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可持续发展报告

SUSTAINABILITY
REPORT



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报告范围

麦加芯彩新材料科技(上海)股份有限公司2024年可持续发展报告涵盖了我们在3个地区的运营机构⁽¹⁾在2024年1月1日至12月31日期间的可持续发展表现。本报告系统阐述了我们针对业务运营和利益相关方关注的核心环境、社会及治理（ESG）重点议题所制定的战略规划、取得的实践成果以及实施的关键举措。

GRI标准符合性声明

本报告遵循全球报告倡议组织（GRI）可持续发展报告标准2021，通过结构化框架透明披露我们在经济、环境和社会方面的影响。如需了解具体议题的详细说明和参考依据，请参阅附录中的GRI内容索引。

外部鉴证

本报告所载数据及关键可持续发展披露内容已通过国际权威认证机构英国标准协会（BSI）进行独立鉴证。该鉴证过程通过验证报告的准确性、完整性和标准符合性，增强了我们ESG绩效披露的可信度。本次鉴证范围聚焦与可持续发展重点及利益相关方期望相关的重大环境、社会和治理指标。具体鉴证方法及结论请参阅《独立鉴证声明》。



发行频度 | Publication Frequency

现行版发行：2025年08月，后续计划每年度增修报告，且持续性发行。

Scope of the Report

The sustainability report (2024) of MEGA P&C Advanced Materials (Shanghai) Co. Ltd. covers the sustainability performance of our operations ⁽¹⁾ in 3 locations from January 1 to December 31, 2024. This report outlines our strategies, achievements, and initiatives in addressing key Environmental, Social, and Governance (ESG) priorities relevant to our business and stakeholders.

GRI Standards Alignment

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, providing a structured framework for transparent disclosure of our economic, environmental, and social impacts. For detailed references and topic-specific disclosures, please refer to the GRI Content Index in the Appendix.

External Assurance

The data and key sustainability disclosures presented in this report have been independently verified through external assurance conducted by BSI (British Standards Institution), a globally recognized assurance provider. This process enhances the reliability and credibility of our reported ESG performance by validating the accuracy, completeness, and adherence to reporting standards. The assurance scope focused on material environmental, social, and governance metrics aligned with our sustainability priorities and stakeholder expectations. For detailed assurance conclusions, please refer to the Independent Assurance Opinion Statement.

Publication Frequency

Current edition release: August 2025, with subsequent plans for annual updates and continuous publication.

⁽¹⁾ 报告覆盖麦加芯彩新材料科技(上海)股份有限公司，麦加芯涂料（南通）有限公司，和麦加芯彩新材料科技(香港)股份有限公司。
The report covers MEGA P&C Advanced Materials (Shanghai) Co. Ltd., MEGA Coatings (Nantong) Co. Ltd., and MEGA P&C Advanced Materials (Hong Kong) Co. Ltd.

董事长致辞

Message from the President

回顾麦加芯彩二十余年的发展历程，我心中满怀感恩。自2002年至今，我们坚定为中国乃至全球的基础设施提供防护。这一路走来，最让我骄傲的不是我们取得了多少商业成就，而是我们始终怀着对自然的敬畏、对社会的责任、对员工的关爱在前行。

我们的涂料很特别 — 它们默默守护着集装箱穿越惊涛骇浪，保护着风电叶片抵御严寒酷暑。这份“守护”的使命，正是我们坚持可持续发展的初心。记得十多年前获得第一个ISO认证时，我曾对团队说：“在麦加，产品研发的第一课是学会敬畏自然。”这些年来，从建立完善的废弃物管理系统到设立麦加基金会，从关爱每一位员工的职业健康到设定碳目标并优化资源管理，我们始终步履坚定。

特别要感谢我们393位可敬的麦加同事！是你们用专业与匠心，将环保理念转化为创新配方；是你们以严谨态度，赢得了集装箱、风电等工业领域客户的长期信赖。近年来，我们制定了更系统的可持续发展战略，这不是为了应付监管要求，而是因为我们深知：只有与自然和谐共处、与社会共同成长，企业才能走得更远。

展望未来，我希望麦加芯彩不仅以技术领先的工业涂料被铭记，更能作为一个有温度、有担当的企业被认可。让我们继续携手，用创新的绿色解决方案，守护我们共同的家园！

As I reflect on MEGA P&C's journey, my heart is filled with gratitude. Since 2002, we have remained steadfast in our commitment to protecting infrastructure both in China and globally, and what makes me most proud is not our commercial achievements, but our unwavering reverence for nature, social responsibility, and care for our employees.

Our coatings are special — they silently shield shipping containers through stormy seas and protect wind turbine blades against extreme weather. This mission of protection is the very essence of our commitment to sustainability. When we earned our first ISO certification over a decade ago, I told the team: "At MEGA P&C, the first lesson in product development is learning to revere nature." Over the years, from establishing comprehensive waste management systems to launching the MEGA P&C Foundation, from safeguarding employee health to setting carbon targets and optimizing resource efficiency, we have always walked this path with unwavering determination.

A special thank you to our 393 colleagues! It is your expertise and unwavering commitment to quality that transform sustainability concepts into innovative formulas and earn the long-term trust of clients. In recent years, we have developed a more systematic sustainability strategy not simply for compliance, but because we firmly believe that only by coexisting harmoniously with nature and growing alongside society can a business thrive in the long run.

Looking ahead, I hope MEGA P&C will be remembered not only for its advanced industrial coatings but also as a compassionate and responsible enterprise. Together, let's keep innovating for a greener future!





自2002年成立以来，麦加芯彩始终致力于高性能涂料的研发、生产和销售，产品广泛应用于多个工业领域。经过二十年来持续的技术积累与创新，公司已发展成为全球风电叶片和集装箱涂料领域的领先供应商。在核心业务之外，麦加芯彩的涂料产品还广泛应用于桥梁、钢结构等领域，并积极拓展风电塔筒、船舶、港口机械、储能设备等工业涂料市场。更多公司详情，请参阅我司官网或《2024年度报告》。

Since its founding in 2002, MEGA P&C has been committed to the research, production, and sale of high-performance coatings across multiple industries. Over two decades of continuous innovation and expertise, the company has emerged as a leading coatings supplier for wind power blades and shipping containers, both in China and globally. Beyond these core markets, MEGA P&C's coatings are widely used in bridges, steel structures, and other industrial sectors, including wind turbine towers, shipbuilding, port machinery, and energy storage equipment. More details of our company can be found on our website or Annual Report 2024.



20+ 年行业经验

20+ Years of Experience
in the paint & coatings industry



总部位于中国上海，下设三家子公司

Headquartered in Shanghai, China
with 3 subsidiaries



上交所股票代码：603062.SH

SSE Stock Code / 603062.SH



集装箱涂料：全球前2强

风电叶片涂料：连续9年中国市场占有率第一

Coatings for Shipping Containers:
Ranks among top 3 globally

Coatings for Wind Turbine Blade:
Ranks #1 in China for 9 years

可持续发展 方针

Our Approach to Sustainability

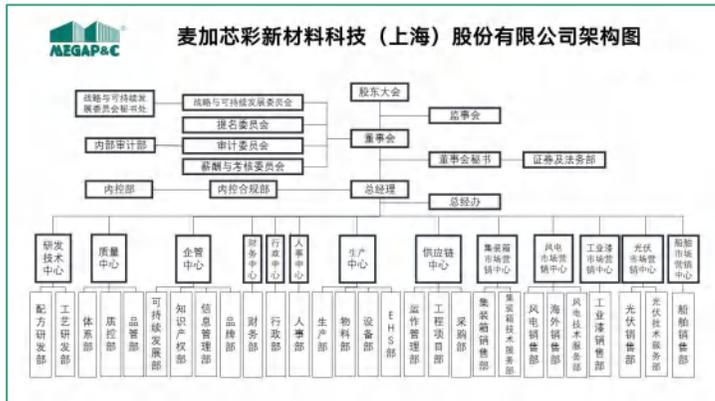
在麦加芯彩，可持续发展不仅是一项承诺，更是我们运营的根基。秉承“创新永无止境，质量从不妥协”的理念，我们将环境、社会和治理（ESG）原则全面融入从产品开发到合作伙伴关系的各个业务环节。这可持续发展模式既能为各利益相关方创造长期价值，又能持续降低对环境的影响，同时促进积极的社会效益。



治理体系

健全的治理体系是我们可持续发展战略的基石。报告期内，本公司已建立权责明确、有效制衡、协调运作的公司治理架构；股东大会、董事会、监事会、管理层及各职能部门均恪尽职守、规范运作，切实维护了公司及全体股东权益。我司持续致力于践行最高标准的公司治理，这一努力于2024年12月27日荣膺《上海证券报》颁发的“上市公司治理奖”。

更多公司治理详情请参阅《2024年度报告》第4章“公司治理”相关内容。



At MEGA P&C, sustainability is not only a commitment, but also the foundation of how we operate. Guided by our slogan “Perpetual Innovation, Never Compromise on Quality,” we integrate Environmental, Social, and Governance (ESG) principles into every aspect of our business, from product development to partnerships. Our approach ensures long-term value for stakeholders while minimizing our environmental footprint and fostering positive social impact.

Corporate Governance

Strong governance is the backbone of our sustainability strategy. During the reporting period, the Company has established a well-defined corporate governance structure characterized by clear division of responsibilities, effective checks and balances, and coordinated operations. The General Meeting of Shareholders, Board of Directors, Board of Supervisors, management team, and various functional departments have all performed their respective duties with full commitment and in compliance with regulations, effectively safeguarding the interests of the Company and all shareholders. Our continuous dedication to upholding the highest standards of corporate governance has been formally acknowledged through the "Listed Company Governance Award" from Shanghai Securities News, awarded on December 27, 2024.

Further details of our corporate governance structure in Section 4: Corporate Governance of our Annual Report 2024.

可持续发展治理

战略与可持续发展委员会

由董事会部分成员组成的战略与可持续发展委员会负责监督和审议集团整体战略发展方向，包括可持续发展相关战略及举措的实施情况，并确保集团各业务运营符合公司治理规范要求。

可持续发展部门

可持续发展部门主要负责制定全面的可持续发展战略及行动计划，在全业务范围内推行相关政策与最佳实践，并跟踪、分析和披露ESG绩效指标。通过建立完善的监测机制与定期报告体系，该部门确保持续推进企业可持续发展目标的达成，同时不断识别优化机会以提升公司整体可持续发展水平。

其他可持续发展相关委员会

为完善可持续发展治理体系并应对多元化的ESG挑战，我们已组建跨部门委员会，成员涵盖集团所有业务单元及职能部门。

1 能源管理委员会

监督并评估公司在能源消耗、水资源使用及温室气体减排方面的表现与进展以确保符合既定的可持续发展目标

2 多元平等包容委员会

制定并实施多元相关政策，为所有员工创造平等的发展机会

Sustainability Governance

The Strategy and Sustainability Committee

The Strategy and Sustainability Committee, comprising Board members, is responsible for overseeing and reviewing the Company's overall strategic direction, including the implementation of sustainability-related strategies and initiatives, while ensuring all business operations comply with corporate governance standards.

The Sustainability Department

The Sustainability Department is responsible for developing comprehensive sustainability strategies and action plans, executing related policies and practices across operations, as well as tracking, analyzing and disclosing ESG performance metrics. Through establishing robust monitoring mechanisms and regular reporting systems, the department ensures organizational alignment with sustainability objectives while continuously identifying optimization opportunities to enhance the Company's overall sustainability performance.

Other Sustainability-related Committees

To strengthen our sustainability governance and address diverse ESG challenges, we have established cross-functional committees comprising representatives from all business units and departments.

1 Energy Management Committee

To oversee and evaluate the Company's performance and progress in energy consumption, water usage, and greenhouse gas (GHG) emissions reduction against established sustainability targets.

2 Diversity, Equity & Inclusion (DEI) Committee

To develop and implement policies that foster equal development opportunities for all employee

可持续发展 方针

Our Approach to Sustainability

可持续发展方针

麦加芯彩的可持续发展战略以四大核心支柱为基础，构建全方位负责任商业实践体系：（1）绿色环境 — 实施高效运营，最大限度降低环境足迹；（2）企业文化 — 打造以诚信与持续学习为本的安全包容工作环境；（3）创新产品 — 持续优化现有产品并开发具有可持续优势的新解决方案；（4）合作伙伴 — 与价值观一致的外部伙伴协同合作，扩大影响力。这些相互关联的支柱构成了我们与各利益相关方 — 从员工到供应链 — 开展多维度互动的框架，确保将可持续发展承诺转化为可量化行动。

Our Sustainability Strategies

At the core of our sustainability strategy lie four foundational pillars that guide our holistic approach to responsible business practices: (1) Green Environment - implementing eco-efficient operations to minimize our ecological footprint; (2) Corporate Culture - fostering a safe and inclusive workplace grounded in integrity and continuous learning; (3) Innovative Products - continuously optimizing our products and developing new sustainably advantaged solutions; and (4) Partners - collaborating with value-aligned external partners to amplify our impact. These interconnected pillars form the framework through which we engage multilaterally with stakeholders - from employees to supply chains - ensuring our sustainability commitments translate into measurable actions across all business dimensions.



利益相关方参与

麦加芯彩深知利益相关方参与的重要性，始终致力于与各方保持透明、互信的积极关系。我们通过多元化沟通渠道与利益相关方保持密切互动，确保在快速变化的可持续发展浪潮中精准把握趋势、应对挑战。核心的参与方式包括：

Stakeholder Engagement

MEGA P&C recognizes the importance of stakeholder engagement and is committed to fostering transparent and constructive relationships with all stakeholders. We actively interact with them through various channels to ensure our company remains responsive to challenges and emerging trends in the fast-changing sustainability landscape. Key stakeholder engagement methods include:



员工
Employees



客户
Customers



供应商
Suppliers



股东及投资者
Shareholders &
Investors



政府及监管机构
Government &
Regulators



其他合作伙伴
Other Partners

- 员工参与活动
Employee Engagement Activities
- 访谈交流
Interviews
- 绩效评估
Performance Review
- 员工调研
Staff Survey
- 培训发展
Training
- 员工反馈平台
Employee Feedback Portal

- 客户会议
Client Meetings
- 论坛
Forums and Conferences
- 客户满意度调查
Customer Satisfaction Survey
- 网站和社交媒体
Website and Social Media

- 现场审计和评估
Site Audits and Assessments
- 会议
Meetings
- 对话
Ongoing Direct Engagement
- 可持续发展绩效问卷
Sustainability Performance Questionnaire

- 股东大会
Shareholder Meetings
- 定期报告
Regular Reports
- 投资者会议
Investor Meetings
- “投资者关系”页面
“Investor Relations” Page on Website

- 访谈
Interviews
- 会议
Meetings
- 合作项目
Collaborative Projects

- 合作项目
Collaborative Projects
- 访问
Visits
- 会议
Meetings

双重重要性评估

2024年，我们开展了双重重要性评估，以确定对企业和利益相关方最为关键的环境、社会及治理（ESG）议题。通过调研100余位内外部利益相关方，我们采用定量与定性相结合的方法评估了这些议题的重要性。本次评估涵盖16项ESG主题，使我们能聚焦于与业务运营及核心利益相关方 - 包括投资者、员工、客户和社区 - 最密切相关的领域。这一评估机制帮助我们精准识别优先级最高的ESG议题，从而制定有针对性的战略来管控风险并把握发展机遇。

1 识别ESG议题

可持续发展团队参考行业研究、同业对标及其他公开信息，识别并完善了与集团经济、环境及社会影响相关的ESG议题清单。

2 ESG议题排序

我们通过在线问卷及访谈形式，与员工、客户、供应商、股东、政府机构及非政府组织合作伙伴等利益相关方开展调研。受访者以1（完全不重要）至5（非常重要）的分值对各ESG议题的重要性进行评分。

3 结果验证

战略与可持续发展委员会成员对调研数据及定性访谈结论进行了审议，以确保结果的可靠性。

Materiality Analysis

In 2024, we performed a double materiality assessment to determine the most critical ESG issues for our business and stakeholders. By engaging over 100 internal and external stakeholders, we evaluated the significance of these topics using both quantitative and qualitative approaches. The assessment analyzed 16 ESG topics, enabling us to focus on those most relevant to our operations and key stakeholders, including investors, employees, customers, and communities. This process helps us prioritize the ESG issues that matter most, allowing us to develop targeted strategies to mitigate risks and capitalize on opportunities.

1 Identifying ESG Topics

The Sustainability Team identified and refined a list of ESG issues relevant to the Company's economic, environmental, and social impacts. This process was informed by industry research, peer benchmarking, and other publicly available data.

2 Ranking ESG Topics

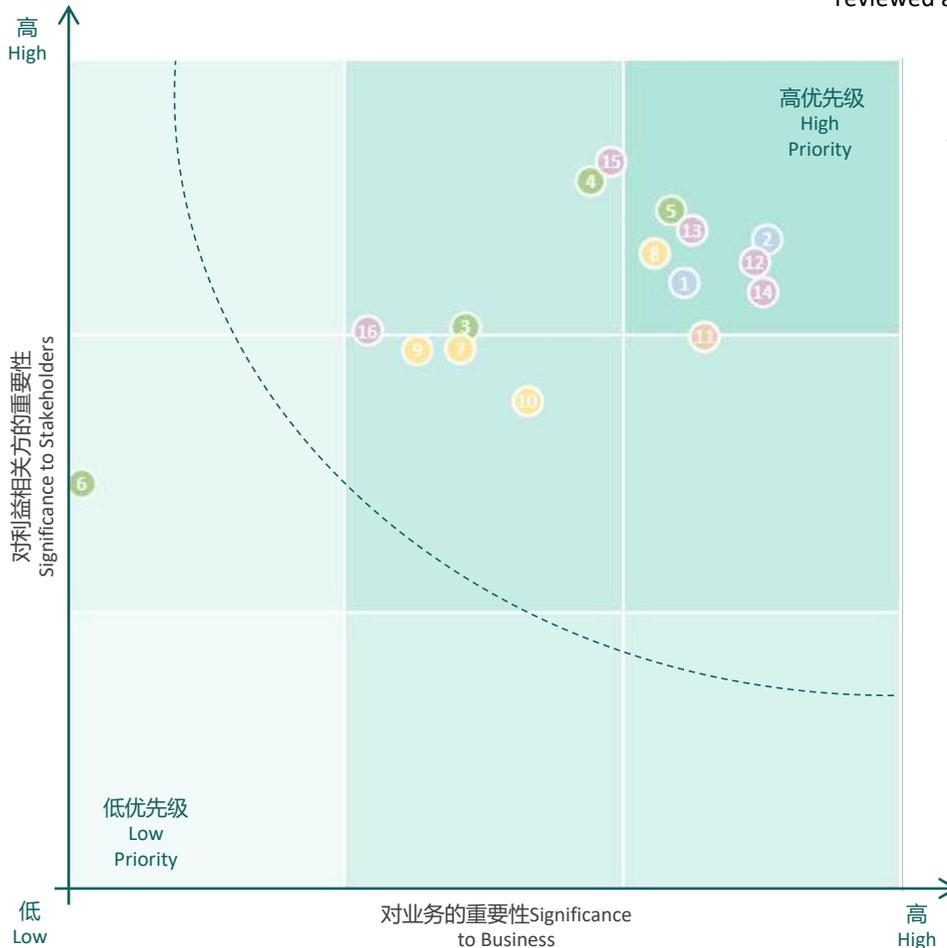
We conducted stakeholder engagement—including employees, customers, suppliers, shareholders, government agencies, and NGO partners—through online surveys and interviews. Participants rated the importance of each ESG topic on a scale of 1 (not important at all) to 5 (very important).

3 Validating the Results

Members of the Strategy and Sustainability Committee reviewed the survey findings and qualitative interview data to validate the results.

重要性矩阵

此重要性矩阵展示了ESG议题在利益相关方和业务中的相对重要性。除了生态保护⁽¹⁾，其他15项ESG议题均达到高度实质性阈值。其中，7个议题因对利益相关方的重要性及对业务的影响而被列为高优先级事项。本报告所列评估结果已获管理层审议并正式批准。



Materiality Matrix

The materiality matrix illustrates the relative importance and significance of selected ESG topics in relation to our stakeholders and business. 15 material topics besides ecological conservation⁽¹⁾ fell within the threshold of a "high" materiality level; 7 material topics are our highest priorities in terms of their importance to stakeholders and significance to business. The assessment results presented in this report have been reviewed and formally approved by management.



- 1 公司治理和商业道德 Corporate Governance and Business Ethics
- 2 风险管理 Risk Management
- 3 绿色制造 Green Manufacturing
- 4 排水与废弃物管理 Wastewater and Waste Management
- 5 环境影响 Environmental Impact
- 6 生态保护 Ecological Conservation
- 7 福利与员工关怀 Employee Benefits and Welfare
- 8 职业安全与员工健康 Occupational Safety and Employee Health
- 9 员工培训 Employee Training
- 10 多元共融 Diversity, Equity, and Inclusion (DEI)
- 11 研发和创新 Research and Development (R&D) and Innovation
- 12 客户隐私 Customer Privacy
- 13 服务质量和客户满意度 Service Quality and Customer Satisfaction
- 14 公共事务与社会参与 Corporate Public Affairs and Community Involvement
- 15 供应商管理 Supplier Management
- 16 绿色物流 Green Logistics

⁽¹⁾ 本公司所有生产场所均坐落于非生态敏感区域，且鉴于生产工艺对环境影响较少，生态保护未纳入实质性议题范畴。None of our production sites are located in ecologically sensitive zones, with the minimal environmental impact from both manufacturing processes and materials used, ecological conservation is hence excluded from our material topics.

可持续发展 方针

Our Approach to Sustainability

重要性议题

经整合后，我们已将ESG议题从15项⁽¹⁾精简至8大核心重要性议题。

Material Topics

Through a consolidation process, we refined the original 15 ESG topics⁽¹⁾ down to 8 key material topics.

可持续发展战略支柱 Sustainability Pillar	重要性议题 Material Topics	议题的边界与影响 Boundaries and Impacts						GRI标准 GRI Standards	参考 (页码) Page #
		员工 Employees	客户 Customers	供应商 Suppliers	股东及投资者 Shareholders & Investors	政府及监管机构 Government & Regulator	其他合作伙伴 Other Partners		
 绿色环境 Green Environment	1 能源管理 (低碳发展) Energy management (low-carbon development)	✓	✓	✓	✓	✓	✓	GRI 302, GRI 305	18-23
	2 废弃物与废水管理 Waste and wastewater management	✓	✓	✓	✓	✓	✓	GRI 303, GRI 306	24-25
 企业文化 Corporate Culture	3 职业安全与健康 Occupational Health & Safety	✓	✓	✓	✓	✓	✓	GRI 403	28-31
	4 员工福利 (含多元、公平与包容) Employee Welfare (covering Diversity, Equity & Inclusion)	✓	✓	✓	✓	✓	✓	GRI 401, GRI 404, GRI 405, GRI 406	32-36
 创新产品 Innovative Products	5 创新产品 Innovative Products	✓	✓	✓	✓	✓		N/A	40-45
 合作伙伴 Partners	6 客户：解决方案和服务 Customers: Solutions and Services	✓	✓		✓	✓		N/A	48-50
	7 社区：社会责任 Community: Social Responsibility Initiatives	✓	✓		✓	✓	✓	GRI 413	51-55
	8 供应商：可持续供应链 Suppliers: Sustainable Supply Chain Management	✓	✓	✓	✓	✓		GRI 308	56-58

⁽¹⁾ 尽管公司治理和商业道德及风险管理属于高优先级议题，但根据上市公司披露要求，它们已纳入年报范畴，因此未重复列入本次可持续发展报告的实质性议题中。
Although Corporate Governance and Business Ethics and Risk Management are high-priority topics, they are already covered in the annual report as required for listed companies. Therefore, they have been excluded from the material topics in our sustainability report.

