



CHAOWEI POWER HOLDINGS LIMITED

超威動力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 00951

2015

Environmental, Social and
Governance Report

環境、社會及
管治報告



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Insisting on Green Operation and Practicing Environmental Protection

Promoting green processes
Strictly controlling three wastes and noise
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Notes to the Report

Report Release Cycle

This is the first annual environmental, social and governance report (the "Report") of Chaowei Power Holdings Limited ("Chaowei" or the "Company" together with its subsidiaries, the "Group"). The Report covers the period from 1 January to 31 December 2015. Some contents were traced to previous period when needed.

Scope of the Report

The Report covers Chaowei Power Holdings Limited and its subsidiaries.

Basis for Compilation of the Report

The Report was prepared with reference to the Environmental, Social and Governance ("ESG") Reporting Guide of The Stock Exchange of Hong Kong Limited ("HKEx"), the G4 Sustainability Reporting Guidelines (G4) issued by the Global Reporting Initiative (GRI), ISO26000: Social Responsibility by International Organization for Standardization and Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR3.0) by Chinese Academy of Social Sciences.

Access of the Report

The Report is released online. The online version is available on the HKEx and the Company's website (www.chaowei.com.hk). The Report is released in Chinese-English version. Should there be any discrepancies between the Chinese and the English versions, the English version shall prevail.

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關於本報告

報告發佈周期

本報告為超威動力控股有限公司(「超威」或「本公司」，連同其附屬公司為「本集團」)發佈的首份年度環境、社會及管治報告(「本報告」)，報告時間範圍為二零一五年一月一日至十二月三十一日，部分內容根據需要追溯至以前年份。

報告組織範圍

本報告涵蓋超威動力控股有限公司及其附屬公司。

報告編製原則

本報告參考香港聯合交易所有限公司(「聯交所」)《環境、社會及管治報告指引》、全球報告倡議組織(GRI)發佈的《G4可持續發展報告指南》(G4)、國際標準化組織(ISO26000: 社會責任指南)及中國社會科學院《中國企業社會責任報告編寫指南(CASS-CSR3.0)》的原則編製。

報告獲取方式

本報告以電子版形式發佈。電子版可以在聯交所及本公司官方網站(www.chaowei.com.hk)下載閱讀。本報告以中英文兩種文字發佈，在對兩種文本理解發生歧義時，請以英文文本為準。

聯繫方式

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9樓907室
電郵：Ir@chaowei.com.hk

About Us

關於我們

Corporate Profile

公司簡介

The Group is mainly engaged in the manufacturing and sale of lead-acid motive batteries, lithium-ion batteries and other related products. These batteries are widely used in electric bikes, electric vehicles, special-purpose electric vehicles, etc.

Headquartered in Changxing, Zhejiang Province, the Group's manufacturing facilities are strategically located in regions with higher demand for lead-acid motive batteries, namely Shandong, Jiangsu, Henan, Zhejiang, Anhui, Jiangxi and Hebei provinces.

The Group ranked first in the industry among the "Top 500 Listed Chinese Companies (中國上市公司500強)", "Top 500 Chinese Enterprises (中國企業500強)" and "Top 100 Chinese Manufacturing Enterprises (中國製造業企業100強)", underscoring its leading position in the battery industry. As at 31 December 2015, the Group has consolidated its leading position in the industry, the sales volume hit record high with a revenue of approximately RMB18.87 billion.

The Group is also committed to fulfilling its environmental and social obligations while striving for economic benefits. It has adopted appropriate policies and procedures across the Group. These initiatives encompass those relating to employees and their health and safety, care for the environment and contribution to the community at large.

本集團主要從事鉛酸動力電池、鋰離子電池及其他相關產品的製造及銷售，產品主要應用於電動自行車、電動汽車和特殊用途電動車等。

本集團的總部設於浙江省長興縣，生產設施廣泛地分佈於鉛酸動力電池需求較高的區域，如山東、江蘇、河南、浙江、安徽、江西及河北省。

本集團以行業排名第一的成績再次榮登「中國上市公司500強」榜單、「中國企業500強」及「中國製造業企業100強」榜單，彰顯了本集團在電池行業的領導地位。截至二零一五年十二月三十一日，本集團的銷量和營業額再次刷新歷史紀錄，營業額約人民幣188.7億元，穩居於市場前列。

本集團長期致力平衡企業經濟效益和社會環保責任，採納恰當政策及程序，推行關乎員工以及其健康及安全、環保及為廣大社區作出貢獻的措施。



Corporate Governance 公司管治

The Group is dedicated to continuously improve the corporate governance standards and procedures. The board of directors of the Company (the “Board”) recognizes the importance of maintaining high standards of corporate governance which are fundamental to the Group’s corporate values, long-term growth, success, and sustainability. It also safeguard the Group’s interest and assets, and create value for shareholders and other stakeholders. The Group abides by the code provisions of the Corporate Governance Code in Appendix 14 in the Rules Governing the Listing of Securities on HKEx.

As of 31 December 2015, the Board consists of 9 directors, of whom 4 are executive directors and 5 are non-executive directors (“NED”). Among the 5 NEDs, 3 are independent non-executive directors. The Board are also supported by professional personnel as and when required.

The Board has established 3 Board committees, namely, the audit committee, the remuneration committee and the nomination committee for overseeing the particular aspects of the affairs in order to maintain transparency and accountability of the Company. Each of these committees has specific written terms of reference which set out in detail their respective authorities and responsibilities.

For more information on the Group’s corporate governance and the Board, please refer to our 2015 Annual Report, which can be accessed via our company website “www.chaowei.com.hk”.

本集團致力不斷改善公司管治準則及程序。本公司董事會(「董事會」)深明維持高標準的公司管治對本集團企業價值、長遠增長、業務成功及可持續發展至關重要，同時可保障本集團利益及資產，並為股東及其他權益持有人締造價值。本集團遵守聯交所證券上市規則第14章企業管治守則的守則條文。

截至二零一五年十二月三十一日，董事會由9名董事組成，當中4名為執行董事，另外5名為非執行董事(「非執行董事」)。5名非執行董事當中3名為獨立非執行董事。董事會亦可於有需要時接受專業人士支援。

董事會下設3個董事委員會，即審核委員會、薪酬委員會及提名委員會，負責監察特定事務，確保本公司具透明度及問責性。各董事委員會的書面職權範圍載列其各自的權力及責任詳情。

有關本集團企業管治及董事會的更多資料，請參閱本公司網站(www.chaowei.com.hk) 閱覽二零一五年年報。

Corporate Culture 企業文化

Our Core Value 我們的價值觀

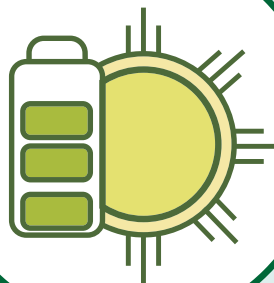
Integrity, responsibility,
result and dedication
忠誠、責任、結果、奉獻

Our Mission 我們的使命

Advocate green energy
and perfect human Life
倡導綠色能源，完美人類
生活

Our Vision 我們的願景

To become a global new
energy company capable of
creating good value
立志成為全球新能源
行業偉大的公司



Our Operational Philosophy 我們的工作理念

Truth-seeking and
enterprising
用事實數據說話，一對一
責任，言必行、行必果

Our Slogan 我們的方針

Resource sharing, mutual
benefit, mutual development
and long-term coexistence
資源共享、互惠互利、共同發
展、長期共存



Key Awards and Recognition 主要獎項及認可



Participating Associations 參與協會

Name of Association 協會名稱	Role of Chaowei 超威的角色
China Battery Industry Association 中國電池工業協會	Vice President Unit 副理事長單位
China Electrical Equipment Industry Association 中國電器工業協會	Vice President Unit 副理事長單位
Lead-acid Battery Branch of China Electrical Equipment Industry Association 中國電器工業協會鉛酸蓄電池分會	Vice President Unit 副理事長單位
China Industrial Association of Power Sources 中國化學與物理電源行業協會	Vice President Unit 副理事長單位
China Resource Recycling Association 中國再生資源協會	Vice Chairman Unit 副會長單位
China Federation of Industrial Economics, China Enterprise Confederation, China Enterprise Directors Association 中國工業經濟聯合會、中國企業聯合會、中國企業家協會	Executive Director Unit 常務理事單位
China Bicycle Association 中國自行車協會	Executive Director Unit 常務理事單位
China Committee of Electric Vehicles 100 Members 中國電動汽車百人會	Council Member Unit 理事會成員單位
National Lead-acid Battery Standardization Technical Committee 全國鉛酸蓄電池標準化技術委員會	Deputy Director Unit 副主任委員單位

Our Management *New Paradigm* Management

我們的管理 新範式管理



Introduction to New Paradigm Management

新範式管理簡介

New paradigm management model is an effective management model developed by Moon Kook-hyun, Honorary Chairman of Korea Drucker Association and the former CEO of Yuhan-Kimberly, who systematically applied Drucker's idea of social ecology to enterprise management practices through continuous exploration and practice and made outstanding achievements. Specifically, new paradigm management model refers to a series of business operation principles and systems based on "People-oriented and Customer-centric" operation philosophy, which aim at building a society featured by balanced environmental, social and economic development, realizing that the most important role of enterprises is to innovate and enable enterprises' innovation activities to be goal-directed and systematic. By promoting new paradigm management, more than 200 Korean enterprises and organizations have achieved apparent effects in areas such as enterprise competitiveness, employee creativity, sense of ownership, open communication between departments, employee self-development and ethics management.

Customers are the core of new paradigm management

Customers are the cornerstone and the reason for existence of an enterprise. Therefore, being customer-centric is both the starting point and the basic idea of new paradigm management. Customers will not stay unchanged; instead, they evolve and become increasingly diversified as their demands, desires and aspirations continue to develop, which require enterprises to be alert at all the times and be innovative in its development.

Advocating and practicing the people-oriented operation philosophy

Regarding employees as partners of the enterprise for mutual growth is reflected in providing them with a work-life balance, thereby improving the quality of life and enabling them to engage in self-directed lifelong learning. Through learning, employees can realize their intrinsic value, have a sense of ownership and grow into knowledge-based employees with entrepreneurship in the process of pursuing continuous change and innovation.

