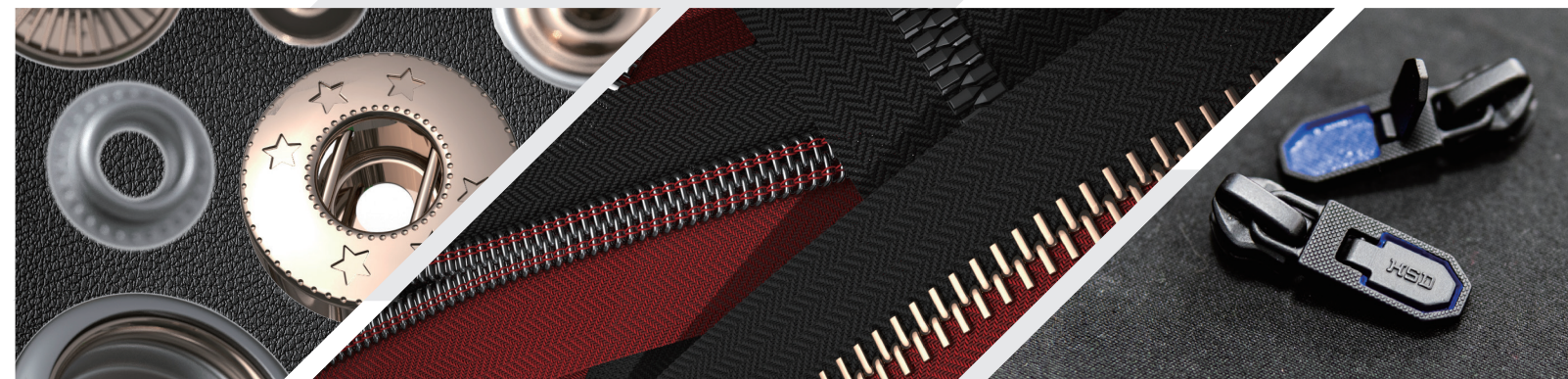


2024 ANNUAL REPORT

HSD 年度综合报告书 



WWW.HSDZIPPER.COM



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



帮助客户提升品牌价值，成就你我梦想。
Make our dreams come true by enriching customers' value.

HSD Comprehensive Report - Editorial Guidelines for《Nation Enterprise HSD 2024》

HSD 综合报告书《Nation Enterprise HSD 2024》的编辑说明

The HSD comprehensive report "Nation Enterprise HSD 2024" 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 2024》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

Enterprise Chronicles

企业大事记

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.

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。

Social responsibility

社会责任

A report on the practical actions and honors of HSD in social responsibility.

关于HSD对于社会责任实际行动和获得荣誉的报告。

Sustainable Vision/Environment

可持续愿景/环境

Report on HSD's impact on sustainable development goals, initiatives, and achievements.

关于HSD对于可持续发展目标、举措和成果等报告。

Report Time Range

报告时间范围

2024 (January 1, 2024 to December 31, 2024).
※ Also includes some activities outside the reporting period

2024年度 (2024年1月1日~2024年12月31日)。
※ 还包括部分报告期间外的活动

Voluntary help

主动帮助

HSD is driven by a proactive and self-motivated spirit, engaging with clients through professional information sharing, and striving to create value propositions that align with client needs.

华圣达秉持积极且主动的自驱心，与客户进行专业的信息分享，追求创造符合客户需求的价值主张。

On-demand support

随时支援

HSD commits to providing timely and efficient after-sales service and support whenever clients seek any assistance, ensuring that customers derive maximum benefits and value from using the products.

华圣达在客户寻求任何需要时，及时提供高效的售后服务与支持，确保客户在使用产品时获取最大的效益和价值。

Deliver commitments with fulfillment

信守履行

HSD pledges to uphold sustainable development as a corporate mission and social responsibility, delivering products with integrity and reliably executing contracts.

