



2024

Environmental, Social, and Governance Report

Seres Group Co., Ltd.

Contents

Message from the Chairman	01	2024 Honorary Awards	07	Feature: Driving Low-Carbon Development of New Energy Vehicles through Technological Innovation – Seres Responds to Climate Change	11	Shanghai Stock Exchange Index	101
About this Report	03	Stakeholder Engagement	09			ESG Report Assurance Statement	102
About the Group	04	Materiality Issues Analysis	10			Reader feedback	104
SDGs Response	06						

01

Integrity Governance, Steady Development

Compliance Operations	14
Risk Management	16
ESG Management	17
Business Ethics	18

02

Innovation-Driven, Excellence in Products

Research and Innovation	21
Intellectual Property Protection	26
Product Quality and Safety	28
User Service	36
Information Safety and Privacy Protection	46

03

Low-Carbon Operations, Green Future

Climate Change Response	52
Green Design	59
Green Materials	61
Green Production	62
Green Logistics	70
Green Office	72

04

Diversity & Inclusion, Talent Care

Employee Rights and Welfare	75
Employee Training and Development	81
Occupational Health and Safety	85

05

Responsible Supply Chain, Thriving Communities

Sustainable Supply Chain	93
Social Public Welfare	98



Message from the Chairman



John Zhang

Chairman of Seres Group Co., Ltd.

Dear Partners and Friends,

As the world accelerates toward sustainable development, Seres, as an explorer and practitioner in the new energy vehicle industry, remains unwavering in integrating environmental, social, and governance (ESG) principles into every facet of our corporate growth. For Seres, 2024 was a pivotal year of deepening ESG practices and actively fulfilling our Group social responsibilities, demonstrating our steadfast commitment to sustainability through concrete actions.

In 2024, Seres raced ahead on the track of technological innovation, delving into low-carbon technologies and developing eco-friendly products to drive the transformation of automotive energy. Our independently developed Super Range Extender System, after multiple iterations, has been applied to models such as the AITO M9, M7, and M5. This breakthrough marks a transformative shift from traditional “vehicle-oriented” to cutting-edge “user-oriented” development. Through deep optimization of hardware and software and seamless integration with smart technologies, we have not only significantly enhanced vehicle performance and energy efficiency

but also delivered an unparalleled driving experience. In 2024, Seres sold 426,885 new energy vehicles, a year-on-year increase of 182.84%, which demonstrates the market’s recognition of our technological innovations. We firmly believe that technological advancement is not only the core driving force of new quality productivity but also a fundamental requirement for ESG practices. Through innovation, Seres is turning the dream of green mobility into reality, contributing indispensable strength to the global fight against climate change.

In green manufacturing field, we actively uphold advanced low-carbon development principles, setting ambitious carbon goals: “peaking emissions by 2030 and achieving carbon neutrality in production and operations by 2045, with near-zero emissions across the entire value chain”. We are committed to energy conservation and emission reduction at every stage, from procurement and production to logistics and storage, setting a benchmark for low-carbon management in the automotive industry. Our smart factory, built according to national “Green Factory” standards, features rooftop photovoltaic stations with a total capacity exceeding 100 MW, with cumulative power generation exceeding 80 million kWh and reducing CO₂ emissions by approximately 70,000 tons. We are steadily advancing our second-phase solar project, which will reach

200 MW, producing 170 million kWh annually and cutting 140,000 tons of CO₂ emissions—equivalent to planting more than 10 million trees. At the beginning of 2024, we inaugurated the Seres Super Factory, a global benchmark under the “Automotive Industry Brain” ecosystem. It employs forward-looking eco-friendly technologies, achieving a 100% compliance rate in three wastes discharge, while ensuring proper disposal of all waste to minimize pollution and actively promoting energy recycling, with the wastewater treatment plant reusing up to 200,000 tons of reclaimed water annually.

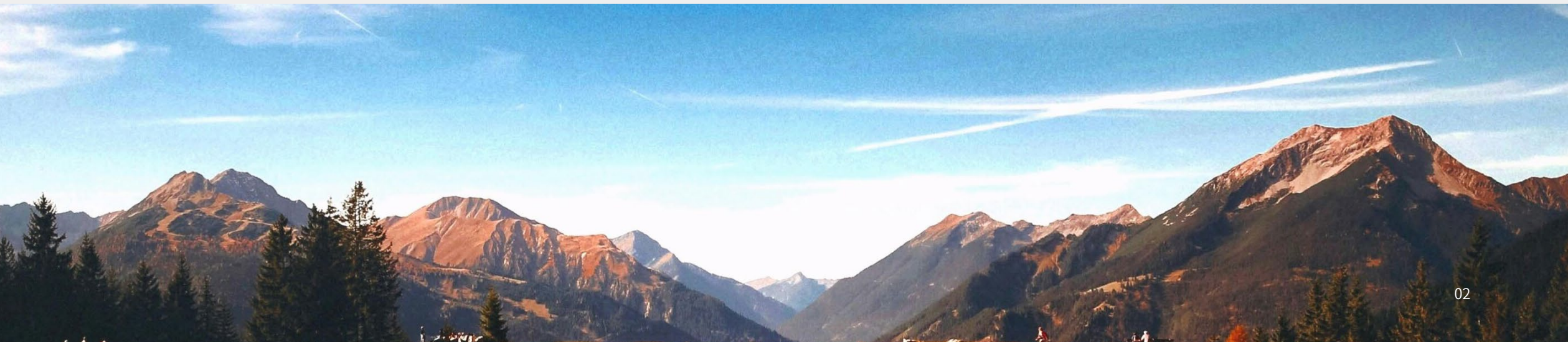
In Group governance field, we have established a modern governance structure, embedding ESG principles into decision-making, operations, and oversight. We adhere to compliance, safeguard the rights of stakeholders—including shareholders, partners, employees, and users—and foster a transparent, fair, and sustainable corporate environment. Through cross-sector collaboration with industry leaders like Huawei and by establishing an innovative “1+1+N” cooperative ecosystem with top-

tier supply chain partners, we have achieved high integration of components and localized supplier clusters. This innovative model enhances supply chain stability and efficiency while ensuring strict environmental standards in procurement and production, driving green upgrades across the industry.

Additionally, Seres is dedicated to giving back to society, and actively fulfills social responsibility. Guided by a people-centric philosophy, we prioritize employee growth and development, offering robust career platforms, favorable working environment, and abundant development opportunity. We also actively engage in philanthropy, supporting rural revitalization, disaster relief, and education. We strive to contribute to social progress. We firmly believe that a Group’s growth is inseparable from societal support, and only by actively giving back can we achieve shared prosperity for both business and society. In 2024, our charitable donations totaled RMB 10.3397 million, with 5,600 volunteer hours logged.

Looking ahead, Seres will continue to embed ESG into our long-term strategy, and be committed to longtermism and high-quality development. We will keep to invest to further enhance technological innovation ability to deliver superior, greener, and smarter NEVs for customers. We will further strengthen collaboration with upstream and downstream partners in the industrial chain, working together to drive the flourishing development of green industries, contribute more wisdom and strength to global low-carbon mobility, and write an even brighter chapter in advancing sustainable socio-economic development.

We extend our deepest gratitude to every partner, employee, and friend from all sectors of society for their trust and support of Seres. Let us join hands and march forward toward a more sustainable and promising future!



About this Report

This is the third Environmental, Social and Governance Report (“ESG Report” “this report”) published by Seres Group Co., Ltd. to respond to stakeholders’ expectations and to demonstrate the Group’s philosophy, management, actions and effectiveness in environmental, social, corporate governance and sustainable development.

Reporting Scope

The information and data disclosed in this report cover the Seres Group Co., Ltd. and its main subsidiaries included in the annual report. The key financial data and the scope covered in the report are consistent with the *2024 Annual Report of Seres Group Co., Ltd.*

Data Sources

The information and data quoted in this report are obtained from the official documents, statistical reports and financial reports of Seres Group Co., Ltd., and have been compiled, summarized and reviewed by the relevant departments. Unless otherwise specified, “yuan” in this report refers to “RMB”.

Reporting Standards

This report is prepared with reference to the requirements of *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*, and the United Nations Sustainable Development Goals (SDGs)¹, as well as the realities of Seres Group Co., Ltd.

Explanation of References

For the convenience of expression and reading, Seres Group Co., Ltd. is referred to as “Seres Group”, “Seres”, “the Group”, and “we” in this report. Our important subsidiary, Seres Automobile Co., Ltd. is referred to as, “Seres Automobile”, Seres Automobile (Hubei) Co., Ltd. as “Hubei Seres” (formerly known as “Dongfeng Sokon Motor Co., Ltd.”), Chongqing Ruichi Automobile Industry Co., Ltd. as “Ruichi Electric”, Chongqing Jinkang Powertrain New Energy Co., Ltd. as “Jinkang Power”, Chongqing Xiaokang Power Co., Ltd. as “Xiaokang Power”, Chongqing Xiaokang Auto Parts Co., Ltd. as “Xiaokang Auto Parts”, and Luzhou Rongda Intelligent Transmission Co., Ltd. as “Luzhou Rongda”.

Time Frame

This report covers the period from January 1, 2024 to December 31, 2024 (hereinafter referred to as the “the reporting period”, “the current year”, “2024”), with some proper retrospective references to previous years.

Access to this Report

You can download the English and Chinese versions of this report from the official websites of Seres Group (<https://www.seres.com.cn/>) and the Shanghai Stock Exchange (<http://english.sse.com.cn/>). In case of any inconsistency in the versions, the Chinese version shall prevail.

Disclaimers

Certain statements in this report are forward-looking statements about our goals and plans for the future. Uncertainties and other factors that may cause our actual results to be materially different from those expressed or implied by the forward-looking statements. The Group is under no obligation to update any forward-looking statements contained in this report.

¹ SDGs, Sustainable Development Goals, or United Nations Sustainable Development Goals, are 17 global development goals set by the United Nations to guide global development from 2015-2030.



About the Group

Founded in 1986, Seres Group Co., Ltd. is a listed A-share company (stock code: 601127) specializing in intelligent electric vehicles, ranks among the top 500 Chinese enterprises. Our core business covers the research, development, manufacturing, sales, and service of smart electric vehicles and key EIC technologies.

We continue to strengthen our foundation through investment in R&D (Research and Development), driving innovation and high-quality growth. In 2024, our R&D expenses were RMB 7.053 billion, with a year-on-year growth of 58.91%. This led to the successful mass production of models like the AITO M9, M9 Large Five-Seater, New M7 Ultra, New M7 Pro, and E5 PLUS. These achievements reflect our growing brand influence and leadership in the industry. We possess leading intelligent manufacturing capabilities. Our manufacturing capabilities are powered by the Seres Smart Factory, which integrates over 5,000 robots and advanced technologies such as IoT, big data, digital twins, 5G, AI, and BIM. By integrating advanced manufacturing technologies with ICT, we ensure efficient, high-quality production with our cutting-edge intelligent manufacturing strength. Our main product lineup includes the premium AITO series and BlueElectric new energy vehicles, designed to meet diverse customer needs. In 2024, we completed the mass production and delivery of models such as the AITO New M5, AITO New M7, and AITO M9. AITO has won the first place in the Net Promoter Score (NPS) of new energy vehicle brands.

In 2024, the Group's annual production of automotive products reached 496,431 vehicles, and the annual sales volume was 497,008 vehicles. Among them, the annual production of new energy vehicles was 429,459 vehicles, and the annual sales volume was 426,885 vehicles. The Group's operating revenue amounted to RMB 145.176 billion, representing a year-on-year increase of 305.04%. Both the production and sales volume of new energy vehicles and the company's business performance reached new highs.



In 2024, the Group's annual production of automotive products reached

496,431 vehicles



and the annual sales volume was

497,008 vehicles



the Group's operating revenue amounted to RMB

145.176 billion

Major Events in 2024

A Smart Transformation on the Path to Luxury Growth

February

- Seres Super Factory completed and put into operation
- First batch of AITO M9 deliveries completed

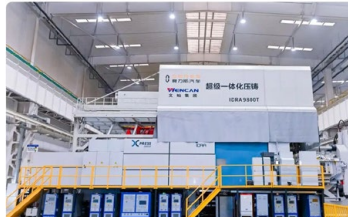


March

- Q1 2024 net profit attributable to the parent company shareholders reached RMB 0.22 billion, making Seres the fourth globally profitable new energy vehicle (NEV) company

June

- 10,000-ton integrated die-casting machine put into production



May

- Seres and China Automotive Engineering Research Institute established a Smart Safety Joint Laboratory



April

- AITO showcased at the Beijing Auto Show
- Seres MF Technical Platform made its debut

July

- Seres featured on the front page of *People's Daily*, with over 80 reports from three major state media outlets throughout the year
- The 400,000th AITO vehicle rolled off the production line, making AITO the fastest Chinese NEV brand to reach this milestone

August

- Seres selected for China Media Group's "Brand Power Project," and AITO became its Strategic Partner for Automotive Excellence
- Seres signed an investment agreement with Huawei
- Seres released its fundamental guidelines



October

- AITO made its debut at the Paris Auto Show
- E5 PLUS launched
- AITO became the official partner of China's national rhythmic gymnastics team
- Seres Q3 financial report: revenue exceeded 100 billion yuan, with a net profit attributable to the parent company shareholders of RMB 4.038 billion in the first three quarters



September

- "AITO Across Mountains and Rivers - Smart Driving Tour in Europe" launched, spanning from factory floors to auto shows, from Chongqing to Paris
- Seres and Huawei Digital Power introduced the world's highest-altitude EV supercharging station at Mount Everest
- Seres Super Factory launched the world's first intelligent logistics hub

November

- AITO showcased at the Guangzhou Auto Show
- Next-generation Seres Super Range-Extender System unveiled
- Seres launched a global campus recruitment, strengthening talent development to drive innovation


















December

- Seres included in four major stock indices
- AITO M9 ranked No.1 in luxury vehicle sales above RMB 500,000 for nine consecutive months

In 2024


- Seres and supply chain partners hosted 16 technical exchange exhibitions
- Seres range extenders set a new sales record, reaching 475,486 units
- AITO's cumulative smart driving mileage exceeded 1.05 billion kilometers, with over 360,000 smart driving users
- AITO's smart service system proactively cared users over 18,000 times, saving more than 120,000 hours in maintenance time

SDGs Response

Chapter Title	UN SDGs	Commitments and Key Actions
Integrity Governance, Steady Development		<p>We deeply integrate ESG governance in our development and operations. By strengthening compliance management, enhancing internal controls, and improving risk management, we aim to uphold the highest standards of business ethics, and build a stable, transparent, and sustainable corporate environment.</p>
Innovation-Driven, Excellence in Products	  	<p>Innovation is at the core of everything we do. We are dedicated to developing an automotive ecosystem that embraces the Internet of Everything, while advancing a low-carbon technology framework. By leveraging cutting-edge electric and range-extending technologies, we actively work to reduce our carbon footprint. We prioritize the protection of intellectual property, maintain strict quality and safety standards, enhance customer service, safeguard user information and privacy, and continuously improve user satisfaction.</p>
Low-Carbon Operations, Green Future	    	<p>We have set medium- and long-term dual-carbon goals, responding to carbon targets and a “dual-carbon” strategy. Our approach focuses on both enhancing climate risk resilience and seizing climate-related opportunities. Sustainability is embedded across every stage of our operations—from product design, procurement, and material usage to manufacturing, logistics, supply chain management, sales, and recycling. In particular, we work closely with partners to build a green industrial chain, aiming to reduce the carbon footprint throughout a product's entire lifecycle. By encouraging all participants in our ecosystem to take on social responsibilities, we are fostering a culture of green innovation.</p> <p>We participated in global climate initiatives such as COP29 and the Belt and Road Green and Low-Carbon Development Dialogue, showcasing China's new energy vehicle (NEV) innovations and Sere's contributions to the global transition towards green transportation energy. Committed to low-carbon operations, we build a sustainable NEV industry ecosystem, working together to create a greener future.</p>
Diversity & Inclusion, Talent Care	   	<p>We are committed to creating a fair, inclusive, and diverse work environment, where every employee is respected and given equal opportunities to grow. Our focus is on attracting and retaining top talent while empowering employees through diverse training and development programs. We prioritize employee rights and well-being, ensuring occupational health and safety while fostering the shared growth between our people and the Group.</p>
Responsible Supply Chain, Thriving Communities	   	<p>We are committed to building an efficient, sustainable, and responsible supply chain. By working closely with our partners, we strive to create mutual benefits and long-term success. Beyond business, we actively contribute to community development, focusing on rural revitalization, educational philanthropy, and other public welfare initiatives, demonstrating our corporate social responsibility through concrete actions.</p>

2024 Honorary Awards

■ Honorary ■ Award Winner ■ Issued by

<p>MSCI ESG Rating A</p> <hr/> <p>Seres Group Co., Ltd</p> <p>MSCI</p>	<p>2024 Top 100 ESG Best Practices for Listed Companies in China AA</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Wind</p>	<p>Typical Case of Technological and Industrial Innovation in Private Enterprises (Private Enterprise Industrial Innovation)</p> <hr/> <p>Seres Group Co., Ltd</p> <p>All-China Federation of Industry and Commerce</p>	<p>Second Prize of the China Society of Automotive Engineers (SAE) Science and Technology Progress Award</p> <hr/> <p>Seres Automobile Co., Ltd., Seres Group Co., Ltd., Chongqing Seres New Energy Vehicle Design Institute Co., Ltd.²</p> <p>China Society of Automotive Engineers (SAE-China)</p>	<p>2024 Typical Application Case of Functional Safety in Intelligent Connected Vehicles (ICV) (Functional Safety Operation Monitoring Platform)</p> <hr/> <p>Chongqing Seres New Energy Vehicle Design Institute Co., Ltd.</p> <p>China Society of Automotive Engineers (SAE-China), National Innovation Center of Intelligent and Connected Vehicles</p>
<p>2024 Outstanding Practice Case of Sustainable Development for Listed Companies</p> <hr/> <p>Seres Group Co., Ltd</p> <p>China Listed Companies Association</p>	<p>"Xinhua Credit Mingzhu Cup" Outstanding Climate Change Response Project Case</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Xinhua News Agency Guangzhou Branch, China Economic Information Service</p>	<p>Core Competitiveness ESG Comprehensive Governance Benchmark Enterprise</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Economic Observer, 2024 China International Fair for Trade in Services (CIFTIS)</p>	<p>ESG Golden Award – Best Technological Innovation Breakthrough</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Securities Market Weekly</p>	<p>2024 ESG Pioneer Award</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Caixin Media</p>
<p>Top 100 in the 2nd Guoxin Cup ESG Golden Bull Award</p> <hr/> <p>Seres Group Co., Ltd</p> <p>China Securities Journal</p>	<p>Outstanding ESG Practice Excellence Case Award 2024 Financial Golden Award</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Finance Industry</p>	<p>Top 100 Private Enterprise Technological Innovation Index in Chongqing (Ranked 1st)</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Chongqing Federation of Industry and Commerce, Chongqing Science and Technology Bureau</p>	<p>Top 100 Private Enterprises for Social Responsibility in Chongqing (Ranked 2nd)</p> <hr/> <p>Seres Group Co., Ltd</p> <p>Chongqing Federation of Industry and Commerce</p>	

² Merged into Seres Automobile Co., Ltd., in 2024.

National Green Factory

Seres Automobile (Hubei) Co., Ltd.

Ministry of Industry and Information
Technology of the People's Republic of China

**2024 Chongqing Green and Low-Carbon
Typical Case of the Year**

Seres Automobile Co., Ltd.

Chongqing Ecology and Environment Bureau

**Third Prize in the "Environmental Emergency
Drills and Response Team Combat
Competition"**

Seres Automobile Co., Ltd.

Liangjiang District, Chongqing

"Zero Waste Factory"

Seres Automobile Co., Ltd.

Chongqing Jiangbei District Ecology and
Environment Bureau & Chongqing Jiangbei
District Economic and Information Technology
Commission

Hubei Province Green Factory

Seres Automobile (Hubei) Co., Ltd.

Hubei Provincial Department of Economy
and Information Technology

Chongqing Green Factory

Chongqing Jinkang Power Co., Ltd.

Chongqing Municipal Commission of
Economy and Information Technology

Sichuan Province Green Factory








Luzhou Rongda Intelligent Transmission Co., Ltd.

Sichuan Provincial Department of Economy
and Information Technology



Stakeholder Engagement

We place great importance on listening to both internal and external stakeholders. During the reporting period, we maintained active communication through various channels, ensuring we understood and addressed their expectations and concerns. This approach helped us identify priorities for our sustainable development efforts and clarify key directions for the Group’s future, aiming to achieve mutual benefits and win-win cooperation.

Stakeholders	 Employee	 Shareholders/Investors	 Users	 Government and Regulators	 Partners (e.g. suppliers, service providers)	 Community Members/Organizations/NGOs	 Media
Topics in Focus	<ul style="list-style-type: none"> Employee training and development Employee rights, interests and welfare Occupational health and safety Diversity and equal opportunity 	<ul style="list-style-type: none"> Group business performance Governance structure Business ethics Corporate governance Compliance and risk management 	<ul style="list-style-type: none"> Users service and satisfaction Information security and privacy protection Product quality and safety Community public welfare Compliance and risk management Science and technology innovation and intellectual property protection 	<ul style="list-style-type: none"> Group business performance Legal compliance Business ethics Corporate governance Compliance and risk management 	<ul style="list-style-type: none"> Supply chain management Raw material procure Supplier Support 	<ul style="list-style-type: none"> Economic and social contributions Community public welfare Support for the disadvantaged 	<ul style="list-style-type: none"> Green technologies and products Economic and social contributions Community public welfare Support for the disadvantaged Product quality and safety
Communication Channels	<ul style="list-style-type: none"> Employee performance evaluation interviews Internal communication meeting Employee training Regular research feedback Corporate culture promotion and implementation activities Internal office system 	<ul style="list-style-type: none"> General meeting of shareholders Investor meeting Earnings presentation Announcement/Press release On-site investigation Investor hotline/email Exchange online interactive platform 	<ul style="list-style-type: none"> Official website, official App Social media matrix Product research feedback User complaints and handling User satisfaction survey 	<ul style="list-style-type: none"> Information disclosure On-site investigation Talk Daily communication and reporting 	<ul style="list-style-type: none"> On-site investigation Supplier meetings and audits Supplier contracts and agreements Supplier training Talk On-site project residency 	<ul style="list-style-type: none"> Community activities On-site investigation Group website and social media matrix 	<ul style="list-style-type: none"> Announcement/Press release Press conference Media exchange meeting

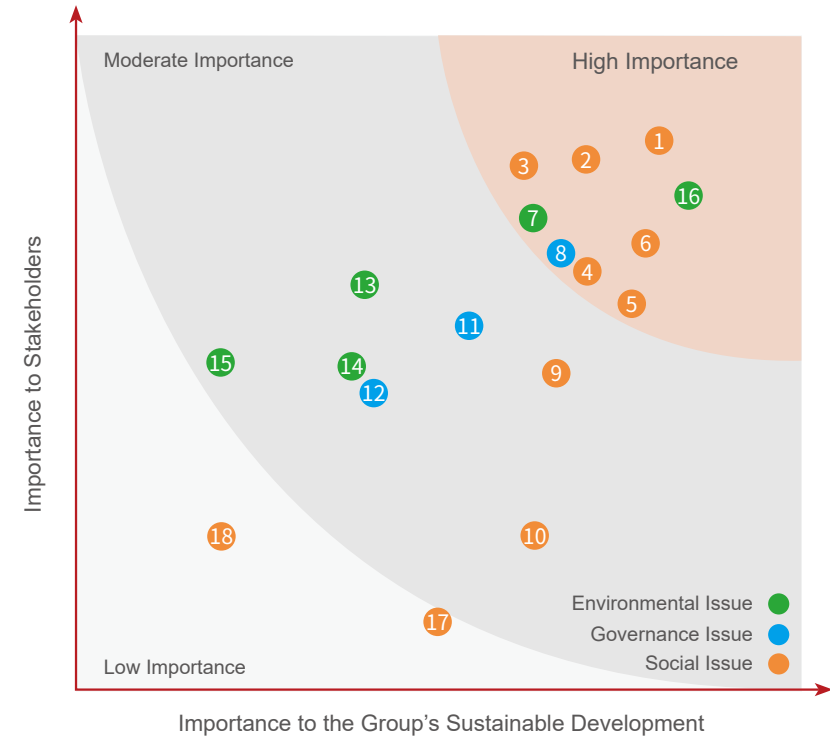
Materiality Issues Analysis

We are committed to identifying, assessing, and managing ESG issues. In 2024, we carefully considered the concerns of various stakeholders, aligning them with industry trends and our business strategy. We conducted a substantial issue assessment from the three dimensions of environment, social, and governance, and developed a materiality matrix to address stakeholder concerns. Looking ahead to 2025, and in alignment with the Shanghai Stock Exchange’s “Sustainability Reporting Guidelines (Draft for Public Comments)”, we will conduct a dual materiality analysis. This analysis will not only evaluate ESG issues based on their broader impact but will also consider their financial significance to the Group. This will deepen our understanding of how ESG factors affect both our operations and the external environment, providing a strong foundation for shaping a more informed and resilient sustainable development strategy.

Materiality Issues Distribution in 2024

High Importance		Moderate Importance	
1 Users Service and Satisfaction	Social Issue	9 Employee Rights, Interests and Welfare	Social Issue
2 Science and Technology Innovation and Intellectual Property Protection	Social Issue	10 Occupational Health and Safety	Social Issue
3 Product Quality and Safety	Social Issue	11 Corporate Governance	Governance Issue
4 Supply Chain Management	Social Issue	12 Compliance and Risk Management	Governance Issue
5 Employee Training and Development	Social Issue	13 Energy Use and Management	Environmental Issue
6 Information Security and Privacy Protection	Social Issue	14 Emissions Management	Environmental Issue
7 Green Technologies and Products	Environmental Issue	15 Water Resource Management	Environmental Issue
8 Business Ethics	Governance Issue	Low Importance	
16 Climate Change	Environmental Issue	17 Diversification and equal opportunity	Social Issue
		18 Community welfare	Social Issue

Materiality Issues Matrix in 2024



Feature Driving Low-Carbon Development of New Energy Vehicles through Technological Innovation — Seres Responds to Climate Change

At the 29th Conference of the Parties (COP29) to the *United Nations Framework Convention on Climate Change*, Seres proudly represented China's new energy vehicle industry. We shared our innovative practices and achievements in promoting green, low-carbon development. Through a strategic focus on "carbon reduction, carbon utilization, and carbon management, Seres not only demonstrated its commitment to addressing climate change but also provided a Chinese solution to the global transportation energy transition.

Seres Group's Voice at COP29: Full Lifecycle Carbon Neutrality Practice

During the COP29 China Pavilion theme session, Seres highlighted how we have integrated "Dual Carbon" goals into our mid- and long-term strategic planning, established a carbon neutrality working group, and applied green principles across the entire product lifecycle, from design and procurement to production, logistics, and recycling. Through continuous technological innovation and ecosystem integration, Seres introduced three high-end NEV models: AITO M9, M7, and M5. From January to December 2024, new energy vehicles annual sales volume was 426,885 vehicles, with the AITO M9 maintaining its position as the top-selling model in China's luxury segment (above RMB 500,000) for 11 consecutive months, showcasing market recognition of green products.

From January to December 2024, new energy vehicles annual sales volume was

426,885 vehicles

with the AITO M9 maintaining its position as the top-selling model in China's luxury segment

(above RMB **500,000**) for 11 consecutive months

Technological Innovation: From Low-Carbon Manufacturing to Smart Zero-Carbon Logistics

At Seres, we prioritize the use of renewable and recyclable materials to drive energy savings and reduce carbon emissions in manufacturing. Our products have a recycling rate of 97%, with 100% utilization of solid waste disposal. The AITO series introduced 1,590 lightweighting solutions, significantly cutting energy consumption and lowering the carbon footprint.

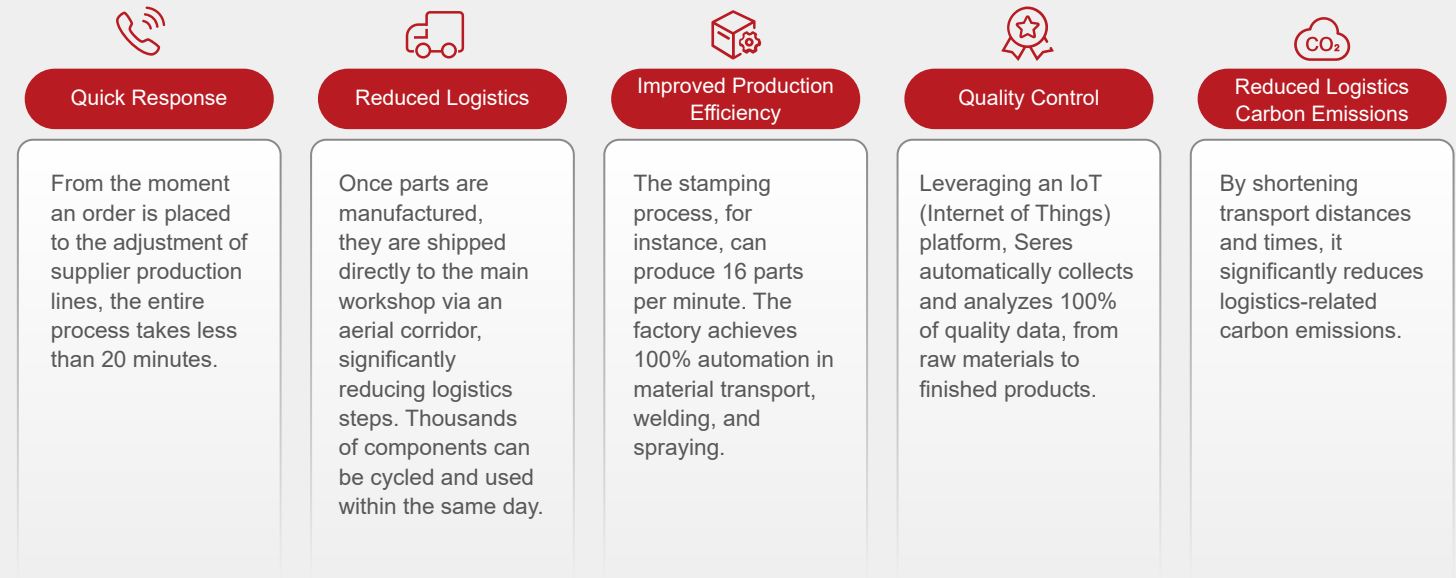
By building distributed photovoltaic power stations on rooftops and parking lots, Seres has created a “photovoltaic+vehicle manufacturing” low-carbon manufacturing model. With a total installed capacity exceeding 102 MW, these stations have generated a cumulative 89.1166 million kWh of clean electricity. Additionally, we have purchased 20.05 million kWh of renewable energy to further accelerate our low-carbon energy transition in production. In our super factory, we’ve launched a zero-carbon smart logistics port project. This includes the deployment of 18 autonomous electric heavy trucks to replace traditional fuel-powered vehicles. These trucks run on green electricity, significantly reducing emissions from factory logistics. We have also developed a digital carbon management platform powered by an end-to-cloud integration technology framework, enabling carbon emission management within the factory and full lifecycle carbon footprint management for products, minimizing emissions across the entire industry chain.

