



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



2025

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、社會及管治報告守則」（「ESG守則」）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2025年1月1日至2025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合規治理、品質創新、環境保護、員工關愛、社區公益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公司（簡稱「成飛新材」）
5. 重慶氣體壓縮機廠有限責任公司（簡稱「氣壓公司」）

This Environmental, Social and Governance Report (“this Report” or the “ESG Report”) discloses the policies, strategies, objectives and overall performance of the Group’s principal businesses within the environmental, social and governance reporting scope. This ESG Report is published in accordance with the *Environmental, Social and Governance Reporting Code* (the “ESG Code”) set out in Appendix C2 to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited (“HKEX”), as well as its mandatory disclosure requirements and “comply or explain” provisions.

• REPORTING SCOPE

The timeframe disclosed in this Report is from 1 January 2025 to 31 December 2025 (the “reporting period” or “the year”). This Report aims to report on our overall performance, risks, strategies, measures and commitments for the year in five areas: compliance and governance, quality and innovation, environmental protection, employee care, and community welfare.

The Group’s principal business segments did not undergo any material changes during the reporting period. Unless otherwise specified, this Report covers the Group’s business operations in Mainland China, which include the Company and the following subsidiaries:

1. Chongqing General Industry (Group) Co., Ltd. (hereinafter referred to as “CQGI Group”)
2. Chongqing Pigeon Electric Wire & Cables Co., Ltd. (hereinafter referred to as “Pigeon Company”)
3. Chongqing Pump Industry Co., Ltd. (hereinafter referred to as “Chongqing Pump Company”)
4. Chongqing Chengfei New Material Co., Ltd. (hereinafter referred to as “CF Wind Power”)
5. Chongqing Gas Compressor Factory Co., Ltd. (hereinafter referred to as “Gas Compressor Company”)

關於本報告

ABOUT THIS REPORT

- | | |
|-------------------------------|--|
| 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. (hereinafter referred to as “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. (hereinafter referred to as “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. (hereinafter referred to as “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. (hereinafter referred to as “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. (hereinafter referred to as “Chongqing Cummins”) |

• 報告原則

在編寫報告時，本集團已遵守《環境、社會及管治報告守則》中重要性、量化、平衡、一致性的匯報原則：

報告原則 Reporting Principle

重要性
Materiality

量化
Quantitative

平衡
Balance

一致性
Consistency

• REPORTING PRINCIPLES

In preparing this Report, the Group has complied with the reporting principles of materiality, quantitative, balance, and consistency as set out in the *Environmental, Social and Governance Reporting Code*:

釋義 Definition

通過分析本集團持份者意見，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 analysing the opinions of the Group's stakeholders, significant environmental and social issues have been identified, which are prioritised for consideration and disclosure in this 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。

Data on key environmental and social performance indicators has been collected, with disclosure of the standards, methodologies, assumptions, calculation references and sources of conversion factors used for reporting emissions and energy consumption.

本ESG報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現。This ESG Report is required to provide an unbiased presentation of the Group's performance in environmental, social and governance aspects.

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

This Report employs consistent statistical methods to enable meaningful future comparisons of environmental, social and governance data. Should the methodologies or reporting scope change, we will provide explanations in the notes for stakeholders' reference.

關於重慶機電

ABOUT CHONGQING MACHINERY & ELECTRIC



關於重慶機電

ABOUT CHONGQING MACHINERY & ELECTRIC

• 公司簡介

重慶機電股份有限公司（「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。

• 集團理念

重慶機電及其附屬公司（以下統稱為「本集團」「集團」或「我們」）堅守「科技至上 創新至上」的發展理念，踐行「專業專注 共情共贏」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營運管理，努力實現「成為中國一流的裝備集團」的企業願景。

• COMPANY PROFILE

Chongqing Machinery & Electric Co., Ltd. (“Chongqing Machinery & Electric”) is a large-scale integrated equipment manufacturing enterprise in Western China, focusing on energy conservation, environmental protection, and efficient resource utilisation. It is dedicated to continuously enhancing industrial production efficiency, committed to promoting the synergistic development of industry and services, and strives forward on the path of transformation and upgrading for China's equipment manufacturing industry.

• GROUP PHILOSOPHY

Chongqing Machinery & Electric and its subsidiaries (collectively referred to as “the Group” or “we”) adhere to the development philosophy of “Technology and Innovation Primacy”, practise the core values of “Be professional and focused; be empathetic and seek win-win”, and uphold the principle of “Making Good Use of Resources and Serving Construction”, attaching great importance to corporate sustainable development, effectively utilising resources and energy, paying full attention to climate and ecological issues, and proactively undertaking corporate social responsibility. A sound corporate culture unites the various enterprises and employees of the Group, integrating social responsibility into its operational management and striving to fulfil the corporate vision of “Becoming a first-class equipment group in China”.

• 業務概覽

重慶機電主要從事設計、生產及銷售清潔能源裝備、高端智能裝備、工業服務等業務，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、數字化平台等多個領域。在各領域的營運中，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」。報告期內，重慶機電榮獲第十二屆「港股100強」兩項獎項、第十五屆中國證券金紫荊獎「卓越高質量發展上市公司獎」，並首次入選摩根士丹利編製的MSCI全球小型股指數。

• BUSINESS OVERVIEW

Chongqing Machinery & Electric is principally engaged in the design, production and sale of clean energy equipment, high-end intelligent equipment, and industrial services, and is committed to building a clean energy industrial cluster. The Group's businesses and products extensively serve various sectors, including wind power generation, hydropower generation, nuclear power, aerospace, shipbuilding, engineering machinery, system integration, automotive components, additive manufacturing, and digital platforms. In its operations across these fields, the Group continually enhances its innovation-driven capabilities and stimulates internal momentum for qualitative transformation, embodying the corporate ethos of contributing to national priorities and fulfilling its commitment to "Equipping China, Advance towards the World".

As a company listed on the HKEX, Chongqing Machinery & Electric has been recognised as an "Enterprising Listed Company" and has been selected multiple times for the "Top 500 Chinese Machinery Companies" and the "Top 500 Chinese Industrial Listed Companies". During the reporting period, Chongqing Machinery & Electric received two awards at the "Top 100 Hong Kong Listed Companies" Awards Ceremony, and was honored with the "Outstanding Listed Company for High-quality Development" at the 15th China Securities Golden Bauhinia Awards, and was included for the first time in the MSCI Global Small Cap Index compiled by Morgan Stanley.



深化可持續發展管治 DEEPENING SUSTAINABLE DEVELOPMENT 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) 理念作為企業可持續發展價值體系的重要組成部分。通過持續健全公司治理機制、倡導資源高效利用以及推動綠色技術創新，本集團不斷推動ESG要求融入日常經營活動與戰略決策之中。報告期內，集團進一步加強合規管理與風險防範能力，並積極與各類利益相關方保持溝通協作，持續推動ESG理念有效落實。

ESG管治架構

本集團董事會對ESG風險管理以及重大ESG事項的監督與決策承擔最終責任，主導ESG相關工作的規劃制定與成果審議。在董事會的指導與監督下，環境、社會及管治工作小組（「ESG工作小組」）負責識別可持續發展趨勢及潛在風險，並推動各業務部門落實相關ESG管理舉措。董事會、ESG工作小組及業務部門的主要治理職責如下：

• ESG PHILOSOPHY AND GOVERNANCE STRUCTURE

ESG Philosophy

Chongqing Machinery & Electric regards the Environmental, Social and Governance (ESG) philosophy as an integral component of its corporate sustainable development value system. By continuously improving its corporate governance mechanisms, advocating for efficient use of resources, and promoting green technology innovation, the Group has been consistently integrating ESG requirements into its daily operations and strategic decision-making. During the reporting period, the Group further enhanced its compliance management and risk prevention capabilities and actively maintained the communication and collaboration with various stakeholders, so as to promote the effective implementation of the ESG philosophy.

ESG Governance Structure

The Board of Directors of the Group bears the ultimate responsibility for overseeing and making decisions on ESG risk management and material ESG matters, leading the planning of ESG-related work and reviewing its outcomes. Under the guidance and supervision of the Board of Directors, the Environmental, Social, and Governance Working Group (the “ESG Working Group”) is responsible for identifying sustainability trends and potential risks, and driving the implementation of relevant ESG management initiatives across all business departments. The primary governance responsibilities of the Board of Directors, the ESG Working Group, and business departments are as follows:

深化可持續發展管治

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

職能機構

Functional Body

董事會

Board of Directors

ESG工作小組

ESG Working Group

業務部門

Business Departments

具體職責

Specific 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 makes decisions on material ESG matters
- 制定ESG策略及方針政策，檢視ESG工作計劃及實施成果
Formulates ESG strategies and policies, and reviews ESG work plans and implementation results
- 定期審閱ESG目標進度及績效，監督風險應對措施的落實
Regularly reviews the progress and performance of ESG targets, and supervise the implementation of risk response measures
- 識別、評估並優先排序ESG風險與機遇
Identifies, assesses, and prioritises ESG risks and opportunities
- 統籌ESG信息披露工作，並定期向董事會匯報ESG管理進展
Coordinates ESG information disclosure and reports ESG management progress regularly 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
Conducts supplementary training and related research to enhance ESG awareness among management and 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反饋ESG工作成果及風險事件
Report and provide feedback to the Working Group on ESG work results and risk incidents on a regular basis
- 在各自業務範圍內推進落實能源管理、安全生產、員工權益保障及成績考核等計劃
Carry out and implement plans for energy management, production safety, employees' rights protection, and performance assessment within their respective business scopes

ESG管理能力建設

為增強董事會及管理層的ESG管理意識和能力，本集團積極開展或參與多元化專業培訓與能力建設工作。2025年，重慶機電董事及相關管理人員先後參加香港公司治理公會在呼和浩特、福州舉辦的專題培訓，系統學習上市公司合規、可持續發展、ESG信息披露、市值管理等內容，並圍繞ESG與公司治理實踐開展交流研討。同時，在董事會換屆完成後，公司邀請香港法律顧問為新任董事及管理層開展履新培訓，重點覆蓋董事責任、合規交易、企業管治及ESG守則等內容，進一步提升治理層合規履職與ESG管理水平。

Building ESG Management Capability

To enhance the ESG management awareness and capabilities of the Board of Directors and senior management team, the Group actively conducts and participates in diversified professional training and capacity-building initiatives. In 2025, directors and relevant management personnel of Chongqing Machinery & Electric attended the specialized training sessions organised by The Hong Kong Chartered Governance Institute (HKCGI) in Hohhot and Fuzhou. They systematically studied topics including listed company compliance, sustainable development, ESG information disclosure, and market value management, and conducted in-depth exchanges and discussions on the practical integration of ESG and corporate governance. Additionally, following the transition of the Board of Directors, the Group invited its Hong Kong legal counsel to conduct induction training for new directors and management team. This training focused on topics such as directors' responsibilities, compliant transactions, corporate governance, and ESG Code, further enhancing the governance level's capabilities in compliant performance and ESG management.

深化可持續發展管治

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

• ESG風險管理

本集團ESG工作小組在董事會的指導下，對潛在或可預見對集團產生影響的ESG風險進行持續監測，並定期評估相關風險發生的可能性及影響程度。通過「識別潛在風險－評估及順序排列－確定重大風險－檢查內部管理」的管理流程，我們推動ESG風險的及早識別與有效管控。

2025年度，本集團在延續各項ESG風險管理措施的基礎上，深化對氣候變化風險潛在影響的識別，並健全氣候變化風險管理流程（詳見本報告「應對氣候變化」章節）。根據董事會審議結果，集團目前暫未識別出對營運產生重大影響的ESG風險，因此，我們主要針對「中等風險」事項進行評估和更新，並保持跟蹤與關注。

• ESG RISK MANAGEMENT

Under the guidance of the Board of Directors, the Group's ESG Working Group continuously monitors potential or foreseeable ESG risks that may affect the Group and periodically assesses the likelihood and impact of such risks. Through a management process of "Identify potential risks – Evaluate and prioritize risks – Confirm material risks – Review internal management", we promote early identification and effective control of ESG risks.

In 2025, the Group built upon its existing ESG risk management measures to deepen its identification of the potential impacts of climate change risks and enhance its climate change risk management process (for details, please refer to the "Responding to Climate Change" section of the report). Based on the review results of the Board of Directors, the Group has not yet identified any ESG risks that would have a material impact on its operations; therefore, we primarily assess and update matters classified as "medium risk" while maintaining ongoing tracking and attention.



ESG風險管理流程

ESG Risk Management Process

中等ESG風險

Medium ESG Risks

氣候物理風險與轉型風險

Climate Physical Risks
and Transition Risks

可持續供應鏈
Sustainable Supply
Chain

重慶機電的內部管理情況

Our Internal Management

維護環保合規，定期跟蹤氣候與環境政策動向並評估對於公司的影響；

持續推進節能減排項目，採用光伏發電等清潔電力；

把握能源轉型機遇，積極推動新能源產業鏈延伸相關項目，助力公司成為清潔能源綜合服務商；

強化氣候韌性建設，從部分附屬公司開始，逐步開展氣候風險影響識別與量化。

實施供應商全生命周期管理，綜合考量環境、社會、質量等多維度指標；

建立供應商分級管理機制，通過多種方式開展動態核查；

推進採購環節「可視化管控」與「數字化協同」建設；

採取綠色供應鏈建設舉措，並推動採購流程規範和《廉潔承諾書》簽署，踐行陽光採購。

Maintain environmental compliance, regularly track climate and environmental policy trends, and assess their impact on the Company.

Continuously advance energy conservation and emission reduction projects, employing clean electricity sources such as photovoltaic power.

Seize opportunities in energy transition, actively promoting projects related to the extension of the new energy industrial chain to help the Company become a comprehensive clean energy service provider.

Strengthen the development of climate resilience, starting with certain subsidiaries and gradually rolling out climate risk impact identification and quantification.

Implement the full lifecycle management for suppliers, comprehensively considering multi-dimensional indicators such as environment, society, and quality.

Establish a tiered supplier management mechanism and conduct dynamic verification through various methods.

Advance the development of “visualised control” and “digital collaboration” in the procurement process.

Adopt green supply chain initiatives, promote the standardisation of procurement processes, and ensure the signing of *Integrity Commitment* to practice transparent procurement.

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人力資源 Human Resources	<ul style="list-style-type: none">- 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測，梳理優化薪酬體系；- 對關鍵崗位人才實施重點管理，並結合企業發展需求實施多元化培訓	<ul style="list-style-type: none">- Strengthen internal controls and monitoring in human resources planning, talent recruitment, and compensation incentives, and streamline and optimise the compensation system.- Implement focused management on talent in key positions and provide diversified training tailored to the Group's development needs.
健康與安全 Health and Safety	<ul style="list-style-type: none">- 通過《安全生產管理制度彙編》，各附屬公司層層簽訂《三項管理工作目標責任書》，明確安全生產責任制，並與負責人績效掛鉤- 9家附屬公司已通過ISO 45001職業健康與安全管理體系認證- 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- 設立安全生產事故匯報機制，進行實時監控和責任追究	<ul style="list-style-type: none">- Through the <i>Compilation of Work Safety Management System</i>, each subsidiary signs the <i>Three Management Objectives Responsibility Letter</i> at all levels to clarify the work safety responsibility system and links it to the performance of the responsible personnel.- 9 subsidiaries have obtained certification for the ISO 45001 Occupational Health and Safety Management System.- Regularly conduct work safety training, hazard inspections, and observational learning to enhance safety management capabilities.- Establish a reporting mechanism for work safety incidents to facilitate real-time monitoring and accountability.
產品安全及品質 Product Safety and Quality	<ul style="list-style-type: none">- 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- 附屬公司均已通過ISO 9001或同等質量管理體系認證- 如發現潛在或實際偏差，及時深入調查並協同相關責任人跟進處理	<ul style="list-style-type: none">- Establish product quality control systems covering all subsidiaries and a mechanism for quarterly quality analysis meetings.- All subsidiaries have obtained the certification for the ISO 9001 or equivalent quality management system.- If potential or actual deviations are discovered, prompt and in-depth investigations are conducted, and follow-up actions are coordinated with the relevant responsible parties.

• ESG目標與策略

為持續提升集團的ESG管理效能，我們依據ESG管理的各項目標與量化指標，對目標進展進行跟蹤回顧，並由董事會監督實施進度及回顧評估目標成效。報告期內，我們的ESG相關目標與策略及其落實情況如下：

• ESG GOALS AND STRATEGIES

To continuously enhance the effectiveness of the Group's ESG management, we track and review the progress of our objectives against various ESG goals and quantitative indicators, with the Board of Directors supervising implementation progress and reviewing and evaluating goal effectiveness. During the reporting period, our ESG-related goals, strategies, and their implementation status are as follows:

範疇 Category	議題 Topic	目標與策略 Goals and Strategies	目標進度情況 Our Progress
社會 Social	研發創新 R&D Innovation	<ul style="list-style-type: none"> 研發投入佔比達到5.0%以上；設定累計有效發明專利數量、新增市級及以上的新技術新產品數量年度目標 Achieve an R&D investment ratio of over 5.0%; set annual targets for the number of cumulative valid invention patents, and the number of new technologies and products at the municipal level or above. 設定累計建成數字化車間和智能工廠數量目標 Set targets for the cumulative number of digital workshops and smart factories completed. 形成5個「專精特新」國家級小巨人企業 Establish 5 national-level "Specialised, Sophisticated, Differentiated, and Innovative" (SRDI) "Little Giant" Enterprises. 	年度目標已超額達成 Annual goals overachieved

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範疇 Category	議題 Topic	目標與策略 Goals and Strategies	目標進度情況 Our Progress
	清潔能源產業 集群發展機遇 Development Opportunities in the Clean Energy Industry Cluster	<ul style="list-style-type: none">做精做強存量產業，優化總體企業佈局，重點聚焦風電、工業泵、電纜、及氫能產業業務，形成顯著穩定增量 Refine and strengthen existing industries, optimise the overall corporate layout, focusing on wind power, industrial pump, cable, and hydrogen energy businesses to achieve significant and stable incremental growth.推動產業數字化與智能化升級，發展智能裝備和核心技術能力 Promote the digital and intelligent upgrading of industries, and develop intelligent equipment and core technological capabilities.	年度目標已部分達成 Annual goals partially achieved
	職業健康與安全 Occupational Health and Safety	<ul style="list-style-type: none">各附屬公司制定年度職業健康與安全方面的管理考核目標，如培訓教育合格率、設備設施合格率、作業現場監測覆蓋率、隱患整改率、員工體檢覆蓋率、無新增職業病等目標 Each subsidiary formulates annual management and assessment targets for occupational health and safety, such as the targets related to qualification rates for training and education, equipment and facilities, worksite monitoring coverage, hazard rectification rate, employee health check coverage, and zero new cases of occupational diseases.	年度目標已達成 Annual goals achieved

範疇 Category	議題 Topic	目標與策略 Goals and Strategies	目標進度情況 Our Progress
環境 Environment	能源管理 Energy Management	<ul style="list-style-type: none"> 各附屬公司進一步完善能碳管理相關規劃與指標標準，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"> 重慶康明斯：制定分階段的萬元產值能耗目標、2030年生產活動和設施產生溫室氣體減排50%目標；2050年實現全面碳中和目標 Chongqing Cummins has formulated phased targets for energy consumption per 10,000 yuan of output value, a goal to reduce GHG emissions from production activities and facilities by 50% by 2030, and a goal to achieve full carbon neutrality by 2050. 鴿牌公司：已制定中長期節能減排規劃目標 Pigeon Company has formulated the medium- and long-term energy conservation and emission reduction planning goals. 重水公司、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 Chongqing Water Company, Machine Tool Group, Chongqing Cummins, CF Wind Power, and CQGI Group continue to promote the operation of rooftop photovoltaic power generation projects. 	長期目標推進中 Long-term goals in progress
	應對氣候變化 Responding to Climate Change		
	有毒物質排放 與廢棄物 Toxic Substance Emissions and Waste	<ul style="list-style-type: none"> 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 Each subsidiary has formulated annual environmental management targets, such as the control of environmental pollution incidents, hazardous waste disposal qualification rate, and pollutant emission compliance. 	年度目標已達成 Annual goals achieved.

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範疇 Category	議題 Topic	目標與策略 Goals and Strategies	目標進度情況 Our Progress
	水資源管理 Water Resource Management	<ul style="list-style-type: none">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2024年的用水量為基準，在2030年降低30%用水量 Some subsidiaries have set annual water consumption targets; specifically, Chongqing Cummins has formulated a long-term water usage target, planning to reduce water consumption by 30% by 2030, with the 2024 water consumption as the baseline.	年度目標已達成 Annual goals achieved 長期目標推進中 Long-term goals in progress
治理 Governance	董事會多元化 Board Diversity	<ul style="list-style-type: none">確保董事會至少包含一名女性董事 Ensure at least one female director in the Board of Directors	年度目標已完成 Annual goals achieved

ESG榮譽與認可

本集團始終將ESG作為重要發展理念，堅持統籌兼顧，致力實現經濟效益、環境效益與社會效益協同共進、均衡發展。2025年，集團在斬獲高質量發展相關榮譽與認可的同時，多項主流ESG評級獲得躍升，各層面表現躋身行業領先水平，充分彰顯了本集團在可持續發展踐行方面的扎實成效與持續投入。

ESG HONOURS AND RECOGNITION

The Group has always regarded ESG as a crucial development philosophy, adhering to a coordinated approach and striving to achieve synergistic and balanced progress across economic, environmental and social benefits. In 2025, while securing honours and recognition for its high-quality development, the Group also achieved upgrades in several mainstream ESG ratings. Its performance across various aspects has reached leading industry standards, fully demonstrating the Group's solid results and continuous investment in sustainable development practices.

獲多重獎項認可：重慶機電高質量發展與可持續能力雙優

Received Multiple Awards Recognition: Chongqing Machinery & Electric excels in both high-quality development and sustainability capabilities

獎項的獲得是對公司治理水平、經營質量與可持續發展能力、信息披露與投資者關係管理等方面的權威認可。2025年，重慶機電榮獲多重上市公司獎項，彰顯了我們在高質量發展可持續發展成效方面的綜合實力：

The receipt of relevant awards serves as authoritative recognition of the Group's performance in corporate governance, operational quality, sustainable development capabilities, information disclosure and investor relations management. In 2025, Chongqing Machinery & Electric was awarded multiple honors for listed companies, demonstrating our comprehensive strength in achieving high-quality and sustainable development:

- 2025第十五屆香港國際金融論壇暨中國證券「金紫荊獎」：「卓越高質量發展上市公司」「卓越上市公司董事會秘書」
The 15th Hong Kong International Financial Forum 2025 and the China Securities "Golden Bauhinia Awards": "Outstanding Listed Company for High-quality Development" and "Outstanding Board Secretary of a Listed Company"



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- 2025香港財富管理高峰論壇暨第十二屆「港股100強」頒獎典禮：「小型企業50強」「飛騰企業獎」
The 2025 Hong Kong Wealth Management Summit & The 12th "Top 100 Hong Kong Listed Companies" Awards Ceremony: "Top 50 Small Enterprises" and "Rapid Growth Enterprise Award"



- 第二屆《聚董秘》上市公司評選：「聚董秘百佳IRM公司」「聚董秘百佳董秘」「聚董秘百佳IRD」
The 2nd JDM Prize Selection: "JDM Top 100 IRM Companies", "JDM Top 100 Board Secretaries" and "JDM Top 100 IRDs"



國家級專精特新「小巨人」企業認定，創新賦能產業高質量可持續發展

Recognition as National-level SRDI “Little Giant” Enterprises: Innovation Empowers High-Quality and Sustainable Industrial Development

集團持續培育創新型企業，催生出一批技術領先、模式創新的行業標杆。2025年，本集團附屬公司成飛新材成功獲批第七批專精特新「小巨人」企業，重通集團、氣壓公司、機床集團、盟訊公司順利通過國家級「專精特新」小巨人企業覆核，創新發展實力持續鞏固。

The Group has continuously nurtured innovative enterprises and fostered a number of industry benchmarks with leading technologies and innovative models. In 2025, CF Wind Power was successfully approved as a national-level SRDI “Little Giant” Enterprise in the seventh batch. Meanwhile, CQGI Group, Gas Compressor Company, Machine Tool Group and Unication Electronic Technology smoothly passed the re-assessment for national-level SRDI “Little Giant” Enterprises, further consolidating the Group’s innovation-driven development strength.

「機械工業科學技術獎」認可，關鍵技術突破與創新發展並進

Recognition by the Science and Technology Award of China Machinery Industry: Synchronized Breakthroughs in Key Technologies and Innovative Development

集團高度重視核心技術研發與成果轉化，技術創新能力獲得行業權威認可。2025年，多家附屬公司憑藉關鍵核心技術突破，榮獲機械工業科學技術獎：

The Group attaches great importance to core technology R&D and achievement transformation, and its technological innovation capabilities have been highly recognized by industry authorities. In 2025, a number of affiliates won the Science and Technology Award of China Machinery Industry for breakthroughs in key core technologies:

- 機床集團憑藉高性能五軸數控系統及其重大工程應用項目，斬獲機械工業科學技術獎一等獎；
Machine Tool Group won the First Prize of the China Machinery Industry Science and Technology Award for its High-Performance 5-axis CNC System and Its Major Engineering Application.
- 重通集團高效低噪複雜氣體離心透平裝備研發及應用項目、重泵公司自我調整高效除鱗機關鍵技術及應用項目、盟訊公司生產過程質量控制系列國家標準研製與應用項目，共同榮獲機械工業科學技術獎二等獎。
CQGI Group (R&D and Application of High-Efficiency and Low-Noise Complex Gas Centrifugal Turbine Equipment), Chongqing Pump Company (Key Technology and Application of Adaptive High-Efficiency Descaling Machine), and Unication Electronic Technology (Development and Application of a Series of National Standards for Production Process Quality Control) jointly won the Second Prize of the China Machinery Industry Science and Technology Award.

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重慶市重大技術裝備首台(套)認定，助力清潔能源、綠色低碳裝備升級

Recognition as Chongqing First Set(s) of Major Technical Equipment: Boosting the Upgrade of Clean Energy and Green Low-Carbon Equipment

集團聚焦高端裝備自主可控，持續在清潔能源、綠色低碳裝備領域開展關鍵核心技術攻關，多項裝備實現技術突破與示範應用。2025年，附屬公司三大裝備項目成功獲評重慶市首台(套)重大技術裝備：

Focusing on the independent control of high-end equipment, the Group has continuously tackled key core technologies in the fields of clean energy and green low-carbon equipment, achieving technological breakthroughs and demonstration applications in a number of equipment. In 2025, three major equipment projects of affiliates were successfully recognized as Chongqing First Set(s) of Major Technical Equipment:

- 重通集團：風光制氫合成氨用製冷壓縮機，促進可再生能源高效利用；
CQGI Group: Refrigeration Compressor for Wind-Solar Hydrogen Production and Ammonia Synthesis, promoting the efficient utilization of renewable energy.
- 氣壓公司：M型高轉速CNG壓縮機，支撐天然氣清潔高效利用；
Gas Compressor Company: M-type High-Speed CNG Compressor, supporting the clean and efficient utilization of natural gas.
- 成飛新材：風力發電機組風輪葉片，服務風電新能源裝備升級。
CF Wind Power: Wind Turbine Blades for Wind Power Generators, serving the upgrade of wind power new energy equipment.

利益相關方溝通

為準確了解並回應各方的核心訴求，重慶機電根據業務性質、行業趨勢及經營現狀，系統性地識別出與營運密切相關的利益相關方群體，並建立了常態化、多元化的溝通渠道與反饋機制。

報告期內，我們持續深化與各利益相關方的溝通交流，通過調研問卷、電子郵件及現場交流等多種形式，及時洞察並回應相關方訴求，不斷優化ESG管理實踐，著力提升可持續發展能力與企業長期價值。

STAKEHOLDER COMMUNICATION

To accurately understand and respond to the core demands of various stakeholders, Chongqing Machinery & Electric systematically identifies stakeholder groups closely related to its operations based on the nature of its business, industry trends and current operating conditions, and has established regular and diverse communication channels and feedback mechanisms.

During the reporting period, we continued to deepen engagement with all stakeholders. Through various methods such as surveys, emails and face-to-face communication, we promptly identified and responded to stakeholder concerns, continuously optimizing our ESG management practices and focusing on enhancing our sustainable development capabilities and long-term corporate value.

