



延锋彼欧

新一段征程  
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# 2023年度 YFPO ESG报告

2023 YFPO ESG Report

2023





## ▶ 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二份环境、社会和治理报告(ESG报告)，报告信息和数据主要涵盖了2023年1月1日至2023年12月31日期间公司各项社会责任实践活动。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2023年ESG报告披露范围清单>)。

This report is the second 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 2023 to Dec 31st. 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. 2023 ESG Report" for details.

## ▶ 编制原则 PRINCIPLE OF COMPIRATION

本报告参考GRI可持续发展报告标准(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 with reference to the GRI Standards, ISO 26000:2010 Guidelines for Corporate Social Responsibility and GB/T36001-2015 Guidelines for preparing Social Responsibility reports.

## ▶ 内容选择 CONTENT SELECTION

报告内容在选取过程中，公司遵循重要性、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，公司委托莱茵技术(上海)有限公司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, 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 TÜV Rheinland (Shanghai) Co., Ltd to implement third-party verification.



## ▶ 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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可持续发展绩效指标  
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## 强化新能力,共达新高度 Strengthen new capabilities and achieving new heights together



延锋彼欧作为一家有着强烈社会责任感的企业,我们深知ESG在推动企业可持续发展中的重要作用。因此,我们始终坚持将ESG理念融入企业战略和日常运营中,努力为社会、环境和股东创造更多的价值。

回顾2023年,宝马客户授予公司“循环经济奖”,沈阳铁西工厂荣获TÜV莱茵颁发的“废弃物零填埋三星认证”,成为业内首家获此殊荣的工厂,公司荣获了CDP A-评分,安亭工厂荣获“上海市智能工厂”称号。感谢所有相关方的认可,也感谢全体员工的努力。

在环境方面,我们积极响应国家环保政策,加大环保投入,降低能源消耗和污染物排放。成立跨部门协作小组,推动公司对于危险废弃物的减量和无害化处理,年度减量151吨,减少废水400吨。2023年持续进行可再生塑料的应用研究,应用于宝马、沃尔沃项目同时,我们还积极参与生态保护和修复工程,为构建美丽中国贡献自己的力量。延锋彼欧绿电和绿证的量比超40%,总部和沈阳铁西工厂、新大东工厂实现100%绿电电力,节约能源、绿色发展,是我司一贯履行的发展方针之一。

在安全方面,我们始终认为没有什么是比员工的生命安全更重要的。2023年总事故发生率为0.010(每20万小时),创历史最低。在社会方面,我们积极参与慈善公益事业,回馈社会,为构建和谐社区贡献自己的力量。2023年公益活动覆盖率100%,志愿者参与807人次,活动覆盖助学、绿色环保、献血、慰问孤老等。

在治理方面,我们不断完善公司管理结构,成立可持续发展委员会,努力打造“众心一行”品牌效应。每年持续进行供应链的可持续发展宣贯,培训8家供应商掌握计算组织碳排放。公司5月签署了首个生物多样性企业承诺,引领供应链共同承诺。

本次ESG报告的发布,是我们向外界展示公司在ESG方面所做努力和成果的重要窗口。我们将继续秉承ESG理念,不断提升企业的综合竞争力和社会影响力,为实现可持续发展贡献更多的力量。

YFPO is a company with a strong sense of social responsibility. we are strongly aware of the important role of ESG in promoting sustainable development. Therefore, we always adhere to integrating ESG concepts into corporate strategy and daily operations, striving to create more value for society, the environment, and shareholders.

Looking back at 2023, BMW customers awarded us the "Circular Economy Award". Shenyang Tiexi Plant was awarded "3 Star Certification of Zero Waste to Landfill" by TÜV Rheinland, becoming the first factory in the industry to receive this honor. We received a CDP A- score, and Anting Plant was awarded the "Shanghai Intelligent Factory". Thank you to all the stakeholders for their recognition, and also thank all employees for their efforts.

About environment, we actively responded to national environmental policies, increased investment in environmental protection, and reduced energy consumption and pollutant emissions. We established a cross departmental collaboration group to promote the reduction and harmless treatment of hazardous waste, with an annual reduction of 151 tons and 400 tons of wastewater. In 2023, we continued to conduct research on the application of renewable plastics in BMW and Volvo projects. At the same time, we actively participated in ecological protection and restoration projects, contributing our efforts to building a beautiful country. Our proportion of green electricity and green certificates in YFPO exceeded 40%. Our headquarters, Shenyang Plant and New Dadong Plant achieved 100% green electricity. Energy conservation and green development is always one of our consistent development policies.

About safety, we always believe that there is nothing more important than the safety of employees. The total accident rate in 2023 was 0.010 (every 200000 hours), the lowest in history. About society, we actively participated in charitable and public welfare undertakings, gave back to society, and contributed our efforts to building a harmonious community. In 2023, the coverage rate of public welfare activities was 100%, with 807 volunteers participating. The activities cover education assistance, green environmental protection, blood donation, and condolences for the elderly.

About governance, we continuously improved our management structure, established a sustainable development committee, and strove to promote the notion of "Act for All". We continuously promote sustainable development in the supply chain every year and have trained 8 suppliers to master the calculation of corporate carbon emission. YFPO has signed the first bio-diversity commitment in May, leading a shared commitment in the supply chain.

The release of this report is an important window for us to showcase our efforts and achievements in ESG to the world. We will continue to adhere to the ESG concept, continuously enhance the comprehensive competitiveness and social influence, and contribute more to achieving sustainable development.

总经理  
General Manager



## 筑基致远,智赢未来

Wisely winning the future by enhance ourselves



这是个充满挑战与机遇的时代。2023年,在延锋彼欧全员努力、客户认可和社会各界支持下,公司跑赢大盘,销售额再次跨越百亿的佳绩,彰显团队的卓越与行业的领先地位。

2023年,公司持续围绕筑基致远,以战略的确定性应对未来的不确定性,强调打好基础、扎好马步,做到根基稳固,保持战略定力,引领创新变革。

我们持续加大研发投入,推广可再生原材料的研究与应用,优化能源结构,提升可再生电力使用比例,开发低碳工艺,减少废弃物排放,提升资源循环利用率。我们基于产品全生命周期的开发理念,注重在技术路径中强化环境亲和,坚定不移地推进绿色制造,打造绿色工厂,优化投资结构,采用水性漆等技术减少环境影响。通过管理与技术的相结合,有效应对气候变化,实现生产与自然环境的和谐共生。我们获得领先客户的肯定,同时也获得社会肯定,2023年度CPD披露获得气候变化领导力奖。

我们致力于构建多元化、包容性的工作环境,关注员工成长与福祉,强化供应链的社会责任,深化全供应链流程优化和合作伙伴的协同,跨领域评估战略合作,共同应对行业挑战。我们将持续完善企业治理体系,强化透明度与合规性,确保决策科学、高效,同时积极响应股东与利益相关方的期待,维护他们的合法权益,共同推动企业的健康成长。

在新时代的交汇点,面对行业的快速演变,我们继续在“众心一行”可持续理念和“筑基致远”的双引擎驱动下,在坚守品质与责任的基础上,围绕“智能化、个性化,轻量化和可持续发展”的战略指引,将可持续发展的理念融入日常,通过大家共同努力,催化新质生产力,引领创新驱动。我们争做行业的引领者,可持续发展的塑造者,开启更加辉煌的篇章。

In this era full of challenges and opportunities, with the efforts of all staff, customer recognition, and support from all sectors of society, we have outperformed the market, maintained a sales performance of over 10 billion yuan, and demonstrated the excellence of our team and the leading position in the industry in 2023.

In 2023, we will promote building a foundation for the future, respond to future uncertainties with strategic certainty, emphasize laying a solid foundation, establishing a solid foundation, maintaining strategic determination, and leading innovation and change.

We continue to increase investment in research and development, promote the research and application of renewable raw materials, optimize energy structure, increase the proportion of renewable electricity usage, develop low-carbon processes, reduce waste emissions, and improve resource recycling efficiency. We are based on the development concept of the entire product lifecycle, focusing on strengthening environmental friendliness in the technical path, firmly promoting green manufacturing, building green factories, optimizing investment structure, and using water-based paint and other technologies to reduce environmental impact. By combining management and technology, we can effectively address climate change and achieve harmonious coexistence between production and the natural environment. We have received recognition from leading clients and also received recognition from society. In 2023, our CPD disclosure won the Climate Change Leadership Award.

We are committed to building a diverse and inclusive work environment, focusing on employee growth and well-being, strengthening the social responsibility with supply chain, deepening the optimization of the entire supply chain process and collaboration with partners, evaluating strategic cooperation across fields, and jointly addressing industry challenges. We continue to improve our corporate governance system, strengthen transparency and compliance, ensure scientific and efficient decision-making, and actively respond to the expectations of shareholders and stakeholders, safeguard their legitimate rights and interests, and jointly promote the healthy growth of the enterprise.

At the intersection of the new era and facing the rapid evolution of the industry, we continue to be driven by the dual engines of "Act for all" sustainable concept and "building a foundation and achieving success". Based on our commitment to quality and responsibility, we focus on the strategic guidance of "intelligence, personalization, lightweighting, and sustainable development", integrate the concept of sustainable development into our daily lives, and through joint efforts, catalyze new productive forces and lead innovation driven development. We are industry leaders and shapers of sustainable development, opening a more brilliant chapter.

  
常务副总经理  
Deputy General Manager



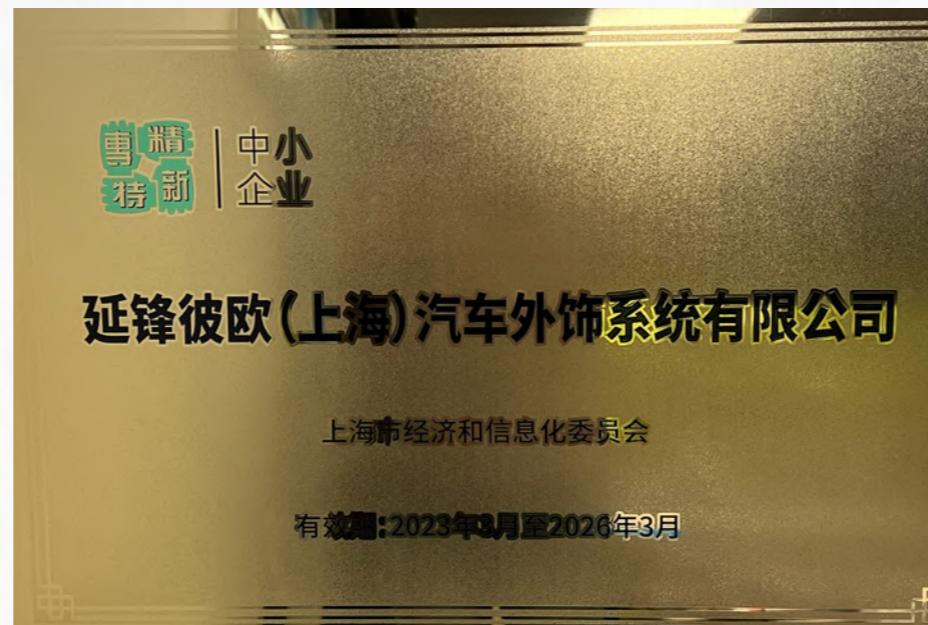
# 2023 荣誉和奖项 2023 HONORS AND AWARDS



## 政府认可 Government Recognition



安亭 上海市智能工厂  
AT SHANGHAI SMART FACTORY



安亭 2023-2026年专精特新中小企业  
ANTING 2023-2026 SPECIAL NEW SMALL AND MEDIUM-SIZED ENTERPRISES



总部嘉定区“综合实力百强”和“先进制造业百强”  
HQ JIADING INDUSTRIAL AREA “TOP 100 COMPREHENSIVE STRENGTH” AND “TOP 100 ADVANCED MANUFACTURING INDUSTRY”



总部嘉定工业区综合实力奖(先进制造业)金奖  
HQ JIADING INDUSTRIAL AREA COMPREHENSIVE STRENGTH AWARD (ADVANCED MANUFACTURING) GOLD AWARD



安亭“小巨人计划”先进单位  
ANTING “LITTLE GIANT PLAN” ADVANCED UNIT



长春 经开区政府携手同行奖  
CHANGCHUN ECONOMIC DEVELOPMENT ZONE GOVERNMENT WORKING TOGETHER AWARD



临港奉贤区四团镇实体型财务十强(铜奖),优秀成长潜力奖  
LG FENGXIAN SITUAN TOWN GOVERNMENT AWARDED ENTITY FINANCIAL TOP10 (BRONZE AWARD), EXCELLENT GROWTH POTENTIAL AWARD



宁德 蕉城区纳税贡献奖先进企业  
ND ADVANCED ENTERPRISE OF JIAOCHENG DISTRICT TAX CONTRIBUTION AWARD



# 2023 荣誉和奖项 2023 HONORS AND AWARDS



## 客户认可 Customer Recognition



总部 奇瑞捷豹路虎 2022-2023年度十年成就奖  
HQ CHERY JAGUAR LAND ROVER 2022-2023 DECADE OF ACHIEVEMENT AWARD



总部 长安马自达综合优秀供应商奖  
HQ CHANGAN MAZDA COMPREHENSIVE EXCELLENT SUPPLIER AWARD



总部 智己汽车售后件最佳供应商奖  
HQ IM SERVICE PARTS BEST SUPPLIER AWARD



沈阳 华晨宝马循环经济奖  
SY BMW CIRCULAR ECONOMY AWARD

## 社会认可 Social Recognition



CDP气候变化领导力奖  
CLIMATE CHANGE LEADERSHIP AWARD



铁西 TÜV莱茵三星零填埋认证  
TX TÜV 3 STARS ZERO WASTE TO LANDFILL CERTIFICATE



江宁 南京汽车集团  
“优秀供应商”奖  
JN NINGJIANG AUTOMOBILE  
GROUP “EXCELLENT  
SUPPLIER” AWARD



大东 上汽通用(沈阳)  
北盛 卓越供应商奖  
DD SAIC GENERAL MOTORS  
(SHENYANG) BEISHENG  
“SUPPLIER EXCELLENCE” AWARD



经济

ECONOMIC

环境

ENVIRONMENTAL

社会

SOCIAL

强化业拓与产销协同，公司产品结构和客户结构持续优化

Strengthen business expansion and production-sales collaboration, continuously optimize our product and customer structure.



气候雄心达成共识，环境实践获得多个外部认可，低碳管理延伸供应链

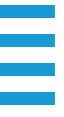
Consensus reached on climate ambition, multiple external certifications obtained for environmental practices, low-carbon management extended in supply chain.



信息安全管理立体覆盖，结合RSCI要求提升员工保障

3-dimensional coverage of information security management, combined with RSCI requirements to enhance employee protection.





# 01

# 公司概况

## CORPORATE PROFILE



\*数据包含非并表公司  
Data including non holding joint ventures

### 关键议题 KEY TOPICS

- 回报与增长  
PAYBACK AND GROWTH
- 合规经营和纳税  
COMPLIANCE & TAX PAYMENT
- 带动地区经济发展  
DRIVE REGIONAL ECONOMIC DEVELOPMENT
- 支持社会经济发展  
SUPPORT SOCIAL ECONOMY GROWTH
- 透明的信息发布  
TRANSPARENT DISCLOSURE





## 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，让用户体验到了驾驶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！

### Mission: Better life through 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.

### 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。

### 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.

### 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。

### 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.

# 一、公司概况 CORPORATE PROFILE

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2023年底,公司拥有33个工厂实体,其中已投产的并表主体28个。南非子公司预计2024年投产,北京子公司预计2025年投产。

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,为进一步强化与海外客户的密切沟通,我们完善了德国前沿办公室的营销职能,并策划美国、日本技术站点的职能优化。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,2023年公司投产项目78个,全年开发项目197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 Omnia 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 2023, YFPO owns 33 plants, among them 28 consolidated. Subsidiaries in South Africa and Beijing will come into use in 2024 and 2025 respectively.

Besides Shanghai, YFPO technical center has branches in Shenyang, Wuhan, Ningbo, Dongguan, Hefei, Rugao and Chongqing. For effective communication with overseas customers, we have improved the marketing functions of the German Front Office and planned the functional optimization of technology sites in the United States and Japan. 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 2023, the company has realized 78 successful launches among 197 programs ongoing, this achievement has not only praised by customer but also further consolidated the competitiveness of the company itself.

分公司/全资子公司  
Subsidiary/Branch

合资公司  
JV

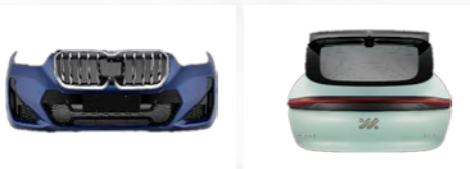
在建工厂  
Plan Plant

海外办公室  
European Office



# 一、公司概况 CORPORATE PROFILE

## 产品线 Product Line



保险杠及传统外饰件  
Bumper & Tradition Exterior Trim



复合材料尾门  
Tailgate



格栅总成  
Grille Assembly



中国第一根彩色塑料保险杠  
在延锋伟世通外饰厂诞生  
The first colored plastic bumper facial was  
produced in Yanfeng Visteon exterior plant.



浦东、沈阳大东新工厂开工,公司贴近  
客户快速布局  
Groundbreaking of Pudong and Shenyang  
Dadong plants started the footprint expansion  
sticking to customers.



乘用车保险杠市场占有率升至首位,  
成为国内行业龙头  
Ranked 1st in China Passenger Vehicle  
bumper facial market.



收购延康如皋,拓展饰件产品线,  
建立匹配“新四化”的新平台  
The acquisition of Yankang Rugao made the expansion of  
trim product line which set new platform for CASE.



延锋伟世通与法国彼欧合资,  
延锋彼欧成立

YFPO was established as joint venture  
between Yanfeng Visteon and Plastic Omnium



引入复合材料尾门产品线,  
国内外饰轻量化序幕拉开  
Introduction of composite tailgate launched exterior  
lightweight trend in local market.



总部和技术中心大楼落成,  
设计开发与验证能力全面升级  
Completion of new headquarters building with technical center support-  
ed upgrade of design, development and verification capability.



在饰件业务上取得重大突破,  
获取多个发光格栅业务  
Significant breakthroughs were made in the  
decoration business, acquiring multiple  
illuminated grille businesses.

