



CHAOWEI POWER HOLDINGS LIMITED 超威動力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 00951



2024

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

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About this Report

關於本報告

REPORT RELEASE CYCLE

This annual environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (the “Company”, together with its subsidiaries, the “Group”). The Report focuses on the Group’s philosophy, development and effectiveness in ESG aspects. The Report covers the period from 1 January 2024 to 31 December 2024 (the “Reporting Period”). Certain content may trace back to past years.

ORGANISATIONAL STRUCTURE OF THE REPORT

For organisational structure of the report, unless otherwise stated, the policies, data and information mentioned in the Report cover the actual business aspects of the Group.

DATA DESCRIPTION OF THE REPORT

Certain financial data set out in the Report are derived from the 2024 annual report (the “Annual Report”) of the Company. Should there be any discrepancies between the data and the Annual Report, the Annual Report shall prevail. Certain data are beyond the Annual Report and are mainly based on the Company’s internal information and statistical data of its subsidiaries. Unless otherwise stated, all figures in the Report are denominated in RMB.

BASIS FOR COMPILATION OF THE REPORT

The Report mainly adopts the principles and basis of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 (formerly Appendix 27) to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Hong Kong Stock Exchange”) as the Group’s standards, with reference to the principles of ISO 26000: Social Responsibility by International Organisation for Standardisation and the Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR4.0) issued by the Chinese Academy of Social Sciences.

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

Materiality

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

Quantitative

The Report presents statistics on ESG quantitative performance.

報告發佈週期

本報告是超威動力控股有限公司（「本公司」，連同其附屬公司「本集團」）發佈的年度環境、社會及管治（「ESG」）報告（「本報告」），重點披露本集團在ESG方面的理念、進展和成效，本報告時間範圍為二零二四年一月一日至二零二四年十二月三十一日（「本報告期」），部分內容根據需要追溯至以前年份。

報告組織範圍

本報告組織範圍除非另有說明，本報告中的政策、數據、資料等覆蓋本集團的實際業務範圍。

報告數據說明

本報告中的部分財務數據來自本公司二零二四年年度報告（「年報」），如數據與年報不一致，請以年報為準。部分內容超出上述範圍，主要基於本公司內部資料及其附屬公司統計數據。除另有說明，本報告以人民幣為貨幣單位。

編製依據

本報告主要採納香港聯合交易所有限公司（「香港聯交所」）、《證券上市規則》（「上市規則」）附錄C2（原附錄二十七）所載《環境、社會及管治報告指引》（「ESG報告指引」）之原則及基準作為本集團的標準，參考國際標準化組織ISO 26000：社會責任指南及中國社會科學院《中華人民共和國企業社會責任報告編寫指南（CASS-CSR4.0）》的原則編製。

本報告乃根據以下報告原則編製：

重要性

本報告提供對本集團及利益相關方有重大影響的實質ESG議題的分析。

量化

本報告呈列ESG定量表現的統計資料。

About this Report

關於本報告

Balance

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

Consistency

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

ACCESS TO THE REPORT

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

CONTACT INFORMATION

Chaowei Power Holdings Limited

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Email: IR@chaowei.com.hk

平衡性

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

一致性

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

報告獲取方式

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

聯繫方式

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About Chaowei

關於超威

CORPORATE PROFILE

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

Headquartered in Changxing County, Zhejiang Province, the People's Republic of China (the "PRC" or "China"), the Group's manufacturing facilities are widely distributed in regions with higher demand for lead-acid motive batteries, namely Shandong, Jiangsu, Henan, Zhejiang, Anhui, Jiangxi and Hebei Provinces.

The Group has long been held in high regard by the PRC government and within the industry. With its immense strength in the field of new energy, during the Reporting Period, the Group continued to rank among the "Top 500 Chinese Enterprises" (中國企業500強), "Top 500 Chinese Enterprises in Manufacturing Industry" (中國製造業企業500強), "Top 500 Chinese Private-owned Enterprises" (中國民營企業500強) and "Top 500 Private-owned Enterprises in China's Manufacturing Industry" (中國製造業民營企業500強), and also prided a place on such heavyweight lists as the "Top 500 Chinese Energy Enterprises (Group)" (中國能源企業(集團)500強), "Fortune Top 500 Chinese Companies" (《財富》中國500強), "Global Top 500 New Energy Enterprises" (全球新能源企業500強) and "Top 500 Chinese Enterprise by Patent Strength" (中國企業專利實力500強). The Group continued to lead the industry with outstanding results and good development trend.

As one of the leading new energy manufacturers, operators and service providers, the Group unswervingly promotes the concept of environmental protection and advocates the minimisation of carbon footprint. Since its establishment, the Group has been adhering to the development mission of "advocating green energy and perfecting human life", aiming to become one of the top ten new energy enterprises in the world, and building a new energy industry cluster that integrates "lead (lithium) batteries, new batteries, energy storage and management, and circular economy". Through continuous technological innovation and industrial upgrading, the Group is committed to setting up a benchmark for green development in the industry to demonstrate the responsibility and commitment as a leader.

公司簡介

本集團主要從事鉛酸動力電池及其他相關產品的製造及銷售，產品主要應用於電動自行車、電動三輪車及特殊用途電動車等。本集團亦有生產及銷售鋰離子電池。

本集團總部位於中華人民共和國（「中國」）浙江省長興縣，生產設施廣泛分佈於鉛酸動力電池需求較高的區域，如山東、江蘇、河南、浙江、安徽、江西和河北等多個省份。

本集團長期得到中國政府及業界的高度認可，屢獲殊榮。本報告期內，本集團憑藉在新能源領域的強大實力，本集團繼續獲納入「中國企業500強」、「中國製造業企業500強」、「中國民營企業500強」及「中國製造業民營企業500強」，並先後榮登「中國能源企業（集團）500強」、「《財富》中國500強」、「全球新能源企業500強」及「中國企業專利實力500強」等重量級榜單，以亮眼的成績和良好的發展態勢繼續領跑行業。

作為領先的新能源製造商、運營商、服務商之一，本集團堅定不移地推廣環境保護理念，倡導碳足跡最小化。成立以來，本集團秉持「倡導綠色能源，完美人類生活」的發展使命，以成為全球前十的新能源偉大企業為發展目標，搭建「鉛（鋰）蓄電池、新型電池、能源存儲與管理、循環經濟」等於一體的新能源產業集群。通過持續的技術創新和產業升級，本集團致力於樹立行業綠色發展標桿，以展現領航者的責任與擔當。

1. Steady Operation and Continued Success

穩健經營，基業長青

The Group adheres to the concept of “stable operation for long-term corporate development”, insists on compliant operation and continuously optimises corporate governance and enhances ESG governance capabilities. The Group is committed to building a clean and efficient business ethics system, improving the risk management and control mechanism throughout the entire process, and establishing a communication and feedback platform for transparent interaction with various stakeholders, thus laying a solid foundation for the Company’s stable operations in all aspects and providing a solid guarantee for sustainable development.

1.1 IMPROVING CORPORATE GOVERNANCE

The Group is committed to regulating the corporate governance environment and ensuring efficient and transparent corporate management. The Group strictly complies with the Company Law of the PRC, the Securities Law of the PRC, the Listing Rules on the Hong Kong Stock Exchange, the Corporate Governance Code set out in Appendix C1 of the Listing Rules and the Environmental, Social and Governance Reporting Guide set out in Appendix C2 of the Listing Rules and other laws, regulations and regulatory requirements, and strives to improve its performance in capital management, risk control and information disclosure.

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

1.2 ADHERING TO COMPLIANCE OPERATION

The Group strictly adheres to the philosophy of “Lawful Corporate Governance and Compliant Operation” and has established a comprehensive risk management and control system and further clarified the function and role of the risk management centre to ensure that we can accurately identify and manage the key risks in the operation. At the same time, the Group integrates integrity and self-discipline into all business activities and practices the commitment to compliance operation with actions.

本集團秉持「穩健經營保障企業長遠發展」的理念，堅持合規經營，持續優化公司治理並提升ESG管治能力。本集團致力於構建廉潔高效的商業道德體系、完善覆蓋全流程的風險管控機制，建立與各利益相關方透明互動的溝通反饋平台，全面築牢企業穩健運營的根基，為可持續發展提供堅實保障。

1.1 完善公司治理

本集團致力於規範公司治理環境，確保公司管理高效透明化。本集團嚴格遵守中國《中華人民共和國公司法》、《中華人民共和國證券法》、香港聯交所上市規則及其附錄C1《企業管治守則》及附錄C2《環境、社會及管治報告指引》等法律法規及監管要求，努力提升在資金管理、風險控制以及信息披露方面的表現。

本集團搭建了穩定的公司治理架構，以本公司董事會（「董事會」）為核心，持續強化責任落實，創新管理方式，提升運營效能。董事會下設審核委員會、薪酬委員會及提名委員會三個董事委員會，共同協作提高董事會工作效率，確保公司決策科學有效。

1.2 堅持合規經營

本集團始終堅持「依法治企，合規經營」，建立了全面的風險管控體系，並進一步明晰了風險管理中心的職能定位，確保能夠精準識別並管理運營中的關鍵風險。同時，本集團將廉潔自律融入所有商業活動中，以實際行動踐行合規經營的承諾。

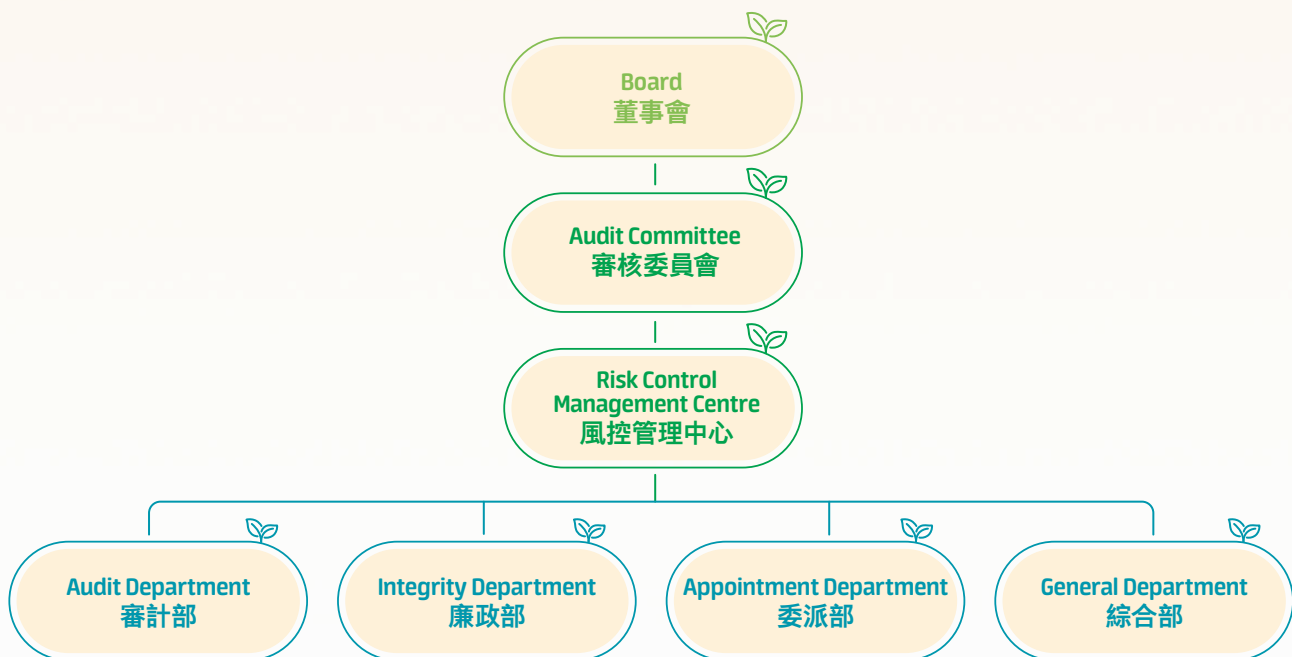
1. Steady Operation and Continued Success 穩健經營，基業長青

1.2.1 Risk Management

Risk management is an essential cornerstone of corporate compliance. With reference to the requirements of the internal control guidelines for listed companies, the Group improved the construction of the internal control system and achieved process-based risk management. The Group has formulated risk management policies and systems such as the Chaowei Group Internal Audit System and the Chaowei Group Economic Responsibility Audit System, and continued to improve its risk management structure to consolidate its core position in risk control.

1.2.1 風險管控

風險管控是企業合規運營的重要基石。本集團參照上市公司內控指引要求，完善內控體系建設，實現風險流程化管理。本集團制定了《超威集團內部審計制度》、《超威集團經濟責任審計制度》等風險管理政策制度，持續完善風險管理架構，深化風險控制的核心地位。

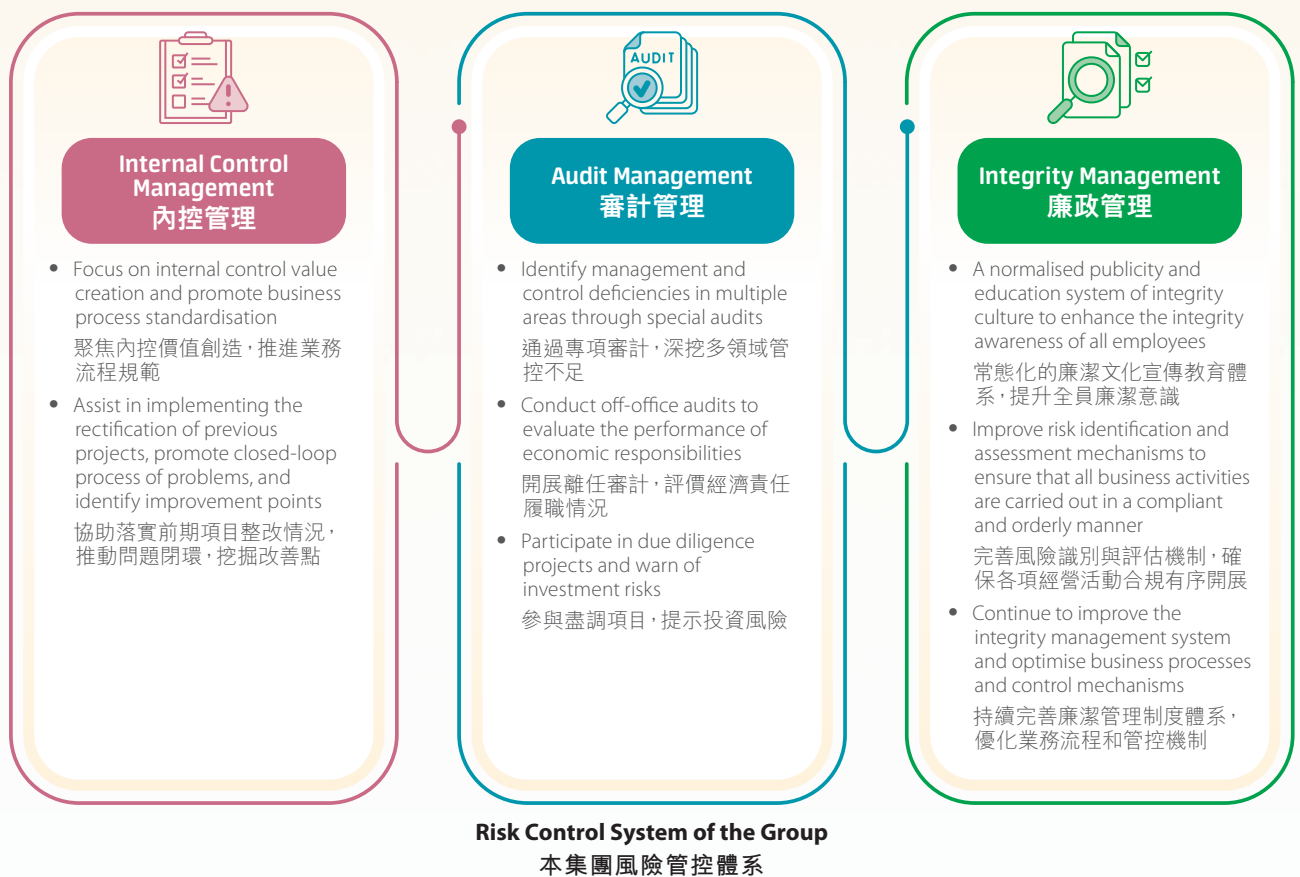


Risk Management Structure of the Group
本集團風險管理組織架構

1. Steady Operation and Continued Success 穩健經營，基業長青

The Group further improved the responsibilities of the risk control management centre, established a “three in one” risk management system that integrates internal control management, audit management and integrity management, and continued to adjust and optimise the risk management workflow of pre-event prevention, in-process control and post-event disposal. During the Reporting Period, the Group carried out a total of 67 audit projects, made recommendations for rectification and followed up on the rectification based on the audit results, with an annual rectification completion rate of 91%.

本集團進一步完善風控管理中心職責，建設了內控管理、審計管理、廉正管理相結合的「三位一體」風險管理體系，持續調整並優化的事前預防、事中控制、事後處置的風險管理工作流程。本報告期內，本集團共計開展67個審計項目，根據審計結果提出整改建議並跟蹤整改情況，年度整改完成率達91%。



1.2.2 Business Ethics

The Group recognises the importance of shaping business ethics and promoting a culture of integrity in corporate governance. The Group strictly abides by the Criminal Law of the PRC, the Anti-Unfair Competition Law of the PRC, the Interim Provisions on Prohibition of Commercial Bribery, Trademark Law of the PRC and other relevant national and local laws and regulations, in order to promote integrity and stable operations.

1.2.2 商業道德

本集團深知商業道德塑造和廉潔文化宣導在企業治理中的重要性，嚴格遵守《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》及《關於禁止商業賄賂行為的暫行規定》、《中華人民共和國商標法》等國家及地方相關法律法規，推進誠信穩健經營。

1. Steady Operation and Continued Success 穩健經營，基業長青

To further fulfil our commitment to integrity, the Group has formulated internal systems such as the Chaowei Group Internal Supervision System, the Implementation Measures on Reward and Protection for the Reporting Violations and Malpractice, the Chaowei Group Integrity Talks Management Measures (Trial), the Provisions on Further Strengthening Anti-Corruption and Promoting Integrity Audit, and the Red Line Management System for Chaowei Group Employees. We will further promote integrity in operations and continue to create a clean and upright corporate environment.

Improve the systems and channels for whistleblowing

In compliance with the requirements of “Chaowei Group Internal Supervision System”, the Group has diversified whistleblowing channels and continued to enhance the transparency of the complaint handling process. In terms of the establishment of whistleblowing channels, the Group has launched channels such as the “Integrity Chaowei” reporting APP, an official account, whistleblowing mailbox, whistleblowing hotline and petition address.

為進一步踐行對廉正風氣的承諾，本集團制定了《超威集團內部監察制度》、《違規舞弊行為舉報獎勵與保護實施辦法》、《超威集團廉潔談話管理辦法（試行）》、《進一步加強反腐倡廉審計的若干規定》及《超威集團員工紅線管理制度》等內部制度，深入推進廉潔運營，持續營造風清氣正的企業環境。

完善舉報機制與渠道

本集團按照《超威集團內部監察制度》的要求，拓寬多元舉報渠道，並不斷透明化投訴處理流程。在舉報渠道建設方面，本集團開通了「廉潔超威」舉報小程序、公眾號、舉報郵箱、舉報電話和信訪地址等渠道。



Supervision and Whistleblowing Channels of the Group

本集團的監察及舉報渠道

The Group has formulated a whistleblower protection system to fully protect the legitimate rights and interests of whistleblowers and strictly prohibits any unfair treatment and retaliation. The Group implements full-process encryption control over whistleblower information and evidence, and sets up dedicated posts to process whistleblowing information throughout the entire process. Through hierarchical authority management and data isolation technology, the Group ensures the absolute security of reporting materials and personnel information.

