



重慶機電股份有限公司

CHONGQING MACHINERY & ELECTRIC CO., LTD.*

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

Stock Code 股份代碼: 02722



2022

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

CONTENTS 目錄

- 3 ABOUT THIS REPORT 關於本報告
- 7 SUSTAINABILITY GOVERNANCE 可持續發展管治
Governance Structure 管治架構
ESG Risk Management ESG風險管理
Review of ESG Target Performance ESG目標表現回顧
ESG Awards and Honors ESG獎項及榮譽
Stakeholder Engagement 持份者參與
Materiality Analysis 重要性分析
- 19 SOCIAL RESPONSIBILITY 社會責任
Supply Chain Management 供應鏈管理
Product Responsibility 產品責任
Customer Service 客戶服務
Intellectual Property Protection 知識產權保護
Anti-Corruption 反貪污
- 28 ENVIRONMENTAL PERFORMANCE 環境效益
Environmental Management 環境管理
Emission Management 排放物管理
Hazardous and Non-hazardous Waste 有害及無害廢棄物
Use of Resources 資源使用
The Environment and Natural Resources 環境及天然資源
Climate Change 氣候變化
- 43 PEOPLE-ORIENTED 以人為本
- 58 COMMUNITY ENGAGEMENT 社區參與
- 64 HKEX ESG REPORTING GUIDE INDEX 聯交所《環境、社會及管治報告指引》索引



OUR PHILOSOPHY

本集團理念

Chongqing Machinery & Electric Co., Ltd. (the “Company” or “Chongqing Machinery & Electric”) and its subsidiaries (hereinafter collectively referred to as the “Group” or “we”) adhere to the business philosophy of “Going beyond Excellence” to practice the core values of “Integrity and Win-win”. The Group sticks to the principle of “making good use of resources and service construction”, attaches great importance to the sustainable development of the Company, makes effective use of resources and energy, pays full attention to climate and ecological environment issues, and takes the initiative to assume corporate social responsibility. With a cohesive corporate culture across our subsidiaries and employees, social responsibility has been rooted in our group-wide operation and management in achieving our vision to “Equip China, Advance towards the World”.

重慶機電股份有限公司(「本公司」或「重慶機電」)及其附屬公司(以下統稱為「本集團」或「我們」)堅守「志在超越」的經營理念，踐行「誠信、共贏」的核心價值觀，秉承「善用資源、服務建設」的原則，高度重視企業的可持續發展，有效利用資源和能源，充分關注氣候和生態環境問題，主動承擔企業社會責任。良好的企業文化把本集團各企業和員工凝聚在一起，將社會責任融入本集團運營管理，努力實現「裝備中國，走向世界」的企業願景。



ABOUT THIS REPORT

關於本報告

ABOUT THIS REPORT

關於本報告

This Environmental, Social and Governance Report (the “Report” or the “ESG Report”) discloses the approach, strategy, objectives and overall performance of the Group’s principal business in the ESG reporting scope. This ESG Report is published in accordance with the Appendix 27 *Environmental, Social and Governance Reporting Guide* (the “ESG Guide”) as set out in the *Main Board Listing Rules of The Stock Exchange of Hong Kong Limited* (the “Stock Exchange”) and its mandatory disclosure requirements and “comply or explain” provisions.

REPORTING SCOPE

The reporting period of this report is from 1 January 2022 to 31 December 2022 (the “Reporting Period” or the “Year”). The purpose of this report is to report our overall performance, risks, strategies, measures and commitments in four aspects, namely, workplace quality, environmental protection, operating practices and community involvement during the Year.

There were no significant changes in the Group’s principal business segments during the Reporting Period. Unless otherwise stated, this report covers the Group’s business operations in Mainland China, including the Company and the following subsidiaries:

1. Chongqing General Industry (Group) Co., Ltd. (“CQGI Group”)
2. Chongqing Pigeon Electric Wire & Cables Co., Ltd. (“Pigeon Company”)
3. Chongqing Water Turbine Works Co., Ltd. (“Chongqing Water Company”)
4. Chongqing Pump Industry Co., Ltd. (“Chongqing Pump Company”)

本環境、社會及管治報告(「本報告」或「ESG報告」)披露有關本集團主營業務在環境、社會及管治報告範疇上的方針、策略、目標及整體表現。本ESG報告乃應香港聯合交易所有限公司(「聯交所」)主板上市規則附錄二十七所載的「環境、社會及管治報告指引」(「ESG指引」)及其強制披露規定和「不遵守就解釋」條文而發表。

報告範圍

本報告所披露的時間範圍為二零二二年一月一日至二零二二年十二月三十一日(「報告期間」或「本年度」)。本報告旨在匯報我們於本年度的工作環境質量、環境保護、營運常規及社區參與四個方面之整體表現、風險、策略、措施及承諾。

本集團於報告期間的主要業務板塊並無重大改變。除另有說明，本報告涵蓋本集團在中國內地的業務運作，其中包括本公司及以下附屬公司：

1. 重慶通用工業(集團)有限責任公司(簡稱「重通集團」)
2. 重慶鴿牌電線電纜有限公司(簡稱「鴿牌公司」)
3. 重慶水輪機廠有限責任公司(簡稱「重水公司」)
4. 重慶水泵廠有限責任公司(簡稱「重泵公司」)

- | | |
|---|-------------------------------|
| 5. Chongqing Machinery & Electronic Intelligent Manufacturing Co., Ltd. ("Intelligent Manufacturing") | 5. 重慶機電智能製造有限公司(簡稱「智能製造」) |
| 6. Chongqing Machine Tool (Group) Co., Ltd. ("Machine Tool Group") | 6. 重慶機床(集團)有限責任公司(簡稱「機床集團」) |
| 7. Chongqing CAFF Automotive Braking & Steering System Co., Ltd. ("CAFF Company") | 7. 重慶卡福汽車制動轉向系統有限公司(簡稱「卡福公司」) |
| 8. Chongqing Cummins Engine Co., Ltd. ("Chongqing Cummins") | 8. 重慶康明斯發動機有限公司(簡稱「重慶康明斯」) |
| 9. Chongqing Gas Compressor Factory Co., Ltd. ("Gas Compressor Company") | 9. 重慶氣體壓縮機廠有限責任公司(簡稱「氣壓公司」) |

REPORTING PRINCIPLES

In preparing the Report, the Group has complied with the reporting principles in the ESG Guide:

報告原則

在編寫報告時，本集團已遵守《環境、社會及管治報告指引》中的報告原則：

Reporting Principles 報告原則

Interpretation 解釋

Materiality
重要性

Identify material environmental and social issues by analyzing the opinions of the Company's stakeholders, and material issues are priorly considered and disclosed in this Report.

通過分析本公司持份者意見，識別重要的環境與社會議題，並重要議題於本報告中優先考慮及披露。

Quantitative
量化

Collect data on environmental and social key performance indicators ("KPIs") and disclose the criteria, methods, assumptions, calculation references and source of conversion factors used for reporting emissions and energy use.

收集環境及社會關鍵績效指標數據，並披露有關匯報排放量和能源使用所用的標準、方法、假設、計算參考及轉換因素來源。

Balance
平衡

This ESG Report should provide an unbiased picture of the Company's performance in environmental, social and governance aspects.

本ESG報告須不偏不倚地呈報本公司在環境、社會及管治方面的表現。

Consistency
一致性

This Report uses consistent statistical methodologies to allow meaningful comparisons of ESG data over time. If there are changes in the methods used and reporting scope, explanations are in the notes for stakeholders' reference.

本報告使用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘所用的方式及匯報範圍有變，我們將在附註中解釋以供持份者參考。

ABOUT THIS REPORT

關於本報告

For the corporate governance structure of the Company and other relevant information, please refer to the *Corporate Governance Report* on pages 112 to 133 of the 2022 annual report of the Company.

FEEDBACK

You are welcome to share any opinions on the environmental, social and governance policies and performance of the Group after reading this ESG Report, in the following ways:

Postal address: Room 1407, Jidian Building, No. 60, Middle Section of Huangshan Avenue, New North Zone, Chongqing

Email: ob@chinacqme.com

有關本公司企業管治架構及其他相關資料，請參閱本公司二零二二年度報告第112頁至第133頁《企業管治報告》。

意見反饋

如參閱本ESG報告後，對本集團的環境、社會及管治方針與表現有任何意見，歡迎透過下列方式與本集團分享：

郵寄地址：重慶市北部新區黃山大道中段60號
機電大廈1407董事會辦公室

電郵：ob@chinacqme.com



SUSTAINABILITY GOVERNANCE

可持續發展管治

GOVERNANCE STRUCTURE

The Board of Directors (the “Board”) of the Company takes the ultimate responsibility for overseeing the Group’s ESG risk management and monitoring the actual risks within the Group. This Report was approved by the Board on 22 March 2023. In addition, the Board also plays an active role in setting the Company’s vision of “Equip China, Advance towards the World”.

The Board leads the Environmental, Social and Governance Working Group (the “ESG Working Group”) to identify, assess and determine the relevant environmental, social and governance risks, and formulate risk response measures, with a view to promoting the concerted efforts of all levels of the Company and effectively advancing towards the goal of sustainable development. The Board will also continue to monitor the implementation of risk countermeasures to ensure their effectiveness, and continue to listen to the opinions of various stakeholders to further improve the governance work.

The ESG governance duties at all levels of the Company are as follows:

管治架構

負責監督本集團ESG風險管理及監控本集團範圍內實質風險的最終責任體為本公司的董事會(「董事會」)。本報告於二零二三年三月二十二日通過董事會批准。另外，董事會亦扮演著推動者的角色，為本公司定下「裝備中國，走向世界」之願景。

董事會帶領環境、社會及管治工作小組(「ESG工作小組」)識別、評估及釐定有關環境、社會及管治風險，制定風險應對措施，期望能夠促進公司上下同心且有效地向可持續發展的目標前進。董事會亦會持續監察風險應對措施的執行情況，確保其行之有效，並持續聆聽各利益相關方的意見，進一步完善管治工作。

以下為本公司各層級的ESG事宜管治職責：

Functional bodies 職能機構

The Board
董事會

Specific responsibilities 具體職責

- Validate ESG-related risks
確定ESG相關風險
- Develop ESG strategy and approach
制定ESG策略及方針
- Review ESG work plans and achievements, including review of ESG target progress and performance
檢視ESG工作計劃及成果，包括檢討ESG目標進度及表現

ESG Working Group
ESG工作小組

- Identify ESG risks and opportunities
識別ESG風險與機遇
- Coordinate ESG audit and information disclosure
統籌ESG審計及信息披露
- Report ESG status to the Board
向董事會匯報ESG狀況

Departments
業務部門

- Implement ESG-related policies
執行ESG相關政策
- Report relevant work results to the working group
向工作小組匯報相關工作成果

ESG RISK MANAGEMENT

The ESG Working Group is responsible for assisting the Board in evaluating, prioritizing and managing ESG risks that are material to the Company. The ESG Working Group has established the following ESG risk management processes to comprehensively review and monitor the impact of ESG issues on the Company.



The Board identifies material risks that may affect the Company's business through an ESG risk matrix analysis based on the severity of the impact of the event and the likelihood of the occurrence of the event. The Company has identified human resources, health & safety, product quality, and technological innovation & digital economy as high risks, which are material ESG risks.

ESG 風險管理

ESG 工作小組負責協助董事會評估、優次排列及管理對本公司而言重大的 ESG 風險。ESG 工作小組已建立以下 ESG 風險管理流程，全面審視和監控 ESG 事宜對本公司的影響。

董事會以事件影響的嚴重性及事件發生的可能性，透過 ESG 風險矩陣分析識別出對本公司業務可能構成影響的重大風險。本公司識別出人力資源、健康與安全、產品質量和技術創新與數字化經濟為高度風險，屬於重大 ESG 風險。

SUSTAINABILITY GOVERNANCE

可持續發展管治

The Company has taken countermeasures against the relevant significant risks, which are shown in the table below:

本公司已經就相關重大風險作出應對措施，並如下表所示：

Material ESG Risks 重大ESG風險	Internal Management of Chongqing Machinery & Electric 重慶機電的內部管理情況	
Human Resources 人力資源	<ul style="list-style-type: none"> Identified various human resources risks, implemented a series of risk control activities and formulated corresponding internal policies, covering aspects such as human resources planning, employee recruitment approval, talent management for key positions and employee remuneration system. 	<p>已識別多方面的人力資源風險，推行一系列的風險控制活動並制定相應的內部政策，涉及的層面例如人力資源規劃、員工招聘審批、關鍵崗位人才管理、員工薪酬制度等。</p>
Health & Safety 健康與安全	<ul style="list-style-type: none"> Formulated the <i>Compilation of Production Safety Management System</i> to regulate the management of production safety of subsidiaries by the market operation department. Established and implemented the safety production responsibility system in each subsidiary, and signed the <i>Three Management Objectives Responsibility Statement</i> at all levels to implement target responsibility management. Established a safety production risk fund management system to strengthen the constraints on the safety production management of subsidiaries with funds as the incentive. Strengthened production safety training for employees of subsidiaries. Established a production safety information collection mechanism and a production safety accident reporting mechanism to ensure that production safety accidents are handled in a timely and appropriate manner, and conducted accident investigation, and assessed and held responsible persons according to the investigation results. 	<p>制定《安全生產管理制度匯編》，規範市場運行部門對附屬公司安全生產的管理。</p> <p>於各附屬公司建立並貫徹落實安全生產責任制，層層簽訂《三項管理工作目標責任書》，實施目標責任管理。</p> <p>設有安全生產風險金管理制度，以資金為誘因，加強對附屬公司安全生產管理的約束。</p> <p>加強對附屬公司職員的安全生產培訓。</p> <p>設有安全生產信息收集機制及安全生產事故匯報機制，確保安全生產事故得到及時、恰當的處理，並進行事故調查，根據調查結果對相關責任人進行考核及責任追究。</p>
Product quality 產品質量	<ul style="list-style-type: none"> All subsidiaries have adopted ISO 9001 quality management procedures and adopted stringent quality management procedures for products. Conducted quarterly quality analysis meetings to effectively manage the operation of subsidiaries. 	<p>所有附屬公司均已採取ISO 9001質量管理程序，對產品採取嚴謹的質量管理流程。</p> <p>進行季度質量分析會，對附屬公司的經營情況實施有效管理。</p>
Technological Innovation & Digital Economy 技術創新與數字化經濟	<ul style="list-style-type: none"> Cultivate our corporate culture and regard independent innovation as one of our core values. Formulated the <i>Chongqing Machinery & Electric Co., Ltd. Enterprise Innovation Incentive Measures (Trial)</i>. Employees can fill in the innovation work achievements and participate in the annual innovation award selection. 	<p>積極培育企業文化，自主創新為其中的核心價值觀。</p> <p>制定《重慶機電股份有限公司企業創新獎勵辦法（試行）》，重慶機電及附屬公司可填報創新工作成果，參選每年一次創新獎勵評選。</p>

REVIEW OF ESG TARGET PERFORMANCE

In terms of the Group's environmental objectives, the Board is responsible for reviewing the implementation progress and reviewing the results of the objectives. For environmental targets, we conduct a target review annually. During the Year, the Group has taken corresponding action measures for each environmental target and identified the challenges and countermeasures to the implementation of the targets. Please refer to the table below for details:

ESG目標表現回顧

在本集團的環境目標方面，董事會肩負檢視執行進度和回顧目標成果的責任。就環境目標，我們每年進行一次目標回顧。於本年度，本集團已就各環境目標採取相應的行動措施，並識別目標實行的挑戰及應對措施。具體內容請參閱下表：

Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
環境目標 ¹	指標	目標完成進度	本報告期內採取的行動	挑戰及應對措施
Air Pollutant Emission 大氣污染物排放				
Reduce Air Pollution Emissions	Promote boiler equipment optimization	In progress	Enhancements of boiler equipment by Pigeon Company: 1. Replaced old pipeline components; 2. Completed pipeline renovation work; 3. Descaled and sprayed paint on the boilers.	Challenges: Certain subsidiaries' dormitories are still using boilers for bathing and water supply with low energy efficiency. Countermeasures: to promote the upgrading and transformation in relevant subsidiaries.
減少廢氣排放	推廣鍋爐設備優化	進行中	鴿牌公司進行鍋爐設備優化措施： 1. 更換原有管道元件； 2. 完成管道更新； 3. 對鍋爐本體進行除垢、噴漆。	挑戰：部分附屬公司宿舍仍在使用鍋爐進行沐浴供水，能效較低。 應對措施：推動相關附屬公司推進升級改造。

¹ Target implementation scope: CQGI Group, Pigeon Company, Chongqing Pump Company, Chongqing Water Company, Intelligent Manufacturing, Machine Tool Group, CAFF Company, Chongqing Cummins and Gas Compressor Company.