新範式管理模式是由韓國德魯克協會名譽主席、原柳韓金佰利CEO文國現通過不斷的探索與實踐，系統地將德魯克社會生態的思想應用於企業的管理實踐中，並取得卓越成就成為一套有效的管理模式。具體而言，新範式管理模式是以「以人為本、以顧客為中心」的經營理念為基礎，為了營造環境、社會、經濟領域這三方面協調均衡發展的社會，認識到企業最重要的任務為創新，從而能夠使企業的創新活動具有目的指向性和體系性的一系列經營管理原理及體系。通過推進新範式管理，200多家韓國企業等機構在企業競爭力、員工創造性、自主意識、部門間的開放溝通、員工自我開發、倫理經營等方面都取得了明顯效果。

顧客是新範式管理模式的核心

顧客是企業的基石，也是企業存續的理由。因此，以顧客為中心是新範式管理的出發點，也是基本思想。顧客並不停留於原點，而是隨著需求、欲望和渴望不斷進化，變得越來越多樣化。這就要求企業時刻保持警覺並不斷創新以向前發展。

倡導和實踐以人為本的經營理念

企業視員工為共同成長的夥伴，並體現在向他們提供一種均衡的工作與生活環境，從而提高生活品質，使他們通過以自我為主導的終身學習，邁向有目標的人生。通過學習，實現內在價值，具備自主意識，在追求持續變化和創新的過程中，成長為有企業家精神的知識型員工。

Establishing a trust that can unleash employees' potential

Trust is not only a social morality, but also an economic power; it is an organizational competence of the greatest importance to personal growth. The people-oriented new paradigm idea makes trust possible and can unleash employee's potential, inspire cooperation and collaboration between organization members and thus accelerate organizational change and innovation.

Incorporating innovation into our operation

In the age of hyper-competition, the core method of survival of enterprises lies in innovation, while innovation should be promoted by all employees under the guidance of the leaders. The key to innovation lies in introducing what an enterprise needs and seeking methods and paths for implementation of it in the enterprise, so that it can be truly owned by the enterprise.

構建可發揮員工潛能的信任

信任不僅僅是一種社會品德，也是一種經濟動力，亦是對個人成長至關重要的組織能力。以人為本的新範式理念可建立信任，並發揮出員工的潛力，激發組織成員之間通力合作與協作，從而加快組織的變革和創新。

將創新融入經營當中

在超競爭時代，企業賴以生存的核心方法就是創新，在領導者的引領下，由全體員工共同推進創新。創新的關鍵在於引進企業所需，尋覓適合在企業推行的方法和路徑，真正成為企業之本。

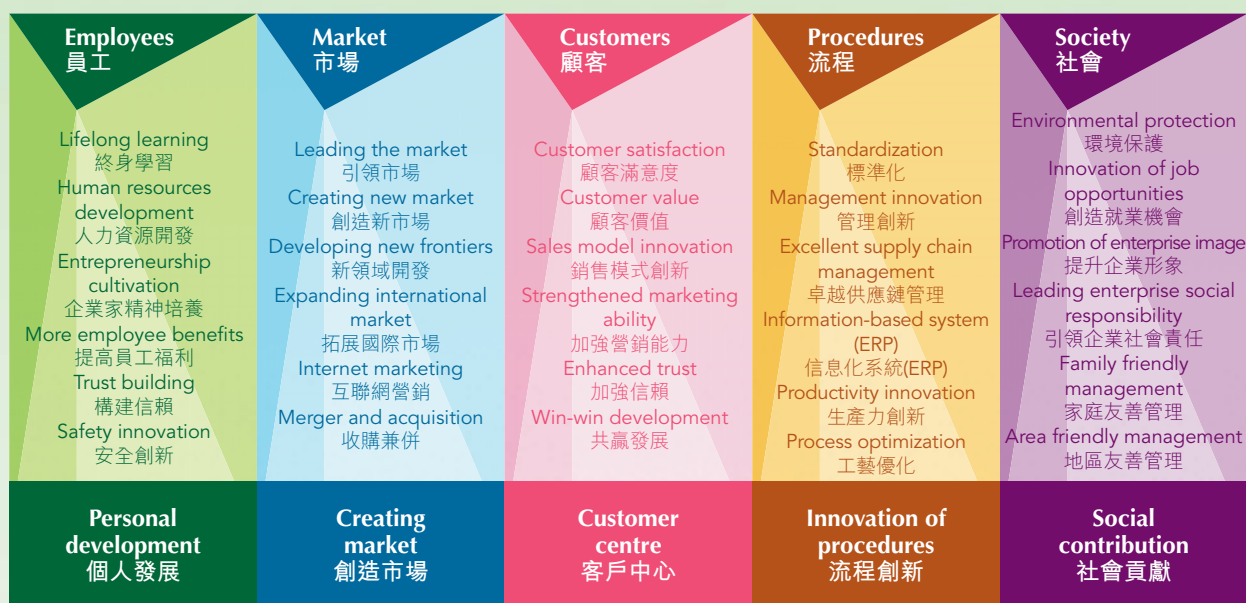


New Paradigm Achievements in 2015

二零一五年新範式工作成果

In 2015, the Group introduced new paradigm management and reached a consensus on innovation and change, resulting in great change in both the enterprise and its employees. The Group set up the vision building and determined development planning for the coming five years. All employees participated in activities of seeking opportunities and pursuing dreams, each of whom learned and comprehended the idea of new paradigm, tried to use fishbone diagram and other management tools to fully express their ideas and pursuits and share a common vision, with cross-department collaboration being the norm. The headquarters implemented 369 cross-department projects while four pilot areas implemented 298 cross department projects, all of which with good results. The Group vigorously organized activities of promoting "Cost Reduction and Efficiency Enhancement" to reduce waste and save cost, which became a conscious action of departments and subsidiaries. It also perfected procedures and systems, completed the organization and construction of 308 main business procedures, optimized more than 1,000 procedure nodes and removed obstructions and obstacles, effectively increasing working efficiency.

二零一五年，本集團導入新範式管理，凝聚創新變革的共識，企業及其員工均發生了極大轉變。本集團完成了願景大廈的制定，確定了未來五年的發展規劃。全員開展發現機會、探尋夢想活動，每個員工學習領會新範式理念，嘗試運用魚骨圖等管理工具，充分表達想法追求，並匯聚成共同的願景，跨部門協作成為常態。總部實施跨部門課題369項，四個示範區實施跨部門課題298項，取得良好成果。本集團大力開展「降本增效」推廣活動，減少浪費、節約成本，成為部門及附屬公司的自覺行動。本集團亦完善流程制度，完成308個業務主流程的組織和建設，優化1,000多個流程節點，打通梗阻障礙，有效提升工作效率。



People-oriented, customer-centric, transparent and trustworthy
以人為本、以顧客為中心、透明、信賴

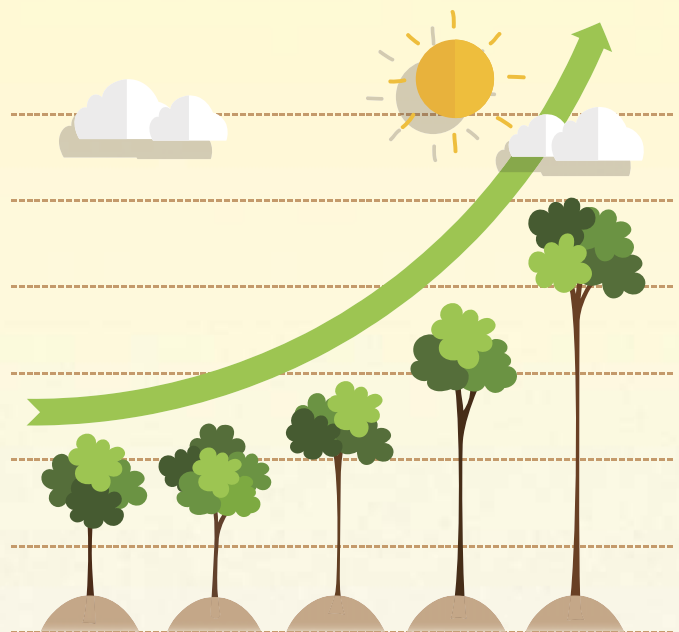
Lifelong learning, entrepreneurship of all employees, continuous innovation, harmonious culture and sharing of benefits of results
終身學習、全員的企業家精神、持續性創新、和合文化、成果共享

Loyalty, responsibility, result and contribution
忠誠、責任、結果、奉獻

Vision Building
願景大廈

Strengthening Idea of Responsibility *and* *Promoting Responsibility* *Management*

強化責任理念，
推進責任管理



Organizational System and Work Advancement 組織體系與工作推進

The Group's social responsibility is planned as a whole, managed and implemented by the CEO and the Board with the assistance of the senior management, with each department and subsidiary assigning a contact person to take responsible for planning and implementation of social responsibility work in respective departments, thus forming a highly efficient and practical organizational management system featured by sound organizations and clear delineation of responsibilities.

The Group has been attaching much importance to social responsibility work, integrated the idea of social responsibility into the Group's operation and management activities, reflected social responsibility in communication with stakeholders and achieved a combination of enterprise social responsibility with enterprise operation and management. In 2014, the Group established a social responsibility index system, and defined duties and workflows of each department in respect of social responsibility; the system is designed to guide, manage, supervise, evaluate and improve social, economic and environmental performance of the Group. In 2015, the Group continued to carry out social responsibility work, developed and disclosed the first ESG report.

The Group includes training on enterprise social responsibility in its annual employee training plan, organizes relevant seminars and lectures, and increases employees' awareness of social responsibility in all dimensions, so as to guide enterprise production and operation practices.

本集團社會責任工作是在高級管理層協助下，由行政總裁與董事會牽頭統籌規劃、管理與實施，各部門及附屬公司委派聯絡人員，負責規劃與落實各部門的社會責任工作，從而形成一套高效務實、組織健全、職責清晰的組織管理體系。

本集團一直非常重視社會責任工作，將社會責任的理念融入到本集團經營管理活動之中，在與各權益持有人溝通體現社會責任，融合企業社會責任與企業經營管理。二零一四年，本集團搭建了社會責任指標體系，界定各部門有關社會責任的職責與工作流程，該體系乃為指導、管理、監督、評價和改善本集團在社會、經濟和環境方面的績效而設。二零一五年，本集團持續推行社會責任工作，並編製及披露首份環境、社會及管治報告。

本集團每年將企業社會責任相關培訓納入到職工培訓計劃之中，組織相關研討會及講座，從各方面提升員工的社會責任意識，從而指導企業生產經營實踐工作。

Stakeholder Identification and Communication 權益持有人識別溝通

The Group determines its main stakeholders as shareholders/investors, government/regulatory authorities, customers, employees, suppliers/partners, environment and community/the public in accordance with the characteristics of its business and operation. The Group identifies its shareholders' expectations through collecting their feedbacks and carries out social responsibility practices in a way that balance the interests of the Group and its stakeholders.

