



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



2023

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

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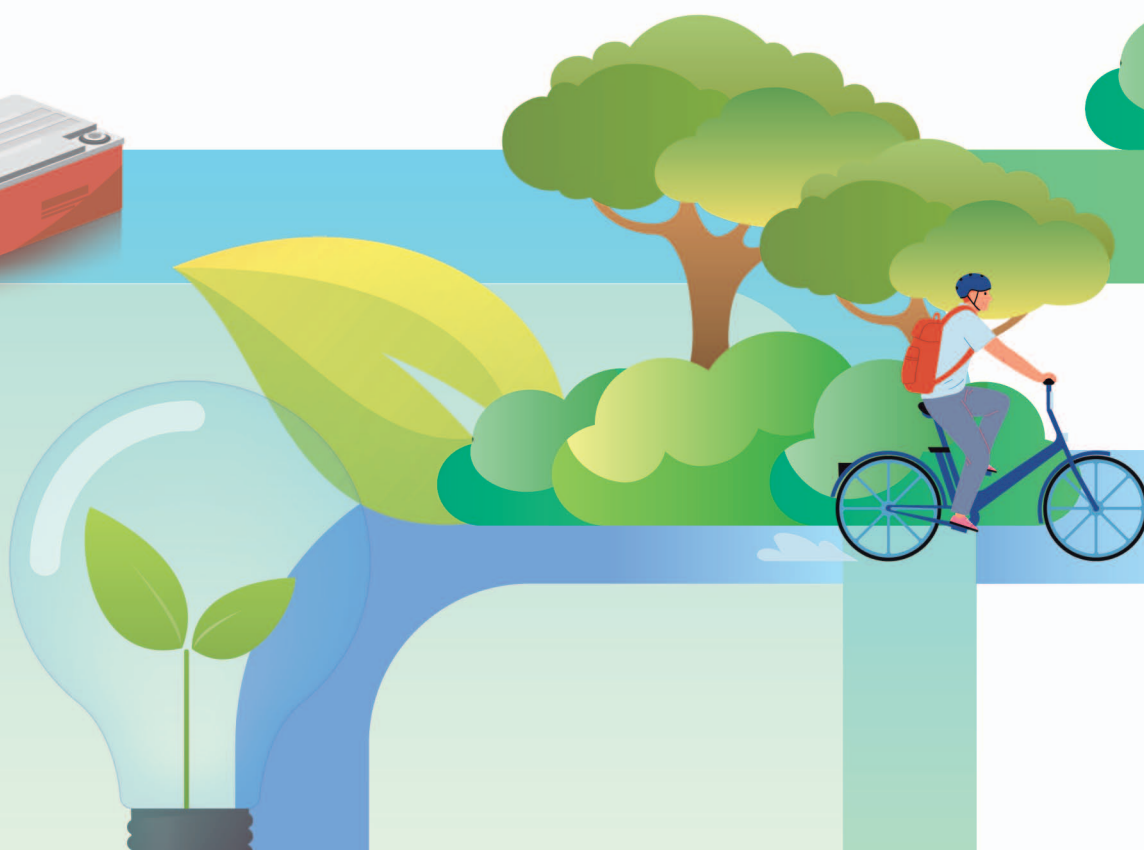
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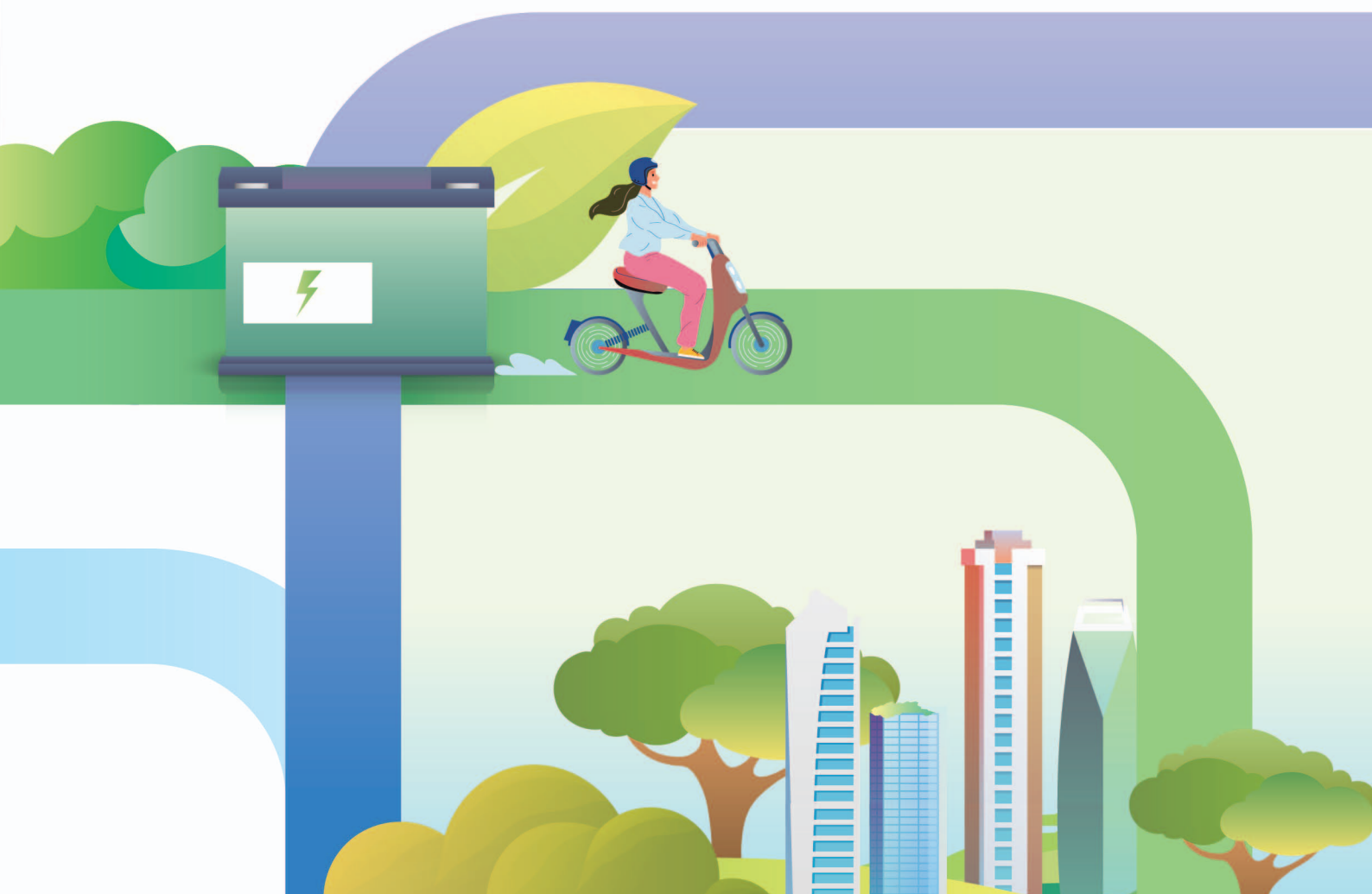
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About this Report

關於本報告

REPORT RELEASE CYCLE

This environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (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 2023 to 31 December 2023 (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 2023 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 “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”), and 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，本報告時間範圍為二零二三年一月一日至二零二三年十二月三十一日（「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二零二三年年度報告（「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，並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 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

Address in China: No. 18, Chengnan Road, Huaxi Industrial Function Area, Changxing County, Zhejiang Province, the PRC
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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。電子版可以在聯交所及本公司官方網站(www.chaowei.com.hk)下載閱讀。本報告以中英文兩種文字發佈，在對兩種文本理解發生歧義時，請以英文文本為準。

聯繫方式

超威動力控股有限公司

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郵箱：IR@chaowei.com.hk

About Chaowei

關於超威

CORPORATE PROFILE

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

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

The Group has long been held in high regard by the PRC government and within the industry. With its immense strength in the field of new energy, during the Reporting Period, the Group has consistently been placed in the "Top 500 Chinese Enterprises" (中國企業500強), "Top 500 Chinese Private-owned Enterprises" (中國民營企業500強), "Top 100 Enterprises in China's Light Industry" (中國輕工業百強企業) and "Fortune Top 500 Chinese Enterprises" (《財富》中國500強). The Group continued to lead the industry with outstanding results and good development trend.

As a leading enterprise of lead-acid batteries in China, the Group unswervingly promotes the concept of environmental protection and advocates the minimisation of carbon footprint. The Group is leading the transformation of the entire industry to a more environmentally friendly production model. Leveraging our technological leadership and comprehensive green strategy, we have set an industry benchmark and demonstrated the responsibility and commitment as a leader.

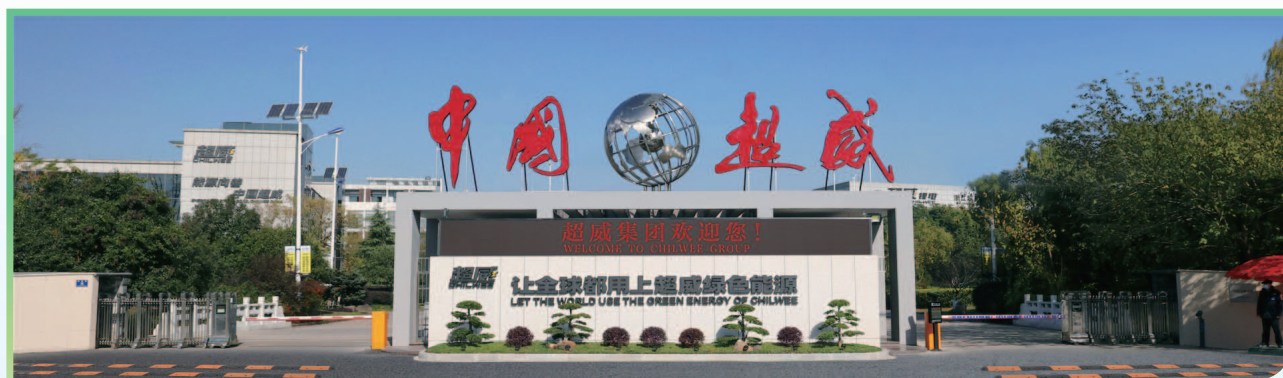
公司簡介

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，連續登上「中國企業500強」、「中國民營企業500強」、「中國輕工業百強企業」及「《財富》中國500強」等一系列重量級榜單，並在「全球新能源企業500強」佔一席位，以亮眼的成績和良好的發展態勢繼續領跑行業。

作為中國鉛蓄電池行業的先驅，本集團堅定不移地推廣環境保護理念，倡導碳足跡最小化。本集團正引領整個行業向更加環保的生產方式轉變，利用我們的技術領先地位和全面的綠色戰略，樹立了行業標桿，展現了領航者的責任與擔當。



1. Steady Operation and Sustainable Development

穩健經營，永續發展

The Group adheres to the concept of “stable operation for long-term corporate development”, insists on compliant operation and continuously optimizes corporate governance and enhances ESG governance capabilities. Through a clean and honest business ethics system, a whole-process risk management mechanism and transparent and open communication and feedback channels with each of the stakeholders, the Group fully guarantees the stable operation of the enterprise and consolidates the foundation for the stable and long-term development of the enterprise.

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

1.2 ADHERING TO COMPLIANCE OPERATION

The Group adheres to the philosophy of “Lawful Corporate Governance and Compliant Operation” and is fully aware of the importance of risk management and business ethics to the stable operation of enterprises. It has established a sound risk management and control mechanism and further clarified the responsibilities of the risk management centre to effectively identify and manage the major risks in the operation process. At the same time, the Group integrates honesty and integrity into all business practices and implements the commitment to compliance operation.

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。本集團通過清正廉潔的商業道德體系、全流程的風險管理機制以及與各持份者透明公開的溝通反饋渠道，充分保障企業穩健經營，為企業行穩致遠夯實基礎。

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。

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

1.2 堅持合規經營

本集團承諾「依法治企，合規經營」，充分認識到風險管理與商業道德對於企業穩健運營的重要性，建設了完善的風險管控機制並進一步明確了風險管理中心的職責，有效識別並管理運營過程中的主要風險。同時，本集團將清正廉潔貫穿於一切商業行為中，踐行合規經營承諾。

1. Steady Operation and Sustainable Development

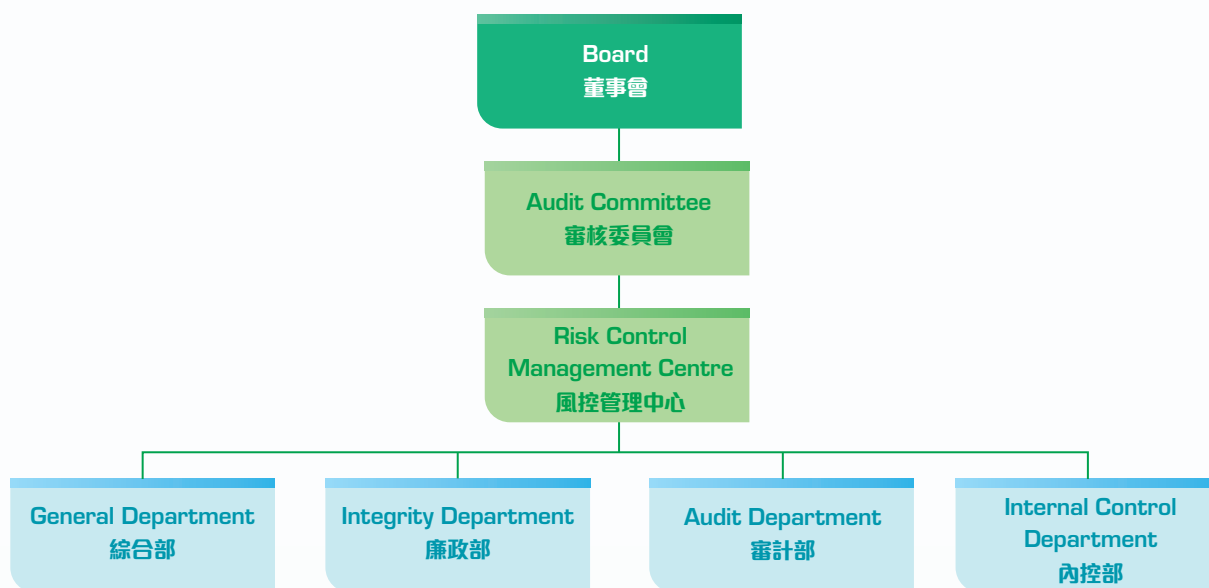
穩健經營，永續發展

Risk Management

Risk management is the foundation of corporate compliance. With reference to the requirements of the internal control guidelines for listed companies, the Group improved the construction of the internal control system and achieved process-based risk management. 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 implemented risk management and control in the operation process through a sound risk management structure to help enterprises achieve compliant development.

