



0 关于本组织和本报告

About The Organization And The Report

3

1 ESG 策略和实践

ESG Strategy And Practice

7

1.1 董事会声明
Board Statement

1.2 ESG 战略
ESG Strategy

1.3 ESG 目标
ESG Goals

1.4 阶段性提升计划
Phased Improvement Initiatives

2 守正创新 提升管治能力

Integrity and Innovation to Improve Corporate Governance

18

2.1 董事会及委员会
Board of Directors and Board Committees

2.2 ESG 管治
ESG Governance

2.3 业务实践
Business Practices

3 绿色向善 优化环境治理

Green for Good, Optimizing Environmental Governance

31

3.1 气候变化的风险和机遇
Risks and Opportunities of Climate Change

3.2 长期绿色发展目标和路径
Long-term Green Development Goals and Pathways

3.3 绿色产品
Green Products

3.4 绿色运营
Green Operations

3.5 绿色文化
Green Culture

4 责任包容 创造社会价值

Responsibility & Inclusion, Creating Social Value

51

4.1 幸福员工
Engage Employees

4.2 赋能客户
Empower Customers

4.3 责任采购
Responsible Supply Chain

4.4 回馈社会
Giving Back to The Community

附录

Appendix

77

泉峰控股业务单位列表
List of Business Units of Chervon Holdings (Capital Markets)

交易所《环境、社会及管制报告指引》内容索引
HKEX Environmental, Social And Governance Reporting Guidelines Content Index

GRI 内容索引
GRI Content Index

01 关于本组织

泉峰控股有限公司（以下简称“泉峰控股”、“本公司”及“其子公司”、“本集团”、“我们”）是一家注册于香港的有限责任公司，于2021年在香港联合交易所（“联交所”）挂牌上市。我们是专业从事电动工具、户外园林设备及相关行业产品研发、生产、测试、销售和售后服务的全球整体解决方案提供商。

泉峰致力于以用户为中心的创新、智能制造和构建完善的销售网络，为全球用户提供卓越品牌及产品。公司与全球诸多顶级建材超市、百货连锁店、分销商及电动工具品牌制造商建立了广泛而深入的战略合作伙伴关系，产品在全球超过100个国家销售。公司通过内部孵化及战略收购构建了广受认可的品牌家族——包括EGO、FLEX、SKIL、大有及小强五个差异化的知名品牌，全面覆盖工业级/专业级和消费级电动工具以及高端和大众户外动力设备市场，为全球的个人和专业用户提供产品与服务。



01 ABOUT THE ORGANIZATION

Chervon Holdings Co., Ltd. (hereinafter referred to as “ Chervon Holdings “, “Chervon”, “ the Company ” and “ its subsidiaries ” , “ the Group ” and “ we ”) is a limited liability company registered in Hong Kong, and listed on the Hong Kong Stock Exchange(“HKEX”) in 2021. We are a global total solution provider specializing in product development, manufacturing, testing, sales and after-sales service of power tools, outdoor power equipment (“OPE”) and related industries.

Chervon is committed to user-centric innovation, developing smart manufacturing and building a comprehensive sales and distribution network to provide global users with excellent products under popular brands. The Group has established broad and deep cooperation with many of the world’s leading home centers, department chain stores, distributors and power tool manufacturers, and its products are sold in more than 100 countries around the world. Through in-house incubation and acquisitions, the Group has developed a well-recognized brand portfolio, including EGO, FLEX, SKIL, DEVON and X-TRON, which comprehensively covers the industrial /professional and consumer power tool segment, as well as the premium and mass-market OPE segment.





愿景和使命
Vision & Mission

CHERVON®

Better Tools. Better World. 造好工具，助世界一臂之力。

我们立志通过**持续创新**，为全球用户提供**卓越的产品**，成为电动工具及户外动力设备行业锂电化、智慧化及数字化时代的**创新驱动型领导者**。

Providing **superior products** to users worldwide through **continuous innovation**, we are determined to become a **global leader** in power tools and outdoor power equipment in the lithium-ion, intelligent and digital era.



0. 关于本组织和本报告 ABOUT THE ORGANIZATION AND THE REPORT



荣誉和认可 AWARDS & RECOGNITION

凭借不懈的研发创新投入，坚定的以客户为中心价值理念，以及对员工、社会和利益相关方的持续关注，泉峰获得多项来自政府，行业，媒体和业务伙伴的认可和荣誉。

With unremitting investment in R&D and innovation, strong customer-centric value orientation, and continuous care for employees, society and stakeholders, Chervon has won recognition and awards from the government, industry, media and business partners.

我们是 we are :

- | 国家级绿色工厂 China National Green Factory
- | 国家高新技术企业 China National High-tech Enterprise
- | 国家级工业设计中心 China National Industrial Design Centre
- | 江苏省智能制造示范车间 Model Smart Factory in Jiangsu Province
- | 江苏省新能源工具工程技术研究中心
Engineering Research Center of Renewable Energy Tools in Jiangsu
- | 江苏省企业知识产权战略推进计划”承担单位
Jiangsu Provincial Strategic Development Plan for Enterprise Intellectual Property Rights
- | 中国电工工具行业龙头企业实验室
Leading Enterprise Laboratory in China's Power Tool Industry
- | 工业产品绿色设计示范企业
Green Design Demonstration Enterprise for Industrial Products

2023 所获奖项 Awards received in 2023

- | 2023年度绿色发展领军企业 2023 Green Development Leader
- | 中国优秀专利奖 China Excellent Patent Award
- | 中国外观设计银奖 China Patent Award - Silver Award for Designs
- | 国家知识产权优势企业 China National Intellectual Property Advantageous Enterprises
- | 标准化工作先进单位 Advanced Unit in Standardization Work
- | 中国人才发展平台人才发展灯塔奖 CSTD Beacon Award for Talent Development
- | 江苏省优秀企业 Outstanding Enterprise in Jiangsu Province
- | 江苏省重点培育和发展的国际知名品牌
Internationally Renowned Brands for Key Cultivation and Development in Jiangsu Province
- | 江苏省优秀首席质量官 Excellent Chief Quality Officer of Jiangsu Province
- | 江苏省质量信用AA级企业认定 Jiangsu Provincial Quality Credit AA Grade
- | 南京市五一劳动奖 Nanjing May Day Labor Award
- | 江宁区先进制造业高质量发展标兵单位
Jiangning District Advanced Manufacturing High Quality Development Pacesetter Unit
- | 沃尔玛可持续发展Giga-Guru证书 Walmart Sustainable Development Giga-Guru Certificate



0. 关于本组织和本报告

ABOUT THE ORGANIZATION AND THE REPORT



02 关于本报告

本报告是我们发布的第三份环境、社会与管治报告（以下简称“本报告”，“ESG报告”），旨在呈现泉峰控股2023年度在环境、社会与管治方面的管理实践，以及履行环境责任、社会责任方面的工作表现。

报告范围

本报告为年度报告，时间范围是2023年1月1日至12月31日。为增强报告的可读性，部分内容或资料涉及到以往年度。如无特殊说明，本报告所披露文字内容和关键绩效指标的涵盖范围与泉峰控股2023年年报相同。

报告依据

本报告内容根据联交所《环境、社会和公司治理报告指引》（以下简称“ESG指引”）、全球报告倡议组织（GRI）标准编制和撰写。按照利益相关方沟通，重大议题分析、信息收集、报告写作、管理层审定等步骤进行以确保报告内容符合重大性、量化、平衡和一致性原则。

GRI 及联交所ESG指引内容索引请参见本报告的附录。

报告发布

本报告以中英文两种语言编写，采用电子形式发布，可于香港联合交易所网站或公司官网 (<https://global.chervongroup.com>) 下载。若阁下对公司的环境、社会及管治表现有任何意见或建议，或有任何疑问，欢迎发送邮件至 esg@cn.chervongroup.com。

02 ABOUT THE REPORT

This is our third Environmental, Social and Governance report (hereinafter referred to as “this report”, “ESG report”), which aims to present Chervon Holdings’ management practices and performance in fulfilling ESG responsibilities in 2023.

Scope of the report

This is an annual report covering the period from January 1, 2023 to December 31, 2023. To enhance the readability of the report, some of the content or information relates to prior years. Unless otherwise stated, the coverage of the textual content and KPIs disclosed in this report is the same as that in Chervon Holdings’ 2023 Annual Report.

Basis of the report

The content of this report is based on the HKEX "Environmental, Social and Corporate Governance Reporting Guidelines" (hereinafter referred to as "ESG Guidelines") and the Global Reporting Initiative (GRI) standards. Following the step of communication with stakeholders, analysis on material topics, information gathering, report compilation, management review to ensure that the content of the report complies with the principles of materiality, quantitative, balance and consistency.

Please refer to the appendix of this report for the content index of GRI and the ESG Guidelines.

Publication of the report

This report is written in both Chinese and English, published in electronic form, and can be downloaded from the website of the HKEX or the official website of the Company (<https://global.chervongroup.com>). If you have any comments or suggestions on the Company's ESG performance, or have any questions, please contact us at esg@cn.chervongroup.com



1. ESG策略和实践

ESG STRATEGY AND PRACTICE

本章主要内容

CONTENT IN THIS CHAPTER

管理层致辞
Message From Senior Management

董事会声明
Board Statement

ESG战略
ESG Strategy

ESG目标
ESG Goals

阶段性提升计划
Phased Improvement Initiatives

CHERVON 泉峰



1. ESG策略和实践

ESG STRATEGY AND PRACTICE

造好工具，助世界一臂之力。泉峰控股一直致力于成为电动工具及户外动力设备行业锂电化、智慧化、数字化时代的创新驱动型领导者。这不仅是我们的使命愿景，也是对可持续发展做出的郑重承诺。

回顾过去两年的ESG工作和报告，我欣喜地看到我们在环境、社会和治理（ESG）原则方面取得了显著的进展。特别是在加强ESG治理结构和初步建立ESG管理体系方面，我们在不断奠定坚实的基础。

在此期间，我们在各个ESG方面采取了多项举措，展现了我们对可持续发展实践的承诺。从环境保护到社会责任，再到治理透明度，每一项举措都为我们创造积极影响做出了贡献。

我们期待通过技术创新引领，以负责任的态度承担对环境的责任，实现全价值链的阶梯碳减。我们深知，环境保护不仅仅是法规要求，我们的行动也不仅仅是应对环境风险，更为我们带来了广阔的业务机会和更高的经营效率。这是我们积极应对全球挑战、为所有利益相关方创造长期价值的重要一环。

我们的举措也坚持以人为本。我们致力于包容性、多元性和员工福祉，为员工创造了更加健康、安全的工作环境；为用户提供安全、高效、便捷的产品，通过深入的用户洞察和持续创新，提升用户效率和体验。

我们深知，可持续发展是企业发展的必然要求，也是实现社会责任的重要体现。展望未来，我们将继续创新、合作，坚定不移地致力于推进ESG原则在我们的业务中的应用，为可持续未来做出更大的贡献。

感谢您一直以来的支持和合作，让我们共同努力，迈向更加美好的未来。

潘龙泉
董事会主席及首席执行官

Better Tools, Better World. Chervon Holdings strives to become an innovation-driven leader in the lithium-ion, intelligent, and digital era of the power tools and outdoor power equipment industry. This is not only our mission and vision, but also a solemn commitment to sustainable development.

Looking back at our ESG work and reports over the past two years, we are delighted to see the remarkable progress we have made in terms of Environmental, Social, and Governance (ESG) principles. In particular, we have been continuously laying a solid foundation by strengthening the ESG governance structure and establishing an initial ESG management system.

During this period, we have taken multiple measures in various ESG aspects, demonstrating our commitment to sustainable development practices. From environmental protection to social responsibility and governance transparency, each of our actions has contributed to creating positive impacts.

We aim to lead through technological innovation and take responsible actions towards the environment, achieving step-by-step carbon reduction throughout the entire value chain. We are well aware that environmental protection is not merely a regulatory requirement, and our actions go beyond simply responding to environmental risks. Instead, they bring us vast business opportunities and higher efficiency. This is a crucial part of our strategy to actively respond to global challenges and create long-term value for all stakeholders.

Our initiatives are also guided by the people-oriented principle. We are committed to inclusivity, diversity, and employees' well-being, creating a healthier and safer working environment for our employees. We also strive to provide users with safe, efficient, and convenient products, and continuously improve user efficiency and experience through in-depth user insights and continuous innovation.

We firmly believe that sustainable development is an essential requirement for corporate development and an important manifestation of fulfilling social responsibility. Looking ahead, we will continue to innovate and cooperate, and unwaveringly promote the application of ESG principles in our business, making greater contributions to a sustainable future.

Thank you for your continuous support and cooperation. Let us join hands and strive towards a brighter future.

Pan Longquan
Chairman and Chief Executive Officer





1. ESG策略和实践

ESG STRATEGY AND PRACTICE

1.1 董事会声明

泉峰控股有限公司董事会（「董事会」）对集团的环境、社会及管治策略及汇报承担全部责任，负责评估及厘定集团有关环境、社会及管治的风险，并确保泉峰控股设立合适及有效的环境、社会及管治风险管理及内部监控系统。

我们设立了完善而严谨的ESG管治架构，有效推进ESG相关事务的执行与管理。董事会对可持续发展的整体方向、战略、目标、表现和报告负有最终责任，负责ESG事宜的监管，包括ESG关键议题的识别和优先次序排列、其目标承诺及实际表现监管，确保ESG理念与集团战略的融合，并安排了专门董事负责ESG工作的规划和推进，并向董事会汇报，以助其评估及梳理集团ESG的风险管理及内部控制系统，监督达成企业战略目标及提升企业ESG表现。未来，董事会将继续推动在业务营运中各项范畴的环境、社会及管治事宜，积极为利益相关方创造可持续发展的环境，缔造长远价值。

1.1 BOARD STATEMENT

The Board of Directors (“the Board”) of Chervon Holdings Limited assumes full responsibility for the Group’s Environmental, Social and Governance strategy and reporting. It is responsible for assessing and identifying the Group’s risks, and ensuring that Chervon Holdings establishes appropriate and effective ESG risk management and control systems.

To promote the implementation and management of ESG related matters, Chervon Holdings has established a comprehensive and rigorous ESG governance structure. The Board has the ultimate responsibility for the direction, strategy, objectives, performance and reporting of the Group’s sustainable development, and is responsible for the oversight of ESG matters including the identification and prioritization of key ESG issues, target commitment, actual performance monitoring of ESG matters, and ensuring the integration of ESG philosophy into the Group’s strategy . The Board has appointed a dedicated Director responsible for ESG planning and execution, as well as reporting to the Board so as to assist the Board in assessing and overseeing the Group's ESG risk management and internal control systems, monitoring the achievement of the Group's strategic objectives and improving the Group's ESG performance. Going forward, the Board will continue to promote ESG issues in all aspects of our business operations to actively create a sustainable environment for our stakeholders and create long-term value.



1. ESG策略和实践 ESG STRATEGY AND PRACTICE

1.2 ESG战略

我们清楚地认识到，企业需要关注的不仅仅是规模和利润，同时还需要在业务和投资决策中纳入环境、社会和公司治理因素，实现可持续发展的目标。履行环境，社会和管治责任也会为公司和股东创造价值，更是泉峰“助世界一臂之力”长期愿景的重要落地路径。

因此，公司将ESG融入公司战略、运营、组织和文化中，推动ESG和公司业务流程的深度融合，以使公司在管理业务和合作伙伴时，考虑到社会、环境和公司治理的影响，践行我们对可持续发展的承诺。



1.2 ESG STRATEGY

We recognize that companies must not only focus on scale and profit, but must also integrate environmental, social and governance factors into business and investment decisions to achieve sustainable development goals. Fulfilling environmental, social and governance responsibilities will also create value for the Company and its shareholders, as it is also an important way to realize Chervon's long-term vision of "building a better world".

Therefore, the Company integrates ESG into the Company's strategy, operations, organization and culture, and promotes the deep integration of ESG and the Company's business processes, so that the Company can take into account the impact of society, environment and corporate governance in managing business and partners, and practice our commitment to sustainable development.



1. ESG策略和实践

ESG STRATEGY AND PRACTICE



利益相关方参与

泉峰依据与利益相关方之间的依赖程度、权责关系、影响程度等原则，鉴别出几类主要利益相关方，包括股东、客户、员工、供货商、社会、同业和政府等。我们坚持构建多元化、无障碍的沟通机制，致力于同利益相关方建立紧密联系，通过多渠道、多方式与利益相关方开展沟通与合作。为了深入了解各方关注重点与要求，泉峰与持份者建立常态化的沟通机制，将持份者关注的议题纳入公司的运营和决策过程中，并积极响应持份者的要求和期望，同时通过识别和把握可持续发展议题带来的商业机遇，提升公司的可持续发展能力。

STAKEHOLDER ENGAGEMENT

Chervon identifies several categories of key stakeholders, including shareholders, customers, employees, suppliers, society, industry, and government, based on the degree of dependency, rights and responsibilities, and the degree of influence between Chervon and its stakeholders. We insist on building a diversified and barrier-free communication mechanism and are committed to establishing close ties with our stakeholders and communicating and cooperating with them through multiple channels and methods. In order to gain a deeper understanding of each party's key concerns and requirements, Chervon has established a regular communication mechanism with its stakeholders, incorporated their concerns into the company's operations and decision-making process, and actively responded to their requests and expectations. At the same time, We will be able to enhance sustainable development capability by identifying and seizing business opportunities arising from sustainability issues.

利益相关方 Stakeholders	沟通渠道 Communication channel	关注的议题 Topics of concern	公司内部对接部门 Department of the Company in charge and in response		
股东和投资人 Shareholders and Investors	<ul style="list-style-type: none"> 股东大会 信息披露 投资者交流会议 	<ul style="list-style-type: none"> Shareholders meeting Information disclosure Investor meeting 	<ul style="list-style-type: none"> 运营和业绩 企业管治 环境与社会责任 	<ul style="list-style-type: none"> Operation and performance Corporate governance Environment and social responsibility 	<ul style="list-style-type: none"> 董事会 投资者关系 The Board Investor relations
员工 Employee	<ul style="list-style-type: none"> 员工活动 绩效评估 员工投诉 员工工会 	<ul style="list-style-type: none"> Employee activity Performance appraisal Employee complaint Labor union 	<ul style="list-style-type: none"> 合法权益保障 薪酬福利 安全健康的工作环境 职业发展机会 	<ul style="list-style-type: none"> Protection of legitimate rights and interests Compensation and benefits Safe and healthy work environment Career development opportunities 	<ul style="list-style-type: none"> 人力资源 各业务部门 Human resource Business units



1. ESG策略和实践

ESG STRATEGY AND PRACTICE

利益相关方 Stakeholders	沟通渠道 Communication channel	关注的议题 Topics of concern	公司内部对接部门 Department of the Company in charge and in response			
客户 Customer	<ul style="list-style-type: none"> 客户满意度调查 服务热线 产品和业务会议 客户服务经理 	<ul style="list-style-type: none"> Satisfaction survey Service hotline Business meetings Service manager 	<ul style="list-style-type: none"> 产品质量 售后服务 消费者权益保护 社会环境责任 	<ul style="list-style-type: none"> Product quality After-sales service Consumer rights protection Social and environmental responsibility 	<ul style="list-style-type: none"> 销售服务 品质 	<ul style="list-style-type: none"> Sales and service Quality assurance
供货商 Supplier	<ul style="list-style-type: none"> 招投标及审核流程 供货商会议 	<ul style="list-style-type: none"> Bidding and review process Supplier meeting 	<ul style="list-style-type: none"> 供应链管理 公平竞争 订单和回款 	<ul style="list-style-type: none"> Supply chain management Fair play Order and payment 	<ul style="list-style-type: none"> 采购 	<ul style="list-style-type: none"> Procurement
社区 Community	<ul style="list-style-type: none"> 社区活动 环境保护 	<ul style="list-style-type: none"> Community activity Environmental protection 	<ul style="list-style-type: none"> 社会公益 	<ul style="list-style-type: none"> Social welfare 	<ul style="list-style-type: none"> 文化委员会 	<ul style="list-style-type: none"> Cultural committee
政府 Government	<ul style="list-style-type: none"> 政策和公文 信息报送 会议和座谈 	<ul style="list-style-type: none"> Policies and documents Information submission Meetings and symposia 	<ul style="list-style-type: none"> 遵守法律，合规经营 产业优势 节能减排 	<ul style="list-style-type: none"> Abide by the law and operate in compliance Industrial advantages Energy conservation & emission 	<ul style="list-style-type: none"> 行政部 	<ul style="list-style-type: none"> Administration department
行业 Industry	<ul style="list-style-type: none"> 行业研究院、协会交流 	<ul style="list-style-type: none"> Industry research institutes and association exchanges 	<ul style="list-style-type: none"> 行业规则 and 标准 行业合作和进步 	<ul style="list-style-type: none"> Industry rules and standards Industry collaboration and advancement 	<ul style="list-style-type: none"> 测试中心 总裁办公室 	<ul style="list-style-type: none"> Testing center CEO's office



1. ESG策略和实践

ESG STRATEGY AND PRACTICE



重要议题评估

我们重视ESG议题的识别与管理。积极了解并收集各利益相关方的意见反馈，以识别ESG重要议题并在报告中重点披露。同时，也将持续根据识别出的重要议题不断改善公司的可持续发展管理。

2023年，我们参考外部评级机构和报告标准如GRI框架，MSCI和SASB等，以及行业内外优秀企业实践，结合行业和企业的实际情况，调整丰富了公司的可持续发展议题库。并通过线上问卷结合现场访谈的调研形式，邀请内外部利益相关方对议题库中的ESG议题进行定量及定性调查。参与访谈和调研的对象包括董事及高管，各层级员工，公司客户，供应商，投资人等，通过对问卷和访谈结果的分析总结，形成了双重实质性议题矩阵和不同优先级的议题清单。

重要议题包括

- 产品与服务质量
- 职业健康与安全
- 知识产权保护和产品创新
- 商业道德
- 劳工权益
- 可持续产品
- 客户关系管理
- 信息与网络安全
- 环境政策与管理体系
- 企业管治

较重要议题包括

- 供应链管理
- 发展及培训
- 多元化与机会平等
- 水资源和废水排放
- 废弃物排放
- 税务透明度
- 能源管理
- 原材料采购
- 废气排放
- 温室气体排放

较不重要议题包括

- 社区参与和支持
- 气候变化
- 生物多样性

Less important topics

- Community support
- Climate change
- Biodiversity

Important topics

- Supply chain management
- Training & development
- Diversity & equal opportunity
- Water resource and sewage
- Waste emission
- Tax transparency
- Energy management
- Raw material sourcing
- Exhaust emission
- Greenhouse gas emission

Mostly important topics

- Product & service quality
- Occupational health and safety
- IP protection & product innovation
- Business ethics
- Labor rights
- Sustainable products
- Customer relationship
- Information and network security
- Environmental policy and system
- Corporate governance

MATERIALITY ASSESSMENT

We attach great importance to the identification and management of ESG issues. We actively understand and collect feedback from various stakeholders to identify important ESG issues and highlight them in the report. At the same time, we will continue to improve our sustainability management based on the important issues identified.