可持续发展 方针

Our Approach to Sustainability

可持续发展目标

基于八大重要性议题，麦加芯彩制定了明确的中期可持续发展目标。这些议题是我们经过系统分析确定的战略重点领域，能够为公司和社会创造显著价值。在目标制定过程中，我们通过全面的同业对标研究，最终制定了8项可量化目标，而且所有目标均与联合国可持续发展目标（SDGs）⁽¹⁾保持高度一致。

Sustainability Goals

In 2024, MEGA P&C established medium-term sustainability goals across eight key material topics where we are positioned to drive significant positive impact. To define these targets, we performed a comprehensive peer benchmarking analysis and engaged expert consultants, ultimately developing 8 measurable objectives aligned with the United Nations Sustainable Development Goals (UN SDGs) ⁽¹⁾.

联合国可持续发展目标 SDG	重要性议题 Material Topics	目标 Targets
  	1 能源管理（低碳发展） Energy management (low-carbon development)	到2030年，以2024年为基准，将温室气体排放强度降低 42% Reduce GHG emissions intensity by 42% by 2030 against a 2024 baseline
  	2 废弃物与废水管理 Waste and wastewater management	到2030年，以2024年为基准，降低水耗强度20% Reduce water intensity by 20% by 2030 against a 2023 baseline



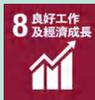
⁽¹⁾ 聯合國全體成員國在2015年通過了可持續發展目標（SDGs），以消除貧窮、減少不平等，並在2030年之前建立更和平及繁榮的社會。
The Sustainable Development Goals are 17 global targets set by the United Nations in 2015 to address challenges like poverty, inequality, and climate change by 2030. They offer a shared framework for governments, businesses, and communities to work towards a more sustainable world.



可持续发展 方针

Our Approach to Sustainability

可持续发展目标 | Sustainability Goals

联合国可持续发展目标 SDG	重要性议题 Material Topics	目标 Targets
  	<p>3 职业安全与健康 Occupational Health & Safety</p> <p>4 员工福利 (含多元、公平与包容) Employee Welfare (covering Diversity, Equity & Inclusion)</p>	<p>实现可记录 0 工伤事故⁽¹⁾ Achieve 0 cases of recordable work-related injuries⁽¹⁾</p> <p>实现可记录职场 0 歧视事件 Achieve 0 cases of recordable work-related discrimination</p> <p>到2030年, 以2024年为基准, 员工平均培训时长增加 20% Increase average employee training hours by 20% by 2030 against a 2024 baseline</p>
  		
 	<p>5 创新产品 Innovative Products</p>	<p>到2030年, 将"可持续优势产品"占比提升至产品组合的 30%, 并贡献年总收入的 85%。 Increase the share of "Sustainable Advantages Products" to 30% of the total product portfolio by 2030, contributing 85% of annual revenue.</p>
  	<p>6 客户: 解决方案和服务 Customers: Solutions and Services</p>	<p>年度客户反馈平均分达9分以上 Achieve an average annual customer feedback score of 9+ points.</p>
  	<p>7 社区: 社会责任 Community: Social Responsibility Initiatives</p>	<p>到2030年, 每年将净利润的 >0.8% 投入企业社会责任 (CSR) 项目 Invest >0.8% of net profit in CSR initiatives each year by 2030</p>
 	<p>8 供应商: 可持续供应链 Suppliers: Sustainable Supply Chain Management</p>	<p>100% 活跃原材料供应商在2027年前取得环保认证 100% of active raw material suppliers to obtain environmental certification by 2027</p>

⁽¹⁾ 根据美国职业安全与健康管理局标准, 可记录的职业伤害与疾病 (工伤事故) 包括: 导致死亡、需离岗休养、工作受限或需要专业医疗救治的工伤案例。A recordable work-related injury, under OSHA regulations, is any work-related incident that results in death, days away from work, restricted work activity, or medical treatment beyond first aid.



2024年度重要成果

2024 Key Highlights

关键性奠基之年

在2024年，我们在多个领域奠定了可持续发展的坚实基础。以2024年4月获得中质协质量保证中心颁发的中国涂料行业首张ESG管理体系认证为起点，可持续发展部门协同多部门制定了2030年目标。以下是2024年重点项目：

A Foundational Year

In 2024, we established a strong foundation across multiple domains. Marking a significant milestone with the ESG Management System Certification awarded by the China Quality Certification Centre in April 2024, the first of its kind in China's coatings industry, our Sustainability Department collaborated cross-functionally to develop 2030 targets. Below are our key initiatives for 2024:

- 实现了0工伤致死案例
Achieved 0 work-related fatality cases
- 成立多元平等包容委员会，并获得ISO 30415人力资源管理—多元性和包容性的认证
Established DEI Committee and obtained ISO 30415 Human Resource Management—Diversity and Inclusion certification



- 定义可持续优势产品
Developed the definition of "Sustainably Advantaged Products"
- 9项产品获得GB/T 35602-2017《绿色产品评价-涂料》的认证
Achieved GB/T 35602-2017 "Green Product Assessment—Coatings" certification (9 Products)

- 成立能源管理委员会并开展ISO 50001能源管理体系，ISO 14067产品碳足和ISO 14064温室气体盘查的认证⁽¹⁾
Established Energy Management Committee and started the certification process for ISO 50001 Energy Management System, ISO 14067 Product Carbon Footprint and ISO 14064 Greenhouse Gas Inventory⁽¹⁾



- 在CSR（企业社会责任）倡议中投入超过150万元人民币
Invested over RMB 1.5M in CSR initiatives
- 建立绿色供应链制度
Developed a green supply chain system

⁽¹⁾ 我司已于2025第一季度获得该3项认证。Our company has obtained the 3 certifications in Q1 2025.



绿色环境 Green Environment





麦加芯彩致力于超越合规要求，通过持续提升运营环节的环境可持续性表现。

重点议题涵盖：

- 能源管理（低碳发展）
- 废弃物与废水管理

MEGA P&C strives to exceed regulatory requirements by continuously enhancing the environmental sustainability of our operations.

Material Topics Covered:

- Energy management (low-carbon development)
- Waste and wastewater management



能源与碳减排战略 | Energy and Carbon Reduction Strategy

麦加芯彩 (MEGAP&C) 秉持“以绿为衣，以蓝为誓”的可持续发展理念，积极应对全球可持续性挑战，并与联合国可持续发展目标 (SDGs) 保持一致。我们致力于推行可持续实践，持续降低对环境的影响。

为确保有效管理，我们成立了能源管理委员会，由企业管理中心和可持续发展部门牵头，成员涵盖安环、设备等相关部门的高管。该委员会负责监督能源、水资源及温室气体排放绩效，制定并落实相关政策、目标与战略。

我们的运营严格遵循国际标准及各省环保法规，包括大气污染防治和废弃物处理。鉴于气候危机的紧迫性，我们依据 ISO14064 (温室气体核算与验证标准) 强化了气候变化管理及信息披露，并与专业碳管理顾问合作，设定减碳目标并规划可行路径。

作为涂料制造企业，我们深知能源消耗导致的温室气体排放是环境足迹的主要来源。为此，我们致力于减少直接能耗，并逐步实现间接能耗的降低，培育集团全员环保责任意识。各项节能措施不仅达标合规，更持续超越标准要求，以实际行动兑现可持续发展承诺。

MEGA P&C upholds its sustainability philosophy, “Coat Green, Guard Gleam”, aligning its efforts to address global sustainability challenges with the United Nations Sustainable Development Goals (SDGs). We are committed to advancing sustainable practices and minimizing our environmental footprint.

To ensure effective governance, we have established an Energy Management Committee, led by the Corporate Management Center and Sustainability Department, with senior executives from key functions such as EHS Department and Facilities Department. This committee oversees energy, water, and greenhouse gas (GHG) emissions performance, setting and implementing policies, targets, and strategies.

Our operations adhere to international standards and local environmental regulations, including air pollution control and waste management. Recognizing the climate emergency, we have strengthened our climate change management and disclosures in compliance with ISO 14064 (Greenhouse Gas Accounting and Verification) certification. Additionally, we collaborate with carbon management consultants to establish climate targets and develop feasible roadmaps.

As a coatings manufacturer, we acknowledge that a major portion of our environmental impact stems from GHG emissions linked to energy consumption. Hence, we are committed to reducing direct energy consumption while progressively decreasing indirect energy usage across our operations. Through fostering a group-wide culture of environmental responsibility, our energy conservation initiatives not only meet but consistently exceed regulatory requirements - demonstrating our actionable commitment to sustainable development.



我们的行动

我们通过ISO14001认证的环境管理体系，对所有生产运营场所实施温室气体 (GHG) 排放的精细化管控。同时，我们严格遵循ISO50001国际标准⁽¹⁾，建立了完善的能源管理体系，在持续优化能耗指标的同时，实现环境效益与运营效率的双重提升。我们建立了全面的监测体系，持续追踪环境空气质量、烟囱排放、挥发性有机物 (VOC) 浓度及化学品排放数据，并配备先进的空气污染控制系统，使大气污染物排放量得到显著降低。

Our Actions

We maintain rigorous control of greenhouse gas (GHG) emissions at all operational facilities through our ISO 14001-certified environmental management systems. Complementing this, we implement robust energy management practices aligned with the ISO 50001 standard⁽¹⁾, systematically reducing energy consumption while minimizing environmental impact and enhancing operational efficiency. Our comprehensive monitoring program tracks ambient air quality, stack emissions, VOC levels, and chemical discharges, supported by advanced air pollution control systems that significantly reduce airborne pollutants.

我们所有运营中的生产基地均 **100%** 获得ISO14001认证
100% of our operating production sites hold ISO14001

管理评审与会议	我们的能源管理委员会每年进行评审，以更新环境目标和行动计划，同时通过季度绩效会议评估能源与排放数据，确保及时调整运营策略。	Management Meetings	Our Energy Management Committee conducts annual reviews to update environmental objectives and action plans. Quarterly performance meetings are held to evaluate energy and emissions data, enabling timely operational adjustments.
监测计划	我们建立集中数据追踪系统，监测每台生产设备的单位产量电力消耗。	Monitoring Programs	We implement centralized data tracking systems to monitor electricity consumption per unit of output for all production equipment.
评估	我们开展全面能源审计，识别各生产环节的能效瓶颈，联合顾问制定专项改进方案，并设立资金用于升级或更换低效设备。	Assessment	We perform comprehensive energy audits to identify inefficiencies across production processes. Through collaboration with technical consultants, we develop targeted improvement plans with dedicated budgets for upgrading or replacing inefficient assets.
意识培养与沟通	我们在组织各层级（从领导层到执行部门）明确节能职责，并通过定期沟通确保能源管理措施的有效落实。	Awareness and Communication	We establish clear energy conservation responsibilities across all organizational levels, from leadership to operations, with regular communication to ensure effective implementation of energy management measures.



能源消耗与温室气体排放

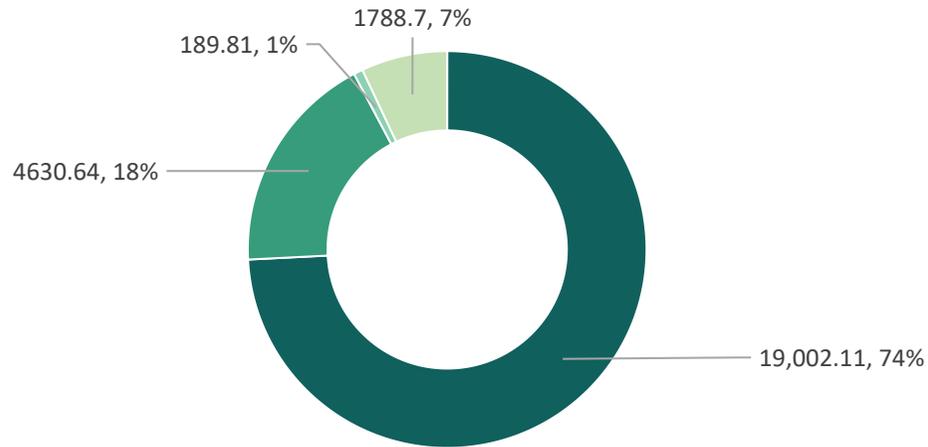
我们通过ISO 14001认证的环境管理体系严格管控各生产基地的温室气体。2024年作为麦加芯彩能源与碳排放的基准年，全年能源消耗总量达25,611.26 吉焦 (GJ)，其中电力占比最高，其次天然气。温室气体排放总量为3,502.70吨二氧化碳当量，包括范畴一直接排放411.69吨（来自现场运营产生的CO₂、N₂O、CH₄及氢氟碳化物），以及范畴二间接排放3,091.01吨（源于外购电力与热力）。该数据为后续制定减排目标与可持续发展计划提供了基准依据。

Energy Consumption & GHG Emissions

2024 marks our baseline year for energy and emissions reporting, with a total energy consumption of 25,611.26 GJ, primarily from electricity. Our greenhouse gas emissions totaled 3,502.70 tCO₂e, comprising 411.69 tCO₂e in Scope 1 (direct emissions from CO₂, N₂O, CH₄, and HFCs generated by on-site operations) and 3,091.01 tCO₂e in Scope 2 (indirect emissions from purchased electricity and heat). This data establishes our reference point for future sustainability targets and reduction initiatives.

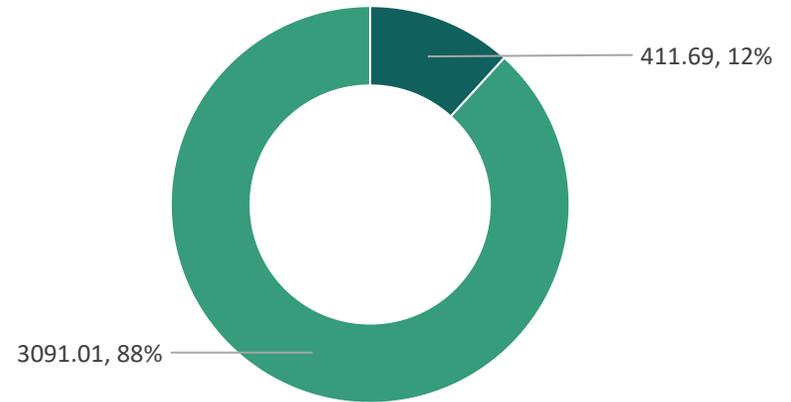
能源消耗总量 | Total Energy Consumption (GJ)

■ 电力 | Electricity ■ 天然气 | Natural Gas ■ 氮气 | Nitrogen ■ 其他 | Others



温室气体排放量 | Total Gas Emissions (tCO₂e)

■ 范畴一 (直接) | Scope 1 (Direct) ■ 范畴二 (间接) | Scope 2 (Indirect)





减碳目标

为践行气候承诺，我们与专业咨询机构锐思碳合作开发了数据驱动的脱碳方案。该路线图通过系统性整合业务增长预期、产能动态调整及产线配置优化等关键运营数据，制定了包括光伏系统部署和清洁能源采购在内的多维度减排方案，最终制定了符合科学碳目标倡议（SBTi）等国际标准的科学脱碳战略。

Energy Consumption & GHG Emissions

To advance our commitment to climate action, we partnered with Reset Carbon, carbon management consultancy, to develop a data-driven decarbonization solution. This roadmap strategically systematically incorporates critical operational data, including business growth forecast, production capacity adjustments and production line optimizations, to develop an integrated emission reduction program featuring distributed solar system deployment and clean energy procurement. This culminates in a strategic framework compliant with internationally-recognized standards including the Science Based Targets initiative (SBTi).

我们设定了以2024年为基准、到2030年减少 **42%** 范围1和2排放的绝对减排目标。

We have established an absolute emissions reduction target of **42%** for Scope 1 and 2 emissions by 2030, with 2024 serving as our baseline reference year.

为确保减排实效，我们将每两年评估脱碳进展并优化策略，同时计划将范围3排放纳入管理体系，持续提升气候行动的完整性和公信力。

To ensure effective implementation, we will conduct biennial reviews of decarbonization progress and refine our strategies accordingly. Additionally, we plan to integrate Scope 3 emissions into our management framework to further enhance the credibility and comprehensiveness of our climate initiatives.





绿色能源项目计划 Green Energy Project Plans

绿电 Green Electricity

麦加芯彩正通过一系列绿色能源项目推进可持续发展战略，包括在现有南通生产基地及新建珠海工厂（2024年建设中，拟于2025年第三季度投产）部署太阳能板。该光伏系统预计年发电量约250兆瓦时，降低我们对传统电网的依赖。为深化减排成效，公司同步规划配套措施，如配置储能系统以提升绿电利用率，预计将实现显著的碳排放削减。这些举措体现了麦加芯彩在全产业链布局清洁技术、践行长期可持续发展承诺的决心。

MEGA P&C is advancing our sustainability agenda through strategic green energy projects, including the installation of solar panels at both its operational Nantong facility and the new Zhuhai plant (currently under construction, with production slated to commence in Q3 2025). These solar installations are projected to generate approximately 250 MWh of renewable electricity annually, reducing our reliance on grid power. To further decarbonize operations, we are actively exploring complementary solutions such as energy storage systems to optimize renewable energy use. These initiatives underscore MEGA P&C's commitment to integrating clean energy technologies across its manufacturing footprint while aligning with long-term sustainability goals.





试点项目案例：电动叉车替代燃油叉车

Pilot Project: Replacing diesel forklifts with electric ones

叉车是我们工厂运输货物的主要工具。作为减少碳排放的举措之一，我们正逐步以电动叉车替代燃油叉车。

目前，南通工厂的17台叉车已全部实现电动化，上海工厂的10台叉车中有3台为电动叉车。我们计划逐步替换上海工厂剩余的7台柴油叉车，并为在建的珠海工厂全部采购电动叉车。这一从柴油叉车向电动叉车的转型预计将大幅减少碳排放，初步测算2024年可降低二氧化碳排放798吨。

Forklifts are the primary tools for transporting goods in our factory. As part of our efforts to reduce carbon emissions, we are gradually replacing diesel forklifts with electric ones.

Currently, all 17 forklifts at our Nantong factory are electric, along with 3 out of 10 forklifts at our Shanghai facility. We plan to gradually replace the remaining 7 diesel forklifts in Shanghai with electric models and exclusively purchase electric forklifts for our under-construction Zhuhai factory. This transition from diesel to electric forklifts is expected to significantly reduce carbon emissions, with preliminary estimates indicating a reduction of 798 tons of CO₂ in 2024.



试点项目案例：无纸化办公

Pilot Project: Paperless office solutions

麦加芯彩正通过标准化、智能化的流程优化全面推进数字化转型。

在2024年第二季度，我们依托集成化OA平台及其他数字系统，成功实施了无纸化办公的第一阶段，涵盖电子签章、电子合同及自动化审批流程，应用于供应链、承包商及内部协议管理。这一转型已取得显著环境效益，包括完成1322份（26,440张纸）纸质合同电子化转换，减少约20000份实体审批文件和仓储能耗，并通过流程精简和物流优化实现95.9吨碳排放的实质性减少。

MEGA P&C is driving digital transformation across our operations through standardized and intelligent process optimization.

By implementing an integrated OA platform and other digital systems in Q2 2024, we successfully launched phase one of our paperless initiative featuring e-signatures, digital contracts, and automated approvals for supply chain, contractor, and internal agreements. This shift has generated notable environmental gains, digitizing 1,322 paper contracts (26,440 sheets), eliminating ~20,000 physical approvals, and cutting ~95.9 tons of CO₂ emissions via leaner processes and logistics.



水资源管理

麦加芯彩将水资源管理纳入企业战略核心，在各生产基地推行全流程水资源管理体系。2024基准年度数据显示，集团总取水量为64,630吨，水源全部为市政淡水，主要用于超纯水制备。通过采用破乳压滤-混凝沉淀-IC厌氧塔-A/O生化系统的组合工艺，全年合规处理废水3,733.5吨（不含重金属），并全部输送至指定市政污水处理设施（南通经济技术开发区化工污水处理厂及上海嘉定大众污水处理厂）；其余60,896.5吨水通过生产蒸发及产品整合实现闭环消耗。

废水来源涵盖涂料设备冲洗水、地面清洁废水、RO反渗透反冲洗水、生活污水及初期雨水。所有排水均通过实时在线监测系统确保达标排放，严格执行GB 8978-1996《污水综合排放标准》。经核算，上海与南通生产基地的水强度指标为0.39 m³/综合单位（基于产量、产值及员工当量标准化计算）。

基于行业最佳实践，我们承诺：以2024年为基准年，通过技术创新和流程优化实现水强度降低30%，达到≤0.31 m³/综合单位的行业领先水平，持续强化水资源管理战略实施。

Water Stewardship

MEGA P&C recognizes water as a strategic asset and implements comprehensive water stewardship programs across all production bases. In the baseline year 2024, our total water withdrawal reached 64,630 tons, exclusively sourced from municipal freshwater supplies for ultrapure water preparation.

We treated and safely discharged 3,733.5 tons of non-hazardous wastewater (heavy metal-free) to designated municipal treatment plants (Nantong Economic & Technological Development Zone Chemical Wastewater Treatment Plant and Shanghai Jiading Dazhong Wastewater Treatment Plant) through advanced treatment processes including emulsion-breaking filtration, coagulation sedimentation, IC anaerobic reactors, and A/O biochemical systems. The remaining 60,896.5 tons were consumed through production evaporation and product integration.

Our wastewater streams comprise paint equipment rinsing water, floor cleaning wastewater, RO backwash water, domestic sewage, and initial rainwater. All discharges undergo rigorous real-time monitoring to ensure full compliance with China's GB 8978-1996 Integrated Wastewater Discharge Standard. The calculated water intensity for Shanghai and Nantong facilities stands at 0.39 m³ per normalized unit (based on integrated metrics of production output, revenue, and workforce).

To align with industry best practices, we commit to a 20% reduction in water intensity by 2030 against the 2024 baseline, achieving a target of ≤0.31 m³/normalized unit through technological innovation and process optimization, thereby reinforcing our dedication to sustainable water management.

目标：到2030年，以2024年为基准，降低水耗强度20%

Target: Reduce water intensity by 20% by 2030 against a 2024 baseline



废物管理

作为专业的涂料生产企业，麦加芯彩建立了严格的废弃物全流程管理体系，以最大程度降低生产运营对环境的影响。在2024年，我们共产生685.33吨一般工业固体废物，其中可回收废物60.67吨，回收率达8.9%，同时产生1,754.02吨危险废物。我们严格执行《中华人民共和国固体废物污染环境防治法》，确保所有危险废物均委托具备合规资质的单位进行安全运输及处置，全年未发生任何运输或泄漏事故。一般工业固体废物采用分类回收与合规填埋相结合的方式处置；危险废物则全部通过专业高温焚烧设施进行无害化处理，并全程接受第三方环境监测机构监督，确保符合法规要求。

通过持续优化废弃物管理流程，我们致力于提升资源循环利用率，并进一步降低环境足迹。

麦加芯彩通过包装及物流方案提升资源利用效率。

- 内衬桶循环项目通过配置内衬袋实现工业包装的可持续重复利用。2024年关键数据：累计使用内衬袋234,200个（其中80%以上为客户所有并参与循环），回收大口桶/内衬桶组合5,042套，成功重新投入使用4,127套，循环利用率达82%。
- 旧托盘内部周转计划回收木托盘1,580块，其中1,172块经整修后重新投入物流周转，再利用率74%



这些闭环管理实践既减少了原材料消耗，也体现了我们对资源全生命周期管理的承诺。

Waste Management

As a coatings manufacturer, MEGA P&C implements a stringent waste management system to minimize the environmental impact of our operations. In 2024, we generated 685.33 metric tons of general industrial solid waste, including 60.67 tons of recyclable waste with an 8.9% recycling rate, alongside 1,754.02 metric tons of hazardous waste. In full compliance with China's Law on the Prevention and Control of Environmental Pollution by Solid Waste, all hazardous waste was transported and treated by licensed contractors, with zero incidents reported during transit. General solid waste undergoes segregated recycling or regulated landfill disposal, while hazardous waste is completely incinerated at specialized high-temperature facilities under third-party supervision to ensure compliance with all regulatory requirements.

