



Wison Engineering Services Co. Ltd.

## Human Resources Data

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Wison Engineering Services Co. Ltd. ("Wison Engineering" or the "Company") has always regarded talent as the Company's core asset. Guided by the dual growth engines of international expansion and technological leadership, Wison Engineering is advancing the core "three-pillar driven transformation" human resources strategy, building a global talent pool to provide crucial support for the Company's projects.

In 2025, the management team of the Company consists of 83 individuals, all of whom are nationals from the Greater China region. Wison Engineering firmly believes that diversity and inclusion are the source of innovation. In 2025, women accounted for 22.2% of all management positions, with their representation in junior and senior management positions at 26.9% and 14.9% respectively; women held 30.1% of management roles in revenue-generating functions (such as sales), and female technical personnel (in STEM-related positions) accounted for 35.0% of the total.

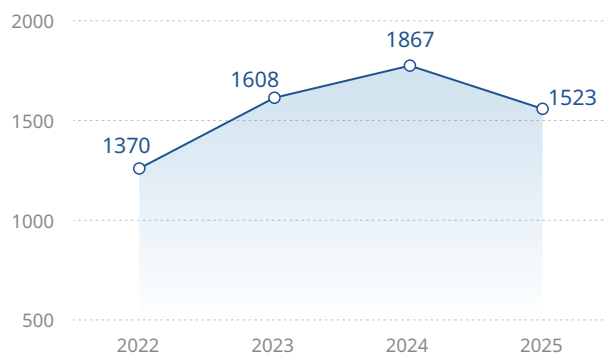
Through a dual-track career development system for professional/technical skills and general management, along with three parallel promotion paths in technology, management, and project management, Wison Engineering provides a clear growth trajectory for every employee. Leveraging the Wison Academy digital learning platform, the Company continuously disseminates our corporate culture, fosters employee career development, and builds future-oriented, project-based organizational capabilities.

Safety and health are the non-negotiable bottom line. Wison Engineering has deeply embedded the "people-oriented" principle into the operational DNA, established a sound occupational health and safety management system, and cultivated a zero-accident safety culture; Through equity incentives, employee care programs, and open communication channels, the Company ensures that the value and contributions of every Wisoner are recognized and respected. In the past four years (2022-2025), there have been no work-related fatalities among the Company's employees, contractors, or outsourced personnel. In 2024, the Lost Time Injury Rate (LTIR) for the Company's employees and contractors was 0.041 per 200,000 working hours and 0.022 per 200,000 working hours, respectively, while the rate was zero for 2022, 2023, and 2025.

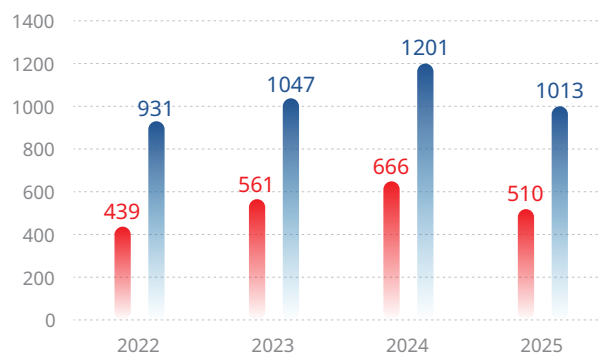
Amidst the global wave of low-carbon energy transition, Wison Engineering is strengthening the international talent pool and technical teams in cutting-edge fields, committed to co-creating and sharing sustainable long-term value with every employee, as we work together towards a greener, more inclusive, and resilient future.

Specific human resources data are as follows:

### Total number of employees



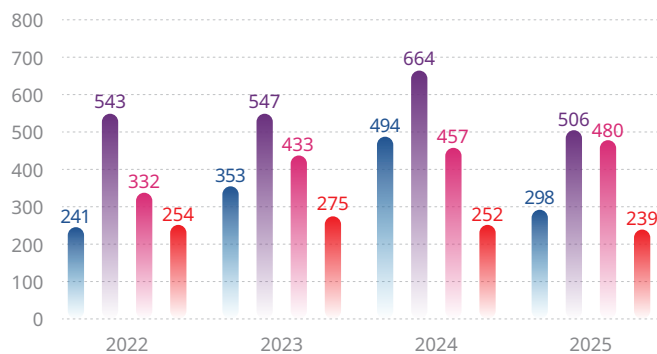
### Number of employees by gender



■ Total number of female employees

■ Total number of male employees

### Number of employees by age group



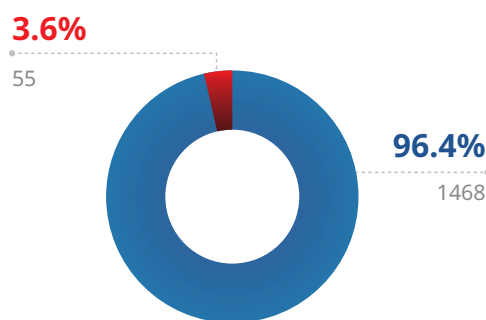
■ Total number of employees aged 30 or below

