



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



2023

環境、社會及管治報告
ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

* For identification purposes only 僅供識別

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本集團理念 OUR PHILOSOPHY

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。

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”.



關於本報告
ABOUT
THIS REPORT

關於本報告

ABOUT THIS REPORT

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」）主機板上市規則附錄C2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2023年1月1日至2023年12月31日（「報告期間」或「本年度」）。本報告旨在彙報我們於本年度的工作環境品質、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. 重慶水泵廠有限責任公司（簡稱「重泵公司」）
4. 重慶成飛新材料股份公司（簡稱「成飛公司」）

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 C2 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 2023 to 31 December 2023 (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 Pump Industry Co., Ltd. (“Chongqing Pump Company”)
4. Chongqing Chengfei New Material Co., Ltd. (“Chengfei Company”)

- | | |
|-------------------------------|---|
| 5. 重慶氣體壓縮機廠有限責任公司(簡稱「氣壓公司」) | 5. Chongqing Gas Compressor Factory Co., Ltd. ("Gas Compressor Company") |
| 6. 重慶水輪機廠有限責任公司(簡稱「重水公司」) | 6. Chongqing Water Turbine Works Co., Ltd. ("Chongqing Water Company") |
| 7. 重慶機電智能製造有限公司(簡稱「智能製造」) | 7. Chongqing Machinery & Electronic Intelligent Manufacturing Co., Ltd. ("Intelligent Manufacturing") |
| 8. 重慶機床(集團)有限責任公司(簡稱「機床集團」) | 8. Chongqing Machine Tool (Group) Co., Ltd. ("Machine Tool Group") |
| 9. 重慶卡福汽車制動轉向系統有限公司(簡稱「卡福公司」) | 9. Chongqing CAFF Automotive Braking & Steering System Co., Ltd. ("CAFF Company") |
| 10. 重慶康明斯發動機有限公司(簡稱「重慶康明斯」) | 10. Chongqing Cummins Engine Co., Ltd. ("Chongqing Cummins") |

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

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

報告原則 Reporting Principles	解釋 Interpretation	
重要性 Materiality	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。	By analyzing the opinions of our company stakeholders, we have identified significant environmental and social issues. These critical topics are given priority consideration and disclosure in our report
量化 Quantitative	收集環境及社會關鍵績效指標資料，並披露有關彙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。	Collect data on environmental and social key performance indicators ("KPIs") and disclose the standards, methodologies, assumptions, calculation references, and sources of conversion factors used in reporting emissions and energy use.
平衡 Balance	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。	This ESG report should present an unbiased account of our company's performance in the areas of environment, social, and governance.
一致性 Consistency	本報告使用一致的統計方法，令環境、社會及管治資料日後可作有意義的比較。倘所用的方式及彙報範圍有變，我們將在附註中解釋以供持份者參考。	This report uses consistent statistical methods to ensure that environmental, social, and governance data are comparable over time. If any changes are made to the methods used or the scope of reporting, we shall provide explanations in the footnotes for the reference of stakeholders

關於本報告 ABOUT THIS REPORT

有關本公司企業管治架構及其他相關資料，請參閱本公司2023年度報告第47頁至第54頁《企業管治報告》。

意見回饋

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

For the corporate governance structure of the Company and other relevant information, please refer to the Corporate Governance Report on pages 111 to 130 of the 2023 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: Board Office, Room 1407, Jidian Building, No. 60, Middle Section of Huangshan Avenue, New North Zone, Chongqing
Email: ob@chinacqme.com



可持續發展管治 SUSTAINABILITY GOVERNANCE

可持續發展管治 SUSTAINABILITY GOVERNANCE

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2024年3月20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、評估及厘定有關環境、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：

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 20 March 2024. Additionally, the Board also plays a proactive role as a driver in setting the vision of “Equip China, Advance towards the world” for our company.

The Board leads the Environmental, Social, and Governance Working Group (the “ESG Working Group”) in identifying, assessing, and determining ESG risks, and formulates risk mitigation measures with the aim of promoting concerted efforts of all levels of the company towards sustainable development. Furthermore, the Board maintains ongoing oversight of the implementation of risk mitigation measures to ensure their efficacy. It actively engages with diverse stakeholders, attentively considering their perspectives, to continually enhance governance practices.

Below are the ESG governance responsibilities at various levels within our company:

職能機構

Functional Bodies

董事會
The Board

ESG工作小組
ESG Working Group

業務部門
Departments

具體職責

Specific Responsibilities

- 確定ESG相關風險
Identify ESG-related risks
- 制定ESG策略及方針
Develop ESG strategies and policies
- 檢視ESG工作計劃及成果，包括檢討ESG目標進度及表現
Review ESG work plans and achievements, including monitoring progress and performance against ESG goals
- 識別ESG風險與機遇
Identify ESG risks and opportunities
- 統籌ESG審計及資訊披露
Coordinate ESG audits and information disclosure
- 向董事會彙報ESG狀況
Report on the ESG status to the Board of Directors
- 執行ESG相關政策
Implement ESG-related policies
- 向工作小組彙報相關工作成果
Report relevant work achievements to the working group

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。本年度我們識別出氣候變化及極端天氣—轉型風險、人力資源、健康與安全、產品安全、產品品質等中等風險，並未發現重大風險。

ESG RISK MANAGEMENT

The ESG Working Group is responsible for assisting the Board of Directors in assessing, prioritizing, and managing material ESG risks for our company. The ESG Working Group has established the following ESG risk management process to comprehensively examine and monitor the impact of ESG issues on our company:

Based on the severity of impact and the likelihood of occurrence, the Board of Directors utilizes an ESG risk matrix analysis to identify significant risks that may affect our company's operations. This year, we have identified moderate risks in areas such as climate change and extreme weather-transition risk, human resources, health and safety, product safety, and product quality. No significant risks have been identified.

可持續發展管治 SUSTAINABILITY GOVERNANCE

本公司已經就相關風險作出應對措施，並如下表所示： The company has implemented remediate measures in response for the identified risks, as shown in the table below:

中等ESG風險 Moderate ESG Risks	重慶機電的內部管理情況 Internal Management of Chongqing Machinery & Electric	
氣候變化及極端天氣 — 轉型風險 Climate Change and Extreme Weather – Transition Risk	<ul style="list-style-type: none"> 已針對環保治理、環保措施的實行情況、公司未來發展戰略進行監管，並制定了相應的控制流程。 機床集團、重通集團、成飛公司、重慶康明斯等附屬公司已陸續啟動光伏及風電等可再生能源計劃，改善能源結構。 重慶康明斯制定了星球計劃，落實長中短期的減碳路線 	<p>Environmental governance, implementation of environmental measures, and the company's future development strategy are regularly monitored. Corresponding control processes have been established</p> <p>Subsidiary companies such as Machine Tool Group, CQGI Group, Chengfei Company and Chongqing Cummins have initiated renewable energy projects, including solar and wind power, to improve the energy structure</p> <p>Chongqing Cummins developed the <i>Planet2050 Project</i>, which implements long, medium, and short-term decarbonization strategies</p>
人力資源 Human Resources	<ul style="list-style-type: none"> 針對已識的人力資源風險，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>To address identified human resources risks, a series of risk control activities and internal policies were formulated. These activities cover various aspects, human resources planning, employee recruitment approval, talent management for key positions and employee remuneration system</p>
健康與安全 Health and Safety	<ul style="list-style-type: none"> 制定《安全生產管理制度彙編》，規範市場運行部門對附屬公司安全生產的管理。 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。 設有推行安全生產風險金管理制度，與企業主要負責人績效掛鉤，加強對附屬公司安全生產管理的約束。 	<p>The <i>Compilation of Production Safety Management System</i> is developed to regulate the management of production safety of subsidiaries by the market operation department</p> <p>Established and implemented the safety production responsibility system in each subsidiary company, and signed the <i>Three Management Objectives Responsibility Statement</i> at all levels to implement target responsibility management</p> <p>Established the <i>safety production risk fund management system</i> to strengthen the constraints on the safety production management of subsidiaries with funds as the incentive</p>

中等ESG風險
Moderate ESG Risks

重慶機電的內部管理情況
**Internal Management of Chongqing
Machinery & Electric**

	<ul style="list-style-type: none"> • 加強對附屬公司職員的安全生產培訓。 • 設有安全生產資訊收集機制及安全生產事故彙報機制，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>Strengthened production safety training for employees of subsidiaries</p> <p>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>
<p>Product Safety 產品安全</p>	<ul style="list-style-type: none"> • 已制定《安全生產、職業健康和環境保護管理手冊》，規範對各附屬公司安全生產的管理 • 定期收集更新環境監測資料，要求排污超過監管機構要求的企業作出整改。 	<p>Developed the “<i>Safety Production, Occupational Health, and Environmental Protection Management Manual</i>” to regulate the management of safety production in our subsidiary companies</p> <p>Collected and updated environmental monitoring data, companies that exceed regulatory requirements for pollution emissions were required to take corrective actions</p>
<p>Product Quality 產品品質</p>	<ul style="list-style-type: none"> • 將產品品質的核心價值觀貫穿於文化建設中，確保員工將這些價值融入到工作中，為客戶提供高品質的產品 • 所有附屬公司均已採取ISO 9001品質管制程式，對產品採取嚴謹的品質管制流程。 • 進行季度品質分析會，對附屬公司的經營情況實施有效管理。 	<p>Integrated the core values of product quality into corporate culture, ensure employees employ these values in their work, delivering high-quality products to customers</p> <p>All subsidiary companies have adopted ISO 9001 quality control procedures, implementing rigorous quality control processes for their products.</p> <p>Conducted quarterly quality analysis meetings with subsidiary companies to effectively manage their operations</p>

可持續發展管治 SUSTAINABILITY GOVERNANCE

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：

REVIEW OF ESG TARGET PERFORMANCE

In terms of environmental objectives within our group, the Board of Directors is responsible for overseeing the implementation progress and reviewing the achievements of the objectives. Each year, we conduct a review of our environmental objectives. In the Reporting Period, the group has taken action measures in line with each environmental objective and identified challenges and corresponding mitigation measures for goal implementation. Please refer to the table below for details:

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
Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
大氣污染物排放 Air Pollutant Emission				
減少廢氣排放	推廣鍋爐設備優化	已完成	<ol style="list-style-type: none"> 1. 鴿牌公司已完成鍋爐設備優化措施。 2. 卡福公司已完成鍋爐的低碳燃燒改造。 3. 重通集團對退火爐排放口進行監測，確保符合排放標準 	/
Reduce Air Pollution Emissions	Promote boiler equipment optimization	Completed	<ol style="list-style-type: none"> 1. Pigeon Company completed enhancement of boiler equipment; 2. CAFF Company completed the low-carbon combustion transformation of boilers; 3. CGQI monitored the emission of the exhaust of boilers, to ensure compliance with emission standards. 	/

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

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

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
Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
Greenhouse Gas Emissions 溫室氣體排放				
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. 分析各附屬公司資料，尋求管理共性，以便制定相關管控措施。 3. 對公司各系統進行節能告知，並新增了光伏系統。 4. 重慶康明斯已開展星球計劃2050，設立具體目標及相應計劃。 	<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>
Conduct carbon emission management	Formulate carbon emission management system and internal management policies	In progress	<ol style="list-style-type: none"> 1. Collected carbon emissions indicators and information regarding energy-saving and emission reduction measures from our subsidiary companies; 2. Analyzed the data from each subsidiary company to seek for management commonality and develop relevant control measures; 3. Provided energy-saving notifications to various systems within the company and implemented additional photovoltaic systems; 4. Chongqing Cummins launched the Planet 2050 program, which establishes specific goals and corresponding plans for sustainability. 	<p>Challenges: The environmental awareness of the subsidiaries' employees needs to be further enhanced.</p> <p>Countermeasures: To formulate unified control measures at the company level through regular research, and hence to improve the attention and management efficiency of each subsidiary.</p>
廢棄物產生 Waste Generation				
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. 通過公開招標揀選有資質的單位統一回收，進行無害化處置。 4. 對生產線進行垃圾分類培訓。 	<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>
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. Selected qualified entities through open bidding for unified collection and non-hazardous disposal; 4. Provided garbage sorting training for the production line. 	<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>

可持續發展管治 SUSTAINABILITY GOVERNANCE

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
Environmental Targets ¹	Indicators	Target Completion Progress	Actions taken during the Reporting Period	Challenges and Response
能源使用 Energy Use				
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. 組織有關附屬公司與能源公司協商細節。 2. 與附屬公司所在行政區域相關部門商議實施方案。 3. 機床集團、重慶康明斯、成飛公司已完成安裝屋頂光伏系統。重通集團正試行光伏專案工程，預計於2024年3月正式啟用。 4. 成飛公司新疆基地風電葉片生產基地正式投產。 	<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，提高專案推進效率。</p>
Promote the use of renewable energy	Promote renewable energy projects	In progress	<ol style="list-style-type: none"> 1. Organized the relevant subsidiaries to negotiate the details with the energy company; 2. Negotiated implementation plans with relevant authorities in the administrative regions where the subsidiaries are located; 3. Machine Tools Group, Chongqing Cummins, and Chengfei Company completed the installation of rooftop photovoltaic systems. CGQI Group is currently implementing a photovoltaic project, which is expected to be officially operational in March 2024; 4. Chengfei Company's wind turbine blade production base in Xinjiang had been officially put into operation. 	<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>
水資源使用 Use of Water Resources				
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. 通過橫幅、宣傳欄、食堂電視、顯示幕等管道進行宣傳，提高員工意識。 3. 安裝感應式水龍頭，節約用水。 4. 重慶康明斯已優化水回收系統的管理，將其用於綠化的灌溉。 	<p>挑戰：部分員工節水意識還有待加強。</p> <p>應對措施：加強員工節約用水的教育和宣傳工作。</p>
Advocate employees' awareness of water conservation	Provide employees with water conservation training/publicity	In progress	<ol style="list-style-type: none"> 1. Water-saving signs were posted in all water usage areas; 2. Promoted water-saving awareness among employees through channels such as banners, bulletin boards, canteen televisions, and display screens; 3. Installed sensor-activated faucets to conserve water; 4. Chongqing Cummins optimized the management of its water recycling system and utilizes it for irrigation in green areas. 	<p>Challenges: Employees' awareness of water conservation needs to be strengthened.</p> <p>Countermeasures: Enhance communication efforts by producing banners to further improve employees' awareness of water conservation.</p>