In 2023, taking into consideration external rating agencies and reporting standards (such as the GRI, MSCI and SASB) and the best practices in and outside the industry, as well as the current practices of the industry and the Company, we adjusted and enriched the Company's sustainable development topics. And through online questionnaires and on-site interviews, internal and external stakeholders are invited to complete quantitative and qualitative surveys on ESG issues in the topic pool. Participants in the interviews and surveys included directors and executives, employees at all levels, customers, suppliers, and investors, among others. Through analyzing and summarizing the results of the questionnaires and interviews, we formed a matrix of double materiality issues with different priorities.



1. ESG策略和实践

ESG STRATEGY AND PRACTICE

ESG战略框架

2023年公司开展了深入的ESG表现诊断。通过全方位对标研究进行了差距分析，结合实质性议题识别，我们形成了长期ESG的战略和分阶段有重点的提升计划。

公司战略主要包含以下主要范畴：

守正创新，提升公司管治透明度和管治能力。制度完备、责任清晰、流程驱动，道德引领是我们的管治理念。我们相信，通过与各利益相关方的顺畅沟通，公司能更好的理解各界对管治问题的关注与关切，并进行更好地改进和回应，为公司发展带来信任和尊重。

绿色向善，优化和减少对环境的潜在影响。我们通过推动开发创新绿色产品、提升运营效率，促进节能减排来减少资源的占用和碳足迹，同时鼓励和倡导员工及社区实践可持续性的生活方式，为绿色环保做出贡献。

责任包容，为员工和社会创造价值。我们秉承“以人为本”的宗旨，致力于构建与员工协同发展、彼此成就的成长模式；公司坚持“以客户为中心”的理念，通过为客户提供卓越产品和优质服务，赋能客户，赢取市场机会；树立负责任采购的意识，我们与供应链伙伴携手推动行业的可持续发展；“心怀好意、身行好事”，我们和员工将一起为社区教育和建设持续投入。

ESG STRATEGY FRAMEWORK

In 2023, the Company conducted an in-depth diagnosis of its ESG performance. Through comprehensive benchmarking research and gap analysis, combined with the identification of material topics, we have developed a long-term ESG strategy and a phased and focused improvement plan.

The Company's ESG strategic framework covers the following key areas:

Maintain integrity and innovate, to enhance corporate governance transparency and governance capabilities. Establishing comprehensive governance systems and clear responsibilities, and being process-oriented and ethics-driven, are our governance principles. We believe that through smooth communication with various stakeholders, the Company can better understand, respond to and address the concerns of all stakeholders on governance issues, thereby earning their trust and respect to support the Company's development.

Green for good, optimizing and reducing the potential impact on the environment. We contribute to green environmental protection by accelerating the development of innovative green products, improving operational efficiency, and promoting energy conservation and emission reduction to reduce resource consumption and carbon footprint. At the same time, we encourage and advocate employees and members of our communities to practice sustainable lifestyles together with us.

Be responsible and inclusive, creating value for employees and society. Adhering to the tenet of "people-oriented", we are committed to building a growth model that develops collaboratively with employees and achieves mutual success; we adhere to the concept of "customer-centric", empowering customers and winning the market by providing customers with excellent products and services; we promote responsible procurement, working with supply chain partners to support sustainable development of the industry; "do good deeds with good intentions", Chervon and our employees will continue to invest in community education and construction.



1. ESG策略和实践 ESG STRATEGY AND PRACTICE

绿色向善 Green for good

- 绿色产品 Green product
- 绿色运营 Green operation
- 绿色文化 Green culture



守正创新 Maintain integrity and innovate

- 完善架构 Optimize governance structure
- 持续优化 Continuous improvement
- 全面实践 Full practice

责任包容 Be responsible and inclusive

- 幸福员工 Engage employees
- 赋能客户 Empower customers
- 责任采购 Responsible supply chain
- 回馈社区 Give back to the society



1. ESG策略和实践

ESG STRATEGY AND PRACTICE

1.3 ESG 目标

2023年，基于对公司业务现状的梳理，以及ESG标准与同行对标，董事会和ESG管理委员会细化了ESG目标体系，并提出了中长期目标和短期考核指标。

1.3 ESG GOALS

In 2023, based on the review of the Company's business status and ESG standards as well as a peer benchmarking analysis, the Board and the ESG Management Committee refined the ESG target system and proposed mid-and-long term ESG goals and short-term performance targets.

至2030年实现范围一和范围二的碳排放减排30%¹⁾
30%¹⁾ Carbon emissions reduction by 2030 (Scope I & II)

引领园林工具行业实现绿色能源替代
Lead OPE industry in achieving green energy transformation

优化设计开发流程，提升绿色设计水平，提升产品能效和可维修性，增加循环材料的使用，减少产品开发、测试生产和使用过程中的能耗
Optimize the design and development process, enhance the level of green design, improve product energy efficiency and repairability, increase the use of recycled materials, and reduce energy consumption during product development, testing, production and use

通过提供优质创新的产品和服务持续提升客户满意度
Continuously improve customer satisfaction by providing them with great and innovative products and services

吸引和保留优秀人才，保障员工权益，激发和引导员工与公司共同成长
Attract and retain outstanding talents, protect their rights and interests, motivate and guide them to grow together with the Company

提升企业管治能力，通过合理有效的组织架构、授权机制和风险管控，保证企业的可持续发展
Strengthen corporate governance capabilities to ensure sustainable development through sound and effective governance structure, authorization arrangements and risk control mechanism

确保全面遵守商业道德和数据隐私法规
Ensure full compliance with business ethics and data privacy regulations



1) 详见34页说明。 More explanation on Page 34



1. ESG策略和实践

ESG STRATEGY AND PRACTICE



1.4 2023阶段性提升计划

结合ESG战略拟定的方向和规划，ESG管理委员会通过共识共创的研讨，综合目标，实施可行性和资源投入评估，拟定了年度的阶段性提升计划如下：

1.4 2023 PHASED IMPROVEMENT INITIATIVES

Taking into account ESG strategic direction and objectives , as well as implementation feasibility and resource commitment, the ESG Management Committee discussed and formulated the 2023 improvement initiatives ,which are set out below:





2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE

泉峰始终注重股东利益，深信健全有效的管治架构是保障股东及其他持份者权益、实现公司长期可持续发展的基石。因此，公司已采纳及应用企业管治原则及常规，着重于建设优秀的董事会、有效的风险管理及内部控制系统、严格的披露常规，以及与股东及其他持份者进行有效的沟通及互动。此外，本集团致力不断提升标准及常规，并建立稳健的合规及道德管治文化，以配合公司的业务运营。

Chervon always attaches high importance to the interests of shareholders, and firmly believes that a sound and effective governance structure is the cornerstone for protecting the rights and interests of shareholders and other stakeholders to achieve long-term sustainable development. Therefore, the Company has adopted and applied corporate governance principles and practices that emphasize a strong Board of Directors, effective risk management and internal control systems, rigorous disclosure practices, as well as constructive communication and engagement with shareholders and other stakeholders. In addition, the Company is committed to continuously enhancing governance standards and practices, and fostering a robust culture of compliance and ethics that underpins business operations and practices throughout the Group.

本章主要内容 CONTENT IN THIS CHAPTER

董事会及委员会

Board of Directors and Committees

ESG管治

ESG Governance

业务实践

Business Practices

内部控制和风险管理

Internal Control and Risk Management

反腐败和商业道德

Anti-corruption and Business Ethics

不当竞争

Unfair Competition

知识产权管理

Intellectual Property Management

信息安全和隐私保护

Information Security and Privacy Protection

股东通讯政策

Shareholder Communication Policy





2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



2.1 董事会及委员会

我们拥有一个多元化且能力卓越的董事会和管理层。

公司董事会负责本集团的整体领导、监督本集团的战略决策并监控业务与表现。董事会已授权本集团高级管理层负责本集团的日常管理及营运。为监督本公司事务的特定方面，董事会已成立三个董事委员会，包括审核委员会、薪酬委员会及提名委员会（统称「委员会」）。董事会已向委员会授权各自职权范围所载的职责（职权范围详情已刊载于本公司网站及联交所网站）。

公司所有执行董事均具有硕士或以上学历，在工具行业拥有30年以上的从业经验和丰富的企业管理经验。全体独立非执行董事根据上市规则均为独立人士，他们在监管业务运营、策略或投资方面拥有丰富的经验和专业知识。

2.1 BOARD OF DIRECTORS AND BOARD COMMITTEES

The Company has a diversified and capable Board and management team.

The Board is responsible for the overall leadership of the Group, overseeing the Group's strategic decisions and monitoring business and performance. The Board has delegated the authority and responsibility for the day-to-day management and operation to the senior management of the Group. To oversee particular aspects of the Company's affairs, the Board has established three Board Committees, including the Audit Committee, the Remuneration Committee and the Nomination Committee (collectively, the "Board Committees"). The Board has delegated to the Board Committees the responsibilities as set out in their respective terms of reference (which is listed in the company website as well as HKEX website).

All executive directors hold Master's degrees or above and have at least 30 years of experience in the power tool industry and have extensive experience in corporate management. All the independent non-executive directors are independent as defined by the Listing Rules and have rich experience and expertise in supervising business operation, strategy, or investment.

4 次

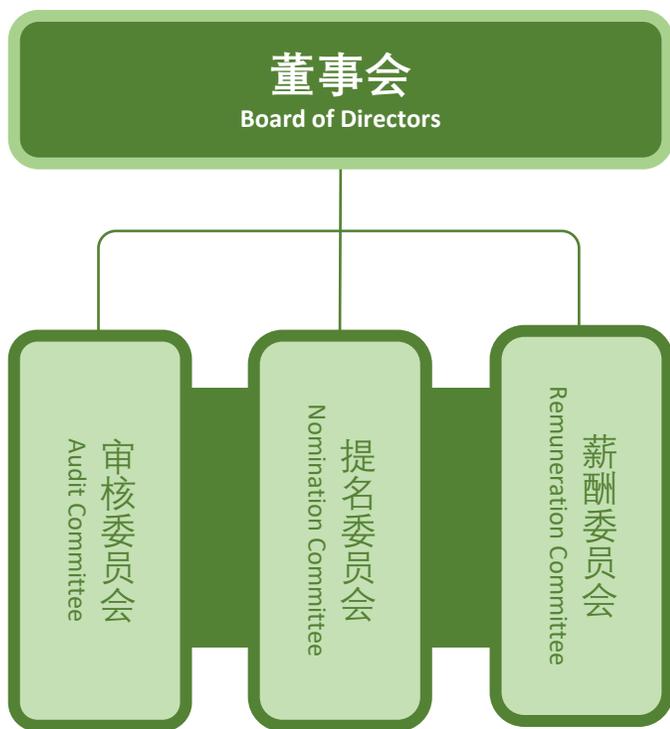
董事会议
Board meetings

100%

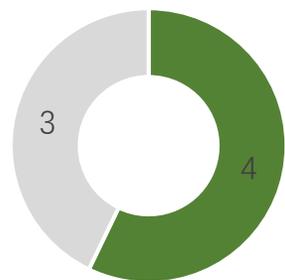
出席率
Attendance rate

15 小时
Hours

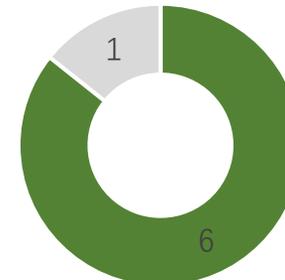
管治培训 (人均)
Governance training
(per capita)



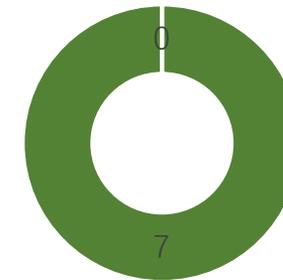
主席 Chairperson	李明辉 先生 Dr. Li Minghui	蒋立 先生 Mr. Jiang Li	田明 先生 Mr. Tian Ming
成员 Members	田明 先生 Mr. Tian Ming	田明 先生 Mr. Tian Ming	李明辉 先生 Dr. Li Minghui
	蒋立 先生 Mr. Jiang Li	潘龙泉 先生 Mr. Pan Longquan	张彤 女士 Ms. Zhang Tong



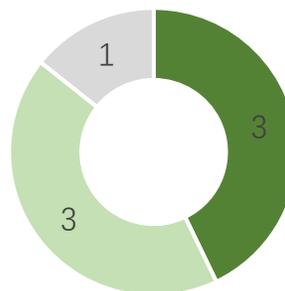
- 执行董事 ED
- 独立非执行董事 INED



- 男性 Male
- 女性 Female



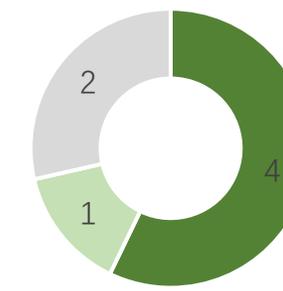
- 硕士及以上 Master & above
- 其他 Other



- 中国香港 HKSAR
- 中国 PRC
- 美国 USA



- Age < 60
- Age ≥ 60



- 工具行业 Tool Industry
- 财会 Finance & accounting
- 其他行业 Other industry

更多有关董事及公司管治信息的介绍（包括董事履历，董事会及委员会的架构和职责，薪酬策略，相关培训和评估情况等），请参阅公司2023年报-管治报告章节。

For more information on directors and corporate governance (including biographies of the directors, structure and responsibilities of the Board and Board Committees, remuneration strategy, relevant training and evaluation, among others), please refer to the Corporate Governance Report in the Company's 2023 Annual Report.



2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



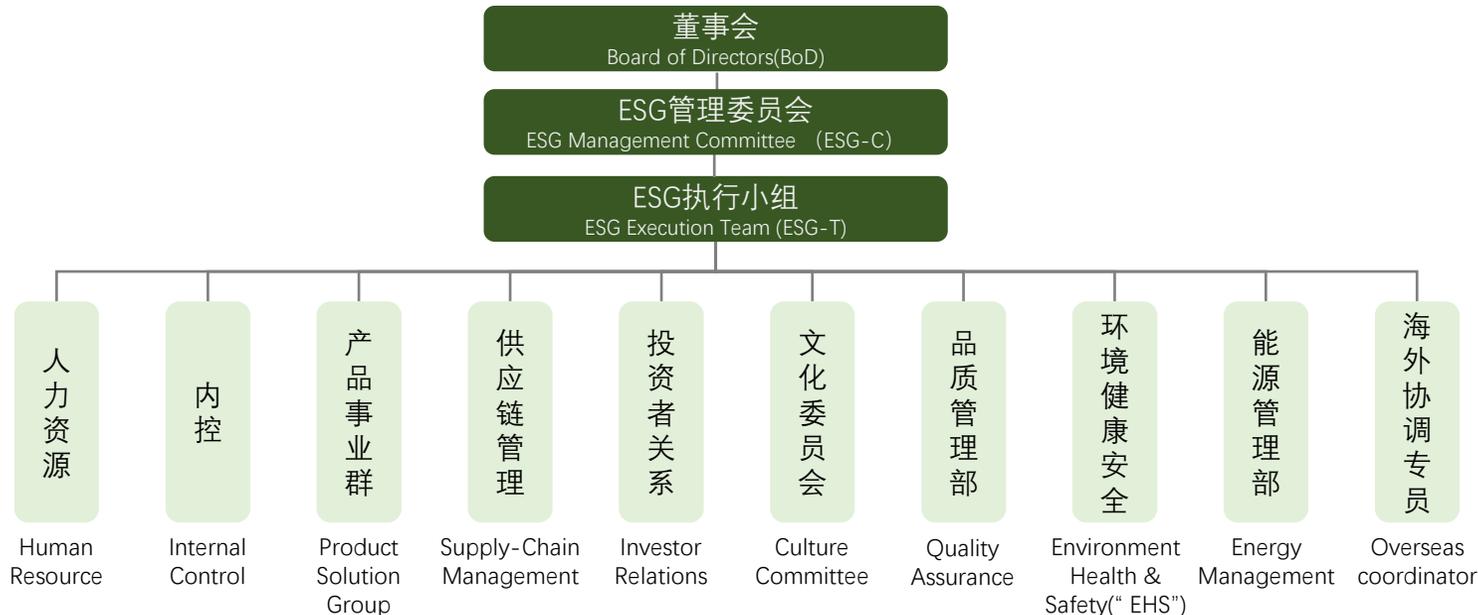
2.2 ESG管治

公司将ESG理念贯穿到各项经营管理工作中，通过教育宣传等途径树立ESG理念和文化，并通过多层次ESG管治架构，实现战略-计划-执行-披露的持续改进闭环。

搭建管治架构

在ESG管治方面，我们建立了由治理层和管理层共同领导的ESG管治体系。在董事会最终对公司ESG事务负责的基础上，我们设置了ESG管理委员会，由董事会成员张彤女士领衔，负责搭建ESG的战略框架和制定阶段性工作计划，以及评估有关环境、社会及管治的风险，对董事会确保本集团设立合适及有效的环境、社会及管治风险管理及内部监控系统的监管提供有力支持。

同时，由主要营运职能部门成员组成的ESG执行小组，则在ESG管理委员会的领导下，负责具体ESG事宜在各部门的宣贯引导、执行监控及信息报送。



2.2 ESG GOVERNANCE

The Company integrates the ESG concept into its business management and operations. We strengthen ESG awareness and culture through education and publicity, and continuously improve through the closed loop of strategy - plan - execution - disclosure with the multi-level ESG governance structure.

Governance Structure

We have established an ESG governance system that is jointly led by our leadership at the Board and management levels. While the Board of Directors is ultimately responsible for the Company's ESG matters, we have established the ESG Management Committee, led by Ms. Zhang Tong, a member of the Board, to be responsible for building the ESG strategic framework, formulating phased work plans, and evaluating ESG related risks, and providing strong support to the Board to ensure that the Group has established appropriate and effective oversight of the ESG risk management and internal control system.

The ESG Implementation Team is composed of members from key operating functions, under the leadership of the ESG Management Committee, and is responsible for publicity and guidance, implementation, monitoring and information collection of specific ESG matters in each department.



2. 守正创新，提升管治能力

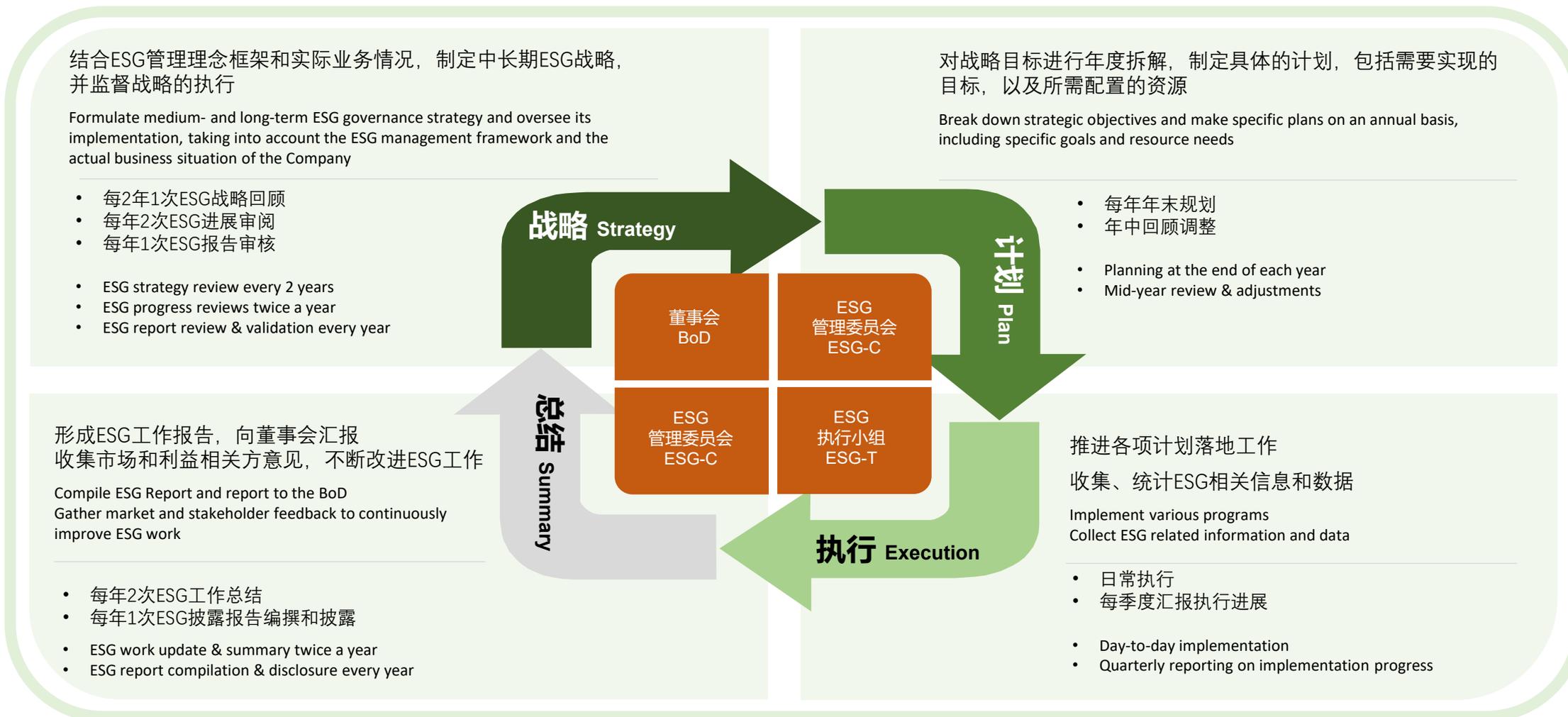
INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



层级 Level	职责	RESPONSIBILITY
董事会 Board of Directors	董事会是ESG的最高决策机构，主要职责包括： <ul style="list-style-type: none"> - 战略，目标和披露的最终审批决策 - 对ESG实践和结果的监督 - 保证ESG风险管理和内部控制体系的有效性 	The Board of Directors is the highest decision-making body of ESG and its main responsibilities include: <ul style="list-style-type: none"> - Approve ESG strategy, objectives and disclosures - Oversee ESG practices and performance - Ensure the effectiveness of ESG risk management and internal control systems
ESG 管理委员会 ESG Management Committee (ESG-C)	ESG管理委员会支持董事会履行决策职责，分解ESG战略目标。 <ul style="list-style-type: none"> - 了解ESG政策和趋势变化，并向董事会汇报 - 组织各方研讨和调研，为董事会制定战略做信息支撑 - 确立全集团体系和标准框架，提出对目标的建议 - 梳理确认年度ESG工作计划和重点提升项目 - ESG执行监督和考核 - ESG投入的有效性评估 - 协调公司各相关部门编纂ESG报告 	The ESG Management Committee assists the Board in fulfilling its decision-making and oversight responsibilities and breaks down ESG strategic objectives for execution. <ul style="list-style-type: none"> - Understand and report to the Board on ESG policy and trend changes - Organize discussions and research with related parties, and support the Board in formulating strategies with necessary information - Establish a Group-wide ESG system and standard framework, and propose ESG targets - Define and approve the annual ESG work plan and key improvement projects - Monitor and evaluate ESG implementation - Assess the effectiveness of ESG investment - Coordinate the compilation of ESG reports
执行组 Execution Team (ESG-T)	ESG执行组负责战略目标落地执行 <ul style="list-style-type: none"> - 根据公司的ESG战略和管理方针，规划具体工作计划并执行 - 定期统计、分析ESG绩效资料和工作进展 	The ESG Execution Team is responsible for implementing the strategic initiatives to achieve ESG goals and targets <ul style="list-style-type: none"> - Develop and implement specific work plans in accordance with the Company's ESG strategy and management policies - Provide data and analyses on ESG performance and progress on a regular basis

从规划，到执行

FROM STRATEGY TO EXECUTION



开展能力建设

公司坚持“走出去，请进来。开放学习，学以致用”的精神，2023年为董事会、管理层及所有部门相关负责人组织多次ESG相关培训研讨以及向ESG专业咨询机构的学习，紧跟ESG前沿趋势和先进理念，加强ESG专业能力素养，提升企业ESG治理水平。

Competence Building

In 2023, adhering to the spirit of "going out to learn, inviting in to teach. Be open-minded and apply the learned knowledge", the Company organized various ESG-related trainings and workshops for the Board of Directors, management and heads of relevant departments, as well as learning from ESG professional consulting institutions, to keep up with the latest ESG trends and advanced concepts, strengthen ESG professional capability, and improve the level of corporate ESG governance.

