



**CHINA TIANRUI AUTOMOTIVE INTERIORS CO., LTD**  
**中國天瑞汽車內飾件有限公司**

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立的有限公司)

Stock code 股份代號: 6162



**天瑞**  
**TIAN RUI**

Environmental, Social and Governance Report

**環境、社會及管治報告**

**2025**

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# Report Introduction 報告說明

## SUMMARY

This report is the eighth annual environmental, social and governance ("ESG") report issued by China Tianrui Automotive Interiors Co., Ltd. ("Tianrui Automotive", the "Group", "we", or the "Company"). This report covers activities and performance for the financial year from 1 January 2025 to 31 December 2025 (the "Reporting Period").

## PREPARATION BASIS

The Group prepared the environmental, social and governance report (the "Report" or the "ESG Report") in accordance with the Environmental, Social and Governance Reporting Code (the "ESG Code") as set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "Listing Rules"). The ESG report is intended to provide environmental performance and social performance of the Group during the Reporting Period, focusing on environmental and social issues relevant to the Group's sustainable development that are of concern to stakeholders, enabling key stakeholders to better understand the Group's sustainable development philosophy, initiatives and corresponding performance.

## REPORTING PRINCIPLES

### Materiality

We have carefully identified and selected ESG factors through an internal materiality analysis. The first step was the identification of the potential material topics, with feedback collected from relevant stakeholders. After that, such feedback was prioritised based on its environmental and social impacts on the Group and its stakeholders.

## 概覽

本報告為中國天瑞汽車內飾件有限公司（於本報告內稱為「天瑞汽車」「本集團」「我們」「公司」）發布的第八份環境、社會及管治（以下簡稱「ESG」）年度報告。本報告涵蓋 2025 年 1 月 1 日至 2025 年 12 月 31 日財政年度（以下簡稱「報告期」）的相關工作。

## 編製依據

本集團按照《香港聯合交易所有限公司證券上市規則》（「《上市規則》」）附錄 C2 的《環境、社會及管治報告守則》（「《ESG 守則》」）編製本環境、社會及管治報告（「本報告」「本 ESG 報告」）。本報告旨在披露本集團於報告期內的環境表現及社會表現，內容主要涵蓋持份者所關注與本集團可持續發展相關的環境及社會議題，以便各主要持份者更深入地了解本集團可持續發展的理念、措施及相關表現等。

## 報告原則

### 重要性

我們透過開展內部重要性評估，謹慎挑選若干 ESG 因素。首先識別可能的重要議題，並收集來自相關持份者的反饋，其後按有關因素對集團及持份者造成的環境及社會影響，釐定這些反饋的處理優先次序。

# Report Introduction

## 報告說明

### Quantitative

The statistical standards, methodologies, assumptions and/ or calculation methods used for the key qualitative performance indicators in this Report, as well as the sources of conversion factors, are set out in the relevant sections of the Report.

### Consistency

The statistical methodologies used in calculating the data disclosed in this ESG report have been applied consistently.

## SCOPE AND EXTENT OF REPORT

Unless otherwise stated, the policies, statements, data and other information in this Report generally cover the Group and its subsidiaries.

## DATA SOURCE AND RELIABILITY ASSURANCE

The information, data and case studies in this Report are primarily derived from the Group's statistical reports and related internal documents. This Report contains no false records, misleading statements or material omissions, and the Group accepts responsibility for the authenticity, accuracy and completeness of the material contents of the Report.

### 量化

用於計算本報告主要定量指標的統計標準、方法、假設及／或計算方式，以及轉換因子來源，均已於本報告內載述。

### 一致性

用於計算本 ESG 報告內所披露數據的統計方法須保持一致。

## 報告範圍及邊界

除特殊說明之外，本報告中的政策、聲明、數據等基本覆蓋本集團及附屬公司。

## 資料來源及可靠性保證

本報告的資料及案例主要來源於本集團統計報告和相關文件。本報告不存在任何虛假記載、誤導性陳述，本集團就報告重要內容的真實性、準確性及完整性負責。

# Report Introduction

## 報告說明

### DATA NOTES

To ensure consistency with the audited consolidated financial statements and the annual results announcement, the 2024 revenue data used in this ESG Report reflects the restated amount as disclosed in the 2025 annual results announcement (RMB237,055,000). All 2024 intensity indicators for greenhouse gas emissions, energy consumption, water consumption, and waste are calculated using the restated revenue as the denominator to maintain comparability.

### STAKEHOLDER ENGAGEMENT AND CONTACT INFORMATION

The Group aims to address the concerns of various stakeholders regarding our environmental and social responsibilities through the ESG report, and to integrate stakeholder feedback into the sustainability management practices. Should stakeholders have any comments on the contents of this ESG report, they are welcome to send a letter to the Group's principal office in Hong Kong for the attention of the secretary.

### CONFIRMATION AND APPROVAL

This Report has been reviewed and confirmed by the management and approved by the Board of Directors on 29 April 2026.

### 數據說明

為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告所使用 2024 年度收入數據，採用 2025 年年度業績公告重述後金額（人民幣 237,055 千元）。本報告中 2024 年度溫室氣體排放 / 能耗 / 水耗 / 廢棄物等收入密度指標，均按重述後收入作為分母計算，相關指標具有可比性。

### 持份者參與及聯絡方式

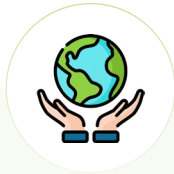
本集團期望透過本環境、社會及管治報告響應不同持份者對我們履行環境及社會責任的關注，並將各持份者意見納入企業可持續發展管理工作當中。如持份者對本集團的環境、社會及管治報告內容有任何意見，歡迎將信件寄至本集團香港主要辦事處。

### 確認及批准

本報告經管理層確認後，於 2026 年 4 月 29 日獲董事會批准。

# KEY ESG PERFORMANCE ACHIEVEMENTS IN 2025

## 2025 年 ESG 績效重點成就



### Environment 環境

Waste water discharge indicators met the discharge standards

廢水排放指標達到排放標準

Greenhouse gas emission intensity decreased by **↓ 41.67%** over the last year

溫室氣體排放密度同比下降 **↓ 41.67%**

Solid waste discharge intensity decreased by **↓ 28.34%** over the last year

固體廢棄物排放密度同比下降 **↓ 28.34%**



### Employees 員工

Total accumulated training hours reached **38,985** hours

累計培訓學時達 **38,985** 小時

The proportion of trainees who participated in training accounted for **97.25%**

參訓人數佔比 **97.25%**

Carried out **5** internal recruitment competitions

開展內部競聘 **5** 場

Promoted **13** employees

提拔 **13** 名員工

**Zero** fatal workplace accidents

**0** 起工傷致死事件



### Products 產品

Developed **461** sets of mould assemblies

**461** 套模具總成開發

Developed **524** new products (component development)

**524** 個新產品 (零件開發)

Developed **72** new projects

**72** 個新項目開發

Achieved **3** technical innovations

**3** 項技術革新

# ABOUT THE GROUP

## 關於本集團

China Tianrui Automotive Interiors Co., Ltd., established in 2009, is one of China's leading manufacturers of heavy trucks' interior products. The Company was listed on the Hong Kong Stock Exchange in 2019 (Stock Code: 06162.HK).

中國天瑞汽車內飾件有限公司成立於 2009 年，是中國領先的重型卡車內飾產品製造商之一，2019 年於香港證券交易所成功上市（股票代碼：06162.HK）。

### Vision 願景

To become a leading regional enterprise with strong industry influence  
打造有行業影響力的區域頭部企業

### Mission 使命

To deliver customer-satisfying automotive interior solutions

提供客戶滿意的汽車  
內飾解決方案

### Core Values 核心價值觀

Integrity, focus, innovation, and win-win

誠信，專注，創新，共贏

### Business Philosophy 經營理念

Innovation-driven, quality-centred, and continuous improvement

創新為先、品質為本、  
持續改善

The Company's headquarters is located in Jingwei New City, Xi'an Economic and Technological Development Zone, Shaanxi Province. It has more than 500 employees and operates multiple production bases across Xi'an, Baoji, Hefei, and Zhengzhou, forming a nationwide production network. As the largest manufacturer of heavy truck interior components in Northwest China and one of the top ten key automotive component suppliers in Shaanxi Province, the Company maintains a leading market position.

公司總部位於陝西省西安市經濟技術開發區涇渭新城，現擁有僱員 500 餘人，在西安、寶雞、合肥、鄭州等地建有多個生產基地，形成了輻射全國的生產網絡。公司是中國西北最大的重型卡車內飾零部件製造商，是陝西省汽車配套十家重點企業之一，佔據市場領先地位。

## ABOUT THE GROUP 關於本集團

The Company offers over 1,000 products, covering key interior components including dashboards, overhead consoles, door panels, headliners, and carpets, as well as functional parts such as engine heat shields, oil-bath air filters, door armrests, and air-conditioning ducts. Its business also covers exterior components including bumpers and rearview mirrors. The Company is committed to providing advanced design and development solutions, with industry-leading technological capabilities.

In terms of customer relationships, the Company has established sound and stable partnerships with mainstream automobile manufacturers including Shaanxi Heavy Duty Automobile Co., Ltd., Shaanxi Automobile Group Commercial Vehicle Co., Ltd., BYD Auto Industry Co., Ltd., Geely Automobile Holdings, and Chery Automobile Co., Ltd., as well as internationally renowned component suppliers such as Magna Hongli, Faurecia, and Grupo Antolin. It has been consistently recognised as an outstanding supplier by main customers for many years.

In terms of technological innovation, the Company has extensive industry experience and strong independent R&D, prototyping and testing capabilities. It was accredited as a provincial and municipal-level enterprise technology centres in 2014 and 2017, and was recognised as a national high-tech enterprise in 2016. In recent years, the Company has received numerous awards and titles, including Key Automotive Component Supplier of Shaanxi Province, Shaanxi Province AAAAA Credit Unit, "Specialised, Refined, Distinctive, and Innovative" Enterprise, Manufacturing Single Champion Enterprise, Pilot Enterprise for Integration of Informatisation and Industrialisation, Shaanxi Province "Industrial Excellence" Award, Civil-Military Integration Enterprise, Municipal Technology Innovation Demonstration Enterprise, Municipal Advanced Manufacturing Demonstration Enterprise, and National "Green Factory" recognition.

在產品布局方面，公司擁有 1000 餘種產品，涵蓋儀錶板、高架箱、門板、頂棚、地毯等關鍵內飾件，以及發動機隔熱罩、油浴式空氣濾清器、門扶手、空調風道等功能件，同時涉及保險杠、後視鏡等外飾件領域。公司致力於向客戶提供先進的設計和開發解決方案，產品技術水準處於行業前列。

在客戶合作方面，公司與陝西重型汽車有限公司、陝汽集團商用車有限公司、比亞迪汽車工業有限公司、吉利汽車集團有限公司、奇瑞汽車股份有限公司等主流汽車製造商，以及麥格納宏立、佛吉亞、安通林等國際知名零部件企業建立了良好穩定的合作關係，連續多年被主要客戶評為優秀供應商。

在技術創新方面，公司具有深厚的行業營運經驗和較強的自主研發及試製試驗能力，於 2014 年、2017 年先後通過省市兩級企業技術中心認定，2016 年獲評國家級高新技術企業。近年來，公司先後榮獲陝西省汽車配套重點企業、陝西省 AAAAA 級信譽單位、「專精特新」企業、製造業單項冠軍企業、兩化融合管理體系貫標試點企業、陝西省「工業精品」、軍民融合企業、市級技術創新示範企業、市級先進製造業示範企業、國家級「綠色工廠」等多項榮譽稱號。

## GROUP ESG PHILOSOPHY

# 集團 ESG 理念

Based on its core values of "integrity, focus, innovation, and win-win", the Group has established its ESG philosophy in line with its "2 + 2" dual-wheel driven strategy focusing on the commercial vehicle and passenger vehicle supply chains. Under the guidance of the ESG concept implemented by the Group through applying the six modules of the Tianrui Excellent Management System Project ("TES"), tasks are well done in such aspects as prioritising R&D, emphasising quality, upholding environmental protection, delivering quality services, sharing growth with employees, giving back to society and fulfilling social responsibilities.

To further promote routine ESG management, implement ESG strategies and enhance ESG related risk control, the Group has adopted a three-level governance structure: the Board of Directors, the General Manager and the ESG Working Group. The Board drives ESG management in a top-down way; the General Manager provides direct management and oversight; and the ESG Working Group is responsible for day-to-day implementation.

本集團以打造商用車 + 乘用車供應鏈雙輪驅動的「2+2」戰略為方向，基於「誠信、專注、創新、共贏」的集團核心價值觀，制定 ESG 發展理念。透過天瑞卓越管理體系項目（「TES 項目」）的六大模組將 ESG 理念落到實處，做到研發為先、質量為本、環境至上、優質服務、與員工共享發展、回饋社會、踐行社會責任。

為了更好地推動本集團 ESG 常態化管理，踐行 ESG 戰略實施和提升 ESG 相關風險管控，本集團採取三級治理架構：董事會、總經理以及 ESG 工作小組。董事會自上而下推動 ESG 管理，總經理直接管理和監督，ESG 工作小組專項執行。

# INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

## 誠信：誠實守信 質量為本

### Integrity: Honesty and Trustworthiness

The Group strictly complies with applicable national laws and regulations, advocates a corporate culture of integrity, and regards integrity management as the cornerstone of its development. By improving its integrity management system and fair competition regime, the Group fosters an ecologically sustainable business ecosystem. We do not tolerate monopoly, unfair competition, market manipulation, commercial bribery, or any other improper practices, and is committed to safeguarding a fair and equitable market order. During the Reporting Period, to the best of the Group's knowledge, there were no legal proceedings relating to unfair competition or corruption involving the Group.

### Anti-corruption

The Group has put in place a well-established integrity and compliance management system. We have developed the Anti-Corruption Policy and Whistle-blowing Policy applicable to all employees and other external interested persons, which clearly set out reporting channels and procedures. All employees and external stakeholders are required to strictly comply with anti-corruption laws and regulations in their respective jurisdictions, and the Group actively promotes and encourages the reporting of potential illegal activities. We have established a dedicated whistleblowing mechanism and multi-channel reporting platforms, and strictly implement a whistleblower protection system to ensure whistleblowers are free from unfair treatment. Bribery, extortion, fraud, or money laundering in any form are strictly prohibited. Any verified violation will be subject to disciplinary action in accordance with internal rules, and suspected violations of laws and crimes will be transferred to judicial authorities in accordance with the law.

### 誠信：誠實守信

本集團始終恪守國家法律法規，倡導誠信經營的企業文化，將廉潔建設視為企業發展根基。通過健全廉潔管理機制與公平競爭體系，構建健康可持續的商業生態。我們不容許壟斷行為、違規競爭、市場操縱、商業賄賂等一切不正當手段，維護公平公正的市場秩序。報告期內，據本集團所知，並無涉及不正當競爭或貪腐相關的法律訴訟。

### 反貪污

本集團構建了系統完善的廉潔合規管理體系，制定覆蓋全員的《反腐敗政策》及《舉報政策》，明確舉報途徑與流程，要求全體僱員及外部相關方嚴格遵守所屬司法管轄區的反腐敗法律法規，積極倡導並鼓勵對潛在違法行為進行舉報。我們設立專門舉報機制與多渠道受理平台，嚴格實施吹哨人保護制度，確保舉報人免受不公對待，嚴禁任何形式的賄賂、勒索、欺詐及洗錢行為，一經核實屬實，將依規追責，涉嫌違法犯罪的依法移交司法機關處理。

## INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

# 誠信：誠實守信 質量為本

In terms of organisation structure, the Group continuously improves its disciplinary management system, clarifying the core functions of "supervision, discipline enforcement, and accountability". Focusing on key areas including integrity compliance, policy implementation and the exercise of authority, the Group has established a full-process control mechanism featuring "prevention in advance, supervision during the process and accountability after the event". Discipline inspection work focuses on the following critical processes: routine supervision over core business processes such as procurement approval, financial reimbursement and contract signing; acceptance, verification and investigation of violation clues; organisation of anti-corruption education and integrity promotion activities; integrity talks and performance evaluation for key position personnel; and regular reporting to management on work progress and potential risks. In terms of inspection and supervision, the Group has implemented multiple targeted special initiatives, including:

### 1. Supply chain integrity inspection

The discipline inspection department, together with the procurement and finance departments, conducted inspections covering 20 suppliers by reviewing contract ledgers, verifying transaction vouchers and visiting suppliers, focusing on detecting commercial bribery and improper benefit transfer. Three procedural irregularities were identified and rectification was required, and the supplier integrity assessment criteria were updated accordingly.

