

MEGMEET
麦 米 电 气

2022

环境、社会与 公司治理(ESG)报告

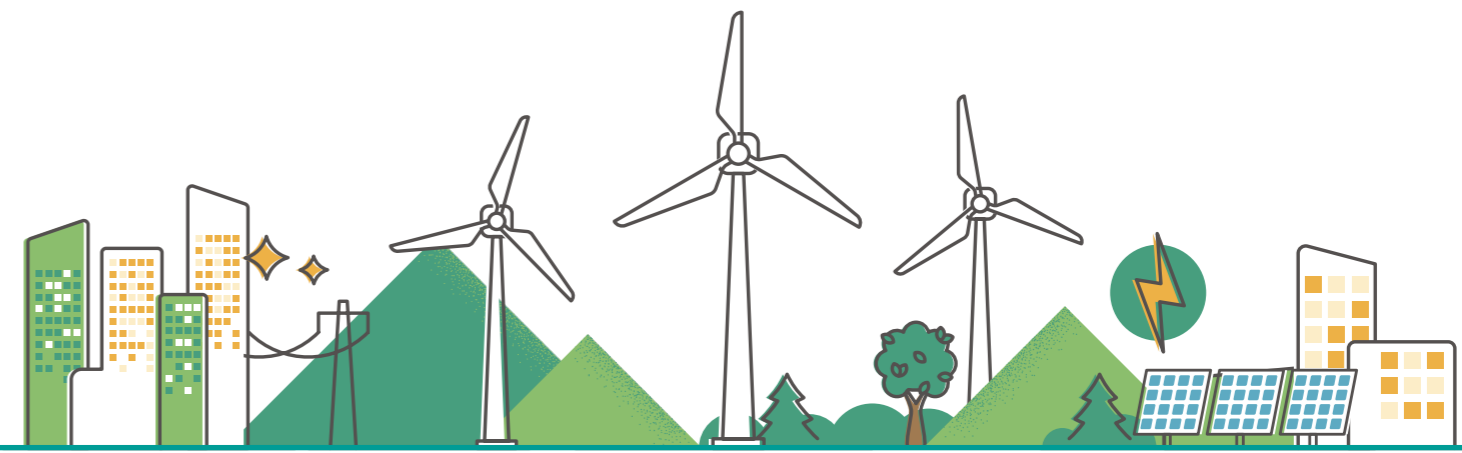
Environmental, Social and
Governance (ESG) Report

深圳麦格米特电气股份有限公司
Shenzhen Megmeet Electrical Co., Ltd.



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报告编制说明 About this Report

本报告是深圳麦格米特电气股份有限公司第三次披露社会责任信息，也是第二份《环境、社会与公司治理（ESG）报告》，向投资者及利益相关方披露本公司在环境、社会及公司治理方面采取的行动和达到的成效。

It is the third time for Shenzhen Megmeet Electrical Co., Ltd. to disclose social responsibility information. And this is the second *environmental, social and governance (ESG) report of Shenzhen Megmeet Electrical Co., Ltd.*, with the objective of disclosing to investors and stakeholders the actions and achievements of the Company in environmental, social, corporate governance and sustainable development.

报告范围 Scope of the Report

本报告范围涵盖深圳麦格米特电气股份有限公司及其附属公司（简称“麦格米特”“公司”）。除非特别说明，与麦格米特（股票代码：002851.SZ）年报合并财务报表范围一致，报告范围内子公司详情见附录“报告范围内子公司列表”。

The Report is applicable to Shenzhen Megmeet Electrical Co., Ltd. and its subsidiaries (“Megmeet” or “the Company”). Unless otherwise specified, the report scope keeps consistent with that in the consolidated financial statements of the *Annual Report of Megmeet (Stock Code: 002851.SZ)* in the same period. And subsidiaries mentioned herein are shown in the “List of Subsidiaries in the Report”.

报告期间 Reporting Period

本报告期间为 2022 年 1 月 1 日至 2022 年 12 月 31 日。本报告中的数据如无特别说明，均为在此期间内数据。

The Report covers a specific period ranging from January 1, 2022 to December 31, 2022. Unless otherwise specified, data in the Report is acquired during the period said.

编制依据 Basis for Preparation

本报告依据深圳证券交易所《深圳证券交易所上市公司自律监管指引第 1 号——主板上市公司规范运作》（2022）进行编制（具体请见索引表）。

The Report is prepared in accordance with the *Shenzhen Stock Exchange Guidelines No. 1 for Self-discipline Regulation of Listed Companies - Standardized Operation of the Companies Listed on the Main Board* (2022) (For details, please refer to the Index).

数据说明 Description on Data

报告中数据和案例来自公司实际运行的正式记录。报告中的财务数据均以人民币为单位。财务数据与公司年度财务报告不符的，以年度财务报告为准。

The data and cases herein are derived from official records generated in the actual operations of the Company. The financial data herein is measured in RMB. If the financial data herein conflicts with that in the annual financial report of the Company, the latter shall prevail.

报告获取方式 Access to the Report

本报告通过电子版形式发布，发布平台包括证券交易所指定的信息披露平台，亦可于公司官方网站 www.megmeet.com 在线浏览或下载。

The Report is available in the electronic form for online browse or download at the information disclosure platform designated by the stock exchange, and at the official website of the Company (www.megmeet.com).

联系公司 Contacts

如对报告有意见或建议，可通过以下方式与公司联系：

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01

关于公司
About the Company

公司简介
Company Profile

公司概况
Company Overview

麦格米特（股票代码：002851.SZ）成立于 2003 年，是一家以电力电子及工业控制为核心技术，从事电气自动化领域软硬件和系统解决方案的研发、生产、销售与服务的高科技公司。公司总部位于深圳科技园，业务面向全球四十多个国家和地区。公司致力于人类更加高效使用电能，生产效率持续改进，生存环境更加洁净，人类生活日益美好。

Founded in 2003, Megmeet (Stock Code: 002851.SZ) is a high-tech company that focuses on power electronics and industrial control technology. It is engaged in the R&D, production, sales and services of hardware, software and system solutions in electrical automation. Headquartered in the Science and Technology Park, Shenzhen, the Company has expanded its business in more than 40 countries/regions. It is committed to helping people use electricity more effectively, continuously improving production efficiency, and creating a cleaner living environment for a better life for human beings.

公司企业文化
Corporate Culture

愿景
Vision

一流的电气自动化产品和方案提供者

A leading products and solutions provider in the fields of electrical automation

使命
Mission

聚焦核心技术为客户提供最优部件和解决方案

Focusing on core technology to deliver optimal components and solutions to meet customer demands

理念
Philosophy

高效使用电能，为人类提供舒适的生活环境

Create a brighter future for More efficient use of electricity for a cleaner world

责任
Responsibility

遵纪守法
Comply with discipline and laws

善待员工
Treat employees well

节约资源
Save resources

保护环境
Protect the environment

麦格米特基本情况
General Information of Megmeet

公司名称 Corporate name	深圳麦格米特电气股份有限公司 Shenzhen Megmeet Electrical Co., Ltd.
总部地址 Headquarters	广东省深圳市南山区学府路 63 号高新区联合总部大厦 34 层 F34, Union Tower, High-tech Zone, No.63 Xuefu Road, Nanshan District, Shenzhen, Guangdong Province
总资产 Total assets	84.54 亿元 RMB 8.45 billion
营业收入 Revenue	54.78 亿元 RMB 5.48 billion
员工总数 Total number of employees	5,265 人 5,265

主要业务与产品
Main Business Lines and Products

麦格米特深耕电力电子行业多年，业务主要覆盖工业自动化、新能源及轨道交通部件、电源产品、智能装备、智能家电电控产品、精密连接六大领域，已逐渐在各业务领域建立了覆盖全产业链的产品体系，有利于产品集成化、多元化发展。

Megmeet has been engaged in the power electronics industry for years. Its business scope covers six main sectors including industrial automation, new energy and rail traffic components, power supply products, intelligent equipment, smart home appliances, and precision connection, and has gradually established product portfolio covering entire value chain in each sector to facilitate the integrated and diversified development of products.

麦格米特主要业务与产品
Main Business Lines and Products of Megmeet

智能家电电控产品
Smart appliances



各类变频家电功率控制器、空气源热泵控制器、智能卫浴整机及部件等
Power controllers for variable frequency home appliances, controllers of air source heat pumps, smart bathroom products and their components, etc.

电源产品
Power supply products



医疗设备电源、通信及服务器电源、电力设备电源、激光设备电源、工业导轨电源、光伏 & 储能 & 充电桩核心部件、LED 显示电源、显示设备相关电源及 OA 电源等
Power supplies for medical devices, communication devices, servers, electrical equipment, laser equipment, industrial guide rails, LED displays, display devices and OA; core components of photovoltaic, energy storage and charging piles, etc.

新能源及轨道交通部件
New energy and rail traffic components



车载充电机（OBC）、DC-DC 模块、电机驱动器（MCU）、车载压缩机、电动汽车热管理核心部件、轨道交通电机驱动器、轨道交通空调控制器等
On-board chargers (OBCs), DC-DC modules, motor control units (MCUs), on-board compressors, core thermal management components for electric vehicles, motor drives for rail transit, air-conditioning controllers for rail transit, etc.

工业自动化
Industrial automation



伺服及变频驱动器、可编程逻辑控制器 (PLC)、工程机械驱动器、内啮合齿轮泵、直线电机、编码器等
Servo and variable frequency drives, programmable logic controllers (PLCs), drives for engineering machinery, internal gear pumps, linear motors, encoders, etc.

智能装备
Intelligent equipment



数字化焊机、工业微波设备、智能采油电潜螺杆泵设备等
Digital welders, industrial microwave systems, intelligent electric submersible oil pumping systems, etc.

精密连接
Precision connection



异形电磁线、同轴线、超微细扁线、FFC、FPC 等
Irregular electromagnetic cables, coaxial cables, ultra-fine flat cables, FFC, FPC, etc.

全球化布局
Global Layout

麦格米特的业务遍布全球，为进一步提升公司的服务响应能力和服务品质，公司建立了领先的全球化运营体系。

With global presence, Megmeet has established a leading global operation system in order to improve the response competence and quality of its services.

麦格米特全球子公司分布情况
Global Layout of Megmeet Subsidiaries

业务范围 Scope of business	全球子公司主要分布国家与地区 Main countries/regions where subsidiaries are located
 研发 R&D	中国（深圳、株洲、长沙、武汉、西安、杭州、台州）、德国 China (Shenzhen, Zhuzhou, Changsha, Wuhan, Xi'an, Hangzhou, and Taizhou), and Germany
 生产 Production	中国（株洲、长沙、台州、河源、东莞、杭州、义乌、淄博）、印度、泰国 China (Zhuzhou, Changsha, Taizhou, Heyuan, Dongguan, Hangzhou, Yiwu, and Zibo), India, and Thailand
 营销 Marketing	中国（华北、华东、西南、西北、华中、华南）、美国、日本、南亚（印度、泰国）、欧洲（德国、瑞典、波兰、罗马尼亚、土耳其） China (North China, East China, Southwest China, Northwest China, Central China, and South China), USA, Japan, South Asia (India and Thailand), and Europe (Germany, Sweden, Poland, Romania and Turkey)

麦格米特全球业务布局图
Global Business Layout of Megmeet



2022 年度关键绩效
Highlights from 2022

经济绩效
Economic performance

营业收入
Revenue

547,775.86 万元
RMB 5.48 billion

研发费用投入
R&D expenses

63,240.79 万元
RMB 632.41 million

营业利润
Operating profit

50,614.92 万元
RMB 506.15 million

累计获得授权专利数量
Cumulative number of authorized patents

1,122 件

环境绩效
Environmental performance

温室气体排放总量（范围一、二、三）
Total GHG emissions (Scopes 1, 2 and 3)

29,671.02 吨二氧化碳
tons of carbon dioxide

年度环保投资支出
Annual investment in environmental protection

223.75 万元
RMB 2.24 million

因违反环境保护法律法规而受到处罚的事件数
Number of cases in which penalties are imposed due to violations of environmental protection laws and regulations

0

每万元营收有害废弃物的产生量
Volume of hazardous waste per RMB 10,000 of revenue

0.00018 吨 / 万元营收
t/revenue of RMB 10,000

社会绩效
Social performance

员工培训覆盖率
Proportion of employees receiving training

100 %

使用环境标准筛选的新供应商百分比
Proportion of new suppliers that were screened according to environmental criteria

100 %

员工人均培训时长
The average training time per employee

36.00 小时
hours

慈善捐赠金额
Amount donated in charity activities

346,105 元
yuan

02 ESG 管理
ESG Management

ESG 管理体系
ESG Management System

为进一步完善公司 ESG 管理制度和体系建设，2022 年，公司成立 ESG 体系建设委员会，由公司首席运营官 (COO) 担任委员会主席，并明确“市场”“公司治理”“社会”“环境”四个范畴的主要工作内容、产出指标及主要责任人，确保公司 ESG 体系建设工作的有效执行。

In order to improve the ESG management regulations and its management system, the Company set up the ESG Committee in 2022, with the Chief Operation Officer (COO) as the chairman. Besides, the Company defined the main tasks, performance targets and persons in charge from the perspectives of market, corporate governance, society and environment to ensure the effective implementation of the ESG system.

麦格米特 ESG 体系建设委员会职责
Responsibilities of Megmeet ESG Committee

ESG 管理体系建设委员会主席
Chairman of the ESG Committee

负责 ESG 管理体系建设委员会总体运作。
Be responsible for the overall operations of the ESG Committee.

保证 ESG 管理体系建设委员会持续有效运行所需的资源。
Guarantee resources needed for the continuous and effective operations of the ESG Committee.

ESG 管理体系建设顾问
Consultant of the ESG Committee

保证 ESG 管理体系建设委员会持续有效运行所需的专业资源，参与对应披露模块的高层访谈。
Guarantee professional resources needed for the continuous and effective operations of the ESG Committee, and participate in interviews with the top management over certain disclose modules.

<div>ESG 管理体系建设委员会执行主任、副主任</div> <div>Executive director and deputy director of the ESG Committee</div>
<div><div>■ 与服务机构沟通制定 ESG 的工作计划，组织公司人员完成年度的 ESG 信息收集，协助完成 ESG 报告，顺利披露。</div><div>Communicate with the service agency over the formulation of ESG work plans, organize employees to collect ESG information, and assist in the preparation of the ESG report for smooth disclosure.</div><div>■ 与服务机构一起完成麦格米特 ESG 绩效管理《量化绩效指标手册》。</div><div>Team up with the service agency to complete the <i>Quantitative Performance Index Manual</i> for Megmeet ESG performance management.</div><div>■ 建立组织公司各 ESG 模块责任人员，建立工作指引 / 标准化流程，形成完善的公司 ESG 管理体系。</div><div>Assign persons in charge of certain ESG modules, and establish the work guide/standard-based procedures for a well-established ESG management system.</div></div>
<div>ESG 管理体系建设委员会执行委员</div> <div>Executive members of the ESG Committee</div>
<div><div>■ 参与年度对应 ESG 模块披露数据收集。</div><div>Participate in the data collection of certain ESG material issues.</div><div>■ 对应 ESG 模块管理策划，形成固定模板和流程，便于以后日常收集和监管。</div><div>Work out templates and procedures according to ESG material issues management planning for easy routine collection and supervision in the future.</div></div>

麦格米特 ESG 体系建设主要工作内容

Main Tasks of Megmeet ESG System

项目 Item	聚焦内容 Main tasks	主要输出 Main output
市场范畴 Market	专利管理、研发实力、研发创新、研发投入、绿色产品 Patent management, R&D strength, R&D and innovation, R&D investment, and green products	专利分类与汇总；相关证书；财务数据；案例 Patent classification and collection, relevant certificates, financial data, and cases
公司治理范畴 Governance	商业道德、举报机制、ESG 管理、董监高薪酬、董监高持股管理、关联交易管理、董事会构成 Business ethics, whistle-blowing mechanism, ESG management, remuneration of directors, supervisors and senior executives, shareholding management of directors, supervisors and senior executives, management of related party transactions, and composition of the Board of Directors	相关的流程和机制；ESG 实践记录；公司治理架构图 Relevant processes and mechanisms, ESG practice records, and corporate governance structure chart

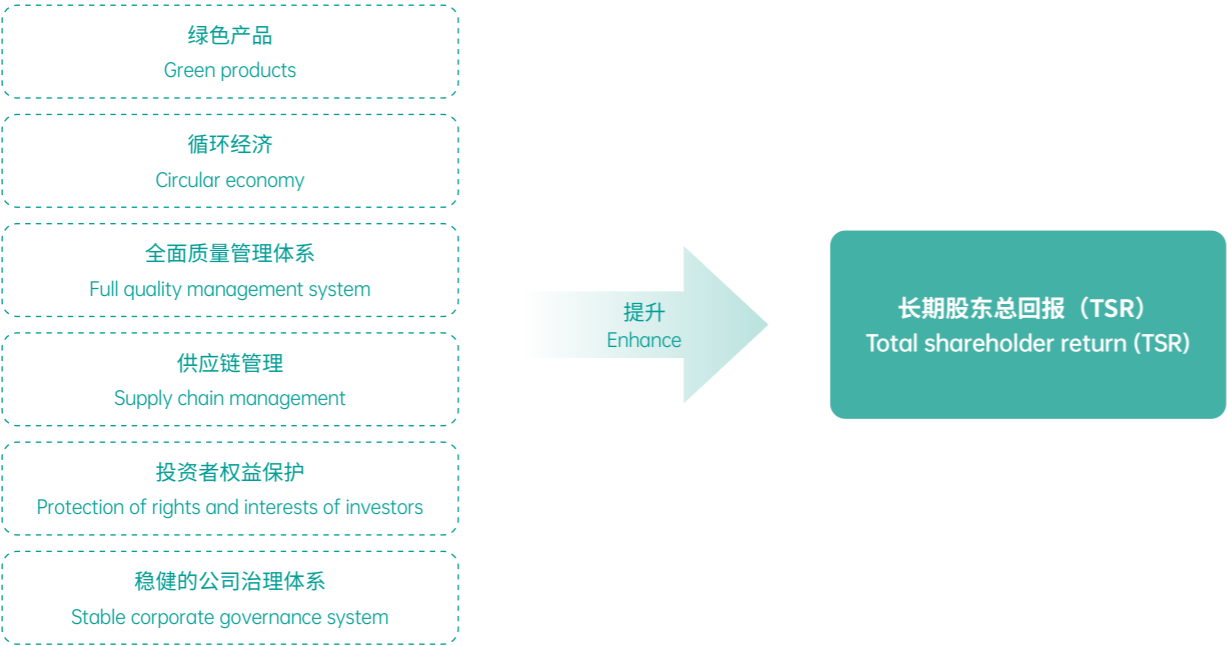
项目 Item	聚焦内容 Main tasks	主要输出 Main output
社会范畴 Social	健康与安全、雇佣、薪酬及激励、员工福利、人才梯队建设、培训体系、绩效评估及晋升机制、员工权益保护、尊重员工多样性、员工沟通、员工活动、供应商审核、冲突矿物管理、有害物质管理、产品品质、客户服务、客户沟通、数据治理、社区参与 Health and safety, employment, remuneration and incentives, employee benefits, talent cultivation, training system, performance evaluation and promotion mechanism, protection of employees' rights and interests, respect for employee diversity, communication with employees, employee activities, supplier assessment, conflict mineral management, hazardous substance management, product quality, customer service, communication with customers, data governance, and community engagement	业绩亮点；供应商 ESG 方面的管理；安全管理；质量表现；客户关系维系 Performance highlights, supplier ESG management, safety management, quality performance, and customer relationship maintenance
环境范畴 Environmental	气候变化风险管理、温室气体、能源、水、固废、废气，废液，噪声 Climate change risk management, greenhouse gas, energy, water, solid waste, exhaust gas, waste water, and noise	节能绩效；废水、废气及废弃物处理绩效；噪声控制绩效等 Energy conservation performance, waste water, exhaust gas and waste treatment performance, and noise control performance

公司将为股东创造更大的长期总回报作为公司发展的主要任务之一，而确保公司持续稳健运营是实现这一任务的关键要素。为此，公司结合自身发展战略、业务布局 and 治理架构，将总体社会影响力（Total Social Impact，简称 TSI）框架体系中的六大因素纳入公司战略制定中，充分考虑产品、服务、运营、核心能力及各种活动创造的整体社会效益，进而帮助公司提升长期股东总回报（Total Shareholder Return，简称 TSR）。

Creating more long-term total return to stakeholders is one main task of Megmeet's development, which mainly depends on the continuous and stable operations of the Company. To this end, the Company has incorporated the six factors of the total social impact (TSI) into its strategy considering its development strategy, business layout and governance structure, and has taken these six factors, namely products, services, operations, core competence, and overall social benefits created by activities, into account fully in order to increase the long-term total shareholder return (TSR).



麦格米特 TSI 框架体系
Megmeet TSI Structure



利益相关方沟通
Stakeholder Communications

良好的利益相关方参与是保障公司实现高质量发展的关键。麦格米特重视与股东、客户、员工、政府及监管机构、供应商及合作伙伴、社区等各利益相关方建立常态化的沟通机制,并保持良好的沟通与互动,积极推动其参与公司的 ESG 行动。同时,公司将各利益相关方的诉求充分纳入公司的运营和决策过程中,为各方创造价值。

Good stakeholder engagement is the key to ensure the high-quality development of the Company. Megmeet focuses efforts on establishing a normal mechanism of communication with stakeholders including shareholders, customers, employees, governments and regulators, suppliers and partners, and communities, maintaining effective communication and interaction, and facilitating their involvement in the ESG actions of the Company. Besides, the Company considers the needs of stakeholders in its operation and decision making to create value for them.

