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成都四威科技股份有限公司

CHENGDU SIWI SCIENCE AND TECHNOLOGY COMPANY LIMITED

(a sino-foreign joint stock limited company incorporated in the People's Republic of China)

股票代码: 01202

Stock Code: 01202

2025

環境、社會及管治報告

Environmental, Social and Governance Report

成都四威科技股份有限公司

CHENGDU SIWI SCIENCE AND TECHNOLOGY COMPANY LIMITED



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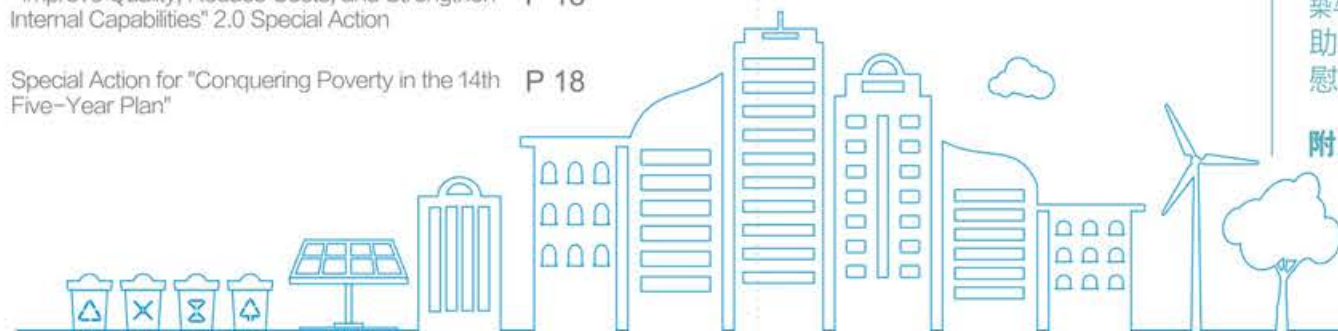


報告出版的環境考慮
紙張: 採用環保紙張印刷
油墨: 採用環保油墨以減少空氣污染
Environmental Considerations for Report Publication
Paper: Printed with environmentally friendly paper
Ink: Use environmentally friendly ink to reduce air pollution

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管理層致辭 A Message from the Management

2025年是「十四五」收官之年，我們積極應對可持續發展挑戰，將環境、社會及管理理念融入公司戰略與日常運營，錨定「攻堅十四五」「提降練」2.0專項行動要求，立足「深耕市場、創新驅動、擴容提質、精管提效」的思路，深耕主責主業，攻堅新品研發與市場轉化，提升制造能力，建強人才梯隊，構築高質量發展的堅強基石。

2025 marked the final year of the 14th Five-Year Plan. In addressing sustainability challenges, we integrated environmental, social and governance (ESG) principles into our corporate strategy and daily operations. Guided by the "14th Five-Year Plan Critical Initiatives" and the "Improvement, Cost Reduction and Capability Enhancement 2.0" programme, we follow a development approach centred on deepening market penetration, driving innovation, expanding capacity while enhancing quality, and strengthening refined management to improve efficiency. Focusing on our core business, we advanced new product development and market commercialisation, enhanced our manufacturing capabilities, strengthened our talent pipeline, and laid a solid foundation for high-quality development.

四威科技始終堅持黨建引領，奉行穩健治理，致力於構建透明、高效、負責任的管理體系。我們強化頂層謀劃，科學編制公司「十五五」發展規劃，確保ESG議題在最高決策層得到充分關注與資源支持。我們持續優化覆蓋各領域的風險管理制度與內部控制流程，恪守最高標準的商業道德與合規要求，著力提升企業內生韌性的同時堅決維護公平競爭的市場環境。我們實施公積金彌補虧損方案，達成股東分紅前提條件，努力為投資者創造可持續價值。

SIWI SCI & TECH has consistently upheld the guiding role of Party building and adhered to prudent corporate governance, striving to establish a transparent, efficient and accountable management system. We strengthened top-level planning and systematically formulated the Company's 15th Five-Year Development Plan, ensuring that ESG issues receive full attention and adequate resource support at the highest decision-making level. We continued to optimise our risk management framework and internal control processes across all areas of operation, adhering to the highest standards of business ethics and compliance. In doing so, we enhanced our inherent resilience while firmly safeguarding a fair and competitive market environment. We implemented a capital reserve utilisation plan to offset accumulated losses, thereby meeting the preconditions for shareholder dividend distribution, and remained committed to creating sustainable value for investors.

四威科技積極擁抱綠色發展理念，響應國家雙碳政策，推進產業發展與能源管理深度融合，致力於實現經濟效益與生態效益的雙贏。我們嚴格遵守環保法規，制定清晰的環境績效，堅持通過能效提升、工藝優化、可再生能源應用等方式，在制造生產和日常營運中持續推進省電、節水、減廢工作，最大限度減少對環境的影響，探索與自然生態的和諧共生。

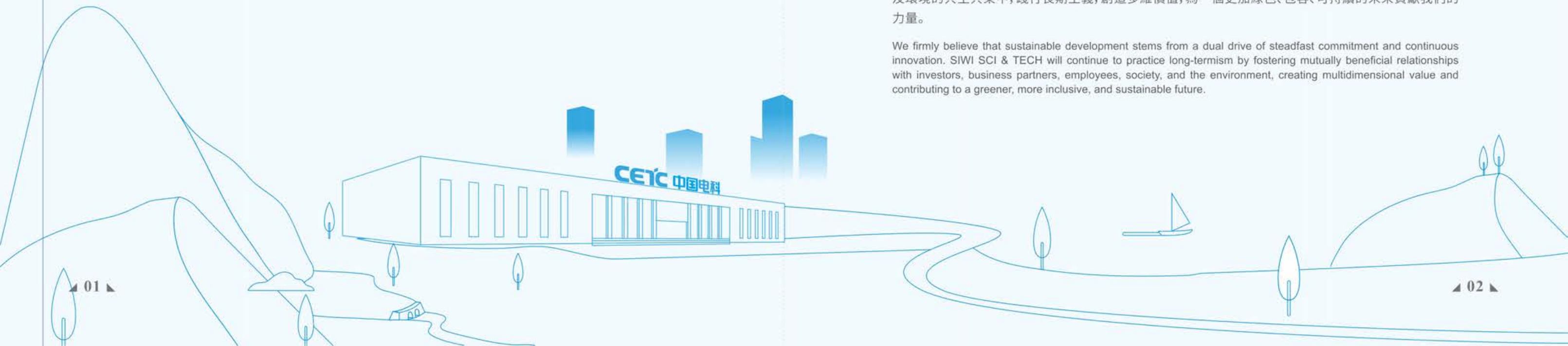
SIWI SCI & TECH actively embraces the principles of green development and responds to national "dual carbon" goals, promoting the deep integration of industrial development and energy management to achieve a win-win outcome for economic and environmental benefits. We strictly comply with environmental laws and regulations and have established clear environmental performance targets, continuously advancing energy conservation, water efficiency and waste reduction in both manufacturing and daily operations through initiatives such as energy efficiency improvement, process optimisation and the adoption of renewable energy, thereby minimising our environmental impact and exploring a path of harmonious coexistence with the natural ecosystem.

四威科技秉持精誠協作的精神，協同利益相關方實現更大的價值創造。我們與客戶、供應商等商業夥伴建立基於誠信、公平、透明的長期合作關係，共促產業鏈的可持續發展與韌性。我們與員工共成長，不斷完善員工上升渠道和福利保障，推動員工個人價值實現與企業高質量發展同頻共振、相互成就。我們與社會休戚與共，以專業所長服務社會發展、助力鄉村振興，為共同繁榮貢獻力量。

SIWI SCI & TECH upholds a spirit of sincere collaboration, working closely with stakeholders to create greater shared value. We have established long-term relationships with customers, suppliers and other business partners based on integrity, fairness and transparency, jointly promoting the sustainable development and resilience of the value chain. We grow together with our employees by continuously improving career development pathways and welfare systems, fostering alignment between employees' personal aspirations and the Company's high-quality development to achieve mutual success. We also share a close bond with society, leveraging our professional expertise to support social development and contribute to rural revitalisation, thereby playing our part in advancing shared prosperity.

我們深信，可持續發展源於堅守與創新的雙向發力。四威科技將持續在與投資者、商業夥伴、員工、社會及環境的共生共榮中，踐行長期主義，創造多維價值，為一個更加綠色、包容、可持續的未來貢獻我們的力量。

We firmly believe that sustainable development stems from a dual drive of steadfast commitment and continuous innovation. SIWI SCI & TECH will continue to practice long-termism by fostering mutually beneficial relationships with investors, business partners, employees, society, and the environment, creating multidimensional value and contributing to a greener, more inclusive, and sustainable future.



About us

關於我們

公司簡介 Company Profile

成都四威科技股份有限公司(原成都普天電纜股份有限公司)於1958年建廠,1994年香港上市(HK1202)。2021年,經國務院國資委和中國電科批准,成都普天電纜股份有限公司從原中國普天並入中國電科第二十九研究所(下稱二十九所),公司60%股權無償劃轉至二十九所全資子公司成都四威電子有限公司(下稱四威電子),成為二十九所下屬控股上市公司。2022年7月,經成都市市場監督管理局審批通過,公司更名為「成都四威科技股份有限公司」。2024年2月,四威電子無償轉讓公司34%股權予二十九所全資子公司成都四威高科技產業園有限公司(下稱四威高科)。目前,四威電子、四威高科及H股公眾人士分別持有26%、34%及40%股權。

Chengdu SIWI Science and Technology Company Limited (formerly known as Chengdu PUTIAN Telecommunications Cable Company Limited) was established in 1958 and listed in Hong Kong (HK01202) in 1994. In 2021, upon the approval of the State-owned Assets Supervision and Administration Commission of the State Council and China Electronics Technology, Chengdu PUTIAN Telecommunications Cable Company Limited was merged into the 29th Research Institute of China Electronics Technology (hereinafter referred to as the 29th Research Institute) from the original China PUTIAN Corporation. The 60% of the shares of the Company was transferred at nil consideration to Chengdu Siwi Electronic Co., Ltd (hereinafter referred to as the Siwi Electronic), and the Company became a subsidiary of the 29th Research Institute of China Electronics Technology Group Corporation. In July 2022, approved by the Chengdu Market Supervision and Administration Bureau, the Company was renamed as "Chengdu SIWI Science and Technology Company Limited". In February 2024, Siwi Electronic has agreed to transfer 34% of its equity interest in the Company to Chengdu Siwi High-Tech Industrial Co., Limited* (成都四威高科技產業園有限公司) ((hereinafter referred to as the Chengdu Siwi High-Tech), the wholly-owned subsidiary of the 29th Research Institute, at nil consideration. Currently, Chengdu Siwi Electronic, Chengdu Siwi High-Tech and the H share public held 26%, 34% and 40% of the equity interests of the Company respectively.



公司總部位於四川成都高新西區,目前擁有員工四百余人,資產總額約10億元。四威科技奉行「忠於使命 勇於創新 善於協同 成於務實」的理念,堅持「從嚴、創優、求實、爭先」的精神,立足「光電互聯」,聚焦「智算超算及人工智能」和「軍工電子」兩個領域,布局「線纜、光電纜組件、光產品、光纖」四類業務,致力於「成為西南地區光電互聯重要供應商」。

The Company headquarter is located in Chengdu High-tech West Zone, Sichuan Province, currently has more than 400 employees and total assets of RMB100 million. With the philosophy of "pursuing mission, innovation, synergy and pragmatism", the spirit of "being stringent, excellent, realistic and pioneering", and the direction of "Optoelectronic and Interconnected", the Company is committed to become "a key supplier of optoelectronic interconnections in Southwest China" by focusing on the four main products including "Intelligent computing, Supercomputing and Artificial Intelligence" and "Military Electronics".



線纜 Cable

我們以軌道交通纜為基礎，擴展新能源（UL系列線纜、光伏纜等）、低空（無人機系留纜等）市場，加大矽橡膠電纜、XETFE氟塑料電纜、B1阻燃電纜、光纜的推廣力度，持續研發、試制滿足用戶需求的產品，實現公司線纜產品的多樣化。

Based on rail transportation cables, we are expanding into new energy (UL series cable, low-altitude (drone tethered cables, etc.) markets, enhance the promotion of silicone rubber cable, XETFE fluoroplastic cables, B1 flame-retardant cables, and optical cables, and continuously research and develop products tailored to customer needs to achieve diversification across our cable product portfolio.



光電纜組件 Cable component

我們以高/低頻電纜組件為主，拓展了機箱裝配業務，開發半剛及柔性電纜組件系列產品，加大半剛/微細同軸電纜組件、光纜組件等新品的推廣力度。

We give priority to low-frequency cable component, expand chassis assembly business, and accelerate the development of a series of semi-rigid and flexible cable components products, enhancing the promotion of new products such as semi-rigid/micro-fine cable assemblies, optical fiber assemblies.



光產品 Optical products

我們關注光電產品，以光纖環為基礎，發展水下（水聽環）、航空航天（延時光纖環）、DZ（保偏光纖環）等細分領域，拓展地面車載（機箱）業務，加大波分復用器、光模塊等系列光器件產品的推廣力度，加快建設使其成為公司新的盈利增長點。

We focus on optoelectronic products, developing niche segments based on fiber optic rings, including underwater applications (hydrophone rings), aerospace (delay fiber rings), and DZ (polarization-maintaining fiber rings). We are also expanding into ground-based vehicle-mounted systems (chassis) and intensifying the promotion of optical devices such as wavelength division multiplexers and optical modules, accelerating the development of these products into new drivers of the Company's revenue growth.



光纖 Optical fiber

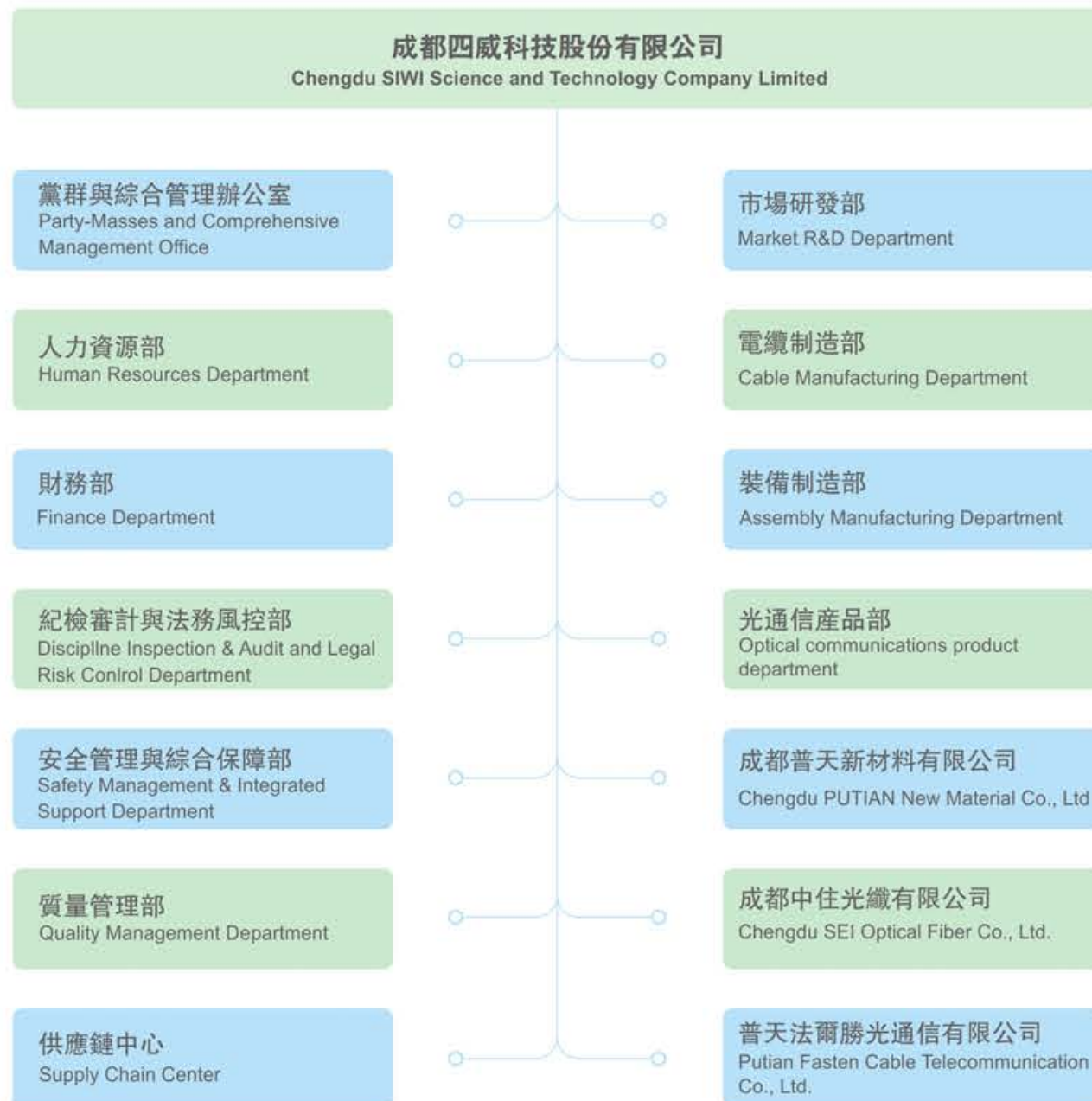
我們聚焦開發更加環保可靠的高附加值光纖產品，如G.657.B3、超小直徑光纖、低損耗光纖、G.654.E光纖等特色品種，不斷推動實現小批量差異化生產；同時順應海外數據中心建設熱潮，拓展光纖出口業務。

We are concentrating on developing more environmentally friendly and reliable high value-added optical fiber products with specific features, such as G.657.B3, ultra-small diameter optical fiber, low-loss optical fiber, G.654.E optical fiber and other special varieties, while constantly promoting the realization of small batch of differentiated production. At the same time, we are capitalizing on the boom in overseas data centre construction to expand our optical fiber export business.

組織架構 Organizational Structure

報告期內，組織架構趨於穩定，為ESG戰略的穩步實施、治理體系的持續優化提供了堅實基礎。其中，職能部門5個，業務部門4個，業務支持部門2個，下屬2家控股公司，1家參股公司。

During the reporting period, the organisational structure stabilised, providing a solid foundation for the steady implementation of our ESG strategy and the continuous optimisation of our governance system. The Company comprises five functional departments, four business departments, and two business support departments, with 2 holding companies and 1 invested company.



四威科技重視企業管治原則，強調優質董事會、有效內部監控、嚴格披露、透明度及問責制。此外，公司致力於持續改善該等實務，培養企業的道德文化；致力於維持優良的企業管治架構及遵守適用的法定監管規定，確保公司管理層的行為和保障所有股東利益，不斷健全完善ESG管治架構，推進公司發展兼顧經濟、社會與環境的和諧、可持續。

SIWI SCI & TECH prioritizes corporate governance principles, emphasizing a high-quality board of directors, effective internal controls, rigorous disclosure practices, transparency, and accountability. Furthermore, the Company is committed to continuously enhancing these practices, fostering a culture of integrity, maintaining a robust governance structure aligned with applicable legal and regulatory requirements, safeguarding the interests of all shareholders, and advancing the development of its ESG governance framework. This ensures that the development of the Company shall achieve a harmonious and sustainable balance between economic, social, and environmental objectives.

ESG管治架構 ESG Governance Structure

四威科技通過設定清晰的ESG目標、制定ESG工作計劃、強化監督監管、開展定期評估、加強信息披露等方式提升ESG治理水平，健全完善更為科學、高效、有序、規範的ESG管治架構，確保ESG戰略的有效實施與持續改進。

SIWI SCI & TECH enhanced its ESG governance capabilities through a multi-faceted approach, including setting clear ESG objectives, formulating actionable ESG action plans, strengthening regulatory compliance, conducting regular assessments, and improving information disclosure practices. The Company further optimized its ESG governance framework to be more scientific, efficient, orderly, and standardized, ensuring the effective implementation and continuous improvement of ESG strategies.

ESG管治架構 ESG Governance Structure





董事會

董事會是公司ESG治理的最高決策機構，負責ESG整體工作的規劃與統籌。

- 統籌有關環境、社會及管治的風險與機遇的識別及管理。
- 審批公司環境、社會及管治的相關目標。

Board of Directors

As the highest decision-making body of the Company in ESG governance, it is responsible for the overall planning and coordination of ESG matters.

- Coordinates the identification and management of risks and opportunities related to ESG.
- Approves the Company's ESG-related objectives.



戰略發展委員會

戰略發展委員會負責研究和制定公司在環境、社會及管治方面的長期戰略規劃，建立健全ESG治理體系和戰略框架，監督並指導公司在環境、社會及管治方面的表現，確保符合相關法律法規要求。

- 審核公司的年度《環境、社會及管治報告》、可持續發展政策文件及其他ESG相關披露信息，並向董事會提出建議以供批准。
- 就風險管理及相關工作的進展落實進行日常監督與匯報。

Strategic Development Committee

Strategic Development Committee is responsible for researching and formulating the long-term strategic plans on environmental, social, and governance, establishing and improving ESG governance system and strategic framework, supervising and guiding the Company's environmental, social and governance performance, and ensuring its compliance with relevant laws and regulations.

- Approves the Company's annual Environmental, Social and Governance Report, sustainability policy documents and other ESG-related disclosures and make recommendations to the Board of Directors for approval.
- Provides routine monitoring and reporting on the implementation progress of risk management and related work.



ESG工作小組

ESG工作小組持續將環境、社會及管治相關風險管理納入公司日常運營，協調對接各部門及業務體系推進相關工作開展。

- 強化各部門的可持續發展共識和戰略協同，促進ESG管理規範和可持續發展文化的貫徹落實。
- 全面協調公司環境、社會及管治方面相關資料的收集、數據的整理，編制公司ESG報告。
- 識別和管理與環境、社會及管治相關的風險，並提出相應的風險緩解措施。

定期向公司管理層及公司董事會戰略發展委員會匯報ESG目標執行情況。

ESG Governance Group

The ESG Governance Group continuously integrates risk management related to environment, society, and governance into the ordinary operations of the Company, and coordinates with all subsidiaries and business systems to promote the implementation of related work.

- Strengthens the consensus and strategic synergy of sustainable development among all departments, and promote the implementation of ESG management standards and sustainable development culture.
- Coordinates the collection of relevant information and preparation of report on environment, society and governance of the Company.
- Identify and manage risks related to environmental, social and governance and propose corresponding risk mitigation measures.
- Regularly reports to the Company's management and the Strategic Development Committee of the Company's Board of Directors on the implementation of ESG targets.



