

## 可持续采购政策 Sustainable Procurement Policy

构建透明、负责任、富有韧性的绿色价值链

Build a transparent, responsible and resilient green value chain

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

**政策愿景：**思源电气致力于构建一个透明、负责任、富有韧性的绿色价值链。本政策旨在将可持续发展理念全面融入采购战略、供应商选择与合作全周期，通过优先选择与负责任伙伴携手，系统性降低价值链环境足迹、保障人权与劳工权益、恪守最高商业道德标准，从而打造行业可持续采购典范，实现从“绿色采购”到“采购驱动绿色转型”的战略跨越。

**Policy Vision:** Sieyuan Electric is committed to building a transparent, responsible and resilient green value chain. This Policy aims to fully integrate the sustainable development concept into the procurement strategy and the entire cycle of supplier selection and cooperation. By prioritizing partnerships with responsible suppliers, we will systematically reduce the environmental footprint of the value chain, protect labor rights and interests, and adhere to the highest business ethics standards. In doing so, we will set a benchmark for sustainable procurement in the industry and achieve the strategic leap from “green procurement” to “procurement-driven green transformation”.

**适用范围：**本政策适用于思源电气全球所有运营实体及全部采购活动，对所有供应商、承包商及服务商（以下简称“供应商”）具有强制性约束力。其核心要求是建立及维持商业合作关系的准入前提与持续基础。

**Application Scope:** This Policy applies to all global operating entities and all procurement activities of Sieyuan Electric Co., Ltd. It shall be mandatorily binding on all suppliers, contractors and service providers (hereinafter referred to as “Suppliers”). Its core requirement is to establish and maintain the prerequisite for access and the ongoing basis for commercial cooperation.

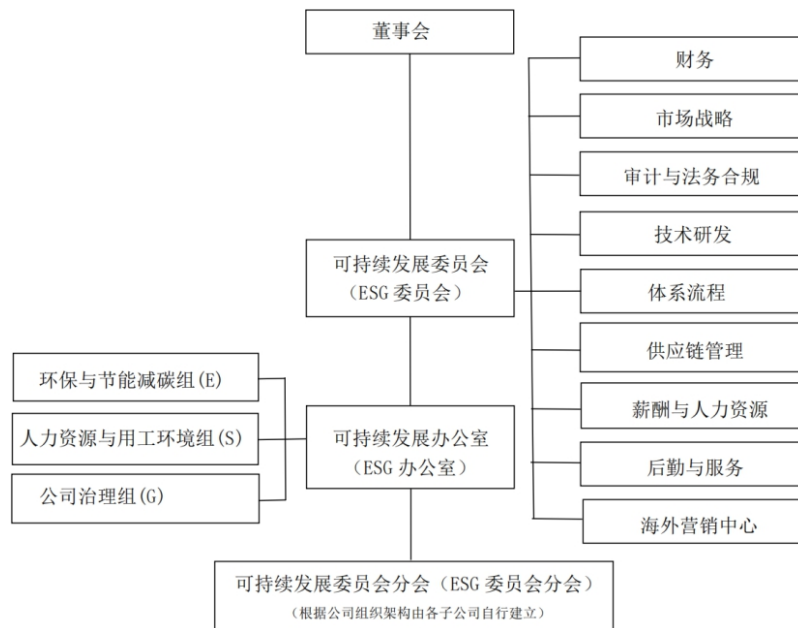
### 二、治理架构与责任分配 Governance Structure and Responsibility Allocation

思源电气已建立权责明确、跨部门协同的可持续采购治理体系，确保本政策的有效执行与持续改进。Sieyuan Electric has established a sustainable procurement governance system with clear responsibilities and cross-departmental collaboration to ensure the effective implementation and continuous improvement of this Policy.

