



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



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

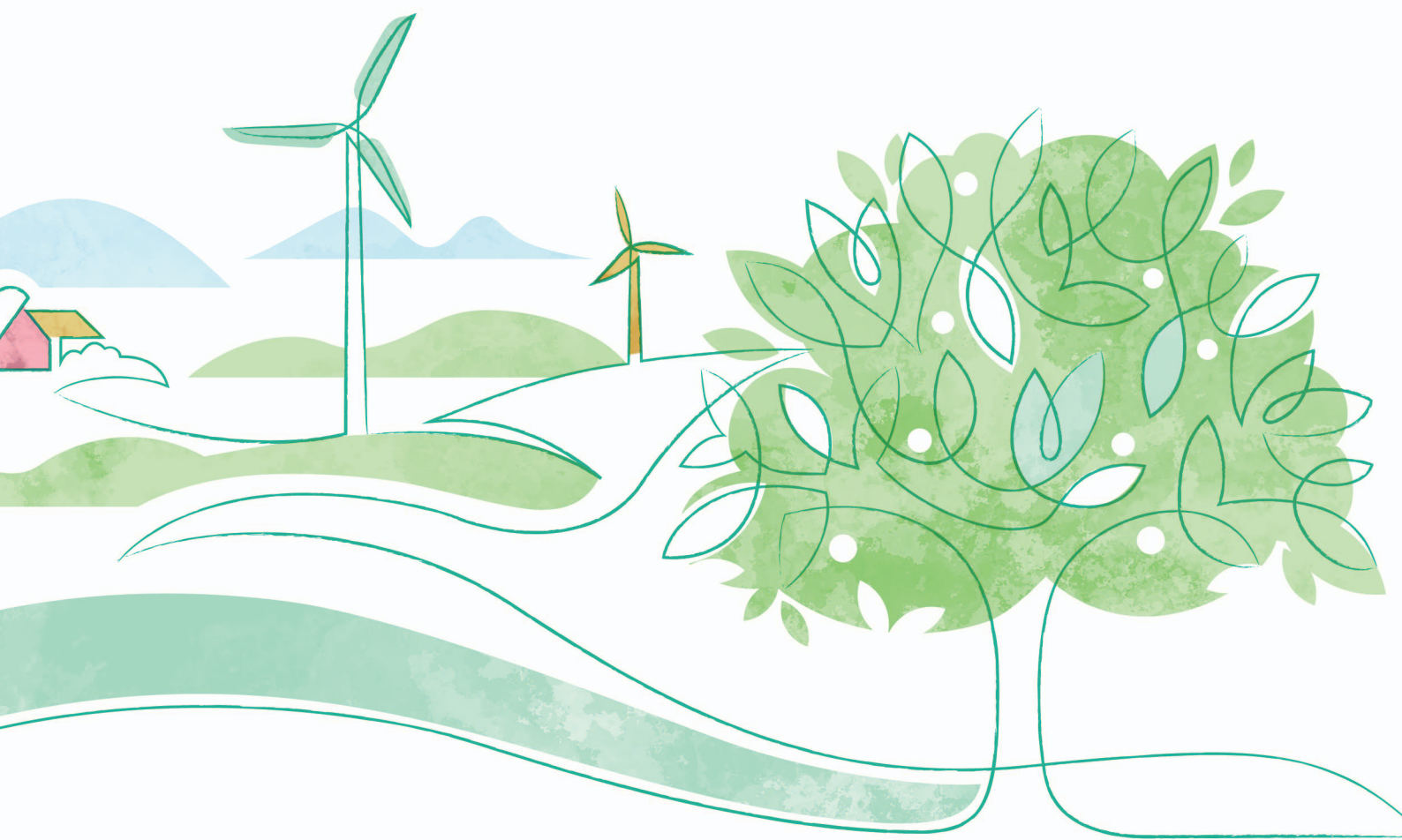
2021

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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 2021 to 31 December 2021 (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 2021 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 (the “ESG Guideline”) 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). 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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報告發佈周期

本報告是超威動力控股有限公司(「超威」或「本公司」)，連同其附屬公司(「本集團」)發佈的年度環境、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，本報告時間範圍為二零二一年一月一日至二零二一年十二月三十一日(「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

本報告中的部分財務數據來自本公司二零二一年年度報告(「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，主要基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》(「ESG指引」)，參考全球報告倡議組織(GRI)發佈的《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-CSR 4.0)》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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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. The products 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.

Headquartered in Changxing County, Zhejiang Province, the People's Republic of China (the "PRC" or "China"), the Group's manufacturing facilities are widely distributed 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. With its immense strength in the field of new energy, during the Reporting Period, the Group has consistently been placed in the "Top 500 Chinese Enterprises" (中國企業500強), "Top 500 Chinese Private-owned Enterprises" (中國民營企業500強), "Top 100 Enterprises in China's Light Industry" (中國輕工業百強企業), 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企業), and "Global Top 500 New Energy Enterprises" (全球新能源企業500強). The Group continued to lead the industry with outstanding results and good development trend.

As a leading enterprise of lead-acid batteries in China, the Group actively advocates the concept of environmental protection and low-carbon life, continuously promotes enterprises and industries to speed up the pace of clean production and green manufacturing, and plays a leading and exemplary role for the industry by relying on the technological advantages of the leading industry and perfect green layout strategy.

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，本集團憑藉在新能源領域的強大實力，連續登上「中國企業500強」、「中國民營企業500強」、「中國輕工業百強企業」、「中國輕工業新能源電池行業十強企業」等一系列重量級榜單，並在「全球新能源企業500強」佔一席位，以亮眼的成績和良好的發展態勢繼續領跑行業。

作為中國鉛蓄電池的領軍企業，本集團積極倡導環保理念，崇尚低碳生活，不斷推動企業、行業加快清潔生產、綠色製造步伐，依托領先行業的技術優勢以及完美的綠色佈局戰略，為行業做出了引領和示範作用。

1. About Us 關於我們

1.2 CORPORATE GOVERNANCE

The Group continuously improves the governance level and complies with the Company Law and the Securities Law of the PRC as well as other laws, regulations and regulatory requirements such as the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules"), the Corporate Governance Code set out in Appendix 14 and the Environmental, Social and Governance Reporting Guide set out in Appendix 27 of the Listing Rules, to continuously regulate and improve the corporate governance structure and enhance the overall governance level of the Company.

The board of directors of the Company (the "Board") attaches great importance to the ESG-related work, and has established an effective ESG information reporting system, regularly reviewing its performance on ESG issues. The Report is reviewed by the Board before publication.

For more details, please refer to the section headed Corporate Governance Report in the Annual Report.

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 Group.

• 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 Chaowei Power Group Risk Liability Claiming Management System, the New Method for Corporate Risk Management and the Accountability and Management System for Quality Deviation, Related Transaction System of Chaowei Power Group Co., Ltd. and Dividend Management System of Chaowei Power Group Co., Ltd. and its Subsidiaries and Branches, to achieve compliant, sustainable and healthy development of the Group. During the Reporting Period, the Group established a risk control management center to further reinforce the culture of compliance operation of the Group.

1.2 公司治理

本集團不斷提升管治水平，遵循中國《公司法》及《證券法》、聯交所《證券上市規則》（「上市規則」）及《上市規則》附錄十四《企業管治守則》、附錄二十七《環境、社會及管治報告指引》等法律法規及監管要求，持續規範完善本公司治理架構，提升本公司整體治理水平。

本公司董事會（「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。本報告發佈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。

1.3 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，保障本集團穩健運營。

• 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《本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》、《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》等，實現本集團合規、持續、健康地發展。本報告期內，本集團成立風控管理中心建制，進一步保證集團合規經營的文化。

1. About Us 關於我們

During the Reporting Period, the Group carried out risk identification and assessment involving a full range of business segments and completed a total of 28 audits. For each audit, an audit recommendation was put forward or an audit recommendation was issued separately, and the business rectification was continuously followed up and implemented in the later stage.

• Anti-corruption

The Group strictly complied with national and local laws and regulations on anti-corruption, such as the Criminal Law, the Anti-Unfair Competition Law and the Interim Provisions on Prohibition of Commercial Bribery of the PRC, and in line with recognized business ethics and following the principles of voluntariness, equality, impartiality, honesty and good faith, it adopts a zero-tolerance policy for any acts or activities such as fraud, extortion and corruption, upgraded its risk prevention and control measures, and deepened the construction of anti-corruption system.

During the Reporting Period, the Group established a new risk control management center and planned to hire professionals in criminal investigation, engineering and other related fields to further enhance the supervision function, curb corruption, and establish a clean and honest culture for the Group. During the Reporting Period, the risk control management center reviewed and formulated the supervision system and supervision work rules, which clarified the reward and punishment regulations for active reporting and violation of various laws and regulations and corporate standards.

The Group attaches great importance to anti-corruption work and has formulated rules and regulations such as the Audit Inspection Regulation, Inspection Work Rules and the Regulations for the Administration of Official Business Consumption Expenditure for Senior Management of the Subsidiaries and Branches. During the Reporting Period, the Group newly promulgated the Provisions on Further Strengthening Anti-Corruption and Promoting Integrity Audit, adhering to the management policy of “three-dimensional prevention and control, comprehensive audit, and key inspection”, eliminating corruption, establishing and maintaining a good atmosphere of clean and upright conduct, and strictly preventing potential corruption.

During the Reporting Period, the Group did not have any concluded cases of corruption litigation.

本報告期內，本集團開展涉及全方位業務板塊風險確認和評估，共完成各項審計工作共28項，每項審計均提出審計建議或單獨出具審計建議書，並在後期持續跟蹤落實業務整改情況。

• 反貪腐

本集團嚴格遵守中國《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》等國家及地方反腐倡廉有關的法律法規，本著公認的商業道德，遵循自願、平等、公平、誠實信用的原則，對於任何的欺詐、勒索的貪腐等行為或活動，採取零容忍的政策，升級風險防控措施，深化反貪污制度建設。

本報告期內，本集團新成立風控管理中心建制，擬聘用刑偵、工程等相關專業人才，進一步加深監察職能，遏制腐敗風氣，為本集團建立風清氣正的廉潔文化。本報告期內，風控管理中心已重新制定監察制度、監察工作細則，明確了積極舉報，違反各項法律法規以及企業規範的獎懲條例。

本集團高度重視反腐工作，制定了《審計監察章程》、《監察工作細則》和《子分公司高管公務消費支出管理規定》等規章制度。本報告期內，本集團新頒佈了《進一步加強反腐倡廉審計的若干規定》，秉承「立體防控、全面審計、重點稽查」的管理方針，肅貪反貪，樹立和維護本集團風清氣正的良好氛圍，嚴格防範潛在貪污行為。

本報告期內，本集團並未發生已審結的貪污訴訟案件。

1. About Us 關於我們

• Anti-corruption Measures

The Group has adopted anti-corruption plan with emphasis on preventive measures to stamp out bribery and corruption.

• 反貪腐措施

本集團已制定反貪腐計劃，以杜絕賄賂及貪腐行為的預防措施為重點。

Set up anti-corruption team 成立反貪組

- An anti-corruption team is formed, led by Mr. Zhou Mingming, the Chairman of the Board, and executed by the heads of various departments. The Chairman of the Board holds regular anti-corruption meetings from time to time to carry out special reviews on key high-risk businesses such as procurement and marketing.
由董事長周明明先生掛帥，各部門負責人領導推行，組成反貪小組，董事長不定期召開反貪例會，對採購、營銷等重點高危業務執行專項審查。

Set up inspection team 成立巡察組

- An inspection team is formed, led by the Chairman of the Board, and executed by the heads of various departments. Regular business operation and corruption checks are carried out on each subsidiary and strengthen the integrity promotion.
由董事長掛帥，各部門負責人領導推行，組成巡查小組，定期對各子公司的經營狀況、貪腐檢查、廉潔宣傳進行強化。

Formulate whistleblowing mechanism 舉報機制建設

- Dedicated whistleblowing channels for headquarters, such as hotlines, emails, WeChat, DingTalk or mails, etc., are created, and marketing center complaint and whistleblowing hotline and email are set up. The information of the whistleblower is strictly kept confidential, and the whistleblowing incident will be dealt with seriously upon verification.
增設總部專用舉報電話、電子郵件、微信、釘釘或信件等，設立營銷中心投訴舉報電話和郵箱，嚴格保密舉報人資料，舉報事件一經查實將嚴肅處理。

• Anti-corruption Training

The Group took an oath on integrity and completed the basic work of integrity culture cultivation and training during the Reporting Period, it planned to open a public account in 2022 to promote the progress of integrity training. The Group conducted training on professional ethics and anti-corruption for marketing employees, and provided online anti-corruption learning materials for all the employees of the Group to enhance their understanding of anti-corruption laws and regulations and raise their awareness of corruption, conflicts of interest and other integrity challenges.

• 反貪污培訓

本集團發起廉潔宣誓，並於本報告期內完成了廉潔文化建設和培訓的基礎工作，擬於二零二二年開設公眾號，推進廉潔培訓工作的進展。本集團針對營銷員工進行了職業操守及反貪腐的課題培訓，同時為本集團所有員工提供線上反貪腐自學教材以加強他們對防貪法規的認識、提高對貪污、利益衝突及其誠信挑戰的警覺性。

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 and continues to strive to create more value for all stakeholders.