Our products have a recycling rate of

97%, with **100%** utilization of solid waste disposal

Low-Carbon Model Innovation: The “Factory-in-Factory” Model

The “factory-in-factory” model at Seres’ super factory is an innovative supply chain collaboration model. By integrating key component suppliers directly into the vehicle manufacturing facility, this model streamlines operations, enhances efficiency, and promotes rapid response. Key advantages of the model include:



The “factory-in-factory” model not only enhances production efficiency and supply chain coordination but also contributes positively to the carbon reduction goals by reducing logistics and improving energy efficiency.

Global Cooperation: Building a Green “Belt and Road” Ecosystem

Seres actively responds to the Belt and Road Initiative for green low-carbon development, by advancing international cooperation through the export of low-carbon products and technologies. In the future, the Group will continue to deepen cooperation with global partners, explore cutting-edge low-carbon technologies, and work together to build a sustainable ecosystem for the new energy vehicle industry.

01

Integrity Governance, Steady Development

We strictly comply with national laws and regulations as well as the regulatory requirements for listed companies, establishing a sound corporate governance structure, implementing compliance operations and risk management, and firmly upholding corporate business ethics. We firmly oppose all forms of corruption, bribery, and unfair competition. At the same time, we continuously improve our ESG framework, improving governance capabilities to support our steady and sustainable growth.

2024 Highlights Performance

The Group held

6 shareholder meetings **11** board meetings **10** supervisory board meetings

with a

100% attendance rate from relevant members of the board and supervisory board

No cases of violation of business ethics were reported

100% of employees received training on business ethics and anti-corruption

with a total of

49,260 hours of training



SDGs Responses



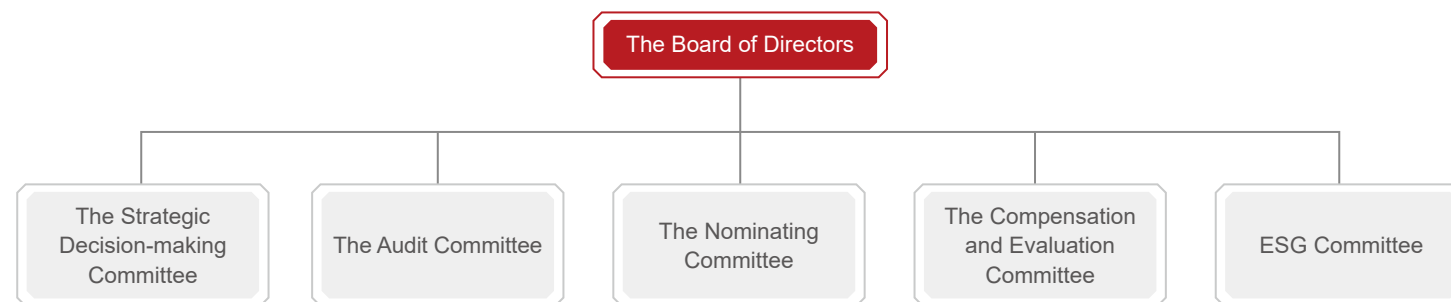
Compliance Operations

The Group is committed to continuously enhancing its corporate governance structure by promoting board diversity, ensuring independence, and elevating the level of corporate governance. We conduct investor communication activities in compliance with laws and regulations, fully safeguarding the rights and interests of investors.

Governance Structure

The Group strictly adheres to laws and regulations such as the *Company Law of the People's Republic of China* and the *Rules Governing the Listing of Stocks on the Shanghai Stock Exchange*, as well as regulatory documents. Based on the *Articles of Association of Seres Group Co., Ltd.*, we have established a clear and well-defined governance structure, which includes a board of directors and five specialized committees, ensuring the Group's steady and efficient development.

The Group's Governance Structure



The Group continues to optimize its governance system. We have established and refined a “three-meeting and one level” management structure, comprising the general meeting of shareholders, the board of directors, the supervisory board, and the management team. Our focus is on improving decision-making processes and strengthening internal oversight mechanisms to ensure that all departments and subsidiaries operate efficiently and fulfill their functions, thereby enhancing governance standards. In 2024, the Group held six general meetings of shareholders, eleven board meetings, fourteen board committee meetings, and ten supervisory board meetings, with a 100% attendance rate for the respective members of the board and supervisory board.



Board Diversification and Independence

Seres strictly adheres to the *Articles of Association of Seres Group Co., Ltd.* and enhances the independence and diversity of the board of directors. The Nomination Committee carefully considers factors such as gender, age, ethnicity, professional skills, experience, and cultural background when nominating and appointing board members. The Committee also regularly reviews and supervises the implementation of board diversity. As of the end of the reporting period, the board consists of twelve directors, including four independent directors (33.33%) and one female director (8.33%). The Audit Committee, Nomination Committee, and Remuneration and Appraisal Committee are all have independent directors. Furthermore, Board members also come from diverse professional backgrounds, including risk management, financial management, legal affairs, and sustainability, supporting the efficient and scientific operation of the board.

Composition and Background of Directors

Name of Director	Directorships	Professional Skills		
		Risk Management	Financial Management	Industry Experience
Mr. Zhang Zhengping	Director, Chairman			✓
Mr. You Zheng	Director			✓
Mr. Li Wei	Director			✓
Mr. Zhou Changling	Director		✓	✓
Mr. Yin Xianzhi	Director		✓	✓
Mr. Zhang Kebang	Director			✓
Ms. Shen Wei	Director	✓		✓
Mr. Zhang Zhengyuan	Director			✓
Mr. Li Kaiguo	Independent Director			✓
Mr. Zhang Guolin	Independent Director			
Mr. Li Ming	Independent Director		✓	
Mr. Jing Xufeng	Independent Director			

Information Disclosure

Seres follows the *Rules Governing the Listing of Stocks on the Shanghai Stock Exchange* and its *Information Disclosure Management System* to ensure that disclosed information is timely, accurate, and complete. This approach helps stakeholders gain deeper insights into the Group's governance and operations. Additionally, we have established an *Investor Relations Management System* to continuously expand communication channels, strengthen interactions, and protect the legitimate rights and interests of investors, especially minority shareholders.

In 2024, the Group actively engaged with investors through multiple platforms, including the Shanghai Stock Exchange e-Interaction platform and investor hotlines. During the reporting period, we responded to 404 investor inquiries on the e-Interaction platform and answered over 1,000 investor calls, totaling more than 5,000 minutes of direct communication, ensuring investors' right to information. Moreover, we organized on-site research events, such as the "Securities Analysts Seres Research Activities." These events provided brokerage firms and research institutions with firsthand insights into Seres' intelligent manufacturing capabilities, product competitiveness, organizational efficiency, and management team. Throughout the reporting period, we conducted over 150 investor research sessions and participated in more than 100 roadshows, effectively showcasing the Group's investment value.

Risk Management

Seres is committed to strengthening risk management and internal control by implementing internal regulations such as the *Comprehensive Risk Management System* and the *Internal Control Management System*. Based on the “Three Lines of Defense” risk management model, we continuously optimize our control mechanisms to ensure that risk management is integrated into every aspect of our operations, from strategic planning and business goal setting to resource allocation and performance management. By adhering to strict risk control principles, we embed comprehensive risk management into all workflows and engage every employee in the process, effectively mitigating major risks.

Risk Management and Control Mechanism

The First Defense



- It consists of core business modules such as R&D, marketing, sales, production and supply.
- We build and maintain appropriate structures and processes in accordance with our operations and risk management.
- This ensures that all business operations comply with laws, regulations, internal rules and ethical standards.
- We achieve closed-loop risk management through risk identification, assessment and implementation of countermeasures.

The Second Defense



- It is composed of functional departments such as the Planning and Strategy Department, the Finance Department, the Legal Affairs Department, the IT, Network and Data Security Department.
- The defense provides expertise, support and supervision for matters related to risk management of the first defense, and makes reasonable suggestions.
- The defense also arranges, implements and continually improves risk management at the levels of working process, system and organization.

The Third Defense



- It consists of the internal audit department and the supervision department.
- The defense provides independent and objective confirmation and consultation for accurate and effective corporate governance and risk management.
- This supports the Group to achieve goals related to risk management, and promote and improve the risk management system.

The Group conducts annual internal and external risk assessments following the *Risk Classification Framework and risk assessment standards*. Risks are categorized into seven major types: strategic risk, market risk, operational risk, financial risk, legal risk, corporate social responsibility (CSR) risk, and non-traditional risks. Based on the identified risk types and levels, we develop targeted response plans and implement dynamic monitoring to enhance the risk management process. Additionally, we have also integrated ESG risk management into our daily framework, ensuring that major ESG risks—such as environmental protection, product quality and safety, and business ethics—are identified and addressed proactively. This approach enhances our ability to manage risks related to sustainable development and overall risk control.

Seres adheres to the internal audit principle of “audit all operations, review all results, and audit all departures,” ensuring that internal auditing remains closely aligned with risk management. We have established a systematic internal control system and a long-term internal supervision mechanism focused on strategic execution, investment, and operations to maintain regulatory compliance. In 2024, our internal audits covered asset value preservation, operational efficiency assessment, information system security reviews, compliance with listing regulations, and evaluations of the effectiveness of the internal control and risk management systems. For any risks identified during audits, we have implemented a comprehensive rectification mechanism that combines full-scale corrections, specialized rectifications, and key issue supervision to ensure long-term risk mitigation.



ESG Management

We actively respond to the United Nations Sustainable Development Goals (SDGs) by establishing a three-tier ESG governance structure: the Board of Directors, ESG Committee, and ESG Executive Group. This structure helps us continuously strengthen our ESG standards. The Board of Directors, as the highest decision-making body, oversees all ESG matters. The ESG Committee is authorized to manage ESG activities and promptly report relevant issues to the Board.

Governance Level

The Board of Directors

- As the highest responsible and decision-making body for the Group's ESG-related matters, the Board of Directors has the ultimate responsibility for such matters.
- It reviews and approves the ESG strategies and action plans, and assesses ESG performance and progress against targets.

Management Level

ESG Committee

- It coordinates matters related to ESG management, and formulates medium and long-term ESG development strategies and action paths.
- It oversees and guides the effective implementation of the Group's environmental, social responsibility and corporate governance.

Executive Level

ESG Executive Group

- Including the Planning and Strategy Headquarters, Internal Control and Audit Headquarters, and Securities Affairs Headquarters, work together to execute and implement the annual ESG work plans, and identify and manage ESG-related risks.

Business Ethics

The Group upholds strong business ethics by continuously optimizing our anti-corruption framework, ensuring accessible reporting channels, and enforcing whistleblower protection. Meanwhile, we firmly oppose unfair competition and monopolistic practices, working to maintain a fair, transparent, and trustworthy business environment.

Anti-Corruption

The Group strictly complies with the *Criminal Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, and other relevant laws and regulations. Our management systems, including the *Anti-Corruption Policy*, *Internal Supervision Policy*, and *Basic Regulations for the Development of the Group*, require all employees to adhere to applicable laws, regulations, and internal policies. During the reporting period, we issued the *Business Partner Integrity Cooperation Management Measures*, outlining integrity standards for suppliers, distributors, service providers, agents, and consulting firms to ensure ethical and compliant business development.

Our three-level business ethics governance system includes: oversight by the Board of Directors, management by the Supervision Headquarters, and execution by key departments such as Human Resources, Party Affairs & Logistics, and Internal Control & Audit Headquarters. The Board of Directors, as the highest authority, oversees anti-corruption efforts. During the reporting period, no corruption-related lawsuits were recorded.

Business Ethics Governance System of the Group



The Group actively identifies and mitigates corruption risks, firmly opposing corruption and bribery while upholding high ethical standards. In 2024, the internal audit department conducted a Group-wide anti-corruption audit to continuously identify and assess potential risks. When issues were identified, relevant departments were required to establish internal controls and implement corrective actions. This approach not only safeguards the Group's economic interests and reputation but also supports its steady growth.

To promote transparency, the Group has established accessible reporting channels, including a hotline, mailing address, and email. A clear complaint-handling process ensures that reports are addressed promptly and effectively. Upon receiving a report, a designated supervision team investigates the matter. For urgent cases, investigations are initiated immediately, with supplementary materials submitted within three days of completion to maintain efficiency. Additionally, the Group has implemented a conflict-of-interest avoidance mechanism. Monitoring personnel are excluded from cases where personal or familial ties could compromise fairness, ensuring objective and impartial investigations.

Reporting Channels



Reporting Hotline 023-65179813

Reporting Email jczb@seres.cn

Mailing Address Room 810A, North Building, Building 1, Seres Group Office
Building, No.7 Wuyunhu Road, Shapingba District, Chongqing

We continuously improve our whistleblower protection mechanisms, strictly enforcing confidentiality measures and upholding our duty to protect sensitive information. In 2024, the Group introduced the *Seres Whistleblower Protection and Reward System*³, strictly protect in accordance with the law to ensure that the personal information of whistleblowers and the content of their reports are not leaked. Retaliation in any form is strictly prohibited, and breaches of confidentiality or retaliatory actions will result in severe penalties, with serious cases subject to legal consequences. This ensures the full protection of whistleblowers' rights.

We actively promote anti-corruption awareness through both online and offline training initiatives, fostering a culture of integrity and encouraging ethical self-discipline among employees and business partners. This year, the Group organized anti-corruption training and awareness programs covering all employees and business partners, reinforcing a Group-wide commitment to ethical business conduct across the entire value chain. We held 31 training sessions, achieving 100% coverage of employees⁴ and contractors, with a total of 49,260 training hours. These efforts have strengthened awareness and commitment to ethical conduct.

While ensuring employees uphold anti-corruption and anti-bribery standards, we also closely monitor our business partners' compliance with anti-corruption efforts. The Group has formulated the *Seres Business Partner Integrity Cooperation Management Measures*⁵ and the *Integrity Self-Discipline Management Measures*, maintaining a zero-tolerance policy business for ethical violations by suppliers. All suppliers must sign the *Seres Sunshine Project Integrity Agreement* upon admission. In 2024, the agreement's signing rate among suppliers reached 100%.

³ <https://cdn-web.seres.cn/uploads/20241204/03ee36cacdff54e31337a3155345d69.pdf>

⁴ In 2024, the Group had no part-time employees.

⁵ <https://cdn-web.seres.cn/uploads/20241204/ad77ff1fee6e16543ffba04c081e4c49.pdf>

Anti-Monopoly and Fair Competition

The Group strictly complies with the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China*. We have firmly oppose unfair competition and monopolistic practices, ensuring a fair, transparent, and honest business environment. Employees are strictly prohibited from obtaining competitors' trade secrets or confidential information through illegal means such as unauthorized access, theft, eavesdropping, bribery, or any other illicit activities. Additionally, false or misleading advertising is also forbidden. At the corporate level, we ensure no monopolistic practices are conducted regarding production materials or non-patented technologies. In 2024, the Group faced no lawsuits related to unfair competition or monopolistic practices.



02

Innovation-Driven, Excellence in Products

The Group deeply integrates innovation-driven development with responsibility empowerment, advancing product upgrades and iterations. We protect intellectual property while ensuring product quality and safety. Additionally, we offer diverse and comprehensive user services, uphold information security and privacy, and contribute to a sustainable and intelligent automotive ecosystem.

2024 Highlights Performance

Total cumulative investment in R&D reached RMB

7.053 billion

representing a year-on-year increase of

58.91%

No product recalls occurred

Organized

209 quality training sessions and activities

covering

100% of employees

No incidents of privacy breaches or data security violations were reported

As of the end of the reporting period, the Group had been granted a total of

6,619 patents

trademarks

3,050

copyrights

567



SDGs Responses



Research and Innovation

The Group regards technological innovation as the core driving force of its development. We have established a comprehensive R&D system, continuously increasing investment in technology, expanding the application of innovative achievements, and promoting deep industry-academia-research collaboration to explore and apply cutting-edge technologies.

Research and Innovation System

We adhere to the technology strategy of “mass-producing the current generation, developing the next, and pre-researching the one that follows,” supported by two major systems, eight intelligent platforms for full-stack independent R&D and over ten functional departments.

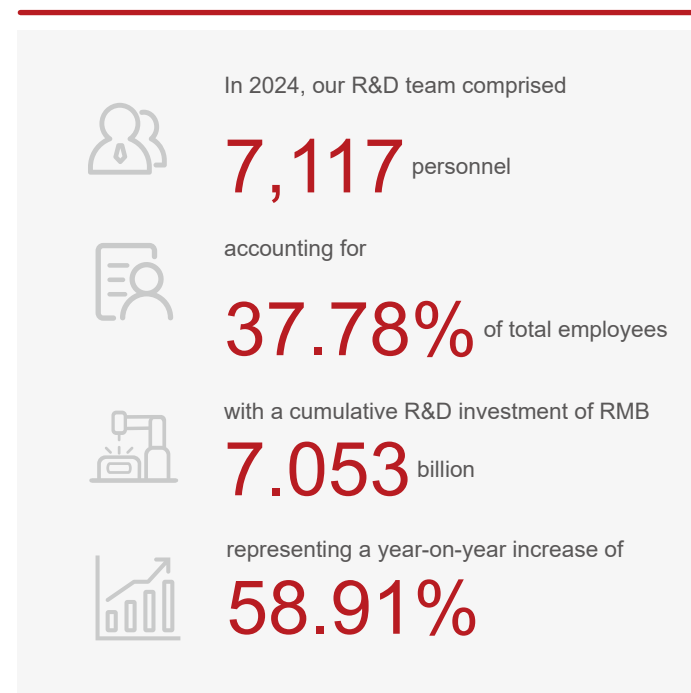
In 2024, guided by the (IPD)⁶ process system, we established the “IPD Process Project Team” to focus on three core areas: platform architecture development, innovative technology development, and R&D engineering. This led to the release of 58 end-to-end processes and 1,008 process regulation documents, covering tasks such as platform structure development, architecture design, validation, and technology development. This framework lays a strong foundation for future product development and innovation.

To foster a culture of innovation, we introduced an incentive plan combining material and non-material rewards, along with short- and long-term incentives. This approach encourages employees’ creativity and innovation. In 2024, our R&D team comprised 7,117 personnel⁷, accounting for 37.78% of total employees, with a cumulative R&D investment of RMB 7.053 billion, representing a year-on-year increase of 58.91%.

Additionally, we prioritize scientific ethics training and public education to strengthen ethical awareness in technology development among employees and the broader community. This approach supports both technological innovation and sustainable development. In 2024, we collaborated with automakers, component suppliers, research institutions, and industry associations within the NEV value chain. Over 50 discussions and exchanges were organized, focusing on R&D innovation and technological ethics. Together, we are committed to fostering the healthy development of the NEV industry. Throughout the year, no violations of scientific ethics or related penalties occurred.

⁶ IPD: Integrated Product Development.

⁷ Include R&D and technical personnel.



Innovation Achievement Layout

The Group has mastered advanced intelligent manufacturing technologies, focusing on five key areas: “intelligent architecture, intelligent power, intelligent ecosystem, intelligent testing, and intelligent processes”: Through this approach, we have developed a diverse range of high-quality products and created an open, interconnected intelligent ecosystem.

Innovative R&D Results in 2024



Intelligent Vehicle Platform

Launched the MF Technical Platform, a super-intelligent vehicle platform focused on intelligent safety, diverse powertrains, flexible space, and intelligent leadership. It enables cross-domain software integration across safety, power, and chassis systems, delivering an exceptional driving experience.



Intelligent Driving

The AITO models are equipped with the ADS⁹ 3.0 and 192-line LiDAR with industry-leading detection range. The software algorithms utilize Huawei’s self-developed GOD¹⁰ (General Object Detection) and PDP¹¹ (Prediction-Planning-Decision) architecture to provide users with an intelligent driving experience close to L3-level autonomy.



Intelligent Power

Leveraging the “C2E Extended Range Architecture” and “RoboREX Intelligent Control Technology,” the Group developed a next-generation super-extended range system. It optimizes design and intelligent algorithm control, significantly reducing fuel consumption and noise, and achieving industry-leading thermal efficiency.



Intelligent Cockpit

The AITO intelligent cockpit leads the industry in human-machine interaction, connectivity, and safety. It supports the HarmonyOS ecosystem and includes diverse entertainment systems and interactive designs.

Built on the software-defined vehicle concept and in collaboration with industry partners, the cockpit offers features like ten screens, seamless transitions, and giant-screen movie viewing, creating an immersive third intelligent space for users.



Intelligent Safety

Adhering to the strategy of “safety is the greatest luxury,” the Group introduced the industry’s first scenario-based safety system, covering over 180 safety scenarios throughout the entire vehicle lifecycle.

The AITO M9 became the first model to successfully pass the 2021 version of C-NCAP⁸ testing, with a five-star safety certification.

The AITO models active safety systems have helped avoid over 1 million potential collisions, earning strong user recognition.

⁸ C-NCAP: China-New Car Assessment Program.

⁹ ADS: Advanced Driving System.

¹⁰ GOD: General Object Detection.

¹¹ PDP: Prediction-Planning-Decision.

Seres Group's Awards Related to Innovative R&D in 2024



Intelligent Testing and Service

Provides proactive, early warning, real-time, remote, and mobile intelligent service systems. Remote diagnostics cover the entire vehicle, and over 85% of fault alerts are responded to within five minutes.

In 2024, intelligent services saved over 100,000 maintenance hours and reduced maintenance costs by over RMB 11 million.



Intelligent Manufacturing Processes

By integrating "digitalization and intelligence" into new processes, the Group uses a intelligent manufacturing platform to monitor, diagnose, and intercept critical quality points throughout production. This includes over 30,000 automated quality control points and more than 1,200 AI monitoring points.

Established a "One Car, One File" and "One Piece, One File" management system, assigning each vehicle a unique ID to ensure full traceability throughout the production process.

"Typical Case of Technological Innovation in Private Enterprises (Industrial Innovation Category)" and "Typical Case of Digital Transformation in Private Enterprises" awarded by the All-China Federation of Industry and Commerce.

"Second Prize of Technological Progress" awarded by the China Society of Automotive Engineers.

"First Prize of the First Automotive Industry Digital and Intelligent Scene Innovation Competition" awarded by the Automotive Industry Sub-Alliance of the Central Automotive Enterprise Digital Transformation Collaborative Innovation Platform.

"First Prize of Technological Progress" awarded by the Chongqing Municipal People's Government.

"2024 Excellent Practice Unit of Digital Transformation of Western China Enterprises" awarded by the Organizing Committee of the Western Enterprises Digital Development Conference.

"Advanced Intelligent Factory of Chongqing" awarded by the Chongqing Economic and Information Commission.



Industry-Academia-Research Collaboration

The Group is committed to driving industrial innovation and technological progress through active collaboration with research institutions and industry associations. We participate in national research projects, industry-academia-research initiatives, and standard formulation to transform scientific achievements into practical applications, promoting the broad sharing of innovation resources and results.

In 2024, the Group, in collaboration with the National Information Center and several new energy vehicle companies, conducted joint research on topics such as *Automotive Design and User Product Preferences under the Intelligent Electric Wave* and *Product Function and Experience Definition in the Era of Electric Intelligence—Scene-based Tracking Surveys and Application Research*. These studies provided valuable insights for product planning and design to meet evolving user needs.

Additionally, the Group signed strategic cooperation agreements with top universities such as Harbin Institute of Technology, Beihang University, Chongqing University, Hunan University, and Chongqing University of Posts and Telecommunications. These collaborations focus on the new energy vehicle industry, promoting in-depth integration of “industry, academia, research, and application” to deepen university-enterprise cooperation. In January 2024, the Group signed a strategic cooperation agreement with Chongqing University, where both parties will collaborate in the fields of intelligent manufacturing, new energy vehicles, intelligent connected vehicles, talent development, and technological innovation. Together, they established the “New Energy Vehicles,” “Intelligent Connected Vehicles,” “Advanced Manufacturing,” and “Automotive Carbon Neutrality” Joint Laboratory at Chongqing Excellence Engineering Institute - Seres New Energy Vehicle Design Institute Co., Ltd. The partnership will also form research teams to explore cutting-edge technologies, address engineering challenges, and conduct foundational research, while nurturing outstanding engineers and enhancing cooperation in talent resources and technology transfer.



Case: Collaborative Innovation with Universities and Financial Institutions

In 2024, the Group, in collaboration with Chongqing University of Technology, Sichuan International Studies University, Chongqing Ivy League High School, and Postal Savings Bank, organized multiple seminars and training sessions on the topic of *The Current Status, Development, and Trends of New Energy Vehicles*. These activities aimed to deepen the understanding of the new energy industry among universities and enterprises, as well as to enhance the recognition and support of the new energy vehicle industry across various sectors of society.



Exchange and Training with Chongqing University of Technology

The Group has participated in industry association forums and contributed to the development of national and industry standards. During the reporting period, the Group attended several forums and seminars organized by the China Electric Vehicle Hundred People’s Association, focusing on topics related to industry policy development, contributing valuable ideas and suggestions to national policies and industry development. In 2024, Seres Automotive became a member of the “National Technical Standards Innovation Base (Automobile) Automotive Functional Safety Standardization Promotion Center,” which not only highly recognized our innovation in its automotive functional safety but also highlighted its role in advancing industry standards and enhancing overall safety levels. As a member, Seres Automotive will actively engage in discussions and the formulation of functional safety standards, further strengthening its technical capabilities and industry influence.

On October 11, 2024, the AITO New Luxury Automobile Technology Co-Creation Laboratory—jointly established by Seres Group’s AITO brand and the China Automotive Technology Research Center (CATARC), was officially inaugurated in Tianjin. This collaboration aims to drive innovation in high-end intelligent electric vehicle technology and redefine luxury standards for Chinese new energy vehicles.

Major Industry Communication and Standard Formulation in 2024

Industry Association Forum Activities



- EAC2024 Third Automotive Seat Technology Innovation Forum: Participated as a guest speaker in the Seat Innovation round-table discussion.
- 6th Automotive Fuel Tank System (FSA) Technical Seminar: Engaged in discussions on “Next Stage Emissions,” addressing China’s passenger car energy-saving standards and factors affecting fuel evaporation emissions.
- Powertrain NVH¹² Technology Seminar: Participated in a seminar themed “Technology-Driven Seamless Power,” covering topics like sound source identification, intelligent NVH fault diagnosis, AI-driven NVH design and optimization, sound quality, and human comfort.
- 2024 Automotive Direct Vision Standard Research Group Meeting: Attended and delivered a keynote speech at the meeting hosted by the National Automotive Standardization Technical Committee’s Body Subcommittee.
- Advanced Driver Assistance Systems (ADAS) Standards Working Group Meeting: Contributed to the development of related standards.
- 9th Intelligent Connected Vehicle Technology and Standards Regulations Exchange Conference: Participated in the event hosted by the China Automotive Standardization Research Institute and delivered a keynote speech.
- China Electric Vehicle Academic Annual Meeting: Presented a report on “Lightweight and Safety of Intelligent Electric Vehicles.”
- Digitalization and Intelligent Manufacturing Committee Event: Participated in the “Visit to Automotive Companies” study event hosted by the China Society of Automotive Engineers (SAE).

Standards Formation



- Mandatory National Standard: Contributed to the development of the mandatory national standard for the *On-Board Wireless Broadcast Reception System*, refining the technical requirements and testing methods for the system.
- National Recommended Standard: Participated in drafting the national recommended standard for the *Automotive Structural Durability Road Simulation Test Method*.
- China Automotive Chip Standard Testing and Certification Alliance (Group Standard): Contributed to drafting the T/CACC JH0002-2024 group standard, *On-Board Software Technology: Vehicle-to-Hand Connectivity Technical Requirements and Test Methods*.
- Automotive Industry Standard: Assisted in formulating the automotive industry standard for *On-Board Wired High-Speed Media Transmission: 100-Megabit Full-Duplex System Technical Requirements and Test Methods*, improving the technical requirements and testing methods for the system.
- Industry Group Standards: Participated in drafting the industry group standards for *Pure Electric Vehicle High Cold Endurance Driving Range Road Test Method* and *Light-Duty Hybrid Electric Vehicle High Cold Endurance Driving Range Road Test Method*.
- National Automotive Standardization Technical Committee: Engaged in discussions on the draft standards for *Determining the Information Priority of Passenger Car On-Board Systems*, *Reflective Glare Requirements and Test Methods for Passenger Car Interior Trim*, *Determining the Driver’s Seat Position for Passenger Cars*, and *Determining the Visibility Area of Automotive Instruments*, contributing to the improvement of automotive ergonomics standards.

¹² NVH: Noise, Vibration, Harshness.