本公司主办多家公司共同开展的可持续发展工作坊
Joint workshop hosted by the Company
on sustainable development





2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



2.3 业务实践

内部控制和风险管理

泉峰内控体系的搭建致力于建立一套标准化的内部控制管理体系，以约束和规范各业务流程的运转和持续运营，通过内控措施降低流程风险，以助力公司战略目标的最终实现。

公司内控提升项目于2023年交付，通过系统化的审视内部控制问题，完成从制度设计到执行的全流程管理并初步形成内控手册，我们将进一步固化内部控制流程，保证公司资金及财产的安全使用，规范所有公司成员的经营行为，提高经营活动的经济效率，降低经营风险。

为了过更好的识别和管理业务及合规风险，公司在审核委员会下设置了风险管理小组，负责对业务部门的日常运行进行管理监督，并展开风险检查，汇总风险结果，进行风险预警。同时，独立于管理层的外部审计职能提供事后审计监督。2023年，公司认为面临的最主要风险来自于行业需求及库存周期波动带来的订单需求变化，内部运营端无系统性风险事项。

风险管理组织架构

Risk management organizational structure



开展日常风险管理。对日常业务运作制定适当的制度流程和管控措施，进行风险识别、风险监控、并于季度末更新风险库

Conduct daily risk management and establish proper processes and control measures for daily business operations. Carry out risk identification, risk monitoring, and update the risk pool at the end of each quarter

对第一道线的内容进行日常监督并定期开展风险和合规方面的检查。汇总风险素材，将评估结果汇总到风险计分卡中，编制风险热力图，并更新风险库

Conduct regular monitoring of first-line work and perform risk and compliance checks. Summarize risk materials and assessment results into the risk scorecard, compile the risk heat map, and update the risk pool

独立于管理层的角度进行持续的监督和评估。对前两道防线进行事后审计、监督

Carry out monitoring and evaluation independent of the management team. Conduct post-event audits and supervise the first two lines of defense

2.3 BUSINESS PRACTICE

INTERNAL CONTROL AND RISK MANAGEMENT

Chervon's internal control system is committed to establishing a standardized internal control management system to control and standardize the operation and management of various business processes, and to reduce risks through internal control measures to support the ultimate realization of the Company's strategic goals.

The Company's internal control enhancement project was delivered in 2023. By systematically reviewing internal control issues, completing the whole process from system design to implementation and initially forming an internal control manual, we will further solidify our internal control processes, ensure the safe use of the Company's funds and property, standardize the business conduct of all Company members, improve the economic efficiency of our business activities and reduce our business risks.

In order to better identify and manage business and compliance risks, the Company has established a risk management team, which reports to the Audit Committee and is responsible for managing and supervising the day-to-day operations of business departments, conducting risk inspections, summarizing risk results, and issuing risk warnings. At the same time, the internal and external audit functions, provide monitoring and evaluation independent of management.

In 2023, we believe the most significant risk of the Company comes from changes in demand due to fluctuations in industry demand and inventory cycles, and we did not identify systemic risk matters regarding internal operations.



2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



反腐败和商业道德

泉峰控股严格遵守当地法规，且道德准则亦适用于全体员工、董事、顾问、和商业合作伙伴，要求他们遵守相关法律和公司政策，希望在本集团营造风清气正、廉洁诚信的文化氛围。与此同时，我们亦多措并举，全面完善反腐败及遵守商业道德机制建设：

政策及流程建设 我们建立了一系列管理制度，包括《道德行为规范及规章制度手册》，确保员工能够在法律要求范围内秉承诚信、公平、合规的原则开展业务。2023发布的《反舞弊管理制度》《合规调查管理办法》，进一步完善了违反商业道德和腐败行为的调查机制和举报途径。

培训和访谈 我们要求每一位同事接受职业素养与道德行为规范相关培训，公司亦对所有董事开展了反腐败培训。2023年，公司组织了超过100人次的日常访谈，四场系统性反舞弊培训，拍摄宣导视频，并完成采购人员100%培训和签署。

承诺 在与客户、商业合作伙伴等第三方进行合作的过程中，泉峰控股要求第三方签署《合作伙伴廉洁诚信承诺书》，充分体现公平、公正、廉洁、诚信合作的精神，在信任、正直的基础上构筑相互之间的合作关系。

不当行为报告 我们建立了投诉举报制度和实施办法。如遇任何潜在利益冲突事件，员工可立即向其上级或者法律合规部进行汇报。合规部门将汇总该类违规事件，定期向审核委员会和董事会汇报。公司严格禁止对举报者实行歧视对待或者实施报复，并承诺对所有指控进行保密和全面调查努力使得任何违反规范的行为都得到适当处理。2023年，公司未接获有关举报。

2023年，本集团没有发现任何可能对本集团产生重大影响的有关贿赂、敲诈、欺诈和洗钱的不遵守法律和法规的事件，也没有针对我们或我们员工的腐败行为的法律案件。

ANTI-CORRUPTION AND BUSINESS ETHICS

We strictly comply with applicable laws and regulations. Our Code of Ethics applies to all employees, directors, consultants, and business partners, requiring them to abide by relevant laws and Company's policies. We strive to create a culture of ethical conduct, and integrity within the Group. At the same time, we have taken various measures to comprehensively build and improve anti-corruption and business ethics compliance mechanisms:

Policy and Process We have established a series of management policies, including the "Ethical Code of Conduct and Rules and Regulations Manual", to ensure that employees can conduct business in accordance with the principles of integrity, fairness, and compliance within legal requirements. In 2023, the "Anti-Fraud Management System" and "Compliance Investigation Management Measures" are issued to further improve the mechanisms for investigating and reporting violations on ethics issues and corruption.

Training & Interview Every employee is required to receive training on professionalism and ethical code of conduct, and the Company has also conducted anti-corruption training for all directors. In 2023, the Company organized 100+ interviews, 4 systematic anti-fraud trainings, filmed training videos, and completed 100% training of and certification by procurement staff.

Pledge In the course of cooperation with third parties, such as customers and business partners, we require such third parties to sign the Partner Integrity Pledge, fully embrace the spirit of fairness, impartiality, integrity, honest cooperation, and build a cooperative relationship based on trust and integrity.

Complaint & Reporting System We have established a complaint reporting system. In the event of a potential conflict of interest, employees may immediately report to their supervisor or the Compliance Department. We strictly prohibit discrimination or retaliation against whistleblowers and are committed to conducting confidential and comprehensive investigations of all allegations to ensure that all incidents of non-compliance are properly addressed. The Company did not receive any complaint or reporting in 2023 regarding violation of business ethics.

In 2023, the Group is not aware of any incidents of non-compliance with laws and regulations with respect to bribery, extortion, fraud and money laundering, and there have been no legal cases regarding corrupt practices brought against us or our employees that could have a significant impact on the Group.



2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



不当竞争

公司严格遵守运营地相关法律法规，并坚决反对以不公平、不正当形式参与市场竞争。公司2023年未发生任何涉及不当竞争行为和反托拉斯和反垄断法的诉讼。

知识产权管理

我们坚持创新引领，高度重视产权工作，一方面积极保护本集团形成的知识产权，另一方面尊重他人的知识产权避免侵权。泉峰控股已设立《知识产权管理制度》等知识产权管理规范，以宣贯和规范知识产权保护，提升员工意识，有效地保护知识产权，提高本集团于知识产权方面的整体实力和竞争能力，促进本集团持续、稳定、健康发展。

我们将企业知识产权管理贯穿于企业研发、生产、销售、进出口等整个环节。专利部门在每个研发项目均深入参与，检索排查专利申请风险并在不同阶段予以积极防控。我们结合业务发展与产品战略需求，合理开展新研项目策划，根据项目进展挖掘不同类型的创新并及时提交专利申请。

我们鼓励员工发明创造的积极性，为促进技术创新和科技成果的推广应用，我们根据专利价值对申请人和研发团队给予相应奖励，帮助员工与集团共同进步。

2023年，泉峰科技入选“2023年度国家知识产权优势企业名单”，并荣获第二十四届中国专利奖两个奖项表彰，其中包括一项中国外观设计银奖和一项中国发明专利优秀奖。截止2023年底，公司持有有效专利2098项（当年新增专利授权275项），其中发明专利1040项（当年新增发明专利授权154项）

UNFAIR COMPETITION

The Company strictly adheres to the relevant laws and regulations where it operates, and firmly opposes participation in unfair and improper forms of market competition. In 2023, the Company did not have any litigation involving unfair competition or antitrust and monopoly laws.

INTELLECTUAL PROPERTY MANAGEMENT

We are committed to being innovation-driven and attach great importance to the intellectual property rights. On the one hand, we actively protect the intellectual property rights created by the Group, and on the other hand, we respect the intellectual property rights of others to avoid infringement. Chervon Holdings has established the “Intellectual Property Management System” and other intellectual property management standards in order to promote and standardize intellectual property protection, enhance employee awareness, effectively protect intellectual property rights, and improve the overall strength and competitiveness of the Group in terms of intellectual property rights, and promote the sustainable, stable and healthy development of the Group.

We conduct corporate intellectual property management throughout the entire process of research and development, production, sales, import and export, among others. Our patent department is deeply involved in each R&D project, researches, and examines the risks of patent applications, and actively prevents and controls such risks at various stages; we combine the needs of business development and product strategy, rationally plan new research projects, explore various types of innovation according to project progress, and file patent applications in a timely manner.

We encourage employees' enthusiasm for invention and creation. To promote technological innovation and application of scientific and technological achievements, we reward applicants and R&D teams according to the value of patents, thereby helping employees and the Group to make progress and achievements together.

In 2023, Chervon Industry was selected in "2023 China National Intellectual Property Advantageous Enterprises List" and won two awards at the 24th China Patent Award, including a Silver Award for Designs and an Award of Excellence for Invention Patents. As of the end of 2023, the Company holds 2,098 valid patents (including 275 new patents authorized this year), including 1,040 invention patents (including 154 new invention patents authorized this year).

信息安全和隐私保护

公司严格遵守《中华人民共和国网络安全法》、《中华人民共和国数据安全法》、《欧盟通用数据保护条例》等国家及经营所在地关于信息安全的法律法规，并参考ISMS以及ISO27001等信息安全管理体系架构，出台了一系列公司信息安全管理的方针以及多个信息安全管理领域的相关制度如《用户信息安全管理制度》《用户隐私政策》等，并每年对新老员工定期安排强制性培训以提升信息安全意识和知识。

INFORMATION SECURITY AND PRIVACY PROTECTION

The Company strictly complies with the Network Security Law of the People's Republic of China, Data Security Law of the People's Republic of China, General Data Protection Regulation of the European Union and other laws and regulations on information security in the countries and regions where it operates. With reference to the information security management system structure of ISMS and ISO27001, we have established a series of Company information security management policies, such as User Information Security Management System and User Privacy Policy, and conducted mandatory training for new and old employees every year to enhance their awareness and knowledge of information security.

- ▼ 线上小游戏
On-line game



- ▼ 线上课程
On-line training



- ▼ 线下互动游戏和宣传
Off-line interactive games to promote information security awareness





2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



信息安全和隐私保护

集团信息安全部门，秉承纵深防御，持续改进的原则，对集团的整体网络安全架构做了分层分区域的设计。横向区域与区域间都由相关的安全设备（防火墙等）进行安全控制与保护。纵向使用纵深防御的概念，从外围边界，到中间网络传输，到用户终端，其间使用了多层与多种信息安全技术对信息安全的网络传输，权限管控，访问控制，威胁监控，事件告警与响应进行全面管控与记录。

保障消费者数据及隐私的数据安全性也是泉峰的重点要求。泉峰使用了全球技术及安全性领先的云服务供应商管理客户和用户数据。在各地均采取了客户隐私保护的措施。

2023年公司并无接获有关客户私隐和资料泄漏的投诉。

INFORMATION SECURITY AND PRIVACY PROTECTION

The Group's information security department, adhering to the principles of in-depth defense and continuous improvement, has designed the Group's overall network security architecture in layers and across regions. Horizontally, each area is controlled and protected by relevant security devices (firewall, etc.). Vertically, using the concept of defense in depth, from the peripheral border, to the intermediate network transmission, to the user terminal, multi-layer and multiple information security technologies are used to make sure the network transmission, authorization control, access control, threat monitoring, event alerts and response are all well controlled and recorded.

Protecting consumer data and privacy is also a key requirement of Chervon. We use leading cloud service provider known for its technology and security to manage customer and user data and adopted customer privacy protection in each regions.

Chervon did not receive any complaints about customer privacy and data leakage in 2023.



2. 守正创新，提升管治能力

INTEGRITY AND INNOVATION TO IMPROVE CORPORATE GOVERNANCE



股东通讯政策

公司制定了《股东通讯政策》，董事会将持续与股东及投资界保持沟通，并会定期检讨相关政策以确保成效并反映与股东沟通方面的最佳常规。

本公司向股东传达信息的主要渠道为本公司年度报告、中期报告、股东周年大会及其他可能召开的股东大会，并将所有呈交联交所的披露数据和市场公告登载于联交所网站 www.hkexnews.hk 及公司网站 <https://global.chervongroup.com>。

股东大会提供了公司和股东之间进行建设性通讯的机会，公司鼓励股东积极参与。相关通知、通函及委派代表表格会于周年大会前足21个自然日（或上市规则不时要求的其他期限）前分发给股东，列明所提议案的详细内容及其他相关信息。我们亦提供委派代表表格，股东可以指定委派代表出席股东周年大会并于会上投票。

股东大会之外，公司以线上、线下交流等多种形式，组织和参与了年度经营结果和中期经营结果业绩会，调研会和交流会等合计约300场。

SHAREHOLDER COMMUNICATION POLICY

The Company has adopted a Shareholder Communication Policy. The Board will continue to maintain communication with shareholders and the investment community, and regularly review such policy to ensure its effectiveness and reflect best practices in shareholder communication.

The main channels through which the Company communicates information to shareholders are the Company's annual report, interim report, the Annual General Meeting ("AGM") and any other general meetings of shareholders, and all disclosures made to the Stock Exchange and investors, are published on the Stock Exchange's website www.hkexnews.hk and the Company's website <https://global.chervongroup.com>.

The AGM provides an opportunity for constructive communication between the Company and its shareholders, and the Company encourages active shareholder participation. Relevant notices, circulars and proxy forms are sent to shareholders 21 full calendar days before the AGM (or such other period as may be required by the Listing Rules from time to time), setting out the details of the proposed business and other relevant information. We also provide a proxy form for shareholders to appoint a proxy to attend and vote at the AGM.

In 2023, we held a total of approximately 300 meetings, including annual and interim results presentations, analyst meetings, and online and offline roadshows for shareholders.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE

作为领先的户外动力设备和电动工具制造商，我们深知环境保护的重要性。我们不仅要遵守法规，更立志树立更高的标准，并不断挑战自我，致力于可持续发展。我们立志于在我们的行业中培育一种环境责任意识，我们希望所采取的每一项行动都对地球的健康产生积极影响。通过将环保融入我们的商业目标中，我们旨在以身作则，并把握住保护自然资源和环境带来的成长机遇。

As a leading manufacturer of outdoor power equipment and power tools, we recognize the critical importance of environmental stewardship. Beyond mere compliance with regulations, we aspire to set higher standards and continually challenge ourselves in our commitment to sustainability. Our ambition lies in fostering a culture of environmental responsibility within our industry, where every action we take contributes positively to the health of our planet. By integrating environmental protection into our business goals, we aim to lead by example and capitalize on opportunities that arise from safeguarding our natural resources and preserving the environment for future generations.

本章主要内容

CONTENT IN THIS CHAPTER

气候变化的风险和机遇
Risks and Opportunities of Climate Change

长期绿色发展目标 and 路径
Long-term Green Development Goals and Pathways

绿色产品
Green Products

绿色运营
Green Operations

绿色文化
Green Culture





3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



3.1 气候变化的风险和机遇

我们深知我们的经营活动影响着气候，而气候的变化亦会带来巨大的社会和经济影响，包括对我们的业务和运营带来机遇和挑战。故而，董事会授权ESG委员会，全面监督气候相关事宜，识别和管控气候风险与机遇，并设置碳排放目标并进行阶段性跟踪和进展评估；董事会会在定期审阅ESG事务的同时，也会监管审核气候相关的议题。

我们结合社会和行业发展趋势，识别出与公司有关的几类气候变化风险，包括实体风险和过渡风险，由相关部门评估各风险发生的可能性、影响、适应力和恢复力，以识别出其中最重要的部分，并制定处理方案，及时预警和长效管理。

与此同时，气候变化也给公司业务带来一定潜在机遇。通过对风险及机遇两个方面的综合分析，结合对财务的影响、社区期望程度和公司准备度等因素，公司拟定了一系列计划和指标，希望通过推出更绿色的产品，保持更绿色的运营，倡导更绿色的文化来减弱对气候的不利影响，且以此把握市场机会。

3.1 RISKS AND OPPORTUNITIES OF CLIMATE CHANGE

We are fully aware that our business activities affect the climate, and that climate changes can have significant social and economic impacts, including opportunities and challenges for our business and operations. Therefore, the Board has authorized the ESG Committee to comprehensively oversee climate-related issues, identify and manage climate risks and opportunities, set carbon emissions targets and conduct milestone tracking and progress assessment. The Board will also supervise and review climate-related issues in conjunction with its regular review of ESG matters.

We identify several types of climate change risks related to the Company, including physical risks and transition risks, taking into account social and industry development trends. The relevant departments assess the likelihood, and impact of each risk, as well as our adaptability and resilience against such risks, in order to properly identify and prioritize risks, and develop early warning indicators and effective mitigation plans.