各部門負責人

ESG相關部門有綜合管理、法律法規、利益相關方管理、研發製造、質量安全、環境管理、供應鏈管理、人力資源、財務風險等，協同ESG工作小組推進各項ESG工作的落地。

Heads of Departments

ESG related departments include general management, laws and regulations, stakeholder management, R&D and manufacturing, quality and safety, environmental management, supply chain management, human resources, financial risk, etc., which collaborate to promote the implementation of various ESG tasks with the ESG Governance Group.

ESG管治方針
ESG Governance Policy

SDGs與四威科技的行動

我們的主題	我們的行動	聯合國可持續發展目標
穩健治理	健全ESG管治架構 加強投資者溝通 維護持份者合法權益 依法合規管理 強化風險管控 保護客戶隱私 提高信息披露質量	5 性別平等 10 減少不平等 16 和平、正义与 强大机构 17 促进目标实现的 伙伴关系
綠色發展	健全環境管理體系 開展氣候風險管理 監管污染物排放 使用清潔技術 宣傳綠色辦公 建設綠色工廠 優化包裝材料	6 清洁饮水和 卫生设施 7 经济适用的 清洁能源 12 负责任 消费和生产 13 气候行动
精誠協作	強化產品質量管控 促進創新發展 推動知識產權保護 加強客戶滿意度管理 規範供應商準入程序	9 产业、创新和 基础设施 11 可持续 城市和社区 12 负责任 消费和生产
	平等就業機會 多元化人才招聘 良好的薪酬福利 健全員工激勵機制 員工培訓與發展 職業健康與安全 加強員工溝通 提高社會貢獻力	3 良好 健康与福祉 5 性別平等 6 清洁饮水和 卫生设施 10 减少不平等 11 可持续 城市和社区

SDGs and SIWI SCI & TECH's Actions

Our Theme	Our Actions	UN Sustainable Development Goals
Robust Governance	Improve ESG governance structure Strengthen investor communication Safeguard the lawful rights and interests of stakeholders Management in compliance with the laws and regulations Strengthen risk management and control Protect customer privacy Improve the quality of information disclosure	5 Gender equality 10 Reduce inequality 16 Peace, justice and strong institutions 17 Partnerships to achieve goals
Green development	Improve environmental management system Carry out climate risk management Regulate pollutant emissions Use clean technology Promote green office Build green plant Optimize packaging materials	6 Clean water and sanitation 7 Affordable and clean energy 12 Responsible consumption and production 13 Climate action
Sincere cooperation	Strengthen the control of product quality Promote innovation-driven development Promote Intellectual property protection Strengthen customer satisfaction management Standardize supplier admission procedures	9 Industry, innovation and infrastructure 11 Sustainable cities and communities 12 Responsible consumption and production
	Equal employment opportunity Diversified talent recruitment Good compensation and benefits Improve employee incentive mechanism Staff training and development Occupational health and safety Enhance communication with employees Improve social contribution	3 Good health and well-being 5 Gender equality 6 Clean Water and sanitation 10 Reduce inequality 11 Sustainable cities and communities

重要性評估 Materiality Assessment

我們高度重視利益相關方對能持續發展議題的回饋和建議，通過行業對標、利益相關方調研和專家分析，識別出公司在環境、社會及管治方面的風險和機遇，篩選並確定了對公司和利益相關方具有重要意義或影響的19項重要議題，並在報告中圍繞「穩健治理」「綠色發展」「精誠協作」這三個維度進行披露和回應。

We attach great importance to stakeholders' feedback and suggestions on sustainable development issues. Through industry benchmarking, stakeholders survey and expert analysis, we identified the ESG risks and opportunities of the Company and screened out and determined 19 material issues of great importance or impact to the Company and its stakeholders. These issues are highlighted and responded to in this report from three perspectives, namely "Robust Governance", "Green Development" and "Sincere Cooperation".

2025年形成的重要性議題分析的結果，由ESG工作小組進行審閱和確認。

The analysis results of materiality issues in 2025 have been reviewed and confirmed by the ESG Governance Group.
Materiality issues

社會議題 Social issues	產品管理 Product quality	質量管理體系認證 Quality management system certification
	科技創新 Technological innovation	產品與服務質量管控 Quality control of products and services
	供應鏈責任 Supply chain management	供方管理 Supplier management
	客戶權益 Customers' rights	客戶財產管理及信息保密 Management of customer property and confidentiality of information
	員工發展 Employees' development	職業健康安全管理體系認證 Occupational health and safety management system certification
	員工權益 Employees' rights	制定員工發展計劃 Development of employee development plans
	社區溝通 Community communication	社區服務 Community service
	公益志願服務 Volunteer service	數據安全管理政策 Data security management policy
	數據安全 Data security	

重要性議題 Materiality Issues

議題 Issues	重點關注 Key Focus Areas	應對措施 Response Measures
環境議題 Environmental issues	環境政策 Environmental policy	完善環境治理 Improve environmental governance
	應對氣候變化 Address climate change	建立能源管理體系 Establish an energy management system
	合規排放 Compliant emissions	碳排放監控 Monitor carbon emissions
	能源與資源消耗 Energy and resource consumption	推進綠色運營 Promote green operation

治理議題 Governance issues	合規管理 Compliant operation	合規管理及風險管理 Standardizing Corporate Governance
	商業道德 Business ethics	規範公司治理 Intensify efforts to fight corruption
	內部控制 Internal Control	深入反腐倡廉 perform with integrity
	風險管理 Risk Management	信息披露 Information disclosure
	反腐敗 Anti-corruption	
	投資者關係管理 Investor Relations Management	

持份者參與
Stakeholder Engagement

◎ 四威科技利益相關方溝通

Communication between SIWI SCI & TECH and its Stakeholders

利益相關方 Stakeholders	關注議題 Issues of Concern	溝通與回應 Communication and Response
 政府及監管機構 Government and regulatory bodies	<ul style="list-style-type: none"> 響應國家宏觀政策 Responding to national macroeconomic policies 合規運營及風險防範 Compliance operation and risk prevention 節能運營 Energy-saving operation 環境保護 Environmental protection 符合認證認可規範 Product quality and safety 	<ul style="list-style-type: none"> 落實國家政策 Implementing national policies 遵紀守法，政策執行，事件匯報，接受調研與參訪 Operating with integrity, policy implementation, event reporting, participating in research and visits 有效的能源管理體系運行，獲取雙碳認證，控制碳排放量 Ensuring an effective operation of energy management system, obtain dual carbon certification and control carbon emissions 協助評審，定期監控 Assisting with evaluations, conducting Regular meeting monitoring
 股東及投資者 Shareholders and investors	<ul style="list-style-type: none"> 穩健運營 Steady operation 信息披露 Information disclosure ESG風險管理 ESG risk management 持續改進的體系 Continuously improved system 	<ul style="list-style-type: none"> 完善公司治理 Improve corporate governance 在規定信息披露網站上進行公告發布，提升運營信息透明度 Make announcements on the required information disclosure websites to improve the transparency of operational information 嚴格風險管控，增強公司核心競爭力 Conduct strict risk management and control, enhancing the Company's core competitiveness 有效的管理體系 Regularly convene the meeting of board of directors, supervisory committee, general meeting
 客戶 Customers	<ul style="list-style-type: none"> 產品質量 Product quality 客戶服務 Customer service 研發與創新 R&D and Innovation 知識產權保護 Intellectual Property Protection 	<ul style="list-style-type: none"> 提供持續優質的產品 Provide consistently high-quality products 客戶滿意度調查，開放座談與走訪，以及各類微信公眾號、公司網站等社交媒體進行互動 Conduct customer satisfaction surveys, open discussions and visits, and interact with various social medias such as WeChat public accounts and the Company's website

利益相關方 Stakeholders	關注議題 Issues of Concern	溝通與回應 Communication and Response
 員工 Employees	<ul style="list-style-type: none"> 職業健康與安全 Occupational health and safety 員工僱傭與權益 Employment and rights and interests 員工培訓與發展 Employee training and development 	<ul style="list-style-type: none"> 員工集體協商、權益保障 Collective bargaining with employees, protection of employees' rights and interests 開展各類活動，關注員工發展 Organize various employee activities and care for employee development 改善薪酬激勵 Improve salary incentives
 合作夥伴 Partners	<ul style="list-style-type: none"> 誠信互惠 Integrity and reciprocity 優勢互補 Complementary advantages 促進行業發展 Promotion of industry development 	<ul style="list-style-type: none"> 堅持誠信互利、平等協商原則 Adhere to the principles of integrity, mutual benefit and equal consultation 協同供應商發展，開展行業交流 Collaborate with suppliers to develop and conduct industry exchanges 供應商評估、進行日常合作洽談與業務培訓 Conduct supplier evaluations, and engage daily cooperation negotiations and business training
 高校及科研機構 Universities and research institutions	<ul style="list-style-type: none"> 研發創新 R&D and innovation 	<ul style="list-style-type: none"> 開展校企合作、進行各類學術交流以及連接行業合作等 Develop school-enterprise cooperation, conduct various academic exchanges, and linking industry cooperation, etc.
 社區及公眾 Communities and the public	<ul style="list-style-type: none"> 社區貢獻 Contribution to Communities 關注社會發展 Care for Development of Society 共建和諧社會 Building a Harmonious Society 環境保護 Environmental protection 促進可持續發展 Promote sustainable development 	<ul style="list-style-type: none"> 本地化招聘、採購 Local recruitment and procurement 積極參加公益活動及志願活動 Pro-actively participate in charity and volunteer activities 參與環保事業 Participate in environmental protection 主動披露環境數據 Disclosure of environmental data actively



Governance System

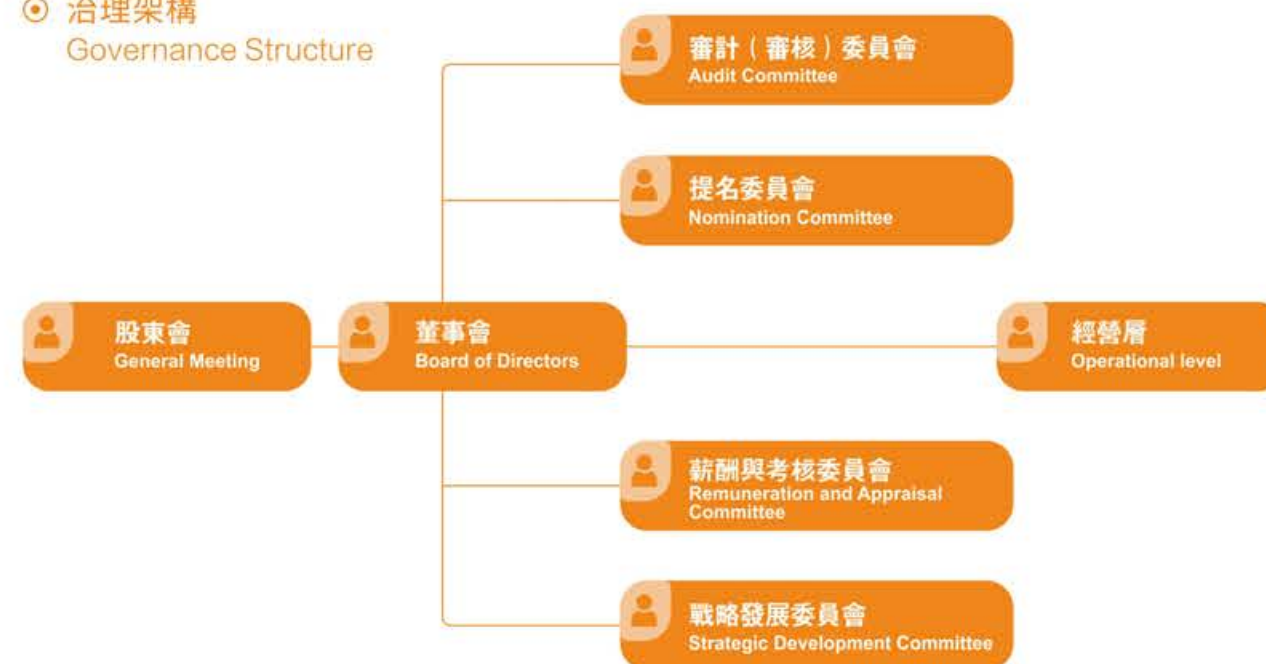
治理體系

企業管治原則 Corporate Governance Principles

四威科技強調優質董事會、有效內部監控、嚴格披露、透明度及問責制，不斷提高公司治理體系和治理能力現代化水平，根據《中華人民共和國公司法》（簡稱《公司法》）《香港聯合交易所有限公司證券上市規則》（簡稱《上市規則》）及國有企業相關管控要求，形成各司其職、各負其責、協調運轉、有效制衡的公司治理機制。

SIWI SCI & TECH emphasizes a board of directors with high quality, effective internal controls, rigorous disclosure practices, transparency, and accountability, continues to improve the modernization level of its corporate governance system and governance capabilities, and has effectively formed a governance structure with clear responsibilities, coordinated operations, and effective balance in accordance with the Company Law of the People's Republic of China (the "Company Law"), the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Listing Rules"), and relevant regulatory requirements for state-owned enterprises.

◎ 治理架構 Governance Structure



三會運作情況

Operation of the Three Committees

四威科技嚴格按照《公司法》《上市規則》和《公司章程》等法律法規及規章制度組織召開董事會、股東會，審議和決定與公司發展密切相關的重大議題，確保公司的有效治理和穩健運營。

SIWI SCI & TECH organizes and convenes board meetings and shareholders' meetings in strict accordance with the Company Law, the Listing Rules, the Articles of Association and other laws and regulations to consider and decide on major issues closely related to the development of the Company, so as to ensure effective governance and sound operation of the Company.

董事會下設審計(審核)委員會、提名委員會、薪酬與考核委員會、戰略發展委員會，為董事會決策提供專業性諮詢和建議，確保董事會決策的科學性、準確性。

The Board has set up the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategic Development Committee, to provide professional consultation and suggestions for the decision-making of the Board, in order to ensure the scientific nature and accuracy of decision-making of the Board.

◎ 董事會專門委員會運作情況

Operation of Special Committees under the Board

戰略發展委員會

Strategic Development Committee

現有五名成員，包括三名獨立非執行董事與一名執行董事及一名非執行董事，負責研究公司中長期發展戰略規劃及其他影響公司發展的重大事項並提出建議。2025年，召開戰略發展委員會6次，討論本公司固定資產投資計劃及處置、股權轉讓、利潤分配方案和彌補虧損方案、發展規劃及年度ESG管理目標等事宜。

There are currently five members in the Strategic Development Committee, including three independent non-executive directors and one executive director and one non-executive director, which is responsible for researching the Company's strategic plans for medium and long-term development and major issues affecting the development of the Company. In 2025, 6 meeting of the Strategic Development Committee were convened to discuss matters such as the Company's annual ESG management objectives and fixed asset investment plans.

薪酬與考核委員會

Remuneration and Appraisal Committee

現有五名成員，包括三名獨立非執行董事及兩名非執行董事，負責制定公司董事及高級管理人員的考核標準並進行考核，負責制定、審查公司董事、經理及其他高級管理人員的薪酬計劃與方案。2025年，召開薪酬與考核委員會2次，審議經營層考核結果並研究公司工資總額策略等。

There are currently five members in the Remuneration and Appraisal Committee, including three independent non-executive directors and two non-executive directors, which is responsible for formulating the appraisal standards for the Company's directors and senior managers and conducting appraisal, and is responsible for formulating and reviewing the remuneration plans and programs for the Company's directors, managers and other senior managers. In 2025, 2 meeting of the Remuneration and Appraisal Committee were convened to review the compensation plan of the management and study the total salary policy of the Company.

提名委員會

Nomination Committee

現有五名成員，包括三名獨立非執行董事及兩名執行董事，負責對公司董事會和經理人員的人選、選擇標準和程序進行研究、審查並提出建議。2025年，召開提名委員會2次，分別討論本公司聘任一名副總經理及更換一名董事及委任其為專門委員會成員事宜。

There are currently five members in the Nomination Committee, including three independent non-executive directors and two executive director and one non-executive director, which is responsible for researching, reviewing and making recommendations on the candidates, selection criteria and procedures for the Company's Board and Managers. In 2025, 2 meeting of the Nomination Committee was convened to discuss the the appointment of a vice general manager and change of director and appointment of him/her as a member of the special committee, respectively.

審核委員會

Audit Committee

現有三名成員，均為獨立非執行董事，負責公司內、外部審核的溝通、監督和核查工作。2025年，召開審核委員會6次，審核公司財務匯報情況、關連交易、風險管理及內部監控等事項。

The Audit Committee currently consists of three independent non-executive directors, which is responsible for the communication, supervision and verification of internal and external audits of the Company. In 2025, 6 meetings were held by the Audit Committee to review the Company's financial reporting, connected transactions, risk management and internal control, etc.

董事會多元化 Board Diversity

四威科技根據《董事會成員多元化政策》，持續完善董事會多元化建設。董事會的構成盡可能呈現多元化特征，包括但不限於性別、年齡、教育背景、專業經驗、技能、知識及服務任期等方面的多元化，旨在為ESG治理帶來更多的新視角、新理念、新思路，進一步提升董事會的整體效能。

SIWI SCI & TECH continues to improve the diversification of the Board in accordance with the Board Diversity Policy. The composition of the Board of directors should be as diverse as possible, including but not limited to the diversity of gender, age, educational background, professional experience, skills, knowledge and service tenure, etc., aiming to bring more new perspectives, new concepts and new ideas to ESG governance, so as to further enhance the overall effectiveness of the Board.

公司每年在企業管治報告內披露董事會組成情況（包括性別、年齡、服務任期等），由提名委員會匯報董事會在多元化層面的組成，並監察相關政策的執行。公司持續保證董事會人員構成的多元化，後續在物色潛在董事人選時將繼續遵循。

The Company discloses the composition of the Board (including gender, age, service tenure, etc.) in the corporate governance report annually, and the Company's nomination committee will report on the board's diversity composition and supervise the implementation of relevant policies. The Company has soundly implemented its policy on board diversity, and will continue to do so in the future when identifying director candidates.

四威科技董事會現有9名成員，其中女性董事2名，占比22.22%。

The Board of the SIWI SCI & TECH consists of nine members, with 2 female directors accounting for 22.22%.

◎ 四威科技董事會成員信息

Information on the Board members of SIWI SCI & TECH

執行董事 Executive Directors	非執行董事 Non-executive Directors	獨立非執行董事 Independent Non-executive Directors
李濤女士（董事長） Ms. Li Tao (Chairman)	李強斌先生 Mr. Li Qiangbin	傅文捷女士 Ms. Fu Wenjie
武曉東先生 Mr. Wu Xiaodong	徐嘉鑫先生 Mr. Xu Jiabin	康義國先生 Mr. Kang Yiguo
	徐寧波先生 Mr. Xu Ningbo	李紹榮先生 Mr. Li Shaorong
	曾理先生（職工董事） Mr. Zeng Li (employee representative director)	



合規管理 Compliance Management

四威科技始終堅持誠信經營、合規守法，健全各類合規管理體系，強化紀檢監督責任，工作成效顯著。

By always adhering to the principles of integrity and compliance, SIWI SCI & TECH establishes a sound compliance management system, through strengthening the supervision responsibility of disciplinary inspection and monitoring, and has achieved significant results.

貫徹落實《主責主業清單》《制度負面清單》《提級管控清單》等上級關於合規監督管理規範，並嚴格監督按照清單執行。

We thoroughly implement the compliance supervision and management norms as prescribed by our higher-ranking department, including the "Main Responsibility and Main Business List" "Regulatory Negative List" and "Escalation Control List" and strictly supervise compliance with these lists.

進一步築牢法治合規制度體系，修訂了《法律事務管理規定》《法律糾紛案件處理程序》《客戶資信黑名單管理程序》。加強法律評審，落實合同評審管理要求，全年合同評審率達100%。強化普法工作，提升公司員工法律意識，開展了公司全級次的關於公司法、合同管理的2次專項培訓，提高法律與業務的契合度，有效減少合同規範性問題。新增《重點領域合規風險識別清單》及《重點業務崗位合規職責與業務流程合規管控清單》；組織全員簽訂《員工合規承諾書》，部門負責人簽訂《合規經營與風險管理責任書》。更新了合規性評價報告並且全面重新識別公司適用法律法規清單；更新了《合規經營應知應會手冊》，督促全體員工樹立誠信合規意識，將合規要求嚴格落實到公司經營。

SIWI SCI & TECH further strengthened its legal compliance system by revising the Law Affair Management Provisions, Procedures for Handling Legal Disputes, and Procedures for Managing Customer Credit Blacklists. Legal reviews were enhanced and contract review requirements were fully implemented, achieving a 100% contract review rate throughout the year. We reinforced legal awareness across the Company by conducting two targeted training sessions on Company Law and contract management for all staff levels, improving the alignment between legal requirements and business practices and effectively reducing contractual compliance issues. New compliance tools were introduced, including the Key Areas Compliance Risk Identification List and the Compliance Responsibilities and Business Process Control Checklist for Key Positions. All employees signed the Employee Compliance Commitment Letter, and department heads signed the Compliance Operation and Risk Management Responsibility Statement. We updated the compliance evaluation report and fully re-identified the Company's applicable laws and regulations. The Handbook of Things You Should Know and Do for Compliance Operations was also updated to promote a culture of integrity and compliance, ensuring that compliance requirements are rigorously implemented in the Company's operations.

截至2025年末，公司在運行規章制度259項，其中新增20項，修改89項規章制度，作廢原有規章制度3項。

As of the end of 2025, the Company had 259 operating rules and regulations, including 20 newly-established rules and regulations, 89 revised rules and regulations, and abolished 3 original rules and regulations.

內部控制 Internal Control

公司合規與風險管理委員會持續完善內部控制管理機制和業務流程體系，充分構建了公司的制度體系框架，完善各類業務領域基本制度和配套制度，增強制度的剛性約束，建立健全運行有效、務實管用的制度體系，以適應公司當前經營發展狀況，保障公司經營活動有序開展。報告期內重新編撰了《成都四威科技股份有限公司內部控制管理手冊》，針對23項重點管控方面，重新編寫流程23項。截至報告期末，上年度內控自評價所涉及的9項一般缺陷，已全部完成整改。

The Company's compliance and risk management committee continuously improved its internal control management mechanism and business process system by fully constructing the Company's institutional framework, and refining the basic and supporting systems in various business areas, aiming to establish a sound, effective and practical system to adapt to the current business development of the Company and ensure the orderly operation of business activities. During the Reporting Period, We revised the SIWI SCI & TECH Internal Control Management Manual, rewriting 23 key process workflows corresponding to 23 critical control areas. As of the end of the Reporting Period, all the 9 general defects identified during the internal control self-assessment in 2025 have been rectified.