华圣达承诺客户，坚守可持续发展为企业使命和社会责任，信守货品的完善交付与合同的可靠执行。

ADVERTISING SLOGANS

HSD广告标语

2020~
HIGH QUALITY MAKES SMOOTH ZIPPING.
流畅之间见品质。

2015~2020
ZIP WITH FASHION, CONNECT WITH THE FUTURE,
AND ACHIEVE OUR DREAMS WITH TENACITY.
拉动时尚，连结未来，
成就你我梦想

~2015
WHERE PASSION MEETS EXCELLENCE.
热情、卓越、华圣达

THE STRENGTH OF HSD

华圣达的实力

HSD Zipper now holds over 160 patents, with more than 20 new product and equipment R&D patents added each year. In 2025, 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160项专利，每年新增产品专利与设备研发专利共计20余项。2025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。

PATENT
专利

Currently holding over 160+ patents

现有专利超过160+

PATENT
专利

Each year, we add over 10 new product patents.
Additionally, we develop more than 10 new equipment patents annually.

每年新增产品专利10+
每年新增设备研发专利10+

OUTPUT
产能

Targeting a 50% increase in production capacity by 2025.

2025年产能目标提升50%

EQUIPMENT
设备

Aiming for a 50% improvement in equipment optimization by 2025.

2025年设备优化目标提升50%



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，构建了完整的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+1生产基地

HSD operates three core production bases in Zhejiang, China; Kampong Speu, Cambodia; and Khanh Hoa, Vietnam, with a fourth under construction in Indonesia. This strategic network ensures efficient service to global textile hubs, demonstrating our production capabilities as a full-service accessories supplier.

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，此外，HSD还将在印尼开展第四大生产基地的规划与建设，这一布局使得我们能高效服务于全球纺织品制造中心，展现出我们卓越的生产效率与一站式辅料供应商实力。



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。

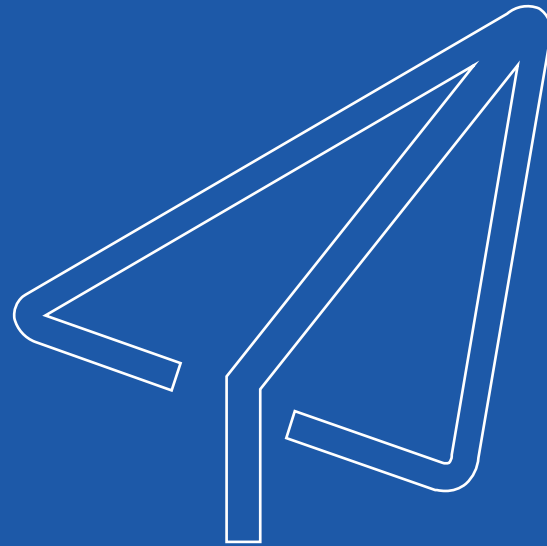
VISION

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。



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 and 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。

