



HSD

HELP SUPPORT DELIVER

# ANNUAL REPORT

## 2023

HSD 年度综合报告书



HSD

浙江华圣达拉链科技有限公司  
Zhejiang Huashengda Zipper Technology Co., Ltd.

Make our dreams come true by enriching customers' value.

帮助客户提升品牌价值, 成就你我梦想。

HSD Comprehensive Report - Editorial Guidelines for 《Nation Enterprise HSD 2023》

HSD 综合报告书《Nation Enterprise HSD 2023》的编辑说明

The HSD comprehensive report "Nation Enterprise HSD 2023" focuses on the two major networks of HSD, and introduces the overall situation of our business and business activities around our initial corporate vision of "becoming a world-class zipper enterprise". We have released a comprehensive report in PDF format, summarizing the overall situation of long-term value creation, medium-term business strategies aimed at achieving sustained growth, corporate responsibility, and information on sustainable activities.

HSD 综合报告书《Nation Enterprise HSD 2023》以HSD的两大网络为核心，围绕我们创业之初的企业愿景“做世界级拉链企业”所开展的经营和事业活动的整体情况进行介绍。我们以PDF的形式发行了综合报告，总结了长期价值创造的整体情况、旨在实现持续增长的中期经营战略、企业责任、可持续活动信息。

Scope of reporting objects

报告对象范围

|                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div><b>Enterprise Chronicles</b></div> <div>企业大事记</div> <div>Basic report on the enterprise activities of HSD throughout the company and various factories, obtaining honors or recognition, major events, equipment and technology iteration and upgrading, etc.</div> <div>关于HSD全公司及各个工厂的企业活动、荣誉、大事件、设备、技术等开展或迭代升级的基础报告。</div> | <div><b>Sustainable Vision/Environment</b></div> <div>可持续愿景/环境</div> <div>Report on HSD's impact on sustainable development goals, initiatives, and achievements.</div> <div>关于HSD对于可持续发展目标、举措和成果等报告。</div>                                  |
| <div><b>Social responsibility</b></div> <div>社会责任</div> <div>A report on the practical actions and honors of HSD in social responsibility.</div> <div>关于HSD对于社会责任实际行动和获得荣誉的报告。</div>                                                                                                                                              | <div><b>Report Time Range</b></div> <div>报告时间范围</div> <div>2023 (January 1, 2023 to December 31, 2023).<br/>※ Also includes some activities outside the reporting period</div> <div>2023年度（2023年1月1日~2023年12月31日）。<br/>※ 还包括部分报告期间外的活动</div> |

# THE STRENGTH OF HSD

## 华圣达的实力

HSD Zipper now holds over 150 patents, with more than 20 new product and equipment R&D patents added each year. In 2024, we are committed to increasing production capacity by 50% and further optimizing equipment performance, enhancing equipment efficiency by 50%, to continuously drive innovation and development in the industry.

华圣达拉链现已拥有超过150项专利，每年新增产品专利与设备研发专利共计20余项。2024年，我们致力于实现产能提升50%的目标，同时进一步优化设备性能，提升50%的设备效能，以持续推进行业创新与发展。



### THE FIRST ZIPPER MANUFACTURER TO ESTABLISH A FACTORY IN CAMBODIA

首家于柬埔寨设厂的拉链制造商



### TOP THREE LEADING ZIPPER BRANDS IN CHINA

中国前**3**大拉链知名品牌

HSD Zipper has established three major production bases globally, creating an integrated production, manufacturing, and testing process that ensures every step meets the highest standards. Additionally, we have set up over 30 marketing and service centers in key markets to provide comprehensive support and services, ensuring a rapid response to market demands.

华圣达拉链在全球范围内布局了三大生产基地，构建了一体化生产制造和检测流程，确保每一环节都达到最高标准。同时，我们在各大市场设立了30多个营销服务网点，为客户提供全方位的支持与服务，确保迅速响应市场需求。



Three major manufacturing bases

### 3大生产基地

HSD boasts three core manufacturing facilities, strategically situated in Zhejiang Province, China, Kampong Speu Province, Cambodia, and Khanh Hoa Province, Vietnam. This geographic dispersion enables us to efficiently serve the global epicenters of textile production, exemplifying our exceptional manufacturing productivity and supply chain prowess.

华圣达拥有三大核心生产基地，分别设于中国浙江省、柬埔寨磅士卑省及越南庆和省，这一布局使得我们能高效服务于全球纺织品制造中心，展现出卓越的生产效率与供应链实力。



Integrated manufacturing and quality control process

### 一体化生产制造检测流程

HSD is a large-scale manufacturing center that integrates a series of processes and tests, including coil, plastic and metal zipper webbing, finishing, stitching, bleaching, dyeing, molding, die-casting, spray painting, electroplating, and button production, among others. It stands as a large-scale manufacturing hub equipped with a fully integrated production, manufacturing, and quality control workflow.

华圣达整合了拉链织带、成型、缝合、漂染、模具、压铸、喷涂、电镀、尼龙条装、塑钢条装、金属条装、各类码装和钮扣生产系列工序及检测为一体，是具备一体化生产制造检测流程的大型制造中心。



Over 30 marketing and service outlets

### 30+营销服务网点

HSD has established an extensive network of over 30 offices across Asia, the Americas, and Europe, achieving full coverage of all major global regions. This enables us to provide proximate, specialized services tailored to the needs of our international brand clients.

华圣达已在亚洲、美洲及欧洲三大洲广布超过30个办事机构，实现对全球各大关键区域的全面覆盖，为国际品牌客户精心提供近距离的专业化服务。

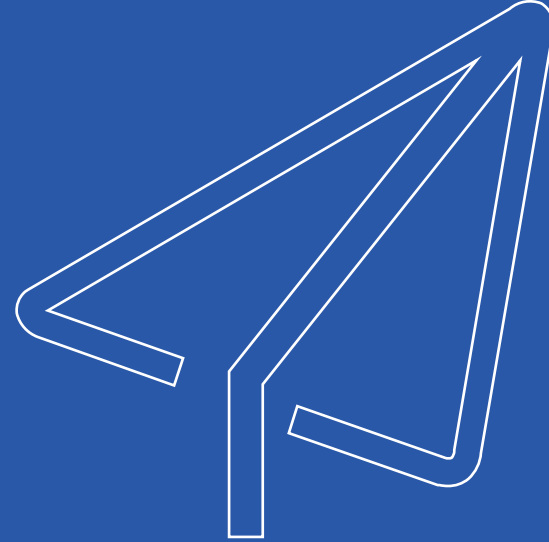
# VISION

**To be a world-class zipper enterprise.**

做世界级拉链企业。

HSD is determined to build an interNation first-class zipper brand by relying on scientific and technological innovation, as well as our own management progress, and by constantly striving and making steady efforts.

华圣达依靠科技创新与自身管理进步，自强不息、锲而不舍，立志打造国际化一流拉链品牌。



# VALUES

**People-oriented, virtue first, honesty to win, and achieving a win-win situation.**

人为本，德当先，诚致胜，达共赢。

People-oriented: We put people first and consider responsible and obedient employees to be the company's most valuable asset.  
Virtue first: respect for knowledge, respect for individuality, and morality as the first element of employment and cooperation.  
Honesty to win: honesty and trustworthiness, unity and harmony, collective struggle as the inherent requirement for career success.  
Achieve win-win: work together in the same boat, share results, bravely assume responsibility, help the world, and contribute to society.

人为本：以人为本，视认真负责与管理有效的员工为公司最大的财富。  
德当先：尊重知识、尊重个性，将品德作为用人与合作的第一要素。  
诚致胜：诚实守信、团结和谐，以集体奋斗为事业成功的内在要求。  
达共赢：同舟共济，成果共享，勇担责任，兼济天下，贡献社会。



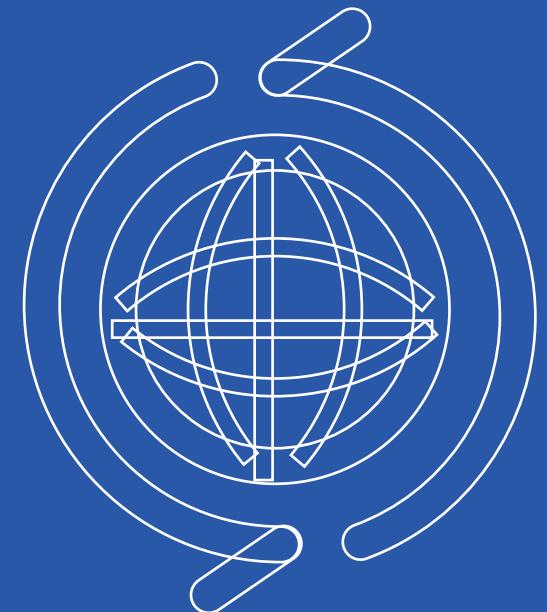
# MISSION

**Make our dreams come true by enriching customers' value.**

帮助客户提升品牌价值，成就你我梦想。

HSD strives to serve customers and enhance customer brand value, contributes to the industry and the community, and works tirelessly to ensure the enterprise's long-term viability and employee happiness.

华圣达人以服务客户，提升客户品牌价值为奋斗目标，为行业和所在的社区做出贡献，为企业永续经营和员工的幸福而不懈努力。



# ENTERPRISE OPERATING MODEL

## HSD 企业经营模式

HSD focuses on the zipper and button accessories businesses and conducts business activities in multiple countries and regions around the world.

HSD以拉链事业和钮扣等辅料事业为核心，在全球多个国家及地区开展事业活动。



### Support the Operation and Expansion of Two Major Networks

支持两大网络的运转与扩大

Since 2001, we have been expanding our marketing landscape, gradually increasing the number of global offices, and striving to provide closer services to more brand customers;  
Since 2014, we have been adding global factories, lighting up factories in Cambodia and Vietnam, as well as the zhejiang factory in Zhejiang, China. The three major factories around the world are striving to provide customers with high-quality services that respond faster and enhance brand competitiveness.

自2001年起，我们便开始扩大我们的营销版图，逐步的增加全球办事处的数量，力求为更多的品牌客户提供更亲近的服务；  
从2014年起，我们便开始增设全球工厂，先后点亮柬埔寨和越南工厂，加上中国浙江工厂，全球三大工厂竭力为客户提供更快响应的优质服务，提升品牌竞争力。

#### Number of factories and offices

工厂数量和办事处数量：

3 major factories  
大工厂



30+ offices  
办事处



#### Designed full capacity

全产能设计规模：

8亿 zippers per year  
条拉链/年



#### Number of employees

员工数量：

1500+ employees  
员工



### HSD'S THREE FACTORY LOCATIONS AND MARKETING NETWORK DISTRIBUTION

#### HSD 三大工厂及营销网络分布 2023

With the migration of garment manufacturing factories to Southeast Asia by global apparel brands, our company has also established factories in Southeast Asia to better serve our customers.

随着全球服饰品牌的制造厂东南亚迁移化，我司也在东南亚建立工厂，以便更好地服务客户。

#### GLOBAL MARKETING NETWORK

全球营销网点



#### HSD Zhejiang Smart Factory

HSD浙江智能工厂

#### INTEGRATES A SERIES OF PROCESSES AND TESTS

生产系列工序及检测为一体

#### ONE-STOP MANUFACTURING

一站式制造

Key Highlight: The specific large-scale zipper accessory manufacturing center in China that integrates processes such as electroplating and water repellent film application.

**独特亮点:** HSD是目前中国特有汇集**电镀、防水贴膜**等工序于一体的大型拉链辅料制造中心。

Covering area: over 80,000 square meters in a manufacturing industrial park.

建筑面积约 **80,000** 平方米的智能化科技制造工业园区。

The facility's construction area has an annual production capacity of more than 400 million zippers, which is equivalent to approximately 800 million RMB.

年生产量可超过 **4亿** 条拉链，约 **8亿** RMB。



#### Production Factory - Cambodia

HSD柬埔寨制造厂

#### ONE & ONLY

是第一也是唯一

Key Highlight: The first Chinese zipper manufacturing enterprise in Cambodia and is also the only zipper factory in the country

**独特亮点:** 我们是柬埔寨**首家** 也是**唯一** 一家拉链制造企业

The Cambodian factory covers an area of 320,000 square meters

柬埔寨工厂占地面积 **32万** 平方米

The HSD factory in Cambodia produces approximately 150 million zippers annually

柬埔寨工厂年产量可达 **1.5亿** 条拉链



#### HSD Brand New Production Factory - Vietnam

HSD全新越南制造厂

Key Highlight: Located at the strategic hub of the Cambodia-Vietnam border, offering efficient and convenient logistics, seamlessly integrating bilateral accessory manufacturing.

**独特亮点:** 坐落**柬越交界** 的**战略枢纽**，物流高效便捷，双边辅料制造无缝衔接。

HSD has finalized the construction planning for its Vietnam factory and is poised to complete it soon!!

华圣达已经完成了越南工厂的建设规划，即将**建设完毕**!!

The park covers over 15, 000 square meters.

工厂占地面积约 **15,000** 平方米！

# STRATAGEM

## 01



**集成供应链，**  
拥有最全辅料生产工序！

Integrated supply chain with the most comprehensive accessory production processes!

## 04



**卓越的研发能力，**  
支持产品与设备**创新**。

Exceptional R&D capabilities supporting product and equipment innovation.

## 02



**三大生产基地为核心，**  
营销网络**遍布全球**！

Three major production bases at the core, with a global marketing network!

## 05



**差异化营销服务理念，**  
满足多样化需求。

Differentiated marketing service concepts to meet diverse needs.

## 03



**高效的生产机制，**  
**快速响应**市场需求。

Efficient production mechanisms for rapid market response.

## 06



**拥有与国内外知名品牌丰富的**  
**合作经验**。

Experience in collaborating with renowned domestic and international brands.



### 企业战略

#### ENTERPRISE STRATEGY

专注服务一流品牌的拉链供应商。  
HSD focus on service first-class brands.



### 经营宗旨

#### BUSINESS PURPOSE

诚信经营，质量立企，  
竭诚服务，与人为善。  
Operate the enterprise in good faith, build the corporate image through product quality, serve our customers wholeheartedly, and make them feel at ease.



### 营销战略

#### MARKETING STRATEGY

打造营销精英团队、加大传播力度，  
实施差异化服务，  
提高HSD在国际一流品牌的认可度。  
Create an elite marketing team, intensify communication efforts, implement differentiated services, and increase HSD's recognition among international first-class brands.



### 环境方针

#### ENVIRONMENTAL GUIDELINE

全员参与，节能降耗，  
优化环境，永续经营。  
Full participation, energy conservation and consumption reduction, environmental optimization, and sustainable operation.



### 营销理念

#### BUSINESS IDEA

以客户需求为起点，团队服务为主体，  
客户满意为宗旨，不断为客户创造价值。  
Consider customer demands to be the starting point, team services to be the primary mission, and customer satisfaction to be the goal, always creating value for customers.



### 质量方针

#### QUALITY PRINCIPLE

持续改善产品品质，不断满足客户需求，  
共同实现永续经营。  
Consistently improving product quality, sincerely meeting customer needs, and working together to achieve sustainable management.

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# THE IDEOLOGY OF HSD FOUNDER, HUANG SHIHUA

## 华圣达创始人黄诗华的思想



黄诗华

HSD's founder Huang Shihua  
HSD创始人

# HSD'S CORPORATE SPIRIT

## 华圣达的企业精神

Carrying forward the essence of Chinese culture, HSD aims to become a leading national brand in the international arena.

承袭中华文化的圣智意念, 迈向国际的民族领航品牌。

The name HSD traces back to the founder of the enterprise, Chairman Huang Shihua. From the very beginning of his commitment to zipper manufacturing, Chairman Huang poured all his passion and dedication into it. With profound emotions and a unique perspective, he endowed the brand with rich connotations, always adhering to the fine craftsmanship spirit inherited from the Chinese nation.

This spirit is perfectly reflected in HSD and has become the core of HSD's corporate culture. Guided by this spirit, HSD has always pursued excellence and strived for the epitome, aspiring to showcase the cultural spirit of the Chinese nation and the unique charm of HSD to the world through the efforts of every member.

HSD is not just a brand but also the embodiment of Chairman Huang's sacred mission to inherit Chinese national brands with the heart of a craftsman. He hopes that through this brand, the world can feel the charm of Chinese brands and that Chinese brands can be inherited and promoted globally.

HSD is committed to achieving its vision by striving for perfection in every detail. HSD believes that only by doing everything to the best of its ability can Chinese brands shine globally.

华圣达这个命名, 其源头追溯到企业创始人黄诗华董事长的名字。黄董从最初致力于拉链制造, 便开始倾注了全部的热情与专注, 他以深厚的情感和独特的视角, 赋予了这个品牌丰富的内涵, 始终坚持承袭中华民族精益求精的工匠精神。

这种精神, 在华圣达得以完美体现, 也成为了华圣达企业文化的核心。

在这个精神的引导下, 华圣达始终追求将一件事做到极致, 发扬并达向经典。希望通过华圣达每一员的努力, 让世界看到华夏民族的文化精神, 看到华圣达的独特魅力。

华圣达不仅仅是一个品牌, 更是黄董将中华民族品牌以工匠之心做传承的神圣使命的体现。他希望通过这个品牌, 让世界感受到中华品牌的魅力, 让中华品牌在全球范围内得以传承和发扬。

华圣达致力于将每一个细节做到极致, 以实现企业的愿景。华圣达相信, 只有将每一件事做到最好, 才能让中华品牌在全球范围内发扬光大。

# CRAFTSMANSHIP SPIRIT 工匠精神

# CHAIRMAN'S ADDRESS

## 董事长致辞

CRAFTSMANSHIP  
工匠精神



WE UPHOLD THE "CRAFTSMAN SPIRIT" OF HSD, PLACING "ATTENTION TO DETAIL, INGENUITY, AND CONTINUOUS IMPROVEMENT" AT THE CORE OF OUR BUSINESS OPERATIONS. WE STRIVE TO ACHIEVE PERFECT COORDINATION WITH CUSTOMERS, PROGRESS IN HARMONY, AND PROSPER TOGETHER.

我们秉持HSD“工匠精神”，  
将“细致入微、匠心独运、精益求精”置于企业经营的核心，追求与客户完美配合、同频进步、共同繁荣。

SPIRIT  
精神

**Chairman Huang Shihua of HSD**  
HSD董事长黄诗华

We strive to coexist harmoniously and prosper together with all stakeholders, aiming to become a "public welfare-oriented" sustainable development enterprise. We practice the principle of "achieving win-win outcomes" to contribute to the construction of a sustainable development society, which is the key significance of our existence as a company.

我们追求与所有相关者和谐共存、共同繁荣，成为一家“公益先进”的可持续发展企业，实践“达共赢”，为构建可持续发展社会做出贡献，这是我们作为企业存在的关键意义。

# MAKING CONTRIBUTIONS TO SOCIETY THROUGH BUSINESS DEVELOPMENT.

## 通过事业发展, 为社会做出贡献

Since 2023, the global political landscape has become increasingly volatile and complex, with mounting downward pressure on the world economy. Geopolitical conflicts have persisted, trade frictions have emerged, and the negative impact of successive interest rate hikes by major economies on economic recovery has become increasingly evident. Despite signs of recovery in key economic and production indicators domestically, external uncertainties persist, including inflationary pressures, financial and debt risks, technological competition, global multipolarity, fragmentation, and ongoing conflicts, all of which have significantly dampened business confidence. Looking at the zipper industry, the market has gradually declined since last year and continues to do so. Decreased demand and insufficient orders are widespread, exerting significant pressure on business operations. Even mainstream enterprises struggle to maintain steady growth. Based on zipper and downstream market data, the industry barely maintained a modest growth trend in 2022. However, the momentum slowed in the first half of this year, with the industry expected to decline by approximately 5-10% overall, below pre-pandemic levels, although there has been some easing in the third quarter. We integrate the HSD "artisan spirit" into our business operations and consistently provide a "one-on-one" service model tailored to customers. We offer products that are suitable, interesting, and superior to others, aiming to establish long-term cooperative relationships and jointly build sustainable businesses, thereby creating more impactful value for society.

