



# 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



# 2024

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

\* For identification purposes only 僅供識別

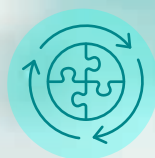
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# 關於本報告 ABOUT THIS REPORT



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2024年1月1日至2024年12月31日（「報告期間」或「本年度」）。本報告旨在匯報我們於本年度的公司治理、品質創新、環境保護、員工關愛、社區參與五個方面的整體表現、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有限公司（簡稱「成飛新材」）

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 2024 to 31 December 2024 (the “Reporting Period” or the “Year”). The purpose of this report is to report our overall performance, risks, strategies, measures and commitments in five aspects, namely, corporate governance, quality innovation, environmental protection, employee care 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. (“CF Wind Power”)

## 關於本報告

### ABOUT THIS REPORT

- |                               |   |
|-------------------------------|---|
| 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

重要性

Materiality

量化

Quantitative

平衡

Balance

一致性

Consistency

#### 釋義 Interpretation

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.

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

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.

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.

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。倘所用的方式及匯報範圍有變，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

關於重慶機電  
ABOUT US

深化可持續  
發展管治  
SUSTAINABILITY  
GOVERNANCE

(一) 共築  
責任經營  
(I) Responsible  
Operations

(二) 追求  
卓越發展  
(II) Exceptional  
Development

(三) 堅持  
以人為本  
(III) Employee-  
oriented Values

(四) 綠色  
環保責任  
(IV) Environment  
Responsibilities

(五) 打造  
和諧社區  
(V) Harmonious  
Community

關鍵  
績效表  
Key Performance  
Table

聯交所  
指導索引  
Reporting  
Guide Index

讀者反饋  
Feedback

# 關於重慶機電 ABOUT US



## 關於重慶機電

### ABOUT US

#### 公司簡介與集團理念

重慶機電股份有限公司（「本公司」或「重慶機電」）是中國西部大型綜合裝備製造企業，著力於能源環保與高效利用，傾力於工業生產能效的不斷提升，致力於推動工業與服務的協同發展，在中國裝備製造業轉型升級道路上砥礪前行。

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「為中國乃至全世界裝備製造業做貢獻」的企業使命。

#### COMPANY OVERVIEW AND OUR PHILOSOPHY

Chongqing Machinery & Electric Co., Ltd. (the “Company” or “Chongqing Machinery & Electric”) is a large-scale comprehensive equipment manufacturer in western China. The Company focuses on energy conservation, environmental protection, and efficient resource utilization and aims to continuously improve industrial energy efficiency and promote the integrated development of industry and our services, contributing to the transformation and upgrade of China's equipment manufacturing industry.

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 its core values of “Integrity and Win-win”. Following the principles of “making good use of resources to improve services”, we attach great importance to the sustainable development of the Company, make effective use of resources and energy, pay close attention to climate and ecological environment issues, and take 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 mission of “Contributing to the Equipment Manufacturing Industry in China as well as the World”.



## 業務概覽

重慶機電聚焦清潔能源裝備、高端智能裝備、工業服務三大板塊，致力於打造清潔能源產業集群。本集團業務與產品廣泛服務於風力發電、水力發電、核電、航空航天、船舶、工程機械、系統集成、汽車零部件、增材製造、數字平台等多個領域。在各領域的運營中，我們通過持續增強創新驅動能力，不斷激發質變內生動力，以心懷「國之大者」的企業境界，詮釋著對「裝備中國，走向世界」的期許和擔當。

重慶機電作為在港交所上市的公司，曾被評為「進取上市公司」，多次入選「中國機械500強」「中國工業上市企業500強」。

## BUSINESS OVERVIEW

Focusing on three major sectors: clean energy equipment, high-end intelligent equipment, and industrial services, we are dedicated to building an industrial cluster characterized by the use of clean energy. Our services and products are intended for a wide range of fields, including wind power generation, hydropower generation, nuclear power, aerospace, shipbuilding, engineering machinery, system integration, automotive components, additive manufacturing, digital platforms, etc. In providing services for these sectors, we have tapped into our potential to upgrade ourselves by continuously promoting innovation-driven development. We are committed to becoming an "international enterprise", fulfilling our mission of "Equip China, Advance towards the World".

As a company listed on the Hong Kong Stock Exchange, the Company has been recognized as a "Progressive Listed Company" and ranked among "China's Top 500 Machinery Enterprises" and "China's Top 500 Industrial Listed Enterprises".

# 深化可持續發展管治

## SUSTAINABILITY GOVERNANCE



## ESG理念及管治架構

### ESG理念

重慶機電將環境、社會及管治(ESG)理念視為企業可持續發展價值觀的重要組成部分，通過持續完善公司治理體系、倡導資源高效利用和推動綠色技術創新，我們不斷將ESG責任融入日常運營與戰略決策之中。報告期內，本集團進一步強化合規經營與風險防控能力，積極與各利益相關方保持溝通與協作，確保ESG理念的落地。

### ESG管治架構

本公司董事會對ESG風險管理及監控重大ESG事項負有最終責任，在2024年持續主導ESG相關工作規劃及成果審議。董事會應負責就環境、社會及管治事宜作有效管治和監督，並對重大的環境及社會風險作出評估和管理。在董事會的監督下，環境、社會及管治工作小組(「ESG工作小組」)則負責識別可持續發展趨勢與潛在風險，並指導各業務部門落實ESG管理舉措。本公司董事會與ESG工作小組及業務部門的主要管治職責如下：

#### 職能機構

##### Functional Body

董事會  
Board of Directors

## ESG PHILOSOPHY AND STRUCTURE

### ESG Philosophy

We take the environmental, social, and governance (ESG) philosophy as an essential part of our values for sustainable development. By continuously improving our governance systems, promoting efficient utilization of resources, and advancing the innovation of green technology, we have been integrating ESG responsibilities into our daily operations and decision-making. During the reporting period, the Group has further strengthened compliance management and risk prevention capabilities and maintained the communication and collaboration with its stakeholders, so as to fully implement the ESG philosophy.

### ESG Structure

The Board of Directors of the Company takes the ultimate responsibility for overseeing the Group's ESG risks and material ESG issues, and planned and reviewed the ESG-related work in 2024. The Board of Directors shall be responsible for the effective governance and oversight of environmental, social and governance matters and the assessment and management of significant environmental and social risks. With the Board of Directors' supervision, the Environmental, Social, and Governance Working Group (the "ESG Working Group") is responsible for identifying the trends of sustainable development and potential risks, and guiding the business departments in implementing ESG management initiatives. The governance responsibilities of the Board of Directors, the ESG Working Group, and business departments are as follows:

#### 具體職責

##### Responsibilities

- 確定ESG相關風險，並對重大ESG事項進行審議和決策  
Identifies ESG-related risks, and deliberates and decides on material ESG issues
- 制定ESG策略及方針，檢視ESG工作計劃及成果  
Develops ESG strategies and policies and reviews ESG work plans and achievements
- 定期審閱ESG目標進度及績效，監督風險應對措施的執行情況  
Regularly examines the progress and performance of ESG goals and supervises the implementation of risk response measures



## 深化可持續發展管治

### SUSTAINABILITY GOVERNANCE

#### ESG工作小組

ESG Working Group

- 識別、評估與優先排序ESG風險與機遇  
Identifies, assesses, and prioritizes ESG risks and opportunities
- 統籌ESG信息披露及定期向董事會匯報ESG管理進展  
Coordinates ESG information disclosure and regularly reports ESG management progress to the Board of Directors
- 開展輔助培訓及相關研究，提升管理層與業務部門的ESG意識  
Carries out training programs and research to enhance ESG awareness among management and business departments

#### 業務部門

Business departments

- 執行集團層面的ESG政策和制度  
Implement Group-level ESG policies and systems
- 定期向工作小組匯報ESG工作成果、風險事件等反饋意見  
Regularly report relevant work achievements, risk incidents, and feedback to the working group
- 在各自業務範圍內落實能源管理、安全生產、員工權益以及成績考核等計劃  
Carry out plans such as energy management, work safety, employees' rights and interests, and performance evaluation within the business scope of each department

#### ESG風險管理

集團ESG工作小組協助董事會對本集團具有潛在或可預見影響的ESG風險進行全面監測，並定期評估其發生可能性與影響程度。我們通過「識別潛在風險－評估及優次排列－確認重大風險－檢查內部管理」這一流程，確保潛在ESG風險能及早識別與有效應對。

#### ESG Risk Management

The ESG Working Group assists the Board of Directors in monitoring ESG risks with potential or foreseeable impacts on the Group and regularly evaluates their likelihood and severity. With the established process of "Identify potential risks → Evaluate and prioritize risks → Confirm material risks → Review the internal management of risks", we ensure early identification and effective response to potential ESG risks.



#### ESG風險管理流程

#### ESG Risk Management Process

基於事件影響的嚴重性及事件發生的可能性，董事會透過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。2024年度，本集團在延續以往安全生產、產品品質及人力資源等風險管理措施的同時，更加關注氣候變化對集團業務的潛在影響。根據董事會審議結果，我們目前暫未識別出重大ESG風險，但仍需對以下「中等風險」保持關注：

Based on the severity of the event's impact and the likelihood of the event occurring, the Board of Directors uses ESG risk matrix analysis to identify significant risks that may pose an impact on the Company's business. In 2024, while continuing to implement the existing risk management measures for safe production, product quality, and human resources, the Group paid more importance to the potential impacts of climate change on operations. According to the review results of the Board of Directors, no material ESG risks have been identified yet. However, attention is required for the following "Moderate Risks":

#### 中等ESG風險 Moderate ESG Risks

#### 重慶機電的內部管理情況 Our Internal Management

氣候物理風險與轉型風險  
Climate Physical Risks  
and Transition Risks

- 進一步推進節能減排項目及清潔能源應用，如光伏發電、風力發電裝備等（附屬公司已相繼啟動相關計劃）
- 維護環保合規並定期跟踪氣候與環境政策動向
- 把握能源轉型機遇，積極推進新能源產業鏈延伸相關項目，打造清潔能源綜合服務商

Speed up projects concerning energy conservation and emission reduction and the applications of clean energy, including photovoltaic and wind power equipment (subsidiaries have successively launched related projects)

Ensure environmental compliance and regularly monitor the trends of climate and environmental policies

Seize opportunities in energy transition to actively advance related projects in the extension of new energy industrial chain, so as to make the Company an integrated service provider featuring the use of clean energy

人力資源  
Human Resources

- 在人力資源規劃、人才招聘引進、薪酬激勵等方面加強內控與監控
- 對關鍵崗位人才實施重點管理，並結合企業發展需求實行多元化培訓

Strengthen internal controls and monitoring in human resources planning, talent recruitment, and compensation incentives

Implement focused management on talents for key positions and conduct diversified training to meet the needs of the Company's development

## 深化可持續發展管治

### SUSTAINABILITY GOVERNANCE

健康與安全 Health and Safety	— 通過《安全生產管理制度匯編》，層層簽訂《三項管理工作目標責任書》，明確各附屬公司安全生產責任制，同時與負責人績效掛鉤	Develop the <i>Compilation of Work Safety Management System</i> and sign <i>Three Management Objectives Responsibility Letter</i> at all levels to clarify the work safety responsibilities of each subsidiary company. Meanwhile, these responsibilities are linked to the performance of the responsible personnel
	— 不定期開展安全生產培訓、隱患排查及觀摩學習，提升安全管理能力	Conduct irregular work safety training, hazard inspections, and observational learning to improve employees' safety management capabilities
	— 設立安全生產事故匯報機制進行實時監控和責任追究	Establish a work safety incident reporting system for real-time monitoring and accountability mechanisms
產品安全及品質 Product Safety and Quality	— 建立覆蓋各附屬公司的產品品質管控制度和季度品質分析會議機制	Implement product quality control systems covering all subsidiaries and hold meetings quarterly for quality analysis
	— 附屬公司均已通過ISO 9001或同等質量管理體系認證	All subsidiaries have obtained ISO 9001 or equivalent quality management certifications
	— 如發現潛在或實際偏差，及時深入調查並協同相關責任人進行追查跟進	Conduct thorough investigations and keep track of the results with responsible parties upon identifying potential or actual deviations



## ESG目標與進展

為全面提升公司的ESG管理水平，本集團於報告期內進一步豐富ESG管理工作目標的內容，並加入量化指標跟蹤目標及其進展，由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。本報告期內，我們的ESG目標及進展如下：

## ESG Goals and Progress

To improve the Company's overall ESG level, the Group further detailed ESG management objectives during the reporting period, and added quantitative indicators to track the achievement and progress of goals. The Board of Directors is responsible for reviewing the implementation progress and results. For environmental goals, we conduct an annual progress review. During the year, the Group has taken corresponding measures for each of the environmental goals and identified challenges and countermeasures to the implementation of the goals. During the reporting period, the implementation progress of our ESG goals is shown as follows:

範疇 Scope	議題 Issue	目標 Goal	目標進度情況 Progress
社會 Social	研發創新 R&D innovation	<ul style="list-style-type: none"> <li>年度研發經費投入強度超過基本值4.55，達5.06 The annual R&amp;D expenditure intensity exceeded the baseline value of 4.55, reaching 5.06</li> </ul>	年度目標超額達成 Annual goal overachieved
		<ul style="list-style-type: none"> <li>年度授權發明專利數26個；市級及以上評價或鑒定技術和產品數20個；認定數字化車間及智能工廠2個；新增科技型企業或高新技術企業1家 26 invention patents granted, 20 technologies and products evaluated or appraised at the municipal level or above; 2 digital workshops and smart factories recognized; 1 technology-based enterprise or high-tech enterprise rated</li> </ul>	
		<ul style="list-style-type: none"> <li>重慶公司、智能製造、重通集團及氣壓公司完成科改專項年度任務；重慶公司、智能製造科改評估達到相應目標 Chongqing Pump Company, Intelligent Manufacturing, and Gas Compressor Company complete annual technology transformation tasks, and the first two companies pass assessment</li> </ul>	年度目標已達成 Annual goal achieved
	清潔技術機遇 Clean technology opportunities	<ul style="list-style-type: none"> <li>完成年度「數字機電」建設目標 To achieve the annual digital transformation goal</li> </ul>	
		<ul style="list-style-type: none"> <li>根據集團新三年改革方案，完成清潔能源、高端裝備事業部發展規劃，督導附屬公司完成規劃 To plan the development of the clean energy and high-end equipment divisions and supervise subsidiaries in planning according to the Group's new three-year reform plan</li> </ul>	年度目標已達成 Annual goal achieved
		<ul style="list-style-type: none"> <li>完成年度風光資源與項目指標 To achieve the annual goal for wind and solar resource projects</li> </ul>	

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範疇 Scope	議題 Issue	目標 Goal	目標進度情況 Progress
	職業健康與安全 Occupational health and safety	<ul style="list-style-type: none"> <li>各附屬公司制定年度職業安全健康方面的管理考核目標，如培訓教育合格率、隱患整改率、設備設施合格率等目標 Subsidiaries should formulate annual occupational safety and health management assessment goals, such as training and education qualification rate, hazard rectification rate, as well as equipment and facility qualification rate</li> </ul>	年度目標已達成 Annual goal achieved
	多元化與員工權益 Diversity and rights and interests of employees	<ul style="list-style-type: none"> <li>重慶康明斯計劃在2025年實現殘障員工比例1.5%，在2027年實現無障礙設施100%覆蓋 Chongqing Cummins aims to increase the proportion of employees with disabilities to 1.5% by 2025 and the barrier-free facility coverage rate to 100% by 2027</li> </ul>	長期目標推進中 Long-term goal in progress
環境 Environmental	能源管理 Energy management	<ul style="list-style-type: none"> <li>各附屬公司進一步完善能碳管理相關規劃與指標，並優化相應管控措施，積極提升風電、光伏電力等清潔能源使用比例，其中：               <ul style="list-style-type: none"> <li>重慶康明斯：以2018年為基準，到2030年，生產活動和設施產生的溫室氣體排放減少50%，到2050年，實現全面碳中和 Chongqing Cummins aims to reduce greenhouse gas emissions from production activities and facilities by 50% by 2030 and achieve full carbon neutrality by 2050, compared to the data in 2018</li> <li>鴿牌公司：已制定中長期節能減排規劃目標 Pigeon Company has formulated the mid- to long-term energy conservation and emission reduction planning goal</li> <li>機床集團、重慶康明斯、成飛新材、重通集團持續推進屋頂光伏發電項目運行 Machine Tool Group, Chongqing Cummins, CF Wind Power and CQGI Group continue to promote the rooftop photovoltaic power generation project</li> </ul> </li> </ul>	長期目標推進中 Long-term goal in progress
	應對氣候變化 Response to climate change		

## 範疇 Scope

## 議題 Issue

## 目標 Goal

## 目標進度情況 Progress

有毒物質排放與廢棄物  
Toxic substance  
emissions and waste

各附屬公司已制定年度環境管理目標，例如環境污染事件控制、危險廢物處置合格率、污染物達標排放等目標  
Subsidiaries have set annual environmental management goals, such as environmental pollution incident control, hazardous waste disposal qualification rate, and pollutant emission compliance

年度目標已達成  
Annual goal achieved

水資源管理  
Water resource  
management

部分附屬公司制定年度水資源使用量目標；其中，重慶康明斯已制定長期用水目標，計劃以2021年的用水量為基準，在2030年降低30%用水量  
Some subsidiaries have set annual water usage goals; Chongqing Cummins has set a long-term water usage goal, planning to reduce water usage by 30% by 2030 than the baseline in 2021

年度目標已達成  
Annual goal achieved  
  
長期目標推進中  
Long-term goal in progress

原材料管理  
Raw material  
management

各附屬公司持續推動廢棄物回收與包材循環利用，其中，重慶康明斯已制定重慶本地供應商100%推行可循環包裝的目標  
Subsidiaries should continue to promote waste and packaging material recycling. Chongqing Cummins has set a goal of applying 100% recyclable packaging for local suppliers in Chongqing

年度目標已達成  
Annual goal achieved



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#### ESG認可與榮譽

本集團將ESG視作重要的發展理念，致力於實現經濟、環境與社會效益的平衡發展。2024年，本集團榮獲多項ESG相關認可與榮譽，充分體現我們在高效治理、綠色創新和社會公益等方面的堅持與努力。未來，我們將繼續以ESG為指引，為環境和社會持續創造長遠價值。

#### ESG Recognitions and Honors

The Group views ESG as a significant development philosophy and is committed to balancing between economic, environmental, and social benefits. In 2024, we received multiple ESG-related recognitions and honors, fully demonstrating our persistence and efforts in efficient governance, green innovation, and social welfare. Looking ahead, we will persist in aligning with ESG principles and endeavor to generate sustainable value for the environment and society.

#### 重慶機電獲評「2024十大重慶社會責任影響力年度企業」

#### Chongqing Machinery & Electric Recognized as One of “2024 Top 10 Enterprises with Social Responsibility Influence in Chongqing”

2024年3月，重慶機電首次參與由重慶日報上游新聞承辦的「十大重慶社會責任影響力企業年度評選活動」，並榮膺「2024十大重慶社會責任影響力年度企業」稱號。該獎項是對本集團在推動社會可持續發展、節能減碳、科技創新以及鄉村振興等多個領域所作貢獻的充分認可。

In March 2024, the Company participated for the first time in the “Top 10 Enterprises with Social Responsibility Influence in Chongqing” annual selection activity hosted by Chongqing Daily, and was honored with the title of “2024 Top 10 Enterprises with Social Responsibility Influence in Chongqing”. This award fully recognizes our contributions to promoting sustainable development, energy conservation and carbon reduction, technological innovation and rural revitalization.



## ESG表現保持優異，ESG評級位居行業前列

### With Excellent ESG Performance, We Ranked Among the Top in the Industry

本集團自2014年率先在市屬國企上市公司中踐行ESG管理理念，逐步構建了規範高效的治理體系。2024年，本集團亦持續保持較高水平的ESG綜合表現，彰顯了資本市場對集團在可持續發展與高品質運營方面的認可。

Since 2014, the Group has taken the lead in practicing ESG management concepts among municipal state-owned listed enterprises, gradually establishing a standardized and efficient governance system. In 2024, the Group continued to maintain the perfect ESG performance, demonstrating the capital market's recognition of our efforts in sustainable development and high-quality operations.

Wind ESG評級：

妙盈ESG評級：

Wind ESG Rating:

MioTech ESG Rating:



ESG整體表現 BB

Overall ESG performance: BB

Wind ESG綜合得分行業排名：78/570 (機械)  
Industry ranking based on comprehensive score:  
78/570 (Machinery)

妙盈ESG綜合得分行業排名：96 / 825 (工業機械)  
Industry ranking based on comprehensive score:  
96/825 (Industrial machinery)

## 本集團多家附屬公司收穫行業綠色創新、智能化示範榮譽

### Subsidiaries of the Group Received Industry Honors for Green Innovation and Intelligent Demonstration

在持續推進智能製造和綠色轉型的過程中，本集團下屬氣壓公司、重通集團、鴿牌公司等企業於2024年分別獲得「中國通用機械工業協會新產品認定」「智慧綠色創新案例二等獎」「專利密集型產品認定」等多項榮譽：

In the process of promoting intelligent manufacturing and green transformation, subsidiaries of the Group, including Gas Compressor Company, CQGI Group, and Pigeon Company, received multiple honors such as "Innovative Product by the China General Machinery Industry Association", "Second Prize for Smart Green Innovation Cases", and "Recognition of Patent-Intensive Products" in 2024:

- 氣壓公司：自主研发的70MPa、20萬方/天高壓大流量天然氣壓縮機獲評「2024年度壓縮機行業新產品」。  
Gas Compressor Company: Its self-developed 70MPa, 200,000 cubic meters/day high-pressure, high-flow natural gas compressor was recognized as the "2024 Innovative Product in the Compressor Industry."



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- 重通集團：CCUS用離心式丙烯壓縮機榮獲「2024年智慧綠色創新案例」二等獎；綠色節能雙級高效系列離心式冷水機組獲評優秀獎。  
CQGI Group: Its centrifugal propylene compressor used in CCUS won the Second Prize of “2024 Smart Green Innovation Cases”, and its green, energy-saving, double-stage, high-efficiency series of centrifugal chillers received an excellence award.



- 鴿牌公司：額定電壓450/750V及以下聚氯乙烯絕緣環保電線產品通過中國專利協會2024年度專利密集型產品認定，成為重慶市唯一獲此殊榮的線纜產品。  
Pigeon Company: Its polyvinyl chloride insulated eco-friendly wire products with a rated voltage of 450/750V and below were certified 2024 Annual Patent Intensive Product by the China Patent Association, as the only cable product in Chongqing to receive this honor.





## 利益相關方溝通

重慶機電高度重視與利益相關方的溝通，將其視為創造長期價值的關鍵路徑。我們系統性地識別出與公司運營密切相關的重要利益相關方，並建立了暢通的溝通渠道及完善的溝通機制，以更好了解各利益相關方訴求。未來，公司將持續收集各利益相關方的重要意見與建議，將他們的聲音納入公司決策過程，共同為實現可持續發展目標而努力。

## Communication with Stakeholders

We attach great importance to communication with stakeholders, considering it as a crucial way to create long-term value. We have systematically identified key stakeholders that are closely related to the Company's operations and have established smooth communication channels and a comprehensive communication mechanism to better understand the demands of various stakeholders. Going forward, the Company will continue to collect important opinions and suggestions from various stakeholders, incorporate their advice into the company's decision-making process, and work together with them to achieve sustainable development goals.