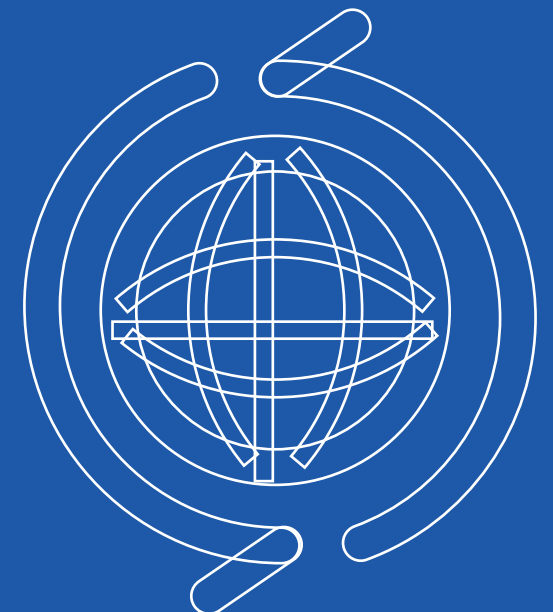
VALUES

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。

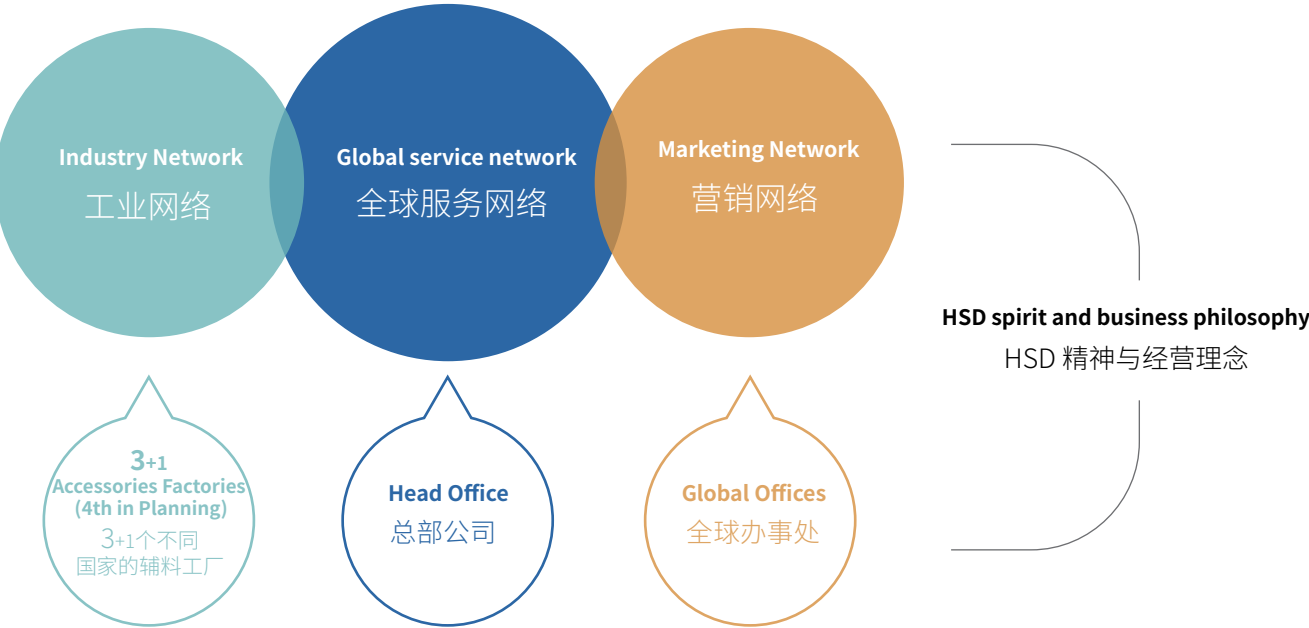


ENTERPRISE OPERATING MODEL

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 expanded our global footprint with factories in Cambodia and Vietnam, with plans for Indonesia underway. Combined with our smart headquarters facility in Zhejiang, China, this 3+1 global factory network delivers faster-response premium services to strengthen 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，未来还将规划印尼工厂，加上中国浙江智能总部工厂，全球3+1家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+1 major factories 大工厂
30+ offices 办事处

Number of employees
员工数量：
1500+ employees 员工
50+ R&D staff 研发人员

Designed full capacity
全球工厂产能预期规模：
8 亿 zippers per year 条拉链/年

Factory Output Allocation
各个工厂产量预期分解：

浙江工厂近年预期规模 zippers per year 6 亿 条拉链/年	柬埔寨工厂近年预期规模 zippers per year 1.6 亿 条拉链/年	越南工厂近年预期规模 (预计2026正式投产) zippers per year 3 千万 条拉链/年
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HSD'S THREE FACTORY LOCATIONS AND MARKETING NETWORK DISTRIBUTION

HSD 3+1 大工厂及营销网络分布 2024

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



中国

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。

柬埔寨



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

柬埔寨工厂年产量超过 **1.5亿** 条拉链



越南

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!



印尼

HSD Capacity Expansion Project - Indonesia (Under Planning)

HSD产能扩展 - 印尼制造厂 (规划中)

Key Highlight: Strategically positioned along key Asia-Europe shipping routes, HSD's Indonesia facility will form a garment accessories manufacturing triangle with Cambodia and Vietnam, leveraging local resources and ASEAN-wide synergy.

独特亮点: 辐射亚欧航运通道, **联动柬越** 构建东南亚**辅料制造三角网**, 同步激活本土资源与东盟协同势能。

HSD is advancing strategic planning for a new Indonesia-based manufacturing facility, with Phase 1 completion targeted by 2026.

华圣达正积极推进印尼新制造基地的战略规划, **第一阶段**目标预计于**2026年**完成。

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!



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!



03 高效的生产机制， 快速响应市场需求。

Efficient production mechanisms for rapid market response.



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.



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.