本集團制定舉報人保護制度全面保障舉報人合法權益，嚴禁任何不公正對待及打擊報復行為。本集團對舉報人信息與證據實施全流程加密管控，設立專崗全流程處理舉報信息，通過分級權限管理與數據隔離技術，確保舉報材料及人員信息絕對安全。

1. Steady Operation and Continued Success 穩健經營，基業長青

Integrity Promotion and Training

The Group attaches great importance to the construction of a culture of integrity and builds a strong line of defense against integrity in all aspects. By strengthening the integrity awareness of all employees, carrying out regular warning education, and creating an industry-leading integrity culture communication matrix, the Group promotes the integration of honesty and integrity into the core of the corporate spirit and helps form a new governance pattern of co-construction, co-governance and sharing. During the Reporting Period, the Group carried out a total of 11 integrity talks, and approximately 581 hours of anti-corruption training sessions, including board members, senior and mid-level leaders and general staff.

During the Reporting Period, no money laundering, insider trading, conflict of interest and other violations of the code of business ethics have been committed by the Group or its employees, and there were three corruption lawsuits filed and concluded against the Group or its employees.

廉潔宣傳與培訓

本集團重視廉潔文化建設，全方位築牢廉潔防線。本集團通過強化全員廉潔意識、開展常態化警示教育，打造具有行業示範性的廉潔文化傳播矩陣，推動清正廉潔融入企業精神內核，助力形成共建共治共享的治理新格局。本報告期內，本集團累計開展11場廉潔宣講，反貪腐培訓共約581小時，參與者覆蓋董事會成員、高層、中層領導以及一般員工。

本報告期內，本集團或其員工未發生洗錢、內幕交易、利益衝突等違反商業道德準則的行為，本集團或其員工提起並已審結的貪污訴訟案件數量為3件。

1.3 STRENGTHENING ESG MANAGEMENT

The Group firmly believes that a sound ESG governance system is a solid foundation for enterprises to fulfill their social responsibilities and sustainable development. By building a scientific governance structure and diversified communication mechanisms, the Group integrates internal and external resources to provide a solid guarantee for sustainable development and promote the full implementation of various strategic goals.

1.3.1 Statement from the Board

The Group strictly complies with the requirements of the “ESG Reporting Guide” of the Hong Kong Stock Exchange and deepens the involvement of the Board in environmental, social and governance matters. The Board of the Company is responsible for regularly reviewing ESG-related risks and conducting assessment, prioritisation and systematic management of major issues. Meanwhile, the Board of the Company is responsible for setting ESG-related targets and continuously monitoring and evaluating the progress of the implementation of the targets to ensure the effective operation and continuous optimisation of the ESG governance system.

1.3 深化 ESG 管理

本集團堅信相信健全的ESG治理體系是企業履行社會責任和可持續發展的堅實基礎。本集團通過構建科學的治理架構與多元化的溝通機制，整合內外部資源，為可持續發展提供堅實保障，推動各項戰略目標的全面落地。

1.3.1 董事會聲明

本集團嚴格遵循香港聯交所《ESG報告指引》的各項要求，深化董事會對環境、社會及管治事宜的參與。本公司董事會負責定期審議ESG相關風險，並對重大議題進行評估、優先級排序及系統化管理。同時，本公司董事會負責制定ESG相關目標，並持續監督和評估目標實施進展，確保ESG治理體系的有效運行與持續優化。

1. Steady Operation and Continued Success 穩健經營，基業長青

1.3.2 ESG Governance

The Group regards good ESG governance as a solid foundation for the prosperous development of the enterprise. The Group adheres to the ESG reporting as the basis, and promotes in-depth involvement of the Board in the ESG risk assessment and management process to steadily improve the Company's ESG management level. The Group has established a three-level ESG governance structure with the Board, the Social Responsibility Committee (the "Social Responsibility Committee") and the Investor Relations Department (the "Investor Relations Department") as the main bodies, with a clear division of responsibilities at each level to ensure the effective implementation of ESG management and to promote the sustainable development of the Company.

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

The Social Responsibility Committee assists in ESG governance and disclosure work. Its main responsibilities include formulating and reviewing the Company's ESG management vision, goals, and strategies, assessing the Company's ESG management and the risks and opportunities lying ahead. The Investor Relations Department is responsible for formulating and coordinating the annual ESG work plan summarising and reporting on the operation of the ESG system, establishing daily communication channels with stakeholders, and coordinating information reporting and communication with the Group's subsidiaries, while the Company Secretary is responsible for monitoring ESG compliance work.

1.3.2 ESG 治理

本集團視良好的ESG治理為企業蓬勃發展的堅實根基。本集團堅持以ESG報告為基礎，推進董事會深度參與ESG風險評估和管理流程，穩步提升本公司的ESG管理水平。本集團建立起以董事會、社會責任委員會（「社會責任委員會」）、投資者關係部（「投資者關係部」）為主體的三級ESG管治架構，明確各層級職責分工，確保ESG管理有效執行落地，推動本公司可持續發展。

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

社會責任委員會協助董事會開展ESG治理和披露工作，主要負責制定並審查公司ESG管理願景、目標和策略，評估公司ESG管理工作及面臨的風險和機遇。投資者關係部負責制定、協調年度ESG工作計劃，對ESG體系運行情況及各階段目標完成情況進行總結與匯報，建立與持份者的日常溝通渠道，協調子公司資訊填報及溝通，而公司秘書則負責監管ESG合規工作。

1. Steady Operation and Continued Success 穩健經營，基業長青

During the Reporting Period, the Group's head office divided the former Safety and Environmental Protection Department into the Safety Department and the Environmental Protection Department for the purpose of conducting more specialised management. The Safety Department focuses more on maintaining the safety of the working environment, reducing accidents and injuries, and enhancing the safety awareness of employees; while the Environmental Protection Department focuses on implementing environmental protection, ensuring compliance with environmental regulations, and minimising the impact of our business on the environment. In order to coordinate, manage and guide the safety work and environmental protection matters of our subsidiaries more effectively, each subsidiary has also set up its own Safety and Environmental Protection Division with professional personnel to carry out environmental protection management work. As the executive body of ESG governance, the Social Responsibility Committee holds meetings at least once a year to discuss important ESG issues, and is responsible for planning and coordinating the routine execution of the Group's ESG strategy, with report in writing to the Board annually on the progress of the relevant goals and initiatives.

To make sure the management of ESG issues is on the right track, the Board oversees the coordination between departments according to their respective targets. The Board will continue to monitor and monitor the ESG-related work and keep abreast of the latest ESG disclosure requirements and regulations of the Hong Kong Stock Exchange, and ensure close collaboration between all departments to achieve the goal of operational compliance, shoulder on social responsibility and develop clearer ESG objectives and targets for the Group to strive for better performances and better align with stakeholders' expectations.

本報告期內，本集團總部將原安環部分拆為安全部及環保部，進行更專業化管理。安全部更專注於工作環境的安全，減少事故和傷害，提升員工的安全意識；環保部則專注於環境保護，確保符合環保法規，減少企業對環境的影響。為了更有效統籌管理、指導各子公司安全工作及環保事宜，各子公司也分別設置安環科，由專業人員開展環保管理工作。社會責任委員會作為ESG管治的執行主體，每年至少召開一次會議，討論ESG重要事宜。負責規劃及協調本集團ESG戰略的日常執行，每年度向董事會書面匯報相關目標及舉措的進展情況。

為確保ESG事宜的管理步入正軌，董事會監督各部門根據各自的目標進行協調。董事會將繼續監察及監察ESG相關工作，並緊貼香港聯交所最新的ESG披露規定及規例，並確保各部門之間緊密合作，以達致營運合規的目標、肩負社會責任及為本集團制定更清晰的ESG目標及指標，以爭取更佳表現及更符合持份者的期望。

1. Steady Operation and Continued Success 穩健經營，基業長青

Board 董事會

- Undertake full responsibility for the Group's ESG strategy and reporting
對本集團的ESG策略及匯報承擔全部責任
- Approve ESG policies and ESG reports
審批ESG政策和ESG報告

Social Responsibility Committee 社會責任委員會

- Formulate ESG policies and practises
制定ESG政策及常規
- Ensure compliance with ESG-related legal and regulatory requirements
確保遵守與ESG相關的法律及監管規定

Investor Relations Department 投資者關係部

- Assist the Social Responsibility Committee in formulating, coordinating and implementing the ESG work plan
協助社會責任委員會制定、統籌及實施ESG工作計劃
- Summarise and report on the operations of the ESG system
總結及報告ESG系統的運作情況
- Establish daily communication channels with stakeholders
與持份者建立日常溝通渠道

Safety Department and Environmental Protection Department 安全部及環保部

- Assist in implementing ESG policies and practises
協助實施ESG政策及常規
- Collecting ESG related information from the subsidiaries
從子公司收集ESG相關資料

ESG Management Framework of the Group 本集團ESG管治架構

1. Steady Operation and Continued Success 穩健經營，基業長青

1.3.3 Communication with Stakeholders

The Group values the opinions and demands of stakeholders and is committed to building a two-way communication mechanism and demand response system. The Group integrates stakeholder concerns into the entire process of strategic planning and operational decision-making, establishes a closed-loop management model of "listening-analysis-feedback-improvement", and continues to consolidate the foundation of cooperation and mutual trust.

During the Reporting Period, based on industry characteristics and sustainable development goals, the Group accurately identified core stakeholder groups, combined regulatory guidance and capital market concerns, carried out timely and effective communication with all parties, and formed continuous friendly interactions.

1.3.3 利益相關方溝通

本集團重視持份者的意見和訴求，致力於構建雙向溝通機制與訴求響應體系。本集團將持份者關切融入戰略規劃、運營決策的全流程，建立「傾聽—分析—反饋—改進」的閉環管理模式，持續夯實合作互信根基。

本報告期內，基於行業特性與可持續發展目標，本集團精準識別核心利益相關方群體，結合監管導向與資本市場關切，與各方開展及時有效的溝通，形成持續友好互動。

Stakeholders 持份者	Communication channels and feedback 溝通渠道與反饋方式	
Shareholders/ Investors 股東／投資者 	<ul style="list-style-type: none"> • Convene general meeting(s) • Publish interim and annual reports, circulars, announcements and other necessary documents • Meeting with investors and analysts • Conduct roadshows 	
Government/ Regulatory authorities 政府／監管機構 	<ul style="list-style-type: none"> • On-site inspections and checks by regulatory bodies • Discussion through meetings, work reports preparation and submission for approval by relevant government departments • Publication of necessary documents on the websites of the Hong Kong Stock Exchange and the Company 	
Customers 客戶 	<ul style="list-style-type: none"> • Customer satisfaction survey • Regular visits • Industrial fairs and forums • Customer service centre/hotline 	

1. Steady Operation and Continued Success 穩健經營，基業長青

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

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Matrix of Materiality Issues

The Group conducted the identification of materiality issues with reference to the ESG Report Guide of the Hong Kong Stock Exchange and the sustainable development issues concerned by rating agencies in the capital market. By sorting out the materiality of each issue to the sustainable development of the Group, a matrix of materiality issues for the Year was finally analysed.

重大性議題矩陣

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



2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

The Group has always regarded excellence in product and service quality as the foundation of its development. With the “customer-oriented” business principle, the Group strives to provide customers with higher quality products and services by continuously strengthening quality management, optimising service processes and developing innovative technologies.

2.1 STRENGTHENING THE CORNERSTONE OF QUALITY

“Quality First” is firmly rooted in the Group’s operation mindset and is the foothold of its initiatives. The Group regards product quality and assurance of safety as issues of utmost importance, and has established a robust quality control system, put in place effective quality control measures, nurtured a culture for quality excellence, continuously promoted quality assurance, consistently improved the reliability and safety of our products, and effectively safeguarded the interests of its customers.

2.1.1 Quality Management System

The Group strictly complies with the Product Quality Law of the PRC, the Standardisation Law of the PRC, the Metrology Law of the PRC, and other national laws and regulations, as well as relevant industry standards such as Valve-controlled Lead-acid Batteries for Electric Assisted Vehicles, Electric Safety Requirements for Electric Bicycles and Lead-acid Batteries for Electric Vehicles, etc. The Group has formulated internal guidance documents such as the Design and Development Control Procedures, the Control Procedures for Unqualified Products, and the Control Procedures for Corrective and Preventive Measures. The Group has established a whole life cycle quality control system which covers raw material procurement, processing, product delivery and traceability. Through a systematic supervision mechanism, we have effectively implemented quality-related risk control on organisational level and ensured comprehensive traceability and high standard product quality.

The Group has kept up its pace in quality control system optimisation and upgrade. During the Reporting Period, making reference to the quality control maturity implementation guiding standards and taking into account of both strategic and market requirements, the Group carried out a comprehensive rationalisation and optimisation of the existing system, as well as established a supervision system which comprises 20 inspection dimensions. This supervision system covers core areas such as organisational strategy, target management, energy resource management, product realisation process management, operation process standardisation, measurement and laboratory environment management, various testing standards, environment and knowledge management.

本集團始終將卓越的產品品質和優質服務作為企業發展的基石。本集團堅持「客戶至上」的經營原則，通過不斷加強質量管理、優化服務流程、研發創新技術，為客戶提供更高品質的產品及服務。

2.1 夯實品質基石

「質量第一」是本集團經營思想的出發點和行動的落腳點。本集團將產品品質與安全保障置於核心地位，搭建完善的質量管理體系、推行有效的質量控制措施、營造良好的質量文化，持續推進質量保障工作，穩步提升產品可靠性與安全性，切實保障客戶權益。

2.1.1 質量管理體系

本集團嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國標準化法》、《中華人民共和國計量法》等國家法律法規，以及《電動助力車用閥控式鉛酸蓄電池》、《電動自行車電氣安全要求》及《電動道路車輛用鉛酸蓄電池》等相關行業標準，制定《設計開發控制程序》、《不合格品的控制程序》及《糾正和預防措施的控制程序》等內部指引文件。本集團建立涵蓋原料採購、過程工藝、產品出廠及追溯環節的全生命週期質量管理體系，通過系統化的監管機制，從制度層面有效管控質量風險，確保產品質量的全程可追溯與高標準保障。

本集團持續推進質量管理體系的優化升級。本報告期內，本集團參照質量管理成熟度實施指南標準，結合戰略及市場需求，對現有體系進行了全面梳理及優化，建立了包含20個評估維度的督查機制。督查機制涵蓋組織戰略、目標管理、能源資源管理、產品實現過程管理、作業過程標準化、計量與實驗室環境管理、各類檢測標準、環境與知識管理等核心環節。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

In addition, the Group collected comprehensive operational data of all subsidiaries through various measures such as on-site sampling surveys, file inspections and staff communication, and has swiftly formulated and implemented rectification proposals in response to deviations and deficiencies identified, so as to provide systematic support for the regulated operation of the quality control system.

During the Reporting Period, the Group's subsidiary, Chaowei Power Group Co., Ltd., obtained the ISO 9001 Quality Control System Certification and was awarded the "National Quality Inspection Stable Qualified Product", "National Storage Battery Industry Quality Leading Brand" and "National Product and Service Quality and Integrity Model Enterprise" titles by the China Association for Quality Inspection.

此外，本集團通過現場抽樣調查、文件查閱及人員溝通等多種措施，全面收集各子公司的運營數據，並針對發現的偏差和不足及時制定並實施改進方案，為質量管理體系的規範運作提供系統性支持。

本報告期內，本集團的子公司——超威電源集團有限公司已取得ISO 9001質量管理體系認證，並獲得由中國質量檢驗協會頒發的「全國質量檢驗穩定合格產品」、「全國蓄電池行業質量領先品牌」及「全國產品和服務質量誠信示範企業」等獎項。



**ISO 9001 Quality Control
System Certification**
ISO 9001 質量管理體系認證



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



**National Storage Battery Industry
Quality Leading Brand**
全國蓄電池行業質量領先品牌



**National Product and Service Quality and
Integrity Model Enterprise**
全國產品和服務質量誠信示範企業

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.1.2 Production Quality Control

The Group has established a quality control system covering the entire product life cycle. Through comprehensive sorting and in-depth analysis on every aspect of the operation, the Group has specifically implemented dedicated inspections on key control points, and established an entire process monitoring system from raw material procurement, processing, product delivery to product traceability, which will effectively ensure the stable and reliable quality of the products.

Quality control of raw materials

For the raw material procurement stage, the Group has formulated the Management Measures for the Inspection of Incoming Raw Materials, updated and applied such management systems and inspection standards like the Management Measures for Sampling of Incoming Lead Materials, which provide a strong and standardised guarantee for quality control of raw materials and act as safeguard at forefront for ensuring product quality from source.

To achieve general enhancement of inspection capability of our subsidiaries, the Group has formed a special inspection team jointly established by the Technical Department, the Inspection and Testing Department and the Quality Control Department to carry out inspections specifically on the matching between incoming raw materials and inspection reports as well as the execution of raw material inspection and testing, so as to ensure effective control of the quality and safety of raw materials.

During the Reporting Period, the Group formed a special joint inspection team by integrating internal resources of its technical quality centre to systematically carry out special inspections on the execution of raw material inspection of its subsidiaries. Statistically, the Group identified 198 quality control issues in total during the inspection period, of which 189 issues had completed rectification and was approved for acceptance, achieving a rectification completion rate of 95.5%. The Group has established a regular inspection mechanism to continuously improve the closed-loop management of issues rectification and ensure the effective operation of the quality control system.

2.1.2 生產質量控制

本集團建立了覆蓋產品全生命週期的質量管控體系。通過對各環節的全面梳理和深入分析，本集團重點針對關鍵控制點實施專項督查，建立了從原材料採購、過程工藝、產品出廠及產品追溯的全過程監管體系，有效保障了產品質量的穩定性和可靠性。

原材料質量控制

針對原材料採購階段，本集團制定了《原材料來料檢驗管理辦法》，更新並沿用《鉛材料來料取樣管理辦法》等管理制度及檢驗標準，為原材料質量管理工作提供有力的規範保障，從源頭把好產品質量第一關。

為全面提升子公司的檢驗能力，本集團組建了由技術部、檢測實驗部和品管部聯合成立的專項督查組，重點圍繞原材料入庫與檢驗報告的匹配性以及原材料檢驗檢測執行情況開展督查，確保原材料質量與安全得到有效管控。

本報告期內，本集團通過整合技術質量中心內部資源，組建專項聯合督查組，系統開展各子公司原材料檢驗執行情況的專項督查工作。經統計，本集團在督查週期內累計識別質量管理問題198項，其中189項已完成整改並通過驗收，整改完成率達95.5%。本集團已建立常態化督查機制，持續完善問題整改的閉環管理，確保質量管理體系的有效運行。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

Process inspection

At the processing stage, the Group has set up a production site inspection team to inspect, evaluate and help rectify the production modules of our subsidiaries. Based on 138 key process control points assessed by the Technical Committee, the Group has established a systematic production process supervision mechanism. The mechanism covers core elements such as approval process control on changes in procedures, process capacity assessment of critical procedures, closed-loop management of non-conformity rectification, process abnormality analysis and improvement, verification of inspection standard consistency in subsidiaries, and all-around control of equipment and facilities, thereby realising refined quality control of the entire production process. Meanwhile, the Group has actively adapted to the trend of digitalisation and launched a pilot project on digital procurement system to diagnose and monitor the equipment through the information collection system to ensure stable production quality.

Finished products control

At the stage of finished product control, the Group strictly enforces product performance testing and 'under the sun' inspection system. The Group carries out performance testing and sampling inspection of finished products based on key indicators including capacity testing, rapid cycle testing, charging acceptance as well as quarterly sampling battery testing and evaluation, to comprehensively monitor the risk of product quality. At the same time, the Group implements an 'under the sun' inspection system in the large packaging and finished product shipment areas to ensure the quality of product appearance and packaging integrity through standardised visual inspection.