At the same time, we believe climate change also brings potential opportunities to the Company's business. Through a comprehensive analysis of both risks and opportunities, and taking into account factors such as financial impacts, community expectations, and Company readiness, the company has developed a series of plans and targets to mitigate adverse climate impacts and seize market opportunities by launching greener products, maintaining greener operations, and promoting a greener culture.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE

类别 CATEGORY	风险和机遇 RISK AND OPPORTUNITY	应对 COUNTER MEASURE
极端天气风险 Extreme weather	<ul style="list-style-type: none"> • 极端天气带来的运营场所和供应链运营中断风险 • Risk of disruption of premises and supply chain operations due to extreme weather 	<ul style="list-style-type: none"> • 制定极端天气应急预案，加强隐患排查 • Prepare extreme weather response plans and strengthen hazard investigation
法律与政策 Law and policy	<ul style="list-style-type: none"> • 监管和披露要求提高 • 能源供应结构和政策变化风险 • Increased regulatory and disclosure requirements • Energy supply structure and policy change risk 	<ul style="list-style-type: none"> • 及时跟踪相关法规变动动态，根据规则要求及时、合规披露报告 • 提高能源效率，推动绿色能源使用 • Timely monitor changes in and updates to relevant laws and regulations, and make disclosure accordingly in a timely and compliant manner • Improve energy efficiency and promote the use of green energy
市场 Market	<ul style="list-style-type: none"> ✓ 气候异常（如干旱缺水或过寒/过热）带来的园林工具行业需求波动和下滑 ✓ 用户对环境的重视带来园林工具行业锂电替代引擎的机遇 • 对全生命周期的碳排放管理的要求可能在产品材料和回收方面带来一定财务影响 ✓ Fluctuating and declining demand for OPE due to climate anomalies (such as drought, water shortage or excessive cold/heat) ✓ Users' awareness to the environment brings opportunities for replacing engines with lithium battery in OPE • The requirement for full life cycle carbon emission management may have certain financial impacts in terms of product materials and recycling 	<ul style="list-style-type: none"> • 多维度努力减少碳排放 • 持续加大锂电产品投入 • 评估和制定产品物料使用策略，平衡环境和经济效益 • Multi-dimensional efforts to reduce carbon emissions • Continue to increase investments in lithium battery products • Evaluate and develop product material strategies, balancing environmental and economic benefits
技术 Technology	<ul style="list-style-type: none"> ✓ 市场和政府对低碳的要求和技术创新会对公司产生影响 ✓ Market expectations and government requirements for low carbon and technological innovation will have an impact on the Company's business 	<ul style="list-style-type: none"> • 持续加大研发技术投入 • 积极关注新技术的研究和应用 • Continue to increase investments in R&D and technology • Actively focus on the research and application of new technologies

注：√项为与气候相关的重大风险/机遇

Note: Ticked item are the major climate related risk/ opportunity



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



3.2 长期绿色发展和路径

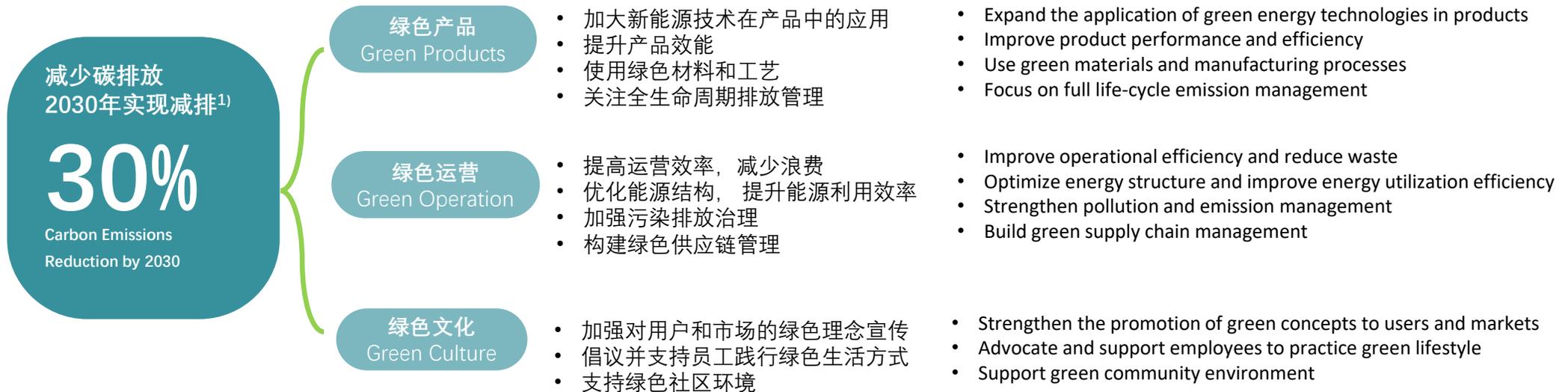
在识别关键气候风险和机遇的基础上，公司的气候行动计划主要围绕在减少排放方面。并通过绿色产品，绿色运营和绿色文化三个路径来推进该目标的达成。

由于数据统计的困难，公司目前主要统计范围为范围一和范围二的温室气体排放。暂未进行范围三排放的全面统计和目标设定，但公司有一系列计划，希望在产品、运营等方面尽可能控制和减少范围三的排放。

3.2 LONG-TERM GREEN DEVELOPMENT GOALS AND PATHWAYS

Based on the identification of key climate risks and opportunities, the Company's climate action plan is centered on reducing emissions. We intend to advance this goal primarily through three pathways: green products, green operations and green culture.

Due to difficulties in data statistics, the Company has not carried out Scope 3 emissions disclosure and target setting for the time being, but the Company has a series of plans to control and reduce Scope 3 emission in products, operations and other aspects.



注1: 指以2021年数据为基数，2030年的范围一和范围二排放总量减少30%。2021年范围一及范围二总排放为23,824吨二氧化碳当量。

Note 1: Scope 1 & 2 emissions reduction of 30% in absolute terms by 2030 from a 2021 baseline. Total GHG emissions of Scope I & II in 2021 was 23,824 tons CO₂ equivalent.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



3.3 绿色产品

我们的绿色产品策略主要集中在降低产品能耗、减少产品材料和包装材料的使用，以及提高产品的可维修性和可回收性。通过多维努力，我们旨在降低产品的碳足迹。通过优先考虑能源效率、最小化材料使用，并提倡可维修性和可回收性，我们努力为更可持续和环保的产品开发方式做出贡献。

2023年，公司产品和研发部门形成了一系列绿色设计指南文件，包括《可维修、可拆卸性设计通则》、《可回收性设计通则》、《绿色设计规范》，以从源头上保证产品设计的绿色化。深度绿色设计理念和规范也已在部分品类产品中试点推进。

3.3 GREEN PRODUCTS

Our green product strategy primarily focuses on reducing product energy consumption, minimizing resource utilization in both product materials and packaging, and enhancing product reparability and recyclability. Through multidimensional efforts, we aim to reduce the carbon footprint of our products. By prioritizing energy efficiency, minimizing material usage, and promoting reparability and recyclability, we strive to contribute to a more sustainable and environmentally conscious approach to product development.

In 2023, the Company's product and R&D departments formed a number of green design guideline documents, including the Design Guidelines for Reparability and Disassemblability, the Design Guidelines for Recyclability, and the Green Design Specification, to ensure products we developed are green. In-depth green design concepts and guidelines have also been implemented in a number of pilot products.

加大新能源技术在产品中的应用
产品效率提升
通过LCA（生命周期评价）模型识别高耗能区
量化并降低产品碳足迹

Expand the application of green energy technologies in products
Enhance product efficiency
Identify high-energy consumption areas through life cycle assessment (LCA) models
Quantify and reduce product carbon footprint

减少包材使用
加大可持续材料使用

Reduce packaging material usage
Increase the use of sustainable materials



可降解材料
可回收材料
零件通用度提升

Biodegradable materials
Recyclable materials
Enhanced component compatibility

可维修度
可回收比例
回收再利用比例

Reparability
Recyclability
Recycled and reused ratio



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE

泉峰园林业务

0%
100%

燃油能源
Gas energy

清洁能源
Green energy

Chervon OPE

泉峰关注产品在使用过程中产生的排放并通过积极应用绿色能源技术来减少排放。

我们的品牌EGO是全球电动户外动力设备引领品牌，通过持续创新，带给消费者高效、便利、安静、洁净的用户体验。泉峰户外动力设备产品100%使用绿色能源（锂电），零排放、低噪音，低震动，低维护，具有显著环境效益。截至2023年底，消费者使用我们EGO品牌的电动割草机和除雪机过程中，合计降碳量约为**220,000吨**，相当于一辆以汽油为动力的乘用车绕地球赤道行驶约33940圈。

Chervon focuses on the emissions generated by the use of its products and reduces them by actively applying green energy technologies.

Our brand EGO is a global leader in electric outdoor power equipment, bringing consumers an efficient, convenient, quiet and clean experience through continuous innovation. Chervon's OPE business 100% utilizes green energy (lithium-ion battery) and is no-emission, low-noise, low-vibration, and low-maintenance, which we believe brings significant environmental benefits. Till the end of 2023, the combined carbon reduction from consumer use of our EGO branded electric mowers and snowblowers was approximately **220,000 tons**, which is equivalent to a gasoline-powered car traveling approximately 33,940 times around the equator.



We strive to lead the OPE industry transformation and build a better world by providing greener products

假设:

- 乘用车每公里油耗0.07L
- 燃油工具的单位小时燃油量取行业平均值
- 年使用时间是基于内部估计
- 每升机油产生的二氧化碳取行业平均值

Assumptions:

- Passenger car fuel consumption per kilometer 0.07L
- Fuel consumption per unit hour for fuel tools is taken from industry averages
- Annual usage time is based on internal estimates
- CO₂ produced per liter of oil is taken from an industry average



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE

案例 Cases study

THE FLEX STACKED LITHIUM ADVANTAGE

- 200% MORE POWER
- 100% FASTER CHARGING
- 300% LONGER BATTERY LIFE
- 100% CROSS-COMPATIBLE

FLEX 3.5Ah | 1200W
FLEX 6.0Ah | 1920W
FLEX 10.0Ah | 2520W

FLEX采用的软包电池技术，使功率密度提升70%，在满足用户对功率的需求的前提下提供更轻便的电池包解决方案，降低用户的工作负荷。其寿命预计提升4倍，极大提升电池包的使用年限。

The stack pack battery technology Flex adopted is estimated to increase the power density by 70%, providing a lighter battery pack solution and reducing the user's workload while meeting the user's demand for power. The battery's lifespan is estimated to be increased by 4 times, which greatly enhances the lifespan of the battery pack.

双电压系统提高使用方便性

Dua-Voltage Energy System Improves Ease of Use

SKIL的多电压系统允许用户使用12V或20V电池为该工具供电，灵活的电压设置提供最大的易用性，为单一电压平台的用户拓展了产品种类，同时促进电池包的循环使用。

SKIL's multi-voltage system allows users to power the tool with either a 12V or 20V battery. Flexible voltage settings provide maximum ease of use, expanding product offerings for users on a single-voltage platform while promoting battery reusing.

紧凑轻量的设计减少用材

Compact and lightweight design reduces material usage

裸机重量为6.3磅，2.0Ah 12V电池重量为6.9磅，2.0Ah 20V电池重量为7.3磅；较同期交流电机器13.8磅减重47%以上，通过紧凑的轻量化设计节约了材料，减少了碳排放。

A bare machine weighs 6.3 lbs, a 2.0Ah 12V battery weighs 6.9 lbs, and a 2.0Ah 20V battery weighs 7.3 lbs; representing more than 47% weight reduction relative to a comparable AC machine (13.8 lbs), which saves materials and reduces carbon emissions.

效率提升且改善环境

Increased Efficiency and Environmental Improvement

电动管道疏通器较手动工具工作效率大幅提升且省力，极大提升用户体验；较常用的化学去污法不仅效率更高，且对用户和环境更安全，节省水资源。

As compared to hand tools, the electric drain snake is more efficient and less labor-intensive, which greatly improves user experience. As compared to commonly used chemical cleaning methods, the electric drain snake not only is more efficient, but also safer for the user and the environment, and promotes water conservation.



SKIL DC Drain Snake
LESS CHEMICAL POLLUTION
AND MORE EFFICIENCY



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



物料
Material

电动工具和园林工具产品涉及的主要物料包括锂电池电芯、电子电气件、五金件、塑料粒子、电机组件、压铸件、塑胶件、金属材料等。我们严格遵守并要求供应商也遵守各地关于材料限制的要求如《电子电气设备中限制使用某些有害物质 (RoHS) 指令》《化学物质注册、评估和授权 (REACH) - 法规 (1907/2006(EC))》，《欧盟持久性有机污染物 (POPs) 法规》《美国有毒物质控制法》等，确保产品材料的绿色安全。

The main materials involved in power tools and OPE products include lithium battery cells, electrical and electronic parts, hardware, plastic particles, motor components, die-castings, plastic parts, metal materials, among others. We strictly adhere to, and also require our vendors to comply with various material restriction requirements, such as the Restriction of Hazardous Substances Directive (RoHS) for Electrical and Electronic Equipment, the Registration, Evaluation and Authorization of Chemical Substances (REACH) – Regulation (1907/2006(EC)), the European Union Persistent Organic Pollutants (POPs) Regulation, and the US Toxic Substances Control Act, to make sure materials used are green and safe.

我们推广绿色的材料，并逐步调整替代落后的工艺流程。2023年，公司于19个新交付项目在机壳材料中使用免吸湿尼龙材料，保证材料强度的同时减少能源的消耗。我们协同客户推广PCR材料使用，以喷塑工艺逐步取代喷漆工艺，对使用发黑、油漆、油墨的供应商进行调查并寻找替代品。目前各项工作取得一定进展，但亦有持续提升空间，公司未来将进一步扩大环保材料和工艺的使用。

We promote the use of green materials and gradually replace outdated manufacturing processes. In 2023, the Company used moisture-free nylon materials in 19 new products to reduce energy consumption while ensuring material strength. We collaborated with our customers to promote the use of PCR materials, gradually replaced paint spraying processes with plastic spraying processes, and investigated suppliers using blackening, paints and inks and searched for substitutes. At present, we believe the work has made progress, but there is also room for improvement, and the Company is committed to further expanding the use of environmentally friendly materials and processes.

全生命周期管理

Full Lifespan Management

2023年，公司进一步提升产品的售后支持，包括提升产品备件和技术文件的可获得性，扩大维修服务网点并提升服务能力，以更好的可维修性延长产品的使用寿命。同时，我们在主要市场销售的电池均与第三方合作可进行回收。

In 2023, the Company continued to improve after-sales support for our products, including improving the availability of spare parts and technical documentation for our products, expanding our repair service network, and improving our service capabilities to extend the life of our products by improving reparability. Meanwhile, we work with qualified third parties to recycle batteries sold in our major markets.



包装
Package

我们的产品包装主要包括外箱，彩盒，内衬，说明书，和塑料包装袋。通过更紧凑和合适的设计，我们尽量减少对包材的消耗。2023年包材使用的纸质材料约为1.6万吨，通过团队的持续优化，当年减少消耗256吨（1.6%）。

Our product packaging mainly consists of outer boxes, color boxes, inner liners, manuals, and plastic bags. We minimize our consumption of packaging materials through more compact and optimized designs. In 2023, about 16,000 tons of paper material were used for packaging, and through continuous optimization by the packaging team, we reduced paper consumption by 256 tons (1.6%) in reporting year.

案例 Cases

Flex 扳手在包装设计追求极致的紧凑尺寸。优化后尺寸减少20%，减少包材及运输的浪费。

Flex Wrenches strive for the ultimate compact size in packaging design. The optimized size is reduced by 20%, reducing packaging and shipping waste.





3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



3.4 绿色运营

作为 OPE 和电动工具的领先制造商，我们特别意识到制造业对环境的各种影响。我们不仅关注企业发展和经济价值创造，更关注环境保护，善用资源和能源。2023年未发生环境方面可能对本集团产生重大影响的违反法律和法规的事件。

专业的管理团队

公司配置了具备专业管理知识和技能的EHS团队，并与各业务及职能部门协同落实环境保护策略

先进的管理体系

公司主要生产制造基地全面推行ISO 14001环境管理体系，获得环境管理体系认证证书

持续的管理投入

公司在使用清洁能源，优化生产流程和工艺方面持续投入

3.4 GREEN OPERATIONS

As a leading manufacturer of OPE and power tools, we are particularly aware of the various impacts that manufacturing has on the environment. We focus not only on business development and economic value creation, but also on environmental protection and the optimal use of resources and energy. In 2023, there were no violations of environmental laws and regulations that could have a significant impact on the Group.

Professional Management Team

The Company has a professional EHS team with specialized management knowledge and skills, which collaborates with various business and functional departments to implement environmental protection strategies

Advanced Management System

The Company's main manufacturing bases have fully implemented the ISO 14001 Environmental Management System and obtained the Environmental Management System Certification

Continuous Investments

The Company continues to invest in the use of clean energy and optimization of production processes and techniques



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



水资源与污水

用水

本集团的用水基本取自市政用水，所有运营点所在地均无重大水资源获取问题。

公司设置了节水项目领导小组，通过开展水平衡测试，来发现和改善用水存在的问题和不足；通过内部梳理更新节约用水管理制度（如节约用水管理办法、巡检维护管理规范 and 公用动力设备节能指南等）；我们持续在全公司范围内进行节水宣贯并在用水区域张贴节水标识，提高员工的节水意识。

排水

EHS部门组织各部门制定并实施废水减量化方案，并根据各项管理规范，安排专人负责污水的处理和排放。我们的废水主要包括工业废水和生活废水两类。

工业废水主要来自机加工流程，为含乳化液废水。对于产生工业污水量较大的区域，我们通过建立的污水管道，将污水引入处理站；对于零星排放的工业废水，我们使用专门的排水车，倾倒入污水处理站。

生活废水主要来自职工食堂和厕所。我们在食堂蓄水沟内设置隔离网，厨余垃圾房的下水设计围堰进行过滤沉淀，再进行排放。同时，我们委托专业人员定期清理疏通管道，防止污水外溢。

WATER RESOURCES AND WASTEWATER

Water use

The Group primarily obtains water from municipal sources and did not experience significant water access issues at any of its operating sites.

The Company has set up a water conservation project leadership team to identify and improve issues and deficiencies in water consumption by conducting water balance tests. We have updated our water conservation management system (such as Water Conservation Management Measures, Inspection and Maintenance Management Standards, and Energy Conservation Guidelines for Utility Power Equipment, etc.) through internal sorting. We continue to promote water conservation throughout the Company and post signs in water consumption zones to raise the awareness of our employees in water conservation.

Wastewater

The EHS Department organizes all departments to formulate and implement wastewater reduction programs, and ensures that specialists are responsible for treating and discharging wastewater according to applicable management standards. Our wastewater falls into two categories: industrial wastewater and domestic wastewater.

Industrial wastewater is mainly generated from machining processes and is a wastewater containing emulsions. For areas where a large amount of industrial wastewater is generated, we induct the wastewater into treatment stations through established wastewater pipelines; for industrial wastewater that is discharged sporadically, we use special drainage trucks and discharge it into wastewater treatment stations.

Domestic wastewater comes mainly from staff canteens and toilets. We set up isolation nets in the canteen water storage ditch, and design cofferdams to filter and precipitate the sewage from the food waste room before discharging. At the same time, we have hired professionals to regularly clean and dredge the pipes to prevent sewage overflow.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



能源与资源的使用

我们严格遵守《中华人民共和国环境保护法》、《中华人民共和国环境影响评价法》、《中华人民共和国节约能源法》等诸多运营所在地法律法规要求，在集团内部制定如《环境运行及其控制程序》等各项制度，对能源与资源使用进行规范。

我们高度重视对自然资源的节约使用，努力建设资源节约型、环境友好型企业，实现人、资源与环境的协调可持续发展。尽管我们的生产经营不直接涉及天然资源，但我们在新建生产基地时充分考虑建造活动对周边环境的影响，确保不因我们的建造行为影响生物多样性或破坏环境。

本集团南京生产基地已通过ISO 50001:2018能源管理体系认证。

USE OF ENERGY AND RESOURCES

We strictly comply with the requirements of the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Appraising of Environment impacts, the Law of the People's Republic of China on Energy Conservation and many other applicable laws and regulations in the jurisdictions where we operate. We have established various systems such as the Environmental Operation and its Control Procedures within the Group to regulate the use of energy and resources.

We pay much attention on the economical use of natural resources and strive to build a resource-saving and environment-friendly enterprise to achieve the harmonious and sustainable development of people, resources and the environment. Although our production and operations do not directly involve natural resources, we fully consider the impact of our construction activities on the surrounding environment when building new production facilities and conduct environmental impact assessments to ensure that our construction practices do not affect biodiversity or damage the environment.

The Group's Nanjing production base has passed the ISO 50001:2018 energy management system certification.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



能源与资源的使用

优化能源结构，提升利用效率

公司从多个维度优化能源结构，提升利用效率，进而确保能耗强度等绩效指标处于行业领先和地区领先的水平，匹配公司的节能，绿色，低碳发展策略。

清洁能源： 公司从2014年起投资清洁能源，增加可再生能源供给，持续利用太阳能热水系统、太阳能路灯、日光照明等；并在生产办公园区内通过屋顶光伏等形式，实现自发自用，满足部分电力需求。

节能改进： 我们持续深挖并识别节能改进机会，从管理节能、工艺节能、设备节能三大方向落地实施节能改进项目，并保持已实施项目的节能持续性和有效性，目前已经形成累计35个节能项目，年可减少7220吨二氧化碳排放。

过程控制： 加强用能设备的经济运行管理。通过谁使用，谁管理，谁负责的机制，实现问题点“动态清零”。2023年，经过现场自纠自查和监督检查，共计发现问题点445项，均全面解决改善。

文化宣导： 对全体员工进行节能降耗文化宣导，减少生产和办公环节的能源浪费。

USE OF ENERGY AND RESOURCES

Optimize Energy Structure And Improve Utilization Efficiency

The Company optimizes the energy structure and improves the utilization efficiency from multiple dimensions, thus ensuring that the performance indicators such as energy intensity are at the leading level in the industry and in the region, matching the Company's energy-saving, green and low-carbon development strategy.

Clean Energy: We started to invest in clean energy since 2014, including increasing the supply of renewable energy, and continuously using solar hot water system, solar streetlamps, daylight lighting, among others. We generate electricity for our own use in some of our production and office facilities through roof photovoltaic and other means.

Energy Saving: We continue to identify and explore energy-saving improvement opportunities and implement energy-saving improvement projects in three major directions: energy management, process technology optimization, and equipment energy saving. We seek to maintain the continuity and effectiveness of the existing energy-saving projects, which has resulted in a cumulative total of 35 projects and reduced 7,220 tons of CO₂ emissions annually.

Process Control: We seek to Strengthen the economical operation and management of energy-consuming equipment. We implement mechanisms for promoting accountability for equipment use and enforce a dynamic zero-tolerance policy for identified issues. In 2023, after self-inspection and supervision on site, a total of 445 issues were found and were resolved.

Cultural Promotion: We seek to foster a culture of energy saving and consumption reduction among all employees to reduce energy waste in production and office facilities.

17.2% 全集团绿色能源使用占比
Percentage of the Group's green energy use

7220ton 年度节能优化项目减排（二氧化碳排放）
CO₂ emissions reduced annually from energy-saving projects

案例 绿色能源应用@南京新能源工业园

Cases Study Green Energy @ Nanjing Green Power Industrial Park



泉峰新能源工业园屋顶有面积超过54,800m²的光伏组件，形成颇具规模的屋顶太阳能光伏电站。自2014年首次引入这一绿色能源技术以来，泉峰已建成屋顶太阳能光伏电站装机容量超过10.6MWp，每年可产生超过900万kwh清洁电能，减少排放二氧化碳5,100吨。

The rooftop of Chervon Green Power Industrial Park ("Green Power Park") has more than 54,800 square meters of photovoltaic modules, forming a sizeable rooftop solar photovoltaic power plant. Since the first introduction of this green energy technology in 2014, Chervon has built rooftop solar photovoltaic power plants with a total installed capacity of more than 10.6 MWp, generating more than 9 million kwh of clean electricity and reducing CO₂ emissions by 5,100 tons per year.