We remain committed to advancing circular economy practices and reducing our environmental footprint through continuous waste management optimization.

MEGA P&C has implemented packaging and logistics solutions to drive resource efficiency across our operations.

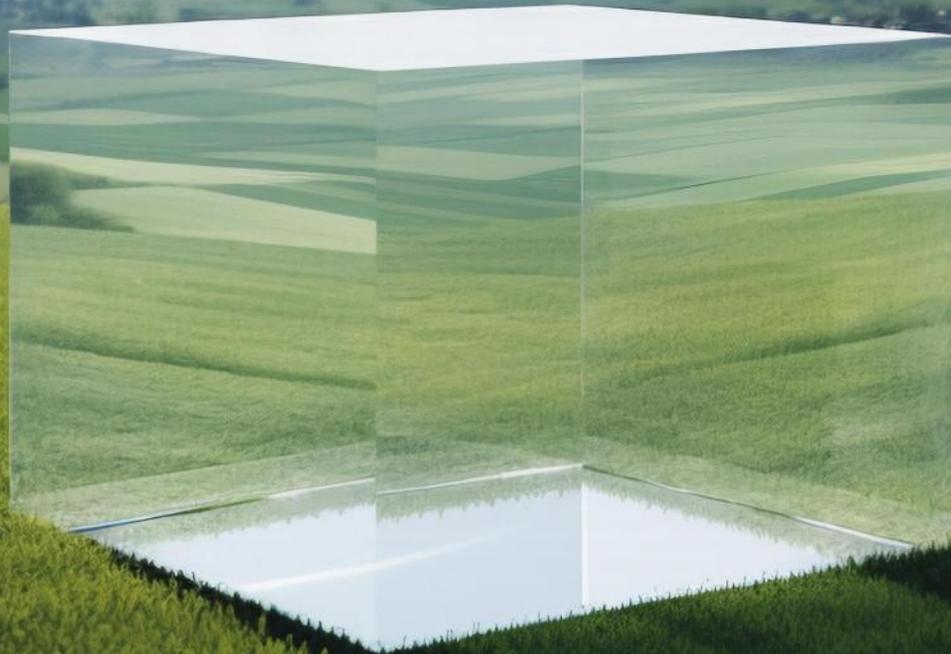
- The Inner Drum Recycling Initiative drives sustainable industrial packaging reuse by employing liner bags to facilitate outer drum circularity. In 2024, 234,200 liner bags were deployed (>80% customer-owned for closed-loop systems), with 5,042 drum/liner sets recovered and 4,127 successfully reintegrated, achieving an 82% circular utilization rate.
- We repurpose wooden pallets for internal logistics, recovering 1,172 out of 1,580 returned pallets (74% reuse rate).

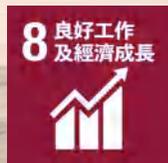
These closed-loop systems demonstrate our commitment to circular material flows while significantly reducing virgin resource consumption.



企业文化

Corporate Culture





麦加芯彩致力于构建以人为本的工作环境，通过拥抱多元文化和优先保障员工健康安全来实现这一目标。

重点议题涵盖：

- 职业安全与健康
- 员工福利 (含多元、公平与包容)

MEGA P&C is committed to fostering a workplace culture that puts people first, where diversity is celebrated and employee well-being and safety are paramount.

Material Topics Covered:

- Occupational Health & Safety
- Employee Welfare (covering Diversity, Equity & Inclusion)



职业安全与健康

麦加芯彩坚信员工是公司最宝贵的财富，并始终致力于保障他们的健康、安全与福祉。在业务所及的各个地区，我们严格遵守当地法律法规。我们的生产基地均采用国际通行的ISO45001职业健康与安全管理体系认证，确保管理体系持续优于行业基准。

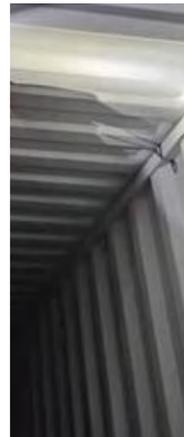
Occupational Health & Safety

We firmly believe that our employees are our most valuable asset, and we are committed to safeguarding their health, safety, and overall well-being. In all jurisdictions where we operate, we strictly comply with relevant laws and regulations. Our production facilities adhere to the ISO45001-certified occupational health and safety management systems, ensuring our management system consistently outperforms industry benchmarks.

我们所有运营中的生产基地均 **100%** 获得ISO45001认证

100% of our operating production sites hold ISO45001

为有效管控健康与安全事务，麦加芯彩内控合规部与企业管理中心协同各厂区总经理共同监督业务中的健康安全风险、推进相关举措、落实目标并评估成效。所有运营单位定期开展健康安全审计与事件调查，以系统识别、控制和降低风险⁽¹⁾。各厂区均配备专业EHS（环保健康安全）团队，提供一线监督与技术支持。



To ensure effective health and safety management, our Internal Control & Compliance Department and Corporate Management Center work closely with the general managers of each site to monitor risks, implement initiatives, track targets, and evaluate performance. Regular health and safety audits and incident investigations are conducted across all operations to proactively identify, mitigate, and minimize risks. Additionally, each site is equipped with a dedicated EHS (Environment, Health, and Safety) team staffed by professionals to provide on-the-ground supervision and support.



零事故

麦加芯彩致力于为全体员工营造安全健康的工作环境，并以“可记录职业伤害零案例”为目标，充分体现了我们对员工福祉的坚定承诺。我们通过系统识别职业危害、优化作业流程并配备专业防护设备，持续降低作业风险。同时，我们每季度为员工免费发放全新的个人防护装备（PPE），确保安全防护的有效性。

Zero major safety incidents

MEGA P&C is dedicated to fostering a safe and healthy work environment for all employees, with the goal of "zero recordable occupational injuries," which fully demonstrates our unwavering commitment to employee well-being. We identify occupational hazards, establish standardized processes, and implement protective measures/equipment to mitigate risks, while also providing workers with new personal protective equipment (PPE) free of charge every quarter.

全年实现重大安全生产“零事故”目标

重大安全隐患：0

违法违规事件：0

职业病病例：0

9级及以上伤残事故：0

Zero major safety incidents recorded for the year

Major safety hazards: 0

Regulatory violations: 0

Occupational disease cases: 0

Grade 9+ disability accidents: 0

承包商管理

我们深知人才是最宝贵的财富 — 这不仅包括公司员工，更涵盖所有业务相关方。因此，我们主动承担监督并保障承包商员工健康安全的企业责任。

Contractor Management

At our company, we recognize that people are our greatest asset – this includes not just our own employees, but all individuals associated with our operations. We therefore take proactive responsibility for monitoring and safeguarding the health and safety of our contractors' workforce.

严格执行承包商安全管控措施

实施入场前安全培训

签订专项施工安全协议3份

作业人员持证率100%

全年外包作业安全事故：0

Strict Implementation of Contractor Safety Controls

Pre-entry safety training conducted

3 specialized construction safety agreements signed

100% certification rate for on-site workers

0 contractor-related safety incidents in 2024



监督检查

2024年度，麦加芯彩严格履行安全生产主体责任，累计接受国家、省、市、区各级应急管理及行业主管部门的安全生产专项监督检查21次，覆盖所有生产运营场所。通过建立“检查-整改-验收-复核”的闭环管理机制，对检查发现的安全隐患实施分级管控，最终实现99%的隐患整改完成率，剩余1%的持续性改善项目已纳入2025年EHS重点提升计划。此项成绩充分体现了政府监管部门对公司安全管理体系有效性的高度认可。



EHS培训与演练

我们严格执行定期的EHS培训及实战演练机制，持续强化员工安全意识和提升应急响应能力，以确保每位员工都能熟练掌握事故预防措施及突发事件处置流程。

Supervision & Inspection

In 2024, MEGA P&C strictly fulfilled our primary responsibility for workplace safety, undergoing a total of 21 specialized safety inspections conducted by national, provincial, and district-level emergency management authorities and industry regulators, covering all production facilities. By implementing a closed-loop management mechanism of "inspection-rectification-verification-review," we established a tiered control system for identified safety hazards, ultimately achieving a 99% hazard rectification rate. The remaining 1% of continuous improvement items have been incorporated into the 2025 EHS key enhancement plan. These accomplishments demonstrate regulatory authorities' strong recognition of the effectiveness of our safety management system.

EHS Training & Drills

EHS training and drills are critical for maintaining workplace safety awareness and ensuring emergency preparedness; hence, we conduct regular EHS training and drills to equip employees with practical skills to prevent accidents and respond effectively to potential hazards.

内部培训

本年度开展EHS专项培训及应急演练28次，涵盖以下内容：消防疏散演练，化学品泄漏应急处置演练，食物中毒应急演练，急救技能培训，特种设备安全操作演练，及线上专题培训等。

累计培训时长：6,943学时

Internal Training

A total of 30 EHS-specific training sessions and emergency drills were conducted, covering: fire evacuation drills, chemical spill response drills, food poisoning emergency drills, first aid training, special equipment operation safety drills, online thematic training, etc.

Total training hours: 6,943hours

外部培训

本年度组织安全管理人员、班组长及特种作业人员参加外部机构专项能力提升培训，累计覆盖59人次，参训人员考核通过率100%并取得相应资质证书。

特种作业人员持证上岗率：100%

External Training

A total of 59 safety supervisors, team leaders and specialized operators participated in accredited external training programs this year, achieving a 100% pass rate in competency assessments and obtaining relevant qualifications.

Certification rate for special operations personnel: 100%



职业健康体检

麦加芯彩严格遵循法规要求，每年为接触职业危害因素的员工安排职业健康体检，并以书面形式一对一告知体检结果，同时建立完整的职业健康监护档案体系。过去三年间，我们持续保持职业禁忌症检出率为零、职业病发病率为零的双重卓越记录⁽¹⁾。



Occupational Medical Examination

In strict compliance with national occupational health regulations, MEGA P&C organizes annual specialized health examinations for all employees exposed to occupational hazards. Each employee receives individualized written notification of their results, while a comprehensive health surveillance system is maintained. Over the past three consecutive years, we have maintained an exemplary record with zero cases of occupational contraindications or diagnosed occupational diseases, demonstrating the effectiveness of our preventive healthcare measures and workplace environment controls. ⁽¹⁾

员工意见

麦加芯彩建立了电子化总经理信箱系统⁽²⁾和申诉机制，以营造透明和持续改进的文化。这些平台为员工提供了保密的反馈渠道，使其能够提出关切、汇报职场问题或提交创新建议，确保每一条意见都被倾听和重视。我们积极鼓励员工上报异常事件、未遂事故或潜在危险情况。一旦发现安全隐患，员工有权立即停止作业，直至采取有效的预防措施消除风险。通过积极回应反馈，我们增强了员工信任，提升了参与度，并挖掘出优化运营效率的机会。

為自己发声!

—— 总经理信箱 + 员工申诉机制 ——

为更好倾听员工心声和建立更加公平友爱的企业文化，我们设立电子版「总经理信箱」和「员工申诉机制」。为集思广益，我们鼓励员工透过「总经理信箱」为我们的发展提出建议，并对我们工作中不足之处提出批评；为确保员工的任何担忧或不满能得到公平有效的处理，麦加芯彩「申诉机制」负责人会对申诉进行正式登记、分类、和调查。

「总经理信箱」

欢迎员工对公司的经营、管理、改进等各个方面提出建设性意见和建议!



请通过以上二维码扫描提交反馈

「员工申诉机制」

所有麦加员工，无论其职务或资历，都可通过麦加员工申诉机制提出申诉。



请通过以上二维码扫描提交申诉

【总经理信箱】 个人信息由经办人员负责妥善保管。
【员工申诉机制】 个人信息由申诉负责人负责妥善保管。



Employees' Feedback

MEGA P&C has established a robust General Manager's Mailbox system⁽²⁾ and grievance mechanism to foster a culture of transparency and continuous improvement. These platforms provide employees with confidential channels to voice concerns, report workplace issues, and submit innovative ideas, ensuring every perspective is heard and valued. Employees are actively encouraged to report any abnormal incidents, near-miss events, or potential hazards. Upon identifying a safety concern, they are authorized to immediately suspend work operations until appropriate corrective measures are implemented to mitigate risks. By actively addressing feedback, we strengthen trust, boost engagement, and uncover operational efficiencies that drive organizational growth.



⁽¹⁾ 我们与南通第一人民医院签订急救协议，建立绿色通道医疗服务。We have signed an emergency medical service agreement with Nantong First People's Hospital to establish a green channel for medical care.

⁽²⁾ 对于通过总经理信箱主动为公司提出创新建议的同事，我们将给予奖励。We will reward employees who submit suggestions to the company through the General Manager's Mailbox system.



员工发展培训

除基础EHS培训外，扎实的基础知识对提升员工效能及推动组织成功至关重要。例如，“涂料产品基础知识”课程确保员工深入掌握我们核心产品应用场景，从而更高效地服务客户并支持业务运营；“法律合规培训”课程涵盖法规要求、合同义务及商业道德标准，有效降低运营风险并维护企业诚信。这些基础性知识体系在跨部门协作中建立了统一认知框架，显著减少操作失误，同时赋能员工具备科学决策能力。通过系统性夯实基础能力，我们不仅为高阶技能培养奠定根基，更确保全公司范围内的质量一致性及合规管理水平。

Training and Development

A solid foundation of knowledge is essential for both employee effectiveness and organizational success. Beyond fundamental EHS training, specialized technical training is critical to achieving operational excellence. For example, the "Coatings Fundamentals" course ensures employees develop a strong understanding of core product technologies and applications, enabling them to better serve customers and support business operations; the "Legal and Compliance" training programs equip employees with essential regulatory knowledge, contractual obligations, and ethical standards to mitigate risks and uphold corporate integrity. These foundational knowledge-building initiatives establish a common framework across departments, minimize costly errors, and empower employees to make well-informed decisions. By prioritizing core competency development, we lay the groundwork for advanced skill enhancement while ensuring enterprise-wide quality consistency and compliance adherence.



总培训学时：13720.5小时⁽¹⁾
员工平均培训时长：35.1小时⁽²⁾

Total training hours completed: 13720.5⁽¹⁾
Average training hours per employee: 35.1⁽²⁾

(1) 培训总时长包含环境、健康与安全培训。The total training hours include EHS trainings.
(2) 仅适用于上海及南通员工。Applies only to Shanghai and Nantong staff.



多元、公平与包容

多元、平等与包容 (DEI) 是我们企业价值观和商业成就的基石。我们严格遵循《员工手册》中的非歧视政策，珍视每位团队成员独特的经历与观点。为落实这些原则，我们成立了由部门管理层代表和员工代表组成的DEI委员会。该委员会通过系统性战略举措，致力于打造无骚扰、零歧视的工作环境，并在各组织层级推动性别平等。在2024年，我们成功获得了 ISO 30415:2021《人力资源管理：多元与包容》认证，这彰显了我们员工的承诺。

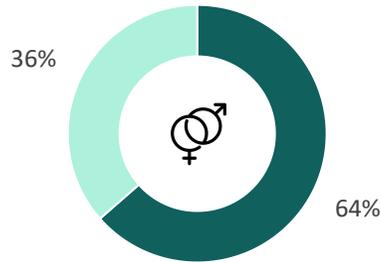
Diversity, Equity & Inclusion (DEI)

Diversity, Equity and Inclusion (DEI) form the cornerstone of our organizational values and commercial achievements. We uphold a strict non-discrimination policy in accordance with our Employee Handbook, actively celebrating the distinctive experiences and viewpoints each team member contributes. To operationalize these principles, we have established a DEI Committee comprising both management representatives and employee delegates across all business units. This committee leads our strategic initiatives to create a harassment-free, discrimination-proof work environment while systematically promoting gender parity at all organizational levels. In 2024, we achieved the ISO 30415:2021 - Human resource management: Diversity and inclusion - certification, showcasing our dedication to our people.

劳动力分布 | Workforce Distribution

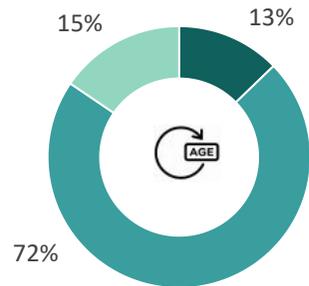
性别 / Gender

■ 男 / Male ■ 女 / Female



年纪 / Age

■ <30 ■ 30-50 ■ >50



公司全职员工总数：393人
(截至2024年12月31日)

Total full-time employees: 393
(as at 31 December 2024)

核心数据指标 | Key Numbers

歧视事件：0

Discrimination incidents: 0

管理层女性占比：40%

Female representation at management level: 40%

多元化招聘 | Diversity Hires

- 少数民族员工：17
Minority Groups: 17
- 退伍军人：12
Veterans: 12
- 残障人士：4
Persons with Disabilities: 4



性别行动计划

麦加芯彩制定全面的《性别平等政策》，确保所有员工无论性别均能在平等、尊重与包容的环境中工作。我们坚定致力于消除性别歧视，推动性别平等，并为全体员工提供公平的发展机会和资源支持，助力其职业成长与个人发展。

Gender Action Plan

MEGA P&C has established a comprehensive Gender Equality Policy to guarantee all employees - regardless of gender - can work in an environment characterized by equality, respect and inclusion. We are firmly committed to eliminating gender-based discrimination, advancing gender parity, and providing equitable access to opportunities and resources to support every employee's professional development and personal growth.

麦加芯彩性别行动计划五大目标 | MEGA P&C Gender Action Plan - Five Key Objectives



性别平等文化 Gender-Equal Culture

在公司内部营造性别平等的文化氛围
Foster a gender-inclusive corporate culture



女性领导力发展 Female Leadership Development

提高女性在管理层和董事会岗位中的比例
Increase female representation in management and board positions



工作环境优化 Workplace Optimization

支持女性员工职业发展
Support career development for female employees



性别意识提升 Gender Awareness

提高全体员工对性别平等的认知和敏感度
Enhance gender equality awareness and sensitivity across all staff



社会责任 Social Responsibility

通过企业行动推动行业和社会性别平等
Advance gender equality in industry and society through corporate actions

行动 | Actions

制定并发布公司性别平等政策
Developed and published corporate gender equality policy

目标：到2027年，女性在董事会岗位中的比例提升至30%
Goal: Achieve 30% female representation on the board by 2027

在职妈妈支持方案
Working Mothers Support Program

生育假: 至少 128天⁽¹⁾ :
Maternity Leave: >128 days⁽¹⁾
其配偶享受陪产假: 10天
Paternity Leave: 10 days

提供性别平等和反性骚扰培训
Mandatory gender equality and anti-sexual harassment training

支持社区性别平等活动
Support community gender equality initiatives

(1) 产假98天; 生育假30天; 难产加上15天; 双胞胎的加上15天。 98 days maternity leave + 30 days additional leave; +15 days for difficult births; +15 days for twins. 其他在职妈妈支持方案假期: 育儿假在法定天数基础上增加1天。 Other Support Program Leaves: Childcare leave - One day more than China's legal requirement.



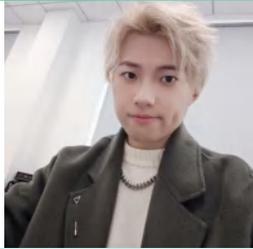
员工资源团体

麦加芯彩创立了九个员工资源小组 (ERGs)，为职场注入真诚联结与快乐。这些由公司资助的社群涵盖从钓鱼到美食分享等多元主题，每月获得专项预算用于组织工坊及兴趣聚会等活动。每个ERG由负责员工与人事部共同管理，确保活动既符合员工喜好又传承企业价值观。目前这些小组已吸引23%员工参与，印证了“有意义的快乐”能深化归属感。

Employee Resource Group

MEGA P&C has invested in establishing nine vibrant Employee Resource Groups (ERGs) to foster authentic connections and joy in the workplace. These company-funded communities — topics ranging from fishing to food sharing — receive dedicated budgets for organizing monthly activities like workshops and hobby-based meetups. Each ERG is co-led by responsible employees and HR partners, ensuring activities align with both staff interests and corporate values. These groups have grown to engage 23% of our total workforce, proving that purposeful fun strengthens belonging.

员工见证: 羽毛球小组 Employee Testimonial: Badminton Initiative



羽毛球小组成立人: 中级研发工程师姜宏晨
Founder of the Badminton Group:
R&D Engineer Jiang Hongchen



羽毛球小组的创立源于其包容性与安全性 — 相比篮球、足球等高强度运动，羽毛球门槛低、受伤风险小，能让不同基础的同事共享运动乐趣。

对我而言，这既是提升球技的平台，也是增进同事感情的纽带。规律参与更让我养成了健康的生活节奏。

对其他参与者来说，无论有无运动基础，都能在活动中增强了体能，缓解了工作压力，并在轻松氛围中培养了新技能。这一举措正是我们对员工健康承诺的生动实践。

We chose to establish a badminton group because it offers an inclusive, low-risk way for all employees to experience the joy of physical activity. Unlike high-intensity sports like basketball or soccer, badminton minimizes injury risks while maximizing engagement – allowing everyone, regardless of skill level, to participate confidently.

Personally, it has been rewarding to sharpen my skills while building stronger bonds with colleagues. The regular sessions also help me maintain consistent fitness habits.

Many team members report similar benefits: improved coordination, stress relief after work, and a welcoming space to develop new abilities together. This initiative truly embodies our commitment to employee well-being.



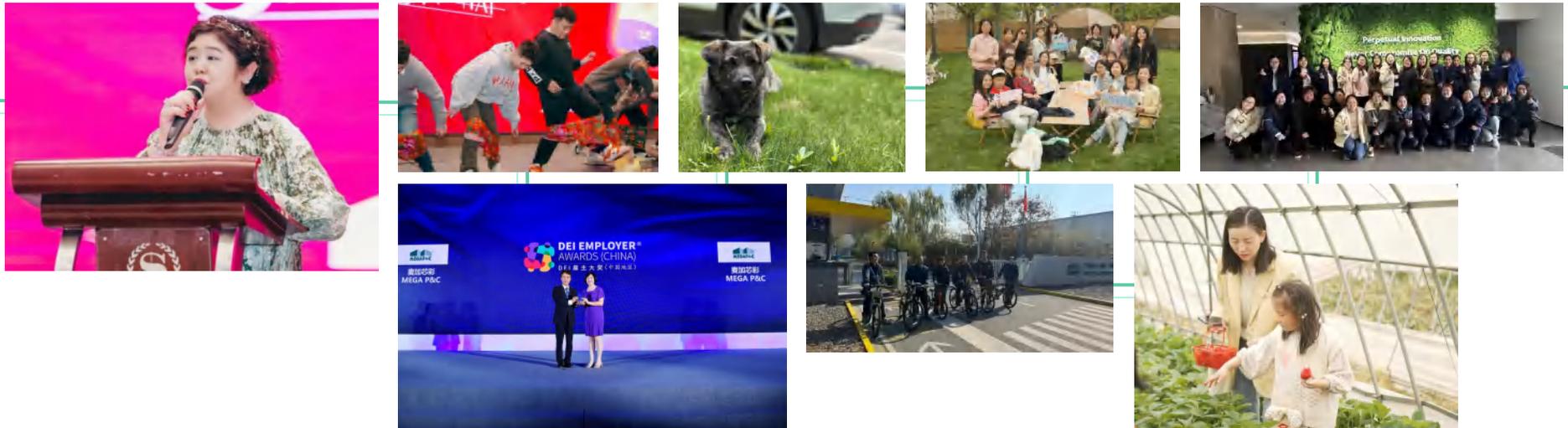


2024 DEI雇主大奖

麦加芯彩的DEI实践通过政策与员工体验共同落地：从年度多元文化庆典、妇女节赋能活动，到宠物友好办公和团队建设，全方位营造归属感。这一以人为本的理念使我们荣获雇主品牌研究所颁发的DEI雇主大奖2024，认可了我们在职场多元化的领先实践，彰显我们作为中国涂料行业DEI标杆的地位⁽¹⁾。

DEI Award 2024

MEGA P&C's DEI commitment comes to life through both impactful policies and meaningful staff experiences. Our initiatives range from cultural celebrations at annual events to Women's Day programs that empower female talents, along with pet-friendly workplaces and team outings that build connections. These efforts create a true sense of belonging for every employee. This people-first approach earned us the 2024 DEI Employer® Award by the Employer Branding Institute, recognizing our leadership in workplace diversity reflecting our role as a DEI benchmark in China's coatings industry.