過程工藝督查

在過程工藝階段，本集團成立生產現場督察小組，對子公司各生產模塊進行檢查評分與幫扶整改。本集團根據技術委員會評審的138項關鍵工藝控制點，建立了系統化的生產過程監督機制。該機制涵蓋工藝變更審批流程管控、關鍵工序過程能力評估、不合格項整改閉環管理、過程異常分析改進、子公司檢驗標準一致性核查以及設備設施全方位管控等核心要素，實現對生產全流程的精細化質量管理。同時，本集團積極順應數字化發展趨勢，開展數採系統項目試點，通過信息採集系統對設備進行診斷、監控，確保生產質量穩定。

成品出廠控制

在成品出廠控制階段，本集團嚴格執行產品性能檢測及陽光驗貨制度。本集團對成品進行出廠性能檢測抽查，包括容量檢測、快速循環測試、充電接受能力及季度抽樣電池檢測評價等關鍵指標，全面監控產品質量風險。同時，本集團在大包裝和成品發貨區域執行陽光驗貨制度，通過標準化目視檢查確保產品外觀質量和包裝完整性。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

Product traceability

The Group has established a product quality traceability mechanism to control product design, production and manufacturing, logistics system, marketing channel management, inventory management and other aspects through digital management. During the Reporting Period, in order to further implement the regulatory requirements of “One Vehicle, One Battery, One Charger, One Code” in the Action Plan for Full-Chain Rectification of Safety Hazards of Electric Bicycles issued by the General Office of the State Council of the PRC, the Group has upgraded its QR code traceability system to the “Electric Bicycle Industry Traceability Service Platform” (E-code) platform, which comprehensively strengthens the full-chain safety management of electric bicycles.

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

2.1.3 Quality Culture Building

In order to enhance employees’ awareness and capability to maintain high quality standard, the Group has incorporated quality management concepts into employees’ daily operations by a combination of quality competence training and quality culture promotion. The Group regularly carries out quality competition activities to step up its effort in promotion of quality culture, and conducts on-site examinations for personnel in key positions on the core content, such as process standards, operation methods and inspection frequency, to effectively enhance their quality management standard and implementation capacity.

產品追溯

本集團建立了產品質量追溯機制，依託數字化管理對產品設計、生產製造、物流系統、營銷渠道管理、庫存管理等方面各階段進行管控。本報告期內，為進一步落實中國國務院辦公廳《電動自行車安全隱患全鏈條整治行動方案》關於「一車一池一充一碼」的監管要求，本集團將二維碼溯源系統升級為「電動自行車行業追溯服務平台」(E碼通)平台，全面加強了電動自行車全鏈條安全管理。

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

2.1.3 質量文化建設

為提升全員質量意識與能力，本集團通過質量能力培訓與質量文化宣貫相結合的方式，將質量管理理念融入員工日常操作中。本集團定期舉辦質量大比武活動，強化質量文化傳播，並針對關鍵崗位人員圍繞工藝標準、作業方法及檢查頻次等核心內容開展現場考核，切實提升其質量管理水平與實踐能力。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動



“Quality Season Competition” to promote quality culture within the Group 舉辦「質量季大比武」活動，弘揚集團質量文化

The Group, based on its own cultural characteristics, upgraded and carried out the quarterly “Quality Season Competition” on the basis of the national advocacy of “Quality Month” in September every year. During the Reporting Period, the Group organised a spring quality competition under the theme of “strengthening quality awareness and enhancing product reputation” and a summer quality competition under the theme of “insisting on product quality and winning market recognition”. Through the activities such as quality oath, quality examination, raw material entry competition, equipment expert, the Group has created a good atmosphere of “quality that everyone values, creates and serves”, promoting healthy development of the Group’s quality culture and practically protecting interest of its clients.



本集團結合自身的文化特點，在每年九月份國家倡導「質量月」的基礎上，升級開展每個季度的「質量季大比武」活動。本報告期內，本集團開展了以「增強質量意識、提升產品口碑」為主題的春季質量大比武活動及以「堅守產品品質、贏得市場口碑」為主題的夏季質量大比武活動。本集團通過質量宣誓、質量考試、原料入廠比武、設備能手等活動，營造了「人人重視質量、人人創造質量、人人服務質量」的良好氛圍，推動企業質量文化健康發展，切實維護客戶利益。



Rolling out technical quality training to enhance professional skills of our workforce 開展技術質量培訓，提升團隊專業技能



During the Reporting Period, in order to enhance the level of technology and quality management, the Group organised nine training sessions for relevant personnel of the technology and quality system of the head office and subsidiaries. The training focused on themes such as benchmark factory construction, process supervision, equipment troubleshooting, testing and inspection standards, and equipment points inspection, etc. It effectively enhanced the expertise of the team by combining theory and practice, thus promoting the improvement of production efficiency and quality.

本報告期內，為提升技術質量管理水平，本集團開展九期培訓，覆蓋總公司及子公司技術質量系統相關人員。該培訓聚焦標桿工廠建設、工藝督查、設備故障排查、檢測檢驗標準及設備點檢等主題，採用理論與實踐相結合的方式，有效提升團隊專業能力，推動生產效率提高與質量提升。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.2 EMPOWERING SUPPLIER MANAGEMENT

The Group has established a comprehensive supplier management system and is committed to creating an efficient and transparent cooperation environment. The Group actively conveys the concept of sustainable development to upstream and downstream enterprises in the supply chain, and works with suppliers to jointly create a transparent, collaborative, mutually beneficial and win-win responsible supply chain ecosystem.

2.2.1 Supplier Management

During the supplier management stage, the Group strictly abides by the Civil Code of the PRC and the Bidding Law of the PRC, and formulates internal systems such as the Lead Material Procurement Process, the Notice on Further Implementing the Headquarters Centralised Procurement and the Supplier Management System. The Group is committed to building a high-quality and reliable supply chain system by conducting comprehensive assessments of suppliers from multiple dimensions such as supplier access, quality performance and ESG performance, continuously improving supplier quality.

2.2 賦能供應商管理

本集團構建了全面的供應商管理體系，致力於營造高效、透明的合作環境。本集團積極向供應鏈上下游企業傳遞可持續發展理念，攜手供應商共同打造透明協同、互利共贏的責任供應鏈生態。

2.2.1 供應商管理

在供應商管理階段，本集團嚴格遵守《中華人民共和國民法典》及《中華人民共和國招標投標法》，制定《鉛材料採供流程》、《關於進一步執行總部集採購的通知》及《供貨商管理制度》等內部制度，從供應商准入、質量表現及ESG績效等多維度對供應商進行全面評估，持續提升供應商質量，致力於構建高質量、高可靠性的供應鏈體系。

Supplier admission 供應商引入

- The Group strictly screen all potential suppliers through an initial qualification and compliance review in accordance with the internal policy in relation to the supplier's selection.
本集團依據有關供應商選擇的內部政策，透過初步資質審查及合規審查，嚴格篩選所有潛在供應商。
- To strengthen risk management across our supply chain, 5 to 8 qualified suppliers will be selected and included in the Group's list of suppliers for each type of raw materials.
為加強供應鏈風險管理，本集團為每類原材料挑選5至8家合格供應商，並列入本集團的供應商名單。

Supplier performance audit and evaluation 供應商表現評審

- Regular assessment: the Group comprehensively evaluates the quality performance of suppliers from three aspects: the qualified rate of incoming raw materials, the supplier's on-site audit score, and batch quality issues, and implements special rectification plans for suppliers that fail to meet the standards.
定期考核：本集團從原材料來料合格率、供應商現場審核得分、批量質量問題三方面綜合評估供應商質量表現，對未達標供應商實施專項整改計劃。
- Irregular on-site inspections: the Group implements irregular on-site inspections on qualified suppliers, and carries out an all-round supervision and evaluation system from 12 dimensions, such as quality management system, production process control, and testing capability, etc., and forms a detailed "Supplier Audit Summary", which serves as an important basis for the hierarchical management and continuous improvement of the suppliers.
不定期現場督查：對合格供應商實施不定期現場突擊檢查，從質量管理體系、生產工藝控制、檢測能力等12個維度開展全方位督查評價體系，並形成詳細的《供應商審核總結表》，作為供應商分級管理和持續改進的重要依據。

Supplier exit 供應商退場

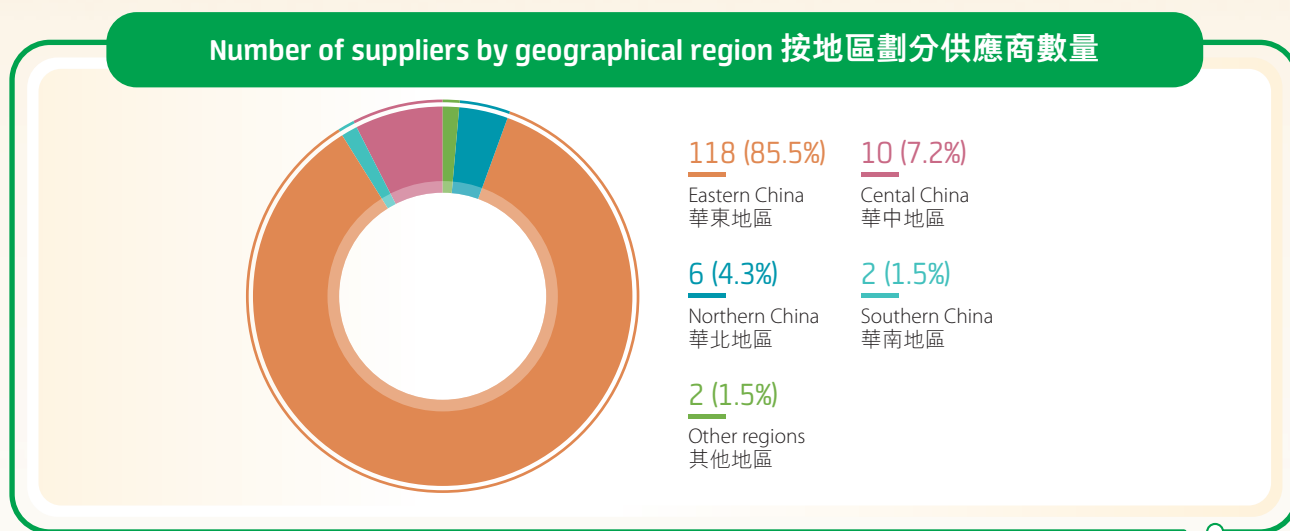
- If the suppliers who cannot meet the Group's business needs and standards after further assessments could be terminated.
如供應商於進一步評估後尚未能達致本集團的商業需求及標準可能會被終止合作

Supplier Management of the Group 本集團供應商管理

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

As at the end of the Reporting Period, the total number of suppliers of the Group was 138, and its specific distribution is as follows:

截至本報告期末，本集團供應商總數為138家，具體分佈如下：



2.2.2 Supplier ESG Management

The Group encourages all suppliers to comply with standards on environmental, social responsibility, product quality, health and safety, and business ethics, and expects our suppliers to strictly comply with them throughout our cooperation. The Group actively promotes the sustainable development of the supply chain, deeply integrates the ESG concept into the supplier management system, and jointly builds a green and responsible value chain ecosystem.

2.2.2 供應商 ESG 管理

本集團倡導所有供應商遵循環境、社會責任、產品質量、健康與安全以及商業道德等方面的標準，並期望其在合作全過程中嚴格執行。本集團積極推動供應鏈的可持續發展，將ESG理念深度融入供應商管理體系，共同構建綠色、負責任的價值鏈生態。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動



Green supply chain building 綠色供應鏈建設

The Group gives priority to suppliers who have passed environmental and occupational health certifications, working with them to build a green and sustainable supply chain.

本集團優先選擇通過環境及職業健康等體系認證的供應商，與供應商共同打造綠色可持續供應鏈。



Environmental and social responsibility assessment 環境保護及社會責任評估

The Group assesses whether all major suppliers are committed to maintaining high standards of ESR performance, and imposes corrective actions on those who do not meet the required standards, and suspends cooperation with suppliers who are subject to environmental penalties.

本集團評估所有主要供應商是否致力於維護高標準的環境和社會責任表現，對評分不達標者實施整改指導，並暫停與受環保處罰供應商的合作。



Business ethics compliance 商業道德合規

The Group has made procurement at the highest level of integrity a key aspect of its management. It strictly abides by the Bidding Law of the PRC, actively facilitates suppliers to sign the Integrity Agreement and strengthens promotion of integrity within the supply chain through distribution of integrity questionnaires. In addition, the Group has expressly included anti-corruption and anti-bribery clauses in long-term contracts to ensure that suppliers are fully aware of the integrity management system, to protect their rights and interests, to eliminate any form of bribery and malpractices, and to build a fair and transparent business cooperation environment.

本集團將廉潔採購作為重要管理環節，嚴格遵循《中華人民共和國招標投標法》，積極推進供應商簽署《廉潔協議》，並通過發放廉潔調查問卷強化供應鏈廉潔建設。此外，本集團在長期合同中明確納入廉潔反商業賄賂條款，確保供應商充分瞭解廉潔管理制度，切實保障供應商權益，杜絕任何形式的商業賄賂及不正當行為，構建公平透明的商業合作環境。



Supplier capacity building 供應商能力建設

The Group has conducted supplier capacity building systematically through video conferencing, with training that covers key areas such as standardised production management, production safety standards, environmental protection technology upgrades, fair competition standards and anti-corruption requirements. During the Reporting Period, the Group organised more than 50 specialised training sessions, effectively ensuring production safety with zero incident reported and stable operation of supply chain throughout the year. Meanwhile, the Group has strengthened anti-corruption publicity and education, and required suppliers to strictly comply with business ethics in maintaining a fair and competitive market environment.

本集團採用視頻會議形式系統開展供應商能力建設，培訓內容涵蓋生產規範化管理、安全生產標準、環保技術升級、公平競爭準則及反腐敗要求等關鍵領域。本報告期內，本集團舉辦專項培訓50餘場，有效保障了全年安全生產零事故和供應鏈穩定運行。同時，本集團強化反腐敗宣傳教育，要求供應商嚴格遵守商業道德規範，維護公平競爭的市場環境。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.3 OPTIMISING CUSTOMER EXPERIENCE

Customer resources are the core driving force for the Group's continued development. Based on this, the Group always adheres to a customer-oriented business philosophy, continuously improves its customer service management system, builds a service network with wide coverage and rapid response, and provides customers with high-quality product solutions and excellent service experience with a professional service team and sincere service attitude.

2.3.1 Enhancing Customer Experience

In order to better meet the needs of our customers, the Group continues to improve its customer service management system, and has established systems such as the After-sales Return & Exchange Management System, the Measures for Quality Management of After-sales Service of Associates, the Handling Procedures for End Product Quality Issues, and the Measures for Inspection of Returned Lead-acid Batteries. During the Reporting Period, the Group formulated the Control Plan on Unreasonable Market Returns (Trial). The Group continued to enhance our service standards and customer experience through the development of standardised service processes and standards.

The Group has built up diversified communication channels oriented to customer needs, listening to every customer's demand and responds to it. During the Reporting Period, the Group created 283 new professional service provider outlets to ensure that customers receive professional service support in a timely manner.

In addition, the Group continues to optimise customer service experience and is committed to providing more convenient and visual service solutions. During the Reporting Period, the enterprise service work order system was officially launched, realising online service orders and visual tracking of the entire process. The system accurately identifies weak links in services, effectively improves service efficiency, and lays a good foundation for user operations and brand marketing.

The Group attaches great importance to customer service professionalism and has launched continuous on-the-job training and publicity activities for key positions of service personnel at all levels, such as marketing service managers, agents and after-sales personnel of service outlets, to strengthen the professional technical knowledge of staff in service positions and enhance communication capabilities of

2.3 優化客戶體驗

客戶資源是推動本集團持續發展的核心動力。基於此，本集團始終秉持客戶導向的經營理念，不斷完善客戶服務管理體系，構建覆蓋廣泛、響應迅速的服務網絡，憑藉專業的服務團隊和真誠的服務態度，為客戶提供優質的產品解決方案和卓越的服務體驗。

2.3.1 提升客戶體驗

為了更好地滿足客戶需求，本集團持續完善客戶服務管理體系，建立《售後發退貨管理制度》、《聯營商售後服務質量管理辦法》、《市場端產品質量問題處理流程》及《蓄電池退貨檢測判定方法》等制度，並於本報告期內制定《關於市場不合理退貨的管控方案（試行）》。本集團通過制定規範的服務流程和標準，不斷提升服務水平與客戶體驗。

本集團以客戶需求為導向，打造多元化溝通渠道，用心傾聽並響應每位客戶的訴求。本報告期內，本集團新建專業服務商網點283個，確保客戶能得到及時、專業的服務支持。

此外，本集團持續優化客戶服務體驗，致力於提供更便捷、可視化的服務解決方案。本報告期內，企業服務工單系統正式上線，實現了線上服務報單和全流程可視化追蹤。該系統精準識別服務薄弱環節，有效提升了服務效率，為用戶運營和品牌營銷奠定了良好基礎。

本集團高度重視客戶服務專業性，針對各級服務人員，如市場服務經理、代理商與服務網點售後人員等關鍵崗位，持續開展在職培訓及貫宣活動，強化服務崗位員工的專業技術知識，提升客戶服務人員的溝通能力，加強客戶服務水平。本報告期內，本集團

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

service personnels, and improve the standard of customer service. During the Reporting Period, the Group has arranged for the customer service team to participate in a special training entitled “Heartfelt Service, Warm Language — Improving Telephone and Online Service Communication Skills”, which was hosted by an external education institution. The training covered customer profile analysis, psychological insights and communication strategies in an omnimedia scenario, and systematically enhanced service personnel’s ability to identify needs, apply professional terminology and personalised service skills, so as to comprehensively optimise the quality of customer service and the efficiency of marketing conversion. At the same time, the Group has carried out after-sales special training for service outlets (including associates) to enhance their operating capabilities. During the Reporting Period, the Group held 745 after-sales special training sessions, with a total of 5,110 participants.

組織客服團隊參加了由外部教育機構主辦的「心服務 馨語言 — 電話與在線服務溝通技巧提升」專項培訓，內容涵蓋客戶畫像分析、心理洞察及全媒體場景下的溝通策略，系統提升服務人員的需求識別能力、專業話術應用水平及個性化服務技能，全面優化客戶服務質量與營銷轉化效率。同時，本集團針對服務網點（含聯營商）開展了售後專項培訓，以提升網點經營能力。本報告期內，本集團共舉辦售後專項培訓745場，累計參訓人數達5,110人次。

Conducted monthly phone calls and on-site store visits, and held semi-monthly coordination meetings with materials control, production, and obsolete materials handling departments to ensure sufficient supply of after-sales batteries and timely resolution of terminus issues.
每月開展電話回訪及現場門店拜訪，每半月與物控、生產、處舊部門召開協同會議，確保售後電池供應充足，及時解決終端問題。

Designated specialists to track the logistics of product return and shipment timeliness, comprehensively increasing both the annual after-sales shipment timeliness and product return timeliness through systematic monitoring and supervision.
安排專人跟踪物流退貨和發貨時效，通過系統化監控和督促，年度售後發貨時效及退貨時效皆全面提升。

Adjusted the assessment mechanism for market return errors and implemented the programme of “assuming full amount of loss from return errors” in specialised markets, reducing the annual loss from return errors by approximately RMB2,080,000, hence effectively reducing the rate of return error.
調整市場誤退考核機制，在特殊市場推行「全額承擔誤退損失」方案，全年減少誤退損失約人民幣208萬元，有效降低誤退率。

Analysed product return data, supervised and handled market quality complaints, coordinated tracking and improvement with the production and quality departments, bringing down the annual product return rate.
開展產品退貨數據分析，監督處理市場質量投訴，協同生產與品質部門跟踪改善，全年產品退貨率下降。

After-sale Warranty Measures 售後保障舉措

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

During the Reporting Period, the Group made a total of approximately 11,456 visits to end customers, covering 31 provinces, and scored a customer satisfaction score of approximately 90.5 points, representing an increase of approximately 2.8% from last year.

本報告期內，本集團共回訪終端客戶約11,456次，覆蓋31個省份；顧客滿意度約達90.5分，較去年提升約2.8%。

2.3.2 Handling Customer Complaints

The Group attaches great importance to customers' feedback and strived to enhance customer experience by continuously optimising the mechanism and process of handling customer complaints. The Group has formulated and perfected the Customer Complaint Handling Work System and carried out refined and graded management according to the degree of the complaints, so as to continuously improve our service quality and ensure that customer complaints are resolved in a fast and effective manner. For substantiated customer complaints, the Group will strictly follow relevant systems to hold responsible personnel accountable, impose penalties and publicly criticise them to strengthen service awareness and responsibility implementation. The Group received a total of 1,182 complaints and all of which have been properly resolved during the Reporting Period.

