



**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



Environment, Social  
and Governance Report  
環境、社會及管治報告

**2020**

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# Notes to the Report

## 報告說明



### REPORT RELEASE CYCLE

This environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (“Chaowei” or the “Company” and, together with its subsidiaries, the “Group”). The Report focuses on the Group’s philosophy, development and effectiveness in the ESG aspects. The Report covers the period from 1 January to 31 December 2020 (the “Reporting Period”). Certain content may trace back to past years.

### ORGANIZATIONAL STRUCTURE OF THE REPORT

Unless otherwise stated, the policies, data and information mentioned in the Report cover the actual business aspects of Chaowei Power Holdings Limited and its subsidiaries.

### DATA DESCRIPTION OF THE REPORT

Certain financial data set out in the Report are derived from the 2020 annual report (the “Annual Report”) of the Company. Should there be any discrepancies between the data and the Annual Report, the Annual Report shall prevail. Certain data are beyond the Annual Report and are mainly based on the Company’s internal information and statistical data of its subsidiaries. Unless otherwise specified, all figures in the Report are denominated in RMB.

### BASIS FOR COMPILATION OF THE REPORT

The Report was prepared according to the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards issued by the GRI, ISO26000: Social Responsibility by International Organization for Standardization and Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR 4.0) by Chinese Academy of Social Sciences.

### ACCESS OF THE REPORT

The Report is published electronically. The electronic version can be downloaded from the website of the Stock Exchange and the official website of the Company ([www.chaowei.com.hk](http://www.chaowei.com.hk)). The Report is published in Chinese and English. Should there be any discrepancies between the Chinese and the English versions, the English version shall prevail.

### CONTACT INFORMATION

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### 報告發布周期

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」）發布的年度環境、社會及管治（「ESG」）報告（「本報告」），重點披露本集團在ESG方面的理念、進展和成效，本報告時間範圍為二零二零年一月一日至十二月三十一日（「本報告期內」），部分內容根據需要追溯至以前年份。

### 報告組織範圍

除非另有說明，本報告中的政策、數據、資料等覆蓋超威動力控股有限公司及其附屬公司的實際業務範圍。

### 報告數據說明

報告中的部分財務數據來自二零二零年年度報告（「年報」），如數據與年報不一致，請以年報為準。部分內容超出上述範圍，主要來源於本公司內部資料及其附屬公司統計數據。除另有說明，本報告以人民幣為貨幣單位。

### 報告編製原則

本報告遵循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》，參考全球報告倡議組織（GRI）發布的《GRI可持續發展報告標準》（GRI Sustainability Reporting Standards）、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-CSR4.0）》的原則編製。

### 報告獲取方式

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

### 聯繫方式

超威動力控股有限公司  
中國地址：中國浙江省長興縣畫溪工業園城南路18號  
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# 1. About Us 關於我們



## 1.1 CORPORATE PROFILE

The Group is mainly engaged in the manufacturing and sales of lead acid motive batteries and other related products. These batteries are widely used in electric bikes, electric tricycles, special-purpose electric vehicles, etc. The Group also manufactures and sells energy storage batteries and lithium-ion batteries. The Group is one of the very few enterprises which has successfully adopted the enclosed formation process in large scale production.

Headquartered in Changxing County, Zhejiang Province, the People's Republic of China (the "PRC" or "China"), 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 has long been held in high regard by the PRC government and within the industry, and during the Reporting Period has consistently been placed in the "Top 500 Enterprises of China (中國企業 500 強)", "Top 500 Chinese Private-owned Enterprises (中國民營企業 500 強)", "Fortune Top 500 Chinese Companies 《財富》中國 500 強", "Top 500 Chinese New Economy Enterprises (中國新經濟企業 500 強)", "Top 100 Enterprises of the Light Industry of China (中國輕工業百強企業)", "Top 100 Science & Technology Enterprises in China's Light Industry (中國輕工業科技百強企業)", "Top 500 Chinese Manufacturing Companies (中國製造業企業 500 強)", and has maintained first place in the "Top 10 Enterprises of New Energy Battery Industry in China's Light Industries (中國輕工業新能源電池行業十強)" for eight consecutive years.

## 1.1 公司簡介

本集團主要從事鉛酸動力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、電動三輪車及特殊用途電動車等。本集團亦有生產及銷售儲能電池及鋰離子電池。本集團是目前極少數能成功在生產過程中大規模採用內化成工藝的企業。

本集團總部位於中華人民共和國（「中國」）浙江省長興縣，生產設施廣泛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、江西和河北等多個省份。

本集團長期得到中國政府及業界的高度認可，屢獲殊榮。本報告期內繼續位列「中國企業 500 強」、「中國民營企業 500 強」、「《財富》中國 500 強」、「中國新經濟企業 500 強」、「中國輕工業百強企業」、「中國輕工業科技百強企業」、「中國製造業企業 500 強」榜單，並連續八年蟬聯「中國輕工業新能源電池行業十強」第一位。

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## 1.2 CORPORATE GOVERNANCE

The Group strictly complies with the Company Law, the Securities Law of the PRC and other laws and regulations, as well as relevant regulations such as the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”), the Corporate Governance Code and Corporate Governance Report set out in Appendix 14 and the Environmental, Social and Governance Reporting Guidelines in Appendix 27 of the Listing Rules, to continuously regulate and improve the Group’s governance structure and enhance the overall governance level.

The board of directors of the Group (the “Board”) attaches great importance to the ESG work, and has established an effective ESG information reporting system, reviewing its performance on ESG issues from time to time. The Report is published after review by the Board.

For more details, please refer to the Corporate Governance Report set out in the Annual Report.

## 1.2 公司治理

本集團嚴格遵守中國《公司法》及《證券法》等法律法規，以及香港聯交所《聯合交易所證券上市規則》（《上市規則》）、《上市規則》附錄十四《企業管治守則》及《企業管治報告》、附錄二十七《環境、社會及管治報告指引》等相關監管，持續規範完善本集團治理架構，提升整體治理水平。

本集團董事會（「董事會」）高度重視ESG相關工作，建立了有效的ESG信息報送體系，定期檢討ESG表現。本報告發布前亦經過董事會審核。

更多公司治理情況詳見年報《企業管治報告》章節。



# 1. About Us 關於我們



## 1.3 OPERATIONAL COMPLIANCE

Following the development philosophy of “Lawful Corporate Governance and Compliant Operation”, the Group continuously improves its risk management and heightens anti-corruption monitoring in accordance with the Company Law, the Securities Law of the PRC, the Listing Rules and other laws and regulations as well as regulatory requirements, in order to maintain the steady operation of the Company.

- **Risk Management**

The Group has established a compliance and risks management system, which integrates regulatory consultation, risk prevention and control, and audit and supervision, and formulated a series of internal control systems in accordance with relevant laws and regulations, including the Chaowei Group Risk Liability Claiming Management System, the New Method for Corporate Risk Management and the Accountability and Management System for Quality Deviation. During the Reporting Period, the Chaowei Power Group Co., Ltd. Related Transaction System and the Chaowei Power Group Co., Ltd. and its Sub-branches Dividend Management System were newly established to ensure the sustainable and healthy development of the Company.

During the Reporting Period, the Group also carried out various audits on asset management, cost accounting, legal regulation, human resources and safety and environmental control, and made audit recommendations or rectification proposals, and subsequently followed up and monitored the status of any rectification.

- **Anti-Corruption**

The Group strictly complied with the Criminal Law, the Anti-Unfair Competition Law and the Interim Provisions on Prohibition of Commercial Bribery of the PRC and other laws and regulations, upgraded its risk prevention and control measures, and offered anti-corruption education with good results.

## 1.3 合規經營

本集團以「依法治企，合規經營」為發展理念，依照中國《公司法》和《證券法》以及《上市規則》等法律法規以及監管要求，不斷提升風險管理水平，加強反貪污監察，保障公司穩健運營。

- **風險管理**

本集團建立了集合規諮詢、風險防控及審計監察於一體的合規風險管控體系，並根據相關法律法規制定了一系列內控制度，包括《超威集團風險責任追究管理制度》、《新設企業風險管理辦法》、《質量異常問責管理制度》等，本報告期內新制定了《超威電源集團有限公司關聯交易制度》和《超威電源集團有限公司及其子分公司分紅管理制度》，保證公司持續健康發展。

本報告期內，本集團亦針對資產管理、成本核算、法務規範、人力資源、安環管控等方面開展各項審計工作，提出審計建議或改善方案，並在後期持續跟進與督促改善情況。

- **反貪污**

本集團嚴格遵照中國《刑法》、《反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》等法律法規，升級風險防控措施，開展反腐倡廉教育並取得良好成效。

# 1. About Us

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The Group has set up an Anti-Corruption and Integrity Office to investigate and handle alleged corruption cases, and accepted reports from the staff and the community. We kept the identity of informants strictly confidential and implemented related rewards and disciplinary policies.

During the Reporting Period, there was no inquiry, report, or punishment due to the occurrence of commercial bribery, blackmail, fraud, or money laundering and the Group is not aware of any such incidents.

### • **Anti-corruption Measures**

- Implementation of institutional system: the Group has formulated rules and regulations such as the Audit and Supervision Charter, the Supervision Work Rules, the Regulations on the Management of Sub-branch Executives' Official Expenditure, the Requirements for the Regulation of Material Control Management, the Management System for the Recusal of Relatives, the Code of Conduct for Corporate Officers, and the Disciplinary Measures on Employees to strictly prevent potential corrupt practices.
- Audit and supervision: the Group's Audit and Supervision Department monitors the performance and integrity of the Group's leadership and operational staff, and rigorously combats any violation.

