



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



2022

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

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About this Report

關於本報告

REPORT RELEASE CYCLE

This environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (“Chaowei” or the “Company”), together with its subsidiaries, the “Group”). This Report focuses on the Group’s philosophy, development and effectiveness in ESG aspects. The Report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”). Certain content may trace back to past years.

ORGANISATIONAL STRUCTURE OF THE REPORT

Unless otherwise stated, the policies, data and information mentioned in this 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 2022 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 stated, all figures in the Report are denominated in RMB.

BASIS FOR COMPILATION OF THE REPORT

The Report mainly adopts the principles and basis of the Environmental, Social and Governance Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) as the Group’s standards, with reference to the principles of ISO 26000: Social Responsibility by International Organisation for Standardisation and the Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR4.0) issued by the Chinese Academy of Social Sciences.

The Report is prepared in accordance with the reporting principles below:

Materiality

The Report offers an analysis of substantive ESG issues that has a material impact on the Group and stakeholders.

Quantitative

The Report presents statistics on ESG quantitative performance.

Balance

The Board has acknowledged its responsibility to oversee the Group’s sustainable development and reviewed the completeness, accuracy and fairness of this Report.

報告發佈週期

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，本報告時間範圍為二零二二年一月一日至二零二二年十二月三十一日（「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二零二二年年度報告（「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。

報告編制原則

本報告主要採納香港聯合交易所有限公司（「香港聯交所」）《證券上市規則》（「上市規則」）附錄二十七所載《環境、社會及管治報告指引》之原則及基準作為本集團的標準，參考國際標準化組織《ISO 26000：社會責任指南》及中國社會科學院《中國企業社會責任報告編寫指南（CASS-CSR4.0）》的原則編制。

本報告乃根據以下報告原則編製：

重要性

本報告提供對本集團及利益相關方有重大影響的實質ESG議題的分析。

量化

本報告呈列ESG定量表現的統計資料。

平衡性

董事會深明其監督本集團可持續發展的責任，並審閱本報告的完整性、準確性及公平性。

About this Report

關於本報告



Consistency

The Report has been prepared in the same way in terms of the reporting scope and methodologies as previous years. ESG data were presented in a consistent manner for meaningful comparison across different reporting periods.

ACCESS TO THE REPORT

The Report is published in electronic format. 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 English versions, the English version shall prevail.

CONTACT INFORMATION

Chaowei Power Holdings Limited

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Email: IR@chaowei.com.hk

一致性

本報告在報告範圍及方法上與過往年度的報告編製方式相同。ESG數據以一致的方式呈列，以便在不同的報告期進行有意義的比較。

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

超威動力控股有限公司

中國地址：中國浙江省長興縣畫溪工業園城南路18號
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About Chaowei

關於超威

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 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.

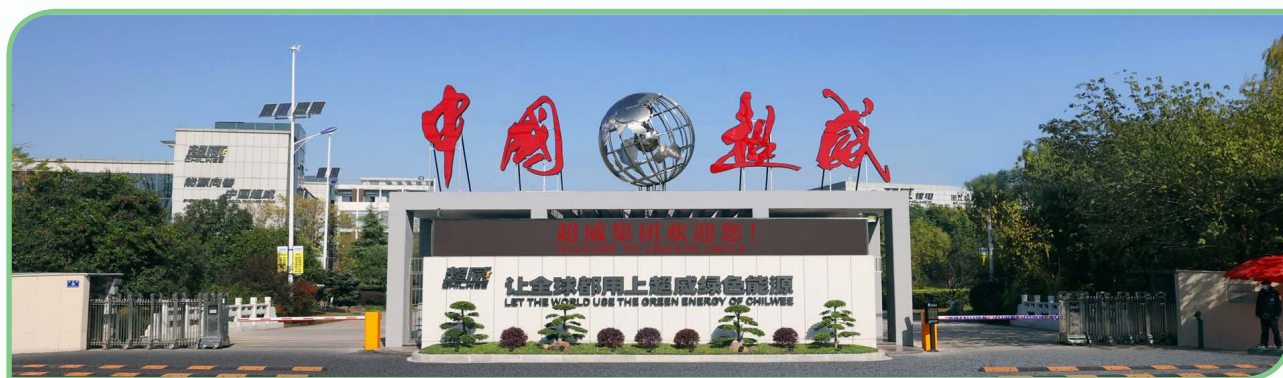
公司簡介

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. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力



The Group adheres to the concept of “stable operation for long-term corporate development”. The Group continues to strengthen its governance level, balance and safeguard the interests of all stakeholders, strengthen its internal control, and adopt strict business ethics standards for self-restraint to ensure the Group’s sustainable and stable operation.

1.1 OPTIMISING CORPORATE GOVERNANCE

The Group is committed to regulating the corporate governance environment and ensuring efficient and transparent corporate management. The Group strictly complies with the Company Law and the Securities Law of the PRC, the Listing Rules on the Hong Kong Stock Exchange, the Corporate Governance Code set out in Appendix 14 of the Listing Rules and the Environmental, Social and Governance Reporting Guide set out in Appendix 27 of the Listing Rules and other laws, regulations and regulatory requirements, and strives to improve its performance in capital management, risk control and information disclosure.

The Group has established an efficient corporate governance structure. With the board of directors of the Company (the “Board”) as the core, the Group continuously strengthens its responsibility management and control, optimises management methods, and improves operational efficiency. The Board has established three board committees, namely the audit committee, the remuneration committee and the nomination committee, to work together to improve the efficiency of the Board and ensure the scientific and effective decision-making of the Company.

本集團秉持「穩健經營保障企業長遠發展」的理念。本集團不斷強化自身管治水平，平衡及維護各相關者的利益，加強企業的內部控制，採用嚴格的商業道德準則進行自我約束，保證集團持續穩定運營。

1.1 優化公司治理

本集團致力於規範公司治理環境，確保公司管理高效透明化。本集團嚴格遵守中國《公司法》及《證券法》、香港聯交所上市規則及其附錄十四《企業管治守則》及附錄二十七《環境、社會及管治報告指引》等法律法規及監管要求，努力提升在資金管理、風險控制以及信息披露方面的表現。

本集團搭建高效的公司治理架構，以本公司董事會（「董事會」）為核心，不斷加強責任管控，優化管理手段，提高營運效率。董事會下設審核委員會、薪酬委員會及提名委員會三個董事委員會，共同協作提高董事會工作效率，確保公司決策科學有效。



1. Steady Operation to Maintain Development Momentum 穩健經營，保持發展動力

1.2 ADHERING TO COMPLIANCE OPERATION

The Group adheres to the development philosophy of “Lawful Corporate Governance and Compliant Operation” and is committed to building a sustainable business development model. The Group strictly abides by the Anti-Unfair Competition Law, the Anti-Money Laundering Law, the Anti-Corruption and Bribery Law of the PRC and other laws and regulations, continuously strengthens its risk management and compliance management system to fulfill its commitments on compliant operation.

Risk control management

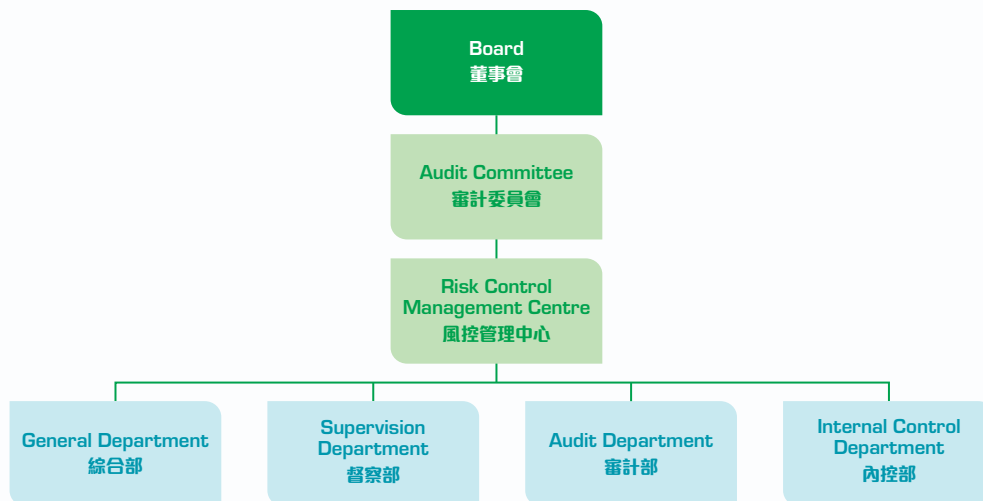
Risk management is the foundation of corporate compliance. With reference to the requirements of the internal control guidelines for listed companies, the Group improved the construction of the internal control system and achieved process-based risk management. During the Reporting Period, based on the original internal control system, the Group issued five working systems, including the Chaowei Group Economic Responsibility Audit System, the Chaowei Group Internal Audit System, the Chaowei Group Integrity Talks Management Measures (Trial), the Implementation Measures on Reward and Protection for Reporting Violations and Malpractice, and the Chaowei Group Internal Supervision System, to help achieve compliance development.

1.2 堅持合規經營

本集團秉持「依法治企，合規經營」的發展理念，致力於構建可持續的商業發展模式。本集團嚴格遵守中國《反不正當競爭法》、《反洗錢法》和《反貪污賄賂法》等法律法規，不斷強化風險管理和合規管理體系，踐行合規經營承諾。

風控管理

風險管理是企業合規建設的基礎。本集團參照上市公司內控指引要求，完善內控體系建設，實現風險流程化管理。本報告期內，在原有內控制度基礎上，本集團發布了《超威集團經濟責任審計制度》、《超威集團內部審計制度》、《超威集團廉潔談話管理辦法（試行）》、《違規舞弊行為舉報獎勵與保護實施辦法》及《超威集團內部監察制度》等5項工作制度，助力企業實現合規發展。



The Group's Risk Management Structure
本集團風險管理架構

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力

During the Reporting Period, the Group further improved the responsibilities of the risk control management centre, established the Group's risk control management system, improved the risk control management system and optimised the workflow. During the Reporting Period, the risk control management centre carried out a total of 21 audit projects, made recommendations for rectification and followed up on the rectification based on the audit results, with an annual rectification completion rate of 92%.

本報告期內，本集團進一步完善風控管理中心職責，建立集團風控管理體系，完善風控管理制度，優化工作流程。本報告期內，風控管理中心共計開展21項各類審計項目，根據審計結果提出整改建議並跟蹤整改情況，年度整改完成率達92%。

Internal Control Management 內控管理

Carry out risk assessment on the Group through pre-warning, in-process supervision and post-evaluation mechanism
通過事前預警、事中監督、事後評價機制開展本集團風險評估



Audit Management 審計管理

Carry out routine audits and special audits on the headquarters and subsidiaries and branches of the Group and follow up on the progress and effect of audit rectification
對本集團總部和各子分公司開展例行審計和專項審計工作以及審計整改進展和效果



Supervision Management 監察管理

Carry out overall monitoring of operating activities and the implementation of internal rules and regulations of the Group's headquarters and subsidiaries and branches and receive reports of violations of disciplines and laws, corruption and other acts

全面監察本集團總部和各子分公司經營活動、內部規章制度的貫徹執行以及受理違紀違法、貪污腐敗等行為的檢舉



The Group's Risk Control System 本集團風險管理及監控體系

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力

Business ethics

The Group always adheres to integrity management and clean practice. The Group strictly abides by the Criminal Law, the Anti-Unfair Competition Law of the PRC, the Interim Provisions on Prohibition of Commercial Bribery and other relevant national and local laws and regulations, strictly regulates its own behaviour and promotes integrity management. The Group has formulated a number of management systems such as the Chaowei Group Internal Supervision System, the Implementation Measures on Reward and Protection for the Reporting Violations and Malpractice, the Chaowei Group Integrity Talks Management Measures (Trial), the Provisions on Further Strengthening Anti-Corruption and Promoting Integrity Audit, and the Red Line Management System for Chaowei Group Employee to strengthen the requirements of integrity and compliance, and establish and maintain a good atmosphere of clean and upright conduct. At the same time, the Group has formed a clean atmosphere by convening integrity meetings, establishing a mechanism for reporting and criticism and accountability, conducting compliance training and integrity presentations, and signing integrity agreements.

- **Improve the systems and channels for whistleblower**

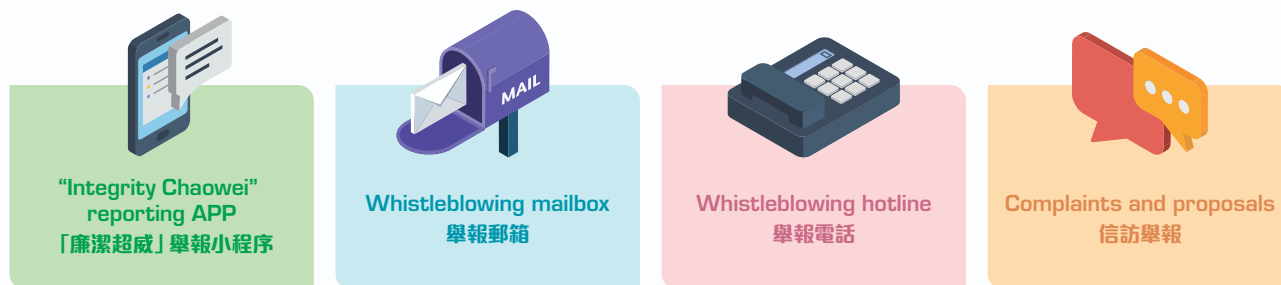
The Group revised and improved the “Chaowei Group Internal Supervision System”, expanded the reporting channels, and refined the protection terms for whistleblowers and the complaint handling process. The Group makes every effort to protect the legitimate rights and interests of the whistleblowers and avoids unfair treatment or retaliation against the whistleblowers. In addition, the Group manages and controls the information and evidence of whistleblowers throughout the process to ensure their information security.

商業道德

本集團始終堅持誠信經營，廉潔從業。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》等國家及地方相關法律法規，嚴格規範自身行為，推進廉潔管理。本集團制定了《超威集團內部監察制度》、《違規舞弊行為舉報獎勵與保護實施辦法》、《超威集團廉潔談話管理辦法(試行)》、《進一步加強反腐倡廉審計的若干規定》及《超威集團員工紅線管理制度》等多項管理制度，強化廉潔合規的要求，樹立和維護風清氣正的良好氛圍。同時，本集團通過召開廉潔大會，建立通報批評及問責機制，開展合規培訓和廉潔宣講，簽署廉潔協議書等舉措，形成風清氣正的廉潔氛圍。

- **完善舉報機制及渠道**

本集團修訂並完善了《超威集團內部監察制度》，拓寬舉報渠道，細化舉報人保護條款及投訴處理流程。本集團全力保障舉報人的合法權益，避免舉報人遭受不公正對待或打擊報復。此外，本集團對舉報人信息和證據材料進行全流程管控，確保其信息安全。



The Group's Supervision and Whistleblowing Channels
本集團監督及舉報渠道

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力

• Building a culture of integrity

In April 2022, the Group officially joined the China Enterprise Anti-Fraud Alliance to jointly explore the corporate philosophy of integrity and compliance governance with model corporate allies, and help create a social governance pattern of joint construction, governance and sharing in the new era.