泉峰新能源工业园通过使用太阳能技术，为食堂和宿舍楼提供可持续的热水解决方案。整个园区共铺设9,400根太阳能集热管。每天，这些集热管可以提供190吨热水，为员工带来舒适的生活体验。

The Green Power Park provides sustainable hot water solutions for the cafeteria and dormitory buildings through the use of solar technology. A total of 9,400 solar collector tubes are laid throughout the park. Every day, these collector tubes can provide 190 tons of hot water, bringing a comfortable living experience to the employees.



太阳能路灯白天将阳光转化为电能，并储存于蓄电池组中。夜晚，蓄电池组释放储存的能量，为LED灯光源提供源源不断的电力。这样的太阳能路灯在泉峰新能源工业园共有154盏，每年这些路灯可节约5.2万kwh的电能，减少二氧化碳排放30吨。

The solar streetlights converts sunlight into electricity during the day and stores it in the battery banks. At night, the battery banks releases stored energy to provide electricity for LED lights. There are a total of 154 such solar streetlights in the Green Power Park, saving 52,000kwh of electricity and reducing CO₂ emissions by 30 tons every year.



这个独特的圆形罩，通过捕捉室外的自然光线，经由高精度的导光管传输，营造出比传统照明更为自然、舒适的室内光环境。在泉峰新能源工业园，这样的日光照明系统共设置了66套，每年可节约3.5万kwh的电能，减少二氧化碳排放20吨/年。

This unique circular cover creates a more natural and comfortable indoor light environment than traditional lighting by capturing natural outdoor light and transmitting it through a high-precision light guide tube. In the Green Power Park, 66 sets of such daylighting systems have been set up, which can save 35,000kwh of electricity and reduce CO₂ emissions by 20 tons every year.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



降低资源消耗，利用回收资源

我们坚持精益生产，通过“一次把事情做对”的品质要求和精益生产的流程能力，减少物料和资源的浪费，促进节能降耗。

2023年，通过品质部门和采购部门共同发起的零部件质量改善项目，实现监控工厂压铸，冲压，五金，塑胶，包材，电气等各方面来料通过率显著改善，整体来料拒收率下降到0.4%。

同时，我们在优化生产过程中的资源使用，逐步扩大可回收资源的使用比例。

案例 Case Study

物流周转箱改善项目

为了进一步降本增效，满足智能物流要求和现场改善要求，公司考虑到成本，便利性，自动化适应性和安全性等因素，进行了物流周转箱切换，从一次性纸箱切换为可重复使用的注塑周转箱。目前，泉峰已投入超过10万只注塑箱，预计每年节约相应包装成本50万美元。

Reduce Resource Consumption And Utilize Recyclable Resources

We are committed to lean manufacturing. We reduce material and resource waste through our "do it right the first time" quality policy and lean manufacturing process capability.

In 2023, a joint initiative by our quality and procurement departments resulted in a significant improvement in the quality of components. The initiative involved monitoring various aspects of incoming materials, including die-casting, stamping, hardware, plastic, packaging materials, and electrical components. As a result, the overall acceptance rate of incoming materials substantially improved, and the overall rejection rate dropped to 0.4%.

We are also optimizing resource utilization in the production process and progressively increasing the proportion of recyclable resources employed.



Logistics Turnover Box Improvement Project

In order to further reduce costs, enhance efficiency, and meet the requirements of intelligent logistics and on-site improvement, the Company, taking into account factors such as cost, convenience, automation adaptability, and safety, has switched from disposable cardboard boxes to reusable injection-molded turnover boxes. Currently, Chervon has invested in over 100,000 injection-molded boxes, with an anticipated annual savings of US\$500,000 in packaging costs.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



排放

我们严格遵守运营所在地环境保护和污染防治法律法规和标准，如《中华人民共和国大气污染防治法》、《中华人民共和国固体废物污染环境防治法》、《中华人民共和国水污染防治法》、《大气污染物综合排放标准》、《危险废物贮存污染控制标准》。集团制定了如《环境管理运行控制程序》、《固体废弃物管理规定》等相应的管理制度。与此同时，我们依托环境管理体系，推行污染防治策略，与外部第三方开展合作，对排放物及废弃物进行有效监控及处理，以确保排放达标。

我们从多个维度来确保排放达标，减低对环境的影响。

手续合规 对于新建和改建和扩建项目，以及对环境有影响的重大变动事项，我们确保按照流程进行申报、评估。

高效设备 我们广泛引入高效的治理设施，诸如水幕除尘设备、布袋除尘设备、活性炭吸收治理装置，RTO蓄热式氧化废气过滤设备。

许可齐全 我们各厂区取得了生产经营相关所需的各项排放许可（如排污许可，辐射许可等）

监测达标 我们开展常规自测和第三方定期检测，确保排放结果达标

2023年，公司启动“无废工厂”申报，作为江宁开发区试点工厂，我们配合地方生态环境局在公司新能源工业园组织召开“无废工厂”创建培训暨现场观摩会，带动绿色发展理念。

EMISSIONS

We strictly comply with applicable laws, regulations and standards on environmental protection and pollution prevention in the jurisdictions where we operate, such as the Law of the People's Republic of China on Prevention and Control of Air Pollution, the Law of the People's Republic of China on Prevention and Control of Pollution from Solid Waste, the Law of the People's Republic of China on Prevention and Control of Water Pollution, the Comprehensive Emission Standards for Air Pollutants and the Standards for Pollution Control of Hazardous Waste Storage. The Group has formulated relevant management systems such as the Environmental Management Operation Control Program and the Solid Waste Management Regulations. At the same time, we rely on our environmental management system to implement a pollution prevention strategy and cooperate with external third parties to effectively monitor and treat emissions and waste to ensure that our emissions meet relevant standards.

We work in a variety of ways to ensure compliance and minimize environmental impact.

Procedural Compliance For new construction, renovation and expansion projects, as well as major changes that have an impact on the environment, we ensure that appropriate process is followed for filing and assessment.

Efficient Equipment We comprehensively introduce efficient treatment facilities and equipment, such as water curtain dust removal equipment, bag dust removal equipment, activated carbon absorption treatment device, and RTO regenerative thermal oxidation exhaust gas filtration equipment.

Fully Licensed We have obtained required emission permits (such as sewage permits, radiation permits) for each of our plants and operation sites.

Continuous monitoring We conduct regular self-tests and third-party periodic tests to ensure that relevant emission results meet the standards.

In 2023, the Company started to apply for the “Waste-free factory” designation, as a pilot in Jiangning Development Zone, we cooperated with the local Ecological Environment Bureau to organize and hold the “Waste-free factory” training and on-site visits in our Green Power Industrial Park to promote the concept of green development.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



废气 GAS

为确保废气排放达到《大气污染物综合排放标准》的要求，我们通过安装和运行废气处理设施确保废气达标排放。相关部门会按照规定要求进行废气排放设备、废气排风系统、废气处理装置的日常运行记录、日常维护保养、检查维修，并保留相关检查记录。我们严格按照高于国家标准的排放要求进行排放管理，配合环保部门的不定期突击检查工作并按照环保局规定定期委托专业第三方机构执行检测。

In order to ensure that waste gas emissions meet the requirements of the Comprehensive Emission Standards for Air Pollutants, we have installed and operated waste gas treatment facilities. The relevant departments maintain daily operation records, conduct routine maintenance, inspection and repair of waste gas emission equipment, exhaust systems and waste gas treatment devices, and keep the inspection records according to applicable requirements. We manage emissions by adhering to emission requirements which are stricter than the national standards, cooperate with irregular surprise inspections from the governmental authority for environmental protection and engage professional third-party institutions to perform testing regularly as required by the relevant Environment Bureau.

案例 Case



除了公司自身设备和车辆的管理外，2023年，我们的新能源工业园增设了拍照监控系统，以识别和禁止不满足环保国标要求的物流车辆进入厂区。

In addition to the management of the Company's own equipment and vehicles, in 2023, a photo surveillance system was installed in our Green Power Industrial Park to identify and prohibit logistics vehicles that do not meet the requirements of environmental standards from entering the plant.



废弃物 WASTE

我们遵循减量化、资源化和无害化地固体废物控制原则。

我们制定了《固体废物管理规定》《废旧物资处理管理规范》，在实际运营中严格执行，并做到责任落实。

对于危险废弃物，我们规定需特殊管理，经环境工程师确认后转移至危险废弃物仓库，由EHS部门负责处置。

We follow the principles of reducing, recycling and harmless solid waste control.

We have formulated the Solid Waste Management Regulations and Waste Material Disposal Management Specifications, which are strictly enforced in practice with clear responsibility.

For hazardous waste, we manage with extra caution, and transfer it to the hazardous waste warehouse after confirmation by environmental engineers, and the EHS department is responsible for disposal.





3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



环境绩效

ENVIRONMENTAL PERFORMANCE

	指标	indicator	2022	2023
水 Water	耗水量 (吨)	Water consumption (ton)	333,598	396,432
	单位产品耗水量	Water consumption per thousand unit of pdt	18.3	32.4
	排水量 (吨)	Sewage discharge (ton)	220,642	262,200
	单位产品污水排放量 (吨/千单位)	Sewage discharge per k unit of product	18.9	21.4
能源 Energy	电力 (千瓦时)	Electricity (kWh)	37,300,118	37,628,164
	天然气 (立方米)	Natural gas (m ³)	42,508	184,871
	汽油 (升)	Gasoline (liters)	-	23,215
	柴油 (升)	Diesel (liters)	27,448	151,192
	蒸汽 (吨)	Steam (ton)	-	4,070
	综合能耗(吨标准煤)	Comprehensive energy consumption (ton of standard coal)	5,017	5,480
	单位产品能耗	Energy consumption per thousand-unit product	276	448
排放 Emission	温室气体排放总量 (吨二氧化碳当量)	Total GHG emissions (tons CO ₂ equivalent)	24,584	23,242
	温室气体 (范围一) 排放量 (吨二氧化碳当量)	GHG (Scope 1) emissions (tons CO ₂ equivalent)	164	647
	温室气体 (范围二) 排放量 (吨二氧化碳当量)	GHG (Scope 2) emissions (tons CO ₂ equivalent)	24,419	22,596
	有害废弃物产生总量 (吨)	Total amount of hazardous waste (ton)	230	196
	单位产品有害废弃物产生量 (千克/千单位)	Amount of hazardous waste per unit product (kg/thousand units)	16	16
	工业固体废弃物产生总量 (吨)	Total amount of industrial solid waste (ton)	7,463	7,039
	单位产品工业固体废弃物产生量 (千克/千单位)	Amount of industrial solid waste per unit product (kg/thousand units)	518	575
	可回收废弃物产生总量 (吨)	Total amount of recyclable waste (ton)	4,402	4,438
	单位产品可回收废弃物产生量 (千克/千单位)	Amount of recyclable waste per unit product (kg/thousand units)	305	363
	VOCs排放总量 (千克)	Total VOCs emission (kg)	4,524	3831
单位产品的VOCs排放量 (克/千单位)	VOCs emission per unit product (g/thousand units)	314	313	

说明:

- 2022年统计口径与2023年不一致。2022年主要为本集团位于中国南京的生产制造基地，2023年公司优化了统计和披露，包括全球范围内生产制造基地及超过100人以上的办公经营场所。
- 温室气体、能耗和排放的计算依据为各经营场所所在地的地方性标准。
- 2023年的能耗及排放强度升高主要受生产规模下降影响。

Notes:

- The scope of statistics in 2022 is not the same as that in 2023. While the 2022 data covers mainly the Group's manufacturing sites in Nanjing, China, the Company has improved its disclosure by expanding the scope of 2023 data to cover worldwide manufacturing sites and major offices with more than 100 employees.
- Greenhouse gases, energy consumption and emissions are calculated based on local standards in each place of operation.
- The increase in energy consumption and emission intensity in 2023 is mainly due to the decrease in production scale.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE

3.5 绿色文化

鼓励支持，帮助员工践行绿色生活理念

我们通过大力宣导ESG理念，塑造ESG文化，推动员工采取更绿色健康环保的生活方式；同时听取吸纳他们的意见和建议，帮助公司更好的践行绿色理念。

3.5 GREEN CULTURE

Encourage and Support Employees to Practice Green Lifestyle

By vigorously promoting the ESG concept and shaping the ESG culture, we encourage our employees to adopt a greener, healthier and more environmentally friendly lifestyle. At the same time, we listen to their opinions and suggestions to help the Company better practice the green concept.



2023年我们将ESG理念融入慈善长跑活动策划。我们鼓励泉峰伙伴通过搭乘公司班车、公交地铁或拼车出行等更加绿色低碳的出行方式抵达活动现场。我们推出了“爱跑好集”。带着让旧物获新生的初衷，通过爱心义卖的方式，让生活中本已闲置的物品进入新的循环——爱跑当天，17个员工及家属义卖摊位共计完成了650笔爱心成交订单。

In 2023, we incorporated ESG concepts into the planning of the annual Charity Run. We encouraged our employees and partners to travel to the event by company shuttles, bus, subway, or carpooling. We also launched the "Ai Pao Hao Ji" (Charity Run Bazaar) to reuse the spare items. In the spare goods exchange market, 17 stallholders sold 650 items.



2023年，公司推出了一系列可持续文化礼品，如使用FSC森林认证再生纸制作的笔记本，可再生生物资源秸秆制作的U盘，软木中性笔，杜邦专利Tyvek环保材料制成的手提袋……这些礼品也在向广大员工传递绿色环保的理念。

In 2023, the Company has introduced a range of sustainable cultural gifts, such as notebooks made from FSC-certified recycled paper, USB flash drives made from renewable bio-resource straw, cork pens and tote bags made from DuPont's patented Tyvek eco-friendly material. These gifts also communicate the concept of green to the employees.



3. 绿色向善，优化环境治理

GREEN FOR GOOD, OPTIMIZING ENVIRONMENTAL GOVERNANCE



宣传教育，倡导社区绿色发展理念 Publicity and Education to Promote the Concept of Green Development in the Community

EGO欧洲21年起携手伊甸造林计划，为每个欧洲售出或注册延保的EGO产品种下一颗树。2023年，我们与伊甸造林计划升级为树林级合作伙伴（Grove Partner），意味着我们已合作种下50万棵，相当于每年约1,000吨的二氧化碳减排。

Since 2021, EGO has been a proud participant in the Eden Reforestation Projects, pledging to donate a sapling for each product sold or extended warranty in EU.

In 2023, EGO was honored with the "Grove Partner" award from Eden, signifying EGO's support in planting over 500,000 trees. This contribution equates to an annual reduction of approximately 1,000 tons of carbon dioxide.



4月22日的地球日，澳大利亚团队和独立创意机构 Town Square 共同推出了一项名为“地球荣耀伙伴”的新活动，向越来越多具有环保意识的消费者宣传EGO这样的电动设备的强劲表现。

On Earth Day, April 22nd, 2023, our Australia team and independent creative agency Town Square launched a new campaign, "Earth Pride Pals," to showcase the power of electric devices like EGO to a growing number of environmentally conscious consumers.

欧洲团队发起了“挑战2025”计划，旨在向消费者和社区广泛宣传绿色理念，提高民众绿色意识，并以多种形式鼓励和支持客户购买绿色产品。我们提供了排放计算器工具，并准备了一套气候变化教育包，将空气污染的成因和危害融入艺术、科学和语言的课程中，帮助学生了解污染，同时运用创造性的思维和解决问题的方法，减少各类排放和污染问题。

Our EU team launched the Challenge 2025 Initiative, which aims to widely promote green ideas to consumers and communities, raise public awareness of green issues, and encourage and support customer green purchasing in various ways. We provided an emissions calculator tool and created a climate change education kit that integrates the causes and hazards of air pollution into art, science and language lessons to help students understand pollution while using creative thinking and problem solving to reduce various types of emissions and pollution issues.



中国团队参与赞助南京英国国际学校的夏日集市活动，向广大市民和在在校学生传递EGO的绿色理念。

Our Chinese team participated in sponsoring the Summer Bazaar at the British International School in Nanjing to spread EGO's green message to the general public and current students.

2023年起，公司为倡导投资人和我们一起来减少浪费，保护森林，也调整了电子化年报和公告的安排，除非投资人对纸质文件确有需要，公司呼吁优先使用电子化年报和公告。

In 2023, the Company also encourages investors to join it in reducing waste and protecting forests by disseminating period reports and announcements through electronic means where appropriate. The Company calls for the preferential use of electronic reports and notices unless there is a genuine need for paper documents by investors.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

本章主要内容 CONTENT IN THIS CHAPTER

以人为本是我们不变的理念。我们致力于建立一个员工和公司共同成长的发展模式。同时，公司以客户为中心，通过提供卓越的产品和服务，赋能客户，抓住市场机遇。我们树立了负责任采购的意识并与员工一道不断投入社区的教育和发展。我们注重与利益相关方的协同互动，以实现互惠互利和可持续发展目标。

In our ethos, we prioritize people. We are committed to fostering a growth model where employees and the Company mutually thrive. Simultaneously, the Company is customer-centric, empowering clients by delivering exceptional products and services, and seizing market opportunities. We cultivate a sense of responsible procurement and are committed to continuous investment in community education and development. We believe the collaboration and synergy with employees, customers, suppliers, and the community will help us achieve mutually beneficial and sustainable development goals.

幸福员工 Engage employees

- 包容平等与共融 Equality and Inclusion
- 人才吸引与保留 Talent Attraction and Retention
- 人才培养与发展 Talent Development
- 职业健康与安全 Occupational Health and Safety

赋能客户 Empowering customers

- 创新引领，提升用户体验和效率
Innovation Driven, to Enhance User Experience and Efficiency
- 品质为先，保障产品可靠性和使用者健康安全
Prioritize Quality, to Ensure Product Reliability and User Health & Safety
- 高效服务，优化客户满意度
Efficient Service, Optimized Customer Satisfaction

责任采购 Responsible Sourcing

回馈社会 Giving Back to The Community





4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



4.1 幸福员工

泉峰始终贯彻「以人为本」的宗旨，吸引了一批志同道合的各类人才。我们的团队来自全球各地，拥有不同文化背景和经历，但我们怀揣共同的抱负，在平等、尊重的文化下，协力为客户创造价值，为个人成就梦想。在2023年期间，本集团没有发现任何可能对本集团产生重大影响的关于补偿和解雇、招聘和晋升、工作时间、休息时间、平等机会、多样性、反歧视、以及其他福利和福祉的违规处罚事件，及关于防止童工和强迫劳动的不遵守法律和法规的事件。

		员工数 Total employee number	
		2022	2023
全球总计人数	Total global employee #	6,990	6,173
男性	Male	4,248	3,757
女性	Female	2,742	2,416
全职	Full-time	6,918	6,060
兼职/实习生	Part-time	72	113
20-40岁	Age 20-40	5,013	4,088
40岁+	Age 40+	1,977	2,085
中国	China	6,118	5,281
海外	non-China	872	892

总人数的减少主要因为23年业务规模的下滑，带来部分工人流失。

The decrease in total employee number was mainly due to the decline in the scale of operations in FY23, which brought about the loss of some workers.

4.1 ENGAGE EMPLOYEES

Chervon has embraced the principle of "people-oriented" and attracted a group of like-minded talents of all kinds. Our team comes from all over the world, with different cultural backgrounds and experiences, but we share a common ambition, and under a culture of equality and respect, we work together to create value for our customers and realize our dreams for individuals. During the year 2023, the Group has not identified any incidents of non-compliance with penalties regarding compensation and dismissal, hiring and promotion, working hours, rest breaks, equal opportunities, diversity, anti-discrimination, and other benefits and well-being, as well as non-compliance with laws and regulations regarding the prevention of child labor and forced labor, which could have a significant impact on the Group.

		流失率 Employee turnover rate
		2023
全球总计	Global total	30%
男性	Male	32%
女性	Female	27%
20-40岁	Age 20-40	38%
40岁+	Age 40+	14%
中国	China	32%
海外	Non-China	19%
工人	Labour	43%
非工人	Non-labour	15%

说明：1. 2022年的流失率统计和披露口径与23年差异较大，不具有可比性，故未列示比较；

2022 turnover rate statistics and disclosure are not presented for comparison as the statistical scope are different from 2023 and hence are not comparable.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



包容平等与共融

权益保证

公司按照各地相关法律要求，严格要求保障员工的各种权益。我们在不同地区建立/加入不同的工会组织，督促保障员工权益。

公司尊重择业自由，禁止扣留员工有效证件、收取押金、强迫劳动或拖欠劳动报酬等行为。如有因生产或运营需要而需要调整工作时间，或调整岗位的，需征得员工同意并给予相应报酬或调休；员工提出离职按流程办理离职手续。我们也在内部构建了监督机制，公开举报邮箱、地址和电话，接受对违规违法情况的举报。

公司根据国家《未成年人保护法》、《禁止使用童工规定》等法律法规，明确规定禁止聘用年龄未满18周岁者，并在招聘过程中进行严格的审查，通过查验身份证件、面谈以及内部审计不定期抽查的方式避免误用童工。一经发现误用童工的情形，将立即纠正，终止雇佣，并对相关责任人进行追究。

公司所有安保人员均已接受公司人权政策方面的相关培训，以保障员工和其他相关方的合法权益。

EQUALITY AND INCLUSION

Safeguard Employee's Rights and Interests

The Company seeks to protect the rights and interests of employees in accordance with applicable laws of each jurisdiction where we operate. We have established or joined various trade unions in various regions to promote the protection of employees' rights and interests.

The Company respects the freedom of choice of employment and prohibits the withholding of valid identification documents, collection of deposits, forced labor or defaulting on payment. If it is necessary to adjust working hours or positions due to production or operational needs, we must obtain employees' consent and provide them with appropriate compensation or compensatory leave. Employees who wish to leave the Company will go through the established resignation procedures. We have also established an internal monitoring mechanism and published the e-mail address, address and telephone number for reporting violations of applicable laws and rules.

In accordance with the National Law on the Protection of Minors, the Regulation on the Prohibition of Child Labor, and other laws and regulations, the Company expressly prohibits the employment of persons under the age of 18, and conducts a strict vetting during the hiring process to prevent any use of child labor through the verification of identity documents, interviews, and internal audits from time to time. Once any use of child labor is discovered, such non-compliance will be immediately rectified, the employment will be terminated, and the person responsible will be held accountable.