- 董事会：**作为最高监督机构，负责审批包含供应链可持续发展绩效的年度 ESG 报告，并对重大供应链 ESG 风险的管理履行监督职责。
- Board of Directors:** As the supreme oversight body, it is responsible for approving the annual ESG Report covering supply chain sustainability performance, and supervising the management of major ESG risks in the supply chain.
- 可持续发展委员会：**作为核心决策与统筹机构，负责审批本政策及供应链可持续发展战略与目标，监督其执行情况，并协调重大供应链 ESG 议题的解决。
- Sustainability Committee:** As the core decision-making and coordination body, it is responsible for approving this Policy, the supply chain sustainability strategies and objectives, overseeing their implementation, and coordinating the resolution of material ESG topics in the supply chain.
- 可持续发展办公室（环保与节能减碳组(E)、公司治理组(G)）：**负责将本政策要求系统转化为具体采购战略、制度流程及合同条款，牵头执行供应商准入、绩效评估、分级管理与能力建设；

同时提供环境、商业道德等领域的专业标准、风险评估工具及审计支持，协助采购部开展供应商 ESG 尽职调查、专项审核与绩效评估。

- **Sustainability Office (Environmental Protection, Energy Conservation and Carbon Reduction Team (E), Corporate Governance Team (G)):** It is responsible for systematically transforming the Policy requirements into specific procurement strategies, system procedures and contractual clauses, and leading the implementation of supplier access, performance evaluation, hierarchical management and capacity building. It also provides professional standards, risk assessment tools and audit support in the areas of environment and business ethics, and assists the Procurement Department in conducting supplier ESG due diligence, specialized audits and performance evaluations.
- **各业务与职能部门（研发、生产、质量等）：**作为协同落实部门，在需求提出、技术标准制定、样品确认及履约验收等环节，将可持续性要求纳入决策考量，从业务源头驱动供应链提升。
- **All Business and Functional Departments (R&D, Production, Quality, etc.):** As collaborative implementation departments, they shall integrate sustainability requirements into decision-making in the processes of demand formulation, technical standard development, sample confirmation, performance acceptances, so as to drive the supply chain enhancement from the business source.
- **可持续发展委员会分会：**作为本地化执行单元，须严格遵守并执行总部统一的可持续采购政策与流程。
- **Subcommittees of the Sustainability Committee:** As the local implementation units, they shall strictly abide by and implement the unified sustainable procurement policies and procedures of the headquarters.



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

思源电气承诺全面超越基础合规要求，恪守法律法规、行业准则及更高的国际标准，在采购决策中系统考量环境、社会责任与商业道德的深度融合，通过优先采购环境友好型材料、改善供应商工作条件、促进多元平等及加强商业合规管控，引领全价值链向更绿色、更安全、更公正、更可持续的方向转型。我们将以下要求深度嵌入供应商管理的每一个环节：

Sieyuan Electric commits to going beyond basic compliance requirements, strictly abiding by laws and regulations, industrial standards and higher international standards. We systematically integrate environmental, social responsibility and business ethics considerations into procurement decisions. By prioritizing eco-friendly materials, improving suppliers working conditions, promoting diversity and equality, and strengthening business compliance management, we lead the entire value chain to transform toward a greener, safer, fairer and more sustainable development. We shall deeply embed the following requirements into every link of supplier management:

- 准入与遴选：** 优先选择已展示可持续发展承诺、建立了相关管理体系（如 ISO 14001、ISO 45001）并遵守所有适用社会责任法规的供应商。强制要求所有新供应商必须通过包含环境、社会、治理（ESG）标准的综合评审；对高风险或关键品类的供应商必须实施现场审计，且必须全面遵守《思源电气供应商行为准则》。ESG 评估存在不可接受项（如涉及童工、强迫劳动）或不达标者，不具备成为合格供应商的资格。
- Admission and Selection:** Priority shall be given to suppliers that have demonstrated their sustainable development commitments, established relevant management systems (such as ISO 14001 and ISO 45001), and complied with all applicable social responsibility regulations. All new suppliers are required to pass a comprehensive review including environmental, social and governance (ESG) criteria. Suppliers in high-risk or critical categories should undergo on-site audits and fully comply with the *Sieyuan Electric Supplier Code of Conduct*. Suppliers with unacceptable findings in ESG assessment (e.g. child labor, forced labor) or failure to meet the required standards shall not be qualified as approved suppliers.
- 合同约束与承诺：** 本政策及《供应商行为准则》的核心要求，将以合同附件或直接条款的形式，纳入具有法律约束力的采购协议。
- Contractual Binding and Commitments:** The core requirements of this Policy and the *Supplier Code of Conduct* will be incorporated into legally binding procurement agreements in the form of contract annexes or direct clauses.
- 绩效监控与评估：** 对供应商进行分级和分类管理，并依据其规模与风险水平设定相应的可持续绩效要求。建立定期审查机制，结合文件审核、现场稽查与数据收集，动态监控供应商在环境、人权等方面的表现，推动其持续改进。