利益相关方关注议题与麦格米特的回应方式
Stakeholders' Focuses and Ways to Respond by Megmeet

关键利益相关方 Key stakeholders	实质性议题 Material Issues	沟通与回应 Communication and response
 股东 Shareholders	公司治理 Corporate governance 风险管理 Risk management 商业道德 Business ethics 应对气候变化 Response to climate change	股东大会 General meeting of shareholders 公司官网、官方微信公众号信息披露 Information disclosure via the official website and official WeChat account of the Company 年度报告、ESG 报告、业绩报告 Annual reports, ESG reports and performance reports 路演、调研、电话、邮件、深圳证券交易所“互动易”平台 Roadshows, surveys, phone calls, mails, and the interaction platform of Shenzhen Stock Exchange (http://irm.cninfo.com.cn/)
 政府及监管机构 Governments and regulatory agencies	公司治理 Corporate governance 合规经营 Compliance operations 排放与废弃物管理 Emission and waste management 应对气候变化 Response to climate change	信息披露 Information disclosure 配合监管机构核查 Assist regulators in audits 参与政府调研活动 Participate in survey activities organized by governments 政策执行 Implementation of policies
 客户 Customers	产品与服务品质 Product and service quality 研发创新 R&D and innovation 数据安全与隐私保护 Data security and privacy protection 产品生命周期管理 Product life cycle management 应对气候变化 Response to climate change	公司官网、官方微信公众号信息披露 Information disclosure via the official website and official WeChat account of the Company 客户咨询与投诉 Customer consultation and complaints 技术研讨会 Technical seminars 客户满意度调查 Customer satisfaction surveys 定期稽核、客户审核 Regular audits, and reviews by customers
 员工 Employees	员工雇佣与权益 Employment and rights and interests of employees 职业健康安全 Occupational health and safety 员工发展及培训 Employee development and training	员工体检 Physical examinations of employees 员工活动 Employee activities 员工培训 Employee training 员工手册 Employ handbook

关键利益相关方 Key stakeholders	关注的议题 Topics of concern	沟通与回应 Communication and response
<div></div> <div>供应商及合作伙伴 Suppliers and partners</div>	研发创新 R&D and innovation 供应链管理 Supply chain management	电话沟通 Phone calls 不定期走访 Irregular visits 学术研讨会、行业展会、交流会、行业培训 Seminars, industry exhibitions, exchange meetings, and industry training 招投标活动 Bidding activities
<div></div> <div>社区、公众及媒体等 Communities, public and media</div>	排放与废弃物管理 Emission and waste management 水资源压力 Water resource pressure 社区发展 Community development 公益与慈善 Public welfare and charity	新闻稿、社群媒体 Press releases and social media 节能减排活动 Activities of energy conservation and emission reduction 污染物治理 Pollution control 社区建设项目 Community construction projects 公益捐赠 Charitable donations 社会公益项目 Social welfare programs

实质性议题分析
Analysis of Material Issues

为更准确了解利益相关方的诉求与期望，麦格米特开展了重大性议题分析，按照建立沟通目标、识别 ESG 议题、分析评定重要性议题的分析流程对各项议题进行评估，并以此作为报告信息披露的参考以及公司制定 ESG 战略的重要依据。

In order to learn about the needs and expectations of stakeholders more accurately, Megmeet has launched the analysis of material issues following the analysis process of setting communication objectives, identifying ESG issues, and analyzing and evaluating material issues. The analyzed and evaluated results are taken as reference to information disclosure in the Report, and as important basis for the Company to develop its ESG strategy.

通过与专家充分沟通，并结合公司运营实际情况，筛选出 20 个与公司关联度较高的 ESG 议题，并集合专家意见及公司高层管理审阅，识别出其中 16 个高实质性议题，以此作为本报告信息披露的参考以及公司制定 ESG 管理策略的重要依据。

After making full communication with experts, and considering the actual operations, the Company has screened out 20 ESG topics with higher relevance to the Company. Upon expert opinions and review by the top management, the Company has identified 16 issues of high materiality as reference to information disclosure herein and as important basis for the development of the Company's ESG management strategy.

麦格米特 2022 年 ESG 实质性议题排序
List of Material Issues of Megmeet in 2022

范畴 Dimensions	议题 Issues
<div></div> <div>环境 Environmental</div>	应对气候变化 Response to climate change
	排放与废弃物管理 Emission and waste management
	能源管理 Energy management
	环境管理 Environmental management
<div></div> <div>社会 Social</div>	水资源压力 Water resource pressure
	研发创新 R&D and innovation
	产品生命周期管理 Product life cycle management
	产品与服务品质 Product and service quality
	职业健康安全 Occupational health and safety
	员工发展及培训 Employee development and training
	员工雇佣与权益 Employment and rights and interests of employees
	知识产权保护 Intellectual property protection
	供应链管理 Supply chain management
	数据安全与隐私保护 Data security and privacy protection
<div></div> <div>公司治理 Governance</div>	社区发展 Community development
	公益与慈善 Public welfare and charity
	公司治理 Corporate governance
	合规经营 Compliance operations
	商业道德 Business ethics
	风险管理 Risk management

高实质性议题
Material issues of high impacts中等实质性议题
Material issues of medium impacts

注 1：标粗字体为高实质性议题，非标粗字体为中等实质性议题。
Note 1: Issues in bold font are material issues of high impacts, and those in non-bold font are material issues of medium impacts.

注 2：除 16 项高实质性议题外，其他中等影响程度的实质性议题仍在本报告中进行适度的说明与披露。
Note 2: Material issues of medium impacts, besides 16 material issues of high impacts, are also explained and disclosed properly herein.

绿色发展，助力生态和谐

Green Development for Ecological Harmony

绿色产品

Green Products

产品生命周期管理

Product Life Cycle Management

作为一家注重环境责任的企业，麦格米特致力于绿色节能技术的运用和创新，积极布局绿色产品研发，将“绿色、节能”融入到产品设计、生产制造等多个环节，打造高效能产品，以降低公司产品从生产到使用过程中的能源消耗，减少产品的环境足迹，协助自身及客户更好地履行环境责任。

As an environmentally responsible enterprise, Megmeet makes efforts to apply and innovate green and energy-saving technologies, roll out the research and development of green products, and integrate "green and energy saving" principles into product design and manufacturing in order to enhance the efficiency of products, reduce energy consumption in the production and use of products, reduce the environmental footprint of products, and enable the Company and its customers to fulfill environmental responsibility better.

在产品环节，将环境因素融入到产品的设计中，在产品的整个生命周期中改善产品的环境性能。2022 年，公司来自可再生能源相关产品收入达到 8.02 亿。

The Company considers environmental factors in product design, and improves the environmental performance of products throughout the product life cycle. In 2022, the income of its products manufactured relying on renewable energy resources reached RMB 802 million.



麦格米特推进绿色产品机制

Mechanism of Megmeet to Promote Green Products



积极布局高效绿色产品

Roll out efficient green products

公司依托电力电子技术平台优势，立志成为全球一流的电气控制和节能领域的产品及方案提供者，致力于人类电能使用更加高效、生存环境更加洁净、生产效率持续进步、人类生活日益美好。近年来公司进行的多产品布局包括：

Depending on the platform advantage of power electronic technologies, the Company aspires to develop into a leading provider of products and solutions in electrical automation. It is committed to helping people use electricity more effectively, continuously improving production efficiency, and creating a cleaner living environment for a better life for human beings. Over recent years, the Company has rolled out multiple green products:

- 新能源汽车产品
New Energy vehicles
- 高频医疗综合供电单元
High-frequency integrated power supply units for medical purpose
- 高效率服务器电源系统
Efficient server power systems
- 节能节水卫浴产品
Energy-saving and water-saving bathroom products
- 变频家电驱动与控制系统
Variable-frequency drive and controls systems for home appliances
- 超低温空气源热泵采暖控制系统
Heating control systems with ultra-low temperature air source heat pumps
- 高频逆变电路焊机
High-frequency inverter circuit welders
- 潜油电动螺杆泵智能采油系统
Intelligent oil production systems with electric submersible oil pumps
- 水性漆工业微波烘干设备
Industrial microwave drying systems of water paints
- 光伏逆变器核心部件
Core components of photovoltaic inverters



遵循绿色设计理念

Follow the green design concept

- 设计更加高效率、高功率密度、体积小、重量轻的产品。
The Company designs more efficient, compact and light products with high power density.



选择环保的生产原料

Select environmentally-friendly raw materials

- 公司制定了《物料环保认证规范》，规定在产品研发中选材阶段，环保工程师对材料进行环保符合性评估，确保产品研发阶段所选用的材料符合环保要求。
The Company has formulated the *Environmental Protection Certification Regulations of Materials*. As specified in the document, environmental protection engineers shall evaluate the compliance of materials with environmental protection laws and regulations at the material selection link of product R&D to ensure materials selected for product R&D meet environmental protection requirements.



提升项目管理效率
Enhance the project management efficiency

- 公司实施 PMS 项目管理系统，提升了项目管理能力及沟通效率，使整个项目管理过程规范化、清晰化、透明化。
The Company has implemented the PMS project management system, enhancing project management competence and communication efficiency. As a result, the project management process is more standardized, clear and transparent.



低能耗的生产流程
Implement the production process with low energy consumption

- 在产品生产流程中识别主要能耗流程，进行工艺创新，减少用电量与人工工时。
The Company identifies main energy-consuming procedures during the production process, launches technological innovation, and cuts power consumption and labor hours.

绿色产品案例
Green Product Case

便携式储能电源
Portable Energy Storage Power Supply

便携式储能电源，拥有高功率密度，满足电磁兼容（Electro Magnetic Compatibility，简称 EMC）测试标准。
Boasting high power density, and meeting the Electro Magnetic Compatibility(EMC) testing standard

- 2KW 的双向逆变，目前是行业里同功率里，功率密度最高的一块板，节约印制电路板（Printed Circuit Board，简称 PCB）空间
Having the 2 KW bidirectional inverter, featuring the highest power density among similar products with the same power, and saving Printed Circuit Board(PCB) space
- 双向充电，时间上更加快速
Enabling bidirectional charging, which saves time
- 98% 以上的最大功率点跟踪（Maximum Power Point Tracking，简称 MPPT）效率，充分利用太阳能清洁能源发电
Achieving over 98% Maximum Power Point Tracking(MPPT) efficiency, and making full use of clean solar energy
- 逆变效率 94% 以上，减少电能消耗
Enabling above 94% inversion efficiency, which reduces power consumption
- 支持并机功能，支持柴油发电机，更合理地搭配家庭用电
Enabling parallel operations, supporting the diesel generator, and catering to the household power grid more reasonably



绿色产品案例
Green Product Case

电动化工程机械产品
Electric Engineering Mechanical Products

搭载麦格米特纯电动叉车及高空作业平台机械产品，拥有零排放、超低噪声、振动低等优势；维护简便、保养周期更长、维护成本较低，产品生命周期更长。相较传统燃油产品，成本节约 77.78%，节能优势显著。

Megmeet pure electric forklifts and mechanical products for the aerial work platform feature zero emissions, ultra-low noise, and low vibration. They are easy to maintain, and require longer service cycles, and low maintenance costs. And they boast longer life cycles. Compared with traditional fuel products, Megmeet green products cut costs by 77.78%, and have significant advantage in energy conservation.

麦格米特 L6 低压驱动系列
Megmeet L6 low-voltage drive series

- 电压覆盖 DC24-500V、电流覆盖 200-650A
Voltage range: DC24-500 V; current range: 200-650 A
- 具有 8 路 SW 口、5 路 DRIVER 口、2 路模拟量输入（Analog Input，简称 AI）、1 路模拟量输出（Analog Output，简称 AO）等灵活多元应用接口
Flexible and multiple interfaces: 8 SW interfaces, 5 DRIVER interfaces, 2 Analog Input(AI) interfaces, and 1 Analog Output(AO) interface
- 采用英飞凌科技公司于（Infineon Technologies AG）高功率 MOS 管、真空回流焊工艺、双层定制散热铝基板
Adopting high-power Infineon Technologies AG MOS tubes, vacuum reflow welding process, and customized double-layer cooling aluminum base boards
- 独家高性能数字处理器（Digital Signal Processor，简称 DSP）、优异的电控转矩、转速电机控制算法
Exclusive Digital Signal Processor(DSP) with high performance, excellent electrically-controlled torques, and outstanding control algorithm for motor speeds
- 集成 ECU 控制及整车控制逻辑功能
Integrating ECU control and machine control logic functions
- 产品具备统一的诊断服务（Unified Diagnostic Services，简称 UDS），通过工业用搬运车（EN1175-2020）功能安全认证、满足 ISO13849-1、IEC61508、UL 等标准
Having the Unified Diagnostic Services(UDS), passing EN1175-2020 functional safety certification, and meeting ISO13849-1, IEC61508 and UL standards

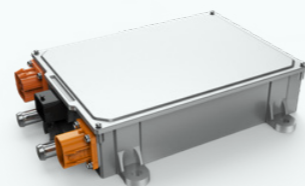


绿色产品案例
Green Product Case

新能源汽车双向二合一车载电源

Bidirectional Two-in-one On-board Power Supply for New Energy Vehicles

麦格米特新能源汽车双向二合一车载电源集成充电、逆变、直流 - 直流转换（Direct Current-Direct Current, 简称 DC-DC）转换功能，具有高功率密度，高转换效率。在交流（Alternating Current, 简称 AC）电压转换为 DC 直流电压为电池充电时，充电效率高达 96%，在直流（Direct Current, 简称 DC）高压直流电压转换为 DC 低压直流电压为整车低压零部件供电时，DC-DC 转换效率高达 95%。可有效提升新能源汽车在工作过程中的电能转换效率，极大的减少电能损耗。



The bidirectional two-in-one on-board power supply for new energy vehicles integrates charging, inversion and Direct Current-Direct Current (DC-DC) conversion functions, and features high power density and good conversion efficiency. When charging batteries after conversion from Alternating Current(AC) voltage to DC voltage, the product has the charging efficiency up to 96%. When supplying power to the low-voltage parts and components of vehicles after conversion from DC high voltage to DC low voltage, the product has the DC-DC conversion efficiency up to 95%. When supplying power to home appliances upon inversion from DC high voltage to AC voltage, the product has the inversion efficiency up to 95%. As concluded, the product enhances the electric energy conversion efficiency for new energy vehicles, thus greatly reducing electric energy consumption.

绿色产品案例
Green Product Case

EV 充电桩模块

EV Charging Pile Module

响应“碳达峰、碳中和”号召，麦格米特 40kw 液冷充电模块采用行业先进液冷方案，采用独家水道设计，产品设计寿命高达 10 年远超行业平均水平，应用于新能源汽车充电桩，为节能减排做出贡献。该产品采用碳化硅（Silicon Carbide, 简称 SIC）器件，效率最高可达 96%，从而减少产品使用过程中能量损耗，节约电力消耗。



In response to the national strategy of "carbon peaking and carbon neutrality", Megmeet 40 kw liquid-cooling charging module adopts the advanced liquid cooling solution. With the unique watercourse design, the designed life-span of the product is as long as 10 years, which is far longer than the average life-span in the industry. This green charging module is applied in charging piles for new energy vehicles, contributing to energy conservation and emission reduction. The product adopts SIC components, with the efficiency up to 96%. As a result, it reduces energy consumption in use and saves electric energy.

麦格米特绿色产品荣誉

Megmeet Honors for Green Products



1 款服务器电源满足 80PLUS 铂金认证¹
A Server Power Supply Passing 80PLUS Platinum Certification¹

株洲麦格米特电气有限公司获评湖南省 2022 智能制造标杆车间
Zhuzhou Megmeet Electrical Co., Ltd. was titled as the 2022 Intelligent Manufacturing Benchmarking Workshop in Hunan Province.

浙江怡和卫浴有限公司荣获 2022 年第二批浙江省智能工厂（数字化车间）
Zhejiang Yihe Sanitary Ware Co., Ltd. was rated as one of the second batch of intelligent plants in Zhejiang Province in 2022 (digital workshop).

浙江怡和卫浴有限公司获评 2021 年浙江省级绿色低碳工厂
Zhejiang Yihe Sanitary Ware Co., Ltd. was titled as the 2021 Green and Low-carbon Plant in Zhejiang Province.

浙江怡和卫浴有限公司获评 2021 年度台州市市级绿色工厂
Zhejiang Yihe Sanitary Ware Co., Ltd. was titled as the 2021 Green Plant in Taizhou City.

浙江怡和卫浴有限公司 2022 年获得国家级绿色工厂
Zhejiang Yihe Sanitary Ware Co., Ltd. was titled as the 2022 National Green Plant.

有害物质管理

Hazardous Substances Management

公司严格遵守《化学品安全管理条例》、欧盟《限制有害物质指令》（RoHS）、欧盟《化学品注册、评估、授权和限制（REACH）法规》《1986 年安全饮用水和有毒物质执行法案》（简称《加州 65 提案》）及其他公约、法律法规，制定有害物质管理制度，建立覆盖公司及所属分、子公司的有害物质管理体系，其中深圳麦格米特和株洲麦格米特通过了 IECQ QC 080000：2017 有害物质过程管理认证。

此外，公司建立了有害物质管理委员会，发布了《有害物质管理委员会任命》并明确委员会各部门、岗位的职责，确保公司有害物质管理体系和流程有效运行。

In strict compliance with applicable conventions, laws and regulations, such as the *Regulations on the Safety Management of Hazardous Chemicals*, the *Restriction of Hazardous Substances Directive (RoHS)*, the *Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)*, the *Safe Drinking Water and Toxic Enforcement Act (the California Proposition 65)*, the Company has formulated the management regulations on hazardous substances and established the management system of hazardous substances covering Megmeet and its branches and subsidiaries. Among them, Shenzhen Megmeet and Zhuzhou Megmeet passed IECQ QC 080000:2017 hazardous substance process management certification.

The Company has set up the *Hazardous Substance Management Committee*, published the Appointments in the Hazardous Substance Management Committee, and defined the duties of departments and employees in corresponding positions to ensure the effective operations of the management system and process of hazardous substances.

注 1：80 PLUS 是为改善环境，节约能源推动高效电源技术应用的全球认证规范。
Note 1: 80 PLUS refers to a global certification system to encourage the application of efficient energy technologies for improved environment and energy conservation.

公司针对总部及下属子公司的原辅材料、制程半成品、成品及包材明确有害物质、禁用物质的分类管控要求，建立一套覆盖管理制度、产品开发、原材料采购、生产制造及产品出货等产品生命周期的有害物质管理体系，保障公司产品均符合国内外及客户的各项有害物质管理政策。

The Company has specified classified control requirements for the raw and auxiliary materials, semi-finished products, finished products, and packaging materials of its headquarter and subsidiaries, and established the hazardous substances management system of product life cycle, including product development, purchase of raw materials, production and delivery, in order to ensure the products of the Company comply with the hazardous substance management policies of the domestics, the international as well as clients.

麦格米特覆盖产品生产周期的有害物质闭环管理

Megmeet Closed-loop Management of Hazardous Substances throughout the Product Life Cycle

环节 Aspects	主要内容 Main description
管理制度 Management regulations	<ul style="list-style-type: none">《有害物质管理手册》《有害物质管理体系策划程序》《供应商 HSF 现场审核作业规范》等。 <i>The Management Manual of Hazardous Substances, the Planning Procedures of Hazardous Substance Management System, the HSF Field Assessment Specifications of Suppliers, etc.</i>
产品开发 Product development	<ul style="list-style-type: none">引入产品环保设计理念，持续优化将环境影响因素引入产品设计和开发活动的程序； Introduce the environmentally-friendly product design philosophy, and continuously optimize the procedures of incorporating environmental impact factors into product design and development activities;在产品研发中选材阶段，对物料环保合规性进行确认； Verify the compliance of materials with environmental protection requirements when materials are selected during product R&D;在产品研发样品验证阶段，成品送第三方检测机构进行环保测试，如测试法规管控的重金属、增塑剂和阻燃剂等项目，确保开发的成品符合环保要求。 Send finished product samples to a third-party testing institution at the product verification stage during product R&D to test heavy metals, plasticizers and flame retardants that are subject to control per laws and regulations, and to ensure the finished products developed meet environmental protection requirements.
原材料采购 Procurement of raw materials	<ul style="list-style-type: none">制定《供应商 HSF 现场审核作业规范》，明确规定供应商无有害物质、有害物质减免 (Hazardous substances free, 简称 HSF) 现场审核管理措施，包括供应商风险等级管理、材料风险等级、供应商审核规定及新供应商导入 HSF 审核等； <i>Formulate the HSF Field Assessment Specifications of Suppliers, which specifies the field assessment and management measures of hazardous substances free (HSF), including risk level management of suppliers, risk levels of materials, supplier audit regulations, and HSF audit of new suppliers;</i>与供应商签署环保协议、不使用有害物质保证书等对供应商进行约束性管理； Conduct binding management of suppliers by signing the environmental protection agreements, and the commitments not to use hazardous substances.

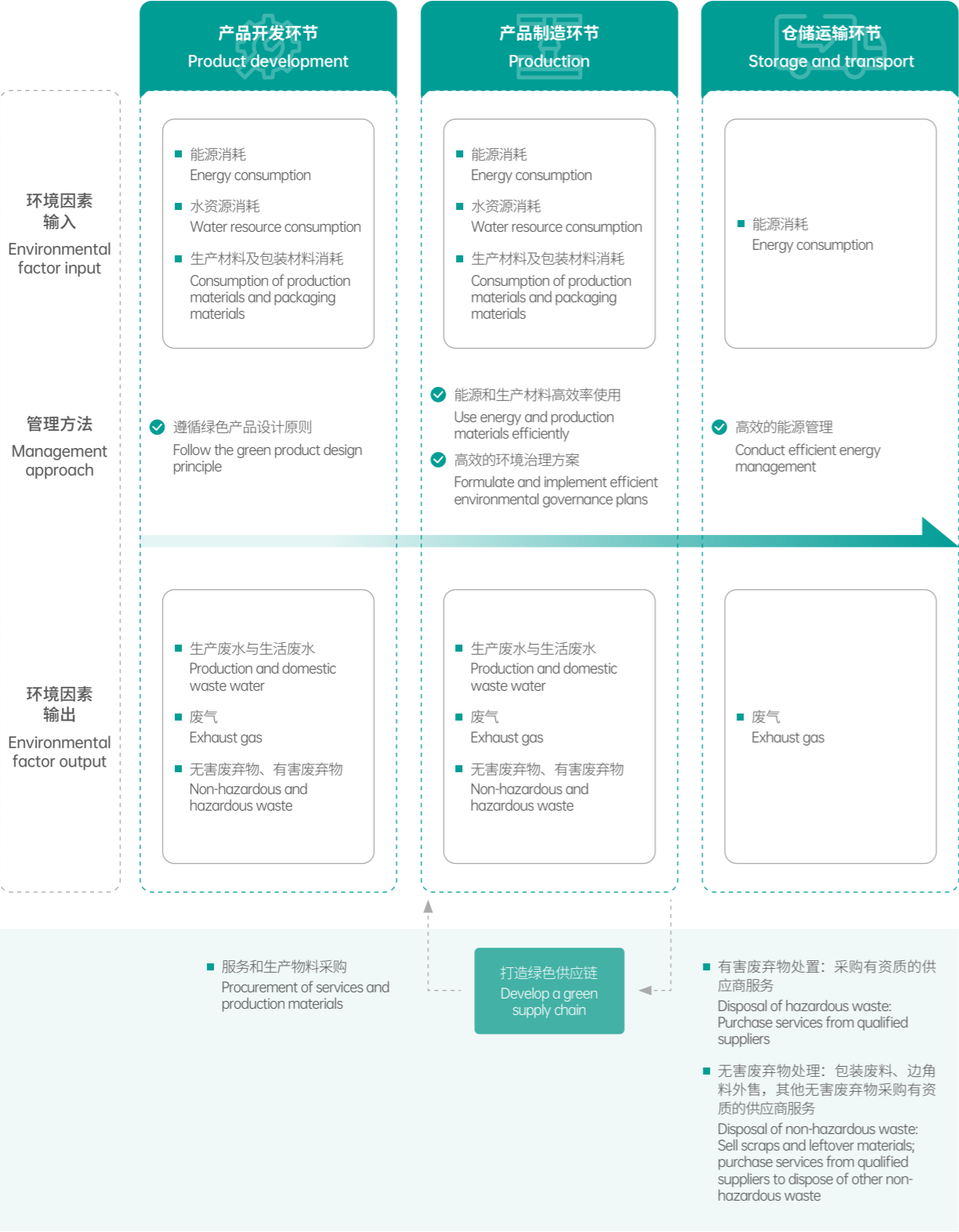
环节 Aspects	主要内容 Main description
原材料采购 Purchase of raw materials	<ul style="list-style-type: none">要求供应商提供材料的材料成分表（Material Composition Declaration，简称 MCD）、第三方测试报告如《关于限制在电子电器设备中使用某些有害成分的指令》(<i>Restriction of Hazardous Substances</i>，简称 RoHS) 报告，识别供应商材料环保符合性； Require suppliers to provide material composition declarations (MCDs), and test reports issued by third parties, such as <i>Restriction of Hazardous Substances</i>(RoHS) reports, in order to verify the compliance of suppliers' materials with environmental protection requirements;来料质量控制（Incoming Quality Control，简称 IQC）对进料按照制定的风险等级对物料进行环保抽测，确保进料符合我司环保要求； Incoming quality control (IQC): Take samples from incoming materials for test according to the specified risk levels in order to ensure incoming materials meet the environmental protection requirements of the Company;要求供应商对物料进行环保标识，如贴 RoHS 标签，IQC 对来料外箱进行检查。 Require suppliers to mark materials with environmental protection labels, such as RoHS labels; inspect the outer cartons of incoming materials per IQC requirements.
生产制造 Production	<ul style="list-style-type: none">向存储和生产区域人员提供与“有害物质管理要求”相关的培训； Provide personnel in storage and production areas with training related to the management requirements of hazardous substances;对原辅材料和包材进行有害物质的符合性确认。 Verify the compliance of raw, auxiliary and packaging materials with requirements related to hazardous substances.
产品出货 Product delivery	<ul style="list-style-type: none">在产品出货时，向客户提供产品物质成分信息和有害物质测试报告，如 RoHS 报告。 Provide customers with material composition declarations and test reports of hazardous substances, such as RoHS reports, when products are delivered.