公司風險管理體系組織管理機構圖
Organizational Chart of the Company's Risk Management System

風險管理 Risk Management

四威科技設有評估、應對、監控、預警、處置風險的系統及程序，包括戰略、市場、財務、法律、運營以及可能影響本公司發展各類風險。制定了風險分類監測指標體系，針對重點管控風險進行月度、季度監測，及時對風險項目予以預警與跟蹤，並制定應對措施以及風險事件報告機制。

SIWI SCI & TECH has established a system and procedures for assessing, addressing, monitoring, warning, and controlling risks, including strategic, market, legal, operational, and various risks that may affect the development of the Company. A risk classification monitoring indicator system is in place, with monthly, quarterly monitoring of key management and control risks, timely alerting and tracking of risk items, and the development of countermeasures and risk event reporting mechanisms were formulated.



- 修訂《風險管理制度》等制度，及時完善風險管理流程。

The Company formulated various regulations such as the Risk Management Regulations to timely improve the risk management process.

- 落實重點管控風險月度、季度監測和風險分類監測指標體系，對識別風險進行跟蹤預警並制定應對措施。開展全級次風險排查跟蹤，識別10項年度企業重點管控風險並制訂管控措施。報告期內無重大風險事件發生。

The Company implemented monthly and quarterly monitoring of key control risks and the risk classification monitoring indicator system, tracked and warned of identified risks and formulated response measures. The Company conducted a full-level risk investigation and tracking, identified ten 10 enterprise management risks, and formulated management measures. No major risk events occurred during the Reporting Period.

- 2025年，四威科技緊密圍繞落實2025年度安全保密工作要點和三年整肅治理行動開展部署工作，層層壓實保密管理責任；制修訂保密制度7項，不斷完善制度體系；開展常態化監督檢查，嚴格考核和責任追究，持續改善和提升保密管理綜合能力；開展4次公司級保密培訓，2次保密宣傳教育活動。公司全年未發生失泄密事件及保密維度防火牆較重及以上事件，保密體系安全有效運行。

In 2025, SIWI SCI & TECH closely aligned its efforts with the implementation of the 2025 annual security and confidentiality work priorities, as well as the three-year governance rectification initiative, and strengthened the responsibility of confidentiality management at all levels. The Company formulated and revised 7 items for confidentiality system and continuously improved the system. The Company carried out regular supervision and inspection, strict assessment and accountability, continuously improved and enhanced our overall confidentiality management capabilities, and conducted 4 company-wide confidentiality training sessions and 2 confidentiality publicity and education activities. Throughout the year, the Company did not experience any information leakage incidents or firewall-level confidentiality breaches, demonstrating that the confidentiality management system operated securely and effectively.



保密培訓 Confidentiality Training

- 報告期間持續強化關連交易管控，編制和發布了四期關連交易簡報，對關連人士名錄進行兩次更新，所有持續關連交易均按照上市規則規定完成公告等合規事項。

During the Reporting Period, we continuously strengthened the management of related-party transactions, preparing and issuing four related-party transaction briefings and updating the register of related parties twice. All ongoing related-party transactions were disclosed and handled in full compliance with the Listing Rules.

反貪腐 Anti-Corruption

公司遵守國內外及各地區的法律法規，堅決禁止賄賂、勒索、欺詐、及洗黑錢等行為，禁止挪用、盜竊、藏匿、濫用公司財產或篡改記錄及其他不法行為。同時充分做好採購、銷售等經營活動中的廉潔工作，按照公平、公正、公開的原則，保護合作各方的合法權益。報告期內，公司未有貪腐的相關訴訟案件。

The Company will strictly comply with domestic and foreign laws and regulations, and absolutely prohibits behaviors such as bribery, extortion, fraud, money laundering. It prohibits misappropriation, theft, concealment, abuse of company property or tampering with records, and other illegal activities. Meanwhile, the Company fully implements clean governance in business activities such as procurement and sales, protects the legitimate rights and interests of all parties in accordance with the principles of fairness, justice, and openness. During the Reporting Period, there were no litigation cases relating to corruption of the Company.

2025年，四威科技聚焦主責主業，深入開展監督執紀問責工作，一體推進「三不腐」體制機制建設，打造了廉潔守法合規的良好政治生態。

In 2025, focusing on its main responsibilities and main businesses, SIWI SCI & TECH deepened the supervision and accountability work and comprehensively promoted the construction of the "Three No Corruptions" institutional mechanism, thus creating a good political environment of clean governance, law-abiding and compliance.

● 開展反腐倡廉宣傳，通過節前提醒的方式倡導公司員工文明廉潔過節，並在元旦春節、五一端午、中秋國慶節日前發布提醒。

Carry out publicity on combating corruption and upholding integrity. Remind employees before festivals to advocate civilized and honest festivals, and issue reminders prior to New Year's Day, Spring Festival, May Day, Dragon Boat Festival, Mid-Autumn Festival and National Day.

● 推進黨紀學習教育走深走實，組織公司中層及以上幹部前往李劫人故居紀念館開展「舊院清風揚正氣 機筆素心寫廉聲」廉潔教育活動；紮實推進深入貫徹中央八項規定精神學習教育，開展《學習中央八項規定精神 築牢廉潔自律防線》專題黨課；為強化黨員幹部廉潔自律意識，築牢拒腐防變的思想防線，開展「循規定之矩、踐節儉之風、夯清廉之基」專題黨課。

The Company have promoted the in-depth and practical study and education of party discipline, organized middle-level and above cadres of the Company to visit Li Jieren House Museum to carry out the integrity education activity under the theme "Promoting upright values through the clean ethos of historic courtyards and expressing integrity with a pure and honest heart." It has also steadily advanced the study and thorough implementation of the spirit of the Central Committee's Eight-Point Regulation, and conducted a special Party lecture titled "Studying the Spirit of the Central Committee's Eight-Point Regulation and Strengthening the Defense Line of Integrity and Self-Discipline." In addition, to strengthen the awareness of integrity and self-discipline among Party members and cadres and to reinforce the ideological defense against corruption and moral degradation, the Company organized another special Party lecture titled "Following Rules and Discipline, Practicing Frugality, and Consolidating the Foundation of Clean Governance."



黨紀學習教育
Education on party discipline



警示教育活動
The Disciplinary System of The Company

● 通過OA門戶、宣傳欄等平臺，公開公司黨委學習教育查擺問題清單及集中整治臺賬，主動接受監督。印發《四威科技貫徹落實中央八項規定精神正、負面清單》，鼓勵公司職工群眾對發現的違反中央八項規定精神的行為進行監督舉報。

Through platforms such as the OA portal and notice boards, the Company disclosed the list of issues identified by the Party Committee during study and education activities, as well as the corresponding rectification ledger, and has proactively accepted public supervision. It has also issued the "Positive and Negative List for Implementing the Spirit of the Central Committee's Eight-Point Regulation of SIWI SCI & TECH", encouraging employees to supervise and report any violations of the Central Committee's Eight-Point Regulation identified in the workplace.

公司懲戒體系制度

The Disciplinary System of The Company



Investor Relations Management

投資者關係管理

投資者溝通
Communication with Investors

四威科技致力於與投資者建立長期、穩定、互信的關係，通過全面、有效的溝通，持續與投資者保持交流，增進投資者對公司的了解和信任，促進投資者關係和諧，為公司的發展和股東價值的最大化提供有力支持。

SIWI SCI & TECH is committed to establishing long-term, stable and mutually trusting relationships with investors. Through comprehensive and effective communication, it continues to maintain communication with investors, enhance investors' understanding and trust of the Company, promote harmonious investor relations, and provides strong support for the development of the Company and maximization of shareholder value.

公司定期發布年度報告及中期報告、披露各類重大交易公告，同時積極配合和回應中國證監會、香港聯交所提出的各項詢問和要求，聽取香港中央結算公司、股東及基金經理的意見和諮詢。近年來，針對投資者廣泛關注的應對氣候變化議題，公司及時披露就應對氣候變化相關風險作出的行動與取得的結果。

The Company regularly publishes annual reports and interim reports, discloses various major transaction announcements. We also actively respond to routine inquiries from the CSRC and the Hong Kong Stock Exchange, and listen to the opinions and advice of the Hong Kong Securities Clearing Company Limited, shareholders, and fund managers. In recent years, in response to the widely concerned issue of climate change, the Company has also disclosed its actions and results for addressing climate-related risks.

本年度，為提升投資者回報能力及水平，本公司按照有關法律法規實施公積金彌補虧損方案，使本公司達到相關法律法規及公司章程規定的利潤分配條件，切實履行股東回報計劃。

During the Year, to enhance our ability to deliver returns to investors, the Company implemented a capital reserve utilisation plan in accordance with applicable laws and regulations. This enabled the Company to meet the profit distribution requirements under relevant laws, regulations, and the Company's Articles of Association, effectively fulfilling its shareholder return commitments.

為完善投資者關係管理，提升治理水平與市場價值，2025年9月，公司參加中國電科產融大會暨投資者交流活動，與投資者、券商、行業分析師等「面對面」溝通，分享公司戰略規劃及業務發展情況，進一步強化與資本市場高效對接。

To enhance investor relations management and improve corporate governance and market value, in September 2025, the Company participated in the China Electronics Technology Industry-Finance Conference and Investor Exchange Event, engaging in face-to-face communication with investors, securities firms, and industry analysts. During the event, the Company shared its strategic plans and business development, further strengthening efficient engagement with the capital markets.



我們通過公告、新聞稿及公司網站 (<http://www.cdc.com.cn>)，及時準確地發布關於公司的重大業務發展情況，進一步增加公司運營的透明度，保障股東的合法權益。

We provide timely and accurate information about the Company's significant business developments through announcements, press releases, and the Company's website (<http://www.cdc.com.cn>), enhancing the Company's transparency and protecting the legitimate rights and interests of our Shareholders.

信息披露
Information Disclosure

公司嚴格按照《證券法》《上市規則》等法律法規及規範性文件要求，履行信息披露義務，確保信息披露的真實、準確、完整、及時。公司嚴格落實各項制度，規範重大信息的上報、傳遞和保密程序，未出現內幕信息披露情況，切實維護了廣大投資者的合法權益。

The Company fulfills its obligations of information disclosure by strictly adhering to the requirements of laws, regulations, and normative documents such as the Securities Law and Listing Rules, so as to ensure that the information disclosed is true, accurate, complete, and timely. The Company strictly implements various systems to standardize the reporting, transmission and confidentiality procedures of major information, and no insider information leakage has occurred, effectively safeguarding the legitimate rights and interests of investors.

投資者溝通及信息披露情況

Investor communication and information disclosure

指標 Indicator	單位 Unit	2021年	2022年	2023年	2024年	2025年
發布臨時公告和定期報告的數量 Number of interim announcements and regular reports released	次 Time	45	64	46	53	57
接待投資者來往和交流的次數 Number of investor visits and exchanges received	次 Time	6	4	4	4	6

Party Building Leads Development
黨建引領

公司黨委以習近平新時代中國特色社會主義思想為指導，深入學習貫徹黨的二十大及二十屆歷次全會精神，聚焦鞏固政治優勢、強化基層根基、深化融合賦能等重點任務，以更高站位、更嚴標準、更實舉措推動全面從嚴治黨向縱深發展，持續把黨的政治優勢和組織優勢轉化為公司高質量發展的核心競爭力。

Guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the Party Committee of the Company thoroughly studied and implemented the spirit of the 20th National Congress of the Communist Party of China and all plenary sessions of the 20th Central Committee. Focusing on consolidating political strengths, strengthening the grassroots foundation, and deepening integration and empowerment, the Committee promoted comprehensive and strict Party governance with higher standards, stricter requirements, and more practical measures, continuously converting the Party's political and organizational advantages into core competitiveness for the Company's high-quality development.

深化理論學習

Strengthen political theory learning

公司黨委堅持以習近平新時代中國特色社會主義思想為指導，採取個人自主學、交流研討學、聯系實際學等方式，及時學習習近平總書記最新重要講話和重要指示批示精神，不斷增強擁護「兩個確立」、做到「兩個維護」的政治自覺。

The Party Committee of the Company has resolutely adhered to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era. Adopting approaches such as self-directed learning, discussion-based learning and learning through practical application, it promptly studied General Secretary Xi Jinping's latest important speeches and directives, continuously strengthening the political resolve to uphold the "Two Establishments" and ensure the "Two Upholds".

落實全面從嚴治黨

Thorough Implementation of Comprehensive Strict Governance over the Party

2025年召開黨委會44次，研究重點事項135項，前置討論制度建設、經營目標等重點事項33項，切實將黨的領導深度融入公司治理各環節，發布《履行全面從嚴治黨責任「一紙禪」》。領導班子成員圍繞年度重點難點工作，以講黨課、開展座談會等形式深入基層調研20余次，切實推動調研工作取得實效。



基層調研 Grassroots Research Engagements

The Company has convened 44 Party committee meetings in 2025 to deliberate on 135 key agenda items, including 33 preliminary deliberations on institutional reforms and operational objectives, deeply integrating Party leadership into all aspects of corporate governance and issuing The One-Page Accountability Framework for Comprehensive Party Governance. The leadership team of the Company focused on annual key challenges, conducting over 20 grassroots research engagements through Party-themed lectures, and symposiums, effectively translating insights into actionable outcomes.

深入貫徹中央八項規定精神學習教育

In-depth Study and Implementation of the Spirit of the Central Committee's Eight-Point Regulation

公司黨委、各黨支部深入學習習近平總書記關於加強黨的作風建設的重要論述，學習中央八項規定及其實施細則精神等必學內容，以中心組學習、三會一課、主題黨日等方式開展學習研討。黨委書記、黨委委員、黨支部（副）書記針對性開展落實中央八項規定精神的學習講授專題黨課8次，通過對實際案例的解剖分析，不斷增強黨員幹部落實中央八項規定精神的政治自覺、思想自覺、行動自覺。

The Company's Party Committee and all Party branches have thoroughly studied Xi Jinping's important discourses on strengthening Party conduct, as well as the Central Committee's Eight-Point Regulation and its detailed implementation rules, as required learning content. Study sessions and discussions were conducted through various formats, including central group study sessions, "Three Meetings and One Lecture," and themed Party Day activities. The Party Committee Secretary, members of the Party Committee, and (Deputy) Secretaries of Party branches delivered a total of 8 targeted special Party lectures on implementing the spirit of the Central Eight-Point Regulation. Through in-depth analysis of practical cases, these efforts have continuously strengthened Party members' and cadres' political, ideological, and practical commitment to implementing the Central Committee's Eight-Point Regulation.

「提質量、降成本、練內功」2.0專項行動

"Improve Quality, Reduce Costs, and Strength Internal Capabilities" 2.0 Special Action

公司黨委設立領導小組與專項工作組，領導小組聚焦主責主業，全面負責本年度專項行動；專項工作組採取組長負責制，負責指導和開展具體工作。

The Company's Party Committee has established a leadership group and a special task force. The leadership group focuses on the Company's core responsibilities and is fully accountable for the annual special initiatives, while the special task force operates under a group-leader responsibility system, guiding and carrying out specific tasks.

「決勝攻堅『十四五』」專項行動

"Decisive Victory in 14th Five-Year Plan" Special Action

全面對標2025年度集團黨組、所黨委各項任務清單，編制《2025年黨建工作重點任務清單》，明確年度重點任務目標，統一全員思想行動。2025年，實現公司本部及控股公司全面盈利，利潤總額415萬元，為公司「十五五」起勢突破、接續奮鬥積蓄動能。

Fully aligning with the 2025 annual task lists of the Group Party Committee and the Institute Party Committee, the Company has prepared the "2025 Key Tasks for Party Building," clearly defining the objectives for the year and unifying the thinking and actions of all employees. In 2025, the Company's headquarters and its subsidiaries achieved full profitability, with total profits reaching RMB 4.15 million, laying a solid foundation and momentum for breakthroughs and continued efforts during the "15th Five-Year Plan" period.



Environmental Management
環境管理

四威科技嚴格遵守《中華人民共和國環境保護法》《中華人民共和國節約能源法》等有關環境保護的法律法規，積極採取措施應對全球氣候變化帶來的影響。

In strict compliance with the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and other laws and regulations on environmental protection, SIWI SCI & TECH actively responds to the impact of global climate change.

公司統籌推進綠色管理、綠色創新與綠色運營等各項綠色發展工作。通過減少能源消耗、高效利用資源、推行綠色低碳的生活方式、負責任管理廢棄物與控制溫室氣體排放等手段，全面減少我們對環境的影響。

The Company has been comprehensively coordinating and promoting various green development works, such as green management, green innovation, and green operation. By increasing investment in environmental protection, reducing energy consumption, utilizing resources efficiently, promoting and implementing a green and low-carbon lifestyle, as well as strengthening waste management and controlling greenhouse gas emissions, the Company will comprehensively reduce its impact on the environment.

公司按照四川省生態環境廳計劃實施強制清潔生產審核工作，制定了清潔生產方案(2023-2025年)，實施「低廢無廢」措施提高危險廢棄物的合規處置率。2025年，四威科技、中住公司環保信用評價等級保持「信用誠信」單位。中住公司重污染天氣重點行業企業績效評價B級。

In accordance with the plan of the Department of Ecology and Environment of Sichuan Province for mandatory clean production audits, the Company has developed a Clean Production Plan (2023-2025) and implemented "low-waste, zero-waste" measures to improve the compliant disposal rate of hazardous waste. In 2025, SIWI SCI & TECH and SEI maintained their environmental credit ratings as "Creditworthy and Trustworthy" units. SEI also received a Class B performance rating in the evaluation of key industries during heavily polluted weather.

2025年環境績效

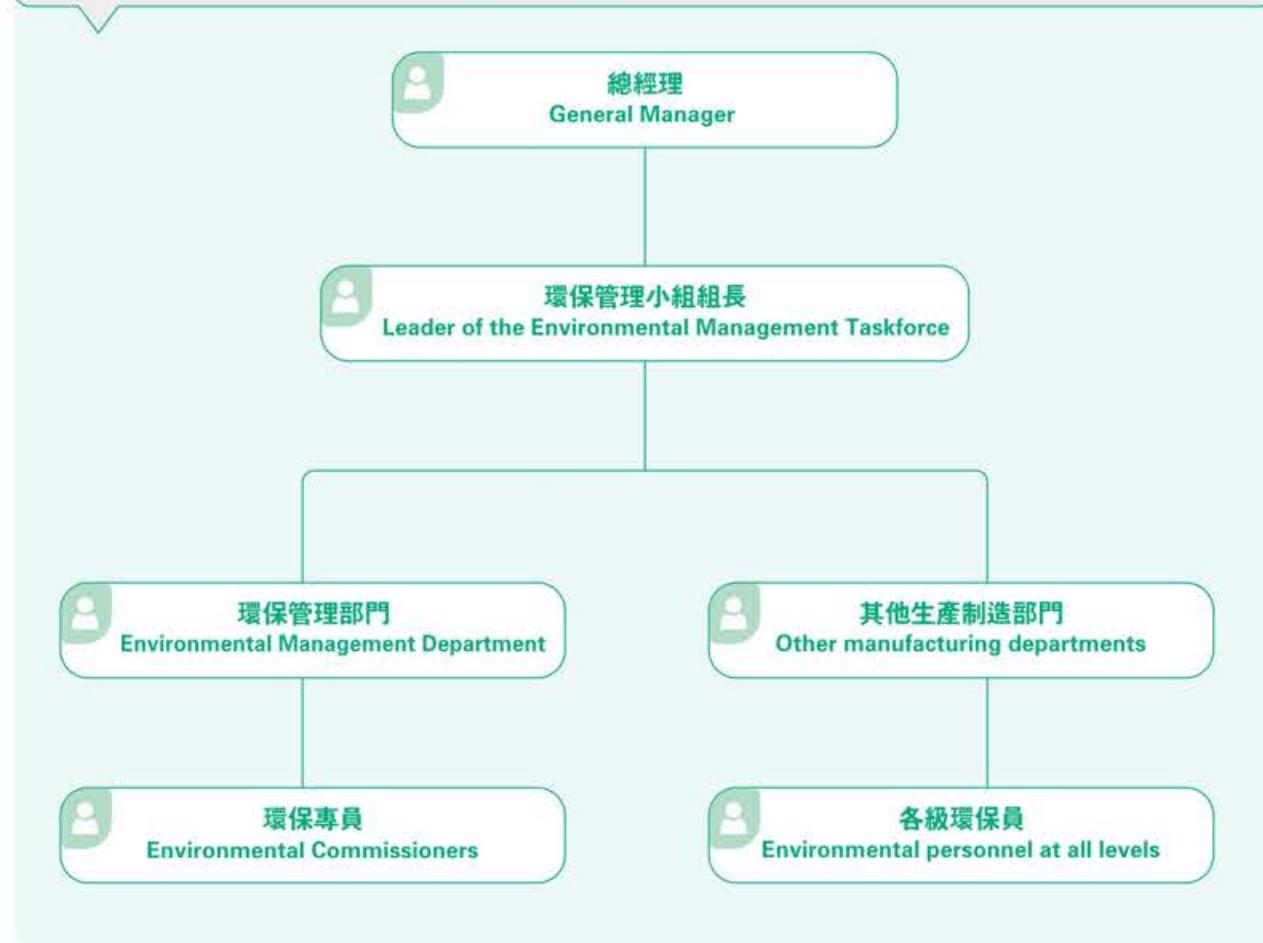
Environmental performance in 2025

- 能源消費量(萬噸標準煤)小於: **0.34**
- 萬元營業收入能耗(現價)(噸標準煤/萬元)小於: **0.14**
- 萬元增加值能耗(現價)(噸標準煤/萬元)小於: **0.73**
- 煙塵排放量(噸)小於: **0.005**
- 化學需氧量排放量(噸)小於: **1.1**
- 氨氮排放量(噸)小於: **0.05**
- 揮發性有機物排放量(噸)小於: **0.45**
- 廢水排量(噸)小於: **9.91**
- Energy consumption (10,000 tonnes of standard coal) is less than: **0.34**
- Energy consumption per RMB10,000 operating income (prevailing price) (tonne standard coal/RMB'0,000) is less than: **0.14**
- Energy consumption per RMB10,000 value added (prevailing price) (tonne standard coal/RMB'0,000) is less than: **0.73**
- Smoke and dust emissions (tonne) are less than: **0.005**
- Chemical oxygen demand (COD) emissions (tonne) are less than: **1.1**
- Nitrogen oxide (NOx) emissions (tonne) are less than: **0.05**
- Volatile organic compounds (VOC) emissions (tonne) are less than: **0.45**
- Wastewater discharge (tonne) is less than: **9.91**



環境管理架構

Environmental Management Organizational Structure



環境管理體系

Environmental Management System

我們持續協調和推進環境管理認證計劃，旨在實現各生產部門的環境管理體系目標。截至報告期末，四威科技和中住公司均再次通過了環境管理體系認證。

We continue to coordinate and promote environmental management certification programs, with an aim to achieve goals of each production department for environmental management system. As of the end of the reporting period, SIWI SCI & TECH and SEI have once again passed the environmental management system certification.