• ESG Management Framework

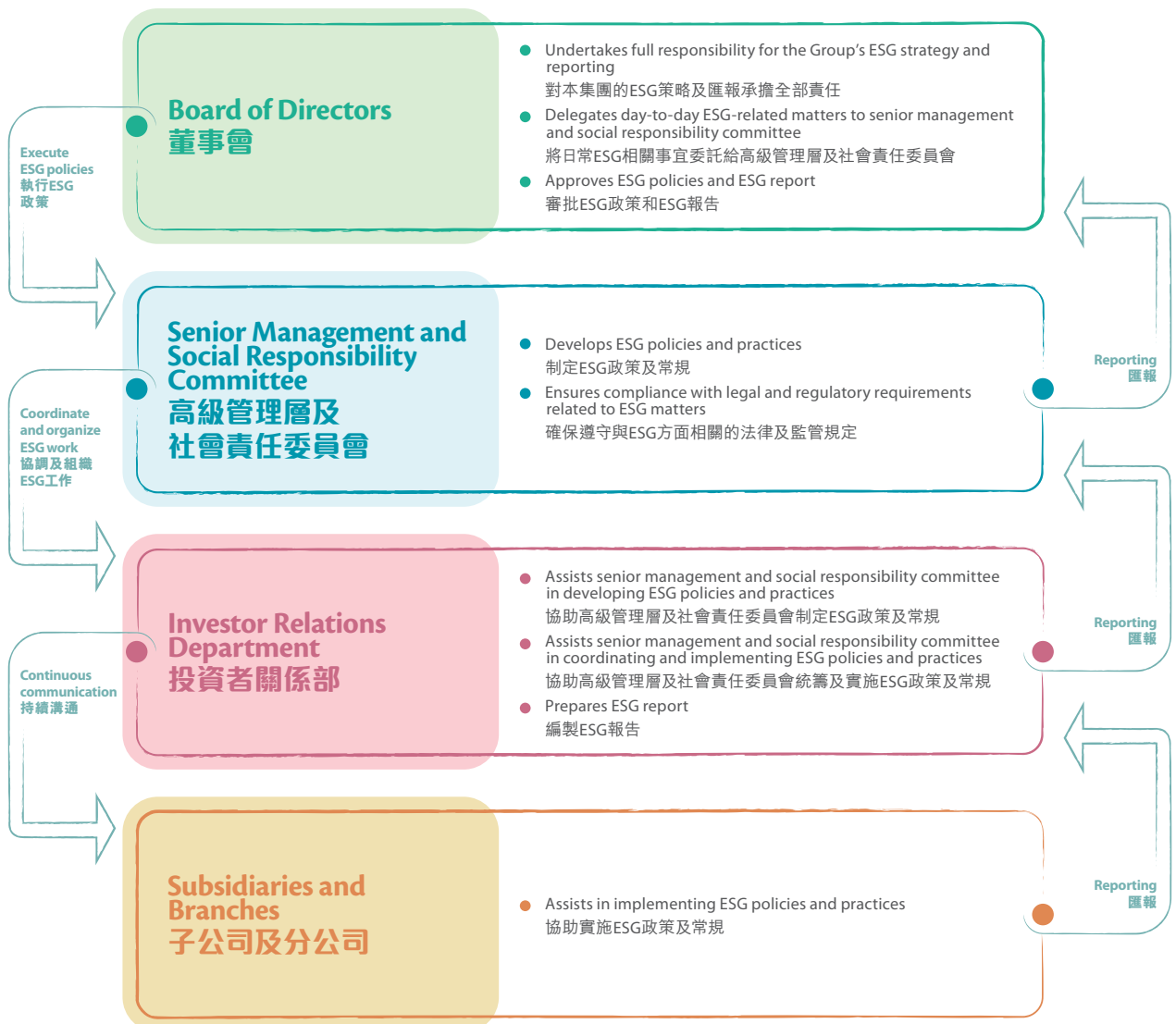
The Group has established an ESG working group. The Board and senior management are responsible for overall ESG strategy and reporting of the Group, examining its performance regularly and promoting the ESG-related work.

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，持續致力於為各利益相關方創造更多價值。

• 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



Communication with stakeholders is an important part of the Group's ESG management. In the process of business operation and management, the Group continues to strengthen communication and exchanges with the government, the public, customers, employees and other stakeholders. Through the establishment of a regular communication mechanism with stakeholders, the Group is able to understand the opinions and expectations of all parties, and incorporate the concerns of stakeholders into the Group's operational decision-making process, creating shared value for all parties and driving the sustainable development of the Group and stakeholders.

During the Reporting Period, the Group identified the following major stakeholder groups that have decision-making power and influence over the Group and are closely related to the Group in accordance with regulatory requirements, capital market concerns and the corporate practices of leading enterprises in the industry.

利益相關方溝通

利益相關方溝通是本集團開展ESG管理的重要環節。本集團在業務運營和管理過程中，持續加強與政府、公眾、客戶、員工及其他利益相關方的溝通與交流。通過建立與利益相關方的常態化溝通機制，本集團得以了解各方意見與期望，並將利益相關方關注點納入本集團的運營決策過程，創造多方共贏的共享價值，驅動本集團和利益相關方的可持續發展。

本報告期內，本集團結合監管要求、資本市場關注以及同行領先企業實踐，識別了如下對本集團具有決策權和影響力、與本集團關係密切的主要利益相關方組別。

Stakeholder Groups 利益相關方組別	Major Issues 重大議題	Communication Channels/Feedback 溝通渠道／反饋方式
Shareholders/ investors 股東／投資者 	<ul style="list-style-type: none"> Return on investments Protection of interests and fair treatment of shareholders Disclosure of information Operation and management compliance <ul style="list-style-type: none"> 投資回報 保障股東權益及公平對待股東 信息披露 合規營運及管理 	<ul style="list-style-type: none"> Convene general meeting(s) Publish interim and annual reports, circulars, announcements and other necessary documents Meeting with investors and analysts Conduct roadshows <ul style="list-style-type: none"> 召開股東大會 刊登中期及年度報告、通函及公告以及其他必要文件 與投資者及分析師會面 舉辦路演
Government and regulatory authorities 政府／監管機構 	<ul style="list-style-type: none"> Compliance with applicable laws and regulations Legitimate tax payment Business and economic development Production safety <ul style="list-style-type: none"> 遵守適用法律及法規 依法納稅 業務及經濟發展 生產安全 	<ul style="list-style-type: none"> On-site inspections and checks by regulatory bodies Discussion through meetings, work reports preparation and submission for approval by relevant government departments Publication of necessary documents on the websites of the Stock Exchange and the Company <ul style="list-style-type: none"> 監管機構實地視察及監察 透過會議、工作報告編製及提交供相關政府部門審批進行討論 與聯交所及本公司網站刊登必要文件

1. About Us 關於我們

Stakeholder Groups 利益相關方組別	Major Issues 重大議題	Communication Channels/Feedback 溝通渠道／反饋方式	
Customers 客戶 	<ul style="list-style-type: none"> Customer feedback Improving product quality Customer health and safety Research and development 	<ul style="list-style-type: none"> 客戶反饋 改善產品質量 客戶健康與安全 研發 	<ul style="list-style-type: none"> Customer satisfaction survey Regular visits Industrial fair and forum Customer service center/hotline
Employees 員工 	<ul style="list-style-type: none"> Protection of rights and interests Management and staff communication Occupational health and safety Improvement of employee benefits Employee development Equal employment opportunities and diversified development Soliciting and retaining employees 	<ul style="list-style-type: none"> 保障權利及權益 管理層與員工交流 職業健康與安全 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 	<ul style="list-style-type: none"> Meeting with labor union Regular staff meetings Performance appraisal Employees insurances Encourage employees to participate in training and seminars to reinforce knowledge and skills, and stay updated on the latest development of rules and regulations
Suppliers/partners 供應商／合作伙伴 	<ul style="list-style-type: none"> Fair competition Long-term business relationship Fair and reasonable prices Product quality assurance 	<ul style="list-style-type: none"> 公平競爭 長期業務關係 公平合理價格 產品質量保證 	<ul style="list-style-type: none"> Discussion through executive meetings, seminars and marketing summits Evaluation of suppliers On-site investigations Public tenders to select suppliers
Environment 環境 	<ul style="list-style-type: none"> Enhancing environmental and ecological protection Energy and resources conservation Promoting green operations 	<ul style="list-style-type: none"> 加強環境及生態保護 節約能源及資源 推進綠色營運 	<ul style="list-style-type: none"> Environmental data disclosure Promoting a green office Improving environmental protection measures Promoting green production
Community/public 社區／公眾 	<ul style="list-style-type: none"> Poverty alleviation Supporting social development Care for vulnerable groups Prevention and control of pandemic Support employment of local citizens in poverty 	<ul style="list-style-type: none"> 扶貧濟困 支持社會發展 關注弱勢群體 疫情防控 市民就業 	<ul style="list-style-type: none"> Volunteer activities Charity events Sponsoring charity events Donations to scholarship funds

1. About Us 關於我們

Identifying Major Issues

In accordance with the disclosure requirements of the ESG Guidelines of the Stock Exchange, the Group identified the material issues, as shown below, that need to be disclosed during the Reporting Period by benchmarking with the practices of leading enterprises in the industry and the focus of ESG in the capital market.

During the Reporting Period, a total of 16 ESG issues were identified in the Group's investigation and analysis of materiality issues, and a new issue of "addressing climate risks" was added, including 5 issues of high importance and 11 issues of moderate importance.

重要議題識別

本集團結合聯交所ESG指引披露要求，對標同行領先企業實踐和資本市場ESG關注重點等方式，確定了本報告期內需要著重披露的重要性議題如下圖。

本報告期內，本集團重要性議題調研與分析共識別出16項ESG議題，新增「應對氣候風險」議題，其中，高度重要議題5項，中度重要議題11項。

ESG Materiality Issue Matrix ESG重要性議題矩陣



- | | | |
|--|--|--|
| 1 Anti-corruption
反貪污 | 7 Customers' rights and protection
客戶權益與保護 | 12 Low carbon development
低碳發展 |
| 2 Addressing climate risks
應對氣候風險 | 8 Employees' training and development
員工培訓與發展 | 13 Fair recruitment
公平招聘 |
| 3 Public welfare and charity
公益與慈善 | 9 Transformation and upgrade of the industry
產業轉型升級 | 14 Technological innovation
技術創新 |
| 4 Supply chain management
供應鏈管理 | 10 Emissions management
排放物管理 | 15 Energy saving and consumption reduction
節能降耗 |
| 5 Protection of employees' interests
員工權益保障 | 11 Product quality
產品質量 | 16 Caring for employees
員工關愛 |
| 6 Safety and health
安全與健康 | | |

2. Optimizing Product Quality 優化產品質量

2.1 PRIORITY IN 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 carried out process quality management to the quality of its products and services. 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.

- **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, the Non-qualified Product Control Procedures and the 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 Valvecontrolled 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.

For the management of raw materials, the Group has issued the Administrative Measures for Supervision and Inspection of Lead Materials and the Administrative Measures for Sampling of Lead Materials and other systems to strictly control the quality of raw materials from the source. In addition, the Group carried out corrective and preventive measures for on-site supervision problems in accordance with the Quality Abnormal Accountability Management System and the Quality Process Management System. Through the above management systems, the quality of raw materials, process production and finished products are controlled, and the quality consistency is improved.

The headquarters of the Group has obtained the international ISO9001 Quality Management System Certification.

2.1 質量優先

本集團嚴格遵守中國《產品質量法》、《標準化法》及《計量法》等法律法規，樹立「質量第一」的意識，開展全過程質量管理，提高產品和服務質量。本集團堅持「以市場為導向，以客戶為中心」的經營理念，主動了解消費者的產品訴求以提升客戶體驗。本集團亦規範客戶數據管理，注重保護客戶隱私。

- **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、嚴控成本、質量第一」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。

針對原材料管理，本集團發佈了《鉛材料監督檢驗管理辦法》及《鉛材料來料取樣管理辦法》等制度，從源頭抓起，嚴格控制原材料質量。此外，本集團根據《質量異常問責管理制度》及《質量工藝管理制度》等對現場督察問題點開展糾正預防措施。通過以上的管理制度，確保產品原材料、過程生產、成品出廠質量受控，使質量一致性得到提升。

本集團總部通過國際標準化認證 ISO9001 質量管理體系。

2. Optimizing Product Quality 優化產品質量

Product Quality Management Measures 產品質量管理舉措

Raw Material 原料

- Track the weighing, sampling and inspection process of key raw materials on site, and standardize the raw material inspection process of the branch.
對現場關鍵原材料稱重、取樣、檢驗過程跟蹤，規範分公司原材料檢驗過程。
- Check the testing of key raw materials in the branch laboratory to check whether the testing items are complete.
對分公司實驗室關鍵原材料檢測進行查看，檢查檢測項目是否齊全。
- Sampling some raw materials to send them to the headquarters for testing during regular on-site inspection of the branch.
定期到分公司現場督察並抽取部分原輔材料送總部檢測。

Processing 過程工藝

- According to the 129 key processing control points reviewed by the technical committee of the Group, the on-site inspection list was formulated to conduct all-round inspections on the production process of the branch, so that the key processing control points and processing capabilities are within the controllable range.
根據本集團技術委員會評審的129項關鍵工藝控制點制定現場督察表，對分公司生產過程進行全方位督察，使關鍵工藝控制點和工序過程能力處於可控範圍內。
- Headquarters inspectors issue improvement measures for inconsistencies in branches and conduct on-site review.
總部督察針對分公司不符的內容出具改善措施，進行現場覆查。

Finished Product Control 成品出廠控制

- “Sunshine Inspection” is carried out in the large packaging and finished product delivery areas in checking the battery voltage requirements, appearance, packaging quality, to ensure that each group of batteries meets the quality requirements. Through “Sunshine Inspection”, the whole process of products from the first processing stage to the last product sale stage can be effectively monitored, so as to ensure that defective products would not appear in the market.
大包裝、成品發貨區域進行「陽光驗貨」，對電池出廠電壓要求、外觀、包裝箱質量進行檢查，保證每組出廠電池符合質量要求。通過「陽光驗貨」，可以將產品從第一道工序加工到最後一道產品賣出整個過程有效地監控起來，確保問題產品不流入到市場上。
- Performance testing and sampling inspection (including capacity testing, rapid cycle testing, charging acceptance, quarterly sampling battery testing and evaluation) are carried out in four aspects to supervise and control quality risks.
出廠性能檢測抽查其中包括容量檢測、快速循環測試、充電接受能力、季度抽樣電池檢測評價四方面進行督察，控制質量風險。

2. Optimizing Product Quality 優化產品質量

The Group has adopted various quality control measures to improve and ensure product quality, established a full process quality system, set up a quality management strategy leading team with a chief quality officer to coordinate and manage product quality. The Group has established a product quality tracking mechanism to 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. In addition, a rapid response mechanism for quality incidents was established by the Group, 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.