利益相關方 Stakeholders	關注議題 Issues of Concern	溝通方式和渠道 Communication Methods and Channels
股東與投資者 Shareholders and Investors	<ul style="list-style-type: none"> <li>公司治理 Corporate governance</li> <li>合規經營 Compliant operation</li> <li>商業道德與反貪腐 Business ethics and anti-corruption</li> <li>ESG治理 ESG governance</li> <li>清潔技術機遇 Clean technology opportunities</li> <li>應對氣候變化 Response to climate change</li> </ul>	<ul style="list-style-type: none"> <li>股東周年大會 Annual general meeting</li> <li>年報、中期報告及公告 Annual reports, interim reports and announcements of the Group</li> <li>現場參觀及投資者會議 On-site visits and investor meetings</li> <li>業績路演 Performance roadshow</li> <li>公司網站及新媒體平台 Company website and new media platforms</li> </ul>
客戶 Customers	<ul style="list-style-type: none"> <li>研發創新 R&amp;D innovation</li> <li>產品責任 Product responsibility</li> <li>客戶服務與權益 Customer service and rights</li> <li>數據安全與隱私保護 Data security and privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>客戶滿意度調查 Customer satisfaction survey</li> <li>售後服務與投訴渠道 After-sales service and complaint channels</li> <li>產品展銷會 Product exhibitions</li> <li>公司網站及新媒體平台 Company website and new media platforms</li> </ul>
員工 Employees	<ul style="list-style-type: none"> <li>職業健康與安全 Occupational health and safety</li> <li>薪酬與員工福利 Remuneration and employee benefits</li> <li>員工發展與培訓 Staff development and training</li> <li>多元化與員工權益 Diversity and rights and interests of employees</li> </ul>	<ul style="list-style-type: none"> <li>工會 Labor union</li> <li>職工代表大會 Employee representative meeting</li> <li>董事長信箱 Chairman email</li> <li>持續的直接溝通 Continuous direct communication</li> </ul>

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利益相關方 Stakeholders	關注議題 Issues of Concern	溝通方式和渠道 Communication Methods and Channels
政府及監管機構 Governmental and regulatory authorities	<ul style="list-style-type: none"> <li>合規經營 Compliant operation</li> <li>能源管理 Energy management</li> <li>水資源管理 Water resource management</li> <li>污水排放與管理 Wastewater discharge and management</li> <li>廢氣排放與管理 Air emissions and management</li> <li>有毒物質排放與廢棄物 Toxic substance emissions and waste</li> </ul>	<ul style="list-style-type: none"> <li>定期溝通 Regular communication</li> <li>信息披露 Information disclosure</li> <li>監督檢查 Supervision and inspection</li> </ul>
供應商及合作夥伴 Suppliers and other partners	<ul style="list-style-type: none"> <li>供應鏈管理 Supply chain management</li> <li>數據安全與隱私保護 Data security and privacy protection</li> <li>產品責任 Product responsibility</li> <li>研發創新 R&amp;D innovation</li> </ul>	<ul style="list-style-type: none"> <li>現場調研 Field investigations</li> <li>供應商考核與評估 Supplier evaluation and assessments</li> <li>日常溝通會議 Daily communication meetings</li> <li>公開招投標會議 Public bidding meetings</li> </ul>
行業協會 Industry association	<ul style="list-style-type: none"> <li>研發創新 R&amp;D innovation</li> <li>產品責任 Product responsibility</li> <li>知識產權保護 Intellectual property protection</li> </ul>	<ul style="list-style-type: none"> <li>參與標準制定 Participation in standard formulation</li> <li>行業交流會議 Industry exchanges meetings</li> <li>產學研合作項目 Industry-academia-research collaboration projects</li> </ul>
其他業務合作夥伴及社區 Other business partners and communities	<ul style="list-style-type: none"> <li>ESG治理 ESG governance</li> <li>社區參與及公益慈善 Community involvement and charity</li> </ul>	<ul style="list-style-type: none"> <li>交流活動 Exchange activities</li> <li>員工志願者活動 Volunteer activities and employee participation</li> <li>公司網站及微信公眾號 Website and WeChat official account of the Group</li> </ul>

## 重要性議題評估

2024年，本集團在往年ESG治理成果的基礎上，結合國內外前沿的ESG發展趨勢、監管要求以及公司實際運營狀況，開展了2024年度ESG議題重要性評估工作。在評估過程中，我們參考了國際及國內主流框架的各項議題披露要求和同行實踐，對重要性議題清單進行了更新。報告期內，我們共識別出24項重要性議題，廣泛收集200餘位利益相關方的意見和觀點，最終形成重要性議題矩陣。

## Assessment of Material Issues

In 2024, based on our previous ESG achievements, the Group assessed the materiality of ESG issues for the year 2024 by integrating domestic and international cutting-edge ESG trends, regulatory requirements, and our actual operating conditions. By benchmarking against international and Chinese mainstream framework disclosure requirements and industry best practices, we updated and refined our list of material issues. During the reporting period, we have identified 24 material issues and collected opinions from over 200 stakeholders, ultimately developing a matrix of material issues.

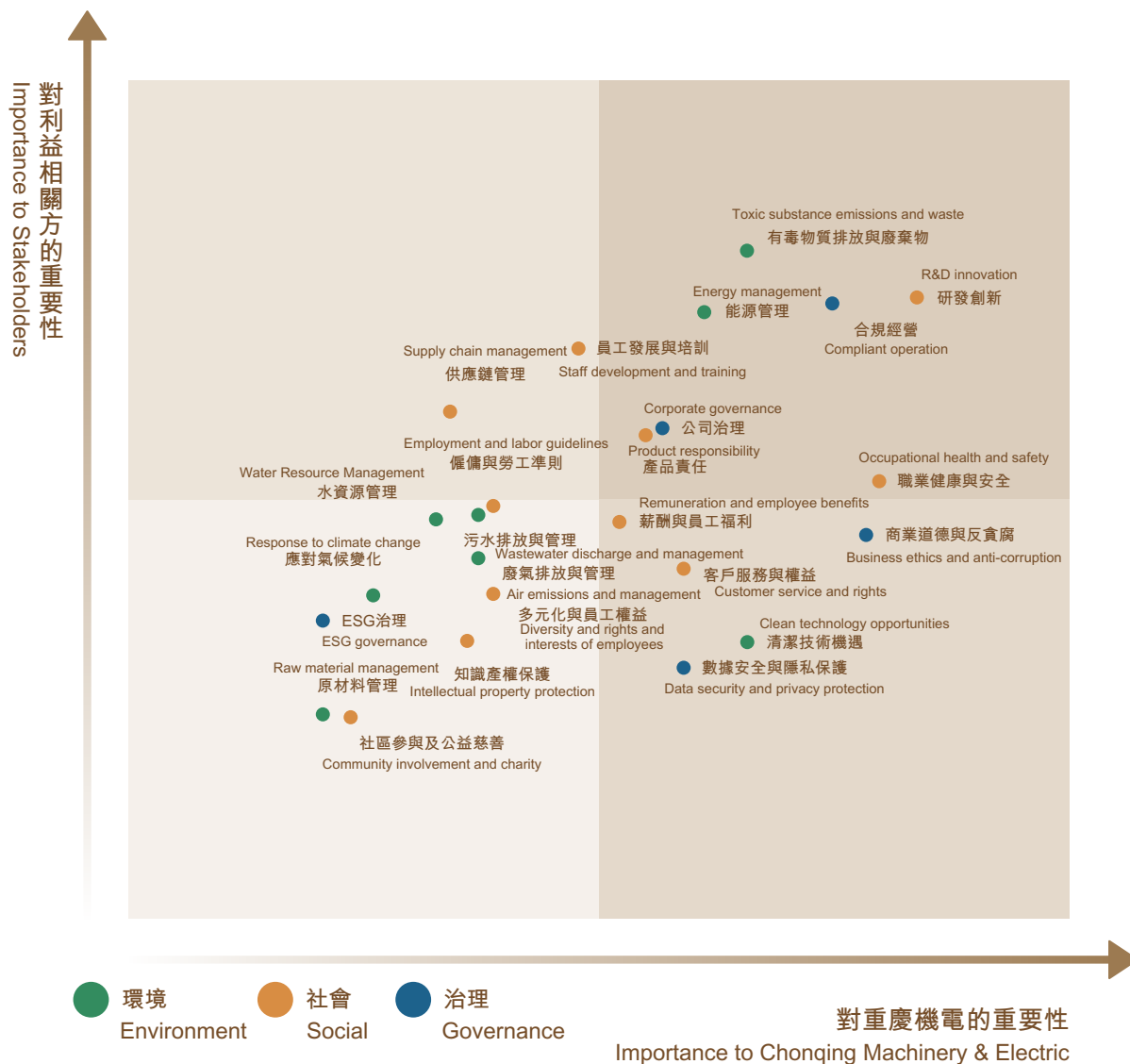


圖註：重慶機電重要性議題評估流程

Fig. Our Assessment Process of Material Issues

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### SUSTAINABILITY GOVERNANCE



圖註：重慶機電2024年ESG重要性議題矩陣

Fig. Our 2024 Matrix of Material Issues





## 環境議題 Environmental

污水排放與管理  
Wastewater discharge and management

廢氣排放與管理  
Air emissions and management

能源管理  
Energy management

有毒物質排放與廢棄物  
Toxic substance emissions and waste

原材料管理  
Raw material management

應對氣候變化  
Response to climate change

清潔技術機遇  
Clean technology opportunities

水資源管理  
Water Resource Management



## 社會議題 Social

職業健康與安全  
Occupational health and safety

薪酬與員工福利  
Remuneration and employee benefits

員工發展與培訓  
Staff development and training

僱傭與勞工準則  
Employment and labor guidelines

多元化與員工權益  
Diversity and rights and interests of employees

知識產權保護  
Intellectual property protection

研發創新  
R&D innovation

供應鏈管理  
Supply chain management

產品責任  
Product responsibility

客戶服務與權益  
Customer service and rights

社區參與及公益慈善  
Community involvement and charity



## 治理議題 Governance

商業道德與反貪腐  
Business ethics and anti-corruption

合規經營  
Compliant operation

公司治理  
Corporate governance

ESG治理  
ESG governance

數據安全與隱私保護  
Data security and privacy protection



# (一) 共築責任經營

## (I) Responsible Operations





重慶機電深知卓越的企業成就離不開堅實的公司治理基礎，為此，本集團構建了完善的治理體系，以確保公司的穩健運行與發展。我們高度重視風險管控、商業道德、信息數據安全及隱私保護，不斷優化公司管治架構，以穩定透明的公司治理體系為利益相關方創造長遠價值。

Chongqing Machinery & Electric is well aware that our achievements cannot be separated from a solid foundation of corporate governance. Therefore, the Group has established a comprehensive governance system to ensure the Company's stable operation and development. We attach great importance to risk management and control, business ethics, information data security, and privacy protection, and continuously optimize the corporate governance structure, so as to create long-term value for stakeholders based on a stable and transparent corporate governance framework.

本章節所回應SDGs：

SDGs responded by this section:



本章節所涉及實質性議題：

Material issues involved in this section:

- 公司治理、商業道德與反貪腐、合規經營、數據安全與隱私保護

Corporate governance, business ethics and anti-corruption, compliance operation, data security and privacy protection

## 1. 公司管治

重慶機電嚴格遵循《中華人民共和國公司法》《中華人民共和國證券法》《香港聯合交易所有限公司證券上市規則》等法律法規和監管規定，完善公司組織架構與職責劃分，並規範決策流程，建立由股東大會、董事會、監事會以及管理層共同組成的管理架構，為公司搭建了穩固且高效的治理框架。

## 1. CORPORATE GOVERNANCE

In strict accordance with the supervisory requirements in laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, we have improved the Company's organizational structure and division of responsibilities, standardized the decision-making process, and established a management structure composed of general meetings of shareholders, the Board of Directors, the Board of Supervisors, and management, thus building a solid and efficient governance framework for the Company.

## (一) 共築責任經營

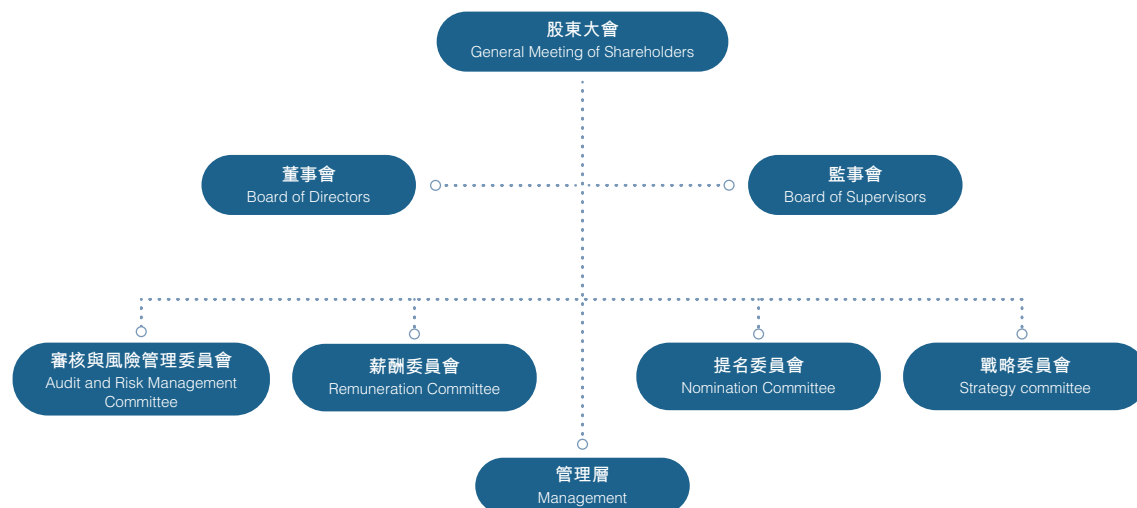
### (I) Responsible Operations

作為集團的最高權力機關，股東大會始終遵循《中華人民共和國公司法》及《公司章程》的相關規定，確保會議的召集與召開合法合規。同時，本集團秉持公平的原則對待所有股東，充分保障每位股東的權利得以實現。

As the supreme authority of the Group, general meetings of shareholders always conform to relevant provisions of the *Company Law of the People's Republic of China* and the *Regulations of the Company*, ensuring the meetings are convened and held in compliance with applicable laws and regulations. At the same time, the Group treats all shareholders fairly and fully guarantees each shareholder's rights.

#### 1.1 公司管治架構

#### 1.1 Corporate Governance Structure



公司管治架構

Corporate Governance Structure

重慶機電董事會負責公司整體的治理與經營發展，董事會下設審核與風險管理委員會、戰略委員會、提名委員會和薪酬委員會，確保公司在各個關鍵領域的決策得到充分的專業支持和監督。監事會在公司治理結構中亦扮演著至關重要的角色，主要負責對公司管理層的行為進行監督，確保其遵守法律法規和公司章程的規定，保護股東和其他利益相關者的權益。

The Board of Directors is responsible for the Company's overall governance and business development. It has the Audit and Risk Management Committee, the Strategy Committee, the Nomination Committee, and the Remuneration Committee to ensure that decisions in various key areas are made based on sufficient professional support and supervision. The Board of Supervisors also plays a vital role in the corporate governance structure, primarily responsible for the supervision of the Company's management to ensure its compliance with laws and the Company's regulations, as well as the protection of the rights and interests of shareholders and other stakeholders.



重慶機電嚴格遵守《中華人民共和國公司法》等相關法律法規，按照公司《公司章程》《董事會議事規則》《監事會議事規則》等規定的條件和程序開展工作，合規召開股東大會、董事會、監事會，選舉和任命董事，保障董事會運行和各項決策的科學有效。

In strict compliance with relevant laws and regulations such as the *Company Law of the People's Republic of China*, the conditions and procedures stipulated in the *Articles of Association*, the *Rules of Procedure for the Board of Directors*, the *Rules of Procedure for the Board of Supervisors*, and other regulations, the Company convenes general meetings of shareholders, Board of Directors meetings, and Board of Supervisors meetings to elect and appoint directors, ensuring the scientific and effective operation of the Board of Directors and various decisions.

#### 關鍵績效

#### Key performance

股東大會召開次數	Number of general meetings of shareholders held	2
董事會召開次數	Number of board of directors meetings held	10
監事會召開次數	Number of board of supervisors meetings held	2

## 1.2 董事會多元化與獨立性

### • 董事會多元化

董事會的多元化和獨立性有利於保障公司靈活應對複雜多變的市場環境。本公司在確定董事會成員構成時，基於多元化的原則充分綜合考慮成員的性別、年齡、文化及教育背景、專業背景、履職經歷、技術能力等多方面因素，以確保董事會成員構成最優化和多元化。同時，公司根據董事不同專業背景和履職經歷等組建專門委員會，例如擔任審核與風險管理委員會主席的獨立非執行董事，具有會計、金融、財務管理的專業背景和履職經歷。

## 1.2 Board Diversity and Independence

### • Board Diversity

The diversity and independence of the Board of Directors help the Company flexibly respond to the complex and ever-changing market environments. When determining the members of the Board of Directors, the Company fully considers various factors such as their gender, age, cultural and educational background, professional background, work experience and technical competence to ensure an optimized and diversified board membership. Additionally, the Company has established specialized committees based on directors' diverse professional backgrounds and work experience. For instance, it appoints an independent non-executive director with a professional background and experience in accounting, finance, and financial management to chair the Audit and Risk Management Committee.

## (一) 共築責任經營

### (I) Responsible Operations

- **董事會獨立性**

重慶機電嚴格遵守港交所《企業管治守則》及相關《上市規則》的相關規定，嚴格遵從《上市公司獨立董事管理辦法》，確保決策過程的公平與客觀。有效強化獨立董事在公司治理中的監督與制衡作用，從而促進上市公司規範運作，推動企業實現高質量發展。

- **Board Independence**

In strict accordance with relevant provisions of the *Corporate Governance Code of the Hong Kong Stock Exchange* and the *Listing Rules of the Stock Exchange of Hong Kong Limited*, as well as the *Guidelines for Independent Directors of Listed Companies*, the Company ensures a fair and objective decision-making process. It also effectively strengthens the supervisory and check-and-balance role of independent directors in corporate governance, thereby promoting standardized operations of listed companies and advancing high-quality corporate development.

**關鍵績效：**

**Key performance:**

2024年公司董事共10名，其中包括執行董事2名，非執行董事4名（包含1名女性董事），獨立非執行董事4名。

In 2024, the Board of Directors consisted of 10 members in total, including 2 executive directors, 4 non-executive directors (including 1 female director) and 4 independent non-executive directors.

#### 1.3 投資者權益保護

本集團嚴格按照《中華人民共和國公司法》《中華人民共和國證券法》《香港聯合交易所有限公司證券上市規則》等相關法律及規則要求以及《公司章程》相關規定，制定《重慶機電股份有限公司投資者關係管理制度》《信息披露制度》等管理辦法，明確投資者關係管理的工作對象與內容、管理部門與職責，充分保護投資者權益。

#### 1.3 Investor Rights Protection

In strict compliance with relevant laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Listing Rules of the Stock Exchange of Hong Kong Limited*, and the *Articles of Association*, the Company has formulated management measures such as the *Investor Relations Management System of Chongqing Machinery & Electric Co., Ltd.* and the *Information Disclosure System* to clarify the objects and content of investor relations management, as well as the management departments and their responsibilities, thus fully protecting investors' rights and interests.

本集團高度重視對股東與債權人的信息披露與溝通，確保全體投資者均能及時獲悉影響本公司業務狀況的相關信息。公司通過股東大會、業績發佈會、新聞發佈會、路演推介、重要境內外資本市場會議和重要的媒體採訪等多種渠道，積極履行披露義務，保持和資本市場的持續溝通。

The Group attaches great importance to information disclosure and communication with shareholders and creditors and ensures that all investors can promptly obtain relevant information that affects the Company's business status. Through various channels such as general meetings of shareholders, performance announcements, press conferences, roadshows, important domestic and international capital market conferences, and significant media interviews, the Company actively fulfills its disclosure obligations and maintains continuous communication with the capital market.

#### 關鍵績效：

#### Key performance:

報告期內，本集團

During the reporting period, the Group

共披露45份公告，其中，自願公告2份，其他臨時公告38份，定期公告5份；

Disclosed a total of 45 announcements, including 2 voluntary announcements, 38 other temporary announcements, and 5 periodic announcements.

開展年度業績路演1次，全年接待投資機構37個，接待投資者70人。

Conducted 1 annual performance roadshow and received 37 investment institutions and 70 investors throughout the year.

#### 1.4 內部控制與風險管理

重慶機電持續完善風險管理和內部控制體系，定期進行風險評估並制定相應的風險應對措施，及時有效管理風險項。集團內部制定《重慶機電股份有限公司內部控制管理制度》《重慶機電股份有限公司風險管理辦法》《重慶機電股份有限公司合規管理制度》《重慶機電股份有限公司重大突發事項處理制度》等制度文件，強化內部審計與監督，及時整改內控缺陷，切實提升公司整體風險管控水平，為企業的穩健發展保駕護航。

#### 1.4 Internal Control and Risk Management

The Company continuously improves its risk management and internal control system by regularly conducting risk assessments and formulating corresponding risk response measures to manage risks timely and effectively. Within the Group, institutional documents such as the *Internal Control Management System of Chongqing Machinery & Electric Co., Ltd.*, the *Risk Management Measures of Chongqing Machinery & Electric Co., Ltd.*, the *Compliance Management System of Chongqing Machinery & Electric Co., Ltd.*, and the *Major Emergency Handling System of Chongqing Machinery & Electric Co., Ltd.* have been formulated to strengthen internal audit and supervision, promptly rectify internal control deficiencies, and effectively improve the Company's overall risk management and control, thus safeguarding its stable development.

## (一) 共築責任經營

### (I) Responsible Operations

#### • 內部控制

本集團董事會對公司整體層面的內部控制負責，監事會負責監督公司內部控制制度的建立與執行，內部審計部門負責內部控制日常監督。2024年，集團持續推進內控體系優化，通過開展總部及附屬企業年度內控自查自評、內控評價「回頭看」、重點崗位風險排查及信息系統穿行測試等工作，全面強化風險管控能力。同時，集團完成332項制度的修訂與完善，確保制度與業務需求及法規要求相匹配。

集團設置《審計工作計劃表》，明確審計工作內容和時間安排。本報告期內，我們圓滿完成企業經濟責任審計、各設備及安裝工程等項目審計，並對審計發現的問題及時進行現場整改督查。審計報告所反映的整改內容，則將經過經濟責任審計工作聯席會議審查覆核後，由審計合規部向被審計人出具審計整改通知書，要求其相應實施整改。審計合規部建立審計問題整改台賬，定期跟蹤整改進展，直至全部問題整改完成，形成審計整改閉環管理。

#### • Internal control

The Board of Directors is responsible for the Company's overall internal control, the Board of Supervisors is responsible for supervising the establishment and implementation of the Company's internal control system, and the internal audit department is responsible for the daily supervision of internal control. In 2024, the Group continuously optimized its internal control system by carrying out annual self-examination and self-assessment across its headquarters and subsidiaries, conducting internal control retrospections and risk identification for key positions, and performing walk-through tests for the information system. Through these measures, it has comprehensively strengthened its risk management and control capabilities. In addition, the Group revised and improved 332 policies to match them with business demands and regulatory requirements.

The Group developed an *Audit Work Plan* to clarify specific content and schedule. During the reporting period, we completed the audits of economic responsibilities, various equipment and installation projects, and promptly conducted on-site rectification for issues identified during audits. The rectification mentioned in the audit report will be reviewed and verified by the joint meeting for economic responsibility audits before the Audit and Compliance Department issues an audit rectification notice to the auditees and requires them to rectify promptly. The Audit and Compliance Department also develops a register for audit findings to regularly track the progress of rectification until all issues are resolved, thus forming a closed-loop management of audit rectifications.



#### 關鍵績效：

#### Key performance:

2024年公司審計合規部對規章制度、重要經濟合同和重要決策事項進行合法合規性審查，全年審核合同160個，議題187個，管理制度14個，審核率100%。

In 2024, the Audit and Compliance Department of the Company conducted legal and compliance reviews of rules and regulations, important economic contracts, and significant decision-making issues, reviewing a total of 160 contracts, 187 issues, and 14 management systems, with a review rate of 100%.

#### 風險管理

重慶機電在董事會下設審核與風險管理委員會，並專門建立涵蓋戰略風險、財務風險、運營風險、法律風險和綜合管理風險5個大類，共39個具體指標的風險管理模型，從影響程度和發生可能性兩個維度設置風險評估標準。結合公司年度經營目標，我們設置風險指標的預警值和閾值，以期實現風險等級量化管理，同時設置「風險承擔、分攤、對沖、降低」等各類應對策略，制定具體的應對措施，並持續跟踪應對進展。

#### Risk Management

The Company has established an Audit and Risk Management Committee under its Board of Directors, and specifically developed a risk management model covering 39 specific indicators in 5 major categories: strategic, financial, operational, legal, and comprehensive management risks. Risk assessment standards are set from two dimensions: the severity of impact and the likelihood of occurrence. Based on the Company's annual business objectives, we have set warning values and thresholds for risk indicators in order to achieve quantitative risk management. Meanwhile, we have also developed various response strategies such as "risk taking, sharing, hedging, and mitigation", formulated specific countermeasures, and continuously tracked the progress of these measures.

## (一) 共築責任經營

### (I) Responsible Operations



#### 風險預警機制

#### Risk Warning Mechanism

為更好地應對風險，公司通過季度風險排查機制匯總附屬企業的風險事項及應對進展情況，針對重大或突發風險，要求附屬公司及時通過書面等形式上報。2024年，公司設置了《風險防控主要工作實施計劃表》，明確風險防控工作重點、主辦人、協辦人和實施方式。此外，公司建立了風險防控部門聯動機制，每季度定期召開會議，重點討論和跟進近期風險因素或事件，強化風險聯防聯控。

In order to better address risks, the Company aggregates risk events and response progress from its subsidiaries through the quarterly risk screening mechanism. For significant or sudden risks, subsidiaries are required to promptly report in writing or other forms. In 2024, the Company formulated the *Implementation Plan of Main Work for Risk Prevention and Control*, which clarifies the priorities, accountable persons, supporting personnel, and implementation methods for risk prevention and control work. Additionally, the Company has also established a linkage mechanism for the Risk Prevention and Control Department, convening regular meetings every quarter to focus on discussing and following up on recent risk factors or events, and strengthening joint prevention and control of risks.