2.3.2 解決客戶投訴

本集團高度重視客戶反饋，持續優化客戶投訴處理機制與流程，致力於提升客戶體驗。本集團制定並完善《顧客投訴處理工作制度》，根據投訴事件程度進行精細化分級管理，不斷改善服務質量，確保客戶投訴得到快速有效的解決。對於已成立的客戶投訴，本集團將嚴格按照相關制度對責任人員進行問責、處罰及通報批評，以強化服務意識與責任落實。本報告期內，本集團共接到投訴共1,182宗，所有投訴已經妥善解決。



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

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.3.3 Protecting Customer Interests

The Group strictly abides by the Advertising Law of the PRC and relevant laws, regulations and national standards, and adheres to the philosophy of responsible marketing to ensure that accurate and comprehensive product information are delivered to the consumers to effectively safeguard their right to know and right to choose. The Group regularly conducts monthly compliance training for marketing personnel and agents, focusing on strengthening knowledge and awareness of market operation rules, competitive legal risks and advertising and marketing compliance, so as to comprehensively improve the team's professionalism and compliance level.

The Group attaches great importance to compliant marketing. During the Reporting Period, the Group organised more than 60 special training sessions on themes such as "building a clean and upright marketing team" and "code of conduct and penalty rules for marketing personnel and agents", comprehensively strengthening the compliance awareness and risk prevention capabilities of the marketing team and agents, and laying a solid foundation for regulating market behaviour.

2.3.3 維護客戶權益

本集團嚴格遵循《中華人民共和國廣告法》及相關法律法規與國家標準，秉持負責任的市場營銷理念，確保向消費者傳遞準確、全面的產品信息，切實保障其知情權與選擇權。本集團定期為營銷人員及代理商開展月度合規培訓，重點強化市場經營規則、競爭法律風險及廣告營銷合規等方面的知識與意識，全面提升團隊的專業素養與合規水平。

本集團高度重視合規營銷。本報告期內，本集團圍繞「風清氣正的營銷團隊建設」及「營銷人員與代理商行為規範及處罰規則」等主題，組織開展專項培訓60餘場，全面強化營銷團隊及代理商的合規意識與風險防範能力，為規範市場行為奠定了堅實基礎。



Compliance training
合規培訓



2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

The Group regards the security and privacy protection of customers' information as its core work and strictly complies with the Personal Information Protection Law of the PRC, the Data Security Law of the PRC, the Internet Security Law of the PRC and other relevant laws and regulations, and has formulated the Information Security and Confidentiality Management System. The Group has established a robust privacy protection mechanism in the collection, storage and retrieval of customer information, and all customer information is encrypted and managed by the 400 Hotline Centre with strict hierarchical permission control, and we do not provide customer information to outsiders unless it is necessary to do so, so as to ensure that the information security and privacy rights of our customers are fully safeguarded.

As a leading enterprise in the industry, the Group actively participates in and promotes the after-sales service standards of the electric bike industry, and closely cooperates with the China Bicycle Association and other industry organisations to protect the legitimate rights and interests of consumers. During the Reporting Period, the national standard of the After-sales Service Standards for Electric Bicycles, which the Group participated in formulating, was officially released and implemented.

本集團將客戶信息安全與隱私保護作為核心工作，嚴格遵守《中華人民共和國個人信息保護法》、《中華人民共和國數據安全法》、《中華人民共和國網絡安全法》等相關法律法規，並制定了《信息安全與保密管理制度》。在客戶信息收集、儲存、調取等環節，本集團建立了完善的隱私保護機制，所有客戶資料均由400呼叫中心加密管理，並實施嚴格的分級權限控制，非必要情況下不對外提供客戶信息，確保客戶信息安全與隱私權益得到全面保障。

作為行業領軍企業，本集團積極參與和推進電動自行車行業售後服務規範的制定與完善，與中國自行車協會等行業機構緊密合作，保護消費者正當權益。本報告期內，本集團參與制定的《電動自行車售後服務規範》國家標準正式發佈實施。

2.4 FOCUSING ON PRODUCT INNOVATION

The Group takes "making the world use super green energy" as its development mission. Based on its deep insight into the battery industry, it continues to implement innovation-driven development strategies. The Group has won wide market recognition and customer trust by continuously breaking through product technology bottlenecks, contributing corporate strength to the transformation of the global energy structure and sustainable development.

2.4 專注產品創新

本集團以「讓全球都用上超威綠色能源」為發展使命，基於對電池行業的深刻洞察，持續踐行創新驅動發展戰略。本集團通過不斷突破產品技術瓶頸，贏得了廣泛的市場認可和客戶信賴，為全球能源結構轉型和可持續發展貢獻企業力量。



2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.4.1 Intellectual Property Protection

The Group strictly complies with the Patent Law of the PRC, the Trademark Law of the PRC, the Copyright Law of the PRC and other laws and regulations relating to intellectual property rights, as well as standards and guidelines such as the Guidelines for Patent Examination and the Requirements for Enterprise Intellectual Property Rights Compliance and Management System. The Group continues to use internal regulatory systems such as the Intellectual Property Early Warning Mechanism, the Intellectual Property Emergency Response System, and the Internal Administrative Measures for the Collection and Feedback of Market Information on Patent Protection to comprehensively the work of intellectual property rights protection. In addition, the Group constantly improved the "Patent Incentive System" to stimulate the innovation of its employees and provide a solid guarantee for the formation of a positive circulation mechanism for the protection of intellectual property.

The Group has established a comprehensive intellectual property protection system and a systematic trademark monitoring mechanism, which significantly improved efficiency through the online approval process, successfully completed 6 monitoring tasks throughout the year, and effectively safeguarded brand rights and interests. At the same time, the Group actively cooperates with public security agencies to carry out counterfeit product identification and continues to promote the protection of counterfeit registered trademarks. In terms of infringement risk prevention, the Group has enhanced the compliance awareness of the advertising department through special training and established a strict packaging design review process to eliminate infringement at the source and ensure that the intellectual property rights of others are not infringed.

2.4.1 知識產權保護

本集團嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》等知識產權相關法律法規及《專利審查指南》及《企業知識產權合規管理體系要求》等標準指引，沿用《知識產權預警機制》、《知識產權預警應急制度》及《對專利保護的市場情報收集反饋管理辦法》等內部規範制度，全面規範知識產權保護工作。此外，本集團持續完善《專利獎勵制度》，激發員工創新活力，為形成知識產權保護的良性循環機制提供堅實保障。

本集團構建了完善的知識產權保護體系並建立了系統化的商標監測機制，通過線上審批流程顯著提升效率，全年順利完成6次監測任務，有效維護了品牌權益。同時，本集團積極配合公安機關開展假冒產品鑒定工作，持續推進假冒註冊商標的維權行動。在侵權風險防控方面，本集團通過專項培訓提升廣宣部門的合規意識，並建立了嚴格的包裝設計審核流程，從源頭上杜絕侵權行為，確保不侵犯他人知識產權。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

In order to enable all employees to better master the skills related to intellectual property protection, the Group has carried out multi-level and multi-dimensional intellectual property training. The Group has carried out trainings on "Trade Secret Protection Training", "Legal Issues of Patent Co-ownership", "Font and Image Compliance Issues in Advertising" and other topics for relevant departments to enhance employees' awareness of intellectual property protection in an all-round way. At the same time, the Group continues to popularise intellectual property knowledge through the legal column of the company's office automation system. During the reporting period, it published a number of professional articles such as "Problems of Patent Ownership in Procurement/Cooperative Development" (《採購／合作開發中專利權屬問題》) and "Problems of Patent Ownership and Patent Novelty in Cooperative Development" (《合作開發中專利權屬問題及專利新穎性的問題》), laying a solid foundation for the effective implementation of the Group's intellectual property protection work.

During the Reporting Period, the Group achieved remarkable results in the field of technological innovation. The Group has led or participated in the publication of 12 scientific papers, covering secondary zinc-manganese batteries, process improvement for lithium-ion battery recycling, aqueous zinc-ion batteries, etc., and has obtained a total of 44 national patents. During the Reporting Period, with its outstanding performance in scientific and technological innovation, the Group was successfully selected into the "National Model Enterprise Cultivation Pool" and was rated as the 2024 Zhejiang Province Foreign Experts Workstation Establishment Unit. In addition, the Group's subsidiary Zhejiang Chaowei Chuangyuan Industrial Co., Ltd. passed the "GB 29490-2023 Enterprise Intellectual Property Compliance Management System Certification" during the reporting period, marking that the Group's intellectual property management work has reached a new level.

為了讓全體員工更好地掌握知識產權保護相關技能，本集團開展了多層次、多維度的知識產權培訓工作。本集團針對有關部門開展「商業秘密保護培訓」、「專利共有權的法律問題」及「廣宣過程中的字體圖片合規問題」等培訓，全方位提升員工知識產權保護意識。同時，本集團通過公司辦公自動化系統法律專欄持續普及知識產權知識，於本報告期內發佈《採購／合作開發中專利權屬問題》、《合作開發中專利權屬問題及專利新穎性的問題》等多篇專業文章，為本集團知識產權保護工作的有效落實奠定了堅實基礎。

本報告期內，本集團在科技創新領域取得顯著成果。本集團主導或參與科技論文發表12篇，內容涵蓋二次鋅錳電池、工藝改進鋰離子電池回收、水系鋅離子電池等，累計獲得國家專利44項。本報告期內，憑藉在科技創新方面的突出表現，本集團成功入選「國家樣板企業培育庫」，並獲評二零二四年度浙江省外國專家工作站設站單位。此外，本集團子公司浙江超威創元實業有限公司於本報告期內通過了《GB 29490-2023企業知識產權合規管理體系認證》，標誌著本集團知識產權管理工作邁上新台階。

2. Pursuing Excellence and Being Innovation-Driven 精益求精，創新驅動

2.4.2 Innovations

The Group has continued to promote technological innovation, product innovation and manufacturing innovation to continuously improve the product research and development system and strengthen its technological strength. While striving to promote training of internal professional R&D talents, the Group also joins hands with leading international and domestic institutions of higher education in technology, including Xi'an Jiaotong University, Nankai University and Chongqing University, to establish co-operative relationships in the area of research and development, with a view to further strengthening its innovation capability.

As the National Model Enterprise of Technological Innovation (國家技術創新示範企業) and the National Model Enterprise of Intellectual Property (國家知識產權示範企業), the Group has established a complete technology innovation platform system, including a national-recognised enterprise technology center, a national-accredited laboratory, a national environmental protection engineering technology center, a provincial key research institute, an academician work station, national post-doctoral research work station, and the Pollution Control Engineering Technology Center of the State Environmental Protection Lead-acid Battery Production and Recycling. Meanwhile, the Group set up a number of technology and R&D centers overseas to continuously enhance its global research and development capabilities and technological competitiveness.

2.4.2 創新成果

本集團持續推進技術創新、產品創新、製造創新，不斷完善產品研發體系，增強技術實力。本集團在努力推動企業內部專業研發人才培養的同時，聯合國際、國內具有技術專業領先的高等院校，如西安交通大學、南開大學、重慶大學等建立科技研發方面的合作關係，進一步加強創新能力。

本集團作為國家技術創新示範企業和國家知識產權示範企業，構建了完善的科技創新平台體系，包括國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、國家級博士後科研工作站以及國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心等。同時，本集團在海外設立了多家技術研發中心，持續提升全球研發能力與技術競爭力。



Application and development of composite lead wire in high power and long life energy storages 複合鉛絲在高功率長壽命儲能中的應用開發

During the Reporting Period, the Group successfully developed composite lead wire grating technology, which uses a low-temperature and high-pressure glass fiber coating process to achieve lightweight gratings, with the weight being only 40% of traditional gratings. The production temperature is below 200°C, there is no lead fume emission, and it is a clean production process. Compared with the traditional high-temperature melting process, this technology avoids lead vapor pollution, does not require an emission device, and significantly improves environmental protection. The technology has now been put into mass production, providing an innovative solution for high-power and long-life energy storage batteries.

本集團於本報告期內成功開發複合鉛絲板柵技術，採用低溫高壓包覆玻璃纖維工藝，實現板柵輕量化，重量僅為傳統板柵的 40%，且生產溫度低於 200°C，無鉛煙塵排放，屬清潔生產工藝。相比傳統高溫熔融工藝，該技術避免了鉛蒸氣污染，無需排放裝置，環保性顯著提升。目前技術已實現量產，為高功率長壽命儲能電池提供創新解決方案。

3. Environmental Responsibility And Green Future 環保責任，綠色未來

The Group thoroughly practices environmental protection, continuously improves its environmental management system, and actively explores and implements potential energy conservation, emission reduction and resource conservation initiatives. In addition, the Group continues to promote the identification of and response to climate change to enhance its ability to respond to environmental risks on all fronts and help enterprises achieve green development.

3.1 CARRYING OUT ENVIRONMENTAL MANAGEMENT

The Group is committed to building a sound environmental management system to promote green operations and sustainable development by setting environmental objectives for emissions, energy use efficiency, waste reduction and water efficiency. Relying on scientific management and technological innovation, the Group continuously optimises the efficiency of resource utilisation and reduces environmental impacts, laying a solid foundation for the realisation of a low-carbon, high-efficiency and environmentally-friendly production model.

3.1.1 Environmental Management System

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

The Group has formulated programmatic documents such as the Safety and Environmental Protection Inspector Supervision Management System, the Chaowei Group Occupational Health Management System, and the Chaowei Group Monitoring and Management System to ensure the effective operation of the environmental management system. To ensure the consistency of the relevant systems, the Group released the Environmental Management System Compilation during the Reporting Period, which provides a comprehensive summary and integration of internal environmental systems to further enhance the efficiency of environmental management.

本集團深入貫徹環境保護理念，不斷完善環境管理體系，積極探索並落實潛在的節能減排、資源節約的舉措。此外，本集團持續推進氣候變化識別及應對工作，全方位提升環境風險應對能力，助力企業實現綠色發展。

3.1 開展環境管理

本集團致力於構建完善的環境管理體系，通過設定排放量、能源使用效益、減少廢棄物和用水效益等環境目標，推動綠色運營與可持續發展。依託科學管理與技術創新，本集團不斷優化資源利用效率，減少環境影響，為實現低碳、高效、環保的生產模式奠定堅實基礎。

3.1.1 環境管理體系

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》及《中華人民共和國民法典》等相關法規政策，保證環境管理工作合法合規。

本集團制定了《安全環保職防督查管理制度》、《超威集團職業衛生管理制度》、《超威集團監測管理制度》等綱領性文件，保障環境管理體系的有效運行。為確保相關制度的一致性，本報告期內，本集團發佈《環保管理制度彙編》，對內部環境制度進行全面匯總與整合，進一步提升環境管理效率。

3.

During the Reporting Period, the environmental protection function of the former Safety and Environmental Protection Department at the Group's headquarters was made independent and a new Environmental Protection Department was set up to coordinate the management and supervision of environmental issues in each subsidiary, with a Safety and Environmental Protection Division also set up at each subsidiary and staffed by professional personnel managing environmental protection work.

The Group continues to improve its environmental management system based on ISO 14001 Environmental Management System Requirements and Usage Guidelines. As of the end of the Reporting Period, except for two subsidiaries of the Group that were undergoing environmental management system certificate assessments, all other subsidiaries of the Group had carried out ISO 14001 environmental management certification and obtained certification, and optimised the construction of the environmental management system in full compliance with ISO 14001.

本報告期內，本集團總部將原安環部的環保職能獨立，新設環保部，統籌管理、指導各子公司環保事宜，各子公司也分別設置安環科，由專業人員開展環保管理工作。

本集團基於ISO 14001環境管理體系要求及使用指南，持續完善本集團環境管理體系。截至本報告期末，本集團除2家子公司正在進行環境管理體系證書考核外，其他子公司均開展了ISO 14001環境管理認證工作並取得認證，並完全遵循ISO 14001優化環境管理體系建設。



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

In order to enhance the effectiveness of the environmental management system, the Group conducts internal and external environmental management audits on a regular basis to comprehensively verify the operation of the system, accurately identify potential risk points, and promote continuous improvement and optimisation.

為提升環境管理體系的有效性，本集團定期開展內部與外部環境管理審核，全面驗證體系運行情況，精準識別潛在風險點，並推動持續改進與優化。

3. Environmental Responsibility And Green Future 環保責任，綠色未來



Identify, evaluate and update environmental factors 環境因素識別、評價和更新

Identify environmental factors and their related environmental impact on the basis of processes or business processes; determine the methods and criteria for evaluating important environmental factors; update the identified important environmental factors

識別業務流程基礎上的環境因素及其相關的環境影響，並確定評價重要環境因素的方法和準則及更新識別出的重要環境因素



Compliance assessment 合規性評估

Perform bi-annual assessment of compliance with laws, regulations and other requirements and keep effective records
每半年一次對法律法規和其他要求進行定期評估，進行有效記錄



Emergency preparation and response 應急準備和響應

Establish emergency procedures and emergency plans, and conduct regular emergency drills to evaluate the feasibility of the procedures and the plans in place

建立應急程序和應急預案，並通過定期進行應急演練，評價其程序和其預案的可行性



Operational planning and control 運行策劃和控制

Formulate systems for waste and hazardous substance control, resource and energy control, etc. based on the environmental management system documents; carry out reasonable disposal and category management in accordance with the rules and system

依據環境管理相關制度文件，制定廢棄物和有害物質控制、資源能源控制等制度，依據規章制度進行合理處置以及分類管理

Main Contents of the Environmental Management Audit of the Group

本集團環境管理審核主要內容

3. Environmental Responsibility And Green Future 環保責任，綠色未來

The Group conducts environmental impact assessment regularly to closely monitor the impact of its production and operation on the environment within the vicinity of its factories. During the Reporting Period, the Group organised environmental protection assessments to conduct organised, unorganised, water and soil samples assessments on the factory area and the surroundings of its subsidiaries and commissioned a third party to analyse and test the collected samples, so as to ensure that the adverse impacts of the project on the environment will be minimised.

The Group attaches importance to the advocacy and practice of environmental protection, and enhances the green awareness and environmental protection action of all employees by carrying out environmental protection training. During the Reporting Period, the Group has arranged the safety and environmental management personnel of its subsidiaries to conduct “Environmental Protection Equipment and Facilities Management” training, so as to strengthen the relevant management personnel’s ability to manage environmental protection equipment. In addition, in order to enhance employees’ environmental protection awareness and operational skills, each subsidiary arranged its own environmental protection training, covering topics such as interpretation of environmental laws and regulations, maintenance of environmental protection equipment and management of hazardous waste.

3.1.2 Environmental Objectives

The Group has no issue in sourcing water that is fit for purpose. The Group has set environmental objectives in the areas of greenhouse gas emission reduction, energy use efficiency, waste management and water efficiency, and is guided by these objectives to continuously improve its environmental management measures and actively fulfill its green development commitments on all fronts of its production and operation.