## 发展历程 Milestones

# 一、公司概况 CORPORATE PROFILE



## 可持续发展绩效指标 Performance of sustainable Development

经济 Economic	环境 Environmental	社会 Social
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总资产 (亿元) Total Assets (100mil. RMB)			危险废物处理率 (%) Rate of Hazardous Waste Treatment (%)			万元产值综合能耗 (吨标煤/万元) Comprehensive Energy Consumption (tce/10kRMB)			廉洁承诺书签署率 (%) Honesty Commitment Signing Rate (%)			重大事故数 (起) Number of Major Accidents (Cases)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
135.59	126.00	117.75	100	100	100	0.0919*	0.0889	0.0908	100	100	100	0	0	0
年保险杠配套整车产量 (万辆) Sets of Bumper Facial supplied (10k)			废气委外监测达标率 (%) Pass Rate of 3 <sup>rd</sup> Party Monitor on Waste Gas (%)			温室气体排放 (吨CO <sub>2</sub> e) Total GHG Emissions (Ton CO <sub>2</sub> e)			男女同岗位薪酬比例 (%) Salary of Female to Male (%)			职业体检率 (%) Rate of Occupational Health Checks (%)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
573.7	555.4	480.1	100	100	100	229,913*	184,015	181,898	100	100	100	100	100	100
合并销售收入 (亿元) Sales Consolidated (100mil. RMB)			固体废物排放量 (吨) Solid Waste Discharge (MT)			员工平均培训课时 (课时) Average Training Hours per Capita (Hours)			员工扶助帮困金 (万元) Funding Aids to Employees (10k RMB)			员工年度培训总课时 (课时) Total Training Hours per Year (Hours)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
108.23	100.14	89.56	5,241	4,792	4,854	60.3	59.9	58.3	49.56	43.9	30.3	323,389	338,735	276,022
纳税总额 (亿元) Total Tax Paid (100mil. RMB)			工业废弃物减量总量 (吨) Amount of Industrial Waste Reduction(MT)			员工平均培训课时 (课时) Average Training Hours per Capita (Hours)			员工扶助帮困金 (万元) Funding Aids to Employees (10k RMB)			员工年度培训总课时 (课时) Total Training Hours per Year (Hours)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
4.83	5.64	4.35	2,341	2,111	1,995	60.3	59.9	58.3	49.56	43.9	30.3	323,389	338,735	276,022
研发投入 (亿元) R&D Input (100mil. RMB)			光伏电站年发电总量 (MWh) Annual Generation of Solar PV (MWh)			累计有效专利授权数 (项) Accumulated Patent Verified (Nr.)			总事故发生频率 (20万工作小时) Rate of Total Accident Occurrence (200k Hrs)			供应商廉洁协议签订率 (%) Signing Rate of Supplier Honesty Agreement (%)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
5.14	4.72	4.04	9,030	6,081	2,379	322	312	266	0.010	0.012	0.013	100	100	100
奖励资金 (万元) Reward funds (10k RMB)			电力年度消耗总量 (GWh) Total Annual Power Consumption (GWh)			客户满意度 (%) Customer Satisfaction (%)			损工事故伤害频率 (20万小时) Rate of LTA (200k Hrs)			特殊工艺供应商EHS审核实施率 (%) Coverage of EHS Audit Implemented to Specific Process Suppliers (%)		
2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021	2023	2022	2021
4,318	4,229	2,566	258.3	217.7	203.41	90.3	90.2	91.6	0.010	0.012	0	100	100	100

\*因市场产能不平衡以及价格波动原因, 造成万元产值能耗上升

Due to the imbalance of market production capacity and price fluctuations, the energy consumption per 10k RMB of output value has increased.

\*2023年碳排放统计增加范围3-运输类碳排放统计, 不包括北京、南非公司, 未正式运营

Including scope3: transportation carbon emissions statistics from 2023. Not including BJ & RSA company due to not formal use.





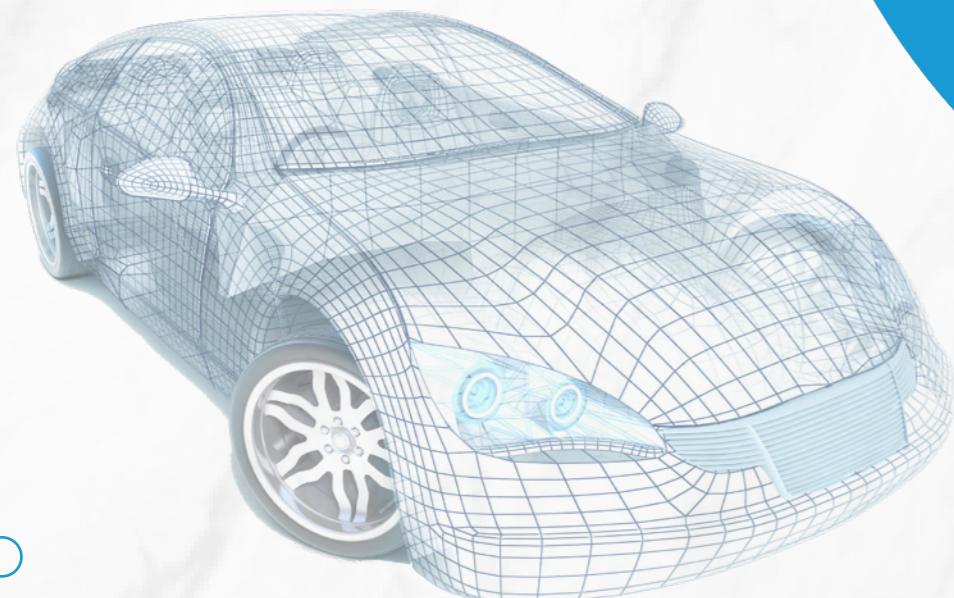
## 战略发展 Strategic Development

### 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 leads rapid 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.
- 政策驱动新能源崛起, 智能化加速竞争, 市场扩容中低端严重  
Policy to drive the rise of new energy, intelligent acceleration of competition, market expansion in the low-end serious.

### 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.



### 机遇 Opportunity

- 轻量化 Lightweight
- 数字化 Digitalization
- 低碳化 Low-carbon
- 个性化 Customize

### 战略重点 Key Strategic Initiatives

#### 协同 创变 Collaboration Innovation

#### 敏捷 永续 Agile Sustainability



### 劣势 Weakness

- 传统机制变革  
Traditional Mechanism Change
- 节能环保重压  
Huge Energy/Environment Task
- 技术转型更新  
Technical Transformation & Upgrade

### 社会 Society

- 经济发展稳中有升, 产业结构优化升级, 局部风险致信心偏弱  
Economic development is steady but rising, the industrial structure is optimized and upgraded, Some local risks lead to 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 structure.
- 文化自信显著提升, 价值取向多元发展  
Exploding cultural confidence mixed with diverse value orientations.
- 消费者追求品质服务, 数字化, 个性化需求显著  
Consumers pursue quality services, digital, personalized.
- 知识产权保护力度加大  
Intellectual property protection is intensified.

### 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.

### 供应商和政府 Suppliers & Government

- 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.





# 02

## 组织治理 ORGANIZATION GOVERNANCE

廉洁承诺签订数(含供应商) Number of Honesty Commitment Signed (Incl. Suppliers)	2,113
商业行为准则培训率(%) Training Coverage of Code of Conduct (%)	100
高层管理者中女性占比(*) The proportion of female in top management (%)	25

### 关键议题 KEY TOPICS

- 公司治理与风险管理  
GOVERNANCE & RISK CONTROL
- 合规经营和纳税  
COMPLIANCE & TAX PAYMENT
- 能力协同  
CAPABILITY COLLABORATION



# 二、组织治理 ORGANIZATION GOVERNANCE



## 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2人,占比25%。

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 2 women, accounting for 25%.

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四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5人,占比15.2%。

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 four 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 5 women, accounting for 15.2%.



## 商业行为准则 Business Code of Conduct

延锋彼欧公司在全球范围内践行社会责任,所有运作和行为都严格遵守职业道德,勇于负责,尊重所有人的权利以及注重环境与安全。延锋《行为准则》根据所适用的法律法规及行业要求,为我们在全球开展业务提供了道德合规的基础,指导我们如何高标准地开展业务。

《行为准则》由延锋于2023年再次更新发布,在自由就业、禁止使用童工、禁止强迫劳动、禁止就业歧视、工作时间和加班、结社自由、消防安全、紧急疏散、职业健康、化学品危险物处理、环境保护供应链管理和商业道德等方面为道德商业行为提供了指导原则,不仅适用于本公司所有员工,也要求我们的商业伙伴共同践行共同发展。

YFPO practices social responsibility globally, operating and behaving in an ethical and responsible manner, respecting the rights of all people and focusing on the environment and safety; The YF Code of Conduct provides the basis for ethical compliance and guidance on how to conduct our business globally to a high standard, in accordance with applicable laws and regulations and industry requirements.

The Code of Conduct, which was updated by YF in 2023, provides guidelines for ethical business practices in the areas of free employment, prohibition of child labor, prohibition of forced labor, prohibition of discrimination in employment, working hours and overtime, freedom of association, fire safety, emergency evacuation, occupational health, handling of chemical hazards, environmental protection supply chain management, and business ethics, which not only applies to all employees throughout the company, but also requires our business partners to practice and develop together.

## 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。2023年,内控组织与采购、财务梳理供应链采购品类清单,从采购源头进行内控管理,实现业、财、控全面融合;推动出门证程序文件制定,并联动TMS系统实现运费闭环管理,进一步优化供应链管控。

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 2023, the internal control organization, procurement, and finance will sort out the list of procurement categories in the supply chain, conduct internal control management from the procurement source, and achieve comprehensive integration of business, finance, and control. Promote the development of exit permit program files and collaborate with the TMS system to achieve closed-loop management of shipping costs, further optimizing supply chain control.



# 二、组织治理 ORGANIZATION GOVERNANCE



## 廉洁承诺 Integrity commitment

**内部**——公司每年组织公司中高层管理人员、新任经理、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》，针对新任干部开展岗初廉洁谈话、参加廉洁培训等形式，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 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. 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. Guides cadres and employees to establish values of integrity and integrity through activities such as Commitment Week and Integrity and Compliance Day. 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2023年，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 2023.

举报邮箱/热线——	yfpojw@yfpo.com	年份 Year	签订数 Signed
Reporting Email/Hotline	+86 (0)21-3918 6927	2023	2,113
		2022	1,631
		2021	1,403

**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.

①P类生产供应商:合格等级生产供应商  
P class production suppliers refers to qualified ones.

## 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.

公司已要求中高层管理人员、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.

公司已经制定了与公平竞争法与反垄断法的相关法律文件《公司法律事务管理程序》，并及时收集更新最新相关法律文件，定期对员工进行教育培训，让员工提高反不正当竞争与反垄断风险意识，借此预防员工因违反该法而可能带来的法律风险及负面影响。2023年公司未有涉及反不正当竞争行为与反垄断行为的法律诉讼。

The company has formulated the “Company Legal Affairs Management Procedure” related to the fair competition law and anti-trust Law. We timely collect and update the latest relevant legal documents. Regular education and training are provided to employees to enhance their awareness of fair competition and anti-trust risks, in order to prevent legal risks and negative impacts that may arise from violating the law. In 2023, the company did not have any legal proceedings related to unfair competition and anti-trust behavior.

2023年，公司已经建立了法律合规清单，并定期进行更新且每季度做一次法律法规收集风险提示，为公司各业务部门提供了较全面的法律合规指引。

In 2023, the company has established a legal compliance list, which is regularly updated and quarterly to collect legal and regulatory risk tips, providing more comprehensive legal compliance guidelines for all business departments of the company.



# 二、组织治理 ORGANIZATION GOVERNANCE

## 可持续发展管理 Management of Sustainable Development

### 管理架构 Management Structure

延锋彼欧可持续发展委员会成立于2020年末。委员会成员包括公司执委会成员、经营委员会成员，同时任命了采购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。

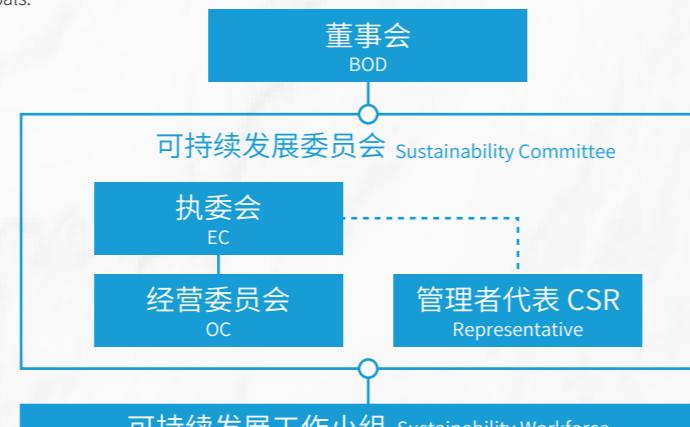
YFPO Sustainable Development Committee was officially established at the end of 2020 involving all EC and OC members. Director of Strategic Planning Department is appointed as management representative for ESG, and Purchase Department is the supervision department of the daily work of the Committee.

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。自2022年3月公司设立可持续发展管理岗位，组成可持续发展工作小组以来，保持月度会议推进工作有序开展；每个季度会议向执委会汇报进展与绩效，每半年在董事会进行可持续发展议题汇报和决策。公司各职能相互配合，在可再生电力、可再生塑料、废弃物治理、职业安全与健康、员工保护、信息安全等方面取得进展。

In 2021 which is the first full year for the committee, General Manager of the company, as representative of the EC, has reported to the BOD on sustainable development guidelines, strategies, policies, relevant working progress as well following target. Since the establishment of a sustainable development management position and the formation of a sustainable development working group in March 2022, the company has maintained an orderly progress of monthly meetings to promote sustainable work, quarterly meetings report progress and performance to EC level. Semi-annual reports and decisions on sustainable development issues are made by BOD. The various functions of the company cooperate with each other and make progress in renewable electricity, renewable plastics, waste management, occupational safety and health, employee protection and information security.

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 push exchange with the upstream / downstream supply chain as well as internal / external stakeholders, plan for detailed sustainability roadmap and targets in stages, and efficiently input various resources to promote with referring existing capabilities of the shareholders so as to support the achievement of the company's overall strategic goals.



可持续发展管理架构  
Management Structure of Sustainable Development

### 方针 Policy

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 mindset, activities and outputs, hence provide necessary guarantees for the continuous colorful well being future through lucid business practices, light environmental footprint and lively social synergy.

### 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.

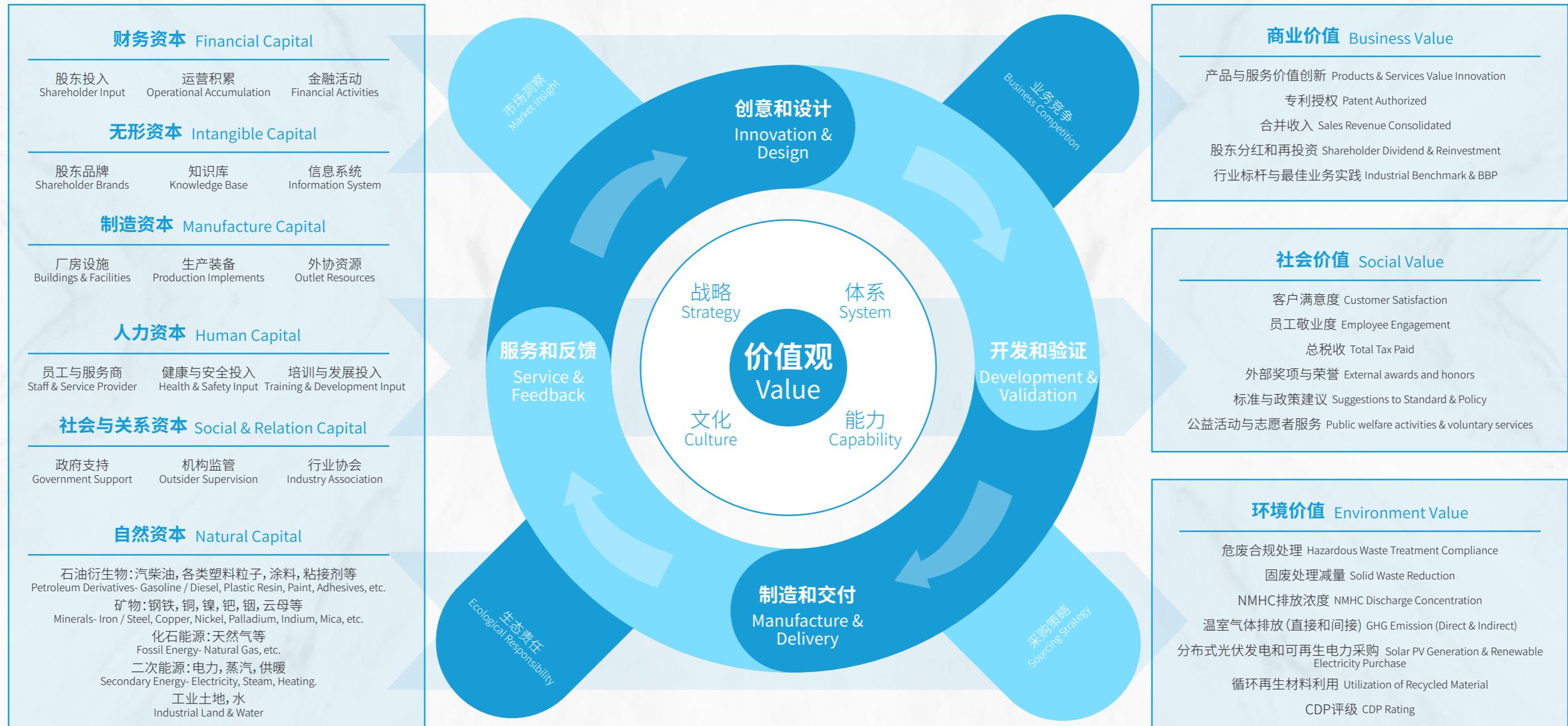
### 品牌：众心一行 Brand- Act for All



可持续发展体系架构  
Sustainable Development System

# 二、组织治理 ORGANIZATION GOVERNANCE

## 公司价值流与SDGs Value Flow and SDGs



# 二、组织治理 ORGANIZATION GOVERNANCE



## 可持续发展未来规划 Planning for a Sustainable Future

01

### 环境友好 Environmental-Friendly

- 碳中和  
Carbon Neutrality
- 益源减排  
Resource & Discharge Optimization

02

### 经营责任 Business Accountability

- 责任延伸  
Response Extension
- 权益保障  
Benefit Insurance

03

### 企业公民 Corporate Citizenship

- 多样适应  
Adapt to diversity
- 广泛参与  
Boarder Participation

2025目标  
Target 2025

可行的碳中和路径  
Feasible carbon neutrality roadmap.

可再生电力占比超20%  
Over 20% 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8条  
Over 8 water-borne paint lines.

首次实现电镀线全流程无六价铬投产  
1st achieve chroming line start production with Cr IV free.

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.

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.

# 二、组织治理 ORGANIZATION GOVERNANCE

## 关键议题 Key Topics

基于GRI可持续发展报告标准(GRI标准),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 topics of sustainable development for this report to effectively response the anticipation for information by the stakeholder.