All of the Company's security personnel have received relevant training on the Company's human rights policy in order to protect the legitimate rights and interests of employees and other parties.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



多元化，平等机会与反歧视

公司提倡多元和包容的团队文化，培养多元化的队伍。致力于使每一位员工都能感受到尊重、支持和鼓励，让每一位员工能更加主动的融入团队，贡献自己的才智，聚沙成塔。

我们尊重员工和应聘者在性别、年龄、种族、文化背景等方面的差异，反对任何形式的歧视和不平等竞争。我们承诺平等的就业机会，防止在工作场所出现歧视、骚扰和类似不当行为。

我们致力于为员工打造多元平等的工作场所，努力使残障人士也能充分享有公平就业机会。截至报告期末，泉峰共聘用46名残障人士。我们也高度关注女性职工权益保证，完善女性职工服务保障，执行产假、育儿假等政策，为女员工提供母婴室，解决女性职工工作生活中遇到的困难和问题。

Diversity, Equal Opportunity and Anti-Discrimination

The Company promotes a diverse and inclusive team culture and cultivates a diverse team. We are committed to making every employee feel respected, supported, and encouraged so that each employee can more actively integrate into the team, contribute their own talents - just like gathering sand to build a tower.

We respect the differences between employees and candidates in terms of gender, age, race, cultural background, among other basis, and oppose any form of discrimination and unequal competition. We are committed to equal employment opportunities and to preventing discrimination, harassment and other inappropriate behavior in the workplace.

We seek to create a diverse and equal workplace for our employees and strive to enable people with disabilities to fully enjoy fair employment opportunities as well. As of December 31, 2023, Chervon employed 46 people with disabilities. We also pay great attention to ensuring the rights and interests of female employees, improving the services and protection for female employees, implementing maternity leave and parental leave policies, providing nursing rooms, and supporting female employees addressing other difficulties and challenges in their work and life.



为适应年轻化的和数字化的候选人特点，公司加强了数字化宣传，2023年进行了多场直播形式的互动，帮助应聘者更好的了解公司和岗位，感知企业文化。

To adapt to the new characteristics of young candidates who were born and raised in the digital ear, the Company has increased its digital outreach, and conducted a series of interactions in the form of live broadcasts in 2023 to help candidates better understand the Company, its culture and available positions.

人才吸引和保留

人才招聘

公司根据发展的需求，实施员工招募聘用。招聘选人遵循德才兼备、量才而用、公平竞争的基本标准，通过猎头、招聘网站、人才市场、劳动力市场、内部推荐、校企合作等多种方式选拔各类优秀人才。

公司严格遵循法律法规，在招聘和用工期间，我们坚持一视同仁，不因员工的性别、年龄、民族、信仰等差异而区别对待，为每一位员工提供平等的就业和发展机会。通过完善招聘流程和不断改进对招聘人员的培训和衡量标准，来确保候选人多元化及满足业务需要。2023年，公司新招聘员工1150人。

TALENT ATTRACTION AND RETENTION

Recruitment

The Company recruits based upon its development needs. We select candidates and recruit employees based on basic criteria, such as integrity and ability, in a fair and equitable manner. We hire primarily through headhunting, job boards, talent markets, labor markets, internal referrals, school-enterprise collaboration and other ways to cover all kinds of outstanding talents.

The Company strictly complies with relevant laws and regulations, and during recruitment and employment, we embrace equality in employment and development opportunities, and prohibit treating employees differently based on their gender, age, nationality, beliefs or other differences. By improving the recruitment process and continuously improving the training and performance standards for recruiters, we ensure that the diversity of candidates and the needs of the business are met. In 2023, we hired 1,150 new employees.



加强校企合作，组织校园和学生活动，推广公司的价值主张和雇主品牌，帮助大学生择业并实现角色平稳转换。

We have strengthened collaboration with schools and organized campus and student events to promote the Company's value proposition and employer branding, and helped college students achieve smooth role transitions.

薪酬和福利

泉峰制定并实施具有竞争力的薪酬方案来吸引、激励并留住人才。我们秉承公平公正的原则，遵循当地法律法规，通过与绩效挂钩的激励机制，为员工提供具有市场竞争力的薪酬福利。我们为员工提供多元的薪酬与福利，薪酬包括基本工资、年度晋升调薪、年终奖金、即时奖励等。福利保障包括六险一金、无息贷款、职工宿舍、交通班车、交通补贴、就餐补贴、带薪年假、独生子女护理假、定期体检、团建活动等。

Compensation and Benefits

Chervon designs and implements competitive compensation programs to attract, motivate and retain talent. We adhere to the principle of fairness and impartiality, comply with applicable laws and regulations, and provide our employees with market competitive compensation and benefits through a performance-based incentive mechanism. We provide diversified compensation and benefits to our employees. Compensation includes base salary, annual promotion salary adjustment, year-end bonus and immediate incentives. Benefits include social insurance and provident fund plans, interest-free loans, staff dormitory, shuttle bus, transportation subsidies, meals subsidies, paid annual leave, parental leave, only-child parent care leave, regular medical checkups, and team-building activities.



员工关怀和顺畅沟通

本集团重视员工的沟通和关怀，为员工创造平等、尊重、融洽的工作环境，保持企业内部和谐、共同进步的工作氛围；注重员工文化活动，丰富员工的业余生活，持续完善企业服务和福利政策。同时，聆听员工宝贵意见并做出改善，不断提升员工的归属感和满意度。

公司为员工开放了多重沟通通道以倾听员工心声，包括员工电子意见箱，座谈会，满意度调查等。2023年，公司开展了多项满意度与敬业度调查，回收了近5000份有效问卷。结果显示，蓝领与白领员工整体满意度均在良好水平，对职能服务满意度持续提升。

此外，我们通过开展一系列的员工关怀活动，为员工提供展示自我、交流沟通的平台，满足员工的精神需求，提升员工的幸福感，也为泉峰社区不断注入生机。



2023/08 家属开放日，让更多的家属走进泉峰
Family Day in Aug. 2023, more families & friends get to know more about Chervon

Employee Care and Smooth Communication

We attach importance to employee communication and care, creates a working environment of equality, respect and harmony for employees, and maintains a working atmosphere of harmony and common progress within the Company. we also focuses on employee cultural activities, enriches lives of employees, and continuously improves corporate services and employee welfare policies. At the same time, we listen to employees' valuable opinions and make improvements to continuously enhance their sense of belonging and satisfaction.

The Company has maintained multiple communication channels for employees to express their opinions, including employee suggestion e-boxes, seminars, satisfaction surveys. In 2023, the Company conducted a number of satisfaction and engagement surveys and collected nearly 5,000 valid questionnaires. The results show that the overall satisfaction of both blue-collar and white-collar employees is at a favorable level, and satisfaction with enterprise services continues to improve.

We provide a platform for employees to showcase their talents and communicate with each other by conducting a series of employee care activities to satisfy their spiritual needs and improve their sense of well-being, and continuously bring vitality into the Chervon community.



其他各类员工活动
Other activities



4. 责任包容-创造社会价值

RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



人才培养与发展

人才发展战略

我们认为一个企业的持续成功，需要有对战略，更需要一支保持凝聚力和战斗力的队伍。组织中的佼佼者塑造了组织的文化，更是组织成就的重要贡献者。泉峰主要通过人才培养和人才激励持续激活组织能力。

公司构建了横向组织拉通、纵向能力提升的高效融合的组织架构；坚持“注重能力、高薪聘贤、人人适才、量才而优、侧重选拔、重视培育”的原则，汇集外部优才，培育内部英才；建设业务匹配、结构合理、专业精通、富有活力的人才队伍，通过充分岗位授权、定期绩效考核、内部竞聘活动及先进集体和先进个人评选等活动，充分调动员工的主动性和积极性。

组织变革创新

为确保公司战略实现并基于内外部环境变化对岗位体系及人员配置的要求，泉峰构建了“组织匹配-能力突出-动力有效”三级组织管理体系，有效实现了人力资源管理的最佳配置。

人力资源部牵头开展组织价值分析，建立了“纵向有效授权、横向价值匹配”的组织管理规则；设计了“管理+专业”双通道序列，拓宽员工职业发展通道。

通过构建管理者能力素质模型，确定管理者任职标准，不断完善管理者选育用留机制；我们制定全面覆盖、梯级发展的专业人员任职资格标准，牵引专业人员发展提升。

Talent Development

Talent Development Strategy

We believe that the sustainable success of an organization requires the right strategy and, more importantly, a collaborative and competitive team. The outstanding individuals in an organization shape the culture of the organization and contribute significantly to its success. Chervon develops its organizational capabilities through talent development and incentives.

We have established an efficient and integrated organizational structure with horizontal organization interlock and vertical capability enhancement. We adhered to the principles of "focusing on ability, recruiting talents with good compensation, suitable talents, measuring talents according to their merits, focusing on selection and cultivation" to attract external talents and cultivate internal talents. We established a talent team with business suitability, reasonable structure, professional competence, and full of vitality. The Company mobilizes its employees through appropriate job authorization and activities like regular performance appraisal, internal recruitment and rotation, and outstanding teams and individuals awarding.

Organizational Change and Innovation

To ensure the realization of the Company's strategy and considering the internal and external changes on the work system and personnel requirements, we have established a three-tier management system, namely "Organization Matching - Outstanding Ability - Effective Motivation" to effectively optimize human resources (HR) management.

Our HR department led the organizational value analysis and established the organizational management rules of "vertical effective empowerment and horizontal value matching". Our HR department also designed the two-channel sequence of "management + professional" to widen the career development paths for employees.

The Company has established a competency model for managers, defined the qualifications standards and continue to improve the mechanism for selecting, training, and retaining managers. We formulated qualification standards for professionals with comprehensive coverage and multi-step development plan, which has guided the development of professionals.

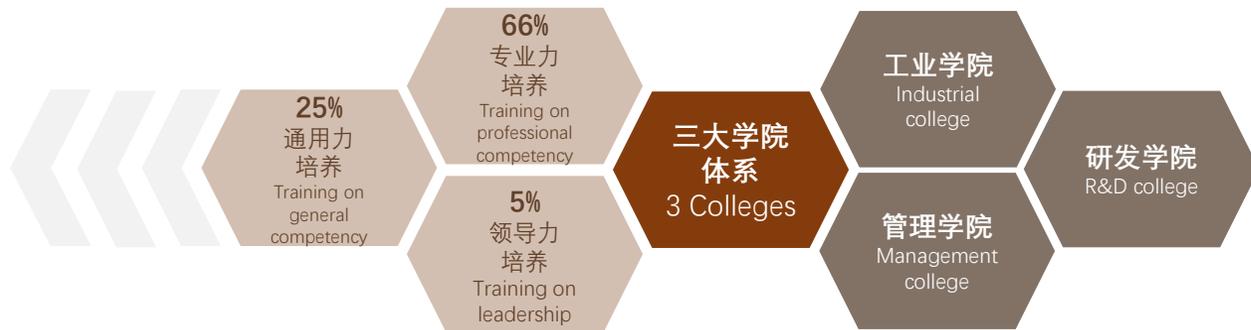


人才培养体系

泉峰建立分层分类的能力培养体系，培养满足战略需要的行业领军人才。

泉峰将员工需要具备的能力分为领导力、专业力和通用力三种类型，并由专门组织负责建立能力模型和课程体系，保证各项能力有效提升和发展；2023年形成研发学院、工业学院和管理学院三大学院为主的培训专门组织机构，完善各方向人才能力发展。

我们的人才培养体系以内生为主，外引为辅，综合构建企业培训资源。23年泉峰成立内训师组织“泉知堂”，以优秀的泉峰人培养更优秀的泉峰人。我们对230多位内训师进行了能力评价、等级认证和聘用并对不同级别内训师组织讲师培训赋能。同时，公司高管关注和参与学习发展，高管均会作为内训师授课或作为导师进行辅导，在2023年总监以上管理人员有一半以上走上讲坛担任内训师。



Talent Development System

Chervon has established a tiered and categorized competency development system to cultivate industry leaders who meet its strategic needs.

Chervon categorizes employee competencies into three types: leadership, professional and general. A dedicated team is responsible for establishing a competency model and curriculum system to ensure the effective improvement and development of each competency. In 2023, we formed a specialized training organization based on three colleges, namely, the R&D College, the Industrial College, and the Management College, to improve the development of talent competency in each direction.

We built our talent development system primarily with internal resources and supplement it with external resources. In 2023, Chervon established the internal trainer organization “Quanzhitang” (Chervon Knowledge Class), in order to strengthen our internal training.

We conducted ability evaluation, grade certification and engagement of more than 230 internal trainers, and organized TTT (train the trainer) training for internal trainers of different levels. At the same time, the Company’s executives pay attention to and participate in learning and development. Our executives all teach as internal trainers or coach as mentors, and more than half of the executives above the director level stood on the podium as internal trainers in 2023.

Category	Percentage of employees trained	Average training hours completed
男性 (Male)	65%	15.45
女性 (Female)	67%	11.11
中基层 (Base & mid level)	65%	13.82
管理层 (Management level)	81%	14.13

说明：2022年培训数据统计仅为中国员工，2023年统计口径为全球员工，不具有完全可比性，故未列示比较。

Note : 2022 training statistics and disclosure are not presented for comparison as the scope of data are different from 2023 (2022 : China-based employee; 2023 : global employee)



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



绩效和职业发展考核

作为公司的核心竞争力之一，我们非常重视绩效和职业发展的考核。绩效管理不仅关注结果，还关注过程和人才的全面发展。我们通过一个公正、透明及多元化的评估体系来确保每位员工的付出和贡献都能得到合理的回报和认可。

我们鼓励员工追求卓越，也强调以道德和正直为行事准则，确保商业成功与个人成长相得益彰。我们的考核标准要求员工在实现公司目标和业绩的同时，也要展现他们的专业知识、行业技能、道德水准以及成长潜力——包括对于新兴态势和技术的适应力、解决问题的能力、自我驱动与学习的意愿、团队合作和领导力等方面。

在每年的人才盘点和组织继任计划回顾过程中，我们考察员工在个人和专业成长方面的进步与不足，以及特定人员补充特定岗位的准备程度，以帮助他们制定相应发展计划，进而达成更长远的职业目标。

100% 的员工受定期绩效考核。

Performance and Career Development Appraisal

We place a high value on performance and career development evaluations which we believe is one of our core competencies. Performance management focuses not only on results but also on the process and the comprehensive development of talent. Through a fair, transparent, and diversified assessment system, we ensure that every employee's efforts and contributions receive proper recognition and reward.

We encourage our employees to pursue excellence and emphasize moral integrity as a guiding principle, ensuring that commercial success and personal growth are mutually reinforcing. Our performance standards require employees to demonstrate their professional knowledge, industry skills, moral standards, and potential for growth while achieving Company goals and KPIs. This encompasses adaptability to emerging trends and technologies, problem-solving abilities, self-motivation and willingness to learn, teamwork, and leadership qualities.

During our annual talent and succession plan review process, we examine the progress and shortcomings of our employees in terms of personal and professional growth, and their readiness for specific roles. This helps them to formulate development plans accordingly to achieve their long-term career objectives.

All employees are subject to regular performance appraisals.

职业安全与健康

确保员工拥有安全的工作环境是我们的一项基本责任。我们以《中华人民共和国安全生产法》《中华人民共和国职业病防治法》等营运所在地的相关法律法规为前提，极力营造安全、健康的工作环境，尽力避免任何危险因素导致或可能导致员工身体的伤害。

组织架构：公司成立了EHS领导委员会、执行委员会，定期举行委员会会议，报告EHS绩效、工伤情况，分析解决公司安全问题，同时成立锂电池安全委员会、机械安全委员会等技术委员会，从建立标准、专题培训、现场检查等方面进行系统化的专项改善。

OCCUPATIONAL HEALTH AND SAFETY

Ensuring a safe working environment for our employees is one of our basic responsibilities. We strictly comply with Work Safety Law of the People's Republic of China, Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other relevant laws and regulations in the jurisdictions where we operate. We strive to create a safe and healthy work environment and do our best to avoid any hazardous factors that cause or may cause bodily injury to our employees.

Organizational Structure: Chervon Group has set up an EHS Leadership Committee and an Execution Committee, which hold regular meetings to report on EHS performance and occupational injuries, and to analyze and solve the Company's safety issues. Meanwhile, we have set up technical committees such as Lithium Battery Safety Committee and Machinery Safety Committee, to carry out systematic and specific improvement from standard setting to special training, and on-site inspection.

2023
The 8th EHS Workshop
第八届EHS论坛



指标	Indicator	2022	2023
工伤人数 (人)	Work related injuries (person)	22	27
工亡人数 (人)	Work related death (person)	0	0
工伤损失工作日数 (日)	Working days lost due to work injuries (days)	1,027	1,182

注：2022年统计口径为本集团位于中国南京的生产制造基地，23年包括全球范围内生产制造基地
Note: In 2022, the scope of statistics was the Group's manufacturing base in Nanjing, China, and in 2023 it included worldwide manufacturing bases

泉峰第八届EHS论坛以小组讨论、辩论形式开展安全文化研讨，达成全员共识——“所有事故皆可预防、所有安全隐患皆可控制、员工的直接参与是关键、部门最高负责人是部门安全第一责任人”

In Chervon's 8th EHS Workshop, through group discussions and debates, participants achieved the consensus that "all accidents can be prevented, all safety hazards can be controlled, direct participation of employees is essential, and the department head is ultimately responsible for the safety of the department".



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



制度流程： 公司通过ISO45001:2018 职业健康安全管理体系认证，建立了危险源及安全隐患的识别与风险评估制度，对工作场所所涉及的活动进行定期的隐患识别和风险评估，对风险和重大隐患点进行分级管理，制定预防和保护措施。发生变化时更新危险源清单并及时进行重大风险告知。

同时，公司建立了以预防为主的变更管理流程，对新项目、新材料、新设备在设计阶段参与安全风险评估，作为EHS风险减低的积极措施。

发生工伤事故后，事故调查组进行事故的深入调查分析，并制定纠正预防措施。同时，拍摄事故模拟视频发送给全员警示学习。

System & Process : The Company has obtained ISO45001:2018 Occupational Health and Safety Management System Certificate and established a system for identifying and assessing the risk of hazardous sources and potential safety hazards, conducts regular hazard identification and risk assessment of workplace activities, evaluates and manages risks and major hazards, and formulates preventive and protective measures. The list of hazardous sources is updated as changes occur, and significant risks are communicated in a timely manner.

Meanwhile, the Company has established a change management process that focuses on prevention, and participates in safety risk assessment at the design stage of new projects, materials, and equipment as a proactive measure to reduce EHS risks.

If and when a workplace accident occurs, our accident investigation team will conduct a thorough investigation and analysis of the accident and formulates corrective and preventive measures. At the same time, a simulation video of the accident may be filmed and sent to all employees as a cautionary and learning material.



安全意识：公司广泛开展各层级安全培训和安全活动，以提升全员安全意识和安全经营能力。2023年公司编制了《EHS应知应会手册》并通过“安全应知应会”知识竞赛宣导相关知识，促进公司安全文化建设。同时，完成EHS成熟度评估，并进一步加强“安全文化可视可感”宣传。

2023年公司建立了安全红线机制，梳理出18条红线及问责机制，通过约谈及曝光等措施，有效预防重大事故的发生。

Safety Awareness: The Company has conducted extensive safety training and other activities at all levels to enhance the safety awareness and management capabilities of all employees. In 2023 the Company has compiled the EHS Handbook and promoted the relevant knowledge through the Safety Handbook Knowledge Contest to promote safety culture in the Company.

In 2023, the Company established a safety red line mechanism, established 18 red lines and accountability mechanisms, and effectively prevented the occurrence of major accidents through interviews, publicity and other measures.



职业健康：在保护员工免受职业危害保障员工身心健康方面，公司将岗位职业病危害如实告知员工，为员工提供健康体检和职业健康体检。公司每年对职业场所危害因素进行检测并为员工提供必须的个人防护设备和医疗急救药品，开展急救培训。同时关注员工身心健康，鼓励和组织开展多种形式的体育锻炼，并开展定期的心理知识宣传。2023年公司提供免费体检及中医推拿等特色活动，新进员工体检率和特殊岗位体检率均为100%。

2023年期间，公司没有发现任何在提供安全工作和保护员工免受职业危害方面产生重大影响的不遵守法律和法规的事件。

Occupational Health: To protect employees from occupational hazards and to promote their physical and mental health, the Company provides employees with information on the occupational hazards of their jobs as well as medical examinations and occupational health check-ups. The Company conducts annual occupational hazard assessments, provides employees with necessary personal protective equipment and first aid medicines, and conducts first aid training. Furthermore, the Company pays attention to the physical and mental health of its employees, encourages and organizes various forms of physical exercise, and conducts regular psychological knowledge campaigns. In 2023, the Company provided free medical checkups and special activities such as traditional Chinese medicine massage, and the rate of medical checkups for new employees and special positions reached 100%.

During 2023, the Company did not identify any incidents of non-compliance with laws and regulations that could have a material impact on the provision of a safe working environment and protection of employees from occupational hazards.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



4.2 赋能客户

泉峰深信，伟大的产品是商业成功的基础。我们通过对消费者的深入洞察和对客户的定性及定量分析，将客户的需求有效转化为产品解决方案，从而把握市场机遇。

通过持续推出更加创新、高效、安全的产品，我们为用户赋能，让他们获得更加无与伦比的使用体验，并极大地改善他们的使用效率，让我们的用户和我们一起，助世界一臂之力。

创新引领，提升用户体验和效率

我们始终坚持以用户为中心的创新理念，致力于为消费者创造更优质的使用体验。泉峰控股在锂电池系统技术领域的专注研发能力，使我们的产品兼具绿色环保特质与强大的动力性能。

依托先进的研发实力，我们在电池平台、电池管理系统(BMS)、电机及电控等基础技术上取得持续进展与突破，并将智能系统、产品特定技术（防尘及减振）等研发成果应用于我们多品牌，多品类的产品组合中，致力于满足各类不同使用群体的使用需求并提升其消费体验，减低用户整体使用的综合成本。

4.2 EMPOWER CUSTOMERS

Chervon believes that great products are the foundation of its business success. Through in-depth insight into our end-users, and qualitative and quantitative analyses of our customer needs, we seek to transform identified market demand into effective product solution, hence seizing market opportunities.

By continually introducing more innovative, efficient, and safe products, we are able to provide our users with superior experience and greatly improve their efficiency, allowing our users to join us in building a better world.

Innovation Driven, to Enhance User Experience and Efficiency

We pursue user-centred innovation and are committed to creating a better experience for consumers. Chervon's dedicated R&D capabilities in the field of lithium battery system technology enable our products to offer both green features and powerful performance.