本集團定期開展環境影響監測，嚴密監測生產運營過程中自身對於廠區周邊環境的影響。本報告期內，本集團組織環保監測，對子公司廠區及周邊進行有組織、無組織、水樣、土樣監測，並委託第三方對採集樣品進行分析化驗，確保將項目對環境的不利影響降至最低。

本集團重視環保理念宣貫，通過開展環境保護培訓，增強全體員工的綠色意識和環保行動力。本報告期內，本集團組織子公司安環管理人員開展《環保設備設施管理》培訓，強化相關管理人員對環保設備的管理能力。此外，為提升員工的環保意識和操作技能，各子公司自行組織環保培訓，內容涵蓋環境法律法規解讀、環保設備維護、危險廢棄物管理等主題。

3.1.2 環境目標

本集團在採購適合的用水方面並無任何障礙。本集團圍繞溫室氣體減排、能源使用效益、廢棄物管理、用水效益等方面設定環境目標，並以此目標為指引，不斷改進環境管理措施，積極落實生產與運營各個環節的綠色發展承諾。

3. Environmental Responsibility And Green Future 環保責任，綠色未來



Emission reduction target 減排目標

- Practice low-carbon business philosophy, promote low-carbon technologies and clean energy applications
踐行低碳經營理念，推動低碳技術及清潔能源應用
- Reduce greenhouse gas emissions
降低溫室氣體排放
- Emphasise R&D and application of emission reduction technologies
重視減排技術研發和應用
- Improve our ability to cope with climate change
提高氣候變化應對能力



Energy use efficiency target 能源使用效益目標

- Improve energy use efficiency, strengthen basic energy management
提高能源使用效益，強化能源基礎管理
- Carry out targeted technological innovation
開展針對性技術革新
- Reduce energy consumption intensity and optimise energy structure
降低能耗強度，優化能源結構
- Use clean energy, and gradually reduce the consumption of gasoline, diesel, natural gas and other energy
使用清潔能源，逐步減少汽油、柴油、天然氣等能源消耗



Waste reduction target 減廢目標

- Integrated waste management in accordance with the principles of reduction, harmlessness and resourcefulness
按照減量化、無害化和資源化原則進行廢棄物綜合管理
- Optimise waste disposal
優化廢棄物處置
- Explore green packaging solutions
探索綠色包裝解決方案
- Promote waste reduction and recycling
推動減廢及回收工作
- Enhance waste management capabilities
提升廢棄物管理能力



Water efficiency target 用水效益目標

- Reduce the consumption of water resources and improve the comprehensive use of water resources
降低水資源消耗，提升水資源綜合使用效益
- Strengthen the management of water resources in business processes
加強業務流程中的水資源管理
- Promote water conservation techniques, actively explore optimised water treatment technologies
推廣節水工藝，積極探索優化水處理技術
- Promote the use of recycled water and improve water management standards
促進循環水利用，提高用水管理水平

Environmental Management Objectives of the Group 本集團環境管理目標

3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.2 IMPLEMENTING THREE-WASTE MANAGEMENT

The Group strictly abides by the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the PRC on the Prevention and Control of Water Pollution and other laws and regulations in its practice of pollutant management and green production. The Group carries out strict emission management and ensures that all pollutants are treated in compliance with regulations and discharged in accordance with the standards by promoting the controlled application of advanced control equipment to continuously promote green operations and sustainable development.

3.2.1 Exhaust Gas Emission Management

The major air pollutants generated by the Group during the production process include lead and its compounds, acid mist, nitrogen oxides, sulphur dioxide, greenhouse gases, particulate matter, volatile organic compounds, etc, all of which are discharged in accordance with the standards. The Group has adopted targeted treatment measures for lead dusts as well as sulphuric acid mist and other exhaust gases generated during casting plate, cast welding, charging, brushing and discharging processes to ensure that the treated exhaust gas emission is at a concentration far below the prevailing national emission standard. During the Reporting Period, the Group gradually adopted the continuous casting, rolling, stamping and coating production line process to replace the "gravity casting" manufacturing process, so as to further reduce the generation of lead smoke and lead slag.

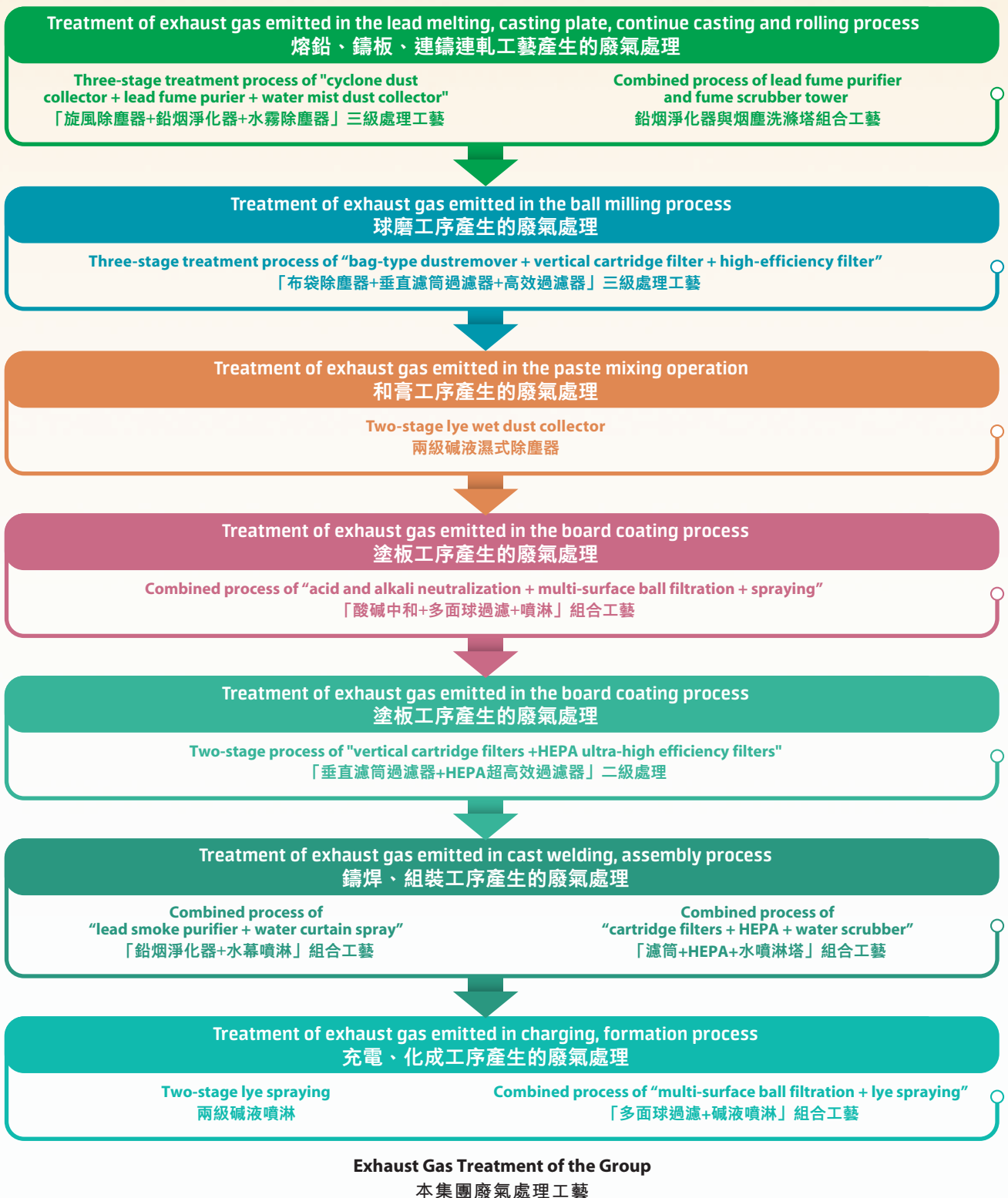
3.2 落實三廢管理

本集團嚴格遵守《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國水污染防治法》等法律法規開展污染物管理工作，踐行綠色生產。本集團實施嚴格的排放管理，通過推廣先進控制設備控制應用，確保所有污染物合規處理和達標排放，持續推動綠色運營與可持續發展。

3.2.1 廢氣排放管理

本集團在生產過程中產生的主要氣體污染物包括鉛及其化合物、酸霧、氮氧化物、二氧化硫、溫室氣體、顆粒物、揮發性有機物等，均實現達標排放。本集團對鑄板、鑄焊、球墨、分刷片、包片等多道工序產生的鉛塵及硫酸霧等廢氣採取針對性治理措施，確保處理後的廢氣排放濃度遠低於現行國家標準排放限制。本報告期內，本集團逐步採用連鑄連軋生產線工藝替換「重力澆鑄式」製造工藝，進一步減少鉛煙和鉛渣的產生。

3. Environmental Responsibility And Green Future 環保責任，綠色未來



3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.2.2 Wastewater Discharge Management

The Group strictly implements the relevant laws, regulations and standard requirements on the prevention and control of wastewater pollution, in order to ensure the management of water pollution prevention and control facilities and controlling wastewater discharge effectively. The major types of wastewater generated by the Group include sewage generated in the production process (including initial rainwater), and domestic sewage.

The Group has implemented the segregated collection of wastewater and continues to improve the wastewater treatment technology by applying a comprehensive process including neutralisation, coagulation and sedimentation, inclined plate sedimentation, secondary absorption filtration, and membrane system treatment for deep purification of wastewater to ensure that all the wastewater achieve discharge standards after treatment, and some of the wastewater will be recycled for use in the production after treatment so as to enhance the efficiency of the use of water.

3.2.3 Waste Disposal Management

The Group has established a management system covering the whole process from waste generation, collection, storage, transportation to disposal and utilisation, adhering diligently to the principles of "Reduction, Waste-to-resource and Harmlessness" of solid waste and promoting the integrated management and utilisation of solid waste.

For solid wastes such as lead mud, lead slag, waste batteries and waste electrode plates generated during the production process, the Group has broadened the recycling scenario of waste resources through technological innovation to reduce the generation of waste at source. Meanwhile, the Group strictly classifies and properly stores hazardous waste and entrusts qualified third-party units to professionally dispose of them to ensure efficient use of resources and minimise environmental risks.

3.2.2 廢水排放管理

本集團嚴格執行廢水污染防治相關法律法規、標準要求，強化水污染防治設施管理，確保廢水排放得到有效控制。本集團產生的廢水主要類型包括生產廢水（包含初期雨水）和生活污水。

為提升廢水處理效率，本集團實施廢水分類收集，並持續改進廢水處理技術，運用包括中和、混凝沉澱、斜板沉澱、二級吸附過濾、膜系統處理在內的綜合工藝，對廢水進行深度淨化，確保所有廢水經過處理後實現達標排放，部分廢水經處理後回收用於生產，以提升用水效能。

3.2.3 廢棄物管理

本集團建立了覆蓋廢棄物產生、收集、貯存、運輸到處置利用全過程的管理制度，堅持固體廢物「減量化、資源化、無害化」原則，推進固廢綜合管理和利用。

對於生產過程中產生的鉛泥、鉛渣、廢電池、廢極板等固體廢棄物，本集團通過技術革新拓寬廢棄資源回收再利用場景，從源頭減少廢棄物產生。同時，本集團對危險廢棄物進行嚴格分類和妥善存放，並委託具備資質的第三方單位進行專業處置，確保資源高效利用與環境風險最小化。

3. Environmental Responsibility And Green Future 環保責任，綠色未來

During the Reporting Period, each subsidiary of the Group conducted a series of trainings for waste management, including interpretation of the latest regulations such as the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste, education on the basics of waste, and the standardised operating procedures and efficient management strategies for hazardous waste. Among which, the Group's subsidiary, Shandong Mingde Power Co., Ltd. subsidiaries formulated annual hazardous waste training programmes covering the basics of hazardous waste, management and disposal at temporary storage sites and handling of abnormal situations, to ensure that employees have a comprehensive understanding of hazardous waste management regulations and implement them correctly.

本報告期內，本集團各子公司針對廢棄物管理開展了系列培訓，包括《中華人民共和國固體廢物污染環境防治法》等最新法規解讀、廢棄物基礎知識教育、危險廢棄物規範操作流程及高效管理策略等。其中，本集團子公司山東明德電源有限公司制定年度危險廢棄物培訓計劃，涵蓋危險廢棄物的基礎知識、暫存地管理處置和異常情況處理，確保員工對危險廢棄物管理規定的全面瞭解和正確執行。



Launching the hazardous waste management training program 舉辦危險廢棄物處理培訓計劃

The Group organised a hazardous waste management training program for employees to enhance their knowledge and skills in hazardous waste management. The program standardised the collection, classification, storage, packaging, transportation, and utilisation of hazardous waste throughout the entire waste management process, promoting the management of hazardous waste through "Reduction, Waste-to-Resource, and Harmlessness" treatment.

本集團為員工舉辦了危險廢棄物處理培訓計劃，提升他們對危險廢棄物管理知識和技能，並規範了危險廢棄物的收集、分類、貯存、包裝、運輸及利用等全過程管理，以推動危險廢棄物「減量化、資源化、無害化」管理。



3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.3 PRACTICING RESOURCES SAVING

The Group strictly abides by the Water Law of the PRC and the Law on Promoting Clean Production of the PRC and other relevant laws and regulations, and is committed to optimising resource allocation and enhancing energy use efficiency through systematic resource management, with a view to achieving the sustainable use of resources.

3.3.1 Energy Management

The Group strictly abides by the Law on Energy Conservation of the PRC and the Renewable Energy Law of the PRC, and formulates and implements systems such as the Energy Saving Management System and the Energy Measuring Management System in light of its actual circumstances, in a relentless effort to improve its energy management system and promote the reduction of greenhouse gas emission.

The energy used by the Group includes electricity, diesel, gasoline and natural gas. During the Reporting Period, the Group actively promoted process innovation and environmental protection upgrading, and reducing pollutant emissions while further enhanced energy use efficiency by selecting vacuum pasting machines instead of closed pasting machines and upgrading automatic plate coating lines. Meanwhile, the Group implemented end-to-end airflow monitoring of environmental protection equipment, accurately calculated airflow requirements and optimised the operating frequency of environmental protection motors in each workshop to ensure that the environmental protection equipment operated in the optimal state, achieving maximum savings in energy consumption while ensuring emissions compliance.

3.3 踐行節約資源

本集團嚴格遵守《中華人民共和國水法》及《中華人民共和國清潔生產促進法》等相關法律法規，致力於通過系統化的資源管理，優化資源配置，提升能源使用效率，以實現資源的可持續利用。

3.3.1 能源管理

本集團嚴格遵守《中華人民共和國節約能源法》和《中華人民共和國可再生能源法》，結合自身實際情況制定並執行《節能管理制度》及《能源計量管理制度》等制度，持續完善能源管理體系，推動溫室氣體減排。

本集團所使用的能源包括電力、柴油、汽油和天然氣。本報告期內，本集團積極推動工藝創新與環保升級，通過選用真空和膏機取代密閉和膏機、升級改造自動塗板線等舉措，在減少污染物排放的同時，進一步提高能源使用效率。同時，本集團對環保設備實施末端風量監測，精確計算風量需求，並優化各車間環保電機的運行頻率，確保環保設備運行在最佳狀態，實現在保證排放合規的同時，最大限度地節約能源消耗。

3. Environmental Responsibility And Green Future 環保責任，綠色未來

Environmental Key Performance Indicators

環境關鍵績效指標

Indicators 指標		Unit 單位		2024 二零二四年
Direct energy consumption 直接能源消耗				
Diesel	柴油	Tonnes	噸	693.28
Gasoline	汽油	Tonnes	噸	43.17
Natural gas	天然氣	10,000 cubic meters	萬立方米	3,269.76
Indirect energy consumption 間接能源消耗				
Purchased electricity	外購電力	10,000 kWh	萬千瓦時	178,109.69
Greenhouse gas (GHG) emissions 溫室氣體排放				
GHG direct emission (Scope 1)	溫室氣體直接排放量 (範圍一)	Tonnes CO ₂ e	噸二氧化碳當量	72,970.98
GHG indirect emission (Scope 2)	溫室氣體間接排放量 (範圍二)	Tonnes CO ₂ e	噸二氧化碳當量	1,237,799.72
Total GHG emissions	溫室氣體總量	Tonnes CO ₂ e	噸二氧化碳當量	1,310,770.70
GHG emission intensity	溫室氣體排放強度	Tonnes CO ₂ e/ RMB10,000 revenue	噸二氧化碳 當量／萬元營收	0.260
Water use 水資源使用				
Total water consumption	總用水量	10,000 tonnes	萬噸	473.69
Water consumption intensity	耗水強度	Tonnes/ RMB10,000 revenue	噸／萬元營收	0.94
Use of packaging material 包裝材料使用				
Total packaging materials consumption	總包裝材料消耗量	Tonnes	噸	20,140.19
Packaging materials usage intensity	包裝材料消耗密度	Tonnes/ RMB10,000 revenue	噸／萬元營收	0.004

3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.3.2 Resources Management

The Group upholds the concept of green development and continues to promote progress and effectiveness in energy efficiency improvement, water resources conservation and sustainable use of packaging materials to demonstrate the Group's strong commitment to environmental responsibility.

The Group has put in place a stringent management system to regulate and control the use of water resources. Since the Group has been recognised as a "Water-saving Enterprise", the Group has followed the guidelines and requirements of the local water conservation office and made use of the online platform for monthly allocation of the annual quota of water consumption and real-time monitoring of water consumption, so as to ensure the rational and efficient use of water resources.

During the Reporting Period, the Group fully implemented measures to measure and check water consumption, conducted regular inspections of water pipes and water supply systems, and repaired leaks in a timely manner in order to minimise water resources wastage. Meanwhile, the Group further enhanced the recycling rate of water resources through the use of wastewater treatment and rainwater collection systems. In addition, thanks to the improvement of energy-saving technologies and optimisation of production capacity, the Group's water consumption was reduced by approximately 40,000 tonnes. During the Reporting Period, the Group has not encountered any problems with accessing water resources.

The packaging materials used by the Group include plastic shells and separator paper. During the Reporting Period, the Group continued to increase the proportion of recyclable and degradable packaging materials used in production and manufacturing, and classifies and manages the packaging materials returned to the factory for recycling according to their materials, so as to further increase the recycling rate of packaging materials and reduce the waste of resources.

3.3.2 資源管理

本集團秉持綠色發展理念，不斷推進在能源效率提升、水資源保護及包裝材料可持續利用方面的進展與成效，以彰顯本集團對環境責任的堅定承諾。

本集團制定嚴格的管理制度規範並約束水資源使用。自本集團被認定為「節水型企業」以來，本集團遵循當地節水辦的指導要求，利用在線平台對年度定額用水量進行月度分配與用水情況實時監控，確保水資源的合理與高效利用。

本報告期內，本集團全面實施用水量計量和查驗措施，定期對水管和供水系統進行檢查，及時修復漏水點，以減少水資源浪費。同時，本集團通過使用廢水處理和雨水收集系統，進一步提升水資源回收利用率。此外，得益於節能技術改進和產能優化，本集團用水量減少約4萬噸。本報告期內，本集團未在求取水源方面有相關問題。

本集團所使用的包裝材料包括塑殼和隔板紙。本報告期內，本集團不斷提高可循環和可降解的包裝材料在生產製造中的使用比例，並對返廠回收的包裝材料按材質進行分類管理，進一步提高包裝材料的循環利用率，減少資源浪費。

3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.3.3 Green Office

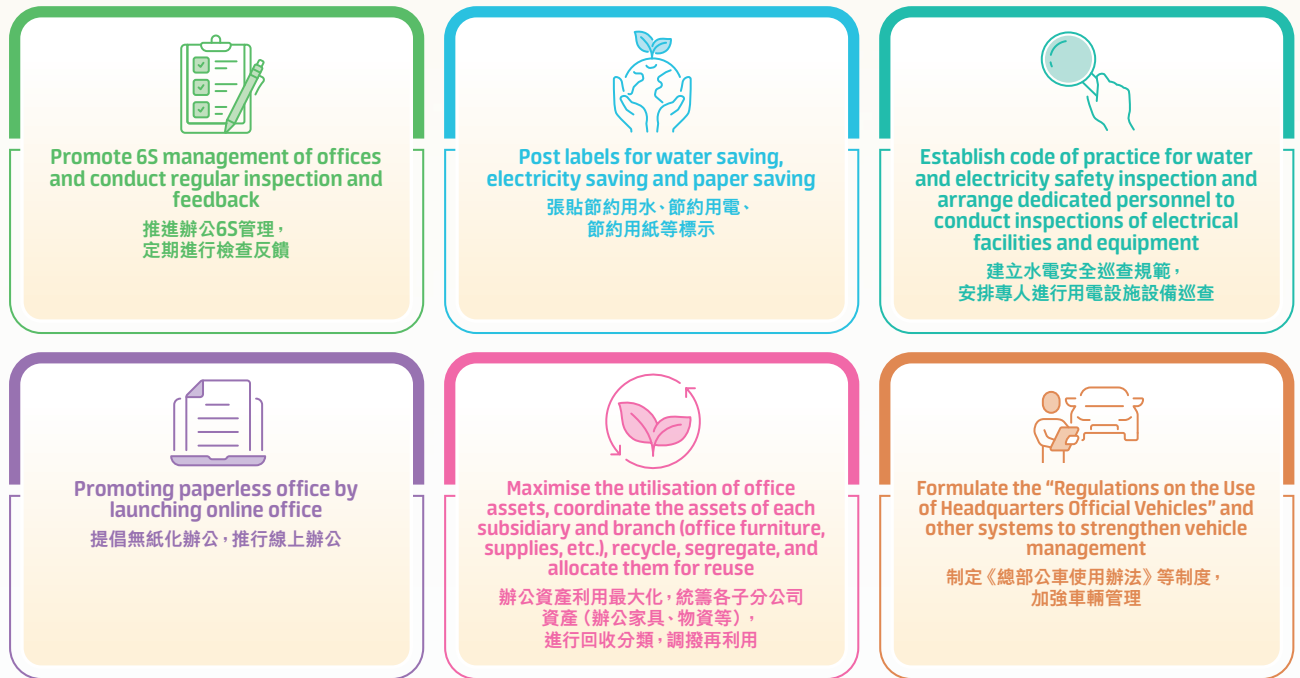
The Group has continued to apply green concepts to its daily operations and strengthened the promotion of green offices to enhance the green environmental protection awareness of all staff. During the Reporting Period, the Group formulated and published the "Measures for Energy Conservation Management of Chaowei Group's Headquarters", which clarified the energy conservation objectives and implementation paths of the Group's headquarters, and strengthened the promotion of green and low-carbon operations.