此外，重慶機電深入推進內部合規文化建設，致力於將風險意識和內控理念融入每一位員工的日常工作中，使合規遵循內控要求成為全體員工的自覺行為與行動準則。

Moreover, the Company has deeply promoted the awareness of compliance and strives to integrate risk awareness and internal control concepts into the daily work of the employees, making compliance with internal control requirements a conscious behavior and code of conduct for all employees.

#### 關鍵績效：

#### Key performance:

2024年公司共計開展風險管理培訓10次，參培人次累計約500人次，培訓時長累計約24小時。

In 2024, the Company conducted a total of 10 risk management training sessions, with approximately 500 participants and a cumulative training time of about 24 hours.



#### 案例：本集團開展「依法治企進企業」活動

Case: The Group Launched the Campaign of "Legal Governance in Company"

本集團組織財務公司、卡福公司、鴿牌公司、重通集團、氣壓公司等附屬公司開展「依法治企進企業」活動，緊扣新公司法、民法典合同編司法解釋、債權合規管理等主題開展了5場專題線下培訓，以提升公司內部管理水平。

The Group organized subsidiaries such as the Financial Services Company, CAFF Company, Pigeon Company, CQGI Group, and Gas Compressor Company to carry out the "Legal Governance in Company" campaign. Five offline special training sessions were held focusing on topics such as the new Company Law, judicial interpretations of the Contract section of the Civil Code, and debt compliance governance management, to enhance the Company's internal management level.



## (一) 共築責任經營

### (I) Responsible Operations

#### 2. 商業道德

本集團嚴格遵守《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》等相關規定，堅持以高標準的誠信原則對董事會、管理層和全體員工進行約束，防止出現貪污、賄賂、勒索、欺詐、不正當競爭、洗黑錢等行為。同時，我們持續完善內部管控制與審計機制，切實提升商業道德合規與風險防控能力。

##### 2.1 廉潔建設

本集團嚴格遵守國家法律法規及國有企業廉潔從業等相關制度和管理條例，對舞弊行為進行持續規範和管理。針對供應鏈廉潔管理，集團部分附屬公司亦會與供應商及承包商簽署廉潔承諾書，以構建清廉的合作環境。

此外，本集團按照「離任必審、三年輪審」原則，對附屬公司領導人員實施經濟責任離任審計或任期審計，以確保經濟活動的合規性，幫助集團在經濟和道德層面都達到較高標準。

#### 2. BUSINESS ETHICS

In strict compliance with the requirements in the *Regulation on the Implementation of the National Supervision Law of the People's Republic of China*, the *Regulations on Disciplinary Actions of the Communist Party of China*, and the *Several Provisions on the Clean Governance of Leaders of State-Owned Enterprises*, the Group adheres to the principle of integrity to constrain the Board of Directors, management, and all employees, so as to prevent actions such as embezzlement, bribery, extortion, fraud, unfair competition, and money laundering. At the same time, we continuously improve internal control and audit mechanisms to ensure ethical compliance and effectively enhance risk prevention and control capabilities.

##### 2.1 Integrity Development

In strict compliance with national laws and regulations and relevant systems and management regulations regarding integrity and compliance in state-owned enterprises, we continuously regulate and manage fraud. In terms of supply chain integrity management, some subsidiaries of the Group also sign integrity agreements with suppliers and contractors to foster a transparent cooperation environment.

In addition, the Group implements economic responsibility audits, either upon departure or at the end of a term, for leaders of subsidiaries based on the principle of "mandatory audit upon departure and periodic audits every three years", to ensure compliance of economic activities and help the Group meet high standards both economically and morally.



#### 關鍵績效：

#### Key performance:

報告期內，公司開展廉潔從業檢查18次，發生反貪污反腐敗舉報事件0件，貪污訴訟案件0件，各類違規違紀人員數量0人

During the reporting period, the Company conducted 18 inspections on honest employment, with no anti-corruption reports, no embezzlement lawsuits, and no violators of various rules and regulations.

#### 廉潔教育與反腐培訓

為深化黨風廉政建設，本集團及附屬公司紀檢組織積極協助黨委開展多樣化教育活動，通過紀委會、集中學習會、專題黨課、參觀廉政教育基地等方式，認真學習領會《中國共產黨紀律處分條例》及其他黨規黨紀，引導紀檢幹部學紀、知紀、明紀、守紀。

重慶機電將黨紀學習教育與日常工作相結合，開辦《清風股份》黨風廉政電子期刊，內設廉政要聞、廉潤股份和他山之石等專題板塊，引導黨員幹部、紀檢幹部加強黨風廉政建設，自覺遵守黨的紀律。本報告期內，公司召開紀委會10次、片區會和集中學習會5次，共講授紀律黨課110餘次，組織參觀廉政教育基地12次，開展廉潔從業檢查18次。

#### Integrity education and anti-corruption training

To improve Party discipline and integrity building, the discipline inspection organizations of the Group and its subsidiaries actively assist the Party committees in carrying out diversified educational activities. Through methods such as holding discipline inspection committee meetings, centralized learning sessions, special Party lectures, and visits to integrity education bases, the cadres have earnestly studied and comprehended the *Regulations on Disciplinary Actions of the Communist Party of China* and other Party rules and regulations. By doing so, the Group has guided the cadres to learn, understand, clarify, and abide by the discipline.

Chongqing Machine & Electric Corporation combines the learning of Party discipline with its daily work, launching the “Qingfeng CQME” e-journal on Party discipline and integrity which includes special sections such as integrity news, corporate practices concerning integrity, and exemplary figures of integrity, guiding party members and cadres, and discipline inspection cadres to bear in mind Party discipline and integrity and consciously abide by the discipline. During the reporting period, the Company held 10 discipline inspection committee meetings, 5 regional meetings and centralized learning sessions, delivered over 110 discipline lectures, organized 12 visits to integrity education bases, and conducted 18 inspections on honest employment.

(一) 共築責任經營

(I) Responsible Operations

2024年商業道德培訓績效  
2024 Business Ethics Performance

商業道德培訓覆蓋率（董事、 監事、高級管理人員）	Coverage rate of business ethics training (directors, supervisors, and senior managers)	%		100
商業道德培訓覆蓋率（員工）	Coverage rate of business ethics training (employees)	%		50
商業道德（含反貪腐）培訓次數	Number of business ethics (including anti-corruption) training sessions	次	Times	194
商業道德（含反貪腐）培訓人數	Number of participants in business ethics (including anti-corruption) training	人	Person	3,100
商業道德（含反貪腐）培訓時長	Duration of business ethics (including anti-corruption) training	小時	Hours	6,200

2.2 舉報人保護

為暢通舞弊及違規違紀事件的舉報渠道，本集團建立了公開郵箱及公開電話，並嚴格基於信息保密原則開展舉報受理及處置。在接到舉報後，紀檢部門將對相關信息進行核查、立案及跟進，形成完善的閉環管理。

2.2 Reporting and Whistleblower Protection

To build smooth reporting channels for fraudulent and disciplinary violations, the Group has established a dedicated email address and hotline. All reports are handled and addressed strictly in accordance with the principle of confidentiality. Upon receiving a report, the Discipline Inspection Department will verify, file, and follow up on the relevant event to establish a complete closed-loop system.

### 保密聲明與問責機制

我們全力做好對舉報人信息的保密工作，以防任何形式的打擊報復或利益損害。本集團將持續保障舉報人的合法權益，並不斷優化程序與執行力度，為舉報人提供最大程度的信任感。

如發現舉報違規經查實，相關責任人員將按制度規定進行問責或處理。對於協助公司識別相關案件的舉報人，可根據實際情況給予表彰，進一步鼓勵公司內部及社會公眾共同維護健康有序的經營環境。

## 3 信息安全與隱私保護

本集團持續提升對信息安全與隱私保護力度，並將其納入風險管理及內部監控體系內進行管控。我們致力於在公司內部建立完善的數字化平台及相應安全防護方案，確保業務數據與客戶信息的機密性、完整性與可用性。

### Confidentiality Statement and Accountability Mechanism

We make every effort to protect the privacy of whistleblowers to prevent any form of retaliation or interest damage. The Group will continue to safeguard the legitimate rights and interests of whistleblowers and continuously optimize procedures and enforcement to provide whistleblowers with the utmost sense of trust.

If reports of violations are verified, the responsible personnel will be held accountable or punished according to institutional regulations. For whistleblowers who assist the Company in identifying related cases, commendations may be given based on actual circumstances to further encourage both internal employees and the public to jointly maintain a healthy and orderly business environment.

## 3 INFORMATION SECURITY AND PRIVACY PROTECTION

The Group continuously enhances its efforts in information security and privacy protection, and incorporates them into the risk management and internal control system for oversight. We are committed to establishing a comprehensive digital platform and corresponding security protection methods within the Company to ensure the confidentiality, integrity, and availability of our business data and customer information.

## (一) 共築責任經營

### (I) Responsible Operations

#### 信息安全管理架構與舉措

2024年，公司針對信息安全管理工作，修訂了《信息系統建設管理規範》，在「數據標準與管理規範」項目的框架下，更新了信息系統建設規範，強化了技術選型、軟件開發測試、數據集成、系統運維等方面的信息安全措施。

#### Information security management framework and initiatives

In 2024, the Company revised the *Standards of Information System Construction and Management* for the management of information security. Within the framework of the “Data Standards and Management Regulations”, we updated the regulations of information system construction, and strengthened information security measures in areas such as technology selection, software development and testing, data integration, and system operation and maintenance.

#### 關鍵績效：

#### Key performance:

本報告期內，公司未發生過侵犯客戶隱私、網絡信息泄露等重大網絡安全事故。

During the reporting period, the Company did not experience any significant cybersecurity incidents such as violations of customers' privacy or data breaches.

#### 信息安全應急管理

在信息系統應急預案方面，我們按照數據分級進行分類應急管理，並建立了涵蓋「準備－檢測與分析－監測與報警－抑制－根除－恢復－事後分析」全階段的網絡安全處置流程。基於此，我們不定期開展網絡安全突發事件應急演練，模擬財務系統數據泄露、門戶網站信息篡改等場景，以快速應對並恢復可能出現的數據泄露或系統故障等突發情況。

#### Information security emergency management

In terms of information system emergency plans, we classify emergencies based on the classification of the data and have established a comprehensive cybersecurity response process covering these stages: “Preparation – Detection and Analysis – Monitoring and Alarm – Containment – Eradication – Recovery – Post-event Analysis”. Based on such a process, we conduct emergency drills to simulate cybersecurity incidents from time to time and simulate scenarios such as data breaches in financial systems and information tampering on portal websites, so as to quickly respond to and recover from potential data breaches or system failures.

## 信息安全檢查

重慶機電定期開展網絡安全檢查與等級保護測評，以確保信息安全管理程序的有效性與可靠性。我們每年委託外部機構進行網絡安全等級保護測評，報告期內，我們在原有基礎上新增1個新建成的管理平台二級保護測評，並對中低危漏洞進行整改，獲得管理部門備案認可。同時，我們指導附屬公司開展網絡安全等級保護工作，4戶附屬公司已完成共10個關鍵重要信息系統的等保工作，有效避免系統攻擊、數據泄露。

## Information security inspections

The Company regularly conducts cybersecurity inspections and classified protection evaluation to ensure the effectiveness and reliability of the information security management procedures. Every year, we consign external institutions to conduct cybersecurity classified protection evaluation. During the reporting period, we added a level 2 classified protection evaluation by building a new management platform based on the existing procedures and rectified low and medium-risk vulnerabilities. With such measures, we gained praise and recognition from regulatory authorities. At the same time, we guided our subsidiaries in cybersecurity rating protection, with 4 subsidiaries completing the rating protection evaluation of 10 critical information systems, effectively preventing cyber-attacks and data leaks.

### 關鍵績效：

#### Key performance:

報告期內，公司及附屬公司開展信息安全檢查6次

During the reporting period, the Company and its subsidiaries carried out 6 information security inspections.



## (二) 追求卓越發展

### (II) Exceptional Development



重慶機電堅持創新驅動與品質優先的發展理念，持續開拓新產業佈局，與行業各方協同發展。我們堅守產品責任，始終以客戶需求為導向，通過完善的服務體系和可持續的供應鏈管理，在追求企業高質量發展的同時，積極履行社會責任，推動環境友好型發展，實現經濟、社會與環境價值的和諧統一。

The Company adheres to the philosophy of innovation-driven development and regards quality as the top priority, continuously expanding its industrial layouts and collaborating with its peers for mutual development. We uphold product responsibility and always prioritize customers' needs. Through a comprehensive service system and sustainable supply chain management, we pursue high-quality development while actively fulfilling our social responsibilities and promoting environmental-friendly development, so as to achieve a harmonious balance of economic, social, and environmental value.

#### 本章節所回應SDGs：

##### SDGs responded by this section:



#### 本章節所涉及實質性議題：

##### Material issues involved in this section:

- 產品責任、研發創新、客戶服務與權益、知識產權保護、供應鏈管理
- Product responsibility, R&D innovation, customer services and rights, intellectual property protection, and supply chain management

## 1. 堅守產品責任

重慶機電秉持「品質第一，用戶至上」的理念，始終將產品責任置於首位，憑藉持續的技術創新和嚴格的質量管理體系，致力於為客戶提供高品質的產品。

## 1. FULFILLING PRODUCT RESPONSIBILITY

Embracing the philosophy of “Quality First, Customer Foremost”, the Company always places product responsibility at the top. With continuous technological innovation and a rigorous quality management system, we are committed to providing customers with high-quality products.

## (二) 追求卓越發展

### (II) Exceptional Development

#### 1.1 質量管理體系

本集團嚴格遵循《中華人民共和國產品質量法》《中華人民共和國消費者權益保護法》及運營地所在法律法規要求，持續完善產品質量的管理與監督。附屬公司亦已制定相關政策，例如重水公司編製《質量手冊》，氣壓公司制定《產品質量檢驗控制程序》等，明確並指導公司產品和服務質量方面的要求。

為進一步強化產品質量管控，本集團積極與國際標準接軌，所有附屬企業均依據ISO 9001構建了完善的質量管理體系。

#### 1.1 Quality Management System

In strict compliance with the *Product Quality Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, and relevant local laws and regulations in its operational regions, the Group continuously improves product quality management and supervision. Our subsidiaries have also established relevant policies. For example, Chongqing Water Company has compiled a *Quality Manual*, and Gas Compressor Company has developed a *Product Quality Inspection and Control Procedure*, which clearly defines the requirements for product and service quality.

In order to further strengthen product quality control, the Group aligns with international standards, with all subsidiaries establishing comprehensive quality management systems based on ISO 9001.



圖註：部分ISO 9001證書

Fig. ISO 9001 Certificate (Selected)

### 關鍵績效：

#### Key performance:

截至報告期末，10家附屬企業已通過ISO 9001質量管理體系認證

By the end of the reporting period, 10 subsidiaries have obtained ISO 9001 Quality Management System certification.

本集團建立了覆蓋產品全生命周期的精細化質量管控體系。從原材料採購、生產過程把控，到產品最終檢驗，我們在每個環節均制定了詳盡的質量標準與操作規範，以此確保產品質量的穩定性與一致性。

The Group has also established a refined quality control system covering the entire product lifecycle. From raw material procurement and production process control to final product inspection, we have developed detailed quality standards and operational procedures at each stage to ensure the stability and consistency of product quality.

為保證交付產品的質量，產品在驗收入庫後及出庫前必須經過產品設計、生產、試驗及技術部門人員的複查

In order to ensure the quality of the products to be delivered, the products will be subject to the reinspection of personnel from the design, production, testing and technical departments after acceptance of storage and before delivery.

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用戶驗收代表在場

Inspectors will be present when operators perform key procedures. Technical staff or authorized representatives will be on-site when necessary.



即操作者自檢，工人之間的互檢和專職檢驗人員的專檢

It includes self-inspection by operators, cross-inspections among staff members, and specific inspections conducted by professionals.

圖註：重慶機電質量管控程序

Fig. Our Quality Control Procedures

## (二) 追求卓越發展

### (II) Exceptional Development

智能製造：強化協同管理，確保項目高質量按期交付

**Intelligent Manufacturing: strengthening collaborative management to ensure that the projects are delivered on time with high quality**

智能製造始終堅守「重安全、保質量、搶進度」的核心思想，組建專業項目團隊，以「精益管理活動」和「質量體系建設」為契機，強化部門協同聯動，優化項目管理、財務、採購、設計、實施等環節流程，推動各項工作流程標準化、圖表化，嚴格管控項目質量，確保合作項目按期高質量交付。

Intelligent Manufacturing consistently adheres to the principle of "Prioritizing Safety, Ensuring Quality, and Meeting Deadlines". By organizing specialized teams and leveraging "Lean Management Activities" and "Quality System Development", this company enhances collaboration among departments, optimizes the process of project management, finance, procurement, design, and implementation, and regulates workflows with charts. By doing so, Intelligent Manufacturing ensures strict control over project quality and that the projects can be delivered on time with high quality.

關鍵績效：

**Key performance:**

截至報告期末，本集團未發生產品質量召回事件

By the end of the reporting period, the Group has recorded no incidents concerning product recall.

#### 1.2 質量文化建設

本集團高度重視質量文化建設，全面提升全員質量意識與執行力。通過開展多樣的質量培訓、質量月等活動，著力提高員工的質量意識和責任感，讓每一位員工都深刻認識到質量是企業生存與發展的生命線。

#### 1.2 Quality Culture Development

The Group places great emphasis on building a quality culture to comprehensively enhance employees' awareness of quality and execution capabilities. Through diverse quality training programs and activities such as "Quality Month", we strive to improve employees' awareness of quality and sense of responsibility, ensuring that every employee understands that quality is vital for the Company's survival and development.



附屬公司均設立了完善的質量獎勵制度，例如，重泵公司等附屬公司召開月度表彰大會，對在質量管理工作中表現突出的團隊和個人給予表彰和獎勵。這一舉措不僅肯定了員工在質量提升方面的貢獻，更激發了全體員工參與質量管理的積極性和主動性，營造了全員關注質量、追求卓越的公司文化。

Our subsidiaries have implemented comprehensive quality incentive mechanisms. For example, the subsidiaries including Chongqing Pump Company hold monthly recognition meetings to commend teams and individuals who have demonstrated outstanding performance in quality management. This not only praises employees' contributions to quality improvement but also motivates all staff members to actively participate in quality management, fostering a corporate culture that prioritizes quality and excellence.



#### 案例：重泵公司開展全面質量管理培訓

Case: Chongqing Pump Company Conducted Comprehensive Quality Management Training

2024年5月24日，重泵公司組織各部門中幹、質量管理員90餘人開展全面質量管理專題培訓。本次培訓從質量管理人員能力、質量督查、質量處置、質量追責及問責、質量獎懲和持續改善等六個方面對公司《全面質量管理辦法》進行了解讀，提高全員的質量意識，持續提升產品質量，為安全生產夯實根基。

On 24 May 2024, Chongqing Pump Company organized quality management training for over 90 mid-level managers and personnel responsible for quality management from various departments. The training interpreted the Company's *Comprehensive Quality Management Measures* from six aspects: quality management personnel competence, quality supervision, quality handling, accountability, rewards and penalties, and continuous improvement. This initiative enhanced employees' awareness of quality, continuously improved product quality, and strengthened the foundation for work safety.



圖註：重泵公司質量管理培訓現場

Fig. Quality Management Training Session at Chongqing Pump Company

## (二) 追求卓越發展

### (II) Exceptional Development

#### 2. 推動創新研發

創新是企業發展的核心動力，重慶機電始終將創新作為推動自身持續進步的關鍵要素。公司不斷加大創新研發投入，以投資和創新引領新產業發展，以存量產業為基礎推動延鏈補鏈強鏈。未來，我們將持續深化創新驅動戰略，以創新為引領，推動企業高質量發展，為客戶提供更優質的產品和服務。

##### 2.1 創新研發管理

###### 創新管理架構

本集團高度重視創新研發管理機制的科學性與合理性，構建了包含研究院、研究所和技術中心的三級創新管理體系，旨在提升研發效率和創新能力，有力保障研發工作與企業整體戰略緊密銜接。

#### 2. DRIVING INNOVATION AND R&D

Innovation is the core driving force of the Company's development. The Company consistently regards innovation as a critical factor for its sustained progress. We continuously increase investment in innovation and R&D, lead the development of new industries through investment and innovation, and leverage established industries to extend, bolster, and strengthen industrial chains. Looking ahead, we will deepen our innovation-driven strategy, using innovation as a guiding force to drive high-quality development, so as to provide customers with superior products and services.

##### 2.1 Innovation and R&D Management

###### Innovation management structure

The Group places great emphasis on the scientificity and rationality of innovation and R&D management mechanisms. We have established a three-tier innovation management system composed of research institutes, research centers, and technology centers, seeking to enhance R&D efficiency and innovation capabilities, and maintaining the close relationship between R&D activities and the Company's overall strategy.

###### 重慶機電創新管理體系

###### Innovation Management System of Chongqing Machinery & Electric



圖註：重慶機電創新管理體系

Fig. Our Innovation Management System

## 科研人才管理

本集團高度重視研發人才的培養和引進，公司擁有6座國家級技術中心和2個國家級博士後工作站，3個重慶市博士後工作站，為研發人才提供廣闊的發展平台。此外，集團附屬公司通過「一人一策」協議薪酬、建立財務及技術「雙管人才」制度等措施，積極引進高端人才，並賦予其科研自主權，充分調動人才的積極性。

## 研發激勵機制

為激發員工創新活力，本集團構建了公平合理的研發創新激勵機制。集團通過責任狀機制、創新資金支持、研發投入考核及創新獎評選等多維度舉措，持續推動附屬公司開展創新創造活動，加速在高端裝備、新材料、新一代信息技術等領域的關鍵核心技術攻關進程。2024年，集團充分利用公司創新資金支持，順利完成風光制氫合成氨用製冷壓縮機、寧德時代電池防爆閥等重點項目研發。同時，集團定期核實附屬公司研發投入，並將其納入管理層考核並達標。

## R&D talent management

The Group attaches great importance to the cultivation and recruitment of R&D talents. The Company possesses 6 national-level technology centers, 2 national-level postdoctoral research stations, and 3 Chongqing municipal postdoctoral research stations, providing a broad platform for R&D professionals. Additionally, our subsidiaries also attract talents through measures such as remuneration agreements based on "Making Targeted Policies for Each Member" and the "Double Benefits Talent Development System" that offers funds and technical expertise. Researchers have more say about their R&D projects and thus their creativity is fully motivated.

## R&D incentive mechanism

To stimulate employees' innovation capacity, the Group has established a fair and reasonable incentive mechanism for R&D and innovation. Through multi-dimensional measures such as responsibility agreements, innovation funding support, R&D investment assessments, and innovation award evaluations, the Group continuously promotes innovation and creativity among its subsidiaries, speeding up key technological breakthroughs in fields such as high-end equipment, new materials, and new generations of information technology. In 2024, the Group fully utilized its innovation funding to successfully complete the R&D of key projects, including the refrigeration compressor for hydrogen production and ammonia synthesis from wind and solar energy, and the explosion-proof valve for batteries produced by CATL. Additionally, the Group regularly verifies the R&D investments of its subsidiaries, incorporates these factors into its management's performance evaluation, and makes sure that they can meet the targets.

## (二) 追求卓越發展

### (II) Exceptional Development

2024年，集團評選出創新獎二等獎1名、三等獎2名，有效激發了全員創新活力，為公司技術提升和競爭力增強提供了有力支持。

In 2024, the Group granted one second prize and two third prizes to its employees for their innovation capabilities, effectively inspiring employees and providing strong support for improving the Company's technology and competitiveness.

#### 2.2 產品與技術創新成果

重慶機電把科技創新視為驅動發展的核心動力，在2024年堅定不移地加大科技研發創新投入，於多個關鍵領域實現了重大突破。

#### 2.2 Product and Technological Innovation Achievements

The Company regards scientific and technological innovation as the core driving force of its development. In 2024, the Company increased investments in R&D and innovation, making significant breakthroughs in multiple key fields.

##### 關鍵績效：

##### Key performance:

報告期內，公司研發投入45,161萬元，新授權專利數193件，6款產品被認定為重慶市第三批首台(套)重大技術裝備產品。

During the reporting period, the R&D investment reached RMB451.61 million, 193 new patents were granted, and 6 products were recognized as part of the Third Batch of First Unit (Set) Major Technological Equipment Products in Chongqing.