ESG獎項及榮譽

本集團一直致力於可持續發展，並將ESG理念視作核心發展領域。本年度，本集團及附屬公司獲得多個ESG獎項及榮譽，充分體現我們在ESG管理方面的努力和成果。未來，我們將繼續以ESG為指導，為環境及社會創造長期持續價值。

ESG AWARDS AND HONORS

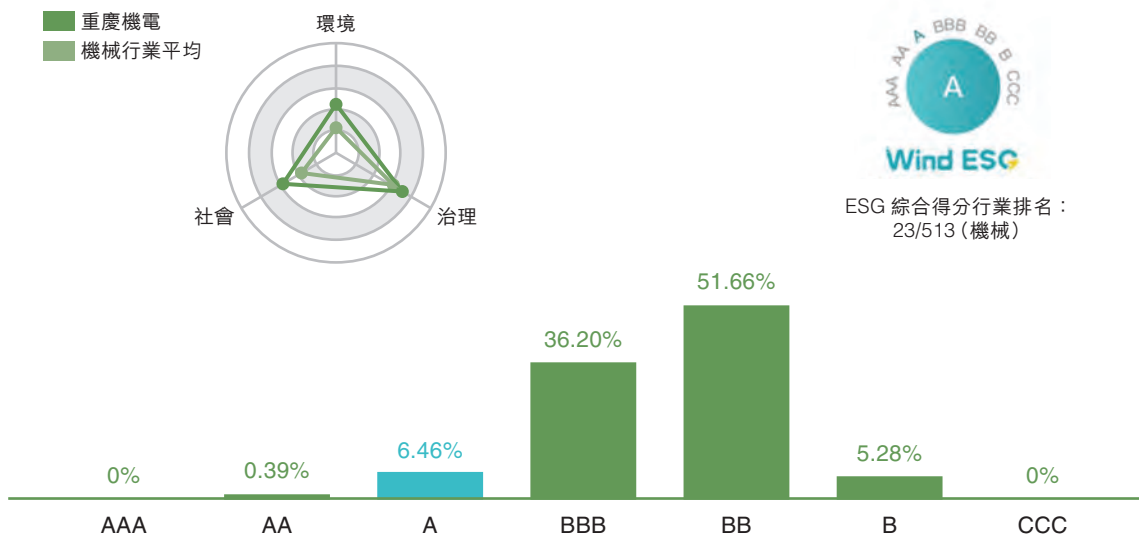
The group has been committed to sustainable development and considers ESG principles as a core focus area. In 2023, both the group and its subsidiary companies have received multiple ESG awards and honors, which reflect our efforts and achievements in ESG management. Going forward, We will persist in aligning with ESG principles and endeavor to generate sustainable value for the environment and society.

重慶機電連續兩年獲萬得ESG評級A等級

The Group has achieved A in the Wind ESG ratings for two consecutive years.

Wind ESG評級體系為針對中國公司特色構建的ESG評級方法，綜合考量企業ESG管理實踐水準及重大突發風險。重慶機電連續兩年獲評A等級，並領先同行企業，體現我們在可持續發展領域的努力及良好實踐。同時亦充分反映了資本市場對我們推動企業高品質發展，加速推行可持續發展的高度認可。

The Wind ESG rating system is designed specifically for Chinese companies and takes into account the ESG management practices and significant risks of enterprises. The Group has been rated as A grade for two consecutive years, surpassing peer companies. This achievement demonstrates our efforts and good practices in the field of sustainable development. Moreover, it highlights the high recognition from the capital market for our commitment to promoting high-quality corporate development and accelerating the implementation of sustainable development.



可持續發展管治 SUSTAINABILITY GOVERNANCE

公司多家附属公司入選2023年重慶市智能工廠和數字化車間名單

Several subsidiaries have been elected on the list of Smart Factories and Digital Workshops in Chongqing for the year 2023.

2023年5月，重慶市經濟和資訊化委員會公佈了2023年重慶市數字化車間和智能工廠名單，公司附属公司重慶公司高端工業泵製造智能工廠，鴿牌公司特種阻燃電纜製造數位數字化車間、重通集團高端透平機械機加工數位化車間等均榜上有名，體現本集團智能化改造漸入佳境。

In May 2023, the Chongqing Municipal Commission of Economy and Information Technology announced the list of Digital Workshops and Smart Factories in Chongqing for the year 2023. Several subsidiaries in the Group, including Pump Company's high-end industrial pump manufacturing smart factory, Pigeon Company's specialized flame-retardant cable manufacturing digital workshop, and CGQI Group's high-end turbine machinery digital workshop, have been recognized and featured on the list. This achievement reflects the significant progress made by our group in the journey of smart transformation.

重慶康明斯榮獲清潔能源部長級會議 (CEM) 頒發的「2023能源管理洞察獎」

Chongqing Cummins has been honored with the “2023 Energy Management Insight Award” presented by the Clean Energy Ministerial (CEM).

CEM是一個高級別的全球論壇，旨在推動促進清潔能源技術的政策和項目，推動全球向清潔能源經濟的轉型。本年度重慶康明斯獲授予「洞察獎」，以表彰公司近年進一步擴大ISO 50001認證範圍，並取得顯著的減排成果，包括：

CEM is a high-level global forum aimed at promoting policies and projects that advance clean energy technologies and facilitate the global transition to a clean energy economy. In the 2023, Chongqing Cummins has been awarded the “Insight Award” in recognition of the company's efforts in expanding the scope of ISO 50001 certification and achieving significant emission reductions. These achievements include:

- 能源成本節約總額：超過180億美元
Total energy cost savings: Over \$18 billion USD
- 二氧化碳當量總減排量：接近230萬噸
Total reduction in CO2 equivalent emissions: Nearly 2.3 million metric tonnes
- 能源絕對減少：9%
Absolute energy reduction: 9%
- 溫室氣體減排：18%
Greenhouse gas emissions reduction: 18%

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。我們通過各種不同渠道，定期與各持份者進行溝通保持良好關係，了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。

STAKEHOLDER ENGAGEMENT

The Group recognizes the importance of effective communication with both internal and external stakeholders, as it contributes to enhancing our performance in sustainable development and allows us to develop relevant policies and measures that address the needs of our stakeholders. Our stakeholders primarily comprise of shareholders and investors, customers, employees, suppliers, other business partners, and the community. Through various channels, we regularly engage in communication with our stakeholders to maintain strong relationships, understand their concerns and expectations, and incorporate their feedback into the formulation of our sustainable development strategies.

持份者
Stakeholders

溝通渠道
Communication Channels

股東及投資者
Shareholders and investors

- 股東周年大會
Annual General Meeting
- 年報、中期報告及公告
Annual reports, interim reports and announcements of the Group
- 現場參觀或投資者會議
On-site visits or investor meetings
- 業績路演
Result roadshow
- 公司網站「投資者關係」
Investor relations on the website of the Group
- 公司微信公眾號
Wechat official account

客戶
Customers

- 客戶滿意度查詢
Customer satisfaction research
- 公司網站及微信公眾號
Website and Wechat official account of the Group
- 商務溝通
Business Communication

員工
Employees

- 工會
Labour Union
- 職工代表大會
Employee representative meeting
- 董事長信箱
Chairman email
- 持續的直接溝通
Continuous direct communication

供應商
Suppliers

- 實地考察
Field visit
- 審核及評估
Examination and assessment
- 持續的直接溝通
Continuous direct communication

其他業務合作夥伴及社區
Other business partners and communities

- 公司網站及微信公眾號
Website and WeChat official account of the Group
- 本集團公告
Announcements of the Group



重要性分析

為深入了解各持份者關注的議題，本集團委託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2023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11項ESG議題，組成2023年度ESG議題庫。本集團董事會已審視和確認重要性議題。

MATERIALITY ANALYSIS

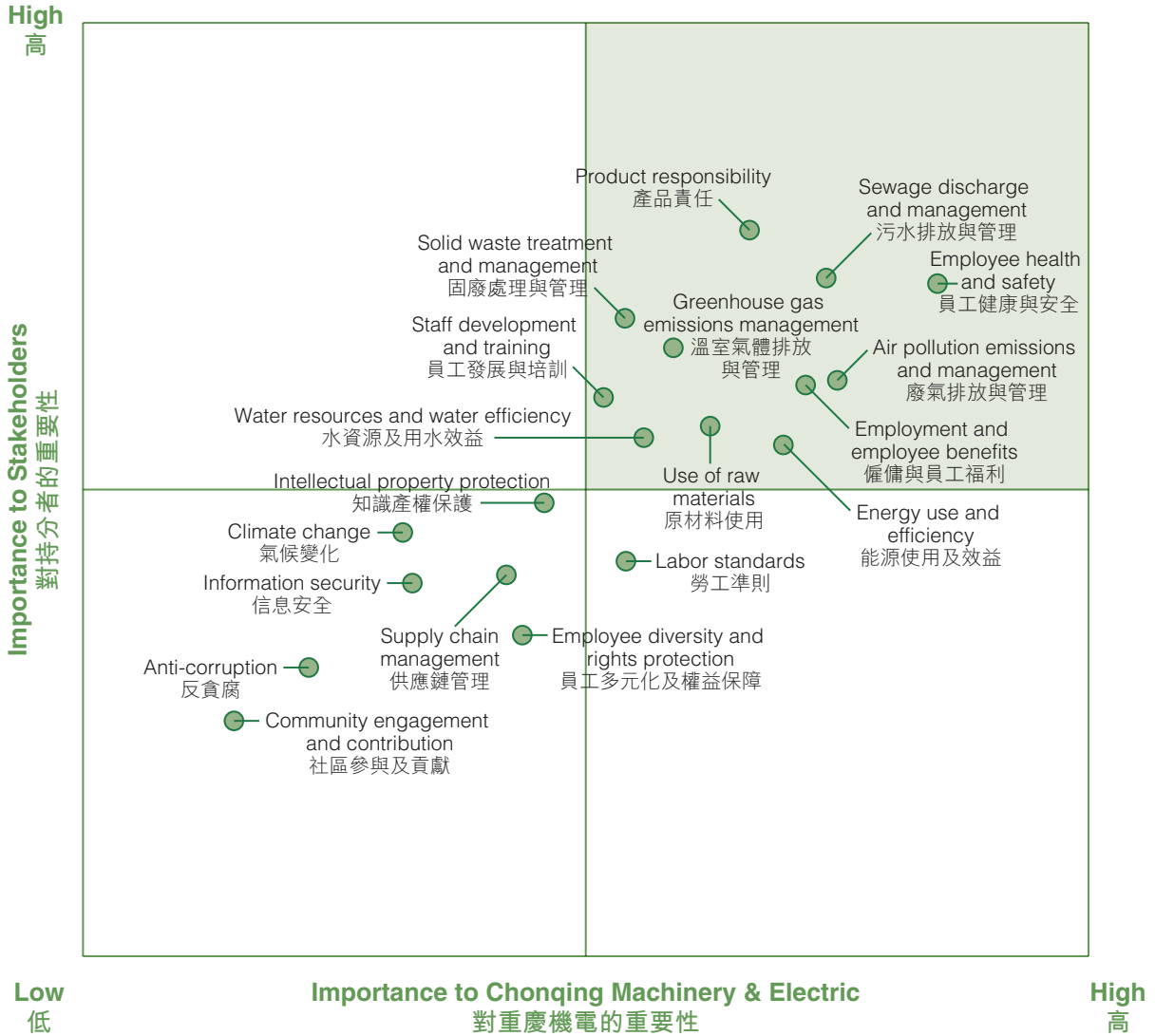
In order to enhance our understanding of the concerns expressed by our diverse stakeholders, our group has engaged an independent consultant to gather feedback from relevant parties using a questionnaire format. We employ materiality analysis to identify and assess ESG-related issues. In this report, we prioritize and disclose key issues that address the concerns of our stakeholders. Our identification process involves referencing the 2023 materiality assessment, ESG guidelines, as well as issues identified through peer analysis and industry focus. As a result, we have identified 11 ESG issues that are material to the Group, forming our 2023 ESG issue repository. The board of directors has thoroughly reviewed and confirmed the significance of these identified issues.

議題重要性 Materiality of Issues	環境 Environmental	社會 Social
重要性議題 Material Issues	污水排放與管理 Sewage discharge and management 廢氣排放與管理 Energy use and efficiency 能源使用及效益 Air pollution emissions and management 水資源及用水效益 Water resources and water efficiency 溫室氣體排放與管理 Greenhouse gas emissions and management 固廢處理與管理 Solid waste treatment and management 原材料使用 Use of raw materials	員工健康與安全 Employee health and safety 僱傭與員工福利 Employment and employee benefits 產品責任 Product responsibility 員工發展與培訓 Staff development and training
重要性較低的議題 Issues of Lower Materiality	氣候變化 Climate change	知識產權保護 Intellectual property protection 勞工準則 Labour standards 資訊安全 Information security 供應鏈管理 Supply chain management 反貪腐 Anti-corruption 員工多元化及權益保障 Employee diversity and rights protection 社區參與及貢獻 Community engagement and contribution

我們邀請了各持份者參與問卷，共接獲94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。

We invited stakeholders to participate in the questionnaire, and we received a total of 94 valid responses. We analyzed the ESG issues based on two dimensions: "Importance to stakeholders" and "Importance to Chongqing Machinery and Electronics." Any issue that scored equal to or higher than half of the maximum importance in both dimensions was considered a material issue. To ensure a balanced representation of stakeholder perspectives, we conducted evaluations using equal weightage for each stakeholder group. We then arranged the issues in order of importance based on the results, resulting in an materiality matrix chart.