Relying on the strength of our advanced R&D capabilities, we have made continuous progress and breakthroughs in fundamental technologies such as battery platforms, battery management systems (BMS), motors and electronic controls, and applied R&D achievements such as intelligent systems and product-specific technologies (like dust proofing and vibration controlling) to our multi-brand, multi-category product portfolio to meet users' needs, improve their experience and reduce their total cost of ownership.

案例 Case

全球最大的消费者投票评选创新奖项“Voted Product of the Year”发布年度获奖名单。凭借“PWRCORE 20™”锂电平台创新优势，SKIL无刷系列产品 Compact Brushless 3065 Cordless Drill 夺得殊荣。

Voted Product of the Year, the world's largest consumer-voted innovation awards, has announced its winners. SKIL's Compact Brushless 3065 Cordless Drill won the award for its innovative "PWRCORE 20™" lithium platform.





集成电池与USB-C充电接口-匹配标准充放电接口,方便高效

三挡转矩设置控制-可完美适用90%的室内组装,使组装家具、电脑零件或任何有螺丝或螺栓的物件变得超级快速和容易。用户可根据需求自由选择扭力

多位置可工作与单手操控-可三个位置工作(0度, 22.5度和45度),以改善在狭小空间的人机工程;单指可触发前进和反向按钮,使用方便

节约设计-工具长度7.3"为业内同当量机器最短款,小巧轻便。整机多采用少螺钉设计,通过卡扣设计,提高装配效率,减少浪费及能耗,并提升产品可维修性

案例 -创新引领,提升用户体验和效率

Case study - Innovation Driven, to Enhance User Experience and Efficiency

Integrated Battery and USB-C Charging Port - matches standard charging and discharging ports to provides user convenience

Three-position Torque Setting Control - suitable for 90% of indoor assemblies, making it fast and easy to assemble furniture, computer parts or anything with screws or bolts. User can select torque on demand

Multi-position Workable & One-handed Operation - works in three positions (0, 22.5 and 45 degrees) to improve ergonomics in tight spaces; easy to use with one finger to trigger forward and reverse buttons

Economical Design - the tool length of 7.3" is the shortest among comparable products. The whole machine is designed with fewer screws but more snap fasteners for high assembly efficiency, which reduces waste and energy consumption and provides good reparability





4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

CHERVON 泉峰®

案例-创新引领，提升用户体验和效率

Case Study - Innovation Driven, to Enhance User Experience and Efficiency

EGO Peak power+生态圈
适配所有EGO Peak power 电池包
单手开合电池仓舱盖，方便用户拿取电池包

EGO peak power+ eco system
Compatible with all EGO Peak power battery packs
One-handed opening of the battery compartment lid for easy access to the battery packs

LED大灯照明，根据需要随开随关，方便且节能

LED headlight, turn on and off as needed, convenient and energy-saving

前置保险杠，保护机器免受低速冲撞
Front bumper to protect the machine from low-speed impacts

更多配件 **more attachments**
更多延展 **more extensions**



LCD UX SCREEN的操控面板简洁直观
IoT功能，用户及时关注机器状态，用电情况等

LCD UX SCREEN control panel is simple and intuitive
IoT function allows users to keep an eye on the status of the machine, power consumption etc.



方向盘设计，易于适应，方便操控
定速巡航功能，带给用户更轻松、愉悦的驾驶体验

E-steer design, easy to adapt to, convenient control
Cruise control function brings users a more relaxed and pleasant driving experience.

EGO 双无刷电机，堪比油机动力

EGO Dual Brushless Motors – Powerful as fuel engine power

EGO 双刀盘高效切割系统
3档行驶速度& 3档刀片速度，根据工况调节，提升割草效率和质量

EGO dual-disc high-efficiency cutting system
3 driving speeds and 3 speeds of blades, user-adjustable according to working conditions, to improve cutting efficiency and quality



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

CHERVON 泉峰®

案例 - 创新引领，提升用户体验和效率

Case Study - Innovation Driven, to Enhance User Experience and Efficiency

- EGO 首创PEAK POWER 技术，最大化提升系统性能
- 首个 28"宽、21"高尺寸，高效完成扫雪工作
- 整机动力相当于300cc当量汽油机，可取代汽油机高效完成工作
- 无尾气排放，噪声对比同等排量汽油机大幅降低
- 免于保养

- 首创直齿螺旋叶轮传动，比传统蜗轮蜗杆传动提升效率
- 双侧扳机互锁，可在不停机的情况下进行调节操控，提升效率
- 独创排雪槽四向电控，轻松调节出雪方向
- 无极调速电机，效率最优
- 大尺寸雪地防滑胎，防滑同时保证通过性
- 双材料、双向可用，高度可调节滑雪鞋

- 把手智能加热功能，始终保持最舒适的温度区间
- 独创外斜式把手，双手自然舒适握持
- 速度可调、带倒挡速度的自走式设计
- 辅助转向功能，方便实用
- 把手高度可调节，适应不同身高用户

- 独创扳机开槽设计，用户双手可最大面积接触加热把手
- 灯光、加热把手功能独立控制，按需开关，节约能源
- 分区可控LED灯组，可自行选择亮灯区
- 把手和出雪口可拆卸设计，方便包装运输



EGO SNT2800

- EGO's pioneering PEAK POWER technology is designed to maximize system performance
- First 28" wide 21" high size for efficient snow removal
- Power equivalent to a 300cc gasoline engine, can replace gasoline engine with efficiency
- No exhaust emissions and reduced noise compared to a gasoline engine of the same power
- Maintenance-free

- The first straight-tooth auger impeller transmits power, which improves efficiency compared with the traditional worm gear transmission
- Double side trigger interlock, can be adjusted without stopping the case of control, improve efficiency
- Unique four-way electric control of snow chute, easy to adjust the direction of snow discharge
- Adjustable speed motor for improved efficiency
- Large-size snow tires, skid-proofing while ensure passability at the same time
- Dual-material, two-way available, height-adjustable ski shoes



- Intelligent heating of the handle, to keep a comfortable temperature range
- Unique angled handle for a natural and comfortable grip
- Self-propelled design with adjustable speed and reverse speed
- Auxiliary steering function, which is convenient and practical
- Adjustable handle height to suit users of different heights

- Unique trigger slot design, allowing users to maximize the contact with heated handle
- Independent switch for light and heated handle function, on-or-off on demand
- Zoned controllable LED light set, user can choose the lighted area
- Handle and chute removable design for more compact package

品质为基，保障产品可靠性和使用者健康安全

品质是服务客户的基础。泉峰控股长期以来把产品质量放在首位，依托强大的研发实力和生产经验，构建了完备的内控标准体系，确保从关键零部件到各品类、型号产品均有高质量标准可循，持续为用户提供安全、高效和便捷的使用体验。集团销售的产品，均严格依照出口当地对于安规、电磁兼容、环保等法律法规的要求，并贯彻落实于产品研发、测试、生产全流程。

公司按照ISO9001标准建立了完善的质量管理体系，对产品从设计开发、原材料管理、生产实现、出运、售后等全流程实施质量管理，并结合部门责任落实，员工培训教育等多项举措，保障产品质量与安全。我们依据相关质量标准在合资机构完成测试并获取相关证书或报告，并在产品包装和说明书中体现产品执行标准，以使消费者充分了解，并接受市场质量监督及抽检。

除了产品的使用安全，公司的产品设计也高度关注使用者的健康保护，以更好的技术手段和产品功能构思，减少重量，震动，噪音，排放和粉尘等，减轻用户的疲劳和健康损害。

案例 Cases

对于操作过程中会产生粉尘的电动工具，如圆锯，砂光机，干墙打磨机，电木铣等，我们都配有吸尘接管可以连接吸尘器进行无尘作业。



For power tools that generate dust during operation, such as circular saws, sanders, drywall sanders, routers, we equip such tools with dust extraction hoses that can be connected to a vacuum cleaner for dust-free operation.

Quality As Foundation , to Ensure Product Reliability and User Health & Safety

Quality is the foundation for serving customers. Chervon has always put product quality first. Relying on its strong research and development capabilities and production expertise, Chervon has established a comprehensive system of internal control standards to ensure that quality standards are maintained from the key components to various categories and models of products, so as to continue to provide users with a safe, efficient and convenient experience. The products sold by the Group strictly comply with the requirements of safety regulations, electromagnetic compatibility, environmental protection and other applicable laws and regulations in the countries that we export to, We promote compliance throughout the entire process of product development, testing and production.

The Company has established a comprehensive quality management system in accordance with ISO9001, and implements quality management throughout the process of product design and development, raw material management, production, shipping and after-sales service, the Company also combines the implementation of departmental responsibilities, staff training and education and other measures to ensure product quality and safety. Additionally, the Company complete third-party tests at qualified institutions according to relevant quality standards and obtain corresponding certificates or reports. We reflect the product standards in the product packaging and instructions, so that consumers are fully aware, and we are subject to market quality supervision and sampling tests.

In addition to the safe use of the product, the Company's product design also pays great attention to the user's health protection, with better technical solutions and product function design to reduce the weight, vibration, noise, emission and dust, among others, to reduce the user's fatigue and health impact.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



全生命周期质量管理 Overall life cycle quality management

设计 Design	生产 Manufacturing	应急 Emergency
<p>新品研发期间，我们对产品安全进行充分评估与试验，以保证达到相关质量与安全标准要求</p> <p>During the R&D process of new products, we fully evaluate and test product safety to ensure compliance with relevant quality and safety standards.</p>	<p>依托于集团成熟的生产与研发实力，我们建立专业的测试中心，承担产品研发与生产期间的安全评估、认证和质量测试一系列检验工作</p> <p>Relying on the Group's manufacturing and R&D capabilities with significant experience, we have established a professional testing centre, which can undertake a series of inspections for safety assessment, certification and quality testing.</p>	<p>为预防和处理产品生产过程以及售后可能出现的质量和安全隐患，我们已建立多项应急方案与措施，并定期对员工进行演练与培训，降低产品安全与质量风险</p> <p>In order to prevent and address potential quality and safety issues during the product manufacturing and after-sales process, we have established a number of emergency plans and measures, and regularly conduct drills and training for employees to reduce product safety and quality risks.</p>
<p>我们对于已售产品的安全保持关注，并严格遵循产品销售地区的制度要求进行召回管理与售后管理。</p> <p>泉峰2023年共有一件产品因为健康及安全原因通过美国消费者委员会（CPSC）进行召回。这起召回是由泉峰自愿发起的，没有导致任何的罚款、处罚或警告。这起召回涉及一款修枝剪因为开关扳机在松开后不能可靠回弹，可能会导致机器意外启动造成割伤。公司一共收到34起机器意外启动的报告，其中有8起造成了割伤。CPSC在2023年6月1日正式通知消费者立即停止使用被召回的修枝剪，并联系泉峰获得免费的维修。</p> <p>被召回的产品：1 被召回的产品总件数：89,044 召回成本：735,376 美元</p> <p>除此之外，本集团未发现年内有任何可能对本集团产生重大影响的与所提供产品和服务有关的健康和安全、广告、和隐私事项以及补救措施等方面的违法违规事件。</p>	<p>We attach great importance to the safety and health of the products we have sold, and we strictly follow the requirements for recall management and after-sales management in the jurisdictions where we sell our products.</p> <p>In 2023, we had a total of one product recalled through the US Consumer Product Safety Committee (CPSC) for health and safety reasons. The recall was voluntarily initiated by the Company and did not result in any fines, penalties or warnings. The recall involves a hedge trimmer because the on/off trigger does not reliably spring back when released, which could cause the machine to start unexpectedly and cause cuts. The Company has received a total of 34 reports of the machine starting unexpectedly, 8 of which resulted in cut injuries. The CPSC formally notified consumers on June 1, 2023 to immediately stop using the recalled trimmer and to contact the Company for a free repair.</p> <p>Recalled Product: 1 Total number of recalled products: 89,044 Cost of Recall: US\$735,376</p> <p>During the year, the Group did not identify any incidents of non-compliance with laws and regulations during the year that could have a material impact on the Group in terms of health and safety, advertising, privacy and remedies in relation to the products and services provided other than the case above.</p>	



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

高效服务，优化各级客户满意度

为了及时了解和更好地服务客户，我们在所服务的主要市场地区都设立了相应的分公司或办事处，以快速响应全球客户的需求。这些团队及时收集客户需求，协调内部技术、研发、生产和服务部门的资源，为客户提供一站式服务。

为了更好地倾听来自客户声音，了解用户的需求，及时解决用户遇到的任何问题，提高用户对泉峰产品及品牌的忠诚度和服务的满意度，泉峰制定了一系列客户服务管理制度和相关的服务流程，为客户提供多渠道、全方位的信息反馈网络。

Efficient Service, to Improve Customer Satisfaction at All Levels

In order to better understand and serve our customers worldwide in a timely manner, we have established subsidiaries or offices in all major market we serve. Our customer service teams gather customer requirements in a timely manner and coordinate the resources of our internal R&D, production and service departments to provide a one-stop solution to our customers.

We believe such systems and processes enable us to better listen to our customers' voices, to understand our users' needs and address any issues that they encounter in a timely manner, and improve our users' loyalty to, and satisfaction with, our products and brands. We have formulated a series of customer service management systems and related service processes, providing customers with multi-channel, comprehensive information feedback network.



我们帮助客户更好的服务他们的客户，并以客户的成功来衡量我们的成功

通过有效协调前线业务开发及后端支持，实现无缝交付以满足客户需求

We help our customers better serve their customers, and we measure our success by our customers' success

Seamless delivery to meet customer needs through efficient coordination of frontline business development and back-end support



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



在北美市场，我们使用了全球技术及安全性领先的云服务供货商Salesforce的CRM系统来管理我们的服务过程和活动，确保用户的问题得到第一时间的处理和解决。我们拥有专业的客户服务团队，为客户提供多渠道、全方位的信息收集与回馈机制。此外，我们还设立了专门的客户质量团队以对接和处理来源于客户的质量投诉与回馈。公司还制定了完善的客户投诉处理流程，确保所有客户投诉都能得到及时的解决。我们工作流程、管理流程的设定均围绕用户需求和满意度展开，客户和使用者的满意度是我们始终追求的目标。2023年泉峰没有收到与产品和服务相关的实质性投诉。

我们不断地为我们的客户服务团队，授权维修服务点，第三方服务商进行产品和维修的培训指导，提升服务人员的业务水平。同时对我们的CRM系统不断地优化并赋予更多新的功能，持续提升团队的服务技能和效率。

每次售后服务完成后，我们都会发出用户满意度调查，收集用户反馈意见，不断改进和提升服务水平，持续改善用户接受服务的体验。

同时，我们还设有专门的质量小组，定期对CRM系统中的售后信息进行解读和跟踪，将发现的质量问题列入跟踪改进项目，主动推动内部进行持续改善，并将纠正措施落实到系统性的预防，实现问题的闭环管理，并为产品部门提供改善建议。

In our largest market, North America, we use the CRM system of Salesforce, the world's leading provider of cloud services in terms of technology and security, to manage our service processes and activities and to ensure that user issues are handled and resolved promptly. We have a professional customer service team to provide our customers with a multi-channel and comprehensive information gathering and feedback mechanism. We have also set up a dedicated customer quality team to respond to and handle quality complaints from customers. The Company has also established a comprehensive customer complaint handling process to ensure that all customer complaints can be resolved in a timely manner. Our workflow and management processes are all designed around user needs and satisfaction, and customer and user satisfaction is the goal we always pursue. In 2023, we did not receive any significant complaints relating to our products and services.

We continuously provide product and maintenance training to our customer service team, authorized service centers and third party service providers to improve the proficiency of our service personnel. Meanwhile, we continuously optimize our CRM system to improve the team's service skills and efficiency.

After each after-sales service is completed, we will send out user satisfaction surveys, collect feedback from users, and continuously improve and enhance our service to eventually improve user experience.

We also have a dedicated quality team to regularly interpret and follow up upon the after-sales information in the CRM system, list identified quality issues in our tracking list, actively promote internal continuous improvement, and implement corrective measures to enable systematic prevention of potential issues. We also implement closed-loop issue management and provide improvement suggestions to product departments.

客户沟通渠道
Customer Communication Channels

售后电话
Call centers

微信公众号
We-chat applet

CRM 系统
CRM system

官网和邮箱
Website and email

社交媒体
Social media

售后服务管道
After-sales Service Channels

授权经销商
Authorized dealers

寄修服务
Ship and repair

第三方服务商
Third-party service company

厂家换新/维修
Manufacturer replace/repair



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

整个供应链正经历百年未有的大变局，伴随重构，供应链先行是我们这个产业发展的重点任务。

— 柯祖谦，公司董事
生产及供应链执行副总裁

The whole supply chain is undergoing a major change not seen in a century, and along with reconstruction, supply chain transformation is the key task for the development of our industry.

-Mr. ZQ Ke, Director,
EVP of Production and Supply Chain

2023 供应商数量 **789**

2023 Total vendor number

中国供货商 China vendor ~ **92%**

海外供货商 non-China vendor ~ **8%**

4.3 责任采购

泉峰是工具行业的中间制造商，与上下游都有联系。我们采购范围广泛，包括生产设备、生产原材料、物流仓储服务、咨询服务等类别。

与供货商的精诚合作是本集团实现战略目标的重要保障。我们重视与供货商的交流，积极搭建合作平台，力求与供货商建立长期、紧密、互惠共赢的合作关系，携手为客户提供优质产品和服务，推动行业持续稳定发展。

非生产性采购总体占比较小，不直接成为泉峰产品的一部分，且社会风险相对较低，因此在本章节分析和披露的信息主要针对生产性采购供应商。

供应商的分布

泉峰的主要生产基地位于中国，越南和德国。我们主要使用的供应商为本地供应商（与生产基地位于同一国家），因为使用本地供应商能够降低物流成本，减少温室气体排放，同时能够更好的促进当地社区和经济的发展。

4.3 RESPONSIBLE SOURCING

Chervon is an intermediate manufacturer in the tooling industry with both upstream and downstream links. We purchase a wide range of products and services, including production equipment, production raw materials, logistics and warehousing services, consultancy services among other categories.

Sincere cooperation with suppliers is an important cornerstone for our strategy. We value communications with our suppliers and actively build a platform for cooperation. We strive to establish long-term, close and mutually beneficial cooperative relationships with our suppliers, working together to provide quality products and services to our customers, and promote the sustainable and stable development of the industry.

Non-productive sourcing generally accounts for a relatively small proportion of our total procurement, does not directly become part of Chervon's products and has relatively low social risks. Accordingly, the information analyzed and disclosed in this section mainly relates to production sourcing suppliers.

Distribution of Suppliers

Chervon's main production facilities are located in China, Vietnam and Germany. We primarily use local suppliers (in the same country as the production site) in order to reduce logistics costs, reduces greenhouse gas emissions and better contributes to the development of the local community and economy.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE

供应链管理

为降低供应链的环境和社会风险，推动供应链可持续发展，我们制定了高标准、严要求的筛选和管理机制，设立覆盖供货商开发、评估、准入、评审、退出的全生命周期管理机制，并在此过程中将ESG理念贯彻至采购的各个环节，致力于建立符合我们可持续发展要求的一流供货商网络。

准入： 公司对新供应商的资质，管理体系，运营稳定性，产品品质，ESG表现等进行全面评估。

分级管理： 依据供货商的能力及绩效表现，对供货商进行分层管理，结合风险管控要求及供货商的风险评级，对不同供货商采取不同的采购策略及管理措施，以强化风险管理、提升采购效率。

风险管理： 从环保、劳工合规、运营、合作意愿、商业风险等方面对供应商进行全面风险评估，并将供应商分为五个风险等级进行分级监控。

廉洁采购： 推动与制造类和贸易类供货商签署《合作伙伴廉洁诚信承诺书》，并以多种形式进行采购合规审查以期通过廉洁合作，建立公平、透明、诚实守信的业务合作关系。

Supply Chain Management

To reduce environmental and social risks, and promote sustainable development of our supply chain, we have established a screening and management mechanism with high standards and stringent requirements, and a life cycle management mechanism covering supplier development, evaluation, admittance, review and withdrawal, implementing ESG concepts in all aspects of procurement and committing to building a network of high quality suppliers in line with our sustainable development requirements.

Entry : We conduct a comprehensive assessments of new suppliers' qualifications, management system, operational stability, product quality, and ESG performance.

Tiered Management: We have adopted a tiered system for managing suppliers based on their capability and performance. Taking into consideration our risk control requirement and supplier's risk leveling, we formed different sourcing strategy and management plans for different suppliers, thereby strengthening risk management and improving efficiency in connection with our procurement activities.

Risk Management: We have adopted a risk-based monitoring system, which categorizes suppliers into five risk levels based upon comprehensive supplier risk assessment in terms of environmental, labor, operations, cooperation, business risks, among other aspects.

Integrity in Procurement: We promote the signing of the Statement of Commitment on Integrity and Honesty of Partners by our manufacturing and trading suppliers, and conduct procurement compliance reviews in various forms, with a view to establishing a fair, transparent, honest and trustworthy business relationships.