風險管控

風險管理是企業合規建設的基礎。本集團參照上市公司內控指引要求，完善內控體系建設，實現風險流程化管理。本集團制定了《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，並通過完善的風險管理架構，落實運營過程中的風險管控，助力企業實現合規發展。



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

The Group further improved the responsibilities of the risk control management centre, established a risk management system that integrates internal control management, audit management and supervision management, and optimised the risk management workflow of pre-event prevention, in-process control and post-event disposal.

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、監察管理相結合的風險管理體系，優化事前預防、事中控制、事後處置的風險管理工作流程。

1. Steady Operation and Sustainable Development

穩健經營，永續發展

During the Reporting Period, the Group carried out a total of 29 audit projects, made recommendations for rectification and followed up on the rectification based on the audit results, with an annual rectification completion rate of 90%.

本報告期內，本集團共計開展29項各類審計項目，根據審計結果提出整改建議並跟蹤整改情況，年度整改完成率達90%。

Internal Control Management 內控管理

Carry out risk assessment on the Group through pre-warning, in-process supervision and post-evaluation mechanism

通過事前預警、事中監督、事後評價機制開展本集團風險評估



Audit Management 審計管理

Carry out routine audits and special audits on the headquarters and subsidiaries and branches of the Group and follow up on the progress and effect of audit rectification

對本集團總部和各子分公司開展例行審計和專項審計工作以及跟進審計整改進展和效果



Supervision Management 監察管理

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

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



Risk Control System of the Group 本集團風險管控體系

Business Ethics

The Group always adheres to the principles of integrity management and clean practice. The Group strictly abides by the Criminal Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Prohibition of Commercial Bribery and other relevant national and local laws and regulations, regulates business operations and promotes integrity management.

The Group has formulated a 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 to further implement the relevant requirements on integrity in operations, and establish and maintain a good atmosphere of clean and upright conduct.

商業道德

本集團堅持誠信經營，廉潔從業原則，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》等國家及地方相關法律法規，規範企業經營，推進廉潔管理。

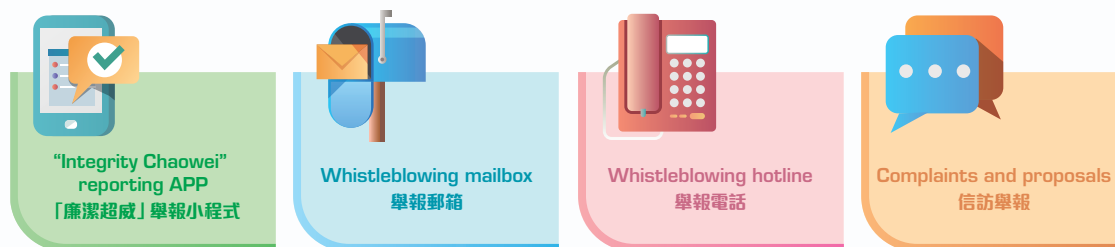
本集團制定了《超威集團內部監察制度》、《違規舞弊行為舉報獎勵與保護實施辦法》、《超威集團廉潔談話管理辦法（試行）》、《進一步加強反腐倡廉審計的若干規定》及《超威集團員工紅線管理制度》等內部制度，進一步落實廉潔運營相關要求，樹立和維護風清氣正的良好氛圍。

1. Steady Operation and Sustainable Development

穩健經營，永續發展

Improve the systems and channels for whistleblowing

The Group has formulated the “Chaowei Group Internal Supervision System” to continuously broaden the reporting channels, strengthen the protection of whistleblowers and formulate a transparent complaint handling process. The Group has established a comprehensive report and complaint handling process from the receipt of reports, investigation of cases, handling of reports and tracking of implementation. In terms of the establishment of reporting channels, the Group has launched channels such as the “Integrity Chaowei” reporting APP, whistleblowing mailbox, whistleblowing hotline and petition address.



Supervision and Whistleblowing Channels of the Group

本集團的監察及舉報渠道

With regard to whistleblower protection, the Group makes every effort to protect the legitimate rights and interests of the whistleblowers and avoids unfair treatment or retaliation against the whistleblowers. In addition, the Group manages and controls the information and evidence of whistleblowers throughout the process, dedicating staff to handling and tracking of reported information to ensure the information security of the whistleblowers.

Building a culture of integrity

The Group attaches great importance to the construction of an integrity culture, and is committed to exploring the way of integrity and compliant corporate operation, improving the awareness of integrity practices of all employees, including the Board, and establishing a clean and honest culture. The Group has officially joined the China Enterprise Anti-fraud Alliance to help create a social governance pattern of co-construction, co-governance and sharing in the new era.

完善舉報機制及渠道

本集團制定了《超威集團內部監察制度》，持續拓寬舉報渠道，加強舉報人保護並制定透明的投訴處理流程。本集團已建立從舉報受理、案件調查、舉報處理、跟蹤落實情況的完善的舉報投訴處理流程。在舉報渠道建設方面，本集團開通了「廉潔超威」舉報小程序、舉報郵箱、舉報電話和信訪地址等渠道。

在舉報人保護方面，本集團全力保障每一位舉報人的合法權益，避免舉報人遭受不公正對待或打擊報復。此外，本集團對舉報人信息和證據材料進行全流程管控，由專人負責處理跟蹤舉報信息，保證舉報人信息安全。

建設廉潔文化

本集團重視廉潔文化建設，致力於探索廉潔合規的企業經營之道，提升包括董事會在內的全體員工的廉潔從業意識，樹立風清氣正的廉潔文化。本集團已正式加入中國企業反舞弊聯盟，助力打造新時代共建共治共享的社會治理格局。

1. Steady Operation and Sustainable Development

穩健經營，永續發展

The Group conducts integrity culture publicity through induction training for new employees, integrity classes, and the “Integrity Chaowei” official account. During the Reporting Period, the Group added two publicity positions, namely the “Integrity Chaowei” DingTalk account and the “Integrity Chaowei” section of the Group’s OA (Office Automation) portal, to conduct integrity publicity and education, and published a total of 7 articles with more than 4,000 views.

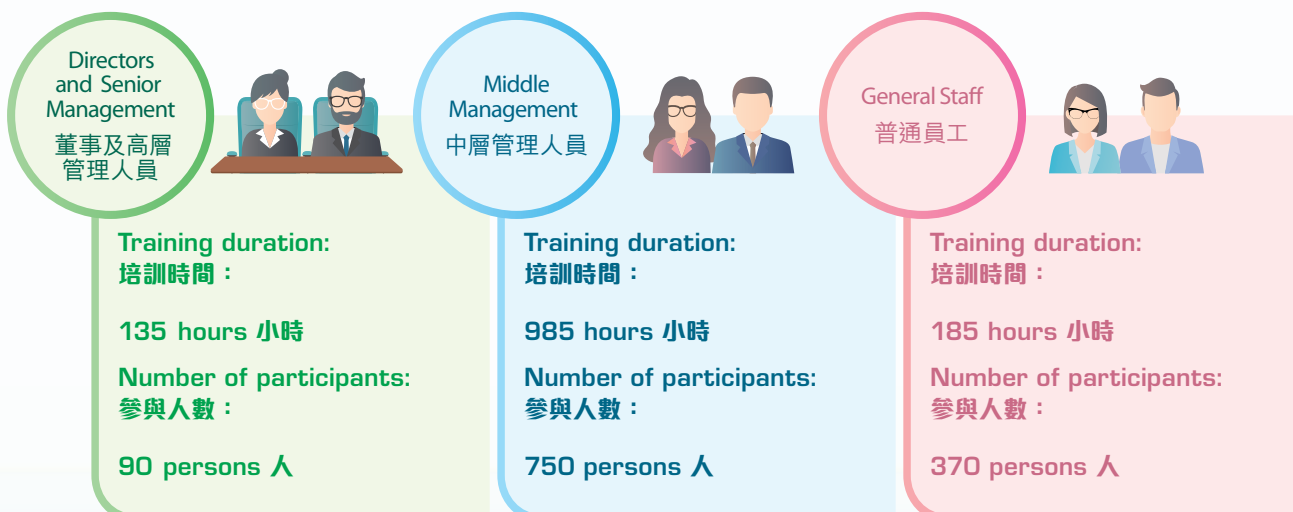
During the Reporting Period, the Group carried out a total of 11 anti-corruption and integrity training sessions with participants including board members, senior and mid-level leaders and staff.

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 no corruption lawsuits have been filed..

本集團通過新員工入職廉潔培訓、廉潔課堂、「廉潔超威」公眾號等途徑進行廉潔文化宣貫。本報告期內，本集團增設「廉潔超威」釘釘號、集團OA（Office Automation，辦公自動化）門戶「廉潔超威」版塊兩個宣傳陣地進行廉潔宣教，累計發佈7篇文章，瀏覽量達4,000餘人次。

本報告期內，本集團累計開展11場反貪腐廉潔培訓課程，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，未發生任何貪污訴訟事件。



Anti-corruption Training provided by the Group
本集團提供的反貪污培訓

1.3 STRENGTHENING RESPONSIBILITY MANAGEMENT

The Group believes that a sound ESG governance system is a solid foundation for enterprises to fulfill their social responsibilities and sustainable development. By building an efficient governance structure and diversified and effective communication channels, the Group mobilises resources from all parties to jointly ensure the sustainable development of enterprises and help achieve various sustainable development goals.

1.3 加強責任管理

本集團相信健全的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，通過搭建高效的治理架構與多元有效的溝通渠道，調動各方資源協同保障企業的可持續發展，助力各項可持續發展目標的實現。

1. Steady Operation and Sustainable Development

穩健經營，永續發展

ESG Governance

The Group attaches great importance to ESG governance and actively undertakes ESG responsibilities. The Group adheres to the ESG reporting as the basis, and promotes in-depth involvement of the Board in the ESG risk assessment and management process to steadily improve the Company's ESG management level. The Group has established a three-level ESG governance structure with the Board, the Social Responsibility Committee (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 Safety and Environmental Protection Department (the "Safety and Environmental Protection Department") and the Group's subsidiaries, while the Company Secretary is responsible for monitoring ESG compliance work. As the executive body of ESG governance, the Social Responsibility Committee holds meetings at least once a year to discuss important ESG issues, and is responsible for planning and coordinating the routine execution of the Group's ESG strategy, with report in writing to the Board annually on the progress of the relevant goals and initiatives.

ESG 管治

本集團高度重視ESG管治，積極承擔ESG責任。本集團堅持以ESG報告為基礎，推進董事會深度參與ESG風險評估和管理流程，穩步提升本公司的ESG管理水平。本集團建立起以董事會、社會責任委員會（「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，協調安環部（「安環部」）及子公司資訊填報及溝通，而公司秘書負責監管ESG合規工作。社會責任委員會作為ESG管治的執行主體，每年至少召開一次會議，討論ESG重要事宜。負責規劃及協調本集團ESG戰略的日常執行，每年度向董事會書面匯報相關目標及舉措的進展情況。

1. Steady Operation and Sustainable Development 穩健經營，永續發展

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 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.

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。



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

1. Steady Operation and Sustainable Development

穩健經營，永續發展

Communication with Stakeholders

The Group attaches great importance to the opinions and demands of stakeholders, actively maintains regular communication with all stakeholders, and integrates their opinions and demands into the Group's daily operations and decision-making process, so as to establish a long-term cooperative relationship with mutual trust and achieve more effective management decisions.

During the Reporting Period, based on its business attributes and in accordance with regulatory requirements and capital market concerns, the Group identified the following key stakeholders, and communicated with all parties in a timely and effective manner through targeted communication methods to form a continuous friendly interaction.

利益相關方溝通

本集團重視持份者的意見與訴求，積極與各持份者保持常態化溝通，並將其意見與訴求融合至本集團日常運營與決策過程中，建立長遠互信的合作關係，以實現更有效的管理決策。

本報告期內，本集團基於自身業務屬性，結合監管要求與資本市場關注重點，識別出了以下主要持份者，並通過針對性的溝通方式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 	<ul style="list-style-type: none"> 召開股東大會 刊登中期及年度報告、通函及公告以及其他必要文件 與投資者及分析師會面 舉辦路演
Government/ 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 	<ul style="list-style-type: none"> 監管機構實地視察及監察 通過會議、工作報告編製及提交供相關政府部門審批進行討論 於香港聯交所及本公司網站刊登必要文件
Customers 客戶 	<ul style="list-style-type: none"> Customer satisfaction survey Regular visits Industrial fairs and forums Customer service centre/hotline 	<ul style="list-style-type: none"> 客戶滿意度調查 定期走訪 行業展覽及論壇 客戶服務中心／熱線

1. Steady Operation and Sustainable Development 穩健經營，永續發展

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／合作伙伴 	<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

1. Steady Operation and Sustainable Development 穩健經營，永續發展

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。



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

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

The Group has always regarded quality products and services as the foundation of its business. The Group adheres to a customer-oriented business philosophy and continues to strengthen quality control, enhance service quality and explore advanced technologies to provide customers with higher quality products and services.

2.1 STRENGTHENING THE CORNERSTONE OF QUALITY

“Quality First” is always the main concern of the Group, and determined to put product quality and safety as our first priority, through the establishment of a perfect quality control system, the implementation of effective quality control measures, and the creation of a good quality culture, and continue to promote quality assurance, consistently improve the quality and safety standards of our products and safeguard the interests of its customers.

Quality System Construction

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 (電動助力車用閥控式鉛酸蓄電池), Valve-controlled Lead-acid Batteries for Electric Assisted Vehicles (電動助力車用閥控式鉛酸蓄電池), and Electric Safety Requirements for Electric Bicycles (電動自行車電氣安全要求), 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, which cover the procurement of raw materials, the process of workmanship, the discharge of products from the factory and the traceability of products, so as to realise the quality supervision of the whole life cycle of the products and to manage the risk of quality effectively at the system level.