### 2. Internal integrity risk screening

Focusing on key positions in finance, sales, investment and financing, the Group identified 46 integrity risk points through questionnaires, document reviews and individual interviews, and developed a risk prevention and control checklist.

### 3. Festival integrity supervision

During major festivals, spot checks were conducted on official reception records and welfare payments to prohibit the illegal giving or accepting of gifts, money vouchers and public funds wining and dining, fostering a clean and upright working atmosphere.

在組織架構方面，集團持續完善紀檢管理體系，明確紀檢部門「監督、執紀、問責」核心職能，圍繞廉潔合規、制度執行、權力運行等重點領域，建立「事前預防、事中監督、事後追責」全流程管控機制。紀檢履職聚焦關鍵環節：常態化監督採購審批、財務報銷、合同簽署等核心業務流程；受理核實違規線索並開展調查取證；組織警示教育與廉潔宣傳；對關鍵崗位人員進行廉潔談話與履職評估；定期向管理層匯報工作進展及風險隱患。在檢查督導方面，集團開展多項針對性專項行動，包括：

1. 供應鏈廉潔專項檢查，即紀檢部門聯合採購、財務部門，透過查閱合同台賬、核對交易憑證、走訪供應商等方式，重點核查商業賄賂、利益輸送等問題，覆蓋 20 家供應商，排查出 3 項流程不規範問題並督促整改，同步更新供應商廉潔考核標準；
2. 內部廉潔風險排查行動，即聚焦財務、銷售、投融資等關鍵崗位，透過問卷調查、資料核查、個別談話等形式，梳理崗位廉潔風險點 46 條，形成風險防控清單；
3. 節日廉潔專項督查，即結合重要節點抽查公務接待記錄、核實福利發放情況，杜絕違規收送禮品禮金、公款吃喝等行為，營造風清氣正的節日氛圍。

## INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

# 誠信：誠實守信 質量為本

### Training on integrity

The Group places great emphasis on fostering an integrity culture and routinely conducting diversified anti-corruption training and promotional activities. In terms of warning education, the Group regularly organises all employees to watch anti-corruption documentaries and attend briefings on industry violation cases. Legal experts are invited to deliver lectures on duty-related crimes and commercial bribery, and key position employees are organised to attend court hearings of duty-related criminal cases, using real-life examples to strengthen awareness of integrity risks. For supervision and reminders, all employees sign the Commitment on Integrity in Work annually. Quarterly integrity discussions are held for staff in core positions such as procurement, finance, and sales. Reporting hotlines and email addresses are prominently displayed in office areas and on internal platforms to strengthen daily supervision. In terms of promotion and education, the Group produces integrity-themed posters, distributes compliance manuals, holds "Integrity Culture Month" campaigns, and shares integrity updates and compliance tips through its WeChat public account and internal work groups, delivering the concept of integrity across multiple dimensions.

These series of activities cover all employees and key partners, effectively strengthening the integrity awareness of all staff and reinforcing the Group's ideological and institutional safeguards against corruption.

### 廉潔培訓

本集團高度重視廉潔文化建設，常態化開展多元化反貪污培訓與宣傳活動。警示教育方面，定期組織全體僱員觀看反腐主題紀錄片、行業違規案例通報會，邀請法律專家開展職務犯罪、商業賄賂相關法律知識講座，並組織關鍵崗位僱員走進法院旁聽職務犯罪庭審，以直觀案例敲響廉潔警鐘；監督提醒方面，每年組織全員簽署《廉潔從業承諾書》，對採購、財務、銷售等核心崗位人員開展季度廉潔談話，同步在辦公場所、內部平台顯著位置公示舉報電話、郵箱等監督渠道，強化日常約束；宣傳教育方面，透過製作廉潔主題海報、發放合規手冊、開展「廉潔文化月」主題活動，結合內部公眾號、工作群推送廉潔資訊與合規小貼士等形式，多維度傳遞廉潔從業理念。

系列活動覆蓋全體僱員及核心合作方，有效強化全員廉潔意識，築牢集團反貪污思想防線與制度防線。

INTEGRITY: HONESTY AND TRUSTWORTHINESS,  
QUALITY AS THE FOUNDATION

## 誠信：誠實守信 質量為本

### Integrity: Quality-oriented

#### Quality concept

The Group has always placed quality management in the core position of enterprise development, and established the systematic and standardised quality management and control system following the quality policy of "Quality First, Customer First, Optimising Management, and Sustainable Development". Its management is divided into six modules: leaderships, customer relationships, projects R&D, production and operation, supplier partnerships and employee incentives.

We strictly abide by laws and regulations such as the Product Quality Law of the People's Republic of China, the Standardisation Law of the People's Republic of China, the Metrology Law of the People's Republic of China, the Law on the Protection of Rights and Interests of Consumers of the People's Republic of China. We carry out business operations in accordance with laws, abide by contracts, ensure quality and firmly object to the production and sale of sub-quality products.

On this basis, the Company has established a comprehensive quality management system, which has been audited and certified by authoritative third-party institutions. The system operates in a standardised and effective manner, ensuring that products and services provided to customers meet the required standards.

### 誠信：質量為本

#### 質量理念

本集團始終將質量管理置於企業發展的核心位置，秉承「質量第一、顧客至上、優化管理、持續發展」的質量方針，構建系統化、標準化的品質管控體系。集團管理分為六大模塊：領導力、客戶關係、項目及研發、生產營運、供應商合作夥伴關係、員工激勵。

我們嚴格遵守《中華人民共和國產品質量法》《中華人民共和國標準化法》《中華人民共和國計量法》《中華人民共和國消費者權益保護法》等法律法規，依法經營，信守合同，保證質量，堅決抵制製售不合格產品等行為。

在此基礎之上，公司已建立完善的質量管理體系，並通過第三方權威機構的認證審核，體系運行規範有效，確保為客戶提供符合要求的產品與服務。

## INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

# 誠信：誠實守信 質量為本

### Control of incoming material quality

To ensure that the supply chain is stable, efficient, high-quality, and controllable, we attach great importance to the performance evaluation management of suppliers, establish a scientific and comprehensive supplier evaluation system, and conduct a comprehensive evaluation from four dimensions including supply ability, technical skills, quality capability, and service capability, respectively. During the Reporting Period, we had identified 1 supplier in the yellow list, 12 suppliers in the green list and 143 suppliers in the red list. The Group conducts effective management for suppliers. The suppliers in black list will be announced and the suppliers in yellow list will be warned. The suppliers in the black and yellow lists continuously had been eliminated, thus realising the adjustment of the quota for our suppliers.

Under the guidance of the TES of the Group, we establish a strict access and assignment management system for suppliers, and conduct comprehensive evaluation by referring to the on-site check results, historical quality performance, quality system maturity, main customer structure and product competitiveness. Meanwhile, we benchmark the industry supply chain system, and gradually include the excellent suppliers in the industry to continuously optimize our overall supply chain level. For critical components, voluntary CQC certification is conducted to guarantee regulatory compliance. During the Reporting Period, we organised the suppliers of key materials and components and parts to carry out technical communication with the Group for five times, and make comparison in accordance with the method of "Three Unifications" (unified standards, unified methods, and unified tools), with 122 standards unified. In addition, we went to the factories as "households in hardship" for providing on-site support and guidance simultaneously, so as to improve quality assurance capability of the suppliers and reduce the non-performing ratio of incoming goods. During the Reporting Period, the qualified ratio for the incoming batches of materials of the Group reached 98.6%.

### 來料質量受控

為確保供應鏈穩定高效、優質可控，本集團高度重視供應商績效評價管理，建立科學完善的供應商評估體系，分別從供貨能力、技術能力、質量能力、服務能力四個維度對供應商進行綜合評估。報告期內，共識別黃榜 1 家、綠榜 12 家、紅榜 143 家。集團對供應商進行有效管理，對黑榜供應商進行約談通告、對黃榜供應商進行預警；針對連續名列黑榜、黃榜的供應商，進行供應份額調整。

在本集團 TES 體系指導下，我們建立了嚴格的供應商准入與定點管理機制，綜合評估供應商現場審核結果、歷史質量表現、質量管理體系成熟度、主要客戶結構及產品競爭力四個維度，同時對標行業標桿供應鏈體系，持續引入業內優秀供應商，不斷優化集團供應鏈整體水平。針對關鍵零部件，開展 CQC 自願性認證，保障產品符合法規的要求。報告期內，我們組織主材和關鍵零部件供應商到本集團技術對標 5 次，依據「三統一」（統一標準、統一方法、統一工具）的方式進行對比，統一標準 122 項。同時到「困難戶」廠家進行現場扶持和指導，提升供應商質量保證能力，降低到貨不良率，報告期內，本集團來料批次合格率達到 98.6%。

INTEGRITY: HONESTY AND TRUSTWORTHINESS,  
QUALITY AS THE FOUNDATION

## 誠信：誠實守信 質量為本

### In-process quality control

Combined with the benchmark enterprise operation and management system, the Group conducts overall planning, step by step development, item by item implementation of "7QB" for production quality based on production and operation of the Company. "7QB" includes seven basic quality principles: qualified first piece, error proof verification, self-inspection, final inspection, red box, rework under control, quick feedback. During the Reporting Period, this management system has been implemented effectively.

Under the guidance of the TES of the Group, we vigorously conduct comprehensive quality management. Detailed operational standards are established throughout the production process, with personnel strictly adhering to these standards. Regular internal audits, process audits, and product inspections are conducted to ensure the effective operation of the quality management system, maintain stable and controlled production processes, and meet customer requirements. We establish a hierarchical audit mechanism, which consists of four layers: team leader, workshop director, factory director and general manager. Each layer inspects item by item at the audit frequency through using an audit table, makes an action plan for non-conforming items, and verifies the closure.

We comprehensively implement the "4M change management", which includes personnel, machinery and equipment, materials and operation methods. The factory will identify the change points, observe the operation on the change points, and jointly conduct the first article assurance with inspectors to ensure that the "4M changes" are carried out under control and the quality improvement is remarkable. We set up an APU cross-departmental multifunctional team to rapidly respond to the process quality problems, quickly curb and promote the rapid improvement of the process problems, as well as check and curb the customer complaints at the shipment end, establish the shipment inspection database according to the factory division to form the heavy truck shipment qualified rate, car shipment PPM, statistical indicators in consistent with the customer, develop and implement the factory quality agreement.

### 過程質量管控

本集團對標行業標桿企業營運管理體系，結合公司生產營運實際，統籌策劃、分步推進、逐項落實生產質量「7QB」管理要求。「7QB」共包含：首件合格、防錯驗證、自檢、終檢、紅箱子、受控下返工、快速反饋共 7 個質量基本原則，報告期內，該管理體系落實效果顯著。

在本集團 TES 體系指導下，我們大力推行全面質量管理工作。生產過程中建立詳細的作業標準，操作人員嚴格按標執行，並定期開展公司內部審核、過程審核及產品審核，保障質量管理體系有效運行、生產過程穩定受控、產品滿足客戶要求。我們建立分層審核機制，設置班組長、車間主任、工廠廠長、總經理四個層級，各層級按既定頻次運用審核表逐項檢查，針對不符合項制定行動計劃並驗證關閉。

我們全面推行「4M 變更」管理，涵蓋人員、機器及設備、材料、作業方法四個維度。透過工廠識別變更點，實施作業觀察，並與檢驗員共同進行首件確認，確保「4M 變更」全程受控，質量提升成效顯著。我們建立 APU 跨部門多功能小組，實現過程質量問題的快速反應、快速遏制與快速改善，同時在出貨端對客訴問題進行排查遏制。按工廠維度建立出貨檢驗數據庫，形成重卡出貨合格率、乘用車出貨 PPM 等與客戶統計口徑一致的指標體系，制定工廠質量協議並推動實施。

## INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

# 誠信：誠實守信 質量為本

During the Reporting Period, we signed 83 copies of standard samples, classified them and established ledger management, compiled and issued 157 copies of SIP instructions, and achieved standardised inspection of process quality. We apply scientific methods to identify TOP process, after-sales and customer complaints for further analysis and specific improvement. During the Reporting Period, the qualified rate of the Group's heavy truck batches of clients reached 99.94%, a year-on-year increase of 0.13%.

### Quick response to quality issues

In response to quality feedback from customers, the Company has established a professional after-sales team and implemented after-sales product management procedures to promptly address customer issues and continuously enhance product satisfaction. In order to ensure quality and rapid response, the Group has set up an after-sales service team for heavy trucks and cars, formulated Customer Complaint Handling Management Measures and Rapid Response Mechanism to define job responsibilities and response time — namely, aftersales service personnel will arrive at the site within 10 minutes after customer feedback, and ensured the strict implementation.

報告期內，簽訂標準樣件 83 份，分類放置並建立台賬管理；編制下發 SIP 指導書 157 份，實現過程質量標準化檢驗。我們運用科學方法識別 TOP 過程問題、售後問題及客戶投訴問題，深入分析並專項改善。報告期內，本集團客戶端重卡批次合格率達到 99.94%，同比 0.13%。

### 質量快速響應

針對客戶端反饋的質量問題，公司組建專業售後團隊，建立售後產品管理規範，及時響應客戶異常反饋，持續提升產品滿意度。為保障質量快速響應，本集團設立重卡和乘用車售後服務團隊，制定《客訴處理管理辦法》及《快速響應機制》，明確崗位職責與響應時效要求——售後服務人員須於客戶反饋問題 10 分鐘內抵達現場，並嚴格落實執行。

## INTEGRITY: HONESTY AND TRUSTWORTHINESS, QUALITY AS THE FOUNDATION

# 誠信：誠實守信 質量為本

Under the guidance of the Group's operational guidelines and on the basis of APU cross-departmental multifunctional team, the Group sets up an "8D informatisation process", during which the main engineers are responsible for coordinating and solving quality problems and dealing with unqualified products, and the promoters verify the improvement results to form a management closed loop. During the Reporting Period, the quality control team worked together to solve 23 "8D problems", solidified from the management mechanism and spread horizontally to related links to prevent similar problems from recurring.

### Continuous improvement in quality

During the Reporting Period, the Group has comprehensively promoted continuous improvement, centred at enhancing customer satisfaction. We unify material property standards, technical requirements and experimental standards to ensure quality consistency from the source; we implement mold standardisation rectification to realise rapid mold change and effectively improve the production efficiency. By establishing the pragmatic recommendation mechanism, a good atmosphere of participation and active improvement by all employees is created to stimulate the innovative vitality of employees.

在本集團營運方針指導下，依托 APU 跨部門多功能小組，搭建「8D 信息化處理流程」。由主責工程師統籌質量問題解決及不合格品處理的信息化流轉，發起人驗證改善成效，形成管理閉環。報告期內，質量管控團隊協同攻克「8D 問題」23 項，從管理機制與作業標準層面進行固化，並橫向展開至相關環節，杜絕同類問題再次發生。

### 持續質量改善

報告期內，本集團全面推動持續改進工作，以提升顧客滿意度為核心目標。我們整合原材料物性標準，統一技術要求及實驗標準，從源頭保障品質一致性；實施模具標準化整改，實現快速換模，有效提升生產效率；透過建立合理化建議機制，營造全員參與、主動改善的良好氛圍，激發員工創新活力。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

### 專注：環境至上 綠色經營

The Group consistently regards environmental protection as a core responsibility and is committed to safeguarding and improving the ecological environment through practical actions. We incorporate the concept of green operation into the processes of production and management, and fulfil our corporate responsibilities through continuous technical innovation and management improvement. We have set up an environmental improvement team to focus on resource saving and improvement of the utilisation efficiency, striving to minimize the environmental impact of operations to the greatest extent. We aim to advance the integration of green development concepts within the industry through pragmatic measures, collaborating with all stakeholders to create a sustainable and better future.

The Group strictly abides by a series of laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on Noise Pollution Prevention and Control, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention Control of Environmental Pollution by Solid Wastes.

本集團始終將環境保護視為核心責任，致力於透過實際行動呵護並改善生態環境。我們將綠色經營理念深度融入生產與營運的全流程，依託持續的技術創新與管理優化，切實履行企業擔當。為此，我們專門成立環境改善小組，聚焦資源節約與利用效率提升，力求最大限度降低營運對環境造成的影響。我們期望透過務實舉措，推動行業綠色發展理念的共融，攜手各方共創可持續的美好未來。

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國水污染防治法》《中華人民共和國噪聲污染防治法》《中華人民共和國大氣污染防治法》及《中華人民共和國固體廢物污染環境防治法》等一系列法律法規。

#### Focus: Save Resources

The Group has established a systematic resource management framework, focusing on three core areas: water resources, energy, and packaging materials. By implementing refined control strategies and technological innovations, the Group continuously optimises water use efficiency, enhances energy utilisation, and actively promotes the reduction and recycling of packaging materials. These practical measures are intended to reduce resource consumption at the source and lessen the environmental impact.

