



**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

**2025**

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



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# About this Report

## 關於本報告

### REPORT RELEASE CYCLE

This annual environmental, social and governance (“ESG”) report (the “Report”) is published by Chaowei Power Holdings Limited (the “Company”, together with its subsidiaries, the “Group”). The Report focuses on the Group’s philosophy, development and effectiveness in ESG aspects. The Report covers the period from 1 January 2025 to 31 December 2025 (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 2025 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 Code as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “HKEX”) as the Group’s standards, with reference to the principles of ISO 26000: Social Responsibility by International Organisation for Standardisation and the Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR4.0) issued by the Chinese Academy of Social Sciences.

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

#### Materiality

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

#### Quantitative

The Report presents statistics on ESG quantitative performance.

### 報告發佈週期

本報告是超威動力控股有限公司（「本公司」，連同其附屬公司「本集團」）發佈的年度環境、社會及管治（「ESG」）報告（「本報告」），重點披露本集團在ESG方面的理念、進展和成效，本報告時間範圍為二零二五年一月一日至二零二五年十二月三十一日（「本報告期」），部分內容根據需要追溯至以前年份。

### 報告組織範圍

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

### 報告數據說明

本報告中的部分財務數據來自本公司二零二五年年度報告（「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所載《環境、社會及管治報告守則》之原則及基準作為本集團的標準，參考國際標準化組織《ISO 26000：社會責任指南》及中國社會科學院《中國企業社會責任報告編寫指南（CASS-CSR4.0）》的原則編製。

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 HKEX and the official website of the Company ([www.chaowei.com.hk](http://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

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#### 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](http://www.chaowei.com.hk))下載閱讀。本報告以中英文兩種文字發佈，在對兩種文本理解發生歧義時，請以英文文本為準。

#### 聯繫方式

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# About Chaowei

## 關於超威

### CORPORATE PROFILE

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

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

The Group has long been held in high regard by the PRC government and within the industry. With its immense strength in the field of new energy, during the Reporting Period, the Group continued to rank among the "Top 500 Chinese Enterprises" (中國企業500強), "Top 500 Chinese Private-owned Enterprises" (中國民營企業500強), "Top 100 Chinese Enterprises in Light Industry" (中國輕工業百強企業) and "Top 500 Chinese Enterprises in Manufacturing Industry" (中國製造業500強). It has also been included in prestigious lists such as the "Global Top 500 New Energy Enterprises" (全球新能源企業500強). The Group continued to lead the industry with outstanding results and good development trend.

As a leading provider of new energy solutions, the Group takes environmental protection as its principle and actively promotes green and low-carbon development. Since its establishment, the Group has upheld the mission of "advocating green energy and perfecting human life", committed to becoming a major driving force in the global new energy industry, and building a full industry chain integrating "lead (lithium) batteries, new batteries, energy storage and management, and circular economy". Through continuous technological innovation and industrial upgrading, the Group is dedicated to leading green development in the industry, demonstrating the responsibility and commitment as a leading enterprise in the new energy sector.

### 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「中國製造業500強」等一系列重量級榜單，並榮登「全球新能源企業500強」等重量級榜單，以亮眼的成績和良好的發展態勢繼續領跑行業。

作為領先的新能源解決方案供應商，本集團始終遵循環境保護原則，積極踐行綠色低碳發展理念。自成立以來，本集團秉持「倡導綠色能源，完美人類生活」的使命，矢志成為全球新能源領域的重要力量，並構建了覆蓋「鉛（鋰）蓄電池、新型電池、能源存儲與管理、循環經濟」為一體的全產業鏈佈局。通過持續推動技術創新與產業升級，本集團致力於引領行業綠色發展，全面履行新能源領軍企業的責任與擔當。

# 1. Consolidating the Foundation to Ensure Long-Term Success

## — 固本強基，行穩致遠

The Group adheres to the concept of “stable operation for long-term corporate development”, insists on compliant operation and continuously optimises corporate governance and enhances ESG governance capabilities. The Group is committed to establishing a robust governance framework and a transparent compliance system to provide strong support for creating long-term value and achieving sustainable development.

### 1.1 IMPROVING CORPORATE GOVERNANCE

The Group is committed to regulating the corporate governance environment and ensuring efficient and transparent corporate management. The Group strictly complies with the Company Law of the PRC, the Securities Law of the PRC, the Listing Rules, 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 continues to refine its corporate governance structure centered on the board (the “Board”) of directors (the “Directors” or each a “Director”) of the Company, while continuously strengthening accountability and improving decision-making efficiency. The Board has established board committees, namely the audit committee, the remuneration committee and the nomination committee. Each committee, in accordance with its respective responsibilities, assists the Board in areas such as financial oversight, compensation systems, and director nominations. Together, they ensure scientific and effective corporate decision-making, laying a solid foundation for the Group’s sustainable development.

### 1.2 ADHERING TO COMPLIANCE OPERATION

Compliance is the lifeline for sound corporate development. The Group strictly abides by laws and regulations, continuously refines its risk management and internal control systems, and integrates integrity and self-discipline into business processes to ensure the Company’s healthy development within a compliant framework.

本集團秉持「穩健經營保障企業長遠發展」的理念，堅持合規經營，持續優化公司治理並提升ESG管治能力。本集團致力於構建完善的治理架構、透明的合規體系，為創造長期價值、實現可持續發展提供有力支撐。

### 1.1 完善公司治理

本集團致力於規範公司治理環境，確保公司管理高效透明化。本集團嚴格遵守中國《中華人民共和國公司法》、《中華人民共和國證券法》、上市規則及其附錄C1《企業管治守則》及附錄C2《環境、社會及管治報告守則》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。

本集團持續完善以本公司董事（「董事」或各自為一名「董事」）會（「董事會」）為核心的公司治理架構，不斷強化責任落實與決策效能。董事會下設審核委員會、薪酬委員會及提名委員會，各委員會依據職責分工，在財務監督、薪酬體系、董事提名等領域協助董事會開展工作，共同保障公司決策的科學性與有效性，為本集團可持續發展奠定堅實基礎。

### 1.2 夯實合規經營

合規是公司穩健發展的生命線。本集團嚴格遵守法律法規，持續完善風險管控與內控體系，將廉潔自律融入業務流程，確保公司在合規軌道上健康發展。



# 1. Consolidating the Foundation to Ensure Long-Term Success

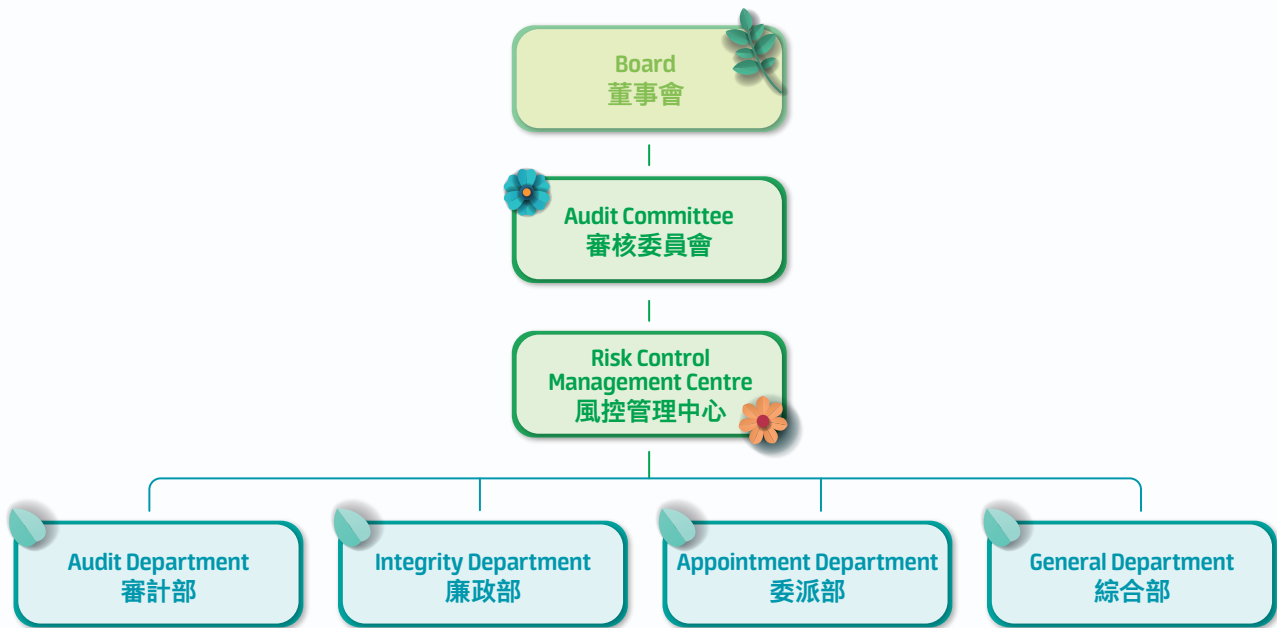
## — 固本強基，行穩致遠

### 1.2.1 Risk Management

Risk management is an essential cornerstone of corporate compliance. With reference to the internal control guidelines for listed companies, the Group has improved the development of its internal control system centered on the Chaowei Group Internal Audit System and the Chaowei Group Economic Responsibility Audit System, aiming to strengthen the central role of risk control in overall governance and achieve process-based risk management.

### 1.2.1 風險管控

風險管控是企業合規運營的重要基石。本集團參照上市公司內控指引要求，持續完善以《超威集團內部審計制度》、《超威集團經濟責任審計制度》為核心的風險管控制度體系，深化風險控制在整體治理中的核心地位，致力於實現風險的流程化管理。



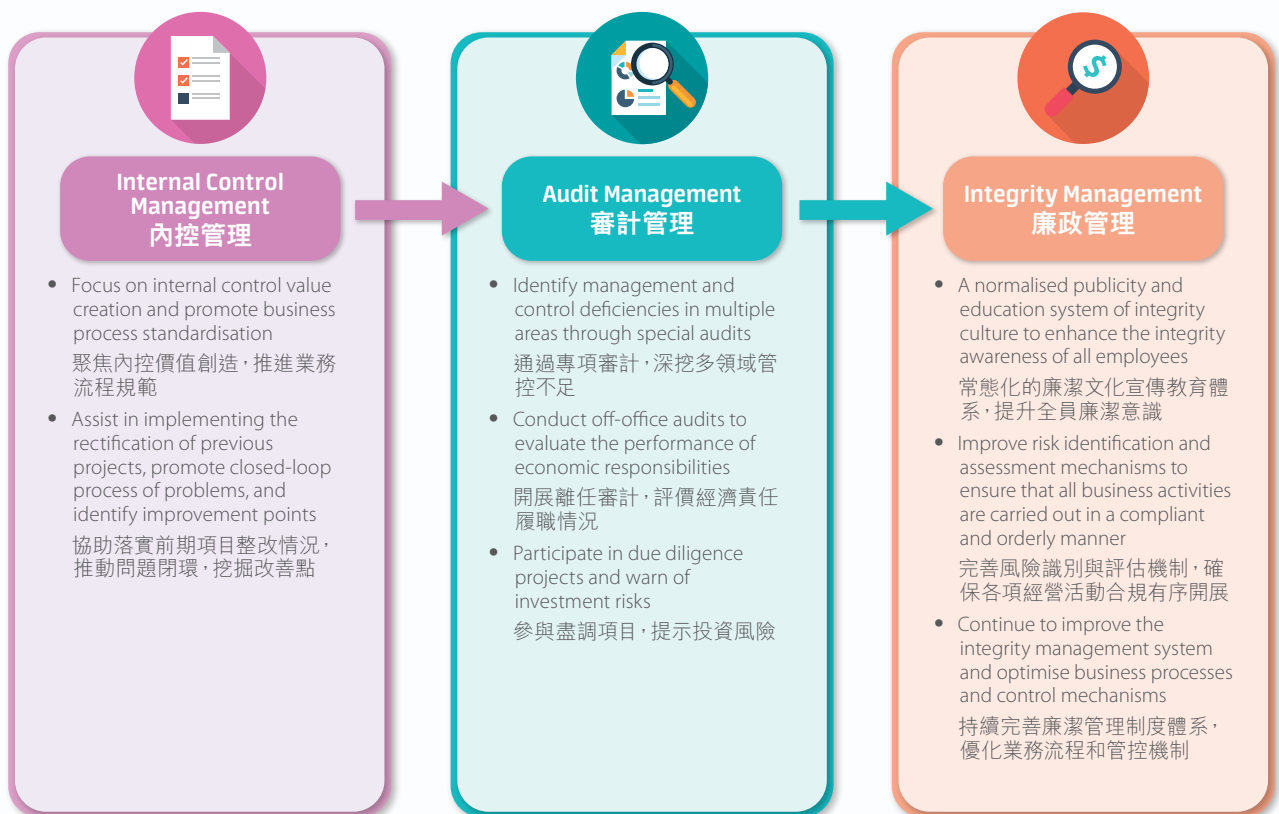
**Risk Management Structure of the Group**  
本集團風險管理組織架構

# 1. Consolidating the Foundation to Ensure Long-Term Success

## — 固本強基，行穩致遠

The Group continues to deepen the construction of its “three in one” risk management system that integrates internal control, supervision and audit, advancing the risk identification phase and strengthening comprehensive process management. During the Reporting Period, the Group carried out a total of 51 audit projects, made recommendations for rectification and followed up on the rectification based on audit findings, achieving an annual rectification completion rate of 92%. Through closed-loop management, risks are effectively mitigated to ensure steady corporate development.

本集團持續深化「內控、監察、審計」三位一體的風控體系建設，將風險識別環節前置，強化全過程管控。本報告期內，本集團共開展51項審計項目，根據審計結果提出整改建議並跟蹤整改情況，年度整改完成率達92%，通過閉環管理有效防範風險，為企業穩健發展提供保障。



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

# 1. Consolidating the Foundation to Ensure Long-Term Success

## — 固本強基，行穩致遠

### 1.2.2 Business Ethics

The Group adheres to the fundamental principle of integrity in business operations, and regards business ethics and self-discipline as core elements for sustainable corporate development. The Group strictly abides by the Criminal Law of the PRC, the Anti-Unfair Competition Law of the PRC, the Interim Provisions on Prohibition of Commercial Bribery, Trademark Law of the PRC and other relevant national and local laws and regulations. It continuously updates and improves its internal compliance system in response to changes in the internal and external environment to ensure that all business activities are conducted in a lawful and compliant manner.

To fulfil the requirements for business ethics, the Group has formulated internal systems such as the Chaowei Group Internal Supervision System, the Implementation Measures on Reward and Protection for the Reporting Violations and Malpractice, the Chaowei Group Integrity Talks Management Measures (Trial), the Provisions on Further Strengthening Anti-Corruption and Promoting Integrity Audit, and the Red Line Management System for Chaowei Group Employees. The Group will further promote integrity-based operations. Meanwhile, it has continuously strengthened its internal supervision and review mechanisms. During the Reporting Period, the Group focused on key areas such as logistics and travel expense reimbursement and carried out in-depth anti-corruption work through targeted inspections and case investigations. These measures have effectively curbed potential violations, safeguarded corporate assets and maintained operational integrity.

### 1.2.2 商業道德

本集團堅守誠信經營的基本準則，將商業道德與廉潔自律作為企業可持續發展的核心要素。本集團嚴格遵守《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》、《中華人民共和國商標法》等國家及地方相關法律法規，並依據內外部環境變化，持續更新與完善內部合規體系，確保商業行為合法合規。

為將商業道德要求落到實處，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》、《超威集團員工紅線管理制度》等內部制度，深入推進廉潔運營。同時，本集團持續強化內部監督與審查力度。本報告期內，本集團聚焦物流、差旅報銷等重點領域，通過專項檢查與案件調查深入開展反腐倡廉工作，有效遏制潛在違規行為，保障了企業資產安全與經營秩序。

## 1. Consolidating the Foundation to Ensure Long-Term Success — 固本強基，行穩致遠

During the Reporting Period, to further fulfil anti-monopoly and anti-unfair competition requirements, the Group started a dedicated “Anti-Monopoly and Anti-Unfair Competition” compliance initiative within its legal department. Related legal compliance risks have been effectively mitigated by a specialised governance plan and a regulatory knowledge base.

### Improve the systems and channels for whistleblowing

In terms of the systems and channels for whistleblowing, the Group has established a diversified and secure whistleblowing system in accordance with the “Chaowei Group Internal Supervision System”. The Group has launched channels such as the “Integrity Chaowei” reporting APP, an official account, a whistleblowing mailbox, a whistleblowing hotline and a petition address. Meanwhile, the Group fully protects the legitimate rights and interests of whistleblowers, strictly prohibits any unfair treatment or retaliation, and implements end-to-end encryption and dedicated personnel management for all reported information. Technical measures are employed to ensure information security throughout the entire process.

本報告期內，為進一步落實反壟斷與反不正當競爭要求，本集團在法務部門開展了「反壟斷、反不正當競爭」合規專項行動，完成了專項治理方案與法規知識庫建設工作，有效降低相關法律合規風險。

### 完善舉報機制與渠道

在舉報機制與渠道方面，本集團依據《超威集團內部監察制度》，建立了多元、安全的舉報體系。本集團開通了「廉潔超威」舉報小程序、公眾號、舉報郵箱、舉報電話和信訪地址等渠道。同時，本集團全面保障舉報人合法權益，嚴格禁止任何不公正對待及打擊報復行為，並對舉報信息實施全流程加密與專崗管控，通過技術手段確保信息安全。



### Supervision and Whistleblowing Channels of the Group

本集團的監察及舉報渠道

# 1. Consolidating the Foundation to Ensure Long-Term Success

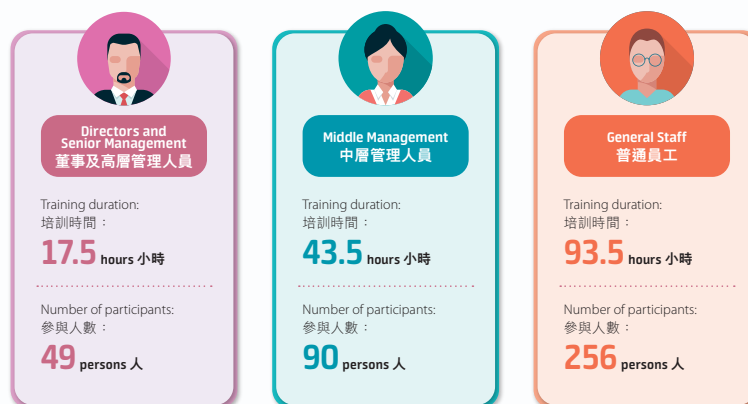
## — 固本強基，行穩致遠

### Integrity Cultivation, Promotion and Education

The Group regards the development of an integrity culture as a core component of corporate governance and has established a multi-tiered risk prevention and control system. Through continuous integrity education for all employees and regular warning education activities, the Group actively fosters an integrity-driven cultural environment. This deeply embeds integrity values into the code of conduct of the organization, promoting a governance mechanism featuring full participation and collaborative supervision. During the Reporting Period, the Group held a total of 8 integrity talks and 154.5 hours of anti-corruption training sessions, including board members, senior and mid-level management and general staff. In addition, the Group continues to strengthen integrity and anti-corruption awareness campaigns through diverse channels to promote employees' awareness of legal compliance. During the Reporting Period, the "Integrity Chaowei" OA platform recorded a total of 1,836 views, the "Integrity Chaowei" DingTalk channel recorded 13,149 views, and the "Integrity Chaowei" WeChat official account recorded 1,777 views. Meanwhile, 33 employees participated in integrity and anti-corruption training sessions conducted via the DingTalk Cloud Classroom, further enhancing their awareness and understanding of the Group's requirements for ethical conduct and compliance systems.

### 廉潔文化建設與宣傳教育

本集團將廉潔文化建設作為企業治理的核心環節，構建多層次風險防控體系。本集團通過持續開展全員廉潔教育與常態化警示宣導，積極營造廉潔文化生態，使廉潔價值觀深度融入組織行為準則，以此推動形成全員參與、協同共治的治理機制。本報告期內，本集團累計開展8場廉潔宣講，組織反貪腐培訓154.5小時，參與者覆蓋董事會成員、高層、中層領導以及一般員工。此外，本集團持續透過多元管道加強廉潔與反貪腐宣傳，推動員工守法合規意識。本報告期內，「廉潔超威」OA平台累計閱讀量達1,836人次，「廉潔超威」釘釘號閱讀量達13,149人次，「廉潔超威」微信公眾號閱讀量達1,777人次。同時，透過釘釘雲課堂開展的廉潔與反貪腐學習共有33人參與，進一步提升員工對本集團廉潔從業要求及合規制度的認知與理解。



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 and its employees, and there was no corruption lawsuit filed and concluded against the Group and its employees.