本集團始終將優質的產品及服務視為企業立業之本。本集團秉持以客戶為中心的經營理念，持續加強質量管理，提升服務質量，探索先進產品技術，為客戶提供更高品質的產品及服務。

2.1 夯實品質基石

本集團以「質量第一」為出發點，堅決把產品質量與安全放在工作的首要位置，通過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，不斷提升產品質量和安全水平，維護客戶的切身利益。

質量體系搭建

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》、《電動助力車用閥控式鉛酸蓄電池》、《電動自行車電氣安全要求》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，內容覆蓋原料採購、過程工藝、產品出廠到產品追溯環節，實現產品的全生命週期質量監管，從制度層面有效管理質量風險。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

During the Reporting Period, the Group has established and continued to improve its quality control system and reference to the quality control maturity implementation guiding standards, and carried out a comprehensive rationalisation and optimisation of the existing system, subdividing the five major inspection dimensions of the original system into 24, covering 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. In addition, the Group adjusted and optimised the quality control system of our subsidiaries through various measures such as on-site sampling surveys, file inspections and staff communication, securing the mature operation of our subsidiaries.

During the Reporting Period, the Group's subsidiary, Chaowei Power Group Co., Ltd.* (超威電源集團有限公司), obtained the ISO 9001 quality control system certification and was awarded the National Quality Inspection Stable Qualified Products (全國質量檢驗穩定合格產品), National Storage Battery Industry Quality Leading Enterprise (全國蓄電池行業質量領先企業) and National Product and Service Quality and Integrity Brands (全國產品和服務質量誠信品牌) by the China Association for Quality Inspection.

本報告期內，本集團持續完善質量管理體系，並參照質量管理成熟度實施指南標準，對現有體系進行了全面梳理及優化，將原本體系的5大督察維度細分至24個，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。此外，本集團通過到子公司現場成品抽樣調查、翻查檔案文件及與員工溝通等多種措施，調整及優化子公司質量管理體系，為子公司成熟運行提供有力保障。

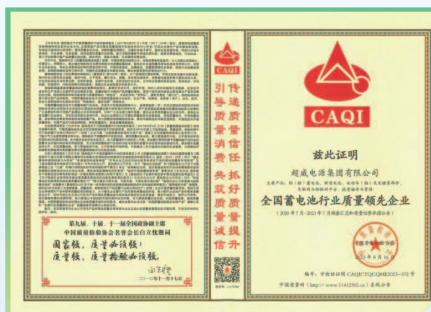
本報告期內，本集團的子公司——超威電源集團有限公司取得ISO 9001質量管理體系認證，並獲得由中國質量檢驗協會頒發的全國質量檢驗穩定合格產品、全國蓄電池行業質量領先企業及全國產品和服務質量誠信品牌等獎項。



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



National Brand of Quality and Integrity in Products and Services
全國產品和服務質量誠信品牌

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Production Quality Control

The Group conducts detailed sorting and analyses of every aspect of the entire production process and systematically inspects the key control points of the entire production process to carry out product quality supervision throughout the entire chain from raw material procurement, processing, product delivery to product traceability, ensuring the stable and reliable quality of the products.

Purchase of raw material management

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

During the Reporting Period, the Group added the requirements for raw materials, including the inspection standards for components in conjunction with changes in production processes, and strengthened the inspection of key raw materials such as plastic shells. Moreover, in order to further enhance the inspection capability of our subsidiaries, the Group set up a joint inspection team comprising three departments, i.e. the Technical Department, the Inspection and Testing Department and the Quality Control Department to carry out inspections in two dimensions, namely, the correspondence between incoming raw materials and inspection reports, and the execution of raw material inspection and testing, in order to strictly control the quality and safety of raw materials.

Production process supervision

At the processing stage, the Group conducted systematic inspections of the production process based on 138 key process control points assessed by the Technical Committee. In order to enhance the quality control standards of our subsidiaries, the Group has set up a production site inspection team to inspect and evaluate the production modules of our subsidiaries, which has helped rectify a total of 248 problems and significantly improved the quality of the processes of our subsidiaries. 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.

生產質量控制

本集團對生產全流程的各個環節進行細緻的梳理和分析，並針對其中的關鍵控制點進行系統性督察，實現從原材料採購、過程工藝、產品出廠及產品追溯的全生命週期質量監管，確保產品質量穩定、可靠。

原材料採購管理

針對原材料採購階段，本集團制定了《原材料認證管理制度》、《供應商原材料不合格索賠處罰管理制度》、《原材料零部件檢驗標準》及《鉛材料來料監督檢驗管理辦法》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安全第一關。

本報告期內，本集團結合生產工藝變化情況，新增對輔料的要求，包括零部件檢驗標準，加強塑殼等關鍵原材料的檢驗力度。此外，為進一步提升子公司檢驗能力，本集團成立由技術部、檢測實驗部和品管部共同組成的三部門聯合督查組，從原材料入庫與檢驗報告對應情況及原材料檢驗檢測執行兩個維度開展督查，嚴格控制原材料質量與安全。

過程工藝督察

在過程工藝階段，本集團根據技術委員會評審的138項關鍵工藝控制點對生產過程進行系統性督察。為提升子公司質量控制水平，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，共累計幫扶整改248項問題，各子公司工藝質量得到顯著提升。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。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Finished products control

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

Product traceability

The Group has established a product quality traceability mechanism to control product design, production and manufacturing, logistics system, marketing channel management, inventory management and other aspects through digital management. During the Reporting Period, in order to better satisfy the needs of the market, customers, the government and other stakeholders, we launched a QR code traceability project, built its own "Chilwee" QR code system and connected it with platforms such as Zhepin Code and Yuepintong. After the system was launched, the complaints in the QR code information market dropped by 80%, which greatly enhanced the image and reputation of products of the Group.

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. In addition, the Group has established a rapid response mechanism for quality incidents, categorising quality incidents into significant quality incidents and general quality incidents, and adopting different countermeasures in a timely manner according to different incident levels and categories.

成品出廠控制

在成品出廠控制階段，本集團嚴格對產品性能進行檢測並建立子公司生產過程質量製造水平評價體系。本集團對成品進行出廠性能抽查，其中包括容量檢測、快速循環測試、充電接受能力、季度抽樣電池檢測評價四方面進行督察及控制質量。

產品追溯

本集團建立了產品質量追溯機制，依托數字化管理對產品設計、生產製造、物流系統、營銷渠道管理、庫存管理等方面各階段進行管控。本報告期內，為了更好的滿足市場、客戶、政府等利益相關方的需求，本集團開展了二維碼溯源項目，自建「超威」二維碼系統，並與「浙品碼」、「粵品通」等平台對接。系統上線後，二維碼信息市場投訴下降80%，極大提升了本集團的產品形象和口碑。

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。此外，本集團針對質量事故建立快速反應機制，將質量事故級別劃分為重要質量事故及一般質量事故，根據不同事故等級及類別，及時採取不同應對措施。

2.2 EMPOWERING SUPPLIER MANAGEMENT

The Group has established a comprehensive supplier management system to provide suppliers with an efficient and transparent cooperation environment. The Company is committed to conveying the concept of sustainable development to upstream and downstream enterprises in the supply chain, and working with suppliers to build a transparent and mutually beneficial responsible supply chain.

2.2 賦能供應商管理

本集團已建立完善的供應商管理體系，為供應商提供高效、透明的合作環境。本公司致力向供應鏈上下游企業傳遞可持續發展理念，與供應商共同打造透明、互利的責任供應鏈。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Supplier Management

The Group strictly abides by the Civil Code of the PRC, the Procurement Law of the PRC, the Regulations on the Implementation of the Procurement Law of the PRC and the Bidding Law of the PRC, and has formulated internal systems such as the Lead Material Procurement Process, the Notice on Further Implementing the Headquarters Centralised Procurement, and the Supplier Management System Policy to control the access, quality performance and ESG performance of the suppliers, and continuously improves the quality of its suppliers in order to build a high-quality and reliable supply chain system.

供應商管理

本集團嚴格遵守《中華人民共和國民法典》、《中華人民共和國採購法》、《中華人民共和國採購法實施條例》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，分別從供應商准入、質量表現及ESG績效維度對供應商進行考察，不斷提高供應商質量，打造高質量、高可靠性的供應鏈體系。

Supplier admission 供應商准入

- 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.
本集團根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.
為加強供應鏈整體的風險管理，我們將為每類原材料挑選 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

- The Group conducts performance assessment on all existing suppliers, covering areas such as cost, quality, performance ability, logistic ability etc. through document review, on-site inspections, and employee interviews.
本集團透過審閱文件、實地視察及僱員訪談對所有現有供應商進行表現評估，包含成本、質量、履約能力、物流能力等方面。
- The Group implements a 12-dimension inspection and evaluation system, and forms a "Supplier Audit Summary" to make recommendations to the suppliers for rectification.
本集團開展不定期現場質量督察工作，持續完善並實施12個維度的督查評價體系，並制成《供應商審核總結表》，向供貨商提出整改意見，監督供應商落實整改工作。
- The suppliers that did not meet the Group's expectations were requested to implement rectifications for further assessments.
不符合本集團期望的供應商須作出糾正，以便進一步評估。

Supplier exit 供應商退場

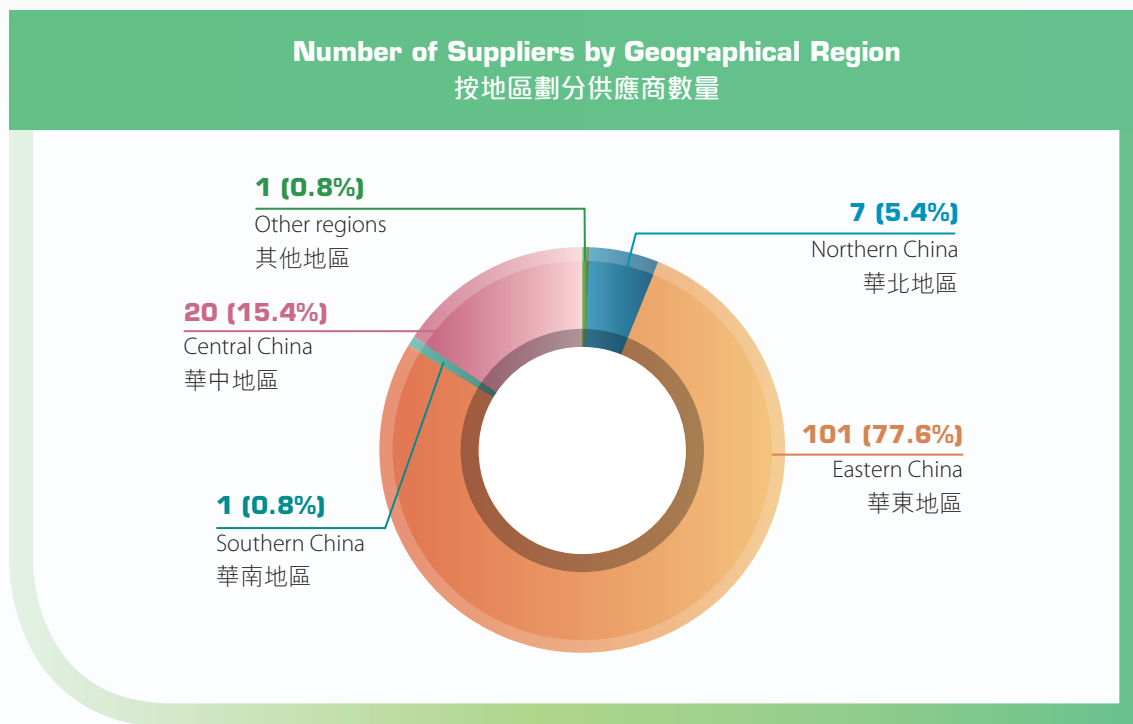
- If the suppliers who cannot meet the Group's business needs and standards after further assessments could be terminated.
如供應商於進一步評估後尚未能達致本集團的商業需求及標準可能會被終止合作。

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

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

As at the end of the Reporting Period, the total number of suppliers of the Group was 130, and its specific distribution is as follows:

截至本報告期末，本集團供應商總數為130家，具體分佈如下：



Supplier ESG Management

The Group encourages all suppliers to uphold standards on environmental, social, product quality, health and safety, and ethical business practices that align with the Group's requirements, and expects our suppliers to comply with them throughout our collaboration. The Group actively promotes sustainable development in the supply chain and incorporates ESG concepts into supplier management.

供應商ESG管理

本集團鼓勵所有供應商堅持符合本集團要求的環境、社會、產品質量、健康與安全及道德商業慣例標準，本集團期望我們的供應商在整個合作過程中遵守該等標準。積極推動供應鏈的可持續發展，將ESG理念納入供應商管理當中。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Environmental protection and Occupational health and safety 環境保護及職業健康與安全

- The Group requires suppliers to comply with national and local environmental laws and regulations to minimise the negative impact of operations, products, and services on the Environment and to provide employees with health and safety working environment. The Group prioritise the use of environmentally friendly materials and select suppliers who have obtained environmental management system and occupational health system certifications.

本集團要求供應商遵守國家及地方環境法律及法規，以盡量減少營運、產品及服務對環境及社會的負面影響。為僱員提供健康與安全的工作環境。本集團優先選用環保材料，並選擇通過環境管理體系及職業健康體系認證的供應商。

Product Quality 產品質量

- The Group strictly controls quality management at all stages, conducting inspection of samples of semi-finished and finished products and quality audits of incoming purchased materials according to company regulations.

本集團嚴格控制各階段的質量管理，按照公司規定對半成品及成品進行抽樣檢驗，並對進貨物料進行質量審核。

Business Ethics 商業道德

- The Group strengthens the integrity governance of suppliers, requiring suppliers to sign the Integrity Agreement, explicitly prohibiting suppliers from engaging in any form of commercial bribery and eliminating improper business behaviours.

本集團加強對供應商的廉潔管治，要求供應商簽署《廉潔協議》，明確禁止供應商進行任何形式的商業賄賂，杜絕任何形式的商業賄賂及不正當商業行為。

- The Group also conducts ESG performance review of all the suppliers. For new suppliers, the Group elevated our ESG performance audit requirements at the supplier admission phase to screen out suppliers that fail to meet the Group's ESG performance requirements; for existing suppliers, the Group conducts regular assessment on their ESG performance, any non-compliance identified will be communicated with the suppliers with rectifications expected within a specified timeframe. The suppliers could be terminated if they cannot meet the Group's ESG performance standards after further assessments.