The Group is committed to fostering a green corporate culture by strengthening the promotion of the spirit of green office, and continuously enhancing employees' awareness of energy and water conservation to help move towards sustainable development.

3.3.3 綠色辦公

本集團持續將綠色理念應用於日常運營工作中，並加強對綠色辦公的宣傳，提升全員的綠色環保意識。本報告期內，本集團制定並發佈《超威集團總部節能管理辦法》，明確本集團總部的節能目標與實施路徑，強化推動綠色低碳運營。

本集團致力於營造綠色企業文化，通過加強綠色辦公精神宣貫，不斷提升員工的節能節水意識，助力向可持續發展邁進。



Green Office Measures of the Group
本集團綠色辦公舉措

3. Environmental Responsibility And Green Future 環保責任，綠色未來

3.4 RESPONDING TO CLIMATE CHANGE

The Group attaches great importance to climate change-related issues, actively identifies climate change-related risks and formulates countermeasures, continuously improves its emergency response mechanism and endeavours to explore response methods to reduce the adverse impacts of climate change.

During the Reporting Period, the Group took the initiative to identify factors affecting climate change, constructed an emergency response mechanism for key segments affected by climate change, and formed an emergency work plan to ensure business continuity in case of emergency. Meanwhile, the Group carried out comprehensive risk assessments and implemented emergency drills for areas susceptible to haze and snowstorms in the north, as well as areas susceptible to flooding and heavy rainfall along the coast, with a view to eliminating potential safety risks. For production and operating assets susceptible to climate change, the Group further enhanced the insurance coverage of the relevant assets to reduce the risk of potential property losses.

3.4 應對氣候變化

本集團高度重視氣候變化相關問題，積極識別氣候變化相關風險並制定應對舉措，不斷完善應急響應機制，努力探索減少氣候變化不利影響的應對方式。

本報告期內，本集團主動識別氣候變化影響因素，針對受氣候變化影響的關鍵環節構建應急響應機制，形成應急工作預案，確保在緊急情況下的業務連續性。同時，針對北方易受霧霾和暴雪影響的區域以及沿海易受洪澇和暴雨影響的區域，本集團開展全面風險評估，並實施應急演練，以消除潛在的安全風險。針對易受到氣候變化影響的生產與經營資產，本集團進一步提升相關資產的保險覆蓋率，以降低潛在財產損失風險。



Conducting flood emergency drills to enhance the ability to respond to sudden floods and disasters 開展汛期應急演練，提升應對突發洪澇災害能力

During the Reporting Period, Jiangxi Xinwei Energy Technology Co., Ltd., a subsidiary of the Group, arranged emergency drills on flooding due to heavy rainfall in the warehouse area in order to enhance employees' ability to address the emergency response to sudden downpours.

本報告期內，本集團子公司江西新威動力能源科技有限公司組織開展倉庫區域暴雨內澇應急演練，以提升員工解決突降大雨的應急處置能力。



3. Environmental Responsibility And Green Future 環保責任，綠色未來



Improvement of emergency plans and drills to enhance emergency response capability during flood season 完善應急預案與演練，增強汛期應急處置能力



During the Reporting Period, in order to mitigate the impact of heavy precipitation, Shandong Chaowei Power Co., Ltd., a subsidiary of the Group, formulated the Emergency Plan for Safe Production During Flood Seasons, set up a leading group for safety work during flood seasons, and arranged flood emergency drills, aiming to bolster the emergency coping mechanism against flood seasons and the capabilities of all employees to cope with emergencies.

本報告期內，為減輕強降水影響，本集團子公司山東超威電源有限公司編製《汛期安全生產應急預案》，成立汛期安全工作領導小組並組織開展防汛應急演練，旨在增強汛期應急處置方式，提升全員解決突發事故的能力。



Implementation of anti-typhoon and flood prevention work to safeguard the safety of the lives and properties of employees 落實抗台防汛工作，保障員工生命財產安全

During the Reporting Period, due to the impact of Typhoon No. 13 "Bebinca" (a strong tropical storm), the Group conducted a comprehensive inspection of its subsidiaries in the Changxing area to ensure that sufficient flood prevention materials were equipped and that the anti-typhoon and flood prevention work was effectively implemented to safeguard the safety of properties and the lives of employees.

本報告期內，因受 13 號颱風「貝碧嘉」（強熱帶風暴）影響，本集團對長興地區的子公司進行全面檢查，確保配備足夠的防汛物資，有效落實抗台防汛工作，保障財產安全和員工生命安全。



4. Humanistic Care and Joining Hands 人本關懷，攜手共進

The Group believes that human capital is an important strategic resource for the sustainable development of a company. Through a fair talent recruitment system, a competitive salary incentive mechanism, a scientific and reasonable training system, transparent and compliant promotion channels, and a healthy and friendly working environment, the Group is able to protect the basic rights and interests of employees, implement team building, and strive to create an environment where employees and the Company grow together, creating a win-win situation.

4.1 PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

The Group attaches great importance to its talents. Through a legally compliant, fair and impartial employment system, the Group effectively safeguards the rights and interests of employees, provides employees with market-competitive salary and benefits, attracts talents, and brings vitality to the development of the company.

4.1.1 Diverse Employment

The Group strictly abides by the Labour Law of the PRC, the Labour Contract Law of the PRC and other laws and regulations, formulates and implements internal human resources management systems such as Staff Handbooks of Chaowei Power Group Co., Ltd., Social Recruitment Management Measures and Background Investigation Implementation Rules. The Group opposes any form of employment discrimination and is committed to ensuring that equal employment and promotion opportunities are provided to employees of different ages, genders, religious beliefs, races, nationalities and disabilities. At the end of the Reporting Period, the Group had a total of 14,484 employees, 708 employees were from ethnic minorities, and 140 employees were disabled employees; average monthly turnover rate of employees was 3.06%.

本集團深信人力資本是企業可持續發展的重要戰略資源。本集團通過公正的人才招聘體系、有競爭性的薪酬激勵機制、科學合理的培訓體系、透明合規的晉升通道以及健康友好的工作環境，保障員工的基本權益，凝聚員工的向心力，努力打造員工與公司共同成長、共創共贏的局面。

4.1 員工權益保障

本集團高度重視人才，通過合法合規、公平公正的僱傭體系，切實維護員工權益，為員工提供具有市場競爭力的薪資福利，吸引人才加入，為企業發展提供活水之源。

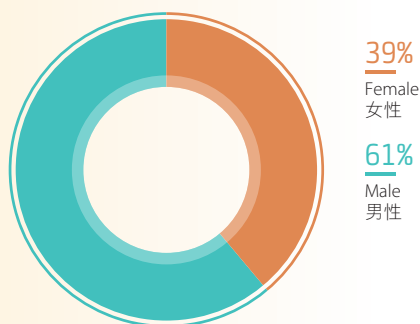
4.1.1 多元僱傭

本集團嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，制定並執行《超威電源集團有限公司員工手冊》、《社會招聘管理辦法》和《背景調查實施細則》等內部人力資源管理制度，堅決抵制一切形式的就業歧視，致力於確保所有年齡、性別、宗教信仰、種族、民族及殘障人士均能享有公平的就業與晉升機會。截至本報告期末，本集團員工總數為14,484人，少數民族員工708人，殘障員工140人；每月平均僱員流失率為3.06%。

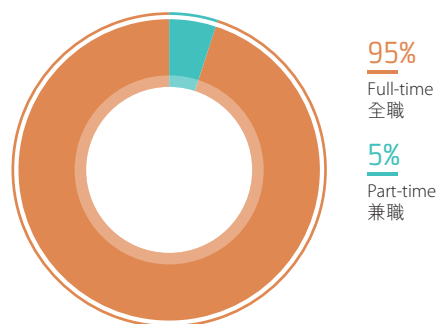
4. Humanistic Care and Joining Hands 人本關懷，攜手共進

Employee composition 僱員組成情況

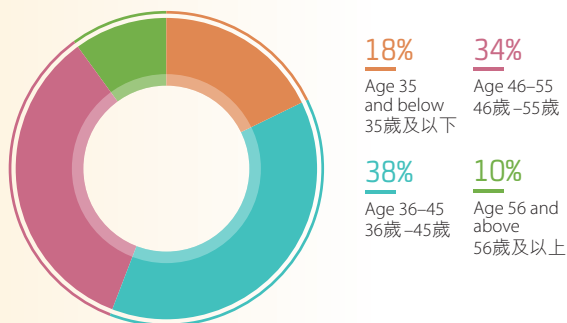
By gender
按性別劃分



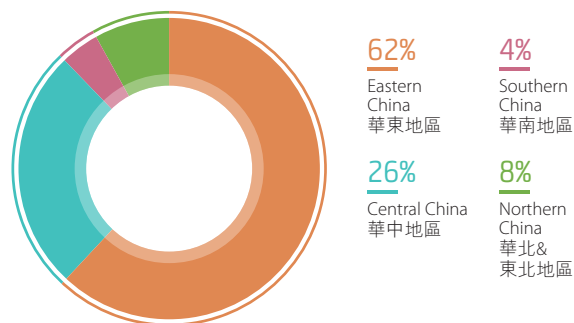
By employment type
按僱傭類型劃分



By age group
按年齡組別劃分

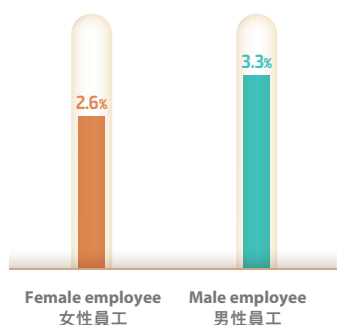


By geographical region
按地區劃分

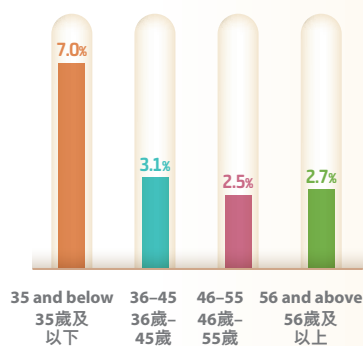


Employee turnover rate by category* 員工流失率*

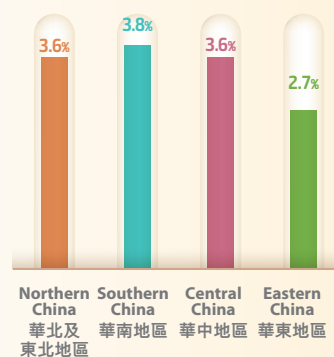
By gender
按性別劃分



By age
按年齡劃分



By region
按地區劃分



* Average monthly turnover rate of employees(%) 每月平均僱員流失率(%)

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.1.2 Employee Recruitment

Adhering to the concept of “broad-based talent recruitment”, the Group has improved the recruitment, hiring and dismissal system and process in accordance with the Labour Law of the PRC and the Labour Contract Law of the PRC, and formulated talent introduction strategies such as Social Recruitment Management Measures.

The Group ensures extensive and accurate talent introduction through diversified recruitment channels such as recruitment websites, internal referrals, campus recruitment and headhunting services. In terms of recruitment strategy, the Group focuses on bringing in high-end talents of research and development technology, while at the same time satisfying short-term business needs and continuously attracting mid- and high-level talents. In addition, the Group has established cooperative relationships with multiple renowned institutions of higher education with the aim of attracting and reserving outstanding talents, thereby laying a solid talents foundation for the Group’s long-term development and enhancement of its innovation capability.

4.1.2 員工招聘

本集團以「廣納賢士」為人才招聘理念，依據《中華人民共和國勞動法》及《中華人民共和國勞動合同法》完善集團招聘僱傭、解僱體系與流程，制定了《社會招聘管理辦法》等人才引進制度。

本集團通過招聘網站、內部推薦、校園招聘及獵頭服務等多元化招聘渠道，確保人才引進的廣泛性與精準性。在招聘策略上，本集團以引進研發技術等高端人才為核心，同時滿足短期業務需求，持續吸引中高層次人才。此外，本集團與眾多知名高等學府建立合作關係，旨在吸引和儲備優秀人才，為本集團的長期發展和創新能力提升奠定堅實的人才基礎。



Join hands with Wenzhou University to expand the Industry-University-Research cooperation 攜手溫州大學，拓展產學研合作空間



In June 2024, the Group participated in the “Wenzhou University Changxing Enterprise Tour” and exchanged views with the Chair and student representatives of the Department of Energy Chemistry of Wenzhou University. The activities centered on topics such as career awareness, internship and employment, as well as talent collaborative training and precision matching, and multi-level seminars and talks were held to help graduates understand the requirements of company positions and career development more profoundly. The Group also entered into an agreement on the construction of an Industry-University integrated employment and internship base.

二零二四年六月，本集團參加了「溫州大學長興訪企遊學」活動，與溫州大學能源化學系主任及學生代表交流。活動圍繞職業認知、實習就業、協作育才精準對接等主題舉行多層面交流座談，幫助畢業生深入瞭解企業崗位需求和職業發展，達成共建產教融合就業實習基地協議。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.1.3 Employees' Rights and Interests

During the Reporting Period, the Group ensured the alignment of employee performance with the Group's strategic goals and safeguarded employee benefits in accordance with internal management systems such as the Regulations on Performance Management of the Chaowei Group. Additionally, the Group standardised employee working hours and leave arrangements to create balanced working hours and rest time for employees. By implementing and enforcing the Regulations on Employee Attendance and the Regulations on Employee Leave and Vacation, the Group continuously optimised attendance and leave processes, ensuring the full protection of all employees' rights.

Meanwhile, the Group proactively addresses and complies with relevant policies such as the Labour Law of the PRC and the Provisions on the Prohibition of Using Child Labour. In order to ensure the authenticity of the applicant's information and verify the applicant's age, the Group implements the Implementation Rules for Background Investigation. In addition, the Group posts the labour supervision and reporting hotline within the Group's office premise to establish employee supervision and feedback channels. If cases of child labor or forced labour are found, the Group will seriously deal with the non-compliant conduct in accordance with the law, to ensure that such illegal employment practices are completely eradicated. As of the end of the Reporting Period, the Group had no non-compliance employment incidents of child labour or forced labour.

4.1.3 員工權益

本報告期內，本集團依據《超威集團績效管理制度》等內部管理制度，確保員工績效與集團戰略目標的有效對接，保障員工福利。此外，本集團規範員工工作時間和假期安排，旨在為員工創造平衡的工作與休息時間。通過制定並執行《員工考勤管理辦法》和《員工休請假管理辦法》，本集團不斷優化員工的出勤和休假流程，確保所有員工的權益得到充分保障。

在招聘及留用的過程中，本集團嚴格遵循《中華人民共和國勞動法》及《禁止使用童工規定》等相關法規。本集團執行《背景調查實施細則》對應聘者的身份及年齡進行嚴格查驗，並在辦公場所內部張貼勞動監察舉報電話，建立員工監督反饋渠道。一旦發現童工或強制勞動的情況，本集團將依法嚴肅處理違規行為，確保徹底制止此類非法僱傭行為。截至本報告期末，本集團沒有發生使用童工和強制勞工等違規僱傭事件。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.2 TALENTS' PROGRESS AND DEVELOPMENT

The Group regards talent cultivation and development as a critical mission, establishing a comprehensive training system and diverse career development pathways to facilitate employee promotion and provide robust talent support for the Group's long-term growth.

4.2.1 Remuneration Incentives

To attract and retain high quality talent, the Group has formulated and implemented a series of incentive compensation systems, including the Regulations on Employee Compensation, the Chaowei Group Performance Management System, and the Notice on Clarifying Performance Evaluation Scoring Standards for Department-Level and Above Cadres. These systems aim to motivate employees and enhance organisational efficiency through scientific performance evaluations and compensation structures.

During the Reporting Period, the Group conducted an in-depth restructuring of its performance system, redesigning organisational and cadre performance evaluations for key business companies. Meanwhile, the Group continued to optimise the Performance Evaluation Criteria and the Monthly Performance Star Mechanism, differentiated incentive plans to cover more departments, and piloted innovative performance reforms in key departments to improve the precision and effectiveness of performance management.

4.2 人才進步發展

本集團將人才的培養與發展視為公司的重要任務，建設完善的培養體系與豐富的職業發展路徑，暢通員工晉升通道，為本集團的長期發展提供有力的人才保障。

4.2.1 薪酬激勵

為吸引與保留高素質人才，本集團制定並實施《員工薪酬管理辦法》、《超威集團績效管理制度》及《關於明確部門級及以上幹部績效考核評分標準的通知》等一系列激勵性薪酬制度，旨在通過科學的績效考核與薪酬體系，激發員工工作積極性，提升組織效能。

本報告期內，本集團深度開展績效體系重構，重新設計重點業務公司的組織績效和幹部績效。同時，本集團持續優化績效評價標準與月度績效之星機制，差異化制定覆蓋更多部門的激勵方案，並在重點部門先行推進績效創新變革試點，助力提升績效管理的精準度和激勵效果。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.2.2 Employee Promotion

The Group standardises the management over the 「selecting, employing, nurturing and retaining」 processes of cadres, and devises the Chaowei Group Cadre Selection, Appointment and Removal Management Measures to provide a systemic basis for the cadre's selection, abilities assessment and career development.

During the Reporting Period, the Group continued to refine cadre evaluation standards, optimise professional channel rankings and criteria, and preliminarily established a cadre reserve system. Additionally, leveraging its self-developed human resources information system, the Group advanced digital cadre management, laying a solid foundation for a comprehensive digital cadre management system.

For talents with development potential, the Group adopted a comprehensive value evaluation model based on “performance + capability + potential”, combined with a dual-track development mechanism of “training + practice”. Through customised training programs, job rotations, and participation in key projects, the Group enhanced talents' professional and leadership capabilities, providing comprehensive support for their career development and contributing to the construction of the company's talent pipeline.

4.2.3 Employee Training

The Group has formulated the Regulations of Internal Talent Market Management, the Regulations of Appraisal and Recruitment of R&D Center Management and the Regulations on Implementation of Vocational Skills Assessment to provide employees with full-cycle vocational training resources through the training system to promote career growth and skill development of employees. During the Reporting Period, the Group invested a total of approximately RMB4.1 million in training, with a total of approximately 358,210 training hours.