本集團成立反腐倡廉辦公室，負責調查和處理懷疑貪腐案件，接受員工及社會舉報信息，並且嚴格保密舉報人，落實獎懲政策。

本報告期內，本公司未知悉及發生因商業賄賂、勒索、欺詐及洗黑錢引起的質詢、通報及懲罰。

### • **反貪腐措施**

- 夯實制度體系：本集團制定了《審計監察章程》、《監察工作細則》、《子分公司高管公務消費支出管理規定》、《物控管理工作行為規範要求》、《親屬關係回避管理制度》、《企業幹部行為規範》及《員工工作紀律管理辦法》等規章制度，嚴格防犯潛在貪污行為。
- 開展審計監察：本集團審計監察部對本集團的領導和業務人員進行履職監督與廉潔監察，嚴厲打擊違規行為。



## 1. About Us 關於我們

- Accessible reporting channels: the Group has set up a reporting hotline, an associate reporting hotline, an electronic reporting mailbox and a staff reporting mailbox, and would conduct timely investigations on such reports.
  - Regularly organize anti-corruption activities: our staff should sign integrity pledges and attend anti-corruption internal control training, to continuously raise their anti-corruption awareness.
- 暢通舉報渠道：設有舉報熱線電話、聯營商舉報專線、電子檢舉郵箱、員工檢舉箱等舉報方式，如收到舉報信息第一時間作出調查。
  - 定期組織反貪腐活動：員工除了簽署廉潔承諾書外、同時亦需要參與反貪污內控培訓，藉此不斷提高員工反貪污意識。



# 1. About Us 關於我們



## 1.4 RESPONSIBILITY MANAGEMENT

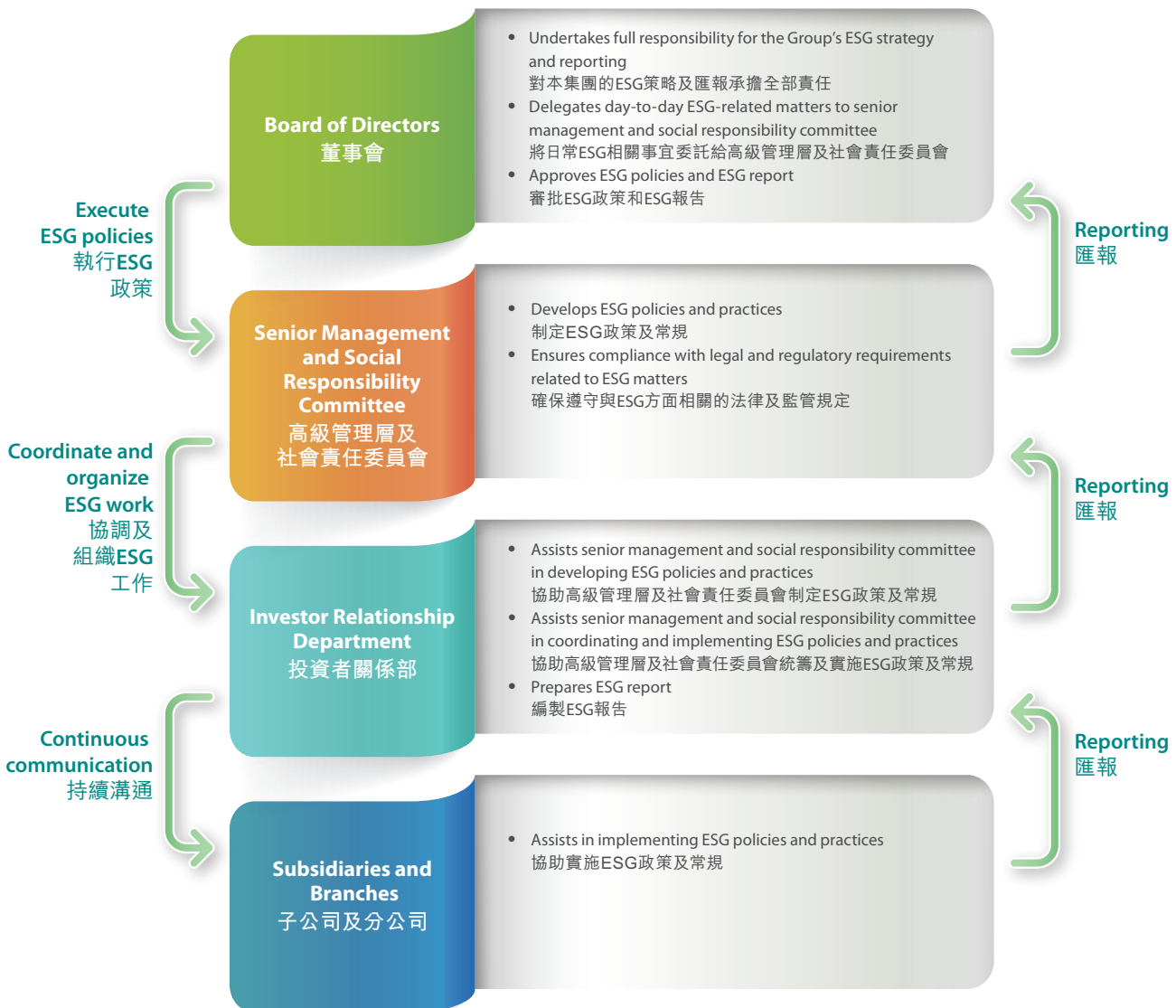
The Group actively fulfills its corporate social responsibility through a social responsibility management system centrally overseen by the Board, which promotes incorporating social responsibilities into corporate operations.

- ESG Management Framework**  
 The Group has established an ESG working group. The Board and senior management personnel are responsible for overall ESG strategy and reporting of the Group, examining its performance regularly and promoting works pertaining to ESG.

## 1.4 責任管理

本集團積極履行社會企業責任，通過以董事會為核心的社會責任管理體系推動社會責任融入企業營運中。

- ESG 管理架構**  
 本集團設立 ESG 工作小組。董事會及高級管理人員負責對 ESG 整體策略及匯報，定期檢視其績效，推動 ESG 相關工作。



# 1. About Us 關於我們






## • Stakeholder Communication

The Group has enhanced sustainable development awareness by positively responding to the sustainable development trends, and by setting the target of meeting demands and expectations of the government, the general public, customers, employees and other stakeholders. The Group has also applied a sustainable development concept to daily management and operations, and has taken practical steps to accelerate the mutual development of enterprises and society.





## • 利益相關方溝通

本集團積極響應可持續發展趨勢，以滿足政府、公眾、客戶、員工及其他利益相關方的訴求與期望為目標，加強與利益相關方的溝通，將可持續發展理念融入企業日常管理和運營中，以實際行動推動企業與社會共同發展。

Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
<b>Shareholders/ investors</b> 股東／投資者 	<ul style="list-style-type: none"> <li>Return on investments</li> <li>Protection of interests and fair treatment of shareholders</li> <li>Disclosure of information</li> <li>Operation and management compliance</li> </ul>	<ul style="list-style-type: none"> <li>投資回報</li> <li>保障股東權益及公平對待股東</li> <li>信息披露</li> <li>合規營運及管理</li> </ul>
<b>Government and regulatory authorities</b> 政府及監管機構 	<ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> <li>Legitimate tax payment</li> <li>Business and economic development</li> <li>Production safety</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspections and checks by regulatory bodies</li> <li>Discussion through meetings, work reports preparation and submission for approval by relevant government departments</li> <li>Publication of necessary documents on the websites of the Stock Exchange and the Company</li> </ul>
<b>Customers</b> 客戶 	<ul style="list-style-type: none"> <li>Customer feedback</li> <li>Improving product quality</li> <li>Customer health and safety</li> <li>Research and development</li> </ul>	<ul style="list-style-type: none"> <li>客戶反饋</li> <li>改善產品質量</li> <li>客戶健康及安全</li> <li>研發</li> </ul>

# 1. About Us 關於我們



Stakeholders 利益相關方	Major Issues 重大議題	Ways of Communication 溝通方式
<b>Employees</b> 員工  	<ul style="list-style-type: none"> <li>Protection of rights and interests</li> <li>Management and staff communication</li> <li>Occupational health and safety</li> <li>Improvement of staff benefits</li> <li>Staff development</li> <li>Equal employment opportunities and diversified development</li> <li>Soliciting and retaining employees</li> </ul>	<ul style="list-style-type: none"> <li>Meeting with labour union</li> <li>Regular staff meetings</li> <li>Performance appraisal</li> <li>Employees insurances</li> <li>Encourage employees to participate in training and seminars to reinforce knowledge and skills, and keep updated on the latest development of rules and regulations</li> </ul>
<b>Suppliers/ partners</b> 供應商/合作夥伴  	<ul style="list-style-type: none"> <li>Fair competition</li> <li>Long-term business relationship</li> <li>Fair and reasonable prices</li> <li>Product quality assurance</li> </ul>	<ul style="list-style-type: none"> <li>Discussion through executive meetings, seminars and marketing summits</li> <li>Evaluation of suppliers</li> <li>Regular on-site investigations</li> <li>Public tenders to select suppliers</li> </ul>
<b>Environment</b> 環境  	<ul style="list-style-type: none"> <li>Enhancing environmental and ecological protection</li> <li>Energy and resources conservation</li> <li>Promoting green operations</li> </ul>	<ul style="list-style-type: none"> <li>Environmental data disclosure</li> <li>Promoting a green office</li> <li>Improving environmental protection measures</li> <li>Promoting green production</li> </ul>
<b>Community/ public</b> 社區/公眾  	<ul style="list-style-type: none"> <li>Poverty alleviation</li> <li>Supporting social development</li> <li>Care for vulnerable groups</li> <li>Prevention and control of pandemic</li> <li>Support employment of local citizens in poverty</li> </ul>	<ul style="list-style-type: none"> <li>Volunteer activities</li> <li>Charity events</li> <li>Sponsoring charity events</li> <li>Donations to scholarship funds</li> </ul>

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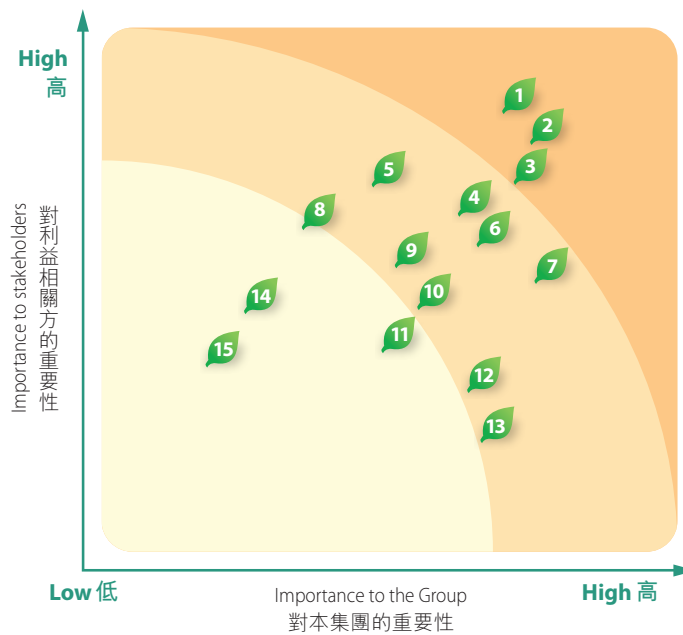


## Identifying Major Issues

The Group identified the material issues below which are the focus of disclosure during the Reporting Period. The identification of the most relevant ESG issues with the Group was based on the Group's business strategies and characteristics, taking into account the current industry trend and with reference to relevant standards or guidelines.

## 重要議題識別

本集團確定了本報告期內需著重披露的重要性議題如下。在識別與本集團最相關的ESG議題時，是基於本集團的業務戰略及特點，考慮到現時行業的趨勢，並且參考了相關標準或指南。



- |  |  |   |
|--|--|---|
| 1 Product quality<br>產品質量                              | 6 Low carbon development<br>低碳發展                 | 11 Fair recruitment<br>公平招聘                       |
| 2 Waste management<br>排放物管理                            | 7 Energy saving and reducing consumption<br>節能降耗 | 12 Anti-corruption<br>反貪污                         |
| 3 Safety and health<br>安全與健康                           | 8 Protection of employees' rights<br>員工權益保護      | 13 Employees' training and development<br>員工培訓與發展 |
| 4 Transformation and upgrade of the industry<br>產業轉型升級 | 9 Technological innovation<br>技術創新               | 14 Caring for the staff<br>員工關愛                   |
| 5 Supply chain management<br>供應鏈管理                     | 10 Customers' rights and protection<br>客戶權益與保護   | 15 Charity<br>公益與慈善                               |

## 2. Ensuring Product Quality and Enhancing Customer Service 保證產品質量，提升客戶服務



### 2.1 FOCUS ON QUALITY

The Group stringently complies with laws and regulations such as the Product Quality Law, the Standardization Law, and the Metrology Law of the PRC, and has instilled the concept of “Quality First” and improved the quality of its products and services. In addition, products of the Group such as batteries are labelled as required. The Group upholds the philosophy of “market-oriented and customers first”, and takes the initiative in understanding consumers’ expectations on its products, so as to enhance customer experience, standardize customer data management and emphasize protection of customer privacy.