环境管理体系
Environment Management System

在日常经营与运营过程中，麦格米特重视识别环境管理工作的各环节，清晰梳理出各环节的环境因素输入和输出，并采取恰当的管理方法。公司严格遵守《中华人民共和国环境保护法》等环境法律法规及相关规定，秉承“爱护环境，绿色节能”的环境管理方针，认真履行作为负责任企业公民的环境责任。

During routine operations and management, Megmeet makes efforts to identify the key links of environmental management, figure out environmental input and output factors in each link, and take proper management measures. The Company complies with applicable laws and regulations of environmental protection, such as the *Environmental Protection Law of the People's Republic of China*, adheres to the environmental management principles of “environmental protection, green and energy-saving development”, and performs the environmental responsibility fully.

麦格米特环境管理关键环节
Key Links of Environmental Management at Megmeet



为保障公司环境保护工作的有效开展，公司制定《管理体系手册》《废弃物收集和处理程序》《噪声、废水和废气控制作业规范》等环境管理制度和程序文件，建立覆盖公司及下属 26 家子公司 28 个区域的环境管理体系（其中，生产区域 12 个、研发区域 7 个、仓储区域 2 个、办公区域 7 个），并积极开展 ISO14001 环境管理体系认证。为保障公司环境管理体系持续有效运行，通过 ISO14001 环境管理体系认证的分、子公司均每年接受 ISO14001 环境管理体系外部审核，同时公司亦会开展环境方面的内部审核工作，针对存在的问题与环境管理现状进行持续改善。

为更好地推进环境保护工作的具体落实，公司制定《2022 环境目标和管理方案》，明确公司 2022 年的环境目标，并跟踪与评估目标完成进度。

In order to ensure the effective work of environmental protection, the Company has formulated environmental management regulations and procedures, such as the *Management System Manual*, the *Waste Collection and Disposal Procedures*, and the *Operation Specifications on Noise, Waste Water and Exhaust Gas Control*, established the environmental management system covering 26 subsidiaries and 28 areas (including 12 production areas, 7 R&D areas, 2 warehousing areas, and 7 office areas), and prompted ISO14001 environmental management system certification. To ensure the continuous and effective operations of the environmental management system, the branches and subsidiaries of the Company that have obtained ISO14001 environmental management system certificates receive the external audits of the ISO14001 environmental management system. Also, the Company organizes internal audits concerning the environmental management, addresses problems found, and continuously improves environmental management.

For smooth implementation of environmental protection efforts, the Company formulated the *2022 Environmental Objectives and Management Plan*, and traced and evaluated the progress of these objectives.

麦格米特 2022 年度环境目标
Environmental Objectives of Megmeet in 2022

目标 Objectives	评估指标 Evaluation KPIs	完成进度 Progress
控制生产活动中的能源消耗 Control energy consumption in production activities	水电费率不超过 0.5 元 / 台 Water and power fees ≤ RMB 0.5/set	100%
减少生产活动中危险废弃物 Reduce hazardous waste in production activities	单位产品危险废弃物产生量小于 0.005kg Hazardous waste generated per unit product < 0.005 kg	100%
	年度产生量为 100 吨 Annual volume: 100 t	已达成目标（年产生量为 96.60 吨） Objective achieved (annual volume: 96.60 t)
废水、废气及噪声达标排放 Discharge waste water, exhaust gas and noise meeting standards	噪声、废气均达标 Noise and exhaust gas emissions meeting standards	100%
化学品管理标准化 Standardize chemical management	化学品污染，伤害为零 Zero harm from chemical pollution	100%

截至 2022 年末，麦格米特下属 11 家分、子公司获得 ISO 14001 环境管理体系认证，1 家子公司荣获绿色工厂称号，2 家子公司通过清洁审核。报告期内，公司及分、子公司无环境监管重点单位。

As of the end of 2022, 11 branches and subsidiaries of Megmeet obtained ISO 14001 environmental management system certificates. One subsidiary was titled as the green plant. Two subsidiaries passed cleaning evaluation. During the reporting period, Megmeet and its branches and subsidiaries were free from excessive environmental supervision by environment authorities.

应对气候变化

Response to Climate Change

碳排放管理

Carbon Emission Management

麦格米特致力于为应对气候变化贡献自己的一份力量，积极贯彻落实国家《关于完整准确全面贯彻新发展理念做好碳达峰碳中和工作的意见》《2030 年前碳达峰行动方案》等要求。

2022 年，公司积极了解主要碳排放来源，核算范围一、范围二及范围三的碳排放，并结合目前业务发展及能耗结构，识别出对公司现阶段而言，减少范围一排放的可行性较高。因此，2022 年公司针对范围一制定清晰的排放目标，为公司的节能减碳工作提供方向指引。同时，公司意识到减少范围二和范围三排放对公司发展同样重要。未来，公司将逐步完善碳排放目标和减碳路径。

2022 年，麦格米特积极参与全球环境信息研究中心（Carbon Disclosure Project，简称 CDP）的碳披露项目，获得“B-”级评分，展现公司在管理气候相关问题方面所作的努力和成果。

能源管理

Energy Management

2022 年，麦格米特在生产经营各环节使用的主要能源有电力、天然气、太阳能及少量汽油等。公司严格遵守《中华人民共和国节约能源法》等国家与地方相关的法律法规，制定《能源资源管理程序》《节约资源、能源作业指导》等内部管理制度，建立能源管理体系，其中浙江怡和卫浴有限公司通过 GB/T 23331-2020 能源管理体系认证，并通过 2022 年监督审核。

To do its part in responding to climate change, Megmeet actively implements the *Working Guidance for Carbon Dioxide Peaking and Carbon Neutrality in Full and Faithful Implementation of the New Development*, and the *Action Plan for Carbon Dioxide Peaking by 2030* that were released by the state to practice the strategy of “carbon peaking and carbon neutrality”.

In 2022, the Company actively understood major sources of carbon emissions in Scopes 1, 2 and 3, and figured out the high feasibility of reducing carbon emissions in Scope 1 according to the current business development and the energy consumption structure. Hence, the Company set clear carbon emission objectives in Scope 1 as a guide for its efforts in energy conservation and carbon reduction. Also, the Company gets aware that the reduction of carbon emissions in Scope 1 and Scope 2 is of equal importance to its development. In the future, the Company will improve carbon emission objectives and ways to reduce carbon emissions.

In 2022, Megmeet actively participated in the Carbon Disclosure Project (CDP), and was rated “B-”, demonstrating its efforts and achievements in the management of climate-related issues.

In 2022, Megmeet mainly used power, natural gas, solar energy and a small amount of gasoline in its production and operations links. In accordance with applicable national and local laws and regulations such as the *Energy Conservation Law of the People’s Republic of China*, the Company has formulated management regulations including the *Management Procedures of Energy and Resources*, and the *Operation Guide for Energy and Resource Conservation*, and established the energy management system. Among its subsidiaries, Zhejiang Yihe Sanitary Ware Co., Ltd. was granted the GB/T 23331-2020 energy management system certificate, and passed the audit for supervision in 2022.

为了进一步落实公司节约能源和资源消耗工作，公司开展多个节能项目，并由公司总经理对深圳麦格米特、株洲麦格米特及怡和公司的节约能源、资源情况进行监督考核。同时，公司还对能源消耗量进行逐年、逐月统计，对于未完成节约计划的项目，查找原因，并制定出相应的对策，监督对策的执行。

此外，公司还率先在株洲麦格米特统计单位产品能耗数据，为公司落实减少能源使用，提升能源效率的目标提供清晰的数据支持。2022 年，株洲麦格米特每百万元产值耗电量 0.53 万度，较 2020 年下降 15.87%。

In order to promote energy and resource conservation and consumption reduction, the Company has launched multiple energy-saving projects, and its General Manager is responsible for supervising and evaluating the energy and resource conservation efforts of Shenzhen Megmeet, Zhuzhou Megmeet, and Zhejiang Yihe Sanitary Ware. Besides, the Company makes monthly and yearly statistics of energy consumption. For projects failing to fulfill conservation plans, the Company identifies causes, works out measures, and supervises the implementation of these measures.

Launching a pilot program in Zhuzhou Megmeet, the Company has collected the data of energy consumption per unit product to support the fulfillment of objectives for energy consumption reduction and efficiency improvement. In 2022, the power consumption per RMB 1 million of production value in Zhuzhou Plant was 5,300 Kw/h, down 15.87% compared with the data in 2020.

麦格米特 2022 年度主要节能项目

Main Energy-saving Projects of Megmeet in 2022

株洲麦格米特在生产过程中采用回馈式老化系统代替传统纯电阻式老化系统，通过逆变系统将产品老化时输出电流逆变为交流电，回馈厂内电网供其他用电负荷，实现能源回收。

Zhuzhou Megmeet has replaced the traditional pure resistance aging system with the feedback aging system in production. The inverter system works to invert the current output during product aging to AC current which is recycled in the power grid of the plant to supply power to other electric equipment.

株洲麦格米特建设太阳能光伏电站：一期总装机 1.414MW，截至 2022 年总发电量达 5,528 兆瓦时，全部自用；二期正在筹建阶段，规划装机容量 1.7MW，预计年发电量约 1,500 兆瓦时。

Zhuzhou Megmeet has launched a solar photovoltaic power station. The Phase I project with the total installed capacity of 1.414 MW has generated power of 5,528 MWh as of 2022 for private use. The Phase II project is under construction planning, with the planned installed capacity of 1.7 MW, and is expected to generate 1,500 MWh annually.

车间排风机加装变频调节装置，以降低非必要的排风，降低用电消耗 30%，年节约用电量 120 兆瓦时。

The exhaust fans in the workshop are equipped with variable frequency regulators to reduce unnecessary exhaust air flow. Such move cuts power consumption by 30%, and saves 120 MWh power annually.

园区路灯安装北斗经纬度控制仪，分时控制单灯亮度，与普通路灯相比节能 20%，年节约用电量 15 兆瓦时。

Street lamps in the plant area are provided with Beidou latitude and longitude controllers. These controllers enable time-based luminance control of lamps, saving energy by 20%, and reducing power consumption of 15 MWh annually.

株洲麦格米特建设“空压机热能回收”项目，项目将生产环节的余热进行回收，用于生产热水供厂区内住宿员工使用，预计 2023 年 3 月完工。预估每年可以节约天然气使用费用约 20 多万元。

Zhuzhou Megmeet will construct a heat recovery project of air compressors, which is scheduled to complete in March 2023. The project recovers excessive heat left in production to heat water for employees living in dormitories. It is estimated to reduce natural gas expenses by more than RMB 200,000 annually.

车间导入新型节能时控型饮水机，智能控制饮用水需求，保持与上班时间同步，减少非上班时间段饮水机开启时保温用电的消耗，年节约用电量 20 兆瓦时。

The workshop is furnished with new energy-saving water dispensers with the time control function. These devices meet drinking water needs intelligently in working hours, and stop heat preservation in off-duty hours, reducing energy consumption by 20 MWh annually.

排放与废弃物管理
Emission and Waste Management



麦格米特重视关注自身生产运营对环境造成的影响，并积极识别生产运营过程产生的污染物类型。公司的主要污染类型包括生活废水、废气，废弃物包括无害废弃物和有害废弃物等。

Megmeet pays close attention to the impact of its production and operations on the environment, and actively identifies the types of pollutants during production and operations. Main pollutants of the Company include domestic waste water, exhaust gas, and waste includes non-hazardous waste, and hazardous waste.

公司严格遵守《中华人民共和国环境保护法》《中华人民共和国固体废物污染环境防治法》《中华人民共和国水污染防治法》《中华人民共和国大气污染防治法》等法律法规及相关规定，并按要求执行。公司针对不同污染类型，积极采取各项有效措施，确保各项污染物排放符合标准要求，以减少公司污染物排放对环境造成的影响。

The Company strictly complies with applicable laws and regulations, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, the *Law of the People's Republic of China on Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. The Company takes effective measures specific to different pollutants in order to ensure the emissions of pollutants meet national and local requirements, and lessen the impact of pollutant emissions on the environment.

麦格米特主要污染物及处理方式
Pollutants and Treatment Methods of Megmeet

污染类型 Pollutants	处理方式 Treatment
<div></div> <div>废气 Exhaust gas</div>	<div><div>锡及其化合物 Tin and its compounds</div><div>焊接烟尘 Welding fume</div></div> <div>通过活性炭吸附，再经由抽风排气系统抽至 15 米高空排放 Pump exhaust gas via the exhaust system after activated carbon adsorption to the upper air 15 m above the ground.</div>
	<div>颗粒物、总悬浮颗粒物、二氧化硫、氮氧化物、挥发性有机化合物、氨气 Particulate matters, total suspended particles, sulfur dioxide, nitrogen oxide, VOCs and ammonia gas</div> <div>通过活性炭吸附或催化燃烧处理进行净化 Purify exhaust by activated carbon adsorption or catalytic combustion</div>
<div></div> <div>生活废水 Domestic waste water</div>	<div>化学需氧量、动植物油、悬浮物、生化需氧量、氨氮、石油类、总磷 chemical oxygen demand, animal and vegetable oil, suspended substance, biochemical oxygen demand, ammonia nitrogen, petroleum, and total phosphorus</div> <div>经污水处理系统处理达标后排入指定城市污水管网 Discharge waste water meeting the discharge standard into the designated municipal sewage pipe network after treatment in the sewage treatment system</div>

污染类型 Pollutants	处理方式 Treatment
<div></div> <div>一般固体废弃物 General solid waste</div>	<div>废电子元器件、零部件包装物、废纸 Waste electronic components, packages of parts and components, and waste paper</div> <div>废品处理单位处理 Employ a relevant service supplier for waste disposal</div>
	<div>办公垃圾 Office waste</div> <div>市政垃圾站处理 Transport office waste to the municipal garbage station for disposal</div>
<div></div> <div>有害废弃物 Hazardous waste</div>	<div>废树脂、废有害包装物 Waste resin, and waste hazardous packaging materials</div> <div>委托有资质的单位处理（焚烧） Employ a qualified service supplier for treatment (incineration)</div>
	<div>废油、废液、废切削液 Waste oil, waste liquid, and waste cutting fluid</div> <div>委托有资质的单位处理（中和） Employ a qualified service supplier for treatment (neutralization)</div>
	<div>废灯管 Used lamp tubes</div> <div>委托有资质的单位处理（回收） Employ a qualified service supplier for treatment (recycling)</div>
	<div>废电路板边角料 Leftover materials of waste circuit boards</div> <div>委托有资质的单位处理（粉碎） Employ a qualified service supplier for treatment (crushing)</div>
	<div>废水淤泥 Waste water sludge</div> <div>委托有资质的单位处理（填埋） Employ a qualified service supplier for treatment (landfill)</div>

同时，公司注重监测公司及下属生产型分、子公司开展废气、废水及噪声排放情况，确保各项污染物排放满足国家、地方及相关行业标准要求。

此外，公司重视在水资源管理方面的工作，公司的水资源使用主要来自市政供水，供水稳定，在获取水源方面对环境无重大影响。2022 年，公司通过开展循环用水、安装节水型水龙头、厕所冲洗部分使用感应阀、对员工进行节约水资源宣贯等方式落实节约用水工作。2022 年，公司积极参与 CDP 水问卷填报，获得 C 级评分。报告期内，浙江怡和卫浴有限公司实现单位产品废水产生量 0.076t/ 台。

2022 年，公司未发生违反环境保护相关法律法规的事件。

At the same time, efforts are made to monitor the emissions of exhaust gas, waste water and noise in Megmeet and its production branches and subsidiaries in order to ensure pollutant emissions meet national, local and industrial standards.

Besides, the Company attaches importance to water resource management. Stable municipal water supply is a main water source of the Company, and the access to water source has no significant impact on the environment. In 2022, the Company took actions to facilitate the cycling use of water, installed water-saving taps, adopted toilet flushing sensors, and promoted water resource conservation among employees. And the Company was rated C after it actively participated in the CDP water questionnaire survey. During the reporting period, Zhejiang Yihe Sanitary Ware Co., Ltd. reduced the waste water volume per unit product to 0.076 t/set.

In 2022, there was no violation of laws and regulations related to environmental protection.

工匠精神，助力品质产品

Craftsmanship Spirit for High-quality Products

研发创新

R&D and Innovation

卓越的研发创新能力是保障公司可持续发展的关键要素。公司严格遵守《中华人民共和国科技进步法》《中华人民共和国专利法》等相关法律法规，致力于建立并不断完善研发创新管理体系，制定《工业电源新产品开发流程》《设计和开发管理程序》《项目开发评审规范》等管理制度，以保障公司研发项目、新产品开发项目的高效开展。

The key for sustainable development lies in excellent R&D and innovation competence. In accordance with applicable laws and regulations, such as the *Law of the People's Republic of China on Scientific and Technological Progress*, and the *Patent Law of the People's Republic of China*, the Company stays committed to establishing and continuously improving the R&D and innovation management system, and formulates management regulations including the *Development Procedures of New Industrial Power Supplies*, the *Design and Development Management Procedures*, and the *Project Development Evaluation Regulations*, to ensure the efficient implementation of R&D projects, and development projects of new products.

为提升产品研发创新能力，公司将新产品开发项目周期分为概念阶段、计划设计、开发阶段、中试阶段和量产阶段 5 个阶段。公司在新产品开发过程中以客户需求为导向，制定产品的详细研发方案，从设计阶段就考虑产品寿命周期的全过程、与产品有关的各工艺过程质量以及服务质量等，为客户提供高质量的新产品。

In order to enhance the product R&D and innovation competence, the Company divides the new product development cycle into 5 phases, namely concept phase, planning and design phase, development phase, pilot scale phase, and mass production phase. Centering on the needs of customers during the new product development process, the Company works out detailed R&D plans, and takes into account the whole life cycle of products, their process quality and service quality throughout the product development cycle in order to deliver high-quality products to customers.

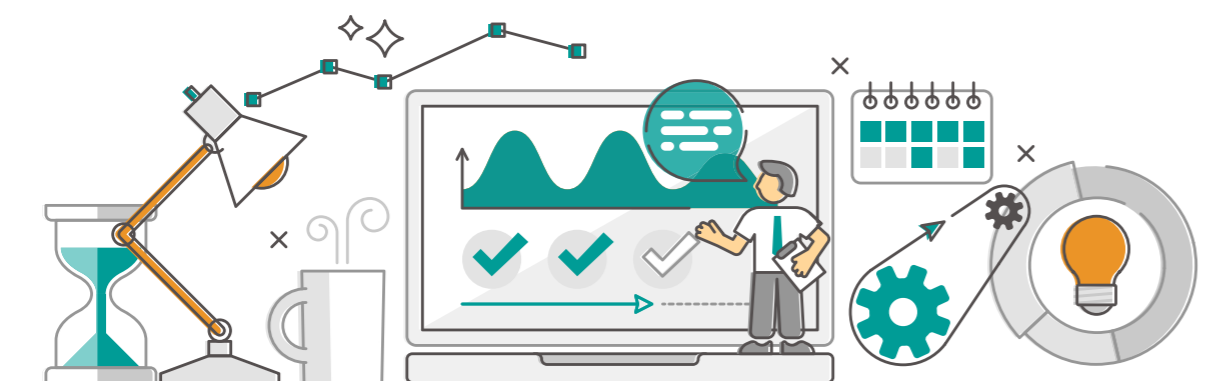
麦格米特新产品开发项目流程

New Product Development Process of Megmeet



此外，公司还通过打造卓越的研发团队、在国内外建立研发基地以及开展产学研等方式，不断强化研发创新能力，并围绕电力电子及相关控制领域持续加大研发创新投入，持续为市场、客户提供更优质的产品。同时，公司恪守科学伦理要求，识别和评估研发项目对环境和社会的影响，避免产生严重危害自然环境、生命健康、公共安全等事件，杜绝开展侵犯个人基本权利或损害社会公共利益的研发项目。

The Company strives to constantly strengthen its R&D and innovation competence by setting up an excellent R&D team, establishing R&D bases in China and abroad, and cooperating with universities and research institutions. The Company increases its investment in R&D and innovation in power electronics and related control fields in order to provide the market and customers with better products. At the same time, the Company adheres to scientific ethics, identifies and evaluates the impacts of R&D projects on the environment and the society in order to prevent incidents seriously damaging the natural environment, life and health, and public safety, and forbids any R&D projects infringing upon the basic rights of individuals or harming the public interests.