本集團根據其業務和營運特點，將主要權益持有人確定為股東／投資者、政府／監管機構、客戶、員工、供應商／合作夥伴、環境、社區／公眾，透過收集意見，全面瞭解股東的期望，開展社會責任實踐工作，平衡本集團與權益持有人的利益。

Stakeholders 權益持有人	Communication Channels 溝通方式		Expectation 期望與訴求	
Shareholders/investors 股東／投資者	<ul style="list-style-type: none"> Shareholders' meeting Press release and announcements Company reports Publication of news on company website Investors' meetings and road shows 	股東大會 新聞稿及公告 公司報告 在公司網站發佈消息 投資者會議及路演	<ul style="list-style-type: none"> Protection of shareholders' rights and interests Satisfaction and return on investment Information disclosure Compliance operation and management 	保障股東權利及權益 滿意的投資回報 資料披露 合規營運及管理
Government/regulatory authorities 政府／監管機構	<ul style="list-style-type: none"> Meetings Compliance reporting On-site inspections Participation in conferences/seminars Ad-hoc enquiry/checking Due submission 	會議 合規報告 實地檢查 參與會議／研討會 特別查詢／檢查 妥善提交文件	<ul style="list-style-type: none"> Legal and regulatory compliance Punctual tax payment Business and economic development Social contribution Production safety 	法律及合規監管 依時納稅 業務及經濟發展 社會貢獻 生產安全
Customers 客戶	<ul style="list-style-type: none"> Daily operations/interactions Customer satisfaction surveys Regular visits Industry exhibitions and forums Customer service centres/hotline 	日常營運／互動 客戶滿意度調查 定期走訪 行業展覽及論壇 客戶服務中心／熱線	<ul style="list-style-type: none"> Customer feedback Improvement of product quality Customer health and safety Business development R&D development 	客戶反饋 改善產品質量 客戶健康及安全 業務發展 研發
Employees 員工	<ul style="list-style-type: none"> Labour contract Labour union Employees' forums and assemblies Employee gatherings Manager mail box Volunteer activities Daily communication 	勞動合同 工會 員工座談會及集會 員工聚會 經理郵箱 志願活動 日常交流	<ul style="list-style-type: none"> Protection of employees' rights and interests Management and employees' communication Occupational health and safety Employees' welfare improvement Employees' development Equal career opportunities and diversity Attraction and retention of employees 	保障員工權利及權益 管理層與員工交流 職業健康及安全 改善員工福利 員工發展 平等就業機會及多元化發展 招攬及留聘員工
Suppliers/partners 供應商／合作夥伴	<ul style="list-style-type: none"> Senior management meetings Seminars and conferences Marketing summits Supplier evaluations On-site visits Daily communication 	高層會晤 研討會及會議 營銷峰會 供應商評估 實地考察 日常交流	<ul style="list-style-type: none"> Win-win co-operation Fair competition Long-term business relationship Fair and reasonable pricing Product quality assurance 	互利雙贏 公平競爭 長期業務關係 公平合理價格 產品質量保證
Environment 環境	<ul style="list-style-type: none"> Environment inspections Environmental disclosure report Adoption of green office Promoting green production 	環境檢查 環境披露報告 實行綠色辦公室 推廣綠色生產	<ul style="list-style-type: none"> Strengthening environmental and ecological protection Saving energy and resources Implementation of green operation 	加強環境及生態保護 節約能源及資源 推行綠色營運
Community/the public 社區／公眾	<ul style="list-style-type: none"> Volunteer activities Charity activities Sponsorship of public welfare activities 	志願活動 慈善活動 贊助公益活動	<ul style="list-style-type: none"> Community engagement Social integration and regeneration 	社區參與 社會融合及再生

Creating High-Quality Products *and Promoting* *Value Creation*

打造優質產品，提升價值創造



The Group is committed to provide advanced, safe and environmentally-friendly products, through continuous product research and development (“R&D”) and innovation, transparent and efficient responsible procurement and strict product safety quality management leading to an improvement in the quality of customer services. The Group is also committed to operate in compliance with all applicable laws, resist corruption and commercial bribery, protect customers’ rights and interests, and establish good reputation and brand image within the industry.

本集團致力於提供先進、安全、環保的產品，通過持續的產品研發與創新，透明高效的責任採購，嚴格的產品安全質量管理，從而提升客戶服務質素。本集團亦堅持守法經營，抵制貪污腐敗和商業賄賂以及維護客戶權益，樹立業界良好口碑和品牌形象。

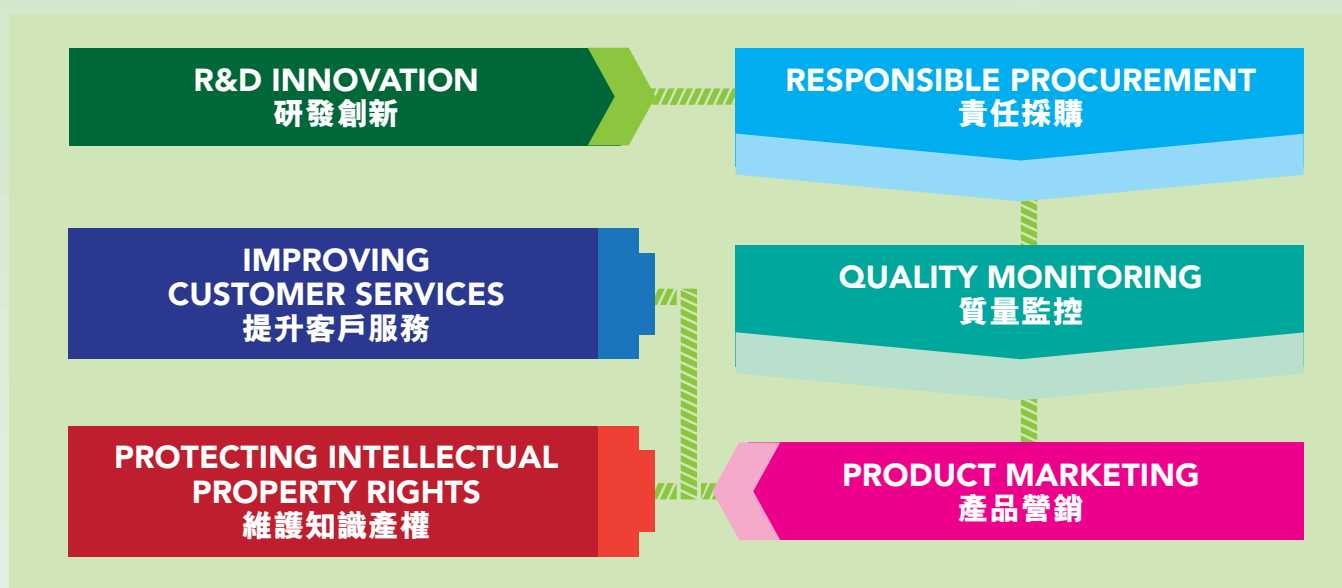


Diagram of Products Production and After-sales Services
產品生產及售後服務示意圖

Product R&D Innovation 產品研發創新

The Group always gives top priority to technical innovation, technical R&D, strongly supports product R&D in terms of organization, management, capital investment and building a talented team, and provides customers with more reliable and high-quality products. In 2015, the Group was awarded “2015 National Model Enterprise of Technology Innovation (二零一五年國家技術創新示範企業)” jointly announced by Ministry of Industry and Information Technology and Ministry of Finance and “The 21st Batch of Nationally-recognized Enterprise (Group) Technology Centre (第21批國家認定企業(集團)技術中心)” jointly published by National Development and Reform Commission, Ministry of Science and Technology, Ministry of Finance, General Administration of Customs and State Administration of Taxation respectively, indicating that the Group has reached a new level in terms of technical innovation strength. As of 31 December 2015, the Group has obtained 1,096 patents in total, including 425 invention patents.

本集團始終把技術創新放在首要位置，持之以恆走科技研發之路，在組織、管理、資金投入及人才隊伍建設等方面大力支持產品研發工作，為客戶提供更多可靠和優質的產品。二零一五年，本集團分別由國家工業和信息化部、財政部聯合公佈被評為「二零一五年國家技術創新示範企業」和由國家發展和改革委員會、科學技術部、財政部、海關總署、稅務總局聯合公佈入選為「第21批國家認定企業(集團)技術中心」，標誌著本集團科技創新實力邁上新台階。截至二零一五年十二月三十一日止，本集團累計共獲得專利1,096個，其中發明專利425個。



Case 案例

3D bipolar high-power lead-acid battery — wins Gold Prize of National Patent Award 三維雙極型高功率鉛蓄電池 — 獲國家專利金獎

“3D bipolar high-power lead-acid battery” (200910155215.X) is a product with advantages such as high power performance, rapid charging performance, good safety performance and high cyclic utilization rate, which enables batteries to have advantages such as light weight, large conductive interface, large specific energy, large specific power and long life in case of low-level lead. It can be widely used as motive batteries in electric vehicles, hybrid electric vehicles and new-energy vehicles as well as extended applications, e.g., high-power and long-life energy storage systems. So far, the Group has established long-term cooperation with multiple domestic vehicle manufacturers in respect of series motive battery products for electric vehicles and hybrid electric vehicles developed through this technology. In December 2015, the patent was awarded the Gold Prize of the 17th National Patent (第十七屆國家專利金獎), which is the only gold award in lead-acid battery industry at present.

「三維雙極型高功率鉛蓄電池」(200910155215.X)，本產品具有功率性能高、充電性能快速、安全性能優、循環利用率高等優點，能在低鉛量的情況下，使電池具備重量輕、導電界面大、比能量大、比功率大、電池壽命長等優勢，可廣泛應用於電動汽車、混合動力汽車、新能源汽車動力電池，還可拓展應用於高功率、長壽命儲能系統中。目前，通過該技術開發的電動汽車、混合動力汽車用系列動力電池產品，已跟國內多家整車廠家建立了長期的業務合作關係。二零一五年十二月，該專利榮獲了第十七屆國家專利金獎，是目前鉛酸蓄電池行業唯一金獎。



Carrying out Responsible Procurement 展開責任採購

The Group values the partnership with suppliers, adheres to the guideline of win-win cooperation and works together to promote sustainable development of the industry. The Group has been continuously perfecting the supply chain management system, optimizing and improving the supplier management system, regulating the access, visit, evaluation and departure of suppliers, and constantly increasing specialization and transparency of supply chain management.

本集團重視與供應商的夥伴關係，秉持合作共贏的方針，共同推動行業可持續發展。一直以來，本集團不斷完善供應鏈管理體系，優化和完善供應商管理制度，對供應商的準入、走訪、評估及退出進行規範，不斷提高供應鏈管理的專業化和管理的透明度。

The Group has integrated social responsibility into supply chain management, included suppliers' performance of social responsibility into the evaluation standards and conducted comprehensive investigation and assessment of actual situations such as suppliers' production management, quality control, environmental governance, labor practice and social impact through ad hoc site visits.