During the Reporting Period, the Group had no product recalls and none of our lead-acid battery products were recalled for safety and health reasons.

本集團已採取各種質量控制措施以改善和確保產品質量，建立了全流程質量體系，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。本集團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。此外，本集團針對質量事故建立快速反應機制，將質量事故劃分為重要質量事故及一般質量事故，同時也將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。

本報告期內，本集團未發生產品召回的情況，且並未有鉛酸電池產品因安全與健康理由而必須進行回收。



2. Optimizing Product Quality 優化產品質量



Quality Competition 「質量大比武」活動

Quality is the top priority of an enterprise and the foundation for its sustainable development. During the Reporting Period, the Group held the "Winter Quality Competition", which included activities such as quality oath, skill competition, equipment expert, and five minor innovations, etc., creating a good atmosphere of a "quality that everyone values, creates, and serves", promoting healthy development of the quality culture, and safeguarding the vital interests of the Group's customers.

質量是企業的生命，也是企業得以持續發展的基礎。本報告期內，本集團舉辦了「冬季質量大比武」活動，活動內容包括質量宣誓、技能比武、設備能手、五小創新等項目，營造了「人人重視質量、人人創造質量、人人服務質量」的良好氛圍，推動質量文化的健康發展，維護本集團客戶的切身利益。



Winter Quality Competition
冬季質量大比武活動

2. Optimizing Product Quality 優化產品質量



Zhepin Code 「浙品碼」

“Zhepin Code” is an important part of the comprehensive management of electric bikes by the Zhejiang provincial government of the PRC. It is a QR code that can trace product quality information, covering four major modules of “qualified inspection certification, basic product information, quality service commitment, and consumer information feedback”. The Group has highly valued and took the lead in responding to the call to implement the Zhepin Code policy. In this process, the Group actively cooperated with internal business departments and third-party software organizations to promote the implementation of the project, and finally achieved the online laser coding production of the “Zhepin Code”, through which the product information can be traced, and the Group’s control over product quality can be enhanced, which has been recognized and praised by the government and customers.

「浙品碼」是中國浙江省政府進行電動自行車綜合治理的重要工作內容，是可進行產品質量信息溯源的二維碼，集合了「合格檢驗證明、產品基本信息、質量服務承諾、消費信息反饋」四大模塊。本集團高度重視並率先響應號召執行「浙品碼」政策，主動聯絡內部業務部門和第三方軟件機構，不遺餘力的推進項目的落地實施，並最終實現了「浙品碼」的在線激光賦碼生產，通過「浙品碼」可以追溯產品的信息，增強本集團對產品質量的管控，贏得了政府、顧客的認可和贊譽。



2. Optimizing Product Quality 優化產品質量

• Technological Innovation

The Group has always attached great importance to innovation work and put into effect the relevant incentive policies, and has effectively implemented the Incentive System for Technology R&D Projects to reward the R&D team members in proportion to the new benefits after the industrialization of R&D projects, so as to stimulate the innovative capabilities and potential of the technology R&D personnel. In addition, the Group continues to implement the Patent Incentive System, which effectively protects the intellectual property rights acquired by the technicians of the Group in the process of performing their duties and carrying out R&D innovation. On the other hand, the Patent Incentive System also encourages technicians to apply for patents, forming an interactive effect and healthy circular mechanism to promote the legal protection of intellectual property rights. The Group carries out technical cooperation with scientific and technical staff of social scientific research institutes and scientific research institutions of colleges and universities, and equal rewards are given to those who are included in the project research team and external parties.

During the Reporting Period, the technicians of the Group published 9 professional papers and 9 professional technical papers. The technicians received a total of approximately RMB320,000 patent incentives in accordance with the Patent Incentive System promulgated and implemented by the Group to encourage their contributions to the Group's scientific research.

Moreover, the Group was awarded the Second Prize in Zhejiang Division of China Innovation Methods Competition for "6-DZF-20 Cluster Casting, Welding and Repair Rate" project in 2021.

• 技術創新

本集團一直重視創新工作及推行相關的鼓勵政策，有效實施了《技術研發項目激勵制度》，針對研發項目產業化後新增效益，給予研發組人員相應比例獎勵，以此激發技術研發人員的創新能力和潛能。此外，本集團持續執行《專利獎勵制度》，有效保護了本集團技術人員在履行職責開展研發創新過程中獲得的知識產權得到法律保護。在另一個層面，《專利獎勵制度》也激勵技術人員申請專利的積極性，形成對知識產權的依法保護的互動效應和良性循環機制。本集團與社會上科研院所、高等院校科研機構的科技人員開展技術合作，對納入項目課題組的成員及對外方人員給予同等獎勵。

本報告期內，本集團技術人員共發表專業論文及專業技術論文各9篇。技術人員按照本集團頒佈實施的《專利獎勵制度》，共領取專利獎勵金約人民幣32萬元以鼓勵他們對本集團科研的貢獻。

此外，本集團的《降低6-DZF-20集群鑄焊返修率》項目於二零二一年榮獲「中國創新方法大賽」中國浙江賽區二等獎。

2. Optimizing Product Quality 優化產品質量

• Intellectual Property

The Group fully complies with the relevant policies and regulations on patents and copyrights in order to regulate the application, management and utilization of patents, protects patent assets and promotes inventions and innovations. The Group has established a standardized, regulated and systematic management of intellectual property rights through the full implementation of the Regulations for Corporate Intellectual Property Management. At the same time, the Group has formulated a series of regulations and systems internally, such as the Measures for Intellectual Property Management and the Patent Incentive System, to clarify the investment in the creation, protection, application and management of intellectual property rights, and further optimize the intellectual property management system, resulting in constant achievements in scientific research and innovation and intellectual property, and effectively enhancing the market competitiveness.

The Group has established a patent infringement warning and emergency response mechanism. Through its extensive marketing network, a channel for reporting infringement was opened, relevant technical status of battery manufacturers was regularly collected and the sales of similar battery products was continuously tracked and monitored. Meanwhile, the Group promoted the patented technology throughout the country. Through TV, advertisement, media, newspapers, promotional activities and other means, consumers were able to understand the patented technology of the Group, leading the development direction of the lead-acid battery industry and improving the brand awareness of "CHILWEE".

• 知識產權

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、管理和利用，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，本集團內部制定了《知識產權管理辦法》及《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、管理投入，進一步完善了知識產權管理體系，使得科研創新與知識產權成果產出不斷湧出，有效提升了市場競爭力。

本集團建立了專利侵權預警和應急處理機制，通過龐大的營銷網絡，開通侵權舉報渠道，定期收集蓄電池生產企業相關技術現狀，對銷售的同類電池產品進行持續追蹤監測。同時，本集團將專利技術在全國大範圍宣傳，通過電視、廣告、媒體、報紙、促銷活動等手段，讓消費者了解本集團專利技術，引導鉛酸電池行業發展方向，提高「超威」品牌知名度。

2. Optimizing Product Quality 優化產品質量

During the Reporting Period, the Group did not experience any material patent infringement or breaches of confidentiality, the patent rights was effectively protected. As of the end of the Reporting Period, the Group had received a total of 2,078 intellectual property rights licenses.

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 22nd China Patent Awards organized by the China National Intellectual Property Administration and the World Intellectual Property Organization during the Reporting Period.

本報告期內，本集團並未發生重大專利侵權事件和失密事件，有效維護企業專利權。截至本報告期末，本集團獲得知識產權授權累計共2,078項。

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和世界知識產權組織的第二十二屆中國專利獎評審中榮獲《中國專利優秀獎》。



• Brand Protection

The Group strictly abides by the relevant national laws and regulations, such as the Company Law, the Trademark Law, and the Advertising Law of the PRC, and has developed 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.

• 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，同時制定了《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. Optimizing Product Quality 優化產品質量

2.2 CUSTOMER SERVICE

The Group strictly complies with the relevant laws and regulations such as the Law on the Protection of Consumer Rights and Interests of the PRC, and has internally formulated the management measures and systems such as the Customer Complaint Internal Management System, the After-sales Return & Exchange Management System, the Measures for Quality Management of After-sales Service of 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 terms of marketing activities, the Group has actively carried out marketing and branding activities by placing advertisements on TV, the Internet and social media platforms, brand image stores are also opened in supermarkets, through distributors and major customers, aiming to highlight the product and brand story through the use of standardized and modern decor and design and enhance the brand awareness of the Group.

The Group has set up a strict approval process for customer data retrieval, comprehensively protect customer confidential data and maintain customer privacy and security. In addition, the Group also continuously improved service quality, enhanced service measures and comprehensively upgraded customer experience in response to customer needs in order to create a full range of customer services.

- **Customer Service Initiatives**
 - Establishing a nationwide after-sales service network to provide highly-efficient drop-in 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;

2.2 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。在營銷活動方面，本集團積極開展市場推廣和品牌營銷活動，不單在電視、互聯網和社交媒體等平台投放廣告，同時亦通過分銷商及大客戶在超市開設品牌形象店，旨在通過使用標準化和現代化的裝潢及設計凸顯產品及品牌故事，提升本集團品牌知名度。

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，此外，本集團亦根據客戶需求，不斷提升服務質量，豐富服務舉措，全面升級客戶經驗，全力打造全方位的客戶服務。

- **客戶服務舉措**
 - 建立遍佈全國的售後服務網點，實現城區24小時內，非城區72小時內的高效上門服務，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；

2. Optimizing Product Quality 優化產品質量

- Creating a professional after-sales service team, improve the liaison service quality and response capabilities, and efficiently solve customer problems;
 - Providing battery repair and downgrading solutions in response to customer repair needs and tracking the progress of repaired products and offering customers with better after-sales service;
 - Delegating full-time after-sales service personnel to the secondary market of the Group, helping to expand the market share in regional markets such as Guangxi and Yungui and other regions, strengthening the connection with customers in secondary market, optimizing after-sales service and increasing the brand awareness.
- **Response to Customer Complaints**

The Group is committed to providing customers with high-quality service experience. During the Reporting Period, the Group had no major product and service complaints. Customers can express their opinions on the Group's products and services through the following channels:

 - **Establishing basic complaint channels:** In addition to providing traditional complaint channels such as 400 customer service hotline, QQ platform, official website platform and email, the Group is also devoted to the establishment of popular WeChat interactive platform and new network media channels, customer-exclusive WeChat service platform, user complaint channels, and the provision of "one-to-one" service.
- 打造專業售後服務隊伍，提升了窗口服務水平與應變能力，高效解決客戶問題；
 - 關注客戶返修需求，為客戶提供電池返修、降級方案，追蹤返修品進度，為客戶提供更好的售後服務工作；
 - 於本集團二級市場派駐售後服務專職人員，助力大區市場如廣西、雲桂等地區市場佔有率提升，加強與二級市場地區客戶的聯繫及優化售後服務，增加品牌知名度。
- **客戶投訴應對**

本集團致力於為客戶提供優質的服務體驗。本報告期內，本集團並無重大的產品及服務投訴。客戶可透過以下不同渠道表達對本集團產品及服務的意見：

 - **基礎投訴渠道建設：**除了提供400客服熱線、QQ平台、官網平台、郵件等傳統投訴渠道，本集團亦注重熱門的微信互動平台、網絡新媒介渠道建設，建立客戶專屬微信服務平台、用戶投訴通道，提供「一對一」服務。