本集團亦對所有供應商進行ESG績效評審。就新供應商而言，本集團在供應商准入階段提高ESG績效審核要求，篩選出不符合本集團ESG績效要求的供應商；就現有供應商而言，本集團定期評估其ESG表現，如發現任何不合規情況，將會與供應商溝通，並預期在規定時間內作出糾正。如經過進一步評估後，供應商仍未能符合本集團ESG績效標準的話可能會被終止合作。

Supplier ESG Management of the Group 本集團的供應商ESG管理

Promote Quality Culture

In order to enhance employees' understanding and awareness to quality control, the Group regularly carries out quality competition activities to promote quality culture, and conducts on-site examinations for key personnel of quality work (such as heads, supervisors, quality inspectors of electrode plates, assembly and charging process of each subsidiary) based on the actual quality management content on site, such as process standards, operation methods and inspection frequency, to effectively improve their quality capabilities.

弘揚質量文化

為提高員工對質量管理的認知及重視程度，本集團定期開展質量大比武活動，宣貫質量文化，同時針對質量工作重點人員（如各子公司極板、組裝、加充工序主任、主管、質檢人員等），圍繞工藝標準、作業方法、檢查頻次等現場實際質量管理內容進行現場考試，有效提高其質量能力。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領



The Group's Production System Enhancement Meeting 本集團生產系統專項提升會

During the Reporting Period, in order to further enhance the production efficiency and product quality of its subsidiaries, the Group held a meeting for production system enhancement. During this meeting, through on-site visits and sharing sessions, the subsidiaries identified and remedied shortcomings in the production process by focusing on the core areas of cost benchmarking, quality benchmarking and management benchmarking. The meeting yielded good results and there is significant improvement in product technology. Among them, the problems of glue spilling and corrosion of barriers have been significantly improved, with glue spilling problems dropping by 27% and corrosion of barriers dropping by 9%.

於本報告期內，為進一步提升子公司生產效率和產品質量，本集團召開了生產系統專項提升會。是次會議中，各子公司通過現場考察及分享會的形式，圍繞成本對標、質量對標和管理對標等核心內容，查找並彌補生產過程中的短板。該次會議取得良好的成果，產品工藝得到顯著提升，其中爬膠與板柵腐蝕問題得到明顯改善，爬膠問題下降 27%、板柵腐蝕佔比下降 9%。



The Group's 2023 Quality Competition 本集團二零二三年質量大比武活動

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

本集團結合自身的文化特點，在每年九月份國家倡導「質量月」的基礎上升級開展每個季度的「質量季大比武」活動。於本報告期內，本集團策劃了多項質量活動，其中包括質量宣誓、質量考試、原材料入廠比武、設備能手等，營造了「人人重視質量、人人創造質量、人人服務質量」的良好氛圍，推動企業質量文化健康發展。



2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

2.3 OPTIMISING CUSTOMER EXPERIENCE

Long-term customer support is the key to the Group's success. Therefore, the Group always adheres to a customer-oriented approach, continues to improve its customer service management system, built a high-density and wide-coverage customer service network, bringing an excellent product and service experience to customers through its high-level professional and technical capabilities and sincere service attitude.

Enhancing Service Quality

In order to better meet the needs of our customers, the Group has established systems such as the After-sales Return & Exchange Management System, the Measures for Quality Management of After-sales Service of Associates, the Handling Procedures for End Product Quality Issues, and the Measures for Inspection of Returned Lead-acid Batteries, and has updated standard guidelines such as the Rules for Handling Batteries Returned by Mistakes in the Market, Measures for the Management of After-sales Special Funds for Major Customers, and the Criteria for the Setting Up and Removal of Dedicated Offices, etc., during the Reporting Period. We continue 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 new positions for key account service and customer service managers, and increased a significant number of after-sales service staff to ensure that customers receive professional service support in a timely manner.

2.3 優化客戶體驗

客戶的長期支持是本集團取得成功的關鍵。因此，本集團始終堅持以客戶為中心，持續完善客戶服務管理體系，搭建高密度、廣覆蓋的客戶服務網絡，通過高水平的專業技術能力與誠懇的服務態度，為客戶帶來卓越的產品及服務體驗。

提升服務質量

为了更好地滿足客戶需求，本集團建立了《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，並於本報告期內更新《市場誤退電池處理規定》、《關於大客戶售後專項基金的管理辦法》、《專職辦事處設立與撤銷標準》等標準指引，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，本集團新建大客戶服務及客服經理崗位，並增加大量售後服務人員，確保客戶能得到及時、專業的服務支持。



Major Customer Communication Channels of the Group

本集團主要客戶溝通渠道

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

In addition, the Group has focused on increasing the efficiency of after-sales service and establishing a nationwide after-sales service network to provide highly-efficient drop-in services within 24 hours in urban areas and within 72 hours in non-urban areas. During the Reporting Period, the Group added 15 after-sales dedicated office and developed 113 tier-1 self-service outlets. At the same time, the Group has successfully set up an after-sales service ordering system to optimise the service process and speed up the response rate of its service through digital means, so as to provide customers with a more convenient and visible service experience.

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 service personnels, and improve the standard of customer service.

此外，本集團著力於提升售後服務效率，搭建遍佈全國的售後服務網點，實現城區24小時內，非城區72小時內的高效上門服務。本報告期內，本集團共新增售後專職辦事處15個、開發一級服務網點113個。同時，本集團已成功搭建售後服務工單系統，通過數字化手段，優化服務流程，提高服務響應率，為客戶提供更加便捷、可視的服務體驗。

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。

After-sales service training 售後服務培訓	704 online and offline after-sales services related training sessions were organised, covering 3,648 after-sales personnels 舉辦線上線下培訓共704場次，覆蓋售後服務員工共3,648人
Customer Service (CS) manager skills training 客服經理(CSM)技能培訓	20 online and offline CS skills training sessions were organised, covering 475 CS managers 舉辦線上線下CS技能培訓共20場次，覆蓋客服經理共475人
Agent training 代理商培訓	Training session for agents was organised, covering 827 participants 舉辦代理商培訓，覆蓋827名參與者
Battery Knowledge training for vehicle dealers 整車經銷商電池知識培訓	Battery knowledge training for vehicle dealers was organised, covering 898 participants 舉辦整車經銷商電池知識培訓，覆蓋898名參與者
Spread of knowledge through WeChat public account and Tiktok public account 抖音、微信公眾號知識貫宣	More than 70 articles were published through WeChat public account "XiaoWei Lesson" and Tiktok public account "Chaowei Service", promoting battery maintenance knowledge 通過微信公眾號「小威課堂」、抖音公眾號「超威服務」發佈共70餘篇文章推廣電池養護知識

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

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

In order to gain a deeper understanding of customers' needs and enhance user experience, and to establish closer relationship with customers, the Group proactively visits key customers and conducts customer satisfaction surveys on a regular basis to collect genuine feedback from customers, which serves as a reference for continuous optimisation of customer experience. During the Reporting Period, the Group made a total of approximately 14,730 visits to end customers, covering 31 provinces, and scored a customer satisfaction score of approximately 92.1 points.

Handling Customer Complaints

The Group attaches importance to customers' opinions and enhances customer experience by actively improving the system and process of handling customer complaints. We have 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. When customer complaints are upheld, the relevant responsible persons will be held accountable, punished and publicly criticised in accordance with relevant systems. During the Reporting Period, the Group did not receive any significant complaints from customers in relation to its products and services.

為深入瞭解客戶需求和提升用戶體驗，與客戶建立更緊密的聯繫，本集團主動拜訪重點客戶，並定期開展客戶滿意度調查，收集客戶真實反饋，以此為發力點，持續優化客戶體驗。本報告期內，本集團共回訪終端客戶約14,730次，覆蓋31個省份，顧客滿意度約達92.1分。

解決客戶投訴

本集團重視客戶意見，通過積極完善客戶投訴處理制度與流程，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。針對客戶投訴成立的情況，本集團將根據相關制度對相關負責人進行追責、處罰及通報批評。本報告期內，本集團並無收到任何有關產品及服務的客戶重大投訴。



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

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Protecting Customer Interests

The Group strictly abides by the Advertising Law of the PRC and other laws, regulations and national standards, and adheres to the principles of responsible marketing and promotion to ensure that consumers are provided with accurate and comprehensive information to safeguard their right to know and right to choose. The Group conducts monthly training programmes on compliance marketing for its marketing personnel and agents to enhance their knowledge and awareness of compliance in terms of market operation rules, legal risks of market competition and advertising and marketing.

The Group attaches great importance to the security and privacy protection of customers' information 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 laws and regulations, and has formulated the Information Security and Confidentiality Management System internally and set out clear provisions in the Employee Handbook. The Group has established corresponding measures to protect customer privacy information in the collection, storage and retrieval of customer information, and all customer information is encrypted and stored in the 400 Hotline Centre with strict hierarchical management permissions, 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 adequately 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. As early as in 2021, the Group participated in the drafting of the group standard of the "After-sales Service Standards for Electric Bicycles", and actively participated in the formulation and improvement of the national standard of the "After-sales Service Standards for Electric Bicycles" during the Reporting Period.

2.4 PRODUCT INNOVATION

With its in-depth understanding of the battery industry and continuous gain of market recognition and consumer trust by virtue of the technology and innovation of products, the Group contributes "Chilwee" power to the development of global green energy by creating more quality products.

維護客戶權益

本集團嚴格遵守《中華人民共和國廣告法》等法律法規及國家標準，堅持負責任營銷及市場推廣，確保為消費者提供準確、全面的信息，保障其知情權和選擇權。本集團針對營銷人員及代理商開展月度合規營銷主題培訓，加強其在市場經營規則、市場競爭法律風險及廣告營銷方面的合規知識及意識。

本集團高度重視客戶的信息安全與隱私保護，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》等法律法規，內部制定《信息安全與保密管理制度》並於《員工手冊》中做出明確規定。本集團在客戶信息收集、儲存、調取等環節均建立了相應的客戶隱私信息保護舉措，所有客戶資料統一由400呼叫中心加密保管並設置嚴格的分級管理權限，非必要不對外提供客戶資料，確保客戶的信息安全和隱私權益得到充分保障。

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。本集團早於二零二一年時參與起草了《電動自行車售後服務規範》團體標準，並於本報告期內積極參與推進《電動自行車售後服務規範》國家標準的制定與完善工作。

2.4 潛心產品創新

本集團憑藉對電池行業的深度理解及產品的技術與創新不斷贏得市場的認同和客戶的信賴，不斷創造更多優質產品為全球綠色能源發展貢獻「超威」力量。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

Protection of Intellectual Property

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”, to comprehensively regulate the work of intellectual property rights protection. In addition, the Group have formulated and 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.

In order to maintain a fair and healthy business environment, the Group has clearly stipulated in business contracts for procurement and technology development that suppliers shall not infringe the intellectual property rights of others. At the same time, when infringement of the Group’s intellectual property rights is identified in the market, the Group will protect its own interests by legal means in a timely manner in order to combat the unlawful behaviours. During the Reporting Period, the Group did not have any infringement of intellectual property rights of others.

Before product exhibitions, the Group will conduct infringement inspection on its products, packaging and other display products. The Group has established the Intellectual Property Early Warning Mechanism and the Intellectual Property Emergency Response System, which stipulate the principles and procedures for early warning and emergency response. The Group will conduct patent and trademark infringement search before product launch to eliminate risks. The Group has formulated an Internal Administrative Measures for the Collection and Feedback of Market Information on Patent Protection, which stipulates the work responsibilities of each department and the corresponding incentives.

In order to enable the R&D staff to better master the skills of patent reporting, the Group has launched a number of intellectual property rights knowledge popular science and patent skills training, such as trademark basic knowledge training, patent technical submission training, patent database search training, etc., which effectively enhanced the innovation ability and R&D efficiency of the R&D staff, and create momentum to the innovative development of the enterprise.

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》、《企業知識產權合規管理體系要求》等標準指引，全面規範知識產權保護工作。此外，本集團制定並完善《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。

為維護公平、健康的商業環境，本集團在採購、技術開發等商業合同中，明確規定供應商不得侵犯他人知識產權。同時，當發現市場上有侵犯本集團知識產權的行為時，本集團亦及時以法律手段維護自身利益，打擊不法行為。本報告期內，本集團未發生任何侵犯他人知識產權的事件。

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

為了讓研發人員更好地掌握專利申報技能，本集團開展了商標基礎知識培訓、專利技術交底書撰寫培訓、專利檢索數據庫使用方法培訓等多項知識產權知識科普及專利技能培訓，有效提升了研發人員創新能力及研發效率，為企業創新發展注入動力。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

During the Reporting Period, the Group granted a total of 230 new patents, including 65 invention patents and 33 utility model patents, and published a total of 6 scientific and technological articles. The Group was also successfully recognised as a National Intellectual Property Demonstration Enterprise (國家知識產權示範企業) and listed on the "Top 500 Chinese Enterprises in Patent Strength" (中國企業專利實力500強) for its outstanding achievements in scientific and technological innovation.

Innovative Results

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 and Nankai University, to establish co-operative relationships in the area of research and development, with a view to further strengthening its innovation capability.

本報告期內，本集團新授權專利共230件，其中發明專利65件，實用新型專利33件，發表科技論文共6篇。本集團憑藉科技創新方面的出色成績，成功獲得國家知識產權示範企業及「中國企業專利實力500強」等認可。

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、南開大學等建立科技研發方面的合作關係，進一步加強創新能力。



The Group cooperates with Nankai University and Other Universities to Develop Aqueous Zinc-Ion Batteries Project 本集團與南開大學等高校合作開發水系鋅離子電池項目

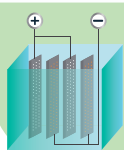
During the Reporting Period, the Group signed co-operation projects with Nankai University and other universities to jointly develop negative materials for aqueous zinc-ion batteries. Aqueous zinc-ion batteries have advantages of high safety, low cost and high specific energy density. It is an important equipment and key technology for promoting large-scale green and clean energy storage and conversion, providing strong support for the realisation of dual-carbon goal. At present, the project has achieved results in the areas of negative electrode chargeability, loop stability, positive electrode performance and current collector anticorrosion and antioxidant, laying the foundation for the development of a new generation environmentally friendly, green and highly safe energy storage batteries without heavy metal pollution.