本報告期內，本集團及其員工未發生洗錢、內幕交易、利益衝突等違反商業道德準則的行為，亦無任何針對本集團及其員工的貪污訴訟案件被提出或作出審結。

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### 1.3 PROMOTING INTEGRATION OF RESPONSIBILITIES

The Group believes that a sound ESG governance system is a solid foundation for corporate sustainable development. By establishing a scientific governance structure and diversified communication mechanisms, the Group integrates internal and external resources to provide systematic safeguards for sustainable development and facilitate the effective implementation of its strategic objectives.

#### 1.3.1 Statement from the Board

The Group strictly complies with the requirements of the Environmental, Social and Governance Reporting Code of the HKEX. The Board assumes ultimate responsibility for the Group's ESG work, including regularly reviewing and assessing ESG-related risks and opportunities, as well as identifying, prioritising and systematically managing material issues. Furthermore, the Board is responsible for setting clear ESG targets and strategies, and for regularly monitoring and evaluating the progress of their implementation. This ensures that ESG management is closely aligned with the Company's overall business strategy, driving continuous improvement in the Group's sustainability performance.

#### 1.3.2 ESG Governance

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 core bodies, to ensure the effective execution of ESG management.

### 1.3 推動責任融合

本集團將完善的ESG治理體系視為企業實現可持續發展的核心支撐。本集團通過建立科學的治理結構和多元化的溝通渠道，有效整合內外部資源，為可持續發展構建系統性保障，助力各項戰略目標的有效實施。

#### 1.3.1 董事會聲明

本集團嚴格遵守香港聯交所《環境、社會及管治報告守則》的要求，由董事會對ESG事宜承擔最終責任。董事會負責定期審閱及評估ESG相關風險與機遇，對重大議題進行評估、優先級排序及系統化管理。同時，董事會負責制定明確的ESG目標與策略，並定期監督目標的實施進度與成效，確保ESG管理與企業整體業務戰略緊密結合，推動集團可持續發展績效的持續提升。

#### 1.3.2 ESG 治理

為確保ESG管理的有效實施，本集團建立了由董事會、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」）構成的三級ESG管治架構。



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### Board 董事會

- It serves as the highest ESG decision-making body and assumes the ultimate responsibility. Its responsibilities include identifying material ESG issues, developing overall strategies, reviewing key environmental performance indicators and assessing ESG risks to ensure the establishment of effective risk management and internal control systems.

作為ESG最高決策機構，承擔最終責任，負責釐定ESG重要性議題、制定整體策略、檢視關鍵績效指標、評估ESG風險，並確保建立有效的風險管理與內控系統。

### Social Responsibility Committee 社會責任委員會

- It assists the Board in ESG governance. Its responsibilities include formulating and reviewing ESG vision, goals and specific strategies, assessing management effectiveness as well as related risks and opportunities.

協助董事會開展ESG治理，主要負責制定與審查ESG願景目標及具體策略，評估管理成效與相關風險機遇。

### Investor Relations Department 投資者關係部

- It is responsible for coordinating and implementing the annual ESG work plan, summarising and reporting on the progress of goals, establishing communication channels with stakeholders and coordinating information management of subsidiaries and branches, while the Company Secretary is responsible for monitoring ESG compliance work.

負責協調落實年度ESG工作計劃，總結匯報目標完成情況，建立持份者溝通渠道，並協調子分公司信息管理，公司秘書專責監管ESG合規工作。

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

The Board continues to strengthen the functions of the ESG governance framework and oversee the implementation of objectives and cross-departmental coordination to ensure the efficient advancement of ESG initiatives. While adhering closely to the latest ESG disclosure requirements of the HKEX, the Board actively promotes cross-departmental resource integration and collaboration. By setting more defined ESG objectives and quantifiable metrics, it continuously enhances sustainability performance to effectively meet stakeholder expectations.

董事會持續強化ESG管治架構的職能，監督各部門目標落實與協同運作，以保障ESG工作高效推進。在緊密跟進香港聯交所最新ESG披露要求的同時，董事會積極推動跨部門資源整合與協作，通過制定更清晰的ESG目標及量化指標，持續提升可持續發展績效，切實回應利益相關方期待。

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### 1.3.3 Communication with Stakeholders

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

During the Reporting Period, based on industry characteristics and sustainable development goals, the Group accurately identified core stakeholder groups, focused on regulatory requirements and capital market, carried out timely and effective communication and interaction with all parties, and formed a continuous and constructive mutual communication system.

### 1.3.3 利益相關方溝通

本集團高度重視利益相關方的意見與訴求，著力構建並完善雙向溝通機制與訴求響應體系。本集團將利益相關方的關切系統地融入戰略制定與運營決策的全過程，構建起「傾聽—分析—反饋—改進」的閉環管理模式，持續鞏固互信基礎，深化合作關係。

本報告期內，基於行業特徵與可持續發展目標，本集團精準識別出核心利益相關方群體，並圍繞監管要求與資本市場關注重點，與各方開展及時、有效的交流與互動，形成了持續、良性的雙向溝通機制。

#### Stakeholders 持份者

#### Communication channels and feedback 溝通渠道與反饋方式

##### Shareholders/ Investors 股東／投資者



- Convene general meeting(s)
- Publish interim and annual reports, circulars, announcements and other necessary documents
- Meeting with investors and analysts
- Conduct roadshows/Investor telephone conference
- 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／投資者電話會

##### Government/ Regulatory authorities 政府／監管機構



- 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 HKEX and the Company
- 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



- Customer satisfaction survey
- Regular visits
- Industrial fairs and forums
- Customer service centre/hotline
- 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

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### Stakeholders 持份者

### Communication channels and feedback 溝通渠道與反饋方式

#### Employees 員工



- Regular staff meetings
  - Performance and promotion appraisal of employees
  - Employee insurances
  - Staff training and activities
  - Remuneration and benefits
- 定期職工會議
  - 員工表現評估及晉升考核
  - 僱員保險
  - 僱員培訓及活動
  - 薪酬及待遇

#### Suppliers/Partners 供應商／ 合作夥伴



- Executive meetings, seminars and marketing summits
  - Supplier selection mechanism
  - On-site investigations of suppliers
  - Public tenders to select suppliers
- 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



- Environmental data disclosure
  - Promoting a green office
  - Improving environmental protection measures
  - Promoting green production
- 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



- Volunteer activities
  - Charity events
  - Sponsor public welfare activities
  - Donations to scholarship funds
- 志願活動
  - 慈善活動
  - 贊助公益活動
  - 捐資助學

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### Matrix of Materiality Issues

The Group conducted the identification of materiality issues with reference to the Environmental, Social and Governance Reporting Code of the HKEX 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《環境、社會及管治報告守則》、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
- 2 Addressing climate risks  
應對氣候風險
- 3 Public welfare and charity  
公益與慈善
- 4 Supply chain management  
供應鏈管理
- 5 Protection of employees' interests  
員工權益保障
- 6 Safety and health  
安全與健康

- 7 Customers' rights and protection  
客戶權益與保護
- 8 Employees' training and development  
員工培訓與發展
- 9 Transformation and upgrade of the industry  
產業轉型升級
- 10 Emissions management  
排放物管理
- 11 Product quality  
產品質量

- 12 Low carbon development  
低碳發展
- 13 Fair recruitment  
公平招聘
- 14 Technological innovation  
技術創新
- 15 Energy saving and consumption reduction  
節能降耗
- 16 Caring for employees  
員工關愛

## 2. Pioneering with Vision and Leading the Future with Intelligence

### 銳意開拓，智領未來

The Group is committed to consolidating its long-term competitiveness through exceptional quality and continuous innovation. It focuses on customers' needs, integrates quality management throughout the entire product lifecycle, collaborates with value chain partners for mutual growth, and consistently invests in R&D to drive technological breakthroughs.

#### 2.1 STRENGTHENING THE CORNERSTONE OF QUALITY

Quality is the cornerstone of sound corporate development. The Group upholds the principle of "Quality First" and integrates product quality and safety assurance throughout the entire process of R&D, production, and service delivery. It continuously refines its quality management system, implements quality control measures, and fosters a company-wide quality culture to ensure its products remain reliable and safe, thereby creating long-term value for customers.

##### 2.1.1 Quality Management System

The Group strictly complies with the Product Quality Law of the PRC, the Standardisation Law of the PRC, the Metrology Law of the PRC, and other national laws and regulations, as well as relevant industry standards such as Valve-controlled Lead-acid Batteries for Electric Assisted Vehicles, Electric Safety Requirements for Electric Bicycles and Lead-acid Batteries for Electric Vehicles, etc. Meanwhile, the Group consistently updates and refines core quality management documents such as the Design and Development Control Procedures, the Control Procedures for Unqualified Products, and the Control Procedures for Corrective and Preventive Measures to further optimise responsibility processes and implementation requirements, thereby providing institutional support for the standardised and systematic advancement of quality management.

The Group has maintained the pace of optimisation and upgrade of its quality control system and established a supervision system comprising 20 inspection dimensions. This supervision system covers core areas such as operation process standardisation, as well as measurement and laboratory environment management. The Group identifies non-conformities in the process, drives the closure of corrective action, and promotes continuous optimisation of the quality system through a combination of on-site verification and document inspection. During the Reporting Period, the Group further strengthened execution and tracking based on existing mechanisms to ensure the implementation of improvements for various issues, driving the quality management system toward a higher level of maturity in a steady manner.

本集團堅持以卓越品質和持續創新構建長期競爭力。本集團圍繞客戶需求，將質量管理貫穿產品全生命週期，攜手價值鏈夥伴共同成長，並持續投入研發推動技術突破。

#### 2.1 築牢質量根基

質量是本集團穩健發展的核心支撐。本集團始終堅持「質量第一」的經營理念，將產品品質與安全保障貫穿於研發、生產與服務的全流程，持續完善質量管理體系、落實質量控制舉措、培育全員質量文化，確保產品始終可靠、安全，切實為客戶創造長期價值。

##### 2.1.1 質量管理體系

本集團嚴格遵守《中華人民共和國產品質量法》、《中華人民共和國標準化法》、《中華人民共和國計量法》等國家法律法規，以及《電動助力車用閥控式鉛酸蓄電池》、《電動自行車電氣安全要求》及《電動道路車輛用鉛酸蓄電池》等相關行業標準。同時，本集團不斷更新優化《設計開發控制程序》、《不合格品的控制程序》、《糾正和預防措施的控制程序》等核心質量文件，進一步優化責任流程與執行要求，為質量管理規範化、系統化推進提供製度支持。

本集團持續推進質量管理體系的優化升級，建立了覆蓋20個維度的督查機制。該機制涵蓋作業過程標準化、計量與實驗室環境管理等核心環節，通過現場核查與文件評審相結合的方式，識別流程中的不符合項，並推動整改閉環，促進質量體系不斷優化。本報告期內，本集團在既有機制基礎上進一步強化執行與追蹤，確保各類問題落實改進，推動質量管理體系向更高成熟度穩步邁進。

## 2. Pioneering with Vision and Leading the Future with Intelligence 銳意開拓，智領未來

During the Reporting Period, the Group's subsidiary, Chaowei Power Group Co., Ltd., passed the annual surveillance audit of the ISO 9001 Quality Control System Certification and was awarded the titles of "National Quality Inspection Stable Qualified Product", "Quality and Integrity Initiative Enterprise of 2025 National Quality Month" and "National Product and Service Quality and Integrity Model Enterprise" by the China Association for Quality Inspection.

本報告期內，本集團的子公司——超威電源集團有限公司成功通過ISO 9001質量管理體系認證年檢，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」、「2025年全國質量月質量誠信倡議企業」及「全國產品和服務質量誠信承諾企業」等獎項。



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



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



**Quality and Integrity Initiative Enterprise of 2025 National Quality Month**  
2025年全國質量月質量誠信倡議企業



**National Product and Service Quality and Integrity Model Enterprise**  
全國產品和服務質量誠信承諾企業

## 2. Pioneering with Vision and Leading the Future with Intelligence 銳意開拓，智領未來

### 2.1.2 Production Quality Control

The Group regards product quality as the lifeline of the enterprise and is committed to establishing and continuously optimising a comprehensive and refined quality control system covering the entire chain from raw material intake, through production processes, to finished product shipment. It strives to earn market trust through stable and reliable product quality.

#### Quality control of raw materials

The Group strictly implements management systems and inspection standards such as the Management Measures for the Inspection of Incoming Raw Materials, and the Management Measures for Sampling of Incoming Lead Materials, which provide strong and standardised support for raw material quality control and act as safeguard at the forefront to ensure product quality from the source.

During the Reporting Period, the Group optimised its joint inspection mechanism by establishing a multi-departmental joint inspection team comprising the Quality Control Department, Production Management Center, Equipment Center, and Testing Center. This team conducted comprehensive joint inspections of raw materials, equipment, processes, worksites, safety, environmental protection, and product performance of its branches, while initiating closed-loop rectification of identified issues, so as to ensure effective control of the quality and safety of raw materials.

#### Process inspection

At the processing stage, the Group has set up a production site inspection team to inspect, evaluate and provide rectification support for the production modules of its subsidiaries and branches. The Group has established a systematic production process supervision mechanism covering core elements such as approval process control for procedure changes, process capacity assessment of critical procedures, and closed-loop management of non-conformity rectification. During the Reporting Period, the Group continued to advance the refinement of production process quality management. A tiered control mechanism was established for 138 key process control points, implementing differentiated management and accountability tracing for control points of different levels. For issues where rectification measures were not fully implemented, the Group conducted root cause analysis and provided improvement guidance to achieve closed-loop resolution, systematically enhancing process quality management standards.

### 2.1.2 生產質量控制

本集團將產品質量視為企業生命線，致力於構建並持續優化覆蓋「原材料入廠—生產過程—成品出廠」的全鏈條精細化質量控制體系，以穩定可靠的產品質量贏得市場信賴。

#### 原材料質量控制

本集團嚴格執行《原材料來料檢驗管理辦法》、《鉛材料來料取樣管理辦法》等管理制度及檢驗標準，為原材料質量管理工作提供有力的規範保障，從源頭把好產品質量第一關。

本報告期內，本集團優化聯合督查機制，成立了由品管部門、生管中心、裝備中心、檢測中心等部門組成的聯合督查組，對分公司的原材料、設備、工藝、現場、安全、環保及產品性能等進行全方位聯合檢查，並推動問題整改閉環，確保原材料質量與安全得到有效管控。

#### 過程工藝督查

在過程工藝階段，本集團成立生產現場督察小組，對子分公司各生產模塊進行檢查評分與幫扶整改。本集團建立了系統化的生產過程監督機制，涵蓋工藝變更審批流程管控、關鍵工序過程能力評估、不合格項整改閉環管等核心要素。本報告期內，本集團持續推進生產工藝質量精細化管理，針對138項關鍵工藝控制點建立分級管控機制，對不同等級的控制點實施差異化管理與責任追溯機制。針對整改落实不到位的問題，本集團開展原因分析與改進指導，推動問題閉環，系統提升工藝質量管理水平。

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### Finished products control

At the finished product control stage, the Group strictly enforces product performance testing and “Sunshine Inspection” system to ensure that every batch of products meets the relevant standards. The Group carries out performance testing and sampling inspection of finished products based on key indicators including capacity testing, rapid cycle testing, charging acceptance, as well as quarterly sampling battery testing and evaluation. Concurrently, the Group ensures product appearance quality and packaging integrity through standardised visual inspections in large packaging and finished product shipment areas. During the Reporting Period, the Group further strengthened outgoing quality supervision by establishing a Market Quality Management Team at the headquarters. This team is responsible for conducting dual oversight and spot checks on products circulating in the market and those shipped from subsidiaries and branches, thereby building a more comprehensive and stringent outgoing product quality control network.

### Product traceability

The Group has established a product quality traceability mechanism to manage product design, production and manufacturing, logistics, marketing channel management, inventory management and other aspects through digital systems. The Group has continued promoting the connection and integration of its QR code traceability system with the “Electric Bicycle Industry Traceability Service Platform” (E-code) platform, thereby further enhancing the full-chain safety management of electric bicycles. During the Reporting Period, the Group had no product recalls due to safety or health concerns.

### 2.1.3 Quality Culture Building

The Group fully recognises that exceptional product quality depends not only on rigorous systems and process controls, but also on the quality awareness and professional competence of every employee. To this end, the Group continuously conducts diverse, results-oriented activities focused on enhancing quality culture and capabilities, striving to embed its “Quality First” philosophy into the conscious actions of employees.

### 成品出廠控制

在成品出廠控制階段，本集團嚴格執行產品性能檢測及「陽光驗貨」制度，確保每一批次產品均符合相關標準。本集團對成品進行出廠性能檢測抽查，包括容量檢測、快速循環測試、充電接受能力及季度抽樣電池檢測評價等關鍵性能指標。同時，本集團在大包裝和成品發貨區域通過標準化目視檢查，保障產品外觀質量與包裝完整性。本報告期內，本集團進一步強化出廠質量監督，在總部層面增設「市場質量管理組」，負責對市場流通產品及子分公司出廠產品進行雙重監督與抽查，構建了更為全面、嚴格的產品出廠質量控制網絡。

### 產品追溯

本集團建立了產品質量追溯機制，依託數字化管理對產品設計、生產製造、物流系統、營銷渠道管理、庫存管理等方面各階段進行管控。本報告期內，本集團持續推動二維碼系統與國家「電動自行車行業追溯服務平台」(E碼通)的對接與融合，進一步提升電動自行車全鏈條安全管理。本報告期內，本集團未發生因安全與健康理由導致的產品召回事件。

### 2.1.3 質量文化建設

本集團深刻認識到，卓越的產品質量既取決於嚴格的制度與流程管控，也離不開全員的質量意識與專業能力。為此，本集團持續開展形式多樣、注重實效的質量文化與技能提升活動，致力於將「質量第一」的理念內化為員工的自覺行動。



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### Specialised training on “Key Process Quality Control Points” 「關鍵工藝質量控制點」專題培訓

During the Reporting Period, the Group focused on core production process standards and organised specialised training on “key process quality control points” for all employees. The training adopted a learning model combining “online self-study + offline targeted sessions” to ensure efficient participation by employees across all locations.

To enhance training effectiveness, the Group collaborated with the IT department to develop an online exam mini-program. This tool enables employees to take assessments anytime and anywhere, with instant access to results and detailed explanations of incorrect answers upon submission. This empowers employees to pinpoint knowledge gaps, creating a closed-loop cycle of “learn-test-improve.” It effectively strengthens employees’ mastery and execution of key quality standards.

本報告期內，本集團聚焦核心生產工藝標準，組織開展了覆蓋全員的「關鍵工藝質量控制點」專題培訓。培訓採用「線上自學+線下集中」的模式，確保各地員工高效參與。

為提升培訓實效，本集團聯合IT部門開發了線上考試小程序。小程序支持員工隨時隨地參與考試，提交後即時查看成績與錯題解析，賦能員工精準定位知識薄弱點，實現「學—考—改」閉環，有效強化了員工對關鍵質量標準的掌握與執行能力。



## 2.2 ENHANCING SUPPLIER COLLABORATION

The Group regards suppliers as vital value partners and is committed to building a sustainable ecosystem of collaborative development. Through systematic access, evaluation, and collaboration mechanisms, the Group rigorously controls quality at the supply chain source while actively sharing management standards and best practices with partners. Together, the Group enhances the overall capability and resilience of the industrial chain to achieve mutual value creation.

### 2.2.1 Supplier Management

To ensure the reliability of the supply chain and the stability of raw material quality, the Group strictly abides by national laws and regulations such as the Civil Code of the PRC and the Bidding Law of the PRC and continuously improves the internal supplier management system. Based on the enhancement internal systems such as the Lead Material Procurement Process, the Notice on Further Implementing the Headquarters Centralised Procurement and the Supplier Management System, the Group has elevated its raw material management to a more refined “three-tier management” model. While controlling the quality of materials supplied by direct suppliers, it has further extended its oversight to the upstream raw material supply chain of suppliers, systematically enhancing the stability of quality across the entire supply chain.