2. Optimizing Product Quality 優化產品質量

- **Expanding complaint channels:** The after-sales service was upgraded again on the “CHILWEE” official WeChat platform, and it took the lead in launching an online “Complaint Direct Train” to protect the rights and interests of customers through one-click acceptance.
- **Building professional service team:** Improve the professionalism and capabilities of the 400 customer service hotline service team, strengthen the training and daily management of new recruits, provide comprehensive training on the after-sales business, policies and skills to the sales management above the regional level at least once a year, and enhance the service awareness and after-sales skills training.
- **Public opinion management and control:** Establish and improve the public opinion management mechanism, cooperate with the promotion department and the marketing department of the Group to jointly manage and control, collect and handle all kinds of negative information about “CHILWEE” batteries on the Internet and maintain the brand image of “CHILWEE” batteries.
- **Quality dispute handling:** In accordance with the Market Product Quality Issue Handling Process and the Product Quality Market VOC Management System, the Group collects and gives feedback on various product quality issues in the market, so as to drive internal attention to and improve product quality.
- **投訴渠道拓展：**「超威」官方微信平台再次對售後服務進行升級，行業內率先推出線上「投訴直通車」，通過一鍵受理的方式，維護客戶權益。
- **專業服務隊伍建設：**提升400客服熱線服務團隊的專業水平與業務能力，加強對新入職員工的培訓和日常管理，銷售渠道區域級以上管理人員每年不少於一次售後業務、政策、技能全面培訓，提升服務意識與售後技能培訓。
- **輿情管控聯動：**建立和完善輿情管理機制，聯合本集團宣傳部、市場部共同管控，收集、處理對網絡上各類「超威」電池負面信息，維護「超威」電池的品牌形象。
- **質量糾紛處理：**依據《市場端產品質量問題處理流程》和《產品質量市場VOC管理制度》，收集、反饋市場各類產品質量問題，驅動內部重視和改善提升產品質量。

2. Optimizing Product Quality 優化產品質量

- **After-sales battery guarantee:** By signing the after-sales return and delivery coordination plan with the production management center, the planning and material control department and the logistics department, the Group promoted the after-sales battery guarantee capability and the return and delivery time.
- **Customer revisit activities:** Carry out customer revisit activities from time to time to collect opinions from customers. Actively solve problems for no less than 300 customers every month to improve customer satisfaction. At the same time, a special after-sales investigation has been carried out among 430 joint operators, channel departments and strategic customers in all major regions of the country to collect opinions and suggestions to promote after-sales reform and improve after-sales competitiveness.
- **售後電池保障：**本集團通過與生產管理中心、計劃物控部、物流部共同簽訂售後退、發貨協同方案，推動售後電池保障能力與退、發貨時效。
- **客戶回訪：**不定期開展客戶回訪，收集客戶聲音，月均向不少於300位客戶主動解決問題，提升客戶滿意度。同時，開展了售後專項調查，共調查全國各大區聯營商430家、渠道各部門及戰略客戶，收集意見與建議，推進售後改革工作，提升售後競爭力。



3. Collaboration for Industry Development 協同產業共進

3.1 INDUSTRY COOPERATION

The Group actively established industry-university-research cooperation with domestic and foreign scientific research institutions and colleges. The Group actively participated in industry exchange meetings, carried out in-depth communication with the participating parties on industry technology, market trends, policy research, etc., promoted industry cooperation and jointly created opportunities for development. The Group cooperated with a number of universities such as Harbin Institute of Technology, Wuhan University and Zhejiang University to carry out applied technology development projects. During the Reporting Period, the Group has recruited more than 23 renowned national and international experts to enhance the Group's strength in scientific research and development.

The Group has been named as the "National Model Enterprise of Technology Innovation" (國家技術創新示範企業), the "National Model Enterprise of Intellectual Property" (國家知識產權示範企業) and the "National Model Enterprise of Green Supply Chain Management" (國家級綠色供應鏈管理示範企業), and has established a number of technology innovation platforms, including a national-recognized enterprise technology center, a national-accredited laboratory, a national environmental protection engineering technology center, a provincial key research institute, an academician work station, national post-doctoral research work station, the Pollution Control Engineering Technology Center of the State Environmental Protection Lead-acid Battery Production and Recycling and also set up R&D centers overseas.

3.1 行業合作

本集團積極與國內外科研機構、院校建立產學研合作關係。本集團積極參與業內交流會議，與參會各方就行業技術、市場趨勢、政策研究等開展深入溝通，推進行業合作，共謀發展。本集團和多家高校如哈爾濱工業大學、武漢大學、浙江大學等合作開展應用技術開發項目。本報告期內，本集團已聘請逾23位國內外知名專家，加強本集團在科研發展上的實力。

本集團為國家技術創新示範企業、國家知識產權示範企業和國家級綠色供應鏈管理示範企業，並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、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等科技創新平台，並在海外建立了研發中心。

3. Collaboration for Industry Development 協同產業共進

3.2 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group adheres to the principle of fair procurement, strictly controls the fairness of the supplier selection process, continues to promote the standardization and informatization of procurement, ensures the compliance, transparency, fairness and justice of procurement process, prevents commercial bribery, and promotes the construction of market integrity system. The Group has formulated a comprehensive supplier management system, which strictly controls the process of supplier entry, qualified supplier management, performance evaluation management, etc., and implements a closed-loop management mechanism for the entire process to comprehensively guarantee the quality of raw materials and lay a foundation for creating high-quality products. During the Reporting Period, the Group continued to implement relevant internal systems to regulate the management of supply chain, such as the Suppliers Management System and the Raw Materials and Components Management System.

The Group regularly evaluates the quality management system of suppliers, and comprehensively evaluates the performance of suppliers based on their supply qualification rate. Not only does the Group assess the volume of supply, delivery period, quality of service and process quality control system of suppliers, but it also evaluates the ESG performance of suppliers, such as their environmental system and awareness, environmental impact assessment report, pollutant discharge license and other factors. At the same time, we enter into the SA8000 Social Accountability Undertaking with qualified suppliers to implement the Group's green supply chain management strategy.

3.2 供應鏈責任管理

本集團恪守公平採購原則，嚴控供應商選擇流程的公正性，繼續推進採購標準化及信息化建設，確保採購流程合規、透明、公平、公正，預防商業賄賂，推進市場誠信體系建設。本集團制定了完善的供應商管理體系，從供應商引入、合格供應商管理、績效評價管理等環節嚴格把控，實行全過程閉環管理機制，全面保障原材料質量，為打造優質產品奠定基礎。本報告期內，本集團繼續執行內部相關制度以規範供應鏈管理，如《供應商管理制度》及《原材料零部件採購管理制度》制度等。

本集團定期對供應商進行質量管理體系評價工作，結合其供貨合格率綜合評估供應商績效。本集團不僅對供應商的綜合供貨量、供貨期、服務質量、過程質量控制體系等考核，同時也考核供應商的ESG績效，如其環境體系及意識、環評報告、排污許可證等因素，並與有條件的供應商簽訂SA8000社會責任承諾書，落實本集團的綠色供應鏈管理戰略。



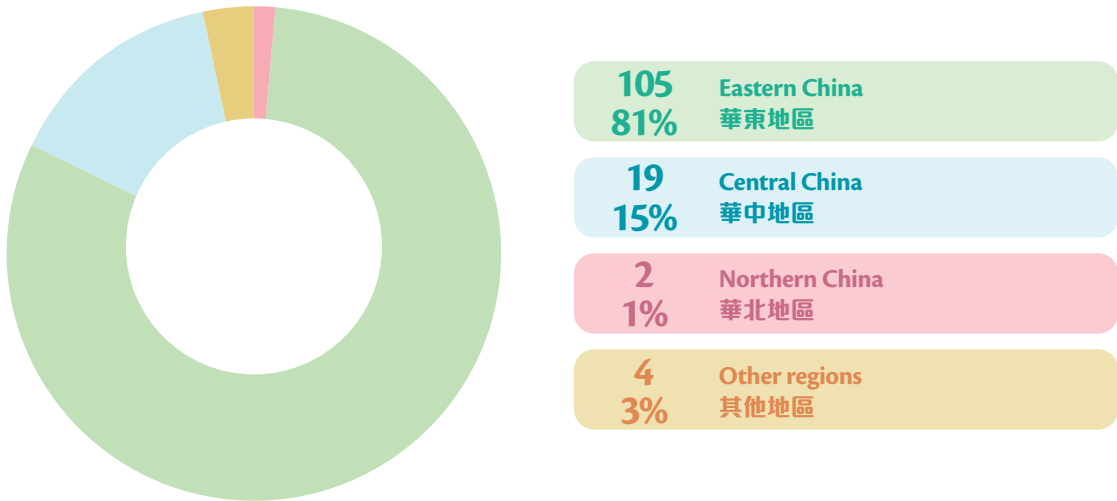
Supplier Quality Conference
供應商質量會議

3. Collaboration for Industry Development 協同產業共進

As at the end of the Reporting Period, the Group had a total of 130 suppliers, with a geographical breakdown as follows:

截至本報告期末，本集團供應商總數為130家，具體分佈如下：

Number of Suppliers by Geographic Region
按區域劃分的供應商數目



4. Pursuing Green Mountains and Clear Waters 助力青山綠水



4.1 GREEN OPERATION

The Group attaches great importance to environmental protection and sustainable corporate development, adheres to the concept of green development, actively complies with the relevant laws, regulations and standards such as the Environmental Protection Law, the Law on the Prevention and Control of Water Pollution, the Law on the Prevention and Control of Atmospheric Pollution and the Law on the Prevention and Control of Noise Pollution of the PRC, and has formulated the internal systems such as the Monitoring and Management System of Chaowei Group and the Safety and Environmental Protection Inspector Supervision Management System to continuously conduct environmental monitoring on aspects such as exhaust gas, sewage, soil around the plant boundary, and river bottom sediment.

The headquarters of the Group has passed the ISO14001 environmental management system and the ISO45001 occupational health management system. During the Reporting Period, it successfully passed the ISO50001 energy management system and actively responded to the national low-carbon development.

• Green Office

The Group cultivates employees' green awareness of energy conservation and emission reduction through training on administrative management knowledge. During the Reporting Period, the Group constantly updated the new model of green office, reduced daily operation consumption through various measures, and jointly created a low-carbon and energy-saving office environment with all employees. The Group continues to promote 6S office management, issues the 6S Office Management System, and conducts regular inspection and feedback.

4.1 綠色運營

本集團高度重視環境保護與企業可持續發展的重要性，堅持綠色發展理念，積極遵守中國《環境保護法》、《水污染防治法》、《大氣污染防治法》和《噪聲污染防治法》等相關法律、法規及標準，制定《超威集團監測管理》、《安全環保職防督察管理制度》等內部制度，對廢氣、廢水、廠房周邊土壤、河道底泥等持續進行環境監測。

本集團總部通過ISO14001環境管理體系、ISO45001職業健康管理體系，並於本報告期內成功通過ISO50001能源管理體系，積極響應國家低碳發展。

• 綠色辦公

本集團通過行政管理知識培訓的方式，培訓員工節能減排的綠色意識。本報告期內，本集團不斷更新綠色辦公新模式，通過各種舉措，降低日常的運營消耗，與所有員工共同打造低碳節能的辦公環境。本集團持續推進辦公6S管理，下發《辦公6S管理制度》，定期進行檢查反饋。

4. Pursuing Green Mountains and Clear Waters 助力青山綠水

Paperless Office 無紙化辦公

- Promoting paperless office and combining office automation software and DingTalk platforms for online office
提倡無紙化辦公並結合辦公室自動化電腦軟件、釘釘平台，進行線上辦公

Reduction of Energy Consumption 減少能源消耗

- Establishing water and electricity safety inspection regulations, inspecting regularly and keeping records
建立水電安全巡查規範，定期檢查並有記錄
- Arranging a special person to inspect the electrical facilities and equipment of the office and the switches every day
每日安排專人進行辦公場所用電設施設備巡查以及開閉情況

Cultivation of Environmental Awareness 環保意識培養

- Posting labels such as water saving, electricity saving, paper saving, etc.
張貼節約用水、節約用電、節約用紙等標示卡

● Green Production

In accordance with the requirements of the environmental protection regulations and standards of the PRC, as well as the up-to-date treatment technology, the Group continuously optimized the operation of sewage, exhaust gas and solid waste treatment systems, and reduced the impact of various pollutants on the environment through scientific design and equipment control.

● Exhaust gas emissions

The gas pollutants generated by the Group in the production process mainly include lead and its compounds, nitrogen oxides, sulphur oxides, particulate matters, etc. The Group adopts the advanced high-efficiency three stages gas treatment of filter cartridge, hepa and mist spray on exhaust gas to make the lead-emission concentration far lower than the current national standards. Meanwhile, biochemical tank with lid is used for the malodorous gas generated by the sewage station, the Group uses induced draft fan for collection and discharging after processing by the biological filter tower. In addition, coal-fired boilers have been replaced with gas-fired boilers to reduce emissions of sulfur dioxide, nitrogen oxides and particulate matters.

● 綠色生產

本集團根據中國環境保護法規、標準的要求，和處理技術的更新，不斷對廢水、廢氣、固體廢棄物處理系統進行迭代優化，並通過科學設計和設備控制，降低各種污染物對於環境的影響。

● 廢氣排放

本集團在生產過程中產生的氣體污染物主要包括鉛及其化合物、氮氧化物、硫氧化物、顆粒物等，本集團採用同行業先進的高效濾筒、hepa、水霧噴淋三級處理，使鉛排放濃度遠低於現行國家標準。同時，本集團對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。此外，本集團已淘汰燃煤鍋爐，採用燃氣鍋爐來減少二氧化硫、氮氧化物和顆粒物的排放。

4. Pursuing Green Mountains and Clear Waters 助力青山綠水

• Sewage discharge

The sewage discharge generated by the Group during the production process is mainly total lead. The sewage generated from the production process of the Group is partially reused for production after being treated to meet the standards, and the rest is discharged into the sewage treatment plant in the park based on the actual situation of each branch. The Group adopts multi-stage pH adjustment inclined plate sedimentation and reverse osmosis treatment, and most of the sewage is reused, with a small amount of up-to-standard discharge. In addition, the Group installs a separate drainage system to separate rainwater and sewage in the production plants to reduce contamination.