- Performance Monitoring and Evaluation:** Suppliers shall be subject to hierarchical and categorized management, establishing corresponding sustainability performance requirements based on their scale and risk level. Establish a regular review mechanism that combines document audits, on-site inspections, and data collection to dynamically monitor suppliers' performance in environmental, human rights and other aspects, so as to drive their continuous improvement.
- 分级激励与发展:** 依据 ESG 绩效表现对供应商进行分级。在同等条件下，绩效领先者将在新业务机会、战略合作、付款条件等方面获得优先支持。
- Tiered Incentives and Development:** Suppliers shall be tiered based on their ESG performance. Under equal conditions, suppliers with outstanding performance will be given priority support in new business opportunities, strategic cooperation, and payment terms.
- 能力共建与协同创新:** 为供应商提供培训与指导，鼓励其识别并管理自身供应链的可持续性风险。倡导供应商将本政策的原则推行至其下级供应链，并愿意与战略伙伴共享知识，合作开展绿色材料、节能工艺等协同创新项目。
- Capacity Building and Collaborative Innovation:** Provide training and guidance to suppliers, encouraging them to identify and manage sustainability risks within their own supply chains. Advocate for suppliers to implement the principles of this Policy to their downstream supply chains and be willing to share knowledge with strategic partners to collaborate on collaborative innovation projects such as green materials and energy-saving processes.
- 退出机制:** 对于发生严重违反本政策、涉及重大 ESG 风险事件，且未能或拒绝采取有效纠正措施的供应商，思源电气保留立即终止合作、将其从合格供应商名录中移除并追究相应责任的权利。
- Exit Mechanism:** For suppliers that commit serious violations of this Policy, involve in material ESG risk incidents, and fail or refuse to take effective corrective actions, Sieyuan Electric reserves the right to immediately terminate cooperation, remove such suppliers from the qualified supplier list, and pursue corresponding liabilities.

#### 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)
管理体系覆盖 Management System Coverage	1. 100%的新签重要采购框架合同补充协议包含强制性的可持续条款； 100% of newly signed key procurement framework contracts and supplementary agreements shall include mandatory sustainability	1. 建立并成熟运行供应商 ESG 绩效数字化管理平台； Establish and fully operate a digital management platform for supplier ESG performance; 2. 实现对 100%战略供应商的年度

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)
	<p>clauses;</p> <p>2. 完成对全部已识别高风险供应商（按品类、地域）的首轮 ESG 现场审计； Complete the first round of ESG on-site audits for all identified high-risk suppliers (categorized by product type and geographic region);</p> <p>3. 供应商可持续采购政策年度培训覆盖率<math>\geq 80\%</math>。 The annual training coverage rate of the sustainable procurement policy for suppliers <math>\geq 80\%</math>.</p>	<p>ESG 绩效第三方审计或验证。 Achieve third-party audits or verification of the annual ESG performance for 100% of strategic suppliers.</p>
环境绩效 Environmental Performance	<p>1. 要求战略供应商 80%披露年度能耗及碳排放数据； Require 80% of strategic suppliers to disclose annual energy consumption and carbon emission data.</p> <p>2. 可持续认证原材料采购种类年度新增<math>\geq 1</math>项。 Add <math>\geq 1</math> new category of sustainable certified raw materials annually.</p>	<p>1. 战略供应商碳排放强度（单位产值）平均下降 10%（以 2024 年为基准）； Strategic suppliers will reduce their carbon emission intensity (per unit of output value) by an average of 10% (based on 2024);</p> <p>2. 直接采购物料中，可回收材料或含有认证再生料的比例显著提升 The proportion of recyclable materials or certified recycled materials in direct procurement has significantly increased.</p>
社会与治理绩效 Social and Governance Performance	<p>1. 供应商劳工权益重大违规事件（如童工、强迫劳动）为 0； 0 major violations of supplier labor rights and interests (e.g., child labor, forced labor);</p> <p>2. 建立并运行供应商道德合规匿名举报渠道。 Establish and operate an anonymous reporting channel for supplier ethics compliance.</p>	<p>1. 战略供应商通过各类社会责任标准认证的比例<math>\geq 30\%</math>； The proportion of strategic suppliers certified by various social responsibility standards <math>\geq 30\%</math>.</p> <p>2. 供应商员工满意度或敬业度调查参与率与平均分持续提升。 The participation rate and average score of the supplier employee satisfaction or engagement survey have been continuously improved.</p>