#### 專注：資源節約

本集團已建立系統化的資源管理體系，重點聚焦水資源、能源及包裝材料三大核心領域。透過推行精細化管控策略與技術創新，本集團持續優化用水效率，提升能源利用效益，並積極推動包裝材料的減量化及循環再用。上述務實舉措旨在從源頭降低資源消耗，減輕對環境造成的負擔。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Management of water resource

The Group primarily sources its operation and production water from the municipal tap water supply. To effectively improve the efficiency of the use of water resources, we adopt a dual approach encompassing administrative management and technological improvement. We concurrently advance water-saving retrofit projects, continuously optimise our water usage structure, and strengthen process controls, ensuring that water consumption intensity per unit of output is steadily reduced alongside business growth. The Group diligently carries out meticulous maintenance of water facilities, including the routine replacement of taps, foot valves, and other components, and conducts periodic specialised maintenance of main and branch pipelines. Through preventive maintenance and timely repairs, potential risks of pipeline "leaks, drips, and spills" are effectively eliminated, thereby mitigating water wastage.

To further improve the utilisation of recycled water, the Company has set a target to reduce fresh water consumption per unit of output by 2% annually by the end of 2026, using 2025 as the baseline year.

### 水資源管理

本集團的營運及生產用水主要來源於市政自來水供應。為切實提升水資源利用效率，我們從行政管理與技術升級雙管齊下，同步推進節水改造項目，不斷優化用水結構並強化過程管控，確保在業務發展的同時，穩步降低單位產出的水資源消耗強度。本集團紮實推進用水設施的精細化維護工作，包括日常更換水龍頭、腳踏閥等零件，並定期對主管道及支路管道進行專項維修。透過預防性維護與及時修復措施，有效杜絕管網「跑、冒、滴、漏」的隱患，切實規避水資源浪費風險。

為進一步提高循環水利用率，公司制定了以 2025 年為基準年，2026 年底實現單位產值新鮮水消耗量按年降低 2% 的目標。

During the Reporting Period, the total consumption of the Group was as follows:

報告期內，集團總耗水量如下：

類別 Type	2024		2025	
	總量 Total	密度（每百萬人民幣收益消耗量） <sup>1</sup> Density (consumption per RMB1 million revenue) <sup>1</sup>	總量 Total	密度（每百萬人民幣收益消耗量） Density (consumption per RMB1 million revenue)
總耗水量 (T) Total water consumption (Ton)	27,908	117.7	24,493	68.5

Note: 1. To maintain consistency with the audited consolidated financial statements and annual performance announcements, density indicators for the 2024 ESG report are calculated using the restated 2024 revenue disclosed in the 2025 annual results announcement.

註釋：1. 為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告 2024 年度密度指標採用 2025 年年度業績公告重述後的 2024 年收入口徑計算。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Energy management

The Group is committed to comprehensively strengthening the management of natural gas, fuel, electricity, and other critical resources, establishing a lean and efficient energy management system. At the same time, through regular training and awareness campaigns, we continuously enhance all employees' consciousness of energy conservation and environmental protection, promoting the deep-rooted adoption of green office and production practices. Our goal is to significantly improve resource utilisation efficiency and reduce energy consumption per unit through a dual approach of "management optimisation" and "awareness enhancement," ensuring that the Company fulfils its social responsibility for energy saving and emissions reduction while pursuing business development. To further enhance energy efficiency, the Company has set a target to reduce energy consumption intensity by 1% by the end of 2026, using 2025 as the baseline year.

### 能源管理

本集團致力全面強化對天然氣、燃油、電力及其他關鍵資源的全方位管控，構建精益化的能源管理體系。同時，我們透過常態化的培訓與宣傳教育，持續提升全員的節能環保意識，推動綠色辦公及生產理念深植人心。我們旨在透過「管理優化」與「意識提升」雙管齊下，顯著提高資源使用效率，降低單位能耗，確保本公司在追求業務發展的同時，切實履行節能減排的社會責任。為進一步提升能源利用率，公司制定了以 2025 年為基準年，2026 年底實現能源使用效益降低 1% 的目標。

During the Reporting Period, the consumption of major energy and resources by the Group is as follows:

於報告期內，本集團的主要能源及資源消耗情況如下：

類別 Type	2024		2025	
	總量 Total	密度 (每百萬人民幣收益消耗量) <sup>1</sup> Density (consumption per RMB1 million revenue) <sup>1</sup>	總量 Total	密度 (每百萬人民幣收益消耗量) Density (consumption per RMB1 million revenue)
用電量 (kWh) Consumption of electricity (kWh)	6,566,795	27,701.6	6,575,076.0	18,385.1
耗油量 (L) Consumption of fuel (L)	43,546	183.7	125,457.0	350.8
天然氣 (m <sup>3</sup> ) Consumption of natural gas (m <sup>3</sup> )	236,582	998.0	273,174.5	763.8

Note: 1. To maintain consistency with the audited consolidated financial statements and annual performance announcements, density indicators for the 2024 ESG report are calculated using the restated 2024 revenue disclosed in the 2025 annual results announcement.

註釋：1. 為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告 2024 年度密度指標採用 2025 年年度業績公告重述後的 2024 年收入口徑計算。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Management of packaging materials

In response to operational challenges such as the complex specifications, low loading rate, limited versatility, and large footprint of our tooling (including tools and loading device), the Group has implemented a systematic tooling optimisation programme, establishing a more flexible and efficient logistics and packaging system. We resolutely stopped using inefficient tooling, unified the specification standards, and actively developed general tooling such as bag tooling, flat tooling, etc. This series of restructuring measures has not only significantly reduced the research, development, and procurement costs of new tooling, but also substantially freed up warehouse space and effectively improved single-load efficiency. While meeting the diverse requirements for packaging dimensions, it has also optimised the standardisation and cost control of warehouse management, laying a solid foundation for the lean management of packaging materials within the Group.

### 包裝材料管理

針對本公司工裝（工具及裝載具）規格繁雜、裝載率低、通用性欠佳及佔地過大等營運難點，本集團實施了系統性的工裝優化方案，構建了更具彈性且高效的物流包裝體系。我們果斷停用低效率工裝，統一規格標準，並積極開發布袋、平板等通用型工裝。這一系列改制措施不僅顯著降低了新工裝的研發及採購成本，大幅釋放了倉儲空間，更有效提升了單次裝載率。在滿足多元化包裝尺寸需求的同時，亦優化了倉儲管理的規範化程度及成本控制，為本集團包裝材料的精益管理奠定了堅實基礎。

During the Reporting Period, the consumption of packaging materials of the Group is as follows:

於報告期內，本公司包裝物料消耗情況如下：

類別 Type	2024		2025	
	總量 Total	密度（每百萬人民幣收益消耗量） <sup>1</sup> Density (consumption per RMB1 million revenue) <sup>1</sup>	總量 Total	密度（每百萬人民幣收益消耗量） Density (consumption per RMB1 million revenue)
包裝物 (T) Packaging material (T)	170	0.7	205	0.6

Note: 1. To maintain consistency with the audited consolidated financial statements and annual performance announcements, density indicators for the 2024 ESG report are calculated using the restated 2024 revenue disclosed in the 2025 annual results announcement.

註釋：1. 為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告 2024 年度密度指標採用 2025 年年度業績公告重述後的 2024 年收入口徑計算。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Focus: Environmental Management

The Group attaches great importance to environmental compliance management. Through technological reform and process optimisation, the Group constantly reduces the environmental impact during the production and operation process. Adhering to the concept of green operations, we aim to systematically reduce the environmental footprint across the entire value chain, continuously increase investment in environmental governance, introduce advanced environmental protection equipment, further reduce wastewater and exhaust emissions, and strengthen the management and disposal of solid waste. Through enhancing wastewater and exhaust gas treatment and promoting standardised solid waste disposal, we steadily improve environmental performance, demonstrating our commitment to sustainable development through practical action.

#### Wastewater discharge

The Group attaches great importance to wastewater management and is committed to controlling water pollution risks at the source. During the Reporting Period, the Group met the standards for both self-inspection and mandatory sampling inspection on wastewater.

In production operations, we precisely identify each water-use segment, specifying that water resources are primarily applied to cooling processes. For key processes such as injection moulding machine cooling and moulded water cutting, the Group has fully deployed a closed-loop circulating water system. By internal recycling, direct discharge of cooling water is effectively avoided, significantly reducing industrial wastewater generation across the production chain.

### 專注：環境管理

本集團高度重視環境合規管理，通過技術革新與工藝優化，持續降低生產及營運過程對環境造成的影響。我們秉持綠色營運理念，以系統性減少全價值鏈環境足跡為目標，持續加大環境治理投入，引進先進環保設備，進一步減少廢水與廢氣排放，同時加強並完善固體廢物（「固廢」）的管理與處置。通過深化廢水、廢氣治理及推動固廢規範化處置，我們穩步提升環境績效，以實際行動踐行可持續發展承諾。

#### 廢水排放

本集團重視廢水管理，致力於從源頭管控水污染風險。於報告期內，本集團之廢水自行監測及強制性抽樣檢測均符合標準。

在生產營運過程中，我們精確識別各用水環節，明確水資源主要應用於冷卻工藝。針對注塑機模具冷卻及模壓水切割等關鍵工序，本集團全面部署了密閉管網循環用水系統，透過內部循環利用，有效避免冷卻水直接排放，從而於整個生產鏈中顯著減少工業廢水的產生量。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

### 專注：環境至上 綠色經營

With respect to domestic sewage treatment, the Group strictly implements the "pre-treatment + municipal connection" model. Employee toilet drainage and wash drainage are treated through grease traps, septic tanks, and other facilities in a standardised manner. Only once all indicators meet the required standards is the treated water discharged into the municipal sewage pipe network for final purification by professional sewage treatment plants. Meanwhile, the plant implements a strict rainwater-sewage separation system, with an independent rainwater collection network directly connected to the municipal rainwater pipe network, effectively preventing initial rainwater contamination and establishing a clear and compliant on-site water management network.

#### Exhaust gas emissions

The Group adopts organised emission control on dust and organic waste gases across the production process. During the Reporting Period, the Group met the standards for both self-inspection and mandatory sampling inspection on exhaust gas.

For critical production processes such as injection molding, molding, foaming, gumming, powder and boiler, the Group has fully deployed dedicated environmental protection main units and standardised exhaust stacks, creating a comprehensive exhaust collection and purification network. High-efficiency bag filter systems are installed for dust pollution to achieve deep purification. For organic waste gases, enclosed collection hoods are used at the source, and a combined process of "UV photolysis + activated carbon adsorption" is employed for specialised treatment. Waste gas, after being treated and meeting standards, is discharged through a dedicated exhaust pipe.

於生活污水治理方面，本集團嚴格執行「預處理 + 市政納管」模式。源自員工日常生活的洗手間及洗滌廢水，均經隔油池、化糞池等設施進行標準化預處理，確保各項指標達標後，方可排入市政污水管網，最終由專業污水處理廠進行深度淨化。同時，廠區實施嚴格的雨污分流制度，設有獨立的雨水收集管網並直接匯入市政雨水系統，有效防止初期雨水污染，構建清晰且合規的廠區水環境管理網絡。

#### 廢氣排放

本集團對生產全流程產生的粉塵及有機廢氣實施有組織排放管控。於報告期內，本集團之廢氣自行監測及強制性抽樣檢測均符合標準。

針對注塑、模壓、發泡、塗膠、粉料處理及鍋爐運行等關鍵生產環節，本集團全面部署了專用環保主機與標準化排氣筒，構建覆蓋全流程的廢氣收集與淨化網絡。針對粉塵污染，我們配置高效布袋除塵系統進行深度淨化。對於有機廢氣，則透過集氣罩實現源頭密閉收集，並引入「UV光解 + 活性炭吸附」組合工藝進行專項治理。所有廢氣經處理達標後，均透過專用排氣筒規範排放。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

### 專注：環境至上 綠色經營

To ensure the long-term stable operation of facilities, the Group has established strict regular monitoring, maintenance, and servicing mechanisms. Through routine inspections and preventive maintenance, potential risks are promptly addressed. These practical measures not only ensure compliant emissions, but also promote the deep integration of environmental management and production operations. In alignment with the relevant requirements of the "14th Five-Year Plan" Comprehensive Work Plan for Energy Conservation and Emission Reduction issued by the State Council, the Group continues to advance air pollutants control and reduction, devoted to progressively reducing waste gas emissions through systematic management measures.

為確保設施長效穩定運行，本集團建立了嚴格的定期監測、維護與保養機制，透過常態化巡檢與預防性維護，及時消除潛在隱患。這一系列務實舉措不僅保障了污染物達標排放，更推動了環保管理與生產營運的深度融合。本集團參照國務院印發的《「十四五」節能減排綜合工作方案》相關要求，持續推進空氣污染物管控與減排工作，致力於通過系統性管理措施，逐步降低廢氣排放水平。

During the Reporting Period, the Group's emissions of waste gas are as follows:

於報告期內，本集團之廢氣排放數據如下：

主要排放物 Main emissions	2024	2025
粉塵 (kg) Dust (kg)	53.1	60
氮氧化物 (kg) Nitrogen oxide (kg)	50.5	91.4
甲苯 (kg) Toluene (kg)	57.0	97.6
二甲苯 (kg) Xylene (kg)	62.5	97.6
非甲烷總烴 (kg) Non-methane hydrocarbon (kg)	199.0	170.6

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Treatment of solid waste

The Group regards solid waste management as a key aspect of environmental responsibility and implements refined classification control for different types of waste.

### 固體廢物處理

本集團將固體廢物管理視為環境責任的關鍵環節，對不同類別的廢物實施精細化分類管控。

#### Hazardous solid waste

#### 危險固廢

For hazardous solid wastes such as waste oil, waste activated carbon, used lamps, and waste photocatalyst plates, we strictly follow the standard of "collection in dedicated containers, classified labelling, and storage" and set up an independent hazardous waste temporary storage. All hazardous solid wastes generated in business processes are regularly entrusted to professional agencies with government permits for harmless treatment. This closed-loop management system ensures full compliance from generation to final disposal of hazardous solid waste, effectively mitigating environmental risks.

針對廢油脂、廢活性炭、廢舊燈管及廢光觸媒板等危險固體廢物，我們嚴格執行「專用容器收集、分類標識儲存」標準，並設立獨立的危險固廢暫存間。所有業務流程中產生的危險固廢均定期委託具備政府許可資質的專業機構進行無害化處置。此閉環管理體系確保了危險固廢從產生到最終處置的全程合規，有效防範環境風險。

#### Production solid waste

#### 生產固廢

For solid waste generated in production processes, the Group implements a resource utilisation strategy. The scrap produced in the production process, such as fiberglass board, black fabric and leather, after being collected, sorted and packaged on site, is temporarily stored in the temporary storage area for general waste. These materials are subsequently recycled or sold to qualified recycling entities, achieving waste value regeneration and significantly reducing landfill volume.

針對生產過程產生的固體廢物，集團推行資源化利用策略。生產過程中產生的玻纖板、黑布料、人造革等邊角料，經現場收集後進行分類打包，統一存放於一般廢物暫存區。該等物料隨後透過回收綜合利用或外售予具備相應資質的回收單位，實現了廢物的價值再生，大幅減少堆填量。

FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

專注：環境至上 綠色經營

**Domestic waste**  
**生活垃圾**

For domestic waste, we implement source-sorted collection and centralised bagging. Waste is gathered at the park's collection station and handed over to professional sanitation companies for standardised transport and disposal.

針對生活垃圾，我們落實源頭分類收集與集中裝袋制度，由園區垃圾站統一匯集，並交由專業環衛公司進行規範化清運與處置。

During the Reporting Period, emission data of solid waste generated by the Group is as follows:

於報告期內，本集團產生的固體廢棄物排放數據如下：

固體廢棄物 類別 Type of solid waste	2024		2025	
	總量 Total	密度（每百萬人民幣收益 消耗量） <sup>1</sup> Density (consumption per RMB1 million revenue) <sup>1</sup>	總量 Total	密度（每百萬人民幣收益 消耗量） Density (consumption per RMB1 million revenue)
生活垃圾 (T) Domestic garbage (T)	4.0	0.0169	5.7	0.0160
生产固废 (T) Production solid waste (T)	384.1	1.6203	387.8	1.0843
危险固废 (T) Hazardous solid waste (T)	54.7	0.2307	75.0	0.2096

Note: 1. To maintain consistency with the audited consolidated financial statements and annual performance announcements, density indicators for the 2024 ESG report are calculated using the restated 2024 revenue disclosed in the 2025 annual results announcement.