利益相關方 Stakeholders	關注議題 Key Topics	溝通方式和渠道 Communication Methods and Channels
股東及投資者 Shareholders and Investors	<ul style="list-style-type: none"> 公司治理 Corporate Governance 合規經營 Compliance in Operations 商業道德與反貪腐 Business Ethics and Anti-corruption ESG治理 ESG Governance 清潔技術機遇 Opportunities in Clean Tech 應對氣候變化 Responding to Climate Change 	<ul style="list-style-type: none"> 股東周年會 Annual general meeting 年報、中期報告及公告 Annual reports, interim reports and announcements 現場參觀及投資者會議 Site visits and investor meetings 業績路演 Performance roadshows 公司網站及新媒體平台 Company website and new media platforms
客戶 Customers	<ul style="list-style-type: none"> 研發創新 R&D and Innovation 產品品質與安全 Product Quality and Safety 客戶服務與權益 Customer Service and Rights 數據安全與隱私保護 Data Security and Privacy Protection 	<ul style="list-style-type: none"> 客戶滿意度調查 Customer satisfaction survey 售後服務與投訴渠道 After-sales service and complaint channels 產品展銷會 Product exhibitions and trade fairs 公司網站及新媒體平台 Company website and new media platforms

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利益相關方 Stakeholders	關注議題 Key Topics	溝通方式和渠道 Communication Methods and Channels
員工 Employees	<ul style="list-style-type: none"> 職業健康與安全 Occupational Health and Safety 員工權益與福利 Employee Rights and Welfare 員工發展與培訓 Employee Development and Training 多元平等與合規僱傭 Diversity, Equality and Compliant Employment 	<ul style="list-style-type: none"> 工會 Trade Union 職工代表大會 Employee representative congress 董事長信箱 Chairman's mailbox 反饋渠道與持續溝通 Feedback channels and continuous communication
政府及監管機構 Government and Regulatory Authorities	<ul style="list-style-type: none"> 合規經營 Compliance in Operations 能源管理 Energy Management 水資源管理 Water Resource Management 污水排放與管理 Wastewater Discharge and Management 廢氣排放與管理 Waste Gas Emissions and Management 有害物質與廢棄物管理 Hazardous Substances and Waste Management 	<ul style="list-style-type: none"> 會議交流 Meetings and exchanges 信息披露 Information disclosure 監督檢查 Supervision and inspection
供應商及合作夥伴 Suppliers and Partners	<ul style="list-style-type: none"> 供應鏈管理 Supply Chain Management 數據安全與隱私保護 Data Security and Privacy Protection 產品品質與安全 Product Quality and Safety 研發創新 R&D and Innovation 	<ul style="list-style-type: none"> 現場調研與走訪 On-site research and visits 供應商考核與評估 Supplier evaluation and assessments 日常溝通會議 Routine Communication Meetings 公開招投標會議 Public bidding meetings
行業協會 Industry Associations	<ul style="list-style-type: none"> 研發創新 R&D and Innovation 產品品質與安全 Product Quality and Safety 知識產權保護 Intellectual Property Protection 	<ul style="list-style-type: none"> 參與標準制定 Participation in standard setting 行業交流會議 Industry exchange meetings 產學研合作項目 Industry-academia-research collaboration projects
社區 Community	<ul style="list-style-type: none"> ESG治理 ESG Governance 鄉村振興與社區共建 Rural Revitalization and Community Co-construction 	<ul style="list-style-type: none"> 社區活動參與 Participation in community activities 員工志願者活動 Employee volunteer activities

• 重要性議題評估

報告期內，重慶機電延續國內外可持續發展前沿趨勢及監管要求，並結合業務營運實際，進一步完善了重要性議題的識別與評估工作。本集團參考了國際及國內主流披露框架的各項要求及同行實踐，對重要性議題清單進行了動態更新，旨在為準確識別與管理自身的風險及機遇提供重要依據，為精準回應外界訴求提供披露框架，並構建年度重要性議題矩陣。

• MATERIALITY ASSESSMENT

During the reporting period, Chongqing Machinery & Electric continued to follow leading domestic and international sustainable development trends and regulatory requirements, and combining these with the realities of its business operations, further refined the identification and assessment of its material topics. The Group has referenced the various requirements of major international and domestic disclosure frameworks and peer practices to dynamically update its list of material topics, which aims to provide a crucial basis for accurately identifying and managing its own risks and opportunities, offer a disclosure framework for precisely responding to external requests, and construct an annual matrix of material topics.

深化可持續發展管治

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

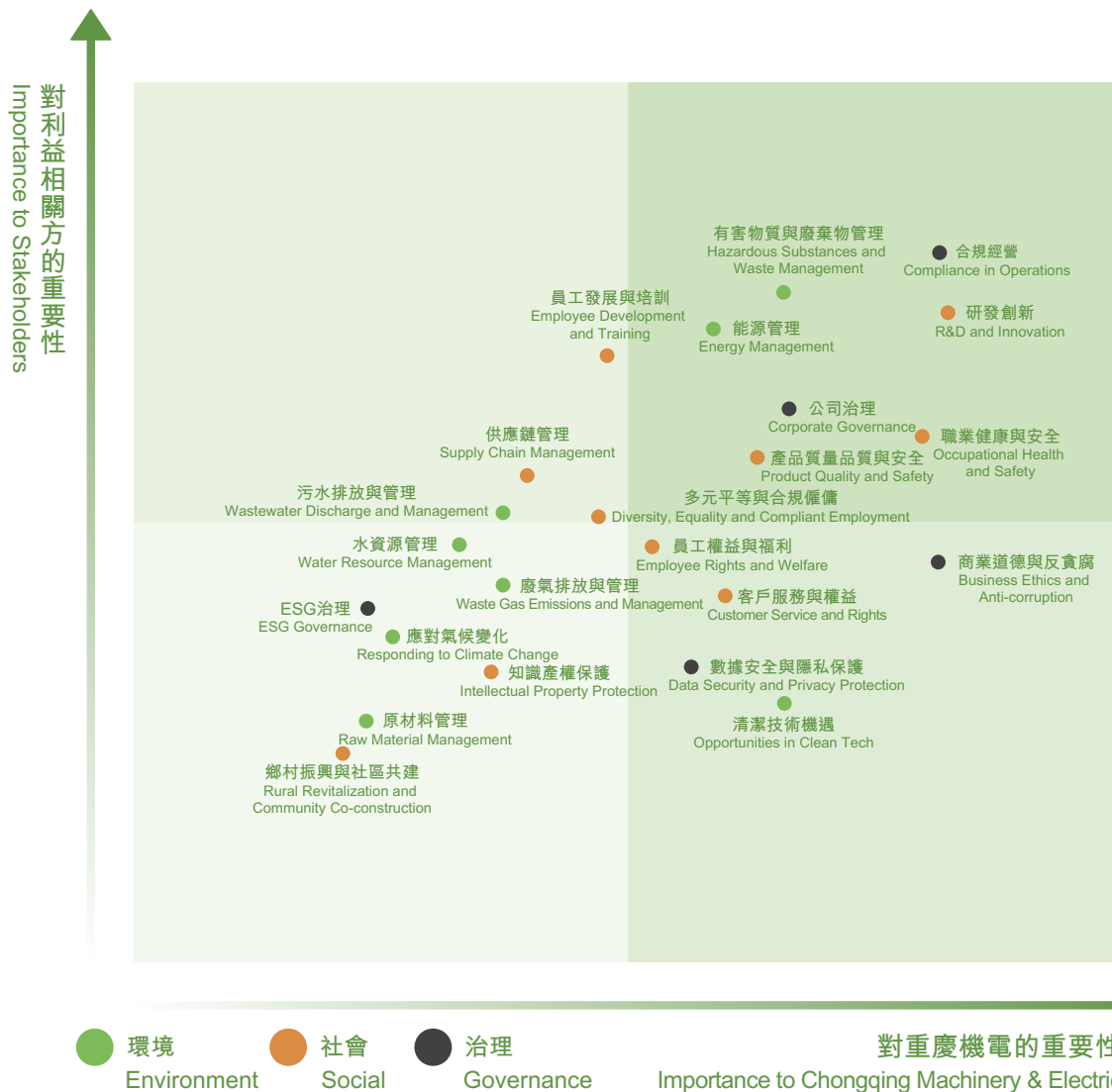
2025年，我們系統開展了重要性議題評估工作，具體分為以下四個步驟：

In 2025, we systematically conducted a materiality assessment, which was specifically divided into the following four steps:



重慶機電重要性議題評估流程

Chongqing Machinery & Electric's Materiality Assessment Process



重慶機電2025年ESG重要性議題矩陣
Chongqing Machinery & Electric's 2025 ESG Materiality Matrix

深化可持續發展管治

DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

環境議題 Environmental Topics



污水排放與管理
Wastewater Discharge and Management

廢氣排放與管理
Waste Gas Emissions and Management

能源管理
Energy Management

水資源管理
Water Resource Management

有害物質與廢棄物管理
Hazardous Substances and Waste Management

原材料管理
Raw Material Management

應對氣候變化
Responding to Climate Change

清潔技術機遇
Opportunities in Clean Tech

社會議題 Social Topics



職業健康與安全
Occupational Health and Safety

員工權益與福利
Employee Rights and Welfare

員工發展與培訓
Employee Development and Training

多元平等與合規僱傭
Diversity, Equality and Compliant Employment

知識產權保護
Intellectual Property Protection

研發創新
R&D and Innovation

供應鏈管理
Supply Chain Management

產品質量品質與安全
Product Quality and Safety

客戶服務與權益
Customer Service and Rights

鄉村振興與社區共建
Rural Revitalization and Community Co-construction

治理議題 Governance Topics



商業道德與反貪腐
Business Ethics and Anti-corruption

合規經營
Compliance in Operations

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) 規範治理，夯實責任經營

(I) Standardising Governance
to Consolidate Responsible
Operations



(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

本章節所回應SDGs：

SDGs addressed in this chapter:



本章節所涉及實質性議題：

Material topics covered in this chapter:

- 合規經營、公司治理、商業道德與反貪腐、數據安全與隱私保護

Compliance in operations, corporate governance, business ethics and anti-corruption, 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》等相關法律法規及監管要求，不斷完善集團組織架構與職責劃分，規範決策流程，構建起股東會、董事會、管理層協同運作的治理架構，形成穩健高效的的公司治理體系。

1. CORPORATE GOVERNANCE

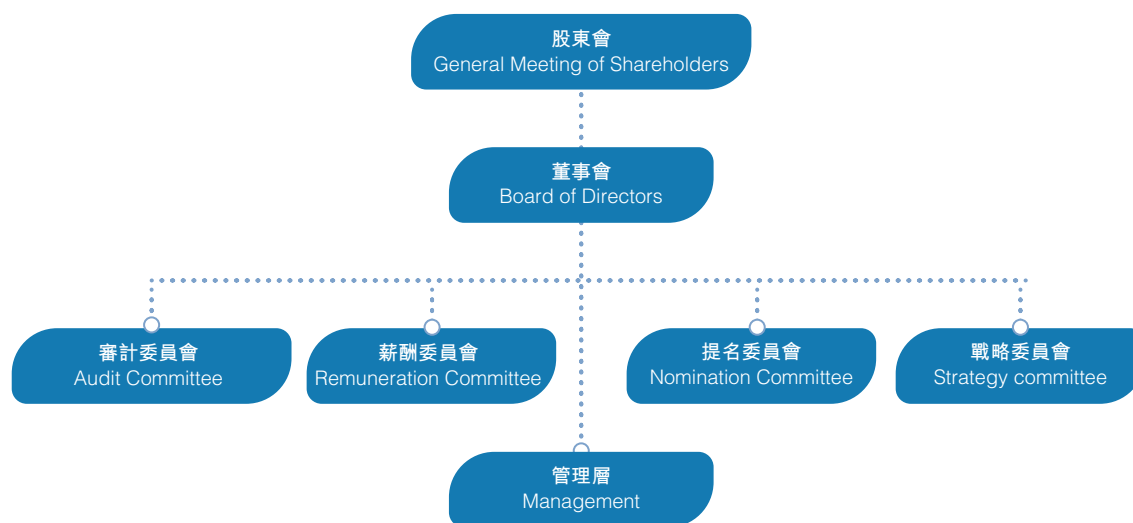
Chongqing Machinery & Electric strictly adheres to relevant laws, regulations and regulatory requirements such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, continuously improving the Group's organisational structure and division of responsibilities, standardising decision-making processes, and building a governance structure where general meetings of shareholders, the Board of Directors, and management work in concert, forming a robust and efficient corporate governance system.

作為集團的最高權力機關，股東會嚴格按照《中華人民共和國公司法》及《公司章程》規範運作，確保會議召集與召開合法合規。本集團秉持公平的原則對待所有股東，切實保障每位股東依法享有的各項權利。

As the highest authority of the Group, general meetings of shareholders operate in strict accordance with the *Company Law of the People's Republic of China* and the *Articles of Association*, ensuring that the meetings are convened and held in compliance with applicable laws and regulations. The Group treats all shareholders equitably and fully safeguards the legal rights of every shareholder.

1.1 治理架構與職責分工

1.1 Governance Structure and Division of Responsibilities



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，並下設審計委員會、薪酬委員會、提名委員會和戰略委員會，為公司在各關鍵領域的決策提供專業支持和有效監督。審計委員會在公司治理中履行重要監督職責，監督管理層依照法律法規及《公司章程》勤勉履職，切實維護股東及其他利益相關者的合法權益。

The Board of Directors of Chongqing Machinery & Electric is responsible for the overall governance and business development of the Group, and has established an Audit Committee, a Remuneration Committee, a Nomination Committee, and a Strategy Committee to provide professional support and effective supervision for the Company's decision-making in key areas. The Audit Committee performs a crucial supervisory role in corporate governance, overseeing management's diligent performance of their duties in accordance with laws, regulations, and the *Articles of Association*, and effectively protecting the legitimate rights and interests of shareholders and other stakeholders.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

本集團嚴格遵循《中華人民共和國公司法》等相關法律法規，依據《公司章程》《董事會議事規則》等制度規定的條件與程序開展工作，依法合規召開股東會、董事會，規範董事選任流程，保障董事會運作及各項決策科學高效。

The Group strictly complies with the *Company Law of the People's Republic of China* and other relevant laws and regulations, operating in accordance with the conditions and procedures stipulated in its systems, including the *Articles of Association* and the *Rules of Procedure for the Board of Directors*. It convenes general meetings of shareholders and meetings of the Board of Directors in a lawful and compliant manner, standardises the director selection process, ensuring the scientific and effective operation of the Board of Directors and its various decisions.

關鍵績效：

Key Performance:

2025年，本集團召開股東會2次，召開董事會11次

In 2025, the Group convened 2 general meetings of shareholders and 11 Board of Directors meetings.

1.2 董事會多元化與獨立性

• 董事會多元化

董事會的多元化與獨立性，有助於公司更高效應對複雜多變的市場環境，推動公司提升治理效能與決策質量。本集團在確定董事會成員構成時，基於多元化原則，綜合考慮性別、年齡、文化教育背景、專業背景、履職經歷及技術能力等多方面因素，持續優化董事會結構。本報告期內，女性董事增至2人，佔董事總數的20%。同時，我們結合董事專業背景及履職經歷等因素組建專業委員會。例如，審計委員會主席由具備會計、金融、財務管理相關專業背景及豐富履職經驗的獨立非執行董事擔任，以充分發揮其專業優勢。

1.2 Board Diversity and Independence

• Board Diversity

The diversity and independence of the Board of Directors help the Company respond more effectively to a complex and ever-changing market environment, enhancing its governance efficiency and decision-making quality. When determining the composition of the Board, the Group adheres to the principle of diversity, taking into account a comprehensive range of factors including gender, age, cultural and educational background, professional background, professional experience, and technical capabilities to continuously optimise the Board's structure. During the reporting period, the number of female directors increased to two, accounting for 20% of the total number of directors. We have also established professional committees based on factors such as the directors' professional backgrounds and experience. For example, the chairman of the Audit Committee is an independent non-executive director with a professional background in accounting, finance, and financial management and extensive professional experience, ensuring their professional strengths are fully utilised.

• 董事會獨立性

重慶機電嚴格遵守港交所《企業管治守則》及《香港聯合交易所有限公司證券上市規則》相關規定，嚴格執行《上市公司獨立董事管理辦法》，確保決策過程的公平性與客觀性。集團充分發揮獨立非執行董事在公司治理中的監督與制衡作用，推動集團持續規範運作，助力企業實現高質量發展。

• Board Independence

Chongqing Machinery & Electric strictly complies with the relevant provisions of the *Corporate Governance Code of the Hong Kong Stock Exchange, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, as well as the *Guidelines for Independent Directors of Listed Companies* to ensure the fairness and objectivity of decision-making process. The Group fully leverages the supervisory and balancing role of independent non-executive directors in corporate governance, promoting standardised operations and supporting the enterprise's high-quality development.

關鍵績效：

Key Performance:

截至本報告期末，重慶機電董事會成員共10名，其中執行董事3名、非執行董事3名（含1名女性董事）、獨立非執行董事4名（新增1名女性董事）。

As at the end of the reporting period, the Board of Directors of Chongqing Machinery & Electric comprised 10 members in total, including 3 executive directors, 3 non-executive directors (including 1 female director), and 4 independent non-executive directors (with the addition of 1 new female director).

1.3 投資者權益保護

本集團始終高度重視投資者權益保護，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、監管要求及《公司章程》規定，制定並執行《投資者關係管理制度》《信息披露制度》等管理辦法，持續完善投資者關係管理與信息披露體系，切實保障投資者合法權益。

1.3 Protection of Investor Rights

The Group has always placed great importance on the protection of investor rights. In strict accordance with 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*, regulatory requirements, and the *Articles of Association*, the Group has formulated and implemented management systems such as the *Investor Relations Management System* and the *Information Disclosure System*. This ensures the continuous improvement of our investor relations management and information disclosure frameworks, effectively safeguarding the legitimate rights and interests of investors.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

本集團注重與股東、債權人及潛在投資者的持續溝通，通過股東會、業績發佈會、路演推介、投資者交流會議、媒體溝通等多元渠道，向資本市場傳遞公司業務佈局、經營進展與發展戰略，助力投資者全面、客觀認知公司價值。同時，我們在合規前提下加強雙向交流，及時收集、回應投資者核心關切，並將合理建議反饋至管理層，持續優化溝通機制與方式。

在組織保障方面，本集團自2023年前瞻性構建起「投資者關係管理、信息披露與對外宣傳」一體化工作模式，持續優化並經實踐檢驗。在管理層領導下，我們組建起涵蓋董事會辦公室、市場運行部、財務部、產業發展部等職能的跨部門路演執行團隊，高效協同推進投資者溝通工作，為維護市場形象、穩定投資者預期及推動公司長期穩健發展夯實基礎。

The Group focuses on maintaining continuous communication with shareholders, creditors, and potential investors. Through diverse channels such as general meetings of shareholders, performance announcements, roadshows, investor briefings, and media communications, we convey the Group's business layout, operational progress, and development strategies to the capital market, helping investors gain a comprehensive and objective understanding of the Group's value. At the same time, while ensuring compliance, we enhance two-way communication by promptly gathering and responding to investors' key concerns and feeding their reasonable suggestions back to the management, thereby continuously optimising our communication mechanisms and methods.

In terms of organisational support, the Group proactively established an integrated working model for "Investor Relations Management, Information Disclosure, and External Publicity" in 2023, which has been continuously optimised and tested in practice. Under the leadership of the management, we have formed a cross-departmental roadshow team comprising representatives from the Board Office, Market Operations Department, Finance Department, and Industrial Development Department. This team works with high efficiency and synergy to advance investor communication efforts, laying a solid foundation for maintaining our market image, stabilising investor expectations, and promoting the Company's long-term, steady growth.

關鍵績效：

Key Performance:

報告期內，本集團共披露公告56份，其中自願公告5份、其他臨時公告34份、定期公告5份；開展年度業績路演2次、專題反向路演3次、線上線下投資者交流20次，全年累計接待投資者644人，回訪投資者161人。

During the reporting period, the Group disclosed a total of 56 announcements, including 5 voluntary announcements, 34 other temporary announcements, and 5 periodic announcements. We conducted 2 annual performance roadshows, 3 thematic reverse roadshows, and 20 online and offline investor exchanges, receiving a cumulative total of 644 investors and following up with 161 investors throughout the year.

1.4 合規管理與風險控制

重慶機電持續完善合規管理和風險控制體系，通過定期開展風險評估，制定並實施針對性的風險應對措施，有效加強對各類風險事項的管控。集團制定並實施《內部控制管理制度》《風險管理辦法》《合規管理制度》《重大突發事項處理制度》等製度文件，強化內部審計與監督機制，推動內控缺陷及時整改，持續提升整體風險控制能力，為公司穩健發展提供有力保障。

• 內部控制

本集團董事會對公司整體層面的內部控制負責，審計合規部負責內部控制的日常監督。2025年，集團持續推進內部控制體系建設，組織完成股份本部及附屬公司年度內控自查自評、內控監督評價工作，系統識別並整改內控缺陷，全面強化風險控制能力。同時，集團指導10家附屬公司完成《公司章程》修訂，進一步夯實公司治理基礎。本年度，我們推進全級次企業年度制度清理工作，系統梳理制度2,616個，完成制定、修改、廢止相關制度425項，推動制度體系與業務需求、法規要求高效適配。

1.4 Compliance Management and Risk Control

Chongqing Machinery & Electric continuously improves its compliance management and risk control systems. By conducting regular risk assessments and formulating and implementing targeted risk response measures, the Group effectively strengthens its control over various risk matters. The Group has formulated and implemented institutional documents such as the *Internal Control Management System*, the *Risk Management Measures*, the *Compliance Management System*, and the *Major Emergency Handling System*. These measures have enhanced internal audit and supervision mechanisms and promptly rectified internal control deficiencies, and continuously improved our overall risk control capabilities, thus promoting a strong guarantee for the Company's steady growth.

• Internal Control

The Group's Board of Directors is responsible for the overall internal control of the Company, with the Audit and Compliance Department overseeing its day-to-day supervision. In 2025, the Group continued to advance the construction of its internal control system, organising the completion of annual internal control self-inspections, self-assessments, and supervisory evaluations for the headquarters and its subsidiaries to systematically identify and rectify internal control deficiencies and comprehensively strengthen risk control capabilities. Concurrently, the Group guided 10 subsidiaries in revising their *Articles of Association* to further solidify their corporate governance foundations. During the year, we also promoted an annual review of systems across all levels of the enterprise, systematically reviewed 2,616 policies and completing the formulation, amendment, or abolition of 425 related policies to ensure that the institutional framework is effectively aligned with business needs and regulatory requirements.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

在內部審計方面，集團設置《審計工作計劃表》，明確審計工作的內容和時間安排。報告期內，集團有序開展經濟責任審計、戰略審計及投資項目後評價等工作，圍繞審計發現的問題持續督導整改落實。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，提交公司黨委會審定，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。

In terms of internal audit, the Group has established an Audit Work Plan, which specifies the content and schedule for audit activities. During the reporting period, the Group systematically conducted the economic responsibility audits, strategic audits, and post-investment project evaluations, and continuously supervised the implementation of rectifications for issues identified during these audits. The rectification outlined in audit reports would be reviewed by the joint committee for economic responsibility audits before being submitted to the Company's Party Committee for approval. The Audit and Compliance Department then issues an audit rectification notice to the audited party, requiring them to implement the corresponding corrective measures. The Audit and Compliance Department also develops a register for audit findings to regularly track progress until all issues are resolved, forming a closed-loop management system for audit rectifications.

關鍵績效：

Key Performance:

2025年，本集團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，全年累計審核本部議題議案150項、經濟合同174份、制度21項，審查率100%；組織完成合規管理重點任務整改驗收，附屬公司問題整改完成率達100%。

In 2025, the Group's Audit and Compliance Department reviewed rules and regulations, significant economic contracts, and major decision-making matters for legal and regulatory compliance. Throughout the year, it reviewed a cumulative total of 150 topics and proposals for the headquarters, 174 economic contracts, and 21 systems, achieving a review rate of 100%. The department also organised and completed the rectification and acceptance of key compliance management tasks, with subsidiaries achieving a 100% completion rate for issue rectification.

風險管理

重慶機電建立涵蓋戰略風險、財務風險、營運風險、法律風險及綜合管理風險五大類、共39個具體指標的風險管理模型，並從風險影響程度和發生可能性兩個維度設置評估標準。結合年度經營目標，集團對風險指標設置預警值和閾值，實施風險等級量化管理，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，並持續跟蹤應對進展。

Risk Management

Chongqing Machinery & Electric has established a risk management model covering five major categories—strategic risk, financial risk, operational risk, legal risk, and general management risk—encompassing a total of 39 specific indicators. The Group has set assessment criteria based on two dimensions: the degree of risk impact and the likelihood of occurrence. In line with its annual business objectives, the Group sets warning values and thresholds for risk indicators to implement quantitative management of risk levels. It has also established various response strategies, such as risk retention, allocation, hedging, and mitigation, formulating specific countermeasures and continuously tracking their implementation progress.



風險預警機製圖

Diagram of the Risk Warning Model

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

為強化風險識別與管控，報告期內，集團通過四次季度風險排查機制，對40項附屬公司存量風險實施分級管理與動態監控，持續推動風險化解與等級調整。針對識別出的高風險事項，集團建立《重大經營風險事件處置台賬》，實施按月跟蹤與動態管控。通過多項措施協同推進，部分經營風險等級由「高」調整為「中」，風險防控成效得到有效體現。同時，集團還針對附屬公司突出風險問題開展專項清理，強化重點領域風險管控。此外，集團建立了風險防控部門聯動機制，每季度定期召開會議，重點研判近期風險事項，提升風險聯防聯控能力。

To strengthen risk identification and control, the Group implemented a four-time quarterly risk screening mechanism during the reporting period, conducting graded management and dynamic monitoring of 40 existing risks at its subsidiaries, and continuously promoting risk mitigation and level adjustments. For identified high-risk matters, the Group established a *Ledger for Major Operational Risk Incident* to facilitate monthly tracking and dynamic control. Through the coordinated implementation of multiple measures, the levels of certain operational risks were successfully downgraded from “high” to “medium”, effectively demonstrating the success of our risk prevention and control efforts. Concurrently, the Group launched special clean-up initiatives targeting prominent risk issues at subsidiaries to enhance risk management in key areas. Furthermore, the Group has established a cross-departmental risk prevention and control linkage mechanism, holding regular quarterly meetings to focus on assessing recent risk matters and enhancing joint prevention and control capabilities.

此外，在合規文化建設方面，集團持續加強法治宣傳與合規培訓，全年開展多形式普法活動，進一步增強全員依法合規意識和風險防範能力。

Additionally, in terms of building a compliance culture, the Group has continued to strengthen legal publicity and compliance training, conducting various forms of legal awareness activities throughout the year to further enhance the legal compliance awareness and risk prevention capabilities of all employees.

關鍵績效：

Key Performance:

2025年，本集團共計開展風險管理、依法治企等相關培訓6次，共計300餘人次線下參培，累計培訓時長約900小時。

In 2025, the Group conducted a total of 6 training sessions related to risk management and legal corporate governance, with over 300 participants attending in person, accumulating approximately 900 hours of training.



案例：本集團開展「依法治企進企業」活動

Case: The Group Launched the “Law-Based Governance in Enterprises” Initiative

本集團組織卡福公司、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《專利法》、《民法典》合同編司法解釋、金融機構合規管理等主題開展了5場專題線下培訓，以提升附屬公司的內部法治和合規意識。

The Group organised subsidiaries, including CAFF Company, Pigeon Company, CQGI Group, and Gas Compressor Company, to participate in the “Legal Governance in Enterprises” initiative. This initiative featured 5 specialised offline training sessions focused on key topics such as the *Patent Law*, judicial interpretations of the contract section of the *Civil Code*, and compliance management for financial institutions, aiming to enhance the internal legal and compliance awareness of the subsidiaries.



專利交易風險防控法律實務專題培訓現場

On-site at the specialised training on legal practices for patent transaction risk prevention and control.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

2. 商業道德

本集團嚴格遵循《中華人民共和國監察法實施條例》《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》法律法規及黨內制度，堅持以高標準的誠信與廉潔原則規範董事會、管理層及全體員工的履職行為。通過持續完善內部控制與審計監督機制，我們不斷強化商業道德合規管理，系統防範貪污、賄賂、勒索、欺詐、不正當競爭及洗錢等各類風險，全面提升風險防控能力。

2.1 廉潔與反貪腐管理

本集團將廉潔與反貪腐管理作為公司治理的重要組成部分，堅持從嚴監督、從嚴管控，不斷強化風險防控。報告期內，集團完善協同監督體系，落實「四聯四促」工作機制，統籌紀檢、審計、財務、法務等監督力量，通過調研檢查及專項檢查等方式，加強對重點業務領域廉潔風險的識別與防範，推動問題整改和管理提升。

2. BUSINESS ETHICS

The Group strictly adheres to laws, regulations, and internal Party rules, including the *Implementation Regulations on the Implementation of the 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 Honest Practice of Leaders of State-Owned Enterprises*. We are committed to regulating the conduct of the Board of Directors, management, and all employees according to high standards of integrity. By continuously improving our internal control and audit supervision mechanisms, we consistently strengthen our commercial ethics and compliance management, systematically preventing risks such as corruption, bribery, extortion, fraud, unfair competition, and money laundering to comprehensively enhance our risk prevention and control capabilities.

2.1 Integrity and Anti-Corruption Management

The Group considers integrity and anti-corruption management an essential component of corporate governance, adhering to strict supervision and control to continuously strengthen risk prevention. During the reporting period, the Group enhanced its collaborative supervision system and implemented the "Four Connections, Four Promotions" working mechanism. This mechanism coordinates the supervisory functions of disciplines such as inspection, audit, finance, and legal affairs. Through research, inspections, and specialised checks, we have strengthened the identification and prevention of integrity risks in key business areas, driving issue rectification and management improvement.