Intellectual Property Protection

The Group adheres to the *Patent Law of the People's Republic of China* and *Copyright Law of the People's Republic of China*, refining internal policies such as the *Technology Achievement Management Measures* to align with organizational and business development needs, ensuring the professional and efficient management of technological achievements. In 2024, we introduced the *Patent Classification Management Measures and the Patent Process Management System Construction* to implement a hierarchical, categorized approach to patent management. Differentiated incentives are applied based on patent classification to maximize the value of intellectual property.

To encourage innovation, we released the *Patent Incentive Standards* and established a comprehensive technical innovation incentive system. A dedicated intellectual property contribution mechanism offers substantial rewards to employees with outstanding contributions to technological innovation. Additional incentives include instant rewards, Golden Idea incentives, honorary recognitions, and the naming of forward-looking research projects. This approach fosters a culture of co-creation, shared success, and mutual growth. As of the end of the reporting period, the Group had been granted 6,619 patents, 3,050 trademarks, and 567 copyrights.

Intellectual Property Achievement in 2024



Newly Filed Patent Applications

3,870



Newly Granted Trademarks

400



Proportion of Invention Patents in New Applications

75 %



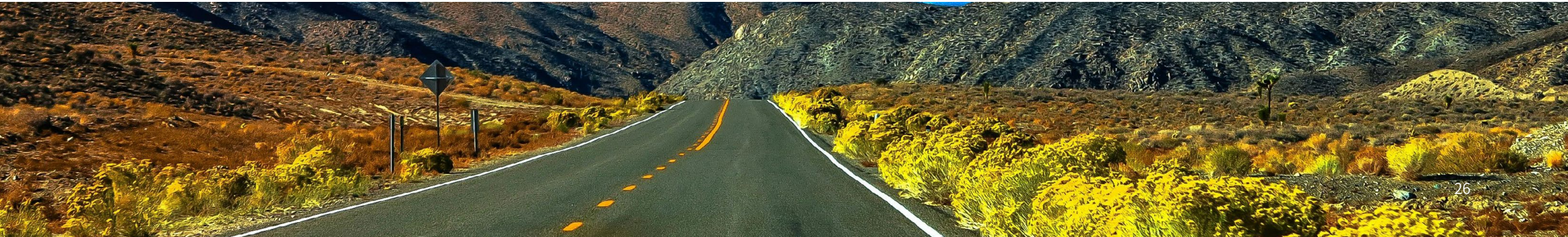
Newly Granted Patents

910



Newly Granted Copyrights

153



High-value Patent Highlights in 2024

Engine Cooling System

The integration of an electronic thermostat, oil cooler, and engine design significantly saves installation space, reduces engine warm-up time, and enhances the cooling efficiency of the oil cooler.

Battery Thermal Management Method, Device, Computer Equipment, and Storage Medium

The system evaluates the impact of ambient temperature on battery temperature and applies appropriate thermal management measures to mitigate external temperature interference. This ensures that the battery output power meets performance demands in various driving scenarios.

Torque Control Method, Device, Equipment, and Storage Medium

By considering the vehicle's current torque demand and the driver's intention coefficient, the system precisely calculates the total output torque. Based on this calculation, motor torque control is implemented, optimizing torque distribution to balance immediate and expected driving needs, ultimately enhancing the user driving experience.

Four-Wheel Drive Control Method and Device for Automobiles

By calculating the most efficient power distribution ratio and disabling the asynchronous electric drive assembly when appropriate, the system ensures optimal operation of the electric drive system while meeting driver demands, thereby improving overall vehicle efficiency.



Furthermore, we conducted a comprehensive infringement risk assessment for both our independently developed patents and those of our partners to prevent legal violations and maintain a healthy intellectual property ecosystem. To further strengthen intellectual property protection and innovation, we organized training and exploration activities covering key areas such as basic intellectual property knowledge, patent infringement analysis, patent mining, and intellectual property recognition and awards. In 2024, the Group hosted 49 intellectual property-related training sessions through a combination of online and offline methods, attracting over 4,500 employees to participate.

Case: Dual Enhancement Training on “Intellectual Property Fundamentals and Mining”

In 2024, the Group conducted multiple intellectual property Q&A and mining training sessions for employees in relevant fields, including the intelligent ecosystem platform, digital application platform, intelligent manufacturing platform, and factories. Through professional guidance and hands-on practice, these sessions significantly enhanced employees' ability to identify intellectual property, further improving the quality and efficiency of patent applications and promoting the generation of intellectual property achievements.



Training on Intellectual Property Fundamentals and Mining

Product Quality and Safety

The Group integrates quality and safety principles across every stage, from product design and R&D to manufacturing. We have established a multi-level control system, supported by digital monitoring tools, to ensure precise management of product quality and safety, providing consumers with a reliable and secure travel experience.

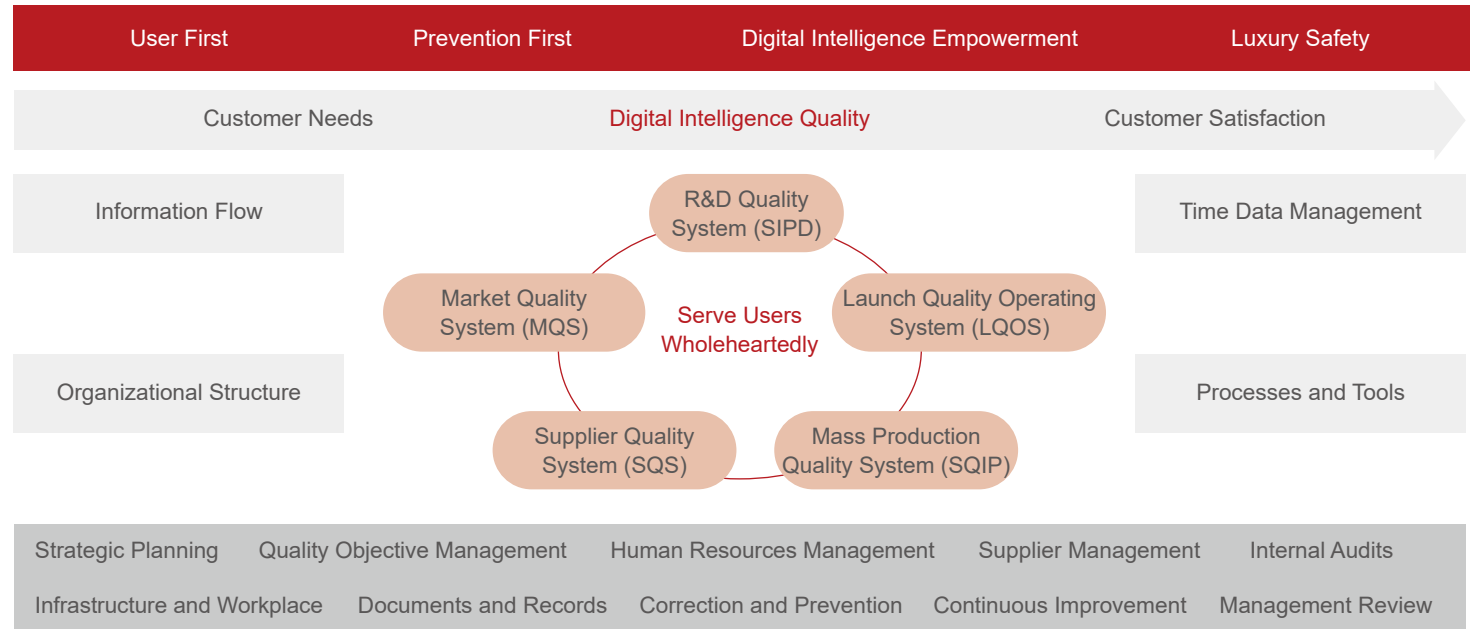
Ensuring Product Quality

We have developed a comprehensive quality control system and established an All-Scenario Intelligent Safety System that combines advanced intelligent technologies with safety design principles, offering drivers well-rounded protection.



Quality Management System

Adhering to the *Product Quality Law of the People's Republic of China* and other relevant regulations, the Group has built a quality management framework based on the *Seres Automotive Quality Manual*. This system integrates digital intelligence across five core areas: R&D quality, production quality, market quality, mass production quality, and supplier quality. It has developed the SiQOS¹³ to drive the digital transformation and upgrade of full-chain quality management. In 2024, we optimized our quality management processes by adding, refining, and eliminating 141 quality policies and process documents, strengthening the scientific and effective implementation of quality control throughout the organization.

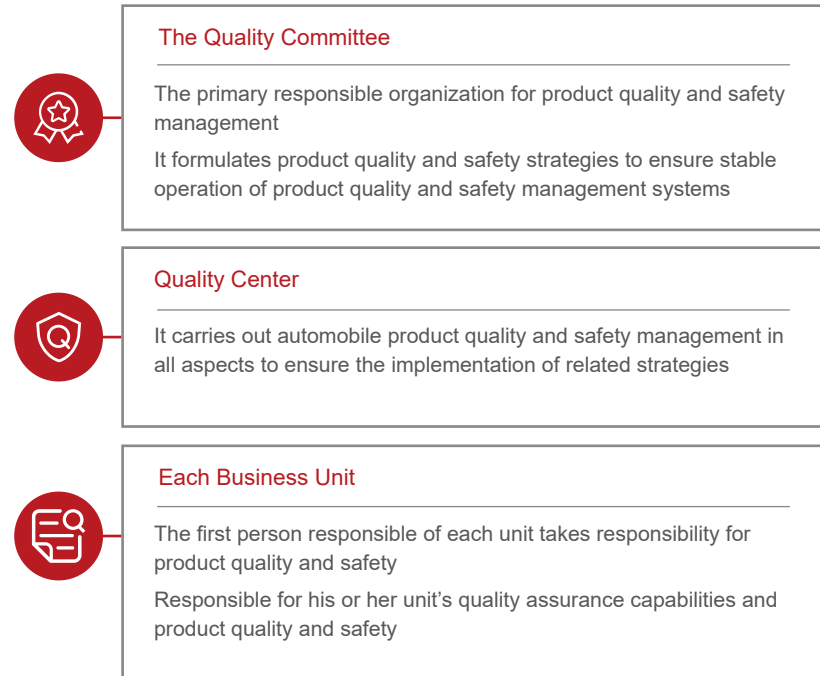


SiQOS Quality Management System

¹³ SiQOS: Seres Intelligent Quality Operation System.

To ensure effective implementation of the quality management system, we have established a clear and structured framework. The Quality Committee serves as the primary body overseeing product quality and safety, guiding the efficient operation of the quality management system.

Product Quality Management Framework

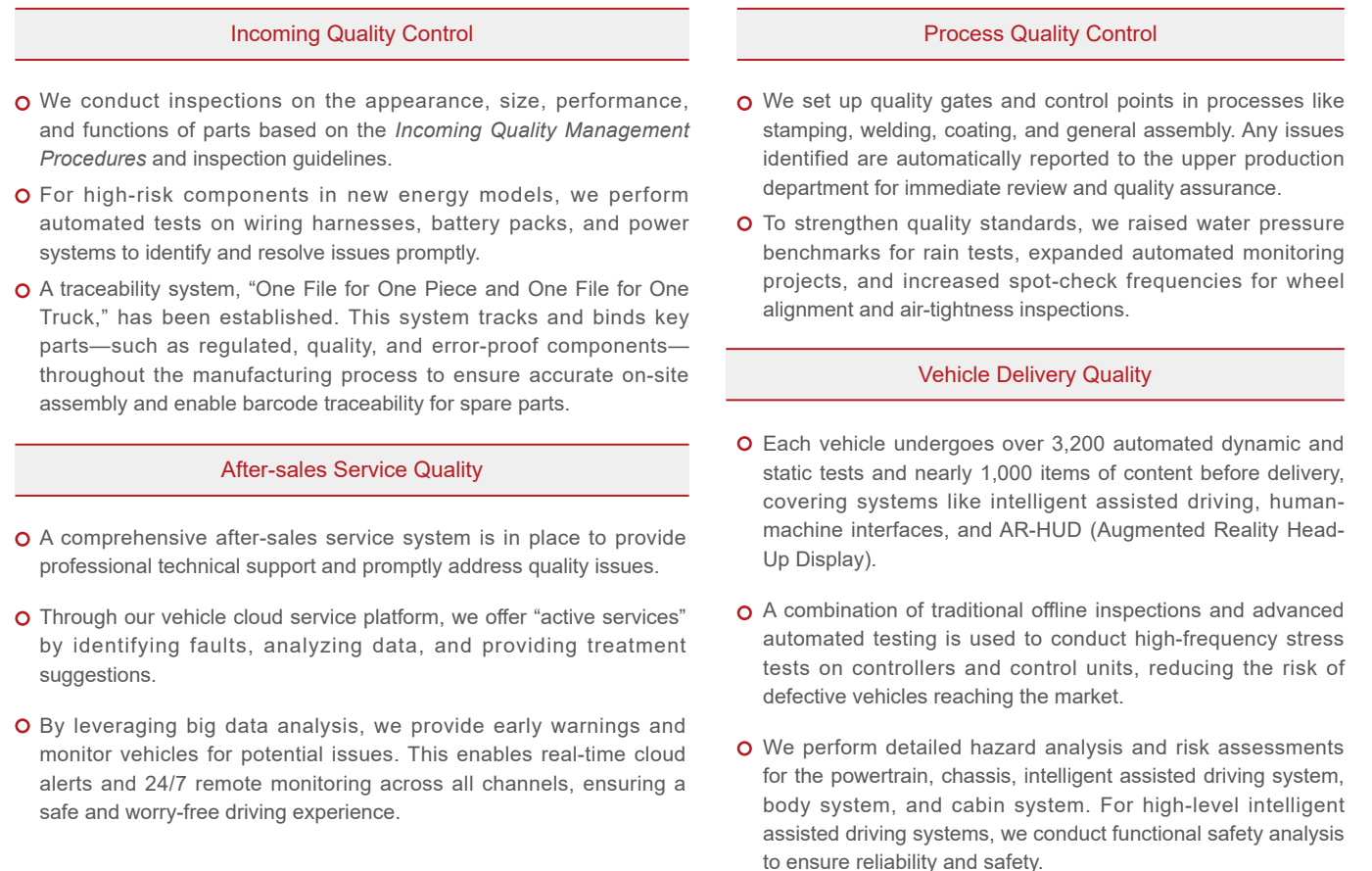


In 2024, we continued to advance our quality management system certification efforts, consistently improving the reliability of our product quality system. By the end of the reporting period, 100% of the Group had achieved ISO 9001:2015 or IATF 16949:2016 quality management system certification.

Full Lifecycle Quality Control

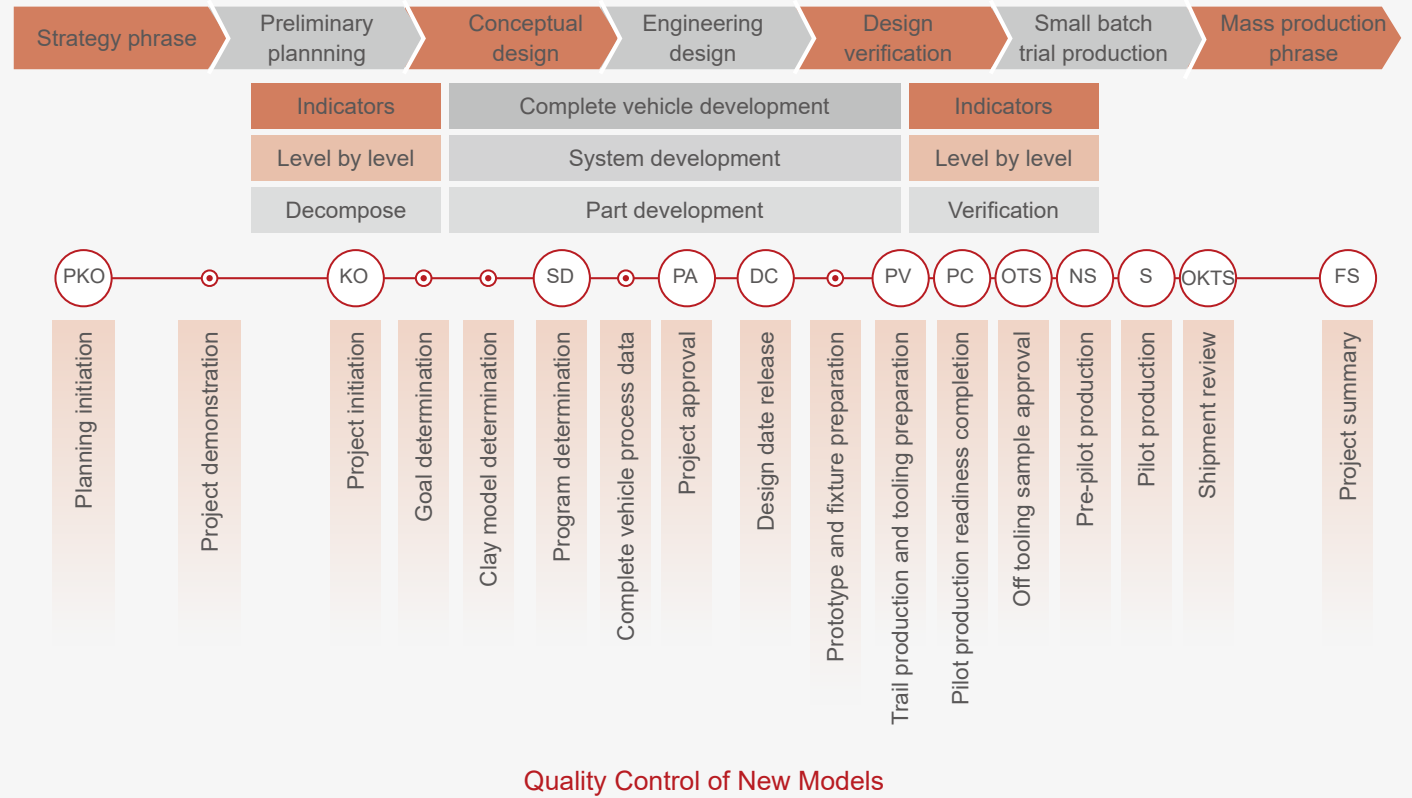
The Group has implemented a full lifecycle quality control system. By integrating AI monitoring, virtual debugging, and digital twin technologies, we conduct preventive testing for product quality and safety, monitor key production processes in real time, and automate critical production steps. This approach significantly reduces potential quality and safety risks.

Full Lifecycle Quality Control



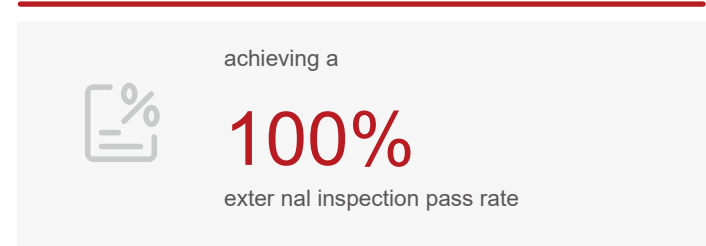


For new model development, we adopt a “V”-shaped vehicle development model. Guided by objective management, we systematically break down and verify the vehicle at the system and component levels. We conduct full lifecycle quality control through “online + offline” methods, integrating “hardware + software” and “process + mechanism” approaches.



Product Quality Audits

We conduct comprehensive product quality audits using both internal and external methods to ensure reliable product standards. During the launch of new models, we apply a “7-Step” preventive gate review mechanism, covering key points such as review planning, data collection, domain-specific review conclusions, comprehensive reviews, report alignment, gate review panel evaluations, and review committee assessments. These seven gates provide thorough quality risk control and promote standardized gate management. During the reporting period, the Group completed 384,760 vehicle quality inspections and 3,176,850 component quality inspections, achieving a 100% external inspection pass rate.



Product Quality Audits in 2024

Internal Audits

Internal Quality System Audits: Conducted in line with IATF 16949 standards and quality system maturity criteria, covering all operational processes to ensure rapid issue resolution.

Process Audits: Conducted in accordance with Part Three of the German Automotive Industry Quality Standard (VDA6.3), identifying 723 issues, all of which were promptly resolved.

New Project Gate Reviews: Completed 14 gate reviews throughout the year, identifying 179 issues with a 100% on-time resolution rate.

Supplier System Audits: Conducted quality system audits for 16 suppliers, providing supervision and guidance to enhance their quality management capabilities.

External Audits

R156¹⁴ System Expansion Certification: The super factory successfully passed the R156 system expansion certification audit, further elevating its international standards.

China Compulsory Certification (CCC): All vehicle factories passed the CCC product certification audits, ensuring compliance with national standards.

Government Supervision and Inspection: Successfully passed inspections by national ministries and local government departments, confirming compliance with production consistency requirements.

Product Recall Management

The Group strictly adheres to the *Regulation on the Administration of Recall of Defective Auto Products* and the *Measures for the Implementation of the Regulation on the Administration of the Recall of Defective Auto Products*. It has established internal management systems such as the *Product Recall Control Procedures* and appointed a Chief Quality Officer (CQO). A key quality issue management mechanism involving senior executives is in place to address critical concerns. If potential quality issues are identified during production or in the market, we promptly hold special meetings to investigate and analyze the problems, following the *GB/T 34402-2017 Safety of Motor Vehicle Product—Guidelines for Risk Assessment and Risk Control*. Findings are reported to regulatory authorities without delay. If a vehicle defect is confirmed, the Group immediately suspends production and sales of the affected vehicles, initiates a proactive recall, and submits periodic and summary reports in line with regulatory requirements. In 2024, the company did not have any product recall incidents.

¹⁴ UNR156: Issued by the United Nations Economic Commission for Europe, this regulation certifies software update management systems.

Quality Culture Development

To promote a systematic and professional quality culture, the Group has established a Quality Academy. Regular activities such as quality awareness campaigns, training sessions, and Quality Month events covering all employees are carried out every year are conducted to enhance employees' quality awareness and professional skills. These efforts foster a culture of active quality participation across the organization. In 2024, the Group held 209 quality training sessions and events, reaching 100% of employees.

Product quality training and activities in 2024

Quality Academy

- Key Course Promotion: Launched Group-wide key course learning activities, offering 12 courses to over 10,000 employees.
- Knowledge Assessments: Conducted quality knowledge assessments for 2,341 key personnel to enhance their quality awareness and expertise.
- System Knowledge Training: Provided external training on R156 standards and VDA6.3 process audit standards, as well as internal training on basic knowledge for internal auditors and IATF 16949 fundamentals.

6Sigma and Related Knowledge Training

- Offered training courses for all quality and technical personnel, including 6Sigma DMAIC¹⁵ Black Belt, 6Sigma DMAIC Green Belt, DFSS¹⁶ Green Belt, and basic quality tools. The total training duration reached 720 hours, attracting 1,347 participants.

8D Training

- Organized both online and offline training sessions on 8D¹⁷ tool knowledge, experience sharing, and case studies for all quality and technical personnel. The training attracted 4,580 participants.

¹⁵ DMAIC: DMAIC is a key tool in Six Sigma for process improvement. It consists of five phases: Define, Measure, Analyze, Improve, and Control, forming a structured approach to process enhancement.

¹⁶ DFSS: Design for Six Sigma.

¹⁷ Eight Disciplines Problem Solving, usually abbreviated to 8D, is also known as the team-oriented problem-solving method or 8D report. It is a methodology for identifying and resolving problems, which is commonly used by quality engineers and other professionals.



Case: “Quality Month” Activity and Quality Pledge Conference

In 2024, the Group launched its third “Quality Month” under the theme “Follow Standards, Adhere to Processes, Ensure Implementation, and Create Excellence.” The event included 16 activities, such as the Excellence in Quality Campaign, practicing the “Three No Principles” (No Acceptance, No Production, and No Transfer of Defects), improving dealer service quality, and the SPS Skills Competition.

Through the “Seven Checks” initiative (checking quality awareness, quality levels, assurance systems, standard implementation, etc.), the Group identified and addressed potential quality risks, fostering a strong culture of quality.



The Launching Ceremony of the Quality Month in 2024

Awards related to product quality in 2024

At the Joint Product Quality Reliability Innovation Conference organized by market regulatory authorities in Beijing, Tianjin, Shanghai, and Chongqing, the AITO M9 was successfully selected as a “Best Practice” for product quality reliability innovation in 2024.

AITO M9 ranked first in the new energy vehicle segment among Chinese brands in the 2023 *New Car Quality Report* released by Autohome in 2024.



2024 Product Quality Reliability Innovation “Best Practice”

Protect Product Safety

The Group adheres to the philosophy that “safety is the ultimate luxury.” By adopting a product monitoring system that combines “hardware-software collaboration, dynamic and static testing, automated inspection, and AI technology,” we have developed a comprehensive intelligent safety system covering nine key areas: driving safety, active safety, passive safety, power and energy safety, information (privacy) safety, (expected) functional safety, health safety, protection safety, and safety monitoring and services. This system provides all-around protection for user safety.

All-scenarios Intelligent Safety System

Driving Safety	<p>Focused on real-world driving scenarios, the Group leverages professional collaboration to provide comprehensive safety protection for drivers and passengers.</p>
Active Safety	<p>Comprehensive monitoring of potential collision risks with early warnings and hazard avoidance:</p> <ul style="list-style-type: none"> ● Emergency Steering Assist System: The AITO M9 is equipped with an emergency steering assist system to enhance hazard avoidance and driving safety. ● Forward Automatic Emergency Braking: The AITO M9 can perform emergency braking for stationary vehicles at speeds of up to 120 km/h.
Passive Safety	<p>Enhanced product safety through high-strength materials and advanced technologies:</p> <ul style="list-style-type: none"> ● Ultra-Strong Body Structure: The AITO M9 body is made of 80% aluminum alloy with 12 reinforced areas using 2,000MPa submarine-grade hot-formed steel. ● Mega Integrated Die Casting: The rear body of the AITO M9 is made using nearly 10,000 ton die-casting machine, optimizing structural integrity.
Power and Energy Safety	<p>Exceeding national safety standards for lithium battery reliability, thermal safety, and waterproof performance:</p> <ul style="list-style-type: none"> ● Power Battery Testing: Batteries surpass national safety standards across all tests.
Information Privacy Safety	<p>Building Competitive Privacy Protection Features with Advanced Technologies, such as permission management, data isolation, and sensitive information concealment:</p> <ul style="list-style-type: none"> ● Privacy Protection: Includes multi-passenger privacy mode and safe mode (offline mode) to enhance user privacy.



**(Expected)
Functional
Safety**

Established management systems aligned with international standards:

- **Functional Safety:** The AITO complies with ISO 26262:2018 standards, establishing a development and management process system that meets ASIL D¹⁸ levels. It has also received certification from Germany's DAkkS¹⁹, covering functional domains such as power, chassis, body, intelligent driving, and cabin.
- **Expected Functional Safety:** The AITO complies with ISO 21448:2022 standards, establishing a comprehensive expected functional safety development and management system. It has also received certification from UL Solutions²⁰, covering autonomous driving functions and HMI²¹ interactions.

**Health
Safety**

Meeting high environmental and health standards to ensure a safe and healthy mobile space:

- **Medical-Grade Health Technology:** The AITO M9 is equipped with multiple advanced materials and medical-grade technologies, achieving triple authoritative certifications for comprehensive user health protection.

**Protection
Safety**

Prioritizing occupant safety for stability and reliability in collisions:

- **Low-Voltage Electrical Safety Solution:** Designed to mitigate risks such as damage to the front compartment fuse box or unlocking failures post-collision.

**Safety
Monitoring
and
Services**

Leveraging telematics and big data algorithms for accurate risk detection and alerts such as thermal runaway, collisions, and tire blowouts:

- **Real-Time Warnings and Alerts:** Provides second-level responses to sudden vehicle status changes, delivering proactive and reactive intelligent services.
- **Abnormal Issue Resolution:** Quickly analyzes and resolves abnormalities, automates major collision event handling, and offers proactive care services.
- In 2024, the Group issued 39,301 warnings, 96,436 alerts, and provided 55,111 intelligent services.

Battery Safety

The Group continues to improve battery safety through advanced technology, refining cell design, system integration, and cloud-based monitoring. By incorporating a high-voltage redundant architecture, it has significantly enhanced battery reliability. Committed to innovation, the Group oversees the entire lifecycle of power batteries, creating a closed-loop system that supports a sustainable circular economy. In 2024, leveraging its self-developed battery cloud platform, the Group enabled real-time tracking of state of health (SOH), state of function (SOF), and performance degradation. This proactive system detects early warning signs of faults, ensuring safer battery operation in vehicles. The AITO M7 model was recognized as the "2024 Outstanding Model in China's Electric Vehicle Fire Safety Index" for its exceptional battery safety performance.

Additionally, with leading industry testing organizations to conduct rigorous battery safety tests and certifications, meeting all relevant standards. During the reporting period, the AITO series maintained a flawless record, with over 500,000 batteries in use with "zero incidents of spontaneous combustion," highlighting the Group's exceptional commitment to battery safety.

Product Health and Safety

We prioritize a healthy cabin environment by addressing key factors such as low chemical pollution, in-cabin air purification, reduced electromagnetic radiation, microbial protection, and intelligent monitoring. This ensures a safer, more comfortable in-car experience. In 2024, the Group introduced a comprehensive health management system, launched a user health data monitoring platform, and set an acceptance standard covering 213 health indicators. This system enables dynamic, visual tracking of in-cabin environmental quality.

¹⁸ ASIL D: Automotive Safety Integrity Level D.

¹⁹ Dakks: Deutsche Akkreditierungsstelle. The Accreditation Body of the Federal Republic of Germany.

²⁰ UL Solution: A globally recognized authority for safety certification, aimed at ensuring product safety, reliability, and sustainability.

²¹ HMI: Human-Machine Interface.

Multi-dimensional healthy cabin system



In-cabin Health Technology Innovation

Integrated “Smart Clean” technologies into automotive systems, achieving a 99.9% disinfection rate and effectively eliminating various viruses.

Implemented intelligent fresh air technology for active purification, including parking ventilation, self-drying air conditioning, and one-click odor removal, ensuring a cleaner and fresher cabin environment.



Reducing In-Cabin Allergen Risks (VAR)

Carefully selected materials for seats, armrests, and steering wheels to prioritize user safety, especially for individuals with skin sensitivities and children. The use of harmful substances was strictly prohibited.