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





社會責任
SOCIAL
RESPONSIBILITY

供應鏈管理

本集團積極關注附屬公司經營發展與供應商的關係，與供應商攜手共同發展。為有效控制供應鏈各環節對產品質素的影響，我們已編制《大宗物資採購管理辦法》《2022年集中採購目錄》等制度要求，嚴格把控原材料的品質，並在供應鏈週期當中結合環境、社會、管治及財務的考量，以建立更完備的供應鏈管理體系。附屬公司亦已按照業務慣例制定供應鏈管理政策，例如成飛公司已制定《葉片原材料供應商管理辦法》《設備、工裝供應商管理辦法》；重水公司制定採購業務流程內部控制制度等規範供應商的管理。截至報告期末，本集團的數智採購平台共錄入1,554個境內註冊供應商，大部分的合作夥伴聚集於重慶市內。

在供應商的選用及考核方面，本集團重視開放共贏的經營理念，吸引更多優質企業進入我們的供應鏈，與我們攜手並進，共同成長。我們已制定相關政策保證供應商篩選過程的公開性、公平性及高透明度。我們亦會定期對供應商進行評價考核，審查價格、品質、成本、交付、售後服務及安全生產要求等多個維度的因素，確保供應商維持高質素。我們通常以電話溝通、實地視察和資料審查等途徑對供應商的生產流程進行管理和監督。此外，我們貫徹雙貨源管理，為供應鏈平台提供更多活力和競爭價值。

SUPPLY CHAIN MANAGEMENT

Our group actively focuses on the business development of subsidiary companies and fostering strong relationships with suppliers to realize mutual growth. To effectively control the impact of various supply chain elements on product quality, we have established regulations such as the “Administration Measures for the Bulk Material Procurement” and the “Centralized Procurement Catalog for 2022” which strictly control the quality of raw materials and environmental, social, governance, and financial factors throughout the supply chain cycle to establish a more comprehensive management system. Subsidiary companies have also developed supply chain management policies in accordance with industry practices. For example, Chengfei Company has formulated the “Blade Raw Material Supplier Management Procedures” and the “Equipment and Tooling Supplier Management Procedures”, while Chongqing Water Company has established internal control systems for procurement business processes to regulate supplier management. During the Reporting Period, our group's digital procurement platform has recorded 1,554 registered domestic suppliers, with the majority of our partners located in Chongqing.

In the selection and assessment of suppliers, the Group adheres an open and win-win business philosophy, aiming to attract more high-quality enterprises into our supply chain and grow together. We have established relevant policies to ensure the openness, fairness, and high transparency of the supplier selection process. Besides, we conduct regular evaluations and assessments of suppliers, considering factors such as price, quality, cost, delivery, after-sales service, and safety requirements to ensure that suppliers maintain high standards. We manage and supervise suppliers' production processes through means such as telephone communication, on-site inspections, and data reviews. Additionally, we implement dual sourcing management to bring more vitality and competitive value to our supply chain platform.

報告期內，本集團已對1,554個供應商進行有關核查。如發現廠商或供應商存在不合規經營或生產存在隱患的問題，我們會及時提供回饋並要求供應商作出改善。根據情況我們亦會按相關制度更換合作廠商或供應商。

作為負責任供應鏈的宣導者，我們追求綠色可持續供應鏈的發展模式，並確保產品從研發到生產的生命週期均已踐行環保理念。為此我們透過商務工作展示產品的環保品質、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。附屬公司如成飛公司、氣壓公司和重慶康明斯亦將環保績效納入供應商考核中，為供應商提供明確的要求及指導。

產品責任

產品與服務品質是企業穩健發展的基石。本集團遵循「品質第一，用戶至上」的原則，持續提升產品品質的監督與管理。在把控產品品質方面，我們依照《中華人民共和國產品品質法》及其他相關法律法規要求，確保我們生產的產品符合國家標準，為客戶提供高品質、高標準的產品及服務。報告期內我們並無知悉任何違反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。

During the Reporting Period, the Group conducted assessment on 1,554 suppliers. Upon any non-compliant issues or potential risks in the operations or production of manufacturers or suppliers, we shall provide timely feedback and request improvements. Depending on the circumstances, we may also replace manufacturers or suppliers in accordance with relevant policies.

As proponents of responsible supply chains, we are committed to developing green and sustainable supply chain models and ensuring the application of environmental principles throughout the entire product lifecycle. To accomplish this, we highlight the environmental quality of our products and promote our corporate culture through various business activities. We actively engage in communication with our suppliers and encourage them to improve their environmental performance. Our subsidiary companies, including Chengfei Company, Gas Compressor Company, and Chongqing Cummins, has incorporated environmental performance as a criterion in supplier assessments, to provide clear guidelines and requirements and guide them towards meeting our environmental standards.

PRODUCT RESPONSIBILITY

Product and service quality are the cornerstones of a company's sustainable development. Our group adheres to the principle of "quality first, customer foremost" and continuously improves the supervision and management of product quality. In terms of quality control, we comply with the "Product Quality Law of the People's Republic of China" and other relevant laws and regulations to ensure that our products meet national standards and provide customers with high-quality and high-standard products and services. During the Reporting Period, we were not aware of any violations of relevant laws and regulations concerning the health and safety of products and services, advertising, labeling, privacy issues, or remedies.

社會責任

SOCIAL RESPONSIBILITY

為完善產品品質管制，我們制定了一系列品質管控辦法，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；
- 品質複查，為了保證交付產品的品質，產品在驗收入庫後及出庫前必須經過產品的设计、生產、實驗及技術部門的人員進行複查。

為保障產品的品質管制，我們所有的附屬企業都採用了ISO 9001國際標準。遵循ISO體系的要求，附屬公司已建立和實施有效的品質管制制度。例如重水公司已編制《品質手冊》並於2023年進行換版修訂；氣壓公司已制定《產品品質檢驗控制程式》，明確並指導公司產品和服務品質方面的要求。

To enhance our product quality management, we have implemented a range of measures outlined as follows:

- the “three-inspection system” includes self-inspection by operators, cross-inspections among staff members, and specific inspections conducted by professionals.
- the *dual manager system* for key procedures is adopted. Inspectors will be present on-site when operators perform key procedures. Technical staff or authorized representatives will be on site when necessary.
- Quality reinspection is required to guarantee the quality of our delivered products, we require a thorough quality reinspection. 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.

To ensure quality control of our products, all of our subsidiary companies have implemented the ISO 9001 international standard. Following the requirements of the ISO system, our subsidiary companies have established and implemented effective quality control systems. For example, Chongqing Water Company has developed a “Quality Manual” that was revised and updated in 2023. Gas Compressor Company has formulated a “Product Quality Inspection Control Procedure” that clearly outlines and guides the requirements for product and service quality within the company.

各附屬公司的月度產品品質報表需每月按時提交給公司市場運行部：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品質綜合分析報告和關於各附屬公司品質現狀的簡報。同時各附屬公司也需及時彙報品質工作的實施進度並對有爭議的部分進行追查跟進。

Subsidiary companies are required to submit monthly product quality reports to the Market Operations Department of the company on time. The company organizes quarterly thematic analysis meetings on economic operations, where comprehensive quality analysis reports and presentations on the quality status of each subsidiary company are prepared by the Market Operations Department. Additionally, each subsidiary company is responsible for timely reporting on the progress of quality work implementation and conducting investigations and follow-ups on any disputed issues.

除此以外，附屬公司需要每月通過內部BI系統上報產品品質月報表等報表供市場運行部審閱，保證品質監管相關資料能夠得到及時地收集、上報和處理。

Furthermore, the subsidiary companies are required to report monthly reports, including the Product Quality Monthly Report, through the internal Business Intelligence (BI) system for review by the Market Operations Department. This ensures that relevant quality monitoring data can be collected, reported, and processed in a timely manner.



客戶服務

本集團不斷追求客戶服務的卓越表現，以建立穩固的客戶關係。為妥善處理客戶投訴個案及其他客戶服務，我們已設立嚴格的服務程式，以保證客戶在售前諮詢、售中接待及售後服務均能獲得滿意的服務。

在保障客戶私隱方面，我們亦以最高標準保護自身及客戶私人資訊及資料。我們依照國家相關法律法規對員工處理敏感資訊的行為作出專項規定。員工入職時需簽訂保密協定，以保證客戶資訊安全。同時，本集團亦聘請第三方專業機構對公司網站進行即時安全監測，一旦發現網站安全性漏洞，監測機構會立即通知資訊安全管理員採取行動，並跟蹤解決情況。報告期內，本公司未發生客戶隱私洩露情況，以及因資訊保護不當而被投訴的情況。

CUSTOMER SERVICE

Our group is committed to continuously pursuing excellence in customer service to establish strong customer relationships. To handle customer complaints and other service-related matters effectively, we have established rigorous service procedures to ensure that customers receive satisfactory service during the pre-sale consultation, in-sale reception, and after-sales service.

We also prioritize the protection of customer privacy by adhering to the highest standards in safeguarding both our own and our customers' personal information and data. We have specific regulations in place for employees regarding the handling of sensitive information in accordance with relevant national laws and regulations. Upon joining the company, employees are required to sign confidentiality agreements to ensure the security of customer information. Additionally, our group engages professional organizations to conduct real-time security monitoring of our company's website. In the event that any website security vulnerabilities are detected, the monitoring organization immediately notifies our information security management team to take action and tracks the resolution process. During the Reporting Period, no incidents of customer privacy breaches or complaints related to improper information protection have been reported within our company.

針對項目出現的品質問題和投訴，我們會及時安排人員進行售後服務。銷售部門負責主動了解產品品質資訊及客戶的建議和投訴情況；質管部其後接收相關資訊並進行溝通分析問題的產生原因及處理方案；最後個案會移交至售後服務部與客戶商討對接，提出妥善解決辦法。例如，重水公司已制定相關流程對品質問題回饋進行審查及三包（退貨、換貨、修復）處理，確保品質問題得到及時解決，維護客戶的利益。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。

知識產權保護

我們於本年度新獲得專利授權188項；累計授權專利1,725項，其中發明專利達281項。為規避本集團產品專利和關鍵技術遭洩密或相關內容權利侵害的風險，本集團透過一系列實踐，切實提升知識產權保護能力。在員工入職時，我們會與其簽訂《保密合同書》，明確集團對於員工接觸知識產權相關保密事項的要求，以及加強員工對商業權益保護重要性和自身保密義務的認識。集團附屬公司亦已制定勞動合同管理規定，以確保員工嚴格遵守保密要求。此外，產業發展部按年統計本集團擁有的商標、專利及產業標準等資訊及其申請狀態，並進行匯總登記，防治不當侵權行為和降低法律風險。

Addressing quality issues and complaints that arise, we promptly arrange for personnel to provide after-sales service. The sales department is responsible for proactively gathering information on product quality, customer suggestions, and complaints. The quality management department then receives this information and conducts communication and analysis to determine the root causes of the problems and develop appropriate solutions. Finally, the case is handed over to the after-sales service department to engage in discussions with the customer and propose appropriate resolution methods. For example, Chongqing Water Company has established a process to review and handle quality issue feedback through inspection and the implementation of the “three guarantees” policy (return, exchange, and repair). This ensures that quality issues are addressed promptly to safeguard customer interests. During the Reporting Period, our group did not record any product recalls due to safety and health concerns.

INTELLECTUAL PROPERTY PROTECTION

In the Reporting Period, we have obtained 188 new patents; bringing the cumulative total to 1,725 authorized patents, including 325 invention patents. To mitigate the risks of patent leakage and infringement of key technologies related to our group's products, we have implemented a series of practices to enhance our intellectual property protection capabilities. We require employees to sign a “Confidentiality Agreement” upon onboarding. The agreement clearly outlines the requirements for handling intellectual property-related confidential matters and reinforces their understanding of the importance of protecting our business interests and their own confidentiality obligations. Our subsidiary companies have also established regulations on labour contracts to ensure strict compliance with confidentiality requirements. Additionally, the industrial development department annually compiles and registers information on trademarks, patents, and industry standards owned by our group, including their application status. This helps prevent unauthorized infringement and reduces legal risks.

社會責任

SOCIAL RESPONSIBILITY

除了以內部管理工作對知識產權風險進行控制，本集團亦積極與外界合作推動知識產權的保護發展。我們與重慶市知識產權局建立戰略合作夥伴關係，密切關注市場上涉嫌侵犯或仿冒本集團知識產權和產品的情況，並配合重慶市知識產權局與市公安局打假總隊、市質監局、市工商局等相關職能部門的打假維權工作，維護公平透明的市場競爭環境。

In addition to internal management efforts to control intellectual property risks, our group actively collaborates with external parties to promote the protection and development of intellectual property rights. We have established a strategic partnership with the Intellectual Property Office of Chongqing, closely monitoring cases of suspected infringement or counterfeiting of our group's intellectual property and products in the market. Furthermore, we cooperate with the office and other functional departments, including the Municipal Public Security Bureau Anti-counterfeiting Team, the Chongqing Administration of Quality and Technology Supervision, the Chongqing Market Supervision and Administration Bureau, to combat counterfeiting and safeguard a fair and transparent market environment.

反貪污

反賄賂及貪污

防止公司人員參與貪污、賄賂、勒索、欺詐、洗黑錢等不法行為是本集團高度重視的工作。作為負責任的經營者，本集團及附屬公司嚴格遵守相關法律法規，包括但不限於《國家監察法實施條例》《中國共產黨紀律處分條例》《國有企業領導人員廉潔從業若干規定實施辦法》《重慶市市屬國有企業投資監督管理辦法》，以維護我們對商業道德的承諾。同時，本集團亦編制了《反欺詐程式及控制制度》《道德與證券交易守則》等內部制度，以高標準的誠信原則約束員工、管理人員和董事會，進一步強化合規意識。

ANTI-CORRUPTION

ANTI-BRIBING AND CORRUPTION

Preventing company personnel from engaging in illegal activities such as corruption, bribery, extortion, fraud, and money laundering is of utmost importance to our group. As a responsible operator, both our group and subsidiary companies strictly adhere to relevant laws and regulations, including but not limited to the *Regulation on the Implementation of the Oversight Law of the People's Republic of China*, *Regulations on Disciplinary Actions of the Communist Party of China*, *the Several Provisions on the Honest Practice of Leaders of State-owned Enterprises*, *Measures for the Supervision and Administration of Investment in Chongqing Municipal State-owned Enterprises*. These measures are in place to uphold our commitment to business ethics. Furthermore, our group has developed internal systems such as the "Anti-Fraud Procedures and Control System" and the "Code of Ethics in Securities Trading" to ensure adherence to high standards of integrity and to guide employees, management personnel, and the board of directors in maintaining compliance awareness.