麦格米特科研创新能力建设主要措施

Main Measures for Better R&D and Innovation Competence of Megmeet

研发团队建设
R&D team

研发团队包括 8 位博士、200 余位拥有 10 年以上开发经验的资深专业人员与 1,800 余位研发员工。
The R&D team consists of 8 doctors, 200 professionals with over 10 years of development experience, and 1,800 researchers.

研发基地建设
R&D bases

公司分别在中国、欧洲等地共设立 8 个研发基地。
The Company has established 8 R&D bases in China and Europe.

产学研合作
Cooperation with universities and research institutions

公司持续与湖南大学、武汉理工大学、美国电力电子系统研究中心（Center for Power Electronics System, CPES）就电子及相关控制领域的前沿技术、人才培养等方面开展深度合作与交流。
The Company has developed cooperation and exchange with Hunan University, Wuhan University of Technology, and Center for Power Electronics System (CPES) on cutting-edge technology and personnel training in electronics and related control fields.

激励创新
Inspiring Innovation

公司制定《知识产权专项奖励管理办法》《麦米电气技术峰会优秀项目奖评比规范》等制度，针对新产品、新材料、新工艺、新技术的开发与应用设立近 10 个奖项，激励员工技术创新与技术进步。
The Company has formulated incentive regulations, such as the Management Measures for Intellectual Property Rewards, and the Regulations on Award Evaluation of Excellent Projects in the Megmeet Electrical Technology Summit, and set up 10 rewards in terms of the development and application of new products, new materials, new processes and new technologies in order to encourage employees in technological innovation and progress.

召开集团年度技术峰会
Annual technology summit

集团年度技术峰会是公司在技术领域的重大会议事项，旨在加强公司各事业部、分子公司、参股公司之间的技术交流与共创，强化公司技术平台建设。
The Annual Technology Summit, an important technology conference, aims to enhance technological exchange and joint innovation among the business divisions, branches and subsidiaries, and shareholding companies, and build a better technology platform.
2022 年度集团技术峰会，累计 140 人参与，以“聚焦技术，合作创新”为主题，围绕“研发测试问题”展开专题讨论，分享项目经验，促进各部门交流，提升产品质量意识，共建集团技术平台。
In the 2022 Technology Summit themed "Focusing on Technology, and Promoting Cooperation in Innovation", 140 attendees discussed R&D and testing issues, and shared project experience. Serving as a technology platform, this conference facilitated exchange among departments, and improved product quality consciousness.

麦格米特科研创新荣誉

Scientific Research and Innovation Honors of Megmeet



序号 17 的 800W 服务器电源获得 80 PLUS 铂金认证 17# 800 W server power supply passed 80 PLUS Platinum Certification	美国能源署 U.S. Energy Information Administration (EIA)
湖南省 2022 智能制造标杆车间（株洲麦格米特） 2022 Intelligent Manufacturing Benchmarking Workshop in Hunan Province (Zhuzhou Megmeet)	湖南省工业和信息化厅 Industry and Information Technology Department of Hunan Province
2022 年第二批浙江省智能工厂（数字化车间）（浙江怡和卫浴有限公司） One of the second batch of intelligent plants in Zhejiang Province in 2022 (digital workshop) (Zhejiang Yihe Sanitary Ware Co., Ltd.)	浙江省经济和信息化厅 Zhejiang Provincial Economic and Information Department

高质量产品与服务

High-quality Products and Services

产品质量管理
Product Quality Management

公司严格遵守《中华人民共和国产品质量法》等法律法规，建立“追求零缺陷”的质量方针，构建全流程的质量管理能力，不断提升产品质量。

In accordance with applicable laws and regulations such as the *Law of the People's Republic of China on Product Quality*, the Company has set the quality policy of "pursuing zero defects", and developed the full-process quality management competence to improve product quality continuously.

报告期内，公司及旗下子公司通过 ISO9001:2015 质量管理体系认证等多项国内外认证。公司每年设定质量管理目标，定期评审，积极寻求质量工作的改进点，在满足客户期望的同时，确保公司产品质量拥有良好的市场竞争力。

During the reporting period, the Company and its subsidiaries obtained multiple domestic and foreign certificates, such as ISO9001:2015 quality management system certificate. The Company sets and regularly evaluates annual quality management objectives, and strives for quality improvement to meet customers' expectations and maintain the good market competitiveness of its products.

麦格米特遵循的国家标准、建立的质量管理体系
National Standard, and Quality Management System of Megmeet

严格遵循的国家标准
Comply with national standards

- 《中华人民共和国产品质量法》
The law of the People's Republic of China on Product Quality

建立质量管理体系
Establish the quality management system

- ISO9001 质量体系
ISO9001 quality system
- ISO13485 医疗器械质量管理体系
ISO13485 quality management system of medical devices
- IATF16949 汽车行业质量管理体系
IATF16949 quality management system of the automobile industry

制定质量管理制
Formulate quality management regulations

- 制定《MES 质量管理操作手册》等管理制度文件
Formulate management regulations, such as the MES Quality Management Manual

为了更好地推行质量管理体系，公司还制定一套涵盖研发、供应链、制造及服务的全过程品质控制流程，确保公司能为市场和客户提供高质量的产品和服务。

In order to implement the quality management system better, the Company has formulated the full-process quality control procedures covering R&D, supply chain, production and services to ensure high-quality products and services are offered to the market and customers.



麦格米特质量管理流程
Megmeet Quality Management Procedures

品质控制 Quality control	研发品质控制 R&D quality control	供应链品质控制 Supply chain quality control	制造品质控制 Production quality control	服务品质控制 Service quality control	
内容 Description	在产品研发阶段，采用 IPD（集成产品开发）流程，并通过 PMS（研发流程管理）和 TC（产品数据管理）软件落地。 Adopt the IPD (integrated product development) process and make use of PMS (R&D process management) and TC (product data management) software in the product R&D phase.	采用 MES 系统供应商端； Apply the supplier-end MES system; 分类分层开展供应商引入与质量管理工作。 Conduct supplier access and quality management by types hierarchically.	在制造过程中，工厂实现数字化、自动化管理，提高生产效率和降低能耗，确保过程质量； Realize digital and automatic management for plants during the production process, improve production efficiency, and reduce energy consumption to guarantee process quality; 在产品生产阶段，安规测试、老化测试、全功能测试直接融入生产工序，100% 对产品进行测试。 Integrate production compliance tests, aging tests and full-function tests into production procedures, and test all products.	设立专业的售后客服接口及质量投诉接口，提供专业、及时的技术服务支持。 Set up channels for professional after-sales services and quality complaints to offer professional and timely technical service support.	
2022 年进度 Progress in 2022	研发验证实验室通过 ISO17025 认证。 The R&D and verification laboratory passed ISO17025 certification.	MES 系统供应商端的优化； The supplier-end MES system was optimized; 供应商质量工程师（SQE）组织供应商进行物料质量专项提升活动； Supplier quality engineers (SQEs) organized suppliers to improve their material quality; 公司开展供应商专项改进评比会，进行专项汇报。 The Company evaluated the improvement results of suppliers upon the improvement reports of suppliers,	SMT 车间完成改造，生产环境显著改善，物流和生产的自动化显著提升； The SMT workshop completed transformation, enhancing production environment, and logistics and production automation; 智能化仓储完成主体工程建设，为自动化配送物料打下基础； Construction of the main part of intelligent warehouses was completed, laying foundation for automatic distribution of materials; 公司完成消费类产品全自动组装线 2 条，汽车产品全自动组装线 4 条； The Company completed 2 full-automatic assembling lines of consumer products, and 4 full-assembling assemble lines of vehicles; 完成海外工厂转产流程。 The Company switched to other production in overseas plants.	新增韩国、日本服务代表处； The Company established new service offices in the Republic of Korea and Japan; 开展年度客户满意度调查，覆盖公司所有事业部和下属产品线客户 The Company launched the annual customer satisfaction survey among the customers of all its business divisions and product lines.	
产品阶段 Product phase	概念形成 Concept formation	产品开发 Product development	过程开发 Process development	产品和过程验证 Product and process verification	售后服务 After-sales service
系统管理 System management	PLM(Product Life-Cycle Management 产品生命周期管理) PLM (Product Life-Cycle Management)		ERP(Enterprise Resource Planning 企业资源计划) ERP (Enterprise Resource Planning)		MES (Manufacturing Execution System 制通执行系统) MES (Manufacturing Execution System)

2022 年，公司面向新入职员工、在职员工、关键岗位员工、工程师等开展关于产品质量安全方面的培训共计 539 次，培训内容涵盖质量工具、质量标准、质量流程等，培训时长共计 987.75 小时，累计 10,594 人次参与，覆盖 100% 的员工。

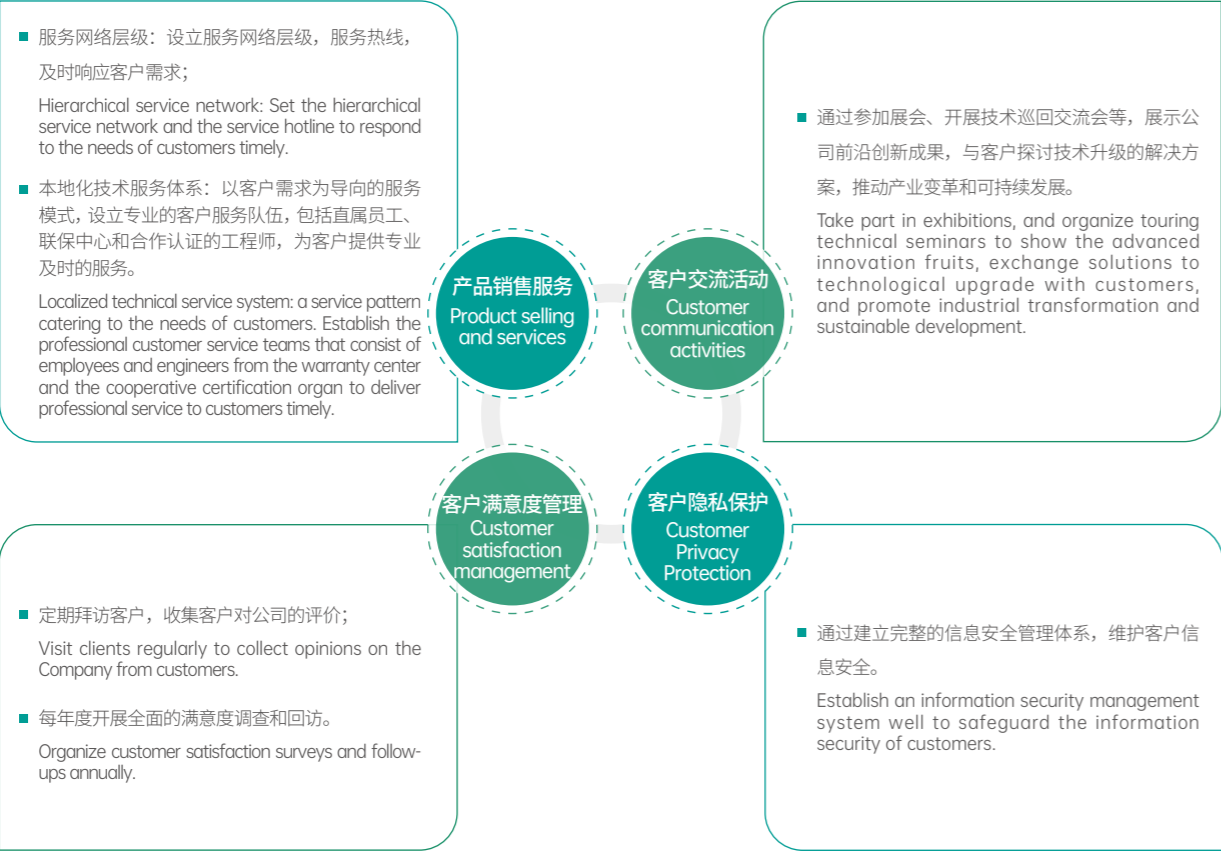
In 2022, the Company organized 539 quality safety training activities in terms of quality tools, standards and procedures for over 959 hours. A total of 10,594 new employees, on-the-job employees, employees in the key positions, and engineers received training, with 100% attendance rate..

客户服务
Customer Service

公司建立了全球服务体系，在全球设立 10 余个代表处。公司建立了完善的客户服务体系，覆盖产品销售服务、客户交流活动内容。

The Company has developed its global service system by setting up 10 offices globally. And it has established a customer service system well covering product selling and services, and customer exchange activities.

麦格米特客户服务体系
Megmeet Customer Service System



2022 年，公司新增韩国、日本等服务代表处，持续扩大全球服务体系覆盖范围。报告期内，公司进行客户满意度调查，调查范围涵盖公司所有事业部和下属共计 21 条产品线客户。其中，调查对象的抽取规则为大型客户、中型客户、小型客户各占 60%、30% 和 10%。调查结果显示，平均客户满意度得分超过 85 分。

In 2022, the Company set up service offices in the Republic of Korea and Japan additionally, expanding the coverage of its service system globally. During the reporting period, the Company launched the customer satisfaction survey among the customers of all its business divisions and 21 product lines. Respondents in the survey included 60% major customers, 30% medium customers and 10% minor customers. As shown by the survey results, the customer satisfaction averaged above 85 scores.

知识产权保护
Intellectual Property Protection

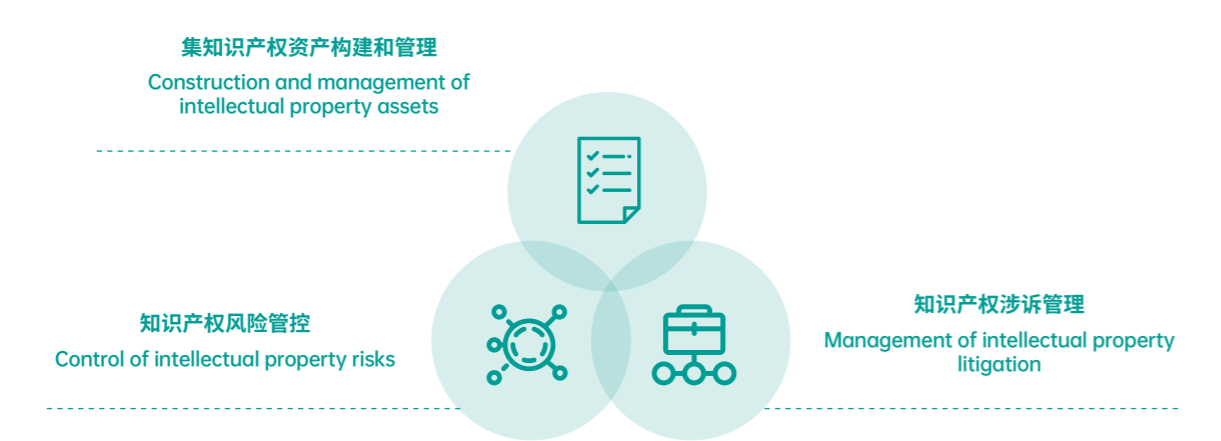
麦格米特秉承“尊重知识、诚实创新”的理念，严格遵守《中华人民共和国专利法》《中华人民共和国商标法》《中华人民共和国著作权法》《中华人民共和国反不正当竞争法》等法律法规，重视自身知识产权保护工作，加强专利信息利用，同时避免侵犯他人的知识产权。

Upholding the principle of “respecting knowledge, and keeping honest and innovative”, Megmeet focuses its efforts on protecting intellectual property, enhancing the use of patent information, and avoiding infringement upon the intellectual property of others in accordance with applicable laws and regulations, such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China* and the *Anti-unfair Competition Law of the People's Republic of China*.


公司依托自由信息化管理平台，制定《麦米电气知识产权工作手册》《知识产权诉讼管理规范》《商标、字号、域名管理办法》《知识产权国内外商标提案流程》等管理制度，建设一套集知识产权资产构建和管理、知识产权风险管控以及知识产权涉诉管理三大模块于一体的知识产权体系。截至 2022 年底，母公司及下属 2 家子公司通过 GB/T 29490-2013 知识产权管理体系认证（报告期内有效）。

Relying on the information management platform, the Company has formulated management regulations such as the *Megmeet Guide for Intellectual Property*, the *Management Regulations on Intellectual Property Litigation*, the *Management Measures for Trademarks, Brands, and Domain Names*, and the *Proposal Procedures of Domestic and Foreign Trademarks with Intellectual Property*, and developed an intellectual property system integrating construction and management of intellectual property assets, control of intellectual property risks, and management of intellectual property litigation. As of the end of 2022, the Company and its 2 subsidiaries have passed GB/T 29490-2013 intellectual property management system certification (effective during the reporting period).

麦格米特知识产权管理体系
Megmeet Intellectual Property Management System



麦格米特及各子公司通过知识产权管理体系认证情况（报告期内有效）
Intellectual Property Management System Certification of Megmeet and its Subsidiaries (Effective during the Reporting Period)

	深圳麦格米特电气股份有限公司 Shenzhen Megmeet Electrical Co., Ltd.	GB/T 29490-2013 认证 GB/T 29490-2013 Certificate
	浙江怡和卫浴有限公司 Zhejiang Yihe Sanitary Ware Co., Ltd.	GB/T 29490-2013 认证 GB/T 29490-2013 Certificate
	株洲麦格米特电气有限责任公司 Zhuzhou Megmeet Electrical Co., Ltd.	GB/T 29490-2013 认证 GB/T 29490-2013 Certificate

2022 年，公司主要开展知识产权资产构建、知识产权风险管理及完善知识产权管理平台建设等工作，持续提升知识产权管理能力。

In 2022, the Company focused on the construction of intellectual property assets, the control of intellectual property risks, and the improvement of the intellectual property management platform, with a view to enhance its intellectual property management competence continuously.

麦格米特 2022 年强化知识产权保护主要措施
Main Measures to Protect Intellectual Property of Megmeet in 2022

完善知识中心知识产权信息平台搭建与运行 Improve the construction and operations of the intellectual property information platform	<ul style="list-style-type: none">完善自主开发的 EIP- 知识产权管理平台，实现全流程电子化； Improve the independently-developed EIP - intellectual property management platform to enable the online operations throughout the process.定期上传知识产权汇总数据，供公司各需求部门查阅统计； Upload the intellectual property data collected regularly for reference and statistics by the demand departments of the Company.完善复审评估流程； Improve the review and evaluation process.建立专利授权提醒流程，专利下证后自动通知对应发明人，便于发明人及时掌握专利状态信息。 Establish the patent grant reminding process to inform the inventor of patent status information update timely.
知识产权资产构建 Construct intellectual property assets	<ul style="list-style-type: none">依托现有的 EIP- 知识产权管理平台、PMS 系统等管理工具，主动跟进研发项目，挖掘高质量专利，实现研发项目在知识产权方面的完整闭环。 Follow up R&D projects actively and seek potential high-quality patents relying on such management tools as the existing EIP - intellectual property management platform and the PMS system to achieve the closed-loop management of R&D projects in terms of intellectual property.
知识产权风险管理 Control intellectual property risks	<ul style="list-style-type: none">在专利方面，公司配置专业人员负责审核、识别及处理公司各类合同内的知识产权风险条款，保护公司的知识产权资产。 Patents: Assign professionals to review, identify and cope with the clauses concerning intellectual property risks in various contracts to protect the intellectual property assets of the Company.在商标方面，公司梳理公司商标情况及潜在风险，制定合适的处理方式并实施。 Trademarks: Figure out the situation of trademarks and potential risks, and work out and implement proper solutions.
知识产权培训 Organize intellectual property training	<ul style="list-style-type: none">知识产权基础知识培训； Provide training of basic intellectual property knowledge;集团知识产权制度及流程操作培训； Provide training related to intellectual property regulations and operations procedures;技术交底书撰写培训； Provide training of technical disclosure preparation;专利挖掘能力培训； Provide training of patent mining competence;提升员工的知识产权意识。 Provide training of improving the employees' consciousness of intellectual property.

2022 年，公司自主开发的知识产权管理平台荣获“2022 年度广东省知识产权示范企业”称号。截至 2022 年底，公司累计获得授权专利数量达 1,122 件。报告期内，公司未发生与知识产权相关的违法违规事件，也未有上述事项引起的诉讼案件发生。

In 2022, the Company was titled as the “Intellectual Property Demonstration Enterprise of Guangdong Province” due to the intellectual property management platform it developed independently. By the end of 2022, the Company has been granted 1,122 patents. During the reporting period, the Company had neither violations of intellectual property laws and regulations, nor lawsuits regarding intellectual property.

数据安全与隐私保护

Data Security and Privacy Protection

麦格米特落实客户、供应商及员工隐私保护，在收集、储存、处理、传播和分享个人资料时遵守《中华人民共和国网络安全法》《中华人民共和国数据安全法》《中华人民共和国个人信息保护法》等隐私和信息安全法律法规。公司建立和落实内部制度，对公司所有保密信息的保护进行规范管理。

Megmeet attaches importance to the privacy protection of customers, suppliers and employees. In the collection, storage, processing, dissemination and sharing of personal information, the Company strictly complies with applicable privacy and information security laws and regulations, such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. And it has formulated and implemented internal regulations to regulate the management of confidential information protection.