Volatile Organic Compounds (VOC²²) Control

Used eco-friendly soundproofing materials (EVA+PU), dual-component acoustic cotton, non-toxic water-based adhesives, and low-VOC liquid damping pads to replace traditional asphalt-based materials, removing harmful materials at the source. These efforts reduced VOC concentrations by 35% compared to industry standards.

Established a VOC testing and analysis center to conduct rigorous VOC and Vehicle Odor Intensity (VOI²³) tests from the early development stages.

Created “Golden Nose Teams” at each factory, providing specialized training on odor detection to ensure a consistently high standard for in-cabin air quality.



Low Electromagnetic Radiation (EMR²⁴) Management

Conducted multiple rounds of EMR testing, keeping in-cabin electromagnetic radiation well within the excellent range defined by the China Automotive Health Index Management Center.

Assembled a health engineering team and developed a comprehensive EMR analysis model, ensuring 100% compliance with electromagnetic compatibility standards for key components.

In 2024, the AITO M9 2024 Extended Range Ultra version was awarded the “Five-Star Healthy Car” certification by the Automotive Health Joint Research Center.



“Five-Star Healthy Car” Trophy

Honor and Certificate Related to Product Health and Safety

In 2024, the Group established a development system for expected functional safety in compliance with ISO 21448:2022, earning a certification from the internationally recognized authority UL Solutions.



UL Solution Certificate

As of the end of the reporting period, the AITO series models had achieved the CN95 Healthy Cabin 5A Certification, China’s first “Health+” Certification, and the C-AHI “Five-Star Healthy Car” Certification, setting a new benchmark for “healthy cars.” Additionally, both the AITO New M7 and AITO M5 models were awarded the “Zero Formaldehyde” car certification.



“Zero Formaldehyde” Car Certificate

²² VOC: Volatile Organic Compounds.

²³ VOI: Vehicle Odor Intensity.

²⁴ EMR: Electromagnetic Radiation.

User Service

The Group is committed to putting users first, embedding this philosophy into every aspect of its service system. By providing comprehensive, professional solutions and upholding responsible marketing principles, it continuously enhances service quality and the overall user experience.

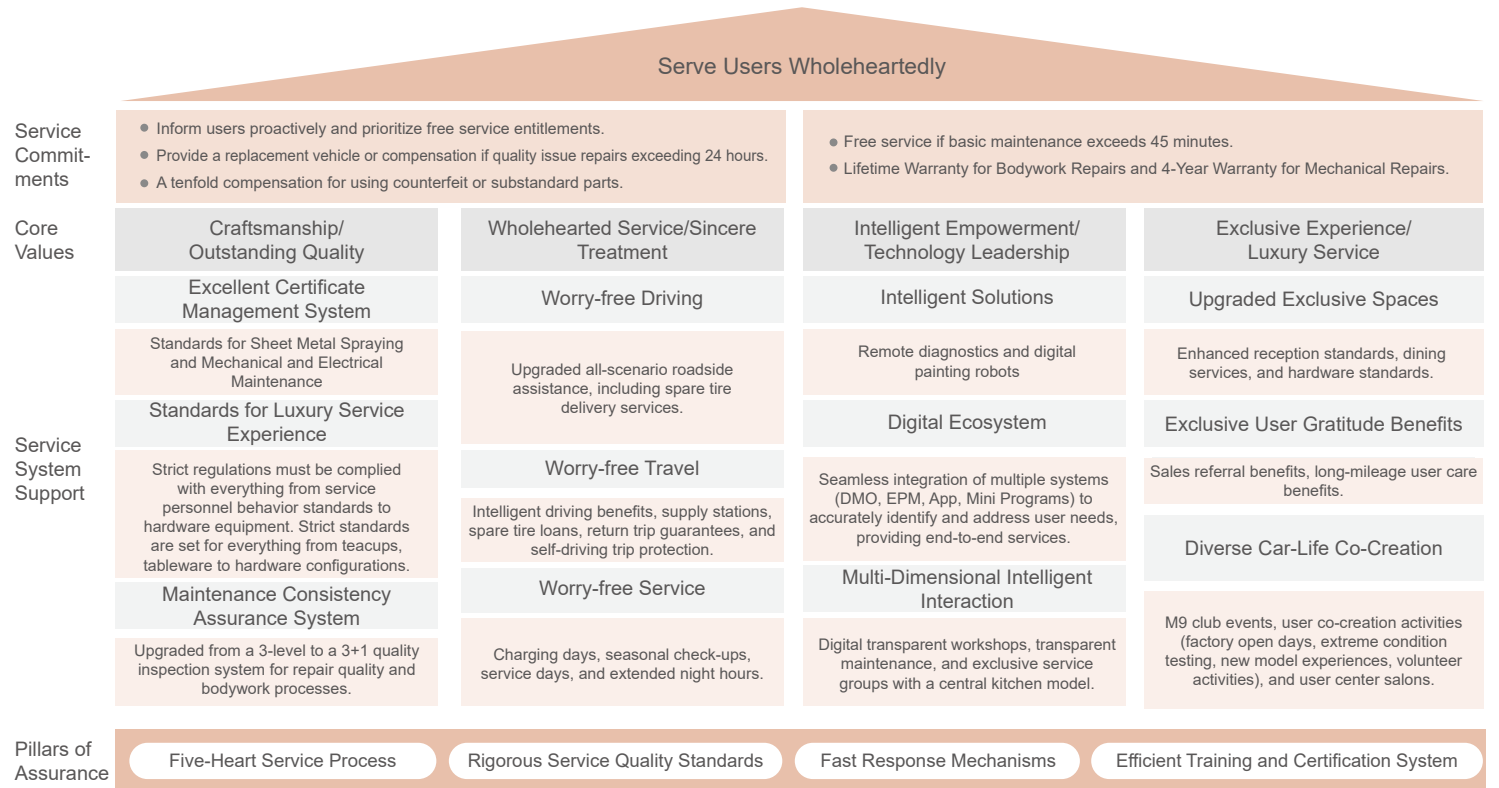
Full Life Cycle User Service

We have developed a multi-dimensional service system that leverages technology and process optimization to improve service quality, boost efficiency, and maximize user value.



Service System

The Group has optimized its user service model around five key principles: convenience, thoughtfulness, reassurance, sincerity, and care. With a personalized and fully integrated service approach, we maintain strict quality standards and efficient response mechanisms in place, supported by a intelligent digital ecosystem that enables seamless, intelligent user interactions. This allows us to quickly recognize and address diverse customer needs, ensuring a smooth and efficient service experience. By the end of the reporting period, our proactive intelligent service system had engaged with users over 18,000 times, reducing maintenance time by more than 120,000 hours.



User Service System

Luxury Service Experience

The Group has established internal management mechanisms, including the *Luxury Service Experience Standard Manual*, to comprehensively upgrade service standards and create a new luxury service experience. In 2024, we officially launched new luxury service experience standards, covering staff presentations, service etiquette, operational protocols, and key case studies. These guidelines were integrated into strict retail inspection criteria to ensure consistent execution.

We have adopted the “AITO Excellence Service Certification” as the foundation for the luxury service experience. This certification includes on-site evaluations and key performance indicators across two major areas: mechanical-electrical services and bodywork-painting expertise. It assesses technical skills, work order compliance, parts and workshop management, as well as advanced metalworking and painting techniques. To further enhance service efficiency, we introduced specialized programs, including night service options, 45-minute quick maintenance, and 8-hour express bodywork repairs. These initiatives have significantly improved repair speed, customer satisfaction, and brand loyalty.

Service Efficiency Improvement Specific Program



Night Services

- Service Hours: After-sales service available until 8:00 PM daily (9:00 PM in Xinjiang).
- Dedicated rest areas with complimentary meals and beverages. Users with confirmed appointments can enjoy door-to-door vehicle delivery within a 20-kilometer radius.



45-minute Quick Maintenance

- High-Frequency Basic Maintenance Services: Focused on the most frequently requested basic maintenance items.
- 45-Minute Basic Maintenance Standard: Far exceeds that of similar projects in the industry.



8-hour Fast Bodywork Repairs






- Minor Damage Repair Services: Designed for common accident-related vehicle damage.
- Comprehensive Process and Standards Upgrade: Improved workflow, technical standards, and equipment to ensure minor damage repairs are completed within 8 hours, providing a faster, more seamless repair experience.

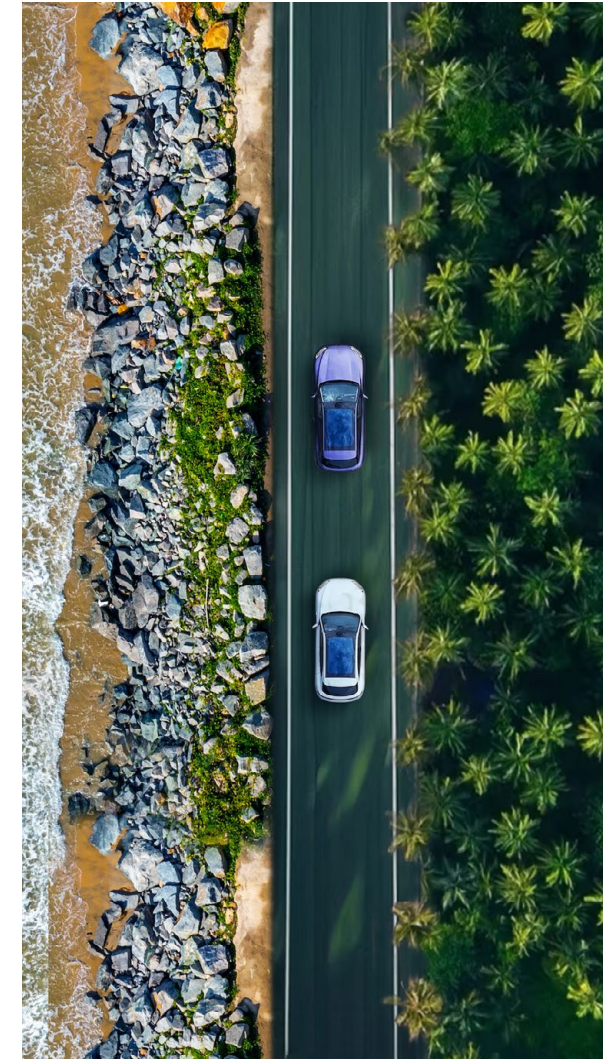


After-sales Service System

For AITO users, the Group has built a comprehensive after-sales support system, covering both vehicles and core components, along with a range of premium free basic benefits. These offerings are regularly updated based on market trends to ensure they align with user needs. To enhance long-term reliability, we have developed a risk management matrix that spans the entire vehicle lifecycle. Recognizing the unique requirements of new energy vehicles, we provide exclusive protection plans, including extended vehicle warranties, battery health guarantees, intelligent driving insurance, and travel assurance packages. This creates a closed-loop management model focused on “demand prediction, service anticipation, and experience improvement.”

After-sales Rights System

 <p>Free First Maintenance</p>	<p>Users can claim their first free maintenance within 3 months of vehicle delivery, after 5,000 kilometers or 3,000 kilometers of range extender mileage, whichever comes first.</p>		
 <p>Quality Assurance Service</p>	<p>Users enjoy extended warranty services</p> <p>Entire Vehicle: 4 years or 100,000 kilometers, whichever comes first.</p> <p>Three Electric Systems (Battery, Motor, Electronic Control): 8 years or 160,000 kilometers, whichever comes first.</p> <p>Range Extender: 8 years or 160,000 kilometers, whichever comes first.</p>	 <p>Free Scooter Service</p>	<p>Free Replacement Vehicle or Compensation: If a quality-related repair takes more than 24 hours during the warranty period, users receive a free scooter service or compensation.</p>
 <p>Road Rescue Service</p>	<p>Free 24/7 Roadside Assistance: From the delivery date, AITO users in mainland China receive unlimited free assistance for 4 years by calling 400-008-9999. Services include spare tire delivery and other emergency support.</p> <p>The Group enhanced spare tire delivery and car cover services, completing 45,000 roadside assistance instances in 2024.</p>		
 <p>Remote Technical Service</p>	<p>Remote Diagnostics: For in-store repairs, technicians diagnose issues remotely before the visit, reducing repair time.</p> <p>Proactive Fault Monitoring: The system detects potential vehicle faults remotely, allowing service teams to contact users in advance for timely resolution.</p>		



To further improve the service experience for first-time maintenance users, we upgraded the *First Insurance Journey Blue Book* to version 3.0. This version establishes clear operational standards across 16 key service steps, including personalized communication (“two letters and one call”), quick inspections, and thoughtful follow-ups. Performance metrics such as follow-up completion rates, service satisfaction, and response times are directly tied to employee compensation. This approach enhances staff motivation and strengthens their sense of responsibility.

First Insurance Service Process

Before the first insurance	Preparation in advance	Two letters, one call and one position	Send guidance	Store exploration guide		
During the first insurance	Joyful welcome	One bottle of water when getting out of the car	Introduction to the HarmonyOS vehicle system	Accurate recording	Waiting Patiently	Transparent process
	Comparison of old and new parts	Convenient Settlement	Manager Escort for vehicle delivery	Warm delivery gift	Take a photo with automobiles	Warm farewells
After the first insurance	Considerate return visit	Professional recording	Polite blessings			

Special delivery service

To further enhance the vehicle delivery experience, we integrated and upgraded the original *AITO Delivery Scenario Standard Setup Plan 2.0* and *AITO Delivery Scenario Advanced Setup Plan 1.0* into a unified *AITO Delivery Scenario Setup Plan 3.0*. This update refines both basic and advanced delivery standards, allowing for more personalized services tailored to users' diverse needs. Additionally, we are committed to improving terminal delivery service quality through the 2024 *AITO User Center Delivery & Service Attitude Zero-Tolerance Management Measures*. This policy defines strict service guidelines, outlining zero-tolerance violations such as process non-compliance, service attitude issues, unauthorized charges, and improper information disclosure. It also establishes clear assessment criteria and disciplinary measures, ensuring a high-quality and reliable delivery experience for all users.



Special Service System

Customized Delivery

Customized Delivery Services for Holidays or Special Occasions: Personalized delivery services designed for holidays or significant milestones, adding a sense of celebration and ceremony to the vehicle pickup experience.

Home Delivery

Remote and Doorstep Delivery Solutions: For users unable to visit the store due to special circumstances, delivery specialists provide online video inspections, remote paperwork processing, and doorstep delivery services, ensuring a seamless handover.

Centralized Delivery

For first-batch deliveries or high-volume handovers at stores, we implement centralized invitation and delivery methods to streamline operations while enhancing the ceremonial aspect of the experience.

Creative Delivery

We incorporate innovative delivery formats, such as equestrian-themed handovers or delivery celebrations at lawn music festivals, making the process more fun and memorable for users.



Customized Delivery During Transportation



AITO New M7 Centralized Delivery



Creative Delivery

Rooted in user needs and ownership value, we offer a range of complimentary service benefits for high-mileage users. These exclusive perks encourage continued trust and loyalty in AITO vehicles, further strengthening customer satisfaction and retention.

Free Services for High-Mileage Users



Free Air
Conditioning
Cleaning



Basic
Maintenance
Services



Air Filter
Replacement



Air Filter
Replacement



Free Front/
Rear Wiper
Replacement



Aroma
Replacement
Blocks

User Activity

To deepen interaction and communication with users, we organized a series of activities such as seasonal events, AITO Service Days, factory tours, and user-led car club events, offering diverse and creative experiences. In 2024, we held 1,323 user-centered activities, 9 user co-creation events (e.g., factory visits, winter badminton tournaments), and 82 user-led car club events, with total participation exceeding 60,000 attendees.

User Activities in 2024

Fun Without
Boundaries Car-Owner
Co-Creation Day

Annual User Experience Day: Recognizing users who have made notable contributions to AITO's growth, we invite them to visit the Seres Super Factory for exclusive face-to-face meetings with executives and award ceremonies, fostering a sense of brand pride.

In 2024, we hosted 5 fun without boundaries vehicle-owner co-creation events with 200 participants.

Car Show Volunteer &
Executive Interaction

Owner Participation in Major Auto Shows: AITO owners were invited to directly engage with executives, discussing vehicle features, intelligent driving, and services.

In 2024, AITO M5, M7, and M9 owners participated in auto shows held in Beijing, Chongqing, and Guangzhou.

Three-Extremes Testing
& Owner-Executive
Interaction

Extreme Climate Testing: Selected owners experienced AITO vehicles in deep cold, high-temperature, and high-altitude conditions, gaining hands-on insights into vehicle performance while reinforcing trust in quality.

In 2024, we conducted extreme cold testing event, featuring owners of AITO M5, M7, and M9.

AITO M9 Club

Building a Unique Cultural System: The AITO M9 Club integrates culture, skill development, and public welfare, strengthening emotional connections with users.

In 2024, we held four club events, including: cultural journeys to the National Museum of China, MBA experience camps at Cheung Kong Graduate School of Business, cultural exploration in Jingdezhen, the "Porcelain Capital", Leisure trips to Wanning, Hainan.



Case: Seasonal Check-Ups and AITO Service Day User Activities

Seasonal Check-up Activities

In 2024, the Group organized four seasonal check-up events (spring, summer, autumn, and winter), attracting 132,927 users. These events provided free seasonal vehicle inspections, specialty beverages, and check-in gifts, ensuring users' vehicles remained in optimal condition.



Seasonal Check-up Activities

AITO Service Day Activity

In 2024, we held two AITO Service Day events, attracting 32,971 users. These events offered safety inspections, check-in gifts, and exclusive service discounts, creating a diverse and engaging after-sales service experience.



AITO Service Day Activities

Customer Satisfaction and Complaint

We view customer feedback as a valuable opportunity for continuous improvement. By closely monitoring and responding to user needs and expectations, we strive to enhance service quality and overall satisfaction.



Satisfaction Surveys

The Group utilizes structured internal management mechanisms, including the *Delivery Satisfaction Survey Details* and *Service Satisfaction Survey Details*, to assess and improve the customer experience. Through platforms like the Seres Auto App and AITO App, we regularly conduct customer satisfaction surveys covering key aspects such as delivery experience, service quality, and vehicle usage. Feedback is systematically collected and analyzed to generate *Satisfaction Analysis Reports* and *Satisfaction Issue Follow-Up Tables*, ensuring that customer concerns are properly tracked and addressed. In 2024, the Group achieved 97.10% service experience satisfaction, and 97.53% delivery experience satisfaction, which exceeded the annual target of maintaining delivery satisfaction above 95%.

In 2024, the Group achieved

97.10%

service experience satisfaction

97.53%

delivery experience satisfaction

Improvement Mechanism for Customer Satisfaction



Mechanism Control

Introduced a "Zero Tolerance for Service" policy and indicator-based control mechanisms to ensure the standardization and timeliness of user services.



Issue Review and Rectification Implementation

Conduct daily, weekly, and monthly analyses of user feedback to accurately identify operational weaknesses. Actionable improvement plans are developed to address issues and prevent recurrence.



One-to-one Support for Problematic Stores

Based on user feedback and satisfaction analysis, provide one-on-one online support or on-site guidance to underperforming user centers, helping them improve service quality and enhance user satisfaction.

Case: AITO Ranks First in Brand Net Promoter Score (NPS) and Brand Development Confidence Index by LandRoads²⁵

In the second half of 2024, LandRoads conducted its sixth New Energy Vehicle (NEV) Brand Health Study, covering 67 NEV brands and gathering feedback from over 7,800 NEV owners.

According to the report released in the second half of the year, AITO secured the top position in both Brand Net Promoter Score (NPS²⁶) and Brand Development Confidence Index²⁷, further solidifying its leading position in the NEV market.

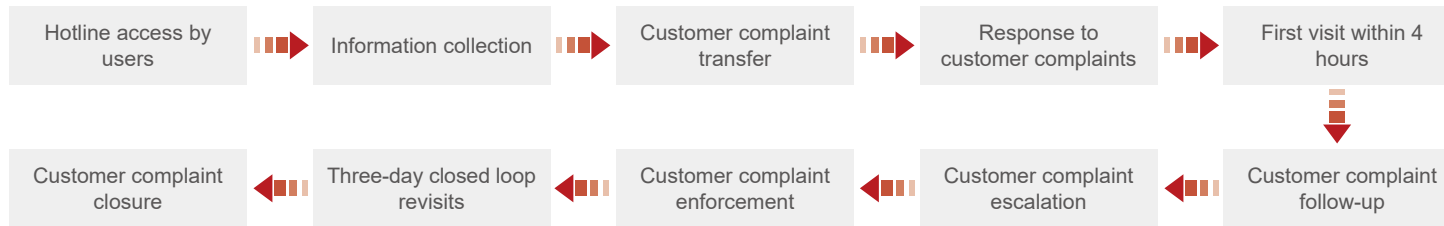


We collect customer feedback through a 24/7 (400) service hotline and continuously monitor online public sentiment to understand user concerns and suggestions in real time. To ensure efficient responses and resolutions, we have established clear complaint handling protocols, defining responsibilities and timelines for each stage of the process. Complaints are systematically categorized, allowing for quick identification and assignment to the appropriate departments. In 2024, we received 1,918 service complaints, all of which were 100% effectively resolved.

Complaint System

We have a structured complaint management system with clear handling rules and assessment criteria. Built on internal frameworks such as the *Complaint Handling and Appeal Process*, *Crisis and Emergency Notification and Response Mechanism*, and *AITO Vehicle Complaint Management Measures*, this system ensures consistent and efficient complaint resolution. By standardizing complaint handling, escalation, early warnings, and closed-loop resolution across all business units, experience stores, and customer centers, we have created a visualized and systematic approach to managing user concerns.

Complaint Handling Process



Complaint Handling Timelines and Responsible Parties

1-Hour Response	
Responsible Parties: User Center, Experience Store, or Complaint Handler	
4-Hour Follow-up Response	
Responsible Parties: 400 Hotline (initial follow-up within 3-4 hours after creating a work order)	
24-Hour Complaint Follow-up	
Responsible Parties: User Center, Experience Store, or Complaint Handler	

²⁵ LandRoads, an automotive market research institution, provides comprehensive market information and consulting services based on automotive market data.

²⁶ NPS: Measures the willingness of vehicle owners to recommend their current brand to others.

²⁷ Development Confidence Index: Evaluates consumers' confidence in a brand's future growth prospects.

User Service Training

To maintain high standards of professionalism and efficiency, we conduct regular training programs focused on key areas such as service role awareness, responsibilities, user satisfaction management, and service processes. These programs are designed to enhance the skills and expertise of service personnel, enabling them to handle diverse customer needs and service scenarios effectively.

Main Training Courses in 2024

Produce Delivery

- User Experience Management
- User Complaint Management
- New Delivery Process
- Delivery Satisfaction

User Service

- User Satisfaction Management
- User Service Process
- First Insurance Journey
- 45-Minute Quick Maintenance

User Care

- Satisfaction and Complaint Handling
- Service Etiquette
- Exclusive Service Groups
- User Activities and Car Clubs

- Delivery Training: Conducted **128** sessions, training **2,412** participants with a total training duration of **77,184** hours.



- After-Sales Service Training: Conducted **295** sessions, training **3,905** participants with a total training duration of **124,960** hours.

- Online Certification for Key Roles: **5,353** personnel, including delivery assurance specialists, financial specialists, and insurance specialists, completed online certifications, accumulating **160,590** hours of online learning.

Additionally, to align with new product launches and role-specific requirements, we implemented certification programs and specialized training using an integrated theory-and-practice approach. These programs strengthen the expertise and performance of key personnel across various roles. In 2024, we organized 585 specialized training sessions for sales, delivery, and service roles, with 20,838 participants.

Responsible Marketing

The Group strictly adheres to laws and regulations such as the *Advertising Law of the People's Republic of China* and has implemented a content dissemination compliance review mechanism to ensure marketing activities and sales practices meet regulatory standards. All external promotional data related to energy consumption, safety, and intelligent features must be certified by national authoritative bodies before release, ensuring accuracy and consistency in public communications. Additionally, compliant marketing is a key performance indicator for sales personnel, and we actively monitor consumer feedback to prevent false advertising and excessive marketing incidents.

To reinforce responsible marketing practices, we conducted specialized training for sales, delivery, and service teams. These sessions covered market manager responsibilities, store marketing activity management, and public sentiment handling to strengthen compliance awareness. In 2024, we organized 9 responsible marketing training sessions, involving over 360 employees and totaling 8,640 training hours.

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Information Safety and Privacy Protection

The Group strengthens its capabilities in information security and data security management, actively conducting safety training and awareness campaigns to comprehensively enhance employees' security awareness and skills. Multiple measures are taken to ensure user data security and privacy protection.

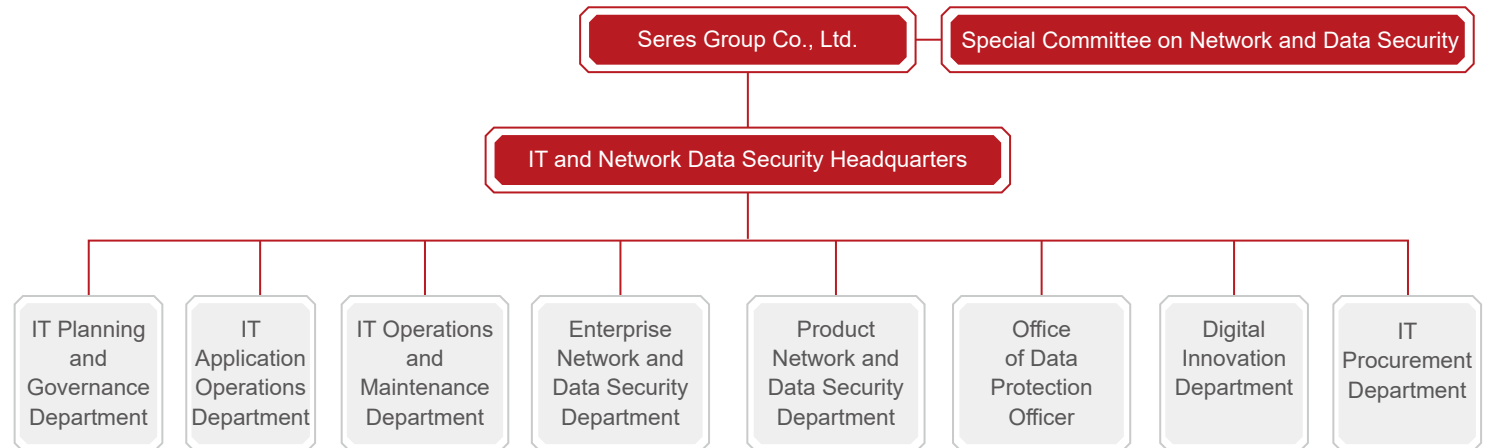


Information Safety Management System

The Group strictly complies with laws and regulations such as the *Data Security Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*. To ensure comprehensive information security and privacy protection, we have implemented a structured management system consisting of: First-level Manuals and Regulations, Second-level Procedure Documents, Third-level Operational Guidelines, and Fourth-level Form Templates. This system applies to all employees, suppliers, and third-party partners, ensuring an all-around approach to information security. In 2024, in response to regulatory updates and evolving business needs, the Group revised key internal policies, including the *Threat Monitoring, Analysis, and Response Process* and the *Network and Data Security Technical Standards*, further aligning security strategies with operational needs.

To further enhance governance, the Group established a Network and Data Security Committee as the highest decision-making body for information security. The committee is chaired by the Group's president, with members including heads of business units and the director of the IT and Network Data Security Headquarters. The IT and Network Data Security Headquarters is responsible for managing and executing data security strategies. The director oversees all data security initiatives and regularly reports progress to the president, ensuring effective implementation of security measures.

Network and Data Security Management Structure



We have established clear protocols for managing cybersecurity risks, guided by internal frameworks like the *Cybersecurity Incident Response and Handling Process* and the *Information Security Continuity Management Measures*. These frameworks define how security incidents are classified, assessed, and addressed. To protect critical business functions, we have also developed continuity operation plans that help prevent and mitigate security risks. These plans ensure systems remain operational, minimizing disruptions and maintaining business continuity.

Information Security Response Mechanism

Event Identification and Collection

- The Security Emergency Response Team identifies and collects internal and external information security incidents. Security operations experts determine the type and level of the incidents to ensure comprehensiveness and accuracy.

Coordinated Execution and Handling

- The Security Emergency Response Team coordinates with relevant departments, involved units, and external partners to execute response plans collaboratively.
- For Level I and Level II security incidents, regular updates on the handling progress are provided to the Group Security Emergency Response Leadership Team during the resolution process.

Incident Investigation Report Preparation

- After incident resolution, the Security Emergency Response Team drafts an information security incident report, which is finalized after review.

Post-Incident Analysis and Improvement

- Based on weaknesses identified during the review, responsible parties implement targeted improvements to prevent similar incidents from recurring.

Additionally, we conduct routine vulnerability scans and penetration tests on critical systems to quickly detect and address potential security threats. For new systems, we have established a strict pre-launch inspection process, assigning dedicated personnel to perform vulnerability scans, penetration tests, baseline checks, and data protection assessments to ensure system security and reliability. In 2024, we established the Seres Network Security Emergency Response Center (SRC²⁸), and introduced a bug bounty program to encourage white-hat security researchers to identify and report vulnerabilities. This initiative has improved response times and lowered information security management costs. Furthermore, by working with cybersecurity experts and anti-hacking professionals, we have expanded our access to security insights and vulnerability intelligence, further strengthening our defense systems.



²⁸ <https://src.seres.cn/>

Data Security and Privacy Protection

We prioritize the protection of user data and privacy through a dedicated Data Protection Officer (DPO) Office and a structured set of policies. Internal guidelines, such as the *Personal Data Classification and Grading Management Standards* and the *Personal Data Security Incident Response Mechanism*, are updated to strengthen compliance. Public documents like the *Seres Group Mainland Official Website Privacy Policy*²⁹ and the *AITO Automotive Privacy Policy*,³⁰ clearly define user rights regarding data access, correction, deletion, and authorization adjustments. When collecting user data, we strictly follow the principles of minimization, necessity, and legitimacy, ensuring that only essential information is gathered for providing products and services. Users are explicitly informed about what data is collected and how it is used, respecting their right to know and autonomy.

