中际旭创

Environmental Social & Governance Report

及公司

(ESG) 报告

2023

k t u

k

k

k

k

LIGHT——

SZ 300308

AI k

k

k

k

k

k

2005

2010

2008

2012

40G QSFP+

2016

100G QSFP28 LR4-Lite/ ER4 -Lite/CWDM4/AOC breakout

100G

2017

SZ:300308

2018

400G QSFP DD FR4

2019

400G QSFP-DD (SiPh) DR4

200G Coherent CFP DCO

—

2021

100G QSFP-DD 400G QSFP-DD ZR/OpenZR+

400G LH CFP2 DCO

26.99

800G

400G 200G

2022

800G OSFP 2xFR4 QSFP-DD800 DR8+ 800G

100G QSFP-DD 5G

400G

100G/400G QSFP-DD

2023

1.6T OSFP-XD DR8+

2024

1.6T OSFP DR8

1.6T

800G OSFP/CFP2

2025

400G DSP

400G-PAM4

1.6T-2xLR4 TFLN MZM

AI

800G-LR2 OSFP

AI

2025 ESG ESG k

2025 5

2025 6

2025 11

2025

10

2025 7

Terahop Thailand RBA

RBA

2025 7

Wind ESG A

Wind

2025 12

—

2025 10

2025 ESG

2025 10

2025

2025 12

TeraHop Thailand

2025 11

2025 11

2025

10

2025 12

AI

SDGs

2030 UN SDGs 2030

k

k

k

k

48.19% k

100%

k

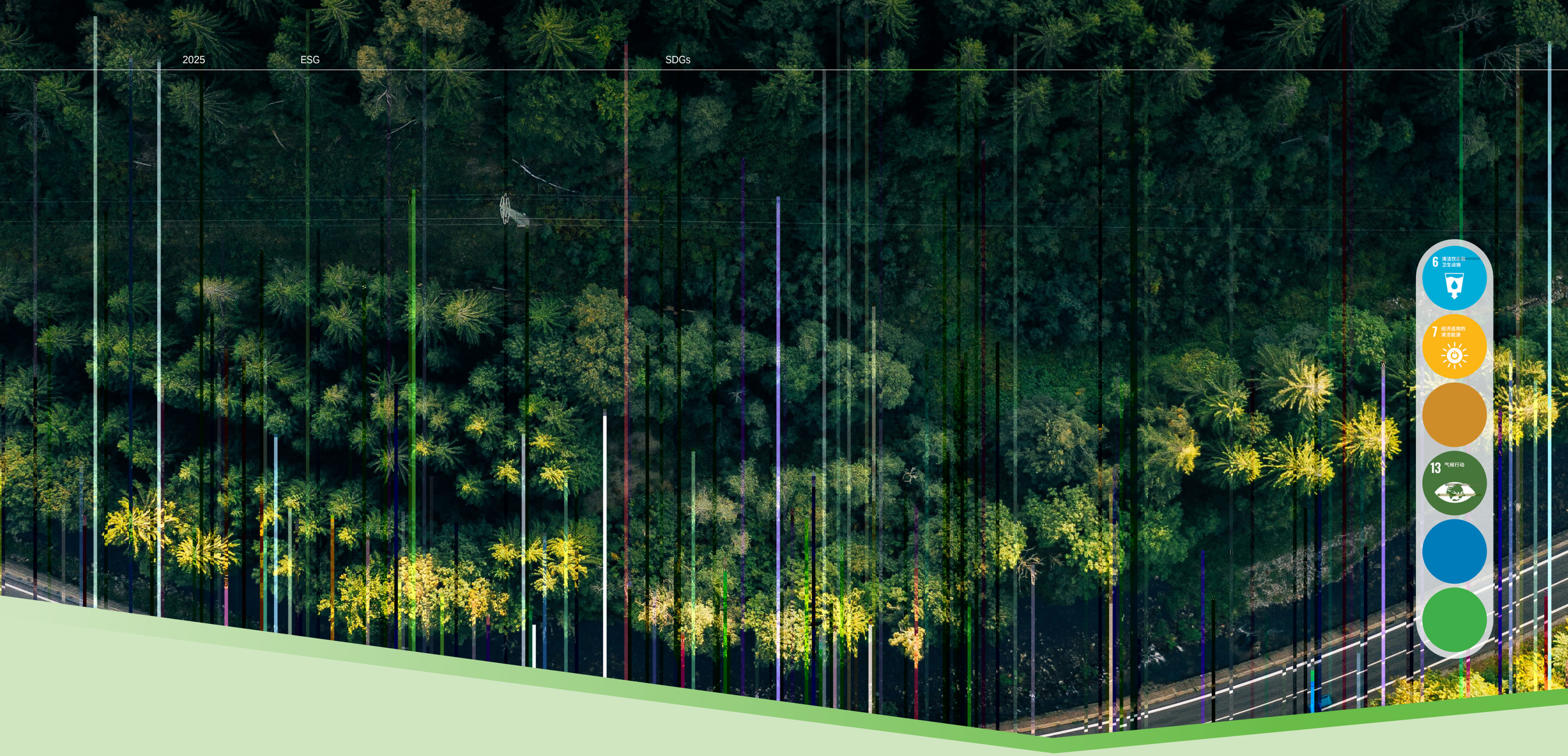
k

k

k

k

k



中际旭创严格遵守运营地法律法规，践行“以碳减排为重点战略，推动减污降碳，实现绿色转型”的战略，通过实施绿色生产、践行绿色运营等方式，持续提升能源使用效率，扩大绿色能源应用比例，降低碳排放水平，积极应对气候变化；持续强化环境管理，减少废弃物、废水、废气和噪声排放，严控化学品安全，加强污染防治；开展生态系统保护，持续提升资源利用率，发展循环经济，建设绿色低碳企业。

18 24 31

t u 2030 2060

k

2024

k

ESG

ESG

k

k

k

k

k

k

BCP RA BIA IT

k

k

k

k

k

k

k

k

k

1

— 1 1 1-5 5 5

1

ESG

ESG

k k

k

k k

k

k

k

k

k

k

100G 200G

400G 800G

k

k 2025

k

3A

k

k

k

100G 200G

400G 800G

200G

400G

k 2025

3,225.59 24,276.10

k

3,225.59

24,276.10

k

2025

k

k

2025 1,910.9tCO$_2$e k

1,910.9 tCO$_2$e

2025

k

t u

t u

k 6,116.27 [4] k

/

k

15%

1%

k

[4]

/

2024	124.26	1,245.90	165.78
2025	241.51[5]	1,407.92	751.31

t u

k

SDS

k

k

SDS

SDS

SDS

SDS

[5]