公司面对瞬息万变的市场,再次进行了较为全面的利益相关方关注议题的外部问卷调查,相关方包括:客户、供应商和承包商、政府和监管机构、社区和社会组织以及合作伙伴。结合已进行的股东方和投资方、员工的内部问卷调查,共计有效问卷607份(含171份外部调查问卷更新),其中各相关方中高管理层有效问卷82份,确定关键议题24项。

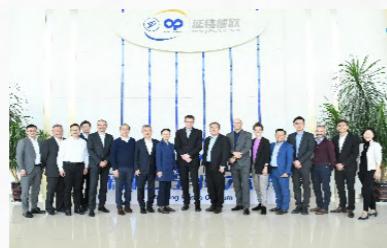
Faced with the rapidly changing market, we have once again conducted a comprehensive external questionnaire survey on issues of concern to stakeholders, including customers, suppliers and contractors, government and regulatory agencies, communities and social organizations, and partners. Based on internal surveys conducted by shareholders, investors, and employees, 607 valid questionnaires (including 171 updated external survey questionnaires) were collected, including 82 valid questionnaires from middle and senior management of relevant parties, and 24 key topics were 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



客户交流  
Customer Communication



供应商交流  
Supplier Communication



员工座谈  
Staff Discussion



政府来访  
Government Visits



校企合作  
Collaboration with Colleges

7类Sorts	607份Answers	82位Answers	24项Items
利益相关方 Stakeholders	有效问卷 Effective	中高管理层 Mid/Top Management	关键议题 Key Topics

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 topics that are mostly concerned by the stakeholders outside the company by ranking, as well as distributing those topics 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 topics 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)。

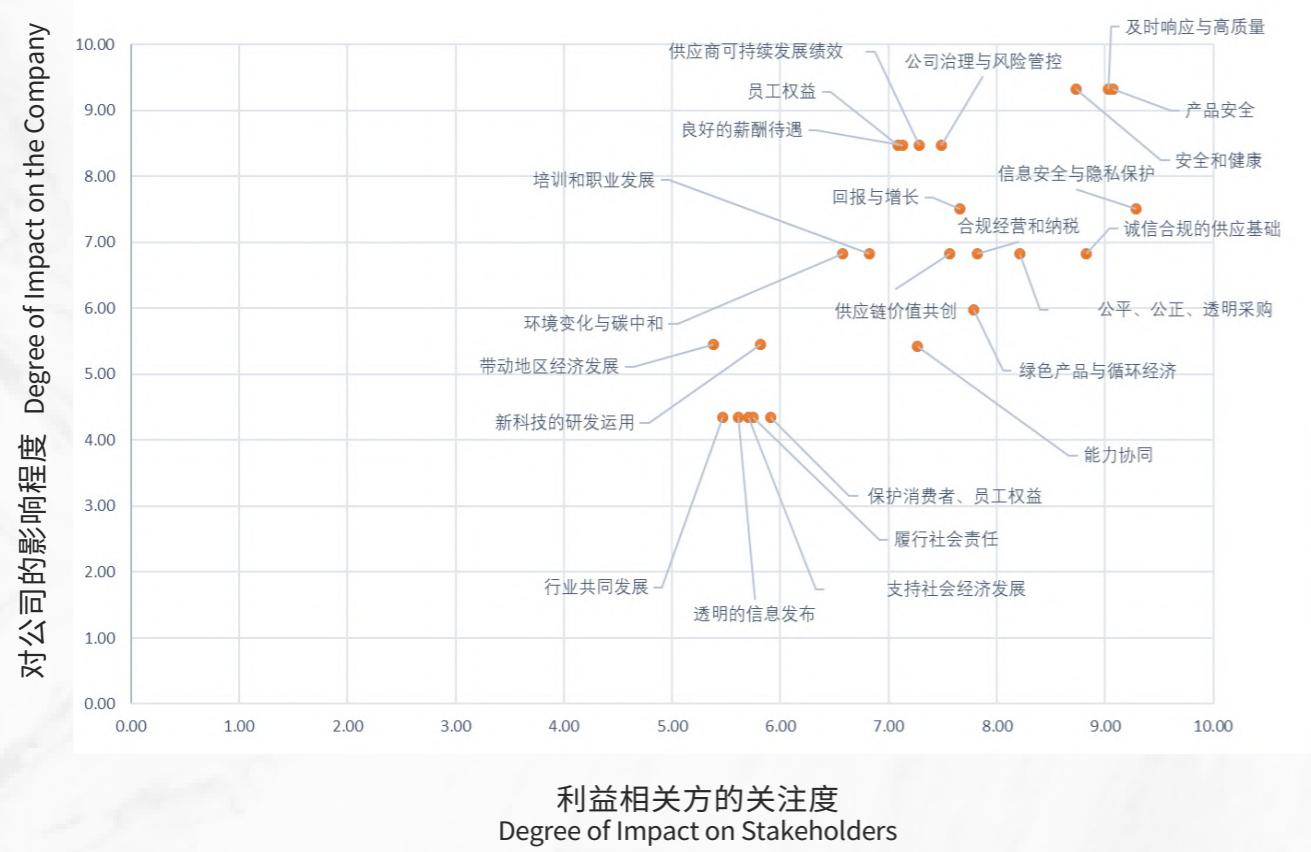
After the above steps, a conversion was done in accordance with all data and the company's business nature so as to enlarge dispersion of these topics and form final results as next page.

## 确定关键议题的过程 Process to determine Key Topics



# 组织治理 ORGANIZATION GOVERNANCE

## 关键议题 Key Topics



## 排序 Ranking

1	产品安全 Product Safety	9	员工权益 Employee rights and interests	17	能力协同 Capability collaboration
2	及时响应与高质量 Quick Response & High Quality	10	回报与增长 Payback and Growth	18	新科技的研发运用 Research & Apply New Tech
3	安全和健康 Health & Safety	11	公平、公正、透明采购 Fair, Justice & Transparent Purchase	19	带动地区经济发展 Drive Regional Economic Development
4	信息安全与隐私保护 Information Security & Privacy	12	合规经营和纳税 Compliance & Tax Payment	20	保护消费者、员工权益 Protecting Consumers & Staff & Employee rights and interests
5	公司治理与风险管理 Governance & Risk Control	13	供应链价值共创 Co creation of supply chain value	21	履行社会责任 Fulfill Social Responsibility
6	供应商可持续发展绩效 Supplier Sustainability Performance	14	绿色产品与循环经济 Green Products and Circular Economy	22	支持社会经济发展 Support Social Economy Growth
7	诚信合规的供应基础 Integrity & Compliance in Supplier Chain	15	培训和职业发展 Training & Career Development	23	透明的信息发布 Transparent Disclosure
8	良好的薪酬待遇 Good Remuneration Package	16	环境变化与碳中和 Environmental Change and Carbon Neutrality	24	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 Key Topics	沟通方式 Channel of Communication
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 绿色产品与循环经济 Green Products and Circular Economy 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 Complaint 客户沟通会议、展览 Communication, Meeting, Exhibition 客户审核和评分 Customer Audit & Scoring
2	股东和投资方 Shareholders & investors	上级公司 Parent Companies	回报与增长 Payback and Growth 公司治理与风险管理 Governance & Risk Control 能力协同 Capability collaboration	董事会 BOD Meeting 经营审核 Operation Review
3	供应商 Suppliers	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 供应商可持续发展绩效 Supplier Sustainability Performance 供应链价值共创 Co creation of supply chain value 诚信合规的供应基础 Integrity & Compliance in Supplier Chain	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
4	员工 Employees	全职员工 Full-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 员工权益 Employee rights and interests	培训 Training 员工敬业度调查 Employee Engagement Survey 员工座谈会、职业会 Employee Symposium & Congress 内部网站、在线平台 Internal Website / Online Platform
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 & Employee rights and interests 支持社会经济发展 Support Social Economy Growth 合规经营和纳税 Compliance & Tax Payment 环境变化与碳中和 Environmental Change and Carbon Neutrality	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
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	带动地区经济发展 Drive Regional Economic Development 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
7	合作伙伴 Collaborative Partners	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



# 03

## 产品责任 PRODUCT RESPONSIBILITY



### 关键议题 KEY TOPICS

- 产品安全  
PRODUCT SAFETY
- 及时响应与高质量  
QUICK RESPONSE & HIGH QUALITY
- 信息安全与隐私保护  
INFORMATION SECURITY & PRIVACY
- 新科技的研发运用  
RESEARCH & APPLY NEW TECH
- 保护消费者、员工权益  
PROTECTING CONSUMERS & STAFF & EMPLOYEE RIGHTS AND INTERESTS



# 三、产品责任 PRODUCT LIABILITY

## 质量方针 Quality Policy

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's management and product process control and continuously satisfy or even exceed customer expectation. Hence achieve the vision of 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。

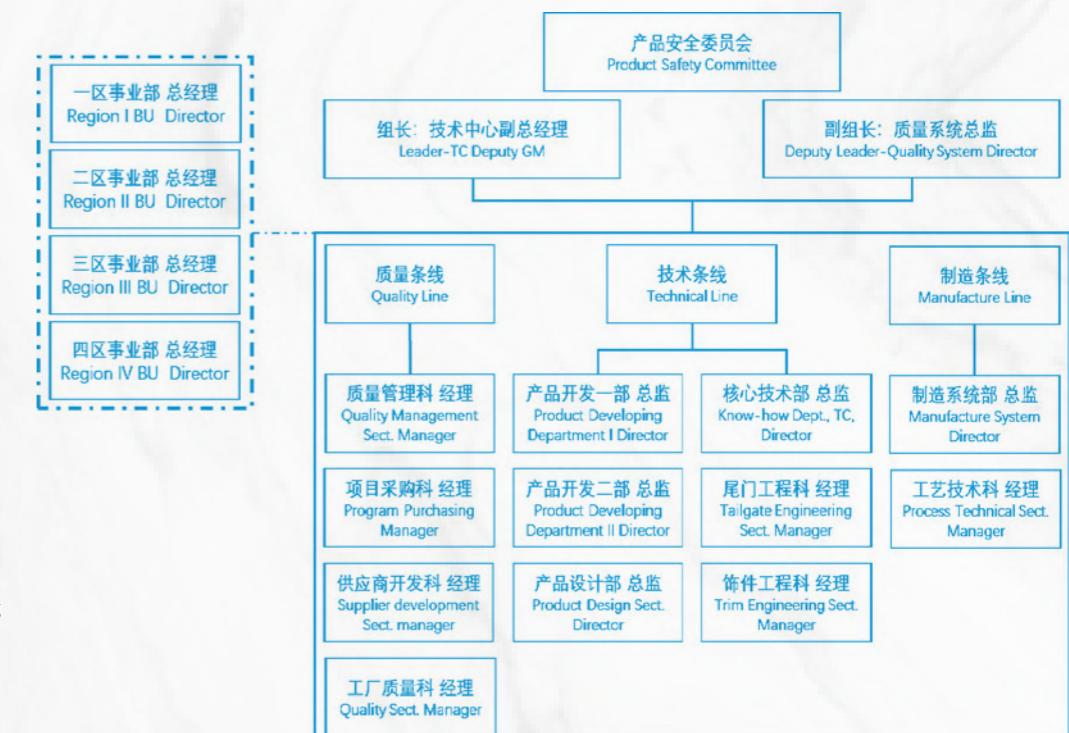
To plan and fulfill product safety performance testing and risk alert, supervise implementation of national compulsory regulations and standards.

- 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.



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

# 三、产品责任 PRODUCT LIABILITY

## 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, 2020-2023年共计达17.35亿元。技术中心为提供客户更高效及时的技术服务,7个分中心辐射全国,现有538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 1.735 billion RMB from 2020 to 2023. In order to provide customers more efficient and timely technical services, the Technology Center has 7 R&D sub-centers in 2023. Currently, there are 538 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.

## 研发成果 R&D Achievements

2023	
80	设计项目 Design Projects
197	开发项目 Projects in Development
74	投产项目 Projects SOP
4	全球车型项目 Global Projects
7	客户技术展 Customer Tech-shows

## 研发能力 R&D Capability

① **核心能力**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。2023年,我们在一体集成式发光保险杠、发光格栅、尾门轻量化材料、回用料开发应用等方面取得技术突破,已获得发光保险杠项目定点,宝马、奔驰发光格栅项目定点,PP-LGF30等更轻量化的尾门内板材料首次应用投产,低碳回用料也在宝马外观件产品上投产使用。

**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 2023, we have made technological breakthroughs on integrated lighting bumpers, lighting grilles, lighter materials for the tailgate, and recycled materials. We have won a number of lighting bumper projects, BMW and Mercedes-Benz lighting grille projects, PP-LGF30 materials were put into production on the inner panel of the tailgate for the first time, and recycled materials were also put into use on BMW products.

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 "Project Management Manual" drives project efficient development with standard process rules and lean task cycle. We also pay attention to plant involvement to raise trial efficiency and ensure project development make progress towards agile development.

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.



# 三、产品责任 PRODUCT LIABILITY

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

### 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。

We place considerable value on combination of innovative ideas and market needs, support the realization of business insights with our technical heritage to benefit experience in motion of end users.

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,以期精准匹配客户需求,不断迭代市场定义,强化技术营销效果。

Driven by dedicated innovation management team, all relevant functions participate in innovation project teams, analyze user scenarios and market demands according to innovation process to accurately match customer needs, constantly iterate market definition, and strengthen technical marketing effectiveness.

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.

通过在多个客户现场举办“YFPO技术日”活动,展出循环再生材料的开发、验证及成功应用的成果,和对零件循环再生材料的整体开发规划,客户表现了浓厚的兴趣,让双方建立更好的合作基础。

By hosting "YFPO Technology Day" events at multiple customer sites, showcasing the achievements of the development, validation, and successful application of recycled materials, as well as the overall development plan for recycled materials for parts, customers have shown strong interest, enabling both parties to establish a better foundation for cooperation.



客户技术展  
Customer Tech-show



## 产学研 Industry-University-Research Cooperation

### 合作共赢 Win-Win

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.

技术中心核心技术部与华东理工大学合作,针对尾门产品结构设计软件进行功能改进,进一步强化了尾门工程开发的自动化能力。

The core technology department of the technology center has collaborated with East China University of Science and Technology to improve the functionality of the tailgate product structure design software, further enhancing the automation capability of tailgate engineering development.

### 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.

2023年3月,测试中心创立了“外饰视觉应用实验室”。我们搭建了视觉和协作机器人应用开发的软硬件平台,对2D的视觉引导、视觉防错、视觉测量、视觉与机器人集成等方面进行了技术孵化,并成功地在产品装配、测试环节得到应用和推广。创新工作室将致力于推动视觉、自动化技术在公司各场景的落地,助力实现公司的降本增效目标。创新产品自主验证能力覆盖率达到78%。

In March 2023, the Test Center created the "E-ViRo Laboratory". We have built a software and hardware platform for the application development of vision and collaborative robots, and carried out technology incubation in 2D visual guidance, visual error prevention, visual measurement, visual and robot integration, etc., which has been successfully applied and promoted in product assembly and testing. The innovation studio will be committed to promoting the implementation of visual and automation technologies in the company's various scenes to help achieve the company's goal of reducing costs and increasing efficiency. Coverage of independent verification capability of innovative products reached 78%.



# 三、产品责任 PRODUCT LIABILITY

## 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 Certification Standard), start from value creation process & core competitiveness positioning, we identified, determined 6 modules and established quality management system structure. We benchmark stakeholders' 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。2023年,延锋彼欧分别通过了宝马汽车、大众(中国)、吉利汽车等客户的供应商审核,获取了客户质量能力的高度认可。

Based on the maturity and effectiveness of QMS, YFPO has gained high praise from customers for QM capabilities. We smoothly passed all customer quality audits and maintained excellent results. In 2023, YFPO successfully completed supplier audits for BMW, VW, Geely, and others, earning significant recognition for our quality capabilities.

客户 Customer	评价标准 Evaluation Standard	结论 Result
上汽大众 Saic VW	Formel-Q	A <b>TOP</b>
上汽通用 Saic GM	BIQS	Lv 4 <b>TOP</b>
福特 Ford	MSA	Q1 <b>TOP</b>
宝马 BMW	GS90018	G <b>TOP</b>
沃尔沃 Volvo	VQE	300 <b>TOP</b>
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
国内豪华科技汽车客户 Domestic luxury technology car customers	Potential Supplier Audit	通过 Pass <b>2022</b>
福建奔驰 Fujian Benz	VDA6.3	通过 Pass <b>2022</b>
广汽本田 GAC Honda	PL/SQM Audit	通过 Pass <b>2022</b>
大众 (中国) VGC	VDA 6.3	B Pass <b>2023</b>
吉利汽车	3A Audit	通过 Pass <b>2023</b>
进口豪华新能源客户 Imported luxury new energy customers	TQMS	L3 Pass <b>2023</b>

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

### 体系改进 QMS Improvement

为了不断提升质量体系,推进工厂体系运作水平,提高质量保障能力,提高公司整体质量管理系统性和成熟度。2023年在提升审核效率方面进行了如下策划:

- 整合体系及过程审核资源,安排新产品、新技术专项培训,交叉培训,提升整体审核效率;
- 协同工厂审核资源,打通总部及工厂的聚焦通道,全面提升审核能力;
- 结合公司内外部业务发展,梳理识别公司现有过程及体系过程模块,优化成熟度评估体系;

To continually enhance our quality system, elevate operational standards across our facilities, and improve the overall maturity of our quality management system, we implemented the following strategies in 2023 to streamline audit processes:

-Consolidated system and process audit resources and provided specialized training for new products and technologies to boost overall audit efficiency.-Collaborated with factory audit resources to establish seamless communication between headquarters and manufacturing sites, thereby enhancing our audit capabilities comprehensively.-Aligned with internal and external business growth, we reviewed and identified existing processes and system procedures within our company, optimizing our maturity assessment criteria.



# 三、产品责任 PRODUCT LIABILITY

## 产品质量管理 Product Quality Management

### 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 company's product safety management organization, Product Safety Technical Committee is regularly exchanging major product safety information, tracking and supervising major product safety issues.

2023年, YFPO敏锐识别宝马及奔驰客户对产品生产过程中静电防护的要求,快速成立专项行动小组,由质量牵头协同技术、制造、设备、安全、工艺等多条线分层解析产品静电防护标准,输出YFPO《静电防护管理程序》。并将产品项目开发作为标准“着陆道”,使静电防护要求稳定“着陆”。为本公司使用的静电防护(简称:ESD)控制程序提供关键管理和技术要求,规范防静电控制技术规范,为产品在元器件进料、制造、贮存、包装等各个环节提供明确可靠的ESD技术支持,从整体上提高公司静电防护和控制水平,以保证电子产品质量的稳定性,提高客户的满意度。

In 2023, YFPO keenly identified the requirements of BMW and Mercedes Benz customers for electrostatic protection in the product production process, quickly established a special action group, and led by quality, collaborated with multiple lines such as technology, manufacturing, equipment, safety, and process to analyze product electrostatic protection standards layer by layer, and output YFPO's "Electrostatic Protection Management Procedure". And use product project development as a standard "landing track" to ensure stable "landing" of electrostatic protection requirements. To provide key management and technical requirements for the electrostatic protection (ESD) control program used by our company, standardize the anti-static control technical specifications, provide clear and reliable ESD technical support for products in various stages such as component feeding, manufacturing, storage, and packaging, and improve the company's overall level of electrostatic protection and control to ensure the stability of electronic product quality and improve customer satisfaction.

### 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.

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.

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.

项目管理流程  
Project Management Process

标准化项目管理系统  
Standardized project management system

变更管理流程  
Change Management Process

问题管理流程  
Problem management process

# 三、产品责任 PRODUCT LIABILITY

## 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

2023年质量管理数字化在YFPO持续推进, EQMS 3.0作为YFPO质量流程管理系统得到进一步升级, 包含了超过60多项的效率和管理规范的改进, 并广泛的在YFPO各生产基地进行了实施推进:

As the YFPO Quality Procedure Management System, EQMS 3.0's first phase was developed with over 60 enhancements and extensively implemented in YFPO subsidiary companies in 2023, with 81% of plants or bases successfully implementing the system.

当前, EQMS已实现系统化管理质量问题跟踪和监控, LPA审核管理, 实施现场质量会议和质量可视化等方面。这些模块具有互连性、基于工厂的可配置能力和多模块间信息共享的功能。EQMS3.0有效的提升了质量信息集中管理和规范化质量控制, 在简化员工操作提升效率的同时, 加快了在YFPO内部质量信息的传递。

Currently, EQMS has achieved systematic management in functions such as quality issue tracking and monitoring, LPA audit implementation, conducting on-site quality meetings, and quality visualization. These modules are interconnected across systems, configurable at the plant level, and facilitate information sharing among various modules. Consequently, EQMS 3.0 has improved centralized management and standardized quality control, simplifying employee operations and accelerating the dissemination of quality information within YFPO.

截至2023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:81%。

By 2023 YFPO has reached 81% intelligent quality management among all branches, subsidiaries and holding JV.