The Group understands the importance of building a culture of anti-corruption and integrity, and regularly conducts integrity training and integrity promotion to raise the awareness of all employees, including the Board, of the importance of working with integrity. The Group has established an integrity system covering the Board members and all employees through induction training for new employees, integrity classes, "Integrity Chaowei" official account and "Integrity Chaowei" reporting APP, etc. to create a clean culture of integrity. During the Reporting Period, the Group carried out a total of 16 integrity lectures with 997 participants, and published a total of 8 posts on the Integrity Chaowei official account.

The Group attaches great importance to clean procurement, strictly abides by the Bidding Law of the PRC, actively promotes the signing of integrity agreements by suppliers, issues integrity questionnaires to ensure the integrity of the supply chain, and clearly stipulates the terms on integrity and anti-commercial bribery in long-term contracts to ensure that suppliers can fully understand various management systems of integrity construction to protect their rights and interests and eliminate any form of commercial bribery and other improper commercial behaviour. During the Reporting Period, there were no incidents of violation of business ethics standards and systems by the Group's cooperating suppliers.

• 建設廉潔文化

本集團於二零二二年四月正式加入中國企業反舞弊聯盟，與各行標杆企業盟友共同探索廉潔合規治理的企業之道，助力打造新時代共建共治共享的社會治理格局。

本集團深知反腐倡廉文化建設的重要性，定期開展廉潔培訓和廉潔宣貫，提升包括董事會在內的全體員工廉潔從業意識。本集團通過新員工入職廉潔培訓、廉潔課堂、「廉潔超威」公眾號、「廉潔超威」舉報等途徑，建立覆蓋董事會成員和全體員工的廉潔體系，營造風清氣正的廉潔文化。本報告期內，本集團共開展廉潔宣講16場，參與人次達997人次，廉潔超威公眾號年度發佈推文共計8次。

本集團重視廉潔採購，嚴格遵守中國《招標投標法》，積極推進供應商簽署廉潔協議，發放廉潔調查問卷以保證供應鏈廉潔建設，並於長單合同中明確規定廉潔反商業賄賂條款，保障供應商能夠充分了解廉潔建設各項管理制度，保護供應商權益，杜絕任何形式的商業賄賂及其他不正當商業行為。本報告期內，本集團合作供應商並未發生違反商業道德標準及制度等事件。



The Group's Integrity Lecture
本集團廉潔宣講

1. Steady Operation to Maintain Development Momentum 穩健經營，保持發展動力

1.3 STRENGTHENING RESPONSIBILITY MANAGEMENT

The Group is committed to fulfilling its social responsibilities and building a sustainable development management system. The Group actively undertakes ESG responsibilities and promotes the sustainable development of the industry and society. The Group has established effective and efficient communication channels and dialogue mechanisms to proactively respond to the needs and expectations of different stakeholders, and will continue to improve ESG governance to help achieve sustainable development goals.

ESG governance

The Group attaches great importance to ESG governance and actively undertakes ESG responsibilities. The Group adheres to the ESG reporting as the basis, and promotes in-depth involvement of the Board in the ESG risk assessment and management process to steadily improve the Company's ESG management level. The Group has established a three-level ESG governance structure with the Board, the Social Responsibility Committee and the Investor Relations Department as the main bodies, with a clear division of responsibilities at each level to ensure the effective implementation of ESG management and to promote the sustainable development of the Company.

The Board is the highest decision-making body for the Group's ESG management and assumes the ultimate responsibility for the Group's ESG work. Its main responsibilities include identifying important ESG issues, developing and reviewing ESG strategies, reviewing the performance of key environmental performance indicators, assessing and determining the ESG risks and critical issues related to the Group, and ensuring the establishment of appropriate and effective ESG risk management and internal control systems at the Group level.

The Board has established a Social Responsibility Committee to assist in ESG governance and disclosure work. Its main responsibilities include formulating and reviewing the Company's ESG management vision, goals, and strategies, assessing the Company's ESG management and the risks and opportunities lying ahead.

The Group's Investor Relations Department organises the ESG work and is responsible for coordinating information reporting and communication with subsidiaries, while the Company Secretary is responsible for monitoring ESG compliance work. As the executive body of ESG governance, the Social Responsibility Committee holds meetings at least once a year to discuss important ESG issues, and is responsible for planning and coordinating the routine execution of the Group's ESG strategy, with report in writing to the Board annually on the progress of the relevant goals and initiatives.

1.3 加強責任管理

本集團以履行社會責任，構建可持續發展管理體系為己任。本集團積極承擔ESG責任，推動行業和社會的可持續發展。本集團建立了切實高效的溝通渠道與對話機制，主動回應不同利益相關方的需求與期望，不斷完善ESG管治，助力可持續發展目標的實現。

ESG 管治

本集團高度重視ESG管治，積極承擔ESG責任。本集團堅持以ESG報告為基礎，推進董事會深度參與ESG風險評估和管理流程，穩步提升本公司的ESG管理水平。本集團建立起以董事會、社會責任委員會、投資者關係部為主體的三級ESG管治架構，明確各層級職責分工，確保ESG管理有效執行落地，推動本公司可持續發展。

董事會是本集團ESG管理的最高決策機構，對本集團ESG工作承擔最終責任，主要職責包括釐定ESG重要性議題、制定和審視ESG策略、檢視環境關鍵績效指標的表現、評估並釐定本集團相關ESG風險及重要性事宜，並確保在本集團層面設立合適及有效的ESG風險管理和內部監控系統。

董事會下設社會責任委員會，協助董事會開展ESG治理和披露工作，主要負責制定並審查公司ESG管理願景、目標和策略，評估公司ESG管理工作及面臨的風險和機遇。

本集團投資者關係部統籌ESG工作，負責協調子分公司資訊填報及溝通，公司秘書負責監管ESG合規工作。社會責任委員會作為ESG管治的執行主體，每年至少召開一次會議，討論ESG重要事宜。負責規劃及協調本集團ESG戰略的日常執行，每年度向董事會書面匯報相關目標及舉措的進展情況。

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力

The Board regularly assesses, analyzes, and prioritises ESG issues, identifies ESG-related issues that have a significant impact on the Group's operation and/or the interests of other key stakeholders, identifies ESG risk management priorities to ensure that has appropriate and effective sustainable development management and internal control systems in place. The Group has established ESG goals including reducing pollutant and greenhouse gas emissions and conserving energy and water. The Board monitors and reviews the action plans and progress towards achieving these goals. This report provides a detailed disclosure of the progress and effectiveness of the Company's ESG work in the Reporting Period.

董事會定期對ESG議題的重要性進行評估、分析及依次排序，識別對本集團運營及／或其他重要持份者的權益構成重大影響的ESG相關事宜，明確ESG風險管理的工作重點，確保本集團設立合適及有效的可持續發展管理和內部控制系統。本集團設定了包括減少污染物排放、減少溫室氣體排放、節能和節水的ESG目標，董事會對目標的行動計劃與完成情況進行監督和審閱。本報告詳盡披露本公司於本報告期內ESG工作的進展與成效。



The Group's ESG Management Framework
本集團ESG管理架構

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力

Communication with stakeholders




The Group understands the importance of understanding the demands and concerns of various stakeholders to continuously improve ESG governance and management. By establishing a regular communication mechanism with various stakeholders, the Group responds to their opinions and demands and establishes a long-term cooperative relationship with mutual trust.

During the Reporting Period, the Group identified the following stakeholders and formulated targeted communication methods in accordance with regulatory requirements, capital market concerns and corporate practices of leading enterprises in the industry.

利益相關方溝通

本集團深知了解各利益相關方的訴求和關注重點對不斷提升ESG治理與管理的重要意義。本集團通過與各利益相關方建立常態化溝通機制，回應其意見與訴求，建立長遠互信的合作關係。





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實踐，識別出以下利益相關方，並制定了針對性的溝通方式。

Stakeholders 利益相關方	Communication channels and feedback 溝通渠道與反饋方式	
<p>Shareholders/ Investors 股東／投資者</p> 	<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
<p>Government/ regulatory authorities 政府／監管機構</p> 	<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 Hong Kong 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、工作報告編制及提交供相關政府部門審批進行討論 • 於香港聯交所及本公司網站刊登必要文件
<p>Customers 客戶</p> 	<ul style="list-style-type: none"> • Customer satisfaction survey • Regular visits • Industrial fairs and forums • Customer service centre/hotline 	<ul style="list-style-type: none"> • 客戶滿意度調查 • 定期走訪 • 行業展覽及論壇 • 客戶服務中心／熱線

1. Steady Operation to Maintain Development Momentum

穩健經營，保持發展動力



Stakeholders 利益相關方	Communication channels and feedback 溝通渠道與反饋方式	
<p>Employees 員工</p> 	<ul style="list-style-type: none"> Regular staff meetings Performance and promotion appraisal of employees Employee insurances Staff training and activities Remuneration and benefits 	<ul style="list-style-type: none"> 定期職工會議 員工表現評估及晉升考核 僱員保險 僱員培訓及活動 薪酬及待遇
<p>Suppliers/Partners 供應商／ 合作伙伴</p> 	<ul style="list-style-type: none"> Executive meetings, seminars and marketing summits Supplier selection mechanism On-site investigations of suppliers Public tenders to select suppliers 	<ul style="list-style-type: none"> 高層會晤、研討會及營銷峰會 供應商管理制度 實地考察供應商 公開招標選擇供應商
<p>Environment 環境</p> 	<ul style="list-style-type: none"> Environmental data disclosure Promoting a green office Improving environmental protection measures Promoting green production 	<ul style="list-style-type: none"> 環境數據披露 實行綠色辦公 改善環境保護措施 推行綠色生產
<p>Community/Public 社區／公眾</p> 	<ul style="list-style-type: none"> Volunteer activities Charity events Sponsor public welfare activities Donations to scholarship funds 	<ul style="list-style-type: none"> 志願活動 慈善活動 贊助公益活動 捐資助學

1. Steady Operation to Maintain Development Momentum 穩健經營，保持發展動力

Materiality issues

During the Reporting Period, the Group conducted the identification of materiality issues with reference to the disclosure guidelines of the Hong Kong Stock Exchange and the sustainable development issues concerned by rating agencies in the capital market. By sorting out the importance of each issue to the sustainable development of the Group, a matrix of materiality issues for the Year was finally analysed.

According to the analysis results, the Group prioritised the importance of each issue from two aspects, namely the importance to the Group and the importance to stakeholders, and identified 2 ESG issues of high importance, 8 ESG issues of moderate importance and 6 ESG issues of low importance.

重大性議題

本報告期內，本集團參考香港聯交所披露指引、資本市場評級機構關注的可持續發展議題，開展了重大性議題的識別工作，通過梳理各項議題對本集團可持續發展的重要性，最終分析出本年度的重大性議題矩陣。

根據分析結果，本集團從對本集團的重要性和對利益相關方的重要性兩個方面，對各項議題的重要程度進行排序，識別出高度重要性議題2項，中度重要性議題8項，以及6項低度重要的ESG議題。



- | | | |
|---|--|---|
| <ul style="list-style-type: none"> 1 Anti-corruption
反貪污 2 Addressing climate risks
應對氣候風險 3 Public welfare and charity
公益與慈善 4 Supply chain management
供應鏈管理 5 Protection of employees' interests
員工權益保障 6 Safety and health
安全與健康 | <ul style="list-style-type: none"> 7 Customers' rights and protection
客戶權益與保護 8 Employees' training and development
員工培訓與發展 9 Transformation and upgrade of the industry
產業轉型升級 10 Emissions management
排放物管理 11 Product quality
產品質量 | <ul style="list-style-type: none"> 12 Low carbon development
低碳發展 13 Fair recruitment
公平招聘 14 Technological innovation
技術創新 15 Energy saving and consumption reduction
節能降耗 16 Caring for employees
員工關愛 |
|---|--|---|

ESG Materiality Issue Matrix of the Group
本集團 ESG 重要性議題矩陣

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



The Group regards safe and reliable product protection as the foundation of our business. Being customer-oriented, the Group strictly controls product quality and provides considerate customer services. Being market-oriented, the Group will continue to explore product innovation to provide customers with high-quality battery products.

2.1 STRENGTHENING QUALITY ASSURANCE

The Group always regards “quality first” as the core of our corporate philosophy and the focus of corporate action, and regards product quality and safety as our top priority. The Group promotes quality assurance by establishing a sound quality management system, implementing effective quality control measures and creating a good quality culture to safeguard the interests of the Group’s customers.

Quality Management System

The Group strictly complies with national laws and regulations such as the Product Quality Law, the Standardisation Law and the Metrology Law of the PRC, as well as relevant industry standards such as the Lead-acid Batteries for Electric Vehicles (電動道路車輛用鉛酸蓄電池) and Valve-controlled Lead-acid Batteries for Electric Assisted Vehicles (電動助力車用閥控式鉛酸蓄電池). The Group has continuously improved the product quality and safety management system, and established internal guidance documents such as the Design and Development Control Procedures, the Control Procedures for Unqualified Products, and the Control Procedures for Corrective and Preventive Measures to carry out product quality supervision throughout the entire chain from raw material procurement, processing, product delivery to product traceability.

The Group has carried out various improvement measures to refine and optimise the Company’s quality management system, including conducting quality data analysis by collecting various monthly quality data to grasp the gap between the current quality status and the target, and exploring, analyzing and improving quality issues to form a closed-loop management of quality problems. At the same time, the Group also strictly enforces the systematic inspection of the quality system, with 110 items inspected, respectively from system construction, daily monitoring of the system, product and non-conformity monitoring and improvement, etc., and promotes the improvement of the subsidiaries to facilitate the maturity of the quality management system of the subsidiaries and branches.