2025 8 10 TeraHop Thailand

k

TeraHop Thailand

k

pH COD BOD

l2025 k

ESG t u

l2025 k k

t

u k k

VOCs

k

k

k

k

k

k

t u

k

t u k

k

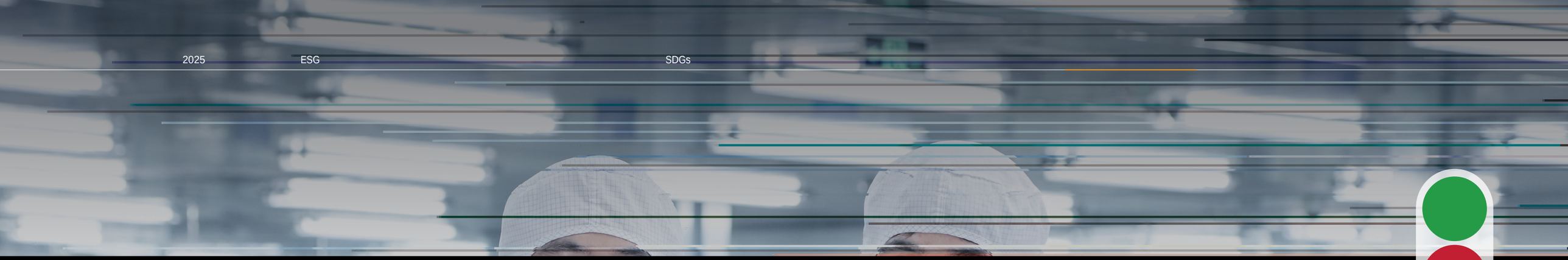
k

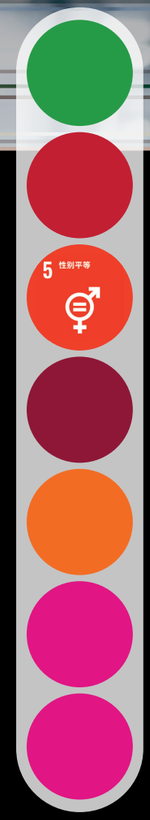
k 2040 TeraHop Thailand 100% k

k

k k

ISO 50001





中际旭创在科技创新与产品服务质量提升等方面加大投入并取得积极成效。公司高度重视责任供应链建设，强化数据安全与客户隐私保护，切实保障员工权益，积极履行社会责任与公益承诺。通过将 ESG 要求融入经营管理全过程，公司不断提升运营韧性，夯实利益相关方信任基础，推动企业与社会的协同与可持续发展。