4.2.2 員工晉升

本集團對「選、用、育、留」幹部的各個環節實施了標準化管理，制定了《超威集團幹部選拔及任免管理辦法》，為幹部的甄選、能力評估及職業發展提供了制度基礎。

本報告期內，本集團持續完善幹部評估標準，優化專業通道職級及標準，已初步構建幹部儲備體系。此外，本集團依託自研的人力資源信息系統，推進幹部管理數字化建設，為全面建立數字化幹部管理體系奠定堅實基礎。

針對有培養潛力的人才，本集團採用「業績+能力+潛力」的綜合價值評價模式，結合「培訓+歷練」的雙軌培養機制，通過定制化的培訓課程、輪崗實踐及重點項目參與，全面提升人才的專業能力與領導力，為其職業發展提供全方位支持，助力企業人才梯隊建設。

4.2.3 員工培訓

本集團制定《內部人才市場管理辦法》、《研發中心職稱評聘管理辦法》及《職業技能評定實施辦法》，通過培訓體系為員工提供全週期的職業培訓資源，促進員工職業成長和技能提升。本報告期內，本集團培訓總投入約人民幣4,100,000元，培訓總時長約達358,210小時。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進



Launching the New Power Training Program to accelerate the growth of campus recruits 啟動新動力培養項目，助力校招新員工加速成長



The Group launched the New Power Training Program for newly recruited fresh graduates, which includes two phases: corporate culture and regulatory learning, and departmental job practice. The program aims to accelerate the growth of new employees through systematic training. Based on a mentorship mechanism, department business leaders serve as mentors, combined with online general course learning, to ensure new employees quickly integrate into the work environment and acquire necessary job skills. During the Reporting Period, the New Power Training Program conducted 24 training sessions.

本集團為新入職的應屆畢業生啟動新動力培養項目，包括企業文化與規章制度學習、部門崗位實踐兩個階段，旨在通過系統化培訓加速新員工的成長。該項目基於師帶徒機制，由部門業務骨幹擔任導師，結合線上通用課程學習，確保新員工快速融入工作環境，掌握必要的工作技能。本報告期內，新動力培養項目共開展 24 場次培訓。



Diversifying management training programs to empower leadership development 多元化管理層員工培訓項目，賦能領導力提升

● Training for development department management personnel 開發部門管理層培訓

The Group designed five types of management program for development supervisors, managers, senior managers, department deputies, and department heads, tailored to the needs of new management personnel.

結合管理層級開發主管、經理、高級經理、部門分管、部門負責人 5 類管理課程計劃，針對新任管理者推送不同的培訓課程計劃。

● Training for production department management personnel 生產部門管理層培訓

For frontline production management personnel, the Group launched a frontline management personnel empowerment program using a 「lecture + practice + tutoring」 training format, covering three stages of training, namely role recognition and daily management, goal management, and team management to enhance their management awareness and capabilities.

針對生產一線管理者，以「授課+實操+輔導」的培訓形式，開展一線基層管理者賦能項目，涵蓋角色認知與日常管理、目標管理、團隊管理三個階段的培訓內容，以提高生產一線管理者的管理意識與能力。

● External training 外部培訓

During the Reporting Period, the Group arranged external training programs for department executives and managerial staff, aiming to enhance their comprehensive and professional capabilities to support the Group's strategic goals and business development.

本報告期內，本集團為部門級管理層及經理級員工安排外部培訓項目，旨在通過專業培訓提升管理層的綜合能力和業務水平，以支持集團的戰略目標和業務發展。



4. Humanistic Care and Joining Hands 人本關懷，攜手共進

Indicators 指標		Unit 單位		2024 二零二四年
Average training hours per employee	員工人均培訓時數	Hours	小時	24.7
Average training hours per female employee	女性員工人均培訓時數	Hours	小時	22.9
Average training hours per male employee	男性員工人均培訓時數	Hours	小時	27.8
Average training hours per senior management	高層管理員工人均培訓時數	Hours	小時	18.6
Average training hours per middle management	中層管理員工人均培訓時數	Hours	小時	30.9
Average training hours per general staff	普通員工人均培訓時數	Hours	小時	27.8
Coverage of training to female employees	女性員工培訓覆蓋率	%	比率	98
Coverage of training to male employees	男性員工培訓覆蓋率	%	比率	97
Coverage of training to senior management	高層管理員工培訓覆蓋率	%	比率	78
Coverage of training to middle management	中層管理員工培訓覆蓋率	%	比率	86
Coverage of training to general staff	普通員工培訓覆蓋率	%	比率	98

Employee Training Data of the Group
本集團員工培訓數據

4.3 EMPLOYEE COMMUNICATION AND CARE

The Group attaches great importance to employee communication and care, and considers it as the key to building harmonious labor relations and optimising employee experience. The Group provides employees with various communication channels to listen to their voices and solve their problems, as well as organises various cultural exchange and welfare activities to enrich the spare time of the employees, protect their physical and mental health and enhance their sense of identity and belonging to the Group.

4.3.1 Employee Communication

The Group actively puts the concept of culture of "harmony" into practice by respecting employee's freedom of speech, establishing a communication platform for employees, opening up democratic communication channels and listening to employees' voices with an open mind. The Group actively gathers the opinions and needs of employees through channels such as staff meetings, employee satisfaction surveys and seminars, and responds to employees' concerns in a timely manner. The Human Resources Department of the Group is responsible for contacting relevant departments to follow up on the problems raised by employees, and continuously optimising the working environment and processes to further enhance employee satisfaction and sense of belonging.

4.3 員工溝通關愛

本集團重視員工交流與關懷，並視其為構建和諧勞資關係、優化員工體驗的關鍵。本集團為員工提供多種溝通渠道，傾聽心聲、解決問題，並開展各類文化交流及福利活動，在豐富員工業餘生活的同時，守護員工身心健康，增強員工對企業的認同感和歸屬感。

4.3.1 員工溝通

本集團積極踐行「和合」文化理念，尊重員工言論自由，搭建員工交流平台，暢通民主溝通渠道，虛心傾聽員工聲音。本集團通過職工大會、員工滿意度調查和座談會等渠道，積極收集員工意見和需求，並及時回應員工關切問題。本集團人力資源部負責對接相關部門，對員工提出的問題進行跟進，不斷優化工作環境和流程，進一步提升員工滿意度與歸屬感。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.3.2 Humanistic Care

The Group understands that caring for its employees is a key foundation for improving employee satisfaction and loyalty, and an important safeguard for the sustainable development of talents. Therefore, the Group adheres to creating a working environment of solidarity, fraternity and harmony through variety of non-remuneration and welfare measures to enhance the sense of well-being of its employees.

4.3.2 人文關愛

本集團深諳關愛員工是提高員工滿意度和忠誠度的關鍵基礎，是實現人才可持續發展的重要保障。因此，本集團堅持通過豐富多樣的非薪酬福利措施，打造團結、友愛、和諧的工作環境，提升員工的幸福感。



Organised “Summer Cooling” and “Winter Warming” activities to provide care for employees

開展「夏送清涼」和「冬送溫暖」活動，傳遞員工關懷



During the Reporting Period, the Group continued to carry out the “Summer Cooling” and “Winter Warming” activities, visited the employees in difficulties on the eve of the Spring Festival and sent heatstroke prevention materials such as mung beans, chrysanthemums, mineral water to frontline employees in summer.

本報告期內，本集團繼續開展「夏送清涼」和「冬送溫暖」活動，於春節前夕走訪慰問困難員工，在夏季為一線員工送上綠豆、杭白菊、礦泉水等防暑物資。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進



Organised various medical welfare activities to protect the physical and mental health of employees 開展多項醫療福利活動，保障員工身心健康

The Group continued to pay attention to the physical and mental health of its employees and regularly arranged for contracted hospitals to provide health seminars and free clinic activities for its employees. Meanwhile, the Group organised healthcare treatments for its outstanding employees and purchased the Changxing in-service hospitalisation medical mutual fund for the employees to alleviate their medical burden. In addition, the Group was also attentive to the important moments in the life of its employees, such as weddings, funerals and illness, allowing every employee to feel the warmth and support of the Group.

本集團持續關注員工身心健康，定期安排簽約醫院為員工提供健康講座及義診活動。同時，本集團組織優秀員工健康療養，並為員工購買長興在職職工住院醫療互助金，切實減輕員工醫療負擔。此外，本集團還貼心做好職工「婚喪嫁娶病」等人生重要時刻的慰問工作，讓每一位員工感受到企業的溫暖與支持。



Organised summer parent-child activities and education assistance initiatives to enhance family harmony for employees 開展暑期親子活動及助學幫扶行動，助力員工家庭和諧

During the Reporting Period, the Group continued to deepen its employee care initiatives by launching the “Harmony Baby” summer nursery classes and the “Cooperation between Families and Enterprises Builds Harmonious Chaowei”, a summer family open day and family-child summer camp activity, was innovatively organised in 2024. Through various and interesting parent-child interactions and corporate culture experiences, this activity enhanced the emotional communication among employee families and allowed them to understand more about the development and culture of the Group, further strengthening the sense of belonging of the employees. In addition, the Group has always been concerned about the families of employees in difficulties, and has included their children in the scope of education assistance to practically help employees solve their children's difficulties in education and help their children grow up healthily.

本報告期內，本集團持續深化員工關懷舉措，繼續開展「和合寶貝」暑期託管班，並創新舉辦了「家企同行·童心共築和合超威」二零二四年暑期家庭開放日親子夏令營活動。此次活動通過豐富多彩的親子互動和企業文化體驗，增進員工家庭的情感交流，也讓員工家屬更加瞭解企業的發展與文化，進一步增強員工的歸屬感。此外，本集團非常關注困難員工家庭，將其子女納入助學範圍，切實幫助員工解決子女就學難題，助力員工子女健康成長。



4. Humanistic Care and Joining Hands 人本關懷，攜手共進



Organised Spring Festival, Lantern Festival, and Tree Planting Day Activities to enrich employees' cultural life
舉辦春節、元宵節、植樹節系列活動，豐富員工文化生活



During the Reporting Period, the Group celebrated festivals with employees through a variety of cultural activities. During the 2024 Spring Festival, the Group organised the “Writing Spring Festival Couplets and Giving Blessings” cultural event to create a festive atmosphere. For the Lantern Festival, the Group held the 6th Employee Traditional Culture Festival, featuring activities such as lantern riddle guessing and handicrafts making to promote Chinese cultural heritage. During the Tree Planting Day, the Group collaborated with employees to carry out the “Military Tribute Trees Planting” activity, advocating green initiatives and strengthening the bond between the military and the enterprise. These efforts comprehensively enhanced employee happiness.

本報告期內，本集團通過豐富多彩的文化活動，與員工共度佳節。二零二四年春節期間，本集團組織「寫春聯送福字」新春文藝惠民活動，營造節日氛圍；元宵節舉辦第六屆員工傳統文化節，開展猜燈謎、手工活動，傳承中華文化；植樹節期間，攜手員工開展「栽下擁軍樹」活動，弘揚綠色理念，增進軍企情誼，全方位提升員工幸福感。



4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.4 EMPLOYEES' HEALTH AND SAFETY

Ensuring the occupational health and safety of our employees is an important embodiment of the Group's high sense of responsibility. While pursuing economic benefits, the Group is committed to creating a healthy and safe working environment, which will not only improve the efficiency of our employees, but also establish a good corporate image to win the recognition of our employees and the society.

4.4.1 Safety Management System

On the basis of abiding to the Production Safety Law of the PRC, the Prevention and Control of Occupational Diseases of the PRC and the Technical Specifications for Occupational Health Supervision, the Group has formulated a series of internal management systems including the Safety and Environmental Protection Inspector Supervision Management System, the Chaowei Group Safety and Environmental Protection Weekly Reports and Weekly Meetings Management Measures, and the Chaowei Group Occupational Health Management System. The Group continuously improves its occupational health and safety management system, and enhances the effectiveness of the supervision on employees' occupational health. Through scientific prevention, precise control, and effective elimination of occupational disease hazards, we effectively safeguard the physical and mental health of our employees, and ensure that the legitimate rights and interests of each employee are fully protected. As at the end of the Reporting Period, the Group has passed the ISO 45001, ISO 18000 and other occupational health and safety systems certifications.

During the Reporting Period, the new Safety Department is responsible for coordinating and guiding the occupational health and safety work of the Group's employees, including the handling of various issues on safe production and occupational health, and formulating the standards for personnel safety management and occupational disease prevention. At the same time, the Group's Safety Department, in close collaboration with the Occupational Prevention Department under the Production Department, carries out follow-up reviews of the implementation of safety and health management measures in various departments, and makes recommendations for improvement on issues identified in the reviews, to ensure that all measures are effectively implemented.

4.4 員工健康安全

保障員工職業健康是本集團展現高度責任感的重要體現。在追求經濟效益的同時，本集團致力於營造健康、安全的工作環境，這不僅有助於提高員工的工作效率，更有助於樹立良好的企業形象，以贏得員工和社會的認可。

4.4.1 安全管理體系

本集團在遵循《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》及《職業健康監護技術規範》的基礎上，制定《安全環保職防督查管理制度》、《關於超威集團安全環保週報及周例會的管理辦法》及《超威集團職業衛生管理制度》等一系列內部管理制度。本集團持續完善職業健康安全體系，全面提升員工職業健康監管效能，通過科學預防、精準控制和有效消除職業病危害，切實保障員工身心健康，確保每一位員工的合法權益得到充分維護。截至本報告期末，本集團已通過ISO 45001、ISO 18000等職業健康安全體系認證。

本報告期內，本集團新設的安全部負責統籌和引導集團員工的職業健康與安全工作，包括各種安全生產與職業衛生事宜的處理，以及制定關於人員安全管理和職業疾病預防的標準。同時，本集團安全部與生產部下設的職防部緊密協作，對各部門的安全與健康管理措施執行情況開展跟蹤審查，並對審查中發現的問題提出改進建議，以確保所有措施得到切實執行。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進



In accordance with the legal standards, on-the-job health monitoring is carried

out at least once every year. New employees must pass the pre-employment physical examination before they officially join the Company, while employees must pass the physical examination before resignation. During the Reporting Period, 13,972 employees received physical examinations, representing a physical examination rate of 96.5%.

依據法律法規，每年至少執行一次在崗健康監護。新員工必須通過崗前體檢才能正式入職，離職員工也需完成離職體檢後才可順利離職。本報告期內員工體檢人數達13,972人，體檢率為96.5%。



Carry out safety education training, occupational health training, emergency

safety drills, and safety work conferences to ensure the length of safety and occupational health training for each employee, and test the effectiveness of training through examinations to improve the emergency response capabilities of employees at all levels.

開展安全教育培訓、職業衛生培訓、應急安全演練以及安全工作會議，確保每位員工得到安全及職業衛生常識培訓時長，並通過考試方式檢驗培訓效果，提高各層級員工應對突發事故的應急處理能力。



Enhance work site management and environmental control, implement

strict safety production systems and operating rules, and carry out regular on-site inspections and safety confirmations to improve safety measures in time and always ensure that the work site is in a safe condition.

強化作業現場管理和環境控制，嚴格實施安全生產制度及操作規則，並定期開展現場檢查與安全確認，及時完善安全措施，確保作業現場始終處於安全狀態。



Implement the safety responsibility system, monitor the daily potential safety

hazards investigation and rectification of each departmental workshop. As for potential safety hazards that have not been dealt with for a long time and are prone to cause accidents, enhance follow-up of their rectification activities.

落實安全責任制度，督察各部門車間日常隱患的排查及整改落實情況，對長期未處理、容易引發事故的隱患加強督促整改力度。



On-site occupational disease hazardous factor testing is carried out by an

external qualified agency every year. Occupational health monitoring for the subsidiaries in relation to lead materials is carried out by the Group's Safety Department twice a year.

每年委託外部資質機構開展現場職業病危害因素檢測，本集團安全部每年對涉鉛子公司開展2次職業衛生監測。



Introduce automated advanced equipment by eliminating outdated

equipment to optimise the operating environment. Give out labor protection appliances regularly with standardised management. Conduct strict inspections of wearing such appliances, replace contaminated appliances in time, to protect the safety and health of our employees.

通過淘汰落後設備、引進自動化先進設備優化作業環境，並定期發放、規範管理勞保用品，嚴格巡查佩戴情況，及時更換污染用品，保障員工安全與健康。

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

During the period from 2022 to 2024, the Group did not record any serious work-related injuries and fatalities.

二零二二年至二零二四年期間，本集團並未有發生嚴重工傷及因工亡故事件。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進

4.4.2 Safety Culture Construction

The Group places the occupational health and safety of the employees as its top priority, and organises health talks, free health consultation and physical examination for employees with its connections with local hospital resources. Meanwhile, the Group continues to improve the working and accommodation conditions of the employees, conducts regular safety training, emergency safety drills and safety inspections, and strengthens occupational health management. Through occupational disease hazards testing, upgraded appliances, and giving out labor protection appliances, the occupational health and safety of the employees are effectively safeguarded.

4.4.2 安全文化建設

本集團始終將員工健康安全放在首位，通過對接當地醫院資源組織健康講座、員工義診及全員免費體檢，確保員工健康需求得到及時響應。同時，本集團持續改善員工工作與住宿條件，定期開展安全培訓、應急演練及安全檢查，強化職業衛生管理。通過職業病危害檢測、設備更新及勞保用品發放，切實保障員工職業健康與安全。



Conduct safety education trainings to enhance employee safety awareness 開展安全教育培訓，提升員工安全意識



During the Reporting Period, the Group's subsidiaries took various measures to strengthen safety education training. Hebei Yongxu Power Supply Co., Ltd. has invited an external safety expert to carry out training on the topic of "eliminating workplace accidents"; Zhejiang Chaowei Power Co., Ltd. has promoted safety training down to the workgroups, and organised the activity of "talks on workgroups safety"; and Jiangxi Xinwei Power Energy Technology Co., Ltd. has carried out a series of safety education trainings to enhance their comprehensive safety awareness and skills.

本報告期內，本集團各子公司多措並舉強化安全教育培訓。河北永旭電源有限公司特邀外部安全專家，開展「杜絕工傷事故」專題培訓；浙江超威電力有限公司推動安全培訓下沉至班組，組織「班組講安全」活動；江西新威動力能源科技有限公司開展一系列安全教育培訓，全面提升員工安全意識與技能。

4. Humanistic Care and Joining Hands 人本關懷，攜手共進



Organised occupational health training to protect employees' health rights and interests 組織職業衛生培訓，保障員工健康權益

In order to raise employees' awareness of occupational health protection, during the Reporting Period, the Group's subsidiaries, namely Anhui Yongheng Power Technology Co., Ltd., Jiangsu Chaowei Power Co., Ltd., Shandong Mingde Power Co. Ltd., Jiangsu Weifu Energy Co., Ltd. and others carried out activities such as employees' occupational education, training on knowledge and skills of emergency rescue, occupational health promotion week, and training on labour protection supplies for employees' occupational health. In addition, the Group participated in the training course on occupational health regarding lead-acid batteries organised by the Center for Disease Control and Prevention of Changxing County to further enhance its ability to prevent and control occupational diseases.

為提高員工的職業衛生防護意識，本報告期內，本集團子公司安徽永恒動力科技有限公司、江蘇超威電源有限公司、山東明德電源有限公司、江蘇偉復能源有限公司等開展勞動者職業素養宣教、應急救護知識技能培訓、職業衛生宣傳周、員工職業衛生勞保佩戴培訓等活動。此外，本集團參加長興縣疾病預防控制中心組織召開的鉛酸蓄電池職業衛生培訓班，進一步提升職業病防治能力。



Implemented emergency safety and rescue drills to enhance employees' emergency response capabilities 實施應急安全及救援演練，增強員工應急能力

During the Reporting Period, the Group's subsidiaries actively conducted emergency safety and rescue drills to comprehensively enhance their emergency response capabilities. Jiangsu Weifu Energy Co., Ltd. and Shandong Mingde Power Co. Ltd. organised "emergency rescue special drills" respectively; while Jiangxi Xinwei Power Technology Co., Ltd. carried out "sulfuric acid leakage professional emergency drill" and cooperated with local fire brigades to conduct "use of fire extinguisher" training and "fire professional emergency drills", further strengthening the foundation of production safety.

本報告期內，本集團各子公司積極開展應急安全及救援演練，全面提升應急處置能力。江蘇偉復能源有限公司、山東明德電源有限公司分別組織「應急救護專項演練」；江西新威動力能源科技有限公司開展「硫酸洩漏專業應急演練」，並聯合當地消防大隊進行「滅火器使用」培訓及「消防專業應急演練」，進一步夯實安全生產基礎。



5. Working Together and Taking Responsibility 攜手同行，責任擔當

While promoting its high-quality development, the Group actively fulfills its social responsibilities and continues to participate in public welfare undertakings in the areas of education, health and labor rights. At the same time, the Group has further increased its investment in rural revitalisation and extensively mobilised its employees to devote themselves in various social welfare activities to fulfill its corporate mission and demonstrate its social values through practical actions.