During the Reporting Period, the Group has not received any serious complaints from customers concerning its products and services.

#### • Product Quality Management

The Group continuously improves its quality management system, adheres to the development strategy of “leading in technology, costs and quality”, strengthens product development and design, strictly controls the procurement of raw materials, and implements standardized operation, so as to achieve excellence in quality management. The Group has developed the “Design and Development Control Procedures”, “Non-qualified Product Control Procedures” and “Control Procedure on Corrective and Preventive Action” to effectively improve product quality. In addition, in relation to its motive batteries and other products, relevant product quality standards such as “Lead-acid Battery for Electric Vehicles 《電動道路車輛用鉛酸蓄電池》”(GB/T18332.1-2009) and “Valve-controlled Lead-acid Battery for Electric Assisted Vehicles 《電動助力車用閥控式鉛酸蓄電池》”(GB22199.1-2017) are strictly implemented and complied with. The Group was honoured as the “Single Champion” of the national manufacturing industry in 2020 at the Conference on High Quality Development of Manufacturing Industry and Construction of Green Financial Reform and Innovation Pilot Zone in Huzhou City, the PRC.

### 2.1 聚焦質量領先

本集團嚴格遵守中國《產品質量法》、《標準化法》、《計量法》等法律法規，樹立「質量第一」的意識，提高產品和服務質素。此外，本集團蓄電池等產品亦按要求規範標識。本集團堅持「以市場為導向，以客戶為中心」，主動瞭解消費者的產品訴求，提升客戶體驗，規範客戶數據管理，注重保護客戶隱私。

本報告期內，本集團未收到與產品及服務相關的用戶重大投訴。

#### • 產品質量管理

本集團不斷完善質量管理體系，堅持「技術領先、成本領先、質量領先」的發展戰略，加強產品研發設計，嚴控原材料採購，實施標準化作業，使質量管理工作精益求精。本集團制定了《設計開發控制程序》、《不合格品的控制程序》及《糾正和預防措施的控制程序》等指引，有效地提高產品質量。此外，本集團動力電池等產品嚴格執行並滿足《電動道路車輛用鉛酸蓄電池》(GB/T18332.1-2009)、《電動助力車用閥控式鉛酸蓄電池》(GB22199.1-2017)等相關產品質量標準。在中國湖州市製造業高質量發展暨綠色金融改革創新試驗區建設推進會上，本集團榮獲二零二零年度國家級製造業「單項冠軍」榮譽。

## 2. Ensuring Product Quality and Enhancing Customer Service 保證產品質量，提升客戶服務



The Group has set up the Quality Management Strategic Leadership Team, headed by the Chief Quality Officer to coordinate the management of product quality. During the Reporting Period, the Group's quality control initiatives undertaken were as follows:

- Implement all-rounded quality target management: in the procurement process, raw and auxiliary materials, spare parts, and standard parts are inspected and accepted in the factory; during the production process, self-inspection in the workshop and special inspection are carried out by quality control personnel.
- Setting quality targets: setting standards for procurement of material, production processes, product stocking, product batch stocking and unpacking by users. Using the quality data collected to analyze statistics, make improvements to address deficiencies and implement a quality returns information platform project.
- Establish quality tracking mechanism: manage each battery via QR codes, monitor and control product design, manufacturing processes, logistics systems, and manage the marketing channels and inventories via digital medium.
- Establish a rapid response mechanism for quality incidents: quality incidents are classified into high-priority incidents and general incidents, and subdivided into technical defects, control defects, logistics incidents, and market incidents, and responded to differently in a timely manner according to different levels and categories of incidents.

本集團成立質量管理戰略領導小組由首席質量官統籌及管理產品質量工作，本報告期內採取的質量管控舉措如下：

- 推行全方位質量目標管理：於採購過程中，對原輔材料、零配件、標準件等進行入廠檢驗、驗收；於生產過程中，實行車間自檢、品質人員專檢。
- 設定質量指標：進料、生產過程、產品入庫、產品批次入庫以及用戶開箱等均設定合格標準；利用收集的質量數據，進行分析統計，針對不足的地方作出改善，並實施了質量退貨信息平台項目。
- 建立產品質量追溯機制：對每一塊電池進行二維碼管理，並且對產品設計、生產製造、物流系統、營銷渠道管理、庫存管理等方面啟用數碼方式進行管控。
- 建立對質量事故的快速反應機制：將質量事故劃分為重要質量事故及一般質量事故，同時將該等事故細分為技術缺陷類事故、管控缺陷類事故、物流因素類事故和市場因素類事故，根據不同事故等級及類別，及時採取不同的應對措施。

## 2. Ensuring Product Quality and Enhancing Customer Service 保證產品質量，提升客戶服務



### • Intellectual Property and Brand Protection

The Group values intellectual property and patent protection. Trademarks, patents, confidential business data, and other intellectual property are important assets of the Group.

During the Reporting Period, the Group was not involved in any dispute, claim or action concerning intellectual property or brand protection.

#### *Intellectual property protection*

The Group complies fully with the policies and regulations on patents and copyrights, regulates the application, management and use of patents, protects patent assets and promotes invention and innovation. The Group has established standardized, regulated and systematic management of intellectual property rights through implementation of the "Corporate Intellectual Property Management Code". At the same time, the Group has formulated a series of regulations and systems internally, such as the "Intellectual Property Management Regulations" and the "Patent Award System", to clarify the creation, protection, application and management processes of intellectual property rights, and further improve the intellectual property management system.

The Group persisted in technology innovation, and was awarded the China Patent Excellence Award for "A kind of graphene composite carbon for lead-acid batteries and its preparation method" in the "Announcement of the results of the 22nd China Patent Awards" published on the website of the China National Intellectual Property Administration during the Reporting Period.

#### *Brand Protection*

The Group strictly complies with relevant laws and regulations of the PRC, such as the Company Law, the Trademark Law, and the Advertisement Law of the PRC, and has developed the "Manual for Identification System of Brand Image" and the "Application System for Identification of Brand Visuals" to implement uniformed planning and management on advertisements and trademarks, so as to ensure reasonable brand promotion and protection.

### • 知識產權及品牌保護保護

本集團重視知識產權及專利保護，商標、專利、業務機密數據等都屬於本集團的重要資產。

本報告期內，本集團未發生涉及知識產權及品牌保護方面的糾紛、索賠與訟訴。

#### *知識產權保護*

本集團全面遵守有關專利、著作權方面相關的政策法規，規範專利申請、管理和使用，保護專利資產，促進發明創造。本集團通過全面推行《企業知識產權管理規範》，建立了標準化、規範化、體系化的知識產權管理。同時，本集團內部亦制定了《知識產權管理辦法》和《專利獎勵制度》等一系列規章制度，明確了知識產權創造、保護、應用及管理程序，進一步完善了知識產權管理體系。

本集團堅持科技創新，本報告期內，本集團的《一種鉛酸電池用石墨烯複合碳及其製備方法》於中國國家知識產權局發布的《第二十二屆中國專利獎評審結果公示》中榮獲中國專利優秀獎。

#### *品牌保護*

本集團嚴格遵守中國《公司法》、《商標法》及《廣告法》等國家有關法規，並在內部制定了《品牌形象識別系統手冊》及《品牌視覺識別應用系統》，對廣告、商標統一規劃和管理，確保合理宣傳與品牌保護。



## 2. Ensuring Product Quality and Enhancing Customer Service 保證產品質量，提升客戶服務



### 2.2 ENHANCE CUSTOMER SERVICE

The Group strictly complies with relevant laws and regulations such as the Law on the Protection of Consumer Rights and Interests of the PRC, and has developed management measures and systems such as the “Customer Complaint Internal Management System”, the “After-sales Return & Exchange Management System”, the “After-Sales Quality Management Measures for Associates”, the “Handling Procedures for End Product Quality Issues”, and the “Measures for Inspection of Returned Lead-acid Batteries”, to improve its customer service management system. In addition, the Group has set up a stringent approval process for requesting customer information, in order to protect the confidential data of customers and safeguard their privacy.

### 2.2 提升客戶服務

本集團嚴格遵守中國《消費者權益保護法》等相關法律法規，並在內部制定了《客戶投訴內部管理制度》、《售後發退貨管理制度》、《聯營商售後服務質量管理辦法》、《市場端產品質量問題處理流程》及《蓄電池退貨檢測判定方法》等管理辦法及制度，完善客服管理體系。此外，本集團設置了嚴格的客戶資料調取審批流程，全面保障客戶機密數據，維護客戶隱私安全。

#### The Group's customer service initiatives 本集團客戶服務舉措



Establishing a nationwide after-sales service network to provide efficient on-site service within 24 hours in urban areas and 72 hours in non-urban areas, with a complete record of each after-sales service file to facilitate timely investigation, statistical analysis and improvement.  
建立遍布全國的售後服務網點，實現城區24小時內及非城區72小時內的高效上門服務，並完整記錄每次售後服務存檔，便於及時調取、統計分析、驅動改善。



Set up the professional after-sales service team, and enhance the response abilities of frontline customer service contacts, in order to resolve customer enquiries and complaints efficiently.  
打造專業售後服務隊伍，同時提升前線客戶服務員的應變能力，高效解決客戶查詢及投訴問題。



Expanding communication channels with customers, such as the dedicated WeChat service platform and the online user complaint channel, providing “one-on-one” services to resolve customers’ problems quickly.  
持續拓展與客戶的溝通渠道，如專屬微信服務平台、線上用戶投訴通道，提供「一對一」服務，快速解決客戶難題。



Working with vehicle manufacturers and ancillary product manufacturers to promote product use and maintenance knowledge through multiple channels, to overcome the problem of batteries failure due to improper storage during the COVID-19 pandemic (the “Pandemic”) and effectively enhancing customer experience.  
與整車配套廠商合作，多渠道宣傳產品使用、保養知識，尤其於新冠肺炎疫情（「疫情」）期間因電池保管不當而損壞的問題，有效提升了客戶體驗。