¹ 目標實施範圍：重通集團、鴿牌公司、重泵公司、重水公司、智能製造、機床集團、卡福公司、重慶康明斯、氣壓公司。

SUSTAINABILITY GOVERNANCE

可持續發展管治

Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
環境目標 ¹	指標	目標完成進度	本報告期內採取的行動	挑戰及應對措施
Greenhouse Gas Emissions 溫室氣體排放				
Conduct carbon emission management	Formulate carbon emission management system and internal management policies	In progress	<ol style="list-style-type: none"> 1. Collected carbon emission indicator data and daily energy saving and emission measures of subsidiaries; 2. Analyzed the data of each subsidiary and seek common management to formulate relevant control measures. 	<p>Challenges: The subjective awareness of the employees of the subsidiaries to reduce carbon emissions needs to be further enhanced.</p> <p>Countermeasures: to formulate unified management and control measures from the company level through regular research to improve the attention and management efficiency of each subsidiary.</p>
進行碳排放管理	制定碳排放管理體系、內部管理政策	進行中	<ol style="list-style-type: none"> 1. 收集附屬公司碳排放指標和日常節能、排放等措施； 2. 分析各附屬公司數據，尋求管理共性，以便制定相關管控措施。 	<p>挑戰：附屬公司員工對減少碳排放的主觀意識還需進一步提高。</p> <p>應對措施：通過定期調研從公司層面制定統一的管控措施，提高各附屬公司的關注度和管控效率。</p>
Waste Generation 廢棄物產生				
Promote waste recycling	Increase waste recycling	In progress	<ol style="list-style-type: none"> 1. Partitioned the metal scrap warehouse and stored the oil-free metal scraps separately by category; 2. Upgraded the storage area of oily metal scraps in accordance with the storage requirements of dangerous goods; 3. Supervised subsidiaries to dispose oily metal scraps as required. 	<p>Challenges: Recycling of oily metal scraps is not cost-effective for subsidiaries as the disposal price of oily metal scraps is low. It is challenging to standardize the recycling processes.</p> <p>Countermeasures: to strengthen supervision and inspection, and promote the standardized disposal rate of subsidiaries to reach 100%.</p>
推廣廢物回收	增加廢棄物回收量	進行中	<ol style="list-style-type: none"> 1. 對廢舊金屬屑庫房進行分區，不含油金屬屑按品類單獨存放； 2. 對含油金屬屑存放區域按照危險品存放要求進行升級改造； 3. 督促附屬公司對含油金屬屑按要求進行處置。 	<p>挑戰：含油金屬屑處置價格較低，對附屬公司利益損害較大，推動附屬公司規範回收有一定難度。</p> <p>應對措施：加強監督檢查，推進附屬公司規範處置率達到100%。</p>

Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
環境目標 ¹	指標	目標完成進度	本報告期內採取的行動	挑戰及應對措施
Energy Use 能源使用				
Promote the use of renewable energy	Promote renewable energy projects	In progress	<ol style="list-style-type: none"> 1. Investigated the feasibility of implementing roof photovoltaic with energy company; 2. Organized the relevant subsidiaries to negotiate the details with the energy company; 3. Negotiated implementation plans with relevant authorities in the administrative regions where the subsidiaries are located; 4. Established a new wind turbine blade production base in Xinjiang. 	<p>Challenges: The duration of the annual effective power generation is limited, and the rate of return is not high.</p> <p>Countermeasures: to negotiate with the local government to obtain relevant administrative subsidies to improve the efficiency of project implementation.</p>
推動可再生能源的使用	推進可再生能源項目	進行中	<ol style="list-style-type: none"> 1. 與能源公司開展屋頂光伏實施的可行性論證； 2. 組織有關附屬公司與能源公司協商細節； 3. 與附屬公司所在行政區域相關部門商議實施方案； 4. 在新疆新設一個風電葉片生產基地。 	<p>挑戰：年有效發電光照時間有限，投資收益率不高。</p> <p>應對措施：通過與當地政府協商爭取相關行政補貼，提高項目推進效率。</p>
Use of Water Resources 水資源使用				
Advocate employees' awareness of water conservation	Provide employees with water conservation training/ publicity	In progress	<ol style="list-style-type: none"> 1. Posted water-saving signs in all water-consuming areas; 2. Water-saving publicity videos were broadcasted through canteen television, display screens and other channels. 	<p>Challenges: Some employees' awareness of water conservation needs to be strengthened.</p> <p>Counter-measures: to increase publicity efforts by producing banners to further improve employees' awareness of water conservation.</p>
提倡員工節水意識	提供員工節約用水培訓/宣傳	進行中	<ol style="list-style-type: none"> 1. 在所有用水區域張貼節水標識； 2. 通過食堂電視、顯示屏等渠道播放節水宣傳視頻。 	<p>挑戰：部分員工節水意識還有待加強。</p> <p>應對措施：通過製作橫幅等加大宣傳力度，進一步提高員工節水意識。</p>

SUSTAINABILITY GOVERNANCE

可持續發展管治

ESG AWARDS AND HONORS

The Group integrates the concept of sustainable development into its operation management and fulfills its corporate social responsibility. During the Reporting Period, the Group's efforts in ESG were well recognized.

CQGI Group was awarded the title of national “Green Factory” by the General Office of the Ministry of Industry and Information Technology

In the *2022 Green Manufacturing List* published by the Ministry of Industry and Information Technology of the People's Republic of China, CQGI Group, a subsidiary of the Group, was awarded the title of “Green Factory”.

CQGI Group improved its environmental protection from the aspects of design platform, process and treatment of tailings to meet the five major principles of green manufacturing: intensive land use, harmless raw materials, clean production, waste recycling, and low-carbon energy.

In the next step, the Group will continue to promote green manufacturing and help the manufacturing sector achieve the goal of “carbon peaking and carbon neutralization”.

ESG 獎項及榮譽

本集團把可持續發展理念融入運營管理，履行企業社會責任。於報告期間，本集團在ESG方面的努力備受肯定。

重通集團獲得工業和信息化部辦公廳頒布的國家級「綠色工廠」稱號

在國家工業和信息化部公示的《二零二二年度綠色製造名單》中，本集團的附屬公司重通集團榮獲「綠色工廠」稱號。

重通集團從設計平台、工藝過程及尾廢治理等方面進行環保提升，滿足綠色製造的五大原則：用地集約化、原料無害化、生產潔淨化、廢物資源化、能源低碳化。

在下一步的工作中，本集團將繼續推行綠色製造，助力製造業領域實現「碳達峰、碳中和」目標。

Chongqing Cummins was approved by the Ministry of Industry and Information Technology as a Model Enterprise for Green Design of Industrial Products

The Ministry of Industry and Information Technology officially announced that 99 enterprises in 2022 were the 4th batch of national industrial product green design demonstration enterprises, and Chongqing Cummins was on the list.

Since 2019, 344 enterprises have been approved as model enterprises for green design of industrial products, among which there are only three enterprises involved in the internal combustion engine industry, of which Chongqing Cummins is one.

In the next step, Chongqing Cummins will continue to strengthen its green design innovation and development capabilities and management level, improve product supply capabilities and market influence, and make positive contributions to the Group's high-quality and sustainable development goals.

STAKEHOLDER ENGAGEMENT

The Group understands the importance of communicating with internal and external stakeholders to enhance our sustainability performance and further develop relevant policies and measures to respond to the needs of stakeholders. The Group's stakeholders mainly include shareholders and investors, customers, employees, suppliers, other business partners and the community. Through various channels, we regularly communicate with various stakeholders to maintain a good relationship, understand their concerns and expectations, and incorporate their opinions into the considerations of the Group in formulating sustainable development strategies.

重慶康明斯獲得工業和信息化部批准為工業產品綠色設計示範企業

國家工業和信息化部正式公布了二零二二年度九十九家企業為第四批國家工業產品綠色設計示範企業，重慶康明斯榜上有名。

自二零一九年以來，已有三百四十四家企業被批准為工業產品綠色設計示範企業，其中涉及內燃機行業的僅三家企業，重慶康明斯為其中之一。

在下一步工作中，重慶康明斯將不斷加強綠色設計創新開發能力和管理水平，提升產品供給能力和市場影響力，為助力本集團高質量可持續發展目標作出積極貢獻。

持份者參與

本集團深明與內部及外部持份者溝通的重要性，有助提升我們的可持續發展表現，進一步制定相關的政策和措施以回應持份者的需求。本集團持份者主要包括股東及投資者、客戶、員工、供應商、其他業務合作夥伴及社區。我們通過各種不同管道，定期與各持份者進行溝通保持良好關係，瞭解他們的關注和期望，並把他們的意見納入本集團制定可持續發展戰略的考慮因素。

SUSTAINABILITY GOVERNANCE

可持續發展管治

Stakeholders 持份者	Communication Channels 溝通渠道
 Shareholders and investors 股東及投資者	<ul style="list-style-type: none">• Annual General Meeting 股東週年大會• Annual reports, interim reports and announcements of the Group 年報、中期報告及本集團公告• On-site visits or investor meetings 現場參觀或投資者會議• Results roadshow 業績路演• Investor Relations on the website of the Group 本集團網站「投資者關係」
 Customers 客戶	<ul style="list-style-type: none">• Customer satisfaction research 客戶滿意度查詢• Website of the Group and social media 本集團網站及社交媒體• Business communication 商務溝通
 Employees 員工	<ul style="list-style-type: none">• Labor union 工會• Employee representative meeting 職工代表大會• Chairman email 董事長信箱• Continuous direct communication 持續的直接溝通
 Suppliers 供應商	<ul style="list-style-type: none">• Field visit 實地考察• Examination and assessment 審核及評估• Continuous direct communication 持續的直接溝通
 Other business partners and communities 其他業務合作夥伴及社區	<ul style="list-style-type: none">• Website of the Group 本集團網站• Announcements of the Group 本集團公告

MATERIALITY ANALYSIS

In order to gain a deeper understanding of the issues concerned by various stakeholders, the Group has engaged an independent consultant to assist in collecting opinions from stakeholders through questionnaires and identifying and assessing ESG-related issues through materiality analysis. We will prioritize and disclose material issues in this report in response to the concerns of various stakeholders. With reference to the 2021 materiality assessment, the ESG Guide, and in combination with peer analysis and industry concerns, we identified 18 ESG issues related to the Group and formed the 2022 ESG issue database. The Board of the Group has reviewed and confirmed the material issues.

重要性分析

為深入瞭解各持份者關注的議題，本集團委托獨立顧問協助採用問卷形式，收集利益相關方的意見，並通過重要性分析以識別及評估ESG相關議題。我們於本報告中將優先考慮及披露重要議題，以回應各利益相關方的關注。我們參考二零二一年度重要性評估、ESG指引、結合同業分析和行業關注的議題，識別出與本集團相關的十八項ESG議題，組成二零二二年度ESG議題庫。本集團董事會已審視和確認重要性議題。



Materiality of Issues
議題重要性



Environmental
環境



Social
社會

Material Issues
重要性議題

Energy use and efficiency
能源使用與效益
Air pollution emissions and management
廢氣排放與管理
Sewage discharge and management
污水排放與管理

Employee health and safety
員工健康與安全
Product responsibility
產品責任
Staff development and training
員工發展與培訓
Employment and employee benefits
僱傭與員工福利
Intellectual property protection
知識產權保護
Labor standards
勞工準則
Information security
信息安全
Supply chain management
供應鏈管理

Issues of Lower Materiality
重要性較低的議題

Solid waste treatment and management
固廢處理與管理
Greenhouse gas emissions and management
溫室氣體排放與管理
Water resources and water efficiency
水資源及用水效益
Use of raw materials
原材料使用
Climate change
氣候變化

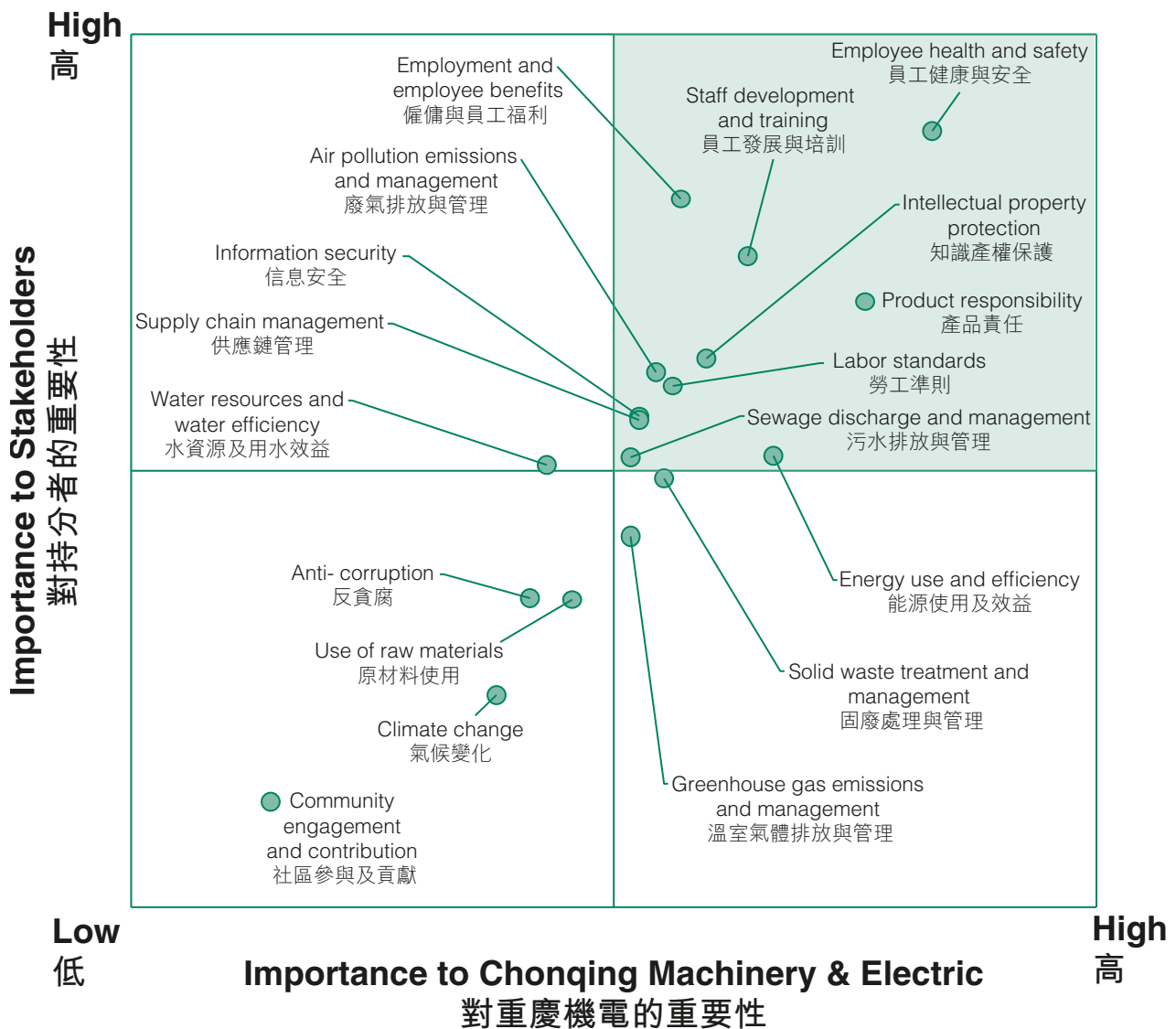
Anti-corruption
反貪腐
Community engagement and contribution
社區參與及貢獻