36 39 56 69

ESG

OKR

2,169	167,593.11	25.77%

k

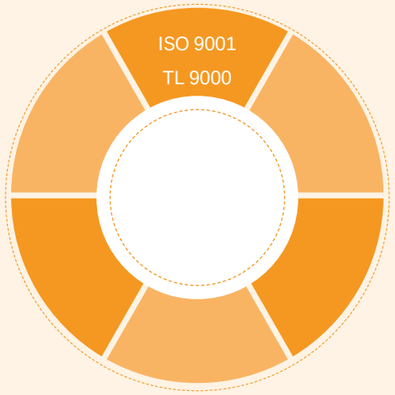
k

k

k

ISO 9001 TL 9000

k



k

ISO 9001

k

k

k

k

k

k

k

k

k

k

k

k

k

k

k

k

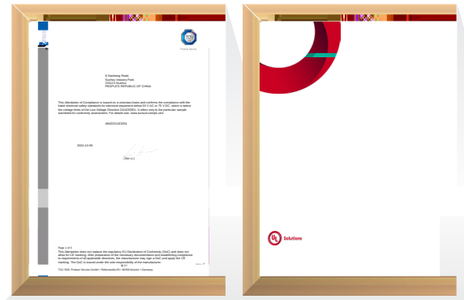
k

29

IECQ QC 080000:2017

CE FDA UL CB

k



IECQ QC 080000:2017

ESG

k

k

k

t u

k

-

k k

k k

k k

-

k k

ESG

k

k

k

k

k

t u

t

u k 2025

ISO 19011 ESG

k t u CPK

k

Tier-n

k

Living

Wage k

k

k

TeraHop Thailand

k

t u t u

k

k

100%

k

100%

IPC AI

k 100

20 k

100 20

t u

SRM

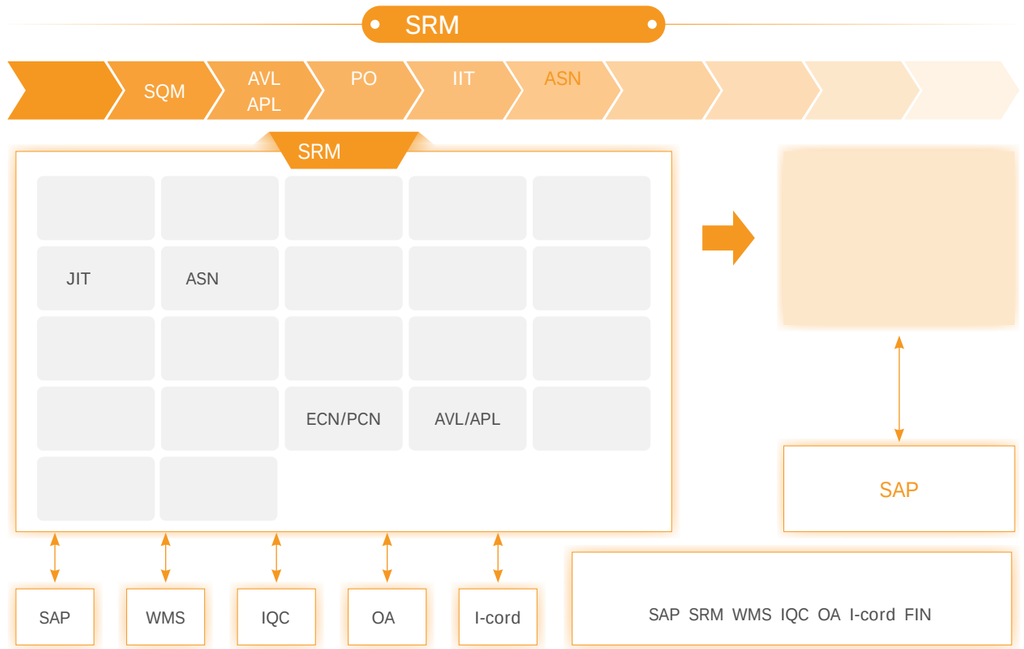
k

k

t u k

k

100%



t u

t u k

k t

u t BOM u k

t u

k

k SRM-GP GPM

k

k

RBA OECD IPC-1401 CSR

CSR

CSR

ESG

CSR

ESG

100%	100%	100%

anti_fraud@

innolight.com; anti_fraud@terahop.com / +86 0512-86669288-8999

2025

Responsible Business Alliance RBA

ESG

OECD

Sn Ta W Au Co

100% RBA

RMI

CMRT

Sn Ta W Au Co 100%

SRM

ID

6

EICC RBA (GeSI)

a

b

Gold	
Nickel	
Tantalum	
Tin	
Tungsten	

RMI LBMA

6 https://www.zj-innolight.com/public/static/ajaxuplode/uploadfle/society/1742361903157766.pdf

