull Award for Listed Companies – Technology Innovation Award

Innovation Honors



“Outstanding Intelligent Photovoltaic Solutions Service – AIPV 2024” by Jiangsu Photovoltaic Industry Association



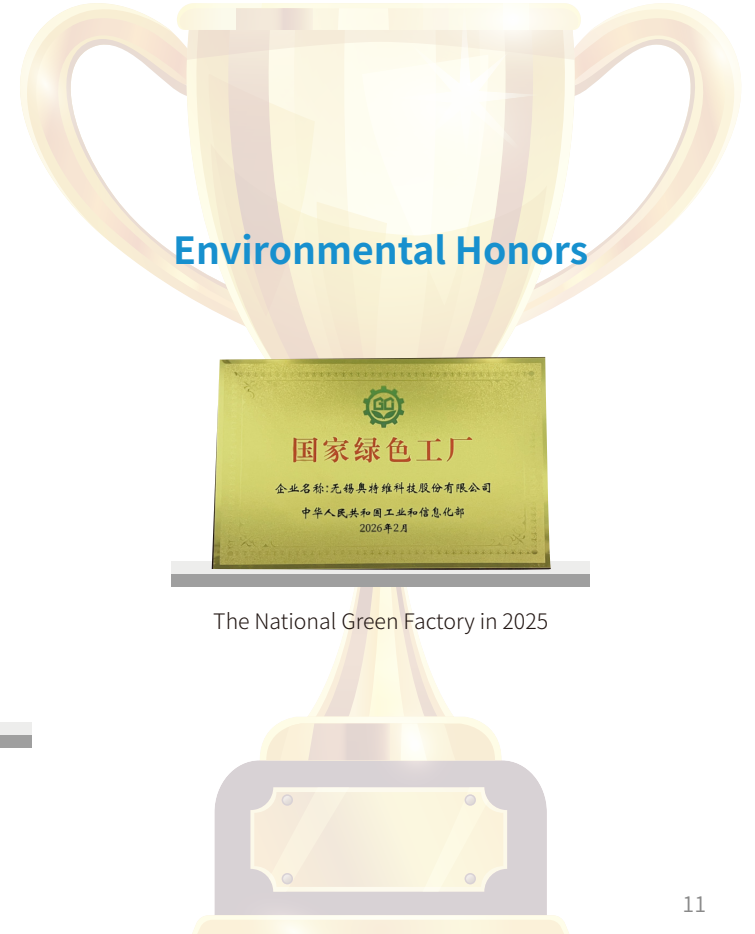
Solar Energy Cup “2025 Most Influential Intelligent Manufacturing Enterprise Award”

ESG Honors



SSE Eagle Gold Quality - 2025 ESG Award

Environmental Honors



The National Green Factory in 2025

Materiality Assessment

Double Materiality Assessment

We identified and summarized 27 ESG-related topics, covering environmental, social and governance dimensions, in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report* (hereinafter referred to as the *Sustainability Report Guidelines*) and the *Guide No.13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports* (hereinafter referred to as the *Sustainable Development Reports Guide*), and by taking into account industry characteristics and business operations.

We analyzed and assessed topic materiality from a double materiality perspective:

- 01 Whether each topic is expected to have a material impact, in the short, medium and long term, on our business models, operations, development strategies, financial position, operating results, cash flows, financing methods and costs, among other matters (financial materiality);
- 02 Whether our performance on the corresponding topic would have a material impact on the economy, society and environment (impact materiality). In addition, taking into account the characteristics of the industry in which we operate, the stage of industry development, our business models and our position in the value chain, we incorporated topics and sub-topics that are highly relevant to our business operations and products into 27 topics and carried out a double materiality assessment to enrich the perspectives and comprehensiveness of the Report.



We collected stakeholder opinions through an online questionnaire, gathering financial materiality-related opinions from internal stakeholders. We collected opinions on impact materiality from external stakeholders, ultimately forming a list of material topics for assessment. Internal stakeholders included middle and senior management, department heads and subsidiary heads with an in-depth understanding of the Company’s financial performance. External stakeholders mainly included our employees, consumers and customers, suppliers, government agencies, the media and the public.

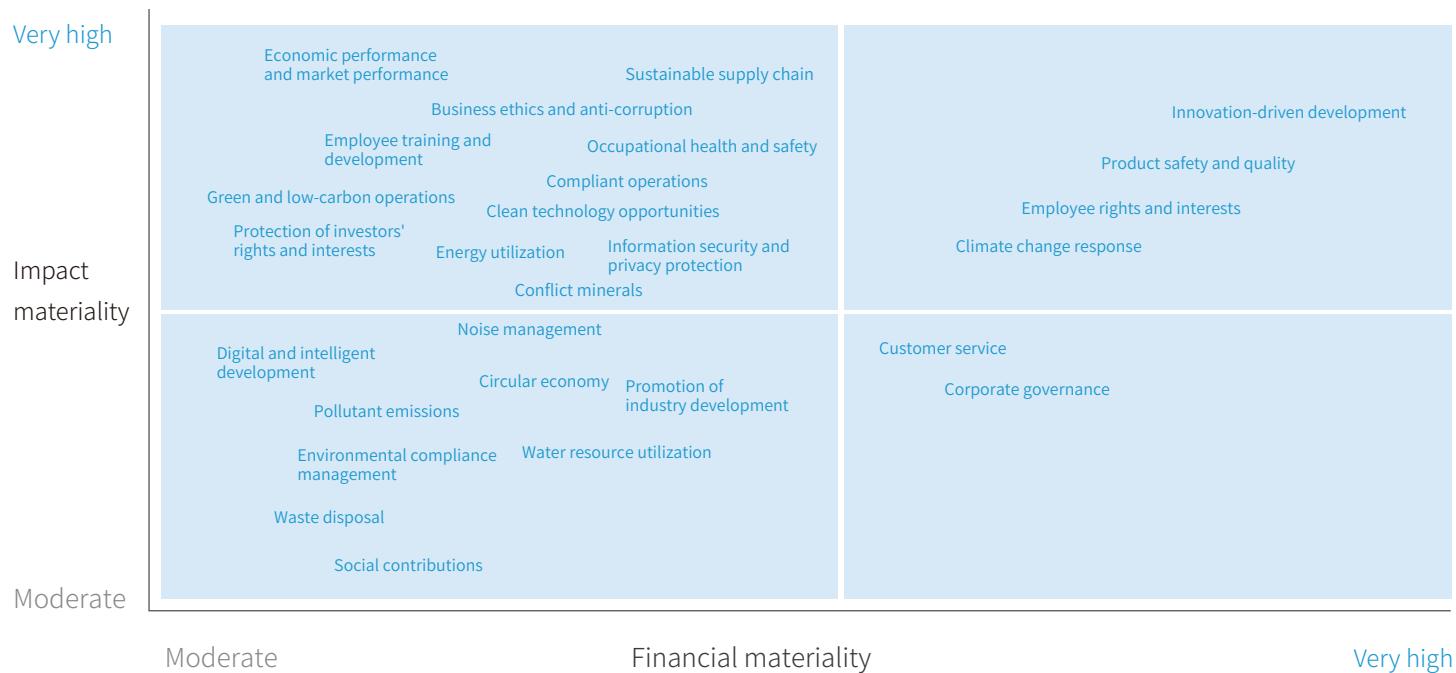
Due Diligence and Stakeholder Communication

The year 2025 marked the third year in which ATW prepared and published its ESG report. In this year, we systematically reviewed global sustainability policy trends, industry-specific topic lists from leading ESG rating agencies, and peer benchmarking results. Taking into account stakeholder feedback and our internal management priorities, we applied a multi-dimensional cross-validation approach to determine the prioritization of material topics, enabling us to proactively address the key concerns of our stakeholders.

Stakeholders	Employees	Customers	Suppliers	Shareholders and investors	Government	Regulators	Media	Community
Expectations and demands	<ul style="list-style-type: none"> · Protection of employee rights and interests · Well-structured compensation system · Training and development · Occupational health and safety 	<ul style="list-style-type: none"> · Product quality and safety · Customer service · Customer privacy protection · Business ethics 	<ul style="list-style-type: none"> · Supplier management · Supply chain sustainability · Business ethics · Equal treatment to SMEs 	<ul style="list-style-type: none"> · Investment returns · Protection of shareholder rights and interests · Corporate governance · Investor relations 	<ul style="list-style-type: none"> · Compliant operations · Compliant tax payment · Job creation · Social contributions 	<ul style="list-style-type: none"> · Compliant operations · Adherence to regulatory requirements · Alignment with development policies 	<ul style="list-style-type: none"> · Economic performance · Compliant operations · Development strategy · Labor and human rights · Environmental and energy management 	<ul style="list-style-type: none"> · Talent employment · Public welfare activities · Community service · Environmental pollution reduction
Engagement and response	<ul style="list-style-type: none"> · Grievance channels · Employee activities · Organizational training · Compensation and benefits system · Promotion mechanism 	<ul style="list-style-type: none"> · Quality and service commitment · Quality management and audit · Responsible marketing · After-sales service system · Customer complaint response · Customer relationship maintenance 	<ul style="list-style-type: none"> · Technical communication · Supplier visits · ESG training for suppliers · Supplier management system · Supplier integrity oversight · Supplier conferences 	<ul style="list-style-type: none"> · Information disclosure · Performance briefing · Shareholders' meeting · Promotional roadshows 	<ul style="list-style-type: none"> · Government symposiums · Receiving government visits · Community communication 	<ul style="list-style-type: none"> · Disclosures · Submission of regulatory documents · Learning the latest policies and regulations 	<ul style="list-style-type: none"> · Official website · WeChat official account · Media briefings · Press conferences 	<ul style="list-style-type: none"> · Official website · WeChat official account · Community activities · Volunteer activities

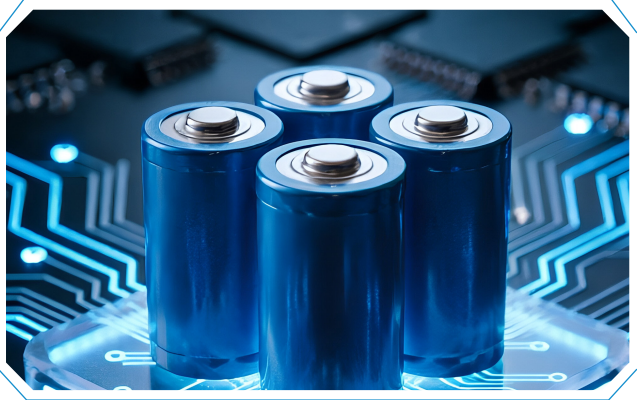
Materiality Assessment Results

Through the double materiality analysis, we established a repository of material ESG topics and developed a materiality matrix based on two dimensions: financial materiality and impact materiality. In 2025, among the 27 ESG topics identified by us, 4 were confirmed through assessment as double materiality topics. In accordance with the requirements of the *Sustainability Reporting Guidelines*, these topics are disclosed in this Report under the double materiality disclosure framework and addressed from four aspects: governance, strategy, management of impacts, risks and opportunities, and indicators and targets.



Topic Adjustments in 2025

Topic adjustment: “Supply chain management and sustainable procurement” has been changed to “sustainable supply chain”; “Protection of intellectual property” has been incorporated into “innovation-driven development”.





Management of Double Material Topics

We selected topics of double materiality and analyzed their impact, scope of impact, risks and opportunities, and time horizon. Details are presented in the table below.

Topics	Impacts, risks, and opportunities	Scope of impact on the value chain	Impact horizon
Innovation-driven development	<p>Through technological innovation and smart manufacturing, our equipment contributes to carbon emission reduction and supports the green upgrading of the broader industry; and</p> <p>We also capture growth opportunities in the new energy sector by focusing on the development of low-carbon and environmentally friendly products and technologies.</p>	Upstream and downstream value chain	Short, medium, and long term
Product safety and quality	By delivering high-quality products and services, we enhance customer satisfaction, extend product life cycles, and strengthen our market competitiveness.	Upstream and downstream value chain	Short, medium, and long term
Employee rights and interests	Talent is a valuable asset for our sustainability. Inadequate protection of employee rights and interests may lead to labor disputes, administrative penalties, and other compliance risks, potentially affecting our brand reputation and increasing recruitment difficulty and labor costs.	Our operations	Short, medium, and long term
Climate change response	<p>Our main business focuses on the new energy sector, including photovoltaic and lithium-ion battery/ESS equipment, which is highly relevant to addressing climate change.</p> <p>Our production and operations may be negatively impacted by climate change, such as extreme weather events.</p>	Upstream and downstream value chain	Mid- to long-term

Sustainability Governance

Sustainability Governance Framework

We continuously improve our sustainability governance framework, establishing a three-tier management system with the Board of Directors as the highest decision-making body. At the management level, the Board of Directors, together with the Strategy and ESG Committee and the Executive Management Office, is responsible for strategic decision-making and the deliberation of key ESG matters. At the execution level, the Executive Management Office leads various functional departments in coordinated planning, implementation, and oversight, forming a well-aligned governance structure with clearly defined roles and responsibilities across all organizational levels.

Sustainability-Related Information Reporting

We have established a comprehensive information disclosure mechanism. We regularly publish ESG Reports and Quality Enhancement, Efficiency Improvement, and Return Prioritization Reports, creating a dual-dimensional information disclosure system. The ESG report systematically outlines our environmental, social, and governance performance, addressing stakeholders' concerns regarding sustainability. The Quality Enhancement, Efficiency Improvement, and Return Prioritization Report focuses on presenting the results of enhanced operational efficiency, value creation, and shareholder returns. The two types of reports work in synergy, demonstrating our commitment to long-term sustainability and high-quality development practices, continuously improving the quality of information disclosure and stakeholder trust.

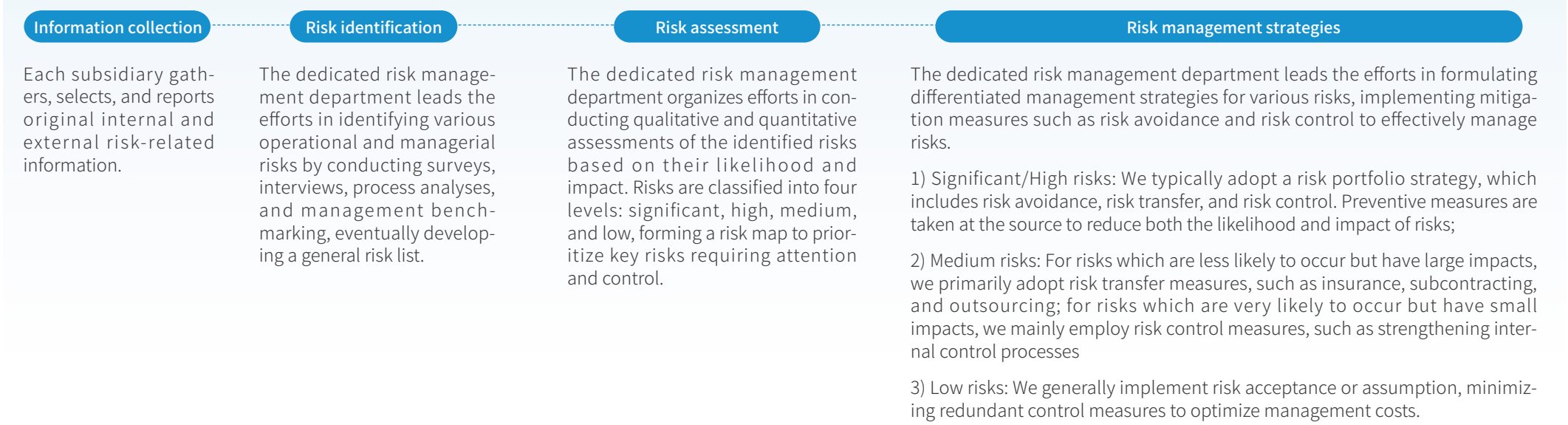




Sustainability Supervision and Assessment Mechanism

We have established and refined a sound risk identification and response mechanism. Through a combination of qualitative and quantitative methodologies, risks are assessed across two key dimensions, likelihood and impact, enabling effective management and control of various risk categories. The Board of Directors is involved throughout the entire process, including strategy approval, goal setting, and performance review, comprehensively overseeing the Company's sustainability-related impacts, risks, and opportunities, promoting the enhancement of both economic benefits and social value.

Supervision and Assessment Mechanism



Sustainability Communication and Training

We place strong emphasis on enhancing the management team's sustainability capabilities and awareness in sustainability. We regularly organize and participate in training sessions related to sustainability to continuously improve our sustainability governance.

In 2025, we organized 3 internal ESG training sessions, focusing on report preparation and practical improvements. Meanwhile, we selected core personnel to participate in the Shanghai Stock Exchange's "High-Quality Development Training Program for Listed Companies: Sustainability Report (ESG)". Through in-depth study of the latest reporting standards and disclosure requirements, we systematically enhanced our professional ESG governance capabilities, providing strong talent support for high-quality corporate development.

ENVIRONMENT



Climate Change Response

Environmental Compliance Management

Pollutant and Waste Discharge

Resource Utilization

Green Office Initiatives

Ecological and Biodiversity Conservation

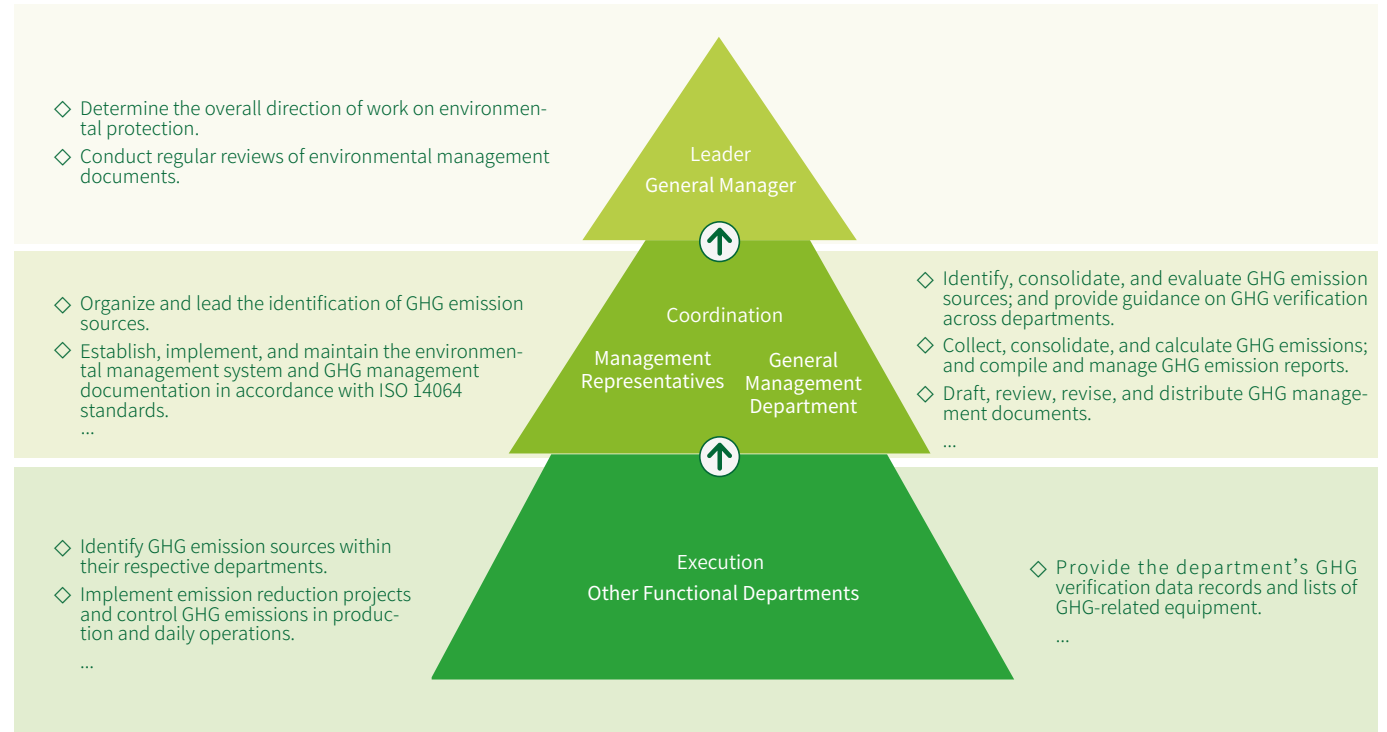
Climate Change Response

Governance

At Autowell, we uphold a green and environmentally friendly philosophy to drive industry development. We actively support the “Dual Carbon” goal (i.e., peaking carbon emissions by 2030 and achieving carbon neutrality by 2060) and climate change initiatives by integrating climate governance into our corporate management framework, and implementing a top-down approach to the governance of climate change risks.

The Strategy and ESG Committee, as a specialized working body under the Board of Directors, is primarily responsible for researching and evaluating the feasibility of policies related to sustainability topics such as climate change, and providing professional advice and proposals to the Board of Directors. At the execution level, we have established a systematic carbon emission management framework. The General Manager serves as the highest manager, with the management representative and the General Management Department leading the implementation, while various functional departments act as specific execution units in collaboration.

Autowell’s carbon emissions management structure



Strategy

Climate Scenario Analysis



Climate scenario analysis is a method used to assess climate risks and opportunities by modeling future outcomes under different assumptions and analyzing response strategies. We follow GHG concentration pathway scenarios described by the UN Intergovernmental Panel on Climate Change (IPCC), specifically the SSP5-8.5 (high-emission) scenario and the SSP1-2.6 (low-emission) scenario, seeking to analyze emission reduction targets and resilience measures under a low-emission scenario, laying the groundwork for developing climate risk assessment tools. High-emission scenario (SSP5-8.5)

Climate scenario	Background description	GHG emissions	Climate impact
High-emissions scenario (SSP5-8.5)	This scenario assumes that global economic development relies on high-carbon energy sources, such as fossil fuels, with rapidly growing energy demand.	By 2100, global average temperatures may rise by 4.3°C to 6.7°C. CO ₂ emissions peak around 2050 and continue to rise thereafter.	This scenario may lead to more frequent extreme weather events, rising sea levels, ecosystem degradation, and severe impacts on agriculture and water resources.
Low-emission scenario (SSP1-2.6)	This scenario assumes global commitment to aggressive emissions reduction, fostering renewable energy development and technological innovation.	By 2100, the global average temperature are projected to rise by approximately 1.5°C. CO emissions are expected to reach net zero around 2050, potentially leading to net negative emissions.	This scenario helps keep global warming at a lower level, reducing the frequency and severity of extreme weather events, and mitigating negative impacts on ecosystems and human societies.

Climate Risks and Opportunities

Risk type	Climate change-related risks	Potential impact	Impact horizon	Impact magnitude	Mitigation measures
Physical risks (high-emission scenario)	Extreme weather events (e.g., typhoons, heavy rain, floods, and heat-waves)	Extreme weather events (e.g., typhoons, heavy rain, floods, and heat-waves) may cause damage to production facilities, disrupt supply chains, and increase maintenance costs and operational delays.	Short-term	Medium	Establish emergency plans and response mechanisms for extreme weather, set up weather monitoring systems, increase material reserves, strengthen key facilities, etc., to enhance our capacity to cope with extreme weather and reduce losses from such events.
	Rising sea levels	According to the IPCC, global sea levels may rise by 0.3 meters to 1 meter by 2100. Sea level rise leads to saltwater intrusion, impacting water resources in inland areas, increasing freshwater salinity, reducing factory production efficiency, and complicating wastewater disposal.	Medium- to long-term	Low	Continuously promote diversified water resource usage, increase water recycling efficiency, and reduce dependence on freshwater resources.
Transition risks (low-emission scenario)	Policy risks and opportunities	As global carbon reduction goals advance, governments continuously introduce stricter carbon emission regulations and policies, such as carbon pricing mechanisms, carbon tariffs, and carbon labeling. Overseas business operations will face stricter compliance requirements and oversight, increasing operational costs abroad.	Short-term	Medium	Stay updated on and actively respond to domestic and international climate, environmental, and carbon-related laws and policy changes. Expand the scope of product carbon footprint verification, monitor carbon tariff policies, assess export costs, and adjust business plans accordingly.
	Environmental disclosure challenges	As management measures, such as carbon emissions and carbon trading, become more refined and are being implemented, national and regional regulators, exchanges, capital markets and other parties are proposing higher requirements for environmental disclosure. We may face compliance risks due to incomplete or untimely environmental disclosures.	Medium- to long-term	High	We regularly conduct carbon emission verification and accounting in line with the ISO 14064 carbon accounting system and disclose relevant GHG emissions information in our annual ESG report.



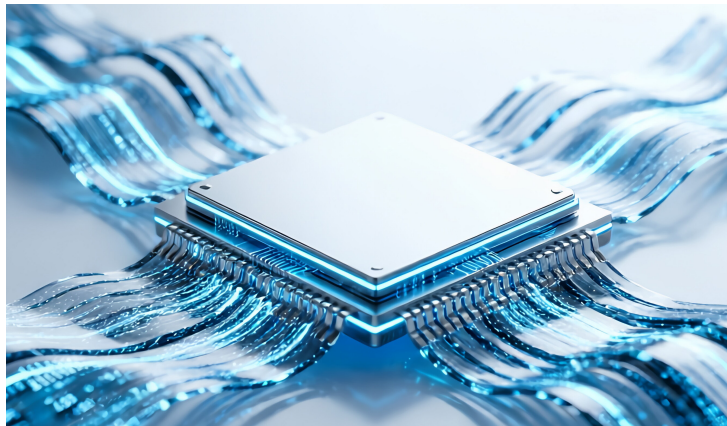
Climate Risks and Opportunities

Risk type	Climate change-related risks	Potential impact	Impact horizon	Impact magnitude	Mitigation measures
Transition risks (low-emission scenario)	Market risks and opportunities	Downstream customers are increasingly inclined towards low-carbon products. If we fail to meet customer expectations for energy efficiency and sustainability, we may face customer attrition, leading to reduced revenue.	Medium- to long-term	Medium	We conduct product carbon footprint analysis, monitor emission reduction effects throughout the product lifecycle, and continue to reduce product carbon emissions. In the future, we will persist in green product design and manufacturing.
	Technology risks and opportunities	To effectively control product carbon emissions, there is a need to improve the efficiency of environmental process development, enhance the use of new technologies, and upgrade clean production equipment to meet the demand for low-emission product manufacturing. However, this may increase operational costs and make R&D more challenging.	Short-term	Low	We continuously optimize production processes by establishing an energy consumption monitoring system, carrying out energy-saving and emission-reduction process transformations, and continuously reducing product energy consumption and carbon emissions.
	Reputation risks and opportunities	As regulators, investors, ESG rating agencies, and other stakeholders increasingly focus on corporate sustainability performance, poor climate performance could damage our reputation and performance.	Medium- to long-term	Low	We regularly disclose ESG performance, actively address stakeholders' concerns, and uphold sustainable development philosophies to continuously improve our performance.