基于当前质量数字化蓝图, EQMS3.0将继续进化, 持续引入更多的质量管理模块和功能, 同时进一步提升交互界面和方式, 相关策划和实施将逐步开展。以上所有这些努力旨在创建整合效应, 来提升YFPO数字化质量管理能力。

Building upon the current blueprint, EQMS 3.0 will continue to evolve by gradually introducing more quality management modules and functions, while also enhancing interactive methods. The initiatives are in progress. These efforts aim to create an integrated effect, enhancing YFPO's digital quality management capabilities.



2023年质量月活动  
2023 Quality Month Activity



2023“质量管理小组活动优秀成果”奖  
2023 Excellent Achievement Award for Quality Management Group Activities

### 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。

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.

2023年, 围绕质量月主题“筑基提质·降本减损·共建质量”, 针对不同的主题与质量侧重点, 开展了对应的活动, 以此提升相关人员对于专项问题的重视度及专业度。对于质量工具应用、新项目产品审核及全员参与等, 我们分别策划并开展了“问题解决训练营”、“新项目产品审核能力提升”与“质量知多少”等系列活动, 集趣味性与专业性为一体, 鼓励全员参与。同时, 通过QC小组活动“QC擂台赛”的层层筛选, 延锋彼欧烟台公司的“智勇当先QC小组”攻关项目“提升小件自动线效率”获得了2023年度上海市质量协会“质量管理小组活动优秀成果”奖。

In 2023, themed around "Building Foundations for Quality Improvement, Cost Reduction, and Collaborative Quality Development" during Quality Month, we conducted various activities targeting different themes and quality aspects. From implementing quality tools to enhancing new project product audits and fostering all-staff engagement, we organized events like "Problem-Solving Bootcamp", "New Project Product Audit Capability Enhancement", and "Quality Knowledge Quiz". These initiatives combined entertainment and professionalism to encourage widespread participation. Additionally, our QC team's "QC Challenge" resulted in YFPO Yantai Company's "Brave and Intelligent QC Team" successfully improving the efficiency of small part automatic lines, earning recognition from the Shanghai Association for Quality as an outstanding achievement in quality management for 2023.

在质量管理精益化角度考虑, 2023年YFPO结合已有的质量标准人力配置模型, 从产线类别/单双班/客户数/项目数各维度统筹考虑, 策划及输出了更优化的质量标准人力配置模型, 并推广到工厂落地执行。通过最新质量标准人力模型的使用和推广, 实现质量人员的优化与精益, 助力可持续发展。

Considering lean quality management, in 2023 YFPO integrated existing quality standard manpower allocation models and developed a more optimized model, which was then promoted and implemented at the factory level. This optimization aimed to enhance the efficiency and effectiveness of quality personnel, contributing to sustainable development.



# 三、产品责任 PRODUCT LIABILITY

## 客户权益保护 Protecting Customer Benefit

### 快速响应客户投诉处理 Quick Response to Customer Complaint

客户投诉流程由《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户投诉并推动及时有效的处理。EQMS(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 "After-sales Problem Solving Management Procedure". A multi-channel information platform helps us notice & transmit customer complaints quickly for a timely, effective handle. EQMS (Electrical Quality Management System) is open for each employee to create and release any customer complaint information, ensuring fastest receive and process by right responsible, and copy to relevant team who produces, manages and monitors for joint analysis to formulate corrective actions.

延锋彼欧始终强调了质量问题通报规则。识别风险工厂,定期组织并召开客户质量投诉专题会议,监督措施落地。梳理了过往客诉数据,针对风险点督促工厂进行FMEA更新。通过改进,及时监控质量事件关闭;及时识别质量趋势和潜在质量风险;寻求质量改进点,降低质量事件发生频次,提升内部质量水平。

YFPO always focus on optimizing and reinforcing quality issue reporting protocols. We identify high-risk factories, regularly organize and held special meetings for customer quality complaints, ensuring the implementation of corrective measures. By analyzing past customer complaint data, we urge factories to update their Failure Mode and Effects Analysis (FMEA) for risk points. Through these improvements, we effectively monitor and resolve quality events, identify quality trends and potential risks promptly, find quality improvement, reduce the frequency of quality events, elevated internal quality levels.

为了预防与降低客户投诉率,2023年重点提出与推进新项目产品审核管理工作,提升新项目产品交样质量,优化产品审核程序,组织新项目产品审核能力提升workshop,整理与共享新项目审核管理BBP,全面推广与提升新项目产品审核能力。

To proactively prevent and reduce customer complaints, we focused on advancing new project product audit management in 2023. We optimized product audit procedures, organized workshops to enhance new project product audit capabilities, compiled and shared best business practices (BBP) for new project audit management. These initiatives comprehensively promoted and improved our capabilities in auditing new project products.

### 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。2023年公司改进评分规则,对于顾客投诉方面的打分更为严格,体现了我司对待客户服务质量和高标准、严要求。

"Customer Satisfaction Evaluation Procedure" helps us design diversified measurement contents and methods, identify improvement opportunities, action plans, effectiveness and expansion once a year. In 2023, we improved its scoring rules and made the scoring for customer complaints more stringent, reflecting our high standards and strict requirements for the quality of customer service.

### 提升客户服务 Improve Customer Service

为了促进工厂间交流,增进共性客户的工厂间联系,共享客户质量工作心得、经验、资讯等信息,提升问题处理效率。2023年,由质量系统部组织并策划,工厂承办的客户质量平台会顺利召开。

To facilitate communication among factories and share insights, experiences, and information related to customer quality work, thus enhancing problem-solving efficiency, the Quality Systems Department organized and planned the successful Customer Quality Platform Meeting hosted by factories in 2023.

通过客户质量平台会,搭建共客户质量管理平台,打通信息壁垒,促进交流,促进资源协同,学习共享先进质量管理经验,共享产品/过程痛点应对,进而提升公司质量,提升客户满意度。

Through the Customer Quality Platform Meeting, we established a platform for customer quality management, breaking down information barriers, promoting communication and resource coordination, and fostering the sharing of advanced quality management experiences and insights into product/process issues. These efforts collectively contributed to enhancing company-wide quality standards and ultimately increasing customer satisfaction.

### 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服务感知,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。2023年客户部进行了主题为“进大于出”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,提升客户服务质量和,为客户解决急难愁的各种问题,以赢得客户满意。

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 2023, Customer Department held a full staff sharing on the theme of "IN greater than OUT", 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.



客户论坛  
Customer Forum

# 三、产品责任 PRODUCT LIABILITY

## 信息安全与隐私保护 Information Security & Privacy Protection

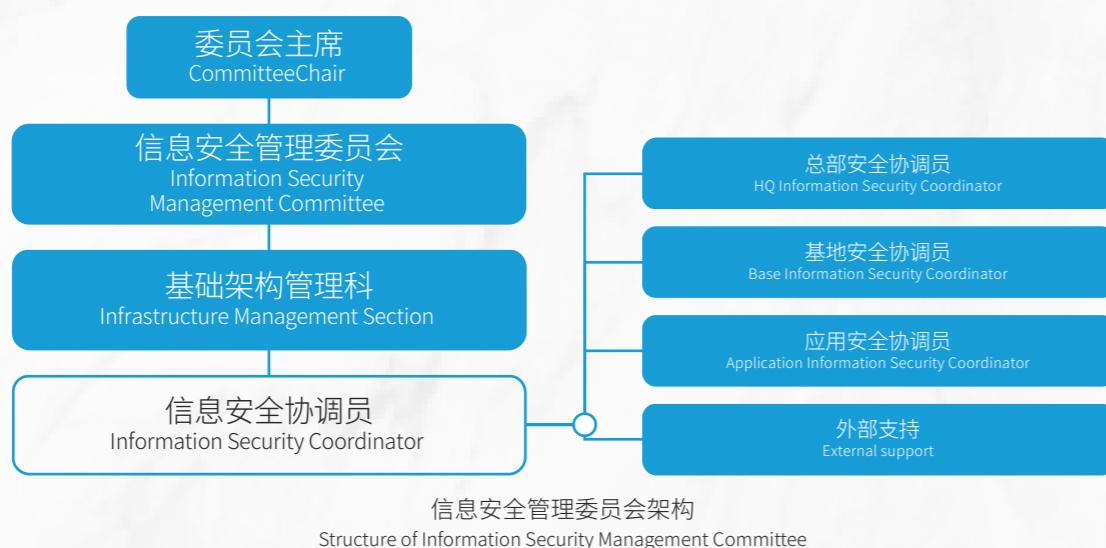
### 信息安全管理组织架构 Organization Structure to Information Security Management

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 information 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系统的最高管理机构,由信息安全主管EC和全体OC成员组成,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。由信息系统部基础架构管理科组成信息安全工作小组,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。

Information Security Management Committee is the top management in our information security management system. It is composed of the Information Security Supervisor EC and all OC members. They are fully responsible for policy, strategy, targets and treatments of major issues on information security field. The information security working group is formed by the Infrastructure Management Section of the Information Systems Department, with coordinators from other departments as support team, it introduces information security management system (ISO27001), regularly conducts internal and external audits and management review, and supervises implementation of the system.



### 信息安全保护 Protecting Information Security

#### 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,新大东公司于2023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 New Dadong Plant officially passed TISAX certification in 2023.

- 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.



# 三、产品责任 PRODUCT LIABILITY

## 信息安全保护 Protecting Information Security

### 安全能力持续提升 Protecting Privacy to Customer and Staff

2020年,延锋彼欧实施了金盾项目,全面加强了公司的信息安全管理。近几年,国内外信息安全形势日益严峻,各类网络攻击事件频发。金盾项目的成果保护了延锋彼欧的信息安全,避免了相关事件对延锋彼欧造成影响。但信息能力建设不能原地踏步,仍需要不断加强加固,因此信息安全团队重新审视了自身安全架构,以进一步提高公司信息安全管理能力。

In 2020, YFPO implemented the Golden Shield project, which comprehensively strengthened the company's information security capabilities. In recent years, the information security situation has become increasingly severe, and various cyber attacks have occurred frequently. The results of the Golden Shield project have protected the information security of YFPO and avoided the impact of related incidents. However, the information security capacity building cannot stand still and still needs to be continuously strengthened, so the information security team has revisited its own security structure to further improve the company's information security capabilities.

金盾项目Plus,围绕着安全事件全周期全流程,覆盖公司总部及所有分子公司,整体提升事前、事中、事后的处置能力:

Golden Shield Project Plus focuses on the whole cycle and process of security incidents, covering the company's headquarters and all subsidiaries, and improving the overall handling capabilities before, during and after the event:

➤ 事前加强网络安全防护和动态监控的能力

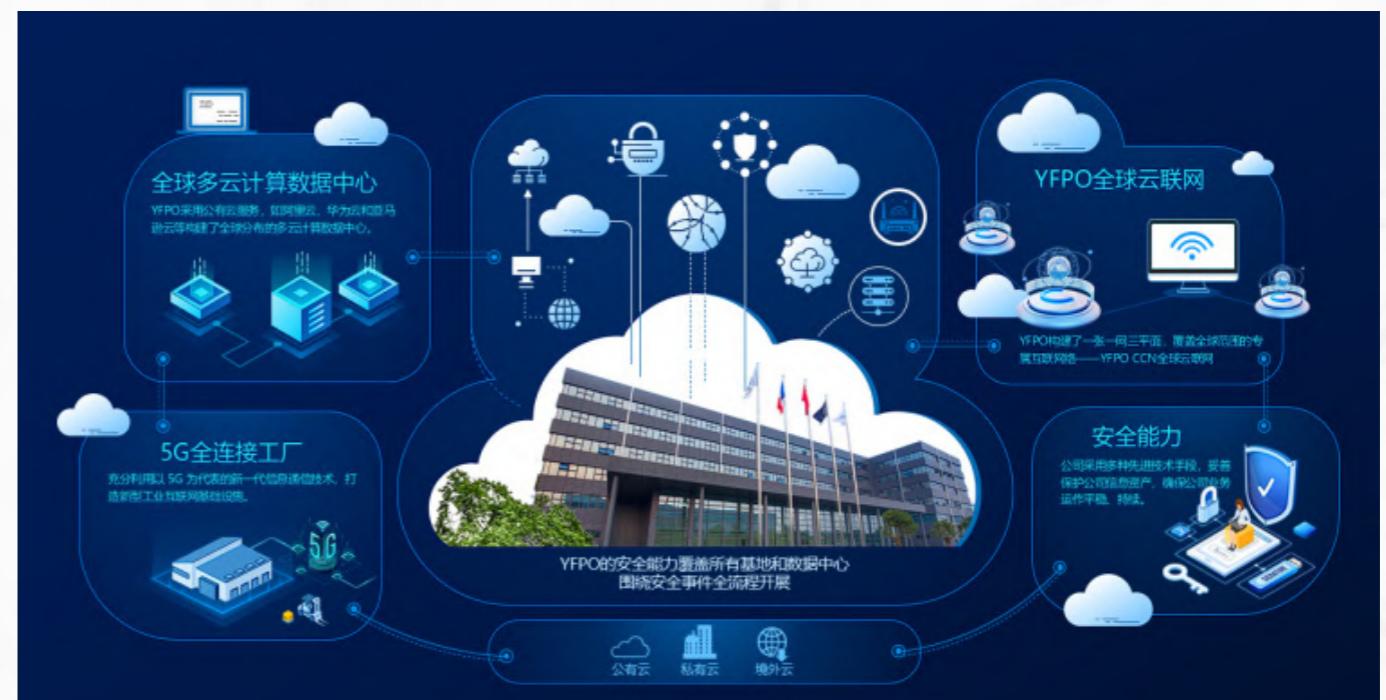
Strengthen network security protection and dynamic monitoring capabilities in advance;

➤ 事中加强信息安全事件快速发现、快速反应的能力

Strengthen the ability to quickly discover and respond to information security incidents;

➤ 事后加强快速恢复的能力

Strengthen the ability to recover quickly after the incidents.



## ■ 三、产品责任 PRODUCT LIABILITY //



### 2025展望 2025 Outlook





# 04

## 环境责任 ENVIRONMENT RESPONSIBILITY

EHS年度投入金额(万元) EHS Annual Input (%)	6,782
工业废弃物减量总量(吨) Amount of Industrial Waste Reduction (MT)	2,341
分布式光伏发电量(MWh) Generation of Solar PV (MWh)	9,030

### 关键议题 KEY TOPICS

- 绿色产品与循环经济  
GREEN PRODUCTS AND CIRCULAR ECONOMY
- 环境变化与碳中和  
ENVIRONMENTAL CHANGE AND CARBON NEUTRALITY



# 四、环境责任 ENVIRONMENT RESPONSIBILITY

## 环境方针 Environment Policy

引领绿色理念,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" mindset 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。

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23家通过环境管理体系认证审核。2023年度新增临港、合肥、广州、长春基地环境管理体系认证审核。2023年度公司内部开展环境专项评估,从档案管理、合规性管理、废水及噪声污染防治、废气污染防治、土壤及固废污染防治五维度评估工厂环境过程管理。公司及下属子公司在2023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。

The company has established and implemented an environmental management system in accordance with ISO14001:2015, of which 23 have passed the environmental management system certification audit. 2023 New LG, HF, GZ, CCJV base environmental management system certification audit. In 2023, the company will carry out a special environmental assessment within the company, and evaluate the environmental process management of the factory from five dimensions: file management, compliance management, waste water and noise pollution prevention, waste gas pollution prevention, soil and solid waste pollution prevention. During the 2023 operation period, the company and its subsidiaries maintained compliance operations, discharged relevant pollutants according to the standards, and obtained emission permits.

2023年度建立环境巡检工具的开发,下半年度开始各基地均创建环境重点管理部位并实施环境电子化巡检,杜绝现场环境隐患。

In 2023, the headquarters established the development of environmental inspection tools, and in the second half of the year, each base carried out electronic environmental inspection for key environmental management parts to eliminate environmental hazards on site.

公司2023年度开展“塑”战速决为主题的环境日活动,上线/线下吸引全员学习环境保护理念,参与减塑治理学习答题4148人次,并评选出最佳减塑案例和手工DIY制品。

In 2023, the company carried out environmental day activities with the theme of "Plastic" war quick solution, which attracted all employees to learn the concept of environmental protection online/offline, participated in learning and answering 4,148 people, and selected the ten best plastic reduction cases and handmade DIY products.



# 四、环境责任 ENVIRONMENT RESPONSIBILITY

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

公司遵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。

We comply with national and local laws, regulations and other requirements on environmental protection, advocate the concept of "green and low-carbon" in our operations, products and services, and strengthen the upgrading and management of pollution control facilities.

### 固体废物 Solid Waste

结合最新的法律法规要求及国际最佳实践，铁西工厂运用PDCA的方法，通过对废弃物生命周期各个阶段的风险控制，找到废弃物减量化和资源化利用的最佳方案，将废弃物转化为可进行再利用的资源。在2023年度，铁西工厂通过莱茵颁发的汽车零部件行业首家废弃物零填埋体系认证。

Combined with the latest legal and regulatory requirements and international best practices, Tiexi Plant uses the PDCA method to find the best plan for waste reduction and resource utilization through the risk control of all stages of the waste life cycle, and converts waste into reusable resources. In 2023, Tiexi plant passed the certification of the first zero-waste landfill system in the automotive parts industry issued by Rheinland.



2023年度公司安全部门牵头组建跨部门协助小组，开展溶剂使用效率提升推进、区域危废处置协同专项推进，相对上年度实现危废减量151吨，节约226万年度目标。

In 2023, the company carried out the promotion of solvent use efficiency and regional hazardous waste disposal coordination special promotion, and finally achieved the goal of reducing hazardous waste by 151 tons and saving 2.26 million yuan annually compared to 2022.

2023年度下属公司新大东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，如涂装线水性清洗剂处理设备项目试验，将水性清洗剂由委外处置转换为自行处置达标排放，项目成功后预计每年可降低废液400吨。

In 2023, Dadong implemented a project test to improve the quality of water environment, such as the water-based cleaning agent treatment equipment for the coating line, and converted the water-based cleaning agent from outsourcing disposal to self-disposal to meet the standard discharge. After the success of the project, it is expected to reduce the waste liquid by 400 tons per year.

### 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 to 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.

现场无组织废气治理方面，10家工厂对21处无组织废气进行收集治理，临港、大东、合肥新工厂也创建VOCs监测地图并定期开展监测工作。

In terms of unorganized waste gas treatment, 10 factories collected and treated 21 unorganized waste gases, LG, NDD, HF also created VOCs monitoring maps and regularly carried out monitoring work;

在2023年度公司设备及安全平台陆续对各家工厂污染物在线监测系统数据实施监控并设置预警功能，杜绝污染物超标排放。目前安亭、长沙、浦东等8家工厂均已完成。

In 2023, the company's equipment and safety platform will monitor the data of the online monitoring system for pollutants in various factories and set up early warning functions to eliminate excessive pollutant emissions. At present, eight factories in Anting, Changsha and Pudong have been completed.

### 水 Water

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.