在風電領域，重慶機電通過不斷優化技術，提升風電設備的性能和穩定性，助力清潔能源的高效利用。在機床領域，憑藉對技術的執著追求和對市場需求的精準把握，我們研發出一系列高性能機床產品，不僅滿足國內製造業的升級需求，還在國際市場上嶄露頭角。在工業泵領域，我們不斷突破技術瓶頸，自主研發生產的高端泵，廣泛應用於能源、冶金、礦山等多個重要行業，多項產品打破國外技術壟斷，海外訂貨量實現高質量增長。

In the wind power sector, the Company has continuously optimized technologies to enhance the performance and stability of wind power equipment, contributing to the efficient utilization of clean energy. In the machine tool sector, with the pursuit of technology and an accurate understanding of market demands, we have developed a series of high-performance machine tools. These products not only meet the upgrading needs of domestic manufacturing but have also gained recognition in international markets. In the industrial pump sector, we have consistently made breakthroughs in upgrading our technology. Our independently developed high-end pumps are widely used in critical industries such as energy, metallurgy, and mining. Multiple products have broken up foreign monopolies, and overseas orders have demonstrated high-quality growth.

這些突破不僅為客戶提供了更優質、更具針對性的產品與解決方案，也創造了顯著的經濟和社會效益，進一步鞏固了重慶機電的行業地位。

These breakthroughs have not only provided customers with more tailored products of higher quality and solutions but have also generated significant economic and social benefits, further solidifying our leading position in the industry.

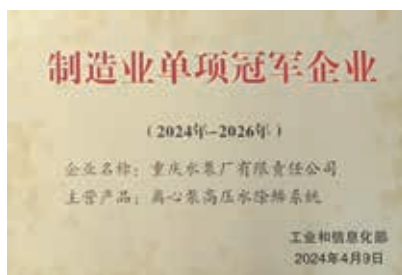


案例：重泵公司亮相2024製造業冠軍交流會，創新成果展受矚目

Case: Chongqing Pump Company at 2024 Manufacturing Champions Exchange Conference, Drawing Attention with its Innovative Achievements

重泵公司始終堅持創新驅動發展，持續加大研發投入，近五年年均研發投入強度超過6%。2024年，重泵公司以「離心泵高壓水除鱗系統」產品獲評第八批製造業單項冠軍企業，實現了本集團在國家級製造業單項冠軍企業中的「零突破」。

Chongqing Pump Company continuously increases its R&D investments to promote innovation-driven development. Over the past five years, its annual average R&D investment intensity has exceeded 6%. In 2024, Chongqing Pump Company ranked among the eighth batch of National Manufacturing Single Champion Enterprises for its “High-Pressure Water Descaling System for Centrifugal Pumps”, marking the Group's first breakthrough in achieving such a title.





## (二) 追求卓越發展

### (II) Exceptional Development



#### 案例：機床集團最新產品亮相CCMT2024

Case: Machine Tool Group Showcased its Latest Innovations at CCMT2024

2024年4月8日，機床集團在第十三屆中國數控機床展覽會（CCMT2024）上展示了最新的技術創新成果。公司展台吸引了各級領導、行業專家及國際客戶的高度關注，推動了國際技術合作與市場拓展。此次參展不僅彰顯了機床集團在行業內的技術領先地位，也展現了其通過協同創新推動產業鏈可持續發展的責任與擔當。

On 8 April 2024, the Machine Tool Group exhibited its latest technological innovations at the 13th China CNC Machine Tool Fair (CCMT2024). These innovations attracted much attention from government officials, industry experts, and international clients, facilitating international technical collaborations and market expansion. This experience not only highlighted the Machine Tool Group's position in the industry but also demonstrated its commitment to promoting sustainable development of the industrial chain through collaborative innovation.



機床集團展會負責人與各級領導合影

Photo of Machine Tool Group's Exhibition Managers with Government Officials

### 2.3 數字化賦能

本集團以「抓管理、強應用」為核心，全面推進數字化建設，促進數據共享與業務協同，全年落地5個重點項目，顯著提升了管理效率與資源協同能力，為ESG目標的實現提供了有力支撐。

### 2.3 Digital Empowerment

The Group focuses on “Enhancing Management and Strengthening Application” to comprehensively advance digital transformation, facilitating data sharing and business collaboration. Throughout the year, 5 key projects were successfully implemented, which significantly improved management efficiency and resource coordination capabilities, providing support for achieving the ESG goals.

### 管理數字化：提升效率

#### Digitalization of Management: Increasing Efficiency



2024年，本集團完成了數據管控二期建設，推動項目管理系統和HSE系統上線運行，顯著提升了數據驅動的管理效率。同時，業財融合平台的成功建設進一步增強了業務協同能力，為精細化管理和可持續發展奠定了堅實基礎。

In 2024, the Group completed the second phase of data governance infrastructure and launched the project management system and the HSE system, significantly improving data-driven management efficiency.

Meanwhile, the development of the integrated business-finance platform further strengthened the coordination and interplay of our business, which laid a solid foundation for refined management and sustainable development.

### 公共平台：資源協同

#### Public Platforms: Resource Coordination



本集團完成了數據中心實施，5家企業生產數據入戶，並通過IoT項目採集870台關鍵設備數據，為智能化生產提供數據支撐，此外，公共算力平台和設計仿真調度平台的建設，為8戶企業提供高效協同能力，實現資源集約共享。

The Group finished building a data center, which integrated production data from five enterprises, and collected operational data from 870 critical equipment through IoT projects, thus providing robust support for intelligent production.

Additionally, the establishment of a public computing power platform and a design simulation scheduling platform also ensured efficient collaboration for eight enterprises, achieving intensive sharing of resources.

### 企業數字化：綠色轉型

#### Digitalization of Management: Increasing Efficiency



2024年，公司支持企業在新能源、高端產品數字化轉型投入，新增卡福公司（新能源汽車零部件生產數字化車間）、氣壓公司（新能源與新型儲能領域往復式壓縮機裝配數字化車間）、工具公司（高端齒輪刀具生產數字化車間）3個市級數字化車間；並推動重水公司水利水電裝備製造數字化車間項目完成預驗收，提升了生產效率，也為綠色製造和低碳轉型提供了技術保障。

In 2024, the Company supported enterprises in the digital transformation of new energy and high-end products, and built three municipal-level digital workshops: CAFF Company (digital workshop for production of new energy vehicle components), Gas Compressor Company (digital workshop for reciprocating compressor assembly in new energy and novel energy storage sectors), and Chongqing Tool Factory Co. Ltd. (digital workshop for production of high-end gears and cutting tools). Furthermore, the pre-acceptance of the hydropower equipment manufacturing digital workshop of Chongqing Water Company was completed, which increased production efficiency while providing technological support for green manufacturing and low-carbon transformation.

## (二) 追求卓越發展

### (II) Exceptional Development

#### 2.4 知識產權保護

本集團嚴格遵循《中華人民共和國專利法》《中華人民共和國商標法》《中華人民共和國著作權法》等法律法規，建立了健全的知識產權合規管理體系。在員工入職環節，本集團與每位員工簽訂《保密合同書》，強化其對商業權益保護重要性的認識。本集團附屬公司制定《勞動關係管理辦法》等一系列勞動合同管理規定，確保員工嚴格遵守保密要求。

此外，本集團產業發展部持續對本集團持有的商標、專利、產業標準等信息及時統計、匯總，防範侵權行為，有效降低法律風險，保障公司的知識產權安全。

##### 關鍵績效：

##### Key performance:

截至報告期末，公司累計擁有授權專利1,749件，發明專利356件；擁有商標249件，著作權12件。

By the end of the reporting period, the Company had been granted 1,749 patents, including 356 invention patents, along with 249 registered trademarks and 12 copyrights.

#### 2.4 Intellectual Property Protection

In strict compliance with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and other relevant laws and regulations, the Group has established a sound intellectual property management system that complies with the law. During the employment process, the Group requires every employee to sign a *Confidentiality Agreement* to reinforce their awareness of the importance of protecting commercial rights and interests. Our subsidiaries have also established *Regulations on Labor Relations Management* and a series of labor contract management regulations to ensure strict compliance with confidentiality requirements, and issued *Measures for the Administration of Intellectual Property Rights* to clarify regulations for such administration.

Additionally, the Industrial Development Department continuously compiles and registers information on trademarks, patents, and industry standards owned by the Group. This helps prevent unauthorized infringement, reduces legal risks, and safeguards the Company's intellectual property rights.

### 3. 打造優質服務

優質的客戶服務是提升客戶滿意度與忠誠度的核心要素。重慶機電始終秉持「用戶至上」理念，持續優化服務流程，創新服務模式。通過定期開展客戶交流活動，本集團及時洞察市場趨勢，把握國內外客戶的需求變化，從而針對性地提升服務質量，為客戶創造更多價值。

### 3. DELIVERING EXCELLENT SERVICES

Providing high-quality services plays a vital role in increasing customer satisfaction and loyalty. The Company upholds the principle of "Customer Foremost", continuously optimizing the service process and innovating service models. By conducting regular exchange activities with customers, the Group gains timely insights into market trends and tracks changes in customer demands both domestic and international. By doing so, we improve our service quality in a targeted way and create greater value for customers.

### 3.1 優質客戶服務

本集團組建了專業的客戶服務團隊，全面覆蓋從售前諮詢、售中接待到售後服務的每一個關鍵環節，確保在各個階段為客戶提供優質服務。產品交付後，團隊定期回訪客戶，了解產品使用情況與客戶需求，及時收集反饋，為產品改進與服務優化提供依據。

### 3.2 客戶滿意度提升

我們持續致力於提升服務質量，制定並實施一系列售後服務程序。針對項目出現的質量問題與投訴，我們會安排專人跟進售後服務，由銷售部門主動了解客戶的建議和投訴情況，隨後質量管理部門接收相關信息並與客戶溝通，深入分析問題產生的原因，最後，由售後服務部與客戶商討對接，提出妥善的解決辦法。

此外，對於客戶提出的意見和建議，我們及時梳理分析，制定針對性改進措施，並跟蹤改進效果，確保客戶問題得到有效解決。例如，重水公司已制定相關流程，對質量問題反饋進行審查，並按三包（退貨、換貨、修復）原則處理，及時解決質量問題，切實維護客戶利益。

### 3.1 Excellent Customer Services

The Group has established a professional customer service team that covers every critical stage, including pre-sales consultation, in-sales support, and after-sales service, ensuring that high-quality services are delivered at all phases. After product delivery, the team conducts regular follow-up visits with customers to get a better understanding of the usage of products and customer's needs, promptly collects feedback, thus providing insights for the improvement of products and services.

### 3.2 Improving Customer Satisfaction

We are committed to improving service quality by developing and implementing a series of after-sales service procedures. For quality issues or complaints related to projects, we assign personnel to follow up on the process. The sales department proactively gathers customer feedback and complaints, and then the Quality Management Department receives the information, communicates with customers, and analyzes the cause. The After-Sales Service Department then discusses with customers to provide effective solutions.

Additionally, we promptly analyze customer suggestions and complaints, formulate targeted improvement measures, and track their effectiveness to ensure that the issues are resolved. 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.

#### 關鍵績效：

#### Key performance:

已售產品總數中因安全與健康原因召回所佔百分比：0%

Product recall rate due to reasons concerning safety and health: 0%

## (二) 追求卓越發展

### (II) Exceptional Development

#### 4. 供應鏈管理

本集團始終堅信，建立負責任的供應鏈管理是我們可持續發展的重要保障。公司秉持「開放共贏」的經營理念，致力於建立協作共贏、互惠共利的關係，以促進企業與社會的和諧共生。

##### 4.1 供應鏈管理體系

重慶機電嚴格遵循《中華人民共和國公司法》《中華人民共和國招標投標法》等相關法律法規，構建了完善的供應鏈管理體系，其覆蓋供應商管理、採購管理、物流管理等多個方面。集團制定了《採購管理指引》等內部管理制度，從嚴把控原材料品質，並將環境、社會、治理及財務等多元因素納入考核，不斷優化供應鏈管理體系。

本集團各附屬公司依據業務實際需要制定供應鏈管理政策。例如，附屬公司均制定了採購業務流程內部控制制度等，規範了採購流程、供應商的管理；成飛新材已制定《葉片原材料供應商管理辦法》《設備、工裝供應商管理辦法》；截至報告期末，本集團的數智採購平台共錄入3,168個境內註冊供應商，大部分合作夥伴聚集於重慶市內。

為構建陽光的採購環境，重慶機電附屬公司中共有8戶企業與供應商、承包商簽署了超4,100余份廉潔承諾，簽署率為100%。同時不斷深化物資採購精細化管理，與「渝企採」實現集成數據聯通，有效實現降本增效。

#### 4. SUPPLY CHAIN MANAGEMENT

The Group considers that a sound supply chain management system is vital to its sustainable development. Adhering to the business principle of "Openness and Win-win", we are dedicated to fostering an environment that features collaborative efforts and mutual benefits, so as to ensure a harmonious relationship between the enterprise and society.

##### 4.1 Supply Chain Management System

In strict compliance with the *Company Law of the People's Republic of China*, the *Bidding Law of the People's Republic of China*, and other relevant laws and regulations, the Company has established a comprehensive supply chain management system that covers supplier management, procurement management, logistics management, and other critical aspects. The Group has formulated internal management systems, including the *Procurement Management Guidelines*, to control raw material quality. Environmental, social, governance, and financial factors are integrated into supplier evaluations for continuous optimization of the supply chain management system.

Subsidiaries of the Group have formulated supply chain management policies based on their actual business needs. For example, they have established internal control systems to regulate the procurement process and supplier management. CF Wind Power has implemented the *Blade Raw Material Supplier Management Procedures* and the *Equipment and Tooling Supplier Management Procedures*. By the end of the reporting period, 3,168 domestic suppliers have been included on the Group's digital procurement platform, and most of them are located in Chongqing.

To foster a transparent procurement environment, 8 subsidiaries of Chongqing Machinery & Electric have signed over 4,100 integrity pledges with each supplier and contractor. The signing rate reached 100%. Moreover, the Group has deepened the refined management of material procurement and achieved integrated data connectivity with Yuqicai (Chongqing Enterprise Procurement Platform), effectively reducing cost and improving efficiency.



## 4.2 供應商准入與評核

為進一步提高供應鏈管理效率，加強供應商管理能力，本集團制定了公平公開的准入政策，明確合格供應商准入流程和考評標準，從資質、生產能力、產品質量、安全生產等多方面對供應商展開全面評估，以此保障雙方合作的穩定與高效。同時，公司推行雙貨源管理制度，即從兩個及以上供應商或供應渠道開展採購，確保供應的可靠性，使產品能夠及時、精準地交付到客戶手中。

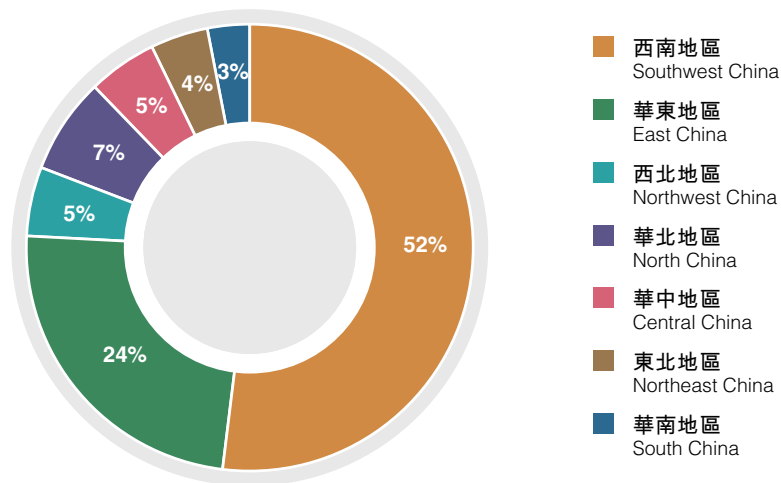
公司附屬公司會定期對供應商進行評估與考核，從產品質量、交付情況、價格水平、服務質量等多個維度作出評價，並對評估結果進行分級。此外，公司還通過電話溝通、實地考察及資料審查等方式，對供應商的綜合實力進行核查。

## 4.2 Supplier Qualification and Evaluation

To further enhance supply chain management efficiency and strengthen supplier management capabilities, the Group has established fair and transparent qualification policies for suppliers, which clearly define the admission process and evaluation standards for qualified suppliers. Assessments are conducted across multiple dimensions, including qualifications, production capacity, product quality, and safe production, to ensure stable and efficient collaboration. Moreover, the Company also implements a dual-supplier procurement system, procuring materials from two or more suppliers or channels to ensure reliable supplies, and thus we can deliver products to customers in a timely and accurate way.

Our subsidiaries regularly evaluate suppliers based on standards such as product quality, delivery performance, pricing, and service quality. Evaluation results are categorized into different levels. The Company also verifies suppliers' overall capabilities through methods such as telephone consultations, on-site inspections, and qualification reviews.

2024年供應商地區分佈  
Supplier Distribution in 2024



## (二) 追求卓越發展

(II) Exceptional Development



圖註：供應商評核維度  
Fig. Supplier Admission Evaluation Dimensions

關鍵績效：

**Key performance:**

供應商總數：3,168家

Total number of suppliers: 3,168

其中，重慶市本地供應商總數：1,376家

Total number of suppliers in Chongqing: 1,376

#### 4.3 綠色可持續供應鏈

作為負責任的供應鏈倡導者，重慶機電追求綠色的供應鏈的發展模式，並確保產品從研發到生產的整個生命週期均已踐行環保理念。為此，我們通過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。附屬公司如成飛新材、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。

### 5. 攜手行業發展

重慶機電積極促進行業健康發展，攜手行業內企業共同發展，並與高等院校及外部機構開展產學研一體化合作，全方位合力推動行業的整體進步。

#### 4.3. Sustainable Supply Chain

As responsible proponents of the supply chain, we are committed to developing green and sustainable supply chain models and ensuring the implementation of environmental principles throughout the entire product lifecycle. To accomplish this, we highlight the environmental quality of our products and promote our green corporate culture to actively engage in communication with our suppliers and encourage them to improve their environmental performance. Our subsidiaries, including CF Wind Power, Gas Compressor Company, and Chongqing Cummins, have incorporated environmental performance as a criterion in supplier assessments and provided them with clear guidelines and requirements, reducing supply chain risks.

### 5. INDUSTRY DEVELOPMENT

The Company collaborates with our peers to promote the sound development of the industry, and also engages in industry-academia-research partnerships with universities and external institutions, so as to promote comprehensive progress across the sector.

## (二) 追求卓越發展

### (II) Exceptional Development

#### 5.1 行業標準制定

公司積極投身行業標準的制定與修訂，將自身先進技術和管理經驗融入其中，助力行業規範化發展。2024年，本集團主導或參與了多項標準制定，並通過舉辦或參與行業研討會、技術交流會等活動，分享創新成果與實踐經驗，增進企業間技術交流與合作，共同提升行業技術水平與創新能力。

此外，公司充分發揮帶動作用，與上下游企業建立緊密合作關係，推動產業鏈協同發展，為地方經濟發展貢獻積極力量。

#### 5.1 Formulation of Industry Standards

The Company is dedicated to the formulation and revision of industry standards and integrates its technologies and management expertise to support the standardized development of the industry. In 2024, the Group led and participated in multiple initiatives concerning standard setting. By organizing and attending seminars, technical exchanges, and other events, it shared its innovative achievements and practices, enhanced inter-enterprise collaboration, and worked with its peers to elevate the industry's technical capabilities and innovation capacity.

Additionally, the Company plays a leading role in establishing close partnerships with upstream and downstream enterprises, promoting the development of the industrial chain and contributing to local economic growth.

#### 關鍵績效：

#### Key performance:

報告期內，重慶機電及附屬公司共參與71次行業交流活動，主導或參與制修訂12個國家標準，13個行業標準，5個團體標準。

During the reporting period, the Company and its subsidiaries participated in 71 industry exchange events, and led and contributed to the development of 12 national standards, 13 industry standards, and 5 group standards.

## 關鍵績效：

### Key performance:

報告期內，重慶機電及附屬公司深度參與行業協會，其中：

During the reporting period, the Company and its subsidiaries played a vital role in industry associations.

重慶水泵廠有限責任公司擔任中國通用機械工業協會副會長單位、中國通用機械協會泵業分會副理事長單位；

Among them, Chongqing Pump Company was designated as a Vice President Unit of the China General Machinery Industry Association and Vice Chairman Unit of the China General Machinery Industry Association Pump Sub-Association.

重慶氣體壓縮機廠有限責任公司擔任中國通用機械協會常務理事單位、壓縮機協會副理事長單位；

Gas Compressor Company was designated as a Member Unit of the China General Machinery Industry Association and a Vice Chairman Unit of the Compressor Branch of China General Machinery Industry Association.

重慶機床(集團)有限責任公司擔任中國機床工具工業協會理事長單位，中國機床工具工業協會齒輪機床分會理事長單位。

Machine Tool Group was designated as the Chairman Unit of the China Machine Tool & Tool Builders' Association and the Chairman Unit of the Gear Manufacturing Machines Branch of the China Machine Tool & Tool Builders' Association.



附屬公司行業協會參與證書(部分)

Certificates Proving Our Subsidiaries' Roles in Industry Associations (Selected)



## (二) 追求卓越發展

### (II) Exceptional Development



#### 案例：中國機床工具工業協會齒輪機床分會會員大會順利召開

Case: Machine Tool Group Hosted the Conference of Members of the Gear Manufacturing Machines Branch of the China Machine Tool & Tool Builders' Association

2024年12月16日，由重慶機床（集團）有限責任公司主持的中國機床工具工業協會齒輪機床分會會員大會暨2024年年會在重慶召開，來自26家單位50餘人參會，為推動齒輪機床行業高質量發展凝聚共識。

On 16 December 2024, the conference of members of the Gear Manufacturing Machines Branch of the China Machine Tool & Tool Builders' Association, hosted by Machine Tool Group was held in Chongqing. Over 50 participants from 26 organizations attended, building consensus to advance high-quality development in the gear machine tool industry.



圖註：中國機床工具工業協會齒輪機床分會會員大會合影

Fig. Photo of the Association Members at the Conference

#### 5.2 產學研合作

本集團積極通過產學研合作推動科技成果轉化、增強企業創新能力。我們與清華大學、重慶大學、江蘇大學等眾多高等院校展開長期合作，攜手開展科研項目攻堅、人才培育以及技術成果轉化工作。通過產學研合作，重慶機電實現了企業、高校與科研機構間的優勢互補，多方協同共進，共同促進行業的技術革新與創新發展。

#### 5.2 Industry-Academia-Research Collaboration

The Group promotes the transformation of scientific and technological achievements and enhances innovation capabilities through industry-academia-research collaboration. We maintain long-term partnerships with leading universities such as Tsinghua University, Chongqing University, and Jiangsu University, jointly carrying out key research projects, fostering talent development, and advancing the transformation of technological achievements. Through these measures, the Company, universities and research institutes complement and boost each other, so as to promote technological innovation and industry development.



#### 案例：重慶公司產學研成果通過國家級鑒定

Case: Chongqing Pump Company's Industry-Academia-Research Achievements Obtained National-Level Certification

2024年12月4日，重慶公司與寧夏水發海原供水有限公司、清華大學等單位聯合研發的「大流量雙進口兩級輸水泵」產品通過中國通用機械工業協會組織的新產品鑒定。大流量雙進口兩級輸水泵是專為我國中西部乾旱地區的重點民生工程開發的新產品。在研發過程中，團隊攻克了大流量高效全流道水力模型、轉子一軸承—密封系統優化設計等一系列關鍵技術，成功實現了關鍵輸水泵的國產化。

On 4 December 2024, the "Large-Flow Dual-Inlet Two-Stage Water Pump", jointly developed by Chongqing Pump Company, Ningxia Shuifa Haiyuan Water Supply Co., Ltd., and Tsinghua University, obtained the new product certification awarded by the China General Machinery Industry Association. This pump is specifically designed for critical water supply projects in arid regions of central and western China. During R&D, the team overcame key technical challenges such as the high-efficiency full-flow hydraulic model for large-flow systems and the optimized design of rotor-bearing-seal systems, and then successfully developed domestic water pumps of this type.



圖註：「大流量雙進口兩級輸水泵」技術鑒定會

Fig. Technical Certification Meeting for our "Large-Flow Dual-Inlet Two-Stage Water Pump"

## (二) 追求卓越發展

### (II) Exceptional Development



#### 案例：「齒輪機床新技術聯合試驗基地」正式落地機床集團

Case: "Joint R&D Base for New Technologies of Gear Manufacturing Machines" Established at Machine Tool Group

2024年2月26日，「重慶大學－重慶機床(集團)有限責任公司齒輪機床新技術聯合試驗基地」正式在機床集團掛牌成立。該基地將為重慶市汽車產業等核心支柱產業提供堅實的技術與設備支撐。此外，這表示著機床集團與重慶大學的合作會更加密切，將共同攻關新技術，推動齒輪機床等工業母機新產品研發及成果轉化，為行業發展做出更大的貢獻。

On 26 February 2024, the "Chongqing University-Chongqing Machine Tool (Group) Co., Ltd. Joint R&D Base for New Technologies of Gear Manufacturing Machines" was officially inaugurated at Machine Tool Group. This base provides robust technical and equipment support for Chongqing's core industries, such as automotive manufacturing. It also signifies deeper collaboration between Machine Tool Group and Chongqing University to jointly develop cutting-edge technologies, accelerate R&D and commercialization of new machine tools, for example, gear manufacturing machines, and contribute to industry development.