In 2024, we actively promoted the SDLC³¹ (Software Development Life Cycle) mechanism, implementing the Privacy by Design concept, and integrating data security and privacy protection into the earliest stages of system and product development to protect user privacy rights.

²⁹ <https://auto.seres.cn/privacy>

³⁰ <https://aito.auto/privacy/>

³¹ SDLC: Software Development Life Cycle

For personnel handling core data, we enforce strict security protocols to ensure proper and compliant handling of sensitive information. For third-party partners such as suppliers, we refined the Supplier Network and Data Security Management Standards to reflect real-world business needs. Security performance is now a key requirement for partnerships, with clear obligations and regular post-collaboration security evaluations to maintain high data protection standards. In 2024, the Group experienced no privacy breaches or data security violations.

Employees' Data Security Management Mechanism

Strict Permission Management

Implement a strict data access mechanism, granting permissions based on the principles of "separation of duties and least privilege" to minimize risk.

Data Masking and Encryption

Implements data masking and encryption for sensitive information, ensuring security during transmission and storage.

Confidentiality Agreements

Require employees to sign *Confidentiality Agreements* and *Network and Data Security Commitment Letters*, clearly defining their obligations and responsibilities regarding user information confidentiality.



The Group has established a comprehensive data security monitoring mechanism, regularly conducting data security audits to promptly identify and address potential security risks. In 2024, audits were performed through system reviews, special audits, and routine inspections. Any identified issues were promptly reported, and corrective actions were required to ensure no major security or compliance gaps.

Safe Audit in 2024

Information Security Management System Internal Audit

Assessed physical environment security, information system security, endpoint security, and supplier network and data security management.

Special Inspections and Audits

Targeted high-risk areas, with a focus on account permission controls and other critical security measures.

Routine Security Checks

Included physical environment inspections, security baseline reviews, weak password checks, and data leakage prevention audits, ensuring continuous risk mitigation.

Information Security and Privacy Protection Promotion

To further enhance employees' awareness and skills in information security, we conducted a variety of online and offline activities. These included cybersecurity and privacy protection campaigns, interactive quizzes, and information security drills. These activities provided a practical and engaging way for employees to understand the importance of data protection and how to apply security best practices in their daily work. In 2024, we organized 14 information security drills.

Additionally, we reinforced security awareness by sharing information security tips through internal office software, providing network and data security resources on online learning platforms and, displaying information security awareness posters across office locations.

In 2024, the Group organized 58 training sessions covering topics such as network and data security, personal information protection, and security skill development. These sessions reached 82,316 participants, totaling 290,416 training hours, achieving 100% employee participation in information security training.

achieving

100%

employee participation in information security training



Case: "Protect Privacy, Deliver Trust" First Privacy Protection Promotion Week

In 2024, the Group held its first Privacy Protection Awareness Week, utilizing both online and offline formats to attract significant employee engagement. This initiative further enhanced employees' understanding of the importance of privacy protection and strengthened the Group's overall privacy protection capabilities.





Case: Information Security Attack&Defense Drills

In 2024, the Group organized 14 information security attack and defense drills, covering scenarios such as data breaches, phishing emails, and cybersecurity attack and defense simulations. These activities clarified the emergency response roles and responsibilities of relevant parties during security incidents. The drills achieved a 0% target compromise rate, fully validating the effectiveness of the Group's security protection system in real-world scenarios.



Information Security Emergency Response Drill

The Group's Awards Related to Information Security in 2024



Awarded as a "Benchmark Enterprise" in the "Shielded Vehicle Network" Initiative for Vehicle Network and Data Security



Awarded as an "Outstanding Blue Team" in the "Shielded Vehicle Network" Vehicle Network Attack and Defense Drill

03

Low-Carbon Operations, Green Future

The Group is committed to utilizing its strengths in product technology and industrial chain. We actively explore and develop low-carbon technologies and products, and embed green and low-carbon principles throughout the entire product life cycle. We identify climate risks actively and pursue opportunities for sustainable growth. Through eco-friendly design, sustainable materials, cleaner production, efficient logistics, and responsible office practices, we support the low-carbon, sustainable development of the automotive industry.

2024 Highlights Performance

The calculation of carbon emissions across the whole product life cycle and per-unit mileage carbon footprint covers

100% of products

Procurement of recyclable packaging materials for vehicle manufacturing

100%

In 2024, the Group completed the construction and grid connection of a 102MW photovoltaic project, with a total annual photovoltaic power consumption of

74.8289 million kWh

Newly obtained green factory certification

3 subsidiaries

Year-round water savings from water reuse

127,440 tons

Green electricity from the grid

20.05 million kWh

Investments in advanced energy-saving and environmentally friendly processes and equipment exceeded RMB

3.0 billion

Improving energy efficiency more than

10%

Renewable energy use as a percentage of manufacturing energy use

25.7%

28 energy-saving retrofit projects were implemented across all factories throughout the year, resulting in a cumulative reduction of

4,096.8 tons of CO₂

The year-on-year carbon emission intensity per unit in 2024 decrease by

16.85%

Annual employee travel carbon reduction through green flights and other low-carbon travel

811.3 tons of CO₂



SDGs Responses



Climate Change Response

Climate change is reshaping the global environment, economy, and society in profound ways. We are committed to supporting the national “dual carbon” goals by taking action based on the four key areas outlined in the *IFRS S2 – Climate-Related Disclosures*: governance, strategy, risk management, and metrics and targets. Our approach is designed to strengthen climate resilience while driving sustainable business growth.

Governance

We have established a three-tier climate governance framework covering governance, management, and executive levels. This structure ensures effective oversight and implementation of climate-related initiatives. The Board of Directors holds ultimate responsibility, providing strategic direction and comprehensive oversight for all climate governance matters.

Climate Governance Structure

Governance Level	The Board of Directors assumes ultimate responsibility for climate change governance.
Management Level	The ESG Committee under the Board of Directors is responsible for reviewing the Group’s climate change-related objectives, strategies and management policies, and reviewing and monitoring the implementation of climate change-related initiatives.
Executive Level	<p>The Carbon Neutrality Task Force, led by the assistant vice president of the Group, consists of management representatives from the planning strategic headquarters, the supply chain system and various technical systems.</p> <p>The Carbon Neutrality Task Force is responsible for organizing the coordination, implementation and scheduling of work plans for carbon peak and carbon neutrality and promoting the implementation of climate strategy-related matters.</p>

Strategy

Responding to the global shift toward energy transformation, we actively pursue opportunities in clean energy and focus on advancing product and technology upgrades. We continuously work on carbon inventory assessments and reduction plans to support the growth of a low-carbon, sustainable renewable energy vehicle ecosystem. Our goal is to contribute to a greener future.

Clean Technology Strategy

Clean technology is a key driver of our business growth. We promote its adoption through both product development and production practices. On the product side, we are expanding our renewable energy vehicle portfolio, focusing on hybrid and pure electric models to meet rising market demand. In 2024, renewable energy vehicle revenue contributed more than 93% to the Group’s total revenue. On the production side, we follow the principles of being “green, low-carbon, circular, and intelligent.” We work closely with partners across the supply chain to reduce the carbon footprint of our products. In 2024, we set a cleantech investment target of over RMB 7.0 billion and have met our goal.

In 2024, we set an investment target of

more than RMB **7.0** billion



Low-carbon industrial chain layout

Upstream Supply

- We collaborate closely with leading technology partners like CATL, Wencan, and Huawei to drive the research, development, and application of low-carbon technologies. From raw material sourcing to technical support, we ensure that green innovation is integrated throughout the entire product life cycle.
- Sustainable development targets are set for all suppliers, covering key areas such as the percentage of green electricity used, the proportion of recycled materials, carbon emission intensity, and energy consumption per product unit.
- 47.5% of our suppliers have adopted renewable energy for production, surpassing the 2030 target. In 2024, significant reductions in carbon emissions have been recorded among key suppliers, including zero-carbon production for battery suppliers, a 44.14% drop in carbon emissions for electric drive suppliers, a 57.6% drop in carbon emissions for seat suppliers, a 5% drop in carbon emissions for glass suppliers, and a 21.4% drop in carbon emissions for wheel suppliers.
- We conduct assessments and evaluations based on the Green Supply Chain Environmental Management Assessment Form. Carbon emission performance is a key criterion for assessment and contract decisions and suppliers that meet carbon reduction targets receive additional points in procurement appraisals.

Production and Manufacturing

- Our production strategy is guided by the philosophy of "green and low-carbon." We invest in industry-leading, energy-efficient, and eco-friendly equipment to build sustainable production lines and empower green products. In 2024, we introduced over 14 advanced energy-saving processes and technologies, such as the die-casting process, B1B2³² process, and water reuse systems. These initiatives involved an investment of over RMB 3.0 billion, resulting in a 10% increase in energy efficiency.
- Please refer to "Green Production" for details.

Downstream Utilization

- We focus on enhancing product energy efficiency, optimizing power systems, and reducing emissions. Our intelligent technology platform, DE-i³³, enables low energy consumption, high efficiency, extended range, and high performance³⁴. In 2024, the user charging mileage was 4.64 billion kilometers, and carbon emission reduction was 1.022 million tons.

Product Line Layout

- We continuously expand renewable energy product series, achieving dual-track development of extended range and pure electric vehicles advancing both extended-range and pure electric models to meet diverse market demands.

To promote low-carbon technology and a carbon circular economy, Seres Group is exploring advanced fields like AI-driven energy saving, low-carbon materials, integrated die-casting, high-efficiency range extenders, and intelligent driving. We are also exploring innovative business models, including virtual power plants, renewable energy trading, carbon sinks, and carbon credits. These efforts form the foundation of our comprehensive and diversified green development strategy.

³² B1B2: A type of automobile painting process, which involves applying top coat B1 → top coat B2 → moisture pre-drying → clear coat → clear coat drying.

³³ DE-i: Dedicated Electric Intelligent, a super electric drive intelligent technology platform.

³⁴ Please refer to the Group's 2023 ESG report P42 for details, <https://cdn-web.seres.cn/uploads/20241011/a5328069e03f72923d6fde0efccafcab.pdf>.

Carbon Inventory and Carbon Footprint Accounting

To better manage the full life cycle carbon footprint of our products, we have fulfilled multiple functions including corporate carbon inventory, per vehicle parts carbon footprint accounting, and internal carbon target management by developing a digital carbon management platform. Our carbon inventory system connects with the energy management systems of all factories, enabling real-time monitoring of carbon emissions and energy use. This serves as a critical tool for evaluating internal carbon performance. The carbon footprint management system integrates with the supplier procurement system, allowing us to collect the information of carbon emissions and energy consumption at supplier sites. This serves as a critical tool for effective assessing upstream supply chain carbon emissions and energy consumption performance. At the same time, the carbon footprint system has established various accounting models to calculate the carbon footprint of products and components throughout their life cycles, generating detailed carbon footprint reports.

We continuously monitor site-specific supplier emissions, the percentage of renewable energy usage, and the proportion of low-carbon materials. Carbon footprint management requirements have been integrated into procurement standards for key components to encourage low-carbon transformation across core parts. In 2024, we optimized the digital carbon management platform for multiple times. These upgrades have been certified by third parties, continuously empowering our carbon emissions and carbon footprint management.



Digital Carbon Management Platform Certifications

The Group has conducted carbon inventory and product carbon footprint assessments using its digital carbon management platform. As of the end of the reporting period, we completed our annual carbon inventory in line with the ISO 14064:2006 standard. This assessment covered the entire Seres Group, including Seres Auto, Seres Automobile (Hubei), Xiaokang Power, Jinkang Power, and Xiaokang Parts. Carbon footprint calculations have been completed for 100% of our products.

Carbon Footprint of Core Products throughout their Life Cycles

Vehicle Mode	Carbon Emissions throughout Life Cycles (kgCO ₂ e)	Product Carbon Footprint per Unit Mileage (gCO ₂ e/km)	CPP Platform*
AITO M5 EVR	39,192	261.28	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
AITO M5 EV	33,173	221.15	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
AITO M7 Pro	42,199	281.33	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
AITO M7 Ultra	41,943	279.62	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
AITO M9 EVR	46,095	307.30	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
AITO M9 EV	47,103	252.04	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢
E5	35,057	233.71	Carbon Rating Label 😊 Level 1 Low Carbon+ 🟢

*The carbon footprint label is based on the notification and disclosure information from the China Automobile Industry Chain Carbon Publicity Platform (CPP).

Risk management

We actively address the challenges and opportunities of global climate change by integrating climate-related risks into the Group's overall risk management system. Through a systematic approach, we identify, assess, and manage these risks and opportunities. This strengthens our climate resilience while enabling us to seize new growth opportunities.

Climate-related Risks and Responses

Transformation Risk

Risk Name	Risk Description	Response Measures
Policy Risk	<ul style="list-style-type: none"> Global and local governments may introduce stricter environmental regulations, such as carbon emission limits and emissions trading systems, increasing corporate compliance costs. Regulations on energy use and emissions could impact raw material procurement, production processes, and other operations, leading to higher operating expenses. 	<ul style="list-style-type: none"> Strengthen the management framework of the Carbon Neutrality Task Force, with clearly defined responsibilities. Continuously monitor policy changes, assess potential impacts, and develop proactive response plans. Enhance emissions compliance management by promptly adjusting production processes and energy use, avoiding unnecessary costs and mitigating risks.
Technical Risk	<ul style="list-style-type: none"> The rapid advancement of low-carbon technologies may reduce the market competitiveness of existing technologies and products. High R&D costs for new technologies can create financial pressure in the short term, particularly before these technologies are fully developed and generate returns. 	<ul style="list-style-type: none"> Increase investment in R&D for clean and renewable energy technologies to strengthen innovation capabilities and ensure that existing technologies stay competitive and aligned with industry trends. Establish a technology early warning system to closely monitor market and technological changes. Plan proactively for technological upgrades and seek partnerships to share R&D resources.
Market Risk	<ul style="list-style-type: none"> Increased consumer awareness of environmental issues is driving higher demand for low-carbon products, while traditional high-carbon products face a shrinking market. 	<ul style="list-style-type: none"> Actively develop renewable energy vehicles to meet the growing demand for green products. Strengthen market research to track industry and consumer trends, ensuring product lines remain flexible and adaptable to changing market needs, and enhance brand marketing and promotion.
Reputational Risk	<ul style="list-style-type: none"> Public and investor concern over corporate environmental performance is rising. Companies that fail to fulfill social responsibilities or respond effectively to climate change may face criticism and reputational damage. 	<ul style="list-style-type: none"> Enhance ESG information disclosure by regularly sharing the Group's environmental goals, achievements, and future plans to strengthen transparency and build trust. Actively engage in social responsibility initiatives, including public welfare and environmental protection projects, to enhance brand image. Participate in climate response conferences and dialogues to promote green and low-carbon practices while enhancing the influence of our renewable energy products.



Physical Risks

Risk Name	Risk Description	Response Measures
<p>Acute Physical Risk</p>	<ul style="list-style-type: none"> • Extreme weather events, such as typhoons, floods, and snowstorms, can disrupt production facilities and supply chains, affecting operations and causing property damage. • Infrastructure damage, including transportation networks and power supply, can lead to production delays, impacting product delivery and reputation. 	<ul style="list-style-type: none"> • Strengthen risk assessments and implement emergency response plans and drills to ensure rapid action and minimize losses during extreme weather events. • Upgrade infrastructure and adopt disaster-resistant equipment and facilities to ensure stable operations and reduce disaster-related impacts.
<p>Chronic Physical Risks</p>	<ul style="list-style-type: none"> • Long-term climate changes, such as rising temperatures, sea levels, and droughts, may affect resource stability and disrupt supply chains, leading to production constraints. • Resource scarcity and increasing production costs can impact operational efficiency, product pricing, profitability, and market competitiveness. 	<ul style="list-style-type: none"> • Assess the long-term effects of climate change on production bases and supply chains. Plan for adjustments and select resilient, environmentally friendly supply chain pathways. • Continuously monitor climate trends, optimize resource efficiency, and promote the use of green technologies and sustainable materials to reduce production costs and environmental risks.

Climate-related Opportunities and Responses

Opportunity Name	Opportunity Description	Responses
Products and Services	<ul style="list-style-type: none"> Growing demand for green consumption, along with supportive national policies, is creating greater opportunities for the development of renewable energy vehicles. We can increase market share by launching innovative and competitive renewable energy vehicle products. 	<ul style="list-style-type: none"> Increase R&D investment to enhance the technical performance and range of renewable energy vehicles. Develop a diversified product lineup to better meet evolving market demands and strengthen market appeal.
Resource Efficiency	<ul style="list-style-type: none"> Improving resource utilization and recycling can reduce production costs while generating environmental benefits by minimizing waste emissions and resource consumption. 	<ul style="list-style-type: none"> Optimize production processes to enhance the efficient use of energy and raw materials, lowering unnecessary resource consumption and reducing production costs. Promote the circular economy model by increasing recycling and reuse rates throughout the product life cycle, reducing waste emissions and minimizing environmental impact.
Energy Source	<ul style="list-style-type: none"> Adopting renewable energy sources like solar and wind helps reduce carbon emissions, enhance our environmental image, and mitigate risks from potential future energy price fluctuations. 	<ul style="list-style-type: none"> Increase investment in renewable energy projects to gradually replace traditional energy sources. Reduce overall energy consumption and carbon emissions, further strengthening the Group's green image.
Capital Market	<ul style="list-style-type: none"> The rise of global green finance offers better financing opportunities and preferential policies for companies using clean energy. We can leverage this trend to attract investment and optimize capital costs. 	<ul style="list-style-type: none"> Strengthen ESG performance by enhancing transparency and building investor trust, attracting long-term green investors. Actively apply for green bonds and financing for environmentally friendly projects. Utilize green financial products to lower financing costs and secure greater capital support.

Metrics and targets

We have established a scientific system for climate change indicators and targets, driving our green and low-carbon transformation. This includes assessing key indicators like carbon emissions and product carbon footprints, alongside setting targets for carbon emission intensity and clean energy utilization. In 2024, the Group invested RMB 770 million in energy-saving and emission reduction actions.

We continue to promote emissions reduction strategies with clear, target-oriented actions. Our 2030 climate-related goals include reducing product carbon footprints, increasing renewable energy usage, and cutting supplier emissions, covering Scope 3 greenhouse gas emissions. In addition, we have introduced a new three-year carbon reduction target for 2025–2027 to further refine our low-carbon development path. In 2024, through initiatives like photovoltaic construction, energy-saving upgrades, green office practices, and the development of a green supply chain, the Group reduced its carbon emission intensity by 16.85% compared to 2023.



Climate-related Targets

By 2030,

- Compared with 2022, the carbon emission intensity of products will be reduced by more than

38%

- Proportion of suppliers meeting green supplier requirement

100%

- Proportion of suppliers using renewable energy

40%

By 2045,

- Strive for carbon neutrality in production and operations
- Strive for near-zero emissions throughout the product life cycle

- Renewable energy use as a percentage of manufacturing energy use

30%

- Supplier carbon emissions will be decreased by

25%

Three-year Carbon Reduction Targets from 2025 to 2027

2025

- Reduce carbon emission intensity per vehicle by 14%
- Incorporate carbon footprint management requirements into procurement standards for key parts and components. Implement carbon reduction initiatives for core raw materials, including automotive steel and aluminum
- Promote green and low-carbon manufacturing by developing “photovoltaic + energy storage” car-making processes.

2026

- Maintain the carbon emission intensity per vehicle at 2025 levels
- Establish a carbon control indicator system covering the entire product life cycle. Develop a green and low-carbon supply chain management system.
- Advance green manufacturing transformation, including process optimization, lighting upgrades, green logistics, and intelligent energy and carbon management.

2027

- Carbon emission intensity per vehicle will decrease by 17% compared to 2024

Greenhouse Gas Emissions in 2024

Category	Unit	Data
Scope 1 Greenhouse Gas Emissions	tCO ₂ e	88,690.29
Scope 2 Greenhouse Gas Emissions	tCO ₂ e	183,534.44
Scope 3 Greenhouse Gas Emissions	tCO ₂ e	69,946.82
Total Greenhouse Gas Emissions	tCO ₂ e	342,171.55
Greenhouse Gas Emission Intensity	tCO ₂ e /RMB 10,000 revenue	0.02

The Group was selected as the “Climate-friendly Enterprise Project Case” in the Pearl Cup for its exceptional performance in addressing climate change.



Green Design

To shape the future of intelligent travel, we drive innovation in low-carbon and lightweight design, promoting sustainable development for both the Group and society through green designs.

Low-carbon design

Committed to the “green, low-carbon, circular and smart” philosophy, we have adopted various low-carbon designs in R&D and recycling, achieving the goal of clean technology development.

Low-carbon Design of the Whole Vehicle

Efficient Air Conditioning System	We lead the development of a dual-layer flow air conditioning system, saving 30–40% more energy per vehicle compared to conventional systems during winter heating.
Seven-in-one Electric Drive Assembly	This integrated design reduces overall vehicle weight and energy consumption, enhancing efficiency.
Efficient Range Extender	We continuously optimize range extender performance, improving internal combustion engine thermal efficiency and reducing carbon emissions.
Wireless Charging Technology	In 2024, we successfully conducted a pre-research on wireless charging solutions using advanced magnetic resonance technology. Integrated with the automatic parking system, this solution enables contactless charging, reducing wear on physical interfaces and extending vehicle lifespan.
Exhaust Emissions	We optimize the exhaust purification system to minimize hazardous gases and greenhouse gas emissions.
Energy Storage Equipment	We promote the use of vehicle-to-grid (V2G) ³⁵ technology in renewable energy vehicles, enhancing the efficient application of clean energy.

³⁵ V2G: Vehicle-to-Grid.



Lightweight design

Following the principle of “precise material application, ultimate optimization, and extreme balance,” we explore innovative lightweight solutions through multiple approaches. These include leveraging previous design experiences, benchmarking against core competitor models, collaborating with suppliers, and conducting pre-research on industry-leading technologies. Our goal is to enhance energy efficiency and conserve resources while maintaining performance and safety standards. In 2024, we advanced our lightweight design efforts by proposing over 1,500 solutions. Notably, we introduced one industry-first and five company-first lightweight solutions in the implementation of model projects.

Lightweight Design Optimization

Material Optimization

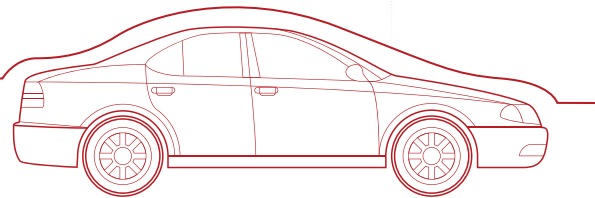
- We actively study advanced high-strength steel, lightweight alloys, and advanced non-metallic materials, such as 1,700 MPa thermal formed steel, 7-series aluminum alloys, and low-density high-performance composite materials.
- 2GPa thermal formed steel bumper beam contributes to a comprehensive weight reduction of about 13%.
- Aluminum alloy front subframe contributes to a comprehensive weight reduction of about 25%.
- Aluminum alloy threshold beam contributes to a comprehensive weight reduction of about 25%.
- Aluminum alloy front-end cover contributes to a comprehensive weight reduction of about 40%.
- Magnesium alloy seat frame contributes to a comprehensive weight reduction of about 25%.
- High-end LGF³⁶ reinforced materials for steel being replaced with plastic contributes to a comprehensive weight production of about 30%.

Process Optimization

- We actively study new forming and joining processes, such as semi solid forming, thermoforming, and F-SPR³⁷.
- Thermal formed TWB³⁸ A/B pillars contribute to a comprehensive reduction of about 10%.
- Semi solid forming CCB³⁹ contributes to a comprehensive weight reduction of about 10%.
- Integrated die casting contributes to a comprehensive weight reduction of about 30%.
- TRB⁴⁰ bumper beam contributes to a comprehensive weight reduction of about 10%.

Structure Optimization

- We actively study new CAE⁴¹ optimization methods for thinner-walled and integrated optimization, such as AI-predicted threshold beam structure optimization.
- We apply the globally leading nearly 10,000 tons integrated die-casting machine to effective lightweighting.



Lightweight target

By 2030, raw materials will reduce weight by over

10% compared to 2022.



Case: AITO M9 Xuanwu Lightweight Body

The Xuanwu body of the AITO M9 is developed by the Company’s first internally built integrated die-casting aluminum alloy design and simulation platform. It is the largest integrated die-cast body structure globally and won the “Aluminum Structural Component of the Year” award at 2023 North American Die Casting Exhibition. AITO M9 body adopted a one-piece and integrated die-casting design, reducing the use of 212 parts and 1,440 connections between parts. Torsional stiffness of the Xuanwu body increases by 24% with the lightweight coefficient as low as 2.02. While leading in lightweighting, the Xuanwu body also meets the industry’s top standard for structural safety.

³⁶ LGF: Long Glass Fiber Reinforced Polypropylene, automotive module carrier material.

³⁷ F-SPR: Friction Self-Piercing Riveting, a welding technology.

³⁸ TWB: Tailored Welded Blank, a variable cross-section thin plate used for car body manufacturing.

³⁹ CCB: Cluster Control Board, an important part of the dashboard assembly.

⁴⁰ TRB: Torsion Beam Rear Suspension, a suspension form widely used in small cars.

⁴¹ CAE: Computer-Aided Engineering.

Green Materials

Driven by the principle of sustainability, we prioritize green material procurement and development for all core materials. We actively promote the use of eco-friendly materials and work closely with suppliers to reduce raw material carbon emissions.

Green Material Application

Green Material Application

Raise the Ratio of Green Materials Used

- We integrate carbon footprint management requirements into procurement standards for key components, promoting the low-carbon transformation of core raw materials (automotive steel and aluminum).
- We adopt advanced, eco-friendly materials in vehicle cabins, including solvent-free leather, aqueous adhesives, and paint-free materials, to reduce emissions during material production.
- A material approval library has been established to prioritize the use of approved materials during product development and design. This approach enhances transparency, shortens material development and verification cycles, and minimizes resource waste from sample production.

Promote Tests and Utilization of Recycled Materials

- We recycle raw materials, such as aluminum alloy off-cuts and drainage openings, to maximize the carbon reduction benefits of aluminum usage.
- Advanced testing technologies are introduced to ensure the quality and sustainability of recycled raw materials, promoting high-quality recycling and reuse practices.
- AITO M9 achieved an average recycling rate of 97% and an average reusability rate of 93%.

Cooperate with Suppliers to Develop Green Materials

- We collaborate with multiple raw material suppliers to develop green materials, such as bio-based materials, advanced high-strength steel, recyclable aluminum, heat treatment-free materials, recycled plastics, and natural fibers. Additionally, we actively explore the application of these materials when developing new products.
- Corporate standards, including the *PCR⁴² Consistency Management Specification*, material approval standards, and test outlines, have been established to ensure the quality and consistency of green and low-carbon PP⁴³ materials.
- Several bio-based material suppliers have been certified. Currently, over 30 grades of PCR materials and more than 10 grades of bio-based materials from multiple suppliers are nearing the completion of development and verification.

Strict Management of Hazardous Substance

- We strictly comply with the requirements of environmental protection laws and regulations and have updated and published *SERES-QA-COP2-06-10 Management Measures for Banned Substances, Recyclable Utilization and Vehicle Dismantling*, providing standardized guidance for the consistent control of banned substances and recyclable products.

⁴² PCR: Post-Consumer Recycled Plastics, which refer to recycled plastics after being consumed and used.

⁴³ PP: Polypropylene, one of the most commonly used plastics.



Green Production

The Group is committed to establishing a comprehensive environmental management system, enhancing green production across energy, water, and exhaust emission management. We prioritize environmental compliance and actively work to minimize the environmental impact of our production processes.

Environmental Compliance Management

We ensure strict adherence to environmental laws and regulations, maintaining legal and compliant production and operations. We collaborate with our suppliers, employees and other partners to realize our green goals.


Environmental Management System

The Group strictly adheres to the *Environmental Protection Law of the People's Republic of China* and other related laws and regulations and has formulated a range of internal management systems, such as the *Measures for Pollution Prevention and Control Management*. In 2024, we signed the *2024 Target Responsibility Document of Health, Safety, Environmental Protection, and Fire Fighting* with all employees. Responsible individuals are assessed based on the type, severity, and impact of incidents, with assessment results directly linked to performance evaluations.

The Group actively conducts external environmental impact assessments and environmental management system certification. During the reporting period, 100% of our own factories obtained ISO 14001 environmental management system certification.

Environmental Emergency Management

We at Seres Group have formulated the *Environmental Emergency Response Preparedness* and *Environmental Emergency Risk Assessment Report*, which are continuously updated and filed to ensure a comprehensive emergency response capability. We grade sudden-onset environmental accidents into three levels: severe (Level-I), moderate (Level-II) and general (Level-III) with corresponding response plans tailored to each level. Meanwhile, with continuous efforts made to improve environmental risk assessment mechanisms, we can engage in, more systematically, risk assessments, identification of risks that may cause sudden environmental pollution, and detailed risk prevention and emergency responses so as to minimize sudden-onset accidents at the source.



- Environmental Management Objectives:
 - Waste gas, wastewater and noise discharge meet the standard 100% and solid waste legally disposed of **100%**
 - Environmental information application (filling), monitoring, and disclosure **100%**
 - Environmental pollution incidents (accidents) occurred **0**
- **2024 environmental management objectives have been achieved** 

In 2024, the Group organized

18 environmental emergency drills with a total of

312 participants

Roles of Environmental Emergency Response Team



Emergency Management

The Response Team was built in each production unit, who is responsible for organizing environmental risk assessments and emergency response actions, comprehensively identifying potential environmental hazards and the level thereof, and determining environmental risk prevention and control measures.



Detection and Identification of Potential Hazards

Well-designed actions were taken to detect and identify potential environmental hazards. A leading director in each production unit was selected to engage in its own hazard detection and identification.