## 2. Ensuring Product Quality and Enhancing Customer Service 保證產品質量，提升客戶服務



### The Group's customer service initiatives

#### 本集團客戶服務舉措



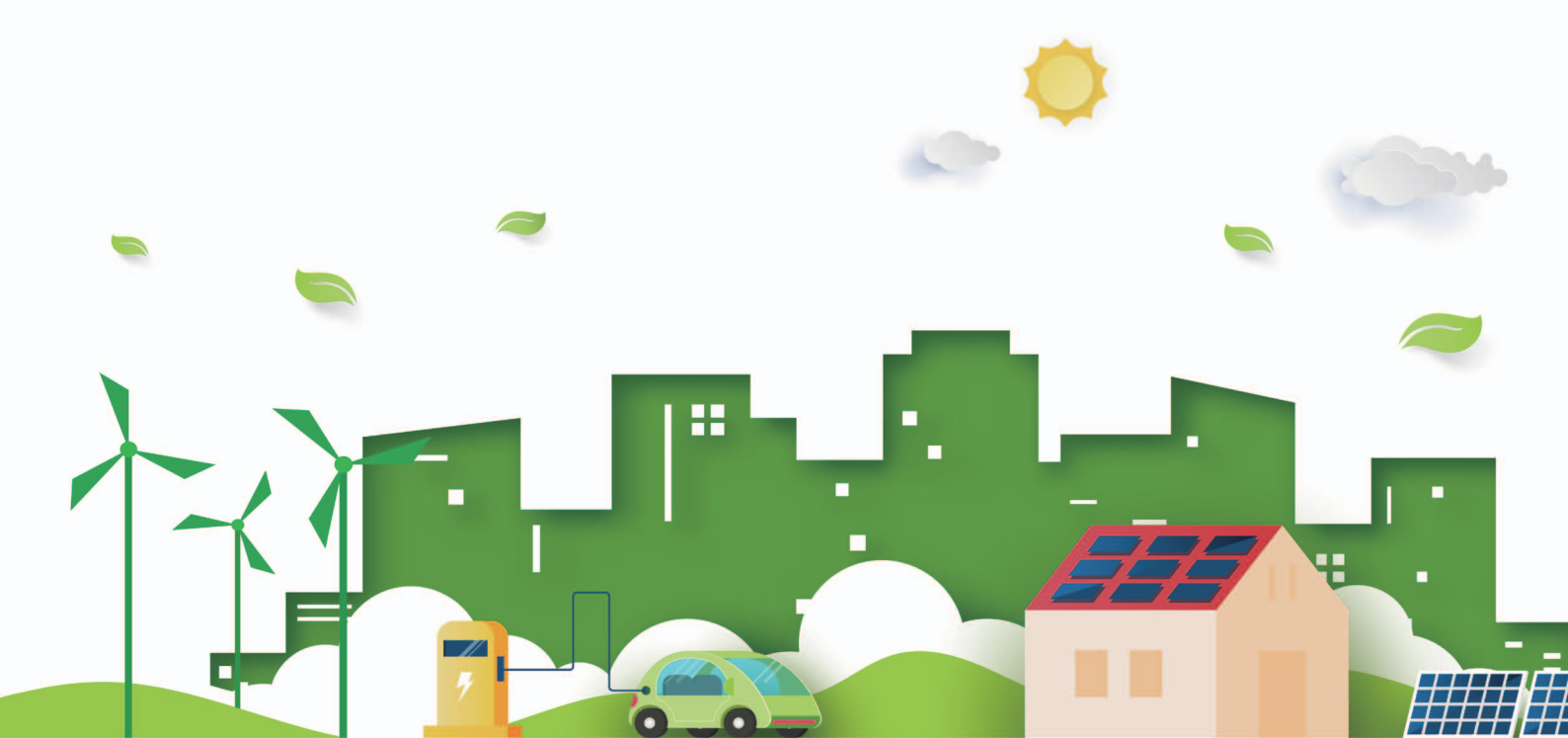
Introducing extended product warranty solutions to effectively address the loss of vehicle manufacturers and ancillary product manufacturers, brand agents and distributors, who were unable to sell products in time due to the Pandemic, as well as to strengthen customer relationships.

推出產品延保方案，有效解決了整車配套廠商、品牌代理與銷售商因疫情無法及時銷售的損失，提升與客戶關係。



Professional equipment such as lifting platforms, battery testers and battery revitalizers were installed in the mini electric vehicle joint-venture network points, to create a professional after-sales service network and to quickly solve end-users' after-sales problems.

在微型電動汽車聯營商網點配備升降平台、電池檢測儀、電池活化儀等專業設備，打造專業售後服務網絡，快速解決終端用戶的售後問題。



# 3. Endorse Industrial Innovation and Building a Green Ecosystem

## 堅持產業創新，共建綠色生態



### 3.1 FACILITATE INDUSTRY UPGRADE

The Group promotes the integration of innovations into its businesses, continues to strengthen technological research and development, improves product quality and builds up Chaowei's technology. The Group has set up its advanced research and development team, and actively recruits top international professionals to maintain the Group's leading position in research and development and innovation. As at the end of the Reporting Period, the Group's research team comprised over 10 renowned national and international experts.

The Group actively organizes and participates in industry exchange conferences, focuses on topical issues such as battery technology, policy research, industry development and production management, keeps abreast of the industry's leading technologies, and actively engages in innovative cooperation with leading international enterprises, in order to develop and industrialize new green battery products.

The Group has been named as the "National Model Enterprise of Technology Innovation" (國家技術創新示範企業) and the "National Model Enterprise of Intellectual Property" (國家知識產權示範企業). It has also established a number of platforms for research and development, including a nationally-recognized enterprise technology centre, a nationally-accredited laboratory, a national environmental protection engineering technology centre, a provincial key research institute, an academician work station and a national post-doctoral research work station.

During the Reporting Period, the Group's research and development expenses totalled approximately RMB857 million, accounting for approximately 3.1% of its total revenue.

### 3.1 助推行業升級

本集團堅持創新驅動與產業融合，繼續加強技術研發、提高產品質量，打造「科技超威，開啟能源新世界」。本集團擁有領先的研發團隊，並積極引進國際頂尖專業人才，以保持本集團研發創新的領導地位。截至本報告期末，本集團科研團隊擁有逾10位國內外知名專家。

本集團積極組織及參加業內交流會議，關注電池技術、政策研究、行業發展、生產管理等熱點問題，密切追蹤行業前沿領先技術，積極與國際領先企業開展創新合作，將新型綠色電池的產品開發與產業化。

本集團為國家技術創新示範企業和國家知識產權示範企業，建有國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、國家級博士後科研工作站等研發平台。

本報告期內，本集團的研發開支約達人民幣8.57億元，佔總收入約3.1%。

### 3. Endorse Industrial Innovation and Building a Green Ecosystem 堅持產業創新，共建綠色生態



#### 3.2 PROMOTE RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group has set up a comprehensive supplier entry, management and exit mechanism and formulated a series of internal systems to regulate the management of the supply chain, such as the “Suppliers Management System”, the “Raw Materials and Components Management System”, the “Contract Management Standards”, and the “Raw Materials Certification Management System”. During the Reporting Period, the Group revised the “Suppliers Management System” and introduced a new “Claims and Penalties for Non-conforming Quality of Raw Materials from Suppliers Management System”, which requires monthly inspection of incoming goods from the suppliers. In the event of returns of goods due to the supplier’s raw materials failing to meet quality standards, they should bear the costs of scrapping of products, market complaints, return of goods, etc., and should return all products that fail such standards.

The Group upholds the principles of openness, fairness and impartiality and investigates suppliers based on product quality as the primary condition, and those suppliers who meet the requirements will enter the sampling process and have their samples tested by professional engineers, and a testing report will be issued as a reference for supplier evaluation. On-site audits are conducted for suppliers involved in the supply of critical and important materials, and environmental, safety and quality factors are taken into account in the audit process.

The Group conducts annual evaluation of its suppliers, taking into account a combination of factors such as the volume of supply, delivery period, quality of supply and quality of service. Suppliers who fail the annual assessment will be given a deadline for rectification, and subject to suspension of supply or even cessation of supply depending on the severity of the problem.

#### 3.2 促進供應鏈責任管理

本集團設置了完善的供應商准入、管理、退出機制，制定了一系列內部制度以規範供應鏈管理，如《供應商管理制度》、《原材料零部件採購管理制度》、《合同管理標準》、《原材料認證管理制度》等。本報告期內，本集團修訂了《供應商管理制度》，並新出台了《供應商原材料質量不合格索賠、處罰管理制度》，該制度要求對供應商進行每月一次的進貨檢驗，如供應商因原材料質量不合格引起退貨時，他們需承擔生產報廢、市場投訴、退返等損失費用，更需要退換所有不合格品。

本集團秉持公開、公平、公正的原則，以產品質量作為首要條件來對供應商進行審核，符合要求的供應商進入制樣流程，由專業工程師對樣品進行檢測，出具檢測報告作為供應商評審參考；對於涉及關鍵、重要材料的供應商執行現場審核，並在審核過程中將環境、安全、質量等因素納入考量範圍。

本集團每年對供應商進行考評，綜合供貨量、供貨期、供貨質量、服務質量等因素對供應商進行量化打分。年度考評不合格的供應商，根據其問題的嚴重程度給予限期整改、暫停供貨、甚至停止供貨的處置。

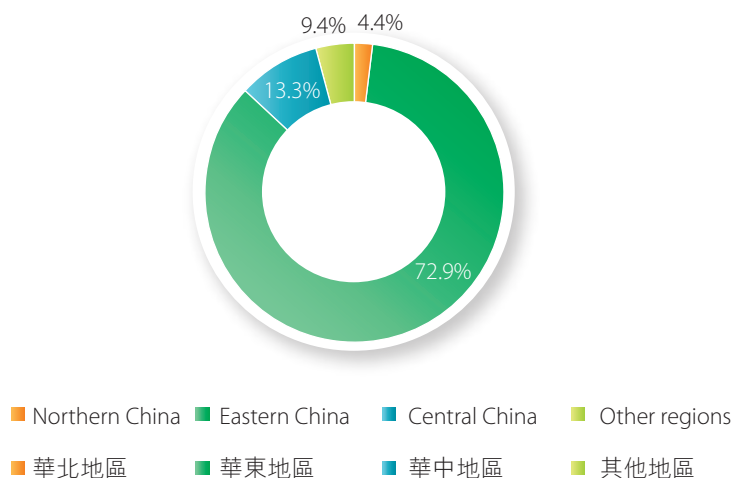
### 3. Endorse Industrial Innovation and Building a Green Ecosystem 堅持產業創新，共建綠色生態



During the Reporting Period, the Group had a total of 181 suppliers, with a geographical breakdown as follows:

本報告期內，本集團共有供應商181家，按地區分布情況如下：

2020 Supplier Distribution Proportion  
二零二零年供應商區域分佈比例



In addition, the Group actively promotes the concept of green development upstream and downstream in the supply chain by requiring manufacturers to use raw materials that meet environmental standards and to implement the concept of streamlining and energy saving and material reduction in the entire product design and production process. With the Group's promotion, the awareness and standard of green manufacturing in the whole supply chain are being enhanced. During the Reporting Period, two of the Group's subsidiaries, namely Zhejiang Chaowei Chuangyuan Industrial Co., Ltd. and Henan Chaowei Zhengxiao Power Co., Ltd. were each selected as "Green Supply Chain Management Enterprise".

此外，本集團還積極向供應鏈上下游傳播綠色發展理念，要求生產企業使用符合環保標準的原材料，將輕量化和節能減材的理念貫穿產品設計生產全過程。在本集團的推動下，供應鏈整體的綠色製造意識和水平都在不斷提升。本報告期內，本集團旗下2家子分公司浙江超威創元實業有限公司和河南超威正效電源有限公司均入選「綠色供應鏈管理企業」。

## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



### 4.1 PRACTICE GREEN OPERATION

The Group upholds the environmentally-friendly concept of “minimizing consumption of energy, pollution and emissions” proactively to promote the spirit of harmony and coexistence between the industry and the environment, and strictly complies with relevant laws and regulations including the Environmental Protection Law, Law on Prevention and Control of Water Pollution, Law on the Prevention and Control of Atmospheric Pollution, Law on Prevention and Control of Environmental Pollution by Solid Waste, Soil Pollution Prevention and Control Law, and the Emission Standard of Pollutants for the Battery Industry of the PRC.