舉報機制及內部審計

為規範舞弊案件的舉報、調查、處理、報告及補救程式，本集團已設立反舞弊舉報投訴熱線及郵箱，鼓勵公司員工及社會各界進行監督。舉報資訊將由紀檢監察部門及時跟進，並按照既定流程進行處理；為保障舉報人的權益，本集團亦建立了舉報人管理制度，嚴格保密所有舉報個案，並對舉報有功的人員給予相應獎勵。此外，本集團的內部審計工作亦發揮風控排查的作用，謹慎識別舞弊跡象，以協助管理層預防、調查和報告舞弊行為。於報告期間，本集團並未知悉涉及的貪污訴訟案例。

反貪污培訓

本集團致力建設廉潔的企業文化。為確保反腐精神及具體合規要求得到充分宣傳及強化，公司開展了「以案四說」「以案四改」「以案促治」專題警示教育會兩次，包括公司董事、管理層及員工共計50餘人次參與培訓，提醒對貪污風險時刻保持警覺、堅持廉潔從業，持續增強公司員工的規矩意識、合規意識、底線意識。於報告期內，本集團共3,089人參與反貪污培訓，包括76名附屬公司高管及3,013名員工。

WHISTLEBLOWING SYSTEM AND INTERNAL AUDIT

To regulate the reporting, investigation, handling, reporting, and remedial procedures of fraud cases, our group has established anti-fraud reporting hotline and email to encourage employees and the wider community to engage in oversight. Reported case will be promptly followed up on by the disciplinary and supervisory department and processed according to established procedures. To protect the rights of whistleblowers, the Group has also established a whistleblower management system to strictly maintain the confidentiality of all reported cases, and providing appropriate rewards to those who make meritorious reports. Furthermore, the Group's internal audit work serves as a risk control measure, carefully identifying signs of fraud to assist management in preventing, investigating, and reporting fraudulent activities. During the Reporting Period, our group was not aware of any corruption-related litigation.

ANTI-CORRUPTION TRAINING

The Group is committed to building a culture of integrity within the organization. To ensure proactive advocacy and reinforcement of anti-corruption values and specific compliance requirements, the Group has conducted two themed warning and educational sessions titled "Yi An Si Shuo" "Yi An Si Gai" "Yi An Cu Zhi". Over 50 participants, including board members, management, and employees, have attended the training sessions. Through the trainings, we remind everyone to remain vigilant against the risks of corruption and to uphold ethical conduct, while continuously enhancing employees' awareness of rules, compliance, and ethical boundaries. During the Reporting Period, a total of 3,089 employees from the Group participated in anti-corruption training, including 76 executives from subsidiary companies and 3,013 employees.

社會責任
SOCIAL RESPONSIBILITY





環境效益
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環境管理

在當前雙碳轉型及各種環境危機的背景下，環境保護已成為企業追求可持續發展所必需承擔的社會責任。本集團深明在這一趨勢下風險與機遇共存，因此我們始終堅守「節能減排」的生產原則，在經營企業時秉持資源節約和環境友好的方式。我們亦積極進行科技創新，實現能源、資源的高效利用並減少浪費，構建更加環保及可持續的生產方式。

在實踐方面，本集團亦通過遵循GB/T24001-2016/ISO 14001:2015標準，建立了一套完善的環境管理體系，以確保我們的業務活動符合最高的環境規格。在經過第三方審核後，我們的附屬公司，包括：重慶康明斯、氣壓公司、重通集團、機床集團、卡福公司、重泵公司、重水公司、智能製造、成飛公司等均已獲得相關認證。

ENVIRONMENTAL MANAGEMENT

In the current context of the carbon peaking and neutrality transition and various environmental crises, environmental protection has become a social responsibility that companies must undertake to pursue sustainable development. Our group fully understands that risks and opportunities coexist within this trend. Therefore, we consistently adhere to the production principles of “energy conservation and emission reduction” and operate our businesses in a resource-efficient and environmentally friendly manner. We actively engage in technological innovation to achieve efficient utilization of energy and resources while minimizing waste. By doing so, we are building a more environmentally friendly and sustainable production approach.

In terms of implementation, our group has also established a comprehensive environmental management system in accordance with the GB/T24001-2016/ISO 14001:2015 standard. This ensures that our business activities comply with the highest environmental standards. Following audits conducted by our collaborative partners, our subsidiary companies, including Chongqing Cummins, Gas Compressor Company, CGQI Group, Machine Tool Group, CAFF Company, Chongqing Pump Company, Chongqing Water Company, Intelligent Manufacturing, and Chengfei Company, have obtained relevant certifications.

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以人為本
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本集團始終確保所有業務活動、流程和產品均適用的環保法例和法規要求。報告期內，本集團並未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。

Our group always ensures compliance with applicable environmental laws and regulatory requirements in all our business activities, processes, and products. During the Reporting Period, the Group did not identify any cases of non-compliance or violations regarding issues such as emissions of exhaust gases and greenhouse gases, pollution of water and land, or the generation of hazardous and non-hazardous waste.

排放物管理

本集團嚴格遵守所在地由關環境的法律及相關規定，包括但不限於《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》，報告期內概無違反相關法律法規的個案。為有效進行排放物管理，我們已依據相關規定編制符合內部管理體系的制度。成飛公司針對粉塵、顆粒物、生活廢水、一般固廢和危廢的管理分別制定了《廢水、廢氣與雜訊管理制度》和《廢棄物管理制度》；機床集團對內部各級人員崗位職責管理辦法進行了修訂，進一步規範了排放物管理，該辦法明確了一系列環境管理體系標準與環境污染相關事宜。

除了依據不同制度進行管理，我們亦致力對生產設備進行升級改造，以減少對環境的影響並提高能源效率。重慶康明斯已全面淘汰傳統燃油並改用電能非道路設備，在環境方面的可持續發展取得了重要進展。我們亦識別餘熱、餘壓和照明等能耗大的關鍵點，通過優化改造及利用，降低能耗。本集團已設立相關環境目標，有關我們於本年度環境目標的執行情況以及表現檢討，請參閱「ESG目標表現回顧」章節。

EMISSION MANAGEMENT

The Group strictly abides by local environmental laws and regulations, including but not limited to: *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. During the Reporting Period, there were no cases of non-compliance with relevant laws and regulations. To effectively manage emissions, we have developed internal management systems in accordance with the applicable regulations. Chengfei Company has established the "*Wastewater, Emissions, and Noise Management System*" and the "*Waste Management System*" to address the management of dust, particulate matter, domestic wastewater, general solid waste, and hazardous waste. In 2022, Machine Tool Group revised the internal responsibilities of personnel at all levels, to regulate the management of emissions by employees. This document specifies a series of environmental management system standards and addresses matters related to environmental pollution.

In addition to managing operations through different systems, we are committed to upgrading and retrofitting our production equipment to minimize environmental impact and improve energy efficiency. Chongqing Cummins has completely phased out traditional fuel and transitioned to electric-powered non-road equipment, making significant progress in sustainable development in terms of the environment. We have also identified key areas of high energy consumption such as waste heat, residual pressure, and lighting and have implemented optimization measures to reduce energy consumption. Our group has established relevant environmental objectives, and for information regarding our performance and review of environmental objectives for the current year, please refer to the "*REVIEW OF ESG TARGET PERFORMANCE*" section.

除了在環境目標方面採取行動，我們亦宣導員工優先選擇視頻和電話會議等移動辦公形式，減少商務旅行。此外，我們亦宣傳低碳的出行方式，減少交通運輸帶來的大氣污染物和溫室氣體排放。

In addition to taking action on environmental objectives, we also encourage employees to prioritize video and phone conferences as alternatives to in-person meetings. This helps reduce business travel. Furthermore, we advocate for low-carbon modes of transportation to minimize air pollutants and greenhouse gas emissions caused by transportation activities.

空氣污染物 ^{2,3}	Air Emissions ^{2,3}	單位	Unit	2023年度 2023
氮氧化物 (NO _x)	Nitrogen oxides (NO _x)	公斤	kg	83,849.81
二氧化硫 (SO ₂)	Sulfur dioxide (SO ₂)			2,651.58
懸浮粒子 (PM _{2.5})	Particulate matter (PM _{2.5})			4,965.38
懸浮粒子 (PM ₁₀)	Particulate matter (PM ₁₀)			4,972.81
一氧化碳 (CO)	Carbon monoxide (CO)			30,674.60

² 汽油燃料用於車輛。柴油分別用於機械、車輛。汽車燃料消耗所產生的排放物之計算方法及相關排放系數參考《道路機動車的大氣污染排放清單編制技術指南（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制技術指南（試行）》。國四機械使用國三排放標準計算。

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 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《生活污染源產排污系數手冊（試用版）》及《工業鍋爐（熱力供應）行業系數手冊》計算所得。

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.

環境效益

ENVIRONMENTAL PERFORMANCE

溫室氣體排放量	Greenhouse Gas Emissions	單位	Unit	2023年度 2023
溫室氣體總排放量 (範圍一及範圍二)	Total GHG emissions (Scope 1 and Scope 2)	噸(二氧化碳當量)	Tonnes (CO ₂ e)	73,503.44
範圍一直接排放 ⁴	Scope 1 Direct emissions ⁴			23,775.09
範圍二間接排放 ⁵	Scope 2 Indirect emissions ⁵			49,728.36
密度	Intensity	噸/百萬元 人民幣收入 ⁶	Tonnes/million RMB revenue ⁶	9.12

有害及無害廢棄物管理

本集團主要從事生產製造機械設備和零部件。我們業務中產生的無害廢棄物主要為機械加工過程產生的固體金屬。在報告期內，本集團共產生7,176.44噸。廢舊金屬以公開招標形式回收處置，共獲得處置收益約17.6百萬元。

本集團產生的有害廢棄物以切屑液廢油為主。我們委託具備專業資質的回收公司進行回收和無害化處理，確保流程環境保護的標準和要求。

HAZARDOUS AND NON-HAZARDOUS WASTE MANAGEMENT

The Group primarily engages in the production of machinery equipment and components. The non-hazardous waste generated in our operations mainly consists of solid metal waste from the machining process. During the Reporting Period, the Group generated a total of 7,176.44 metric tonnes of solid metal waste. The disposal of scrap metal is conducted through open bidding, and we have obtained disposal revenue of approximately RMB17.6 million.

The hazardous waste generated by our group primarily consists of cutting fluid waste oil. We consigned qualified recycling companies with professional expertise to handle the recycling and harmless treatment of these wastes, ensuring compliance with environmental protection standards and requirements throughout the process.

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 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數計算。

⁶ 本集團於報告期間的收入約為8,058.50百萬元人民幣。

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).

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

⁶ Revenue of the Group for the Reporting Period was approximately RMB8,057.40 million.

為有效管理廢棄物的處理，本集團及附屬公司已制定並嚴格遵守廢棄物管理制度，以下為其中部分主要內容：

有害廢棄物的收集、轉運、儲存及管理

- 重水公司設立危險廢物生產部門負責收集危險廢物；收集、貯存運輸、處置危險廢物的場所、設施、設備和容器等均經過消除污染的處理；危險廢物在運輸過程亦會採取防止污染措施，並遵守國家有關危險廢物運輸管理規定。
- 重泵公司嚴格執行《危險廢物轉移制度》，利用工業固體廢物管理台賬進行記錄，規範危險廢物處理的工作程式以及負責人員未按相應要求執行的處罰，例如違規傾倒危險廢棄物，容器管理部妥善導致洩露等。有害廢棄物的處置。
- 重通集團的環保管理部門委託具危險廢物處理許可證資質的協力廠商進行回收處理，並監察有關執行情況。

To effectively manage waste disposal, our group and its subsidiaries have developed and strictly adhere to a waste management system. Below are some of the key components:

Collection, transfer, storage and management of hazardous waste

- Chongqing Water Company has established a hazardous waste production department which is responsible for collecting hazardous waste. The facilities, equipment, and containers used for collecting, storing, transporting, and disposing of hazardous waste undergo pollution elimination processes. During transportation, measures are taken to prevent pollution, and compliance with national regulations on hazardous waste transportation management is strictly followed.
- Heavy Pump Company enforces the “Hazardous Waste Transfer System” and maintains an industrial solid waste management ledger for comprehensive record-keeping purposes. It regulates the work procedures for hazardous waste disposal and imposes penalties on personnel who fail to comply with the corresponding requirements, such as improper disposal of hazardous waste or inadequate container management leading to leaks.
- The Environmental Management Department of CGQI Group consigned qualified subcontractors with hazardous waste treatment permits for recycling and disposal and monitors their implementation.

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- 危險廢物由生產製造部門選擇具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。評審時需要考慮以下方面：承包方是否具備危險廢物處理許可證資質；承包方是否具備廢棄物處理能力，是否會造成二次環境污染，確保遵照國家相關法規執行。
- Hazardous waste is selected for bidding by the production and manufacturing departments, and the bidding process includes the evaluation of relevant information provided by bidders. The evaluation considers factors such as whether the contracting party has the qualification for hazardous waste treatment, whether they have the capability to handle waste without causing secondary environmental pollution, and ensuring compliance with relevant national regulations.
- 在簽訂合同之前，有必要對承包方的處理能力進行確認，並要求其在合同中作出不產生二次污染的承諾。
- Prior to contract signing, it is necessary to confirm the subcontractor's processing capabilities and request a commitment in the contract to avoid secondary pollution.

無害廢棄物的處置

- 可回收利用的一般廢物由各分廠轉運至指定地點進行儲存；不能回收利用的廢物則由物業公司及各分廠轉運至生活垃圾儲存點進行存放。
- Disposal of non-hazardous waste
- General waste that can be recycled is transported from each branch to designated storage locations. Waste that cannot be recycled is transferred by the property management company and each branch to designated storage points for household waste.
- 生產製造部門負責處理一般廢物；在運輸過程中嚴謹粗暴裝卸、避免洩露，並簽訂處理協定，防治由於運送或處理不當對環境造成不良影響。
- The production and manufacturing departments are responsible for handling general waste. During transportation, strict measures are taken to prevent leakage and ensure careful loading and unloading. Agreements for waste disposal are signed to prevent any adverse environmental impact caused by improper transportation or handling.