公司及各子公司通过信息安全管理体系认证情况（报告期内有效）

Information Security Management System Certification of Megmeet and its Subsidiaries (Effective during the Reporting Period)

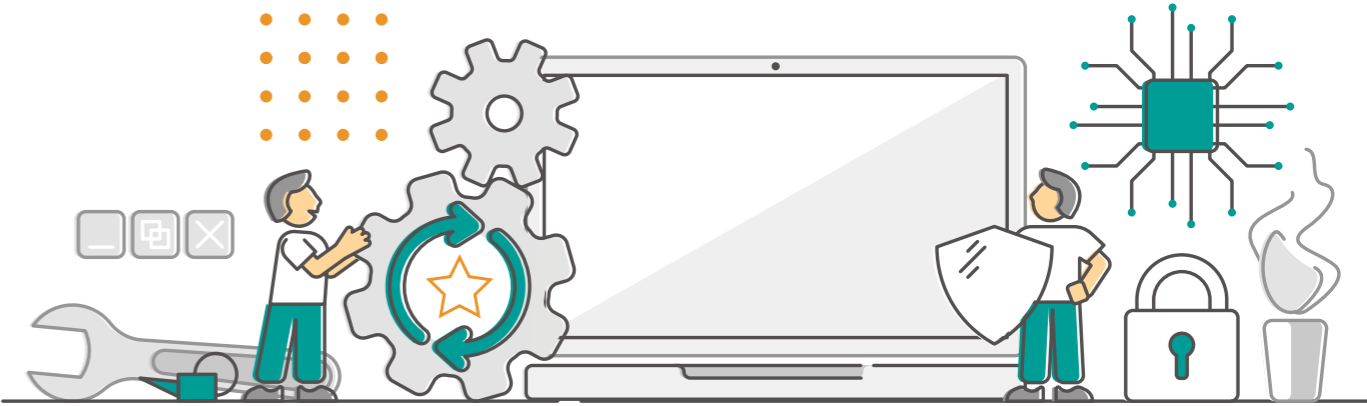
	深圳麦格米特电气股份有限公司 Shenzhen Megmeet Electrical Co., Ltd.	ISO27001：2013 认证 ISO27001:2013 Certificate
	株洲麦格米特电气有限责任公司 Zhuzhou Megmeet Electrical Co., Ltd.	ISO27001：2013 认证 ISO27001:2013 Certificate

公司建立信息安全管理层级，形成以业务为中心，形成自上而下的管理体系。同时，公司建立完善的信息安全管理体系，通过建立和修订内部信息安全制度，定义了公司员工需要遵守信息安全的各项条例；采用先进的信息安全技术对重点信息采取信息安全措施；将信息安全管理融入日常业务，并不断提升员工的信息安全意识。

The Company has defined information security management levels centering on business and established a top-down information security management system well. Under the management system, the Company has formulated and revised information security regulations to define information security requirements that its employees should meet; adopted advanced information security technology to protect the security of key information; incorporated information security management into its routine business operations, and continuously enhance the employees' consciousness of information security.

信息安全管理层级

Hierarchical Information Security Management



麦格米特信息安全管理
Megmeet Information Security Management System



2022 年，公司对所有新入职员工开展线上线下信息安全培训与考核；公司对人事、财务等敏感岗位人员特设信息安全培训，培训内容涵盖数据隐私保护、信息安全意识、网络钓鱼和电信诈骗防范等；公司针对在职员工进行日常信息安全宣传，建设专门的信息安全宣传栏目，宣传公司内部信息安全规范与知识，并辅以线上考评，强化内部信息安全保护意识。

报告期内，公司未发现客户、供应商及员工隐私泄露事件。

In 2022, the Company provided new employees with online and offline information security training and assessment, and employees in key positions such as human resource and financial employees with special information security training in terms of data and privacy protection, information security consciousness, and preventive measures of phishing and telecom frauds. Besides, the Company popularized information security regulations and knowledge among employees in routine work by setting up information security bulletin boards, and organized online examinations to strengthen the employees' consciousness of information security protection.

During the reporting period, the Company had no incidents in which the private information of customers, suppliers and employees were divulged.

供应链管理
Supply Chain Management

供应商责任审核
Supplier Responsibility Review

为确保产品质量与落实经营方针，麦格米特除严格要求供应商的质量、成本、交期、环境安全等方面外，还通过定期分享、审核辅导及深度沟通，携手供应商落实环境保护及资源循环等发展方针。

公司制定了《采购作业管理程序》等管理制度，对新进供应商、现存供应商开展管理。对于新进供应商，公司在准入前会对其进行现场审核，审核的内容包括环境、健康与安全以及企业社会责任维度，对审核结果不符合公司标准的供应商提出改进要求。

为确保采购产品符合规定要求，公司对供应商及采购产品进行有效控制。综合企业规模、生产制造与品质管控能力、交货周期与物流能力等多重维度选取合作的供应商。公司按照《采购作业管理程序》对供应商进行评定和选择，定期对所有合格的供应商进行评价，根据评价结果对供应商采取相应的措施，记录评价和评价后采取措施的情况并加以保存。要求供应商提供的包装、产品和部件符合最新版的《物料环保认证规范》及客户要求及相关法规。

公司对所有供应商中可能涉及的环境及社会责任风险进行识别、评估与审核，包括环境、社会、商业道德和管理体系四个维度。2022 年，公司已完成新增 61 家供应商审核，以及关键供应商年度审核。报告期内，公司举办 2 次大型的线上供应商大会，对供应商进行绿色供应链建设方面的宣贯。

In order to ensure product quality, and implement the operation guidelines, Megmeet has introduced strict requirements of suppliers in terms of quality, cost, lead time, environment and safety. Besides, the Company has teamed up with suppliers to carry out the development guidelines of environmental protection and resource recycling through regular sharing, review, tutoring, and communication.

The Company has formulated management regulations, such as the *Procurement Management Procedures* to manage new and existing suppliers. The Company organizes field assessments for new supplier candidates in terms of environment, health, safety and social responsibility, and proposes improvement requirements for candidates with unsatisfactory performance in audits.

In order to ensure the conformity of purchased products, the Company controls suppliers and their products effectively. Suppliers are selected upon the assessment of enterprise scale, production and quality control competence, lead time and logistics competence. In accordance with the *Procurement Management Procedures*, the Company assesses and selects new suppliers, re-assesses existing qualified suppliers regularly, takes proper measures according to assessment results, records these assessment results and measures, and files these recording documents. It is required that the packages, products and components provided by suppliers should meet the latest *Environmental Protection Certification Specifications of Materials*, the requirements of customers, and applicable laws and regulations.

The Company identifies, assesses and reviews the possible environmental and social responsibility risks that suppliers may involve in, including environmental, social, business ethics and management risks. In 2022, the Company assessed 61 new suppliers and re-assessed existing key suppliers. During the reporting period, the Company organized 2 large-scale online supplier conferences to communicate with suppliers about the green supply chain.

冲突矿产管控

Control of Conflict Minerals

公司声明严格遵循负责任矿产倡议行动（RMI）的原则，使用冲突矿产报告模板（Conflict Minerals Reporting Template, CMRT）对供应链使用冲突矿产的情况进行尽职调查，并根据客户要求确认填写。公司坚决不采购、不支持使用任何直接或间接资助或支持受武装冲突影响的地区的冲突矿产。公司每两年就供应商冲突原材料使用情况开展稽核工作。

2022 年，公司共向 315 家供应商发出冲突矿物报告模板（CMRT），并回收 315 家供应商的有效 CMRT 问卷，覆盖率达到 100%。若经调查一旦发现未符合责任的矿产保证程序（RMAP）的冶炼商或精炼厂，公司皆要求供应商推动这些冶炼厂或精炼厂在规定时间内符合 RMAP 或从供应链中移除。截至 2022 年末，公司未发现供应商的交付产品中含有来自刚果民主共和国及其周围国家和地区的“冲突矿产”。

The Company declares that in line with the Responsible Minerals Initiative (RMI), it will launch due diligence over the use of conflict minerals in its supply chain referring to the Conflict Minerals Reporting Template (CMRT), and fill in the template upon the request of customers. The Company will never purchase or support the use of conflict minerals that may directly or indirectly fund or sponsor regions affected by armed conflicts. To this end, it audits the use of conflict raw materials by suppliers every two years.

In 2022, the Company distributed the CMRTs to 315 suppliers and collected back 315 CMRTs that were filled in effectively. In case of any smelters or refineries failing to meet the Responsible Minerals Assurance Process (RMAP) found, the Company will require suppliers to take rectification measures to meet RMAP within the specified limit; otherwise, they will be removed from the supply chain. As of the end of 2022, the Company did not find "conflict minerals" from the Democratic Republic of Congo, and the surrounding countries/regions in products delivered by suppliers.



05

以人为本，助力平等与和谐 Putting Employees First, Promoting Equity and Harmony

员工雇佣与权益

Employment and Rights and Interests of Employees

员工雇佣与权益保护

Employment and Protection of Employees' Rights and Interests

员工是企业实现可持续发展的重要资本之一，麦格米特重视吸引人才、保留人才、发展人才。公司严格遵守《中华人民共和国劳动法》《中华人民共和国劳动合同法》等法律法规，制定关于员工雇佣、权益保护相关的内部管理制度，保障公司在员工招聘、录用、工作、离职的全过程程序规范、公开、透明，确保每一位员工和应试者，无论种族、宗教、年龄、性别等均能接受平等的对待和机会，坚持维护全体员工，包含劳动合同工、劳务派遣工、退休返聘工、劳务外包工等的合法权益。同时，公司制定《伯乐奖管理制度》，以提高公司人才招聘的效率。

Employees are one of the important assets for a company to achieve sustainable development, and Megmeet values attracting, retaining and developing talents. In accordance with applicable laws and regulations, such as the *Labor Contract Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*, the Company has formulated management regulations on employment and protection of rights and interests of employees. These efforts aim to guarantee standard-based, open, and transparent procedures of recruitment, employment, work and dismissal, provide candidates and employees with equal opportunity and treatment regardless of race, religion, age and gender, and safeguard the lawful rights and interests of all employees, including contract workers, dispatched workers, employees rehired after retirement, and outsourced workers. Also, the Company has formulated the *Management Regulations on Talent Introduction* to enhance talent recruitment efficiency.

此外，公司还制定《保护员工免受歧视与骚扰规范》，明确规定反歧视、反骚扰与反虐待的条款，并针对歧视、骚扰与虐待等情形建立了员工举报和保护机制，切实保障所有员工的合法权益。

Besides, the Company has formulated the *Regulations on Protecting Employees from Discrimination and Harassment*, specifying anti-discrimination, anti-harassment and anti-abuse provisions, and has established the whistle-blowing and protection mechanism for discrimination, harassment and abuse cases to protect the lawful rights and rights of employees.

麦格米特员工雇佣制度概览
Overview of Megmeet Employment Regulations

雇佣与解聘
Recruitment and decruitment

雇佣: 制定《社会招聘管理规范》《实习生管理规范》等制度，平等招聘员工、禁止强迫劳动，雇佣童工，不得对任何员工采取歧视行为，依法与员工签订劳动合同。

Recruitment: Formulate the *Management Regulations on General Recruitment*, and the *Management Regulations on Interns*; recruit employees equally; forbid forced labor and child labor, and eradicate discrimination against any employee; conclude labor contracts with employees by law.

解聘: 根据运营所在地法律法规，制定离职手续办理程序，在员工手册中对劳动合同的解除做专门规定。

Decruitment: Formulate resignation procedures per local laws and regulations, and specify provisions on the termination of labor contracts in the employee handbook.

薪酬: 制定《员工薪酬管理办法》，规范公司薪酬管理，确保向每位员工提供高于当地最低工资标准的薪酬。

Remuneration: Formulate the *Management Measures for Employee Remuneration*, regulating remuneration management; provide all employees with such remuneration as is higher than the minimum salary standard in the local.

工时休假
Working hours and vacations

工时: 工时制度为每周 5 天 8 小时工作制。

Working hours: 8 working hours per day, 5 days per week.

加班: 制定加班审批管理制度，若因生产需要延长工作时间，由员工自愿提交加班申请，经部门负责人和人力资源部审批通过后，方可安排加班；合理控制加班时长。

Overtime: Formulate the *Management Regulations on Overtime Application and Approval*, specifying that employees have an option to overtime due to production needs by submitting the overtime applications to the leaders of their departments and the human resource department for approval, control overtime hours reasonably.

2022 年，公司进一步加大人才引进力度，持续保障公司高质量人才梯队的建设。

In 2022, the Company intensified efforts to introduce talents, and build high-quality talent teams.

校园招聘 -- 高校覆盖度扩大
Campus recruitment - cooperation with more universities

- 新开发湖南、湖北、江西地区高校资源 17 所。
Develop cooperation with additional 17 universities in Hunan, Hubei and Jiangxi provinces.

雇主品牌 -- 品牌宣传度提高
Employer brand - more intensive brand promotion

- 加大网络招聘平台的宣传和推广力度；
Intensify presence and promotion in online recruitment platforms;
- 引进第三方校招系统平台、宣传设计资源；
Introduce third-party campus recruitment systems, and promotion and design resources;
- 建立招聘门户、便捷的投递流程与投递体验；
Establish the recruitment portal, and provide streamlined CV submission process;
- 加大招聘公众号的运营推广，注册招聘视频号，实现公众号、短视频双渠道推广。
Reinforce promotion in the official recruitment account, and register and operate the recruitment video channel to form promotion synergy in recruitment.

招聘项目运营 -- 精细化
Recruitment program operations - fine management

- 校园招聘以线路 + 职位相结合的模式；
Campus recruitment: combination of development path and position;
- 社会招聘针对难招岗位及紧急项目团队搭建以项目组形式开展，发挥团队力量，及时、高效、高质量地供应人才。
General recruitment: Recruit project teams specifically to positions for which it is difficult to recruit proper talents, and to urgent needs for projects, in order to supply high-quality talents timely and efficiently.

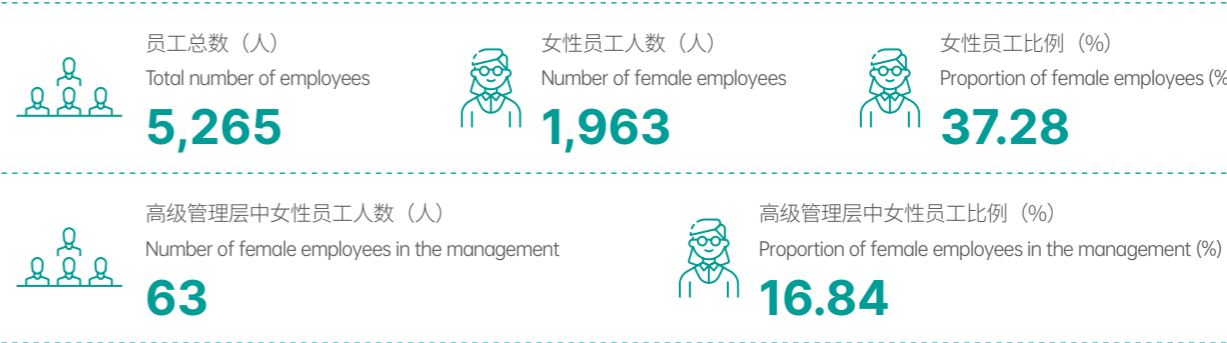
部门关注和重视度提高
Departments: increased focus on and attention to talents

- 各部门通过内部推荐、行业推荐、参与选拔培养等方式积极参与到招聘工作中来，很大程度提升公司招聘效率。
Participate in recruitment through internal and external referral, and involvement in talent selection and cultivation, which enhances recruitment efficiency greatly.

报告期内，公司未发生与员工歧视、员工雇佣、强迫劳动等方面相关的诉讼案件。

During the reporting period, the Company had no lawsuits filed regarding employee discrimination, illegal employment, and forced labor.

麦格米特 2022 年员工多元化绩效
Megmeet Employee Diversity Performance in 2022



员工福利与关爱
Employee Benefits and Caring

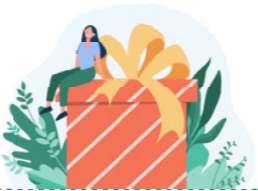
麦格米特严格遵守《中华人民共和国劳动法》等法律法规，依法为全体正式员工缴纳社保和住房公积金（不包含退休返聘员工）。公司还制定了《假期管理规范》，保障全体员工均能依法享受带薪年假、婚假、丧假、育儿假、病假等假期。同时，公司还依照《上市公司股权激励管理办法》相关规定，制定了《深圳麦格米特电气股份有限公司 2022 年股票期权激励计划（草案）》《深圳麦格米特电气股份有限公司 2022 年股票期权激励计划实施考核管理办法》等管理制度，进一步完善员工福利制度，激励员工成长与发展。

In accordance with applicable laws and regulations such as the *Labor Law of the People's Republic of China*, Megmeet purchases social insurances and housing fund for all employees (employees rehired after retirement excluded) by law. The Company has formulated the *Management Regulations on Holidays and Leaves*, specifying that all employees have the right to enjoy paid annual leaves, marriage leaves, bereavement leaves, parental leaves and sick leaves by law. In line with the Management Measures for Equity Incentives in Listed Companies, the Company has formulated the *2022 Stock Option Incentive Plan of Shenzhen Megmeet Electrical Co., Ltd. (Draft)* and the *Management Measures for the Implementation of 2022 Stock Option Incentive Plan of Shenzhen Megmeet Electrical Co., Ltd.* in order to improve the welfare package for employees and motivate employees to develop.

此外，公司心系每位遇到困难的员工，在株洲麦格米特，由工会定期收集了解困难员工情况，并汇总至当地总工会。2022 年，公司员工活动投入总金额达 246.91 万元，持续帮助困难员工。

The Company cares every employee in difficulty. In Zhuzhou Plant, the labor union collects the information about employees with urgent needs regularly, and reports cases collected to the labor union in the local. In 2022, the Company invested over RMB 2,469,100 in employee activities to help employees in difficulty.

麦格米特员工福利及关爱概览
Overview of Megmeet Employee Benefits



股权激励 Equity incentive	住房公积金 Housing fund	健康体检费 Physical examination	社会保险 Social insurances
购买无息贷款 Interest-free loan	用餐福利 Meals	商业保险 Commercial insurance	各类员工补贴 Employee subsidies
员工生日会 Employee birthday parties	员工旅游 Recreational travels	兴趣协会 Association of hobbies	节日礼盒 Gifts in holidays
心理健康讲座 Mental health lectures	员工宿舍 Dormitories	图书室 Libraries	文体活动 Recreational and sports activities

员工沟通
Communication with Employees

麦格米特本着“聆听员工心声，共建和谐麦米”原则，及时发现和解决问题，给予员工更多的关注和引导，公司通过定期开展迎新座谈、干部座谈、部门例会，设立员工意见箱等方式开展员工沟通工作。

Adhering to the principle of "giving ear to employees, and co-building a harmonious Megmeet", the Company strives to find and solve problems timely, and pays more attention to and guides employees better. Through regular informal discussions with new employees, discussions with the management, regular meetings of departments and employee suggestion boxes, the Company communicates with employees actively to learn about and respond to their needs.

麦格米特员工沟通方式与内容
Channels and content of Communicate with Employees at Megmeet

迎新座谈 Informal discussions with new employees	组织迎新座谈，帮助新员工快速融入公司，构建员工与公司的有效沟通，切实解决员工实际工作及生活中遇到的问题。 Organize the informal discussions with new employees to help new employees integrate into the Company quickly, and to solve work and life difficulties employees face practically as an effective communication channel between employees and the Company.
干部座谈 Discussions with the management	面向管理层员工开展公司经营管理、干部管理和业务管理等沟通，帮助其提升综合管理能力。 Communicate with the management about operations management, cadre management and business management to enhance their overall management competence.
部门例会 Regular meetings of departments	部门内或跨部门不定期开展会议，高效地实现资讯传达、资源共享、问题解决等。 Hold meetings among departments or across departments irregularly to communicate information, share resources and solve problems efficiently.
员工意见箱 Employee suggestion boxes	在各地办公区域设立员工意见收集箱，定期查看并处理问题，对提出优秀意见的员工予以奖金奖励。 Arrange employee suggestion boxes in office areas, check and handle complaints regularly, and award bonus to employees proposing good opinions.

员工健康与安全

Health and Safety of Employees

安全生产

Production Safety

麦格米特秉承“安全第一、预防为主、综合治理”的理念，严格遵守《中华人民共和国安全生产法》《生产安全事故应急预案》《危险化学品安全管理条例》等相关法律法规，制定《安全工作指引》《安全生产管理制度》《危险化学品控制管理程序》等管理制度，建立专门的安全委员会，负责统筹协调公司安全生产工作。

Insisting on the philosophy of "putting safety and prevention first, and implementing comprehensive treatment", and according to applicable laws and regulations such as the *Law of the People's Republic of China on Work Safety*, the *Emergency Response Plans for Work Safety Accidents*, and the *Regulations on the Safety Management of Hazardous Chemicals*, the Company has formulated management regulations including the *Guide for Work Safety*, the *Management Regulations on Work Safety*, and the *Management Procedures for the Control of Hazardous Chemicals*, and has set up the Safety Committee that is responsible for coordinating safe production work.

岗位 Position	职责 Duties
公司安全委员会主任（董事长） Director of the Safety Committee (Chairman of the Company)	作为公司的安全第一责任人，全面负责公司安全管理工作。 Take full responsibility for the safety management of the Company as the primary person in charge of safety.
公司安全委员会副主任、安全总监 Deputy Director and Chief Safety Officer of the Safety Committee	协助董事长全面管理公司安全工作。 Assist the Chairman of the Company in general safety management.
各地域安委会主任 Directors of the safety committees in various regions	为所辖地区安全第一责任人，全面负责所辖地域安全管理工作。 Take full responsibility for the safety management of the specific regions as the primary persons in charge of safety.
各地域专 / 兼职安全主管 Full-time/part-time safety supervisors in various regions	协助负责人进行安全管理工作。 Assist the directors in safety management.
各地域专 / 兼职安全管理人员 Full-time/part-time safety officers in various regions	监督所在地域单位安全生产工作的落实。 Supervise the implementation of safe production work in their regions.
安全管理部 Safety management department	负责制定公司年度安全管理工作规划、安全工作的检查与监控机制并推进落实。 Work out annual safety management plans, establish the safety inspection and supervision mechanism for the Company, and facilitate the implementation of the plans and the mechanism.

2022 年，公司为进一步加强安全生产管理工作，分别从管理方法、风险识别、安全意识提升等多个维度提升公司安全生产管理能力，尽可能降低安全生产事故发生率。

In 2022, in order to enhance safe production work further, the Company enhance the safe production management competence from several dimensions of management method, risk identification and safety consciousness improvement, to lower the occurrence rate of safe production accident as much as possible.