2023年以来, 全球政治格局更趋动荡和复杂, 世界经济下行压力加大, 地缘冲突一波未平一波又起, 贸易摩擦时有发生, 主要经济体连续加息对经济复苏带来的负面影响持续显现。从国内来看尽管主要经济、生产指标呈现恢复向好态势, 但外部世界仍不太平, 通胀压力、金融与债务风险, 科技博弈, 世界多极化、分裂化, 战争等多种因素纵横交织, 企业信心备受打击。

从拉链行业来看市场自去年以来逐渐走低, 且延续至今, 需求下滑、订单不足普遍存在, 企业经营压力明显加大, 即便主流企业也难以继续保持平稳增长。根据拉链及下游市场数据, 2022年, 全行业勉强维持稳中有升, 今年上半年行业发展势头呈现放缓, 预计全行业下降约5~10%, 低于疫情前总体规模水平, 但三季度已经有所缓和。

我们将HSD“工匠精神”, 融入到我们的企业经营之中, 并且持续针对性对客户进行“一对一”的服务模式, 为客户提供适合的、有趣的、优于其他的产品, 建立长期的合作关系, 共同构建可持续经营的企业, 为社会创造更有力的价值。

The "artisan spirit" of HSD represents a high level of attention and dedication to products and work, as well as a pursuit of quality and detail. Specifically, "meticulous attention to detail" indicates a focus on and appreciation for every detail; "ingenuity" signifies the use of unique creativity and skills in work; "continuous improvement" denotes a constant pursuit of excellence and the ongoing enhancement of quality and efficiency.

HSD的“工匠精神”代表着对产品和工作的高度关注和专注, 以及对品质和细节的追求。具体而言, “细致入微”表示关注和重视每一个细节; “匠心独运”表示在工作中运用独特的创造力和技巧; “精益求精”表示不断追求卓越, 不断提高品质和效率。

扬中华之名 / 承圣智之谋 / 达未来之境

# MANAGEMENT'S ADDRESS

## 管理层致辞

### Market changes lead to manufacturing changes.

#### 市场变化带来制造变化

The new retail model has brought about a comprehensive transformation of the entire industry chain from demand to supply, with the deep integration of online and offline reshaping the market dynamics in production, distribution, and sales. The digital economy, live-streaming economy, and community economy are flourishing. Market demand is increasingly focused on personalization and functionality, with a growing demand for products such as waterproof, sealed, flame-retardant, invisible, fluorescent, environmentally friendly, convenient to wear, and personalized display. Enterprises are placing greater emphasis on the development and investment in functional and innovative products. The proliferation of small-batch and customized products has led to a new requirement for rapid response from enterprises, pushing them to transition from mass production to specialized production lines. Fashion trends and environmental awareness are profoundly influencing consumer habits, with cultural confidence leading to new consumption trends. Trends like nationalistic style, sports, leisure, and environmental protection are driving market trends, with environmental friendliness and softness expected to become long-term trends. Demand for metal zippers has been declining for several years, accounting for only 8% of China's zipper exports. Despite this, there is still considerable innovation and application space for nylon zippers based on cost advantages. Meanwhile, innovations in resin zippers, aluminum zippers, stainless steel zippers, and other material zippers for metal substitution are continuously maturing, with metal zippers occupying a niche in high-end products. We regard intelligent and digital transformation as a crucial approach to transformation and upgrading. By increasing investment in intelligent equipment upgrades and expanding the application and extension of digital, network, and automation technologies, we aim to enhance the flexibility of manufacturing.

新零售带来了从需求到供给的全产业链变革，线上线下的深度融合重塑了生产、流通、销售环节的市场业态。数字经济、直播经济、社群经济百花齐放。

市场需求更加追求个性化、功能化，防水、密封、阻燃、隐形、荧光、环保、便捷穿脱和个性展示等产品需求更加丰富和细分，企业更加注重功能型、创意化产品的开发与投入。小批量、定制化产品增多，“小单快返”对企业快速响应提出新的要求，倒逼企业由规模化向专线生产转型。

时尚趋势和环保理念正在深刻影响消费习惯，文化自信正引领消费新风尚，国潮风、运动风、休闲风、环保风引领市场潮流，环保化、轻量化将会成为长期趋势。

金属拉链需求已经持续多年下降，仅占我国拉链出口量的8%，基于成本优势，尼龙拉链的创新和应用空间仍然很大，同时，树脂拉链、铝拉链、不锈钢拉链及其他材质拉链，在金属替代方面的创新应用也在不断成熟，金属拉链仅在高端产品占据一席之地。

我们把智能化、数字化改造作为转型升级的重要途径，通过加大智能设备升级和投入，扩大数字技术、网络技术、自动化技术的应用和延伸，提升柔性化制造水平。

HSD Manufacturing Center Director, Li Wanqing  
HSD制造中心总监 李婉卿



# ADHERE TO INTELLIGENT MANUFACTURING

## ADHERE TO DIGITALIZATION AND INTELLIGENT PRODUCTION MANUFACTURING

### 坚持智能智造

### 坚持数字化、智能化的生产制造

# UNDERSTANDING THE NEW ECONOMY

## UNDERSTANDING THE GLOBAL NEW ECONOMY AND SEIZING OPPORTUNITIES IN CONSUMER UPGRADING

### 认识新经济

### 认识全球新经济，把握消费升级



### Economic changes bring about changes in thinking.

#### 经济变化带来思维变化

The Chinese economy, and indeed the global economy, has entered a new cycle, characterized by new growth, political, financial, power, and technological cycles. With the decline in China's birth rate, the demographic dividend is gradually disappearing, marking the end of the era of "low-hanging fruit" for the Chinese economy. As the saying goes, "Old maps cannot find new continents, and old methods cannot find new paths." The new cycle requires innovative ideas, perceptions, and pathways.

Consumer revolution has sparked a new business ecosystem, with market demand becoming more technology-driven, fashionable, and diversified, driving innovation in consumption scenarios and experiences. There is still much potential to be tapped in the segmentation of the vast consumer market. Against the backdrop of Sino-US "decoupling," it is essential to deeply understand the strategic implications of the Party Central Committee's "internal circulation" proposal. China's economy possesses strong resilience and immense market potential, making it suitable for revitalizing and vertically developing zipper products. On the other hand, amidst China's further opening-up, the shift in China's foreign trade perspective from Europe and America to the Belt and Road Initiative is reshaping supply chains. This shift offers opportunities for Chinese suppliers, as Western chain-leading enterprises open channels to ASEAN and Central Asia. Thus, industrial migration serves as a bridge and springboard for Chinese enterprises to navigate and expand overseas markets. In response to these challenges, we must embrace an innovative spirit: 1. Product innovation, focusing on increasing variety, enhancing quality, branding, and creating patented products. 2. Industrial chain innovation, enhancing the integration of industries, improving the competitiveness, completeness, and sustainability of the industrial chain, constructing a standardized zipper industry system, and promoting industry clustering. 3. Knowledge innovation, strengthening talent skills and training, filling in gaps, enhancing intellectual property rights, and core competitiveness. 4. Management innovation, segmenting markets, focusing on customers, and improving services.

中国经济乃至全球经济已经进入新周期，即新增长周期、新政治周期、新金融周期、新动力周期以及新科技周期。随着中国出生率下降，人口红利逐渐消失，中国经济已告别“低垂果实”时代。有道是“旧地图找不到新大陆，老方法找不到新出路”，新周期需要创新理念、认知和路径。

消费变革催生新商业生态，市场需求呈现科技化、时尚化和多样化，推升消费场景和消费体验创新，巨大的消费市场细分领域有待挖掘。

中美“脱钩”的背景下，一是要深刻理解党中央提出“内循环”的战略内涵，我国经济具备韧性强、潜力大的市场优势，适合拉链产品休养生息和纵向发展；另一方面，我国外贸正从欧美向一带一路视角切换，西方链主企业给中国供应商留出了东盟、中亚通道，产业转移恰恰是中国企业腾挪变通、曲线出海的桥梁和跳板。

面对这些问题，我们要有创新精神：1.产品创新，聚焦“三品战略”，瞄准“专精特新”构造专业性壁垒，致力打造“明星”产品；2.产业链创新，加强产业融合发展，构建“强链、补链”和标准化的拉链产业体系，推动产业向产业集群发展；3.知识创新，加强人才技术、技能培训，补足短板，提升产权地位和核心竞争力；4.管理创新，细分市场、聚焦客户、提升服务。

HSD Chief Financial Officer, Li Wanling  
HSD财务总监 李婉玲

# THE DEVELOPMENT HISTORY OF HSD

## HSD的发展史

1991

Established in 1991  
创立

1992,

Purchased our first painting machine. With a 100 square meters office and workshop, the company produced 90 tons per month.  
购置第一台烤漆机, 作坊式生产, 当时只有100平方米的生产车间和办公室, 月产量90吨左右。

1995

Company is incorporated in Hong Kong.  
香港成立香港公司, 联兴公司。

1998,

Purchased stitching and molding machinery.  
购进缝合机及成型机。

1999,

DEC.  
the factory was relocated from Shayna to Ganging Industrial Park.  
12月  
石岩厂区搬迁到光明工业园。

JUN.  
HSD acquired Ishan Dyeing factory and Yi Ming Co., Ltd. New office building was built. High-end equipment was purchased. Staff expanded to 45 people and monthly output increased to 100 tons.

6月  
收购亿山染色厂, 亿明制线有限公司。

新建办公楼, 全面引进前道设备, 当时月产能达到100吨左右, 职工人数45人。

2000,

Received ISO 9000 Certification.  
通过ISO9000体系认证。

2001

Huashengda (HSD) Zipper Shenzhen Co. Ltd is established.

成立深圳市华圣达拉链有限公司

AUG.  
Production is expanded to Tangney to product finished zippers for clothing manufactures.

8月  
公司开始在塘尾租厂房生产后道的条装拉链供给服装拉链厂商。

2003,

JAN.  
Small production facility relocated to HSD Industrial zone.

1月  
后道车间搬迁至新建的华圣达工业区, 当时的赋地仅为一栋仓料的房舍。

2004,

Opened an electroplating facility in Quenching.  
成立权昌电镀厂。

First nickel free metal zipper.  
第一次生产不含镍金属拉链。

2005,

Cooperation with industry peers from Belgium, Turkey, Morocco, Columbia.

开始与比利时、土耳其、摩洛哥、哥伦比亚等同行合作。

NOV.  
Received ISO 14001 Certification.

11月  
公司通过ISO14000环境认证。

DEC.  
HSD Zipper is recognized as "Top Ten Famous Brand" in zipper industry.

12月  
公司获得中国拉链行业十大知名品牌荣誉。

2006,

First OEKO-TEX Standard 100 certification.  
公司产品第一次取得OEKO-TEX认证。

2007,

Implement new ERP system.  
引进ERP系统运作成立工程开发部。

2008,

Additional investment to finalize new finishing workshop.  
扩大投资, 新建华圣达后道车间并完成搬迁。

2010,

A significant renovation of sewage treatment plant, in order to meet the requirements of the countries with environmental control.

重资整修污水处理车间, 以符合国家对环保要求的控管。

2012,

Expanded the electroplating mill and set up a new hanger plating line.

扩大电镀厂的规模及设备引进挂镀车间。

2013

Became bluesign system partner.  
成为蓝标系统合作伙伴

2014

Expanding overseas. HSD factory in Cambodia is established, being the first Chinese owned zipper manufacturing abroad. Awarded "Shenzhen Famous Brand."

扩大成立海外工厂 - 华圣达柬埔寨中国第一家海外设厂拉链企业。获得深圳知名品牌。

2015,

Implement 6S lean production system. Awarded "Guangdong Well-know Trademark."

引进6S精益改善系统, 大幅提升企业产品与人文素质。获得广东省著名商标。

2016,

Sep.  
Passed the certification of Adidas laboratory.

九月  
阿迪达斯实验室验证通过。

Passed the national high-tech enterprise recognition.  
国家高新技术企业科技认证成功

2017

Hong Kong Star Brand Award  
获得香港星级品牌荣誉。

Zipper product approved by bluesign system.  
获得蓝标产品认证

2019

In June 2019, the first four in one metal rotary table machine in China was successfully developed.

2019年6月, 国内第一台四合一金属转盘机研发成功。

July 2019, start the TPM project; Obtained the intellectual property management system certification in the same time.

2019年7月, 正式启动TPM项目; 同年, 获得知识产权管理体系认证。

2020

2020, obtained a Integration of Informationization and Industrialization Management System Certificate; Obtained the 2020 Excellent Performance Pilot Enterprise in Guangming.

2020年, 获得《信息化和工业化融合管理体系》证书; 同年, 获得光明区2020年度卓越绩效试点企业。

In 2020, the construction plan of Zhejiang zhejiang factory was officially launched; By December 2020, the three in one equipment upgrading project of nylon, plastic steel and metal series will be completed.

2020年, 浙江工厂建厂计划正式启动; 2020年12月止, 完成尼龙、塑钢、金属系列三合一设备升级改造工程。

2021

May 2021, acceptance of new factory construction completion, the first machine was officially put into production in the same time.

2021年5月, 浙江工厂建设竣工验收, 同月, 第一台机器正式投产。

2023

Expand to establish overseas factories - HSD Vietnam Factory  
扩大成立海外工厂 - 华圣达越南工厂

June 2023  
The HSD laboratory has obtained ANTA certification.

2023年6月  
安踏实验室认证通过。

In 2023, HSD products obtained the SGS Carbon Footprint Certificate (PCF), contributing to environmental protection; In the same year, HSD exhibits successfully participated in the SGS exhibition hall of the Expo, further expanding their influence.

2023年, HSD产品获得SGS碳足迹证书(PCF), 为环保再出一份力; 同年HSD展品成功参展进博会SGS展场, 进一步扩大影响力。



For more company information, please refer to the company profile  
更多企业信息请查看企业简介



Zipper  
拉链



Button  
钮扣



Other accessories  
其它辅料



## HSD Sustainable Development Goals 2050

HSD 可持续发展目标2050

MOVING TOWARDS A SUSTAINABLE FUTURE FROM GREEN HSD

## SUSTAINABILITY STRATEGY

2030/2050 从绿色华圣达迈向可持续的未来  
可持续发展战略 2030/2050Energy & Climate  
能源和气候

G1+G2 GHG emissions were reduced by 50% by 2030.  
Reduce the carbon footprint of products by 50% by 2030.  
The energy intensity used in manufacturing processes should be reduced by 20% by 2025.  
Carbon neutrality by 2050.

到2030年, G1+G2 温室气体排放降低50%  
到2030年, 产品碳足迹降低50%  
到2025年工业能源消耗强度降低20%  
到2050年, 实现碳中和

In order to avoid climate anomalies on Earth, the long-term goal of the Paris Agreement is to limit the increase in global average temperature compared with pre-industrial times to within 2 degrees Celsius, and strive to limit the temperature rise to 1.5 degrees Celsius. HSD is also continuing to make efforts to this end, and continuously save energy and reduce emissions in the development process of the company.

为了避免地球气候异常,《巴黎协定》的长期目标是将全球平均气温较前工业化时期上升幅度控制在2摄氏度以内,并努力将温度上升幅度限制在1.5摄氏度以内, HSD也在持续为此做出努力,在公司发展过程中不断节能减排。

SDGs  
Based on 2022  
基于2022Resources  
资源

The intensity of industrial solid waste output will be reduced by 50% by 2030.  
The recycling rate of industrial waste will reach 100% by 2030.

到2030年 工业固体废弃物产生量减少50%  
到2030年 工业废弃物回收利用率达100%

The materials used in the company's products and packaging are replaced with sustainable materials, thereby reducing the load on the environment, reducing the production of industrial solid waste, increasing the reuse rate of industrial solid waste, in order to achieve resource recycling and make contributions to society.

公司的产品及包装使用的材料更换为可持续材料,从而降低对环境的负荷,减少工业固体废弃物的产生,增加工业固体废弃物的再利用率,以实现资源循环利用为社会做贡献。

SDGs  
Based on 2022  
基于2022Water  
水SDGs  
Based on 2022  
基于2022

Fresh water used for production Reduce by 80% by 2030.  
100% of wastewater will be reused by 2030. (Reused to production process)  
The water intensity of production processes will be reduced by 20% By 2025.

到2030年用于生产的新鲜淡水输入减少80%  
到2030年废水回用率达100%  
到2025年生产用水强度降低20%

In order to preserve the precious stock and quality of water resources, HSD is committed to reducing the amount of water required for business operations, reducing sewage and wastewater discharge, increasing the purification and recycling rates of sewage and wastewater, and reducing the environmental burden on the company's operations.

为了珍贵的水资源存量与质量, HSD致力于减少事业运营所需水量,减少污水水排放,增加污水的净化与回收使用率,以减少公司运转对环境的负荷。

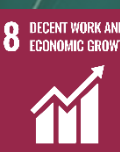
Chemicals  
化学品SDGs  
Based on 2022  
基于2022

Establishment of Chemical Risk Assessment, Realization of Internal Chemical Risk Analysis,  
ZDHC Chemical System Certification,  
Mass Production and Application of Water-Soluble Paints.

化学品风险评估建立, 实现内部化学品风险分析, ZDHC化学品体系认证  
水溶性涂料投入量产并应用

To reduce the environmental pollution caused by the use of chemicals,  
HSD has been strictly controlling chemicals and increasing the proportion of water-soluble  
coatings to reduce the harm to the environment and organisms.

为减少化学品使用对环境造成的污染, HSD一直在严格的管控化学品,并且增加水溶性涂料的比例,以降低对环境和生物的危害。

Human Rights  
人权SDGs  
Based on 2022  
基于2022

Enhance internal audits.  
Bolster the role of employee representatives in company operations.

增加内部审计  
促进和加强员工代表在公司运营中的作用

Valuing and respecting the dignity and rights of all, and contributing to diverse and sustainable social development.  
重视且尊重所有人的尊严和权力, 为多样化、可持续的社会发展做出贡献。



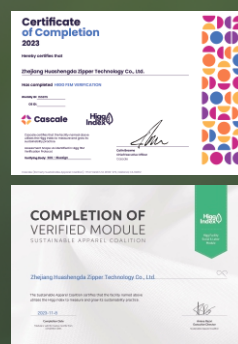
ISO9001/ISO14001



bluesign



Higg Index



OEKO-TEX

Global Recycled Standard  
GRS

HSD

1 每生产  
条拉链 ≈帮地球回收  
1.586  
个废弃塑料瓶

省油



节约用水



减少碳排放

HSD

“HSD partners with you to protect our home.”

华圣达与您携手, 共同守护我们的家园。

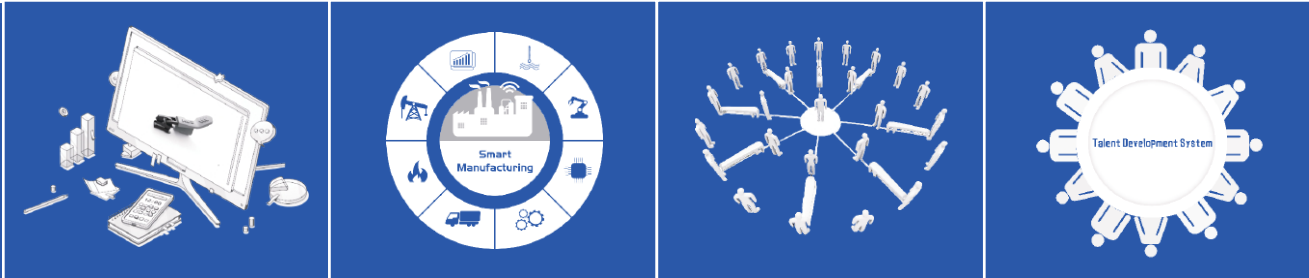
03

HSD'S GREAT ABILITY  
华圣达大能力

|                                                              |    |
|--------------------------------------------------------------|----|
| Innovative Capabilities & Brand Promotion Power              |    |
| 创新力和品牌推广力                                                    | 25 |
| Technological Innovation & Smart Manufacturing Capabilities. |    |
| 技术革新和智能制造能力                                                  | 27 |
| Scientific Organizational Management Capability              |    |
| 科学化的组织管理力                                                    | 29 |
| Systematic Cultivation Capability for Talent                 |    |
| 人才的体系培育力                                                     | 31 |

DEVELOPING  
STRATEGIC PLANNING,  
CONTINUOUSLY MOVING TOWARDS MORE VALUABLE OBJECTIVES.