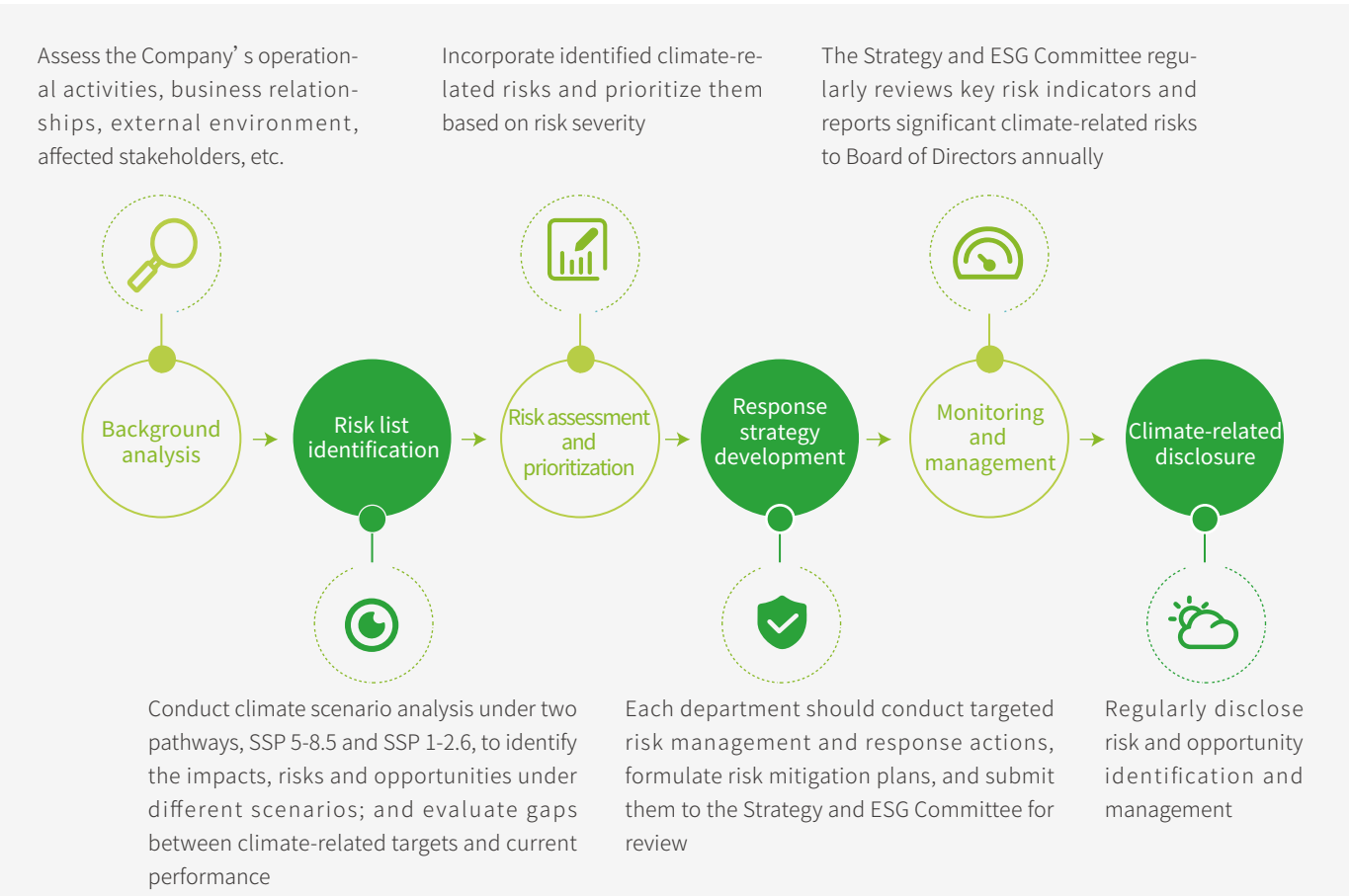


Impact, Risk, and Opportunity Management

To effectively address the challenges posed by climate change and seize related opportunities, we have integrated the identification and management of climate-related impacts, risks, and opportunities into our internal management processes. We are committed to establishing a systematic and scientific management approach and processes to ensure that our long-term strategy and daily operations can proactively adapt to climate issues, while continuously enhancing our resilience and competitiveness in the context of low-carbon transition.



Climate-related Impact, Risk, and Opportunity Management Flowchart



Indicators and Goals

We actively responded to the national “carbon peak and carbon neutrality” strategic goals (achieving carbon peak by 2030 and carbon neutrality by 2060) by continuously reducing our GHG emissions and accelerating our low-carbon transition.

Goals

GHG emissions in response to the national Dual Carbon Strategic goals.

Achievements during the reporting period

Awarded the title of “Zero Carbon Factory” in Wuxi in 2025

Progress

In progress

2025 年度无锡市零碳工厂企业名单

序号	企业名称	所属区
1	无锡太湖新城建设有限公司	滨湖区
2	无锡太湖新城建设有限公司	滨湖区
3	无锡太湖新城建设有限公司	滨湖区
4	无锡太湖新城建设有限公司	滨湖区
5	无锡太湖新城建设有限公司	滨湖区
6	无锡太湖新城建设有限公司	滨湖区
7	无锡太湖新城建设有限公司	滨湖区
8	无锡太湖新城建设有限公司	滨湖区
9	无锡太湖新城建设有限公司	滨湖区
10	无锡奥特维科技股份有限公司	新吴区
11	无锡奥特维科技股份有限公司	新吴区
12	无锡奥特维科技股份有限公司	新吴区

GHG indicators

Indicator	2024 (adjusted ^{1,2,3})	2025 ⁴
Direct GHG emissions (Scope 1) tCO2e	386.35	575.09
Indirect GHG emissions (Scope 2) tCO2e	0	5,776.25
Total GHG emissions (tCO2e)	386.35	6,351.34
GHG emission intensity (tCO2e per million of revenue)	0.04	0.99

Note 1: The GHG emissions for 2024 (adjusted) were calculated based on the General Guideline Of The Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises (GB/T 32150-2015).

Note 2: The primary basis for this adjustment is the 2024 Greenhouse Gas Emissions Report of Wuxi Autowell Technology Co., Ltd. The Company’s indirect GHG emissions for 2024 were zero, mainly because the electricity used in its production and operations was largely generated and consumed on-site through the facility’s photovoltaic power generation system. (According to the Notice on the Reporting and Verification of Greenhouse Gas Emissions for Key Industries for 2023–2025 (MEE Climate Notice No. 332 [2023]): electricity generated from non-fossil energy sources for self-consumption (including electricity connected to the grid but not exported, as well as surplus electricity exported to the grid) is accounted for with 0 emission). In addition, part of the electricity consumption was sourced from non-fossil energy electricity (Green Electricity Certificates, GECs) purchased through market-based transactions (According to the General Guidelines for Green Factory Construction, the carbon dioxide emission factor for electricity generated from non-fossil energy sources purchased through direct power supply or market-based transactions is zero).

Note 3: The primary source category for the 2024 GHG emissions (adjusted) was GHG emissions generated from fossil fuel combustion.

Note 4: We conduct annual GHG inventory, and the specific emission data are subject to the results disclosed in the annual inventory report.



Energy Conservation and Carbon Reduction

Guided by the philosophies of clean production and green development, we continuously optimize our energy structure and equipment energy efficiency, while systematically advancing energy conservation, carbon reduction, and the application of clean energy.

Energy Conservation and Carbon Reduction Measures



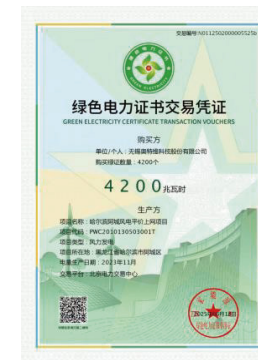
Technological upgrades and energy efficiency improvements

We continuously promote the energy efficiency upgrades of production equipment by actively introducing high-efficiency energy-saving equipment, and conduct research on energy-saving processes. During the planning process of the automated three-dimensional warehouse in 2025, we clearly specified that ore equipment such as conveying systems and stacker cranes must be equipped with motors meeting at least Class 2 energy efficiency standards.

Currently, our air compressors and air conditioning systems in operation are frequency-conversion, low-energy-consumption equipment. Energy-efficient lighting has been fully adopted across workshops and plant facilities, effectively reducing overall energy consumption.

Development and application of clean energy

We continuously promote photovoltaic power generation projects and purchase green electricity, seeking to increase the proportion of renewable energy in our overall energy consumption mix. In 2025, our self-consumed electricity generated from on-site photovoltaic systems reached **3,267.754** MWh, while externally procured green electricity totaled **4,200** MWh.



Self-built Photovoltaic Power Generation

Carbon Footprint Inventory

We continuously conduct GHG inventory and verification, providing scientific and reasonable data support for our GHG emissions reduction efforts. In 2025, we commissioned a third-party organization to carry out the GHG inventory for the year 2024, based on the *General Guideline Of The Greenhouse Gas Emissions Accounting and Reporting for Industrial Enterprises* (GB/T 32150-2015).



Carbon Footprint For Product

We actively promote the environmental performance assessment of products throughout their entire life cycle. We have conducted carbon footprint accounting for the core equipment 018F wafer inspection system. The accounting boundaries cover emissions generated during the upstream raw material extraction and processing stages, raw material transportation stage, and product production stage. By scientifically quantifying the environmental impact, we provide downstream customers with clear low-carbon equipment selection criteria, assisting the industry chain in achieving precise carbon management.

Carbon footprint accounting standards:

- Environmental Management - *Life Cycle Assessment - Principles and Framework* (ISO 14040:2006)
- Environmental Management - *Life Cycle Assessment - Requirements and Guidelines* (ISO 14044:2006)
- Greenhouse Gases — *Carbon Footprint of Products — Requirements and Guidelines for Quantification* (ISO 14067:2018)
- Greenhouse Gases — *Carbon Footprint of Products — Requirements and Guidelines for Quantification* (GB/T 24067-2024)



Accounting results:

The production of one **018F** wafer inspection system generates **10,022.22** kg CO₂e

with the raw material acquisition, raw material transportation, and product production stages generating **9,332.02 kg CO₂e**, **9,332.02 kg CO₂e**, and **638.57 kg CO₂e**, respectively.

Environmental Compliance Management

Environmental Management System

We strictly comply with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Appraisal*, and other national environmental protection laws and regulations. We have established environmental management procedures such as the *Environmental Facility Operation Management System* and the *Safety and Health Management System for Construction Projects*, continuously improving our environmental management system. We have obtained ISO 14001 Environmental Management System Certification.

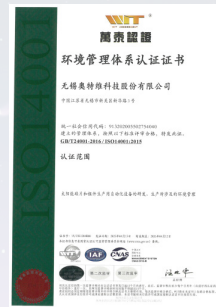
Key indicators in 2025

During the reporting period

7.4561 million yuan
our total investment in environmental protection amounted to

0.12 %
accounting for of operating revenue

During the reporting period, we did not violate any environmental laws or regulations or receive any penalty from regulatory authorities.



ISO 14001 Environmental Management System Certification
(Certification Scope: Environmental management related to the research, development, and production of automated equipment for solar wafer and module manufacturing)

Environmental Emergency Management

We strictly comply with the *Law of the People's Republic of China on Work Safety*, the *Management Measures for Emergency Plans for Work Safety Accidents*, the *Emergency Response Law of the People's Republic of China*. We have developed the *Emergency Plan for Environmental Emergencies* and the *Emergency Plan for Work Safety Accidents*, established a dedicated emergency rescue team, and systematically carried out emergency management for environmental emergencies. We have formed an integrated emergency management system for environmental emergencies that includes "prevention, early warning, and response", continuously making our emergency management more systematic and effective. During the reporting period, we did not experience any significant environmental incidents.

Emergency Drills



Fire drill



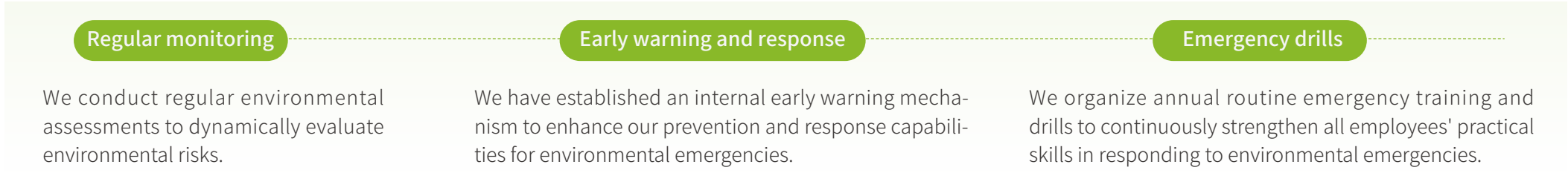
Alcohol leakage drill



Hazardous waste leakage drill in machining operations

Environmental Emergency Management

Emergency Management Measures for Environmental Emergencies



Regular monitoring

We conduct regular environmental assessments to dynamically evaluate environmental risks.

Early warning and response

We have established an internal early warning mechanism to enhance our prevention and response capabilities for environmental emergencies.

Emergency drills

We organize annual routine emergency training and drills to continuously strengthen all employees' practical skills in responding to environmental emergencies.

Environmental Training

We attach great importance to the promotion and education of energy conservation and environmental protection. Through various means such as organizing specialized environmental training and posting promotional signs, we convey the latest laws, regulations, and policy information on energy conservation and emission reduction to our employees. These initiatives help us comprehensively enhance their awareness and practical ability in energy conservation and environmental protection.

Pollutant and Waste Discharge

Management of Wastewater, Waste Gases, and Solid Waste

We strictly comply with the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, and other national environmental protection laws and regulations. We comprehensively implement local environmental protection regulations and standards in our operational areas and systematically carry out the management of wastewater, waste gases, and solid waste. To enhance systematic and standardized management, we have developed and implemented internal regulations related to the management of wastewater, waste gases, and solid waste based on the ISO 14001 environmental management system framework, transforming compliance requirements into specific internal control processes.

Management Targets for Wastewater Waste Gases, and Solid Waste

- Strictly implement classified management to achieve 100% compliant classification, storage, and disposal of solid waste.
- Ensure that noise, domestic sewage, and other waste emissions comply with national, local, and industry-related standards, achieving continuous and stable compliance.

Management of Wastewater, Waste Gases, and Solid Waste

The Strategy and ESG Committee, as a specialized working body under the Board of Directors, is primarily responsible for researching and evaluating the feasibility of sustainability topics and related policies, such as waste management, and providing professional advice and proposals to the Board of Directors. Meanwhile, our daily waste management is handled by the Business Department's Operations Center and General Management Department jointly coordinate and execute the plan to ensure effective implementation at the operational level.

Management Measures for Wastewater, Waste Gases, and Solid Waste



Type	Source	Measures
Wastewater	No industrial wastewater, only domestic sewage	After pre-treatment through a 4-meter-deep septic tank within the plant, wastewater is discharged into the municipal pipeline network and centrally treated by a municipal wastewater treatment facility.
Waste gases	Oil mist from machining workshops, and oil smoke from cafeteria	<ul style="list-style-type: none"> • Ensure all waste gas is effectively treated prior to compliant discharge; • Regularly engage qualified third-party testing institutions to monitor discharge and ensure all indicators remain within regulatory limits; and • Continuously improve treatment efficiency and reduce atmospheric pollutant emissions through equipment upgrades and optimized operational management.
Solid waste	Non-hazardous waste	<ul style="list-style-type: none"> • Certain waste materials, such as cartons and pallets, are reused internally or sold externally for recycling. In 2025, we achieved 146.28 tonnes of material recycling; • Domestic waste and other non-recyclable waste generated during operations are collected by qualified professional service providers for proper disposal.
	Hazardous waste	<ul style="list-style-type: none"> • Establish clear procedures for the collection, storage, and disposal of hazardous waste to ensure full traceability and regulatory compliance. For example, waste cutting fluids generated during production are regularly transferred to licensed professional institutions for specialized treatment; and All hazardous waste management records are approved by local ecological and environmental authorities, and waste transfer procedures are strictly implemented in accordance with regulatory requirements, ensuring standardized and transparent hazardous waste management.

Management of Wastewater, Waste Gases, and Solid Waste

Wastewater

106,811 tons

Total wastewater (domestic sewage) discharge

16.70 tons per million yuan of revenue

Wastewater discharge intensity

Waste

27.90 tons

Hazardous waste generated

0.004 tons per million yuan of revenue

Hazardous waste generation intensity

146.28 tons

Volume of waste recycled and reused

83.98 %

Recycling rate

We strictly adhered to the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*, systematically promoting comprehensive noise management for our factory located in an industrial park with no residential areas nearby. While implementing noise reduction measures in the factory, we focus on the occupational health protection of personnel working in noise-exposed environments. Through a combination of equipment soundproofing upgrades, workplace environmental monitoring, and occupational health examinations for employees, the Company effectively mitigates the impact of noise on employee health.

Cleaner Production

We actively promote cleaner production and the development of a circular economy, striving to establish a green and low-carbon production and operational system. Specific initiatives include prioritizing the adoption of clean energy, employing advanced processes and equipment with high resource utilization efficiency and low pollutant emissions, promoting technologies for comprehensive waste utilization and harmless pollutant treatment. These initiatives aim to reduce pollution from the source, and strengthen systematic management throughout the entire cleaner production process.

In terms of cleaner production philosophy, we follow the principles of “Five Characteristics, Two Transformations, and Environmental Friendliness”. Specifically, product design and manufacturing emphasize durability, maintainability, reliability, reusability, and remanufacturability, while promoting modularization and intelligent upgrading. Environmental considerations are embedded into product design to ensure that components with potential environmental impact are easy to dismantle, separate, and recycle, thereby effectively reducing environmental impact across the full product lifecycle.



Key indicators in 2025

During the reporting period, the noise levels at the factory boundary met the requirements of Category 3 standards in the *Emission Standard for Industrial Enterprises Noise at Boundary* (GB12348-2008).

Five Characteristics

Two Transformations

Environmental Friendliness



“Jiangsu Province Green Factory”

Resource Utilization

Energy Utilization

Guided by the energy policy of “compliance with regulations, energy conservation and consumption reduction, science-based development, and continuous improvement”, we continuously optimize the energy management system, and fully promote the application of online energy consumption monitoring systems. Through in-depth analysis of energy consumption data, we have refined and digitized energy management, effectively identifying energy-saving potential and improving overall energy efficiency. We have obtained ISO 50001 Energy Management System Certification.



ISO 50001 Energy Management System Certification

(Certification Scope: Energy management activities involved in the production of automated equipment for solar wafer and module manufacturing)

Energy Consumption

18,354.01 MWh
Total electricity consumption

3,267.75 MWh
Self-consumed electricity from photovoltaic power generation

4,200 MWh
Purchased green electricity

10,886.26 MWh
Purchased electricity³

65,119 Cubic meters
Natural gas consumption

115.81 tons
Gasoline consumption

26.05 tons
Diesel consumption

1,632.89 tons of standard coal equivalent (tce)
Total comprehensive energy consumption^{1,2}

0.26 tce per million yuan of revenue
Comprehensive energy consumption intensity

917.79 tce
Renewable energy consumption

56.2 %
Renewable energy consumption share



Note 1: Direct energy sources mainly include diesel, gasoline, and natural gas, while indirect energy primarily consists of purchased electricity.

Note 2: The total comprehensive energy consumption is calculated according to the conversion factors specified in the *General Rules for Calculation of the Comprehensive Energy Consumption* (GB/T2589-2020), a national standard of the People’s Republic of China.

Note 3: Purchased electricity does not include self-consumed electricity from photovoltaic generation and purchased green electricity.

Note 4: Renewable energy consumption includes self-consumed electricity from photovoltaic generation and purchased green electricity.

Note 5: The increase in total comprehensive energy consumption in 2025 was mainly attributable to adjustments in the organizational boundary, including the incorporation of additional subsidiaries and leased facilities into the calculation scope.

Water Resource Utilization

We strictly follow relevant laws and regulations, such as the *Water Law of the People’s Republic of China* and the *National Water Saving Action Plan*. We have issued the *Notice on Energy Conservation and Consumption Reduction*, which clearly defines water conservation requirements and systematically promotes water conservation management and water resource protection.

Our water supply is entirely sourced from the municipal water supply of Wuxi City, primarily used for production, office operations, and employees’ daily consumption. We have utilized the water risk assessment tool from the World Resources Institute (WRI) to conduct a specialized modeling analysis of the water resource availability scenarios at our major office location. The analysis results indicate that our major office location in Wuxi City faces a relatively high level of water resource risk. Against this backdrop, we have consistently adhered to local regulations and requirements for water resource management, ensuring that our water extraction and consumption processes do not result in significant adverse environmental impacts. Meanwhile, we have continuously strengthened our water efficiency management and constantly optimized various water-saving measures to proactively address related risks and enhance water resilience.

Water resources physical risks	Water stress	Groundwater recession	Drought risk	River flood risk	Coastal flood risk
Very High (3-4)	Very High (>80%)	Low to medium	Medium to high (0.6-0.8)	High	Low



Water Resource Management Initiatives



Water conservation management and awareness campaigns

Systematically promote water conservation awareness through signage in public water-use areas and internal communications that regularly provide employees with guidelines and recommendations on water-saving practices.

Rainwater harvesting and recycling

Establish a comprehensive rainwater collection system that captures rooftop rainwater via dedicated pipelines, and collected rainwater undergoes multi-stage filtration and purification before being stored in water tanks;

Treated rainwater meets landscaping water quality standards and is reused for irrigation and other non-production purposes, enabling circular utilization of water resources.

Water Resource Consumption



125,660 tons
Total water consumption

19.64 tons per million yuan of revenue
Water consumption intensity

Note: The increase in total water consumption in 2025 was primarily due to adjustments in the organizational boundary, including the incorporation of additional subsidiaries and leased facilities into the calculation scope.

Circular Economy

We actively respond to *China's 14th Five-Year Plan for Circular Economy Development* and adheres to the *Circular Economy Promotion Law of the People's Republic of China*, systematically promoting resource recycling and the development of a green procurement framework. Guided by the principles of “reduction, reuse, and recycling”, we have continuously improved resource efficiency across all operational stages and established a closed-loop circular model.

Initiatives for the Circular Economy



Green procurement and raw material control

We prioritize the procurement of environmentally friendly metal and non-metal materials, and recyclable raw materials, to reduce environmental impact from the source, improve material recyclability, and minimize resource consumption.

Packaging optimization and recycling management

Packaging materials are issued on an as-needed basis. Under the premise of ensuring product quality, pallet loading space is maximized to improve utilization efficiency. Shipping pallets with recycling value are subject to recovery inspection and reused after passing quality checks.

In 2025, we recycled 30.72 tons of pallets and 115.56 tons of paper-based materials, including cardboard. Standardized recycling and resale contributed to resource recovery, with carton recycling generating 109,782 yuan in economic value.









Green Office Initiatives

We have actively responded to national calls for energy conservation and deeply embedded the green office philosophy into our daily operations. By systematically optimizing energy management mechanisms and issuing dedicated energy-saving implementation plans, we have promoted organization-wide participation in energy conservation and emissions reduction.

Green Office Initiatives

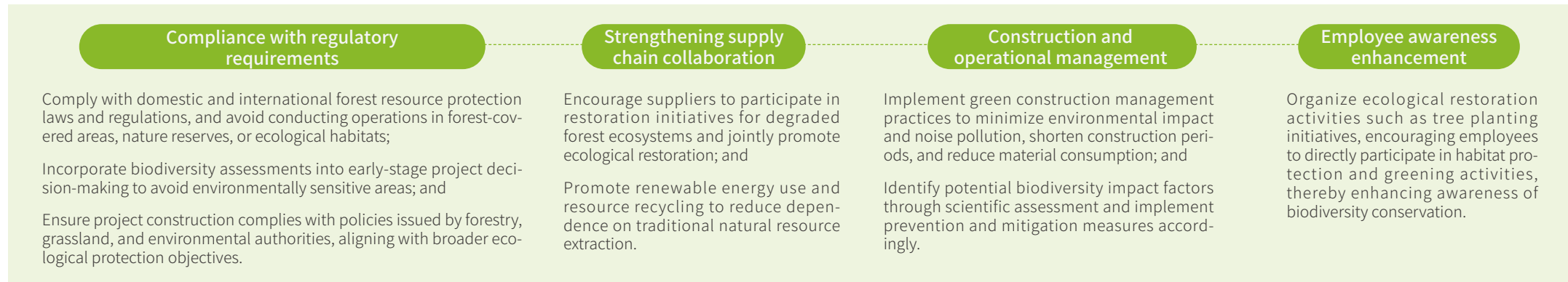


 Lighting management	<ul style="list-style-type: none"> ◇ Partial lighting is used in public areas during working days, with clear signage indicating lighting controls; and ◇ Meeting room lighting follows the principle of “switch on when needed, switch off when leaving”.
 Air conditioning management	<ul style="list-style-type: none"> ◇ Clear criteria are established for air conditioning usage and temperature settings; and ◇ Doors and windows should remain closed when air conditioning is operating, and employees are encouraged to switch off air conditioning 30 minutes before the end of the workday.
 Elevator usage	<ul style="list-style-type: none"> ◇ Employees are encouraged to use stairs for travel within three floors or short distances; and ◇ During peak periods, staggered elevator usage is encouraged to reduce waiting time and energy consumption.
 Electricity management	<ul style="list-style-type: none"> ◇ Employees are required to shut down computers and disconnect power before leaving work; and ◇ The last person leaving the workspace is responsible for checking that electrical devices are turned off.
 Paper consumption management	<ul style="list-style-type: none"> ◇ Double-sided printing is promoted, and single-sided printing is discouraged unless necessary; ◇ Require content verification and preview before printing to avoid misprints and errors; and ◇ Employees are required to review and preview documents before printing to avoid misprints.
 Greening of the factory area	<ul style="list-style-type: none"> ◇ Our premises include 8,859 square meters of landscaped green area, contributing to a low-carbon and environmentally friendly office environment.

Ecological and Biodiversity Conservation

We strictly comply with laws, regulations, and policy principles including the *Convention on Biological Diversity*, the *Judicial Protection of Biodiversity in China*, and the *Biosecurity Law of the People's Republic of China*. Guided by the philosophy of “harmonious coexistence between humans and nature”, we have systematically evaluated the potential impact of our operations on ecosystems and implemented targeted prevention and mitigation measures to fulfill our corporate responsibility in biodiversity conservation.

Biodiversity Conservation Measures



Case

To actively practice green development philosophies and fulfill responsibilities related to natural habitat protection and ecological restoration, our Party Committee and Labor Union jointly organized a themed tree-planting activity in March 2025 at Yunlin Ecological Sports Park in Xishan District, Wuxi. Through concrete actions, we contributed to biodiversity conservation while simultaneously strengthening environmental awareness and shared commitment to ecological protection among employees and their families.

During the event, participants collaborated in accordance with standardized planting procedures, including seedling placement, stabilization, and soil backfilling, effectively expanding local green coverage. A total of 20 employee volunteers and their family members jointly planted more than 50 trees.



Tree Planting Initiative

SOCIETY



Employee Rights and Interests

Occupational Health and Safety

Safety and Quality of Products and Services

Data Privacy Protection

R&D Innovation

Ethics of Science and Technology

Cooperation for Shared Success

Social Contributions

Employee Rights and Interests

At Autowell, we uphold the talent philosophy of “integrity and capability for sustainable contribution”, attracting talent through an open and diverse employment mechanism and providing employees with a broad platform to demonstrate their capabilities and realize their professional value. We have established a systematic human resource management system that covers multiple dimensions, including employee rights and interests protection, career development pathways, comprehensive employee care, and occupational health and safety. We have continuously improved our compensation, benefits, and incentive mechanisms, and developed structured training systems and transparent promotion pathways, achieving sustainable development for both employees and the organization.

Governance

We strictly comply with national laws and regulations such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, and the *Provisions on Prohibition of Child Labour*, and fully adhere to the mandatory regulations regarding labor rights in the locations of overseas operations. We have established a comprehensive human resource management system that covers key processes across the employee lifecycle, including recruitment, onboarding management, compensation and performance evaluation, training, and career development. Through standardized system design and continuous optimization, we are committed to establishing a fair, transparent, and efficient employment mechanism.

Strategy

We fully recognize that human resources are the core driver of strategic implementation and sustainable development. Accordingly, we systematically identify human capital-related risks and opportunities and formulate targeted response strategies. These initiatives aim to reduce risks affecting sustainability and talent stability while capturing opportunities for workforce development and capability enhancement.

Impact, Risk, and Opportunity Management

Standardized Employment

We have established and continuously optimized our human resource management system. In 2025, we updated internal policies such as the *Recruitment Plan Management*, the *Recruitment Management*, the *Recruitment Channel Management*, and the *Recruitment Implementation*, incorporating compliance and equal employment commitments into our daily management processes.

Key indicators for 2025 during the reporting period:

- We hired **571** new employees, including **52** fresh graduates;
- The total number of employee departures was **495**, resulting in a turnover rate of **8.2%**;
- The labor contract signing rate for new employees was **100 %**; and
- There were no incidents of child labor or forced labor.