SUSTAINABILITY GOVERNANCE
可持續發展管治

We invited stakeholders to participate in the questionnaire and received a total of 95 valid questionnaires. We analyzed the ESG issues in two dimensions "Importance to Stakeholders" and "Importance to Chongqing Machinery & Electric". Issues equal to or above half in both dimensions were identified as material issues. We have adopted a balanced approach to assess the weighting of each stakeholder group to balance the views of each stakeholder and rank the materiality matrix based on the results of the analysis.

我們邀請了各持份者參與問卷，共接獲95份有效問卷，我們對ESG議題以「對持份者的重要性」及「對重慶機電的重要性」兩個維度進行分析，兩個維度下重要性均等於或高於一半的議題定為重要性議題；我們採取持份者組別比重均一的方式進行評估，以平衡採納各持份者的觀點，並按照分析結果排列重要性矩陣圖。

Chongqing Machinery & Electric ESG Materiality Matrix
重慶機電ESG議題重要性矩陣圖





SOCIAL RESPONSIBILITY

社會責任

SUPPLY CHAIN MANAGEMENT

Supply chain management is a crucial component of our business, which is closely related to the Group's implementation of sustainable development philosophy and affects product quality to a large extent. We have been committed to strictly controlling the quality of raw materials, and on this basis, integrating environmentally and financially feasible practices into the entire supply chain cycle to establish a more complete supply chain management system. Based on the current situation of supply chain management, we further implement specific business details in accordance with the requirements of the *Administration Measures for the of Bulk Material Procurement of Chongqing Machinery and Electronic Holding (Group) Co., Ltd.* and the *Centralized Procurement Catalog for 2022*. The subsidiaries will also formulate relevant supply chain management policies according to their business needs. For example, CAFF Company has formulated and implemented the *Procurement Management Procedures, Supplier Management Procedures* and other systems. During the Reporting Period, a total of 1,277 domestic registered suppliers were recorded on the digital intelligence procurement platform used by the Group.

Adhering to an open and win-win business philosophy, the Group actively communicates with upstream and downstream enterprises in the industry chain in terms of procurement to promote cooperation with the goal of achieving common development. We select suppliers based on the principles of openness, fairness and transparency, and carefully evaluate their price, quality, cost, delivery, including after-sales service and other factors in accordance with the practices every year. At the same time, we ensure that we always adhere to dual-sourcing management to provide more vitality and competitive value for the construction of the supply chain platform. In the daily cooperation with selected manufacturers or suppliers, we usually review their production-related procedures and conduct further procurement management by way of telephone communication and on-site inspection to ensure that the supply of products or parts and components has certain quality assurance.

供應鏈管理

供應鏈管理是我們業務中非常關鍵的組成環節，與集團踐行可持續發展理念密不可分，並且在很大程度上影響著產品質素。我們一直致力於嚴格把控原材料的質量，在此基礎上把環境及財務上的可行實務融入整個供應鏈周期當中以建立更完備的供應鏈管理體系。據此我們結合供應鏈管理現狀，按照《重慶機電控股(集團)公司大宗物資採購管理辦法》《2022年集中採購目錄》等制度要求，進一步落實具體業務細節。附屬公司也會按照其業務需求制定相關的供應鏈管理政策，例如卡福公司已制定並落實《採購管理程序》《供應商管理程序》等制度。報告期間，本集團使用的數智採購平台上統計的境內註冊供應商共有一千二百七十七個供應商。

本集團秉承著開放共贏的經營理念，在採購方面積極與產業鏈中的上下游企業交流溝通，以實現共同發展為目標促進合作。我們以公開、公平及透明的篩選原則選擇供應商，每年謹慎按照慣例考評其價格、質量、成本、交付，包括售後服務等多個層面的因素，同時保證我們一貫堅持的雙貨源管理，為供應鏈平台的建設提供更多活力和競爭價值。在與選定的廠商或供貨商的日常合作中，我們通常會以電話溝通和實地考察的方式對其生產相關程序進行審查和進一步採購管理，確保產品或零部件的供應具有一定質量保證。

During the Reporting Period, the Group has implemented such checks on 1,277 suppliers. If a supplier or supplier is found to have problems such as non-compliant operation or hidden dangers in production, the supplier or supplier will be replaced in accordance with relevant policies.

The Group has been pursuing a green and sustainable supply chain development model, so as to implement the environmental protection concept in all aspects of product development and production. We demonstrate the environmental quality of our products, promote our corporate culture, actively communicate with suppliers, encourage suppliers to improve their environmental performance, and jointly promote the improvement of all aspects of the supply chain.

PRODUCT RESPONSIBILITY

We adhere to the management approach of “quality first, customer foremost”, and strictly supervise and manage product quality to ensure that the products and services provided to customers meet high quality and high standards. The Group strictly complies with the *Product Quality Law of the People's Republic of China* and other relevant laws and regulations. During the Reporting Period, the products manufactured by the Group were in compliance with the national standards of the industry and the laws and regulations relating to product responsibility, and the Group did not violate any relevant laws and regulations relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.

報告期間，本集團已對一千二百七十七間供應商實施有關核查。若發現有廠商或供應商存在不合規經營或生產存在隱患等問題時，則根據相關制度更換合作廠商或供應商。

本集團一直追求綠色可持續發展供應鏈的發展模式，務求產品從研發到生產的各個環節均踐行環保理念。我們通過各種商務工作來展示產品的環保質量、宣傳企業文化，主動與供應商溝通，鼓勵供應商提升環保表現，共同促進完善供應鏈中各個環節。

產品責任

我們秉持「質量第一，用戶至上」的管理方針，對產品質量進行嚴格的監督與管理，保證為客戶提供的產品和服務達到高質量、高標準的水平。本集團嚴格遵守《中華人民共和國產品質量法》和其他相關法律法規。在本報告期內，本集團生產的產品均符合行業國標及遵守相關產品責任的法律法規，且本集團並無違反有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的相關法律法規。

SOCIAL RESPONSIBILITY

社會責任

In order to improve product quality management, we have formulated a series of quality management measures, the details of which are as follows:

- Implementing a “three-inspection system”, which refers to self-inspection by operators, cross-inspections among the staff and specific inspection by professionals;
- Adopting a dual manager system for the key procedures, meaning that there will be inspectors onsite when the operators would conduct key procedures, and other technical staff or acceptors on behalf of users will be onsite when necessary;
- Requiring quality reinspection. In order to ensure the quality of the products to be delivered, the products will be subject to the reinspection of personnel from the design, production, laboratory and technical departments after acceptance of storage and before delivery.

為完善產品質量管理，我們制定了一系列質量管理辦法，以下為相關具體實施情況：

- 實施「三檢制」，實行操作者自檢、工人之間的互檢和專職檢驗人員的專檢；
- 重點工序雙崗制，即操作者在進行重點工序加工時，同時有檢驗人員在場，必要時應有技術負責人或使用者的驗收代表在場；
- 質量複查，為了保證交付產品的質量，產品在驗收入庫後及出庫前必須經過產品的設計、生產、實驗及技術部門的人員進行複查。

To ensure the quality management of our products, all of our subsidiaries have adopted the ISO 9001 international standard quality management procedures. The monthly product quality report of each subsidiary should be submitted to the marketing department on a monthly basis; The Company convenes quarterly analysis meetings on economic operation. The marketing department is responsible for compiling comprehensive quality analysis reports and brief reports on the quality status of each subsidiary. At the same time, each enterprise is required to report the progress of quality work in a timely manner and track and follow up on the disputed parts. In addition, subsidiaries are required to submit monthly product quality reports and other statements through the internal BI system for review by the marketing department on a monthly basis to ensure that relevant information on quality supervision can be collected, reported and handled in a timely manner.

為保障產品的質量管理，我們所有的附屬公司都採用了ISO 9001的國際標準質量管理程序。附屬公司的月度產品質量報表需每月按時提交給市場運行部；公司每季度召集其開展經濟運行主題分析會議。市場運行部負責編撰質量綜合分析報告和關於各附屬公司質量現狀的簡報，同時附屬公司也需及時匯報質量工作的實施進度並對有爭議的部分進行追查跟進。除此以外，附屬公司需要每月通過內部BI系統上報產品質量月報表等報表供市場運行部審閱，保證質量監管相關資料能夠得到及時地收集、上報和處理。



SOCIAL RESPONSIBILITY

社會責任

CUSTOMER SERVICE

We are continuously committed to improving customer satisfaction. For complaints and other customer services, we have established a service system covering pre-sale consultation, in-sale reception and after-sale services. During the Reporting Period, the Group did not receive any products and services related complaints. If a complaint or consultation is received, the staff will immediately handle the problem and report the final result to the customer as soon as possible. We adhere to the principle of putting customer service first, and the recipients shall respect the guests and apologize with courtesy, and shall not treat them differently based on the severity of the incident. During the Reporting Period, the Group did not recall any products due to product safety and health reasons.

In terms of privacy, the Group attaches great importance to the protection of personal information and data of itself and its customers, strictly complies with relevant national laws and regulations, and stipulates relevant behaviors of employees, and requires employees to sign confidentiality agreements to protect customer privacy. In addition, the Group eliminates the use of false and misleading statements in the process of product promotion and trading.

In addition, the Group has also formulated a product recall system, which clearly stipulates the relevant processing procedures. Firstly, the sales department needs to take the initiative to understand the product quality information, customer suggestions and complaints, and sort out and label defective products and other information to the quality management department; The quality control department will then analyze the causes and feasible solutions for specific issues, and then transfer them to the after-sales service department for discussion and connection with customers, negotiate with customers and propose proper solutions.

客戶服務

我們於持續致力於提升客戶的滿意度。針對投訴與其他客戶服務，我們已建立服務體系，涵蓋售前諮詢、售中接待以及售後服務。本報告期間，本集團未有收到有關產品及服務的投訴。如接獲投訴或諮詢，業務員會立即處理問題，並盡快給客戶反饋最終的處理結果。我們堅持客戶服務第一位的原則，受理人需尊重客人並禮貌道歉，不以事件情節輕重區別對待。本報告期間，本集團未發生因產品安全與健康原因而召回的情況。

在隱私方面，本集團非常注重保護自身以及客戶的私人的信息及資料，嚴格遵守國家相關法律法規，並規定員工的相關行為，並要求員工簽訂保密協定，保障客戶隱私。另外，本集團杜絕在產品宣傳和交易過程中使用虛假及誤導性說明行為。

另外，本集團亦制定產品回收制度，明確規定相關處理流程。首先，銷售部需要主動瞭解產品的質量信息以及客戶的建議及投訴情況，整理標識待處理的缺陷產品和其他信息給質管部；質管部其後會針對具體問題分析產生原因和可行的處理方案，最後移交至售後服務部與客戶商討對接，與客戶協商並提出妥善解決辦法。

INTELLECTUAL PROPERTY PROTECTION

Intellectual property rights are valuable assets in the development of the Group. In order to avoid the risk of leakage of product patents and key technologies of the Group or infringement of relevant content rights, we explicitly require all employees to perform their confidentiality duties and recognize the importance of protecting commercial rights and their own confidentiality obligations. In terms of the specific implementation, in addition to qualification review, we will go through labor employment formalities with new employees and sign the *Labor Contract* and the *Confidentiality Contract*. Furthermore, the Group clearly requires the headquarters and subsidiaries to calculate the trademarks, patents, industrial standards and other matters and specific application status in accordance with regulations, and the industrial development department will conduct summary and registration. The above policies are formulated mainly to protect and track the rights and interests of the Group's intangible assets, so as to prevent improper infringement and avoid legal risks.

In order to reflect the Group's emphasis on intellectual property rights and improve the professionalism of the enterprise, we have established a strategic partnership with Intellectual Property Office of Chongqing. During the Year, the Group was granted 260 new patents, including 26 invention patents, and a total of 2,112 patents were granted, including 231 invention patents. We pay close attention to companies suspected of counterfeiting related products of the Group, and cooperate with the Intellectual Property Office of Chongqing, the Municipal Public Security Bureau Anti-counterfeiting Team, the Chongqing Administration of Quality and Technology Supervision, the Chongqing Market Supervision and Administration Bureau and other relevant functional departments to protect intellectual property rights and make important contributions to maintaining a fair market competition environment.

知識產權保護

知識產權是公司發展中寶貴的財富，為避免本集團的產品專利和關鍵技術遭遇泄密或相關內容權利侵害的風險，我們明確要求所有員工履行保密職責，認識到商業權益保護重要性及自身的保密義務。在具體實施的方面，除了資質審核，我們會與新進員工辦理勞動用工手續並簽訂《勞動合同》以及《保密合同書》。此外，本集團明確要求本部和附屬公司按規統計其擁有的商標、專利和產業標準等事項和具體申請狀態，並由產業發展部進行匯總登記。以上政策皆以保護和追蹤本集團的無形資產權益為主要出發點制定，以防範不當侵權行為和規避法律風險。

為體現本集團對知識產權的重視及提高企業的專業水平，我們與重慶市知識產權局建立戰略合作夥伴關係。本年度，本集團新獲得專利授權二百六十件，其中授權發明專利二十六件；累計授權專利二千一百一十二件，其中發明專利達二百三十一件。我們密切注意涉嫌仿冒本集團相關產品的公司，並配合重慶市知識產權局與市公安局打假總隊、市質監局、市市場監管局等相關職能部門的打假維權工作，保護知識產權，對維護公平的市場競爭環境做出重要貢獻。

SOCIAL RESPONSIBILITY

社會責任

ANTI-CORRUPTION

In terms of anti-corruption, anti-bribery and other aspects that are not conducive to creating a fair and just business atmosphere, the Group strictly complies with relevant laws, including but not limited to the *Criminal Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. At the same time, the Group has formulated the *Code of Ethics of Employees*, which requires employees not to accept or contribute money, gifts and hospitality that may affect their business decisions or independent judgments, or use their positions to infringe the Group's interests. In addition, the *Anti-Fraud Procedures and Control System* are in place to prevent internal and external personnel of the Group from participating in relevant activities of the Group from using falsification, concealing the truth, illegal and illegal deception methods, and damaging the country, the Group or other personal interests. In order to effectively implement the policy, our internal audit work system plays a supervisory and inspection role, and strictly controls the compliance of employees with anti-corruption laws and regulations. We have established a specific reporting system and procedures, and set up a particular reporting address, mailbox and contact number. For confirmed reporting cases, the Group will also give corresponding rewards to the whistle-blowers. During the Reporting Period, the Group was not aware of any corruption-related litigation cases.