ESG

k

	2025
	691
—	574
—	74
—	43
%	79.55
[7]	691
%	100

k

k

k

k

IT

k

[7] ISO 14001 ISO 45001 ISO 9001 RBA

k

-

k

k

k

k

k

k

k

k

k

k

4.2 /

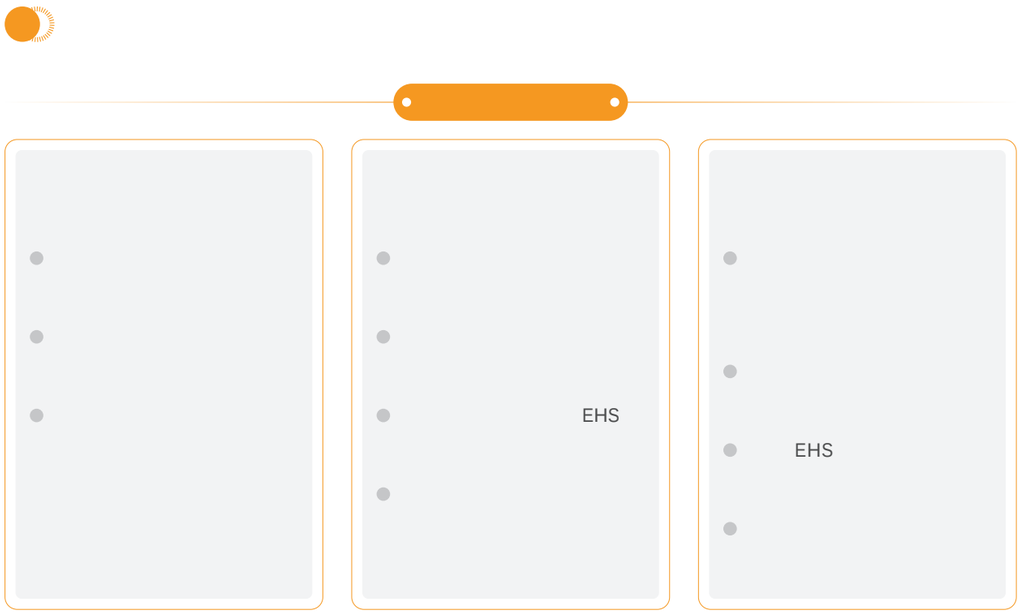
k

ISO 27001

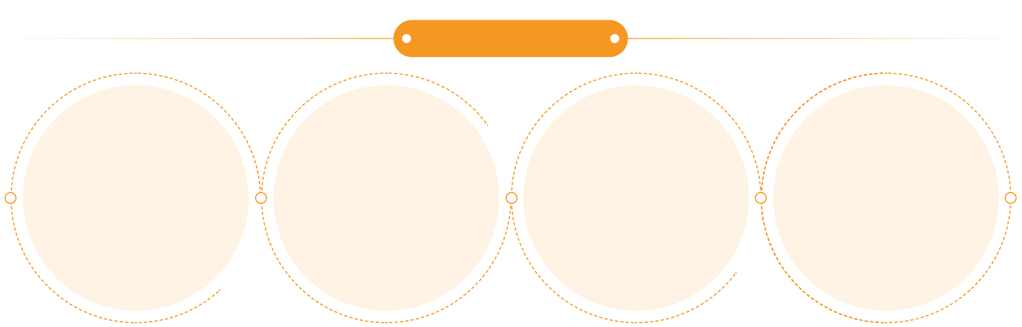
k

k

k



k



	-	k	k
k	-		k
k	-		k
	k	EHS	k

	AI		
	-		
	k		k
	k		k
k	-		

k

k

t u t ILO u

t u t u

k

k

k

RBA t u

k