環境管理體系認證證書 Environmental Management System Certification

環境管理舉措

Environmental Management Initiatives

為了鞏固環境管理能力，我們繼續以綠色低碳為目標，全面、系統地推進節能降碳工作，不斷提高公司綠色化水平。

In order to strengthen our environmental management capabilities, the Company continued to pursue green and low-carbon goals, comprehensively and systematically promoted energy conservation and carbon reduction, and continuously improved the green level of the Company.

◎ 四威科技環保管理措施

Environmental management measures of SIWI SCI & TECH:

環保設施管理 Management of environmental facilities



新增環保設施，通過強化設施的日常檢查維護，充分保證環保設施的正常運行，以發揮出其最大的效能，保證公司達標排放。

By adding environmental facilities, we ensure the normal operation of environmental protection facilities by strengthening the daily maintenance of these facilities to maximize their effectiveness and ensure the Company's compliance with emissions standards.

環保巡查管理 Management of environmental protection inspection



我們利用環保巡查作為環境保護的重要抓手，通過各類監督檢查工作，督促隱患整改閉環，貫徹落實各項環保制度。

The Company leveraged the environmental protection inspection as an important method for environmental protection. Through various forms of supervision, we implemented corrective actions to ensure the implementation of various environmental protection systems.

環境應急管理 Management of environmental emergencies



組織開展突發環境汙染事故應急演練，有效提升妥善處置突發環境事件的能力，最大限度地減少對生態環境的影響。

We organize and conduct emergency drills for sudden environmental pollution accidents, effectively prevent and properly handle environmental emergencies through emergency management measures to minimize the impact on the ecological environment.



我們積極推進生產設備的改造工程，不斷探索節能創新和綠色升級的方法，以提升能源的綜合利用效率。在設備採購環節增加「節能」，確保所選設備符合節能標準，從而全面落實節能責任。同時，我們還設定了明確的節能指標要求，以確保節能目標的順利實現。

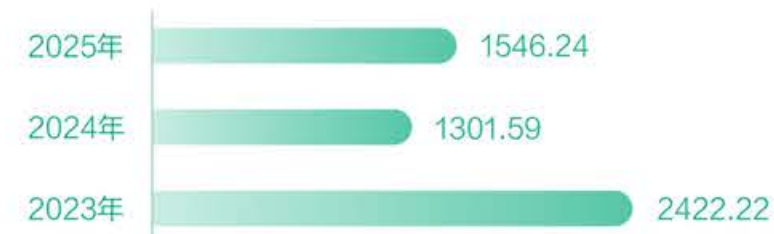
We actively promoted the transformation project of production equipment, continuously explored the methods of energy-saving innovation and green upgrading, and improved the total energy utilization efficiency. In the equipment procurement process, we enhanced "energy saving" to ensure that the selected equipment meets energy-saving standards, so as to fully implemented energy-saving responsibilities. Meanwhile, we have also set clear energy-saving index requirements to ensure the smooth realization of energy-saving goals.

● 我們新貫標了ISO50001:2018標準，並獲取了能源管理體系認證證書，將公司產業納入能源管理體系覆蓋範圍，從產品設計、生產到能源採購、接收、加工轉換、輸配、使用、余熱余能回收利用等過程均進行有效管控。

The Company newly implemented the ISO 50001:2018 standard and obtained certification for its energy management system. The system now covers the Company's entire industrial operations, with effective management applied throughout the entire energy lifecycle—from product design and production to energy procurement, receipt, conversion, transmission, distribution, usage, and the recovery and utilization of waste heat and residual energy.

◎ 近三年用電總量（萬千瓦時）

Total electricity consumption in the past three years (10,000 kWh)



◎ 近三年燃氣用量（萬立方米）

Gas consumption in the past three years (10,000 m³)

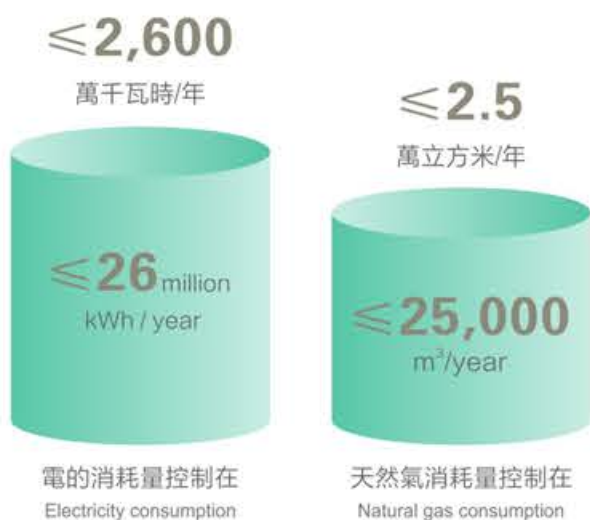


能源消耗

Energy Consumption

◎ 2025年能源消耗目標

Our energy consumption targets for 2025



◎ 2025年能源消耗情況

Energy Consumption in 2025

2025年，四威科技園區包括租賃企業產生的電力消耗量為1546.24萬千瓦時，天然氣的消耗量為2.50萬立方米，所有能源消耗均控制在年初制定的目標範圍內。

In 2025, the total energy consumption generated by the park of SIWI SCI & TECH (including leasing companies), was 15,462,240 kWh, of which natural gas consumption was 25,000 m³. All energy consumption was controlled within the targets set at the beginning of the year.

節能舉措

Energy Conservation Measures

設備管理 Equipment Management

加強配電站的電容櫃每日巡檢，10月，通過全園區高壓配電系統預防性試驗，檢查出存在問題電容和其它配件並及時進行了維修更換和電容櫃改造、與中住公司達成高壓設備監管協議，保證電路系統的正常運行，提高供電系統的功率因數，減少變壓器電力內耗和輸電線路的損耗；生產轉運車逐步以電代油進行驅動，有效降低碳排放，且經濟運行成本較低。

The Company has intensified daily inspections of capacitor banks in substations. In October, a preventative test of the entire park's high-voltage power distribution system revealed problematic capacitors and other components, and timely capacitor repairs, replacements and upgrades were made. A supervisory agreement was signed with SEI Optical for high-voltage equipment management, ensuring stable operation of electrical systems, improving power supply efficiency by optimizing power factor, and reducing transformer internal losses as well as transmission line wastage. Concurrently, production transport vehicles are gradually transitioning from oil-powered to electric-driven systems, effectively lowering carbon emissions while achieving cost-efficient operational sustainability.

園區管理 Park Management

根據季節變化和光照，及時調整路燈啟停時鐘控制器，夏季減少路燈開啟時間，通過對園區路燈夜間啟停時間進行科學且彈性調整，持續在照明方面，車間照明及路燈、辦公照明普及最新LED節能燈具、淘汰老式燈具，避免電能的浪費。2025年夏季高溫電力緊張期間，積極響應高新西區發改局的彈性負荷管理，在每日用電高峰時主動降負保證電網正常供電，號召園區各單位持續數日調高空調溫度至28度，節約用電1.2萬千瓦時；通過專業技術探漏，探出園區主水管漏點五處並及時維修，相比2024年自來水用量減少6.96萬噸。

Based on seasonal changes and daylight conditions, the Company timely adjusted the streetlight timer controllers to reduce operation time in summer, achieving scientific and flexible adjustments to the nighttime on/off schedules of park streetlights. The Company continuously upgraded lighting systems by popularizing the latest LED energy-saving fixtures in workshops, streetlights, and office lighting while phasing out outdated fixtures to prevent energy waste. During the peak electricity demand period in 2025 summer, the Company actively responded to the flexible load management requirements of High-New West District Development and Reform Bureau. By proactively reducing loads during daily peak hours, the Company ensured normal grid power supply, with all units in the park to raise their air conditioning temperatures to 28 degrees Celsius for several days, saving 12,000 kWh of electricity. Through professional leak detection, five leaks in the main water pipe of the park were found and repaired in a timely manner, resulting in a reduction of 69,600 tons of tap water consumption compared to 2024.

生產管理 Production Management

採取倒班生產，減少升溫次數和能源消耗；縮減起車次數，降低機頭廢料量；通過工藝標準範圍內節約原材料，降低設備運行時長，以提高生產效率；用電高峰期，採取錯峰用電措施；車間耗能設備單獨裝表計量考核用電量，實時監測。

The Company implemented shift rotation production to reduce heating cycles and energy consumption; minimized equipment startups to decrease machine head scrap generation. The Company optimized material usage within process specifications while reducing equipment operation duration to enhance production efficiency. During peak electricity demand periods, the Company executed peak-shaving electricity consumption measures. The Company installed dedicated sub-metering systems for energy-intensive workshop equipment with real-time monitoring of power usage.



四威科技一直致力於優化對自然資源的管理與利用，堅持節約優先、保護優先的原則，加強自然生態環境的保護。

SIWI SCI & TECH has always been committed to optimizing the management and utilization of natural resources and strengthening the protection of the natural ecological environment by adhering to the principle of resource conservation and protection as priority.

我們嚴格遵守《中華人民共和國水法》《中華人民共和國水污染防治法》的相關要求，加強日常節水管理，採取多種措施提高水資源利用。報告期內生產經營和日常辦公所使用的主要水源均為市政統一供水，無水污染風險。公司在經營和發展過程中，採取多種措施降低水資源浪費。

We strictly adhere to the relevant requirements of the Water Law of the People's Republic of China and the Water Pollution Prevention and Control Law of the People's Republic of China, strengthen daily water-saving management, and take various measures to improve water resource utilization. During the Reporting Period, the main water sources used in production and daily office are all supplied by the municipal government without any water pollution risks. The Company has taken various measures to reduce water waste during its business operation and development.

水資源使用 Water Resource Usage

- 提高用水效率
Improve water use efficiency

在市節水辦指導下，按需申報年度用水計劃和季度增水，並嚴格管控用水指標；通過變頻控制、循環水泵改造維修、加裝循環水池電子水位計等，嚴格控制補水量等舉措，減少水資源泄漏，提升循環水利用率及相關設施維護保養，進一步降低水資源浪費。

Under the guidance of the Municipal Water Conservation Office, the Company submitted annual water usage plans and quarterly water increment applications as required while strictly controlling water usage quotas. Through measures including frequency conversion control, retrofitting and maintenance of circulating water pumps, installation of electronic water level gauges in circulating water tanks, strict regulation of water replenishment volume, the Company reduced water leakage, improved the utilization rates of circulating water, and enhanced maintenance of related facilities, so as to further minimize water resource waste.

- 加強值班巡視
Strengthen duty inspection

通過對園區自來水管道的巡視及抄表數據，對各單位用水量進行分析，發現數據異常後充分與各單位溝通以及現場檢查，檢查出地下循環水管道漏水，最終及時搶修避免水資源浪費；對部分室外水池水龍頭更換為帶匙水嘴，減少「跑冒滴漏」現象。

Through regular inspection of the park's water supply pipelines and analysis of meter reading data for each unit, the Company detected abnormal water consumption patterns. After thorough communication with relevant units and on-site verification, the Company identified leakage in underground circulating water pipelines and promptly conducted emergency repairs to prevent water resource waste. Additionally, the Company replaced outdoor pool faucets with key-operated models to minimize leakage and wastage phenomena.

2025年，我們實際總用水量為11.7萬噸(含園區企業)，其中循環水補水總量為1.5萬噸。用水量大幅降低原因為數次組織專業探漏並及時檢修漏點。

In 2025, the total actual water consumption of the Company reached 117,000 metric tons (including park enterprises), with 15,000 metric tons allocated as makeup water for circulating systems. The significant decrease in water consumption was due to several professional leak detection and timely repair of the leaks.



包裝材料使用

Packaging materials used

公司通過優化生產材料，改進生產方式，不斷提高包裝材料使用效率；並且對包裝材料進行循環使用與回收等方式，減少包裝材料浪費。

The Company reduced packaging material waste by optimizing production materials and improving manufacturing processes to continuously enhance packaging material utilization efficiency, and implemented circular reuse and recycling of packaging materials.

◎ 使用的包裝材料 Packaging materials used

<p>盤具 Packaging Trays</p>	<p>主要購買可降解和環保的包裝材料，致力於在修復後可以循環使用。通過加強對盤具的重復利用、購買成套組裝產品，最大限度減少包裝和運輸中對環境的影響。</p> <p>the Company primarily purchased biodegradable and eco-friendly packaging materials, committed to enabling recycling after use. By enhancing tray reuse and adopting pre-assembled product sets, the Company minimized environmental impacts in packaging and transportation.</p>
<p>其他材料 Other Materials</p>	<p>包括木條、托盤和泡沫等，由公司和客戶共同管理回收，有利於降低成本，並減少對環境的影響。</p> <p>Including wooden strips, pallets, and foam, among others. The recycling of these materials was jointly managed by the Company and clients, which contributed to cost reduction and minimized environmental impact.</p>

中住公司 SEI	單位 Unit	2023年	2024年	2025年
制成品所用包裝材料的總量 Total amount of packaging materials used for finished products (tonnes)	噸 Tonne	156.34	171.00	187.65
每生產單位包裝材料使用量 Amount of packaging materials used per production unit	噸/萬芯公裏光纖 tonnes/million core kilometers of fiber	0.24	0.25	0.26



四威科技持續深入打好污染防治攻堅戰，緊抓環保措施落實，嚴控排放合規，以高標準推動公司綠色發展，助力生態環境質量。

SIWI SCI & TECH continued to further promote the pollution prevention and control by effectively implementing environmental protection measures and strictly controlling emission compliance so as to drive green development with high standards and improve the quality of the ecological environment.

我們依據環保設施運行管理制度，建立環保設施臺賬，設置標識合規，針對廢水、廢氣實施監測，採取必要減排措施。

According to the environmental facility operation management system, the Company established environmental facility ledgers, implemented compliance identification to monitor and reduce emissions of wastewater and waste gas with necessary measures.

報告期內，公司廢水、廢氣及噪音等相關指標的排放經專業監督檢測中心實測，均符合《污水監測技術規範》(HJ91.1-2019)《固定源廢氣監測技術規範》(HJ/T397-2007)《工業企業廠界環境噪聲排放標準》(GB12348-2008)等相關標準，排放達標率均為100%。

During the Reporting Period, the emissions of wastewater, waste gas, noise and related indicators of the Company were measured by the Mineral Resources Supervision and Testing Center, and all met the relevant standards such as the Technical Specifications for Wastewater Monitoring (HJ91.1-2019), Technical Specifications for Monitoring of Fixed Source Waste Gas (HJ/T397-2007), and Emission Standards for Industrial Enterprises Environmental Noise at Boundary (GB12348-2008), with a 100% compliance rate.



廢氣排放

Waste Gas Emissions

2025年，公司的3處廢氣排放點，通過嚴格執行環境保護制度，加強日常環保巡查、配備儀器設備、加大資金投入等方式來促進合規排放。

In 2025, the Company added 3 new waste gas emission points, strictly implemented the environmental protection system and promoted compliant emissions through strengthening daily environmental protection inspections, introducing new instrument and equipment, and increasing fund investment.

環保巡查

Environmental protection inspection

實施「一廠一策」模式，規範園區以及各類設備的巡查記錄，保證環保事件的及時處理。

By implementing the mode of "One Factory, One Policy", the inspection records of the park and all kinds of equipment are properly maintained to ensure the timely handling and updating of environmental protection incidents.

管理提升

Management Enhancements

3處廢氣排放點通過配備廢氣淨化處理裝置；實施活性炭裝置篩檢程序；保證至少季度更換有機廢棄處理設施活性炭；且通過公司的廢氣處理系統，持續進行廢氣的自動處理，降低廢氣排放。

Three exhaust emission points were equipped with exhaust gas purification systems; screening procedures for activated carbon units were implemented; quarterly replacement of activated carbon in organic waste treatment facilities was ensured; and exhaust gas was continuously processed through the exhaust treatment system of the Company to reduce emissions.

專業處理

Professional treatment

由第三方專業公司對環保廢氣排汙口進行了清理和處置，保證排放達標。

The environmental waste gas discharge outlets were cleaned and treated by a third-party specialized company, ensuring emissions compliance with regulatory standards.

◎ 近三年廢氣排放情況

Waste gas emissions over the past three years:

排放類型 Type of emission	2023年		2024年		2025年	
	排放量 Emission	檢測平均值 Average detection value	排放量 Emission	檢測平均值 Average detection value	排放量 Emission	檢測平均值 Average detection value
錫及其化合物 ¹ Tin and its compounds ¹	0.10912878 千克 / kg	3.508×10^{-3} mg/m ³	0.016934625 千克 / kg	1.5×10^{-6} mg/m ³	0.00002573 千克 / kg	1.5×10^{-6} mg/m ³
		7.008×10^{-3} mg/m ³		1.5×10^{-6} mg/m ³		2.53×10^{-4} mg/m ³
顆粒物 Particles matter	/	/	70.1933194 千克 / kg	8.2mg/m ³	102.86 千克 / kg	9.3mg/m ³

注：2025年未檢測出二氧化硫和氮氧化物

Note: No sulfur dioxide or nitrogen oxide was detected in 2025.

1.執行標準為《大氣污染物綜合排放標準》(GB16297-1996)表2二級標準(法定標準值為8.5mg/m³)

1. The implemented standard is the Level II requirements specified in Table 2 of the Integrated Emission Standard of Air Pollutants (GB16297-1996), with a statutory limit value of 8.5 mg/m³.

2.錫及其化合物檢測結果顯示“ND”表示測定結果低於分析方法檢出限，統計結果以1/2檢出限參與計算。標準限值為 3×10^{-4} mg/m³。

2. The test results for tin and its compounds showed "ND" (Not Detected), indicating that the measured values were below the method detection limit (MDL). For statistical calculations, half the MDL value was used. The regulatory limit is 3×10^{-4} mg/m³.

廢水排放

Waste Water Discharge

公司充分管控排汙處置流程，並對排汙開展例行檢測與整改，以保證園區的排汙管池COD、氨氮、SO₂、氮氧化物等合規排放。報告期內，我們請專業管道公司對園區的管道和排汙管池進行了清掏處理，處理後符合三級標準並通過地下管網排往汙水處理廠。

The Company comprehensively managed pollutant discharge and disposal processes and conducted routine monitoring and rectification measures to ensure compliant discharge of parameters including COD, ammonia nitrogen, SO₂, and nitrogen oxides from the park's drainage systems. During the Reporting Period, the Company engaged professional pipeline maintenance companies to perform cleaning and dredging treatment on the park's pipelines and discharge basins. Post-treatment effluents met Grade III standards and were discharged to sewage treatment plants through underground drainage networks.

2025年，我們產生了10.6萬噸的生活汙水(2024年為19.5噸)。同時公司加強安全和環保巡查，化學需氧量指標為日均182mg/L，遠低於500mg/L排放限值。

In 2025, the Company generated 106,000 metric tons of domestic wastewater (compared to 19.5 tons in 2024). Concurrently, the Company strengthened safety and environmental inspections, with the chemical oxygen demand (COD) indicator averaging 182 mg/L daily, lower than the level of 500 mg.

◎ 近三年廢水排放情況

排放類型 Type of discharge	法定標準值 Statutory standard	2023年		2024年		2025年	
		排放量 Discharge amount	檢測平均值 Average detection value	排放量 Discharge amount	檢測平均值 Average detection value	排放量 Discharge amount	檢測平均值 Average detection value
化學需氧量 (COD) 排放量 ² Chemical oxygen demand (COD) ²	500mg/L	8.175 噸 / tonne	75mg/L	11.13267 噸 / tonne	57mg/L	19.292 噸 / tonne	182mg/L
氨氮 ³ Ammoniacal nitrogen ³	45mg/L	0.94067 噸 / tonne	8.63mg/L	3.789014 噸 / tonne	19.4mg/L	2.5228 噸 / tonne	23.8mg/L

2. 執行標準：《污水綜合排放標準》(GB8978-1996)表4中三級標準
2.The standard implemented represents the Standards of the third level in Table 4 of the Integrated Wastewater Discharge Standard (GB8978-1996)
3. 《污水排入城鎮下水道水質標準》(GB/T31962-2015)表1中B等級標準
3.Grade B standards in Table 1 of the Standards for the Quality of Wastewater Discharged into Urban Sewers (GB/T31962-2015)

廢棄物管理
Waste management

四威科技嚴格遵循《中華人民共和國固體廢物汙染環境防治法》的要求，竭力實現廢棄物處理的目標，減少廢棄物對環境帶來的影響。

SIWI SCI & TECH strictly abided by the requirements of the Solid Waste Pollution Prevention Law of the People's Republic of China, and strived to achieve the goal of waste treatment and reduce the impact of waste on the environment.

我們生產活動過程中產生的固體廢棄物包括一般廢棄物和危險廢棄物。2025年，持續將危險廢棄物的汙染防治工作納入公司安全專項計劃，實施統一監督管理，日常巡查將危險廢棄物也列入重點關注。

The solid waste generated during our production activities included general waste and hazardous waste. In 2025, we incorporated pollution prevention and control of hazardous waste into the safety-specific plan of the Company, implemented unified supervision and management, and included hazardous waste as a prioritized matter during routine inspections.

我們通過對危險廢棄物實行分類管理、集中處置，實現危險廢棄物的減量化、資源化和無害化。與有專業資質的固廢處置公司合作處理危險廢棄物，做到合規合法處理；一般廢棄物則交由園區綠化保潔維修中心及時進行垃圾清理。

We managed hazardous waste through categorized classification and centralized disposal, achieving reduction, recycling, and harmless treatment of hazardous materials. We collaborated with certified solid waste disposal companies for compliant hazardous waste processing. General waste was transferred to the park's landscaping and maintenance center to ensure timely waste removal.

2025年，公司(含控股公司)因業務量增加造成廢棄包裝物增加，產生廢棄物總量175.2噸。由於全面清理處置105廠房乳化液池，危險廢棄物比2024年增多，占產生廢棄物總量的62.67%。

In 2025, due to increased business volume, the Company (including its subsidiaries) generated a total of 175.2 tons of waste. The comprehensive cleanup and disposal of 105 emulsified liquid tank plants resulted in an increase in hazardous waste compared with 2024, accounting for 62.67% of the total waste generated.

