

环境管理政策 Environmental Management Policy

零碳转型 · 循环共生 · 绿色生态

Zero Carbon Transition · Circular Symbiosis · Green Ecology

一、政策愿景与适用范围 Policy Vision and Application Scope

政策愿景：思源电气致力于成为电气行业环境可持续发展的全球标杆企业，以“零碳转型、循环共生”为核心构建全价值链绿色生态；为此，本政策将环境保护深度融入公司战略与运营，旨在通过系统性减少环境足迹、保障生态安全，助力全球净零转型与可持续社区建设，并作为由公司董事会批准的环境管理最高行动纲领。

Policy Vision: Sieyuan Electric is committed to becoming a global benchmark enterprise for environmental sustainable development in the electrical industry. Build a green ecosystem across the entire value chain with “zero carbon transition and circular symbiosis” as its core. To this end, this Policy deeply integrates environmental protection into the Company’s strategy and operations, aiming to systematically reduce environmental footprint and safeguard ecological security, thereby supporting the global net-zero transition and sustainable community development. It serves as the supreme guiding document for environmental management approved by the Board of Directors of the Company.

适用范围：本政策适用于思源电气全球所有实体、全体员工及全业务流程，并对供应链合作伙伴具有约束力。

Application Scope: This Policy applies to all global entities, all employees, and the entire business processes of Sieyuan Electric, and shall be binding on its supply chain partners.

二、治理架构与责任分配 Governance Structure and Responsibility Allocation

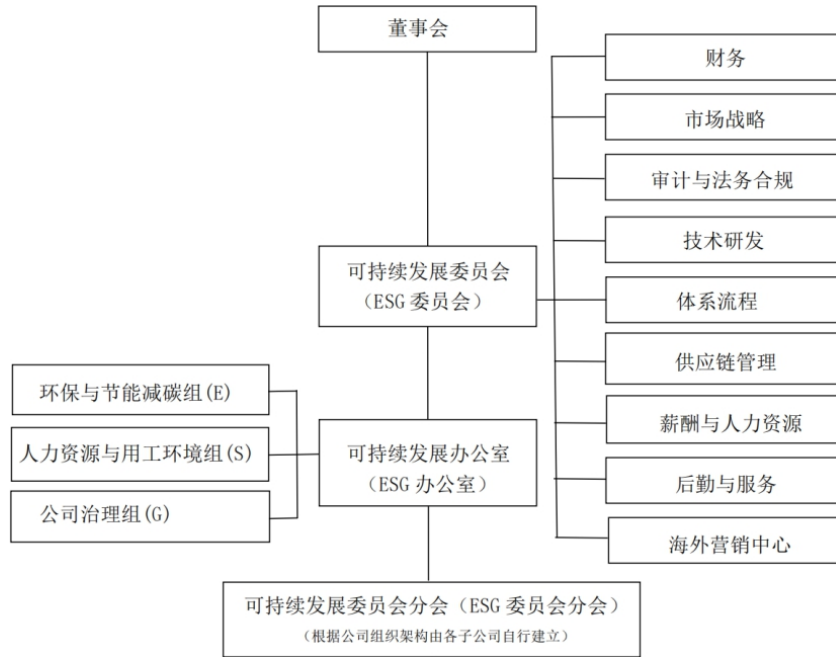
思源电气已建立完整的四级环境治理责任体系，确保环境管理政策在全集团得到有效贯彻。

Sieyuan Electric has established a complete four-tier environmental governance responsibility system to ensure effective implementation of the Environmental Management Policy across the entire Group.

- 董事会：**作为最高监督机构，负责审批公司年度 ESG 报告并总体监督包括环境在内的 ESG 工作。
- Board of Directors:** As the supreme oversight body, it is responsible for approving the Company’s annual ESG Report and supervising overall ESG efforts, including environmental matters.
- 可持续发展委员会：**作为核心决策与统筹机构，负责策划制定环境战略、目标与计划，并协调监督全公司及子公司的环境管理执行。
- Sustainability Committee:** As the core decision-making and coordination body, it is responsible for formulating environmental strategies, objectives and plans, as well as coordinating and supervising the implementation of environmental management across the Company and its subsidiaries.
- 可持续发展办公室（环保与节能减碳组）：**作为专业执行机构，由供应链管理部统筹，具体负责能源、气候、污染及产品影响等所有环境议题的实施管理。
- Sustainability Office (Environmental Protection, Energy Conservation and Carbon Reduction Team):** As the professional implementation body, it is coordinated by the Supply Chain Management

Department, and responsible for the implementation and management of all environmental topics including energy, climate, pollution and product impacts.