### 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。同时参照更新的法规及时将工业噪声纳入排污许可证管理。

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



# 四、环境责任 ENVIRONMENT RESPONSIBILITY



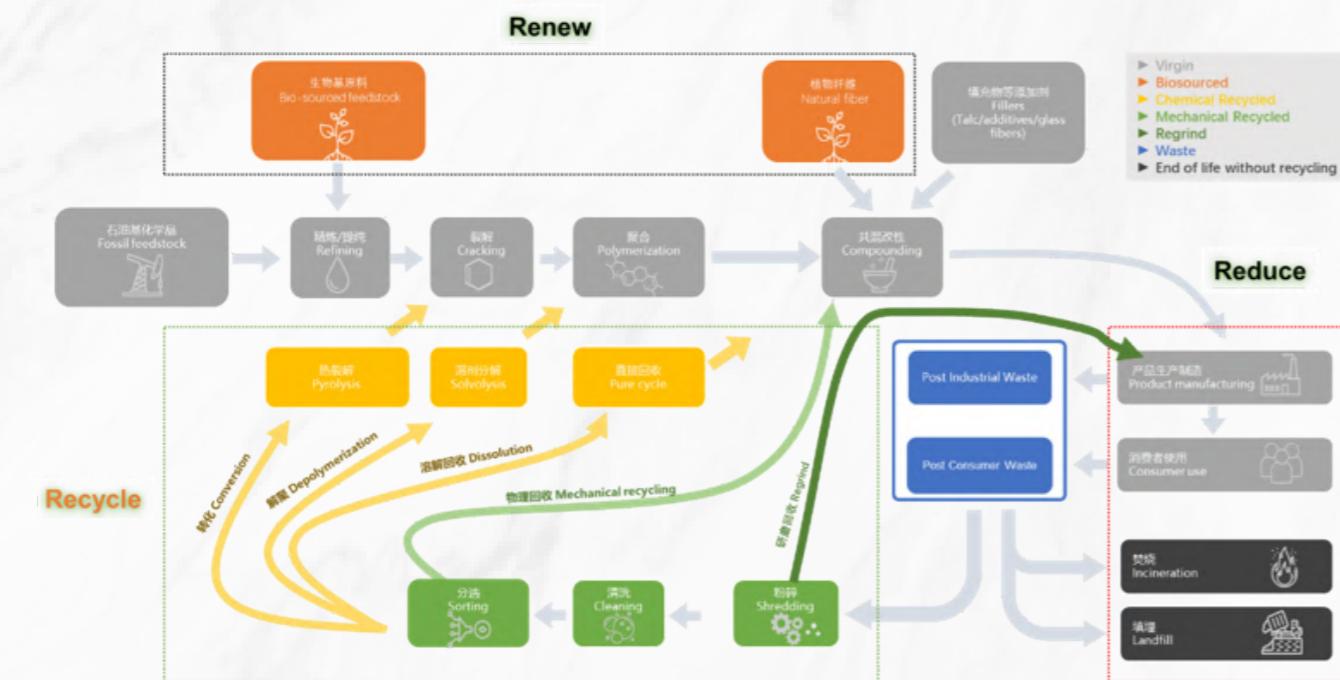
## 循环经济与产品生命周期 Recycling Economy & Product Lifecycle Analysis

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。其特征是低开采、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。

Circular economy 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。截止2023年底已有两个使用回用材料的项目正式投产，并有多个项目在开发阶段采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将达到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. By the end of 2023, two types of recycle material, including invisible and visible, applied in two projects have launched. 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。截止2023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. By the end of 2023, 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%.



PCF讨论会议  
PCF Discussion Meeting

# 四、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,且温度升高的速度越来越快,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 since 1850, global temperatures have increased by 1.1 °C, and the speed of temperature rise is increasing, manifested in sea level rise, increased extreme weather, glacier melting, and other aspects. Since industrialization, 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 of future emission reduction actions is insufficient, the global temperature rise will exceed the target of 1.5 °C, or even 2 °C or higher. The report proposes to the global community to take immediate and in-depth action to achieve the goal of controlling future temperature rises of 1.5 °C.

## 气候变化风险与机遇 Climate Change Risks & Opportunities

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一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 to include climate-change risks and opportunities into our strategic risk and opportunity analysis. It is going to be a scenarios-based analysis divided 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一宗旨推进工作。

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.

分类 Classification	话题 Topics	NZS 1.5°C	LTP <3°C	BAU ~5°C
外部 因素 External Factors	政策法规 Policy & Legal	政府推进节能减碳转型的力度 Strength of governments' push on energy saving and carbon reduction transition	+++	+
		碳排放税、碳边境税影响公司成本结构 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 Uncertainty or resource bottleneck of "carbon negative" technology industrialization	+++	+
		电车节能对电子电气零件的功耗要求提高 Raising demands on energy efficiency of E/E components based on EV energy saving request	+++	++
	市场 Market	可再生能源供给资源紧缺 Shortage of renewable energy supply	+++	++
		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+低碳钢+再生钢技术抵消塑料轻量化效果 High-strength thin-wall low carbon / renewable steels 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	+++	+
	内部 因素 Internal Factors	人员中暑及安全事故 Heatstroke & safety accidents	+	++
		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	+	++
		流行疾病突然发生 Outbreak of pandemics	+	++
		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	+	++
		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 downturn	+	++
		工厂建筑、设备设施的安全风险 Safety risk to building, equipment & facility of the sites	+	++
		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	+	++

分类 Classification	话题 Topics	NZS 1.5°C	LTP <3°C	BAU ~5°C
内部 因素 Internal Factors	资源效率 Resource Efficiency	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	+++	++
		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	++	+
		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	+++	++
	产品/服务 Products / 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	+++	++
		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	+++	++
	市场 Markets	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	++	+
	弹性 Resilience	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.	+	++
				+++



# 四、环境责任 ENVIRONMENT RESPONSIBILITY

## 应对气候变化 Tackle Climate Change

在所有生产、提供服务及产品的过程中不断改进和提高能源绩效,包括提升能源效率,降低能源消耗,减少温室气体排放。

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.

## 能源管理文化 Energy Management Culture

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,公司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”,并不断推广宣传。“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, we have released YFPO corporate promotional cultural brand on energy conservation and emission reduction, “6 Environmental Basics”, which we continuously are pushing. 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  
6 Environmental Basics

# 四、环境责任 ENVIRONMENT RESPONSIBILITY

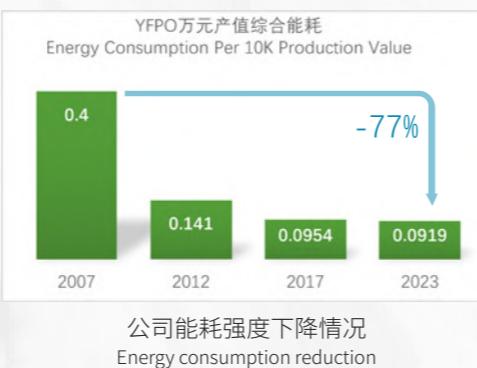
## 能源管理成效 Energy Management Performance

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%。

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% 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。公司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. 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



仪征工厂新光伏  
Update PV station in YZ

2023年,延锋彼欧在分布式光伏电站的布局上又有新进展。7月,仪征工厂光伏电站扩容项目正式并网发电,相比6年之前投入运行的一期电站,新的1.6MW光伏电站采用最新高效电池组件,使工厂光伏发电量有显著提升。10月,容量达3.1MW的全新临港工厂光伏电站顺利并网发电,这是目前延锋彼欧在单一厂房建筑屋面铺设的最大装机量光伏项目,预计每年产生的绿色电能可覆盖工厂12%的用电需求。

截止2023年底,延锋彼欧光伏电站装机规模已达到12.52MW。预计未来随着更多电站的建设计划,至2025年末,公司光伏电站装机规模将达到20MW,年发电量约占延锋彼欧总用电量的7.5%。

In 2023, YFPO has made new progress in the layout of distributed PV stations. In July, the expansion project of the Yizheng factory's PV station was officially connected to the grid for power generation. Compared to the first phase of the power station that was put into operation six years ago, the new 1.6MW PV station adopts the latest high-efficiency battery modules, resulting in a significant increase in the factory's photovoltaic power generation. In October, the new Lingang factory PV station with a capacity of 3.1MW was successfully connected to the grid for power generation. This is currently the largest installed capacity photovoltaic project in a single factory building roof by YFPO. It is expected to generate green electricity annually, which can cover 12% of the factory's electricity demand.

As of the end of 2023, the installed capacity of YFPO PV station has reached 12.52MW. It is expected that in the future, with the construction plans of more power stations, the installed capacity of the company's PV stations will reach 20MW by the end of 2025, accounting for approximately 7.5% of the total electricity consumption of YFPO.



2023年,延锋彼欧加大了在各个基地所在的电力市场采购和使用绿色电力的力度,并同时通过采购I-RECs国际绿证的方式,延锋彼欧已经实现3个基地100%使用绿色电力的目标:分别是上海总部大楼、沈阳铁西基地、沈阳大东新基地。其中,上海总部大楼为公司内首个实现能源碳排放中和的边界,具有里程碑意义。通过在绿色电力使用的加大投入,截止2023年底,延锋彼欧可认证的绿色电力使用占比已超过40%,较上一年度大幅提高。

In 2023, YFPO increased its efforts to purchase and use green electricity in the electricity markets where each base is located, and at the same time, through the procurement of I-RECs, YFPO has achieved the goal of 100% use of green electricity in three bases: Shanghai headquarters building, Shenyang Tiexi base, and Shenyang Dadong new base. Among them, the Shanghai headquarters building is the first boundary within the company to achieve energy carbon emission neutrality, which is of milestone significance. By increasing investment in the use of green electricity, as of the end of 2023, the proportion of certified green electricity usage by YFPO has exceeded 40%, a significant increase from the previous year.

# 四、环境责任 ENVIRONMENT RESPONSIBILITY

## 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。2023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(22家全工艺基地和简单工艺基地6家),对范围一和范围二的碳排放进行了完整的组织碳盘查,同时首次对范围三的运输类排放源进行统计。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 progress every year. In 2023, adhering to a rigorous and exploratory attitude, we conducted a complete organizational carbon inventory of carbon emissions in Scope 1 and Scope 2 for all consolidated bases (22 full process bases and 6 simple process bases) that have been in operation for over a year, in accordance with the ISO-14064-1 standard. Meanwhile it is the first time that we have collected statistics on carbon emissions from transportation sectors in Scope 3. To ensure the accuracy of the data results, we have invited the China Quality Center to conduct data verification and validation, and the results of the inventory data have been recognized.

2023年,公司验证范围的排放总量为229,912.55 tCO<sub>2</sub>e,其中能源直接与间接排放211,661.72 tCO<sub>2</sub>e,排放强度(万元产值碳排放)为305.3 kgCO<sub>2</sub>e/万元产值,因市场产能不平衡以及产品价格波动原因,造成万元产值碳排放量略有上升。

In 2023, YFPO's total emission within this verification scope is 229,912.55 tCO<sub>2</sub>e. The direct and indirect energy emissions reached 211,661.72 tCO<sub>2</sub>e. Carbon emission intensity (carbon emissions per 10k RMB) equaled to 305.3 kgCO<sub>2</sub>/10k RMB. Due to the imbalance of market production capacity and fluctuations in product prices, the carbon emissions per 10k RMB of output value have slightly increased.

公司通过可持续发展委员会及工作小组的不断努力,我们继续提升绿电比例,达到30%,继续探索回用料和生物基材料的可行性,包装材料遵循“3R”原则。固废减量上持续降低,铁西工厂获得莱茵三星零填埋认证。通过供应链宣导和能力建设,8家供应商基地完成组织碳盘查,生物多样性我们做了公司承诺并推广至供应链。各部门的共同努力,让我们获得CDP气候变化问题的A-级别评价。我们将持之以恒地以务实、科学的态度来规划和落实公司的碳中和路径。

Through the continuous efforts of our Sustainable Development Committee and working group, we continue to increase the proportion of green electricity to 30%. We continue to explore the feasibility of recycled materials and bio-based materials. Follow “3R” principle on packaging materials. Solid waste reduction continues to decrease, and Tiexi plant has obtained recognition from TÜV Rheinland Zero Landfill3 verification with 3 stars level. Through supply chain promotion and capacity building, 8 supplier bases have completed corporate carbon footprint. We have made biodiversity commitment and promoted it to the supply chain. The efforts of all departments have enabled us to obtain A-level evaluation of CDP climate change with all departments' effort. We will persistently plan and implement the company's carbon neutrality path with a pragmatic and scientific attitude.

\*排放因子取自《上海市温室气体排放核算与报告指南和行业方法》

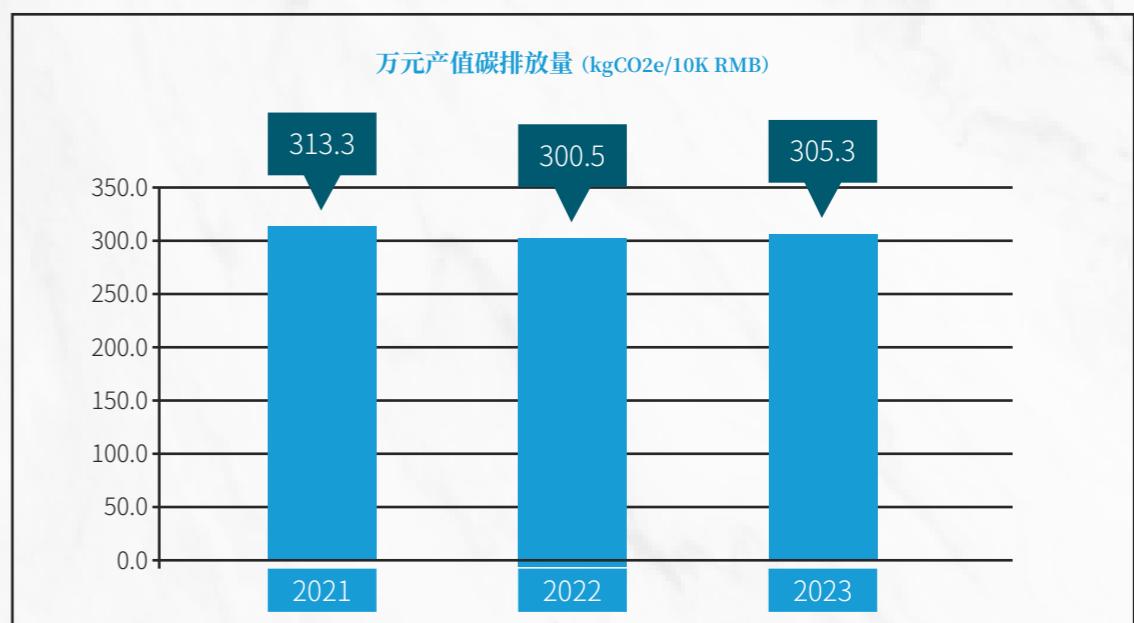
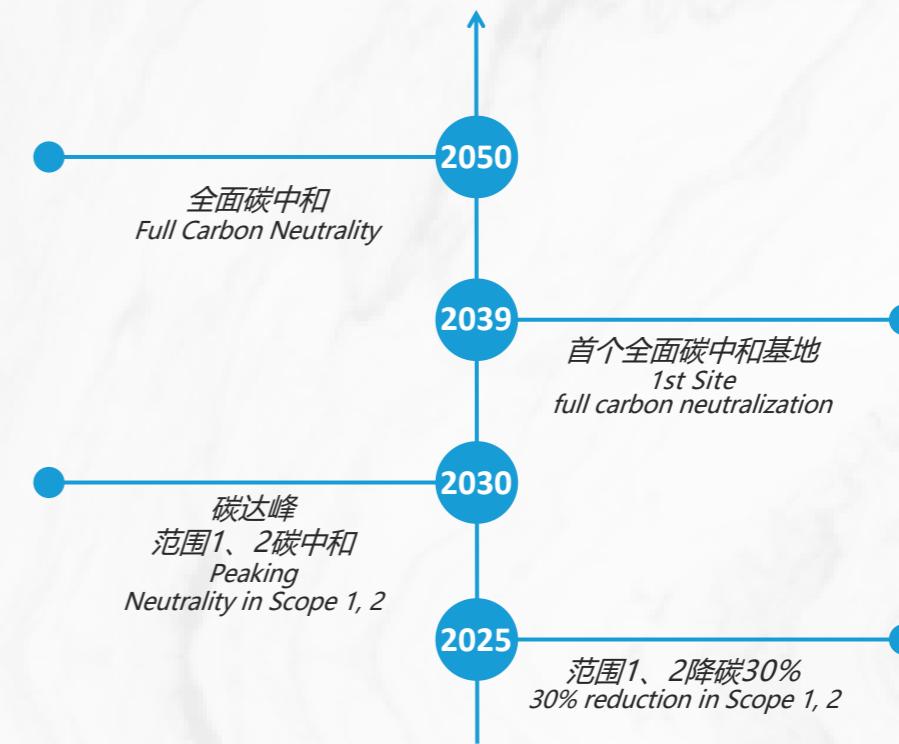
Emission factors from <guidelines and industry methods for accounting and reporting of greenhouse gas emissions in Shanghai>

\*温室气体排放量计算依据政府间气候变化专门委员会(IPCC)发布的《IPCC第六次评估报告AR6》、国家发展和改革委员会发布的《2012年中国区域及省级电网平均二氧化碳排放因子》

The calculation of greenhouse gas emissions is based on the Intergovernmental Panel on Climate Change (IPCC)'s Sixth Assessment Report AR6 and the 2012 China Regional and Provincial Power Grid Average Carbon Dioxide Emission Factors released by the National Development and Reform Commission

\*携程应用的Travalyst全新旅行影响模型(TIM)数据

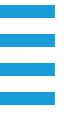
Travalyst New Travel Impact Model (TIM) Data used by Ctrip





## 2025展望 2025 Outlook





# 05

## 关爱员工 CARING EMPLOYEES

Q12员工敬业度 Q12 Employee Engagement	4.55
高级岗占工程师比例 (%) Senior Engineer rate	38
总事故发生频率 (每20万小时) Rate of Total Accident Occurrence (200k working hours)	0.010

### 关键议题 KEY TOPICS

- 良好的薪酬待遇  
GOOD REMUNERATION PACKAGE
- 员工权益  
EMPLOYEE RIGHTS AND INTERESTS
- 培训和职业发展  
TRAINING & CAREER DEVELOPMENT
- 安全和健康  
HEALTH & SAFETY



# 五、关爱员工 CARING EMPLOYEES



## 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。2023年在南非工厂,发布了一系列人力资源政策,在规范日常管理的同时,也保障了员工的基本权利。

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. The South African factory has released a series of human resources policies in 2023, which not only regulate daily management but also protect the basic rights of employees.

### 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.

2023年沈阳铁西工厂成功通过了RSCI组织的人权审核,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。

2023 TX plant passed the RSCI audit. The labor aspect mainly focuses on supplier risks, and suppliers have been organized to train and communicate the human rights policy, and required to implement improvements according to the action plan, and non-compliance issues will be followed up on an ongoing basis.

### 人力资源政策 Human Resources Policy

指标 / Indicator	单位 / Unit	2023	2022	2021
员工人数 Number of employees	人	5,363	5,655	4,387
按性别分 Male to female ratio				
男性 Male	%	84.0%	84.0%	84.0%
女性 Female	%	16.0%	16.0%	16.0%
按学历分 Academic qualifications				
本科及以上 Undergraduate and above	%	30.0%	30.0%	31.0%
大专及以下 College and below	%	70.0%	70.0%	69.0%
少数民族比例 Ethnic Minority Ratio				
少数民族比例 Ethnic Minority Ratio	%	5.1%	5.5%	4.8%
管理层中女性占比 Percentage of females in management				
管理层中女性占比 Percentage of females in management	%	13.1%	13.0%	15.3%

### 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。2023年公司员工满意度89.7%,Q12敬业度4.55。

We adhere to C-spirit corporate culture, carry out annual employee satisfaction survey to define gap for improvement. In 2023, the company's employee satisfaction was 89.7%, and Q12 engagement 4.55.