The Group values communication with suppliers. In addition to continuous communication with suppliers in routine work, and establishing strategic cooperation with suppliers through technical support, management support and fund support, so as to achieve win-win cooperation, it also carries out multi-level and multi-dimensional two-way communication through high-level reciprocal visit, field review, supplier meeting and fair, etc. In 2015, the Group convened 8 supplier symposiums and visited suppliers for 55 times.

本集團將社會責任要求融入供應鏈管理中，將供應商履行社會責任的情況納入評價標準中，並通過不定期實地走訪，對供應商的生產管理、品質控制、環境治理、勞工慣例、社會影響等實際情況進行綜合考察與評估。

本集團重視與供應商的溝通。除在日常工作中持續與供應商溝通及通過技術、管理及資金支持與供應商開展戰略合作，攜手合作實現雙贏外，還以高層互訪、實地考察、供應商大會及展銷會等方式，進行多層次多方面的雙向溝通。二零一五年，本集團共召開供應商座談會8次，走訪供應商55次。

Case 案例

Convening supplier meetings and continuously improving procurement quality 召開供應商大會，不斷提升採購質量

On 29 May 2015, the 2014 Supplier Quality Meeting was held at the headquarters of the Group. Seniors from 128 supplier units attended the meeting, during which the Group communicated with them centering on supply quality, technology collaboration and innovation and further strategic cooperation.

於二零一五年五月二十九日，二零一四年度供應商質量大會在本集團總部舉行。128家供應商高層出席大會，本集團與供應商在大會期間集中討論供貨質量、技術合作與創新，以及進一步戰略合作。

At the meeting, the list of excellent suppliers of 2014 was announced and 13 suppliers were recognized with Supplier Excellence Awards. It also reported the overall performance of the suppliers such as completion rate of their supply plans, quality, capacity readiness and responsiveness and suggested rectification and correction measures for those suppliers who did not perform well. Suppliers who won the awards spoke at the meeting.

本集團於大會上公佈了二零一四年度優秀供應商名錄，並向13家供應商頒發優秀供應商大獎。大會上亦匯報供應商的整體表現，例如其採購計劃完成率、質量、產能及反應能力，並向表現欠佳的供應商提出整改措施建議。獲獎供應商於大會上發言。



Exercising Strict Control over Quality Monitoring 嚴把質量監控

In order to regulate production and management, improve product quality and reduce production of unqualified products and waste of resources, the Group has established and strictly enforced a quality management system that covers the product life cycle ranging from procurement of raw materials to production process control to process supervision and inspection of finished products. Meanwhile, the Group also strengthened quality inspection in subsidiaries, branches and consortiums, monitored process quality control indices and uncovers and resolves product quality problems on a timely basis.

The Group values the management of product quality disputes and returns. It has developed the "Quality Management Standard", setting out how to classify and handle incidents relating to quality issues, and effectively increasing the efficiency in handling quality disputes. At present, the major subsidiaries of the Group have been accredited with the certification of ISO9001 Quality Management System, with products certified by multiple testing organizations at home and abroad.

為規範生產和管理，提升產品質量，減少不合格品的產生和資源浪費，本集團建立了從原材料採購、生產過程控制、工藝督察、以至成品檢驗等覆蓋產品全生命周期的質量管理制度體系，並嚴格予以執行。同時加強對各附屬公司、分公司、財團進行質量監察，監控過程質量控制指標，以便及時發現和解決產品質量問題。

本集團重視產品質量糾紛及退貨的管理工作，建立了《質量事故管理標準》，確立有關質量事宜的事件分類及處理流程，有效提升質量糾紛處理效率。目前，本集團主要附屬公司均已通過ISO9001質量管理體系認證，產品獲得了國內外多家檢測機構的認證。



ISO Certificates
質量管理體系認證證書

Expanding Sales Network 拓寬銷售網絡

The Group has established a national sales and distribution network that covers primary and secondary markets, continuously exploring the international market, providing independent distributors with technical training and consultation services through fine management of distributors and reduction of intermediate links in distribution channels, and offering better services to customers by continuously strengthening guidance and service quality management at point-of-sale terminals.

本集團建立了覆蓋一級及二級市場的全國性銷售與分銷網絡，並不斷開拓國際市場，通過對經銷商採取精細化管理，減少銷售渠道的中間環節，為獨立經銷商提供技術培訓和諮詢服務，不斷加強對銷售終端的指導與服務品質管理，為客戶提供更為優質的服務。



Chaowei Battery G3.0 Franchised Terminal Conference
in Bazhou
霸州召開超威電池3.0代終端會議



Extension Conference for Chaowei Battery Stores
in South Jiangsu
蘇南大區召開超威電池專賣店拓展會議



Kisun Battery Strategic Seminar
金太陽電池戰略研討會



Lithium Battery Terminal Promotion Conference
鋰電池終端推廣會



Participation in INABIKE 2015 Exhibition in Indonesia
參加二零一五年印尼國際雙輪車暨零配件展

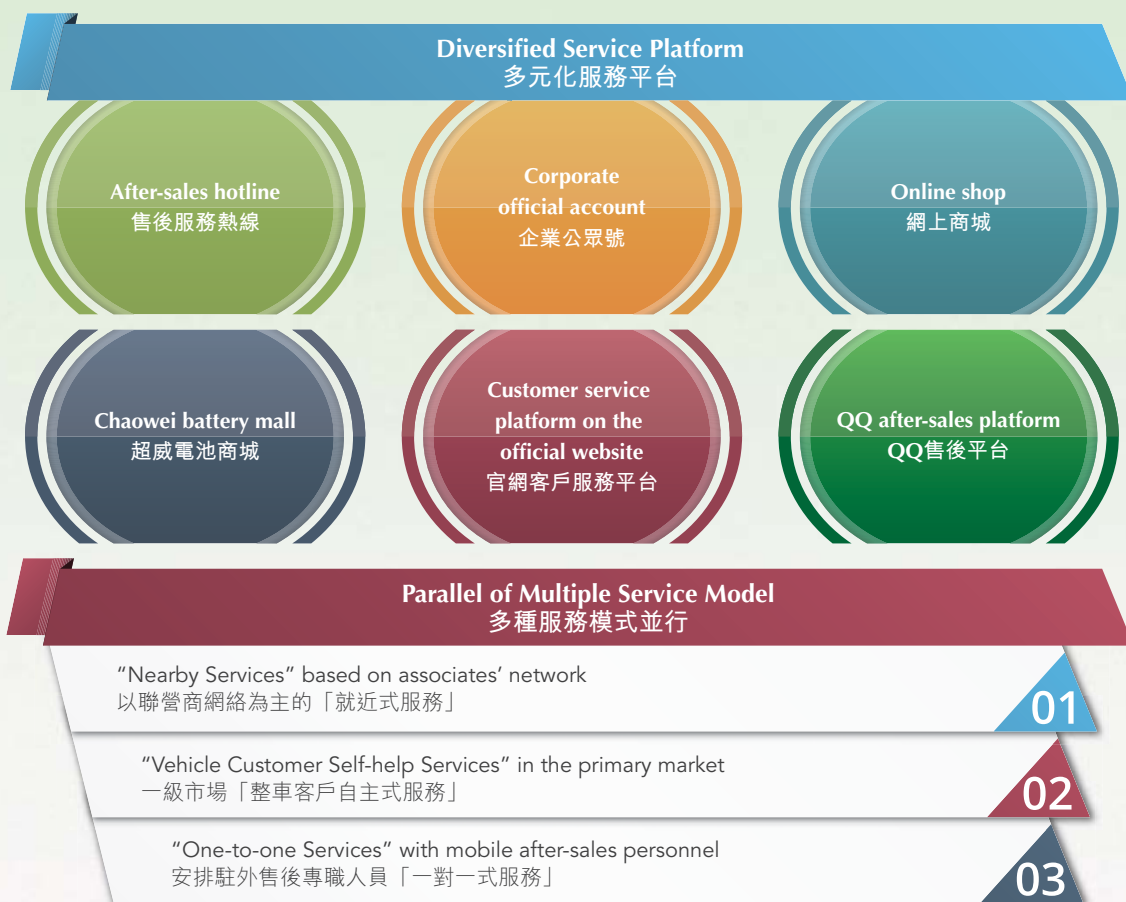


Golden Chaowei Battery Exhibition
金超威電池展會

Improving Customer Services 提升客戶服務

The Group highly values customer services and has established a sound after-sales service system. By continuously optimizing departmental functions to increase after-sales management efficiency, establishing a return monitoring and supervision mechanism to raise associates' satisfaction, appointing a market regional account manager to guide the improvement of associates' service quality, adopting multiple service models to increase service quality and speed, improving the effects of training for after-sales personnel and marketing agents, providing diversified service platforms, developing and running after-sales software systems, etc., it has accelerated and increased the efficiency of internal and external market work, practically improved corporate after-sales service ability and quality, improved corporate brand image and increased customers' satisfaction and loyalty to the Group's products.

本集團高度重視客戶服務工作，建立了完善的售後服務體系，透過不斷優化部門職能以提高售後管理效率、建立退貨監測監督機制以提高聯營商的滿意程度、委派市場區域客戶經理負責引導提升聯營商的服務質素、採納多種服務模式以提升服務質素及加快速度、加強對售後服務人員及市場代理商的培訓效果、提供多元化服務平台以及開發運行售後軟件系統等方式，使市場內外部工作提速、增效，切實提升了本集團的售後服務能力和質量，提高了企業品牌形象，加大客戶對本集團產品的滿意度和忠誠度。



Creating an Incorrupt Environment 營造廉潔環境

The Group upholds the working principles of “Education First, Prevention First, Comprehensive and Equal Application of Punishment and Prevention” to promote integrity construction and facilitate healthy development of the Group. The Group has set up integrity supervisory committee (the “Integrity Supervisory Committee”), which is responsible to combat corruption and uphold integrity under the guidance of the Board and party committee (the “Party Committee”) of the Group. A regular meeting should be convened by committee members of the Integrity Supervisory Committee semi-annually to work out a work plan, exchange, analyze and discuss the situation, and summarize experience; special meetings can be convened as required to discuss and handle important matters. In 2015, the Group organized 7 anti-corruption and integrity advocacy trainings, which were attended by about 700 person-times.

本集團秉承「教育為先、預防為主、綜合治理、懲防並舉」的工作原則，建立廉潔制度，促進本集團健康發展。本集團成立廉潔監察委員會（「廉潔監察委員會」），在董事會和本集團黨委（「黨委」）領導下開展反腐倡廉工作。每半年由廉潔監察委員會委員召開一次工作例會，制定工作計劃、交流情況、分析探討、總結經驗等，並根據需要召開專題工作會議，研究處理重要事項。二零一五年，本集團組織反腐倡廉培訓7次，受訓人數約700人次。

Case 案例

Requiring all employees of the Group to sign an integrity commitment letter 要求本集團員工簽署廉潔承諾書

In order to enhance integrity of its staff, the Group firmly implements the provision of The CPC Central Commission for Discipline Inspection on leaders' and cadres' probity and self-discipline, and requires all employees and cadres to be “Honest and Non-corrupt Members of Chaowei”, as well as make undertakings to the Group and sign an integrity commitment letter.