- **各子公司（可持续发展委员会分会）**：作为落地实施单元，负责在本单位执行环境政策与目标，并履行绩效汇报、客户沟通及风险上报的职责。思源电气已建立一个四级 ESG 治理体系融合的劳工与人权管理议题，确保本政策得到有效贯彻。
- **All Subsidiaries (Subcommittees of the Sustainability Committee)**: As the implementation units, they are responsible for executing environmental policies and objectives within their respective entities, and fulfilling duties such as performance reporting, client communication, and risk reporting. Sieyuan Electric has established a four-tier ESG governance system that integrates labor and human rights management topics, ensuring the effective implementation of this Policy.



董事会	Board of Directors
可持续发展委员会 (ESG 委员会)	Sustainability Committee (ESG Committee)
财务	Finance
市场战略	Market Strategy
审计与法务合规	Audit and Legal Compliance
技术研发	Technology R&D
体系流程	System Process
供应链管理	Supply Chain Management
薪酬与人力资源	Compensation and Human Resources
后勤与服务	Logistics and Services
海外营销中心	Overseas Marketing Center
可持续发展办公室 (ESG 办公室)	Sustainability Office (ESG Office)
环保与节能减碳组 (E)	Environmental Protection, Energy Conservation and Carbon Reduction Team (E)
人力资源与用工环境组 (S)	Human Resources and Workplace Environment Team (S)
公司治理组 (G)	Corporate Governance Team (G)
可持续发展委员会分会 (ESG 委员会分会) (根据公司组织架构由各子公司自行建立)	Branch Offices of the Sustainability Committee (Branch Offices of the ESG Committee) (Established by each subsidiary in accordance with the Company's organizational structure)

三、核心原则与管理承诺 Core Principles and Management Commitments

思源电气股份有限公司，作为中国电力装备制造业的领先企业，我们深刻认识到自身在能源价值链中的关键地位与双重责任。我们承诺，不仅致力于实现自身运营的绿色低碳转型，更将凭借我们的产品与技术，积极赋能电网、工业及商业客户提升能源效率、增强系统稳定与加速可再生能源整合，从而在更广阔的范围内推动社会低碳发展。我们将环境、社会与治理（ESG）理念全面融入公司战略与日常运营，遵循“预防为主、持续改进、合规守信、透明沟通”的原则，系统化管理自身运营及产品全生命周期内的环境足迹，致力于成为全球能源转型中可信赖的绿色力量。

As a leading enterprise in China's power equipment manufacturing industry, Sieyuan Electric Co., Ltd. deeply recognizes its pivotal position and dual responsibilities in the energy value chain. We commit to not only driving the green and low-carbon transformation of our own operations, but also leveraging our products and technologies to actively empower grid, industrial and commercial customers to enhance energy efficiency, strengthen system stability and accelerate renewable energy integration, thereby promoting social low-carbon development on a broader scale. We fully integrate environmental, social and governance (ESG) principles into our corporate strategy and daily operations, adhering to the principles of "prevention first, continuous improvement, compliance and integrity, and transparent communication". We systematically manage the environmental footprint of our operations and products throughout their life cycles, and strive to become a trusted green force in the global energy transition.