### 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.



招聘品牌系列  
Recruitment Series Branding

# 五、关爱员工 CARING EMPLOYEES



## 我们的员工 Our Employees

### 人才日 Talent Day

2023年人才日“以人为本，共话发展”为主题，通过“政策变化点、核心能力宣导”、“人才说”、“人才集市”、“动笔思考”等多样化的活动，进一步明晰延锋彼欧的人才理念，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，实现公司发展和员工发展的双赢。

2023 Talent Day "people-oriented, common development" as the theme, through "policy change points, core competence promotion", "talent talk", "talent market", "writing thinking" and other diversified activities, further clarify YFPO's talent concept, so that employees timely understand the company's latest policies in the development path, recruitment, talent training and employee motivation. Achieve a win-win situation for company development and staff development.



### 2023 Talent Day 人力资源政策变化点、核心能力宣导



### 绩效管理 Performance Management

为充分发挥员工的潜能和主动性，帮助员工明确个人目标，聚焦核心业务，了解个人发展所需提升的能力，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，跟踪回顾人员培养、发展举措的落实，以及下一步员工发展规划等。

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 the implementation 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.

	2023	2022	2021
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。点滴贡献，即时认可，2023年通过即时认可激励平台，进一步提升员工的价值感和归属感，从而更好地激发员工进步成长！

The company creates a comprehensive welfare system for employees, effectively motivating them and making them feel cared for by the company. Drip by drop contribution, instant recognition. Through the instant recognition and motivation platform in 2023, we further enhance employees' sense of value and belonging, thereby better stimulating their progress and growth!



# 五、关爱员工 CARING EMPLOYEES



## 员工权益保护 Employee Rights Protection

### 工会 Labor Union

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16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2023年末,延锋彼欧公司工会成员共2,777人,100%的员工加入工会。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, it sets the labor union committee, finance committee, and women labor committee. We have 16 labor union at the grassroot level, and 6 independent labor union at the local management. As the delegation of the benefit of its members and employees, it protect the legitimate right of employees. Our Labor Union covers all 2,777 union members by end of 2023, with all staff participating in. 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 and handling of work-related injuries by safety accidents and labor relations disputes to secure rights and interests of employees.

### 帮扶纾困 Assistance & Relief

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 assistance.

年份 / Year	帮困金 / Amount	惠及人次 / Number
2023	495,600	369
2022	439,000	399
2021	303,100	323

### 员工交流&活动 Employee Communication & Activities

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 are born of our great attachment to demands and suggestions of our staff. Through multiple, transparent communication channels within the enterprise, one can express personal opinions to supervisors and company leaders through online communication tools, face-to-face interviews, and survey opinions. Company management listens to employee suggestions with an open mind and responds appropriately. The company holds various activities that are popular among employees from time to time, such as sports meetings, interest groups, etc., we hope that our employees can find a balance between work and life, not only maintain a good attitude, but also spend a healthy and prosper lifetime in YFPO.

通过三八妇女节假期活动和实物福利、母婴室、亲子教育培训课程、对女员工的慰问等,营造更加温暖有爱的环境氛围,提升女员工的幸福体验。

Through the Women's Day holiday activities and physical benefits, mother and baby rooms, parent-child education and training courses, and condolences to female employees, we aim to create a warmer and more loving environment and enhance the happiness experience of female employees.



写春联  
Writing spring festival scrolls



元宵节  
Lantern Festival



二月二,龙抬头  
Dragon Heads-raising Day



三八节美甲活动  
Manicure on March 8th



愿景周活动  
Vision week



六一童年集市  
Childhood market on June 1st



# 五、关爱员工 CARING EMPLOYEES

## 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,每年基于业务和人才发展需求,拓宽或优化专业技术人员发展路径和评估方式,员工可结合自身专长和潜能,有机会横向广度、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、跨职能轮岗,体系化地培养发展人才,为公司战略目标的实现奠定人才蓄水池的基础,为员工找到突破自我的力量。

In order to further attract and retain talents, the company has formulated talent development and assessment mechanisms and policies, set up two development channels for professional and management, designed development paths and training plans for each serial position, and broadened or optimized the development paths and assessment methods for professional and technical personnel every year based on the needs of business and talent development, so that the employees can have the opportunity to develop horizontally in breadth and vertically in depth in combination with their own expertise and potentials. At the same time, we form a mechanism of living water for talents internally, and systematically cultivate and develop talents through cross-region, cross-position and cross-function rotation, so as to lay the foundation of talent reservoir for the realization of the company's strategic goals, and find the power of breakthrough for the employees.

### 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,2023年员工人均培训课时达60.3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 60.3 hours / person in 2023.



	2013	2022	2021
员工年度培训总课时(课时) Total annual employees' training hours (hours)	323,389	338,735	255,970
年度人均培训课时(课时/人) Annual average personal training hours (hours/person)	60.3	59.9	58.3
在校生实习时长(天) Man-days Provided to Students At School	222	200	176



# 五、关爱员工 CARING EMPLOYEES



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

### 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, 2023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 4 books were added in 2023.



### 2023年特色培训项目 2023 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伸, 面向关键人群, 共形成针对性培养项目约20个, 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,



#### 尾门人员能力提升——“深潜”计划 Tailgate Professional Competence Improvement Plan

通过现场问题解决、专家深度分享和技能挑战赛等形式, 提升尾门专业技术能力。

Continuous improve tailgate professional competence through shopfloor problem solving, expertise sharing and skills competition.



#### 班组管理“五十”问 50 Q&A For Production-line Team Management

邀请公司高级班组长及总部平台共同编制, 通过问答形式, 针对班组重点KPI、智能化应用小百科、四大业务模块的主要管理难点等进行解答, 解决班组长管理过程中的痛点和难点问题, 提升班组长的管理能力和管理效率。

Invite shift leader and the headquarters platform to jointly compile, and answer the key KPI of the team, the encyclopedia of intelligent application, and the main management difficulties of the four business modules in the form of questions and answers, so as to solve the pain points and difficult problems in the management process of the shift leader and improve the management ability and efficiency of the shift leader.



# 五、关爱员工 CARING EMPLOYEES



## 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 Operati

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。2023年6-7月,公司组织各基地开展环境因素和危险有害因素的风险识别、评估工作,为各基地更好的开展EHS工作提供基础支持。

YFPO establishes, implements and maintains the occupational health and safety management system in accordance with national laws and regulations, shareholder health and safety related management procedures, ISO 45001 standards and other relevant requirements, and guides the operation of the occupational health and safety management system of all plants and sites. From June to July 2023, the company organized all bases to carry out risk identification and assessment of environmental factors and hazardous factors, providing basic support for better EHS work.



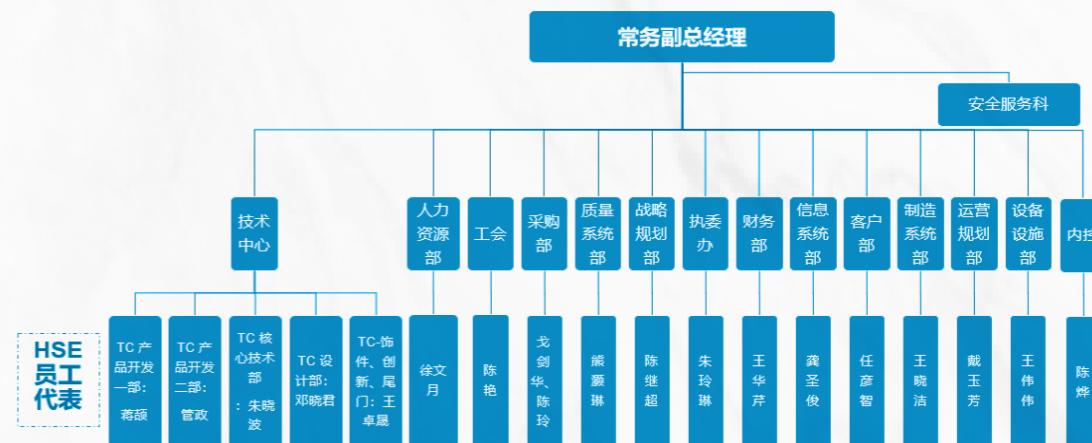
### 强化安全责任

#### Strengthen Safety Responsibility

公司成立安全管理委员会,按安全生产法要求企业设立安全生产管理组织架构,2023年2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。

The company has established a Safety Management Committee and established a safety production management organizational structure in accordance with the requirements of the Safety Production Law. In February 2023, according to convention, all levels of management personnel in each branch/subsidiary/department have completed 100% of the signing of the "Occupational Health, Safety and Environment (HSE) Responsibility Commitment Letter".

#### 延锋彼欧安全委员会组织架构



# 五、关爱员工 CARING EMPLOYEES

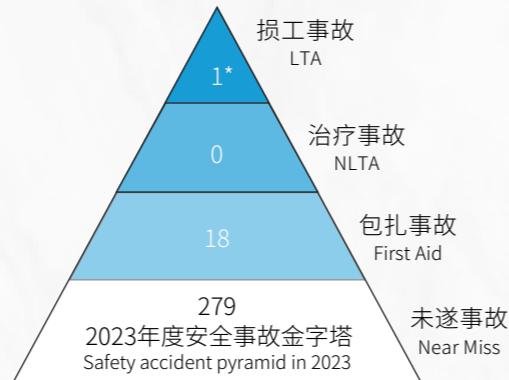


## 职业健康安全 Occupational Health & Safety

### 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, encourages all factories report near misses actively, push correction of relevant hidden dangers, and eliminate risks from the very beginning so that serious accidents at the top of the pyramid would be reduced or even eliminated.



	2023	2022	2021
EHS年度投入金额 (万元) EHS Annual Input (10 thousand Yuan)	6,782	5,534	4,200
损失工作日事故数 (次) Number of LTA	1	1	0
实际损失工作日 (天) Days of LTA	28	22	0
损失工作日事故伤害频率 Lost Workdays Case Rate	0.010	0.012	0
伤害严重率 Severity Rate	0.29	0.26	0
总事故发生频率 Rate of Total Accident Occurrence	0.010	0.012	0.013
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,包含两年一次的全员体检、女员工妇科体检、特种作业人员的体检等。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。在相关方人员的管理方面,与正式员工一视同仁,要求接触职业病危害的人员定期进行职业健康体检。体检异常的人员定期复查,职业禁忌证的及时安排转岗。

According to the requirements of national regulations, the company arranges regular health surveys for employees to protect the health of employees, including biennial physical examination of all staff, gynecological physical examination of female employees, and physical examination of special operators. For employees who may be exposed to occupational disease hazards, occupational health examination shall be arranged before, during, during and after job transfer. In terms of the management of relevant personnel, it is equal to that of regular employees, and personnel exposed to occupational hazards are required to undergo regular occupational health examinations. The personnel with abnormal physical examination should be reviewed regularly, and the job transfer should be arranged in time for occupational contraindications.

### 职业健康宣传 Occupational health propaganda

为了让员工了解身边的职业危害,各工厂对涉及职业危害员工组织了专门职业卫生培训,同时在夏季来临前,特地邀请外部老师做了中暑预防及急救治疗的专题培训,提高员工防暑降温的意识,通过防暑降温的急救演练,提升员工急救技能。针对各作业场所,合理布局规划,将有害作业与无害作业分开,同时针对可能产生危害的场所进行年度监测,张贴警示标识,公示监测结果。

In order to let employees understand the occupational hazards around them, each factory organized special occupational health training for employees involved in occupational hazards. Before the summer comes, external teachers were specially invited to do thematic training on heat stroke prevention and first aid treatment to improve employees' awareness of heat stroke prevention and cooling. The factory also improved employees' first aid skills through heat stroke prevention and cooling first aid drills. For each workplace, reasonable layout planning, harmful operations and harmless operations are separated, and annual monitoring is conducted for places that may cause harm, warning signs are posted, and monitoring results are publicized.

### 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。如在安亭的布局改善过程中,合理摆放物料布局,减少人员日均移动距离,降低人员疲劳度。到2023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81.72%。

In order to make our employees more efficient, safe, healthy, and comfortable in production activities, we conduct evaluation and improvement on ergonomics. In the process of improving the layout of Anting, it is necessary to arrange materials reasonably, reduce the daily movement distance of personnel, and reduce personnel fatigue. By the end of 2023, the coverage rate of ergonomic evaluation for newly added equipments will be 100%, and the coverage rate of ergonomic evaluation for each subsidiary and workstation will be 81.72%.

\*1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。

1 LTA was forklift injury in a new base. Through this accident, training and inspection were provided to the entire company to improve safety awareness and eliminate on-site hazards.

\*伤害严重率概念来自于YF母公司的KPI指标,即:损工天数/总工时\*200K Hrs.

Severity Rate is the KPI from YF, is Days of LTA/Annual working hours\*200K Hrs.



# 五、关爱员工 CARING EMPLOYEES

## 职业健康安全 Occupational Health & Safety

### 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.

### 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.

### 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、基地开展各类职业健康安全环境主题活动。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 EHS 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.



2023年YFPO HSE专题活动  
YFPO's HSE activities in 2023

# ■五、关爱员工 CARING EMPLOYEES //



## 2025展望 2025 Outlook





# 06

# 共同发展

## COMMON DEVELOPMENT

供应商ESG指标达标率(%) Supplier ESG Target Completion Rate (%)	100
志愿者服务参与人次数(人次) Man-time Involved in Voluntary Services (Man-time)	807
累计提交政策或标准建议数量(项) Accumulated Suggestions on Policy or Standards (Qty)	17

### 关键议题 KEY TOPICS

- 供应商可持续发展绩效  
SUPPLIER SUSTAINABILITY PERFORMANCE
- 诚信合规的供应基础  
INTEGRITY & COMPLIANCE IN SUPPLIER CHAIN
- 公平、公正、透明采购  
FAIR, JUSTICE & TRANSPARENT PURCHASE
- 供应链价值共创  
CO CREATION OF SUPPLY CHAIN VALUE
- 履行社会责任  
FULFILL SOCIAL RESPONSIBILITY
- 行业共同发展  
INDUSTRY COMMON DEVELOPMENT



# 六、共同发展 COMMON DEVELOPMENT

## 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。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、发光件、电子件、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。

With the mindset “to be the first choice for suppliers”, YFPO have always been committed to maintaining good cooperation with suppliers, cooperating closely, making progress and development together. 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.

### 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。对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,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.



供应链节能减排行动  
Energy Saving in Supplier Chain

### 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。2023年我们重点针对消除七大浪费和节能减排开展了推进。

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 2023, we focused on promoting the elimination of seven major wastes and energy saving.

# 六、共同发展 COMMON DEVELOPMENT



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

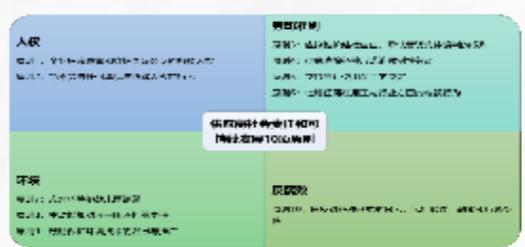
### 供应商社会责任管理 Supplier Social Responsibility Management

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。

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.

2022年我们将负责任的原材料采购和冲突矿物质纳入供应链要求。在此基础上结合SAQ5.0可持续发展评估问卷,将供应链生物多样性、土地、森林和水资源权利等要求纳入管理范围。我们通过IPUR系统对供应商进行相关议题的宣贯。同步开展供应链生物多样性倡议活动,共计33家供应商完成承诺。为进一步推进供应链可持续发展进程,公司积极响应可再生料在供应链的使用,2023年回用塑料产品采购数量54,365kg。

In 2022, we will include responsible raw material procurement and conflict minerals in our supply chain requirements. Based on this, combined with the SAQ5.0 Sustainable Development Assessment Questionnaire, requirements for supply chain biodiversity, land, forest, and water resource rights will be included in the management scope. We promote relevant issues to suppliers through the IPUR system. Simultaneously carrying out supply chain biodiversity initiative activities, a total of 33 suppliers have fulfilled their commitments. To further promote the sustainable development process of the supply chain, the company actively responds to the use of recyclable raw materials in the supply chain, and purchases 54,365kg of recycled plastic products in 2023.



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



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2023年累计对80家供应商开展了环境影响评估,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. 80 suppliers have completed safety and environmental audits, and all issues raised have been effectively addressed till 2023.



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2023年推进供应链盘点试点8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80%,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 research and training in the supply chain, and sets indicators for monthly follow-up. Till 2023, we have promoted 8 suppliers for carbon accounting, 100% signed integrity agreements with P-class suppliers. 80% 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).

YFPO将绿色低碳、社会责任等ESG相关指标纳入供应商绩效管理,包括在供应商的技术商务符合要求的情况下,优先选择可持续发展管理表现优秀的供应商。供应链设置节能减排优秀奖项,评选表现优异的供应商。针对可持续发展管理表现不佳的供应商出具不符合项的整改计划,并督促其整改。

YFPO incorporates ESG related indicators such as green, low-carbon, and social responsibility into supplier performance management, including prioritizing suppliers with excellent sustainable development management performance when their technology and business meet requirements. We set up energy-saving and carbon reduction excellence awards in the supply chain and select suppliers with outstanding performance and also provide a corrective plan for non-conformities of suppliers with poor performance in sustainable development management and urge them to rectify them.

# 六、共同发展 COMMON DEVELOPMENT



## 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.

	2023	2022	2021
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	807	735	478

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

### 部分案例 Classical Cases

公益助学 Public Welfare Education	绿色环保 Environment Protection	健康医养 Health & Physician Care	社区&社会志愿 Volunteers in the community
 <p>铁西 公益助学 TX PUBLIC WELFARE EDUCATION</p>	 <p>南京 环境日线上公益植树活动 NJ ONLINE TREE-PLANTING ACTIVITY ON WORLD ENVIRONMENT DAY</p>	 <p>东莞 无偿献血活动 DG VOLUNTARY BLOOD DONATION</p>	 <p>江夏 金口街中心福利院为老人送慰问 JX VOLUNTEER TO THE ELDERLY AT THE WELFARE HOUSE</p>
 <p>总部 塘湾小学书籍捐赠 HQ DONATE BOOKS TO TANGWAN PRIMARY SCHOOL</p>	 <p>长沙 清理园区垃圾 CS CLEANING IN THE INDUSTRIAL PARK</p>	 <p>广州 中医问诊 GZ TRADITIONAL CHINESE MEDICALS CONSULTATION</p>	 <p>浦东 张江社区义务理发 PD HAIR CUTTING AT THE COMMUNITY</p>
			 <p>烟台 联合开发区公益组织走访慰问 YT VOLUNTARY WITH PUBLIC WELFARE ORGANIZATIONS OF DEVELOPMENT ZONE</p>
			 <p>合肥 慰问低保困难户 HF VISITED FAMILIES LIVING ON SUBSISTENCE ALLOWANCES</p>



# 六、共同发展 COMMON DEVELOPMENT

## 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.

延锋彼欧为快速应对汽车行业对外饰配套产品维持着智能化、绿色化的高标准及大体量的市场需求,与长三角国家技术创新中心(National Innovation Center par Excellence,简称NICE)进行合作。NICE是科技部批准,由上海、江苏、浙江和安徽共同建设的综合类国家技术创新中心,是落实国家长三角一体化发展战略、推进区域技术创新和成果转化的创新平台。

YFPO collaborates with the National Innovation Center par Excellence (NICE) in the Yangtze River Delta region to quickly respond to the high standards and large-scale market demand for intelligent and green exterior accessories in the automotive industry. NICE is a comprehensive national technology innovation center approved by the Science and Technology Ministry and jointly constructed by Shanghai, Jiangsu, Zhejiang, and Anhui. It is an innovation platform for implementing the national Yangtze River Delta integration development strategy, promoting regional technology innovation and achievement transformation.