In order to enhance the awareness of anti-corruption among the Directors and employees, the Group provides anti-corruption training to them. The following are some of the training activities during the Year:

During the year, we held 2 special warning education sessions themed "Yi An Si Shuo". A total of 3 directors and 50 employees of the Company attended the training sessions. Through warning education, we reminded directors and employees to exercise their rights and act with integrity at all times, and enhanced their awareness of rules, compliance and bottom line.

反貪污

在反貪污、反受賄以及糾正其他不利於營造公平公正經營氛圍狀況的方面，本集團嚴格遵守相關法律，包括但不限於《中華人民共和國刑法》《中華人民共和國反洗錢法》《中華人民共和國反壟斷法》《中華人民共和國反不正當競爭法》。同時，本集團制定《員工職業道德行為守則》，要求員工不得接受或付出可能影響其業務決策或獨立判斷的金錢、禮品及招待，也不得利用職務之便，侵害本集團利益；另設有《反欺詐程序及控制制度》，以防止本集團內外部人員在參與本集團相關活動中採用弄虛作假、隱瞞真相等違法違規欺騙手段，損害國家、本集團或其他個人利益。為有效執行政策，我們的內部審計工作制度發揮其監察和檢查作用，對員工在反貪污方面的法律法規遵守情況進行嚴格把控；我們建立專門的舉報制度和程序，設定專門的舉報地址、郵箱和聯繫電話，對於經查屬實的舉報案件，本集團亦會給予舉報人相應獎勵。報告期間，本集團並無知悉涉的貪污訴訟案例。

為加強董事及員工對反貪污的意識，本集團為其提供反貪污培訓，以下是本年度的部分培訓活動：

本年度，我們開展了「以案四說」專題警示教育會兩次，共三名公司董事及五十名員工參加培訓會議。通過警示教育，我們提醒董事、員工時刻慎權欲權、廉潔從業，並提升員工的規矩意識、合規意識、底線意識。

During the Reporting Period, the Group also held a meeting of the coordination group for the construction of Party conduct and clean government and anti-corruption work. The heads of the members of the coordination group for the construction of Party conduct and clean government and anti-corruption work and the members of the disciplinary committee of the Parent Group attended the meeting. The meetings covered the Group's work report on the construction of Party conduct and clean governance and anti-corruption work, and the Group's work report on overseas corruption governance; The spirit of the 20th National Congress of CPC was conveyed, reminding employees to firmly grasp the new deployment and new requirements of the anti-corruption battle in the new era, resolutely implement the major decisions of General Secretary Xi Jinping and the Central Committee of the Communist Party of China on anti-corruption work, effectively enhance the determination and initiative of anti-corruption battle, and persevere in promoting the construction of a clean and honest party and the in-depth development of the anti-corruption battle.

報告期間，本集團亦召開黨風廉政建設和反腐敗工作協調小組會議，黨風廉政建設和反腐敗工作協調小組成員單位負責人、母集團紀委委員均參加會議。會議涵蓋集團黨風廉政建設和反腐敗工作情況報告、集團境外腐敗治理工作情況報告；並傳達了黨的二十大精神，提醒員工牢牢把握新時代反腐敗鬥爭的新部署新要求，堅決貫徹習近平總書記和黨中央關於反腐敗工作的重大決策，切實增強反腐敗鬥爭的堅定性和主動性，堅持不懈推動黨風廉政建設與反腐敗鬥爭向縱深發展。





ENVIRONMENTAL PERFORMANCE

環境效益

ENVIRONMENTAL MANAGEMENT

Environmental protection is an essential part of the social responsibility for enterprises in pursuit of sustainable development. Under the backdrop of the dual-carbon transformation and various environmental crises, risks and opportunities coexist. We adhere to the production principle of "saving energy and reducing emissions" and operate in a resource-saving and environmentally friendly manner. We promote technological innovation, improve the efficiency of resource utilization in the production process, take the lead in carrying out energy conservation and emission reduction actions, and strive to open up a development path with low energy consumption and high output.

In view of this, the Group has established a comprehensive environmental management system. After a third-party audit, the business activities of our subsidiaries have obtained professional certifications of ISO 14001: 2015, including CQGI Group, CAFF Company, Machine Tool Group, Gas Compressor Company, Chongqing Water Company, Chongqing Pump Company, Chongqing Cummins, Intelligent Manufacturing.

The Group strictly complies with all applicable environmental laws and regulations. During the Reporting Period, we did not find any cases of non-compliance or violations of the code of conduct in relation to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

環境效益

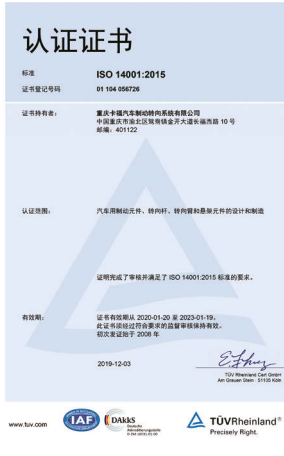
環境保護是企業追求可持續發展必要承擔的社會責任，在雙碳轉型的大趨勢和各種環境危機的籠罩下，風險與機遇並存。我們堅守「節能減排」的生產原則，以資源節約和環境友好的方式經營企業。我們推動科技創新，提升生產過程中的資源利用效率，以身作則開展節能減排的行動，努力開闢低耗能高產出的發展道路。

有鑒於此，本集團建立全面的環境管理體系。經過第三方審核後，我們附屬公司的業務活動獲得 ISO 14001: 2015 的專業認證，其中包括：重通集團、卡福公司、機床集團、氣壓公司、重水公司、重泵公司、重慶康明斯、智能製造。

本集團嚴格遵守所有適用的環保法例和法規，報告期內，我們並無發現有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等違規行為或違反行為規範的個案。

ENVIRONMENTAL PERFORMANCE

环境效益



EMISSION MANAGEMENT

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Radioactive Pollution*, the *Comprehensive Work Plan for Energy Conservation and Emission Reduction for the "14th Five-Year Plan" Period*, the *Water Pollution Prevention and Control Law of the People's Republic of China* and other national laws and regulations, and has formulated systems that are in line with the Group's internal management system based on relevant contents. For example, the Chongqing Pump Company has formulated the *Standardized Management Measures for Industrial Solid Waste and Hazardous Waste*, the *Environmental Protection Management System*, the *Pollution Prevention and Control Facilities Operation Management System*, and the *Environmental Protection Accident Management System to regulate environmental management*; the Chongqing Water Company has formulated the *Environmental protection equipment and facilities management system* to regulate the management of exhaust gas management facilities, wastewater management facilities, solid waste management facilities, and the CAFF Company formulated a wastewater and exhaust gas management system. In general, for old production machinery, we took the initiative to screen out and upgrade major production equipment. Based on the national requirements, we strive to achieve a high level of energy consumption per unit of major products in the industry.

Regarding air pollution and greenhouse gas emissions, the Group has reduced the emissions of standard coal, carbon dioxide, sulfur dioxide, particulate matter and greenhouse gasses by optimizing, transforming and reusing the key points of energy consumption such as waste heat, residual pressure and lighting. The Group has established relevant environmental targets. Please refer to the section headed "REVIEW OF ESG TARGET PERFORMANCE" for our actions taken during the Year and the target performance review.

排放物管理

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國放射性污染防治法》《十四五節能減排綜合工作方案》《中華人民共和國水污染防治法》等國家法律法規，並根據相關內容制定了符合集團內部管理體系的制度，例如本集團的重泵公司編製了《工業固體廢物和危險廢物規範化管理辦法》《環境保護管理制度》《污染防治設施運行管理制度》及《環保事故管理制度》以規範環境管理；重水公司制定《環保設備設施管理制度》以規範管理廢氣治理設施、廢水治理設施、固廢治理設施；卡福公司制定廢水和廢氣的相關管理制度。整體而言，對於落後產能，我們主動進行篩選淘汰並對主要生產設備升級改造，以國家要求為基準線，努力實現主要產品單位能源消耗達到領先行業的高技術水平。

針對大氣污染物和溫室氣體排放，本集團通過對其餘熱、餘壓和照明等能耗大的關鍵點進行優化改造及再利用，降低標準煤、二氧化碳、二氧化硫、懸浮粒子及溫室氣體的排放。本集團已設立相關環境目標，有關我們於本年度採取的行動，以及目標表現檢討，請參閱「ESG目標表現回顧」章節。

ENVIRONMENTAL PERFORMANCE

環境效益

In addition to the actions related to environmental objectives, we also encourage employees to give priority to work by means of video and telephone conferences to reduce business travel and low-carbon travel, thereby reducing air pollution and greenhouse gas emissions caused by transportation.

In terms of sewage discharge, we effectively manage and control the domestic and industrial sewage generated by the Group's activities, products and services, and ensure that the industrial wastewater meets the discharge standards through the construction of sewage treatment and recycling systems. We have formulated the *Wastewater Management System*, some of which are as follows:

1. All units of the Group that discharge production wastewater must add residue filters to the discharge outlets as required to prevent blockage, regularly clean the waste residues, and discharge wastewater to its wastewater treatment station for treatment. The degreasing wastewater from the cleaning line and phosphating line is discharged to the wastewater treatment station through the oily wastewater pipe network. Wastewater from paint spraying, electrophoresis and phosphating is discharged into the wastewater treatment station through the respective special pipe network. It is strictly forbidden to pour all kinds of wastewater into rainwater pipe networks and other waste pipe networks;
2. Toilet sewage containing manure in domestic wastewater must pass through septic tanks or regulating pools before entering the treatment facilities;
3. The canteen sewage in domestic wastewater must pass through the grease trap and filter to enter the wastewater treatment station;

環境目標的相關行動以外，我們也倡導員工優先選擇視頻及電話會議等形式辦公，減少商旅，低鼓勵碳出行，從而減少交通運輸帶來的大氣污染物和溫室氣體排放。

針對污水排放，我們對公司活動、產品、服務過程產生的生活及工業污水進行有效管理與控制，通過建設污水處理和循環使用系統，確保工業廢水達標排放。我們制定了《廢水管理制度》，當中部分內容如下：

1. 本集團所有排放生產廢水的單位，必須按規定在排放口加濾網隔渣防止堵塞，並定期清理廢渣，將廢水分類排放到廢水處理站進行處理。清洗線、磷化線脫脂廢水經含油廢水管網排放到廢水處理站；噴漆、電泳、磷化廢水經各自專用管網排入廢水處理站；嚴禁將各類廢水倒入雨水管網及其他廢水管網；
2. 生活廢水中含糞便的廁所污水必須經過化糞池或調節池後才能進入處理設施；
3. 生活廢水中食堂污水必須經過隔油池、過濾網才能進入廢水處理站；

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|---|---|
| <p>4. The production and manufacturing department is responsible for the management of the wastewater treatment station. All wastewater entered into the wastewater treatment station must be treated in accordance with the operating procedures of the wastewater treatment station, and only wastewater meeting the standards can be discharged after the treatment. Direct discharge of untreated wastewater is strictly prohibited; and</p> <p>5. Waste residues separated from wastewater treatment must be cleaned up regularly in accordance with the requirements of the system.</p> | <p>4. 生產製造部負責廢水處理站的管理，所有排入廢水處理站的廢水，必須按廢水處理站操作規程進行處理，經處理達標後才能排放，嚴禁將未經處理的廢水直接排放；及</p> <p>5. 廢水處理分離出的廢渣，必須按制度要求定期進行清理。</p> |
|---|---|

Air Emissions ^{2 3}	空氣污染物 ^{2 3}	Unit	單位	2022 二零二二年度
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	kg	公斤	72,614.95
Sulfur dioxide (SO ₂)	二氧化硫(SO ₂)			548.67
Particulate matter (PM _{2.5})	懸浮粒子(PM _{2.5})			4,298.00
Particulate matter (PM ₁₀)	懸浮粒子(PM ₁₀)			4,318.57
Carbon monoxide (CO)	一氧化碳(CO)			25,447.65

² Gasoline fuel is used for vehicles. Diesel is used for machinery, vehicles and testing of products not yet launched to the market respectively. The calculation method and relevant emission factors of emissions generated from vehicle fuel consumption are based on the *Technical Guidelines for Air Pollutant Emission Inventory for Road Vehicles (Trial)*. As the emission factors of the Sixth Stage National Vehicle Emission Standard has not been announced, emissions from relevant vehicles are calculated using the Fifth Stage National Vehicle Emission Standard. Emission from the combustion of diesel fuel for machinery was made reference to the *Technical Guidelines for the Compilation of Air Pollutant Emission Inventory for Non-road Mobile Sources (Trial)*. The machinery of the Forth Stage National Machinery is calculated using the Third Stage National Machinery Emission Standard.

³ Natural gas is used for boiler and domestic purposes. The emissions generated from natural gas consumption are calculated with reference to the *Manual of Pollutant Discharge Coefficients for Domestic Pollution Sources (Trial Version)* and the *Industrial Boiler (Heat Supply) Industry Coefficients Manual*.

² 汽油燃料用於車輛。柴油分別用於機械、車輛及測試尚未推出市場的產品。汽車燃料消耗所產生的排放物之計算方法及相關排放係數參考《道路機動車大氣污染排放清單編製技術指南(試行)》。由於國六未有排放標準，國六汽車使用國五標準進行計算。機械柴油燃燒方面所產生的排放則參考《非道路移動源大氣污染排放清單編製技術指南(試行)》。國四機械使用國三排放標準計算。

³ 天然氣用於鍋爐及生活用途。天然氣消耗所產生的排放物參考《生活污染源產排污係數手冊(試用版)》及《工業鍋爐(熱力供應)行業係數手冊》計算所得。

ENVIRONMENTAL PERFORMANCE

環境效益

Greenhouse Gas Emissions	溫室氣體排放量	Unit	單位	2022 二零二二年度
Total GHG emissions (Scope 1 and Scope 2)	溫室氣體總排放量 (範圍一及範圍二)	Tonnes (CO ₂ e)	噸 (二氧化碳當量)	64,923.92
Scope 1 Direct emissions ⁴ Scope 2 Indirect emissions ⁵ Intensity	範圍一直接排放 ⁴ 範圍二間接排放 ⁵ 密度	Tonnes/million RMB revenue ⁶	噸/百萬元人民幣 收入 ⁶	16,559.76 48,364.16 9.01

⁴ The calculation methods and relevant emission factors of greenhouse gas emissions (Scope 1) generated from fuel consumption of vehicles and machinery and natural gas consumption are based on the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Road Transport Enterprises (Trial)* and the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Machinery Equipment Manufacturers (Trial)*.