■ Total number of employees aged 31 to 40

■ Total number of employees aged 41 to 50

■ Total number of employees aged 51 or above

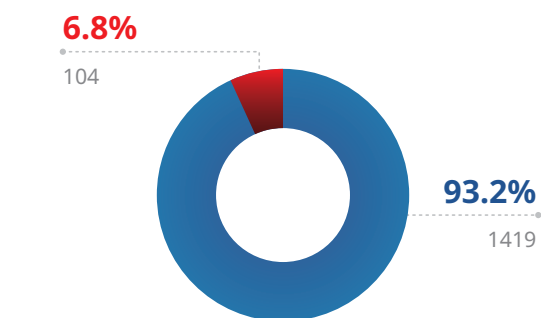
### Number and proportion of employees by nationality in 2025



■ Number of employees of nationalities from the Greater China Region (including Mainland China, Hong Kong, Macau, and Taiwan)

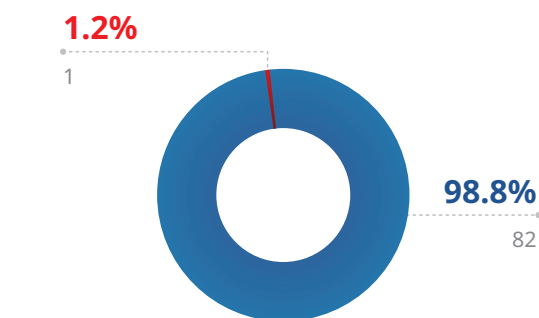
■ Total number of employees of all other nationalities

Number of employees by ethnicity in 2025



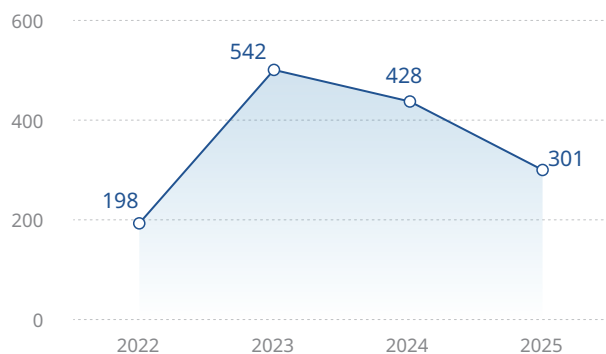
- Number of Han nationality employees
- Number of ethnic minority employees

Number of management personnel by ethnicity in 2025

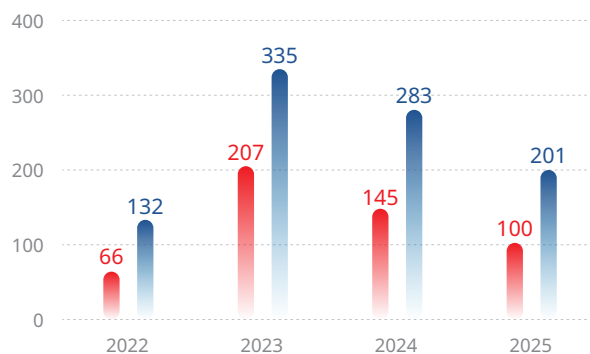


- Number of Han nationality management personnel
- Number of ethnic minority management personnel

Total number of newly-hired employees

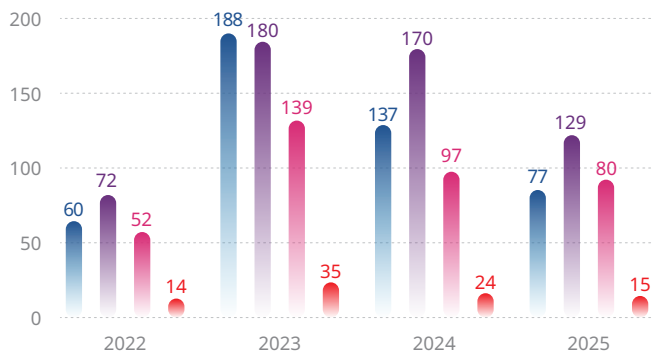


Number of newly-hired employees by gender



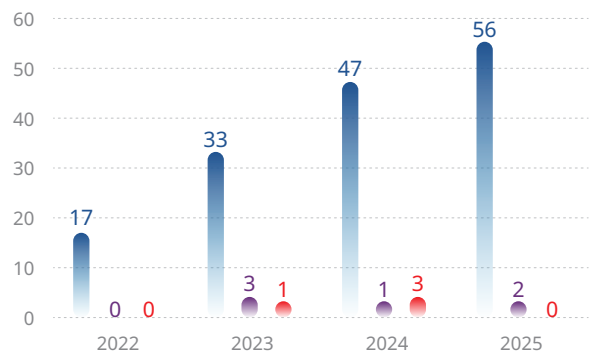
- Number of newly-hired female employees
- Number of newly-hired male employees