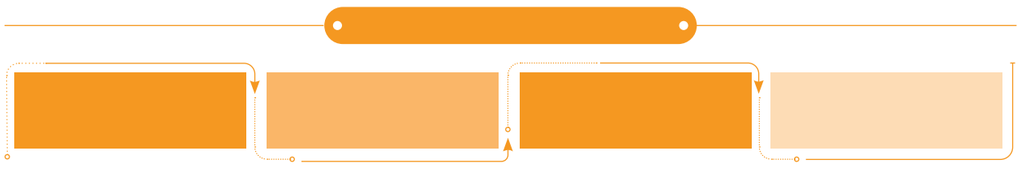
k

t u

k

2025 k

8 5.8% k



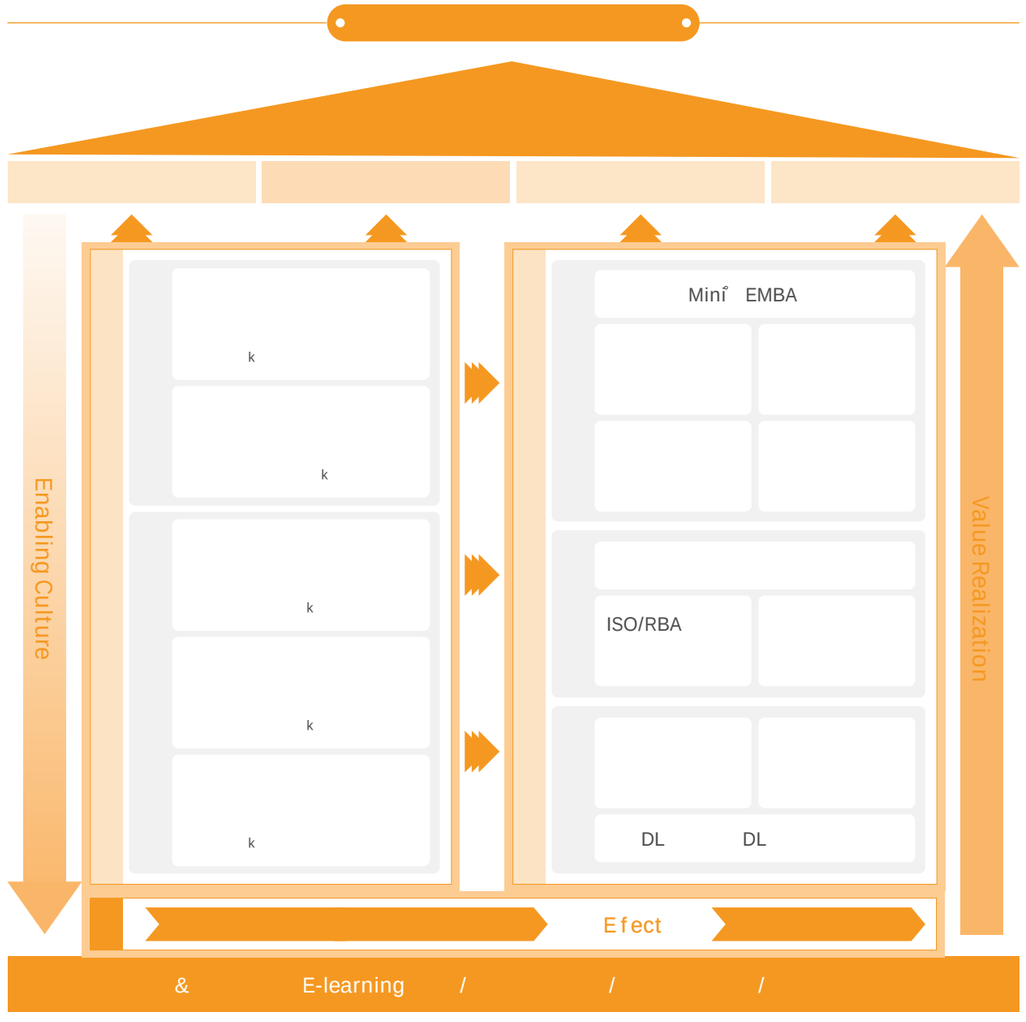
8

k

E learning "Plan Do Efect Filing"

k

Mini EMBA k



k

2025 + +

k

k

Mini EMBA

k

k

“ ”

“ *E-learning* ”

E learning

k

EMBA

Efect Filing

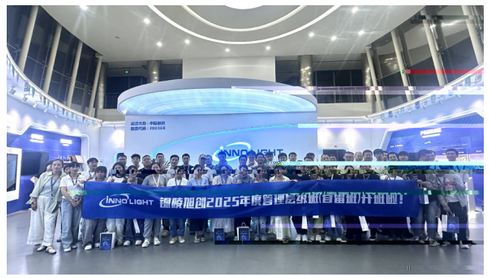
k

Mini

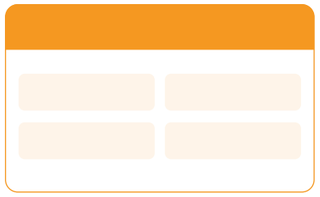
Plan Do

k

Mini-EMBA



k t u
u u
k
k
2025
k
30%
k



k
k
t u k