董事长黄雁夷：「领导力不在于性别，而在于视野、勇气和行动。当性别平等不是形式上的任务时，我们就能创造出一种让最卓越理念蓬勃发展的文化，为释放团队的全部潜力并塑造更美好的未来奠定基础。」

“Leadership is defined not by gender, but by vision, courage, and action. When gender equality is not just a box to tick, we foster a culture where the best ideas flourish, laying the foundation for unlocking the full potential of our teams and our future.”

- Wong Yin Yee, President

(1) 详情请参考雇主品牌研究《2025中国企业DEI现状、趋势与最佳实践》中关于麦加芯彩(MEGAP&C)的客户案例。

For details, please refer to the MEGAP&C case study in the employer branding research report "2025 Corporate DEI Status, Trends & Best Practices in China".



核心价值
Core Values



友爱
Team Cohesion



高效
High Efficiency



当责
Accountability



诚信
Integrity



创新产品

Innovative Products

9 产业、创新和基础设施



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



麦加芯彩始终坚定致力于推动产品研发创新，战略重点在于打造具有可持续优势的解决方案——在确保卓越环保性能的同时，绝不妥协产品品质与实用功能。

重点议题涵盖：

- 创新产品

MEGA P&C is steadfastly committed to driving innovation in product development, with a strategic focus on creating sustainably advantaged solutions that deliver superior environmental performance without compromising quality or functionality.

Material Topics Covered:

- Innovative Products



创新永无止境 质量从不妥协

Perpetual Innovation, Never Compromise on Quality



麦加芯彩始终致力于以创新为引领，持续强化研发实力，从而共创美好未来。截至2024年，麦加芯彩上海研发创新中心已汇聚60余位跨领域资深专家，打造成为以客户需求为导向的前沿技术枢纽。与此同时，我们在荷兰设立的研发中心专注于光伏面板涂层技术的突破性创新，进一步巩固了我们在全球范围内的技术领导地位。通过这些战略布局，我们力求开发出满足市场需求的变革性产品，并为全球可持续发展贡献力量。

We are dedicated to pioneering innovation and continuously enhancing our R&D capabilities to create a better future. As of 2024, the MEGA P&C Shanghai R&D Innovation Center has brought together over 60 seasoned experts across diverse fields, establishing itself as a customer-centric hub for cutting-edge solutions. Additionally, our R&D center in the Netherlands focuses on pioneering advancements in solar panel coating technologies, further solidifying our global leadership in technical expertise. Through these strategic initiatives, we aim to deliver transformative products that address evolving market needs while contributing to sustainable progress worldwide.



可持续优势产品

麦加芯彩将可持续发展产品的研发确立为核心战略重点。我们的目标是打造符合客户需求、遵循社会及环境法规，并支持公司长期可持续发展的解决方案。为此，我们综合考量业务战略与市场需求，优化资源配置与创新能力，持续提升产品质量与服务标准。

为确保未来技术与产品开发方向与战略保持一致，麦加芯彩对可持续优势产品进行了明确定义。经过深入研讨与专家论证，其定义为：性能不输传统方案，但更环保并具社会效益的创新涂料产品。

为了进一步落实可持续优势产品定义，我们将划分为五大关键领域：配方/生产工艺、产品质量、原材料、供应链/物流及第三方认证。我们将依据这些标准评估现有产品组合，确定其中符合可持续优势产品的占比。未来，我们将持续优化产品系列，以满足客户和全球环境的动态需求。

Sustainably Advantaged Products

MEGA P&C has established the development of sustainable products as a core strategic priority. Our objective is to design sustainable solutions that align with customer demands, adhere to social and environmental regulations, and support the company's long-term sustainable growth. To achieve this, we integrate business strategy with market requirements, optimize resource allocation and innovation capabilities, and continuously enhance product quality and service standards.

To ensure that future technology and product development initiatives remain strategically aligned, MEGA P&C has formulated a clear definition for sustainably advantaged products. Following thorough deliberation and expert consultation, we define them as: Innovative coating products comparable to conventional ones, but with enhanced environmental and social benefits.

To further implement this definition, we have classified sustainably advantaged products into five key categories: formula & manufacturing process, product quality, raw materials, supply chain/logistics, and third-party certifications. We will evaluate our current product portfolio against these criteria to identify the proportion that meets sustainable advantage standards. Going forward, we will focus on continuously improving our product offerings to address the evolving needs of our customers and the planet.



性能不输传统方案，但更
环保并具社会效益的创新
涂料产品

Innovative coating
products comparable to
conventional ones, but
with enhanced
environmental and social
benefits.

目标：到2030年，将"可持续优势产品"占比提升至产品组合的30%，并贡献年总收入的85%。

Target: Increase the share of "Sustainably Advantaged Products" to 30% of the total product portfolio by 2030, contributing 85% of annual revenue.





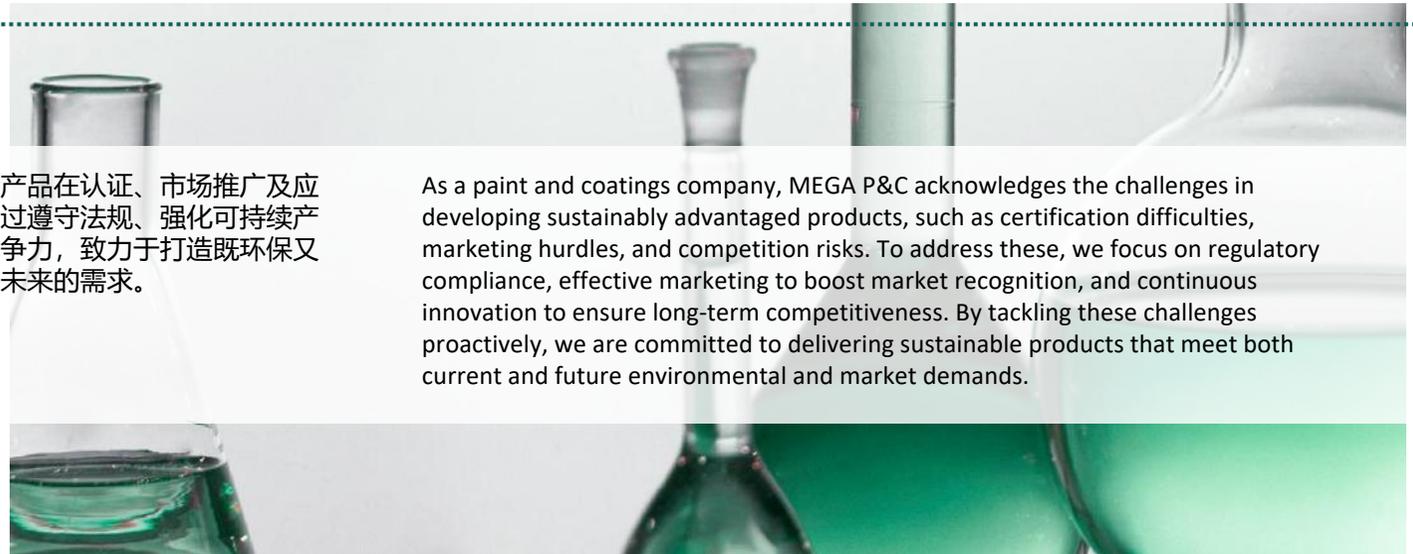
以下是我们评估工具中的简化版核心主题示例。根据初步评估，在2024年，我们有 15% 的产品被评定为“可持续优势产品”，贡献了全年 74.8% 的销售额。

Below is an example of the simplified key checklist topics from our evaluation tool. Preliminary results show that in 2024, 15% of our products were classified as 'Sustainable Advantaged Products,' contributing 74.8% of total annual revenue.

配方/生产工艺 Formula & Manufacturing Process	产品质量 Product Quality	原材料 Raw Materials	供应链/物流 Supply Chain/Logistics	第三方认证 Third-Party Certifications
<p>环保配方</p> <ul style="list-style-type: none"> 低挥发性有机物 (VOC) 不含禁用物质清单 <p>Eco-Friendly Formulation</p> <ul style="list-style-type: none"> Low Volatile Organic Compounds (VOC) Free from Restricted Substances List (RSL) 	<p>产品耐久性</p> <ul style="list-style-type: none"> 寿命与抗侵蚀性 <p>Product Durability</p> <ul style="list-style-type: none"> Lifespan & Erosion Resistance 	<p>可持续原材料</p> <ul style="list-style-type: none"> 可回收性设计 可再生材料 采用更少的材料 <p>Sustainable Raw Materials</p> <ul style="list-style-type: none"> Recyclability By Design Reduction of Material Used Renewable Materials 	<p>供应链管理</p> <ul style="list-style-type: none"> 区域化采购 <p>Supply Chain Management</p> <ul style="list-style-type: none"> Localized Sourcing 	<p>产品认证</p> <ul style="list-style-type: none"> 生态标签 第三方EPD环境声明 <p>Product Certification</p> <ul style="list-style-type: none"> Eco-Labels Third-party EPD (Environmental Product Declaration)

作为涂料企业，麦加芯彩深知可持续优势产品在认证、市场推广及应对竞争创新方面存在挑战。为此，我们通过遵守法规、强化可持续产品市场认知、持续创新来确保产品长期竞争力，致力于打造既环保又具市场竞争力的可持续产品，满足当代与未来的需求。

As a paint and coatings company, MEGA P&C acknowledges the challenges in developing sustainably advantaged products, such as certification difficulties, marketing hurdles, and competition risks. To address these, we focus on regulatory compliance, effective marketing to boost market recognition, and continuous innovation to ensure long-term competitiveness. By tackling these challenges proactively, we are committed to delivering sustainable products that meet both current and future environmental and market demands.



认证案例：以绿色产品认证驱动可持续发展 Case Study: Pioneering Sustainability Through Green Product Certification

绿色产品认证



经过一系列严格的现场审查、抽样检测及复核评审，麦加芯彩九款涂料产品（覆盖风电涂料与集装箱涂

料两大核心业务领域）成功荣获北京中化联合认证有限公司颁发的绿色产品认证。绿色产品认证严格遵循GB/T 33761-2017《绿色产品评价通则》，从资源属性、能源消耗、环境影响和品质性能四大维度进行综合评估。该标准设定了极高门槛：仅市场前5%的产品能满足全部指标，单项指标达标率亦不超过10%。这意味着获证产品必须在其全生命周期（从原料获取、生产制造、使用过程到废弃处理）的每一环节均达到顶尖环保水准。

自2010年起，麦加芯彩便率先布局环保涂料研发，凭借先发优势持续推动产品水性化与环境友好化转型。此次认证不仅是对我们长期深耕绿色解决方案的有力认可，更彰显了公司助力行业绿色升级的坚定决心。在“碳达峰、碳中和”目标及系列环保政策驱动下，绿色产品认证作为衡量产品全生命周期环保表现的核心工具，已成为构建绿色市场体系、引导生产与消费低碳转型的关键一环。

Green Product Certification

Following a rigorous series of on-site inspections, sampling tests, and comprehensive evaluations, MEGA P&C has successfully obtained the prestigious Green Product Certification from Beijing Sinochem Union Certification Co., Ltd. for 9 of its coating products which span two core business segments—wind turbine coatings and container coatings. The certification adheres to China's GB/T 33761-2017 General Principles for Green Product Assessment, which evaluates products based on four critical dimensions: resource efficiency, energy consumption, environmental impact, and quality performance. Notably, the standard sets stringent thresholds: only the top 5% of products in the market can meet all criteria simultaneously, while no more than 10% qualify for any single indicator. This underscores that certified products must achieve exceptional environmental standards throughout their entire lifecycle—from raw material sourcing and production to usage and disposal.

Since 2010, MEGA P&C has pioneered the development of eco-friendly coatings, leveraging its first-mover advantage to advance water-based and environmentally sustainable solutions. This Green Product Certification not only validates our unwavering dedication to providing customers with greener alternatives but also signifies a pivotal step in driving the industry's green transformation. Against the backdrop of China's "Carbon Peak and Carbon Neutrality" goals and escalating environmental policies, green certification has emerged as a vital tool to assess products' holistic sustainability, steering both green production and consumption while fostering a low-carbon circular economy.



可再生能源新业务战略：以创新产品与投资驱动绿色未来

Expanding into renewable energy signifies greater innovation in products and increased investment toward a sustainable future

麦加芯彩始终坚信绿色能源的力量。早在2009年，我们便进入风电行业，通过高性能涂料技术帮助风机叶片抵御强风沙蚀等严苛环境，显著延长其使用寿命。与此同时，作为绿色能源的重要支柱，光伏技术的发展也离不开创新材料的支持。光伏组件需要特种涂层来确保其长期稳定运行，比如抗反射涂层的应用不仅能有效延长太阳能板的使用寿命，更能通过增强光能吸收率来显著提升发电效率。因此，我们于2024年开启了新一轮战略升级，进一步拓宽技术应用场景。展望未来，我们将加大对研发（R&D）的投入，持续优化现有产品并开发适用于可再生能源设备的新技术，服务更多客户，共同迈向可持续的未来。

MEGA P&C has always been a strong advocate for green energy. In 2009, we ventured into wind power, leveraging our advanced coatings to enhance the durability of wind turbine blades, which often endure harsh, high-wind, and sandy environments. Beyond wind energy, solar power is another critical green energy source. Solar panels also benefit from our protective coatings, which extend their lifespan and improve efficiency — such as anti-reflective coatings that maximize light absorption and energy output. Therefore, in 2024, we initiated a new round of strategic upgrades to further expand the application scenarios of our technology, reflecting our broader commitment to sustainable energy solutions. To drive progress, we will increase investments in R&D, continuously optimizing our products and developing innovative solutions tailored to renewable energy machinery. Our goal is to serve more customers worldwide while contributing to a cleaner, greener future.

光伏边框涂料领域

自2023年进军光伏边框涂料领域以来，我们始终致力于开发高性能防腐涂料，以满足太阳能边框在严苛环境下的防护需求。通过成功获得TÜV莱茵认证，我们的产品技术实力获得权威认可，并在2024年逐步赢得客户信任。

Solar frame coatings market

Since entering the solar frame coatings market in 2023, we have focused on delivering high-performance anti-corrosive coatings essential for protecting solar frames against harsh environmental conditions. Our commitment to quality was validated when we obtained TÜV Rheinland certification, a critical milestone that established the credibility of our coatings and enabled us to secure customer trust in 2024.

光伏玻璃涂层领域

为进一步拓展新能源业务布局，我们于2024年完成对科思创太阳能玻璃涂层业务知识产权的收购。此次收购不仅涵盖全球15个专利族，还包括科思创的生产配方、商标及部分固定资产，为麦加芯彩快速实现技术产业化奠定基础。所收购的太阳能玻璃涂层采用纳米级涂层技术，标志着公司涂料业务正式进入更精密、更微观的技术新赛道。

Solar glass coatings market

To further strengthen our position in the solar energy sector, we acquired Covestro's solar glass coating intellectual property portfolio in 2024. This strategic acquisition includes 15 patent families, along with proprietary production formulations, trademarks, and select fixed assets. This move accelerates our ability to commercialize advanced solar glass coatings, which feature nanoscale coating technology, marking our entry into a more sophisticated and precise technical domain within the coatings industry.



以知识产权护航创新产品

麦加芯彩始终将知识产权管理视为企业可持续发展的核心战略之一。我们深知，在全球化竞争与技术快速迭代的背景下，健全的知识产权体系不仅是企业创新能力的体现，更是维护市场竞争力、保障商业利益的重要屏障。为此，公司构建了全方位、多层次的知识产权保护机制，涵盖专利、商标及商业秘密等多个维度。

Intellectual Property as a Shield for Innovative Solutions

MEGA P&C considers intellectual property (IP) management a cornerstone of its sustainable development strategy. In an era of global competition and rapid technological advancement, a robust IP system not only reflects a company's innovative capabilities but also serves as a critical shield for maintaining market competitiveness and safeguarding commercial interests. To this end, we have implemented a comprehensive, multi-layered IP protection framework covering patents, trademarks, copyrights, and trade secrets. Our internal management system includes R&D Innovation Protection, Employee Awareness and Trade Secret Security. We also adhere to the principle of "respecting others' rights," conducting patent searches and compliance reviews to avoid inadvertent infringement. Additionally, we contribute to industry standards, fostering a healthy competitive ecosystem. Moving forward, Maica will continue refining its IP management, leveraging innovation for growth and protection for resilience, to deliver safer, more reliable advanced material solutions globally.

截至报告期末，公司累计有效专利

As of the end of the reporting period, the company's cumulative valid patents:

100 件 / patents

其中发明专利 **36** invention patents





合作伙伴

Partners



麦加芯彩致力于基于可持续发展原则和共享价值创造理念，与合作伙伴建立长期互利共赢的战略关系。

重点议题涵盖：

- 客户：解决方案和服务
- 社区：社会责任
- 供应商：可持续供应链

MEGA P&C is dedicated to cultivating long-term, mutually beneficial partnerships grounded in sustainability principles and shared value creation.

Material Topics Covered:

- Customers: Solutions and Services
- Community: Social Responsibility Initiatives
- Suppliers: Sustainable Supply Chain Management



以客户为中心的服务承诺

为客户提供卓越服务是我们始终不变的宗旨。我们的客户包含两个关键层级：直接客户与终端用户。直接客户主要为工业产品制造商，包括集装箱和风电叶片生产商，而终端用户则涵盖国际航运公司等全球合作伙伴。我们致力于通过持续沟通不断完善产品与服务，并定期通过满意度调研等多渠道收集反馈，以确保准确识别并优先解决客户关切。

年度客户满意度调研结果

在2024年，我们共收到78位客户的宝贵反馈意见。

我们严格遵循标准化服务流程：

- 所有反馈均由对口部门及时处理
- 建立完善的客诉管理体系，确保高效响应
- 通过系统化培训提升员工应对复杂服务场景的能力

我们的承诺：每位客户都将获得我们专注并始终如一的卓越服务。

Customer-Centric Commitment

At the core of our mission is delivering exceptional service to our customers. Our customers consists of two key layers: direct customers and ultimate end-users. Our direct customers are manufacturers of industrial products such as shipping containers and wind turbine, while our ultimate customers include global partners like international shipping companies. We are committed to continuously enhancing our products and services through ongoing customer engagement. To effectively identify and prioritize their needs, we systematically gather feedback through multiple channels, including comprehensive customer satisfaction surveys.

Annual Customer Satisfaction Survey Insights

In 2024, we received valuable feedback from 78 customers.

We strictly adhere to standardized service protocols:

- All feedback is promptly addressed by the designated departments
- A comprehensive customer complaint management system ensures efficient resolution
- Systematic training programs enhance staff capability to handle complex service scenarios

We are committed to delivering consistent, high-quality service to every customer, ensuring equitable treatment across all interactions.



(1) 评分：10分为“非常满意”、8分为“满意”、6分为“基本满意”、6分以下为“不满意”。

Rating Scale: 10 points: "Very Satisfied"; 8 points: "Satisfied"; 6 points: "Moderately Satisfied"; Below 6 points: "Dissatisfied".



质量管理与服务

麦加芯彩始终将质量管理视为企业发展的核心支柱。2024年，公司对质量控制中心进行了战略性重组，进一步加大对质量控制中心的资源投入，以全面提升产品和服务质量。目前，我们所有生产运营均通过ISO9001质量管理体系认证，并建立了涵盖125份质量管理体系文件的多维度管控网络。这些文件从原材料采购、生产工艺到成品检验等各个环节制定了严格标准，确保质量管控贯穿产品全生命周期。我们通过制度规范、流程优化和技术创新三个维度持续完善质量管理体系，为客户提供始终如一的高品质产品体验。

Service-Quality Integration

MEGA P&C has always regarded quality management as a cornerstone of corporate development. In 2024, the company strategically restructured our Quality Control Center, allocating additional resources to the Quality Control Center to comprehensively enhance product and service quality. Currently, all our manufacturing operations are ISO9001: Quality Management certified, and we have established a multi-dimensional control network comprising 125 quality management system documents. These documents set rigorous standards covering every stage from raw material procurement, production processes to finished product inspection, ensuring quality control throughout the entire product lifecycle. Through three key dimensions - institutional standards, process optimization, and technological innovation - we continuously improve our quality management system to deliver consistently high-quality products to our customers.

我们所有运营中的生产基地均 **100%** 获得ISO9001认证
100% of our operating production sites hold ISO9001

截止报告期末，公司质量管理数据 | As of the end of the reporting period, the company's quality management data:

产品召回事件数 Number of product recall incidents	产品合格率 ⁽¹⁾ Product qualification rate ⁽¹⁾	产品投诉解决率 Product complaint resolution rate	安全健康相关召回率 (已售/在运产品) % of sold or shipped products requiring recall due to safety and health concerns
0	99.75%	100%	0

(1) 产品合格率是指生产环节中的产品合格比例。

Product qualification rate refers to the proportion of qualified products in the production process.



客户数据隐私保护承诺 | Commitment to Customer Data Privacy Protection

保护客户数据隐私是我们企业诚信经营的核心。我们深知，客户信任是双方合作的基础，因此我们始终严格执行网络安全协议与数据保护措施。在企业管理中心的领导下，IT部门制定并实施了全面的网络安全战略，涵盖风险识别、持续监控、威胁应对和系统化风险管理。同时，IT部门已将严密的安全规范嵌入各业务单元的日常运营，确保全体系合规。

在2024年，我们通过发布新版《信息管理制度》和《加密系统操作手册》等政策文件，进一步完善了网络安全体系。这些制度明确规定了风险管理流程与岗位职责，同时确保所有操作流程符合相关法律法规要求。

为防范数据泄露风险，全体员工必须严格遵守最新数据操作规范。我们定期开展数据安全培训及案例研讨，并实行全公司文件加密管理，确保敏感信息仅限内部授权人员访问。

Customer data privacy protection is embedded in our corporate DNA. We recognize that trust is the foundation of our customer relationships, which is why we implement rigorous cybersecurity protocols and data protection measures. Under the leadership of the Corporate Management Center, our IT Department has developed and executed a comprehensive cybersecurity strategy. This proactive approach encompasses risk identification, continuous monitoring, threat mitigation, and systematic risk management. Furthermore, the IT Department has integrated robust security protocols into the daily operations of all business units, ensuring organization-wide compliance.

In 2024, we enhanced our cybersecurity framework by introducing and publishing updated policies and Standard Operating Procedures (SOPs), including the Information Management Policy and Encryption System Operations Manual. These documents clearly define risk management protocols and individual responsibilities while ensuring full compliance with applicable laws and regulations.

To prevent data breaches, all employees must strictly follow the latest data-handling procedures. We conduct regular training sessions on data security best practices, supplemented by real-world case studies. Additionally, all company documents are encrypted and stored securely within our internal systems, with access restricted to authorized personnel only.



