## 2022

2022年度 YFPO ESG Report





## 报告说明 INSTRUCTION

#### ■ 报告范围 Scope of the Report

本报告是延锋彼欧汽车外饰系统有限公司发布的第一份环境、社会和治理报告(ESG报告),报告信息和数据主要涵盖了2022年1月1日至2022年12月31日期间公司各项社会责任实践活动,基于报告的延续性和对比性,部分数据和信息不局限于2022年。本报告披露范围为公司总部、全资分子公司和并表合资公司(具体见<延锋彼欧汽车外饰系统有限公司2022年ESG报告披露范围清单>)。

This report is the first Environmental, Social and Governance Report (ESG Report) published by Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd with the information and data included mainly covers all kinds of social responsibility practices since Jan 1st 2022 to Dec 31st. Regarding to the continuity and comparison of the report, some are not limited to 2022. The scope of disclosure of the report covers the company's headquarters, wholly-owned subsidiary companies and joint ventures, which can be refer to "List of disclosure scope of Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. 2022 ESG Report" for details.

#### ■ 内容选择 Content Selection

报告内容在选取过程中,公司遵循 GRI标准的重要性、完整性、响应性原则,从经济、社会和环境三个方面进行阐述,重点报告了公司在组织治理、产品责任、环保责任、共同发展等方面的社会责任承担。本报告的数据和信息收集工作按公司现有工作流程进行。为提高报告的公信力,公司委托必维国际检验集团进行第三方报告验证。



During content selection of the report, the company followed the request on importance, integrity and responsiveness of GRI standards, elaborated from the aspects of economy, society and environment, and reported the company's social responsibility focusing on organizational governance, product responsibility, environmental responsibility and common development. Data and information collection for this report is carried out according to the company's existing working procedures. In order to improve the credibility of the report, the company commissioned Bureau Veritas to implement third-party verification.

#### ■ 编制原则 Principle of Compilation

本报告参考《全球报告倡议组织 GRI标准》、国际标准化组织《ISO 26000:2010 企业社会责任指南》、《GB/T36001-2015社会责任报告编写指南》的要求进行编制。

This report is prepared in accordance with the requirements of the Global Reporting Initiative (GRI) Standard, ISO 26000:2010 Guidelines for Corporate Social Responsibility and GB/T36001-2015 Guidelines for preparing Social Responsibility reports.

#### ■ 指代说明 Refer to the Company

报告中延锋彼欧汽车外饰系统有限公司简称为"延锋彼欧"或"公司"或"我们"。本报告版权归公司所有。

In the report, Yanfeng Plastic Automotive Exterior Systems Co., Ltd. is referred to as "YFPO" or "company" or "we". The copyright of this report belongs to the company.

#### ■ 发布方式 Channels of Release

报告发布周期为每年一次,以网络版形式发布,可在本公司网站查阅(网址:https://www.yfpo.com/)。报告语言为中英文两种,对两种文本的报告理解上发生歧义时,请以中文文本为准。

The report is published annually in online formats. It is available on the Company's website (https://www.yfpo.com/). The report language is Chinese and English. In case of any discrepancy between the two language, the Chinese meaning shall prevail.

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## 高管致辞 Executive Address

#### 携手同行,实现碳中和 Act for All, Reaching Carbon Neutrality

在2021年初,延锋彼欧正式成立可持续发展委员会,并建立相应的管理架构。自此之 后,全公司快速有限地推进大量有价值的行动措拖,并在2022年内取得相当优异的成绩。

安全健康方面,公司2022年总事故率达到历史新低0.012,除100%新的工作台进行人 体工程学评审与改讲外,有超过50%公司全部现有工作台已经经过初步评审并提出相应改 进措施。100%的新入职或新晋经理进行了TOP Safety培训;环境方面公司减少142吨的危 废。公司全年工厂公益活动覆盖率再次达到100%,共有超700人次参加了各项活动,如助 学、献血、支教等活动,人数远高于去年。我们的新临港工厂也成功通过RBA审核。YFPO技 术中心与铁西公司也成功通过TISAX信息安全审核。多好的成绩!

2022年我们的一项主要工作是学习、摸索碳排放与碳足迹计算的方式方法,为的是能 更科学做到其可测量,并从而采取措施减少排放。在2022年中,在咨询公司帮助下,我们已 经实现了25个工厂CCF认证,并启动了1个产品的PCF认证。另外,我们获得CDP气候变化评 级B级评价和供应链合作评级A-评价,这比我们的户要求也整整提前了一年时间。目前,公 司能够逐步推出我们中长期的碳中和战略:即2025年范围1&2减少30%碳排放、2030年碳 达锋、2050年全面碳中和。这是也将成为我们对可持续性的长期承诺。

2023年,我们将寻求更多的抓手去推行碳中和,我们将提倡三个生态概念:1)生态设 计,如更多的设计轻量及空气动力产品,通过集成更多的结构与功能并整体简化设计。2)生态材料,增加可回用料或生物基材料在我 们产品中使用。3)生态工艺,节约能源及使用绿色能源、消除浪费等等。

实现碳中和将是我公司可持续性战略中最重要的一部分,让我们持续"众心一行",迈着坚定的步伐去实现我们的最终目标!

Early in 2021, YFPO has established the sustainability committee and its governance and management structure. The whole organization then is learning and moving forward very effectively with lots of valuable activities, with remarkable results achieved in the year.

In terms of safety and health, Rate of Total Accident Occurrence in 2022 reached a historic low of 0.012. 100% of new workstations and over 50% of existing ones were assessed and improved. 100% of newly hired or new managers have received TOP Safety training. In terms of the environment, we reduced 142 tons of hazardous waste. The coverage rate of public welfare activities has reached 100% again, with over 700 people participating in various activities such as student assistance, blood donation, and teaching support, which is much higher than last year. NLG plant has also successfully passed RBA audit. TC and TX have also successfully passed the TISAX audit. What a great result!

The major focus for YFPO in 2022 is to learn and explore the methodologies of carbon emission and carbon footprint, in order to be able to measure it to reduce. In 2022, YFPO has cooperated with consultation companies to get 25 sites with CCF and kick-off 1 product PCF. YFPO has also got CDP score of B of climate change, and A- of supplier engagement which is 1 year earlier than customer requirement. We now gradually rolled out our long-term carbon neutrality ambition, 2025 to 30% carbon emission in scope 1&2, 2030 carbon peak and 2050 to full carbon neutrality. This will be our long-standing commitment to sustainability.

From 2023, YFPO will strive to reach carbon neutrality target, we will promote three Eco Concepts: 1) Eco-design for more light weight, aerodynamic parts, more structure and functional integrated modules but with simplified design. 2) Eco-Material for using more recycled or bio-based materials in our products. 3) Eco-Process with energy saving and green energy utilization, wastes elimination activities for instance.

Carbon neutrality is becoming our most important part of our sustainable strategy. Let's Act for All, to continue forge our solid steps to reach the ultimate goal!



#### 永续强基,聚力新跨越 Enhance by sustainability for a new leap

2022年恰逢延锋彼欧成立十五周年,公司在当年度实现了合并100亿元销售的里 程碑,这一切来之不易。

我们经历了疫情三年来最广泛直接的冲击,公司高层在各基地驻厂领导封闭管理, 保障员工健康生活,确保客户供应需求,也尽己所能向对口政府提供必要支持,获得各方充

我们在气候中和方面迈出了坚实一步,公司与客户广泛交流碳战略目标与措施,实 现首个循环再生材料在量产车型上的供货,并实现首个工厂电力消耗100%绿色属性获取, 获得了CDP中国区飞跃进步奖,也获得了客户的一致认可;

我们坚持践行环境和人的协同保护规划与落地,全年实现了3条新增水性涂装线建 成并投入使用,注重在技术路径中强化环境亲和新材料和新工艺的研发,着力推进固废减 量并启动零填埋研究,采取"以新带老"的路径实现人机工程工位评估和整改,不断减轻我 们的环境足迹;

我们积极协同我们的上游伙伴、经营环境相关方和员工,在人权、环境、气候、诚信 等方面充分同步,助力能力提升、强化效果输出、倡导价值传递,给年轻人更多舞台,给新想 法更多机会,给新技术更多空间,共同推进行业进步。

新的一年,新的征程,在"众心一行"的可持续理念支撑和"筑基·跨越"的双引擎驱动下,延锋彼欧将进一步提档加速,围绕 "轻量化、智能化、个性化、可持续"的价值输出,向着20周年的新跨越前进!

By 2022, as the 15th anniversary of YFPO establishment, we achieved the 10-billion-revenue (consolidated) milestone. It was a hard won.

We experienced the most extensive and direct impact of the epidemic in the past three years. All company top management lived inside the plant to lead management in various bases and ensured health of employees as well as the production to meet customer supply needs. Meanwhile we also did our best to provide necessary support to local government and hence received full recognition.

Another solid step in our climate neutrality strategy was taken. We extensively communicated with customers about carbon inventory and carbon management goals and measures, achieved the first serials production using recycled materials vehicle models, and at first time obtained 100% green attribute of plant power consumption through green certificate procurement. We won CDP China Leap Progress Award as well as unanimous recognition from customers.

We adhere to the coordinated planning and implementation of protection to both environmental and human. Three new water-borne paint lines were put into use throughout the year. We focus on strengthening research and development of environmentally friendly new materials and processes in the technical roadmap, promoted solid waste reduction, and initiated zero landfill research. We adopted the "new leads old" concept to achieve ergonomic workstation evaluation and rectification and kept reducing our environmental footprint continuously.

We actively collaborate with our upstream partners, stakeholders in the business environment, and employees to fully synchronize in human rights, environment, climate, integrity, and other aspects, helping to enhance capabilities, strengthen effectiveness output, advocate for value transmission, provide more opportunities for young people, new ideas, and new technologies, and jointly promote industry progress.

A new journey for the new year. Supported by the sustainable concept of "Act for All" and driven by the dual engines of "back to basics, transcend", YFPO will further accelerate and focus on the value output of "lightweight, intelligent, personalized, and sustainable" towards a new leap of the 20th anniversary!

## 荣誉和奖项 Honors and awards

#### ■ 社会认可类 SOCIETY RECOGNITION



总部上海嘉定区 综合实力百强&先进制造业百强企业 HQ, TOP 100 INTEGRAL STRENGTH & ADVANCED MANUFACTURER of Jiading, Shanghai



总部 CDP 2022飞跃进步奖 HQ, CDP 2022 Environmental Leap Forward



安亭中国工业数字化转型领航企业 AT, Pilot Enterprise of China's Industrial Digital Transformation



总部上海嘉定工业区 综合实力奖金奖+科技创新奖 HQ, Shanghai Jlading Industrial Zone Comprehensive Strength Award Gold Award+Science and Technology InnovationAward



仪征 仪征市"优秀企业" YZ, "Excellent Enterprise"

■ 股东认可类 SHAREHOLDER RECOGNITION



郑州 全国机械工业优秀质量管理小组 活动成果一等奖 ZZ, First Prize for Excellent Quality Management Group in National Mechanical Industry

#### ■客户认可类 CUSTOMER RECOGNITION



总部上汽通用2022年度优秀供应商奖 HQ, SGM 2022 Excellent Supplier Award



沈阳区域 宝马"BEST TEAM"奖项 SY, BMW "BEST TEAM" Award



总部沃尔沃"合作共赢"奖 HQ, Volvo "Win-win Cooperation" Award



总部极星环保奖 HQ, Polestar Environmental Award



总部 2022年度智己汽车优秀供应商奖 HQ, 2022 IM Excellent Supplier Award



总部 长安马自达2022年度优秀供应商 HQ, Chang'an Mazda 2022 Excellent Supplie



安亭 2022华域汽车数字化推进优秀案例 AT, 2022 HASCO Excellent Case of Digital Promotion



安亭 2022华域汽车数字化标杆工厂 AT, 2022 HASCO Digital BenchmarkFactory



郑州上汽集团最佳群众满意案例奖 ZZ, SAIC Best Satisfaction Case Award





## 2022 工作亮点 2022 HIGHLIGHTS

## 经济

公司销售规模首次实现合并100亿元,新产品和客户开拓稳步推进 Sales scale consolidated reached 10 billion RMB for the 1" time, robust new product and customer exploitation.



信息安全获得新认证,供应商ESG推动有力,公益活动人数激增 New information security certfication, supplier ESG promotin strongly pushed, social beneft activities participants increased rapidly.

## 环境

碳足迹测算切入轨道,气候行动和披露获得认可,循环材料实现突破 On-rack carbon footprint analysis, recogniton gained on limate-related activities & disclosure, breakthrough on utilization of recycling material

## OLL 公司機派 CORPORATE PROFILE

#### **SDGS**











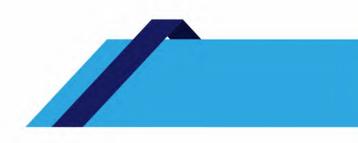












合并销售额(亿元) Revenue Consolidated (100mil. RMB)

100.14

\*保险杠市占率(中国,%) Market share of bumpers (China,%)

26.1

在产尾门项目数 Tailgate Projects in production

32



#### 使命,愿景,核心价值观 Mission, Vision & Core Values

#### 使命:共创美好汽车生活!

我们站在行业的前沿,敏锐捕捉科技与人本的契合,将创新的智慧、美的品味、无处不在的关爱注入汽车,让用户体验到了驾乘的愉悦和超出预期的满足!我们愿和整车厂、消费者和合作伙伴共同创造美好汽车生活梦想,让汽车世界走向崭新的未来!

#### 愿景:成为世界上最好的汽车外饰系统供应商。

我们致力于成为客户满意、股东满意、员工满意和社会尊敬的,具有全球竞争力和美誉度的汽车零部件行业的引领者。

#### 企业核心价值观:C-SPIRIT

C代表我们的客户(Customer),无论是整车厂还是消费者,都是我们一切经营活动的中心、生存和发展的基础、追求卓越的动力。SPIRIT代表奋斗(Striving)、人本(People)、创新(Innovation)、包容(Respect)、诚信(Integrity)、团队(Teamwork)六种精神,集中体现了延锋彼欧员工的思维和行为风格、道德和情感主张。



#### Mission: Better life trough automotive innovation.

We combine cutting-edge technology with innovative styling and dedication in designing our products to ensure an exceptional driving experience. Our goal is not just to meet but exceed the expectations of our customers. We are partnering with vehicle manufacturers, consumers and other stakeholders for a better automotive experience, driving the industry to a brighter future.

#### Vision: To be the best automotive exterior system supplier in the world

We are devoted to becoming the global leader in automotive component industry with competency to create customer satisfaction, employee pride, shareholder recognition, social respect.

#### Core Values: C-SPIRIT

The C in Customer includes car manufacturers and all consumers of automotive components. Our customers are, and always will be, the center of our business. They are the foundation of our success and inspire us to strive for further excellence. SPIRIT stands for Striving, People, Innovation, Respect, Integrity and Teamwork. These six core values guide our thinking, behavior and ethical values.



延锋彼欧汽车外饰系统有限公司成立于2007年4月,总部和技术中心位于上海嘉定,其前身为延锋 伟世通外饰厂,公司在原有安亭、重庆两个生产基地的基础上,通过持续的努力,发展为国内领先的汽车外饰系统供应商。

截至2022年底,公司拥有33个工厂实体,其中已投产的并表主体28个。2022年新增注册南非子公司和北京子公司。同年临港子公司、辽宁子公司和合肥子公司完成投产。

除上海外,在沈阳、武汉、宁波、东莞、合肥、如皋、重庆设有技术中心驻点,并在美国、德国、日本等地设立了前沿办公室,可直接与OEM总部进行面对面的交流。延锋彼欧围绕汽车外饰产品,不仅为客户提供可靠的配套产品,更提供独特的设计、研发和验证服务,公司具备从造型设计到量产的全面服务能力,自2011年起公司产品长期占据市场占有率首位。

近年来,公司紧跟汽车新四化的发展趋势,在创新上进一步增大了投入力度。大量新工艺、新产品的涌现进一步扩展了公司的产品线。据统计,2022年公司投产项目71个,全年开发项目187个,在获得客户认可的同时更进一步夯实了企业自身的竞争力。

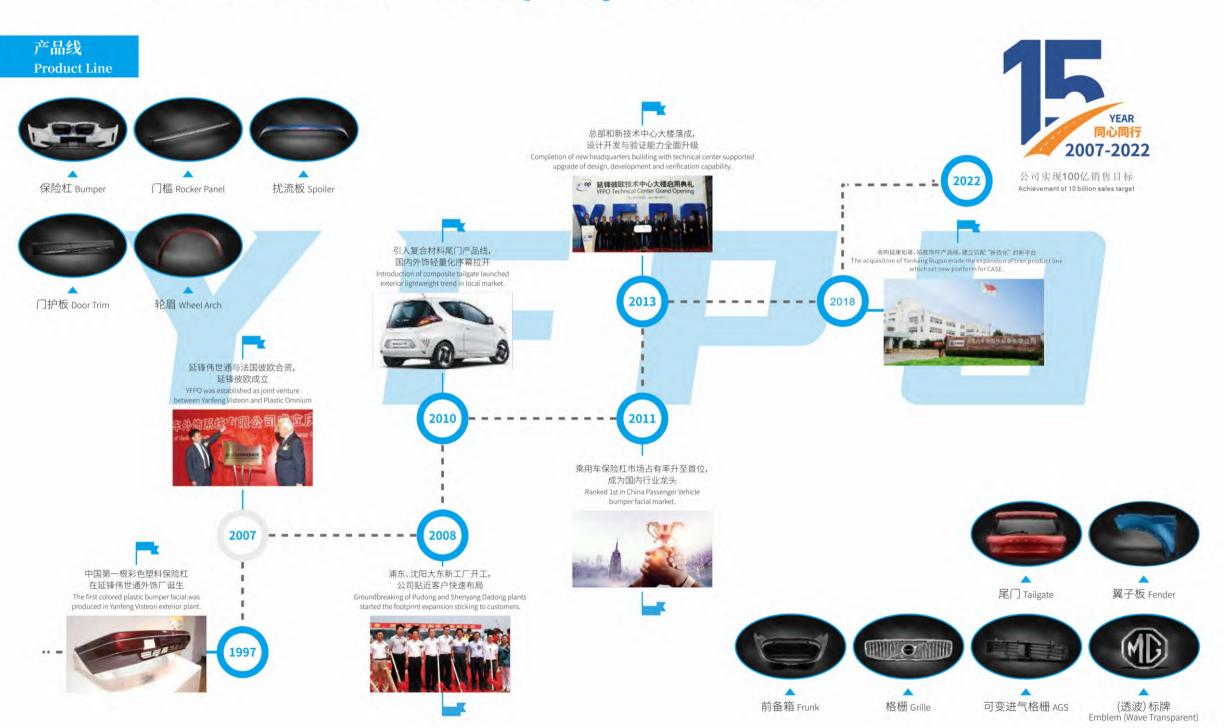
Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. was established in April, 2007. The headquarter and technical center is located in Jiading, Shanghai. Inheriting the Anting and Chongqing base from its predecessor as exterior plant of Yanfeng Visteon, the company has been taking great effort and has become the leading auto exterior system supplier in China.

By end of 2022, YFPO owns 33 plants, among them 28 consolidated. In 2022, new subsidiaries in South Africa and Beijing have been registered. Lingang subsidiary, Liaoning subsidiary, and Hefei subsidiary came into use.

Besides Shanghai, YFPO technical center has branches in Shenyang, Wuhan, Ningbo, Dongguan, Hefei, Rugao and Chongqing, as well as front offices in the US, Germany and Japan so as to communicate face to face with OEM headquarters. Focusing on auto exterior market, YFPO is providing unique design, research, development and verification services as well as reliable products. The company is able to provide full scope service starting from modelling design to mass production. Since 2011, the company has been occupying the first place in the market.

In recent years, by tightly following the CASE trend (Connective, Autonomous, Sharing, Electrified), YFPO has enhanced the investment on innovation. Many new process and new products has come out and expanded the company's product line. As statistics shown, in 2022, the company has realized 71 successful launches among 187 programs ongoing, this achievement has not only praised by customer but also further consolidated the competitiveness of the company itself.





### 可持续发展绩效指标

Performance of sustainable Development

经济 Economic

环境 Environmental 社会 Social

总资产(亿元 Total Assets (100		GRI 102-7		整车产量(万轴 acial supplied (10k		合并销售收入 Sales Consolidate	.(亿元) ed (100mil. RMB)	GRI 201-1	纳税总额(亿 Total Tax Paid (1			研发投入(亿 R&D Input (100		
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
126.00	117.75	99.96	555.4	480.1	422.9	100.14	89.56	75.06	5.64	4.35	3.60	4.72	4.04	4.09
	持资金(万元) ntives and Funds(	GRI 201-4 10k RMB)	危险废物处理 Rate of Hazardoo	率(%) us Waste Treatmen	t (%)	废气委外监测 Pass Rate of 3rd	达标率(%) Party Monitor on V	Vaste Gas (%)	固体废物排放 Solid Waste Disc		GRI 306-2		咸量总量 (吨) dustrial Waste Re	duction(MT)
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
4,229	2,566	3,127	100	100	100	100	100	100	4,792	4,854	3,645	2,111	1,995	3,645
光伏电站年发E Annual Gener	电总量 (MWh) ation of Solar	PV (Mwh)	电力年度消耗 Total Annual Pov	总量(GWh) ver Consumption (	GRI 302-1 GWh)		能耗(吨标煤/ Energy Consumption			(S1&S2,吨C ions (S1+S2) (Ton C				
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020			
6,081	2,379	2,203	217.7	203.41	173.71	0.0889	0.0908	0.0926	184,015	181,898	155,733			
累计有效专利 Accumulated Pat			客户满意度( Customer Satisfa			廉洁承诺书签 Honesty Commit	署率(%) ment Signing Rate	· (%)	男女同岗位薪 Salary of Femail		GRI 405-2			
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020			
312	266*	199*	90.2	91.6	91.8	100	100	100	100	100	100			
员工平均培训 Average Training	课时(课时) Hours per Capita (	GRI 404-1 (Hours)		总课时(课时) ours per Year (Hour	rs)		率(20万工作/ ident Occurrence (		损工事故伤害 Rate of LTA (200	频率(20万小B k Hrs)	付) GRI 403-9	重大事故数 Number of Majo	(起) or Accidents (Cases)	
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
59.9	58.3	65	338,735	276,022	253,638	0.012	0.013	0.030	0.012	0	0.015	0	0	0
职业体检率( Rate of Occupation	%) onal Health Checks	(%)	员工扶助帮困 Funding Aids to I	金(万元) Employees (10k RM	18)	志愿者活动参 Man-time Involv	加人次数 ed in Voluntary Se	rvices		N议签订率(%) Supplier Honesty	Agreement (%)		☑商EHS审核实施 HS Audit Implemen iers (%)	
2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
100	100	100	43.9	30.3	34.5	735	487	390	100	100	100	100	100	100

<sup>\*</sup>专利由于到期或适当放弃原因,数据较2021年度有调整 Due to expiration or appropriate abandonment of patents data has been adjusted compared to 2021



### 战略发展

Strategic Development

#### 市场与客户 Market & Customer

- 消费趋势变化显著, 自主飞驰高端稳健 Significant consumption trend switch leadsrapid local brand growth & robust premium models.
- ▶ 汽车产业深刻变革,新四化下技术交融 Profound automobile industry revolution with technology integration under CASE trend
- ▶ 市场细分逐步模糊,生态融合需求迭代 Blurring market segment due to eco-system mindset and demand iteration.