• Solid waste discharge

The solid wastes generated by the Group during the production process are mainly lead-containing waste, general solid waste and domestic waste generated during the production process of lead-acid batteries. The Group properly handles and disposes of solid waste, with no indiscriminate dumping or piling. At the same time, we set 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.

The Group controls the waste of raw materials (i.e. waste generation) during the production process through technological innovation and cost control. At the same time, each production base of the Group has a specialized hazardous solid waste warehouse. The hazardous solid waste generated is temporarily stored in the warehouse and accumulated to a certain amount, which is then transferred to the treatment unit by a specialized hazardous waste transportation truck. Non-hazardous waste, such as domestic wastes, is disposed of by a local sanitation department, and general solid waste is recycled and disposed of by the relevant contractor.

• 廢水排放

本集團在生產過程中產生的廢水排放物主要為總鉛。本集團生產過程中產生的廢水經處理達標後部分回用於生產，剩餘則按各分公司實際情況排入至園區污水處理廠。本集團採用多級pH回調斜板沉澱和反滲透處理，將大部分廢水大部分循環使用，少量達標排放。此外，本集團在生產廠區安裝雨污分流排水系統來減少污染。

• 固體廢棄物排放

本集團在生產過程中產生的固體廢物主要為鉛酸電池生產過程中產生的含鉛廢物、一般固體廢物及生活垃圾。本集團妥善處理、處置固體廢物，不得隨意傾倒或堆放，同時按相關標準要求建設危險廢物儲存場所，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。

本集團通過技術革新、成本控制等手段，控制生產過程中原材料的損耗浪費（即廢物產生）。同時，本集團各生產基地均設有專門的危險固體廢物倉庫，所產生的危險固體廢物分類暫存於該倉庫內，累積到一定數量後交由專門的危廢運輸車輛轉移至處理單位處理。無害廢物如生活垃圾統一由當地環衛部門處理，一般固體廢物由相關單位回收處置。

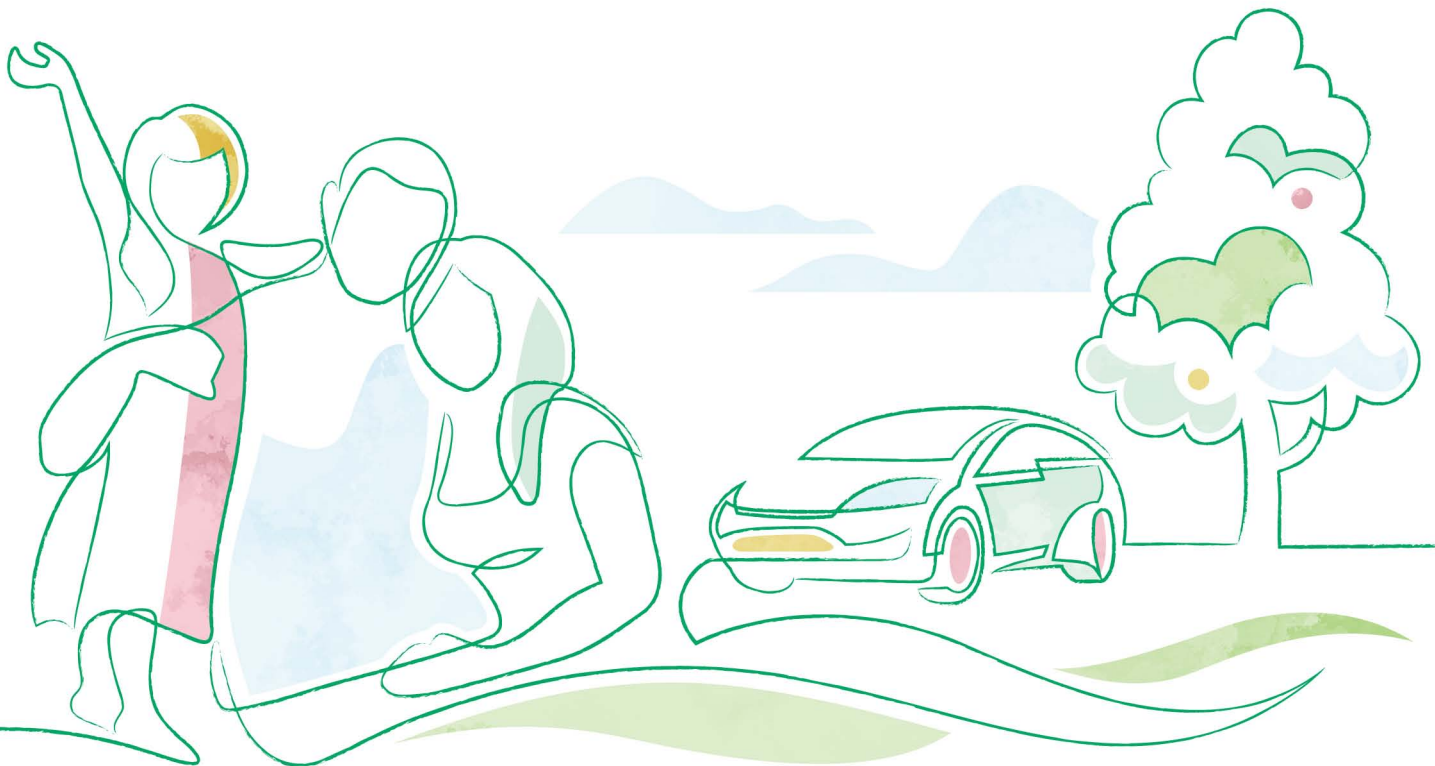
4. Pursuing Green Mountains and Clear Waters 助力青山綠水

• Green Factory

“Green manufacturing and green development” has been the orientation of development of the Group. We initiate and implement our work in strict adherence to the green factory standards. During the Reporting Period, the Group was awarded four more national honours in the 2021 Green Manufacturing List announced by the Ministry of Industry and Information Technology of the PRC. Three products of Zhejiang Chaowei Chuangyuan Industrial Co., Ltd., Jiangsu Yongda Power Co., Ltd. and Jiangsu Weifu Energy Co., Ltd. under the Group were selected as “Green Design Products”. Jiangsu Yongda Power Co., Ltd. was also included in the list of green supply management chain enterprises. The Group’s green manufacturing level has been steadily improving, with pollutant emissions, energy conservation and emission reduction, and resource recycling reaching an advanced level in the industry.

• 綠色工廠

本集團以「綠色製造、綠色發展」為發展導向，緊緊圍繞綠色工廠標準開展和實施工作。本報告期內，本集團於中國工業信息化部公佈的二零二一年度綠色製造名單中再獲四項國家級榮譽。本集團旗下的浙江超威創元實業有限公司、江蘇永達電源股份有限公司、江蘇偉復能源有限公司共有三項產品入選「綠色設計產品」；江蘇永達電源股份有限公司亦同時入選綠色供應管理鏈企業名單。本集團綠色製造水平穩步提升，污染物排放、節能減排和資源循環利用達到行業先進水平。



4. Pursuing Green Mountains and Clear Waters 助力青山綠水

• Trainings on Environmental Protection and Energy Conservation

During the Reporting Period, the safety and environmental management personnel of the Group held safety and environmental system training. The training content included: the study and exchange of the Regulations on the Administration of Pollution Discharge Permits, the 2021 solid waste law and standardized management situation and key points, the soil pollution hazard investigation guidelines, and the sharing of safety and environmental protection knowledge of its subsidiaries with a total attendance of 113 people. In addition, the subsidiaries and branches carried out energy conservation and environmental protection training according to the annual plan, focusing on the publicity and learning of new solid waste laws and relevant standards for the collection, storage and transportation of hazardous waste. Through learning, the environmental awareness and on-site management and sorting ability of the management personnel and staff involved in hazardous waste were further improved.

• 環保節能培訓

本報告期內，本集團安環管理人員舉辦了安環系統培訓，培訓內容包括：《排污許可管理條例》學習交流、二零二一年固廢法及規範化管理形勢、要點、土壤污染隱患排查指南及子公司安環知識共享等，共113人次參與該次培訓。此外，子公司按年度計劃開展節能、環保培訓，重點宣貫學習新固廢法及危險廢物收集、貯存、運輸等相關標準。通過學習進一步提高了涉及危廢的管理人員、工作人員的環保意識及現場管理、整理能力。



Environmental protection and energy saving training
環保節能培訓

4. Pursuing Green Mountains and Clear Waters 助力青山綠水

4.2 ENERGY SAVING AND CONSUMPTION REDUCTION

The Group adheres to the mission of “Advocating Green Energy and Perfecting Human Life” and strictly complies with the relevant laws and regulations such as the Law on Energy Conservation of the PRC. The Group attaches great importance to energy conservation and emission reduction initiatives. The Group establishes internal management systems such as the Energy Saving Management System and the Energy Measuring Management System. During the Reporting Period, the Group did not have any relevant problems in obtaining water sources. At the same time, it also implemented a number of energy saving and consumption reduction projects. Through a series of measures such as refined management, process optimization and consumption reduction, the Group has successfully improved the yield and utilization rate of lead and sulfuric acid and improved the overall efficiency level of products.

- **Energy Management**

Each production site of the Group 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. In addition, the Group regularly conducts energy consumption analysis, consolidates basic energy management, and promote the use of energy-saving motors and LED energy-saving lamps.

- **Greenhouse Gas (GHG) Emissions**

The greenhouse gas emissions of the Group are mainly generated from energy consumption and office premises in the production and operation process. The Group implements various emission reduction measures by creating a green factory, adjusting energy structure, using clean energy such as solar energy and natural gas, eliminating high energy-consuming equipment, and improving energy utilization rate.

4.2 節能降耗

本集團秉承「倡導綠色能源，完美人類生活」的使命，嚴格遵守中國《節約能源法》等相關法律法規。本集團高度重視節能減排工作的開展，並在內部制定了《節能管理制度》及《能源計量管理制度》等管理制度。本報告期內，本集團未在求取水源方面有相關問題，同時亦實施了多個節能降耗項目，通過精細管理、工藝優化、降低消耗等一系列措施，成功提高成品率、鉛、硫酸利用率，提升了產品整體效益水平。

- **能源管理**

本集團各生產基地通過各類培訓，提高全體員工的節能意識，本集團同時制定節能考核表，把節能降耗指標納入到企業中長期目標責任制中。此外，本集團定期開展能耗分析，做好能源基礎管理，推行節能電機、LED節能燈的使用。

- **溫室氣體排放**

本集團的溫室氣體排放主要由生產運營過程中的能源消耗和辦公場所產生，本集團通過打造綠色工廠、調整能源結構，採用太陽能、天然氣等清潔能源、淘汰高耗能設備，提高能源利用率等方式，落實各減排手段。

4. Pursuing Green Mountains and Clear Waters 助力青山綠水

• Water Resources Management

Through technological transformation, the Group efficiently recovers the charging cooling water and condensate to improve water efficiency and reduce water consumption and sewage discharge. Production water flows into the production system for production use, 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. The Group has also adopted a number of water-saving measures, such as installing secondary water meters and tertiary water meters for water balance testing to monitor water consumption; recording daily water meter reading to monitor water consumption, analyzing planned water consumption targets, implementing and enhancing the system of rewards and penalties; modifying the workshop with adding new equipment and improving production techniques.

• Use of Packaging Materials

The Group reuses the main packaging materials, such as plastic case and separator paper for packaging, and returns them to the factory for recycling. During the Reporting Period, the consumption of packaging consumables of the Group decreased by 41.5% year-on-year.

4.3 ECOLOGICAL PROTECTION

The Group continuously increases its investment in environmental protection, and is committed to carrying out a number of measures to protect the ecological environment, focusing on the publicity and promotion of environmental protection concepts, and adhering to the mutual development of economic development and environmental protection. In order to reduce the impact on the surrounding environment caused by the production of lead-acid batteries, the Group regularly carries out monitoring of surrounding water, soil and atmosphere, and improves the recycling mechanism of lead-acid battery to recycle waste resources.