⁴ 汽車、機械的燃料消耗及天然氣消耗所產生的溫室氣體排放(範圍一)排放的計算方法及相關排放係數計算乃參考《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》及《機械設備製造企業溫室氣體排放核算方法與報告指南(試行)》。

⁵ Calculated using the national grid average emission factor in the *Notice on the Work Related to the Reporting and Management of Greenhouse Gas Emissions of Enterprises in the Power Generation Industry from 2023 to 2025*.

⁵ 採用《關於做好2023-2025年發電行業企業溫室氣體排放報告管理有關工作的通知》全國電網平均排放因子計算。

⁶ Revenue of the Group for the Reporting Period was approximately RMB7,205.4 million.

⁶ 本集團於報告期間的收入約為人民幣7,205.4百萬元。

HAZARDOUS AND NON-HAZARDOUS WASTE

The Group is principally engaged in the manufacturing of machinery and equipment and parts. The relevant wastes are mainly solid metal scraps generated in the machining process. During the Reporting Period, the Group generated 7,208 tonnes of metal scraps during its operation, all of which were disposed of through public tendering, with a total gain on disposal of approximately RMB2,910. The hazardous waste generated by the Group is mainly waste oil from cutting fluid, which is collected by professional qualified recycling companies and treated in a harmless manner.

For the disposal of hazardous waste, we have formulated a waste management system, some of which are as follows:

Collection, transfer, storage and management of hazardous waste

- The production and manufacturing department checks the waste classification and storage of the Company's solid waste collection site in accordance with the *Measures for Regulating the Management of Garbage Sites*.
- Hazardous waste is transferred from each factory to the Company's temporary storage point of hazardous waste.
- Each department of the Company is responsible for the classification, storage and management of waste in the unit, and the storage containers, facilities and sites should be kept clean and tidy at all times.

有害及無害廢棄物

本集團以生產製造機械設備及零部件為主業，有關廢棄物主要以在機械加工過程中產生的固體金屬殘料為主。於報告期間，本集團在運營過程中產生廢舊金屬殘料七千二百零八噸，均通過公開招標方式進行處置，共獲得處置收益約人民幣兩千九百一十元。本集團產生的有害廢棄物以切屑液廢油為主，均通過具有專業資質的回收公司統一回收，並全部進行無害化處理。

針對有害廢棄物的處理，我們制定了廢棄物管理制度，當中部分內容如下：

有害廢棄物的收集、轉運、儲存及管理

- 生產製造部門按照《規範垃圾場管理辦法》對公司固廢收集場垃圾分類存放情況進行檢查；
- 危險廢棄物由各分廠轉運至公司危險廢棄物暫存點；
- 公司各部門負責本單位廢棄物的分類存放管理，儲存容器、設施、場地應經常保持清潔整齊；

ENVIRONMENTAL PERFORMANCE

環境效益

Disposal of hazardous waste

- The production and manufacturing department selects units with hazardous waste disposal licenses to conduct bidding and obtain relevant data for review. The aspects to be considered in the assessment include: whether the contractor qualifies for a hazardous waste treatment license; Whether the contractor has the waste treatment capacity and whether it will cause secondary environmental pollution.
- Before signing the contract, it is necessary to confirm the processing capacity of the counterparty, and in the contract, the contractor is required to commit not to cause secondary pollution.
- The production and manufacturing department regularly entrusts qualified recyclers to handle and comply with the relevant national laws and regulations.

Disposal of non-hazardous waste

- The general waste that can be recycled and reused will be transferred by each sub-factory to the designated place for storage. Those that cannot be recycled and reused will be transferred by the property management company and each branch factory to the domestic waste storage point for storage.
- General waste is disposed of by the production and manufacturing department. Brutal loading and unloading are strictly prohibited and leakages are prevented during transportation. Also, a handling agreement is signed to prevent adverse environmental impacts caused by improper transportation or handling.

有害廢棄物的處置

- 危險廢棄物由生產製造部門選擇有危險廢物處理許可證資質的單位進行招標，並索取其相關資料進行評審。評審時需考慮的方面有：承包方是否具有危險廢物處理許可證資質；承包方是否具有廢棄物處理能力，是否會造成二次環境污染。
- 在合同簽訂前有必要對對方的處理能力確認，在合同中要求承包方作出不產生二次污染的承諾。
- 生產製造部門定期委托合格回收商進行處理，並遵照國家相關法規執行。

無害廢棄物的處置

- 一般廢棄物中能够回收利用的由各分廠轉運至指定地點存放；不能回收利用的由物業公司及各分廠轉運至生活垃圾存放點存放。
- 一般廢棄物由生產製造部負責處置；在運輸過程中嚴禁野蠻裝卸、防止泄漏，並簽訂處理協定，以防止由於運送或處理不當造成不良環境影響。

In addition to the waste management policy at the Group level, our subsidiaries have also established relevant internal systems according to their business needs. For example, the Chongqing Pump Company has formulated the *Pollution Prevention and Control Facilities Operation Management System* and the *Environmental Protection Accident Management System* to clarify the management regulations for solid and hazardous waste treatment and ensure the compliant disposal of waste.

除了集團層面的廢棄物管理政策，我們的附屬公司按照其業務需要亦另設相關的內部制度，例如，重慶公司制定《污染防治設施運行管理制度》《環保事故管理制度》，明確了固危廢處理的管理規定，確保廢棄物的合規處置。

Hazardous Waste	有害廢棄物	Unit	單位	2022 二零二二年度
Total hazardous waste Intensity	有害廢棄物總量 密度	Tonnes Tonnes/million RMB revenue	噸 噸/百萬元 人民幣收入	133.64
				0.02

Non-hazardous Waste	無害廢棄物	Unit	單位	2022 二零二二年度
Total non-hazardous waste Intensity	無害廢棄物總量 密度	Tonnes Tonnes/million RMB revenue	噸 噸/百萬元 人民幣收入	9,204.23
				1.28

USE OF RESOURCES

In response to the national call for energy conservation and environmental protection, the Group accelerated the process of eliminating and scrapping high-energy-consuming equipment, built new energy-saving equipment in the new plant with reference to environmental assessment standards, and promoted the paperless initiative of the green office. In addition, the Group also attaches great importance to the energy conservation and consumption reduction of subsidiaries, conducts relevant research from time to time, and promotes the concept and practice of sustainable development that encourages efficient use of energy.

資源使用

為響應國家對節能環保的號召，本集團加快對高能耗設備的淘汰和報廢的進程，參考環評標準在新廠區中建設新型的節能設備，推廣綠色辦公室的無紙化倡議。另外，本集團也非常注重附屬公司的節能降耗情況，不定期展開相關調研工作，並宣傳鼓勵能源高效利用的可持續發展理念與實踐行為。

ENVIRONMENTAL PERFORMANCE

環境效益

The Group's subsidiaries have formulated internal energy management systems and measures for their businesses to strengthen the regulation of the Company's energy use and enhance employees' awareness of energy conservation. These systems guide different business units on energy management matters, including the establishment of internal charters and management measures, and the setting of departmental energy performance. Subsidiaries include CQGI Group, CAFF Company, Machine Tool Group, Chongqing Water Company, Pigeon Company, Chongqing Pump Company and Chongqing Cummins.

Among them, Chongqing Cummins has formulated management measures such as *Energy Management Procedures*, *Operation Control of Important Energy Users and Facilities*, *Control Procedures for Identification and Evaluation of Important Energy Users and Facilities*, and *Control Procedures for Energy Review*, which set out the internal charters that the Company needs to comply with and the corresponding energy performance of each department, and guide different business units to carry out energy management work. Specific measures include:

- Manage the use of variable frequency energy-saving equipment and facilities, such as variable frequency energy-saving motors;
- Install intelligent flow controllers for compressed air to achieve energy-saving targets for compressed air; and
- Formulate energy-saving management measures for air conditioners.

In terms of other raw materials, the subsidiaries have also formulated corresponding management measures, for example, Chongqing Cummins has formulated the *Resource Consumption Management Regulations*; CAFF Company has formulated management measures for the use of machinery materials to strengthen the regulation and effective control of the excessive use of machinery materials in the production process and avoid wastage.

本集團的附屬公司針對其業務制定內部的能源管理制度和辦法，加強規管公司的能源使用，加強員工的節能意識。該等制度指導不同業務部門有關能源管理的事宜，包括設立內部約章和管理措施，及設定部門的能源績效。附屬公司包括重通集團、卡福公司、機床集團、重水公司、鴿牌公司、重泵公司、重慶康明斯。

其中，重慶康明斯制定了《能源管理程序》《重要能源用戶及設施運行控制》《重要能源用戶及設施識別和評價控制程序》《能源評審控制程序》等管理辦法，列明瞭公司需遵守的內部約章和各個部門對應的能源績效，指導不同營業單位開展能源管理工作，具體措施包括：

1. 管理使用變頻節能設備設施，如變頻節能電機；
2. 安裝壓縮空氣智能流量控制器以達成壓縮空氣節能目標；及
3. 制定空調節能管理辦法。

在其他原材料方面，附屬公司亦有制定相應的管理辦法，例如，重慶康明斯制定了《資源消耗管理規程》；卡福公司制定機物料使用管理辦法，加強規範有效控制住機物料在生產過程的過度使用，避免浪費情況。

In 2023, the Group will continue to implement the contract energy management in selected qualified subsidiaries.

二零二三年將在本集團選擇有條件的附屬子公司繼續實施合同能源管理。

Type of resource consumption

資源消耗種類	Unit	單位	2022 二零二二年度
Energy consumption⁷	能源消耗量⁷		
Total energy consumption	總能源消耗量	MWh	兆瓦時
Electricity	電力	MWh	兆瓦時
Petrol	汽油	MWh	兆瓦時
Diesel	柴油	MWh	兆瓦時
Natural Gas	天然氣	MWh	兆瓦時
Intensity	密度	MWh/million RMB revenue	兆瓦時/ 百萬元人民幣收入
			164,989.76
			84,804.78
			1,033.39
			47,724.18
			31,427.42
			22.90
			13.90
Paper	紙張	Tonnes	噸
Packaging materials	包裝物料		
Total packaging materials	包裝物料總量	kg	千克
Intensity	密度	kg/million RMB revenue	千克/ 百萬元人民幣收入
			562.17
			0.08

The Group attaches great importance to the use and conservation of water resources, integrates the environmental protection concept of effective use of water resources into relevant production processes, and selects technical processes and equipment with higher water efficiency. In order to reduce the waste of water resources caused by business negligence, we regularly inspect hidden water pipes to prevent leakage, inspect the internal water supply system, repair or replace damaged water tanks, faucets and other water supply facilities. At the same time, we post water-saving labels in relevant public areas to cultivate the daily water-saving awareness of the Group's employees. The Group's water is sourced from the municipal water supply network, so the Group has no significant difficulty in sourcing water.

本集團非常重視對水資源的利用及節約，將水資源有效利用的環保理念融入相關的生產過程中，選取用水效率更高的技術工藝和設備。為減少因業務疏忽而造成的水資源浪費，我們會定期檢查隱蔽水管，以防漏損，檢查內部供水系統，修理或更換有破損的水箱、水龍頭及其他供水設施。同時，我們在相關公共區域張貼節約用水的標籤，培養集團員工的日常節水意識。本集團用水由市政供水網絡獲得，所以在獲取水源上本集團並沒有重大困難。

⁷ The calculation method and relevant conversion factors for the conversion of energy units are based on the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Machinery and Equipment Manufacturers (Trial)*, the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Land Transportation Enterprises (Trial)*, the *Gasoline for Vehicles (GB17930-2016)* and the *Diesel for Vehicles (GB19147-2016)*.

⁷ 能源單位轉換的計算方法及相關轉換因數乃參考《機械設備製造企業溫室氣體排放核算方法與報告指南(試行)》《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》《車用汽油》(GB17930-2016)及《車用柴油》(GB19147-2016)。

ENVIRONMENTAL PERFORMANCE

環境效益

Subsidiaries have also formulated water-related management measures. For example, CQGI Group has implemented the following management measures through the *Energy Management System*:

- Perform monthly statistics on water consumption, submit and supervise water conservation, and urge all departments to jointly use water and save water;
- Installed the sensor taps to save water.

The Group's wastewater treatment system is complete and included in the government's online real-time monitoring, all of which meet the discharge standards.

附屬公司亦有制定用水相關的管理辦法，例如，重通集團通過《能源管理制度》實行以下用水管理措施：

- 每月對供水用水量統計。報送和節約用水的監管，督促各部門合力用水、節約用水；
- 部分安裝感應式水龍頭，節約用水。

本集團廢水處理系統完備並納入政府在線實時監測，全部達標排放。

Water Consumption	用水	Unit	單位	2022 二零二二年度
Total water consumption	總耗水量	m ³	立方米	666,399
Intensity	密度	m ³ /million RMB revenue	立方米/百萬元 人民幣收入	92.49

THE ENVIRONMENT AND NATURAL RESOURCES

Natural resources are the most precious gift for human production and life, but it is inevitable for enterprises to have different degrees of impact on the environment in the process of manufacturing and development. The Group is fully aware that while consuming natural resources, it should also assume the corporate responsibility of protecting biodiversity and balancing the ecosystem. By establishing an environmental management system in line with its development, the Group has incorporated environmental protection actions into its daily operations, and has identified the environmental impact of various activities of the enterprise's production on the environment and control measures from the perspective of the whole life cycle.

環境及天然資源

自然資源是對人類生產生活最珍貴的饋贈，但企業在製造發展的過程中不可避免的會對環境造成不同程度的影響。本集團充分意識到在消耗自然資源的同時也應該承擔起保護生物多樣性和生態系統平衡的企業責任，通過建立符合自身發展的環境管理體系，將環境保護的行動納入企業日常運作當中，從全生命周期角度識別企業生產各類活動對環境造成的環境影響以及控制措施。

CAFF Company identified the potential pollution of nickel heavy metals during the production process. In order to avoid possible leakage of similar heavy metals, CAFF Company has formulated a number of mechanisms for the prevention and control of sewage treatment, including the *Emergency Plan for Sewage Treatment Station*, the *Wastewater Management System* and the *Emergency Plan for Environmental Pollution*.

CQGI Group has set up an equipment and energy management department for the use of natural gas and other energy involved in its business. It adheres to the daily inspection, inspection and other management processes, and has installed safety facilities such as combustible gas probes in areas where natural gas may be leaked, so as to take emergency measures and make relevant filings for emergencies. In addition, the paint that generates volatile organic compounds (“VOCs”) is also a key focus of the Group. VOCs equipment is installed to collect and dispose of exhaust gas, and active charcoal, filter cotton and other consumables are replaced in a timely manner to ensure that relevant emission standards are met. The risk of soil pollution caused by the loading and unloading of hazardous chemicals is mainly concentrated in operation technology. The environmental emergency plan was prepared by CQGI Group and reviewed and passed. Relevant personnel were regularly invited to attend the drills of preventing leakage of hazardous chemicals due to improper operation.