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.



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.



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.



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.



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.



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



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, 达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

In 2024, geopolitical conflicts continued to intensify. High interest rate policies in Europe and the United States suppressed global consumption. Coupled with the escalation of trade barriers, the international supply chain accelerated its regional restructuring. Although the proportion of trade between China and "the Belt and Road" countries exceeded 50%, inflationary pressures and technological blockades continued to threaten cross-border operations.

The industry showed structural differentiation under internal and external pressures - Export market: The expansion of local production capacity in Southeast Asia squeezed traditional exports, but high-value-added products such as environmentally degradable/functional patents increased against the trend by 8%, and cross-border e-commerce direct sales contributed 15% of new orders; Domestic demand market: The rise of domestic brands drove the recovery of demand. The flexible production system helped leading enterprises expand their market share, while small and medium-sized enterprises were stuck in price wars and funding chain difficulties. It is expected that the annual market size will only increase slightly by 2-3%. We integrate the HSD "craftsman spirit" into our enterprise management, drive the upgrading of the value chain through design innovation, and build a moat for sustainable growth with patented products. At the same time, we continue to carry out a "one-to-one" service model for customers, provide customers with suitable, interesting and better products than others, establish long-term cooperative relationships, jointly build sustainable enterprises, and create more powerful value for society.

2024年地缘冲突持续加剧，欧美高利率政策压制全球消费，叠加贸易壁垒升级，国际供应链加速向区域化重构。尽管中国与“一带一路”国家贸易占比突破50%，但通胀压力与科技封锁持续威胁跨境经营。

行业在内外压力下呈现结构性分化——出口市场：东南亚本土产能扩张挤压传统出口，但环保可降解/功能性专利等高附加值产品逆势增长8%，跨境电商直营贡献15%新增订单；内需市场：国货品牌崛起带动需求回暖，柔性生产体系助力头部企业扩大份额，中小企业深陷价格战与资金链困境，预计全年市场规模仅微增2-3%。

我们将HSD“工匠精神”，融入到我们的企业经营之中，以设计创新驱动价值链升级，通过专利产品构筑可持续增长护城河；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

Industrial Transformation Drives Production Model Innovation

产业变革驱动生产模式革新

The new retail ecosystem is revolutionizing industrial chains through synergistic integration of online and offline channels, reshaping the commercial landscape from production to consumption. Innovative models including digital marketing, live-streaming commerce, and community operations demonstrate diversified development trends.

Consumer demand increasingly emphasizes functional specialization and personalized expression, with product features such as waterproofing, sealing, flame retardancy, invisible design, luminescent effects, eco-friendliness, easy wearability, and customizable displays becoming market differentiators. This trend drives enterprises to intensify R&D in functional products and creative design. As the "small-order rapid-response" model gains prevalence, flexible manufacturing requirements surge, accelerating the transition from traditional mass production to specialized production lines. Market trends are being reshaped by sustainability concepts and cultural identity, with China-chic elements, sporty styles, casual designs, and eco-conscious concepts consistently leading the market. Lightweight materials and environmentally friendly applications will define long-term industry development. In the zipper sector, metal zippers continue to lose market share (currently accounting for only 8% of export volume), while nylon zippers maintain competitive advantages through cost efficiency and technological iteration. Innovative applications of alternative materials like resin, aluminum alloy, and stainless steel mature progressively, confining metal zippers primarily to premium product lines. Enterprises are actively advancing intelligent manufacturing upgrades, establishing efficient flexible production systems through deep integration of digital technologies, IoT, and automated equipment.

新零售业态正推动产业链各环节的转型升级，通过线上线下渠道的协同整合，重构了从生产端到消费端的商业生态。数字营销、直播电商、社群运营等创新模式呈现多元化发展态势。

消费需求日益趋向功能细分与个性表达，防水性、密封性、阻燃性、隐形设计、荧光效果、环保属性、便捷穿戴及定制化展示等产品特性成为市场新焦点，促使企业加大功能性产品与创意设计的研发力度。随着"小单快反"模式普及，柔性化生产需求激增，传统规模化生产逐步向专业化产线转型。