◎ 四威科技 SIWI SCI & TECH

產生的固體廢棄物類型 (噸) Type of solid waste generated (tonne)	2023年	2024年	2025年
一般廢棄物 ⁴ General waste ⁴	26.4	18	22.7
危險廢棄物 Hazardous waste	22.81	35.14	91.03

4. 一般廢棄物總量包括園區入駐企業
4. The total general waste includes that from the enterprises in the industrial park.

◎ 中住公司 SEI

危險廢棄物種類 (噸) Types of hazardous waste (tonne)	2023年	2024年	2025年
一般廢棄物 ⁴ General waste	/	/	/
危險廢棄物 Hazardous waste	6.13	6.22	18.77
密度 (單位產量或每項設施有害廢棄物產生量) 噸/萬公裏纜纜 Density (unit output or hazardous waste generated by each facility) tonne/10,000 km of core cable	0.0091	0.0094	0.0264

Response to Climate Change

氣候變化應對

四威科技積極回應國家雙碳政策，獲取了產品碳足跡核實聲明書和溫室氣體核實聲明書，申請並通過成都市發改委零碳券補貼。持續關注氣候影響，將應對氣候變化管理職責納入公司董事會戰略發展委員會，作為ESG管理的重要內容之一並進行定期的監管和評估。

SIWI SCI & TECH actively responds to the national dual-carbon policy. It has obtained product carbon footprint verification statements and temperature-humidity gas verification statements, and successfully applied for and received the zero-carbon voucher subsidy from the Chengdu Municipal Development and Reform Commission. It continuously pays attention to the climate impact, and incorporates the responsibilities for managing climate change into the Strategic Development Committee of the Company's Board of Directors as one of the important contents of ESG management, and conducts periodic monitoring and evaluation.



產品碳足跡核實聲明書、溫室氣體核實聲明書
Product Carbon Footprint Verification Statement and Greenhouse Gas Verification Statement

● 我們新貫標了ISO14064標準和ISO14067標準，通過收集、量化公司產品溫室氣體排放情況，評價公司運行過程及公司產品生命週期內對氣候變化這一單一環境的影響，並進行針對性管控。

We newly adopted the ISO 14064 and ISO 14067 standards, collecting and quantifying greenhouse gas emissions from our products to assess the impact of our operations and product life cycles on climate change as a single environmental factor, and implementing targeted control measures accordingly.

氣候風險管理 Climate Risk Management

公司建立了系統的氣候風險體系，制定了相應的風險制度以及風險管理框架。
The Company has established a systematic climate risk system with corresponding risk system and risk management framework.

● 氣候風險管理框架
Climate risk management framework



依據TCFD(氣候相關的財務信息披露工作組)關於企業氣候風險的分類,我們識別出2025年四威科技的氣候風險主要有以下方面:

According to the classification of enterprise climate risk by TCFD (Task Force on Climate-related Financial Disclosure), we identified that the climate risk of SIWI SCI & TECH in 2025 mainly included the following aspects:

類別 Category	風險 Risk	應對措施 Response Measures
與氣候變化相關的實體風險 Physical risks related to climate change	<ul style="list-style-type: none"> ● 短期風險: 日趨嚴重的暴雨、地震、洪水、高溫等極端天氣為企業帶來生產設施損毀及價值鏈中斷的風險。 ● 長期風險: 全球及地區性長期氣候變化將導致生產、人力及物資的產出降低。 	<ul style="list-style-type: none"> ● 制定並嚴格落實《突發環境事件應急預案》, 強化應急演練, 提升應對能力。 ● 新增設施設備, 升級災害防護, 保障極端氣候下設備的正常運行和員工的職業健康。 ● 優化節能環保設施, 提高能效水準。 ● 對員工開展應對氣候變化的相關教育培訓。
與低碳經濟相關的轉型風險 Transition risks related to low-carbon economy	<ul style="list-style-type: none"> ● 政策風險: 政府就環境及氣候變化推出更嚴格的法律法規。 ● 技術改革: 產品性能和環保指標需要做出更大的優化。 ● 市場優化: 市場的趨勢以及企業制定經營戰略。 	<ul style="list-style-type: none"> ● 持續推進“綠色低碳”發展戰略, 開展節能減排工作, 提高生產運行綠色化水準。 ● 錯峰用電, 嚴格按照“一廠一策”進行分級管控。 ● 嚴格遵守產品的環保要求。 ● 積極開展新產品、新技術研發, 提高產業集中度, 加大產能效率。

開展氣候行動

Carrying out climate action

四威科技積極開展綠色辦公, 推進行綠色辦公、綠色供應鏈管理和綠色生產, 宣貫並以實際行動推進節能減排、應對氣候變化風險。

SIWI SCI & TECH actively carried out green office initiatives, advanced and practiced green office practices, green supply chain management, and green production. Through concrete actions, the Company promoted and implemented energy conservation and emission reduction measures while addressing climate change risks.

踐行綠色辦公

Implementation of green office practices

堅定落實綠色辦公理念, 持續推進數字化、無紙化辦公。合理減少空調使用, 使用節水設施以及可回收的辦公耗材, 對樓宇電梯、辦公照明、員工餐廳等場景, 採用更為環保節能的產品。

The Company resolutely implemented green office principles by continuously advancing digitalized and paperless operations. The Company rationally reduced air conditioning usage, used water-saving facilities and recyclable office supplies, and adopted more environmentally friendly and energy-saving products for scenarios such as building elevators, office lighting, staff restaurants and other scenes.

綠色供應鏈管理

Green supply chain management

2025年, 繼續將與環境相關的風險評估擴展至整個供應鏈, 優先考慮通過了環境管理體系認證的供應商。

In 2025, the environmental-related risk assessment was extended to the whole supply chain, giving priority to suppliers who have passed the environmental management system certification.

綠色生產

Green production

對高耗能的產品和工序, 比如輻照和鍍錫生產線, 我們採取錯峰生產, 在不影響交付的情況下盡量安排晚班和夜班生產。

For products and processes with high energy consumption, such as radiation and tinning production lines, we adopted peak-shifting production to arrange evening shift and night shift production without affecting delivery.

溫室氣體排放
Greenhouse Gas Emissions

公司溫室氣體排放主要來自外部購買的電力、天然氣、汽油、柴油等，屬於間接排放。2025年公司總排放量為9034.11噸二氧化碳當量，其中範圍二的排放量占總排放量的99%以上。

The Company's greenhouse gas emissions primarily originated from externally procured electricity, natural gas, gasoline, and diesel, classified as indirect emissions. In 2025, total emissions of the Company amounted to 9,034.11 metric tons of CO₂ equivalent, with Scope 2 emissions accounting for over 99% of the total emissions.

公司通過制定年度節能減排目標，控制並盡力減少電力、天然氣和汽油的消耗量，進而減少溫室氣體的排放。

By setting annual energy-saving and emission reduction targets, the Company controlled and tried its best to reduce the consumption of electricity, natural gas and gasoline, thereby reducing greenhouse gas emissions.

碳排放量範圍 Scope of Carbon Emission	種類 Type	消耗量 Consumption	碳排放量 (tCO ₂ e) Carbon Dioxide Equivalent Emission (tCO ₂ e)
範圍1 Scope1	汽油 Gasoline	7116 升 / liters	16.59
	天然氣 Natural gas	25000 立方米 / m ³	49.32
範圍2 Scope2	電力 Electricity	15462400 千瓦時 / kWh	8968.2
碳排放合計 Total carbon emissions			9034.11 ⁵

5. 核算依據：GB/T 32150工業企業溫室氣體排放核算和報告通則，國家標準委；
5.Accounting basis: GB/T 32150 General Principles for Accounting and Reporting of Greenhouse Gas Emissions for Industrial Enterprises, Standardization Administration;
GB/T 32151 溫室氣體排放核算與報告要求，國家標準委。
GB/T 32151 Requirements for Accounting and Reporting of Greenhouse Gas Emissions, Standardization Administration



Product Responsibility
產品責任

堅守優質產品
Stick to quality products

◎ 質量管理體系
Stick to quality products

四威科技始終堅持「高質量發展」，通過加強產品實現過程質量管控，來穩步提升企業產品質量；四威科技主動應對市場變化，策劃並獲取能源管理體系認證，組織完成公司進行碳核查、碳盤查、碳足跡確認，強化公司碳排放監管力度，承擔對客戶、對社會、對國家的責任與建設。

SIWI SCI & TECH consistently adhered to the principle of "High-Quality Development," steadily improved product quality by strengthening quality control throughout product realization processes. The Company proactively responded to market changes by planning and obtaining energy management system certification, conducting carbon verification, carbon inventory, and carbon footprint confirmation for the organization, enhancing corporate carbon emission supervision, and fulfilling responsibilities towards customers, society, and national development.

我們產品在生產過程中，嚴格遵守國家法律法規和行業標準，認真執行技術要求及工藝規範，以工藝紀律檢查、檢驗紀律檢查、項目專項檢查、內審等多項監督管理手段為支點，日常現場技術支持、工藝支持為保障，首檢、自檢、互檢、專檢同步推行，制定生產過程、成品質量目標管理並實施，充分保證產品質量全過程受控。

Our products strictly complied with national regulations and industry standards throughout the production process, rigorously implemented technical requirements and process specifications. Through multi-tiered supervision including process discipline inspections, inspection protocol audits, and internal quality system reviews—supported by daily on-site technical and process assistance—we enforced comprehensive quality control measures including first inspection, self-inspection, mutual inspection, and specialized inspection. We established and implemented quality objective management for production processes and finished products, ensuring full-process quality control across all manufacturing stages.

● 我們優化公司質量、環境、職業健康安全管理體系，根據公司實際運行情況，組織優化、完善並發布實施管理手冊1份及程序文件80份。

We optimized the quality, environmental, and occupational health and safety management systems of the Company, and organized the optimization, refinement, and implementation of 1 management manual and 80 procedural documents based on the actual operational conditions of the Company.

● 我們新貫標了ISO50001:2018標準，並獲取了能源管理體系認證證書，將公司產業納入能源管理體系覆蓋範圍，從產品設計、生產到能源採購、接收、加工轉換、輸配、使用、餘熱餘能回收利用等過程均進行有效管控。

We newly adopted the ISO 50001:2018 standard and obtained the Energy Management System Certificate, incorporating the Company's operations into the scope of the energy management system. Effective controls are implemented across the entire energy chain, from product design and production to energy procurement, reception, processing and conversion, transmission and distribution, usage, and recovery of waste heat and residual energy.

● 我們新貫標了ISO14064標準和ISO14067標準，通過收集、量化公司產品溫室氣體排放情況，評價公司運行過程及公司產品生命週期內對氣候變化這一單一環境的影響，並進行針對性管控。

We newly adopted ISO 14064 and ISO 14067 standards, collecting and quantifying greenhouse gas emissions from our products to assess the impact of our operations and product life cycles on climate change, and implementing targeted control measures accordingly.

● 我們貫徹ISO14001:2005標準和ISO45001:2018標準，完成了環境、職業健康安全管理體系監督審核，保證ES管理體系的持續有效運行。

We implemented the ISO14001:2005 and ISO45001:2018 standards, completed the supervision and review of the environmental and occupational health and safety management systems, and ensuring the continuously effective operation of the ES management system.

● 我們貫徹ISO9001、GJB9001C、ISO22163質量管理體系標準，完成了GB和GJB質量管理體系認證擴項，將新產品納入公司質量管理體系管控中。

We implemented the ISO9001, GJB9001C, ISO22163 quality management system standard, completed the expansion of GB and GJB quality management system certification, and incorporated new products into the Company's quality management system control.

● 我們保持並提升了光電、線纜、光電纜組件產品的檢驗和測試能力，進一步提升三大產業檢驗/測試隊伍能力，提升了光電產品、線纜產品、光電纜組件產品相關測試和質量管控水平。

We have maintained and improved the inspection and testing capabilities of optoelectronic, cable and optical cable component products, further enhanced the capability of three major industry inspection/testing teams, and improved the level of related testing and quality control of optoelectronic products, cable products, and optical cable component products.



質量、環境、職業健康安全管理體系認證證書

Quality, environmental and occupational health and safety management system certificates

質量管理培訓 Quality Management Training

報告期間，我們通過開展系列質量專業知識培訓，提高員工的質量意識及專業能力，保障產品的市場競爭力。

During the Reporting Period, we carried out a series of professional quality knowledge training to improve the quality awareness and professional capability of our employees and ensure the market competitiveness of our products.

為全面提高企業質量管理水平，2025年7月、9月、12月，公司相繼開展了質量經驗分享、質量程序文件等多次專項培訓，進一步增強了公司質量、環境、職業健康管理體系適宜性，加強了公司全體員工質量責任意識，理清本年度質量工作思路及方法，全力聚焦公司發展目標，在改進質量、降低消耗、提升員工素質和經濟效益方面具有促進作用，助力公司高質量發展。

In order to comprehensively improve the quality management of the Company, in July, September and December 2025, the Company carried out a number of special trainings on quality experience sharing and quality procedure document, further enhanced the adaptability of its quality, environmental, and occupational health management systems, strengthened quality accountability awareness among all employees, clarified the strategic framework and operational methodologies for the quality initiatives during the Year, and fully aligned efforts with corporate development objectives. These measures advanced quality enhancement, resource consumption reduction, workforce competency elevation, and economic efficiency optimization, thereby propelling the high-quality development of the Company.



質量管理培訓
Quality Management Training

產品質量檢驗 Production Quality Inspection

我們優化了產品實現流程，完善了《產品和服務放行控制程序》，將文件執行情況與實際工作相結合，對入司檢驗、首件檢驗、過程檢驗、最終檢驗、顧客驗收、包裝檢驗等流程進行規範，增加了新產品認證控制要求。2025年，關鍵原材料確認檢驗規定和試驗報告中均包含環保要求，符合Rech、Rohs要求。

We optimized the product realization processes, enhanced the Product and Service Release Control Procedures, aligned documented procedures with practical operations, standardized inspection workflows (including incoming inspection, first-article inspection, in-process inspection, final inspection, customer acceptance, and packaging inspection), and added product certification control requirements for new products. In 2025, environmental compliance mandates were integrated into critical raw material inspection protocols and test reports and met the requirements of Rech and Rohs.

產品檢驗績效

Product Inspection Performance

原材料檢驗 Raw material inspection

及時完成光電產品、線纜產品、電纜組件產品相關元器件入司檢驗約五千批次。

The Company timely conducted incoming inspections for approximately 5,000 batches of components related to optoelectronic products, cable products, and cable component products.

電纜組件產品檢驗 Cable component products inspection

按生產要求及時完成組件工時的過程和成品檢驗，針對重大、專項工程，組建檢驗突擊團隊，搭建新產品檢驗能力，保障完成各課題急件、特急件的檢驗。

The Company completed process and finished product inspections for the working-hours of component in strict accordance with production requirements. For major and special projects, the Company formed inspection task forces to establish new product inspection capabilities to ensure completion of urgent/critical task validations.

線纜產品檢驗 Cable product inspection

按生產和交付要求及時完成生產現場各工序過程檢驗及成品入庫檢驗，通過內部挖潛，靈活調度，保障銅材及線纜輻照外加工業務，完成新產品試制試驗任務。

In compliance with production and delivery requirements, the Company timely completed in-process inspections across all manufacturing stages and finished product warehousing inspections at the production site. Through internal capacity optimization and flexible resource allocation, subcontracted copper material and cable irradiation processing operations were ensured, and new product trial production and testing tasks were completed.

光電產品檢驗 Optoelectronic products inspection

優化專項質量管控方案，增設光電產品方向質量工程師，統籌調度光電產品測試和檢驗需求，按生產和交付要求及時完成過程、成品檢驗，完成新產品研製試驗和檢驗任務。

The company optimized specialized quality control plans, added quality engineers for optoelectronic products, coordinated and scheduled the testing and inspection needs of optoelectronic products, ensured the timely completion of in-process and finished product inspections in compliance with production and delivery requirements, and successfully executed the trial of new product development and inspection tasks.

提高產品合格率

Improving Product Qualification Rate

我們完善了產品質量管控並嚴格執行。通過內審及專項檢查對產品實現過程進行監督管理，發現問題及時改進。

We have improved and strictly implemented the requirements for product quality control. We supervise and manage the product realization process through internal audit and special inspection, and make rectification in a timely manner when problems are found.

● 工藝紀律專項檢查：加強工藝管理，為建立企業正常生產秩序、確保產品質量、降低消耗、提高效益提供保證。

Special examination of process discipline and inspection discipline: strengthen the important content of process management, and provide guarantee for establishing normal production order, ensuring product quality, reducing consumption and improving efficiency.

● 內審及管理評審：通過檢查出工作的不足，提出糾正和預防措施，持續改進公司運行管理質量，使公司達到評審准則的要求。

Internal audit and management review: put forward corrective and preventive measures by checking out the shortcomings of the work, continuously improve the quality of the operation and management of the Company in order to make the Company meet the requirements of the review criteria.

● 檢驗手段升級：我們購置了新測試設備，搭建並完善多項過程檢驗能力、新產品測試能力，保障產品質量。

Upgrading of inspection methods: We purchased new testing equipment, established and improved multiple process inspection capabilities and new product testing capabilities to ensure product quality.

四威科技近三年主要產品合格率
Qualification rate of main products of SIWI SCI & TECH in the past three years

產品種類 Product category	2023年	2024年	2025年
線纜產品 Cable products	99.41%	99.55%	99.24%
光電纜組件產品 Cable component products	98.86%	99.04%	99.04%
光產品 Optical cable assembly products	100%	96.15%	98.84%
光纖產品 Optical fibers products	95.41%	96.72%	96.39%

產品合格率均達到當年目標管控要求。
The product qualification rate has fully met the annual target control requirements.

供應鏈責任管理

Supply chain responsibility management

我們致力於優化供應鏈管理，深化與供應鏈上下游的合作，推進向可持續合作方向發展，通過將ESG的相關指標納入我們的供應鏈評估中，來助力ESG實踐與共同發展。

We are committed to optimizing supply chain management, deepening partnerships with upstream and downstream stakeholders, and advancing our supply chains toward sustainable collaboration models. By incorporating ESG related metrics into supplier evaluations, fostering ESG-aligned practices and driving shared development.

2025年，我們以《採購管理制度》為核心，根據上級單位最新管理規定以及制度實際執行情況，修訂完善採購管理制度，本年度新增及修訂制度包括《新產品孵化項目零星物資採購管理辦法》《新產品孵化項目結構件加工快速流程管理辦法》《採購管理制度》等共計8項制度，嚴格按照制度要求執行招標、比選等活動，切實強化了供應鏈責任，保障了產品交付。

In 2025, anchored by the Procurement Management Regulations and aligned with the latest directives from superior authorities and practical operational realities, the Company revised and enhanced its procurement governance framework. Eight institutional documents were formulated or updated, including the Management Measures for Miscellaneous Material Procurement in New Product Incubation Projects, Management Method for Rapid Processing of Structural Components in New Product Incubation Projects, and Procurement Management System. Strict adherence to regulatory requirements was maintained in conducting competitive bidding processes and supplier selection evaluations, which rigorously enforced supply chain accountability and ensured product delivery.

我們根據公司的《合格供方控制程序》和《供應商管理辦法》施行規範的供應商准入程序：

We implement standardized supplier admission procedures in accordance with the Company's Qualified Supplier Control Procedure and Management Measures for Suppliers:

● 供應商管理：制修訂《合格供方控制程序》和《供應商管理辦法》，增加「單零供方」「雙零供方」管控要求，並進行宣貫發布；同時，完成公司單雙零供方清退工作。

The Company developed and revised the "Qualified Supplier Control Procedure" and the "Management Measures for Suppliers," introducing enhanced control requirements for "single-zero suppliers" and "double-zero suppliers," and formally communicated and implemented these updates. At the same time, the Company completed the phase-out of single-zero and double-zero suppliers.

● 准入評價管理：根據新增供方准入條件進行新增供方調查、新增供方申請、新增供方評價，滿足條件並通過評審後列入《合格供方名錄》進行管理。

New supplier investigation, application, and evaluation will be carried out according to the new supplier access conditions, and suppliers who satisfy the conditions will be admitted in the List of Qualified Suppliers for management.

● 日常監督管理：根據產品、過程和服務的類型對產品質量的影響程度、功能特性、設計複雜性、設計成熟性、制造複雜性、質量歷史數據和需要的數量等因素，確定對外部供方的管控。

Routine supervision and management: the degree of control over external suppliers will be determined according to factors such as the influence of products, processes and services on product quality, functional characteristics, design complexity, design maturity, manufacturing complexity, historical quality data and required quantity.

- 嚴格執行環境和職業健康相關法律、法規，減少碳足跡，降低自然資源消耗，減少污染物排放。
Strictly implement relevant laws and regulations on environmental protection and occupational health, reduce carbon footprint, lower the consumption of natural resources, and cut pollutant emissions.
- 優先選擇使用可再生資源和環保材料的產品進行採購。
Give priority to purchasing products made from renewable resources and environmentally friendly materials.

四威科技將ESG的部分要素納入供應鏈管理，包括：

SIWI SCI & TECH incorporates some elements of ESG into supply chain management, including:

- 優先考慮通過環境管理體系、職業健康安全體系第三方認證的供方。
Priority is given to suppliers who have passed the third-party certifications of environmental management system and occupational health and safety management system.
- 要求供應商在生產過程中嚴格執行環境和職業健康相關法律、法規，減少碳足跡，降低自然資源消耗，減少污染物排放。
Suppliers are required to strictly implement the laws and regulations related to environment and occupational health in the production process, so as to minimize the adverse impact on the environment and occupational hazards, and reduce carbon footprint, natural resource consumption, and pollutant emissions.
- 優先選擇使用可再生資源和環保材料的產品進行採購。
Prioritize the selection of products utilizing renewable resources and environmentally friendly materials for procurement.