#### ■ 机遇 Opportunity

#### ■ 风险 Risk

- 极端气候环境 Extreme Climate Change
- 宏观市场供需 Macro Demand & Supply
   无序市场竞争 Disordered Market Competition

**Key Strategic Initiatives** 

战略重点

协同 创变

Collaboration Innovation

敏捷 永续

Agile Sustainability

#### 社会 Society

- 疫情震荡政策松动,经济趋冷信心偏弱 Epidemic shockwaves made policy loosen, cooling economy & weakening confidence.
- 人口红利结构调整,生育政策效果有限 New population policy hardly revises demographic dividend
- 文化自信显著提升,价值取向多元发展Exploding cultural confidence mixed with diverse value orientations

#### 对手和替代者 Competitors & Substitutes

- 传统领域竞争深化, 热点地区争夺更白热化 Intense traditional competition show up in hot areas.
- ■前沿领域交叉融合,创新价值竞争更跨行业 Crossover frontier race focus on innovative value output.
- 绿色低碳理念驱动, 材料工艺替代更多尝试 Green, low-carbon driver calls new material or process.

#### 股东与员工 Shareholders & Employees

- 股东方协同发展和回报期望强化 Enhanced expectation by shareholder on synergy and payback.
- 员工对发展和生活水平期望提升 Higher expectation by employees on development and better life.
- 劳动力市场供给结构变化对人力资源管理带来挑战 Challenges to HR management due to changing labor market structure.

### ■ 优势 Strength

- ■布局规模 Scale Footprint

- 节能环保重压 Huge Energy/Environment Task 技术转型更新 Technical Transformation & Upgrade
- 劣势 Weakness

#### 供应商和政府 Competitors & Substitutes

- 数字化技术背景下政府和产业链需求和供给不平衡 Uneven demand / supply from government and industry chain back on digitalization.
- 可持续发展要求下环保与碳中和约束与能力不匹配 Mismatch environment care & carbon neutral constrain / capability under sustainability.
- 共同富裕的目标下生产力和生产关系分配仍不均衡 Imbalance distribution on forces / relations of production to common prosperity goal.





## 组织治理

#### **ORGANIZATION GOVERNANCE**

#### 三大改进点

Three major improvement points

可持续发展机构优化,专职经理岗位

 $Sustainable\ development\ organization\ optimization\ with\ dedicated\ manager\ position\ set.$ 

法律合规清单的建立及合规体系的优化计划

Forming of legal compliance checklist and plan for optimized compliance system.

进一步完善了2025年可持续发展目标

A further optimized 2025 sustainable development target.

#### **SDGS**









\*该指标为总部和技术中心中高层管理者中女性管理者的占比。 This indicator is the proportion of female managers in the middle and senior managers

This indicator is the proportion of female managers in the middle and senior managers of the headquarters and technology center.



廉洁承诺签订数 (含供应商)
Number of Honesty Commitment Signed(Incl. Suppliers)

1,631

商业行为准则培训率 (%)
Training Coverage of Code of Conduct (%)

100

女性中高层管理者占比 (%) \*
Proportion of Female Middle or Senior Management (%)

13



## 公司治理架构

**Governance Structure** 

董事会是公司最高权力机构,一年至少召开两次会议,讨论和决策有关公司的一切重大方针和策略事宜。董事会由8人组成,股东双方各指派4人,包含董事长和副董事长各1人,董事长为法定代表人,公司总经理也是董事会成员。公司同时设有2名监事,负责监督公司的日常经营活动以及对董事、经理等人员违反法律、章程的行为予以指正。公司董监事中女性3人,占比30%。

The board of directors (BOD) is the highest authority of the company. The BOD meeting is held at least twice a year to discuss and make decisions on all major policies and strategies of the company. The BOD is composed of 8 members, 4 appointed by each shareholder, including 1 chairman and 1 vice chairman. The chairman is the legal representative, and the general manager of the company is also a member of the board of directors. The company has set 2 supervisors who are responsible for supervising the daily business activities of the company and correcting directors, managers and other personnel who violate laws and articles of association. Among the company's board of directors, there are 3 women, accounting for 30%.

公司经营管理机构为执委会,由董事会负责建立,执委会由6人组成,除总经理和常务副总经理外,其余副总经理分管商务,财务,运营和技术。公司下设一个技术中心和五个事业部分管相关工厂运营,与其余职能部门一起协调落实执委会的经营管理策略和政策。执委会、技术中心和事业部总经理/副总经理,加上总部、技术中心总监与工厂总经理,一起组成经营委员会,管理公司日常运营和持续改进。总部和技术中心中高管理层中女性4人,占比15.4%

The company's operation and management organization is the Executive Committee (EC), which is established by the board of Directors. The Executive Committee is composed of 6 people. Except the general manager and executive deputy general manager, the other vice general managers are in charge of business, finance, operation and technology. The company is owning a technical center and five business divisions which are responsible for the operation of relevant plants. They coordinate and implement the management strategies and policies of the EC together with other functional departments. Together with EC and general manager / vice general manager of technical center and business divisions, directors from the headquarters and technical center as well as plant general managers are involved to compose the Operation Committee (OC) for managing of the companies' daily operation and continuous improvement. Among the middle and top management in headquarters and technical center, there are 4 women, accounting for 15.4%.



### 组织治理 ORGANIZATION GOVERNANCE



#### 商业行为准则Business Code of Conduct

公司《员工行为规范》从品行、礼仪、纪律素养等五个维度倡导良好规范的员工日常行为,同时承接母公司商业行为准则,提供指导原则以确保我们遵守使用的法律法规,并严格遵循本公司的政策和规程,支持本公司成为全球领导者和优秀的企业公民。新员工入职时必须完成行为规范和行为准则的培训,并完成考核

We have "Employee Behavioral Norm" to advocate good standardized behavior covering 5 parts like character, etiquette, discipline, etc. We also undertake business code of conduct from our mother companies to provide guiding principles ensuring our comply withsuitable laws and regulations and strictly following the company's policies and procedures and hence supporting VFPO to become aglobal leader and excellent corporate citizen. During on-board training, all employees would have to complete the learning of these behavioral norm and code of conduct and pass the exam

#### 内部控制 Internal Control

公司内控科是隶属于执行委员会的独立单位,以确保公司经营风险、财务风险等得到控制与防范。内控科于2013年首次发布《延锋彼欧内控手册》,其管控要求涉及采购、销售、物流、信息系统等两百余个业务循环,有效指导公司合规管理与风险控制。2022年,内控参与梳理公司供应链管理制度,进一步优化供应链流程,通过电子出门证项目推动物料出门与运费结算的流程闭环管理。

The Internal Control (IC) Section is an independent unit subordinate to the executive committee. It ensures business / financial risks to be controlled and prevented. In 2013, the first edition of YFPO Internal Control Manual had been issued, which involves more than 200 business cycles such as procurement, sales, logistics, and information systems, effectively guiding the company's compliance management and risk control. In 2022, IC participated in sorting out the company's supply chain management system, further optimizing the supply chain process, and promoting closed-loop management of shipping release and freight settlement through the electronic shipper project.

#### 廉洁承诺 Integrity commitment



内部——公司每年组织公司中层管理人员、采购/财务/设备等关键岗位人员等不同群体签订《廉洁从业责任/承诺书》,确保诚信规范、协同共享、守法共赢。通过建立干部廉洁档案、设置纪委邮箱及举报热线、并在重大节日、重要节点及时通过邮件、微信等多样形式做好廉洁过节提醒,提高领导干部廉洁自律的自觉性,强化对干部立体的、有效的监督。结合承诺周、诚信合规日等活动,引导干部、员工树立廉洁、诚信的价值观。督促相关领导与人员强化廉洁从业意识,划清红线,明确责任,确保知行合一。

Internal – Every year, YFPO a) organizes different groups, such as middle management, procurement/finance/equipment and other key positions to sign the Integrity Responsibility/Commitment Letter to ensure honest, standardized, cooperative, and law abiding. b) by establishing integrity records for cadres, setting up email addresses and reporting hotlines for discipline inspection commissions, and timely reminding them of integrity during major holidays and important nodes through various forms such as email and WeChat, we aim to enhance the awareness of integrity and self-discipline among leaders and strengthen three-dimensional and effective supervision of cadres. c) guides cadres and employees to establish values of integrity and integrity through activities such as Commitment Week and Integrity and Compliance Day. d) Urges relevant leaders and personnel to strengthen their awareness of clean work, draw a clear red line, clarify responsibilities, and ensure the unity of knowledge and action.

供应商——公司邀请供应商参与共建廉洁的合作关系,通过签订廉洁承诺与供应商达成书面约定,并不断扩大适用供应商范围,至2022年,我们已我们已根据采购战略覆盖100%的P类生产供应商①以及非生产供应商。 Supplier – We involve suppliers to build incorruptible collaboration relationship through signing honest commitment for written confirm. We continuously enlarge the adaptive scope and has covered 100% suppliers including P class production① & non-production according to purchase strategy by 2022.

举报邮箱/热线— yfpojw@yfpo.com Reporting Email/Hotline+86 (0)21-3918 6927

年份 Year	签订数 Signed
2020	391
2021	1403
2022	1,631

廉洁承诺签订数(含供应商)

举报人保护措施 ——我们承诺遵守无报复政策,即绝不针对报告可能违规行为的举报人进行报复。这意味着任何一位员工不会因为提出有关可能违反准则的问题或担忧,抑或报告违规行为而遭受不良影响。如果员工因为报告违规行为而遭受报复时,员工的主管以及人力资源部,法律或合规部将采取行动切实保护员工安全。Whistleblower Protections – We are committed to our non-retaliation policy, which means that we will never retaliate against whistleblowers who report possible violations. This means that no employee will be adversely affected by raising questions or concerns about possible Code violations or reporting violations. In the event of retaliation against an employee for reporting a violation, the employee's supervisor, as well as Human Resources, Legal or Compliance, will take action to effectively protect the employee's safety.

#### 利益冲突 Conflict of Interests



依据政府法规要求和商业行为准则要求,我们坚持杜绝员工在履行公司职务中,其所代表或者维护的公共 利益、企业利益与个人利益之间可能发生的冲突。

According to government regulation and business code of conduct, we insist to eliminate any conflict between specified individual and the benefit of public or enterprise which he/she represents or maintains, during their performing company duty.

公司已要求关键人员100%完成利益冲突申报,并在招聘关键岗位时就其利益冲突情况进行申报和背景调查,并采取合适措施以确保合规。

The company has requested 100% key personnel finish declaration of interest conflict. During recruitment, declaration and background investigation will be suitable for key positions so that proper action could be taken to ensure compliance.

#### 法律合规 Legal Compliance



公司高度重视对国家及地方法律法规的遵守,及在内部规章制度及流程管控的合规体现。

The company attaches great importance to compliance with national and local laws and regulations, as well as compliance with internal regulations and process control.

为响应《民法典》"防治职场性骚扰"规定,公司协同母公司在公司官网上建立了投诉热线,2022年投诉为零。同时,公司相应修订并公布了程序文件,将反性骚扰落实入规章制度,切实保护员工合法权益。

In response to the "Prevention and Control of Sexual Harassment in the Workplace" provisions of the Civil Code, the company collaborated with its parent company to establish a complaint hotline on the company's official website, with zero complaints in 2022. At the same time, the company has correspondingly revised and released related procedure, putting anti sexual harassment into rules and regulations to effectively protecting the legitimate rights and interests of employees.

2022年,公司初步建立了法律合规清单,为公司各业务部门提供了较全面的法律合规指引。2023年公司计划进一步建立合规体系,为公司法律合规工作提供有效保障。

In 2022, the company initially established a legal compliance checklist to provide comprehensive legal compliance guidance for various business departments. In 2023, it's planned to further establish a compliance system to provide effective protection for the company's legal compliance.

#### 管理架构

Management Structure

延锋彼欧可持续发展委员会成立于2020年年末。委员会成员包括公司执委会成员、经营委员会成员,同时任命了战略规划部总监为延锋彼欧可持续发展管理者代表,质量系统部作为委员会日常工作的监管部门。

YFPO 5ustainable Development Committee was officially established at the end of 2020 invoving all EC and OC members. Director of trategicPlanning Department appointed as management representative for CSR, and Qulity System Department is the supervision department of the dallywork of the Committee.

2021年可持续发展委员会首年运作,公司总经理作为执委会代表向董事会汇报了可持续发展方针、战略、政策和相关工作进展和后续目标。

In 2021 which is the first full year for the committe, General Manager of the company, as representative of the EC, has reported to the BOD onsustainable development guidelines, strategies, policies, relevant working progress as well following target.

公司董事会充分重视可持续发展目标的规划和落实,要求执委会充分借鉴股东方即有能力,推动内外部和产业链上下游充分交流,全面规划细致的可持续发展路径图和阶段性目标,高效投入各类资源推动可持续发展支持公司总体战略目标的实现。

The BOD of the company has placed considerable value on planning and implementation of sustainability targets, requested EC to pushexchange with the upstream / downstream supply chain as wellasinternal /externalstakeholders, plan for detailed sustainability roadmapandtargets in stages, and eficiently input various resources to promote with refering existing capabilities of the shareholders so as to support the achievement of the company s overall strategic goals.



#### 可持续发展管理

**Management of Sustainable Development** 

在公司追求卓越的经营过程中,时刻关注理念、行动和产出的可持续性,致力于通过公义的商业道德准则、轻灵的环境足迹、动态的社会协同为人类多彩幸福未来的不断持续提供必要保障。

Throughout all processes to operation excellence, always pay attention to the sustainability of mindsel, activities and outputs, hence providenecessary guarantees for the continuous colorful well being futre through lucid business practices ,light environmental footprint and lvely socialsynergy

#### 可持续发展体系架构

Structure of Sustainable Development System

公司构造了可持续发展管理三大框架,包括经营责任、环境友好和企业公民三部分,该框架涵盖环境、社会和治理方面的所有议题,辅以供应链下沉管理,与利益相关方展开磋商,评估在这些方面的风险和机会,提出可持续发展战略,制定有详细目标和预算的行动计划,并监控运营。

The company has constructed a three-pillar framework, which is divided into: Business Accountability, Environmental-Friendly and Corporate Citizenship, covering all topics of ESG, also with complemented by supply chain management. We will consult with stakeholders, assess these risks and opportunities, propose sustainable development strategies as well as action plans with detailed targets and budgets, and monitor daily operations.



可持续发展体系架构 Sustainable Development System







#### 公司价值流与SDGs Value Flow and SDGs

#### 财务资本 Financial Capital

股东投入 Shareholder Input Operational Accumulation

金融活动

Financial Activities

#### 无形资本 Intangible Capital

股东品牌 Shareholder Brands 知识库 Knowledge Base

信息系统 Information System

#### 制造资本 Manufacture Capital

厂房设施 **Buildings & Facilities** 

生产装备 Production Implements 外协资源

#### 人力资本 Human Capital

员工与服务商 Staff & Service Provider 健康与安全投入 培训与发展投入 Health & Safety Input Training & Development Input

#### 社会与关系资本 Social & Relation Capital

政府支持 Government Support

行业协会

Outsider Supervision Industry Association

#### 自然资本 Natural Capital

石油衍生物:汽柴油,各类塑料粒子,涂料,粘接剂等 Petroleum Derivatives- Gasoline / Diesel, Plastic Resin, Paint, Adhesives, etc.

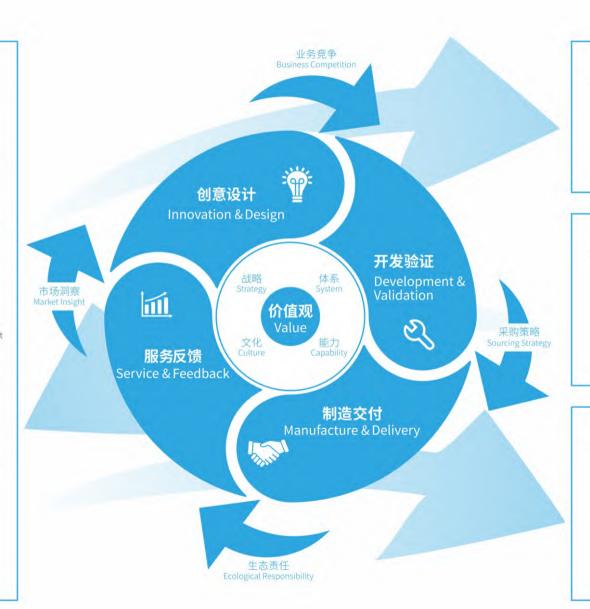
矿物:钢铁,铜,镍,钯,铟,云母等 Minerals-Iron / Steel, Copper, Nickel, Palladium, Indium, Mica, etc.

> 化石能源:天然气等 Fossil Energy-Natural Gas, etc.

二次能源:电力,蒸汽,供暖

Secondary Energy- Electricity, Steam, Heating.

工业土地,水 Industrial Land & Water



#### 商业价值 Business Value

产品与服务价值创新 Products & Services Value Innovation

专利授权 Patent Authorized

合并收入 Sales Revenue Consolidated

股东分红和再投资 Shareholder Dividend & Reinvestment

行业标杆与最佳业务实践 Industrial Benchmark & BBP

#### 社会价值 Social Value

客户满意度 Customer Satisfaction

员工敬业度 Employee Engagement

总税收 Total Tax Paid

外部奖项与荣誉 External awards and honors

标准与政策建议 Suggestions to Standard & Policy

公益活动与志愿者服务 Public welfare activities & voluntary services

#### 环境价值 Environment Value

危废合规处理 Hazardous Waste Treatment Compliance

固废处理减量 Solid Waste Reduction

NMHC排放浓度 NMHC Discharge Concentration

温室气体排放(直接和间接) GHG Emission (Direct & Indirect)

分布式光伏发电 Solar PV Generation &

可再生电力采购 Renewable Electricity Purchase

循环再生材料利用 Utilization of Recycled Material

CDP评级 CDP Rating



## 环境友好 Environmental-Friendly

碳中和 Carbon Neutrality ■益源减排 Resource & Discharge Optimization 可行的碳中和路径

Feasible carbon neutrality roadmap.

可再生电力占比超50%\*

Over 50% renewable electricity usage.

保险杠总成可实现25%循环再生材料利用

25% recycled resin could be taken for bumper assembly.

水性涂装线数量超9条\*

Over 9 water-borne paint lines.\*

首次实现电镀线全流程无六价铬投产

lst achieve chroming line start production with CrlV free.

### 经营责任 Business Accountability

■ 责任延伸 **Response Extension**  ■ 权益保障 Benefit Insurance 反腐败、反垄断、反不正当竞争合规扩展地域范围

Territory expansion on anti-corruption, antitrust and fair play.

信息安全和隐私保障升级

Upgrade information security & privacy protection.

动态训育和精准监管

Dynamic instruction and precise supervision.

拉动供应商能力提升以响应时代要求

Supplier capability improvement for fitting request of the era.

### 企业公民 Corporate Citizenship

■ 多样适应 Adapt to diversity 广泛参与 **Boarder Participation**  扩展国家民族文化融合适应

Ethnic & cultural fusion and adaption to expanding country.

- 100%进行人机工程学评估\*
- 100% ergonomical assessment.\*

志愿者参与公益活动达到1,000人次\*

Participate public warfare activities and voluntary services more than 1,000 mantime\*

更多行业标准和政府政策建议

More suggestion to industry standard and government policy.



#### 关键议题 Key Initiatives

基于《全球报告倡议组织 GRI标准》指导架构,公司梳理了可持续发展关键议题识别流程,作为可持续发展报告的依据,切实回应相关方期望获得的信息。

According to the guideline of the Global Reporting Initiative (GRI) Standard, YFPO has developed the identification process for key initiatives of sustainable development for this report to effectively response the anticipation for information by the stakeholder.

公司按客户、股东和投资方、供应商和承包商、员工、政府和监管机构、社区和社会组织以及合作伙伴区分利益相关方,完成了首次较为全面的利益相关方关注议题问卷调查,共有7类相关方被邀请参加调研,回收有效问卷669份,其中各相关方中高管理层有效问卷43份,确定关键议题23项。

By dividing stakeholder into customers, shareholders & investors, suppliers and subcontractors, employees, government and supervision, communities and social organizations, as well as collaborative partners, YFPO has fulfilled the first time a relative full-scale questionnaire for stakeholder-focused initiatives. 669 answers from 7 sorts of the stakeholder invited have been received, 68 among them were answered by medium or top managements. Finally 23 key initiatives have been identified.

除调研外,公司重视与利益相关方互动的常态性和全面性,不断寻找各类方法优化沟通方式。

Except for questionnaire survey, the company also attaches great importance to the normality and comprehensiveness of interaction with stakeholders and seek continuous different kinds of methods to optimize the communication channel.



董事会 BOD Meeting



员工座谈 Staff Discussion



客户交流 Customer Communication



政府来访 Government Visits



供应商交流 Supplier Communication



校企合作 Collaboration with Colleges

**7**类Sorts

利益相关方

Stakeholders

有效问卷 Effective

699份 Answers

**43**位 Answers

中高管理层 Mid/Top Management 23项 Items

关键议题 Key Initiatives

调研分为两部分,一是针对外部相关方就其所关注的议题进行调查,获得排名靠前的议题,并根据议题与相关方的关联程度合理分配议题分布,尽量减少重复议题。

The survey was conducted with two steps. The first one was focus on key initiatives that are mostly concerned by the stakeholders outside the company by ranking, as well as distributing those initiatives by relational degree to stakeholders to reduce repetition.

二是在外部相关方高关注议题的基础上,进行内部员工问卷调查,确定他们的关注议题,并明确特定相关方就相关议题对公司影响程度的辨识。

The second was to focus on internal employees to confirm their key initiatives and also evaluation on impacts of outsider stakeholders to the company base on the result of step 1.

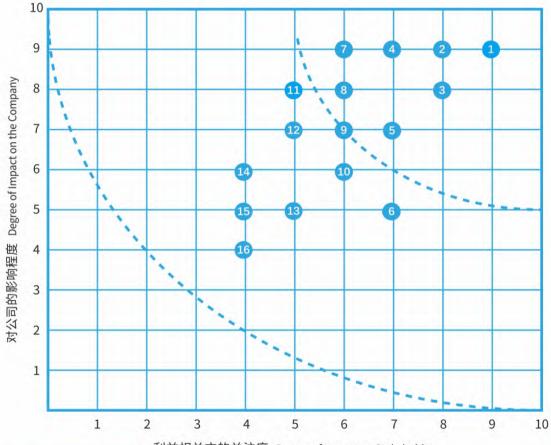
两部分调研完成后,综合调研数据,结合公司业务实质对数据进行转换运算,扩大议题分布离散度,形成最终结果(见下页)。

After the above steps, a conversion was done in accordance with all data and the company's business nature so as to enlarge dispersion of these initiatives and form final results as next page.