t
u k
k
k
t u k
k

+86 0512-86669288 hr@innolight.com

2

2

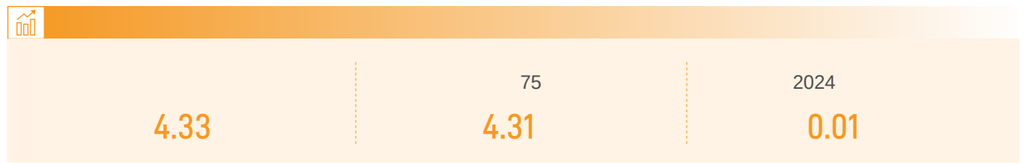
7*24

https://www.zj-innolight.com

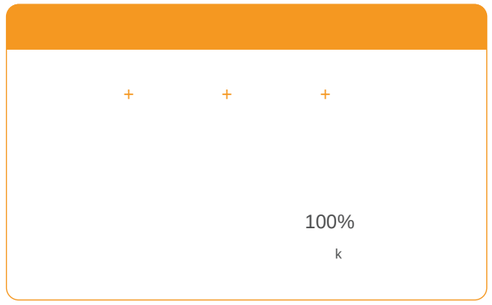
Q12

2025 4.33 75 4.31 2024 0.01 k

k



t u
k
t u
k
k
k



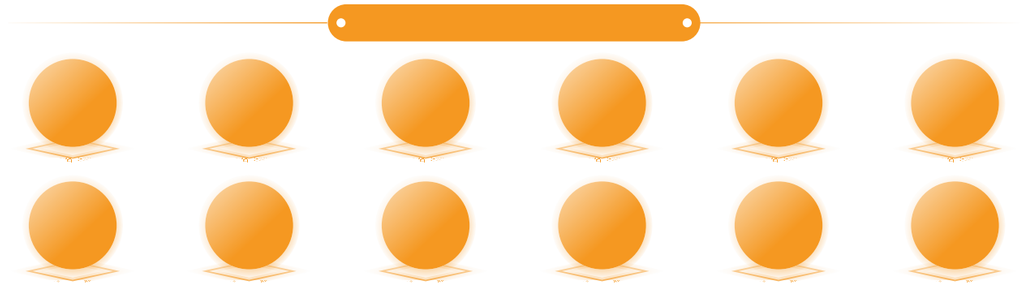
k

k

k t u

3

10 k



2025

k

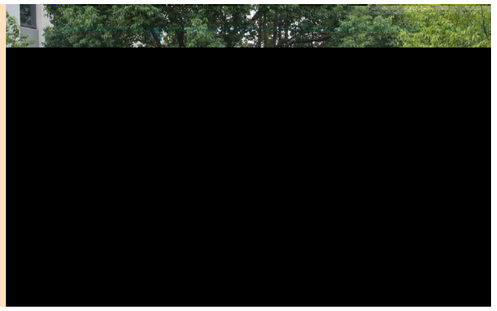
19 900

k

k

2,600

3,300 k



k

HR

“ ”