為加強員工的廉潔建設，本集團堅決貫徹中共中央紀律檢查委員會關於領導幹部廉潔自律的規定，並要求每名員工和幹部做「廉潔超威人」，做一名清正廉潔的員工和幹部，以及向本集團做出承諾，簽署廉潔承諾書。



Protecting Intellectual Property Rights 維護知識產權

In recent years, “CHILWEE” brand enjoys increasing popular support, accompanied by more rampant counterfeit and shoddy products. In order to provide consumers with genuine high-quality products, the Group developed “Chaowei Group Anti-Counterfeit and Rights Protection Management System” and “Regulations of Chaowei Group on Collection and Feedback of Market Intelligence for Patent Protection” to strengthen rights protection against competing products suspected of infringing the patent of the Group, effectively cracking down various behaviors that infringe Chaowei’s trademark right and patent right. In the meantime, the Group developed “International Patent Application Process”, gradually extended protection of intellectual property rights to overseas markets and strengthened protection of patents abroad. In 2015, the Group was awarded the title of “National Model Enterprise of Intellectual Property Right (國家知識產權示範企業)” issued by State Intellectual Property Office of the PRC.

近年來，「超威」品牌越來越深入人心，隨之而來的假冒偽劣產品也愈演愈烈。為了向廣大消費者提供貨真價實的高品質產品，本集團制定了《超威集團打假維權管理制度》和《超威集團關於對專利保護的市場情報收集反饋管理辦法》，加強對涉嫌侵犯本集團專利的競品的維權力度，有效打擊了各種侵犯超威商標權和專利權的行為。同時，本集團制定《專利國際申請流程》，逐步向國外市場加大知識產權保護力度，加強對國外市場專利的保護。二零一五年，本集團榮獲由中國國家知識產權局頒佈的「國家知識產權示範企業」稱號。



National Model Enterprise of Intellectual Property Right
國家知識產權示範企業

堅持綠色營運，實踐環境保護



The Group has always upheld the mission of “Advocate Green Energy and Perfect Human Life”, and insisted on environmental protection principles of “Low Energy Consumption, Low Pollution and Low Emissions”. In the face of the severe climate change, resource shortage and environmental pollution, by leveraging on technological innovation, promoting green processes, strictly controlling three wastes (waste gas, waste water and solid wastes) and noise, reducing greenhouse gas emissions, reducing energy consumption, innovating pollution prevention and control, protecting ecological environment and spreading environmental protection concept, the Group aims at becoming a “Resource-saving and Environmentally-friendly” enterprise, and building the first green energy brand in China.

本集團一直秉承「倡導綠色能源，完美人類生活」的企業使命，堅持「低能耗、低污染、低排放」的環保原則，面對當前氣候變化、資源緊缺和環境污染的嚴峻形勢，本集團依托科技創新，推行綠色工藝，嚴控三廢（即廢氣、廢水及固體廢棄物）一噪，減排溫室氣體，節約能源使用，創新防治污染，保護生態環境，傳播環保理念，致力建設「資源節約型、環境友好型」企業，打造中國綠色能源第一品牌。



Promoting Green Processes 推行綠色工藝

The Group has developed cadmium-free container formation technology which has a 100% coverage in the Group and is popularized in the whole industry, taking production of lead storage batteries toward a cadmium-free age; it has initiated the lead recovery projects with “atomic economic method”, and chemically turned waste lead-acid batteries into lead powder that can be used directly, allowing lead recovery rate to reach 99%, reducing smoke and dust, waste water and waste gas emissions, and setting up a benchmark for the lead-acid battery production and regeneration industry.

本集團開發了無鎘內化成工藝，在本集團應用的工藝覆蓋率達100%，並在全行推廣，引領鉛蓄電池生產邁向無鎘化時代；首創「原子經濟法」鉛回收項目，通過化學方法將廢舊鉛酸電池轉化成可直接使用的鉛粉，使鉛回收利用率達到99%，並減排煙塵、廢水及廢氣，為鉛酸電池生產再生行業樹立了標桿。

Strictly Controlling Three Wastes and Noise 嚴控三廢一噪

The Group carries out strict monitoring and treatment of emissions of the four categories of pollutants specified by the state (waste water, waste gases, solid wastes and noise) and is committed to develop and introduce new technologies, and higher efficiency of pollutant treatment.

本集團嚴格監察及處理國家規定的四大類污染物（廢水、廢氣、固體廢棄物和噪聲）的排放，致力於開發和引進新技術，提升污染物處理的效率。

The Group is comprehensively promoting and strictly implementing energy conservation, environmental protection and water protection, being the “Three Simultaneous Management”. The major subsidiaries of the Group have been accredited with the certification of ISO14001 Environmental Management System. In 2015, the Group had no non-economic punishments or environmental pollution lawsuits. Further, it is not aware of any material non-compliance with relevant environmental laws and regulations that have a significant impact on the Group in 2015.

本集團全面推進及嚴格落實節能環保水保的「三同時管理」。本集團主要附屬公司均已通過ISO14001環境管理體系認證。二零一五年，本集團並無非經濟處罰事項或環境污染訴訟案件。此外，概不知悉於二零一五年發生任何嚴重違反相關環保法律法規，且對本集團帶來重大影響的情況。

Types of Emissions 排放物種類		Monitoring methods and treatment 監測方法及處理廢氣	
Waste gases 廢氣	Industrial waste gases (lead dust, sulfuric acid mist) 工業廢氣(鉛塵及硫酸霧)	<ul style="list-style-type: none"> Performing sample testing and analysis of exhaust gas at laboratory 在實驗室進行廢氣採樣測試及分析 Adoption of advanced Tertiary Wastewater Treatment System using high efficient filter cartridge and High-Efficiency Particulate Arresting cartridge (HEPA) and Water Mist Spray Filtration etc. to process the industrial waste gases. 採用先進三級廢水處理系統，使用高效濾筒、高效空氣微粒濾筒(HEPA)及水霧噴淋過濾等技術加工工業廢氣 	
Waste water 廢水	Life sewage (Ammonia Nitrogen, Biochemical Oxygen Demand (BOD)) 生活廢水(氨氮、生化需氧量(BOD))	<ul style="list-style-type: none"> Performing sample testing and analysis of water quality at laboratory 在實驗室進行水質採樣測試及分析 Adoption of advanced oil separation and septic tanks treatment for pre-processing the life sewage 採用先進隔油及化糞池處理技術，預先處理生活廢水 Discharging the life sewage to urban sewage treatment plant for centralized processing after the oil separation and septic tanks treatment 經隔油及化糞池處理後，將生活廢水排入城鎮污水處理廠集中處理 Adoption of multi-level pH inclined plate sedimentation and reverse osmosis process system to process high polluted sewage 採用多級pH斜板沉澱及反滲處理系統，加工高污染廢水 	
	Industrial sewage (Lead, Chemical Oxygen Demand (COD)) 工業廢水(鉛、化學需氧量(COD))		
Solid waste 固體廢棄物	General waste (life waste and industrial waste) 一般廢棄物(生活垃圾及工業垃圾)	<ul style="list-style-type: none"> Establishing temporary waste storage areas 設置臨時廢物儲存區 Collecting recyclable wastes according to classification 根據分類回收可循環再造廢物 Engaging local qualified disposal service providers such as sanitation institute (環衛所) for disposal and processing general wastes 委託當地合資格處置服務商(如環衛所)處理及加工一般廢棄物 Engaging government certified service providers for disposal and processing of hazardous waste according to local rules and regulations 根據當地規則及規例委託政府認可的服務商處理及加工危險廢棄物 	
	Hazardous waste (lead waste and waste sulfuric acid) 危險廢棄物(含鉛危廢及廢硫酸)		
Noise 噪音	Industrial noise 工業噪音	<ul style="list-style-type: none"> Using sound level meter to monitor sound and measure the noise level 使用聲級計監測聲音及測量噪音水平 Selecting design of new equipment to minimise noise 選用新設備降低噪音 Substituting soft materials for hard to reduce impact noise 以軟質物料取代硬質物料有助減少噪音衝擊 Using insulation to provide a barrier to prevent noise energy passing through 使用隔聲屏障防止噪音通過 Using absorption to reduce the noise energy reflected from surfaces thus reducing overall noise 使用吸收物料降低表面反射的噪音能量，從而減低整體噪音 	

List of Emissions Monitoring and Processing
排放物分類監測及處理清單

Reducing Greenhouse Gas Emissions 減排溫室氣體

In the face of global climate change, the Group has established a greenhouse gas (GHG) monitoring system to develop an emission inventory and to monitor greenhouse gas emissions. It also carried out a series of emission reduction measures and is committed to develop low-carbon and green economy. In 2015, emissions of greenhouse gases by the Group were mainly due to the consumption of purchased electricity.

面對全球氣候變化問題，本集團建立了溫室氣體監測體系，以編製排放清單，並監控溫室氣體排放，亦開展一系列減排措施，致力於發展低碳綠色經濟。二零一五年，本集團排放溫室氣體乃主要由於耗用外購電力。

Saving Energy Use 節約能源使用

The Group has minimized energy losses in production and operation by continuously promoting effective energy-saving technologies, so as to achieve sustainable development. Meanwhile, it also cultivates employees' awareness of environmental protection, advocates green office work through employee training and education in order to minimize environmental impact in management and daily operation.

本集團通過持續推廣高效節能技術，盡量減少在生產和運營過程中的能源損耗，實現可持續發展。同時，本集團亦通過員工培訓和教育，培養員工的環保意識，倡導綠色辦公，務求盡量降低管理運營對環境的影響。



Case
案例

Organizing a water conservation publicity activity
舉辦節水宣傳活動

The Group organized a large-scale water conservation publicity activity. Employees supported the water conservation publicity activity and practiced water conservation in daily operation and did their part to conserve water resources.

本集團舉辦了大型節水宣傳活動。廣大員工支持節水宣傳活動，身體力行，在日常運營中節約用水，為節約水資源盡一份力。



Actions on Promoting and Implementing Green Office
推動及落實綠色辦公室的行動

Reducing Packaging Waste 減少包裝浪費

The Group deepens innovation in management of packaging materials by reducing inventory backlog, avoiding claim of excessive materials and strengthening recovery management, so as to effectively reduce the use of packaging materials and avoid waste.

本集團深化包裝材料的管理創新，減少庫存積壓，避免超額領用，加強回收管理，有效減少包裝材料的使用，避免浪費。

Case 案例

Reducing use of packaging materials through recycling 通過回收節約使用包裝物

The Group's Langshan Branch adopted the policy of actively recycling packaging materials, such as paperboard cartons, plastic cartons, tin packing boxes and tin wires, and saved approximately more than RMB600,000 throughout 2015.