本集團將安全可靠的產品保障視為企業立足之本。本集團以客戶為中心，嚴格把控產品質量、竭誠提供貼心的客戶服務；以市場為導向，持續探索產品創新，為客戶提供高品質的電池產品。

2.1 加強品質保障

本集團始終將「質量第一」作為企業思想的出發點和行動的落腳點，將產品質量與安全作為工作的重中之重。本集團通過搭建完善的質量管理體系、推行有效的質量控制舉措、營造良好的質量文化推進質量保障工作，維護本集團客戶的切身利益。

質量管理體系

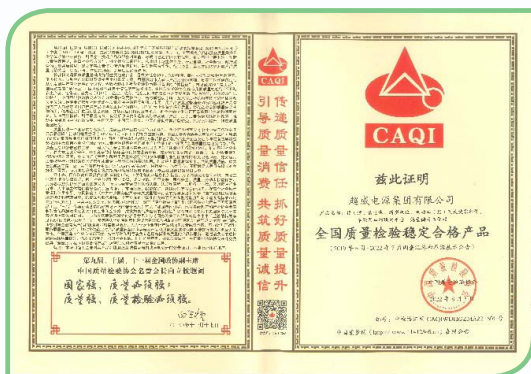
本集團嚴格遵守中國《產品質量法》、《標準化法》及《計量法》等國家法律法規以及《電動道路車輛用鉛酸蓄電池》、《電動助力車用閥控式鉛酸蓄電池》等相關行業標準，不斷完善產品質量與安全的管理體系，建立了《設計開發控制程序》、《不合格品的控制程序》及《糾正和預防措施的控制程序》等內部指引文件，實現從原料採購、過程工藝、產品出廠到產品追溯的全鏈條的產品質量監管。

本集團開展多種改善舉措，日益精細和優化公司的質量管理體系，如進行質量數據分析，透過收集各類質量月報數據進行分析，掌握質量現狀與目標的差距，挖據、分析並改善質量問題，形成對質量問題的閉環式管理。同時，本集團亦嚴格執行質量體系系統性督查，督察項目達110項，分別從體系構築、體系日常監測、產品、不合格監測和改進等維度進行排查，並推進子分公司改善，促進子分公司質量管理體系運行趨於成熟。

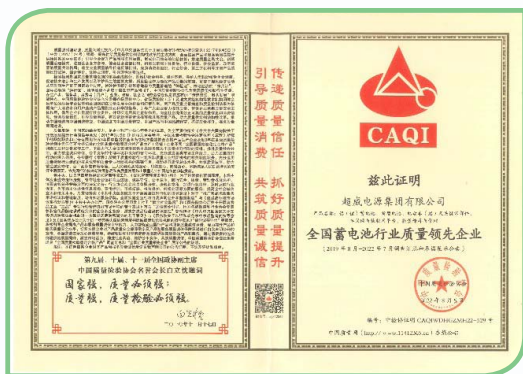
2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務

During the Reporting Period, the Group's quality management system has obtained ISO 9001 certification, and has been awarded "National Quality Inspection Stable Qualified Product" and "National Leading Quality Enterprise in the Battery Industry" by China Association for Quality Inspection.

本報告期內，本集團的質量管理體系已取得 ISO 9001 認證，並獲得了中國質量檢驗協會頒發的「全國質量檢驗穩定合格產品」、「全國蓄電池行業質量領先企業」等獎項。



National Quality Inspection Stable Qualified Product
全國質量檢驗穩定合格產品



National Leading Quality Enterprise in
the Battery Industry
全國蓄電池行業質量領先企業

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



Quality control

The Group fully identifies the quality management process and systematically inspects the key control points of the entire production process to carry out product quality supervision throughout the entire chain from raw material procurement, processing, product delivery to product traceability.

- **Raw material procurement**

At the raw material procurement stage, the Group has established management systems and inspection standards such as the Management System for the Certification of Raw Materials, the Management System for Claims and Penalties for Defective Raw Material of Supplier, and the Standards for the Inspection of Raw Material and Parts, which provide a strong and standardised guarantee for quality management and give priority to quality and safety from the source.

The Group continues to optimise the inspection standards of raw materials, strengthen the inspection of key raw materials such as plastic cases, partitions, terminals and rubber caps, and improve the inspection capabilities of all subsidiaries and branches. For unqualified raw materials, the Quality Control Department and the Procurement Department conduct on-site inspection and ensure the implementation of improvement plans of suppliers and to ensure the raw materials are all qualified.

- **Supplier Management**

At the supplier management stage, the Group strictly abides by the Civil Code, the Procurement Law, the Regulations on the Implementation of the Procurement Law, the Bidding Law of the PRC, and has formulated internal systems such as the Lead Material Procurement Process, the Notice on Further Implementing the Headquarters Centralised Procurement, and the Supplier Management System to control the access, evaluation, classification and inspection of suppliers, and continuously improve the quality of suppliers.

質量控制

本集團對質量管理流程進行充分的識別，對生產全流程的關鍵控制點進行系統性督察，實現從原料採購、過程工藝、產品出廠到產品追溯的全鏈條的產品質量監管。

- **原材料採購**

在原材料採購階段，本集團建立了《原材料認證管理制度》、《供應商原材料質量不合格索賠處罰管理制度》、《原材料零部件檢驗標準》等管理制度和檢驗標準，為質量管理工作提供有力的規範保障，從源頭把好質量安全第一關。

本集團持續優化原材料檢驗標準，加強塑殼、隔板、端子、膠帽等關鍵原材料檢驗力度，同步提升各子分公司檢出能力。針對原材料不合格問題，品管部與採購部會到供應商現場督查並落實供應商改善方案，做到原材料100%合格。

- **供應商管理**

在供應商管理階段，本集團嚴格遵守中國《民法典》、《採購法》、《採購法實施條例》及《招標投標法》，制定《鉛材料採供流程》、《關於進一步執行總部集採購的通知》及《供應商管理制度》等內部制度，對供應商准入、評估、分類考察進行管控，不斷提高供應商質量。

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務

Establish a supplier introduction process 建立供應商引入流程

- The Group regularly inspects the qualification of suppliers and use the results as the basis for supplier introduction. 5 to 8 qualified suppliers are introduced for each type of raw materials.
本集團定期對供應商資質進行考察，並根據考察結果作為是否引入該供應商入庫依據，每類原材料引入5至8家合格供應商儲備。

Supplier performance evaluation 供應商表現評審

- The Group conducts supplier performance assessment on all major suppliers to evaluate their price competitiveness, quality, performance of specifications and logistics services. If the suppliers' ratings are unsatisfactory, the Group conducts on-site quality checks and makes recommendations to the suppliers for rectification, and supervises the implementation of rectification work by the suppliers.
本集團對所有主要供應商進行供應商表現評估，以評估他們的價格競爭力、質素、規格的履行和物流服務。如供應商評分未如理想，本集團開展現場質量排查工作，並向供應商提出整改意見，監督供應商落實整改工作。

ESG performance review of suppliers 供應商ESG績效評審

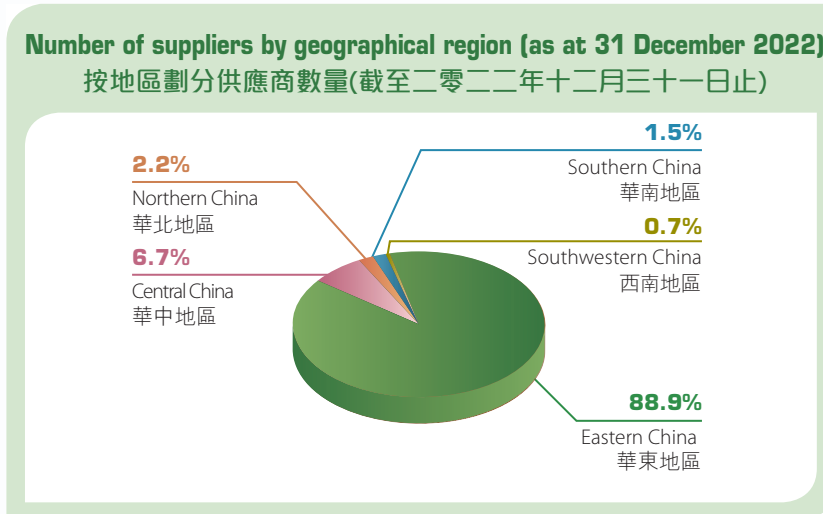
- The Group also assesses the commitment of all major suppliers to maintain high standards of environmental and socially responsible behaviour and communicates with those suppliers with unsatisfactory ratings for rectification or improvement. The Group also gives priority to suppliers who have passed the environmental, occupational health and other system certification, and works with suppliers to create a green and sustainable supply chain.
本集團亦評估所有主要供應商是否致力於維護高標準的環境和社會責任行為，並與評分未如理想的供應商溝通以作糾正或改進。本集團亦優先選擇通過環境、職業健康等體系認證的供應商，與供應商共同打造綠色可持續供應鏈。

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



As at the end of the Reporting Period, the total number of suppliers of the Group was 135, and its specific distribution is as follows:

截至本報告期末，本集團供應商總數為 135 家，具體分佈如下：



- **Processing supervision**

At the processing stage, the Group has formulated on-site inspection forms based on 138 key process control points reviewed by the Group's Technical Committee to conduct comprehensive inspection on the production process of branches, so that the key process control points and processing capacity are under control.

- **Finished product control**

At the stage of finished product control, the Group strictly tests the product performance and establishes an evaluation system for the quality manufacturing level of the production process of branches. The Group carries out performance testing and sampling inspection of finished products in 4 aspects, including capacity testing, rapid cycle testing, charging acceptance, quarterly sampling battery testing and evaluation, to control quality risks.

- **Product traceability**

The Group has established a product quality traceability mechanism to control product design, production and manufacturing, logistics system, marketing channel management, inventory management and other aspects through digital management. In addition, the Group has established a rapid response mechanism for quality incidents, classifying the quality incidents into material quality incidents and general quality incidents. Different response measures are taken in a timely manner according to different incident levels and categories. 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.

- **過程工藝督查**

在過程工藝階段，本集團根據本集團技術委員會評審的 138 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。

- **成品出廠控制**

在成品出廠控制階段，本集團嚴格對產品性能進行檢測並建立分公司生產過程質量製造水平評價體系。本集團對成品採取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。

- **產品追溯**

本集團建立了產品質量追溯機制，依托數字化管理對產品設計、生產製造、物流系統、營銷渠道管理、庫存管理等方面各階段進行管控。此外，本集團針對質量事故建立快速反應機制，將質量事故級別劃分為重要質量事故及一般質量事故，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. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務

Quality culture

In order to enhance employees' product quality awareness and level, the Group adopts a combination of quality competence training and quality culture publicity, so that quality assurance can be implemented in the actual operation of each employee. The Group regularly carries out quality competition activities to promote quality culture, and carries out quality process training during the Reporting Period. The Group conducts on-site examinations for key personnel of quality work (such as heads, supervisors, quality inspectors of electrode plates, assembly and charging process of each subsidiary and branch) based on the actual quality management content on site, such as process standards, operation methods and inspection frequency, to effectively improve their quality capabilities.

質量文化

為提升員工對產品質量意識與水平，本集團採用質量能力培訓與質量文化宣貫相結合的方式，讓質量保障落實到每一位員工的實際操作中。本集團定期開展質量大比武活動，宣貫質量文化，並在本報告期內開展質量工藝培訓。本集團針對質量工作重點人員（如各子分公司極板、組裝、加充工序主任、主管、質檢人員等），圍繞工藝標準、作業方法、檢查頻次等現場實際質量管理內容進行現場考試，有效提高其質量能力。



Carry out 2022 Quality Competition to Create a Culture of Quality-first 開展二零二二年質量大比武活動，營造質量優先的文化氛圍

The Group, based on its own cultural characteristics, upgraded and carried out the quarterly "Quality Season Competition" on the basis of the national advocacy of "Quality Month" in September every year. During the Reporting Period, the Group planned a variety of quality activities, including quality oath, quality test, skill competition, speech competition, equipment expert, five minor innovation, etc., creating a good atmosphere of "quality that everyone values, creates and serves", and promoting healthy development of the Group's quality culture.

本集團結合自身的文化特點，在每年九月份國家倡導「質量月」的基礎上升級開展每個季度的「質量季大比武」活動。於本報告期內，本集團策劃了多項的質量活動，其中包括質量宣誓、質量考試、技能比武、演講比賽、設備能手、五小創新等，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，推動本集團質量文化的健康發展。



2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



2.2 OPTIMISING CUSTOMER SERVICE

The Group's success is inseparable from the long-term support of its customers. Therefore, the Group continues to improve its customer service management system, built a high-density and wide-coverage customer service network, and optimise user service experience with high-level professional technical capabilities and sincere service attitude.

Customer experience

Guided by customer needs, the Group strives to create a smooth communication channel, listening to and responding to each customer's needs. The Group has established systems such as 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 standardise the management of customer service process.

The Group actively expands customer communication channels, increases the number of management positions for handling different types of customers to resolve customer demands in a more efficient and professional manner. During the Reporting Period, the Group added new market customer service manager positions and designated the positions by regions to solve after-sales issues at the front line through training, assisting and serving agents, effectively enhancing customer stickiness and reducing customer complaints.

2.2 優化客戶服務

本集團的成功離不開客戶的長期支持。因此，本集團持續完善客戶服務管理體系，搭建高密度、廣覆蓋的客戶服務網絡，以高水平的專業技術能力與誠懇的服務態度優化用戶服務體驗。

客戶體驗

本集團以客戶需求為導向，努力打造暢通的溝通渠道，用心傾聽並回應每位客戶需求。本集團已建立《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》等制度，規範化管理客戶服務流程。

本集團積極拓寬客戶溝通渠道，針對不同類型的客戶增加對接管理崗位，更加高效、專業地解決客戶訴求。本報告期內，本集團新增市場客服經理崗及分片區定崗，通過培訓、幫扶、服務代理商將售後問題解決在一線，有效提升客戶粘性和減少客戶投訴。



Main Customer Communication Channels of the Group

本集團主要客戶溝通渠道

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The Group has built a high-density customer service network and established a nationwide after-sales service network to provide highly-efficient drop-in services within 24 hours in urban areas and within 72 hours in non-urban areas, with records and filing of after-sales service to facilitate timely investigation, statistical analysis and improvement of customer service quality. During the Reporting Period, the Group added 19 after-sales service network to increase the network coverage and efforts of after-sales services and developed more than 1,500 self-service outlets, effectively enhancing the level of after-sales services.

In order to improve customer service, the Group provides professional skills training for customer service-related positions (such as customer service personnel and after-sales personnel of service network, etc.) to strengthen the professional technical knowledge of customer service personnel and enhance customer service communication capabilities.

In addition, the Group takes the initiative to pay visits to key customers, regularly conducts self-testing on user satisfaction, and collects real feedback from users as the starting point for enhancing user experience. During the Reporting Period, the Group paid visits to a total of approximately 4,300 end customers, covering 30 provinces, representing a year-on-year increase of approximately 10.25%; customer satisfaction score reached approximately 90, representing an increase of approximately 4.17% as compared to 2021.