卡福公司識別出生產過程中可能產生的鎳重金屬污染問題，為避免類似重金屬可能泄露的情況，卡福公司針對污廢處理制定了《污水處理站應急預案》《廢水管理制度》《環境污染應急預案》等多個機制進行防控管治。

重通集團針對業務涉及的天然氣等能源的使用專門設立了設備能源管理部，堅持遵守日常巡查、檢查等管理流程，同時在天然氣可能泄漏區域安裝可燃氣體探頭等安全設施，為突發狀況做好緊急措施與相關備案。除此之外，產生揮發性有機物（「VOCs」）的油漆也是集團的重點處理對象，安裝VOCs設備對廢氣進行收集和處置，及時更換活性炭、過濾棉等易耗品，確保達到相關排放標準。危險化學品裝卸的土壤污染風險主要集中在操作技術中，重通集團編製並經過評審通過了環境應急預案，定期組織相關人員進行演練防止因操作不當導致危險化學品泄露。

ENVIRONMENTAL PERFORMANCE

環境效益

Chongqing Cummins has formulated the *Control Procedures for Identification and Evaluation of Environmental Factors* and the management procedures for exhaust gas, wastewater and waste residue to identify the possible impact of corporate activities on the environment and put forward corresponding and effective control measures. The production wastewater is treated by the company's sewage station and then enters the municipal sewage pipe network. The exhaust gas is treated by the exhaust gas treatment facilities and meets the discharge standards. The hazardous waste is treated by qualified third parties. Chongqing Cummins' factory in Shapingba has obtained ISO 14001/GB/T 20441-2015 Environmental Management System and ISO 50001/GB/T 23331-2020 Energy Management System certifications.

CLIMATE CHANGE

Climate change has been ranked among the top global risks in recent years. Addressing the challenges of the climate change crisis is a difficult path that all sectors of society must take. By implementing the national strategy of actively responding to climate change, China firmly proposed the dual carbon targets for 2030 and 2060, and advocated the reduction of carbon, energy conservation and consumption as the main means of ecological environmental protection planning, which indicated a new direction for the sustainable development of enterprises.

Extreme weather caused by climate change can endanger the physical business of the Group, including office premises, factories or other property, affecting the operation of the business. In order to standardize the response to the physical risks caused by climate change, Chongqing Cummins has established the *Emergency Plan for Flood Prevention* and the *Business Continuity Plan* of the company, and CQGI Group re-organized and compiled the *Emergency Plan for Heavy Pollution Weather* to minimize the impact of climate factors on the relevant business of the Company.

重慶康明斯制定了《環境因素識別和評價控制程序》及廢氣、廢水、廢渣等管理程序，識別出企業活動可能會對環境造成的影響，並提出對應有效的控制措施。生產廢水經公司污水站處理達標後進入市政污水管網，廢氣均通過廢氣處理設施處理後達標排放，危險廢物均交由資質協力廠商處置。重慶康明斯位於沙坪壩的工廠已獲得ISO 14001/GB: T 20441-2015環境管理體系和ISO 50001/GB/T 23331-2020能源管理體系認證。

氣候變化

氣候變化議題近幾年來一直位列全球風險的前茅，應對氣候變化危機的挑戰是當代社會各界必要踏出的一條荊棘路。我國通過實施積極應對氣候變化國家策略，堅定提出2030和2060年的雙碳目標，提倡以降碳、節能及降耗作為生態環境保護規劃的主要手段，為企業可持續發展指明了新方向。

氣候變化導致的極端天氣可危及本集團的實體業務，包括辦公場所、廠房或其他物業財產，影響業務的運作。為規範應對氣候變化所造成的實體風險，重慶康明斯建立了《防洪應急預案》及《公司業務延續計劃》，重通集團組織編撰了《重污染天氣應急預案》，盡量減少因氣候因素對公司相關業務造成的影響。



PEOPLE-ORIENTED

以人為本

PEOPLE-ORIENTED 以人為本

EMPLOYMENT AND LABOR STANDARDS

The Group values talents for the same purpose. We adhere to the concept of “paying respect to the dedicated, utilizing the competent, fostering the aspiring and incentivizing the innovative”, providing employees with a comfortable and safe working environment, forming a complete technical management and training system, reasonably allocating remuneration and benefits, and carry out a series of career plans to encourage diversified development of employees, incentive projects for physical and mental health protection, safeguard the legitimate rights and interests of employees, promote inclusiveness and difference, jointly create a harmonious and good working atmosphere, and hence to achieve the core values of the Group.

The Group strictly complies with all relevant local employment laws, including but not limited to the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. During the Reporting Period, there were no cases of non-compliance with relevant employment laws and regulations, and there were no complaints related to recruitment.

僱傭及勞工標準

本集團珍視人才的理念始終如一，我們堅持「尊重敬業的人，用好能幹的人，培養有志的人，激勵創新的人」理念，為員工提供舒適安全的工作環境，形成完備的技術管理培養體系，合理分配薪酬福利，開展一系列以鼓勵員工多元化發展的職業規劃，身心健康保障的激勵項目，維護員工的合法權益，包容差異性，共同營造和諧良好的勞動合作氛圍，實現本集團的核心價值觀。

本集團嚴格遵守所有營運當地相關的僱傭法例，當中包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，報告期間並無違反相關的僱傭法例及法規的個案，亦無與招聘相關的投訴個案。



During the Reporting Period, the Group had 7,837 employees. The summary of employee data is as follows:

報告期間，本集團有七千八百三十七名員工。以下乃是員工數據摘要：

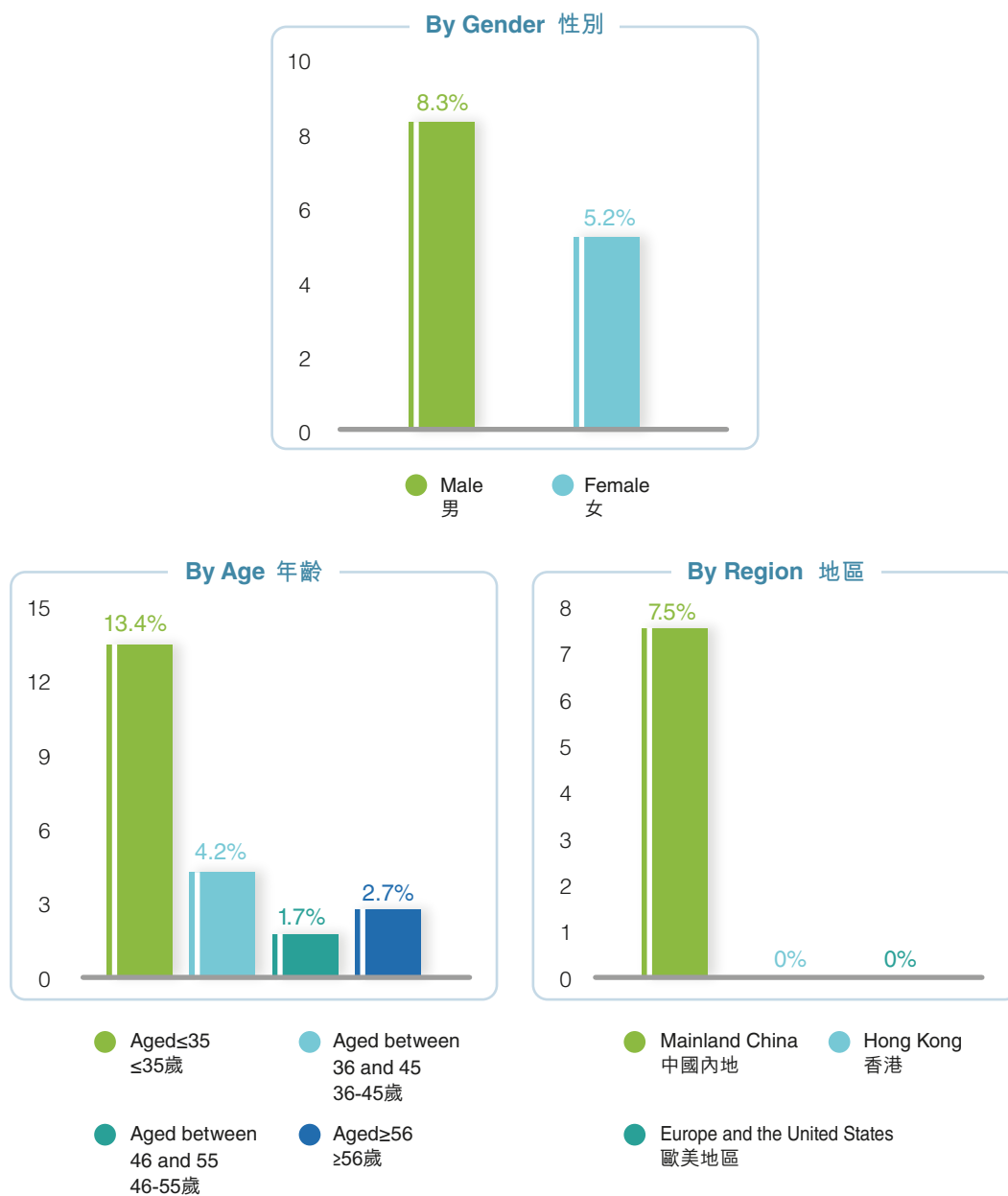
2022

二零二二年度

Total number of employees 員工總數



Employee turnover rate⁸ 員工流失比率⁸



⁸ The calculation formula of employee turnover rate for each category is: number of employee turnover of the category during the reporting period/ total number of employees of the category as of the end of the reporting period x 100%.

⁸ 各類別的員工離職率計算公式為：報告期內該類別的員工離職人數／截至報告期末該類別的總員工人數x 100%。



REMUNERATION AND BENEFITS

In terms of employee remuneration, our management system clarifies the remuneration and related rights and interests that employees should enjoy, sets minimum wage standards, and provides effective instructions for arrangements such as vacation and dismissal compensation. The basic benefits of the Company, such as social insurance and provident fund, are also within the scope of relevant management. We adhere to the guiding principle of directly linking individual performance with the Company's benefits. With reference to their work performance, individual outstanding contributions and the general environment of the talent market, we strive to obtain more competitive salaries for employees, thereby improving their enthusiasm. At the same time, the Group also pays attention to employees' right to rest. We strictly abide by national labor laws, arrange reasonable working hours and follow national statutory holidays for employees, and provide paid leave, marriage leave, maternity leave, funeral leave and other holidays.

RECRUITMENT AND PROMOTION POLICY

The Group's recruitment process is based on the principles of fairness and justice as well as competitive position. Based on the business development and operation needs, the Group reasonably matches the relevant skills and qualification requirements to the corresponding positions. The Group conducts a comprehensive analysis and screening from various aspects such as personal ethics, professional standards, skills and experience and relevant qualification certification of the candidates to eliminate the priority of private relations and recruitment discrimination. For the promotion policy of regular employees, we have a set of performance appraisal systems and promotion mechanisms in line with the Group's employment principle, and regularly evaluate the work performance of employees according to regulations and ensure reasonable promotion opportunities.

薪酬及福利

在員工薪酬方面，我們的管理制度明確了員工應享有的薪酬和相關權益，設置最低工資標準線，對休假、解僱賠償等安排做出了有效指示，企業的基本福利例如社保和公積金等也在相關管理範疇內。我們堅持個人績效與公司效益直接掛鈎的指導思想，參考其工作表現，個人突出貢獻和人才市場大環境，為員工爭取到更具競爭力的薪資，從而提高員工的積極性。同時，本集團也注重員工的休息權，我們嚴格遵守國家勞動法律，為員工安排合理工作時間與跟循國家法定節假日，並提供帶薪休假、婚假、生育假、喪假等多種假期。

招聘及晉升政策

本集團的招聘流程設置以公平公正和人崗相宜為原則，從業務發展和經營需要為前提，將相關技能與資歷要求合理匹配到對應的職位，從應徵者的個人品行道德，專業水平，技能經驗和相關資格認證等多個層面進行全方位的分析篩選，杜絕私人關係優先和招聘歧視行為。對於正式員工的晉升政策，我們擁有一套符合本公司用人原則的績效考核制度和晉升機制，定期按規考核員工的工作表現並保證合理晉升機會。

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The Group's appraisal mechanism for remuneration, benefits and promotion clearly mentioned the reference factors for employee appraisal, mainly based on the scope of work, qualifications, individual performance, performance contribution and market changes. We provide equal opportunities and implement a diversity policy for our employees, focusing on factors such as gender, race, religion, age, marital and family status, disability or any other reasons that may be treated differently. We adhere to the principle of fairness, equality, respect and tolerance, and eliminate discrimination.

At the same time, the Group protects employees from any form of harassment and bullying at work. We always require our employees to strictly abide by the code of conduct and maintain high quality and ethics. In addition, we have set up themed training on relevant content and timely information sharing. We strictly monitor the ethical atmosphere in the workplace in daily work and prohibit harassment and bullying.

Considering the physical conditions of female employees at different stages, we have set up special protection measures for caring for female employees, including prohibiting the arrangement of female employees to work in the fourth level of physical labor intensity defined by the state or other prohibited work during menstruation, pregnancy, maternity and lactation.

平等機會及多元政策

本集團對薪酬、福利及晉升的考評機制明確提及對員工評核的參考因素，主要以工作範疇、資歷、個人表現、業績貢獻和市場變化等為依據。我們為員工提供平等機會和實行多元化政策，針對性別、種族、宗教、年齡、婚姻及家庭狀況、殘疾或其他任何可能遭受區別對待的原因等因素，我們秉承一貫的公平原則，一視同仁，尊重包容，杜絕歧視。

同時，本集團保障員工免受工作上任何形式的騷擾和欺凌。我們時刻要求員工嚴守行為守則，保持個人操守和道德的高素質、高水平。另外，我們設置了相關內容的主題培訓和及時的信息分享，在工作日常中嚴格監察工作場所的道德風氣，禁止騷擾及欺凌行為出現。

考慮到女性員工不同階段的身體狀況，我們設有專門針對關愛女性職工的保護措施，包括在經期、孕期、產期和哺乳期等時期，禁止安排女性職工從事國家界定的第四級體力勞動強度的勞動或其他禁忌從事的勞動。



PROHIBITION OF FORCED LABOR AND CHILD LABOR

The Group strictly abides by the *Labor Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor*, the *Regulations on Labor Security Supervision* and other laws and regulations. The Group also has corresponding management measures to strictly prohibit the use of child labor, cheating of child labor, forced labor, etc. Applicants are required to provide identification documents, including identity cards, academic certificates and other documents during the interview and induction process. Once the age of the applicant is found to be not in compliance with the requirements of the relevant labor laws, the Group will immediately terminate the employment procedures of the applicant. At the same time, the Group has set up internal risk control positions (risk control, internal audit and discipline inspection) to monitor compliance of relevant procedures. If necessary, relevant personnel can file complaints, complaints and report non-compliance matters through the labor union and the petition office. In addition to the above rights protection procedures, we will also specify the working hours and work content in the labor contracts signed by both parties in accordance with relevant laws to avoid the occurrence of forced labor and resolutely protect the legitimate rights and interests of the employees. The Group will review and further improve the labor mechanism from time to time.