Case: Phoenix Intelligent Factory Conducts Sudden Environmental Incident Emergency Drill

On November 1, 2024, Seres Automobile's Phoenix Intelligent Factory, together with Shapingba District Government, Shapingba District Ecology and Environment Bureau, High-Tech Zone Management Committee, Phoenix Town Government, Qingfeng Scientific Innovation City Enterprise Center and other units jointly conducted the "Sudden Environmental Incident Emergency Drill". This drill covered incident reporting, on-site alert, personnel evacuation, pollution control, environmental monitoring, and restoration, all of which were closely linked to reinforce a solid defense for safeguarding regional environmental safety.

Training on Environmental Protection

The Group offers a wide range of training related to energy conservation and carbon emission reduction for environmental promotion and education, which aims to cultivate employees' awareness of environmental protection. In 2024, we organized more than 60 training sessions on environmental protection with more than 5,000 participants.



Energy management

We strictly observe the *Energy Conservation Law of the People's Republic of China* and other laws and regulations. We have established energy management policies such as the *Energy Management Measures* and the *Factory Whitelist for Electricity Management System*. Through our energy management platform, we continuously refine and enhance the Company's energy management practices.

Energy consumption goal: An annual target of decrease in energy consumption per vehicle year-on-year by

4%

In 2024, the Company's energy consumption decreased by

45% compared to 2023

Energy-Saving Retrofit

We actively promote energy-saving renovation projects in our factories to effectively reduce energy consumption. These initiatives include modifying production lines, upgrading facilities and equipment, and optimizing lighting systems.

2024 Energy-Saving Retrofit Programs and Effectiveness



- The energy-saving retrofit project for process cooling water in the coating workshop can reduce **1,367.8** tons of CO₂ per year.
- The air compressor cooling water retrofit project can reduce **292** tons of CO₂ per year.
- The factory equipment deep shutdown energy-saving project can reduce **825** tons of CO₂ per year.
- The factory compressed air pipeline valve replacement with electric control ball valve retrofit project can reduce **203** tons of CO₂ per year.
- The streetlight energy-saving retrofit project can reduce **112** tons of CO₂ per year.
- In the drying room in the coating workshop, the burner retrofit project can reduce **312** tons of CO₂ per year.
- The factory lighting and non-production period optimization project can reduce **129** tons of CO₂ per year.

Clean Energy Use

We actively promote the use of clean energy by implementing photovoltaic power generation projects across multiple factories, supporting the Company's low-carbon transformation. As of the end of the reporting period, had invested RMB 588 million in photovoltaic projects, achieving a total installed capacity of 102 MW. The cumulative power generation reached 74.83 million kWh, with 20.05 million kWh was consumed by purchasing contracted green electricity and green certificates. For the whole year, the Group's use of produced green electricity by the Group could save 11,660.75 tons of standard coal and reduce 78,940 tons of CO₂ emissions.



Water Resource Management

We strictly comply with relevant laws and regulations including the *Water Law of the People's Republic of China*, actively promoting the rational utilization of water resources. To improve water efficiency, we implement initiatives such as reclaimed water reuse and factory renovation projects.

2024 Water Conservation Projects and Achievements

In 2024, Hubei Seres Factory recycled



9,035 tons of reclaimed water, which was used for toilet flushing and greening, effectively reducing tap water consumption.

In 2024, Chongqing Xiaokang Power conducted a green production level assessment and carried out modifications based on the results, investing RMB

5.505 million

saving water resources

18,130 tons

Year-round water savings from water reuse

127,440 tons



Case: Super Factory Coating Wastewater Treatment

Some coating wastewater of the Super Factory treated by the wastewater treatment station to meet the standard is reused for greening and toilet flushing. The water quality met the key standard limits of the *Reuse of Urban Recycling Water-Water Quality Standard for Urban Miscellaneous Use (GB/T18920-2022)* and the reuse rate reached 27%.



Super Factory coating wastewater treatment



Discharge Management

The Company strictly abides by national environmental protection laws and regulations, continuously optimizing production processes, introducing advanced facilities and equipment, and strengthening the monitoring and management of the “three wastes”. These efforts ensure emissions are 100% compliant while minimizing the environmental impact.

Exhaust Discharge Management

The Group strictly adheres to the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and other laws and regulations, as well as exhaust discharge standards, and we formulate and implement internal management systems and work processes such as the *Exhaust Pollution Prevention and Control Management System* and the *Exhaust Pollution Control Procedures* to ensure that exhaust pollutants are discharged as per standards. On a regular basis, the Group entrusts the qualified third-party testing facility to monitor real-time exhaust discharge and require all departments seal containers that are associated with toxic and harmful gases or dust pollution, or take other protective measures during storage, transportation, and loading and unloading, so as to prevent discharge of harmful gases or dusts.

During the reporting period,

100%

of the Company's self-monitoring and online monitoring of exhaust gases met the standards.

Exhaust Discharge Management Measures

Optimize the Process of Raw Material Selection

- Prioritize low-pollution raw and auxiliary materials, developing environmentally friendly materials as raw materials including water-based impedance glue and paint to reduce the discharge of volatile organic pollutants.
- Use advanced thin-film process, enabling “zero” heavy metal emissions.

Upgrade Exhaust Treatment Equipment

- Use latest-generation robots, which provide fully automated glue coating and paint spraying by precisely controlling the spray flow, rotation speed, and volume of air vented in molding and making the paint optimally atomized during the spraying process, thus reducing the concentration of exhaust gas emitted.
- Purification efficiency reaches 95% with the Durr dry separation system.

Optimize Exhaust Treatment Process

- A wet-type Venturi scrubber spray booth is used to remove paint mist, with 98% exhaust gases removed.
- “Zeolite concentrator (KPR) and regenerative thermal oxidizer (RTO)” are used, respectively reaching the exhaust treatment efficiency of 90% and up to 98%.
- With “regenerative thermal oxidizer (RTO) and thermal-recovery thermal incineration system (TNV)” used, the exhaust gas removal rate is up to 99%.
- 1GR engine makes exhaust gases recycled, emitting less hazardous gases including carbon monoxide and carbon dioxide compared to traditional fuel vehicles, and actual particulate matter emissions are under control.
- Apply FANUC paint robot to 100% removal efficiency of organic exhaust in the coating process.

Case: Efficiency Enhancement of Jinkang Power's Organic Waste Gas Treatment Facility

In April 2024, Jinkang Power proactively upgraded its organic waste gas treatment facilities, replacing the original single activated carbon adsorption device with a composite purification process, including dry filtration + activated carbon adsorption + high-temperature desorption + regenerative catalytic oxidation (RCO). In addition, an online monitoring system was installed, including real-time feedback on indicators, such as TVOC and non-methane hydrocarbons. After third-party testing, the comprehensive waste gas treatment efficiency remains stable at more than 85%. This project has successfully obtained a Grade B certification for the coating industry.

Wastewater Discharge Management

The Company strictly abides by standards and requirements of laws and regulations such as the *Water Pollution Prevention and Control Law of the People's Republic of China*. We have formulated management systems such as the *Management Measures for Wastewater Discharge*, the *Management System for Wastewater Pollution Prevention and Control*, and the *Procedures for Wastewater Pollution Control*. Through the whole process monitoring, we ensure the compliant wastewater discharge, thereby reducing the environmental impacts.

Wastewater Discharge Management Mechanism

Source Treatment

Each unit generating waste shall strictly control the total amount of its wastewater generated.

Supervision and Detection

The relevant department should strengthen the supervision and management of the Company's rainwater, wastewater outlets and wastewater treatment stations, establishing operating records and filling them.

We should monitor and inspect online monitoring equipment and establish relevant records.

We should compare water quality at wastewater outlets in a timely manner and handle abnormalities immediately once they are found.

We should commission qualified units to monitor wastewater pollution factors according to the plan.

We should disclose pollutant emission information through the Environmental Protection Bureau's information disclosure website.

Discharge Treatment Mechanism

The generated wastewater can be discharged only after treated to meet the discharge standards required to be implemented locally, and be sorted and discharged to the wastewater treatment department for centralized treatment in accordance with relevant regulations.



Case: Xiaokang Power Implements Wastewater Reduction Measures

In early March 2024, Xiaokang Power adopted a machining impregnation process, which significantly reduced wastewater discharge. This initiative resulted in an annual wastewater discharge reduction of approximately 42,000 cubic meters, saving about RMB 170,000 in costs.

Solid Waste Management

The Company strictly complies with the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, the *Standards for Pollution Control on Hazardous Waste Storage*, and other relevant laws and regulations. We have established internal management policies, including the *Measures for the General Industrial Solid Waste Management*, the *Measures for the Hazardous Waste Management* and the *Management System for the Prevention and Control of Solid Waste Pollution* to ensure the classified control and proper management of solid waste. We have achieved a 100% recycling and disposal rate for solid waste generated during production and manufacturing, reducing the consumption of environmental resources.

Solid Waste Management Measures

General Industrial Solid Waste

- Cover waste cardboard, waste wood, waste plastic, waste packaging bags, stamping leftover, metal slag in welding, etc.
- Develop records for general industrial solid waste management, in which types, amounts, flows of industrial solid waste are captured truly with the information traceable.
- Carry the general industrial solid waste to the warehouse and storage depots and commission to a qualified third-party unit for disposal through a written legal disposal contract in which requirements for pollution prevention and management are specified.

Hazardous Waste

- Mainly include paint slug, phosphating residues, waste mineral oil, paint bucket, used cleaning cloth and gloves, etc.
- In accordance with the *Standard for Pollution Control on Hazardous Waste Storage*, set up hazardous waste storage rooms, waste gas collection collectors and purification facilities to ensure that emission standards are met.
- Realize one-object-one-code management through digital empowerment for precise process control in the whole process covering sorting and weighing, printing weight label, scanning code before warehousing, scanning code before ex-warehouse, etc.
- Formulate entry and exit record forms and warehouse inspection forms to record and confirm the weight and size, transfer process, packaging, sealing and storage of hazardous waste to ensure the precise hazardous waste management.

Hazardous Waste Management Measures

Process Optimization

- The process of classifying and optimizing waste rubber is adopted in the production to reduce the waste rubber, further making less hazardous waste generated.
- Sludge and phosphating residues are dehydrated mechanically. Sludge is further dehydrated by sludge dryer to keep 30% or less moisture content, which effectively reduces the weight of hazardous waste.

Identification of Hazardous Waste

- Paint-containing lime is identified as general industrial solid waste, without hazardous characteristics, which does not belong to the waste in the *National List of Hazardous Wastes* (2021 Edition) and does not have the hazardous characteristics specified in GB 5085. In 2024, 341.63 tons of hazardous waste treated can be reduced.

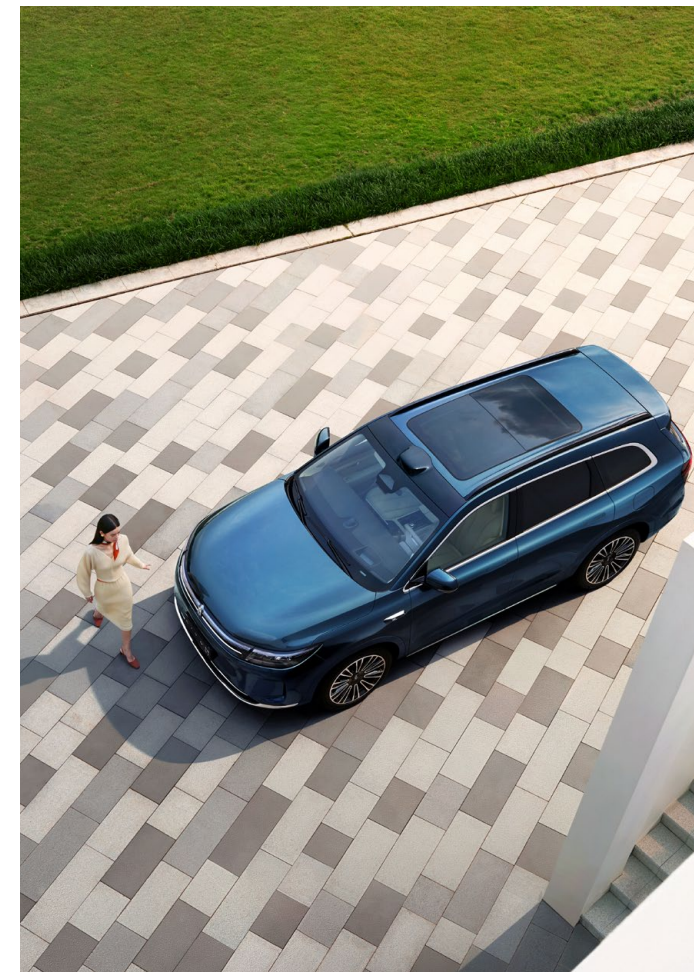
Recycling of Hazardous Waste

- The waste activated carbon of hazardous waste replaced by “activated carbon adsorption and catalytic combustion” of exhaust treatment devices has been verified useful as carburants for cast iron smelting, reducing hazardous waste by 4.5 tons in total throughout the year.
- A large number of oil iron fillings are generated during the cylinder machining, which can be used as raw materials for cast iron after verification. In 2024, the total amount of recycled oily iron chips was 1,266.43 tons, of which 619.33 tons were utilized internally, and 647.1 tons were processed externally.
- Hazardous waste packaging drums are directly recycled by the supplier and secondarily reused, reducing 32 tons of hazardous waste throughout the year.



Case: Hazardous Waste Management Upgrading at The Shiyan Factory of Seres Automobile (Hubei)

In 2024, the Shiyan Factory of Seres Automobile (Hubei) actively responded to the relevant requirements of the *Technical Specification for the Application and Issuance of Pollutant Discharge Permit and Industrial Solid Waste* by introducing an intelligent hazardous waste weighing facility to refine the precise hazardous waste management. This system has significantly improved the efficiency of hazardous waste transfer and storage and optimized the Factory's waste management processes, providing a strong support for environmental protection efforts. This initiative not only aligns with industry regulations but also demonstrates the Factory's proactive approach and innovative practices in environmental management.



Noise Management

The Company strictly control noise pollution in production and operation in accordance with the *Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise*. To mitigate noise propagation, we implement measures such as localized soundproof panels, soundproof machine rooms, silencers, soundproof doors and windows, and sound-absorbing materials. In 2024, noise emissions from the Company's factories remained within the permissible range specified in the pollutant discharge permit.

Noise Management Measures

Install Sound-proof Equipment

- Stamping workshop and coating workshop: shock absorbers are installed on the equipment foundation in the stamping workshop and coating workshop of Seres Automobile, and the equipment with low noise and small vibration is selected. Soft lining boards are added on the workbench, work bins, and slide rails and enclosed soundproof measures are taken on the whole line. Air suction ports of the compressor is equipped with mufflers and air storage cylinder is coated with sound damping materials.
- Cylinder core-making post equipment of Xiaokang Power: mufflers are added at the tail of the exhaust to ensure that the noise in the operating area meets the standard.

Investment in Additional Sound-proof Panel Rooms

- After comprehensive evaluation, Jinkang Power invested in the additional soundproof panel rooms in the bench test area to enclose and isolate all operating machines in the area. The operators operate the machine remotely outside the rooms to reduce the noise impact on the site and people around.

Use Low-noise Equipment Instead of High-noise Ones

- Xiaokang Power plans to replace 16 high noise pneumatic gun tools in the assembly workshop with low noise hydraulic impact drivers.
- Xiaokang Auto Parts plans to replace the original high noise equipment with a stronger well-operated crusher with low noise.
- Painting workshop of Phoenix Intelligent Factory has replaced the original soot blower with noise reduction soot blower to improve the management from the source of the noise, with the noise decreasing from 88.9 decibels to 64 decibels.

Conduct Regular Noise Detection

- The Group's factories regularly carry out noise detection every year with results meeting the Class 3 requirements in the *Emission Standard for industrial Enterprises Noise at Boundary* (GB12348-2008). Since its founding, the Group has not received complaints from relevant parties.

2024 Green Production Awards



Seres Automotive (Hubei) Co., Ltd.
Hubei Green Factory and National Green Factory

Chongqing Jinkang Power Renewable Energy Co., Ltd. was awarded
the **Chongqing Green Factory**



Luzhou Rongda Intelligent Transmission Co., Ltd. was awarded
the **Sichuan Green Factory**

The Zero Carbon Logistics Port Project of Seres Automobile Co., Ltd. was honored as the annual
Green Low-carbon Typical Case of Chongqing in the year of 2024

Seres Automobile (Liangjiang Smart Factory) won the third prize of
"Environmental Emergency Response Drill and Disposal Team Competition" of Chongqing Liangjiang New District

Seres Automotive Ltd. was awarded the title of
"Waste-free Factory" by the Ecological Environment Bureau of Chongqing Jiangbei District and Chongqing Jiangbei Economic and Information Committee

Green Logistics

We actively promote low-carbon logistics, aiming to establish an industry-leading green logistics model through comprehensive management of green packaging, green warehousing, and green transportation.

Green Package

We continue to reduce the environmental impact of packaging by promoting greener and lighter packaging solutions.

— Green Packaging Targets:

The recycling rate of packaging materials reaches


90%

— Target Achievement :

In 2024, the Company's recycling rate of packaging materials per-vehicle reached

99%

hitting the target.



As of the end of the reporting period, the Company achieved a 100% procurement ratio of recyclable packaging materials for per-vehicle manufacturing. We continue to strive for 100% usage of non-toxic, harmless, and recyclable packaging materials.

Green Packaging Measures



Lightweight Packaging

- Use no bubble bags for cabin decorative plates, which can reduce **100,000** PE packaging bags per year.
- In 2024, the Company's single-vehicle packaging volume was **140m³**



Recycled Packaging

- Replace PE bubble bags with recyclable hollow board cards, which can reduce **100,000** PE packaging bags per year.
- Replace original internally-packaged carton boxes with recyclable material racks, which can reduce **2,000 kg** packaging paper per year and improve efficiency and utility of packaging.
- Replace bubble-bag plastic boxed with recyclable EVA package, which can improve efficiency and utility of packaging.
- Eliminated the use of disposable bubble bag liners for plastic boxes and switch to recycled liners in 2024, reducing the use of bubble bags with lowering more than **100** tons of carbon emissions.
- Achieve packaging materials recycling of more than **90%** of parts.



Supplier Cooperation

- Release the 2024 *Supplier Incoming Packaging Specifications*, clarifying the design requirements for packaging materials and size, etc. and requiring lightweight design of supplier packaging.
- In 2024, The Seres Super Factory promoted over **60** suppliers to make packaging improvements, reducing the use of about **80,000** cardboard boxes and about **100,000** wooden pallets during the reporting period.

Green Warehousing

We actively promote green warehousing by reducing carbon emissions through the integration of clean energy and electrified operations. Rooftop photovoltaic systems have been installed across all logistics warehouses at our factory sites, reaching a total installed capacity of 28.52 MW by the end of the reporting period. At the same time, prioritize using warehouse resources with green storage certification and employ renewable energy-powered loading and transport vehicles to minimize the environmental impact of warehousing activities.

The Liangjiang Smart Factory has installed a 7.22 MW photovoltaic project in its shipping yard and logistics warehouse. During the reporting period, renewable energy accounted for 23.9% of energy consumption for warehousing and shipping.

During the reporting period, renewable energy accounted for

23.9% of energy consumption for warehousing and shipping.

Green Transportation

The Company continues to optimize internal and external transportation processes, implementing various initiatives to advance the development of a low-carbon transportation system. Through measures such as VMI⁴⁴ warehouses + circular pickup + smart logistics hubs, we have improved logistics efficiency. As a result, truck loading rates have increased to 70%, while the number of trucks required has been reduced by 20%, leading to a substantial decrease in carbon emissions during transportation.

⁴⁴ VMI: Vendor Managed Inventory, a supply chain management model. Vendors directly monitor and replenish inventory to optimize inventory levels.

Green Transportation Measures

Inside Transportation

- 100% electrified deployment of forklifts and tractors used for loading, uploading, and transportation inside the factory has been realized.
- Automated transport equipment is set to energy-saving mode, reducing energy consumption during non-operational periods.

Outside Transportation

- We conduct logistics analysis on the cargo volumes of suppliers, optimizing pick-up routes and carrying out circular item pick-up.
- We analyze contracts and estimated sales by an intelligent dispatching system, optimizing the transportation network. This can improve loading efficiency, reduce empty runs and unnecessary transport distances.
- We integrate multiple means of transportation, including shipping and railway, selecting the most suitable method and routes based on the reality.



Green Office

The Group implements national and provincial-level policies such as the *Implementation Plan for Green and Low Carbon Leading Action of Public Institutions to Promote Carbon Peak* and the *Implementation Plan for Green and Low Carbon Leading Action of Public Institutions to Promote Carbon Peak in Chongqing Municipality*. We strictly adhere to internal regulations such as the *Office Building Management Regulations* and the *Business Vehicle Management Regulations*, upholding a low-carbon and green business philosophy while promoting green office practices. Through initiatives such as energy and water conservation, paperless office practices, and regulated electricity management, we effectively reduce energy consumption in daily operations, supporting sustainable and eco-friendly business practices. We also encourage employees to adopt low-carbon travel. In 2024, green flights contributed to a total reduction of 811.29 tons of carbon dioxide emissions from business travel.



Green Office Management Measures

Advocate Paperless Office



- We promote paperless office and advocate double-sided printing and reuse the printed paper when necessary, calling on all employees to participate in saving paper sheets.
- We promote online paperless training and examinations and encourage employees to save paper sheets.

Renewable Energy of Business Vehicles



- We reduce the use of fuel-powered vehicles. During the reporting period, there are a total of 180 business vehicles in the Company, including 113 renewable energy ones accounting for 62.8%, an 10.65% increase compared to 2023.

Standardize Electricity Management



- When the indoor temperature reaches 28°C or above, the air conditioning can be turned on, with the temperature set no lower than 26°C; When the indoor temperature drops to 10°C or below, the air conditioning can be turned on, with the temperature set no higher than 20°C.
- We should make full use of natural light and turn off unnecessary lighting facilities while retaining basic lighting in daily office work to ensure “The electricity shall be cut off when it is not necessary or needed”.
- The standby time of office devices, including computers and printers, shall be shortened, and turned off when not be used or after work; Check whether electronic equipment, electric appliances, lighting, doors and windows shall be turned off so as to reduce energy consumption due to the standby mode.

The Company prioritizes low-carbon operations by implementing refined energy management to reduce carbon emissions. Our stores widely adopt high-efficiency LED lighting and energy-saving equipment, while an energy management system optimizes the operation of key devices, such as lighting and air conditioning, ensuring efficient performance and minimizing carbon emissions. At the same time, we promote the use of green electricity in selected stores. For example, Dongguan Huajie Zhixing introduced an integrated solar storage and charging solution, generating 670,000 kWh of green electricity annually, with 260,000 kWh stored for peak shaving. This approach not only meets energy-saving and carbon reduction goals but also ensures a stable electricity supply during peak demand, optimizing power costs.

ESG key performance⁴⁵

Key performance indicators	Unit	2024
Total exhaust discharge	cubic meters	16,620,054,240.17
Sulfur oxides (SO _x)	ton	8.92
Nitrogen oxides (NO _x)	ton	39.39
VOC	ton	106.29
Particulate matter	ton	50.74
Total amount of wastewater discharge	ton	1,229,479.41
Ammonia nitrogen	ton	1.89
Total phosphorus	ton	0.37
BOD	ton	13.44
COD	ton	74.74
Total amount of non-hazardous waste	ton	51,228.76
Non-hazardous waste discharge density	ton/ revenue of RMB10,000	0.0035
Total amount of hazardous waste ⁴⁶	ton	8,548.34

Key performance indicators	Unit	2024
Hazardous waste discharge density	ton/ revenue of RMB10,000	0.0006
Gasoline	ton	4,324.23
Diesel oil	ton	34.34
Natural gas	cubic meters	24,239,446.00
Purchased electricity	kilowatt hours	337,701,534.00
Comprehensive energy consumption ⁴⁷	tce (ton of standard coal equivalent)	80,154.69
Comprehensive energy consumption density	tce/ revenue of RMB10,000	0.0055
Total water consumption	ton	1,163,904.00
Total water consumption Density	ton/ revenue of RMB10,000	0.08
Municipal water supply	ton	1,154,869.00
Reclaimed water recovery	ton	127,440
Refrigerant	ton	2.23
Recycling rate of recycled packaging per-vehicle	percentage	99

⁴⁵ In 2024, due to a significant increase in output value, emissions figures increased significantly compared to previous years.

⁴⁶ Hazardous waste is defined according to the *National Catalogue of Hazardous Wastes (2021 Edition)* issued by the Ministry of Ecology and Environment of the People's Republic of China.

⁴⁷ The comprehensive energy consumption is calculated based on the *General Rules for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)*.

04

Diversity & Inclusion, Talent Care

The Company respects the employees' diversity and protects their rights and welfare, establishing a sound training system and promotion channels. With a focus on humanistic care and occupational health, we are committed to creating an equal, diversified and healthy work environment.

2024 Highlights Performance

Awarded “2024 China Best Employer of the Year”

and “The Most Innovative Employer” by Zhaopin.com

Implemented an employee stock ownership plan with

252 participants

a lock-in period of

2 years

an incentive unlocking ratio of

50% per phase

Conducted employee training sessions with a total of

244, 943 participants

and

431,031 training hours

Conducted

1,035 safe production inspections

identifying and addressing

30,786 potential hazards



SDGs Responses



Employee Rights and Welfare

We are committed to creating a fair, inclusive, and diverse workplace. Our approach emphasizes fair compensation and performance management, ensuring that every employee has equal opportunities, respect, and recognition for their contributions. We also prioritize benefits, open communication, and support for employees' personal growth, health, and family needs.

Equal and Diversified Employment

The Company strictly abides by relevant regulations and laws, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China* as well as relevant requirements of the core conventions of the International Labor Organization. We have formulated internal policies such as the *Recruitment Management System*, *Compiled Human Resources System Management*, and *Employee Manual*. Discrimination of any kind—regardless of gender, age, ethnicity, nationality, religion, or other personal factors—is not tolerated. We ensure that job descriptions are free from biased language related to gender, height, ethnicity, or religion, creating a fair, compliant and transparent hiring process for all candidates.

In our recruitment practices, we strictly adhere to the *Convention on the Rights of the Child*, the *Forced Labor Convention*, and the *Labor Law of the People's Republic of China* when recruiting. We do not employ individuals under 16, whether as direct employees or through third-party labor dispatch. We also have a zero-tolerance policy for forced labor. During the reporting period, the Group had no cases of child or forced labor. As of 2024, the Group employed 18,838 individuals under labor contracts, including 886 employees from ethnic minority groups and 217 foreign employees.

At the same time, we actively promote gender equality in the workplace, working to improve representation at all levels. In 2024, 15.19% of our management positions were held by women.



We actively seek to build a team with diverse backgrounds, skills, and experiences, recognizing that a variety of perspectives drives innovation and long-term growth. To support this, we implement targeted recruitment initiatives designed to attract talent from different fields. In 2024, we introduced programs like the “Talent Reserve Project” and “Talent Flow Project” to bring in a broad range of professionals. Additionally, we launched the “Rear Wave Program” and “Talent Living Water Program” to further expand our talent pool. In 2024, we welcomed 3,747 new employees.

Recruitment Type

Recruitment Plan



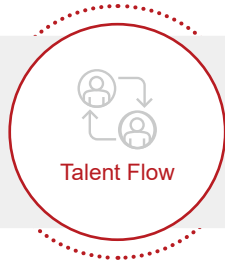
Campus
Recruitment

We actively conduct campus recruitment to attract emerging talents and inject new vitality into our development. In 2024, through campus recruitment, we received more than 100,000 resumes from outstanding students worldwide. This campus recruitment covers leading universities across the country, successfully signing top talent from Tsinghua University, Peking University, the C9 League and prestigious 985 universities. The proportion of master’s and PhD graduates among the signed candidates has increased significantly.



Talent
Reserve

We launch the “Talent Reserve” in September every year to select talents for middle-level reserve leaders serving the Group. We select and recruit excellent internal employees who have applied for the project through a comprehensive evaluation composed of written exams and interviews, and successfully selected employees will participate in a one-year training project.



Talent
Flow

We actively promote talent flow inside the Group and prioritize internal members for vacant positions. Employees can release internal recruitment information through the work platform and choose to apply independently according to their personal willingness.

2024 Employee Recruitment Plan



Case: “Automobile Culture Festival” Helps Campus Recruitment

On September 20, 2024, the Company, together with Xi’an Jiaotong University, held the “Automotive Culture Festival” at the Innovation Harbor Campus. The festival combined online and offline activities, featuring automobile experience, trunk markets, traditional tea brewing, and interactive games, attracting a large number of graduate students.



“Automobile Culture Festival” Helps Campus Recruitment

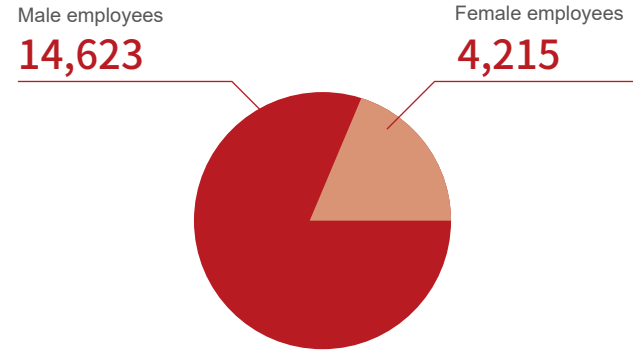
In 2024, the Company was awarded as a “Strategic Partner” by the Organizing Committee Office of Chongqing International Talent Exchange Conference and became the “Graduate Employment Base” of Chongqing University of Posts and Telecommunications. Additionally, we received several industry accolades, including “2024 Extraordinary Employer of the Year” from Liepin, as well as “China Best Employer of the Year” and “Most Innovative Employer” from Zhaopin.com. These honors highlight our commitment to attracting top talent.