- 能源消耗与温室气体：**思源电气致力于构建以“效率提升”与“清洁替代”为核心的低碳运营体系。我们不仅追求自身能耗强度的持续领先，更致力于成为先行者，探索并实践电力装备制造企业的科学碳目标路径。我们承诺通过管理和技术革新，深度挖掘节能潜力，并积极部署现场可再生能源，显著降低运营对化石能源的依赖，为实现运营层面碳排放达峰并最终迈向净零奠定坚实基础。
- Energy Consumption and Greenhouse Gas:** Sieyuan Electric is committed to building a low-carbon operation system centered on "efficiency improvement" and "clean substitution". We not only strive to maintain a leading position in our own energy consumption intensity, but also aim to be a pioneer in exploring and implementing science-based targets pathways for power equipment manufacturers. We commit to deeply tapping into energy-saving potential through management and technological innovation, and actively deploying on-site renewable energy to significantly reduce our operational dependence on fossil fuels, laying a solid foundation for achieving peak carbon emissions at the operational level and ultimately transitioning to net-zero status.
- 水资源：**思源电气致力于实施与水风险相匹配的精益化水资源管理。我们承诺在所有运营点，特别是位于水资源紧张地区的基地，推行高于当地要求的节水标准与水污染防治措施。通过循环利用和技术改造，系统性减少取水量与排水量，确保水资源的可持续利用，并全力保护所在流域的水环境质量，杜绝因自身运营对水生态系统造成重大负面影响。
- Water Resources:** Sieyuan Electric is committed to implementing lean water resource management aligned with water-related risks. We commit to implementing water conservation standards and pollution prevention measures that exceed local requirements at all operational sites, especially at bases located in water-stressed regions. Through recycling and technological transformation, we systematically reduce water intake and discharge to ensure sustainable water resource utilization, and fully protect the water environment quality of the basins where we operate, eliminating any significant negative impacts on aquatic ecosystems caused by our operations.
- 原料与化学品：**思源电气致力于引领供应链的绿色转型与安全管控。我们承诺建立并推行绿色采购战略，优先选择环境绩效更优的原材料与低环境风险的化学品。通过建立供应商评估与协

作机制, 推动上游共同减少环境足迹。同时, 我们将化学品安全视为生命线, 构建覆盖采购、储存、使用、处置的全链条、闭环式管理体系, 确保绝对受控, 保障员工、社区与环境安全。

- **Raw Materials and Chemicals:** Sieyuan Electric is committed to leading the green transformation and safety control of the supply chain. We commit to establishing and implementing a green procurement strategy, prioritizing raw materials with superior environmental performance and chemicals with low environmental risks. By establishing supplier evaluation and collaboration mechanisms, we drive upstream partners to jointly reduce their environmental footprints. At the same time, we regard chemical safety as a lifeline, building a full-chain, closed-loop management system covering procurement, storage, use, and disposal to ensure absolute control and safeguard the safety of employees, communities, and the environment.
- **废弃物:** 思源电气致力于向废弃物“零废弃”的循环经济模式迈进。我们承诺超越简单的合规处置, 以“减量、再用、循环”为优先次序管理所有废弃物。通过优化设计、改进工艺从源头减少废物产生, 并最大化生产过程中金属等有价值资源的内部循环。我们致力于寻找一般工业固废的资源化出路, 减少最终处置量, 推动生产系统向更循环、更可持续的方向演化。
- **Waste:** Sieyuan Electric is committed to advancing a “zero-waste” circular economy model. We commit to going beyond simple compliance in disposal, prioritizing waste management through the “reduction, reuse, and recycling” approach. We will reduce waste generation at the source through optimized design and improved processes, and maximize the internal recycling of valuable resources such as metals in production. We strive to find resource recovery solutions for general industrial solid waste, reduce final disposal volumes, and drive the evolution of our production system toward a more circular and sustainable way.
- **产品使用:** 思源电气致力于将绿色基因注入产品创新核心, 成为客户低碳转型的首选伙伴。我们承诺将全生命周期环境影响评估作为产品研发的必备环节, 致力于设计并交付更高能效、更低损耗、更长寿命、更易回收的电力设备。我们的核心价值在于通过领先的产品与技术解决方案, 帮助客户实现显著的节能降耗与系统优化, 从而创造远超我们自身运营减排的“绿色杠杆效应”。
- **Product Use:** Sieyuan Electric is committed to embedding green principles at the core of product innovation and becoming the preferred partner for customers’ low-carbon transition. We commit to making the full life cycle environmental impact assessment an integral part of product R&D, and to designing and delivering power equipment with higher energy efficiency, lower energy consumption, longer service life, and easier recyclability. Our core value lies in helping customers achieve significant energy savings, consumption reduction, and system optimization through leading products and technical solutions, thereby creating a “green leverage effect” that far exceeds our own operational emission reductions.
- **产品生命末期:** 思源电气致力于践行生产者责任延伸理念, 探索电力装备循环商业模式。我们承诺为产品的“终点”负责, 通过生态设计为产品的拆解、翻新和材料回收创造便利。我们将主动研究并试点建立产品回收体系, 探索关键部件再制造与高价值材料再生的可行性, 旨在延长产品与材料的使用寿命, 减少废弃环节的资源浪费与环境负担。
- **End-of-Life Products:** Sieyuan Electric is committed to implementing the Extended Producer Responsibility concept and exploring circular business models for power equipment. We commit to taking responsibility for the “end-of-life” of our products, and creating convenience for product disassembly, refurbishment, and material recovery through eco-design. We will proactively research and pilot the establishment of a product recycling system, and explore the feasibility of re-manufacturing key components and regenerating high-value materials, aiming to extend the service life of products and materials, and reduce resource waste and environmental burdens at the disposal stage.
- **消费者健康与安全:** 思源电气致力于将“绝对安全”与“健康友好”铸就为产品的根本属性与品牌承诺。我们承诺在产品的设计、制造、测试及信息提供的全过程中, 将用户与相关工作人员