本集團搭建了高密度的客戶服務網絡，建立了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，並通過售後服務的記錄與存檔，及時調取、統計分析客戶服務數據，驅動客戶服務質量改善。本報告期內，本集團新增售後專職服務網點19處，提升售後網點覆蓋密度與售後服務力度，並開發自助服務網點1,500餘個，有效提升售後服務水平。

為提高客戶服務水平，本集團對客服相關崗位人員（如客戶服務人員、代理商與服務網點售後人員進行專業能力培訓，強化客服人員的專業技術知識，提升客戶服務溝通能力。

此外，本集團主動拜訪重點客戶，定期開展用戶滿意度自測，收集用戶的真實反饋，作為改善用戶體驗的發力點。本報告期內，本集團共回訪終端客戶約4,300個，涉及30個省份，同比增長約10.25%；顧客滿意度約達90分，較二零二一年提升約4.17%。



Types of Major Customer Service Training of the Group
本集團主要客戶服務培訓類型

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



Response to customer complaint

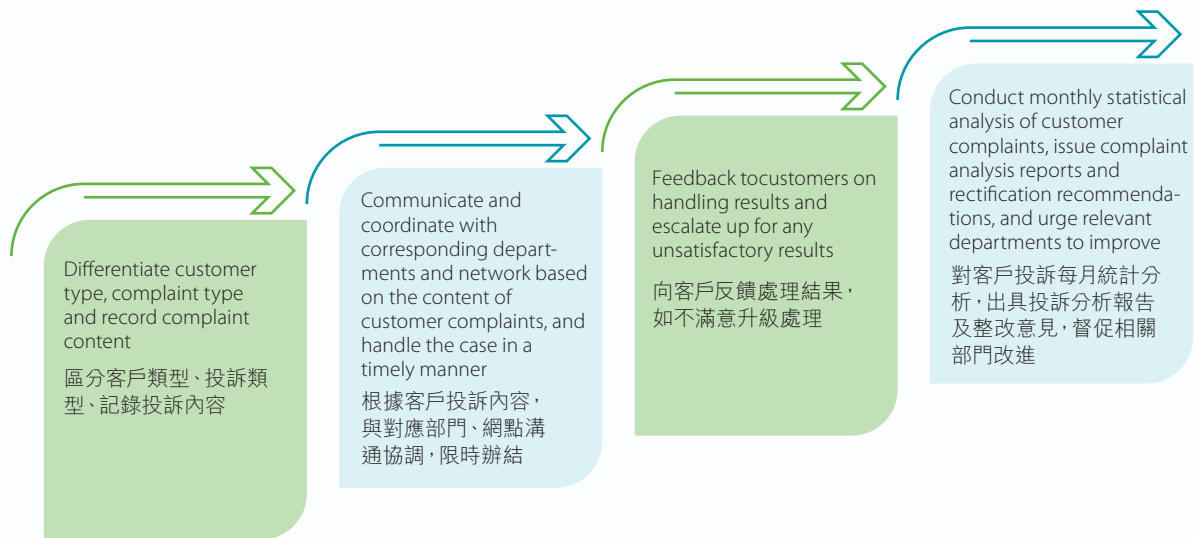
The Group follows the “Customer Complaint Handling Work System” and conducts refined and hierarchical management of customer complaints according to the severity of the complaints to ensure that customer complaints are properly handled. When customer complaints are upheld, the relevant responsible persons will be held accountable, punished and publicly criticised in accordance with relevant systems.

During the Reporting Period, on the basis of traditional complaint channels, the Group continued to expand communication channels with customers with the establishment of customer-exclusive WeChat service platform and online user complaint channel and provision of “one-to-one” services, so as to resolve customer problems in . During the Reporting Period, the 72-hour settlement rate was 92%, showing an upward trend for four consecutive years.

客戶投訴應對

本集團遵循《顧客投訴處理工作制度》，根據投訴事件的嚴重程度，對顧客投訴進行精細化分級管理，確保妥善處置顧客投訴問題。針對客戶投訴成立的情況，本集團將根據相關制度對相關負責人追責、處罰及通報批評。

本報告期內，本集團在傳統投訴渠道的基礎上，持續拓展與客戶溝通渠道，增加專屬微信服務平台、線上用戶投訴通道，提供「一對一」服務，快速解決客戶難題。本報告期內，投訴72小時結案率92%，連續4年呈上升趨勢。



Customer Complaint Handling Process of the Group
本集團客戶投訴處理流程

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務

Customer rights and interests

With a responsible attitude towards consumers, the Group strictly abides by the Advertising Law of the PRC and other laws, regulations and national standards to protect consumers' right to information and right to choose. The Group arranges monthly training on compliance marketing themes for marketing personnel to regulate their advertising practises in the marketing process. In addition, the Group also conducts centralised training and regional meetings for the Company's agents to enhance their knowledge and awareness of compliance in terms of market operation rules, legal risks of market competition and advertising and marketing.

The Group attaches great importance to security and privacy protection of customer information, and regulates the process of accessing customer information. The Group has established corresponding measures to protect customer privacy information in the process of collecting, storing and accessing customer information to strictly protect the personal information of each customer.

As a leading enterprise in the industry, the Group actively participates in and promotes the after-sales service standards of the electric bike industry, and cooperates with the China Bicycle Association and other industry organisations to protect the legitimate rights and interests of consumers. In 2021, the Group participated in the drafting of the group standard of the "After-sales Service Standards for Electric Bicycles", and actively participated in the formulation and improvement of the national standard of the "After-sales Service Standards for Electric Bicycles" during the Reporting Period.

客戶權益

本著對消費者負責的態度，本集團嚴格遵守中國《廣告法》等法律法規及國家標準，保障消費者的知情權和選擇權。本集團對營銷人員安排月度的合規營銷主題培訓，規範其在營銷過程中的宣傳規範。此外，本集團亦對代理商開展集中培訓和區域會議加強其在市場經營規則、市場競爭法律風險及廣告營銷方面的合規知識及意識。

本集團高度重視客戶的信息安全與隱私保護，規範客戶信息調取流程。本集團在客戶信息收集、儲存、調取等環節皆建立了相應的顧客隱私信息保護舉措，嚴格保護每位顧客的個人信息。

作為行業領先企業，本集團積極參與和推進電動自行車行業售後服務規範，聯合中國自行車協會等行業機構保護消費者正當權益。二零二一年，本集團參與起草了《電動自行車售後服務規範》團體標準，並於本報告期內積極參與推進《電動自行車售後服務規範》國家標準的制定與完善工作。



2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



2.3 COMMITMENT TO R&D AND INNOVATION

The Group adheres to the development mission of “Let the world use Chaowei green energy” and has always adhered to the corporate model of innovation-driven development. The Group attaches great importance to the R&D of technology and products, and continuously gains market recognition and consumer trust by virtue of the technology and innovation of products.

Intellectual property

The Group strictly abides by the Patent Law, the Trademark Law, the Copyright Law of the PRC and other intellectual property laws and regulations, and continuously improves the intellectual property protection and management system. The Group has established an internal “Patent Incentive System” to motivate technicians to apply for patents and form an interactive effect and healthy circular mechanism to promote legal protection of intellectual property rights.

While ensuring that the Group does not infringe on the intellectual property rights of others, the Group will promptly take legal actions to protect its own intellectual property rights and combat illegal acts when any infringement of the Group’s intellectual property rights is discovered.

Before product exhibitions, the Group will conduct infringement inspection on its products, packaging and other display products. The Group has established the Intellectual Property Early Warning Mechanism and the Intellectual Property Emergency Response System, which stipulate the principles and procedures for early warning and emergency response. The Group will conduct patent and trademark infringement search before product launch to eliminate risks. The Group has formulated an Internal Administrative Measures for the Collection and Feedback of Market Information on Patent Protection, which stipulates the work responsibilities of each department and the corresponding incentives. During the Reporting Period, the Group did not have any infringement of intellectual property rights of others.

During the Reporting Period, the Group was granted 10 invention patents and 18 utility model patents and published 5 papers, including 3 in Journal of Energy Storage/SCI, 1 in national core journal and 1 in a provincial journal.

2.3 篤志研發創新

本集團秉持以「讓全球都用上超威綠色能源」為發展使命，一直堅持創新驅動發展的企業模式，高度重視技術產品研發，憑藉產品的技術與創新不斷贏得市場的認同和消費者的信賴。

知識產權

本集團嚴格遵守中國《專利法》、《商標法》及《著作權法》等知識產權相關法律法規，不斷完善知識產權保護和管理制度。本集團在內部設立《專利獎勵制度》，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。

本集團在確保不侵犯他人知識產權的同時，當發現市場上有侵犯本集團知識產權的行為時，及時以法律手段維護自身知識產權和打擊不法行為。

本集團在參加產品展會前，均對產品、外包裝等展示品進行侵權情況排查，並建立《知識產權預警機制》及《知識產權預警應急制度》，規定預警應急原則、程序等。在產品上市前進行專利、商標侵權檢索，排除風險。本集團內部制定《對專利保護的市場情報收集反饋管理辦法》，規定各部門工作職責及相應的獎勵辦法。本報告期內，本集團未發生任何侵犯他人知識產權的事件。

本報告期內，本集團共有授權發明專利10件，實用新型專利18件，發表論文共5篇，其中在Journal of Energy Storage/SCI 3篇、國家核心期刊1篇及省級刊物1篇。

2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務

Innovation achievements

The Group continues to promote technological innovation, product innovation, manufacturing innovation and management model innovation, and has established a complete product research and development system. Based on the product research and development centre and the product research and development team, the Group has reserved strong technical strength. During the Reporting Period, with its strong scientific and technological innovation strength and outstanding achievements, the Group was successfully listed in the “Top 500 National Scientific and Technological Innovation Enterprises”. While striving to promote its internal innovation capability, the Group also joins hands with leading international and domestic institutions of higher education in technology, including Wuhan University, Tsinghua University and Zhejiang University, to collaborate on research and development and contribute to the healthy development of the industry.

The Group has also been named as the “National Model Enterprise of Technological Innovation” (國家技術創新示範企業) and the “National Model Enterprise of Intellectual Property” (國家知識產權示範企業), and has established a number of technology innovation platforms, including a national-recognised enterprise technology center, a national-accredited laboratory, a national environmental protection engineering technology center, a provincial key research institute, an academican 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 a number of technology and R&D centers overseas.

創新成果

本集團持續推進技術創新、產品創新、製造創新及管理模式創新，建立了一套完整的產品研發體系，以產品研發中心和產品研發團隊為基礎，儲備強大的技術實力。本報告期內，本集團憑藉強勁的科技創新實力和突出成果，成功上榜「全國科技創新企業500強」。本集團在努力推動企業內部創新能力的同時，聯合國際、國內具有技術專業領先的高等院校如武漢大學、清華大學及浙江大學合作攻關，助力行業的健康發展。

本集團亦為國家技術創新示範企業及國家知識產權示範企業，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，並在海外建立了多家技術研發中心。



2. Excellent Quality, Craftsmanship and Service 卓越品質，匠心產品服務



Graphene application technology development 石墨烯應用技術開發

- Successfully solved the graphene in lead alloy fusion technology, and supplemented with other innovative technology, successfully developed a set of high price-performance products with a service life of more than two times the national standard.

成功解決石墨烯在鉛合金中的鎔合技術，同時輔以其他創新技術，研發成功集使用壽命達到了國家標準2倍以上的高性價比產品。

Energy storage battery development 儲能型電池開發

- Development of a long-life lead-carbon energy storage battery pack for power generation, with a battery cycle life of over 2,000 cycles.

開發長壽命電力用鉛炭儲能電池組，其電池迴圈壽命達到了2,000次以上。

Motive battery technology development 動力電池技術開發

- The first newly developed and successful composite lead wire battery collector technology, which has the technical characteristics of low cost, high power and long life, and is favorable to the high-power power battery manufacturing.

首家全新開發成功複合鉛絲電池集流體技術，該技術具有低成本、高功率、長壽命的技術特徵，有利大功率動力電池上製造。

Technology Innovation Results of the Group

本集團技術創新成果



Top 500 National Scientific and Technological Innovation Enterprises
全國科技創新企業500強

3. Low-Carbon and Environmental Protection, Consolidating the Green Foundation

低碳環保，夯實綠色根基



The Group always regards green operation as the foundation of high-quality corporate development and unswervingly follows the ecological development path of green, low-carbon and recycling. Relying on its technological advantages in the field of green energy, the Group continues to reduce the impact of its operations on the environment.

本集團始終將綠色運營作為企業高質量發展的根基，堅定不移走綠色、低碳、循環的生態發展之路。本集團依托在綠色能源領域的技術優勢，持續減少自身運營對環境造成的影響。

3.1 CARRY OUT ENVIRONMENTAL MANAGEMENT

While focusing on corporate development, the Group complies with relevant laws and regulations on environmental management, improves the environmental management system, and actively carries out environmental management. The Group adheres to the concept of green development in production and office to achieve green production and operation and practise the concept of green and sustainable development.

3.1 開展環境管理

本集團在專注企業發展的同時，遵守環境管理相關法律法規要求，健全環境管理制度體系，積極開展環境管理工作。本集團在生產及辦公中堅持綠色發展理念，做到生產經營綠色化，踐行綠色可持續發展觀。

The Group has set four major environmental objectives as the guiding direction for future environmental management. The Group will implement more efficient environmental management initiatives based on the existing management efforts to help achieve its environmental objectives.

本集團制定了四大環境目標作為未來環境管理的指導方向，本集團將在現有管理工作的基礎上實施更高效的環境管理舉措，助力達成環境目標。



Emission target
排放量目標

Practice low-carbon business philosophy, promote low-carbon technologies and clean energy applications, reduce greenhouse gas emissions; emphasise R&D and application of emission reduction technologies, improve our ability to cope with climate change, and focus on green and low-carbon development.

踐行低碳經營理念，推動低碳技術及清潔能源應用，降低溫室氣體排放；重視減排技術研發和應用，提高氣候變化應對能力，著力於綠色低碳發展。



Energy use efficiency target
能源使用效益目標

Improve energy use efficiency, strengthen the basic energy management, carry out targeted technological innovation, reduce energy consumption intensity; optimise the energy structure, actively use clean energy, and gradually reduce the consumption of gasoline, diesel, natural gas and other energy.

提高能源使用效益，強化能源基礎管理，開展針對性技術革新，降低能耗強度；優化能源結構，積極使用清潔能源，逐步減少汽油、柴油、天然氣等能源消耗。



Waste reduction target
減廢目標

Integrated waste management in accordance with the principles of reduction, harmlessness and resourcefulness, optimise waste disposal; explore green packaging solutions, promote waste reduction and recycling, and enhance waste management capabilities.