• 水資源管理

本集團通過技術改造，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 and 污水排放量。生產用水進入生產系統供給生產使用，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。同時，本集團還採取多項節水措施，如加裝二級水表、三級水表，做水量平衡測試，實施每天抄水表，監控用水情況，進行計劃用水指標分解，實施強化獎懲制度和進行車間改造，增添新型設備、改造生產工藝。

• 包材使用

本集團對主要包裝材料如塑殼和隔板紙外包裝實行重複使用，將其返廠回收再利用。本報告期內，本集團包裝耗材消耗量同比下降41.5%。

4.3 生態保護

本集團不斷加大環保投入力度，致力開展多項保護生態環境措施，注重環保理念的宣傳與推廣，堅持經濟發展和環境保護共進。本集團為降低鉛酸蓄電池生產造成的周邊環境影響，定期進行周邊水體、土壤、大氣監測，同時完善鉛酸電池回收機制，實現廢物資源的回收利用。

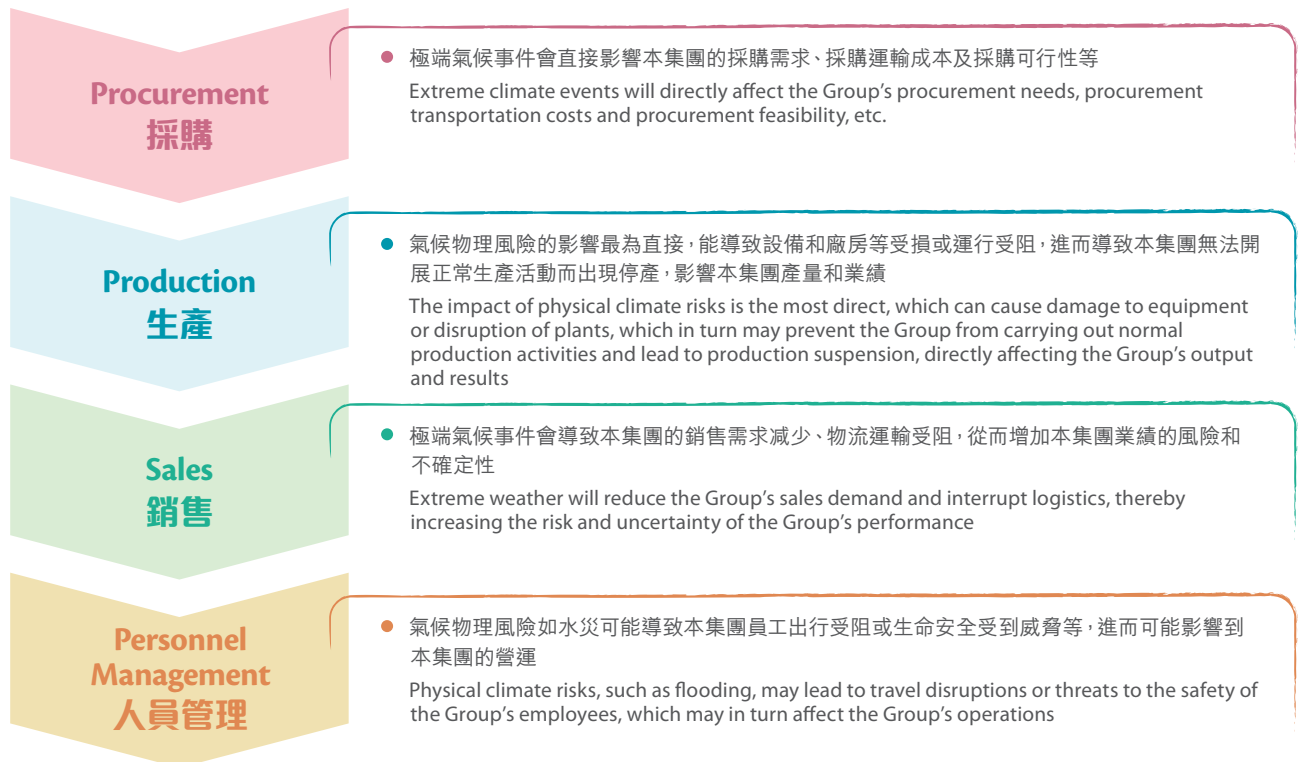
4. Pursuing Green Mountains and Clear Waters 助力青山綠水

Climate Risks

The Group fully understands the impacts on production and operation caused by climatic physical risks and actively responds to them.

氣候風險

本集團充分理解氣候物理風險造成的對生產經營的影響並積極應對。



The Group adopts quick and emergency response policies in confronting natural disasters, severe weather and other emergencies, such as setting up temporary duty teams for rain and snow disasters, setting up leading groups for typhoon and flood prevention and emergency teams, to maintain the normal operations of the Group in a timely and effective manner.

本集團面對自然災害、惡劣氣候等突發情況採取快速、緊急應對政策，例如組建雨雪災害臨時值班小組、成立防台防汛領導小組及應急小分隊等，及時有效的維護本集團的正常運營。

5. Caring For People and Facilitating Employees' Development

以人為本，助力員工發展



5.1 COMPLIANCE WITH EMPLOYMENT REGULATIONS

The Group strictly complies with the relevant laws and regulations such as the Labor Law, the Labor Contract Law, the Law on the Protection of Minors and other national laws and regulations of the PRC. The Group also strictly abides by the recruitment guidelines to ensure that all employees employed are of legal working age, eliminate the employment of child labor and forced labor, and comprehensively protect the legitimate rights and interests of employees in recruitment, promotion, resignation, working hours, compensation and benefits, etc.

During the Reporting Period, the Group did not have any violations such as the use of child labor and forced labor, nor did it have any lawsuits due to employment issues. The Group continues to implement the relevant systems such as the Regulations on Employee Resignation and the Regulations on Employee Retirement of Chaowei Group to manage the Group's employees.

- **Employment Equality**

The Group adheres to the implementation of talent diversity and inclusive development. While actively attracting outstanding external talents, the Group also focuses on strengthening internal employee training and skills improvement, actively safeguarding women's rights, providing employment opportunities for the disabled, and treating every employee equally, and embraces differences in all aspects of employees. As at the end of the Reporting Period, the Group had a total of 13,062 employees, of which 36% were female employees, 64% were male employees, 13% of the senior management were female, 134 employees had disabilities and 239 employees were from ethnic minorities.

5.1 合規僱傭

本集團嚴格遵守中國《勞動法》、《勞動合同法》及《未成年人保護法》等相關法律法規，嚴格遵守招聘準則，確保聘用的員工均達到合法工作年齡，杜絕僱傭童工和強制勞工的行為，全面保障員工在招聘、晉升、離職、工作時數、薪酬福利等方面的合法權益。

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，也未發生因僱傭問題導致的訴訟事件。本集團繼續執行《員工離職管理辦法》、《超威集團員工退休管理辦法》等相關制度，對本集團的員工進行管理。

- **平等僱傭**

本集團堅持實施人才多元化與共融發展，在積極吸納外部優秀人才的同時，亦注重加強內部的員工培訓和技能提升，積極維護女性權力，為殘障人士提供就業機會，並平等對待每一位員工，包容員工各方面的差異性。截至本報告期末，本集團員工人數共13,062人，其中女性員工佔比36%，男性員工佔比64%，女性高級管理層佔高級管理層比例的13%，僱傭殘障人士134人，少數民族239人。

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

• Staff Recruitment

The Group upholds the talent-oriented and technologically advanced development strategy, attaches great importance to and actively implements the talent strategy, and is committed to transforming the Group into a talent pool, leading the development of the industry and achieving the value of talents. While retaining the existing traditional recruitment channels such as website recruitment and recommendation by headhunters, the Group also actively expands other channels, such as internal staff deployment, internal referral, etc., striving to maximize the vitality of recruitment, and ensure to give full play to the strengths of employees and make the best use of talents, so as to meet the Group's talent needs in a timely manner.

In terms of the introduction of high-end professional and technical talents, the Group continues to introduce a number of domestic and foreign experts and maintain close cooperation with academicians of the Chinese Academy of Sciences and the Academy of Engineering. In terms of top management talent introduction, the Group introduced a total of over 240 senior executives and various professional and technical talents, marketing talents and key staff through channels such as headhunting, network recommendation and website recruitment. In terms of campus recruitment, the Group took the lead in organizing group-based campus recruitment and introduced more than 100 outstanding college students. After years of campus recruitment, the Group has established cooperative relationships with more than 50 universities in China. Social recruitment and campus recruitment are promoted simultaneously, taking into account the long-term strategy and short-term needs of talents to ensure the sustainable development of talents. The Group actively takes measures to retain valuable talents. During the Reporting Period, the overall employee turnover rate was 3.07%.

• 員工招聘

本集團堅持人才為本、技術領先的發展戰略，高度重視並積極踐行人才戰略，矢志將本集團打造成人才匯聚湧流之地，引領行業發展，成就人才價值。本集團在保留原有傳統招聘渠道如網站招聘、獵頭推薦等方式的同時，亦積極拓展其他渠道，如內部員工調配、內部推薦轉介等，力求最大限度激發招聘活力，確保用人所長、人盡其才，及時滿足本集團人才需求。

在高端專業技術人才引進方面，本集團持續引進國內外多名專家，並與中國科學院、中國工程院多位院士保持緊密的科研項目合作關係。在高層次管理人才引進方面，本集團通過獵頭尋訪、人脈推薦、網站招聘等渠道，引進高管及各類專業技術人才、營銷人才和骨幹人員共240多名。在校園招聘方面，牽頭組織集團化校招，共引進優秀大學生100餘名。經過多年的校園招聘，本集團累計已與國內50餘所高校建立合作關係。社會招聘與校園招聘同步推進，兼顧人才長期戰略與短期需求，確保人才可持續發展。本集團積極採取措施，留住寶貴的人才。本報告期內，員工總體流失率為3.07%。

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

• Remuneration and Benefits

The Group continues to implement the Regulations on Performance Management of the Chaowei Group and Regulations on Remuneration Management. During the Reporting Period, the Group adjusted the remuneration structure of employees, completed the annual performance target review of each department and the annual salary adjustment of employees, so as to ensure the competitiveness of employees' remuneration level in the industry and stimulate the enthusiasm of employees. The Group has implemented the Regulations on Employees' Leaves, extending holidays according to the policy, and adding parental leave and paternity leave for employees.

• 薪酬福利

本集團繼續執行《超威集團績效管理制度》、《員工薪酬管理辦法》。本報告期內，本集團調整了員工薪酬結構，完成各部門年度績效目標評審、員工年度調薪等工作，保障員工薪酬水平的行業競爭力，激發員工工作積極性。本集團執行《員工休請假管理辦法》，根據政策延長假期，為員工新增育兒假及陪護父母假。

Protect income 保障收入

- In order to protect the income of employees, the Group reasonably adjusted the remuneration structure, and completed and implemented the remuneration adjustment plan for employees and the Group's management.
為保障員工收入，本集團合理調整薪酬結構，並完成員工及管理幹部的薪酬調整方案及落實施行

Leave entitlement 休假權益

- In order to protect the leave entitlement of employees, the Group issued a timely notice to extend maternity leave, add parental leave and paternity leave.
為保障員工休假權益，本集團及時發佈通知延長產假，新增育兒假及陪護父母假

Social security payment base 社保基數

- The Group completed the adjustment of social security payment base and increased the social security payment base for employees.
本集團完成社保繳納基數的調整，並提高員工社保繳費基數

Accident insurance 意外保險

- Accident insurance was added for marketing staff to provide protection for employees and ensure they can work at ease.
新增營銷人員意外保險，為員工提供保障，讓員工安心工作

The Group issued the Notice on Standardizing Various Special Incentives of the Group and continued to implement the Financial Annual Incentive Plan for Material Control, Operating Results Incentive Plan and the Marketing Annual Core Incentive Plan of Subsidiaries and Branches during the Reporting Period and standardized the process of realizing various special incentives, and created a fair and just atmosphere.

本報告期內，本集團在發佈了《關於規範集團各類專項激勵事宜的通知》，並繼續執行《物控財務年度激勵方案》、《子分公司經營結果激勵方案》及《營銷年度核心激勵方案》，規範各類專項激勵兌現的流程，建立公平公正的激勵氛圍。

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

Moreover, the Group launched the employee points welfare platform to convert the original offline physical benefits to online points redemption, and employees have realized the diversification and autonomy of welfare choices to facilitate the realization of benefits. By using the platform data, employees' shopping preferences were analyzed, providing employees with a better shopping experience.

• Elimination of Child Labor and Forced Labor

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

5.2 EMPLOYEE DEVELOPMENT

Based on the people-oriented and results-sharing talent development strategy, the Group promotes the development goals of talents by encouraging professionalism, establishing a younger leadership and promoting executives' expertise, creating routes for technical talents, skilled talents and new power talents. Through the establishment of the training system, the Group carried out diversified professional training projects, effectively explored for elite in line with the development of the organization, and introduced outstanding external talents to reserve high-skilled and professional teams for the development of the organization.

此外，本集團上線了員工積分福利平台，將原有的線下實體福利發放轉換為線上積分兌現，員工實現了福利選擇多樣化和自主化，便於福利的兌現，更會利用平台數據分析員工購物喜好，為給員工更好的購物體驗。

• 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》，禁止僱傭童工，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。

5.2 員工發展

本集團根據以人為本、成果共享的人才發展戰略，推進人才專業化、幹部年輕化、高管職業化的人才發展目標，構建技術人才、技能人才、新動力人才路徑。本集團通過培訓體系建設，開展多樣化專業性培訓項目，切實挖掘符合組織發展的精英，並引進外部優秀人才，為組織發展儲備高技能、專業的職業團隊。

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

• Staff 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 realise their own value, their job value and social value, and strive to build a high quality talent team. The Group continues to implement the systems such as the Regulations of Internal Talent Market Management and the Regulations of Appraisal and Recruitment of R&D Center Management, establish a dual-channel career development of management path and professional path, allowing the employees to choose their career path based on their own position and ranking. In addition, the Group established a sound evaluation and employment system to assess the employees with reference to their technical titles. Through the "Potential Leaders Training", the Group selects and trains outstanding talents.

• Staff Training

The continuous growth and development of employees is an important guarantee for the Company to achieve its strategic objectives. The Group has established a sound training system and issued the Regulations on Implementation of Vocational Skills Assessment to comprehensively improve the quality of the Group's human resources and provide support for the Group's development.