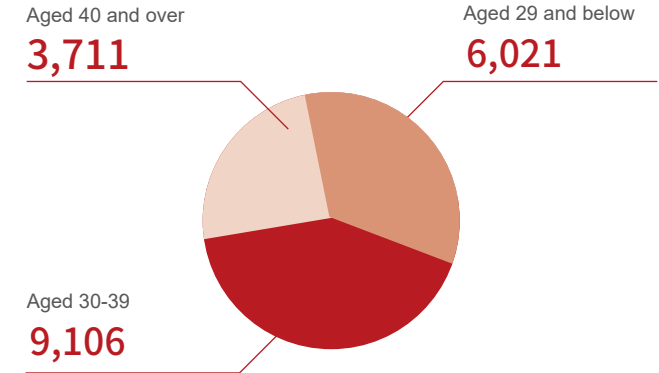
Employer-related Awards

2024 Staff Employment

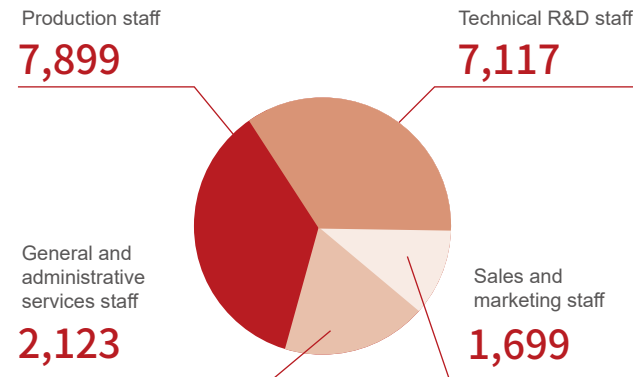
Number of employees by gender



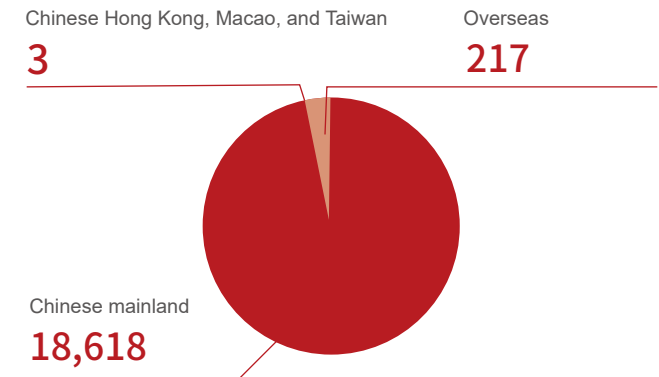
Number of employees by age



Number of employees by type



Number of employees by region



Number of employees by education

Total number of employees with a high school degree and below

4,715

Total number of employees with a master's degree and above

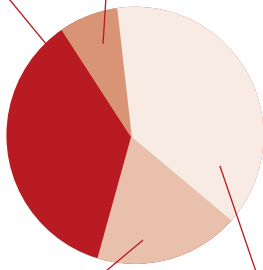
1,839

Total number of employees with a college degree

3,823

Total number of employees with a bachelor's degree

8,461



Number of newly recruited employees

Total number of newly recruited employees from overseas

10

Total number of newly recruited employees through campus recruitment

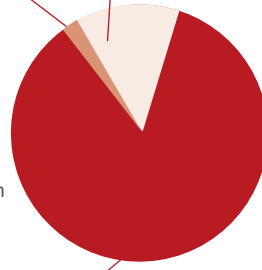
647

Total number of newly recruited employees through social recruitment

3,090

Total number of newly recruited employees

3,747



To strengthen our talent management strategy and provide ongoing support, we conduct quarterly check-ins and interviews with newly promoted employees, recent hires, and key personnel showing signs of concern. This proactive approach helps us track employee status in real-time, and effectively reduce turnover. In 2024, our total turnover rate was 11.39%.

In 2024, our total turnover rate was



11.39%

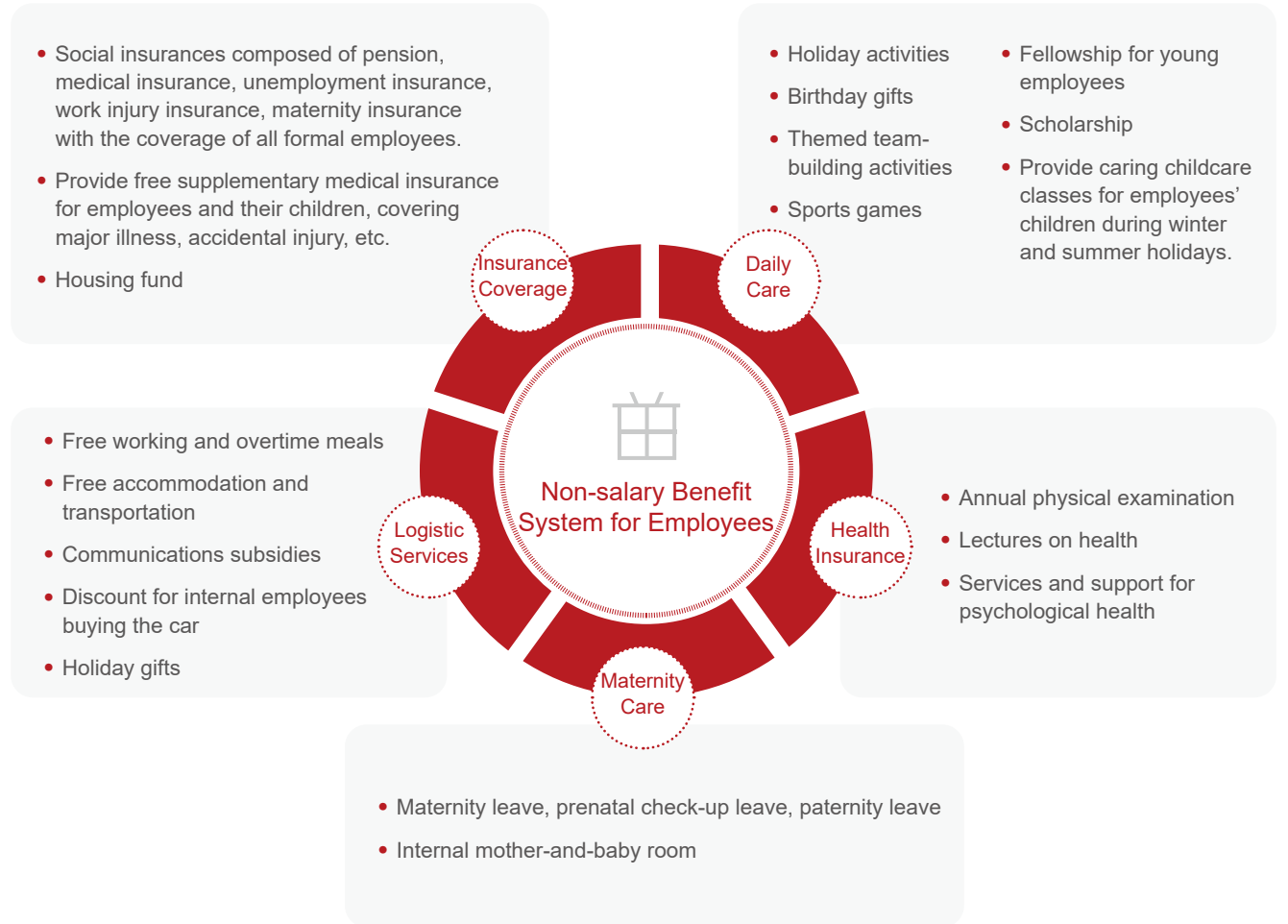






Remuneration and Benefits

The Company is committed to providing employees with competitive salaries and a structured compensation system that ensures fairness and transparency. Our *Remuneration Management System* outlines salary components, including base pay, role-based compensation, performance incentives, and allowances, safeguarding employee rights. To reinforce the link between performance and pay, we integrate monthly, quarterly, and annual performance-based rewards into total compensation. The proportion of variable pay differs by job level, with senior and mid-level managers receiving a higher share than general employees. Furthermore, we use an annual cumulative performance mechanism. This allows employees to offset unmet short-term targets by accumulating previous performance achievements, strengthening the impact of performance-based incentives and encouraging consistent improvement.

In 2024, we introduced a long-term incentive plan through an employee stock ownership program for 252 key employees across R&D, procurement, manufacturing, sales, and functional departments. The plan includes a two-year lock-in period, with 50% of shares unlocking in each phase. Incentive targets are tied to both company-wide business performance and individual contributions, maximizing employee engagement and potential.

We actively build a non-salary benefit system for all full-time employees while offering special support for disadvantaged employees, retirees, employees stationed abroad, and frontline production workers. We have partnered with over 20 organizations in education, healthcare, retail, and telecommunications to offer exclusive benefits tailored to employees' daily needs. In 2024, our Golden Autumn Education Assistance Program provided over RMB 1 million in scholarships to support more than 1,000 employees' children. We also distributed RMB 3.95 million in holiday benefits and RMB 669,600 in birthday gift packages.



 <p>Impoverished employees</p>	<ul style="list-style-type: none"> We have established a dedicated fund for impoverished employees. In 2024, a total of 14,874 employees were included in the fund, with 51 members supported with RMB 280,200.
 <p>Retired employees</p>	<ul style="list-style-type: none"> In every Spring Festival, we visit and care for retired employees serving the Group for 10 years and longer, presenting gift packages as our gratitude for their contributions to corporate development.
 <p>Female employees</p>	<ul style="list-style-type: none"> The establishment of the Women's Federation Organization: In September 2024, the company established the first Women's Federation Organization among China's top 500 private enterprises in Chongqing. A Federation Executive Committee was elected, and the "Three Links, Three Gatherings" work system was formulated, providing a strong organizational guarantee for uniting and supporting female employees. Care activities: We organized over 20 activities, including beauty classes, Women's Day health consultations, flower arrangement sessions, and handicraft workshops, focusing on caring for female employees and helping them demonstrate their confidence. Mommy room: To support working mothers, we set up a dedicated mommy room. Since its establishment, more than 300 female employees have been provided with a warm and supportive service. Special illness insurance: Since 2015, we have purchased special illness insurances for female employees voluntarily to be insured. By the end of December 2024, cumulatively, a total of 4,051 female employees and female family members of male employees have been insured.
 <p>Overseas employees and employees stationed abroad</p>	<ul style="list-style-type: none"> We visit families of employees stationed abroad during traditional festivals such as the Dragon Boat Festival, Mid-Autumn Festival, and Spring Festival. We celebrate with foreign employees their national festivals or provide paid leave to them in the festivals. When the wife of employees stationed abroad is about to give birth, we organize female employees to take turns taking care of her. We provide a green medical channel in a cooperative hospital for their family members falling ill. We assist with entry procedures for their child starting school.

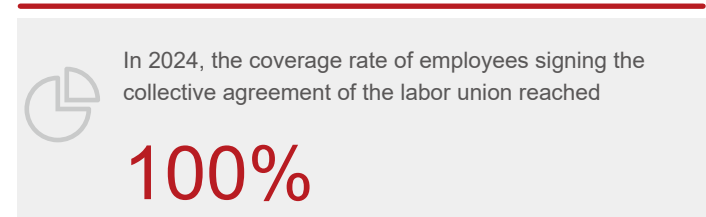
Special Caring Measures for Specific Groups

Democratic Communication

We actively protect employees' right to freedom of association and formally included relevant guidelines in the *Onboarding Guide* in 2024. Employees are encouraged to participate in labor unions to safeguard their legal rights and democratic interests. As of this reporting period, 100% of employees under labor union agreements have signed collective agreements

To ensure employees' voices are heard, we have established multiple communication channels, including the "Complaints and Suggestions" platform, "Party Building and Logistics Employee Forum," as well as complaint emails, a dedicated phone line, and employee symposiums. These platforms provide employees with direct ways to share concerns and ideas. For performance evaluations, we offer a formal appeal process where employees can submit feedback via email. Appeals are reviewed, and employees receive a response within three working days. If any unfair incidents are identified, we take corrective action promptly. In 2024, we achieved a 100% resolution rate for employee complaints.

During the reporting period, we conducted one semi-annual and one annual employee satisfaction survey, covering 15,082 and 15,423 employees, respectively. These surveys focused on work environment, dining, accommodation, and transportation. In 2024, the semi-annual satisfaction rate was 79.8%, while the annual rate was 78.2%. We are committed to using this feedback to continuously improve employee satisfaction and overall well-being.



Employee Training and Development

At Seres Group, we are committed to providing employees with diverse career development opportunities and pathways. Our goal is to continuously refine technical training programs, enhance employees' skills, and unlock their full potential, aligning personal growth with the Company's long-term strategic vision.

Training and Promotion

Upholding the vision of "building a world-class leading brand of new luxury automobiles", we systematically develop a talent team "driven by mission and capability." Our training system is tailored for employees in key positions, ensuring that we cultivate top-tier talent to support the Company's growth.



Cadre Development

We have launched a series of cadre development programs centered on the mission and responsibilities, including the Management Trainee Program, New Cadre Transition Training, Mid-level Cadre Reserve Development Program, and Senior Cadre Development Program. Additionally, we strengthen leadership education on values and beliefs to further enhance cadres' sense of mission and responsibility.

Engineer Development

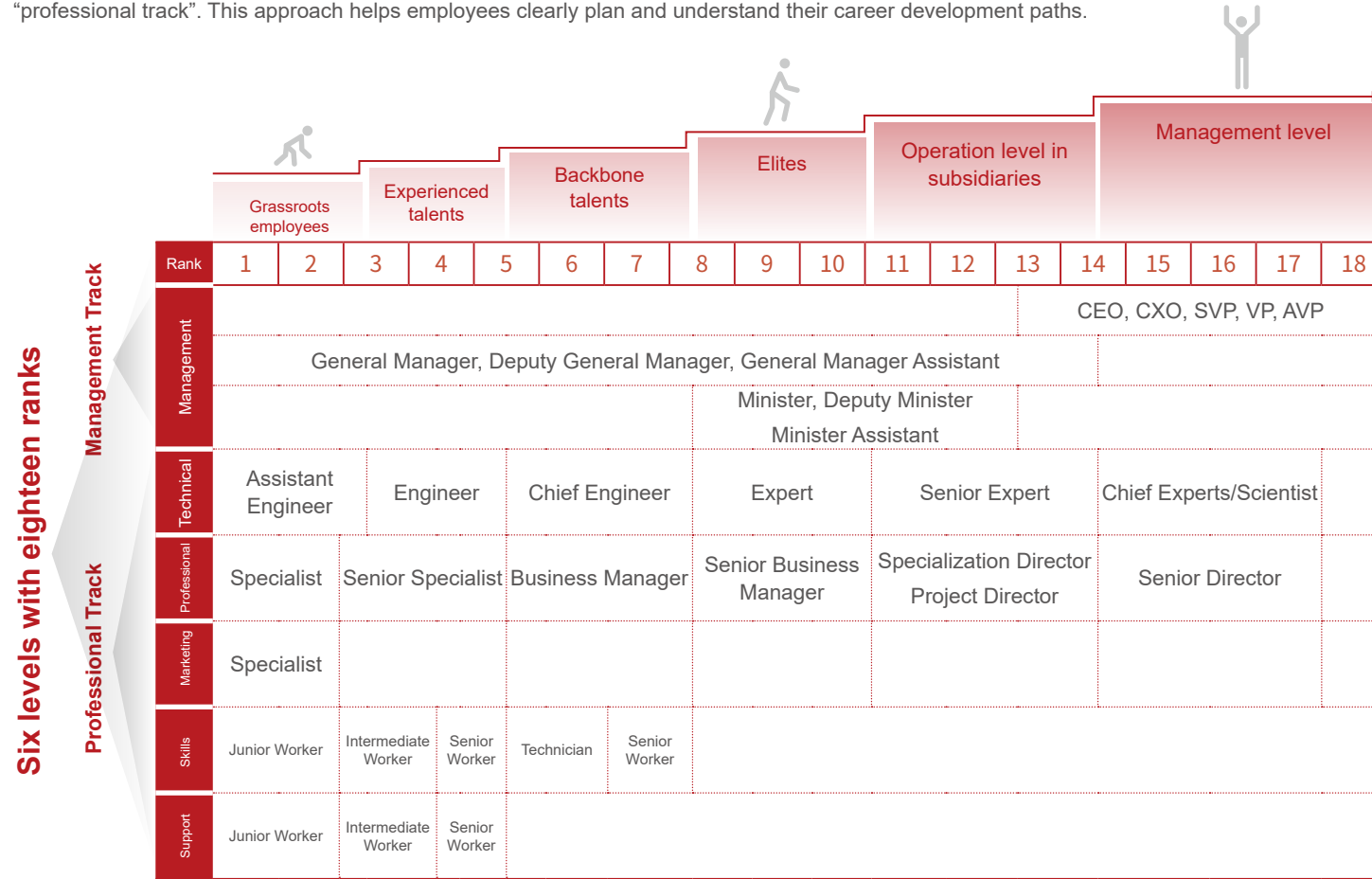
According to the job qualifications of different professional employees, we focus on the key knowledge and skills required for each position. We have designed and conducted dozens of specialized talent training programs, including "Intelligent Driving Sharing Family" and "Financial Management", enhancing the professional capabilities and overall quality of our engineer talent team.

New Employee Development

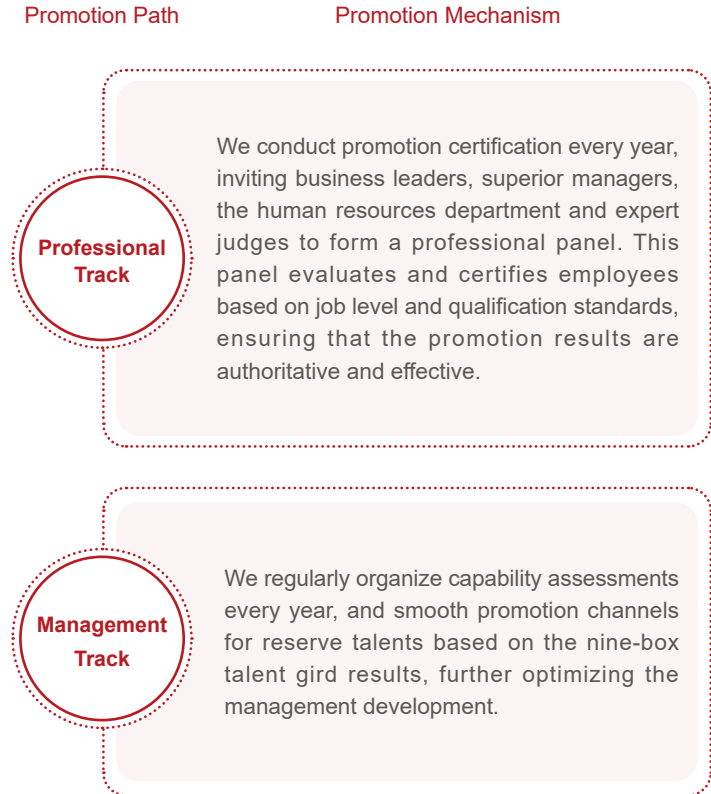
We provide cultural courses and training on position knowledge for all new employees and arrange one-on-one mentors to help them integrate into the team. A one-year growth training camp for newly recruited college students was provided in three phases: centralized training, post rotation, and post determination, helping these graduates adapt to corporate culture and businesses and complete role transformation.

The Company's Training System

To identify and nurture exceptional employees, we use a multi-dimensional talent identification process that spans different categories and levels. This approach allows us to quickly recognize and promote high-potential individuals through various assessment methods, including tool-based evaluation, hands-on assessment, development tracking, and platform-based monitoring. These methods ensure that employees' skills are fully recognized and utilized, leading to merit-based promotions. Additionally, we have adopted a six-level and eighteen-rank position classification system, and established two promotion channels: "management track" and "professional track". This approach helps employees clearly plan and understand their career development paths.



Employee Promotion Channels



Employee Promotion Path and Mechanism

Employee Training

With a focus on talent cultivation, we have formulated internal systems, including the *Internal Trainer and Course Management Measures* to establish a sound training management system covering training plan development, in-process implementation, effectiveness evaluation, archive management, trainer management and course management.

Employees can access a variety of online and offline courses covering management skills, professional expertise, and job-specific training for new hires. These programs help employees discover their potential, refine their skills, and transfer organizational knowledge effectively. We are also committed to digital learning, using AI-driven platforms to enhance training accessibility and integrate top-quality trainers and course content. This approach ensures that employees can continuously improve their professional skills. In 2024, a total of 244,943 employees participated in training at Seres Group, achieving 100% training coverage with a cumulative 431,031 training hours.



The program consists of three phases, including centralized training – an initial orientation to help graduates understand the Company culture, values, and expectations, post rotation – a hands-on experience across different roles to develop adaptability and practical skills and post determination – final role placement based on performance and interests. Through structured training and real-world applications, this program continuously develops high-quality young talent, supporting the Company’s long-term growth.

To strengthen knowledge sharing and mentorship within the Company, we run the “Spark Program” annually. This three-month blended learning initiative combines online and offline training to equip internal trainers with essential skills in course design, teaching techniques, and classroom management. At the end of the program, participants undergo a trainer certification evaluation, and 45 qualified trainers are certified each year. This initiative injects new energy into talent development, ensuring knowledge and expertise are effectively passed on within the organization.

Employee Training System

With the mission of “growing with users and creating value for users,” we select “intelligent driving sharers” to participate in the Intelligent Driving Experience Program. These “Intelligent Driving Sharers” undergo a one-month specialized training covering product knowledge, hands-on operation, etiquette standards, and confidentiality requirements. In 2024, we conducted two training sessions, certifying dozens of sharers. These participants actively engaged in intelligent driving salon events, directly interacting with users to provide deeper insights and a more connected experience.



In 2024, a total of
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 achieving
431,031 training hours



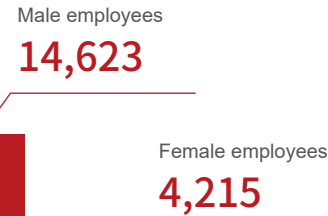
Case: “Talent Flow Project” Leadership Training Program

To build a “mission-driven, capability-driven” talent team, we have launched the “Talent Flow Project” to identify and develop middle management talent reserve within the group, continuously optimizing our implementation scheme and evaluation mechanisms. In 2024, the “Talent Flow Project” made innovations based on its original structure, establishing the “Passion and Vitality Model”, and adding a comprehensive assessment and speech evaluation. This enhancement enables a multi-dimensional assessment of employees’ potential in areas such as management personality, skills, and leadership style. The selected employees will receive a one-year systematic training program covering management skills, leadership development, and other areas. This comprehensive training aims to strengthen the Company’s “core middle management talent pipeline”, promoting our continuous growth.

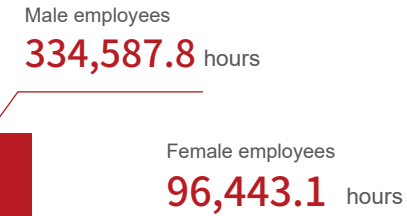


Talent Flow Project Training

Total number of employees receiving training by gender



Total length of employees receiving training by gender



Total employee training participants

244,943

Total length of employee training

431,031 hours

Total length of employee training per person

22.88 hours

We continue to support and encourage employees to advance their professional skills and strengthen their core competencies through external learning and certification programs. As part of this effort, we have actively implemented our strategic partnership with Chongqing University, fostering talent development and technological innovation through deeper collaboration in research and skill-building. In 2024, we sponsored six employees to pursue Doctoral Degrees in Engineering at Chongqing University, further expanding their expertise. Additionally, we provided skills training for 786 frontline workers through the Employee Training Center, helping them earn Automotive Maintenance Technician Certifications. To promote knowledge sharing and cost-effective talent development, we continue to offer internal training programs, cultivate a strong in-house trainer team, and support employees in obtaining professional qualifications. These initiatives help enhance overall workforce capabilities, ensuring employees stay competitive in their fields.



Occupational Health and Safety

Health and safety are at the core of our operations. We continuously enhance workplace safety and occupational health management systems, ensuring a secure, healthy, and comfortable environment for employees.

Employee Occupational Health

We strictly abide by the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and other laws and regulations. We have formulated internal management systems such as the *Occupational Health and Safety Management System* and the *Occupational Disease Prevention and Control Publicity, Education, and Training System* and actively organized various health-related activities, enhancing our employees' health awareness.

To strengthen occupational disease prevention, we have implemented a series of measures to ensure employees are well-informed and protected. Occupational health policies and annual hazard monitoring reports are prominently displayed on bulletin boards, providing transparency about potential risks. Clear warning signs and instructions in Chinese are placed in high-risk areas, while employees working in environments exposed to noise, dust, toxic substances, and other hazards receive occupational hazard notification cards outlining specific risks. Alarm systems, first-aid supplies, and emergency washing stations have been installed in areas with acute occupational hazards to improve response readiness. Employees in hazardous roles are also required to sign the *Occupational Hazard Notification Agreement*, which clearly defines workplace risks and protection measures.

In 2024, we continued our efforts to prevent occupational diseases, ensuring that 11,719 employees underwent medical examinations and the coverage rate of employees' physical examinations reaches 100%. Among them, 8,498 new hires completed pre-employment health checks, with 95.6% passing. 371 employees who were not suited for hazardous roles were reassigned to safer positions. 2,291 employees received routine health screenings during their employment, with a 99.6% pass rate, while 9 employees with occupational contraindications were successfully moved to different roles. Additionally, 930 employees completed exit medical examinations, with a 100% pass rate. All passing without issues. No new cases of occupational disease were reported during the year.

Currently, 100% of the company's own factories have obtained the ISO 45001 Occupational Health and Safety Management System certification. During the reporting period, we employed 65 full-time safety personnel and invested RMB 29.215 million in occupational health initiatives.



In 2024, we continued our efforts to prevent occupational diseases, ensuring that all

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with a



100% coverage rate





Traditional Chinese Medicine Consultation Event

In July 2024, we collaborated with Chenjiaqiao Hospital of Shapingba District to organize a Traditional Chinese Medicine Consultation Event at Wuyun Lake office area. Through the combination of “lectures + consultations + physiotherapy sessions”, this event can help employees improve their self-health management and healthcare awareness.



Mental Health Activity

In November 2024, we collaborated with Donghua Hospital, conducting an online and offline “Stress Battle” mental health seminar, which aimed to help employees learn how to effectively manage their emotions and promote both physical and mental health.



Health and Safety Platform Development

At Seres Automotive, we continue to consolidate our achievements in establishing “Healthy Enterprise” in Hubei Province. We use “Health Cabin” and “Emergency Rescue Center” to monitor and safeguard the safety and health of all employees. Additionally, an employee care hotline and mailbox have been set up, along with regular employee democratic forums to promptly address their concerns and mental health problems, ensuring comprehensive safety and health protection.



Shiyan Factory
-Health Cabin



Shiyan Factory -Emergency
Rescue Center



Case: “Labor Union’s Cool Relief and Summer Heat Protection for Health” Event

During hot summer days, we actively launched the “Labor Union’s Cool Relief and Summer Heat Protection for Health” event to ensure the well-being of frontline production employees. Based on the operational reality of the manufacturing industry, we arranged a seven-day high-temperature technical improvement leave for employees. Additionally, cooling relief activities were conducted on-site, covering 57,183 participants and distributing heat prevention supplies with a total worth of RMB 955,643.



“Labor Union’s Cool Relief and Summer Heat
Protection for Health” Event

We actively conduct occupational health and safety training for all employees, covering first-aid certification, safety management training, and specialized fire safety programs during Fire Protection Month. In 2024, we conducted 3,351 training sessions, reaching 305,968 participants with a total of 494,415.2 training hours, averaging 33.49 hours per employee. In addition, we organize ongoing safety awareness initiatives throughout the year, including the Lantern Festival Safety Park Event, Occupational Health Week, Safety Month activities, Fire Protection Month events, and quarterly safety quizzes with prizes. These efforts reinforce safety knowledge and help employees develop a stronger awareness of workplace health and safety.



Case: The Law on Occupational Disease Prevention Awareness Week Event

In April 2024, we launched the *Law on Occupational Disease Prevention and Control Awareness Week Event*, aiming to strengthen the promotion and implementation of occupational disease prevention knowledge. Under the theme of “prioritizing prevention to safeguard occupational health”, this event emphasized promoting the *Law on Occupational Disease Prevention and Control* and the *National Plan for Prevention and Control of Occupational Diseases (2021-2025)*, thereby enhancing employees’ occupational health awareness and rights.

Safety Guarantee

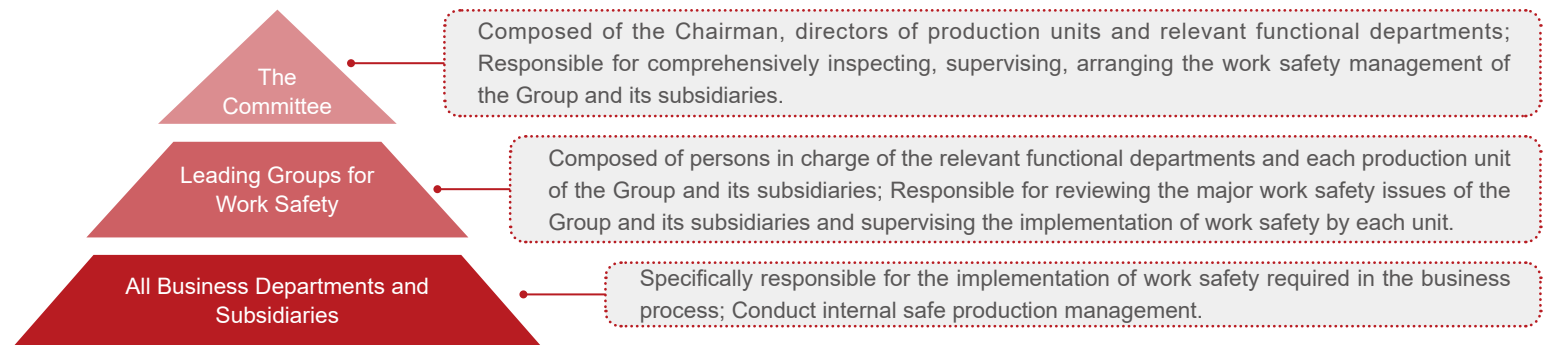
At Seres Group, safety remains a top priority. We strictly abide by relevant national laws and regulations while formulating and implementing internal safety management systems to ensure the orderly advancement of safety efforts.