項目 Item	指標 Indicator	單位 Unit	2023年	2024年	2025年
供應商 Supplier	總數 Total number	家	2298	2491	2671
	比選次數 Comparison and selection times	次 Time	82	49	56
	發放供應商代碼數量 Quantity of supplier code issued	個	199	202	188
按地區劃分供應商統計 Statistics of suppliers by geographical region	大陸 Mainland China	家	2281	2474	2653
	海外 Overseas	家	17	17	18

促進創新發展

Promoting Innovation-driven Development

我們圍繞熱點市場需求開展研發布局，加大研發投入，完善研發體系，致力於通過構建高效的創新團隊，建立有效的創新激勵模式，加強科技創新的基礎管理。2025年成功獲得成都市企業技術中心、四川省專精特新中小企業認定。

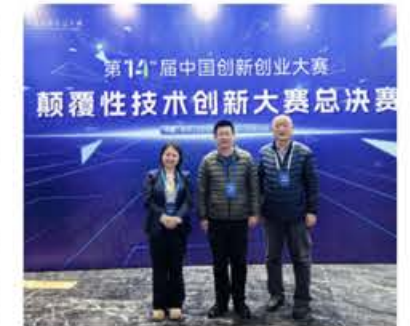
We developed R&D layouts around hotspot market demands, enhanced R&D investment, improved the R&D system, and committed to building high-efficiency innovation teams, establishing effective innovation incentive mechanisms, and strengthening foundational management of technological innovation. In 2025, the Company successfully obtained recognition as a Chengdu Enterprise Technology Center and as a Sichuan Provincial Specialized and New Small and Medium — Sized Enterprise.

完善創新體系

Improving the innovation system

- 加大研發投入，投入資金1698.50萬元，同比增長12.64%。全年部署22個研發項目（18個已結題），研制12路收發數字光模塊等15個新產品，攻關多芯光纖精密修相等10項技術，摘得第十四屆中國創新創業大賽顛覆性技術創新大賽總決賽最高獎，申請政府政策支持資金299.70萬元。

The Company increased its R&D investment to RMB 16.985 million in 2025, a year-on-year increase of 12.64%. During the year, it launched 22 R&D projects (18 of which were completed), developed 15 new products including 12-channel transceiver digital optical modules, and tackled 10 key technologies such as multi-core optical fiber precision polishing. The Company won the top award in the finals of the 14th China Innovation and Entrepreneurship Competition – Disruptive Technology Innovation Track, and applied for RMB 2.997 million in government policy support funds.



第十四屆中國創新創業大賽顛覆性技術創新大賽總決賽
Finals of the 14th China Innovation and Entrepreneurship Competition – Disruptive Technology Innovation Track

- 優化新產品研發體系，針對新業務開展、GJB體系擴項認證等需求，修訂並發布了《產品和服務要求控制程序》《新產品試制控制程序》《樣件控制程序》《特殊過程控制程序》《技術狀態控制程序》等19個相關質量體系程序文件，按公司實際發展規範科技創新管理，實現科技成果統籌管理。

We optimized the new product research and development system. In response to the needs of new business development and GJB system expansion certification, we have amended and issued 19 related quality system procedure documents, including "Product and Service Requirement Control Procedure", "New Product Trial Production Control Procedure", "Sample Control Procedure", "Special Process Control Procedure", and "Technology Status Control Procedure". We standardized the scientific and technological innovation management based on the actual development of the Company and realized coordinated management of scientific and technological achievements.

- 加強項目過程標準化管控力度，對項目產品設計、工藝、文件全過程開展標準化工作，保證了項目順利通過鑒定、產品GJB等標準認證審核和試制試驗、批產需要。

We strengthened the standardization control of project processes, initiated standardization work for the entire process of multiple project product design, manufacturing and documentation, and made sure that projects successfully pass appraisal, standard certification reviews such as product GJB, trial production tests, batch production and other requirements.

- 開展「都講堂」活動，邀請長江學者、所內專家、公司總師開展專家講座6次，組織技術人員開展技術沙龍活動3次，營造鼓勵探索、鼓勵創新氛圍。

The Company organized the "Du Lecture Hall" series, inviting Changjiang Scholars, in-house experts, and the Company's Chief Engineer to deliver 6 expert lectures. In addition, 3 technical salon events were held for technical staff, fostering a culture that encourages exploration and innovation.



都講堂
Du Lecture Hall

- 加強創新人才建設，新引入科技研發人員6人，組成光纖組件，光纖環，波分復用器，光模塊，光纖、氟塑料纜產品等多支專業科研隊伍，推進公司新產品研製任務。

We strengthened the construction of innovative talents and introduced 6 new scientific and technological R&D personnel to form multiple professional scientific research teams for optical cable components, optical fiber rings, wavelength division multiplexers, optical modules, optical cables, fluoroplastic cable products, etc., to promote the new product development tasks of the Company.

公司圍繞熱點市場需求開展研發布局，加大研發投入，完善研發體系，提升研發能力，提高新品產出。

The Company aligned its R&D efforts with key market demands, increasing investment in research and development, improving the R&D system, enhancing R&D capabilities, and boosting the output of new products.

- 光產品方面：圍繞公司產業結構，增加光模塊產品的新項目立項，實現了5個新產品送樣，並獲得客戶積極反饋。

Optical products: Focusing on the Company's industrial structure, we have added new projects for optical module products, and delivered samples of 5 new products and received positive feedback from our customers.

- 線纜方面：策劃並完成18個升級試制驗證、材料及結構設計優化項目，極大提升了產品性能，並獲取相應認證資質，進一步響應市場需求。

Cable: We planned and completed 18 projects of upgrade, trial production and verification, and material and structural design optimization, which greatly improved product performance, and obtained corresponding certification qualifications to further respond to market demand.

- 光電纜組件方面：根據市場需求，策劃並開展5個項目研發，搭建新產品生產、檢驗能力，滿足顧客需求。

Optical cable component: We planned and initiated 5 projects of research and development based on market demand, built new product production and inspection capabilities, and satisfied customer needs.

- 轉化創新成果：2025年公司獲授權專利11項，其中發明專利4項，實用新型專利7項；1個發明專利已受理，3個實用新型專利已受理。公司現有的有效專利數為44項，其中發明專利6項，實用型專利38項。

Transforming innovation achievements: In 2025, the Company was granted 11 patents, including 4 invention patents and 7 utility model patents. 1 invention patent and 3 utility model patents have been accepted. The Company has 44 valid patents, including 6 invention patents and 38 utility model patents.

推動技術落地

Promoting technology commercialization

保障服務質量

Service Quality Assurance

我們以客戶為中心，為客戶提供高質量的產品以及最優的解決方案，創造可持續的價值。

Taking a customer-oriented approach, we are committed to creating sustainable value by providing our customers with high-quality products and optimal solutions.

報告期間，未發生因產品質量被召回的事件。

During the Reporting Period, there were no product recalls due to quality issues.

客戶信息保護

Customer information protection

我們嚴格遵循ISO27001信息安全體系標準，並恪守內部保密政策，通過系統性地實施信息安全風險管理，全面保障信息資產的安全性。在信息處理的各個環節，包括人員安全、物理與邏輯訪問控制等，我們都建立了嚴密的管理制度與技術手段，確保客戶資料的保密性與完整性。客戶信息依據其敏感性和權限等級，被準確錄入管理信息系統(MIS)，並通過嚴格的授權許可機制進行訪問控制與動態監控，確保每一位客戶的資料始終處於可控、合規的保護之下。

We strictly followed the ISO27001 information security management system standard, and adhered to our internal confidentiality policy. By systematically implementing information security risk management, we ensured the security of information assets comprehensively. In terms of information processing, including personnel safety, physical and logical access control and other aspects, we established strict management systems and technical means to ensure the confidentiality and integrity of customer information. Customer information was accurately entered into the Management Information System (MIS) based on sensitivity and permission levels and was placed under access control and dynamic monitoring through an authorization mechanism, ensuring that the data of every customer is always under control and compliant protection.

2025年，四威科技全體員工均簽署了保密責任書，落實「十大技防」措施，開展了兩次保密宣傳教育活動，組織了多場保密培訓，以增強員工的保密意識。

In 2025, all employees of SIWI SCI & TECH signed a confidentiality responsibility letter. The Company carried out 2 confidentiality publicity and education activities, and organized a number of confidentiality training sessions to enhance the confidentiality awareness of the employees.



保密培訓 Confidentiality Training

客戶服務管理 Customer service management

客戶滿意度調查 Customer satisfaction survey

公司通過特定的計劃和相關的調查問卷，來管理客戶的體驗水平。這些調查可以評估產品和服務、客戶支持、運輸服務和可持續性等多個角度的內容，確定每個類別的主要驅動因素。按照年初制定的《2025年度主要客戶溝通計劃》定期拜訪客戶，及時處理顧客反饋問題並進行匯總分析，切實了解顧客需求，防止重複問題發生；定期發放調查表，收集顧客反饋意見。

The Company manages customer experience through specific plans and relevant questionnaires. These surveys allow the Company to assess various aspects such as products and services, customer support, transportation services, and sustainability, and identify the main drivers for each category. According to the Major Customer Communication Plan for 2025 formulated at the beginning of the Year, we visited customers regularly, handled customer feedback issues in a timely manner and conducted summary analysis to truly understand customer needs and prevent repeated problems. We regularly distributed questionnaires to collect customer feedback.

滿意度調查機制 Satisfaction Survey Mechanism



客戶滿意度 Customer satisfaction
 本年度四威科技收到中車株洲、中車時代等主要客戶感謝/表揚信，客戶滿意度較去年提升了2.55%。
 During the year, SIWI SCI & TECH received letters of appreciation and commendation from key clients such as CRRC Zhuzhou and CRRC Times, with customer satisfaction increasing by 2.55% compared with last year.

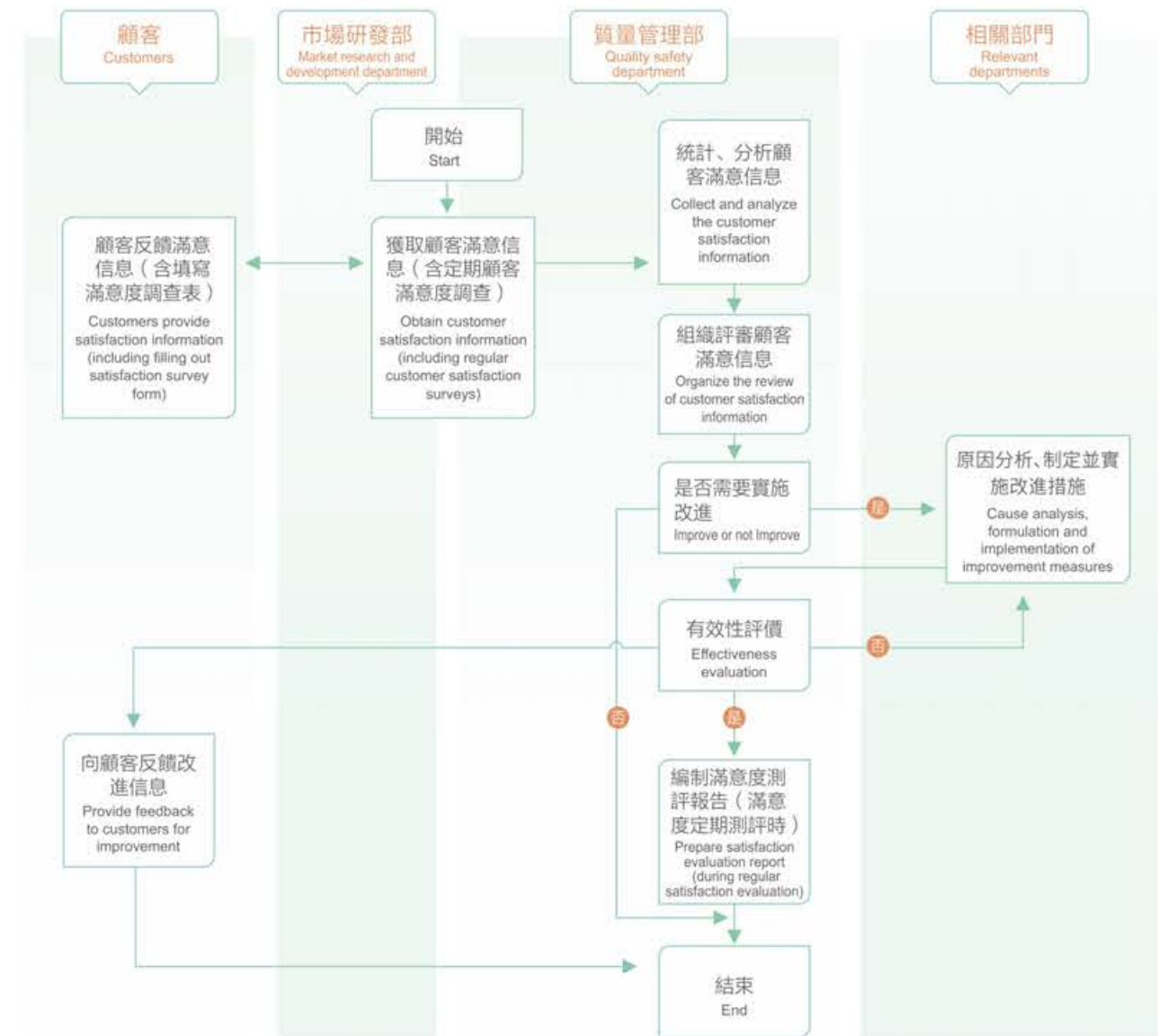
感謝/表揚信 Satisfaction Survey Mechanism

項目 Item	指標 Index	2023年	2024年	2025年
客戶滿意度 Customer satisfaction	四威科技 SIWI SCI & TECH	95.01%	96.30%	98.85%
	中住公司 SEI	96.66%	97.27%	97.13%

客戶投訴管理 Customer complaint management

公司關於產品的投訴管理由質量部門組織市場、技術、採購、生產等相關人員組成售後服務團隊，通過進行全面的問題分析，充分理解客戶需求，識別和消除根本原因，並反饋改善。

The product complaint management of the Company was organized by the quality department, which included marketing, technology, procurement, production and other related personnel to form an after-sales service team. Through comprehensive problem analysis, they could fully understand customer needs, identify and eliminate root causes, and provide feedback for improvements.



2025年，四威科技收到4例客戶產品質量反饋，中住公司收到3例客戶產品質量反饋，通過積極分析原因，仔細查找生產數據，最終經雙方協商，形成了良好一致的解決方案。

In 2025, SIWI SCI & TECH received 4 cases of customer feedback for product quality, SEI received three customer complaints for product quality. Through active analysis of the causes and careful examination of production data, a mutually agreed-upon solution was reached after negotiation between both parties.

● 已售或已運送產品中因安全、質量等原因而需回收的數量為0。
 Number of products sold or shipped that need to be recalled due to safety, quality or other reasons: nil

● 客戶投訴處理率100%。
 Customer complaint handling rate: 100%

Harmonious
Workplace

和諧
職場

公司堅持人才引領發展的戰略思維，深化人才發展的機制改革，打造人才比較優勢和競爭優勢，全力引進、培養、用好人才，推動人才結構改革。同時切實維護員工的合法權益，積極發揮員工的積極和創新性，助力員工與企業共同成長。

Adhering to the strategic mindset of talent-led development, SIWI SCI & TECH deepens the mechanisms and reforms for talent development, creates the comparative and competitive advantages of talents, and makes every effort to introduce, cultivate, and utilize talents, so as to promote structural changes in talent. At the same time, we effectively safeguard the legitimate rights and interests of our employees, actively give full play to their enthusiasm and creativity, and help them grow with our Company.

員工權益與福利

Employee Rights and Benefits

◎ 員工權益保障

Employee Rights Protection

公司堅持以人為本的基本原則，充分尊重勞動、尊重人才、尊重創造，嚴格遵守《勞動法》及《勞動合同法》等相關法律法規，依法保障維護員工合法權益，不斷提高員工幸福感和獲得感。

While adhering to the basic principle of people-oriented, the Company fully respects labor, talent, and creativity and strictly abides by relevant laws and regulations such as the Labor Law and Labor Contract Law to legally protect and maintain the lawful rights and interests of employees and continuously improve the sense of happiness and achievement of employees.

● 嚴格按照《員工招聘管理制度》開展招聘工作，禁止對員工有關於性別的歧視行為；遵守《禁止使用童工規定》，杜絕使用童工。
● Recruitment work is carried out in strict accordance with the Employee Recruitment Management System, we prohibit any discrimination against employees in terms of gender, and comply with the Regulations on Prohibiting Child Labor to eliminate the use of child labor.

● 制定《工資總額管理辦法》《薪酬福利制度》《崗位設置與調整管理辦法》《崗位升降實施細則》《部門績效分配實施細則》《績效考核管理及獎勵分配辦法》等，充分保障員工工作得到回饋和激勵。
● We formulate the Total Salary Management Measures, Salary and Welfare System, the Management Measures for Position Setting and Adjustment, the Implementation Rules for Job Promotion and demotion, the Allocation Implementation Rules for Department Performance, the Performance Appraisal Management and Reward Allocation Measures, etc., so as to fully ensure that employees receive return and incentive for their work.

● 根據國家有關規定，保障員工休假權利，為員工提供帶薪年假、婚假、產假、護理假、哺乳假、喪假、獨生子女護理假、育兒假、探親假、高溫假等假期，積極推動員工工作與家庭的和諧美滿。
● We ensure employees' right to leave and provide paid annual leave, marriage leave, maternity leave, nursing leave, breastfeeding leave, funeral leave, one child care leave, parental leave, family leave, high temperature leave and other holidays, and actively promote employees' harmony and happiness between work and family in accordance with national regulations.

● 公司每年簽訂集體合同及工資集體協商協議，覆蓋所有員工，並為員工足額繳納社會保險和住房公積金。
● The Company enter into a collective contract and collective wage agreement with all employees every year, and make full contribution to the social insurance and housing provident fund for employees.

2025年

勞動合同簽訂率100%
the labor contract signing rate was 100%

未發生虐待員工事件
there were no incidents of employee abuse

未發生違規用工事件
there were no labor law violations

◎ 多元化與平等機會

Diversity and Equal Opportunities

公司致力構建多元化的人才隊伍。對於不同民族、性別等的勞動者一視同仁，充分確保員工在招聘、僱傭、薪酬福利、培訓、晉升等方面享有平等權利。

We are committed to building a diverse workforce. We treat workers of different ethnicities, and genders equally, fully ensuring that employees have equal rights in recruitment, employment, salary and benefits, training and promotion.

● 截止到2025年12月，公司共有員工478人，其中本科120人，碩士及以上31人；高級職稱31人，中級職稱35人，初級職稱52人。

As of December 2025, the Company had a total of 478 employees, including 120 employees with bachelor's degrees, 31 employees with master's degrees and above; 31 employees holding senior titles, 35 employees holding intermediate titles, and 52 employees holding junior titles.

員工構成 Employee Composition		單位 Unit	數量 Number
員工總數 Number of employees		人 Person	478
按性別劃分 By gender	女性員工人數 Number of female employees	人 Person	119
	男性員工人數 Number of male employees	人 Person	359
按僱傭類型劃分 By employment type	勞動合同制 Labor contract system	人 Person	428
	勞務派遣制 Labor dispatch system	人 Person	47
	退休後返聘 Re-employ after retirement	人 Person	3
按年齡組別劃分 By age group	>50歲 >50	人 Person	172
	30至50歲 30-50	人 Person	179
	<30歲 <30	人 Person	127
按地區劃分 By region	中國大陸員工 Mainland China	人 Person	478
	中國港澳臺員工 Taiwan, Hong Kong and Macao, China	人 Person	0
	海外員工 Overseas	人 Person	0
員工受教育程度 By education level	大學本科學歷員工人數 Number of employees with a bachelor's degree	人 Person	120
	碩士學歷員工人數 Number of employees with master's degree	人 Person	30
	博士學歷員工人數 Number of employees with doctoral degrees	人 Person	1
按職級劃分 By title	高級職稱數量 Number of senior titles	人 Person	31
	中級職稱數量 Number of intermediate titles	人 Person	35
	初級職稱數量 Number of junior titles	人 Person	52

◎ 薪酬與福利

Remuneration and Benefits

公司以向核心、向關鍵崗位傾斜為績效導向，體現勞有所得、多勞多得的分配原則，強化五元薪酬結構體系，合理設定公司薪酬結構，優化收益分享機制，實現人工成本與收益協調增長。

The Company adopted a performance-oriented remuneration structure in favor of core and key positions, reflecting the distribution principle of "fair pay for work" and "more work, more pay". We strengthen the five-element compensation structure system and rationally set the Company's compensation structure. We also optimize the profit-sharing mechanism to achieve coordinated growth between labor costs and efficiency.

● 為調動全員的積極性、創造性和主動性，提高員工幹事創業熱情，及時激勵當期目標完成情況，褒獎表現優異的個人和團隊，公司在《薪酬福利制度》基礎上，制定、修訂了《部門績效獎勵分配實施細則》《榮譽表彰獎勵管理辦法》《崗位升降實施細則》及其他績效考核相關管理辦法，進一步完善薪酬管理制度體系。

In order to mobilize the enthusiasm, creativity and initiative of all employees, enhance employees' enthusiasm for work and entrepreneurship, provide timely incentives for the completion of current goals and to recognize outstanding individuals and teams, the Company has formulated and revised the "Implementation Rules for Department Performance Reward Distribution", "Management Measures for Honors and Awards", "Detailed Rules for Promotion and Demotion" and other performance appraisal-related management measures, further improving the remuneration management system.

● 為更好的吸引公司發展所需的人才，增強員工歸屬感、幸福感，制定《安家費發放細則》《員工購房支持細則》，為公司新進員工提供免費宿舍並優化入駐時限（校招研究生學歷員工宿舍入住時限由1年延長至2年，允許符合條件的校招勞務派遣員工申請2年入住時限），為15名符合條件員工的購房備案、貸款提供支持；制定《新進員工崗位層級調整方案》，推動新員工實現「小步快跑」式崗位層級發展，促進其加速成長，對34名新員工進行了崗位層級調整。

In order to better attract the talents needed for the company's development and enhance employees' sense of belonging and happiness, we have formulated the "Settlement Allowance Distribution Rules" and "Employee Housing Purchase Support Rules", and provide free dormitories for new employees. The Company optimized accommodation eligibility periods, extending the dormitory stay for newly recruited graduate employees from 1 year to 2 years, and allowing eligible campus-hired contract employees to apply for a two-year stay. Support was provided for housing registration and loan applications for 15 eligible employees. The Company also developed the "New Employee Position Level Adjustment Plan" to promote rapid, stepwise career development for new hires, accelerating their growth, and implemented position level adjustments for 34 new employees.

● 制定《勞務派遣人員轉聘管理程序》，規範勞務派遣人員轉聘原則、轉聘計劃、轉聘崗位、轉聘條件、轉聘流程等，不但使勞務派遣轉聘工作規範化、程序化，也拓寬了人才發展渠道。

The Company developed the "Management Procedure for Transfer of Labor Dispatch Personnel", standardizing principles, planning, positions, eligibility criteria, and procedures for converting contract staff to regular employees. This not only formalizes and systematizes the conversion process but also broadens the talent development pathway.