按照減量化、無害化和資源化原則進行廢棄物綜合管理，優化廢棄物處置；探索綠色包裝解決方案，推動減廢及回收工作，提升廢棄物管理能力。



Water efficiency target
用水效益目標

Reduce the consumption of water resources, improve the comprehensive use of water resources, strengthen the management of water resources in business processes, promote water conservation techniques, actively explore optimised water treatment technologies, promote the use of recycled water and improve water management standards.

降低水資源消耗，提升水資源綜合使用效益，加強業務流程中的水資源管理，推廣節水工藝，積極探索優化水處理技術，促進循環水利用，提高用水管理水平。

Environmental Objectives of the Group 本集團環境目標

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基

Environmental management

- Environmental management system**

The Group strictly abides by the Environmental Protection Law, the Law on the Prevention and Control of Atmospheric Pollution, the Law on the Prevention and Control of Water Pollution, the Law on the Prevention and Control of Environmental Pollution by Solid Waste, the Civil Code of the PRC and other relevant laws and regulations to ensure efficient environmental management.

The Group has formulated programmatic documents such as the Safety and Environmental Protection Inspector Supervision Management System, the Chaowei Group Occupational Health Management System, and the Chaowei Group Monitoring and Management System to minimise the impacts on the environment and natural resources, and to ensure the effective operation of the environmental management system. In order to coordinate environmental management, the Group has set up the Safety And Environmental Protection Department at the headquarter to unify the management and guidance of safety and environmental issues in each subsidiary and branch, and set up the Safety And Environmental Protection Division at each subsidiary and branch, with professional personnel managing safety, environmental protection and occupational prevention work.

With reference to the standard requirements of ISO 14001 Environmental Management System, the Group has established an internal environmental management system. As at the end of the Reporting Period, all subsidiaries of the Group have carried out environmental management work and obtained certification, except for 3 subsidiaries which are in the process of obtaining the environmental management system certificates.



Environmental Management System Certification ISO 14001
ISO 14001環境管理體系認證

環境管理

- 環境管理體系**

本集團嚴格遵守中國《環境保護法》、《大氣污染防治法》、《水污染防治法》、《固體廢物污染環境防治法》及《民法典》等相關法規政策，保證環境管理工作高效開展。

本集團制定了《安全環保職防督查管理制度》、《超威集團職業衛生管理制度》及《超威集團監測管理制度》等綱領性文件，盡量減少對環境及自然資源的影響，並確保環境管理體系的有效運行。為統籌環境管理，本集團在總部設置安環部，統一管理、指導各子分公司安環事宜，在各子分公司設置安環科，由專業人員管理安全、環保、職防工作。

參照ISO 14001環境管理體系標準要求，本集團建立了內部環境管理體系。截止本報告期末，除了3家子公司正在安排環境管理體系證書考核外，本集團各子公司均進行了環境管理認證工作，並取得證書。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基

- **Environmental management audit**

The Group conducts regular internal audit and external audit to verify the operation of the environmental management system of each subsidiary and branch, and conducts a comprehensive audit at least once a year to identify the environmental factors in the business process and their environmental impact.

- **環境管理審核**

本集團定期開展內部審計和外部審核以驗證各子分公司環境管理體系運行情況，每年至少進行一次全面審計，識別業務流程中的環境因素及其環境影響。



Identify and update environmental factors
識別和更新環境因素



Evaluate compliance with laws and regulations
評價對法律法規的遵循情況



Formulate systems for hazardous substance control, resource and energy control, etc.
制定有害物質控制、資源能源控制等制度



Establish emergency procedures and contingency plans and evaluate their feasibility
建立應急程序和應急預案，並評價其可行性

The Main Contents of the Environmental Management Audit of the Group 本集團環境管理審核主要內容

- **Environmental management training**

During the Reporting Period, the Group organised more than 500 environmental training activities for its employees, with 58,000 participants, among which the Group organised several training sessions on wastewater and exhaust gas treatment technology, and conducted concept interpretation and device process introduction for the heads of the safety and environmental system of the headquarter and subsidiaries and branches to strengthen the environmental management concept of all employees.

- **環境管理培訓**

本報告期內，本集團為員工舉辦了逾500次環境培訓活動，員工參與人數達58,000人次。其中本集團多次組織廢水及廢氣處理技術培訓，向總部及各子分公司安環系統負責人，進行概念解讀和裝置流程介紹，強化全體人員環境管理理念。

- **Environmental impact monitoring**

The Group organises environmental impact monitoring twice a year. For exhaust gas generated in the production and operation process, the Group conducts monitoring around the plant area, collects samples and entrusts qualified third parties to conduct analysis and laboratory tests. During the Reporting Period, the Group commissioned a third party to investigate the lead-acid system site, issue test results and analysis reports, and take corresponding measures to reduce environmental impact according to the reports.

- **環境影響監測**

本集團每年組織兩次環境影響監測，針對生產經營過程中的廢氣，對廠區周邊進行監測，採集樣品並委託有資質的第三方進行分析化驗。本報告期內，本集團委託第三方單位對鉛酸系統場地進行調查，出具檢測結果和分析報告，根據報告採取相應措施降低環境影響。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基



Green production

The Group strictly abides by the Law on the Prevention and Control of Atmospheric Pollution, the Law on the Prevention and Control of Environmental Pollution by Solid Waste, the Law on the Prevention and Control of Water Pollution of the PRC and other laws and regulations to carry out pollutant management and practise green production. The Group carries out strict emission management, combining scientific design and equipment control to ensure that all pollutants are treated in compliance with regulations and discharged in accordance with the standards.

- **Exhaust gas management**

The major air pollutants generated by the Group during the production process include lead and its compounds, acid mist, nitrogen oxides, sulphur dioxide, greenhouse gases, particulate matter, volatile organic compounds, etc. The Group has taken targeted measures for exhaust gas treatment to achieve its emission target, such as adopting the advanced three-level lead fume and lead dust ultra-high efficiency purification system to treat lead and its compounds, installing a fully automatic sealed adhesive system and equipping acid mist absorption device to treat acid mist, and the emission concentration of treated exhaust gas is far lower than the current national standards.

綠色生產

本集團嚴格遵守中國《大氣污染防治法》、《固體廢物污染環境防治法》及《水污染防治法》等法律法規開展污染物管理工作，踐行綠色生產。本集團開展嚴格的排放管理，結合科學設計和設備控制，確保各項污染物合規處理且達標排放。

- **廢氣管理**

本集團在生產過程中產生的主要氣體污染物包括鉛及其化合物、酸霧、氮氧化物、二氧化硫、溫室氣體、顆粒物、揮發性有機物等。本集團採取了針對性措施進行廢氣治理以實現其排放目標，例如採用行業先進的三級鉛煙與鉛塵超高效淨化系統處理鉛及其化合物，安裝全自動密封配膠系統並配備酸霧吸收裝置處理酸霧，經處理的廢氣排放濃度遠低於現行國家標準。



Exhaust gas treatment facility
廢氣處理設施

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基

- **Wastewater management**

The Group is equipped with automatic total lead monitors for comprehensive monitoring wastewater discharge from each production base, including total lead, chemical oxygen demand (COD), ammonia nitrogen, etc. For lead-containing production wastewater, the Group adopts the three-level pH adjustment and flocculation and inclined plate sedimentation method for treatment. The treated wastewater is discharged after mechanical filtration and activated carbon adsorption.

- **廢水管理**

本集團對各生產基地廢水排放物包括總鉛、化學需氧量(COD)和氨氮等，配備了總鉛自動監測儀全方位監控。對於含鉛生產廢水，本集團採用三級pH值調節與絮凝和斜板沉澱的方法進行處理，處理後的廢水經過機械過濾和活性炭吸附後達標排放。



Wastewater treatment facility
廢水處理設施

- **Waste disposal**

The Group has established a prevention and control system covering the whole process from waste generation, collection, storage, transportation to disposal and utilisation. For solid wastes such as lead mud, lead slag, waste batteries and waste electrode plates generated during the production and operation process, the Group strives to reduce loss and waste from the source through technological innovation, collect and store them in a reasonable manner, and entrust qualified units to transfer and dispose of the hazardous wastes generated, so as to achieve effective monitoring and management of solid wastes.

- **廢棄物處置**

本集團建立了從廢棄物產生、收集、貯存、運輸到處置利用全過程的防治制度。對於生產運營過程中產生的鉛泥、鉛渣、廢電池、廢極板等固體廢棄物，本集團從源頭減廢，通過技術革新減少損耗浪費，合理收集並分類存放，委託有資質的單位對產生的危險廢棄物進行轉移處理，實現對固體廢棄物的有效監測管理。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基



Green office

The Group adheres to the concept of green office and guides all employees to practise green and low-carbon office. The Group has formulated the Employee Handbook of Chaowei Power Group Co., Ltd. and the 6S Office Management System of the Headquarter of Chaowei Group to standardise the management of green office, and has conducted regular inspection and feedback the implementation to strengthen the awareness of energy conservation and environmental protection of all employees and to create a harmonious and low-carbon working environment.

綠色辦公

本集團秉持綠色辦公的理念，引導全體員工踐行綠色低碳辦公方式。本集團制定了《超威電源集團有限公司員工手冊》和《超威集團總部辦公6S管理制度》對綠色辦公進行規範管理，定期檢查和反饋落實情況，強化全體員工的節能環保意識，營造和諧低碳的工作環境。

Post labels such as water saving and electricity saving to enhance employees' awareness of environmental protection

張貼節水節電標示卡，加強員工環保意識

Limit the use of lights and air conditioning to reduce power consumption

限制燈光及空調使用，減少電力消耗

Promote paperless office by using office automation software, DingTalk and other platforms for document processing

利用OA辦公室系統、釘釘等平台進行文件處理，推行無紙化辦公

Strengthen vehicle management to reduce exhaust emissions

加強車輛管理，減少尾氣排放

Hold low-carbon and green office spirit promotion activities

舉辦低碳、綠色辦公精神宣貫活動

The Group's Green Office Measures
本集團綠色辦公舉措

3.2 MANAGEMENT OF RESOURCES UTILISATION

Adhering to the mission of "advocating green energy and perfecting human life", the Group strictly abides by the Water Law, the Law on Promoting Clean Production of the PRC and other relevant laws and regulations, and is committed to optimising the resource management system, improving resource management measures and achieving reasonable resource allocation.

3.2 資源使用管理

本集團秉持「倡導綠色能源，完美人類生活」的使命，嚴格遵守中國《水法》、《清潔生產促進法》等相關法律法規，致力於優化資源管理體系，完善資源管理措施，實現資源合理配置。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基

Energy conservation and emission reduction

The Group strictly complies with the Law on Energy Conservation of the PRC, and formulates and implements systems such as the Energy Saving Management System and the Energy Measuring Management System based on its actual situation. The Group has implemented standardised management of resource use, improved energy efficiency and reduced greenhouse gas emissions.

The Group conducts regular energy consumption analysis to strengthen the basic management of energy; adopts clean energy such as solar energy to optimise energy structure; promotes the use of energy-saving motors and LED energy-saving lamps, eliminates high-energy-consuming equipment, and carries out targeted energy-saving technological innovation. At the same time, the Group raises the energy-saving awareness of all employees through various energy management trainings, and at the same time formulates energy-saving assessment forms to incorporate energy-saving and consumption-reducing indicators into the medium and long-term corporate goals and responsibilities.

Water resources management

The Group attaches great importance to the management of water resources throughout the industrial process and makes unremitting efforts to protect water resources. The Group implements a strict management system, allocates water consumption indicators on a monthly basis, actively carries out water-saving projects, reduces water resource consumption, and enhances the comprehensive utilisation efficiency of water resources, thus fulfilling the commitment and responsibility of a water-saving enterprise.

During the Reporting Period, the Group has not encountered any problems with accessing water resources, while the Group also strengthened the maintenance of various water-consuming equipment and facilities, improved and upgraded the pipeline network of the industrial park, and installed additional cooling and recycling water towers for reusing recycled water.

Packaging materials management

The packaging materials used by the Group include plastic shells and outer packaging of partition papers. The Group actively explores green packaging solutions, gives priority to recyclable and degradable packaging materials, and carries out recycling and reuse of packaging materials to reduce resource consumption and effectively protect the environment.

節能減排

本集團嚴格遵守中國《節約能源法》，結合自身實際情況制定並執行《節能管理制度》及《能源計量管理制度》等制度，實施規範系統的資源使用管理，提高能源利用效率，減少溫室氣體排放。

本集團定期開展能耗分析，強化能源基礎管理；採用太陽能等清潔能源，優化能源結構；推行節能電機、LED節能燈的使用，淘汰高能耗設備，開展針對性節能技術革新。同時，本集團通過各類能源管理培訓，提高全體員工的節能意識，同時制定節能考核表，將節能降耗指標納入企業中長期目標責任中。

水資源管理

本集團重視整個產業過程中的水資源管理，為水資源保護做出不懈努力。本集團實施嚴格的管理制度，按月分配用水指標，積極開展節水項目，減少水資源消耗量，提升水資源綜合使用效益，踐行節水型企業的承諾與擔當。

本報告期內，本集團未在求取水源方面有相關問題，同時亦加強對各類耗水設備設施的維護保養，對園區管網進行完善提升，增設多台冷卻循環用水塔，實現循環用水重複利用。

包材管理

本集團所使用的包裝材料包括塑殼和隔板紙外包裝。本集團積極探索綠色包裝解決方案，優先選用可循環和可降解的包裝材料，開展包裝材料返廠回收再利用工作，減少資源消耗，有效保護環境。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基



During the Reporting Period, the Group continued to reduce the environmental impact of its own operations and establish a green brand image by establishing a sound environmental management system and applying advanced cleaner production technologies.



In respect of cleaner production, the Group actively carried out targeted pollution prevention work, adopted industry advanced three-stage ultra-high efficiency purification system to treat exhaust gas, optimised wastewater treatment methods and strengthened waste management, which **reduced emission of nitrogen oxides and sulfur oxides by approximately 11.2% and 7% respectively.**

本報告期內，本集團通過建立完善的環境管理體系、應用先進的清潔生產技術，持續降低自身運營對環境的影響，樹立綠色品牌形象。

在清潔生產方面，本集團積極開展有針對性污染防治工作，採用行業先進的三級超高效淨化系統處理廢氣，優化污水處理方式，強化廢棄物管理，為公司**減少氮氧化物及硫氧化物排放量約11.2%及7%**。



In terms of energy saving and consumption reduction, the Group advocated the use of green energy, carried out targeted technical innovation, and incorporated energy saving and consumption reduction targets into the medium and long-term target responsibilities of the Group, with **diesel consumption dropping by approximately 50 tonnes.**

在節能降耗方面，本集團倡導綠色能源使用，開展針對性技術革新，將節能降耗指標納入企業的中長期目標責任中，**柴油用量下降約50噸**。



In terms of green office, the Group guided all employees to practice green and low-carbon office and committed to create a green and low-carbon working environment for the whole Group, **saving nearly 100,000 in paper consumption.**

在綠色辦公方面，本集團引導全體員工踐行綠色低碳辦公方式，致力於營造全集團綠色低碳的工作環境，**節約用紙近10萬張**。



In terms of environmental protection promotion, the Group continued to enhance its efforts in environmental protection and actively conducted training related to environmental management to strengthen the concept of environmental protection for all staff and green development of the Group. The Group organised **more than 500 training sessions on environmental protection**, with increasing number of participants.