本報告期內，本集團與南開大學等高校簽署合作項目，共同開發水系鋅離子電池負極材料。水系鋅離子電池具備安全度高、成本低及比能量密度高的優點，是推動大規模綠色清潔能源儲存與轉化的重要裝備和關鍵技術，為實現雙碳目標提供有力支撐。目前項目已在負極可充性、循環穩定性、正極性能和集流體性防腐抗氧化等領域取得成果，為開發新一代無重金屬污染，環保綠色、高安全儲能電池奠定基礎。

2. Craftsmanship, Innovation and Leadership 匠心品質，創新引領

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

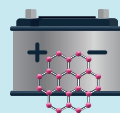
本集團亦為國家技術創新示範企業及國家知識產權示範企業，並建有國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、國家級博士後科研工作站、國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心等科技創新平台，並在海外建立了多家技術研發中心。



Technology Development of Composite Lead Wire Energy Storage 複合鉛絲儲能技術開發

During the Reporting Period, the Group successfully developed a new type of lead-acid batteries with lead wire energy storage technology, which can effectively improve battery life, reduce lead consumption, decrease weight and increase specific energy, and the current production line has met the requirements for mass production.

本報告期內，本集團成功開發新款鉛酸蓄電池，應用鉛絲儲能技術，可有效提升電池使用壽命、減少鉛用量、減輕重量、提升比能量，目前生產線已達到量產要求。



Development of Graphene Application Technology 石墨烯應用技術開發

During the Reporting Period, the Group has collaborated with Professor Andre Geim, father of graphene and Nobel Prize winner in Physics, as a strategic partner in R&D of graphene battery technology. The super graphene battery was substantially upgraded, adopting core technologies such as high conductive structure and high polymerisation materials, resulting in higher specific energy, stronger momentum and durability.

本報告期內，本集團與石墨烯之父暨諾貝爾物理獎得獎者安德烈·海姆教授達成戰略合作，就石墨烯電池科技展開研發。超能石墨烯電池重磅升級，採用高導電結構、高聚能材料等核心技術，比能量更高、動力更強更耐用。

Technology Innovation Results of the Group 本集團技術創新成果

3. Green Mission And Low Carbon Environmental Protection

綠色使命，低碳環保



The Group has always regarded the green ideology as a fundamental consideration for its high-quality corporate development. With the concepts of “innovation, integration, green” running throughout its product lifecycle, the Group strives actively to explore the use of a low-carbon, green, and sustainable management model in all aspects of its production and operation, with a view to fostering a green, low-carbon, circular economy and aiding the industry’s transition towards a low-carbon and high-quality development.

3.1 CARRYING OUT ENVIRONMENTAL MANAGEMENT

The Group practices green operation and continues to improve its environmental management system. In line with its business development, the Group has set environmental goals alongside four dimensions, including emissions, energy use efficiency, waste reduction and water efficiency, and continues to track the achievement of its goals towards a steady progress in its environmental management endeavors.

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. The Safety and Environmental Protection Department has been set up at the Group’s headquarters to coordinate the management and supervision of safety and environmental issues in each subsidiary, with a Safety And Environmental Protection Division also set up at each subsidiary and staffed by professional personnel managing safety, environmental protection and occupational prevention work.

本集團始終以綠色作為企業高質量發展的根本底色，將「創新、融合、綠色」理念貫穿於產品的全生命週期，在生產經營的各個環節積極探索低碳、綠色、可持續的管理模式，積極推動綠色經濟、低碳經濟、循環經濟，助力產業低碳轉型與高質量發展。

3.1 開展環境管理

本集團踐行綠色運營理念，持續完善環境管理體系，結合業務發展現狀，設立了包括排放量、能源使用效益、減少廢棄物和用水效益四個維度的環境目標，並持續跟蹤目標實現情況，實現環境管理工作的穩步推進。

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》、《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。本集團總部設置了安環部，統籌管理、指導各子公司安環事宜，各子公司也分別設置安環科，由專業人員開展安全、環保、職防管理。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

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 operated in full compliance with ISO 14001 for hazardous waste management.

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進行危廢管理的運營。



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

To ensure effective environmental management system, the Group regularly conducts internal and external environmental management audits to verify the operation of the environmental management system, identify risk points in the management system and make continuous improvements.

為確保環境管理體系有效性，本集團定期開展環境管理相關內部審核和外部審核，對環境管理體系的運行情況進行驗證，識別管理體系中風險點並進行持續改進。



3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保



**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**
合規性評價

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價遵循情況，進行有效記錄



**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 regulations
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



**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

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

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. The Group also entrusts qualified third parties to analyse and test the collected environmental samples to ensure that the impact on the surrounding air, water, and soil stays within the ambit of compliance.

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。本集團亦委託有資質的第三方對採集的環境樣本進行分析檢測，確保對周邊空氣、水、土壤產生的影響在合規範圍內。

The Group attaches great importance to the advocacy and practice of environmental protection and carries out environmental protection training to strengthen the awareness of all employees in engaging in green practices and protecting the environment. During the Reporting Period, the Group has arranged the safety and environmental management personnel of its subsidiaries to conduct "Hazardous Waste Management" training, further enhancing the hazardous waste management awareness of relevant responsible personnel. In addition, each subsidiary also conducts a series of trainings on topics such as environmental protection equipment maintenance, environmental laws and regulations and management systems.

本集團重視環保理念宣貫，開展環境保護培訓以強化全體員工踐行綠色理念、保護環境的意識。本報告期內，本集團組織子公司安環管理人員開展了《危險廢物管理》培訓，進一步提升了相關負責人員的危廢管理意識。此外，各子公司亦圍繞環保設備維護、環境法律法規、管理制度等主題開展系列培訓。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

Environmental Objectives

The Group's environmental objectives guide the development direction of environmental management around greenhouse gas emission reduction, energy use efficiency, waste management, water efficiency and other aspects, fulfilling its green development commitments on all fronts of its production and operation.

環境目標

本集團環境目標圍繞溫室氣體減排、能源使用效益、廢棄物管理、用水效益等方面，並由目標指導環境管理工作的發展方向，力求在生產與運營的各個環節落實綠色發展承諾。



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

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

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 that combines scientific design with equipment control to ensure that all pollutants are treated in compliance with regulations and discharged in accordance with the standards.

Exhaust Gas Management

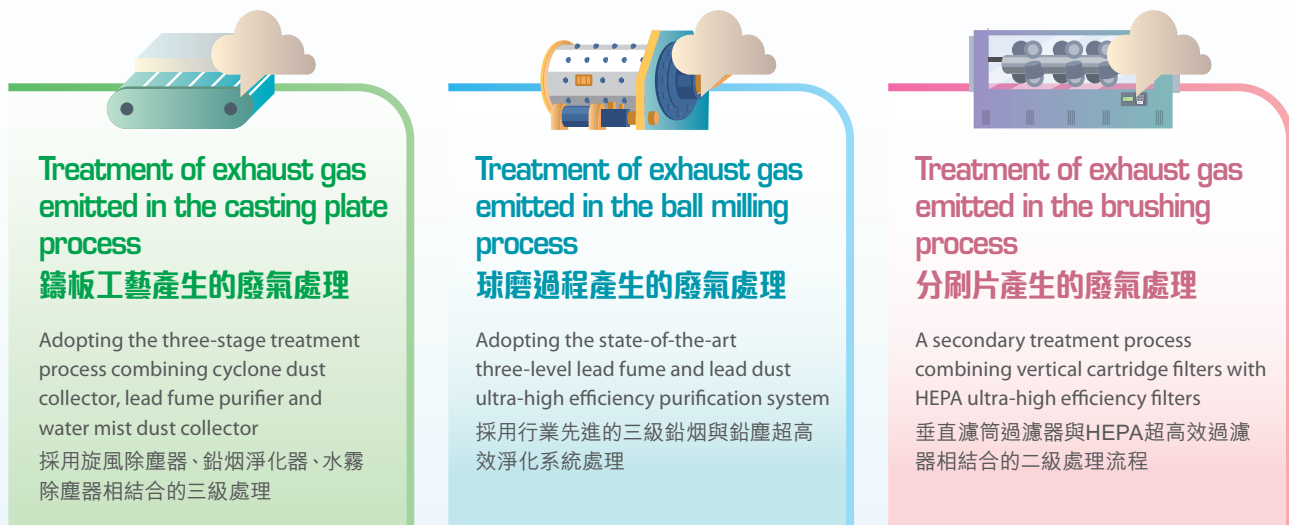
The major air pollutants generated by the Group during the production process include lead and its compounds, acid mist, nitrogen oxides, sulphur dioxide, greenhouse gases, particulate matter, volatile organic compounds, etc. To tackle the lead dusts generated during processes such as casting plate, cast welding, as well as sulfuric acid mist and other exhaust gases generated in the charging and discharging processes, the Group has adopted targeted measures as part of a comprehensive treatment to achieve the emission reduction objectives, with treated exhaust gas emission at a concentration far below the prevailing national emission standard.

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。本集團開展嚴格的排放管理，結合科學設計和設備控制，確保各項污染物合規處理且達標排放。

廢氣管理

本集團在生產過程中產生的主要氣體污染物包括鉛及其化合物、酸霧、氮氧化物、二氧化硫、溫室氣體、顆粒物、揮發性有機物等。針對鑄板、鑄焊、球墨、包片等工序中產生的鉛塵以及充放電工序產生的硫酸霧等廢氣，本集團採用針對性措施進行綜合治理以實現減排的目標，經過處理的廢氣排放濃度遠低於現行國家標準排放限值。



Exhaust Gas Treatment of the Group
本集團廢氣處理工藝

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保



Wastewater Management

The Group strictly implements the relevant laws, regulations and standard requirements on the prevention and control of wastewater pollution, with a view to reinforcing the management of water pollution prevention and control facilities and controlling wastewater discharge effectively. The major types of wastewater generated by the Group include workshop wastewater, exhaust gas treated wastewater, initial rainwater, concentrated water prepared from purified water and domestic sewage, etc.

In order to achieve efficient treatment of wastewater, the Group undertakes a segregated collection of wastewater and continues to optimise its wastewater treatment technology. To achieve emission standards, it performs an advanced, in-depth treatment of the wastewater by harnessing a high-efficiency water treatment process that combines neutralisation, coagulation sedimentation, inclined plate sedimentation, secondary absorption filtration, and membrane system treatment for in-depth treatment.



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

廢水管理

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，有效管控廢水排放。本集團產生的廢水主要類型包括車間廢水、廢氣處理廢水、初期雨水、純水製備濃水和生活污水等。

為實現廢水高效處理，本集團對廢水進行分類收集，並不斷優化廢水處理技術，採用中和、混凝沉澱、斜板沉澱、二級吸附過濾、膜系統處理相結合的高效水處理工藝進行深度處理，實現達標排放。

Wastewater Treatment of the Group 本集團廢水處理

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

Solid 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 strives to step up its own management by reducing waste at its source and standardising waste storage, as well as collaborates with qualified third-party waste recycling companies in carrying out compliant solid waste disposal.

固體廢棄物管理

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，本集團從源頭減廢以及規範存儲兩個方面加強自身管理，並與有資質的第三方回收再造公司合作進行固廢合規處置。



Reduce waste at its source 源頭減廢

Reduce loss and waste through technological innovation, with some of the waste recycled for use in subsequent production processes
通過技術革新減少損耗浪費，部分廢棄物回收後用於相應生產工序



Standardise storage 規範存儲

Collect lead slag, lead mud and other solid waste generated in each link and store them separately in a reasonable manner
合理收集各個環節產生的鉛渣、鉛泥等固體廢棄物，並進行分類存放



Compliant disposal 合規處置

Collaborate with qualified third-party waste recycling companies in carrying out compliant waste disposal
與有資質的第三方回收再造公司合作，對廢棄物進行合規處置

Waste Disposal Measures of the Group 本集團廢棄物處置措施

The Group also attaches great importance to waste management-related training and publicity. During the Reporting Period, the Group has conducted the Hazardous Waste Management training, which includes on-site management of storage sites, case studies involving breaches of laws, and interpretation of laws and regulations, irregular behaviors and penalties. Coupled with the Technical Specifications for Setting Identification Signs of Hazardous Waste, the Group has elaborated on how enterprises can build legal and compliant hazardous waste warehouses, strengthen awareness of hazardous waste management, and clarify on-site hazardous waste management requirements.

本集團亦重視廢棄物管理相關培訓及宣貫，於本報告期內開展了《危險廢物管理》培訓，培訓內容包括貯存場所現場管理、違法案例分享，以及從法律法規解讀、不規範行為及處罰等方面，並結合《危險廢物識別標誌設置技術規範》講解企業如何建設合法合規的危廢倉庫，強化危廢管理意識，明晰現場危廢管理要求。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保



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 achieve reasonable resource allocation and enhance energy use efficiency by standardising the system's resource utilization management.

Energy Utilisation Management

The Group strictly abides by the Law on Energy Conservation of the PRC, and formulates and implements systems such as the Energy Saving Management System and the Energy Measuring Management System 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 Group has embedded the concept of energy conservation and efficiency into its energy use process by continuously enhancing the standard of energy management and reinforcing the coordinated use of energy sources. The Group conducts regular analysis on its energy consumption, strengthens the foundation of energy management, and pushes forward the optimisation of energy structure through the use of clean energy such as solar energy. In addition, during the production and operation process, the Group carries out targeted energy-saving technological innovations by eliminating high-energy-consuming equipment and optimising the production and manufacturing processes.

Meanwhile, the Group raises the energy-saving awareness of all employees through various energy management trainings, and formulates energy-saving assessment forms to incorporate energy-saving and consumption-reducing indicators into its medium and long-term corporate goals and responsibilities.

3.3 踐行節約資源

本集團嚴格遵守《中華人民共和國水法》、《中華人民共和國清潔生產促進法》等相關法律法規，致力於通過規範系統的資源使用管理，實現資源的合理配置，提高能源利用效率。

能源使用管理

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

本集團已將節能增效的理念嵌入能源使用過程中，不斷提高能源管理水平，加強能源統籌利用。本集團定期開展能耗分析，強化能源管理基礎，並通過使用太陽能等清潔能源推進能源結構優化。此外，在生產運營過程中，本集團通過淘汰高能耗設備、優化生產製造工藝等方式開展針對性節能技術革新。

同時，本集團通過各類能源管理培訓，提高全體員工的節能意識，並通過制定節能考核表，將節能降耗指標納入企業中長期目標責任中。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保



Launching the Zero-carbon Works Construction to Promote Energy Saving and Carbon Reduction 啟動零碳企業建設，推動節能減碳進程

As an impetus to its energy saving and carbon reduction drive, the Group officially launched the zero-carbon works construction, which was commemorated by the signing ceremony of “Zero Carbon Chilwee - Chilwee Group’s Dual-carbon Initiative” held on 8 May 2023 in Changxing County, Zhejiang Province, China and marked the beginning of the joint efforts and in-depth collaboration between the Group and Shanghai Ganyufeng Low-Carbon Technology Company (上海干於豐低碳科技公司) in areas such as setting up a dual-carbon regime, quantifying contribution to carbon emission and building a team of dual-carbon talents, with a view to kick-starting the construction of the “Zero-Carbon Chaowei”.