## 2.2 深化供應商協同

本集團視供應商為重要的價值夥伴，致力於構建可持續的協同發展生態。本集團通過系統化的准入、評估與協同機制，在嚴控供應鏈源頭質量的同時，積極向合作夥伴傳遞管理標準、共享實踐經驗，攜手提升產業鏈整體能力與韌性，實現價值共贏。

### 2.2.1 供應商管理

為保障供應鏈的可靠性與原材料質量的穩定性，本集團嚴格遵守《中華人民共和國民法典》及《中華人民共和國招標投標法》等國家法律法規，並持續完善內部供應商管理體系。在完善《鉛材料採供流程》、《關於進一步執行總部集採購的通知》及《供應商管理制度》等內部制度的基礎上，本集團將原材料管理提升至更精細化的「三級管理」模式，在管控直接供應商來料質量的同時，進一步向上延伸至供應商的上游原料供應環節，系統性提升全鏈條質量穩定性。

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### Supplier admission 供應商引入

- The Group conducts rigorous initial qualification and compliance reviews of all potential suppliers in accordance with its internal supplier selection policy, and has established a supplier development process to ensure partner quality from the outset.  
本集團依據內部供應商選擇政策，對所有潛在供應商進行嚴格的初步資質審查與合規審查，並建立供應商開發流程，從源頭把控合作夥伴質量。
- To strengthen risk management across our supply chain, 5 to 8 qualified suppliers will be selected and included in the Group's list of suppliers for each type of raw materials.  
為加強供應鏈風險管理，本集團為每類原材料挑選5至8家合格供應商，並列入本集團的供應商名單。

### Supplier performance audit and evaluation 供應商表現評審

- The Group has established a multidimensional dynamic assessment system encompassing performance evaluation and capability review. During the Reporting Period, the Group further refined its supplier performance evaluation criteria and introduced tools such as the Supplier Capability Review Form and the Supplier Delivery and Quality Performance Review Form, enabling more objective and precise evaluations.  
本集團建立了涵蓋業績評價、能力評審的多維度動態考核體系。本報告期內，本集團進一步細化了供應商業績評價細則，並引入了《供應商能力評審表》、《供應商交付、質量業績評審表》等工具，使評價更為客觀精準。
- The Group conducts irregular on-site inspections on qualified suppliers. Through collaboration among multiple departments including procurement, quality control, and technical teams, evaluations are performed based on a system covering 12 dimensions such as quality, manufacturing processes, and testing. This results in the creation of the "Supplier Audit Summary". These findings serve as an important basis for the hierarchical management and improvement of the suppliers.  
本集團對合格供應商開展不定期現場檢查，通過採購、品管以及技術多部門協同，依據涵蓋質量、工藝、檢測等12個維度的體系進行評審，形成《供應商審核總結表》。該結果將作為供應商分級與改進的重要依據。

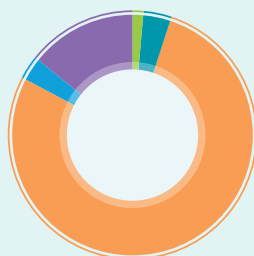
### Supplier exit 供應商退場

- The Group implements an exit mechanism for suppliers that fail to consistently meet requirements. During the Reporting Period, to optimise supply chain quality, the Group conducted optimisation adjustments for certain suppliers exhibiting unstable quality and non-standardised management practices, ensuring the overall competitiveness and reliability of the supplier structure.  
本集團對未能持續滿足要求的供應商執行退出機制。本報告期內，為優化供應鏈質量，本集團對部分質量不穩定、管理不規範的供應商進行了優化調整，確保供應商結構的整體競爭力與可靠性。

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

截至本報告期末，本集團供應商總數為135家，具體分佈如下：

### Number of suppliers by geographical region 按地區劃分供應商數量



105 (77.8%)

Eastern China  
華東地區

19 (14.0%)

Cental China  
華中地區

2 (1.5%)

Other regions  
其他地區

5 (3.7%)

Northern China  
華北地區

4 (3.0%)

Southern China  
華南地區

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### 2.2.2 Sustainable Supply Chain

The Group encourages all suppliers to comply with standards on environmental protection, social responsibility, product quality, health and safety, and business ethics. Through rigorous entry reviews, process oversight, training support, and responsibility agreements, the Group builds a transparent, compliant, and sustainable responsible supply chain, collaborating with value chain partners to jointly fulfill social responsibilities.

#### Full-cycle supplier ESG management

The Group incorporates ESG performance as a prerequisite for supplier onboarding, explicitly prioritising certifications such as Environmental Management System and Occupational Health and Safety Management System as essential collaboration criteria. Suppliers with material ESG violations are suspended or blacklisted, establishing an effective ESG risk exit mechanism to ensure supply chain compliance. Through routine management practices including unannounced on-site inspections, the Group evaluates suppliers' performance in environmental protection, workplace safety, labor rights, and operational compliance. During the Reporting Period, no environmental or social risk incidents were identified in supplier oversight activities.

#### Green procurement and environmental practices

The Group actively promotes green supply chain development, prioritising environmentally friendly raw materials and components in procurement decisions. During the Reporting Period, the Group procured recycled polypropylene (PP) plastic for battery casing manufacturing, enhancing plastic recycling rates while reducing virgin plastic usage and volatile organic compound (VOCs) emissions. In addition, recycled lead accounted for over 60% of total lead procurement during the Reporting Period, effectively advancing resource circulation and energy conservation. Furthermore, the Group encourages suppliers to optimise packaging solutions by promoting reusable plastic packaging to replace traditional cardboard boxes, thereby reducing the overall environmental footprint of packaging while ensuring transport safety.

### 2.2.2 可持續供應鏈

本集團倡導所有供應商遵循環境、社會責任、產品質量、健康與安全以及商業道德等方面的標準，並通過嚴格的准入評審、過程監督、培訓扶持與責任約定，構建透明、合規且可持續的責任供應鏈，協同價值鏈夥伴共同履行社會責任。

#### 供應商全週期 ESG 管理

本集團在供應商准入環節將 ESG 表現列為前置審核標準，明確將環境管理體系認證、職業健康安全體系認證等作為優先合作條件，並將存在 ESG 重大違規的供應商暫停合作或列入黑名單，建立起有效的 ESG 風險退出機制，確保供應鏈符合合規要求。在日常管理中，本集團通過突擊現場檢查等方式，對供應商的環境保護、安全生產、勞工權益及現場管理規範等進行評審。本報告期內，在供應商督查工作中未發現環境及社會風險事件。

#### 綠色採購與環保實踐

本集團積極推動綠色供應鏈建設，在採購決策中優先考慮符合環境友好標準的原材料與零部件。本報告期內，本集團採購可回收聚丙烯 (PP) 塑料用於電池塑殼製造，提升塑料回收利用率，減少原生塑料使用及揮發性有機物 (VOCs) 排放。同時，本報告期內再生鉛的採購量佔比超過 60%，有效推動資源循環利用與節能減排。此外，本集團鼓勵供應商優化包裝方案，推廣採用可循環使用的塑料包裝替代傳統紙箱，在保障運輸安全的前提下降低整體包裝的環境足跡。

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### Strengthening integrity governance and anti-corruption efforts

The Group has deeply embedded integrity and anti-corruption requirements into its supplier collaboration. During the Reporting Period, the signing rate of supplier integrity agreements remained stable above 95%, with core and strategic suppliers achieving a 100% signing rate. The Group explicitly includes integrity and anti-commercial bribery clauses into procurement contracts, strictly prohibiting any form of improper benefit transfer or commercial kickbacks, and stipulating stringent penalties for breaches. The Group has also established multiple reporting channels, including telephone, email, and WeChat official accounts, to ensure the effective operation of its oversight mechanisms.

### Co-Development of supplier capability and implementation of quality-driven approach

The Group continues to enhance suppliers' comprehensive capabilities through training exchanges and business collaboration. By conducting on-site inspections and specialised meetings, the Group provides ongoing guidance to suppliers in areas such as production safety, environmental compliance, and site management. At the supplier conference held during the Report Period, the Group explicitly set "strict quality control" as its annual objective, advocating that suppliers drive continuous improvement across the supply chain through optimised processes and enhanced personnel training.

## 2.3 OPTIMISING CUSTOMER EXPERIENCE

The Group has always adhered to a customer-oriented business philosophy, continuously improving its customer service management system, building a widely covered and rapidly responsive service network, and providing customers with high-quality product solutions and excellent service experience with a professional service team and sincere service attitude.

### 強化廉潔治理與反腐敗

本集團將廉潔與反腐敗要求深度嵌入供應商合作關係。本報告期內，供應商廉潔協議簽署率穩定在95%以上，其中核心與戰略供應商簽署率達100%。本集團於採購合同中明確制定廉潔及反商業賄賂條款，嚴格禁止任何形式的利益輸送與商業回扣，並規定了嚴厲的違約處罰措施。本集團亦開通了電話、郵箱、微信公眾號等多渠道舉報方式，確保監督機制有效運行。

### 供應商能力共建與質量驅動

本集團持續通過培訓交流與業務協同，推動供應商綜合能力建設。本集團通過現場巡查、專項會議等形式，在安全生產、環保合規、現場管理等方面對供應商進行持續指導。在本報告期內舉行的供應商大會上，本集團明確提出了「嚴抓質量」的年度目標，倡導供應商通過優化工藝流程、強化人員培訓等方式，以此驅動供應鏈整體水平的持續提升。

## 2.3 精進客戶體驗

本集團始終堅持以客戶為中心的經營方針，持續完善客戶服務管理體系，構建覆蓋廣泛、響應迅速的服務網絡，並通過專業的服務團隊和真誠的服務態度，為客戶提供優質的產品解決方案與卓越的服務體驗。



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### 2.3.1 Enhancing Customer Experience

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

The Group has established diversified communication channels oriented to customer needs, listening to and responding to each customer's demands. During the Reporting Period, to enhance service efficiency and customer experience, the Group introduced an intelligent customer service system equipped with new AI chatbot functions and optimised voice navigation for its call centers. Customers can select service channels based on business and product types, effectively reducing wait times. In addition, the "Chaowei Service" WeChat official account repair platform handled a cumulative total of 3,046 work orders during the Reporting Period, covering consumer inquiries, repair requests, and B2B service needs. Its one-hour resolution rate reached 99.6%, with service response speed and customer satisfaction continuing to improve.

Meanwhile, the Group attaches great importance to the professionalism of customer service personnel and has established a multi-tiered, multi-position training system. During the Reporting Period, the Group conducted four internal training sessions for new employees and channel personnel, reaching 72 participants. In addition, training sessions were organised for personnel from agents, OEM/ODM manufacturers, and end customers, reaching 485 participants. Furthermore, basic awareness training was conducted for agents and their staff, aiming to standardise after-sales services and controlling unreasonable returns, with 614 participants. Through continuous training and awareness campaigns, the Group has effectively enhanced the overall professional standards and standardised execution capabilities of its service network.

### 2.3.1 提升客戶體驗

本集團持續完善客戶服務管理體系，建立《售後發退貨管理制度》、《聯營商售後服務質量管理辦法》、《市場端產品質量問題處理流程》、《蓄電池退貨檢測判定方法》及《關於市場不合理退貨的管控方案(試行)》等制度。本報告期內，本集團通過持續完善標準化服務流程體系，不斷提升服務水平與客戶滿意度。

本集團以客戶需求為導向，打造多元化溝通渠道，用心傾聽並回應每位客戶的訴求。本報告期內，為提升服務效率與體驗，本集團引入智能客服系統，新增AI機器人應答功能，並優化呼叫中心語音導航。客戶可根據業務與產品類型自助選擇服務通道，有效縮短了等待時長。此外，「超威服務」微信公眾號報修平台在本報告期內累計受理工單3,046起，涵蓋消費者諮詢、報修與B端服務等需求，其1小時結單率達99.6%，服務響應速度與客戶滿意度持續提升。

同時，本集團高度重視客戶服務專業性，構建了覆蓋多層級、多崗位的培訓體系。本報告期內，本集團累計開展針對公司新員工、渠道人員的內部培訓4場，覆蓋72人次；組織面向代理商、整機廠及終端客戶相關人員的培訓，覆蓋485人次；並針對代理商及其員工開展了旨在規範售後、控制不合理退貨的「掃盲」培訓，覆蓋614人次。通過持續的培訓與宣導，本集團有效強化了服務網絡的整體專業水平與標準化執行能力。

## 2. Pioneering with Vision and Leading the Future with Intelligence 銳意開拓，智領未來

### Expanding after-sales service network coverage

#### 拓展售後網點空白

Continuously optimised its after-sales service network, established 198 new self-operated service outlets during the Reporting Period and consolidated 12 branch offices while enhancing their functions, thereby increasing network coverage density and improve operational efficiency. 持續優化售後服務網絡，本報告期內，新增自建服務網點198個，並對12個辦事處進行整合與功能優化，提升了網絡覆蓋密度與運營效率。

### Establishing regular customer communication channels

#### 建立常態化客戶溝通渠道

Ensured stable supply of after-sales batteries, achieving zero stockouts during the Reporting Period and driving the accuracy rate of the dedicated after-sales battery maintenance plan to 95.18% through monthly customer follow-ups and store visits, along with biweekly cross-departmental coordination meetings.

通過每月客戶回訪與門店拜訪，以及每半月召開跨部門協同會議，保障售後電池穩定供應，並於本報告期內實現零缺貨，並推動售後專維電池計劃準確率達95.18%。

### Refining the division of responsibilities for tracking and handling specialised services

#### 完善專項服務跟蹤處理分工

A dedicated position was established to track and supervise the entire logistics return process. Combined with the return deposit policy, the return processing time has been reduced to 5.7 days. Meanwhile, a dedicated team was assigned to visit over 40,000 retail terminal stores during the Reporting Period, and a terminal development group was established for core supporting partners to enable dedicated communication and rapid response to market issues.

設立專職崗位負責物流退貨全程跟蹤督辦，配合「退貨預折款」政策，退貨時效提升至5.7天；同時，安排專職團隊於本報告期內走訪超4萬個終端門店，建立核心配套商「終端建設群」，實現市場問題專項對接快速響應。

### Implementing erroneous return control mechanism

#### 推行誤退貨管理方案

Implemented the policy of "fully bearing the costs of erroneous returns" in special markets and established a full-process erroneous return control mechanism covering target setting, training and guidance, and data analysis, effectively reducing the erroneous return rate.

在特殊市場實施「全額承擔誤退損失」政策，同時建立從目標制定、培訓指導到數據分析的全流程誤退管控制，有效降低誤退率。

### Implementing the after-sales improvement analysis mechanism

#### 落實售後改進分析機制

Optimised after-sales policies for underperforming markets, collaborated with production and quality control departments to carry out coordinated quality improvement initiatives, and launched special product rescue programs for special circumstances such as floods to reduce returns caused by non-quality issues.

針對弱勢市場優化售後政策，協同生產、品管部門開展質量聯動改進；同時，針對水災等特殊情況啟動產品救援專項，降低非質量問題退貨。

### After-sale Warranty Measures of the Group

#### 本集團售後保障舉措

## 2. Pioneering with Vision and Leading the Future with Intelligence 銳意開拓，智領未來

### 2.3.2 Handling Customer Complaints

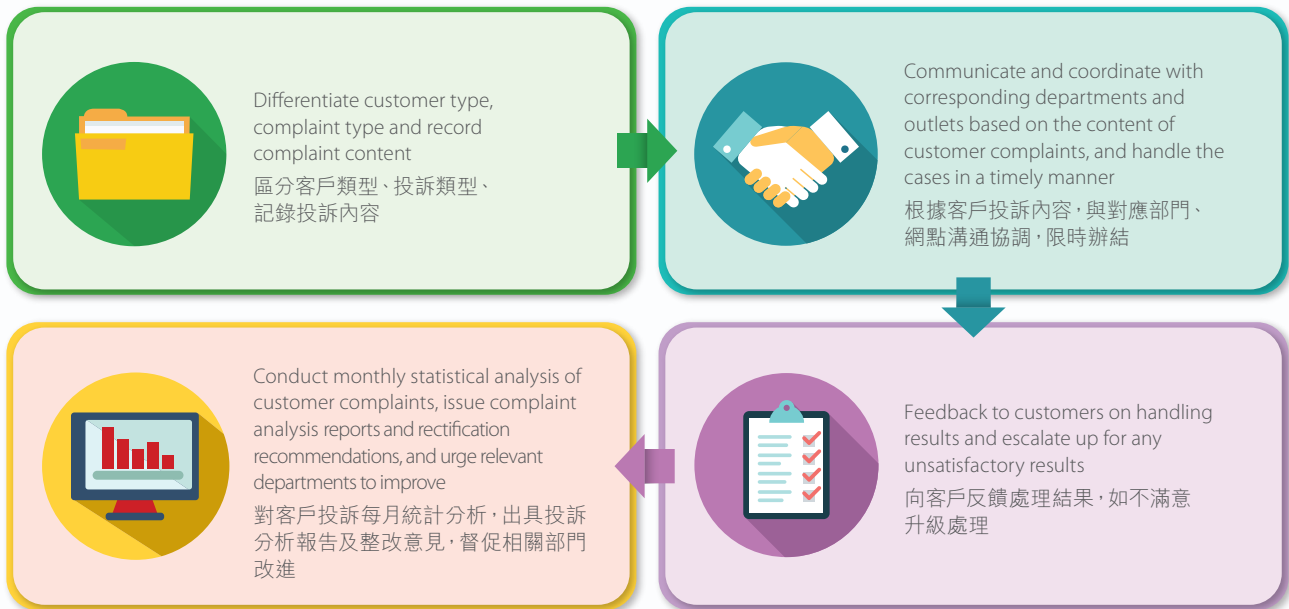
The Group attaches great importance to customer feedback and strived to enhance customer experience by continuously optimizing its customer complaint handling mechanisms and processes. During the Reporting Period, the Group continued to adopt and implement the Customer Complaint Handling Work System and its supporting graded management processes, maintaining the stability of complaint channels and the professionalism of response mechanisms to ensure customer feedback is addressed promptly and effectively.

During the Reporting Period, the Group received a total of 2,001 customer complaints, with a complaint closure rate of 95%. To systematically assess service performance and customer expectations, the Group continued to conduct customer satisfaction surveys. During the Reporting Period, the Group made a total of 11,015 visits to end customers, covering key indicators such as service satisfaction, service efficiency, and on-site visit rates. During the Reporting Period, the Group's annual service satisfaction score reached 95.6, an increase of 0.9 points compared with the previous year, reflecting the Group's continuous progress in optimising customer experience.

### 2.3.2 解決客戶投訴

本集團高度重視客戶反饋，持續優化客戶投訴處理機制與流程，致力於提升客戶體驗。本報告期內，本集團繼續沿用並執行《顧客投訴處理工作制度》及配套分級管理流程，保持投訴渠道的穩定性與響應機制的專業性，確保客戶意見得到快速、有效的處理。

本報告期內，本集團共接到客戶投訴2,001宗，投訴關閉率達95%。為了有系統地了解服務表現與客戶期望，本集團持續開展客戶滿意度調研，本報告期內共完成終端客戶滿意度回訪11,015人次，調研維度涵蓋服務滿意度、服務時效及上門率等關鍵指標。本報告期內，本集團年度服務滿意度得分達95.6分，較上年提升0.9分，體現了本集團在優化客戶體驗方面的持續進步。



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

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### 2.3.3 Protecting Customer Interests

The Group strictly abides by the Advertising Law of the PRC and relevant laws, regulations and national standards, and adheres to the philosophy of responsible marketing to ensure that accurate and comprehensive product information are delivered to the consumers to effectively safeguard their right to know and right to choose.

The Group consistently conducts marketing activities in a responsible manner to ensure that accurate and transparent product information is delivered to the consumers, fully safeguarding their right to know and right to choose. The Group regularly conducts monthly compliance training for marketing personnel and agents, focusing on market operation rules, competition-related legal risks and advertising and marketing compliance, to comprehensively improve the team's professionalism and compliance awareness.

The Group attaches great importance to compliant marketing. During the Reporting Period, the Group organised training sessions on compliant marketing, comprehensively strengthening the compliance awareness and risk prevention capabilities of the marketing team and agents, and laying a solid foundation for regulating market behaviour.

The Group regards the security and privacy protection of customers' information as its core work and strictly complies with the Personal Information Protection Law of the PRC, the Data Security Law of the PRC, the Internet Security Law of the PRC and other relevant laws and regulations, and has formulated the Information Security and Confidentiality Management System. The Group has established a robust privacy protection mechanism for the collection, storage and retrieval of customer information. All customer information is encrypted and managed by the "400 Hotline Centre" with strict hierarchical permission control and operation traceability management. The Group does not provide customer information to external parties unless it is necessary to do so, and implements point-to-point secure transmission when necessary, ensuring that the information security of our customers is effectively safeguarded during throughout the entire life cycle.

### 2.3.3 維護客戶權益

本集團嚴格遵循《中華人民共和國廣告法》及相關法律法規與國家標準，秉持負責任的市場營銷理念，確保向消費者傳遞準確、全面的產品信息，切實保障其知情權與選擇權。

本集團始終堅持以負責任的態度開展市場營銷，致力於向消費者提供準確、透明的產品信息，充分保障其知情權與選擇權。為此，本集團定期組織面向營銷人員與代理商的月度合規培訓，重點圍繞市場經營規範、競爭法律風險及廣告營銷合規等內容，系統提升團隊專業能力與合規意識。

本集團高度重視合規營銷。本報告期內，本集團通過組織開展合規營銷培訓，全面強化營銷團隊及代理商的合規意識與風險防範能力，為規範市場行為奠定了堅實基礎。

本集團將客戶信息安全與隱私保護作為核心工作，嚴格遵守《中華人民共和國個人信息保護法》、《中華人民共和國數據安全法》、《中華人民共和國網絡安全法》等相關法律法規，並制定了《信息安全與保密管理制度》。在客戶信息收集、儲存、調取等環節，本集團建立了完善的隱私保護機制，通過「400呼叫中心」對客戶信息進行統一加密存儲，並實施嚴格的系統分級授權與操作留痕管理。本集團堅持非必要不對外提供原則，必要時執行點對點安全傳輸，確保客戶信息在全生命週期得到有效保護。



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### 2.4 PROMOTING PRODUCT INNOVATION

The Group takes “making the world use super green energy” as its development mission. Innovation serves as the core driving force for the Group’s sustainable development. The Group remains committed to technology-led growth, continuously optimizing product performance and expanding green energy applications through systematic R&D and forward-looking strategic planning. Its mission is to deliver cleaner, more efficient energy solutions to global partners and users.