5.1 CONTRIBUTION TO RURAL REVITALISATION

The Group actively responds to the national call to promote rural revitalisation, and provides support for education and industrial revitalisation. In 2016, the Group established the Chaowei Care Fund to support the development of rural revitalisation. During the Reporting Period, the Group donated a total of approximately RMB5,180,000 in rural revitalisation.

During the Reporting Period, the Group financially contributed approximately RMB883,000 to a total of 24 associates and end-users. The financial contributions were mainly used for assisting associates and end-users suffering from critical diseases and natural disasters.

本集團在推動自身高質量發展的同時，積極履行社會責任，持續投身教育、健康、勞工權益等領域的公益事業。同時，本集團進一步加大對鄉村振興的投入力度，並廣泛動員員工參與各類社會公益活動，以實際行動踐行企業使命，彰顯社會價值。

5.1 貢獻鄉村振興

本集團積極響應國家號召，努力推進鄉村振興，為教育和產業的振興提供支持力量。二零一六年，本集團出資成立超威關愛基金，支持鄉村振興事業的發展。本報告期內，本集團在鄉村振興方面共捐贈約人民幣518萬元。

本報告期內，本集團發放約人民幣88.3萬元的關愛基金，主要用於救助患上重大疾病及遭遇到天災等生活受影響的聯營商和終端商，累計幫扶聯營商、終端商24人。



Organised "Charity Donation Day" activity to facilitate common prosperity 組織「慈善一日捐」活動，助力共同富裕

During the Reporting Period, the Group continued to increase its investment in rural revitalisation and public welfare charity by pledging a donation of RMB500,000 at the Changxing County Common Wealth Conference, and organising all staff to launch the "Charity Donation Day" activity and raised more than RMB190,000. It was specifically used for public welfare undertakings such as poverty alleviation and supporting the elderly, rescuing orphans, thus contributing to the improvement of the common wealth.

本報告期內，本集團持續加大鄉村振興與公益慈善投入，在長興縣共同富裕大會上認捐人民幣50萬元，並組織全體員工開展「慈善一日捐」活動，募集善款人民幣19萬餘元，專項用於扶貧濟困、扶老救孤等公益事業，為促進共同富裕貢獻力量。



5. Working Together and Taking Responsibility 攜手同行，責任擔當



Promoting village-enterprise twinning and co-construction to facilitate village revitalisation
推進村企結對共建，促進鄉村振興



Basketball court after renovation
改造後的籃球場

During the Reporting Period, the Group continued to promote village-enterprise twinning and co-construction to facilitate village revitalisation. Through subsidising Shaojiaqiao Village's tap water fee of approximately RMB70,000, Baoqiao Village's road hardening and restoration of approximately RMB50,000 and basketball court renovation of approximately RMB100,000, the Group has improved the infrastructure of villages, and provided subsidies of approximately RMB10,000 to households with Grade 3 mental disabilities in Zhongshan Village of Xiaopu Town, thereby practically resolving livelihood issues.

本報告期內，本集團持續推進村企結對共建，助力鄉村振興。通過資助邵家橋村自來水費約人民幣7萬元、包橋村道路硬化修復約人民幣5萬元及籃球場改造約人民幣10萬元，改善鄉村基礎設施，並為小浦鎮中山村三級精神殘疾困難戶提供約人民幣1萬元資助，切實解決民生問題。

5.2 ENGAGE IN COMMUNITY WELFARE

The Group adheres to the charity concept of "assemble love from all over the world and warm the hearts of all people", strictly abides by the Charity Law of the PRC, and has formulated the "Excellent Volunteer Selection System of Chaowei Group (Draft)" internally to integrating the spirit of public welfare into the corporate's bloodline. The Group accurately meets the needs of the society, builds a public welfare system with the synergistic development of education and poverty alleviation, voluntary activities and social services. During the Reporting Period, the Group contributed a total of more than 393 hours in volunteer service, with a total of 156 participants.

5.2 投身社會公益

本集團秉承「彙聚天下愛，溫暖萬眾心」的慈善理念，嚴格遵守《中華人民共和國慈善法》，並於內部制定《超威集團優秀志願者評選制度(草案)》，將公益精神融入企業血脈。本集團精準對接社會需求，構建教育扶貧、志願活動、社會服務協同發展的公益體系。本報告期內，本集團的志願服務活動累計時長超393小時，參與人員總數為156名。

5. Working Together and Taking Responsibility 攜手同行，責任擔當



Organised popularisation activities on new energy science to enhance the scientific awareness of all citizens 舉辦新能源科普活動，提升全民科學認知

The Group paired up with schools to organise a variety of “popularisation activities on new energy” themed science popularisation lectures and knowledge competitions to instill the concepts of green environmental protection and eco-civilisation in children and enable them to appreciate the charm of scientific knowledge and technological development. During the Reporting Period, the Group hosted the main event of the National Science Popularisation Day in Changxing County under the theme of “Enhancing the scientific elements of all people and developing new-quality productivity”, and was honored with a number of awards.

本集團結對共建學校舉辦形式多樣的「新能源科普」主題的科普講堂、知識競賽等活動，向孩子們灌輸綠色環保、生態文明的理念，使其領略科學知識的和科技發展的魅力。本報告期內，本集團承辦了長興縣以「提升全民科學要素，發展新質生產力」為主題的全國科普日主場活動，並榮獲多項榮譽。



Comforting the soldiers and officers to enhance the friendship between the army and the citizens 慰問部隊官兵，增進軍民情誼



The Group has been carrying out co-construction activities with the 83rd Group Army of Navigation in Changsha for many years, regularly paying condolences to the officers and soldiers and donating supplies, while do practical works and solving difficult problems for the troops actively. During the Reporting Period, the Party Committee of the Group organised a friendly basketball match between our basketball club and the soldiers of Navigation and they had visited the publicity gallery to further enhance the friendship between the military and the citizens.

本集團連續多年與駐長八三部隊導航連開展共建活動，定期慰問官兵並捐贈物資，積極為部隊辦實事、解難題。本報告期內，本集團黨委組織籃球社團與導航連官兵舉行籃球友誼賽，並參觀宣傳長廊，進一步增進軍民情誼。

5. Working Together and Taking Responsibility 攜手同行，責任擔當



Continuing the “Glorious Scholarships” program to subsidise underprivileged students 延續「光彩助學」活動，資助困難學生

During the Reporting Period, the Group held the “Glorious Scholarships” donation ceremony, providing financial assistance to underprivileged students from Xiaopu Primary School, Xiaopu Secondary School, Baoqiao Primary School, Changqiao Primary School, and Lantian School. Additionally, the Group supported the children of the Group’s employees in difficulties and provided long-term assistance to 93 university students, with total of nearly RMB250,000.

本報告期內，本集團舉辦了「光彩助學」捐贈儀式，資助來自小浦小學、小浦中學、包橋小學、長橋小學、藍天學校的困難學生。同時，本集團資助了困難職工子女並長期資助在校大學生共93人，金額近人民幣25萬元。



Launching the “Finding Missing Children” initiative to help reunite lost individuals with their families 開展「尋找走失兒童」活動，助力走失人員回家團圓



During the Reporting Period, the Group, in collaboration with the Changxing Committee for the Wellbeing of the Next Generation and the Baby Come Home platform, launched the second phase of the “Finding Missing Children” public welfare initiative. Spanning over 2,000 kilometers from Lishui, Zhejiang to Zhaotong, Yunnan, this initiative successfully helped a lost individual reunite with their family after 30 years of separation.

本報告期內，本集團攜手長興關工委、寶貝回家等平台共同發起「尋找走失兒童」第二期公益活動，從浙江麗水到雲南昭通，穿越逾兩千公里，幫助離家30年的走失人員回家團圓。

5. Working Together and Taking Responsibility 攜手同行，責任擔當



Committed to providing battery inspection services to ensure safe electricity use for residents
堅持電池檢測服務，助力居民安全用電



The Group upholds the spirit of volunteer service and continues to promote volunteer activities regularly. During the Reporting Period, the "Battery Doctor Service Team" visited Shuimu Huadu Community, providing free battery inspection services for residents. With professional expertise and a passionate attitude, the team received widespread praise from the residents.

本集團踐行志願服務精神，常態化推進志願者服務。本報告期內，「電池醫生服務隊」走進水木花都小區，為居民提供免費電池檢測服務，以專業的技術和熱情的態度贏得居民一致好評。



Looking Ahead 展望未來

The Group will continue to take the principle of “standardised governance and efficient operation” as the cornerstone, continuously improve its governance structure and management system, and strengthen the breadth and depth of risk management, so as to ensure the Group’s legal compliance in terms of business ethics and safeguard the long-term stability and sustainable development of the enterprise.

The Group will continue to deepen its strategy of technological innovation, accelerate digital industrial transformation, comprehensively upgrade its product portfolio, and further enhance the core competitiveness of the enterprise by taking technological breakthroughs and intelligent applications as its core driving force. By building a digital ecosystem of “Chilwee” New Energy, we will integrate industry chain resources, promote intelligent and green development and create industry benchmarks.

The Group has always regarded “taking green as the fundamental base for high-quality development of enterprises” as its core strategy. The Group deepened the application of environmentally-friendly technologies and clean energy, continuously improved the green supply chain system, and implemented the concept of “innovation, green and integration” throughout the whole life cycle management of our products. By continuously optimising the efficiency of resource utilisation and reducing our environmental footprint, we are committed to achieving synergistic development between business growth and ecological and environmental protection, so as to set a benchmark for green transformation in the industry.

The Group adheres to the concept of “establishing a talent pool and cultivating talents” and is committed to building a diversified and inclusive talent ecosystem. We build a comprehensive talent training and development platform to stimulate employees’ innovative potential and personal value realisation, and focus on the integration and collaboration of multiple cultures. By attracting outstanding talents from all over the world, we jointly promote the sustainable growth of the company.

The Group will continue to practice the “harmony” corporate culture, actively fulfill its social responsibilities, and devote itself to rural revitalization, education poverty alleviation, and public welfare and charity. Through diversified charity projects, we help rural development, improve education levels, provide support to vulnerable groups, promote social equity and sustainable development, and practice our responsibilities and obligations as a corporate citizen.

Looking ahead to 2025, the Group will continue to adhere to the industry concept of “energy for good”, take “making the world use super green energy” as its mission, and unswervingly take social responsibility as the foundation of the Company, the basis of operation and the way to develop business. We are committed to promoting the innovation and application of green energy technologies and helping achieve the global carbon neutrality goal. At the same time, we continue to deepen our social responsibility practices, inject sustainable development momentum into the realisation of the goal of “a century-old brand and hundreds of billions of sales”, and create long-term value for the industry and society.

本集團將繼續以「規範治理，高效運營」原則為基石，不斷完善治理架構和管理體系，加強風險管理的廣度與深度，以確保本集團在商業道德方面的合法合規性，保障企業的長期穩定和可持續發展。

本集團將持續深化科技創新戰略，加速推進數字化產業轉型，全面升級產品譜系，以技術突破和智能化應用為核心驅動力，進一步提升企業核心競爭力。通過構建「超威」新能源數字化生態圈，我們將整合產業鏈資源，推動智能化、綠色化發展，打造行業標桿。

本集團始終將「以綠色作為企業高質量發展的根本底色」作為核心戰略，深化環保技術與清潔能源的應用，不斷完善綠色供應鏈體系，將「創新、綠色、融合」理念貫穿於產品全生命週期管理。通過持續優化資源利用效率與減少環境足跡，我們致力於實現業務增長與生態環境保護的協同發展，為行業綠色轉型樹立標桿。

本集團秉持「聚天下英才而育之」的理念，致力於打造多元化、包容性的人才生態體系。我們構建全方位的人才培養與發展平台，激發員工的創新潛力與個人價值實現，並注重多元文化的融合與協作，通過吸引全球優秀人才，共同促進企業的持續成長。

本集團將繼續踐行「和合」企業文化，積極履行社會責任，投身鄉村振興、教育扶貧與公益慈善事業。通過多元化公益項目，我們助力鄉村發展、提升教育水平，為弱勢群體提供支持，推動社會公平與可持續發展，踐行企業公民的責任與擔當。

展望二零二五年，本集團將繼續堅守「能源向善」的產業觀，以「讓全球都用上超威綠色能源」為使命，堅定不移地將社會責任作為立企之基、經營之本、興業之道。我們致力於推動綠色能源技術的創新與應用，助力全球碳中和目標實現，同時持續深化社會責任實踐，為實現「百年品牌與千億銷量」目標注入可持續發展動力，為行業與社會創造長遠價值。

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環境、社會及管治範疇與一般披露及關鍵績效指標 (KPI)			所在章節
Environmental 環境			
A1: Emissions A1：排放物	General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	3.2.1 Exhaust Gas Emission Management 廢氣排放管理 3.2.2 Wastewater Discharge Management 廢水排放管理 3.2.3 Waste Disposal Management 廢棄物管理 3.3.1 Energy Management 能源管理
	A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	3.2.1 Exhaust Gas Emission Management 廢氣排放管理 3.2.2 Wastewater Discharge Management 廢水排放管理 3.2.3 Waste Disposal Management 廢棄物管理 3.3.1 Energy Management 能源管理
	A1.2	Repealed on 1 January 2025 於二零二五年一月一日取消	3.3.1 Energy Management 能源管理
	A1.3	Total hazardous waste produced and intensity 所產生有害廢棄物總量及密度	3.2.3 Waste Disposal Management 廢棄物管理
	A1.4	Total non-hazardous waste produced and intensity 所產生無害廢棄物總量及密度	3.2.3 Waste Disposal Management 廢棄物管理
	A1.5	Description of emissions target(s) set and steps taken to achieve them 描述所訂立的排放量目標及為達到這些目標所採取的步驟	3.1.2 Environmental Objectives 環境目標 3.3.1 Energy Management 能源管理
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟	3.1.2 Environmental Objectives 環境目標 3.2.3 Waste Disposal Management 廢棄物管理



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環境、社會及管治範疇與一般披露及關鍵績效指標 (KPI)			所在章節
A2: Use of Resources A2：資源使用	General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策。	3.3.1 Energy Management 能源管理 3.3.2 Resources Management 資源管理 3.3.3 Green Office 綠色辦公
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量及密度	3.3.1 Energy Management 能源管理
	A2.2	Water consumption in total and intensity 總耗水量及密度	3.3.2 Resources Management 資源管理
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟	3.1.2 Environmental Objectives 環境目標 3.3.1 Energy Management 能源管理
	A2.4	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 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟	3.1.2 Environmental Objectives 環境目標
	A2.5	Total packaging material used for finished products and with reference to per unit produced 製成品所用包材料的總量及每生產單位估量	3.3.2 Resources Management 資源管理
A3: The Environment and Natural Resources A3：環境及天然資源	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	3.1.1 Environmental Management System 環境管理體系
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	3.1.1 Environmental Management System 環境管理體系
A4: Climate Change A4：氣候變化	General Disclosure 一般披露	Repealed on 1 January 2025 於二零二五年一月一日取消	3.4 Responding to Climate Change 應對氣候變化
	A4.1	Repealed on 1 January 2025 於二零二五年一月一日取消	3.4 Responding to Climate Change 應對氣候變化

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Social 社會			
B1: Employment B1：僱傭	General Disclosure 一般披露	Information below in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關薪酬及解僱，招聘及晉升，工作時數，假期，平等機會，多元化，反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1.1 Diverse Employment 多元僱傭 4.1.2 Employee Recruitment 員工招聘 4.1.3 Employees’ Rights and Interests 員工權益 4.2.1 Remuneration Incentives 薪酬激勵 4.2.2 Employee Promotion 員工晉升 4.2.3 Employee Training 員工培訓
	B1.1	Total workforce by gender, employment type (e.g., full-time or part-time), age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	4.1.1 Diverse Employment 多元僱傭
	B1.2	Turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率	4.1.1 Diverse Employment 多元僱傭
B2: Health and Safety B2：健康與安全	General Disclosure 一般披露	Information below in relation to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issue. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.4.1 Safety Management System 安全管理體系 4.4.2 Safety Culture Construction 安全文化建設
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年每年因工亡故的人數及比率	4.4.1 Safety Management System 安全管理體系
	B2.2	Lost days due to work injury 因工傷損失工作日數	4.4.1 Safety Management System 安全管理體系
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法	4.4.2 Safety Culture Construction 安全文化建設



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B3: Development and Training B3：發展及培訓	General Disclosure 一般披露	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	4.2.3 Employee Training 員工培訓 4.4.2 Safety Culture Construction 安全文化建設
	B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	4.2.3 Employee Training 員工培訓
	B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數	4.2.3 Employee Training 員工培訓
B4: Labour Standards B4：勞工準則	General Disclosure 一般披露	Information below in relation to preventing child and forced labour: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer. 有關防止童工或強制勞工的： 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。	4.1.3 Employees’ Rights and Interests 員工權益
	B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例的措施以避免童工及強制勞工	4.1.3 Employees’ Rights and Interests 員工權益
	B4.2	Description of steps taken to eliminate child and forced labour practices upon discovery of breach 描述在發現違規情況時消除有關情況所採取的步驟	4.1.3 Employees’ Rights and Interests 員工權益

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B5: Supply Chain Management B5：供應鏈管理	General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	2.2.1 Supplier Management 供應商管理
	B5.1	Number of suppliers by geographical region 按地區劃分的供貨商數目	2.2.1 Supplier Management 供應商管理
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例的執行及監察方法	2.2.1 Supplier Management 供應商管理
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	2.2.2 Supplier ESG Management 供應商 ESG 管理
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	2.2.2 Supplier ESG Management 供應商 ESG 管理



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Environmental, Social and Governance Areas, General Disclosures and KPIs(KPI)			Corresponding section
環境、社會及管治範疇與一般披露及關鍵績效指標 (KPI)			所在章節
B6: Product Responsibility B6：產品責任	General Disclosure 一般披露	Policies relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： 政策；及 遵守對發行人有重大影響的相關法律及規例的資料。	2.3.1 Enhancing Customer Experience 提升客戶體驗 2.3.2 Handling Customer Complaints 解決客戶投訴 2.3.3 Protecting Customer Interests 維護客戶權益
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比	2.1.2 Product Quality Control 生產質量控制
	B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	2.3.2 Handling Customer Complaints 處理客戶投訴
	B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	2.4.1 Intellectual Property Protection 知識產權保護
	B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序	2.1.2 Product Quality Control 生產質量控制
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法	2.3.3 Protecting Customer Interests 維護客戶權益

The Hong Kong Stock Exchange “ESG Code” Content Index

香港聯交所《環境、社會及管治報告守則》內容索引

Environmental, Social and Governance Areas, General Disclosures and KPIs(KPI) 環境、社會及管治範疇與一般披露及關鍵績效指標 (KPI)			Corresponding section 所在章節
B7: Anti-corruption B7：反貪污	General Disclosure 一般披露	Policies related to relating to bribery, extortion, fraud and money laundering the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer. 有關防止賄賂，勒索，欺詐及洗黑錢的：政策；及遵守對發行人有重大影響的相關法律及規例的資料。	1.2.2 Business Ethics 商業道德
	B7.1	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 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果	1.2.2 Business Ethics 商業道德
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法	1.2.2 Business Ethics 商業道德
	B7.3	Communication and training about anti-corruption policies 描述向董事及員工提供的反貪污培訓	1.2.2 Business Ethics 商業道德
B8: Community Investment B8：社區投資	General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5.2 Engage in Community Welfare 投身社會公益
	B8.1	Focus areas of contribution 專注貢獻範疇	5.2 Engage in Community Welfare 投身社會公益
	B8.2	Resources contributed to the focus area 在專注範疇所動用資源	5.2 Engage in Community Welfare 投身社會公益





CHAOWEI POWER HOLDINGS LIMITED
超威動力控股有限公司