双方遵循国家创新战略寻找行业龙头进行创新激励的双向奔赴过程中,双方于2023年9月组建了“NICE—YFPO联合创新中心”,实现了汽车外饰创新工艺产品开发的国产高地,对推动我国外饰工艺突破资源瓶颈制约、促进行业产业结构调整、增强外饰创新工艺产品在国际市场上的竞争力具有重要意义。目前双方创新合作意向初步涵盖新材料、制造工艺、辅助软件、智能制造、绿色发展等方面,合作意向中已有两个项目(光导管CAE软件、新型SMC材料)在进行中,另有三个项目已初步启动。

In the process of seeking industry leaders for innovation incentives in accordance with the national innovation strategy, both sides established the NICE-YFPO Joint Innovation Center in September 2023, achieving a domestic highland for the development of innovative automotive exterior technology products. This is of great significance for promoting China's exterior technology to break through resource bottlenecks, promote industrial restructuring, and enhance the competitiveness of innovative exterior technology products in the international market. At present, the initial intention of innovation cooperation between the two sides covers new materials, manufacturing processes, auxiliary software, intelligent manufacturing, green development, and other aspects. Two projects (optical conduit CAE software, new SMC materials) are already in progress in the cooperation intention, and three other projects have been preliminarily launched.

我们广泛参与行业交流,如第十二届 CPRJ 车用塑料技术论坛、汽车涂料可持续发展峰会、汽车塑料零部件可持续发展论坛等,与各方代表相互学习。对于碳中和,我们和莱茵、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,不断优化企业内部碳中和规划。在2023年CDP气候变化问卷应答中获得提升,达到领导级别的A-,并获得CDP组织的授奖。

We extensively participate in industry exchanges, such as the 12th CPRJ Automotive Plastics Technology Forum, the Sustainable Development Summit of Automotive Coatings, and the Sustainable Development Forum of Automotive Plastic Parts, and learn from representatives from all parties. For carbon neutrality, we actively engage in exchanges with TÜV Rheinland, China Quality Center, CDP organizations, etc., participate in external forums to understand development trends, and continuously optimize our internal carbon neutrality plans. Received an improvement in the response to the 2023 CDP Climate Change Questionnaire, reaching a leadership level of A -, and received an award from the CDP organization.

2023年,当地领导参观沈阳铁西工厂,为企业高质量发展提供助力,当地媒体进行了采访报道,企业深受鼓舞。3月,公司启动生物多样性活动,报道刊登于联合国粮农组织网站。4月,40余位培训班师生奔赴协会理事单位延锋彼欧汽车外饰系统有限公司参观学习,为法律界与制造企业的交流提供平台。

In 2023, local leaders visited the Shenyang Tiexi plant to provide assistance for the high-quality development of the enterprise. Local media conducted interviews and reports, which greatly encouraged the enterprise. In March, we launched a biodiversity activity, which was published on the website of the Food and Agriculture Organization of the United Nations. In April, more than 40 teachers and students from the training class went to visit and learn from the association's director unit, YFPO, providing a platform for communication between the legal community and manufacturing enterprises.

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,关于促进工业企业储能项目推广的建议获得嘉定区政协2023年优秀社情民意信息三等奖。

Regarding to government policy, numbers of our staff have proposed suggestion to specific bureaus through united front channel. The proposal to promote energy storage projects in industrial enterprises was awarded the third prize of Excellent Social and Public Opinion Information by the Jiading District Political Consultative Conference in 2023.



NICE – YFPO 联合创新中心签约仪式  
NICE-YFPO INNOVATION CENTER SIGNING CEREMONY



第十二届 CPRJ 车用塑料技术论坛  
12TH CPRJ AUTOMOTIVE PLASTICS TECHNOLOGY FORUM



沈阳 媒体采访  
SY MEDIA REPORT



上海企业法律风险防范培训班  
SHANGHAI ENTERPRISE LEGAL RISK PREVENTION TRAINING COURSE



## 2025展望 2025 Outlook

**100**

核心供应商碳管理覆盖率 (%) \*  
Coverage of carbon management  
in core suppliers (%)

**>1,000**

年志愿活动参与人次  
Annual Voluntary Activity Participants  
in Man-time

**>50**

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

\*该指标显示核心供应商在目标年将碳管理工作要求落实到企业中

The indicator shows that the core suppliers will implement the requirements of carbon management in the enterprise in the target year



## 延锋彼欧汽车外饰系统有限公司2023年ESG报告披露范围清单

List of Disclosure Scope of 2023 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. ESG Report

	公司名称 Name	公司地点* Location	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	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 Yanfeng Plastic Omnium (Shanghai) Automotive Exterior Systems Co., Ltd.	中国上海市嘉定区安亭镇墨玉路540号17幢 17-540 Moyu Road, Anting Town, Jiading District, Shanghai, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	安亭公司/工厂 AT
3	延锋彼欧汽车外饰系统有限公司浦东分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Pudong Branch	中国上海市浦东新区东胜路229号 229 Dongsheng Road, Pudong New District, Shanghai, China	汽车保险杠 Bumpers	浦东公司/工厂 PD
4	延锋彼欧汽车外饰系统有限公司沈阳分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd Shenyang Branch	中国辽宁省沈阳市欧盟经济开发区月亮湖街59号 59 Yuelianghu Street, EUEDZ, Shenyang, Liaoning, China	汽车保险杠 Bumpers	大东公司/工厂 DD
5	延锋彼欧汽车外饰系统有限公司南京江宁分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Nanjing Jiangning Branch	中国江苏省南京市江宁经济开发区长盛街7号 7 Changsheng Street, Jiangning EDZ, Nanjing, Jiangsu, China	汽车保险杠 Bumpers	南京公司/工厂 JN
6	重庆延锋彼欧富维汽车外饰有限公司 Chongqing Yanfeng Plastic Omnium FAWAY Automotive Exterior Co., Ltd.	中国重庆市两江新区金开大道1999号 1999 Jinkai Avenue, Liangjiang New District, Chongqing, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	重庆公司/工厂 CQJV
7	延锋彼欧仪征汽车外饰系统有限公司 Yanfeng Plastic Omnium Yizheng Automotive Exterior Systems Co., Ltd.	中国江苏省扬州市（仪征）汽车工业园屹丰大道77号 77 Yifeng Avenue, Yizheng Auto Industrial Park, Yangzhou, Jiangsu, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	仪征公司/工厂 YZ
8	延锋彼欧汽车外饰系统有限公司烟台分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Yantai Branch	中国山东省烟台市开发区台北北路52号 52 North TaiBei Road, Yantai Development Zone, Shandong, China	汽车保险杠 Bumpers	烟台公司/工厂 YT
9	延锋彼欧汽车外饰系统有限公司东莞分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dongguan Branch	中国广东省东莞市凤岗镇雨湖路3号1栋101室 1-101, No 3 Yuhu Road, Fenggang Town, Dongguan, Guangdong, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	东莞公司/工厂 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） Yanfeng Plastic Omnium Ningbo Automotive Exterior Systems Co., Ltd. (Incl. Luqiao base)	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 4-180, Binghai VI Road, Hangzhouwan New District, Ningbo, Zhejiang, China	汽车保险杠 Bumpers	宁波公司/工厂 CX
12	延锋彼欧汽车外饰系统有限公司常熟分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changshu Branch	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 12&13-39 Wanhe Road, ETDZ Changshu, Jiangsu, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	常熟公司/工厂 Csu
13	延锋彼欧武汉汽车外饰系统有限公司 Yanfeng Plastic Omnium Wuhan Automotive Exterior Systems Co., Ltd.	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 88 Cadillac Avenue, Jingang New District of Jiangxia EDZ, Wuhan, Hubei, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	江夏公司/工厂 JX
14	延锋彼欧汽车外饰系统有限公司长沙分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Changsha Branch	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 108-1 South Longfeng Road, Ganshan Town, ETDZ Changsha County, Hunan, China	汽车保险杠 Bumpers	长沙公司/工厂 Csa
15	长春华众延锋彼欧汽车外饰有限公司（含装配基地） Changchun Huazhong Yanfeng Plastic Omnium Automotive Exterior Co., Ltd. (incl. assembly base)	中国吉林省长春市东南湖大路5001号 5001 Dongnanhu Avenue, Changchun, Jilin, China	汽车保险杠、汽车复合材料尾门 Bumpers, Composite Tailgates	长春公司/工厂 CCJV
16	延锋彼欧汽车外饰系统有限公司郑州分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Zhengzhou Branch	中国河南省郑州市经济开发区经开二十二大街177号 177 Jingkai 22# Avenue, EDZ, Zhengzhou, Henan, China	汽车保险杠 Bumpers	郑州公司/工厂 ZZ
17	延锋彼欧（杭州）汽车外饰系统有限公司 Yanfeng Plastic Omnium (Hangzhou) Automotive Exterior Systems Co., Ltd.	中国浙江省杭州市钱塘新区江东五路5105号 5105 Jiangdong 5# Road, Qiantang New District, Hangzhou, Zhejiang, China	汽车保险杠 Bumpers	杭州公司/工厂 HZ

\*公司地点为注册地地址

The company location is the registered address.





## 延锋彼欧汽车外饰系统有限公司2023年ESG报告披露范围清单(续)

List of Disclosure Scope of 2023 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. ESG Report (Continue)

	公司名称 Name	公司地点 Location	主要产品业务 Main Product / Business	公司简称 Abbreviation
18	延锋彼欧(宁德)汽车外饰系统有限公司 Yanfeng Plastic Omnium (Ningde) Automotive Exterior Systems Co., Ltd.	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 3 Mingjue Road, SMPV Component Zone, Sanyu Qidu Town, Jiaocheng, Ningde, Fujian, China	汽车保险杠 Bumpers	宁德公司/工厂 ND
19	延锋彼欧(大庆)汽车外饰系统有限公司 Yanfeng Plastic Omnium (Daqing) Automotive Exterior Systems Co., Ltd.	中国黑龙江省大庆市高新区沃庆路13号 13 Woqing Road, HTZ, Daqing, Heilongjiang, China	汽车保险杠 Bumpers	大庆公司/基地 DQ
20	延康汽车零部件如皋有限公司(含太仓基地) Yankang Automotive Component Rugao Co., Ltd (Incl. Taicang Base)	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 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Shanghai Lingang Branch	中国上海市浦东新区飞渡路55号1号楼 No 1 Building, No. 55, Feidu Road, Pudong New District, Shanghai, China	汽车保险杠 Bumpers	临港公司/基地 LG
22	延锋彼欧汽车外饰系统有限公司大连分公司 Yanfeng Plastic Omnium Automotive Exterior Systems Co., Ltd. Dalian Branch	中国辽宁省大连市开发区南港路7号 7 Nangang Road, Development Zone, Dalian, Liaoning, China	汽车复合材料尾门 Composite Tailgates	大连公司/基地 DL
23	广州中新延锋彼欧汽车外饰件有限公司 Guangzhou Zhongxin Yanfeng Plastic Omnium Automotive Exterior Parts Co., Ltd.	中国广东省广州市增城中新镇中福北路3号 3 North Zhongfu Road, Zhongxin Town Zengcheng, Guangzhou, Guangdong, China	汽车保险杠 Bumpers	广州公司/工厂 GZJV
24	延锋彼欧(哈尔滨)汽车外饰系统有限公司 Yanfeng Plastic Omnium (Harbin) Automotive Exterior Systems Co., Ltd.	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 3, 8# Avenue, Hanan EDZ, Harbin, Heilongjiang, China	汽车保险杠 Bumpers	哈尔滨公司/基地 HEB
25	上海临港延锋彼欧汽车外饰系统有限公司 Shanghai Lingang YanFeng Plastic Omnium Automotive Exterior Systems Co., Ltd.	中国上海市奉贤区平庄东路1815号 No. 1815, Pingzhuang East Road, Fengxian District, Shanghai, China	汽车保险杠 Bumpers	新临港公司/基地 NLG
26	延锋彼欧(辽宁)汽车外饰系统有限公司 YanFeng Plastic Omnium (Liaoning) Automotive Exterior Systems Co., Ltd.	中国辽宁省沈阳市大东区轩顺路6号 No. 6, Xuanshun Road, Da Dong District, Shenyang City, Liaoning Province, China	汽车保险杠 Bumpers	新大东公司/基地 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) Yanfeng Plastic Omnium (Hefei) Automotive Exterior Systems Co., Ltd. (Incl. Hefei Base)	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 Room 105, R&D building, No.1 Shuofang, Hefei EDTA, Anhui Province, China	汽车保险杠、汽车复合材料尾门 Bumpers Tailgate	合肥公司/基地 HF, HF Base
29	延锋彼欧(北京)汽车外饰系统有限公司 Yanfeng Plastic Omnium (Beijing) Automotive Exterior Systems Co., Ltd.	中国北京市怀柔区庙城镇西台下村661号院1号楼 Building 1, Yard 661, Xitaixia Village, Miaocheng Town, Huairou District, Beijing	汽车保险杠、格栅 Bumpers Grille	北京公司/基地 BJ

## 备注

南非子公司预计2024年投产；

延锋彼欧(北京)汽车外饰系统有限公司预计2025年投产。

## Remark

YANFENG PLASTIC OMNIUM SOUTH AFRICA AUTOMOTIVE EXTERIOR SYSTEMS will come into use in 2024.

Yanfeng Plastic Omnium (Beijing) Automotive Exterior Systems Co., Ltd will come into use in 2025.



# ■ 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 2023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  一般  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：sustainability@yfpo.com

Dear Reader,

Thank you very much for reading 2023 Environmental, Social and Governance Report of Yanfeng Plastic Omnium Automotive Exterior Systems Co., LTD. If you have any thoughts or suggestions on this report, please fill out the feedback form below and send them to us by mail, fax or email. We would like to express our deep gratitude for your valuable suggestions.

Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_ Email: \_\_\_\_\_

## 1. Which chapters do you think provide you with important information?

Corporate Profile  Organization Governance  Product Responsibility  
 Environment Responsibility  Caring Employees  Common Development

## 2. How do you evaluate this report?

Readable  Good  Ordinary  Not Really  
Completeness  Good  Ordinary  Not Really  
Relevance  Good  Ordinary  Not Really  
Layout Design  Good  Ordinary  Not Really  
Total Image  Good  Ordinary  Not Really

## 3. Your suggestion to our next year's report?

## 4. Please contact us

Address: 540 Moyu Road, Shanghai, China  
Post Code: 201805  
Email: sustainability@yfpo.com



# 附三、GRI内容索引 APPENDIX III - GRI CONTENT INDEX



GRI Standard 披露项 GRI Standard Disclosure Topics		联合国可持续发展目标 SDGs	披露位置 Location
GRI 2: 一般披露 General Disclosures 2021	2-1 组织详细情况 Organizational details		公司概况 Corporate Profile
	2-2 纳入组织可持续发展报告的实体 Entities included in the organization's sustainability reporting		披露范围 List of Disclosure Scope
	2-3 报告期、报告频率和联系人 Reporting period, frequency and contact point		报告说明 Instruction
	2-5 外部鉴证 External assurance		报告验证说明 Verification Statements
	2-6 活动、价值链和其他业务关系 Activities, value chain and other business relationships		公司价值流与SDGs Value Flow and SDGs
	2-7 员工 Employees	SDG-8、SDG-10	我们的员工 Our Employees
	2-9 管治架构和组成 Governance structure and composition	SDG-5、SDG-16	可持续发展管理 Management of Sustainable Development
	2-10 最高管治机构的提名和遴选 Nomination and selection of the highest governance body	SDG-5、SDG-16	可持续发展管理 Management of Sustainable Development
	2-11 最高管治机构的主席 Chair of the highest governance body	SDG-16	可持续发展管理 Management of Sustainable Development
	2-12 在管理影响方面, 最高管治机构的监督作用 Role of the highest governance body in overseeing the management of impacts	SDG-16	可持续发展管理 Management of Sustainable Development
	2-13 为管理影响的责任授权 Delegation of responsibility for managing impacts		可持续发展管理 Management of Sustainable Development
	2-14 最高管治机构在可持续发展报告中的作用 Role of the highest governance body in sustainability reporting		可持续发展管理 Management of Sustainable Development
	2-15 利益冲突 Conflicts of interest	SDG-16	利益冲突 Conflict of Interests
	2-16 重要关切问题的沟通 Communication of critical concerns	SDG-16	关键议题 Key Topics
	2-17 最高管治机构的共同知识 Collective knowledge of the highest governance body		可持续发展管理 Management of Sustainable Development
	2-22 关于可持续发展战略的声明 Statement on sustainable development strategy		高管致辞、战略发展 Executive Message, Strategic Development
	2-23 政策承诺 Policy commitments		公司治理架构 Governance Structure
	2-24 融合政策承诺 Embedding policy commitments		公司治理架构 Governance Structure
	2-25 补救负面影响的程序 Processes to remediate negative impacts		公司治理架构 Governance Structure
	2-26 寻求建议和提出关切的机制 Mechanisms for seeking advice and raising concerns	SDG-16	公司治理架构 Governance Structure
	2-27 遵守法律法规 Compliance with laws and regulations		公司治理架构 Governance Structure
	2-28 协会的成员资格 Membership associations		荣誉和奖项 Honors and Awards
	2-29 利益相关方参与的方法 Approach to stakeholder engagement		关键议题 Key Topics
	2-30 集体谈判协议 Collective bargaining agreements	SDG-8	员工权益保护 Employee Rights Protection



# 附三、GRI内容索引 APPENDIX III - GRI CONTENT INDEX



GRI Standard 披露项 GRI Standard Disclosure Topics			联合国可持续发展目标 SDGs	披露位置 Location
GRI 3: 实质性议题 Material Topics 2021	3-1	确定实质性议题的过程 Process to determine material topics		关键议题 Key Topics
	3-2	实质性议题清单 List of material topics		关键议题 Key Topics
	3-3	实质性议题的管理 Management of material topics		关键议题 Key Topics
GRI Standard 披露项 GRI Standard Disclosure Topics			联合国可持续发展目标 SDGs	披露位置 Location
GRI 201: 经济绩效 Economic Performance 2016	201-1	直接产生和分配的经济价值 Direct economic value generated and distributed	SDG-8、SDG-9	可持续发展绩效指标 Performance of sustainable Development
	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	SDG-13	气候变化风险与机遇 Climate Change Risks & Opportunities
	201-4	政府给予的财政补贴 Financial assistance received from government		可持续发展绩效指标 Performance of sustainable Development
GRI 205: 反腐败 Anti-corruption 2016	205-1	已进行腐败风险评估的运营点 Operations assessed for risks related to corruption	SDG-16	廉洁承诺 Integrity commitment
	205-2	反腐败政策和程序的传达和培训 Communication and training about anti-corruption policies and procedures	SDG-16	廉洁承诺 Integrity commitment
	205-3	经确认的腐败事件和采取的行动 Confirmed incidents of corruption and actions taken	SDG-16	廉洁承诺 Integrity commitment
GRI 206: 反竞争行为 Anti-competitive behavior 2016	206-1	针对反竞争行为、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	SDG-16	法律合规 Legal Compliance
GRI 207: 税务 Tax 2019	207-1	税务方针 Approach to tax	SDG-1、SDG-10、SDG-17	公司价值流与SDGs Value Flow and SDGs
	207-2	税务治理、控制及风险管理 Tax governance, control, and risk management	SDG-1、SDG-10、SDG-17	内部控制 Internal Control
	207-3	与税务关切相关的利益相关方参与及管理 Stakeholder engagement and management of concerns related to tax	SDG-1、SDG-10、SDG-17	关键议题 Key Topics