為推動節能減碳進程，本集團於二零二三年五月八日正式啟動零碳企業建設，「零碳超威—超威集團雙碳規劃」簽約儀式在中國浙江省長興縣舉行。本集團與上海干於豐低碳科技公司正式簽約，雙方將共同就雙碳制度體系搭建、碳減排貢獻量化、雙碳人才隊伍建設等方面進行深度合作，全面推動「零碳超威」建設。



3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

Resource Utilisation Management

Committed to the concept of green development, the Group has honored its pledge to practice resource conservation through making changes in its method of operation and bringing about structural adjustments as part of its effort to spearhead the enterprise's green transformation and entrench its values and principles of resource management.

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

During the Reporting Period, the Group has not encountered any problems with accessing water resources. The Group continues to improve its water-saving organisational structure and various water-saving management systems, while also working to strengthen the maintenance of various water-consuming equipment and facilities and upgrade the pipeline network of the industrial park.

資源使用管理

本集團始終堅持綠色發展理念，通過轉方式、調結構等途徑，踐行節約資源承諾，引領企業綠色轉型，使資源管理理念深入人心。

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

本報告期內，本集團未在求取水源方面有相關問題。本集團持續完善節水組織架構，健全各項節水管理制度，加強對各類耗水設備設施維護保養，並對園區管網進行提升，改善跑冒滴漏，全面提升水資源利用效率。



3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

Since the Group was awarded the title of “Water-saving Enterprise”, the Group has made monthly distribution of water consumption based on the Group’s actual circumstances every year in accordance with the requirements of the National Office of Water Conservation and the annual quota of water consumption according to the actual situation of the company. The Group also monitors water usage in real time through its management platform in a bid to achieving reasonable and quota-based usage of water.

The packaging materials used by the Group include plastic shells and separator paper. The Group has been actively exploring green packaging solutions, gives priority to recyclable and degradable packaging materials, and carries out recycling and reuse of packaging materials to reduce packaging material resource consumption and effectively protect the environment.

Green Office

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

自本集團獲得「節水型企業」稱號以來，本集團每年根據全國節約用水辦公室要求與年度定額用水量，按照本集團實際情況進行用水量月度分配，並通過管理平台實時監測用水情況，做到合理用水、定額用水。

本集團所使用的包裝材料包括塑殼和隔板紙。本集團一直積極探索綠色包裝解決方案，優先選用可循環和可降解的包裝材料，開展包裝材料返廠回收再利用工作，減少包材資源消耗，有效保護環境。

綠色辦公

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

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保



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

The Group is committed to cultivating employees' awareness of a low-carbon and green office and the need to work together to build a zero-carbon future. During the Reporting Period, the Group has planted the concept of green development deeply into the corporate culture construction and the daily office routines by organizing activities such as water-saving days and convening low-carbon green office manifesto meetings.

本集團致力於培養員工低碳綠色辦公意識，同心共築零碳未來。本報告期內，本集團通過舉辦節水日活動、召開低碳綠色辦公精神宣貫會議等方式將綠色發展理念根植於企業文化建設和日常辦公中。

3.4 RESPONDING TO CLIMATE CHANGE

To address the major threat posed to the human society by global climate change, the Group identifies climate change risks associated with its business operations based on its own characteristics, formulates response plans and countermeasures, establishes a sound emergency response mechanism, and takes measures to reduce the adverse impact of climate change.

3.4 應對氣候變化

為應對全球氣候變化對人類社會構成的重大威脅，本集團根據自身業務經營特點識別與之相關的氣候變化風險，制定應對方案與應對措施，建立完善的應急響應機制，採取措施減少氣候變化的不利影響。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

During the Reporting Period, the Group has significantly reduced the impact of operating activities on the environment by establishing a sound environmental management system and applying cutting-edge clean production technologies in the past year, successfully shaping a distinctive image of a green brand.



In the field of clean production, the Group has resolutely implemented targeted pollution prevention and control measures, adopted the industry-leading three-level ultra-high efficiency purification system to treat exhaust gas, optimised the sewage treatment process, and strengthened waste management. The Group's **air emissions decreased by 16.3% and hazardous waste emissions decreased by 20.1%.**



In terms of energy conservation and consumption reduction, the Group actively promotes the use of green energy, promotes a series of targeted technological innovation, and incorporates the goal of energy conservation and consumption reduction into its medium and long-term development plan. The Group's **purchased heat consumption decreased by 9%.**



In the practise of green office, the Group actively advocates all employees to adopt green and low-carbon office methods, and strives to create a green and low-carbon working environment within the Group. The Group has **successfully saved nearly 80,000 sheets of paper**, contributing to the environmental protection.



In terms of environmental protection publicity and implementation, the Group has continued to increase investment in environmental protection and actively organised environmental management-related training activities, aiming to deepen the awareness of all employees on environmental protection and the Group's green development concept. The Group **conducted 455 environmental protection training sessions**, which fully demonstrated the Group's determination and actions in the field of environmental protection.

本報告期內，本集團在過去的一年裡通過建立健全的環境管理體系以及運用前沿的清潔生產技術，顯著降低了運營活動對環境的影響，成功塑造了綠色品牌的鮮明形象。

在清潔生產領域，本集團堅決實施了針對性的污染防治措施，採用行業內領先的三級超高效淨化系統來處理廢氣，優化汙水處理流程，並強化了廢棄物管理。本集團**廢氣排放量減少了16.3%，有害廢棄物排放量減少了20.1%。**

在節能降耗方面，本集團積極宣導綠色能源的使用，推動了一系列具有針對性的技術革新，並將節能降耗的目標納入了企業的中長期發展規劃中。本集團**外購熱力用量減少了9%。**

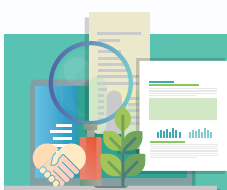
在綠色辦公的實踐中，本集團積極宣導全體員工採用綠色低碳的辦公方式，努力營造本集團範圍內的綠色低碳工作環境。本集團**成功節約了近8萬張**用紙，為環保事業貢獻了一份力量。

在環保宣貫方面，本集團持續加大環保投入，積極組織環境管理相關的培訓活動，旨在深化全體員工對環境保護和集團綠色發展理念的認識。本集團開展**環境保護培訓的次數達到了455次**，充分體現了本集團在環保領域的決心與行動。

3. Green Mission And Low Carbon Environmental Protection 綠色使命，低碳環保

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

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



Formulate Emergency Plans and Conduct Emergency Drills 編製應急預案，開展應急演練

With a view to bolstering the emergency coping mechanism against flood seasons and the capabilities of all employees to cope with emergencies, Shandong Chaowei Power Co., Ltd. (山東超威電源有限公司), a subsidiary of the Group, formulated an emergency plan for safe production during flood seasons and conducted flood prevention drills to further enhance its emergency response capabilities during flood seasons.

為增強汛期應急處置方式，提升全員解決突發事故的能力，本集團子公司——山東超威電源有限公司制定了汛期安全生產應急預案，並開展防汛演習，進一步增強了汛期應急處置能力。

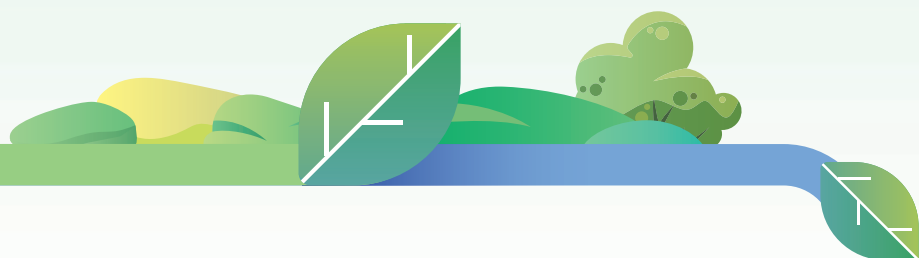


Prepare Operational Plans for Emergency Emission Reduction Measures to Improve the Ability to Respond to Heavily Polluted Weather 編製應急減排措施操作方案，提升重污染天氣應對能力

Henan Chaowei Power Co., Ltd. (河南超威電源有限公司), a subsidiary of the Group, has compiled an annual operational plan containing emergency emission reduction measures in heavily polluted weather, and has rolled out a series of measures such as carrying out upgrades to its environmental protection treatment facilities, installing sealing covers for dust-generating equipments, installing of fresh air supply devices, raising the greening ratio and hiring dedicated cleaning staff for the factory area.

本集團子公司河南超威電源有限公司編製了年度重污染天氣應急減排措施操作方案，並採取環保治理設施升級改造、產塵設備密封罩加裝、送新風裝置安裝、綠化率提升、廠區專人清掃等方式等一系列舉措。

4. People-Oriented And Growing Together 以人為本，共同成長



Committed to the ideal of “selecting, employing, nurturing and retaining talents”, the Group has diligently brought into place a well-developed human resources management system, making sustained efforts to attend to and safeguard the its employees’ legitimate interests while creating a healthy and safe working environment for its employees. At the same time, the Group continues to broaden career promotion channels and builds a unique diversified development platform and a diversified training system to drive the sustainable corporate development with talents’ growth.

4.1 COMPLIANCE WITH EMPLOYMENT REGULATIONS AND DIVERSITY OF EMPLOYMENT

With a sustained focus on protecting the rights and interests of employees, the Group resolutely implements the basic principles of equal employment and anti-discrimination and strives actively to improve employee benefits, listen to the opinions and feedback of each employee, and make every endeavor to improve their sense of belonging.

Diversity of 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. and Labor Relations Compliance Handbook. The Group opposes any form of employment discrimination, and provides equal employment and promotion opportunities for employees of different ages, genders, religious beliefs, races, nationalities and disabilities. During the Reporting Period, the Group had a total of 16,721 employees, of which 12% of the management were female, 747 employees were from ethnic minorities, and 131 disabled employees.

本集團秉持「選、用、育、留」的人才理念，精心打造完善的人力資源管理體系，持續關注並保障員工的合法權益，致力於為員工營造一個健康安全的工作環境。同時，本集團不斷拓寬職業晉升通道，構建了獨特的多元發展平台和多樣化的培訓體系，以人才的成長推動企業的可持續發展。

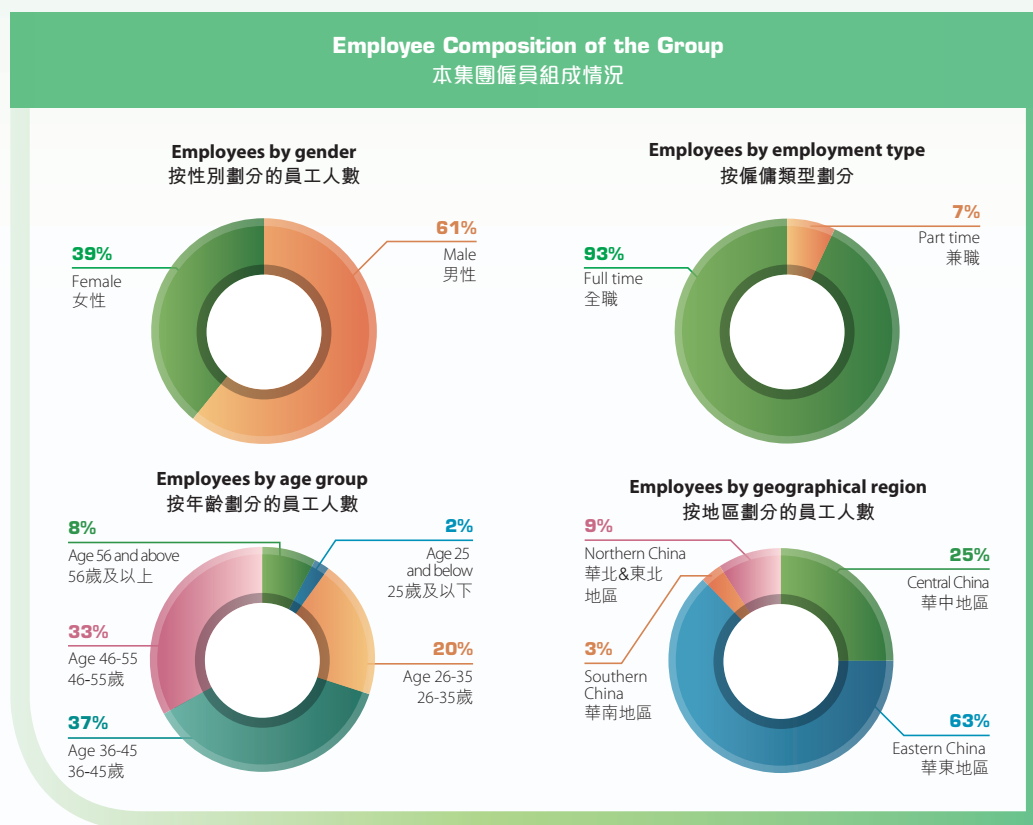
4.1 合規多元僱傭

堅守以員工權益為核心理念，本集團始終堅持平等僱傭和反歧視的基本原則。本集團積極改善員工福利，並且重視每一位員工的意見與反饋，為提升員工的歸屬感而努力。

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》、《勞動關係合規管理手冊》等內部人力資源管理制度，反對任何形式的用工歧視行為，為不同年齡、性別、宗教信仰、種族、民族、殘障員工提供平等就業與晉升機會。截至本報告期末，本集團員工總數為16,721，女性管理層人數佔管理層總人數的12%，少數民族員工747人，殘障員工131人。

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Staff 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 including Social Recruitment Management Measures and Campus Recruitment Management Measures.

The Group has accomplished broad-based talent searching and acquisition efficiently through campus recruitment, internal referral, online recruitment, headhunting and other recruitment channels. In terms of the introduction of high-end talents, the Group has formulated a long-term sustainable development strategy for talents while taking into account short-term needs to meet the development of the Group’s daily basic business. In terms of campus recruitment, the Group cooperated with Zhongnan University of Economics and Law, North University of Nationalities, China Jiliang University and other colleges and universities in the hope of achieving sustainable development of the Group’s talents.