#### 关键议题 Key Initiatives



#### 利益相关方的关注度 Degree of Impact on Stakeholders

#### 排序 Ranking

- ①及时响应与高质量 Quick Response & High Quality
- 2 产品安全 Product Safety 回报与增长 Payback and Growth
- 3信息安全与隐私保护 Information Security & Privacy
- ◆公司治理与风险管控
  Governance & Risk Control
- 5 良好的薪酬待遇 Good Remuneration Package
- 6 保护消费者、员工权益 Protecting Consumers & Staff 合规经营和纳税 Compliance & Tax Payment
- 7供应商安全环境绩效 Supplier HSE Performance
- 8 排放控制 Discharge Control

- 9 公平、公正、透明采购 Fair, Justice & Transparent Purchase
- 10 支持和带动经济发展 Support / Lead Economy Growth
- 11 安全与健康 Health & Safety
- ₩ 诚信合规的供应基础 Integrity & Compliance
- 13 透明的信息发布 Transparent Disclosure

- ⅓培训和职业发展 Training & Career Development
- 15 履行社会责任 Fulfill Social Responsibility
- 16 新科技的研发运用 Research & Apply New Tech 行业共同发展 Industry Common Development

	利益相关方 Stakeholder	相关方代表 Representatives	关注议题 Initiatives Focused	沟通方式 Channel of Communication	议题评价结果 Evaluation	披露章节 Chapter In
1	客户 Customer	整车厂 OEMs	及时响应与高质量 Quick Response & High Quality 产品安全 Product Safety 信息安全与隐私保护 Information Security & Privacy	客户满意度调查 Customer Satisfaction Survey 客户投诉 Customer Compliant 客户沟通会议、展览 Communication, Meeting, Exhibition 客户审核和评分 Customer Audit & Scoring	9×9 8×9 8×8	第三章 Chapter 3
2	股东和投资方 Shareholders & investors	上级公司 Parent Companies	回报与增长 Payback and Growth 公司治理与风险管控 Governance & Risk Control	董事会 BOD Meeting 经营审核 Operation Review	8×9 7×9	第一章 Chapter 1
3	供应商和承包商 Suppliers & Subcontractors	生产性供应商 Productive Suppliers 非生产性供应商 Non-productive Suppliers 承包商和服务商 Subcontractors	公平、公正、透明采购 Fair, Justice & Transparent Purchase 供应商安全环境绩效 Supplier HEE Performance 诚信合规的供应基础 Integrity & Compliance	供应商会议和培训 Meeting/Training with Suppliers 电话、邮件沟通 Communication by Phone / Mail 各层多维沟通 Multi-dimensional Communication 现场审核和检查 Onsite Audit / Check	6×7 6×9 5×7	第六章 Chapter 6
4	员工 Employees	全职员工 Full-time Employees 兼职员工 Part-time Employees 供应商驻厂员工 Onsite Supplier Employees	良好的薪酬待遇 Good Remuneration Package 培训和职业发展 Training & Career Development 安全与健康 Health & Safety	员工敬业度调查 Employee Engagement Survey 员工座谈会、职代会 Employee Symposium & Congress 内部网站、在线平台 Internal Website / Online Platform	7×7 4×6 5×8	第五章 Chapter 5
5	政府和监管机构 Government & Supervision	各级政府 All levels of government 税务部门 Tax Bureau 经信/发改/科技部门 Economy & Science Departments 市场/环保/人社部门 Market / Environment / Human Resource Departments	保护消费者、员工权益 Protecting Consumers & Staff 合规经营和纳税 Compliance & Tax Payment 支持和带动经济发展 Support / Lead Economy Growth 排放控制 Discharge Control	政府会议 Government Conference 研讨会 Seminars 现场参观与沟通 Onsite Visit & Communication 监督和检查 Supervision & Check	7×5 7×5 6×6 6×8	第二/五章 Chapter 2,5 第三章 Chapter 3 第一章 Chapter 1 第四章 Chapter 4
6	社区和社会组织 Communities & Social Organizations	周边社区/村镇 Community/Villages 定点帮扶地区 Specific Supporting Areas 媒体和社会组织 Media & Social Organizations	排放控制 Discharge Control 透明的信息发布 Transparent Disclosure 履行社会责任 Fulfill Social Responsibility	定期报告披露 Periodic Report Disclosure 参观拜访、媒体采访 Visiting, Media Interviews 各类活动和项目合作 Activities & Collaborations	6×8 5×5 4×5	第四章 Chapter 4 第六章 Chapter 6
7	合作伙伴 Collaborative	大学和研究机构 Universities & Institutions 行业协会 Industry Association	新科技的研发运用 Research & Apply New Tech 行业共同发展 Industry Common Development	项目合作和互访 Program Collaboration & Visits 行业交流 Industrial Discussion	4×4 4×4	第三章 Chapter 3 第六章 Chapter 6



## 产品责任

### **PRODUCT RESPONSIBILITY**

三大改进点

Three major improvement points

技术能力分布优化,服务响应能力提升

Distribution of technology capability optimized to enhance service response.

质量能力认可客户继续扩容,内部审核效率效果显著优化

More customers recognition on quality capability, significant optimize internal audit efficiency and effectiveness.

信息安全获TISAX认证,开始在制造基地使用5G技术

Information security has got TISAX certification, 5G technology started to be used in manufacture site.

#### **SDGS**











客户满意度(%) Customer Satisfaction (%)

90.2

研发费用比例(%) R&D Cost Rate (%)

4.7

重大及以上信息安全事故数 (起) Number of Major and Above Information Security Accidents (Cases)

0



#### 质量方针 Quality Policy

8

持续改进,超越顾客期望,使本公司发展成为具有国际竞争力的企业。

Improve continuously and exceed customer expectations, for growing to an internationally competitive company.

以顾客满意为目标,始终理解顾客当前和未来的需求,并将其转化为公司的管理过程与产品过程控制要求,不断的满足顾客的需要并争取超越顾客期望,是每个员工的共同责任。通过持续改进提升公司的运营管理结果,实现公司的愿景目标。

Aiming at customer satisfaction, it's a shared responsibility for each employee to make out current and future demands of the customer, transfer them to the demands on the company by continuously improving operational management result.

#### 产品安全委员会 Product Safety Committee



产品安全是产品责任的基础,公司设立产品安全委员会,由技术中心副总与质量系统部总监牵头,由研发、质量、制造管理人员和专家组成,委员会主要职责如下:

Product safety is the foundation of product liability. YFPO has set up Product Safety Committee led by Vice General Manager of Technical Center and Director of Quality System Department and composed of managers or experts from technical, quality and manufacturing department. Main responsibilities of the committee is -

负责产品安全特性和控制原则的制定与更新,对公司发生的相关产品安全问题进行技术决策,对客户提出的产品安全问题进行技术评价,并提供专家意见。

To define and update product safety characteristics and control principles, make technical decisions on related product safety issues, make technical evaluation on product safety issues raised by customers, and provide expert advice.

- 负责规划和开展产品安全风险预警和安全性能检测等工作,监督检测国家强制性技术法规和标准的执行情况。
- To plan and fulfill product safety performance testing and risk alert, supervise implementation of national compulsory regulations and standards.
- 通过工作例会制度,每6个月交流重大产品安全信息,检查各项工作实施开展情况。跟踪、监督公司的重大产品安全问题产品,包括产品市场质量表现、售后质量问题,指导、参与处置重大产品安全事件。

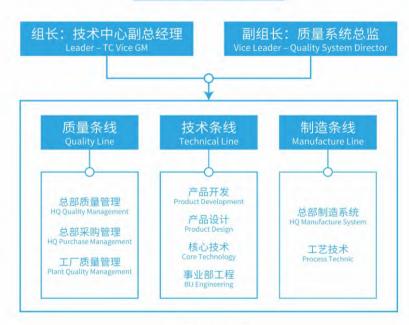
To exchange major product safety information every 6 months and check the implementation status through regular meeting. Track and supervise the company's major product safety issues, including quality performance, after-sales quality issues, guide and participate in the disposal of major product safety incidents.

■ 对已发生的产品安全事故,组织与协调缺陷产品引起整车汽车产品召回的实施,积极开展与整车厂和政府相关部门产品安全管理工作的沟通和交流。

To organize and coordinate the implementation of vehicle product recall caused by defective products for product safety accidents that have occurred, and actively carry out the communication and exchange with OEMs and relevant government departments on product safety.

#### 产品安全委员会

Product Safety Committee



产品安全委员会架构 Structure of Product Safety Committee

产品研发与创新 Research, Development & Innovation of Products

基于完善的技术评估管理流程,公司技术中心负责产品技术标准和产品开发体系,涉及结构设计、工程开发、材料开发和产品验证等,并结合公司战略规划建立公司未来5年及更长期的新技术发展规划和新产品发展趋势。

Based on thorough technical evaluation management process, the technical center is responsible for establishing product technical standards and product development system which including structural design, engineering development, material development and product verification, and proposing the company's new technology development plan and new product development trend in the next 5 years and beyond combined with strategic planning.

公司对研发坚持投入,2020-2022年共计达12.85亿元。技术中心为提供客戶更高效及时的技术服务,2022年新增四个研发分中心,现有516名产品设计、开发和验证的工程技术人员(其中超过70名当地招聘)与总部及各工厂近百名制造和信息技术人员共同构筑了延锋彼欧汽车外饰技术高地。符合行业特性、良性的激励机制全方位促进创新研发的有效开展。

Our continuously input in R&D added up to 1.285 billion RMB from 2020 to 2022. In order to provide customers more efficient and timely technical services, the Technology Center has increased four R&D sub-centers in 2022. Currently, there are 516 engineering and technical personnel (including 70+ local recruits) engaged in product design, development, and validation, as well as nearly 100 manufacturing and information technology personnel from headquarters and various factories, jointly building the YFPO automotive exterior technology highland. The company has established a positive and effective incentive mechanism to strengthen innovative, research and development.





研发能力	
R&D Capability	١

	2022			
87	设计项目 Design Projects			
187	开发项目 Projects in Development			
71	投产项目 Projects SOP			
6	全球车型项目 Global Projects			
3	客户技术展 Customer Tech-shows			

1 核心技术能力包括产品结构设计、工程开发、产品验证和材料及装备开发等。经多年努力,公司在各领域均达行业领先地位,体现在响应速度和质量、资源效率、技术标准和前瞻性等。2022年,我们在发光饰件、智能面板、车门、可循环材料研究、自动化设计方面有了更进一步发展,并获得金康塞力斯,小米,比亚迪,滴滴,零跑等新能源客户的认可。

Core technology capability includes product structure design, engineering, product verification and material, equipment development, etc. After years of continuous efforts, the company has been in the leading position in all core technology fields, reflected in quick response and high quality, resource efficiency, technical standards and forward-looking aspects. In 2022, we have further developed in the fields of illuminated trims, smart panels, side doors, recyclable materials and automation design, and have been recognized by new energy customers such as Seres, MiCar, BYD, Didi, and LEAPMOTOR.

2 产品开发能力基于矩阵式管理架构,建立产品开发系统(YFPODS)和《项目管理程序》规范开发过程管控,首次实行项目经理全方位管理制度,推进基地提早介入,以适应产品的多地开发,并利用自主开发的IS-PM项目管理系统通过关控审核,确保项目质量、财务、进度等状态。同时,进一步细化的《项目管理手册》通过标准流程细则、任务精益周期驱动项目高效开发。公司也注重拉动工厂提升试制效率,保障项目管理向敏捷开发优化。

Product development capability is based on matrix structure, we set product development system (YFPODS) as well as "Project Management Procedure" to standardize development process control. For the first time, a comprehensive management system for project managers has been implemented, promoting early intervention of the base to adapt to the development of products in multiple locations. By using the self-developed IS-PM (Project management System), gate reviews are set to ensure quality, finance and timing. Further refined

③ 创新研发能力着眼于全面提升公司产品技术竞争力。公司通过创新流程保障、创新活动推广、创新绩效评价,不断强化创新能力。独立的创新研发管理团队负责创意收集评估、建立产品路径、概念设计、模型验证、应用和业务推广等整个创新业务流程。创新管理和创新活动已从产品、工艺技术逐步扩展到设备工装、数字化、原材料等方面。

Innovation capability is focusing on comprehensive improvement to the company's competency. Through procedure enhancement, promotion activities, performance evaluation, we have been strengthening our innovation capability. Dedicated innovation management team is responsible for creative collection, evaluation, roadmap, concept design, validation, application and business promotion processes. The scope of innovation has been expanded from product and process to equipment & fixtures, digitalization and raw materials.

产品研发与创新 Research, Development & Innovation of Products

#### 말급

#### ■ 从创新到市场

0-1

我们重视将创新理念与市场需求结合,用我们的技术底蕴支撑商业洞见的落 地.并造福广大用户的移动出行体验。

Weplaceconsiderable value on combination of immnovative ideas and market needs, support he realization of business insights with our technical heritageto benefit experience in motion of end users.



客户技术展 Customer Tech-show

在专职创新研发管理团队的推动下,公司各相关职能参与创新项目团队,按创新流程指引进行用户场景和市场需求分析,以期精准匹配客戶需求,不断迭代市场定义,强化技术营销效果。针对有价值的创意拥有者,公司高层与市场、产品规划相关条线总监通过午餐会等形式展开交流,让创意可以直达决策层。

Driven by dedicated imnovation management team, all relevant functions participate in inovation project teams, analyze user scenarios and marketdemands according to innovation process to accurately match customer needs. constantly i terate market defirition, and strengthen technical marketingeffctivenes.ur EC and diectors of marketig & productline planning would communication with the owners of valuable ideas through luncheon and otherforms to make ideas directly goes to decision-making level.

公司秉承开放共赢的理念,乐于与客户、供应商和相关机构共创,并考虑与合适的初创公司、投资者和孵化器开展合作,推动技术跨界融合,实现价值输出。

Adhering to an openness and win-win concept, we are willing to innovate with customers, suppliers and relevant institutions, and consider cooperating with appropriate startups, investors and incubators to promote the cross-border integration of technology and realize value output.

#### ■产学研

#### Industry-University-Research Cooperation

产学研技术合作为解决企业瓶颈问题提供了新的思路,为企业核心竞争力的加强提供了特别的保障。公司非常重视产学研合作,本 着优势互补、互惠互利、共同发展的原则,与科研院所、高校交流合作,不断取得成果。

The cooperation among industry-university-research has provided a new way to solve the bottleneck of the company and a special guarantee for strengthening core competence. We proactively cooperate with universities and research institutions. Based on the principles of complementary advantages, mutual benefit and common development, we've been making achievements.

产学研技术合作起步于测试装备类,后逐步发展到材料应用类、智能制造类。2022年公司与上海交大、同济、江苏大学等高校的项目合作持续展开,并积极探索进一步展开与第三方机构和研究院的合作。

Industry-University-Research cooperation started in the field of testing equipment, and gradually developed into materials application and intelligent manufacturing. In 2022, the company's project cooperation with Shanghai Jiaotong University, Tongji University, and Jiangsu University continued progressing. We were also actively exploring further cooperation with third-party institutions and research institutes.

#### ■产品测试和验证

#### Product Testing & Validating

自2011年建立、2015年首次获得实验室CNAS认证证书以来,公司测试中心始终保持不断进取:客户认可范围不断扩大、2020年CNAS复审通过、创新产品测试验证能力不断拓展,总体已达到外饰行业国际领先水平,可面向整车厂提供结构功能验证、材料性能检测、柔性尺寸测量分析、非标测试方式设计与实施,及外饰产品失效机理分析服务。

Since its establishment in 2011 and obtaining the laboratory CNAS certification in 2015, test center kept going ahead. More customer recognition, passing CNAS review in 2020 and expanding innovative product testing and verification capability led test center becoming global leading in the exterior industry. Structural functional verification, material performance testing, flexible dimension measurement & analysis, non-standard test method design & implementation, and analysis services for failure mechanisms of exterior products can be provided to our customers.

测试中心采用领先的数字化工具,对产品开发验证全流程进行数字化管理,确保测试过程的有效性、结果的真实性和管理的高效性。2022年,测试中心逐步深入挖掘测试数据的应用场景,建立试验失效数据库、材料性能数据库、设备故障数据库等,并与产品专家团队通过workshop开展讨论,为后续新产品的开发提供有力支持,提升产品开发效率。依据测试大数据看板,我们准确地找到了测试效率提升的改进点,通过集成机器人和视觉技术,成功地实现了油漆附着力的自动化测试,极大地提升了该检测项目的效率。同时还培养了2名自动化技术开发的专业人才。

Leading digital tools were adopted to digitally manage the entire process of product development & verification, ensuring the effectiveness of the testing process, the authenticity of results, and the efficiency of management. In 2022, we gradually delves into the application scenarios of testing data, establishes test failure databases, material performance databases, equipment failure databases, etc., and conducts discussions with product expert teams through workshops to provide strong support for subsequent new product development and improve product development efficiency. Based on the testing big data dashboard, we accurately identified improvement points for improving testing efficiency. By integrating robot and visual technology, we successfully achieved automated testing of paint adhesion, greatly improving the efficiency of the testing project. At the same time, two professional talents in automation technology development were also cultivated.

#### 产品质量管理 Product Quality Management



#### ■ 体系保障

#### Systematic Insurance

以IATF16949:2016(汽车行业质量管理体系认证标准)为基础,基于价值创造过程及核心竞争力定位,公司识别并确定了六大系统管理模块,建立了质量管理体系架构;结合相关方要求进行内化及对标,梳理关键过程并确认目标、运行活动及管理者;制定过程指标,以平衡计分卡(BSC)为载体设定与跟踪;通过各类形式管理改进产品质量问题及公司经营问题,充分保障公司质量管理体系的稳定运行。

Align with IATF16949:2016 (Automobile Industry Quality Management System CertificationStandard), start from value creation process & core competitiveness positioning, we identified, determined 6 modules and established quality management system structure. We benchmarkstakeholders' requirements, sort out key processes and identify objectives, operational activities and managers. With process indicators in BSC (Balance Scoring Card), we manage and improve product quality and company operation through all forms to fully ensure the stable operation of the company's quality management system.



延锋彼欧质量管理体系结构图 YFPO Quality System Structure

#### ■能力认可

#### Capability Acknowledgement

基于质量体系管理的成熟度与执行效果,公司质量管理能力取得客户高度认可,顺利通过所有客户质量审核并保持结果优异。2022年,延锋彼欧分别通过了小米汽车、福建奔驰、广汽本田等新客户的潜在供应商审核,获取了供货质量能力的认可资质。

Thanks to the maturity and execution effect of quality system, our quality management capability has been highly recognized by customers. We successfully passed all customer quality audits with excellent results. In 2022, YFPO passed Xiaomi, Fujian Benz, GAC Honda potential supplier audit and got qualified recognition

客户 Customer	评价标准 Evaluation Standard	结论 Result
上汽大众SaicVW	Formel-Q	A.TOP
上汽通用Saic GM	BIQS	Lv 4 TOP
福特 Ford	MSA	Q1 <sup>TOP</sup>
宝马 BMW	GS90018	G TOP
沃尔沃 Volvo	VQE	300 TOP
捷豹路虎川邓	JLR-Q	Y
大众 (中国) VW China	VDA 6.3	A TOP
奥迪新能源Audi New Energy	VDA 6.3	通过 Pass
东风日产 Dongfeng Nissan	ASES / PESES	通过 Pass
小米汽车Xiaomi	Potential Supplier Audit	通过 Pass <sup>2022</sup>
福建奔驰Fujian Benz	VDA6.3	通过 Pass <sup>2022</sup>
广汽本田GAC Honda	PL/SQM Audit	通过 Pass <sup>2022</sup>

部分客户认可情况 Customer Acceptance Status (Partial)

#### ■ 不断更新

#### Sharpen the Saw

为使公司质量管理体系及成熟度不断提升优化,2022年我们升级了内审机制,在策划阶段增加以往问题关注点,在实施阶段增加实物产品抽样,在最终评价阶段增加了"红黄绿"灯及"一票否决";我们也整合了审核资源,提高审核专业性、全面性、效率性,策划与实施了多方联合审核运行机制,通过联合小组的现场评估,从管理成熟度、执行力、潜在风险等维度,对生产基地进行系统性快速风险诊断,旨在强化现场基础管理,为YFPO的可持续性发展打下良好基础。

In order to continuously improve and optimize the quality management system and maturity, we upgraded our internal audit mechanism in 2022, adding focus on past issues in the planning stage, increasing physical product sampling in the implementation stage, and adding "red, yellow, green" lights and "one vote veto" in the final evaluation stage. We have also integrated audit resources to improve the professionalism, comprehensiveness, and efficiency of audits. We have planned and implemented a multi-party joint audit operation mechanism. Through on-site evaluation by a joint team, we systematically and quickly diagnose risks in the production base from dimensions such as management maturity, execution, and potential risks. The aim is to strengthen on-site basic management and lay a solid foundation for the sustainable development of YFPO.



2022年现场质量审核 2022 Quality Audit on site

#### 产品质量管理 Product Quality Management

#### 6

#### ■ 开发过程

#### **Development Process**

公司建立了《产品安全控制管理规定》明确产品安全管理职责,识别产品安全特性并确定控制方法;产品安全技术委员会作为公司产品安全管理组织,定期交流重大产品安全信息,跟踪、监督重大产品安全问题。

The company has established "Product Safety Control Management Regulations" to clarify product safety management responsibilities, identify product safety characteristics and determine control methods. As the as the company's product safety management organization, Product Safety Technical Committee is regularly exchanging major product safety information, tracking and supervising major product safety issues.

在产品项目开发管理阶段,公司通过APQP(产品质量先期策划)五阶段管控确保产品质量在最前端即被有效识别风险及预防控制。除按先期质量策划(APQP)方法和客户特殊要求控制开发过程中的质量关键控制点外,公司关注数据的提取和分析,并积极利用在设备、工装、胎具、软件系统等载体上设定防错手段,避免产品失效的发生。

During product development stage, through five stages of APQP (Advanced Product Quality Planning), we would ensure risks on product quality to be effectively identified at the very beginning and to be prevented or controlled. In addition, the critical control points will be not only controlled by APQP methodology or special requirement of the customers, we pay attention to the collection and analysis of data, actively apply Poka Yoke (mistake prevention) function in equipment, tooling, fixture, software system and others to avoid the occurrence of product failure.



长春 一汽红旗CO95项目评审现场 CC FAW HONGOI CO95 Project Audit

#### ■制造过程

#### Manufacture Process

我们注重过程监控以确保最终产品能够满足要求。

We focus on process monitoring to ensure final product meets the requirements.

■ 为确保产品制造过程稳定性,公司拥有完整的内部审核组织架构,包括:体系审核、过程审核、分层审核、产品审核等评审手段,避免过程失效的发生。

In order to ensure the stability of production, we have complete internal audit organization structure, including system audit, process audit, layered audit, product audit and other review methods to avoid the occurrence of process failure.

② 通过数字化系统与统计工具的运用,实时了解和监控过程状态。一旦发现异常波动,系统自动报警提醒相关人员快速对接处理。

Through use of digital systems and statistical tools, we understand and monitor process status in real-time. Once abnormal fluctuation is found, the system will automatically alarm to remind relevant personnel to handle quickly.

3 始终将防错概念作为关键要素,在产品设计与研发阶段,运用FMEA工具,识别生产过程中的潜在风险、易错点,输出防错手段,避免失效的发生。

POKA-YOKE (error prevention) concept is always a key element. During product design and development phase, the use of FMEA tools identify potential risks and fallible point in production. Error prevention means will be output to avoid the occurrence of failure.

此外,通过制造系统专业平台,从工艺、设备、物流、计划、模具、能源、安全等多模块,包括OPL(一点经验)、BBP(最佳业务实践)等各地的经验被汇总和提炼成成为作业标准和工具等,使专业能力和管理工具有效融合,以便快速分享与复制,有力支撑公司制造技术的持续进步。

In addition, through manufacturing system platform, experience summarize and concentration including OPL (One Point Lesson), BBP (Best Business Practices) and so on covering modules like process, equipment, logistics, planning, tooling, energy, safety, etc. become standards and tools to make the professional ability and management tools, effective fusion for quick sharing and replication, which supports the continuous progress of manufacturing technology.



#### 产品质量管理 Product Quality Management

#### ■ 数字化工具提升质量管理水平

Improve Quality Management Level By Digitalization Tools

2022年,为助力质量管理水平效率提升,延锋彼欧在持续推行以"智能制造"为主题的数字化工具运用的基础上,拓展质量电子系统的应用,对EOMS问题管理系统进行了迭代升级,包括:

#### 实现敏捷柔性化的问题解决流程;

#### 优化动态化分层审核实施;

创建现场会议数字化联动模块;

#### 新增指标跟踪系统化实施;

#### 完善多系统连接闭环流程应用;

To support improving quality management level & efficiency, we iterated the EQMS issue management system in 2022 as the action to extend e-system application based on continuous promotion "intelligent manufacturing" digitalization tools, including:

Achieved agile and flexible Issues solving flow;

Achieved dynamic tiered audit model;

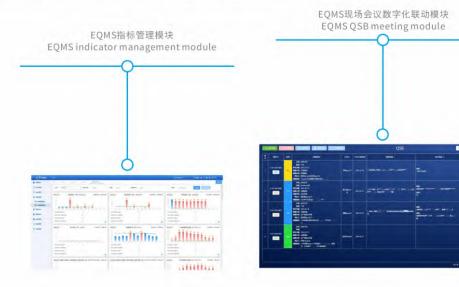
Created QSB meeting with digital management model;

Created implementation of Indicators tracking model;

Improved application of processes between multiple systems.