Impact, Risk, and Opportunity Management

Guided by the principles of fairness, justice, and openness in employment, we maintain clear and accessible recruitment channels and implement standardized recruitment management procedures to ensure an open, fair, and transparent hiring process. Through diversified recruitment approaches, including online recruitment, campus recruitment, on-site job fairs, executive search firms, university–enterprise partnerships, employee referrals, and social media recruitment, we have continuously expanded and optimized our talent acquisition channels, attracting and cultivating multidisciplinary professionals aligned with its strategic development objectives. Internal mobility is also encouraged. Employees are supported in applying for internal positions, with corresponding training resources provided to facilitate career progression and professional development.

The *Employee Handbook* explicitly prohibits the employment of individuals under the age of 16, preventing any occurrence of illegal child labor. For roles involving occupational health risks, recruitment requirements specify that candidates must be at least 18 years old and possess valid identification recognized in the People’s Republic of China. During recruitment, we conduct background checks on prospective employees to verify their education, work experience, and any criminal records. Candidates found to have materially misrepresented personal information or engaged in serious misconduct are not hired. If false or falsified information is discovered after employment, we will terminate the labor relationship in accordance with applicable regulations. Before hiring, employees are required to disclose relationships with existing employees, including family or close personal relationships, to ensure recruitment processes remain compliant and transparent. Upon hiring, we sign formal labor contracts with employees in accordance with applicable laws and contribute to social insurance and housing provident funds, safeguarding employees’ economic and labor rights and interests.



Zhaopin: 2025 China's Best Employer—Best Employer in Wuxi



ATW Spring Campus Recruitment Poster



ATW Global Management Trainee Recruitment Poster

Flexible Employment

To accommodate diverse employment needs across different workforce groups, we adopt a flexible employment model based on business characteristics and job requirements. Certain roles, including inspectors, wiring technicians, production technicians, and warehouse administrators, are fulfilled through outsourced staffing arrangements. We have signed cooperation agreements with third-party outsourcing companies, which clearly stipulate that the outsourcing companies are responsible for purchasing commercial insurance for outsourced employees and ensuring the implementation of related rights and interests.



Key indicators in 2025

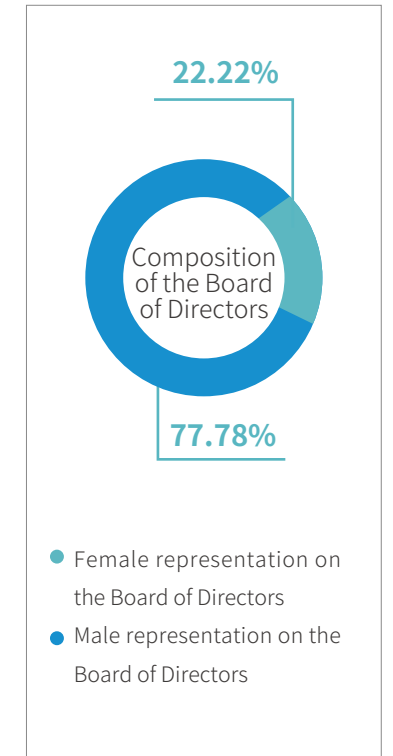
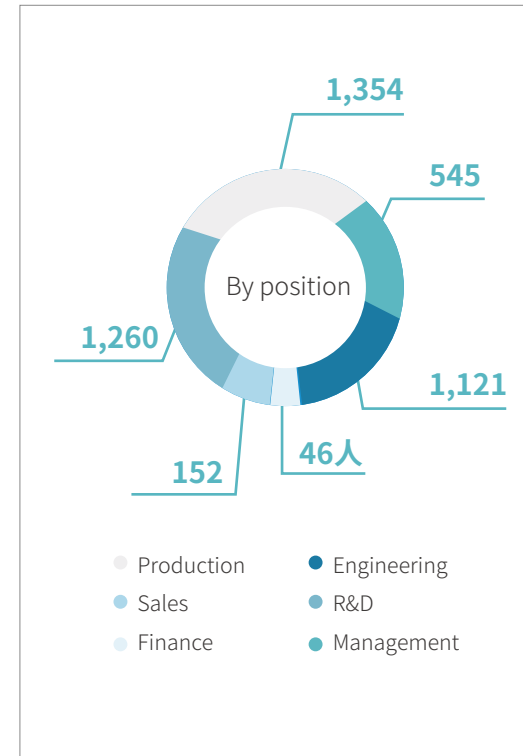
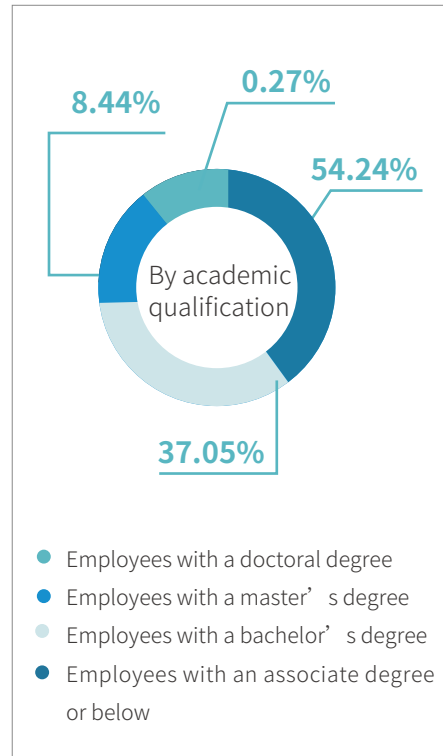
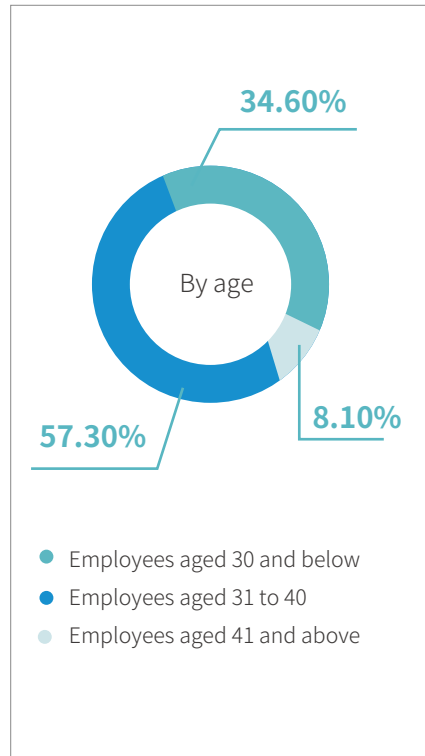
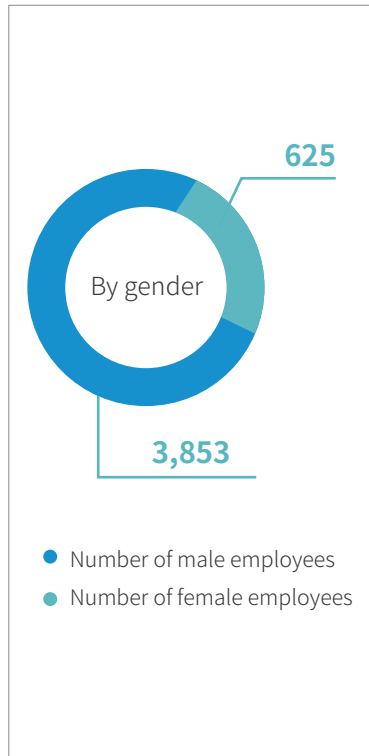
During the reporting period, we hired a total of **403** outsourced employees. (Commercial insurance for outsourced employees is purchased by the outsourcing company, with a coverage rate of **100%**)

Diversity and Equal Opportunities

We adhere to the principles of fairness, justice, openness, and merit-based selection, evaluating employees based on professional competence and overall capability. We have never discriminated against employees based on nationality, race, gender, religious beliefs, or cultural background. Our foreign employees come from countries such as Togo, South Korea, Canada, Bangladesh, and Portugal. We provide equal career development opportunities for employees, supporting them in enhancing their professional skills and competencies through diverse training and development programs, thereby promoting their diversified development.

Employee Composition

Total number of active employees **4,478**



Compensation and Benefit

We advocate a compensation management philosophy centered on talent value, performance culture, and cost efficiency. We have established a three-tier compensation management system covering corporate, departmental, and individual levels. We have formulated the *Compensation Management Process* to build a comprehensive remuneration and benefits system that is fair, transparent, scientifically sound, and competitive.

Compensation Structure

Total employee compensation consists of fixed salary, performance-based variable bonuses, and diversified benefits and allowances. Variable compensation is closely tied to the Company's performance and individual performance outcomes, ensuring an effective balance between incentives and accountability.

Fixed compensation

We ensure that fixed compensation is determined based on job value evaluation and individual capability assessment, ensuring a positive correlation between role value, individual competence, performance contribution, and total compensation.

Short-term incentives

- ◇ Performance bonus: Performance-based incentive schemes are applied based on job categories and evaluation criteria.
- ◇ Year-end bonus: The total allocation is determined based on the Company's annual performance results, combined with individual performance evaluation outcomes and tenure.
- ◇ Other incentives: We encourage managers at all levels to provide timely recognition and rewards for employees' outstanding performance or project results. We organize an annual evaluation each year to recognize and reward outstanding employees, teams, and projects with commendations and special bonuses.

Long-term incentives

We have established a long-term, continuous, and rolling equity incentive plan for qualified outstanding talents, with our restricted stock incentive plan covering over 40% of employees.



Case

Long-term incentive mechanism

To continuously improve long-term incentive mechanisms and attract, motivate, and retain top talent, we had established three restricted stock incentive plans by the end of 2025, with all employees eligible to participate. The equity incentive coverage rate for employees exceeds 40%. In 2025, we completed three equity incentive grants, awarding a total of more than **2,600** participants, thereby sharing the fruits of the company's long-term growth with its employees.

Compensation and Benefit

Performance Evaluation and Feedback

We have established a systematic performance management system for management positions to drive strategic alignment and the continuous development of managers. Performance objectives are required to align with the Company’s and departments’ key performance indicators (KPIs) and annual priorities, while also incorporating organizational capability development and individual leadership growth targets. Performance evaluation adopts the Personal Business Commitment (PBC) methodology, with differentiated assessment cycles depending on role characteristics: frontline and second-line supervisors undergo quarterly evaluations, while other management positions are evaluated semi-annually. Following performance evaluations, supervisors provide structured feedback and jointly develop improvement plans covering both performance outcomes and capability development. Final performance ratings are directly tied to compensation incentives, promotion decisions, and talent development planning, forming a closed-loop performance management process.

Employees who have issues with salary payment can submit a written dispute to the Human Resources Department within 3 working days after receiving the salary slip or labor compensation. If an error is confirmed, the Human Resources Department will respond and reissue the payment within 3 working days of receiving the dispute.

Welfare System

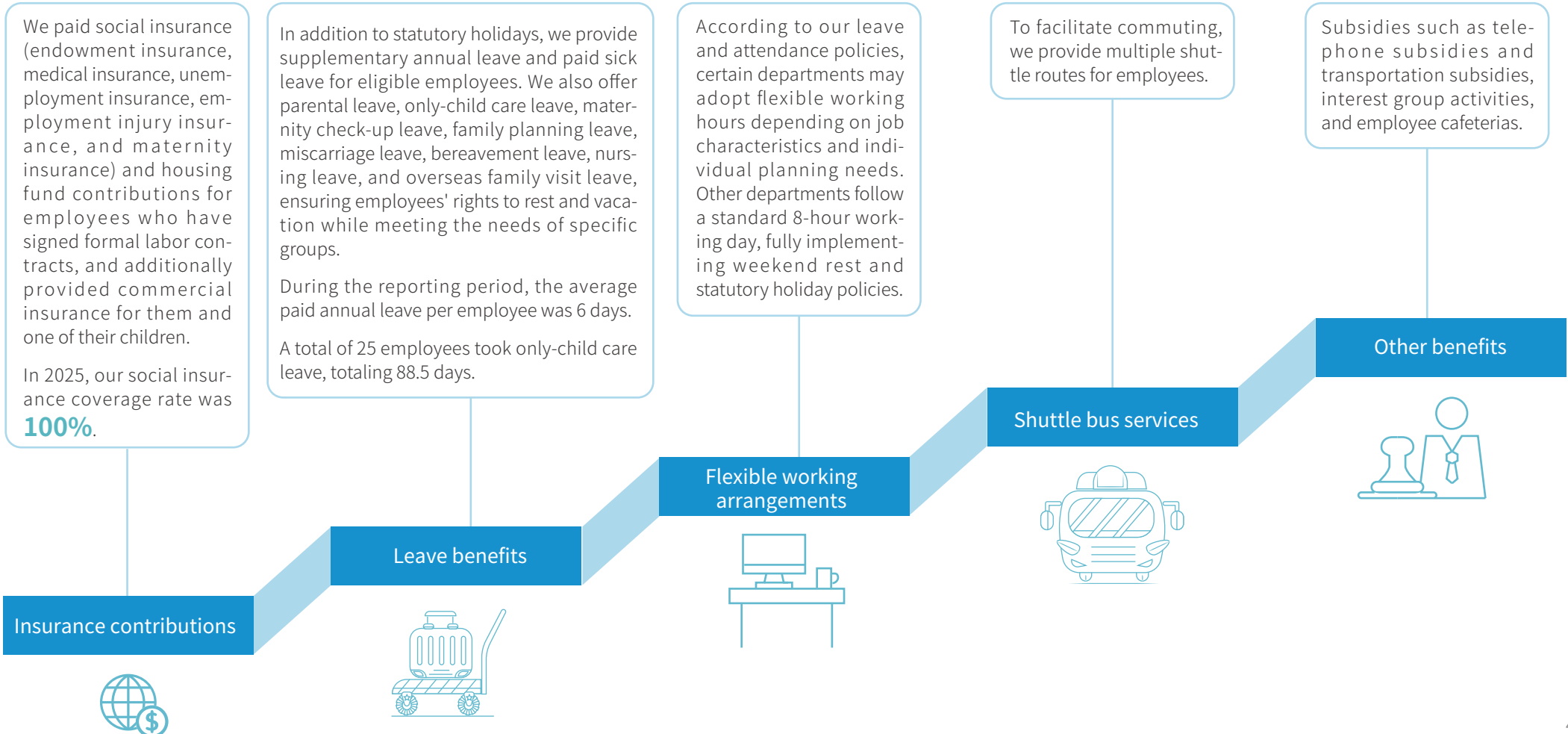
Based on employee survey feedback and the Company's sustainability goals, we continuously optimize our employee benefits system, introducing employee-oriented programs such as interest-based development initiatives, etc. Through a fully digitalized management platform, we optimize the end-to-end process for benefits application, approval, and distribution, ensuring standardized, efficient, and transparent administration. Meanwhile, we continuously strengthen internal communication and interpretation to ensure that employees fully understand and conveniently enjoy various welfare benefits, effectively enhancing organizational cohesion and employee satisfaction.

Key indicators in 2025

During the reporting period, we conducted employee satisfaction surveys regarding the cafeteria, shuttle bus, and business reception, distributing a total of **1,157** questionnaires, with an overall satisfaction rate of **87%**.



Benefits Structure



Democracy and Communication

At Autowell, we consistently advance the development of democratic management mechanisms. Through institutionalized and regular Employee Representative Congress meetings and trade union engagement, we systematically safeguard employees’ rights to information, participation, expression, and oversight. We actively establish two-way communication channels and encourage employees to participate in discussions on business operations and major decisions, thereby protecting employees’ legitimate rights and interests while enhancing the scientific, transparent, and effective nature of corporate governance.

Democratic Management

In strict compliance with applicable laws and regulations, we have established a democratic governance framework centered on the Employee Representative Congress, supported by coordinated trade union operations. Employee representatives are elected through democratic procedures and represent the workforce in participating in corporate management, deliberating major proposals, and deliberating on internal policies directly related to employees’ vital interests. Their opinions and recommendations are fully respected and duly considered in the decision-making process. Meanwhile, our Board of Directors operates in a standardized manner, integrating democratic principles into strategic management to ensure effective alignment between sound governance practices and democratic participation across areas such as operational decision-making, financial oversight, and employee rights and interests protection.



Formal deliberation mechanisms

We regularly convene the Employee Representative Congress meetings to achieve democratic decision-making, deliberating on key policies. These meetings serve as the primary channel for employees to express collective concerns and participate in corporate governance.

Regular communication platforms

and face-to-face communication with management, we have built transparent and two-way communication bridges to ensure that employee perspectives are effectively conveyed to decision-makers.

Accessible oversight and feedback channels

We maintain reporting channels and stakeholder communication mechanisms to safeguard employees’ supervisory rights and ensure effective oversight.

Capacity building for democratic participation

We regularly implement compliance training and educational initiatives related to democratic management to strengthen employees’ awareness and capability to participate in governance processes.

Democracy and Communication

Communication and Grievance Mechanisms

With a multi-tiered and comprehensive employee communication and grievance mechanism, we are committed to fostering an open and fair workplace environment while safeguarding employees' legitimate rights and interests, and channels for expressing opinions.

To support employee grievances, we have implemented clear policies and standardized procedures. Employees may submit concerns or feedback through multiple channels: first, direct communication with their immediate supervisors to address issues promptly; second, submission of formal feedback to the Human Resources Department via the Company's OA system or email; and internal complaint handling channels for reporting matters of concern.

To ensure professionalism and impartiality in grievance handling, we have designated the Discipline Inspection Department and the Risk Control and Audit Department as specialized bodies responsible for grievance resolution. In addition, diversified channels such as the confidential "Anonymous Suggestion Box" and the General Manager's mailbox have been established, forming a grievance support system that integrates dedicated functional departments with multiple reporting channels. Employees may choose to submit grievances anonymously or under their real names, covering performance-related concerns or other workplace matters. The relevant policies clearly define the scope of acceptance, processing timelines, and follow-up mechanisms for each channel, with designated personnel responsible for tracking progress and ensuring resolution.

We place strong emphasis on the confidentiality of grievance information. In particular, strict information protection measures are applied to anonymous channels to prevent information leakage and mitigate potential risks. All grievances shall be handled in a timely and impartial manner, and outcomes are communicated to employees through appropriate channels to ensure closed-loop resolution. Through this process, we reinforce fairness in performance management and strengthen the institutional foundation for protecting employee rights and interests.


无锡奥特维科技股份有限公司
Wuxi Autowell Technology Co., Ltd.

关于启用悄悄话信箱的通知

全体员工：
为进一步畅通内部沟通渠道，精准倾听大家的合理诉求与建议意见，切实保障员工发声权益，公司内部已完成“悄悄话信箱”安装。现将信箱具体布局及使用相关事宜通知如下：

一、信箱位置
悄悄话信箱安装覆盖公司主要办公及生产区域，具体布局如下：
1、新华路厂区：一期车间 B11 通道、一期二楼食堂东南面、一期办公楼 4 楼西茶水间、二期食堂楼梯







Anonymous Suggestion Box

Care and Support

Work-Life Balance

We highly value employees' physical and mental health and work-life balance, striving to create a workplace atmosphere that promotes healthy living and joyful work. We regularly organize diverse cultural and sports activities that align with employees' interests and needs, facilitating a positive integration of work and life, enhancing employees' sense of belonging and team cohesion, and continuously improving overall employee happiness.

Traditional Festival Activities

Case

To enable employees to fully experience the atmosphere of traditional festivals, we organize themed activities throughout the year based on seasonal cultural traditions. These include Spring Festival couplets giving activities in January, Dragon Boat Festival celebrations in May, Qixi Festival activities in August, Mid-Autumn Festival and National Day celebrations in September, and Double Ninth Festival activities in October. Through these initiatives, employees are encouraged to appreciate traditional culture while relieving work-related stress.



Spring Festival Couplets Giving Activity Zongzi Making in the Dragon Boat Festival

Care and Support

Lifestyle Support Initiatives

Case We also provide diversified activities addressing both general and specific employee needs, covering social connection, family engagement, and personal interests. For example, we organized a company-based networking event for single employees in February and hosted parent-child movie screenings and interest group recruitment activities in July. These initiatives help strengthen emotional connections among employees.



Parent-Child Movie Screening



Interest Group Recruitment

Health and Wellness Programs

Case To further strengthen the balance between work and rest, we actively promote health empowerment and well-being initiatives. Since July, we have organized hiking activities for senior management and R&D employees aged over 30, including participation in the Liangxi District Orienteering Night Race, stimulating vitality and strengthen teamwork through outdoor exercise. In addition, we arranged Traditional Chinese Medicine (TCM) consultation services in November to provide professional health support and address employees' practical needs.



Chongyang Mountain Climbing Activity



TCM Consultation

We have continuously focused on employees' mental health, incorporating psychological care as an important component of our employee support system. To proactively understand and timely alleviate employees' psychological stress, we have created a health support platform through a series of themed lectures, while also focusing on the coordinated development needs of employees' physical and mental health. We accurately connect with professional resources in the medical and psychological fields to provide scientific and systematic health guidance services.

Mental Health Lectures

Case During the reporting period, we organized two key lectures related to mental health. In April, we invited Deputy Chief Physician of Jiangnan University Affiliated Hospital, to give a lecture on sleep health, helping employees improve their sleep quality and strengthen their physical and mental foundation. In August, we specially invited Professor from the Youth Health Growth Escort Team in Xinwu District to conduct a psychological empowerment lecture, specifically addressing core issues such as workplace stress relief and parent-child relationship coordination, enhancing employees' psychological adjustment abilities and overall happiness.



Lecture on Sleep Health



Lecture on Workplace Stress and Family Education

Care and Support

Support for Employees with Special Needs

At Autowell, we integrate employee care deeply into our corporate culture and provide timely support to employees facing exceptional difficulties, fostering a workplace environment characterized by empathy and mutual assistance. For employees experiencing financial hardship due to major illnesses or unexpected incidents, we provide timely financial assistance alongside ongoing emotional support. In addition, we strengthen infrastructure development and optimize barrier-free workplace environments.

Care for Female Employees

As female employees represent an important part of our workforce, we place particular focus on understanding and addressing their needs, providing practical support in both professional and personal aspects. We aim to translate care into a sustainable driver of organizational development by empowering female employees to thrive.

To better support female employees returning to work during the breastfeeding period, we leverage our dual career development framework covering both management and professional tracks, in combination with talent development programs such as the Qingsong Program. We have introduced targeted post-maternity return-to-work support initiatives, including adaptive coaching sessions and professional skills development workshops, enabling female employees to better balance family responsibilities with career development.

To address the needs of pregnant and breastfeeding employees, we have expanded our employee service facilities by establishing the Carnation Service Station for Female Employees. We have incorporated nursing rooms as a core functional area, equipped with designated nursing areas, communication areas, and storage areas. The nursing area provides comfortable seating and privacy curtains, the communication area includes tables and chairs for interaction, and the storage area is equipped with sterilization cabinets and bottle warmers. The facility also ensures appropriate ventilation, sound insulation, and temperature control.

In addition to providing physical support, we also focus on the physical and mental well-being of female employees. Our library is equipped with maternal and childcare health kits and parenting resources. We also collaborate with healthcare professionals from Wuxi Maternal and Child Health Hospital and legal aid specialists to form a volunteer team that delivers seminars on topics such as prevention of cervical and breast cancer and protection of women's rights and interests. These initiatives have enhanced female employees' sense of belonging and well-being.

Case

Barrier-Free Workplace Environment

During the standardized construction of accessible restrooms in our new office building, we strictly complied with national accessibility standards and implemented user-centered design improvements to better serve individuals with special needs. Key measures include optimizing entrances and pathways to ensure wheelchair accessibility, installing accessible toilets, safety handrails, and low-height washbasins, and ensuring adequate ventilation, lighting, and safety features.



Barrier-Free Passage



Barrier-Free Restroom

Case

International Women's Day Activity

On International Women's Day, we carefully prepared and held a special event themed "Resilient Roses, Shining Brightly", bringing surprises and care to our female employees.

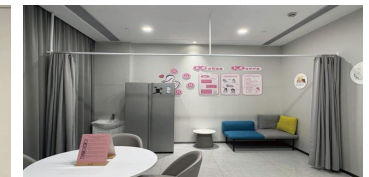


Case

Care for Breastfeeding Female Employees



Carnation Service Station for Female Employees



Nursing Room

Development and Training

Employee Training

At Autowell, we place a high value on talent development, and firmly uphold the strategic principle that talent is the primary driver of sustainable growth. To support our talent strategy and evolving business needs, we have established a systematic, tiered, and role-based training framework that comprehensively enhances capabilities across the employee lifecycle, covering development needs from new hires to senior managers, and from foundational competencies to advanced professional expertise.

The Company has formulated policies such as *the Autowell Training Management System*, the *Autowell Course Management System*, and the *Autowell Lecturer Management System*, clearly defining training governance standards to ensure the standardization and continuity of talent development initiatives. Through a four-in-one scientific training system, we support continuous professional growth and capability enhancement across the organization.

Training System

Management system

Guided by strategic priorities and talent development objectives, we have established a structured closed-loop process covering training needs analysis, program planning, budget management, and effectiveness evaluation, ensuring training initiatives are targeted, efficient, and sustainable.

Curriculum system

Built around four development stages, namely onboarding integration, professional capability enhancement, leadership development, and general competency building, we have designed a comprehensive curriculum matrix covering the full employee lifecycle. Key programs include the Qingsong Program, specialized training camps, and the Manager Transformation Program, enabling differentiated and targeted talent development.

Instructor System

We recruit both internal and external instructors, continuously conducting internal trainer selection and empowerment programs, while also introducing external expert resources. We have established a team of over one hundred certified internal trainers and developed a proprietary course library, effectively promoting organizational knowledge transfer and experience accumulation.

Implementation system

We implement a blended learning approach combining online and offline learning as well as theory and practice. The E-learning platform has been introduced to upgrade our learning methods. The platform has significantly expanded participation coverage and learning frequency, enhancing accessibility and flexibility in employee training.



E-learning Platform

Development and Training

For new employees, we designed the Onboarding Integration Programs. Among them, the “Qingsong Program” targets all newly recruited graduates, focusing on corporate culture integration and foundational professional competency development. The Management Trainee Program, designed for high-potential graduates, adopts a one-year structured training approach combining general coursework, cross-functional rotation, practical project assignments, and periodic performance reviews. The program aims to cultivate future business leaders and core talent. In 2025, we organized 5 centralized training sessions for new graduates, with 260 participant attendances.

For technical professionals, we implement in-depth capability empowerment initiatives. For example, we organized specialized training camps for R&D personnel focusing on cutting-edge technologies, case-based discussions, and research projects through immersive learning methods. In parallel, targeted training programs are offered for professional functions such as product development and quality management, with a focus on core technical knowledge and practical skill enhancement to strengthen domain expertise.

Case

2025 Annual Vocational Skills Enhancement Training

In 2025, we continued to implement centralized vocational skills development programs covering three key technical roles: electricians, assembly fitters, and CNC milling technicians. A total of **208** employees registered for the program, with **167** employees participating in the certification examinations, and **163** successfully obtaining professional certificates, representing a pass rate of **97.6%**.

To date, we have **194** certified technicians and **565** senior skilled workers. This continuously expanding technical talent pipeline provides strong support for overcoming manufacturing challenges, improving product quality, and strengthening core competitiveness, serving as a solid foundation for our advancement in high-end equipment manufacturing.



For our management team, we have implemented the Manager Transformation Program, designed to accelerate the transition from operational managers to strategic leaders. The program integrates structured management courses, business simulation workshops, and scenario-based learning across three practical modules: business simulation exercises to strengthen strategic thinking and decision-making capabilities; scenario-based case studies addressing real-world management challenges; and performance coaching training providing systematic tools to support team leadership and employee development. Through an integrated learning-by-doing approach, the program supports both newly appointed and incumbent managers in strengthening leadership capabilities, improving team management effectiveness, business planning competencies and leadership.



Leadership Training

Development and Training

We have established mandatory courses for all employees, including regular safety training and corporate culture training, aimed at continuously reinforcing safety awareness and compliant operations, thereby solidifying our operational baseline. At the same time, based on corporate developmental needs, we also provide general skills and competency courses for all employees.