員工培訓與發展

Occupational Training and Development

2025年，公司堅持以黨管人才為根本原則，充分發揮黨支部在人才培養工作中的引領作用，系統構建與公司主業匹配的人才隊伍，全面推動公司高質量發展。

In 2025, the Company adhered to the fundamental principle of Party-led talent management, fully leveraging the Party branch's guiding role in talent development. It systematically built a talent team aligned with the Company's core business and comprehensively promoted the Company's high-quality development.

◎ 員工培訓

Employee Training

公司立足發展戰略，持續夯實人才基礎，強化重點人才能力提升，融合內部講師、外部專家及線上/線下課程搭建多元化成長平臺，開展覆蓋管理者、新員工及基層員工等各層級群體培訓課程，實現員工個人成長與公司發展的同頻共振。

Based on its development strategy, the Company has continuously strengthened its talent foundation and enhanced the capabilities of key personnel. By integrating internal instructors, external experts, and both online and offline courses, the Company has built a diversified growth platform, offering training programs for managers, new hires, and frontline employees. This approach ensures that individual employee development progresses in harmony with the Company's overall growth.



專業知識培訓
Professional Knowledge Training



能力提升培訓
Capability Enhancement Training



新員工內訓
Internal Training for New Employees



新員工素質拓展培訓
Team-Building Training for New Employees

公司制定年度員工培訓計劃並建立培訓清單，分類推進業務培訓、職業資格認證及操作技能提升。全年開展一級培訓59次，參與人次達3809人，總學時7924小時，人均培訓時長27.90小時，同比提升171.06%；二級培訓培訓覆蓋5583人次，培訓學時達10726小時，人均39.15小時，同比提升7.23%。

The Company developed an annual employee training plan and established a training catalog, advancing business training, professional qualification certification, and operational skills enhancement in a classified manner. During the year, 59 primary-level training sessions were conducted, with 3,809 participants completing a total of 7,924 training hours, averaging 27.90 hours per person, representing a year-on-year increase of 171.06%. Secondary-level training covered 5,583 participants, totaling 10,726 training hours, with an average of 39.15 hours per person, a year-on-year increase of 7.23%.

◎ 專項培訓
Special Training

管理者能力培訓

Management skills training

覆蓋領導班子、中層幹部及業務骨幹，提升管理素養與領導力

targeting senior management, middle management and key operational staff, with the aim of enhancing management competence and leadership skills

「周三總師授課」

“Wednesday Lectures by Chief Engineers”

三大總師授課16次，累計課時806小時，參訓509人次

The three chief engineers delivered 16 lectures, totalling 806 hours, with 509 participants attending

PMP項目管理培訓

PMP project management training

19人參加培訓，8人通過認證考試

Attended by 19 individuals, with 8 passing the certification exam

新員工培訓

New employee training

採用「內部+外部」結合模式，強化企業文化與技能實踐

We adopt a combined “internal + external” approach to reinforce corporate culture and practical skills

◎ 培訓成效與發展
Training Outcomes and Development

2025年，培訓總人次達9390人次，同比增長91.05%；員工人均年培訓時長達67小時，同比增長27.57%。培訓覆蓋率達100%，涵蓋全職員工、管理層及基層員工。確立所級關鍵人才17名、公司核心人才6名、骨幹人才31名進行專項培養，並建立行業優秀人才庫，提升人才備備質量。2025年公司開展了一線員工技能競賽，共100餘人次參與。

In 2025, the total number of training participants reached 9,390, a year-on-year increase of 91.05%, with an average of 67 training hours per employee, representing a year-on-year increase of 27.57% compared with the previous year. Training coverage reached 100%, encompassing all full-time employees, management, and frontline staff. The Company identified 17 key talents at the institute level, 6 core talents at the company level, and 31 backbone talents for targeted development, and established a talent pool of outstanding industry professionals to enhance talent reserves. In addition, the Company organized a frontline employee skills competition in 2025, with participation exceeding 100 employees.

員工全年培訓情況 Employee Training for the Year	單位 Unit	數量 Number
全年培訓投入 Total investment in training for the year	萬元 RMB0' 000	24.67
全年培訓總人次 Total training attendance for the year	人次 Person-times	9392
員工培訓覆蓋率 Employee training coverage	百分比 %	100%
男性員工培訓覆蓋率 Male employee training coverage rate	百分比 %	100%
女性員工培訓覆蓋率 Female employee training coverage rate	百分比 %	100%
普通員工培訓覆蓋率 Training coverage rate for ordinary employees	百分比 %	100%
管理層培訓覆蓋率 Training coverage rate for management-level employees	百分比 %	100%
全體員工每年人均接受培訓的平均小時數 Average number of annual training hours of all the employee	小時 Hour	67
男員工每年人均接受培訓的平均小時數 Average number of annual training hours of all the male employees	小時 Hour	62
女員工每年人均接受培訓的平均小時數 Average number of annual training hours of all the female employees	小時 Hour	72
普通員工人均培訓時長 Average training duration of ordinary employees	小時 Hour	55
管理層人均培訓時長 Average training duration of management-level employees	小時 Hour	161

安全生產與健康
Safety Production and Occupational Health

安全生產理念、方針及願景

The concept, policy and vision of safety production

我們秉承以人為本，關愛健康，安全發展的理念，充分保障員工的安全與發展。

Adhering to the concept of people-oriented, health-care, and safe development, SIWI SCI & TECH fully guarantees the safety and development of employees.



安全管理
Safety Management

公司堅持深入貫徹《中華人民共和國安全生產法》等法規，圍繞安全生產標準化體系和安全管理強化年，構建堅實有效的安全管理體系，嚴守安全「紅線」，切實落實安全生產責任制，實現安全風險分級管控。

The Company insisted on thoroughly implementing the Safety Production Law of the People's Republic of China and other laws and regulations, and built a solid and effective safety management system around the safety production standardization system and the safety management strengthening year, strictly observe the safety "red line", effectively implemented the safety production responsibility system, and realized the graded management and control of safety risks.

2025年，公司實現了安全生產管理總目標，未發生任何安全、消防、環保責任事故和政府處罰，並獲得2025年屬地政府安監部門的守法證明，安全生產態勢總體運行受控。

In 2025, the Company achieved the overall goal of safety production management, without any incidents of safety, fire protection, and environmental protection or government penalties. The Company also obtained a law-abiding certificate from the safety supervision department of the local government, and the overall safety production situation was under control in 2025.



屬地政府安監部門提供的守法證明
Certificate of compliance issued by the local government's work safety department

● 貫徹落實政府、上級單位下發的安全專項工作

Implementation of special safety tasks assigned by the government and superior units

2025年，通過了中國電科安全生產標準化達標復審工作，公司滿足軍工系統安全生產標準化三級達標要求。定期監測安全生產目標的實施情況，定期評價安全管理體系的適宜性、充分性和有效性，提高管理水平。

In 2025, we passed the safety production standardization compliance review by China Electronics Technology, and satisfied the military system safety production standardization level 3 requirements. The Company regularly monitored the implementation of production safety objectives, regularly evaluated the suitability, adequacy and effectiveness of the safety management system, and improved management level.

2025年，公司及控股公司貫徹落實中央、省市及中國電科關於開展安全生產治本攻堅三年行動的工作要求，堅持從注重管理形式向注重管理本質轉變、從免責思維向擔當作為轉變，以防範化解安全風險為主線，以「五大專項行動」為抓手，聚焦新形勢下傳統和非傳統安全風險管控，深化推進重大事故隱患排查整治，不斷提升全系統安全生產基礎保障能力和本質安全水平，堅決防範遏制生產安全事故，以高水平安全促進公司高質量改革發展。

In 2025, the Company and holding companies implemented the work requirements of the central government, provincial governments, and China Electronics Technology on launching a three-year action plan to tackle the root causes of production safety, insisted on shifting from focusing on management forms to the essence of management, and from a sense of exemption from responsibility to taking responsibility, with the prevention and resolution of safety risks as the main line, and the "Five Special Actions" as the starting point. We concentrated on traditional and non-traditional safety risk management under the new situation, deepened the investigation and rectification of major accident hazards, continuously improved the basic guarantee capabilities and inherent safety level of production safety throughout the system, resolutely prevented and curbed production safety accidents, and promoted the Company's high-quality reform and development with a high level of safety.

2025年，公司及控股公司貫徹落實省市及中國電科關於落實《特種設備使用單位落實使用安全主體責任監督管理規定》相關要求，設置特種設備安全總監、安全員，嚴格落實特種設備「日管控、周排查、月調度」，建立長效的特種設備安全管理機制。

In 2025, the Company and holding companies implemented the relevant requirements of the provincial, municipal governments and China Electronics Technology on the implementation of the "Regulations on the Supervision and Management of Special Equipment Users' Main Responsibility for Safety in Use", set up special equipment safety directors and safety officers, and strictly implemented the "daily control, weekly inspection, and monthly scheduling" of special equipment to establish a long-term special equipment safety management mechanism.



● 多舉措全力推動強化相關方安全管理

Full promotion of strengthening the safety management of related parties with multi-initiative

公司高度重視園區的安全管理工作，營造「安全第一」的氛圍。2025年，持續規範園區電動自行車、生產電動車輛集中管理；園區新增了85個公共區域監控設施，不定期對園區電子圍欄損壞處進行維修，為園區提供可靠的基礎安全設施設備；嚴格執行危險作業和廠房二次裝修審批程序；針對園區企業特種設備、危化品進行專項檢查；針對園區企業安全管理薄弱的領域進行一對一的幫扶指導；強化動態檢查與整改閉環；以安全會議、聯合演練、宣傳教育及提醒警示為抓手，共同築牢園區「安全共同體」。

The Company attached great importance to the safety management of the park and created an atmosphere of "Safety First". 2025, we continuously standardized centralized management of electric bicycles and production electric vehicles in the park, added 85 new monitoring facilities in the park's public areas, and repaired the park's electronic fence from time to time to provide the park with reliable basic safety facilities and equipment; we strictly implemented the approval procedures for hazardous operations and secondary renovation of plants, conducted specialized inspections of special equipment and hazardous chemicals at park enterprises, provided one-to-one support and guidance in areas where safety management is weak, strengthened the dynamic inspection and rectification of the closed loop, and jointly built the Park's "Safety Community" by means of safety meetings, joint exercises, publicity, education and reminders and warnings.



園區安全教育培訓現場圖
On-site photo of safety training at the park

● 嚴查細查常態化檢查，安全風險防患於未然

Conduct strict and regular inspections to prevent safety risks from scratch.

公司以「預防為主 生命至上」為方針政策，貫徹「管業務必須管安全」的安全管理理念。建立公司隱患排查整治動態庫，按照年度假計劃開展安全檢查，計劃完成率100%。2025年，全年隱患排查總計277項，已完成整改270項，整改率97.47%。

Based on the direction and policy of "Prevention-Oriented, Life the Most Important", the Company implemented the management philosophy of "Safety First in the Business Management". The Company established a dynamic database for the investigation and rectification of the hidden danger, and carried out safety inspections according to the annual vacation plan, with 100% completion rate. In 2025, a total of 277 hidden dangers were detected throughout the Year, 270 of which have been rectified, with a rectification rate of 97.47%.

● 紮實開展應急演練，提升區應對突發事件能力

Carried out emergency drill to improve the industrial park's ability to respond to emergencies

2025年，公司已按計劃完成11項應急演練，充分檢驗應對突發事件的應急逃生技能、自救互救能力。

In 2025, the Company completed 11 special emergency drills as planned to fully test the emergency escape skills and self-rescue and mutual rescue capabilities in response to emergencies.

5月，中住公司組織開展「氣站泄露事故應急預案演練」。

In May, SEI organized an "Emergency Drill for Gas Station Leak Incidents."

6月，四威科技園區開展「電子加速器作業密室誤照事故應急演練」。

In June, the SIWI SCI & TECH industrial park conducted an "Emergency Drill for Accidental Radiation Exposure in the Electronic Accelerator Control Room"



中住公司氣站泄露事故應急預案演練現場圖
On-site photo of SEI's emergency drill for gas station leak incidents



電子加速器作業密室誤照事故應急演練現場圖
On-site photo of Emergency Drill for Accidental Radiation Exposure in the Electronic Accelerator Control Room



● 落實消防責任，增強消防意識

Implementation of Fire Protection Responsibilities and Enhancement of Fire Protection Awareness

2025年，公司組織開展了2次園區消防教育培訓，落實了園區消防聯防聯動機制，提高各企業人員尤其是新員工面對火災的應急處置能力，為園區持續穩定安全發展築牢堅實「防火牆」。

In 2025, the Company organized 2 fire education and training sessions in the park, implemented the park fire joint defense and linkage mechanism, improved the emergency response capabilities of various enterprise personnel, especially new employees in the face of fire, and built a solid "firewall" for the sustainable, stable and safe development of the park.



● 關注職業健康，為員工身體保駕護航

Prioritising occupational health to safeguard employees' wellbeing

2025年，四威科技組織開展全員健康體檢，組織職業健康體檢人數137人次，實現接害工種、特殊工序職業健康監測全覆蓋。本年度沒有疑似或確診職業病人員。

In 2025, SIWI SCI & TECH organized comprehensive health check-ups for all employees, conducting occupational health examinations for 137 participants and achieving full coverage of monitored hazardous positions and special processes. No suspected or confirmed cases of occupational diseases were reported during the year.

● 加大安全生產投入，夯實企業發展根基

Incrementation of Investment in Production Safety and Strengthening of the Foundation for Enterprise Development

2025年，四威科技安全經費按相關規範列支，為防止、減少安全事故提供物質保障和重要前提。

In 2025, the safety funds of SIWI SCI & TECH were disbursed in accordance with relevant regulations so as to provide material guarantees and important prerequisites for preventing and reducing safety accidents.

◎ 近三年安全生產投入(萬元)

Investment in safety production in the past three years



◎ 員工職業健康

Occupational Health Management

公司高度重視員工的健康與安全，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》《中華人民共和國勞動法》《中華人民共和國勞動合同法》《工傷保險條例》《職業健康檢查管理辦法》《職業健康監護技術規範》等相關法律法規及國家標準，嚴格落實公司《職業病危害防治管理制度》《職業健康與勞動保護管理制度》。公司及中住公司均通過了職業健康安全體系認證。

We attach great importance to the health and safety of its employees. It strictly complies with relevant laws, regulations and national standards such as the Occupational Disease Prevention and Control Law, the Production Safety Law, the Labor Protection Law, the Labour Contract Law, the Regulations on Work-Related Injury Insurances, the Measures for the Management of Occupational Health Examination, and Occupational Health Monitoring Technical Specifications, and strictly implement the Occupational Disease Hazard Prevention and Control Management System and the Labor Protection Equipment Management System as well as national standards. In 2023, the Company and SCI obtained the occupational health and safety management system certification. Both the company and SEI have passed the occupational health and safety management system certification.

2025年，公司成立了職業病防治領導小組，制訂了《2025年職業病防治計劃及實施方案》，建立健全了各類安全警示標誌、宣傳牌匾。同時，修訂了《安全風險管理制度》《危險化學品暫存點安全操作規程》《職業健康與勞動保護管理制度》《職業病防治責任制度》《職業衛生操作規程》等多項職業健康管理制度。通過職業危害因素辨識，準確掌握接觸有害、危險崗位因素，更有針對性採取預防應對措施，有效減少職業健康風險事故。

In 2025, the Company established an occupational disease prevention and control leading group and formulated the "2025 Occupational Disease Prevention and Control Plan and Implementation Plan" and established and improved various safety warning signs and publicity plaques. At the same time, the Company revised multiple occupational health management systems, including the Safety Risk Management System, Safety Operating Procedures for Temporary Storage of Hazardous Chemicals, Occupational Health and Labor Protection Management System, Occupational Disease Prevention and Control Responsibility System, and Occupational Health Operating Procedures. By identifying occupational hazard factors, we can accurately grasp the factors of exposure to harmful and dangerous jobs, take more targeted preventive measures, and effectively reduce occupational health risk accidents.

◎ 近三年職業健康投入 (萬元)

Occupational health investment in the past three years



職業健康安全體系認證證書

The Certificates of Occupational Health and Safety Management System Certification

- **健康檔案:**持續完善職業病危害作業人員職業健康監護檔案,2025年,建立了3名新員工職業健康監護檔案,總計建立322份職業健康監護檔案。

Health files: The Company continuously improved the occupational health monitoring files of workers exposed to occupational hazards. In 2025, occupational health monitoring files were established for 3 new employees, and a total of 322 occupational health monitoring files were established.

- **提供體檢:**2025年,公司為接害崗位員工提供了崗前、崗中、離崗職業健康體檢,共組織了21人次進行職業健康崗前體檢,113人進行職業健康在崗體檢,3人進行職業健康離崗體檢。在接害體檢時查出1名輻照維修工的職業禁忌,收到來自醫院開具的《職業健康檢查禁忌癥通知單》後,公司立即告知勞動者,並及時暫停了輻照維修工作,經過職業健康復查合格後再重新安排上崗。

Provision of health examination: In 2025, the Company provided pre-job, on-the-job, and post-job occupational health examinations for employees in hazardous positions of the company. A total of 21 people underwent pre-job occupational health examinations, 113 people underwent on-the-job occupational health examinations, and 3 people underwent post-job occupational health examinations. Occupational contraindications were discovered for one radiation maintenance worker during the hazardous occupation physical examinations. After receiving the "Notice of Contraindications to Occupational Health Examination" issued by the hospital, the Company immediately informed the worker and promptly suspended the radiation maintenance work. After the occupational health re-examination results were qualified, the worker was reinstated to work.

報告期內 During the reporting period

- 接觸職業病危害因素的員工體檢率達到 **100%**
the physical examination rate of employees exposed to occupational hazards reached 100%
- 職業危害確診病例為 **0**
Confirmed cases of occupational diseases: **0**
- 因工傷損失工作日數 **0**
the number of workdays lost due to work-related reasons was **0**
- 員工職業健康監護檔案建檔率 **100%**
the rate of establishing occupational health monitoring records for employees was **100%**
- 近三年因公死亡人數為 **0**
the number of work-related deaths in the past three years was **0**.



職業衛生體檢報告
Occupational Health Examination Report

- **實施培訓:**按標準化要求對接害崗位員工進行相關安全教育培訓:組織了安全員、班組人員、接觸職業危害因素崗位人員以及新入職人員進行了《職業病防治法》《職業衛生操作規程》和公司職業衛生管理制度培訓。

Implementation of training: The Company Conducted relevant safety education and training for employees in hazardous positions according to standardized requirements: Organize training on the Occupational Disease Prevention and Control Law, Occupational Health Operating Procedures and the occupational health management system of the Company for safety officers, team members, personnel in positions exposed to occupational hazards and new employees.

- **完善設施:**提供和維護職業病防治的相關設施設備:

Providing and maintaining facilities: We provided and maintain facilities and equipment related to occupational disease prevention and control.

降噪設備:產生噪音的設備安裝隔音罩、減震墊等,空壓機房設置隔音牆。

Noise reduction equipment: Noise-generating equipment was equipped with soundproof covers, shock-absorbing pads, etc., and the air compressor room was equipped with soundproof walls.

防塵設備:上料採取真空泵抽料,作業人員僅需負責定時加料,減少作業人員接觸粉塵的機會。

Dust-proof equipment: The material was fed by a vacuum pump, and the operator was only responsible for regular feeding, reducing the chance of the operator being exposed to dust.

防毒設備:設置集氣罩鏈接抽風淨化設施、抽風管道連接局部排毒設施、噴淋淨化裝置,淨化有毒物質,排出車間。

Anti-toxic equipment: the Company set up air collecting hoods to connect exhaust purification facilities, exhaust ducts to connect local detoxification facilities and spray purification devices to purify toxic substances and discharge them out of the workshop.

防高溫設備:設備外層採用隔熱保溫材料。

High temperature protection equipment: The outer layer of the equipment was made of heat insulation materials.

防輻照設備:機房牆體全部為屏蔽牆體,配備輻射測量報警儀、智能化數字輻射儀、信號指示燈、警鈴、緊急按鈕、連鎖控制系統、安全監視系統、警示標識、軸流風機。

Anti-radiation equipment: The walls of the computer room were all shielded walls, equipped with radiation measurement alarms, intelligent digital radiometers, signal indicators, alarm bells, emergency buttons, chain control systems, safety monitoring systems, warning signs, and axial flow fans.



- 證書更新：在全國核技術利用輻射安全申報系統，通過了輻射安全許可證延續申請，保障輻射作業合法運行。

Certificate renewal: The application for the renewal of the radiation safety licence was approved through the National Radiation Safety Declaration System for the Utilisation of Nuclear Technology, thereby ensuring the lawful operation of radiation-related activities.

- 充足用品：配備符合國家標準要求的防護用品和應急救援物資。拉絲鍍錫操作工配備防噪耳塞、線手套、防燙手套、護目鏡。束絞、框絞操作工配備防噪耳塞、線手套。擠塑工配備防噪耳塞、線手套、防燙手套。電子裝配工配備線手套、防塵口罩。輻照操作工配備線手套、帆布手套、護目鏡。空壓工配備防噪耳塞、線手套。機修工配備線手套。電工配備線手套、絕緣手套、絕緣鞋。檢驗工配備防塵口罩、防靜電手套、布手套。激光作業人員配備專業防護眼鏡。

Providing adequate supplies: We equipped employees with protective equipment and emergency supplies that met national standards. Brushed tin plating operators are equipped with anti-noise earplugs, wire gloves, anti-scalding gloves, and goggles. Operators of bunching and frame twisting were equipped with anti-noise earplugs and wire gloves. Extruders were equipped with anti-noise earplugs, wire gloves, and anti-scald gloves. Electronics assembler equipped with wire gloves, dust mask. Irradiation operators were equipped with wire gloves, canvas gloves, and goggles. Air compressor workers were equipped with anti-noise earplugs and cord gloves. Mechanics are equipped with line gloves. Electricians were equipped with wire gloves, insulating gloves, and insulating shoes. Inspection workers were equipped with dust masks, anti-static gloves, and cloth gloves. Laser operators were provided with specialized protective eyewear.

- 定期申報：2025年，公司委托專業機構四川中環康源衛生技術服務有限公司進行檢測並公示因素檢測結果，成功通過年度職業危害因素申報審核。

Regular reporting: In 2025, the Company commissioned the professional agency Sichuan Zhonghuan Kangyuan Health Technology Service Co., Ltd. to carry out testing and publish the results of the occupational hazard factor assessment, successfully passing the annual occupational hazard factor reporting review.