#### 截至2022年,延锋彼欧分子公司(含控股合资公司)实现质量管理网联化率为:71.4%

By 2022, YFPO has reached 71.4% intelligent quality management among all branches, subsidiaries and holding JV.



#### ■ 质量意识和持续改进

**Quality Mindset and Continuous Improvement** 

公司高层高度重视质量意识和持续改进,积极倡导"每天进步一点点"理念,推广"六大质量守则",营造浓厚氛围,助力可持续发展。公司每年以质量月主题为抓手,举办一系列推进质量意识、促进持续改进的活动,传递公司的质量理念和质量精神,让质量贯彻在每个工作环节中,落实到每个工作细节里。2022年,持续围绕质量月主题"夯实质量根基,务实系统能力"举办了多种多样的质量活动,我们建立了全民质量管理意识宣贯及提升平台,组织实施了新版FMEA、MSA、SPC工具的集训学习及趣味比赛。我们搭建了质量管理激励平台,举办了一系列质量攻关激励活动。延锋彼欧郑州公司的"勇攀高峰QC小组"攻关项目"降低絮凝剂单件成本"获得了2022年度全国机械工业优秀质量管理小组活动成果一等奖。

Our top management attaches great importance to quality awareness and continuous improvement, actively advocates the concept of "progress a little bit every day", promotes "six quality rules" and creates strong atmosphere for sustainable development. Every year, YFPO holds series of activities to promote quality awareness and continuous improvement with the theme of Quality Month. In 2022, with the topic of "enhance quality foundation and practice systematic capability", we established a platform for universal quality management awareness promotion and enhancement, organized training and contest on new version of FMEA, MSA, SPC tools. We created a quality management incentive platform and held quality tackle incentive activities. The QC Team of YFPO ZZ Plant won the First Prize of the National Machinery Industry Excellent Quality Management Team Activity Achievement in 2022 with the project "Reducing the Cost of Flocculants Per Piece".



质量月活动 Quality Month Activity



浦东质量龙虎榜比武 PD quality league table

客户权益保护 Protecting Customer Benefit

#### ■ 快速响应客户投诉处理

#### **Quick Response to Customer Complaint**

客戶投诉流程由《售后问题处理管理规定》规范,多样化渠道构筑的信息平台帮助公司快速感知和传递客戶投诉并推动及时有效的处 理。EOMS(问题管理系统)可供各层员工快速创建于发布客户的任何抱怨、投诉信息、确保以最快速的时间通知对应的责任人员进行对接和 处理、并转达相关制造环节、工厂管理团队和总部监控职能,以推动专题分析研究、制定整改措施。

Customer complaint treatment is guided by "Aftr-sales Problem Soving Management Procedure". A multichannel information platform helps us notice& transmit customer complaints quickly for a timely, efective handle.EQMS(Electrical qulity Management System) is open for each employee to create and release any customer complaint information, ensuring fastest receive and process by rght responsible, and copy to relevant team who produces, manmages nd monitors far joint analysis to formulate corrective actions.

同时,公司各部门也被要求主动收集市场问题,通过高层互访、日常走访、用户座谈会,顾客满意度测评、电话沟通等方式,结合顾客投诉的 处理工作,倾听顾客意见和建议。

Meanwhile all departments are also required to proactively collectatermarket issues, and listen to the opinions and suggestions of the customersthoughtop management mutual visit, common visit, customer conversation, customer satisfaction survey and tele-communication.

质量条线定期对顾客投诉进行汇总,每月对质量异议情况进行统计分析,总结客户端投诉、抱怨的问题。质量事件和抱怨问题会进行整理 汇编,由总部质量系统部发布与跟踪排查,信息经验共享,问题横向排查确认,以不断提高产品和服务质量。

Quality sections shall be summarized and analyzed on a regular basis. The monthly quality objection reviwinclude all wchat customers complained. Kkey issues caused complaint are collected into the ""quality incidents" and released by Quality System Department of head quarers with tracking correction and lesson-learnt, so as issues would be prevented transversely to constantly improve our quality level.

#### ■ 客户满意度调查

#### **Customer Satisfaction Survey**

《顾客满意度评估管理程序》帮助公司针对不同类型的顾客设计多元化的测量内容及方 法,每年进行一次,辨识改进机会、制定行动措施、评估改进结果、积极横向展开。2022年公司 改进评分规则,增加了关键运营指标评价维度,得分90.2%。虽然较2021年略有下降,但能更 加全面地评估内外部客户的满意度,超过90分的结果仍能体现公司较高的客户服务水平。"

Customer Satisfaction Evaluation Procedure" helps us design diversified measurement contents and methods, identify improvement opportunities, action plans, effectiveness and expansion once a year. In 2022, we improved assessment rules by adding evaluation dimension of key operation indicators and got new result score of 90.2%. Compared to 2021, the satisfaction index has slightly decreased, but still maintain a good level of satisfaction even its scope had been expanded.





#### ■提升客户服务

#### Improve Customer Service

超越客戶期望是我们永恒的追求,除满足客戶在产品和服务上的基本要求外,我们努力挖掘客戶的潜在需求,改进和提升客戶服务水 平,以增值方案换取客戶信赖。It's our eternal pursuit to exceed customer expectation. In addition to meeting customer's basic requirements, we strive to dig out their potential demand, correct and improve our customer service level, enhance customer trust with our value-added solutions.

现场服务是我们在客户端体现核心价值观的第一线,服务人员坚守客户第一的原则,以提供优质的产品和服务为宗旨,努力克服疫情、 缺芯、新项目投产等困难,获得客户的充分认可。江夏工厂获得客户表彰,现场服务同事评为2022年度立功竞赛"先进个人"奖。On site service is the frontline for us to embody our core values on the client side. Our service personnel adhere to the principle of customer first, with the aim of providing high-quality products and services, and strive to overcome difficulties such as the epidemic, core shortage, and new project production, gaining full recognition from customers. JX plant was commended by the customer, and the on-site service colleagues were awarded the "exemplary individual" award in the 2022 annual meritorious service competition.

#### ■ 提升客服人员能力

#### **Enhance Customer Service Capability**

客服人员的能力直接影响服务质量和客户感知,我们不断强化客服人员能力,赋能前线,倡导简单高 效的服务效果。2022年客戶部进行了主题为"破局"全员分享,邀请总监亲自牵头参与;员工们以市场大环 境为基础,结合各自客户的实际情况,分析了各自客户当下的痛点难点,找准切入口,提升客户服务质量, 为客戶解决急难愁的各种问题,以赢得客戶满意。

The capability of customer service staff directly impact customer service quality and customer perception. We continuously enhance their capability, empower frontline, and advocate simple, effective results. In 2022, Customer Department held a full staff sharing on the theme of "Ice-breaking", inviting the director to personally lead and participate. Based on the market environment and the actual situation of their respective customers, employees analyzed their current pain points and difficulties, identified the right entry points, improved customer service quality, and solved various urgent and difficult problems for customers to win customer satisfaction.



员工分享 Information Sharing Meeting

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## 1

## 产品责任 PRODUCT RESPONSIBILITY

#### 信息安全与隐私保护

**Information Security & Privacy Protection** 

#### ■ 信息安全管理组织架构

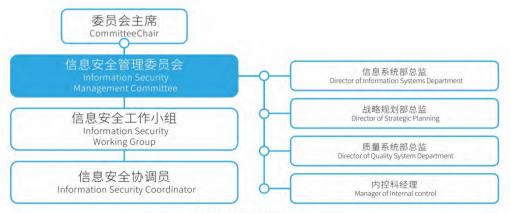
Organization Structure to Information Security Management

我们始终认为信息的安全防护对于公司品牌价值、相关方的权益极为重要。我们持续完善公司信息安全组织,推动信息安全管理制度落实,定义保护公司信息系统和服务所需的安全控制措施,确保公司信息安全符合相关的法律法规和标准规范。

We believe that protecting infomation security is extremely important to our brand value and the right of shareholders and customers. We keep improving our information security organization, implementing information security management regulations, defining security control measures required to protect information systems & services to ensure our operation complies with laws, regulations and standards.

"信息安全管理委员会"是公司信息安全管理体系的最高管理机构,由信息安全主管EC担任主席,信息系统、战略规划、质量系统、内控等条线负责人组成,负责制定公司信息安全目标、战略和方针,对重大信息安全事项和事件进行统筹决策。上述部门代表成立信息安全工作小组,其他各部门指派信息安全协调员组成支援团队,引入建设信息安全管理体系(ISO27001),定期进行内外部审计与管理评审会议,监督制度落实与执行。

Informatian Security Management Committee is the top management in our information security management system. t is composed of responsible ECas chaiman, as well as directors of information system, strategic planning. quality system and manager of internal control. They are ily responsible for policy, strategy, targets and treatments of major issues on information security field. Representatives to them will form information security working group, wthooordinators from other departments as support team, it introduces information security management system (I5o2701), regularly conducts in emal and external audits and management review, and supervises implementation of the system.



信息安全管理委员会架构

Structure of Information Security Management Committee

#### ■ 法律法规及客户要求

Legal & Customer Requests

依照《网络安全法》要求,辨识重要系统、网站,并已于2020年完成信息系统安全等级保护(二级)备案;公司内外部数据、个人隐私数据,遵循《数据安全法》、《个人信息保护法》相关要求,在收集与使用前均会取得相关方的授权;

According to "Network Security Law", we identify important systems and websites, and have completed information system security level protection (level 2) recording in 2020. To comply with requests of "Data Security Law" and "Personal Information Protection Law", we should obtain authorization from relevant parties before collection and use of internal / external data and individual privacy data:

基于客户要求,通过识别TISAX具体标准,进行差异分析并着手整改提升,总部技术中心及铁西公司于2022年正式通过TISAX认证;

Based on customer requirements, we identified specific TISAX standards, analyzed its difference, and initiated rectification and improvement. Our Technical Center and Tiexi Plant officially passed TISAX certification in 2022.

工业安全方面,我们结合全球云联网与5G全连接工厂,基于MI(制造智能)落地施行了延锋彼欧的工业安全管理体系。通过对设备接入、业务访问及运维的标准化管控,实现了对工业网络设备、业务和人的全面治理,进一步保障了公司生产运营过程中的信息安全。

In terms of industrial security, we have implemented our industrial security management system based on MI (Manufacturing Intelligence) by combining Global Cloud Connect Network with 5G full connection plant. Through standardized control of device access, business access, and operation, comprehensive governance of industrial network equipment, business, and people has been achieved. This further ensures information security in our company's production and operation processes.





#### 信息安全保护

**Protecting Information Security** 

#### ■ 保护员工和客户隐私

Protecting Privacy to Customer and Staff

延锋彼欧依据《中华人民共和国个人信息保护法》相关要求,处理个人信息遵循公开、透明原则,公开个人信息处理规则,明示处理的目的、方式和范围。 2022年我们持续推进《延锋彼欧个人信息保护政策》,针对在日常经营、管理、人力资源等活动中,对员工的个人信息所作的各类处理行为做了规范和约束,并获得员工&第三方服务人员授权。

To comply with "Personal Information Protection Law", we follow the principles of openness and transparency in handling personal information, publish personal information processing rules, and expressly state the purpose, method and scope of processing. In 2022, we continue to promote the "YFPO Personal Information Protection Policy", which regulates and restricts the various processing behaviors of employees' personal information in daily operations, management, human resources and other activities, and obtains authorization from employees and third-party service personnel.

■ 针对在日常经营、管理活动中对员工的个人信息所作的各类处理行为,制定并发布延锋彼欧个人信息保护政策和员工通知&同意函;

For various processing behaviors of employees' personal information in daily operations and management activities, YFPO personal information protection policy and employee notification & consent letter are formulated and released.;

■ 针对客户数据,全员均已签署《保密告知书》,约定工作中涉及客户数据的保密事项;

For customer data, all employees have signed the "Confidentiality Notice", stipulating the confidentiality of customer data in the work;

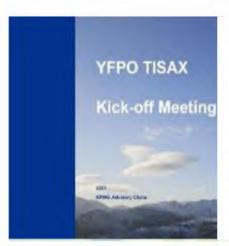
■ 针对管理人员、专家和部分关键岗位员工及供应商与公司签订《保密协议》进一步约定并承诺保守公司商业秘密;

For managers, experts and some key position employees and suppliers sign the "Confidentiality Agreement" with the company to further agree and promise to keep the company's trade secrets.

■ 针对公司全体员工,开展信息安全意识培训,明确阐述了对于客户信息保密的义务和处理方式。
Conduct information security awareness training for all employees of the company, clarifying the obligation and handling methods for customer information confidentiality.

至2022年,我们连续保持重大及以上信息安全事故为零的记录。

By 2022, we have maintained a record of zero major or above information security incidents.







获得TISAX标签 TISAX Certification Tag



信息安全意识培训 Training of Information Security



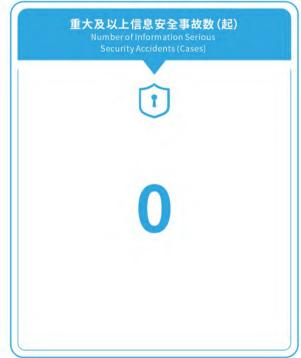
## 2025展望

2025 Outlook









# 04

## 环境责任

#### **ENVIRONMENT RESPONSIBILITY**

#### 三大改进点

Three major improvement point

首个循环再生材料利用产品投产

1st SoP of partsusing recycling material

光伏发电能力大幅提升,电力绿色化进展显著

Solar PV capacity greatly raised, electricity green transform significantly.

废弃物管控协同推进,海绵城市概念首次应用

Collaborative discharge management, "Sponge City" concept firstly applied.

#### **SDGS**









EHS年度投入金额(万元) EHS Annual Input (%)

5,534

工业废弃物减量总量 (吨) Amount of Industrial Waste Reduction (MT)

2,111

分布式光伏发电量(MWh) Generation of Solar PV (MWh)

6,081

## 环境责任 ENVIRONMENT RESPONSIBILITY

#### 环境方针

**Environment Policy** 

领引绿色理念,改善环境要素,成为优异企业公民

Lead the green idea, improve environmental factors and become excellent corporate citizens.

- 遵守国家地方有关环境保护的法律、法规和其他要求。
- We obey national and local laws, regulations and other requirements on environmental protection.
- 在我们的运营、产品与服务中倡导"绿色、低碳"理念,致力于提供有利于环保的产品与服务。
- We advocate "green and low-carbon" mind set in our operations, products and services, and are committed to providing environmentally friendly products and services.
- 努力从源头上预防对环境造成的负面影响,持续改进我们对废气、废水及各类固体废弃物等环境影响因素的控制措施,提高能源和其他资源的利用率。
  We strive to prevent the negative impact on environment from the source, continue to improve our control measures on environmental factors such as waste gas, sewage and various solid wastes, and raise the utilization efficiency of energy and other resources.
- 努力营造公司与周边社区的良好环境,树立优异的环保企业公民形象。

A TÜVRheinland

We endeavor to create good environment surrounding communities as well as ourselves and maintain good image of environmental corporate citizenship.

## 

#### 环境管理体系

#### **Environment Management System**

公司按照ISO14001:2015建立、贯彻了环境管理体系,其中已有22家通过环境管理体系认证审核。2022年度公司内部开展环境专项评估,从档案管理、合规性管理、废水污染防治、废气污染防治、土壤急固废污染防治及噪声防治六维度评估工厂环境过程管理。

YFPO has established and implemented an environmental management system in accordance with ISO14001:2015. 22 plants have passed the environmental management system certification audit. In 2022, the company conducted a special environmental assessment internally, evaluating factory environmental process management from six dimensions: archive management, compliance management, wastewater pollution prevention and control, exhaust gas pollution prevention and control, soil emergency solid waste pollution prevention and control, and noise prevention and control.

公司及下属子公司在2022年度运行期间保持了合规运营,相关污染物达标排放,并均已获得排污许可证。

YFPO and its subsidiaries maintained compliant operations during the 2022 operation period, and the relevant pollutants were discharged up to standard, and both have obtained emission permits.



南京重点行业环境绩效评级A级 Environmental performance rating of key industries in Nanjing, A-level



安亭排污许可换证 Renewal of Anting Pollutant Discharge Permit

## 环境责任 ENVIRONMENT RESPONSIBILITY

#### 污染物运行控制 Pollution Management and Control

公司遽守国家地方有关环境保护的法律、法规和其他要求。在我们的运营、产品与服务中倡导"绿色、低碳"理念,并加强对污染治理设施的升级改造和管理! Wecomplywithnational and local laws, regulations and other requirements on environmental protection, advocate the concept of green and low-carbon" in ouroperations, products and services, and strengthen the upgrading and management of pollution controlfacilities.

公司在2022年度投入278.3万用于在线废水、废气监测设备的运维及管理。下属长春、长沙、杭州等公司新增废气.废水在线监测设备并投入使用 Jn2012, we investedRMB2.783 million in the operation, maintenance and management of online monitoring equipmentfor waterandgas dicharge.Plants in hangchun.Cchangthaand Hangzhou have added online monitoring equipment for waste gas and waste water and put it into use.

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#### 噪声 Noise

我们充分识别公司活动所产生的噪声源,对高噪声设备采取隔声、消声等降噪措施,并依照国家规范定期进行厂界噪声监测,确保作业环境以及厂界噪声 达标。

We fully identify noise sources generated by the company's activities. Weaken noise such as sound insulation and silencing for highnoiseequipment, and regularly monitor the noise at the plant boundary in accordance with national specifications to ensure that the working environ-ment and the noise at the plant boundary meet the standards.

#### 固体废物 Solid Waste

我们有健全的固体废物污染防控责任制度,设定减少废物的目标,采用预防、减少、再利用、回收、再循环、清除和最终处置的方式处理。加强全员固废防控培训宣传,每年至少一次覆盖固废收集、分类、贮存、转运、处置各环节人员培训。

We have robust management procedure for accountability of solid waste pollution prevention and control with reduction goals set with methods including preventing, reducing, reusing, recycling, resetting and final disposing. We strengthen all-staff training and publicity of solid waste prevention and control, and cover the training of personnel in all links of solid waste collection, classification, storage, transfer and disposal at least once a year.

2022年度牵头组建跨部门协助小组,以生产工艺优化提升、减量设备的使用推进、处置价格商务议价为抓手,多维度共同推进,最终公司实现危废减量 100吨年度目标。

In 2022, the company established a cross department taskforce and ultimately achieved the annual goal of reducing hazardous waste by 100 tons, by focusing on optimizing and improving production processes, promoting the use of reduced equipment, negotiating disposal prices through commercial negotiations.

#### 大气污染物 Air Pollution

我们对VOCs排放点位监测制定提升目标。按应收尽收原则建立监测地图以及时探知问题。通过平台互助解决疑难问题、经验分享与固化。

We have established improve targets on monitor voCs emission points, monitor mapping under receiving all receivable principle has been ensuring in-time issue detection, problem solve is supported through platform mutual assistance with experience share and solidify.

共有11家下述工厂对主要废气排口实现在线监测通过数据分析确保污染防治设备的正常开后及运行,满足污染物达标排放。

Online monitoring of exhaust emissions have been installed in 11 plants. Through data analysis, we can ensure proper starting & running of pollution prevention and control equipment to meet the pollutantemission standards.

在已有RTO等措施的基础上,强化源头控制,2022年新落成临港、合肥、大东项目均使用水性漆喷涂工艺,大幅降低无组织废气排放。

Based on RT0 and other measures, we strengthen source controland use water-borne painting technology for thenewly built plants in Lingang, Hefei and Dadong in 2022, significantly reducing unorganized exhaust emissions.



我们按程序文件要求,对生产、办公等活动所产生的工业废水、生活废水进行充分识别,按当地法规进行排放管理与控制。According to procedure documents, industrial wastewater and domestic wastewater produced by production, office and other activities were fully identified. Discharge management and control were carried out according to local regulations.

我们禁止将工业、生活废水排入雨水管网或向土壤、地表或地下水直排;对无法处理后达标排放的工业废水,按危险废物委托第三方进行处置。我们对废水 处理外包方加强环保监督、检查管理,制定详细的操作规程以及监督检查机制。

YFPO prohibits discharge of industrial and domestic wastewater directly into rainwater pipe network, soil, earth surface or groundwater. As to industrial wastewater that cannot be discharged under local standard even after treatment, entrusted qualified supplier should be sourced to handle it as hazardous waste disposal. Monitor and environmental protection supervision to outsource wastewater treatment suppliers have been enhanced by formulating detailed operating procedures and supervision and inspection mechanism.

2022年度下属分子公司临港、安亭实施了对于改善水环境质量,减少主要废水排放的评估及实践,如注塑区域油水分离项目、涂装线水性清洗剂处理设备项目,极大降低了废液的产生。In 2022, Lingang and Anting plant implemented the evaluation and practice of improving water environment quality and reducing main wastewater discharge, such as the oil-water separation project in injection molding area and the water-borne paint line clean agent treatment equipment project, which greatly reduced the generation of waste liquid.

临港新工厂建设引入 "海绵城市" 概念,通过采用 "渗、滞、蓄、净、用、排"等方式来实现雨水的自然积存、自然渗透、自然净化和开发利用。通过设置绿色屋面、透水铺装等措施,预计可实现对初雨收集处理率90%□以利于雨水资源化利用。The construction of Lingang new plant introduced "sponge city" concept, which achieves the natural accumulation, natural infiltration, natural purification, and development and utilization of rainwater through methods such as "infiltration, stagnation, storage, purification, utilization and drainage". By setting up green roofs, permeable paving and other measures, the initial rainwater collection and treatment rate was designed to achieve at 90% for better rainwater resource utilization.



## J

## 环境责任 ENVIRONMENT RESPONSIBILITY

#### 循环经济与产品生命周期

Recycling Economy & Product Lifecycle Analysis

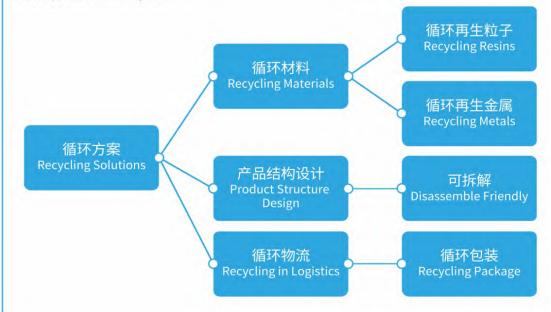
循环经济是以资源节约和循环利用为特征、与环境和谐的经济发展模式。强调把经济活动组织成一个"资源——产品——再生资源"的反馈式流程。其特征是低开朵.高利用、低排放。所有的物质和能源能在这个不断进行的经济循环中得到合理和持久的利用,以把经济活动对自然环境的影响降低到尽可能小的程度。

Circulareconomy is an economic development model characterized by resource conservation and circular utilization, which is harmonious with the environment. Emphasis is placed on organizing economic activities into a feedback process of

"resources products renewable resources". Its characteristics are low mining, high utilization, and low emissions. All materials and energy can be reasonably and sustainably utilized in this continuous economic cycle to minimize the impact of economic activities on the natural environment.

基于公司产品的主要工艺和产能分布,我们在原材料使用.产品设计、能源结构、包装物流等方面存在经济可行的循环模式.2022年第一个使用循环再生材料的项目正式投产,通过前期的研究和验证,有多个项目在开发阶段朵用循环再生材料进行设计、制造,预计到2024年单个零件的回收比例捋达到25%,

Based on the main processes and production capacity distribution of our company's products, we have an economically feasible cycle model in the use of raw materials, product design, energy structure, logistics packaging, and other aspects. The first project using recycled materials was officially put into operation in 2022. Through preliminary research and verification, multiple projects have adopted recycled materials for design and manufacturing during the development phase. It is expected that the recycling ratio of individual parts will reach 25% by 2024.