开展战略规划, 不断朝着更具价值的目标前进。



# INNOVATIVE CAPABILITIES & BRAND PROMOTION POWER

## 创新力和品牌推广力

### To provide more valuable products for customers and society.

为客户和社会提供更有价值的产品

HSD致力于满足客户多样化的需求, 根据不同客户和主要市场的需求, 提供最适合客户的企划, 并全力实施, 不断努力开发出各类更具价值的解决方案, 持续提供创新的想法和革新性产品。

HSD致力于为全球客户提供优质服务, 我们的优势在于把握市场趋势和客户需求的核心, 为客户提供定制化的产品企划和开发方案。我们提供“一对一”的个性化服务, 努力开拓新领域, 为更多客户提供适切的解决方案, 使我们的产品更加功能强大、具有吸引力。同时, 我们积极探索客户和社会潜在的需求, 致力于开发并提供更具价值的产品。

HSD is committed to meeting the diverse needs of customers by providing tailored plans based on the requirements of different clients and primary markets, and implementing them fully. We continuously strive to develop various value-added solutions, offering innovative ideas and revolutionary products consistently.

HSD is committed to providing high-quality services to global customers. Our advantage lies in understanding the core of market trends and customer needs, and providing customized product planning and development solutions. We offer personalized "one-to-one" services, strive to explore new areas, and provide appropriate solutions for more customers, making our products more functional and appealing. Additionally, we actively explore potential customer and societal needs, aiming to develop and provide more valuable products.

### Product planning and development strategy based on market and customer segmentation.

根据市场分类和客户分类的产品企划和开发策略

#### Market segmentation 市场分类

Value Market  
价值市场

Conventional Market  
常规市场

#### Customer segmentation 客户类型

Premium Brand  
High-performance Brand  
高级品牌  
高功能性品牌

Casual everyday brands  
Supermarket, e-commerce, fast fashion brands  
休闲日常类品牌  
商超、电商、快时尚类品牌

#### Response strategy 应对策略

Promoting the entry of value-added products into the market  
Advancing the promotion and further development of environmentally friendly products

推进附加价值产品进入市场  
推进环保产品的推广与进一步开发

Enhancing brand competitiveness and cost competitiveness  
加强品牌竞争力和成本竞争力

### Hsd's value-added products

HSD的附加价值产品

#### Promoting sustainable material products.

推广可持续材料产品

我们已经实现了100%回收材料产品的研发, 并在可持续发展计划中提出, 在2025前进一步研发单一回收材料产品, 在2030前, 研发生物基材料产品, 在2035前, 研发生物可降解材料产品, 以减少公司事业发展中对于石油原料的依赖, 其中使用再生PET材料的产品, 我们一直致力于向客户推广, 期许通过这种方式减少碳排放和石油原料的使用!

We have achieved the development of 100% recycled material products and proposed in our sustainable development plan to further develop single recycled material products by 2025, bio-based material products by 2030, and biodegradable material products by 2035, aiming to reduce the company's reliance on petroleum resources in its business development. Among these efforts, products made from recycled PET materials have been actively promoted to customers, with the expectation of reducing carbon emissions and the use of petroleum resources through this approach!



100% recycled material products  
100%回收材料产品

#### Continuously developing new patented products.

持续研发新专利产品

我们持续深耕防水领域, 相继推出各类防虹吸、防雾化、防泼水反光等产品, 2023年成功突破壁垒, 研发出塑钢防(泼)水拉链专利, 达到国际EN ISO 4920 喷淋测试4级; 2023年还成功研发出上止快脱拉链专利产品, 为多个领域实现有价值的创造。

We continue to delve into the waterproofing field, successively launching various products such as anti-siphon, anti-fogging, and water-repellent reflective products. In 2023, we successfully broke through barriers and developed patented plastic steel waterproof zippers, achieving a level 4 spray test according to international standard EN ISO 4920. In the same year, we also successfully developed patented products for top-stop quick-release zippers, creating value in multiple fields.



Plastic WR zipper  
塑钢防(泼)水拉链  
EN ISO 4920 spray test Level 4  
EN ISO 4920 喷淋测试4级

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CORPORATE UPDATES  
企业动态

"Innovative capacity" originates from our "imagination" and is a crucial element in achieving sustainable social development. Imagination requires considering both the objective needs and environment through "association," as well as breaking through existing frameworks with creative and imaginative ideas to make products more innovative and interesting. "Brand promotion power" stems from our products, where innovation, quality, and service collectively form the cornerstone of brand promotion. Only by ensuring a solid foundation can promotional efforts proceed smoothly, leading to increased customer acceptance of the brand. We adhere to this principle, continuously striving to create products of greater value.

“创新力”源于我们的“想象力”, 是我们实现可持续社会发展的关键要素。想象力需要同时考虑“联想”客观需求和环境, 以及“天马行空”地突破现有框架, 使产品更富创意和趣味性。“品牌推广力”则源自于我们的产品, 产品的创新、品质和服务等因素共同构成了品牌推广的基石。只有确保基石坚固, 推广工作才能顺利展开, 客户对品牌的认可度也才能提升。我们以此为理念, 不断努力创造更具价值的产品。

## ANNUAL STRATEGIC OBJECTIVES

### 年度战略目标

### Enhancing consistency among all factories and headquarters, and expanding the scale of "creativity."

加强各工厂与总部一致性, 扩大“创意”规模

我们已在中国浙江及柬埔寨成功运营HSD智能工厂, 全面覆盖拉链生产的所有环节, 并于2023年启动越南智能工厂的建设, 预计2024年竣工。为确保全球生产能力的统一与高效, 我们为这些工厂统一配置了顶尖的工序设备, 保障生产能力一致, 并整合了ERP、CRM、PDM及配色等统一系统, 确保产品质量的始终如一。在“创意”驱动市场的今天, 我们持续扩大产品研发版图, 深度挖掘客户需求, 定制化打造独具匠心的产品, 灵活应对全球多样化的文化趋势与流行风尚。同时, 我们主动探索, 定期孕育创新灵感, 借助先进的3D设计与打印技术, 将创意迅速转化为触手可及的现实, 为客户提供虚实交融的创意展示平台, 激发合作新灵感, 深化客户关系, 携手共创双赢未来。

We have successfully operated HSD Smart Factories in Zhejiang, China, and Cambodia, fully encompassing all stages of zipper production. In 2023, we initiated the construction of a Smart Factory in Vietnam, with an anticipated completion in 2024. To ensure uniformity and efficiency in global production capabilities, we have equipped these factories with state-of-the-art process machinery, ensuring consistent production capabilities. Furthermore, we have integrated unified systems such as ERP, CRM, PDM, and color matching, guaranteeing consistent product quality across the board. In today's market driven by 'creativity', we continuously expand our product R&D horizons, deeply exploring customer needs to custom-craft innovative products that cater to diverse cultural trends and fashion styles worldwide. Additionally, we proactively seek out and nurture fresh ideas regularly, leveraging advanced 3D design and printing technologies to swiftly transform these ideas into tangible realities. We provide our clients with a platform that blends virtual and physical creativity showcases, inspiring new ideas for collaboration, strengthening client relationships, and working towards mutually beneficial success.

### 3D printing design services

3D打印设计服务



### New Product Information

新产品信息



### Continuously create valuable products

持续创造有价值的产品

To meet the trends in outdoor sports and tactical wear, HSD has been dedicated to advancing its expertise in the field of waterproofing. We have successfully developed a patented plastic-coated waterproof zipper that meets Level 4 standards in the international EN ISO 4920 spray test. This zipper not only provides a high level of waterproofing but also delivers superior performance compared to conventional nylon waterproof zippers. As a result, it is capable of meeting the demands of the more professional outdoor sports equipment and tactical wear market.

为迎合户外运动和冲锋衣流行趋势, HSD专注于防水领域的深耕, 成功研发出能通过国际EN ISO 4920喷淋测试达到4级标准的塑钢防(泼)水拉链专利。这种拉链不仅具备高等级的防泼水功能, 还具有比常规尼龙防泼水拉链更强的性能。因此, 它能够满足更专业的户外运动装备和冲锋衣市场的需求。

### Hydro Block

Despite the availability of numerous quick-release zipper types in the market, they still encounter various issues. HSD engineers have tackled the main concerns associated with quick-release zippers, including zipper closure feel, extraction feel, top-stop size, length, and distance. We have successfully developed a patented new Quick-off Top and Bottom Stop zipper to meet the demand for refined design in high-end sportswear.

尽管市场上已有不少快脱型拉链, 但它们仍然存在各种问题。HSD的工程师们针对快脱型拉链的主要问题进行了攻克, 包括拉合手感、脱出手感、上止大小长度和距离等。我们成功研发出具有专利的全新上下止快脱拉链, 以满足高端运动服装对精细化设计的需求。

### Quick-off Top and Bottom Stop

# TECHNOLOGICAL INNOVATION & SMART MANUFACTURING CAPABILITIES.

## 技术革新和智能制造能力

To ensure product quality, HSD has been gradually perfecting all processes to be completed within our factory since its establishment. Today, HSD integrates a series of processes and inspections including zipper tape weaving, molding, stitching, dyeing, molding, die-casting, spraying, plating, nylon tape assembly, plastic steel tape assembly, metal tape assembly, various coding, and button production. With one-stop manufacturing, we can control the quality of all processes to ensure good product quality.

为了保障产品的品质，HSD从创立开始，就在一步步完善所有工序均在我们工厂中可以完成，如今HSD整合了拉链织带、成型、缝合、漂染、模具、压铸、喷涂、电镀、尼龙条装、塑钢条装、金属条装、各类码装和钮扣生产系列工序及检测，一站式制造，能够管控所有工序的品质，确保产品质量良好。

# PERSISTING IN INTELLIGENCE & DIGITIZATION.

## “坚持智能化和数字化”

以大数据、云计算、物联网、人工智能等为代表的数字经济快速发展，新一轮产业革命随时席卷而来推动着产业全要素、全价值链的高度融合发展，加快提升“数智力”和数字化转型，蕴含企业财富密码。打造智能自动化工厂，是HSD对于未来发展趋势的重要举措，实现智能自动化的一站式生产，从原料到成品，完整由机器完成。

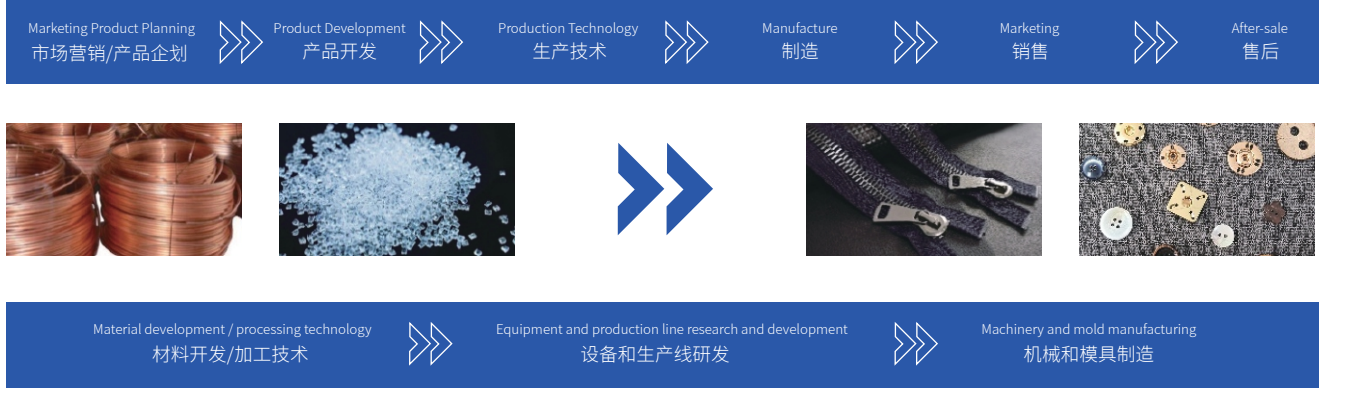
摘自五金协会拉链分会会长-HSD董事长黄诗华  
《2023 中国拉链产业经济运行分析及行业趋势发展报告》

The rapid development of the digital economy represented by big data, cloud computing, the Internet of Things, artificial intelligence, etc., is driving a new round of industrial revolution, promoting the high integration development of all factors and the entire value chain of industries, and accelerating the enhancement of "digital intelligence" and digital transformation, embodying the wealth code of enterprises. Building intelligent automated factories is an important initiative for HSD in response to future development trends, achieving one-stop intelligent automated production, from raw materials to finished products, all completed by machines.

Extract from Mr. Huang Shihua, President of the Zipper Branch of the Hardware Association and Chairman of HSD  
"2023 Analysis of China's Zipper Industry Economic Operation and Industry Trend Development Report"

### Quality and Environment

品质与环境



### Analysis and Interpretation

分析与解析

HSD实现了从材料到生产设备、产品皆具备自主开发的“一站式生产”，从拉链织带、成型、缝合、漂染、模具、压铸、喷涂、电镀、尼龙条装、塑钢条装、金属条装、各类码装和钮扣生产系列工序及检测，到多合一设备等生产设备的研发生产，以及各类新材料、环保材料产品的研发，以确保我们的产品能满足客户需求，我们的品质能完整监测，稳定的为客户提供优质服务。

HSD has achieved a "one-stop production" capability with independent development across materials, production equipment, and products. This includes a series of production processes and testing, such as zipper tapes, molding, sewing, dyeing, molding, die-casting, spraying, electroplating, nylon and plastic tapes, metal tapes, various types of packaging, button production, as well as the research and development of multi-functional equipment and various new materials and environmentally friendly products. This ensures that our products meet customer needs and that our quality can be fully monitored, providing stable and high-quality services to our customers.

### ANNUAL STRATEGIC OBJECTIVES

年度战略目标

### The continuously improved "one-stop" manufacturing production mechanism.

不断完善的“一站式”制造生产机制

To meet the needs of more customers, we are increasing the number of factories while improving our "one-stop" production approach. We aim for high efficiency and productivity, and establishing supply bases in different regions is an ongoing goal for us.

为了应对更多客户的需求，我们一边增加工厂数量，一边完善“一站式”生产，寻求高产量高效率，在不同地区的生产条件下建立供应基地是我们持续完成的目标。

### Constructing unmanned production lines for continuous manufacturing.

建造持续生产的无人生产线

To achieve automation and intelligence in the production process, reducing labor costs and human errors, thereby improving production efficiency and product quality; unmanned intelligent production lines can realize continuous production around the clock, free from time and space constraints, greatly enhancing production flexibility and adaptability to better respond to market demand changes; additionally, they can also reduce energy and raw material consumption in the production process, lowering production costs and enhancing the competitiveness and sustainable development capabilities of the enterprise.

为了实现生产过程的自动化和智能化，减少了人力成本和生产过程中的人为误差，提高了生产效率和产品质量；无人智能生产线可以实现全天候持续生产，不受时间和空间的限制，大大提升了生产的灵活性和适应性，能够更好地应对市场需求的变化；此外，还能够减少生产过程中的能源和原材料消耗，降低了生产成本，提升了企业的竞争力和可持续发展能力。

### NEW INFORMATION RELEASE

新信息发布

### Smart manufacturing

智能智造

We are actively leveraging various digital technologies, including artificial intelligence, robotics, and sensors, to achieve intelligent manufacturing. In addition to the various automated production lines that have been established, we are also promoting the application of multifunctional integrated equipment to enhance digital quality management. We convert all production information into QR codes embedded in the product manufacturing process, enabling all processes and machines to be scanned for real-time quality monitoring.

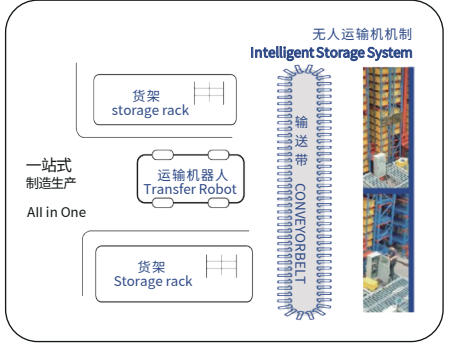
我们正在积极运用各种数字化技术，包括人工智能、机器人和传感器等，以实现智能化生产。除了已经建成的各类自动化生产线，我们还在推动多功能合一设备的应用，促进数字化品质管理，我们将所有生产信息转化为二维码，嵌入产品生产流程中，使得所有工序和机台都可以进行扫描，实现对品质的实时监控。

### Fully automated cyanide-free electroplating production line

全自动无氰电镀产线

We have not only successfully completed the transition to cyanide-free electroplating but also developed and put into operation a fully automated cyanide-free electroplating production line. This not only enhances the efficiency and safety of our electroplating process but also ensures the consistency of product quality. Moreover, we have successfully eliminated the environmental hazards posed by cyanide electroplating, leading to significant improvements in the working environment of our manufacturing processes.

我们不仅成功完成了无氰电镀的转型，更研发并投入运营了全自动无氰电镀产线，这不仅使得我们的电镀工艺更为高效、更加安全，还保证了产品质量的一致性。同时，我们成功消除了有氰电镀对环境造成的危害，实现了制造工序作业环境的显著改善。



# SCIENTIFIC ORGANIZATIONAL MANAGEMENT CAPABILITY

## 科学化的组织管理力

The rapid changes in the current market and economy, coupled with the convergence of consumer fashion trends and the rapid dissemination of the internet era, require enterprises to respond quickly. The scientific management model enables HSD to respond to market changes more quickly and meet customer demands.

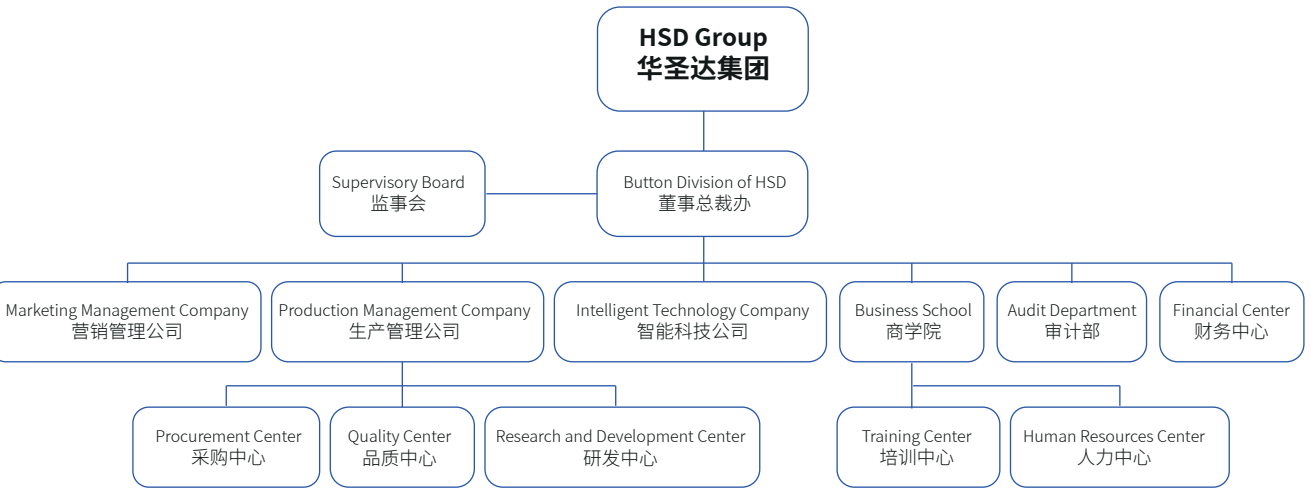
当前市场和经济的变化日益迅速，加之消费者时尚趋势与网络时代的快速传播相结合，使得企业需迅速应对。科学化的管理模式使得HSD能够更快速地响应市场变化，满足客户需求。

# SCIENTIFIC MANAGEMENT ENABLES FASTER RESPONSES.

## “科学化管理让反应更快速”

HSD clearly defines the roles and responsibilities of each department: defining roles and responsibilities clearly to avoid confusion and ensure that everyone understands their contribution to organizational goals. Enhancing efficiency and productivity: scientific management can optimize processes and resource allocation, thereby enhancing the efficiency and productivity of the organization. Cost reduction: through scientific methods, organizations can better control costs and reduce waste, thereby improving profitability. Improving employee satisfaction: scientific management methods can provide employees with clearer goals and roles, enhancing their sense of involvement and satisfaction. Promoting innovation and development: scientific management can encourage innovation and improvement, enabling organizations to adapt to the constantly changing market and environment.