Employee Training

Key indicators in 2025

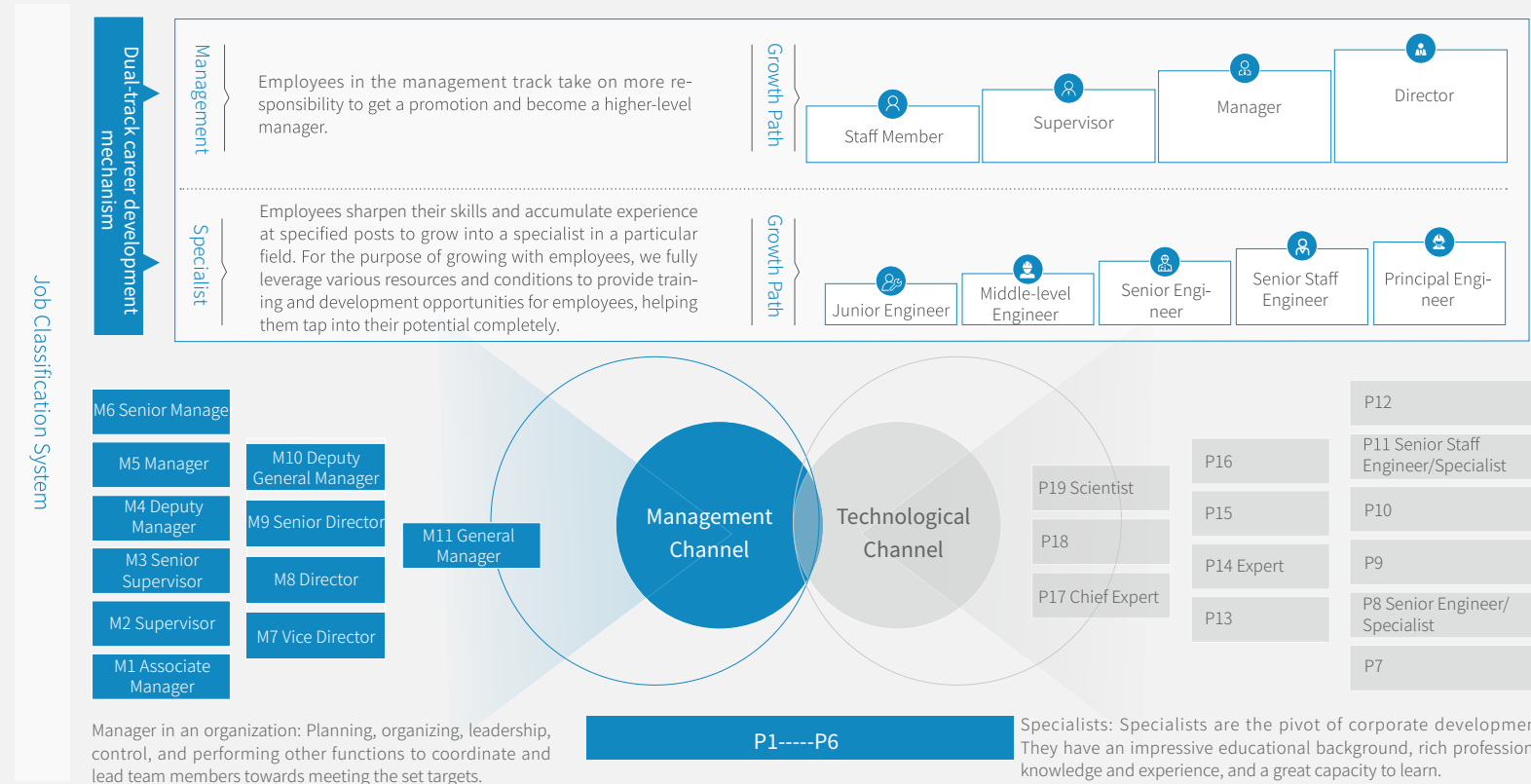
Indicators	2025	Unit
Total investment in employee training	796,300	yuan
Total employee training hours	24,575.25	/
Employee training coverage	99	%
Training hours for new hires	66.75	/
Proportion of trained new hires	100	%
Training hours for middle management	62.5	/
Proportion of trained middle management	96.04	%
Training hours for female employees	5,499.50	/
Training hours for male employees	19,075.75	/



Development and Training

Employee Promotion

We have established a dual-track career development system that integrates management and technology, formulating corresponding promotion standards and qualification criteria for different levels of positions, and providing employees with development options based on their personal interests, abilities, and career plans. Through systematic talent review processes and benchmarking against role competency models, we identify capability gaps and development needs in terms of knowledge and skills. Based on these insights, we design and continuously refine tailored training programs and course content, providing comprehensive support for employees' professional growth and long-term career development.



Development and Training

We define differentiated promotion criteria and qualification requirements for various management levels. Each year, promotions are implemented in accordance with organizational development needs through a standardized process that typically includes candidate nomination, competency assessment, performance presentation, and internal disclosure. To further support employee career planning and development, we conduct targeted talent mapping exercises for key roles and benchmark employees against defined competency profiles. Through systematic analysis, we identify capability gaps and determine priority development areas, enabling the design of customized training content and continuously optimized development plans.

Employee Promotion Management

Professional track promotion standards

We have developed 43 qualification standards across different sub-tracks and levels, identifying over 170 core competencies. They clearly define the fundamental job requirements, performance expectations, knowledge areas, and behavioral competencies necessary for employee selection and promotion, ensuring science-based and clear evaluation standards.

Pilot competency certification for professional tracks

In 2025, we implemented a competency certification pilot program for employees within the equipment engineering sequence. The certification process adhered to the principles of openness, fairness, and impartiality. Based on established competency standards, employees were evaluated from multiple perspectives, including written examinations on professional knowledge, hands-on technical assessments, and performance presentations. This comprehensive evaluation process enabled a systematic assessment of both technical expertise and overall professional capability.

Occupational Health and Safety

Occupational Health

At Autowell, we strictly follow the requirements of the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Jiangsu Province Work Safety Regulations*, and the *Wuxi Work Safety Regulations*, establishing a comprehensive occupational health and safety (OHS) management system. We have developed and implemented internal policies such as the *Management System on Occupational Disease Control*, the *OHS Education System*, and the *Management System for Accident Involving Heavy Casualties*, standardizing occupational health management practices and continuously strengthening employee health protection and work safety governance capabilities.


During the reporting period

During the reporting period, we successfully passed the annual oversight audit of the ISO 45001 Occupational Health and Safety Management System.



Occupational Health Monitoring

To proactively control occupational health risks at the source, we have established a dual prevention mechanism integrating risk classification control and hazard identification and mitigation. Each year, we conduct systematic safety risk identification and assessment across production activities, develop hazard identification lists, and implement corresponding preventive and control measures. These measures include visual risk management tools such as job-specific hazard notification cards and four-color safety risk maps, as well as the provision of occupational health protection and personal protective equipment (PPE) for employees in relevant positions. Through targeted training programs, we have strengthened employees' risk awareness and continuously enhance a closed-loop OHS management mechanism covering risk identification, assessment, prevention, and oversight.

 Key indicators in 2025

During the reporting period, we had no new cases of occupational diseases.

100 %
Employee work injury insurance coverage rate

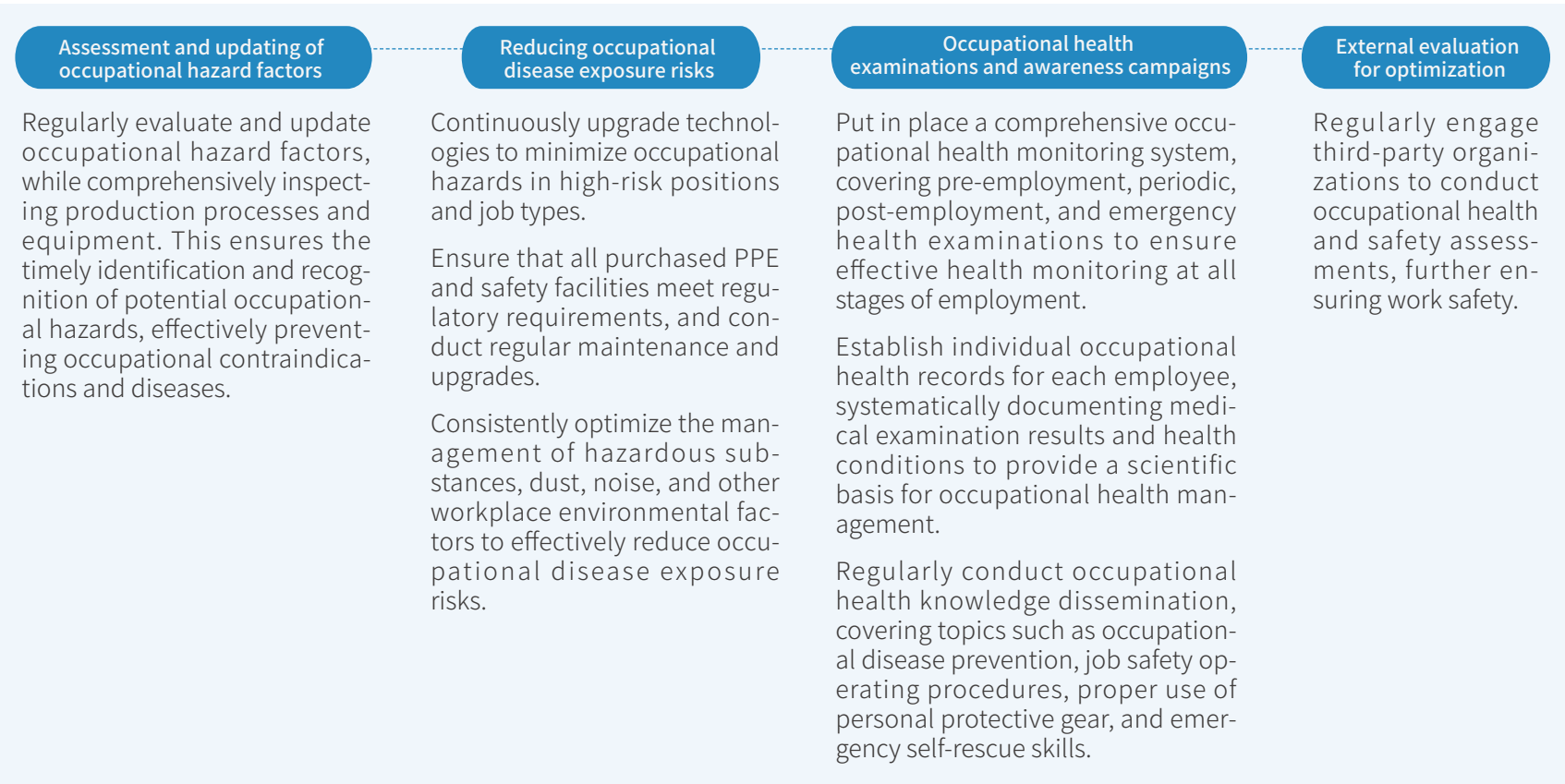
100 %
Employee physical examination coverage rate

1,789,250 yuan
Investment in work-related injury insurance



Occupational Health Protection Measures

Occupational Health Management Initiatives



Work Safety

Safety Management System Development

We strictly adhere to the *Law of the People's Republic of China on Work Safety*, the *Measures for the Administration of Contingency Plans for Work Safety Accidents*, the *Emergency Response Law*, and other laws and regulations. We have established safety production management rules such as the *Work Safety Accountability System*, the *Work Safety Inspection System*, and the *Work Safety Target Management System*, clarifying safety responsibilities at all levels from the decision-making level to the execution level. To ensure the effective operation of our safety management system, we have established a Work Safety Committee led by the General Manager and composed of heads of various functional departments. The committee is responsible for the overall planning, coordination, and oversight of work safety initiatives.

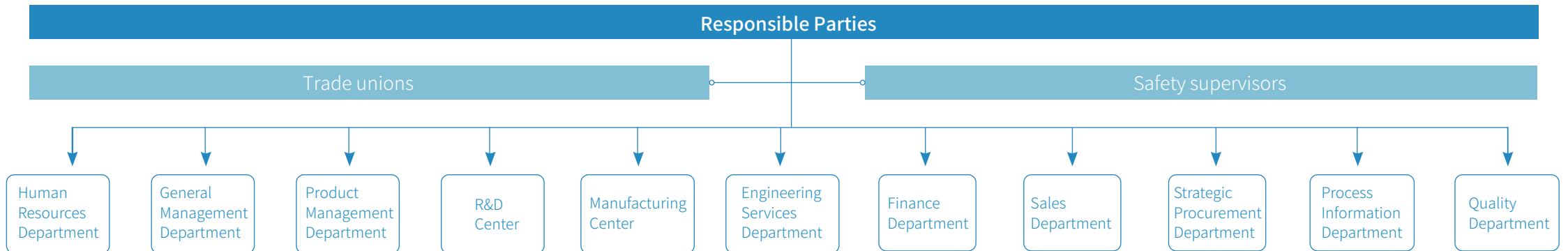
Key indicators in 2025

During the reporting period, no major work safety accidents occurred.

We also obtained the level III Standardized Work Safety Certification.



Organizational Structure of the Work Safety Committee



Safety Hazard Identification

We have established a systematic hazard identification and remediation mechanism. At the beginning of each year, we formulate a hazard inspection plan. Based on inspection methodology, hazard identification activities are categorized into regular comprehensive inspections, specialized inspections, routine patrol inspections, and seasonal or pre-holiday inspections. For identified hazards, we establish hazard registers that clearly define responsible persons, rectification deadlines, and corrective requirements. Relevant notifications are issued via internal communication channels, and the Safety Management Department tracks remediation progress and conducts follow-up verification. We also perform consolidated analysis of identified hazards and corrective actions. During the reporting period, our hazard rectification rate reached **100%**.

Regular inspections	>	Comprehensive workplace safety inspections conducted once per week.
Specialized inspections	>	Special inspections focusing on equipment, fire safety, electrical safety, etc.
Routine patrol inspections	>	Routine patrol inspections conducted daily by workshop team leaders and supervisors.
Seasonal or pre-holiday inspections	>	Preventive inspections conducted in advance of flood seasons, high temperatures, severe cold, and major holidays.

Emergency Response Management for Safety Incidents

We have established an efficient and reliable emergency management system, forming a full-chain management from organizational structure, process specifications to practical drills, significantly enhancing our ability to respond to emergencies. We have developed and periodically updated the *Emergency Response Plan for Production Safety Incidents* and the *Emergency Response Plan for Environmental Incidents*. We have also created an emergency response task force to standardize emergency procedures, and conducted regular emergency drills. During the reporting period, we conducted a total of 23 emergency drills with 1,256 participants.

Key indicators in 2025

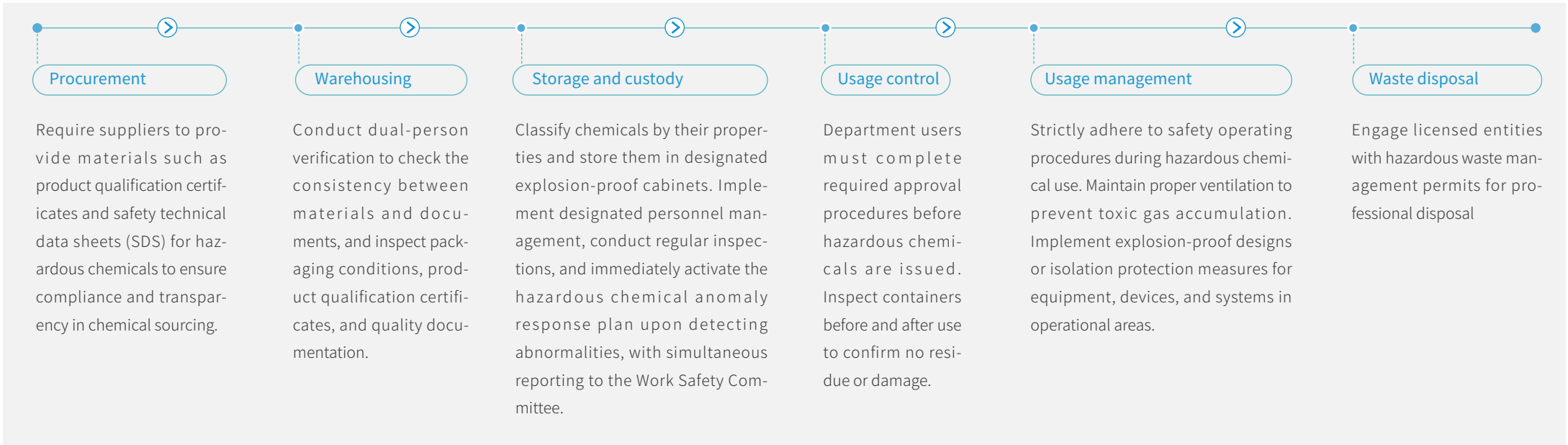
- 0
Number of employee fatalities due to work-related accidents
- 559
Number of identified and rectified safety hazards

Work Safety

Hazardous Chemicals Management

We strictly comply with applicable laws and regulations, including the *Regulation on the Safety Management of Hazardous Chemicals*, and have established and continuously improved the *Hazardous Chemicals Safety Management Policy*. We implement full lifecycle safety management covering procurement, transportation, storage, usage, and disposal of hazardous chemicals, effectively preventing chemical-related risks.

Full-Process Hazardous Chemicals Management



Work Safety

Development of the Safety Culture

We are committed to fostering a safety culture based on the principles of people-oriented management, prevention-first approach, full employee participation, and continuous improvement. Safety has been embedded as a core organizational value. Safety warning signs and awareness slogans are prominently displayed across office areas, production facilities, and workshops to cultivate a strong safety culture atmosphere. We regularly update safety management policies and conduct safety training programs to enhance employees' safety awareness and operational competencies. We also organize themed initiatives such as Safety Month and Fire Safety Awareness Month, further strengthening employee engagement in safety practices.



Key indicators in 2025

1,256

Total participants in safety drills

23

Total number of safety drills

15,187

Total safety training hours

100%

Safety training coverage rate

205

Total number of safety training sessions

14,111

Total number of safety training participants

2,706,100 yuan

Total investment made for work safety purposes

Safety and Quality of Products and Services

Product Quality Management

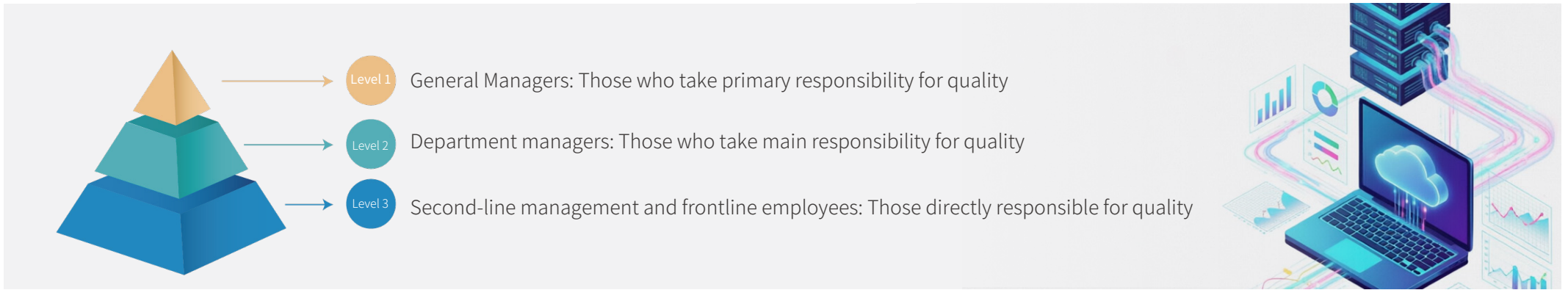
Governance

We have established comprehensive quality management rules covering the full product lifecycle, including the *Materials Inspection*, the *Process Quality Control*, the *Delivery Quality Control*, the *Nonconforming Product Management*, and the *Traceability Management*. We have built a three-tier quality accountability system led by the General Manager as the ultimate responsible person for quality and safety. Department heads serve as primary responsible persons, while second-level management and frontline employees act as direct responsible parties. This three-tier commitment mechanism ensures full implementation of product quality and safety responsibilities across the organization.

To continuously enhance quality management effectiveness, we standardize and optimize commonly applied and repeatable elements across research and development, manufacturing, and operational processes. By consolidating standardized practices, we improve process consistency and reproducibility throughout the product and service lifecycle. This enables the establishment of best-in-class technical and operational practices, ensuring stable and efficient business output while supporting economies of scale.

Both the Company and its subsidiaries have obtained GB/T 19001-2016/ISO 9001:2015 Quality Management System Certification.

Product Quality Management



Quality Management System Certification



ATW



ATW Intelligent Equipmen



ATW Coshin



ATW XuRi



SCEC



Leddo Technology

Product Quality Management

Strategy

In addition to obtaining quality management system certification, our products have been certified by international authoritative testing organizations such as TÜV and Intertek, achieving CE marks and access qualifications for the North American market, demonstrating compliance with European and international standards and enabling us to serve global high-end markets with reliable quality assurance.



ATW's energy storage production line has passed the TÜV Rheinland CE certification, setting a high standard for overseas expansion

In July 2025, the energy storage production line of Wuxi Autowell Intelligent Equipment Co., Ltd. successfully passed the TÜV Rheinland audit and obtained CE certification. Mr. Wu Guang, Deputy General Manager of ATW Intelligent Equipment, Mr. Tim Seong, Deputy Director of Overseas Sales of ATW Intelligent Equipment, Mr. Haiman, Manager of Compliance Certification Department of TÜV Rheinland Greater China Product Business Group, and Mr. Xu Shu, Sales Manager for Solar and Commercial Products in East China Region of TÜV Rheinland Greater China, attended the certification ceremony as representatives of both parties.



As an important base for global high-end manufacturing, the European Union has extremely strict standards for product safety and compliance. As a mandatory market access certification within the EU, the CE mark serves not only as a passport to the European market but also as an important compliance reference in regions including the Middle East and Africa. This certification injected strong momentum for ATW Intelligent Equipment to expand into international markets.

Impact, Risk and Opportunity Management

▲ Product Quality Inspection

We adhere to the “Three Barriers” quality principle: no acceptance of defective materials, no production of defective products, and no delivery of defective products. Guided by the objective of achieving zero-defect quality, we strictly implement internal control procedures including the *Materials Inspection*, the *Process Quality Control*, and the *Delivery Quality Control* to ensure consistent quality standards across all production stages.

Product Quality Inspection Measures



We have established process inspection positions responsible for controlling the critical aspects of product quality and safety on-site. Key processes that may affect product quality and safety during production are subject to focused monitoring, effectively ensuring the quality and safety of released products.

Our laboratory is equipped with over 470 types of experimental equipment, establishing a comprehensive testing and simulation capability system that supports the entire product lifecycle. Core capabilities cover areas such as environmental reliability, safety compliance certification, materials and precision measurement, and electrical energy and process analysis, allowing us to simulate extreme conditions and perform standard tests. Advanced engineering simulation technologies are applied to provide structural, fluid dynamics, thermodynamic, and topology optimization analyses, supporting performance prediction and product design optimization.

Process inspection

Testing equipment

Testing technology

Chief Quality Officer

We possess capabilities in vibration testing, material failure analysis, and intelligent algorithm optimization. This system provides comprehensive technical support from research and development design to production quality control, ensuring product reliability, safety, and high performance, which strongly drives technological innovation and quality improvement.

We have established a Chief Quality Officer system and appointed a Chief Quality Officer who holds veto power over events affecting product quality during the product realization process.

Product Quality Management

▲ Continuous Quality Improvement

We actively promote the continuous improvement of the quality system through regular internal audits, continuous improvement mechanisms, and rationalization proposal measures, forming a multidimensional quality enhancement path to continuously optimize the quality management system.

Internal quality system audits

We continuously implement internal system audits, process audits and other measures to ensure the effective operation of the quality management system. In response to the issues identified during the audit, we develop corrective and preventive measures, specifically implementing them in areas such as research and development, processes, inspections, and error-proofing to prevent the recurrence of problems. Additionally, we continuously improve product quality through design optimization and process enhancements.

Continuous improvement mechanism

We have established the *Continuous Improvement Management Process*, encouraging improvement initiatives across all operational levels. Continuous improvement efforts focus on processes that impact product quality, information security, customer feedback, and audit findings. These initiatives aim to enhance process efficiency, reduce production costs, and improve customer satisfaction. We have also implemented the *Rationalization Suggestion Management Process* to foster a corporate culture that encourages constructive feedback, innovation, and continuous improvement. This mechanism supports ongoing product quality enhancement, improves management effectiveness, and strengthens overall operational performance.



Case

Case for quality improvement: Standardization of foreign object protection for the wafer inspection system (Model 018TC) module

In response to issues identified in the 018TC wafer inspection system at customer sites, such as abnormal noise and jamming in the carrier lifting screw module in the loading area, caused by internal ball screw component failure, we established a cross-functional project team involving R&D, process engineering, manufacturing engineering, and quality management departments. Through collaboration with third-party testing institutions and the use of professional measurement instruments, we applied structured quality analysis tools such as mind mapping, brainstorming, fault tree analysis, and the 5 Whys methodology. Based on early-stage risk identification, we enhanced foreign object protection controls in critical material handling zones, enabling proactive risk prevention and effectively eliminating potential quality issues at the source.

Product Quality Management

▲ Product Recall Management

We have developed institutional documents such as the Non-Conforming Product Management and the Traceability Management. In the event of quality incidents at customer sites, we implement mandatory recall or on-site inspection procedures. The Engineering Department leads the response process, working in coordination with the Sales and Quality departments to conduct comprehensive product traceability, identification, and isolation of affected products in transit or at customer locations, ensuring zero omission of nonconforming products. For cases involving customer impact or loss, we implement rapid assessment and reasonable compensation mechanisms to safeguard customer rights and interests. In addition, we sign technical agreements with customers to clearly define performance indicators, after-sales service training commitments, and warranty obligations, ensuring that quality commitments are fulfilled through formalized management controls. During the reporting period, no incidents of non-compliance with quality commitments occurred.

We have also established internal procedures such as the Emergency Response Procedures for Critical Incidents and the Major Information Internal Reporting Policy. We have created a dedicated crisis management task force to address major incidents related to safety, environmental protection, and product quality that may adversely affect our corporate reputation. We implement a tiered response mechanism and closed-loop management approach to ensure timely containment of incidents and effective mitigation of potential negative impacts. In accordance with applicable laws and regulations, we also promptly report incident progress and outcomes to relevant local government authorities. No major product safety or quality liability incidents were reported during the reporting period.