在責任約束方面，集團聚焦「關鍵少數」及重點崗位人員，分層分類開展「三級約談」，通過談責任、談風險、談紀律，壓實管黨治黨責任。報告期內，本集團及附屬公司累計開展廉政約談6,000餘人次，以持續強化廉潔從業意識。在供應鏈廉潔管理方面，通過與供應商簽署廉潔承諾書，推動構建公開、公平、廉潔的合作環境。此外，本集團按照「誰任免（推薦）、誰審計」及「離任必審、三年輪審」的原則，結合監管要求，對附屬公司領導人員實施經濟責任審計，通過強化履職監督與責任約束，防範廉潔風險，保障經營決策的合規性與規範性。

In terms of accountability, the Group focuses on the “critical few” and key personnel, conducting “three-tiered interviews” at different levels and for various categories. By discussing responsibilities, risks, and discipline, we reinforce the accountability for Party governance. During the reporting period, the Group and its subsidiaries conducted over 6,000 integrity interviews to continuously strengthen awareness of professional integrity. In supply chain integrity management, we promote an open, fair, and honest cooperation environment by signing integrity agreements with suppliers. Furthermore, in accordance with the principles of “auditing based on appointment (or recommendation)” and “mandatory audits upon departure and rotational audits every three years”, and in line with regulatory requirements, the Group implements economic responsibility audits for the leadership of its subsidiaries. This enhances supervision of their duties and strengthens accountability, thereby preventing integrity risks and ensuring the compliance and standardisation of business decisions.

關鍵績效：

Key Performance:

報告期內，集團及附屬公司開展商業道德審計共計13次，集團開展廉潔從業檢查35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 Group and its subsidiaries conducted a total of 13 business ethics audits. The Group also carried out 35 integrity practice inspections. There were 0 reported incidents of anti-graft and anti-corruption, 0 corruption litigation cases, and 0 personnel involved in any violations of rules or discipline.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

2.2 廉潔文化建設

為深化黨風廉政建設和廉潔文化培育，本集團在黨委統一部署下，系統推進中央八項規定精神學習教育，依託理論學習中心組、「三會一課」、專題讀書班等形式，持續開展紀律與作風建設相關學習。報告期內，各級黨組織累計開展學習500餘次，舉辦專題讀書班25期，講授專題黨課130餘次，並圍繞重點問題開展對照查擺，對照問題清單完成整改，推動廉潔要求融入日常管理與經營實踐。

同時，集團結合典型案例，分層分類開展警示教育，通過召開警示教育大會、組織觀看警示教育片等多種形式，引導黨員幹部以案為鑒、自警自省。報告期內，集團累計組織警示教育大會136場，覆蓋黨員幹部3,600餘人次，切實增強廉潔教育的針對性和實效性，推動廉潔文化向基層和一線延伸。

2.2 Building a Culture of Integrity

To deepen Party discipline and integrity building and cultivate a culture of integrity, the Group, under the unified deployment of the Party Committee, has systematically promoted learning and education on the spirit of the Eight-Point Regulation of the Central Committee of the Communist Party of China. Relying on formats such as the Theoretical Learning Centre Groups, the “Three Meetings and One Class” system, and special study sessions, we have consistently conducted learning activities related to discipline and conduct. During the reporting period, Party organisations at all levels held over 500 learning sessions, organised 25 special topic study sessions, and delivered more than 130 special Party lectures. These efforts included comparative reviews of key issues and rectification based on problem lists to integrate integrity requirements into daily management and business practices.

Concurrently, the Group has utilised typical cases to conduct warning education tailored to different levels and categories. Through various means, including holding warning education conferences and organising the viewing of educational films, we guide Party members and officials to learn from these cases and engage in self-warning and self-reflection. During the reporting period, the Group organised 136 warning education conferences, covering over 3,600 Party members and officials. This has effectively enhanced the relevance and impact of integrity education, extending the culture of integrity to grassroots and frontline levels.

2025年商業道德培訓績效 2025 Business ethics training performance

商業道德培訓覆蓋率 (董事、高級管理人員)	Business ethics training coverage rate (Directors, senior management)	%		100
商業道德培訓覆蓋率 (員工)	Business ethics training coverage rate (employees)	%		100
商業道德(含反貪腐) 培訓次數	Number of business ethics (including anti-corruption) training sessions	次	Times	78
商業道德(含反貪腐) 培訓人數	Number of participants in business ethics (including anti-corruption) training	人	People	6,215
商業道德(含反貪腐) 培訓時長	Duration of business ethics (including anti-corruption) training	小時	Hours	12,430

2.3 舉報與保護機制

本集團嚴格按照《信訪條例》等相關規定，規範開展舉報受理工作。通過設立專用郵箱及舉報電話等渠道，持續暢通監督反饋途徑，並嚴格遵守信息保密原則，維護舉報人合法權益。針對舞弊及違規違紀事項，我們堅持依法依規、公正處置。紀檢部門在收到舉報後，將及時按程序開展核查、立案調查及後續跟進，確保舉報事項得到有效處理，實現閉環管理。

2.3 Whistleblowing and Protection Mechanisms

The Group strictly adheres to the *Regulations on Letters and Visits* and other relevant provisions to standardise the handling of whistleblowing reports. By establishing dedicated email addresses and telephone hotlines, we maintain clear channels for supervision and feedback. We also strictly obey the principle of confidentiality to protect the legitimate rights and interests of whistleblowers. For matters involving fraud and violations of rules and discipline, we insist on fair and lawful handling. Upon receiving a report, the Disciplinary Inspection Department will promptly initiate verification, file a case for investigation, and conduct subsequent follow-ups in accordance with procedures, ensuring that reported issues are effectively addressed and achieve closed-loop management.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

本集團亦高度重視舉報人信息保護，嚴格落實保密要求，防止任何形式的打擊報復或不當權益侵害，切實維護舉報人的合法權益，並持續完善相關流程與執行機制，增強舉報渠道的公信力。

對於經調查核實的違規行為，集團依據有關制度對相關責任人員予以問責或處理；對在案件識別和風險防範中發揮積極作用的舉報人，可視實際情況給予表彰，進一步引導公司內部及社會公眾共同維護規範有序的經營環境。

The Group also places a high degree of importance on the protection of whistleblower information, strictly implementing confidentiality requirements to prevent any form of retaliation or improper infringement of rights. This effectively safeguards the legitimate rights and interests of whistleblowers, and we continuously refine the relevant processes and implementation mechanisms to enhance the credibility of our reporting channels.

For violations verified through investigation, the Group holds the responsible personnel accountable or takes appropriate action in accordance with relevant regulations. Whistleblowers who play an active role in identifying cases and preventing risks may be commended based on the actual circumstances, further encouraging both internal personnel and the public to jointly maintain a well-regulated and orderly business environment.

3. 數據安全與隱私保護

重慶機電持續強化信息安全和隱私保護管理，將其全面納入風險管理與內部監控體系。通過構建完善的數字化平台及配套安全防護方案，我們著力保障業務數據與客戶信息的機密性、完整性與可用性，築牢信息安全防線。

3. DATA SECURITY AND PRIVACY PROTECTION

Chongqing Machinery & Electric continuously strengthens its information security and privacy protection management, fully integrating it into the risk management and internal monitoring systems. By building a comprehensive digital platform and associated security protection solutions, we strive to ensure the confidentiality, integrity, and availability of business data and customer information, thereby fortifying our information security defences.

3.1 信息安全管理制度

重慶機電已建立較為完善的信息安全與隱私保護制度體系，制定並實施《網絡安全管理制度》《數據安全管理辦法》《個人信息安全管理辦法》等共計23項管理制度，全面涵蓋安全性群組織管理、數據全生命周期管控、個人信息保護及應急處置等關鍵環節，為信息安全和隱私保護工作提供制度保障。

2025年，集團結合行業監管要求及經營發展實際，對核心信息安全政策進行修訂優化。通過更新《網絡安全領導機構組成與職責》，進一步明確信息安全工作統籌管理責任，調整領導小組人員配置，以有效強化組織保障與政策執行力度。

3.1 Information Security Management System

Chongqing Machinery & Electric has established a relatively comprehensive system for information security and privacy protection. We have formulated and implemented a total of 23 management policies, including the *Cybersecurity Management System*, *Data Security Management Measures*, and *Personal Information Security Management Measures*. These policies cover key areas such as security organisation management, full data lifecycle control, personal information protection, and emergency response, providing a solid institutional foundation for our information security and privacy protection efforts.

In 2025, the Group revised and optimised its core information security policies in response to industry regulatory requirements and its own operational development. By updating the *Cybersecurity Leading Body Composition and Responsibilities*, we further clarified the overall management responsibilities for information security work and adjusted the composition of the leading group to effectively strengthen organisational support and policy enforcement.

關鍵績效：

Key Performance:

報告期內，本集團未發生侵犯客戶隱私、網絡信息洩露等重大網絡安全事故。

During the reporting period, the Group did not experience any major cybersecurity incidents, such as customer privacy breaches or network information leaks.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

3.2 信息安全審計

本集團已規範建立「定期、專項與常態化相結合」的信息安全審計機制，每年開展一次全面審計，並通過季度常態化監測及關鍵節點觸發式專項審計，強化對核心系統與數據安全的監督管理。審計範圍涵蓋財務管理系統、數字化管控平台、仿真設計平台等關鍵系統，以及數據獲取、傳輸、存儲等全生命周期管理環節。2025年，集團委託第三方專業機構開展全面信息安全審計，重點對財務系統、仿真設計平台及數字化管控平台的數據安全防護情況進行評估。審計結果顯示整體合規，未發現高危風險，識別出的2項優化事項已完成整改閉環。

同時，本集團持續推進網絡安全等級保護測評工作，對官網、財務系統、ERP系統等核心系統實施等保測評，並推動附屬公司完成7個網站及核心系統的網絡安全等級保護測評，形成常態化安全評估機制，以構建多層次、全覆蓋的信息安全防護體系。在此基礎上，我們還通過開展漏洞掃描和滲透測試，主動排查並修復潛在安全隱患，持續提升整體防護水平。

3.2 Information Security Audits

The Group has established a standardised information security audit mechanism that combines periodic, specialised, and continuous assessments. A comprehensive audit is conducted annually, supplemented by regular quarterly monitoring and event-triggered special audits at critical junctures, to enhance supervision over core systems and data security. The audit scope covers key systems such as the financial management system, digital control platform, and simulation design platform, as well as all stages of the data lifecycle, including collection, transmission, and storage. In 2025, the Group commissioned a professional third-party institution to conduct a comprehensive information security audit, focusing on evaluating the data security protections of the financial system, simulation design platform, and digital control platform. The audit results showed overall compliance with no high-risk vulnerabilities identified, and the two recommended optimisation items have been fully rectified and closed.

At the same time, the Group continues to advance its cybersecurity rating protection evaluation work. We have implemented these evaluations for core systems including the official website, financial system, and ERP system. Furthermore, we have guided our subsidiaries in completing the cybersecurity rating protection evaluation for seven websites and core systems, establishing a routine security assessment mechanism to build a multi-layered, comprehensive information security defence system. Building on this, we also conduct vulnerability scanning and penetration testing to proactively identify and remediate potential security risks, continuously enhancing our overall protection capabilities.

關鍵績效：

Key Performance:

報告期內，本集團對本部財務系統及數據平台開展信息安全審計2次。

During the reporting period, the Group conducted two information security audits on its headquarters' financial system and data platform.

3.3 信息安全應急管理

在信息安全應急管理方面，集團圍繞營收利潤、產能規劃、項目投資等重要經營管理數據，制定專項數據洩露應急預案，覆蓋數據獲取、傳輸、存儲及使用等全流程。預案以應急指揮小組為核心，設立技術處置、風險管控、輿情應對及合規審計等專項工作組，並建立一般、較大、重大三級響應機制，明確相應處置時效與上報要求。

集團同步規範「發現告警—溯源隔離—等級評估—遏制恢復—複盤整改」的閉環處置流程，並配套實施數據分級管控、崗位最小許可權配置、核心數據異地備份及定期安全培訓等措施，提升信息安全事件的快速響應和處置能力。

3.3 Information Security Emergency Management

In terms of information security emergency management, the Group has formulated a specialised emergency response plan for data leakage concerning important operational and management data, such as revenue, profit, production capacity planning, and project investments. This plan covers the entire data lifecycle, from collection and transmission to storage and use. Centred around an emergency command group, the plan establishes specialised working groups for technical response, risk control, public opinion management, and compliance auditing. It also defines a three-level response mechanism—general, major, and critical—with clear timelines and reporting requirements for each level.

The Group has also standardised a closed-loop response process encompassing “discovery and alert – source tracing and isolation – level assessment – containment and recovery – review and rectification”. This is supported by measures such as tiered data management, implementation of the principle of least privilege for positions, off-site backup of core data, and regular security training to enhance our rapid response and handling capabilities for information security incidents.

(一) 規範治理，夯實責任經營

(I) Standardising Governance to Consolidate Responsible Operations

同時，我們不定期組織開展信息安全應急演練，圍繞項目投資及重組信息洩露等場景，檢驗技術處置、風險管控、輿情應對和合規審計等協同機制，以提升對突發信息安全事件的快速響應和恢復能力。

In addition, we periodically organise information security emergency drills. These drills simulate scenarios such as the leakage of project investment and restructuring information to test the coordination mechanisms for technical response, risk control, public opinion management, and compliance auditing, thereby improving our ability to rapidly respond to and recover from sudden information security incidents.



案例：項目投資信息洩露應急演練

Case: Emergency Drill for Project Investment Information Leakage

2025年6月，集團圍繞重組敏感信息管理開展專項應急演練。演練類比員工未按保密流程流轉重組草案，違規上傳至共用網盤引發信息洩露。事件發生後，應急指揮小組迅速聯動技術處置、風險管控、輿情應對、合規審計四個專項工作組，通過數據隔離、事件定級、對外說明及內部核查等措施，在約2.5小時內完成全流程處置，確保生產運行與輿情態勢恢復正常。

In June 2025, the Group conducted a specialised emergency drill focused on the management of sensitive restructuring information. The drill simulated a scenario where an employee failed to follow confidentiality procedures, improperly uploading a draft restructuring plan to a shared network drive, which resulted in an information leak. Following the incident, the emergency command group rapidly coordinated the four specialised working groups—technical response, risk control, public opinion management, and compliance audit. Through measures including data isolation, incident classification, external communication, and internal investigation, the entire response process was completed in approximately 2.5 hours, ensuring the restoration of normal production operations and public opinion stability.

本次演練有效驗證了應急預案的快速響應能力與處置有效性，並推動完善了重組信息分級保密與許可權管控機制，實現同類風險的閉環管理。

This drill effectively validated the rapid response capability and effectiveness of our emergency plan. It also prompted improvements to the tiered confidentiality and access control mechanisms for restructuring information, achieving closed-loop management for similar risks.

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven,

Cultivating Excellent Quality



(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

本章節所回應SDGs：

SDGs addressed in this chapter:



本章節所涉及實質性議題：

Material topics covered in this chapter:

- 產品品質與安全、研發創新、知識產權保護、客戶服務與權益、供應鏈管理
Product quality and safety, R&D and innovation, intellectual property protection, customer service and rights, supply chain management

1. 堅守產品責任

產品質量是企業穩健發展的基石。重慶機電確立了「質量第一，用戶至上」的理念，將產品責任置於首位，通過精細化質量管控體系，嚴格把控生產全流程的質量管理，為客戶提供可靠、高品質的產品。

1. UPHOLDING PRODUCT RESPONSIBILITY

Product quality is the cornerstone of a company's steady growth. Chongqing Machinery & Electric has established the philosophy of "Quality First, Customer Foremost", placing product responsibility at the forefront. Through a refined quality control system, we strictly manage quality throughout the entire production process to provide customers with reliable, high-quality products.

1.1 質量與安全治理體系

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》以及各營運所在地的相關法律法規，建立了全面的質量管理體系。附屬公司依據ISO 9001等標準要求，制定《質量手冊》《產品質量檢驗控制程序》等質量管理政策，並在生產實踐中提高產品質量和生產效率，降低質量風險，實現質量管理績效的穩步提升。

1.1 Quality and Safety Governance System

The Group strictly complies with the *Law of the People's Republic of China on Product Quality*, the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, and other relevant laws and regulations in its areas of operation, having established a comprehensive quality management system. In accordance with standards such as ISO 9001, our subsidiaries have formulated quality management policies including the *Quality Manual* and the *Product Quality Inspection and Control Procedure*. In production practices, they work to enhance product quality and efficiency, reduce quality risks, and achieve steady improvements in quality management performance.

關鍵績效：

Key Performance:

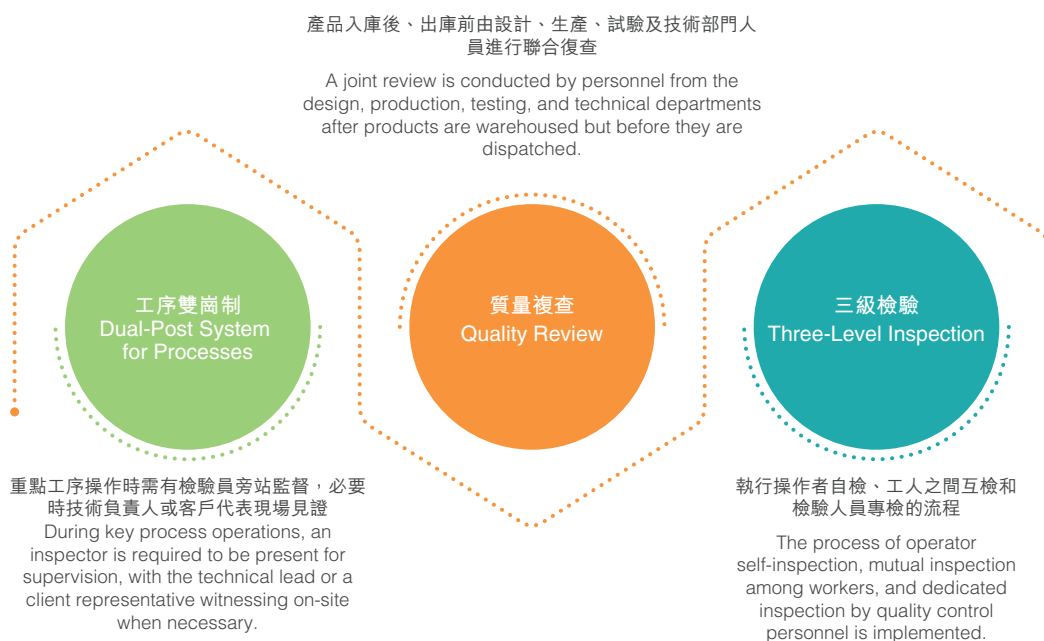
- 截至本報告期末，附屬公司獲得ISO 9001質量管理體系認證的比例為100%。
- As of the end of this reporting period, 100% of the Group's subsidiaries had obtained ISO 9001 quality management system certification.

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

我們將質量管理的關鍵要點和措施融入產品全生命周期。從原材料採購、產品設計與生產，到最終質量檢驗，我們在每個環節均制定了詳盡的標準與操作規範，通過精細化質量管控體系確保產品質量的穩定性與一致性。此外，我們根據生產任務動態調整一線激勵機制，構建質量與進度協同發展的管理模式，切實提升了生產效能與產品質量。

We integrate the key points and measures of quality management into the entire product lifecycle. From raw material procurement, product design and production, to final quality inspection, we have formulated detailed standards and operating procedures for each stage, ensuring product quality stability and consistency through a refined quality control system. Furthermore, we dynamically adjust front-line incentive mechanisms based on production tasks, creating a management model where quality and progress develop in synergy, which has effectively enhanced production efficiency and product quality.



重慶機電質量管控程序

Chongqing Machinery & Electric Quality Control Procedures

機床集團：精益求精，鑄就工藝高質量標杆

Machine Tool Group: Striving for Excellence, Setting a High-Quality Benchmark for Craftsmanship

機床集團持續推進製造工藝優化和質量能力提升。在技術骨幹的帶動下，積極推進關鍵工藝保證能力建設，深化質量管理系統工程，通過優化工藝流程、強化程序控制與數字化測量手段，完善關鍵零部件裝配精度管理機制，縮短生產周期約20%，加強了關鍵零部件和產品質量可靠性，為高端裝備製造質量升級樹立了行業標杆。

The Machine Tool Group continuously advances the optimisation of manufacturing processes and the enhancement of quality capabilities. Led by its technical experts, the Group proactively promotes the development of key process assurance capabilities and deepens its quality management systems engineering. By optimising process flows, strengthening process control and digital measurement methods, and refining the management mechanism for the assembly precision of key components, it has shortened the production cycle by approximately 20%, reinforced the quality and reliability of key components and overall products, and established an industry benchmark for quality upgrades in high-end equipment manufacturing.

報告期內，本集團未發生產品召回事件。

During the reporting period, the Group had no product recall incidents.

1.2 質量文化建設

本集團持續深化質量文化建設，通過開展質量專題培訓、質量管理基礎知識有獎答題、質量月活動等，營造濃厚的質量學習氛圍，有效提升全員質量意識與執行力。

1.2 Building a Quality Culture

The Group continuously strengthens its quality culture. By organising specialised quality training, reward-based quizzes on quality management basics, and Quality Month activities, it fosters a strong learning environment and effectively enhances the quality awareness and execution capabilities of all employees.

為提高員工的質量意識和責任感，我們從激勵與約束兩方面推進質量管理。一方面，實施質量風險金考核，例如機床集團等附屬公司積極開展典型質量問題攻關及項目化管理，強化質量責任到崗位和個人；另一方面，建立完善的質量獎勵制度，例如重慶公司等附屬公司召開月度表彰大會，對質量管理工作表現突出的團隊和個人給予表彰和獎勵。通過多維度舉措，我們持續肯定員

To enhance employees' quality awareness and sense of responsibility, we promote quality management through both incentives and constraints. On one hand, we implement a quality risk fund assessment; for instance, subsidiaries such as the Machine Tool Group proactively tackle typical quality issues and implement project-based management, reinforcing quality responsibility down to the post and individual level. On the other hand, we have established a comprehensive quality reward system; for example, subsidiaries like Chongqing Pump Company hold monthly commendation meetings

(二) 創新驅動，深耕卓越品質

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工在質量提升方面的貢獻，進一步激發全體員工參與質量管理的積極性和主動性，營造人人關注質量、重視質量、追求品質的文化氛圍。

to recognise and reward teams and individuals with outstanding performance in quality management. Through these multi-dimensional measures, we continuously acknowledge employee contributions to quality improvement, further stimulating the enthusiasm and initiative of all staff to participate in quality management, and fostering a culture where everyone focuses on, values, and pursues quality.



案例：成飛新材扎實開展質量主題系列活動

Case: CF Wind Power Launches a Series of Quality-Themed Activities

2025年10月，成飛新材以「全面質量提升行動」為主題，開展系列活動。活動中，公司通過紅線培訓、案例分享等專題學習鞏固基礎知識；開展涵蓋產品標準、合規流程等方面的質量知識競賽，激發學習熱情；舉辦聚焦實操經驗的質量微課大賽，促進知識與崗位實踐的深度融合。此外，公司通過葉片內腔質量專項提升、缺陷控制比武等專項活動，有效強化了員工的實操能力，為保障產品質量穩定提供堅實支撐。

In October 2025, CF Wind Power launched a series of activities under the theme of “Comprehensive Quality Enhancement Action”. During the event, the company consolidated foundational knowledge through specialised learning sessions such as training on critical quality boundaries and case sharing; stimulated learning enthusiasm by holding a quality knowledge competition covering product standards and compliance procedures; and organised a quality micro-course competition focusing on practical experience to promote the deep integration of knowledge with job practices. Furthermore, the company effectively strengthened employees’ practical skills through special activities like the blade internal cavity quality improvement project and defect control competitions, providing solid support for ensuring stable product quality.



成飛新材質量知識競賽活動現場

A Scene from the CF Wind Power Quality Knowledge Competition

2. 推動研發創新

在新型工業化加速推進的背景下，科技創新與數字化轉型已成為企業高質量發展的重要引擎。報告期內，重慶機電持續完善研發創新管理體系，聚焦清潔能源裝備與智能製造裝備兩大領域，取得了顯著的技術突破與應用成果，鞏固了集團的技術領先優勢，更為未來的可持續增長奠定了堅實基礎。

2.1 研發創新管理體系

• 研發創新管理架構

本集團重視完善研發創新管理機制，建立了由研究院、研究所和技術中心構成的三級管理體系，通過明確職責分工與協同機制，持續提升研發管理效率和創新能力，確保研發活動與集團整體戰略目標保持一致。

2. PROMOTING R&D AND INNOVATION

Against the backdrop of accelerated new industrialisation, technological innovation and digital transformation have become crucial engines for high-quality corporate development. During the reporting period, Chongqing Machinery & Electric continuously improved its R&D and innovation management system. By focusing on the two major fields of clean energy equipment and intelligent manufacturing equipment, it achieved significant technological breakthroughs and application results, consolidating the Group's technological leadership and laying a solid foundation for future sustainable growth.

2.1 R&D and Innovation Management System

• R&D and Innovation Management Structure

The Group places great importance on perfecting its R&D and innovation management mechanisms and has established a three-tiered management system comprising research institutes, research centers, and technology centers. By clarifying the division of responsibilities and synergistic mechanisms, it continuously enhances R&D management efficiency and innovative capabilities, ensuring that R&D activities remain aligned with the Group's overall strategic objectives.

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研究院（機電集團）

Research Institutes (Machinery & Electric Group)

負責制定集團整體科技創新規劃，調配技術創新資源，確立研發戰略方向
Responsible for formulating the Group's overall scientific and technological innovation plan, allocating technological innovation resources, and establishing the strategic direction for research and development.

研究所（二級產業集團）

Research Centers (secondary industry groups)

管理和實施技術創新活動，聚焦前沿技術、基礎技術及共性技術的研發攻關
Manage and implement technological innovation activities, focusing on research and development for cutting-edge, fundamental, and generic technologies.

技術中心（企業）

Technology Centers (enterprises)

承接並落實集團與二級產業集團的創新要求，負責具體研發項目的執行
Undertake and implement the innovation requirements of the Group and its secondary industry groups, and are responsible for executing specific research and development projects.

重慶機電研發創新管理體系

The R&D and Innovation Management System of Chongqing Machinery & Electric

• 研發考核與激勵

本集團建立並實施了公平合理的研發考核和激勵機制，旨在激發全員創新活力。我們採取責任狀考核、創新資金支持與表彰獎勵相結合的方式，引導附屬公司在高端裝備、新材料等核心業務領域開展技術攻關。同時，集團對附屬公司研發投入進行定期核查，將其作為管理層考核的重要依據，保障研發指標如期達成。

本年度，我們充分利用創新資金支持，順利完成加氫站成套設備研發項目、強力內嚙合珩齒機、第四代核電鉛鉍主泵、工業餘熱回收系統磁懸浮熱泵機組，及人工智能與數據平台等核心賽道的重點項目研發，總投資金額超1,500萬元。

• R&D Assessment and Incentives

The Group has established and implemented a fair and reasonable R&D assessment and incentive mechanism designed to stimulate the innovative vitality of all employees. We adopt a combined approach of target responsibility assessments, innovation fund support, and commendations and rewards to guide subsidiaries in conducting technological research in core business areas such as high-end equipment and new materials. Concurrently, the Group conducts regular reviews of subsidiaries' R&D investments, using this as an important basis for management performance assessment to ensure R&D targets are met on schedule.

During the year, we made full use of innovation fund support to successfully complete the R&D for key projects in core sectors, including the complete hydrogen refueling station equipment project, a high-power internal gear honing machine, the fourth-generation nuclear power lead-bismuth main pump, a magnetic levitation heat pump unit for industrial waste heat recovery systems, and an artificial intelligence and data platform, with a total investment exceeding RMB15 million.

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- **研發人才管理**

本集團高度重視研發人才的培養與引進，圍繞科技創新需求，不斷完善研發人才管理機制。依託6個國家級技術中心、14個市級企業技術中心以及博士後工作站等創新平台，集團為研發人員提供廣闊的平台支撐，持續探索項目攻關與協同育人相結合的人才培養路徑，支持研發人才穩定發展和能力提升。

報告期內，我們協同落實「項目經理+技術專家」雙負責人制度，強化研發項目組織與人才支撐。在人才引進方面，我們聚焦關鍵技術領域和能力短板，持續引進新能源、氫能裝備、工業母機等領域的高端技術研發人才及海外技術人才，賦予其科研自主權，充分調動人才的積極性。

- **R&D Talent Management**

The Group places a high degree of importance on the cultivation and recruitment of R&D talent, continuously refining its R&D talent management mechanism to meet the needs of technological innovation. Leveraging innovation platforms such as 6 national-level technology centers, 14 municipal-level enterprise technology centers, and postdoctoral research stations, the Group provides extensive platform support for R&D personnel. It consistently explores talent development pathways that combine project-based research with collaborative education, supporting the stable development and capability enhancement of its R&D talent.

During the reporting period, we collaboratively implemented a dual-lead system of “Project Manager + Technical Expert” to strengthen R&D project organisation and talent support. In terms of talent acquisition, we focused on key technology areas and capability gaps, continuously recruiting high-end technical R&D talent and overseas technical experts in fields such as new energy, hydrogen energy equipment, and advanced machine tools. We grant them autonomy in scientific research to fully mobilise their initiative.

2.2 產品與技術創新成果

本集團將科技創新視為驅動發展的核心動力。2025年，我們按照「研發投入+產學研協同+政策反哺」三維創新體系，繼續加大研發創新投入，推動技術突破與效益轉化雙豐收。

2.2 Product and Technological Innovation Achievements

The Group regards technological innovation as the core driving force for development. In 2025, following a three-dimensional innovation system of “R&D investment + industry-academia-research collaboration + policy-driven support”, we continued to increase our investment in R&D and innovation, promoting both technological breakthroughs and benefit conversion.

關鍵績效：

Key Performance:

- 報告期內，本集團研發投入52,160萬元，新授權專利數419件，新產品開發項目數29個。
- During the reporting period, the Group's R&D investment amounted to RMB521.60 million, with 419 new patents granted and 29 new product development projects initiated.