註釋：1. 為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告 2024 年度密度指標採用 2025 年年度業績公告重述後的 2024 年收入口徑計算。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Noise management

The Group consistently views noise control as a critical aspect of environmental management and occupational health, adhering to the comprehensive management concept of "source control, process interruption, and people-oriented". We not only reduce production noise impact on the surrounding environment through optimised equipment selection, scientific layout planning, and engineering isolation, but also prioritise employee health and safety by strictly enforcing personal protection and monitoring mechanisms.

Regarding equipment selection, low-noise devices are prioritised, and high-noise equipment is concentrated indoors or in dedicated machine rooms. Architectural soundproofing design is used to reduce noise emission externally. For high-decibel processes such as crushers, independent isolation rooms and foundational vibration reduction measures are employed to physically block noise transmission. In addition, green buffer zones are established around the plant to absorb and reduce noise energy, effectively mitigating the impact on the surrounding environment.

Alongside engineering noise reduction measures, the Group places high importance on employee occupational health and safety. Employees in high-noise positions are provided with standard-compliant personal protective equipment (PPE), and regular hearing monitoring is conducted to ensure the working environment meets national occupational hygiene standards. Through a comprehensive approach of "equipment noise reduction + spatial isolation + green buffering + personnel protection", the Group not only achieves compliant plant boundary noise emissions but also strives to create a safe and comfortable working environment.

### 噪音管理

本集團始終將噪音防治視為環境管理與職業健康工作的重點環節，秉持「源頭控制、過程阻斷、以人為本」的綜合治理理念。我們不僅透過優化設備選型、科學規劃布局及採取工程隔離等措施，有效降低生產噪音對周邊環境的影響；同時高度重視員工的健康與安全，嚴格落實個人防護與監測機制。

在設備選型方面，我們優先採購低噪音型號，並透過科學規劃廠區布局，將高噪音設備集中安置於室內或專用機房，利用建築隔音設計降低噪音對外輻射。針對粉碎機等高分貝工序，本集團採取獨立隔離間安裝及基礎減震措施，從物理層面阻斷噪音傳播。同時，廠區周邊設有綠化隔離帶，以進一步吸收及削弱噪音能量，有效減輕對周邊環境的影響。

在強化工程降噪措施的同時，本集團高度重視員工的職業健康與安全。我們為涉及高噪音崗位的員工配備符合標準的個人防護裝備（PPE），並建立定期聽力監測機制，確保作業環境符合國家職業衛生標準。透過「設備降噪+空間隔離+綠化緩衝+人員防護」的綜合治理模式，本集團不僅實現了廠界噪音達標排放，更致力於營造安全、舒適的工作環境。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Focus: Response to Climate Change

In the face of the increasingly serious climate change, the Group actively took measures in building its climate resilience. We fully recognise the urgency and necessity of transitioning to a low-carbon economy, responding proactively to the severe warnings continually issued by the Intergovernmental Panel on Climate Change (IPCC), and striving to implement the ambitious global of "Zero Emission" for 2050 established at the 2019 United Nations Climate Action Summit. The Group proactively identifies climate-related topics that may affect its operations and integrates the management of climate risks and opportunities into operational decision-making, tailored to the characteristics of its business.

This report represents the Group's first disclosure of climate-related information in accordance with the ESG Code. As our climate data foundation and assessment capabilities are still under development, disclosures for the year are mainly qualitative, with priority placed on improving the greenhouse gas emission management system. Quantitative disclosures concerning climate-related financial impacts will be progressively enhanced in future years, taking into account the Group's business development and actual data collection progress.

### 專注：應對氣候變化

面對日益嚴重的氣候變化，本集團積極採取措施構建氣候韌性。我們深刻認識到向低碳經濟轉型的緊迫性與必要性，積極回應政府間氣候變化專門委員會（IPCC）持續發出的嚴峻預警，並努力落實 2019 年聯合國氣候行動峰會所確立的 2050 年全球淨零排放宏偉目標。我們主動識別可能影響本集團的氣候相關議題，結合業務特點將對氣候風險與機遇的管理融入運營決策。

本年度報告為本集團首次依據《ESG 守則》中的氣候新規披露氣候相關資訊。鑒於目前氣候數據基礎及評估能力尚處於建設階段，本年度披露以定性資訊為主，並優先對溫室氣體排放體系進行完善。關於氣候相關財務影響之定量披露，將視集團業務發展及實際數據收集情況，於未來年度逐步完善。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Governance

The Board is responsible for overseeing climate-related risks and opportunities, and through internal reporting channels, it is kept informed of significant climate-related topics that may arise during the reporting period. When reviewing and guiding strategies, major action plans, risk management policies, annual budgets, and business plans, and when setting organisational performance targets, monitoring execution and performance, or supervising investments, acquisitions, and divestments, the Board incorporates considerations of climate-related issues. The Board is also responsible for monitoring the Group's progress towards achieving its climate objectives.

### Strategy

The climate risks faced by the Group primarily stem from physical risks and transition risks, both of which are subject to established risk control mechanisms to ensure that these risks remain within manageable limits.

#### ● Physical Risk

Physical risks refer to the direct or indirect impacts of extreme weather events on operations. With the intensification of global climate change, the frequency and severity of extreme climate events such as severe floods, droughts, and storms have increased, posing real threats to supply chain stability and operational continuity, potentially causing interruptions at critical nodes and resulting in potential revenue losses.

### 管治

本集團由董事會負責監督氣候相關的風險和機遇，透過內部報告流程知悉報告期內可能出現的重大氣候相關議題。董事會在檢討和指導策略、主要行動計劃、風險管理政策、年度預算和業務計劃，制定組織的表現目標，監測執行情況與表現，以及監督投資、收購和資產剝離時，均會納入考慮氣候相關議題的考量。同時，董事會亦負責監察本集團氣候目標的達成進度。

### 策略

本集團面臨的氣候風險主要來自實體風險與轉型風險兩大方面，均已建立對應的風險管控機制，確保風險處於可控範圍。

#### ● 實體風險

主要指極端天氣事件對營運的直接或間接影響。隨著全球氣候變化加劇，嚴峻的洪水、乾旱及暴風雨等極端氣候事件發生頻率與強度有所提升，帶來對供應鏈穩定性與運營連續性的現實威脅，可能導致關鍵節點中斷，帶來潛在的收入損失。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### ● Transition Risk

Transition risks arise from policy, market, and technological changes during the shift to a low-carbon economy. As industries accelerate their move towards low-carbon systems, the iteration and adoption of emerging technologies would cause technological adaptation risks and an increase in operational costs for the Group. Furthermore, if governments further tighten fossil fuel policies in line with the "Paris Climate Agreement", potential energy price volatility could raise production costs, testing the Group's cost control capabilities.

To address climate risks and mitigate and adapt to climate change, the Group adopts a series of measures to explore the use of alternative energies or renewable energies in business operations, and endeavours to reduce emission by taking effective measures and technical approaches, such as applying recyclable packaging appliance and optimising factory facilities. The Group is committed to improving the rates of resource utilisation in daily operations and reducing operating costs by efficient management of energies, water resources, packing materials and wastes. Meanwhile, to adapt to climate change, we monitor and review the latest development of the technologies, regulations and policies in relation to climate change, actively explore the formulation of long-term emission reduction targets, and enhance the awareness of our employees on relevant management measures.

### ● 轉型風險

主要源於低碳轉型過程中的政策、市場與技術變化。隨著各行業加速向低碳經濟體系邁進，新興技術的迭代與應用可能引發本集團的技術適配風險及運營成本上升。另一方面，若政府依據《巴黎協定》進一步收緊化石燃料政策，這可能導致的能源價格波動將推高我們的生產成本，考驗集團的成本管控能力。

本集團為應對面臨的氣候風險，減緩與適應氣候變化，採取了一系列措施，努力探索在業務營運中使用替代能源或可再生能源的機會，盡可能採取一切有效減排的措施和科技方法，如使用可循環包裝器具、優化工廠設備等。本集團亦致力於日常營運中提升資源使用率，通過有效的對能源、水資源、包裝材料和廢棄物的管理，得以降低營運成本。同時，為適應氣候變化，我們適時監察及檢討應對與氣候變化相關的技術、規例及政策的最新發展，積極探討制定長遠減排目標，並提高僱員對相關管理措施的認知。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

### Risk management

The Group has systematically integrated the identification, assessment, management, and oversight of climate-related risks into our overall operational risk management framework. At the risk management level, we have established clear risk management policies to guide each business unit in the routine monitoring and reporting of climate-related matters.

As the highest governance body of the Group's risk management system, the Board bears ultimate oversight responsibility for the management of climate-related risks and opportunities, regularly reviewing the results of climate risk assessments, the progress and effectiveness of management measures, and integrating relevant considerations into the Group's long-term strategic planning and decision-making.

### Indicators and targets

Within a reasonable and feasible scope, the Group focuses on sustainability indicators such as green gas emissions, hazardous and non-hazardous waste, energy efficiency, and water usage, and sets appropriate emission reduction targets while balancing business development with environmental responsibility.

### 風險管理

本集團已將氣候相關風險的識別、評估、管理與監督流程系統性地納入我們的整體營運風險管理框架。在風險管理層面，我們制定了明確的風險管理政策，指導各業務單位對氣候相關議題進行常規性監測與匯報。

董事會作為本集團風險管理體系的最高架構層級，對氣候相關風險與機遇管理負有最高監督責任，定期審閱氣候風險評估結果、管理措施的進展及有效性，並將相關考量融入集團的長期戰略規劃與決策。

### 指標及目標

本集團在合理可行的範圍內，關注包括溫室氣體排放、有害及無害廢棄物、能源使用效益和水資源使用等可持續發展指標，並在兼顧業務發展與環境責任的前提下，制定合理的減排相關目標。

#### Targets for response to climate change

By 2030, the Group aims to progressively establish an assessment and inventory mechanism for the categories of greenhouse gas emissions generated by the Group's operations, systematically advance carbon reduction efforts, and formulate corresponding decarbonisation action pathways.

#### 應對氣候變化目標

2030年前，逐步建立對集團運營產生的溫室氣體類別的評估、盤查機制，並系統性推進減碳工作，制定相應減碳行動路徑。

## FOCUS: SUPREMACY OF ENVIRONMENTAL PROTECTION AND GREEN OPERATION

# 專注：環境至上 綠色經營

The Group continues to make sustained efforts in building a green manufacturing system, continuously improving energy and resource efficiency, clean production standards, and environmental compliance performance. In 2024, The Group was recognised as both a national and provincial-level Green Factory.

本集團在綠色製造體系建設方面持續付出努力，不斷提高能源資源利用效率、清潔生產水平及環境合規表現。2024年，本集團已獲得國家級和省級綠色工廠的認可。

### Greenhouse gas emissions

The Group's greenhouse gas (GHG) emissions primarily arise from the consumption of natural gas, petrol, diesel, and electricity in operational processes. A comprehensive GHG data collection and reporting mechanism has been established, with emissions regularly assessed in accordance with recognised accounting standards. Reduction targets have been set to continuously optimise the Group's environmental performance.

### 溫室氣體排放

本集團的溫室氣體排放主要來源於營運過程中的天然氣、汽油、柴油使用以及電力消耗。本集團已建立溫室氣體排放數據收集與統計機制，依據相關核算標準定期開展排放盤查，並設定減排目標持續優化環境表現。

During the Reporting Period, the greenhouse gas emissions of the Group are as follows:

於報告期內，本集團的溫室氣體排放表現：

溫室氣體 類別 Type of greenhouse gas	2024		2025	
	總量 Total	密度（每百萬人民幣收益 消耗量） <sup>1</sup> Density (consumption per RMB1 million revenue) <sup>1</sup>	總量 Total	密度（每百萬人民幣收益 消耗量） Density (consumption per RMB1 million revenue)
CO <sub>2</sub> (T)	28	0.12	26	0.07

Note: 1. To maintain consistency with the audited consolidated financial statements and annual performance announcements, density indicators for the 2024 ESG report are calculated using the restated 2024 revenue disclosed in the 2025 annual results announcement.

註釋：1. 為保持與經審計綜合財務報表及年度業績公告披露口徑一致，本 ESG 報告 2024 年度密度指標採用 2025 年年度業績公告重述後的 2024 年收入口徑計算。

# INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

## 創新：科技進步引領發展

The Group emphasised the management thinking of "Strengthening innovation and R&D" and adopted the R&D management systems recognised by benchmarking enterprises. During the Reporting Period, the Group developed 524 new products (parts) and 72 new projects, achieved 3 technological innovations, and accumulatively developed 461 sets of moulds.

By offering professional and comprehensive trainings, well designed incentive programs and "horse racing mechanism" for talent selection, the Group aims to enhance the basic professional ability of R&D personnel, arise their working enthusiasm and stimulate their competitive spirit, which fully improved our R&D capability and innovation level. During the Reporting Period, the technical centre provided 5 external trainings in total, with 40 training hours in aggregate.

During the reporting period, the Group was honoured with awards such as the "Advanced Intelligent Factory" and "Single Champion Enterprise in Shaanxi Manufacturing" by the Shaanxi Provincial Department of Industry and Information Technology, recognising our achievements in technological innovation and research and development.

本集團強調「強創新強研發」的管理思維，對標行業標竿企業的研發管理體系。報告期內，本集團開發了 524 個新產品（零件）、72 個新項目，實現了 3 項技術革新，並累計開發模具 461 套。

本集團通過專業且全面的培訓課程、完善有力的激勵方案，以及具備「賽馬機制」的人才選拔方式，旨在奠定研發人員紮實的專業基礎能力、調動研發人員的工作積極性，並激發其競爭鬥志，從而全面提升集團的研發能力與創新水平。報告期內，技術中心共開展外部培訓 5 場，累計培訓總時數達 40 小時。

報告期內，本集團獲得陝西省工業和信息化廳頒佈的「先進級智能工廠」「陝西省製造業單項冠軍企業」等榮譽稱號，彰顯對集團技術創新及研發的認可與表彰。



## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步引領發展

### Innovation: Enhancing Customer Experience through Technological Innovation

The Group firmly implements the "2+2" strategy deployment, and establishes the dual-drive pattern of "focusing on the design and development of heavy trucks and strengthening the design and development of sedans". Under the guidance of this plan, the technical centre introduced internationally advanced management system and standards, and is conducting in-depth cooperation with the leading design companies in the industry.

The Group adheres to the principle that "quality and cost are rooted in design", embedding value creation at the R&D stage. By providing high-quality, customised interior system solutions, we address diverse customer needs and foster a long-term value co-creation ecosystem, enabling clients to gain a competitive edge in the market. The fields we involve include interior and exterior decoration and rearview mirrors of heavy trucks and dashboards for passenger vehicles, seat plastic parts, lane departure protection covers, etc. During the Reporting Period, the Group spent over RMB15.182 million in technologies and R&D.

### 創新：技術創新提升客戶體驗

本集團堅定實踐「2+2」策略部署，確立了「以重型貨車設計開發為核心主打，全面強化轎車設計開發能力」的雙輪驅動格局。在此規劃引領下，技術中心率先對標國際先進的管理體系與標準，並與行業標竿設計公司建立深度策略合作夥伴關係。

我們始終恪守「質量與成本源於設計」的核心理念，將價值創造前置到研發源頭，透過提供卓越且定制化的內飾系統解決方案，滿足客戶的多元化需求，構建長期的價值共生生態，助力客戶在激烈的市場競爭中贏得先機。本集團涉及領域包括重型貨車整車汽車內飾、外飾、後視鏡，以及乘用車儀表板、座椅塑料件、車道偏離保護罩等。報告期內，集團累計開發整車內飾3款，技術及研發投入金額達1,518.2萬元。



機器人裝配線更新改造

Upgrading robotic assembly lines



自動線油改電節能升級

Converting automated oil systems to energy-efficient electric systems



包覆機器人等離子表面處理優化

Optimising plasma surface treatment for coating robots

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步 引領發展

### Innovation: Continuous Improvement and Enhancement

The Group actively implements a pragmatic recommendation scheme, fostering a culture of continuous improvement with full employee participation. We actively guide and encourage all employees to identify opportunities for improvement in their work, forming professional teams to rigorously evaluate suggested projects and oversee their full implementation. Effective improvement proposals are proactively adopted, thereby reducing operational costs and enhancing operational efficiency. These measures have led to reduced operating costs, increased efficiency, and optimised overall business performance while ensuring product quality. During the Reporting Period, the Group implemented 120 pragmatic recommendations, generating an actual income of RMB552,000.