職業危害因素檢測報告
Occupational Hazard Factor Testing Report

- 定期評審：每三年委托機構對職業衛生情況開展現狀評審，並按照現狀評價報告落實整改為預防、控制職業病危害，保障員工的健康和相關權益。2025年8月11日公司通過了職業病危害現狀評價專家組復核，將於2028年開展下一輪評價工作。

Regular reporting: Every three years, the Company commissions an external agency to conduct a current-state assessment of occupational health and implements corrective measures based on the assessment report to prevent and control occupational disease hazards and safeguard employees' health and related rights. On 11 August 2025, the Company successfully passed the review by the expert panel on occupational disease hazard assessment and plans to conduct the next assessment in 2028.

員工溝通與關懷

Employee Communication and Care

◎ 員工溝通

Employee Communication

四威科技致力於構建和諧穩定的勞動關係，以職工、會員代表大會為基本形式，不斷拓寬民主溝通渠道，建立健全全方位、多層次的員工溝通體系，保障廣大職工權益。

SIWI SCI & TECH is committed to building harmonious and stable labor relations. It adopts the employee and member representative meeting as the basic form, constantly broadens democratic communication channels, establish and improve comprehensive and multi-level employee communication system, so as to protect the rights and interests of the majority of employees.

嚴格落實職工代表、會員代表大會、總經理信箱、合理化建議等制度，定期召開職代會、會代會。通過職代會、工會委員和職代團（組）長聯席會、黨建工作例會等傳統形式，結合職工合理化建議反饋流程等信息化手段，收集職工意見，引導職工群眾參與民主管理和民主監督。年內匯總梳理職工訴求形成職代會提案11項，均由相關部門予以回應。

The Company strictly implemented systems such as employee representatives, members' representative meetings, the General Manager's mailbox, and suggestion programs, and regularly convened employee and members' representative meetings. The Company promptly announced the status of its production and operation status, major reform issues through traditional forms such as the employee representative meeting, trade union committee and employee' representatives (group) leaders meeting, and regular Party building meetings, combined with the employee suggestion feedback process and other digital tools to collect employee opinions and guide staff participation in democratic management and supervision. During the year, employee requests were summarized and organized into 11 proposals submitted to the employee representative meeting, all of which were responded to by the relevant departments.

通過《四威科技》微信公眾號及時通報生產經營情況、改革重大事項，及時發布職工群眾關注的熱點問題，2025年通過微信公眾號發布各類信息145條，形成黨政工齊抓共管、職工積極參與管理的和諧局面。

Through the official "SIWI SCI & TECH" WeChat account, we published the hot issues of concern to employees in a timely way. In 2025, 145 pieces of information of various kinds were published through WeChat official accounts. We created a harmonious situation in which the Party and government authorities worked together to manage and employees actively participating in it.

通過常態會開展新員工座談會，搭建企業與員工雙向溝通、平等交流的長效平臺，切實了解新員工在崗位適應、培訓成長、職業發展等方面的困惑與訴求，提升員工歸屬感與幸福感，推動企業與員工共融共生、協同發展。

Through regular meetings, the Company held new employee discussion sessions, creating a long-term platform for two-way communication and equal dialogue between the Company and its employees. These sessions helped the Company gain a clear understanding of new employees' challenges and needs in areas such as job adaptation, training, and career development, enhanced their sense of belonging and well-being, and promoted mutual growth and synergetic development between the Company and its employees.



職工、會員代表大會
Employee and Member Representative Meeting



新員工座談會
New Employee Forum

員工關懷
Employee Care

公司將員工放在核心位置，關心和改善員工的工作和生活條件，為員工打造輕鬆、愉悅的工作環境，提升員工的幸福感、滿足感和歸屬感。

The Company puts its employees at the core, cares about and improves their working and living conditions, creates a relaxed and pleasant working environment for employees, and enhances employees' sense of happiness, satisfaction and belonging.

制度保障 System Security

2025年，我們完善和規範了《工會工作實施細則》《工會組織工作制度》等工會制度，形成規範體系，加大工會普惠力度，推動幫扶工作的常態化、精準化，促進職工合法權益得到有效保障。

In 2025, we improved and standardized trade union systems, including the "Implementation Rules for Trade Union Work" and the "Trade Union Organization Work System," establishing a formalized framework. These efforts expanded the inclusiveness of union benefits, promoted the regularization and precision of assistance programs, and effectively safeguarded employees' lawful rights and interests.

慰問幫扶 Regards and Assistance

我們始終堅持用心為職工解決實際困難，通過多種多樣的形式為職工們送去溫暖與關懷。

We have always prioritized solving practical difficulties for employees with sincerity, and expressing care and concern for our employees through various forms.

2025年，公司開展「春節」「端午」「中秋」等節日慰問活動，覆蓋公司300餘名職工；為3名職工發放「金秋獎學」；為400餘名職工發放生日提貨券；開展去世、住院、結婚、退休等慰問。

In 2025, the Company organized holiday care activities for Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, reaching over 300 employees. It awarded the "Golden Autumn Scholarship" to three employees, distributed birthday vouchers to more than 400 employees, and provided care and support for employees experiencing bereavement, hospitalization, marriage, or retirement.

開展「送溫暖」「送清涼」等活動，慰問工匠、困難職工、一線人員200餘人，高溫天氣為一線配置冰箱，購買清涼飲品、熬制綠豆湯等，竭力解決職工實際困難；推動職工醫療互助參保415人，金額共計5.3萬餘元，協助報銷醫療費用1萬餘元等。

The Company carried out the "Send Warmth" and "Cooler In Summer" activities, providing care to over 200 craftsmen, employees in difficulty, and frontline staff. During hot weather, refrigerators were provided on-site, and refreshing drinks and mung bean soup were prepared to help address employees' practical needs. In addition, the Company promoted participation in employee medical mutual-aid insurance for 415 employees, with a total coverage of over RMB 53,000, and assisted in reimbursing more than RMB 10,000 in medical expenses.



走訪慰問團員青年
Visiting and providing care to young members



送清涼
Cooler in Summer

文體活動 Cultural and Sports Activities

2025年，為豐富和活躍幹部職工精神文化生活，引導大家以團結奮進昂揚的精神面貌投入到工作中，公司工會成立歌唱、乒乓球、羽毛球協會，結合興趣，舉辦健步走、羽毛球、乒乓球、三八婦女節座談、讀書分享會、雙節主題活動等，活動吸引300餘名職工積極參與，為園區足球場購置足球門框，逐步完善運動設施設備；積極動員參加上級工會組辦的運動會、籃球賽、風箏節、乒乓球賽等，乒乓球協會會員攜手所乒乓球選手參加中國電科第四屆「國基杯」乒羽比賽中，榮獲乒乓球團體賽第二名，多方位增強公司團隊凝聚力和歸屬感。

In 2025, to enrich and invigorate the cultural and recreational life of employees and guide them to approach work with a spirit of unity and progress, the Company's trade union established singing, table tennis, and badminton clubs. Based on employees' interests, it organized activities such as walking events, badminton and table tennis matches, International Women's Day forums, book-sharing sessions, and Double Festival-themed events, attracting over 300 participants. The Company also purchased goal frames for the campus football field, gradually improving sports facilities and equipment. Employees were actively encouraged to participate in events organized by higher-level trade unions, including sports meets, basketball tournaments, kite festivals, and table tennis competitions. Notably, table tennis club members partnered with institute players to compete in the 4th "Guoji Cup" Table Tennis and Badminton Competition organized by China Electronics Technology, winning second place in the table tennis team event. These initiatives collectively strengthened team cohesion and employees' sense of belonging.



乒乓球比賽
Ping Pong Competition



雙節活動
Double Holiday event



讀書活動
Reading sessions

服務保障 Service Security

組織做好工匠、勞模的動態管理和服務工作：按照上級工會要求，進一步核實勞模相關信息，按時進行勞模年審；及時通知公司工匠、勞模進行一年一度的健康體檢；通過微信、電話等渠道，隨時協助解答工匠、勞模關注的問題。

The Company organized dynamic management and support services for craftsmen and model workers. In accordance with the requirements of higher-level trade unions, it further verified relevant information on model workers and conducted their annual reviews on schedule. Craftsmen and model workers were promptly notified to undergo their yearly health check-ups. In addition, the Company provided ongoing support through WeChat, telephone, and other channels, assisting with any questions or concerns raised by craftsmen and model workers.



創新活力、隊伍改革 Innovation Vitality and Team Development

為在科研生產過程中充分發揮技術核心攻堅和人才培養的關鍵作用，2025年公司採取重點提升技藝傳承與創新並行的培訓策略，設立工匠創新工作室為員工提供平臺和技術支持，開展專業課程和實訓項目培訓，舉辦崗位練兵、技能競賽等活動鼓勵技術創新和工藝改進，獲評「成都工匠」一名，100餘人參與勞動競賽，為公司的高質量發展提供有力支撐。

To fully leverage the critical role of technical expertise and talent development in research and production, in 2025 the Company adopted a training strategy focused on both skill inheritance and innovation. It established craftsman innovation workshops to provide employees with platforms and technical support, conducted professional courses and practical training projects, and organized activities such as on-the-job drills and skills competitions to encourage technical innovation and process improvement. One employee was recognized as a "Chengdu Craftsman," and over 100 employees participated in labor competitions, providing strong support for the Company's high-quality development.



勞動競賽
Labour Competitions



專題培訓
Special Training



工作室申報
Workshop Registration

Social Contributions

社會貢獻

築牢“社區+企業”鏈條
Build a Strong "Community + Enterprise" Chain

我們與社區（高新區合作街道辦、芳草街道辦、沙子壩街道辦）協理共治，實現共建、共治的治理目標。與社區相互溝通、協同配合，借助社區力量開展培訓研討、隱患排查，推進安全和諧園區建設；對單身宿舍進行合規化管理，清理廢棄雜物，改善居住環境，消除安全風險，保障住戶切身利益；積極響應社區就玉林商鋪消防隱患開展專項排查治理，督促整改落實，履行安全監管職責。

We collaborated with the community (High-tech Zone's Cooperation Subdistrict Office, Fangcao Subdistrict Office, Shaziyuan Subdistrict Office) to achieve the governance goals of co-construction and co-governance. We communicated and cooperated with the community, and used the strength of the community to carry out training seminars, hidden danger inspections, and promoted the construction of a safe and harmonious industrial park. We conducted compliance management for single dormitories, cleaned up waste and debris, improved the living environment, eliminated safety risks, and protected residents' safety interests. We actively responded to the special safety meeting organized by the community on Pukang Hospital, detailed and clarified risk items, supervised the implementation of rectifications, and performed our safety supervision responsibilities.

助推鄉村振興
Promote rural revitalization

四威科技積極參與央企消費助農扶農項目，通過定點助農消費，購買農產品，提高農民收入，促進農村經濟發展，發揮出公司在助力鄉村振興、履行社會責任、推動社會和諧可持續發展方面的積極作用。2025年，公司採購陝西省經德縣助農產品約3萬元。

SIWI SCI & TECH proactively took part in the central enterprise's consumption and agricultural support projects. Through targeted agricultural support consumption and purchase of agricultural products to increase farmers' income, promoted rural economic development, and played the Company's positive role in assisting rural revitalization, fulfilling social responsibilities and promoting harmonious and sustainable development of society. In 2025, the Company purchased approximately RMB 30,000 worth of agricultural products from farmers in Suide County, Shaanxi Province.

慰問關懷老同志
Providing care and support to veterans

2025年，公司持續加強老幹部服務保障工作，定期帶著精心準備的禮品走進多位老同誌家中，主動了解他們的身體、生活情況，及時了解他們的所思所想、所需所盼，積極協調解決遇到的實際困難，送上真誠的關懷與問候。在親切的拉家常與深入的交流中，續寫人文關懷的溫暖篇章，用心用情做好老幹部服務保障工作。

In 2025, the Company continued to strengthen services and support for veteran employees. Staff regularly visited the homes of several veteran employees with carefully prepared gifts, proactively checking on their health and living conditions, understanding their thoughts, needs, and expectations, and actively coordinating solutions to any practical difficulties they faced, offering sincere care and greetings. Through friendly conversations and in-depth exchanges, the Company extended a warm culture of humanistic care, thoughtfully and attentively carrying out services and support for veteran employees.



附錄 Appendix

報告編制說明 Description of Report Preparation

報告簡介 Report Description

本報告是成都四威科技股份有限公司發布的第十份環境、社會與管治報告（以下簡稱“本報告”），以披露和展示公司在環境、社會及管治的績效，和對利益相關方所關注重要議題的響應。本報告經四威科技董事會審閱，並對所載信息的真實性及有效性負責。

This is the tenth Environmental, Social and Governance (ESG) report (the "Report") published by Chengdu SIWI Science and Technology Company Limited to disclose and demonstrate the ESG performance and responsiveness to major issues of concern to stakeholders. This report has been reviewed by the Board of Directors of SIWI SCI & TECH and we are accountable for the authenticity and validity of the information contained herein.

時間範圍 Time Range

本報告涵蓋時間範圍如無特殊說明，均為2025年1月1日至12月31日。

Unless otherwise stated, this Report covers the period from 1 January 2025 to 31 December 2025.

覆蓋範圍 Scope

本報告覆蓋成都四威科技股份有限公司及子公司，與財務報告合併報表範圍一致。

This Report covers Chengdu SIWI Science and Technology Company Limited and its subsidiaries and branches, which is in line with the scope of the consolidated financial statements.

數據來源 Information Source

本報告全部信息數據來自公司的正式文件、公開披露文件。報告所引用財務數據若與年報有出入，請以年報為準，如無特殊說明，貨幣單位均為人民幣。

All information and data contained in this Report are obtained from official and public documents disclosed by the Company. If there is any discrepancy between the financial data quoted in this Report and that of the annual report, please refer to the annual report. The financial figures in this Report are denominated in Renminbi ("RMB"), unless otherwise stated.

編制依據 Basis for Preparation

本報告遵循中華人民共和國國務院國有資產監督管理委員會（下稱國資委）《關於中央企業履行社會責任的指導意見》、香港聯合交易所有限公司（下稱香港交易所）《環境、社會與管治報告指引》，同時參考國際標準化組織（ISO）《社會責任指南（ISO26000）》。

This report is prepared in accordance with the Guidelines to the State-owned Enterprises Directly under the Central Government on Fulfilling Corporate Social Responsibilities issued by the State-owned Assets Supervision and Administration Commission of the State Council of the People's Republic of China ("SASAC"), and with reference to the Environmental, Social and Governance Reporting Guide of Hong Kong Exchanges and Clearing Limited ("HKEx"), the Guidance on Social Responsibility (ISO 26000) of the International Organization for Standardization (ISO).

指代說明 Reference Description

成都四威科技股份有限公司（前稱成都普天電纜股份有限公司）在報告中的表述使用“四威科技”“本公司”“公司”和“我們”指代。

“中國電科”指代中國電子科技集團有限公司。

“中國普天”指代中國普天信息產業集團有限公司。

“二十九所”指代中國電子科技集團公司第二十九研究所。

“中住公司”指代成都中住光纖有限公司。

"SIWI SCI & TECH", the "Company", "our" and "we" will be adopted instead for the expression of Chengdu SIWI Science and Technology Company Limited (formerly known as Chengdu PUTIAN Telecommunications Cable Company Limited).

China Electronics Technology will be referred to as China Electronics Technology Group Corporation.

China Putian will be referred to as China Putian Corporation Co., Ltd.

The 29th Research Institute of China Electronics Technology Group Corporation will be referred to as the "29th Research Institute".

Chengdu SEI Optical Fiber Co., Ltd. will be referred to as "SEI".

發布形式 Availability

本報告有中文和英文兩種，均以電子版發布，下載地址如下：

香港交易所網站

<https://www.hkex.com.hk>

成都四威科技股份有限公司網站

<http://www.cdc.com.cn>

This report is available in Chinese and English versions, which are in electronic format and can be downloaded on the following websites:

Website of Hong Kong Stock Exchange

<https://www.hkex.com.hk>

Website of Chengdu SIWI Science and Technology Company Limited at

<http://www.cdc.com.cn>

編制原則 Principles for Preparation

本報告以重要性、量化、平衡、一致性四個原則為編制原則。

重要性原則：本報告已在編制過程中識別有關利益相關方對於環境、社會及管治事宜所關注的議題，並根據其重要程度，在本報告中做有針對性的披露。

量化原則：報告所涉及的數據均可計量，且個別影響已訂下減少目標。

平衡原則：本報告遵循平衡原則，客觀呈現公司的ESG表現及情況。

一致性原則：本報告的編備方式與往年無異。

This Report has been prepared based on four principles:

Materiality, Quantification, Balance and Consistency.

Principle of Materiality: Issues of concern to relevant stakeholders

on ESG matters have been identified in the preparation of this Report and disclosed accordingly in this Report based on the reporting principle of Materiality.

Principle of Quantification: The data included in this Report is measurable, and targets to reduce a particular impact can be set.

Principle of Balance: This Report follows the principle of balance and presents an objective view of the ESG performance and status of the Company.

Principle of Consistency: This Report has been prepared in the same way as in previous years.



報告指標索引 Reporting Indicator Index

港交所《環境、社會及管治報告指引》 HKEX ESG Reporting Guide

香港交易所《環境、社會及管治報告指引》內容索引 HKEX ESG Reporting Guide Index		
主要範疇、層面、一般披露及關鍵績效指標 Subject Areas, Aspects, General Disclosures and KPIs		披露索引 Disclosure Index
A. 環境 Environmental		
層面 A1: 排放物 Aspect A1: Emission	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。 注：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 有害廢棄物指國家規例所界定者。 General Disclosures Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	P26-27, P30
	關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data. P28-30
	關鍵績效指標A1.2 KPI A1.2	[於2025年1月1日刪除] [Deleted on 1 January 2025] P28
	關鍵績效指標A1.3 KPI A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). P28
	關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Description of emission target(s) set and steps taken to achieve them. P26-30
	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 how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. P26-30
	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. P26-30

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層面 A2: 資源使用 Aspect A2: Use of Resources	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 Disclosures Policies on efficient use of resources including energy, water, and other raw materials.	P22-25
	關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). P22
	關鍵績效指標A2.2 KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility). P24
	關鍵績效指標A2.3 KPI A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them. P24-25
	關鍵績效指標A2.4 KPI A2.4	描述求取適用水源上可有任何問題, 以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. P24
	關鍵績效指標A2.5 KPI A2.5	制成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. P25
層面 A3: 環境及天然資源 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 Disclosures Policies on minimizing the issuer's significant impacts on the environment and natural resources.	P20-21
	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. P20-21
層面 A4: 氣候變化 Aspect A4: Climate Change	[於2025年1月1日刪除] [Deleted on 1 January 2025]	P20-21
	關鍵績效指標A4.1 KPI A4.1	[於2025年1月1日刪除] [Deleted on 1 January 2025] P20-21

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B. 社會 Social			
僱傭及勞工常規 Employment and Labor Practices			
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.		P40
	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雇員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P41
	關鍵績效指標B1.2 B1.2 KPI B1.2	按性別、年齡組別及地區劃分的雇員流失比率。 Employee turnover rate by gender, age group and geographical region.	P41
	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.		P44-48
層面 B2: 健康與安全 Aspect B2: Health and Safety	關鍵績效指標B2.1 KPI B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P46
	關鍵績效指標B2.2 KPI B2.2	因工傷損失工作日數。 Lost days due to work injury.	P46
	關鍵績效指標B2.3 KPI B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P46-48
	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.		P42
層面 B3: 發展及培訓 Aspect B3: Development and Training	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）劃分的受訓雇員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P41
	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.	P40

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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.		P40
	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.	P44
	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.	P44
營運慣例 Operating Practices			
層面 B5: 供應鏈管理 Aspect B5: Supply Chain Management	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 the supply chain.		P35
	關鍵績效指標B5.1 KPI B5.1	按地區劃分的供貨商數目。 Number of suppliers by geographical region.	P35
	關鍵績效指標B5.2 KPI B5.2	描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	P35
	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.	P35
	關鍵績效指標B5.4 KPI B5.4	描述在揀選供貨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.	P35
層面 B6: 產品責任 Aspect B6: Product Responsibility	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.		P37-39

香港交易所《環境、社會及管治報告指引》內容索引 HKEX ESG Reporting Guide Index			
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層面 B6: 產品責任 Aspect B6: Product Responsibility	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.	P39
	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.	P39
	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.	P13
	關鍵績效指標B6.4 KPI B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	P38
	關鍵績效指標B6.5 KPI B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P9
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.		P9
	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.	P9
	關鍵績效指標B7.2 KPI B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P16
	關鍵績效指標B7.3 KPI B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	P42
小區 Community			
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小區需要和確保其業務活動會考慮小區利益的政策。 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.		P51
	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, sport).	P51
	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.	P51

讀者反饋表 Reader Feedback Form

尊敬的讀者：您好！
Dear Sir/Madam,

非常感謝您閱讀成都四威科技股份有限公司發布的2025年環境、社會和管治報告。為發揮報告的溝通交流作用，並有效提升四威科技的環境、社會和管治水平，推動企業與社會的共贏，我們真誠期待您的意見和建議。

Thank you very much for reading the 2025 ESG Report released by Chengdu SIWI Science and Technology Company Limited. In order to give full play to the communication function of this Report and effectively improve the level of environmental, social and governance of SIWI SCI & TECH for the realization of mutual benefits between the Company and society, we sincerely look forward to your comments and suggestions.

1. 您對本報告的總體評價如何？

1. What's your general comment on this Report?

2. 您認為四威科技在利益相關方溝通方面做得如何？

2. What do you think about SIWI SCI & TECH in terms of stakeholder communication?

3. 您認為四威科技在公司治理方面做得如何？

3. What do you think about SIWI SCI & TECH in terms of corporate governance?

4. 您認為四威科技在產品責任方面做得如何？

4. What do you think about SIWI SCI & TECH in terms of product responsibilities?

5. 您認為四威科技在環境、安全和職業健康方面做得如何？

5. What do you think about SIWI SCI & TECH in terms of environment, safety and occupational health?

6. 您認為四威科技在員工責任方面做得如何？

6. What do you think about SIWI SCI & TECH in terms of responsibilities to employees?

7. 您認為四威科技在環境、社會與管治方面做得如何？

7. What do you think about SIWI SCI & TECH in terms of ESG?

8. 您認為本報告的內容安排和版式設計是否方便閱讀？

8. Do you think the content arrangement and layout design of this Report is easy to read?

9. 您對四威科技在環境、社會與管治方面及本報告有何意見和建議？

9. What are your comments and suggestions on ESG of SIWI SCI & TECH and this report?



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