社区投资

麦加芯彩将社区发展纳入企业可持续发展战略体系。在集团最高管理层的直接指导下，由集团战略管理中心牵头，联合人力资源与社会责任部门建立跨职能管理机制，系统性地规划并实施社区投资计划。我们通过与具有专业资质的慈善机构、政府部门、非政府组织及其他关键合作伙伴立战略合作联盟，共同推进社区能力建设项目，实现社区与企业的协同发展。

我们的社区投资遵循三大战略方针：



携手深谙本地学生需求的机构
建立深度合作关系
Establishing deep partnerships
with institutions that truly
understand local student needs



通过战略性资源调配和创新方案
实现最大社会效益
Maximizing impact through
strategic resource allocation and
innovative solution



鼓励员工志愿者行动及直接参与社区项目
Fostering employee
volunteerism and direct
participation in community
programs

作为负责任的企业公民，我们通过依法纳税和精准慈善捐赠履行社会义务。这些贡献体现了我们创造共享价值、促进运营所在社区可持续发展的坚定承诺。

As a responsible corporate citizen, we fulfill our social obligations through full tax compliance and targeted philanthropic donations. These contributions represent our commitment to shared value creation and sustainable development of the communities where we operate.

Community Investment

MEGA P&C actively engages with local communities to identify and fulfill their evolving needs. Under the leadership of our Company President, the Corporate Management Center collaborates with HR and Administration Departments to oversee our comprehensive community investment programs. These initiatives are implemented through strategic partnerships with charitable organizations, government agencies, NGOs, and other key stakeholders to drive sustainable community development.

Our community investment framework follows three core strategies:



本报告年度内共计贡献税收

~RMB 87M

tax contribution during the reporting year

在报告年度内，通过慈善机构、政府组织及赞助等形式共计捐赠⁽¹⁾

>RMB 1.5M

donations via charity, governmental organization and sponsorships during the reporting year⁽¹⁾



(1) 有关具体费用分配，请参阅《2024年度报告》第5章“环境与社会责任”。

For specific expense allocation, please refer to Chapter 5 "Environment and Social Responsibility" in the 2024 Annual Report.



教育作为核心关注领域

我们坚信教育是激发人类潜能、创造美好未来的关键。怀着培养未来领袖的企业责任，我们全力支持各年龄段学生的教育项目与机构建设，通过提供关键资源助力青少年成长并充分发挥其潜能。我们投入超过110万元人民币用于学生培养计划。

基础教育阶段学生培养计划

149
名学生受资助
Students
Supported

在上海嘉定区，我们与嘉定区光彩事业促进会、嘉定区教育奖励基金会两家权威机构合作，设立专项奖学金计划。本次捐款专项用于支持上海嘉定区优秀学生及拔尖人才的选拔培养工作，通过系统化奖励机制激发人才发展潜能。该计划覆盖三类优秀学子：具有科创的学生，拔尖创新人才，以及学业优异高中生。2024年度共有149名优秀学生获得此项荣誉性奖励。

大学合作计划

我们与国内两所知名高校上海大学和武汉理工大学达成战略合作，设立专项奖学金，支持材料科学与工程领域的优秀学子成长，为行业培养未来研发人才。在2024年，我们资助20名学生（包括本科生与研究生）。所有获奖学生均由教授推荐，选拔标准严格，注重学术表现与研究潜力。这一举措彰显了我们推动人才培养、深化产学研融合的长期承诺。



曹中礼 丁皓 杨超 张健 周剑 常文星
董敬 孙磊 邓仕圣 胡群 方家宝 汪根
齐航 徐文 郭士帆 何雨茜 梁厚红
周月明 胡天旭 冯雨薇

获奖学生签名
Award Recipient's Signature

Education as Our Primary Focus

We firmly believe education serves as the fundamental catalyst for unlocking human potential and building a brighter future. Recognizing our responsibility to nurture tomorrow's leaders, we dedicate resources to support educational programs and institutions that empower students across all age groups. Our initiatives provide essential resources to help young minds flourish and reach their full potential. We have invested over RMB 1.1 million in targeted educational initiatives in 2024.

K-12 Students Development Program



In Shanghai Jiading District, we partnered with two prestigious local organizations - the Jiading District Guangcai Program Promotion Association and Jiading Education

Reward Foundation - to implement a targeted scholarship program. This initiative rewards 3 categories of high-achieving students: those demonstrating scientific innovation capabilities, top-tier innovative talents, and academically excellent students. In 2024, 149 deserving students received these merit-based awards.

Higher Education Partnership Program

20
名学生受资助
Students
Supported

We have established strategic partnerships with two leading Chinese universities - Shanghai University and Wuhan University of Technology - by setting up dedicated scholarships to support outstanding students in Materials Science and Engineering, nurturing the next generation of R&D experts. In 2024, we assisted 20 high-potential students, including both undergraduates and postgraduates. All recipients

were rigorously nominated by faculty professors based on academic excellence and research potential. This initiative reflects our commitment to fostering talent development and strengthening ties between academia and industry.



除奖学金外：与上海大学材料科学与工程学院的长期产学研合作计划

为充分发挥人才培养、科学研究及服务社会的职能，并进一步加强教育、科研与人才资源整合，促进协同创新，我们与上海大学材料科学与工程学院本着“优势互补、资源共享、互惠共赢、共同发展”的原则，建立了长期战略合作关系。合作内容包括：

- 联合研发项目：共同开展材料科学与技术领域的课题攻关；
- 设备资源共享：开放双方高端仪器设备，提升科研效率；
- 研究生委派计划：选派研究生以实习生身份参与麦加芯彩的研发项目，协助实验方案设计与实操；
- 技术交流：高校教师与企业研发团队定期开展学术研讨与工业指导，促进产学研深度融合。

Beyond Scholarships: Long-Term Industry-Academia-Research Collaboration

To fully leverage talent development, scientific research, and societal service, we have established a long-term partnership with Shanghai University's School of Materials Science and Engineering. This collaboration aims to strengthen education, research, and talent cultivation while fostering synergistic innovation.

Guided by the principles of “complementary advantages, resource sharing, mutual benefit, and joint development,” our cooperation includes:

- Joint R&D Projects: Collaborative initiatives to advance materials science and technology.
- Shared Facilities: Mutual access to advanced laboratory equipment and instrumentation.
- Postgraduate Engagement: Graduate students are dispatched as interns to participate in MEGA P&C's R&D projects, contributing to design and execution.
- Expert Exchange: Technical workshops and guidance between university faculty and MEGA P&C's R&D team to bridge theory and industry practice.

扶贫与乡村振兴

在2024年，麦加芯彩积极响应国家乡村振兴与扶贫攻坚号召，切实履行社会责任，助力巩固脱贫成果、促进共同富裕。我们通过向南通市经济技术开发区慈善会捐赠20万元，支持公益事业发展。其中，10万元定向用于苏陕协作乡村振兴项目，重点帮扶陕西省脱贫村新元村的农户增收。该项目预计惠及400户（约1190人），麦加芯彩捐赠资金占比约11%。



Poverty Alleviation and Rural Revitalization

During the reporting period, MEGA P&C actively responded to the national call for poverty alleviation and rural revitalization, fulfilling our social responsibility to consolidate poverty eradication achievements and promote common prosperity. We donated RMB 200,000 to the Nantong Economic & Technological Development Zone Charity Association, with RMB 100,000 allocated to the Jiangsu-Shaanxi Collaborative Rural Revitalization Project. This initiative focuses on increasing household income in Xinyuan Village, a formerly impoverished community in Shaanxi Province. The project is expected to benefit 400 families (approximately 1,190 residents), with our contribution accounting for 11% of the total funding.



38⁽¹⁾

名志愿者
Volunteer Team
Member

168⁽¹⁾

志愿服务小时
Volunteer Hours

麦加芯彩志愿者团队

作为企业社会责任的重要践行者，麦加芯彩志愿者团队始终以实际行动回馈社会。在近期开展的系列公益活动中，我们见证了团队成员的爱心与担当。共计38名志愿者积极参与，开展了形式多样、富有意义的公益活动。

在环境保护方面，志愿者们前往海岸线开展净滩行动，通过细致的清理工作守护海洋生态环境，展现了我们对可持续发展的坚定承诺。同时，团队还专程走访敬老院，不仅为长者带去了精心准备的生活物资，更通过亲切的交流和互动，传递温暖与关怀。特别值得一提的是，我们创新性地与社会企业及工会合作，举办了市集，实现了经济效益与社会效益的双赢。

这些活动充分体现了麦加芯彩在履行企业社会责任方面的全方位思考：从环境保护到人文关怀，从物质支持到精神慰藉，从直接援助到可持续公益模式的探索。我们相信，通过这些实际行动，不仅能够切实帮助到有需要的人群，更能激发更多社会力量参与公益事业，共同构建更美好的未来。



志愿者分享 | Volunteer Sharing

在这个快节奏的社会里，我们常因忙碌而忽略需要关爱的老人。那天，我与陈经理（人事）带着物资走进敬老院，看到老人们笑容纯真，却掩不住孤独——有的因子女忙碌，有的因行动不便。我们的到来让他们落泪感激。此行让我明白：老人最缺的不是物质，而是陪伴。多一份关心，便是给他们最好的温暖。



南通人事专员杨丽丽
HR Specialist (Nantong)
Yang Lili

In our hectic daily routines, we often forget the elderly who need care. That day, Ms. Chen (HR) and I visited a nursing home with supplies. Seeing the elderly's pure smiles, we couldn't help but notice the loneliness beneath. This trip made me realize: their brightest smiles came not from gifts, but from companionship. Compassion isn't measured in items donated, but in moments given.

MEGA P&C Volunteer Team

As a dedicated practitioner of corporate social responsibility, the MEGA P&C Volunteer Team consistently gives back to society through concrete actions. In our recent series of philanthropic initiatives, we witnessed the compassion and commitment of our team members. A total of 38 volunteers actively participated in diverse and meaningful public welfare activities.

In environmental protection, our volunteers conducted beach cleaning operations along the coastline. Through meticulous cleanup efforts, they helped preserve marine ecosystems, demonstrating our steadfast commitment to sustainable development. Meanwhile, the team also made a special visit to a senior care home, bringing not only carefully prepared daily necessities for the elderly but also warmth and care through heartfelt conversations and meaningful interactions. Particularly noteworthy was our innovative collaboration with social enterprises and labor unions to organize a bazaar, achieving a win-win outcome that balanced economic benefits with social impact.

These activities fully reflect MEGA P&C's comprehensive approach to fulfilling corporate social responsibility: from environmental protection to humanistic care, from material support to spiritual comfort, and from direct assistance to the exploration of sustainable philanthropic models. We believe that through these practical actions, we can not only provide tangible help to those in need but also inspire more social forces to participate in public welfare causes, working together to build a better future.



残疾人就业合作共建

麦加芯彩与集残疾人培训、就业、康复、辅具、托养照护等领域为一体的助残服务企业如常集团于2024年4月开展了深度合作伙伴关系。我们高度认同如常集团以“改变中国残疾人生活方式”为核心使命，并通过实际行动支持这一愿景。

双方合作内容包括：

- 开展实地考察以深入了解其项目运作
- 捐赠物资支持
- 直接资助3名残障人士实现就业

此次合作标志着我们在企业社会责任道路上的重要里程碑，体现了我们共同推动社会包容性发展、创造切实社会价值的坚定承诺。

残疾人人士分享 | Sharing by Person with Disabilities

这份工作（岗位由如常设立，麦加芯彩全额资助）让我外出更频繁，与残障伙伴的交流也更多，生活变得更快乐、更自信。它让我能够自给自足，提升生活品质。我现在一直保持乐观，注重形象，努力活出精彩人生。

Co-creation Partnership for Employment of Persons with Disabilities

In April 2024, MEGA P&C established a comprehensive partnership with Ruchang Group, a pioneering organization dedicated to creating employment opportunities for people with disabilities in China. We wholeheartedly endorse Ruchang's core mission of "transforming the lifestyles of China's disabled community" and have taken concrete actions to support this vision.

Our collaboration encompasses multiple initiatives:

- Conducting on-site visits to gain deeper insights into Ruchang's program operations
- Donating essential materials
- Directly sponsoring employment opportunities for 3 individuals with disabilities

This partnership represents a significant milestone in our corporate social responsibility journey, demonstrating our shared commitment to fostering social inclusion and creating tangible societal impact. Through this alliance, we aim to not only provide immediate support but also contribute to systemic changes that empower people with disabilities to achieve greater independence and professional fulfillment.



This job (a position at Ruchang, fully funded by MEGA P&C) has allowed me to go out more, connect with my peers, and live a happier, more confident life. I learn through this job to stay positive, take care of my appearance, and strive to live life to the fullest.



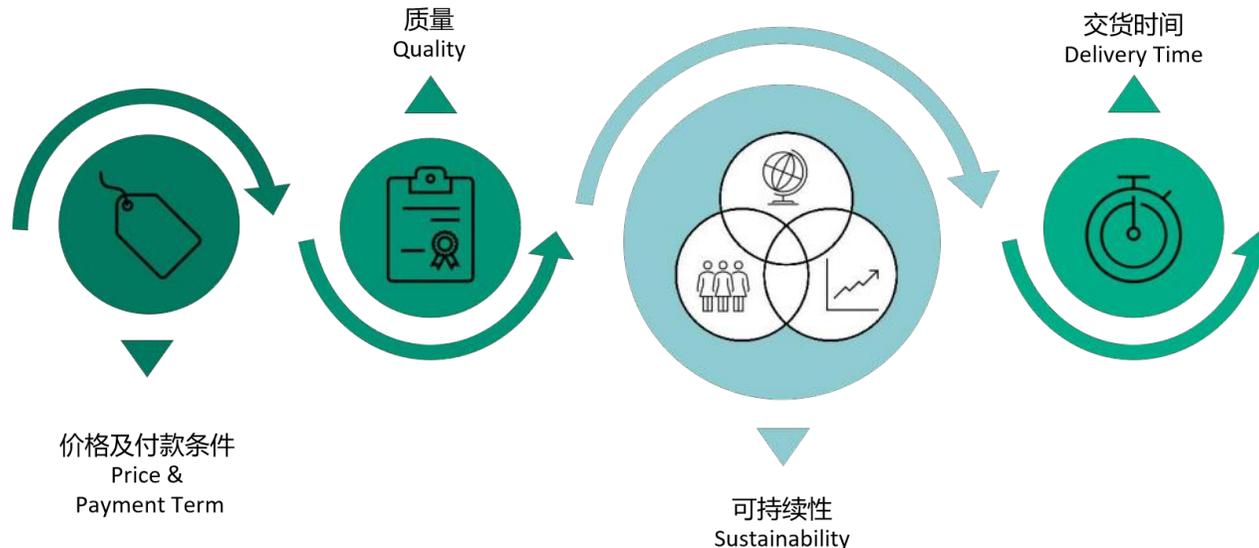


可持续采购

麦加芯彩通过将环保因素纳入供应商选择流程，开启可持续采购之旅。在上游供应链方面，我们与约50家主要集中在中国的供应商保持合作关系，采购包括环氧树脂、聚氨酯添加剂及钛白粉在内的关键原材料，以及货物物流公司。

我们从基础工作做起，包括优先选择具有环保意识的供应商及纳入基本可持续标准，同时承诺通过与合作伙伴的持续协作和经验分享，不断完善绿色供应链实践。我们致力于构建环境责任与商业价值协同共生的生态系统，通过负责的供应链管理实践，实现企业竞争力提升与地球环境改善的双赢格局。

麦加芯彩将遵守法律法规作为供应商选择的根本原则。我们通过综合评估推动绿色采购，优先考量以下4个因素：价格、质量、可持续性和交货周期。



Sustainable Procurement

MEGA P&C embarked the journey toward sustainable procurement by integrating environmental considerations into our supplier selection process. We maintain partnerships with ~50 suppliers, primarily based in China, for the procurement of critical raw materials including epoxy resins, polyurethane additives and titanium dioxide, along with cargo transportation providers.

We started with fundamental steps like prioritizing eco-conscious suppliers and incorporating basic sustainability criteria, while committing to grow our green supply chain practices through ongoing collaboration and knowledge-sharing with our partners. Our ultimate objective is to co-create an ecosystem where environmental stewardship and business growth become mutually reinforcing objectives, demonstrating that conscientious supply chain management can deliver both competitive advantage and positive planetary impact.

At MEGA P&C, compliance with laws and regulations is the foundation of our supplier selection process. Through comprehensive evaluation, we promote green procurement by prioritizing the following four factors: price, quality, sustainability, and delivery time.



供应商可持续发展评估计划 | Supplier Sustainability Assessment Initiative



96%
现有原材料供应商及物流供应商已正式签收确认《供应商行为准则》
of active raw material suppliers and logistics providers have officially acknowledged receipt of the Code of Conduct

麦加芯彩致力于通过所有商业决策和社会倡议推动涂料化工行业的可持续发展。我们以《联合国商业与人权指导原则》等国际标准为基础，制定了《供应商行为准则》，体现了我们对人权、工作条件、环境保护、道德规范及合规性不可妥协的承诺。我们期望与原材料供应商及服务提供商基于公平交易、诚信和相互尊重的原则建立合作关系，并要求他们遵循我们的《行为准则》，切实履行并遵守所有适用的法律法规。96% 现有原材料供应商及物流供应商⁽¹⁾ 已正式签收确认《行为准则》，明确同意若违反《麦加芯彩供应商行为准则》任何条款，麦加芯彩将保留进行业务评估、要求整改或终止合作关系的权利。

MEGA P&C is committed to promoting sustainable development in the coatings and chemical industry through all business decisions and social initiatives. Guided by international standards such as the UN Guiding Principles on Business and Human Rights, we have established our Supplier Code of Conduct. This represents our non-negotiable commitment to human rights, working conditions, environmental protection, ethics and compliance. We seek to establish cooperative relationships with our suppliers, including raw material suppliers and service providers, based on fair trade, honesty and mutual respect in accordance with our Code of Conduct. 96% of active raw material suppliers and logistics providers⁽¹⁾ have officially acknowledged receipt of the Code of Conduct, expressly agreeing that Mega P&C reserves the right to conduct business evaluations, demand corrective actions, or terminate partnerships in the event of any violation of the Mega P&C Supplier Code of Conduct.



96%
现有原材料供应商完成填报《供应商环境可持续发展披露表》
of active raw material suppliers have submitted "Supplier Environmental Sustainability Disclosure Form"

在2024年，麦加芯彩要求所有合作原材料供应商完整填报《供应商环境可持续发展披露表》。该标准化评估体系全面核查供应商环保治理体系，包括：绿色体系认证、气候行动承诺及社会责任认证等关键指标；96%完成填报并提交验证文件。基于评估结果及公司可持续发展战略，我们已制定升级版可持续采购标准⁽¹⁾。在2025年度，可持续发展部门将重点开展对5家核心供应商进行现场合规审计，组织专项利益相关方沟通会议，并提供定制化可持续发展能力建设培训。

In 2024, MEGA P&C requested all active raw material suppliers to complete the "Supplier Environmental Sustainability Disclosure Form". This standardized assessment evaluates suppliers' environmental governance frameworks, including but not limited to: green certifications, climate action commitments and social responsibility credentials. The initiative achieved a 96% response rate with validated documentation. Building on these findings and aligned with our ESG commitments, we have established enhanced sustainability procurement criteria⁽¹⁾. For 2025, our Sustainability Development Department will conduct on-site compliance audits for 5 suppliers, facilitate targeted stakeholder engagement sessions and deliver customized sustainability capacity-building programs.





试点项目案例：与科思创合作开展绿色运输试点 Pilot Project: Launching a green transport pilot with partner Covestro

自2024年7月起，麦加芯彩与战略合作伙伴科思创联合启动了绿色运输试点项目。该项目采用新能源卡车，将聚氨酯原材料从科思创上海一体化生产基地运输至我们南通生产基地，标志着双方将绿色物流理念正式纳入供应链体系的重要开端。截至2024年，我们已成功减少2790千克碳排放，这一成果充分展现了价值观契合的合作伙伴在推动可持续发展方面的巨大潜力。本次合作不仅为行业树立了绿色供应链的新标杆，更验证了通过技术创新与战略协同实现环境效益与商业价值双赢的可能性，为未来开展更深层次的可持续发展合作奠定了坚实基础。

MEGA P&C has partnered with Covestro to launch an innovative Green Transportation Pilot Project commencing July 2024. This strategic collaboration utilizes new energy vehicles to transport polyurethane raw materials from Covestro's Shanghai integrated production base to our Nantong manufacturing facility. The pilot represents a transformative approach to sustainable logistics, integrating low-carbon transportation solutions into our supply chain operations. Initial results demonstrate significant environmental impact, achieving a reduction of 2790kg in carbon emissions as of 2024. This successful cooperation exemplifies how shared sustainability values between partners can drive meaningful environmental progress, setting a new standard for eco-conscious collaboration in our industry and paving the way for greener supply chain practices.





公司网站
Company website



公司公众号
Company weibo
public account

附录

Appendices



附录

荣誉及认证

Appendix

Honors & Certifications





企业荣誉及认证 | Corporate Honors & Certifications



中质协质量保证中心：中国涂料行业首张ESG管理体系认证证书

中质协质量保证中心颁发的中国涂料行业首张ESG管理体系认证证书，标志着麦加芯彩在可持续发展领域取得重大突破。这一认证不仅是对公司ESG管理体系的权威认可，更正式开启了麦加芯彩系统化、标准化的可持续发展新征程，为行业树立了ESG实践标杆，同时强化了企业长期竞争力与品牌价值。

中质协质量保证中心 (CQC) 是中国国家认证的权威第三方机构，专门从事质量管理、环境安全及ESG等领域的认证服务，其认证结果具有国家公信力。

1st ESG management system certification in coatings industry by China Quality Certification Centre

The ESG management system certification issued by the China Quality Certification Centre (CQC), the first of its kind in China's coatings industry, represents a milestone in MEGA P&C's sustainability journey. This credential not only provides authoritative validation of MEGA P&C's ESG framework but also catalyzes MEGA P&C's embarkment on a structured path toward standardized sustainable development, setting an industry benchmark while enhancing long-term competitiveness and stakeholder trust.

The China Quality Certification Centre (CQC) is a nationally accredited third-party organization specializing in quality, environmental, and ESG certifications, with its credentials recognized as China's authoritative standard.