### 創新：持續改善與提升

本集團深入推行合理化建議機制，成功構建了全員參與的持續改善生態。我們積極引導和鼓勵全體僱員發掘工作中的改進契機，組建專業團隊對建議項目進行嚴格評審與全流程落地實施，積極採納有效的改進意見，從而降低了營運成本、提升了運作效率。在保障產品質量的前提下，顯著優化了整體經營狀況，為企業的精益化管理注入了強勁動力。報告期內，本集團共實施合理化建議 120 項，產生實際收益 55.20 萬元。

#### Summary of excellent pragmatic recommendations in 2025

#### 2025 年優秀合理化建議

序號 No	項目名稱 Project Name	改善類型 Type of Improvement	開始時間 Commencement Date	完成時間 Completion Date	實際月收益 Actual Monthly Income
1	關於優化零售發貨注塑件交付流程的建議 Recommendations on streamlining retail delivery processes for injection-moulded components	簡化流程 Simplify process	2025/2/3	2025/3/4	30,000.00
2	關於廢舊模具處置及小產品降本模式的建議 Recommendations on cost reduction strategies for obsolete moulds and small products	降低成本 Reduce costs	2025/6/4	2025/7/14	125,400.00
3	關於採用 3D 列印技術降低氣味實驗成本的建議 Recommendations on cost reduction strategies for obsolete moulds and small products	降低成本 Reduce costs	2025/4/25	2025/4/25	28,000.00

INNOVATION: LEAD DEVELOPMENT THROUGH  
TECHNOLOGICAL PROGRESS

創新：科技進步引領發展

序號 No	項目名稱 Project Name	改善類型 Type of Improvement	開始時間 Commencement Date	完成時間 Completion Date	實際月收益 Actual Monthly Income
4	關於 X3/F3 地板墊發泡工藝優化降本的建議 Recommendations on optimising foaming processes for X3/F3 floor mats	降低成本 Reduce costs	2025/10/8	2025/10/15	35,000.00
5	關於自動烘箱鏈條及水刀氣動部件改善的建議 Recommendations on enhancing automatic oven chains and pneumatic water-jet components	降低成本 Reduce costs	2025/11/1	2025/11/1	13,800.00
6	關於 X5 隔音板原物料尺寸優化的建議 Recommendations on raw material dimension optimisation for X5 soundproof panels	降低成本 Reduce costs	2025/5/1	2025/5/10	236.50
7	關於全自動生產線加熱系統節能改造的建議 Recommendations on energy-saving upgrades for fully automated production line heating systems	降低成本 Reduce costs	2025/6/15	2025/6/20	800.90
8	關於注塑工廠水塔循環系統改造以提升產能的建議 Recommendations on water tower circulation system modifications to boost injection moulding capacity	提高產能 Increase production capacity	2025/10/15	2025/11/1	15,400.36
9	關於多車型產品質量與物料優化多項建議 Several suggestions on multi-model product quality and material optimisation	降低成本 Reduce costs	2025/1/12	2025/1/18	150,962.00
10	關於建立動態 BOM 管理體系的建議 Recommendations on establishing a dynamic Bill of Materials (BOM) management system	簡化流程 Simplify process	2025/9/10	2025/10/10	/
11	關於 X5 S 與 X3/X5 後頂棚面料共用規格的建議 Recommendations on standardising roof fabric specifications across X5 S and X3/X5 models	降低成本 Reduce costs	2025/12/1	2025/12/15	152,410.00

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步 引領發展

### Innovation: Carrying out Industry-universities-research Cooperation Projects

The Group continuously deepens industry-academia-research collaboration, actively incorporating high-quality innovative resources from universities and society. By building an open and collaborative R&D and design ecosystem, it consistently empowers technological breakthroughs and the translation of results, ensuring that the R&D process remains at the forefront of the industry and lays a solid technological foundation for the Group's long-term development.

### 創新：開展產學研合作項目

本集團持續深化產學研合作，積極引入大專院校及社會優質創新資源，透過構建開放協同的研發設計生態，持續賦能技術攻關與成果轉化，從而確保研發環節始終處於行業領先地位，為企業的長遠發展築牢技術基石。

### Collaborating with Xi'an University of Architecture and Technology on energy and carbon dual management

To respond to the national "dual-carbon" strategy and meet the EU product carbon footprint standards, the Group has partnered with Xi'an University of Architecture and Technology. The collaboration involves establishing a three-tier energy monitoring network at the workshop, production line, and key equipment levels. Industrial-grade sensors enable minute-level precise electricity data collection, addressing blind spots in industrial energy consumption data. The system integrates an "energy use overview map" with dynamic energy efficiency heat maps, combined with a mobile app for real-time access to energy efficiency files, enabling visualisation of energy consumption data and anomaly alerts, thereby improving operational response efficiency. Upon project implementation, the factory anticipates an 8-12% annual reduction in overall energy consumption, a 10% increase in key equipment efficiency, effective support for achieving Green Factory certification, enhanced international low-carbon value of products, and contributions to building a resource-conserving society.

### 攜手西安建築科技大學進行能耗與碳排放管理

為響應國家「雙碳」戰略並滿足歐盟產品碳足跡標準，本集團與西安建築科技大學開展合作。此次合作旨在構建「車間 - 產線 - 關鍵設備」三級能耗監測網絡，通過工業級感應器實現電力分鐘級精準採集，破解工業能耗數據盲區。系統集成能耗圖與動態能效熱力圖，結合移動端 APP 實時查看能效檔案，實現能耗數據可視化及異常預警，提升運維響應效率。項目實現後，預計工廠年綜合能耗降低 8%~12%，關鍵設備綜合效率提升 10%，可以有效助力通過綠色工廠認證，增強產品國際低碳溢價能力，為資源節約型社會建設貢獻力量。

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步引領發展

### Appointment of Dr. Chu Jianjie as the Chief Expert of Group

### 聘请初建杰博士为集团首席专家

Since 2019, the Group has appointed Dr Chu Jianjie as its Chief Expert. As an associate professor of the School of Mechanical Engineering of Northwestern Polytechnical University, and Deputy Director of a Key Laboratory under the Ministry of Industry and Information Technology, Mr. Chu has profound academic expertise in industrial product design, design of equipment manufacturing, and ergonomics evaluation, and distinguished accolades including the second prize of the National Teaching Achievement Award and the third prize of the Shaanxi Science and Technology Progress Award. Dr. Chu has been instrumental in guiding the Group's efforts in digital design, product innovation, human-machine ergonomics simulation, and new product development. Through a deep integration of industry-academia-research resources, his leadership has markedly enhanced the sophistication and core competitiveness of the Group's R&D system.

本集團自 2019 年起委任西北工業大學機電學院副教授、工信部重點實驗室副主任初建杰博士擔任首席專家，依托其在工業產品設計、裝備製造業設計及人機工效評價等領域的深厚學術造詣與榮獲國家教學成果二等獎、陝西省科學技術進步獎三等獎等殊榮的卓越背景，重點引領集團在數字化設計、產品創新、人機工效仿真及新產品研發等關鍵領域的技術攻關，通過深度融合產學研資源，顯著提升了集團研發體系的先進性與核心競爭力。

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步 引領發展

### Key Laboratory of Industrial Design and Ergonomics of the Ministry of Industry and Information

### 與西北工業大學「工業設計與人機工效工信部重點實驗室」開展合作

The Group has also established a strategic industry-academia-research partnership with Northwestern Polytechnical University, a nationally recognised "Double First-class University" renowned in aerospace, naval architecture, and industrial design. Leveraging provincial and ministerial-level innovation platforms such as the "Key Laboratory of Industrial Design and Ergonomics of the Ministry of Industry and Information", the "Shaanxi Industrial Design Engineering Laboratory", and the "Shaanxi Industrial Design Development Centre," the partnership capitalises on the university's technological expertise accumulated through major national scientific projects, focusing on design of automotive interior parts, new product development, and breakthroughs in key common technologies. By introducing the university's leading research resources in digital design and human-factor simulation, the group not only gains robust technical support and design services but also ensures that key R&D technologies remain industry-leading, achieving efficient translation from theoretical research to industrial application.

本集團與國家「雙一流」建設高校、在航空航天航海及工業設計領域享有盛譽的西北工業大學建立了深度產學研策略合作關係。雙方依托「工業設計與人機工效工信部重點實驗室」、「陝西省工業設計工程實驗室」及「陝西省工業設計發展中心」等省部級創新平台，充分發揮西北工業大學在國家重大科技攻關項目中積累的技術底蘊，重點聚焦汽車內飾件造型設計、新產品研發及關鍵共性技術研發。透過引入高校在數碼化設計、人機工效仿真等前沿領域的頂尖科研資源，本集團不僅獲得了強大的技術支持與設計服務，更確保研發設計關鍵技術始終處於行業領先行列，實現了從理論研究到產業應用的高效轉化。

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步引領發展

### Cooperation with Xi'an Jiaotong University to Conduct the "Smart Factory Planning and Development" Project

### 與西安交通大學合作開展「智能工廠規劃建設」項目

Xi'an Jiaotong University is a comprehensive research-oriented national key university directly under the Ministry of Education in China as part of the national "Double First-class Universities", the "211 Project" and the "985 Project". It is also one of the key universities in China during the "Seventh Five-Year Plan Period" and the "Eighth Five-Year Plan Period" and is included in the "Everest Plan", the "Strengthening Foundation Plan", and various National-level education enhancement programs.

西安交通大學是國家教育部直屬的綜合性研究型全國重點大學，位列國家「雙一流」、「211工程」及「985工程」，亦是國家「七五」、「八五」重點建設高校，並入選「珠峰計劃」、「強基計劃」等多項國家級教育提升方案。

Mr. Sun Xinyu is a professor and doctoral supervisor of the Industrial Engineering and Operation Management Department of the Management College of Xi'an Jiaotong University, member of State Key Laboratory of Mechanical Systems Engineering, and director of the Xi'an Jiaotong University - BAYES Data Intelligence Joint Lab. His research areas include e-commerce operation management based on big data, supply chain and logistics management, measurement and statistical analysis, etc. He has close cooperation relationship with the National Public Credit Information Center, China UnionPay, China Telecom and other companies and stable sources of big data, and has self-owned data assets.

孫新宇教授為西安交通大學管理學院工業工程與營運管理系教授、博士生導師，同時擔任機械系統工程國家重點實驗室成員及西安交通大學 - 貝業思數據智能聯合實驗室主任。其研究領域涵蓋大數據電子商務營運管理、供應鏈與物流管理、計量統計分析等。孫教授與國家公共信用信息中心、中國銀聯及中國電信等機構保持緊密合作，擁有穩定的大數據源及自有的數據資產。

The Group collaborated with the Xi'an Jiaotong University and the Sun Xinyu's research group to develop the project of "Smart Factory Planning and Development", which focused on the overall planning of the factory's intelligent production, the design of a standardised production model, and the analysis and realisation of automatic production requirements and the digital operation and simulation optimisation of Production workshops, aiming at building the "Smart Factory, Digital Twin".

本集團與西安交通大學及孫新宇教授課題組合作開展「智能工廠規劃建設」項目，重點研究工廠智能化生產總體規劃、標準化生產模式設計、自動化生產需求分析與實現，以及生產車間數碼化運行模擬優化，旨在打造「智能工廠」與「數字孿生」。

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步 引領發展

### Industry-university-research cooperation with Xi'an University of Posts & Telecommunications

### 與西安郵電大學開展產學研合作

The purpose of this cooperation is to better combine the teaching and scientific research of schools with the practical production of enterprises, and to give full play the synergistic effect of the cultivation of talents in higher education with the technological progress of enterprise production. The Group has conducted a comprehensive cooperation with Xi'an University of Posts & Telecommunications in talent cultivation, scientific research, and education and teaching, jointly built an off-campus practice education base for college students, a talent cultivation base for enterprises and a base for conversion of scientific research achievements. Both parties are committed to forming a landscape of mutual promotion and development of professions and industries, and strive to achieve "school- enterprise cooperation and industry-school win-win".

為促進學校教學、科研與企業生產實際相結合，發揮高等教育人才培養與企業生產技術進步的協同效應，本集團與西安郵電大學在人才培養、科學研究及教育教學等領域開展全面合作，共建大學生校外實踐教育基地、企業人才培養基地及科學研究成果轉化基地。雙方致力形成專業與產業相互促進、共同發展的格局，實現「校企合作，產學雙贏」。

### Innovation: Protection of Intellectual Property Rights

### 創新：知識產權保護

The Group has established a three-in-one intellectual property system of patents, trademarks and copyrights, serving as the core engine for implementing our innovation-driven strategy and promoting high-quality development. In terms of patent strategy, the group adopts a differentiated application approach, embedding high-value invention and design patents into core products to strengthen competitive barriers around key process technologies. Simultaneously, utility model patents are fully leveraged to upgrade production equipment and optimise processes, achieving multiple objectives including energy saving, emission reduction, production efficiency improvement, reduced labour intensity, elimination of safety hazards, and lowered operational costs, thereby comprehensively enabling lean and green transformation in manufacturing.

本集團構建了集專利、商標、版權於一體的全方位知識產權防護體系，以此作為實施創新引領策略與推動高質量發展的核心引擎。在專利策略上，集團採取差異化應用策略，將高價值的發明專利與外觀設計專利深度融入主導產品，築牢核心工藝技術的競爭壁壘。同時，我們充分發揮實用新型專利的實用效能，將其廣泛應用於生產裝備升級與工藝方法優化，成功實現了節能減排、生產效率躍升、勞動強度降低、安全隱患消除及營運成本縮減等多重目標，全面賦能製造環節的精益化與綠色化轉型。

## INNOVATION: LEAD DEVELOPMENT THROUGH TECHNOLOGICAL PROGRESS

# 創新：科技進步引領發展

The Group has established an innovation incentive mechanism to fully stimulate the innovative vitality of technical R&D personnel and encourage them to boldly make breakthroughs, design and develop special equipment with independent intellectual property rights by utilizing the advanced process technologies and equipment in the industry, and quickly transform it into productive forces and put it into production, thus promoting the automotive and intelligent production process. For intellectual property protection, the group has established a dual-layered safeguard system of "online monitoring + offline enforcement." Online monitoring provides continuous tracking of market dynamics, while a high-efficiency internal response mechanism ensures that sales and R&D personnel report suspected infringements immediately to the legal department, which then initiates investigation and litigation procedures. This fully secures intellectual property rights and protects the group's ongoing innovation.

As of the end of the Reporting Period, the Group has a total of 22 patents, including 4 invention patents and 16 utility model patents, and has one trademark. During the Reporting Period, the Group applied for 1 patents pending approval.

我們構建了完善的創新激勵機制，充分激發技術研發人員的創新活力，鼓勵其積極借鑒行業前沿工藝與裝備，大膽突破，自主研發具有自主知識產權的專用裝備，並推動成果迅速轉化為現實生產力，加速生產過程向自動化、智能化轉型升級。在知識產權保護方面，本集團建立了「線上監測+線下維權」的雙重防護網。一方面透過常態化線上跟蹤監控市場動態；另一方面，我們建立了高效的內部聯動響應機制，要求銷售與研發人員在發現疑似侵權產品或營銷材料時，第一時間通報法務部門，並由專業法律團隊立即啟動調查與維權訴訟程序，全方位築牢知識產權安全防線，確保持續創新的合法權益不受侵犯。

截至報告期末，本集團共擁有專利 22 項，其中發明專利 4 項、實用新型專利 16 項，商標 1 項。報告期內，已申請待審批發明專利 1 項。

# WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

## 共贏：攜手並進 共築未來

### Win-win: Satisfactory Customer Services

#### Management system for customer services

During the Reporting Period, the Group prepares the site customer service management systems, standards and regulations such as the Guidance on the Management of Site Customer Emergency and the Regulation on the Processing and Management of Customer Information. All customer complaints are required to be submitted via designated channels, ensuring we can respond swiftly, conduct timely verification, and communicate the outcomes effectively. Meanwhile, through optimising service processes, strengthening staff training, and regularly collecting client feedback, the Group continuously improves service timeliness and customer satisfaction, effectively safeguarding clients' legitimate rights and interests.

#### Customer communication channels

The Group provides multiple communication channels for customer service, including email, service hotlines, and on-site support. Routine business matters are addressed quarterly, while significant issues receive immediate attention. Complaint mechanisms are actively maintained and updated to ensure efficient and timely responses. Dedicated after-sales staff are stationed at client locations for commercial and passenger vehicles, conducting regular follow-ups via email, messaging apps, telephone, and face-to-face meetings. To gain a more comprehensive understanding of customer needs, we also conduct customer satisfaction surveys to collect customer demands regarding the Group.