2022 年麦格米特主要安全生产管理措施

Main Safe Production Management Measures of Megmeet in 2022

管理方法与规范 Management methods and regulations	<ul style="list-style-type: none">公司编制《生产安全事故应急预案》《麦格米特株洲基地化学品泄漏应急预案》等。 The Company formulated the <i>Emergency Response Plan of Work Safety Accidents</i>, and the <i>Emergency Response Plan of Chemical Leakage in Megmeet Zhuzhou Base</i>.总经理与各部门负责人签订安全责任状，明确安全主体责任。 The General Manager and the heads of departments signed the Commitment to Safety Responsibility which defines their primary responsibility for safe production.公司绘制风险等级划分图，根据不同的风险等级，标注为红橙黄绿四色，制定不同的防范管控措施，进行分级管控，重点管理。 The Company identified risk levels, marked them by red, orange, yellow and green, and worked out proper prevention and control measures for level-based control and key management.公司实行“6S 现场管理”策略，即整理、整顿、清扫、清洁、素养及安全。 The Company launched 6S site management approach, namely SEIRI, SEITON, SEISO, SEIKETSU, SHITSUKE and SECURITY.
风险识别与排查 Risk identification and screening	<ul style="list-style-type: none">公司识别安全生产危害因素，并依据可能引发的事故严重程度将危害因素分为五个等级，根据不同风险类型制定对应的风险控制策划。 The Company identified safe production hazards, graded them into five levels according to the severity of possible accidents, and worked out proper control plans specific to different hazard levels.公司开展月度安全检查、日常安全检查、夜间安全检查、节前安全检查等多形式的隐患排查活动，减少隐患消除事故。 The Company organized hidden hazard screening activities in different forms, such as monthly safety inspections, routine safety inspections, safety inspections at night, and safety inspections before holidays, in order to reduce hidden hazards, and prevent potential accidents.
安全意识与技能提升 Enhancement of safety consciousness and skills	<ul style="list-style-type: none">公司定期组织员工开展突发事件应急演练，包括消防演练、化学品泄漏演练、触电事故演练近 10 种类别，提升各部门的应急处置能力。 The Company organized employees to participate in emergency response drills regularly, such as fire drills, chemical leakage drills and electric shock drills, in order to enhance the emergency response competence of its departments.公司制定年度安全培训计划，每月组织各种类型的安全培训，内容包括三级安全教育、消防安全、交通安全等，持续提高全员的安全知识水平和安全意识。 The Company worked out annual safety training plans, and arranged various safety training activities monthly, such as three-level safety education, fire safety training, and traffic safety training, in order to improve the safety knowledge and consciousness of all employees.公司组织员工参加株洲红十字会开办的应急救护培训，提升员工的突发情况下的急救能力。 The Company arranged employees to receive emergency rescue training organized by Zhuzhou Red Cross Society in order to enhance the rescue skills of employees in emergency.

2022 年，公司共组织开展 22 场应急演练活动，累计 6,500 人次参与；组织开展安全培训 137 场，累计 5,200 人次参与；累计 23 名员工取得“初级急救员”证书，证书均在有效期内。报告期内，公司未发生重大安全生产事故。

In 2022, the Company organized 22 emergency drills, and over 6,500 employees participated in these drills. And it arranged 137 safety training activities, and over 5,200 employees received training. A total of 23 employees obtained "Junior First Aider" certificates that were effective during the reporting period. During the reporting period, the Company had no major safe production accidents.

职业健康安全
Occupational Health and Safety

公司严格遵守《中华人民共和国职业病防治法》等相关法律，制定《职业健康安全生产管理规划》等管理制度，建立职业健康安全管理体系，并积极开展 ISO 45001 职业健康安全管理体系认证，持续提升公司管理水平。

In line with applicable laws and regulations such as the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Company has formulated management regulations including the Management Plan of Occupational Health and Safety, and Production, established the occupational health and safety management system, and actively applied for the ISO 45001 occupational health and safety management certificate to continuously improve its management level.

为保障员工的职业健康安全，2022 年 10 月，公司对厂区的职业危害因素情况进行检测，并依据检测结果对各类职业病危害因素积极采取对应的防护措施。同时，公司持续落实职业病危害岗位员工的上岗前、在岗期间、离岗时的健康检查，依法向接触职业病危害因素岗位员工提供职业健康体检，2022 年 12 月，公司组织接触职业危害因素的岗位员工进行职业健康体检。

In order to guarantee the occupational health and safety of employees, the Company detected occupational hazard factors in its plants in October 2022, and took protective measures against occupational hazard factors identified. Besides, the Company always implements the pre-job, on-the-job and off-the-job physical examination mechanism for employees in positions exposed to occupational hazards, and organizes these employees to receive physical examinations. In December 2022, the employees exposed to occupational hazards received physical examinations.



麦格米特职业病危害因素管理措施
Megmeet Management Measures Against Occupational Hazard Factors

职业病危害因素 Occupational hazard factors	管理措施 Management measures
电焊烟尘 Welding fume	<ul style="list-style-type: none">在产生电焊烟的生产环节配置抽风排气设施； Install exhaust facilities in the production links that may generate welding fume.粘贴职业病危害告知卡； Post the notice on occupational hazards.向相应岗位员工发放劳动防护用品，包括防弧光面罩、防护手套、防弧光面罩等； Provide the employees in welding positions with labor protective articles, such as anti-arc masks and protective gloves.向接触职业危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.
甲醇、异丙醇 Methanol and isopropyl alcohol	<ul style="list-style-type: none">在产生此类职业病危害因素的生产环节配置抽风排气设施； Install exhaust facilities in the production links that may have the occupational hazard factors of this kind.粘贴职业病危害告知卡； Post the notice on occupational hazards.向相应岗位员工发放防毒口罩、防护手套、护目镜等； Provide the employees in relevant positions with gas masks, protective gloves and goggles.向接触职业危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.
锡及其化合物粉尘 Tin and its compound dust	<ul style="list-style-type: none">在产生锡及其化合物粉尘的生产环节配置抽风排气设施； Install exhaust facilities in the production links that may generate tin and its compound dust.粘贴职业病危害告知卡； Post the notice on occupational hazards.向相应岗位员工发放防毒口罩、防护手套、护目镜等； Provide the employees in relevant positions with gas masks, protective gloves and goggles.向接触职业危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.
噪声 Noise	<ul style="list-style-type: none">粘贴职业病危害告知卡； Post the notice on occupational hazards.向相应岗位员工发放耳塞、耳罩等； Provide the employees in relevant positions with earplugs and earmuffs.向接触职业危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.

职业病危害因素 Occupational hazard factors	管理措施 Management measures
高温 High temperature	<ul style="list-style-type: none">■ 粘贴职业病危害告知卡； Post the notice on occupational hazards.■ 向相应岗位员工发放防护手套、防护鞋等； Provide the employees in relevant positions with protective gloves and shoes.■ 向接触职业病危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.
紫外线 Ultraviolet ray	<ul style="list-style-type: none">■ 粘贴职业病危害告知卡； Post the notice on occupational hazards.■ 向相应岗位员工发放专门的面罩、护目镜等； Provide the employees in relevant positions with special masks and goggles.■ 向接触职业病危害因素的员工提供职业健康体检。 Arrange the employees exposed to occupational hazard factors to receive physical examinations.

此外，2022 年公司积极开展各项职业健康安全培训和宣贯活动，持续提升员工的职业健康安全意识。

In 2022, the Company organized occupational health and safety training and publicity to improve the employees' consciousness of occupational health and safety constantly.

麦格米特职业健康安全教育工作开展情况

Occupational Health and Safety Education and Training in Megmeet

4 月

株洲市天元区卫健委在公司园区内开展《职业病防治法》宣传周活动，向公司员工宣传职业健康知识。
In April, the Health Commission of Tianyuan District, Zhuzhou launched the "Education Week" activity of the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* to popularize occupational health knowledge among the employees of the Company.

↓

8 月

公司组织各部门安全员参加“职业健康安全培训”，培训后再由安全员向本部门全员进行转训。
In August, the Company organized the safety officers of its departments to receive occupational health and safety training, and then, these trained safety officers arranged training for all employees of their respective departments.

↓

8 月

公司组织各部门学习职业健康安全知识。
In August, the Company organized its departments to learn about occupational health and safety knowledge.

↓

12 月

公司在宣传栏公示职业健康安全知识，并悬挂宣传横幅，向全员宣贯职业健康安全知识。
In December, the Company published occupational health and safety knowledge in bulletin boards, and erected banners of knowledge popularization so that all employees had access to such knowledge.

2022 年，公司职业健康安全培训覆盖率为 100%。报告期内，公司未发生违反职业健康安全相关法律法规的事件。

In 2022, all employees of the Company received occupational health and safety training. During the reporting period, the Company had no incidents violating the laws and regulations of occupational health and safety.

员工发展及培训
Employee Development and Training

员工培训
Employee Training

麦格米特重视员工培养，认为员工发展即公司发展。公司制定《培训管理制度》《内训师管理制度》等管理制度，并持续强化讲师管理、课程管理、学员管理，保障公司员工培训工作的有效开展。同时，为了满足不同岗位不同层级的培训需求，公司建立一套由“新人培训”“在职培训”“干部培训”三级组成的员工培训体系，并积极培养内部讲师团队，增强公司在员工培养方面的能力。

Upholding the belief that corporate development depends on employee growth, Megmeet attaches importance to talent cultivation. To this end, the Company has formulated management regulations such as the *Training Management Regulations* and the *Management Regulations on Internal Trainers*, and has strengthened management in trainers, courses and trainees in order to ensure the effective implementation of employee training. To meet training needs in different positions and at different levels, the Company has established a three-level employee training system, covering training for new employees, in-service employees and managers, and has built internal trainer teams actively to step up its employee cultivation competence.

麦格米特员工培训体系
Megmeet Employee Training System

新人培训
Training for new employees

- 面向校招新员工的“雏鹰特训营”，着重在理论与实操相结合，提升行动转化效果，关注毕业生入职周期性成长。
Training for new employees from campus recruitment: Focus on both theory and practice, improve action transformation effect, and pay attention to the periodic growth of these employed graduates.
- 面向社招新员工的“雄鹰特训营”，帮助新员工快速融入公司，适应新岗位和环境。
Training for new employees from social recruitment: Help new employees integrate into the Company, and adapt to new positions and new environment.

在职培训
On-the-job training

- 面向产线工人技能培训的“精兵特训营”，围绕专业能力和管理技能，开设 11 个系列的课程，提升一线员工整体实战能力。
Training of skills for workers in production lines: Arrange 11 series of courses centering on professional skills and management skills to enhance the overall practice skills of these front-line workers.

干部培训
Training for managers

- 面向各产品线总监的“强将特训营”，旨在提升其综合管理能力，开展产品、业务、战略和人力资源全方位的能力培训提升。
Training for managers in product lines: Arrange training courses specific to abilities in products, business, strategies and human resources to improve the overall management competence of these managers.

2022 年，公司制定年度培训计划，并依据年度培训计划累计开展 783 门课程的培训工作，覆盖集团全体员工，人均培训时长达 36.00 小时；干部培训参与人数达 90 人，人均培训时长 44 小时。

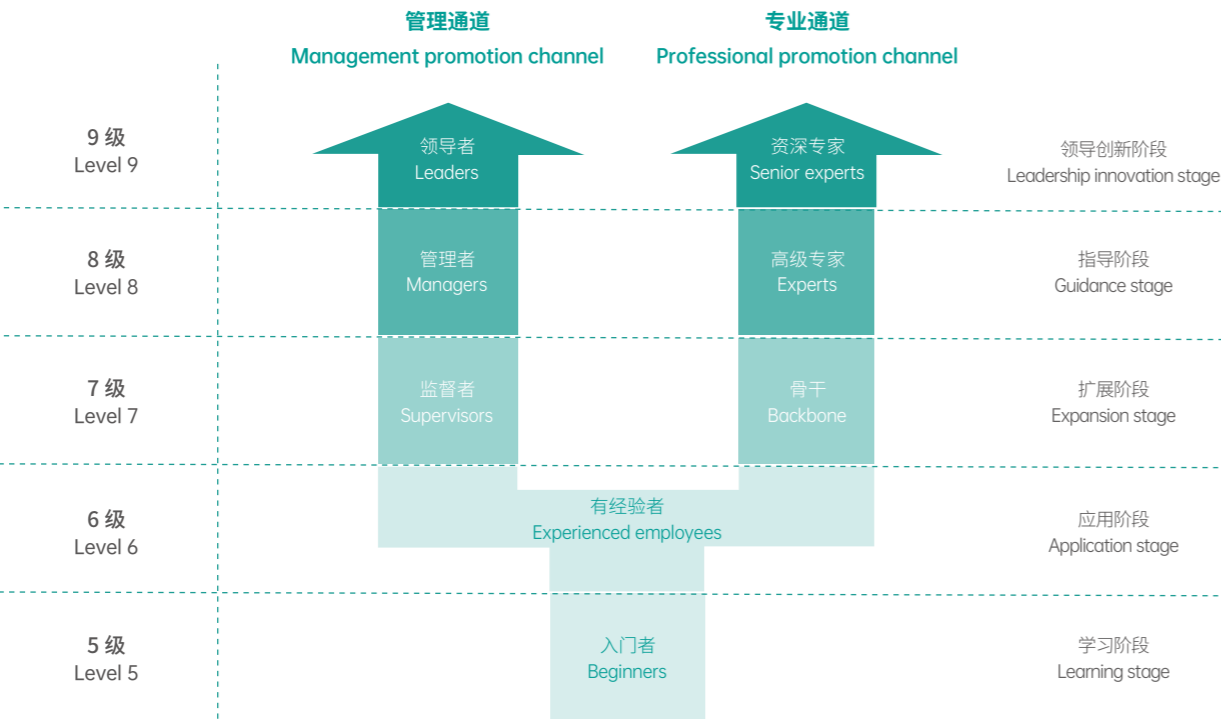
In 2022, the Company worked out the annual training plan, and arranged 783 training courses catering to all employees. The average training hours per employees reached 36.00. Over 90 managers received training for 44 hours.

考核与晋升
Evaluation and Promotion

麦格米特致力于为员工提供良好的职业发展平台和渠道。公司制定《员工绩效管理办法》《员工任职管理规范》等管理制度，落实员工晋升发展通道，引导员工职业生涯发展。同时，公司依据公司发展需求及行业发展趋势，为员工提供管理通道和专业通道的双通道晋升体系。

Megmeet strives to provide its employees with a good career development platform and development channels. To this end, the Company has formulated management regulations, such as the *Employee Performance Management Measures*, and the *Management Regulations on Posts*, defining promotion channels, in order to guide employees to develop in their careers. Besides, according to the corporate development needs and the development trend of the industry, the Company offers both management and professional promotion opportunities to employees.

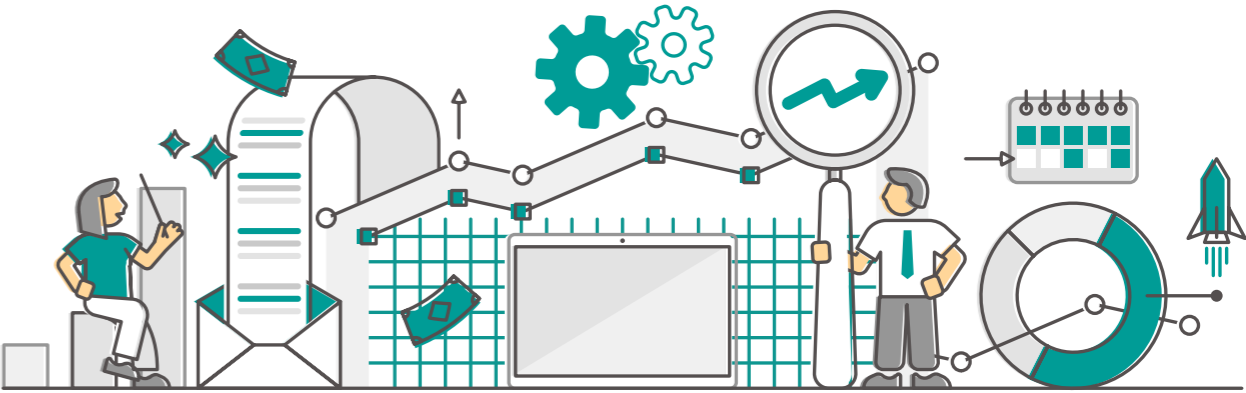
麦格米特岗位晋升“双通道”模型
"Dual Promotion Channels" at Megmeet



此外，公司持续完善员工绩效考核体系，并将员工考核结果作为员工晋升发展的重要依据。根据《员工绩效管理办法》规定，公司每季度、年度对员工绩效情况进行综合评估与反馈，考核结果分为 A+、A、B+、B、C 五个等级，并针对绩效过程进行辅导与跟进。

Besides, the Company continues to improve the performance appraisal system, and takes appraisal results as an important reference for the promotion and development of employees. In accordance with the *Employee Performance Management Measures*, the Company appraises employee performance, communicates appraisal results, which are divided into A+, A, B+, B and C, to employees, tutors employees, and traces the performance process.

麦格米特员工绩效考核内容
Megmeet Performance Appraisal Items



公益慈善与社区发展

Charity and Community Development

麦格米特积极履行社会责任，并结合自身资源和优势，为支持社区发展和社会公益事业贡献公司的力量。公司长期聚焦于支持当地人才培养、基础设施建设、助学公益及关爱社区弱势群体等领域，并积极鼓励员工参与各项社会公益活动。

Megmeet performs its social responsibility actively. With its resources and advantages, the Company keeps commitment to contributing to community development and public welfare. To be specific, the Company always focuses on talent cultivation, infrastructure, assistance to students, and concern for disadvantaged groups in the local, and encourages its employees to participate in public welfare activities.

2022 年，公司将资源聚焦于基础设施建设、城乡景区规划和建设以及公益助学等领域，并积极开展一系列公益活动。

In 2022, the Company pooled its resources to infrastructure construction, planning and construction of urban and rural scenery spots, and assistance to students, and organized a series of public benefit activities.

麦格米特 2022 年度主要公益活动

Main Public Welfare Activities of Megmeet in 2022

支持社区发展

Supporting community development

- 在支持基础设施建设方面，公司充分利用自身业务和技术优势，投资约 3 亿元，积极在长沙、株洲等地区支持社区基础设施建设。
Supporting infrastructure construction: The Company made full use of its business and technical advantages and invested RMB 300 million to support infrastructure construction in Changsha and Zhuzhou.
- 在促进当地就业方面，公司在部分地区发挥电力电子企业龙头效应，引进并培育一些上游的配套产业，为当地提供约 600 个就业岗位。
Supporting local employment: The Company introduced and incubated several upstream supporting industries by playing its leading role in the power electronics industry to offer 600 jobs in the local.

公益助学

Sponsoring students

- 公司通过开展校企合作项目，设立奖学金，用于支持和鼓励高校学生积极开展课题研究，攻克技术难题。
The Company cooperated with universities and set up a scholarship to support and encourage college students to engage in research projects for technical breakthroughs.

2022 年，公司慈善捐赠金额共计 346,105 元，参与志愿者服务人数达 49 人，累计服务时长 147 小时。

In 2022, the Company donated RMB 346,105, and 49 employees participated in voluntary activities for 147 hours in total.

06

守正治理，助力基业长青

Clean Government for Lasting Development

公司治理

Corporate Governance

公司治理架构

Corporate Governance Structure

公司严格按照《中华人民共和国公司法》《中华人民共和国证券法》和《上海证券交易所股票上市规则》等法律法规及相关规定，制定《公司章程》《股东大会议事规则》《董事会议事规则》《监事会议事规则》《关联交易制度》等各项规章制度，并建立规范的公司治理架构。

The Company strictly complies with applicable laws and regulations, and normative documents, such as the *Company Law of the People's Republic of China*, the *Law of the People's Republic of China on Securities*, and the *Rules Governing the Listing of Stocks on Shanghai Stock Exchange*. In line with these laws, regulations and documents, the Company has formulated rules and regulations including the *Articles of Association*, the *Rules of Procedure for the General Meetings of Shareholders*, the *Rules of Procedure for the Board of Directors*, the *Rules of Procedure for the Board of Supervisors*, and the *Regulations on Related Party Transactions*, and has established a well-organized corporate governance structure.

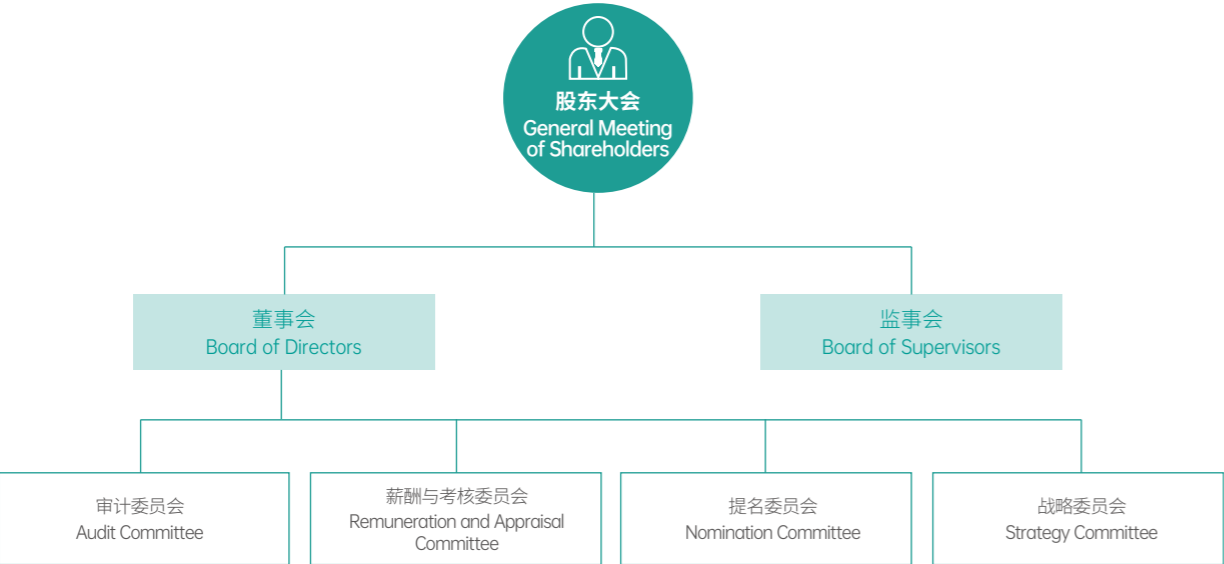
同时，公司持续提升现代化治理水平，不断完善由股东大会、董事会、监事会和核心管理团队组成的“权责分明、各司其职、相互协调、有效制衡”的公司治理制衡机制，优化权力机构、决策机构、监督机构和执行机构之间“决策科学、监督有效、运行稳健”的公司治理运作机制。

At the same time, the Company continuously improves its modernized governance level, perfects its "clear right and responsibility, fulfilling of own responsibility, inter-coordination and effective balancing" corporation governance check-and-balance mechanism which consists of general meeting of shareholders, the board of management, the board of supervisors, and core management team. With this mechanism, the Company attempts to optimize its corporate governance operations mechanism featuring scientific decision making, effective supervision, and stable operations among the power organ, the decision-making organ, the supervision organ and the executive organ.

2022 年，为进一步完善公司治理架构，公司修订完善《关联交易制度》《募集资金管理办法》等管理制度。2022 年 11 月，公司董事会换届选举，变更两位独董及专门委员会委员。

In 2022, the Company revised and updated management regulations, such as the *Regulations on Related Party Transactions*, and the *Management Measures for Fund Raising*, in order to improve its corporate governance structure. In November 2022, the Board of Directors changed two independent directors and members of special committees in the general election.