的健康与安全置于首位。我们不仅满足于符合强制性安全标准，更致力于通过前瞻性设计、严苛的质量控制和清晰的使用指导，主动预防潜在风险，确保产品在整个使用周期内安全、可靠、可信赖。

- Consumer Health and Safety:** Sieyuan Electric is committed to forging “absolute safety” and “health-friendly” as the fundamental attributes and brand promise of our products. We commit to prioritizing the health and safety of users and relevant personnel throughout the entire process of product design, manufacturing, testing, and information provision. We not only meet mandatory safety standards but also proactively prevent potential risks through forward-thinking design, rigorous quality control, and clear usage guidance, ensuring products remain safe, reliable, and trustworthy throughout their entire life-cycle.

四、量化管理目标 Quantitative Management Objectives

为系统化、可衡量地推进承诺，我们设定以下量化管理目标，所有改善目标均以 **2024 年为基准年**。To systematically and measurably advance our commitments, we have set the following quantitative management objectives, with **2024 as the base year** for all improvement objectives.

管理议题 Management Topics	短期目标 (2024 基准年-2026 目标年) Short-term Objectives (Base year 2024 – Target year 2026)	长期目标 (2024 基准年-2030 目标年) Long-term Objectives (Base year 2024 – Target year 2030)
能源消耗与温室气体 Energy Consumption and Greenhouse Gas	单位产值能耗累计降低 $\geq 9\%$ （年均 $\geq 3\%$ ）；启动并完成至少 3 个主要生产基地的分布式光伏建设（年均数量 ≥ 1 ）。 Cumulative reduction in energy consumption per unit output value $\geq 9\%$ (with an annual average reduction $\geq 3\%$); initiate and complete the construction of distributed photovoltaic projects at least 3 major production bases (with an annual average number ≥ 1).	单位产值碳排放强度年均下降 $\geq 3.5\%$ ，确保在 2030 年达到峰值；可再生能源使用比例显著提升。 Annual reduction in carbon emission intensity per unit output value $\geq 3.5\%$, ensuring a peak carbon emission by 2030; the proportion of renewable energy utilization will be significantly increased.
水资源 Water Resources	废水、噪声排放达标率 100%；每年组织至少 1 次全员水资源保护专项培训。 The compliance rate for wastewater and noise discharge is 100%; conduct at least 1 annual specialized training session on water resource protection for all employees.	单位产值耗水量累计下降 $\geq 15\%$ ；在高水风险地区运营点制定并实施水强度削减计划。 Cumulative reduction in water consumption per unit output value $\geq 15\%$; develop and implement water intensity reduction plans at operating sites in high water-risk areas.