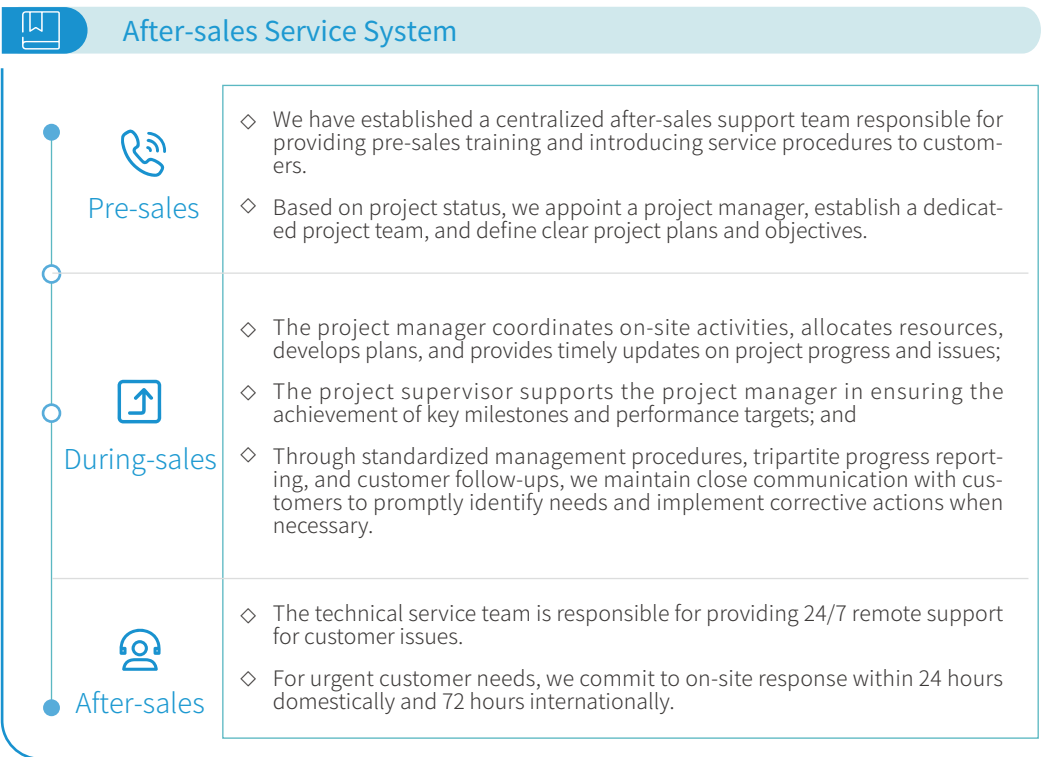
▲ Indicators and Targets

Product Management Indicators		
97.73 %	0 %	0
Product pass rate	Product recall rate	Major product service quality accidents

Customer Service Management

After-sales Service System

We attach great importance to the quality of customer service, adhering to the principles of quality first and efficient service. We have established internal policies such as the *After-sales Service Policy* and the *Customer Feedback Improvement Policy* to standardize after-sales service procedures and service requirements.



After-sales service commitment:

- ◇ We provide free on-site training for customer operators and maintenance personnel.
- ◇ During equipment installation and commissioning, we dispatch technical personnel to customer sites to provide complimentary technical guidance.
- ◇ Our after-sales service personnel respond to calls 24/7.
- ◇ We offer a one-year warranty (excluding consumables) for the equipment provided after installation, commissioning, and acceptance.
- ◇ During the warranty period, we provide free replacement and repair services for issues arising from equipment quality.
- ◇ After the warranty period, when customers request technical services from us, we continue to provide technical services at the most competitive service rates.

Ongoing Customer Relationship Maintenance

- ◇ **Offline follow-up visits** Project supervisors conduct regular follow-up visits to assess equipment performance, identify customer needs, and maintain long-term customer relationships.
- ◇ **Online communication** Through our official WeChat Account, we regularly publish maintenance guidelines, troubleshooting methods, commissioning techniques, and equipment-related knowledge articles to provide customers with technical documentation and operational support.



Practical Tips for the Wafer Inspection System

Digital After-sales Service System

In September 2025, we initiated a Customer Relationship Management (CRM) project to enhance the sales management modules across business divisions. The project aims to establish a comprehensive customer relationship management system that supports collaboration between marketing and sales teams through a unified sales management platform. By leveraging digital tools, we enhance the business development capabilities of our sales personnel, standardize sales practices, and improve the efficiency of sales execution. We also optimize and standardize customer management and sales processes to ensure that customers at all levels receive timely attention and effective service support.

Customer Service Management

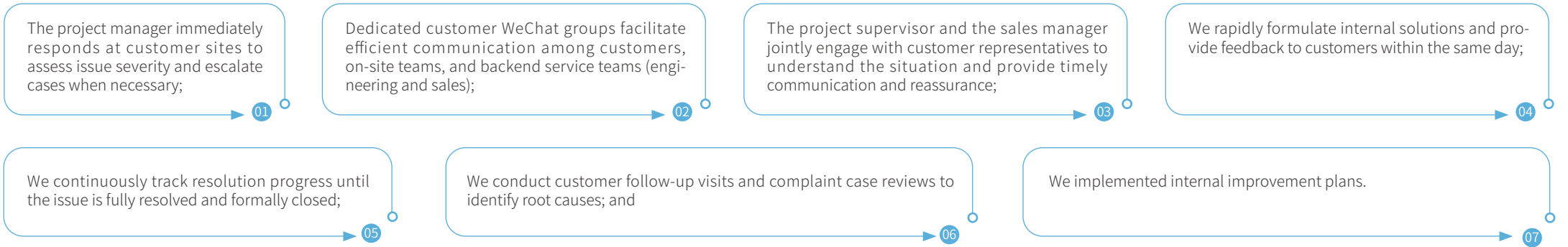
Customer Complaint Response Mechanism

We have established a comprehensive customer complaint response mechanism with clearly defined response timelines to ensure timely resolution of customer issues and effective protection of customer rights and interests.

In 2025, we launched the “Submit Suggestions, Win Rewards” customer engagement platform, establishing a closed-loop management process of “feedback – evaluation – incentive – implementation”. Through incentive-based rewards, we encourage customers to submit optimization suggestions based on real-world application scenarios. High-value and implementable proposals are prioritized and rewarded, enabling us to continuously translate customer insights into improvements in products and services, while fostering a collaborative ecosystem for user-participatory quality enhancement.



Customer Complaint Response Mechanism



Complaint Response Timeline



Customer Service Management

Customer Satisfaction

We value customer experience and continuously conduct satisfaction surveys to improve the quality of our customer service based on the survey results.

In 2025, we conducted customer satisfaction assessments through online questionnaires, in-person interviews, and telephone follow-ups. The survey covered three major customer groups: strategic partners, long-term customers, and emerging customers, reaching more than 60 customers in total. The survey included, but was not limited to, four major dimensions: product quality, product delivery, after-sales service, and technical service, with 20 detailed evaluation indicators. Ultimately, the overall customer satisfaction score reached 96.6 out of 100.

Customer Recognition in 2025



Tongwei Group: “2025 Valuable Partner Award”



GCL SI: “Smart Star Award”



GCL SI: “Best Service Award”



Gokin Solar: “Perfect Match - Strategic Synergy Award”



Trina Solar: Excellent Supplier



Shanghai Electric: 2025 “Excellent Supplier”



DMEGC: “Strategic Partner”

Customer Service Management

Product Knowledge Training

We provide customized training programs across pre-sales, during-sales, and after-sales stages. Training plans are tailored to customer needs and validated through assessments to ensure training effectiveness and continuous improvement.

 Before training	<ul style="list-style-type: none"> ◇ We assess customers' technical capabilities and develop customized training plans based on different skill levels; ◇ The training plan and expected learning outcomes are shared with trainees, customer representatives, and relevant stakeholders one day in advance; and ◇ We emphasize the importance of training and introduce incentive mechanisms to encourage active participation.
 During training	<ul style="list-style-type: none"> ◇ We organize training, manage sign-in, conduct assessments (written tests and practical operations), and collect training effectiveness feedback as planned; monitor training quality in real time and adjust training programs accordingly.
 After training	<ul style="list-style-type: none"> ◇ Upon completion of the training, prizes are awarded based on assessment results, and certificates are granted to outstanding participants; and ◇ Customer follow-up visits are conducted to evaluate training effectiveness and identify opportunities for further optimization and improvement.

Responsible Marketing

We adhere to the principles of legally compliant and integrity-based operations, with *the Integrity in Business Conduct* serving as our core guiding principle. We have continuously improved internal policies including the *Bidding Management*, the *Supplier Management*, and the *Anti-Corruption Agreements*. Supported by an in-house legal department and external legal counsel, we have built a dual-layer risk control mechanism to ensure legal and regulatory compliance throughout the entire marketing process. Since our establishment, we have not experienced any brand crisis incidents.

In 2025, we conducted 4 specialized legal training sessions for the sales team, covering sales contracts, tendering and bidding, supply chain procurement, and judicial auction execution. The training recorded a 100% pass rate, significantly enhancing employees' compliance awareness.

Responsible Marketing Initiatives

Responsible marketing training

We have established dedicated working groups responsible for providing pre-sales training and introducing service procedures to customers, ensuring customers fully understand product functions and proper usage requirements.

Marketing complaint and reporting channels

Email address: jubao@wxautowell.com
 Official website: <https://www.wxautowell.com/about/message>
 Official WeChat account: Integrity at ATW (WeChat ID: lianjieATW)

Product compliance communication policy

We sign *Technical Agreements* with customers to clearly define key technical performance indicators, after-sales service commitments, training support, and quality assurance provisions, ensuring product claims are consistent with contractual obligations.

Principles for product communication

We strictly manage potential brand risk events and ensure all product communications adhere to principles of accuracy and transparency. We follow the "5S" principles for brand risk management (Responsibility, Sincere Communication, Speed First, Systematic Operation, and Standardization Authoritativeness) to prevent false or misleading promotional claims.

Data Privacy Protection

We place strong emphasis on protecting customer privacy. With reference to the ISO 27001 Information Security Management System framework, we have established internal policies such as the *Confidentiality Management Policy* and the *Information System Access Control Standards*, embedding data protection requirements into all business processes. During the reporting period, we recorded no customer data breaches.

From a technical perspective, we have deployed server antivirus systems, application control (AC) systems for internet behavior management, and high-availability application firewalls (AF) architecture to strengthen data protection capabilities. From a management perspective, we have established an access control framework and regularly conduct information security awareness training and internal communication initiatives. We periodically distribute information security guidance materials to continuously enhance employees' data protection capabilities. During the reporting period, no data security incidents occurred.



R&D Innovation

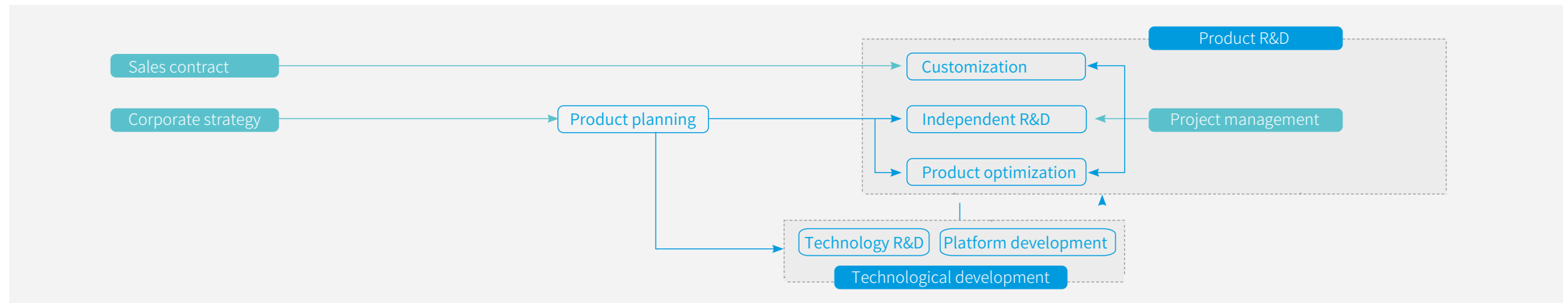
Governance

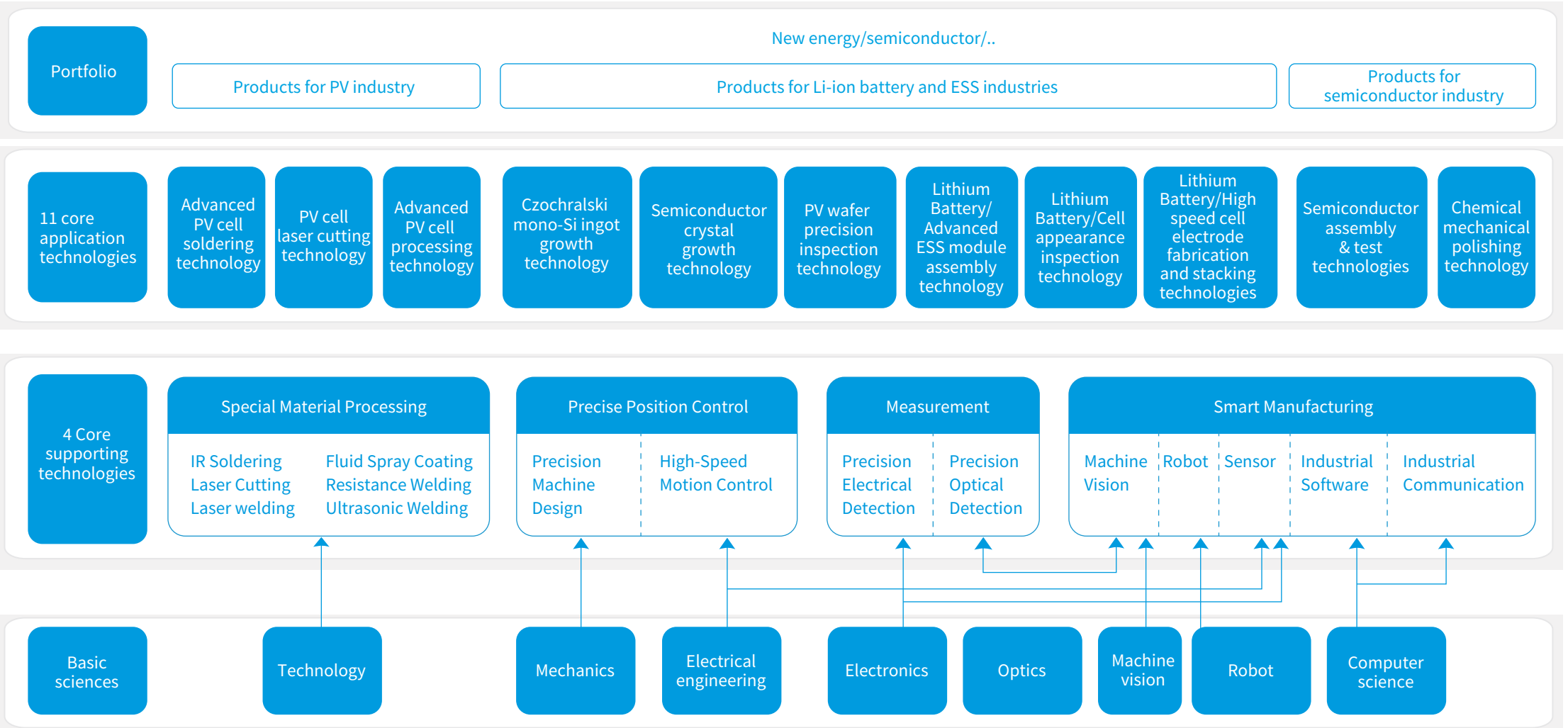
R&D Management System

Guided by our R&D philosophy of “high productivity, high precision, high compatibility, and high stability”, we have established a standardized project-based research and development model. Our R&D framework is composed of four core supporting technologies and eleven core application technologies.

We have continuously strengthened our R&D management mechanisms by establishing internal policies such as the *Project Initiation and Management Process* and the *Project Incentive Policy* to ensure high-quality project delivery under the project-based development model. We have also implemented innovation incentive mechanisms including the *Rationalization Suggestion Reward Policy*, the *Technical Personnel Training Policy*, and the *Performance Evaluation Policy*. These measures effectively stimulate the innovation potential of technical professionals, driving technological breakthroughs and improving R&D efficiency.

Project-based R&D Model





Governance

R&D Innovation Platform

To comprehensively enhance our technological innovation capabilities, we have established a full-chain innovation platform covering management, R&D, and commercialization, facilitating a complete path from technological exploration to commercial application, forming an efficient closed loop of “fundamental research—technology development—achievement transformation”, providing systematic support for continuous technological breakthroughs and large-scale implementation.

R&D management platform

We established 3 major management bodies: the Project Management Committee, the Standardization Management Committee, and the Experimental Center Management Committee, all overseen by the Company's founder, to coordinate decision-making on major technological innovation and management innovation projects.

Technological innovation platform

With a focus on the three major fields of photovoltaics, semiconductors, and lithium-ion batteries/ESS, we have integrated mechanical, electrical, electronic, optical, machine vision, robotics, and computer technologies to establish 12 laboratories, equipped with advanced devices such as non-destructive cutting machines, nanosecond infrared lasers, and Beckhoff systems, providing solid support for technological innovation.

Technology commercialization platform

We have established 4 major innovation practice bases: the Jiangsu Provincial Engineering Technology Research Center, the Jiangsu Provincial Enterprise Technology Center, the Jiangsu Provincial Engineering Research Center, and the Jiangsu Provincial Postdoctoral Center. We have gathered the strengths of industry, academia, and research to continuously promote the implementation of new products and technologies that meet market demands and align with our corporate strategy.

Industry Standard Formulation

We actively participate in the formulation of industry standards, promoting the greening and intelligent upgrading of the industrial chain, demonstrating our corporate responsibility and leading technological strength.



We have participated in the formulation of standards as follows:

Group standard

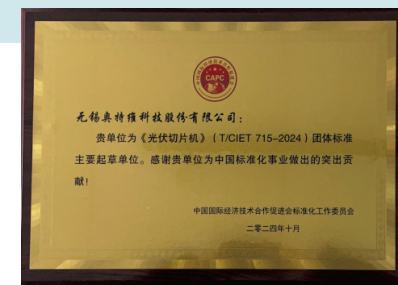
T/CIET 715-2024 *PV Cell Cutting Machines*

Group standard

T/CESA 1118-2020 *Technical Specification for Green-design Product Assessment—Photovoltaic Module*

National standard

GB/T 43752-2024 *Recycling and Treatment Methods for Crystalline Silicon Photovoltaic Modules—Physical Method*



Drafting Entity for the Group Standard on PV Cell Cutting Machines

Strategy

We focus on three key manufacturing fields: photovoltaics, lithium-ion batteries/ESS, and semiconductors. Through continuous R&D investment, global brand deployment, and talent aggregation, we have built an industry-leading smart manufacturing innovation system. We are committed to achieving independent control over core technologies and advancing the substitution of imported equipment with domestically developed solutions. We are driving the transformation of our business model from “single-equipment leadership” to “full-process, full-scenario solution leadership”. In the medium to long term, we aim to become a global technology leader and integrated system service provider in intelligent manufacturing, empowering industries through innovation and supporting the future of global smart manufacturing.

Impact, Risk, and Opportunity Management

Encouraging R&D Innovation

We implement an R&D innovation incentive mechanism, and have established a diversified innovation incentive system. By organizing skill competitions, creating practical innovation platforms, and setting up special bonuses for patent awards, rationalization suggestions, and research project rewards, combined with skill training, university-enterprise cooperation, and mentorship programs, we fully inspire all employees to leverage innovative thinking and actively engage in technological breakthroughs and product optimization.

Initiatives to Promote R&D Innovation

Rationalization suggestion mechanism

We have established the *Rationalization Suggestion Reward Policy* to solicit forward-looking suggestions from all employees covering areas such as process optimization, management enhancement, quality improvement, and corporate culture. Through a standardized evaluation mechanism, reward levels are determined, with monthly tracking, disclosure, and implementation, forming a closed-loop management process of “proposal–evaluation–incentive–promotion”. This approach effectively stimulates employees’ innovation potential and sense of ownership while driving continuous improvement and knowledge sharing.

Technical innovation selection activities

We conduct annual innovation evaluation activities and skill competitions such as the “Li Wen Craftsman Cup”, “Technical Innovation Award”, and “Craftsmanship for Dreams, Innovation for the Future”, continuously stimulating the innovative momentum of R&D personnel and solidifying the technical talent pipeline.

Intellectual property rewards

We implement dedicated incentive mechanisms for intellectual property achievements, granting annual rewards to inventors and designers of patents and software copyrights. This reinforces value recognition for innovation and motivates employees to actively engage in technological development.



Case for R&D Innovation Encouragement

Case

“Spark Innovation Initiative 2025”

In 2025, we launched the “Spark Innovation Initiative 2025”, establishing a dual-layer incentive mechanism combining immediate rewards and implementation-based incentives. Approved innovation proposals receive cash or in-kind rewards, while major innovations that are successfully implemented may be awarded up to 1 million yuan. This high-intensity incentive structure effectively accelerates the transformation of innovation outcomes into tangible value.



Mechanical Assembly Skills Competition

Impact, Risk, and Opportunity Management

Deepened Industry-Academia-Research (IAR) Cooperation

We have continuously deepened IAR cooperation. By partnering with leading universities such as Shanghai Jiao Tong University, Nanjing University of Science and Technology, and Harbin Institute of Technology, we carry out joint research projects and promote integrated innovation. Through the synergy of industry and education, we have leveraged complementary strengths in resources and expertise, comprehensively enhancing our core technological competitiveness.

Case

Case for IAR Cooperation

Establishment of a Jiangsu Provincial Innovation Consortium

In 2025, we jointly established the Jiangsu Provincial Department of Science and Technology Innovation Consortium with Shanghai Jiao Tong University, Nanjing University of Science and Technology, Wuxi University, and upstream and downstream enterprises such as CanadianSolar. This consortium integrates the full value chain of “basic research – material supply – equipment manufacturing – application validation”, building a collaborative innovation ecosystem that connects industry, academia, research, and application. It is expected to support Jiangsu Province in achieving over 90% localization of high-end photovoltaic equipment and to serve as a benchmark model for technological innovation in China’s photovoltaic equipment sector.



Indicators and Targets

We have established and continuously improved our R&D innovation management system, enabling real-time tracking and updates of ongoing projects. Key tracked information includes project name, current and cumulative investment, stage-wise progress and outcomes, intended targets, and technical maturity. This provides systematic support for dynamic management and performance evaluation throughout the R&D lifecycle.



R&D Innovation Management indicators

485,011,900 yuan

R&D Investment

7.58 %

Proportion of R&D investment to operating revenue

1,260

Number of R&D personnel

28.14 %

Proportion of R&D personnel

10,807.75

Training hours for R&D personnel

71.74 %

Proportion of trained R&D personnel

R&D Innovation Management Objectives

We continuously increase our R&D investment, aiming to become a global leader and system service provider in the field of smart manufacturing, empowering the industry through innovation and supporting the future of global smart manufacturing.

Eco-Design

We adhere to an eco-design philosophy, deeply embedding sustainability principles into the full lifecycle management of our three core business segments: photovoltaics, lithium-ion batteries/ESS, and semiconductors. Through structural optimization, process innovation, algorithm enhancement, and energy efficiency upgrades, we achieve synergistic benefits, including reduced operating and maintenance costs, improved resource efficiency, and minimized environmental impact.

PV

Equipment structure optimization

We adopt design approaches such as isolation protection, friction avoidance, contamination control, stress optimization, and thermal protection to reduce component wear and high-temperature damage, thereby extending equipment lifespan and lowering maintenance costs.

Conveyance and alignment system upgrades

Adjustable structural designs combined with shared component integration enable compatibility with multiple wafer specifications, improving production line flexibility and automation levels.

Process innovation

We have replaced traditional spray coating with precision dispensing processes and optimize material replenishment mechanisms, enhancing coating accuracy while reducing material waste and pollution.

Energy efficiency and environmental upgrades

Through waste heat recovery, zoned temperature control, and optimized thermal management, we improve energy efficiency and environmental performance, reducing energy consumption, and enhancing heat management and sustainability.

Algorithm optimization

Our intelligent grouping algorithms reduce material waste and minimize manual intervention.

Lithium-ion batteries/ESS

Precision welding processes

We utilize integrated solutions including enclosed dust removal, inert gas protection, elastic clamping, and adaptive laser parameter control. These measures effectively prevent contaminant dispersion during laser welding, reduce energy attenuation, and enhance welding consistency and yield rates.

Modular assembly adaptability upgrade

Our integrated structural designs with adjustable clamping and bundling functions enable compatibility with multiple specifications while reducing costs and improving efficiency.

Automated cell handling protection

Protective mechanisms are incorporated into transfer systems to ensure product integrity during handling, minimizing material loss.

Semiconductor

Optimization of polishing equipment motion structure

Dynamic adjustment of wafer polishing positions prevents localized wear of polishing pads, extending equipment lifespan and reducing maintenance frequency and costs.

Modular design

Modular, detachable structures combined with multi-dimensional fine-tuning reduce equipment replacement costs during product changeovers.

Multi-process compatibility in coating equipment

The single heating furnace is designed to support multiple coating processes, reducing equipment procurement costs and space requirements. Precise airflow control enhances gas distribution uniformity and process adaptability.

Scientific Research Achievements

We accelerate the industrialization of innovation outcomes, leveraging advanced technologies and products to create customer value, drive continuous technological advancement across the industry, and support high-quality industrial development.

Major Scientific Research Awards

附件
2025年江苏省“三首两新”认定技术产品名单
《首台（套）装备》

序号	单位名称	产品名称	备注
1	江苏通润精密机械有限公司	高精度数控加工中心	
2	江苏通润精密机械有限公司	高精度数控加工中心	
3	江苏通润精密机械有限公司	高精度数控加工中心	
4	江苏通润精密机械有限公司	高精度数控加工中心	
5	江苏通润精密机械有限公司	高精度数控加工中心	
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19	江苏通润精密机械有限公司	高精度数控加工中心	
20	江苏通润精密机械有限公司	高精度数控加工中心	

Recognition as the “First Major Technical Equipment in Jiangsu Province”



Second Prize of the China Machinery Industry Science and Technology Award

Commercialization Achievements

Lithium-ion batteries/ESS

- ◇ We provide integrated intelligent assembly lines for energy storage modules, PACK systems, and container solutions, positioning ourselves as a full-stack solution provider. Our cumulative global shipments have exceeded 300 production lines.
- ◇ We maintain a leading position as a core equipment supplier to top-tier energy storage enterprises, with a high customer repurchase rate.

Semiconductor

- ◇ High-end aluminum wedge bonders: We have taken the lead in fully breaking import dependence, with cumulative shipments exceeding 400 units and a market share of over 40%
- ◇ AOI equipment: Applications have expanded from packaging processes to optical communication, further extending our presence in semiconductor-related fields

PV

- ◇ Ingot: Cumulative shipments of monocrystal ingot pullers reached 5,000 units over three years, rapidly establishing us as a key supplier in the crystal growth segment
- ◇ Wafers: The capacity of wafer inspection systems has repeatedly set industry records, with a global market share exceeding 55%
- ◇ Batteries: The shipment of BC cell adhesive printing lines exceeded 50 in 2024, with a market share of over 60% for PV cell light-induced equipment in the N-type segment
- ◇ Modules: The global market share of PV cell soldering stringers exceeds 70%, with platform technology compatible with various processes



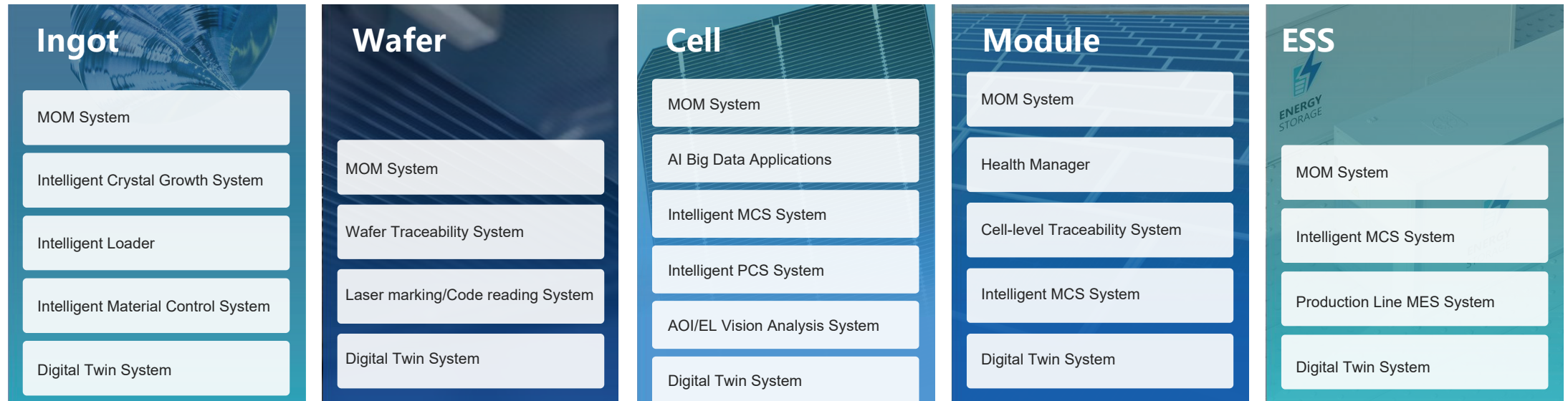
Digital and Intelligent Manufacturing

We actively implement national strategies for digital transformation in manufacturing. In alignment with the *Three-Year Action Plan for Intelligent Transformation, Digitalization, and Network Connectivity of Manufacturing in Jiangsu Province (2025–2027)* (Office of Jiangsu Provincial People's Government document No. 39 (2024)), we systematically advance our digital transformation and upgrade initiatives. We plan to apply for recognition as a “Jiangsu Provincial Advanced Intelligent Factory” in 2026, aiming to establish a benchmark for intelligent manufacturing through digital empowerment.