在風險管理方面，我們的附屬公司亦已制定環境事故的管理制度。例如氣壓公司已就廢棄物污染事故制定相關指引，有關人員必須及時確認事故的危​​害程度並向公司環境保護部門彙報；公司主管收到事故報告後會立即啟動應急預案，防止事故擴大，降低環境污染和財產損失。

In terms of risk management, our subsidiary companies have also established environmental incident management systems. For example, Gas Compressor Company has developed relevant guidelines for waste pollution incidents. Personnel involved are required to promptly assess the severity of the incident and report to the company's environmental protection department. Upon receiving the incident report, company executives will immediately activate emergency response plans to prevent the incident from intensifying, thereby reducing environmental pollution and property damage.

有害廢棄物	Hazardous waste	單位	Unit	2023年度 2023
有害廢棄物總量	Total hazardous waste	噸	Tonnes	158.72
密度	Intensity	千克／百萬元 人民幣收入	Tonnes/million RMB revenue	0.02
無害廢棄物	Non-Hazardous waste	單位	Unit	2023年度 2023
無害廢棄物總量	Total non-hazardous waste	噸	Tonnes	10,867.70
密度	Intensity	噸／百萬元 人民幣收入	Tonnes/million RMB revenue	1.34

水資源及污水排放管理

本集團嚴格管理並控制生產、服務過程中產生的生活及工業污水，以確保我們的業務在環境友好的基礎上營運。我們依據相關法律法規制定了《廢水管理制度》，以下為部分污水排放管理方面的核心措施：

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；

WATER RESOURCES AND WASTEWATER MANAGEMENT

The Group strictly manages and controls the generation of domestic and industrial wastewater during our production and service processes to ensure that our operations are environmentally friendly. We have developed a "Wastewater Management System" in compliance with relevant laws and regulations. Here are some key measures related to wastewater discharge management:

1. All units of the Group that discharge production wastewater must install filters at the discharge outlets as required to prevent blockage, and regularly clean the waste residue. The wastewater should be classified and discharged to the wastewater treatment station for treatment. Degreasing wastewater from the cleaning line and phosphating line is discharged to the wastewater treatment station through the oil wastewater pipeline network; wastewater from painting, electrophoresis, and phosphating is discharged into the wastewater treatment station through their respective dedicated pipeline networks; it is strictly prohibited to pour various types of wastewater into the rainwater pipeline network and other wastewater pipeline networks;

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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；
2. Toilet sewage containing manure in domestic wastewater must pass through septic tanks or regulating pools before entering the treatment facilities;
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；
3. The canteen sewage in domestic wastewater must pass through the grease trap and filter to enter the wastewater treatment station;
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
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
5. 廢水處理分離出的廢渣，必須按制度要求定期進行清理。
5. Waste residues separated from wastewater treatment must be cleaned up regularly in accordance with the requirements of the system.

除了針對污水排放制定政策，我們亦非常重視水資源的節約及高效利用。我們積極推廣用水效率更高的工藝和設備，以降低我們的用水量。卡福公司已開展將污水處理站經處理的廢水回用至生產，減少新鮮用水量；重慶康明斯已建設雨水及中水回用系統，用於園區綠化灌溉。此外，為減少因業務疏忽而造成的水資源浪費，我們定期檢查隱蔽水管及內部供水系統，及時對破損的設施進行維修或更換，以防治漏損對水資源造成浪費。同時，我們亦積極開展意識教育和培訓，在公共區域張貼節約用水的標籤，並於食堂電視、顯示幕播放宣傳視頻，提醒員工並加

In addition to implementing policies for wastewater discharge, we also place great importance on water conservation and efficient utilization of water resources. We actively promote processes and equipment that have higher water efficiency to reduce our water consumption. For example, CAFF Company has implemented a wastewater treatment plant that treats and reuses the wastewater in production processes, thereby reducing the demand for fresh water. Chongqing Cummins has constructed rainwater and reclaimed water reuse systems for irrigation in the factory area. Furthermore, to minimize water wastage resulting from operational negligence, we conduct regular inspections of concealed water pipes and internal water supply systems. We promptly repair or replace damaged facilities to prevent leaks and water resource wastage. We also actively engage in awareness education and training. We post water conservation labels in public areas and display promotional videos on water conservation in cafeteria televisions and display screens

強其對水資源節約的意識。由於本集團用水由市政供水網路獲得，因此在獲取水源上並沒有重大困難。

附屬公司亦有制定相應的用水管理辦法。例如重通集團已設立《能源管理制度》明確節約用水的舉措，以下為部分管理措施：

- 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；
- 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線上即時監測，全部達標排放。

to remind and reinforce employees' awareness of water resource conservation. Since our water supply is obtained from the municipal water network, we do not face significant difficulties in accessing water sources.

Our subsidiary companies have also developed corresponding water management measures. For example, the "Energy Management System" by CGQI Group includes specific initiatives for water conservation. below are some management measures:

- 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.

用水	Water Consumption	單位	Unit	2023年度 2023
總耗水量	Total water consumption	立方米	m ³	764,224.00
密度	Intensity	立方米／百萬元 人民幣收入	m ³ /million RMB revenue	94.8

環境效益

ENVIRONMENTAL PERFORMANCE

能源使用及效益

本集團積極回應國家關於部署節能環保等政策，持續採取一系列措施以優化能源使用並減少對環境的影響。包括建設及完善能源管理體系、開展可再生能源專案及推廣綠色辦公室等。此外，本集團亦高度重視附屬公司在節能降耗方面的表現，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。

能源及原材料使用管理體系

為確保對能源的有效管理和可持續利用，本集團的附屬公司，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、重慶康明斯和成飛公司以針對其業務制定了內部的能源管理制度和辦法。該制度包含不同的關鍵方面，包括用電、用氣管理、管理職責及部門的考核原則等，更好地執行及監督能源管理制度。

ENERGY USE AND EFFICIENCY

The Group actively responds to national policies related to energy conservation and environmental protection, continuously taking a series of measures to optimize energy usage and reduce environmental impact. This includes the construction and improvement of energy management systems, the implementation of renewable energy projects, and the promotion of green offices. Furthermore, the group places great emphasis on the performance of subsidiary companies in energy conservation and efficiency. Regular research is conducted from time to time, and the group promotes and encourages sustainable development concepts and practices that focus on energy-efficient utilization.

ENERGY AND RAW MATERIAL USAGE MANAGEMENT SYSTEM

To ensure effective management and sustainable utilization of energy resources, our group's subsidiary companies, including CGQI Group, CAFF Company, Machine Tool Group, Chongqing Water Company, Pigeon Company, Chongqing Pump Company, Chongqing Cummins, and Chengfei Company, have developed internal energy management systems and measures specific to their respective businesses. These systems cover various key aspects, including electricity and gas management, management responsibilities, and departmental assessment principles, to better implement and monitor energy management practices.

其中，重慶康明斯已獲得ISO50001及GB/T 23331-2020能源管理體系認證，並制定了《能源管理程式》《重要能源使用者及設施運行控制》《重要能源用戶及設施識別和評價控制程式》《能源評審控制程式》等管理辦法。這些措施明確公司內部章程及各部門對能源績效的要求，指導不同業務單位開展能源管理工作，以下為部分具體措施

Among all, Chongqing Cummins has obtained ISO 50001 and GB/T 23331-2020 certifications for its energy management system and developed various management procedures, including the *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*. These measures outline the internal regulations and requirements for energy performance within the company and provide guidance for different business units to carry out energy management work. Following are some specific measures:

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

開展可再生能源項目

積極發展可再生能源設施是本集團綠色運營的重要舉措之一。報告期內，機床集團、成飛公司、重慶康明斯已完成安裝屋頂光伏項目並開始營運。其中，重慶康明斯的光伏項目共安裝8,491塊光伏板，覆蓋面積達22,000平方米。光伏系統發電的暫態功率最高可達3,500kW，接近廠區用電總負荷的一半，為重慶康明斯新基地的穩定生產運營提供強大助力；該項目總裝機容量達4.7兆瓦，年發電量達322萬千瓦時，每年可減少碳排放量1,900噸。預料20年內可實現約2.8億千瓦時的發電量，減少約15.8萬噸溫室氣體的排放。

DEVELOPING RENEWABLE ENERGY PROJECT

Actively developing renewable energy facilities is a significant initiative for our group's green operations. During the Reporting Period, Machine Tool Group, Chengfei Company, and Chongqing Cummins have completed the installation of rooftop solar PV projects and commenced operations. Among them, Chongqing Cummins' solar PV project installed a total of 8,491 solar panels, covering an area of 22,000 square meters. The photovoltaic system has a peak transient power of up to 3,500 kW, which is nearly half of the total electricity load of the plant, providing significant support for the stable production and operation of Chongqing Cummins' new facility. The total installed capacity of the project is 4.7 MW, with an annual electricity generation of 3.22 million kWh, resulting in a reduction of 1,900 tonnes of carbon emissions per year. It is expected to generate approximately 280 million kWh of electricity within 20 years, reducing greenhouse gas emissions by around 158,000 tonnes.



Photovoltaic Project of Chongqing Cummins 重慶康明斯光伏項目

機床集團亦於報告期內完成分散式光伏儲能一體化項目的調試並正式投入運行。項目平均每年能提供約894.8萬千瓦時的綠色電能，相當於每年節約標準煤2,563.2噸，減少二氧化碳排放量約6,952.6噸，二氧化硫排放約64.5噸，氮氧化物排放約23.3噸。對本集團可持續發展和環境責任方面的承諾具有重大意義。

During the reporting period, Machine Tool Group also completed the testing of its decentralized photovoltaic energy storage integration project and officially put it into operation. The project is capable of providing approximately 8.948 million kWh of green electricity annually, which is equivalent to saving 2,563.2 tons of standard coal per year. This results in a reduction of approximately 6,952.6 tons of carbon dioxide emissions, 64.5 tons of sulfur dioxide emissions, and 23.3 tons of nitrogen oxide emissions. The successful implementation holds great significance in the Group's pledge on sustainable development and environmental responsibility.



Photovoltaic Project of Machine Tool Group 機床集團光伏專案

綠色辦公室

我們致力於打造綠色辦公環境，以減少資源消耗、降低碳足跡。我們的附屬公司已採取不同措施促進綠色辦公室的實施。機床集團制定並更新《辦公場所能源管理辦法》，加強規範管理本集團能源使用，加強員工節能意識，該辦法指導公司各部門有關能源管理的事宜，包括設立內部約章及管理措施，對各部門進行能源考核。

Green Office

We are committed to creating a green office environment to reduce resource consumption and lower our carbon footprint. Our subsidiary companies have taken various measures to promote the implementation of green offices. Machine Tool Group formulated and updated the "Office Energy Management Measures" in 2022 to strengthen the regulation and management of energy use within our group. This enhanced employee awareness of energy conservation. The measures also provide guidance for energy management matters across company departments, including the establishment of internal regulations and management measures, as well as conducting energy assessments for each department.

環境效益

ENVIRONMENTAL PERFORMANCE

資源消耗種類	Type of resource consumption	單位	Unit	2023年度 2023
能源消耗⁷				
Energy Consumption⁷				
總能源消耗量	Total energy consumption	兆瓦時	MWh	174,798.65
電力	Electricity	兆瓦時	MWh	87,196.84
汽油	Petrol	兆瓦時	MWh	1,375.95
柴油	Diesel	兆瓦時	MWh	28,576.43
天然氣	Natural Gas	兆瓦時	MWh	57,649.76
密度	Intensity	兆瓦時／百萬元	MWh/million	21.69
		人民幣收入	RMB revenue	
紙張	Paper	噸	Tonnes	29.54
包裝物料				
Packaging Material				
包裝物料總量 ⁸	Total Packaging Material ⁸	千克	kg	2,382.23
密度	Intensity	千克／百萬元	kg/million	0.30
		人民幣收入	RMB revenue	

環境及天然資源

自然資源與本集團的可持續發展的路徑息息相關。因此本集團提倡有效使用資源的原則，致力引入、完善資源效益及環保措施，肩負保護生態系統平衡和生物多樣性的企業責任。為控制本集團對環境造成的影響，本集團已識別企業生產各類活動對環境組成的影響，並已制定了相關的管理制度對自然資源保護的工作進行監管、治理。

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)。

⁸ 由於業務擴充，本年度包裝材料用量較往年有所上升。

ENVIRONMENTAL AND NATURAL RESOURCES

Natural resources are closely linked to our path of sustainable development. Therefore, we advocate the principle of efficient resource utilization and are committed to introducing and improving resource efficiency and environmental protection measures. We bear the corporate responsibility of protecting ecological balance and biodiversity. To control the environmental impact of the Group, we have identified the effects of various production activities on the environment and have formulated relevant management systems to regulate and govern the protection of natural resources.

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).

⁸ Due to the expansion of operation, the packaging material usage has increased compared to the previous year.

為了有效管理和使用天然氣等能源的設備，重通集團專門設立了設備能源管理部，日常進行巡查和檢查，並在可能洩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，亦已針對產生揮發性有機物（「VOCs」）的油漆安裝收集和處置廢氣的設備，及時更換活性炭、過濾棉等易耗品，重點治理VOCs以確保達到相關排放標準。在裝卸危險化學物方面，重通集團編制並經過評審通過環境應急預案，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洩露，降低土壤污染的風險。

重慶康明斯制定了《環境因素識別和評價控制程式》及廢氣、廢水、廢渣等管理程式，從全生命週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。例如公司在生產過程中產生的廢水經公司污水站處理達標後進入市政污水管網；廢氣通過廢氣處理設施處理後達標排放；產生的危險廢物均交由資質第三方處置，降低環境污染的風險。

To effectively manage and utilize energy resources such as natural gas, CGQI Group has established a specialized Equipment Energy Management Department. This department conducts regular inspections and checks on equipment and installs safety facilities such as combustible gas detectors in areas where leaks may occur. Emergency measures and related contingency plans are in place to address unforeseen situations. In addition, the group has installed equipment for collection and treatment of exhaust gases from paints that generate volatile organic compounds (VOCs). Consumables such as activated carbon and filter cotton are promptly replaced to ensure effective VOCs control and compliance with relevant emission standards. Regarding the handling of hazardous chemicals, CGQI Group has developed and reviewed an environmental emergency response plan. Regular drills are organized to prevent hazardous chemical spills caused by improper operations and to reduce the risk of soil pollution.