Safety Management System

In strict compliance with the *Work Safety Law of the People’s Republic of China* and the *Fire Protection Law of the People’s Republic of China* and other laws and regulations, the group has formulated and implemented internal management systems such as the *Project Safety Management Regulations*, *work safety Guarantee Management Measures* and *work safety Objective Management System*, ensuring an orderly implementation of safe production.

In 2024, we introduced the *Environmental Occupational Health and Safety Management Manual* and compiled 19 procedural documents, including *Management Procedures for Understanding the Organization and the Environment* and *Management Procedures for Identifying, Evaluating and Updating Environmental Factors*. At the same time, we also established 53 management systems, including the *Management System for Equipment Maintenance Locking and Tagging* and *work safety Responsibility System*, further improving the occupational health and safety system.



We have set up a multi-level safe production management system that clearly defines safety responsibilities at all levels. The Safety, Environment and Health Management Committee (hereinafter referred to as “the Committee”) oversees all safety initiatives as the highest decision-making body in this area. In 2024, the committee director signed the Target Responsibility Letter of Safety, Environmental Protection, Occupational Health, and Fire Protection with the leaders of all subordinate units, achieving 100% signing coverage and reinforcing company-wide commitment to safety.



Work Safety Management System

Safe Management Targets

We have formulated the *Management Measures for Seres Group EHS Targets and Indicators Assessment* to ensure that safety remains a priority at the executive level. By tying safety performance to senior management compensation, and adjusting bonuses based on annual assessments. By reinforcing accountability and proactive risk management, we drive continuous improvements in workplace safety. In 2024, we set and completed 10 quantitative safety management objectives.

Target Indicators 	Completion in 2024 
Zero work-related death incidents with employees	Met ✓
Zero work-related death incidents with related staff in the Company	Met ✓
Zero government penalties or negative reports caused by safety incidents, environmental pollution events, or violations of relevant laws and regulations	Met ✓
Rate of injuries per 1,000 people ≤2.5‰	Met ✓
Rate of severe injuries per 1,000 people ≤0.8‰	Met ✓
At least 95% rectification of general potential hazards, and 100% rectification of major potential hazards.	Met ✓
Inspection rate of special equipment and safety accessories, certification rate of special equipment operators, control rate of dangerous operation, and certification rate of special operation personnel all remain at 100% .	Met ✓
Occupational health examination rate, and transfer rate due to occupational contraindications reach 100% .	Met ✓
Compliance rate of “three simultaneities”, safety inspection execution rate, safety education and training rate, and the signing coverage of safety agreements by relevant parties reach 100% , and requirement implementation rate of superior documents is 100% .	Met ✓
Emergency plan registration rate, drill rate, 24-hour duty and information reporting rate reach 100% .	Met ✓

2024 Key Production Safety Management Objectives and Results





Work Safety Inspection

Based on internal systems, including the *Hazards Identification System* and *Work Safety Inspection and Hidden Danger Rectification System*, we regularly assess risks, conduct safety inspections, and address potential hazards. In 2024, we carried out 1,035 inspections, identifying 30,786 safety hazards across various areas. These inspections covered daily, weekly, and monthly reviews, as well as seasonal, holiday, and specialized assessments, ensuring a thorough approach to workplace safety.



Seasonal Inspections

Inspections of seasonal measures against heat, rain, flood, lightning and cold.



Holiday Inspections

Safety inspections before holidays such as Spring Festival, Labor Day, National Day and high-temperature holidays.



The Committee Organizes Safety Inspections Before the Holidays



Specialized Inspections

Hidden dangers inspections with a focus on electrical safety, chemical safety, fire safety and machinery safety.



Conducting Independent Safety Inspections at Each Site

Safety Emergency Drills

We conduct environmental, occupational, and safety assessments in line with regulations, continuously refining emergency response plans to strengthen risk management. This ensures that preventive measures are in place and reduces the likelihood of safety incidents. In 2024, we conducted over 800 emergency drills, covering fire evacuation, electric shock response, and first aid training, along with specialized drills for heat stroke prevention and confined space rescue. A total of 46,000 employees participated, enhancing their ability to respond effectively in emergencies and reinforcing workplace safety awareness.

In 2024, we conducted over



800 emergency drills,

covering fire evacuation, electric shock response, and first aid training, along with specialized drills for heat stroke prevention and confined space rescue

A total of



46,000

participants



Liangjiang Smart Factory Emergency Evacuation Drill



Phoenix Intelligent Factory High Fall First Aid Drill



Luzhou Rongda Fire Extinguishing Drill



Xiaokang Parts Emergency Evacuation Drill



Shuangfu Factory Emergency Drill of Limited Space Incidents

Series of Emergency Drills

During the reporting period, Seres Group made significant strides in occupational health and safety, earning multiple industry recognitions. In 2024, Seres Automobile (Hubei) Co., Ltd, a subsidiary of Seres Group, came in third in the indoor fire hydrant operation category at the municipal fire safety skills competition and won second place in the “Craftsman Cup” competition in the Economic Development District. In addition, Chongqing Xiaokang Power Co., Ltd. also received several awards, including “Chongqing Healthy Enterprise”, “Outstanding Contracting Unit”, “Advanced Group”, and “Excellent Enterprise in Safe Production”.

Work Safety Training

In 2024, we conducted over 5,000 training sessions covering skills for safety management skill enhancement, new employee training, firefighting knowledge and emergency response training, with a total of over 510,000 participants.

In 2024, we conducted over



5,000 training sessions covering skills

with a total of over



510,000 participants



Key Safety Performance Indicators (2022-2024)

Indicators	Unit	2024	2023	2022
Number of work-related deaths	/	0	0	/
Work-related death rate	%	0	0	/
Number of occupational injuries	/	31	42	46
Work-related injury rate	%	0.16	0.26	0.27
Number of work-related injuries	/	56	/	/
Lost time injury frequency rate per million hours worked	/	0.59	1.30	1.37

05

Responsible Supply Chain, Thriving Communities

At Seres Group, we are committed to building an efficient, responsible, and sustainable supply chain. We continuously optimize our management practices and work closely with suppliers to foster mutual growth. Beyond business, we actively contribute to rural revitalization and public charity, supporting broader social and economic development while creating sustainable prosperity for the community.

2024 Highlights Performance

100% of suppliers have signed the *Supplier Integrity Commitment*

and all suppliers have been certified by the **IATF 16949** system

We conducted product audits, process audits and quality audits on 84 suppliers,

regular on-site inspections for

16 audits on the high-risk supplier system

66 risky suppliers

Total investment in rural revitalization reached RMB

including RMB

4.4916 million

4.1288 million in agricultural product procurement

370 volunteer activities were organized

with a total of

1,400 volunteer participants

The total duration of volunteer service reached

5,600 hours



SDGs Responses



Sustainable Supply Chain

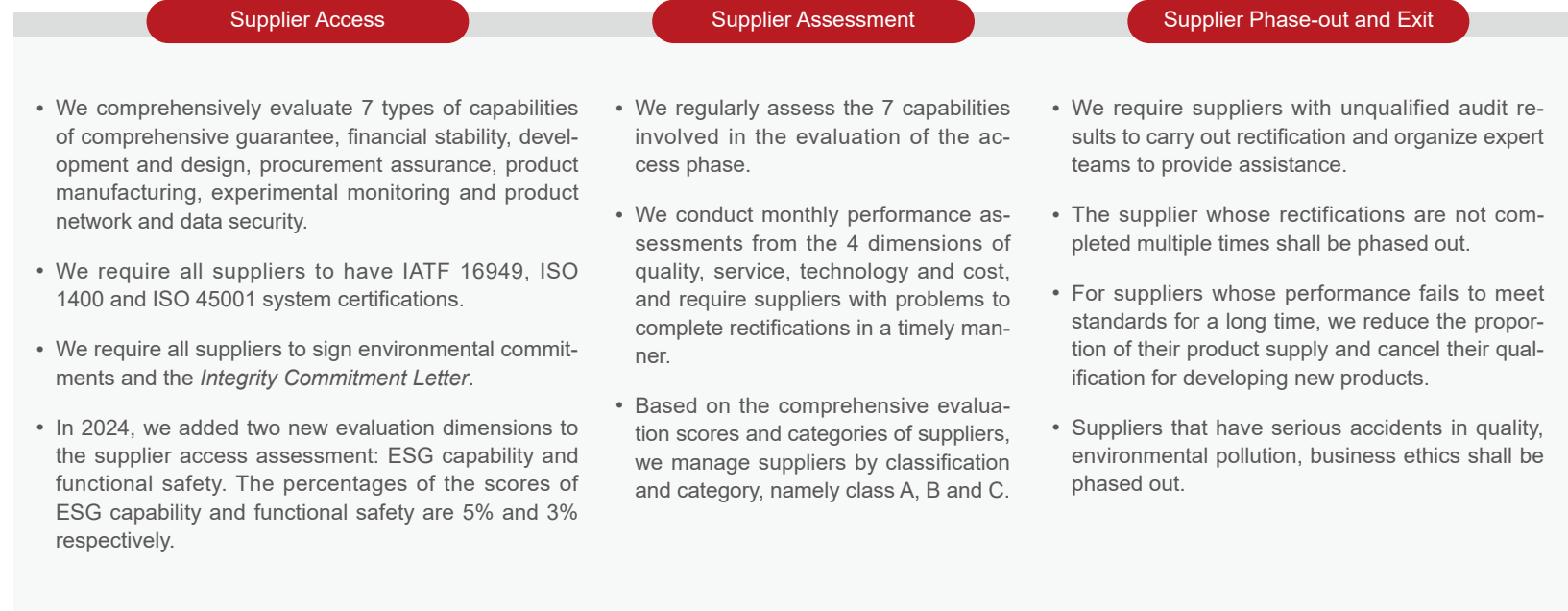
We have established a comprehensive supplier management system, ensuring that quality, safety, and risk management remain a priority throughout the supplier lifecycle. To promote sustainable growth, we actively develop green supply chain initiatives and provide training and exchange opportunities for suppliers.

Supplier Management System

We have formulated the *Supplier Code of Conduct*⁴⁸, which applies to all suppliers and sets clear expectations in areas such as labor practices, health and safety, environmental responsibility, and business ethics. In 2024, we revised the *Supplier Control Procedure*, *Supplier Quality Manual*, and *Specifications for Supplier Comprehensive Capabilities Review*. To promote sustainable supply chain management, we follow a lifecycle approach to supplier management, covering admission, evaluation, and exit procedures. In 2024, the Group had a total of 364 suppliers, including 37 core suppliers.

⁴⁸ <https://cdn-web.seres.cn/uploads/20241204/1dd040cf9408f510b23260720f8019eb.pdf>

Supplier Life Cycle Management System



We actively conduct integrity promotion and external system certification of our supply chain system. As of the end of the reporting period, 100% of Seres Group's suppliers signed the *Integrity Commitment Letter* and all suppliers have obtained the IATF 16949 system certification.

2024 Suppliers' External System Certification

Suppliers certified under ISO 14001

85%

Suppliers certified under IATF 16949

100%

Supplier Quality Control

We have formulated systems such as the *Supplier Quality Control Procedure*, *Management Measures for High Quality Risk Suppliers* and *Management Measures for Second-Party Audit on Suppliers*, clarifying the requirements on the stability and reliability of the supplier's parts production process and on supplier quality planning. In 2024, we strengthened quality control measures across Tier-1, Tier-2, and Tier-3 suppliers, comprehensively protecting product quality and safety.



Supplier Quality Classification and Control Measures

Tier-1 Suppliers
(Direct Procurement)

All Tier-1 suppliers must be IATF 16949 certified, ensuring compliance with strict quality management standards. We conduct regular second-party audits, including scheduled on-site inspections and unannounced reviews, covering 100% of suppliers within a three-year cycle.

Tier-2 Suppliers
(Indirect Procurement)

We have formulated the *Key Vertical Chain Supplier Management Measures*. All Tier-2 suppliers are required to obtain ISO 9001 or an equivalent quality certification. We conduct annual audits for suppliers with identified product quality risks, ensuring proper quality control measures are in place.

Tier-3 Suppliers
(Raw Material Supplier)

Tier-3 suppliers must obtain an IATF 16949 certification or an equivalent third-party quality management system certification. While raw material suppliers typically pose lower product quality risks, we conduct second-party audits as needed in response to quality concerns or potential risks to ensure compliance with quality management standards.

We continue to conduct regular quality audits for our suppliers, assessing their performance and offering support to help them improve. Each month, we identify suppliers with consistently poor quality and add them to our high-risk list. Over the reporting period, we carried out product, process, and quality audits for 84 suppliers on high-risk supplier system, and conducted periodic on-site characteristic inspections of risky suppliers.

To uphold our quality standards, we also focus on supplier training. During the reporting period, we organized seven training sessions, engaging 364 suppliers, covering our entire supplier base, to strengthen their quality management capabilities.

During the reporting period, we organized **7** training sessions, engaging **364** suppliers covering our **100%** suppliers

Supply Chain Risk Management

We have formulated the *Procurement Risk Management Measures* to outline key ESG risk factors suppliers must address in their operations. These include product quality, legal compliance, business ethics, and environmental impact. ESG-related risks are also integrated into our procurement risk control process.

We conduct quarterly supplier risk assessments, including ESG risks, and take countermeasures against risk points to ensure smooth supply chain operations. In 2024, we audited 55 suppliers on labor practices, health and safety, environmental impact, ethics, and management systems, achieving an 85% rectification rate. No significant risks were identified during this process.

We have established a supply chain emergency management system to monitor and assess potential risks in supplier operations, public sentiment, and natural disasters. Using our SCM⁴⁹ system, we track these risks in real time and map out detailed supplier risk profiles to respond swiftly and mitigate disruptions. To enhance supply chain flexibility and reliability, we promote the Vendor-Managed Inventory (VMI) model, optimizing inventory management for better efficiency. In 2024, we expanded our procurement channels to reduce reliance on single suppliers, strengthening overall supply chain resilience. Meanwhile, we introduced origin tracking for electronic materials at the per-vehicle level, ensuring full traceability from raw material procurement through manufacturing and logistics. This approach helps maintain smooth and efficient operations at every stage.

⁴⁹ SCM is short for Supply Chain Management System.



Green Supply Chain Management

We view green supply chain management as a key part of our transformation and development strategy. To standardize our approach, we have complied and released *the Green Supply Chain Management Measures*, creating a comprehensive framework that covers supplier data collection, environmental performance oversight, battery supplier management, and annual training programs. At the same time, we have developed systems for green supplier selection and carbon reduction performance tracking for core suppliers, working closely with partners across the supply chain to drive low-carbon development.

We have also set clear sustainability targets for all suppliers, including green electricity usage, recycled material ratios, carbon emission intensity, and energy consumption per unit. Using a carbon footprint database for suppliers, we continuously track these metrics, integrating them into supplier evaluations and contract decisions.

To reduce the end-of-life environmental impact of our products and promote a circular economy, we have implemented battery traceability measures to ensure that data on vehicle batteries, from production and sales to replacement and recycling, is properly recorded and reported in line with national regulations. Additionally, we have partnered with certified recycling companies through waste battery recycling agreements to safely collect and dispose of replaced battery packs from maintenance operations.

Green Supply Chain Targets: By 2030,

100% of suppliers will meet green supplier requirements

40% of suppliers use renewable energy in the production

Supplier carbon emissions will decrease by

25%

Parts Suppliers' Green Management Measures

Parts Design Phase



- Establish reasonable carbon emission targets for vehicles and key parts based on market positioning and industry trends.
- Develop modular and integrated low-carbon technologies to reduce emissions from production and transportation.
- Prioritize high-performance, low-carbon materials from the green materials database in component design.
- Update and release the “Automobile Banned Substances, Recyclability, and Dismantling Management Measures” to standardize the consistent management of banned substances and recyclable products.
- Incorporate banned substance requirements into technical specifications, drawings, and agreements with suppliers, requiring them to submit a Banned Substance Commitment Letter and use eco-friendly, recyclable materials.

Parts Validation Phase



- Maximize testing conditions to improve equipment efficiency and minimize energy consumption.
- Require suppliers to conduct third-party banned substance testing after component development to ensure compliance with enterprise standards.

Parts Mass Production Phase



- Mandate suppliers to classify offcut materials, drainage waste, and end-of-life products, partnering with certified recycling agencies for proper reuse and disposal.
- Enforce strict banned substance controls, ensuring consistency in mass production through high-frequency sampling to verify compliance with regulatory standards.

Communication with and Empowerment of Suppliers

We are committed to building strong, collaborative relationships with our suppliers. By maintaining open communication through phone calls, emails, business meetings, product exhibitions, and specialized technical exchanges, we stay attuned to their needs and feedback. Together, we work on solutions that drive mutual success. In the early stages of new projects, we co-develop parts and systems with top suppliers, leveraging shared resources to optimize both design and production. To further support our suppliers, we organize regular technical exchanges and training sessions, helping them strengthen their expertise and improve production capabilities. During the reporting period, we provided training covering 100% of our suppliers, focusing on key topics such as new technology applications, process optimization, quality control, environmental protection, and sustainable development. This ensures that suppliers remain aligned with our technological standards and business expectations.



ESG and Sustainable Supply Chain Management Training for Suppliers

In 2024, we dispatched a “triangle team” composed of R&D, quality control and procurement personnel to the supplier’s site, strengthening collaboration by optimizing production processes and gaining a deeper understanding into their products. At the same time, we partnered with top industry suppliers to host technology co-creation days and high-end exchange events, fostering innovation and shared expertise. These initiatives led to the identification of over 400 new technologies, with over 100 selected for further analysis and promotion.

These initiatives led to the identification of over

400 new technologies



Suppliers Exchange Activity

We have joined the Collaborative Innovation Center of Supply Chain in the Automobile Industry (S100), established by the China EV 100, committing to co-developing a high-quality ecosystem with our partners. S100 focuses on identifying supply chain vulnerabilities and risks in China, providing early warnings and solutions. As a high-level think tank, it works to address common industry challenges, promote standardization, and explore new supply chain models to ensure supply chain stable operations. By becoming a member, we aim to enhance risk mitigation strategies and strengthen supply chain management through collaboration with other industry leaders.

Social Public Welfare

We are committed to making a positive social impact by supporting rural revitalization, education, and other public welfare initiatives. During the reporting period, we contributed RMB 8,7678 million to charitable and social programs, helping create a more harmonious and prosperous society.

Rural Revitalization

We actively promote rural revitalization and respond to the "Ten Thousand Enterprises Revitalize Ten Thousand Villages" initiative of the All-China Federation of Industry and Commerce. In 2024, the company made multiple purchases of local agricultural products in places such as Wuxi and Fengjie in Chongqing, helping farmers increase their incomes and promoting the development of local characteristic agricultural industries. At the same time, the company's total investment in rural revitalization reached RMB 4.4916 million. Among them, the company purchased agricultural products such as navel oranges, cured meat, and rice in the Wuxi and Fengjie areas of Chongqing, totaling RMB 4.1288 million (consumer assistance).

In terms of donations, the company's amount of public welfare and charitable donations reached RMB 10.3397 million in 2024. At the donation ceremony of the "Hundreds of Enterprises Connect with Hundreds of Villages" assistance action for border villages between the Chongqing Federation of Industry and Commerce and Zhongba County in Shigatse City, we donated RMB 250,000 to Zhongba County. The aim is to promote the economic and social development of the Shigatse region, improve the living standards of the local people, and contribute to building a happy and beautiful new Tibet. In addition, we also donated a Landian automobile worth RMB 112,800 to Dianjiang County, Chongqing, to support the local implementation of rural revitalization work.



Supporting Rural Revitalization Through Purchasing Agricultural Products



Education Support

We strongly support the development of culture, sports and education undertakings by donating educational resources and strengthening teaching initiatives. Through these efforts, we actively contribute to the national strategy of “Developing a Quality Workforce”, helping to build stronger educational foundations.



Case: Supporting “Seres Automobile Talents” Program

In 2024, we donated RMB 1.5 million in two batches to Chongqing No. 1 Secondary School, supporting the “Seres Automobile Talents” program. This program aims to cultivate top-notch innovative talents in Chongqing, supporting students excellent in character and learning from families in need to complete high-school education, thereby further promoting local education development.



“Seres Automobile Talents” University Tour

Company's Education Donations in 2024

In August 2024, in addition to the RMB 1.5 million donations for the “Seres Automobile Talents” program at Chongqing No. 1 Secondary School, we donated an additional RMB 400,000 for the renovation and upgrading of teaching facilities such as science and innovation laboratories and computer classrooms. This initiative aims to provide students with a better learning environment, helping them grow and develop.



In September 2024, we donated RMB 150,000 to Xi'an Jiaotong University to support the development of its educational programs, supporting its greater achievement in technological innovation and talent cultivation.



Volunteer Activity

At Seres Group, we play an active role in giving back to the community by engaging in community care and volunteer services, including collective blood donation, elderly care visits, and environmental protection initiatives. Our dedicated volunteer team is committed to making a positive impact through meaningful actions. In 2024, we organized 370 volunteer activities, with 1,400 participants contributing a total of 5,600 hours of service.



Case: Collective Blood Donation Volunteer Service Activity

On November 20, 2024, we organized a collective blood donation activity at the Changshou Base and Wuyun Lake Headquarters. A total of 75 employees participated and donated 24,500 ml of blood, bringing the hope of life to patients in urgent need of blood.



Collective Blood Donation Activity



Case: “Caring for Children and Building Dreams for Children” June 1 Children’s Day Charitable Volunteer Activity

On October 11, 2024, volunteers from our various Party branches and Youth League branches carried out the “Accompanied by AITO, Warmth in the Double Ninth Festival” elderly care volunteer activity at Fusheng Elderly Care Service Center, with a total of 15 volunteers participating. In this two-hour activity, volunteers not only sent gifts to the elderly but also gave performances to express their best wishes, actively promoting the social values of filial piety and respect for the elderly.



Charitable Volunteer Activity



Case: “Accompanied by AITO, Warmth in the Double Ninth Festival” Elderly Care Volunteer Activity

On November 23, 2024, we organized the “Environmental Protection Guardians· Protecting Green Mountains” volunteer activity at Jinyun Mountain National Nature Reserve with a total of 21 Party and League volunteers and 5 environmental guardians participating. Through cleaning up the mountains and forests, the activity aimed to protect biodiversity, promote environmental awareness and contribute to ecological conservation.



Elderly Care Volunteer Activity

Shanghai Stock Exchange Index

Dimension	Number	Topics	Corresponding Articles	Chapters
Environment	1	Climate Change Mitigation	Article 21-28	Climate Change Response
	2	Pollutant Emission Management	Article 30	Green Production
	3	Waste Disposal	Article 31	Green Production Green Logistics
	4	Ecosystem & Biodiversity Protection	Article 32	Climate Change Response
	5	Environmental Compliance	Article 33	Green Production
	6	Energy Efficiency	Article 35	Green Production
	7	Water Resource Management	Article 36	Green Production
	8	Circular Economy	Article 37	Green Design Green Materials Green Logistics
Society	9	Rural Revitalization	Article 39	Social Public Welfare
	10	Social Contribution	Article 40	Social Public Welfare
	11	Innovation-Driven Development	Article 42	Research and Innovation
	12	Technology Ethics	Article 43	Research and Innovation
	13	Supply Chain Security	Article 45	Sustainable Supply Chain

Dimension	Number	Topics	Corresponding Articles	Chapters
Society	14	SME Equal Treatment	Article 46	Sustainable Supply Chain
	15	Product/Service Safety & Quality	Article 47	Product Quality and Safety Users Service
	16	Data Security & Privacy	Article 48	Information Safety and Privacy Protection
	17	Employee Welfare	Article 50	Employee Rights and Welfare
				Employee Training and Development Occupational Health and Safety
	18	Due Diligence	Article 52	ESG Management
Governance	19	Stakeholder Engagement	Article 53	Stakeholder Engagement Compliance Operations
	20	Anti Business Bribery & Corruption	Article 55	Business Ethics
	21	Anti-Unfair Competition	Article 56	Business Ethics

ESG Report Assurance Statement



中国质量认证中心
CHINA QUALITY CERTIFICATION CENTRE

To: stakeholders of Seres Group Co., Ltd.

China Quality Certification Centre Co., Ltd.(CQC), commissioned by Seres Group Co., Ltd. (hereinafter referred to as Seres), conducted independent verification on SERES GROUP 2024 Environmental, Social and Governance Report.(hereinafter referred to as the ESG Report)

Seres was responsible for collecting, summarizing, analyzing, and disclosing the information and data mentioned in the ESG Report.CQC implemented report verification within the scope specified in the agreement with Seres. Seres is the designated user of this statement.

This statement was based on the assurance activities conducted on the ESG Report prepared by Seres with reference to Shanghai Stock Exchange, Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (Trial), United Nations Sustainable Development Goals , and Seres was responsible for the completeness and authenticity of the information and data in the ESG Report.

Scope of Assurance

Information and data disclosed in the ESG report

Basis for Assurance

AA1000 V3, Type 2, Moderate Assurance

Assurance Methods

The methods used in this assurance include but are not limited to :

- a) Report review;
- b) Interviews;
- c) Verification of documents, records, certificates, bills, and other materials;

- d) Field verification;
- e) Trusted information source verification;
- f) Verification against disclosure basis;
- g) Recalculation/estimation;
- h) Confirmation of statistical, calculation/estimation processes.

Assurance Conclusions

The ESG report reflects the performance of Seres in environmental, social, and corporate governance in 2024. The information disclosed is true and reliable, and with availability, timeliness and relevance well maintained, which basically meets the requirements of AA1000 V3 as follows:

Inclusivity: Seres has identified both internal and external stakeholders, including government and regulatory agencies, customers, employees, shareholders/investors, partners, non-governmental organizations,press. In the report preparation process, the expectations and needs of stakeholders have been considered.

Materiality: Based on the principle of impact materiality , Seres has identified and prioritized their ESG issues, integrating the management of various issues into the company's daily operations. The overall content of the ESG Report meets the requirements of the materiality principle.

Responsiveness: Seres has established a governance structure, management system and processes, as well as a communication mechanism with stakeholders, capable of taking action to respond to the demands of various stakeholders.

Impact: Through quantitative, qualitative, or a combination of both, Seres has disclosed the main impacts on stakeholders in terms of environment, society, and governance.

Recommendations

Based on the assurance findings, it is recommended that:

- Seres strengthen ESG performance monitoring, dynamically evaluate and adjust ESG performance, and ensure the achievement and continuous improvement of ESG goals.

Limitations

- This assurance was conducted using sampling methods based on quantitative and qualitative risk analysis and the sampling scope was limited to the data and information selected in the ESG Report, not fully tracing or independently recalculating all raw data of Seres.

- This assurance only covered interviews and document review with Seres, and did not directly interview external stakeholders (such as suppliers, customers, etc.), nor did it contain independent verification of the information provided by external stakeholders of Seres.

- The data and information audited/verified by a third party in the ESG Report were not subject to repeated verification during this assurance process.

- Some of the data and information in the ESG report cannot be compared and verified through independent sources. This assurance only evaluated their reasonableness.

- Activities outside the scope of information disclosure were not included in this assurance;

- The statement regarding the position, viewpoints, beliefs, goals, future development directions, and commitments of Seres were not included in this assurance.

Statement on Independence and Verification Capability

Affiliated with China Certification & Inspection Group (CCIC), CQC is a third-party professional certification body approved by the Chinese government and recognized by multiple foreign governments and international authoritative organizations. CQC can provide various management systems certification, product safety and performance certification, energy conservation and environmental certification, green and low-carbon technical services, management improvement,

personnel training, and other related technical services, as well as independent verification services for social responsibility reports, sustainable development reports, and ESG reports.

As an independent certification body, CQC ensured that there were no conflicts of interest with Seres and its stakeholders during the assurance process of the ESG Report. All information in the ESG Report was provided by Seres. CQC and the personnel conducting this assurance of the ESG Report were not involved in the preparation process of the ESG Report.



AA1000
Licensed Assurance Provider
000-366

President of CQC:

March 27, 2025

Beijing, China

Note: In case of any inconsistency or discrepancy, the Chinese version of this assurance statement shall prevail, while the English translation is used for reference only.

Reader feedback

Dear readers,

Thank you very much for sparing time to read the 2024 Environmental, Social and Governance (ESG) Report of Seres Group Co., Ltd. We look forward to your opinions and suggestions on the report and our work. You may send the completed questionnaire to us by mail, email after scanning or fax. You may also give us your valuable opinions directly. Thanks.

1. What kind of stakeholder does your organization belong to?

- Shareholder Employees Supplier User Government Community Bank
 Academic institution Other (specify here)_____

2. What is your overall assessment of this report?

- Excellent Good Fair Poor

3. What do you think about the clarity, accuracy and completeness of the information and data disclosed in this report?

- Excellent Good Fair Poor

4. How comprehensively do you think this report reflects the economic responsibilities undertaken by the Company?

- Excellent Good Fair Poor

5. How comprehensively do you think this report reflects the environmental responsibilities undertaken by the company?

- Excellent Good Fair Poor

6. How comprehensively do you think this report reflects the social responsibility undertaken by the company?

- Excellent Good Fair Poor

7. What do you think of the design and layout of this report?

- Excellent Good Fair Poor

8. What do you think needs to be improved most in this report?

- Integrity Governance, Steady Development Innovation-Driven, Excellence in Products
 Low-Carbon Operations, Green Future Diversity & Inclusion, Talent Care
 Responsible Supply Chain, Thriving Communities

9. What not disclosed in this report would you like to know?

10. Do you have any opinions and suggestions on Seres Group's environmental, social and governance and report preparation?

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