HSD明确各个部门的角色和责任：清晰地定义角色和责任，避免混淆，并确保每个人都理解他们对组织目标的贡献。提高效率 and 生产力：科学化的管理可以优化流程和资源分配，从而提高组织的效率 and 生产力。降低成本：通过科学化的方法，组织可以更好地控制成本并减少浪费，从而提高盈利能力。提升员工满意度：科学化的管理方法可以为员工提供更清晰的目标和角色，增强员工的参与感和满意度。促进创新和发展：科学化的管理可以鼓励创新和改进，使组织能够适应不断变化的市场和环境。



### ANNUAL STRATEGIC OBJECTIVES

#### 年度战略目标

### Global operations structure of hsd

#### 全球经营体制

A suitable English translation for the given passage could be:  
"To deepen its overseas business operations, HSD has strategically positioned three factories globally and segmented the global market into four strategic regions: China, Europe, the Americas, and Southeast Asia, aiming to precisely tackle the diversity and complexity of the global market. Recognizing the prominent differences across the globe, encompassing the uniqueness of business environments, the diversity of cultural backgrounds, and the varying consumption habits, HSD is able to implement more refined business strategies, deeply understand and accurately cater to the needs of each regional market, offering highly customized local service experiences. This approach enables us to keenly capture market dynamics, swiftly respond to regional demands, localize our products and services, and win over the market. Furthermore, our global network of factories and offices strengthens our supply chain, enhances delivery efficiency, shortens response times, and propels HSD's rapid expansion and sustainable development in the global market."

为深化海外事业经营，HSD精心布局，全球范围内设立了三大工厂，并将全球市场细分为四大战略区域：中国区、欧洲区、美洲区及东南亚区，以精准应对全球市场的多元性与复杂性：全球各地显著的差异性，涵盖商业环境的独特性、文化背景的多样性及消费习惯的迥异。HSD能够实施更为精细化的业务策略，深度洞察并精准对接各区域市场需求，提供高度定制化的本地服务体验。这能帮助我们敏锐捕捉市场动态，快速响应区域需求，实现产品与服务的本地化，赢得市场。同时，全球工厂网络及办事处强化了供应链，提升配送效率，缩短响应周期，推动HSD在全球市场的快速扩展与持续发展。



### NEW INFORMATION RELEASE

#### 新信息发布

### Investment plans in various regions

#### 各地区的投资计划

HSD has meticulously crafted tailored, differentiated investment plans for each business region. For the headquarters' smart factory, we are not only increasing investment in the button business but also proactively planning to introduce diversified auxiliary material production lines for ribbons, labels, fabrics, sewing threads, and accelerating the construction of more intelligent production lines, driven by innovation. In the Cambodian smart factory, HSD continues to deepen its smart transformation, focusing on dual investments in smart production lines and environmentally sustainable facilities, committing to sustainable development. Meanwhile, the Vietnamese factory is advancing both its smart and green initiatives, introducing advanced smart equipment while also planning for eco-friendly installations such as solar power generation systems, embodying the green production philosophy. Looking ahead, HSD will continue to expand its reach, establishing more factories to provide faster, more convenient, and all-round services to customers worldwide, jointly outlining a development blueprint.

HSD精心策划，为各事业地区量身定制差异化投资蓝图。在总部智能工厂层面，我们不仅加大对纽扣业务的投资力度，更前瞻性地规划引入织带、标签、布料、缝纫线等多元化辅料生产线，并加速构建更多智能化产线，以创新驱动发展。针对柬埔寨智能工厂，HSD持续深化智能化转型，专注于智能产线和环保设施的双重投入，致力于可持续发展。越南工厂则同步推进智能化与绿色化进程，除引入先进智能设备外，还特别规划太阳能发电系统等环保设施，践行绿色生产理念。展望未来，HSD将不断拓展版图，新建更多工厂，旨在为全球客户提供更加迅捷、高效的全方位服务，共绘发展蓝图。

# SYSTEMATIC CULTIVATION CAPABILITY FOR TALENT

## 人才的体系培育力

HSD ensures a favorable working environment for all employees in its offices across multiple countries and regions, as well as in its three factories located in different countries. Regular knowledge training sessions and activities are provided to support the professional development of employees and enrich their skill set. Additionally, we offer facilities such as employee canteens, dormitories, sports fields, and recreation parks to enhance their quality of life. Furthermore, regular medical check-ups are conducted to monitor and support the physical and mental well-being of each employee.

HSD对于多个国家和地区的办事处及三个国家的工厂所有的员工，都保障其良好的工作环境，并且提供定期的知识培训，开展活动，为员工未来发展提供了良好的发展基础和营养补充，同时，我们也有员工食堂、宿舍、运动场、休憩公园等生活类设施，并且提供定期体检，关注每位员工的身心健康。

# CHERISH AND NOURISH EVERY HSD MEMBER

## “珍惜、培养每一位华圣达人”

Employee training is a crucial initiative for any enterprise, enabling the enhancement of employees' professional skills and overall competence, as well as fostering their execution capabilities and teamwork skills. HSD organizes various training programs regularly, allowing employees to continuously acquire new knowledge and master new skills. This, in turn, boosts work efficiency and quality, better aligning with the evolving needs of the company. Moreover, such training initiatives stimulate employees' enthusiasm and creativity, elevating their work enthusiasm and sense of responsibility. Consequently, they provide solid talent support for the sustainable development of the enterprise and contribute to the cultivation of a pool of high-quality talents for the society.

企业人才培养是一项重要的举措，可以提升员工的专业技能和综合素质，增强员工的执行力和团队协作能力。HSD通过定期组织各类培训课程，员工可以不断学习新知识、掌握新技能，从而提高工作效率和质量，更好地适应企业发展的需求。此外，人才培养还可以激发员工的工作热情和创造力，提升员工的工作积极性和责任感，为企业持续发展提供坚实的人才支持，并向社会输送更多更好的人才。



### ANNUAL STRATEGIC OBJECTIVES

年度战略目标

### The refinement and implementation of CIS (Corporate Identity System).

CIS的完善与实施

In a company composed of a diverse workforce, fostering a shared understanding of the company's core values and philosophies among employees serves as the cornerstone. To this end, we are committed to continually optimizing and implementing the Corporate Identity System (CIS), aiming to unify and elevate the corporate image and brand identity, enhancing its professionalism and coherence, thereby deepening public recognition and trust in our enterprise. We meticulously standardize the visual representation and cultural communication of our company, ensuring that all brand elements and information remain highly consistent across diverse media and platforms, markedly improving brand recognition and appeal. This initiative not only aids in the more effective management and preservation of our brand assets but also continuously elevates brand value and core competitiveness amidst fierce market competition, laying a solid foundation for the long-term development of our enterprise and driving its steady progress towards a brilliant future.

在多元化员工构成的企业中，构建并强化员工对公司核心价值观与理念的共识是基石。为此，我们致力于持续优化与执行企业形象识别系统（CIS），旨在统一并升华企业形象与品牌标识，增强形象的专业度与连贯性，从而深化公众对企业的认知与信赖。我们精心规范企业的视觉表达与文化传递，确保各类品牌元素与信息跨越不同媒介与平台时，均能保持高度一致性，显著提升品牌的辨识度与感召力。这一举措不仅有助于我们更有效地管理与维护品牌资产，更能在激烈的市场竞争中，不断提升品牌价值与核心竞争力，为企业的长远发展奠定坚实的基础，推动企业稳健前行，共创辉煌未来。



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### CORPORATE DYNAMICS RELEASE

企业动态发布

### Deepening the connection between the enterprise and its employees.

深化企业与员工的联系

We uphold a profound respect for each employee's unique work style and diverse values, while steadfastly pursuing a shared vision and goals. To foster harmony, camaraderie, and emotional bonds among our team members, we meticulously plan and regularly host a myriad of engaging activities. These events not only create avenues for interaction beyond the realm of daily work but also allow employees to unwind, rejuvenate, and significantly strengthen the cohesion and unity within our team. Furthermore, recognizing the significance of maintaining a forward-thinking perspective and an open attitude in our fiercely competitive industry, we actively participate in various industry events and exchanges. Through these platforms, we not only deepen the emotional ties between our employees and our products but also confidently showcase our company's distinctive charm, professional expertise, and social responsibility to the outside world. We firmly believe that such bidirectional engagement not only elevates our brand's social influence but also further solidifies and expands our market position. (For more detailed information, please refer to page 37 for an in-depth exploration.)

我们秉持着对每位员工独特工作风格与多元化价值观的深切尊重，同时坚定不移地追求着共同的目标愿景。为了促进员工之间的和谐共生与情感联结，我们精心策划并定期举办丰富多彩的活动，这些活动不仅为员工搭建了超越日常工作范畴的交流平台，更让他们在轻松愉悦的氛围中释放压力、焕发活力，从而显著增强了团队的向心力和凝聚力。此外，我们深知在竞争激烈的行业中保持前瞻视野与开放姿态的重要性，因此积极投身于各类行业盛事与交流活动中。通过这些平台，我们不仅加深了员工与产品之间的情感纽带，更以自信的姿态向外界全面展示我们企业的独特魅力、专业实力及社会责任感。我们坚信，这样的双向互动不仅能够提升品牌的社会影响力，还能进一步巩固并拓展我们的市场地位。（欲了解更多详情，敬请翻阅至第37页进行深入探索。）



# 04

## VALUE PROPOSITION 价值主张

2023-2024

EXCEPTIONAL DUAL EXCELLENCE  
AGILE PRECISION MANUFACTURING  
SUSTAINABLE PROGRESS FORWARD

### EXCEPTIONAL DUAL EXCELLENCE 卓异双优

The Pursuit of Product Differentiation and Service Customization.

追求产品差异化和服务差异化 ..... 35

### AGILE PRECISION MANUFACTURING 速反精制

Build Rapid-Response Manufacturing Capabilities.

打造快速反应生产能力 ..... 37

### SUSTAINABLE PROGRESS FORWARD 绿续前行

Enhance Sustainable Development

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卓异双优 / 速反精制 / 绿续前行



卓异双优 / EXCEPTIONAL DUAL EXCELLENCE

THE PURSUIT OF PRODUCT DIFFERENTIATION AND SERVICE CUSTOMIZATION.

追求产品差异化和服务差异化

Enhancing the differentiation of our products.

提升我们的产品差异化

在全球格局变动和经济市场变化的背景下,企业间的竞争日益激烈。在这样的环境下,我们提出了提供差异化产品的战略,通过在产品的设计、功能、性能、品质、外观等方面与竞争对手的产品有所区别,以满足不同客户群体的需求和偏好。产品差异化的优点包括:

- 1) 增强市场竞争力:与竞争对手的产品相比,差异化的产品能够突出自身的特点和优势,从而在市场上脱颖而出,增强竞争力。
- 2) 提高客户满意度:差异化的产品能够满足不同客户群体的个性化需求,提升客户对产品的认可和满意度,促进客户忠诚度的提升。
- 3) 提高产品价格弹性:差异化产品通常具有更高的附加值和独特性,因此能够支持更高的价格,提高产品价格弹性。
- 4) 降低价格竞争风险:与同质化产品相比,差异化产品更不容易被价格竞争所冲击,从而降低了价格战带来的风险。
- 为实施产品差异化,我们采取以下举措:
- 1) 深入了解目标客户群体:了解目标客户的需求、偏好、行为习惯等信息,为产品差异化提供参考。
- 2) 进行市场调研和竞品分析:通过市场调研和竞品分析,了解市场上已有的产品特点 and 竞争对手的优势和劣势,为产品差异化设计提供参考。
- 3) 制定差异化产品策略:根据市场调研和竞品分析的结果,制定差异化产品的设计、功能、性能等策略,确保产品具有独特的竞争优势。
- 4) 不断创新和优化:不断进行产品创新和优化,提高产品的差异化程度和市场竞争能力,以满足客户不断变化的需求。

In the context of changing global dynamics and economic market shifts, competition among enterprises has become increasingly fierce. In such an environment, we have proposed a strategy to provide differentiated products by distinguishing our products from those of competitors in terms of design, functionality, performance, quality, appearance, and other aspects, aiming to meet the needs and preferences of different customer segments.

The advantages of product differentiation include: 1) Enhancing market competitiveness: Differentiated products can highlight their own features and advantages compared to those of competitors, thereby standing out in the market and enhancing competitiveness. 2) Improving customer satisfaction: Differentiated products can meet the personalized needs of different customer segments, enhancing customer recognition and satisfaction, and promoting customer loyalty. 3) Increasing product price elasticity: Differentiated products typically have higher added value and uniqueness, enabling them to support higher prices and increase product price elasticity. 4) Reducing the risk of price competition: Compared to homogeneous products, differentiated products are less susceptible to price competition, thereby reducing the risks associated with price wars.

To implement product differentiation, we have taken the following measures: 1) In-depth understanding of target customer groups: Understanding the needs, preferences, and behavior patterns of target customers to provide references for product differentiation. 2) Conducting market research and competitor analysis: Conducting market research and analyzing competitors to understand the existing product characteristics and the strengths and weaknesses of competitors, providing references for product differentiation design. 3) Formulating differentiated product strategies: Based on the results of market research and competitor analysis, formulating strategies for the design, functionality, and performance of differentiated products to ensure that products have unique competitive advantages. 4) Continuous innovation and optimization: Continuously innovating and optimizing products to enhance the level of differentiation and market competitiveness, meeting the evolving needs of customers.



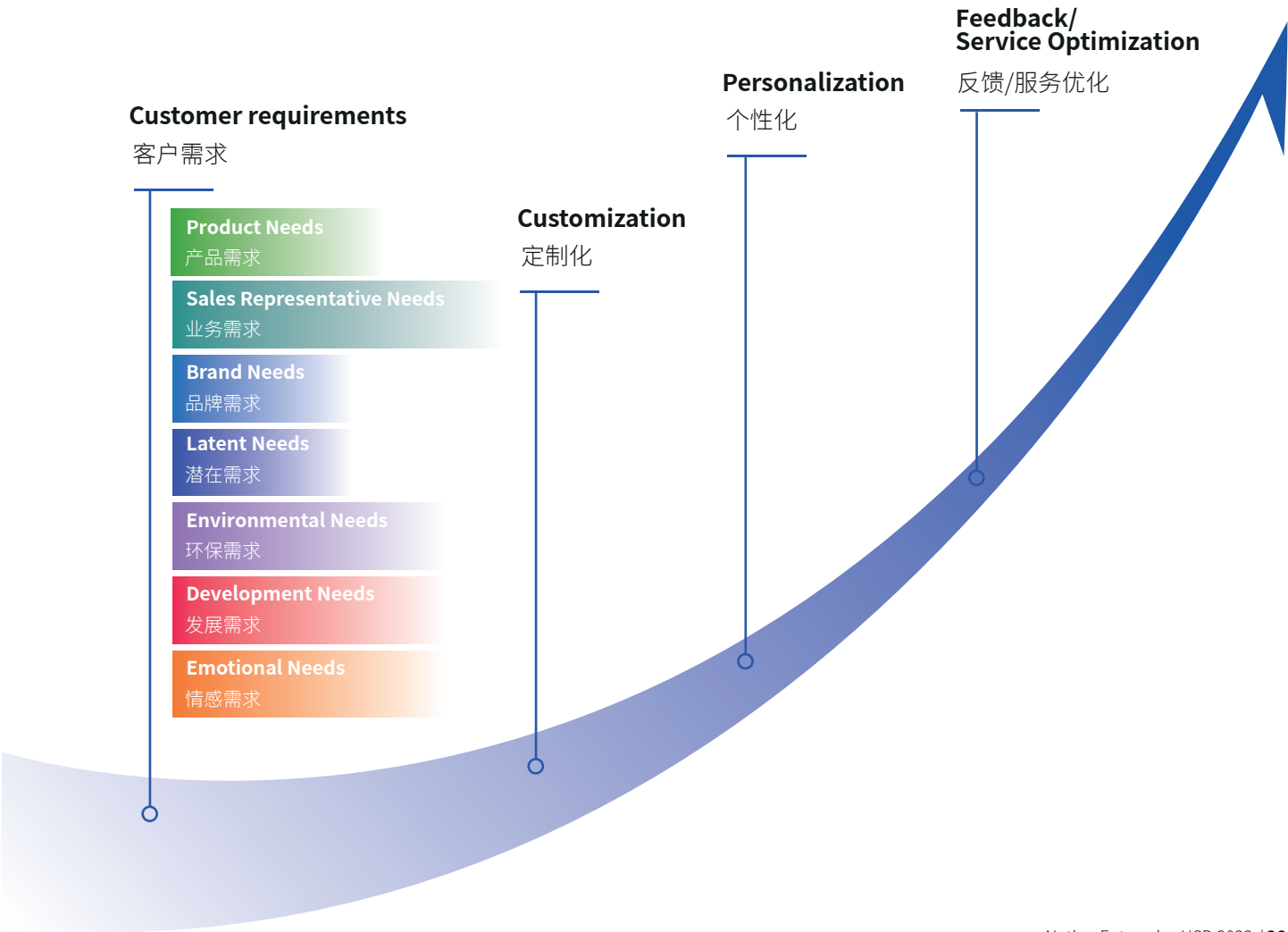
Enhancing the differentiation of our services.

提升我们的服务差异化

我们的差异化营销主旨是“以客户为中心”,将赋予客户的价值,再通过有效的营销方式传递给客户,为每一个客户,按“产品、价格、服务、品牌、分销、沟通、激励”进行量身设计;因此我们制定了另一个战略-差异化服务,通过在客户差异化服务指的是根据不同客户的需求、偏好和特点,为其提供个性化、定制化的服务。这种服务针对不同客户群体的特定需求进行量身定制,以满足客户的个性化需求,从而提升客户满意度和忠诚度。

- 这种服务的优点包括:
- 1) 提高客户满意度:通过满足客户个性化需求,增强客户对服务的认可和满意度,促进客户忠诚度的提升。
- 2) 增强竞争优势:差异化服务能够突出企业在市场竞争中的独特性和优势,从而赢得更多客户和市场份额。
- 3) 提升品牌形象:个性化的服务能够提升品牌形象和声誉,增强品牌在客户心目中的价值和地位。
- 为实施差异化服务,我们采取以下举措:
- 1) 深入了解客户需求:通过调研和分析客户数据,了解客户的需求、偏好和行为习惯。
- 2) 制定个性化服务方案:根据客户的特点和需求,设计个性化的服务方案和解决方案。
- 3) 提供定制化服务:根据客户的需求和要求,为其提供定制化的服务,包括产品设计、交付方式、售后服务等方面。
- 4) 不断优化服务:定期收集客户反馈和评价,不断优化和调整服务方案,以满足客户不断变化的需求。

Our differentiation marketing principle is "customer-centric," aiming to deliver the value endowed to customers through effective marketing means. Tailored to each customer, we design personalized services according to "product, price, service, brand, distribution, communication, and incentives." Therefore, we have devised another strategy - differentiation services, which refer to providing personalized, customized services based on the diverse needs, preferences, and characteristics of different customer segments. These services are tailored to specific requirements of various customer groups to meet their personalized needs, thereby enhancing customer satisfaction and loyalty. The advantages of such services include: 1) Enhanced customer satisfaction: By meeting customers' personalized needs, we strengthen their recognition and satisfaction with our services, promoting customer loyalty. 2) Strengthened competitive advantage: Differentiated services highlight the uniqueness and advantages of our enterprise in the market competition, enabling us to win more customers and market share. 3) Improved brand image: Personalized services can enhance our brand image and reputation, strengthening the brand's value and position in the eyes of customers. To implement differentiated services, we undertake the following measures: 1) In-depth understanding of customer needs: Through research and analysis of customer data, we gain insights into customers' needs, preferences, and behavioral habits. 2) Development of personalized service plans: Based on the characteristics and requirements of customers, we design personalized service plans and solutions. 3) Provision of customized services: We offer customized services tailored to customers' needs and requirements, including product design, delivery methods, after-sales services, etc. 4) Continuous service optimization: We regularly collect customer feedback and evaluations, continuously optimizing and adjusting service plans to meet customers' evolving needs.



速反精制 / AGILE PRECISION MANUFACTURING

BUILDING RAPID RESPONSE PRODUCTION CAPABILITY

打造快速反应生产能力

Build rapid-response manufacturing capabilities.