**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可持续采购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

思源电气将通过供应商大会、内网及 ESG 专项渠道传达并培训本政策，定期发布 ESG 报告并设立 ESG@sieyuan.com 邮箱接受监督，持续提升供应链透明度与管理水平。

Sieyuan Electric will communicate and provide training on this Policy through supplier conferences, the internal network and dedicated ESG channels. The Company will regularly publish ESG Reports and set up the email address ESG@sieyuan.com for oversight, so as to continuously improve supply chain transparency and management capabilities.

我们鼓励所有利益相关方，包括供应商的员工，通过保密渠道（专项邮箱：ESG@sieyuan.com）举报任何违反本政策的行为。思源电气承诺对所有举报进行公正、独立的调查，并严格保护举报者免受任何形式的报复。

We encourage all stakeholders, including supplier employees, to report any violations of this Policy through a confidential channel (dedicated email: ESG@sieyuan.com). Sieyuan Electric commits to conducting fair and independent investigations into all reports, and strictly protecting whistle-blowers from any form of retaliation.

## 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)、公司治理组(G)将牵头，每年对政策执行效果、目标达成度及供应链风险变化进行评估，并向可持续发展委员会报告。

**Annual Review:** The Environmental Protection, Energy Conservation and Carbon Reduction Team (E) and the Corporate Governance Team (G) shall lead the annual assessment of Policy implementation effectiveness, target achievement, and supply chain risk changes, 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推进可持续采购战略，将环境、社会责任与商业道德深度融入全球价值链管理。我们视负责任的采购为驱动公司绿色转型、构建长期竞争力的关键引擎。

Sieyuan Electric will firmly advance its sustainable procurement strategy, deeply integrating environmental, social responsibility and business ethics into global value chain management. We regard responsible procurement as a key engine to drive the Company's green transformation and build long-term competitiveness.

董事会及管理层承诺，将提供充分的资源与授权，支持建立并持续完善覆盖供应商全生命周期的可持续采购管理体系。我们不仅要求自身恪守最高标准，更将积极携手供应商及商业伙伴，共同践行本政策所倡导的透明、负责、共荣的合作原则。

The Board of Directors and management commit to providing adequate resources and authority to support the establishment and continuous improvement of a sustainable procurement management system covering the entire supplier lifecycle. We not only require ourselves to abide by the highest standards, but will also actively work with suppliers and business partners to jointly practice the principles of transparency, responsibility and shared prosperity advocated by this Policy.

我们将致力于优先选择并赋能那些与我们秉持相同价值观的合作伙伴，通过合同约定、绩效评估、能力共建与分级激励，系统性推动全价值链在环境保护、劳工权益、商业道德等领域的持续改善。我们坚信，只有负责任的价值链，才能锻造出真正可持续的产品与服务。

We are committed to giving priority to and empowering partners that share our values. Through contractual commitments, performance evaluations, capability building and tiered incentives, we will systematically drive continuous improvement of the entire value chain in environmental protection, labor rights and interests, business ethics and other fields. We firmly believe that only a responsible value chain can forge truly sustainable products and services.

思源电气期待与所有供应商伙伴一道，将本政策转化为切实行动，共同构建一个更具韧性、更绿色、更公平的供应链生态，为利益相关方创造长期价值，为行业可持续发展树立典范。

Sieyuan Electric looks forward to working with all supplier partners to transform this Policy into concrete actions, and jointly build a more resilient, greener and fairer supply chain ecosystem, create long-term value for stakeholders, and set a benchmark for the sustainable development of the industry.

承诺人：

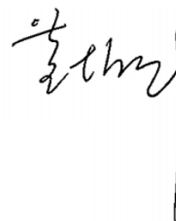
Committed by:

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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签发：思源电气股份有限公司

Issued by: Sieyuan Electric Co., Ltd.

可持续发展委员会

Sustainability Committee