#### 2.4.1 Intellectual Property Protection

The Group strictly complies with the Patent Law of the PRC, the Trademark Law of the PRC, the Copyright Law of the PRC and other laws and regulations relating to intellectual property rights, as well as standards and guidelines such as the Guidelines for Patent Examination and the Requirements for Enterprise Intellectual Property Rights Compliance and Management System. The Group continues to use internal regulatory systems such as the Intellectual Property Early Warning Mechanism, the Intellectual Property Emergency Response System, and the Internal Administrative Measures for the Collection and Feedback of Market Information on Patent Protection and the Patent Incentive System to comprehensively promote intellectual property protection.

The Group has established a comprehensive intellectual property protection system and a systematic trademark monitoring mechanism, which significantly improved efficiency through the online approval process. The Group successfully completed 6 trademark monitoring tasks during the Reporting Period and filed legal oppositions or invalidation proceedings against 25 similar or infringing trademarks, thereby effectively safeguarding brand rights and market reputation. Meanwhile, the Group actively cooperates with public security agencies to carry out counterfeit product identification and continues to promote the protection of registered trademarks against infringement. In terms of infringement risk prevention, the Group has enhanced the compliance awareness of the advertising department through special training and established a strict packaging design review process to eliminate infringement at the source and ensure that the intellectual property rights of others are not infringed.

### 2.4 驅動產品創新

本集團以「讓全球都用上超威綠色能源」為使命，將創新作為企業持續發展的核心動力。本集團堅持以技術引領發展，通過系統性研發與前瞻佈局，持續優化產品性能、拓展綠色能源應用場景，致力於為全球合作夥伴與用戶提供更清潔、高效的能源解決方案。

#### 2.4.1 知識產權保護

本集團嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》等知識產權相關法律法規及《專利審查指南》、《企業知識產權合規管理體系要求》等標準指引，並繼續沿用《知識產權預警機制》、《知識產權預警應急制度》、《對專利保護的市場情報收集反饋管理辦法》及《專利獎勵制度》等內部規範制度，全面規範知識產權保護工作。

本集團構建了完善的知識產權保護體系。本集團建立了系統化的商標監測機制，通過線上審批流程顯著提升效率。本報告期內，本集團共完成商標監測6次，並對其中25件近似或侵權商標提出法律異議或無效宣告程序，有效維護了品牌權益與市場聲譽。同時，本集團積極配合公安機關開展假冒產品鑒定工作，持續推進假冒註冊商標的維權行動。在侵權風險防控方面，本集團通過專項培訓提升廣宣部門的合規意識，並建立了嚴格的包裝設計審核流程，從源頭上杜絕侵權行為，確保不侵犯他人知識產權。

## 2. Pioneering with Vision and Leading the Future with Intelligence 銳意開拓，智領未來

To enable all employees to better master skills related to intellectual property protection, the Group has carried out multi-level and multi-dimensional intellectual property training. During the Reporting Period, the Group conducted specialised training sessions for business departments including R&D and Quality Control on topics such as “Intellectual Property Compliance in Advertising and Promotion”, “Patent Mining and Layout Strategy”, “Patent Drafting” and “Patent Search”. In addition, three departmental sharing sessions on intellectual property were held, addressing themes including “Legal Risks and Prevention in Chaowei’s Business Advertising and Promotion”, “Legal Issues Concerning the Valuation of Intellectual Property for Equity Investment” and “Operational Guidelines for External Packaging Review”. Furthermore, the Group continuously promoted intellectual property knowledge through the legal column of its office automation system and published several professional articles to help employees fully grasp key practical points of intellectual property. These efforts helped foster a corporate culture where all employees respect intellectual property and take the initiative to protect it.

During the Reporting Period, the Group achieved significant progress in innovation and intellectual property management. The Power Supply Business Unit successfully obtained ISO 56005 Level 4 certification for “Innovation and Intellectual Property Management Capability,” marking a crucial step forward in establishing an international intellectual property management system.

為了讓全體員工更好地掌握知識產權保護相關技能，本集團開展了多層次、多維度的知識產權培訓工作。本報告期內，本集團面向研發、質量等業務部門開展了《廣宣過程中知識產權的合規》、《專利挖掘與佈局培訓》、《專利撰寫》、《專利檢索》等專題培訓，並組織了3次部門專利知識產權專項分享，涵蓋《超威企業經營廣告宣傳法律風險與防範》、《知識產權入股作價的法律問題》、《外包審核操作指引》等主題。此外，本集團通過公司辦公自動化系統法律專欄持續普及知識產權知識，發佈多篇專業文章，幫助員工深入理解知識產權實務要點，營造全員尊重知識產權、主動保護知識產權的企業文化氛圍。

本報告期內，本集團在創新與知識產權管理領域取得重要進展，電源業務單元成功通過ISO 56005《創新與知識產權管理能力》四級認證，標誌著本集團在構建國際化知識產權管理體系的道路上邁出關鍵一步。



ISO 56005 Level 4 certification for  
“Innovation and Intellectual Property Management Capability”  
ISO 56005《創新與知識產權管理能力》四級認證

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### 2.4.2 Innovations

The Group has continued to promote technological innovation, product innovation and manufacturing innovation to continuously improve the product research and development system and strengthen its technological strength. While striving to promote training of internal professional R&D talents, the Group also cooperates with leading domestic and international universities in technology, including Xi'an Jiaotong University, Nankai University, Hangzhou Dianzi University and Fudan University, establishing R&D cooperation partnerships to further strengthening its innovation capabilities.

### 2.4.2 創新成果

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



#### Joint R&D project on energy storage BMS system with Hangzhou Dianzi University 與杭州電子科技大學開展儲能 BMS 系統聯合研發項目

During the Reporting Period, the Group cooperated with Hangzhou Dianzi University to carry out a R&D project on lead-carbon energy storage battery management and control systems. Focusing on industry standardisation deficiencies and technical bottlenecks, the parties conducted joint research on three major areas: hierarchical BMS hardware architecture, embedded software, and cloud-based algorithms. Through frequent seminars, on-site collaboration, and in-depth field research at energy storage power stations, the team overcame technical challenges including insulation and voltage resistance, successfully built a testing platform, and effectively promoted the engineering application of the lead-carbon energy storage BMS system.

本報告期內，本集團與杭州電子科技大學合作開展鉛炭儲能電池管理及控制系統研發項目。項目聚焦行業標準化不足與技術瓶頸，圍繞分層BMS硬件架構、嵌入式軟件及雲端算法三大方向聯合攻關。團隊通過高頻次研討與現場協同，深入儲能電站實地研究，突破絕緣耐壓等技術難題，成功搭建了測試平台，有效推動了鉛炭儲能BMS系統工程化落地。



#### Industry-university-research cooperation on sodium-ion battery materials with Fudan University 與復旦大學開展鈉電材料產學研合作

The Group has carried out industry-university-research cooperation with Fudan University on key materials for sodium-ion batteries, focusing on the R&D of lithium-supplementing agents and new cathode materials, aiming to improve battery energy density and cycle life from the material source. Through technical collaboration and experimental verification, the parties jointly promoted the optimisation of material performance, providing key support for the industrialisation of next-generation high-performance and low-cost battery technologies.

本集團與復旦大學圍繞鈉離子電池關鍵材料開展產學研合作，重點聚焦補鋰劑與新型正極材料的研發，致力於從材料源頭提升電池能量密度與循環壽命。雙方通過技術協同與實驗驗證，共同推動材料性能優化，為下一代高性能、低成本電池技術的產業化落地提供關鍵支撐。

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As the National Model Enterprise of Technological Innovation (國家技術創新示範企業) and the National Model Enterprise of Intellectual Property (國家知識產權示範企業), the Group has established a comprehensive and well-structured matrix of science and 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, and the Pollution Control Engineering Technology Center of the State Environmental Protection Lead-acid Battery Production and Recycling. Meanwhile, the Group continuously expanded its global R&D footprint and established a number of overseas R&D centers to continuously enhance its global technological innovation capabilities and comprehensive competitiveness.

本集團作為國家技術創新示範企業和國家知識產權示範企業，已構建佈局完整、層級清晰的科技創新平台矩陣，包括國家認定企業技術中心、國家認可實驗室、國家環保工程技術中心、省重點企業研究院、院士工作站、國家級博士後科研工作站以及國家環境保護鉛酸蓄電池生產和回收再生污染防治工程技術中心等。此外，本集團持續推進全球化研發佈局，已在海外設立多家研發中心，不斷增強面向全球的技术創新能力和綜合競爭力。



### Development of low-cost high-voltage sodium iron sulfate cathode materials 低成本高電壓硫酸鐵鈉正極材料開發

During the Reporting Period, the Group successfully developed a full-process dry preparation process for sodium iron sulfate cathode materials. This process overcame industrialisation challenges such as agglomeration during dry ball milling, and significantly reduced three-waste emissions, making it more environmentally friendly and safer. The developed material features a rated voltage of 3.7V, a specific energy of 104Wh/kg for full cells, and a cycle life of more than 2,000 times, laying a solid material foundation for the development of low-cost, high-voltage sodium-ion batteries.

本報告期內，本集團成功開發了硫酸鐵鈉正極材料的全流程乾法製備工藝。該工藝攻克了乾法球磨板結等產業化難題，三廢排放顯著降低，更加環保安全。所開發材料額定電壓達3.7V，全電池比能量達104Wh/kg，循環壽命超過2,000次，為開發低成本、高電壓的鈉離子電池打下了堅實的材料基礎。



### Large-scale application of 48V Lead-Carbon energy storage systems in communication base stations 48V 鉛炭儲能系統在通信基地的規模化應用

During the Reporting Period, the Group's self-developed 48V lead-carbon energy storage and integration system was successfully applied to communication base stations in Taizhou (in Zhejiang Province), Langfang (in Hebei Province) and other regions. The system integrates active equalisation BMS, bidirectional DCDC modules and a cloud management platform, enabling "charging during off-peak hours and discharging during peak hours" with a backup power response time of less than 20 milliseconds. With a conversion efficiency of over 86%, the system provides a replicable model for improving power supply reliability and supports the construction of a new-type power system.

本報告期內，本集團自研的48V鉛炭儲能儲備一體化系統成功應用於浙江台州、河北廊坊等地的通信基地。該系統融合主動均衡BMS、雙向DCDC模塊及雲端管理平台，具備「谷時充電、尖峰放電」的運行能力，備電響應時間小於20毫秒。該系統轉換效率超過86%，為提升供電可靠性的提供了可複製的範式，助力新型電力系統建設。

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

The Group integrates environmental protection principles into its production and operations, and continuously improves its environmental management system. To achieve energy conservation, emissions reduction, and resource efficiency, the Group actively explores and implements environmental management initiatives. Meanwhile, the Group identifies climate change-related risks and develops response strategies to enhance environmental risk management capabilities and advance the implementation of green development objectives.

#### 3.1 SOUND ENVIRONMENTAL MANAGEMENT

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

##### 3.1.1 Environmental Management System

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

The Group has formulated programmatic documents such as the Safety and Environmental Protection Inspector Supervision Management System, the Chaowei Group Occupational Health Management System, and the Chaowei Group Monitoring and Management System to ensure the effective operation of the environmental management system. Meanwhile, the Group strictly enforces the Environmental Management System Compilation of the Group's subsidiaries to ensure effective implementation of environmental management requirements and improve environmental management efficiency.

本集團將環境保護理念融入生產運營，不斷完善環境管理體系。為實現節能減排與資源節約，本集團積極探索並落實環境管理舉措。同時，本集團同步識別氣候變化相關風險並制定應對方案，以提升環境風險應對能力，推進綠色發展目標落地。

#### 3.1 健全環境管理

本集團以綠色運營與可持續發展為導向，致力於構建完善的環境管理體系。為落實階段性管理成果，本集團設定了排放量、能源使用效益、減少廢棄物和用水效益等環境目標。本集團積極應用科學管理手段，並持續推動技術創新，以優化資源利用效率以降低環境影響，構建低碳、高效、環保的生產模式。

##### 3.1.1 環境管理體系

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《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。同時，本集團嚴格執行《集團子分公司環保管理制度匯編》，確保環境管理要求的有效落實，並提升環境管理效率。

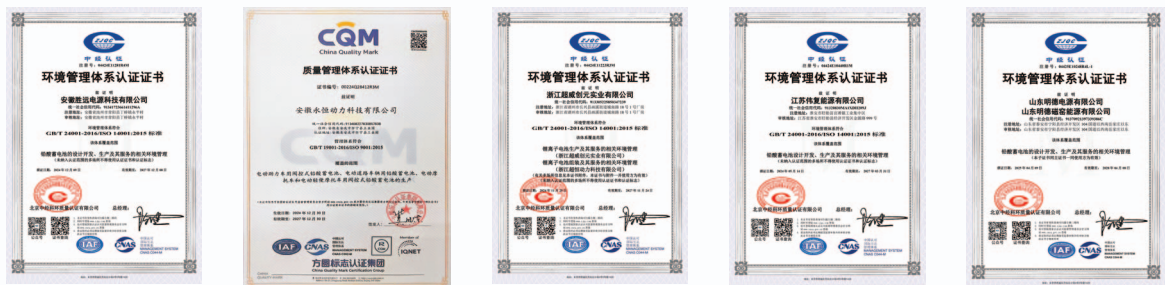
### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

The Group has established an Environmental Protection Department to centrally manage environmental affairs across all subsidiaries and branches. Corresponding Safety and Environmental Protection Sections have been set up at the subsidiary and branch levels, staffed by professional managers responsible for environmental management work. The Group monitors environmental developments at subsidiaries and branches through weekly reports and meetings, collects monthly environmental assessment forms, and organises quarterly summary meetings to exchange environmental information.

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 and branches of the Group had obtained ISO 14001 environmental management certification certificates.

本集團通過設立環保部以統籌管理各子分公司環境事宜，並在子分公司層面對應設立安環科，由專業管理人員開展環境管理工作。本集團以週報和週例會形式，了解子分公司環保動態，並每月收集子分公司環保考核表，每季度組織季度總結會議，交流環保事宜。

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，本集團除兩家子公司正在進行環境管理體系證書考核外，其他子分公司均取得ISO 14001環境管理認證證書。



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

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

The Group conducts regular internal and external environmental management audits to assess the effectiveness of the environmental management system. To enhance the operational efficiency of the system, the Group continuously advances the identification and rectification of environmental risk points, ensuring that environmental governance standards meet industry benchmarks and regulatory requirements.

本集團定期執行內外部環境管理審核，檢查環境管理體系的有效性。為提升體系運行效能，本集團持續推進對環境風險點的識別和整改，確保環境治理水平符合行業標準與監管要求。



#### 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; apply or control significant 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；確定評價重要環境因素的方法和準則；更新識別出的重要環境因素；實施對重要環境因素的應用或控制



#### Compliance assessment 合規性評估

Perform bi-annual assessment of compliance with laws, regulations and other requirements and keep effective records

每半年一次對法律法規和其他要求進行定期評價遵循情況，進行有效記錄



#### Emergency preparation and response 應急準備和響應

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

建立應急程序和應急預案，並通過定期進行應急演練，評價其程序和其預案的可行性



#### Operational planning and control 運行策劃和控制

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

依據環境管理相關制度文件，制定相關方控制、廢棄物和有害物質控制、資源能源控制等制度；依據規章制度對垃圾進行合理處置以及分類管理，並留存廢棄物處理記錄、廢棄物分類處理處置記錄

Environmental Management Audit of the Group  
本集團環境管理審核

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

The Group conducts environmental impact assessment regularly to closely monitor the impact of its production and operation on the surrounding environment. During the Reporting Period, the Group organised several environmental protection assessments to carry out organised and unorganised emission monitoring, as well as water and soil sampling tests in and around the factories of its subsidiaries and branches, and commissioned third parties to analyse and test the collected samples to ensure that pollutants meet discharge standards. To address the risk of unorganised emissions, the Group adopts enclosed systems and negative pressure extraction technology to implement organised purification treatment for lead dust (fumes), thereby reducing environmental impacts.

The Group attaches importance to the promotion and practice of environmental protection, and enhances the green awareness and environmental protection initiatives of all employees by conducting environmental protection training. During the Reporting Period, the Group organised environmental management personnel from subsidiaries and branches to participate in environmental training sessions, including “Environmental Incident Case Studies” and specialised training on the Environmental Protection Law of the People’s Republic of China. These initiatives strengthened employees’ compliance awareness and enhanced their practical ability to conduct environmental protection work in accordance with the law. In addition, to enhance employees’ environmental protection awareness and operational skills, each subsidiary arranged its own environmental protection training, covering topics such as interpretation of environmental laws and regulations, maintenance of environmental protection equipment and hazardous waste management.

#### 3.1.2 Environmental Objectives

The Group has no issue in sourcing water that is fit for purpose. To fulfill its commitment to green development, the Group has set environmental objectives in the areas of greenhouse gas emission reduction, energy efficiency, waste management and water efficiency, while defining directions for management improvement. The Group breaks down these targets and implements environmental management initiatives across all production and operation fronts, continuously improving environmental performance.

本集團定期開展環境影響監測，嚴密監測生產運營過程中自身對於廠區周邊環境的影響。本報告期內，本集團組織數次環境監測，對子分公司廠區及周邊進行有組織、無組織、水樣、土樣監測，並委託有資質的第三方機構對採樣樣本進行化驗，確保污染物達標排放。其中，針對無組織排放風險，本集團應用封閉系統及負壓抽氣技術，對鉛塵(煙)進行有組織淨化處理，減輕環境影響。

本集團重視環保理念宣貫，通過開展環境保護培訓，增強全體員工的綠色意識和環保行動力。本報告期內，本集團組織子分公司環保管理人員開展《環保事故案例分享》及《中華人民共和國環境保護法》法規專項培訓等環保培訓宣貫，強化員工合規意識，提升其依法開展環保工作的實操能力。此外，為提升員工的環保意識和操作技能，各子分公司自行組織環境管理培訓，內容涵蓋環境法律法規解讀、環保設備維護、危險廢棄物規範化管理等主題。

#### 3.1.2 環境目標

本集團在採購適合的用水方面並無任何障礙。為履行綠色發展承諾，本集團設定了溫室氣體減排、能源使用效益、廢棄物管理及用水效益等環境目標，並確立管理改進的方向。本集團將目標拆解，並在生產運營的各個環節落實環境管理舉措，不斷改進環境表現。



### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展



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

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.2 STRENGTHENING THREE-WASTE MANAGEMENT AND CONTROL

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 continuously refines its environmental management system and strictly controls pollutant and waste emissions. By adopting advanced pollution control technologies and equipment, the Group maintains ongoing monitoring of all emission data while continuously optimising environmental protection measures to promote green operations and sustainable development.

##### 3.2.1 Exhaust Gas Emission Management

The major air pollutants generated by the Group during the production process include lead and its compounds, acid mist, nitrogen oxides, sulphur dioxide, greenhouse gases, particulate matter, volatile organic compounds, etc, all of which are discharged in accordance with the standards during the Reporting Period. The Group has adopted targeted treatment measures for lead dust, sulphuric acid mist and other exhaust gases generated during casting plate, cast welding, ball milling, brushing and discharging processes to reduce exhaust gas emission. The Group has deployed advanced environmental protection treatment systems for each production process and gradually replaced the traditional "gravity casting" process with the integrated casting, rolling, stamping and coating technology. The new process eliminates highly polluting production steps such as grid casting, plate brushing and pasting, reduces the generation of lead smoke and lead slag, and achieves a green and intensive upgrade of the production flow.