• 研發創新成果

在清潔能源裝備領域，本集團持續優化風電設備的結構和性能，實現了大功率海陸兩用機組大型葉片的輕量化研製，進一步提升機組的環境適應性與運行效率。同時，我們在氫能與光伏領域取得實質性進展，成功實現加氫站成套設備的投產營運，並實現自投自建分散式光伏發電項目的並網運行，開啟了綠電自用新模式，為後續清潔能源產業的多元化發展注入新動力。

• R&D and Innovation Achievements

In the field of clean energy equipment, the Group continuously optimises the structure and performance of its wind power equipment, achieving the lightweight development of large blades for high-power onshore and offshore dual-use units, which further enhances the units' environmental adaptation and operational efficiency. Concurrently, we have made substantial progress in the hydrogen and photovoltaic sectors, successfully commissioning a complete set of hydrogen refueling station equipment and connecting our self-invested, self-built distributed photovoltaic power project to the grid. This has initiated a new model of self-consumption for green electricity, injecting fresh impetus into the future diversified development of the clean energy industry.

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在數字產業化領域，本集團以附屬公司智能製造為載體，聚焦數字化經濟核心產業培育，形成了「業務聚焦+平台支撐+服務輸出」的發展路徑。我們重點佈局智能化專用設備、電子製造服務及增材製造三大核心業務，並依託工業互聯網，結合工廠實操經驗構建了一體化營運管控平台解決方案，有效推動產業的數字化、智能化轉型。

In the realm of digital industrialisation, the Group, using its subsidiary Intelligent Manufacturing as a vehicle, focuses on cultivating core industries of the digital economy, having formed a development path of “business focus + platform support + service output”. We strategically deploy in three core business areas: specialised intelligent equipment, electronic manufacturing services, and additive manufacturing. Leveraging the industrial internet and combining it with practical factory experience, we have built an integrated operational management and control platform solution, effectively driving the digital and intelligent transformation of the industry.



案例：重慶公司榮獲2025年中國創新方法大賽（重慶賽區）一等獎

Case: Chongqing Pump Company Wins First Prize in the 2025 China Innovation Method Competition (Chongqing Division)

重慶公司積極探索研發方法論的創新應用，在2025年中國創新方法大賽（重慶賽區）中經過激烈角逐，憑藉「基於TRIZ創新方法的往復泵柱塞密封壽命提升研究」項目榮獲賽事一等獎，為行業共性痛點提出了切實可行的創新解決方案，為產品性能優化提供核心技術支撐。

Chongqing Pump Company actively explores the innovative application of R&D methodologies. After intense competition in the 2025 China Innovation Method Competition (Chongqing Division), its project, “A Study on Enhancing the Service Life of Reciprocating Pump Plunger Seals Based on the TRIZ Innovation Method”, won the first prize. This project presented a practical and innovative solution for a common industry pain point, providing core technical support for product performance optimisation.



重慶公司中國創新方法大賽領獎現場

Chongqing Pump Company at the Award Ceremony of the China Innovation Method Competition

• 數字化賦能

2025年，本集團緊扣「數字機電」戰略，以「抓管理、強應用」為核心，聚焦平台建設、基礎設施升級、安全可靠替代三大工作方向，顯著提升管理效率與資源協同能力。

• Digital Empowerment

In 2025, the Group closely adhered to the “Digital M&E” strategy, focusing on the core principle of “strengthening management and enhancing applications”. It concentrated on three main work streams: platform construction, infrastructure upgrades, and the replacement of systems with secure and reliable alternatives, significantly improving management efficiency and resource synergy.

數字化管理 Digital Management

- 2025年，業財融合集成成功落地，所屬財務公司司庫建設項目順利完工，助推重慶機電獲得2025中國司庫建設標桿企業「司南獎」。In 2025, the integration of business and finance was successfully implemented, and the treasury construction project of the affiliated finance company was smoothly completed, helping Chongqing Machinery & Electric to win the 2025 “Si Nan Award” for being a benchmark enterprise in treasury construction in China.
- 全年完成379台套軟硬件產品的安全可靠替代，達成國資委年度任務。Throughout the year, the secure and reliable replacement of 379 units and sets of software and hardware products was completed, meeting the annual targets set by the State-owned Assets Supervision and Administration Commission (SASAC).

智能製造 Intelligent Manufacturing

- 本集團加速生產端智能化改造，重泵公司、盟訊、重通集團等附屬公司共11個車間中獲評3個重慶市「先進級智能工廠」和8個重慶市「基礎級智能工廠」。The Group has accelerated the intelligent transformation of its production facilities. Among a total of 11 workshops at subsidiaries such as Chongqing Pump Company, Unication Electronic Technology, and CQGI Group, 3 were recognised as “Advanced-level smart factories” and 8 as “Foundation-level smart factories” by the Chongqing Municipality.
- 智能製造成果豐碩，「設備運維及分析智能體」等項目入選重慶市首批工業智能體及應用場景榜單，「基於雲邊協同與AI模型驅動的柔性製造解決方案」榮獲2025直通烏鎮全球互聯網大賽二等獎。Significant achievements were made in intelligent manufacturing. Projects such as the “Equipment Operation, Maintenance, and Analysis Agent” were selected for Chongqing’s first list of industrial intelligent agents and application scenarios, while the “Flexible Manufacturing Solution Driven by Cloud-Edge Collaboration and AI Models” won the second prize at the 2025 “Straight to Wuzhen” Global Internet Competition.

研發協同 R&D Collaboration

- 2025年，本集團完成設計仿真一體化平台功能反覆運算，當前集成三維建模、力學模擬等12個核心工具，打破研發數據孤島，構建起跨企業研發協同能力。In 2025, the Group completed a functional iteration of its integrated design and simulation platform. The platform now integrates 12 core tools, including 3D modelling and mechanical simulation, breaking down R&D data silos and establishing cross-enterprise R&D collaboration capabilities.
- 報告期內，平台應用促使研發設計週期縮短15%，集約化管理使基礎軟件總體投入降低35%，年累計節省軟件採購與運維成本超100萬元。During the reporting period, the application of the platform led to a 15% reduction in the research and development design cycle, while centralised management decreased the overall investment in basic software by 35%, resulting in cumulative annual savings of over RMB1 million in software procurement and maintenance costs.

重慶機電數字化賦能相關成果 Achievements Related to Chongqing Machinery & Electric's Digital Empowerment Initiatives

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality



案例：智能製造成為中國工業軟件的「智造」樣本

Case: Intelligent Manufacturing Becomes a “Smart Manufacturing” Paragon for China’s Industrial Software

2025年，智能製造公司依託自主研發的「絡釘工業互聯網平台」，積極探索人工智能技術在工業場景的深度應用。公司組建專項技術團隊，基於30萬條工業數據樣本與200次演算法迭代，成功實現AI模型在多品類產線間的精準適配，並同步推進包含工藝、產品及項目管理的工業知識庫建設，為工業軟件的可持續創新積累了技術儲備與實踐經驗。

In 2025, Intelligent Manufacturing Company, relying on its independently developed “Luoding Industrial Internet Platform”, actively explored the deep application of artificial intelligence technology in industrial scenarios. The company assembled a specialised technical team that, based on 300,000 industrial data samples and 200 algorithmic iterations, successfully achieved precise adaptation of AI models across multiple product line categories. It also simultaneously advanced the construction of an industrial knowledge base covering processes, products, and project management, accumulating technical reserves and practical experience for the sustainable innovation of industrial software.



智能工廠中的絡釘

Luoding in a Smart Factory

2.3 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》等法律法規，建立了完善的知識產權合規管理體系。本集團附屬公司制定包括《知識產權管理辦法》《勞動關係管理辦法》在內的各項制度，厘清知識產權管理的各環節要求。在本集團產業發展部的主導下，我們嚴格踐行重慶機電知識產權管理流程，並持續對持有的商標、專利、產業標準等信息及時統計、匯總，有效防範侵權行為，保障公司的知識產權安全。同時，在員工入職環節，我們與每位員工簽訂《保密合同書》，強化其對保障國有資產安全與合法權益的認識。

本集團及附屬公司積極開展保護知識產權文化建設，通過專項培訓、打造知識產權主題軌道交通站點等舉措，不斷提升員工的知識產權保護意識與應用能力。此外，鴿牌公司創新運用知識產權金融工具，完成1,000萬元專利質押融資，為技術迭代與規模化生產提供資金保障，形成「研發驅動—轉化增效—融資反哺—再創新突破」的閉環生態。

2.3 Intellectual Property Protection

The Group strictly adheres to laws and regulations such as the *Patent Law of the People's Republic of China* and the *Trademark Law of the People's Republic of China*, and has established a comprehensive intellectual property (IP) compliance management system. The Group's subsidiaries have formulated various policies, including the *Measures for the Administration of Intellectual Property Rights* and the *Regulations on Labor Relations Management*, to clarify the requirements for each stage of IP management. Under the leadership of the Group's Industrial Development Department, we strictly follow the IP management procedures of Chongqing Machinery & Electric and continuously compile and summarise information on held trademarks, patents, and industry standards. This effectively prevents infringement and safeguards the Company's IP security. Concurrently, during the employee onboarding process, we sign a *Confidentiality Agreement* with every employee to reinforce their understanding of protecting state-owned assets and legal rights.

The Group and its subsidiaries actively foster a culture of protecting intellectual property (IP). Through initiatives such as specialised training and creating IP-themed metro stations, we continuously enhance employees' awareness and application capabilities regarding IP protection. In addition, Pigeon Company has innovatively utilised IP financing tools, securing RMB10 million in patent pledge financing. This provides financial assurance for technological iteration and large-scale production, forming a closed-loop ecosystem of "R&D driven – conversion for efficiency – financing feedback – renewed innovation breakthrough".

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality



案例：重慶機電舉辦專利交易風險防控法律實務專題培訓

Case: Chongqing Machinery & Electric Holds Specialised Training on Legal Practices for Patent Transaction Risk Prevention and Control

2025年6月27日，重慶機電開展專利交易風險防控法律實務專題培訓，集團本部及附屬公司投資、技術、法務等部門相關人員參加培訓。培訓結合典型案例，圍繞專利交易全流程中的核心法律風險點，詳細講解了風險識別、評估及防控策略，內容涵蓋盡職調查、合同條款設計、權屬糾紛應對等關鍵環節，有效增強了員工的風險防範意識與專業能力，為進一步做好技術創新、成果轉化等領域的知識產權保護工作奠定了堅實基礎。

On 27 June 2025, Chongqing Machinery & Electric conducted a specialised training session on legal practices for patent transaction risk prevention and control, which was attended by relevant personnel from the investment, technology, and legal departments of the Group's headquarters and its subsidiaries. Incorporating typical case studies, the training focused on core legal risk points throughout the entire patent transaction process, providing detailed explanations on risk identification, assessment, and control strategies. The content covered key aspects such as due diligence, contract clause design, and handling of ownership disputes. This session effectively enhanced employees' risk awareness and professional capabilities, laying a solid foundation for further strengthening intellectual property (IP) protection in areas such as technological innovation and the commercialisation of research outcomes.



重慶機電專利交易風險防控法律實務專題培訓

Specialised Training Session by Chongqing Machinery & Electric on Legal Practices for Patent Transaction Risk Prevention and Control

關鍵績效：

Key Performance:

- 截至報告期末，本集團累計擁有授權專利數量1,764件，發明專利數量409件，擁有商標數量284件。
As at the end of the reporting period, the Group held a cumulative total of 1,764 authorised patents, including 409 invention patents, and owned 284 trademarks.
- 報告期內，《保密合同書》簽署率100%。
During the reporting period, the signing rate of the *Confidentiality Agreement* was 100%.

3. 打造優質服務

重慶機電高度重視客戶權益保護，持續優化服務流程，將客戶反饋視為持續改進的動力。此外，通過主動開展客戶交流，我們及時洞察國內外客戶的需求變化，以優質、高效、貼心的服務為客戶創造更多價值，提升客戶的滿意度與忠誠度。

3.1 客戶權益保護

本集團擁有專業的客戶服務團隊，致力於從售前諮詢、售中接待到售後服務的每一個關鍵環節為客戶提供優質服務，充分保障客戶合法權益。

售前諮詢時，我們堅持「客戶的需求永遠是第一位」的市場理念，對技術難題逐一進行分析並量身制定技術方案。產品交付後，我們定期回訪客戶，了解產品使用情況與客戶反饋，以便進一步改進產品並優化服務。

3. DELIVERING HIGH-QUALITY SERVICE

Chongqing Machinery & Electric places great importance on protecting customer rights and interests, continuously optimising its service processes and viewing customer feedback as a driving force for continuous improvement. Furthermore, by proactively engaging in customer communication, we gain timely insights into the changing needs of domestic and international clients. Our commitment to providing high-quality, efficient, and attentive service allows us to create greater value for our customers, thereby enhancing their satisfaction and loyalty.

3.1 Protecting Customer Rights and Interests

The Group has a professional customer service team dedicated to providing high-quality service at every key stage, from pre-sales consultation and in-sales reception to after-sales service, thereby fully safeguarding the legitimate rights and interests of our customers.

During pre-sales consultations, we adhere to the market philosophy that “the customer’s needs always come first”, analysing technical challenges one by one and customising technical solutions. After product delivery, we conduct regular follow-up visits with customers to understand product usage and gather feedback, enabling us to further improve our products and optimise our services.

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

3.2 客戶溝通與滿意度提升

本集團持續完善售後服務體系，通過規範化的服務程序提升客戶滿意度。針對客戶反饋與投訴，首先由銷售部門主動對接，全面收集客戶訴求；隨後由質量管理部門介入，深度剖析問題產生的原因；最終由售後服務部與客戶商定解決方案並落實，確保每一項訴求都能得到妥善處理。

同時，我們及時梳理分析客戶提出的意見和建議，制定優化措施並持續跟蹤改進效果。以重慶康明斯為例，公司組建了由服務、質量、銷售及技術團隊構成的「客戶關愛」行動組，主動走訪華東區域電力及整車大客戶，深入生產一線調研產品使用情況，精準解答售後疑難並吸納優化建議，以主動靠前的服務態度贏得了客戶的高度認可。

報告期內，本集團涉及產品及服務的投訴數量為1,210次，均已按照售後服務程序與客戶達成滿意的解決方案。

3.2 Customer Communication and Satisfaction Enhancement

The Group continuously improves its after-sales service system, enhancing customer satisfaction through standardised service procedures. In response to customer feedback and complaints, the sales department first proactively engages with the customer to comprehensively gather their requests. The quality management department then intervenes to conduct an in-depth analysis of the root causes of the issue. Finally, the after-sales service department negotiates and implements a solution with the customer, ensuring that every request is properly addressed.

At the same time, we promptly collate and analyse customer opinions and suggestions to formulate optimisation measures and continuously track their effectiveness. Taking Chongqing Cummins as an example, the Company established a “Customer Care” action team composed of service, quality, sales, and technical staff. This team proactively visited major clients in the power generation and automotive sectors in the East China region, conducting in-depth on-site research into product usage on the front lines of production. They provided precise answers to complex after-sales questions and incorporated suggestions for improvement, earning high recognition from customers for their proactive service approach.

During the reporting period, the Group received 1,210 complaints related to products and services, all of which have been resolved to the customers' satisfaction in accordance with our after-sales service procedures.



案例：重慶康明斯燃氣機配套機組點亮南極門戶城市

Case: Chongqing Cummins Gas Gensets Power the Gateway City to Antarctica

位於阿根廷最南端的烏斯懷亞火地島，是前往南極探險的起點，基礎設施薄弱且用電成本居高不下。在了解火地島的用電困境後，重慶康明斯聯合主機廠夥伴發揮雙邊優勢，針對當地特殊的地理環境和能源需求，量身定制電力解決方案，4台由重慶康明斯發動機驅動的燃氣機組投入使用後，當地用電荒情況得到極大緩解。同時，技術團隊現場完成安裝調試，並為設備管理和運維人員提供了燃氣機組操作及維護核心技能培訓，確保設備長期穩定運行。

Ushuaia, located on the island of Tierra del Fuego at the southernmost tip of Argentina, serves as the starting point for expeditions to Antarctica. The city faces challenges with weak infrastructure and high electricity costs. After learning about the power supply difficulties in Tierra del Fuego, Chongqing Cummins collaborated with an original equipment manufacturer (OEM) partner, leveraging their mutual strengths to develop a customised power solution tailored to the local geographical environment and energy needs. The deployment of four gas generator sets powered by Chongqing Cummins engines has significantly alleviated the local power shortage. In addition, the technical team completed the installation and commissioning on-site and provided essential training on gas genset operation and maintenance to equipment management and operations personnel, ensuring the long-term stable operation of the equipment.



重慶康明斯燃氣機配套機組

Chongqing Cummins Gas Generator Set

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

4. 負責任供應鏈

建立負責任的供應鏈管理是企業實現可持續發展的重要保障。重慶機電建立健全覆蓋全生命周期的供應商管理機制，積極踐行綠色採購與陽光採購，致力於構建協作共贏、互惠共利的供應鏈生態。

4.1 供應鏈管理體系

本集團嚴格遵循《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，持續完善《採購管理指引》等供應商管理制度，落實《質量保障協議》《交期保障協議》的簽訂機制，從制度層面保障原材料的品質穩定與交付時效。我們實施供應商全生命周期管理，綜合考量供應商的環境、社會、治理及財務等多維指標，致力於構建公正、可靠、優質的供應鏈管理體系。

根據業務實際需求，各附屬公司持續完善採購內控體系，制定《採購管理辦法》等配套內控制度。成飛新材進一步細化制定了《葉片原材料供應商管理辦法》《設備、工裝供應商管理辦法》，強化制度落地並規範流程管理。同時，集團積極使用「渝企採」平台，進行比較定價、選擇供應商、簽訂合同以及發佈訂單，實現採購透明化、精細化管理。其中，部分附屬公司已完成採購的「可視化管控」與「數字化協同」，顯著提升供應商管理效率。

4. RESPONSIBLE SUPPLY CHAIN

Establishing responsible supply chain management is a vital guarantee for a company's sustainable development. Chongqing Machinery & Electric has established and improved a supplier management mechanism covering the entire lifecycle, actively practices green and transparent procurement, and is committed to building a collaborative, win-win supply chain ecosystem based on mutual benefit.

4.1 Supply Chain Management System

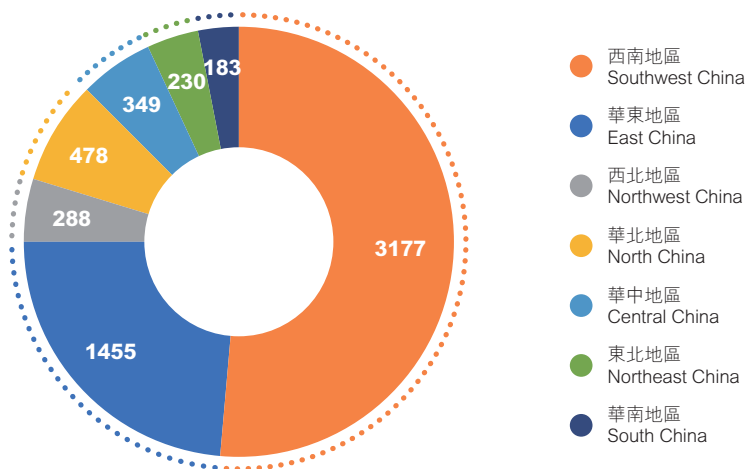
The Group strictly complies with the *Company Law of the People's Republic of China*, the *Bidding Law of the People's Republic of China*, and other relevant laws and regulations. We continuously enhance our supplier management systems, such as the *Procurement Management Guidelines*, and implement signing mechanisms for the *Quality Assurance Agreement* and the *On-time Delivery Agreement* to ensure stable raw material quality and timely delivery from a systemic level. We implement full-lifecycle management for our suppliers, comprehensively considering multi-dimensional indicators such as their environmental, social, governance, and financial performance, as we strive to build a fair, reliable, and high-quality supply chain management system.

In response to actual business needs, each subsidiary continuously refines its internal procurement control systems, formulating supporting internal control policies such as the *Procurement Management Procedures*. CF Wind Power has further detailed its policies by developing the *Blade Raw Material Supplier Management Procedures* and the *Equipment and Tooling Supplier Management Procedures* to strengthen policy implementation and standardise process management. Concurrently, the Group actively uses the Yuqicai (Chongqing Enterprise Procurement Platform) for price comparisons, supplier selection, contract signing, and order placement, achieving transparent and meticulous procurement management. Some subsidiaries have already implemented "visualised control" and "digital collaboration" in their procurement processes, significantly enhancing supplier management efficiency.

截至報告期末，本集團供應商總數為6,160家，重慶市本地供應商總數約為3,000家。

As at the end of the reporting period, the Group had a total of 6,160 suppliers, of which approximately 3,000 were local suppliers from Chongqing.

2025 年供應商地區分佈
Supplier Distribution in 2025



關鍵績效：

Key Performance:

- 簽署供應商行為準則的供應商佔比為70%
Percentage of suppliers who have signed the *Supplier Code of Conduct*: 70%
- 簽訂包含環境和勞工要求的條款的供應商佔比為60%
Percentage of suppliers with contracts including environmental and labour requirement clauses: 60%

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

4.2 供應商准入、評估與分級管理

在供應商准入階段，本集團秉持公平公開的原則，嚴格執行准入流程。我們建立多維度的考評標準，重點對供應商經營能力、技術能力、品質能力三大維度進行綜合評價與篩選。對於關鍵供應商，我們實地考察其資質、生產設備、加工能力和質量管理能力，確保供應的可靠性。

4.2 Supplier Admission, Assessment, and Tiered Management

During the supplier admission phase, the Group adheres to the principles of fairness and openness, strictly enforcing the admission process. We have established multi-dimensional evaluation criteria, focusing on a comprehensive assessment and selection of suppliers based on three key dimensions: operational capability, technical capability, and quality capability. For key suppliers, we conduct on-site inspections of their qualifications, production equipment, processing capacity, and quality management capabilities to ensure supply reliability.

關鍵績效：

Key Performance:

- 使用環境標準篩選的新供應商佔比為77.78%
Percentage of new suppliers screened using environmental criteria: 77.78%
- 使用社會標準篩選的新供應商佔比為90%
Percentage of new suppliers screened using social criteria: 90%

為降低供應鏈風險，附屬公司積極推行供應鏈多元化策略，即引入兩個及以上供應商或渠道按份額供貨，以保障原料供應的及時性與穩定性，提升供應鏈韌性。

To mitigate supply chain risks, our subsidiaries actively implement a supply chain diversification strategy, which involves engaging two or more suppliers or channels to supply goods based on allocated shares. This approach safeguards the timeliness and stability of raw material supply and enhances supply chain resilience.

報告期內，集團採購平台上線了全新的供應商評價體系，並完成119家集採類供應商的評價工作。同時，附屬公司定期從產品質量、交付情況、價格水平、服務響應等維度對供應商進行綜合績效評估。基於評估結果，我們實施供應商分級管理機制，並結合資料審查、現場考察、日常溝通等方式對供應商開展動態核查，確保評價結果客觀真實。

During the reporting period, the Group's procurement platform launched a new supplier evaluation system and completed the evaluation of 119 suppliers for centralised procurement. At the same time, our subsidiaries regularly conduct comprehensive performance assessments of suppliers based on dimensions such as product quality, delivery performance, price levels, and service responsiveness. Based on these assessment results, we implement a tiered supplier management mechanism and conduct dynamic verification of suppliers through methods including document reviews, on-site inspections, and routine communication to ensure the objectivity and authenticity of the evaluation outcomes.



供應商評估維度

Supplier Assessment Dimensions

關鍵績效：

Key Performance:

- 開展了社會影響評估的供應商數目為159家
Number of suppliers that have undergone social impact assessments: 159
- 開展了環境影響評估的供應商數目為159家
Number of suppliers that have undergone environmental impact assessments: 159
- 通過質量管理體系 (ISO 9000) 認證的供應商數目為598家
Number of suppliers certified under a quality management system (ISO 9000): 598
- 通過環境管理體系 (ISO 14000) 認證的供應商數目為224家
Number of suppliers certified under an environmental management system (ISO 14000): 224
- 通過職業健康安全管理体系認證的供應商數目為190家
Number of suppliers certified under an Occupational Health and Safety Management System: 190

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

4.3 可持續供應鏈

本集團倡導綠色、可持續的供應鏈發展模式，將環保理念貫穿採購全流程。成飛新材、氣壓公司和重慶康明斯等附屬公司將環保績效納入供應商考核標準，並為供應商提供明確的合規要求及指導，以降低供應鏈環境風險。此外，我們充分利用供應鏈屬地化優勢，不僅縮短物料運輸半徑，也有效降低了採購環節的能源消耗與碳排放。

我們重視與供應商共同成長。一方面，集團主動傳導綠色發展要求，鼓勵供應商提升環保表現。另一方面，集團通過論壇、培訓等方式主動與供應商交流溝通，例如，部分附屬公司定期對供應商進行培訓指導，安排技術與工藝人員對新結構、新產品進行技術交底，協助供應商解決技術難題，提升履約能力。

我們致力於維護公正、透明的陽光採購環境，通過與供應商、承包商簽署《廉潔承諾書》，規範採購活動及合同履行，從源頭防範商業賄賂、欺詐等違法違規行為的發生。

4.3 Sustainable Supply Chain

The Group advocates for a green and sustainable supply chain development model, integrating environmental protection concepts throughout the entire procurement process. Subsidiaries such as CF Wind Power, Gas Compressor Company, and Chongqing Cummins include environmental performance in their supplier assessment criteria and provide suppliers with clear compliance requirements and guidance to mitigate environmental risks in the supply chain. Furthermore, we leverage the advantages of a localised supply chain, which not only shortens material transportation distances but also effectively reduces energy consumption and carbon emissions during the procurement phase.

We place great importance on growing together with our suppliers. On the one hand, the Group proactively communicates its green development requirements and encourages suppliers to enhance their environmental performance. On the other hand, the Group actively engages in communication and exchange with suppliers through forums, training, and other means. For example, some subsidiaries provide regular training and guidance to their suppliers, arranging for technical and process personnel to conduct technical handovers on new structures and products. This assists suppliers in resolving technical challenges and improves their ability to fulfil contracts.

We are committed to maintaining a fair and transparent procurement environment. Through the signing of *Integrity Agreements* with suppliers and contractors, we regulate procurement activities and contract performance, preventing illegal and non-compliant behaviours such as commercial bribery and fraud at the source.

關鍵績效：

Key Performance:

- 報告期內，集團內部通過可持續採購培訓的採購員比例為95%
During the reporting period, the percentage of internal procurement officers who completed sustainable procurement training was 95%.



案例：2025重慶康明斯供應商大會暨供應商聯盟論壇成功舉辦

Case: 2025 Chongqing Cummins Supplier Conference and Supplier Alliance Forum Successfully Held

重慶康明斯供應商大會暨供應商聯盟國博論壇在武漢召開，近百家供應商代表受邀參會。本次論壇聚焦「大馬力市場展望」、「產品技術與質量創新」、「供應鏈變革」三大核心議題：通過分享行業洞察與戰略規劃，為供應商提供前瞻性思考；通過分享最新產品規劃，明確「零缺陷供應鏈」的質量要求；強調數字化、信息化在供應鏈建設中的重要作用，引導供應商加大技術投入與能力構建，加速向數字化、高質量發軔轉型。

The Chongqing Cummins Supplier Conference and Supplier Alliance Forum was held in Wuhan, with nearly one hundred supplier representatives invited to attend. The forum focused on three core topics: “High-Horsepower Market Outlook”, “Product Technology and Quality Innovation”, and “Supply Chain Transformation”. By sharing industry insights and strategic plans, it provided forward-looking perspectives for suppliers. Through sharing the latest product plans, it clarified the quality requirements for a “zero-defect supply chain”. The event also emphasised the crucial role of digitalisation and informatisation in supply chain development, guiding suppliers to increase investment in technology and capacity building to accelerate their transformation towards digital and high-quality development.



2025重慶康明斯供應商大會暨供應商聯盟論壇現場

The 2025 Chongqing Cummins Supplier Conference and Supplier Alliance Forum

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

5. 攜手行業發展

重慶機電以開放包容的姿態深度參與行業協會和標準制定，搭建高水平技術交流平台，並攜手高等院校、研究機構及產業鏈上下游夥伴開展產學研一體化合作，通過整合內外部優質資源，推動行業共進發展。

5.1 行業參與

本集團秉持合作共贏的理念，積極參與制定及修訂行業標準，並通過舉辦或參與行業研討會、技術展會等方式開展密切交流合作，分享創新成果與實踐經驗，共同助推行業技術規範化與創新發展。此外，公司立足自身業務優勢，持續深化與產業鏈上下游企業的合作關係，推動產業鏈的協同升級，並切實賦能地方經濟高質量發展。

5. ADVANCING INDUSTRY DEVELOPMENT TOGETHER

Chongqing Machinery & Electric actively participates in industry associations and standard-setting with an open and inclusive approach, building high-level platforms for technical exchange. The Group also collaborates with higher education institutions, research organisations, and partners across the industrial value chain to foster integrated industry-academia-research cooperation, promoting the collective advancement of the industry by integrating high-quality internal and external resources.

5.1 Industry Participation

The Group upholds the principle of win-win cooperation and actively participates in the formulation and revision of industry standards. Through organising or participating in industry seminars and technical exhibitions, we engage in close exchanges and collaboration, sharing innovative achievements and practical experience to jointly promote the standardisation and innovative development of industry technology. Furthermore, leveraging its own business strengths, the Group continuously deepens its partnerships with upstream and downstream enterprises in the industrial chain, driving collaborative upgrades and effectively empowering the high-quality development of the local economy.