### 共贏：滿意客戶服務

#### 客戶服務管理制度

本集團制定了《顧客現場應急管理指導書》《顧客資訊處理管理規定》等客戶服務管理制度、標準及規範，明確客戶投訴須透過指定渠道反饋，確保我們可以快速響應、及時核查並反饋處理結果。同時，透過優化服務流程、強化人員培訓、定期收集客戶意見等舉措，我們持續提升服務及時性與客戶滿意度，切實保障客戶合法權益。

#### 客戶溝通渠道

在客戶服務方面，本集團設立電郵查詢、服務熱線、實地對接等多元化溝通渠道。常規業務按季度溝通需求與反饋，重要事項則即時對接；同時確保投訴機制暢通並適時優化，確保溝通高效、訴求回應及時。我們在客戶所在地設立專職的商用車及乘用車駐廠售後服務人員，並以電郵、微信、電話、面對面等方式定期對客戶進行回訪。為更全面了解客戶需求，我們亦會開展客戶滿意度調查，了解客戶對本集團的訴求。

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

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### Customer complaints management procedures

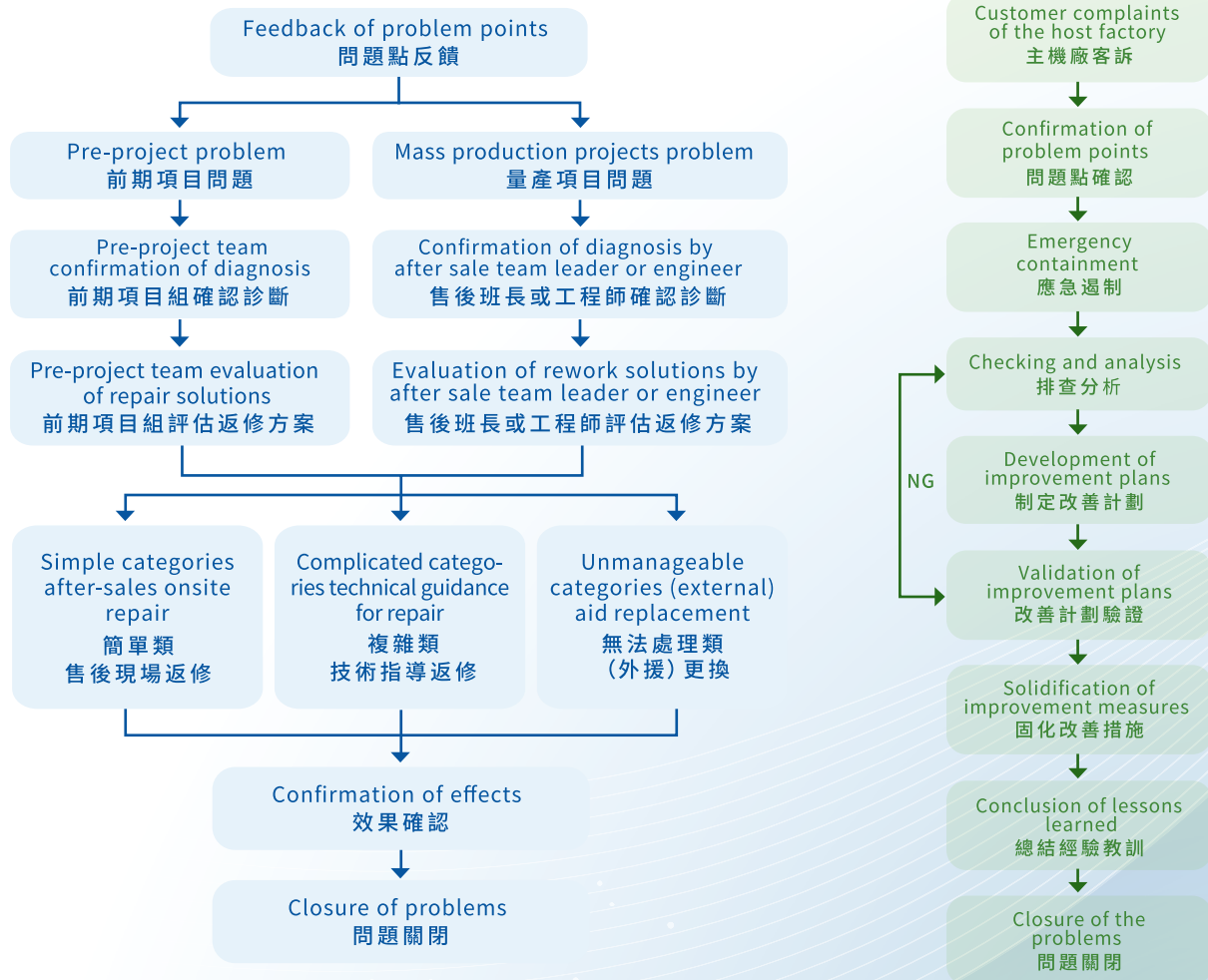
We attach great importance to customer demands and have established the Regulation on the Processing and Management of Customer Information, which classifies customer complaints into verbal complaints and written complaints. After receiving complaints from customers, we will complete the After-Sales Quality Tracking Record as soon as possible and set up a analysis team with relevant departments to ensure rapid response.

To ensure that customer complaints are handled in a timely manner, we have established complete procedures for processing customer complaint information, as shown below:

### 客戶投訴管理流程

我們高度重視客戶訴求，建立《顧客資訊處理管理規定》，將客戶投訴劃分為口頭投訴與書面投訴。接到投訴後，我們會立即填寫《售後質量問題跟蹤記錄表》，並聯合相關部門組建分析小組，確保快速回應。

為保障客戶投訴處理的時效性，我們建立了完善的客戶投訴資訊處理流程，具體如下：



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We included indicators such as the timeliness of completion of customer complaints and customer satisfaction in the Performance Assessment Form, which stipulated that the feedback and tracking of customer complaints must be evidenced by a corresponding Analysis and Rectification Report of Problem, and reviewed the number of customer complaints and timeliness of completion on a monthly basis. Meanwhile, we carried out the customer satisfaction survey on an annual basis according to the "Customer Satisfaction Evaluation Procedure", involving five modules such as quality, delivery, service, price, and suggestions for improvement. After the completion of the survey, we conducted special analysis on the items with low scores and complaints in customers' messages, and discussed improvement measures, and finally formed the Analysis Report of Customer Satisfaction.

In addition to individual case management, we also summarised and analysed customer complaints every month to identify the source of the problem, optimised the solution from the source, and formed the Monthly Customer Complaint Analysis Report, so as to analyse the causes and determine the responsible person, as well as formulate corrective measures and track verification results. If potential quality risks were identified, we would send a quality alert and follow up to solve the problem promptly. During the Reporting Period, the number of customer complaint issues of the Group was 148, decreasing by 9.2% year on year.

### Protection of customer privacy

We strictly comply with the Confidentiality Agreement entered into with customers, as well as relevant laws and regulations, to strictly protect the privacy information of customers.

我們將客訴關閉及時率、客戶滿意度指標納入績效考核體系，規定客戶投訴反饋與跟蹤須形成《問題分析整改報告》，並每月複核投訴數量及關閉及時率。同時，每年依據《顧客滿意度評估程序》開展滿意度調查，涵蓋質量、交期、服務、價格、改進建議五個維度。調查完成後，針對得分較低的項目及客戶留言中的不滿進行專項分析，研討改善對策，形成《顧客滿意度分析報告》。

除個案管理外，我們每月匯總分析客戶投訴，識別問題根源，從源頭優化解決，形成《客訴月分析報告》，明確原因及責任人，制定整改措施並跟蹤驗證。若發現潛在質量風險，立即發送質量警報並跟進解決。報告期內，本集團客戶投訴問題共 148 次，同比下降 9.2%。

### 客戶私隱保護

我們嚴格遵循與客戶簽署的《保密協議》及相關法律法規，嚴密保護客戶所涉的私隱資訊。

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We are also committed to protecting the privacy and confidentiality of the personal data of our employees, customers, suppliers, business partners and other identifiable parties. For the use of information, we have restricted the level and authorisation of information available to employees, and require employees to prudently handle customer data in accordance with the authorisation. Employees may have access to relevant customer data only when there is a supportable reason, and the use of customer data is limited to the purposes as specified in our contract.

In 2025, the Group was not aware of any incidents involving breaches of the Confidentiality Agreement or applicable laws and regulations, nor were there any related violations that had a material impact on the Group.

同時，我們致力於保障僱員、客戶、供應商、業務夥伴及其他可識別人士的個人資料私隱與機密。在資訊使用環節，我們對員工的資訊獲取等級及操作權限進行嚴格限制，並要求員工按權限審慎處理客戶數據。僅在有充分理由的情況下，員工方可獲取相關客戶資料，且數據使用嚴格僅限於合約約定的目的範圍。

2025年，本集團並未知悉任何有關違反《保密協議》及相關法律法規的事件，亦無發生任何對本集團構成重大影響的相關違規行為。

### Win-win: Partnership with Suppliers

#### Establishing a win-win partnership with suppliers

The Group is committed to introducing domestic renowned suppliers and leading industrial high-quality resources under the principle of establishing a win-win partnership with suppliers. During the Reporting Period, the Group introduced 24 high-quality suppliers and 161 material suppliers, among which 53% of suppliers were located in Shaanxi, Hubei, Jiangsu as follows:

### 共贏：供應商夥伴關係

#### 建立合作共贏的供應商夥伴關係

本集團秉承建立合作共贏供應商夥伴關係的理念，致力於引入國內知名、行業領先的優質資源。報告期內，本集團新引入優質供應商 24 家，共計材料供應商 161 家，其中 53% 分佈於陝西、湖北、江蘇，具體分佈如下：

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Distribution of suppliers (Top 8 provinces)

供應商分佈情況（前 8 省）

名次 Ranking	省份 Province	供應商數量 Number of Suppliers
No.1	陝西 Shaanxi	38
No.2	江蘇 Jiangsu	34
No.3	湖北 Hubei	14
No.4	山東 Shandong	12
No.5	廣東 Guangdong	12
No.6	上海 Shanghai	9
No.7	安徽 Anhui	9
No.8	河北 Hebei	8

We maintain close contact with suppliers and continuously adopt various measures to improve the quality of supplier, including: unifying technical standards; conducting performance test and spot check on the main materials; eliminating the suppliers appeared in the black list for several consecutive years based on the performance evaluation; for suppliers who had quality problems repeatedly, conducting regular interviews and training and enhancing the quality awareness. In addition, we have conducted in-depth exchanges and communication with suppliers on new technologies and processes for passenger vehicles and heavy trucks' interiors, so as to provide customers with satisfactory products.

我們與供應商保持緊密合作，持續採取多項措施改善供應商品質，包括：統一技術標準，對主材開展性能試驗抽查；依據績效評價淘汰連續黑榜供應商；針對重複發生品質問題的供應商，定期組織面談與培訓，強化其品質意識。此外，我們與優質供應商在乘用車內飾、重型卡車內飾等領域就新工藝、新技術等方面開展多次深入交流探討，力爭為客戶提供滿意產品。

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We examine and conduct field reviews of new suppliers in accordance with the Questionnaire of Suppliers' Qualification, the Guidance on Evaluation and Selection of Potential Suppliers and the Guidance on the Review of Suppliers of Productive Materials every year. After the suppliers pass the review, we conduct a comprehensive performance evaluation on the supply position of suppliers through procedural documents such as the Procedures for Managing and Controlling Supplies, the Guidance on Regular Evaluation of Suppliers of Productive Materials, and check the suppliers on the red list and blacklist based on the evaluation results. We will provide specific assistance and help to suppliers on the blacklist for improvement and eliminate those who still cannot meet the supply requirements after such guidance in accordance with the Work Instruction on Improvement of Suppliers' Capability. During the reporting period, 24 suppliers were eliminated.

In addition, to ensure sustainable enhancement of product quality, the Group also conducted multiple technical exchange visits with leading domestic material companies.

### Continuing to promote suppliers' social responsibilities

While continuously strengthening its own management of sustainable development, the Group strives to establish an ecological management system for the sustainable development of the supply chain. Suppliers are reviewed and evaluated from five aspects according to the Questionnaire of Suppliers' Social Responsibilities, namely labour rights, health and safety, environmental protection, business ethics, and requirements of the management system. For high-quality suppliers with good performance, we will give support through increasing the share and developing new projects under the same conditions in accordance with related management provisions; for suppliers with poor performance, especially those who violate relevant requirements, rectification is required within a time limit. Failure to do so, we will restrict business cooperation opportunities until the cooperation is terminated.

我們每年依據《供應商資質調查表》《潛在供應商評估與選擇工作指導書》《生產性物資供應商審核工作指導書》對新引入供應商進行資質預審及現場審核。審核通過後，我們遵循《供應商管理控制程序》《生產性物資供應商定期評價作業指導書》等程序文件，對供應商日常供貨情況進行綜合績效評價，並根據考核結果排查紅黑榜。對黑榜供方按照《供應商能力提升作業指導書》進行重點扶持幫助，促進其改進提升；對仍無法滿足供貨要求的供應商予以淘汰。報告期內，我們共淘汰供應商 24 家。

此外，為保障產品質量可持續提升，我們組織多場與國內知名材料企業的技術交流及走訪學習活動。

### 持續推動供應商社會責任

本集團在加強自身可持續發展管理的同時，亦致力構建供應鏈的可持續發展生態管理體系。透過發布《供應商社會責任調查報告》，我們從勞工權益、健康安全、環境保護、商業道德及管理體系五大層面對供應商進行審核評價。針對表現優異的供應商，本集團依據相關管理規定，在同等條件下優先提升其供應份額並給予新項目開發支持，並對於表現欠佳、特別是違反合規要求的供應商，則發出限期整改通知。若逾期仍未達標，將限制業務合作甚至解除合作關係。

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Meanwhile, we include safety and environment management and social responsibility related clauses in the Purchase Contract signed with suppliers, which clearly require that the products provided by suppliers must comply with the national laws, regulations and rules on safety and environment, as well as meet the operation concept of protection of employees' rights and environmental protection. The Group keeps close contact with suppliers and conducts technical communication on raw materials and packing materials by holding regular exchange meetings, to jointly pursue how to apply the new environment-friendly materials with greener and better sustainable development functions in our products.

### Win-win: Share Development Results with Employees

#### Employment overview

The Group pays great attention to the labour rights and interests of our employees, and strictly complies with the provisions of the Labour Contract Law of the People's Republic of China and other labour laws and regulations. It formulates other employment terms on working hours, and holidays, so as to effectively protect the legitimate and reasonable rights and interests of our employees. We never permit the use of any forced labour.

同時，我們在與供應商簽署的採購合約中增設安全環保及社會責任條款，明確要求供應商品須符合國家安全及環保相關的法律法規，並實踐保障員工權益與環境保護的營運理念。我們與供應商保持緊密協作，透過定期召開交流會，就原材料及包裝材料進行技術溝通，共同探索將綠色、可持續的新型環保材料應用於產品之中。

### 共贏：與員工共享發展

#### 僱傭概況

本集團高度重視員工權益保障，嚴格遵守《中華人民共和國勞動合同法》及相關法律法規，規範聘用條件、工時制度及假期管理，切實維護員工合法合理的權益，堅決杜絕強制勞工現象。

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

We have a fair and transparent staff recruitment and employment process, forbidding the recruitment and use of child labour. During the onboarding process, we conduct background checks on prospective employees to proactively mitigate the risk of unlawful employment from the outset. We have a highly transparent recruitment process and are committed to providing fair employment opportunities and creating a work environment with mutual respect and diversity. The Group advocates anti-discrimination and formulates relevant policies to treat others with fairness and dignity. Our recruitment standards encompass diverse dimensions, including gender, age, cultural and educational background, ethnicity, professional experience, knowledge and skills, and length of service, ensuring inclusivity and fairness in talent selection. In the case of dismissal, the Labour Contract of employees will be terminated according to related laws and the Group's policies and procedures.