管理议题 Management Topics	短期目标 (2024 基准年-2026 目标年) Short-term Objectives (Base year 2024 – Target year 2026)	长期目标 (2024 基准年-2030 目标年) Long-term Objectives (Base year 2024 – Target year 2030)
原料与化学品 Raw Materials and Chemicals	<p>每年环境污染及化学品泄漏事故=0；每年新增应用≥1种环保原材料或低毒化学品。</p> <p>Annual environmental pollution and chemical leakage incidents = 0; ≥1 new type of eco-friendly raw material or low-toxicity chemical is introduced annually.</p>	<p>建立并运行供应商环境绩效评估体系；环保材料采购成本占比提升至10%以上。</p> <p>Establish and operate a supplier environmental performance evaluation system; increase the procurement cost ratio of eco-friendly materials to more than 10%.</p>
废弃物 Waste	<p>危险废物合规处置率 100%；生产性金属废料回收利用率 100%。</p> <p>The compliance rate for hazardous waste disposal is 100%; the recycling rate for industrial metal waste is 100%.</p>	<p>实现生产基地废弃物“零填埋”（不可利用废物除外）；一般工业固体废物资源化率逐年提升。</p> <p>Achieve “zero landfill” for production base waste (excluding non-recyclable waste); the resource utilization rate of general industrial solid waste increases annually.</p>
产品环境绩效 Product Environmental Performance	<p>完成至少3个核心产品系列的碳足迹核算；新产品研发通过生态设计评审。</p> <p>Complete carbon footprint accounting for at least 3 core product series; new product R&D shall pass eco-design review.</p>	<p>主力产品能效水平较基准年平均提升10%；发布公司首份产品全生命周期影响白皮书。</p> <p>The energy efficiency of main products has improved by 10% compared to the baseline year; and the Company has released its first white paper on product full life cycle impact.</p>
产品生命末期 End-of-Life Products	<p>完成2条主力产品线的拆解设计与回收指南；新产品说明书包含安全处置指引。</p> <p>Complete the disassembly design and recycling guidelines for 2 main product lines; the new product manuals include safety disposal instructions.</p>	<p>建立1条成熟的示范性产品回收与再制造通道。</p> <p>Establish 1 mature demonstration channel for product recycling and re-manufacturing.</p>

管理议题 Management Topics	短期目标 (2024 基准年-2026 目标年) Short-term Objectives (Base year 2024 – Target year 2026)	长期目标 (2024 基准年-2030 目标年) Long-term Objectives (Base year 2024 – Target year 2030)
消费者健康与安全 Consumer Health and Safety	已查实的因产品安全问题导致的顾客伤害事件=0；每年至少发布 1 份产品安全使用指南。 The number of verified customer injury incidents caused by product safety issues = 0; at least issue 1 product safe use guideline each year.	主导或参与制定至少 1 项行业产品安全与健康标准或规范。 Lead or participate in the formulation of at least 1 industry standard or specification for product safety and health.

目标管理说明：短期目标侧重合规底线与基础管理，长期目标侧重体系完善与文化深化，所有量化目标的测量与追踪将依赖于每年度环境绩效数据系统与定期内外部审计，并每年进行评审和动态调整。

Objective Management Note: The short-term objectives focus on compliance baseline and basic management, while the long-term objectives emphasize system improvement and cultural deepening. The measurement and tracking of all quantitative objectives shall rely on the annual environmental performance data systems and regular internal and external audits, with annual reviews and dynamic adjustments.

五、传达、沟通与申诉机制 Communication, Consultation and Grievance Mechanism

思源每年通过发布 ESG 报告、平台披露与内外沟通渠道，对内全员培训。设立 ESG@sieyuan.com 专项邮箱、官网/公众号反馈入口，定期发布 ESG 报告，接受监督并持续加强 ESG 管理与透明度。

Sieyuan annually conducts internal training for all employees through ESG reports, platform disclosures, and internal & external communication channels. A dedicated email address ESG@sieyuan.com and feedback channels on the official website/WeChat official account are established to regularly publish ESG reports, accept public oversight, and continuously strengthen ESG management and transparency.

六、政策更新与审查机制 Policy Update and Review Mechanism

年度审查：环保与节能减碳组(E)每年评估政策执行情况与目标达成度，并向可持续发展委员会报告。
Annual Review: The Environmental Protection, Energy Conservation and Carbon Reduction Team (E) shall assess Policy implementation and target achievement annually, and report to the Sustainability Committee.