During the Reporting Period, the Group did not have any child or forced labor, nor did it have any incidents of non-compliance with labor standards.

禁止強制勞工及童工

本集團嚴格遵守《中華人民共和國勞動法》《禁止使用童工規定》《勞動保障監察條例》等法律法規，本集團也有相應管理辦法，嚴格禁止使用童工、拐騙童工、強令童工冒險作業和強迫勞工等。在面試和入職環節均需要申請者提供身份證明，包括身份證、學歷證書等文件，一經發現不符合勞工相關法律要求的年齡，本集團會立即終止對該申請人的錄用程序。同時，本集團設置內部風險控制崗位(風控、內審、紀檢)以監察相關手續辦理的合規性，如有需要，相關人員可以通過職工工會和信訪辦公室進行投訴、申訴、舉報不合規事項。除以上維權程序以外，我們亦會依照相關法律在雙方簽署的勞動合同中明確工作時間、工作內容等來保障避免強制勞工問題的出現，堅決維護錄用人員的合法權益。本集團會不時檢討並進一步完善勞工機制。

於報告期間，本集團並無童工或強制勞工，亦無任何涉及違反勞工準則的事件。

DISMISSAL POLICY

In general, the Group dismisses employees mainly due to the following reasons:

- The employee's long-term poor work performance, or the employee's ability and skills clearly do not meet the corresponding requirements of his/her position, so he/she is not competent for the current job;
- Significant violation of laws and regulations and employment rules by employees to meet the conditions of dismissal;
- The occurrence of major objective reasons leads to the inability of the enterprise to survive or serious difficulties in operation.

The Group complies with the relevant employment regulations and guidelines. In case of dismissal due to the above reasons, we will follow the procedures and make reasonable compensation to the dismissed employees in accordance with the relevant employment ordinance guidelines and the relevant termination provisions set out in the employment contracts of each employee.

解僱政策

一般而言，本集團主要因為以下原因辭退員工：

- 員工長期工作表現欠佳，或員工能力和技能明顯不符合其職位相應要求，以致無法勝任當前工作；
- 員工嚴重違反法律法規及僱傭守則，達到辭退條件；
- 發生重大客觀原因，導致企業無法存續或經營發生嚴重困難。

本集團遵從相關僱傭條例指引，如有出現因上述理由而需要與涉事員工解除勞資關係的情況，我們會根據各員工的僱傭合約中有關解僱的條文和公司處理流程為被解僱員工提供其應享有的賠償保障和其他合法權益。



HEALTH AND SAFETY

The Group always adheres to the production principle of "safety foremost, prevention-dominated and comprehensive treatment", strictly complies with the *Labor Law of the People's Republic of China*, the *Law on Protection of Labor Rights* and other applicable laws and regulations, and implements the *Basic Rules on Standardized Production Safety of Enterprises* and relevant laws. At the same time, we have formulated the *Compilation of Work Safety Management System* based on the content of relevant regulations and the management practices of the Group to regulate production safety behaviors and provide effective guidelines for the marketing department to manage subsidiaries. In terms of division of responsibilities, the legal representative or the chief executive officer of an entity shall be the first person responsible for the production safety of the entity and shall be fully responsible for production safety.

In order to improve production safety, the Group requires each subsidiary to establish and implement accountability for safety production, sign the *Responsibility Statement for Project Management* and set specific implementation objectives. The Group strengthens the binding force of responsibility management, and implements a production safety responsibility system with level-by-level responsibility from bottom to top and level-by-level assessment from top to bottom. The production safety responsibility is specifically divided into the chairman, general manager, deputy general manager, secretary to the Board, chief financial officer, production safety committee, chairman of the labor union, office, party-masses work department, finance department, capital operation department, industrial development department, market operation department and relevant employees of the Group. The production safety responsibility system has been reviewed and approved by the Board.

健康與安全

本集團始終堅持「安全第一、預防為主、綜合治理」的生產原則，嚴格遵守《中華人民共和國勞動法》和《勞動者權益保護法》及其他適用的法律法規，並執行《企業安全生產標準化基本規範》和相關法律。同時，我們結合其中相關法規內容和公司的管理慣例，制定了《安全生產管理制度匯編》以規範安全生產行為，為市場運行部管理附屬公司提供有效指南。在責任劃分方面，用人單位的法定代表人或主要行政負責人為該單位安全生產的第一責任人，對安全生產工作負全面責任。

為提升生產安全，本集團要求各附屬公司建立並貫徹落實安全生產責任制，通過簽訂《項目管理工作目標責任書》設置具體實施目標來加強責任管理的約束力，實行自下而上逐級負責和自上而下逐級考核的安全生產責任體系。安全生產責任具體劃分到公司董事長、總經理、副總經理、董事會秘書、財務總監、安全生產委員會、工會主席、辦公室、黨群工作部、財務部、資本營運部、產業發展部、市場運行部及相關員工，該安全生產責任制經董事會審核通過。

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In response to the prevention and control of occupational diseases, CQGI Group issued the *Safety Production Management System*, *Environmental Protection Management System* and *Occupational Health Management System*, which included body checks on occupational diseases for employees and regular detection of occupational disease hazards into formal management requirements, and installed safety and dust prevention facilities to reduce related occupational disease risks.

Gas Compressor Company has formulated the *Compilation of Occupational Health Management System* based on the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and the *Provisions on the Supervision and Administration of Occupational Health at Work Sites*, which clearly defines occupational diseases and emphasizes the responsibilities of each department. The main contents include the implementation details of hazard warning and notification, declaration of hazardous items, publicity and education of hazard prevention and control, maintenance and repair of protective facilities, as well as detailed regulations in specific production and operation processes, such as hazardous protective equipment management system, hazard monitoring and evaluation management system, "Three Simultaneities" management system, occupational health monitoring and file management system, as well as the treatment and reporting of occupational disease hazards and emergency rescue and management system for occupational disease hazards.

針對職業病防治，重通集團下發了《安全生產管理制度》《環境保護管理制度》《職業健康管理制度》，將員工職業病體檢、定期職業病危害因素的檢測納入正式管理要求，增加了安全防塵設施以降低相關職業病風險。

氣壓公司以《中華人民共和國職業病防治法》《工作場所職業衛生監督管理規定》作為依據，制定《職業健康管理制度匯編》，明確定義職業病，強調各部門職責，主要內容包括對於危害警示與告知的執行細節、危害項目的申報、危害防治宣傳教育、防護設施維護檢修，以及具體生產操作過程中的細節條例，例如危害防護用品管理制度、危害監測與評價管理制度、「三同時」管理制度、職業健康監護及其檔案管理制度，還囊括了對職業病危害事故的處置和報告以及職業病危害應急救援與管理制度。

		2022 二零二二年度	2021 二零二一年度	2020 二零二零年度
Number of work-related fatalities occurred in each of the past three years	過去三年每年因工亡故的人數	0	0	0
Rate of work-related fatalities in each of the past three years	過去三年每年因工亡故比率	0%	0%	0%
Lost days due to work injury ⁹	因工傷損失工作日數 ⁹	63	80	30

⁹ Definition of work-related injury in accordance with the Regulation on Work-Related Injury Insurance, the number of lost working days refers to accidents that substantially cause injury or occupational disease in which the patient leaves the position for at least one day from the next day of injury or disease.

⁹ 工傷的定義按照《工傷保險條例》，損失工作日數是指實質造成傷害或者職業病患者自受傷或發病當日的下一日算起至少有一天因受傷或患病離開工作崗位的事故。



Gas Compressor Company actively organized various departments to carry out education and training activities related to occupational health. The comprehensive management department is responsible for the pre-job occupational safety and health education for new employees for no less than 16 hours. All departments and teams are required to carry out relevant education and learning on their own, with training duration of no less than 24 hours at the department level and no less than 32 hours at the team level, to educate employees of all levels on occupational disease prevention and control, and raise employees' awareness of occupational safety.

氣壓公司積極組織廠內各部門開展職業健康有關的知識宣傳與培訓活動。綜合管理部負責對新員工普及上崗前職業安全健康教育，時間不少於十六學時；各部門和班組級需自行開展相關教育學習，部門級時間不少於二十四學時，班組級時間不少於三十二學時，力求在公司的各個生產層級內傳播職業病預防及控制的知識，提高員工對職業安全問題的重視。



CAFF Company has formulated the *Occupational Disease Prevention Management System*, the *Labor Protection Supplies Management System*, the *Environmental Protection Management System* and other systems to ensure a safe working environment and protect employees from occupational hazards, and entrusts third parties to conduct annual occupational hazard factor testing and occupational health examinations.

卡福公司制定了《職業病預防管理制度》《勞動保護用品管理制度》《環境保護管理制度》等制度，確保提供安全工作環境及保障員工避免職業性危害，並委托第三方進行年度職業危害因素檢測和職業健康體檢

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The occupational health and safety management system of Chongqing Pump Company has been audited by a third-party institution and certified to ensure that the relevant system meets the requirements of ISO 45001: 2018.

重慶公司的職業健康安全管理制度已經通過第三方機構審核，並獲得認證，確保相關制度合乎ISO 45001: 2018的要求。



During the Reporting Period, the Group did not have any material non-compliance with relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.

於報告期間，本集團並無任何重大違反與提供安全工作環境及保障員工避免職業性危害的相關法律及規例的情況。



DEVELOPMENT AND TRAINING

Employee capacity building is the core to building a learning-oriented organization and building a better career development and learning platform for employees is the goal of our talent training. With the theme of improving professional quality, the Group continuously improves the established training management system and encourages employees to actively exchange business skills. Each department can make full use of the Group's resources to explore more forms of learning methods and improvement opportunities to achieve the common development of employees and the Group's business.

The Group has formulated employee training management measures to implement annual training and construction of three talent teams, namely technology, management and skills, for the purpose of improving people's performance. During the Year, we formulated the *Implementation Measures for the Career Development of Employees of Chongqing Machinery & Electric Co., Ltd.* to further improve the employee training and growth mechanism of the Company and broaden the career development channels for employees. In terms of training, an online and offline three-dimensional cultivation model has been established. The relevant activities we organized are as follows:

- The Company carried out training courses for improving the management ability of employees, and carried out 4 special training sessions in total, and 1 corporate practice training session. The number of participants reached over 210.
- The 2022 "Bashu Electromechanical Cup" QCC Labor and Skills Competition was held, including Internet + learning, live stream lectures, site visits, network competitions, and results presentations.

發展與培訓

員工能力建設是企業打造學習型團隊的核心，為員工搭建更優質的職業發展和學習平台是我們在人才培養方面共同努力的目標。本集團以提升職業素養為主題不斷完善已建立的培訓管理體系，鼓勵員工之間積極主動進行業務技能交流，各個部門可以充分利用集團資源發掘更多形式的學習方式與進步機會，實現員工與集團業務的共同發展。

本集團制定了員工培訓管理辦法，以提升人創績效為目的實施年度技術、管理、技能三支人才隊伍培訓和建設。我們於本年度制定了《重慶機電股份有限公司本部員工職業發展實施辦法》，進一步完善本部員工培養和成長機制，拓寬員工職業發展通道。在培訓方面，並建立了線上線下立體培育模式。我們舉辦的相關活動如下：

1. 開展本部員工管理能力提升培訓班，共計開展四期專題培訓，一期企業踐學。參與人數達二百一十餘人次。
2. 舉辦二零二二年「巴蜀機電杯」QCC勞動和技能大賽，包括互聯網+學習、直播授課、兩地互訪、網絡大賽、成果展示等方式。

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- We successively carried out 7 legal publicity activities in the Company and its subsidiaries, with more than 400 participants.
 - We carried out skill level training and appraisal for 10 types of skilled operations such as truck workers and fitters, of which 184 employees obtained corresponding professional level certificates.
3. 開展法治培訓，先後在本公司及所屬企業開展七次普法宣傳活動，參與人次超過四百人次。
 4. 開展了車工、鉗工等十個工種技能操作的技能等級培訓和鑒定，其中一百八十四人獲得相應職業等級證書。

CAFF Company has formulated the *Occupational Safety and Health Education System*, the *Safety Inspection and Hidden Danger Rectification System*, the *Assessment Measures for the Management of New Employee Training Periods*, the *Three-level Safety Education and Training System* and other institutional documents, which stipulate the organization of relevant vocational training for employees, such as induction training, three-level safety education and training, emergency drills, safety operation training, fire safety training, two-card training, etc.

卡福公司內部制定《職業安全健康教育制度》《安全檢查和隱患整改制度》《新進員工見習期管理考核辦法》《三級安全教育培訓制度》等制度文件，規定了為員工組織相關職業培訓，例如入職培訓、三級安全教育培訓、應急演練、安全操作培訓、消防安全培訓、兩單兩卡培訓等。



In July 2022, Gas Compressor Company held training and assessment on lifting operation and command skills. For the overall training during the Reporting Year, please refer to the table below.

氣壓公司則於二零二二年七月舉辦了地操行車起重作業及指揮技能培訓及考核。有關於本報告年度的整體培訓情況，請參閱以下的表格。



Employee training¹⁰:

員工培訓¹⁰：

Category 類別					2022 二零二二年度	
Total number of employees participating in training 參與培訓員工總數			Number	人數	8,100	
Percentage of employees participating in training to the total number of employees 參與培訓員工佔員工總數比例			Percentage	百分比	100%	
Gender ¹¹	性別 ¹¹	Male	男	Percentage	百分比	73%
		Female	女	Percentage	百分比	27%
Employee Category ^{12 13}	員工類別 ^{12 13}	Senior management	高層管理人員	Percentage	百分比	1%
		Middle management	中層管理人員	Percentage	百分比	4.3%
		Junior personnel	基層人員	Percentage	百分比	94.7%
Gender ¹⁴	性別 ¹⁴	Male	男	Average hours	平均時數	9
		Female	女	Average hours	平均時數	8
Employee Category ¹⁵	員工類別 ¹⁵	Senior management	高層管理人員	Average hours	平均時數	39
		Middle management	中層管理人員	Average hours	平均時數	26
		Junior personnel	基層人員	Average hours	平均時數	8

¹⁰ Employee training data includes non-permanent employees such as outsourced employees and temporary employees.

¹⁰ 員工培訓數據包括外判員工和臨時員工等非正式員工。

¹¹ The calculation formula of the percentage of employees trained in each category is: number of employees trained in the category/total number of employees trained x 100%.

¹¹ 各類別的員工受訓百分比計算公式為：該類別的受訓員工人數/總受訓員工人數x 100%。

¹² The calculation formula of the percentage of employees trained in each category is: number of employees trained in the category/total number of employees trained x 100%.

¹² 各類別的員工受訓百分比計算公式為：該類別的受訓員工人數/總受訓員工人數x 100%。

¹³ The types of employees during the Year were divided into senior management, middle management and junior personnel.

¹³ 本年度的員工類別分為高層管理人員、中層管理人員及基層人員。

¹⁴ The calculation formula of average training hours per employee for each category is: total training hours of employees of the category/total number of employees of the category.

¹⁴ 各類別的名員工平均受訓時數計算公式為：該類別的員工受訓總時數/該類別總員工人數。

¹⁵ The calculation formula of average training hours per employee for each category is: total training hours of employees of the category/total number of employees of the category.