Chongqing Cummins has formulated the “*Environmental Factors Identification and Assessment Control Program*” as well as management programs for exhaust gas, wastewater, and waste residue. From a life cycle perspective, it identifies the environmental impacts of various production activities and implements control measures. For example, the wastewater generated during the production process is treated at the company’s sewage station to meet environmental standards before being discharged into the municipal sewage network. The exhaust gas is treated through treatment facilities to ensure compliant emissions. Hazardous waste is disposed by qualified partner companies, thereby reducing the risk of environmental pollution.

環境效益

ENVIRONMENTAL PERFORMANCE

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洩露的情況，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。

氣候變化

氣候變化為全球社區帶來深刻挑戰，積極應對氣候變化危機並採取行動已成為當務之急。2023年標誌著我國在推進碳達峰、碳中和方面取得了重要進展。通過宣導技術創新，綠色能源轉型等生態環境保護的議題，我國正穩步推進低碳發展的進程。響應國家策略，我們的目標是為全球氣候行動作出貢獻，為後代創造更可持續的未來。我們對應對氣候變化的承諾始終堅定不移，建立一個更綠色、更具彈性的世界。

此外，氣候變化導致的極端天氣亦會為本集團的實體業務帶來影響，如在嚴重冰雪天氣及暴雨等天氣下，貨物運輸或會遭到延誤。針對此類極端天氣事件，重慶康明斯公司已設置了防洪應急預案及公司業務延續計劃，以明確極端天氣下業務及公司人員的安排。成飛公司及重通集團已參照當地重污染天氣應急預案管理要求完善應急措施，加強極端天氣應對工作。

CAFF Company has identified the potential issue of nickel heavy metal pollution during the production process. To prevent incidents of heavy metal leakage, CAFF Company has developed multiple mechanisms to ensure effective prevention, control, and management of pollution. These mechanisms include the “Emergency Response Plan for Sewage Treatment Stations,” “Wastewater Management System,” and “Environmental Pollution Emergency Response Plan.”

CLIMATE CHANGE

Climate change presents profound challenges to the global community, and taking proactive measures to address the climate crisis has become an urgent priority. The year 2023 marked significant progress for China in advancing carbon peaking and carbon neutrality. Through advocating technological innovation, green energy transition, and other environmental conservation initiatives, China is steadily advancing the process of low-carbon development. In response, we aim to contribute to global climate action and create a more sustainable future for generations to come. Our commitment to addressing climate change remains unwavering as we work towards a greener and more resilient world.

In addition, extreme weather events resulting from climate change can also impact the operations of the Group. For example, during severe weather conditions such as heavy snow or heavy rainfall, there may be delays in the transportation of goods. To address such extreme weather events, Chongqing Cummins has established flood prevention emergency plans and business continuity plans to clearly outline the arrangements for business operations and personnel during extreme weather conditions. Chengfei Company and CGQI Group have also improved their emergency measures and strengthened their response to extreme weather events in accordance with local requirements for emergency management during severe pollution weather.

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僱傭及勞工標準

本集團致力聚集各領域的優秀人才，與員工共同邁向持續進步的道路。因此，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，維護員工合法權利；尊重員工的差異性；在培訓、晉升等方面提供平等機會，塑造和諧平等的公司文化。同事，我們不斷完善內部福利體系和激勵機制，創建更有利於激發員工內生動力的生態環境。

本集團嚴格遵守《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，以及公司運營所在地相關的僱傭法例，依法維護良好的僱傭關係。報告期內，本集團並無違反相關僱傭法規的案例，亦未接獲招聘相關的投訴。

EMPLOYMENT AND LABOUR STANDARD

The Group is committed to gathering outstanding talents from various fields and embarking on a path of continuous progress together with our employees. Therefore, we adhere to the principles of “paying respect to the dedicated, utilizing the competent, fostering the aspiring and incentivizing the innovative”, safeguarding the legitimate rights of our employees; Respecting the diversity of our employees; Providing equal opportunities in training, promotion, and other aspects, to shape a harmonious and equal corporate culture. Furthermore, we continuously improve our internal welfare system and incentive mechanisms, creating an environment that fosters the intrinsic motivation of our employees.

The Group strictly adheres to regulations including the *Labour Law of the People's Republic of China* and the *Labour Contract Law of the People's Republic of China*, and other relevant laws and regulations in locations where our company operates, ensuring a sound employment relationship in accordance with the law. During the Reporting Period, The Group had no cases of violating relevant employment regulations and has not received any complaints related to recruitment.

報告期間，本集團有8,083名員工。以下乃是員工資料摘要：

During the Reporting Period, the Group had 8,083 employees. The summary of employee data is as follows:

				2023年度	2022年度
員工總數	Total Number of Employees				
性別	By Gender	男	Male	5,738	5,702
		女	Female	2,345	2,135
僱傭類別	By Employment Type	全職	Full-time	8,083	7,837
		兼職	Part-time	0	0
年齡	By Age	≤35歲	Aged ≤35	2,956	3,287
		36-45歲	Aged 36-45	2,875	2,410
		46-45歲	Aged 46-45	1,886	1,807
		≥56歲	Aged ≥56	366	333
地區	By Region	中國內地	Mainland China	7,948	7,836
		香港	Hong Kong	1	1
		海外地區	Overseas	134	0

員工流失比率⁹：

Employee Turnover Rate⁹：

類別	Type			2023年度	2022年度
				2023	2022
性別	By Gender	男	Male	8.4%	8.3%
		女	Female	8.8%	5.2%
年齡	By Age	≤35歲	Aged ≤35	12.8%	13.4%
		36-45歲	Aged 36-45	5.7%	4.2%
		46-45歲	Aged 46-45	5.0%	1.7%
		≥56歲	Aged ≥56	14.8%	2.7%
地區	By Region	中國內地	Mainland China	8.44%	7.5%
		香港	Hong Kong	0	0%
		歐美地區	Overseas	0	0%

⁹ 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%。

⁹ 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%.

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薪酬及福利

公司薪酬分配秉持堅持效率優先、兼顧公平的原則，構建規範的薪酬及福利制度。我們的管理制度清晰規定了員工應相有的薪酬和相關權益，明確最低工資標準線、休假、解僱補償，及企業的基本福利，如社保和公積金等內容的標準，以切實提升人力資源及運營管理的效率。此外，本集團的薪酬管理機制亦遵循個人績效與公司效益直接掛鉤的理念，參照員工工作表現、個人突出貢獻及人才市場大環境等因素多維度進行評價，為員工提供更具競爭力的薪酬待遇同時確保績效薪酬的公平及合理性。

招聘及晉升政策

本集團以公平公正和人崗相依為原則編制招聘制度及流程。依據業務發展和經營的需要，我們鼓勵各種背景和經驗的人才加入我們團隊，並按照技能和資歷要求將其匹配到相應的職位。在篩選應徵者的流程，我們全面考慮個人道德素養、專業水準、技能經驗及相關資格認證等多方面的要素，確保流程遵循德才兼備、以德為先和公開、公平、公正的原則，杜絕優先考慮私人關係及招聘歧視行為。

REMUNERATION AND BENEFITS

The company's salary allocation follows the principles of prioritizing efficiency while ensuring fairness, establishing a standardized compensation and benefits system. Our management system clearly defines the expected salary and related benefits for employees, including minimum wage standards, leave, severance compensation, and basic benefits such as social insurance and provident fund. These standards aim to enhance the efficiency of human resources and operational management. Additionally, we adhere to the guiding principle of directly linking individual performance with the Company's benefits. It evaluates employees based on factors such as job performance, outstanding contributions, and the overall talent market environment, ensuring a multi-dimensional evaluation approach. This allows us to provide employees with competitive compensation while ensuring fairness and reasonableness in performance-based pay.

RECRUITMENT AND PROMOTION POLICY

Our group adheres to the principles of fairness, justice, and job-person dependence when formulating our recruitment system and processes. Based on the needs of business development and operations, we encourage talents from diverse backgrounds and experiences to join our team and match them with corresponding positions based on their skills and qualifications. In the candidate screening process, we comprehensively consider factors such as personal ethics, professional standards, skills and experience, and relevant certifications to ensure that the process follows the principles of merit and virtue, as well as openness, fairness, and impartiality. We strictly prohibit any preferential treatment based on personal relationships or any discriminatory practices during the recruitment process.



為了給員工提供更廣闊的發展平台，本集團黨群工作部亦根據公司用人原則制定了《員工績效考核管理辦法》及科學考核指標體系，規範考核標準及程式，為符合條件的員工提供更多晉升空間。中層幹部及業務管理人員每年均會進行績效考評，由公司總經理、管理層及黨群工作部負責人組成考核小組負責考評事宜。績效考核完畢，各層級會及時與員工進行績效溝通，為員工的專業發展提供指引及建議。

解僱政策

本集團嚴格遵循僱傭條例指引，並已依照指引內容建立完善的員工退出機制，旨在確保公平、透明及合法的解僱程式。一般情況下，本集團會因為以下原因辭退員工：

- 員工嚴重失職，如嚴重違反規章制度，營私舞弊、對公司造成重大損害等達到辭退條件的情況
- 基於績效及能力評估等客觀指標，員工長期工作表現欠佳，並且其能力不滿足職位的要求
- 基於重大客觀原因，導致企業無法存續或經營發生嚴重困難，僱傭關係被迫中斷

In order to provide employees with broader development opportunities, the Party Work Department of the Group has formulated the “Employee Performance Assessment Management Measures” and scientific performance assessment indicator system based on the company’s employment principles. These measures and system regulate the assessment criteria and procedures, providing more promotion opportunities for qualified employees. Middle-level executives and business managers undergo annual performance evaluations, conducted by an assessment panel composed of the company’s general manager, management team, and the head of the Party and Group Work Department. After the performance assessment, timely performance feedback and guidance are provided to employees at each level to support their professional development.

DISMISSAL POLICY

The Group strictly adheres to employment regulations and has established a comprehensive employee termination mechanism in accordance with the guidelines to ensure a fair, transparent, and legal termination process. In general, our group may terminate an employee’s employment for the following reasons:

- Serious misconduct by the employee, such as severe violation of rules and regulations, fraud, or causing significant harm to the company that meets the conditions for termination
- Based on objective indicators such as performance and abilities, where the employee’s performance has been consistently below expectations and their abilities do not meet the requirements of the position
- Significant objective reasons that lead to the company’s inability to continue or serious operational difficulties, resulting in the forced interruption of the employment relationship

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若員工因上述原因被辭退，本集團會按照僱傭合約中有關解僱的條文及既定流程進行處理，確保過程中員工的合法權益及應享有的賠償保障不被侵犯。

平等機會及多元政策

本集團專注建設多元文化，並按照相關法例維護員工招聘、任用、培育、績效評估等方面的權益。我們尊重及重視不同員工的性別、種族、宗教、年齡、婚姻及家庭狀況，殘疾等不同背景，創造一個共融互助的工作環境，讓員工安心在工作時進展所長，實現自我價值。同時，我們要求員工遵循行為守則，保持高水準的個人操守及道德，並已制定控制措施以杜絕職場中任何形式的騷擾和欺凌。

本公司建立了職工代表大會，由工會主席定期舉行工會活動，了解員工工作及生活上遇到的不同問題並建議解決途徑，注重人文關懷並確保員工的福祉和幸福感。此外，為了照顧女性員工在不同階段的身體狀況，我們亦制定了專門的保護措施，包括在經期、孕期、產期和哺乳期等時期，禁止安排女性員工從事國家定義為第四級體力勞動強度或其他禁忌勞動的工作。

If an employee is terminated for the above reasons, the Group will follow the provisions and established procedures regarding termination as stated in the employment contract. We ensure that the employee's legal rights and entitlements to compensation and protection are not violated during the process.

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The Group is committed to building a diverse and inclusive culture and upholding the rights of employees in areas such as recruitment, employment, training, and performance evaluation in accordance with relevant laws. We respect and value employees of different genders, races, religions, ages, marital and family statuses, disabilities, and other backgrounds, creating an inclusive and supportive work environment where employees can confidently showcase their strengths and realize their self-worth. At the same time, we require employees to adhere to a code of conduct, maintain high personal integrity and ethical standard, and have implemented measures to eliminate any form of harassment and bullying in the workplace.

The company has established a Workers' Congress, which is regularly conducted by the union chairman to hold union activities. It aims to understand the various issues employees encounter in their work and personal lives and provide suggestions for resolving them, so as to promote human care and ensure the well-being and happiness of employees. Additionally, to cater to the needs of female employees at different stages of their physical condition, we have implemented specific protective measures. These measures include prohibiting the assignment of female employees to tasks classified as level four physical labour intensity or other prohibited tasks during their menstrual, pregnancy, childbirth, and lactation periods, as defined by national regulations.



我們於辦公場所設置母嬰室，為員工提供方便的母嬰照護設施

We have set up a lactation room in the workplace to provide convenient facilities for employees to care for their infants.

禁止強制勞工及童工

本集團依據《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》等法律法規經營，嚴格禁止使用童工、拐騙童工、強制勞工冒險作業和強迫勞工。在面試和入職流程中，我們會核對申請者的身份證、學歷證書等文件。如出現申請者年齡不符合法律規定的情況，我們會即時終止申請人的錄用程式。此外，我們亦會按照法例在勞動合同中明確工時、工作內容等，以保障本集團及錄用人員的合法權益。除了招聘手續方面的措施，本集團的內部風險控制部門（風控、內審、紀檢）亦會持續監察招聘流程的合規性，如有需要，相關人員可通過職工工會和信訪辦公室對不合規事項或漏洞進行舉報或申訴。根據風險控制部門的發現，我們亦會完善及加強本集團的勞工準則管理體系。報告期內，本集團並未知悉童工或強制勞工的事件，亦未涉及於違反勞工準則的訴訟。

PROHIBITION OF FORCED LABOUR AND CHILD LABOUR

The group operates in accordance with laws and regulations such as *the Labour Law of the People's Republic of China*, *Provisions on the Prohibition of Child Labour*, and *Regulations on Labour Security Supervision*. We strictly prohibit the use of child labour, child trafficking, forcing workers into hazardous operations, and forced labour. During the interview and hiring process, we verify applicants' identification cards, educational certificates, and other documents. If an applicant is found to be underage in violation of legal requirements, their application will be immediately terminated. Furthermore, we clearly define working hours, job responsibilities, and other aspects in the labour contract, in accordance with the law, to protect the legal rights and interests of both the group and the employed individuals. In addition to these measures in the recruitment procedures, our internal risk control departments (risk control, internal audit, discipline inspection) continuously monitor the compliance of the recruitment process. If necessary, individuals can report or file complaints regarding non-compliance or loopholes through the Workers' Union and Complaints Office. Based on the findings of the risk control departments, we will improve and strengthen the group's labour management system. During the Reporting Period, the group did not aware of any incidents involving child labour or forced labour, nor were there any lawsuits related to violations of labour standards.