在環保宣貫方面，本集團持續加大環保投入，積極開展環境管理相關培訓，強化全員保護環境、集團綠色發展的理念。本集團的**環境保護培訓次數超過500場次**，開展環保宣貫人次持續增加。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基

3.3 RESPONDING TO CLIMATE CHANGE

The Group is well aware that climate change has a significant impact on business operations, and enterprises can also play an important role in addressing climate change. Therefore, the Group is committed to achieving sustainable development while meeting the demand for high-quality products.

To address the major threat posed to the human society by global climate change, the Group identifies the negative impact of corporate decisions and activities on the climate environment based on its own business operation characteristics, formulates response plans and countermeasures, establishes a sound emergency response mechanism, and takes measures to reduce the adverse impact of climate change.

During the Reporting Period, the Group actively identified the factors affecting climate change, established an emergency response system for the segments that may be affected by climate change, and formed an emergency work plan to ensure the normal operation of business in case of emergency. The Group conducts comprehensive risk screening and inspections and emergency drills in northern regions susceptible to smog and coastal regions susceptible to extreme weather events such as floods and rains to eliminate potential safety hazards.

3.3 應對氣候變化

本集團深知氣候變化對企業經營有重大影響，企業在應對氣候變化方面亦可發揮重要作用，因此本集團致力於在滿足高質量產品需求的同時實現可持續發展。

為應對全球氣候變化對人類社會構成的重大威脅，本集團根據自身業務經營特點識別企業決策和活動對氣候環境存在的消極影響，制定應對方案與應對措施，建立完善的應急響應機制，採取措施減少氣候變化的不利影響。

本報告期內，本集團積極開展氣候變化影響因素識別，針對可能受到氣候變化影響的環節建立應急響應體系，形成應急工作預案，保證在緊急狀態下業務的正常運行。本集團在易受霧霾影響的北方地區和易受洪澇、雨水等極端天氣事件影響的沿海地區進行全面風險排查，開展應急演練，消除可能產生的安全隱患。



Developing a performance rating strategy to implement emission reduction measures for smoggy weather 制定績效評級策略，落實霧霾天氣減排舉措

In order to implement emission reduction measures for smoggy weather, Henan Chaowei Power Co., Ltd. (河南超威電源有限公司), a subsidiary of the Group, has formulated a performance rating strategy, which is managed in four levels, namely A, B, C and D. According to the "Technical Guidelines for the Formulation of Emergency Emission Reduction Measures for Key Industries in Heavy Pollution Weather (2020 Revision)" and other systems issued by the Ministry of Ecology and Environment, Henan Chaowei applied for the performance classification of battery manufacturing enterprises in heavy pollution weather at the provincial level, and signed a commitment letter for the implementation of emergency emission reduction for heavy pollution weather, and was rated as a Grade A enterprise in the performance classification of battery manufacturing industry.

為落實霧霾天氣減排措施，本集團子公司——河南超威電源有限公司制定了績效評級策略，按照A、B、C、D四級進行管理，依據生態環境部《重污染天氣重點行業應急減排措施制定技術指南（2020年修訂版）》等制度，申報省級重污染天氣電池製造業企業績效分級，簽署落實重污染天氣應急減排承諾書，被評定為電池製造行業績效分級A級企業。

3. Low-Carbon and Environmental Protection, Consolidating The Green Foundation 低碳環保，夯實綠色根基



Carrying out typhoon and flood control work to improve employees' awareness of safety precaution

開展抗颱風防汛工作，提高員工安全防範意識

In order to avoid the impact of extreme weather such as heavy rainfall on normal production, the Group issued the Notice on Strengthening Safety Work of Typhoon and Flood Control, formulated the Emergency Plan for Safety Work during the Flood Period, and implemented relevant preventive measures, including checking the stability of buildings, strengthening the internal drainage capacity of the plants, dredging the underground drainage pipe network, and preparing materials for flood control and rescue. The Group also promotes safety tips on typhoon and flood control through WeChat, intranet, SMS and other forms to raise employees' awareness of ideological importance and safety precautions.

為避免強降雨等極端天氣對正常生產帶來影響，本集團下發《關於加強防颱風防汛安全工作的通知》，制定《汛期安全工作應急預案》，落實相關防範措施，包括檢查建築房屋的穩固情況，加強廠區內部排澇能力，疏通地下排水管網，準備抗洪搶險物資等。本集團還通過微信、內網、短信等多種形式宣傳防颱風防汛安全小知識，提高員工們的思想重視程度和安全防範意識。



4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



The Group adheres to the concept of “selecting, employing, nurturing and retaining talents”, improves the human resources management system, always pays attention to and protects the legitimate rights and interests of employees, and is committed to creating a healthy and safe working environment for employees. At the same time, the Group continues to broaden career promotion channels and builds a unique diversified development platform and a diversified training system to drive the sustainable corporate development with talent growth.

4.1 FOCUS ON DIVERSITY OF EMPLOYMENT

The Group always focuses on protecting the rights and interests of employees, resolutely implements the basic principles of equal employment and anti-discrimination, actively seeks benefits for them, listens to the opinions and feedback of each employee, and effectively improves their sense of belonging.

Equal employment

The Group strictly abides by the Labour Law, the Labour Contract Law of the PRC and other laws and regulations, formulates and implements internal human resources management systems such as Regulations on Employee Resignation and the Regulations on Employee Retirement of Chaowei Group. The Group opposes any form of employment discrimination, and provides equal employment and promotion opportunities for employees of different ages, genders, religious beliefs, races, nationalities and disabilities. During the Reporting Period, the Group formulated the Administrative Measures for Human Resources of Subsidiaries and Branches to provide unified regulations and hierarchical authorisation on the human resources management of the Group and its subsidiaries. During the Year, the Group had a total of 16,977 employees, of which 12% of the management were female, 129 employees had disabilities and 845 employees were from ethnic minorities.

本集團秉持「選、用、育、留」的人才理念，完善人力資源管理體系，時刻關注並保障員工合法權益，致力於為員工營造健康安全的工作環境。同時，本集團不斷拓寬職業晉升通道，構造本集團特有的多元發展平台及多樣培訓體系，以人才成長驅動企業可持續發展。

4.1 注重多元僱傭

本集團始終以保障員工權益為核心，堅決貫徹落實平等僱傭與反歧視基本原則，積極為員工謀取福利，聽取每一位員工的意見與反饋，切實提高員工歸屬感。

平等僱傭

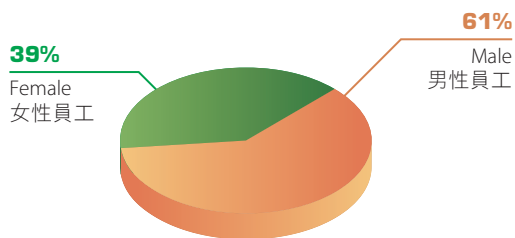
本集團嚴格遵守中國《勞動法》及《勞動合同法》等法律法規，制定並執行《員工離職管理辦法》、《超威集團員工退休管理辦法》等內部人力資源管理制度，反對任何形式的用工歧視行為，為不同年齡、性別、宗教信仰、種族、民族、殘障員工提供平等就業與晉升機會。本報告期內，本集團制定《子分公司人力資源管理辦法》對本集團及旗下公司人力資源管理內容進行統一規定、分級授權。本報告期內，本集團員工總數為16,977，女性管理層人數佔管理層總人數的12%，僱傭殘障人士129人，少數民族845人。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

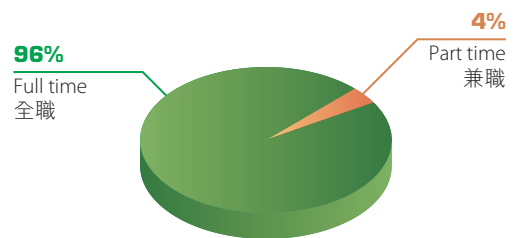


Employee's composition of the Group (as at 31 December 2022) 本集團僱員組成(截至二零二二年十二月三十一日止)

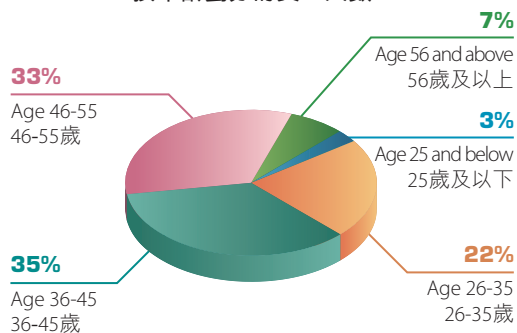
Number of employees by gender
按性別劃分的員工人數



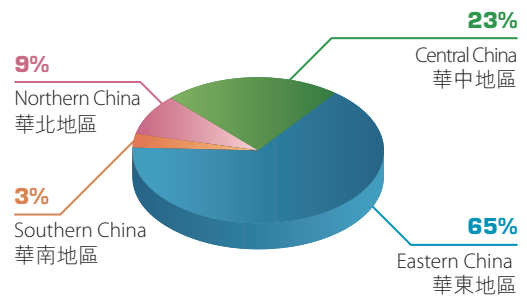
Number of employees by employment type
按僱用類型劃分的員工人數



Number of employees by age group
按年齡劃分的員工人數



Number of employees by geographical region
按地區劃分的員工人數



Staff recruitment

The Group adheres to the concept of "talent recruitment" and improves the Group's recruitment system and process in accordance with the Labour Law and the Labour Contract Law of the PRC. The Group formulates talent introduction strategy and achieves talent acquisition through campus recruitment, internal referral, online recruitment, headhunting and other recruitment channels. In terms of the introduction of high-end talents, the Group has formulated a sustainable strategy for long-term talents while taking into account short-term needs to meet the development of the Group's daily basic business. In terms of campus recruitment, the Group cooperated with Zhongnan University of Economics and Law, North University of Nationalities, China Jiliang University and other colleges and universities in the hope of achieving sustainable development of the Group's talents. As at the end of the Reporting Period, the Group recruited a total of 660 employees at entry level or above.

員工招聘

本集團以「廣納賢士」為人才招聘理念，依據中國《勞動法》、《合同法》完善集團招聘體系與流程，制定人才引進戰略，通過校園招聘、內部推薦、網絡招聘、獵頭等招聘渠道，實現人才獲取。在高端人才引進方面，本集團制定長期人才可持續戰略，同時兼顧短期需求以滿足集團日常基礎業務的開展。在校園招聘方面，本集團與中南財經政法大學、北方民族大學、中國計量大學等多所高校合作，期望實現本集團人才的可持續發展。截至本報告期末，本集團共招聘入職業務級及以上人員660人。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



Carrying out the event of “Changxing Tour for Zhilianhui • Changxing TGM College Alliance and Experts” to help talents achieve sustainable development 開展「智聯匯·長興 TGM 聯盟高校專家長興行」活動，助力人才可持續



Signing ceremony of the employment and internship base agreement
共建就業實習基地協議簽署儀式

In order to achieve the sustainable development of the Group's talents, the Group participated in the government-organised event of “Changxing Tour for Zhilianhui • Changxing TGM College Alliance and Experts”, and communicated with a number of leaders and experts such as the Research Division of Jinggangshan University on employment and internship. Under the cooperation mechanism of “Matching and Complementing”, the Group discussed employment opinions with the university, and signed an agreement with Jinggangshan University to jointly build an employment and internship base.

為實現本集團的人才可持續發展，本集團參加了政府舉辦的「智聯匯·長興TGM聯盟高校專家長興行」活動，與井岡山大學科研處等多個領導專家圍繞就業實習內容進行交流。活動以「對口匹配、優勢互補」為協作機制，本集團與校方討論就業意見，並於本次活動與井岡山大學簽訂了共建就業實習基地協議。

Employee rights and interests

The Group continued to improve the Group's remuneration and welfare system in accordance with the internal management systems such as the Regulations on Performance Management of the Chaowei Group and Regulations on Remuneration Management. During the Reporting Period, the Group completed a number of tasks such as the annual performance review targets of each department, the approval and acceptance of the salary adjustment of cadres, and implemented the salary adjustment plan of the Group's employees. In addition, in order to protect the rights and interests of employees, the Group has formulated the Regulations on Employees' Leaves to add parental leave and paternity leave, and issued the Notice on Extension of Maternity Leave and New Leave to extend maternity leave to protect the rights and interests of female employees.

The Group pays attention to and complies with relevant policies such as the Labour Law and the Provisions on the Prohibition of Using Child Labour of the PRC. In the course of employment, the Group strictly implements the Implementation Rules for Background Investigation to fully understand the authenticity of the applicant's information, verify the applicant's age, and posts the labour supervision and reporting hotline within the Group to avoid the employment of child labour and forced labour. As at the end of the Reporting Period, the Group had no incidents of child labour or forced labour.

員工權益

本集團依據內部《超威集團績效管理制度》及《員工薪酬管理辦法》等管理制度，持續完善集團薪酬福利體系。本報告期內，本集團完成各部門年度績效評審目標、幹部薪酬調整簽批與兌現等多項工作，落實了本集團員工薪酬調整方案。此外，為保障員工權益，本集團制定《員工休請假管理辦法》，增加育兒假以及陪護父母假，下發《關於延長產假及新增假期通知》延長產假，保障女性員工權益。

本集團關注並遵守中國《勞動法》及《禁止使用童工規定》等相關政策，用工過程中嚴格執行《背景調查實施細則》，全面了解應聘者資料的真實性，核實應聘者年齡，並在本集團內部張貼勞動監察舉報電話，避免童工使用與強制勞工問題。截至本報告期末，本集團未發生童工與強制勞工事件。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



4.2 SUPPORTING TALENT DEVELOPMENT

The Group regards employees as valuable assets for its sustainable development, continues to improve the employee remuneration incentive mechanism, formulates a fair and transparent employee promotion system and promotes the development of the employee training system with Chaowei characteristics to build a high-quality talent team of the Group.

Compensation and incentives

The Group fully considers the incentive effect of the remuneration system on talents, and has formulated internal policies such as the Notice on Standardising Various Special Incentives of the Group, the Financial Annual Incentive Plan for Material Control, Operating Results Incentive Plan of Subsidiaries and Branches, and the Marketing Annual Core Incentive Plan to standardise the management of remuneration and performance, take into account the market value, and establish a competitive remuneration system and employee evaluation system to attract and retain talents.