2025年重慶機電及附屬公司協會參與情況

Participation of Chongqing Machinery & Electric and Its Subsidiaries in Associations in 2025

附屬公司 Subsidiary	協會名稱及任職 Association Name and Position
機床集團 Machine Tool Group	中國機床工具工業協會副理事長 Vice Chairman of the China Machine Tool & Tool Builders' Association 中國機床工具工業協會齒輪機床分會理事長 Chairman of the Gear Machine Tool Branch of the China Machine Tool & Tool Builders' Association
重泵公司 Chongqing Pump Company	中國通用機械工業協會泵業分會常務副理事長 Executive Vice Chairman of the Pump Industry Branch of the China General Machinery Industry Association
氣壓公司 Gas Compressor Company	中國通用機械工業協會壓縮機分會常務副理事長 Executive Vice Chairman of the Compressor Branch of the China General Machinery Industry Association 重慶工程機械學會副理事長 Vice Chairman of the Chongqing Society of Engineering Machinery 重慶市特種設備安全管理協會副主任委員 Deputy Director of the Chongqing Special Equipment Safety Management Association

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

關鍵績效：

Key Performance:

- 報告期內，重慶機電及附屬公司共主導或參與制修訂國家標準11項，行業標準4項，團體標準4項。
During the reporting period, Chongqing Machinery & Electric and its subsidiaries led or participated in the formulation and revision of 11 national standards, 4 industry standards, and 4 group standards.



案例：重慶機電參加2025年俄羅斯國際石油天然氣工業設備與技術展覽會 Case: Chongqing Machinery & Electric Participates in 2025 Neftegaz

2025年4月14日至17日，公司組織所屬重通集團、重泵公司、氣壓公司參加俄羅斯國際石油天然氣工業設備與技術展覽會。本次展會展出的大型化工壓縮機、工業離心泵、往復泵、柴油發電機組等產品憑藉先進的工藝技術、卓越的產品性能和良好的服務保障吸引了眾多專業客戶的高度關注，為海外市場拓展奠定了良好基礎。From 14 to 17 April 2025, the Group organised the participation of its subsidiaries CQGI Group, Chongqing Pump Company, and Gas Compressor Company in the Neftegaz exhibition in Russia. The products showcased, including large-scale chemical compressors, industrial centrifugal pumps, reciprocating pumps, and diesel generator sets, attracted significant attention from numerous professional clients due to their advanced process technology, excellent performance, and reliable service support, laying a solid foundation for overseas market expansion.



俄羅斯國際石油天然氣工業設備與技術展覽會

The Neftegaz International Exhibition for Equipment and Technologies for the Oil and Gas Industry

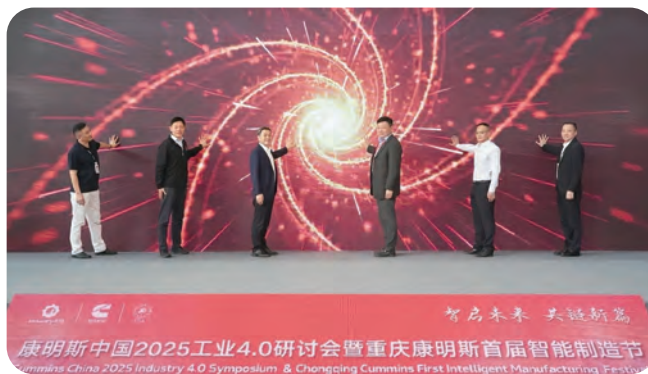


案例：康明斯中國2025工業4.0研討會暨重慶康明斯首屆智能製造節

Case: Cummins China 2025 Industry 4.0 Seminar and Chongqing Cummins First Intelligent Manufacturing Festival

2025年10月，康明斯中國2025工業4.0研討會暨重慶康明斯首屆智能製造節在兩江基地舉辦。活動以「智啟未來，共鏈新篇」為主題，彙聚行業專家、合作夥伴及客戶，採用「技術展示+高端論壇」雙線並行模式，集中呈現智能製造底層核心技術與場景化落地成果。會議分享了重慶康明斯在智能製造領域的技術突破，圍繞數字化平台等核心主題，與各方共探全球工業4.0趨勢下大馬力發動機產業的升級路徑，搭建了行業交流合作的平台，推動全球資源與本土實踐深度融合。

In October 2025, the Cummins China 2025 Industry 4.0 Seminar and the inaugural Chongqing Cummins Intelligent Manufacturing Festival were held at the Liangjiang base. Themed “Intelligently Shaping the Future, Forging New Chains Together”, the event brought together industry experts, partners, and customers, adopting a dual-track model of “Technology Showcase + High-End Forum” to centrally present core underlying technologies and scenario-based application results of intelligent manufacturing. The conference shared Chongqing Cummins’ technological breakthroughs in the field of intelligent manufacturing. Focusing on core topics including digital platforms, it explored with various stakeholders the upgrade pathways for the high-horsepower engine industry under the global Industry 4.0 trend. The event established a platform for industry exchange and cooperation, promoting the in-depth integration of global resources with local practices.



康明斯中國2025工業4.0研討會暨重慶康明斯首屆智能製造節

The Cummins China 2025 Industry 4.0 Seminar and the Inaugural Chongqing Cummins Intelligent Manufacturing Festival

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality

5.2 產學研合作

本集團積極構建產學研合作生態，增強企業創新能力。我們與重慶大學、中國農業大學、中國科學院及上海電纜研究所等高校及科研機構建立長期合作機制，聚焦行業關鍵技術難題開展聯合攻關，攜手推動人才培育以及技術成果轉化等工作，實現企業、高校與科研機構間的優勢互補，共同促進行業技術創新與產業應用的深度融合。

5.2 Industry-Academia-Research Collaboration

The Group actively cultivates an ecosystem for industry-academia-research collaboration to enhance corporate innovation capabilities. We have established long-term cooperation mechanisms with universities and scientific research institutions such as Chongqing University, China Agricultural University, the Chinese Academy of Sciences, and the Shanghai Electric Cable Research Institute. These partnerships focus on joint research to tackle key technical challenges in the industry, working together to advance talent development and the commercialisation of technological achievements. This approach enables the complementary strengths of enterprises, universities, and research institutions to foster the deep integration of technological innovation and industrial application within the sector.



案例：中國科學院寧波材料所專家團隊來訪交流

Case: Expert Team from the Ningbo Institute of Materials Technology and Engineering, Chinese Academy of Sciences, Visits for Exchange

2025年6月26日，中國科學院寧波材料技術與工程研究所專家團隊深入集團附屬公司考察交流，推動科技成果轉化和產學研合作。專家團隊實地參觀了機床集團、成飛新材及氣壓公司，圍繞鐳射極端製造、機器人與智能製造裝備、耐磨耐腐蝕關鍵材料及氫能與儲能等前沿技術，深入探討技術迭代與成果轉化路徑，並建立常態化聯絡機制，進一步拓展在創新與產業協同方面的合作空間。

On 26 June 2025, an expert team from the Ningbo Institute of Materials Technology and Engineering, Chinese Academy of Sciences, conducted an in-depth visit to the Group's subsidiaries to promote the commercialisation of scientific and technological achievements and foster industry-academia-research collaboration. The team conducted on-site tours of Machine Tool Group, CF Wind Power, and Gas Compressor Company, engaging in profound discussions on cutting-edge technologies such as extreme laser manufacturing, robotics and intelligent manufacturing equipment, wear- and corrosion-resistant key materials, and hydrogen energy and storage. They explored pathways for technological iteration and achievement commercialisation, establishing a regular communication mechanism to further expand the scope for cooperation in innovation and industrial synergy.



中國科學院寧波材料技術與工程研究所專家考察交流

Experts from the Ningbo Institute of Materials Technology and Engineering, Chinese Academy of Sciences, during Their Visit and Exchange

(二) 創新驅動，深耕卓越品質

(II) Innovation-Driven, Cultivating Excellent Quality



案例：重泵公司與中國農大建立微型抽水蓄能機組聯合研發團隊

Case: Chongqing Pump Company and China Agricultural University Establish Joint R&D Team for Micro Pumped-Storage Units

2025年6月18日，中國農業大學教授工作站與研究生聯合培養實踐基地在重泵公司正式揭牌。此次掛牌的教授工作站聚焦微型抽水蓄能技術，引入多名教授及科研團隊直接參與技術攻關與產品研發。同時，實踐基地依託公司真實生產場景與項目資源，每年為碩博研究生提供真題真做的實踐崗位，並組建由公司資深工程師與學院導師構成的雙導師團隊聯合指導。該工作站有效打通了人才培養供給側與產業需求側的壁壘，標誌著雙方在產學研深度融合與高層次應用型人才培养方面邁出關鍵一步。

On 18 June 2025, the China Agricultural University Professor Workstation and the Joint Postgraduate Training Practice Base were officially inaugurated at Chongqing Pump Company. The newly established Professor Workstation focuses on micro pumped-storage technology, bringing in multiple professors and research teams to directly participate in technical problem-solving and product R&D. Concurrently, the Practice Base leverages the company's real-world production scenarios and project resources to offer practical positions annually to Master's and doctoral students, who tackle real-world problems under the joint guidance of a dual-mentor team composed of the company's senior engineers and university supervisors. This workstation effectively bridges the gap between the supply side of talent cultivation and the demand side of industry, marking a crucial step forward for both parties in the deep integration of industry-academia-research and the cultivation of high-level, application-oriented talent.



重泵公司與中國農大建立微型抽水蓄能機組聯合研發團隊

Chongqing Pump Company and China Agricultural University Establish a Joint R&D Team for Micro Pumped-Storage Units

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon
Operations, Fulfilling
Environmental Responsibilities



(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

本章節所回應SDGs： SDGs addressed in this chapter:



本章節所涉及實質性議題：

Material topics covered in this chapter:

- 能源管理、水資源管理、污水排放與管理、廢氣排放與管理、有害物質與廢棄物管理、原材料管理、應對氣候變化、清潔技術機遇

Energy management, water resource management, wastewater discharge and management, waste gas emissions and management, hazardous substances and waste management, raw materials management, responding to climate change, opportunities in clean tech

1. 應對氣候變化

面對全球氣候變化這一現實且緊迫的挑戰，重慶機電深刻意識到其對企業經營穩定帶來的潛在風險。我們積極響應國家「雙碳」戰略目標，持續完善氣候治理頂層設計，通過系統性地識別、評估與管理氣候相關風險，將綠色低碳發展理念深度融入核心業務及戰略決策中，以實際行動為應對氣候變化貢獻力量。

1.1 氣候管治與責任分工

重慶機電董事會作為ESG管理的最高責任機構，全面負責統籌氣候變化相關可持續發展議題。董事會承擔氣候相關風險的評估與管理監督職責，審閱並確定本集團氣候治理目標，同時督導各附屬公司按評估結果制定並實施具體應對策略及行動計劃，確保氣候風險得到有效管控。

1. RESPONDING TO CLIMATE CHANGE

Facing the real and pressing challenge of global climate change, Chongqing Machinery & Electric is profoundly aware of the potential risks it poses to the stability of its business operations. We are actively responding to the national strategic goals for carbon peaking and carbon neutrality, continuously refining our top-level climate governance framework. By systematically identifying, assessing, and managing climate-related risks, we deeply integrate the concept of green and low-carbon development into our core business and strategic decision-making, contributing to addressing climate change through concrete actions.

1.1 Climate Governance and Division of Responsibilities

As the highest governing body for ESG management, the Board of Directors of Chongqing Machinery & Electric is fully responsible for overseeing sustainable development issues related to climate change. The Board undertakes the duty of supervising the assessment and management of climate-related risks, reviewing and approving the Group's climate governance objectives. It also directs subsidiaries to formulate and implement specific response strategies and action plans based on assessment results, ensuring that climate risks are effectively managed.

在董事會領導下，ESG工作小組負責氣候相關風險與機遇的識別、評估及優先排序，協調推進集團層面氣候相關管理舉措的落地執行。各業務部門嚴格執行集團相關政策及制度，在日常營運中推進節能減排、能源管理等專項工作的具體實施。這一自上而下的管治架構，確保氣候議題有效融入集團戰略決策與營運執行全過程。

1.2 氣候風險管理與應對

重慶機電已將氣候風險管理納入集團整體風險管理框架，通過系統性識別、評估與管理流程，主動應對氣候變化引發的物理與轉型風險，把握相關發展機遇，提升業務氣候韌性，保障營運持續穩定。

本集團已建立規範的氣候風險識別與評估機制。在董事會監督下，ESG工作小組協同各業務部門，對氣候相關風險與機遇開展持續掃描、識別及優先排序，確保潛在氣候風險及早識別、有效應對。

Under the leadership of the Board of Directors, the ESG Working Group is responsible for identifying, assessing, and prioritising climate-related risks and opportunities, as well as coordinating the implementation of climate-related management initiatives at the Group level. All business departments strictly adhere to the Group's relevant policies and procedures, carrying out specific tasks such as energy conservation and emission reduction and energy management in their daily operations. This top-down governance structure ensures that climate issues are effectively integrated into the entire process of the Group's strategic decision-making and operational execution.

1.2 Climate Risk Management and Response

Chongqing Machinery & Electric has integrated climate risk management into the Group's overall risk management framework. Through a systematic process of identification, assessment, and management, we proactively address the physical and transition risks arising from climate change, seize related development opportunities, enhance the business's climate resilience, and ensure the continued stability of our operations.

The Group has established a formalized mechanism for identifying and assessing climate risks. Under the supervision of the Board of Directors, the ESG Working Group collaborates with various business departments to continuously scan, identify, and prioritise climate-related risks and opportunities, ensuring that potential climate risks are identified early and addressed effectively.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

基於上述管理流程，本集團對氣候相關的物理風險與轉型風險進行了識別與分析¹，並制定了針對性的應對舉措。同時，我們也積極關注清潔能源發展、綠色產品市場需求增長等轉型機遇。具體的風險與機遇清單及應對措施詳見下表。

Based on the aforementioned management process, the Group has identified and analysed climate-related physical and transition risks¹ and has formulated targeted response measures. At the same time, we are actively monitoring transition opportunities, such as the development of clean energy and the growing market demand for green products. A detailed list of risks and opportunities, along with their corresponding response measures, can be found in the table below.

物理風險清單

List of Physical Risks

風險類型 Risk Type	潛在影響 Potential Impact	應對措施 Response Measures
急性風險 Acute Risks		
極端高溫 Extreme high temperatures	<ul style="list-style-type: none"> – 高溫限電可能導致生產中斷 Power rationing due to high temperatures may lead to production interruptions. – 高溫作業增加員工健康風險 Working in high temperatures increases health risks for employees. – 電氣設施及精密設備過熱引發運行故障 Overheating of electrical facilities and precision equipment may cause operational failures. 	<ul style="list-style-type: none"> • 完善高溫限電等應急預案，常態化開展夏季「五防」安全工作 Enhance emergency response plans for events such as high-temperature power rationing and conduct regular summer “Five Preventions” safety work. • 開展防人員中暑應急演練，強化員工職業健康保障 Conduct emergency drills for heatstroke prevention and strengthen occupational health protection for employees. • 推進屋頂分散式光伏項目，提升自備電源供給比例 Promote rooftop distributed photovoltaic projects to increase the proportion of self-generated power supply. • 加強供配電系統負荷監控與專項巡檢 Strengthen load monitoring and targeted inspections of the power supply and distribution system.

¹ 重慶機電審慎評估氣候風險對於公司的影響，而考慮到合理資料、財務影響、以及能力相關因素，本集團決定在本報告期內暫不披露氣候相關當期及預期財務影響量化資訊，以及氣候情景分析內容，而將在未來持續完善資料數據，並逐步完善相關披露。

¹ Chongqing Machinery & Electric prudently assesses the impact of climate risks on the operations. However, considering the availability of reliable data, financial implications, and internal capacity constraints, the Group has decided not to disclose quantitative information on the current and expected financial impacts of climate-related issues, nor the content of its climate scenario analysis, during this reporting period. The Group will continue to enhance its data collection in the future and will progressively improve relevant disclosures.

風險類型 Risk Type	潛在影響 Potential Impact	應對措施 Response Measures
極端降水 Extreme precipitation	<ul style="list-style-type: none"> 廠區積水引發資產毀損及停工 Water accumulation in plant areas may cause asset damage and production stoppages 物流受阻導致零部件供應及產品交付延誤 Logistics disruptions may lead to delays in component supply and product delivery. 	<ul style="list-style-type: none"> 備齊沙袋、抽水泵等防汛物資，針對配電室等關鍵區域設置防洪屏障 Stockpile flood control materials such as sandbags and water pumps, and set up flood barriers in key areas like power distribution rooms. 制定《防洪防汛應急處置應急預案》並定期開展專項應急演練活動 Formulated the <i>Emergency Response Plan for Flood Control and Flood Prevention</i> and regularly conduct specialised emergency drills. 擴大室外滲水面積，提升廠區綠化佔比 Expand outdoor water-permeable areas and increase the proportion of green spaces within the plant area.
驟旱 Flash drought	<ul style="list-style-type: none"> 極端乾旱導致工藝用水緊張，可能波及清洗、冷卻環節 Extreme drought leads to a shortage of process water, potentially affecting cleaning and cooling processes. 驟旱造成的水資源短缺可能引發上游供應鏈波動 Water shortages caused by flash droughts could trigger fluctuations in the upstream supply chain. 	<ul style="list-style-type: none"> 建立分級用水管理制度，優先保障核心生產單元用水 Establish a tiered water management system to prioritise water supply for core production units. 構建多元化供應網絡，降低單一區域氣候災害引發的斷供風險 Build a diversified supply network to mitigate the risk of supply disruption caused by climate disasters in a single region.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

風險類型 Risk Type	潛在影響 Potential Impact	應對措施 Response Measures
慢性風險 Chronic risks		
水短缺 Water scarcity	<ul style="list-style-type: none"> 長期水資源匱乏與水價上漲增加營運成本，並可能限制生產規模 Long-term water scarcity and rising water prices increase operational costs and may limit production capacity. 	<ul style="list-style-type: none"> 升級工業廢水循環系統，提升中水回用率 Upgrade the industrial wastewater recycling system to increase the reuse rate of reclaimed water. 優化製造工藝，引進節能節水型先進設備，減少原水消耗 Optimise manufacturing processes and introduce advanced energy- and water-saving equipment to reduce raw water consumption.
變暖趨勢 Warming trends	<ul style="list-style-type: none"> 氣溫上升導致能源消耗總量增加 Rising temperatures lead to an increase in total energy consumption. 冷卻系統負荷加重降低生產穩定性 Increased load on cooling systems reduces production stability. 	<ul style="list-style-type: none"> 應用屋頂光伏及遠端監測系統，實時優化能效表現，降低對傳統能源的依賴 Apply rooftop photovoltaics and remote monitoring systems to optimise energy efficiency in real time and reduce reliance on conventional energy. 加速淘汰低效設備，推廣應用節能燈具等高效能設備 Accelerate the phase-out of inefficient equipment and promoting the use of high-efficiency equipment such as energy-efficient lighting.

轉型風險與機遇清單

List of Transition Risks and Opportunities

風險／機遇類型 Risk/Opportunity Type	潛在影響 Potential Impact	應對措施 Response Measures
轉型風險 Transition Risks		
政策風險 Policy risks	<ul style="list-style-type: none"> 碳排放政策法規收緊可能增加合規成本 Tighter carbon emission policies and regulations may increase compliance costs. 低碳相關政策變化促使現有營運模式調整 Changes in low-carbon policies may necessitate adjustments to existing operating models. 	<ul style="list-style-type: none"> 動態跟蹤國內外政策與法規變化，制定應對方案 Dynamically track domestic and international policy and regulatory changes and formulating corresponding response plans. 優化生產工藝，提升綠色電力佔比，減少溫室氣體及污染物排放 Optimise production processes, increase the proportion of green electricity, and reducing greenhouse gas and pollutant emissions.
技術風險 Technological risks	<ul style="list-style-type: none"> 低碳製造技術佈局滯後影響產品競爭力 A lag in the deployment of low-carbon manufacturing technologies may affect product competitiveness. 未能及時開展節能改造可能導致成本上升 Failure to carry out energy-saving retrofits in a timely manner may lead to increased costs. 	<ul style="list-style-type: none"> 制定技術改進與設備更新計劃，引入先進節能技術 Develop plans for technological improvements and equipment upgrades, and introduce advanced energy-saving technologies. 加大對低碳技術的研發投入，並積極探索替代能源的應用 Increase R&D investment in low-carbon technologies and actively explore the application of alternative energy sources.

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(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

風險／機遇類型 Risk/Opportunity Type	潛在影響 Potential Impact	應對措施 Response Measures
市場風險 Market risks	<ul style="list-style-type: none"> - 綠色產品市場需求日益增長，高能耗產品可能面臨市場需求萎縮風險 With growing market demand for green products, high-energy-consumption products may face the risk of shrinking market demand. - 客戶對綠色供應鏈透明度要求可能提升 Customer requirements for green supply chain transparency may increase. 	<ul style="list-style-type: none"> • 加大綠色低碳產品研發力度，如新能源及環保相關裝備產品 Intensify research and development of green and low-carbon products, such as equipment related to new energy and environmental protection. • 強化與產業鏈上下游聯動，推動低碳裝備規模化應用，確保符合綠色供應鏈准入要求 Strengthen collaboration with upstream and downstream partners in the industrial chain to promote the large-scale application of low-carbon equipment and ensure compliance with green supply chain access requirements. • 持續優化產品結構，推動業務多元化，降低對單一市場的依賴 Continuously optimise the product structure and promote business diversification to reduce reliance on a single market.

風險／機遇類型 Risk/Opportunity Type	潛在影響 Potential Impact	應對措施 Response Measures
聲譽風險 Reputational risks	<p>— 公眾或投資者對低碳轉型進度的關注日益增強，表現不佳可能影響品牌價值與融資能力</p> <p>Growing public and investor attention to the progress of low-carbon transition means that underperformance could impact brand value and financing capabilities.</p>	<ul style="list-style-type: none"> 完善氣候信息披露機制，部分附屬企業逐步發佈相關報告，定期向利益相關方展示可持續發展成果，建立透明的溝通機制 Improve the climate information disclosure mechanism, with some subsidiaries gradually publishing relevant reports, regularly presenting sustainable development achievements to stakeholders, and establishing a transparent communication mechanism. 定期發佈ESG報告，向市場展示可持續發展承諾與行動 Regularly publish ESG reports to demonstrate sustainable development commitments and actions to the market.

轉型機遇

Transition Opportunities

市場機遇 Market Opportunities	<p>— 國家戰略及各地政策支持可能帶動新能源、綠色低碳相關裝備市場需求持續上升</p> <p>National strategies and local policies may drive a continuous rise in market demand for equipment related to the new energy and green and low-carbon sectors.</p>	<ul style="list-style-type: none"> 積極爭取政府環保專項補貼，加大綠色、節能產品的市場開發力度 Actively seek government environmental protection subsidies and strengthen market development for green and energy-saving products. 緊跟國家戰略，在新能源等綠色低碳領域擴大市場份額 Closely follow national strategies to expand market share in green and low-carbon fields such as new energy.
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(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

風險／機遇類型 Risk/Opportunity Type	潛在影響 Potential Impact	應對措施 Response Measures
技術機遇 Technological Opportunities	<ul style="list-style-type: none"> - 新興節能技術的應用可降低原材料及能源消耗成本 The application of emerging energy-saving technologies can reduce the costs of raw materials and energy consumption. - 通過碳足跡認證等增強產品綠色溢價能力，可提升在國內外高端市場的准入優勢 Enhancing the green premium of products through initiatives such as carbon footprint certification can improve access to high-end domestic and international markets. 	<ul style="list-style-type: none"> • 聚焦清潔能源、核電裝備、工業母機等領域，聯合科研院所共建聯合創新平台，與西安交大、重慶大學等高校簽訂4項戰略合作協議 Focus on fields such as clean energy, nuclear power equipment, and industrial machine tools, and establish joint innovation platforms with research institutions, having signed four strategic cooperation agreements with universities including Xi'an Jiaotong University and Chongqing University. • 加強先進節能降耗技術的研發（如MVR蒸汽壓縮機等餘熱回收技術），提升資源利用效率 Strengthen research and development of advanced energy-saving and efficiency-enhancing technologies (such as waste heat recovery technologies like MVR steam compressors) to enhance resource utilisation efficiency. • 推動重點產品綠色標籤認證工作，提升產品的環保價值與溢價能力 Promote green label certification for key products to enhance their environmental value and premium potential.

1.3 氣候管理策略

本集團將應對氣候變化深度融入整體發展戰略，通過發展清潔能源裝備產業與推動自身營運低碳化雙輪驅動，系統性管理氣候相關風險並把握轉型機遇。

1.3 Climate Management Strategy

The Group has deeply integrated its response to climate change into its overall development strategy, systematically managing climate-related risks and seizing transition opportunities through a dual-pronged approach of developing the clean energy equipment industry and promoting the decarbonisation of its own operations.

運營低碳化 Low-carbon Operations

各附屬公司實施廠房屋頂光伏項目，提升清潔電力自給比例，並通過採購綠色電力進一步優化用能結構
Subsidiaries implement rooftop photovoltaic projects on factory buildings to increase the self-sufficiency rate of clean power and further optimise their energy consumption structure by procuring green electricity.

風電裝備與運營 Wind power equipment and operations

為「疆電入渝」等重大工程提供風電葉片產品；自主投建首個分散式光伏發電項目成功並網
We provided wind turbine blade products for major projects such as the "Xinjiang Power Transmission to Chongqing"; our first independently developed and constructed distributed photovoltaic power generation project was successfully connected to the grid.

氫能及核能裝備 Hydrogen and nuclear energy equipment

加氫站成套設備投入運營，助力「成渝走廊」基礎設施建設；風光制綠氫合成氨一體化裝備成功運行；核電泵、冷水機等核心裝備應用於國家重大工程
Complete sets of equipment for hydrogen refuelling stations were commissioned, supporting the infrastructure construction of the "Chengdu-Chongqing Hydrogen Corridor"; integrated equipment for green hydrogen and ammonia synthesis from wind and solar energy was successfully operated; core equipment such as nuclear power pumps and chillers has been applied in major national projects.

碳捕集利用技術 Carbon capture, utilization and storage technology

為百萬噸級CCUS項目提供的核心壓縮機成功投運，累計助力實現二氧化碳封存量超200萬噸
The core compressors supplied for a million-tonne scale CCUS project were successfully commissioned, cumulatively contributing to the sequestration of over 2 million tonnes of CO₂.

清潔技術機遇 Clean technology opportunities

產品綠色化 Green Products

依據國際標準對核心產品開展協力廠商碳足跡核查與認證，持續推進產品全生命周期環境影響的管理與優化
We conduct third-party carbon footprint verification and certification for our core products in accordance with international standards, and continuously promote the management and optimisation of the environmental impact across the entire product life cycle.

重慶機電氣候管理策略

Chongqing Machinery & Electric's Climate Management Strategy

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案例：重慶康明斯能效提升與清潔能源應用

Case: Energy Efficiency Enhancement and Clean Energy Application at Chongqing Cummins

2025年，重慶康明斯實施了一系列能效提升與清潔能源應用措施。公司通過優化營運與實施技術改造，全年自發自用光伏綠電約340萬千瓦時，利用微電網儲能系統回收電能約20萬千瓦時，並通過物流區域照明優化及技術中心水系統改造，實現節電約150.6萬千瓦時，同時建設5G數據平台以提升管理智能化水平。這些舉措有效降低了企業的碳排放與能源成本。

In 2025, Chongqing Cummins implemented a series of measures to enhance energy efficiency and expand the application of clean energy. Through operational optimisation and technological upgrades, the company generated and consumed approximately 3.4 million kWh of its own photovoltaic green electricity for the year, recovered around 200,000 kWh of power using a microgrid energy storage system, and achieved electricity savings of about 1.506 million kWh by optimising lighting in logistics areas and upgrading the water system at its technology center, while also developing a 5G data platform to enhance the level of intelligent management. These initiatives effectively reduced the Group's carbon emissions and energy costs.



案例：鴿牌公司開展產品碳足跡核查

Case: Pigeon Company Conducts Product Carbon Footprint Verification

為評估與改善產品環境影響，鴿牌公司依據ISO 14067:2018《溫室氣體—產品碳足跡—量化要求與指南》等國際標準，委託獨立第三方對其35kV交聯聚乙烯絕緣電力電纜進行了產品碳足跡核算。經核查，該產品從原材料獲取、生產製造至出廠階段的全生命周期碳足跡為41.93kgCO₂eq。

To assess and improve the environmental impact of its products, Pigeon Company commissioned an independent third party to conduct a product carbon footprint calculation for its 35kV cross-linked polyethylene insulated power cables, in accordance with international standards such as ISO 14067:2018 *Greenhouse gases – Carbon footprint of products – Requirements and guidelines for quantification*. The verification confirmed that the full life-cycle carbon footprint of this product, from raw material acquisition and manufacturing to the factory gate, is 41.93 kgCO₂eq.

關鍵績效：

Key Performance:

2025年，重慶機電清潔能源使用量²17,254.94兆瓦時

In 2025, Chongqing Machinery & Electric's clean energy consumption² was 17,254.94 MWh.

² 包含自發自用綠電、外購綠電。

² Includes self-generated and self-consumed green electricity, as well as purchased green electricity.