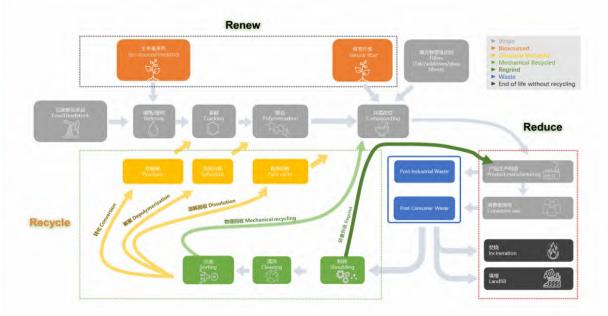


基于公司低碳致零战略目标,我们自2021年启动了产品生命周期温室气体排放分析的研究工作。2022年,与宝马、沃尔沃、上汽通用、上汽乘用车、蔚来等客户在产品碳足迹计算方面充分交流意见,并初步了解了产品碳足迹的基本架构和持续改进点。同时,在邀请TÜV莱茵对计算过程进行合作,明确了碳足迹核查推进的关键要点,初步建立起自制零件的碳核算能力。

Based on the company's low-carbon to zero strategic goal, we have initiated research on the analysis of greenhouse gas emissions during the product lifecycle since 2021. In 2022, we fully exchanged opinions with customers such as BMW, VOLVO, SGM, SAIC Motor, and NIO on product carbon footprint calculation, and gained a preliminary understanding of the basic architecture and continuous improvement points of product carbon footprint. At the same time, TÜV Rheinland was invited to review the calculation process, clarifying the key points for implementing carbon footprint verification, and initially establishing carbon accounting capabilities for self-made parts.

公司积极推进可再生电力的使用,通过建设分布式光伏、参与各地的电力市场化直接交易,来最大化获取及提高公司运营消耗的电力中可再生电力的所占比例。预计至2025年末,YFPO绿色能源比例将提升至50%。

The company actively promotes the use of renewable electricity and maximizes the proportion of renewable electricity consumed by the company's operations by building distributed photovoltaics and participating in direct electricity market trading in various regions. It is expected that by the end of 2025, the proportion of YFPO green energy will increase to 50%.





## 环境责任 ENVIRONMENT RESPONSIBILITY

#### 应对气候变化 Tackle Climate Change

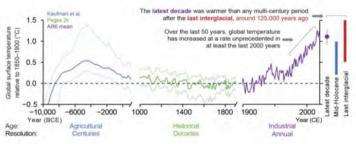
IPCC第六次评估报告显示,越来越多的气候变化证据显示,自1850年以来,全球温度升高了1.1°C,且温度身高的速度越来越快,显现在海平面,上升、极端天气增多、冰川消融等方面。人类自工业化以来,对于化石燃料和土地的利用,导致了温室气体的大量排放。

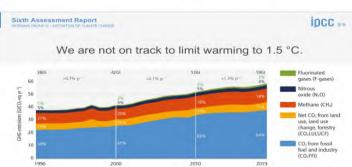
The sixth evaluation report of the IPCC shows that increasing evidence of climate change shows that since1850, global temperatures have increased by  $1.1_{\circ}$ C, and the speed of temperature rise is increasing,manifested in sea level rise, increased extreme weather, glacier melting, and other aspects. Sinceindustrialization, human use of fossil fuels and land has led to significant greenhouse gas emissions

未来的气候变化将取决于采取的行动。IPCC报告指出,如果未来减排行动力度不够,全球温度升高将超过1.5°C的目标,甚至是2°C或更高。报告向全球倡议:立刻深度行动,来实现控制未来温升1.5°C的目标。

Future climate change will depend on actions taken. The IPCC report points out that if the intensity offuture emission reduction actions is insufficient, the global temperature rise will exceed the targetof1.5°C, or even2°C or higher. The report proposes to the global community to take immediate and in-depthaction to achieve the goal of controlling future temperature rises of1.5°C.







2021年,通过对碳中和现状与趋势研究,公司战略规划部已明确将气候变化风险与机遇纳入公司战略风险与机遇分析,并按巴黎协定1.5°C目标、LTP长期贡献与2030年目标、BAU-如往常三种情境进行分析,范围涵盖极端高温、冰雪消融和海平面上升、暴雨台风等次生极端天气、洪涝泥石流等次生灾害、火灾、干旱和粮食歉收、极端低温、寒潮和暴风雪、病毒变异和流行疾病、物种减少和第一产业等各方面。

In 2021, through research on current status and trend of carbon neutrality topic, YFPO Strategic Planning Department has made decision toinclude climate-change risks and opportunities into our strategic risk and opportunity analysis. It is going to be a scenarios-based analysisdivided into which in accordance with the Paris Agreement 1.5°C target, LTP (long-term pledges) and 2030 target, BAU (Business As Usual). The scope covers extreme high temperature, melting ice and sea level rise, secondary extreme weather such as storms and typhoons, secondary disasters such as floods and mudslides, fires, droughts and crop failures, extreme low temperatures, cold waves and blizzards, virus mutation and epidemic diseases, species loss and primary industries.

节能减排是公司应对气候问题的一项重行动,是对低碳运营社会责任的积极响应,多年来我们始终围绕这--宗旨推进工作。

Energy conservation and emission reduction is a major action taken by the company to address climate issues and a positive response to the social responsibility of low-carbon operations. For many years, we have been promoting our work around this goal.

类(	Classification	话题 Topics	NZS 1.5°C	LTP <3°C	BAU ~5"0
100	原效率	高资源转化效率技术助力公司控制成本 High resource efficiency technology supports company's cost control	+++	+++	++
Resi	ource Efficiency	再生材料和包装等技术的掌握有助强化公司竞争优势 Holding recycling resins & package technology could support competitiveness	***	++	+
能源 Energy Source 更多的可再生能源供给,成本逐渐低于传统能源 More renewable energy supply with lower cost to traditional ones		**			
pte y	品/服务	新能源汽车更快推进,轻量化和低风阻需求提升 Quicker expansion of NEV with raising demands to light-weight & low drag coefficient	+++	++	+
	ducts / Services	共享、交互需求结合低能耗外饰电子化产品 Low energy consumption exterior electrification under shared & interactive demands	+++	++	+
市均	z	低环境影响工艺的需求增长、保障业务发展 Increasing demand to low environmental impact process enhances business development	***	++	
Mar		共享出行和公共交通服务的需求增长 Increasing demand to shared mobility and public traffic services	+++	+++	++
		车辆去燃油、塑料粒子成本因原油需求降低波动减少 Since vehicles avoiding oil, resin cost fluctuation could be flat due to less demand	++	+	
弹 f Resi	it itence	极端天气和次生灾害应急响应和恢复能力提升相关方信任度 Higher stakeholder trust base on well emergency response and recovery on extreme weather and secondary disasters has improved	+	**	+++
<b>类</b> c	Classification	话题 Topics	NZS 1.5°C	LTP < 3°C	BAU ~5%
	政策法规 Policy & Legal	政府推进节能減碳转型的力度 Strength of governments: push on energy saving and carbon reduction transition	+++	+	
		礦排放稅、礦边境稅影响公司成本结构 Tax for tariff on carbon emission impacts cost structure	***	**	
		更严格的温室气体排放限制法规 Stricter limitation regulation on GHG emissions	***	+	
	技术 Technology	负碳技术市场化的不确定性和资源瓶颈 Lincertainty or resource bottleneck of "carbon negative" technology industrialization	***		
转型		电车节能对电子电气零件的功耗要求提高 Rasing demands on energy efficiency of E/E components based on EV energy saving request	***	++	+
Trans		可再生能源供给资源紧缺 Shortage of renewable energy supply	***	++	
Don	市场 Market	传统内燃机车型对应资产搁置 Asset stranding related to traditional ICE vehicles	***		
		高强度薄壁+低碳铜/再生钢技术抵消塑料轻量化效果 High-strength thin-wall low carbon / renewable steets offset plastic light-weight effects	***	**	
	声誉 Reputation	客户对减碳的急迫和复杂需求 Customers increasing sophisticated decarbonization requests	***	++	+
		政府、媒体和NGO对减碳的急迫需求 Urging demands for decarbonization by government, media & NGOs	***	+	
		人员中暑及安全事故 Heatstroke & safety accidents	+	++	+++
	急性 Acute	极端天气及次生灾害人员健康安全风险 Health & safety risk under extreme climates & secondary disasters	4	**	+++
		流行疾病突然发生 Cutbreaking of pandervics		**	***
物理中心		应对气候灾害的能源消耗及应急措施导致成本上升 Cost raise due to energy consumption and emergent actions to climate disasters	+	++	+++
		上述风险在供应链端发生 Occurrence of the above-mentioned risks at upstream supply chain	+	++	+++
		粮食短缺和自然环境退化的基本生存风险 Risk to basic survival due to food shortage and nature environment degeneration	*	++	+++
(SCA)	慢性	经济下行影响公司营利性和员工收入 Impacts to corporate profitability and employee income due to economy downtrend		+	***
		工厂建筑、设备设施的安全风险 Safety risk to building equipment & facility of the sites			+++
	Chronic	生物多样性遭受打击带来材料短缺		++	+++
		缺水对生产的影响 Impacts to production due to water shortage		+	***
		上述风险在供应链端发生 Occurrence of the above-mentioned risks at upstream supply chain	+	**	+++



#### 应对气候变化

**Tackle Climate Change** 



Energy Policy 能源方针 ■

Continuously improve and enhance energy performance throughout product manufacture & service including increasing energy efficiency, reducing energy consumption and greenhouse gas emissions.

- 我们支持政府及相关机构和上级集团的能源要求,并遵守与节能相关的法律法规及其他要求。
- We support all energy related requirements of the government, institution and superior organizations, and comply with the laws and regulations and other requirements related to energy conservation.
- 我们设定并实现适当的能源目标和指标,并鼓励全体员工在工作和个人活动中持续改进能源绩效。
- We set and achieve appropriate energy objectives and encourage all employees to continuously improve their energy performance at work and in their personal activities.
- 我们在采购对主要能源使用具有或可能具有影响的能源服务、产品和设备时,以及在新建和改进设施、设备、系统和过程的设计时,强调对改进能源绩效的要求和评价。
- We emphasize requirements and evaluation of energy performance improvement throughout purchasing of all energy services, products and equipment that have or may have an impact on key energy use, as well as designing of new facilities, equipment, systems and processes and modification as well.
- 我们在经济和技术条件许可的情况下为改进能源绩效的相关活动提供资源。

We provide resources for activities related to improving energy performance where economic and technical conditions permit.

#### 能源管理机制

#### **Energy Management Mechanism**

公司始终注重对节能减排文化和意识的宣导,节能减排不应只体现在专业技术层面,更多更有效的节能提升是融合于员工的工作和生活之中。本着这样的主旨,在2022年11月的ACT for ALL Day,延锋彼欧运营副总经理亲自发布了延锋彼欧首个关于节能减排的公司宣传文化品牌"六大能源环境守则 6 Environmental Basics"。"六大守则"聚焦于倡导公司员工无论在工作还是生活中,能积极参与的6个最基础的行为,能帮助和提升个体对能源环境的积极作用,这与公司的能源方针高度契合。

YFPO always pays attention to promoting the culture and awareness of energy conservation and emission reduction. This should not only be reflected in professional technical aspects, but more improvements should be integrated into the work and life of employees. With this theme in mind, in November 2022 at ACT for ALL Day, COO firstly released YFPO corporate promotional cultural brand on energy conservation and emission reduction, "6 Environmental Basics". The Rules focus on advocating for the six most fundamental behaviors that employees can actively participate in both work and life, which can help and enhance the positive role of individuals in the energy environment, which is highly consistent with the company's energy policy.





六大能源环境守则宣讲 Training of 6 Environmental Basics

六大能源环境守则 Environmental Basics

#### 能源管理成效

#### **Energy Management Performance**

坚持挖掘和攻关先进的节能技术改造项目,是延锋彼欧能保持能源管理先进性的"法宝"。每年,我们都会围绕余热回收、新低耗设备技术、高效设备设施、新能源应用等方面开展工作。我们探索现有生产工艺设备的改革和突破,在历年各新建基地陆续标准化了"伺服动力"、"RTO余热回收"、"干式喷房"、"电动输调漆间"、"分布式光伏电站"等先进的节能减排技术。自延锋彼欧2007年成立至今,公司综合能源效率指标复合下降率达到了77.8%。

Insisting on exploring and tackling advanced energy-saving technology transformation projects is the "magic weapon" for YFPO to maintain the progressiveness of energy management. Every year, we carry out work around waste heat recovery, new low consumption equipment technology, efficient equipment and facilities, and new energy applications. We explore the reform and breakthrough of existing production process equipment, and have standardized advanced energy-saving and emission reduction technologies such as "servo power", "RTO waste heat recovery", "dry spraying room", "electric paint mixing room", and "distributed photovoltaic power station" in various new bases over the years. Since its establishment in 2007, YFPO has achieved a compound decrease rate of 77.8% in its comprehensive energy efficiency indicators.



精细化的能源管理也体现在公司智能制造的路径中。过去三年内,能源管理团队搭建了满足覆盖公司各主要工艺和三级能源计量要求的能源管理信息系统,目标利用信息化、电子化技术,对能源数据、计量管理、设备绩效等进行综合管控,寻找持续节能降耗的机会点。同时,设备设施信息化也得到改造提升,通过创新的"清单式"设备单元信号参数采集规划,设备管理部门由此制定了涂装和注塑产线开关机及非生产时段能源消耗的对标机制,延锋彼欧各个基地的产线能源效率能及时准确的在管理部门进行分析和评估,给制造工厂"精准"挖掘了能源提升的具体方向。从信息平台中挖掘的多项节能提升机会,正源源不断转化为有效的节能增效技术措施并实施落地。

Refined energy management is also reflected in the company's path to intelligent manufacturing. In the past three years, the energy management team has established an energy management information system that meets the company's main processes and three-level energy measurement requirements. The goal is to use information and electronic technology to comprehensively control energy data, measurement management, equipment performance, etc., and find opportunities for sustainable energy conservation and consumption reduction. At the same time, improvements to the informatization of equipment and facilities have been made. Through innovative "list based" equipment unit signal parameter acquisition planning, the equipment management department has developed a benchmarking mechanism for the energy consumption of painting and injection molding production lines during off production periods. The energy efficiency of production lines at various YFPO bases can be analyzed and evaluated in a timely and accurate manner by the management department, We have accurately identified specific directions for energy improvement in manufacturing plants. The multiple energy-saving improvement opportunities explored from information platforms have been continuously transformed into effective energy-saving and efficiency enhancing technical measures and implemented.

## 顺应"双碳"战略

#### Obey "Dual Carbon" Strategy

结合未来新时期"双碳"目标指引下的规划路径,公司对历年来在节能减排工作的努力和成果进行了总结,形成了"优秀节能减排案例",并分别在上海市外商投资协会和上海市经信季市节能中心相关媒体进行了发表,引起了热烈反响。

Based on the planning path guided by the "Dual Carbon" goals in the future new era, the company has summarized its efforts and achievements in energy conservation and emission reduction over the years, forming an "shortlisted case of energy conservation and emission reduction", which has been published in relevant media of the Shanghai Foreign Investment Association and the Shanghai Economic and Information Commission Energy Conservation Center, causing a warm response.







宁德工厂光伏

2022年5月,宁德工厂分布式光伏电站作为延锋彼欧的第五座电站正式并网发电。一座座标杆电站的落成,使公司截止 2022年电站装机规模已达到7.82MW。预计未来随着多座电站的建设计划,至2025年末,公司光伏电站装机规模将达到 15MW,年发电量约占延锋彼欧总用电量的7.5%。

In May 2022, the distributed photovoltaic power station of Ningde Factory was officially connected to the grid for power generation as the fifth power station of YFPO. With the completion of power stations, YFPO is able to achieve 7.82MW capacity by 2022. It is expected that in future, with the construction plans of multiple power stations, the installed capacity of the company's photovoltaic power stations will reach 15MW by 2025, accounting for approximately 7.5% of total electricity consumption of YFPO.

分布式光伏电站装机容量 (MW) Capability of SolarPV Station(Mw)					
2022	2021	2020			
7.82	2.99	2.82			

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#### 温室气体排放

**Greenhouse Gas Emissions** 

公司自2020年起开始探索碳排放数据的测算,每年取得一定的进步。2022年,秉承严谨探究的态度,我们依据ISO-14064-1标 准,我们对运营满一年的所有并表基地(17家全工艺基地和简单工艺基地8家\*),对范围一和范围二的碳排放进行了完整的组织碳盘 查。为确保数据结果的准确,我们邀请了中国质量中心进行数据核查和验证,盘查数据结果获得认可。

The company has been exploring the calculation of carbon emission data since 2020, and has made certain progressevery year. In 2022, adhering to a rigorous and exploratory attitude, we conducted a complete organizational carboninventory of carbon emissions in Scope l and Scope 2 forall consolidated bases (17 full process bases and 8 simple process bases) that have been in operation for over a year, in accordance with the ISO-14064-1 standard. To ensure theaccuracy of the data results, we have invited theChina Quality Center to conduct data verification and validation, and theresults of the inventory data have been recognized.

2022年,公司能源直接与间接排放为184,015tCO<sub>2e</sub>,排放强度(万元产值碳排放)为300.5kgCO<sub>2e</sub>/万元产值,较前一年下降 4.10%

In 2022,YFPO's direct and indirect energy emissions reached 184,015tCO<sub>2e</sub>.Carbon emission intensity (carbonemissions per 10k RMB) equaled to 300.5 kgCO<sub>2e</sub>/10k RMB,4.1 % decreasecompared to 2021.

公司通过可持续发展委员会及工作小组的不断努力,在能源方面方面我们继续保持2.5%的下降率,并不断加大光伏建设,提高 绿电使用比例;在回用料的探索上,我们成功应用在支架类产品上,获得客币认可;固废减量上保持持续降低,并通过环境日加大宣传 影响;通过供应链宣导,培训2家供应商基地完成组织碳盘查。种种努力让我们获得CDP气候变化评级B级评价和供应链合作评级A-评价,同时也是一份责任,我们将更加以务实,科学的态度来规划和落实公司的碳中和路径。

Through the continuous efforts of the Sustainability Committee and working groups, we continue to maintain a 2.5% decline rate in energy, and continue to increase photovoltaic construction to increase the proportion of green electricity usage. In the exploration of recycled materials, we have successfully applied them to bracket products and gained

customer recognition. We also maintained a continuous reduction in solid waste reduction and increased publicity and influence through environmental days. Through supply chain promotion, 2 supplier bases were trained to complete theorganization of carbon inventory, Allefforts have enabled us to obtain rating B of CDP climate questionnaire and A-ofits supplier engagement rating. This is also a responsibility for us. We will plan and implement the company's carbonneutrality path more pragmatically and scientifically.





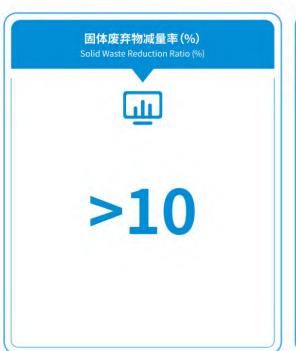


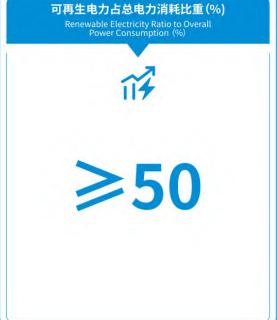
# 2025展望

2025 Outlook









# の5 人類人 CARING EMPLOYEES

## 三大改进

**Top 3 Improvements** 

劳工政策进一步优化,更广泛符合客户要求

Further optimization of labor policy helped meet customers' wider requirements.

专业人才发展路径进一步拓宽,在校生实习时长达到200天

Widen paths for skilled talent development, the student internship time reached 200 man-days.

全部工位人机工程评估覆盖率首次超过50%

Ergonomic assessment to all work stations exceeded 50% for the 1st time.

#### **SDGS**

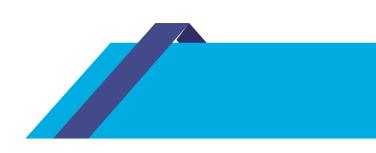












Q12员工敬业度 Q12 Employee Engagement

4.54

内部招聘数(人) Internal Recruitments (People)

31

总事故发生频率 (每20万小时) Rate of Total Accident Occurrence (200k working hours)

0.012



## 我们的员工 Our Employees

## 人力资源政策

#### Human Resources Policy

公司倡导人力资源多元,在聘用、报酬、培训、发展等事项上,不针对种族、民族、社会出身、社会阶层、血统、宗教、身体残疾、性别、婚姻状况、年龄或其他而产生歧视;公司保护员工结社自由与集体谈判权益,严格执行对女员工特殊保护的规定,不安排在经期、孕期、哺乳期的女员工和未生育的女员工从事国家禁忌的工作,禁止强迫劳动,同工同酬,不使用童工,提供安全合理的工作条件的权利。2022年完善了《员工违纪行为处理规定》针对个人信息保护、商业秘密、反骚扰及安全的相关条款,对违反的后果加以明确。同时也更新了《各类假期管理规定》对生育相关的假期进行了修订。

We advocate diversity in human resources non-discrimination against race, ethnicity, social origin or class, descent, religion, physical disability, gender, marital status, age or other factors in employment, remuneration, training and development. We protect employee rights and interests on freedom association and collective bargaining, and strictly enforce the provisions of the special protection for female employees during their menstrual period, pregnancy, lactation and those childless ones work in the national taboo. Forced labor and child labor are banned, equal pay set for equal work, safe & proper working condition is maintained. In 2022, the "Regulations on the Handling of Employee Violations" were improved to address relevant provisions on personal infor mation protection, trade secrets, anti-harassment and security, clarifying the consequences of violations. At the same time, the "Regulations on the Management of Various Vacations" have been updated to revise maternity related holidays.

#### 人权政策 Human Rights Policy

我们相信每位员工皆应得到公平的对待与尊重,致力保障员工的人权并尊重基本的自由。禁止对员工实施或威胁要实施暴力、性骚扰、性虐 待、体罚、精神或肉体胁迫、霸凌、公开羞辱或言语侮辱等严苛的非人道行为。提供平等就业机会,保障个人隐私,提供自由与安全表达意见的渠道, 营造安全及健康的工作环境。

We believe that every employee should receive fair treatment and respect, committed to safeguarding their human rights and respecting fundamental freedoms. Strictly inhumane behaviors such as violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation or verbal insults are prohibited or threatened against employees. Provide equal employment opportunities, safeguard personal privacy, provide channels for free and safe expression of opinions, and create a safe and healthy work environment.

2022年新临港工厂成功通过莱茵公司的人权风险的审核 (RBA\*)。人权方面主要集中在供应商的风险,已组织供应商进行人权政策培训与传达,并要求根据行动计划实施改进,针对不符合问题将持续跟踪。

In 2022, NLG plant successfully passed a human rights risk assessment (RBA) by TUV Rheinland. Suppliers have been organized to conduct human rights policy training and communication, and are required to implement improvements according to action plans. Non compliant issues will be continuously tracked.

#### 人员结构 Employee Structure

	2020	2021	2022
员工人数(人) Number of employees	3,895	4,387	5,655
男女比例(男:女) Male to female ratio (male:female)	8.4 : 1.6	8.4 : 1.6	8.4 : 1.6
学历(本科及以上:大专及以下) Academic qualifications (undergraduate and above: college and below)	33 : 67	31 : 69	30:70
少数民族比例(%) Ethnic Minority Ratio (%)	4.6	4.8	5.5
管理层中女职工比例(%) Percentage of female employees in management (%)	13.5	15.3	13.0

#### 员工满意度 Employee satisfaction

公司坚持C-spirit企业文化,每年开展员工满意度调查,以聚焦差距不断提升。 2022年公司员工满意度89.5%,Q12敬业度4.54。

We adhere to C-spirit corporate culture, carry out annual employee satisfaction survey to define gap for improvement. In 2022, the company's employee satisfaction was 89.5%, and Q12 engagement 4.54.