# 附三、GRI内容索引 APPENDIX III - GRI CONTENT INDEX



GRI Standard 披露项 GRI Standard Disclosure Topics			联合国可持续发展目标 SDGs	披露位置 Location
GRI 301: 物料 Materials 2016	301-2	所用循环利用的进料 Recycled input materials used	SDG-8、SDG-12	循环经济与产品生命周期、供应商社会责任 管理 Recycling Economy & Product Lifecycle Analysis, Supplier Social Responsibility Management
	301-3	再生产品及其包装材料 Reclaimed products and their packaging materials	SDG-8、SDG-12	循环经济与产品生命周期 Recycling Economy & Product Lifecycle Analysis
GRI 302: 能源 Energy 2016	302-1	组织内部的能源消耗 Energy consumption within the organization	SDG-7、SDG-8、 SDG-12、SDG-13	可持续发展绩效指标、能源管理成效 Performance of sustainable Development, Energy Management Performance
	302-3	能源强度 Energy intensity	SDG-7、SDG-8、 SDG-12、SDG-13	可持续发展绩效指标、能源管理成效 Performance of sustainable Development, Energy Management Performance
	302-4	降低能源消耗量 Reduction of energy consumption	SDG-7、SDG-8、 SDG-12、SDG-13	能源管理成效 Energy Management Performance
	302-5	降低产品和服务的能源需求量 Reduction in energy requirements of products and services	SDG-7、SDG-8、 SDG-12、SDG-13	供应商绩效评价和能力提升 Supplier performance evaluation and capability improvement
	303-2	管理与排水相关的影响 Management of water discharge-related impacts	SDG-6	污染物运行控制 Pollution Management and Control
GRI 305: 排放 Emissions 2016	305-1	直接 (范围1) 温室气体排放 Direct (Scope 1) GHG emissions	SDG-3、SDG-12、SDG-13、 SDG-14、SDG-15	可持续发展绩效指标、温室气体排放 Performance of sustainable Development, Greenhouse Gas Emissions
	305-2	能源间接 (范围2) 温室气体排放 Energy indirect (Scope 2) GHG emissions	SDG-3、SDG-12、SDG-13、 SDG-14、SDG-15	可持续发展绩效指标、温室气体排放 Performance of sustainable Development, Greenhouse Gas Emissions
	305-3	其他间接 (范围3) 温室气体排放 Other indirect (Scope 3) GHG emissions	SDG-3、SDG-12、SDG-13、 SDG-14、SDG-15	温室气体排放 Greenhouse Gas Emissions
	305-4	温室气体排放强度 GHG emissions intensity	SDG-13、SDG-14、SDG-15	温室气体排放 Greenhouse Gas Emissions
	305-5	温室气体减排量 Reduction of GHG emissions	SDG-13、SDG-14、SDG-15	温室气体排放 Greenhouse Gas Emissions
	305-7	氮氧化物(NO <sub>x</sub> )、硫氧化物(SO <sub>x</sub> )和其他重大气体排放 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	SDG-3、SDG-12、 SDG-14、SDG-15、	污染物运行控制 Pollution Management and Control
	306-1	废弃物的产生及废弃物相关重大影响 Waste generation and significant waste-related impacts	SDG-3、SDG-6、 SDG-11、SDG-12	污染物运行控制 Pollution Management and Control
GRI 306: 废弃物 Waste 2020	306-2	废弃物相关重大影响管理 Management of significant waste-related impacts	SDG-3、SDG-6、SDG-8、 SDG-11、SDG-12	污染物运行控制 Pollution Management and Control
	306-3	产生的废弃物 Waste generated	SDG-3、SDG-6、SDG-11、 SDG-12、SDG-15	可持续发展绩效指标 Performance of sustainable Development
	308-1	使用环境评价维度筛选的新供应商 New suppliers that were screened using environmental criteria		供应商社会责任管理、供应商ESG绩效管理 Supplier Social Responsibility Management, Supplier ESG Performance Management
GRI 308: 供应商环境评估 Supplier Environmental Assessment 2016	308-2	供应链的负面环境影响以及采取的行动 Negative environmental impacts in the supply chain and actions taken		供应商社会责任管理、供应商ESG绩效管理 Supplier Social Responsibility Management, Supplier ESG Performance Management



# 附三、GRI内容索引 APPENDIX III - GRI CONTENT INDEX



GRI Standard 披露项 GRI Standard Disclosure Topics			联合国可持续发展目标 SDGs	披露位置 Location
GRI 401: 雇佣 Employment 2016	401-2	提供给全职员工（不包括临时或兼职工员工）的福利 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SDG-3、SDG-5、SDG-8	薪酬和福利 Salaries and benefits
GRI 403: 职业健康与安全 Occupational health safety 2018	403-1	职业健康安全管理体系 Occupational health and safety management system	SDG-8	职业健康安全 Occupational Health & Safety
	403-2	危险识别、风险评估和事故调查 Hazard identification, risk assessment, and incident investigation	SDG-8	职业健康安全 Occupational Health & Safety
	403-3	职业健康服务 Occupational health services	SDG-8	职业健康与体检 Occupational health and physical examination
	403-4	职业健康安全事务：工作者的参与、意见征询和沟通 Worker participation, consultation, and communication on occupational health and safety	SDG-8、SDG-16	EHS健康运行 EHS Health Operation
	403-5	工作者职业健康安全培训 Worker training on occupational health and safety	SDG-8	职业健康宣传、HSE专题活动 Occupational health propaganda, HSE Activities
	403-6	促进工作者健康 Promotion of worker health	SDG-8	职业健康与体检 Occupational health and physical examination
	403-7	预防和减缓与业务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	SDG-4、SDG-5、 SDG-8、SDG-10	人机工程的评估与改进 Evaluation and improvement of ergonomics
	403-8	职业健康安全管理体系覆盖的工作者 Workers covered by an occupational health and safety management system	SDG-8	强化安全责任 Strengthen Safety Responsibility
	403-9	工伤 Work-related Injuries	SDG-3、SDG-8、SDG-16	健康安全绩效 Health & Safety Performance
	403-10	工作相关的健康问题 Work-related ill health	SDG-3、SDG-8、SDG-16	健康安全绩效 Health & Safety Performance
GRI 404: 培训与教育 Training and education 2016	404-1	每名员工每年接受培训的平均小时数 Average hours of training per year per employee	SDG-4、SDG-5、 SDG-8、SDG-10	可持续发展绩效指标、员工培训 Performance of sustainable Development, Staff Training
	404-2	员工技能提升方案和过渡援助方案 Programs for upgrading employee skills and transition assistance programs	SDG-8	2023年特色培训项目 2023 Featured Training Program
	404-3	接受定期绩效和职业发展考核的员工百分比 Percentage of employees receiving regular performance and career development reviews	SDG-5、SDG-8、SDG-10	绩效管理 Performance Management
GRI 405: 多元化与平等机会 Diversity and Equal opportunity 2016	405-1	管制机构与员工的多元化 Diversity of governance bodies and employees	SDG-5、SDG-8	人员结构 Employee Structure
	405-2	男女基本工资和报酬的比例 Ratio of basic salary and remuneration of women to men	SDG-5、SDG-8、SDG-10	薪酬和福利 Salaries and benefits



# 附三、GRI内容索引 APPENDIX III - GRI CONTENT INDEX



GRI Standard 披露项 GRI Standard Disclosure Topics			联合国可持续发展目标 SDGs	披露位置 Location
GRI 406: 反歧视 Non-Discrimination 2016	406-1	歧视事件及采取的纠正行动 Incidents of discrimination and corrective actions taken	SDG-5、SDG-8	员工权益保护 Employee Rights Protection
GRI 407: 结社自由与集体谈判 Freedom of association and collective bargaining 2016	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	SDG-8	员工权益保护 Employee Rights Protection
GRI 408: 童工 Child labor 2016	408-1	具有重大童工事件风险的运营点和供应商 Operations and suppliers at significant risk for incidents of child labor	SDG-5、SDG-8、SDG-16	人力资源政策、人权政策 Human Resources Policy, Human Rights Policy
GRI 409: 强迫或强制劳动 Forced or compulsory labor 2016	409-1	具有强迫或强制劳动事件重大风险的运营点和供应商 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SDG-5、SDG-8	人力资源政策、人权政策 Human Resources Policy, Human Rights Policy
GRI 413: 当地社区 Local communities 2016	413-1	有当地社区参与、影响评估和发展计划的运营点 Operations with local community engagement, impact assessments, and development programs		参与社会协商 Society Consultation Participation
GRI 414: 供应商社会评估 Supplier social assessment 2016	414-1	使用社会评价维度筛选的新供应商 New suppliers that were screened using social criteria	SDG-5、SDG-8、SDG-16	供应商战略管理 Supplier Strategic Management
	414-2	供应链的负面社会影响以及采取的行动 Negative social impacts in the supply chain and actions taken	SDG-5、SDG-8、SDG-16	供应商战略管理 Supplier Strategic Management
GRI 416: 客户健康与安全 Customer health and safety 2016	416-1	评估产品和服务类别的健康与安全影响 Assessment of the health and safety impacts of product and service categories		产品质量管理、有毒有害物质管理 Product Quality Management, Hazardous Substance Management
	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	SDG-16	产品质量管理、有毒有害物质管理 Product Quality Management, Hazardous Substance Management
GRI 418: 客户隐私 Customer privacy 2016	418-1	涉及侵犯客户隐私和丢失客户资料的经证实的投诉 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SDG-16	信息安全与隐私保护 Information Security & Privacy Protection



# 附四、报告验证说明 APPENDIX IV – VERIFICATION STATEMENTS



**独立审验声明**

**简介**

莱茵技术（上海）有限公司，是德国莱茵 TÜV 集团成员之一（以下简称“TÜV 莱茵”或“我们”），受延锋彼欧汽车外饰系统有限公司（以下简称“延锋彼欧”或“公司”）管理方委托对其 2023 年度环境、社会和治理报告（以下简称“报告”）进行外部审验。本次审验合同中规定的所有审验内容完全取决于延锋彼欧。我们的任务是对其报告做出公正和恰当的判断。

本声明的预期读者是关注延锋彼欧在2023年度（2023年1月1日至2023年12月31日）环境、社会和治理绩效以及影响其业务活动的利益相关方。

TÜV 莱茵是一家世界性的服务供应商，在超过65个国家提供企业社会责任和可持续发展服务，并拥有在企业可持续发展、环境、社会责任和利益相关方参与等领域的资深专家。此次审验过程中，我们审验团队完全保持公正和独立，并不参与报告内容的准备。

**审验标准**

TÜV 莱茵依据AccountAbility AA1000审验标准 v3 (AA1000AS v3) 中度审验的要求来实施本次审验工作。

**审验范围和类型**

我们遵循 AA1000 审验标准 v3, 类型-1 和中度等级，来审验延锋彼欧环境、社会和治理报告披露的信息和数据。下列审验准则也用于实施本次审验工作：

- 参考 GRI 可持续发展报告标准 (GRI Standards)
- 参考联合国可持续发展目标 (UN SDGs)
- 遵循 AA1000 审验原则，即：包容性、实质性、回应性和影响性

**审验方法**

我们的审验活动包括以下内容：

- 审查公司管理实践和流程，来评估 ESG 管理体系，其中包括公司治理、合规管理、风险管理、利益相关方沟通、重要性议题分析、以及关键绩效。
- 访谈公司高级管理层以及负责 ESG 绩效信息采集和统计的管理人员。
- 基于抽样原则和应用分析程序，审阅和检查 ESG 管理实践以及绩效信息与数据，以测试这些信息与数据的准确性。
- 向管理层汇报审验观察项，以此提供一个机会，即在审验流程结束之前，公司可以采取改善措施。
- 收集与评估支持性书面证据和管理呈现以支持其遵循审验原则的程度。

**局限性**

TÜV 莱茵依据审验协议定义的范畴，以及基于 AA1000AS v3 中度等级来实施本次审验。与审验有关的信息和绩效数据会局限于本报告的内容披露。

我们的审验未涵盖财务年报及其财务数据，以及其他与可持续发展不相关的信息。

**审核结论**

1

**独立审验声明**

**对 AA1000 审验原则的遵守**

基于上述审验方法和评估范围内的活动，我们可以得出结论。在审验过程中，没有任何实例和信息与下述声明有所抵触：

- 延锋彼欧 2023 年度环境、社会和治理报告及其内容遵循了 AA1000 审验原则。
- 延锋彼欧已实施相关管理流程，用于收集和汇总在报告边界内与重要议题有关的关键绩效数据。同时，公司已对实质性议题进行识别、评估、界定和管理。
- 本期报告披露的可持续发展相关信息和绩效指标已经过评估，且获得书面证据的支持，能真实地反映延锋彼欧的 ESG 管理实践。

针对任何第三方依据此份审验声明来对延锋彼欧做出的评论和相关决定，TÜV 莱茵将不承担任何责任。

**对 AA1000 审验原则的遵守**

**包容性**：延锋彼欧识别的主要利益相关方包括客户、股东和投资方、供应商和承包商、员工、政府和监管机构、社会和社区组织、以及合作伙伴。证据表明，公司在2023年就ESG议题开展了内外部利益相关方问卷调查，同时，各职能部门通过定期与外部利益相关方业务沟通，也收集这些利益相关方对ESG议题的意见。公司能积极回应利益相关方的关切，以推动在ESG议题的管理实践。

**实质性**：延锋彼欧结合公司业务运营的特点，并根据利益相关方问卷调研的结果等，从“对利益相关方的关注度”和“对公司的影响程度”这两个维度进行议题重要性分析和优先排序。正如报告披露的议题矩阵图显示，高重要性议题包括但不限于产品安全、及时响应与高质量、安全与健康、信息安全与隐私保护、公司治理与风险管理、供应商安全可持续发展绩效，以及诚信合规的供应链基础等。证据表明，公司高级管理层审议和批准了上述重要性议题，并优化相应的管理举措。

**回应性**：延锋彼欧定期与主要利益相关方就其关切的可持续发展议题展开互动交流。这些交流方式主要包括客户业务会议、员工培训、供应商审核和培训、政府研讨会、行业交流、以及社会项目合作等。

本期报告披露了关键绩效指标数据，其涵盖温室气体排放、能源消耗、废弃物管理、员工管理、健康与安全、以及供应商合规管理等，且这些绩效数据具有可比性。证据表明，公司在2023年加强各生产基地在线污染源排放管控，搭建数字化监管平台实时跟踪并实施预警。公司还开展供应链生物多样性倡议活动以及供应链盘点试点。

**影响性**：延锋彼欧注重治理风险，包括自身运营和供应商合规风险，并通过落实内控机制防范这类风险。证据表明，公司在 2023 年开展针对工厂环境过程管理的专项评估，以及供应商环境评估。我们建议延锋彼欧持续开展公司运营和业务关系对环境和社会的影响识别和分析，并建立适当的流程去衡量、评估和管理这些影响。

2

**Independent Assurance Statement**

**Introduction**

TÜV Rheinland (Shanghai) Co., Ltd., member of TÜV Rheinland Group, Germany (hereinafter “TÜV Rheinland”, “we”, “our”, “us”, “our TÜV”, “the Company”) to conduct independent review of TÜV 2023 Environmental, Social and Governance (ESG) Report (hereinafter “the Report”). All concerned parties for the assurance engagement are referred to as “stakeholders” in the Report.

The intended users of this assurance statement are stakeholders who have addressed to TÜV’s overall ESG performance and management practices in accordance with AA1000AS v3 (hereinafter “the Assurance Standard”). TÜV Rheinland is a global service provider of Corporate Social Responsibility (CSR) & Sustainability Services in over 65 countries, having qualified professionals in the field of Corporate Sustainability Assessment, Environmental, Social and Governance (ESG) and CSR consulting, audit and training, and research and development during the assurance engagement, and we were not involved in the preparation of the assurance content.

**Assurance Standard**

TÜV Rheinland conducted the assurance work in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3).

**Scope & Type of Assurance**

Our assurance engagement was carried out in accordance with the AA1000AS v3, Type 1, Moderate level on TÜV’s ESG performance information and data disclosed in the Report. The following assurance criteria were used in performing the assurance work:

- The United Nations Sustainable Development Goals (UN SDGs)
- Adherence to the AA1000 Accountability Principles of Integrity, Transparency, and Impartiality.

**Assurance Methodology**

Our assurance activities include:

- Reviewing the company’s management practices and processes, to evaluate ESG management system, including: strategic governance, compliance management, risk management, stakeholder communication, internal issue analysis, supplier performance.
- Reviewing the company’s waste management and manage responsible for gathering and verifying information on ESG performance.
- Reviewing the company’s management practices and performance information and data to test the accuracy of such information and data based on a sample basis and applied analytical procedures.
- Reporting assurance observations to management provides an opportunity for the company to take corrective action.
- Collecting documentary evidence and ensuring management representation to support reference to the Accountability Principles.

**Limitations**

**Conclusion**

Based on our methodology and activities performed within the scope of this assurance, we can reach a conclusion that no instances or information came to our attention that would be to the contrary of the statement made as below:

- TÜV has implemented management processes to collect and aggregate key performance data related to material issues within the reporting boundary, while the company identifies, evaluates, selects and manages these issues.
- The sustainability information and performance indicators disclosed in this report have been evaluated and management has the ability to make a decision to take action to improve TÜV’s ESG management practices.

**Adherence to the AA1000 Accountability Principles**

The key stakeholders identified by TÜV include customers, shareholders and investors, suppliers and contractors, employees, government and regulators, society and other organizational stakeholders. Supporting evidence shows that in 2023, TÜV has conducted a special assessment of the environmental process management of the factory, as well as the environmental and social assessment of the company. We recommend that TÜV continue to identify and analyze the environmental and social impacts of the company's operations and business relationships, and establish appropriate processes to monitor, evaluate and manage these impacts.

**Conclusions**

Daniel Fan  
Corporate Sustainability Service Technical Manager  
Shanghai, China, 20 May 2024

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000-555-V3-GDHPE**

**Impact**

Through the implementation of internal control mechanism, Supporting evidence shows that in 2023, the company conducted a special assessment of the environmental process management of the factory, as well as the environmental and social assessment of the company. We recommend that TÜV continue to identify and analyze the environmental and social impacts of the company's operations and business relationships, and establish appropriate processes to monitor, evaluate and manage these impacts.

**Conclusion**

Based on the characteristics of the company's business operations and the scale of the audited organization, TÜV has conducted a special assessment of the environmental process management of the factory, as well as the environmental and social assessment of the company. At the same time, various functional departments also collected the opinions of these stakeholders on ESG issues through the survey, and management has the ability to make a decision to take action to improve TÜV's ESG management practices.

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**Impact**

TÜV's supply chain risk management measures are mainly focused on environmental issues. These communication measures include customer environmental compliance training, supplier audits and training, government websites, safety exchanges, and social project cooperation.

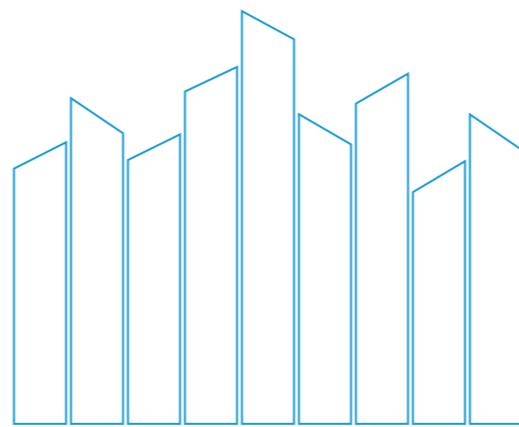
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**Impact**

TÜV focuses on managing risks, including its own operational and supplier compliance risks, and prevents such risks



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2023 YFPO ESG Report

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