### Number of newly-hired employees by age group



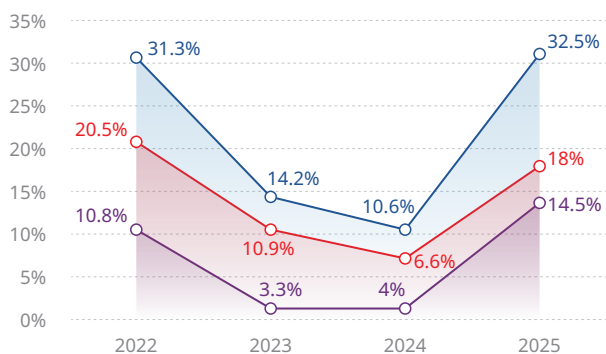
- Total number of newly-hired employees (aged 30 or below)
- Total number of newly-hired employees (aged 31 to 40)
- Total number of newly-hired employees (aged 41 to 50)
- Total number of newly-hired employees (aged 51 or above)

### Number of newly-hired management personnel by rank



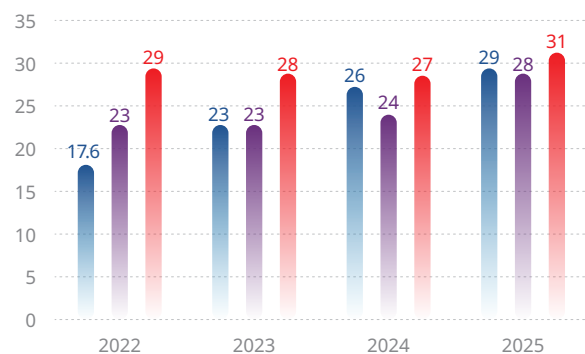
- Total number of newly-hired junior management personnel
- Total number of newly-hired middle management personnel
- Total number of newly-hired senior management personnel

### Percentage of vacancies filled by internal candidates, broken down by gender



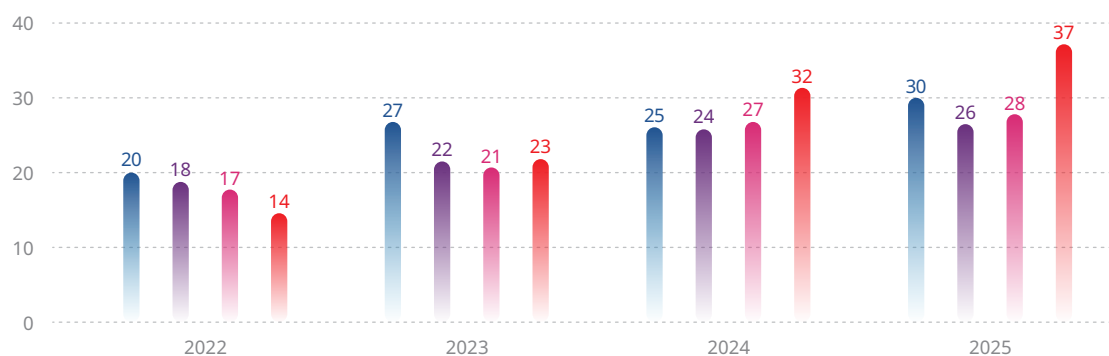
- Percentage of vacant positions filled by internal candidates (%)
- Percentage of vacant positions filled by female internal candidates (%)
- Percentage of vacant positions filled by male internal candidates (%)