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》、《中華人民共和國合同法》完善集團招聘僱傭、解僱體系與流程，制定了包括《社會招聘管理辦法》、《校園招聘管理辦法》的人才引進制度。

本集團通過校園招聘、內部推薦、在線招聘、以及獵頭服務等多元化途徑，有效進行人才的廣泛搜尋與納入。在引進高端人才方面，本集團不僅制定了長遠的人才可持續發展策略，也考慮到短期需求，以確保本集團核心及日常運營的順利進行。在校園招聘方面，本集團與中南財經政法大學、北方民族大學、中國計量大學等眾多知名高等學府建立了合作關係，旨在促進本集團人才隊伍的持續壯大。

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Employee Rights and Interests

During the Reporting Period, the Group continued to optimise the Group's remuneration and welfare system in accordance with the internal management systems such as the Regulations on Performance Management of the Chaowei Group and the Regulations on Remuneration Management. The Group completed a number of critical tasks such as setting the annual performance review targets of each department, approving and signing off the salary adjustment the management, and disbursing performance bonus. In addition, the Group regulates the working hours and holidays of its employees so that they can have balanced working hours and rest time. The Group has formulated the Regulations on Employees' Leaves to add parental leave and paternity leave, and issued the Notice on Extension of Maternity Leave and New Leave to extend maternity leave to protect the rights and interests of all employees.

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 of the PRC. In order to ensure the authenticity of the applicant's information and verify the applicant's age, the Group strictly 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 avoid the employment of child labour and forced labour. If cases of child labor and forced labour are found, the Group will seriously deal with the non-compliant employment in accordance with the law. As of the end of the Reporting Period, the Group had no non-compliance incidents of child labour or forced labour.

4.2 TALENTS' PROGRESS AND DEVELOPMENT

Regarding employees as valuable assets of the enterprise, the Group continues to improve the employee remuneration and incentive mechanism, ensures a fair and transparent employee promotion system, and facilitates the improvement of the distinctive staff training system to build a high-quality talent team.

員工權益

本報告期內，本集團依據《超威集團績效管理制度》和《員工薪酬管理辦法》等內部管理制度，積極優化薪酬福利體系，實施員工薪酬調整策略，順利完成年度績效評估目標設定。此外，本集團對員工的工作時數及假期等進行規範，讓員工能擁有平衡的工作與休息時間。本集團不僅推出了《員工休假管理辦法》，增加了育兒假和照顧父母假，還通過《關於延長產假及新增假期通知》來延長產假，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《中華人民共和國禁止使用童工規定》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，並在辦公場所內部公示了勞動監察舉報電話。如發現童工和強制勞工的情況，本集團將依法對違規僱傭進行嚴肅處理，堅決杜絕強制勞工和僱傭童工的非法行為。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事件。

4.2 人才進步發展

人才是企業的寶貴財富，本集團不斷優化薪酬和激勵機制，確保員工晉升體系的公平與透明，促進特色員工培訓體系的完善，旨在打造高質量的人才團隊。

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Compensation and Incentives

The Group is fully aware of the crucial role that a reasonable and well-developed remuneration system plays in attracting and retaining talents, and has therefore compiled a series of internal guidance policies including the Notice on Standardising Various Special Incentives of the Group, the Financial Annual Incentive Plan for Material Control, Operating Results Incentive Plan of Subsidiaries and Branches, and the Marketing Annual Core Incentive Plan. In addition, the Group has formulated the "Employee Performance Management Standard Rating Form" to evaluate the performance of the employees with reference to their performance, outstanding personal contribution and other factors in the marking scheme, providing employees with more competitive remuneration packages, thereby effectively attracting and retaining high-quality talents.

Employee Promotion

In realising the strategic goal of "building a high-performance organisation", 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.

The Group encourages young cadres to actively participate in rotation training and learning in the primary-level departments to increase the mobility of cadres between the headquarters, subsidiaries and to instill vitality into the organization. Meanwhile, the Group also optimises the selection, training and management methods of reserve cadres, clarifies the selection criteria, scale, composition and training methods of reserve cadres, and compiles lists of alternate personnel.

Staff Training

The Group has formulated the Regulations of Internal Talent Market Management, the Regulations of Appraisal and Recruitment of R&D Center Management and the Regulations on Implementation of Vocational Skills Assessment to provide employees with full-cycle vocational training resources through the training system to promote talent growth. During the Reporting Period, the Group invested a total of approximately RMB4.03 million in training, with a total of 61,234 training hours.

薪酬激勵

本集團深知合理完善的薪資體系對於吸引和保留人才的重要作用，因此編訂了《關於規範集團各類專項激勵事宜的通知》、《物控財務年度激勵方案》、《子分公司經營結果激勵方案》以及《營銷年度核心激勵方案》等一系列激勵性薪資制度，有助加強員工績效表現。此外，本集團通過制定《員工績效管理規範評分表》，對員工的工作表現進行多方面公平公正的評估，為員工提供更具有競爭力的薪酬待遇，從而有效吸引和留住高素質人才。

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。

本集團鼓勵年輕幹部積極參與各基層部門的輪崗實踐和學習，促進了總部及子公司間幹部的流動，為組織注入發展活力。同時，本集團還優化了對後備幹部的評選、培育和管理策略，對備選幹部的選擇標準、規模、構成、培養策略及其動態管理進行了明晰規定，並制定了待選人員的清單。

員工培訓

本集團制定《內部人才市場管理辦法》、《研發中心職稱評聘管理辦法》、《職業技能評定實施辦法》，通過培訓體系為員工提供全週期的職業培訓資源，促進人才成長。本報告期內，本集團培訓總投入約人民幣403萬元，培訓總時長達61,234小時。

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R&D Capability Training 研發能力培訓

In order to improve the patent conversion ability and patent information utilisation ability of R&D personnel, the Group conducted patent knowledge-related training during the Reporting Period.

為了提升研發人員的專利轉化能力和專利信息利用能力，本集團在報告期內進行了專利知識相關培訓。



Quality Management Training 質量管理培訓

The Group is committed to improving employees' quality awareness and skills through comprehensive quality management training. During the Reporting Period, the Group conducted training and assessments on the actual on-site quality management content such as process standards, operation methods and inspection frequency. 本集團致力於通過全面的質量管理培訓，提升員工的質量意識和技能。本報告期內，本集團圍繞工藝標準、作業方法、檢查頻次等現場實際質量管理內容進行培訓及考核。



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Safety and Health Training

安全健康培訓

In order to improve the safety and occupational prevention awareness of employees, the Safety and Environmental Protection Department of the Group organised the safety and environmental management cadres of subsidiaries to carry out the “2023 Safety and Environmental Protection System Training Session” in activities such as the Safety Production Month and Occupational Disease Publicity Week, and invited internal and external experts to interpret and share the “Safety Regulations and Responsibility System” and “Special Work Safety Management” and other policies and systems.

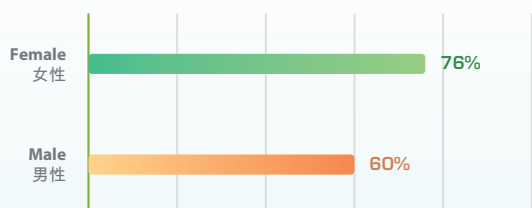
為了提高員工的安全、職防意識，本集團安環部於安全生產月、職業病宣傳週等活動中組織子公司安環管理幹部開展「二零二三年安環系統培訓會」，邀請內外部專家解讀並分享了《安全法規及責任制》、《特殊作業安全管理》等政策制度。



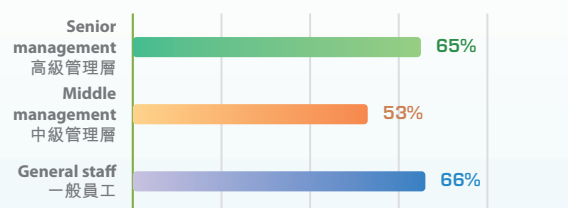
Employee Training Data of the Group

本集團員工培訓數據情況

Employee training by gender
按性別劃分的受訓員工



Employee training by rank
按職級劃分的受訓員工



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4.3 EMPLOYEE COMMUNICATION AND CARE

The Group is deeply concerned about the well-being of every employee, ensures smooth communication with employees, and is committed to providing care and support for employees to create a positive and dynamic working and living environment.

Employee Communication

The Group actively adopts the concept of culture of “harmony”, and is committed to actively listening to and paying attention to the needs of employees, continuously improving the communication channels of employees, and ensuring that employees have sufficient opportunities to express themselves and communicate. By organizing staff meetings and conducting employee satisfaction surveys and seminars, the Group effectively collects and listens to employees’ opinions and needs, and answers their concerns. 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.

Humanistic Care

The Group believes that building a team full of health, positive energy and vitality is an indispensable driving force in accelerating the Group’s development. Therefore, the Group actively promotes work-life balance among its employees and motivates its team members by organising a variety of welfare activities and providing assistance to those with difficulties.

4.3 員工溝通關愛

本集團深切地關注每一名員工的福祉，確保員工的溝通暢通無阻，並致力於為員工提供關懷和支持，營造一個充滿陽光和活力的工作及生活環境。

員工溝通

本集團積極採納「和合」文化的理念，致力於主動聆聽並重視員工的需求，不斷完善員工的溝通渠道，確保員工有充足的機會表達與交流。本集團通過組織職工大會和實施員工滿意度調查、座談會等方式，本集團有效地收集及聆聽員工的意見及需要，並解答員工所關心的問題。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。

人文關愛

本集團深信，構建一支充滿健康、正能量和活力的團隊，對於加速本集團的發展具有不可或缺的推動作用。因此，本集團積極倡導員工實現工作生活的平衡，通過舉行多種福利活動，並對遇到困難的員工給予援助，以此激勵團隊成員。



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“Culture of Harmony Baby” Summer Nursery Care Activity 「和合寶貝」暑期托兒托管活動

The Group's colorful and informative “Harmony Baby” summer nursery classes for employees' children are educational and fun, solving the care problem for the Group's employees when they have to work during the summer break.

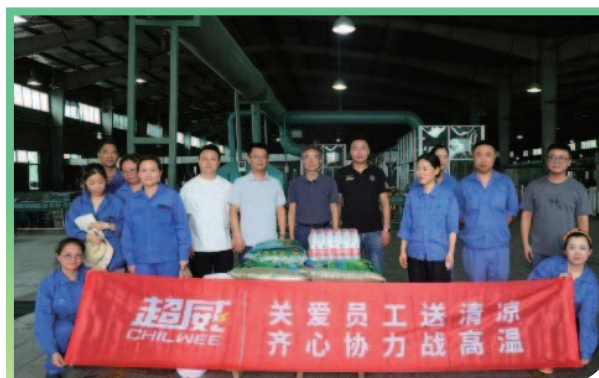
本集團為員工子女設立的內容豐富多彩的「和合寶貝」暑期托兒班，寓教於樂，解決了本集團員工在孩子暑假工作期間的托管問題。



Summer Cooling Activity 夏送清涼活動

In order to cope with the high temperature weather, the labour union of the Group sent heatstroke prevention and cooling materials to the front-line employees to convey the Group's care and concern to the front-line employees.

為了應對高溫天氣，本集團工會向一線員工送上防暑降溫物資，將本集團對員工的關心關愛，傳遞到一線員工心裡。



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Party Building Joint Construction of Free Clinic Activities 黨建聯建義診活動

The Group always cares about the physical and mental health of employees, and has carried out medical enterprise co-construction activities with a number of local hospitals to continuously provide employees with various services such as health consultation and on-site diagnosis and treatment.

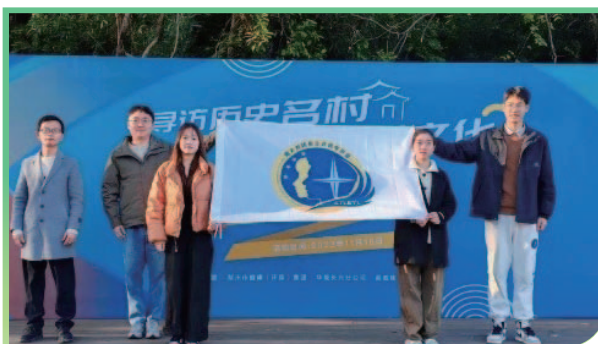
本集團十分關心員工身心健康，和當地多家醫院開展了醫企共建活動，為員工帶來健康諮詢、現場診療等多種服務。



The 2nd South Taihu Enterprise Elite Youth League Activity 第二屆南太湖企業精英青年聯盟活動

The South Taihu Enterprise Elite Youth League is a group of enterprise formed by four enterprises, including the Group, on a voluntary basis. During the Reporting Period, the league organised the Second South Taihu Enterprise Elite Youth League Activity, which attracted the participation of nearly 100 elite youths from the enterprises in the league. This activity aimed to strengthen the communication and contact between the enterprises in the league, realising the care and concern of each enterprise for its employees through a variety of interesting activities, and provide a platform for exchange and friendship for the youth of the enterprises, as well as to make the enterprises in the league more closely connected.

南太湖企業精英青年聯盟是包括本集團在內的四家企業自發自願組織成立的企業團體。本報告期內，該聯盟舉辦了第二屆南太湖企業精英青年聯盟活動，吸引了來自聯盟企業的近100名精英青年參加。此次活動旨在通過加強聯盟企業間交流與聯繫，通過多種趣味活動體現各企業對員工的關心關愛，為企業青年提供交流交友的平台的同时，使聯盟企業聯繫更加緊密。



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4.4 EMPLOYEES' HEALTH AND SAFETY

In order to ensure the occupational health and safety of employees, the Group is committed to formulating a comprehensive health and safety strategy, and has launched a series of management systems, standards and measures on this basis, focusing on the occupational health and safety management of employees and providing strong support and protection for them. During the Reporting Period, the Group did not record any work-related injuries or fatalities (2021 and 2022: Nil). Rate of work-related fatalities was 0% (2021 and 2022: 0%).

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 established a series of internal management systems including Emergency Plan for Production Accidents, the Compilation of Safety Production Rules and Regulations and the Operational Safety Procedures. By strengthening its occupational health and safety management system, the Group further strengthens the supervision and management of employees' occupational health, and prevents, controls and eliminates the hazards of occupational diseases, so as to protect the health of employees and relevant rights and interests. As of the end of the Reporting Period, the Group has passed the ISO 45001, ISO 18000 and other occupational health and safety system certifications.