圖註：「齒輪機床新技術聯合試驗基地」揭牌儀式

Fig. Inauguration Ceremony of the "Joint R&D Base for New Technologies of Gear Manufacturing Machines"



#### 案例：重慶機電參加2024年俄羅斯國際油氣展

Case: Chongqing Machinery & Electric Participates in 2024 Neftegaz

為積極響應共建「一帶一路」倡議，2024年4月，公司帶領附屬公司參加2024年俄羅斯國際石油天然氣工業設備與技術展覽會，公司展出的工業離心泵、大型壓縮機等高端裝備吸引了俄羅斯客戶的廣泛關注，贏得了高度贊譽。此次參展不僅加速了海外市場拓展，也通過技術輸出助力全球能源行業綠色轉型，展現了集團在可持續發展領域的責任與擔當。

In active response to the Belt and Road Initiative, the Company led its subsidiaries to participate in the 2024 Neftegaz in April 2024. The high-end equipment showcased, including industrial centrifugal pumps and large-scale compressors, drew widespread attention from Russian clients and earned high praise. This practice not only accelerated our expansion in overseas markets but also contributed to the global energy sector's green transition through technology exports, demonstrating the Group's responsibility and commitment to sustainable development.



圖註：公司於俄羅斯國際油氣展參會現場

Fig. The Company's participation in 2024 Neftegaz



### (三) 堅持以人為本

### (III) Employee-oriented Values



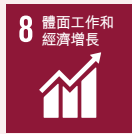
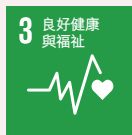


我們堅持「尊重敬業的人，用好能幹的人，培養有志的人，激勵創新的人」理念，致力於構建多元與共融的職場環境，維護每位員工的合法權益，以員工的健康、安全和福祉為優先考慮，努力建設讓每位員工都能實現價值、收穫成長、引以為傲的事業平台。

We adhere to the philosophy of “paying respect to the dedicated, empowering the competent, fostering the aspiring and inspiring innovative talents”. We strive to build a diverse and inclusive workplace that safeguards the legal rights and interests of every employee. Prioritizing employees’ health, safety, and well-being, we aim to build a career platform where every employee can realize their value, achieve personal growth, and feel proud of their professional journey.

#### 本章節所回應SDGs：

#### SDGs responded by this section:



#### 本章節所涉及實質性議題：

#### Material issues involved in this section:

- 僱傭與勞工準則、薪酬與員工福利、員工發展與培訓、多元化與員工權益、職業健康與安全

Employment and labor standards, remuneration and employee benefits, employee development and training, diversity and employee rights, occupational health and safety

## 1. 員工僱傭管理

我們尊重每位員工的獨特經歷與多元化背景，不因員工的性別、年齡、身體特徵等原因而對員工產生歧視或差別對待，致力於營造一個多元、平等且和諧的職場環境，激發每位員工的最大潛能，共同創造積極價值。

## 1. EMPLOYMENT MANAGEMENT

We respect the unique experience and diverse background of every employee. Discrimination or differential treatment due to gender, age, physical characteristics, or other factors is strictly prohibited. We are committed to fostering a diverse, equitable, and harmonious workplace that unlocks the full potential of every employee and enables us to create positive value together.

### (三)堅持以人為本

#### (III) Employee-oriented Values

##### 1.1 合規僱傭

本集團嚴格遵循《中華人民共和國勞動法》《中華人民共和國勞動合同法》及公司運營所在地法律法規要求，通過制定並持續完善《重慶機電股份有限公司員工招聘工作規範指引》《禁止使用童工規定》《勞動保障監察條例》等內部管理制度，切實保障員工基本權益，確保僱傭關係合法合規。

本集團嚴格遵循「公平、公正、公開、競爭、擇優」的招聘原則，依據業務發展和經營的需要，通過不斷優化招聘流程，致力於完善合規僱傭管理體系，積極踐行企業責任。

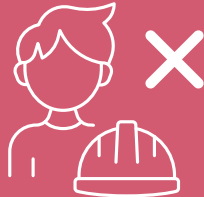
同時，本集團嚴格遵守《禁止使用童工規定》《勞動保障監察條例》及所在地區的相關法律法規，明確禁止僱傭童工與強迫勞動，通過加強員工招聘、入職審批、入職報到等環節的僱傭審核，落實合規僱傭管理規定。此外，本集團的內部風險控制部門亦會持續監察招聘流程的合規性。相關人員可通過職工工會和信訪辦公室對不合規事項或漏洞進行舉報或申訴。針對檢查發現的合規風險，我們將持續跟蹤改進。

##### 1.1 Compliance in Employment

In strict compliance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other relevant laws and regulations in locations where our company operates, the Group has established and continuously improved internal management systems, such as the *Chongqing Machinery & Electric Employee Recruitment Guidelines*, the *Provisions on the Prohibition of Child Labor*, and the *Regulations on Labor Security Supervision*, to safeguard employees' fundamental rights and ensure lawful and compliant employment practices.

Adhering to the principle of "Fairness, Impartiality, Openness, Competition, and Merit-Based Employment", the Group optimizes the recruitment process based on business development needs and refines its employment management system to fulfill corporate responsibilities.

The Group also follows the *Provisions on the Prohibition of Child Labor*, the *Regulations on Labor Security Supervision*, and other relevant laws and regulations in locations where our company operates, explicitly prohibiting child labor and forced labor. Compliance is ensured through rigorous reviews at all stages, including recruitment, pre-employment approvals, and onboarding. Furthermore, our Internal Risk Control Department continuously monitors the compliance of the recruitment process. Individuals can report or file complaints regarding non-compliance or loopholes through the Workers' Union and Complaints Office. Identified compliance risks are tracked and rectified promptly.



### 禁止使用童工 Prohibition of Child Labor

- 在面試和入職流程中，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，我們會實時終止申請人的錄用程序。

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.



### 杜絕強迫勞動 Elimination of Forced Labor

- 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；
  - 禁止如恐嚇、威脅、綁架、詐騙等任何形式的強迫勞工。
- Furthermore, we clearly define working hours, job responsibilities, and other aspects in the labor contract in accordance with the law to protect the legal rights and interests of both the Group and the employed individuals.
- We strictly prohibit any form of forced labor, including intimidation, threats, kidnapping, or fraud.

#### 關鍵績效：

#### Key performance:

報告期內，本集團

During the reporting period, the Group maintains

員工勞動合同簽訂率100%；

100% of employees signed labor contracts;

未發生任何違反僱傭法規的案例；

No violation of employment laws and regulations;

未發生使用童工或強迫勞工事件。

No incidents of child or forced labor.

### (三)堅持以人為本

#### (III) Employee-oriented Values

##### 1.2 多元包容

多元、平等、包容的企業文化有利於提高員工的工作積極性，進而激發創造力和創新力。我們尊重所有員工的差異和獨特性，堅決反對任何形式的歧視，承諾在招聘、晉升和薪酬等方面，杜絕基於人種、膚色、年齡、性別、種族或民族、殘疾、懷孕、宗教信仰等因素對員工的歧視，致力於構建平等、彼此尊重的工作環境。在監督層面，針對歧視及騷擾事件，本集團設置明確的舉報途徑，一旦發現上述行為，我們將嚴格採取糾正或懲戒措施，為員工提供相關保障。

##### 1.2 Diversity and Inclusion

A diverse, equitable, and inclusive corporate culture enhances employee engagement, thereby fostering their creativity and innovation capacity. We respect the differences and uniqueness of all employees, firmly oppose any form of discrimination, and commit to eliminating bias in recruitment, promotion, and remuneration based on factors such as race, skin color, age, gender, ethnicity or nationality, disability, pregnancy, or religious beliefs. We are dedicated to building a workplace environment featuring fairness and mutual respect. To ensure accountability, the Group has established clear reporting channels for discrimination and harassment incidents. Upon identifying such behavior, we strictly implement corrective or disciplinary measures to protect employees' rights.

##### 關鍵績效：

##### Key performance:

截至報告期末，本集團擁有員工7,880名，全職員工佔比100%，其中新員工402人。

By the end of the reporting period, the Group had 7,880 employees, with 100% being full-time staff, including 402 new employees.



#### 案例：重慶康明斯「殘障包容全國示範基地」揭牌

Case: Inauguration of Chongqing Cummins' "National Demonstration Base for an Inclusive Environment for Employees with Disabilities"

2024年9月，康明斯「殘障包容全國示範基地」正式揭牌，並落戶重慶康明斯。作為企業殘障包容的先行探索者與生態構建者之一，重慶康明斯不斷探索在企業經營和日常生活中實現真正包容和平等的路徑。自2018年起，重慶康明斯積極響應全球殘障包容計劃，致力成為殘障人士「優選僱主」。2024年，重慶康明斯持續推進無障礙環境改造，開展創新性「助聽增效線圈」項目，推動公司成為國內首家部署該項先進技術的工業企業，進一步增強公司多元、平等、包容的文化。

In September 2024, Chongqing Cummins' "National Demonstration Base for an Inclusive Environment for Employees with Disabilities" was officially inaugurated. As one of the pioneers and proponents of fostering an inclusive environment for employees with disabilities in enterprises, Chongqing Cummins continuously explores the way to achieve inclusion and equality in business operations and daily practices. Since 2018, Chongqing Cummins has actively responded to the Global Disability Inclusion Initiative, striving to make itself a "Preferred Employer" for individuals with disabilities. In 2024, Chongqing Cummins upgraded its accessible environment and launched the innovative "Hearing Enhancement Coil" project, making it the first industrial enterprise in China to deploy this cutting-edge technology. This initiative further strengthens the Company's diverse, equitable, and inclusive culture.

重慶康明斯計劃到2025年，實現殘障員工比例達到1.5%，並持續推進無障礙環境建設；到2027年，實現公司內無障礙設施覆蓋率達100%。

It aims to increase the proportion of employees with disabilities to 1.5% by 2025 and continue to build a barrier-free living environment, with 100% coverage of barrier-free facilities within the company by 2027.





## (三)堅持以人為本

### (III) Employee-oriented Values

#### 2. 人才發展與關懷

本集團關注員工的需求，為員工提供有競爭力的薪酬福利體系，同時高度重視員工關懷工作，致力於為員工創造一個溫馨、和諧的工作氛圍。

##### 2.1 薪酬福利

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》等相關法律法規，薪酬分配秉持效率優先、兼顧公平的原則，構建規範的薪酬及福利制度。本集團堅持同工同酬，並在依法繳納五險的基礎上額外為員工提供公積金、商業保險、住房補貼、交通補貼、工會節日慰問等補充福利。

同時，本集團為員工提供具有競爭力和內部公平性的薪酬福利，通過制定《員工績效考核管理辦法》等內部管理辦法，建立了合理且具有競爭力的員工薪酬體系，並持續優化績效管理，將績效與員工薪酬掛鉤，定期評估員工工作表現，以此調動員工積極性。

#### 2. TALENT DEVELOPMENT AND CARE

The Group prioritizes employees' needs by offering competitive remuneration and benefits, while attaching great importance to employee welfare to create a warm and harmonious work environment.

##### 2.1 Remuneration and Welfare

In strict compliance with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other relevant laws and regulations, the Group follows the principle of prioritizing efficiency while ensuring fairness for salary allocation, establishing a standardized compensation and benefits system. The Group upholds the principle of equal pay for equal work. In addition to legally mandated social insurance contributions, we also provide our employees with supplementary benefits including housing funds, commercial insurance, housing allowances, transportation allowances, and labor union holiday benefits.

At the same time, the Group offers competitive and equitable remuneration packages. By implementing internal policies such as the *Employee Performance Assessment Management Measures*, we have established a fair and competitive remuneration system and continuously optimized performance management. Remuneration is linked with employee performance, with regular evaluations of work outcomes conducted to motivate employees.

## 2.2 培訓與發展

人才是企業發展的活力源泉，本集團注重員工個人發展，助力員工成長。本集團持續完善員工培訓體系，為全體員工提供內容多樣化、定制化的課程及培訓項目，確保各崗位員工在入職、在職、晉升、調崗等關鍵階段均掌握工作所需的相應知識與技能。集團新員工需接受內部與外部講師的專業培訓，並通過理論考試、實操考核及部門綜合評價等測評，確保能夠熟練掌握並應用相關知識與技能，勝任實際工作。

此外，公司本部與所屬企業共同推行雙管人才制度，招聘大量高潛質的應屆生，以增加人才儲備；同時通過學歷提升資助、職稱評審指導等多元化渠道，助力員工持續成長。

## 2.2 Employee Training and Development

Talent is the driving force of enterprise development. The Group prioritizes employees' personal development. We continuously refine our employee training system, providing diverse and customized courses and programs for all staff. This ensures that employees acquire the necessary knowledge and skills at critical career stages such as onboarding, during employment, promotion, and job transfers. 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 they can master and apply relevant knowledge and skills to their actual work.

Additionally, the Company and its subsidiaries jointly implement a "Double Benefits Talent Development System", recruiting high-potential graduates to expand its talent pool. We promote employee development through multiple initiatives such as supporting them in the pursuit of higher education and providing guidance on obtaining professional certification.

### (三) 堅持以人為本

#### (III) Employee-oriented Values



##### 高層次專業人才培養

##### High-Level Professional Talent Development

公司創新實施「雙通道」培養機制，針對技術、財務等核心領域，與所屬企業聯合選拔培養高素質人才。2024年從西安交大、西南財經等高校引進2名碩士畢業生，通過定制化輪崗培養計劃，系統提升其專業能力與管理視野，為企業戰略發展儲備新生力量。

The Company initiates a "dual-channel" talent development mechanism, jointly selecting and nurturing high-quality talent in core fields such as technology and finance with subsidiaries. In 2024, two postgraduates were recruited from Xi'an Jiaotong University and Southwestern University of Finance and Economics. We carried out customized staff rotation programs to enhance their expertise and management skills, building a talent pool for the strategic development of the Company.



##### 產學研協同培養

##### Industry-Academia-Research Collaborative Development

公司深化校企合作培養模式，與浙江大學合作開展「鑄魂提能」專項培訓，選派50名營銷、技術等條線青年骨幹進行系統研修。聯合哈爾濱工業大學實施卓越工程師培養項目，為20名技術骨幹提供工程實踐與理論融合的深度培養。

The Company further enhanced the school-enterprise cooperation. It collaborated with Zhejiang University on the "Educate the Heart and Enhance Capability" training program by selecting 50 young marketing and technical professionals for systematic training. In addition, the "Outstanding Engineer Cultivation" project carried out with Harbin Institute of Technology provided 20 technical professionals with advanced training that integrated engineering practice and theory.



##### 專業技能提升培訓

##### Professional Skills Training

公司針對不同業務條線開展專項技能培訓，技術條線重點開展精益管理、5C價值管理等培訓，管理條線組織構建和諧勞動關係專題培訓。同時，面向全員開展意識形態與網絡安全等綜合能力培訓，2024年累計培訓1,500餘人次，有效提升員工的專業技能和綜合素質。

The company conducted specialized training projects for different business lines. Technical teams were provided with training in lean management and 5C value management, and management teams received training in building harmonious labor relations. Additionally, training in improving comprehensive capabilities such as ideology and cybersecurity was launched for all employees, with over 1,500 participants trained in 2024. Such measures significantly improved the staffs professional skills and comprehensive competence.



##### 全員素質提升工程

##### Capability Enhancement Program for All Employees

公司注重全員能力建設，培訓覆蓋營銷、技術、生產、管理等備業務板塊，實現從基層到高層的全覆蓋。通過分類實施培訓計劃，確保不同崗位員工都能獲得針對性的能力提升機會，為企業可持續發展提供人才保障。

The Company considers it significant to build up the capacity of all staff members and thus launches training projects for sales, technology, production, management and other business sectors, ensuring that the training covers all levels. Through tailored training plans, employees in different positions can improve their capabilities in a targeted way, thus supporting the Company's sustainable growth.

#### 重慶機電2024年員工培訓項目（部分）

#### Chongqing Machinery & Electric 2024 Employee Training Programs (Selected)

#### 關鍵績效：

#### Key performance:

報告期內，本集團員工培訓投入210.76萬元，參與員工培訓人數達8,451人次，員工培訓次數達236次，員工受訓平均時長33小時：

During the reporting period, the Group invested RMB2.1076 million in employee training, with 8,451 attendances, and conducted 236 training sessions in total, with an average training time of 33 hours for each employee;

為55名員工提供學歷提升和職業資格認證支持。

The Group provided support for higher education and guidance on obtaining professional certification for 55 employees.

### 2.3 員工關懷

本集團尊重與關懷全體員工，致力於營造和諧共進的職場環境。針對女性員工，公司嚴格遵守《中華人民共和國婦女權益保障法》等法律法規及內部規定，落實婚假、產假、育兒假、婦女節和子女升學陪護假等假期，並確保女性員工在產假期間的工資、生育保險等方面均具備制度保證。

同時，為照顧女性員工在經期、孕期、產期和哺乳期等不同階段的身體狀況，我們採取了一系列關懷措施，包括為員工購買女性特殊疾病保險、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等。此外，公司還為女性員工提供專屬母嬰室等福利，為孕後媽媽重返職場提供支持。

### 2.3 Employee Care

The Group respects and cares for all employees, striving to create a harmonious and progressive workplace. In strict compliance with the *Law of the People's Republic of China on the Protection of Women's Rights and Interests* and other laws and regulations as well as internal policies, the Company ensures female employees entitlements such as marriage leave, maternity leave, parental leave, Women's Day leave, and leave when they need to accompany their children for enrollment. Salary and maternity insurance coverage for female employees is also guaranteed in accordance with relevant policies during maternity leave.

Additionally, to cater to the needs of female employees at different periods of their physical condition, we have implemented specific measures. These measures include purchasing special disease insurance for women, prohibiting the assignment of female employees to tasks classified as level four physical labor intensity as defined by national regulations, or other prohibited tasks during their menstrual, pregnancy, childbirth, and lactation periods. Additionally, the Company also provides dedicated baby-care rooms and other benefits for mothers to help them return to work.

### (三)堅持以人為本

#### (III) Employee-oriented Values



##### 案例：成飛新材工會上榜2024年市級「愛心媽咪小屋」功能拓展升級單位

Case: CF Wind Power Trade Union Selected as a 2024 Municipal-Level “Baby-Care Room” Function Expansion and Upgrade Unit

成飛新材工會建成面積約40m<sup>2</sup>的「愛心媽咪小屋」，為女職工提供乾淨溫馨、採光通透、相對隱蔽的空間。小屋設施齊全，配備母嬰、健康等書籍雜誌，並不定期廣泛徵集女職工意見和建議，讓小屋成為廣受女職工歡迎的「溫馨之家」。

The 40m<sup>2</sup> “Baby-Care Room” built by CF Wind Power Labor Union offers female employees a clean, warm, well-lit, and private space. The room is well-equipped and has books and magazines on maternal and child health. CF Wind Power also solicits feedback from female employees to make it a “cozy home” for them.



此外，本集團構建了覆蓋工作生活全場景的員工關懷體系，打造包含籃球館、羽毛球館、乒乓球室及專業健身中心在內的多元化文體活動空間，並依託「職工之家」持續完善健康促進設施，持續為員工提供各類健康文化資源，助力員工平衡工作與生活。

In addition, the Group has established an employee care system covering all aspects of work and life, including multi-functional recreational facilities such as basketball rooms, badminton rooms, table tennis rooms, and professional fitness centers. Based on our “Employee Home” initiative, we continuously improve the facilities built for employees’ health and provide resources related to health and culture to help employees strike a balance between work and life.



## 2.4 員工溝通

我們始終尊重並維護員工合法權益，構建多層次的員工溝通機制，通過集團職工工會、信訪辦公室等多元化渠道，建立常態化意見反饋與集體協商機制，確保員工訴求得到及時響應、合法權益得到有效保障。

## 3. 職業健康與安全

集團將員工的職業健康與安全生產作為企業立足之本，嚴格遵守《中華人民共和國職業病防治法》《中華人民共和國安全生產法》《中華人民共和國消防法》等相關法律法規和監管規定，持續投入資源以強化安全管理，致力於為員工提供安全、健康的工作環境。

### 3.1 安全生產管理

本集團堅守「安全第一、預防為主、綜合治理」的管理方針，制定《安全生產、職業健康和環境保護管理手冊》等內部制度，並要求各附屬公司簽訂《項目管理工作目標責任書》，承諾貫徹落實安全生產責任制。各附屬公司均建立覆蓋全體員工的安全生產管理體系，並基於此形成常態化的風險識別流程，對企業日常運營中的健康安全風險及其影響範圍及程度進行分析和重點管控。同時，我們根據業務發展情況，定期評估職業健康安全風險，及時預防潛在的新型危害。

## 2.4 Employee Communication

We consistently respect and safeguard employees' legitimate rights and interests by establishing multi-tiered communication channels, including the Group's Labor Union and Complaints Office. These platforms facilitate regular feedback mechanisms and collective consultation to ensure timely resolution of employees' concerns and effective protection of their rights and interests.

## 3. OCCUPATIONAL HEALTH AND SAFETY

The Group regards employees' occupational health and safe production as the foundation for our operations. In strict compliance with the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Law of the People's Republic of China on Work Safety*, the *Fire Protection Law of the People's Republic of China*, and other relevant laws and regulations, we make continuous investments to strengthen safety management and provide employees with a safe and healthy work environment.

### 3.1 Safe Production Management

Adhering to the principle of "safety first, prevention as the main focus, and comprehensive management", the Group has formulated internal policies such as the *Management Manual for safe production, Occupational Health and Environmental Protection* and required subsidiaries to sign the *Responsibility Statement for Project Management* to implement safe production responsibility system. All subsidiaries have established safe production management systems covering all employees, with standardized risk identification processes to analyze and prioritize control over occupational health and safety risks in daily operations. Additionally, we regularly assess occupational health and safety risks based on business developments to address emerging hazards.

### (三)堅持以人為本

#### (III) Employee-oriented Values

截至報告期末，9家附屬公司已獲得 GB/T 45001 2020等職業健康安全管理体系認證。

By the end of the reporting period, 9 subsidiaries have obtained GB/T 45001 2020 Occupational Health and Safety Management System certification.



圖注：職業健康安全管理体系認證證書（部分）

Fig. Occupational Health and Safety Management System Certificates (Selected)

本集團通過持續、深入地推進安全檢查與隱患整改，開展應急管理、安全培訓等多項舉措，多措並舉降低生產安全風險，提升全員安全生產意識，全方位構築安全防線。各附屬公司制定並落實《安全紅線管理規定》《安全生產管理制度、環境保護管理制度、職業健康管理制度》等內部管理制度，持續完善安全隱患和政治標準化建設，嚴格落實「日、周、月」安全檢查以及單位自查、安委會專查隱患排查、節假期間安全檢查等工作，切實督促落實整改。

The Group continuously advances workplace safety through rigorous inspections, hazard rectification, emergency management, and safety training. These efforts reduce safe production risks, enhance employees' awareness of safety, and safeguard our members in a comprehensive way. Our subsidiaries have formulated and implemented internal management systems such as the *Regulations on Safety Red Line* and the *Safe Production Management System*, *Environmental Protection Management System*, and *Occupational Health Management System*. They continuously improve hazard identification and standardization, strictly implementing safety inspections on a daily, weekly, and monthly basis, self-inspections, inspections by safety committees, and holiday safety inspections to ensure timely rectification.

此外，附屬公司制定《安全生產獎懲管理制度》《安全生產標準化績效評定管理制度》《安全文明生產規範準則及考核辦法》，每年進行安全生產標準化績效評定，並將安全考核結果與部門領導績效掛鉤。

Additionally, subsidiaries have also established the *safe production Reward and Penalty Management System*, the *safe production Standardization Performance Evaluation System*, and the *Guidelines and Assessment Rules on Safe and Civilized Production*. Annual performance evaluations for safe production standardization are conducted, and the results are linked with the performance of department leaders.

#### 關鍵績效：

#### Key performance:

報告期內，本集團安全生產投入3,021萬元

During the reporting period, the Group invested RMB30,210,284 in safe production;

集團員工「0」工傷、「0」工亡

The Group had zero work-related injuries and zero fatalities among its employees.

### 3.2 安全文化與教育

為加強員工安全生產意識，提高員工的自我防範保護能力，本集團及附屬公司定期組織開展主題活動和專項培訓，培訓主題涵蓋應急演練、職業健康培訓、危險辨識源、急救培訓等，多措並舉加強職業健康與安全生產文化建設。

### 3.2 Safety Culture and Education

To strengthen employees' awareness of safe production and self-protection capabilities, the Group and its subsidiaries regularly organize themed activities and specialized training. Topics include emergency drills, occupational health training, hazard identification, and first aid training, with concerted efforts made to foster a culture of occupational health and safe production.