提升我们核心产品的快速反应生产能力

近年来，全球经济增长放缓，加上前所未有的全球性流行疫情对市场环境造成了巨大冲击，预计将对行业竞争产生深远影响，导致竞争加剧、市场转型等一系列挑战。为此，我们采取了相应措施。首先，我们致力于优化生产流程和提高生产效率，以降低生产成本。其次，通过优化采购和供应链管理，降低原材料和零部件采购成本。最后，我们在东南亚建立工厂，以配合大量客户在东南亚的成衣厂等制造厂，减少产品运送费用。此外，我们还加强了研发和创新，提高产品附加值，增强产品价格竞争力。这些举措的意义在于，有助于提升快速反应生产能力，降低生产成本、提高利润率，增强市场竞争力，赢得更大市场份额，实现长期可持续发展。

In recent years, the global economic growth has slowed down, coupled with the unprecedented global pandemic, which has caused significant disruptions to the market environment. It is expected to have far-reaching impacts on industry competition, leading to intensified competition, market transformation, and a series of challenges. In response to this, we have taken corresponding measures. Firstly, we are committed to optimizing production processes and improving production efficiency to reduce production costs. Secondly, by optimizing procurement and supply chain management, we aim to reduce the costs of raw materials and components procurement. Finally, we have established factories in Southeast Asia to meet the needs of numerous customers with garment factories and other manufacturing facilities in the region, thereby reducing product transportation costs. Additionally, we have strengthened research and development (R&D) and innovation to enhance product added value and competitiveness in terms of pricing. The significance of these measures lies in their contribution to enhancing rapid response production capability, reducing production costs, increasing profit margins, strengthening market competitiveness, capturing a larger market share, and achieving long-term sustainable development.

Currently completed

目前完成

- We have implemented the use of equipment with similar performance and price in our existing factories.
- Automation assembly lines have been established and are operational across multiple types of workshops.
- Additionally, integrated equipment for multiple processes in the downstream workshop has been fully deployed and has become the mainstay of production.
- 在我们已有的工厂使用性能和价格相同的产品制造设备。
- 已完成多个类型车间的自动化产线布线 and 运作。
- 已完成后道车间多工序合一设备推行，成为生产主力。

Future objectives

未来目标

- In the future, we aim to complete the layout of automated production lines in all workshops.
- We plan to strategically locate factories in countries such as China, Cambodia, Vietnam, and Bangladesh to serve customer factories, thereby reducing additional expenses such as transportation costs and lowering overall costs.
- Additionally, we are continuing to develop more cost-effective equipment to further reduce equipment costs.
- 完成所有车间的自动化产线布局。
- 通过在中国、柬埔寨、越南、孟加拉等国家的工厂就近辐射客户工厂，以减少运输费用之类的额外支出，降低成本。
- 我们还在进一步研发更具性价比的设备，以降低设备成本。

The training of various technical professions.

各类技术工种人员的培养

HSD has devoted considerable time and resources to cultivating technical professionals across various job categories. In 2023, we completed training programs for dozens of junior and senior textile fiber combing technicians and textile dyeing technicians. Moving forward, we aim to expand our training initiatives to meet the talent needs of our company's extensive deployment of new intelligent equipment and production lines.

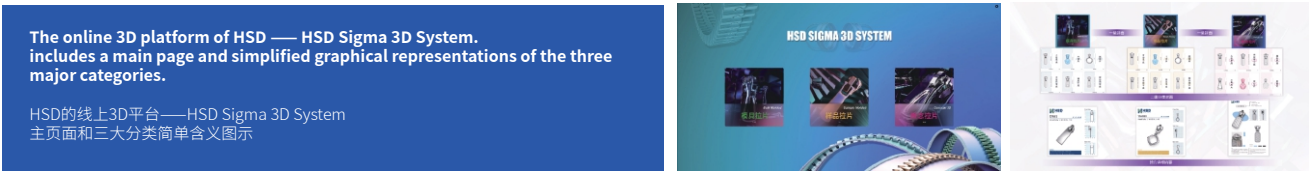
HSD投入大量时间和资金，培养各类技术工种的技术人员。2023年，我们完成了数十位纺织纤维梳理工和纺织染色工的初级和高级培训。未来，我们将进一步扩大培训范围，以满足公司对大量全新智能化设备和生产线所需人才的储备布局。

Applying intelligent digital technology to build a "one-click direct access" system.

应用智能化数字技术，构建“一键直达”

As the trend of intelligent digitization in the apparel industry becomes increasingly prominent, our company has been utilizing synchronous online 3D technology since 2022. This technology aims to digitize the matching of our company's products with downstream companies, facilitating collaborative design, production, and sales processes. This technology not only accelerates product development cycles and reduces sample production time but also helps enhance product matching and customer satisfaction. We actively keep pace with the latest trends in intelligent digitization, continuously exploring more advanced technological applications to maintain our leading position in the industry and meet the growing needs of our customers. Furthermore, in 2023, we initiated the development of the HSD Sigma 3D System, a dedicated online 3D platform for HSD. This platform meticulously categorizes products into three main types: mass-produced products, developed sample model products, and 3D design concept products, with additional detailed classifications available. It supports various keyword searches and provides features such as 3D images, dimensions, and 3D visualization (conceptual products). Additionally, the platform includes private categories exclusively visible to specific clients and their responsible offices. Moreover, we are committed to establishing an online exhibition hall to offer customers comprehensive online display services. This exhibition hall encompasses a wide range of products, including basic products, stylized products, special products, and more engaging content, allowing customers to experience our product displays without leaving their homes.

随着服装行业智能数字化趋势日益凸显，我司早在2022年就启用了可同步线上的3D技术，旨在数字化匹配我司与下游公司的产品，便于设计、生产和销售的协同进行。这项技术不仅能够加速产品开发周期、减少样品制作时间，还有助于提高产品匹配度和客户满意度。我们积极跟进最新的智能数字化趋势，不断探索更先进的技术应用，以保持在行业的领先地位，满足客户不断增长的需求。进一步地，我们于2023年开始打造属于HSD的线上3D平台——HSD Sigma 3D System。该平台按照产品分类细致排列，包括已量产大货产品、已开发样品模产品和3D设计概念产品等三大类别，内设更多详细分类，支持各种关键词检索。此外，该平台提供产品的3D图、尺寸、3D可视化（概念产品）等功能，并专门为客户设置了私密分类，仅对特定客户及其负责办事处可见。除此之外，我们还致力于打造线上展厅，为客户提供全方位的线上展示服务，涵盖大量基础产品、风格化产品、特殊产品以及更多有趣的内容，使客户可以足不出户即可体验到我们的产品展示。



The essential path to achieving smart factories.

实现智能工厂的必经之路

In the report "2023 Analysis of Economic Operation and Industry Trends Development in China's Zipper Industry" by the Chairman of HSD, the importance of future adherence to intelligent and digital development is emphasized. With the rapid development of representative technologies in the digital economy such as big data, cloud computing, Internet of Things, and artificial intelligence, a new round of industrial revolution is imminent, driving the deep integration development of the industry's full elements and value chain, accelerating the enhancement of enterprise "digital intelligence" and digital transformation, which is also the key to corporate wealth. HSD actively responds to future development trends by building intelligent automated factories to achieve one-stop intelligent automation production, from raw materials to finished products, all completed by machines, which is an important development initiative. To achieve this goal, we plan to adopt cutting-edge technologies such as robotics, artificial intelligence, sensors, etc., to build unmanned continuous operation and uninterrupted automated production lines.

在HSD董事长于《2023年中国拉链产业经济运行分析及行业趋势发展报告》中，强调了未来坚持智能化、数字化发展的重要性。随着大数据、云计算、物联网、人工智能等数字经济代表性技术的快速发展，新一轮产业革命即将到来，推动着产业全要素、全价值链的深度融合发展，加速提升企业的“数智力”和数字化转型，这也是企业财富密码的所在。HSD积极响应未来发展趋势，打造智能自动化工厂，实现一站式智能自动化生产，从原料到成品均由机器完成，这是重要的发展举措。为了实现这一目标，我们计划采用机器人、人工智能、传感器等尖端技术，致力于构建无人状态下长时间连续运转、不间断的自动化生产线。



绿续前行 / SUSTAINABLE PROGRESS FORWARD

ENHANCE SUSTAINABLE DEVELOPMENT

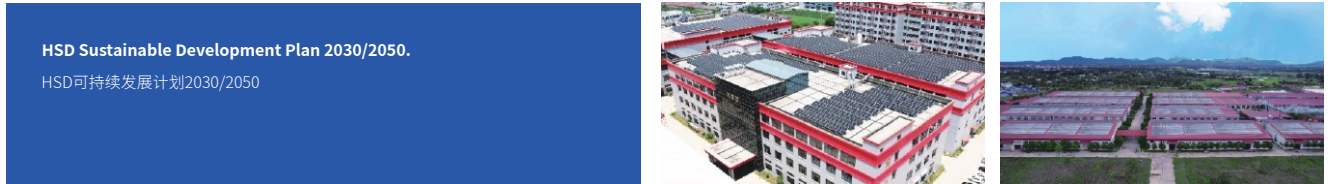
加强可持续发展

Sustainable development is at the core of HSD's operations - the “HSD Sustainable Development Plan 2030/2050”.

可持续发展是HSD的经营轴心——“HSD可持续发展计划2030/2050”

In 2023, HSD formulated the "HSD Sustainable Development Plan 2030/2050," setting goals for five main themes: "Energy and Climate," "Resources," "Water," "Chemicals," and "Human Rights." The company is committed to achieving relevant SDGs (United Nations Sustainable Development Goals) and striving for "carbon neutrality" and "climate neutrality" by 2050. In 2023, we fully installed solar power generation systems at the zhejiang Intelligent Factory, following a similar installation completed in the Cambodian factory in 2021. The ongoing construction of the Vietnamese factory will also incorporate solar power generation systems to replace fossil fuels with clean energy. Additionally, significant investments have been made to enhance and optimize wastewater treatment, air pollution control, and other systems at the zhejiang and Cambodian factories, contributing to sustainable development goals.

HSD于2023年制定了“HSD可持续发展计划2030/2050”，针对“能源和气候”、“资源”、“水”、“化学品”、“人权”五大主题设定了目标，致力于实现相关的SDGs(联合国可持续发展目标)，并争取在2050年实现“碳中和”，达到“气候中立”。2023年，我们在浙江智能工厂全面铺设了太阳能发电系统，之前于2021年已为柬埔寨工厂完成了同样的铺设，而正在建设中的越南工厂也将配备太阳能发电系统，以期用清洁能源替代化石能源。此外，我们还投入大量资金，在浙江和柬埔寨工厂完善和优化污水处理、废气处理等系统，为可持续发展目标做出贡献。



| 主题 Theme                                                                                                                                 | 目标 Objective                                                                                                                                                                                                                                                                                                                                                                                                                                           | SDGs                                                                                                                                                                                                                                                                                               | 2023年进展 Performance in 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2023年后的计划 Plans after 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div></div> <div>Energy &amp; climate<br/>能源和气候</div> | <div>Based on 2022:</div> <div>- G1+G2 GHG emissions were reduced by 50% by 2030</div> <div>- Reduce the carbon footprint of products by 50% by 2030</div> <div>- The energy intensity used in manufacturing processes should be reduced by 20% by 2025</div> <div>- Carbon neutrality by 2050</div> <div>以2022年为基准:</div> <div>到2030年, G1+G2 温室气体排放降低50%</div> <div>到2030年, 产品碳足迹降低50%</div> <div>到2025年, 生产用能源强度降低20%</div> <div>到2050年, 实现碳中和</div> | <div></div> <div></div>                                                                                                  | <div>In 2023, product yield increased by 21%, carbon emissions increased by 20%, and the carbon footprint decreased by 0.16%.</div> <div>New energy composition - On June 28, 2023, photovoltaic power generation facilities were officially put into operation. In 6 months, they provided 552,000 kWh of clean electricity, reducing carbon emissions by 320.54 tCO2e.</div> <div>产品产量上升21%, 碳排放上升20%, 碳足迹下降0.16%。</div> <div>新的能源构成: 2023年6月28日光伏发电设施正式投入使用, 6个月, 提供了55.2万KWH(度) 清洁电力</div> <div>减少碳排放320.54tCO2e。</div> | <div>Carbon Emission Goals: 1) Solar power: Completed. 2) Sign power purchase agreements by 2024. 3) Replace 20% by 2025. 4) Replace 50% by 2027. 5) Achieve 80% replacement by 2030.</div> <div>Energy Consumption Targets: 1) Low-energy equipment: Completed. 2) Replace 20% by 2025. 3) Replace 50% by 2030.</div> <div>Carbon Neutrality Objectives: 1) Develop carbon offset measures. 2) Commence action by 2027 to offset remaining 50%. 3) Carbon neutrality will be achieved by 2030.</div> <div>碳排放目标: 1) 光伏电, 已完成。2) 2024年内签署购电协议。3) 2025年替换20%, 4) 2027年替换50%, 5) 2030年替换80%。</div> <div>能耗目标: 1) 低能耗设备, 已完成。2) 2025年替换20%, 3) 2030年替换50%。</div> <div>碳中和目标: 1) 制定碳补偿措施。2) 2027年开始行动, 补偿剩余50%, 3) 2030年实现碳中和。</div> |
| <div></div> <div>Resources<br/>资源</div>               | <div>Based on 2022:</div> <div>- The intensity of industrial solid waste output will be reduced by 50% by 2030.</div> <div>- The recycling rate of industrial waste will reach 100% by 2030.</div> <div>以2022年为基准:</div> <div>到2030年, 工业固体废弃物排放强度降低50%</div> <div>到2030年, 工业固体废弃物再利用率达100%</div>                                                                                                                                                       | <div></div>                                                                                                                                                                                                   | <div>Product output increased by 21%, solid waste increased by 21%, and the recycled waste reached 97.07%, with a total growth of 14%.</div> <div>The waste per unit of textile decreased by 27%, the waste per unit of plastic decreased by 36%, and the hazardous waste output per unit decreased by 13%. (KG/Kg product)</div> <div>产品产量上升21%, 固废上升21%, 回收再利用的废弃物达97.07%, 总量增长14%。</div> <div>单位产品纺织浪费下降27%, 单位产品塑料浪费下降36%, 单位产品危废产出下降13%, (KG/Kg product)</div>                                                         | <div>By 2030, solid waste will be reduced by 50%, and the recycling of waste will reach 100%.</div> <div>2030年固体废弃物减少50%。</div> <div>2030年回收再利用废弃物达到100%。</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <div></div> <div>Water<br/>水</div>                    | <div>Based on 2022:</div> <div>- Fresh water used for production Reduce by 80% by 2030.</div> <div>- 100% of wastewater will be reused by 2030.</div> <div>- The water intensity of production processes will be reduced by 20% by 2025.</div> <div>以2022年为基准:</div> <div>到2030年, 用于生产的新鲜水消耗量降低80%</div> <div>到2030年, 废水回用率上升到100%</div> <div>到2025年, 生产用水强度降低20%</div>                                                                                | <div></div>                                                                                                                                                                                                   | <div>In 2023, the product output increased by 21%, while the fresh water usage rose by 25%. However, the water consumption per unit product decreased by 6%.</div> <div>The rate of wastewater reuse has reached 50%, and domestic water consumption has decreased by 9.67%.</div> <div>产品产量上升21%, 淡水用量上升25%, 单位产品耗水量下降6%。</div> <div>废水回用率已达50%, 生活水耗下降9.67%。</div>                                                                                                                                                        | <div>In 2024, the wastewater reuse rate increased to 50%. In 2025, it further increased to 60%, followed by 70% in 2026, and reaching 80% in 2027.</div> <div>2024年废水回用率提升到50%, 2025年提升到60%, 2026年提升到70%, 2027年提升到80%。</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <div></div> <div>Chemicals<br/>化学品</div>              | <div>- Establishment of Chemical Risk Assessment, Realization of Internal Chemical Risk Analysis, ZDHC Chemical System Certification.</div> <div>- Mass Production and Application of Water-Soluble Paints.</div> <div>以2022年为基准:</div> <div>化学品风险评估建立, 实现内部化学品风险分析, ZDHC化学品体系认证</div> <div>水溶性涂料投入量产并应用</div>                                                                                                                                         | <div></div> <div></div>                                                                                                  | <div>In 2022, cooperation with bluesign was initiated to improve chemicals, resulting in a 100% compliance rate for chemicals in 2023.</div> <div>Water-soluble coatings passed the tests.</div> <div>2022与bluesign合作改进化学品, 2023化学品合规率100%。</div> <div>水溶性涂料测试通过。</div>                                                                                                                                                                                                                                                     | <div>Chemical risk assessment was established, achieving internal chemical risk analysis, and obtaining ZDHC Chemical Management System certification.</div> <div>Mass Production and Application of Water-Soluble Paints.</div> <div>化学品风险评估建立, 实现内部化学品风险分析, ZDHC化学品体系认证。</div> <div>水溶性涂料投入量产并应用。</div>                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <div></div> <div>Human Rights<br/>人权</div>            | <div>- Enhance internal audits.</div> <div>- Bolster the role of employee representatives in company operations.</div> <div>以2022年为基准:</div> <div>增加内部审计</div> <div>促进和加强员工代表在公司运营中的作用</div>                                                                                                                                                                                                                                                           | <div></div> <div></div> <div></div> | <div>Improve working conditions and eliminate safety risks in the workplace.</div> <div>Promote and strengthen the role of employee representatives in company operations.</div> <div>Compliance with laws and regulations.</div> <div>改善作业环境, 消除作业场所安全风险。</div> <div>促进和加强员工代表在公司运营中的作用。</div> <div>合法合规经营。</div>                                                                                                                                                                                                          | <div>Enhance internal audits.</div> <div>Bolster the role of employee representatives in company operations.</div> <div>增加内部审计。</div> <div>促进和加强员工代表在公司运营中的作用。</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

Achieving the vision together with partners

与合作伙伴共同实现愿景

Against the backdrop of the increasingly deteriorating global environment, sustainable development has emerged as a global trend, recognized by both the natural world and human society as the core of future development. In light of this trend, HSD actively engages in various initiatives and groups, contributing to sustainable development efforts and collectively driving industry progress. Moreover, we have adopted standards and modular tools, such as the Higg Index, introduced by the Sustainable Apparel Coalition (SAC), to assess environmental and social impacts, facilitating self-assessment and external oversight.

在当前全球环境日益恶化的背景下，可持续发展已成为全球性发展趋势，自然与人文社会均将其视为未来发展的核心。在这一趋势下，HSD积极加入各类倡议、团体，为可持续发展贡献力量，共同推动事业的发展。此外，我们还采用了由可持续服装联盟 (Sustainable Apparel Coalition, 简称SAC) 推出的标准和模块工具——希格指数 (Higg Index)，用以评估环境和社会影响，实现自我评估和接受外部监督。

Obtained OEKO-TEX Association Certification - 2006.

取得OEKO-TEX 协会认证 2006年

Becoming a Bluesign Technologies AG Partner -2013.

成为蓝标系统合作伙伴 2013年

Joined SAC (Sustainable Apparel Coalition) - 2018.

加盟SAC可持续服装联盟 2018年

Received GRS certification -2020.

获得GRS认证 2020年

Obtained SGS carbon footprint certification -2023.

取得SGS碳足迹认证 2023年

Formally joining BHive project -2021.

正式加入BHive项目 2021年

The initiatives and groups that HSD has joined.

HSD加盟的倡议、团体

## Factors in developing a sustainable development vision

### 可持续发展愿景制定因素

In recent years, there has been a growing concern among society and customers about climate change and sustainable social patterns, with expectations of greater impact on industries. Stakeholders will pay more attention to social and labor issues such as compliance with laws and regulations, safety and disaster prevention, and human rights. Simultaneously, there will be increased emphasis on environmental issues such as reducing carbon dioxide emissions, water resource management, and chemical management. HSD is actively responding to these social and environmental changes by developing the "HSD Sustainable Development Plan 2030/2050" in March 2023, with "Energy and Climate," "Resources," "Water," "Chemicals," and "Human Rights" as its core themes. Specific goals have been established, and measures are being taken to achieve the relevant SDGs (United Nations Sustainable Development Goals).