#### 3.2 強化三廢管控

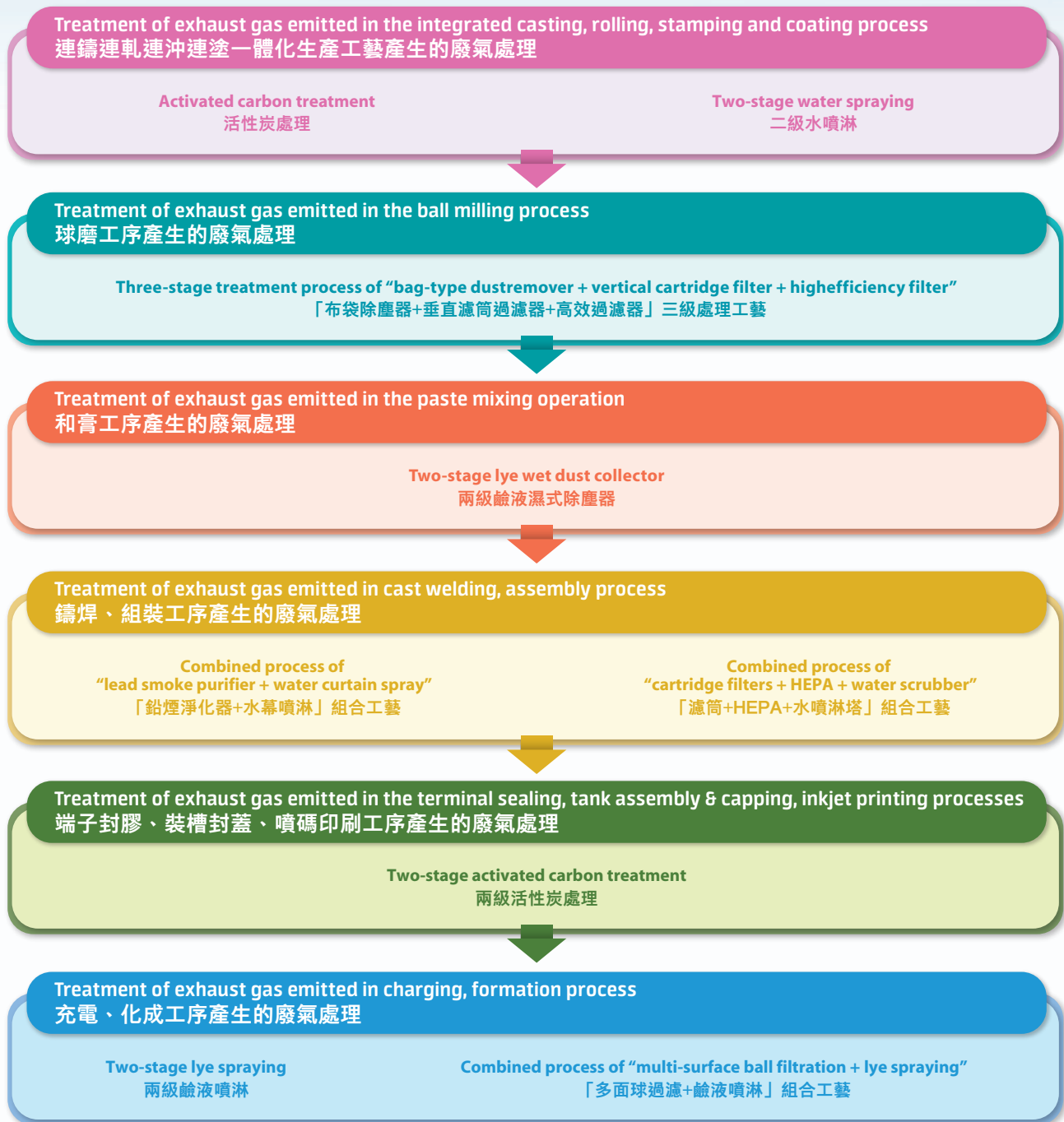
本集團嚴格遵守《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物環境防治法》、《中華人民共和國水污染防治法》等法律法規開展污染物管理工作，踐行綠色生產。本集團持續完善環境管理體系，嚴格控制污染物和廢棄物排放。本集團引入先進污染控制技術和設備，持續監測各項排放數據，並不斷優化環保措施，持續推動綠色運營與可持續發展。

##### 3.2.1 廢氣排放管理

本集團在生產過程中產生的主要氣體污染物包括鉛及其化合物、酸霧、氮氧化物、二氧化硫、溫室氣體、顆粒物、揮發性有機物等。本報告期內，氣體污染物均實現達標排放。本集團針對鑄板、鑄焊、球磨、分刷片、包片等多道工序產生的鉛塵及硫酸霧等廢氣採取差異化治理措施，以削減廢氣排放濃度。本集團為各工序配置先進的環保處理系統，並逐步應用「連鑄連軋連沖連塗一體化」工藝替換傳統的「重力澆鑄工藝」。新工藝取消了鑄板、分刷片、塗板等重污染排放工序，減少了鉛煙與鉛渣的產生，實現了生產流程的綠色化、集約化升級。



### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展



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

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### Exhaust Gas Emission of the Group

##### 本集團廢氣排放情況

Indicator 指標名稱		Unit 單位		2025 二零二五年
Total exhaust gas emission	廢氣排放總量	10,000 cubic meters	萬立方米	4,683,332.29
Volatile organic compounds	揮發性有機物	tonnes	噸	0.86
Nitrogen oxides	氮氧化物	tonnes	噸	15.78
Sulfur oxides	硫氧化物	tonnes	噸	4.16
Particulate matter	顆粒物	tonnes	噸	6.76

#### 3.2.2 Wastewater Discharge Management

The Group strictly implements relevant laws, regulations and standards on wastewater pollution prevention and control to effectively manage wastewater treatment facilities and control wastewater discharge. The major types of wastewater generated by the Group include sewage generated in the production process (including initial rainwater), and domestic sewage.

The Group actively implements wastewater classification collection and treatment procedures to enhance wastewater treatment efficiency. Domestic sewage is treated through biochemical processes and meets discharge standards before being transferred to sewage treatment plants for further processing. Meanwhile, the Group employs neutralisation, coagulation and sedimentation, inclined plate sedimentation, secondary adsorption filtration, and membrane system treatment processes for production workshop wastewater, wastewater from exhaust gas treatment, initial rainwater, and lead-containing wastewater from laundry and bathing facilities, ensuring pollutant discharge compliance. By reusing a portion of treated wastewater in production processes, the Group has improved water utilisation efficiency.

#### 3.2.2 廢水排放管理

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

本集團積極落實廢水分類收集及處理程序，提升廢水處理效率。本集團對生活污水採取生化處理工藝，達到接管標準後，交由污水處理廠處理。同時，本集團對生產車間廢水、廢氣處理廢水、初期雨水及洗衣洗浴含鉛廢水，採取中和、混凝沉澱、斜板沉澱、二級吸附過濾、膜系統處理工藝，實現污染物達標排放。本集團通過將部分處理後的廢水回用於生產環節，實現用水效能的提升。

#### Wastewater and Major Water Pollutant Emissions of the Group

##### 本集團廢水及主要水污染物排放情況

Indicator 指標名稱		Unit 單位		2025 二零二五年
Total wastewater emission	廢水排放總量	cubic meter	立方米	1,397,195.36
Chemical Oxygen Demand (COD) emission	化學需氧量排放量	tonnes	噸	34.36
Ammonia nitrogen emission	氨氮排放量	tonnes	噸	4.58



### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.2.3 Waste Disposal Management

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

The Group has fully integrated resource recycling and waste reduction at source into its solid waste management system. To minimise resource depletion, the Group promotes cascading resource recycling through technological innovation, achieving reuse of materials such as waste acid, lead slugs, and electrode sheets generated during production. For hazardous solid waste that cannot be recycled at the source, the Group has established a comprehensive control system encompassing “segregated collection, designated storage, ledger management and qualified disposal”. It entrusts professionally qualified third-party entities to handle such waste, ensuring the compliant disposal of such waste.

To enhance waste management awareness across all employees, the Group’s subsidiaries and branches have organised specialised training sessions on legal regulations and waste management, promoting operational procedures for waste handling. Among these, Hebei Yongxu Power Co., Ltd., a subsidiary of the Group, has formulated an annual hazardous waste pollution prevention training plan covering key contents such as current hazardous waste management regulations, management systems, and standardised practices, to ensure that employees fully grasp and correctly implement hazardous waste management regulations.

#### 3.2.3 廢棄物排放管理

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。

本集團將資源循環利用與源頭減廢理念全面融入固體廢棄物管理體系。為降低資源損耗，本集團通過技術革新推動資源梯次循環，實現了對生產過程中產生的廢酸、鉛掛條及極片等材料的回用。對於無法在源頭回用的危險固廢，本集團建立了「分類收集、專區存放、台賬管理、資質處置」的全流程管控體系，並委託具備合規資質的第三方單位進行專業處置，確保固廢合規處置。

為增強全員廢棄物管控意識，本集團各子分公司組織開展法律法規解讀及廢棄物專項培訓，普及廢棄物管理操作規程。其中，本集團子公司河北永旭電源有限公司制定了年度危險廢物污染防治培訓計劃，涵蓋危險廢物管理現行法規、危險廢物管理制度、危險廢物規範化管理等重點內容，確保員工對危險廢物管理規定的全面了解和正確執行。

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展



#### Environmental safety awareness promotion 環境安全意識宣貫

During the Reporting Period, Shandong Mingde Power Co., Ltd., a subsidiary of the Group, organised all employees to watch the “Environmental Safety Warning Video on Hazardous Waste” to enhance their knowledge and skills in hazardous waste management. The programme standardised the whole-process management of hazardous waste including collection, classification, storage, packaging, transportation and utilisation, and promoted the “Reduction, Waste-to-resource and Harmlessness” treatment and management of hazardous waste.

本報告期內，本集團子公司山東明德電源有限公司組織全員觀看《危險廢物環境安全警示教育片》，有效提升員工的危廢管理知識和技能，規範危險廢物的收集、分類、貯存、包裝、運輸及利用等全過程管理，推動危險廢物「減量化、資源化和無害化」目標落地。



#### Solid Waste Generation of the Group 本集團固體廢棄物產生情況

Indicator 指標名稱		Unit 單位		2025 二零二五年
Total amount of non-hazardous waste	無害廢棄物總量	tonnes	噸	1,689.32
Non-hazardous waste emission density	無害廢棄物排放密度	tonnes/RMB10,000 revenue	噸/萬元營收	0.00031
Total amount of hazardous waste	有害廢棄物總量	tonnes	噸	81,230.38
Hazardous waste emission density	有害廢棄物排放密度	tonnes/RMB10,000 revenue	噸/萬元營收	0.01



### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.3 PROMOTING RESOURCE CONSERVATION

The Group strictly abides by the Water Law of the PRC and the Law on Promoting Clean Production of the PRC and other relevant laws and regulations, and is committed to optimising resource allocation through systematic resource management.

##### 3.3.1 Energy Management

The Group strictly abides by the Law on Energy Conservation of the PRC and the Renewable Energy Law of the PRC, and has formulated and implemented systems such as the Energy Saving Management System and the Energy Measuring Management System, making unremitting efforts to improve its energy management system and promote energy conservation and carbon emission reduction, laying a solid foundation for green and low-carbon operations.

The energy consumed by the Group includes electricity, diesel, gasoline, natural gas and purchased steam. The Group has implemented automated and continuous process upgrades at its production bases, fully adopting integrated casting, rolling, stamping, and coating production lines. It has also promoted automation in assembly production, significantly improving output efficiency while effectively reducing pollution and energy consumption. For high-power and energy-intensive equipment, the Group adopts variable frequency drive technology to reduce power consumption and improve energy efficiency.

#### 3.3 推進資源節約

本集團嚴格遵守《中華人民共和國水法》及《中華人民共和國清潔生產促進法》等相關法律法規，通過系統化的資源管理程序，持續優化資源使用效率。

##### 3.3.1 能源管理

本集團嚴格遵守《中華人民共和國節約能源法》和《中華人民共和國可再生能源法》等法律法規，制定並落實《節能管理制度》及《能源計量管理制度》，持續完善能源管理體系，積極推進節能降碳，為實現綠色低碳運營夯實基礎。

本集團所使用的能源包括電力、柴油、汽油、天然氣和外購蒸汽。本集團在生產基地落實自動化與連續化工藝升級，全面採用連鑄連軋連沖連塗生產線工藝，並推動組裝生產自動化，在大幅提升產出效率的同時，有效減少污染產生與能源消耗。對於大功率及高耗能設備，本集團應用變頻調節技術，減少設備電耗，提升能源使用效率。

**Energy Consumption of the Group**  
本集團能源消耗情況

Energy Consumption Indicators 能源消耗指標		Unit 單位	2025 二零二五年	
Aggregate direct energy Consumption	直接能源消耗總量	tonnes of standard coal	噸標準煤	57,751.36
Aggregate indirect energy consumption	間接能源消耗總量	tonnes of standard coal	噸標準煤	231,235.30
Aggregate comprehensive energy consumption	綜合能源消耗總量	tonnes of standard coal	噸標準煤	288,986.66
Comprehensive energy consumption intensity	綜合能源消耗密度	tonnes of standard coal/ RMB10,000 revenue	噸標準煤/ 萬元營收	0.05
<b>Direct Energy</b>	<b>直接能源</b>			
Diesel	柴油	tonnes	噸	570.88
Gasoline	汽油	tonnes	噸	41.62
Natural gas	天然氣	10,000 cubic meters	萬立方米	3,514.89
<b>Indirect Energy</b>	<b>間接能源</b>			
Purchased electricity	外購電力	10,000 kWh	萬千瓦時	186,783.03
Purchased heat	外購熱力	tonnes	噸	147,327.36

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.3.2 Resources Management

The Group integrates green development principles into its entire operation. Focusing on key areas such as water conservation and sustainable packaging materials, the Group implements environmental strategies through concrete actions, demonstrating its unwavering commitment to environmental responsibility.

The Group has established a stringent management system to regulate the use of water resources. Since being recognised as a “Water-saving Enterprise”, the Group has followed the guidelines and requirements of the local water conservation office and used an online platform to implement monthly allocation of the annual water quota and real-time monitoring of water consumption, to ensure the rational and efficient use of water resources.

The Group implements water resource metering and dynamic monitoring. To improve the accuracy of water use supervision and reduce system loss, the Group maintains water use ledgers and installs water flow metering devices to monitor and rectify water leakage and waste. Based on the above measures, the Group implements regional responsibility allocation, daily inspections and rectification for water conservation, thereby reducing the risk of water resource loss. During the Reporting Period, the Group did not encounter any problems in accessing water resources.

In addition, the Group continues to promote water-saving technologies and recycling processes to improve resource utilisation efficiency. To reduce resource consumption and wastewater discharge, the Group actively adopts water-saving fixtures, implements cleaner production practices and constructs wastewater reuse systems to improve water efficiency. Furthermore, through water conservation policy promotion and technical training, the Group summarises and promotes water-saving practices to enhance water conservation awareness among all employees.

#### 3.3.2 資源管理

本集團將綠色發展理念融入運營全過程。本集團聚焦水資源保護、包裝材料可持續利用等關鍵領域，以切實行動貫徹環保戰略，履行對環境責任的堅定承諾。

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

本集團落實水資源計量與動態監控程序。為提升用水監管精確度並減少系統損耗，本集團建立用水台賬，並配置水流量計量器具，對水資源跑冒滴漏現象進行監控整改。在此基礎上，本集團劃分區域責任並執行每日節水情況巡檢整改，降低水資源流失風險。本報告期內，本集團未在求取水源方面有相關問題。

此外，本集團持續推廣節水技術與循環工藝，以提升資源利用效率。為降低資源損耗並縮減污水排放，本集團積極採用節約型用水器、推行清潔生產，並建設污水回用系統，提高用水效率。此外，本集團通過開展節水政策宣貫與技術培訓，總結推廣節水經驗，提升全體員工節水意識。



### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### Use of Water Resources of the Group 本集團水資源使用

Water Use Indicators 水資源使用指標		Unit 單位		2025 二零二五年
Total water consumption	總用水量	10,000 tonnes	萬噸	513.17
Water consumption intensity	耗水密度	tonnes/RMB10,000 revenue	噸／萬元營收	0.94

The packaging materials used by the Group include plastic shells and separator paper. To improve recycling rates and reduce resource consumption, the Group continuously optimises packaging material structures and increases the proportion of recyclable and biodegradable materials used. Meanwhile, the Group implements categorised management and reuse of returned materials in the recycling process, effectively reducing resource consumption and waste.

本集團所使用的包裝材料包括塑殼和隔板紙。為提升循環利用率並降低資源損耗，本集團持續優化包裝材料結構，提高可循環與可降解材料的應用比例。同時，本集團在回收環節對返廠材料實施分類管理與再利用，有效降低資源損耗與浪費。

#### Use of Packaging Materials of the Group 本集團包裝材料使用

Use of Packaging Materials Indicators 包裝材料使用指標		Unit 單位		2025 二零二五年
Total packing materials consumption	總包裝材料消耗量	tonnes	噸	20,419.09
Packaging Materials Consumption Intensity	包裝材料消耗密度	tonnes/RMB10,000 revenue	噸／萬元營收	0.004

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.3.3 Green Office

The Group integrates environmental protection requirements into its administrative operations, continuously establishes a green office management system and reduces energy loss in daily operations. To enhance environmental awareness among all employees and optimise resource utilisation efficiency, the Group strictly implemented the “Measures for Energy Conservation Management of Chaowei Group’s Headquarters”, which clarified the energy conservation objectives and implementation paths of the headquarters, and strengthened the promotion of green and low-carbon operations

The Group integrates green principles into daily operations, continuously reinforces green office practices, and encourages employees to translate energy and water conservation awareness into concrete actions to jointly promote the sustainable development of the enterprise.

#### 3.3.3 綠色辦公

本集團將環境保護要求落實於行政運營，在降低日常運行能效損耗的同時，持續構建綠色辦公管理體系。為提升全員環保意識並優化資源利用效率，本集團嚴格執行《超威集團總部節能管理辦法》，明確辦公區域節能目標與實施路徑，強化推動綠色低碳運營。

本集團將綠色理念貫穿於日常運營，持續加強綠色辦公精神宣貫，鼓勵員工將節能節水意識轉化為具體行動，共同推動企業可持續發展。

##### Promote 6S management of offices and conduct regular inspection and feedback

推進辦公6S管理，定期進行檢查反饋

##### Post labels for water saving, electricity saving and paper saving

張貼節約用水、節約用電、節約用紙等標示

##### Establish code of practice for water and electricity safety inspection and arrange dedicated personnel to conduct inspections of electrical facilities and equipment

建立水電安全巡查規範，安排專人進行用電設施設備巡查

##### Promoting paperless office by launching online office

提倡無紙化辦公，推行在線辦公

##### Maximise the utilisation of office assets, coordinate the assets of each subsidiary and branch (office furniture, supplies, etc.), recycle, segregate, and allocate them for reuse

辦公資產利用最大化，統籌各子分公司資產（辦公傢俱、物資等），進行回收分類，調撥再利用

##### Revise the “Regulations on the Use of Headquarters Official Vehicles” optimise vehicle utilisation plans, and replace high-energy-consumption vehicles

完善《總部用車管理辦法》，優化用車方案，替換高能耗車輛



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

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### 3.4 RESPONDING TO CLIMATE CHANGE

The Group fully recognises the challenges and opportunities brought by climate change to the global environment and its own operations. It continuously improves its climate governance system, actively identifies and manages climate change risks and opportunities, and develops and implements corresponding climate adaptation and mitigation measures.

##### Governance

The Group has established a three-tier climate change governance structure comprising the Board, the Social Responsibility Committee, and the Investor Relations Department. The Board of the Group serves as the highest decision-making body for climate change matters, and is responsible for formulating policies, strategies, supervising their implementation, and bearing overall responsibility for climate change initiatives. The Social Responsibility Committee leads the climate change response initiatives of the Group, comprehensively coordinating and supervising all activities of the Investor Relations Department to ensure effective implementation of risk and opportunity management, objectives, and strategies. The Investor Relations Department is responsible for specific tasks including climate change risk identification, data collection and analysis, risk management, and response measures. It regularly reports progress to the Social Responsibility Committee to ensure effective implementation of all initiatives.

##### Strategy

The Group continuously monitors the progress and effectiveness of climate-related action plans, and has conducted systematic risk assessments and emergency drills for sudden climate risks such as snowstorms in northern regions and coastal flooding. It has also increased climate risk insurance coverage for relevant production and operational assets to mitigate potential property losses. In response to challenges arising from the green and low-carbon transition, the Group continues to increase investment in resource conservation, energy-saving technological transformation and green technology R&D, actively driving the transformation toward green and low-carbon operational models. Meanwhile, the Group regards green product development and promotion as an important growth opportunity, focuses on creating competitive green products and takes the lead in establishing a comprehensive recycling and management system covering the entire product life cycle to achieve green and sustainable development. The Group plans to conduct periodic reviews of its various climate actions as part of its ongoing work and will disclose relevant progress based on actual circumstances.