Employee promotion

The Group adheres to the strategic goal of “building a high-performance organisation”, standardises the management of “selecting, employing, nurturing and retaining cadres”, broadens the source channels of cadres, and provides support for cadre selection, ability evaluation and cadre growth.

The Group supports young cadres to join the front-line departments for rotation training and learning, increase the mobility of cadres between the headquarter, subsidiaries and branches to maintain corporate vitality. The Group also optimises the selection, training and management methods of reserve cadres, and clarify the selection conditions, quantity, structure and training methods of reserve cadres, and conducts dynamic management and compile alternative personnel list.

4.2 支持人才發展

本集團視員工為企業可持續發展的寶貴財富，持續完善員工薪酬激勵機制，制定公正透明的員工晉升制度，推進超威特色員工培訓體系發展，打造集團高質量人才隊伍。

薪酬激勵

本集團充分考慮薪酬制度對人才的激勵作用，制定《關於規範集團各類專項激勵事宜的通知》、《物控財務年度激勵方案》、《子公司經營結果激勵方案》及《營銷年度核心激勵方案》等內部政策，對薪酬與績效進行規範管理，兼顧市場價值，建立具有競爭性的薪酬體系與員工評價體系，吸引保留人才。

員工晉升

本集團秉持「打造高績效組織」的戰略目標，對幹部「選用育留」環節進行規範管理，拓寬幹部來源渠道，為幹部選拔、能力評價以及幹部成長提供支持。

本集團支持青年幹部深入一線部門進行輪崗鍛煉與學習，增加總部與分子公司之間的幹部流動，保持企業活力，同時優化後備幹部選拔、培養與管理辦法，明確後備幹部選拔條件、數量、結構、培養方式及進行動態管理，編制備選人員名單。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

Staff training

The Group has formulated the Regulations of Internal Talent Market Management, the Regulations of Appraisal and Recruitment of R&D Center Management and the Regulations on Implementation of Vocational Skills Assessment to establish a comprehensive and full-coverage talent training system for the development needs of enterprises and talents, and provide employees with full-cycle vocational training resources through the training system to promote talent growth. In addition, employees are encouraged and subsidised to attend external skills training. As at the end of the Reporting Period, the Group has provided allowances for 151 employees receiving certificates. During the Reporting Period, the Group invested a total of approximately RMB3.67 million in training, with a total of 89,429 training hours.

員工培訓

本集團制定《內部人才市場管理辦法》《研發中心職稱評聘管理辦法》、《職業技能評定實施辦法》，面向企業與人才發展需要建立全方位、全覆蓋的人才培養體系，通過培訓體系為員工提供全週期的職業培訓資源，促進人才成長。此外，本集團鼓勵員工進行外部技能學習，並提供津貼補助，截至本報告期末，本集團累計申報證書、津貼151人。本報告期內，本集團培訓總投入約人民幣367萬元，培訓總時長達89,429小時。



Employee induction training 員工迎新培訓



“New Power” training camp for new employees
「新動力」集訓營活動迎接新員工

- The Group provides three types of training for new employees, including executive induction training, marketing induction training, and non-marketing induction training. Induction training focuses on online learning, and corresponding course examinations are conducted afterwards.
本集團將社招新員工分為高管入職培訓、營銷類入職培訓、非營銷類入職培訓等三類培訓，入職培訓以線上學習為主，並在學習後進行相應課程考試。
- The Group develops a “New Power Training” programme for fresh graduates to adapt our working environment and understand the corporate culture, and internal policies through apprenticeship and internship, in order to lay a good foundation for smooth onboarding and cultivation of professionalism.
本集團為校招員工製定「新動力」培養項目，通過以師帶徒、部門實踐等方式，幫助畢業生適應工作環境，了解企業文化和內部政策，為順利入職和專業素養的培養打下良好的基礎。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



Management training 管理培訓



“Manager Empowerment Project” training camp
「管理者賦能項目」訓練營

The Group provides “Manager Empowerment Project” training covering topics such as people management, delegation skills, communication skills, strategic management to enrich employees’ management knowledge and to keep up with the latest development in the industry.

為豐富員工管理知識，緊跟行業最新發展，本集團提供「管理者賦能項目」有關人員管理、委派技巧、溝通技巧、戰略管理等主題的培訓。



Professional skills training 專業技能培訓



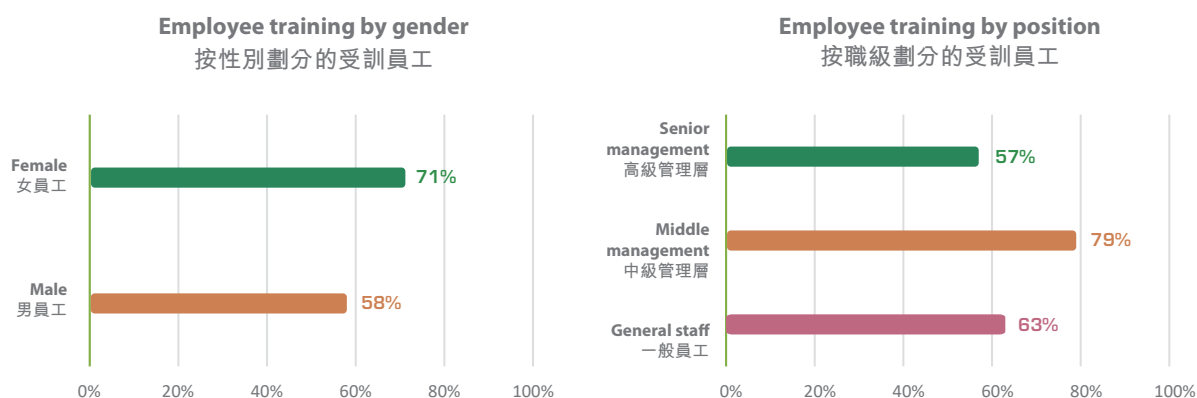
Professional skills training sessions
專業技能培訓班

The Group arranges professional skills training including computer technology, customer communication skills, project management, technical skills, etc. to enhance employees’ professional skills. During the Reporting Period, the Group offers a total of 14 training sessions on equipment, 14 training sessions on technical quality, 2 seminars for material control managers, 4 training sessions on safety and environmental protection, and 3 training sessions on general competence.

為提升員工的專業技能，本集團安排了專業技能培訓，包括電腦技術、客戶溝通技巧、項目管理、技能培訓等。本報告期內，共開設設備班14場、技術質量班14場、物控經理研修班2場、安環班4場、通用能力培訓3場。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

The Group's employee training data in 2022
二零二二年本集團員工培訓數據



4.3 CARING FOR EMPLOYEES

The Group cares for every employee, opens up communication channels for employees, provides warm corporate care and solid support, and creates a positive and dynamic working and living environment for employees.

Employee communication

The Group advocates the "culture of harmony", actively listens to the employees, pays attention to their needs, continuously improves the employee communication mechanism, and provides channels for employees to voice out, communicate and learn. The Group conveys the voices of employees and answers their concerns through staff meetings and employee satisfaction surveys. The Human Resources Department of the Group liaises with relevant departments to supervise the rectification and implementation of each department's solutions to employees' problems.

4.3 注重員工關懷

本集團用心關愛每一位員工，暢通員工溝通渠道，提供富有溫度的企業關懷與堅實支持，為員工打造有陽光、有活力的工作生活環境。

員工溝通

本集團倡導「和合文化」，主動傾聽員工聲音，關注員工需求，持續完善員工溝通機制，為員工提供發聲、交流與學習渠道。本集團通過職工大會、員工滿意度調查等方式，傳遞員工聲音、解答員工關心問題。由本集團人力資源部對接相關部門，對各部門解決員工問題進行監督整改與落實。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



The 7th Meeting of the Labour Union of Chaowei Group to smoothen communication channels for employees 超威集團工會第七次代表大會，暢通員工溝通渠道

The Group's Labour Union held the 7th meeting on 6 August 2022. The meeting summarised and reviewed the performance and experience of previous years, and clarified the work plan for the next five years. The 7th Committee of the Labour Union of the Group, the Fund Review Committee, the Female Workers Committee and the Labour Dispute Mediation Committee were elected. The Labour Union of the Group could play the role of bridge to smoothen the communication channels for employees and to unite employees, thus effectively protecting the legitimate rights and interests of employees.

二零二二年八月六日，本集團工會舉行第七次代表大會。此次大會總結回顧了之前年度的績效與經驗，同時明確未來五年的工作規劃，選舉產生了本集團工會第七屆委員會、經費審查委員會、女工委員會和勞動爭議調解委員會。本集團工會發揮橋樑紐帶作用，暢通職工交流渠道，團結廣大職工，切實維護職工合法權益。



The 7th Meeting of the Labour Union of the Group
本集團工會第七次代表大會



4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

Humanistic care

The Group firmly believes that building a healthy, active and dynamic talent team is the driving force to accelerate the development of the Group. The Group actively encourages employees to balance work and life, organises a number of employee welfare activities, and provides assistance to employees in difficulties.

Hiking activities in spring and autumn 春秋季徒步登山活動



Enriching the spiritual and cultural life of employees and releasing work pressure.
充實員工精神文化生活，釋放工作壓力。

Expressing sympathy for employees in difficulties 慰問困難職工活動



During the Reporting Period, the Group sent consolation money of RMB220,000 to 94 employees in difficulties, showing its sincere care for employees.
本報告期內，共為94名困難員工送去慰問金約人民幣22萬元，為員工送上本集團真切關愛。

人文關愛

本集團堅信，打造一支健康、積極、有活力的人才隊伍，是加快本集團發展的驅動力，本集團積極鼓勵員工平衡工作與生活，舉辦多項員工福利活動，並對困難員工進行幫扶。

Cooperating with medical institutions to carry out free medical consultation for the health of our employees 「醫企共建義診送健康」活動



Caring for the physical and mental health of employees, providing employees with disease prevention knowledge, free on-site medical consultations, medication guidance, rehabilitation, physiotherapy and other services.
關愛員工身心健康，為員工提供疾病預防知識、現場義診、用藥指導、康復理療等服務。

Summer cooling activity 夏日送清涼活動



Protecting the health of front-line employees, leaders and cadres visited the site and sent anti-heatstroke and cooling supplies such as towels, herbal tea, and cold fans to employees to express the Group's care.
保障一線員工身體健康，領導幹部親臨現場，為員工送去毛巾、涼茶、冷風機等防暑降溫物資，表達本集團的關愛之情。

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長



4.4 SAFEGUARDING HEALTH AND SAFETY

The Group places the occupational health and safety of employees as its top priority, and has established a sound health and safety strategy. The Group has successively issued a number of management systems, standards and measures, focusing on the management of employees' occupational health and safety, and providing a strong guarantee for employees' occupational health and safety.

During the Reporting Period, the Group had no records of any work-related injuries or fatalities.

Safety management system

The Group strictly abides by the Production Safety Law, the Law on the Prevention and Control of Occupational Diseases of the PRC and the Technical Specifications for Occupational Health Supervision, and has formulated a number of internal systems such as the Emergency Plan for Production Accidents, the Compilation of Safety Production Rules and Regulations and the Operational Safety Procedures to improve the Company's occupational health and safety management system, prevent, control and eliminate occupational hazards, strengthen the supervision and management of employees' occupational health monitoring, and protect employees' health and related rights and interests. During the Reporting Period, the Group has passed the ISO 45001, ISO 18000 and other occupational health and safety system certifications.

4.4 保障健康安全

本集團將員工職業健康安全放在首位，建立健全健康與安全戰略，相繼發布多項管理制度、標準與舉措，聚焦員工職業健康安全管理，為員工職業健康安全提供有力保障。

本報告期內，本集團並無錄得任何工作相關傷亡事故記錄。

安全管理體系

本集團嚴格遵守中國《安全生產法》、《職業病防治法》、《職業健康監護技術規範》，制定《生產安全事故應急預案》、《安全生產規章制度匯編》及《安全操作規程》等多個內部制度，完善公司職業健康安全管理體系，預防、控制和消除職業病危害，加強員工職業健康監護的監督管理，保護員工健康及其相關權益。截至本報告期末，本集團通過ISO 45001、ISO 18000等職業健康安全體系認證。



ISO 45001 Occupational Health and Safety Management System Certificate
ISO 45001職業健康安全管理體系認證證書

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

In addition, the Group has set up a safety department to provide unified management and guidance on occupational health and safety of the Group's employees, which is responsible for various safety and environmental matters, regulating personnel management of safety and occupational hazards prevention.

此外，本集團設置安全部對本集團員工職業健康安全進行統一管理與指導，負責各安環事宜，規範人員管理安全、職業病防治工作。



- In accordance with the legal standards, on-the-job health monitoring is carried out at least one every year. New employees must pass the pre-employment physical examination before they join the Company, while employees must pass the physical examination before resignation. During the Reporting Period, 14,931 employees received physical examination, representing a physical examination rate of 88%.
依據法律標準，每年開展至少一次在崗健康監護，新員工入職必須經過崗前體檢合格方能辦理入職，離職員工須通過離崗體檢才可順利離職，本報告期內員工體檢人數達14,931人，體檢率為88%。



- Carry out occupational health training, safety training and emergency safety drills to ensure the length of safety training for each employee, and test the effectiveness of training through examinations to improve the emergency response capabilities of employees at all levels.
開展職業衛生培訓、安全培訓以及應急安全演練，保障每位員工的安全培訓時長，並通過考試方式檢驗培訓效果，提高各層級員工應對突發事故的應急處理能力。



- Improve the construction of safety and occupational health management system, carry out no less than one occupational health inspection and evaluation by external qualified agencies every year, and carry out no less than two supervision and monitoring every year.
完善安全職業健康管理體系建設，每年開展不少於一次委外資質機構職業衛生檢測評價，同時每年開展不少於兩次的監督監測。



- Sign the responsibility letter for employee safety objectives at each level to improve their safety responsibility according to the internal system, and at the same time ensure the safety and health of employees through equipment upgrading and transformation, optimising the production environment and reducing the number of employees involved in hazardous positions.
依據內部製度，逐級簽訂員工安全目標責任書，提高員工安全責任心，同時，通過設備升級改造，優化生產環境，減少涉害崗位用工人數，保障員工安全健康。



- Carry out safety production system management in accordance with the standardisation requirements, and basically achieve full coverage of three-level safety standardisation in all lead-acid production bases.
依據標準化要求進行安全生產體系管理，各鉛酸生產基地基本實現安全標準化三級創建全覆蓋。



- Implement the "Three Simultaneous" management regulations on occupational health for new renovation and extension projects. At present, the Group conducts inspection and evaluation once every year for existing projects, and evaluates the current status of lead-acid projects every three years.
對新改擴項目實行「三同時」職業衛生管理規定，目前本集團針對現有項目每年進行一次檢測評價，針對鉛酸項目每三年進行一次現狀評價。

Occupational Health and Safety Response Measures of the Group 本集團職業健康安全應對舉措

4. People-Oriented, Growing Together With Employees 以人為本，攜手員工成長

Safety culture building

The Group strengthens the safety culture education of employees in daily work, carries out regular safety education to ensure that safety awareness is deeply rooted in the mindset of employees to attach importance to details of each safety work, and give full play to the initiative and enthusiasm of employees in safety work. At the same time, the Group actively carries out the pilot work of improving and upgrading occupational health management, conducts safety inspection and rectification and improvement mainly on production operation procedures, hygiene habits, facility protection and other aspects, improves the knowledge and skills on protection to provide employees with a safe and high-quality working environment.