消费潮流正被可持续理念与文化认同重塑，国潮元素、运动风格、休闲设计及环保概念持续引领市场，轻量化与环保材料应用将成为行业长期发展方向。在拉链细分领域，金属拉链市场份额持续萎缩（当前仅占出口总量8%），尼龙拉链凭借成本效益与技术迭代保持竞争优势，而树脂、铝合金、不锈钢等替代材料的创新应用日益成熟，金属拉链现主要服务于高端产品线。企业正积极推进智能制造升级，通过数字化技术、物联网及自动化设备的深度应用，构建高效柔性生产体系。

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

ADHERE TO INTELLIGENT MANUFACTURING

Advancing Intelligent Manufacturing to Lead Industrial Upgrade

智造未来，驱动变革

深化智能制造，引领产业升级

UNDERSTANDING THE NEW ECONOMY

Navigating the New Global Economy: Seizing Opportunities in Consumption Upgrade

新经济，新机遇，新未来

洞见全球经济新格局 把握消费升级新机遇

Cyclical Shifts Inspire Developmental Paradigm Innovation

周期更迭激发发展范式创新

Global economic development has entered a historical phase characterized by new growth poles, governance models, capital landscapes, kinetic engines, and technological revolutions. With demographic shifts, traditional factor-driven models prove unsustainable, making breakthrough thinking essential for forging new growth trajectories.

Consumption upgrades foster novel commercial forms, where tech empowerment, fashion crossover, and scenario innovation continuously unlock segmented market potential. Amid evolving international trade dynamics, a dialectical approach is required to leverage the "dual-circulation" strategy: capitalize on mega-scale domestic market advantages while utilizing industrial gradient relocation to achieve global breakthroughs through emerging channels like ASEAN and Central Asia.

Multidimensional innovation strategies include:

- 1.Product Innovation - Implement the "variety expansion, quality enhancement, branding" initiative to cultivate niche market champions;
- 2.Industrial Collaboration - Refine chain coordination mechanisms to build standardized industrial clusters;
- 3.Talent Development - Strengthen technical training to construct intellectual property moats;
- 4.Operational Excellence - Advance tiered client management and differentiated service systems.

全球经济发展进入以新增长极、新治理模式、新资本格局、新动能引擎和科技革命为特征的历史阶段。伴随人口结构转变，传统要素驱动模式难以为继，突破性思维成为开拓新增长曲线的关键。

消费升级孕育新型商业形态，科技赋能、时尚跨界与场景创新持续释放细分市场潜力。面对国际经贸格局演变，需辩证把握"双循环"战略机遇：一方面依托超大规模市场优势深耕本土化发展，另一方面借力产业梯度转移，通过东盟、中亚等新兴通道实现全球化布局突围。

应对策略需多维创新：

- 1.产品维度 - 实施"增品种、提品质、创品牌"三品工程，培育细分领域"单项冠军"；
- 2.产业维度 - 完善产业链协同机制，构建标准化产业生态集群；
- 3.智力维度 - 强化技术人才培养，构筑知识产权护城河；
- 4.运营维度 - 深化客户分层管理，打造差异化服务体系。

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

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HSD SUSTAINABLE DEVELOPMENT STRATEGIC GOALS
HSD 可持续发展战略目标

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华圣达大能力

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VALUE PROPOSITION
价值主张

05

CORPORATE UPDATES
企业动态

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。

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。

December 2023, the Zhejiang headquarters factory obtained the national high-tech enterprise certification after three years of strategic layout.
2023年12月，浙江总部工厂经三年布局获国家高新技术企业认证。

2024

Awarded the title of Jiaxing 2024 Green Factory, making outstanding contributions to sustainable development.

获得嘉兴市2024年度绿色工厂称号，为可持续发展做出杰出贡献。

Mr. Huang Shihua, Chairman of HSD, has become a member of the National Professional Standardization Technical Committee (Deputy Director of the Zipper Sub - committee).