• 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、崗位架子和社會價值，努力建設一支高素質人才隊伍。本集團繼續執行《內部人才市場管理辦法》和《研發中心職稱評聘管理辦法》等制度，建立管理通道和專業通道雙通道職業發展路徑，使員工可以根據自身職位和職級體系，選擇適合的職業發展路徑。此外，本集團建立了完善的評聘體系，為員工進行技術職稱評聘，並通過「儲備幹部培訓」計劃，選拔培訓優秀人才。

• 員工培訓

員工持續的成長與發展是企業實現戰略目標的重要保障。本集團建立了完善的培訓體系，發佈《職業技能評定實施辦法》等制度，全方位提升本集團的人力資源質量，為本集團發展提供助力。

Technical Talents 技術人才

- Optimized the management standards for external evaluation of technical jobs, set up technical quality training courses, with an attendance of about 460 people
優化技術職外評內聘管理標準，開設技術質量培訓班，約460人次參與培訓

Skilled Talents 技能人才

- Published skill grade evaluation standards, with a total of 151 skilled workers being evaluated and accredited
發佈技能等級評價標準，共計151名技能工獲受評級認可

New Power Talents 新動力人才

- Implemented the "New Power Model 2.0 Program" to train the fresh graduates to help them to integrate into the working environment of the Group
推行「新動力模型2.0計劃」，專門培訓初入職大學生，幫助他們融入本集團工作環境
- We attach great importance to the long-term development of college students in the Group, and implemented a three-year "New Power Star Advancement Program" to provide on-the-job training opportunities
重視大學生在本集團的長遠發展，推行為期三年的「新動力星級攀登計劃」，提供在職培訓的機會

Job Hierarchy 專業序列班

- A total of 49 training sessions on job hierarchy were held, covering professional finance, human resources, material control, technical quality system, equipment, safety and environmental protection and marketing, etc. About 1,502 people completed the training
開辦專業序列班共49場，內容包括專業財務班、人資班、物控班、技術質量系統班、設備班、安環班及營銷班等，約1,502人次完成培訓

Specialized Training Camps 特色訓練營

- Organized IT and equipment characteristic training camps, with an attendance of about 252 people
開設IT、設備特色訓練營，約252人次參加培訓

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

Through the "DingTalk Cloud Classroom", the Group encourages employees to learn online. For employees in professional positions, the Company carried out targeted skills training, such as SAP·IT Training Camp, Labor Employment Risk Prevention training, Equipment Engineer Training Class, etc. For management positions, the Group carried out the Training for Marketing Reserve Regional Managers and Senior Management Training Camp, etc.

本集團通過「釘釘雲課堂」，鼓勵員工線上自我學習。針對專業崗位員工，本集團開展針對性的技能培訓，如《SAP·IT訓練營》、《勞動用工風險防範》及《設備工程師訓戰班》等。此外，本集團針對管理崗位，開展《營銷儲備區域經理培訓》以及《高管培訓營》等。



Equipment Engineer Training Class
設備工程師訓戰班



SAP·IT Training Camp
SAP·IT訓練營



Digital Chaowe: Our Shared Business
數字超威：我們共同的事業



Material Control Class
物控班

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展

5.3 CARING FOR EMPLOYEES

The Group cares about the needs of our employees and provides them with a high-quality and convenient working environment, continues to engage in-depth communication with employees, creates a harmonious and warm working atmosphere, and improves employees' happiness at work.

• Communication with Employees

The Group attaches great importance to democratic communication, adheres to the promotion of "harmonious culture" and advocates the sharing of development achievements with employees. Satisfactory employees feel happy and have a sense of belonging and responsibility. They devote more enthusiasm to work, so as to create higher work efficiency. In view of these aspects, the Group regularly conducts employee satisfaction surveys on a quarterly basis. The employees are very satisfied with the current working environment as a whole. In addition, the Group has carried out annual interviews with cadres of subsidiaries, listened to employees' voices and suggestions, and built a good working atmosphere.

• Employee Activities

The Group also cares about our employees and value their work-life balance. During the Reporting Period, the Group carried out a number of employee activities, such as "Healthy Chaowei" outdoor hiking activity, "Healthy Chaowei" fitness recording activity, "Summer Cooling" activity, Dragon Boat Festival staff cultural activity, Women's Day activity and Lantern Festival staff cultural activity to enhance the cohesion and sense of belonging of employees.

5.3 員工關愛

本集團關注員工需求，為員工提供優質、便捷的工作環境，持續深入與員工進行溝通交流，營造和諧溫暖的職場氛圍，提升員工工作幸福感。

• 員工溝通

本集團重視民主溝通，堅持倡導「和合文化」，主張與員工共享發展成果，使員工對企業產生歸屬感及責任感，能為工作投入更大的熱情，創造更高的工作效率。本集團按季度定期開展員工滿意度調查，員工對於當前的整體工作環境感到非常滿意。此外，本集團開展子公司年度幹部述職訪談工作，聽取員工心聲與建議，共建良好的工作氛圍。

• 員工活動

本集團亦心繫員工，重視員工工作與生活的平衡。本報告期內，本集團開展多項員工活動，如「健康超威」戶外徒步活動、「健康超威」健身打卡活動、「夏送清涼」活動、端午節員工文化活動、三八節活動、元宵節員工文化活動等增強員工凝聚力和歸屬感。

5. Caring For People and Facilitating Employees' Development 以人為本，助力員工發展



"Healthy Chaowei" Outdoor Hiking
「健康超威」戶外徒步活動



Dragon Boat Festival Staff Cultural Activity
端午節員工文化活動



Women's Day Activity
三八節活動



Lantern Festival Staff Cultural Activity
元宵節員工文化活動

6. Ensuring Safety and Health 保障安全健康



The Group strictly abides by the Production Safety Law, the Law on the Prevention and Control of Occupational Diseases, the Fire Protection Law of the PRC and other laws and regulations, formulates internal safety, hygiene management systems, operating procedures and emergency plans, and updates the Occupational Health Management System of the Chaowei Group, striving to create a healthy safety working environment for employees, promote the standardization of safety, and comprehensively improve the production safety management level.

During the Reporting Period, in order to ensure the production safety and the health of employees, the Group timely updated and compiled the Compilation of Safety Production Rules and Regulations and Operational Safety Procedures according to the current situation of the enterprise, and signed the safety target responsibility statement from the top to bottom level to improve the sense of responsibility of employees and serve as a warning. The Group has formulated the Emergency Plan for Production Accidents to improve the emergency response capability of all employees of the Group.

• Safety Inspection

All production bases of the Group basically achieved full coverage of the three-level safety standardization, and carried out the daily management of safety production system in accordance with the standardization requirements. The “Three Simultaneousness” management regulations on safety and occupational health were implemented for all new renovation and extension projects, and the pre-evaluation, specific design and safety acceptance and occupational health control effect evaluation were carried out at the same time in line with the construction progress. The Group conducts occupational health inspection and evaluation of existing projects annually and evaluates the safety and occupational health status of lead acid materials every three years.

本集團嚴格遵守中國《安全生產法》、《職業病防治法》及《消防法》等法律法規，制定內部安全、衛生管理制度和操作規程及應急預案，更新《超威集團職業衛生管理制度》，致力為員工打造一個健康安全的工作環境，推行安全標準化建設，全面提高安全生產管理水平。

本報告期內，本集團為保障安全生產及員工健康，根據企業現狀及時更新《安全生產規章制度匯編》及《安全操作規程》等，並逐級簽訂了安全目標責任書，提高員工責任心，發揮警示作用。本集團編製了《生產安全事故應急預案》，提高本集團全員對突發事故的應急處置能力。

• 安全檢查

本集團各生產基地實現了安全標準化三級創建全覆蓋，並依據標準化要求進行日常安全生產體系管理。所有新改擴項目均執行安全、職業、衛生「三同時」管理規定，預評價、設計專篇、安全驗收及職業衛生控制效果評價亦配合建設進度同時開展。本集團對現有項目每年進行一次職業衛生檢測評價，對鉛酸物料則每3年進行一次安全及職業衛生現狀評價。

6. Ensuring Safety and Health 保障安全健康

The Group has established a dual prevention system, organized the identification of risks and potential safety hazards for all positions in the whole region, formed a list of potential safety hazards for each risk point, and prepared a warning board to hang in prominent areas to remind the employees. In addition, the Group further classified various risks and potential safety hazards, prepared the four-color graph of risks and posted the graph on a bulletin board. According to the list of potential safety hazards, the Group actively carried out potential safety hazards investigation. Each workshop team conducted daily inspection and workshop weekly inspection, and several safety inspections above the plant level were also organized in the production base to comprehensively investigate various potential safety hazards and implemented rectification.

• Safety Training

The Group attaches great importance to the safety training for relevant personnel. During the Reporting Period, the Group held a total of 1,076 safety education training with an attendance of 56,009 people, of which 47% attendees were female employees.

本集團建設雙重預防體系，組織全區域全崗位的風險隱患辨識，建立各風險點的隱患辨識清單並制作警示板懸掛當眼處提示員工。此外，本集團進一步對各風險隱患分級，繪制風險四色圖並張貼於公示欄。根據隱患清單，本集團積極開展隱患排查工作，如進行各車間每天及每週巡查，生產基地亦舉行了多次廠級以上安全大檢查，全面排查各類隱患並落實整改。

• 安全培訓

本集團高度重視員工的安全培訓。本報告期內，本集團共舉行了1,076場安全教育培訓，受培訓人次達56,009，其中受訓女員工佔比為47%。



Special Campaign for potential safety hazards investigation and rectification themed “Escort development and Centenary of the founding of the CPC (平安護航 建黨百年)” 「平安護航 建黨百年」安全隱患排查整治專項行動

Together with the national “Safe Production Month” activity in June, the Group launched a special campaign for potential safety hazards investigation and rectification themed “Escort development and Centenary of the founding of the CPC (平安護航 建黨百年)”. The inspection covers: power facilities, use and storage of hazardous chemicals, special operations and facilities, and fire-fighting facilities safety inspection, response to and protection from bad weather, inspection of potential safety hazards of construction in progress and dangerous buildings, safety protection, training and education, etc.. Through such special campaign, rectification plans were proposed by the Group to eliminate the potential safety hazards, creating a good production environment, and firmly safeguarding the centenary of the founding of the CPC.

本集團結合六月全國「安全生產月」活動，開展「平安護航、建黨百年」安全隱患排查整治專項行動，排查內容包括：用電設施、危險化學品使用儲存、特種作業及設施、消防設施安全檢查，惡劣天氣的應對與防護，在建工程和危房安全隱患排查、安全保障與培訓教育等。本集團通過是次專項行動提出整改方案並消除隱患，營造良好的生產環境，為建黨百年提供堅實的安全保障。

6. Ensuring Safety and Health 保障安全健康



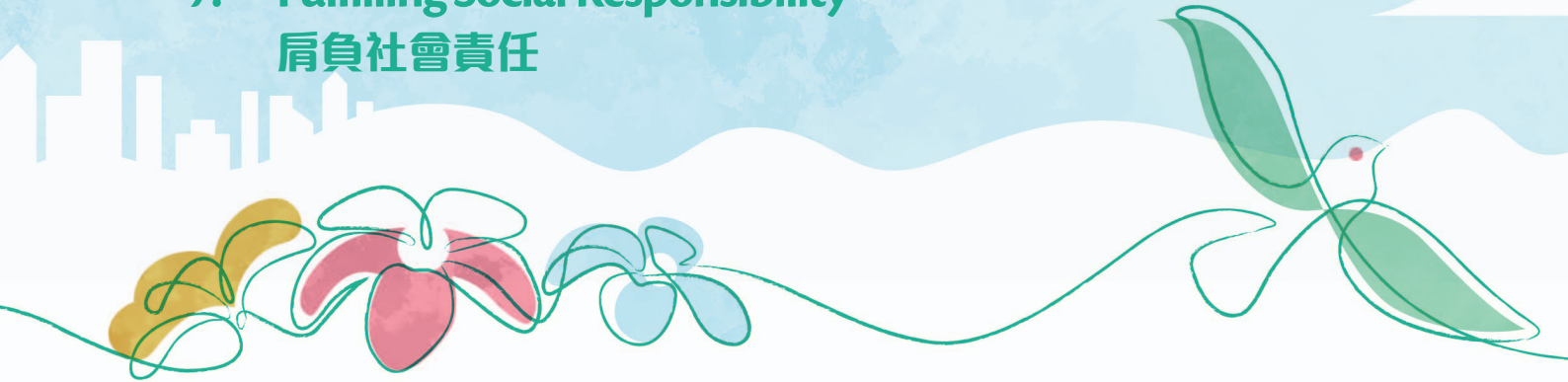
Environmental emergency drill — Sulfuric acid leakage 環保突發應急演練 — 硫酸洩露

During the Reporting Period, the emergency rescue drill plan for sulfuric acid leakage accidents, initial reporting and handling of accidents, on-site emergency handling by staff and other plans formulated by the Group improved the safety awareness of all employees to prevent accidents and disasters. A sulfuric acid leakage drill was held to ensure that employees can face dangers without fear and handle the situations properly.

本報告期內，本集團制訂的硫酸洩露事故應急救援演練方案、事故初期匯報處置、工作人員現場應急處置等預案，提高全體員工預防事故災害的安全意識，並舉行了硫酸洩露演練，確保在遇險時，員工們臨危不懼，處置得當。



7. Fulfilling Social Responsibility 肩負社會責任



7.1 FIGHTING AGAINST THE NEW CORONAVIRUS PANDEMIC

In confronting the continuous challenges brought by the COVID-19 pandemic (the "Pandemic"), the prevention of imported cases remains the top priority of the current Pandemic prevention and control. During the Reporting Period, under the leadership of the Pandemic prevention and control leading group headed by Mr. Zhou Mingming, the Chairman of the Board of Directors, the Group strictly implemented the Pandemic prevention policies of government departments of the state, further established and improved the Group's regular prevention and control and emergency response and change mechanism, built a command system, strengthened monitoring and precaution, and strictly implemented the reporting system.