¹⁵ 各類別的名員工平均受訓時數計算公式為：該類別的員工受訓總時數/該類別總員工人數。



COMMUNITY ENGAGEMENT

社區參與

While developing our business, we care about the needs of community development, actively fulfill the social responsibility of giving back to the community. The Group actively fulfills its social responsibility in accordance with the *Chongqing Machinery & Electric Co., Ltd. Management Measures for External Donations*. The Group has been paying close attention to areas severely affected by natural disasters, inhabited by the elderly, ethnic groups, remote areas and poverty-stricken areas, and providing relevant vulnerable groups and individuals with relief supplies for production and living. For public welfare, we donated to projects such as education, science, culture, health and medical care, sports, environmental protection and public facilities construction to help society and support charity.

In addition, the Group actively responded to the government's call for encouraging the reduction and exemption of rents for small and micro enterprises and individual business proprietors during the pandemic. During the Reporting Period, the Group took the initiative to reduce and exempt a total of RMB3,180,000 in rents for small and micro enterprises and individual business proprietors to help enterprises severely affected by the pandemic and promote sound and sustainable development with community partners.

Case sharing:

Rural Revitalization Consumption Poverty Alleviation Activities

In July 2022, the Company organized employees to visit Qianni Village, Qunli Town, Tongnan District, Chongqing to carry out rural revitalization and consumption poverty alleviation activities, and voluntarily donated to local residents.

我們在發展自身業務的同時也心繫社區發展的需求，積極承擔企業公益責任，履行反饋社區的社會義務。本集團根據《重慶機電股份有限公司對外捐贈管理辦法》，積極履行社會公益責任。本集團一直廣泛關注受自然災害影響嚴重和有「老、少、邊、窮」困難情況的地區，為相關弱勢群體和個人提供可用於生產、生活的救濟物；在公益領域上，教育、科學、文化、衛生醫療、體育事業、環境保護以及公共設施建設等項目都有我們捐贈的身影，幫扶社會，支持慈善，展現大企業風範。

另外，本集團在疫情期間積極響應政府關於鼓勵為小微企業和個體工商戶減免租金的號召，於報告期間，主動為小微企業和個體工商戶減免合共人民幣三百一十八萬租金，以幫助受疫情嚴重衝擊的企業，推動與社區合作夥伴的良性可持續發展。

案例分享：

鄉村振興消費扶貧活動

二零二二年七月，本公司組織員工前往重慶市潼南區群力鎮牽牛村進行鄉村振興消費扶貧活動，並自發捐款給當地居民。



Case sharing:

Promote employment and sign agreements on practice and employment bases with local universities

In May 2022, Chongqing Normal University carried out school-enterprise cooperation and exchange with the Company, signed an agreement on practice and employment base with the Company, and held the opening ceremony of the Chongqing Graduate (MBA) Joint Training Base and Practice Employment Base.

案例分享：

促就業，聯合當地高校簽署實踐與就業基地協議

二零二二年五月，重慶師範大學到本公司開展校企合作交流，重慶師範大學與本公司簽署了實踐與就業基地協議，並進行了重慶市研究生(MBA)聯合培養基地、實踐就業基地揭牌儀式。



Case sharing:

Actively participate in community voluntary activities for epidemic prevention and control

During the period of epidemic prevention and control in 2022, a group of anti-epidemic volunteers was self-organized among the Group and its subsidiaries who assisted in the nucleic acid testing work in their communities, distributed daily necessities to the elderly living alone, and maintained the on-site order. They also helped the community to prevent and control the epidemic and give back to the community.

案例分享：

積極參與社區疫情防控志願活動

二零二二年疫情防控期間，本集團及所屬公司湧現出一批抗疫志願者。他們有的協助所在街道核酸檢測工作，有的分發生活必需品給獨居老人，有的維持檢測現場秩序。他們一遍遍掃碼，分發採樣器，挨家挨戶敲門，肩扛手提，不言辛勞，全力協助社區做好疫情防控工作，回饋社區。



COMMUNITY ENGAGEMENT 社區參與

Case sharing:

“Power Community to Beautiful Life – Caring for Children in Chongqing Mountainous area”

The public welfare project “Power Community to Beautiful Life – Care for Children in Chongqing Mountainous Area” was jointly launched by Chongqing Cummins and the Center for the Capacity Building and Development of Social Organizations of Beijing Chuanyi Qianli under China Women’s Development Foundation. The action aims to help children in mountainous areas improve their appreciation of good things, self-confidence and pride, and provide aesthetic education support for left-behind children in mountainous areas who lack companionship and care. The project developed and launched 6 sessions of art co-creation courses with different themes. Through the use of composite materials, it interacted with children in local rural areas to share and create art together.

As a public welfare support party of the Chongqing Mountainous Area Children Care Action Plan, Chongqing Cummins actively invites employees to be volunteers to accompany children on a one-to-one basis at each public welfare activity. Chongqing Cummins organized volunteers to assist in initiating and completing the first phase of the graffiti creation activity with the theme of “Musical Painting” in June 2022. In July 2022, Chongqing Cummins held another research activity themed “Art Summer”. In order to let children in mountainous areas feel the atmosphere of modern enterprises, Chongqing Cummins specially invited children to visit its Liangjiang base; The Group also organized various workshops for the children, such as the one to create a button mushroom magic room night light device with ultra-light clay as a material, so that the children can initially experience the charm of technology and art.

案例分享：

「動力社區至美生活－重慶山區兒童關愛行動」

「動力社區至美生活－重慶山區兒童關愛行動」公益項目由重慶康明斯、中國婦女發展基金會下屬的北京傳益千里社會組織能力建設發展中心聯合發起。行動旨在助力山區兒童提升對美好事物的鑒賞能力，提高自信心與自豪感，為缺乏陪伴與關愛的山區留守兒童提供美育支持。項目研發並開設六期不同主題的藝術共創課程，通過複合材料的運用，與當地山區兒童進行藝術互動，一起分享藝術、一起進行藝術創作。

作為重慶山區兒童關愛行動計劃的公益支持方，重慶康明斯積極邀請員工成為志願者，在每一次公益活動開展現場，一對一陪伴孩子們。重慶康明斯組織志願者在二零二二年六月份協助啓動並圓滿完成首期「肌理畫」主題塗鴉創作活動。於七月份，重慶康明斯另舉辦了「藝術之夏」主題研學活動。為了讓山區兒童感受現代化企業的氛围，重慶康明斯特別邀請孩子們走進其兩江基地參訪；並組織孩子們以超輕黏土為材料，進行蘑菇魔法屋夜燈裝置的創作，讓孩子們初步感受到科技與藝術的魅力。



Case sharing:

Rescue of wildfires

In August 2022, severe forest fires broke out in Chongqing due to continuous high temperatures, and the fire was fierce. A batch of motorcyclists appeared on the rescue site, and they opened a "golden transportation route" with motorcycles, adding strength to the fire rescue work.

Many employees of the Group's subsidiaries took the initiative to sign up to participate in the volunteer activities. The motorcycle affairs office helped transport urgently needed materials such as fire extinguishers, mineral water, ice, lunchboxes, fuel and chainsaws.

Their self-giving behaviors fully demonstrated the spirit of responsibility. They are our lovely front-line workers who dedicated to their jobs, and also devoted themselves as the volunteer role model of serving and contributing to the people.

案例分享：

滅山火，逆行的救援者

二零二二年八月，重慶市連日高溫突發嚴重森林大火，火勢兇猛。救援現場出現了一批「摩托騎士」，他們用摩托車開闢了一條「黃金運輸線路」，為火災救援工作增添力量。

本集團多家所屬企業員工積極主動報名參加志願者活動，騎摩托車去事發處幫助運輸滅火器、礦泉水、冰塊、盒飯、油料、油鋸等急需物資。

他們用實際行動詮釋著責任擔當精神，他們是愛崗敬業的一線工人，也是為人民服務、默默奉獻的志願榜樣。



HKEX ESG REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

Subject Areas 主要範疇	Content 內容	Disclosure Section 披露章節
Mandatory Disclosure Requirements		
Governance Structure 管治架構	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對ESG事宜的監管； (ii) 董事會的ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按ESG相關目標檢討進度，並解釋它們如何與發行人業務有關連	SUSTAINABILITY GOVERNANCE 可持續發展管治
Reporting Principles 匯報原則	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality, Consistency, Balance, and Quantitative. 描述或解釋在編備ESG報告時如何應用下列匯報原則：重要性、一致性、平衡、量化	REPORTING PRINCIPLES 報告原則
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋ESG報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因	REPORTING SCOPE 報告範圍
General Disclosure and KPIs 一般披露及關鍵績效指標		
A1 General Disclosure A1一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	ENVIRONMENTAL BENEFITS 環境效益
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料	EMISSION MANAGEMENT 排放物管理
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	EMISSION MANAGEMENT 排放物管理
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度	EMISSION MANAGEMENT 排放物管理
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度	EMISSION MANAGEMENT 排放物管理

Subject Areas 主要範疇	Content 內容	Disclosure Section 披露章節
A1.5	Description of emission target (s) set and steps taken to achieve them	REVIEW OF ESG TARGET PERFORMANCE
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟	ESG目標表現回顧 EMISSION MANAGEMENT 排放物管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	REVIEW OF ESG TARGET PERFORMANCE
A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟	ESG目標表現回顧 EMISSION MANAGEMENT 排放物管理
A2 General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	USE OF RESOURCES
A2一般披露	有效使用資源（包括能源、水及其他原材料）的政策	資源使用
A2.1	Direct and/or indirect energy consumption by type in total and intensity.	USE OF RESOURCES
A2.1	按類型劃分的直接及／或間接能源總耗量及密度	資源使用
A2.2	Water consumption in total and intensity.	USE OF RESOURCES
A2.2	總耗水量及密度	資源使用
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	REVIEW OF ESG TARGET PERFORMANCE
A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟	ESG目標表現回顧 USE OF RESOURCES 資源使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	REVIEW OF ESG TARGET PERFORMANCE
A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟	ESG目標表現回顧 USE OF RESOURCES 資源使用
A2.5	Total packaging material used for finished products and with reference to per unit produced.	USE OF RESOURCES
A2.5	製成品所用包裝材料的總量及每生產單位估量	資源使用
A3 General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	THE ENVIRONMENT AND NATURAL RESOURCES
A3一般披露	減低發行人對環境及天然資源造成重大影響的政策	環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	THE ENVIRONMENT AND NATURAL RESOURCES
A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	環境及天然資源
A4 General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	CLIMATE CHANGE
A4一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	CLIMATE CHANGE
A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	氣候變化

HKEX ESG REPORTING GUIDE INDEX
 聯交所《環境、社會及管治報告指引》索引

Subject Areas 主要範疇	Content 內容	Disclosure Section 披露章節
B1 General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	EMPLOYMENT AND LABOR STANDARDS
B1一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	僱傭及勞工標準
B1.1	Total workforce by gender, employment type, age group and geographical region.	EMPLOYMENT AND LABOR STANDARDS
B1.1	按性別、僱傭類型、年齡組別及地區劃分的員工總數	僱傭及勞工標準
B1.2	Employee turnover rate by gender, age group and geographical region.	EMPLOYMENT AND LABOR STANDARDS
B1.2	按性別、年齡組別及地區劃分的員工流失比率	僱傭及勞工標準
B2 General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	HEALTH AND SAFETY
B2一般披露	有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	健康與安全
B2.1	Number and rate of work-related fatalities.	HEALTH AND SAFETY
B2.1	因工作關係而死亡的人數及比率	健康與安全
B2.2	Lost days due to work injury.	HEALTH AND SAFETY
B2.2	因工傷損失工作日數	健康與安全
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	HEALTH AND SAFETY
B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法	健康與安全
B3 General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	DEVELOPMENT AND TRAINING
B3一般披露	有關提升員工履行工作職責的知識及技能的政策。描述培訓活動	發展與培訓
B3.1	The percentage of employees trained by gender and employee category.	DEVELOPMENT AND TRAINING
B3.1	按性別及員工類別劃分的受訓員工百分比	發展與培訓
B3.2	The average training hours completed per employee by gender and employee category.	DEVELOPMENT AND TRAINING
B3.2	按性別及員工類別劃分，每名員工完成受訓的平均時數	發展與培訓
B4 General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	PROHIBITION OF FORCED LABOR AND CHILD LABOR
B4一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	禁止強制勞工及童工
B4.1	Description of measures to review employment practices to avoid child and forced labor.	PROHIBITION OF FORCED LABOR AND CHILD LABOR
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工	禁止強制勞工及童工

Subject Areas 主要範疇	Content 內容	Disclosure Section 披露章節
B4.2	Description of steps taken to eliminate such practices when discovered.	The Group has eliminated the possibility of all child labor and forced labor in the recruitment stage and daily employment stage, so there will be no violation.
B4.2	描述在發現違規情況時消除有關情況所採取的步驟	本集團在招聘階段及日常用工階段已杜絕所有童工及強制勞工發生的可能，故不會發生違規情況。
B5 General Disclosure B5一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策	SUPPLY CHAIN MANAGEMENT 供應鏈管理
B5.1	Number of suppliers by geographical region.	SUPPLY CHAIN MANAGEMENT 供應鏈管理
B5.1	按地區劃分的供應商數目	供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT
B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	SUPPLY CHAIN MANAGEMENT
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法	供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	SUPPLY CHAIN MANAGEMENT
B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法	供應鏈管理
B6 General Disclosure B6一般披露	Information on: (a) the Policy; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	PRODUCT RESPONSIBILITY
B6.1	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	產品責任
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	PRODUCT RESPONSIBILITY 產品責任
B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比	產品責任
B6.2	Number of products and service related complaints received and how they are dealt with.	CUSTOMER SERVICE
B6.2	接獲關於產品及服務的投訴數目以及應對方法	客戶服務
B6.3	Description of practices relating to observing and protecting intellectual property rights.	INTELLECTUAL PROPERTY PROTECTION
B6.3	描述與維護及保障智慧財產權有關的慣例	知識產權保護

HKEX ESG REPORTING GUIDE INDEX

聯交所《環境、社會及管治報告指引》索引

Subject Areas 主要範疇	Content 內容	Disclosure Section 披露章節
B6.4	Description of quality assurance process and recall procedures.	PRODUCT RESPONSIBILITY
B6.4	描述質量檢定過程及產品回收程序	產品責任
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	CUSTOMER SERVICE
B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法	客戶服務
B7 General Disclosure	Information on: (a) the Policy; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	ANTI-CORRUPTION
B7一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	反貪污
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases	ANTI-CORRUPTION
B7.1	於匯報期內對發行人或其員工提出並已審結的貪污訴訟案件的數目及訴訟結果	反貪污
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	ANTI-CORRUPTION
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法	反貪污
B7.3	Description of anti-corruption training provided to directors and employees.	ANTI-CORRUPTION
B7.3	描述向董事及員工提供的反貪污培訓。	反貪污
B8 General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	COMMUNITY ENGAGEMENT
B8一般披露	有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策	社區參與
B8.1	Focus areas of contribution.	COMMUNITY ENGAGEMENT
B8.1	專注貢獻範疇	社區參與
B8.2	Resources contributed to the focus area.	COMMUNITY ENGAGEMENT
B8.2	在專注範疇所動用資源	社區參與



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