We have established and maintained an integrated management system for the integration of informatization and industrialization in accordance with GB/T 23001-2017 *Integration of Informatization and Industrialization Management Systems—Requirements* and GB/T 45341-2025 *Digital Transformation Management—Reference Architecture*.



ATW Intelligent Manufacturing System



MES System



Planning module

- ◇ Enables system integration and automatic data collection, and real-time synchronization of changes across production, quality, and sales functions



Equipment management

- ◇ Standardizes inspection and maintenance procedures, records daily inspections and periodic (monthly/quarterly) maintenance activities, and Supports data-driven equipment management optimization



Production module

- ◇ Automatically captures working hours and displays real-time production progress, while comprehensively collecting the actual working hours of employees' operations;
- ◇ Digitizes SOP inquiry;
- ◇ Triggers safety lighting systems for abnormal events and monitors resolution processes;
- ◇ Enables material requisition for assembly, with direct delivery to line-side inventory;
- ◇ Records self-inspection data for analysis and continuous improvement;
- ◇ Supports disassembly management and scattered order shipment tracking with archived images; and
- ◇ Provides equipment integrity checks to ensure complete process closure before delivery

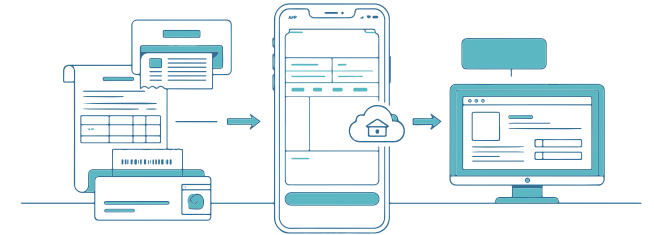


Quality module

- ◇ Enables one-click retrieval of incoming inspection drawings, eliminating the need for manual searches;
- ◇ Records inspection results in real time through barcode or label scanning
- ◇ Automatically generates inspection documents during production and inspects quality according to these documents with real-time recording of inspection results; and
- ◇ Captures and stores process inspection data to support analysis and quality improvement.

Electronic Reimbursement System

- ◇ Supports online booking of flights, trains, and hotels, directly by the Company;
- ◇ Standardizes and controls expenses including travel, accommodation, hospitality, and communication allowances; and
- ◇ Incorporates invoice recognition and verification functions to strengthen risk control.



ATW Digital Manufacturing Operation Management System

IP Management

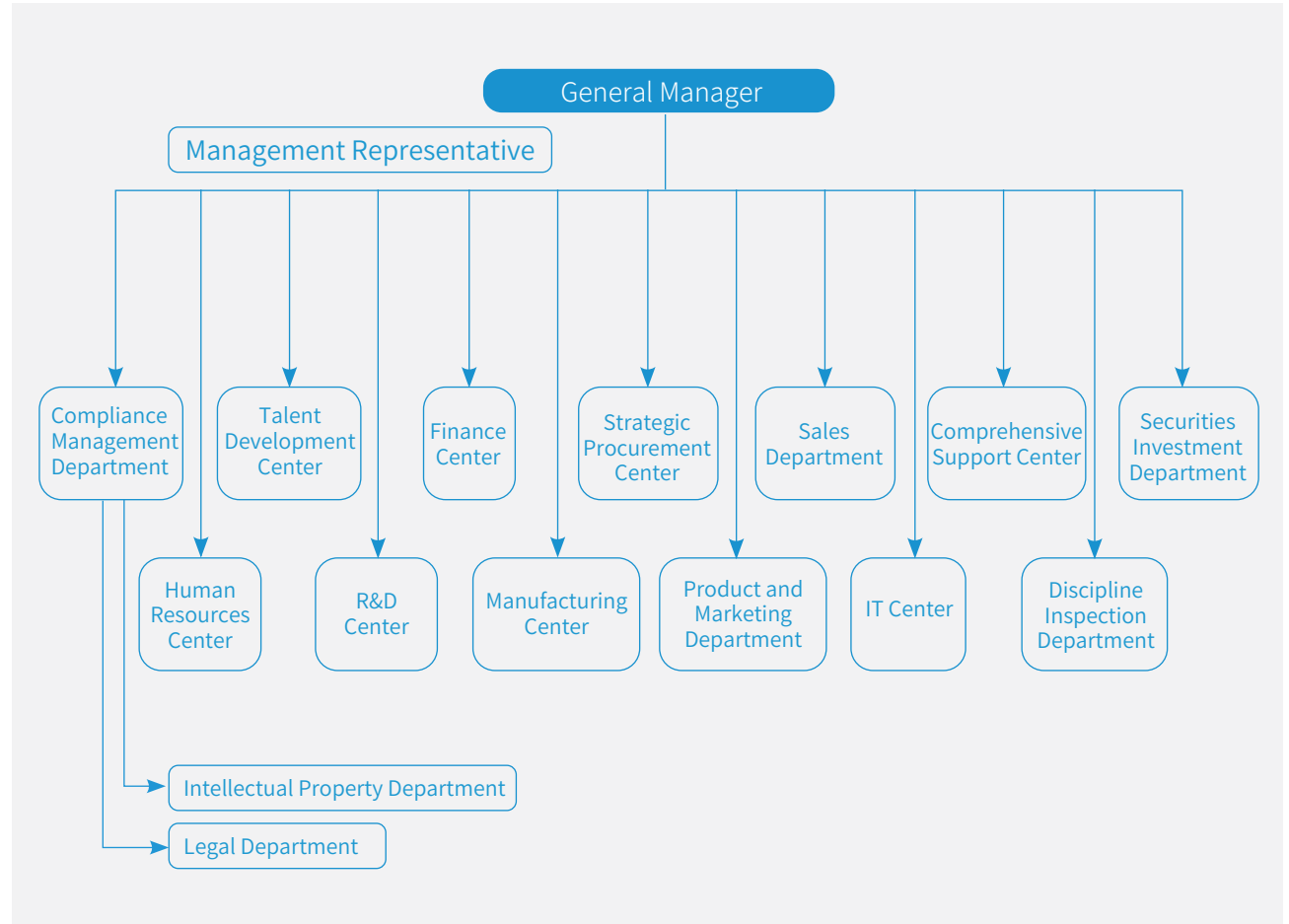
▲ IP Management System

We strictly adhere to the *Patent Law of the People's Republic of China* and other laws and regulations. We have established a comprehensive intellectual property (IP) management system led by the General Manager as the highest governing authority. An Intellectual Property Department is designated to take dedicated responsibility for IP management. We have formulated and implemented various internal policies, including the *Intellectual Property Management Measures*, the *Trademark Management Regulations*, the *Patent Management Regulations*, and the *Intellectual Property Reward Regulations*. These policies cover the entire business value chain such as R&D, production, and procurement to sales, marketing, and recruitment, ensuring systematic and standardized IP management. We have obtained the Certification for the GB/T 29490-2023 Intellectual Property Compliance Management System.



GB/T 29490-2023 Intellectual Property Compliance Management System Certification

IP Management System



IP Management

▲ IP Protection

IP Risk Early Warning Emergency Mechanism



Risk monitoring

We conduct ongoing patent risk monitoring and early warning analysis to identify and mitigate potential risks at an early stage.

Cross-functional collaboration

Our Compliance Management Department, R&D Department, Product Department, and other relevant functions work in close coordination to jointly address IP risks.

Scientific decision-making

Based on objective evidence and professional analysis, we develop tailored and effective response strategies to ensure practicality and effectiveness.



IP Protection Measures



IP training

We enhance IP awareness and management capabilities among technical staff and patent specialists, while strengthening international patent application capabilities to support our global expansion.

IP database

We have established an IP database to systematically manage IP assets, track patent application progress in real time, and proactively monitor and prevent potential risks.

Number of IPs	2025		Total	
	Applications	Grants	Applications	Grants
Invention patents	90	95	723	355
Utility model patents	250	426	2,066	1,769
Design patents	3	3	14	10
Software copyrights	75	72	265	261
Others	32	31	269	268
Total	450	627	3,337	2,663

Ethics of Science and Technology

We place strong emphasis on ethics of science and technology in AI, continuously implements policy requirements such as the *Guiding Opinions on Strengthening Ethical Governance of Science and Technology*, and promotes technology application through responsible innovation. During the reporting period, we did not experience any violations of ethics of science and technology.

Cooperation for Shared Success

Supply Chain Lifecycle Management

Supplier Selection And Admission

We have established and continuously optimized our supplier admission mechanisms and procedures, supported by internal policies such as the *Supplier Development and Approval Policy* and the *Full Lifecycle Management of New Suppliers*. These frameworks standardize supplier selection and admission processes.

Supplier Admission Process



Supplier Information Acquisition

We maintain a diversified supplier information acquisition system. Potential suppliers are identified through industry databases, professional media, and digital platforms, while also allowing supplier self-nomination and third-party referrals to build a broad and inclusive supplier network.

Supplier screening and matching

We verify the authenticity of collected supplier information and conduct comprehensive assessments across multiple dimensions, including product category alignment, technical capability, and quality standards, to ensure a precise match with our business requirements.

Supplier documentation collection

We collect key corporate documents from suppliers, including business licenses, credit certificates, and product documentation. These materials are thoroughly reviewed to assess operational status and compliance qualifications as the basis for admission decisions.

Comprehensive evaluation and approval

We conduct on-site visits and interviews to validate supplier information, complete formal assessments and fill out the *Supplier Admission Evaluation Form* and the *Supplier Review Form* based on the actual situation. Qualified suppliers are included in the Approved Supplier List, while those not meeting requirements are placed in a reserve supplier pool.

Supply Chain Lifecycle Management

Supplier Development Principles

Acceptable types

- ◇ Suppliers used by competitors may be considered, provided proper justification is documented.
- ◇ Agency-type suppliers may be engaged after verification of authorization authenticity.
- ◇ For equipment components, priority is given to sourcing directly from original manufacturers.

Non-acceptable types

- ◇ Suppliers introduced or operated by former employees are generally not adopted.
- ◇ Suppliers established for less than one year are generally excluded.

Supplier Oversight and Audit

We have established a full lifecycle supplier oversight and audit mechanism. Based on tools such as the *Supplier Performance Evaluation Form* and the *Supplier Performance Management Policy*, we conduct regular assessments covering areas such as quality control, delivery capability, and environmental compliance. Through on-site inspections and periodic reviews, we evaluate supplier performance and formulate collaboration strategies for the following year, driving continuous supply chain improvement.

Supplier Lifecycle Review Mechanism



Supply Chain Lifecycle Management

Supplier Exit

In accordance with the *Supplier Performance Management Policy*, we implement monthly, semi-annual, and annual performance evaluations. Based on evaluation results, we formulate improvement plans and track their implementation. Suppliers rated “D” or identified as severely non-compliant for two consecutive assessments are subject to elimination.

Supplier Empowerment

To raise suppliers’ sustainability awareness, we implement supplier capability development programs and incentive mechanisms. These initiatives aim to strengthen supplier’s sustained growth.

Sustainable Supply Chain

We integrate sustainability principles throughout the entire supply chain, clearly defining supplier compliance requirements in areas such as environmental protection, protection of labor rights and interests, and business ethics. We have established rigorous ESG-based supplier admission reviews and performance evaluation mechanisms to ensure that our partners fulfill their corporate social responsibilities and contribute to a responsible supply chain ecosystem.

Key indicators in 2025

344 suppliers certified by ISO 9001 Quality Management System;

74 suppliers certified by ISO 14001 Environmental Management System; and

93 suppliers certified by ISO 45001 Occupational Health and Safety Management System.

The duration of ESG training for suppliers reached 5 hours, with **185** participants.

Sustainable Supply Chain

Green Procurement

Green Procurement Requirements



		<p>Environmental compliance qualifications</p>	<p>We require suppliers to possess valid environmental approvals and pollutant discharge permits, with emissions meeting national and local regulatory standards; and Unauthorized or excessive pollutant discharge is strictly prohibited.</p>
		<p>Pollution control capability</p>	<p>Wastewater: Suppliers are required to establish wastewater treatment systems. Industrial wastewater must be treated to meet discharge standards or be reused, with proper treatment records maintained. Waste gas: Suppliers must install waste gas purification equipment to reduce dust and harmful emissions, ensuring odor control meets environmental standards. Solid waste: Industrial solid waste and hazardous waste must be properly classified and stored. Hazardous waste must be handled by qualified entities under formal agreements, with transfer manifests retained.</p>
		<p>Production site safety</p>	<p>Equipment must undergo regular maintenance and display safety warning signage to ensure safe operation; Facilities such as workshops and warehouses must be properly laid out to ensure unobstructed emergency access and be equipped with adequate and regularly inspected firefighting systems; Hazardous chemicals must be stored separately in designated areas with appropriate protective and emergency response equipment, supported by usage registration systems; and We also sign safety agreements with suppliers to clearly define both parties' responsibilities and obligations regarding employee health and safety, ensuring full compliance with applicable regulations and corporate requirements.</p>
		<p>Circular economy</p>	<p>We encourage suppliers to adopt recyclable and biodegradable packaging materials and reduce the use of single-use packaging.</p>
		<p>Energy conservation and carbon reduction</p>	<p>We have established strict environmental and energy efficiency evaluation criteria for suppliers, assessing their performance in areas such as energy consumption, emissions control, and resource utilization to ensure effective implementation of energy-saving and environmental protection measures.</p>
		<p>Green product certification</p>	<p>We prioritize suppliers with green product and green raw material certifications. We procure environmentally friendly equipment such as photovoltaic and lithium-ion battery equipment, as well as eco-friendly raw materials including recyclable metals and non-metallic materials, ensuring compliance with our environmental standards from the source. We have obtained multiple green procurement certifications.</p>

Sustainable Supply Chain

Transparent Procurement

Integrity agreement signing

We sign the *Procurement Integrity Agreements* with suppliers, clearly defining their responsibilities and obligations in maintaining integrity and compliance, including adherence to laws and regulations, prohibition of commercial bribery, and establishment of internal integrity systems.

Procurement compliance review

We have established an integrity compliance framework for procurement personnel, strictly prohibiting acceptance of supplier hospitality, gifts, rebates, or other improper benefits. We conduct regular compliance audits of procurement processes on an annual basis.

Integrity awareness promotion

During pre-admission site visits, we communicate integrity requirements to suppliers and strictly prohibit improper benefits offered to procurement personnel, such as banquets, gifts, and rebates. We organize annual supplier conferences to continuously reinforce integrity and compliance expectations.

Measures against integrity violations

We strictly enforce provisions under the *Procurement Integrity Agreement* and the *Procurement Framework Agreement*. Suppliers found in violation of integrity requirements are subject to disciplinary actions based on severity, including but not limited to rectification notices, suspension of business cooperation, or permanent disqualification. In serious cases, we will pursue legal liability in accordance with applicable laws. Suppliers are also required to return any improper gains obtained through violations.

Supply Chain ESG Management

Supply Chain ESG Management Process



ESG requirements at the admission stage

We incorporate ESG and responsible procurement clauses into tender documents, with green supply capability, ethical compliance records, and social responsibility performance serving as core evaluation criteria in supplier selection.

ESG assessment

We conduct dynamic ESG assessments of suppliers through regular reviews, on-site inspections, and questionnaires to comprehensively evaluate supplier ESG performance.

Exit mechanism

In the event of serious ESG non-compliance, we implement a formal exit mechanism, including measures such as warnings, suspension of cooperation, or contract termination.

ESG incentives and guidance

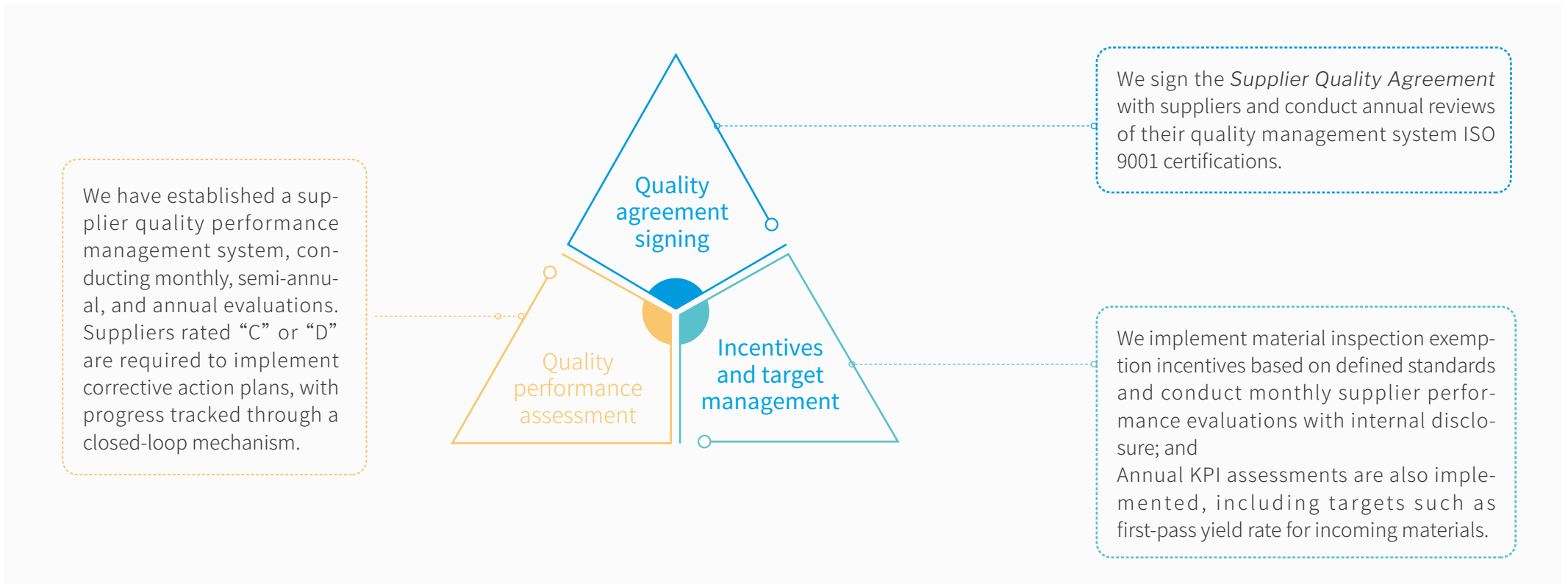
We have established a closed-loop ESG performance management system. Underperforming suppliers are supported through targeted improvement plans, while high-performing suppliers are rewarded with priority cooperation opportunities and preferential policies, driving continuous ESG improvement across the supply chain.

ESG training for procurement personnel

We provide dedicated responsible procurement training to procurement personnel, enhancing their capabilities in identifying environmentally friendly products, detecting ethical risks, and evaluating supplier ESG performance, thereby strengthening sustainable supply chain management from the source.

Procurement Quality Management

We place great importance on the quality management capabilities of suppliers. Through measures such as signing quality agreements, closed-loop performance evaluation, KPI-based incentives, and target-setting, we effectively mitigate material quality risks and ensure stable supply chain delivery.



Supply Chain Security

We are committed to ensuring a stable and secure supply chain. Through localized procurement strategies, centralized sourcing, and other mechanisms, we effectively mitigate supply disruption risks, improve procurement cost efficiency, and enhance overall supply chain resilience.

Localized procurement strategy

Suppliers for machining components are primarily located in Suzhou, Wuxi, and Changzhou. Localized sourcing enhances process control and facilitates on-site management and continuous improvement.

Rolling inventory mechanism for long lead-time materials

Under a buyer-led model, we place advance orders based on rolling demand forecasts. For materials with long procurement cycles (usually ≥ 30 days) and customized/scarce characteristics, we place procurement orders in advance based on rolling demand forecasts, continuously update the plans, secure production capacity and materials, and ensure production continuity.

Vendor-Managed Inventory (VMI)

Under a supplier-led collaborative model, both parties share data, allowing suppliers to manage inventory levels and replenishment plans proactively. Settlement is based on actual consumption, reducing overall inventory costs across the supply chain.

Centralized procurement

We leverage centralized procurement to aggregate demand and achieve economies of scale, thereby reducing procurement costs.

Integration of supplier outsourcing resources

We have established supplier subcontracting management and on-site audit mechanisms to ensure stable delivery performance.

Key indicators in 2025

The total number of suppliers reached **1,558**, with **1,240** suppliers located in East China, resulting in a **79.6%** of local suppliers.

Promoting Industry Development Together

We actively foster an open and win-win industrial ecosystem by collaborating with upstream and downstream partners on cutting-edge technology exchanges and joint innovation. We also participate extensively in domestic and international industry exhibitions and technical forums to facilitate resource integration across the value chain and continuously inject momentum into industry upgrading and sustainable development.

Industrial Chain Collaboration

2025 Supplier Partner Appreciation Conference

In December 2025, we successfully held our annual Supplier Partner Appreciation Conference. Our senior management, along with representatives from supply chain, quality, operations, and compliance functions, engaged with suppliers across the value chain under the theme “Synergizing Development for Photovoltaic and Energy Storage Industries, Co-creating an Intelligent Future”. The event focused on aligning on 2026 collaboration plans and exploring long-term pathways for coordinated development.



Multiple Supply Chain Collaboration Awards

In November 2025, we were honored with the “Valuable Partner Award” at the Global Supply Chain Co-creation Ecosystem Partner Conference. In the same month, we also received the Global Partner & Excellent Enterprise Award at the 8th 2025 China International Photovoltaic and Energy Storage Industry Conference, recognizing our sustained innovation and outstanding performance.



Promoting Industry Development Together

SCEC partnered with Guizhou Sunrise to accelerate the industrialization process of silicon-carbon anodes

As the industrialization process of solid-state batteries accelerates, breakthroughs in the scaling and quality of anode materials have become key to the industry's development. In October 2025, our subsidiary, SCEC, strategically collaborated with Sunrise (Guizhou) New Energy Materials Co., Ltd. (referred to as “Guizhou Huiyang”) to provide customers with industry-leading CVD fluidized bed system, helping them overcome key bottlenecks in the industrialization of silicon-carbon anode materials and accelerating the large-scale implementation of high-quality products. This collaboration not only represents the industrialization of SCEC's fluidized bed CVD technology but also presses the “accelerator” for the large-scale application and industrial landing of silicon-carbon anodes.

Innovative Technology Exchange

We were invited to participated in ABEC 2025 to discuss new pathways for value leap in the battery new energy industry

In November 2025, the 12th ABEC China Battery New Energy Industry International Summit Forum was grandly held in Suzhou. This forum focused on core topics such as technological breakthroughs, ecological reconstruction, and global competition in the battery new energy industry. As a leading enterprise in the high-end intelligent equipment sector, ATW was invited to participate. Mr. Wu Guang, Deputy General Manager of ATW Intelligent Equipment, discussed the interactive theme of how capital shifts to new areas and how the battery new energy industry transitions from scale expansion to value creation with industry experts and partners.



Keynote Speech at MIW 2025 in Germany, exploring the forefront of innovation in photovoltaic printing technology

In October 2025, at the Metallization and Interconnection Workshop (MIW) held in Berlin, Dr. Chen Ning, Director of the ATW Laboratory, was invited to deliver a keynote speech titled “Printing Technologies for PV Beyond Metal Pastes and Stainless Steel Screens”, systematically showcasing our multiple innovative achievements in advanced battery printing technology.



Promoting Industry Development Together

We attended the NET ZERO CHINA 2025 SMM (4th) & PV Entry into Electricity Market, where we received an industry innovation award

In September 2025, the NET ZERO CHINA 2025 SMM (4th) & PV Entry into Electricity Market, organized by SMM, was successfully held in Suzhou, Jiangsu. The conference focused on addressing the challenges within the photovoltaic industry and exploring innovative paths for high-quality development, inviting over fifty authoritative industry experts to deliver engaging speeches and participate in roundtable discussions. As a well-known intelligent equipment manufacturer in the photovoltaic field, we were invited to attend the conference and received the SMM Radiance Cup “Photovoltaic Industry Smart Equipment Innovation Award”, for providing solutions and ideas to address industry challenges from the perspective of high-quality equipment suppliers.



The Jiangsu Province PV and Energy Storage Integration Resource Integration Salon was successfully held at ATW

In August 2025, the Special Committee of Photovoltaics and Battery Storage the Jiangsu Photovoltaic Industry Association organized a successful Energy Storage Integration Resource Integration Salon at ATW. This event aimed to explore the development path of energy storage integration technology and promote collaborative innovation within the industry chain. Several senior leaders from ATW engaged in discussions and exchanges with representatives from the association and guests from the industry.



Promoting Industry Development Together

We participated in the Energy Storage Ecosystem Matchmaking Conference to explore the integration of smart manufacturing and energy storage practices

In July 2025, the first “Energy Storage Ecosystem Matching Conference (Smart Manufacturing Session)” led by the Zhongguancun Energy Storage Industry Technology Alliance was held in Changzhou, Jiangsu. This forum focused on the deep integration of energy storage and smart manufacturing, conducting specialized discussions on the practical applications of core aspects such as energy storage cell R&D innovation, intelligent production processes, and digital management throughout the entire lifecycle.



We attended the 2025 High-Efficiency PV Cells, Module Packaging, and Reliability Technology Conference

In April 2025, the 2025 High-Efficiency PV Cells, Module Packaging, and Reliability Technology Conference was held in Suzhou. As a highly influential technical exchange platform in the photovoltaic field, this forum focused on the latest technologies related to the packaging of various high-efficiency solar cells and modules, as well as new packaging materials, attracting numerous industry elites. ATW was invited to participate in this forum and delivered a special presentation on the “Pre-treatment Solutions for BC Module Packaging”.



We participated in the 13th (2025) Annual Conference of the China Electronic Equipment Industry Association Semiconductor Equipment

In September 2025, the 13th (2025) Annual Conference of the China Electronic Equipment Industry Association Semiconductor Equipment was held in Wuxi. As the annual event in China's semiconductor field, ATW was invited to participate in this forum and presented a special report titled “Core Breakthroughs of Monocrystal Ingot Puller in Photovoltaic Technology Iteration and Advanced Semiconductor Processes”, showcasing the Company's technological innovations and process breakthroughs in ingot equipment.



Promoting Industry Development Together

Participation in Industry Exhibitions

SCEC made its debut at the 6th Asia-Pacific Conference on Silicon Carbide and Related Materials

In November 2025, the 6th Asia-Pacific Conference on Silicon Carbide and Related Materials (APCSCRM) was grandly held in Zhengzhou, Henan. As an important conference with industry benchmark significance in the field of silicon carbide, APCSCRM gathered numerous leading companies and experts. Wuxi Songci Electromechanical Co., Ltd. showcased its crystal growth equipment solutions and engaged in on-site discussions with industry experts and partners, sharing insights on the forefront developments in silicon carbide.



We appeared at two major new energy events to jointly outline a new blueprint for green development

In November 2025, the 17th Wuxi International New Energy Exhibition opened at the Taihu International Expo Center. The exhibition focused on showcasing new technologies, products, and applications in the fields of energy equipment, green energy, AI+ energy, energy infrastructure, and energy sustainability. Among them, AI+ energy, artificial intelligence, and the low-altitude economy became focal points of discussion. During the exhibition, ATW actively engaged in in-depth exchanges with upstream and downstream enterprises in the industry chain around hot topics, exploring the possibilities of technological integration and collaborative development.