At the same time, the Group has established a safety management department to coordinate and guide the occupational health and safety work of the Group's employees, including the handling of various safety and environmental matters, and formulating the standards for personnel safety management and occupational disease prevention. At the same time, the safety management department regularly cooperates with the persons in charge of safety management in each department to conduct follow-up inspections of the implementation of departmental health and safety management measures, and proposes corrective actions in response to problems found during the inspections, so as to ensure that various measures are effectively implemented.

4.4 員工健康安全

為確保員工的職業健康與安全，本集團致力於制定全面的健康與安全策略，推出了一系列管理制度、標準及措施，重點關注員工的職業健康與安全管理，並為之提供了堅強的支持保障。本報告期內，本集團並無錄得任何工作相關的傷亡事故記錄（二零二一年及二零二二年：無）；因工亡故員工比率0%（二零二一年及二零二二年：0%）。

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，建立了包括《生產安全事故應急預案》、《安全生產規章制度匯編》和《安全操作規程》在內的一系列內部管理制度。通過強化本集團的職業健康安全管理體系，進一步加強對員工職業健康監督管理的力度，預防、控制及消除職業病的危害，以保障員工健康以及相關權益得到充分的保護。截至本報告期末，本集團通過ISO 45001、ISO 18000等職業健康安全體系認證。

同時，本集團內部成立了安全管理部門，負責統籌和引導集團員工的職業健康與安全工作，包括各種安全環境事宜的處理，以及制定關於人員安全管理和職業疾病預防的標準。同時，安全管理部門定期與各部門安全管理負責人合作，對部門健康安全管理措施實施情況進行跟蹤檢查，並針對檢查中發現的問題提出整改意見，確保各項措施得到有效執行。

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



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 join the Company, while employees must pass the physical examination before resignation. During the Reporting Period, 16,209 employees received physical examinations, representing a physical examination rate of 97%.

依據法律法規，每年開展至少一次在崗健康監護，新員工入職必需經過崗前體檢合格方能辦理入職，離職員工需通過離職體檢才可順利離職。本報告期內員工體檢人數達16,209人，體檢率為97%。



Carry out occupational health training, safety training and emergency safety drills 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.

開展職業衛生培訓、安全培訓以及應急安全演練，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。



Improve the construction of safety and occupational health management system, carry out no less than one occupational health inspection and evaluation by external qualified agencies every year, and carry out no less than two supervision and monitoring every year.

完善安全職業健康管理體系建設，每年開展不少於一次委托外資質機構職業衛生檢測評價，同時每年開展不少於兩次的監督監測。



Sign the responsibility letter for employee safety objectives at each level to improve their safety responsibility according to the internal system, and at the same time ensure the safety and health of employees through equipment upgrading and transformation, optimizing the production environment and reducing the number of employees involved in hazardous positions.

依據內部制度，逐級簽訂員工安全目標責任書，提高員工安全責任心，同時，通過設備升級改造，優化生態環境，減少涉害崗位用工人數，保障員工安全健康。



Carry out safety production system management in accordance with the standardisation requirements, and basically achieve full coverage of three-level safety standardisation in all lead-acid production bases.

依據標準化要求進行安全生產體系管理，各鉛酸生產基地基本實現安全標準化三級創建全覆蓋。



Implement the "Three Simultaneousness" management regulations on occupational health for new renovation and extension projects. At present, the Group conducts inspection and evaluation once every year for existing projects, and evaluates the current status of lead-acid projects every three years.

對新改擴項目實行「三同時」職業衛生管理規定，目前本集團針對現有項目每年進行一次檢測評價，針對鉛酸項目每三年進行一次現狀評價。

4. People-Oriented And Growing Together 以人為本，共同成長

Safety Culture Building

The Group is committed to strengthening safety culture education for employees and deepening their safety awareness through regular safety education activities. In addition, in order to further improve the level of occupational health management, the Group actively promotes the pilot programme of occupational health management improvement covering key areas such as production process standards, hygiene habits and facility safety.

安全文化建設

本集團致力於加強對員工的安全文化教育，通過定期的安全教育活動，深化員工的安全意識。此外，為了進一步提升職業衛生管理水平，本集團積極推進覆蓋生產流程規範、衛生習慣、設施安全等關鍵領域的職業衛生管理改善試點計劃。



Fire Safety Skills Competition 消防安全技能競賽活動

During the Reporting Period, the Group carried out fire safety skills competition activities, including fire safety knowledge training and practical competition, popularised fire self-rescue knowledge, and trained employees' ability to respond to emergencies.

本報告期內，本集團開展了消防安全技能競賽活動，活動內容包括消防知識培訓和實戰競賽環節，普及了消防自救知識，鍛煉了員工面對突發情況的應對能力。



Safety Production Month Activity 安全生產月活動

Focusing on the theme of "Safety Awareness and Emergency Response For All", the Group carried out a series of activities for the Safety Production Month, and its subsidiaries and branches carried out emergency drills in limited space.

圍繞「個個講安全、個個會應急」主題，本集團開展了安全生產月系列活動，旗下子分公司開展了有限空間應急演練等活動。



5. Shared Efforts To Give Back To Society

同心協力，回饋社會

While developing itself, the Group is committed to giving back to the society, and continues to contribute to education, health, labour needs and other fields. In addition, the Group has also continuously strengthened its investment in rural revitalisation and mobilised its employees to devote themselves to various social welfare activities to shoulder its corporate mission and value.

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 RMB3,556,000 in rural revitalisation.

During the Reporting Period, the Group financially contributed approximately RMB835,000 to a total of 31 associates and end-users. The financial contributions were mainly used for assisting associates and end-users suffering from critical diseases and natural disasters.

本集團在自身發展的同時，致力於回饋社會，於教育、健康、勞工需求等領域持續貢獻自身力量。此外，本集團也不斷加強對鄉村振興工作的投入，並動員員工投身於各類社會公益活動，肩負企業使命與價值。

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355.6萬元。

本報告期內，本集團發放約人民幣83.5萬元的關愛基金，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31人。

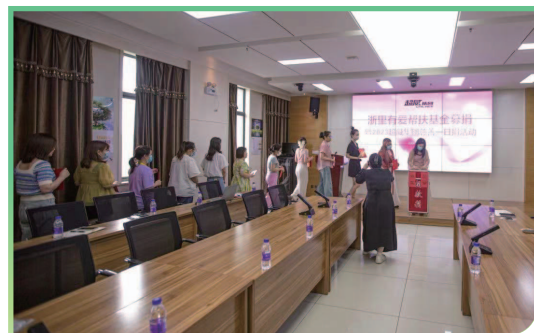


Charity Donation Activity

慈善籌款活動

During the Reporting Period, the Group actively responded to the "Two First" Zhejiang charity special event organised by the Zhejiang Provincial Charity Federation, and organised employees to actively participate in the fundraising activity of the "Zhejiang Love Assistance Fund", raising a total of approximately RMB230,000.

本報告期內，本集團積極響應浙江省慈善聯合總會的「兩個先行」浙江慈善專場活動，員工積極參與「浙裡有愛幫扶基金」募捐活動，共募得善款約人民幣23萬元。



5. Shared Efforts To Give Back To Society 同心協力，回饋社會



Guarding Children to Help Their Future

守護花朵 善助未來

In the “For Children” charity activity, the Group donated a total of approximately RMB700,000 to support students in need and education in Changxing County, creating a good atmosphere for joint education and teaching, and effectively helping the smooth growth of children from poor families in Changxing County.

在「為了孩子」慈善公益主題活動上，本集團共捐贈約人民幣70萬元，用於資助長興縣困難學生及教育事業，營造共同助學助教的良好氛圍，切實幫助長興困難家庭子女順利成長成才。



Glorious Scholarships to Help Students in Difficulties Realise Their Dreams

光彩助學 助力困難學子圓夢

At the 14th “Glorious Scholarships” donation ceremony, a total of 92 students in need from Xiaopu Primary School, Xiaopu Secondary School, Baoqiao Primary School, Changqiao Primary School and Lantian School, as well as the children of the employees in need of the Group and long-term subsidised university students received financial assistance from the Group, with a total of approximately RMB200,000 student subsidies given out.

第14屆「光彩助學」捐贈儀式上，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，本集團困難職工子女以及長期受資助的在校大學生共92人獲得本集團資助，共發放助學金約人民幣20萬元。



5. Shared Efforts To Give Back To Society 同心協力，回饋社會

5.2 ENGAGE IN COMMUNITY WELFARE

The Group adheres to the charity concept of “bringing together love from all over the world and warm the hearts of all people”, strictly abides by the Charity Law of the PRC, and has formulated the “Excellent Volunteer Selection System of Chaowei Group (Draft)” internally to promote the commencement of service activities of volunteers and to reward volunteers with outstanding performance. In addition, the Group is committed to making contributions to social welfare undertakings by donating materials and organising charity teams.

During the Reporting Period, the Group contributed a total of more than 480 hours in volunteer service, with a total of 146 participants. On the “Lei Feng Memorial Day” every year, the Group actively organised the “Chaowei Battery Doctor Volunteer Service Team” to visit rural areas and communities, explain the daily maintenance knowledge of electric vehicle batteries to residents, provide residents with battery testing and maintenance services for electric vehicles, and promote the concept of green environmental friendly batteries of the Group.

5.2 投身社會公益

本集團秉承「匯聚天下愛，溫暖萬眾心」的慈善理念，嚴格遵守《中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)》，旨在促進志願者的服務活動的開展，並對表現傑出的志願者給予獎勵。此外，本集團通過捐獻物資和組織慈善隊伍等方式，致力於向社會公益事業做出貢獻。

本報告期內，本集團的志願服務活動累計時長超480小時，參與人員總數為146名。於每年「雷鋒日」，本集團積極組織「超威電池醫生志願者服務隊」，深入農村與社區，向居民講解電動車電池的日常維護知識，為居民提供電瓶車電池檢測和維修服務，宣傳本集團電池綠色環保理念。



The First “Lei Feng Volunteer Service Demonstration Site” in the Battery Industry 電池行業首家「學雷鋒志願服務示範點」

In order to further innovate the service model and carry out more accurate convenient services, the Group established the first “Lei Feng Volunteer Service Demonstration Site” in the battery industry in its direct stores to carry out free electric vehicle testing and maintenance and other convenient services for the public.

為進一步創新服務模式，開展更精準化的便民服務，本集團在直營店成立電池行業首家「學雷鋒志願服務示範點」，免費為群眾進行電動車檢測維護等便民服務。



5. Shared Efforts To Give Back To Society 同心協力，回饋社會



“Heart to heart, Blood to blood, Love in heart, Dedication in action” voluntary blood donation activity 「心相連血相融愛於心獻於行」無償獻血活動

During the Reporting Period, the employees of the Group actively participated in the voluntary blood donation activity. They devoted their love with their blood and passion, helping those in need in the society and deepening the public welfare concept of “One for all, all for one”.

本報告期內，本集團各員工踴躍參與無償獻血活動，他們以滴滴熱血奉獻愛心、幫助社會上有需要的人，深化「人人為我，我為人人」的公益理念。



Looking Ahead

展望未來

The Group will continue to adhere to the principles of “standardised governance and efficient operation”, strengthen the construction of management structure, strengthen organisational supervision and risk management, comply with laws and regulations, practice business ethics standards, improve governance efficiency and standardisation, and promote the stable growth and persistence of the enterprise.

The Group will continue to support and implement technological innovation, comprehensively optimise its product portfolio through digital industrial transformation, enhance its core competitive advantages, promote the innovation-driven development strategy, build a digital ecosystem of Chaowei New Energy, and forge a leading position in the industry.

The Group will continue to implement the strategy of “taking green as the fundamental base for high-quality development of enterprises”, actively adopt environmental protection technologies and clean energy, build a green supply chain, and implement the concept of “innovation, green and integration” throughout the entire life cycle of products. The Group is committed to integrating the concept of sustainable development into core operations, and strive to achieve the harmonious coexistence of business growth and ecological and environmental protection.

The Group will continue to implement the concept of “establishing a talent pool and cultivating talents”, build a diversified and integrated talent training system, provide a broad development platform, encourage employees to fully release their potential, jointly promote the innovation and development of the enterprise, and realise the win-win future of talents and the enterprise.

The Group will stand by its corporate culture of “harmony”, strive to become a model of social responsibility, support education, medical care and environmental protection projects through donations, volunteer services and other forms, actively give back to the society, and contribute to the construction of a better society.

In 2024, the Group will continue to lead the industry with the concept of “Energy for Good”, shoulder the Group’s mission of “Let the world use Chaowei’s green energy”, uphold the concept of “social responsibility is the foundation of an enterprise, the basis of operation and the way to thrive”, fulfill social responsibility with the power of science and technology for good, and achieve the goal of “time-honored brand and 100-billion sales volume” in a healthy and sustainable manner.

本集團將繼續堅持「規範治理，高效運營」的原則，強化管理架構的構建，加強組織監督和風險管理，遵循法律法規，踐行商業道德標準，增進治理效率和規範性，促進企業穩定增長和持久性。

本集團將繼續支持和實施科技創新，通過數字化產業轉型，全面優化產品譜系，增強企業核心競爭優勢，推進創新驅動發展戰略，建設超威新能源數字化生態圈，鍛造行業領先地位。

本集團將繼續踐行「以綠色作為企業高質量發展的根本底色」戰略，積極採用環保技術和清潔能源，構建綠色供應鏈，在產品全生命週期中貫穿「創新、綠色、融合」的理念，致力於融入可持續發展理念至核心運營，努力實現業務增長與生態環境保護的和諧共生。

本集團將繼續貫徹「聚天下英才而育之」的理念，構建多元融合的人才培養體系，提供廣闊發展平台，激勵員工潛力全面釋放，共同推進企業創新發展，實現人才與企業的共贏未來。

本集團將繼續堅守「和合」的企業文化，努力成為社會責任的典範，通過捐贈、志願服務等形式，支持教育、醫療和環保項目，積極回饋社會，為構建更加美好的社會貢獻力量。

二零二四年，本集團將繼續以「能源向善」產業觀為引領，肩負「讓全球都用上超威綠色能源」的集團使命，秉持「社會責任是企業的立企之基、經營之本、興業之道」的理念，以科技向善的力量踐行社會責任，健康、可持續地走向「百年品牌與千億銷量」的宏偉目標。



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