In August 2021, a number of provinces and cities in China experienced clusters of outbreak, and the situation was severe and complex. In order to ensure the safety of all employees of the Group and the orderly development of daily work and production, the administrative department of the Group and the Party Committee led the recruitment of Pandemic prevention volunteers from various departments. Over 80 party members and the public were recruited to participate in daily temperature checks and inspection work for two months. Volunteers made use of their rest time and duly performed their duties to create a safe office environment for the Group. The Group achieved zero infection and zero case.

7.1 抗擊新冠疫情

面對新冠肺炎疫情(「疫情」)帶來的持續考驗，外防輸入仍是當前疫情防控的重中之重。本報告期內，本集團在以董事長周明明先生為主要負責人的疫情防控領導小組的領導下，嚴格執行國家政府部門的防疫政策，進一步建立完善本集團常態化防控和應急處置轉換機制，構建指揮體系，加強監測預警，嚴格執行報告制度。

二零二一年八月，國內多個省市出現聚集性疫情，形勢嚴峻複雜。為保障本集團全體員工的安全，及日常工作生產的有序開展，由本集團行政部、黨委牽頭，向各部門發起防疫志願者招募活動，共招募80餘名黨員、群眾參與到日常測溫及排查工作中，長達兩個月，志願者們利用休息時間，堅守值班崗位，為本集團營造一個安全放心的辦公環境，本集團真正做到了零感染，零病例。

7. Fulfilling Social Responsibility 肩負社會責任

In December 2021, the Group received a notice from the government departments of the state, requiring the Group to carry out a nucleic acid testing emergency drill for all employees. Since December 2021, the Group has immediately designated personnel to participate in the training sessions and drills of nucleic acid testing process specifications provided by the County Prevention and Control Office. Through training and drills, the Group effectively tested the establishment of nucleic acid testing sampling points, personnel organization, nucleic acid sampling in medical institutions and departmental collaboration capabilities of the Group's emergency office for prevention and control and volunteer service team, and enabled the Group's employees to understand the nucleic acid testing process and precautions of all employees, so as to achieve faster and better handling methods and make preparations for subsequent large-scale testing.

二零二一年十二月，接國家政府單位的通知，要求本集團開展全員核酸檢測應急演練。自二零二一年十二月起，本集團即刻指定人員參加縣防控辦的核酸檢測流程規範的培訓及演練。藉著培訓及演練，有效檢驗本集團防控應急辦和志願服務隊核酸檢測採樣點設置、人員組織、醫療機構核酸採樣和部門協作能力，並讓本集團員工了解全員核酸檢測流程和注意事項，做到了更快、更好完善處置方式，為後續大規模檢測工作做好了準備工作。



Volunteers for Pandemic Prevention and Control
疫情防控志願者

7. Fulfilling Social Responsibility 肩負社會責任

7.2 COMMITMENT TO POVERTY ALLEVIATION

The Group has always attached great importance to poverty alleviation and supported various public welfare activities to promote social welfare and create a harmonious social atmosphere. While continuing to grow bigger and stronger, the Group integrates the concept of charity and public welfare into its “harmonious culture” and actively promotes and advocates the culture of charity to fulfill its social responsibilities in an all-round manner and contribute to the promotion of common prosperity.

The Group was awarded the first batch of “Huzhou Charity Culture Practice Base” (湖州市慈善文化實踐基地), the “Outstanding Contribution Collective for Civilized City Construction” (文明城市建設突出貢獻集體) of Huzhou City and the “Huzhou Enterprise Charity Donation Award” (湖州市企業慈善捐贈獎) for the year of 2021. Mr. Zhou Mingming, the Chairman of the Board, was awarded the “Advanced Individual for Poverty Alleviation of the Central Committee of the China Democratic League” (中國民主同盟中央攻堅脫貧先進個人). From the Group’s headquarters to its subsidiaries, it has become a model to help alleviate poverty and achieve prosperity.

During the Reporting Period, the Group set up the “Chaowei Care Fund”. During the Reporting Period, the Group financially contributed a total of 24 associates and end-users, and disbursed a total of approximately RMB700,000. The financial contributions were mainly used for assisting associates and end-users suffering from sudden fires and sudden serious illnesses, sending them warmth and care and alleviating their worries.

7.2 扶貧幫困

本集團一直高度重視扶貧工作，支持各類公益活動以促進社會福祉，營造和諧的社會氛圍。本集團在自身不斷做大做強的同時，將慈善公益理念融入企業「和合文化」，積極弘揚倡導慈善文化，全方位、多方面履行社會責任，為推動共同富裕貢獻力量。

本集團被授予首批「湖州市慈善文化實踐基地」，獲得湖州市「文明城市建設突出貢獻集體」及二零二一年度「湖州市企業慈善捐贈獎」，董事長周明明先生更獲得「中國民主同盟中央攻堅脫貧先進個人」。從本集團總部到子公司，都成為了助力脫貧致富的典範。

本集團設立的「超威關愛基金」，於本報告期內共關愛聯營商、終端商24人，發放關愛基金約人民幣70萬元，主要用於救助聯營商和終端商突發性火災、突發性重疾等，為他們送上溫暖和關愛，解決後顧之憂。



Chaowei Care Fund
超威關愛基金

7. Fulfilling Social Responsibility 肩負社會責任

7.3 DONATION FOR EDUCATION

The Group always insists on donating to education and giving back to the society. The Group continued to cooperate with Xiaopu Primary School, Xiaopu Secondary School, Baoqiao Primary School and Lantian School to participate in the “6-1 International Children’s Day” activities organized by Baoqiao Primary School, Kindergarten and Lantian School, and donated approximately RMB90,000 to those schools for the purchase of books, replacement of old desks and chairs. The Group donated approximately RMB30,000 to the county’s experimental primary school to purchase toys and equipment for outdoor activities. In addition, the Group also carried out a series of popular science activities of “Carbon Peak and Carbon Neutrality” with more than 80 students from Lantian Migrant Workers’ Children School and Baoqiao Central Primary School, taking education as the starting point to spread knowledge.

The Group has held the Glorious Scholarships for the 12th consecutive year. During the Reporting Period, a total of 99 impoverished students from Xiaopu Primary School, Xiaopu Secondary School, Baoqiao Primary School, Changqing Primary School, Changxing Secondary School, the children of the Group’s employees in need and university students on long-term financial assistance have received financial assistance of approximately RMB130,000 from the Group to help them realise their dreams. And a subsidy of approximately RMB290,000 was provided to the schools. As of the end of the Reporting Period, the Group has subsidized over 1,000 impoverished students in need with more than RMB3,000,000.

The Group has been organizing charitable donation activities for many years. Led by the Group’s leaders, all departments of the headquarters actively responded to and cooperated with each other, and took practical actions to contribute to public welfare and charity. During the Reporting Period, the headquarters of the Group launched the “One-Day Charity Donation” campaign, raising more than RMB60,000 in total, all of which were used for poverty alleviation, helping the elderly and orphans, and the sick and disabled.

7.3 捐資助學

本集團始終堅持捐資助學活動，回饋社會。本集團繼續與小浦小學、小浦中學、包橋小學、藍天學校校企共建，參加包橋小學、幼兒園及藍天學校舉辦的「六一國際兒童節」活動，捐贈約人民幣9萬元予該些學校用於購置圖書，更換破舊桌椅，並為縣實驗小學捐贈約人民幣3萬元，添置戶外活動玩具器械。此外，本集團亦與藍天學校和包橋中心小學共80餘名學生開展「碳達峰，碳中和」科普系列活動，以教育為抓手，助力科普知識幫扶。

本集團連續第12年舉辦光彩助學活動，幫助貧困學生及本集團困難職工子女重圓讀書夢。本報告期內，來自小浦小學、小浦中學、包橋小學、長橋小學、長興中學、本集團困難職工子女以及長期受資助的在校大學生共99名貧困學子獲得本集團愛心資助約人民幣13萬元，另資助學校約人民幣29萬元。截至本報告期末，本集團累計為1,000餘名貧困學生資助助學金約人民幣300多萬元。

本集團連續多年組織慈善捐款活動，由本集團領導帶頭，總部各部門積極響應配合，以實際行動為公益慈善事業盡微薄之力。本報告期內，本集團總部開展「慈善一日捐」活動，募捐善款約人民幣6萬餘元，所有善款用於扶貧濟困、扶老救孤、恤病助殘等。

7. Fulfilling Social Responsibility 肩負社會責任



The 2021 "Glorious Scholarships" Donation Ceremony
二零二一年「光彩助學」捐贈儀式



"Carbon Peak and Carbon Neutrality" Science Popularization Activities
「碳达峰·碳中和」科普系列活動

7.4 VOLUNTARY WORKS

In order to create a good volunteer service atmosphere, the battery doctor volunteer service team established by the Group entered the community to provide services such as battery testing and answering questions for citizens, which was welcomed by the whole community. During the event, the members of the volunteer service team wore the uniform for "Chaowei volunteers" when inspecting the batteries of citizens' electric vehicles. At the same time, through simple explanation and vivid cases, we introduced the precautions and maintenance methods for the use of batteries, and the spirit of "Chaowei volunteers" is highly praised by the public.

7.4 志願服務

為營造良好的志願服務氛圍，本集團成立的電池醫生志願服務隊走進社區，為市民們提供電池檢測、解疑答問等服務，得到社區群眾的一致歡迎。活動中，志願服務隊成員們統一穿著「超威志士」服裝，對市民們的電動車進行電池檢測，同時通過通俗易懂的語言、生動形象的案例向大家介紹了電池使用的注意事項和保養方法，群眾們紛紛為「超威志士」的精神點讚。

7. Fulfilling Social Responsibility 肩負社會責任

During the Reporting Period, “Chaowei volunteers” of the Group practiced the volunteer service spirit of “dedication, friendship, mutual assistance and progress”, and actively and effectively promoted volunteer service work based on the situation of the enterprise and the actual needs of the society.

The Group formulated the Management Measures for Volunteer Service Work to manage volunteer service work and record the service dynamics of each volunteer. The Group actively organized volunteers to participate in various volunteer services such as flood control and disaster relief, Pandemic prevention and control, and group cultural activities.

During the Reporting Period, the volunteers of the Group participated in 16 service activities in total, with a total of 305 participants. For example, regular blood donation activities were held to interpret the dedication of love with practical actions, and demonstrated the social responsibility and good spiritual of “CHAOWEIs”.

本報告期內，本集團「超威志士」以踐行「奉獻、友愛、互助、進步」的志願者服務精神，緊密結合企業以及社會實際需求，積極有效推進志願者服務工作。

本集團制定《志願者服務工作管理辦法》，對志願者服務工作進行管理，記錄每位志願者的服務動態。本集團積極組織志願者們參與到防洪救災、疫情防控、集團文化活動等各項志願服務工作中。

本報告期內，本集團志願者共參與16場服務活動，累計參與人數達305人次，如定期組織捐血活動，用實際行動詮釋愛的奉獻，彰顯「超威人」樂於助人的社會責任感和良好的精神風貌。



Blood Donation
捐血活動



“Chaowei Battery Doctor” Volunteer Team
「超威電池醫生」志願服務隊



Volunteer Service Activity — Visiting Army and Soldiers on Army Day
志願者服務活動 八一節慰問部隊

8. Looking Ahead 展望未來

The Group will continue to implement the strategic goal of “leading talent and technology, leading quality and cost and leading market brand”, adhere to quality improvement and brand enhancement, continuously integrate the advantages of the entire industry chain, advance technological research, optimize product structure, continuously improve customer service, and improve the quality of after-sales service and customer satisfaction.

The Group will continue to adhere to the corporate mission of “Advocate Green Energy and Perfect Human Life”, further promote the concept of green and low-carbon development, develop products that are more low-carbon, environmentally friendly and energy-saving through international cooperation and independent technological innovation, and contribute to the national goal of “carbon peak and carbon neutrality”, in turn to contribute to sustainable development.

The Group will stand by its corporate culture of “harmony”, and be in harmony with society, uphold the corporate’s social responsibilities, care for disadvantaged groups and organize more comprehensive social charity activities to achieve a win-win situation between economic benefits and social interests. Meanwhile, we attach importance to the training and treatment of employees, care for employees in need, and build a harmonious working atmosphere.

In 2022, the Group will continue its historical mission of “Advocate Green Energy and Perfect Human Life”, adhere to technological leadership and high-quality development, and expand its unique competitive advantages of the industry under the high-quality leadership of the Group. We will continue to fulfill our social responsibility, and gather the efforts of all staff, 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，推進技術科研的攻堅，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，深入推動綠色低碳發展理念，通過國際合作和自主科技創新，開發更加低碳、環保、節能的產品，助力國家「碳達峰、碳中和」目標，為可持續發展添磚加瓦。

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，關愛弱勢群體，組織更多更全面的社會公益慈善活動，實現經濟利益與社會利益的雙贏。同時重視員工的培養與待遇，關愛困難員工，構建和諧的工作氛圍。

二零二二年，本集團延續「倡導綠色能源，完美人類生活」的歷史使命，堅持技術領先與高質量發展，在本集團領導的高質量領導下，擴大行業獨特的競爭優勢，繼續踐行社會責任，團結合作，為構建經濟、社會及環境和諧永續發展做出貢獻。



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CHAOWEI POWER HOLDINGS LIMITED
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