近年来, 社会和客户对气候变化及可持续性社会模式的关注日益增长, 预计这将对行业带来更大的影响。利益相关者将更加关注遵守法律法规、安全和防灾、人权等社会和劳务问题, 同时, 对减少二氧化碳排放、水资源管理、化学品管理等环境相关问题的重视程度也将提高。HSD积极响应这些社会和环境变化, 在2023年3月制定了“HSD可持续发展计划2030/2050”, 以“能源和气候”、“资源”、“水”、“化学品”、“人权”五大主题为核心, 确定了相关目标, 并正在采取措施, 努力实现相关的SDGs (联合国可持续发展目标)。

### Analyze and determine critical issues.

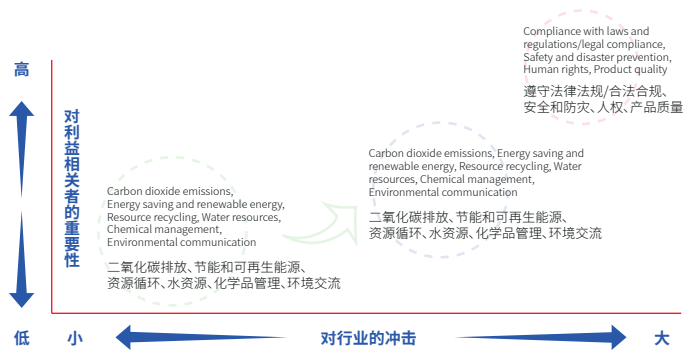
#### 分析及确定重要课题

Identifying Key Issues Based on Significance and Impact.

#### 根据重要性和冲击性, 确定重要课题

The growing concern of both society and customers regarding climate change and sustainable societal models is expected to increase the impact on the industry accordingly.

社会和客户对气候变化及可持续性社会模式的关注日益高涨, 预计因此对行业的冲击也会随之增大。

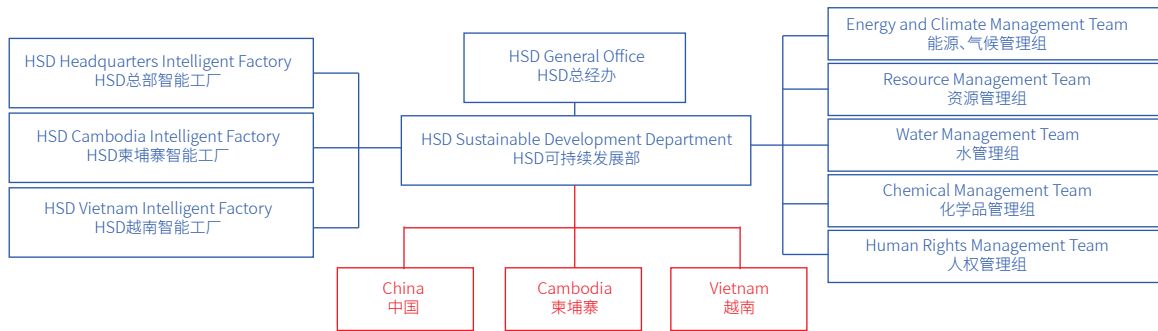


## Institutional framework for sustainable development

### 可持续发展推进体制

HSD establishes a sustainable development framework to ensure the balance of economic, social, and environmental interests in its operational activities, aiming for long-term sustainability. This framework entails developing comprehensive sustainable development strategies and objectives, integrating them into the company's strategic planning and decision-making processes. We delineate responsibilities, establishing a dedicated sustainable development department to oversee related affairs, formulate corresponding policies, standards, and guidance, and establish effective internal management and oversight mechanisms. Moreover, HSD actively engages in communication and collaboration with stakeholders, including governments, industry associations, suppliers, customers, and social organizations, to collectively advance sustainable development goals. Through the establishment of a sustainable development framework, the company can better manage risks, enhance efficiency, and strengthen competitiveness while making positive contributions to employees, society, and the environment, thereby achieving the coordinated development of the economy, society, and the environment.

HSD设定可持续发展体制是为了确保在经营活动中兼顾经济、社会和环境的利益, 以实现长期可持续性发展的目标。这一体制包括建立完善的可持续发展策略和目标, 将其纳入公司的战略规划和决策过程中, 我们明确责任分工, 设立专门的可持续发展部门负责可持续发展事务, 制定相应的政策、标准和指导方针, 并建立有效的内部管理和监督机制。同时, HSD还应积极参与利益相关者的沟通和合作, 包括政府、行业协会、供应商、客户和社会组织等, 共同推动可持续发展目标的实现。通过设定可持续发展体制, 公司能够更好地管理风险、提高效率、增强竞争力, 同时为员工、社会和环境做出积极贡献, 实现经济、社会和环境的协调发展。



## Factors in developing a sustainable development vision

### 为实现“HSD可持续发展计划2030/2050”而采取的措施



In 2023, despite the global economic downturn, our production volume increased compared to the previous year. In this context, HSD successfully achieved a 0.2% reduction in unit product greenhouse gas emissions relative to industrial emissions in 2022. Furthermore, through the introduction of new production methods, equipment upgrades, and the adoption of high-efficiency machinery, we continued to advance energy-saving initiatives. We met our target of reducing unit product electricity consumption by 3% compared to 2022 (actually achieving a 4% reduction) and unit product water consumption by 3% compared to 2022 (actually achieving a 6% reduction).

We have fully installed solar power generation systems at our zhejiang smart factory, following the completion of a similar installation at our Cambodian factory in 2021. The upcoming factory in Vietnam is also being equipped with a solar power generation system, aiming to replace fossil fuels with clean energy. In 2023, our renewable energy ratio reached 4.44%. Additionally, we are promoting the use of recycled polyester fiber materials by increasing the sales of eco-friendly product lines. Furthermore, we plan to research and develop bio-based and biodegradable products to further reduce greenhouse gas emissions.

2023年度, 尽管受全球经济不景气的影响, 但我们的生产量仍较去年有所增加。在这种情况下, HSD成功实现了单位产品温室气体相对工业排放量比2022年减少0.2%。另一方面, 通过引入新的生产方法、更新设备以及引进高效率设备等措施, 我们不断推进节能活动, 我们成功达成了单位产品耗电量比2022年减少3%的目标 (实际减少4%), 单位产品耗水量比2022年减少3%的目标 (实际减少6%)。

我们在浙江智能工厂全面铺设了太阳能发电系统, 之前我们已于2021年为柬埔寨工厂完成了同样的铺设, 而正在建设的越南工厂也将配备太阳能发电系统, 以期用清洁能源替代化石能源。2023年度, 我们的可再生能源比率达到4.44%。

此外, 我们通过增加环保系列产品的销量等方式, 推动再生聚酯纤维材料的使用。同时, 我们还计划研发生物基产品和可生物降解产品, 进一步减少温室气体排放量。

## Introducing SGS Carbon Footprint Assessment

### 引入SGS碳足迹评估



HSD has been planning to assess the carbon footprint of its products since 2022. In 2023, we introduced SGS's carbon footprint quantification tool to evaluate our products and obtained the relevant carbon footprint certification. This initiative has several advantages: it enhances environmental awareness, promotes energy conservation and emission reduction, ensures regulatory compliance, enhances brand image, and also reduces costs. Overall, carbon footprint quantification helps us to comprehensively understand and manage the carbon emissions of our products, achieving a good balance of environmental, economic, and social benefits.

HSD自2022年起就开始规划对产品的碳足迹进行评估, 到了2023年, 引入了SGS的碳足迹量化工具对我们的产品进行评估, 并取得了相关的碳足迹证书。这一举措有以下几个优点: 提升了环保意识, 推动节能减排, 确保了合规监管, 提升了品牌形象, 同时也降低了成本。总的来说, 碳足迹量化有助于我们全面了解和和管理产品的碳排放情况, 实现了环保、经济和社会效益的良好平衡。

As we face the challenges of 2024, we are actively engaged in quantifying carbon emissions to effectively manage greenhouse gas emissions and take targeted measures to reduce them accordingly.

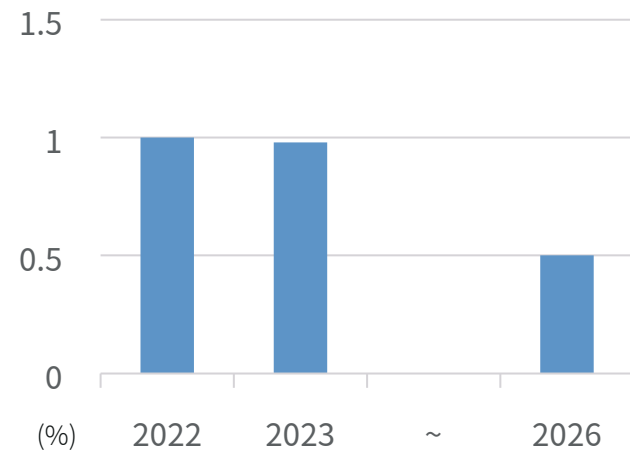
在迎接2024年的挑战时, 我们积极开展碳排放量化工作, 以便有效管理温室气体排放, 并相应采取措施有针对性地减少这些排放。

## Variations in Greenhouse Gas Emissions

### 温室气体排放量的变化

< Changes in Relative Industrial Greenhouse Gas Emissions per Unit Product Scope 1+2>

< 单位产品温室气体相对工业排放量变化 Scope1+2 >



HSD浙江工厂太阳能发电系统



HSD柬埔寨工厂太阳能发电系统

### Sustainability of hsd product raw materials

#### HSD产品原料的可持续化

In recent years, with increasing global attention to environmental issues, promoting the widespread use of recycled materials has become a trend. Recycled material products not only effectively reduce dependence on natural resources but also lower carbon emissions and environmental pollution. As a responsible company, we actively advocate for the use of recycled materials in zippers and buttons to reduce our environmental impact. In addition to promoting recycled material products, we also plan to develop biobased material products and biodegradable material products. Biobased material products use biomass as raw materials and possess renewable and biodegradable characteristics, helping to reduce the use of fossil resources and lower carbon emissions. Biodegradable material products can naturally degrade after their service life, reducing environmental pollution and aligning with the principles of sustainable development. By promoting the use of recycled material products and developing biobased material products and biodegradable material products, we aim to make a positive contribution to environmental protection and sustainable development.

近年来,随着全球对环境问题的日益关注,推进再生材料产品的广泛使用成为了一种趋势。再生材料产品不仅可以有效减少对自然资源的依赖,还能降低碳排放和环境污染。作为一家负责任的企业,我们积极推广再生材料拉链、钮扣的使用,以降低对环境的影响。除了推广再生材料产品,我们还计划研发生物基材料产品和生物可降解材料产品。生物基材料产品以生物质为原料,具有可再生、可降解的特性,有助于减少对化石资源的使用,降低碳排放。而生物可降解材料产品则可以在使用寿命结束后自然降解,减少对环境的污染,符合可持续发展的理念。通过推广使用再生材料产品和研发生物基材料产品和生物可降解材料产品,我们将为环境保护和可持续发展做出积极贡献。

### HSD material recycling system

#### HSD材料回收系统

In the manufacturing process of zippers, materials such as rubber teeth, nylon monofilaments, and polyester tapes are commonly used. In order to reduce resource waste, we have established a system for the recycling and reuse of these materials. Similarly, in the manufacturing process of zippers and buttons, zinc alloys and copper metals are commonly used materials. We have also established a system for the recycling and reuse of these metallic materials. Through the establishment and operation of these systems, we are able to effectively reduce resource waste, achieve resource recycling, and make positive contributions to environmental protection and sustainable development.

在拉链制造过程中,胶牙、尼龙单丝、布带涤纶等水口料是常见的原材料。为了减少资源浪费,我们建立了水口料回收再利用系统,将这些水口料进行回收再利用。同时,在拉链和钮扣制造过程中,锌合金和铜金属也是常用的原材料之一。我们也建立了水口料回收再利用系统,将这些金属材料进行回收再利用。通过这些系统的建立和运行,我们能够有效降低资源浪费,实现资源的循环利用,为环境保护和可持续发展做出积极贡献。

To reduce factory water usage and enhance the sustainable utilization of water resources, we have implemented a series of measures. We have optimized production processes and equipment to reduce water consumption during production. Additionally, we have introduced advanced water treatment technologies to treat wastewater and sewage, enabling their recycling and reuse.

为了减少工厂用水量并提高水资源的可持续利用,我们实施了一系列措施。我们通过优化生产流程和设备,减少了生产过程中的水耗量。其次,我们引入了先进的水处理技术,对污水和废水进行处理后,将其回收再利用。



HSD Zhejiang Factory Sewage and Wastewater Treatment System

HSD浙江工厂污水处理系统



HSD Cambodia Factory Wastewater Treatment System

HSD柬埔寨工厂污水处理系统



2025  
占比50%

水溶性涂料使用  
相较2022年



Ø ZDHC

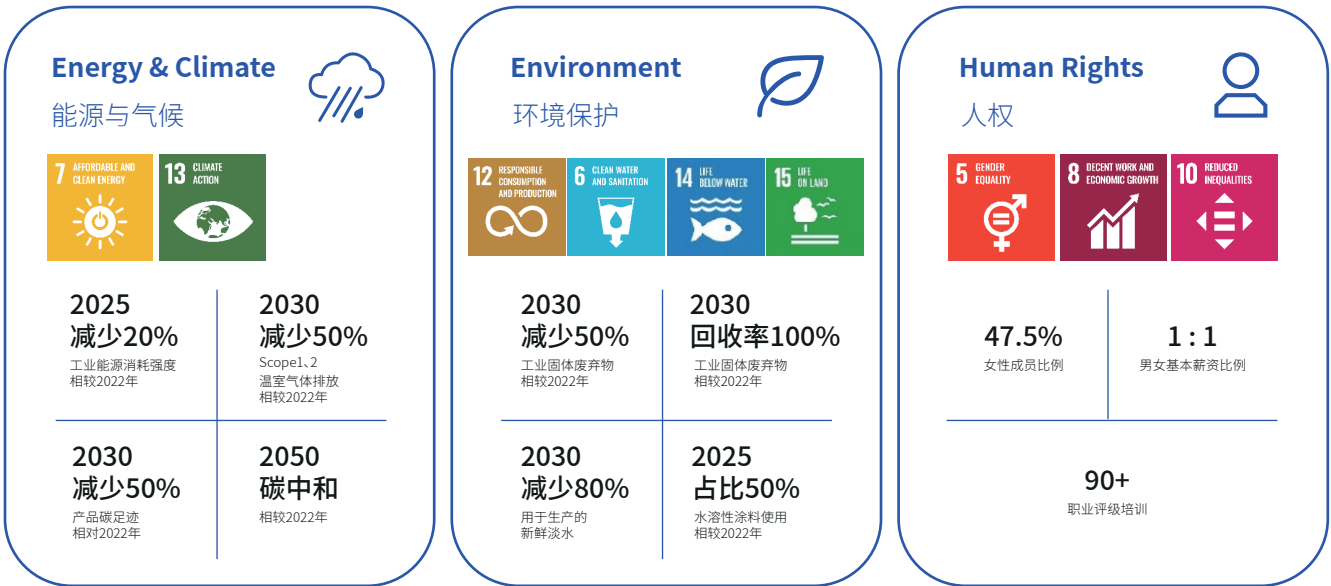
In 2023, compared to 2022, we have completed the establishment of a chemical risk assessment and management system based on ZDHC Supplier to Zero. This system helps us to comprehensively identify and manage potential risks of chemicals in the production process, ensuring product safety and environmental protection. Our goal for 2025 is to increase the proportion of water-based coatings to 50% compared to 2022. Water-based coatings have lower volatile organic compound (VOCs) emissions and less environmental pollution compared to traditional solvent-based coatings, effectively reducing their impact on the environment and human health. Therefore, increasing the proportion of water-based coatings is an important part of our chemical management strategy, aiming to reduce environmental impact and enhance the sustainability of the production process.

2023年,相较于2022年,我们已经完成了基于ZDHC Supplier to Zero的化学品的风险评估和管理体系的搭建工作。这一体系的建立有助于我们更加全面地识别和管理化学品在生产过程中的潜在风险,确保产品的安全性和环保性。2025年的目标是,相较于2022年,我们计划将水溶性涂料的使用占比提高到50%。水溶性涂料相比传统的有机溶剂涂料具有更低的挥发性有机化合物(VOCs)排放量和更少的环境污染,能够有效降低对环境和人体健康的影响。因此,增加水溶性涂料的使用比例是我们化学品管理策略的重要一环,旨在降低环境负荷和提升生产过程的可持续性。



As a responsible company, we are committed to promoting fair employment practices and achieving gender balance among senior management. We actively take measures to ensure fairness and equity in recruitment, promotion, and compensation, providing equal opportunities for employee development. Furthermore, we are dedicated to promoting transparency in human rights information within our own operations and throughout our supply chain. We plan to establish a transparent human rights information disclosure mechanism, providing relevant information to employees and suppliers and encouraging their active participation in and oversight of human rights improvements. To improve working conditions and eliminate safety risks in the workplace, we continuously strengthen workplace safety management, providing necessary training and equipment to ensure employee safety. Additionally, we conduct regular health check-ups for employees to safeguard their health. Moreover, we actively promote and strengthen the role of employee representatives in company operations. We have established an employee representative system, providing employees with opportunities to participate in decision-making, listen to their voices, and collectively drive the company's development and progress.

作为一家负责任的企业,我们致力于促进公平就业,并实现高层管理者性别比例的均衡。我们积极采取措施,确保招聘、晋升和薪酬等方面的公平和公正,为员工提供公平的发展机会。同时,我们也致力于促进自身和供应链中的人权信息透明化。我们计划建立透明的人权信息披露机制,向员工和供应商提供相关信息,鼓励他们积极参与并监督人权问题的改善。为了改善作业环境,消除作业场所的安全风险,我们不断加强作业场所的安全管理,提供必要的培训和设备,确保员工的安全,并且定期为员工提供健康体检,确保员工的健康。此外,我们还积极促进和加强员工代表在公司运营中的作用。我们建立了员工代表制度,为员工提供参与决策的机会,倾听他们的声音,共同推动公司的发展和进步。



05

ENTERPRISE DYNAMICS  
企业动态

Corporate Event  
企业活动

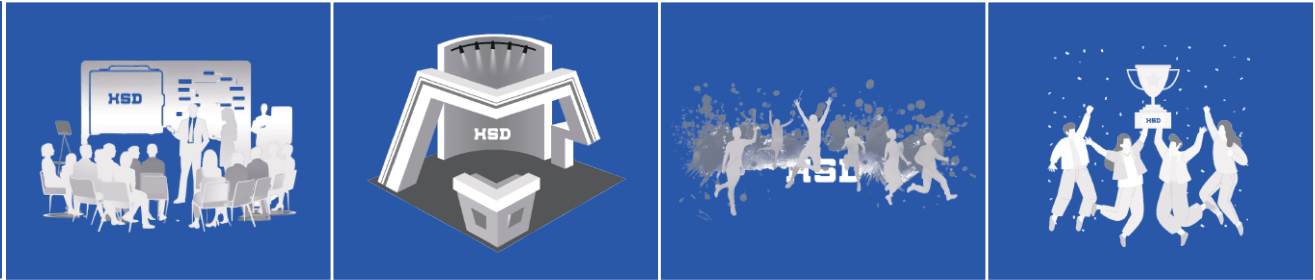
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Community Activities - Supporting Local Education, Culture, Health, and Charitable Initiatives.  
社区活动~支持本地的教育、文化、健康和公益事业

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DIVERSE PROGRESS  
UNITED CREATION

多元并进, 携手共创



# CORPORATE EVENT

## 企业活动

### HSD strategic deployment release conference

#### HSD战略部署发布会

HSD举办了2023年度企业战略部署发布会，董事长分别对2022年度经营成绩和不足进行回顾、企业文化规划汇报、市场现状分析、2023年经营方针、重点目标以及核心工作做了汇报。谈到2023年度经营工作开展上，黄董表示：我们应当把握优势并抓住机会，在战略的执行中要目标一致、行为一致，还需要内部全体支持、定期复盘和滚动修正，所谓力出一孔 | 利出一孔！



### New year kickoff event

#### 新年开工活动

HSD隆重举行了新年开工活动。每逢新年伊始，我们都以此活动表达对新年的喜悦和对新一年的期待，同时也正式宣告我们的开工，拉开了新一年的运营序幕！



### Manufacturing center strategic work plan release conference

#### 制造中心战略工作计划发布会

HSD制造中心隆重举行了2023年度制造中心战略工作计划发布会。会议回顾了2022年的成绩和挑战，对各项核心问题进行了深入的分析和汇报，并发布了2023年的计划。会议还就各项问题的解决方案进行了详细部署，同时提出了智能工厂建设规划以及本年度需要实现的目标。



### Marketing center "welcome home" reunion event

#### 营销中心“欢迎回家”团聚会

HSD营销中心举办了一场盛大的“欢迎回家”团聚会。由于过去三年的疫情影响，大部分非总部的营销人员一直未能回到总部，因此，在正式开放后，董事长决定邀请所有营销人员回到总部，感受家的温馨。活动历时3天，第一天是“接风洗尘”火锅宴，第二天举办营销中心大会并前往西塘夜游，第三天则安排参观总部工厂以及举办“欢迎回家”大型晚宴。



### Events Hosted and Participated by HSD zhejiang Headquarters

#### 浙江总部举办和参加的活动

#### 2023/1/3

On January 3, 2023, HSD held its annual Corporate Strategic Deployment Release Conference. The Chairman conducted a review of the operational performance and shortcomings of 2022, presented reports on corporate culture planning, market situation analysis, the operational policies for 2023, key objectives, and core tasks. Regarding the operational work for 2023, Chairman Huang emphasized the importance of leveraging strengths and seizing opportunities. He stressed the need for alignment of goals and actions in the execution of the strategy, as well as internal support, regular reviews, and rolling adjustments. He highlighted the importance of focused efforts for maximum efficiency and effectiveness.