本集團旗下郎山分公司採取對包裝物進行積極回收的政策，通過對隔板紙紙箱、塑殼紙箱、錫絲包裝盒、錫絲芯等包裝物進行回收，二零一五年共計節約費用約達人民幣60餘萬元。



Innovating Pollution Prevention and Control 創新防治污染

On 21 April 2015, Ministry of Environmental Protection formally approved the Group's construction of National Environmental Protection Lead-acid Battery Production and Recycling Pollution Control Engineering Technology Center, marking the Group's key step in promoting ecological cyclic development of the lead storage battery industry and filling the gap in domestic lead battery pollution prevention and control as well as environmental management.

National Environmental Protection Lead-acid Battery Production and Recycling Pollution Control Engineering Technology Center relies on the technological advantages of the leading enterprises in the industry, takes into account the status quo and development characteristics of domestic lead storage battery and secondary lead industry, highlights five functions such as study of policies and standards, technological R&D, engineering and achievement transformation, international exchange as well as talent training, carries out studies and system integration of lead storage battery production, recycling and regeneration, pollution prevention and control technologies, with an aim to solve key and common technical problems in battery production, recycling and regeneration, pollution prevention and control, promote the application of core technologies in pollution control fields and provide technical support for national environmental management and healthy and sustainable development of the lead storage battery industry.

二零一五年四月二十一日，國家環境保護部正式批覆同意本集團啟動建設國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心，這標誌著本集團在促進鉛蓄電池產業生態循環發展上邁出了關鍵步伐，也有力填補了國內鉛蓄電池污染防治和環境管理的空白。

國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心依托龍頭企業的技術優勢，緊密結合我國鉛蓄電池和再生鉛產業發展現狀及特點，突出政策標準研究、技術研發、工程及成果轉化、國際交流和人才培養等五大功能，開展鉛蓄電池生產及回收再生污染防治技術的研究和系統集成，解決電池生產及回收再生污染防治的關鍵和共性技術問題，推進核心技術在污染控制領域的應用，為國家環境管理與鉛蓄電池行業健康可持續發展提供技術支持。



Unveiling Ceremony of "National Environmental Protection Lead-acid Battery Production and Recycling Pollution Control Engineering Technology Center"
有關領導為「國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心」揭幕

Protecting Legitimate Rights and Interests, *Promoting Employees' Growth*

保障合法權益，促進員工成長



Employees are true practitioners of enterprise value creation and the key to implementation of enterprise strategies. The Group views each and every employee as the most valuable resources and wealth, values and protects their legitimate rights and interests, provides them with good career development opportunities, pays close attention to their health and safety, cares for their well-being, strives to create a comfortable, and satisfactory working environment for them, thus achieving common growth.

員工是企業價值創造的真正實踐者，是企業戰略落實的關鍵。本集團將每一位員工視為最寶貴的資源和財富，重視和維護員工的各項合法權益，為員工提供良好的職業發展機會，關注員工的健康與安全，並給予員工關愛，致力為員工營造一個舒心和順心的工作環境，實現與企業共同成長。



Equal and Diversified Employment 平等多元僱傭

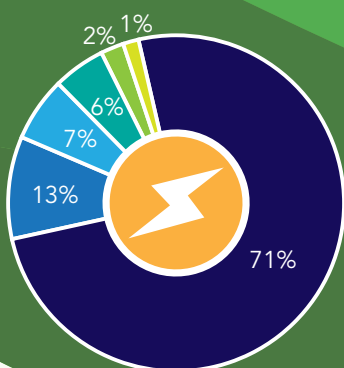
A dynamic employee team structure is the guarantee of enterprises' healthy development. In 2015, the Group introduced a total of 3,550 talents through campus recruitment, social recruitment, overseas recruitment, transition of dispatched laborers to contract laborers and other means. As of 31 December 2015, the Group has a total of 18,187 employees, with female employees accounting for 45.69%.

有活力的員工團隊結構是企業健康發展的保證。二零一五年，本集團通過校園招聘、社會招聘、海外招聘、派遣工轉聘合同工等方式，共引進各類人才共3,550人。截至二零一五年十二月三十一日止，本集團員工總數為18,187人，其中女性員工佔比為45.69%。

Professional Staff Structure

員工專業結構

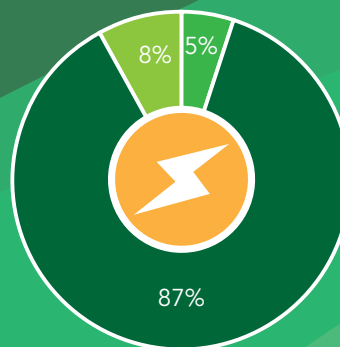
- Production line 製造類
- Production management and service 生產管理服務類
- Marketing 營銷類
- Research and Development 科技研發類
- Integrated management 綜合智能管理類
- Service assurance 服務保障類



Educational Background

學歷結構

- High school and below 高中及以下
- College 大專
- Undergraduates and above 本科及以上



Guaranteeing Legitimate Rights and Interests 保障合法權益

The Group strictly observes the provisions in national labor laws and regulations, continuously perfects labor management system, has a fair and legal employment environment, values protection of legitimate rights and interests of women and the disabled, implements equal pay for equal work, avoids discrimination and unfair treatment, and stands firm against employment of child labor and unlawful labor. In 2015, the Group has not violated any relevant national labor laws and regulations including child and forced labor laws and regulations.

The Group has established and perfected a welfare system suitable for enterprise development and employees' growth, built a remuneration management system and continuously perfected the remuneration scheme. Further, in accordance with national regulations, it pays social insurance and provident fund for employees and employer liability insurance for some employees, provides various benefits such as subsidies on holidays and festivals, home leaves, meal allowance, and subsidies for mobile phone bill for employees, truly enabling employees to feel happy at work and in turn work hard due to the happy working environment.

The Group has set up workers' congress system and labor union, and convened staff representative symposiums to ask employees for opinions and suggestions on corporate development, safeguarding employees' right to know, supervise and participate in decision-making.

本集團嚴格遵守國家勞動法律法規的規定，不斷完善勞工管理制度，建立公平合法的勞工環境，重視保護婦女、殘障人士的合法權益，同工同酬，避免歧視和不公平待遇，堅決反對僱傭童工和非法勞工。二零一五年，本集團並無違反任何相關國家勞動法律法規，包括童工及強制勞動法律法規。

本集團構建並完善同企業發展、員工成長相適應的福利體系，建立薪酬管理制度，不斷完善薪酬方案。此外，按照國家規定為員工繳納社會保險和公積金，為部分人員繳納僱主責任險，並為員工提供節日假日補貼、探親假、膳食補貼、手機話費補貼等各種福利，真正使員工因工作而幸福，因工作環境理想而努力。

本集團依法建立職工代表大會制度和工會，組織召開職工代表座談會，徵求員工對公司發展的意見與建議，保障員工的知情權、監督權和參與決策權。

Case 案例

Holding the Fifth Meeting of the Fifth Workers' Congress 召開第五屆職工代表大會第五次會議

On 12 November 2015, the Fifth Meeting of the Fifth Workers' (union members) Congress of the Group was held at the headquarters. 82 representatives from various departments were attended to participate in the review of "Management System for Moving Learning Stations for Employees of Chaowei Group (Draft)", which was finally approved by a large majority of 81 votes with 1 abstention.

二零一五年十一月十二日，本集團第五屆職工（工會會員）代表大會第五次會議在總部召開，82名來自不同部門的職工代表出席會議，審議《超威集團員工學習流動站管理制度（草案）》，最後以81票贊成1票棄權大比數通過該項制度。

Building a Growth Platform 搭建成長平台

The Group values talent training since its commencement, strives to build a scientific and rational talent cultivating mechanism and flexible career development paths and is committed to provide employees with a solid and broad platform.

Career development

The Group has developed the "Employee Career Development Manual", established a clear job grading system and developed a proper position classification according to job nature, needs and performance of the employees and set up corresponding developing grade sequences, so as to ensure that they can choose their career path and develop job-related professional skills. The Group has five aspects of career development: technical function, management function, sales and marketing function, management support function and general affairs function.

本集團從成立至今一直重視人才培養，努力構建嚴謹和理性的人才培養機制與靈活的職業發展通道，致力為員工提供一個堅實、廣闊的平台。

職業發展

本集團編製了《員工職業發展手冊》，建立明確的員工職級體系，根據崗位性質、員工需求及表現將崗位妥善分類並設定對應的發展等級序列，確保員工可選擇其職業路徑，增進與工作相關的專業技能。本集團設有五個職業發展範疇：技術職能、管理職能、營銷職能、管理支持職能及一般事務職能。



Employee training

Training is an important way to improve the overall quality and provide comprehensive development of the employees. The Group has continuously perfected and modified the employee training management system, established a multi-level training system, actively expanded internal and external training channels, endeavoured to create learning opportunities for the employees, so as to enhance their capabilities, job skills, knowledge and performance. The employees can identify their own personal objectives for development, allowing them to grow with the Group. In 2015, the Group offered training to 12,988 person-times for a total of 103,802 training hours.

員工培訓

培訓是提高員工整體素質及提供全面發展的重要途徑，本集團不斷完善和修訂員工培訓管理制度，建立多層次的培訓體系，積極拓寬內外培訓渠道，努力為員工創造學習機會，提升其能力、工作技能、知識及表現。員工亦可確定自己的個人發展目標，與本集團共同成長。二零一五年，本集團累計組織各類員工培訓12,988人次，培訓員工總時數達103,802小時。

Training of Professional Skills

專業技能培訓

Targets: employees in functional departments
對象：職能部門員工



Contents: 內容：

- Training of professional knowledge and skills designated according to the roles and professional requirements of the employees, mainly including human resources and administration, legal and intellectual property affairs, production and procurement, social and community affairs, financial and auditing, technological R&D, environment protection, occupational health and safety, marketing and after-sales services, etc.

根據員工的角色和專業要求進行指定專業知識和技能培訓，主要包括人力資源管理、法律和知識產權事務、生產採購、社會和社區事務、財務審計、技術研發、環保、職業健康安全、營銷後服務等。

Training of New General Knowledge

新通用知識培訓

Targets: all employees
對象：全體員工



Contents: 內容：

- Leadership and managerial skills
管理及領導技能
- Employees' professional quality improvement
員工職業素養提升
- Basic knowledge on enterprise management
企業管理基本知識
- Basic knowledge on special products and technologies of Chaowei
超威特色產品技術基本知識

Orientation Training for New Employees

新員工入職培訓

Targets: new employees
對象：新入職員工



Contents: 內容：

- Overview of the Company's corporate culture business and operations
本公司企業文化業務和營運概覽
- Professional knowledge and skills for appointed position, duties and operational procedures, etc.
任命職位、職責和營運程序等專業知識和技能
- Basic guidelines, policies, procedures and safety education
基本指引、政策、程序和安全教育
- Tutorial system training
導師制培訓

Multi-level Training System
多層次培訓體系

Building an internal training system 搭建內部培訓體系

The Group developed own internal teams of trainers to carry out the training and development of the employees through more than 20 courses. The trainers provide practical training for various parties such as suppliers, agents and regional directors etc. on a monthly basis. They are also responsible for the orientation training for new employees.