#### 人才招聘 Talent Recruitment

招聘团队积极打造"锋"品牌,针对社会招聘、实习生招聘和校园招聘,分别树立"锋行、锋采、锋耀"特色主题招聘。招聘过程富有创意和充分体验。通过更深入的 互动,企业和应聘者加深互相了解。有力支撑企业的招聘效率和效果。

The "Feng" brand established by recruitment team splitted into themes of 'Feng Xing' (social), 'Feng Cai' (intern) and 'Feng Yao' (campus). The recruitment process is full of creativity and high participative. Recruiters and candidates deepen their understanding through interaction, which further improves the professionalism and efficiency of recruitment.



2020-2022 Q12敬业度 O12 Engagement 2020-2022



校园招聘开放日

## 人才日 Talent Day

2022年,人才日以"To be a better me"为主题,通过"核心能力能量站"和"HR人才灯会"等活动,加深了员工对延锋彼欧人才理念的理解,让员工及时了解公司在发展路径、招聘、人才培养和员工激励等方面最新的政策。

In 2022, we organize 'Talent Day' with the theme of 'To be a better me', to help employee get a deeper understanding of YFPO talent concept, and learn more about company career road map, recruiting, talent development and motivation.



#### 绩效管理 Performance Management

为充分发挥员工的潜能和主动性,帮助员工实现学习和发展目标,公司对包括高层领导在内的所有员工的职业发展实施有效的管理。公司设立年中/年末人员发展会议,盘点人员绩效、能力、潜力的同时,跟踪回顾培训及人员培养举措的落实,以及下一步改进计划。

In order to give full play to the potential and initiative of our employees and to help them achieve their learning and development goals, career development management for all employees including senior leaders are set. We have mid-year/year-end staff development meetings to take stock of staff performance, capabilities, and potential, as well as to track and review theimplementation of training and staff development initiatives and next steps for improvement.

## 薪酬和福利 Salaries and benefits

公司遵循国家及当地法律、法规要求,实行同工同酬,平等对待。公司实行3P付薪制度,即岗位(Position)、能力(Person)和绩效(Performance)是三个定薪因素。以规范、公平的薪资制度作为基础,充分关注员工的绩效贡献和能力,把握薪资分配的内部公平性,达成薪酬福利对员工的激励和保留作用。

The company abides by the requirements of national and local laws and regulations, implements equal pay for equal work. The company implements 3P salary regulations (position, person and performance). Based on standardized and fair salary regulations, we fully pay attention to the performance contribution and ability of employees, grasp the internal fairness of salary distribution, and achieve the incentive and retention effect of salary and welfare on employees.

	2020	2021	2022
男女同岗位薪酬比例(%) Salary of Female to Male (%)	100%	100%	100%
劳动合同签订率(%) Rate of Labor Contract Signature (%)	100%	100%	100%
五险一金覆盖率(%) Coverage of Employees' Insurance & Fund (%)	100%	100%	100%

公司为员工打造全方位的福利体系,有效激励员工,并让员工感受到公司的关怀。

Comprehensive welfare system for employees is defined and updated to effectively motivate employees and makes them feel being cared.



My Marie Mar



#### 员工权益保护 Employee Rights Protection

工会延锋彼欧公司工会成立于2007年,设工会委员会、工会经费审查委员会和工会女工工作委员会。下辖直属管理的基层分工会15个,属地管理独立法人工会6个。总部设工会办公室,处理日常工作。截止至2022年末,延锋彼欧公司工会成员共2,974人,包含100%合同制的员工。我们开展工会工作的初衷在于维护员工的合法权益,组织、动员员工以民主的形式参与企业管理和社会事务。工会每年组织召开年度员工代表大会和集体协商会议,代表员工与企业签订集体合同,并设立员工民管小组,分设专项小组,如后勤管理、安全、民生等,在基层形成民管网络,成为企业内部信息上传下达的重要环节。此外,工会也参加劳动关系纠纷、工伤等安全事故的调查和处理,在此过程中维护员工权益。

Labor Union has been set in 2007 along with the establishment of the company. As the delegation of the benefit of its members and employees, it protect the legitimate right of employees. Our Labor Union covers all 2,974 contractual employees by end of 2022, it is responsible for organizing and motivating employees to participate in enterprise management and social affairs in a democratic manner. It holds annual staff congress and collective consultation meeting, sign collective contracts with the enterprise on behalf of employees, and discuss topics covering logistics services, safety and livelihood, etc. An employee democratic management team is set with civil management network at the grassroots level, which has become an important link for the uploading and distribution of internal information of the enterprise. In addition, the Labor Union also participates in the investigation a nd handling of work-related injuries by safety accidents and labor relations disputes to secure rights and interests of employees.

帮扶纾困公司工会于2008年建立了帮扶基金,专人专管,专款专用。受助群体实行分类管理,确保关爱全覆盖。同时工会梳理制定了生活帮困、医疗帮困、助学帮困、节日帮困等工作规则,形成程序文件,并通过7次修订,使规则更贴近职工实际,不断提高帮扶力度。

Assistance & Relief fund has been set since 2008 in order to help employees solve their difficulties in life in a timely manner. This dedicated fund is managed by special personnel with sorting for life assistance, medical assistance, education assistance, and holiday assistance, etc., Regulations and standardized management procedures have been written and revised 6 times, so as to make it closer to employees' real life and with stronger a ssistance.

年份 Year	帮困金 Amount	惠及人次 Number
2022	439,00.00	399
2021	303,100.00	323
2020	345,267.20	356

员工交流&活动除了努力为员工营造和谐、健康的工作环境,公司不定期举办各类员工喜闻乐见的活动,如运动会、兴趣小组等,希望我们的员工能在工作与生活间找到平衡,既保持良好的心态,更能在延锋彼欧度过健康、充实的生活。

Employee Communication & Activities In addition to striving to create a harmonious and healthy work environment for employees, we regularly hold various activities that employees enjoy, such as sports events and interest groups. We hope that our employees can find a balance between work and life, maintain a good mindset, and live a healthy and fulfilling life in YFPO.



愿景周 Vision week



元宵节 Lantern Festival



万圣节 Halloween



员工周年庆 Employee Anniversary



十五周年特色宠爱活动 15th Anniversary Featured Loving Activity



工会兴趣小组活动 Union interest group activities



#### 培训与职业发展 Training & Career Development

#### 职业发展

#### Career Development

为进一步吸引和保留人才,公司制定人才发展及评估机制和政策,设置专业、管理两条发展通道,设计每个序列岗位的发展路径和培养计划。2022年进一步拓宽专业 技术人员发展路径,员工可结合自身专长和潜能,有机会横向、纵向深度发展。同时在内部形成人才活水机制,通过跨地区、跨岗位、跨领域轮岗,内部培养发展人才,为公 司战略目标的实现奠定人才基础。

To further attract and retain talents, we have formulated talent development and evaluation mechanisms policies, set up two development channels: professional and management, and designed development paths and training plans for each sequence of positions. In 2022, we will furthe expand the development path of professional and technical personnel, allowing employees to combine their own expertise and potential, and have the opportunity develop horizontally and vertically. At the same time, a talent pool mechanism is formed internally, through cross regional, cross job, and cross field rotation, to cultivate and develop talents internally, laying a talent foundation for the achievement of the company's strategic goals.

### 员工培训 Staff Training

公司制定了《培养体系》,确保培训需求、制定培训计划、实施培训、培训效果评价四个环节有效实施,结合员工职业生涯设计,为员工的能力提升与职业发展创造平台, 保障公司发展战略目标的实现。

The company has established the training system to ensure the effectiveness of 4 aspects including training needs, training plan, implementation and effectiveness evaluation. Align with staff career design, platform for employee capability upgrade and career development was set, which ensured the realization of the company's development strategy.

公司不断强化三级培训网络,为不同层级的员工提供培训计划;内部课程和外训相结合,提供有针对性的培训服务。

The company continuously strengthens the three-level training network and provides training plans for employees at different levels; Combine internal courses with external training to provide targeted training services.

公司为员工提供多种学习机会,鼓励和支持员工以各种方式实现与工作和职业发展、技能提高相关的学习目标。据统计,2022年员工人均培训课时达59.9小时/人。

We provide a variety of learning opportunities for employees, encourage and support employees to achieve their job-relative learning goals on career development and skill improvement in various ways. According to statistics, the training hours of employees will reach 59.9 hours / person in 2022.





	2020	2021	2022
员工年度培训总课时(课时) Total annual employees' training hours (hours)	253,638	255,970	338,735
年度人均培训课时(课时/人) Annual average personal training hours (hours/person)	65	58.3	59.9
在校生实习时长(天) Man-days Provided to Students At School	154	176	200



#### 培训与职业发展 Training & Career Development

#### الار 8

## 知识沉淀固化,助力融入 Knowledge precipitation solidification, help to integrate

为及时沉淀业务经验, 防止知识资产流失, 通过系统的知识框架梳理, 快速提升人员岗位胜任能力, 公司逐步开发了重点人员的知识手册。其中, 2022年新增以下4本:

In order to accumulate business experience in time and prevent the loss of knowledge assets, the company has gradually developed knowledge manuals for key personnel through systematic knowledge framework combing and rapid improvement of personnel competency. the following four books were added in 2022:









## 2022年特色培训项目 2022 Featured Training Program

为顺应公司快速发展及对各色人才的需求,在与各部门共同研究后,我们在原有立体丰富的培训体系基础上进一步延申,开发了多门特色课程,初步取得了显著的效 应。例如:

In order to adapt to the rapid development of the company leading to demand for various talents, after joint research with functional departments, we further extended the original comprehensive and abundant training system with a number of characteristic courses developed, which initially achieved significant effects. Such as,



#### TOP计划 Top Project

为公司头部客户业务开展提供持续不断的人力资源。

Provide continuous human resources for the leading customers.



#### 闪耀计划 Shining Plan

横向发展高潜人员职业素养,纵向提升高潜人员专业技能,助力公司人才梯队建设。

Horizontal development of high potential personnel professional quality, vertical enhancement of high potential personnel professional skills, to help the company's talent echelon construction.



#### GT成长营

Global Talent Development Plan

培养并储备海外业务所需人才,推动公司国际化水平。

Cultivate and reserve talents for overseas business to promote our level of internationalization.



#### T-RUN项目 T-RUN Project

依据公司战略要求,培养并储备核心技术人才。

Train and reserve core technical talents according to company strategy.



#### 维修员培养项目

Maintenance Personnel Training Program

挖掘一线员工机电维修技能潜质,拓宽员工向上发展的通道。

Excavate operators' potential on maintenance and widen the channel for employees 'path of upward.



#### 精技课堂&技师工作室 Skill Class & Technician studio

倾力打造专业技师团队,至今已有5个技师站和32名技师。

Professional technician team to be built with great efforts, with 5 technician stations and 32 members so far.



#### 职业健康安全 Occupational Health & Safety

## 职业健康安全方针 Occupational Health & Safety Policy

在我们所有工作范围和过程中,没有什么比生命与健康更为重要。

In all areas and processes of our work, nothing is more important than life and health.

- 我们的生产、经营等一切活动都应遵守国家及当地政府的职业安全健康法律、法规及其他要求。

  We shall comply with the occupational safety and health laws, regulations and other requirements of the national and local government throughout production, operation and other activities.
- 对危险化学品、特种设备等作业过程及场所进行有效地控制,并持续改进我们的各类预防措施,以防对人员造成伤害。
   Effective control hazardous chemicals, special equipment and other operating processes and sites, and continuously improve our various measures to prevent injuries to personnel.
- 努力消除现场安全隐患,不断提高员工的自我保护意识,并共同维护一个良好与健康的工作环境。
   Strive to eliminate site safety hidden dangers, constantly improve the self-protection awareness of employees, and jointly maintain a good and healthy working environment.

## EHS健康运行 EHS Health Operation

公司依据国家法律法规、股东方健康安全相关管理程序、ISO 45001体系标准以及 其他相关要求,建立、实施、保持了职业健康安全管理体系,指导延锋彼欧及各分、子 公司职业健康安全管理体系的运行。

YFPO establishes, implements and maintains the occupational health and safety management system in accordance with national laws and regulations, shareholderhealth and safety related management procedures, ISO 45001 standards and other relevant requirements, andguides the operation of the occupational health and safety management system of all plants and sites.



## 强化安全责任

#### Strengthen Safety Responsibility

2022年1月,按惯例各分/子公司/部门各级管理人员 100%完成了"职业健康安全环境(HSE)责任承诺书"的签订工作。

As a routine job, at the beginning of 2022, the signing of "occupational health, safety and environment (HSE) responsibility commitment" for managers at all levels of each branch / subsidiary / department has been completed totally.





年度HSE责任书签订 Yearly HSE responsibility agreement





#### 职业健康安全 Occupational Health & Safety

## 健康安全绩效 Health & Safety Performance

公司极其重视海因里希事故金字塔原理,鼓励所有工厂积极上报未遂事故,推进相关隐患整改,消除风险在萌芽状态,来减少乃至消除金字塔顶端的严重事故。

The company attaches great importance to the principle of Heinrich accident pyramid, encouragesall factories report near misses actively, push correction of relevant hidden dangers, and eliminate risks from the very beginning so that serious accidentsat the top of the pyramid would be reduced or eveneliminated.



	2020	2021	2022
EHS年度投入金额(万元) EHS Annual Input (10 thousand Yuan)	5,000	4,200	5,534
损失工作日事故数(次) Number of LTA	1	0	1
实际损失工作日(天) Days of LTA	57	0	22
损失工作日事故伤害频率 Lost Workdays Case Rate	0.015	0	0.012
伤害严重率 Severity Rate	0.84	0	0.26
总事故发生频率 Rate of Total Accident Occurrence	0.030	0.013	0.012
职业病发生次数(次) Number of occupational Diseases	0	0	0
职业体检率(%) Rate of occupational physical examination	100	100	100

#### 职业健康与体检

#### Occupational health and physical examination

公司按国家法规要求安排员工定期进行健康普查,保障员工的健康。针对可能受到职业病危害的岗位员工,在上岗前、在岗期间、转岗过程、离岗时安排职业健康体检。并通过《职业病防治法》宣传周等活动,强化员工的职业健康意识。

According to the requirements of national regulations, the company arranges employees to have regular physical examinations to ensure their health. For those who may be exposed to occupational disease hazards, occupational health examination would be pre-position, on-position, position transfer and before leaving. In addition, activities such as the Publicity Week of the Law on Prevention and Control of Occupational Diseases were carried out to strengthenemployees' occupational health awareness.

#### 急救知识培训

#### Occupational health and physical examination

为强化员工的急救知识和实操实践,邀请外部老师进行专业性培训,传授心肺复苏、海姆立克急救法、简单骨折固定、简单消毒包扎等急救知识,并现场操作演练 了心肺复苏,提升了员工的急救技能,强化了公司急救小组的能力。

In order to strengthen the staff's first aid knowledge and practical operation, we invited externalteachers for professional training, teaching the first aid knowledge of cardiopulmonary resuscitation, Heimlich first aid, simple fracture fixation, simple disinfection and dressing, etc. We also conducted on-site operation of cardiopulmonary resuscitation, improved the staff's first aid skills, established the company's first aid team, and guaranteed the staff's health.

#### 人机工程的评估与改进 Evaluation and improvement of ergonomics

为使我们的员工在生产活动中更加高效、安全、健康、舒适,公司开展人机工程的评估和改进工作。到2022年底,新增设备人机工程学评估覆盖率 100%,各分子公司各工位人机工程学评估覆盖率 54.24%。

In order that our employees would be more efficient, safe, healthy and comfortable in working activities, we carry out evaluation and improvement of ergonomics. By 2022, the ergonomic assessment coverage rate of newly added equipment is 100%, and the ergonomic assessment coverage rate of each station of each molecular company is 54.24%

<sup>\*1</sup>项LTA是新建基地中叉车造成的损伤,针对该事故,全公司进行了培训和检查,提高安全意识,消除现场隐患。



## 职业健康安全 Occupational Health & Safet

#### 有毒有害物质管理 Hazardous Substance Management

公司通过《危险化学品安全管理规定》对生产经营活动中危险化学品的认定、采购、运输、储存和使用的全过程进行管理,并结合化学品合规检查以及对于中国地区禁止类化学品的排查,从而预防对安全、环境、健康增加负面的物质,确保员工在生产经营活动中的安全和健康。公司开发建立CSMS化学品管理系统,统一监管、归档化学品的使用,严格执行法规及标准要求,杜绝禁限用物质的使用。

The company manages the whole process of identification, procurement, transportation, storage and use of hazardous chemicals in production and business activities through the Provisions on the Safety Management of Hazardous Chemicals, and combined with chemical compliance inspection and investigation of prohibited chemicals, so as to prevent substances that increase negative impacts on safety, environment and health and ensure the safety and health of employees in production and business activities. The company has developed and established CSMS chemical management system to uniformly supervise and file the chemicals, strictly implement laws and standards, and eliminate the use of prohibited substances.

#### HSE专题活动 HSE Activities

公司极其重视安全工作的宣导,强化员工的安全意识,每月设定安全主题,在所有工厂、基地开展活动。包括知识宣讲、趣味游戏、互动体验,大大增强了员工的参与度和安全意识。

We take great regards to promote sense of safety, strengthen the safety awareness of employees, set monthly safety theme and carry out activities in all plants. The activities included not only safety knowledges, but also fun games and interactive experiences, which greatly enhanced the safety mindset of employees through high engagement.

#### 消防和应急疏散演习 Fire Protection & Emergency Evacuation Practice

公司严格遵守国家消防法规要求,设立消防月,进行普法和消防知识宣传。同时在整个公司范围内,进行消防和应急疏散的演习。演习的消防警铃一响,公司包括客户、供应商、外服人员在内的所有人,均须按逃生要求快速撤离,到达指定地点集合。通过日常不断的培训、演练,让员工熟练掌握消防器材使用,更清楚疏散通道、安全出口,增强大家的应急处置能力。

Fire protection month is set under the nation's regulation for law disseminate and relative knowledge promotion. Emergency evacuation & fire fighting exercises are conducted throughout the company. As soon as the fire alarms, all personnel including staff, customers, suppliers and service personnel must evacuate quickly according to the escape requirements and assemble at the designated place. Through daily continuous training and exercising, employees can master the use of fire-fighting equipment, know more about evacuation routes and emergency exits, and enhance everyone's emergency response ability.



2022年YFPO HSE专题活动 YFPO's HSE activities in 2021



# 2025展望

2025 Outlook

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# 共同发展

## **COMMON DEVELOPMENT**

## 三大改进

**Top 3 Improvements** 

供应商社会责任要求更新及宣贯

Updated suppliers'social responsibility requirement and promote.

供应商碳盘查试点项目启动

Kick-off of pilot suppliers'carbon accounting.

志愿者服务人次数大幅提升,接近公司总人数的13%

The man-time of voluntary service increased rapidly, approaching 13% of the company's total headcount.

#### **SDGS**



















供应商**ESG**指标达标率 (%) Supplier CSR Target Completion Rate (%)

100

志愿者服务参与人次数 (人次) Man-time Involved in Voluntary Services (Man-time)

**735** 

累计提交政策或标准建议数量 (项) Accumulated Suggestions on Policy or Standards (Qty)





## 与供应商合作共赢 Win-win Collaboration with Suppliers

#### YFPO的供应链 YFPO Supply Chain

延锋彼欧采购的主要生产性物资包括塑料粒子、油漆、注塑件、喷漆件、金属件、电器件、紧固件、挤出件、胶水和其他表面处理原料和药剂等。公司供应商数量众多,覆盖跨国龙头、国内国企、合资、民营及不少中小微公司。延锋彼欧一直以"成为供应商首选的客户"为理念,致力于与供应商保持良好的合作,密切配合,共同进步和发展。

We purchase productive commodities including plastic resins, paints, injection molded parts, painted parts, metal parts, electrical parts, fasteners, extrusion and other surface treatment materials and chemicals. YFPO has numerous suppliers including transnational giants, domestic state-owned enterprises, joint ventures, private companies and many of them are small-sized. With the mindset 'to be the first choice for suppliers', we have always been committed to maintaining good cooperation with suppliers, cooperating closely, making progress and development together.

#### 供应商战略管理 Supplier Strategic Management

供应链的竞争力早已成为延锋彼欧核心竞争力的重要组成部分。我们把合规作为选择供应商的重要评价标准,同时延锋彼欧特别注重与供应商建立良好的 战略合作关系,公司根据供应商业绩和所供产品的重要度,公司将供应商按层级进行分类,与核心供应商建立战略合作伙伴关系,与主要供应商、一般供应商建 立长期合作关系,在资金、技术、管理上对供应商给予积极扶持和帮助,确保供应商持续发展,谋求共赢格局。公司依据供应商的过程表现、综合评价、设计能力、 合作意愿和合作时间等,确定供应商的战略等级,对于不同战略等级的供应商实施分层的管理模型。

The competitiveness of the supply chain has already become an important component of YFPO core competitiveness. We select supplier resources based on national laws and regulations. We pay more attention to establishing good strategic cooperative relations with suppliers. According to performance and importance degree of product, we classify suppliers and build strategic partnership with core suppliers, build

long-term cooperation with main suppliers and general suppliers. We support and help suppliers in terms of capital, technology and management to ensure the sustainable development of the supplier and seek a win-win pattern. We have determined strategic levels of suppliers according to their performance, comprehensive evaluation, design ability, willingness of cooperation and history, etc., and implements hierarchical management models for suppliers with different strategic levels.



#### 供应商管理电子平台 Supplier Management E-Platform

YFPO供应商管理电子化平台IPUR是YFPO和供应商之间交流的窗口,所有供应商均可使用。它帮助供应商更好与我们开展业务和合作,包括商务管理、项目管理、绩效管理、能力提升等。

YFPO supplier management platform IPUR is a non-exclusive window for communication between YFPO and all suppliers. It helps suppliers better do business and cooperate with us, including business management, project management, performance management, ability improvement, etc.



供应商管理电子平台IPUR IPUR – Supplier Management Platform

#### 供应商绩效评价和能力提升 Supplier performance evaluation and capability improvement

为更好的与供应商合作,帮助其满足汽车行业越来越高的要求,YFPO也向供应商端传递主机厂、行业的要求,并将这些要求融入YFPO的日常管理中,帮助供应商提升能力。

For better cooperate with suppliers and help them meet increasing requirements of the automotive industry, YFPO also conveys the requirements of OEMs and industries to suppliers and integrates these requirements into daily management.

公司建立《供应商定期评审评价管理规定》,对潜在供应商审核包括研发能力、制造能力、质量水平、成本控制和安全与环境作为必要准则,同时制定年度审核 计划,及不定期的飞行审核,力求供应商常态管理符合客户要求。

We have established "Regulations on Periodic Review and Evaluation of Suppliers", which clearly requires R&D capability, manufacturing capability, quality level, cost control, safety and environment compliance as adequate criterion to potential suppliers. In addition, annual audit plans as well flying check would help our suppliers comfort to customer request in daily work.

为更好推进供应商的技术能力、管理效率,降低质量风险与质量成本,近年来,公司与供应商协同推进质量管理能力提升,搭建供应商能力提升平台。公司通过 供应商平台会、高层互访、供应商动态评价和各种形式的交流会议等,实现了从供应商发展策略、企业文化到业务信息的有效沟通。2022年我们重点针对消除七大 浪费和节能降耗开展了推进。

In order to better promote the technical capabilities and management efficiency of suppliers, reduce quality risks and costs, in recent years, we have cooperated to build platform for supplier capability improvement. Effective communication from supplier development strategies, corporate culture to business information have been conducted through meetings, high-level mutual visits, supplier dynamic evaluations and various forms of exchange meetings. In 2022, we focused on promoting the elimination of seven major wastes and energy saving.