1.4 指標與目標

重慶機電積極構建碳排放管控體系，並持續推進附屬公司碳減排能力建設。我們通過定期評估排放數據、設定與跟蹤減排目標，系統性地管理氣候相關風險與機遇，以提升整體氣候韌性。

本集團支持並推動附屬公司制定科學的碳減排目標。其中，重慶康明斯已制定分階段的目標規劃：其短期目標為，萬元產值能耗逐年同比下降5%；長期目標為，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。

展望未來，重慶機電將持續完善綠色低碳管理體系建設，持續完善氣候相關量化目標，以提高集團整體的氣候風險應對能力。

1.4 Indicators and Targets

Chongqing Machinery & Electric is actively building a carbon emissions control system and continues to enhance the carbon reduction capabilities of its subsidiaries. We systematically manage climate-related risks and opportunities by regularly assessing emissions data and by setting and tracking reduction targets to improve overall climate resilience.

The Group supports and encourages its subsidiaries to formulate scientific carbon reduction targets. Among them, Chongqing Cummins has already established a phased target plan. Its short-term target is to decrease energy consumption per ten thousand yuan of output value by 5% year-on-year, and its long-term target is to reduce greenhouse gas emissions from production activities and facilities by 50% by 2030, using 2018 as the base year, and to achieve full carbon neutrality by 2050.

Looking ahead, Chongqing Machinery & Electric will continue to refine its green and low-carbon management system and further improve its climate-related quantitative targets to enhance the Group's overall capacity to respond to climate risks.

溫室氣體排放量		單位		2025
Greenhouse Gas Emissions		Unit		
直接排放(範圍1)	Direct emissions (Scope 1)	噸二氧化碳當量	tonnes of CO ₂ equivalent (tCO ₂ eq)	18,718.57
間接排放(範圍2)	Indirect emissions (Scope 2)	噸二氧化碳當量	tonnes of CO ₂ equivalent (tCO ₂ eq)	56,790.82
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	tonnes of CO ₂ equivalent (tCO ₂ eq)	75,509.39

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(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

2. 環境管理

環境管理是重慶機電貫徹綠色發展理念、實現可持續發展的核心環節。本集團持續深化環境管理體系建設，將生態環境保護深度納入企業發展戰略，通過強化風險監控、落實管理責任，確保安全環保政策在各級附屬公司得到有效執行，以實際行動構建環境友好型企業。

2.1 環境管理架構與制度

重慶機電致力於構建權責清晰、協同高效的環境管理架構。在決策層，我們由董事會統籌環境管理戰略，並依託ESG工作小組負責環境信息披露及日常監管事務。在執行層，各附屬公司根據自身業務特點和生產實際，設立安全環保委員會、HSE委員會或環境保護工作小組等專門機構，實行安全環保責任制，負責環境保護相關事務的具體實施與日常管理。

2. ENVIRONMENTAL MANAGEMENT

Environmental management is a core component of Chongqing Machinery & Electric's implementation of its green development philosophy and the achievement of sustainable development. The Group continues to deepen the development of its environmental management system, integrating ecological and environmental protection into its corporate development strategy. By strengthening risk monitoring and enforcing management responsibilities, we ensure that safety and environmental policies are effectively implemented across all levels of subsidiaries, thereby building an environmentally friendly enterprise through concrete actions.

2.1 Environmental Management Structure and Systems

Chongqing Machinery & Electric is committed to establishing an environmental management structure with clear responsibilities and efficient collaboration. At the decision-making level, the Board of Directors oversees the overall environmental management strategy, supported by the ESG Working Group, which is responsible for environmental information disclosure and daily supervision. At the executive level, each subsidiary has established specialised bodies, such as Safety and Environmental Protection Committees, HSE Committees, or Environmental Protection Working Groups, based on their specific business characteristics and production realities. These bodies operate under a safety and environmental responsibility system and are tasked with the concrete implementation and daily management of environmental protection matters.

在制度建設方面，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》《中華人民共和國固體廢物污染環境防治法》等國家及營運所在地相關法律法規，確保各項生產經營活動符合法律及監管要求。在集團統一管理要求下，各附屬公司結合自身營運情況，制定並實施《環境保護管理制度》《污染防治責任制度》《突發環境事件應急預案》《環保監督與考核管理細則》等內部管理文件，涵蓋污染防治責任、環境因素識別、環境監測及考核管理等事項。

此外，各附屬公司亦將環境指標達成情況納入各級負責人的年度考核體系，通過常態化的監督檢查與獎懲機制，確保各項環保措施從制度規範轉化為生產實踐，切實履行企業環保責任。

In terms of system development, the Group strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Environmental Impact Assessment Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, and other relevant national and local laws and regulations, ensuring that all production and operational activities comply with legal and regulatory requirements. Under the Group's unified management requirements, each subsidiary formulates and implements its own internal management documents, such as the *Environmental Protection Management System*, the *Pollution Prevention and Control Responsibility System*, the *Emergency Plan for Environmental Incidents*, and the *Detailed Rules for Environmental Supervision and Assessment Management*, covering matters including pollution prevention responsibilities, identification of environmental factors, environmental monitoring, and assessment management.

Furthermore, each subsidiary incorporates the achievement of environmental targets into the annual performance appraisal systems for leaders at all levels. Through regular supervision, inspections, and a system of rewards and penalties, we ensure that all environmental protection measures are translated from institutional norms into production practices, thereby fulfilling our corporate environmental responsibilities.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

2.2 環境管理體系認證

本集團依據ISO 14001標準建立並運行環境管理體系，穩步推進綠色製造轉型。為確保體系的適用性與有效性，本集團開展環境管理體系內審與外審工作，定期組織專業機構及團隊對各生產環節進行合規性審計。針對審核中識別的不足，我們秉持閉環管理原則，督促相關附屬公司及時落實整改措施，以有效促進環境管理體系的持續改進和規範運行。

在推進體系運行的同時，重慶機電亦鼓勵各附屬公司積極參與綠色工廠、清潔生產及環保示範等創建工作，通過優化工藝流程及提升設備能效，持續降低生產過程對環境的影響。截至報告期末，重慶康明斯、鴿牌公司、機床集團、重泵公司均已獲得國家級綠色工廠稱號。

2.2 Environmental Management System Certification

The Group has established and operates an environmental management system based on the ISO 14001 standard, steadily advancing its transition to green manufacturing. To ensure the system's applicability and effectiveness, the Group conducts both internal and external audits of its environmental management system, regularly organising professional institutions and teams to perform compliance audits on all production stages. For any deficiencies identified during these audits, we adhere to the principle of closed-loop management, urging the relevant subsidiaries to implement corrective measures promptly to effectively promote the continuous improvement and standardised operation of the environmental management system.

While promoting the system's operation, Chongqing Machinery & Electric also encourages its subsidiaries to actively participate in initiatives such as creating green factories, implementing clean production, and establishing environmental demonstration projects. By optimising technological processes and enhancing equipment energy efficiency, we continuously reduce the environmental impact of our production processes. As of the end of the reporting period, Chongqing Cummins, Pigeon Company, Machine Tool Group, and Chongqing Pump Company have all been awarded the title of National Green Factory.

關鍵績效：

Key Performance:

- 截至報告期末，重慶機電下屬生產型附屬公司已100%通過ISO 14001環境管理體系認證
- As of the end of the reporting period, 100% of Chongqing Machinery & Electric's manufacturing subsidiaries have obtained ISO 14001 environmental management system certification.
- 報告期內，重慶機電及其附屬公司未發生任何環境相關違規或事故。
- During the reporting period, Chongqing Machinery & Electric and its subsidiaries did not experience any environment-related violations or accidents.



國家級綠色工廠認證(部分)

National Green Factory Certifications (Partial)



環境管理體系認證(部分)

Environmental Management System Certifications (Partial)

2.3 環保投入與培訓

重慶機電持續加大在環境治理、設施運行維護和風險防控方面的投入，以持續提升污染防治、環境監測、應急管理等領域的管理能力。在提升全員環保意識方面，我們結合安全環保月及節能宣傳周等活動，組織員工學習最新環保法規，並針對關鍵崗位開展危險廢物處置、水處理故障排查等專業技能培訓。

2.3 Environmental Investment and Training

Chongqing Machinery & Electric continues to increase its investment in environmental governance, facility operation and maintenance, and risk prevention and control to consistently improve its management capabilities in areas such as pollution prevention, environmental monitoring, and emergency management. To raise the environmental awareness of all employees, we organise staff to study the latest environmental regulations in combination with activities such as the Safety and Environment Month and the Energy-Saving Promotion Week. We also provide professional skills training for key positions, covering hazardous waste disposal and troubleshooting for water treatment systems.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

此外，各附屬公司均編製了針對性的應急預案，並定期開展突發環境事件應急演練，內容覆蓋危廢洩漏、化學品洩漏、油品洩漏及疏散處置等典型場景，通過實操演練和桌面推演相結合的方式，強化員工對環境風險的識別能力和應急響應水平。

In addition, each subsidiary has developed targeted emergency response plans and regularly conducts contingency drills for environmental emergencies. These drills cover typical scenarios such as hazardous waste spills, chemical leaks, oil spills, and evacuation and disposal procedures. By combining practical exercises with tabletop simulations, we strengthen employees' ability to identify environmental risks and enhance their emergency response capabilities.



案例：氣壓公司油品洩漏應急演練

Case: Oil Spill Emergency Drill at Gas Compressor Company

2025年，氣壓公司組織開展了金工工段潤滑油洩漏專項應急演練。演練模擬了現場油桶傾倒導致洩漏的場景，有效檢驗了從報警、圍堵（使用吸油氈與消防沙）、污染控制到危廢收集暫存的全流程響應。此次演練驗證了應急預案的可操作性，提升了基層員工對突發環境事件的初期攔截與處置能力。

In 2025, Gas Compressor Company conducted a specialised emergency drill for a lubricating oil spill in the metalworking section. The drill simulated a scenario where an oil drum tipped over, causing a leak, and effectively tested the full-process response, covering alarm activation and containment (using oil absorbent mats and fire sand) to pollution control and the collection and temporary storage of hazardous waste. This drill verified the operability of the emergency plan and improved frontline employees' ability to intercept and handle environmental emergencies at an early stage.

關鍵績效：

Key Performance:

報告期內，重慶機電環境總投入共2,105.92萬元

During the reporting period, the total environmental investment of Chongqing Machinery & Electric reaches RMB21.06 million

3. 污染防治

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》《中華人民共和國水污染防治法》及《中華人民共和國固體廢物污染環境防治法》等法律法規，圍繞廢氣、廢水及廢棄物等主要環境因素，系統識別污染物產生環節，實施源頭控制與全過程監管，對污染物排放實施規範化管理。

3.1 廢氣排放與管理

重慶機電各附屬公司制定並實施《污染預防》《大氣排放管理》等內部管理制度，圍繞生產製造過程中產生的各類廢氣，建立覆蓋產生、收集、處理及排放全過程的管理機制，持續推進治理工藝優化升級。我們依據排污許可證要求識別主要廢氣排放點，配置相應治理設施並加強運行維護和排放監測，確保廢氣排放符合國家及地方相關標準。

3. POLLUTION PREVENTION AND CONTROL

Chongqing Machinery & Electric strictly adheres to the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*. Focusing on major environmental factors such as waste gas, wastewater, and waste, we systematically identify pollutant-generating processes, implement source control and full-process supervision to standardise the management of pollutant emissions.

3.1 Waste Gas Emissions and Management

Chongqing Machinery & Electric's subsidiaries have formulated and implemented internal management systems such as the *Pollution Prevention System* and the *Atmospheric Emissions Management System*. We have established a comprehensive management mechanism for various types of waste gas generated during the manufacturing process, covering generation, collection, treatment, and discharge, while continuously promoting the optimisation and upgrading of treatment technologies. In accordance with the requirements of our pollutant discharge permits, we identify major waste gas emission points, equip them with corresponding treatment facilities, and strengthen operational maintenance and emissions monitoring to ensure that waste gas emissions comply with national and local standards.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

此外，本集團通過設定量化目標進一步強化廢氣排放管理。例如，2025年，重慶康明斯設定具體目標：以2024年為基準，到2030年將揮發性有機物 (VOCs) 排放量減少50%。

Furthermore, the Group enhances its waste gas emissions management by setting quantitative targets. For example, in 2025, Chongqing Cummins set a specific goal to reduce its emissions of volatile organic compounds (VOCs) by 50% by 2030, using 2024 as the baseline.

 揮發性有機物 (VOCs) Volatile Organic Compounds (VOCs)	 顆粒物及煙塵 Particulate Matter and Smoke Dust	 燃燒廢氣 (NO _x 、SO ₂ 等) Combustion Exhaust Gases (NO _x , SO ₂ , etc.)
<ul style="list-style-type: none">• 針對噴塗等產生 VOCs 的工序，配套建設活性炭吸附、催化燃燒等廢氣治理設施，對廢氣進行集中收集和處理 For processes that generate VOCs, such as spraying, we have installed ancillary waste gas treatment facilities, including activated carbon adsorption and catalytic combustion, to centralise the collection and treatment of exhaust gases.• 通過優化塗裝工藝參數、減少溶劑使用量等方式，從源頭降低VOCs產生強度 The intensity of VOC generation is reduced at the source by optimising coating process parameters and reducing solvent usage.• 對VOCs治理設施運行情況開展持續監控，確保處理系統穩定運行 We conduct continuous monitoring of the operational status of VOCs treatment facilities to ensure the stable performance of the treatment system.	<ul style="list-style-type: none">• 對焊接、測試及相關輔助工序產生的顆粒物，配置布袋除塵、濾筒除塵及高效除塵裝置，實現廢氣的有效收集與處理 For particulate matter generated during welding, testing, and related auxiliary processes, we have equipped these areas with bag filters, cartridge filters, and high-efficiency dust collectors to achieve effective collection and treatment of waste gases.• 推進自動焊接及機器人焊接工藝，減少人工操作帶來的排放波動 We are promoting the use of automated and robotic welding processes to reduce emission fluctuations caused by manual operations.• 對部分除塵設施實施系統性升級改造，提升廢氣處理能力 Systematic upgrades and renovations have been carried out on some dust collection facilities to enhance their waste gas treatment capacity.	<ul style="list-style-type: none">• 對熱處理等涉及燃燒過程的工序，配套建設除塵及相關廢氣處理設施，確保燃燒廢氣穩定達標排放 For combustion-related processes such as heat treatment, we have installed dust removal and related waste gas treatment facilities to ensure stable and compliant discharge of combustion exhaust gases.• 逐步淘汰高能耗、高排放設備，更新作節能型生產裝備，降低燃燒廢氣產生水平與異常排放風險 High-energy-consumption and high-emission equipment is being progressively phased out and replaced with energy-efficient production machinery, thereby reducing the risk of abnormal emissions from combustion exhaust gases.

廢氣管理舉措

Waste Gas Management Initiatives



案例：重慶康明斯增設除塵裝置，減少顆粒物排放

Case: Chongqing Cummins Adds Dust Collection Equipment to Reduce Particulate Matter Emissions

報告期內，為深化廢氣治理，重慶康明斯在原有尾氣處理系統末端增設了一套高溫布袋除塵裝置。該措施將測試環節的顆粒物排放濃度降低了約70%，實現年顆粒物減排量約400千克，顯著提升了大氣污染防治水平。

During the reporting period, to strengthen its waste gas treatment efforts, Chongqing Cummins added a high-temperature baghouse dust collector at the end of its existing exhaust gas treatment system. This measure reduced the concentration of particulate matter (PM) emissions during the testing phase by approximately 70%, achieving an annual reduction of approximately 400 kilograms of PM and significantly improving its level of air pollution prevention and control.



除塵裝置

Dust Collection Equipment



案例：重通集團焊接工序自動化升級

Case: Welding Process Automation Upgrade at CQGI Group

報告期內，重通集團推動不銹鋼渠道與風機葉輪的焊接工藝從手工焊向機器人自動焊革新。通過精確控制焊接參數，其實現了焊材利用率提升15%、廢料率下降20%的成效。此舉在減少焊接煙塵與能耗的同時，將產品一次合格率提升至99.5%以上，兼顧了環保效益與質量提升。

During the reporting period, CQGI Group promoted the transition from manual welding to robotic automated welding for its stainless steel pipes and fan impellers. By precisely controlling welding parameters, it achieved a 15% increase in welding material utilisation and a 20% reduction in the scrap rate. This initiative reduced welding fumes and energy consumption while increasing the first-pass yield of products to over 99.5%, balancing environmental benefits with quality improvements.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities

3.2 污水排放與管理

重慶機電制定《廢水管理制度》等內部制度，明確廢水管理職責，規範廢水排放路徑，對生產營運過程中的工業廢水及生活污水實施嚴格的分流管理與規範化處理，確保排放水質符合適用標準。

3.2 Wastewater Discharge and Management

Chongqing Machinery & Electric has formulated internal policies such as the *Wastewater Management System*, which clarifies responsibilities for wastewater management and regulates discharge pathways. We implement strict diversion management and standardised treatment for industrial wastewater and domestic sewage generated during production and operations to ensure that the quality of discharged water meets applicable standards.



2025年，重慶機電廢水排放總量434,861噸，較去年下降6.49%

In 2025, Chongqing Machinery & Electric's total wastewater discharge was 434,861 tonnes, a decrease of 6.49% compared to the previous year.

廢水管理舉措

Wastewater Management Measures

3.3 廢棄物與有害物質管理

重慶機電對生產經營過程中產生的廢棄物實施分類管理和全過程管控，明確廢棄物識別、分類收集、暫存、轉運及處置要求，以防範環境風險。我們嚴格遵守《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，建立廢棄物管理制度，規範危險廢物台賬管理和轉移聯單制度，確保廢棄物依法合規處置。

3.3 Waste and Hazardous Substance Management

Chongqing Machinery & Electric implements classified and whole-process management for waste generated during production and operations, specifying requirements for waste identification, segregated collection, temporary storage, transport, and disposal to prevent environmental risks. We strictly adhere to national and local laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, have established a waste management system, and regulate hazardous waste ledgers and transfer manifest system to ensure lawful and compliant waste disposal.



一般固廢 General Solid Waste

- 一般固體廢物主要包括廢金屬屑、廢零部件、廢紙、廢包裝物等，實行分類收集和規範暫存
General solid waste, which mainly includes metal scraps, waste components, waste paper, and waste packaging, is collected separately and stored temporarily in a standardised manner.
- 交由具備相應資質的回收單位進行資源化利用
It is handed over to qualified recycling units for resource recovery.
- 通過生產組織和物料管理優化，減少一般固體廢物產生量
The generation of general solid waste is reduced through optimising production planning and materials management.



危險廢物 Hazardous Waste

- 危險廢物主要包括切屑液廢油、廢油桶、廢沾染物、廢活性炭等，實行分類標識和專庫暫存
Hazardous waste, which primarily includes waste cutting fluids, waste oil drums, contaminated materials, and waste activated carbon, is identified by category and stored temporarily in dedicated facilities.
- 嚴格執行危險廢物台賬管理和轉移聯單制度
The management of hazardous waste ledgers and the transfer manifest system are strictly enforced.
- 委託具備相應資質的第三方機構進行處置，並採取防滲、防漏等風險防控措施
Disposal is entrusted to qualified third-party organisations, with risk control measures such as seepage-proofing and leak-proofing systems in place.
- 加強危險廢物暫存場所和處置過程的管理，防範環境風險
Management of hazardous waste temporary storage sites and disposal processes is strengthened to prevent environmental risks.

廢棄物管理舉措

Waste Management Measures

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities



案例：重慶康明斯廢切削液減量化處理

Case: Waste Cutting Fluid Reduction Treatment at Chongqing Cummins

重慶康明斯持續運行廢切削液濃縮設備，通過物理化學減量技術對加工廢液進行預處理。2025年，該項目實現危險廢物減量約100噸，有效降低了後續危廢轉移處置的環境風險與綜合成本。

Chongqing Cummins continuously operates waste cutting fluid concentration equipment, pre-treating waste processing fluid using physicochemical reduction technologies. In 2025, this project achieved a hazardous waste reduction of approximately 100 tonnes, effectively lowering the environmental risks and total costs associated with subsequent hazardous waste transfer and disposal.

2025年，重慶機電

In 2025, Chongqing Machinery & Electric

- 有害廢棄物排放總量3,809.13噸，處置率100%
- Total hazardous waste emissions were 3,809.13 tonnes, with a 100% disposal rate.
- 無害廢棄物排放總量22,629.23噸，回收量3,458.85噸
- Total non-hazardous waste emissions were 22,629.23 tonnes, with a recovery amount of 3,458.85 tonnes.

4. 資源使用

本集團聚焦水資源、能源及包裝材料等關鍵資源的高效利用，通過健全管理體系、細化管控措施，推動生產營運各環節資源減量化使用與循環複用，持續提升資源利用效率，助力綠色低碳發展。

4.1 水資源管理

重慶機電嚴格遵守《中華人民共和國水法》等國家法律法規，秉承節約用水原則，致力於在生產營運過程中實現水資源的有效管理與高效利用。本集團通過完善管理制度、推進技術升級與循環利用、加強日常監測與宣傳等多維度舉措，系統性地提升用水效率，降低水資源消耗風險。

4. RESOURCE USE

The Group focuses on the efficient utilisation of key resources such as water, energy, and packaging materials. By improving our management systems and refining control measures, we promote the reduction and recycling of resources across all aspects of production and operations, continuously enhancing resource efficiency and supporting green, low-carbon development.

4.1 Water Resource Management

Chongqing Machinery & Electric strictly complies with national laws and regulations such as the *Water Law of the People's Republic of China* and adheres to the principle of water conservation, committing to the effective management and efficient use of water resources in our production and operations. The Group systematically improves water efficiency and reduces water consumption risks through multi-dimensional initiatives, including enhancing management systems, promoting technological upgrades and recycling, and strengthening daily monitoring and awareness campaigns.

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities



水管理舉措

Water Management Initiatives

為持續提升水資源管理績效，本集團推動下屬企業設定並落實節水目標。截至報告期末，重慶康明斯已制定水管理目標：以2024年為基準，到2030年工業用水量減少30%。

To continuously improve water resource management performance, the Group encourages its subsidiaries to set and implement water conservation targets. As of the end of the reporting period, Chongqing Cummins has formulated a water management goal: to reduce industrial water consumption by 30% by 2030, using 2024 as the baseline.

2025年，重慶機電總用水量829,900.79立方米

In 2025, Chongqing Machinery & Electric's total water consumption was 829,900.79 cubic metres.

4.2 能源管理

本集團將能源管理視為實現可持續發展及響應國家「雙碳」戰略的核心環節。我們致力於構建並持續優化能源管理體系，通過制度完善、技術改造與清潔能源應用等多重舉措，系統性地監控、識別節能潛力並落實改進措施，以提升能源使用效率。

為系統化推進能源管理，重慶機電附屬公司已制定並實施《能源管理辦法》《能源評審控制程序》等內部制度，規範生產營運中的能源使用、計量、考核及評審流程，保障能源管理規範化推進。

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

4.2 Energy Management

The Group considers energy management a core component of achieving sustainable development and responding to the national strategy for “dual carbon” strategy. We are committed to establishing and continuously optimising our Energy Management System, systematically monitoring and identifying energy-saving potential, and implementing improvement measures through institutional enhancements, technological transformations, and the application of clean energy to increase energy efficiency.

To systematically advance energy management, subsidiaries of Chongqing Machinery & Electric have formulated and implemented internal policies such as the *Energy Management Measures* and the *Energy Review Control Procedures* to regulate energy use, measurement, assessment, and review processes in production and operations, ensuring the standardised promotion of energy management.

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

(三) 綠色低碳，落實環保責任

(III) Green and Low-Carbon Operations, Fulfilling Environmental Responsibilities



能源管理舉措

Energy Management Initiatives

2025年，重慶機電總能源消耗180,639.65兆瓦時，較去年下降1.2%

In 2025, Chongqing Machinery & Electric's total energy consumption was 180,639.65 MWh, a decrease of 1.2% from the previous year.

4.3 資源循環利用

本集團將循環經濟理念融入營運，聚焦包裝材料等固廢減量與資源化利用，通過採用循環包裝、建立回收體系及供應鏈協同管理等方式，提升集團資源利用效率。

4.3 Resource Recycling

The Group integrates the principles of the circular economy into its operations, focusing on solid waste reduction and resource recovery, particularly for packaging materials. We enhance the Group's resource utilisation efficiency by adopting circular packaging, establishing recycling systems, and implementing collaborative supply chain collaboration.

推行循環包裝 Promoting Circular Packaging

- 生產、物流環節採用可重覆使用包裝，如鴿牌公司產品包裝材料、線纜盤等採用可重覆使用材料製作。
Reusable packaging is used in production and logistics. For instance, Pigeon Company's product packaging materials and cable reels are made from reusable materials.

完善回收體系 Improving Recycling Systems

- 建立規範的包裝廢棄物回收處置渠道，針對紙板、木材等可回收包裝交由資質第三方資源化處置。
Standardised channels for the collection and disposal of packaging waste are established, with recyclable materials such as cardboard and wood handed over to qualified third parties for resource recovery.

供應商協同管理 Collaborative Supplier Management

- 探索與供應商協同減廢的創新模式。報告期內，重慶康明斯實施VMI（供應商庫存管理）庫房管理，從源頭減少包裝廢物產生。
We are exploring innovative models for collaborative waste reduction with suppliers. During the reporting period, Chongqing Cummins implemented Vendor-Managed Inventory (VMI) warehouse management to reduce packaging waste at the source.

資源循環舉措

Resource Recycling Initiatives

2025年，重慶機電使用包裝材料3,059.39千克，其中可持續包裝材料³佔比46.58%

In 2025, Chongqing Machinery & Electric consumed 3,059.39 kg of packaging materials, of which sustainable packaging materials³ accounted for 46.58%

³ 包括可以重複利用的倉儲包裝、綠色物流包裝等材料。

³ Includes reusable materials such as warehouse packaging and green logistics packaging.

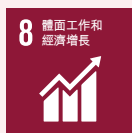
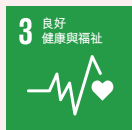
(四) 以人為本，共創美好職場

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本章節所回應SDGs：

SDGs addressed in this chapter:



本章節所涉及實質性議題：

Material topics covered in this chapter:

- 職業健康與安全、員工權益與福利、員工發展與培訓、多元平等與合規僱傭
Occupational health and safety, employee rights and welfare, employee development and training, diversity, equality, and compliant employment

1. 合規僱傭與權益保障

重慶機電堅持以人為本，依託健全的制度與多樣化舉措保障合規運作，致力於營造公平、包容的職場氛圍。在不斷完善薪酬激勵與福利保障的同時，我們高度關注員工關懷與溝通機制建設，努力提升員工歸屬感與幸福感，打造安全、和諧且充滿活力的企業環境。

1. EMPLOYMENT COMPLIANCE AND RIGHTS PROTECTION

Chongqing Machinery & Electric adheres to a people-oriented philosophy, ensuring compliant operations through a robust system and diverse initiatives, and is dedicated to fostering a fair and inclusive workplace atmosphere. While continuously improving our remuneration, incentive, and welfare systems, we place great emphasis on employee care and the establishment of communication mechanisms, striving to enhance our employees' sense of belonging and well-being, and to build a safe, harmonious, and dynamic corporate environment.

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1.1 平等合規僱傭

重慶機電嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》及地方勞動法規，建立並持續完善員工僱傭管理制度。通過《員工招聘規範指引》《禁止使用童工規定》《勞動保障監察條例》等制度，我們確保所有僱傭行為合法合規，禁止僱傭童工，杜絕強迫勞動及任何形式的恐嚇、威脅或限制員工自由的行為。在招聘過程中，本集團堅持公平、透明、擇優錄用的原則，嚴格審核應聘者身份信息及資質，並通過規範的入職審批和報到流程落實合規管理要求。

1.1 Equal and Compliant Employment

Chongqing Machinery & Electric strictly abides by the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, and local labour regulations, having established and continuously improved its employee management system. Through policies such as the *Guidelines on Staff Recruitment*, the *Provisions on the Prohibition of Child Labour*, and the *Regulations on Labour Security Supervision*, we ensure all employment practices are lawful and compliant, prohibit the hiring of child labour, and eliminate forced labour and any form of intimidation, threats, or actions that restrict employee freedom. In the recruitment process, the Group adheres to the principles of fairness, transparency, and meritocracy, rigorously verifies applicant identity information and qualifications, and implements compliance management requirements through standardised onboarding approval and entry procedures.

關鍵績效：

Key Performance:

報告期內，本集團

During the reporting period, the Group

- 員工勞動合同簽訂率100%；
Achieved a 100% employee labour contract signing rate;
- 未發生任何違反僱傭法規的案例；
No violations of employment regulations occurred;
- 未發生使用童工或強迫勞工事件。
No incidents involving the use of child labour or forced labour occurred.

我們尊重員工的個體差異，反對任何形式的歧視或騷擾。在招聘、晉升、薪酬及福利等管理環節中，我們堅持機會均等原則，不因人種、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區別對待，致力於營造平等、包容、相互尊重的工作氛圍。針對職場騷擾與歧視行為，我們建立暢通的申訴渠道和規範的調查處置機制，確保相關問題得到及時、公正處理，切實維護員工合法權益，保障安全與公正的職場環境。本年度，重慶機電順利通過A級和諧勞動關係企業認證。

We respect the individual differences of our employees and oppose any form of discrimination or harassment. In management processes such as recruitment, promotion, remuneration, and benefits, we adhere to the principle of equal opportunity and do not discriminate against employees based on factors such as race, colour, age, gender, ethnicity or nationality, disability, pregnancy, or religious belief, striving to create an equal, inclusive, and mutually respectful working atmosphere. To address workplace harassment and discrimination, we have established accessible grievance channels and standardised investigation and handling mechanisms to ensure that related issues are dealt with promptly and fairly, effectively safeguarding the legitimate rights and interests of employees and ensuring a safe and just workplace environment. During the year, Chongqing Machinery & Electric successfully obtained the Grade A Harmonious Labour Relations Enterprise certification.