k

k ISO 45001 k

k

EHS EHS EHS

k

k 100% k

4,333.35	400	0
123	0.69	100%

ISO 45001

TeraHop Thailand

k

EHS EHS

k

k

k [9]

k

k

k

100% EHS 69

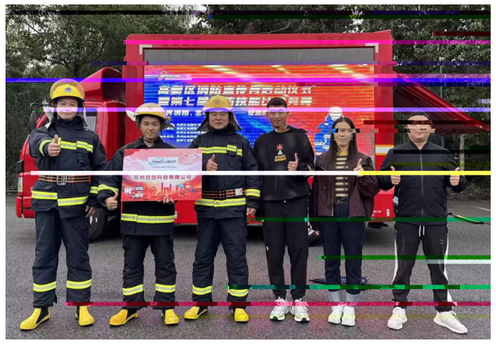
EHS 8 12

100% k

69	100%	100%

6 11 EHS

k



9

k

k

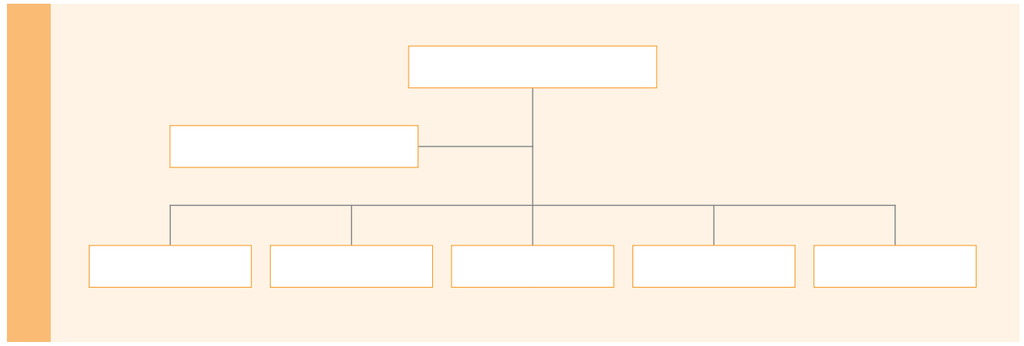
k

t u

k

k

TeraHop Thailand



89[10] k

10

k

k

k

k

中际旭创严格遵守《中华人民共和国公司法》《中华人民共和国证券法》《上市公司治理准则》《深圳证券交易所创业板股票上市规则》以及公司运营地区相关适用法律法规的要求，围绕可持续发展目标，持续完善治理架构与管理机制，通过健全可持续发展治理体系，强化战略统筹与风险管控，推动可持续发展理念融入经营决策；坚持合规经营与公平竞争，规范商业行为，提升经营透明度与市场信任度，将可持续治理机制与负责任商业行为作为长期稳健发展的重要支撑。

72 77
ESG

ESG

t u u t

u k

k

k

19 k

2025 5

38% 8 4 3

38% 2025 10 k

k

t u k

k

t u

2025

k

k

2025 9

k

k

“ ”