4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



可持续供应链发展

2023年，公司更新了供应链管理的一系列政策，修订了供应商开发流程、供应商评审规则，重点完善了ESG相关要求，并进行了全面宣导培训，重新签署了全部ESG相关采购文件。

2023年的供应商大会，除了与供应商分享公司的发展战略和计划，公司进一步传达了公司的供应链管理政策，并在质量和ESG等方面加强对供应商的教育和培训。

供应链ESG管理政策和文件

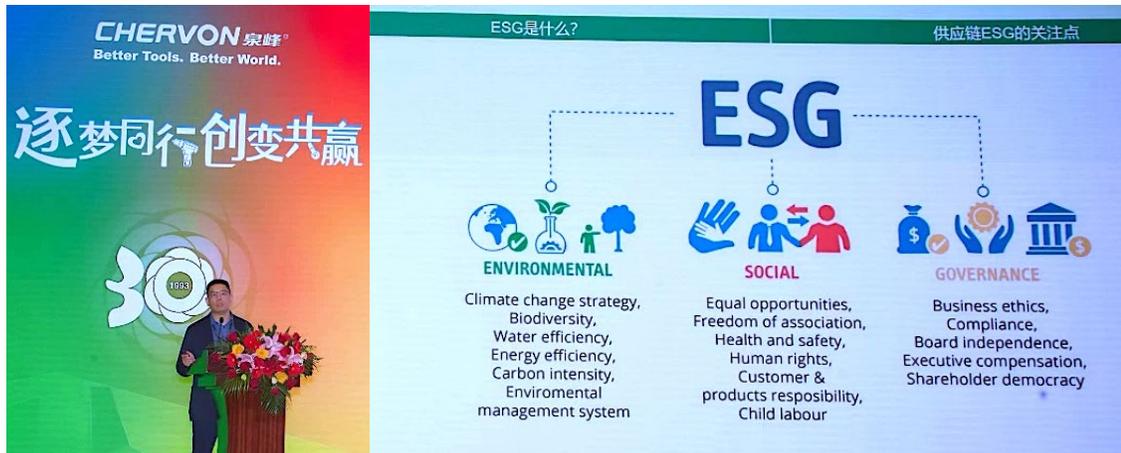
Supply Chain ESG Management Policy and Document

- | | |
|---------------------|---|
| ☞ 供应商开发流程 | ☞ Supplier Development Process |
| ☞ 供应商准入负面清单规范 | ☞ Supplier Access Negative List Specification |
| ☞ 采购通则 & 合作伙伴廉洁诚信承诺 | ☞ Procurement General Conditions & Partner Integrity Commitment |
| ☞ 供应商评审规则 | ☞ Supplier Evaluation Rules |
| ☞ 供应商HS控制能力评审办法 | ☞ Supplier HS Control Capability Assessment Rules |
| ☞ 供应商HSF评审规则 | ☞ Supplier HSF Evaluation Rules |
| ☞ 合格供应商反恐管理程序 | ☞ Anti-Terrorism Management Procedures for Qualified Suppliers |
| ☞ 零部件PAHS、DOP管控规范 | ☞ Component PAHS, DOP control specification |
| ☞ 产品中禁用及限制使用的化学物质清单 | ☞ List of Chemical Substances Banned and Restricted in Products |
| ☞ 采购件HS控制流程 | ☞ Purchased Parts HS Control Procedure |
| ☞ 零部件HSF风险分级表 | ☞ Parts HSF Risk Evaluation |
| ☞ 供应商有害物质控制管理规范 | ☞ Supplier Hazardous Substance Control Management Regulations |
| ☞ RoHS检测评判标准 | ☞ RoHS Testing Judgement Standard |
| ☞ 供应商环保声明 | ☞ Supplier Environmental Protection Statement |
| ☞ 供应商社会责任声明 | ☞ Supplier Social Responsibility Statement |
| ☞ 商业伙伴反恐安全声明 | ☞ Business Partner Anti-Terrorism Security Statement |

Sustainable Supply Chain Development

In 2023, the Company updated a series of policies on supply chain management, and revised the supplier development process and supplier evaluation rules, focusing on improving ESG-related requirements. The Company also conducted comprehensive training, and re-signed all the ESG-related procurement documents.

The Company communicates its development strategies and plans to suppliers during the 2023 Supplier Conference. In particular, the Company disseminated its updated supply chain management policies and provided enhanced supplier education and training in various areas, including quality and ESG considerations.





4. 责任包容-创造社会价值 RESPONSIBILITY & INCLUSION-CREATING SOCIAL VALUE



4.4 回馈社会

通过积极参与社区教育项目和慈善活动，我们努力提升居民福祉，为社会创造更多价值。我们的举措包括提供教育资源、奖助学金计划，以及支持本地社区发展的可持续项目。这些努力旨在培养更多人才，提高整体教育水平，并为社区创造更多机会，从而建设一个更加繁荣、公正和可持续的社会。我们坚信，通过这些积极的回馈举措，我们能够为一个更加美好的世界贡献出自己的一份力量。

4.4 GIVING BACK TO THE COMMUNITY

Through active participation in community education projects and charitable initiatives, we strive to enhance the well-being of the residents in our communities and create more value for society. Our efforts included providing educational resources, sponsoring scholarship programs, and supporting sustainable projects for local community development. These initiatives aim to nurture talent, elevate overall education levels, and generate more opportunities for our communities. We firmly believe that, through such efforts, we can contribute to creating a more prosperous, fair, and sustainable society, ultimately making the world a better place.

2023年公司慈善捐赠
总额约合**120**万美元

In 2023, the Company donated a total of approximately
1.2 Million US dollars for social and charitable purpose



2023年，疫情阴霾过去后，泉峰再次启动“爱跑”项目。千余名的泉峰同事、家属、供应商代表和社区公益伙伴一起沿江出发，为爱而跑，共筹得爱心善款293,580元助力“新芽助学”公益项目。

In 2023, after the epidemic was over, Chervon started the "Charity Run" project again. More than 1,000 colleagues, family members, supplier representatives and community partners set out along the river and ran for love, raising a total of RMB 293,580 for the public welfare project "Seeds of Hope Bursary Program".



23年12月，泉峰北美携手美国Lowe's基金会，向当地38所职业技术学校捐赠了FLEX 24V电动工具（包括电钻套装和四工具组合套装）共计4830套，来支持在建筑行业创办小微型企业的学员以及未来接受建筑培训的学生。



Chervon North America, in partnership with the Lowe's Foundation, has donated FLEX 24V power tools (including Drill Driver Kits and 4-Tool Combo Kits, totaling 4,830 units) to 38 local vocational and technical schools/institutions. These tools will support the participants who have already started micro-enterprises in the construction industry, as well as future students undergoing construction training.

2023年，泉峰志愿者们走访了400户贫困学生家庭。通过走访深入贫困学生的家庭，了解学生的家庭经济状况，并关心他们的身心健康和学业进步，为符合条件的新芽学生送上新芽奖助学金。每位新芽学生每学期可收到1500元助学金，用于支持他们的学费和日常生活。至今，公司已组织十一期员工志愿者前往阜宁、宿迁等地参与实地助学，累计志愿服务时长4416小时。



In 2023, Chervon volunteers visited 400 families of under-privileged students to understand the financial conditions of their families, and to offer care and support for their physical and mental health and academic progress. We provided Seeds of Hope Bursary, a scholarship fund to eligible students of RMB 1,500 per student per semester, to pay tuition fees and living expenses. So far, the Company has organized 11 visits to Fuying, Suqian and other places to help support local students, accumulating a total 4,416 hours of volunteer service.

在广州国际应急博览会期间，大有向广州蓝天救援队捐赠了电锤、角磨机、电锯等电动工具，以实际行动践行了大有对应急救援事业的承诺。此外，大有还计划向其他地区的蓝天救援队提供支持，帮助他们开展应急救援工作，为建设更美好的世界贡献力量。



During the Guangzhou International Emergency Response Expo, DEVON demonstrated its commitment to emergency rescue efforts by donating power tools, including electric hammers, angle grinders, and chainsaws to the Guangzhou Blue Sky Rescue Team. Furthermore, DEVON is planning to extend its support to Blue Sky Rescue Teams in other regions, equipping them with top-quality tools to aid in their emergency rescue efforts and contribute to a better world.

2023年6月，由泉峰公司主办、南京农业大学工学院承办的首届“匠心杯”校园DIY大赛来到南京农业大学，邀请农大学子一起激荡创意，体验工具世界。



In June 2023, we hosted the first "Craftsmanship Cup" campus DIY competition in collaboration with the College of Engineering of Nanjing Agricultural University (NAU), inviting NAU students to experience the world of tools and showcase their creativity.



附录1. 泉峰控股业务单位列表 Appendix 1. List of Business Units of Chervon Holdings

CHERVON HOLDINGS LIMITED 泉峰控股有限公司

CHERVON (HK) LTD 泉峰（香港）有限公司

CHERVON OVERSEAS HOLDINGS LIMITED 泉峰海外控股有限公司

泉峰(中国)贸易有限公司 CHERVON (CHINA) TRADING CO. LTD

泉峰(中国)工具销售有限公司 CHERVON (CHINA) TOOLS SALES CO., LTD

南京泉峰科技有限公司 CHERVON INDUSTRY CO. LTD

CHERVON INDUSTRY (VIETNAM) CO. LTD

泉峰（中国）投资有限公司 CHERVON (CHINA) INVESTMENT CO. LIMITED

CHERVON NORTH AMERICA INC.

CHERVON CANADA INC.

CHERVON AUSTRALIA PTY

CHERVON NZ SUBSIDIARY LIMITED

CHERVON EUROPE LTD

EGO EUROPE GMBH

SKIL B.V.

CHERVON GMBH

FLEX GESCHÄFTSFÜHRUNGS GMBH

FLEX VERWALTUNGS GMBH & CO KG

FLEX ELEKTROWERKZEUGE GMBH,

FLEX POWER TOOLS BVBA

FLEX POWER TOOLS B.V.

FLEX ELEKTRONÁŘADÍ, S.R.O

FLEX ITALIA S.R.L

FLEX ELECTROPORTATIF MACHINES ET ACCESSOIRES

FLEX POWER TOOLS LIMITED

FLEX POWER TOOLS MIDDLE EAST FZCO



港交所环境、社会及管治报告指引内容索引 HKEX ESG Guide Content Index

B 部分：强制披露规定
Part B: Mandatory disclosure

管治架构 Governance structure	2.1, 2.2
汇报原则 Reporting principles	02
汇报范围 Reporting boundary	02

C 部分：“不遵守就解释” 条文
Part C: “Comply or explain” provisions

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
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A. 环境 / Environment

层面A1. 排放物 Aspect A1. Emissions

一般披露A1 General disclosure A1	3.4
KPI A1.1 排放物种类及相关排放数据 The types of emissions and respective emissions data	3.3, 3.4
KPI A1.2 直接（范围1）及能源间接（范围2）温室气体排放量（以吨计算）及（如适用）密度（如以每产量单位、每项设施计算） Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.4
KPI A1.3 所产生有害废弃物总量（以吨计算）及（如适用）密度（如以每产量单位、每项设施计算） Total hazardous waste produced(in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.4
KPI A1.4 所产生无害废弃物总量（以吨计算）及（如适用）密度（如以每产量单位、每项设施计算） Total non-hazardous waste produced(in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	3.4

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
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KPI A1.5 描述所订立的排放量目标及为达到这些目标所采取的步骤 Description of emission target(s) set and steps taken to achieve them	3.2-3.5
KPI A1.6 描述处理有害及无害废弃物的方法，及描述所订立的减废目标及为达到这些目标所采取的步骤 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	3.4

层面A2. 资源使用 Aspect A2. Resource utilization

一般披露A2 General disclosure A2	3.4
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KPI A2.1 按类型划分的直接及/或间接能源（如电、气或油）总耗量（以千个千瓦时计算）及密度（如以每产量单位、每项设施计算） Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	3.4
KPI A2.2 总耗水量及密度（如以每产量单位、每项设施计算） Water consumption in total and intensity (e.g. per unit of production volume, per facility).	3.4
KPI A2.3 描述所订立的能源使用效益目标及为达到这些目标所采取的步骤。 Description of energy use efficiency target(s) set and steps taken to achieve them.	3.4
KPI A2.4 描述求取适用水源上可有任何问题，以及所订立的用水效益目标及为达到这些目标所采取的步骤。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	3.4
KPI A2.5 制成品所用包装材料的总量（以吨计算）及（如适用）每生产单位占量 Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	3.3



港交所环境、社会及管治报告指引内容索引 HKEX ESG Guide Content Index

C 部分：“不遵守就解释” 条文
Part C: “Comply or explain” provisions

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
A. 环境 / Environment	
层面A3. 环境及天然资源 Aspect A3. the environment and natural resources	
一般披露A3 General disclosure A3	3.2 – 3.5
KPI A3.1 描述业务活动对环境及天然资源的重大影响及已采取管理有关影响的行动 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3.2 – 3.5
层面A4. 气候变化 Aspect A4. climate change	
一般披露A4 General disclosure A4	3.2
KPI A4.1 描述已经及可能会对发行人产生影响的重大气候相关事宜，及应对行动 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	3.2 – 3.5
B. 社会 / Social 雇佣及劳工常规/ recruitment of employees, and labor standards	
层面B1. 雇佣 Aspect B1. Employment	
一般披露B1 General disclosure B1	4.1
KPI B1.1 按性别、雇佣类型（如全职或兼职）、年龄组别及地区划分的雇员总数 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	4.1
KPI B1.2 按性别、年龄组别及地区划分的雇员流失比率 Employee turnover rate by gender, age group and geographical region.	4.1

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
层面B2. 健康与安全 Aspect B2. Health and safety	
一般披露B2 General disclosure B2	
KPI B2.1 过去三年（包括汇报年度）每年因工亡故的人数及比率 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	4.1
KPI B2.2 因工伤损失工作日数 Lost days due to work injury	4.1
KPI B2.3 描述所采纳的职业健康与安全措施，以及相关执行及监察方法 Description of occupational health and safety measures adopted, and how they are implemented and monitored	4.1
层面B3. 发展及培训/ Development and training	
一般披露B3 General disclosure B3	
KPI B3.1 按性别及雇员类别（如高级管理层、中级管理层）划分的受训雇员百分比 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.1
KPI B3.2 按性别及雇员类别划分，每名雇员完成受训的平均时数 The average training hours completed per employee by gender and employee category.	4.1
层面B4. 劳工准则 Aspect B4. Labor standards	
一般披露B4 General disclosure B4	
KPI B4.1 描述检讨招聘惯例的措施以避免童工及强制劳工 Description of measures to review employment practices to avoid child and forced labor	4.1
KPI B4.2 描述在发现违规情况时消除有关情况所采取的步骤 Description of steps taken to eliminate such practices when discovered.	4.1



港交所环境、社会及管治报告指引内容索引 HKEX ESG Guide Content Index

C 部分：“不遵守就解释” 条文
Part C: “Comply or explain” provisions

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
B. 社会 / Social- 营运惯例/ Operating Practices	
层面B5. 供应链管理 Aspect B5. Supply chain management	
一般披露B5 General disclosure B5	4.3
KPI B5.1 按地区划分的供货商数目 Number of suppliers by geographical region.	4.3
KPI B5.2 描述有关聘用供货商的惯例，向其执行有关惯例的供货商数目，以及相关执行及监察方法 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	4.3
KPI B5.3 描述有关识别供应链每个环节的环境及社会风险的惯例，以及相关执行及监察方法 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	4.3
KPI B5.4 描述在拣选供货商时促使多用环保产品及服务的惯例，以及相关执行及监察方法 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	3.3, 4.3
层面B6. 产品责任 Aspect B6. Product responsibilities	
一般披露B6 General disclosure B6	4.2
KPI B6.1 已售或已运送产品总数中因安全与健康理由而须回收的百分比 Percentage of total products sold or shipped subject to recalls for safety and health reasons	4.2
KPI B6.2 接获关于产品及服务的投诉数目以及应对方法 Number of products and service-related complaints received and how they are dealt with.	4.2

层面、一般披露及关键绩效指标 Subject areas, aspects, general disclosures and KPIs	披露章节 Chapters in the report
KPI B6.3 描述与维护及保障知识产权有关的惯例 Description of practices relating to observing and protecting intellectual property rights	2.3
KPI B6.4 描述质量检定过程及产品回收程序 Description of quality assurance process and recall procedures	4.2
KPI B6.5 描述消费者数据保障及隐私政策，以及相关执行及监察方法 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.3
层面B7. 反贪污 Aspect B7. Anti-corruption	
一般披露B7 General disclosure B7	2.3
KPI B7.1 于汇报期内对发行人或其雇员提出并已审结的贪污诉讼案件的数目及诉讼结果 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	2.3
KPI B7.2 描述防范措施及举报程序，以及相关执行及监察方法 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	2.3
KPI B7.3 描述向董事及员工提供的反贪污培训 Description of anti-corruption training provided to directors and staff.	2.3
B. 社会 / Social- 社区/ Operating Practices	
层面B8. 社区投资 Aspect B4. Community Investment	
一般披露B8 General disclosure B8	4.4
KPI B8.1 专注贡献范畴（如教育、环境事宜、劳工需求、健康、文化、体育） Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	4.4
KPI B8.2 在专注范畴所动用资源（如金钱或时间） Resources contributed (e.g. money or time) to the focus area.	4.4



GRI 内容索引 GRI Content Index

GRI 2: 一般披露 2021				披露章节
GRI 2 General Disclosures 2021				Chapters in the report
组织及其报告做法	2-1	组织详细情况	Organizational details	01
The organization and its reporting practices	2-2	纳入组织可持续发展报告的实体	Entities included in the organization's sustainability reporting	02
	2-3	报告期、报告频率和联系人	Reporting period, frequency and contact point	02
活动和工作者	2-6	活动、价值链和其他业务关系	Activities, value chain and other business relationships	01
activities and worker	2-7	员工	Employees	4.1
管治	2-9	管治架构和组成	Governance structure and composition	2.1
Governance	2-12	在管理影响方面，最高管治机构的监督作用	Role of the highest governance body in overseeing the management of impacts	2.1
	2-14	最高管治机构在可持续发展报告中的作用	Role of the highest governance body in sustainability reporting	2.2
	2-16	重要关切问题的沟通	Communication of critical concerns	1.2, 2.3
战略、政策和实践	2-21	关于可持续发展战略的声明	Statement on sustainable development strategy	1, 1.1
Strategy, policies and practices	2-26	寻求建议和提出关切的机制	Mechanisms for seeking advice and raising concerns	1.2, 2.3, 4.1, 4.2
	2-27	遵守法律法规	Compliance with laws and regulations	2.3, 3.3, 3.4, 4.1, 4.2
GRI 3: 实质性议题 2021				披露章节
GRI 3: Material Topics 2021				Chapters in the report
实质性议题的披露	3-1	确定实质性议题的过程	Process to determine material topics	1.2
Disclosures on material topics	3-2	实质性议题清单	List of material topics	1.2
	3-3	实质性议题的管理	Management of material topics	1.2
经济议题				披露章节
Economics				Chapters in the report
GRI 201: 经济绩效 2016	201-2	气候变化带来的财务影响以及其他风险和机遇	Financial implications and other risks and opportunities due to climate change	3.1
Economic Performance 2016				
GRI 204: 采购实践 2016	204-1	向当地供应商采购支出的比例	Proportion of spending on local suppliers	4.3
Procurement Practices 2016				
GRI 205: 反腐败 2016	205-2	反腐败政策和程序的传达及培训	Communication and training about anti-corruption policies and procedures	2.3, 4.3
Anti-corruption 2016				
GRI 206: 不正当竞争行为 2016	206-1	针对不正当竞争行为、反托拉斯和反垄断实践的法律诉讼	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3
Anti-competitive Behavior 2016				



GRI 内容索引 GRI Content Index

环境议题				披露章节
Environmental				Chapters in the report
GRI 301: 物料 2016 Materials 2016	301-1	所用物料的重量或体积	Materials used by weight or volume	3.3
	301-2	所使用的回收再利用的物料	Recycled input materials used	3.3
	301-3	再生产品及其包材	Reclaimed products and their packaging materials	3.3
	302-1	组织内部的能源消耗量	Energy consumption within the organization	3.4
	302-3	能源强度	Energy intensity	3.4
GRI 302: 能源 2016 Energy 2016	302-4	减少能源消耗	Reduction of energy consumption	3.4
	302-5	降低产品和服务的能源需求	Reductions in energy requirements of products and services	3.3
	GRI 303: 水资源与污水 2018 Water and Effluents 2018	303-1	组织与水（作为共有资源的相互影响）	Interactions with water as a shared resource
303-3		取水	Water withdrawal	3.4
303-4		排水	Water discharge	3.4
303-5		耗水	Water consumption	3.4
GRI 305: 排放 2016 Emissions 2016		305-1	直接（范畴1）温室气体排放	Direct (Scope 1) GHG emissions
	305-2	能源间接（范畴2）温室气体排放	Energy indirect (Scope 2) GHG emissions	3.4
	305-4	温室气体排放强度	GHG emissions intensity	3.4
	305-5	温室气体减排量	Reduction of GHG emissions	3.4
	GRI 306: 废弃物 2020 Waste 2020	306-1	废弃物的产生及废弃物相关重大影响	Waste generation and significant waste-related impacts
306-2		废弃物相关重大影响的管理	Management of significant waste-related impacts	3.4
306-3		产生的废弃物	Waste generated	3.4



GRI 内容索引 GRI Content Index

社会议题			披露章节	
Social			Chapters in the report	
GRI 401: 雇佣 2016 Employment 2016	401-1	新进员工和员工流动率	New employee hires and employee turnover	4.1
	401-2	提供给全职员工（不包括临时或兼职员工）的福利	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1
GRI 403: 职业健康与安全 2018 Occupational Health and Safety 2018	403-1	职业健康安全管理	Occupational health and safety management system	4.1
	403-2	危害识别、风险评估和事件调查	Hazard identification, risk assessment, and incident investigation	4.1
	403-5	工作者职业健康安全培训	Worker training on occupational health and safety	4.1
	403-6	促进工作者健康	Promotion of worker health	4.1
	403-9	工伤	Work-related injuries	4.1
GRI 404: 培训与教育 2016 Training and Education 2016	404-1	每名员工每年接受培训的平均小时数	Average hours of training per year per employee	4.1
	404-2	员工技能提升方案和过渡协助方案	Programs for upgrading employee skills and transition assistance programs	4.1
	404-3	接受定期绩效和职业发展考核的员工百分比	Percentage of employees receiving regular performance and career development reviews	4.1
GRI 405: 多元化与平等机会 2016 Diversity and Equal Opportunity 2016	405-1	管治机构及员工的多元化	Diversity of governance bodies and employees	2.1, 4.1
GRI 408: 童工 2016 Child Labor 2016	408-1	具有重大童工事件风险的运营点和供应商	Operations and suppliers at significant risk for incidents of child labor	4.1, 4.3
GRI 409: 强迫或强制劳动 2016 Forced or Compulsory Labor 2016	409-1	具有强迫或强制劳动事件重大风险的运营点和供应商	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1, 4.3
GRI 410: 安保实践 2016 Security Practices 2016	410-1	接受过在人权政策或程序方面培训的安保人员	Security personnel trained in human rights policies or procedures	4.1
GRI 413: 当地社区 2016 GRI 413: Local Communities 2016	413-1	有当地社区参与、影响评估和发展计划的运营点	Operations with local community engagement, impact assessments, and development programs	4.4
GRI 416: 客户健康与安全 2016 GRI 416: Customer Health and Safety 2016	416-1	评估产品和服务类别的健康与安全影响	Assessment of the health and safety impacts of product and service categories	4.2
	416-2	涉及产品和服务的健康与安全影响的违规事件	Incidents of non-compliance concerning the health and safety impacts of products and services	4.2
GRI 418: 客户隐私 2016 GRI 418: Customer Privacy 2016	418-1	与侵犯客户隐私和丢失客户资料有关的经证实的投诉	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3