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健康與安全

安全及健康是本集團以人為本的核心理念。我們貫徹執行「安全第一、預防為主、綜合治理」的生產原則，並嚴格遵循嚴格遵守《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，確保安全生產文化的良好建設。在內部管理層面，我們依據法規具體要求及本集團的管理慣例制定《安全生產、職業健康和環境保護管理手冊》，規範市場運行部對附屬公司安全生產的管理。我們亦指定了用人單位法定代表人或主要行政人為安全生產的第一責任人，對安全生產工作負全面責任。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。

為進一步完善安全生產體系的完整性及有效性，本集團要求各附屬公司簽訂《專案管理工作目標責任書》，承諾貫徹落實安全生產責任制。責任書設置具體實施目標、不同業務、職能、區域的管理責任，以確保安全生產的全面覆蓋和有效管理。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，並經董事會審核通過。公司及其安全環保專家亦會不定期對各企業的安全管理工作實施情況進行核查，於年終進行考核，並個根據考評結果進行獎懲。

Health and Safety

Safety and health are the core of the Group's people-oriented principle. We implement the production principle of "safety first, prevention as the main focus, and comprehensive management" and strictly adhere to the *Labour Law of the People's Republic of China, the Law on Protection of Labour Rights* and other applicable laws and regulations and other applicable laws and regulations to ensure the establishment of a sound safety culture. At the internal management level, we have developed the "Basic Rules on Standardized Production Safety of Enterprises" based on specific regulatory requirements and the management practices of our group, to regulate the management of safety production by the Market Operations Department over its subsidiary companies. We have also designated the legal representative or key administrative personnel of the employing units as the first responsible person for safety production, who assume overall responsibility for safety production work. 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.

To further enhance the integrity and effectiveness of the safety production system, the Group requires each subsidiary company to sign a "Responsibility Statement for Project Management", committing to the implementation of the safety production responsibility system. The statement sets specific implementation goals and assigns management responsibilities for different business functions and regions to ensure comprehensive coverage and effective management of safety production. The allocation of safety production responsibilities includes the Chairman of the Board, General Manager, Deputy General Manager, Board Secretary, Chief Financial Officer, Safety Production Committee, Union Chairman, Office, Party and Mass Work Department, Finance Department, Capital Operation Department, Industrial Development Department, Market Operations Department, and relevant employees, as



本集團的附屬公司亦已就健康與安全制定相關政策。以下為部分附屬公司落實健康與管理的具體內容：

approved by the Board of Directors. The company and its safety and environmental protection experts also conduct periodic checks on the safety management of each enterprise, assess performance at the end of the year, and provide rewards or penalties based on the evaluation results. Our subsidiary companies have also developed relevant policies for health and safety. some specific measures are as follows:

氣壓公司 Gas Compressor Company	內部制定了《職業健康管理制彙編》每年委託第三方檢測機構對生產場所職業危害因素進行一次監測 the “ <i>Compendium of Occupational Health Management System</i> ” has been formulated for internal management, and a cooperative laboratory is consigned to conduct a monitoring and inspection every year to conduct a monitoring of occupational hazards in production sites
重通集團 CGQI Group	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》, 當中包括設置安全防塵設施, 定期為員工進行職業病體檢及對職業病危害因素進行監測等措施 The “ <i>Safety Production Management System, Environmental Protection Management System, and Occupational Health Management System</i> ” have been issued, which include the installation of safety and dust-proof facilities, regular occupational and physical examinations for employees, and monitoring of occupational disease hazards
重慶康明斯 Chongqing Cummins	制定了職業衛生管理、危險源識別、風險評估及控制、消防安全管理、HSE意識和能力控制等健康與安全相關程式 programs related to occupational health management, hazard identification, risk assessment and control, fire safety management, HSE awareness, and competency control are established.
成飛公司 Chengfei Company	制定了《職業病防治管理制度》和《職業健康體檢管理辦法》, 對員工的職業健康體檢、職業病危險有害因素定期檢測進行了規定 “ <i>Occupational Disease Prevention and Control Management System</i> ” and the “ <i>Occupational Health Examination Management Measures</i> ” are established to provide regulations for employees’ occupational health examinations and regular testing for occupational disease risk factors.

其中, 重通集團、重水公司、氣壓公司、成飛公司已獲得GB/T 45001-2020認證; 重慶康明斯已獲得OHSAS 8001、ISO45001、GB/T 45001-2020認證。

Among all, CGQI Group, Chongqing Water Company, Gas Compressor Company, Chengfei Company have obtained GB/T 45001-2020 certification; Chongqing Cummins has obtained OHSAS 8001、ISO45001、GB/T 45001-2020 certifications.

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		2023年度 2023	2022年度 2022	2021年度 2021
過去三年每年因工亡故的人數	Number of work-related fatalities occurred in each of the past three years	0	0	0
過去三年每年因工亡故比率	Rate of work-related fatalities in each of the past three years	0%	0%	0%
因工傷損失工作日數 ¹⁰	Lost days due to work injury ¹⁰	0 ¹¹	63	80

¹⁰ 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。

¹⁰ 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

¹¹ 本年度重慶機電因工傷損失日數數據僅針對重大傷患、傷亡情況進行統計，報告期內未知悉相關事故

¹¹ This year, the Company only collected data on the number of lost workdays due to major injuries and fatalities. No information was reported regarding any other accidents or incidents within the reporting period.

為提高員工對安全與健康問題的重視，我們積極開展安全培訓，確保員工熟悉工作環境中的危險源和其預防方法。氣壓公司已設立職業病危害防治宣傳教育制度，由綜合管理部進行統籌，講解國家有關職業安全健康的方針、政策、法律、法規及有關規章制度、事故案例及事故應急處理措施等內容，培訓時間不少於16小時。2023年6月，氣壓公司亦開展了安全生產月，推廣消防知識及進行應急演練培訓，加強員工消防安全意識。



In order to enhance employees' awareness of safety and health issues, we actively conduct safety training to ensure that employees are familiar with the hazards in the work environment and their prevention methods. Gas Compressor Company has established a system for occupational disease hazard prevention and control promotion and education. The management department is responsible for coordinating this system, which includes delivering seminars on national policies, regulations, laws, relevant regulations, accident cases, and emergency response measures related to occupational safety and health. The training duration is no less than 16 hours. In June 2023, Gas Compressor Company also organized a safety production month, where fire safety knowledge promotion and emergency drills were conducted to strengthen employees' awareness of fire safety.



為營造關注員工身心健康的工作環境，報告期內，我們統籌了豐富多樣員工活動，包括羽毛球比賽，員工生日會等，旨在為員工提供積極健康的工作氛圍，促進團隊的凝聚力和歸屬感。

In order to create a work environment that prioritizes the physical and mental well-being of employees, we have organized a variety of employee activities during the Reporting Period. These activities include badminton competitions, employee birthday celebrations, and more. The aim is to provide employees with a positive and healthy atmosphere, promoting team cohesion and a sense of belonging.

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員工生日會
Employee Birthday Party



員工羽毛球比賽
Badminton Competition

發展與培訓

高素質的人才團隊是本集團戰略發展。因此我們積極統籌多樣化的職業發展及學習平台，為不同職級、職能的員工提供系統性的培訓項目，提升職業素養。同時，我們亦支援員工持續發展，提升學歷、學位、職稱等專業資格，並主動交流業務技能，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。

DEVELOPMENT AND TRAINING

A high-quality talent team is the core of our group's strategic development. Therefore, we actively coordinate diverse career development and learning platforms to provide systematic training programs for employees of different levels and functions, aiming to enhance their professional competence. Furthermore, we support employees' continuous development by assisting them in improving their educational background, degrees, professional titles, and other qualifications. We encourage active participation in business skill exchanges and full utilization of group resources to explore various learning methods and opportunities to improve. By doing so, we aim to achieve the shared development of employees and the group's business.



培訓體系

本集團制定了員工培訓管理辦法，並按照此制度擬定年度培訓方案，旨在有效規劃員工的培訓活動。同時，我們定期組織職能線培訓及重點骨幹員工輪崗交換等活動，促進員工跨部門學習和發展。在附屬公司層面，重慶康明斯已根據ISO 9001體系要求制定人員能力保障程式檔，涵蓋員工培訓、績效管理等方面，對公司級、部門級培訓計劃、員工學歷教育的資助政策、特種作業人員證書管理和培訓記錄等專案作出規範。

為協助新進員工融入公司，本集團已針對崗前技能需求統籌相應的培訓計劃，包括學習企業文化、崗位職責等的專案。這些專案旨在確保新進員工掌握工作要求和迅速適應公司的工作文化。氣壓公司制定了新員工培訓管理辦法，由綜合管理部按新員工的入職情況製作培訓實施方案。新員工需接受內部及外部講師的培訓，並通過理論考試、實際操作、部門考評等形式的考核，確保在實際工作中能應用相關知識和技能。

TRAINING SYSTEM

The Group has established an Employee Training Management Measures, and based on this system, we develop an annual training plan to effectively plan employee training activities. Additionally, we regularly organize functional line training and key employee rotation exchange activities to promote cross-departmental learning and development among employees. At the subsidiary company level, Chongqing Cummins has developed personnel competence assurance procedures in accordance with ISO 9001 system requirements. These procedures cover employee training, performance management, and other aspects, providing regulations for company-level and department-level training plans, policies for subsidizing employees' educational qualifications, management of special operations personnel certificates, and training records.

To assist new employees in integrating into the company, the Group has developed training plans that align with the pre-job skill requirements. These plans include projects focused on learning about the company culture, job responsibilities, and other relevant aspects. The aim of these projects is to ensure that new employees grasp the job requirements and quickly adapt to the company's work culture. Gas Compressor Company has established a *New Employee Training Management Measures*, and the management department is responsible for creating training implementation plans based on the new employees' onboarding situations. New employees are required to undergo training conducted by both internal and external trainers. They are assessed through theoretical examinations, practical exercises, department evaluations, and other forms of assessment to ensure the application of relevant knowledge and skills in their actual work.

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報告期內，我們開展了多項專題培訓，覆蓋各職能線，我們舉辦的培訓項目如下：

During the reporting period, we conducted several specialized training programs covering various functional areas. The training programs we organized are as follows:

- 2023年10月，公司開展2期走進先進企業活動，交流學習行業領先的管理實踐
- In October 2023, the Group organized two sessions of visits to advanced enterprises, aiming to exchange and learn from the industry-leading management practices.



走進華為
Walking into Huawei



走進康明斯
Walking into Cummins

- 2023年11月，公司邀請獨立監事、重慶理工大學審計系王海兵教授進行風控專題培訓會，講解戰略風險管理相關工具運用和經典案例等內容
- In November 2023, the Group invited our independent directors to participate in a specialized risk management training session conducted by Professor Wang Haibing, the professor of the Auditing at Chongqing University of Technology. The training focused on strategic risk management and covered topics such as the application of relevant tools and classic case studies.



- 2023年12月，本公司協辦2023年度川渝機械製造行業QCC大賽，通過冠軍課題展示、課題實戰演練、專家現場指導、優秀企業現場走訪等活動，促進川渝兩地員工交流，共同進步



- In December 2023, the Group co-organized the 2023 Sichuan-Chongqing Machinery Manufacturing Industry QCC Competition. This competition aimed to promote employee exchange and mutual improvement between Sichuan and Chongqing through various activities such as champion topic presentations, practical exercises, on-site expert guidance, and visits to excellent companies.



- 氣壓公司於2023年12月進行地操起重作業及指揮技能的培訓和考核，其中24名員工獲得優異成績



- In December 2023, Gas Compressor Company conducted training and assessment for ground crane operation and command skills. A total of 24 employees successfully passed the assessment and obtained an excellent score.



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下表為報告期內本集團整體培訓情況的詳細資料：

The following table provides detailed information on the overall training activities conducted by our group during the reporting period:

員工培訓¹²：

Employee Training¹²：

類別	Type					2023年度	2022年度
參與培訓員工 總數	Total number of employees participating in training	人數	Number			8,948	8,100
參與培訓員工佔 員工總數比例	Percentage of employees participating in training to the total number of employees						
性別 ¹³	Gender ¹³	男	Male	百分比	%	78.0%	73%
		女	Female	百分比	%	22.0%	27%
員工類別 ^{14 15}	Employee Categories ^{14 15}	高層管理人員	Senior Management	百分比	%	2.0%	1%
		中層管理人員	Middle Management	百分比	%	5.0%	4.3%
		基層人員	Junior Personnel	百分比	%	93.0%	94.7%
僱員受訓時數	Training hours of employees						
性別 ¹⁶	Gender ¹⁶	男	Male	平均時數	Average hours	25.25	9
		女	Female	平均時數	Average hours	39.36	8
員工類別 ¹⁷	Employee Categories ¹⁷	高層管理人員	Senior Management	平均時數	Average hours	48	39
		中層管理人員	Middle Management	平均時數	Average hours	39	26
		基層人員	Junior Personnel	平均時數	Average Hours	27	8

¹² 員工培訓數據包括外判員工和臨時員工等非正式員工。

¹³ 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%。

¹⁴ 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%。

¹⁵ 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。

¹⁶ 各類別的每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。

¹⁷ 各類別的每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。

¹² Employee training data includes non-permanent employees such as outsourced employees and temporary employees.

¹³ 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%

¹⁴ 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%.

¹⁵ The types of employees during the Year were divided into senior management, middle management and junior personnel.

¹⁶ 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.