全面更新：每三年或当法律法规、运营环境发生重大变化时，对政策进行系统性审查与修订。

Comprehensive Update: The Policy shall be systematically reviewed and revised every three years, or when there are significant changes to laws, regulations, or the operating environment.

动态调整：本政策中的量化目标将每年评审，并可能根据业务发展及行业最佳实践进行适当调整。

Dynamic Adjustment: The quantitative targets in this Policy will be reviewed annually and may be adjusted appropriately in line with business development and industry best practices.

七、最高管理者承诺 Top Management Commitment

董事长承诺

Commitment from the Chairman

作为思源电气股份有限公司董事长暨最高管理者，在此郑重承诺：

As the Chairman and Top Management of Sieyuan Electric Co., Ltd., I hereby solemnly commit:

思源电气将坚定不移地贯彻本环境管理政策所确立的愿景、原则与目标，将环境保护与可持续发展融入企业战略、运营管理与文化基因。公司董事会及管理层将全力支持并推动“零碳转型、循环共生、绿色生态”的实现，确保投入必要资源，建立健全长效机制，持续提升环境绩效。

Sieyuan Electric will unwaveringly implement the vision, principles and objectives set forth in this Environmental Management Policy, and integrate environmental protection and sustainable development into corporate strategy, operational management and cultural DNA. The Board of Directors and Management Team of the Company will fully support and advance the realization of “Zero Carbon Transition, Circular Symbiosis and Green Ecology”, ensuring the allocation of necessary resources, establishing and improving long-term mechanisms, and continuously enhancing environmental performance.

我们承诺以身作则，引领全员践行环保责任，深化供应链协同，携手各利益相关方共同应对气候变化、资源循环与生态保护等全球性挑战。我们亦将保持高度透明度，主动披露环境信息，接受社会监督，并致力于通过技术创新与绿色产品，为全球能源转型与可持续发展贡献力量。

We commit to leading by example, guiding all employees to fulfill environmental responsibilities, deepening supply chain collaboration, and joining hands with all stakeholders to address global challenges such as climate change, resource recycling and ecological conservation. We will also maintain high transparency, proactively disclose environmental information, accept public oversight, and strive to contribute to global energy transition and sustainable development through technological innovation and green products.

本政策是思源电气对环境管理的庄严承诺，也是我们对未来世代的责任担当。我们将以此为纲领，持续改进，追求卓越，致力于成为电气行业可持续发展的全球标杆企业。

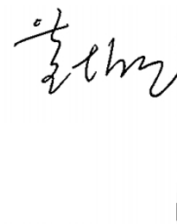
This Policy represents solemn commitment of Sieyuan Electric to environmental management and our responsibility to future generations. Guided by this Policy, we will pursue continuous improvement and excellence, and strive to become a global benchmark enterprise for sustainable development in the electrical industry.

承诺人：

Committed by:

职务：董事长

Title: Chairman of the Board



日期：2026年4月1日

Date: April 1, 2026

八、版本控制记录 Version Control Record

版本号 Version No.	修订日期 Revision Date	修订原因 Reason for Revision	修订人/部门 Revised By/ Department	修订人/部门 Revised By/ Department	审批人/部门 Approved By/ Department
V1.0	2024.12.31	首次发布 Initial Release	高嘉婧/供应链管理 部/生产管理部 Gao Jiajing/ Supply Chain Management Department/ Production Management Department	高春南/供应链管 理部/生产管理部 Gao Chunnan/ Supply Chain Management Department/ Production Management Department	冒友建/供应 链管理部 Mao Youjian/ Supply Chain Management Department
V1.1	2025.12.15	内容增补完善、 管理目标调整 Content Supplementation, Management Objectives Adjustment	高嘉婧/供应 链管理部/生 产管理部 Gao Jiajing/ Supply Chain Management Department/ Production Management Department	高春南/供应链管 理部/生产管理部 Gao Chunnan/ Supply Chain Management Department/ Production Management Department	冒友建/供应 链管理部 Mao Youjian/ Supply Chain Management Department

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Sustainability Committee