本集團自設內訓師團隊並設有課程20餘門，為員工進行培訓發展。講師每月為供應商、代理商和大區主管等各方提供實務培訓，亦負責新員工的入職培訓。

Building Chaowei Online School 成立超威網絡學校

The Group cooperated with Times Bright CreSuccess Network Education College to establish Chaowei online school, allowing the employees to access the training sessions and materials anywhere. This online learning platform can provide employees with greater flexibility in when and how they learn. It can also support the corporate's goals by improving training materials and control training's impact on production by training people during down times.

本集團與時代光華網絡教育學院合作開設超威網絡學校，使員工隨時隨地參與培訓課程並取得教材。此線上學習平台能在員工學習時間及方式上為他們提供更大靈活性。本集團可透過改善培訓教材實踐公司目標，而於工餘時間培訓員工，亦能控制培訓對生產的影響。

Establishing a night school 開設夜校學習

The Group offers business English night classes for the employees. During the year, 16 training classes and 4 activities were held. The training not only increased the employees' motivation in learning English but also enhanced their English speaking and listening skills.

本集團為員工提供商務英語夜間課程。年內共授課16次及舉辦4次活動。培訓不單提升員工學習英語的動力，同時亦提高其英語會話及聆聽技巧。

Providing university-enterprise cooperative program 開展校企合作辦班

Cooperative education between university and enterprise has an important role on the training qualified personnel with practical ability. During the year, 36 employees were selected and sent to the university to complete a degree program. Also, a cooperative project named "Xuzhou Order Class" was completed. Amongst all students participated in the project, 11 of them were later recruited by the Group.

大學與企業的合作教育在培訓合資格人士的實用能力方面扮演重要角色。年內，本集團挑選了36名員工到大學完成學位課程，同時亦完成了「徐州訂單班」合作項目。一眾參與項目的學生當中有11名其後獲本集團招募。

Expanding Training Channels
拓展培訓渠道

Attention to Employees' Health 關注員工健康

The Group attaches great importance to employees' health and safety by establishing sound management systems in occupational health and production safety in strict compliance with the relevant national rules and regulations on occupational health and safety. It carries out work safety responsibility system, strengthens occupational health examination and training, aiming at providing a safe, healthy and green working and living environment for employees. In 2015, the Group has maintained a good and safe working environment and was not subject to any punishment by the government and was not involved in any lawsuits.

Work safety

Under the guidance of "the Law of the PRC on Work Safety", the Group is dedicated to continuously improve work safety throughout its production and operation, strictly follows the principle of "Safety and Prevention First". It puts in practice various safety measures and actively accomplishes all work safety obligations.

本集團非常重視員工的健康及安全，嚴格遵守職業健康及安全的相關國家規章及規定，確立完善的職業健康及生產安全管理制度，並落實安全生產責任制，加強職業健康檢查與培訓，銳意為員工打造安全、健康、綠色的工作和生活環境。二零一五年，本集團維持良好及安全工作環境，並無受到政府處分或牽涉任何訴訟。

安全生產

本集團以《中國安全生產法》為指導，致力不斷改善安全生產工作，貫穿整個生產經營過程，嚴格遵循「安全第一，預防為主」的方針，落實各項安全措施，積極完成各項安全生產工作責任。

Work Safety Management Measures 安全生產管理措施

Set up a leading group of Safety, Environmental Protection and Occupation Protection led by the senior management of the Group, facilitating decision making on safety, environmental protection and workplace safety of the Group
成立以本集團高層為核心的安全、環保、職防工作領導小組，促進決策本集團的安全、環保和工作環境安全

Establish a sound work safety responsibility system, reviewing and monitoring various existing safety management systems
建立健全安全生產責任制，檢討並監察各項現有安全管理制度

Carry out routine inspection, testing and maintenance of existing equipments and facilities in strict compliance with relevant laws, regulations and technical requirements
嚴格遵守相關法律、法規及技術規定，定期檢測及保養現有設備及設施

Convene regular safety meetings to resolve safety problems in production and operation and to share experiences
定期召開安全辦公會議，解決生產經營中存在的問題及分享經驗

Organize safety technology training to equip the employees with the necessary safety knowledge
組織安全技術培訓，教導員工必要的安全知識

Carry out safety overhaul and troubleshooting process, develop and implement rectification and correction measures, in order to mitigate potential safety risks
展開安全大檢查、安全隱患排查，制定和實施整改措施，減低潛在安全風險

Establish emergency plans for accidents
建立事故應急預案

Case
案例

Producing the first training video on work safety in the lead-acid battery industry in China
製作全國首部有關鉛酸電池行業工作安全的培訓視頻

In order to strengthen employees' safety awareness, increase safety management level and prevent accidents, the Group produced the first Work Safety Tutorial in Lead-acid Battery Industry in China during the "Work Safety Awareness Month" activity, so as to popularize and inculcate work safety knowledge into employees. Through safety education and training, the Group has achieved the qualitative transformation from "Want Me to be Safe" to "I Want to be Safe" and finally to "I Will be Safe".

為了增強職工安全意識，提高安全管理水平和防止事故發生，本集團在「安全生產月」製作了全國首部《鉛酸電池行業安全生產教學視頻》，向員工普及和灌輸安全生產知識。本集團通過安全教育培訓工作實現「要我安全」到「我要安全」最終到「我會安全」的轉變。



Occupational health

Adhering to the principle of "Prevention First and Combination of Prevention and Control", the Group has occupational health standardization system in place and formulated "Management Manual on Prevention and Control of Occupational Diseases" according to the status quo of the lead-acid battery industry and national laws, regulations and standards, and distributed the document to first-line management, with a view to ensuring the mastery of necessary occupational protection management knowledge and skills. Meanwhile, the Group produced a safety education video played repeatedly in the enterprise, distributed occupational protection manual to the employees, organized relevant trainings, enhanced publicity and education of occupational protection knowledge so as to enable the employees to subconsciously develop good occupational health habits. The major subsidiaries of the Group have been accredited with the certification of GBT28001/OHSAS18001 Occupational Health Management System.

職業健康

本集團堅持「預防為主、防治結合」的方針，落實運行「職業衛生標準化體系」，根據鉛酸蓄電池行業的現狀及國家的法律法規標準要求制定《職業病防治管理手冊》，並下發至一線管理層，確保其掌握必要的職防管理知識技能。同時，製作安全教育視頻，在企業內部循環播放，配套下發員工職防手冊，並開展相關培訓，加強職防知識的宣傳教育，使員工在潛意識中形成良好的職業衛生習慣。本集團主要附屬公司已通過GBT28001/OHSAS18001職業健康管理體系認證。



Co-building a Happy Life 共創幸福生活

The Group actively advocates harmonious culture since its commencement, enables employees to feel happier, more fulfilment and pride, energetically establishes harmonious labor relations, promotes sharing of achievements and comprehensively increases employees' wellbeing. Over the years, the Group has continued to organize a range of leisure and wellness programs to promote a healthy and work-life balance in the workforce.

After work recreational activities

The Group provides a series of recreational and sporting activities for the employees to participate in, in order to feel relaxed after work and to refresh their souls and minds to enable them to face all kinds of challenges at work.

本集團從創建之初，就積極倡導和合文化，讓員工擁有更多的幸福感、成就感、自豪感，積極構建和諧勞動關係，促進成果共享，全面提升員工幸福指數。多年來，本集團持續舉辦一系列休閒和健康活動，促進員工健康及工作與生活平衡。

工餘康體活動

本集團提供一系列康體活動，讓員工在工餘時間參與以便放鬆身心，以更好狀態應對工作上各種挑戰。



Participating in "2015 Staff Art Performance in Communities" in Changxing County and "Labor Day Celebration Variety Show" in Yuxiangkou Community
參加長興縣「二零一五年度職工文藝進社區」暨魚巷口社區「慶五一文藝晚會」

Activities on Women's Day
「三八」婦女節活動



Organizing "Harmonious Family Parent-Child Carnival"
舉行「和合家庭親子遊樂會」

Caring for employees

The Group pays great attention to and cares for its employees. Whilst undergoing stable development, the Group always takes into account the thinking and feeling of “New People in Changxing County”. A medical assistance mechanism and a supporting mechanism were established for workers in need. The Group cooperated with the People’s Hospital in the county to provide a free clinic and mental health lecture for the employees; and set up “Inner Voice Garden” to act as a bridge between the employees and the Company, aiming at listening to the employees’ opinions and helping them and their families to solve practical problems. The case of “Inner Voice Garden Bridge” has won the First Prize of Innovative Cases of Ideological and Political Work in Enterprises (浙江省企業思想政治工作創新案例一等獎) in Zhejiang.

關愛員工

本集團重視員工關愛工程，在本集團平穩發展的同時，不忘體諒「新長興人」的感受。為有需要員工建立醫療救助機制和幫扶機制。本集團與聯合縣人民醫院合作開展員工義診活動和開設心理健康知識講座；建立《心聲園》，希望構築員工與本公司互動的橋樑，傾聽員工心聲，幫助員工及家屬解決實際困難。《「心聲園」構築連心橋》案例更獲得了浙江省企業思想政治工作創新案例一等獎。

Case 案例

Chaowei Group warms front-line employees by organizing the “sent cool” activity 超威集團開展「送清涼」活動情暖前線員工

In recent years, labor union of the Group has paid much attention to heatstroke prevention for employees exposed to high-temperature weather and taken various measures to ensure work safety. Special funds are arranged annually to purchase required materials, which will be distributed to front-line production and marketing staff, showing our care to its employees. In addition, the Group promotes knowledge on heatstroke prevention and cooling in various occasions to increase employees’ self-protection and preventive consciousness. Statistics showed that in 2015, the Group sent 824.3 kg of mung beans, 82.3 kg of chrysanthemum morifolium ramat and 700 servings of heatstroke prevention medicine to front-line employees in Changxing Branch.