關鍵績效：

Key Performance:

截至報告期末，本集團擁有員工6,215名，全職員工佔比100%；其中新員工120人，佔比1.93%。

As at the end of the reporting period, the Group had 6,215 employees, with full-time employees accounting for 100%. Among them, 120 were new employees, representing 1.93%.

此外，我們積極拓展殘障群體的就業機會，在部分後勤及輔助崗位優先吸納符合條件的殘障人士，並持續推進無障礙環境建設，提升其工作便利性與參與度，以實際行動踐行包容性就業理念。

Furthermore, we actively expand employment opportunities for people with disabilities, prioritising the recruitment of qualified individuals for certain support and auxiliary positions. We also continuously advance the development of an accessible environment to enhance their convenience and participation at work, putting the concept of inclusive employment into practice.

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案例：重慶康明斯獲評無障礙環境三星認證

Case: Chongqing Cummins Awarded Three-Star Accessible Environment Certification

2025年9月，重慶康明斯順利通過中國船級社質量認證有限公司無障礙環境三星級認證，成為全國首批獲此等級認證的生產製造型企業之一。依據無障礙建設標準，重慶康明斯對辦公區域通行路徑、無障礙電梯及視覺提示系統進行優化，並為殘障員工提供輔助工具與職業支持措施。目前，已有多名聽力及言語障礙員工在崗工作，公司自主研發的震動手環進一步提升了其工作便利性與安全性。通過對硬件設施與支持機制的持續完善，重慶康明斯不斷深化包容實踐，積極營造平等參與、相互尊重的職場環境。

In September 2025, Chongqing Cummins successfully passed the three-star accessible environment certification by the China Classification Society Quality Assurance Ltd., becoming one of the first manufacturing enterprises in the country to receive this level of certification. In accordance with accessibility construction standards, Chongqing Cummins has optimised access routes in office areas, accessible lifts, and visual guidance systems, while also providing assistive tools and vocational support measures for employees with disabilities. Currently, several employees with hearing and speech impairments are employed, and the company's independently developed vibrating wristband further enhances their convenience and safety at work. Through the continuous improvement of hardware facilities and support mechanisms, Chongqing Cummins continues to deepen its inclusive practices, actively fostering a workplace environment of equal participation and mutual respect.



證書頒發現場

Certificate Award Ceremony

1.2 薪酬與福利體系

本集團堅持同工同酬原則，建立並執行規範、透明的薪酬與福利體系。在依法繳納五險的基礎上，本集團為員工提供補充公積金、醫療保險、職工互助險及意外險等保障，並配套住房及交通補貼、工會節日慰問等補充福利。

同時，我們通過制定《員工績效考核管理辦法》等內部制度，將績效管理與薪酬掛鉤，並不斷優化薪酬體系，以兼顧內部公平與市場競爭力。本年度，在既有制度基礎上，我們進一步梳理部門職責、優化管理架構，統一調整薪酬、職級及高管薪酬制度，拓寬薪酬職級體系，細化考核標準，使經營績效與薪酬體系緊密銜接，激勵員工積極性，提升整體待遇水平。

1.2 Remuneration and Benefits System

The Group adheres to the principle of equal pay for equal work and has established and implemented a standardised and transparent remuneration and benefits system. In addition to the legally required “five social insurances”, the Group provides employees with supplementary housing provident fund, medical insurance, employee mutual insurance, and personal accident insurance, complemented by housing and transportation subsidies, as well as holiday benefits from the trade union.

At the same time, by formulating internal policies such as the *Employee Performance Assessment Management Measures*, we link performance management with remuneration and continuously optimise our remuneration system to balance internal equity with market competitiveness. During the year, building on the existing framework, we further streamlined departmental responsibilities, optimised the management structure, and uniformly adjusted the remuneration, grade, and executive compensation systems. This involved broadening the remuneration and grade structure and refining assessment criteria to closely align operational performance with the remuneration system, thereby motivating employees and raising overall compensation levels.

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1.3 員工關懷與溝通

• 員工關懷

本集團重視員工關懷，致力於打造健康、和諧且富有活力的工作環境。我們為員工提供豐富的文體活動空間和健康促進設施，包括籃球館、羽毛球館、乒乓球室及專業健身中心，並定期開展親子繪畫、廣播體操比賽、新春遊園會、員工生日會等各類健康文化活動，幫助員工更好地平衡工作與生活。此外，我們還在夏季實施高溫慰問等舉措，為一線員工送去關懷與支持，進一步增強員工歸屬感與團隊凝聚力。

1.3 Employee Care and Communication

• Employee Care

The Group places great importance on employee care and is committed to creating a healthy, harmonious, and dynamic working environment. We provide employees with ample space for recreational and sporting activities and health promotion facilities, including basketball and badminton courts, a table tennis room, and a professional fitness centre. Regular health and cultural activities such as parent-child painting sessions, group calisthenics competitions, Spring Festival fairs, and employee birthday parties are organised to help employees better balance their work and personal lives. Furthermore, we implement measures such as summer heat relief visits, offering care and support to frontline employees, which further enhances their sense of belonging and team cohesion.



重慶機電員工生日會

Chongqing Machinery & Electric Employee Birthday Party



案例：新春遊園會激發員工活力 Case: Spring Festival Fair Boosts Employee Morale

為豐富員工文化生活、營造歡樂祥和的節日氛圍，重慶機電每年組織開展新春遊園會活動。活動圍繞趣味互動與團隊協作設置多項遊戲與運動挑戰項目，並設置豐富獎品吸引員工踴躍參與。員工在輕鬆愉快的氛圍中積極參與遊戲、相互配合，不僅有效釋放了工作壓力，還進一步促進了團隊交流與協作，增強了組織活力。

To enrich the cultural life of its employees and create a joyful and festive atmosphere, Chongqing Machinery & Electric organises a Spring Festival fair every year. The event features a variety of games and sports challenges centred on fun interactions and teamwork, and provides a rich variety of prizes, attracting enthusiastic participation from employees. In a relaxed and pleasant atmosphere, employees actively engage in the games and cooperate with one another, which not only effectively relieves work-related stress but also promotes team communication and collaboration, thereby enhancing organisational vitality.



重慶機電新春遊園會

Chongqing Machinery & Electric Spring Festival Fair

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案例：成飛新材「夏送清涼」活動關懷一線員工

Case: CF Wind Power's "Summer Cooling" Initiative Cares for Frontline Employees

2025年8月，成飛新材工會小組開展「夏送清涼」活動，為奮戰一線崗位的員工送去鹽汽水、西瓜、綠豆湯等防暑降溫物資，使員工切實感受到企業的關懷與溫暖，同時增強團隊凝聚力，保障一線員工在高溫下的安全與舒適，為安全高效生產提供有力支持。

In August 2025, the trade union of CF Wind Power launched the "Summer Cooling" initiative, delivering heat-relief supplies such as unsalted soda water, watermelons, and mung bean soup to employees working in frontline positions. This allowed employees to genuinely feel the care and warmth of the company, while also strengthening team cohesion, ensuring the safety and comfort of frontline staff during high temperatures, and providing strong support for safe and efficient production.



工會慰問現場

Trade Union On-site Employee Care Visit

同時，本集團持續完善女職工關懷措施，落實婚假、產假、育兒假及婦女節等假期保障，並額外提供女性特殊疾病保險。針對孕期、產期及哺乳期員工，則設置母嬰室，並禁止安排四級體力勞動及其他禁忌崗位，助力產後女性平穩返崗、持續發展。

Concurrently, the Group continuously improves its care measures for female employees, ensuring leave entitlements such as marriage leave, maternity leave, parental leave, and Women's Day are implemented, and provides additional insurance for specific female health conditions. For employees who are pregnant, postpartum, or breastfeeding, nursing rooms are provided, and they are prohibited from being assigned to roles involving level-four physical labour intensity as defined by national regulations, or other restricted duties, supporting a smooth return to work and continued career development for women post-childbirth.

• 員工溝通

我們始終將暢通溝通渠道作為保障員工權益的重要方式，建立起規範、高效的溝通與協商機制，推動形成公開、透明的內部交流環境。依託職工工會體系及信訪管理渠道，我們構建起常態化意見反饋與集體協商機制，通過職工大會、職工代表大會等形式廣泛聽取員工意見，並設置意見收集箱和投訴渠道，確保訴求表達便捷順暢。對於員工申訴，我們嚴格按照相關制度和信訪條例實行保密管理，切實保障舉報人權益。

2025年，本集團穩步推進集體協商工作，所屬二級企業集體合同簽訂覆蓋率近100%。

• Employee Communication

We have always regarded open communication channels as a crucial means of safeguarding employee rights, having established standardised and efficient communication and negotiation mechanisms to foster an open and transparent internal environment. Leveraging the employee trade union system and petition management channels, we have built regular feedback and collective bargaining mechanisms. We widely solicit employee opinions through formats like employee assemblies and employee representative meetings, and have set up suggestion boxes and complaint channels to ensure that grievances can be expressed conveniently and smoothly. For employee complaints, we strictly adhere to relevant regulations and petition rules to manage confidentiality, effectively protecting the rights of whistleblowers.

In 2025, the Group steadily advanced its collective bargaining work, achieving a collective contract signing coverage rate of nearly 100% across its secondary-level subsidiaries.

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2. 員工成長與賦能

重慶機電已構建系統化培訓體系，全方位賦能員工的專業素養與創新能力。通過組織效能的持續優化與人才梯隊的常態化建設，本集團致力於營造共同成長的職業生態，實現員工自我價值與企業願景的雙向提升。

2.1 員工培養與發展

人才是企業發展的核心動力。重慶機電高度重視人才培養，制定人才發展「十五五」戰略與目標，建立起自上而下的統籌方向、以及自下而上發現需求的培訓機制。集團人力資源部負責培訓工作的統籌規劃與組織實施，結合各專業線的業務特點，制定多層次、系統化的培訓計劃，覆蓋管理能力、專業技能、通用知識等核心領域。培訓採用集中授課、崗位輪崗、實操演練、專題講座等多元形式，堅持理論與實踐相結合，強化經驗共用與業務複盤，持續提升員工綜合素養與履職能力。

2. EMPLOYEE GROWTH AND EMPOWERMENT

Chongqing Machinery & Electric has built a systematic training framework to comprehensively empower employees' professional expertise and innovative capabilities. Through the continuous optimisation of organisational effectiveness and the regular development of talent pipelines, the Group is dedicated to fostering a professional ecosystem of mutual growth, aiming for the dual enhancement of employees' self-worth and the corporate vision.

2.1 Employee Training and Development

Talent is the core driving force for corporate development. Chongqing Machinery & Electric places high importance on talent cultivation, having formulated a talent development strategy and objectives for the 15th Five-Year Plan, and has established a training mechanism that combines top-down strategic direction with bottom-up needs identification. The Group's Human Resources Department is responsible for the overall planning and implementation of training programmes. It develops multi-level, systematic training plans tailored to the business characteristics of various professional lines, covering core areas such as management capabilities, professional skills, and general knowledge. Training is delivered through diverse formats including centralised instruction, job rotation, practical exercises, and specialised lectures, adhering to the principle of integrating theory with practice and emphasising experience sharing and business reviews to continuously enhance employees' overall competence and job performance.

同時，集團通過校園招聘以及雙管人才共用平台，引進並培養高潛人才，為員工提供從入職、在職到晉升的全周期培訓與發展支持，助力員工持續成長，夯實企業人才儲備。2025年，集團組織附屬公司赴西安交通大學、西北工業大學、蘭州理工大學、重慶大學等多所高校開展專場校園招聘會，校招簽約33人，達成9名技術雙管人才引進意向；組織38名骨幹員工參與哈工大二期卓越工程師碩博聯合培養，提供在職學習補貼，進一步提升關鍵崗位人才的專業能力水平。

Meanwhile, the Group introduces and nurtures high-potential talent through campus recruitment and a dual-track talent sharing platform, providing employees with full-lifecycle training and development support from onboarding through to promotion. This approach helps employees to grow continuously and strengthens the Company's talent reserve. In 2025, the Group organised its subsidiaries to conduct dedicated campus recruitment fairs at several universities, including Xi'an Jiaotong University, Northwestern Polytechnical University, Lanzhou University of Technology, and Chongqing University. These efforts resulted in signing 33 graduates and reaching preliminary agreements to hire 9 dual-track technical talents. Additionally, 38 key employees were enrolled in the second phase of the joint master's and doctoral programme for outstanding engineers at Harbin Institute of Technology, with the Group providing subsidies for their on-the-job studies to further enhance the professional capabilities of talent in critical positions.

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管理能力提升

Enhancing Management Capabilities

- 分類開展高管、中層及本部員工專項培訓，聚焦質量管理、內控風控及公司治理等主題；
Conduct specialised training for senior executives, middle management, and head office staff, focusing on themes such as quality management, internal control, risk management, and corporate governance;
- 舉辦董監事大講堂、管理能力提升培訓班等，強化幹部履職能力與戰略思維。
Organise events such as the Directors and Supervisors Forum and management capability enhancement training courses to strengthen the performance capabilities and strategic thinking of leadership.

專業技能培訓

Professional Skills Training

- 強化生產一線人才能力建設，圍繞生產、質量、技術、安全等崗位開展針對性技能培訓，全年組織各類專題培訓超1,000人次；
Strengthen the competency development of front-line production talent by conducting targeted skills training for positions related to production, quality, technology, and safety, organising various specialised training sessions for over 1,000 participants throughout the year;
- 通過「員工講堂」機制，組織一線員工分享實操案例與業務規範，推動經驗共享與業務複盤。
Facilitate experience sharing and business reviews by enabling front-line employees to present practical case studies and operational standards through the “Employee Forum” mechanism.

新晉員工培訓

New Employee Training

- 基於一線輪崗考核制度，培養新入職應屆生前往企業生產一線，全面了解產品製造流程，在培訓期結束後考核定崗；
Cultivate newly hired graduates by sending them to the front-line production facilities based on a rotation and assessment system, enabling them to gain a comprehensive understanding of the product manufacturing process before being assigned to a permanent position after an end-of-training assessment;
- 為新入職員工提供內、外部講師專業培訓，並通過理論考試、實操考核綜合評價，確保員工快速適應崗位要求。
Provide new employees with professional training from both internal and external instructors, and conduct comprehensive evaluations through theoretical examinations and practical assessments to ensure they adapt quickly to job requirements.

學歷／專業提升

Academic/Professional Advancement

- 通過學歷提升資助、職稱評審指導、專業進修等多元方式，支持員工持續學習提升。
Support continuous learning and development for employees through various means, including subsidies for academic advancement, guidance on professional title evaluations, and opportunities for professional further education.

重慶機電員工培訓項目

Chongqing Machinery & Electric Employee Training Programme

關鍵績效：

Key Performance:

報告期內，本集團

During the reporting period, the Group

- 員工培訓投入共計353萬元，開展培訓次數18,350次，覆蓋員工人數5,780人，員工受訓平均時長4小時；
invested a total of RMB 3.53 million in employee training, conducted 18,350 training sessions, covered 5,780 employees, and achieved an average training duration of 4 hours per employee;
- 為15名員工提供學歷提升和職業資格認證支持。
provided support for 15 employees to upgrade their academic qualifications and obtain professional certifications.

2.2 員工職業晉升體系

重慶機電建立了覆蓋全體員工的績效評估與職業晉升體系，將績效管理與職業發展緊密結合。績效目標自高管層向中層管理人員及一線員工逐級分解，確保考核公平、透明且可量化。報告期內，本集團修訂完善職級管理制度，細化職級序列、明確任職資格和晉升條件，提供清晰、規範的晉升渠道，使員工能夠在明確的職業路徑下規劃發展方向。與此同時，集團定期開展附屬公司履職回訪，評估幹部表現與崗位適配性，優化管理隊伍結構，持續提升組織整體效能與人才梯隊建設水平。

2.2 Employee Career Progression System

Chongqing Machinery & Electric has established a performance appraisal and career progression system covering all employees, closely integrating performance management with career development. Performance targets are cascaded down from senior executives to middle managers and frontline employees, ensuring that appraisals are fair, transparent, and quantifiable. During the reporting period, the Group revised and enhanced its grade management system, refining the grade sequence and clarifying job qualifications and promotion criteria to provide clear and standardised promotion channels. This enables employees to plan their development along a well-defined career path. Concurrently, the Group regularly conducts performance follow-ups at its subsidiaries to assess the performance and suitability of management personnel, optimise the structure of the management team, and continuously improve overall organisational effectiveness and the quality of the talent pipeline.

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3. 職業健康與安全

重慶機電始終將安全生產與職業健康作為企業穩健營運的重要基礎。集團嚴格遵守《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》《生產安全事故應急預案管理辦法》等相關法律法規和監管要求，不斷完善安全管理制度，強化風險防控與應急管理能力建設，持續優化作業環境，切實營造安全、健康、規範的工作條件。

3.1 安全生產管理

報告期內，重慶機電持續健全安全生產管理制度體系與管理架構，各附屬公司依據國家法律法規及行業規範，修訂完善《安全生產、環境保護、職業健康管理制度》《生產安全事故管理制度》《安全紅線管理規定》等相關制度，鞏固覆蓋全員、全過程的安全責任體系。通過簽訂《項目管理工作目標責任書》，我們層層壓實安全生產責任，形成了「層層負責、人人有責、各負其責」的工作機制。同時，本集團進一步推進職業健康安全管理体系建設，推動制度標準化、管理規範化運行。截至本報告期末，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。

3. OCCUPATIONAL HEALTH AND SAFETY

Chongqing Machinery & Electric has always considered work safety and occupational health as a cornerstone of the Company's stable operations. The Group strictly abides by relevant laws, regulations, and supervisory requirements, including 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 the *Measures for the Administration of Contingency Plans for Work Safety Incidents*. We continuously improve our safety management systems, strengthen risk prevention and control and emergency management capabilities, and consistently optimise the working environment to create safe, healthy, and standardised working conditions.

3.1 Safe Production Management

During the reporting period, Chongqing Machinery & Electric continued to strengthen its work safety management system and governance structure. In accordance with national laws, regulations, and industry standards, its subsidiaries have revised and enhanced relevant policies, including the *Management System for Safe Production, Environmental Protection and Occupational Health*, and the *Regulations on Safety Red Line*, thereby reinforcing a safety responsibility framework that covers all employees and processes. By signing the *Responsibility Statement for Project Management*, we have cascaded work safety responsibilities through every level, creating a working mechanism where each tier and individual is accountable. Concurrently, the Group has further advanced the development of its Occupational Health and Safety Management System, promoting standardised systems and regulated management. As at the end of the reporting period, 9 subsidiaries had obtained GB/T 45001-2020 Occupational Health and Safety Management System and other relevant certifications.

本集團持續推進安全風險辨識分級管控與隱患排查治理機制建設。各附屬公司定期開展危險源辨識與風險評價，實施分級分類管控措施，對重點區域和關鍵崗位強化監督管理，確保安全指標符合國家標準。通過常態化安全檢查、專項檢查及節假日重點排查，我們推動隱患排查與閉環整改管理。此外，部分附屬公司在風險管控實踐中積極引入數字化、智能化手段提升管理效能。例如，重慶康明斯結合業務實際，在行車風險管理中應用智能化技術，有效降低安全事件發生率。

此外，集團持續加強安全管理監督檢查，結合實際情況，組織開展體系內審、外部審核及專項檢查工作，針對發現的問題及時制定整改措施並跟蹤落實。對重要危險源和重要環境因素實施動態監控和定期評估，確保風險處於可控範圍。通過持續的審核評估與整改提升，本集團不斷優化安全管理水平，夯實安全生產基礎，保障企業的平穩運行。

The Group continuously advances the development of its safety risk identification and tiered control mechanisms, as well as hazard inspection and rectification management. Our subsidiaries regularly conduct hazard identification and risk assessments, implementing tiered and categorised control measures, and reinforcing supervision and management of key areas and critical positions to ensure safety indicators comply with national standards. Through routine safety inspections, special checks, and targeted inspections during holidays, we promote a closed-loop management system for hazard identification and rectification. Furthermore, some subsidiaries have actively introduced digital and intelligent methods in their risk control practices to enhance management efficiency. For instance, Chongqing Cummins has applied intelligent technology to vehicle risk management, tailored to its operational realities, which has effectively reduced the incidence of safety events.

In addition, the Group persistently strengthens its supervision and inspection of safety management. Based on actual conditions, it organises internal system audits, external audits, and special inspections, promptly formulating and tracking the implementation of corrective measures for any issues identified. We conduct dynamic monitoring and regular assessments of significant hazard sources and major environmental factors to ensure risks remain within a controllable range. Through continuous auditing, assessment, rectification, and improvement, the Group constantly optimises its safety management standards, solidifies the foundations of safe production, and ensures the stable operation of the enterprise.

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關鍵績效：

Key Performance:

報告期內，本集團

During the reporting period, the Group

- 安全生產與職業健康安全投入共計3,271.47萬元；
invested a total of RMB 32.7147 million in work safety and occupational health and safety;
- 集團員工「0」工傷、「0」工亡。
achieved zero work-related injuries and zero work-related fatalities among its employees.

3.2 職業健康防護

集團嚴格落實職業病防治相關法律法規要求，持續健全職業健康管理制體度體系。各附屬公司制定並不斷完善《職業衛生管理制度》《職業健康管理制度彙編》等內部制度，建立覆蓋職業病危害辨識、體檢管理、防護保障、培訓教育及健康檔案管理等全過程的職業健康管理機制，推動職業健康責任層層落實。各附屬公司堅持「預防為主、防治結合」的方針，強化職業危害風險源頭控制與過程管理，持續提升員工職業健康保障水平。

3.2 Occupational Health Protection

The Group strictly implements the requirements of relevant laws and regulations concerning occupational disease prevention and continuously improves its occupational health management system. Our subsidiaries formulate and continually enhance internal policies such as the *Occupational Health Management Procedures* and the *Compendium of Occupational Health Management System*, establishing a comprehensive occupational health management mechanism that covers the entire process from occupational hazard identification and medical examination management to protective measures, training, education, and health record management. This ensures that occupational health responsibilities are cascaded through all levels. Adhering to the principle of “prevention first, with integrated prevention and control”, our subsidiaries strengthen source control and process management of occupational hazards, consistently raising the standard of occupational health protection for employees.

職業危害監測與申報 Occupational Hazard Monitoring and Reporting

- 定期開展工作場所職業病危害因素檢測及現狀評價，依法對職業病危害專案申報與備案，確保檢測指標符合國家標準；

We regularly conduct workplace occupational disease hazard factor testing and status evaluations, declare and file occupational disease hazard projects in accordance with the law, and ensure that all tested indicators comply with national standards.

- 對職業衛生設施進行定期檢查與維護，保障防護設施有效運行。

Periodic inspections and maintenance of occupational health facilities are carried out to ensure the effective operation of protective equipment.

職業健康體檢管理 Occupational Health Examination Management

- 嚴格落實崗前、崗中、離崗職業健康體檢制度，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，實行健康監護檔案管理。

We strictly implement occupational health examination systems before, during, and after employment; conduct annual occupational disease check-ups for employees in positions involving toxic or hazardous substances, and maintain health surveillance records.

個體防護與勞動保障 Personal Protection and Labour Safeguards

- 為接觸職業危害崗位員工配備符合標準的勞動防護用品（如防塵口罩、防噪耳塞、防護服等），並加強佩戴監督檢查；

Employees in positions exposed to occupational hazards are provided with standard-compliant personal protective equipment (such as dust masks, noise-reducing earplugs, and protective clothing), and supervision and inspection of its use are strengthened.

- 對涉害崗位人員發放保健津貼。

Health allowances are issued to personnel in positions involving hazardous exposure.

季節性防護 Seasonal Protection

- 高溫季節發放高溫補貼及防暑降溫物資，冬季提供相應取暖補貼或物資支援，切實保障特殊氣候條件下員工健康權益。

During high-temperature seasons, we distribute high-temperature subsidies and heatstroke prevention supplies, while in winter, we provide corresponding heating subsidies or material support to effectively protect the health and rights of our employees under special climatic conditions.

宣傳培訓與健康促進 Awareness Training and Health Promotion

- 加強職業健康教育培訓，在職業病危害場所設置警示告知牌，提升員工職業健康與自我防護意識。

We enhance occupational health education and training, install warning signs in workplaces with occupational hazards, and raise employees' awareness of occupational health and self-protection.

職業健康防護管理主要措施

Key Measures for Occupational Health Protection Management

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關鍵績效：

Key Performance:

報告期內，本集團

During the reporting period, the Group

員工體檢覆蓋率100%，未發生新增職業病。

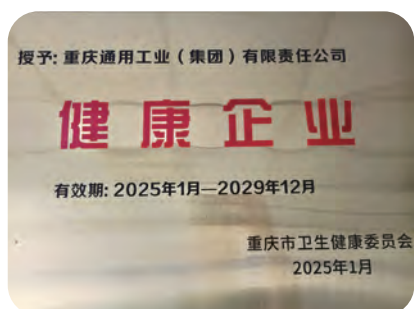
achieved a 100% employee health checkup coverage rate, with no new cases of occupational disease reported.

榮譽獎項：

Honours and Awards:

截至報告期末，重通集團和機床集團已獲得重慶市衛生健康委員會頒發的「健康企業」榮譽稱號。

As at the end of the reporting period, CQGI Group and Machine Tool Group received the title of “Healthy Enterprise” from the Chongqing Municipal Health Commission.



「健康企業」榮譽牌匾

“Healthy Enterprise” Plaque

3.3 安全文化建設

重慶機電將持續深化安全文化建設，不斷提升全員安全意識和風險防控能力。本集團及附屬公司構建了覆蓋全體員工及相關方人員的安全教育體系，系統推進安全知識普及與能力提升工作。培訓內容聚焦安全生產法律法規、消防管理、特種設備安全、危險化學品管控及職業健康防護等重點領域，通過專題授課、實操培訓、安全會議及線上學習多元的方式，實現員工安全培訓全覆蓋。同時，將承包商、施工單位及園區相關方納入統一培訓與監督體系，強化外來作業安全管控和文明施工要求，推動安全責任延伸至生產經營各環節。

3.3 Safety Culture Development

Chongqing Machinery & Electric continues to deepen the development of its safety culture, constantly enhancing the safety awareness and risk prevention capabilities of all employees. The Group and its subsidiaries have established a safety education system that covers all employees and relevant stakeholders, systematically promoting the popularisation of safety knowledge and the enhancement of skills. The training content focuses on key areas such as work safety laws and regulations, fire safety management, special equipment safety, hazardous chemical control, and occupational health protection. We achieve full coverage of employee safety training through diverse methods, including specialised lectures, hands-on training, safety meetings, and online learning. Concurrently, contractors, construction units, and other relevant parties within our industrial parks are integrated into a unified training and supervision system, strengthening the safety control of external operations and enforcing safe and compliant construction requirements, thereby extending safety responsibilities to all aspects of production and operations.

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案例：成飛新材「安全生產月」活動 Case: CF Wind Power's "Work Safety Month" Activities

2025年6月，在全國「安全生產月」期間，成飛新材組織開展系列安全宣傳與實踐活動。通過專題培訓、消防知識講座、急救技能教學及現場實操演練等形式，強化員工安全意識與應急處置能力。活動堅持理論學習與實操體驗相結合，提升了員工對消防設備使用、應急救護技能和突發事件處置流程的掌握水平，營造全員參與、共同守護安全的良好氛圍，為企業安全穩定運行提供堅實保障。

In June 2025, during the national "Work Safety Month", CF Wind Power organised a series of safety promotion and practical activities. Through specialised training, fire safety lectures, first aid skills instruction, and on-site practical drills, the company reinforced employees' safety awareness and emergency response capabilities. The activities combined theoretical learning with hands-on experience, improving employees' proficiency in using fire-fighting equipment, applying emergency rescue skills, and handling emergency procedures. This fostered a positive atmosphere of full participation and collective safety stewardship, providing a solid guarantee for the company's safe and stable operations.



救援設備及消防知識學習現場

Training on Rescue Equipment and Fire Safety Knowledge

在應急能力建設方面，集團以實戰為導向完善應急管理體系，針對火災事故、危化品洩漏、起重傷害及環境突發事件等風險情形，系統開展應急預案演練和實操訓練。演練形式涵蓋消防疏散、滅火實操、夜間演練及專項事故處置演練等，在檢驗應急預案有效性的同時，強化多部門協同和現場處置能力。各附屬公司按照年度計劃有序推進演練工作，並對演練效果進行總結評估和改進提升，不斷完善應急響應流程和處置機制。

In terms of emergency response capability building, the Group enhances its emergency management system with a focus on practical application. It systematically conducts emergency plan drills and hands-on training for risk scenarios such as fires, hazardous chemical leaks, lifting injuries, and environmental emergencies. The drills cover various formats, including fire evacuations, fire-fighting practice, night-time drills, and specialised incident response exercises. These activities not only test the effectiveness of the emergency plans but also strengthen multi-departmental collaboration and on-site response capabilities. All subsidiaries carry out drills in an orderly manner according to their annual plans, and they summarise, evaluate, and improve upon the drill outcomes to continuously refine their emergency response procedures and mechanisms.