#### 3.4 應對氣候變化

本集團充分認識到氣候變化對全球環境及公司運營帶來的挑戰與機遇，持續完善氣候治理體系，積極開展氣候變化風險與機遇的識別與管理，並制定和實施相應的氣候適應與減緩措施。

##### 治理

本集團已構建由董事會、社會責任委員會、投資者關係部共同組成的三級氣候變化治理架構。其中，本集團董事會作為氣候變化事務的最高決策者，負責制定方針、策略、目標並監督進度，對氣候變化工作全面負責。社會責任委員會主導本集團氣候變化應對事務，全面協調並監督投資者關係部各項工作，確保風險及機遇、目標和策略等得到有效實施。投資者關係部則負責氣候變化的風險識別、數據統計分析、風險管理與應對等具體工作，並定期向社會責任委員會匯報進展，確保工作得到有效實施。

##### 策略

本集團持續跟蹤氣候相關行動計劃的執行進度與實施效果，針對北方暴雪、沿海洪澇等突發性氣候風險，本集團已開展系統性風險評估與應急演練，並提升相關生產與經營資產的氣候風險保險覆蓋率，以降低潛在財產損失。在應對綠色低碳轉型帶來的挑戰方面，本集團持續加大資源節約、節能技術改造與綠色技術研發投入，積極推動企業向綠色低碳運營模式轉型。同時，本集團也將綠色產品研發與推廣視為重要發展機遇，著力開發具有競爭力的綠色產品，並率先構建覆蓋產品全生命週期的回收與管理體系，以實現綠色可持續發展。本集團計劃在後續工作中對各項氣候行動進行階段性回顧，並結合實際情況就相關進度進行披露。

### 3. Building a Green Ecosystem for Sustainable Development 生態共建，綠動發展

#### Risk Management

The Group attaches great importance to climate change-related risks and regards such risks as a key focus of corporate risk management. It regularly assesses climate-related risk factors and their potential impacts, develops response strategies in line with business realities and in collaboration with all departments, and systematically establishes a management framework to address climate change challenges.

#### Indicator and Objective

The Group is committed to the path of green and low-carbon development, and continuously promotes energy conservation, emission reduction and resource efficiency improvement. During the Reporting Period, the Group further clarified its low-carbon development objectives and achieved effective progress in greenhouse gas emission reduction. The Company conducts real-time monitoring of greenhouse gas emission data and discloses it in a timely manner to ensure the traceability of emission reduction processes and the achievability of targets. Furthermore, the Group will gradually implement internal carbon pricing and integrate emission reduction targets into various management decisions to drive the implementation of carbon reduction initiatives.

#### 風險管理

本集團高度重視氣候變化相關風險，將其作為公司風險管控的重點內容。本集團定期評估氣候相關風險因素及其潛在影響程度，並結合業務實際與各部門協同制定應對策略，系統構建應對氣候變化挑戰的管理機制。

#### 指標及目標

本集團始終堅守綠色、低碳的發展道路，持續推進節能減排與資源效率提升。本報告期內，本集團進一步明確低碳發展目標，並在溫室氣體減排方面取得有效進展。公司對溫室氣體排放數據開展常態化監測，並及時對外披露，確保減排進程可追蹤、目標可達成。此外，本集團未來將逐步推動內部碳定價工作，並將減排目標融入各項管理決策中，推動減碳工作的落實。

**GHG Emission of the Group** <sup>Note</sup>  
本集團溫室氣體排放情況<sup>註</sup>

Greenhouse gas (GHG) emissions indicator 溫室氣體排放指標		Unit 單位		2025 二零二五年
Scope 1 GHG emission	範圍一溫室氣體排放量	tonnes CO <sub>2</sub> e	噸二氧化碳當量	77,887.61
Scope 2 GHG emission	範圍二溫室氣體排放量	tonnes CO <sub>2</sub> e	噸二氧化碳當量	1,296,971.70
Scope 3 GHG emission	範圍三溫室氣體排放量	tonnes CO <sub>2</sub> e	噸二氧化碳當量	133,263.23
Total GHG emissions (Scope 1 & Scope 2)	溫室氣體排放總量 (範圍一及範圍二)	tonnes CO <sub>2</sub> e	噸二氧化碳當量	1,374,859.31
GHG emission intensity (Scope 1 & Scope 2)	溫室氣體排放密度 (範圍一及範圍二)	tonnes CO <sub>2</sub> e/ RMB10,000 revenue	噸二氧化碳當量/萬元營收	0.25

Note: The Company's measurement methodologies, input data and relevant assumptions for GHG emissions are mainly based on the Greenhouse Gas Accounting Protocol: Corporate Accounting and Reporting Standard (2004) and other commonly used accounting frameworks. The operational control approach is adopted, taking into account data availability, to reasonably reflect the Company's overall emissions across Scopes 1, 2 and 3. Scope 3 GHG emissions cover three major categories: purchased goods, business travel, and employee commuting. Key assumptions for the calculations include the use of the latest available emission factors, accurate and reliable measurement facilities, and robust internal recording processes, thereby ensuring the accuracy and comparability of the calculated results.

註：本公司溫室氣體排放的計量方法、輸入資料及相關假設，主要依據《溫室氣體核算體系：企業核算與報告標準（2004年）》及其他通用的核算框架，採用運營控制權法並結合數據可獲取條件，以合理反映本公司範圍一、二及三的整體排放水平。其中，範圍三溫室氣體排放涵蓋外購商品、商務旅行及員工通勤三大類別。計算的核心假設包括選用最新可獲得的排放因子、計量設施及內部記錄流程準確可靠等，從而確保計算結果的準確性、可比性。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

The Group believes that human capital is an important strategic resource for sustainable corporate development. Through a fair talent recruitment system, a competitive salary incentive mechanism, a scientific and reasonable training system, transparent and compliant promotion channels, and a healthy and friendly working environment, the Group protects the basic rights and interests of employees, enhances their sense of belonging, and strives to create an environment where employees and the enterprise grow together.

### 4.1 PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

The Group continuously refines its employee management systems, respecting and safeguarding the legitimate rights and interests of every employee. It offers competitive compensation and benefits, conveying support and care to deliver care and support to its employees, enhance their sense of belonging and loyalty, and achieve mutual success for the enterprise and its employees.

#### 4.1.1 Diverse Employment

The Group strictly abides by the Labour Law of the PRC, the Labour Contract Law of the PRC and other laws and regulations, and has formulated and implemented internal human resources management systems such as Staff Handbook of Chaowei Power Group Co., Ltd., Social Recruitment Management Measures and Background Investigation Implementation Rules which explicitly prohibit the employment of child labor, forced labor, and any form of workplace discrimination or harassment. The Group firmly rejects any discrimination based on gender, age, educational background, region, nationality, race, or religious belief with a view to providing equal employment and promotion opportunities to all employees. As at the end of the Reporting Period, the Group had a total of 13,585 employees. Women accounted for 5.88% of senior management positions, 730 employees were from ethnic minorities, and 131 employees were disabled employees, while the average monthly employee turnover rate was 2.90%.

本集團深信人力資本是企業可持續發展的重要戰略資源。為本集團構建了公正的人才招聘體系、有競爭性的薪酬激勵機制、科學合理的培訓體系、透明合規的晉升通道以及健康友好的工作環境，有效保障員工基本權益，增強員工歸屬感，支持員工與企業共同成長。

### 4.1 夯實員工權益

本集團持續完善員工管理相關制度，尊重並保障每位員工的合法權益。本集團提供具有競爭力的薪酬和福利，向員工傳遞支持與關懷，增強員工的歸屬感和向心力，實現企業與員工的共贏。

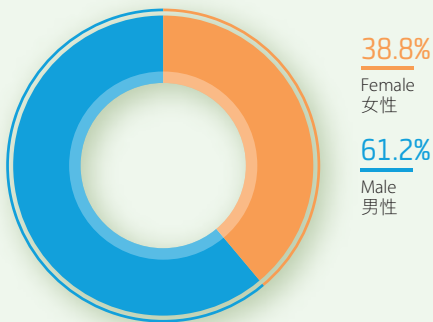
#### 4.1.1 多元僱傭

本集團嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，制定並執行《超威電源集團有限公司員工手冊》、《社會招聘管理辦法》及《背景調查實施細則》等內部人力資源管理制度，明確禁止僱傭童工、強制勞動及任何形式的職場歧視與騷擾。本集團堅決反對任何因性別、年齡、學歷、地域、國籍、種族及宗教信仰等而發生的歧視行為，致力於為全體員工提供平等的就業與晉升機會。截至本報告期末，本集團員工總數為13,585人，女性高級管理層人數佔高級管理層總人數的5.88%，少數民族員工730人，殘障員工131人；每月平均僱員流失率為2.90%。

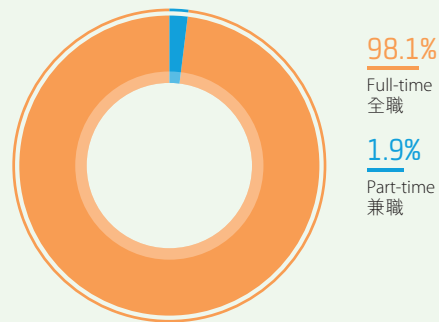
## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### Employee composition 僱員組成情況

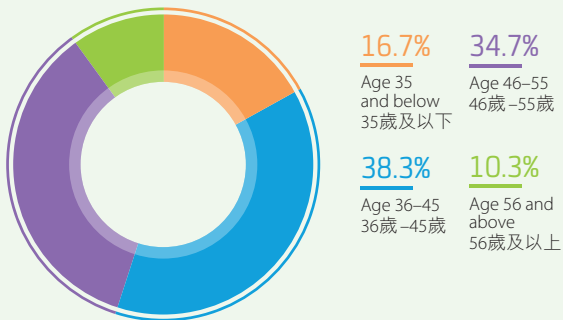
By gender  
按性別劃分



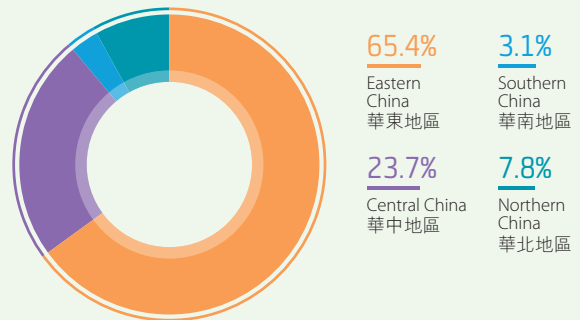
By employment type  
按僱傭類型劃分



By age group  
按年齡組別劃分

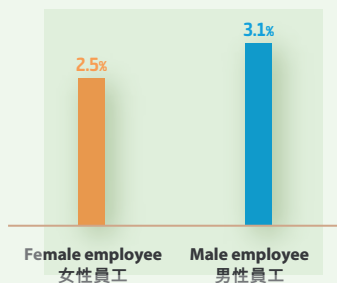


By geographical region  
按地區劃分

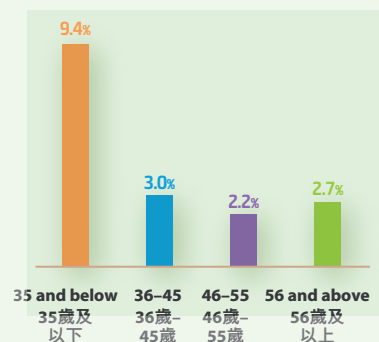


### Employee turnover rate by category\* 員工流失率\*

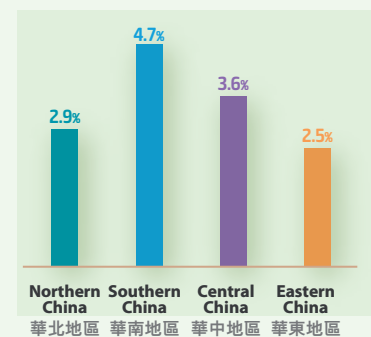
By gender  
按性別劃分



By age  
按年齡劃分



By region  
按地區劃分



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

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.1.2 Employee Recruitment

Adhering to the concept of “broad-based talent recruitment”, the Group has established a systematic talent acquisition mechanism. The Group strictly complies with the Labor Law of the PRC and the Labor Contract Law of the PRC and implements internal systems such as the Social Recruitment Management Measures, continuously refining its talent selection, recruitment, and employment management systems.

The Group continuously recruits mid- and high-level talents through channels such as recruitment platforms, internal referrals, campus recruitment, and headhunting services, thereby strengthening the talent pipeline across subsidiaries and branches. As its long-term talent strategy, the Group focuses on attracting high-end R&D professionals and outstanding overseas managers, while also conducting routine staffing to meet short-term operational needs and support daily operations as well as core business development. To sustain development momentum, the Group has established talent cooperation platforms with multiple prestigious universities. This initiative broadly attracts and cultivates talent, providing robust support for the Group’s innovation breakthroughs and long-term growth.

### 4.1.2 員工招聘

本集團以「廣納賢士」為核心理念，構建了系統化的人才引進機制。在嚴格遵循《中華人民共和國勞動法》及《中華人民共和國勞動合同法》的基礎上，本集團落實《社會招聘管理辦法》等內部制度，持續完善人才選聘與僱傭管理體系。

本集團通過招聘平台、內部推薦、校園招聘及獵頭服務等渠道，持續引進中高層次人才，完善子分公司人才儲備梯隊建設。本集團以引進高端研發人才、海外優秀管理者為長期人才戰略，同時圍繞短期業務需求開展常規人才配置，以滿足日常運營與基礎業務發展需要。為持續注入發展活力，本集團與多所知名高校搭建了人才合作平台，以廣泛吸納與儲備優秀人才，為集團的創新突破與長遠發展提供有力支撐。



### Establish a university-level scholarship at Fudan University through donations to support the cultivation of top-tier talent 捐贈設立復旦大學校級獎學金，助力拔尖人才培養



In September 2025, the Group partnered with Fudan University to establish a university-level dedicated scholarship to support the cultivation of high-level talent in the new energy sector. The donation signing ceremony for the “Fudan University Chaowei New Energy Scholarship” was successfully held at Fudan University’s Jiangwan Campus. During the ceremony, representatives from both sides held in-depth discussions on topics including the cultivation of top-tier talent, cutting-edge scientific research cooperation and the transformation of scientific and technological achievements. They jointly envisioned the future development path of industry-university collaborative innovation.

2025年9月，本集團與復旦大學合作設立校級專項獎學金，助力培養新能源領域高層次人才。「復旦大學超威新能源獎學金」捐贈簽約儀式於復旦大學江灣校區順利舉行。儀式上，雙方代表圍繞拔尖人才培養、前沿科研合作與成果轉化等議題進行了深入交流，共同展望校企協同創新的未來發展路徑。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.1.3 Employees' Rights and Interests

The Group strictly complies with laws and regulations such as the Labor Law of the PRC and the Provisions on the Prohibition of Using Child Labor, and implements control procedures to prohibit the employment of child labor and forced labor. To ensure lawful and compliant employment practices, the Group implements the Implementation Rules for Background Investigation and candidate information registration procedures. These measures verify employee identity and age, set up reporting channels in the workplace, and establish employee supervision and feedback mechanisms. Violations of labor rights will be subject to strict legal liabilities. As at the end of the Reporting Period, the Group had no non-compliance employment incidents involving child labor or forced labor.

Meanwhile, the Group standardised employee working hours and leave arrangements by implementing the Regulations on Employee Attendance and the Regulations on Employee Leave and Vacation, continuously optimising attendance and leave processes. During the Reporting Period, the Group further enhanced employee welfare protections in accordance with relevant policies and regulations, including improving maternity benefits, raising body check standards, and increasing social insurance contribution bases, thereby continuously strengthening the employee welfare system.

### 4.1.3 員工權益

本集團嚴格遵守《中華人民共和國勞動法》及《禁止使用童工規定》等法律法規，落實禁止僱傭童工及強制勞動的管控程序。為確保僱傭合法合規，本集團執行《背景調查實施細則》及應聘人員信息登記程序，落實對員工身份與年齡的查驗識別，並在辦公場所公示舉報渠道，建立員工監督反饋機制。針對違反勞工權益的行為，本集團將依法嚴肅處理。截至本報告期末，本集團未發生使用童工和強制勞工等違規僱傭事件。

同時，本集團規範員工工作時間和假期安排，通過執行《員工考勤管理辦法》與《員工休請假管理辦法》，持續優化員工出勤和休假流程。本報告期內，本集團根據相關政策法規，進一步提升員工福利保障水平，包括完善生育保障措施、提高健康體檢標準及社保繳納基數等，持續健全員工福利體系。



## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.2 FOSTERING TALENT DEVELOPMENT

The Group fully recognises that employees are the core driving force for corporate development. Therefore, the Group is committed to establishing a comprehensive, multi-tiered talent development system and career advancement paths to support employees' personal growth and professional development. It continuously enhances employees' professional competence, providing a solid talent foundation for the sustained growth of the enterprise.

#### 4.2.1 Remuneration Incentives

The Group actively implements human resources incentive and evaluation mechanisms. To attract and retain high-quality talents, the Group has formulated and implemented a series of internal remuneration systems, including the Regulations on Employee Compensation, the Chaowei Group Performance Management System, and the Notice on Clarifying Performance Evaluation Scoring Standards for Department Level and Above Cadres. The Group has established a scientific and standardised incentive system to effectively stimulate organisational vitality and drive the simultaneous advancement of talent development and organisational effectiveness. Meanwhile, the Group actively encourages employees to obtain external professional certifications and academic qualifications, and provides subsidies and other support to employees who obtain relevant credentials.

The Group continues to optimise its employee performance system to ensure that employee performance is effectively aligned with the Group's strategic objectives. During the Reporting Period, the Group conducted innovative pilot tests of quarterly performance evaluations in departments such as the Research Institute and Risk Control Center to improve the performance evaluation system and achieved positive results. This lays a solid foundation for subsequent rollout across relevant business areas.

### 4.2 促進人才發展

本集團深刻認識到員工是驅動企業發展的核心力量。因此，本集團致力於打造全方位、多層次的人才培養體系與職業發展路徑，助力員工個人成長與職業發展，不斷提升員工專業素養，為企業持續發展提供堅實的人才支撐。

#### 4.2.1 薪酬激勵

本集團積極落實人力資源激勵與評價機制。為吸引與保留高素質人才，本集團持續落實《員工薪酬管理辦法》、《超威集團績效管理制度》及《關於明確部門級及以上幹部績效考核評分標準的通知》等內部薪酬制度。本集團通過構建科學規範的激勵體系，有效激發組織活力，推動人才發展與組織效能同步提升。同時，本集團積極鼓勵員工參與外部專業資格認證與學歷提升，並為獲得證書的員工提供津貼等支持。

本集團持續優化員工績效體系，確保員工績效與集團戰略目標有效對接。本報告期內，為優化績效評價體系，本集團在研究院、風控中心等部門開展季度績效評價的創新試點驗證，並取得良好效果，為後續在相關業務領域的推廣夯實基礎。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.2.2 Employee Promotion

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

During the Reporting Period, the Group continued to improve its cadre reserve and development system by implementing the “Century Chaowei, Partner in Endeavor” cadre reserve program. By providing targeted training courses, project follow-ups, and personalised resource support for department-level cadres at the headquarters, the Group has established a well-structured cadre pipeline with matched capabilities. Meanwhile, the Group actively promotes cross-position and cross-departmental training for cadres, aiming to strengthen their cross-domain coordination and leadership capabilities. Furthermore, leveraging its self-developed human resources information system, the Group has steadily advanced the digital transformation of cadre management while continuously optimising talent pipeline development.

### 4.2.3 Employee Training

The Group adheres to 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 promote employees’ career development and skill enhancement, the Group has adopted a value evaluation model based on “performance + capability + potential”, combined with a dual-track development mechanism of “training + practice”, thereby integrating theoretical learning and on-the-job practice to comprehensively enhance talent development.

In addition, the Group conducts diversified training across business lines including marketing, production, R&D, technical quality, and occupational health and safety. The Group integrates internal lectures, external training resources, and online learning platforms to strengthen talent development. Through customised courses, job rotation programs, and participation in key projects, it continuously enhances employees’ professional capabilities and leadership skills while strengthening strategic talent reserves. During the Reporting Period, the Group invested a total of approximately RMB5.3992 million in training, with a total of 371,947 training hours.

### 4.2.2 員工晉升

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

本報告期內，本集團持續完善幹部儲備與發展體系，落實「百年超威奮鬥同行者」幹部儲備計劃。通過為總部部門級幹部提供針對性的課程培養、項目跟進及個性化資源支持，本集團構建了結構合理、能力匹配的幹部梯隊。同時，本集團積極推動幹部的跨崗位與跨部門歷練，旨在強化其跨領域協調能力與領導力培養。此外，依託自研的人力資源信息系統，本集團穩步推進幹部管理數字化轉型，持續優化人才梯隊建設。

### 4.2.3 員工培訓

本集團遵循《內部人才市場管理辦法》、《研發中心職稱評聘管理辦法》及《職業技能評定實施辦法》等管理制度。為促進員工職業成長與技能提升，本集團構建了「業績+能力+潛力」的價值評價模式，並採用「培訓+歷練」的雙軌培養模式，將理論學習與崗位實踐相結合，全方面提升人才素養。

此外，本集團針對營銷、生產、研發、技術質量及安職環等業務線開展多元培訓。為強化人才梯隊建設，本集團整合內部宣講、外部培訓資源及線上學習平台，並通過定製化課程、輪崗實踐及參與重點項目等，持續提升人才的專業能力與領導力，強化人才資源的戰略儲備。本報告期內，本集團培訓總投入約人民幣539.92萬元，培訓總時長達371,947小時。



## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠



### New employee themed programs 新員工系列專項活動



To help new employees integrate into the team quickly and enhance their sense of organisational belonging, the Group systematically implemented a dedicated training program for the 2025 “New Power” graduate intake during the Reporting Period. The program arranged new employees to participate in themed outward-bound training. Through teamwork and scenario-based simulation activities, it strengthened communication and collaboration skills while promoting a positive and healthy corporate culture. Meanwhile, the Group also emphasised fostering a sense of ceremony and deepening organisational identity. Activities such as completion and confirmation forums further consolidated new employees’ professional awareness and identification with the corporate culture, providing strong support for the sustainable development of the Group’s talent pool.