ISO 国际认证 (2024年度) ISO certification valid/obtained in 2024



ISO 9001
质量体系
Quality management



ISO 45001
职业健康安全管理
Occupational health and safety management



ISO 14001
环境管理
Environmental management



ISO 30415
人力资源
Human resource management



企业荣誉及认证 | Corporate Honors & Certifications

2024年度获得的主要荣誉与认证 | 2024 Major Awards & Recognitions



主办方/颁发机构 | Organizer

上海市政府/专精特新评选委员会
Shanghai Government/Specialized & Innovative SME Committee

雇主品牌研究所
Employer Brand Research Institute

中国涂料工业专业财经媒体《涂界》
China's coatings industry financial media "Coating World"

上海市知识产权局
Shanghai Intellectual Property Office

上海市院士(专家)工作站
Shanghai Academician (Expert) Workstation

中国集装箱行业协会
China Container Industry Association

上市公司ESG管理体系大会
Listed Companies ESG Management System Summit

奖项 | Award

“小巨人”企业品牌价值榜百佳企业
Top 100 Brands of "Little Giant" Enterprises (Specialized & Innovative SMEs)

DEI雇主大奖(多元、公平与包容职场认证)
DEI Employer Award (Diversity, Equity & Inclusion Workplace Certification)

“年度影响力企业大奖”、“年度影响力品牌大奖”、“年度创新发展大奖”、
“年度影响力人物大奖”(董事长黄雁夷)
"Enterprise of the Year Award", "Brand of the Year Award", "Innovation and Development Award",
"Influential Person of the Year Award" (President Wong Yin Yee)

专利工作示范单位
Patent Demonstration Enterprise

专家工作站“优秀”评级
"Excellent" Rating for Expert Workstation

集装箱绿色技术优秀项目
Outstanding Green Container Technology Project

社会管理实践优秀案例
Outstanding Case in Social Governance Practice



企业荣誉及认证 | Corporate Honors & Certifications

2024年度获得的主要荣誉与认证 | 2024 Major Awards & Recognitions

主办方/颁发机构 Organizer	奖项 Award
上海证券报 Shanghai Securities News	上市公司治理奖 Listed Company Governance Award
上海市工业经济联合会 Shanghai Federation of Industrial Economics	上海专精特新“小巨人”企业品牌价值榜“百佳企业” Shanghai's 100 Most Valuable Brands Among "Specialized & Innovative Little Giant" Enterprises

会员资格 | Association Memberships

主要行业协会 | Major Industry Association

中国涂料工业协会
China National Coatings Industry Association

江苏省可再生能源行业协会
Jiangsu Renewable Energy Industry Association

中国集装箱行业协会
China Container Industry Association

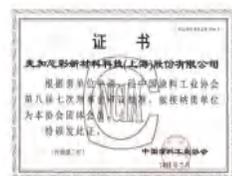
中国复合材料工业协会
China Composites Industry Association

中国农业机械行业协会风力机械分会
China Agricultural Machinery Industry Association - Wind Machinery Branch

中国光伏行业协会
China Photovoltaic Industry Association

上海涂料染料行业协会
Shanghai Coatings and Dyestuffs Industry Association

上海市化建协会
Shanghai Chemical & Construction Materials Trade Association



其他协会 | Other Associations

中国上市公司协会
China Association for Public Companies

中国复合材料学会
China Society for Composite Materials

上海市产业技术创新促进会
Shanghai Industrial Technology Innovation Promotion Association

上海市安全生产协会
Shanghai Work Safety Association

上海市嘉定区应急管理联合会
Shanghai Jiading District Emergency Management Federation

上海市嘉定区各地在嘉企业协会
Shanghai Jiading District Enterprises Association

南通市人才教育研究会
Nantong Talent Education Research Association

中国马来西亚商会
Malaysia-China Chamber of Commerce

附录

绩效数据表^{(1) (2)}

Appendix

Performances Tables^{(1) (2)}





绩效数据表 | Performances Tables

环境绩效 | Environmental Performance

	单位 Unit	上海 Shanghai	南通 Nantong	备注 Remarks
组织内部能源消耗量⁽¹⁾ Energy Consumption within the Group⁽¹⁾				
电 Electricity	吉焦 GJ	6,066.4	12,935.7	计算范围包括电力、天然气、氮气、柴油和汽油。The calculation includes electricity, natural gas, nitrogen, diesel, and gasoline.
天然气 Natural Gas	吉焦 GJ	NA	4,667.2	只用于RTO炉的废弃燃烧 Exclusively for exhaust gas incineration via RTO systems
氮气 Nitrogen	吉焦 GJ	NA	8,077.3	只用于储罐氮封 Exclusively used for tank nitrogen padding
其他, 包括柴油 Others, including diesel	吉焦 GJ	1,227.4	NA	
能源密集度 Energy Intensity				
单位产品能耗 Energy consumption per unit product	吉焦/吨 GJ/t	0.147	0.288	
碳排放 Greenhouse gas (GHG) Emissions				
范畴一温室气体排放 Scope 1 Emission	吨二氧化碳当量 tCo2e	129.3	282.39	
范畴二温室气体排放 ⁽²⁾ Scope 2 Emission ⁽²⁾	吨二氧化碳当量 tCo2e	986.8	2,104.21	
温室气体排放强度 Greenhouse Gas (GHG) Emission Intensity				
单位产品能耗 Energy consumption per unit product	千克标准煤/吨 kgce/t	9.82	9.82	

(1) 我们的能源消耗计算遵循ISO 50001《能源管理体系》标准，涵盖范围1和范围2排放，主要通过现场计量系统和经核实的公用事业账单记录采集数据，而电网排放因子数据源自国家电网(2024)发布。Our energy consumption calculations comply with the ISO 50001 (Energy Management Systems) standard, covering Scope 1 and Scope 2 emissions. Data is primarily collected through on-site metering systems and verified utility bill records, and grid emission factors are sourced from the State Grid Corporation's official 2024 publication.

(2) 以市场为基础的能源间接(范围2)温室气体排放总量为1,847.4吨CO₂e。The total market-based energy indirect (Scope 2) greenhouse gas emissions amount to 1,847.4 tons CO₂e.



绩效数据表 | Performances Tables

环境绩效 | Environmental Performance

	单位 Unit	上海 Shanghai	南通 Nantong	备注 Remarks
气体排放检测因子 ⁽¹⁾ Air Emission Monitoring Parameters ⁽¹⁾				
三氯氟甲烷 (CFC-11) Trichlorofluoromethane	公吨 metric tons	NA	NA	
挥发性有机物 (VOCs) Volatile Organic Compounds	公吨 metric tons	0.018774	5.1032	
氮氧化物 (NOx) Nitrogen Oxides	公吨 metric tons	NA	0.4268	
硫氧化物 (SOx) Sulfur Oxides	公吨 metric tons	NA	0.09334	
有害空气污染物 (HAP) Hazardous Air Pollutants	公吨 metric tons	NA	NA	
悬浮微粒 / 颗粒物 (PM) Particulate Matter	公吨 metric tons	0	0.13999	
Water Consumption				
取水量 Water Intake	吨 ton	27224	37406	
排水量 Water Discharge	吨 ton	245.5	3488	
耗水量 Water Consumption	吨 ton	26978.5	33918	
水强度 Water intensity				
单位产品水耗 Water consumption per unit product	立方米 m ³	0.51	0.47	
单位产值水耗 Water consumption per unit of output value	立方米 m ³	0.33	0.24	
人均水耗 Per capita water consumption	立方米 m ³	170.15	318.12	
一般固废产生 General Solid Waste Generation				
可回收包装材料 Recyclable Packaging Materials	吨 ton	151.1	49.52	
金属类可回收物 Metal Recyclables	吨 ton	NA	11.15	
工艺废弃物 Process Waste	吨 ton	58.41	151.06	
不可回收废物 Non-Recyclable Waste	吨 ton	NA	160.99	



绩效数据表 | Performances Tables

环境绩效 | Environmental Performance

	单位 Unit	上海 Shanghai	南通 Nantong	备注 Remarks
危废产生 Hazardous Waste				
报废涂料类 Expired/Scrap Coatings	吨 ton	32.07	311.73	含研发废弃物 Includes R&D waste
包装废弃物 Packaging Waste	数量 no.	4322	77615	含废包装桶/IBC桶 Includes drums, IBC totes
污泥及工艺残渣 Sludge & Process Residues	吨 ton	7.42	527.36	含污泥、清洗废液、除尘灰 Includes sludge, cleaning wastewater, dust ash
过滤废弃物 Filtration Waste	吨 ton	1.27	45.9	含废活性炭/RO膜/滤网 Includes activated carbon, RO membranes, filter screens
含油废物 Oily Waste	吨 ton	0	1.5	废机油 Includes waste engine oil
危险工艺废物 Hazardous Process Waste	吨 ton	33.08	608.94	含废涂料板、滤袋及包装物 Includes coating boards, filter bags, packaging
可回收金属 Recyclable Metals	吨 ton	67.96	0	
不可回收一般废物 Non-Recyclable General Waste	吨 ton	0	0	



绩效数据表 | Performances Tables

社会绩效 | Social Performance

	单位 Unit	上海 Shanghai		南通 Nantong		珠海 ⁽¹⁾ Zhuhai ⁽¹⁾		香港 Hong Kong	
员工总数 ⁽²⁾ Total Workforce ⁽²⁾	人数 no. of people	273		111		2		7	
员工 Workforce		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
永久雇员 Permanent Employees	人数 no. of people	102	15	12	4	0	0	5	2
临时员工 Temporary Employees	人数 no. of people	0	0	0	0	0	0	0	0
無時數保證的員工 Employees Without Guaranteed Hours	人数 no. of people	0	0	0	0	0	0	0	0
全職員工 Full-time Employees	人数 no. of people	103	53	63	32	1	1	0	0
兼職員工 Part-time Employees	人数 no. of people	0	0	0	0	0	0	0	0
员工按国籍分布 Workforce by nationality		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
中国 Chinese	人数 no. of people	204	67	75	36	1	1	5	2
马来西亚 ⁽³⁾ Malaysian ⁽³⁾	人数 no. of people	1	1	0	0	0	0	0	0
员工按年龄分布 Workforce by age group		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
< 30	人数 no. of people	35	12	3	4	0	1	0	0
	% ⁽⁴⁾	17		6		50		0	
30 - 50	人数 no. of people	138	38	60	30	1	0	1	1
	%	65		81		50		29	
> 50	人数 no. of people	32	18	12	2	0	0	4	1
	%	18		13		0		71	

(1) 珠海工厂未纳入本年度 (2024) 报告统计范围, 因其于2025年正式投产运营。The Zhuhai plant is excluded from this report's scope (2024) as it commenced operations in 2025.

(2) 员工总数不包括非員工的工作者。Total Workforce does not include Non-employee workers.

(3) 所有马来西亚籍員工均为永久雇员。All Malaysian employees are permanent employees.

(4) 绩效表中所有灰色背景标注的百分比 (%) 均表示该部分人员占该办公场所員工总数的比例。All percentage values (%) with a grey background in the performance tables indicate the headcount ratio of each segment against workforce of its operating site.



绩效数据表 | Performances Tables

社会绩效 | Social Performance

	单位 Unit	上海 Shanghai		南通 Nantong		珠海 Zhuhai		香港 Hong Kong	
		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
员工按管理层级划分布 Workforce by managerial grading									
管理层人数 Employee with managerial grading	人数 no. of people	56	35	3	3	0	0	0	1
	%	33		5		0		14	
员工按类别分布 Workforce by employee category									
行政及财务人员 Administrative & Financial Staff	人数 no. of people	10	32	11	16	0	1	5	2
	%	15		24		50		100	
销售人员 Sales Personnel	人数 no. of people	26	20	0	0	0	0	0	0
	%	17		0		0		0	
生产人员 Production Staff	人数 no. of people	29	4	64	20	1	0	0	0
	%	12		76		50		0	
现场服务 Technical Service Personnel	人数 no. of people	80	6	0	0	0	0	0	0
	%	32		0		0		0	
技术人员 Technical Staff	人数 no. of people	61	5	0	0	0	0	0	0
	%	24		0		0		0	
员工按多元化指标分布 Workforce by diversity metrics									
少数民族 Ethnic minorities	人数 no. of people	10	0	7	1	0	0	0	0
	%	4		7		0		0	
退伍军人 Veterans	人数 no. of people	8	0	4	0	0	0	0	0
	%	3		4		0		0	
残疾人 Persons with disabilities	人数 no. of people	1	2	0	1	0	0	0	0
	%	1		1		0		0	



绩效数据表 | Performances Tables

社会绩效 | Social Performance

	单位 Unit	上海 Shanghai		南通 Nantong		珠海 Zhuhai		香港 Hong Kong	
		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
新招聘员工 ⁽¹⁾ New hire ⁽¹⁾									
新招聘员工总人数 Total new hire	人数 no. of people	25	18	18	1	1	1	5	2
新招聘员工男女比例 Gender distribution of total new hire	%	58	42	95	5	50	50	71	29
按年龄组分段的新招聘员工 New hire by age group									
< 30	人数 no. of people	16	4	3	0	0	1	0	0
30 - 50	人数 no. of people	7	13	14	1	1	0	1	1
> 50	人数 no. of people	2	1	1	9	0	0	4	1
员工总流动率 ⁽¹⁾ Total employee turnover ⁽¹⁾									
离职员工总人数 Total employee turnover	人数 no. of people	27	6	25	0	0	0	0	0
离职员工男女比例 Gender distribution of total employee turnover	%	82	18	100	0	N/A	N/A	N/A	N/A
按年龄组分段的员工流动率 Employee turnover by age group									
< 30	人数 no. of people	12	3	3	0	N/A	N/A	N/A	N/A
30 - 50	人数 no. of people	10	2	18	0	N/A	N/A	N/A	N/A
> 50	人数 no. of people	5	1	4	0	N/A	N/A	N/A	N/A
育婴假 Parental Leave (Maternity/Paternity Leave)									
符合育婴假资格的员工总数 Total employees eligible for parental leave	人数 no. of people	102	15	12	4	0	0	5	2
实际使用育婴假的员工总数 Total employees who took parental leave	人数 no. of people	3	2	3	3	0	0	0	0
报告期内休完育婴假返岗员工数 Employees who returned to work after leave during reporting period	人数 no. of people	3	2	3	3	N/A	N/A	N/A	N/A
返岗后12个月仍在职人员数 12-month retention rate after return	人数 no. of people	3	2	3	3	N/A	N/A	N/A	N/A
育婴假返岗及留任率 Return-to-work and retention rate after leave	%	100	100	100	100	N/A	N/A	N/A	N/A



绩效数据表 | Performances Tables

社会绩效 | Social Performance

	单位 Unit	上海 Shanghai		南通 Nantong		珠海 Zhuhai		香港 Hong Kong	
每名員工每年接受訓練的平均時數 Average training hours/employee /year		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
行政及财务人员 Administrative & Financial Staff	小时 hours	10.9	11	7	13	N/A	8	0	0
销售人员 Sales Personnel	小时 hours	14.5	25.9	N/A	N/A	N/A	N/A	N/A	N/A
生产人员 Production Staff	小时 hours	53.6	51.3	39	19	8	N/A	N/A	N/A
现场服务 Technical Service Personnel	小时 hours	37.3	10.7	N/A	N/A	N/A	N/A	N/A	N/A
技术人员 Technical Staff	小时 hours	28.4	33.6	N/A	N/A	N/A	N/A	N/A	N/A
定期接受績效及職業發展檢核的員工 ⁽¹⁾ Employees subject to regular performance and career development reviews ⁽¹⁾		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
行政及财务人员 Administrative & Financial Staff	人数 no. of people	14	26	9	18	N/A	1	5	2
	%	15		24		50		100	
销售人员 Sales Personnel	人数 no. of people	17	12	N/A	N/A	N/A	N/A	N/A	N/A
	%	11		N/A		N/A		N/A	
生产人员 Production Staff	人数 no. of people	28	4	66	18	1	N/A	N/A	N/A
	%	12		76		50		N/A	
现场服务 Technical Service Personnel	人数 no. of people	77	5	N/A	N/A	N/A	N/A	N/A	N/A
	%	30		N/A		N/A		N/A	
技术人员 Technical Staff	人数 no. of people	56	4	N/A	N/A	N/A	N/A	N/A	N/A
	%	22		N/A		N/A		N/A	

- 72 - ⁽¹⁾ 未过试用期和副总级别以上不参加绩效考核。 Employees who have not passed the probationary period and those at the deputy general manager level or above are not subject to performance evaluations.



绩效数据表 | Performances Tables

社会绩效 | Social Performance

	单位 Unit	上海 Shanghai		南通 Nantong		珠海 Zhuhai		香港 Hong Kong	
		男 M	女 F	男 M	女 F	男 M	女 F	男 M	女 F
非員工的工作者 ⁽¹⁾ Non-employee workers ⁽¹⁾									
非員工的工作者总人数 Total non-employee workers	人数 no. of people	156	3	33	1	0	0	0	0
非員工的工作者按类别分布 Types of non-employee workers									
劳务外包 Labor outsourcing	人数 no. of people	155	3	33	1	N/A	N/A	N/A	N/A
实习生 Interns	人数 no. of people	1	0	0	0	N/A	N/A	N/A	N/A
新招聘非員工的工作者 ⁽²⁾ New hire of non-employee workers ⁽²⁾									
新招聘非員工的工作者总人数 Total new hire of non-employee workers	人数 no. of people	136	2	33	1	N/A	N/A	N/A	N/A
新招聘非員工的工作者男女比例 Gender distribution of non-employee workers	%	99	1	97	3	N/A	N/A	N/A	N/A
按年龄组分段的非員工的工作 New hire of non-employee workers by age group									
< 30	人数 no. of people	54	0	3	0	N/A	N/A	N/A	N/A
30 - 50	人数 no. of people	82	4	27	1	N/A	N/A	N/A	N/A
> 50	人数 no. of people	19	0	3	0	N/A	N/A	N/A	N/A
非員工的工作者总流动率 ⁽²⁾ Total non-employee workers turnover ⁽²⁾									
离职非員工的工作者总人数 Total non-employee workers turnover	人数 no. of people	48	0	9	0	N/A	N/A	N/A	N/A
离职员工男女比例 Gender distribution of non-employee workers	%	100	0	100	0	N/A	N/A	N/A	N/A
按年龄组分段的非員工的工作者流动率 Non-employee workers turnover by age group									
< 30	人数 no. of people	8	0	0	0	N/A	N/A	N/A	N/A
30 - 50	人数 no. of people	40	0	9	0	N/A	N/A	N/A	N/A
> 50	人数 no. of people	0	0	0	0	N/A	N/A	N/A	N/A

附录

补充资料

Appendix

Additional Information





补充资料: 公司治理 | Additional Information Regarding Corporate Governance

最高管治机构的主席 | Chair of the Supreme Governing Body

董事会董事长 Chairperson of the Board of Directors

本公司最高管治机构为董事会，董事长黄雁夷女士同时担任总经理职务，主要职能包括：

- 主持生产经营管理，执行董事会决议并汇报工作；
- 组织实施年度经营计划及投资方案；
- 决策董事会授权范围内的投资事项；
- 拟定公司管理机构设置方案。

该安排基于黄女士作为创始人的卓越管理经验，经董事会决议通过。

利益冲突防范措施：

- 总经理的聘任须严格遵循董事会提名委员会⁽¹⁾制定的选聘标准与流程；
- 总经理每年向董事会提交《工作报告》接受审议；
- 对重大事项实行分级授权，明确总经理决策权限边界。

The Board of Directors serves as the company's supreme governing body. Ms. Wong Yin Yee, the Chairperson of the Board, concurrently holds the executive position of General Manager. Her responsibilities include:

- Overseeing daily operations and implementing Board resolutions, while reporting to the Board;
- Executing annual business plans and investment projects;
- Approving investment proposals within Board-authorized limits;
- Proposing internal organizational structures.

This dual appointment reflects Ms. Wong Yin Yee's founding status and her decades of demonstrated leadership in operations, production, and project execution, as formally endorsed by the Board.

Conflict Mitigation Measures:

- The appointment of the General Manager must strictly adhere to the selection criteria and procedures established by the Board Nomination Committee⁽¹⁾;
- Annual submission and Board review of the GM Work Report;
- Tiered authorization system for major matters (related-party transactions, investments, guarantees, etc.), with defined decision-making limits for the GM role.

⁽¹⁾ 为规范董事及高级管理人员的选任程序、优化治理结构并确保合规性，麦加芯彩依据《公司法》及章程设立董事会提名委员会。该委员会由三名董事组成，其中包含两名独立董事并由独立董事担任召集人。根据公司治理要求，委员会主要职责包括制定董事及高管的选聘标准与流程，审查候选人资质并提出提名建议，以完善公司治理体系。

To standardize the appointment procedures for directors and senior management, optimize governance structure, and ensure compliance, MEGA P&C has established a Board Nomination Committee in accordance with the Company Law and our Articles of Association. The Committee consists of three directors, including two independent directors with an independent director serving as convener. In line with corporate governance requirements, the Committee's primary responsibilities include developing selection criteria and procedures for directors and executives, reviewing candidate qualifications, and providing nomination recommendations to enhance corporate governance.



补充资料: 我们对可持续发展的承诺 | Additional Information Regarding Our Commitment to Sustainability

可持续发展与负责任商业行为承诺 | Commitment to Sustainable Development and Responsible Business Practices



我们坚定地将可持续发展理念融入企业战略与日常运营，通过负责的商业实践为所有利益相关方创造持久价值。在此郑重承诺：

1. 人权保障

我们严格遵循《联合国商业与人权指导原则》(UNGPs)，制定并实施《人权尽责管理政策》，明确禁止强迫劳动、童工、歧视及不公平待遇，保障员工、供应链工作者及社区的基本权利。

2. 诚信经营

我们在所有业务中贯彻透明与诚信原则，确保商业决策符合国际规范和当地法律。

3. 包容共赢

通过《多元化与包容性政策》，我们推动职场平等，为弱势群体提供公平机会，并定期开展人权影响评估以识别和缓解潜在风险。

本政策已获管理层批准，并通过员工培训、供应链行为准则及独立审计等机制确保有效实施⁽¹⁾。



We are committed to integrating sustainable development principles into our corporate strategy and operations, driving long-term value for stakeholders through responsible business conduct. Our public commitments include:

1. Respect for Human Rights

We strictly adhere to the UN Guiding Principles on Business and Human Rights (UNGPs), implementing a Human Rights Due Diligence Policy that explicitly prohibits forced labor, child labor, discrimination, and unfair treatment, safeguarding the fundamental rights of employees, supply chain workers, and communities.

2. Ethical Business Conduct

We ensure transparency and integrity across all operations, with business decisions aligned with international standards and local laws.

3. Inclusive Growth

Through our Diversity and Inclusion Policy, we promote workplace equality, provide equitable opportunities for disadvantaged groups, and conduct regular human rights impact assessments to identify and mitigate risks.

This policy has been approved by the top management and is enforced through training, supplier codes of conduct, and third-party audits⁽¹⁾.

⁽¹⁾ 所有可持续发展政策均纳入战略与可持续发展委员会的合规治理体系，由可持续发展部联合各业务部门实施跨部门整合及日常运营落地，覆盖供应链环节。All sustainability policies are integrated into the compliance governance framework of the Strategy and Sustainability Committee, with cross-departmental implementation and daily operations led by the Sustainability Department in collaboration with all relevant business units, encompassing the supply chain.