HSD董事长黄诗华先生成为全国专业标准化技术委员会委员（拉链分会副主任）。

Awarded "Four-Star Enterprise" Title (Yaozhuang)
获得(姚庄)四星级企业称号

Recognized as Council Member Unit of China Chamber of International Commerce Zhejiang Chapter

被评为中国国际商会浙江商会(理事单位)

Certified as "2024 Integrity Taxpayer Enterprise" (Yaozhuang)
公司被评为2024年(姚庄)诚信纳税企业

Mr. Huang Shihua, Chairman of HSD, Honored as "2024 Outstanding Entrepreneur of Yaozhuang"
HSD董事长黄诗华先生成为姚庄2024年度优秀企业家



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SDGs
Based on 2022
基于2022

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。

Resources
资源SDGs
Based on 2022
基于2022

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。

Water
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

Improve CMS based on ZDHC Supplier to Zero by 2023.
Water-soluble paints will account for more than 50% by 2025.

2023年内,基于ZDHC Supplier to Zero 的化学品管理体完善完成
到2025年水溶性涂料占比达50%以上

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

Promote equal employment, Achieving gender balance in top management.
Promote human rights compliance and transparency in supply chains.
Improve operating environment and eliminate workplace health risks.
Promote and strengthen Workers' representatives play a better role in organization operation.

促进平等就业,实现高管性别均衡
强化供应链人权合规与透明度
完善运营环境,消除职场健康隐患
赋能工人代表,深化民主管理效能

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



Higg Index



GRS



bluesign



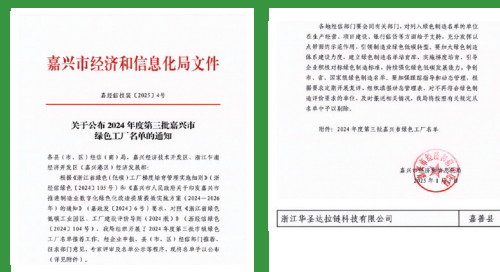
OEKO-TEX



SGS PCF



Jiaxing Green Factory (2024)
嘉兴市2024年度《绿色工厂》



HSD

每生产1条拉链 ≈

注：HSD环保拉链计算关键参数说明如下：
1.标准拉链长度：120cm
2.材料平均PET消耗量（金属/注塑/尼龙）
3.塑料瓶规格：350ml对应8g瓶重
4.电力碳排放因子：中国电网基准值0.785kg CO₂/kWh

帮地球回收
1.586
个废弃塑料瓶

减碳效果相当于
可点亮
5h
10瓦节能灯

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。

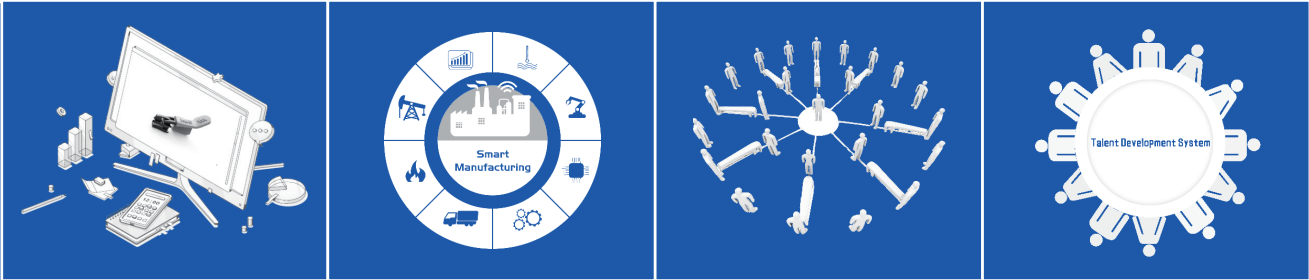
03

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
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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
高性能性品牌

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

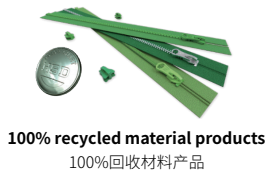
HSD的附加价值产品

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2027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 2027, 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, 2024年获取防泼水方块插销专利, 为防水领域再填一份力; 2024年还成功研发出虹鱼头系列专利产品, 为多个领域实现有价值的创造。

We continue to delve into the waterproofing field, successively launching products featuring anti-siphon, anti-fogging, and water-repellent reflective technologies. In 2023, we broke through technical barriers to develop a patented plastic steel water-shedding zipper, achieving Level 4 certification in the EN ISO 4920 spray test. Building on this momentum, 2024 saw us secure a patent for the water-shedding box & pin, further advancing our waterproof solutions. The same year, we successfully developed the patented RAYS Slider Series, delivering innovative value across multiple sectors.