為幫助新員工快速融入團隊、增強組織歸屬感，本集團在本報告期內有系統地開展了面向 2025 屆「新動力」員工的專項培養計劃。該計劃組織新員工參與主題拓展訓練，通過團隊協作與情境模擬活動，在強化溝通與協作能力的同時，傳遞積極健康的組織文化。同時，本集團亦注重儀式感的建立與組織認同的深化，通過開展結業與轉正座談會等活動，進一步鞏固新員工的職業認知與企業文化認同，為集團人才可持續發展提供了有力支撐。



### Advanced management training series 管理者進階系列培訓

The Group has launched an “Advanced Management” training series for its management personnel. Among these, the frontline management training program targets newly appointed managers and those with less than two years of tenure. By integrating standardised curricula with on-site practical experience, it enhances their basic management competencies. The training standardises the implementation of core processes such as pre-shift meetings, task assignment, and process inspections. It also encourages managers to adopt a logical closed-loop approach of “problem description, root cause analysis, and countermeasure implementation” to resolve on-site issues, effectively strengthening the practical capabilities of frontline managers.

本集團面向管理人員開展「管理者進階」系列培訓，其中，一線管理者培訓項目聚焦新任及在崗未滿兩年的管理者，通過標準化課程與現場實踐相結合的模式，提升其管理基礎能力。培訓規範了班前會、任務派工、過程巡檢等標準流程的落實，並推動管理人員運用「問題描述 — 原因分析 — 對策實施」邏輯閉環處理現場問題，有效增強了基層管理者的實戰能力。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

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

Indicators 指標		Unit 單位		2025 二零二五年
Average training hours per employee	員工人均培訓時數	Hours	小時	28.4
Average training hours per female employee	女性員工人均培訓時數	Hours	小時	26.1
Average training hours per male employee	男性員工人均培訓時數	Hours	小時	29.8
Average training hours per senior management	高層管理員工人均培訓時數	Hours	小時	37.5
Average training hours per middle management	中層管理員工人均培訓時數	Hours	小時	37.3
Average training hours per general staff	普通員工人均培訓時數	Hours	小時	28.0
Coverage of training to female employees	女性員工培訓覆蓋率	%	比率	97.0
Coverage of training to male employees	男性員工培訓覆蓋率	%	比率	96.3
Coverage of training to senior management	高層管理員工培訓覆蓋率	%	比率	93.5
Coverage of training to middle management	中層管理員工培訓覆蓋率	%	比率	95.8
Coverage of training to general staff	普通員工培訓覆蓋率	%	比率	96.6

### 4.3 DEEPENING EMPLOYEE CARE

The Group is committed to establishing an open, transparent, and efficient employee communication system to collect feedback and suggestions from employees and ensure timely and effective response. Meanwhile, the Group actively organises employee care activities to strengthen emotional connection with employees, effectively protect employees' rights and interests, and strive to improve job satisfaction and overall well-being.

#### 4.3.1 Employee Communication

The Group practices the cultural philosophy of "harmony". To ensure open democratic communication channels, the Group has established a comprehensive employee interview mechanism covering the entire lifecycle from onboarding, promotion to departure, so as to promptly collect and respond to employee needs. During the Reporting Period, the Group developed and launched the "Chao Xiao Neng (超小能)" consultation robot to provide instant answers regarding HR policies, compensation and benefits, and system operations. Furthermore, the Group attaches great importance to employee satisfaction surveys, and implements targeted improvement measures and continuous follow-ups based on survey results. Management optimisation measures are implemented to further enhance employee satisfaction and sense of belonging.

### 4.3 深化員工關懷

本集團致力於構建開放、透明、高效的員工溝通體系，收集員工的意見與建議，確保員工得到及時、有效的反饋。同時，本集團積極開展員工關懷活動，增進與員工的情感交流，切實保障員工權益，努力提升員工的工作滿意度與幸福感。

#### 4.3.1 員工溝通

本集團踐行「和合」文化理念。為保障民主溝通渠道暢通，本集團建立了涵蓋入職、晉升及離職等全週期的員工訪談機制，以及時獲取並解決員工需求。本報告期內，本集團開發並運行「超小能」諮詢機器人，為人事政策、薪酬福利及系統操作等問題提供即時解答。此外，本集團高度重視員工滿意度調查，並對調查結果執行專項整改與持續跟進，落實管理優化舉措，進一步提升員工滿意度與歸屬感。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.3.2 Humanistic Care

The Group is committed to safeguarding the physical and mental well-being of its employees and enhancing their quality of work and life. It implements employee care and support initiatives. Through a variety of non-monetary benefits, the Group strives to build a cohesive, supportive, and harmonious work environment, thereby improving employee welfare.

The Group continues to improve its employee care system to comprehensively meet the diverse needs of employees in work and life. During the Reporting Period, the Group improved the daily dining experience by regularly optimising cafeteria menus and upgrading catering services such as introducing low-fat meals and renewing dining facilities. Meanwhile, the Group actively fostered a healthy cultural ecosystem by establishing various employee interest clubs and building new sports facilities including basketball and badminton courts, further diversifying employees' recreational activities. Furthermore, the Group maintains a strong focus on employees' living needs. By providing support channels for medical care and children's education, the Group effectively alleviates employees' concerns, thereby enhancing their sense of belonging and enhancing workforce stability.

### 4.3.2 員工關懷

本集團以保障員工身心健康、提升員工工作與生活質量為宗旨，落實員工關愛與關懷。本集團堅持通過豐富多樣的非薪酬福利措施，營造團結、友愛、和諧的工作環境，提升員工福祉。

本集團持續完善員工關懷體系，全面覆蓋員工工作及生活多維度需求。本報告期內，本集團通過定期優化食堂菜品、升級餐飲服務（如推出減脂餐及更新餐桌設施）等措施，提升員工日常餐飲體驗。同時，本集團積極構建健康文化生態，成立多個員工興趣社團，並新建籃球場、羽毛球場等運動場地，進一步豐富了員工文體活動形式。此外，本集團持續關注員工生活需求，通過提供就醫及子女就學等方面的支持渠道，切實幫助員工緩解後顧之憂，增強員工的歸屬感與穩定性。

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.4 SAFEGUARDING HEALTH AND SAFETY

The Group attaches great importance to employee occupational health and safety, continuously improves its safety management system, and implements occupational health protection measures to create a safe and healthy work environment.

#### 4.4.1 Safety Management System

The Group strictly adheres to laws and regulations such as 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 and continuously implements internal management systems including the Safety and Environmental Protection Inspector Supervision Management System, the Chaowei Group Safety and Environmental Protection Weekly Reports and Weekly Meetings Management Measures, and the Chaowei Group Occupational Health Management System. During the Reporting Period, the Group established a database of laws and regulations related to production safety and released the "Chaowei Group EHS Bottom Line and Red Line Manual" to further enhance the effectiveness of occupational health and safety supervision. The Group organised specialised assessments for safety management personnel across all subsidiaries and branches to promote the implementation of safety responsibilities.

The Group prioritises employee health and safety. By improving our occupational health management system and strengthening scientific prevention, process control, and occupational disease prevention and control, the Group is committed to providing comprehensive and reliable health protection for every employee. As at the end of the Reporting Period, the Group has obtained the ISO 45001, ISO 18000 and other occupational health and safety management system certifications. During the period from 2023 to 2025, the Group did not record any work-related fatalities. During the Reporting Period, while 6,540 days were lost due to work-related injury.

### 4.4 守護健康安全

本集團高度重視員工職業健康與安全，持續完善安全管理體系，並落實職業健康防護措施，以構建安全、健康的工作環境。

#### 4.4.1 安全管理體系

本集團嚴格遵循《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》等法律法規，並持續落實《安全環保職防督查管理制度》、《關於超威集團安全環保週報及週例會的管理辦法》及《超威集團職業衛生管理制度》等內部管理制度。本報告期內，本集團搭建了安全生產相關法律法規數據庫，並發佈《超威集團EHS底線紅線手冊》，進一步提升職業健康安全監管效能。為進一步推動安全責任落實，本集團組織各子分公司安全管理人員開展專項考核。

本集團始終將員工健康與安全置於首位。通過完善職業健康管理體系，強化科學預防、過程管控與職業病危害防治，本集團致力於為每位員工提供全面、可靠的健康保障。截至本報告期末，本集團已通過ISO 45001、ISO 18000等職業健康安全體系認證。二零二三年至二零二五期間，本集團並未有發生因工亡故事件。本報告期內，本集團因工傷損失工作日數為6,540天。



## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠



In accordance with the legal standards, on-the-job health monitoring is carried out at least once every year. New employees must pass the pre-employment physical examination before they officially join the Company, while employees must pass the physical examination before resignation. Health Management Center services are provided, with doctors regularly scheduled each week to offer free consultations and medical advice.  
依據法律法規，每年至少執行一次在崗健康監護，新員工必須通過崗前體檢才能正式入職，離職員工也需完成離職體檢後才可順利離職，提供健康管理中心服務，每週定期聘請醫生進行義診及就醫問題諮詢。

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

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



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

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

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

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



On-site occupational disease hazardous factor testing is carried out by an external qualified agency every year. Occupational health monitoring for the subsidiaries in relation to lead materials is carried out by the Group's Safety Department twice a year.

每年委託外部資質機構開展現場職業病危害因素檢測，本集團安全部每年對涉鉛子公司開展兩次職業衛生監測。

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

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



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

## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠

### 4.4.2 Safety Culture Construction

The Group places the occupational health and safety of the employees as its top priority, and organises health lectures, free health consultations and physical examinations for employees by leveraging local hospital resources. Meanwhile, the Group actively promotes workplace safety culture awareness through multi-tiered safety training programs and emergency drills. These initiatives reinforce internal commitment to production safety, ensure compliance with safety standards, and jointly create a secure and healthy working environment.

### 4.4.2 安全文化建設

本集團始終將員工健康安全放在首位，通過對接當地醫院資源及組織健康講座、員工義診及全員免費體檢，確保員工健康需求得到及時響應。同時，本集團積極推進工作場所的安全文化宣傳工作，通過開展多層次的安全培訓、組織應急演練等活動，強化公司內部對安全生產的重視，確保安全標準得到落實，共同營造安全、健康的工作環境。



#### Conduct safety education and training to enhance employees' safety awareness

開展安全教育培訓，提升員工安全意識

During the Reporting Period, the Group and its subsidiaries and branches implemented multiple measures to strengthen safety education and training. External experts were invited to conduct "Traffic Safety Incident Warning Training" for employees, raising their awareness of traffic safety and in-depth frontline safety training sessions led by safety management personnel were held, comprehensively improving employees' safety awareness and skills.

本報告期內，本集團及旗下各子分公司多措並舉強化安全教育培訓，其中邀請外部專家組織員工進行《交通安全事故警示培訓》，提升員工交通安全意識。並組織開展深入一線由安全管理人員主講的專題安全培訓，全面提升員工安全意識與技能。



## 4. Empower Talent and Unite for Progress 聚能育才，眾行致遠



### Strengthening the safety defense line by fire drills 消防應急演練，築牢安全生產防線



During the Reporting Period, the Group organised specialised fire drills to effectively enhance fire safety management and emergency response capabilities for sudden fire incidents. These drills were conducted with on-site guidance from relevant departments, including the Emergency Fire Management Station of Huaxi Subdistrict, Changxing County. By simulating real-life scenarios, the drills effectively tested the feasibility of emergency response plans and personnel coordination capabilities, achieving the goal of “promoting learning through practice and building defenses through drills”. This further strengthened the Group’s safety production defenses.

本報告期內，為切實提升消防安全管理與突發火情應急處置能力，本集團組織開展了專項消防演練。演練邀請長興縣畫溪街道應急消防管理站等相關部門現場指導，通過模擬實戰場景，有效檢驗應急預案的可行性與人員的協同反應能力，實現「以練促學、以練築防」的目標，進一步築牢集團安全生產防線。



### Chemical spill drill to enhance response capabilities 化學品洩漏應急演練，提升應急處置能力

During the Reporting Period, the Group organised a comprehensive chemical spill and fire evacuation drill to enhance employees’ safety awareness and emergency response capabilities. The drill covered spill containment, personnel evacuation, and coordinated response procedures. The drill was conducted in an orderly and coordinated manner, effectively improving employees’ practical response skills in hazardous chemical emergencies and providing a strong guarantee for the enterprise’s production safety.

本報告期內，為增強員工安全意識與應急處置能力，本集團組織開展了化學品洩漏及消防疏散綜合演習。演練涵蓋洩漏處置、人員疏散、聯動響應等環節，過程組織有序、銜接流暢，有效提升了員工在危化品突發事故中的實戰應對能力，為企業安全生產提供了有力保障。

## 5. Shouldering the Mission and Bringing Benefits Far and Wide 肩承重任，澤被四方

The Group views supporting rural revitalisation and engaging in social welfare initiatives as vital pathways to achieving sustainable development. It not only creates economic value but also demonstrates care for the society. Through sustained investment in key areas such as educational support, rural development, and community building, the Group actively responds to societal expectations and collaborates with all stakeholders to promote social harmony and progress. Charitable donations made by the Group during the Reporting Period amounted to approximately RMB6,926,000.

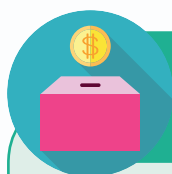
### 5.1 CONTRIBUTION TO RURAL REVITALISATION

The Group actively responds to the national call to advance rural revitalisation, and provides support for education and industrial revitalisation. In 2016, the Group established the Chaowei Care Fund to support the development of rural revitalisation. During the Reporting Period, the Group donated a total of approximately RMB4,556,100 in rural revitalisation.

本集團將支持鄉村振興、投身社會公益視為實現可持續發展的重要路徑。本集團不僅是經濟價值的創造者，更是社會溫暖的傳遞者。本集團通過在教育支持、鄉村發展、社區共建等關鍵領域的持續投入，積極回應社會各界的期待，與各方攜手，共同推動社會和諧與進步。本集團於本報告期內的慈善捐獻約人民幣692.6萬元。

### 5.1 助力鄉村振興

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455.61萬元。



### Generously contributing to jointly promote regional common prosperity 傾力捐贈，共促區域共同富裕

During the Reporting Period, the Group organised the “Charity Donation Day” event. The initiative raised over RMB160,000 in charitable donations by the employees, which will be used exclusively to support disadvantaged groups in the community. This initiative reflects the employees’ spirit of helping others and assisting those in need. Going forward, the Group will continue to fulfill its corporate social responsibility through concrete actions and actively foster positive energy for progress and goodwill.

本報告期內，本集團組織「慈善一日捐」活動，員工累計募集善款超過人民幣16萬元，所籌善款將專項用於幫扶社區困難群體。此項行動展現了員工助人為樂、扶貧濟困的奉獻精神。未來，本集團將持續用實際行動踐行企業社會責任，積極凝聚向上向善的正能量。



## 5. Shouldering the Mission and Bringing Benefits Far and Wide 肩承重任，澤被四方



### Empowering rural talent revitalization through “Glorious Scholarships” 光彩助學，賦能鄉村人才振興

During the Reporting Period, the Group organised the 16th “Glorious Scholarships” donation ceremony, distributing nearly RMB250,000 in financial aid to over 90 students from economically disadvantaged families, many of whom were from rural areas. This philanthropic initiative, now in its 16th consecutive year, has effectively alleviated the financial burden on rural students, providing crucial support for them to continue their studies and pursue their aspirations.



本報告期內，本集團組織舉辦第十六屆「光彩助學」捐贈儀式，為90餘名家庭經濟困難學生發放助學金近人民幣25萬元，受助學生中多人來自鄉村地區。此項已持續開展十六年的公益行動，有效緩解了鄉村學子的就學經濟壓力，為其繼續接受教育、追尋人生理想提供了支持。



### Battery doctors go to villages and bring technology services to the people 電池醫生進鄉村，科技服務惠民生



The Group organised the “Battery Doctor Volunteer Service Team” to reach rural communities, providing volunteer services such as battery inspections and safety awareness campaigns. By leveraging professional expertise to resolve residents’ electrical issues, the Group enhances rural electrical safety standards, supporting rural revitalisation through technical services.

本集團組織「電池醫生志願服務隊」深入鄉村社區，開展電池檢測、安全知識普及等志願服務。本集團通過專業技術解決居民用電難題，提升鄉村用電安全水平，以科技服務助力鄉村振興。

## 5. Shouldering the Mission and Bringing Benefits Far and Wide 肩承重任，澤被四方

### 5.2 ENGAGE IN COMMUNITY WELFARE

The Group adheres to the charity philosophy of “assembling love from all over the world and warming the hearts of all people”. It strictly abides by the Charity Law of the PRC, and has formulated the “Excellent Volunteer Selection System of Chaowei Group (Draft)” internally to integrate the spirit of public welfare into the corporate’s culture. During the Reporting Period, the Group contributed a total of more than 346 hours in volunteer service, with 131 participants.

### 5.2 踐行社會公益

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)》，將公益精神融入企業血脈。本報告期內，本集團的志願服務活動累計時長超過346小時，參與人員總數為131名。



#### Lighting up students' green power dreams and empowering science education

#### 點亮「綠電夢」，賦能科普教育

The Group collaborated with public welfare organisations and Baoqiao Primary School to jointly launch the science outreach initiative namely “Technology Leads New Energy to Light Up Students’ Green Electricity Dreams”. Through new energy themed teaching and interactive experiments, the program sparked rural students’ interest in green energy. Dedicated innovation awards were also established to enhance youth scientific literacy. This initiative was selected for Zhejiang Province’s “Science Communication Partnership Program”, highlighting the enterprise’s active contributions to science education.



本集團與公益組織及包橋小學合作，共同開展「科技引領新能源、點亮學子『綠電夢』」科普活動。活動通過新能源主題教學、實驗互動等形式，激發鄉村學子對綠色能源的興趣。項目還設立專項創新獎項，助力青少年科學素養提升。該實踐入選浙江省「科學傳播夥伴計劃」，彰顯了企業在科普教育領域的積極貢獻。

## 5. Shouldering the Mission and Bringing Benefits Far and Wide 肩承重任，澤被四方



### Blood donation – Fifteen years of dedication, love and responsibility 熱血十五載，大愛顯擔當

The Group has organised employee blood donation drives to actively support social welfare initiatives for fifteen consecutive years. This long-standing philanthropic effort not only helps ensure the blood supply for clinical medical needs but also demonstrates our employees' dedication to serving society and cherishing life. It further underscores the Group's commitment to fulfilling its corporate citizenship responsibilities.

本集團連續十五年組織員工開展無償獻血活動，以實際行動支持社會公益。這項長期堅持的愛心行動，在協助保障臨床醫療用血需求的同時，展現了本集團員工奉獻社會、關愛生命的大愛情懷，也體現了本集團踐行企業公民義務的擔當。



### Bringing missing children home and reuniting thousands of families 助力寶貝回家，守護萬家團圓



The Group has partnered with professional family-reunification organisations to launch the "Finding Missing Children" public welfare initiative for three consecutive years. By posting missing persons notices on batteries across 28 provinces and regions nationwide, the Group has cumulatively reached over 1 billion people with reunification information and successfully reunited numerous families. This initiative transforms commercial networks into a force for public welfare, demonstrating the Group's proactive stance in fulfilling its social responsibilities.

本集團連續三年聯合專業尋親組織，開展「尋找走失兒童」公益行動。本集團通過在全國28個省區的電池

上張貼尋親信息，累計實現尋親信息傳播超10億人次，並成功助力多個家庭團圓。此項行動將商業網絡轉化為公益力量，展現了本集團主動履行社會責任的積極姿態。

## Looking Ahead 展望未來

The Group always adheres to the principle of “standardised governance and efficient operation” and continuously optimises its governance structure and strengthening risk management capabilities. It strictly complies with laws and regulations, upholds business ethics standards, promotes steady improvement in compliance management, and is committed to advancing sustainable development of the enterprise.

The Group pursues the vision of “becoming a great company in the global new energy industry” and accelerates the digital transformation of the sector while continuously improving its product R&D system. It regards innovation as the core driver of sustainable corporate development, enhances its technological competitive edge and deepens the development of the “Chilwee” new energy digital ecosystem. It aims to secure a leading position in the industry through industrial chain integration and intelligent development.