#### 2023/2/1

On February 1, 2023, HSD held a grand New Year's kick-off event. At the beginning of each new year, we organize this event to express our joy for the New Year and our anticipation for the year ahead. It also serves as an official announcement of our resumption of work, marking the commencement of operations for the new year!

#### 2023/2/12

On February 12, 2023, HSD Manufacturing Center held the annual strategic work plan release conference for the year 2023. The conference reviewed the achievements and challenges of 2022, conducted in-depth analysis and reports on various key issues, and released the plan for 2023. Detailed deployment of solutions to various issues was also discussed during the conference, along with the presentation of the smart factory construction plan and the objectives to be achieved for the year.

#### 2023/2/24

On February 24, 2023, HSD Marketing Center hosted a grand "Welcome Home" reunion event. Due to the impact of the epidemic over the past three years, most of the non-headquarters marketing personnel have been unable to return to the headquarters. Therefore, after the official reopening, the chairman decided to invite all marketing personnel back to the headquarters to experience the warmth of home. The event lasted for 3 days, with the first day featuring a "Welcome Back" hotpot dinner, the second day including a marketing center conference followed by a night tour of Xitang, and the third day including a tour of the headquarters factory and a grand "Welcome Home" banquet.

### China international trade fair for apparel fabrics and accessories -spring edition

#### 上海中国国际纺织面料及辅料(春季)博览会

HSD在上海参加了中国国际纺织面料及辅料(春季)博览会。我们将智能智造、数字虚拟、可持续发展和辅料产品等多种元素融合于一体，呈现了多元化的产品和多样化的分类展示。为了满足VIP的需求，我们特别设计了创新的展示方案，带来如沐春风般的视觉体验，让观众沉浸其中。我们的展示展示了高科技产品的魅力，彰显了HSD在纺织行业的领先地位和创新实力。



### The 8th second board of directors meeting of the zipper branch of The china hardware products association.

#### 中国五金制品协会拉链分会八届二次理监事会

HSD在福建武夷山参加中国五金制品协会拉链分会八届二次理监事会，HSD董事长黄诗华(拉链协会理事长)在报告中指出，全球政治格局更趋动荡和复杂，全球通胀高企、美国银行倒闭危机频发等一系列不稳定不确定因素交错，推升全球金融体系风险，当前，国内经济仍处于市场复苏颠簸期，而外贸矛盾则由去年的供应链受阻、履约能力不足转变为外需走弱，订单下降，中短期内，企业发展仍将面临更多困难和挑战。

黄理事长在报告中不仅厘清了产业发展的现实困境，更为企业高质量转型，摆脱发展瓶颈给出了富有建设性的建议和转型方案，从战略引领到市场把握、从拓展全球化机遇到融入国内高质量循环、从坚持专精特新的发展到数字绿色的现代化转型，为迷茫中的拉链产业打开了一个全新的发展思路 and 一条行之有效的发展路径。



### HSD team building activity - tug-of-war competition

#### HSD团建活动-拔河比赛

HSD举办了团建活动——拔河比赛。本次比赛的主题是“齐心协力、奋发拼搏、赛出风格、突破自我”。比赛共分为三轮，每个部门和车间各派出10名男性和10名女性参与，通过抽签进行分组。比赛分别于7月7日、15日和21日举行小组赛、淘汰赛和决赛，并在决赛后进行颁奖。在比赛期间，非参赛员工可以自愿选择是否加入啦啦队。整个比赛展现了员工们的活力与青春，彰显了团结与友善的精神！



#### 2023/3/28 ~ 3/30

From March 28th to 30th, 2023, HSD participated in the China International Trade Fair for Apparel Fabrics and Accessories -Spring Edition in Shanghai. We integrated various elements such as intelligent manufacturing, digital virtualization, sustainable development, and accessory products, presenting a diverse range of products and a variety of classified displays. To meet the needs of VIPs, we specially designed innovative display solutions, providing a visual experience akin to a refreshing spring breeze, allowing the audience to immerse themselves fully. Our showcase highlighted the allure of high-tech products, showcasing HSD's leading position and innovative strength in the textile industry.

#### 2023/5/20

On May 20, 2023, HSD attended the 8th Second Board of Directors Meeting of the Zipper Branch of the China Hardware Products Association in Wuyishan, Fujian Province. Mr. Huang Shihua, Chairman of HSD (also Chairman of the Zipper Association), pointed out in his report that the global political landscape is becoming increasingly turbulent and complex, with persistent global inflation, frequent crises such as bank failures in the United States, and a series of unstable and uncertain factors intersecting, escalating global financial system risks. Currently, the domestic economy is still in a turbulent period of market recovery, while trade conflicts have shifted from last year's supply chain disruptions and insufficient performance to weakening external demand and declining orders. In the medium to short term, enterprises will continue to face more difficulties and challenges in development. Chairman Huang not only clarified the realistic dilemmas of industrial development in the report but also provided constructive suggestions and transformation plans for high-quality enterprise transformation to overcome development bottlenecks. From strategic leadership to market insights, from expanding global opportunities to integrating into domestic high-quality cycles, from adhering to innovative development with specialization to modernizing transformation with digital and green strategies, Chairman Huang has opened up a new development mindset and an effective development path for the perplexed zipper industry.

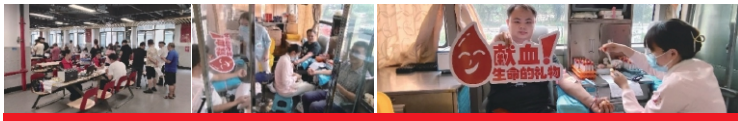
#### 2023/7

In July 2023, HSD organized a team-building event—a tug-of-war competition. The theme of this competition was "Unity, Endeavor, Style, Self-Transcendence." The competition consisted of three rounds, with each department and workshop sending 10 men and 10 women to participate, grouped through a random draw. The matches were held on July 7th, 15th, and 21st for the preliminary, elimination, and final rounds respectively, followed by an award ceremony. During the competition, non-participating employees had the option to voluntarily join the cheerleading squad. The entire event showcased the vigor and vitality of the employees, demonstrating a spirit of unity and friendliness!

## HSD social welfare activity - blood donation

### HSD社会公益活动-爱心献血

HSD联合姚庄爱卫办在HSD生活区举办了一场社会公益活动——爱心献血。员工踊跃响应，积极报名参加，期望为社会贡献一份温暖。献血不仅是一项拯救生命的伟大行为，更是传递爱心、促进公共卫生和社会和谐发展的重要举措。感谢每一位热心参与的员工，你们的献血之举让我们共同创造了一个更加温暖、关爱的社会。



## China international trade fair for apparel fabrics and accessories -autumn edition

### 上海中国国际纺织面料及辅料(秋季)博览会

HSD在上海参加了中国国际纺织面料及辅料(秋季)博览会。这次上海秋冬辅料展，HSD以魔幻多巴胺为主题，将HSD品牌、虚拟现实、可持续发展和辅料产品等多种元素融合，呈现出丰富多彩的展示。我们汇集了全方位、多元化的产品，进行了精心分类和展示，营造了沉浸式、富有活力的展示空间，为观众带来独特而吸引人的体验。



## Marketing center "welcome home" reunion event

### 员工定期检查活动-免费体检

HSD邀请了姚庄医院，在HSD生活区举办了员工体检活动。员工们可免费进行全面的体检，包括各类常规检查、X光、超声波等检查，以及适用于特定岗位的听力、视力、血液检查等项目，旨在保障员工身体健康。



## China national garment association (cnga)

### 中国服装大会

HSD联合拉链协会一同参加中国服装大会展览，本次大会以“开启现代化产业体系建设新征程”为主题，围绕产业发展热点和创新着力点，带来前沿洞见、标杆分享与权威发布，深化产业链创新链价值链融合，推动形成中国服装行业高质量发展的强大合力和融通生态。



### 2023/8/23

On August 23, 2023, HSD, in collaboration with the Yaozhuang Love and Health Office, organized a social welfare event—Blood Donation Drive—in the HSD residential area. Employees responded enthusiastically, actively signing up to participate, with the hope of contributing warmth to society. Blood donation is not only a noble act of saving lives but also a significant initiative to convey love, promote public health, and foster social harmony and development. We extend our gratitude to every dedicated employee who participated. Your act of blood donation has helped us collectively create a warmer and more caring society.

### 2023/8/28 ~ 8/30

From August 28th to 30th, 2023, HSD participated in the China International Trade Fair for Apparel Fabrics and Accessories -Autumn Edition in Shanghai. Under the theme of "Magical Dopamine," HSD integrated various elements such as the HSD brand, virtual reality, sustainable development, and accessory products to present a diverse and vibrant showcase. We curated a comprehensive and diversified range of products, meticulously categorized and displayed, creating an immersive and dynamic exhibition space that offers a unique and captivating experience for visitors.

### 2023/10/30

On October 30, 2023, HSD invited Yaozhuang Hospital to conduct an employee health check-up event at the HSD living area. Employees were offered comprehensive health examinations free of charge, including various routine tests, X-rays, ultrasound scans, as well as examinations tailored to specific job requirements such as hearing, vision, and blood tests. The aim was to ensure the well-being of employees and safeguard their physical health.

### 2023/10/25 ~ 10/27

From October 25th to 27th, 2023, HSD, in collaboration with the Zipper Association, participated in the China National Garment Association. This event, themed "Embarking on a New Journey of Modern Industrial System Construction," focused on industry development trends and innovations. It provided cutting-edge insights, benchmark sharing, and authoritative releases to deepen the integration of the industry chain, innovation chain, and value chain, thereby fostering a powerful synergy and interconnected ecosystem for the high-quality development of the Chinese clothing industry.

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企业动态

## Chinese zipper industry forum on technological innovation and sustainable development

### 中国拉链行业技术创新与可持续发展论坛

HSD参加在池州隆重举行的“中国五金制品协会拉链分会八届二次会员大会暨拉链行业技术创新与可持续发展论坛”。

HSD董事长-黄诗华理事长在报告分别从拉链及上下游产业总体运行情况、产业特点及面临挑战、产业发展趋势及建议三个方面展开系统全面的阐述，通过详实的数据和严谨的论证，对宏观经济全面承压的背景下中国拉链行业运行情况和特点做了深入分析，为未来中国拉链产业打开了一个全新的发展思路 and 一条行之有效的路径。

最后，黄诗华理事长勉励大家，要坚定信心，深刻认识新形态经济形势，把握消费市场升级方向；坚持创新、“双循环”战略；坚持走产业智能化和数字化、绿色转型高质量发展之路，以创新应变局，以融合促发展，共创拉链的美好未来。



## China international import expo

### 中国国际进口博览会

HSD联合SGS，在第六届中国国际进口博览会上展出了我们的碳足迹展品，这进一步巩固了我们在可持续发展领域的地位，为未来可持续发展事业奠定了更加坚实的基础。



## Fire drill

### 消防演习

HSD非常重视消防安全，每年都会定期进行消防演习。我们会与当地消防大队合作，进行火灾和地震后自救的完整演练，教导员工们识别灾害警报的铃声，并指导员工如何利用周围的可用物品掩盖口鼻，以防止火灾引起呼吸困难、灼伤的问题，并指导他们识别逃生通道和消防通道，在灾害发生时禁止使用电梯，避免受困或更严重的问题，了解灭火器的使用方法，以及如何使用消防栓（包括展开和拼接消防管道）。我们强调消防安全的最重要原则是：先救命，再救财。



From November 3rd to 5th, 2023, HSD participated in the "8th Second Member Conference of the Zipper Branch of the China Hardware Products Association and the Zipper Industry Forum on Technological Innovation and Sustainable Development," held in Chizhou, China.

During the event, Mr. Huang Shihua, the Chairman of HSD, delivered a comprehensive report covering three main aspects: the overall operation of the zipper industry and its upstream and downstream sectors, the industry's characteristics and challenges, and future development trends and recommendations. Through detailed data and rigorous analysis, Mr. Huang provided an in-depth examination of the operation and characteristics of the Chinese zipper industry, against the backdrop of comprehensive economic pressure. His insights opened up a new development perspective and an effective path for the future of the Chinese zipper industry. In conclusion, Chairman Huang encouraged everyone to maintain confidence, gain a deep understanding of the new economic situation, and grasp the direction of market consumption upgrades. He emphasized the importance of adhering to innovation and the "dual circulation" strategy, as well as pursuing high-quality development through industry digitization, green transformation, and innovation-driven adaptation. He stressed the significance of innovation in response to challenges and the promotion of development through integration, aiming to collectively create a bright future for the zipper industry.

### 2023/11/5 ~ 11/10

From November 5th to 10th, 2023, HSD, in collaboration with SGS, showcased our carbon footprint exhibits at the 6th China International Import Expo. This further solidified our position in the field of sustainable development, laying a stronger foundation for our future endeavors in sustainability.

HSD places great importance on fire safety and conducts regular fire drills every year. We collaborate with the local fire brigade to conduct comprehensive drills on self-rescue procedures following fires and earthquakes. We instruct employees to recognize the sound of disaster alarms and guide them on how to use readily available items to cover their mouths and noses to prevent respiratory difficulties and burns caused by fires. Additionally, we instruct them on how to identify escape routes and fire exits, emphasizing the prohibition of elevator use during disasters to avoid being trapped or facing more severe issues. Employees are also trained on how to use fire extinguishers and operate fire hydrants, including unfolding and connecting fire hoses. We emphasize that the primary principle of fire safety is to prioritize saving lives before protecting property.

## Vietnam saigon textile & garment industry/ fabric & Garment accessories expo

越南胡志明市国际纺织工业展览会

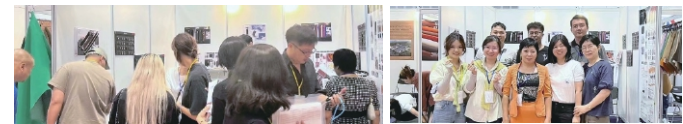
HSD热情参加了越南胡志明市举办的国际纺织工业展览会。我们精心策划了展台布置，将产品按照当地市场需求进行了巧妙细分，涵盖了基础产品、特殊产品、以及我们的专利产品等。在展览中，我们不仅展示了公司丰富的产品线，更向观众展示了HSD的企业实力、悠久的历史，以及我们在可持续发展方面的承诺和努力。展会现场，我们与来自世界各地的专业人士进行了深入的交流与合作，为未来发展奠定了坚实的基础。



## International shoes & leather exhibition - vietnam

越南国际鞋类、皮革及工业设备展览会

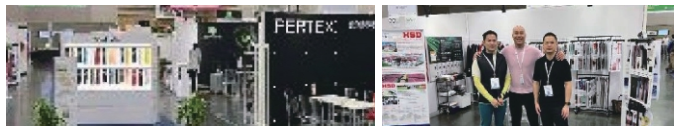
HSD参加了越南国际鞋类、皮革及工业设备展览会。我们根据鞋类、皮革及相关配件对拉链和纽扣的需求进行了精准细分，展出了专为鞋类和皮革制品设计的拉链和纽扣。通过此次展览，我们不仅拓展了客户群，还与行业同仁交流经验，促进了品牌的推广。



## Functional fabric fair powered by performance days

美国功能性面料和纺织品(夏季)展会

HSD参加了美国功能性面料和纺织品(夏季)展会。我们精心布置了展场，根据展会主题，我们以功能性为主轴，精心细分了基础产品、功能性产品、特殊产品和专利产品，展示了我们的研发实力。展会汇集了来自全球各地的行业专家、设计师、采购商和供应商，促进了我们之间的交流与合作，推动了功能性面料领域的发展和创新。



## Events Hosted and Attended by the Vietnam Office

越南区举办和参加的活动

2023/4/5 ~ 4/8

From April 5th to 8th, 2023, HSD enthusiastically participated in the Vietnam Saigon Textile & Garment industry/ Fabric & Garment Accessories Expo. We meticulously planned the booth layout, skillfully segmenting products according to local market demands, covering basic products, special products, and our patented products. During the exhibition, we not only showcased our extensive product line but also demonstrated HSD's corporate strength, rich history, and our commitment and efforts towards sustainable development to the audience. At the exhibition site, we engaged in in-depth discussions and collaborations with professionals from around the world, laying a solid foundation for future development.

2023/7/12 ~ 7/14

From July 12th to 14th, 2023, HSD participated in the Vietnam International Exhibition on Shoes, Leather, and Industrial Equipment. We accurately segmented our products based on the demand for zippers and buttons in footwear, leather, and related accessories, showcasing zippers and buttons specifically designed for footwear and leather products. Through this exhibition, we not only expanded our customer base but also exchanged experiences with industry peers, facilitating the promotion of our brand.

## Events Hosted and Attended by the United States Office

美国区举办和参加的活动

2023/4/4 ~ 4/5

From April 4th to 5th, 2023, HSD participated in the Functional Fabric Fair Powered by Performance Days (Summer) Exhibition. We meticulously arranged our booth, aligning with the theme of the exhibition, with functionality as the focal point. Careful segmentation of our products into basic, functional, special, and patented categories showcased our research and development capabilities. The exhibition brought together industry experts, designers, buyers, and suppliers from around the world, facilitating communication and collaboration between us and driving innovation in the field of functional fabrics.

## Functional fabric fair powered by performance days

美国功能性面料和纺织品(冬季)展会

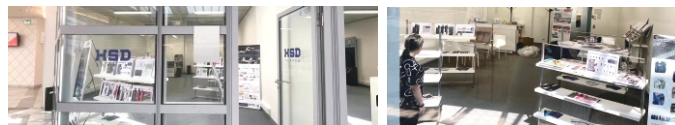
HSD参与了美国功能性面料和纺织品(冬季)展览会。我们精心打造了展区，根据展会主题，以功能性为核心，以可持续发展产品为焦点，精心划分了产品类型，展示了我们在研发方面以及可持续发展方面的实力。展会聚集了来自世界各地的行业专家、设计师、采购商和供应商，受到我们的可持续发展概念吸引，增加了更多新客户的合作。



## International trade fair for sports equipment and Fashion (ispo munich outdoor exhibition)

ISPO慕尼黑(夏季)户外展

HSD参加了ISPO慕尼黑(夏季)户外展。ISPO慕尼黑户外展以体育用品和时尚为主题，旨在展示户外运动装备、时尚潮流以及相关的技术和创新。我们根据展会主题，以我们的运动类和科技类产品为主打，突出夏季特色，满足观众的需求。这次展览为体育用品行业的专业人士提供了丰富的选择，并促进了HSD与当地企业的交流，推动了行业的发展和创新。



## International trade fair for sports equipment and Fashion (ispo munich outdoor exhibition)

ISPO慕尼黑(冬季)户外展

HSD携手可持续发展理念参与了ISPO慕尼黑(冬季)户外展。ISPO慕尼黑户外展以体育用品和时尚为主题，旨在展示户外运动装备、时尚潮流以及相关的技术和创新。我们根据展会主题，以我们的运动类和科技类产品为主打，突出冬季特色，满足观众的需求。这次展览为体育用品行业的专业人士提供了丰富的选择，并促进了HSD与当地企业的交流，推动了行业的可持续发展与创新。



## Events Hosted and Attended by the United States Office

美国区举办和参加的活动

2023/11/1 ~ 11/2

From November 1st to 2nd, 2023, HSD participated in the Functional Fabric Fair Powered by Performance Days (Winter) Exhibition. We meticulously crafted our exhibition area, aligning with the theme of the event, with a focus on functionality and sustainable development. Careful categorization of our products showcased our strength in research and development, as well as sustainability. The exhibition attracted industry experts, designers, buyers, and suppliers from around the world, who were drawn to our sustainable development concept, resulting in the acquisition of new partnerships with additional clients.