我們執行公平透明的招聘與任用流程，嚴禁招聘和使用童工。在入職階段，我們對擬聘人員開展背景調查，從源頭防範違法僱傭風險。本集團建立了高透明度的招聘程序，致力於提供平等就業機會，營造互相尊重、多元包容的工作環境。我們大力倡導反歧視理念並制定相關政策，主張以公平、尊重的態度對待每一位員工。我們的招聘標準涵蓋性別、年齡、文化及教育背景、種族、專業經驗、知識技能、服務任期等多元化維度，確保人才選拔的包容性與公平性。在終止僱傭關係方面，我們嚴格根據法律及公司規章制度解除勞動合約。

As of 31 December 2025, there were 365 employees in the Group. The composition of our workforce is as follows:

截至 2025 年 12 月 31 日，本集團共擁有全職員工 365 名，員工組成如下：

績效指標 Performance Metric	單位 Unit	2025 年數據 Data in 2025
<b>按性別劃分的員工人數</b> <b>Number of employees by gender</b>		
男性 Male	人 Person	259
女性 Female	人 Person	106

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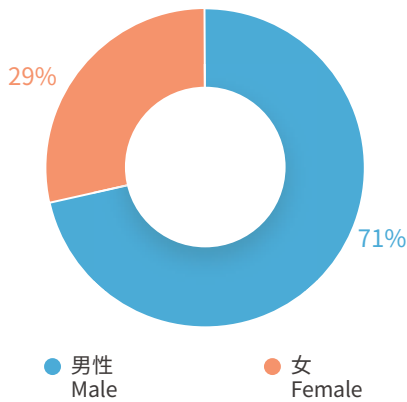
共贏：攜手並進 共築未來

績效指標 Performance Metric	單位 Unit	2025 年數據 Data in 2025
<b>按年齡劃分的員工人數</b> <b>Number of employees by age</b>		
50 歲以上 More than 50 years old	人 Person	42
35-49 歲 35-49 years old	人 Person	221
20-34 歲 20-34 years old	人 Person	102
<b>按職級劃分員工人數</b> <b>Number of employees by ranking of positions</b>		
高級 Senior	人 Person	22
中級 Middle	人 Person	36
初級 Junior	人 Person	25
一般 General	人 Person	282
<b>按地區劃分員工人數</b> <b>Number of employees by region</b>		
陝西省內 In Shaanxi Province	人 Person	259
陝西省外 Outside Shaanxi Province	人 Person	106

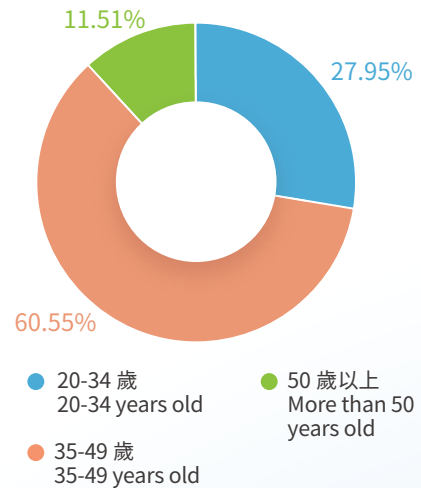
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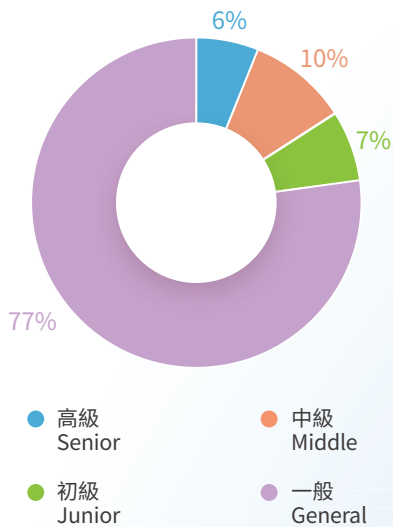
按性別劃分的員工人數  
Number of employees by gender



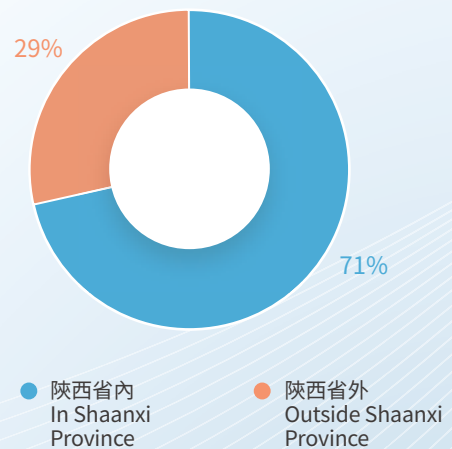
按年齡劃分的員工人數  
Number of employees by age



按職級劃分員工人數  
Number of employees by ranking of positions



按地區劃分員工人數  
Number of employees by region



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

During the Reporting Period, Employee turnover by gender, age group and region as follows:

報告期內，按性別、年齡、職級及地區劃分的僱員流失比率如下：

績效指標 Performance Metric	單位 Unit	2025 年數據 Data in 2025
<b>按性別劃分的僱員流失率</b> <b>Turnover of employees by gender</b>		
男性 Male	%	71
女性 Female	%	29
<b>按年齡劃分的僱員流失率</b> <b>Turnover of employees by age</b>		
50 歲以上 More than 50 years old	%	10
35-49 歲 35-49 years old	%	44
20-34 歲 20-34 years old	%	46

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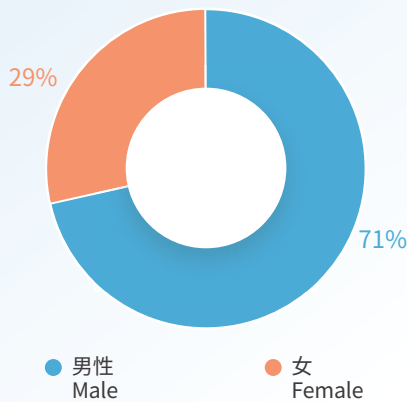
共贏：攜手並進 共築未來

績效指標 Performance Metric	單位 Unit	2025 年數據 Data in 2025
<b>按職級劃分僱員流失率</b> <b>Turnover of employees by ranking of positions</b>		
高級 Senior	%	2
中級 Middle	%	6
初級 Junior	%	5
一般 General	%	87
<b>按地區劃分僱員流失率</b> <b>Turnover of employees by region</b>		
陝西省內 In Shaanxi Province	%	64
陝西省外 Outside Shaanxi Province	%	36

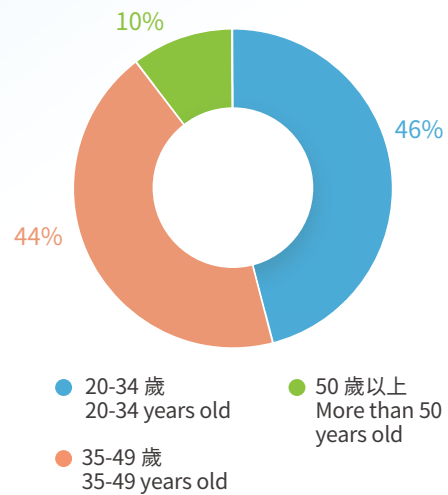
WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

共贏：攜手並進 共築未來

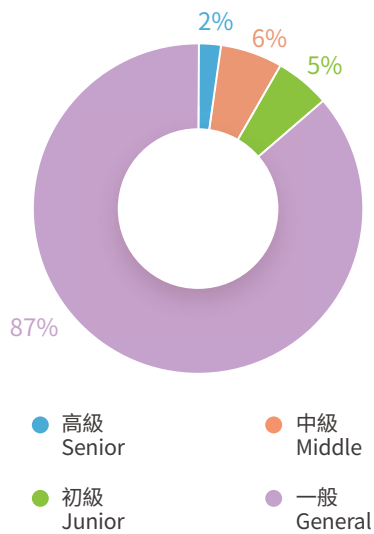
按性別劃分的僱員流失率  
Turnover of employees by gender



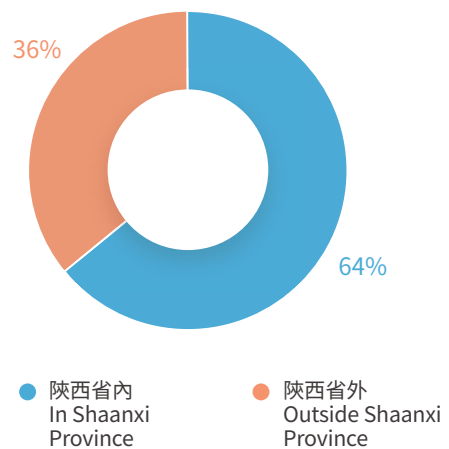
按年齡劃分的僱員流失率  
Turnover of employees by age



按職級劃分僱員流失率  
Turnover of employees by ranking of positions



按地區劃分僱員流失率  
Turnover of employees by region



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

The Group has established a scientifically structured and equitable remuneration system, which takes into account employees' performance, experience and capabilities, as well as prevailing market compensation levels. It provides competitive remuneration, encompassing base salary, benefits and allowances, discretionary bonuses, and contributions to retirement benefit plans. According to the TES system, we establish clear pay grades and salary levels by referencing job grades and market trends, while taking into account the Group's actual operational circumstances.

We implement a diversified performance evaluation system, conducting comprehensive assessments in accordance with the Employee Performance Management Procedures, based on individual Key Performance Indicator ("KPI") results, supervisor ratings, and the achievement of work plans. At the same time, in accordance with the Management Measure for Salary Level, we regularly review remuneration and continuously optimise employee benefits.

The Group upholds principles of "openness, fairness, impartiality, equality, competition and selection", regularly conducting internal competitions and professional title evaluations to ensure talent advancement into key positions. We practice the "co-creation and win-win" philosophy by establishing a diversified incentive system covering cost optimisation, sales, and budgeting, sharing the fruits of development with our employees. During the Reporting Period, the Group carried out five internal competitive selections with 13 employees promoted, and three professional technological sequence assessments with five associate senior engineers and one first-class engineer assessed. These initiatives not only enhance employees' sense of professional accomplishment and belonging, but also effectively strengthen the Group's talent pipeline and organisational development, laying a solid foundation for sustainable long-term growth.

本集團建立科學合理的薪酬體系，綜合考量員工工作表現、資歷能力及市場薪酬水平，提供具有競爭力的薪酬待遇，涵蓋基本薪金、福利補貼、酌情獎金及退休福利計劃供款等。依據 TES 體系，我們參照職位等級與市場趨勢，並結合集團實際營運實況，制定明確的薪級與薪等標準。

我們實施多元化的績效評判機制，依據《員工績效管理程序》，綜合個人關鍵績效指標「KPI」考核結果、上級主管評分及工作計劃達成率進行全面評估。同時，依據《薪級薪等管理辦法》定期檢討薪酬，持續優化員工福利待遇。

本集團秉承「公開、公平、公正、平等、競爭、擇優」原則，常態化開展內部競聘及專業技術職稱評定，確保優秀人才晉升至核心崗位。我們踐行「共創共贏」理念，建立涵蓋成本優化、銷售及預算等多元激勵機制，與員工共享發展成果。報告期內，本集團共舉辦 5 場內部競聘，共計 13 名員工獲得晉升；同時開展 3 場專業技術職銜評核，分別有 5 人獲評為副高級工程師、1 人獲評為一級工程師。此等舉措在提升員工職業成就感與歸屬感的同時，亦有效強化了集團的人才梯隊建設及組織發展，為長遠增長奠定人才基石。

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

In addition, in December 2025, to harness the collective intelligence of all employees and consolidate developmental synergies, we launched a solicitation campaign for reasonable proposals themed "Enhancing Quality and Efficiency, Driving Innovation". The campaign received enthusiastic participation across all employee levels, accumulating hundreds of valid suggestions covering production, research and development, sales, management, and other areas. Through this mechanism, we not only identified optimised solutions with practical value but also further stimulated a sense of ownership and innovative spirit among our colleagues.

### Employee welfare and care

The Group is committed to providing diverse and high-quality employee benefits, fostering a comfortable and secure working environment. Beyond statutory benefits such as the "five social insurances and one housing fund", statutory holidays, and high-temperature leave, the Group has established a comprehensive welfare system covering both recreational activities and daily life support. We demonstrate corporate care through festive celebrations such as International Women's Day, Dragon Boat Festival, Mid-Autumn Festival, and Spring Festival. Additional benefits include free staff dormitories, meal allowances, and employment anniversary commemorations, which effectively support employees' daily lives and enhance their sense of belonging and well-being. Recreational facilities, including table tennis, badminton, and fitness equipment, are provided in staff activity rooms to enrich employees' leisure time.

此外，2025年12月，為激發全員智慧並匯聚發展合力，我們推動了「提質增效、創新發展」合理化建議徵集活動。此活動獲得各級員工的積極參與，累積收到數百條有效建議，內容涵蓋生產、研發、銷售、管理等多個領域。透過此項機制，我們不僅挖掘了具備實踐價值的優化方案，更進一步激發了員工的主人翁意識與創新活力。

### 員工福利及關懷

本集團致力為員工提供多樣優質的福利，營造舒適安心的工作環境。在嚴格落實「五險一金」、法定節假日及高溫假等法定福利的基礎上，我們構建了覆蓋活動與生活支援的綜合福利體系。本集團透過婦女節、端午、中秋及春節等節日關懷，傳遞企業溫情；同時提供免費員工宿舍、膳食津貼及入職週年紀念等福利，切實照顧員工生活所需，提升其歸屬感與幸福感。此外，我們設有配備乒乓球、羽毛球、健身器材等休閒娛樂設施的職工活動室，豐富員工的業餘生活。

Diverse benefit  
system

多元化福利體系

Statutory benefits  
法定類福利

Activity welfare  
活動類福利

Other welfare  
其它福利

Staff welfare  
僱員福利



Statutory benefits  
法定類福利

- ✓ Social insurance and housing fund  
五險一金
- ✓ Statutory holiday  
法定節假日
- ✓ High temperature leave  
高溫假等



Activity welfare  
活動類福利

- ✓ Women's Day  
婦女節
- ✓ Dragon Boat Festival, Mid-Autumn Festival,  
Spring Festival. etc  
端午節、中秋節、春節等



Other welfare  
其它福利

- ✓ Free employee quarters (air conditioner,  
heating, Wi-Fi)  
免費僱員宿舍 (冷氣、暖氣、無線網絡)
- ✓ Meal allowance  
夥食補貼
- ✓ Employee anniversary  
僱員週年紀念

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

During the Reporting Period, the Group organised more than ten offline activities across seven thematic areas under the core principle of "Caring for Employees, Fostering Team Integration, and Strengthening Culture". The Group has shifted its approach to employee benefits from mere distribution to corporate integration and cultural cultivation, guiding employees to gain a deeper understanding of the Group's values, integrate more quickly into the organisational culture, and provide fertile ground for long-term talent development.

報告期內，我們以「關懷員工、融合團隊、凝聚文化」為核心，開展7大主題、逾10場線下活動。本集團推動福利從單純發放轉向企業融合與文化塑造，引導員工更深入地理解集團價值觀，更快融入組織文化，為人才的長期發展提供肥沃土壤。

### Diverse and Vibrant Employee Activities

### 豐富多彩的員工活動



WIN-WIN: MAKING PROGRESS AND BUILDING A  
BRIGHT FUTURE TOGETHER

共贏：攜手並進 共築未來

Mid-Autumn Festival Greetings

中秋送祝福活動

On the occasion of the Mid-Autumn Festival, we extend our festive greetings to all employees and their families, expressing gratitude for their dedicated efforts across production, R&D, and marketing roles, and presenting them with carefully prepared holiday gifts.

中秋佳節來臨之際，我們向全體員工及家屬致以節日祝福，感恩全體員工在生產、研發、市場等崗位的辛勤付出，為員工送出精美節日福利。



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

### Winter Solstice Dumpling-Making Event

### 冬至包餃子活動

On 19 December 2025, we held our annual "Winter Solstice Dumpling-Making" event. The atmosphere in the staff canteen was lively, with colleagues gathering to enjoy the cultural charm of the traditional festival amid laughter and cheer. This event not only enriched employees' leisure life but also strengthened team camaraderie through interaction, reflecting the Group's commitment to the well-being of its staff.

2025年12月19日，我們舉行了一年一度的「冬至包餃子」活動。員工餐廳內氣氛熱烈，同事們齊聚一堂，在歡聲笑語中共同感受傳統節日的文化魅力。此次活動不僅豐富了員工的業餘生活，更在互動中增進了團隊情誼，體現了集團對員工的人文關懷。



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

### Autumn Tug-of-War Competition

### 秋季拔河比賽

To enrich employees' leisure activities and strengthen team cohesion, the Group held an Autumn Tug-of-War Competition on 31 October 2025. Four representative teams from the injection moulding, interior, coating factories, and management departments competed on the same field, fully demonstrating the strength, resilience, and collaborative spirit of the Tianrui colleagues. This competition not only alleviated work pressure but also promoted inter-departmental communication and integration through sports competition.