The Group steadfastly implements its strategy of “taking green as the fundamental base for high-quality enterprise development”, establishes a comprehensive environmental management system and integrates the principles of “innovation, green, and integration” into every aspect of corporate operations. It continuously advances environmental technology R&D and clean energy applications, promotes the coordinated development of business growth and ecological protection, and contributes to the industry’s green transformation.

The Group has embedded the philosophy of “establishing a talent pool and cultivating talents” into its corporate culture, building a diverse and inclusive talent development system that provides employees with a broad platform for growth. It is committed to attracting top talent, focusing on unlocking employees’ potential, and driving the synergistic development of both employees and the enterprise to jointly create a promising future.

The Group upholds the “harmony” corporate culture, actively engages in social welfare initiatives, and focuses on key areas such as rural revitalisation, equitable education, medical assistance and environmental governance. It strives to promote sustainable social development and contribute to building a more open, inclusive, and harmonious society.

Looking ahead to 2026, the Group will continue to be guided by its industrial philosophy of “energy for good”, and uphold its corporate mission of “advocating green energy to perfect human life”. It will fulfil its corporate social responsibility through the power of technology for good. It will actively respond to the national “dual carbon” strategy and drive innovation and application in green energy technologies, thereby steadily advancing toward the grand vision of becoming “a century-old brand with hundreds of billions in sales”. This journey will create enduring value for both the industry and society.

本集團始終遵循「規範治理，高效運營」原則，持續優化治理架構，強化風險管控能力。我們嚴格遵守法律法規，恪守商業道德準則，推動合規經營水平穩健提升，致力於推動企業實現可持續發展。

本集團以「立志成為全球新能源行業偉大的公司」為願景，加速推動產業數字化轉型，持續完善產品研發體系。我們將創新視作企業持續發展的核心動力，增強技術競爭優勢，深化「超威」新能源數字化生態圈建設，通過產業鏈整合與智能化發展，佔據行業領先地位。

本集團堅持踐行「以綠色作為企業高質量發展的根本底色」戰略，構建完善的環境管理體系，將「創新、綠色、融合」理念融入企業運營的各個環節。我們持續推進環保技術研發與清潔能源應用，推動業務增長與生態保護協同共進，為行業綠色轉型貢獻力量。

本集團將「聚天下英才而育之」的理念深植於企業文化根基，構建多元融合的人才培養體系，為員工提供廣闊發展平台。我們致力於吸引優秀人才，注重激發員工潛能，推動員工與企業的協同發展，共創卓越未來。

本集團堅守「和合」企業文化，積極投身於社會公益事業，聚焦鄉村振興、教育普惠、醫療救助以及環境治理等關鍵領域，推動社會可持續發展，為構建更加開放、包容、和諧的美好社會貢獻力量。

展望2026年，本集團將繼續以「能源向善」產業觀為引領，肩負「倡導綠色能源完美人類生活」的集團使命，以科技向善力量踐行企業社會責任。我們積極響應國家「雙碳」戰略，推動綠色能源技術創新與應用，可持續地邁向「百年品牌與千億銷量」的宏偉目標，為行業與社會創造長遠價值。



# Appendix – The HKEX ESG Reporting Code Content Index

## 附錄 – 香港聯交所《環境、社會及管治報告指引》內容索引

### Part B: Mandatory Disclosure Requirements

### B 部：強制披露規定

Mandatory Disclosure Requirements 強制披露規定	Corresponding Sections 所在章節
Governance Structure 管治架構	Statement from the Board 董事會聲明
Reporting Principle 匯報原則	About this Report — Basis for Compilation of the Report 關於本報告 — 編製依據
Reporting Boundary 匯報範圍	About this Report — Data Description of The Report 關於本報告 — 報告數據說明

### Part C: “Comply or Explain” Provisions

### C 部：「不遵守就解釋」規定

Subject Areas, Aspects, General Disclosures and KPIs 主體範疇、層面、一般披露 及關鍵績效指標	Description 說明	Corresponding Sections 所在章節
<b>A. Environmental</b>		
<b>A：環境</b>		
<b>A1: Emissions</b>		
<b>A1：排放物</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的：	3.2.1 Exhaust Gas Emission Management 廢氣排放管理 3.2.2 Wastewater Discharge Management 廢水排放管理 3.2.3 Waste Disposal Management 廢棄物排放管理
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	3.2.1 Exhaust Gas Emission Management 廢氣排放管理 3.2.2 Wastewater Discharge Management 廢水排放管理 3.2.3 Waste Disposal Management 廢棄物排放管理
A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	3.2.3 Waste Disposal Management 廢棄物排放管理

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### 附錄 – 香港聯交所《環境、社會及管治報告守則》內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主體範疇、層面、一般披露 及關鍵績效指標	Description 說明	Corresponding Sections 所在章節
A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	3.2.3 Waste Disposal Management 廢棄物排放管理
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	3.1.2 Environmental Objectives 環境目標 3.2.1 Exhaust Gas Emission Management 廢氣排放管理 3.2.2 Wastewater Discharge Management 廢水排放管理 3.2.3 Waste Disposal Management 廢棄物排放管理
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	3.1.2 Environmental Objectives 環境目標 3.2.3 Waste Disposal Management 廢棄物排放管理
<b>A2: Use of Resources</b>		
<b>A2：資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源，水及其他原材料）的政策。	3.3.1 Energy Management 能源管理 3.3.2 Resources Management 資源管理 3.3.3 Green Office 綠色辦公
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity. 按類型劃分的直接及／或間接能源（如電，氣或油）總耗量及密度。	3.3.1 Energy Management 能源管理
A2.2	Water consumption in total and intensity. 總耗水量及密度。	3.3.2 Resources Management 資源管理
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	3.1.2 Environmental Objectives 環境目標 3.3.1 Energy Management 能源管理



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Subject Areas, Aspects, General Disclosures and KPIs 主體範疇、層面、一般披露 及關鍵績效指標	Description 說明	Corresponding Sections 所在章節
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源可有任何問題，以及所訂立的用水效益目標及為達到這些目的所採取的步驟。	3.1.2 Environmental Objectives 環境目標
A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	3.3.2 Resources Management 資源管理
<b>A3: The Environment and Natural Resources</b>		
<b>A3：環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	3.1.1 Environmental Management System 環境管理體系
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	3.1.1 Environmental Management System 環境管理體系
<b>B: Social</b>		
<b>B：社會</b>		
<b>B1: Employment</b>		
<b>B1：僱傭</b>		
General Disclosure 一般披露	Information below in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關薪酬及解僱，招聘及晉升，工作時數，假期，平等機會，多元化，反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.1.1 Diverse Employment 多元僱傭 4.1.2 Employee Recruitment 員工招聘 4.1.3 Employees' Rights and Interests 員工權益 4.2.1 Remuneration Incentives 薪酬激勵 4.2.2 Employee Promotion 員工晉升 4.2.3 Employee Training 員工培訓

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Subject Areas, Aspects, General Disclosures and KPIs 主體範疇、層面、一般披露 及關鍵績效指標	Description 說明	Corresponding Sections 所在章節
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	4.1.1 Diverse Employment 多元僱傭
B1.2	Turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	4.1.1 Diverse Employment 多元僱傭
<b>B2: Health and Safety</b> <b>B2：健康與安全</b>		
General Disclosure 一般披露	Information below in relation to providing a safe working environment and protecting employees from occupational hazards: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issue. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	4.4.1 Safety Management System 安全管理體系 4.4.2 Safety Culture Construction 安全文化建設
B2.1	Number and rate of work-related fatalities occurred in each of the past three years. 過去三年每年因工亡故的人數及比率。	4.4.1 Safety Management System 安全管理體系
B2.2	Lost days due to work injury. 因工傷損失工作日數。	4.4.1 Safety Management System 安全管理體系
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	4.4.2 Safety Culture Construction 安全文化建設



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

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



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

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Subject Areas, Aspects, General Disclosures and KPIs 主體範疇、層面、一般披露 及關鍵績效指標	Description 說明	Corresponding Sections 所在章節
<b>B7: Anti-corruption</b> <b>B7：反貪污</b>		
General Disclosure 一般披露	Policies related to relating to bribery, extortion, fraud and money laundering: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	1.2.2 Business Ethics 商業道德
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	1.2.2 Business Ethics 商業道德
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	1.2.2 Business Ethics 商業道德
B7.3	Communication and training about anti-corruption policies. 描述向董事及員工提供的反貪污培訓。	1.2.2 Business Ethics 商業道德



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<b>B8: Community Investment</b> <b>B8：社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	5.2 Engage in Community Welfare 踐行社會公益
B8.1	Focus areas of contribution. 專注貢獻範疇。	5.2 Engage in Community Welfare 踐行社會公益
B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	5.2 Engage in Community Welfare 踐行社會公益

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## 附錄 – 香港聯交所《環境、社會及管治報告守則》內容索引

### Part D: Climate-related Disclosures<sup>Note</sup>

### D 部：氣候相關披露<sup>附註</sup>

ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>(I) Governance 管治</b>		
	<p>1. An issuer shall disclose information about: 發行人須披露有關以下方面的資料：</p> <p>(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities; and 負責監督氣候相關風險和機遇的治理機構(可包括董事會、委員會或其他同等治理機構)或個人的資訊；及</p> <p>(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities. 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色。</p>	<p>3.4 Responding to Climate Change — Governance 應對氣候變化 — 管治</p>
<b>(II) Strategy 策略</b>		
<b>Climate-related risks and opportunities</b>		
<b>氣候相關風險和機遇</b>		
	<p>2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. 發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。</p>	<p>3.4 Responding to Climate Change — Strategy 應對氣候變化 — 策略</p>
<b>Business model and value chain</b>		
<b>業務模式和價值鏈</b>		
	<p>3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. 發行人須披露讓人瞭解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。</p>	<p>3.4 Responding to Climate Change — Strategy 應對氣候變化 — 策略</p>

Note: Going forward, the Group will continue to align with Appendix C2 of the HKEX ESG Reporting Code Part D: Climate-related Disclosures, refining its climate change management mechanism, optimising internal controls, and enhancing climate-related disclosures.

附註：未來，本集團將繼續參照聯交所《環境、社會及管治報告守則》附錄C2 D部分：氣候相關披露，持續完善應對氣候變化管理機制，優化內部管理舉措，並逐步強化氣候相關披露工作。



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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Strategy and decision-making</b>		
<b>策略和決策</b>		
4.	<p>An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose: 發行人須披露讓人瞭解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a). 有關發行人當前及將來計劃如何為根據第4(a)段披露的行動提供資源。</p>	<p>3.4 Responding to Climate Change — Strategy 應對氣候變化 — 策略</p> <p>3.4 Responding to Climate Change — Risk Management 應對氣候變化 — 風險管理</p> <p>3.4 Responding to Climate Change — Indicator and Objective 應對氣候變化 — 指標及目標</p>
5.	<p>An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 4(a). 發行人須披露先前各匯報期內按照第4(a)段所披露計劃的進度。</p>	<p>3.4 Responding to Climate Change — Strategy 應對氣候變化 — 策略</p>

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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Financial position, financial performance and cash flows</b>		
<b>財務狀況、財務表現及現金流量</b>		
6. Current financial effect 當前財務影響		<p>In the current and foreseeable periods, climate-related risks and opportunities have not had a material impact on the financial position, financial performance and cash flows, and the associated measurement uncertainty remains high. Accordingly, no specific disclosures are provided in the Reporting Period.</p> <p>在當期及可預見期間內，氣候相關風險與機遇對財務狀況、業績及現金流未構成重大影響，且相關計量不確定性較高，故本報告期內未作專項披露。</p>
7. Anticipated financial effect 預期財務影響		<p>In the current and foreseeable periods, climate-related risks and opportunities have not had a material impact on the financial position, financial performance and cash flows, and the associated measurement uncertainty remains high. Accordingly, no specific disclosures are provided in the Reporting Period.</p> <p>在當期及可預見期間內，氣候相關風險與機遇對財務狀況、業績及現金流未構成重大影響，且相關計量不確定性較高，故本報告期內未作專項披露。</p>



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### 附錄 – 香港聯交所《環境、社會及管治報告守則》內容索引

ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Climate resilience</b>		
<b>氣候韌性</b>		
8.	<p>An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人瞭解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：</p> <p>(a) the issuer’s assessment of its climate resilience as at the reporting date. 發行人截至匯報日對其氣候韌性的評估。</p> <p>(b) how and when the climate-related scenario analysis was carried out. 如何及何時進行氣候相關情景分析。</p>	<p>The Group will progressively enhance the work related to climate scenario analysis, taking into account regulatory requirements and actual operational conditions.</p> <p>本集團將結合監管要求及實際營運情況，逐步完善氣候情景分析相關工作。</p>
<b>(III) Risk Management 風險管理</b>		
9.	<p>An issuer shall disclose information about:</p> <p>發行人須披露以下資訊：</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks. 發行人用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策。</p> <p>(b) whether and how the issuer has changed the processes it uses compared with the previous reporting period; the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及</p> <p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process. 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	<p>3.4 Responding to Climate Change-Risk Management 應對氣候變化 — 風險管理</p>

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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>(IV) Metrics and Targets 指標及目標</b>		
<b>Greenhouse gas emissions</b>		
<b>溫室氣體排放</b>		
10.	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO <sub>2</sub> equivalent, classified as: 發行人須披露匯報期內的溫室氣體絕對總排放量(以公噸二氧化碳當量表示)，並分為：	3.4 Responding to Climate Change-GHG Emission of the Group 應對氣候變化 — 本集團溫室氣體排放情況
(a)	Scope 1 greenhouse gas emissions; 範圍一溫室氣體排放；	
(b)	Scope 2 greenhouse gas emissions; and 範圍二溫室氣體排放；及	
(c)	Scope 3 greenhouse gas emissions. 範圍三溫室氣體排放。	
11.	An issuer shall: 發行人須：  (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions; 除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準(2004年)》計量其溫室氣體排放；  (b) disclose the approach it uses to measure its greenhouse gas emissions; 披露其用於計量溫室氣體排放的方法；  (c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and 就根據第10(b)段披露的範圍二溫室氣體排放，披露其以地域為基準的範圍二溫室氣體排放，並提供有助於瞭解該排放的任何所需合約文書的資訊；及  (d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). 就根據第10(c)段披露的範圍三溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈(範圍三)核算與報告標準(2011年)》所述的範圍3類別披露發行人計量範圍三溫室氣體排放中包含的類別。	3.4 Responding to Climate Change-GHG Emission of the Group 應對氣候變化 — 本集團溫室氣體排放情況



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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Climate-related transition risks</b> 氣候相關轉型風險	12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks. 發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。	Climate change does not have a material financial impact on the Group’s business operations or asset value in the current and foreseeable periods. Accordingly, no specific disclosures are provided in the Reporting Period. 氣候變化在當期及可預見期間內不會對本集團業務運營或資產價值產生重大財務影響，故本報告期內未作專項披露。
<b>Climate-related physical risks</b> 氣候相關物理風險	13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks. 發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。	Climate change does not have a material financial impact on the Group’s business operations or asset value in the current and foreseeable periods. Accordingly, no specific disclosures are provided in the Reporting Period. 氣候變化在當期及可預見期間內不會對本集團業務運營或資產價值產生重大財務影響，故本報告期內未作專項披露。
<b>Climate-related opportunities</b> 氣候相關機遇	14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities. 發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。	Climate change does not have a material financial impact on the Group’s business operations or asset value in the current and foreseeable periods. Accordingly, no specific disclosures are provided in the Reporting Period. 氣候變化在當期及可預見期間內不會對本集團業務運營或資產價值產生重大財務影響，故本報告期內未作專項披露。

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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Capital deployment</b> 資本運用	15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities. 發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。	<p>Climate change does not have a material financial impact on the Group's business operations or asset value in the current and foreseeable periods. Accordingly, no specific disclosures are provided in the Reporting Period.</p> <p>氣候變化在當期及可預見期間內不會對本集團業務運營或資產價值產生重大財務影響，故本報告期內未作專項披露。</p>
<b>Internal carbon prices</b> 內部碳定價	16. An issuer shall disclose: 發行人須披露如下： <ul style="list-style-type: none"> <li>(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and                闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及</li> </ul>	<p>The Group will continue to monitor relevant policy developments and industry practices regarding internal carbon pricing mechanisms, and evaluate the feasibility of introducing such a mechanism when appropriate.</p> <p>The Group will closely monitor relevant policy trends and industry practices regarding the integration of climate-related performance indicators into remuneration policies, and assess the feasibility of linking climate targets with remuneration and incentive mechanisms accordingly.</p> <p>本集團將持續關注內部碳定價機制的相關政策發展與行業實踐，並於適當情況下，評估引入該機制的可行性。</p> <p>我們將密切關注將氣候相關績效指標納入薪酬政策的相關政策趨勢與行業實踐，並據此評估將氣候目標與薪酬激勵機制結合的可行性。</p>
	<ul style="list-style-type: none"> <li>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.                發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。</li> </ul>	



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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Remuneration</b> <b>薪酬</b>	<p>17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a).            發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第1(a)段作出的披露的一部分。</p>	<p>The Group will continue to monitor relevant policy developments and industry practices regarding internal carbon pricing mechanisms, and evaluate the feasibility of introducing such a mechanism when appropriate.</p> <p>The Group will closely monitor relevant policy trends and industry practices regarding the integration of climate-related performance indicators into remuneration policies, and assess the feasibility of linking climate targets with remuneration and incentive mechanisms accordingly.</p> <p>本集團將持續關注內部碳定價機制的相關政策發展與行業實踐，並於適當情況下，評估引入該機制的可行性。</p> <p>我們將密切關注將氣候相關績效指標納入薪酬政策的相關政策趨勢與行業實踐，並據此評估將氣候目標與薪酬激勵機制結合的可行性。</p>
<b>Industry-based metrics</b> <b>行業指標</b>	<p>18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.            鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，鼓勵發行人參考《〈國際財務報告可持續披露準則S2號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。</p>	<p>Following careful assessment, the relevant industry indicators are currently of limited applicability to the Group. Accordingly, no specific disclosures are provided in the Reporting Period.            經審慎評估，目前相關行業指標對本集團適用性有限，故本報告期內未作專項披露。</p>

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ESG Aspects 環境、社會及管治層面	Description 說明	Corresponding Sections/Explanations 所在章節／解釋
<b>Climate-related targets</b>		
<b>氣候相關目標</b>		
19.	<p>An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets.</p> <p>發行人須披露 (a) 其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及 (b) 法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。</p>	<p>The Group will progressively advance and improve the setting and management of climate-related targets, taking into account regulatory requirements, industry trends, and the Group’s operational circumstances.</p> <p>未來，本集團將結合監管要求、行業趨勢及自身營運實際情況，逐步推動並完善氣候相關目標設定與管理工作。</p>
20.	<p>An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target.</p> <p>發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度。</p>	<p>The Group will progressively advance and improve the setting and management of climate-related targets, taking into account regulatory requirements, industry trends, and the Group’s operational circumstances.</p> <p>未來，本集團將結合監管要求、行業趨勢及自身營運實際情況，逐步推動並完善氣候相關目標設定與管理工作。</p>
21.	<p>An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer’s performance.</p> <p>發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。</p>	<p>The Group will progressively advance and improve the setting and management of climate-related targets, taking into account regulatory requirements, industry trends, and the Group’s operational circumstances.</p> <p>未來，本集團將結合監管要求、行業趨勢及自身營運實際情況，逐步推動並完善氣候相關目標設定與管理工作。</p>



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22.	<p>For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose: 就按第 19 至 21 段披露的每一項溫室氣體排放目標，發行人須披露：</p> <ul style="list-style-type: none"><li>(a) which greenhouse gases are covered by the target; 目標涵蓋哪些溫室氣體；</li><li>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target; 目標是否涵蓋範圍一、範圍二或範圍三溫室氣體排放；</li><li>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target; 此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；</li><li>(d) whether the target was derived using a sectoral decarbonisation approach; and 目標是否是採用行業脫碳方法得出的；及</li><li>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. 發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。</li></ul>	<p>The Group will progressively advance and improve the setting and management of climate-related targets, taking into account regulatory requirements, industry trends, and the Group's operational circumstances. 未來，本集團將結合監管要求、行業趨勢及自身營運實際情況，逐步推動並完善氣候相關目標設定與管理工作。</p>

#### Applicability of cross-industry metrics and industry-based metrics

##### 跨行業指標及行業指標的適用性

23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of (i) cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).  
在編製披露內容以符合第 3 至 8 及 19 至 20 段的規定時，發行人須參考 (i) 跨行業指標（見第 10 至 17 段）及 (ii) 行業指標（見第 18 段）並考慮其是否適用。

Following careful assessment, the relevant cross-industry and industry specific indicators are currently of limited applicability to the Group. Accordingly, no specific disclosures are provided in the Reporting Period.

經審慎評估，目前相關跨行業指標及行業指標對本集團的適用性有限，故本報告期內未作專項披露。



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