麦格米特治理架构图
Megmeet Governance Framework Chart



董事会监事会成员构成及相关会议开展情况
Members of the Board of Directors and the Board of Supervisors, and Meetings Held in 2022

董事会监事会组成 Members of the Board of Directors and the Board of Supervisors	三会召开情况 Particulars concerning the General Meeting of Shareholders, the meetings of the Board of Directors, and the meetings of the Board of Supervisors
董事会董事 5 名 Directors: 5	股东大会 4 次 General meetings of shareholders: 4
其中独立董事 2 名 Independent directors: 2	共审议案 35 项 Motions deliberated: 35
其中女性董事 1 名 Including female director: 1	董事会会议 11 次 Meetings of the Board of Directors: 11
	共审议案 86 项 Motions deliberated: 86
	董事会各专门委员会会议 10 次 Meetings by the special committees of the Board of Directors: 8

董事会监事会组成 Members of the Board of Directors and the Board of Supervisors	三会召开情况 Particulars concerning the General Meeting of Shareholders, the meetings of the Board of Directors, and the meetings of the Board of Supervisors
监事会监事 3 名 Supervisors: 3	监事会会议 10 次 Meetings of the Board of Supervisors: 10
其中职工监事 1 名 Including employee supervisor: 1	共审议案 57 项 Motions deliberated: 50

信息披露
Information Disclosure

公司严格按照《中华人民共和国公司法》《中华人民共和国证券法》等相关法律规定，积极履行信息披露义务，力求做到真实、准确、及时、完整地披露信息，确保所有投资者公平地获取公司信息，保障投资者权益。

公司在《公司章程》《信息披露管理制度》等内部规章制度中，明确规定公司信息披露的总体原则、管理、责任、具体程序、披露内容保密制度、存档管理等事项，由董事会秘书负责协调和组织公司各项信息披露具体事宜，董事会办公室负责日常管理工作，确保公司信息披露工作高效执行。

针对定期公告、临时公告、向政府部门递交的文件、公司网站上发布信息，在《信息披露管理制度》规定标准的信息披露流程，公司信息披露均需按该流程执行，以实现信息披露的真实、准确、合规。同时，公司还明确各部门信息披露职责。

2022 年，公司累计披露 267 份公告文件，合计约 260.09 万字，连续三年深交所信息披露评级为 A。报告期内，公司未发生信息披露方面的违法事件。

In accordance with applicable laws and regulations, such as the *Company Law of the People's Republic of China* and *Securities Law of the People's Republic of China*, the Company actively performs its obligation to disclose information truly, accurately, timely and completely, and ensures all investors have equal access to the information of the Company to protect the rights and interests of investors.

In internal rules and regulations such as the *Articles of Association* and the *Management Regulations on Information Disclosure*, the Company specifies the general principles, management, responsibilities, procedures, confidentiality, and filing management of information disclosure. The Secretary of the Board of Directors is responsible for coordinating and organizing information disclosure activities, and the Office of the Board of Directors is responsible for routine information disclosure management to ensure the effective implementation of information disclosure.

The *Management Regulations on Information Disclosure* has been formulated, clarifying the information disclosure process. The Company follows the process to disclose information truly, accurately and legally through regular announcements, temporary announcements, documents submitted to governmental departments and information distribution on its website. Besides, the Company has defined the information disclosure responsibilities of its departments.

In 2022, the Company disclosed 267 announcements, with 2,600,900 characters. And it has been rated A in terms of information disclosure by Shenzhen Stock Exchange for three years consecutively. During the reporting period, the Company had no incidents violating information disclosure laws.

投资者权益保护
Protection of Rights and Interests of Investors

公司严格依照《中华人民共和国公司法》《中华人民共和国证券法》等相关法律法规，以《公司章程》《投资者关系管理制度》《关联交易管理制度》等制度作为股东权益保护的依据，制定《公司未来三年（2022-2024 年）股东回报规划》，明确“公司实行持续、稳定和积极的利润分配政策，重视对投资者的合理投资回报，并兼顾公司的可持续发展”的投资者权益保护理念，维护和确保长期投资者的投资价值。

In line with applicable laws and regulations such as the *Company Law of the People's Republic of China*, and the *Securities Law of the People's Republic of China*, the Company has formulated the Articles of Association, the Management Regulations on Relationship with Investors, and the Management Regulations on Related Party Transactions, to protect the rights and interests of shareholders. And it has worked out the Plan of Return to Shareholders in the Coming Three Years (2022-2024), stating the principle of protecting the rights and interests of investors that “the Company should practice continuous, stable and positive profit distribution policy, and strive for reasonable investment return to investors while promoting sustainable development”, in order to guarantee and maintain the investment value of long-term investors.

此外，公司持续与投资者保持畅通、良好的沟通交流，积极搭建多渠道、多方式的投资者沟通交流平台，切实落实投资者沟通与互动工作，确保所有投资者对公司应披露信息享有平等的知情权，加强投资者对公司的认识与了解，为增进彼此了解和信任创造条件。

The Company keeps smooth and constructive communication and exchange with investors by establishing an investor communication platform with multiple channels and methods. This provides investors with equal access to information disclosed by the Company, and a channel to learn about the Company fully and timely, enhancing mutual understanding and trust between investors and the Company.



麦格米特投资者沟通的主要措施
Megmeet's Main Measures to Communicate with Investors



2022 年，公司累计派发现金红利 7,911.69 万元，召开 1 次业绩说明会、1 次投资者网上集体接待活动、3 次特定对象调研以及 1 次可转债发行网上路演。

In 2022, the Company distributed the cash bonus of RMB 79,116,900, and organized 1 performance presentation meeting, 1 online investor reception activity, 3 surveys specific to targeted objects, and 1 online roadshow for the issuance of convertible bonds.

合规经营与风险管理
Compliance Operations and Risk Management

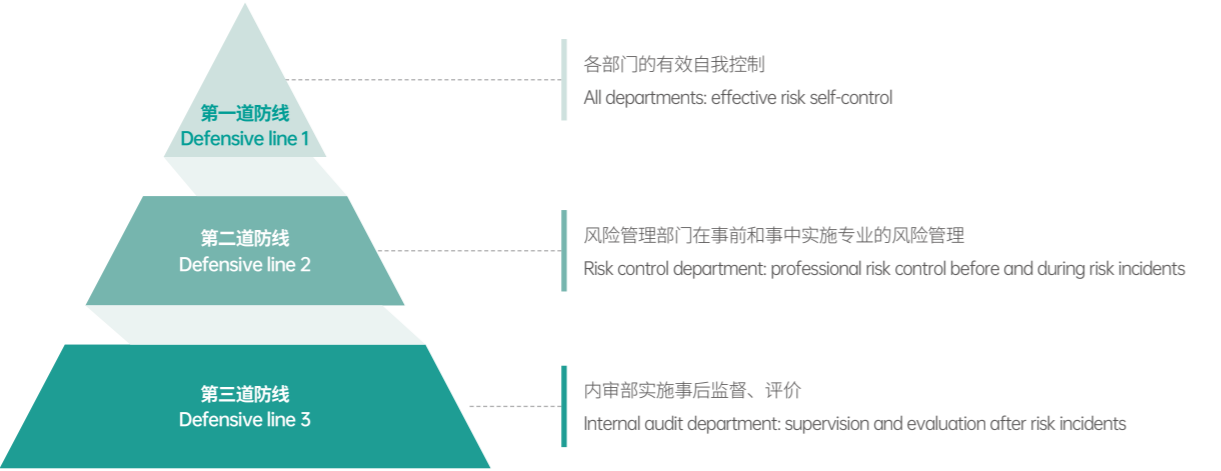
麦格米特按照《公司章程》的规定进行三会管理，明确股东大会、董事会及总经理对公司财务管理、资金管理、关联交易、信息披露管理、投资者关系管理等公司日常经营活动中各方面的审议与执行权限。股东大会、董事会及总经理对可能对经营产生重大影响的事项进行审议表决，提高决策的科学性。同时，公司持续强化内控体系建设，提升公司风险管控能力。

The Company manages the General Meeting of Shareholders and the meetings of the Board of Directors and the General Manager in accordance with the *Articles of Association*. It is specified that the General Meeting of Shareholders, the Board of Directors and the General Manager should have the power to deliberate over and execute management in finance, capital, related party transactions, information disclosure and relationship with investors in routine operation activities. The General Meeting of Shareholders, the Board of Directors, and the General Manager should decide issues that have important influence on operations by vote upon deliberation to ensure scientific decision making. In addition, the Company improves its internal control system continuously to enhance its risk control competence.

公司重视风险管理工作，确立风险管理三道防线，有效地保证风险管理权责的制衡与约束，保障风险管理工作执行的效率与效果。

Attaching importance to risk control, the Company has established three defensive lines to effectively ensure the check-and-balance of risk management's rights and responsibility, and further to guarantee the risk management work's efficiency and effect.

麦格米特风险管理体系三道防线
Three Defensive Lines for the Risk Control System of Megmeet



此外，公司董事会严格遵守《企业内部控制应用指引》《企业内部控制评价指引》《公开发行证券的公司信息披露编报规则第 21 号——年度内部控制自我评价报告的一般规定》等法律法规及相关规定，按照《公司章程》、内部控制制度等内部规定，结合公司的实际情况组织开展内部控制评价工作。

In accordance with applicable laws and regulations such as the *Guide for Internal Control*, the *Guide for Internal Control Evaluation*, applicable laws and regulations such as the *Rules for Information Disclosure and Reporting by Companies Issuing Securities Publicly No. 21 - General Provisions on Annual Internal Control Self-evaluation Report*, as well as the Articles of Association, the Company conducts internal control evaluation according to its actual situation.

公司建立一套严谨科学、运行有效、适合公司实际情况的内部控制体系，制定有效的内控评价标准；通过内部控制体系的运行、分析与评价，有效防范经营管理中的风险，促进内部控制目标的实现。

The Company has established a scientific and efficient internal control system catering to its actual situation, and has formulated effective internal control evaluation standards. With the operations of the internal control system, and internal control analysis and evaluation, the Company has guarded against risks in operations and management effectively, and facilitated the realization of internal control objectives.

为确保公司内控管理工作有效落实，公司每年开展年度审计，并编制年度审计报告；审计委员会召开会议，审计公司的关联交易；同时，在每年披露年报中披露内部控制自查表。

In order to ensure the effective implementation of internal control management, the Company organizes annual audits and prepares annual audit reports, and its Audit Committee holds meetings to audit related party transactions. Besides, the internal control checklist is disclosed in the annual report.

2022 年，公司积极开展内部审计工作，识别公司各类风险，已通过专项审计、专项汇报、专项整改等方式进行优化和解决，避免运营中再次出现相关问题。

In 2022, the Company conducted internal audits, prepared audit reports, and took rectification measures to identify risks, optimize internal control and remove risks. All these efforts were made to prevent similar problems in operations.

根据公司财务报告内部控制缺陷以及非财务报告内部控制缺陷的认定标准，2022 年，公司不存在财务报告内部控制重大缺陷、重要缺陷，也未发现非财务报告内部控制重大缺陷、重要缺陷。

Referring to the identification criteria of internal control defects in the financial report and the non-financial report, the Company had no material and major defects in both financial and non-financial reports in 2022.

2022 年度麦格米特内审绩效
Megmeet Internal Audit Performance in 2022

内审涵盖 20 家子公司 20 subsidiaries have received internal audits
累计完成 8 项审计，其中 8 internal audits are completed, including
内部交易审计 1 项 Internal transaction audit: 1
境外业务审计 3 项 Overseas business audits: 3
募集资金审计 1 项 Fund raising audit: 1
担保业务审计 1 项 Guarantee business audit: 1
采购业务审计 1 项 Procurement business audit: 1
固定资产审计 1 项 Fixed assets audit: 1
累计发现 5 项风险，其中 Risks found: 5
完成整改 4 项 Risks for which rectification is completed: 4
正在整改中 1 项 Risk for which rectification is in progress: 1

商业道德
Business Ethics

麦格米特严格遵守《中华人民共和国反不正当竞争法》《关于禁止商业贿赂行为的暂行规定》等法律法规及相关规定，始终将反腐败与反商业贿赂作为内部风险管控的重点工作。公司制定《关于查处违规违纪行为的规定》《采购及采购相关的业务行为准则》等管理制度，并逐步完善公司廉洁管理体系建设。

Megmeet strictly complies with applicable laws and regulations such as the *Anti-unfair Competition Law of the People's Republic of China*, and the *Interim Provisions on Prohibition of Commercial Bribery*, and gives priority to anti-corruption and anti-commercial bribery in internal risk control. And the Company has formulated management regulations including the Regulations on Investigation and Punishment for Violations of Discipline and Rules, and the Code of Conduct for Procurement and Related Business, and has improved the clean management system gradually.

公司采取积极的措施和程序以防范腐败风险。对内，公司通过向董事、全体员工提供商业道德培训，要求员工签署廉洁承诺书，在公司范围内进行反腐败宣传等多种方式落实反腐败工作。对外，公司加强反商业贿赂管控措施，要求供应商签署《麦格米特诚信廉洁承诺书》。2022 年，公司面向供应链管理中心开展“正心正行 正风正气”主题活动和培训廉洁培训，提升其反腐败意识。

The Company takes proactive measures and procedures to guard against corruption risks. Internally, the Company organizes business ethics training for directors and all employees, requires employees to sign the commitments to integrity, and publicizes anti-corruption to crack down on corruption. Externally, the Company takes stricter measures against commercial bribery, and requires suppliers to sign the *Commitment to Honesty and Integrity*. In 2022, the Company organized honesty and integrity promotion activities and integrity training in its supplier management center to enhance the anti-corruption consciousness of its employees.

此外，公司鼓励全体员工对公司内部涉嫌贪污受贿、营私舞弊、以权谋私、滥用职权等各类违法违纪行为或给公司声誉、经济方面造成较大损失的渎职、失职行为进行举报，并制定规范的举报流程、调查制度和举报人保密制度。员工可通过电话、信函、电子邮件和当面举报等等途径进行实名或匿名举报。

The Company encourages its employees to whistle-blow illegal and undisciplined misconducts such as corruption, bribery, malpractice, abuse of power for personal gain, and misuse of authority, and misconducts involving breach or dereliction of duty that cause great loss to the reputation or economic benefit of the Company. To this end, the Company has formulated standard whistle-blowing procedures, and regulations on investigation and whistle-blower protection. Employees are allowed to whistle-blow misconducts in real-name or anonymous manner through phone calls, letters or mails, or to whistle-blow misconducts face to face.

麦格米特举报受理程序
Megmeet Procedures of Response to Whistle-blowing Cases



2022 年，公司面向全体董事及全体员工开展反贪污培训，员工人均接受反贪污培训 12 小时，董事人均接受反贪污培训 12 小时。报告期内，公司未发现涉嫌腐败或商业贿赂的重大事件。

In 2022, the Company organized anti-corruption training for all directors and employees. The hours of anti-corruption training per employee and per director were both 12 hours. During the reporting period, the Company had no serious incidents involving suspected corruption or commercial bribery.



关键量化绩效表
Key Performance Indicators

环境绩效
Environmental Performance

应对气候变化
Response to Climate Change

指标 Indicators	单位 Unit	2021	2022
温室气体排放总量 Total greenhouse gas emissions	吨二氧化碳 Ton of carbon dioxide	17,411.30 ¹	29,671.02 ²
范围一温室气体排放总量 ³ Total greenhouse gas emissions of Scope 1 ³	吨二氧化碳 Ton of carbon dioxide	341.78	327.75
范围二温室气体排放总量（基于位置） ⁴ Total greenhouse gas emissions of Scope 2 ⁴	吨二氧化碳 Ton of carbon dioxide	17,069.52	17,736.50
范围三温室气体排放总量 ⁵ Total greenhouse gas emissions of Scope 3 ⁵	吨二氧化碳 Ton of carbon dioxide	—	11,606.77
每万元营业收入温室气体排放量 ^{1&2}	吨二氧化碳 / 万元营业收入	0.04	0.05

注 1：2021 年温室气体总量为范围一、范围二温室气体排放量总和，不含范围三。
Note 1: The total greenhouse gas emissions in 2021 include those in Scope 1 and Scope 2, but exclude those in Scope 3.

注 2：2022 年温室气体总量为范围一、范围二及范围三温室气体排放量总和。
Note 2: The total greenhouse gas emissions in 2022 include those in Scope 1, Scope 2 and Scope 3.

注 3：范围一温室气体排放来源于公司自有设备和车辆消耗的天然气、汽油、柴油导致的直接排放，计算方法主要依据《省级温室气体清单编制指南》《综合能耗计算通则》。
Note 3: Scope 1 greenhouse gas emissions are derived from the direct emissions caused by natural gas, gasoline and diesel consumed by the Company's own equipment and vehicles. The calculation method is mainly based on the *Guidelines for the Preparation of Provincial Greenhouse Gas Inventories and General Principles for the Calculation of Comprehensive Energy Consumption*.

注 4：范围二温室气体排来源于公司外购电力导致的间接排放，计算方法主要依据中国生态环境部印发的《关于做好 2023-2025 年发电行业企业温室气体排放报告管理有关工作的通知》。
Note 4: Scope 2 greenhouse gas emissions are derived from indirect emissions caused by the company's purchasing power. The calculation method is mainly based on the *Notice on the Reporting and Management of Greenhouse Gas Emission of Enterprises in the Power Generation Industry from 2023 to 2025* issued by the Ministry of Ecology and Environment of China.

注 5：范围三温室气体排放主要来源：上游运输和配送，员工通勤，商务旅行，运营中产生的废弃物，上游租赁资产，下游运输和配送，下游租赁资产 7 个类别，计算方法主要依据 GHG Protocol Scope 3 Evaluator。
Note 5: The greenhouse gas emissions in Scope 3 are calculated according to GHG Protocol Scope 3 Evaluator. This scope covers upstream transport and distribution, commuting of employees, business trips, waste generated in operations, upstream leasing assets, downstream transport and distribution, and downstream leasing assets. Total greenhouse gas emissions in Scope 3 are counted since 2022.

能源管理
Energy Management

指标 Indicators	单位 Unit	2021	2022
外购电力 Purchase power	兆瓦时 MWh	29,930.78	31,100.30
天然气消耗量 ¹ Gas consumption ¹	立方米 m ³	144,614.95	113,898.00
汽油消耗量 Gasoline consumption	升 L	25,685.00	28,318.77
柴油消耗量 ² Diesel consumption ²	升 L	0	15,602.23

注 1：2022 年 10 月，公司启动空压机热能回收项目，回收热能资源，节省天然气消耗量，故 2022 年天然气消耗量较 2021 年显著下降。
Note 1: In October 2022, the Company launched the heat recovery project of air compressors. This project reduces annual natural gas consumption indirectly, thus dropping the total natural gas consumption dramatically.

注 2：2022 年，公司新增一台叉车，故柴油消耗量较上一年增加显著。
Note 2: In 2022, the Company added a forklift. Thus, the diesel consumption increased greatly compared with data in 2021.

原材料及包装物管理¹
Raw Materials and Packaging Management¹

指标 Indicators	单位 Unit	2022
制成品所用包装材料的总量，其中： Total consumption of packaging materials for finished products, including:	吨 Ton	2,513.00
可循环包装材料总量 Total consumption of recyclable packaging materials	吨 Ton	502.00
一次性包装材料总量 Total consumption of disposable packaging materials	吨 Ton	2,011.00

注 1：制成品所用包装材料的总量、可循环包装材料总量及一次性包装材料总量从 2022 年开始统计。
Note 1: Total consumption of packaging materials for finished products, total consumption of recyclable packaging materials, and total consumption of disposable packaging materials are counted since 2022.

水资源压力
Water Resource Pressure

指标 Indicators	单位 Unit	2021	2022
总耗水量：市政供水 ¹ Total water consumption: municipal power supply ¹	吨 Ton	112,845.00	189,930.00

指标 Indicators	单位 Unit	2021	2022
循环用水总量 ² Total recycled water consumption ²	吨 Ton	—	63,724.00
每万元营业收入耗水量	吨 / 万元营收	0.27	0.35

注 1: 2022 年, 株洲麦格米特电气有限责任公司实验室规模扩大、员工数量增加, 浙江怡和卫浴有限公司发生管路破损问题(现已解决)、注塑车间正式投入生产, 因此总耗水量较上一年变动幅度较大。
Note 1: In 2022, Zhuzhou Megmeet Electrical Co., Ltd. expanded its laboratory scale and increased employees, and Zhejiang Yihe Sanitary Ware Co., Ltd. encountered pipeline damage (solved), and put the injection molding workshop into production. Thus, the total water consumption increased greatly compared with data in 2021.

注 2: 循环用水总量从 2022 年开始统计。
Note 2: The total recycled water consumption is counted since 2022.

排放与废弃物管理
Emission and Waste Management

指标 Indicators	单位 Unit	2021	2022
废水排放总量 ¹ Waste water discharge1	吨 Ton	81,511.00	126,206.00
无害废弃物总量, 包括: ² Total non-hazardous waste volume, including:2	吨 Ton	—	1,805.70
生活垃圾 Domestic waste	吨 Ton	—	608.30
包装废料 Packaging waste	吨 Ton	—	816.80
电子产品 Electronic product waste	吨 Ton	—	380.60
每万元营业收入无害废弃物产生量	吨 / 万元营收	—	0.00330
有害废弃物总量, 包括: ¹ Total hazardous waste volume, including:1	吨 Ton	—	96.60
废机油 Used engine oil	吨 Ton	—	3.10
废树脂 Used resin	吨 Ton	—	13.30
含油抹布、手套 Oil-containing cloth and gloves	吨 Ton	—	0.01
废乳化液 Used emulsion	吨 Ton	—	4.20
废灯管 Used lamp tubes	吨 Ton	—	1.44
废电路板边角料 Leftover materials of waste circuit boards	吨 Ton	—	24.08

指标 Indicators	单位 Unit	2021	2022
废有机溶液 Used organic solution	吨 Ton	—	12.37
废弃包装物 Used packages	吨 Ton	—	38.10
每万元营业收入有害废弃物产生量	吨 / 万元营收	—	0.00018

注 1: 2022 年度总耗水量较上一年涨幅较大, 因此废水排放总量较上一年有大幅增长。
Note 1: The waste water discharge increased substantially along with significant increase of total water consumption in 2022.

注 2: 无害废弃物总量和有害废弃物总量从 2022 年开始统计。
Note 2: Total non-hazardous waste volume and total hazardous waste volume are counted since 2022.

环境管理¹
Environmental Management¹

指标 Indicators	单位 Unit	2022
年度环保投资支出 Annual investment in environmental protection	万元 RMB 10,000	223.75
因违反环境保护法律法规而受到处罚的金额 Fine imposed due to violations of environmental protection laws and regulations	万元 RMB 10,000	0.00
因违反环境保护法律法规而受到处罚的事件数 Number of cases in which penalties are imposed due to violations of environmental protection laws and regulations	件	0
集团下属子公司通过 ISO 14001 认证的公司数量 Number of subsidiaries passed ISO 14001 certification	家	9

注 1: 环境管理绩效从 2022 年开始统计。
Note: Environmental management performance data is collected since 2022.