## 与供应商合作共赢 Win-win Collaboration with Suppliers

#### 供应商社会责任管理 Supplier Social Responsibility Management

供应商是否能切实履行社会责任、助力可持续发展,对公司可持续发展战略的推进带来了愈发明显的影响。公司于2008年即建立了《供应商手册》,为供应链提供了指导性标准。近年来除制造、质量、物流管理外,不断增加对安全环境管理的要求模块。我们于2020年参考SA8000社会责任体系标准新增了供应商"社会责任和可持续发展篇",要求供应商必须符合所在国法律法规条款要求、社会责任和可持续发展10项原则,应建立企业内部社会责任相关的管理制度,并对关键议题实施有效管控执行。2022年我们在手册中增加了负责任的原材料采购和冲突矿物质要求,通过IPUR更新发布,并对供应商进行了社会责任及可持续发展的宣贯。

Whether suppliers can earnestly fulfill their social responsibilities and contribute to sustainable development has an increasingly obvious impact on the advancement of the company's sustainable development strategy. We established the "Supplier Handbook" in 2008, which provides guiding standards for the supply chain. In recent years, in addition to manufacturing, quality, logistics management requirements, the requirement modules for supplier safety and environmental management have been continuously increased. In 2020 we added module of "supplier social responsibility and sustainable development" refer to SA8000 social responsibility system, requiring suppliers to comply with the requirements of the local laws and regulations as well as 10 principals of social responsibility and sustainable development, establish internal corporate social responsibility related management system, and implement effective control for key issues. In 2022, we added responsible sourcing of materials and conflict minerals into the manual which released through IPUR. We promoted social responsibility and sustainable development to supplier chain.

潜在供应商审核对安全与环境的评估也由公司HSE专业人员负责,环境与安全审核的结果具有一票否决权。公司对已准入供应商制定安全环境审核计划,针对危化品、特定工艺供应商,必须覆盖到安全环境审核。通过IPUR供应商管理系统,及时通知与监控评审计划的有效执行。截止到2022年累计已经完成68家供应商的安全环境审核,所有提出的问题都得到了有效的解决。

Potential supplier audit safety and environment part was audited by our HSE professionals who have one-vote veto power. For admitted suppliers we formulate safety and environmental audit plan, which must cover the safety and environmental audit for suppliers of hazardous chemicals and specific processes. Through IPUR supplier management system, we would timely notify and monitor the effective implementation. 68 suppliers have completed safety and environmental audits, and all issues raised have been effectively addressed till 2022.

公司业务形态导致我们与供应商的商业接触面广、频次高、金额大,为保证廉洁、公正、透明的经营环境,我们已实现所有供应商"廉洁承诺书"签署全覆盖, 并同时开放举报渠道以及时知晓并纠正可能存在的腐败行为。

The business form of the company leads us to have extensive commercial contacts with suppliers, with high frequency and large amount of money. In order to ensure an honest, fair and transparent business environment, we have achieved full coverage of the signing of the "Integrity Commitment" for all suppliers, and opened reports at the same time. Channels to be aware of and correct possible corrupt practices in a timely manner.



对供应商社会责任要求 Request to Supplier Social Responsibility



社会责任及可持续发展宣贯 Social Responsibility & Sustainable Development Promotion

#### 供应商ESG绩效管理 Supplier ESG Performance Management:

YFPO时刻关注供应商企业社会责任的落实情况,在供应链开展双碳调研和双碳培训,并在公司内部制定了指标,进行月度的跟进。截止到2022年推进供应链盘查试点2家,与P类供应商廉洁协议的签订率100%,P类供应商规范用工自查符合率70%,P类供应商特殊工艺EHS审核实施率100%(特殊工艺指油漆、涂装件和电镀件,不含贸易商)。

YFPO always pays attention to the implementation of supplier corporate social responsibility, conducts dual carbon researchand training in the supply chain, and sets indicators for monthly follow-up. Till 2022, we have promoted two pilot supplier for carbon accounting, 100% signed integrity agreements with P-class suppliers. 70% P-class suppliers have confirmed their labor self-assessment. 100% suppliers related special process have passed EHS audits (special process: paint, coating parts, and electroplating parts, excluding traders).

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#### 慈善公益活动 Charity and Public Benefit Activities

## 理念与投入 Philosophy & Inputs

公司将履行社会责任业纳入公司发展目标之中,努力用各种方式回报社会,寻求企业发展与社会和谐的契合:公司在不断改善经营业绩, 积极为国家和地方缴纳税收的同时, 热心公益, 在环境保护, 教育支持、体育促进、社会关爱等领域不断践行企业社会责任, 并形成了长效机制。

We have incorporated the fulfillment of social responsibility into the company's development goals, strive to return society in various ways and seek the harmony between corporate development and society. When constantly improving business performance, we also concern public welfare as well as proactive tax-payment, continue to practice corporate social responsibility in fields of environmental protection, education support, sports promotion, social care, etc. with long-term mechanism.

	2020	2021	2022
基地公益活动平均覆盖率 Site Average Coverage Rate of Voluntary Activities	100%	100%	100%
志愿者参与人次数 Man-time of Volunteer Participants	390	478	735

慈善公益活动绩效 Charity and Public Benefit Performance

#### 风帆计划

风帆计划是于2013年起办,主要为一线优秀员工在校子女提供一个开阔眼界、播撒梦想种子的平台,是一项激励和公益相结合的活动,每年有近30个员工家庭带着孩子参加,从高校行、团队合作等内容开拓孩子的认知世界。

Fengfan Program was launched in 2013, mainly providing a platform for outstanding frontline employees to broaden their horizons and sow their dream seeds for their children in school. It is a combination of motivation and public welfare activities. Every year, nearly 30 employee families participate with their children, exploring their cognitive world from aspects such as university trips and team cooperation.













#### 慈善公益活动

#### Charity and Public Benefit Activities

#### 部分案例 Classical Cases

#### ■教育和就业机会 EDUCATION & JOB OPPORTUNITY



大连 公益助学 DL, Public Welfare Education



宁德 学企见面会 YK, Voluntary Blood Donation Activity



长沙 "延锋彼欧班"的同学们 CS、"YFPO Class"

## ■ 绿色环保 ENVIRONMENT PROTECTION



各地 环境日:废旧电池回收活动 All, Environment Day: Waste Battery Recycling Activities



长沙 清理园区垃圾 CS, Cleaning Activities in Office Park



各地 植树节活动 All, Arbor Day Activities

#### ■健康医养 HEALTH & PHYSICIAN CARE



延康 无偿献血活动 YK, Voluntary Blood Donation Activity



总部 中医问诊 HQ, TCM Consultation



长沙 拥军慰问 CS, Care of the Soldiers

#### ■个人贡献 INDIVIDUAL CONTRIBUTION



浦东 罗梅上海市张江镇"十佳志愿者" PD, "Top Ten Volunteers" of Zhangjiang Town, Shanghai



TC-徐文俊参与社区防疫志愿工作 获感谢信 TC, Xu Wenjun received letter of thanksfor volunteer community epidemic prevention

#### ■ 其他 OTHERS



铁西 社区志愿者服务 TX, Volunteers in the community



铁西 霁虹街道捐赠行动 TX, Donation to Qihong Street in Tiexi



安亭 协助政府进行物资运输、分配 AT, Volunteer to Fork Goods for Local Governmen





#### 参与社会协商 Society Consultation Participation

在专注主营业务经营、做好经济建设工作的同时,我们在力所能及的范围内广泛与相关方协商,助力行业进步、社会和谐。

In parallel with our economic contribution focusing on business scope, we keep consultation with all relative stakeholders with our capacity to support industry progress and society harmon.
公司参与汽车行业标准的研讨,包括GB《汽车道路照明装置及系统》、GB《汽车和挂车光信号装置及系统》和GB《机动车回复反射装置》。

We participated in the discussion of automotive industry standards, including the GB "Automotive Road Lighting Devices and Systems", GB "Automotive and Trailer Light Signaling Devices and Systems", and GB "Motor Vehicle Retroreflective Devices.

公司参与了中国汽车工程学会汽车灯光分会年会,交流学习包括光生物安全、飞行汽车灯具、汽车氛围灯、智能座舱、第三代半导体的应用以及智慧光毯等前沿话题。

The company participated in the annual meeting of the Automotive Lighting Branch of the Chinese Society of Automotive Engineering, exchanging and learning cutting-edge topics such as photobiosafety, flight car lighting, automotive ambient lighting, intelligent cockpit, the application of third-generation semiconductors, and smart light blankets.

设计部与上海同济大学连续纤动态材料参数研究,以复合材料引擎盖为产品研究对象,测试动态基础材料参数、搭建材料参数卡片、采用CAE仿真分析方法,对复合材料引擎盖进行分析及多元化优化;采用热塑性工艺生产实物,并对引擎盖性能进行试验对标。

Our Design Department and Tongji University, Shanghai conducted research on the dynamic material parameters of continuous fibers, with composite material engine covers as the research object. The dynamic basic material parameters were tested, material parameter cards were constructed, and CAE simulation analysis methods were used to analyze and optimize the composite material engine covers;

Using thermoplastic technology to produce physical products, and testing and benchmarking the performance of the engine hood.

我们积极研究碳中和课题,和中汽研、中国质量中心、CDP组织等积极开展交流,参加外部论坛了解发展动态,进而转为企业内部碳中和推进方案。通过不断交流学习,在2022年CDP问卷应答中获得提升,并获得年度"飞跃进步奖"。 We actively study carbon neutrality issues, actively communicate with CRRC, China Quality Center, CDP organization, etc., participate in external forums to understand the development trends, and then turn to the enterprise's internal carbon neutrality promotion plan. Through continuous communication andlearning, I achieved improvement in the 2022 CDP questionnaire response and was awarded the annual "Leap Forward Award".

2022年,总部、南京工厂、铁西工厂分别接受了当地媒体的采访报道,重点围绕经济建设和技术进步,展现了公司的良好形象。

In 2022, HQ, NJ and TX plants have been interviewed and reported by local media with topics from economic operation and technology improvement, which showed the company's good image. 在对政府的献言献策方面, 公司部分员工自统战条线向政府相关部门提出若干建议, 并受到政府好评。

Regarding to government policy, numbers of our staff have proposed suggestion to specific bureaus through united front channel, getting positive feedback.



总部媒体采访 HQ, Media Report



南京媒体采访 NJ, Media Report



铁西媒体采访 TX, Media Report



2025展望

2025 Outlook

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# 附一、披露范围 Appendix I - List of Disclosure Scope

## 延锋彼欧汽车外饰系统有限公司2022年ESG报告披露范围清单

List of Disclosure Scope of 2022 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. ESG Report

	公司名称	公司地点*	主要产品业务 Main Product / Business	公司简称 Abbreviation
1	延锋彼欧汽车外饰系统有限公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd.	中国上海市嘉定区安亭镇墨玉路540号 540 Moyu Road, Anting Town, Jiading District, Shanghai, China	Wall Product Fusiness 总部职能、研发中心、测试中心 Headquarter Function, Technical Center, Test Center	延锋彼欧总部 HQ
2	延锋彼欧(上海)汽车外饰系统有限公司	中国上海市嘉定区安亭镇墨玉路540号17幢	汽车保险杠、汽车复合材料尾门	安亭公司/工厂
	Yanfeng Plastic Omnium (Shanghai) Automotive Exterior Systems Co., Ltd.	17-540 Moyu Road, Anting Town, Jiading District, Shanghai, China	Bumpers, Composite Tailgates	AT
3	延锋彼欧汽车外饰系统有限公司浦东分公司	中国上海市浦东新区东胜路229号	汽车保险杠	浦东公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Pudong Branch	229 Dongsheng Road, Pudong New District, Shanghai, China	Bumpers	PD
4	延锋彼欧汽车外饰系统有限公司沈阳分公司	中国辽宁省沈阳市欧盟经济开发区月亮湖街59号	汽车保险杠	大东公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd Shenyang Branch	59 Yuelianghu Street, EUEDZ, Shenyang, Liaoning, China	Bumpers	DD
5	延锋彼欧汽车外饰系统有限公司南京江宁分公司	中国江苏省南京市江宁经济开发区长盛街7号	汽车保险杠	南京公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Nanjing Jiangning Branch	7 Changsheng Street, Jiangning EDZ, Nanjing, Jiangsu, China	Bumpers	JN
6	重庆延锋彼欧富维汽车外饰有限公司	中国重庆市两江新区金开大道1999号	汽车保险杠、汽车复合材料尾门	重庆公司/工厂
	Chongqing Yanfeng Plastic Omnium FAWAY Automotive Exterior Co., Ltd.	1999 Jinkai Avenue, Liangjiang New District, Chongqing, China	Bumpers, Composite Tailgates	cqJV
7	延锋彼欧仪征汽车外饰系统有限公司	中国江苏省扬州市(仪征)汽车工业园屹丰大道77号	汽车保险杠、汽车复合材料尾门	仪征公司/工厂
	Yanfeng Plastic Omnium Yizheng Automotive Exterior Systems Co., Ltd.	77 Yifeng Avenue, Yizheng Auto Industrial Park, Yangzhou, Jiangsu, China	Bumpers, Composite Tailgates	YZ
8	延锋彼欧汽车外饰系统有限公司烟台分公司	中国山东省烟台市开发区台北北路52号	汽车保险杠	烟台公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Yantai Branch	52 North Taibei Road, Yantai Development Zone, Shandong, China	Bumpers	YT
9	延锋彼欧汽车外饰系统有限公司东莞分公司	中国广东省东莞市凤岗镇雨湖路3号1栋101室	汽车保险杠,汽车复合材料尾门	东莞公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dongguan Branch	1-101, No 3 Yuhu Road, Fenggang Town, Dongguan, Guangdong, China	Bumpers, Composite Tailgates	DG
10	延锋彼欧(沈阳)汽车外饰系统有限公司(含G08基地) Yanfeng Plastic Omnium (Shenyang) Automotive Exterior Systems Co., Ltd. (Incl. G08 Base)	中国辽宁省沈阳市经济技术开发区开发二十二号路186号 186, 22# Road, ETDZ, Sheyang, Liaoning, China	汽车保险杠、汽车复合材料尾门附件 Bumpers, Composite Tailgate Parts	铁西公司/工厂, G08基地 TX, G08
11	延锋彼欧宁波汽车外饰系统有限公司(含路桥基地)	中国浙江省宁波市杭州湾新区滨海六路180号大众联合汽车产业园4号厂房	汽车保险杠	宁波公司/工厂
	Yanfeng Plastic Omnium Ningbo Automotive Exterior Systems Co., Ltd. (Incl. Luqiao base)	4-180, Binghai VI Road, Hangzhouwan New District, Ningbo, Zhejiang, China	Bumpers	CX
12	延锋彼欧汽车外饰系统有限公司常熟分公司	中国江苏省常熟市经济技术开发区万和路39号万和工业坊12&13号楼	汽车保险杠、汽车复合材料尾门	常熟公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changshu Branch	12&13-39 Wanhe Road, ETDZ Changshu, Jiangsu, China	Bumpers, Composite Tailgates	Csu
13	延锋彼欧武汉汽车外饰系统有限公司	中国湖北省武汉市江夏经济开发区金港新区凯迪拉克大道88号	汽车保险杠、汽车复合材料尾门	江夏公司/工厂
	Yanfeng Plastic Omnium Wuhan Automotive Exterior Systems Co., Ltd.	88 Cadillac Avenue, Jingang New District of Jiangxia EDZ, Wuhan, Hubei, China	Bumpers, Composite Tailgates	JX
14	延锋彼欧汽车外饰系统有限公司长沙分公司	中国湖南省长沙市长沙县经济技术开发区干杉镇龙峰南路108-1号	汽车保险杠	长沙公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changsha Branch	108-1 South Longfeng Road, Ganshan Town, ETDZ Changsha County, Hunan, China	Bumpers	Csa
15	长春华众延锋彼欧汽车外饰有限公司(含装配基地)	中国吉林省长春市东南湖大路5001号	汽车保险杠、汽车复合材料尾门	长春公司/工厂
	Changchun Huazhong Yanfeng Plastic Omnium Automotive Exterior Co., Ltd. (incl. assembly base	) 5001 Dongnanhu Avenue, Changchun, Jilin, China	Bumpers, Composite Tailgates	ccJV
16	延锋彼欧汽车外饰系统有限公司郑州分公司	中国河南省郑州市经济开发区经开二十二大街177号	汽车保险杠	郑州公司/工厂
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Zhengzhou Branch	177 Jingkai 22# Avenue, EDZ, Zhengzhou, Henan, China	Bumpers	zz
17	延锋彼欧(杭州)汽车外饰系统有限公司	中国浙江省杭州市钱塘新区江东五路5105号	汽车保险杠	杭州公司/工厂
	Yanfeng Plastic Omnium (Hangzhou) Automotive Exterior Systems Co., Ltd.	5105 Jiangdong 5# Road, Qiantang New District, Hangzhou, Zhejiang, China	Bumpers	HZ
18	延锋彼欧(宁德)汽车外饰系统有限公司	中国福建省宁德市蕉城区七都镇三屿上汽零部件工业园区名爵路3号	汽车保险杠	宁德公司/工厂
	Yanfeng Plastic Omnium (Ningde) Automotive Exterior Systems Co., Ltd.	3 Mingjue Road, SMPV Component Zone, Sanyu, Qidu Town, Jiaocheng, Ningde, Fujian, China	Bumpers	ND
19	延锋彼欧(大庆)汽车外饰系统有限公司	中国黑龙江省大庆市高新区沃庆路13号	汽车保险杠	大庆公司/基地
	Yanfeng Plastic Omnium (Daqing) Automotive Exterior Systems Co., Ltd.	13 Woqing Road, HTZ, Daqing, Heilongjiang, China	Bumpers	DQ



# 附一、披露范围 Appendix I - List of Disclosure Scope

延锋彼欧汽车外饰系统有限公司2022年ESG报告披露范围清单(续) List of Disclosure Scope of 2022 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. ESG Report(Continue)

	公司名称	公司地点	主要产品业务	公司简称
	Name	Location	Main Product / Business	Abbreviation
20	延康汽车零部件如皋有限公司(含太仓基地) Yankang Automotive Component Rugao	中国江苏省如皋市经济开发区金轮西路9号 9 West Jinlun Road, Rugao EDZ, Nantong, Jiangsu, China	汽车电镀件及格栅总成、汽车透波透光饰件 Chrome Trims & Grilles, Wave / Light Transparent Trims	如皋延康公司/工厂 太仓基地 RGYK, TCa Base
21	延锋彼欧汽车外饰系统有限公司上海临港分公司	中国上海市浦东新区飞渡路55号1号楼	汽车保险杠	临港公司/基地
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Shanghai Lingang Branch	No 1 Building, No. 55, Feidu Road, Pudong New District, Shanghai, China	Bumpers	LG
22	延锋彼欧汽车外饰系统有限公司大连分公司	中国辽宁省大连市开发区南港路7号	汽车复合材料尾门	大连公司/基地
	Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dalian Branch	7 Nangang Road, Development Zone, Dalian, Liaoning, China	Composite Tailgates	DL
23	广州中新延锋彼欧汽车外饰件有限公司	中国广东省广州市增城中新镇中福北路3号	汽车保险杠	广州公司/工厂
	Guangzhou Zhongxin Yanfeng Plastic Omnium Automotive Exterior Parts Co., Ltd.	3 North Zhongfu Road, Zhongxin Town Zengcheng, Guangzhou, Guangdong, China	Bumpers	GZJV
24	延锋彼欧(哈尔滨)汽车外饰系统有限公司	中国黑龙江省哈尔滨市哈南经济开发区哈南第八大道3号	汽车保险杠	哈尔滨公司/基地
	Yanfeng Plastic Omnium (Harbin) Automotive Exterior Systems Co., Ltd.	3,8# Avenue, Hanan EDZ, Harbin, Heilongjiang, China	Bumpers	HEB
25	上海临港延锋彼欧汽车外饰系统有限公司	中国上海市奉贤区平庄东路 1815 号	汽车保险杠	新临港公司/基地
	Shanghai Lingang YanFeng Plastic Omnium Automotive Exterior Systems Co., Ltd.	No. 1815, Pingzhuang East Road, Fengxian District, Shanghai, China	Bumpers	NLG
26	延锋彼欧(辽宁)汽车外饰系统有限公司	中国辽宁省沈阳市大东区轩顺路 6 号	汽车保险杠	新大东公司/基地
	YanFeng Plastic Omnium (Liaoning) Automotive Exterior Systems Co., Ltd.	No. 6, Xuanshun Road, Da Dong District, Shenyang City, Liaoning Province, China	Bumpers	NDD
27	YANFENG PLASTIC OMNIUM SOUTH AFRICA AUTOMOTIVE EXTERIOR SYSTEMS	1 Tungsten Drive Rosslyn , PRETORIA, Gauteng , South Africa	汽车保险杠 Bumpers	南非公司/基地 RSA
28	延锋彼欧(合肥)汽车外饰系统有限公司 (含合肥基地)	安徽省合肥市经济技术开发区空港经济示范区硕放路1号新桥集成电路科技园研发楼105室	汽车保险杠、汽车复合材料尾门	合肥公司/基地
	Yanfeng Plastic Omnium (Hefei) Automotive Exterior Systems Co., Ltd. (Incl. Hefei Base)	Room 105, R&D building, No.1 Shuofang, Hefei EDTA, Anhui Province, China	Bumpers Tailgate	HF, HF Base
29	延锋彼欧(北京)汽车外饰系统有限公司	中国北京市怀柔区庙城镇西台下村661号院1号楼	汽车保险杠、格栅	北京公司/基地
	Yanfeng Plastic Omnium (Beijing) Automotive Exterior Systems Co., Ltd.	Building 1, Yard 661, Xitaixia Village, Miaocheng Town, Huairou District, Beijing	Bumpers Grille	BJ

#### 备注

合肥基地原归延锋彼欧仪征汽车外饰系统有限公司管理,现归延锋彼欧(合肥)汽车外饰系统有限公司管理;

上海临港延锋彼欧汽车外饰系统有限公司于2022年8月投入使用;

延锋彼欧(辽宁)汽车外饰系统有限公司于2022年10月投入使用;

延锋彼欧(合肥)汽车外饰系统有限公司于2022年11月投入使用;

#### Remark

Hefei Base was originally managed by Yanfeng Plastic Omnium Yizheng Automotive Exterior Systems Co., Ltd. and is now managed by Yanfeng Plastic Omnium (Hefei) Automotive Exterior Systems Co., Ltd.