t u 2025

u

k

k

8 A

ESG

ESG ESG ESG

ESG

ESG k

	ESG ESG ESG ESG ESG
	ESG ESG ESG ESG ESG ESG ESG ESG
ESG	
	ESG

ESG

ESG ESG ESG ESG

k 2025 ESG ESG k

ESG *ESG*

2025 12 ESG

ESG

k

ESG

2025 ESG

74

ESG

k

k

75

ESG

k

双重重要性实质议题矩阵

k

k

k t u

k

k

k

k

k

k

t u u u

t & u

k

k

k

k

2025 RBA

k

k

t u

k t u

u

k

k

k t u

k

k

a) anti_fraud@innolight.com

b) +86 0512-86669288-8999

k

k

k k k

k

2025 10

k

k

k

k

k

100%

k

t 2025 u TeraHop k

k

k

k

k

k

k

k

k

k

k

k

k

k

trade.compliance@innolight.com

t u

k

t u

k

k

		2023 [11]	2024 [12]	2025 [13]
1[14]		1,088.12	1,476.64	2,055.48
(1)	/	0.001015	0.000619	0.000538
2[15] (		86,632.18	125,075.50	129,715.59
2 (		/	/	143,033.26
(2)	/	/	/	0.037404
3		71,229.63	180,397.61[16]	*[17]
(3)	/	0.000665	0.000756	*
1+ 2		87,720.30	126,552.14	131,771.07
1+ 2	/	0.081844	0.053035	0.034459
(1+ 2)	/	5.77	5.53	3.79
[18]		15,204.00	22,894.49	34,793.67
		197,316.24	187,910.92	61,197.67
		/	92,015.71	62,059.22
		218,390.00	273,375.00	401,686.00
LPG		/	/	37,776.00
		11,980.44	20,547.02	27,742.75
		242.30	273.95	529.13
	/	114.04	86.11	72.55
		440,783.80	840,122.90	865,058.80

[11] 2023

[12] 2024

[13] 2025 TeraHop TeraHop US

[14] 1 IPCC

[15] 2 /

[16] 2024 3 TeraHop Thailand

[17] 2025 3

[18] GBT2589-2020

		2023	2024	2025
	/	0.411256	0.352073	0.226219
		352,627.07	672,098.32	692,047.04
	/	0.329005	0.281659	0.180975
		3.85	6.94	14.84
[19]	/	0.000004	0.000003	0.000004
		58.53	99.51	109.64
	/	0.000055	0.000042	0.000029
		60.50	124.26	241.51
		577.01	1,245.90	1,407.92
		101.39	165.78	751.31

		2023	2024	2025
		6,029	8,542	11,625
		3,096	4,484	6,023
		2,933	4,058	5,602
		298	387	572
		1,006	1,501	2,149
		1,202	2,007	2,954
		3,523	4,647	5,950
	41	771	1,185	1,448
	31 40	3,083	4,123	5,130
	30	2,175	3,234	5,047
		52	115	135
		3,628	5,625	8,090
		793	769	977
		77	86	82
		1,479	1,947	2,341

[19] 2023 2024

2025 ESG

	2023	2024	2025
	19	14	28
	/	/	0
	/	/	225
%	100	100	100
	17,364	61,509	61,495
	35,438	83,883.5	3,833,965.17
	3,022	2,612	6,236
	3,022	2,612	6,236
	0	0	0
	831	1,207	4,333.35
	12	11	16
	12	11	16
	0	0	0
	0	0	0
	80,938.89	133,255.68	167,593.11
	10.35	40.35	424.61

	2023	2024	2025
	228	150	158
	10	11	10
	5	3	5
	7	7	8
	5	5	5
	2	2	3
	4	4	4
	3	3	4

		CASS-ESG 6.0	GRI Standards	
		S2.1.1	/	
		S2.1.2	/	
		S2.1.3-2.1.13	/	
		S2.1.9-2.10	/	
		S3.3.1-3.3.6	416-1	
		S2.1.1-2.1.13, S3.4.1-3.4.2	308-1,308-2, 414-1,414-2	
		S3.4.1-3.4.4	418-1	
		S4.1.11-4.1.12	/	/
		S4.1.1-4.1.10	/	
		S4.3.1-4.3.2, S4.2.1-4.2.6	403-1,403-2, 403-3,403-4, 403-5,403-6, 403-7,403-8, 403-9,403-10, 404-2,404-3, 2-30,402-1	
		S4.3.2-4.3.6	404-1, 404-3	
	/	S1.1.1-1.2.6	203-1	
ESG		/	2-9,2-10,2-11, 2-12,2-14	
		G1.3.1-1.3.2	2-29	
		G1.1.1-1.12	2-9,3-1,3-2,3-3	
		G1.1.8	/	
		G2.1.1-2.1.8	205-2,205-3	
		G2.2.1-2.2.3	206-1	
		G2.2.1-2.2.3	206-1	
	/	A2	/	/
	/	A3	/	
	/	A6	/	/

扫一扫 了解更多

中阡
ZHO GJI INNOLIGHT