The Group is the first lead-acid motive battery company in the industry to develop and apply cadmium-free Enclosed Battery Formation Process. During the Reporting Period, cadmium-free production capacity has been achieved with full coverage of the production process, which has been upgraded to save energy and reduce emissions during the Enclosed Battery Formation Process. The Group has improved the application and promotion of cadmium-free technology through technical research and development, and innovation of various processes such as grating casting, paste formulation, curing and assembly, charging and discharging.

### 4.1 踐行綠色運營

本集團始終秉持著「低能耗、低污染、低排放」的環保理念，積極倡導產業與環境和諧共生的和合精神，嚴格遵守中國《環境保護法》、《水污染防治法》、《大氣污染防治法》、《固體廢物污染環境防治法》、《土壤污染防治法》及《電池行業工業污染物排放標準》等相關法律、法規及標準。

本集團是行業內最早研發和採用無鎘內化成工藝的鉛酸動力電池企業。本報告期內，本集團產能已全面實現無鎘化，並實現該工藝生產全覆蓋，向節能減排的綠色化內化成工藝的轉型升級，通過對板柵鑄造、和膏配方、固化裝配、充放電等多項工藝進行技術研發與創新，完善本集團無鎘化技術的運用與推廣。



## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



Meanwhile, the Group led the establishment of the National Environmental Protection Engineering Technology Centre and built a regulatory platform for Internet of Things (ITI), and formed an interconnected network based on information carriers such as internet and traditional telecommunication networks. The Group also established the Green Recycling Development Alliance of China's Battery Industry (中國電池產業綠色循環發展聯盟), and organized the first national dedicated fund for the prevention of and relief for battery pollution. Through continuous experiments and innovation in environmentally-friendly technology, the Group has developed such processes and technologies to further the "energy-saving, environmental protection and emission reduction", such as the "Lead Atom Economic Recycle Method" to help the industry to achieve green development.

Exhaust gases produced by the Group during the production process mainly include lead and lead compounds, sulfuric acid mist and sulfur dioxide; sewage discharge mainly comprises total lead; solid wastes mainly include lead-containing waste generated in lead-acid battery production process and domestic waste; sewage generated in the production process is mainly reused for production after being processed, and the rest is discharged to the sewage treatment plant in the park. In order to reduce the impact of emissions on the environment, the Group strictly manages the emissions of various pollutants to ensure effective treatment of emissions, and adopts various measures to reduce greenhouse gas emission and generation of different wastes.

同時，本集團牽頭組建了國家環境保護工程技術中心，搭建了物聯網監管平台，基於互聯網、傳統電信網等信息承載體，形成互通的網絡。本集團同時成立中國電池產業綠色循環發展聯盟和全國首個電池污染防治和救助專項基金，並在環保技術上不斷進行嘗試和創新，研發出「原子經濟法鉛回收」等更節能環保、減排的工藝和技術，助推行業的綠色化發展。

本集團生產過程中產生的廢氣污染物主要包括鉛及其化合物、硫酸霧、二氧化硫；廢水排放物主要為總鉛；固體廢物主要為鉛酸電池生產過程中產生的含鉛廢物及生活垃圾；生產過程中產生的廢水經處理達標後部分回用於生產，剩餘則排入至園區污水處理廠。為了降低排放物對環境產生的影響，本集團嚴格管理各項污染物的排放物，確保排放物得到有效處置，並採取多種舉措減少或降低溫室氣體排放及各類廢棄物的產生。



## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



### Exhaust gas management 廢氣管理



- Adopting the advanced and high-efficiency three stages gas treatment of filter cartridge, hepa and mist spray on exhaust gas, the emission concentration is far lower than the current national standards  
採用同行業先進的高效濾筒、hepa、水霧噴淋三級處理廢氣，排放濃度遠低於現行國家標準
- Disposal of malodorous gas generated by the sewage station with biochemical tank and lid, using induced draft fan for collection and discharging after processing by the biological filter tower  
污水站產生的惡臭氣體採取生化池體加蓋，利用引風機收集再經生物濾塔處理後達標排放
- Replacing coal-fired boilers with gas-fired boilers to reduce emissions of sulfur dioxide and nitrogen oxides  
淘汰燃煤鍋爐，採用燃氣鍋爐，減少二氧化硫、氮氧化物的排放

### Greenhouse gas emission management 溫室氣體排放管理



- Adjusting the energy structure and using clean energy such as solar energy and natural gas  
調整能源結構，採用太陽能、天然氣等清潔能源
- Eliminating high energy-consuming equipment to enhance energy efficiency  
淘汰高耗能設備，提高能源利用效率

### Sewage management 廢水管理



- Installing a separate drainage system to separate rainwater and sewage in the production plants to prevent contamination  
生產廠區安裝雨污分流排水系統防止污染
- Disposal of sewage generated in the production process with mature and stable multi-stage pH adjustment inclined plate sedimentation and reverse osmosis treatment sewage treatment technology, then reused in the production unit after being thoroughly processed  
生產廢水採用成熟穩定的多級pH回調斜板沉澱和反滲透處理廢水處理工藝，經深度處理後回用於生產單元
- Discharge domestic sewage to domestic sewage treatment facilities in the park after processing by septic tank for further disposal, to be reused for the green development of the park  
生活污水經化糞池處理後排入園區生活污水處理設施進一步處理，處理後回用於園區綠化

### Solid waste management 固廢管理



- Proper handling and disposal of solid waste, no indiscriminate dumping or piling  
妥善處理、處置固體廢物，不得隨意傾倒或堆放
- Setting up hazardous waste storage sites in accordance with relevant standards, establish the standardized hazardous waste management system, and engage qualified third parties to dispose hazardous waste legally  
按相關標準要求建設危險廢物貯存場所，建立規範的危廢管理制度，產生的危險廢物委託有資質的第三方合規處置
- Implementation of domestic waste classification management for unified collection, regular collection and disposal by the city sanitation department as a whole  
生活垃圾分類管理、統一收集，定期由城市環衛部門統一收集處置



## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



### 4.2 PROMOTE ENERGY SAVING AND RESOURCE RESERVATION

The Group's corporate mission is to "advocate for green energy and perfect human life", and focuses on the green development as well as the transformation and upgrade of the industry. During the Reporting Period, the Group strictly complied with relevant energy saving policies and direction, such as the Law on Energy Conservation of the PRC, and establishes internal management systems such as the "Energy Saving Management System" and the "Energy Measuring Management System", and sets up the energy measuring management team. The team's general manager is directly responsible for the relevant energy management and measuring work.

During the Reporting Period, the Group did not encounter any difficulties in securing water resources, and also implemented several energy saving and consumption reduction projects, successfully improved the yield and utilization rate of lead and sulfuric acid, reduced the consumption of water, electricity and steam units in the production process, thus improving the utilization level of energy resources of its products and lowered its dependence on water resources. During the Reporting Period, the Group's fuel consumption decreased by 16% year-on-year, while the amount of fresh water consumed by every RMB10,000 of package material decreased by 24% year-on-year.

### 4.2 倡導節能降耗

本集團堅持以「倡導綠色能源，完美人類生活」為公司使命，注重產業的綠色發展和轉型升級。本報告期內，本集團嚴格遵守中國《節約能源法》等相關節能政策方針，在內部制定了《節能管理制度》及《能源計量管理制度》等管理制度，並成立了能源計量管理小組，由該小組總經理直接負責有關能源管理及計量工作。

本報告期內，本集團未在求取水源方面有相關問題，同時亦實施多個節能降耗項目，成功提高成品率、鉛和硫酸利用率，降低生產過程水、電力、蒸汽的單位耗量，提升了產品能源資源的利用水平，減少對水資源的依賴性。本報告期內，本集團汽油消耗量同比降低 16%，每萬元營收包裝材料消耗量同比降低 24%。

## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



The Group is a leader in the industry in the construction of green manufacturing regimes. During the Reporting Period, the Group had nine plants selected as “National Green Factory (國家級綠色工廠)” and 16 products were selected as “National Green Design Product (國家級綠色設計產品)”.

在綠色製造體系建設方面，本集團在行業內亦處於領先地位。本報告期內，本集團共有9家工廠入選「國家級綠色工廠」，16個產品入選「國家級綠色設計產品」。

### The Group's energy conservation and resource management initiatives 本集團節約能源及資源管理舉措

#### Switching to energy-saving products 改用節能產品



Promote the use of energy-saving motors and use of LED energy-saving lightings.  
推行節能電機、LED 節能燈的使用。

#### Improving recycled water technology 改善循環用水技術



The charging cooling water and condensate is efficiently recycled to improve water efficiency and reduce water consumption and sewage discharge; sewage generated in the production process is discharged to the sewage treatment stations in the production plants for disposal. When processed, the water is partially reused in the recirculation pool, environmentally-friendly equipment and floor cleaning in workshops of the production system, thus reducing fresh water consumption by recycling.

對充電冷卻水及冷凝水進行高效回收，提升用水效率，降低用水量和污水排放量；生產產生的廢水進入廠區內污水處理站進行處理，處理合格後部分回用於生產系統中的循環水池、環保設備、車間內地面清潔等，依此循環利用減少使用新鮮水。

#### Monitoring water consumption 監察用水情況



We installed secondary water meters and tertiary water meters for water balance testing to monitor water consumption, and analyzed planned water consumption targets.

加裝二級水表、三級水表進行水量平衡測試監控用水情況，並進行計劃用水指標分解。

#### Cultivating awareness towards energy saving 培養節能意識



Each production site has trained its employees to raise their energy saving awareness. Meanwhile, energy saving assessment checklist was developed to incorporate targets of energy saving and consumption reduction into the accountability system for medium to long term target.

各生產基地通過各類培訓，提高員工的節能意識。同時制定節能考核表，把節能降耗指標納入到中長期目標責任制中。

#### Recycling packaging materials 回收包裝用料



Plastic covers and partition paper outer packaging boxes for repeated use and returning to the factory to be reused.

塑殼和隔板紙外包裝箱實行重覆使用材質，返廠回收再利用。

## 4. Commit to Green Development and Pursue Clear Skies and Waters 堅持綠色發展，助力碧水藍天



### 4.3 FOCUS ON ECOSYSTEM PROTECTION

The Group adheres to the principle of harmonizing resource development with environmental protection. Based on careful consideration of the possible impact on the biosphere, environment and natural resources during the project construction process, the Group continuously increases its investment in environmental protection and carries out various measures to protect the ecological environment, so as to realize the organic combination of environmental, ecological and economic benefits, and strive to create a green factory.