重通集團

- 本年度共開展9次應急培訓活動，參與人數達286人次，主題包括大樓的應急疏散演練、實驗室危險化學品應急演練、職業健康應急處置演練、應急救援隊實操演練、消防培訓及實操競賽、特種設備意外事故應急演練等。

CQGI Group

In 2024, it conducted 9 emergency training sessions with 286 participants, covering topics such as emergency evacuation drills, emergency response drills for handling hazardous chemicals in laboratories, occupational health emergency drills, drills for rescue teams, fire safety training and competitions, and emergency drills for special equipment accidents.

### (三)堅持以人為本

#### (III) Employee-oriented Values

重水公司	<ul style="list-style-type: none"><li>組織職業健康培訓，約120名員工（包括供應商人員）參與了培訓，增強了員工的職業健康知識和自我保護能力。</li></ul>
Chongqing Water Company	<p>It organized occupational health training for approximately 120 employees (including supplier personnel), enhancing employees' knowledge of occupational health and self-protection capabilities.</p> <ul style="list-style-type: none"><li>開展安全基礎知識培訓與滅火應急演練、「119」消防安全專題培訓活動，進一步提升了員工的安全意識和應急處理能力。</li></ul> <p>It also conducted basic safety training, fire emergency drills, and "119" fire safety training to further improve employees' safety awareness and emergency response skills.</p>
成飛新材	<ul style="list-style-type: none"><li>組織危險源辨識培訓27次，夜間消防演練2次，其他應急演練16次，並開展網上測評、交通安全培訓及消防安全問答，全面提升員工安全素質。</li></ul>
CF Wind Power	<p>It conducted 27 hazard identification training sessions, 2 nighttime fire drills, and 16 other emergency drills. It also launched online assessments, traffic safety training, and fire safety Q&amp;A sessions to comprehensively elevate employee safety awareness.</p>

#### 附屬公司安全培訓項目（部分）

#### Safety Training Programs Conducted by Subsidiaries (Selected)

##### 關鍵績效：

##### Key performance:

報告期內，本集團員工接受安全培訓總時數124,595小時，員工平均接受安全培訓時數為11.48小時，安全培訓覆蓋率100%：

During the reporting period, the Group provided employees with safety training for 124,595 hours in total, with an average of 11.48 hours for each employee and a safety training coverage rate of 100%;

開展安全應急演練139次，排查隱患數量18,546個，隱患整改率100%。

The Group conducted 139 safety emergency drills, identifying 18,546 hazard items, the hazard rectification rate was 100%.

### 3.3 職業健康保護

本集團加強落實各附屬公司的職業健康安全保護管理責任，各附屬公司制定《職業病防治領導小組》《職業衛生管理制度》《職業健康管理制匯編》等內部管理制度，以確保所有工作場所均符合職業衛生標準要求。

### 3.3 Occupational Health Protection

The Group strengthens the implementation of occupational health and safety protection responsibilities across its subsidiaries. Subsidiaries have formulated internal management systems such as the *Occupational Disease Prevention and Control Leading Group*, the *Occupational Health Management Procedures*, and the *Compendium of Occupational Health Management System* to ensure all workplaces comply with occupational health standards.



- 針對涉及潛在職業病危害的重點崗位，在上崗前、在崗期間、離崗時進行職業健康體檢，且每年對涉及有毒有害工作崗位的員工開展職業病健康體檢以確保員工身體健康狀況。

For key positions involving potential occupational hazards, we conduct comprehensive occupational health examinations before employment, during employment, and upon separation. Moreover, annual health examinations are provided for employees exposed to toxic or hazardous substances.

- 定期委托第三方開展針對作業現場的職業病危害因素進行檢測，並採取多項措施保障員工健康，包括但不限於提供夏季高溫補貼與清涼飲品、冬季取暖補貼及個體防護用品佩戴等。

We also consign third parties to inspect hazardous factors in the workplace on a regular basis and implement multiple measures to safeguard employees' health, including high-temperature subsidies, cool beverages, heating subsidies, and personal protective equipment.

- 嚴格落實新員工入職前的職業健康教育，加強在崗員工及重點崗位人員的職業衛生培訓工作，強化日常勞保用品的監督檢查，督促勞動者正確佩戴職業衛生防護用品。

We strictly implement occupational health education for staff members before employment, enhance occupational health training for employees, especially those in key positions, and conduct daily PPE inspections to ensure proper usage of the equipment.

附屬公司職業病防護管理主要措施（部分）

Key Occupational Health Protection Measures Conducted by Subsidiaries (Selected)

關鍵績效：

Key performance:

報告期內，本集團

During the reporting period,

員工職業健康安全投入433.02萬元，員工體檢覆蓋率100%

the Group invested RMB4,330,200 in occupational health and safety, with an employee health checkup coverage rate of 100%.



## (四) 綠色環保責任 (IV) Environment Responsibilities





重慶機電始終將綠色發展理念深度融入企業經營，堅持資源節約與環境友好的原則，持續深化能源資源管理和污染防治實踐，致力於構建綠色環保的生產體系。通過積極推進綠色科技創新與生產工藝優化，集團助力清潔能源發展與轉型，推動生產模式向更高效、更可持續的方向升級。面對全球氣候變化與環境污染的挑戰，重慶機電以實際行動踐行企業責任，為可持續發展貢獻力量。

We have deeply integrated the philosophy of green development into its business operations and made contributions to a resource-conserving, environmentally-friendly society. In addition, we continuously enhance our energy and resource management and pollution prevention practices, striving to build a green and sustainable production system. By advancing green technology innovation and optimizing production processes, the Group supports the development and transition of clean energy, making its production models more efficient and sustainable. Confronted with global climate change and challenges brought by environmental pollution, Chongqing Machinery & Electric fulfills its responsibilities through concrete actions, contributing to sustainable development.

#### 本章節所回應SDGs：

##### SDGs responded by this section:



#### 本章節所涉及實質性議題：

##### Material issues involved in this section:

- 能源管理、水資源管理、廢氣排放與管理、污水排放與管理、有毒物質排放與廢棄物、原材料管理、清潔技術機遇、應對氣候變化
- Energy management, water resource management, air emissions and management, wastewater discharge and management, toxic substance emissions and waste, raw material management, clean technology opportunities, and response to climate change

## 1. 環境管理

環境管理是貫徹綠色發展理念的關鍵環節。重慶機電積極響應國家環保政策號召，嚴格遵守環境保護相關法律法規，持續完善環境管理體系，確保安全環保管理政策得到有效落實。

## 1. ENVIRONMENTAL MANAGEMENT

Environmental management is a critical part in implementing principles of green development. The Company actively responds to national environmental policies, strictly complies with environmental protection laws and regulations, and continuously refines its environmental management system to ensure effective implementation of safety and environmental policies.

## (四) 綠色環保責任

### (IV) Environment Responsibilities

- **環境管理架構**

重慶機電設立ESG工作小組，統籌管理環境信息披露等相關事務，並定期向董事會報告工作進展，確保環境管理與公司戰略目標保持一致。

本集團積極推動附屬公司建立健全環境管理體系，根據實際情況落實環境保護措施。附屬公司均設立安全環保部門、環境保護工作小組等專門機構，以支持生產線按照公司要求執行各項環保政策及規定，進一步明確並規範環境保護相關職責，推行各級安全環保責任制，確保環境管理工作的高效執行和有序開展。

- **環境管理制度**

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》等國家法律法規，始終確保所有業務活動、生產流程、產品研發均符合所在地的環保法規及行業標準，確保各項指標達標排放，並對廢棄物及污染物進行合規處置，切實履行企業環保責任。各附屬公司制定並實施《環境保護管理制度》等內部環境管理文件，明確環境保護的具體要求與規範。

- **Environmental management structure**

The Company has established an ESG Working Group to coordinate environmental disclosure and related matters, regularly reporting progress to the Board of Directors to make sure that environmental management goes hand in hand with the Company's strategic objectives.

The Group promotes the establishment of sound environmental management systems across its subsidiaries and requires targeted implementation of environmental protection measures based on actual circumstances. Subsidiaries have established specialized departments such as the Safety and Environmental Protection Department and Environmental Protection Working Group to ensure that production lines are in accordance with the Company's environmental policies. These measures clarify and standardize responsibilities, enforce accountability at all levels, and ensure efficient and orderly implementation of environmental management.

- **Environmental management policy**

The Group strictly complies with the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, and other national laws and regulations. We continuously ensure that all business activities, production processes, and product development comply with local environmental regulations and industry standards. We promise that emission standards for all pollutants are met and waste and hazardous materials are properly disposed of. By doing so, we have fulfilled our environmental responsibilities. Subsidiaries formulate and implement internal policies such as the *Environmental Protection Management System* to define specific requirements and standards of environmental protection.

#### 關鍵績效：

#### Key performance:

2024年度，公司環境治理資金總投入2,392.75萬元。

During the reporting period, the Group invested RMB23.9275 million in environmental governance in total.

本年度無任何環境相關違規或事故。

No environmental violations or incidents occurred during the whole year.

#### • 環境管理體系認證

重慶機電各附屬公司積極推進環境管理體系認證工作，以確保業務活動符合相關環境標準。截至報告期末，重慶康明斯、卡福公司、成飛新材、機床集團、氣壓公司、重通集團、重泵公司、重水公司、鵠牌公司、智能製造均已成功獲得ISO 14001環境管理體系認證。

此外，各公司持續開展合規性審核工作，定期組織內部體系審核及接受外部複審，針對發現的環境隱患或不合格項及時整改並優化更新，確保環境管理體系的持續改進與高效運行。截至本報告期末，重慶康明斯、鵠牌公司以及重泵公司均已獲得國家級綠色工廠稱號。

#### • Environmental management system certification

Our subsidiaries make efforts to obtain the environmental management system certifications to ensure that business activities are in accordance with relevant environmental standards. By the end of the reporting period, Chongqing Cummins, CAFF Company, CF Wind Power, Machine Tool Group, Gas Compressor Company, CQGI Group, Chongqing Pump Company, Chongqing Water Company, Pigeon Company, and Intelligent Manufacturing have obtained ISO 14001 environmental management system certification.

Additionally, Subsidiaries conduct regular compliance audits, including internal system reviews and external reviews. Identified environmental risks or unqualified items are promptly rectified, ensuring continuous improvement and efficient operation of the environmental management system. By the end of the reporting period, Chongqing Cummins, Pigeon Company, Machine Tool Group, and Chongqing Pump Company have been awarded the title of National-Level Green Factory.

## (四)綠色環保責任

### (IV) Environment Responsibilities



圖註：ISO 14001環境管理體系認證證書（部分）

Fig. ISO 14001 Environmental Management System Certificates (Selected)



圖註：國家級綠色工廠認證（部分）

Fig. National-Level Green Factory Certificates (Selected)



## • 環境風險管控

公司積極推動各附屬公司環境風險評估以及防範能力建設，在業務運營中系統開展環境風險辨識與評估，完善應急預案管理機制，定期組織危廢泄漏、化學品泄漏等突發環境事件應急演練，不斷提升員工的風險防範意識和應急處置能力，切實築牢企業環境安全防線。

## • Environmental risk management and control

The Company strives to promote environmental risk assessment and the building of prevention capacity across its subsidiaries. Environmental risk identification and evaluation are carried out in a systematic way during business operations, with emergency response mechanisms enhanced. Regular drills for sudden environmental incidents, such as hazardous waste leaks and chemical spills, are conducted to strengthen employee's awareness of risks and their emergency response capabilities, thus solidifying the Company's environmental safety defenses.



### 案例：重慶公司環保應急演練

Case: Environmental Emergency Drill at Chongqing Pump Company

2024年12月，重慶公司依據其環境風險評估及應急預案組織開展了環境應急演練。本次演練以塗裝車間噴漆房廢油漆及廢稀釋劑泄漏為模擬場景，全面檢驗了公司的報警、現場救援、指揮協調、疏散轉移等應急響應能力。演練後，公司組織專業團隊進行了系統性評估，並針對薄弱環節制定改進方案。此次演練有效提升了公司應對突發環境事件的能力，為工廠環境管理體系的持續優化提供了有力支撐。

In December 2024, Chongqing Pump Company organized an environmental emergency drill based on its environmental risk assessment and emergency response plan. The drill simulated a waste paint and thinner leakage in the coating workshop to test the Company's emergency response capabilities in alarm activation, on-site rescue, command coordination, and evacuation. After the drill, the company organized a professional team to conduct a systematic evaluation and formulate improvement plans for identified weaknesses. This exercise significantly enhanced the Company's ability to handle sudden environmental incidents and provided robust support for the continuous optimization of the plant's environmental management system.



圖註：應急預案演練現場

Fig. Emergency Drill

## (四) 綠色環保責任

### (IV) Environment Responsibilities

#### 2. 污染防治

重慶機電始終堅守環境保護責任，高度重視污染物排放管理，踐行科學治理理念，嚴格控制各類排放。同時，公司積極推進廢氣、廢水和固廢的綜合治理工程，不斷優化環保措施，致力於打造綠色生產方式，實現綠色發展。

##### 2.1 廢氣治理

重慶機電嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》等相關法律法規，各附屬公司制定並實施《污染預防》《大氣排放管理》等一系列內部管理規程，確保各項生產經營活動合法合規。

同時，公司持續推進廢氣治理，致力於減少生產運營過程中產生的廢氣排放。集團附屬公司積極開展廢氣減排優化項目，升級改造現有的處理設施，不斷提升廢氣處理效率，實現更加環保高效的排放控制。

#### 2. POLLUTION PREVENTION AND CONTROL

The Company remains committed to its environmental protection responsibilities and attaches great importance to pollutant emission management. By implementing the principle of scientific management, the Company strictly controls all types of emissions. In the meantime, the Company also advances integrated treatment projects for air pollutants, wastewater, and solid waste, and continuously optimizes environmental protection measures, striving to build a green production mode for sustainable development.

##### 2.1 Air Emissions Management

In strict compliance with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, and other relevant laws and regulations, our subsidiaries have formulated and implemented internal management policies such as *Pollution Prevention and Atmospheric Emission Management* to ensure that all production and operational activities are lawful and compliant.

The Company continuously advances air emissions management, so as to reduce emissions generated during production and operations. Subsidiaries also carry out projects to reduce air pollutants and optimize the treatment process. They upgrade existing treatment facilities and improve treatment efficiency, developing emission control approaches that are more environmentally-friendly and efficient.

空氣污染物排放數據  
Data of Air Emissions

空氣污染物 <sup>1,2</sup>	Air Emissions <sup>1,2</sup>	單位	Unit	2024
氮氧化物 (NO <sub>x</sub> )	Nitrogen oxides (NO <sub>x</sub> )	公斤	kg	30,362.83
二氧化硫 (SO <sub>2</sub> )	Sulfur dioxide (SO <sub>2</sub> )	公斤	kg	5,193.38
顆粒物 (PM <sub>2.5</sub> 及PM <sub>10</sub> )	Particulate matters (PM <sub>2.5</sub> and PM <sub>10</sub> )	公斤	kg	14,425.64
一氧化碳 (CO)	Carbon monoxide (CO)	公斤	kg	6,738.14
揮發性有機化合物 (VOCs)	Volatile organic compounds (VOCs)	公斤	kg	163,560.40

- 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製技術指南(試行)》。由於國六未有排放標準，國六汽車使用國五標準進行計算。機械柴油燃燒方面所產生的排放則參考《非道路移動源大氣污染排放清單編製技術指南(試行)》。國四機械使用國三排放標準計算。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。
- 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. 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.
- 本報告期內，集團空氣污染物核算類型擴充，囊括揮發性有機化合物這一主要空氣污染物類別。
- During the reporting period, the Group expand the scope of air emission accounting to include volatile organic compounds (VOCs), a major type of air pollutants.

## (四) 綠色環保責任

### (IV) Environment Responsibilities



#### 案例：VOCs處理效率優化項目

Case: Project for Improving VOCs Treatment Efficiency

2024年，成飛新材對後處理輥塗車間的廢氣處理設施進行優化升級，將原有的「幹式過濾+兩級活性炭吸附」工藝改造為「預處理+沸石轉輪吸附+CO」工藝。此次改造顯著提升了VOCs的處理效率，實現年削減VOCs 5.08噸，進一步推動環保治理水平提升。

In 2024, CF Wind Power upgraded the air pollutants treatment facilities in its post-processing roller coating workshop. The original “dry filtration + two-stage activated carbon adsorption” process was replaced with a “pretreatment + zeolite rotor adsorption + CO” system. This practice significantly improved VOCs treatment efficiency, with an annual reduction of 5.08 tonnes of VOCs, further enhancing the company's environmental governance capacity.





### 案例：脫硫工藝升級改造

Case: Upgrade of Desulfurization Process

2024年，重慶公司對退火爐排放口實施技術改造，新增脫硫設施。經監測數據顯示，改造後排放口二氧化硫濃度降至儀器檢測限以下，實現近零排放。

In 2024, Chongqing Pump Company upgraded the outlets of the annealing furnace by installing new desulfurization facilities. Monitoring data showed that after the upgrade, SO<sub>2</sub> concentrations at the outlet fell below the detection limit of the instrument, achieving net-zero emissions.

## 2.2 廢水管理

公司遵守《中華人民共和國水污染防治法》等相關法律法規，對生產運營過程中的生活污水及工業廢水實施規範化管理，確保達標排放。同時，公司制定了《廢水管理制度》，明確生產製造相關部門的廢水處理管理職責，並細化處理措施，以構建高效、合規的廢水管理體系。此外，部分附屬公司在集團政策的基礎上，主動推進排污優化項目，為區域水環境保護作出積極貢獻。

## 2.2 Wastewater Management

In compliance with the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and related laws and regulations, the Company regulates the management of domestic and industrial wastewater generated during operations to ensure compliant discharge. Additionally, the Company has established the *Wastewater Management System*, which clarifies responsibilities for wastewater treatment across production departments and details the treatment measures, so as to build an efficient and compliant wastewater management system. Subsidiaries have also launched projects for optimizing the wastewater systems based on the Group's policies, contributing to the conservation of water resources in the region where the company is located.



## (四)綠色環保責任

### (IV) Environment Responsibilities



圖註：廢水管理措施  
Fig. Wastewater Management Measures



#### 廢水排放數據 Data of Wastewater Discharge

廢水排放	Wastewater Discharge	單位	Unit	2024
廢水排放總量	Total wastewater discharge	噸	Tonnes	465,048



#### 案例：污水處理設施優化

Case: Upgrade of Wastewater Treatment Facility

2024年，重慶公司依據其《污染防治設施運行管理制度》，對污水處理站進行升級改造，新增提升泵、過濾桶、電子流量計等設備，保障污水處理站各項處理設施正常穩定運行，污水達標排放。

In 2024, Chongqing Pump Company upgraded its wastewater treatment station based on the *Pollution Prevention Facility Operation Management System*. The upgrade included installing lift pumps, filter tanks, and electronic flow meters, so as to ensure stable operation of treatment facilities and compliant wastewater discharge.

### 2.3 廢棄物管理

重慶機電嚴格遵守《中華人民共和國固體廢物污染環境防治法》等國家及地方法律法規，制定並執行廢棄物管理制度，確保廢棄物的分類收集、規範貯存、合規處置全過程符合環保要求。此外，部分附屬公司結合自身業務特點，主動優化廢棄物處理流程，引入先進技術以減少污染排放，不斷提升綠色生產水平。

### 2.3 Waste Management

In strict compliance with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and other national and local laws and regulations, the Group has established and enforced the *Waste Management System* to ensure that the whole process, including waste classification, storage, and disposal, is in accordance with the law. Subsidiaries further optimize their waste treatment processes based on their operational needs, adopting advanced technologies to reduce pollution and enhance green production.

## (四) 綠色環保責任

### (IV) Environment Responsibilities



圖註：廢棄物處理辦法

Fig. Waste Management Measures



## 廢棄物排放量 Waste Discharge

廢棄物指標	Waste Indicator	單位	Unit	2024
有害廢棄物	Hazardous Waste			
有害廢棄物總量 <sup>3</sup>	Total Hazardous Waste <sup>3</sup>	噸	Tonnes	3,270.74
有害廢棄物排放強度	Hazardous Waste Emission Intensity	噸/百萬營收	Tonnes/million revenue	0.37
有害廢棄物處置量	Hazardous Waste Disposal	噸	Tonnes	3,270.74
無害廢棄物	Non-Hazardous Waste			
無害廢棄物總量	Total Non-Hazardous Waste	噸	Tonnes	15,338.34
無害廢棄物排放強度	Non-Hazardous Waste Emission Intensity	噸/百萬營收	Tonnes/million revenue	1.72
無害廢棄物處置量	Non-Hazardous Waste Disposal	噸	Tonnes	12,319.17
無害廢棄物回收量	Non-Hazardous Waste Recycled	噸	Tonnes	3,076.22

3. 本報告期內，集團有害廢棄物核算類型擴充，故此指標總量較前序報告期有所增長。  
3. During the reporting period, the Group has expanded the categories accounted for in hazardous waste, resulting in an increase in the quantity of this indicator compared to the previous reporting period.



### 案例：重慶康明斯危廢減量項目

Case: Project of Hazardous Waste Reduction Conducted by Chongqing Cummins

重慶康明斯投資建設的廢切屑液濃縮設備於2024年正式完成調試並投入運行。該設備採用先進的蒸餾濃縮工藝，可有效實現廢切屑液減量化處理，減重率達90%以上。項目投運後，預計每年可減少廢切削液產生量約150噸，大幅降低危險廢物產生量。

The waste cutting fluid concentration equipment invested and constructed by Chongqing Cummins was officially commissioned and put into operation in 2024. Adopting the advanced distillation and concentration process, the equipment effectively reduces the discharge of waste cutting fluid, with a weight reduction rate of over 90%. It is expected to reduce the annual discharge of waste cutting fluid by approximately 150 tonnes, significantly lowering the production of hazardous waste.



圖註：廢切屑液濃縮設備

Fig. Waste Cutting Fluid Concentration Equipment

## (四)綠色環保責任

### (IV) Environment Responsibilities

#### 3. 資源使用

重慶機電深知資源管理對企業可持續發展的重要性，強化科學規劃並落實精準措施，在提升資源利用效率的同時，持續優化水資源管理體系，為推動綠色發展、實現長期可持續目標奠定堅實基礎。

##### 3.1 水資源管理

重慶機電高度重視水資源的管理和高效利用，嚴格遵守《中華人民共和國水法》等法律法規及地方政策，堅持節約用水原則，並不斷優化生產及運營中的用水流程。各附屬公司通過升級節水設備、推廣循環用水等措施，提高用水效率，減少水資源浪費。

#### 3. USE OF RESOURCES

The Company is well aware that resource management is of great importance to its sustainable development. It strengthens scientific planning and implements precise measures to enhance resource utilization efficiency, while continuously optimizing the water resource management system. These measures lay a solid foundation for promoting green development and achieving long-term sustainable goals.

##### 3.1 Water Resource Management

The Company attaches great importance to the management and efficient utilization of water resources, strictly adheres to laws and regulations such as the *Water Law of the People's Republic of China* as well as local policies, and upholds the principle of water conservation, continuously improving its water usage processes in production and operation. Its subsidiaries have improved water use efficiency and reduced water waste by upgrading water-saving equipment and recycling water resources.





#### 水資源循環利用 Water resource recycling

- 推行中水回用、空調冷凝水回收、雨水收集系統，提升水資源利用率  
Promote the use of recycled water, recycling of AC condensate, and rainwater collection systems to enhance water use efficiency.
- 建設產品試驗用循環水池，降低用水消耗  
Build circulating pools for product testing to reduce water consumption.



#### 技術升級 Technology upgrade

- 推廣節水龍頭改造，安裝感應式節水龍頭  
Upgrading faucets by installing sensor-activated water-saving faucets.
- 採用風冷設備降低水溫，減少水資源蒸發  
Adopt air-cooled equipment to reduce water temperature, thus minimizing evaporation.



#### 用水監測 Water consumption monitoring

- 建立節水考核制度及指標，定期對供水用水量進行統計，實施監督管理  
Establish system and metrics to manage and supervise water conservation by regularly examining the supply and consumption of water.
- 加強廠區供水管線巡查，對跑冒滴漏現象及時進行上報、維修  
Strengthen pipeline inspections in the plant area, promptly report the leaks and then repair the pipeline.



#### 日常節約 Daily conservation


- 辦公室及車間採用集中供水模式，減少桶裝水使用  
Implement centralized water supply in offices and workshops to minimize the usage of bottled water.
- 加大節約用水宣傳力度，每年開展節水宣傳活動  
Conduct annual water-saving campaigns to raise water conservation awareness.