安全文化建設

本集團在日常工作中強化員工安全文化教育，定期開展安全教育，確保安全意識深入人心，讓員工重視每項安全工作的細節，充分發揮員工在安全工作中的主動性與積極性。同時，本集團積極開展職業衛生管理改善提升試點工作，主要對生產操作規程、衛生習慣，設施防護等多方面進行安全排查與整改提升工作，提高防護知識技能，為員工提供安全優質的工作環境。



Carrying out the activity of “Promoting Safety Culture Knowledge and Building Chaowei Security Great Wall” to enrich employees’ safety culture knowledge and skills

開展「宣傳安全文化知識、共築超威安防長城」活動，豐富員工安全文化知識與技能

In order to strengthen the safety awareness of employees, the Group organised safety knowledge competitions and safety drills. With the theme of “Promoting Safety Culture and Knowledge while Building the Great Wall of Safety for Chaowei”, the competition promoted safety knowledge on production and daily life through on-site Q&A session. At the same time, the Group inspected the use of fire-fighting equipment by employees, so as to cultivate their courage and ability to eliminate danger in case of fire.

為加強員工安全意識，本集團組織開展安全知識競賽及安全技能实操活動，大賽以「宣傳安全文化知識、共築超威安防長城」為主題，通過現場答題方式普及生產生活安全知識，同時考察員工使用消防器材的情況，鍛煉員工遇到火災時消滅險情的勇氣和能力。



Safety knowledge competitions and safety drills
安全知識競賽及安全技能实操活動

5. Working Together to Build a Warm Community 同心協力，共建溫暖社區



In the process of development, the Group strives to achieve both social and corporate benefits, and works with industry partners to create a sustainable supply chain. At the same time, the Group continues to deepen its efforts in rural construction and pandemic prevention and control, organises its employees to participate in social welfare projects, empowering people's livelihood with its own actions.

5.1 COMBATING COVID-19

In the face of the severe pandemic prevention situation, the Group has made concerted efforts to actively implement scientific pandemic prevention and control and build a "anti-pandemic protection net". At the same time, the Group always pays attention to the medical workers and volunteers who stayed in the frontline positions during the fight against COVID-19, and strives to protect their physical and mental health. In the subsequent nucleic acid testing for all employees, the Group established a nucleic acid testing emergency team, recruited nearly 150 volunteers to participate in 35 nucleic acid tests in shifts, providing strong support for pandemic prevention and control. The Group actively cooperated with the pandemic prevention and control screening work, completed the screening and reporting of 523 people, and continuously strengthened the training of staff's emergency response capacity for pandemic prevention.

5.2 CONTRIBUTION TO RURAL REVITALISATION

The Group actively responds to the national call to promote rural revitalisation, consolidates the foundation and effectiveness of poverty alleviation, and provides support for education revitalisation and industrial revitalisation. In 2016, the Group established the Chaowei Care Fund, to support the development of rural revitalisation, and persistently contribute to rural revitalisation through practical actions. During the Reporting Period, the Group donated a total of RMB3,808,000 in rural revitalisation, and ranked first in the 4th Huzhou Charity Donation Award.

During the Reporting Period, the Group financially contributed RMB603,000 to a total of 20 associates and end-users. The financial contributions were mainly used for assisting associates and end-users suffering from sudden fires and sudden serious illnesses and providing financial support to them.

本集團在發展過程中努力實現社會效益與企業效益的雙豐收，攜手行業合作夥伴，打造可持續供應鏈。同時，本集團持續深耕鄉村建設與疫情防控工作，組織員工參與社會公益事業，用自身行動賦能社會民生。

5.1 抗擊新冠疫情

面對嚴峻防疫形勢，本集團眾志成城，積極落實科學防疫管控，築牢「抗疫防護網」。同時，本集團時刻關注抗擊新冠肺炎期間堅守一線崗位的醫務工作者與志願者們，努力守護他們的身心健康。於後期全員核酸檢測中，本集團成立核酸檢測應急小組，招募近150名志願者，輪班參與35場核酸檢測，為疫情防控工作提供有力支持。本集團積極配合疫情防控排查工作，共完成523人次的排查與報送，不斷加強員工防疫應急反應能力的培養。

5.2 貢獻鄉村振興

本集團積極響應國家號召，努力推進鄉村振興，鞏固脫貧基礎、成效，為教育振興、產業振興提供支持力量。二零一六年，本集團出資成立超威關愛基金，支持鄉村振興事業的發展，並堅持不懈地通過實際行動來助力鄉村振興。本報告期內，本集團在鄉村振興方面共捐贈約人民幣380.8萬元，並在第四屆湖州市「慈善機構捐贈獎」位列榜首。

本報告期內，本集團發放約人民幣60.3萬元的關愛基金，主要用於救助聯營商和終端商突發性火災、突發性重疾等，為聯營商、終端商提供資金支持，累計幫扶聯營商、終端商20家。

5. Working Together to Build a Warm Community 同心協力，共建溫暖社區



Glorious Scholarships Donation Ceremony
「光彩助學」捐贈儀式

The Glorious Scholarships Donation Ceremony jointly held by Changxing County Charity Federation, the Group and other departments was successfully held in Wenchuan County on 23 August 2022. The donation activity aimed to help students in need in Wenchuan to complete their studies and promote national sentiment. Starting from 2022, the Glorious Scholarships subsidised RMB400,000 for supporting 20 college students in need until they graduate from colleges.

During the Reporting Period, the Group held the 2022 Glorious Scholarships Donation Ceremony at Xiaopu Primary School, providing financial assistance to Xiaopu Primary School, Xiaopu Secondary School, Baoqiao Primary School and the children of the Group's employees in difficulties in Changxing County, and subsidising 90 impoverished students with a total of RMB130,000.

由長興縣慈善總會、本集團多部門聯合舉辦的「『威』風送暖、『長』來夢圓」光彩助學捐贈儀式於二零二二年八月二十三日在汶川縣圓滿舉行，本次捐贈活動旨在幫助汶川困難學生完成學業，增進民族情感。活動自二零二二年啟動，設立人民幣40萬元光彩助學資金，將資助20名困難大學生直至大學畢業。

本報告期內，本集團二零二二年光彩助學捐贈儀式在小浦小學舉行，本次活動為長興縣小浦小學、小浦中學、包橋小學以及困難職工子女等提供資金捐贈，共發放助學金約人民幣13萬元，90名貧困學子得到資助。



School-Enterprise Donation Ceremony
「校企共建」捐贈儀式

For eight consecutive years, the Group has cooperated with Baoqiao Kindergarten, Baoqiao Primary School and Lantian Primary School to participate in the "June 1 International Children's Day" celebrations to donate teaching funds to the schools. During the Reporting Period, the leaders of the Group participated in the "Together for the Future with National Ethics and Gratitude" celebration activity of Lantian Primary School and the "June 1" report activity of Baoqiao Primary School. The Group donated approximately RMB110,000 for education funds and approximately RMB90,000 for the purchase of books and sports equipment, so as to support and encourage students to become pillars of the country.

本集團連續八年與包橋幼兒園、包橋小學、藍天小學開展結對共建活動，並參與各校六一慶祝活動為學校捐贈教學經費。本報告期內，本集團領導參與藍天小學「民族風、感恩情、一起向未來」慶祝活動與包橋小學慶「六一」匯報活動，為孩子們捐贈約人民幣11萬元辦學教育經費，以及價值約共人民幣9萬元的圖書和體育用品購置經費，支持鼓舞學生成為國家棟樑。

5. Working Together to Build a Warm Community 同心協力，共建溫暖社區



Village-Enterprise donation ceremony
「村企結對」捐贈活動

The Group insisted on carrying out village-enterprise pairing-up activities and financed the infrastructure construction in several impoverished regions. The Group donated a total of approximately RMB740,000 for poverty alleviation, and purchased agricultural products from villages to help rural revitalisation.

On 3 December 2022, the Group made a donation commitment of RMB1,500,000 and signed an agreement on the charitable title sponsorship fund with a title sponsorship of RMB30,000,000 at the Conference on Promoting the Development of Charity and Promoting Common Prosperity in Changxing County to help build a “prosperous and beautiful Changxing”.

本集團堅持開展村企結對共建活動，對多個貧困地區基礎設施建設進行資助，累計捐贈幫扶資金約人民幣74萬元，同時購買結對幫扶村的農產品，助力鄉村振興。

二零二二年十二月三日，長興縣推進慈善事業發展促進共同富裕大會召開，助力「富美長興」，本集團在會上認捐資金人民幣150萬元，並簽署《留本捐息慈善冠名基金協議》，冠名金額人民幣3,000萬元。



5. Working Together to Build a Warm Community 同心協力，共建溫暖社區



5.3 ENGAGE IN COMMUNITY WELFARE

The Group adheres to the charity concept of “bringing together love from all over the world and warm the hearts of all people”, strictly abides by the Charity Law of the PRC, and has formulated the “Excellent Volunteer Selection System of Chaowei Group (Draft)” internally to manage volunteer service work, reward excellent volunteers, and contribute to social welfare through activities such as donating materials and building a caring team. During the Reporting Period, the Group contributed a total of 520 hours in volunteer service, with a total of 130 participants.

On Lei Feng Memorial Day every year, the Group organised the “Chaowei volunteers” to set up the “Battery Doctor” volunteer service team to provide services to communities and villages, including promotion of battery maintenance knowledge and after-sales testing methods, to interpret the dedication of public welfare through practical actions.

5.3 投身社區公益

本集團秉承「匯聚天下愛，溫暖萬眾心」的慈善理念，嚴格遵守中國《慈善法》，並於內部制定《超威集團優秀志願者評選制度(草案)》，對志願者服務工作進行管理，並對優秀志願者進行獎勵，通過捐贈物資、組建愛心隊伍等活動，為社會公益貢獻力量。本報告期內，本集團志願活動服務總小時數為520小時，志願活動服務總人數達130人。

本集團於每年「雷鋒日」，組織「超威志士」成立「電池醫生」志願者服務隊，深入社區與鄉村，開展電池維護知識普及及售後檢測辦法宣傳等服務活動，以實際行動詮釋公益奉獻。



Organising “Blood Donation with Love and Care” voluntary blood donation activities to bring love together 組織「獻血有情愛心無價」獻血活動，用熱血凝聚愛心

The Group actively participated in public welfare undertakings. Each department organised blood donation activities for “Spreading Love”. Employees of the Group actively participate in blood donation, providing support for the Group’s regular public welfare activities with love and care, and showing Chaowei’s sense of social responsibility and dedication to help others.

本集團積極投身公益事業，各部門組織「為愛卷袖」愛心捐血活動，本集團員工積極參與，為本集團常態化公益活動提供支持，用濃濃熱血凝聚愛心，展現超威樂於助人的社會責任感與勇於奉獻的精神。



“Blood Donation with Love and Care” voluntary blood donation activities
「獻血有情愛心無價」獻血活動

Looking Ahead

展望未來



The Group will continue to adhere to the principle of “standardised governance and efficient operation”, strengthen internal management and risk control, ensure stable and sustainable operation, strengthen the construction of governance structure, improve the level of governance and standardisation, and advocate the corporate culture of integrity and compliance.

The Group will continue to promote “technological innovation, lead the building of Chaowei new energy digital ecosystem”, focus on technological research and development and technological innovation, promote the optimisation of product structure, improve core competitiveness.

The Group will continue to implement the strategy of “taking green as the fundamental base for high-quality development”, strengthen environmental protection and resource utilisation, and implement the concept of “innovation, green and integration” throughout the entire life cycle of products, and promote green development with the role of a leading enterprise.

The Group will continue to implement the concept of “establishing a talent pool and cultivating talents”, practice the humanistic care of Chaowei, protect the rights and interests of employees, provide paths for career development, optimise human resource management, help employees realise their own value, and stimulate inexhaustible development momentum.

The Group will stand by its corporate culture of “harmony”, actively participate in public welfare and charity activities, care for disadvantaged groups, strengthen communication and cooperation with all walks of life, promote the development of public welfare, and pass on the positive energy of Chaowei.

In 2023, the Group will continue to lead the industry with the concept of “Energy for Good”, shoulder the Group’s mission of “Let the world use Chaowei’s green energy”, uphold the concept of “social responsibility is the foundation of an enterprise, the basis of operation and the way to thrive”, fulfil social responsibility with the power of science and technology for good, and achieve the goal of “time-honored brand and 100-billion sales volume” in a healthy and sustainable manner.

本集團將繼續堅持「規範治理、高效運營」的原則，強化內部管理和風險控制，確保經營穩健可持續，加強治理結構建設，提高治理和規範水平，倡導誠信守法的企業文化。

本集團將繼續推崇「科技創新，引領打造超威新能源數字化生態圈」，著眼科技研發與技術創新，以數字化產業為抓手，推動產品結構優化，提高核心競爭力。

本集團將繼續踐行「以綠色作為企業高質量發展的根本底色」戰略，加強環境保護和資源利用，在產品全生命週期中貫穿「創新、綠色、融合」的理念，以龍頭企業擔當推動綠色發展。

本集團將繼續貫徹「聚天下英才而育之」的理念，踐行超威人文關懷，保障員工權益，搭建良好的職業發展空間，優化人力資源管理，助力員工實現自我價值，激發出不竭的發展動力。

本集團將繼續堅守「和合」的企業文化，積極參與公益慈善活動，關注弱勢群體，加強與社會各界的溝通和合作，助力公益事業發展，傳遞超威正能量。

二零二三年，本集團將繼續以「能源向善」產業觀為引領，肩負「讓全球都用上超威綠色能源」的集團使命，秉持「社會責任是企業的立企之基、經營之本、興業之道」的理念，以科技向善的力量踐行社會責任，健康、可持續地走向「百年品牌與千億銷量」的宏偉目標。

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