### 4.3 注重生態保護

本集團堅持資源開發與環境保護相協調的原則，在項目建設過程中慎重考慮對生物、環境及天然資源可能造成的影響，不斷加大環保投入力度，開展多項舉措保護生態環境，實現環境、生態和經濟效益三者有機結合，著力打造綠色工廠。

#### The Group's ecological protection management initiatives 本集團生態保護管理舉措



Locating production plants far from environmentally sensitive areas such as drinking water protection areas and heritage protection sites.  
生產廠區選址遠離環境敏感區如飲用水源保護區及文物保護單位。



Improving the recycling mechanism of lead-acid batteries to recycle waste resources.  
完善鉛酸蓄電池的回收機制，實現廢物資源回收利用。



Monitoring the surrounding environment of the Group's plants in terms of atmosphere, soil, noise, etc. to reduce impact on the surroundings by the production of lead-acid batteries.  
開展廠區周邊環境大氣、土壤、噪聲等方面的監測，降低鉛酸蓄電池生產對周邊環境造成的影響。



Focusing on advertising and promoting environmentally-friendly ideas, and launching various environmental promotion activities, such as management training on solid waste law.  
注重環保理念的宣傳與推廣，開展多項環保宣傳活動，例如固廢法管理培訓等。



Training on environmentally-friendly concepts  
環保理念培訓

## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



### 5.1 COMPLIANCE WITH EMPLOYMENT REGULATIONS

The Group strictly complies with the Labor Law, the Labor Contract Law, the Trade Union Law, the Law on the Protection of Minors and other national laws and regulations of the PRC, and insists on employment in compliance with the regulations. By entering into formal labour contracts with employees, the Group fully protects their interests in recruitment, dismissal, promotion, working hours, leaves, remuneration and benefits, diversity, anti-discrimination and equal opportunities. In addition, the Group safeguards the rights of the staff to information, participation and supervision, opposes any form of child labour and forced labour, and strives to build an equal and united team of talents in harmony and diversity.

During the Reporting Period, the Group did not engage in any non-compliance incident such as the use of child labour and forced labour.

### 5.1 合規僱傭

本集團嚴格遵守中國《勞動法》、《勞動合同法》、《工會法》、《未成年人保護法》等國家法律法規，堅持依法合規僱傭。本集團通過與員工簽訂正式勞動合同，在員工招聘、解僱、升職、工時、休假、薪酬福利、多樣性、防止歧視、平等機會等多方面充分保障員工權益。此外，本集團維護員工的知情權、參與權和監督權，反對任何形式的童工與強制勞工，致力於打造平等團結、和諧多元的人才隊伍。

本報告期內，本集團未發生使用童工及強制勞工等違規情況。



## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



- **Employment Equality**

The Group emphasizes diversity in workforce, bringing in talents from different places and provides equal employment opportunities. The Group adopts a multi-channel recruitment system and recruits from the general public and campuses to eliminate any discrimination by gender, race, health and other factors, so as to ensure employment equality.
- **Working Hours, Leaves and Remuneration**

The Group strictly complies with the relevant national regulations on working hours, leaves and remuneration, and protects the rights of employees to rest and take leaves. The Group has formulated its internal systems such as the “Regulations on the Remuneration Management”, “Regulations on Benefits Management” and “Regulations on Resignation, Retirement, and Suspension Management” to continuously improve the management system of remuneration and benefits as well as to regulate employment practices. While protecting the basic rights of employees, the Group also pays attention on the provision of employee benefits, such as offering more family visit leaves for local employees, organizing commuter shuttles, providing summer day-care for children of employees, and increasing the subsidies for meals at work.
- **Elimination of Child Labour and Forced Labour**

The Group strictly complies with the Provisions on the Prohibition of Using Child Labor promulgated by the PRC, which prohibits the employment of child labour and combats all forms of forced and compulsory labour. The Group adheres to the eight-hour working day and guarantees reasonable working hours to the employees.
- **平等僱傭**

本集團注重員工多元化，從不同地方引進人才，提供平等就業機會。本集團採取多通道的招聘制度，將社會招聘與校園招聘相結合，杜絕任何基於性別、種族、健康程度等因素的歧視，充分保障平等就業。
- **工時、假期與薪酬福利**

本集團嚴格遵守國家關於工時、假期和薪酬的有關規定，保障員工休息休假的權益。本集團制定了《薪酬管理辦法》、《福利管理辦法》、《離退休管理辦法》等內部制度，不斷完善薪酬、福利管理體系，規範用工行為。本集團在保障員工基本權益的同時，亦注重給予員工福利，如增加當地員工的探親假、開通通勤班車、為職工家庭子女開設暑期托管班等，也提高了工作用餐補貼。
- **杜絕童工及強制勞工**

本集團嚴格遵守中國《禁止使用童工的規定》，禁止僱用童工，抵制一切形式的強迫和強制性勞動。本集團堅持八小時工作制，保證員工合理工時。

## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



### 5.2 EMPLOYEES DEVELOPMENT

The Group has formulated a people-oriented and results-sharing talent development strategy, and strives to promote the development goals of talents by encouraging professionalism, establishing a younger leadership and promoting executives' expertise. The Group attaches great importance to the fostering and development of talents, so as to realize the growth of the enterprise and talents together.

- **Promotion**

The Group continues to improve the employees' promotion mechanism, and has established a fair and equal platform for the development of talents, so as to motivate the Group's employees to realize their own value, their job value and social value, and strive to build a high quality talent team.

The Group has formulated policies such as the "Regulations of Internal Talent Market Management" and the "Regulations of Appraisal and Recruitment of R&D Centre Management". Through the establishment of a "dual-channel" development mechanism in management and technical grades, employees can choose their career path by combining their abilities and wishes based on their own position and ranking. At the same time, the Group helps the development of its employees while selecting outstanding talents for the Group through the "Potential Leaders Training", "Outstanding Employees" and "Chaowei Craftsmen" selection programmes, so as to enhance the structure and quality of its staff.

### 5.2 員工成長

本集團制定了以人為本、成果共享的人才發展戰略，努力推進人才專業化、幹部年輕化、高管職業化的人才發展目標。本集團相當注重人才培養發展，實現企業和人才共成長。

- **員工晉升**

本集團持續完善員工晉升機制，搭建公平公正的人才發展平台，激發員工實現自我價值、崗位價值和社會價值，努力建設一支高素質的人才隊伍。

本集團制定了《內部人才市場管理辦法》及《研發中心職稱評聘管理辦法》等政策，通過設立管理職系與技術職系「雙通道」的發展機制，使得員工可以根據自身職位職級體系，並結合自己的能力和意願，選擇合適的職業發展通道。同時，本集團透過「儲備幹部培養」、「優秀員工」及「超威工匠」等評選計劃，幫助員工自主成長的同時，亦為本集團選拔優秀人才，提升員工結構與素質。

## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



- **Training**

The Group has established a comprehensive training management system, constantly enriching the training contents and innovating the training methods to integrate training and learning into the workplace, so as to build up knowledge and experience for the growth and development of employees, to meet the ever-changing business requirements of their positions and facilitate the long-term development of the organization.

The Group's training includes both internal and external training, providing relevant learning programmes for employees of different ranks and professional categories. In addition, the Group offers classes in marketing, finance and material control, as well as activities such as industrial field trips, in order to enhance employees' professional knowledge, comprehensive quality and internal management abilities, in order to facilitate its talent echelon formation.

The Group continues to implement the "Cadre Training" programme, with the aim to foster cadres through task practices, mentorships and benchmark studies. During the Reporting Period, the Group promoted a total of 24 persons, and most of them were from the training program.

During the Reporting Period, due to the impact of the Pandemic, the Group has set up a new online learning platform and broadcasted its first live training online programme, providing employees with extensive educational resources to continue their learning without interruption.

- **員工培訓**

本集團建立了全方位的培訓管理體系，不斷豐富培訓內容，創新培訓方式，將培訓學習貫穿於工作之中，為員工成長發展儲備知識和經驗，以適應職位上不斷變化的業務要求，助力公司長遠發展。

本集團的培訓體系包含了內部及對外培訓，為不同的職級、專業類別的員工提供匹配相應的學習項目。此外，更開展了營銷、財務物控等專業班及工業遊學等活動，提升員工專業知識，綜合素質與內部管理能力，夯實人才梯隊建設。

本集團繼續推行「儲備幹部培訓」計劃，通過任務實踐、導師制度、標桿學習等方式，重點培育幹部人才。本報告期內，本集團累計幹部晉升24人，其中多數來自該培訓計劃。

本報告期內，由於疫情影響，本集團打造了一個全新網上學習平台，首創線上直播培訓模式，為員工提供豐富的學習資源，讓他們學習不間斷。

## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



### Case Study 案例

#### “Cloud Office” 推行「雲端辦公」

During the Reporting Period, the Group actively responded to the requirements of pandemic prevention and control by implementing “Cloud Office”, which allowed employees to participate in training exercises through the Internet without leaving home. At the early stage of the outbreak, the Group’s emergency response and control leading team was the first to arrange for the “Cloud Office” through online collaboration software. Following the resumption of work, the Group’s “Cloud Office” was well prepared, allowing employees to conduct business meetings and training online. During the Reporting Period, the Group held more than 200 cloud business training sessions, results exchange sessions and sales promotion sessions.

本報告期內，本集團積極響應防疫要求，推行「雲端辦公」，員工可通過網絡足不出戶參與培訓活動。在疫情發生初期，本集團成立的防控應急領導小組已第一時間利用在線協同軟件對「雲端辦公」作出部署。在推進復工時，本集團的「雲端辦公」已準備得相當完善，員工可以在線上進行相關業務會議及培訓。本報告期內，本集團共舉行了二百多場雲端業務培訓會、成果交流會及營銷推廣會。

### 5.3 CARING FOR EMPLOYEES

The Group cares for each and every employee, values their work-life balance, actively organizes lively employee activities, cares for employees in need, strengthens employees communication and exchanges, and strives to create a dynamic and happy working atmosphere for employees to enhance team cohesiveness.

### 5.3 員工關愛

本集團重視員工工作與生活的平衡，積極開展豐富多彩的員工活動，熱心關愛困難員工，加強與他們溝通與交流，致力於為員工營造充滿活力和幸福感的的工作氛圍，提升團隊的凝聚力。



## 5. Focus on Care for People, Promote Growth of Employees 注重以人為本，促進員工成長



The Group's employee care initiatives include:

- Organizing cultural and sports activities: the Group organizes activities such as the events related to the Women's Day, the Lantern Festival, the Qixi Festival, the Fun Games, Staff Painting, Calligraphy and Photography Contest, and the Labour Skill Competition, to enrich the cultural life of employees and enhance their sense of belonging.
- Caring about physical and mental health: the Group has set up workshops for mental wellness, thoughts sharing sessions, fitness centres, libraries, and a leisure corner for employees to provide a relaxing and pleasant working environment. The Group organizes medical checkups for employees, offers specialized health consultations for women, and hosts summer breeze for frontline employees in the summer to ensure their health.
- Helping employees in need: the Group enthusiastically carries out activities to send sympathy and support, to resolve difficulties they face and care about the life of employees.

本集團對員工的關愛行動有：

- 開展文化及體育活動：本集團舉辦三八婦女節祝福、元宵節活動、七夕節活動、趣味運動會、職工書畫攝影大賽、勞動技能大比武等活動，豐富員工業餘文化生活，提升他們的歸屬感。
- 關愛身心健康：本集團為員工設立心靈港灣工作坊、心聲園、健身中心、書屋、休閒吧等，為他們打造輕鬆愉悅的工作環境；組織員工體檢、開展女性專項健康問診、為一線員工舉辦夏日送清涼等活動，保障他們健康。
- 幫扶困難員工：大力開展溫暖慰問幫扶活動，著力解決員工困難，切實關心職工生活。



**Love Coach to shuttle employees to resume work**  
愛心專車跨省接員工返崗



**Blessing on the Women's Day**  
三八婦女節祝福活動



**Specialized health consultations for women**  
女性專項健康問診



**The Fun Games**  
趣味運動會



## 6. Improve Safety Management and Care for Employees' Health 完善安全管理，關愛員工健康



The Group strictly complies with the laws and regulations on production safety and occupational health, such as the Production Safety Law, the Law on Prevention and Control of Occupational Diseases and the Fire Control Law of the PRC, and implements safety standardization and conducts production safety inspections for comprehensive improvement of production safety management standard.