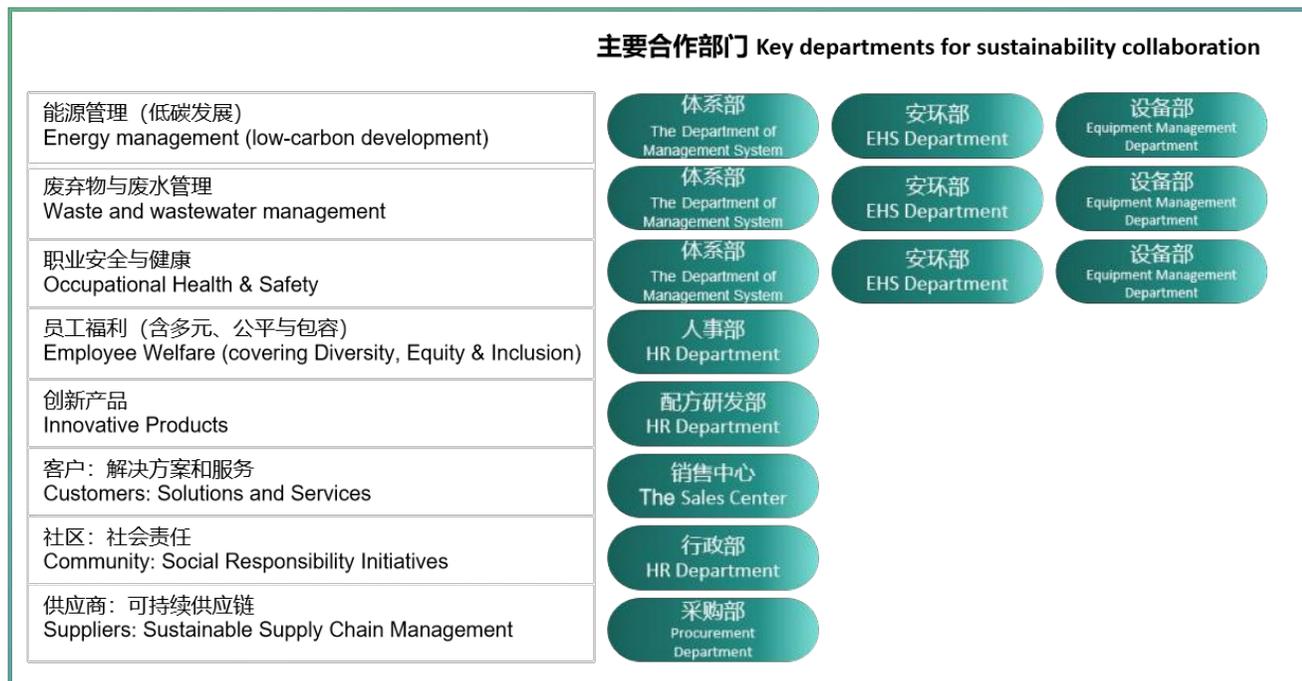
补充资料: 可持续发展 - 策略与管理 | Sustainability - Strategies and Management

负责可持续发展的主要部门 | Key departments responsible for sustainable development

战略方向
Strategies



运营操作
Operation





补充资料: 实质性议题整合流程 | Material Topics Consolidation Process

合作公司治理
Corporate
Governance

绿色环境
Green
Environment

企业文化
Corporate Culture

创新产品
Innovative
Products

合作伙伴
Partners

为提升聚焦性与战略协同性，原15个ESG实质性议题被精简为8大主题。其中公司治理和商业道德及风险管理因已单独列入年报，未纳入本次整合。

调整后的议题通过合并关联领域、强化核心重点：

- 绿色制造和环境影响整合为能源管理（低碳发展）；
- 排水与废弃物管理单独保留；
- 职业安全与员工健康维持不变，员工培训，福利与员工关怀和多元共融合并为员工福利（含多元、公平与包容）；
- 研发和创新升级为创新产品，突出成果导向；
- 客户隐私与服务质量和客户满意度归并为客户：解决方案和服务；
- 公共事务与社会参与调整为社区：社会责任；
- 供应商管理和绿色物流整合为供应商：可持续供应链管理，纳入更广ESG要求。

此次整合避免了内容重复，更清晰反映重点议题，同时全面覆盖利益相关方关切。

To enhance focus and strategic alignment, the original 15 material ESG topics have been refined into 8 key themes, excluding Corporate Governance and Business Ethics and Risk Management, which remain standalone in the annual report. The consolidation merges overlapping areas while preserving core priorities:

- Green Manufacturing and Environmental Impact are streamlined into Energy Management (Low-Carbon Development).
- Wastewater and Waste Management stands as a dedicated topic.
- Occupational Safety and Employee Health remains unchanged, while Employee Training, Employee Benefits and Welfare and DEI merge into Employee Welfare (covering Diversity, Equity & Inclusion).
- R&D and Innovation evolves into Innovative Products, emphasizing output.
- Customer Privacy and Service Quality combine under Customers: Solutions and Services.
- Public Affairs and Community Involvement is reframed as Community: Social Responsibility Initiatives.
- Supplier Management and Green Logistics are consolidated into Suppliers: Sustainable Supply Chain Management, integrating broader ESG criteria.

This restructuring ensures clarity, reduces redundancy, and aligns with stakeholder expectations while maintaining comprehensive coverage of material issues.



补充资料: 麦加芯彩申诉机制 | MEGA P&C Grievance Mechanism

申诉机制流程 | Grievance Mechanism Process

「申诉」是什么？

「申诉」可以被定义为员工在工作场所可能存在的任何担忧、不开心或不满。

所有麦加员工，无论其职务或资历，都可透过麦加员工申诉机制提出申诉。

如何提出申诉？

- 口头提出投诉 (如向直属主管投诉)**
我们鼓励员工以坦荡并具建设性的方式与其直属主管讨论他们的疑虑。如果问题仍未能解决或直属主管是申诉对象，员工则可以按照麦加员工申诉机制向申诉机制负责人提出申诉。
- 通过麦加员工申诉机制申诉表向申诉机制负责人提出投诉**
麦加员工申诉机制旨在确保申诉得到公平有效的处理，以及当员工无法与直属主管解决问题时，有机会将问题呈交到管理层作进一步处理。

申诉可能与以下方面有关：

私人关系

例：同事间冲突；
身体或言语骚扰

契约权利

例：延迟支付工资；
工作设备不足以确
保安全工作

人权和劳动权利

例：员工因性别、
出生地等受到歧视

申诉机制：处理员工申诉的步骤

- 1 确认收到申诉**
- 2 分析调查**
- 3 调解**
- 4 总结会议**
- 5 上诉 (如需要)**

所有麦加芯彩员工，无论其职务或资历，均可通过麦加芯彩员工申诉机制提出申诉。

- 1. 确认收到申诉：**申诉机制负责人将通过一份简短的说明信确认收到书面申诉表，并承诺跟进进度。
- 2. 分析调查：**申诉机制负责人将对申诉进行正式登记、分类和调查。
- 3. 调解：**完成申诉分析后，申诉机制负责人将召集举报人及相关员工参加线上或线下会议。会议期间，负责人将提出潜在解决方案，并征求举报人的同意。
- 4. 总结会议：**在调解会议期间，双方应就拟采取的纠正/改进措施和时间表达成协议。
- 5. 上诉 (如需要)：**若相关员工对申诉决定不满意，可向总经理提出上诉请求。

All MEGA P&C's employees, regardless of their position or seniority, can file complaints through the MEGA P&C's Grievance Mechanism.

- 1. Acknowledgment of Receipt:** The grievance mechanism officer will confirm receipt of the written complaint form with a brief acknowledgment letter, committing to follow up on the progress.
- 2. Analysis and Investigation:** The grievance mechanism officer will formally register, categorize, and investigate the complaint.
- 3. Mediation:** After completing the complaint analysis, the grievance mechanism officer will convene an online or offline meeting with the complainant and the relevant employee(s). During the meeting, the officer will propose potential solutions and seek the complainant's agreement.
- 4. Summary Meeting:** Ideally, both parties will reach an agreement on corrective/improvement measures and timelines during the mediation meeting.
- 5. Appeal (if necessary):** If the relevant employee is dissatisfied with the complaint resolution, they may submit an appeal request to the General Manager.



补充资料: 职业安全卫生 | Additional Information Regarding Occupational Health and Safety

生产工序以及岗位的危害因素 | Hazards in Production Processes and Work Positions

评价单元 Evaluation Unit	工序/岗位 Process/ Position	作业点 Work Area	设备 Equipment		职业病危害因素识别 Occupational Hazard Identification	主要防护设施 Primary Safety Facilities	个体防护 PPE
			名称 Name	数量(台) Quantity			
生产单元 Production Unit	投料搅拌分散岗位 Mixing & Dispersion Position	投料搅拌分散操作位 Mixing & Dispersion Station	高速分散机 High-speed Dispenser	14	环氧树脂、丙二醇丙醚、二乙二醇单己醚、矽尘、二氧化钛粉尘、滑石粉尘、重晶石粉尘(硫酸钡)、氧化铁粉尘、噪声 Epoxy resin, propylene glycol propyl ether, diethylene glycol monohehexyl ether, silica dust, titanium dioxide dust, talc dust, barite dust (barium sulfate), iron oxide dust, noise	吸风罩+滤筒除尘+活性炭吸附+减振基础 Air hood + Cartridge dust removal + Activated carbon adsorption + Vibration-damping base	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
	研磨岗位 Grinding Position	研磨操作位 Grinding Station	卧式研磨机 Horizontal Grinder	5	环氧树脂、丙二醇丙醚、二乙二醇单己醚、噪声 Epoxy resin, propylene glycol propyl ether, diethylene glycol monohehexyl ether, noise	自带废气收集管道+活性炭吸附+减振基础 Built-in exhaust gas collection pipe + Activated carbon adsorption + Vibration-damping base	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
	过滤灌装包装岗位 Filtration & Filling Position	过滤灌装包装操作位 Filtration & Filling Station	移动拉缸 Mobile Mixing Tank	10	环氧树脂、丙二醇丙醚、二乙二醇单己醚、噪声 Epoxy resin, propylene glycol propyl ether, diethylene glycol monohehexyl ether, noise	吸风罩+活性炭吸附+减振基础 Air hood + Activated carbon adsorption + Vibration-damping base	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
				自动灌装机 Automatic Filling Machine	7	噪声 Noise	吸风罩+活性炭吸附+减振基础 Air hood + Activated carbon adsorption + Vibration-damping base



补充资料: 职业安全卫生 | Additional Information Regarding Occupational Health and Safety

生产工序以及岗位的危害因素 | Hazards in Production Processes and Work Positions

评价单元 Evaluation Unit	工序/岗位 Process/ Position	作业点 Work Area	设备 Equipment		职业病危害因素识别 Occupational Hazard Identification	主要防护设施 Primary Safety Facilities	个体防护 PPE
			名称 Name	数量(台) Quantity			
生产单元 Production Unit			气动隔膜泵 Pneumatic Diaphragm Pump	21	噪声 Noise	吸风罩+活性炭吸附+减振基础 Air hood + Activated carbon adsorption + Vibration-damping base	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
	配料岗位 Batching Position	配料操作位 Batching Station	/	/	环氧树脂、丙二醇丙醚、二乙二醇单己醚、矽尘、二氧化钛粉尘、滑石粉尘、重晶石粉尘(硫酸钡)、氧化铁粉尘 Epoxy resin, propylene glycol propyl ether, diethylene glycol monoethyl ether, silica dust, titanium dioxide dust, talc dust, barite dust (barium sulfate), iron oxide dust	吸风罩+滤筒除尘+活性炭吸附 Air hood + Cartridge dust removal + Activated carbon adsorption	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
辅助单元 Auxiliary Unit	检测岗位 Testing Position	喷涂操作位 Spraying Station	喷枪 Spray Gun	2	环氧树脂、丙二醇丙醚、二乙二醇单己醚 Epoxy resin, propylene glycol propyl ether, diethylene glycol monoethyl ether	水幕帘+活性炭吸附 Water curtain + Activated carbon adsorption	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
		烘干操作位 Drying Station	恒温干燥箱 Constant Temperature Drying Oven	3	环氧树脂、丙二醇丙醚、二乙二醇单己醚 Epoxy resin, propylene glycol propyl ether, diethylene glycol monoethyl ether	吸风罩+活性炭吸附 Air hood + Activated carbon adsorption	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes
	叉车岗位 Forklift Position	叉车操作位 Forklift Operation Station	柴油叉车 Diesel Forklift	9	一氧化碳、氮氧化物、噪声 Carbon monoxide, nitrogen oxides, noise	减振基础、尾气净化器 Vibration-damping base + exhaust gas purifier	耳塞+防护服+防护鞋 Earplugs + Protective clothing + Safety shoes



补充资料: 职业安全卫生 | Additional Information Regarding Occupational Health and Safety

生产工序以及岗位的危害因素 | Hazards in Production Processes and Work Positions

评价单元 Evaluation Unit	工序/岗位 Process/Position	作业点 Work Area	设备 Equipment		职业病危害因素识别 Occupational Hazard Identification	主要防护设施 Primary Safety Facilities	个体防护 PPE			
			名称 Name	数量(台) Quantity						
辅助单元 Auxiliary Unit	巡检岗位 Inspection Position	配电室巡检操作位 Power Distribution Room Inspection	配电柜 Power Distribution Cabinet	15	工频电场 Power frequency electric field	屏蔽+接地 Shielding + Grounding	绝缘手套+防护服+防护鞋 Insulating gloves + protective clothing + protective shoes			
			空压机 Air Compressor	3				噪声 Noise	减振基础 Vibration-damping base	耳塞+防护服+防护鞋 Earplugs + Protective clothing + Safety shoes
			纯水机 Water Purifier	1				噪声 Noise	减振基础 Vibration-damping base	耳塞+防护服+防护鞋 Earplugs + Protective clothing + Safety shoes
	危废整理岗位 Hazardous Waste Handling Position	危废整理操作位 Hazardous Waste Handling Station	/	/	环氧树脂、丙二醇丙醚、二乙二醇单己醚、二氧化钛粉尘、滑石粉尘、重晶石粉尘(硫酸钡)、氧化铁粉尘、氨、硫化氢 Epoxy resin, propylene glycol propyl ether, diethylene glycol monoethyl ether, titanium dioxide dust, talc dust, barite dust (barium sulfate), iron oxide dust, ammonia, hydrogen sulfide	/	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes			
	设备清洗岗位 Equipment Cleaning Position	设备清洗操作位* Equipment Cleaning Station			环氧树脂、丙二醇丙醚、二乙二醇单己醚 Epoxy resin, propylene glycol propyl ether, diethylene glycol monoethyl ether	吸风罩+滤筒除尘+活性炭吸附 Suction hood + Cartridge dust filtration + Activated carbon adsorption	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes			
废水处理站药剂添加、污泥压滤及巡检岗位 Wastewater Treatment Station Position	废水处理站药剂添加、污泥压滤及巡检操作位 Wastewater Treatment Station	污泥压滤机 Sludge Filter Press	1	氢氧化钠、氨、硫化氢、噪声 Sodium hydroxide, ammonia, hydrogen sulfide, noise	减振基础 Vibration-damping base	防尘毒口罩+耳塞+防护服+防护鞋 Dust and toxic gas mask + Earplugs + Protective clothing + Safety shoes				



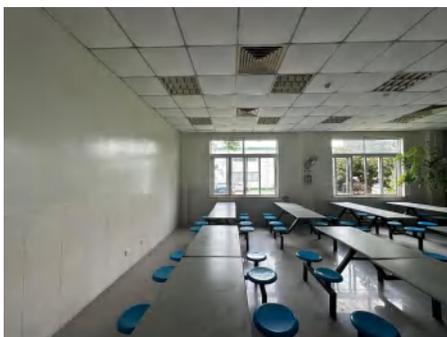
补充资料: 员工福利 | Additional Information Regarding Employee Welfare

健康职场

为促进员工健康，我们在上海和南通的工作场所每日为全体员工提供健康餐饮和专用休息区（部分场地设宠物友好空间）。营养均衡的餐食为员工补充能量，舒适的休息空间让员工在工作间隙得到身心的放松，这些健康配套设施体现了我们持续为员工创造兼顾身体滋养与精神恢复的工作环境的承诺。

Cultivating Wellness

We are committed to fostering employee well-being through daily nutritious meals and dedicated recharge zones at our Shanghai and Nantong campuses (with select pet-friendly spaces). Our balanced meals provide sustained energy, while thoughtfully designed rest areas offer mental respite during the workday. These initiatives reflect our holistic approach to workplace wellness – nourishing both body and mind.





补充资料: 员工福利 | Additional Information Regarding Employee Welfare

全职员工的标准福利 | Standard Benefits for Full-Time Employees

1 保障

- 为员工办理工会卡, 提供重大疾病保险、意外伤害全残或意外身故保障、疾病身故保障

2 假期

- 依法提供产假、配偶陪产假、育儿假、流产假、护理假等法定假期

3 员工持股计划

- 员工可参与公司持股计划⁽¹⁾

4 退休制度

- 按国家规定执行, 办理退休证、养老金申领等
- 设有退休员工返聘计划⁽²⁾

5 员工技能提升计划

- 内部培训: 各部门定期安排专业培训
- 外部进修资助: 依据《学历职称技能津贴管理制度》, 资助员工提升学历、职称及职业技能
- 调岗培训: 员工调岗时将提供针对性培训, 确保适应新岗位
- 培训后保障: 确保员工完成培训后返回原岗位或新岗位

1 Insurance Coverage

- Union card registration, life insurance, critical illness insurance, and accident insurance

2 Leave Policies

- Statutory leaves including maternity leave, paternity leave, parental leave, miscarriage leave, and family care leave

3 Employee Stock Ownership Program (ESOP)

- Eligible employees may participate⁽¹⁾

4 Retirement Plan

- Handle retirement documentation and pension claims in compliance with statutory requirements
- Re-employment program for retired employees⁽²⁾

5 Employee Development Programs

- Internal Training: Department-specific training sessions
- External Education Support: Financial aid for further education or certifications under the "Academic & Vocational Skill Allowance Policy"
- Job Transfer Training: Customized training for role transitions
- Post-Training Guarantee: Job position protection upon training completion

⁽¹⁾ 员工持股计划总人数19位, 总计持股324万股。 19 employees hold a combined total of 3.24 million shares under the ESOP.

⁽²⁾ 2024年通过返聘计划成功召回4名退休员工。 4 retired employees returned to company through Re-employment program in 2024.



补充资料: 非员工的工作者聘请流程 | Additional Information Regarding Hiring Process of Non-employee Workers

2024年因产量大幅提升, 我们新增了合作方, 最终与4家劳务外包供应商(承包商)合作, 以覆盖箱漆技服和风电技服等新增需求。

非员工的工作者(外包) 岗位范围

- 仅适用于生产操作、物流搬运、技术服务、文员等非核心岗位的外包

承包商准入评估标准

- 基于以下维度进行综合评估: 法定资质、制造业经验、风控能力、成本合理性

非员工的工作者准入流程

1. 人员资料提交:
 - 外包供应商提供人员体检报告
 2. 风险筛查:
 - 我司进行背景审查(含犯罪记录核查)
 3. 现场核验, 包括:
 - 劳保用品配发情况检查
 4. 安全培训(与正式员工标准一致), 包括:
 - 岗前安全培训
 - PPE正确穿戴示范
 - 设备急停按钮位置识别
 - 应急逃生路线演练
- 所有培训时长均计入工时并支付报酬

In 2024, due to a significant increase in production, we expanded partnerships to a total of four labor outsourcing providers (contractors) to support additional needs in coating and wind power technical services.

Scope of Non-employee Workers (Outsourced Roles)

- Applicable only to non-core positions, such as production operators, logistics handlers, technical service personnel, and clerical staff

Evaluation Criteria for Contractors

- Assessed based on: legal compliance, manufacturing experience, risk control capability, and cost rationality

Non-employee Workers Onboarding Process

1. Document Submission:
 - Outsourcing suppliers provide workers' health examination reports
2. Risk Screening:
 - Our company conducts background checks (including criminal record verification)
3. On-site Verification, including:
 - Inspection of PPE allocation
4. Safety Training (same standard as full-time employees), including:
 - Pre-job safety training
 - Proper PPE usage demonstration
 - Emergency stop button location identification
 - Evacuation route drills

All training hours are compensated as paid working time

附录

GRI内容索引

Appendix

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使用声明 Statement of use	麦加芯彩新材料（上海）有限公司已根据GRI标准报告了2024年1月1日至2024年12月31日期间的情况 MEGA P&C Advanced Materials (Shanghai) Company Limited has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024		
使用的GRI 1标准 GRI 1 used	GRI: 《基础》2021版 GRI: Foundation 2021		
GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
GRI 2: 一般披露 2021 General Disclosure 2021			
组织及其报告做法 The Organization and its reporting practices			
2-1	组织详细情况 Organizational Details	关于本报告 About the Report (3); 我们的业务 Our Business (5)	
2-2	纳入组织可持续发展报告的实体 Entities included in the organization's sustainability report	关于本报告 About the Report (3)	珠海麦加至报告期截止日尚处于建设中，未实际开展业务。 As of the reporting date, MEGA Zhuhai was still under construction and had not commenced actual business operations.
2-3	报告期、报告频率和联系人 Reporting period, frequency and contact point	关于本报告 About the Report (3) 利益相关方反馈 Stakeholder Feedback (97)	
2-4	信息重述 Restatements of information	附录 Appendix - 绩效数据表 Performances Tables (65-73); 附录 Appendix - 补充资料 Additional Information (75-85)	
2-5	外部鉴证 External assurance	关于本报告 About the Report (3) 附录 Appendix - 独立鉴证意见声明 Independent Assurance Opinion Statement (101-102)	
活动和工作者 Activities and Workers			
2-6	活动、价值链和其他业务关系 Activities, value chain and other business relationships	我们的业务 Our Business (5); 客户：解决方案和服务 Customers: Solutions and Services (48-50); 供应商：可持续供应链 Suppliers: Sustainable Supply Chain Management (56 - 58)	更多详情请参阅本公司《2024年年度报告》中“管理层讨论与分析”章节。 More details can be found in the "Management Discussion and Analysis" section of our 2024 Annual Report (11-48)



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
2-7	员工 Employees	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
2-8	员工之外的工作者 Workers who are not employees	附录 Appendix - 绩效数据表 Performances Tables (65-73)	我们依法聘用劳务外包人员，主要用于生产旺季的辅助性工作，包括生产操作、物流搬运、技术服务、文员等非核心、技术含量较低的岗位。We engage outsourced labor in compliance with applicable laws, primarily for auxiliary roles during peak production seasons. These non-core positions include production operations, logistics handling, technical support, and clerical work. 实习生没有造成重大劳动力波动或运营影响。 Interns did not create significant workforce fluctuations or operational impact.
管治 Governance			
2-9	管治架构和组成 Governance structure and composition	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	更多详情请参阅本公司《2024年年度报告》中“公司治理”章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-10	最高管治机构的提名和遴选 Nomination and selection of the highest governance body	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	更多详情请参阅本公司《2024年年度报告》中“公司治理”章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-11	最高管治机构的主席 Chair of the highest governance body	附录 Appendix - 补充资料 Additional Information (75-85)	更多详情请参阅本公司《2024年年度报告》中“公司治理”章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-12	在管理影响方面,最高管治机构的监督作用 Role of the highest governance body in overseeing the management of impacts	可持续发展方针 Our Approach to Sustainability (6-14)	更多详情请参阅本公司《2024年年度报告》中“公司治理”章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-13	为管理影响的责任授权 Delegation of responsibility for managing impacts	可持续发展方针 Our Approach to Sustainability (6-14)	更多详情请参阅本公司《2024年年度报告》中“公司治理”章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
2-14	最高管治机构在可持续发展报告中的作用 Role of the highest governance body in sustainability reporting	可持续发展方针 Our Approach to Sustainability (6-14)	董事会负责审批和签署可持续发展报告。The board is responsible for approving and endorsing the sustainability report.
2-15	利益冲突 Conflicts of interest	N/A	更多详情请参阅本公司《2024年年度报告》中"重要事项"章节。 More details can be found in the "Key Matters" section of our 2024 Annual Report (72-104) 所有关联交易均需依法披露。近三年公司未发生关联交易，亦无公司利益受损情形。 All related-party transactions require statutory disclosure. MEGA P&C has recorded no related-party transactions in recent years, with no instances of compromised corporate interests.
2-16	重要关切问题的沟通 Communication of critical concerns	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化 Corporate Culture - 职业安全与健康 Occupational Health & Safety (28-31)	报告期内向最高管治机构传达的重大关切问题的总数及性质: 0 Number and nature of significant concerns raised to the supreme governing body during the reporting period: 0
2-17	最高管治机构的共同知识 Collective knowledge of the highest governance body	可持续发展方针 Our Approach to Sustainability (6-14)	通过季度ESG简报确保董事会层面的认知, 并召开专项会议审议重点ESG风险与机遇。 Ensure board-level awareness through quarterly ESG briefings and convene dedicated meetings to review key ESG risks and opportunities.
2-18	对最高管治机构的绩效评估 Evaluation of the performance of the highest governance body	可持续发展方针 Our Approach to Sustainability (6-14)	更多详情请参阅本公司《2024年年度报告》中"公司治理"章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66) 绩效评估包含监事会日常监督、独董审议特殊事项、股东大会年度评估及监管机构/媒体外部检查。 Performance evaluation involves daily oversight by the Supervisory Board, special matter reviews by Independent Directors, annual shareholder assessments, and external regulatory/media scrutiny.