為豐富員工業餘生活並增強團隊凝聚力，本集團於 2025 年 10 月 31 日舉辦秋季拔河比賽。活動由注塑、內飾、包覆工廠及管理部門組成的四支代表隊同場競技，充分展現了天瑞同仁的力量、韌性與團結協作風采。此次比賽不僅緩解了工作壓力，更透過體育競技促進了各部門間的交流與融合。



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

### Employee training and development

The Group has consistently prioritised employee capability development, providing all staff with systematic training designed to enhance their overall skills and meet the requirements of their roles. Induction training on regulations at group and department level, job duties, working skills, safety production and career development program, etc., familiarise our employees with the Group as soon as practicable and make them fit in with their respective positions.

For incumbent employees, the Group offers targeted training programmes focused on career development needs, continuously enhancing professional knowledge and overall competencies. At the same time, we encourage employees to participate in external professional training to broaden their professional horizons. In addition, the Group invited industry benchmark experts for multiple specialised sharing sessions, promoting employees' learning of advanced professional knowledge and management concepts to maintain industry competitiveness.

### 員工培訓與發展

本集團始終重視員工能力建設，為全體員工提供系統化培訓，旨在提升綜合技能並滿足崗位履職要求。在新員工入職階段，集團開展包含集團與部門制度、崗位職責、業務技能、安全生產及職業發展規劃等內容的崗前培訓，幫助新進員工快速融入企業、適應工作崗位。

針對在職員工，集團圍繞職業生涯發展需求開設針對性培訓課程，持續豐富專業知識、提升綜合素養。同時，我們鼓勵員工參與外部相關專業培訓，以開闊專業視野。此外，集團多次邀請行業標竿專家進行專題分享，推動員工學習先進的專業知識與管理理念，保持行業競爭力。



## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

### Reshaping Responsibility Culture, Upholding Delivery Dignity

### 重塑責任文化，捍衛交付尊嚴

On 30 December 2025, to thoroughly summarise lessons from delivery-related anomalies and effectively promote a change in work style, the Group's injection moulding factory held a special reflection and rectification meeting themed "Reshaping Responsibility Culture, Safeguarding Delivery Commitments". All factory team leaders and above attended, with the meeting aiming to transform deep reflection into practical actions for systematic improvement.

2025年12月30日，為深刻總結交付異常事件的經驗教訓，並切實推動作風轉變，集團注塑工廠召開了以「重塑責任文化，守護交付承諾」為主題的專項反思與整改大會。工廠班組長及以上管理人員全體出席，會議旨在將深刻反思轉化為系統性提升的實際行動。



WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

共贏：攜手並進 共築未來

The proportion of trainees by gender and the average duration of training

按性別劃分受訓僱員佔比及平均參訓時長

性別 Gender	男性 Male	女性 Female
參訓人數 Number of trainees	269	120
總人數 Headcount	280	120
參訓佔比 Proportion of trainees	96%	100%
平均參訓時長 (小時) Average training duration (hours)	90	97

The proportion of trainees by position level and the average duration of training

按職級劃分受訓僱員佔比及平均參訓時長

職級 Position level	高級管理層 Senior management	中級管理層 Middle management	初級管理層 Junior management	一般僱員 General staff
參訓人數 Number of trainees	11	17	17	345
總人數 Headcount	19	17	17	347
參訓佔比 Proportion of trainees	58%	100%	100%	99%
平均參訓時長 (小時) Average training duration (hours)	130	110	30	15

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

### Occupational Health and Safety of Employees

The Group has always placed great importance on employee health and safety, striving to create a safe and healthy working environment while actively preventing occupational hazards. We strictly comply with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, the Safe Production Law of the People's Republic of China, the Fire Law of the People's Republic of China, and other relevant regulations, formulating and improving more than ten safety management systems, including the Safe Production Responsibility System, the Hidden Hazards Inspection and Rectification System, and the Regulations on the Management of Safety Accidents, clearly defining the safety management responsibilities of each department. Furthermore, the Group has established the Safety Management Committee consisting of representatives from management and employees, coordinating safety training, accident prevention, and reporting to comprehensively safeguard employees' occupational health and safety.

We are equipped with complete fire-fighting facilities, regularly conduct fire drills, and provide specialised training on equipment operation and occupational protection for production posts. The Group has also established an emergency response mechanism to minimise losses and improve the efficiency of incident handling.

### 僱員職業健康與安全

本集團始終高度重視僱員健康與安全，全力營造安全健康的工作環境，積極防範職業危害。我們嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》、《中華人民共和國消防法》等相關法律法規，制定並完善《安全生產責任制》、《隱患排查與治理制度》、《安全事故管理規定》等 10 餘項安全管理制度，明確界定各部門安全管理職責。此外，集團成立了由管理層與僱員代表組成的安全管理委員會，統籌開展安全培訓、事故預防及上報工作，全面保障僱員的職業健康與安全。

我們配備完善的消防設施，定期組織消防演習，並針對生產崗位開展設備操作與職業防護專項培訓。本集團亦建立事故應急處置機制，最大程度地減少損失，並提高事故處理中的響應效率。

## WIN-WIN: MAKING PROGRESS AND BUILDING A BRIGHT FUTURE TOGETHER

# 共贏：攜手並進 共築未來

The Group requires the newly recruited employees to provide the entry medical examination report and pays five social insurances and one housing fund and commercial insurance for the employees according to the legal requirements. We also organise annual occupational health check-ups and review the current occupational health status to ensure that the medical examination arrangements comply with occupational health assessment reports and annual testing requirements. In addition, the Group continues to provide safety training to help employees identify operational risks and strengthen safety awareness and emergency response capabilities.

As of the end of the reporting period, the Group has not experienced any major work-related injuries or fatalities for four consecutive years and has not received any administrative penalties from Chinese regulatory authorities.

本集團要求新聘僱員入職時提供體檢報告，依法為僱員繳納「五險一金」並配置商業保險。我們亦定期組織職業健康年度體檢，並對職業健康現狀進行評審，確保體檢安排符合職業健康評價報告及年度檢測要求。此外，集團持續開展安全培訓，協助僱員識別作業風險，強化安全意識與應急處置能力。

截至報告期末，本集團已連續 4 年未發生重大工傷及死亡事故，亦未受到中國監管部門相關行政處罰。

### Win-win: Actively Fulfilling Social Responsibility

The Group actively fulfils its social responsibility by focusing on charitable donations, environmental public welfare, and volunteer services, fully leveraging corporate influence. On one hand, we continue to deepen multi-party cooperation with government, medical institutions, charitable organisations, and media to establish long-term public welfare mechanisms, fulfilling corporate citizenship responsibilities, with a focus on providing targeted support and care for women and children in the community. On the other hand, we encourage all colleagues to engage in community volunteer service, supporting local livelihoods through practical actions and jointly building a harmonious community.

### 共贏：積極履行社會責任

本集團積極踐行社會責任，聚焦慈善捐贈、環保公益及志願服務等領域開展多元化公益活動，充分發揮企業影響力。一方面，我們持續深化與政府、醫療機構、慈善組織及媒體的多方協作，建立長期公益機制，落實履行企業公民責任，重點為社區婦女及兒童提供針對性支援與關懷。另一方面，我們鼓勵全體同仁投入社區志願服務，以實際行動支援當地民生改善，共同構建和諧社區。

# APPENDIX: THE CONTENT INDEX FOR THE GUIDANCE OF ESG REPORT OF HKEX

## 附錄：香港聯交所環境、社會及管治報告指引內容索引

主要範疇、層面、一般披露及關鍵績效指標 Major Categories, Aspects, General Disclosure and Key Performance Indicators	披露章節 Disclosure Section
<p>層面 A1：排放物 ASPECT A1: EMISSIONS</p>	
<p>一般披露 有關廢氣排放、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。 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 emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	<p>專注：環境至上 綠色經營 Focus: Supremacy of Environmental Protection and Green Operation</p>
<p>關鍵績效指標 A1.1 KPI A1.1</p> <p>排放物種類及相關排放數據。 The types of emissions and respective emissions data.</p>	<p>專注：環境管理 Focus: Environmental Management</p>
<p>關鍵績效指標 A1.2 KPIA1.2</p> <p>[於 2025 年 1 月 1 日刪除] [Repealed 1 January 2025]</p>	
<p>關鍵績效指標 A1.3 KPIA1.3</p> <p>所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).</p>	<p>固體廢棄物處理 Disposal of solid waste</p>

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關鍵績效指標 A1.4 KPIA1.4	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).	固體廢棄物處理 Disposal of solid waste
關鍵績效指標 A1.5 KPI A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission reduction target(s) set and steps taken to achieve them.	專注：環境管理 Focus: Environmental Management
關鍵績效指標 A1.6 KPI 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.	固體廢棄物處理 Disposal of solid waste
<b>層面 A2：資源使用</b> <b>ASPECT A2: USE OF RESOURCES</b>		
一般披露 有效使用資源（包括能源、水及其他原材料）的政策。 General disclosure Policies on the efficient use of resources including energy, water and other raw materials.		專注：資源節約 Focus: Save Resources

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關鍵績效指標 A2.1 KPI A2.1	<p>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）。</p> <p>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).</p>	能源管理 Energy management
關鍵績效指標 A2.2 KPI A2.2	<p>總耗水量及密度（如以每產量單位、每項設施計算）。</p> <p>Water consumption in total and intensity (e.g. per unit of production volume, per facility).</p>	水資源管理 Management of Water Resource
關鍵績效指標 A2.3 KPI A2.3	<p>描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。</p> <p>Description of energy use efficiency target(s) set and steps taken to achieve them.</p>	專注：節約資源 Focus: Save Resources
關鍵績效指標 A2.4 KPI A2.4	<p>描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。</p> <p>Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.</p>	水資源管理 Management of Water Resource
關鍵績效指標 A2.5 KPI A2.5	<p>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。</p> <p>Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.</p>	包裝材料管理 Management of packaging materials

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### 主要範疇、層面、一般披露及關鍵績效指標

Major Categories, Aspects, General Disclosure and Key Performance Indicators

### 披露章節

Disclosure Section

#### 層面 A3：環境及天然資源環境

#### ASPECT A3: THE ENVIRONMENT AND NATURAL RESOURCES

#### 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。

General disclosure

Policies on minimising the issuer's significant impacts on the environment and natural resources.

專注：環境管理

Focus: Environmental Management

#### 關鍵績效指標 A3.1

KPI 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.

專注：環境管理

Focus: Environmental Management

#### 層面 A4：氣候變化

#### ASPECT A4: CLIMATE CHANGES

[ 於 2025 年 1 月 1 日刪除 ]

[Repealed 1 January 2025]

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<b>主要範疇、層面、一般披露及關鍵績效指標</b> Major Categories, Aspects, General Disclosure and Key Performance Indicators	<b>披露章節</b> Disclosure Section	
層面 B1：僱傭 ASPECT B1: EMPLOYMENT		
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。 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.	僱傭概況 Employment Overview	
關鍵績效指標 B1.1 KPI 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.	僱傭概況 Employment Overview
關鍵績效指標 B1.2 KPI 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.	僱傭概況 Employment Overview

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<p>層面 B2：健康與安全 ASPECT B2: HEALTH AND SAFETY</p>		
<p>一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (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。 General disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.</p>		<p>僱員職業健康與安全 Occupational Health and Safety of Employees</p>
<p>關鍵績效指標 B2.1 KPI B2.1</p>	<p>過去三年(包括本匯報年度)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.</p>	<p>僱員職業健康與安全 Occupational Health and Safety of Employees</p>
<p>關鍵績效指標 B2.2 KPI B2.2</p>	<p>因工傷損失工作日數。 Lost days due to work injury.</p>	<p>報告期內未出現相關情況 No relevant cases occurred during the reporting period</p>
<p>關鍵績效指標 B2.3 KPI B2.3</p>	<p>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.</p>	<p>僱員職業健康與安全 Occupational Health and Safety of Employees</p>

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### 披露章節

Disclosure Section

#### 層面 B3：發展及培訓

#### ASPECT B3: DEVELOPMENT AND TRAINING

#### 一般披露

有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。

General disclosure

Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.

#### 僱員培訓與發展

Staff Training and Development

#### 關鍵績效指標 B3.1 KPI 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).

#### 僱員培訓與發展

Staff Training and Development

#### 關鍵績效指標 B3.2 KPI 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.

#### 僱員培訓與發展

Staff Training and Development

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層面 B4：勞工準則 ASPECT B4: LABOUR STANDARDS		
一般披露 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	僱傭概況 Employment Overview	
關鍵績效指標 B4.1 KPI 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.	僱傭概況 Employment Overview
關鍵績效指標 B4.2 KPI 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.	僱傭概況 Employment Overview

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<b>層面 B5：供應鏈管理</b> <b>ASPECT B5: SUPPLY CHAIN MANAGEMENT</b>		
一般披露 管理供應鏈的環境及社會風險政策。 General disclosure Policies on managing environmental and social risks of supply chain.		持續推動供應商社會責任 Continuing to promote suppliers' social responsibilities
關鍵績效指標 B5.1 KPI B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	建立合作共贏的供應商夥伴關係 Establishing Win-win Partnership with Suppliers
關鍵績效指標 B5.2 KPI 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，以及相關慣例的執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	建立合作共贏的供應商夥伴關係 Establishing Win-win Partnership with Suppliers
關鍵績效指標 B5.3 KPI 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.	持續推動供應商社會責任 Continuing to promote suppliers' social responsibilities

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關鍵績效指標 B5.4 KPI B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	持續推動供應商社會責任 Continuing to promote suppliers' social responsibilities
<b>層面 B6：產品責任</b> <b>ASPECT B6: PRODUCT RESPONSIBILITY</b>		
一般披露 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (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。 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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		誠信：質量為本 Integrity: Quality-oriented
關鍵績效指標 B6.1 KPI B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	質量快速響應 Quick Response to Quality Issues

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關鍵績效指標 B6.2 KPI B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	客訴管理流程 Customer Complaints Management Procedures
關鍵績效指標 B6.3 KPI B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	創新：知識產權保護 Innovation: Protection of Intellectual Property Rights
關鍵績效指標 B6.4 KPI B6.4	描述品質檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	誠信：質量為本 Integrity: Quality-oriented
關鍵績效指標 B6.5 KPI B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, how they are implemented and monitored.	客戶私隱保護 Protection of Customer Privacy

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### 主要範疇、層面、一般披露及關鍵績效指標

Major Categories, Aspects, General Disclosure and Key Performance Indicators

### 披露章節

Disclosure Section

#### 層面 B7：反貪污

#### ASPECT B7: ANTI-CORRUPTION

#### 一般披露

有關防止賄賂、勒索、欺詐及洗黑錢的：

(a) 政策；及

(b) 遵守對發行人有重大影響的相關法律及規例的資料。

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 bribery, extortion, fraud and money laundering.

誠信：誠實守信

Integrity: Honesty and Trustworthiness

#### 關鍵績效指標 B7.1

#### KPI 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.

誠信：誠實守信

Integrity: Honesty and Trustworthiness

#### 關鍵績效指標 B7.2

#### KPI B7.2

描述防範措施及舉報程式，以及相關執行及監察方法。

Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.

誠信：誠實守信

Integrity: Honesty and Trustworthiness

## APPENDIX: THE CONTENT INDEX FOR THE GUIDANCE OF ESG REPORT OF HKEX

# 附錄：香港聯交所環境、社會及管治報告指引內容索引

### 主要範疇、層面、一般披露及關鍵績效指標

Major Categories, Aspects, General Disclosure and Key Performance Indicators

### 披露章節

Disclosure Section

關鍵績效指標 B7.3

KPI B7.3

描述向董事及僱員提供的反貪污培訓。

Description of the anti-corruption training provided to chairperson and staff.

廉潔培訓

Training on Integrity

### 層面 B8：社區投資

#### ASPECT B8: COMMUNITY INVESTMENT

#### 一般披露

有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。

General disclosure

Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.

共贏：積極踐行社會責任

Win-win: Actively Fulfilling Social Responsibility

關鍵績效指標 B8.1

KPI 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, sports).

共贏：積極踐行社會責任

Win-win: Actively Fulfilling Social Responsibility

關鍵績效指標 B8.2

KPI 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.

共贏：積極踐行社會責任

Win-win: Actively Fulfilling Social Responsibility

## APPENDIX: THE CONTENT INDEX FOR THE GUIDANCE OF ESG REPORT OF HKEX

# 附錄：香港聯交所環境、社會及管治報告指引內容索引

D 部分 Section D	主要範疇 Major Categories	披露章節 Disclosure Section
氣候相關披露 Climate-related disclosure	(I) 管治 Governance	專注：應對氣候變化 Focus: Response to Climate Change
	(II) 策略 Strategy	專注：應對氣候變化 Focus: Response to Climate Change
	(III) 風險管理 Risk management	專注：應對氣候變化 Focus: Response to Climate Change
	(IV) 指標與目標 Metrics and targets	專注：應對氣候變化 Focus: Response to Climate Change



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