¹⁷ 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

社區參與 COMMUNITY ENGAGEMENT



社區發展是本集團前進的基石，因此我們致力投身公益事業，回饋社區，促進企業及社區的和諧發展。為有效管理本集團履行社會公益責任的工作，本集團已制定《重慶機電股份有限公司對外捐贈管理辦法》，規範捐贈方案的決策程式並進行記錄，以便更好地開展公益活動。我們廣泛關注不同社會公益的履行範疇，包括向受自然災害和國家承認的「老、少、邊、窮」等困難的社會弱勢群體提供生產、生活救濟和救助的捐贈，以及教育、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的公益性捐贈。

本集團附屬公司亦已編制相關政策確保企業在社區建設的參與度。重慶康明斯已設立專門的職能部門和財務預算對公益事業進行規劃。負責人員與所在社區的相關部門及慈善團體保持緊密聯繫，以了解社區需求和合作機會。公益專案經過審批後將能得到康明斯基金的支持。報告期內，重慶康明斯共有1,200人次參與公益活動，平均每人參與活動的時間為四小時。

Community development is the cornerstone of our group's progress. Therefore, we are committed to engaging in philanthropic activities, giving back to the community, and promoting the harmonious development of both the company and the community. In order to effectively manage the fulfilment of our corporate social responsibility, our group has established the “*External Donation Management Measures*” which regulates the decision-making process and documentation of donation programs, enabling us to carry out philanthropic activities more efficiently. We focus on a wide range of social welfare fulfillment areas, including providing production and living relief and assistance donations to socially disadvantaged groups who are suffering from natural disasters and those recognized by the state as “elderly, young, border, and poor.” We also engage in philanthropic donations towards education, science, culture, healthcare, sports, environmental protection, and public facility construction projects.

Our subsidiary companies of have also formulated relevant policies to ensure the participation of the company in community development. Chongqing Cummins has established dedicated functional departments and financial budgets for planning philanthropic activities. Responsible personnel maintain close contact with relevant departments and charitable organizations in the community to understand community needs and cooperation opportunities. Philanthropic projects, once approved, can receive support from the Cummins Foundation. During the Reporting Period, a total of 1,200 individuals from Chongqing Cummins participated in philanthropic activities, with an average participation time of four hours per person.

案例分享： Case Sharing:

2023年4月，本集團積極組織員工參與重慶市長嘉匯馬拉松賽事。長嘉匯馬拉松融入豐富的文化元素及重慶地方特色。賽道途徑開埠遺址公園、故宮文物南遷紀念館、雙子塔、長嘉匯購物公園等多個獨特的山水風光和城市風貌，展示重慶市的文化魅力和人文底蘊。馬拉松賽事作為一種體現人類毅力和奮鬥精神的運動，亦與重慶市的人文追求相契合。通過參與和支援馬拉松賽事，我們不僅為員工提供了鍛煉身體、挑戰自我的機會，也展示了本集團對重慶市人文發展的支持和關注。

In April 2023, our group organized employees to participate in the Chongqing Changjiahui Marathon event. Changjiahui Marathon incorporates rich cultural elements and local features of Chongqing. The race route passes through various unique landscapes and urban features, such as the Kaibu Yizhi Park, the Palace Cultural Relics Relocation Memorial Hall, Shuangzita, and Changjiahui Shopping Park, showcasing the cultural charm and humanistic heritage of Chongqing. As a sport that embodies human perseverance and the spirit of striving, the marathon aligns with the humanistic pursuit of Chongqing. By participating in and supporting the marathon event, we not only provide our employees with opportunities to exercise and challenge themselves, but also demonstrate our support and attention to the humanistic development of Chongqing.

除了支持重慶市人文發展，馬拉松以「競技引領，公益為魂」為宗旨，為「大手拉小手」公益項目作宣傳。此項目致力於為孩子們提供更好的運動體驗和教育，助力青少年健康成長。未來，我們將繼續積極參與不同公益馬拉松活動，推動社會的進步和發展。

In addition to supporting the humanistic development of Chongqing, the marathon event follows the principle of “competition leading, philanthropy as the soul” and promotes the “Xiao Shou La Da Shou” philanthropic project. This project aims to provide children with better sports experiences and education as well as promoting healthy growth. In the future, we will continue to actively participate in various philanthropic marathon events, contributing to social development.



社區參與
COMMUNITY ENGAGEMENT

案例分享：
Case Sharing:

2023年10月，重慶公司與西南醫院聯合組織「奉獻愛心、無償獻血」活動，本次活動共有30余名職工獻血總量近1.2萬毫升。推動自願獻血的奉獻精神，並展示了我們對回饋社區和支持他人福祉的承諾。

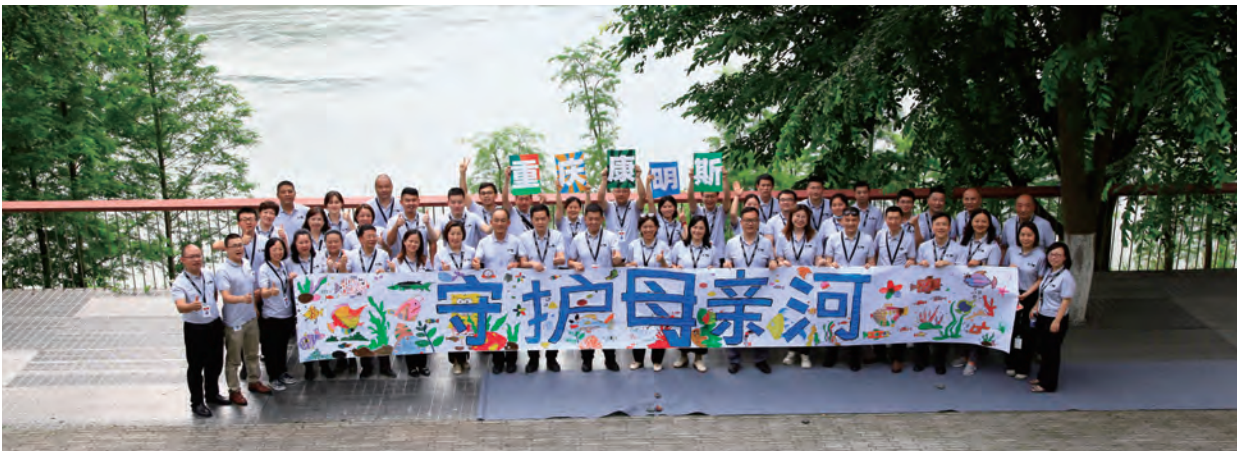
In October 2023, Chongqing Pump Company jointly organized a “Dedicate Love, Voluntary Blood Donation” event with Southwest Hospital. More than 30 employees participated in the event, and the total amount of blood donated exceeded 12,000 ml. This event aimed to promote the spirit of voluntary blood donation and demonstrated our commitment to giving back to the community and supporting the well-being of others.



案例分享：
Case Sharing:

重慶康明斯積極參與地方社區的環境保護事業，並在報告期內組織守護母親河活動。此次活動旨在教育員工關注並保護水資源，並展示公司對環境保育的承諾和責任，為綠色發展貢獻力量。

Chongqing Cummins actively engages in local community environmental conservation efforts and organized the “Protect Mother River” event during the Reporting Period. This event aimed to educate employees about the importance of caring for and protecting water resources. It also showcased the company's commitment and responsibility towards environmental conservation, contributing to green development.



主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
強制披露規定 Mandatory Disclosure Requirements		
管治架構	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	可持續發展管治
Governance Structure	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.	SUSTAINABILITY GOVERNANCE
彙報原則	描述或解釋在編備ESG報告時如何應用下列彙報原則：重要性、一致性、平衡、量化	報告原則
Reporting Boundary	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.	REPORTING SCOPE
彙報範圍	解釋ESG報告的彙報範圍，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。若彙報範圍有所改變，發行人應解釋不同之處及變動原因	報告範圍
Reporting Boundary	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.	REPORTING SCOPE

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主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
一般披露及關鍵績效指標 General Disclosure and KPIs		
A1—一般披露	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：	環境效益
A1 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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	ENVIRONMENTAL PERFORMANCE
A1.1	排放物種類及相關排放資料 The types of emissions and respective emissions data.	排放物管理 EMISSION MANAGEMENT
A1.2	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） 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).	排放物管理 EMISSION MANAGEMENT
A1.3	所產生有害廢棄物總量及密度 Total hazardous waste produced and intensity.	排放物管理 EMISSION MANAGEMENT
A1.4	所產生無害廢棄物總量及密度 Total non-hazardous waste produced and intensity.	排放物管理 EMISSION MANAGEMENT
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 Description of emission target (s) set and steps taken to achieve them	ESG目標表現回顧 REVIEW OF ESG TARGET PERFORMANCE 排放物管理 EMISSION MANAGEMENT

主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
A1.6	<p>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</p> <p>Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.</p>	<p>ESG目標表現回顧</p> <p>REVIEW OF ESG TARGET PERFORMANCE</p> <p>排放物管理 EMISSION MANAGEMENT</p>
A2一般披露 A2 General Disclosure	<p>有效使用資源(包括能源、水及其他原材料)的政策</p> <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p>	<p>資源使用 ENERGY USE AND EFFICIENCY</p>
A2.1	<p>按類型劃分的直接及／或間接能源總耗量及密度</p> <p>Direct and/or indirect energy consumption by type in total and intensity.</p>	<p>資源使用 ENERGY USE AND EFFICIENCY</p>
A2.2	<p>總耗水量及密度</p> <p>Water consumption in total and intensity.</p>	<p>資源使用 ENERGY USE AND EFFICIENCY</p>
A2.3	<p>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</p> <p>Description of energy use efficiency target(s) set and steps taken to achieve them.</p>	<p>ESG目標表現回顧 ENERGY USE AND EFFICIENCY</p> <p>資源使用 REVIEW OF ESG TARGET PERFORMANCE</p>
A2.4	<p>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</p> <p>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.</p>	<p>ESG目標表現回顧</p> <p>REVIEW OF ESG TARGET PERFORMANCE</p> <p>資源使用 WATER RESOURCES AND WASTEWATER MANAGEMENT</p>
A2.5	<p>製成品所用包裝材料的總量及每生產單位估量</p> <p>Total packaging material used for finished products and with reference to per unit produced.</p>	<p>資源使用 ENERGY USE AND EFFICIENCY</p>

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主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
A3—一般披露 A3 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策 Policies on minimizing the issuer's significant impact on the environment and natural resources.	環境及天然資源 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 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	環境及天然資源 ENVIRONMENT AND NATURAL RESOURCES
A4—一般披露 A4 General Disclosure	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。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	氣候變化 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。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	氣候變化 CLIMATE CHANGE
B1—一般披露 B1 General Disclosure	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 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.	僱傭及勞工標準 EMPLOYMENT AND LABOUR STANDARDS
B1.1	按性別、僱傭類型、年齡組別及地區劃分的員工總數 Total workforce by gender, employment type, age group and geographical region.	僱傭及勞工標準 EMPLOYMENT AND LABOUR STANDARDS
B1.2	按性別、年齡組別及地區劃分的員工流失比率 Employee turnover rate by gender, age group and geographical region.	僱傭及勞工標準 EMPLOYMENT AND LABOUR STANDARDS

主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
B2一般披露 B2 General Disclosure	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 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.	健康與安全 HEALTH AND SAFETY
B2.1	因工作關係而死亡的人數及比率 Number and rate of work-related fatalities.	健康與安全 HEALTH AND SAFETY
B2.2	因工傷損失工作日數 Lost days due to work injury.	健康與安全 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 Description of occupational health and safety measures adopted, how they are implemented and monitored.	健康與安全 HEALTH AND SAFETY
B3 General Disclosure	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 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展與培訓 DEVELOPMENT AND TRAINING
B3.1	按性別及員工類別劃分的受訓員工百分比 The percentage of employees trained by gender and employee category.	發展與培訓 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 The average training hours completed per employee by gender and employee category.	發展與培訓 DEVELOPMENT AND TRAINING

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主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
B4一般披露 B4 General Disclosure	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 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 labour.	禁止強制勞工及童工 PROHIBITION OF FORCED LABOUR AND CHILD LABOUR
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工 Description of measures to review employment practices to avoid child and forced labour.	禁止強制勞工及童工 PROHIBITION OF FORCED LABOUR AND CHILD LABOUR
B4.2	描述在發現違規情況時消除有關情況所採取的步驟 Description of steps taken to eliminate such practices when discovered.	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。 The Group has eliminated the possibility of all child labour and forced labour in the recruitment stage and daily employment stage, so there will be no violation.
B5一般披露 B5 General Disclosure	管理供應鏈的環境及社會風險政策 Policies on managing environmental and social risks of the supply chain.	供應鏈管理 SUPPLY CHAIN MANAGEMENT
B5.1	按地區劃分的供應商數目 Number of suppliers by geographical region.	供應鏈管理 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 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	供應鏈管理 SUPPLY CHAIN MANAGEMENT

主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
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 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	供應鏈管理 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 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	供應鏈管理 SUPPLY CHAIN MANAGEMENT
B6一般披露 B6 General Disclosure	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 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.	產品責任 PRODUCT RESPONSIBILITY
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 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品責任 PRODUCT RESPONSIBILITY
B6.2	接獲關於產品及服務的投訴數目以及應對方法 Number of products and service related complaints received and how they are dealt with.	客戶服務 CUSTOMER SERVICE
B6.3	描述與維護及保障智慧財產權有關的慣例 Description of practices relating to observing and protecting intellectual property rights.	智慧財產權保護 INTELLECTUAL PROPERTY PROTECTION
B6.4	描述品質檢定過程及產品回收程式 Description of quality assurance process and recall procedures.	產品責任 PRODUCT RESPONSIBILITY
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 Description of consumer data protection and privacy policies, how they are implemented and monitored.	客戶服務 CUSTOMER SERVICE

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主要範疇 Subject Areas	內容 Content	披露章節 Disclosure Section
B7一般披露 B7 General Disclosure	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 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	反貪污 ANTI-CORRUPTION
B7.1	於彙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 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	反貪污 ANTI-CORRUPTION
B7.2	描述防範措施及舉報程式，以及相關執行及監察方法 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	反貪污 ANTI-CORRUPTION
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and employees.	反貪污 ANTI-CORRUPTION
B8一般披露 B8 General Disclosure	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 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.	社區參與 COMMUNITY ENGAGEMENT
B8.1	專注貢獻範疇 Focus areas of contribution.	社區參與 COMMUNITY ENGAGEMENT
B8.2	在專注範疇所動用資源 Resources contributed to the focus area.	社區參與 COMMUNITY ENGAGEMENT



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CHONGQING MACHINERY & ELECTRIC CO., LTD.*