圖註：節水措施

Fig. Measures to Reduce Water Consumption

(四)綠色環保責任

(IV) Environment Responsibilities

<div>水資源相關數據 Data of Water Resources</div>				
指標	Indicator	單位	Unit	2024
總用水量	Total water usage	立方米	m <sup>3</sup>	917,204.00
耗水強度	Water Consumption Intensity	立方米／ 百萬營收	m <sup>3</sup> /million revenue	102.84
取水量	Water Withdrawal	立方米	m <sup>3</sup>	917,204.00
節水量	Water Savings	立方米	m <sup>3</sup>	7,119.00

3.2 資源循環利用

重慶機電積極減少資源消耗，並注重資源的循環利用。2024年，集團附屬企業協同發力，以優化包裝設計、推廣使用可再生或可循環的環保材料等為主要抓手，促進綠色包裝理念的落實落地。報告期內，公司累計使用可持續包裝材1,310.03噸。

其中，重慶康明斯成功在本地供應商中全面推行可循環包裝，消除了短途供應商一次性包裝的使用。此外，包括重慶康明斯，成飛新材、機床集團在內的多個附屬公司，已委託具備資質的第三方公司回收並再利用包裝材料，進一步提升資源利用效率。

3.2 Resource Recycling

The Company is committed to reducing resource consumption and focuses on the recycling of resources. In 2024, subsidiaries worked together to promote the implementation of green packaging, with a focus on optimizing packaging design and promoting the use of renewable/recyclable and eco-friendly materials. During the reporting period, the Company used a total of 1,310.03 tonnes of sustainable packaging materials.

Among them, Chongqing Cummins successfully implemented recyclable packaging among local suppliers, eliminating the use of one-time packaging for short-haul suppliers. In addition, subsidiaries including Chongqing Cummins, CF Wind Power, and Machine Tool Group, have consigned qualified third-party companies to recycle packaging materials, further improving the utilization efficiency of resources.

## 4. 應對氣候變化

作為全球氣候危機的積極應對者，重慶機電深刻意識到氣候變化帶來的嚴峻挑戰。我們積極響應國家戰略，逐步構建和完善氣候治理框架，並專注於氣候風險管理，採取了一系列切實行動，以有效應對氣候變化帶來的危機。

### 4.1 氣候管治與風險管理

重慶機電董事會全面負責ESG風險管理，監督ESG工作小組開展相關風險評估，系統評估可能對公司運營造成影響的各類ESG風險，其中，氣候變化及其影響是我們持續關注的重點之一。此外，本集團董事會亦負責確定氣候相關治理目標，以及監督各附屬公司根據氣候風險評估結果制定相應的應對策略和行動計劃，確保公司合理應對氣候風險。具體信息請參閱本集團深化可持續發展管治章節。

## 4. RESPONSE TO CLIMATE CHANGE

Proactively responding to the global climate crisis, the Company is well aware of the severe challenges posed by climate change. We actively respond to national strategies, gradually establish and improve our climate governance framework, and prioritize climate risk management. We take a series of measures to effectively address the crises brought about by climate change.

### 4.1 Climate Governance and Risk Management

The Board of Directors takes full responsibility for ESG risk management, and oversees the ESG Working Group in conducting relevant assessments to systematically evaluate various ESG risks that may impact the Company's operations. Among them, climate change and its impacts are one of our priorities and need to be tackled with continuous efforts. Furthermore, the Board of Directors is also responsible for setting climate-related governance objectives and supervising subsidiaries to formulate response strategies and plans based on the results of climate risk assessments, ensuring that the Company appropriately addresses climate risks. For specific information, please refer to the section "SUSTAINABILITY GOVERNANCE".

## (四)綠色環保責任

### (IV) Environment Responsibilities

#### 4.2 策略與氣候適應力

- 氣候風險與機遇

重慶機電密切關注氣候變化可能對集團業務帶來的影響，並積極推動各附屬公司制定應對策略，主動識別氣候變化帶來的風險和機遇，以減少潛在損失，增強氣候韌性，確保業務的持續穩定運行。

#### 4.2 Strategy and Climate Resilience

- Climate risks and opportunities*

The Company closely monitors the potential impacts of climate change on its business and actively guides its subsidiaries to formulate response strategies and identify the risks and opportunities brought about by climate change, so as to reduce potential losses, enhance climate resilience, and ensure the continuous and stable operation of its business.

#### 物理風險清單

#### List of Physical Risks

風險類型	潛在影響	應對措施
Risk Type	Potential Impacts	Countermeasures
急性風險		
Acute risks		
極端高溫	— 高溫限電導致生產受限	• 增設應急發電機組，用於高溫限電時提供設施基本的電力供應
Extreme heat	Restricted production caused by power rationing at high temperature	Install emergency generators to provide basic power supply during power rationing at high temperature
	— 員工中暑影響工作效率和人員健康	• 採用多樣化的替代能源，如光伏發電，以應對高溫限電
	Heatstroke affects work efficiency and employees' health	Adopt diversified alternative energy, such as photovoltaic power systems, to address power rationing at high temperature
	— 配電系統過熱可能引發短路或火災	
	Overheating of power distribution systems may cause short circuits or fires	

風險類型	潛在影響	應對措施
Risk Type	Potential Impacts	Countermeasures
急性風險		
Acute risks		
		<ul style="list-style-type: none"> <li>控制高溫天氣下的戶外作業 Restrict outdoor work during high temperature</li> <li>加強巡查與管理，嚴格監控供配電氣系統的負荷狀況 Enhance inspections and management, strictly monitor the load of power supply and distribution systems</li> </ul>
極端降水	<ul style="list-style-type: none"> <li>貨物運輸受到影響、延誤或終止 Transportation is disrupted, delayed, or halted</li> <li>廠區積水、設備受損，影響正常運作 Waterlogging in plant areas and equipment damage disrupt normal operations</li> </ul>	<ul style="list-style-type: none"> <li>定期檢查和清理排水系統，確保排水通暢，防止積水 Regularly inspect and clean drainage systems to ensure drainage and prevent waterlogging</li> <li>指定專人收集政府權威部門發佈的氣象信息，及時上報並做好應對措施 Assign specialized personnel to collect meteorological information released by government authorities, report promptly, and implement response measures</li> <li>備齊應急物資並妥善存儲，確保快速響應 Prepare and properly store emergency supplies for rapid response</li> </ul>
Extreme precipitation		



## (四)綠色環保責任

### (IV) Environment Responsibilities

風險類型	潛在影響	應對措施
Risk Type	Potential Impacts	Countermeasures
急性風險		
<b>Acute risks</b>		
驟旱 Flash drought	<ul style="list-style-type: none"> <li>極端乾旱天氣可能導致生產用水緊張，影響正常生產節奏 Extreme drought may cause water shortages in production and affect production stability</li> <li>驟旱造成的水資源短缺可能波及上游原材料供應，造成供應鏈波動 Water shortages due to sudden drought may affect upstream raw material supplies and then cause fluctuations of supply chain</li> </ul>	<ul style="list-style-type: none"> <li>建立分級用水管理體系，重點保障核心生產單元和基本生活用水需求 Establish a tiered water management system to prioritize core production units and basic needs of domestic water</li> <li>構建多源化供應網絡，降低供應鏈集中風險 Build a network with multiple sources of supply to reduce supply chain concentration risks</li> </ul>
慢性風險		
<b>Chronic risks</b>		
水短缺 Water shortage	<ul style="list-style-type: none"> <li>水資源短缺與水價上漲可能限制生產規模並增加成本 Water shortages and rising water prices may constrain production scale and increase costs</li> </ul>	<ul style="list-style-type: none"> <li>優化用水工藝，提高水資源利用效率 Optimize water usage processes to improve utilization efficiency</li> <li>推廣水循環利用系統，減少水資源消耗 Promote water recycling system to reduce water consumption</li> <li>加強員工節水的教育與宣傳工作 Make efforts to advocate water conservation to further improve employees' awareness</li> </ul>

風險類型	潛在影響	應對措施
Risk Type	Potential Impacts	Countermeasures
<b>慢性風險</b>		
<b>Chronic risks</b>		
變暖趨勢 Warming trend	<ul style="list-style-type: none"> <li>全球氣溫上升增加能源消耗，生產穩定性下降</li> </ul> <p>Global warming increases energy consumption and undermines production stability</p>	<ul style="list-style-type: none"> <li>積極研究和應用可再生能源，降低對傳統能源的依賴</li> </ul> <p>Conduct relevant research and adopt renewable energy to reduce reliance on traditional energy sources</p> <ul style="list-style-type: none"> <li>淘汰或改造陳舊設備，推廣節能和降耗的新型設備</li> </ul> <p>Phase out or upgrade outdated equipment, replacing it with energy-saving and low-consumption alternatives</p>

## (四)綠色環保責任

### (IV) Environment Responsibilities

#### 轉型風險與機遇清單

#### List of Transition Risks & Opportunities

風險／機遇類型	潛在影響	應對措施
Type of Risk/ Opportunity	Potential Impacts	Countermeasures
轉型風險		
Transitional risks		
政策風險 Policy risks	<ul style="list-style-type: none"> <li>更嚴格的排放法規和合規要求可能增加運營成本，並促使公司調整現有運營模式</li> </ul> <p>Stricter emission regulations and compliance requirements may increase operational costs and urge the Company to adjust its existing business models</p>	<ul style="list-style-type: none"> <li>密切關注國內外法律法規變化，及時制定應對方案，降低法律風險</li> <li>優化生產工藝，採用綠色電力，減少溫室氣體及有害廢棄物排放，提升企業環保效益</li> </ul> <p>Closely monitor changes in domestic and international laws and regulations and formulate plans to mitigate legal risks</p> <p>Optimize production processes, adopt green electricity, and reduce greenhouse gas and hazardous waste emissions to improve environmental benefits</p>

風險／機遇類型	潛在影響	應對措施
Type of Risk/ Opportunity	Potential Impacts	Countermeasures
<b>轉型風險</b>		
<b>Transitional risks</b>		
技術風險 Technological risks	<p>– 缺乏對能源結構的深入評估和技術改進計劃，可能導致能源浪費和成本上升</p> <p>Lack of in-depth assessments of energy mix and plans to improve technologies may lead to energy waste and rising costs</p>	<ul style="list-style-type: none"> <li>制定設備更新和技術改進計劃，引入節能降耗技術，推動能源效率優化，減少能耗和成本</li> <li>加大對綠色技術的投入，積極探索替代能源和先進節能設備的應用</li> </ul> <p>Make plans to upgrade equipment and technologies and introduce energy-saving technologies to improve energy efficiency and reduce consumption and costs</p> <p>Increase investments in green technologies and explore alternative energy sources as well as the application of advanced energy-saving equipment</p>

## (四) 綠色環保責任

### (IV) Environment Responsibilities

風險／機遇類型	潛在影響	應對措施
Type of Risk/ Opportunity	Potential Impacts	Countermeasures
轉型風險		
Transitional risks		
市場風險 Market risks	<p>— 綠色產品市場需求日益增長，若未能及時響應，則可能削弱企業競爭優勢</p> <p>If failing to meet the growing market demand for green products, the Company's competitive advantages may be undermined</p> <p>— 行業及上下游產業的變動，特別是替代品和競爭趨勢變化，可能影響公司業務發展</p> <p>Fluctuations of the industry and supply chain, particularly the changes in substitutes and competitive trends, may impact the Company's business development</p>	<ul style="list-style-type: none"> <li>• 加大綠色低碳產品研發投入，提升環保性能，確保符合最新節能標準和市場需求</li> <li>Increase R&amp;D investments in green and low-carbon products, improve environmental performance, and ensure that our operations are in accordance with the latest energy conservation standards and meet the market demand</li> <li>• 加強對產業趨勢的監控，持續優化產品結構和業務模式，推動業務多元化，避免對單一市場或產品的過度依賴</li> <li>Strengthen monitoring of industry trends, continuously optimize the product structure and business models, promote diversification of our business to avoid excessive reliance on a single market or product</li> <li>• 加強與行業夥伴的合作，參與行業協會和綠色標準的制定，協同應對潛在的產業轉型挑戰</li> <li>Enhance collaboration with industry partners, participate in formulating the industry association standards and green standards, and make concerted efforts to address potential challenges brought by industrial transition</li> </ul>



風險／機遇類型	潛在影響	應對措施
Type of Risk/ Opportunity	Potential Impacts	Countermeasures
<b>轉型風險</b>		
<b>Transitional risks</b>		
聲譽風險 Reputational risks	<p>– 未及時實現低碳轉型，可能導致利益相關方對企業環保表現產生質疑，損害公司聲譽</p> <p>Delays in accomplishing low-carbon transitions may raise concerns among stakeholders about our environmental performance, damaging the Company's reputation</p>	<ul style="list-style-type: none"> <li>• 完善氣候轉型相關規劃，通過透明的溝通機制向利益相關方展示公司在氣候和可持續發展方面的承諾與行動</li> <li>• 加強與市場的互動，定期發佈ESG報告，增強公眾信任度</li> </ul> <p>Improve climate transition plans and demonstrate our pledges and actions concerning our response to climate change and efforts to achieve sustainable development through a transparent communication mechanism</p> <p>Strengthen market engagement and regularly publish ESG reports to improve public trust</p>

## (四) 綠色環保責任

### (IV) Environment Responsibilities

風險／機遇類型	潛在影響	應對措施
Type of Risk/ Opportunity	Potential Impacts	Countermeasures
轉型機遇		
Transition opportunities		
市場機遇 Market opportunities	<ul style="list-style-type: none"> <li>各級政府對環保和節能減排的政策支持將推動相關產業發展，形成政策紅利 Policies made by governments at all levels concerning environmental protection, energy conservation and emission reduction will promote the development of related industries and bring policy dividends</li> <li>市場對綠色產品需求上升，為公司開闢新的發展機遇 Growing market demand for green products provides new development opportunities for the Company</li> </ul>	<ul style="list-style-type: none"> <li>向政府爭取相應補貼，持續加大對綠色、節能產品的研發投入，提高項目推進效率，滿足市場對相關產品的需求 Resort to the government for relevant subsidies, increase R&amp;D investments in green and energy-efficient products, speed up the process of specialized projects and meet market demand for the products</li> <li>結合國家政策，積極開拓綠色、低碳產品的市場，特別是在新能源、環保領域，擴大市場份額 Leverage national policies to expand markets for green and low-carbon products, particularly in new energy and environmental sectors, to increase our market share</li> </ul>

風險／機遇類型 Type of Risk/ Opportunity	潛在影響 Potential Impacts	應對措施 Countermeasures
<b>轉型機遇 Transition opportunities</b>		
技術與資源效率 機遇 Technological and resource efficiency opportunities	<ul style="list-style-type: none"> <li>把握清潔能源技術的發展趨勢，創新清潔能源裝備產品，可能為公司帶來新的業務機遇 Following trends in clean energy technologies, innovative clean energy equipment may create new business opportunities for the Company</li> <li>新興節能技術、清潔能源技術的發展為公司在能源轉換和綠色製造升級方面提供了技術機遇 Emerging energy-saving and clean energy technologies provide technical opportunities for energy transition and green manufacturing</li> </ul>	<ul style="list-style-type: none"> <li>加強與高校、科研機構的合作，聯合開展綠色技術研發，推動技術創新，提升核心競爭力 Strengthen collaborations with colleges, universities and research institutions to jointly develop green technologies, fuel innovation, and enhance core competitiveness</li> <li>推動產品進行碳足跡認證，提升公司產品在市場中的環保價值和競爭優勢，增加產品市場需求 Promote carbon footprint certification for products to boost their environmental value and increase market demand</li> <li>加強對先進節能降耗技術的研發與應用，提升產品能效和環保性 Enhance R&amp;D and application of advanced energy-saving technologies to improve product energy efficiency and environmental performance</li> </ul>

## (四) 綠色環保責任

### (IV) Environment Responsibilities

- **能源管理**

重慶機電深入貫徹綠色發展理念，響應國家「碳達峰碳中和」戰略，全力提升清潔能源裝備研發、製造以及服務能力，助力我國能源結構轉型。在集團層面的統籌推動下，附屬公司已制定並實施《能源管理辦法》等制度文件，對工作生產過程中的用電、用氣等環節進行了詳細規定，並建立了相應的管理和考核機制，持續優化能源管理體系。同時，我們將節能低碳理念深度融入生產製造和辦公運營的各個環節，推進節能設備的改造和升級，持續優化設備運行效率，通過多樣化措施切實落實企業可持續發展。

- **Energy management**

Chongqing Machinery & Electric fully implements the principle of green development, pursues the national strategies of carbon peak and carbon neutrality, and doubles its efforts to improve capabilities of developing and manufacturing clean energy equipment as well as providing relevant services, so as to support China's energy transition. With the Group's coordination, subsidiaries have formulated and implemented the *Energy Management System* and other systems, which describe in a detailed way the regulations on electricity and gas usage in the production process. They have also established management and evaluation mechanisms to improve the energy management system. At the same time, we have adopted various measures to advance sustainable development. For example, we integrate energy-saving and low-carbon philosophy into all aspects of our production and operations and promote the upgrade of energy-efficient equipment to improve operational efficiency.

## 關鍵績效：

### Key performance:

截至本報告期末，重慶康明斯和成飛公司已獲得ISO 50001能源管理體系認證。

By the end of the reporting period, Chongqing Cummins and CF Wind Power have obtained ISO 50001 Energy Management System certification.


## 重慶機電節能降耗實踐（部分）

### Our Energy Conservation Practices (Selected)

工藝改造	✓ 綜合設施管理升級，提升設施工作效率
Process upgrade	<p>Upgrade integrated facility management to improve operational efficiency</p> <ul style="list-style-type: none"> <li>— 增加廠房組合式空調變頻器，根據室內回風溫度進行變頻控制，降低空調能耗</li> </ul> <p>Install variable frequency drives for combined air conditioning units, enabling frequency control based on indoor return air temperature to reduce energy consumption</p> <ul style="list-style-type: none"> <li>— 對空氣壓縮機等設備進行智能化節能改造，建設雲系統實現用氣需求自動匹配，減少設備頻繁加卸載，恒定壓力，減少無效能耗</li> </ul> <p>Upgrade air compressors and other equipment to make them more intelligent and energy-saving by developing a cloud system to automatically distribute gas based on actual demand. It can minimize the occurrence of frequent loading and unloading, stabilize pressure, and reduce ineffective energy consumption</p>
設備更新	✓ 淘汰熔鑄工藝和水封擠壓工藝，減少天然氣的使用
Equipment update	<p>Eliminate melting and casting process and water-sealed extrusion process and reduce the use of natural gas</p> <ul style="list-style-type: none"> <li>✓ 採用節能高效的廢氣設備、電機、節能燈等</li> </ul> <p>Adopt energy-efficient exhaust treatment equipment, motors, LED lights, etc.</p> <ul style="list-style-type: none"> <li>✓ 增加儲能設備，實現錯峰用電</li> </ul> <p>Install energy storage equipment to achieve staggering power consumption</p>

(四)綠色環保責任

(IV) Environment Responsibilities

<div><div></div><div>能源使用情況 Data of Energy Consumption</div></div>				
能源消耗	Energy Consumption	單位	Unit	2024
總能耗	Total Energy Consumption	兆瓦時	MWh	182,852.99
總能耗密度	Total Energy Consumption Intensity	兆瓦時／百萬營收	MWh/million revenue	20.50
電力	Electricity	兆瓦時	MWh	111,052.64
天然氣	Natural gas	兆瓦時	MWh	35,239.52
柴油	Diesel	兆瓦時	MWh	35,410.95
汽油	Petrol	兆瓦時	MWh	1,149.88

在堅持低碳運營的基礎上，我們亦持續調整能源結構，探索開發清潔能源來源，如推進光伏和風電等可再生能源項目，以增強氣候轉型適應能力。本集團旗下的機床集團、重慶康明斯、成飛新材已經積極開展屋頂光伏系統的建設，其中，重慶康明斯積極提升光伏發電的利用效率，2024年光伏發電利用率達到89%，共計發電3,320Mwh。

While adhering to low-carbon operations, we continuously adjust our energy mix and explore the application of clean energy, such as advancing renewable energy like photovoltaic energy and wind power, so as to strengthen our climate resilience. Subsidiaries including Machine Tool Group, Chongqing Cummins, and CF Wind Power have actively implemented rooftop photovoltaic systems. Notably, Chongqing Cummins improved the utilization rate of photovoltaic power to 89% in 2024, generating a total of 3,320 MWh of electricity.





圖註：重慶康明斯分布式太陽能光伏系統

Fig. Chongqing Cummins Distributed Solar Photovoltaic System

• **產品碳足跡管理**

本集團關注產品生命周期所產生的碳排放，委託具備專業資質的第三方機構，針對部分產品開展碳足跡評估工作。未來，公司將繼續推進產品碳足跡核查，推動減碳行動的不斷深化。

• **Product carbon footprint management**

The Group focuses on carbon emissions during product life cycles. It consigns qualified third-party institutions to conduct carbon footprint assessments for selected products. In the future, the Company will continue to advance carbon footprint verification of products to deepen its efforts in decarbonization.

## (四)綠色環保責任

### (IV) Environment Responsibilities



#### 案例：鴿牌公司開展產品碳足跡核查管理

Case: Pigeon Company Conducted Carbon Footprint Verification of Products

按照ISO 14067:2018《溫室氣體—產品碳足跡—量化要求與指南》和PAS 2050:2011《商品和服務生命周期溫室氣體排放評估規範》要求，鴿牌公司聘請機構其生產的35kV交聯聚乙烯絕緣電力電纜進行碳足跡核查。經認證，產品從資源開採、原材料生產、運輸、能源生產、製造到出廠的全生命周期碳足跡為41.93kgCO<sub>2</sub>eq。

Following ISO 14067:2018 *Greenhouse Gases-Carbon Footprint of Products-Requirements and Guidelines for Quantification* and PAS 2050:2011 *Specification for the Assessment of the Life Cycle Greenhouse Gas Emissions of Goods and Services*, Pigeon Company consigned institutions to conduct carbon footprint verification for its 35kV cross-linked polyethylene insulated power cables. Certification results show the product's full life cycle carbon footprint, from resource extraction, raw material production, transportation, energy generation, manufacturing, to delivery, is 41.93 kgCO<sub>2</sub>eq.



圖註：產品碳足跡證書

Fig. Carbon Footprint Certification of the Product

#### 4.3 指標與目標

重慶機電積極開展碳排放管控，定期評估排放數據，推進附屬公司碳減排能力建設。其中，重慶康明斯已制定科學的碳中和目標和規劃，並通過持續監測相關指標，跟踪目標的實現進展，積極應對氣候變化問題。

以2018年為基準，重慶康明斯制定了分階段的減排目標：到2030年，生產活動和設施產生的溫室氣體排放減少50%，到2050年，實現全面碳中和。

#### 4.3 Indicators and Goals

The Company actively carries out carbon emission management and control, regularly evaluates emission data, and advances the building of carbon reduction capacity across its subsidiaries. Among these efforts, Chongqing Cummins has established scientific carbon neutrality goals and plans. Through continuous monitoring of relevant indicators, it tracks the progress of these targets and actively addresses climate change.

Chongqing Cummins aims to reduce greenhouse gas emissions from production activities and facilities by 50% by 2030 in phases and achieve full carbon neutrality by 2050, compared to the data in 2018.

未來，本集團將持續完善綠色低碳管理體系建設，持續加強對於氣候相關指標的管理，完善相關量化目標，從而提升氣候風險應對能力，強化企業的氣候韌性。

Moving forward, the Group will continue to improve its green and low-carbon management system, strengthen management of climate-related indicators, and refine the quantifiable targets, so as to enhance its climate resilience and better deal with climate risks.



### 溫室氣體排放 Greenhouse Gas Emissions

溫室氣體排放量	Greenhouse gas emissions	單位	Unit	2024
直接排放(範圍1) <sup>4</sup>	Direct emissions (Scope 1) <sup>4</sup>	噸二氧化碳當量 tCO <sub>2</sub> eq		17,718.07
間接排放(範圍2) <sup>5</sup>	Indirect emissions (Scope 2) <sup>5</sup>	噸二氧化碳當量 tCO <sub>2</sub> eq		64,178.64
溫室氣體排放總量 (範圍1+範圍2)	Total greenhouse gas emissions (Scope 1 + Scope 2)	噸二氧化碳當量 tCO <sub>2</sub> eq		81,896.71

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)》。
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. 採用《關於發佈2022年電力二氧化碳排放因子的公告》全國電網平均排放因子計算。
5. Calculated using the national grid average emission factor in the *Announcement on the Release of the 2022 Carbon Dioxide Emission Factors for Electricity*.