We participated in the 8th China International Photovoltaic and Energy Storage Industry Conference 2025

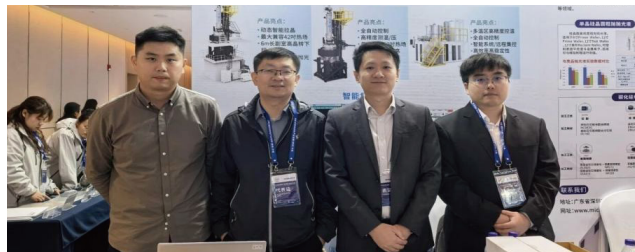
In November 2025, the 8th China International Photovoltaic and Energy Storage Industry Conference was successfully held. The conference brought together numerous international organizations, local governments, authoritative experts, leading enterprises, and innovative forces to jointly conduct technical discussions, industry matchmaking, and showcase achievements. We showcased cutting-edge intelligent equipment and solutions, becoming one of the focal points of the exhibition.



Promoting Industry Development Together

SCEC made an appearance at the 2025 Semiconductor Materials Industry Development (Zhengzhou) Conference

In October 2025, the 2025 Semiconductor Materials Industry Development (Zhengzhou) Conference and the 2025 Annual Meeting of the Semiconductor Materials Branch of the China Electronic Materials Industry Association kicked off at the Holiday Inn Zhengzhou High-Tech Zone. This conference gathered top global experts and leading enterprises to explore technological innovation and development trends in the semiconductor industry. As a high-end intelligent equipment manufacturer focused on crystal growth specialized equipment, SCEC showcased multiple core products, with a focus on its innovative achievements and solutions in the semiconductor and PV crystal growth equipment fields.



We attended the 2025 New Era of Photovoltaics Forum and the 14th “Polaris Cup” Forum, winning the Influential PV Brand Award

In September 2025, the 2025 New Era of Photovoltaics Forum and the 14th “Polaris Cup” Influential PV Brand Award Ceremony successfully concluded in Nanjing, Jiangsu. As a well-known intelligent equipment manufacturer in the photovoltaic field, we were invited to attend the grand event and successfully won the “Influential PV Materials and Supporting Brand Award” due to our outstanding product strength and brand influence!



We participated in RE+ in Las Vegas to explore the future of intelligent manufacturing in energy storage

In September 2025, the RE+ 2025, an International Renewable Energy Exhibition, was grandly opened at the Venetian Expo in Las Vegas. As a major event in the North American renewable energy sector, RE+ brought together leading global companies in photovoltaic, energy storage, smart grid, and other clean energy fields, attracting tens of thousands of authoritative experts and professional attendees to discuss cutting-edge technologies and innovative solutions. As a globally renowned high-end intelligent equipment manufacturer, ATW made a stunning appearance with its integrated smart manufacturing solutions for energy storage, attracting numerous guests to visit and engage at the booth.



Promoting Industry Development Together

We attended the 18th SNEC (2025) International Photovoltaic Power Generation and Smart Energy Exhibition & Conference and Battery Technology and Equipment Conference and Exhibition

In June 2025, the 18th (2025) International Photovoltaic Power Generation and Smart Energy Exhibition & Conference and Battery Technology and Equipment Conference and Exhibition was launched at the National Exhibition and Convention Center in Shanghai. This annual event, which gathered global resources from the energy storage industry, attracted many leading companies, authoritative experts, and professional attendees to explore technological innovations and development trends in the energy storage sector. As a well-known high-end intelligent equipment manufacturer, ATW made a stunning appearance, showcasing its innovative achievements and comprehensive solutions in the field of energy storage smart manufacturing.



We attended the Battery Show 2025 in Germany

In June 2025, the global top battery and electric vehicle exhibition, the Battery Show Europe, was grandly held in Stuttgart, Germany, attracting over 1,000 exhibitors from around the world to discuss the future development trends of the battery industry under the carbon neutrality trend. As a well-known high-end intelligent equipment manufacturer in the energy storage field, we made a stunning appearance with our high-speed cut-stack-press machine, high-speed cell assembly line, energy storage/cell EV module PACK assembly line, and container-type energy storage system assembly line, showcasing our equipment deployment and zero-carbon smart manufacturing concept in the lithium-ion battery industry.



We participated in the 17th China International Battery Fair (CIBF2025)

In May 2025, the 17th China International Battery Fair (CIBF2025) grandly opened at the Shenzhen International Convention and Exhibition Center. Wuxi Autowell Intelligent Equipment Co., Ltd. showcased its core products, including the high-speed stacking machine, high-speed cell assembly line, and full-stack solutions for energy storage modules/PACK/container assembly lines, attracting numerous professional visitors for in-depth discussions.



Promoting Industry Development Together

We attended the Intersolar EU 2025, exploring new horizons in smart manufacturing

In May 2025, the major global event Intersolar Europe (a European International Photovoltaic Exhibition) commenced in Munich, Germany. ATW presented its photovoltaic and energy storage smart manufacturing solutions, gathering with industry leaders and experts to explore new pathways for global energy transition.



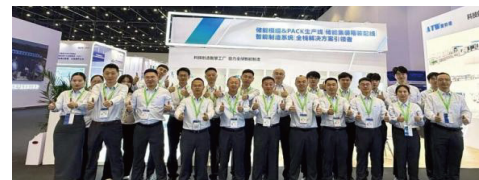
We attended SOLAREX ISTANBUL 2025

As a hub for energy transition in Eurasia, Turkey, with its superior sunlight resources and policy support, is becoming a key growth pole for the global photovoltaic and energy storage industry. In April 2025, at SOLAREX ISTANBUL 2025, the largest industry event in the Middle East, ATW once again presented its photovoltaic and energy storage Smart Manufacturing solutions, responding to the global demand for efficient and clean energy through technological innovation.



We attended the 13th Energy Storage International Conference and Expo (ESIE)

In April 2025, the Energy Storage International Conference and Expo (ESIE), hosted by the Zhongguancun Energy Storage Industry Technology Alliance, was grandly held at the Beijing International Exhibition Center. The theme of this summit and exhibition was “Empowering Industry Transformation through Digital Intelligence, Reshaping the Energy Landscape through Storage”, gathering over 800 leading energy storage companies to discuss cutting-edge technologies in the energy storage field and provide new ideas for the innovative development of the energy storage industry.



We made an appearance at the 7th EESA Energy Storage Carnival and once again received the honor of being named one of the “Top 100 New Energy Storage Brands in China”

In March 2025, the 7th Energy Storage Carnival Ceremony and the Release Conference of the Global Shipment Ranking of Chinese Energy Storage Enterprises in 2024, themed “Energy Transition for a Low-Carbon Future, Exploring the Value of Energy Storage Development”, was grandly launched at the Westin Wuhan Hanyang, Hubei. As the annual event in the energy storage field, the event gathered leading companies in the industry to discuss innovations in energy storage technology and industrial upgrades. ATW Intelligent Equipment was once again invited to participate and successfully retained the title of “Top 100 New Energy Storage Brands in China” due to its outstanding technology and market reputation in the field of energy storage automation equipment.



Equal Treatment of SMEs

We strictly comply with the *Regulations on Ensuring Timely Payments to Small and Medium-sized Enterprises* and uphold the principles of fairness, integrity, and good-faith cooperation. We ensure that payments to SME suppliers are made in full and on time. During the reporting period, no incidents of overdue payments to SMEs occurred. At the same time, to alleviate the challenges faced by SME suppliers in accessing affordable financing, we provide financial support such as credit guarantees. These measures help optimize their cash flow, reduce financing costs, enhance supply chain resilience, and foster a stable and sustainable industrial ecosystem.

Social Contributions

Community Co-Building

At Autowell, we actively strengthen communication and collaboration with local communities and promote community co-development through practical initiatives such as holiday visits and donations for community upgrades. Our efforts focus particularly on supporting the elderly and carrying forward the Revolutionary Spirit.



Community Co-Building



Caring for the elderly

In collaboration with the Wangzhuang Subdistrict Chamber of Commerce, we visited the Lexiang Elderly Care Center in Xinwu District, Wuxi, during the Spring Festival, delivering care and support to senior residents.



Care for retired Party members

On the eve of August 1st, Army Day, we organized dedicated visits to retired and financially disadvantaged Party members in the community. Through in-kind donations and face-to-face engagement, we expressed respect and provided support, while strengthening positive interaction between the Company and the community.



Contribution to age-friendly community upgrades

In 2025, to accurately respond to the living needs of the elderly, we supported age-friendly community renovation projects in Chunchao No. 3 Community by donating elderly care assistance equipment, including wheelchairs, oximeters, blood pressure monitors, blood glucose meters, and bathroom safety handrails. These initiatives enhanced accessibility, improved safety, and optimized elderly-friendly living environments.

Public Welfare

We place strong emphasis on supporting local education development. Through targeted educational donations, we help supplement community-level teaching resources, contributing to improved education quality and greater educational equity in the region.

During the reporting period our total external donations exceeded **1,500,000** yuan.



GOVERNANCE



- Corporate Governance
- Internal Control and Risk Management
- Compliant Operations and Business Ethics
- Tax Management

Corporate Governance

I Governance Strategy

We strictly complied with the requirements of 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 in China, the Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange, and other laws and regulations, departmental rules, normative documents, and the Articles of Association. Through optimizing governance structure, improving governance systems, compliant information disclosure, and strengthening the protection of shareholders' and creditors' rights and interests, we continuously enhance our corporate governance.

Review and approval

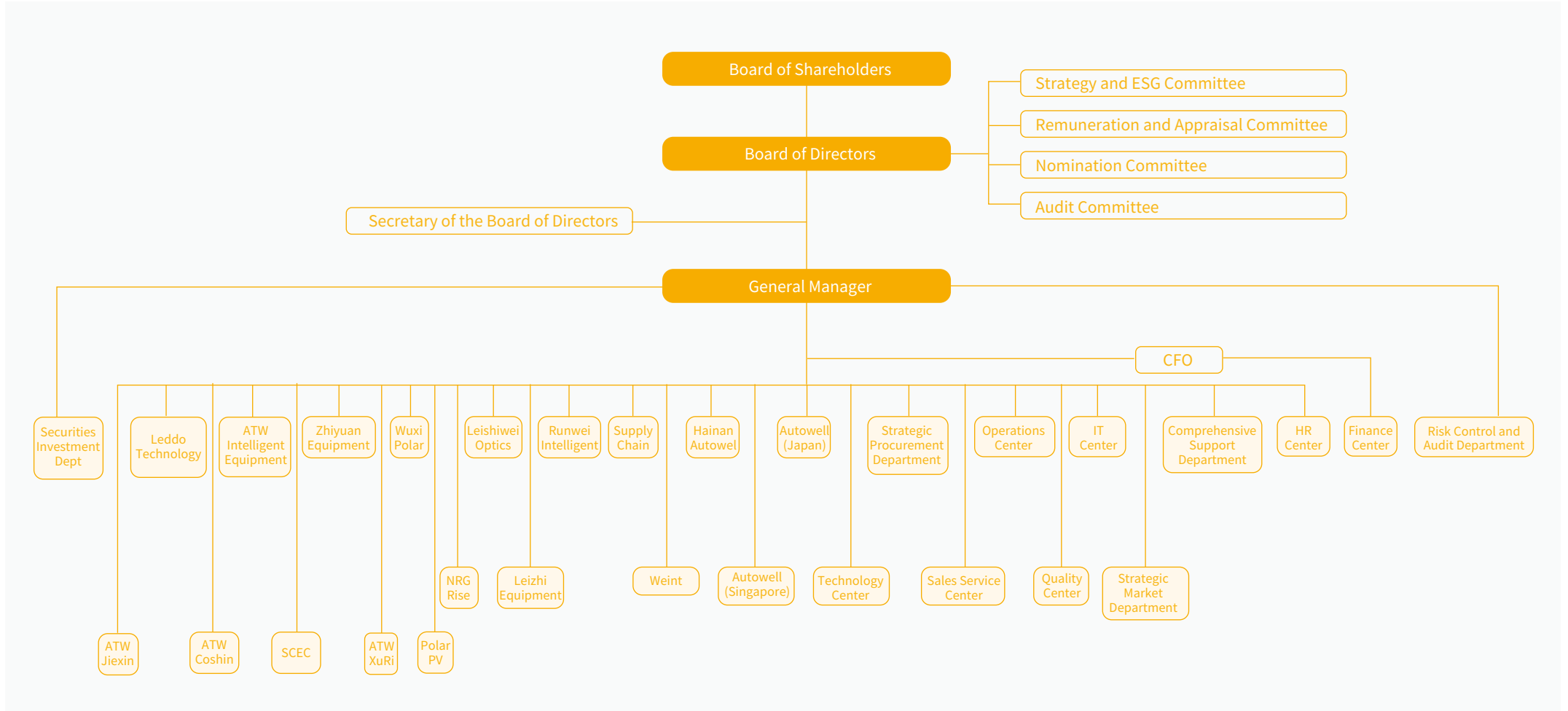
Board of Directors continuously optimizes the Company's governance strategy in accordance with regulatory requirements, business development needs, and the interests of investors. In accordance with the Articles of Association, the Board reviews matters within its authority and submits significant matters to the Board of Shareholders for deliberation, thereby promoting innovation-driven development and value creation.

Oversight and accountability

The Audit Committee of the Board and the Risk Control and Audit Department oversee and evaluate the Company's standardized operations. The Remuneration and Appraisal Committee assesses the performance of directors and senior management, reinforcing accountability among key decision-makers in advancing the Company's sustainable development and ensuring effective implementation of governance strategies.

Governance Structure

During the reporting period, we continuously improved our corporate governance structure. In May 2025, in accordance with the updated Company Law and the Regulations of The State Council on the Implementation of The Registration Capital Registration Management System of the Company Law of the People's Republic of China, as well as the relevant rules of the China Securities Regulatory Commission, we dissolved the Supervisory Board, and the Audit Committee of the Board of Directors exercised the functions of the Supervisory Board as stipulated by the updated Company Law. We also added an employee representative director to the Board to safeguard employees' legitimate rights and interests. As of the end of the reporting period, we have established a well-structured and efficient governance framework comprising the Board of Shareholders, the Board of Directors, specialized committees, senior management, and functional departments.



Governance Strategy

▶ Board of Shareholders

Board of Shareholders is the Company’s governing body and exercises the power to make decisions on major corporate matters in accordance with the law. We convene and hold Shareholder Meetings in strict compliance with the *Articles of Association*, the *Board of Shareholders Rules*, and relevant regulations. Voting is conducted through on-site meetings or a combination of on-site and online voting. We implement a cumulative voting system and strictly enforce related-party abstention mechanisms to ensure that all shareholders, particularly minority shareholders, can fully exercise their voting rights.

Our controlling shareholder and ultimate controlling party have duly exercised their rights in accordance with the law, with no instances of harm to the rights and interests of the Company or its shareholders, particularly minority shareholders.



19

Number of proposals deliberated by the Board of Shareholders

4

Number of Shareholder Meetings held

0

Number of proposals not approved by the Board of Shareholders

▶ Board of Directors

Board of Directors is the company’s daily decision-making body and the executive body of Board of Shareholders meeting resolutions. The Board has established four specialized committees: the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategy and ESG Committee. These committees provide professional opinions and recommendations on matters including financial disclosure, internal controls, appointment and evaluation of directors and senior management, and long-term development strategy.

Our Board of Directors evaluates the performance of the Board of Directors, each specialized committee, and independent directors annually. The performance evaluation of the Board of Directors mainly includes the following items: 1. Operational effectiveness of each committee of the Board of Directors; 2. Effectiveness of internal controls; 3. Director nomination and training; and 4. Quality of Board Decision-making.

During the reporting period, all directors met the required qualifications and diligently fulfilled their duties through active participation in Board and committee activities, effectively safeguarding the interests of the Company and its investors. In 2025, performance evaluations for the Board, its committees, and independent directors were all rated as excellent.



77

Number of proposals deliberated by the Board of Directors

19

Number of Board Meetings held

0

Number of proposals not approved by the Board of Directors

▶ Management

Our senior management team, including the General Manager, Deputy General Managers, Board Secretary, and Chief Financial Officer, is responsible for executing Board resolutions and ensuring the effective operation of the Company’s day-to-day activities.

Governance Strategy

Board Independence

Board independence is a fundamental prerequisite for sound decision-making and for safeguarding the interests of all investors.

We strictly implement the voting avoidance mechanisms for related party transactions (RPT). Prior to meetings, we conduct prudent identification of related parties and RPTs. During meetings, interested directors abstain from voting, while non-interested directors focus on deliberating on the necessity and commercial rationale of such transactions. For material RPTs, or where fewer than three non-interested directors are available, the relevant proposals are submitted to the Board of Shareholders for deliberation, with related shareholders abstaining from voting.

We also attach great importance to the independent and professional judgment of independent directors on the Board. As of the end of the reporting period, the Board comprised 9 directors, including 3 independent directors. Independent directors constitute the majority and serve as conveners of the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Measures for the Administration of Independent Directors of Listed Companies*, we have established internal policies such as the *Independent Director Working Rules* and the *Rules for Special Meetings of Independent Directors*, which were updated during the reporting period in line with the latest regulatory requirements.

Independent directors perform their duties through dedicated meetings and Board committees, free from undue influence by the Company, controlling shareholders, or other parties. We actively support their performance of duties by providing independent office space, necessary documentation, and meeting resources. During the reporting period, independent directors diligently fulfilled their responsibilities through Board and committee participation, on-site inspections, investor communication sessions, and engagement with internal audit functions and external auditors. They maintained active communication with the Company, directors, senior management, and relevant personnel, with focusing on material disclosure matters, including RPTs, external guarantees, auditor appointments, and foreign exchange derivatives trading. All opinions and recommendations were made in the best interests of the Company and its investors. During the reporting period, independent directors also participated in continuing professional training to enhance their performance capabilities.



9

Total number of director

3

Number of independent directors

33.33 %

Proportion of independent directors

Governance Strategy

Board Diversity

We actively promote Board diversity, taking into account multiple dimensions such as gender, age, cultural background, educational background, and professional experience in Board composition. We recognize that diversity contributes positively to governance effectiveness. Currently, our Board of Directors members demonstrate strong diversity in terms of professional expertise, age structure, and gender composition. At period end, our Board of Directors consisted of 9 directors, including 2 female directors, with members possessing rich experience in fields such as automation, law, financial accounting, and corporate management. This complementary mix of skills, knowledge, and perspectives enhances the quality and efficiency of Board decision-making and supports standardized governance practices.

Name	Type	Core Technical Personnel	Gender	Age	Technical	Legal	Finance & Accounting	Business Management
Ge Zhiyong	Director		Male	55	✓			✓
Li Wen	Director	✓	Male	55	✓			
Yin Zhe	Director		Male	54			✓	
Zhou Yongxiu	Director		Female	57			✓	
Liu Shiting	Employee Director	✓	Male	56	✓			
Jia Yinghua	Director		Female	48				✓
Sun Xinwei	Independent Director		Male	59			✓	
Bo Yuming	Independent Director		Male	60	✓			
Yang Jianhong	Independent Director		Male	55			✓	

Protection of Shareholder Rights

We uphold the principles of respecting and protecting investors. During the reporting period, we focused on our core business while fulfilling our responsibilities as a listed company, safeguarding investors' rights to information and participation in decision-making, and placing strong emphasis on shareholder returns to enhance investors' sense of gain.

Information Disclosure

We have established a comprehensive information disclosure framework in accordance with the *Company Law*, the *Securities Law*, the *Administration of Information Disclosure of Listed Companies* and the *Rules Governing the Listing of Stocks on Shanghai Stock Exchange*. Our internal policies include the *Information Disclosure Management Policy*, the *Policy on Suspension and Exemption of Information Disclosure*, and the *Accountability System for Material Errors in Annual Report Disclosure*, all of which were effectively implemented during the reporting period. In June 2025, we revised the aforementioned policies in accordance with the latest regulations to ensure the effectiveness of internal controls.

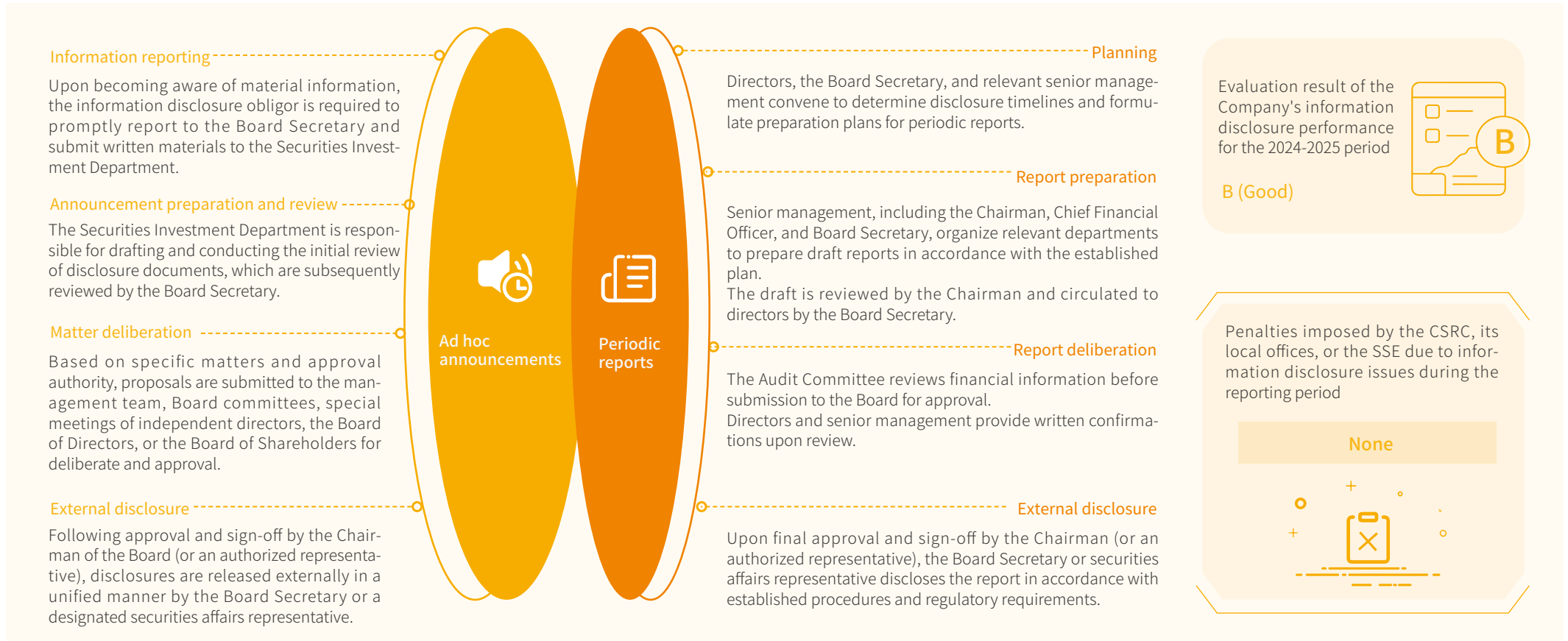
We have also established standardized procedures for the preparation, review, and disclosure of information, adhering to the principles of truthfulness, accuracy, completeness, timeliness, and fairness. Information is disclosed equally to all investors, thereby safeguarding shareholders' legitimate rights and interests. During the reporting period, we disclosed 4 periodic reports and 126 ad hoc announcements on the SSE website and other CSRC-designated media platforms, covering major matters such as RPTs, use of proceeds, external guarantees, financial assistance, and equity incentive plans. In addition, since 2023, we have continuously published Environmental, Social and Governance (ESG) reports in both Chinese and English to meet the diverse information needs of global investors.

4
Disclosure of periodic reports

126
Disclosure of ad hoc announcement

Protection of Shareholder Rights

Information Disclosure Procedures



Protection of Shareholder Rights

Investor Relations Management

We are committed to building long-term, stable, and trust-based relations with our investors. In accordance with the Guidelines on Investor Relations Management for Listed Companies, the Guidelines No. 1 of the STAR Market of Shanghai Stock Exchange for Self-regulation of Listed Companies—Standardized Operation, and our internal Investor Relations Management Policy, we maintain proactive and constructive engagement with investors through multiple channels. These include statutory disclosures, the SSE E-Interactive platform, investor hotlines and email, earnings briefings, and investor visits. We also leverage our official website, WeChat official account, and video platforms to communicate information such as our business performance, R&D progress, and product developments, thereby enhancing investor understanding of the Company.

During the reporting period, we participated in the 2024 STAR Market photovoltaic industry collective earnings briefing, organized multiple periodic earnings briefings, and hosted the “I Am a Shareholder – Visit to a Listed Company” investor engagement event. In total, we received investor over 110 visits, and responded to 25 investor inquiries via the SSE E-Interactive platform. Through diversified investor engagement initiatives, we have effectively communicated our investment value to the capital markets and fostered a mutually beneficial, trust-based relationship with investors.

25 times

SSE E-interactive responses

over **110** times

Investor visits

6 times

Earnings briefings



“I Am a Shareholder – Visit to a Listed Company” Event

In December 2025, we actively participated in the Shanghai Stock Exchange’s “I Am a Shareholder” initiative and co-hosted the “I Am a Shareholder – Visit to a Listed Company” Event with SDIC Securities.

Investors were invited to visit our facilities for on-site tours and in-depth discussions. We organized guided visits to our equipment manufacturing center and exhibition hall, presenting our technological expertise and innovation achievements. During the thematic exchange session, our management team engaged in open and constructive dialogue with investors on key topics, including business strategy, technological innovation, and future development plans.



Shareholder Returns

We place a high value on delivering returns to our investors and adhere to a profit distribution policy that balances sustainable corporate development with shareholder returns. Since our listing on the STAR Market in May 2020, we have implemented cash dividends for 6 consecutive years. In addition, we conducted interim dividends in 2020, 2024, and 2025, increasing the frequency of returns to provide more timely benefits to investors.

In 2025, our total cash dividends (including interim dividends) amounted to **663** million yuan. As of 2025, our cumulative cash dividends since listing had reached **1,884** million yuan. We have also implemented share repurchase programs since listing, with a cumulative repurchase amount of **219** million yuan. Combined cash dividends and share repurchases totaled **2,103** million yuan, equivalent to **366.18%** of the funds raised from our IPO.

I Protection of Shareholder Rights

Protection of Creditors' Rights and Interest

We attach great importance to the protection of creditors' rights and interests. During the reporting period, we strictly fulfilled all contractual obligations related to our debt, making timely and full repayments of both principal and interest, with no overdue liabilities.