### Average training and development hours for full-time employees (hours)



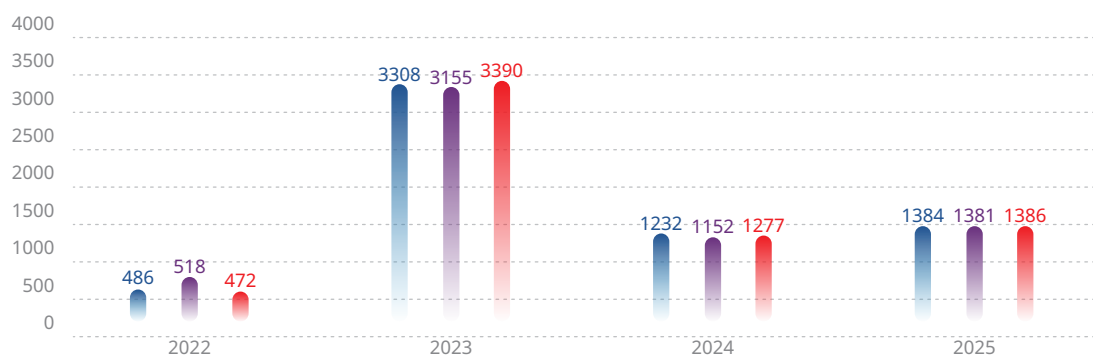
- Average training and development hours per full-time employee (FTE)
- Average training and development hours for female full-time employees (FTE)
- Average training and development hours for male full-time employees (FTE)

### Average training and development hours for full-time employees by age group (hours)



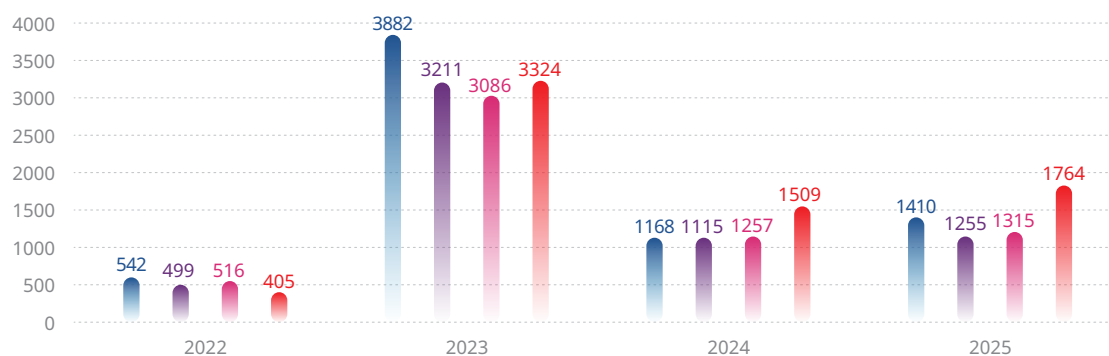
- Average training and development hours for full-time employees (FTE) aged 30 or below
- Average training and development hours for full-time employees (FTE) aged 31 to 40
- Average training and development hours for full-time employees (FTE) aged 41 to 50
- Average training and development hours for full-time employees (FTE) aged 51 or above

### Average training and development expenditure for full-time employees (RMB Yuan)



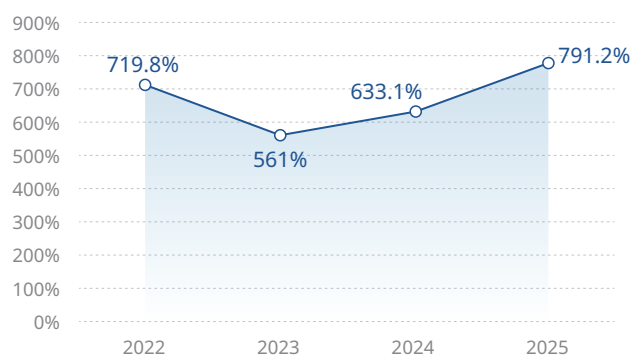
- Average training and development expenditure per full-time employee (FTE)
- Average training and development expenditure for female full-time employees (FTE)
- Average training and development expenditure for male full-time employees (FTE)

## Average training and development expenditure for full-time employees by age group (RMB Yuan)



- Average training and development expenditure for full-time employees (FTE) aged 30 or below
- Average training and development expenditure for full-time employees (FTE) aged 31 to 40
- Average training and development expenditure for full-time employees (FTE) aged 41 to 50
- Average training and development expenditure for full-time employees (FTE) aged 51 or above

## Human capital return on investment



| Indicator                          | Unit        | 2022    | 2023    | 2024    | 2025    |
|------------------------------------|-------------|---------|---------|---------|---------|
| Total Revenue                      | RMB million | 4,658.8 | 3,842.7 | 5,647.3 | 7,604.6 |
| Total Operating Expenses           | RMB million | 657.0   | 603.5   | 535.4   | 536.9   |
| Employee-related Expenses          | RMB million | 645.7   | 702.6   | 958.9   | 1,022.6 |
| Human Capital Return on Investment | %           | 719.8%  | 561.0%  | 633.1%  | 791.2%  |

\*Human Capital Return on Investment  
= Total Revenue - (Total Operating Expenses - Employee-related Expenses) / Employee-related Expenses