本集團嚴格遵守中國《安全生產法》、《職業病防治法》、《消防法》等有關安全生產、職業健康法律法規，推行安全標準化建設，落實安全生產檢查，全面提高安全生產管理水平。

The Group carries out on-site inspections in accordance with the internal "Inspection Management Regulations", which covers the Group's subsidiaries, and has conducted a total of 30 inspections. Upon completion of inspections, the Group follows up on the situation regularly, and all such issues identified had been fully rectified accordingly. The Group and its 14 subsidiaries have passed the ISO45001 Occupational Health and Safety Management System Certification.

本集團依據內部制定的《督查管理辦法》開展現場督查，全面覆蓋本集團子公司，共計督查30次。完成督查後，本集團定期作出跟進，督查期間發現的問題亦已全面作出改善。本集團及旗下14家子公司皆通過了ISO45001職業健康安全管理体系認證。



**Occupational health and safety training**  
職業安全與健康培訓

## 6. Improve Safety Management and Care for Employees' Health 完善安全管理，關愛員工健康



### The Group's operational safety management initiatives

#### 本集團安全運營舉措



Establish production safety responsibility mechanism to outline the responsibilities of leaders, departments and employees, and formulates the assessment standards for various safety responsibilities as well as the reward and disciplinary system.

建立了安全生產責任制度，落實領導、部門和各員工的責任，並制定各類安全責任的考核標準及獎懲制度。



Updates to the "Compilation of Safety Production Rules and Regulations" and the "Operational Safety Procedures" to improve the system management.

更新《安全生產規章制度匯編》、《安全操作規程》，完善制度管理體系。



Compile the "Emergency Plan for Production Accidents", and organize at least one safety drill for each production subsidiary every year, which mainly concern production accidents that often occur in the battery industry, such as sulphuric acid leakage, fire evacuation, first-aid medical care and other emergency measures drills.

編製《生產安全事故應急預案》，各生產型子公司每年組織不少於一次安全生產應急演練活動，內容主要關於電池行業經常發生的生產事故，如硫酸洩漏、消防疏散、急救醫護等應急措施演練。



Establish prevention system to identify potential safety hazards in each production workshop and section, assign rankings and implement control to such risks, and conducts rectification and verification.

建設預防體系，識別各生產車間、工段存在的安全隱患，對其分級管控，並且進行整改及驗收。



Regulate productions and operations, conduct daily inspections, monitor violation by employee in operation as well as unsafe usage of equipment, and resolves such problems through training, disciplinary measures, maintenance and warning.

規範生產作業行為，加強日常巡檢，監管員工違章操作、不安全使用設備等，並通過培訓、處罰、維修、警告等改善問題。



Put up safety warning signs, display warning signs and emergency response measures in the workplace and on the equipment.

設置安全警示標誌，在工作場所和設備設置安全警示標誌警示及意外應急措施等。



Strengthen safety education and training through videos and briefings, and invite industry experts to visit as well as offering other forms of training on safety-related laws and regulations and professional skills, to improve the safety awareness of employees.

加強安全教育培訓，通過視頻、班前會以及邀請行業專家等多種形式開展安全相關法律法規、專業技能等方面的培訓，提高員工安全意識。

## 6. Improve Safety Management and Care for Employees' Health 完善安全管理，關愛員工健康



### The Group's occupational health management initiatives 本集團職業健康舉措



Formulate and follow the "Occupational Hygiene Management System" to outline the management and prevention responsibilities of each department on occupational health.  
制定並遵循《職業衛生管理制度》，明確各部門職業健康的管理職責及防治責任。



Compile daily checklist on occupational hygiene, and incorporate the requirements of occupational hygiene management into the operating procedures at each post.  
編製職業衛生日常檢查表，將職業衛生管理要求納入各崗位操作規程。



Implement training system where supervisors at each level explain to the employees the occupational hygiene requirements of production operations.  
實施培訓制度，由各級主管向員工詳述生產作業的職業衛生要求。



Organize occupational health checkups before and during work, between tasks and when leaving work, keeps thorough occupational health monitoring records, and offer help according to the relevant demands based on the occupational health records.  
組織上崗前、在崗、轉崗期間和離崗時的職業健康檢查，建立健全職業健康監護檔案，並按照職業健康監護有關要求給予幫助。



Improve auxiliary sanitation facilities, separate the clean area and the polluted area, clarify clothes-changing process management, and install efficient ventilation facilities.  
完善衛生輔助設施，分割清潔區與污染區，明確更衣流程管理，配備良好的通風換氣設施。



Strengthen and maintain constructions protection gears regularly to reduce leakage of lead soot and acid fog.  
加強並定期維護工程防護設施，減少鉛煙塵、酸霧的逸散。



Provide required protection supplies for different positions, and conduct regular maintenance and replacement to ensure normal usage.  
針對不同崗位配備所需的勞保用品，並進行定期維護更換，確保正常使用。



Display illustration on occupational hygiene operation highlights in prominent positions.  
在當眼位置張貼職業衛生操作注意要點說明圖。

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情

The Group has always borne in mind the important mission of “Undertaking Social Responsibility”, by contributing to public welfare and performing charitable acts, which leads the healthy development of enterprises and enhances the overall image of the industry. During the Reporting Period, the Group’s external charitable donations amounted to approximately RMB6.144 million, and were highly recognized by the government and other stakeholders. The Group was also honoured in the second “Zhangxing Charity Award — Outstanding Contribution Award (長興慈善獎—突出貢獻獎)” and the “Zhejiang Charity Award — Institution Donation Award (浙江慈善獎—機構捐贈獎)” during the Reporting Period.

本集團始終把履行社會責任作為重要使命，助力公益，積極行善，引領企業健康向上發展，提升行業整體形象。本報告期間，本集團對外慈善捐助金額約達人民幣614.4萬元，並得到政府等利益相關方的高度認可。本報告期內，本集團榮獲第二屆「長興慈善獎—突出貢獻獎」、「浙江慈善獎—機構捐贈獎」等榮譽。



The Group was awarded the “Zhangxing Charity Award — Outstanding Contribution Award” in 2020

二零二零年本集團榮獲長興慈善獎—突出貢獻獎

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情



### 7.1 FIGHTING AGAINST THE NEW CORONAVIRUS PANDEMIC

Upon the outbreak of the Pandemic, the Group actively responded to the planning and demands by the local governments related to the anti-epidemic efforts. In January 2020, the Group formed the response team of epidemic prevention and control, headed by Mr. Zhou Mingming, the Chairman of the Board of Directors, who led the Group's pandemic prevention matters. During the Pandemic, its head office and all branch offices are disinfected daily, and the Group takes the temperature of all personnel to monitor the health condition of employees. In addition, the Group also disseminates information to the employees to promote knowledge on pandemic prevention and control. The Group was highly commended by the local government for its active contribution during the Pandemic, and was honoured with the title of "Advanced Group in Prevention and Control of New Coronavirus Pneumonia Pandemic and Resumption of Work and Production (新型冠狀病毒肺炎防控和復工復產先進集體)" by the PRC's Zhangxing County Party Committee and the County Government, whereas the Chairman, Mr. Zhou Mingming was honoured as an "Advanced Individual in Combating the New Coronavirus Pneumonia Pandemic (抗擊新冠肺炎疫情先進個人)" by the Zhejiang Provincial Committee of the Democratic League (民盟浙江省委會).

In strict compliance with the government's prevention and control requirements, the Group became one of the first enterprises in the region qualified to resume work and production. In order to ensure the safety and smooth return of employees to the factories, the Group set up the "Love Coach" to pick up employees across provinces to ensure quick resumption of production. At the same time, the Group paid the full amount of wages for February to March to the employees based on their average annual salary in 2019, and gave new employee additional living subsidies; expenses incurred during quarantine period by the employees were fully reimbursed by the Group.

### 7.1 抗擊新冠肺炎疫情

疫情發生後，本集團積極響應當地政府抗疫部署和要求，於二零二零年一月率先成立以董事長周明明先生為首的疫情應急小組防控，統領本集團進行所有防疫工作。疫情期間，總部及所有分公司每日均進行消毒、測溫等防控工作，全面監控員工的日常身體狀況。此外，本集團亦向員工發布疫情防控信息，大力宣傳防控知識。本集團在疫情期間的積極貢獻受到當地政府高度讚揚，獲得中國長興縣委及縣政府授予「新型冠狀病毒肺炎防控和復工復產先進集體」，董事長周明明先生亦獲民盟浙江省委會授予「抗擊新冠肺炎疫情先進個人」榮譽稱號。

本集團在嚴格遵守政府防控要求下，在當地成為首批合資格復工復產的企業。為確保員工安全、順利返廠，本集團啟用「愛心專車」跨省接載員工上班，促使企業快速復工復產。同時，本集團按二零一九年全年平均工資全額給員工發放二月至三月份工資，並給予每位新員工額外生活補助。另外，員工在隔離期間衍生的費用，亦由本集團全部承擔。

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情

In addition to assuming its duty in prevention and control of the Pandemic, the Group has also actively assumed its social responsibility by lending a helping hand to frontline workers during the Pandemic. The Group has contacted over 10 overseas research centres and partners to actively purchase masks, medical goggles, protective clothing, medicines and other pandemic prevention resources at the start of the Pandemic, and imported them into the PRC. The Group donated cash and other pandemic prevention material amounting to over RMB4 million to the local government where the Group and its subsidiaries are domiciled, as well as sending support and encouragement to the frontline workers at the pandemic prevention and control hubs.