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
2-19	薪酬政策 Remuneration policies	N/A	更多详情请参阅本公司《2024年年度报告》中"公司治理"章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-20	确定薪酬的程序 Process to determine remuneration	N/A	本信息被视为机密。The information is treated as confidential.
2-21	年度总薪酬比率 Annual total compensation ratio	N/A	本信息被视为机密。The information is treated as confidential.
战略、政策和实践 Strategy, Policies and Practices			
2-22	关于可持续发展战略的声明 Statement on sustainable development strategy	董事长致辞 Message from the President (4); 附录 Appendix - 补充资料 Additional Information (75-85)	更多详情请参阅本公司《2024年年度报告》中"管理层讨论与分析"章节。 More details can be found in the "Management Discussion and Analysis" section of our 2024 Annual Report (11-48)
2-23	政策承诺 Policy commitment	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	可持续发展相关政策请参见我们的官方网站。 Policies regarding sustainability can be found on our website. 更多详情请参阅本公司《2024年年度报告》中"公司治理"章节。 More details can be found in the "Corporate Governance" section of our 2024 Annual Report (49-66)
2-24	融合政策承诺 Embedding policy commitment	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	
2-25	补救负面影响的程序 Processes to remediate negative impact	企业文化 Corporate Culture - 职业安全与健康 Occupational Health & Safety (28-31); 附录 Appendix - 补充资料 Additional Information (75-85)	我们已建立数字化申诉机制。 We have implemented a digital grievance mechanism.
2-26	寻求建议和提出关切的机制 Mechanisms for seeking advice and raising concerns	企业文化 Corporate Culture - 职业安全与健康 Occupational Health & Safety (28-31); 附录 Appendix - 补充资料 Additional Information (75-85)	我们已建立数字化总经理信箱及定期进行员工满意度调研。 We have established a digital General Manager's Mailbox system and conduct regular employee satisfaction surveys.



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
2-27	遵守法律法规 Compliance with laws and regulations	N/A	Legal compliance is the minimum requirement. There is no non-compliance with laws and regulations in the social and economic areas during the reporting time.
2-28	协会的成员资格 Membership associations	附录 Appendix - 企业荣誉及认证 Corporate Honors & Certifications (62-64)	
利益相关方参与 Stakeholder Engagement			
2-29	利益相关方参与的方法 Approach to stakeholder engagement	可持续发展方针 Our Approach to Sustainability (6-14)	
2-30	集体谈判协议 Collective bargaining agreements	N/A	尽管麦加芯彩目前尚未签订正式集体协商协议, 但所有员工均享有自由参加工会及集体谈判的权利。While MEGA P&C currently has no formal collective bargaining agreements, all employees retain the full freedom to participate in trade unions and collective bargaining activities should they choose to do so.
GRI 3: 重大性议题 2021 Material Topics 2021			
Disclosures on Material Topics			
3-1	确定实质性议题的过程 Process to determine material topics	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	
3-2	实质性议题清单 List of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
3-3	实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 附录 Appendix - 补充资料 Additional Information (75-85)	更多有关商业道德、风险管理及经济贡献的完整数据详情请参阅本公司《2024年年度报告》中“公司治理”章节(49-66)及“财务报告”章节(115-252)。More details on business ethics, risk management, and economic contributions are available in the "Corporate Governance" section (49-66) and "Financial Statements" section (115-252) of our 2024 Annual Report.
环境议题 Environmental Topics			
GRI 302: 能源 Energy (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 绿色环境：能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23)	
302-1	组织内部能源消耗量 Energy consumption within organization	绿色环境：能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
302-3	能源密集度 Energy intensity	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
302-4	减少能源消耗 Reduction of energy consumption	绿色环境：能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23)	2024年是进一步降低能耗的基准年，因此目前尚无能耗降低数据。2024 serves as the baseline year for further reducing energy consumption, so there is no energy reduction data available yet.



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
GRI 303: 水与放流水 Water and Effluents (2018)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25)	
303-1	组织与水作为共有资源的相互影响 Interactions with water as a shared resource	绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25)	
303-2	管理与排水相关的影响 Management of water discharge-related impacts	绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25) 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
303-3	取水 Water Withdrawal	绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
303-4	排水 Water Consumption	绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
GRI 305: 排放 Emissions (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 绿色环境: 能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23)	



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
305-1	直接 (范畴一) 温室气体排放 Direct (Scope 1) GHG emissions	绿色环境: 能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
305-2	能源间接 (范畴二) 温室气体排放 Direct (Scope 2) GHG emissions	绿色环境: 能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
305-4	温室气体排放强度 Greenhouse gas (GHG) emission intensity	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
305-5	温室气体排放减量 Reduction of Greenhouse gas (GHG) emission	绿色环境: 能源管理 (低碳发展) Green Environment: Energy management (low-carbon development) (18-23)	2024年是进一步降低能耗的基准年, 因此目前尚无能耗降低数据。2024 serves as the baseline year for further reducing energy consumption, so there is no energy reduction data available yet.
305-6	臭氧层破坏物质 (ODS) 的排放 Emissions of ozone-depleting substances (ODS)	N/A	我们没有消耗臭氧层物质 (ODS) 的生产、输入和输出。We do not have production, import, or export of ozone-depleting substances (ODS).
GRI 306: 废弃物 Waste (2020)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14)	
306-1	废弃物的产生与废弃物相关显著冲击 Waste generation and significant waste-related impacts	绿色环境: 废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
306-2	废弃物相关显著冲击之管理 Management of significant waste-related impacts	绿色环境：废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
306-3	废弃物的产生 Waste generated	附录 Appendix - 绩效数据表 Performances Tables (65-73)	报告期内泄漏 0 次数 0 spills occurred during the reporting period.
306-4	废弃物的处置移转 Waste diverted from disposal	绿色环境：废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
306-5	废弃物的直接处置 Waste directed to disposal	绿色环境：废弃物与废水管理 Green Environment: Waste and wastewater management (24-25); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
GRI 308: 供应商环境评估 Supplier Environmental Assessment (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 合作伙伴: 供应商: 可持续供应链 Partners: Suppliers: Sustainable Supply Chain Management (56-58)	
308-1	使用环境标准筛选新供应商 New suppliers that were screened using environmental criteria	合作伙伴: 供应商: 可持续供应链 Partners: Suppliers: Sustainable Supply Chain Management (56-58)	在2024, 我们要求所有现有及新增原材料供应商填写《供应商环境可持续发展披露表》; 所有新供应商均已提交。All active and new raw material suppliers were required to complete the Supplier Environmental Sustainability Disclosure Form, with all new suppliers having submitted it.



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
社会议题 Social Topics			
GRI 401: 雇佣 Employment (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化: 员工福利 (含多元、公平与包容) Corporate Culture: Employee Welfare (covering Diversity, Equity & Inclusion) (32-36)	
401-1	新进员工雇佣率和员工流动率 New employee hires and employee turnover	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
401-2	提供给全职员工 (不包括临时或兼职员工) 的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees	附录 Appendix - 补充资料 Additional Information (75-85)	
401-3	育儿假 Parental leave	企业文化: 员工福利 (含多元、公平与包容) Corporate Culture: Employee Welfare (covering Diversity, Equity & Inclusion) (32-36); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
GRI 403: 职业安全卫生 Occupational Health and Safety (2018)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	
403-1	职业安全卫生管理系统 Occupational health and safety management system	企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	
403-2	危害辨识、风险评估及事故调查 Hazard identification, risk assessment, and incident investigation	企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 补充资料 Additional Information (75-85)	



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GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
403-3	职业健康服务 Occupational health service	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	
403-4	有关职业安全卫生之工作者参与、咨询与沟通 Worker participation, consultation, and occupational health and safety	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 补充资料 Additional Information (75-85)	
403-5	有关职业安全卫生之工作者训练 Worker training on occupational health and safety	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
403-6	工作者健康促进 Promotion of work health	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 绩效数据表 Performances Tables (65-72)	
403-7	预防和减缓与业务关系直接相关联之职业安全卫生的冲击 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	
403-8	职业安全卫生管理系统所涵盖之工作者 Workers covered by an occupational health and safety management system	N/A	ISO 45001 职业健康安全管理体系涵盖所有员工以及非员工（劳务外包人员）。The ISO 45001 Occupational Health and Safety Management System applies to all personnel, including both direct employees and contracted workers (e.g., outsourced labor).
403-9	职业伤害 Work-related injuries	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	报告期内 0 工伤。0 work-related injuries during the reporting period.
403-10	职业病 Work-related ill health	企业文化：职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	报告期内 0 职业病。0 work-related ill health cases during the reporting period.



GRI内容索引 | GRI Content Index

GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
GRI 404: 培训与教育 Training and Education (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31)	
404-1	每名员工每年接受培训的平均小时数 Average hours of training per year per employee	企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
404-2	员工技能提升方案和过渡援助方案 Programs for upgrading employee skills and transition assistance programs	企业文化: 职业安全与健康 Corporate Culture: Occupational Health and Safety (28-31); 附录 Appendix - 绩效数据表 Performances Tables (65-73)	
404-3	接受定期绩效和职业发展考核的员工百分比 Percentage of employees receiving regular performance and career development reviews	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
GRI 405: 多元化与平等机会 Diversity and Equal Opportunity (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化: 员工福利 (含多元、公平与包容) Corporate Culture: Employee Welfare (covering Diversity, Equity & Inclusion) (32-36)	
405-1	治理层与员工多元化 Diversity of governance bodies and employees	附录 Appendix - 绩效数据表 Performances Tables (65-73)	
GRI 406: 反歧视 Non-discrimination (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 企业文化: 员工福利 (含多元、公平与包容) Corporate Culture: Employee Welfare (covering Diversity, Equity & Inclusion) (32-36)	



GRI内容索引 | GRI Content Index

GRI 标准指标 GRI Standards Indicator	详情 Details	参考 (页码) Reference (Page Number)	备注/遗漏 Remarks/Omissions
406-1	歧视事件及采取的纠正行动 Incidents of discrimination and corrective actions taken	企业文化: 员工福利 (含多元、公平与包容) Corporate Culture: Employee Welfare (covering Diversity, Equity & Inclusion) (32-36)	报告期内 0 歧视事件。0 incidents of discrimination during the reporting period.
GRI 413: 当地社区 Local Communities (2016)			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 合作伙伴: 社区 - 社会责任 Partners: Community - Social Responsibility Initiatives (51-55)	所有社区投资及参与活动均由集团总部 (上海) 统一监管。All our community investments and engagements are managed by headquarter (Shanghai).
413-1	有当地社区参与、影响评估和发展计划的运营点 Operations with local community engagement, impact assessments, and development programs	合作伙伴: 社区 - 社会责任 Partners: Community - Social Responsibility Initiatives (51-55)	
非GRI指标 - 创新产品 Non-GRI Indicator - Innovative Products			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 创新产品 Innovative Products (39-45)	
N/A	创新产品 Innovative Products	创新产品 Innovative Products (39-45)	
非GRI指标 - 客户: 解决方案和服务 Non-GRI Indicator- Customers: Solutions and Services			
GRI 3	实质性议题 2021 Material Topics 2021 3-3 实质性议题的管理 Management of material topics	可持续发展方针 Our Approach to Sustainability (6-14); 合作伙伴: 客户: 解决方案和服务 Partners: Customers: Solutions and Services (48-50)	
N/A	客户: 解决方案和服务 Customers: Solutions and Services	合作伙伴: 客户: 解决方案和服务 Partners: Customers: Solutions and Services (48-50)	

附录

意见声明

Appendix

Opinion Statement





独立鉴证意见声明 | Independent Assurance Opinion Statement

独立保证意见声明书

聲明書號碼: SRA-HK-814933

英国标准协会与麦加芯彩新材料科技（上海）股份有限公司（以下简称「麦加芯彩」）为相互独立的公司及组织，英国标准协会除了针对麦加芯彩 2024 年可持续发展报告（「报告」）进行评估和核查外，与麦加芯彩并无任何财务上的关系。

本独立保证意见声明书的目的，仅作为对下列有关麦加芯彩可持续发展报告所界定范围内的相关事项进行保证之结论，而不作为其他之用途。除对查证实提出独立保证意见声明书外，对于关于其律或其他之责任。本独立保证意见声明书供麦加芯彩之持份者及管理層使用。

本独立保证意见声明书是基于麦加芯彩提供予英国标准协会之相关资料审查所作成之结论，因此审查范围乃基于并只限在这些提供的资料内容之内。在进行此类审查时，英国标准协会认为这些资料内容都是完整且准确的。

对于这份独立保证意见声明书所载内容或相关事项之任何疑问，只能向麦加芯彩提出。

核查范围

麦加芯彩与英国标准协会协议的核查范围包括:

1. 保证涵盖报告内所有信息及数据，并专注于麦加芯彩在中国上海、中国南通和中国香港，于2024年1月1日至2024年12月31日期间的系统及活动，包括集装箱涂料及风电叶片涂料。报告遵循符合全球报告倡议组织标准（GRI Standards）进行编制。

2. 第一类型中度保证等级根据AA1000保证标准: AA1000AS v3，评估麦加芯彩遵循四项当责性原则: 包容性、实质性、回应性及影响性的本质与程度，以及对指定可持续发展的资料/数据作出核查。本声明书以英文编制，中文翻译本只供参考。

意见声明

我们可以总结，报告为麦加芯彩的可持续发展计划与绩效提供一个公允的观点。我们相信报告内之经济、社会及环境绩效指标是被正确无误地展现。报告所披露的绩效指标展现了麦加芯彩为可持续发展所作出的努力，备受持份者的广泛认同。

这次核查工作是由一组具有可持续发展报告核查能力之团队根据 AA1000AS v3 执行。透过策划和进行核查时所获得的资料及说明，我们认为麦加芯彩就报告遵循符合全球报告倡议组织标准（GRI Standards）的声明，是属公允的描述。

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INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No.: SRA-HK-814933

The British Standards Institution is independent to MEGA P&C Advanced Materials (Shanghai) Co. Ltd. (hereafter referred to as "MEGA P&C" in this statement) and has no financial interest in the operation of MEGA P&C other than for the assessment and assurance of Sustainability Report 2024 of MEGA P&C ("Report").

This independent assurance opinion statement has been prepared for MEGA P&C only for the purposes of assuring its statements relating to the Report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. This statement is intended to be used by stakeholders and management of MEGA P&C.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by MEGA P&C. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to MEGA P&C only.

Scope

The scope of engagement agreed upon with MEGA P&C includes the following:

1. The assurance covers all information and data presented in the Report, and focuses on systems and activities of MEGA P&C in Shanghai, China; Nantong, China; and Hong Kong, China, including coatings for shipping containers and coatings for wind turbine blade during the period from 1st January 2024 to 31st December 2024. The Report is prepared in accordance with the GRI Sustainability Reporting Standards ("GRI Standards").
2. Type 1 Moderate Level of Assurance in accordance with the AA1000 Assurance Standard v3 ("AA1000AS v3") evaluates the nature and extent of MEGA P&C's adherence to four reporting principles, which include Inclusivity, Materiality, Responsiveness and Impact. The specified sustainability performance information/data disclosed in the Report has been evaluated.

Opinion Statement

We conclude that the Report provides a fair view of the MEGA P&C's sustainability programmes and performances in the reporting year. We believe that the economic, social and environmental performance indicators are fairly represented in the Report, in which MEGA P&C's efforts being made to pursue sustainable development are widely recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations. We considered MEGA P&C has provided sufficient evidence that MEGA P&C's selfdeclaration of compliance with report in accordance with the GRI Standards were fairly stated.



独立鉴证意见声明 | Independent Assurance Opinion Statement

核查方法

为了收集能让我们得出结论的证据，我们执行了以下工作：

- 对来自外部团体关于麦加芯彩政策的议题，进行高阶管理层的审查，以确认本报告中声明书的合适性
- 与麦加芯彩高级管理人员讨论有关持份者参与的方式，然而，我们并无直接接触外部持份者
- 访问与可持续发展管理、报告编制及资料提供有关的员工
- 审查及评估实质性评估的过程
- 审查集团的主要发展内容
- 审查报告中所作宣告的支持性证据
- 审查环境、社会及经济数据，包括目标进度达成
- 审查集团就报告制作及管理流程是否按照包容性、实质性、回应性及影响性的原则进行

结论

我们对于AA1000当责性原则(2018)之包容性、实质性、回应性及影响性原则，及符合全球报告倡议组织标准 (GRI Standards) 的审查如下：

包容性

此报告反映麦加芯彩透过以下多种渠道作持份者参与，包括：员工参与活动、访谈交流、绩效评估、员工调研、培训发展、员工反馈平台、客户会议、论坛、客户满意度调查、网站和社交媒体、现场审计和评估、会议、对话、可持续发展绩效、问卷、股东大会、定期报告、投资者会议、“投资者关系”页面、合作项目、等。

麦加芯彩透过日常营运并以多种渠道与持份者保持沟通。此报告包括持份者关注的经济、社会及环境范畴，各层面并以公平的方式披露。我们专业的意见认为，麦加芯彩遵循包容性原则。我们对报告的改善意见已被麦加芯彩于发出本意见声明书前采纳。

实质性

麦加芯彩发布可持续发展信息，让持份者对麦加芯彩的管理及表现可作出有事实根据的判断。我们专业的意见认为，麦加芯彩遵循实质性原则，并透过合适的双重重要性评估方法识别出麦加芯彩的重要范畴，以重要性矩阵展现其重要范畴。我们对报告的改善意见已被麦加芯彩于发出本意见声明书前采纳。

回应性

麦加芯彩实行措施以回应其持份者的期望与意见，包括针对内部及外部持份者的各种问卷及反馈机制。以我们专业的意见，麦加芯彩遵循回应性原则。我们对报告的改善意见已被麦加芯彩于发出本意见声明书前采纳。



Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to MEGA P&C's policies to provide a check on the appropriateness of statements made in the Report
- Discussion with senior executives on MEGA P&C's approach to stakeholder engagement. We had no direct contact with external stakeholders
- Interview with staff involved in sustainability management, report preparation and provision of report information
- Review and assessment of the double materiality assessment process
- Review of key developments of the Group
- Review of supporting evidence for claims made in the Report
- Review of environmental, social and governance data, including the target progress achieved
- An assessment of the MEGA P&C's reporting and management processes concerning this Report against the principles of Inclusivity, Materiality, Responsiveness and Impact

Conclusions

A detailed review against the AA1000AP (2018) Principles of Inclusivity, Materiality, Responsiveness and Impact, and in accordance with the GRI Standards is set out below:

Inclusivity

The Report has reflected a fact that MEGA P&C is seeking the engagement of its stakeholders through numerous channels such as Employee Engagement Activities; Interviews; Performance Review; Staff Survey; Training; Employee Feedback Portal; Client Meetings; Forums and Conferences; Customer Satisfaction Survey; Website and Social Media; Site Audits and Assessments; Meetings; Ongoing Direct Engagement; Sustainability Performance Questionnaire; Shareholder Meetings; Regular Reports; Investor Meetings; "Investor Relations" Page on Website; Collaborative Projects; Visits, and more.

MEGA P&C's operation involves various methods of engaging its stakeholders on daily basis. The Report covers economic, social and environmental aspects concerned by its stakeholder with a fair level of disclosures. In our professional opinion, MEGA P&C adheres to the principle of Inclusivity. Area for enhancement to the Report was adopted by MEGA P&C before issue of this opinion statement.

Materiality

MEGA P&C publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance. In our professional opinion, MEGA P&C adheres to the principle of Materiality and identifies MEGA P&C's material aspects by using appropriate method of double materiality analysis and demonstrating material issues in a matrix form. Area for enhancement to the Report was adopted by MEGA P&C before issue of this opinion statement.

Responsiveness

MEGA P&C has implemented practices to respond to the expectations and perceptions of its stakeholders. It includes various surveys and feedback mechanisms to both internal and external stakeholders. In our professional opinion, MEGA P&C adheres to the principle of Responsiveness. Area for enhancement to the Report was adopted by MEGA P&C before issue of this opinion statement.



独立鉴证意见声明 | Independent Assurance Opinion Statement

影响性

麦加芯彩设立流程以定性及定量方式去了解、计量及评价其影响，让麦加芯彩评估其影响及于报告内披露。以我们专业的意见，麦加芯彩遵循影响性原则。我们对报告的改善意见已被麦加芯彩于发出本意见声明书前采纳。

全球报告倡议组织标准

麦加芯彩向我们提供有关于遵循符合全球报告倡议组织标准 (GRI Standards) 的自我声明。从审查的结果，我们确定报告内之三个类别 (环境、社会及经济) 的社会责任及可持续发展相关披露，是符合全球报告倡议组织标准披露。

以我们专业的意见认为，本报告包括麦加芯彩的社会责任及可持续发展事务。我们对报告的改善意见已被麦加芯彩于发出本意见声明书前采纳。

保证等级

我们提供的第一类型中度保证等级审查，是以本声明书内之范围及核查方法作定义。

责任

麦加芯彩的高层管理人员有责任确保这份报告内的资料的准确性。我们的责任为基于所描述的范围与核查方法，提供专业意见并提供持份者一个独立的保证意见声明书。

能力与独立性

本核查团队是由具相关行业背景，且接受过包括全球报告倡议组织(GRI) G3、GRI G3.1、GRI G4、GRI Standards、GRI 可持续发展专业认证、AA1000 认可可持续发展审验专业人员、香港联交所《可持续发展报告守则》、联合国全球契约十项原则、ISO 10002、ISO 14001、OHSAS 18001、ISO 45001 及 ISO 9001 之一系列可持续发展、环境及社会标准的训练，具有主任核查员资格之成员组成。英国标准协会于 1901 年成立，是全球标准及验证机构的领导者。本保证是依据英国标准协会公平交易准则执行。

英国标准协会代表：
For and on behalf of BSI:

Dr. Tatiana Schmollack-Tarasova, Managing Director GreaterChina, APAC Assurance

本报告验证员：
Verifier of the Report:

詹子龙先生 主任验证员
Mr. Aaron Chim Lead Assuror



Impact

MEGA P&C has established processes to understand, measure and evaluate its impacts in qualitative and quantitative way. These processes enable MEGA P&C to assess its impact and disclose them in the Report. In our professional opinion, MEGA P&C adheres to the principle of Impact. Areas for enhancement of the Report were adopted by MEGA P&C before the issue of this opinion statement.

GRI Standards Reporting

MEGA P&C provided us with their self-declaration of compliance with to report in accordance with the GRI Standards. Based on our verification review, we are able to confirm that social responsibility and sustainability related disclosures in all three categories (Environmental, Social and Economic) are reported in accordance with the GRI Standards.

In our professional opinion, the report covers MEGA P&C's social responsibility and sustainability issues. Areas for enhancement of the Report were adopted by MEGA P&C before the issue of this opinion statement.

Assurance Level

The Type 1 Moderate Level of Assurance provided in our review is defined by the scope and methodology described in this statement.

Responsibility

It is the responsibility of MEGA P&C's senior management to ensure the information being presented in the Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors, who are experienced in related sector, and trained in a range of sustainability, environmental and social standards including GRI G3, GRI G3.1, GRI G4, GRI Standards, GRI Certified Sustainability Professional, AA1000 Certified Sustainability Assurance Practitioner (CSAP), HKEx ESG Reporting Code, UNGC's Ten Principles, ISO 10002, ISO 14001, OHSAS 18001, ISO 45001 and ISO 9001, etc. British Standards Institution is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

2025年7月28日
July 28 2025



AA1000
Licensed Report
000-157/V3-KYZLL

本声明书以英文编制，中文翻译本只供参考。

This statement was prepared in English and translated into Chinese for reference only.

利益相关方反馈 | Stakeholder Feedback

我们高度重视利益相关方的意见，并欢迎各方就改进我们的可持续发展实践和报告提出建议。如需提交反馈或建议，请联系可持续发展团队，电子邮箱：sustainability@megacoatings.com。

We highly value input from our stakeholders and welcome suggestions to improve our sustainability practices and reporting. To share your feedback or ideas, please contact MEGA P&C's Sustainability Team at sustainability@megacoatings.com.



2024

可持续发展报告
Sustainability Report

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本报告中英文版本如有歧义，以中文版本为准。
The Chinese version of this report shall prevail whenever there is a discrepancy between Chinese and English versions.