## (五) 打造和諧社區

### (V) Harmonious Community

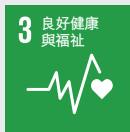


本集團在業務運營的過程中，致力於打造立足社會、回饋社會的企業文化。我們秉持共創共享的理念，與社區建立互利共贏的夥伴關係，通過傾聽社區需求、支持本地發展、推動公益項目，積極履行企業社會責任，助力社區繁榮發展，為構建包容、和諧的社會貢獻力量。

Throughout its operations, the Group is committed to fostering a corporate culture featuring social engagement and contributions to society. Adhering to the principle of “Joint Contribution and Shared Benefits”, we build mutually beneficial partnerships with the community. Through understanding their needs, supporting local development, and advancing public welfare initiatives, we actively fulfill corporate social responsibility, make contributions to a prosperous community, and strive to build an inclusive and harmonious society.

本章節所回應SDGs：

SDGs responded by this section:



本章節所涉及實質性議題：

Material issues involved in this section:

- 社區參與與公益慈善  
Community involvement and charity

## 1. 社區參與和公益慈善

本集團制定《重慶機電股份有限公司對外捐贈管理辦法》，規範捐贈相關決策程序和記錄，有效管理本集團履行社會公益責任的工作。本報告期內，我們持續拓展社會公益的履行範疇，包括向受自然災害影響的群體和國家承認的「老、少、邊、窮」等困難社會弱勢群體提供生產、生活救助的捐贈，以及對教育、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提供公益性捐贈。

## 1. COMMUNITY INVOLVEMENT AND CHARITY

The Group has formulated the *Chongqing Machinery & Electric Co., Ltd. Management Measures for External Donations* to standardize decision-making and documentation related to donation, and actively fulfills its social responsibility in accordance with the requirements. During the reporting period, we expanded the 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.



## (五) 打造和諧社區

### (V) Harmonious Community

本集團附屬公司亦已編製相關政策，推動企業積極進行社會參與。其中，重慶康明斯已針對公益事業管理設立專門的職能部門和財務預算計劃，部門的負責人員會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。公益項目經過審批後將會得到康明斯基金的支持。此外，重慶康明斯亦將殘障包容責任提升到了公司戰略的高度，以攜手各界共同推動無障礙社會建設。報告期內，重慶康明斯共有1,469人次參與公益活動，平均每人參與活動的時間為5小時。

此外，本集團亦積極承擔社會責任，持續用行動賦能鄉村振興工作。截至本報告期末，我們累計提供就業崗位700餘個、支出110余萬元，以定點採購農業物資等方式助力鄉村發展，切實助力村民增加收入，展現了企業的責任擔當。

Our subsidiaries have also formulated relevant policies to improve the social engagement of the company. Chongqing Cummins has established specialized departments and budget plans for the management of philanthropy. Responsible personnel maintain close contact with relevant departments and charitable organizations in the community to understand community needs and seek cooperation opportunities. Philanthropic projects, once approved, can receive support from the Cummins Foundation. Chongqing Cummins also elevates disability inclusion to a strategic priority, collaborating with stakeholders to advance the building of an accessible society. During the reporting period, a total of 1,469 participants from Chongqing Cummins participated in philanthropic activities, with an average participation time of 5 hours per employee.

In addition, the Group also actively fulfills its social responsibility by taking continuous steps to support rural revitalization. By the end of the reporting period, we created over 700 job positions and invested over RMB1.1 million through measures such as purchasing agricultural products to boost rural incomes, demonstrating our determination to fulfill our responsibility.





#### 案例：本集團參與踐行消費幫扶，促進農戶增收位

Case: Group's Practice of Support-through-consumption Program to Increase Farmers' Income

本集團本部鼓勵每位員工積極參與採購定點幫扶地區的鄉村振興農特產品，通過消費幫扶的形式支持重慶市墊江縣的農業發展。報告期內，本集團累計消費幫扶達13萬元。該項目惠及當地農戶及企業，亦增強了員工的社會責任意識，形成了良好的公益氛圍。

The Group encourages employees to purchase agricultural products from designated areas, thus supporting rural revitalization in Dianjiang County, Chongqing. During the reporting period, a total of RMB130,000 was spent on support-through-consumption program in rural areas. The project benefited local farmers and enterprises and raised employees' awareness of social responsibility, fostering a sound atmosphere within the Group.



#### 案例：鴿牌公司組織康養中心志願活動，弘揚敬老愛老文化

Case: Pigeon Company Organized Volunteer Activities at Senior Health and Wellness Centers, Promoting Respect and Love for the Elderly Culture

鴿牌公司團委組織青年志願者走進重慶佳瑞家康養中心，開展「弘揚家園情 溫暖老人心」主題敬老愛老志願活動。活動現場，志願者們與老人們親切互動，一同包餃子、表演文藝節目，現場氣氛溫馨融洽。此次志願服務活動不僅讓老人們感受到溫暖與關懷，也展現了鴿牌公司青年員工的社會責任感和奉獻精神，弘揚了中華民族尊老敬老的傳統美德。

Pigeon Company's Youth League Committee carried out the activity centering on "Caring for Seniors, Deepening Community Bonds" and organized volunteers to visit Jiaruijia Senior Care Center in Chongqing. Volunteers extended heartfelt regards to the elderly, making dumplings with them and performing for them, fostering a warm atmosphere. This activity not only delivered warmth and care for elderly people, but also highlighted Pigeon Company's efforts to fulfill its social responsibility and the commitment to respect elders and uphold traditional virtues.



## (五) 打造和諧社區

### (V) Harmonious Community



#### 案例：重慶康明斯鏈接共融社會各界，共繪無障礙融合藍圖

Case: Chongqing Cummins Connects and Integrates Various Sectors of Society to Co-create an Accessible and Inclusive Blueprint

2024年9月，重慶康明斯管理團隊、員工代表參與康明斯中國「愛無礙 芯動力」殘障包容峰會。通過分享企業實踐經驗，參加輪椅障礙、蒙眼足球等互動環節，與會者切身感受殘障群體的生活挑戰。作為殘障包容的先行企業，重慶康明斯亦持續探索將包容理念融入經營管理，並致力於在更廣泛的社會領域內有效推動殘障包容的機制與實踐，共同營造包容性的社會環境。

In September 2024, Chongqing Cummins' management and employees participated in the annual summit of Cummins China's Disability Inclusion Program "Love Without Barriers, Powering Disability Inclusion". Through sharing best practices and interactive activities like wheelchair obstacle courses and playing soccer blindfolded, participants gained empathy for challenges in the daily life of the disabled. As a pioneer in disability inclusion, Chongqing Cummins will integrate the philosophy into its operations and promote mechanisms and practices in more sectors, so as to create an inclusive social environment.



#### 案例：重通集團資助貧困學子就學就業，助力成材夢想

Case: CQGI Group Supported Impoverished Students in Their Education and Employment

重通集團持續開展教育幫扶，每年向西安交通大學的貧困大學生定向資助10萬元，設立專項獎學金資助品學兼優的貧困學子。同時，重通集團積極履行社會責任，為其中的優秀畢業生提供就業崗位，助力人才培養與企業發展之間的良性互動。

CQGI Group has made continuous efforts to support education, such as providing RMB100,000 annually for impoverished students at Xi'an Jiaotong University and setting scholarships for them. In addition, CQGI Group also actively fulfills its social responsibility by offering outstanding graduates employment opportunities, deepening the ties between talent development and corporate growth.

環境績效指標 Environmental Performance Indicator	指標名稱 Indicator Name	單位 Unit	2024年 2024	2023年 2023	2022年 2022
廢氣排放量 Air Emissions	氮氧化物 (NOx) Nitrogen Oxides (NOx)	千克 kg	30,362.83	83,849.81	72,614.95
	二氧化硫 (SO <sub>2</sub> ) Sulfur Dioxide (SO <sub>2</sub> )	千克 kg	5,193.38	2,651.58	548.67
	顆粒物 Particulate Matter	千克 kg	14,425.64	9,938.19	8,616.57
	一氧化碳 Carbon Monoxide (CO)	千克 kg	6,738.14	30,674.60	25,447.65
	揮發性有機化合物(VOCs) Volatile Organic Compounds (VOCs)	千克 kg	163,560.40	/	/
	溫室氣體排放量 Greenhouse Gas Emissions	噸二氧化碳當量 tCO <sub>2</sub> eq	81,896.71	73,503.44	64,923.92
	直接溫室氣體(範圍1) Direct Greenhouse Gas (Scope 1)	噸二氧化碳當量 tCO <sub>2</sub> eq	17,718.07	23,775.09	16,559.76
	間接溫室氣體(範圍2) Indirect Greenhouse Gas (Scope 2)	噸二氧化碳當量 tCO <sub>2</sub> eq	64,178.64	49,728.36	48,364.16
溫室氣體排放量 Greenhouse Gas Emissions	溫室氣體排放密度 Greenhouse Gas Emission Intensity	噸/百萬營收 Tonnes/million revenue	9.18	9.12	9.01
廢水排放量 Wastewater Discharge	廢水排放總量 Total Wastewater Discharge	噸 Tonnes	465,048	/	/
有害廢物產生量 Hazardous Waste Yield	有害廢棄物總量 Total Hazardous Waste	噸 Tonnes	3,270.74	158.72	133.64
	有害廢棄物排放強度 Hazardous Waste Emission Intensity	噸/百萬營收 Tonnes/ million revenue	0.37	0.02	0.02
	有害廢棄物處置量 Hazardous Waste Disposal	噸 Tonnes	3,270.74	/	/

關鍵績效表

Key Performance Table

環境績效指標	指標名稱	單位	2024年	2023年	2022年
Environmental					
Performance Indicator	Indicator Name	Unit	2024	2023	2022
無害廢棄物產生量 Non-Hazardous Waste Yield	無害廢棄物總量	噸	15,338.34	10,867.70	9,204.23
	Total Non-Hazardous Waste	Tonnes			
	無害廢棄物排放強度	噸/百萬營收	1.72	1.34	1.28
	Non-Hazardous Waste Emission Intensity	Tonnes/ million revenue			
	無害廢棄物處置量	噸	12,319.17	/	/
	Non-Hazardous Waste Disposal	Tonnes			
	無害廢棄物回收量	噸	3,076.22	/	/
	Non-Hazardous Waste Recycled	Tonnes			
能源消耗量 Energy Consumption	總能耗	兆瓦時	182,852.99	174,798.65	164,989.76
	Total Energy Consumption	MWh			
	總能耗密度	兆瓦時/百萬營收	20.50	21.69	22.90
	Total Energy Consumption Intensity	MWh/million revenue			
	電力	兆瓦時	111,052.64	87,196.84	84,804.78
	Electricity	MWh			
	天然氣	兆瓦時	35,239.52	57,649.76	31,427.42
	Natural gas	MWh			
	柴油	兆瓦時	35,410.95	28,576.43	47,724.18
	Diesel	MWh			
	汽油	兆瓦時	1,149.88	1,375.95	1,033.39
	Petrol	MWh			
	清潔能源使用量	兆瓦時	14,162.37	/	/
	Clean Energy Usage	MWh			
資源消耗量 Resource Consumption	總用水量	立方米	917,204	764,224	666,399
	Total water usage	m <sup>3</sup>			
	耗水強度	立方米/百萬營收	102.84	94.80	92.49
	Water Consumption Intensity	m <sup>3</sup> /million revenue			
	取水量	立方米	917,204	/	/
	Water Withdrawal	m <sup>3</sup>			
	節水量	立方米	7,119	/	/
	Water Savings	m <sup>3</sup>			
	包裝材料的總量	千克	1,788.02	2,382.23	562.17
	Total Packaging Material Weight	kg			
	包裝材料的密度	千克/百萬營收	0.20	0.30	0.08
	Packaging Material Intensity	kg/million revenue			

社會績效指標	指標名稱	單位	2024年	2023年	2022年
Social					
Performance Indicator	Indicator Name	Unit	2024	2023	2022
員工構成					
Employee Structure					
員工數量 Employee Quantity	全職員工	人	7,880	8,083	7,837
	Full-time Employees	Person			
	兼職員工	人	0	0	0
	Part-time Employees	Person			
員工性別分布 Employee Distribution by Gender	新員工	人	402	/	/
	New Employees	Person			
	男性	人	5,777	5,738	5,702
	Male	Person			
員工年齡分布 Employee Distribution by Age	女性	人	2,103	2,345	2,135
	Female	Person			
	35 歲及以下	人	3,108	2,956	3,287
	35 years old and below	Person			
員工地區分布 Employee Distribution by Region	36~45 歲	人	2,878	2,875	2,410
	36-45 years old	Person			
	46~56 歲	人	1,564	1,886	1,807
	46-56 years old	Person			
員工流失率(按性別) Employee Turnover Rate (by gender)	56 歲及以上	人	330	366	333
	56 years old and above	Person			
	中國內地	人	7,725	7,948	7,836
	Mainland China	Person			
員工流失率(按性別) Employee Turnover Rate (by gender)	港澳台地區	人	1	1	1
	Hong Kong, Macao and Taiwan	Person			
	海外地區	人	154	134	0
	Overseas region	Person			
員工流失率(按性別) Employee Turnover Rate (by gender)	男性	%	9.8	8.4	8.3
	Male				
	女性	%	6.2	8.8	5.2
	Female				

# 關鍵績效表

## Key Performance Table

社會績效指標	指標名稱	單位	2024年	2023年	2022年
Social					
Performance Indicator	Indicator Name	Unit	2024	2023	2022
員工流失率 (按年齡) Employee Turnover Rate (by age)	35 歲及以下	%	13.1	12.8	13.4
	35 years old and below				
	36~45 歲	%	7.1	5.7	4.2
	36-45 years old				
	46-56 歲	%	2.3	5.0	1.7
	46-56 years old				
	56 歲及以上	%	0.2	14.8	2.7
	56 years old and above				
	中國內地	%	8.0	8.4	7.5
員工流失率 (按地區) Employee Turnover Rate (by region)	Mainland China				
	港澳台地區	%	0	0	0
	Hong Kong, Macao and Taiwan				
	海外地區	%	0.5	0	0
	Overseas region				
職業健康安全					
Occupational health and safety					
職業健康安全 Occupational health and safety	因工死亡員工人數	人	0	0	0
	Number of work-related fatalities	Person			
	因工亡故比率	%	0	0	0
	Occupational fatality rate				
	因工損傷工作日數	天	0	0	63
	Number of work-related injury days	Day			



社會績效指標	指標名稱	單位	2024年	2023年	2022年
Social					
Performance Indicator	Indicator Name	Unit	2024	2023	2022
員工培訓和發展					
Employee Training and Development					
培訓比例 Training Percentage	員工參與培訓人次	人次	8,451	8,948	8,100
	Total Participants of Trainees	Participants			
	參與培訓員工佔員工總數比例	%	98.7	/	/
	Proportion of Trainees to the Total Number of Employees				
	男性員工參與培訓比例	%	69	78	73
	Proportion of Male Trainees to the Total Number of Trainees				
	女性員工參與培訓比例	%	31	22	27
	Proportion of Female Trainees to the Total Number of Trainees				
	高層管理人員參與培訓比例	%	4	2	1
	Proportion of Senior Management to the Total Number of Trainees				
	中層管理人員參與培訓比例	%	17	5	4
	Proportion of Middle Management to the Total Number of Trainees				
	基層員工參與培訓比例	%	79	93	95
	Proportion of Frontline Employees to the Total Number of Trainees				
	男性員工培訓平均時長	小時	27	25	9
培訓平均時長 Average Training Time	Average Training Time of Male Trainees	Hour			
	女性員工培訓平均時長	小時	37	39	8
	Average Training Time of Female Trainees	Hour			
	高層管理人員培訓平均時長	小時	56	48	39
	Average Training Time of Senior Management	Hour			
	中層管理人員培訓平均時長	小時	34	39	26
	Average Training Time of Middle Management	Hour			
	基層員工培訓平均時長	小時			
	Average Training Time of Frontline Employees	Hour	29	27	8

# 聯交所指標索引

## Reporting Guide Index

索引	編號	指標	頁碼
Index	Indicator No.	Subject Areas, Aspects, General Disclosure and KPIs	Pages
<b>A. 環境</b>			
<b>A. Environment</b>			
<b>A1 排放物</b>	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：	P81-93
		(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。	
<b>Aspect A1:</b>	General	Information on:	P81-93
<b>Emissions</b>	Disclosure	(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.	
	A1.1	排放物種類及相關排放數據。	P87
		The type of emissions and respective emissions data.	P87
	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）。	P113
		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).	P113

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
	A1.3	<p>所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位，每項設施計算）。</p> <p>Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	P90-93 P90-93
	A1.4	<p>所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位，每項設施計算）。</p> <p>Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	P93 P93
	A1.5	<p>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。</p> <p>Description of emissions target(s) set and steps taken to achieve them.</p>	P13-15 P13-15
	A1.6	<p>描述處理有害及無害廢棄物的方法，及減少目標和為達到這些目標而採取的步驟。</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>	P91-93 P91-93

## 聯交所指標索引

### Reporting Guide Index

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>A2資源使用</b>	一般披露	有效使用資源（包括能源，水及其他原材料）的政策。	P94, P108
<b>Aspect A2: Use of Resources</b>	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	P94, P108
	A2.1	按類型劃分的直接及／或間接能源（如電，氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位，每項設施計算）。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	P110 P110
	A2.2	總耗水量及密度（如以每產量單位，每項設施計算）。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P96 P96
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	P13-P15 P13-P15
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 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.	P94-95 P94-95
	A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P96 P96

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>A3環境及 天然資源</b>	一般披露	減低發行人對環境及天然資源造成重大影響的政策。	P94、P108
<b>Aspect A3: The Environment and Natural Resources</b>	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	P94、P108
	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.	P94-96、P109-110 P94-96、P109-110
<b>A4氣候變化</b>	一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	P102
<b>Aspect A4: Climate Change</b>	General Disclosure	Polices on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	P102
	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.	P98-107 P98-107

索引	編號	指標	頁碼
Index	Indicator No.	Subject Areas, Aspects, General Disclosure and KPIs	Pages
<b>B. 社會</b>			
<b>B. Social</b>			
僱傭及勞工常規			
<b>Employment and Labour Practices</b>			
<b>B1 僱傭</b>	一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	P66、P70、P73
		(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。	
<b>Aspect B1:</b>	General	Information on:	P66、P70、P73
<b>Employment</b>	Disclosure	(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.	
	B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	P121
		Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P121
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	P122
		Employee turnover rate by gender, age group and geographical region.	P122



索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>B2健康與安全</b>	一般披露	有關提供安全工作環境及保障僱員避免職業性危害的：	P75-77、P79
		(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。	
<b>Aspect B2: Health and Safety</b>	General Disclosure	Information on:	P75-77、P79
		(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.	
	B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	P122
		Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P122
	B2.2	因工傷損失工作日數。	P122
		Lost days due to work injury.	P122
	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。	P75-79
		Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P75-79

# 聯交所指標索引

## Reporting Guide Index

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>B3發展與培訓</b>	一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	P71-73
<b>Aspect B3: Development and Training</b>	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P71-73
	B3.1	按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P123 P123
	B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	P123 P123
<b>B4勞工準則</b>	一般披露	有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P66
<b>Aspect B4: Labour Standards</b>	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labour.	P66
	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.	P66-67 P66-67
	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.	P66-67 P66-67

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>營運慣例</b>			
<b>Operating Practices</b>			
<b>B5供應鏈管理</b>	一般披露	管理供應鏈的環境及社會風險政策。	P54
<b>Aspect B5.</b>	General	Policies on managing environmental and social risks of the	P54
<b>Supply Chain</b>	Disclosure	supply chain.	
<b>Management</b>			
	B5.1	按地區劃分的供應商數目。	P55
		Number of suppliers by geographical region.	P55
	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，	P55
		以及相關執行及監察方法。	
		Description of practices relating to engaging suppliers,	P55
		number of suppliers where the practices are being	
		implemented, and how they are implemented and monitored.	
	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	P56-57
		相關執行及監察方法。	
		Description of practices used to identify environmental	P56-57
		and social risks along the supply chain, and how they are	
		implemented and monitored.	
	B5.4	描述在揀選供應商時促使多用環保產品服務的慣例，以及相關	P57
		執行及監察方法。	
		Description of practices used to promote environmentally	P57
		preferable products and services when selecting suppliers,	
		and how they are implemented and monitored.	

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<b>B6產品責任</b>	一般披露	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：	P42
<b>Aspect B6:</b>	General	Information on:	P42
<b>Product</b>	Disclosure	(a) the policies; and	
<b>Responsibility</b>		(b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
	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.	P53 P53
	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.	P53 P53
	B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	P52 P52
	B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	P43 P43
	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, and how they are implemented and monitored.	P37-39 P37-39

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>B7反貪污</b>	一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的：	P34-35
		(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。	
<b>Aspect B7: Anti-corruption</b>	General Disclosure	Information on:	P34-35
		(a) the policies; and	
		(b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering.	
	B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	P35
		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.	P35
	B7.2	描述防範措施及舉報程式，以及相關執行及監察方法。	P36-37
		Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P36-37
	B7.3	描述向董事及員工提供的反貪污培訓。	P35-36
		Description of anti-corruption training provided to directors and staff.	P35-36

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### Reporting Guide Index

索引 Index	編號 Indicator No.	指標 Subject Areas, Aspects, General Disclosure and KPIs	頁碼 Pages
<b>社區</b> <b>Community</b>			
<b>B8社區投資</b>	一般披露	有關以社區參與來了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。	P115
<b>Aspect B8:</b>	General	Policies on community engagement to understand the needs	P115
<b>Community</b>	Disclosure	of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	
<b>Investment</b>			
	B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	P115
		Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P115
	B8.2	在專注範疇所動用資源（如金錢或時間）。	P116
		Resources contributed (e.g. money or time) to the focus area.	P116



尊敬的讀者：

Dear Reader,

您好！

Greetings!

感謝您閱讀《重慶機電股份有限公司2024年度環境、社會及管治(ESG)報告》。如您在報告閱讀過程中，有任何意見和建議，請不吝指正，以幫助我們在今後進一步提升可持續發展管理！

Thank you for taking the time to read the “2024 Environmental, Social, and Governance (ESG) Report of Chongqing Machinery & Electric Co., Ltd.” Should you have any comments or suggestions during your perusal of the report, please do not hesitate to provide your feedback. Your insights are invaluable in assisting us to further enhance our sustainability management in the future!

選擇性問題(請在相應位置打「✓」)

Selective Questions (Please mark “✓” in the appropriate box)

1. 對於重慶機電，您的身份是

For Chongqing Machinery & Electric, your identity is

- |  |                                   |                                   |   |
|--|-----------------------------------|-----------------------------------|---|
| <input type="checkbox"/> 政府                      | <input type="checkbox"/> 投資者      | <input type="checkbox"/> 員工       | <input type="checkbox"/> 客戶                   |
| <input type="checkbox"/> 供貨商/承包商                 | <input type="checkbox"/> 合作夥伴     | <input type="checkbox"/> 同行       | <input type="checkbox"/> 社區和公眾                |
| <input type="checkbox"/> 媒體                      | <input type="checkbox"/> 非政府組織    |                                   |   |
| <input type="checkbox"/> 其他(請注明):                |                                   |                                   |   |
| <input type="checkbox"/> Government              | <input type="checkbox"/> Investor | <input type="checkbox"/> Employee | <input type="checkbox"/> Customer             |
| <input type="checkbox"/> Supplier/Contractor     | <input type="checkbox"/> Partner  | <input type="checkbox"/> Peer     | <input type="checkbox"/> Community and Public |
| <input type="checkbox"/> Media                   | <input type="checkbox"/> NGO      |                                   |   |
| <input type="checkbox"/> Other (Please specify): |                                   |                                   |   |

2. 您對本報告的總體評價

Your overall evaluation of this report

- |                                    |                               |                                  |  |
|------------------------------------|-------------------------------|----------------------------------|--|
| <input type="checkbox"/> 非常好       | <input type="checkbox"/> 好    | <input type="checkbox"/> 一般      | <input type="checkbox"/> 較差            |
| <input type="checkbox"/> 差         |                               |                                  |  |
| <input type="checkbox"/> Excellent | <input type="checkbox"/> Good | <input type="checkbox"/> Average | <input type="checkbox"/> Below Average |
| <input type="checkbox"/> Poor      |                               |                                  |  |

## 讀者反饋

### Feedback

3. 您認為報告結構是否合理

Do you consider the structure of the report to be reasonable

☐ 非常合理

☐ 合理

☐ 一般

☐ 較不合理

☐ 不合理

☐ Very Reasonable

☐ Reasonable

☐ Average

☐ Somewhat Unreasonable

☐ Unreasonable

4. 您所關注的信息在報告中披露程度如何

How comprehensive is the disclosure of the information you are concerned about in the report

☐ 很全面

☐ 比較全面

☐ 有所涉及

☐ 涉及很少

☐ 未涉及

☐ Very Comprehensive

☐ Fairly Comprehensive

☐ Somewhat Covered

☐ Minimally Covered

☐ Not Covered

5. 您認為還有哪些關注的信息未反映在報告中

What other information of concern do you believe has not been reflected in the report?

6. 您對重慶機電ESG報告的建議

Your suggestions for the Chongqing Machinery & Electric ESG Report.

#### 反饋渠道

Feedback Channel

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