Shanghai Lingang YanFeng Plastic Omnium Automotive Exterior Systems Co., Ltd. started from Sep, 2022;

YanFeng Plastic Omnium (Liaoning) Automotive Exterior Systems Co., Ltd. started from Oct, 2022;

Yanfeng Plastic Omnium (Hefei) Automotive Exterior Systems Co., Ltd. started from Nov, 2022;

# 附二、读者反馈 Appendix II - Readers' Feedback

## 尊敬的读者,您好! 非常感谢您阅读了《延锋彼欧汽车外饰系统有限公司2022年度环境、社会和治理报告》。如果 您对本报告有任何想法和建议,请您填写下面的意见反馈表,通过邮寄、传真或电子邮件发给我 们。对于您的宝贵意见,我们致以深深的谢意! 姓名: 联系电话: 电子邮箱: 1. 您认为哪些章节为您提供了重要信息? □ 公司概况 □ 组织治理 □ 产品责任 □ 环保责任 □ 员工关爱 □ 共同发展 2. 您如何评价本报告? 易读性 □好 □不好 完整性 □好 **一般** □不好 中肯性 □好 □一般 □不好 排版设计 □好 □一般 □不好 总体印象 □好 □一般 □不好 3. 您对我们下一年度报告的建议? 4. 请与我们联系: 通讯地址:中国上海市墨玉路540号 邮政编码:201805 邮箱地址:ESG@yfpo.com

Dear Reader,					
Thank you very	much for reading	g 2022 Environn	nental, Social	and Governance Report of Yan	fen
Plastic Omnium	Automotive Exte	rior Systems Co	o., LTD. If you	have any thoughts or suggest	ion
on this report, p	lease fill out the	feedback form	below and s	end them to us by mail, fax o	r
email. We would	d like to express (	our deep gratit	ude for your	valuable suggestions.	
Name:	Phone Number:		Email:		
1. Which chapte	rs do you think p	rovide you wit	h important i	nformation?	
☐ Corporate Pro	ofile 🗆 Organiza	tion Governan	ce 🗆 Pr	oduct Responsibility	
☐ Environment	Responsibility	☐ Caring Em	nployees	☐ Common Development	
2. How do you e	valuate this repo	ort?			
Readable	$\square$ Good	☐ Ordinary	□ Not Reall	у	
Completeness	☐ Good	☐ Ordinary	☐ Not Reall	У	
Relevance	$\square$ Good	☐ Ordinary	☐ Not Reall	У	
Layout Design	$\square$ Good	☐ Ordinary	☐ Not Reall	У	
Total Image	$\square$ Good	☐ Ordinary	☐ Not Reall	У	
3. Your suggesti	on to our next ye	ar's report?			
4. Please contac	ct us				
Address: 540 Mc	yu Road, Shangl	nai, China			
Post Code: 2018	05				
Email: ESG@yfp	o.com				
l e e e e e e e e e e e e e e e e e e e					

#### 第一部分: 一般披露项 Part One - General Disclosures

第一部分:	一般披露项 Part One – General Disclosures	CDC	五切。		
	描述 Description	SDG	页码 Page		
组织概况(	组织概况 Organization Overview				
102-1	组织名称 Name of the organization		9		
102-2	活动、品牌、产品和服务 Activities, brands, products, and services		9,10		
102-3	总部位置 Location of headquarters		9		
102-4	经营位置 Location of operations		9		
102-5	所有权与法律形式 Ownership and legal form		9		
102-6	服务的市场 Markets served		9,10		
102-7	组织规模 Scale of the organization		9,12,58,59		
102-8	关于员工和其他工作者信息 Information on employees and other workers		42,43		
102-9	供应链 Supply chain		52,53		
102-10	组织及其供应链的重大变化 Significant changes to the organization and its supply chain		N/A		
102-11	预警原则或方针 Precautionary Principle or approach		14		
102-12	外部倡议 External initiatives		N/A		
102-13	协会的成员资格 Membership of associations		N/A		
战略 Strateg	у				
102-14	最高组织者声明 Statement from senior decision-maker	16	4		
102-15	关键影响、风险和机遇 Key impacts, risks, and opportunities		12		
道德与诚信	Ethics and integrity				
102-16	价值观、原则、标准和行为规范 Value, policy, standard, & code of conduct	16	8,14,15		
102-17	关于道德的建议和关切问题的机制 Mechanisms for advice and concerns about ethics	16	15		
管治 Governance					
102-18	管治架构 Governance structure		14		
102-19	授权 Delegating authority		14		
102-20	管理层对于经济、环境和社会议题的责任 Executive-level responsibility for economic, environmental and social topics		16-18		
102-21	经济、环境和社会议题与利益相关方进行的磋商 Consulting stakeholders on economic, environmental and social topics		19,20		

#### 第一部分: 一般披露项 Part One - General Disclosures

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编号 Code	描述 Description	SDG	页码 Page
102-22	最高管治机构及其委员会的组成 Composition of the highest governance body and its committees		14,16,22,29
102-23	最高管治机构主席 Chair of the highest governance body		14
102-24	最高管治机构的提名和甄选 Nominating and selecting the highest governance body		14
102-25	利益冲突 Conflicts of interest		15
102-26	最高管治机构在制定宗旨、价值观和战略方面的作用 Role of highest governance body in setting purpose, value and strategy		17, 18
102-27	最高管治机构的集体认识 Collective knowledge of highest governance body		4
102-28	最高管治机构的绩效评估 Evaluating the highest governance body's performance		N/A
102-29	经济、环境和社会影响的识别和管理 Identifying and managing economic, environmental, and social impacts		12,17,19, 20,36
102-30	风险管理流程的效果 Effectiveness of risk management processes		N/A
102-31	经济、环境和社会议题的评审 Review of economic, environmental & social topics		20
102-32	最高管治机构在可持续发展报告方面的作用 Highest governance body's role in sustainability reporting		4, 16
102-33	重要关切问题的沟通 Communicating key initiatives		19,20
102-34	重要关切问题的性质和总数 Nature and total number of key initiatives		19,20
102-35	报酬政策 Remuneration policies	3, 8	43, 45
102-36	决定报酬的过程 Process for determining remuneration	3, 8	43, 45
102-37	利益相关方对报酬决定过程的参与 Stakeholders' involvement in remuneration	3, 8	43, 44
102-38	年度总薪酬比率 Annual total compensation ratio	3, 8	N/A
102-39	年度总薪酬增幅比率 Percentage increase in annual total compensation ratio	3, 8	N/A
利益相关方	参与 Stakeholder engagement		
102-40	利益相关方群体列表 List of stakeholder groups		19
102-41	集体谈判协议 Collective bargaining agreements	8	44
102-42	利益相关方的识别和遴选 Identifying and selecting stakeholders		19
102-43	利益相关方参与方针 Approach to stakeholder engagement		19



#### 第一部分: 一般披露项 Part One - General Disclosures

Arries Jun 13	An Identify		
	一般披露项 Part One – General Disclosures		
编号 Code	描述 Description	SDG	页码 Page
102-44	提出的主要议题和关切问题 Key topics and concerns raised		19,20
报告实践(	Reporting practice		
102-45	合并财务报表中所涵盖的实体 Entities included in the consolidated financial statements		58,59
102-46	界定报告内容和议题边界 Defining report content and topic Boundaries		2, 20
102-47	实质性议题列表 List of key initiatives		20
102-48	信息重述 Restatements of information		N/A
102-49	报告变化 Changes in reporting		N/A
102-50	报告期 Reporting period		2
102-51	最近报告日期 Date of most recent report		2
102-52	报告周期 Reporting cycle		2
102-53	有关本报告问题的联系人信息 Contact for questions regarding the report		60
102-54	符合 GRI 标准进行报告的声明 Claims of reporting in accordance with the GRI Standards		2, 65
102-55	GRI 内容索引 GRI content index		61-64
102-56	外部鉴证 External assurance		65
管理方法(	Management approach		
103-1	对实质性议题及其边界的说明 Explanation of the material topic and its Boundary		20
103-2	管理方法及其组成部分 The management approach and its components		14-18
103-3	管理方法的评估 Evaluation of the management approach		14-18, 20
第二部分:	具体标准披露项 Part2: Topic-specific disclosures		
经济绩效(	Economic Performance		
201-1	直接产生和分配的经济价值 Direct economic value generated and distributed	8	11
201-2	气候变化带来的财务影响以及其他风险和机遇 Financial implications and other risks and opportunities due to climate change	13	36
201-3	义务性固定福利计划和其他退休计划 Refined benefit plan obligations and other retirement plans		N/A
201-4	政府给予的财政补贴 Financial assistance received from government		11

## 第二部分: 具体标准披露项 Part2: Topic-specific disclosures

第二部分:	具体标准披露项 Part2: Topic-specific disclosures		
市场表现	Market presence		
202-1	标准起薪水平工资与当地最低工资之比 Ratios of standard entry level wage by gender compared to local minimum wage		N/A
202-2	从当地社区雇佣高管的比例 Proportion of senior management hired from the local community		N/A
间接经济影	响 Indirect economic impacts		
203-1	基础设施投资和支持性服务 Infrastructure investments and services supported	1, 10	N/A
203-2	重大间接经济影响 Significant indirect economic impacts	1, 10	N/A
采购实践	Procurement practices		
204-1	向当地供应商采购支出的比例 Proportion of spending on local suppliers	1, 17	N/A
反腐败 An	ti-corruption		
205-1	已进行腐败风险评估的运营点 Operations assessed for risks related to corruption	16	15
205-2	反腐败政策和程序的传达及培训 Communication and training about anti- corruption policies and procedures	16	15
205-3	经确认的腐败事件和采取的行动 Confirmed incidents of corruption and actions taken	16	无 None
不正当行为	Anti-competitive behavior		
206-1	不当竞争行为、反托拉斯和反垄断实践的法律诉讼 Legal actions for anti-competitive behavior, anti-trust,and monopoly practices	16	无 None
物料 Mater	rials		
301-1	所用物料的重量或体积 Materials used by weight or volume		N/A
301-2	所使用的回收进料 Recycled input materials used		35
301-3	回收产品及其包装材料 Reclaimed products and their packaging materials		34
能源 Energ	у		
302-1	组织内部的能源消耗量 Energy consumption within the organization	13	11, 38
302-2	组织外部的能源消耗量 Energy consumption outside of the organization	13	N/A
302-3	能源强度 Energy intensity	13	11, 38
302-4	减少能源消耗 Reduction of energy consumption	12, 13	11,37,38
302-5	降低产品和服务的能源需求 Reduction in energy requirements of products and services	13	N/A

## 第二部分: 具体标准披露项 Part2: Topic-specific disclosures

第二部分:	具体标准披露项 Part2: Topic-specific disclosures			
水资源 Wa	水资源 Water Resource			
303-1	组织与水(作为共有资源)的相互影响 Interactions with water as a shared resource	12	34	
303-2	管理与排水相关的影响 Management of water discharge-related impacts	12	34	
303-3	取水 Water withdrawal		N/A	
303-4	排水 Water discharge		34	
303-5	耗水 Water consumption		N/A	
生物多样性	E Biodiversity			
304-1	组织所拥有、租赁、在位于或邻近于保护区和保护区外生物多样性丰富区域管理的运营点 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		不涉及 Not Relevant	
304-2	活动、产品和服务对生物多样性的重大影响 Significant impacts of activities, products, and services on biodiversity		不涉及 Not Relevant	
304-3	受保护或经修复的栖息地 Habitats protected or restored		不涉及 Not Relevant	
304-4	受运营影响区域的栖息地中已被列入 IUCN 红色名录及国家保护名册的物种 IUCN Red List species and national conservation list species with habitats in areas affected by operations		不涉及 Not Relevant	
排放 Emissi	ons			
305-1	直接(范畴 1)温室气体排放 Direct (Scope 1) GHG emissions	7, 12, 13	11, 39	
305-2	能源间接(范畴 2)温室气体排放 Energy indirect (Scope 2) GHG emissions	7, 12, 13	11, 39	
305-3	其他间接(范畴 3)温室气体排放 Other indirect (Scope 3) GHG emissions		N/A	
305-4	温室气体排放强度 GHG emissions intensity	7, 12, 13	39	
305-5	温室气体减排量 Reduction of GHG emissions	7, 13	38, 39	
305-6	臭氧消耗物质(ODS)的排放 Emissions of ozone-depleting substances (ODS)		N/A	
305-7	氮氧化物(NOX)、硫氧化物(SOX)和其他重大气体排放 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	12	39	
污水和废弃物 Effluents and waste				
306-1	接水质及排放目的地分类的排水总量 Water discharge by quality and destination		N/A	

## 第二部分: 具体标准披露项 Part2: Topic-specific disclosures

第二部分:	具体标准披露项 Part2: Topic-specific disclosures		
306-2	按类别及处理方法分类的废弃物总量 Waste by type and disposal method	12	11, 34
306-3	重大泄漏 Significant spills		无 None
306-4	危险废物运输 Transport of hazardous waste		N/A
306-5	受排水和 / 或径流影响的水体 Water bodies affected by water discharges and/or runoff		N/A
环境合规(	Environmental compliance		
307-1	违反环境法律法规 Non-compliance with environmental laws and regulations	12	N/A
供应商环境	评估 Supplier environmental assessment		
308-1	使用环境标准筛选的新供应商 New suppliers that were screened using environmental criteria	12, 17	52,53
308-2	供应链对环境的负面影响以及采取的行动 Negative environmental impacts in the supply chain and actions taken	12, 17	N/A
雇佣 Emplo	yment		
401-1	新进员工和员工流动率 New employee hires and employee turnover	8	N/A
401-2	提供给全职员工(不包括临时或兼职员工)的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees	1, 3, 8	43
401-3	育儿假 Parental leave	3, 5	N/A
劳资关系(	.abor/Management		
402-1	有关运营变更的最短通知期 Minimum notice periods regarding operational changes		N/A
职业健康与	安全 Occupational health safety		
403-1	职业健康安全管理体系 Occupational health and safety management system	3, 8	47-49
403-2	危害识别、风险评估和事件调查 Hazard identification, risk assessment, and incident investigation	3	47-49
403-3	职业健康服务 Occupational health services	3	47-49
403-4	职业健康安全事务: 工作者的参与、协商和沟通 Worker participation, consultation, and communication on occupational health and safety	3	47-49
403-5	工作者职业健康安全培训 Worker training on occupational health and safety	3, 8	47-49
403-6	促进工作者健康 Promotion of worker health	3	47-49
403-7	预防和减轻与商业关系直接相关的职业健康安全影响 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3, 8	47-49



## 第二部分: 具体标准披露项 Part2: Topic-specific disclosures

第二部分:	: 具体标准披露项 Part2: Topic-specific disclosures		
403-8	职业健康安全管理体系适用的工作者 Workers covered by an occupational health and safety management system	3	47-49
403-9	工伤 Work-related Injuries	3	11, 48
403-10	工作相关的健康问题 Work-related health problems	3	47-49
培训与教育	育 Training and education		
404-1	每名员工每年接受培训的平均小时数 Average hours of training per year per employee	3	11, 45
404-2	员工技能提升方案和过渡协助方案 Programs for upgrading employee skills and transition assistance programs	3, 8	45,46
404-3	定期接受绩效和职业发展考核的员工百分比 Percentage of employees receiving regular performance and career development reviews	8	45
多元化与	平等机会 Diversity and Equal opportunity		
405-1	管治机构与员工的多元化 Diversity of governance bodies and employees	5, 10	14, 42
405-2	男女基本工资和报酬的比例 Ratio of basic salary and remuneration of women to men	5	11, 43
反歧视 No	on- Discrimination		
406-1	歧视事件及采取的纠正行动 Incidents of discrimination and corrective actions taken		无 None
结社自由-	与集体谈判 Freedom of association and collective bargaining		
407-1	结社自由与集体谈判权利可能面临风险的运营点和供应商 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	16, 17	无 None
童工 Child	l labor		
408-1	具有重大童工事件风险的运营点和供应商 Operations and suppliers at significant risk for incidents of child labor	16, 17	无 None
强迫或强	迫劳动 Forced or compulsory labor		
409-1	具有强迫或强制劳动事件重大风险的运营点和供应商 Operations and suppliers at significant risk for incidents of forced or compulsory labor	16, 17	无 None
安保实践	Security practices		
410-1	接受过人权政策或程序的培训的安保人员 Security personnel trained in human rights policies or procedures		N/A
原住民权	利 Rights of indigenous peoples		
411-1	涉及侵犯原住民权利的事件 Incidents of violations involving rights of indigenous peoples		无 None

## 第二部分: 具体标准披露项 Part2: Topic-specific disclosures

人权评估	Human rights assessment		
412-1	接受人权审查或影响评估的运营点 Operations that have been subject to human rights reviews or impact assessments	12, 17	42
412-2	人权政策或程序的员工培训 Employee training on human rights policies or procedures		14,42
413-3	包含人权条款或已进行人权审查的重要投资协议和合约 Significant investment agreements / contracts include human rights clauses or audit	12, 17	N/A
当地社区	Local communities		
413-1	有当地社区参与、影响评估和发展计划的运营点 Operations with local community engagement, impact assessments, and development programs		N/A
413-2	对当地社区有实际或潜在重大负面影响的运营点 Operations with significant actual and potential negative impacts on local communities		无 None
供应商社会	会评估 Supplier social assessment		
414-1	使用社会标准筛选的新供应商 Source new suppliers under social standard	12, 17	53
414-2	供应链对社会的负面影响以及采取的行动 Negative social impacts in the supply chain and actions taken	12, 17	N/A
公共政策	Public policy		
415-1	政治捐赠 Political contributions		无 None
客户健康	与安全 Customer health and safety		
416-1	对产品和服务类别的健康与安全影响的评估 Assessment of the health and safety impacts of product and service categories	9, 12	22,33
416-2	涉及产品和服务的健康与安全影响的违规事件 Incidents of non-compliance concerning the health and safety impacts of products and services		无 None
营销与标	Marketing and labeling		
417-1	对产品和服务信息与标识的要求 Requirements for product and service information and labeling		N/A
417-2	涉及产品和服务信息与标识的违规事件 Incidents of non-compliance concerning product and service information and labeling		无 None
417-3	涉及市场营销的违规事件 Incidents of non-compliance concerning marketing communications		无 None
客户隐私	Customer privacy		
418-1	与侵犯客户隐私和丢失客户资料有关的经证实的投诉 Substantiated complaints concerning breaches of customer privacy and losses of customer data		29,30
社会经济	合规 Socioeconomic compliance		
419-1	违反社会与经济领域的法律和法规 Non-compliance with laws and regulations in the social and economic area		无 None

# 附四、报告实验说明 Appendix IV - Verification Statements



Certification Veritas

BUREAU VERITAS (以下简称BV) 受延锋被欧汽车外悔系统有限公司的委托对《2022年度 YFPO ESG报告》《以下简称《报告》)执行第三方验证工作。报告中所有信息全部由延锋被 就提供, 验证人前没有参与损失编写讨视, 验证人员的职责是在评审报告信息的难, 分析和 管理过程的基础上、针对报告披露信息的客观性和可靠性提供独立的验证声明。

BUREAU VERITAS 验证声明

验证《报告》在披露期限(2022.1.1-2022.12.31)内的关键数据。信息及其管理支持系统的准

对《报告》中数据和信息的收集、汇总、分析、检查等管理过程进行评价;

远程验证对象为廷锋被败总部。总部位于中国上海市墨玉路540号,验证过程中验证人员远程 访谈了证格被收纳和关管理职能部门。抽样访问了证债被欧宁波汽车外售系统有期公司 和疑锋被欧(上海)汽车外饰系统有限公司,不包含其他场所和利益相关方。

以下信息排除在验证范围之外。 信息披露期限之外的活动信息 关于妊娠彼败立场观点、伸命、目标、未来食图和重诺的陈述。 通过第三方财务审计的财务数据和信息。

验证方法

验证过程包括如下活动。

与提供环境、社会和公司治理信息和收据的相关部门人员进行访谈。

评审延锋被散级供的文件证据。

对报告中景效数据进行抽样验证。

评价绩效数据和信息的收集与管理过程。

验证活动根据《BV验证管理程序》讲行,采用AA1000和 ISAE3000审验标准讲行ESG报告验 证,同时参考GRI标准评价报告内容的客观性、完整性、实质性、响应性、验证活动是基于时 认定的合理的、非绝对的基础上进行策划、实施和得出结论。

经现场审核验证,2022年度YFPO ESG报告中的信息和数据是客观的、可靠的,验证人员没有 发现对ESG报告战重大影响的系统性或实质性错误;

验证人员在验证过程中发现。延锋被欧在ESG管理方面存在改进和完善的机会。具体建议见 下文"改进建设"。

据述一类资源水声明书的结查范围。河直接向技术市阳书务在按



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报告披露的信息和数据是客观的、可靠的。近锋被欲采用内部系统进行数据采集和整理、关 于运营、安全、环保、人员管理方面的数据。通过远程验证、延锋彼欧提供的证据比较可靠 , 报告内容具有客理性。

报告范围覆流延禄被欧总部及其各工厂、报告以"组织治理"、"产品责任"、"环保责任 "从工关爱"和"共同发展"为重点。同时披露了公司社会责任管理、经济责任和环境 责任领利益机关方关注的议题。

征锋接股参考《全球报告倡议组织GRI标准》、国际标准化组织《15O26000:2010企业社会责 任指南)。(GB/T36001-2015 社会责任银告编写指曲)标准的要求,合理识别并接属了该公司在汽车零部件产品开发、生产过程中涉及的ESG关键议题和关键信息,具有实质性。

通过验证和评价活动,延锋被跌在ESG现为而有以下改进的机会。 建议公司在现有的基础上,进一步完善量化数据的收集,以提高报告数据的质量。

BUREAU VERITAS 是一家拥有190多年历史,在质量、环境。职业健康安全和社会责任领域 提供独立协证服务的相构、助证小组成品与委托方征格物致无任何利益或冲突关系。验证活 动是独立的、公正的。

郑字恒 验证组组长 BUREAU VERITAS 认证部 BUREAU VERITAS 认证部 2023-4-19 2023-04-19





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SUREAL VEHITAS has been integrablely Yahting Plantic Orinian Automotive Exterior Systems Co., Ltd. (himsafter referred to as "VFPO") to conduct an exdependent assurance to 2022 YFPO ESSERIE PROFIT (harmostar suferred to us "the Report") of YEPCE. This Assurance Statement intelless. to the related information included within the succe of work described below.

INDEPENDENT ASSURANCE STATEMENT

This information and its presentation in the report are the sale responsibility of the management of YRPO. Auditors were not involved in the drafting of the Report. Dur sole responsibility was to provide independent assurance on its content.

#### Scope of work

Data and information included in the report for the report period from 2022.1.1 to 2022.12.31 Appropriatorists and robustness of instintying reporting systems and procession, used to restinct, analysis and review the information reported;

The assessment team remote audited related functional departments in YEPO head quarter Rocated at No. 540 Movu Road, Antino Town, Judding Eletrot, Shanehai, Chinai , Yarriong Plastic Omnum (Shanghai) Automotive Exterior Dystema Co., LSS and Yanfeng Plastic Omnum. Ningbo Automotive Extensor Systems Co. Ltd. Auditors that not visit other sities and its abstrate Where

Fireducted from the ecopie of our work is any sessionees of information relating to: Activities outside the defined teauronus period.

ostorul statements jutatements of beliefs, goals, future intention and future co Munt of the operating financial data in this Report is taken from YEPO Armail Reporting and accounts, which is separately scalled by an external auditor and therefore sycluded from the

As part of its independent assurance. Bureau Ventas undertook the following activities: Inferviews with relevant personnal of YEPO:

view of documentary mysterion produced by YFPO; Audit of surrolad PSG unthrospen date.

Assessment of data and information systems for collection, assumption, analysis and review Due work was conducted against Bureau Vertical standard properties and guidelines for external Association of Embergability Reports, based on resment best position to independent autorities. For this assignment, we have used the vertication rules and instruction (IIAE)000, AA1000 and GRI. The work was placesed and carried out to provide researchis, rather than absolute ansure and we believe it provides a masonable basis for our conclusions.

#### Our findings

On this tunis, of our inerhadology and the solution described above, it is not opinion that All the Disease of last interesting and on the diseases detection disease of last on the special organics.

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opportunities to be included in the "Key wees for impong development".

The information and data presenting in the report is assective and reliable. YEPO inser information system to solved and manage operation. Hill, solidy and environmental data. Through on-site

The revised information included in the report are possible, religible and free from material

During the process of consumers organizated, (IV also identified screen improvement

The Report covered VEPO and its wholly owned and holding subsidiaries, it focus for 'Organization Government', 'Product Responsibility', 'Environment Responsibility' and 'Carry, Employees', and 'Common Development' it disclosures corporate stead suspiciositify management, recovered responsibility, and community responsibility which are status-offers concerned leagues.

According to GRI Disensions, (\$4220000-2010 and GRI 136001-2015 plurylands imprimeran VEPO standilled and disclosed (suspensity liesy ESC) wasses and information involves in VEPO designing and resoulsebiling parts and components for automotive industry.

#### Key areas for ongoing development

floand on the assurance work conducted. The following opportunities for improvement have been Identified for YTPO

It is recommended that the company further improve the obligation of quantitative data on the entiring bests to improve the quality of ESG reporting data.

#### Statement of independence, impartially and computence

Bureau Vertico in an independent professional services company that specialises in Clustry. Hearth, Safety, Secarly responsibility and Environmental management with more than 190 years sistery in providing entrepredient assurance services. No member of the assurance team first is business relationship with YPPO. We have consided this verification independently, and there has been no postilict of interest.



Yuheng Zhong Annurance Team Leader Human Ventas Certification

2023-64-19

2023-04-19



#### 延锋彼欧汽车外饰系统有限公司

YANFENG PLASTIC OMNIUM AUTOMOTIVE EXTERIOR SYSTEMS CO., LTD

2022年度 YFPO ESG报告





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