案例：機床集團開展園區消防培訓演練

Case: Machine Tool Group Conducts Fire Safety Training Drill in Industrial Park

為提升員工消防安全意識和應急處置能力，機床集團於2025年6月開展消防培訓及實戰演練，集團員工及園區租賃企業、物業公司共計168人參加。演練模擬突發火情場景，通過理論講解與現場操作相結合的方式，強化員工的快速響應能力，以及火災撲救與自救互救能力，進一步提升了火災防範和應急協作水平，為園區安全穩定運行夯實基礎。

To enhance employees' fire safety awareness and emergency response capabilities, Machine Tool Group conducted a fire safety training and practical drill in June 2025, with a total of 168 participants, including Group employees, tenant enterprises in the industrial park, and property management companies. The drill simulated a sudden fire scenario and, by combining theoretical explanations with on-site operations, strengthened the employees' rapid response capabilities as well as their fire-fighting, self-rescue, and mutual aid skills. This further improved the level of fire prevention and emergency collaboration, laying a solid foundation for the safe and stable operation of the park.



應急演練現場

Emergency Drill Site

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關鍵績效：

Key Performance:

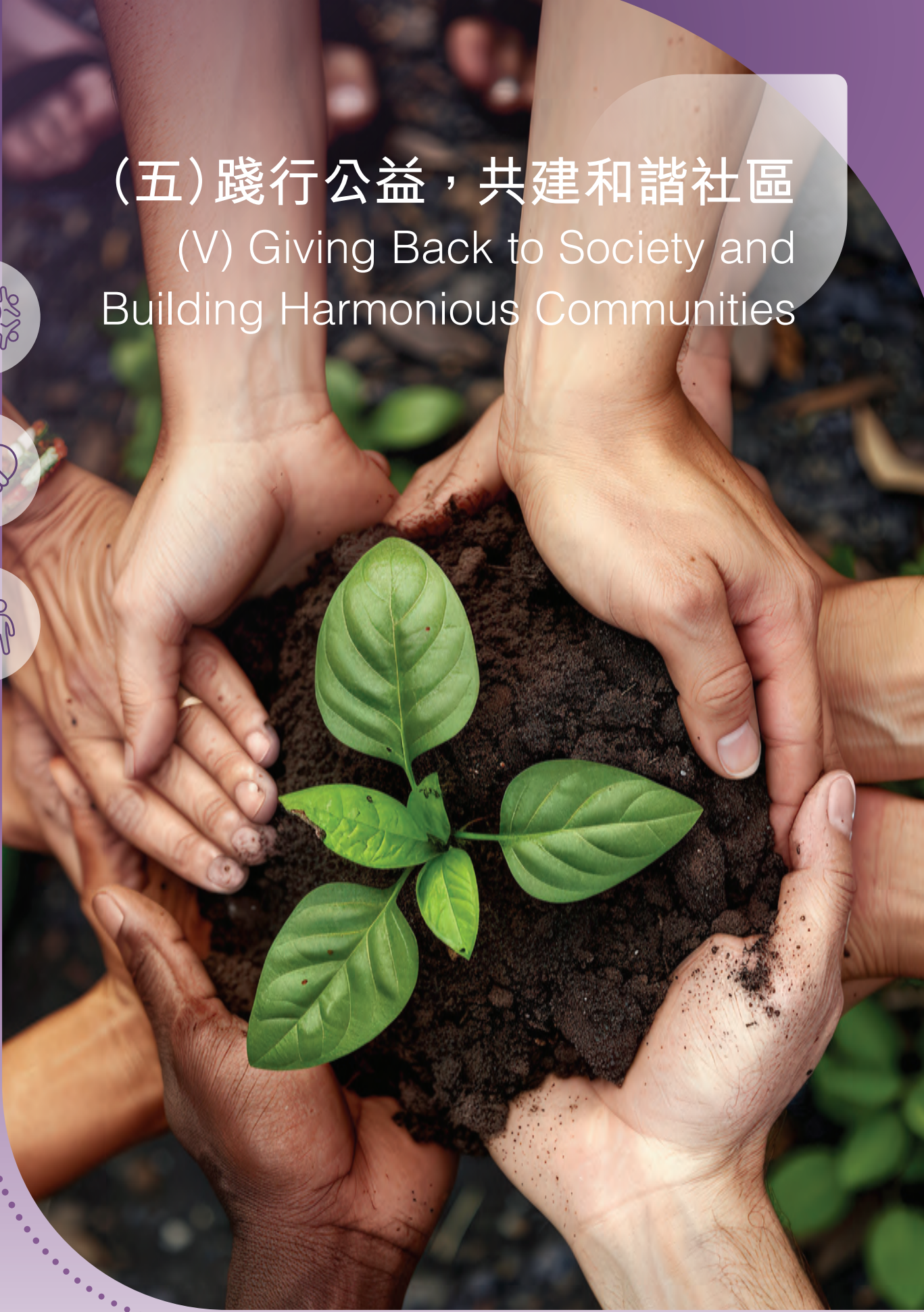
報告期內，本集團

During the reporting period, the Group

- 員工接受安全培訓總時數148,647.40小時，員工平均接受安全培訓時數為12.74小時；
provided a total of 148,647.40 hours of safety training to employees, with an average of 12.74 training hours per employee;
- 開展安全應急演練169次，排查隱患數量18,388個，隱患整改率100%。
conducted 169 safety emergency drills, identified 18,388 hazards, and achieved a hazard rectification rate of 100%.

(五) 踐行公益，共建和諧社區

(V) Giving Back to Society and Building Harmonious Communities

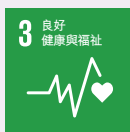


(五) 踐行公益，共建和諧社區

(V) Giving Back to Society and Building Harmonious Communities

本章節所回應SDGs：

SDGs addressed in this chapter:



本章節所涉及實質性議題：

Material topics covered in this chapter:

- 鄉村振興與社區共建
Rural revitalization and community development

1. 社會公益

重慶機電在穩健推進自身發展的同時，不忘回饋社會。集團制定《重慶機電股份有限公司對外捐贈管理辦法》，完善捐贈決策與記錄流程，確保公益行為規範有序開展。同時，集團積極拓展社會責任實踐，投身鄉村振興，支持各類公益項目，持續推動社會福祉提升，為建設美好和諧社會貢獻力量。

1.1 鄉村振興

集團長期踐行社會責任，通過產業支持與就業促進相結合的方式，助力提升鄉村經濟活力，積極支持鄉村振興戰略。報告期內，通過定點採購對口村莊的農產品及農業物資，集團為村民提供穩定收入來源，消費幫扶共約102.9萬元，助力當地經濟發展。

1.2 公益實踐

集團堅持以行動傳遞愛心，積極參與社區服務與社會公益項目。通過多元化的支持形式，包括助力教育發展、推動環境保護、改善民生等，我們努力發揮資源優勢，激發社會正能量，以實際行動踐行企業公民的使命。

1. SOCIAL WELFARE

While steadily advancing its own development, Chongqing Machinery & Electric remains committed to giving back to society. The Group has formulated the *Chongqing Machinery & Electric Management Measures for External Donations* to refine the decision-making and recording processes for donations, ensuring that its charitable activities are conducted in a standardised and orderly manner. At the same time, the Group actively expands its social responsibility practices, engages in rural revitalization, supports various public welfare projects, and continuously promotes social well-being, contributing to the creation of a better and more harmonious society.

1.1 Rural Revitalization

The Group has a long-term commitment to social responsibility, helping to boost rural economic vitality by combining industrial support with employment promotion and actively supporting the rural revitalization strategy. During the reporting period, the Group provided a stable source of income for villagers by sourcing agricultural products and materials from designated partner villages. This consumption-based support amounted to approximately RMB1.029 million, contributing to local economic development.

1.2 Charitable Practices

The Group is committed to conveying care through action and actively participates in community service and social welfare projects. Through diverse forms of support, including promoting educational development, advancing environmental protection, and improving people's livelihoods, we strive to leverage our resource advantages, inspire positive social energy, and fulfill our mission as a corporate citizen through tangible actions.



案例：重慶康明斯以智能關懷與教育、職業賦能項目踐行企業責任

Case: Chongqing Cummins Fulfils its Corporate Responsibility through Intelligent Care, Education, and Career Empowerment Projects

重慶康明斯以實際行動踐行企業責任，關注社會弱勢群體生活質量，助力區域教育與職業發展，為社會進步貢獻力量。Chongqing Cummins puts its corporate responsibility into practice through tangible actions, focusing on the quality of life for vulnerable social groups, supporting regional education and career development, and contributing to social progress.

2025年9月18日，重慶康明斯正式啟動「視界之友」智能水杯項目和「智造賦能計劃」兩大公益項目。公司自研的「視界之友」智能水杯專為視障人士設計，具備水位、溫度提醒及語音播報、盲文標識等功能，項目一期計劃覆蓋重慶約3,000名視障人士，提升其日常生活便利性與安全性。「智造賦能計劃」則通過定制化STEM課程和實訓設備，為1,000余名中學生提供技術實踐與創新能力培訓，助力區域製造業人才培育。項目充分整合多方資源，實現公益、教育與企業社會責任融合。

On 18 September 2025, Chongqing Cummins officially launched two major public welfare initiatives: the “Friend of Vision” smart cup project and the “Intelligent Manufacturing Empowerment Plan”. The company’s self-developed “Friend of Vision” smart cup is specially designed for visually impaired individuals, featuring functions such as water level and temperature alerts, voice announcements, and Braille markings. The first phase of the project plans to cover approximately 3,000 visually impaired people in Chongqing, enhancing the convenience and safety of their daily lives. The “Intelligent Manufacturing Empowerment Plan” provides technical practice and innovation skills training to over 1,000 secondary school students through customised STEM courses and practical training equipment, supporting the cultivation of talent for the regional manufacturing industry. These projects fully integrate multi-party resources, achieving a fusion of public welfare, education, and corporate social responsibility.

同期，重慶康明斯攜手公益機構發起「殘障大學生職業賦能項目」。項目組織30名殘障大學生開展了為期五天的培訓，圍繞自我認知提升、職場能力塑造與團隊協作展開議程，並通過課程、參訪與成果路演相結合的形式，幫助學員融入職場。學員走進企業體驗包容的工作環境與無障礙設施，增強認同感與發展信心。自2025年啟動以來，該項目已累計覆蓋全國300名殘障大學生，為構建更為包容的就業生態提供了積極探索。

During the same period, Chongqing Cummins collaborated with public welfare organisations to launch the “Career Empowerment Project for University Students with Disabilities”. The project organised a five-day training programme for 30 university students with disabilities, with an agenda focused on enhancing self-awareness, developing workplace skills, and fostering teamwork. Through a combination of courses, site visits, and outcome presentations, the programme helps participants integrate into the workplace. The students visited the company to experience an inclusive working environment and barrier-free facilities, which enhanced their sense of belonging and confidence in their career development. Since its launch in 2025, the project has reached 300 university students with disabilities across the country, representing a positive exploration towards building a more inclusive employment ecosystem.

(五) 踐行公益，共建和諧社區

(V) Giving Back to Society and Building Harmonious Communities



重慶康明斯「視界之友」智慧智能水杯項目、「智造賦能計劃」兩大企業責任新項目啟動現場
Launch Ceremony for Chongqing Cummins' Two New Corporate Responsibility Projects: the "Friend of Vision" Smart Cup Project and the "Intelligent Manufacturing Empowerment Plan"



重慶康明斯就業能力提升項目成員合照
Group Photo of Participants in the Chongqing Cummins Employability Enhancement Project



案例：鴿牌公司青年志願者守護江岸環境

Case: Pigeon Company's Young Volunteers Protect the Riverbank Environment

2025年3月19日，鴿牌公司團委組織青年志願者前往重慶江北嘴江灘公園，開展「鴿牌聚力護江岸，志願同心淨碧灘」環保活動。志願者們分組協作，歷時兩小時細緻清理沿岸垃圾，有效改善濱江生態環境。此次活動不僅增強了青年員工的環保意識，也體現了企業踐行生態保護的實際行動。未來公司將持續以實際行動支持城市綠色建設，為打造「山清水秀生態帶」貢獻力量。

On 19 March 2025, the Pigeon Company Youth League Committee organised young volunteers to visit Chongqing Jiangbeizui Riverfront Park for the “Pigeon Power Gathers to Guard the Riverbank, Volunteers Unite to Cleanse the Shore” environmental protection activity. Working in groups, the volunteers spent two hours meticulously cleaning up litter along the riverbank, effectively improving the riverside ecological environment. This event not only enhanced the environmental awareness of young employees but also demonstrated the company's tangible actions in practising ecological conservation. In the future, the company will continue to support urban green development through practical actions, contributing to the creation of a “green ecological belt with clear waters and lush mountains”.



鴿牌公司環保志願活動現場

Pigeon Company's Environmental Volunteer Activity

關鍵績效表

Key Performance Table

環境績效指標	指標名稱	單位	2025年	2024年	2023年
Environmental Performance Indicator	Indicator Name	Unit	2025	2024	2023
廢氣排放量 ⁴ Air emissions ⁴	氮氧化物 (NO _x)	千克	28,579.13	30,362.83	83,849.81
	Nitrogen Oxides (NO _x)	kg			
	二氧化硫 (SO ₂)	千克	2,489.77	5,193.38	2,651.58
	Sulfur Dioxide (SO ₂)	kg			
	顆粒物	千克	10,373.69	14,425.64	9,938.19
	Particulate Matter	kg			
	一氧化碳	千克	7,906.31	6,738.14	30,674.60
溫室氣體排放量 ⁵ Greenhouse gas emissions ⁵	Carbon Monoxide (CO)	kg			
	揮發性有機化合物(VOCs)	千克	18,918.98	163,560.40	/
	Volatile Organic Compounds (VOCs)				
	溫室氣體排放量	噸二氧化碳當量	75,509.39	81,896.71	73,503.44
	Greenhouse Gas Emissions	tCO ₂ eq			
	直接溫室氣體(範圍1)	噸二氧化碳當量	18,718.57	17,718.07	23,775.09
	Direct Greenhouse Gas (Scope 1)	tCO ₂ eq			
間接溫室氣體(範圍2)	噸二氧化碳當量	56,790.82	64,178.64	49,728.36	
Indirect Greenhouse Gas (Scope 2)	tCO ₂ eq				
溫室氣體排放密度	噸/百萬營收	7.55	9.18	9.12	
Greenhouse Gas Emission Intensity	Tonnes/million revenue				
廢水排放量 Wastewater Discharge	廢水排放總量 Total Wastewater Discharge	噸 Tonnes	434,861	465,048	/
有害廢物產生量 Hazardous Waste Yield	有害廢棄物總量 Total Hazardous Waste	噸 Tonnes	3,809.13	3,270.74	158.72
	有害廢棄物排放強度 Hazardous Waste Emission Intensity	噸/百萬營收 Tonnes/million revenue	0.38	0.37	0.02
	有害廢棄物處置量 Hazardous Waste Disposal	噸 Tonnes	3,809.13	3,270.74	/

⁴ 計算方法及排放係數參考《道路機動車的大氣污染排放清單編製技術指南(試行)》等文件。

⁴ The calculation methods and emission factors are based on documents including the *Technical Guidelines for Air Pollutant Emission Inventory for Road Vehicles (Trial)*.

⁵ 溫室氣體排放的計算方法及排放係數計算參考《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)》《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)》《關於發佈2023年電力二氧化碳排放因子的公告》。

⁵ The calculation methods and emission factors for GHG emissions are based on the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Road Transport Enterprises (Trial)*, the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Machinery Manufacturing Enterprises (Trial)*, and the *Announcement on the Release of 2023 Carbon Dioxide Emission Factors for Electricity*.

環境績效指標	指標名稱	單位	2025年	2024年	2023年
Environmental Performance Indicator	Indicator Name	Unit	2025	2024	2023
無害廢棄物產生量 Non-Hazardous Waste Yield	無害廢棄物總量 Total Non-Hazardous Waste	噸 Tonnes	22,629.23	15,338.34	10,867.70
	無害廢棄物排放強度 Non-Hazardous Waste Emission Intensity	噸/百萬營收 Tonnes/million revenue	2.26	1.72	1.34
	無害廢棄物處置量 Non-Hazardous Waste Disposal	噸 Tonnes	18,066.38	12,319.17	/
	無害廢棄物回收量 Non-Hazardous Waste Recycled	噸 Tonnes	3,458.85	3,076.22	/
	總能耗 Total Energy Consumption	兆瓦時 MWh	180,639.65	182,852.99	174,798.65
	總能耗密度 Total Energy Consumption Intensity	兆瓦時/百萬營收 MWh/million revenue	18.06	20.50	21.69
能源消耗量 Energy Consumption	電力 Electricity	兆瓦時 MWh	105,974.25	111,052.64	87,196.84
	天然氣 Natural gas	兆瓦時 MWh	30,709.56	35,239.52	57,649.76
	柴油 Diesel	兆瓦時 MWh	42,872.94	35,410.95	28,576.43
	汽油 Petrol	兆瓦時 MWh	1,082.89	1,149.88	1,375.95
	清潔能源使用量 Clean Energy Usage	兆瓦時 MWh	17,254.94	14,162.37	/
	資源消耗量 Resource Consumption	總用水量 Total Water Usage	立方米 m ³	829,900.79	917,204.00
耗水強度 Water Consumption Intensity		立方米/百萬營收 m ³ /million revenue	82.99	102.84	94.80
取水量 Water Withdrawal		立方米 m ³	829,886.81	917,204.00	/
節水量 Water Savings		立方米 m ³	23,455.00	7,119.00	/
包裝材料的總量 Total Packaging Material Weight		千克 kg	3,059.39	1,788.02	2,382.23
包裝材料的密度 Packaging Material Density		千克/百萬營收 kg/million revenue	0.31	0.20	0.30

關鍵績效表

Key Performance Table

社會績效指標	指標名稱	單位	2025年	2024年	2023年
Social Performance					
Indicator	Indicator Name	Unit	2025	2024	2023
員工構成					
Employee Structure					
員工數量 ⁶ Number of Employees ⁶	全職員工 Full-time Employees	人 Person	6,215	7,880	8,083
	兼職員工 Part-time Employees	人 Person	0	0	0
	新員工 New Employees	人 Person	120	402	/
員工性別分佈 Employee Distribution by Gender	男性 Male	人 Person	4,412	5,777	5,738
	女性 Female	人 Person	1,803	2,103	2,345
員工年齡分佈 Employee Distribution by Age	35歲及以下 35 years old and below	人 Person	2,118	3,108	2,956
	36~45歲 36-45 years old	人 Person	2,158	2,878	2,875
	46~56歲 46-56 years old	人 Person	1,588	1,564	1,886
	56歲及以上 56 years old and above	人 Person	351	330	366
員工地區分佈 Employee Distribution by Region	中國內地 Mainland China	人 Person	6,065	7,725	7,948
	港澳台地區 Hong Kong, Macao and Taiwan	人 Person	0	1	1
	海外地區 Overseas China	人 Person	150	154	134

⁶ 本年度員工人數統計口徑調整優化，並與年報保持一致。

⁶ The statistical scope of the number of employees for the current year has been adjusted and optimized, and is consistent with that in the Annual Report.

社會績效指標	指標名稱	單位	2025年	2024年	2023年	
Social Performance						
Indicator	Indicator Name	Unit	2025	2024	2023	
員工流失率 (按性別) Employee Turnover Rate (by gender)	男性 Male	%	5.3	9.8	8.4	
	女性 Female	%	3.1	6.2	8.8	
	員工流失率 (按年齡) Employee Turnover Rate (by age)	35歲及以下 35 years old and below	%	6.1	13.1	12.8
		36~45歲 36-45 years old	%	4.8	7.1	5.7
		46-56歲 46-56 years old	%	2.7	2.3	5.0
		56歲及以上 56 years old and above	%	3.3	0.2	14.8
員工流失率 (按地區) Employee Turnover Rate (by region)	中國內地 Mainland China	%	4.6	8.0	8.4	
	港澳台地區 Hong Kong, Macao and Taiwan	%	-	0	0	
	海外地區 Outside China	%	5.3	0.5	0	
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 Number of work-related deaths	人 Person	0	0	0	
	因工亡故比率 Occupational fatality rate	%	0	0	0	
	因工損傷工作日數 Number of work-related injury days	天 Day	0	0	0	

關鍵績效表

Key Performance Table

社會績效指標	指標名稱	單位	2025年	2024年	2023年
Social Performance					
Indicator	Indicator Name	Unit	2025	2024	2023
員工培訓和發展					
Employee Training and Development					
	參與培訓員工總數	人	5,780	8,451	8,948
	Total Number of Trainees	Person			
	參與培訓員工佔員工總數比例	%	93	98.7	/
	Proportion of Trainees to the Total Number of Employees				
	男性員工參與培訓比例	%	68	69	78
	Proportion of Male Trainees to the Total Number of Trainees				
	女性員工參與培訓比例	%	32	31	22
	Proportion of Female Trainees to the Total Number of Trainees				
培訓比例	高層管理人員參與培訓比例	%	8	4	2
Training Percentage	Proportion of Senior Management to the Total Number of Trainees				
	中層管理人員參與培訓比例	%	20	17	5
	Proportion of Middle Management to the Total Number of Trainees				
	基層員工參與培訓比例	%	72	79	93
	Proportion of Junior Management to the Total Number of Trainees				
	男性員工培訓平均時長	小時	25	27	25
	Average Training Time of Male Trainees	Hour			
	女性員工培訓平均時長	小時	35	37	39
	Average Training Time of Female Trainees	Hour			
	高層管理人員培訓平均時長	小時	58	56	48
培訓平均時長	Average Training Time of Senior Management	Hour			
Average Training Time	中層管理人員培訓平均時長	小時	37	34	39
	Average Training Time of Middle Management	Hour			
	基層員工培訓平均時長	小時	27	29	27
	Average Training Time of Junior Management	Hour			

層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
A. 環境			
A. Environmental			
A1 排放物	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： (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。	P82-104
Aspect A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	P82-104
	A1.1	排放物種類及相關排放數據。 The type of emissions and respective emissions data.	P139 P139
	A1.3	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)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P139 P139
	A1.4	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)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P140 P140
	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them.	P100 P100
	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P17、P103 P17、P103

聯交所《ESG守則》指標索引

HKEX ESG Code Index

層面	指標編號	層面、一般披露及關鍵績效指標	頁碼
Aspect	KPI No	Aspect, General Disclosure and Key Performance Indicator (KPI)	Page No.
層面A2：資源使用	一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	P105、P107
Aspect A2:	General	Policies on the efficient use of resources, including energy, water	P105、P107
Use of Resources	Disclosure	and other raw materials.	
	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)。	P140
		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).	P140
	A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	P140
		Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P140
	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。	P17、P108
		Description of energy use efficiency target(s) set and steps taken to achieve them.	P17、P108
	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。	P18、P106
		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.	P18、P106
	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。	P140
		Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P140

層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
層面A3：環境及天然 資源	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。	P94-95、P105、P107
Aspect A3: The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	P94-95、P105、P107
	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.	P96-98、P105-109 P96-98、P105-109
B. 社會 Social			
層面B1：僱傭	一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	P112-118、P123
Aspect B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	P112-118、P123
	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。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P141 P141
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	P142 P142

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層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
層面B2：健康與安全 Aspect B2: Health and Safety	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards.	P124 P124
	B2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P142 P142
	B2.2	因工傷損失工作日數。 Lost days due to work injury.	P142 P142
	B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P125-131 P125-131
層面B3：發展與培訓 Aspect B3: Development and Training	一般披露 General Disclosure	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P122 P122
	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).	P143 P143
	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.	P143 P143

層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
層面B4：勞工準則 Aspect B4: Labour Standards	一般披露 General Disclosure	有關防止童工或強制勞工的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。	P112
	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.	P112
	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.	P112
層面B5：供應鏈管理 Aspect B5. Supply Chain Management	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	P68
	B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	P69
	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	P70-71
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P70-71	

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層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
	B5.4	<p>描述在揀選供應商時促使多用環保產品服務的慣例，以及相關執行及監察方法。</p> <p>Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.</p>	P72 P72
層面B6：產品責任	一般披露	<p>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：</p> <p>(a)政策；及</p> <p>(b)遵守對發行人有重大影響的相關法律及規例的資料。</p>	P51
Aspect B6: Product Responsibility	General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(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.</p>	P51
	B6.1	<p>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。</p> <p>Percentage of total products sold or shipped subject to recalls for safety and health reasons.</p>	P53 P53
	B6.2	<p>接獲關於產品及服務的投訴數目以及應對方法。</p> <p>Number of products and service related complaints received and how they are dealt with.</p>	P66 P66
	B6.3	<p>描述與維護及保障知識產權有關的慣例。</p> <p>Description of practices relating to observing and protecting intellectual property rights.</p>	P63 P63
	B6.4	<p>描述質量檢定過程及產品回收程序。</p> <p>Description of quality assurance process and recall procedures.</p>	P52-54 P52-54
	B6.5	<p>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。</p> <p>Description of consumer data protection and privacy policies, and how they are implemented and monitored.</p>	P45-48 P45-48

層面 Aspect	指標編號 KPI No	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page No.
層面B7：反貪污 Aspect B7: Anti-corruption	一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (a)政策；及 (b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on: (a) the 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.	P40 P40
	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。 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.	P41 P41
	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P40-41、P43-44 P40-41、P43-44
	B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	P42-43 P42-43
層面B8：社區投資 Aspect B8: Community Investment	一般披露 General Disclosure	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。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	P134 P134
	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)。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P135-138 P135-138
	B8.2	在專注範疇所動用資源(如金錢或時間)。 Resources contributed (e.g. money or time) to the focus area.	P135 P135

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主要範疇 Key Areas	層面、一般披露及關鍵績效指標 Aspect, General Disclosure and Key Performance Indicator (KPI)	頁碼 Page Number
D. 氣候變化 D. Climate Change		
管治 Governance		P82-83
策略 Strategy	氣候相關風險和機遇 Climate-related Risks and Opportunities 業務模式和價值鏈 Business Model and Value Chain 策略和決策 Strategy and Decision-Making 財務狀況、財務表現及現金流量 Financial Position, Financial Performance and Cash Flows 氣候韌性 Climate Resilience	P84-91
風險管理 Risk Management		P83-84
指標和目標⁷ Metrics and Targets⁷	溫室氣體排放 Greenhouse Gas Emissions 氣候相關轉型風險 Climate-Related Transition Risks 氣候相關物理風險 Climate-Related Physical Risks 氣候相關機遇 Climate-Related Opportunities 資本運用 Capital Deployment 內部碳定價 Internal Carbon Pricing 薪酬 Remuneration 行業指標 Industry Metrics 氣候相關目標 Climate-Related Targets	P93

⁷ 重慶機電在決策中尚未應用碳定價，尚未將氣候相關考慮因素納入薪酬政策，暫不適用於行業指標披露。

⁷ Chongqing Machinery & Electric has not yet applied carbon pricing in its decision-making, nor has it incorporated climate-related considerations into its remuneration policy. Disclosure of industry-specific indicators is not applicable for the time being.

尊敬的讀者：

Dear Readers,

您好！

Greetings!

感謝您閱讀《重慶機電股份有限公司2025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 reading the Chongqing Machinery & Electric 2025 Environmental, Social and Governance (ESG) Report. Should you have any comments or suggestions while reading the report, please do not hesitate to share them with us, as this will help us to further enhance our sustainability management in the future!

選擇性問題(請在相應位置打「✓」)

Multiple-choice questions (Please place a '✓' in the appropriate box)

1. 對於重慶機電，您的身份是

1. What is your relationship with Chongqing Machinery & Electric?

- | | | | | |
|-----------------------------------|------------------------------|--------------------------------|-----------------------------|----------------------------------|
| <input type="checkbox"/> 政府 | <input type="checkbox"/> 投資者 | <input type="checkbox"/> 員工 | <input type="checkbox"/> 客戶 | <input type="checkbox"/> 供應商/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(請註明): | | | | |

- | | | | | |
|--|---------------------------------------|------------------------------------|-----------------------------------|--|
| <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 Company | <input type="checkbox"/> Community | <input type="checkbox"/> Media | <input type="checkbox"/> Non-Governmental |
| <input type="checkbox"/> Other (please specify): | and Public | | | Organisation |

2. 您對本報告的總體評價

2. What is 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"/> Fair | <input type="checkbox"/> Poor |

3. 您認為報告結構是否合理

3. Do you find the structure of the report logical?

- | | | | | |
|---------------------------------------|----------------------------------|----------------------------------|---|------------------------------------|
| <input type="checkbox"/> 非常合理 | <input type="checkbox"/> 合理 | <input type="checkbox"/> 一般 | <input type="checkbox"/> 較不合理 | <input type="checkbox"/> 不合理 |
| <input type="checkbox"/> Very logical | <input type="checkbox"/> Logical | <input type="checkbox"/> Average | <input type="checkbox"/> Somewhat illogical | <input type="checkbox"/> Illogical |

讀者反饋

Reader Feedback

4. 您所關注的信息在報告中披露程度如何

4. To what extent does the report disclose the information you are concerned with?

很全面

比較全面

有所涉及

涉及很少

未涉及

Very comprehensive

Fairly comprehensive

Partially covered

Scarcely covered

Not covered

5. 您認為還有哪些關注的信息未反映在報告中

5. What other information of interest to you is not reflected in this report?

6. 您對重慶機電ESG報告的建議

6. What suggestions do you have for the Chongqing Machinery & Electric ESG report?



重慶機電股份有限公司
CHONGQING MACHINERY & ELECTRIC CO., LTD.*