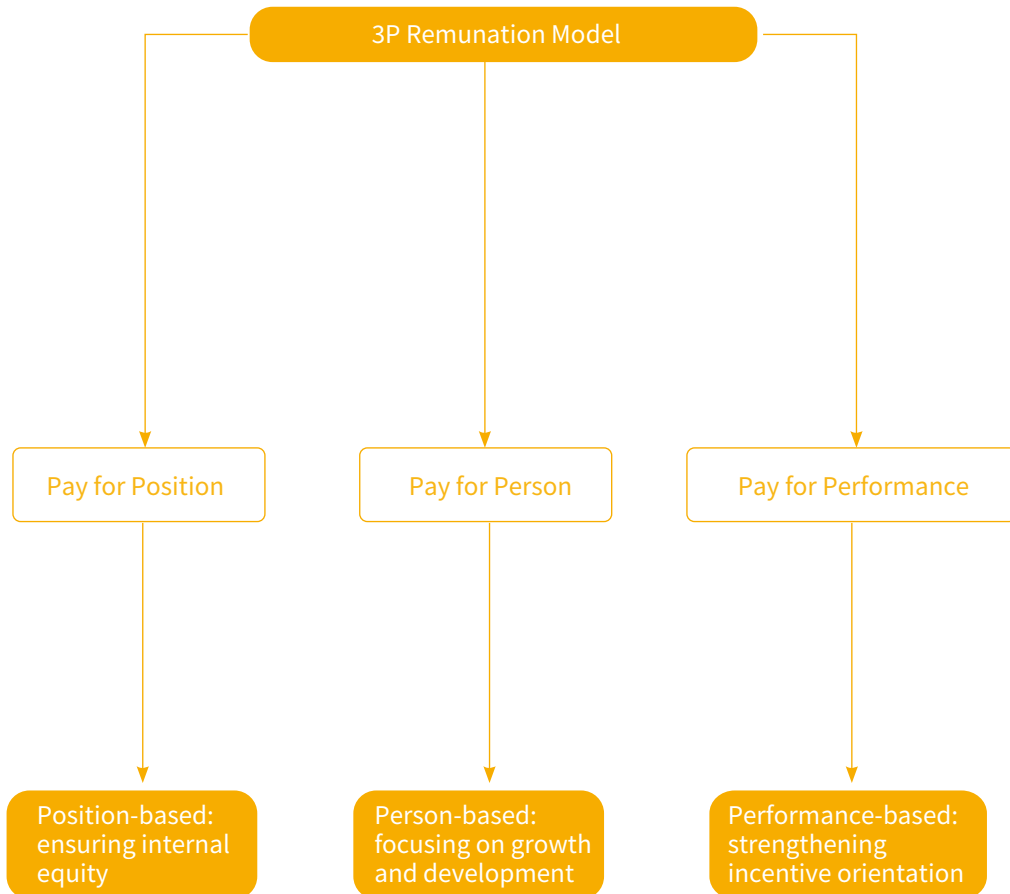
Our convertible bonds ("ATW Convertible Bonds") have been listed and traded on the SSE since September 1, 2023. As of the end of the reporting period, the outstanding balance of unconverted bonds amounted to 1,139,945,000 yuan, representing 99.995175% of the total issuance. During the reporting period, we fulfilled our obligations by making timely interest payments and disclosing relevant announcements, including suspension and resumption of conversion, adjustments to conversion prices, and conversion results. In connection with the reduction of registered capital due to the repurchase and cancellation of restricted shares under the 2023 equity incentive plan, we duly notified creditors to safeguard their interests. According to the 2025 *Follow-up Rating Report on Relevant Bonds of Wuxi Autowell Technology Co., Ltd* (CSPI Ratings [2025] Follow-up No. 01 [538]) issued by CSCI Pengyuan Credit Rating Co., Ltd. on June 25, 2025, the Company's long-term issuer credit rating was "AA-", with the outlook maintained as "stable", and the rating for the "Autowell Convertible Bond" was also "AA-". These rating results remained unchanged from the previous assessment.

I Remuneration Management

We are committed to establishing and continuously improving a scientific, standardized remuneration and performance management system with long-term incentive effects, ensuring alignment between our remuneration policies and the Company's strategy, risk management, and long-term value creation objectives.

We have formulated internal policies, including the *Rules of Procedure for the Remuneration and Appraisal Committee of the Board of Directors* and the *Directors and Senior Management Remuneration Management Policy*, to ensure compliance, fairness, and transparency in decision-making. The Remuneration and Appraisal Committee of the Board is responsible for overseeing the remuneration and performance evaluation of directors and senior management. It also reviews matters including the remuneration of directors and senior executives, the formulation or amendment of equity incentive plans and employee stock ownership plans, as well as the fulfillment of vesting conditions for incentive recipients. Remuneration plans for directors proposed by the Committee are subject to approval by the Board and subsequent review and approval by the Board of Shareholders, where shareholders are entitled to vote on such matters. Remuneration plans for senior management are approved by the Board, fully disclosed, and implemented by the Human Resources Department.

The remuneration structure for senior management comprises base salary and performance-based remuneration, adopting a 3P model (Position, Performance, Person) centered on Position, Performance, and Person. This approach ensures external market competitiveness while maintaining internal equity. The performance-based component is directly tied to key performance indicators (KPIs), reinforcing alignment between remuneration and the Company's strategic objectives. Non-independent directors receive remuneration based on their specific executive roles, actual performance, and contributions, without additional director allowances. Independent directors receive fixed annual remuneration to ensure their independence and objectivity in fulfilling oversight duties. The remuneration system for directors and senior management is designed to support the Company's business strategy and is dynamically adjusted in line with operational performance, effectively aligning management interests with the Company's medium- to long-term development goals and the interests of shareholders.



Internal Control and Risk Management

Internal Control

Development of Internal Control Systems

Our internal control system aims to provide reasonable assurance of lawful and compliant operations and management, safeguard assets, ensure the truthfulness and integrity of financial reporting and related information, enhance operational efficiency and effectiveness, and support the achievement of our strategic objectives.

Our internal control activities cover all key business processes, including R&D, sales and collections, procurement and payments, production, cash and treasury management, guarantees and financing, information disclosure, human resources, and information systems. These are supported by comprehensive control policies for each process, as well as specialized management systems covering areas such as seal management, budgeting, quality control, external guarantees, and performance management, ensuring that all operations are conducted in accordance with established procedures. We define clear roles and responsibilities across departments, establish authorization and approval mechanisms, oversight and inspection procedures, and tiered accountability systems to ensure that all levels perform their duties within delegated authority and that directives from the Board and management are effectively implemented. We also dynamically identify and respond to a wide range of risks, including operational, financial, market, regulatory, and ethical risks, while enhancing both internal and external information management. This ensures that key risks and operational information are reported in a timely manner to the Board, management, and the Risk Control and Audit Department, and that risk exposures and internal control deficiencies are properly addressed.

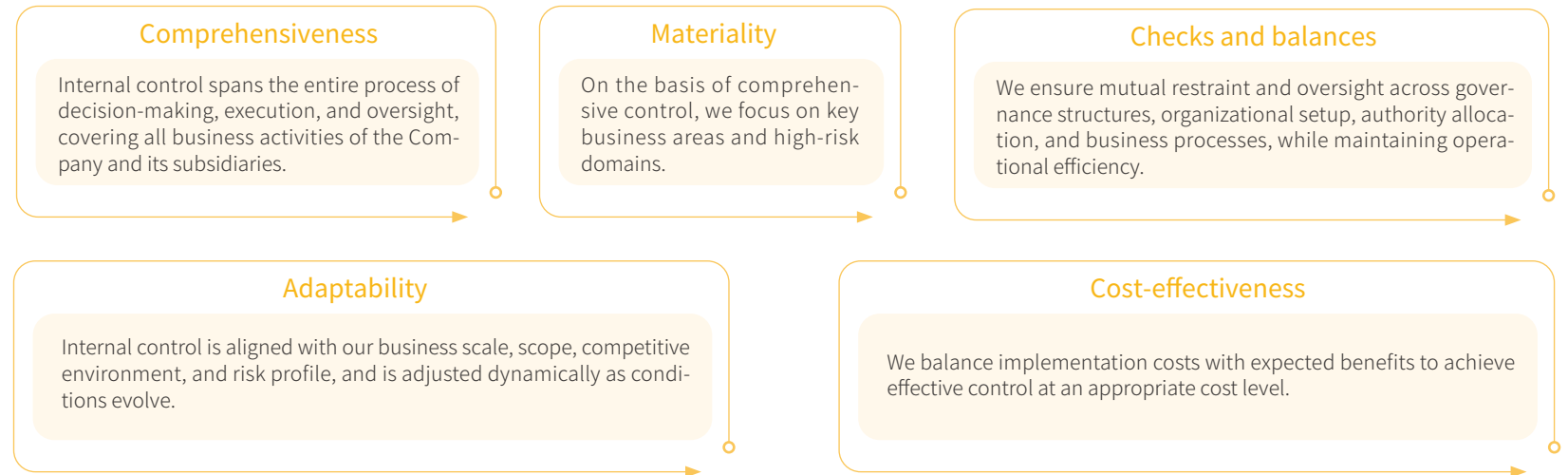
Internal Control

The Audit Committee of the Board is responsible for reviewing our internal control system, overseeing its effective implementation and self-assessment, supervising the performance of directors and senior management, and coordinating internal control audits. Under its leadership, the Risk Control and Audit Department independently conducts oversight and inspections of business activities, risk management, internal controls, and financial information, evaluates their effectiveness and efficiency, promptly identifies deficiencies, and provides improvement recommendations. It exercises its duties independently and objectively, free from interference by other departments or individuals.

Our Major Control Activities



Principles Governing Internal Control Implementation



Internal Control

Enhancement of Internal Control

During the reporting period, we continuously strengthened the effectiveness of internal control through the following measures:

Revision of internal control policies

We updated and issued key internal control policies, including the *Rules of Procedure for the Audit Committee of the Board*, the *Internal Control Policy*, and the *Internal Audit Policy*, in line with the latest regulatory requirements and our operational needs. These updates ensure that our internal control mechanisms and procedures are well-defined, supporting effective business operations, asset integrity, and reliable financial reporting.



Special assessments and optimization

The Risk Control and Audit Department conducted special internal control evaluation projects across multiple subsidiaries. By systematically reviewing key business processes, it identified control deficiencies and formulated corrective actions. A follow-up oversight mechanism was implemented to ensure timely remediation and closure of identified gaps.



Strengthening audit and remediation closed-loop management

During the reporting period, the Risk Control and Audit Department carried out 17 audit projects. Upon completion, corrective actions were tracked through the OA system, with auditors responsible for monitoring remediation progress to ensure full implementation. The overall remediation rate for audit findings reached 100%.



During the reporting period, our internal control system operated effectively, with no material or significant internal control deficiencies identified in either financial or non-financial areas.

Risk Management

We are committed to building a systematic and forward-looking risk management framework and embedding it deeply into our strategic decision-making and daily operations, with the objectives of safeguarding corporate assets, enhancing decision-making capabilities, ensuring business continuity, and maintaining compliance with applicable laws and regulations.

Risk Management System

We have established and continuously refined a full-process risk management architecture, with ongoing optimization of our risk management system.

- ▷ We conduct annual risk identification and assessment, establishing a risk inventory covering five major categories, which provides a foundation for systematic risk management.
- ▷ During the reporting period, we carried out a comprehensive update of our risk management policies, further clarifying requirements related to the organizational structure, daily operations, risk management matrix, oversight and improvement mechanisms, and risk culture development, while strengthening the “three lines of defense” and a professional risk management talent network.
- ▷ We have established a “three lines of defense” risk management structure under the leadership of the Board, clearly defining the roles and responsibilities of various functional departments, including the Securities Investment Department and the Risk Control and Audit Department, to ensure effective implementation of risk management requirements. During the reporting period, we continued to enhance coordination and effectiveness across the three lines of defense to enhance our overall risk prevention and response capabilities. We also further established a risk management network composed of risk control liaisons from various functional departments and business units. We organized two specialized training sessions for the risk control liaisons to enhance their professional capabilities.

Risk Management

Three Lines of Defence in Risk Management



Each business and functional department is the first responsible body for risk management, and is required to conduct a comprehensive assessment of possible risks at the business level based on their respective business process, and prioritize them according to the importance of the risks with the professional support of the risk management functional department.



The department conducts inspections and evaluations of risk management status and response capabilities based on established risk response strategies and management measures. Throughout this process, the department objectively assesses the actual effectiveness of business and functional departments in risk management, provides professional guidance, and continuously monitors the implementation of corrective measures.



The department evaluates the risk management performance of business and functional departments based on internal control audits, economic responsibility audits, engineering project audits, information system audits, and specialized audits and issue corresponding audit reports.

Risk Management

Risk Management Measures

We have established a closed-loop risk management process encompassing “risk identification and information collection – analysis and assessment – reporting – communication and feedback – oversight and improvement”, ensuring systematic and routine operation of risk management activities. To effectively implement risk management objectives, we have embedded key processes into our digital systems. During the reporting period, we launched three core workflows within the OA system: the *Risk Identification and Assessment Form*, the *Risk Response Measures Form*, and the *Risk Event Reporting Form*. These tools enable standardized collection, response, and reporting of risk information, thereby enhancing management efficiency.

Risk Management Process



Typical Risk Management Cases



Risk category	Risk event	Response plan
Information security risks	Weak employee awareness of information security, improper system access controls, vulnerabilities in software and hardware, or external cyber attacks may result in data leakage, loss, or tampering.	Establish and continuously improve our information security management system, conduct regular company-wide information security awareness training and emergency drills, implement strict hierarchical access control and permission management, and perform periodic vulnerability scanning and penetration testing.
Information security risks	Inadequate incoming material inspection, insufficient in-process quality control, inconsistent inspection standards, or insufficient competency of inspection personnel may lead to defective products entering production or delivery stages, resulting in customer complaints or returns.	Enhance our quality management system and inspection standards, and clearly define quality responsibilities and control requirements at each stage; strengthen professional training and certification for inspection personnel; and Strictly enforce incoming, in-process, and final inspection procedures.

Compliant Operations and Business Ethics

We uphold a strong commitment to compliant operations and adhere strictly to applicable laws and regulations, including the *Law of the People's Republic of China Against Unfair Competition* and the *Anti-Monopoly Law of the People's Republic of China*. We continuously strengthen anti-bribery practices and integrity governance, promote fair competition, and foster a healthy business environment grounded in integrity and self-discipline.

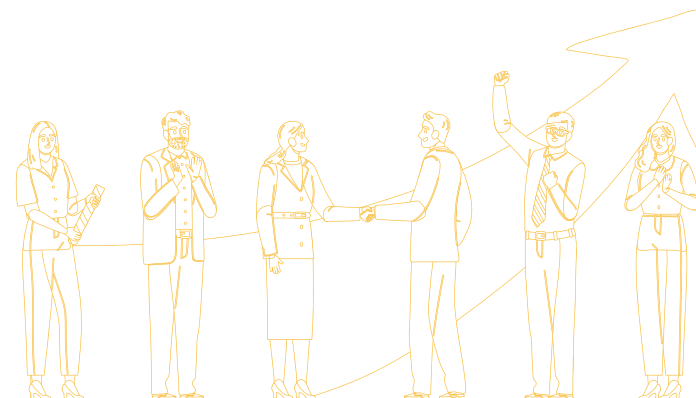
I Compliant Operations

We recognize compliance as the cornerstone of sustainable corporate development. We have established and continuously improved a comprehensive compliance management system covering all business areas. Through institutional development, compliance training, and compliance reviews, we embed compliance requirements into our day-to-day operations.

We have established compliance systems for key aspects of production and operations, including R&D, procurement, quality, logistics, and recruitment. These policies are regularly updated in response to changes in laws and regulations, evolving regulatory requirements, and shifts in the market environment. During the reporting period, we issued the Contract Management Policy and launched an interpretation course via our internal cloud learning platform, requiring all employees to complete the training. This initiative standardizes operations from the source and strengthens risk prevention and control.

We have established a regular compliance training mechanism, delivering targeted training programs tailored to employees at different levels and across various business units. During the reporting period, the Company conducted a series of specialized training sessions, including “Legal Risk Analysis of Supply Chain Agency Procurement”, “Key Risk Prevention Points in Sales and Purchase Contracts”, “Legal Risk Analysis of Bidding and Tendering”, “Enforcement, Auction, and Bankruptcy”, “Legal Publicity on Confidentiality and Information Security” and “Prevention of Economic Crimes”, covering a total of over 4,000 employees. This effectively enhanced employees’ compliance awareness and understanding of compliance boundaries. In terms of intellectual property protection, we organized 5 dedicated training sessions to further strengthen employees’ capabilities in IP creation, utilization, and protection.

The Risk Control and Audit Department continuously conducts compliance reviews in both system and process design, and execution oversight. At the institutional level, we actively advance policy development and support business units in improving compliance in their processes. At the operational level, we focus on reviewing adherence to policies and procedures through internal audit projects, providing recommendations for improvement and forming a closed-loop management mechanism.



Compliant Operations

Selected Compliance Training in 2025

Number of participants	193	193	191	194	3,247	179
Topic	Legal Risk Analysis of Supply Chain Agency Procurement	Key Risk Prevention Points in Sales and Purchase Contracts	Legal Risk Analysis of Bidding and Tendering	Enforcement, Auction and Bankruptcy	Legal Publicity on Confidentiality and Information Security	5 intellectual property training sessions

Special Training on Prevention of Economic Crimes

To strengthen integrity risk control and compliance awareness among employees in key positions, the Discipline Inspection Department organized a dedicated training session titled “Uphold Integrity, Respect the Law, and Be a Proud ATW Employee” on June 10, 2025. The training was jointly organized by the Discipline Inspection Department and the Talent Development Center and targeted key departments such as procurement, quality, and logistics. A senior officer from the Economic Crime Investigation Division of the Wuxi Public Security Bureau was invited as the keynote speaker. The session focused on three major types of economic crime risks, namely off-book funds, duty-related crimes, and online lending traps, supported by real judicial case studies. This training effectively enhanced employees’ legal awareness and compliance capabilities in critical business functions, providing strong support for the Company’s steady and compliant operations.



Anti-Commercial Bribery and Anti-Corruption

We adhere to business ethics and legal boundaries, making integrity as a core value of our corporate culture. We require all employees to uphold business ethical standards, strictly comply with relevant laws and regulations regarding anti-commercial bribery, distinguish between normal business interactions and improper transactions, and strive to create a fair, transparent, and open business environment.

System Development

We have established a comprehensive set of internal policies, including the *Integrity Agreement for Procurement*, the *Supplier Development and Approval Procedures*, the *Supplier Management and Maintenance Procedures*, and the *Finance Management Procedures*. All suppliers and employees are required to strictly comply with these policies in all business activities. We have also implemented the *Anti-Fraud and Whistleblowing Management Policy*, which encourages employees and suppliers to report misconduct, including regulatory violations, collusion, and abuse of position for improper personal gain. We ensure effective protection of whistleblowers’ rights and interests. During the reporting period, we obtained ISO 37001 Anti-Bribery Management System Certification and were awarded the 2024 “New Integrity Star Award” by the Anti-Fraud Association, reflecting external recognition of our ethics and compliance management practices.



ISO 37001 Anti-Bribery Management System Certification



2024 “New Integrity Star Award”

Anti-Commercial Bribery and Anti-Corruption

Integrity Culture Development

We are committed to building a systematic, multi-dimensional integrity culture embedded in our daily operations, encouraging employees to internalize integrity values and translate them into concrete actions.

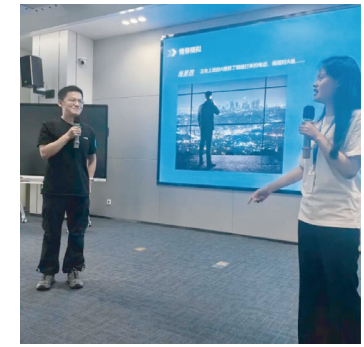
During the reporting period, we published a total of 16 articles via our “Integrity at ATW” official account, covering topics such as holiday integrity reminders and updates on integrity initiatives, leveraging new media to promote ethical values. In addition, we continuously communicated our whistleblowing channels through training programs and digital platforms to strengthen integrity oversight.

We actively promoted integrity awareness through diversified training programs and innovative cultural initiatives. During the reporting period, we organized various training activities, including internal auditor training for the anti-bribery management system, awareness sessions on management accountability mechanisms, integrity training programs for subsidiaries and new graduates, and case-based integrity education sessions. We also held themed activities such as the “520 Integrity-Themed Lacquer Fan Initiative” and the “Integrity Knowledge Challenge Campaign”, as well as the “Integrity Awareness Month – Acting with Integrity Together”. These initiatives effectively enhanced employee engagement and strengthened our integrity culture.



Integrity Training: A First Lesson for New Employees

On July 7, 2025, we organized a dedicated integrity training program for our 2025 cohort of new graduates. At the training session, we not only introduced the Company's integrity culture values, compliance red lines, and professional ethics requirements, which served as a wake-up call and clarified boundaries for new employees. We also engaged the graduates in interactive scenario-based simulations, including role-playing and real-time decision-making exercises, enabling participants to better understand compliance boundaries and ethical decision-making in a dynamic and engaging environment. This training program aimed to guide new employees in developing sound professional ethics and values, supporting a strong start to their careers.



Anti-Commercial Bribery and Anti-Corruption

Creative Integrity Cultural Activities



Integrity Knowledge Challenge Campaign



Integrity Awareness Month – Acting with Integrity Together



520 Integrity-Themed Lacquer Fan Initiative



Key indicators in 2025

0

Number of business partners terminated or not renewed due to corruption-related issues

100 %

Employee participation rate in anti-bribery and anti-corruption training

0

Number of employees dismissed or disciplined due to corruption

4,300

Total number of employees participating in anti-commercial bribery and anti-corruption training

0 yuan

Total monetary losses from bribery or corruption-related legal proceedings

25

Total hours of anti-commercial bribery and anti-corruption training

Whistleblowing Mechanism

We adopt a zero-tolerance approach to bribery and corruption. We actively encourage all employees to act as both self-managers and supervisors, and we also encourage other informed parties to provide information and evidence regarding any misconduct by our employees or other parties. Through these efforts, we aim to foster a compliant, transparent, and ethical business and working environment.

We have established diversified whistleblowing channels, including a dedicated email address, official website portal, WeChat official account, and mailing address. We encourage both internal and external stakeholders to report concerns, either anonymously or under their real names. We place the highest priority on confidentiality. In accordance with policies such as the *Anti-Fraud and Whistleblowing Management Policy*, we have implemented strict protection measures for whistleblowers and investigators. Any form of retaliation is strictly prohibited. Violators will be subject to dismissal or termination of employment. Where legal violations are involved, cases will be transferred to judicial authorities.

Whistleblowing Channels

- Email
- Official website
- WeChat official account
- Mailing address

jubao@wxautowell.com
<https://www.wxautowell.com/about/message>
 Integrity at ATW (WeChat ID: lianjieATW)
 Discipline Inspection Department of Wuxi Autowell Technology Co., Ltd.,
 No. 3 Xinhua Road, Xinwu District, Wuxi City, Jiangsu Province, China

Anti-Unfair Competition

We actively promote the principles of fair competition and strictly comply with applicable laws and regulations, including the *Law of the People’s Republic of China Against Unfair Competition* and the *Anti-Monopoly Law of the People’s Republic of China*. We firmly prohibit any form of unfair competition or monopolistic conduct and are committed to maintaining a fair and orderly market environment.

We actively promote fair trade and fair competition, clearly outlining relevant norms and requirements in our *Employee Handbook*, and placing significant emphasis on employees' confidentiality obligations and non-compete restrictions, ensuring that all employees conduct their work in a lawful and compliant manner. We enhance employees' legal awareness through activities such as integrity promotion. We have also established internal reporting and consultation channels, encouraging employees to proactively report suspected violations such as unfair competition, while ensuring full protection for whistleblowers.

During the reporting period, we did not have any violations related to unfair competition.

Monetary losses involved in litigation or significant administrative penalties due to unfair competition practices during the reporting period

0

Number of pending or concluded legal cases in which the Company was identified as a participant in unfair competition

0

Tax Management

We strictly comply with applicable tax laws and regulations, adhering to the principles of lawful tax payment and standardized management, and ensuring that tax filing and payment fully meet local regulatory requirements.

We have established a comprehensive tax management system covering tax registration, tax accounting, tax filing, and invoice management. Clear procedural requirements and defined organizational responsibilities are in place to ensure compliance, accuracy, and efficiency in tax-related matters, thereby fulfilling our responsibilities and obligations as a corporate taxpayer.

ESG Data Table

Indicators	Unit	2025
Direct GHG emissions (Scope 1)	tCO ₂ e	575.09
Indirect GHG emissions (Scope 2)	tCO ₂ e	5,776.25
Total GHG emissions	tCO ₂ e	6,351.34
GHG emission intensity	tCO ₂ e per million yuan of revenue	0.99
Total investment in environmental protection	yuan	7,456,100
Proportion of total environmental protection investment accounts for operating revenue	%	0.12
Total wastewater (domestic sewage) discharge	tons	106,811
Wastewater discharge intensity	tons per million yuan of revenue	16.70
Total amount of hazardous waste generation	tons	27.90
Hazardous waste generation intensity	tons per million yuan of revenue	0.004
Volume of waste recycled and reused	tons	146.28
Comprehensive energy consumption	tce	1,632.89
Comprehensive energy consumption intensity	tce per million yuan of revenue	0.26
Renewable energy consumption	tce	917.79
Renewable energy consumption share	%	56.2
Total water consumption	tons	125,660
Water consumption intensity	tons per million yuan of revenue	19.64
Total number of active employees	/	4,478
Number of male employees	/	3,853
Number of female employees	/	625

ESG Data Table

Indicators	Unit	2025
Total investment in employee training	yuan	796,300
Total employee training hours	/	24,575.25
Employee training coverage	%	99
Employee work injury insurance coverage rate	%	100
Employee physical examination coverage rate	%	100
Investment in work-related injury insurance	yuan	1,789,250
Total participants in safety drills	/	1,256
Total number of safety drills	/	23
Product pass rate	%	97.73
Product recall rate	%	0
Major product service quality accidents	/	0
R&D investment	yuan	485,011,900
Proportion of R&D investment to operating revenue	%	7.58
Number of R&D personnel	/	1,260
Proportion of R&D personnel	%	28.14
Total number of suppliers	/	1,558
Proportion of local suppliers	%	79.6
Public welfare donations	yuan	1,500,000+
Number of directors	/	9
Number of independent directors	/	3
Proportion of independent directors	%	33.33

Cross-Reference Index Table

Contents	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial)	GRI Standards
Message from the Company	/	G2-1
About ATW		
Company Profile	/	G2-1
Our Business	/	G2-1
Corporate Culture	/	G2-1
Milestones in 2025	/	G2-1
Honors in 2025	/	G2-1
Materiality Assessment		
Double Materiality Assessment	Articles 5, 14, 15, 16, 17, and 18	G3-1、 G3-2、 G3-3
Due Diligence and Stakeholder Communication	Article 53	G2-29
Materiality Assessment Results	Article 5	G3-1、 G3-2、 G3-3
Sustainability Governance		
Sustainability Governance Framework	Article 11, Article 12	G2-22

Contents	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial)	GRI Standards
Sustainability-Related Information Reporting	Article 12	G2-22
Sustainability Oversight and Assessment Mechanism	Article 12	G2-22
Sustainability Communication and Training	Article 12	G2-22
Environmental		
Climate Change Response	Articles 20, 21, 22, 23, 24, 26, 27, 34	G201-2, G305-1, G305-2, G305-3, G305-4, G305-5, G305-6, G305-7
Environmental Compliance Management	Articles 29, 33	/
Pollutant and Waste Discharge	Article 31	G306-1, G306-2, G306-3, G306-4, G306-5
Resource Utilization	Article 34, Article 35, Article 36, Article 37	G302-1, G302-2, G302-3, G302-4, G302-5
Green Office Initiatives	Article 20, Article 28, Article 34	/
Ecological and Biodiversity Conservation	Article 32	G101-1, G101-2, G101-4, G101-5, G101-6, G101-7, G101-8, G304-1, G304-2, G304-3, G304-4

Cross-Reference Index Table

Contents	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial)	GRI Standards
Social		
Employee Rights and Interests	Article 49, Article 50	G401-2, G401-3, G404-1, G405-1, G406-1
Occupational Health and Safety	Article 49, Article 50	G403
Safety and Quality of Products and Services	Article 45, Article 47	G2-1
Data Privacy Protection	Article 48	
R&D Innovation	Article 41, Article 42	/
Ethics of Science and Technology	Article 43	/
Cooperation for Shared Success	Article 44, Article 45	G204-1, G308-1, G308-2, G409-1, G414-1, G407-1, G408-1, G409-1
Social Contributions	Article 40	G415-1
Governance		
Corporate Governance	Article 2, Article 12, Article 51	G2-9, G2-10, G2-11, G2-12, G2-13, G2-14, G2-15, G2-16, G2-17, G2-18, G2-19, G2-20, G2-21, G2-27

Contents	Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies – Sustainability Report (Trial)	GRI Standards
Internal Control and Risk Management	Article 52	/
Compliant Operations and Business Ethics	Articles 54, 55, 56	G207-1, G207-2, G207-3, G207-4, G205-1, G205-2, G205-3, G206-1
Tax Management	/	/
Appendix		
ESG Data Table	Article 6	/
Cross-Reference	Article 57	/
Index Table		



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