## Events organized and attended in the European Office

欧洲区举办和参加的活动

2023/4/4 ~ 4/6

From April 4 to April 6, 2023, HSD participated in the ISPO Munich (Summer) Outdoor Exhibition. The ISPO Munich Outdoor Exhibition focuses on sports equipment and fashion, aiming to showcase outdoor sports gear, fashion trends, as well as related technologies and innovations. In line with the theme of the exhibition, we highlighted our sports and technology products, emphasizing the characteristics of the summer season to meet the audience's needs. This exhibition provided a wide range of options for professionals in the sports equipment industry and facilitated exchanges between HSD and local businesses, thereby promoting industry development and innovation.

2023/11/28 ~ 11/30

From November 28th to 30th, 2023, HSD participated in the ISPO Munich (Winter) Outdoor Exhibition with a focus on sustainable development. The ISPO Munich Outdoor Exhibition is themed around sports equipment and fashion, aiming to showcase outdoor sports gear, fashion trends, and related technologies and innovations. In line with the theme of the exhibition, we highlighted our sports and technology products, emphasizing features suitable for the winter season to meet the needs of the audience. This exhibition provided a wide range of options for professionals in the sports equipment industry and facilitated exchanges between HSD and local enterprises, thereby promoting sustainable development and innovation in the industry.

## The green environmental promotion campaign

### 绿色环保推行活动

HSD一直以来致力于可持续发展。我们不仅在工厂内采用太阳能替代传统石化能源,引入污水处理系统来减少排放,并增加污废水的循环利用等措施,以实现我们的可持续发展目标。同时,我们还积极举办绿色环保推广活动,希望能够让更多人了解并参与可持续发展的未来。

HSD柬埔寨工厂本次举办的绿色环保推行活动,旨在促进环保意识和行动,鼓励人们采取环保措施,减少对环境的影响,保护自然资源,提倡可持续发展。本次活动涉及宣传教育、废物回收、节能减排、植树造林、清洁能源推广等方面。绿色环保推行活动旨在引导个人、企业和社会组织更加关注和参与环保工作,共同为建设更加美好的环境贡献力量。



## Events Hosted and Attended by the Vietnam Office

### 柬埔寨工厂举办和参加的活动

HSD has been committed to sustainable development. We not only utilize solar energy in our factories to replace traditional fossil fuels, but also implement measures such as introducing wastewater treatment systems to reduce emissions and increase the recycling of wastewater to achieve our sustainable development goals.

Additionally, we actively organize green environmental promotion activities, aiming to raise awareness and encourage people to take environmental actions, reduce their impact on the environment, protect natural resources, and advocate for sustainable development. This event organized by HSD's Cambodian factory aims to promote environmental awareness and action, encouraging individuals, businesses, and social organizations to pay more attention to and participate in environmental protection efforts, collectively contributing to the construction of a better environment.

## Sponsoring local schools

### 资助当地学校

HSD柬埔寨工厂作为一家当地企业,我们不仅致力于内部培养当地人才,还重视支持当地的教育事业。因此,我们在当地资助学校的发展,帮助学校改善设施、购买教学资源、提升教师培训水平等,从而提高教育质量,促进学生的全面发展。这有助于培养更多具备专业技能和综合素养的人才,为当地社区的可持续发展做出贡献。希望增进企业与当地社区的联系与互动。这种积极的社会参与有助于建立企业与社区的良好关系,提高企业在当地的影响力和认可度。这既是我们的责任,也是我们回馈社会的重要举措。



As a local enterprise, HSD Cambodia Factory is committed not only to nurturing local talents internally but also to supporting the local education sector. Therefore, we provide assistance to schools in the area by improving facilities, acquiring teaching resources, and enhancing teacher training, all aimed at elevating educational standards and fostering holistic student development. This initiative contributes to the cultivation of more skilled professionals and individuals with well-rounded competencies, thereby contributing to the sustainable development of the local community. We aim to enhance the relationship and interaction between the enterprise and the local community through such initiatives. This proactive social engagement helps establish positive relationships between the enterprise and the community, enhancing the enterprise's influence and credibility locally. This endeavor is not only our responsibility but also a significant initiative in giving back to society.

## Donating to government disaster relief

### 捐助政府救灾

HSD柬埔寨工厂作为当地企业,肩负着捐助自然灾害救灾活动的责任。我们向柬埔寨政府捐助了大量的物资作为救灾资源。此次捐助不仅包括生活必需品,还涵盖了医疗设备、食品和饮用水等急需物资。我们继续关注灾区的情况,并尽我们所能,为受灾群众提供援助和支持,共同度过难关。

参与救灾活动可以提高员工的归属感和士气,增强他们对企业的忠诚度。同时有助于凝聚员工团队,促进企业内部的凝聚力和团结,还有助于减少社会动荡和不稳定因素,促进社会的和谐与发展。



As a local enterprise, HSD's Cambodian factory shoulders the responsibility of contributing to natural disaster relief efforts. We have donated a significant amount of supplies to the Cambodian government as relief resources. This donation includes not only essential living items but also urgently needed medical equipment, food, and drinking water. We will continue to monitor the situation in the disaster-stricken areas and provide assistance and support to the affected population to overcome this adversity together.

Participating in disaster relief activities can enhance employees' sense of belonging and morale, thereby increasing their loyalty to the company. It also helps to unite the team of employees, fostering internal cohesion and solidarity within the company. Additionally, it contributes to reducing social unrest and instability factors, promoting social harmony and development.

## Team-building activity - Group Travel

### 团建活动-组团旅游

HSD在企业管理中,不仅关注员工个人发展和能力提升,也注重员工团队凝聚力和心理健康的培养。因此,定期举行团建活动已成为许多企业的常规做法之一。本次HSD柬埔寨工厂的团建活动选择了组团旅游,旨在通过一次愉快的旅行,增进员工之间的情感交流、加强团队凝聚力。

通过团队旅游,员工们能够放松心情、缓解工作压力,增强团队合作意识和彼此信任,从而更好地融入企业团队,提高工作效率和质量。组团旅游为员工提供一个愉快的交流平台,营造和谐团队氛围,推动企业的持续发展。



HSD not only focuses on the personal development and skill enhancement of employees in enterprise management but also emphasizes the cultivation of team cohesion and mental health. Therefore, organizing team-building activities regularly has become a common practice for many companies. This time, HSD's factory in Cambodia has chosen group travel for its team-building activity, aiming to enhance emotional communication among employees and strengthen team cohesion.

Through group travel, employees can relax, relieve work pressure, enhance teamwork awareness, and trust among each other, thereby integrating better into the corporate team and improving work efficiency and quality. Group travel provides employees with a pleasant platform for communication, fostering a harmonious team atmosphere and driving the sustainable development of the enterprise.

## Talent development program.

### 人才培育活动

HSD柬埔寨工厂秉持着为当地社区发展出一份力的初心,在公司内开展了人才培育活动,构建了长期的培育计划。我们致力于培养当地人才,让其成为可替代外国管理人员的管理层人选。这一举措不仅有助于提升当地员工的技能水平和综合素质,也有利于公司实现本地化管理,推动当地经济的持续发展,为社区创造更多就业机会,提高当地居民的生活品质。



HSD's Cambodian factory, adhering to its original intention of contributing to the local community's development, has initiated talent cultivation activities within the company, establishing a long-term training plan. We are committed to nurturing local talents to become viable candidates for managerial positions, replacing foreign management personnel. This initiative not only helps enhance the skill levels and overall quality of local employees but also facilitates the localization of management, fostering sustained economic development in the region, creating more job opportunities for the community, and improving the living standards of local residents.

## Team building activity - Tug-of-war competition

### 团建活动-拔河比赛

HSD团建活动除了组团旅游外,我们还有最常见的活动之一-拔河比赛,作为典型的团队活动,拔河比赛有以下优点:

提升团队凝聚力:拔河比赛需要团队成员协同合作,共同努力才能取得胜利,从而增强团队的凝聚力和团队精神。加强团队合作意识:拔河比赛强调团队协作和配合,促进团队成员之间的合作意识和团队协作能力。锻炼团队的竞争意识:参与拔河比赛可以培养团队成员的竞争意识和团队间的比拼精神。激发团队成员的竞争激情。提高团队士气:通过取得比赛胜利或者团队合作的努力,可以增强团队成员的自信心和士气,激发团队的工作热情。促进团队建设:拔河比赛为团队提供了一个共同目标和共同努力的机会,有助于促进团队的建设和发展。



HSD's team building activities include one of the most common events - tug-of-war competition, which serves as a typical team-building activity with the following advantages:

Enhances team cohesion: Tug-of-war requires team members to collaborate and work together to achieve victory, thereby strengthening team cohesion and spirit. Fosters teamwork: The competition emphasizes teamwork and coordination, promoting awareness of collaboration and teamwork among team members. Cultivates competitive spirit: Participation in tug-of-war competitions can cultivate a sense of competition among team members and foster a spirit of rivalry between teams. Boosts team morale: Winning the competition or putting in collective effort in teamwork can boost team members' confidence and morale, igniting enthusiasm for work. Facilitates team building: Tug-of-war competitions provide teams with a common goal and an opportunity for collective effort, facilitating team building and development.

# COMMUNITY ACTIVITIES - SUPPORTING LOCAL EDUCATION, CULTURE, HEALTH, AND CHARITABLE INITIATIVES.

## 社区活动~支持本地的教育、文化、健康和公益事业

### HSD supports local education.

#### HSD支持当地的教育

HSD不仅通过捐赠资金、设备和提供志愿者服务等方式，为本地学校和教育机构提供支持，还以群众为本，回馈社会，彰显了我们的人文精神。我们积极为当地发展贡献力量，这便是我们的一种回馈方式。支持本地教育事业也是企业回馈社会、履行社会责任的具体体现，有助于树立企业良好的社会形象，增强企业在当地的社会影响力和竞争力。



HSD not only provides support to local schools and educational institutions through donations of funds, equipment, and volunteer services, but also prioritizes the community and giving back to society, showcasing our humanistic spirit. We actively contribute to local development, which is our way of giving back. Supporting local education is also a concrete manifestation of corporate social responsibility, helping to build a positive corporate image and enhance our social influence and competitiveness in the local community.

### Experience and respect for local culture

#### 感受和尊重当地文化

为融入当地社区，成为其中的一份子，HSD积极组织员工参加当地文化活动，探索并尊重当地的历史、风俗和传统。我们组织员工一起游览当地知名景点，品尝当地美食，参加当地文化活动，以便更好地理解和尊重当地文化。这种积极参与有助于加深我们对当地社区的认识，增进企业与当地居民之间的联系，促进文化交流与交融。



To integrate into the local community and become a part of it, HSD actively organizes employees to participate in local cultural activities, exploring and respecting the local history, customs, and traditions. We arrange for employees to visit local landmarks, taste local cuisine, and participate in cultural events to better understand and respect the local culture. This proactive involvement helps deepen our understanding of the local community, enhance connections between the company and local residents, and promote cultural exchange and integration.

### HSD provides assistance to socially vulnerable groups.

#### HSD为社会弱势群体提供援助

作为社会责任的一部分，HSD一直致力于为社会弱势群体提供援助。无论是在经济上还是在其他方面，我们都尽最大努力支持那些需要帮助的人。我们相信，通过帮助社会弱势群体，我们可以共同建设一个更加和谐、包容的社会。在深圳时，HSD就曾荣获《助残就业爱心企业》称号，为社会残疾人士提供了应有的人道援助，这是我们的责任。来到浙江后，我们依然热心公益事业，不仅开展爱心献血等公益活动，还为当地社区提供各类爱心支持，因此荣获了《热心公益事业先进企业》称号。



As part of our corporate social responsibility, HSD has been committed to providing assistance to vulnerable groups in society. Whether it be financial support or other forms of aid, we strive to assist those in need to the best of our abilities. We believe that by helping vulnerable groups in society, we can collectively build a more harmonious and inclusive community. During our time in Shenzhen, HSD was honored with the title of "Compassionate Employer for Disabled Employment," for providing essential humanitarian assistance to society's disabled individuals, a responsibility we hold dear. Since relocating to Zhejiang, our commitment to philanthropy has remained steadfast. We have not only organized charitable blood donation drives but also extended various forms of compassionate support to the local community. As a result, we have been recognized as an "Advanced Enterprise in Philanthropy."

# SOCIAL HONORS RECEIVED BY HSD

## HSD获得的社会荣誉

HSD积极履行其发展和社会责任，因此荣获了多项荣誉。HSD的董事长被授予了“嘉善十大善商”称号，成功将HSD打造成了本地的“四星级企业”。此外，HSD的董事长还荣获了“优秀企业家”称号。同时，HSD还积极参与行业组织活动，成为平湖市服装行业的理事单位，中国五金协会拉链分会的理事长单位。



HSD actively fulfills its development and social responsibilities, thereby earning multiple honors. The Chairman of HSD has been conferred the title of "Top Ten Benevolent Merchants of Jia Shan" and successfully established HSD as a "Four-Star Enterprise" in the local area. Additionally, the Chairman of HSD has been honored with the title of "Outstanding Entrepreneur". Furthermore, HSD actively participates in industry organization activities, serving as a director unit of the Pinghu Garment Industry and the director unit of the China Hardware Association Zipper Branch.

作为行业的开拓者之一，HSD始终以促进行业发展为己任。我们积极参与了多项推动行业发展的举措，例如，HSD是“中华人民共和国国家标准-《拉链术语》”的主要起草单位，同时也参与了“中华人民共和国轻工业行业标准-《拉链标准》”的起草工作。国家标准的主要起草单位代表了HSD在拉链相关领域的权威性和专业性，表明其在该领域具有丰富的经验和专业知识。作为主要起草单位，我们会一直参与标准的制定过程，能够对标准的内容、结构和要求提出建设性的意见和建议，确保标准的科学性、合理性和实用性。此外，作为主要起草单位，我们还能够在标准的制定过程中与其他相关单位展开合作，促进标准的广泛应用和推广，推动相关领域的发展和规范化。



As one of the pioneers in the industry, HSD has always taken it upon itself to promote the development of the industry. We have actively participated in various initiatives aimed at advancing the industry. For instance, HSD is the primary drafting unit for the "Terminology of Zippers," a national standard of the People's Republic of China. Additionally, we have also been involved in drafting the "Standard for Zippers," an industry standard of the People's Republic of China. Being the main drafting unit for national standards signifies the authority and expertise of HSD in the field of zippers, demonstrating our extensive experience and professional knowledge in this domain. As the primary drafting unit, we continuously engage in the standard-setting process, providing constructive opinions and suggestions regarding the content, structure, and requirements of the standards, ensuring their scientific, rational, and practical nature. Furthermore, as the main drafting unit, we collaborate with other relevant entities during the standard-setting process, facilitating the widespread application and promotion of the standards, thereby driving the development and standardization of the relevant fields.

HSD作为中国拉链行业的领军品牌，屡获殊荣。早在2005年，HSD就荣膺中国五金制品协会颁发的“中国拉链十大知名品牌”称号；2009年，更获中国服装协会服装辅料专业委员会颁发的“中国服装辅料最佳供应商”殊荣；2012年，HSD成为深圳工业总会第三届理事会会员单位，同年获得“深圳知名品牌”称号，2014年HSD再次获得“深圳知名品牌”称号，同年获得多个省级服装协会、设计师协会等制衣行业联合评选的“制衣辅料行业最佳服务之星”称号；2016年，HSD获评深圳市“高新技术企业”，2017年更被誉为“香港星级品牌”，同年加入中国国际贸易促进委员会-中国国际商会-纺织行业会员。2018年，HSD荣获中国五金制品协会颁发的“优秀企业”证书，2019年再次获得深圳市“高新技术企业”荣誉。2020年，HSD荣获广东省科学技术厅颁发的“广东省医用防护服拉链工程技术研究中心”称号，2021年被授予中国五金制品协会颁发的“标准化先进单位”称号。2022年，HSD成为中国五金制品协会拉链分会理事长单位，2023年荣获本地“四星级企业”称号，并获得“尊师重教先进单位”证书，为行业树立了典范。



HSD, as a leading brand in the Chinese zipper industry, has been consistently honored for its achievements. As early as 2005, HSD was awarded the title of "Top Ten Well-known Brands in China's Hardware Products Industry" by the China Hardware Products Association. In 2009, it was further honored as the "Best Supplier of Clothing Accessories in China" by the Clothing Accessories Professional Committee of the China National Garment Association. In 2012, HSD became a member unit of the Third Council of the Shenzhen Industrial General Association and was awarded the title of "Well-known Brand in Shenzhen" in the same year. In 2014, HSD once again received the "Well-known Brand in Shenzhen" title and was also honored with the title of "Star of Best Service in the Garment Accessories Industry" jointly awarded by several provincial garment associations and designer associations. In 2016, HSD was recognized as a "High-tech Enterprise in Shenzhen," and in 2017, it was acclaimed as a "Star Brand in Hong Kong" and joined the China International Trade Promotion Committee - China International Chamber of Commerce - Textile Industry Member Association. In 2018, HSD was awarded the "Excellent Enterprise" certificate by the China Hardware Products Association, and in 2019, it once again received the honor of "High-tech Enterprise in Shenzhen." In 2020, HSD was honored with the title of "Guangdong Province Medical Protective Clothing Zipper Engineering Technology Research Center" by the Guangdong Provincial Department of Science and Technology. In 2021, it was awarded the title of "Advanced Unit in Standardization" by the China Hardware Products Association. In 2022, HSD became the chairman unit of the Chain Branch of the China Hardware Products Association, and in 2023, it was awarded the title of "Four-star Enterprise" locally, along with the "Advanced Unit in Honoring Teachers and Emphasizing Education" certificate, setting a benchmark for the industry.

## EPILOGUE

### 后记

We made significant strides in innovation and development this year. Not only did we successfully expand our in-house production of buttons and reintroduce the chain code business, diversifying our product line, but we also enhanced our market competitiveness.

2023年是我们公司在创新和发展上取得重要进展的一年。在这一年中，我们不仅成功扩增了钮扣的自产自造，并回营码链码装业务，增加了更多元的产品线，也进一步提升了我们的市场竞争力。

We remain committed to smart manufacturing, leveraging advanced technology and intelligent production methods to enhance efficiency and product quality. Simultaneously, we continuously refine our service model to offer differentiated services, catering to diverse customer needs and providing more competitive options.

我们始终以智能制造为核心，通过先进技术和智能化生产手段，提高生产效率和产品质量。同时，我们不断优化服务模式，提供差异化服务，以满足客户的多样化需求，并为他们带来更具竞争力的选择。

In terms of sustainability, we integrate environmental protection and social responsibility into every aspect of our development. We are dedicated to green production, optimizing resource use, and minimizing environmental impact, striving for a balance between economic benefits and environmental protection.

在可持续发展方面，我们将环保和社会责任贯穿于企业发展的各个环节。我们致力于绿色生产，优化资源利用，努力减少对环境的影响，实现经济效益与环境保护的双赢。

We extend our heartfelt thanks to every employee for their hard work and every customer for their trust and support. Looking ahead, we will continue to uphold the core values of smart manufacturing, differentiated services, and sustainability, striving to create a brighter future. Together, let us embrace the challenges ahead and march towards an even more brilliant tomorrow!

感谢每一位员工的辛勤付出和每一位客户的信任与支持。展望未来，我们将继续坚持智能制造、差异化服务和可持续发展的核心价值，不断开创更加美好的明天。让我们共同迎接未来的挑战，迈向更加辉煌的明天！

## ISSUE DEPARTMENT

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## REFERENCE GUIDE

### 参考指南

"Guidelines for Corporate Greenhouse Gas Emissions Accounting and Reporting for Power Generation Facilities (Revised Edition 2022)"  
"GB/T 2589-2020 General Principles for Comprehensive Energy Consumption Calculation"

《企业温室气体排放核算方法与报告指南发电设施（2022年修订版）》  
《GB/T 2589-2020综合能耗计算通则》