社会绩效
Social Performance

员工雇佣与权益
Employment and Rights and Interests of Employees

指标 Indicators	单位 Unit	2021	2022
员工总数 Total number of employees	人 person	4,285	5,265

指标 Indicators		单位 Unit	2021	2022
按性别划分 By gender	男性员工人数 Number of male employees	人 person	2,599	3,302
	女性员工人数 Number of female employees	人 person	1,686	1,963
按性别划分 By gender	男性员工占比 Proportion of male employees	%	60.65	62.72
	女性员工占比 Proportion of female employees	%	39.35	37.28
按年龄组别划分 By age group	>50 岁员工人数 Number of employees aged over 50	人 person	96	117
	30 至 50 岁员工人数 Number of employees aged 30 to 50	人 person	2,725	3,275
	<30 岁员工人数 Number of employees aged below 30	人 person	1,464	1,873
	>50 岁员工占比 Proportion of employees aged over 50	%	2.24	2.22
	30 至 50 岁员工占比 Proportion of employees aged 30 to 50	%	63.59	62.20
	<30 岁员工占比 Proportion of employees aged below 30	%	34.17	35.57
	高级管理层男性员工数 Number of male employees in the senior management	人 person	200	311
高级管理层女性员工数 Number of female employees in the senior management		人 person	43	63
员工活动投入总金额 Total investment in employee activities		万元 RMB 10,000	—	246.91

员工培训与发展
Employee Training and Development

指标 Indicators		单位 Unit	2021	2022
接受培训的员工总人数 Total number of employees receiving training		人 person	4,285	5,265
员工培训覆盖率 Employee training coverage		%	100	100
员工培训总时长 Total training hours of employees		小时 Hour	148,261.00	189,525
员工接受培训平均小时数 Average hours of training received by employees		小时 Hour	34.60	36.00
培训总场次 ¹ Total number of training activities ¹		场次 time	—	1,082

注 1：培训总场次从 2022 年开始统计。
Note: The total number of training activities is counted since 2022.

员工健康与安全
Health and Safety of Employees

指标 Indicators		单位 Unit	2021	2022
因工伤损失的工作日数 Working days lost due to occupational injuries		天 Day	—	307.00
参与体检的员工人数 Number of employees receiving physical examinations		人 Person	2,769	3,536
员工体检覆盖率 Proportion of employees receiving physical examinations		%	90.00	98.33
集团下属子公司通过 ISO 45001 认证数量 ¹ Number of subsidiaries passed ISO 45001 certification ¹		家	—	9
集团下属子公司通过安全生产标准化认证的数量 ¹ Number of subsidiaries passed work safety standardization certification ¹		家	—	3

注 1：因工伤损失的工作日数、集团下属子公司通过 ISO 45001 认证数量和集团下属子公司通过安全生产标准化认证的数量从 2022 年开始统计。
Note 1: Data related to working days lost due to occupational injuries, number of subsidiaries passed ISO 45001 certification, and number of subsidiaries passed work safety standardization certification is collected since 2022.

产品与服务品质¹
Product and Service Quality¹

指标 Indicators		单位 Unit	2022
投诉处理结案率 Proportion of complaints settled		%	93.00
质量培训总时长 Total hours of quality training		小时 Hour	987.75
质量培训人均时长 Average hours of quality training per employee		小时 Hour	6.90
质量培训覆盖员工比例 Proportion of employees receiving quality training		%	100.00

注 1：产品与服务品质从 2022 年开始统计。
Note 1: Data related to product and service quality is collected since 2022.

研发创新
R&D and Innovation

指标 Indicators		单位 Unit	2021	2022
研发费用投入 R&D investment		万元 RMB 10,000	46,067.42	63,240.79
研发费用占营业收入比例 Proportion of R&D investment in operating income		%	11.09	11.55

指标 Indicators	单位 Unit	2021	2022
研发人员数量 Number of research personnel	人 person	1,443	1,808
研发人员占比 Proportion of research personnel	%	33.68	34.34

知识产权保护
Intellectual Property Protection

指标 Indicators	单位 Unit	2021	2022
授权的专利个数（截至当年累计） ¹ Number of granted patents (as of 2022) ¹	件	835	1,122
年度申请专利数量 Annual number of patent applications	件	326	362

注 1：公司对 2021 年授权的专利个数（截至当年累计）指标进行追溯及复核，相关指标以本报告为准。
Note 1: The Company has traced and re-checked the number of granted patents (as of 2021) in 2021, and the corresponding index is subject to this Report.

数据安全与隐私保护
Data Security and Privacy Protection

指标 Indicators	单位 Unit	2022
收到客户隐私泄露投诉事件数 ¹ Number of complaints about customer privacy leak ¹	件	0

注 1：收到客户隐私泄露投诉事件数从 2022 年开始统计。
Note1: The Number of complaints about customer privacy leak is counted since 2022.

供应链管理
Supply Chain Management

指标 Indicators	单位 Unit	2021	2022
供应商总数 Total number of suppliers	家	801	862
通过环境、劳工、道德等方面评估的供应商比例 ¹ Proportion of suppliers that are qualified in environmental, labor, and ethics performance assessments ¹	%	—	75.00
经过环境、社会影响评估后同意改进的供应商百分比 ¹ Percentage of suppliers who agree to improve after environmental and social impact assessments ¹	%	—	85.00

指标 Indicators	单位 Unit	2021	2022
使用环境标准筛选的新供应商百分比 ¹ Percentage of new suppliers that were screened according to environmental criteria ¹	%	—	100

注 1：通过环境、劳工、道德等方面评估的供应商比例，经过环境、社会影响评估后同意改进的供应商百分比，使用环境标准筛选的新供应商百分比从 2022 年开始统计。
Note: Data related to proportion of suppliers that are qualified in environmental, labor, and ethics performance assessments, percentage of suppliers who agree to improve after environmental and social impact assessments, and percentage of new suppliers that were screened according to environmental criteria is collected since 2022.

公益与慈善¹
Public Welfare and Charity¹

指标 Indicators	单位 Unit	2022
慈善捐赠金额 Amount donated in charity activities	元 RMB	346,105
员工志愿服务总时长 Total hours of volunteering services that employees participate in	小时 Hour	147
员工志愿服务人次 Number of employees participating in volunteering services	人次	49

注 1：公益与慈善从 2022 年开始统计。
Note 1: Data related to public welfare and charity is collected since 2022.

公司治理与经济绩效
Corporate Governance and Economic Performance

经济绩效
Economic Performance

指标 Indicators	单位 Unit	2021	2022
总资产 Total assets	万元 RMB 10,000	621,296.71	845,355.09
营业收入 Revenue	万元 RMB 10,000	415,573.77	547,775.86
归母净利润 Net profit	万元 RMB 10,000	38,884.77	47,269.55
基本每股收益 Earnings per share	元 RMB	0.7775	0.9500
现金分红金额 Cash dividends	万元 RMB 10,000	7,911.69	2,472.40

指标 Indicators	单位 Unit	2021	2022
现金分红方案（每十股） Cash dividend plan (every 10 shares)	元 RMB	1.60	0.50
以其他方式（如回购股份） 现金分红金额 Amount of cash dividends by other means (e.g. share repurchases)	万元 RMB	0.00	6,999.45
现金分红总额（含其他方式） Total cash dividend (including other means))	元 RMB	7,911.69	9,471.86

公司治理
Corporate Governance

指标 Indicators	单位 Unit	2021	2022
股东大会召开次数 Number of the general meetings of shareholders	次 time	2	4
监事会召开次数 Number of meetings held by the Board of Supervisors	次 time	3	10
董事会召开次数 Number of meetings held by the Board of Directors	次 time	3	11
董事会各专门委员会会议召开次数 Number of meetings held by the special committees of the Board of Directors	次 time	4	10
董事会人数 Number of directors in the Board of Directors	人 person	5	5
董事会中独立董事占比 Proportion of independent directors in the Board of Directors	%	40.00	40.00
董事会中女性成员人数 Number of female directors in the Board of Directors	人 person	1	1
董事会中女性董事占比 Proportion of female directors in the Board of Directors	%	20.00	20.00

商业道德¹
Business Ethics¹

指标 Indicators	单位 Unit	2022
员工人均接受反贪污培训小时数 Hours of anti-corruption training per employee	小时 Hour	12.00
反贪污培训覆盖的董事会成员比例 Proportion of directors receiving anti-corruption training	%	100
董事人均接受反贪污培训小时数 Hours of anti-corruption training per director	小时 Hour	12.00

注 1：商业道德绩效从 2022 年开始统计。
Note 1: Data related to business ethics is collected since 2022.

附录
Appendix

《深圳证券交易所上市公司自律监管指引 第 1 号——主板上市公司规范运作》（第八章 社会责任）索引表

Index - Shenzhen Stock Exchange Guidelines for Self-discipline Regulation of Listed Companies No. 1 - Standardized Operations of the Companies Listed on the Main Board (Chapter 8 Social Responsibility)

条款及披露内容 Terms and Disclosures	报告章节 Chapters
8.1 综述 8.1 Overview	绿色发展，助力生态和谐 Green Development for Ecological Harmony 供应链管理 Supply Chain Management 员工雇佣与权益 Employment and Rights and Interests of Employees 公益慈善与社区发展 Charity and Community Development
8.2 经营原则 8.2 Operating Principles	ESG 管理 ESG Management 合规经营与风险管理 Compliance Operations and Risk Management
8.3 社会责任战略规划及工作机制 8.3 Social Responsibility Strategy Planning and Working Mechanism	ESG 管理 ESG Management
8.4 社会责任报告披露情况 8.4 Disclosure of Social Responsibility Report	ESG 管理 ESG Management 绿色发展，助力生态和谐 Green Development for Ecological Harmony 工匠精神，助力品质产品 Craftsmanship Spirit for High-quality Products 以人为本，助力平等与和谐 Putting Employees First, Promoting Equity and Harmony 守正治理，助力基业长青 Clean Government for Lasting Development
8.5 职工权益保障 8.5 Protection of Employees' Rights and Interests	员工雇佣与权益 Employment and Rights and Interests of Employees

条款及披露内容 Terms and Disclosures		报告章节 Chapters
8.6: (一) 8.6: (1)	遵守环境保护法律法规与行业标准 Compliance with Environmental Protection Laws and Regulations and Industrial Standards	绿色发展，助力生态和谐 Green Development for Ecological Harmony 工匠精神，助力品质产品 Craftsmanship Spirit for High-quality Products 以人为本，助力平等与和谐 Putting Employees First, Promoting Equity and Harmony 守正治理，助力基业长青 Clean Government for Lasting Development
8.6: (二) 8.6: (2)	环境保护计划 Environmental Protection Program	环境管理体系 Environmental Management System
8.6: (三) 8.6: (3)	自然资源使用 Use of Natural Resources	应对气候变化 Response to Climate Change 关键量化绩效表 Key Performance Indicators
8.6: (四) 8.6: (4)	污染物处置 Pollutant Disposal	排放与废弃物管理 Emission and Waste Management
8.6: (五) 8.6: (5)	污染防治设施 Pollution Prevention and Control Facilities	排放与废弃物管理 Emission and Waste Management
8.6: (六) 8.6: (6)	环境保护相关税费缴纳 Taxes and Fees Related to Environmental Protection	不涉及 N/A
8.6: (七) 8.6: (7)	供应链环境安全 Supply Chain Environmental Safety	供应链管理 Supply Chain Management
8.6: (八) 8.6: (8)	其他环境保护责任 Other Environmental Protection Responsibilities	绿色发展，助力生态和谐 Green Development for Ecological Harmony
8.7: (一) 8.7: (1)	环境保护方针、目标及成效 Environmental Protection Policies, Objectives and Achievements	环境管理体系 Environmental Management System 应对气候变化 Response to Climate Change
8.7: (二) 8.7: (2)	年度资源消耗总量 Total Annual Resource Consumption	关键量化绩效表 Key Performance Indicators
8.7: (三) 8.7: (3)	环保投资和环境技术开发 Environmental Protection Investment and Environmental Technology Development	不涉及 N/A
8.7: (四) 8.7: (4)	排放污染物管理 Pollutant Emission Management	排放与废弃物管理 Emission and Waste Management
8.7: (五) 8.7: (5)	环保设施建设和运行 Construction and Operations of Environmental Protection Facilities	排放与废弃物管理 Emission and Waste Management
8.7: (六) 8.7: (6)	废物处理、处置，废弃产品回收综合利用 Waste Treatment, Disposal, and Recycle	排放与废弃物管理 Emission and Waste Management
8.7: (七) 8.7: (7)	与环保部门签订的自愿协议 Conclusion of the Voluntary Compliance Agreement with the Environmental Protection Department	不涉及 N/A

条款及披露内容 Terms and Disclosures		报告章节 Chapters
8.7: (八) 8.7: (8)	受环保部门奖励情况 Awards by the Environmental Protection Department	不涉及 N/A
8.7: (九) 8.7: (9)	其他自愿披露信息 Other Voluntary Information Disclosure	绿色发展，助力生态和谐 Green Development for Ecological Harmony
8.8 环保政策实施情况及纠正措施 8.8 Environmental Protection Policy Implementation and Corrective Measures		不涉及 N/A
8.9 重点排污单位环境信息披露 8.9 Environmental Information Disclosure of Major Pollutant Discharge Organs		不涉及 N/A
8.10: (一) 8.10: (1)	产品安全法律法规与行业标准 Product Safety Laws and Regulations and Industrial Standards	高质量产品与服务 High-quality Products and Services
8.10: (二) 8.10: (2)	生产环境与生产流程 Production Environment and Production Process	高质量产品与服务 High-quality Products and Services
8.10: (三) 8.10: (3)	产品质量安全保障机制及事故应急方案 Product Quality Safety Guarantee Mechanism and Accident Emergency Response Plan	高质量产品与服务 High-quality Products and Services
8.10: (四) 8.10: (4)	其他生产与产品安全责任 Other Production and Product Safety Responsibilities	高质量产品与服务 High-quality Products and Services
8.11: (一) 8.11: (1)	员工管理制度及违规处理措施 Employee Management System and Measures for Violations	员工雇佣与权益 Employment and Rights and Interests of Employees
8.11: (二) 8.11: (2)	防范职业性危害与配套安全措施 Prevention of Occupational Hazards and Safety Measures	员工健康与安全 Health and Safety of Employees
8.11: (三) 8.11: (3)	员工培训 Employee Training	员工发展与培训 Employee Development and Training
8.11: (四) 8.11: (4)	其他员工权益保护责任 Other Responsibilities for Protecting Rights and Interests of Employees	员工雇佣与权益 Employment and Rights and Interests of Employees
8.12 科学伦理规范 8.12 Code of Scientific Ethics		研发创新 R&D and Innovation
8.13 社会责任报告内容 8.13 Contents of Social Responsibility Report		ESG 管理 ESG Management 绿色发展，助力生态和谐 Green Development for Ecological Harmony 工匠精神，助力品质产品 Craftsmanship Spirit for High-quality Products 以人为本，助力平等与和谐 Putting Employees First, Promoting Equity and Harmony 守正治理，助力基业长青 Clean Government for Lasting Development

报告范围内子公司列表

List of Subsidiaries in the Report

序号 No.	子公司名称 Subsidiary names	序号 No.	子公司名称 Subsidiary names
1	株洲麦格米特电气有限责任公司 Zhuzhou Megmeet Electrical Co., Ltd.	21	武汉麦格米特电气有限公司 Wuhan Megmeet Electrical Co., Ltd.
2	湖南微朗科技有限公司 Hunan WaveLane Technology Co., Ltd.	22	浙江麦格米特电气技术有限公司 Zhejiang Megmeet Electrical Technology Co., Ltd.
3	株洲市微朗科技有限公司 Zhuzhou WaveLane Technology Co., Ltd.	23	深圳市麦格米特焊接技术有限公司 Shenzhen Megmeet Welding Technology Co., Ltd.
4	北京莱特微能科技有限公司 Beijing Laite Weineng Technology Co., Ltd.	24	深圳市麦格米特焊接软件有限公司 Shenzhen Megmeet Welding Software Co., Ltd.
5	深圳市麦格米特驱动技术有限公司 Shenzhen Megmeet Drive Technology Co., Ltd.	25	深圳市麦格米特能源技术有限公司 Shenzhen Megmeet Energy Technology Co., Ltd.
6	株洲力慧科技有限公司 Zhuzhou InnoPower Technology Co., Ltd.	26	杭州乾景科技有限公司 Hangzhou Qianjing Technology Co., Ltd.
7	深圳市麦格米特驱动软件技术有限公司 Shenzhen Megmeet Drive Software Technology Co., Ltd.	27	淄博恒沃机电科技有限公司 Zibo Hengwo Machinery & Automation Technology Co., Ltd.
8	麦格米特控制技术有限公司 Megmeet Control Technology Co., Ltd.	28	沃尔吉国际科技发展（深圳）有限公司 Volger International Technology Development (Shenzhen) Limited
9	浙江怡和卫浴有限公司 Zhejiang Yihe Sanitary Ware Co., Ltd.	29	湖南麦谷科技有限公司 Hunan Malgoo Technology Co., Ltd.
10	杭州怡智芯科技有限公司 Hangzhou Yizhixin Technology Co., Ltd.	30	浙江欧力德精密科技有限公司 Zhejiang Oulide Precision Technology Co., Ltd.
11	西安麦格米特电气有限公司 Xi'an Megmeet Electrical Co., Ltd.	31	北京诺米视显电子科技有限公司 Beijing Nuomi Shixian Electronic Technology Co., Ltd.
12	湖南麦格米特电气技术有限公司 Hunan Megmeet Electrical Technology Co., Ltd.	32	广东力兹微电气技术有限公司 Zhejiang Liziwei Electrical Technology Co., Ltd.
13	MEGMEET HONGKONG LIMITED	33	杭州辰控智能控制技术有限公司 Hangzhou Chenkong Intelligent Control Technology Co., Ltd.
14	Megmeet (Thailand) Co., Ltd.	34	苏州直为精驱控制技术有限公司 Suzhou ZW Precision Drive Control Technology Co., Ltd.
15	MEGMEET USA, INC.	35	广东麦米电工技术有限公司 Guangdong Megmeet Electrical Technology Co., Ltd.
16	MEGMEET SWEDEN AB.	36	广东田津电子技术有限公司 Guangdong Tianjin Electronic Technology Co., Ltd.
17	Megmeet Germany GmbH	37	东莞市营特电子科技有限公司 Dongguan Yingte Electronic Technology Co., Ltd.
18	Megmeet Electrical India Private Limited	38	东莞市凯利仕精密组件有限公司 Dongguan Kailishi Precision Components Co., Ltd.
19	广东河米科技有限公司 Guangdong Hemi Technology Co., Ltd.	39	广东群硕电子技术有限公司 Guangdong Augmentum Electronic Technology Co., Ltd.
20	湖南蓝色河谷科技有限公司 Hunan Lanse Hegu Technology Co., Ltd.		

专业名词与术语释义

Terms and Definitions

术语名词 Terms	释义 Definitions
COO	Chief Operating Officer（COO），首席运营官。 Chief Operating Officer (COO).
TSI	Total Social Impact（TSI）指一家企业的产品、服务、运营、核心能力和各种活动创造的整体社会效益。 Total Social Impact (TSI) refers to the overall social benefits created by an enterprise in terms of products, services, operations, core competence and various activities.
TSR	Total Shareholder return（TSR），为一种股票对投资者的总回报，等于上市公司在一定时期内（通常为 1 年或更长）的资本收益加股息，在数值上表现为一个或正或负的百分比。 Total Shareholder return (TSR) refers to the total return of a share to the investor, namely, capital gain plus stock dividend of a listed company within a certain period (1 year generally or longer), which is indicated by a positive or negative percentage.
CDP	Carbon Disclosure Project（CDP），全球环境信息研究中心。 Carbon Disclosure Project (CDP).
LLC	LLC 是一种通过控制开关频率（频率调节）来实现输出电压恒定的谐振电路 LLC refers to a resonance circuit by controlling switching frequency to enable constant output voltage.
80Plus	80Plus 是为加速节能科技的发展而制定的，是高电源转换效率的一个标志。目前 80Plus 认证根据电源的转换效率分为白牌、铜牌、银牌和金牌四档。 80Plus is formulated to accelerate energy-saving technology development, and indicates high power conversion efficiency. 80Plus certification is divided into White, Bronze, Silver and Gold Levels according to power conversion efficiency.
MCD	Material Composition Declaration（CDP），材料成分表，产品对应的 MCD 报告有组成产品的结构，各个结构的组成材料，质量比重，等等信息。 Material Composition Declaration (CDP): The MCD report of a product contains such information as product composition, material of each structure, and mass ratio.
RoHS	Restriction of Hazardous Substances（RoHS），是由欧盟立法制定的一项强制性标准，全称是《关于限制在电子电气设备中使用某些有害成分的指令》。主要用于规范电子电气产品的材料及工艺标准，使之更加有利于人体健康及环境保护。 Restriction of Hazardous Substances (RoHS), a mandatory standard enacted by EU, which functions to regulate the materials and processes of electronic and electrical products so that these products are more conducive to human health and environmental protection.
PMS	Production Management System（PMS），项目管理系统是项目的管理者应用专门管理项目的系统软件，在有限的资源约束下，运用系统的观点、方法和理论，对项目涉及的全部工作进行有效地管理。 Production Management System (PMS): With this kind of system software dedicated to project management, project managers apply systematic opinions, methods and theories under the restraint of limited resources to manage all tasks in a project effectively.
PDU	Power Distribution Unit（PDU），电源分配单元是为机柜式安装的电气设备提供电力分配而设计的产品，拥有不同的功能、安装方式和不同插位组合的多种系列规格，能为不同的电源环境提供适合的机架式电源分配解决方案。 Power Distribution Unit (PDU) refers to a product designed to distribute power to cabinet-type electrical equipment. PDUs have multiple specifications with the combinations of different functions, installation methods and plug positions, and are able to provide proper rack-type power distribution solutions under different power supply environmental conditions.
IQC	Incoming Quality Control（IQC），来料质量控制，指对采购进来的原材料、部件或产品做品质确认和核查。 Incoming Quality Control (IQC) refers to quality verification and validation of purchased raw materials, components or products.
IT	Internet Technology（IT），互联网技术是指在计算机技术的基础上开发建立的一种信息技术。 Internet Technology (IT) refers to a kind of information technology developed building on computer technology.
HSF	HSF 是英文“Hazardous substances free（HSF），无有害物质、有害物质减免，主要用在工业和消费产品生产领域。 Hazardous substances free (HSF), which is mainly used in the industry and the production field of consumer products.

MEGMEET EVERYWHERE

MEGMEET
麦 米 电 气