在做好自身疫情防控工作的同時，本集團亦積極承擔社會責任，在疫情期間不斷向「抗疫一線」伸出援手。本集團聯繫海外10多家研究中心和合作伙伴，在疫發初期積極採購口罩、醫用護目鏡、防護服、藥品等防疫物資發往中國國內，本集團及旗下子與公司向所在地政府捐助合共約人民幣400多萬元現金及防疫物資，並對防疫卡點「抗疫一線」工作人員進行慰問。



**Donations against the Pandemic by employees**  
員工抗疫捐款



**Sending regards to frontline of pandemic prevention**  
慰問抗疫一線人員



**Purchase of pandemic prevention material from overseas and import into the PRC**  
海外採購防疫物資輸往國內

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情

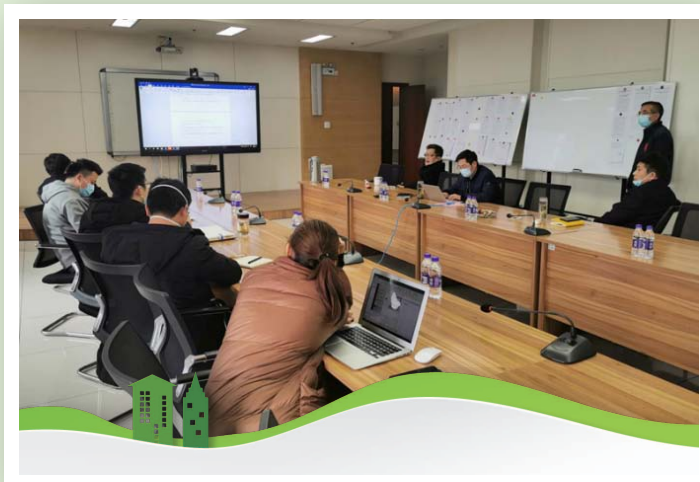


### Case Study 案例

#### Pandemic Prevention Sandbox Exercise to Prepare for Potential Epidemic 開展疫情防控沙盤演練，防疫於未然

In February 2020, the Group's epidemic emergency response and control office organized a pandemic prevention and control emergency sandbox exercise, with the aim of further strengthening the pandemic prevention and control efforts and to prepare for orderly responses to unexpected situations. The exercise simulated the whole process, from pandemic outbreak, on-site treatment, to the aftercare, and the staff actively participated in learning the emergency handling measures for pandemic prevention and control. Through this exercise, the staff further improved their awareness of pandemic prevention and control as well as their emergency coordination ability, and has prepared for any emergencies during the pandemic.

二零二零年二月，本集團疫情防控應急辦公室組織了疫情防控應急沙盤演練，旨在進一步加強疫情防控工作，做好突發情況的有序應對。演練現場模擬了從疫情發現到現場處置再到善後處理的全過程，員工們積極參與學習疫情防控應急處理措施。通過此次演練，進一步提高了員工對疫情的防控意識和應急協調能力，為疫情防控做好了應急準備。





## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情



### 7.2 COMMITMENT TO POVERTY ALLEVIATION

The Group has always attached great importance to and has been active in poverty alleviation work for over 20 years. The Group would invest in poor regions, thus improving the employment opportunities for local people. During the Reporting Period, the Group's subsidiaries in Xinhe, Hebei and Hechi, Guangxi actively provided employment opportunities to more than 3,500 local people in need, in order to help bring them out of poverty and rebuild their life with hope. Moreover, the Group's subsidiaries in Hebei, Guangxi, Henan and Anhui also actively participated in poverty alleviation work, and were honoured as "Advanced Units in Poverty Alleviation (扶貧先進單位)" by the local governments.

The Group has also set up the "Chaowei Care Fund" to actively help its associated businesses facing financial difficulties, demonstrating the humanistic concerns of the Group. During the Reporting Period, the Group financially contributed to a total of 27 associates and end-users, and disbursed a total of RMB827,000 to express its care and warmth to them.

### 7.2 致力扶貧幫困

本集團一直重視扶貧工作，廿多年來堅持不懈做好扶貧工作，在貧困地區進行產業投資，提升當地市民就業機會。本報告期內，本集團位於河北新河、廣西河池子公司，積極為當地超過3,500名貧困群眾提供就業機會，幫助他們脫離困境，重建希望。此外，本集團位於河北、廣西、河南、安徽等子公司也積極參與扶貧工作，被當地政府評為「扶貧先進單位」。

本集團亦設立「超威關愛基金」，積極幫扶有經濟困難的聯營商，展現企業人文關懷。本報告期內，本集團共關愛聯營商、終端商27人，發放關愛基金約達人民幣82.7萬元，以表達對他們的關心和溫暖。



**Purchasing by-products from farm village partners in poverty**  
購買結對貧困村農副產品



**Buying grapes from farms in poverty**  
認購貧困戶愛心葡萄



**Sending regards to associates in need**  
慰問困難聯營商



## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情



### 7.3 DONATION FOR EDUCATION

#### • Subsidizing poor students to attend school

The Group has been organizing “Glorious Scholarships (光彩助學)” for the 11th consecutive year to help students and children of the Group’s employees in need, so as to fulfil their dreams for education. During the Reporting Period, the Group granted scholarships totalling approximately RMB130,000 to 66 students in need from Xiaopu Primary School (小浦小學) and Baoqiao Primary School (包橋小學) in Zhangxing County, the PRC, as well as children of the Group’s employees in need and university students on long-term financial assistance. In total, the Group has granted scholarships amounting to over RMB3 million to more than 1,000 students in need.

#### • Contributing to the improvement of campus facilities

The Group has established long-term partnerships with schools such as Zhangxing Lantian Labourer Dependents’ School (長興藍天民工子弟學校) and Baoqiao Central Primary School (包橋中心小學), and has been organizing joint activities on a regular basis. For years, the Group has made donations for additions to teaching equipment, the establishment of a science education base, and set up an educational practices platform for schools and enterprises, the accumulated donations reaching approximately RMB3 million. On the 1 June Children’s Day in 2020, the Group donated to the basketball activities at the Baoqiao Primary School and the Baoqiao Kindergarten, and donated to the Lantian Labourer Dependents’ School to purchase desks and chairs in classrooms, so as to improve the learning facilities and school conditions.

### 7.3 開展捐資助學

#### • 資助貧困學生上學

本集團已連續11年舉辦「光彩助學」活動，幫助貧困學子及本集團困難職工的子女重圓讀書夢。本報告期內，本集團為中國長興縣的小浦小學、包橋小學等學校、本集團困難職工子女以及長期受資助的在校大學生，共計66名貧困學子發放了助學金約達人民幣13萬元。本集團累計共為1,000餘名貧困學生資助助學金約達人民幣300多萬元。

#### • 助力校園設施改善

本集團與長興藍天民工子弟學校、包橋中心小學等學校建立長期結對關係，定期開展共建活動。本集團連續多年捐資添置教學設備、開闢科普教育基地、搭建學校企業實踐教育平台，累計捐助資金約達人民幣300萬元。二零二零年「六一」兒童節，本集團捐資給包橋小學、包橋幼兒園舉辦籃球特色活動，以及給藍天民工子弟學校添置課室桌椅，用於改善教學設施和辦學條件。

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情



The Group is enthusiastic towards donations for education, and actively assumes its corporate social responsibility and contributes with our resources. During the Reporting Period, the Group was honoured with the title of “Advanced Group in Caring for the Next Generation in Huzhou City (湖州市關心下一代工作先進集體)”.

本集團熱心捐資助學，積極承擔企業社會責任，貢獻企業力量，本報告期內，本集團獲得了「湖州市關心下一代工作先進集體」榮譽稱號。



**The 2020 Glorious Scholarships Ceremony**  
二零二零年度光彩助學捐贈儀式

## 7. Fulfilling Corporate Responsibility, Helping the Poor and Fighting the Pandemic 踐行企業責任，扶貧助困抗疫情



### 7.4 ENTHUSIASM FOR VOLUNTARY WORKS

At the beginning of the Group's establishment, the Chaowei Power Volunteering Team was established as its own initiative, and has contributed to social welfare activities, such as caring for the elderly and the weak, providing community services, helping the poor, organizing blood drives and promoting environmental protection, and has been widely praised by all sectors in the society.

During the Reporting Period, the volunteering team made its way into the communities and villages, and started a number of public welfare activities, such as battery maintenance knowledge dissemination and after-sale inspection, visiting poor farmers to offer support, promoting civilized travel, flood relief, fire safety inspections, and community health services. Meanwhile, the volunteering team also organized blood drives, which demonstrated the caring heart of its employees.

### 7.4 熱衷志願服務

本集團成立之初，自發組建了「超威」電池志願服務隊，在關愛老弱、社區服務、扶貧幫困、捐血、環境保護等種社會公益性活動方面作出了貢獻，受到了社會各界的廣泛贊譽。

本報告期內，志願服務隊深入社區和鄉村，開展了多項公益活動如普及電池維護知識及售後檢測、走訪貧困農戶支農、文明出行宣傳、抗洪救災、消防安全巡查及參與社區衛生服務等。同時志願服務隊還組織了捐血活動，彰顯了本集團員工的大愛情懷。



The volunteering team of the Group  
本集團志願者團隊

# Looking ahead 展望未來



The Group will continue to pursue the strategic goal of “leading in talent and technology, leading in quality and cost, and leading in market branding”. The Group focuses on quality improvement and brand enhancement, and continuously integrates the advantages of the whole industrial chain to build a sustainable, healthy and stable ecosphere. The Group will stimulate the enhancement of R&D technology and optimize its product structure, while continuing to improve customer services and enhance after-sales services as well as customer satisfaction.

The Group shall adhere to its corporate mission of “advocating for green energy and perfecting human life”, and emphasize on energy conservation and environmental protection, promote green development, continue to broaden international cooperation, push forward the two strategic development routes, adhere to technology innovation, and strive for breakthroughs and rewards in the new energy sector.

The Group will stand by its corporate culture of “harmony”, and be in harmony with society, uphold the corporate’s social responsibilities, devote to public welfare and charity activities, care for disadvantaged groups, and achieve a win-win situation between economic benefits and social interests; to be in harmony with people, value the training and treatment of employees, care for employees in need, and share the humanistic care of the corporation with the staff.

Year 2021 marks the beginning year of the 14th Five-Year Plan and a crucial year for the Group to achieve high-quality development. The Group will leverage on technology innovations to stimulate the momentum of high-quality development, seize any opportunities of high-quality development with branded services, lay down the foundation of high-quality development based on efficient management, and improve the sustainability of high-quality development with digitalisation, so as to promote such unique competitive advantages across the industry by remaining focused and iterate evolution, providing a solid backbone for a century of Chaowei establishment as a great enterprise. At the same time, the Group will continue to actively fulfil its corporate social responsibility, and gather the efforts of all staffers, to promote the harmonious and sustainable development of our economy, society and environment.

本集團將繼續貫徹「人才科技領先、質量成本領先、市場品牌領先」的戰略目標，堅持品質提升與品牌提升，不斷整合全產業鏈優勢，努力打造持續、健康、穩定的生態圈。本集團將在促進研發技術的提升，優化產品結構的同時，持續改善客戶服務，提高售後服務水平及客戶滿意度。

本集團將繼續堅持「倡導綠色能源，完美人類生活」的企業使命，重視節能環保，推進綠色發展，繼續拓寬國際化合作路徑，深入推進兩大戰略發展路線，堅持技術創新，致力於在新能源領域取得更大突破和收穫。

本集團將繼續堅守「和合」的企業文化理念，與社會和合，堅持履行企業社會責任，熱心公益慈善活動，關愛弱勢群體，實現經濟利益與社會利益的雙贏；與人和合，重視員工的培養與待遇，關愛困難員工，努力讓員工感受企業的人文關懷。

二零二一年，是「十四五」規劃的開局之年，也是本集團實現高質量發展的關鍵之年。本集團將以科技創新激發高質量發展動力，以品牌服務搶抓高質量發展機遇，以高效管理築牢高質量發展根基，以數字化轉型提升高質量發展後勁，靜定專精，迭代進化，打造行業獨特的競爭優勢，為百年超威、偉大企業注入強大的基因。同時，本集團仍會積極努力踐行企業社會責任，凝全員之力，促進經濟、社會及環境和諧永續發展。

**超威<sup>®</sup>**

**CHILWEE**

CHAOWEI POWER HOLDINGS LIMITED

超威動力控股有限公司