近年來，本集團工會高度重視高溫天氣下的員工防暑降溫工作，採取多項措施以確保安全生產。每年安排專項經費，購買所需物資分發給生產及營銷的前線員工，傳遞關愛。此外，更設有不同場合向員工宣傳防暑降溫知識，增強自我保護和防範意識。據統計，二零一五年，本集團向在長興分公司前線員工送了綠豆824.3公斤、杭白菊82.3公斤和防暑藥品700份。



“Sent Cool” to Front-line Marketing and Production Staff
為生產、營銷前線員工「送清涼」

Being Enthusiastic in Social Welfare *and* *Promoting* *Social Wellbeing*

熱心社會公益，
增進社會福祉



Since its foundation, the Group has insisted on and practiced the "Harmonious Culture" of "Harmonious Development and Win-win Cooperation" and shared development achievements with society, the Group has consistently kept its responsibility to return to society at heart and have been actively and consciously engaged in social welfare and philanthropy, and endeavored to achieve sharing and win-win relationship between the Group and its stakeholders. In 2015, charitable donations throughout the year reached RMB4,343,000.

本集團自創立以來，一起堅持和實踐「和諧發展，合作共贏」的「和合文化」，與全社會共享發展成果。本集團始終如一地牢記回饋社會的責任，積極自覺地投身於社會公益和慈善活動，努力實現本集團與其權益持有人的共享共贏。二零一五年，本集團全年公益捐贈總額達人民幣434.3萬元。



Donations for Education 捐資助學

The Group strengthens its support for education, supports compulsory education in poverty areas and promotes scientific development of education through various channels.

本集團大力支持教育工作，助力貧困地區的義務教育及多渠道協助推動教育事業的科學發展。

Case 案例

Various activities supporting education 多個支持教育工作的活動



Celebration activity of "International Children's Day"
— Donation of RMB60,000 to Baotiao Primary School and Blue Sky School
「國際兒童節」慶祝活動 — 向包橋小學及藍天民工子弟學校捐贈人民幣60,000元



"2015 Glory Student Assistance Activity" — Provide fellowship and subsidy for 55 poor students.
「二零一五年光彩助學活動」 — 為55名貧困學生提供獎學金及資助



"Chaowei Full Moon Action" jointly organized by Changxing Media Group and the Group — Donation of mooncake and provide care for children of migrant workers in Changxing
本集團與長興傳媒集團協辦「超威圓月行動」 — 捐贈月餅及關懷長興民工子女



"Delivering Positive Energy and Fulfilling Dreams and Wishes" Activity — Donation of "Full of Love" items to the poor students according to their specific needs
「傳遞正能量圓夢微心願」活動，因應貧困學生的特定需要向其捐贈愛心物品

Enthusiasm in Public Welfare 熱心公益

The Group constantly enhances the ability to fulfill its corporate social responsibility and persistently promotes the development of social welfare through continuous community engagement. The Group's engagement activities includes initiating charitable donations; caring for people in need; supporting philanthropy activities; taking part in and sponsoring educational programs.

On 2 December 2015, the 30th Anniversary of Zhejiang Foundation for Disabled Persons was held in Hangzhou, where Chaowei was awarded the honorary title of "Star of Helping the Disabled (助殘之星)". The award will motivate the Group to more actively practise, energetically promote humanitarian spirit and traditional virtues of the Chinese nation, permanently pass on the flame of love and abundant positive energy, and make greater contributions to promote social civilization and progress.

本集團透過持續參與社會事務不斷履行企業社會責任，熱心推動社會公益事務發展。本集團所參與活動包括發起慈善捐款；關懷有需要人士；支持慈善活動；參與及贊助教育課程。

浙江省殘疾人福利基金會成立30周年紀念會在二零一五年十二月二日於杭州舉行，超威榮獲「助殘之星」榮譽稱號。「助殘之星」的榮譽將激發本集團更加積極地實踐、大力弘揚人道主義精神和中華民族傳統美德，把愛和滿滿的正能量傳遞下去，為推動社會文明進步作出更大的貢獻。



Honorary Title of "Star of Helping the Disabled"
「助殘之星」榮譽稱號

Voluntary Activities 志願活動

The Group encourages its employees to engage in volunteer services with a view to developing a better future for the community.

本集團鼓勵員工投入參與志願服務，務求為社會締造更美好將來。

Case 案例

Employees participating in the "Civilization and Courtesy at the Zebra Crossing" volunteer service activity

組織員工參加「文明禮讓斑馬線」志願服務活動

On 3 June 2015, Chaowei volunteers wearing a red hat appeared at the intersection of Beimen Food Market and Central Plaza Bus Station. They held signboards of "Civilization and Courtesy at the Zebra Crossing" in their hands to prompt cars to slow down and give way to pedestrians at the zebra crossings. It is the second time for Chaowei staff volunteer service team to organize a volunteer service activity that advocates civilization on the street.

二零一五年六月三日，頭戴小紅帽的超威志願者在北門菜場和中心廣場公交樞紐路口，手舉著「文明禮讓斑馬線」的標識牌，提示車輛減速慢行、禮讓斑馬線的行人。這是超威員工志願服務隊今年第二次上街展開倡導文明出行的志願服務活動。



Case 案例

Participating in the volunteer service activity at Changxing Section of the Sixth Tour of Taihu Lake International Road Cycling in 2015

參加2015第六屆環太湖國際公路自行車賽長興賽區志願服務活動

On 6 November 2015, a race at Changxing Section of the Sixth Tour of Taihu Lake International Road Cycling officially began, with 22 teams participated, more than 130 professional bicyclists and 128 tour athletes from amateur clubs. To tie in with the successful commencement of the event, manifest harmonious culture and actively reflect Chaowei's spirit to return to and serve the society, Chaowei battery's volunteer service team participated in the voluntary work for the event.

二零一五年十一月六日，第六屆環太湖國際公路自行車賽長興賽區比賽正式開賽，共22支參賽隊伍，職業自行車運動員130餘人，業餘俱樂部巡回賽運動員128人參賽。為配合賽事的順利開展，努力實踐和合文化，積極展現超威回報社會、服務社會的精神，超威電池志願服務隊參加了此次賽事的志願服務工作。



Assistance for Science Popularization 助力科普

As an education base of science popularization in Huzhou, the Group values promotion of scientific spirit, popularization of scientific knowledge and spread of scientific ideology and methods. Over the years, the Group has kept fulfilling its social responsibility and attached much importance to science popularization whilst creating social wealth. According to preliminary statistics, the Group's science popularization base has received more than 6,000 people from all walks of life this year. In addition, the Group also makes use of the new media advantage to establish an official publicity website and WeChat account to carry out extensive "online + offline" science popularization education, popularize scientific knowledge, spread scientific spirit and promote scientific ideology.

作為湖州市科普教育基地，本集團重視弘揚科學精神、普及科學知識、傳播科學思想和科學方法。多年來，本集團在為社會創造財富的同時，不忘履行社會責任，高度重視科普工作。初步統計，今年，本集團的科普教育基地已接納來自社會各界人士6,000餘人。不僅如此，本集團還運用新媒體優勢，建立官方宣傳網站、微信公眾號廣泛開展「線上+線下」雙線科普宣傳，普及科學知識，傳播科學精神，弘揚科學思想。

Case
案例

Organizing an education and science popularization activity
舉辦教育及科普活動

In order to respond to national public science popularization, Baoqiao Primary School and the Group jointly organized an education and science popularization activity themed “Multitude Innovation Embraces Smart Life”, which aimed at motivating students’ scientific ideology and innovation consciousness, and creating a good atmosphere for entrepreneurship and innovation in society at large.

為響應全國群眾性科普活動，本集團與包橋小學聯合舉辦主題為「萬眾創新擁抱智慧生活」的教育科普活動，旨在激發學生的科學思想、創新意識，在全社會範圍內營造大眾創業、萬眾創新的良好氛圍。



Teachers and students from Baoqiao Primary School visited the scientific popularization education base of the Group, where they were exposed to cutting-edge technological innovation achievements, learnt about the development and prospect of new energy technology and experienced various sci-tech models personally. Later, Dr. Ke Ke (柯克博士), deputy head of the Group’s research institute and the national “Program of One Thousand Talents (千人計劃)” expert, prepared a science popularization lecture for the children. He explained his interest in batteries through his own inspirational story, including how to grow to love science and making contributions to the country. The teachers, students and employees present at the lecture benefited a lot.

包橋小學的師生們參觀了本集團科普教育基地，讓他們感受到前沿科技創新成果，了解新能源技術的發展及前景，並親身體驗各類科技模型。隨後，本集團研究院副院長兼國家「千人計劃」專家柯克博士為孩子們精心準備了一場科普講座。他通過自己的勵志故事向大家講述了與電池的情緣，包括如何從小熱愛科學、報效祖國，令全場師生和員工受益匪淺。

Looking into the Future

展望未來

The Group will continue to uphold the mission of “Advocating Green Energy and Perfecting Human Life”, actively fulfill social responsibilities, and adhere to the path of green and harmony as well as safe and efficient development.

本集團將繼續秉承「倡導綠色能源，完美人類生活」的使命，積極履行社會責任，堅持走綠色和諧、安全高效的發展道路。

The Group will continue to strengthen corporate governance, highlight management innovation, perform stringent control of risks, and carry out constant communications with stakeholders, making sustainable development a key focus of the Group.

本集團將繼續加強企業管治，管理創新，對風險進行嚴格管控，持續與權益持有人溝通，令可持續發展成為本集團的核心焦點。

The Group will continue to consolidate and enhance its leading position in the industry, optimize industrial layout timely, expand the scale of production, provide high quality and safe products, improve customer satisfaction, look for bigger market shares and keep improving brand influence.

本集團會繼續鞏固與提升在業內的領先地位，適時優化產業佈局，擴大生產規模，提供優質安全的產品，提高客戶滿意度，謀求更大的市場佔有率，持續提升品牌影響力。

The Group will continue to emphasize scientific and technological innovation, strive to develop new energy business, explore more advanced production methods, realize efficient use of resources, and minimize environmental impacts.

本集團將繼續注重科技創新，大力發展新能源業務，探索更為先進的生產方法，實現資源的高效運用，減輕對環境的影響。

The Group will continue to maintain employment diversity, pay attention to employees' occupational health, take care of their life, and motivate their potentials, enabling them to make comprehensive development and grow with the Group.

本集團會一如既往貫徹多元僱傭，關注員工職業健康，關愛員工生活，激發員工潛能，使每位員工得以全面發展，與本集團共同成長。

The Group will continue to contribute to the society, care for vulnerable groups, relieve the poverty, emphasize both development and commitment, making positive contributions to creating a harmonious society.

本集團將繼續注重回饋社會，關心弱勢群體，扶貧濟困，堅持發展與奉獻並重，為創建和諧社會積極作出貢獻。

The Group always believes that adhering to the path of sustainable development will surely help the Group to fulfill its grand vision — “To Become a Global New Energy Company Capable of Creating Good Value”.

本集團始終相信，堅持企業可持續發展，必將助力實現本集團成為「全球能源行業偉大公司」的宏願。



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