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

01

PREFACE
前言

02

HSD SUSTAINABLE DEVELOPMENT STRATEGIC GOALS
HSD 可持续发展战略目标

03

HSD'S GREAT CAPABILITIES
华圣达大能力

04

VALUE PROPOSITION
价值主张

05

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, 全面覆盖拉链生产全流程。其中浙江工厂已增设钮扣产线, 柬埔寨工厂亦规划导入钮扣生产; 2023年启动建设的越南智能工厂, 预计2025年第四季度投产; 另正规划印尼智能工厂, 计划2026年展开首期规划。

We operate HSD Smart Factories in Zhejiang, China and Cambodia, covering all zipper production processes. The Zhejiang facility has integrated button production, while Cambodia is planning to add button lines. In 2023, we launched our Vietnam smart factory project, targeting operational commencement in Q4 2025. Additionally, an Indonesia smart factory is under planning, with Phase 1 development scheduled for 2026.

为保障全球产能标准统一, 所有工厂均配置顶尖工序设备及整合系统 (ERP / CRM / PDM / 配色系统), 确保持续稳定的高品质输出。

To ensure unified global production standards, all facilities are equipped with identical cutting-edge machinery and integrated systems (ERP, CRM, PDM, color matching), guaranteeing consistent quality output.

在创意主导市场的当下, 我们持续拓展研发版图: 深度洞察客户需求, 定制开发契合全球文化趋势的创新产品; 主动探索前沿灵感, 依托3D设计与打印技术, 将概念快速转化为实体原型。通过虚实融合的创意展示平台, 激发合作新可能, 深化客户联结, 共筑双赢未来。

In today's creativity-driven market, we continuously expand R&D capabilities to deeply understand client needs, delivering customized innovative products aligned with global cultural trends. Through proactive exploration and advanced 3D design/printing technologies, we rapidly transform concepts into tangible prototypes. This blended virtual-physical demonstration platform sparks new collaborative inspiration, strengthens client relationships, and forges win-win partnerships.

3D printing design services

3D打印设计服务



New Product Information

新产品信息

Continuously create valuable products

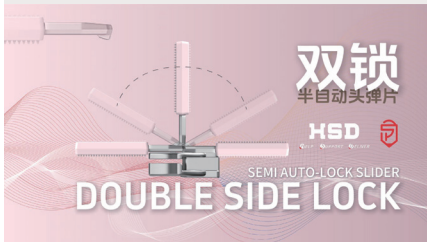
持续创造有价值的产品



Rays Slider 虹鱼头拉片

全新轻量易用型拉头设计——虹鱼头系列, 巧妙融合了HSD专利鲸鱼头与无拉片拉头的精髓。该系列不仅继承了轻薄与轻量的特性, 更在触感上实现了舒适与亲肤无感的双重提升。虹鱼头系列提供了多样化的版本选择, 广泛适用于服装、家纺乃至户外装备等多个领域, 展现了其广泛的应用潜力与卓越的设计价值。

HSD's latest lightweight and user-friendly puller design—the RAYS Series—seamlessly integrates the essence of the patented Whale Head and No-Pull-Tab pullers. This series not only retains the hallmark features of being lightweight and slim but also elevates the tactile experience with enhanced comfort and skin-friendly properties. Additionally, the RAYS Series offers diverse versions, making it highly versatile for applications in apparel, home textiles, and even outdoor gear, showcasing its extensive potential and exceptional design value.



Double Side Lock Semi Auto-lock Slider 双锁半自动头弹片

全新安全型拉头设计——双锁半自动头, 与传统半自动头仅能在拉片向下时实现自锁的功能相比, HSD独创性地设计出了无论是在拉片向下还是向上时均能实现自锁能力的半自动头。这一创新极大地提升了产品在使用过程中的安全性能, 有效规避了因拉片意外向上而失锁导致开链。

HSD has introduced a groundbreaking safety slider design—the Double Side Lock Semi Auto-lock Slider. Unlike traditional semi-automatic sliders that only achieve self-locking when the puller is in the downward position, HSD's innovative design enables self-locking in both upward and downward positions. This advancement significantly enhances the safety performance during use, effectively preventing chain separation caused by accidental upward movement of the puller, ensuring a more secure and reliable user experience.

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。

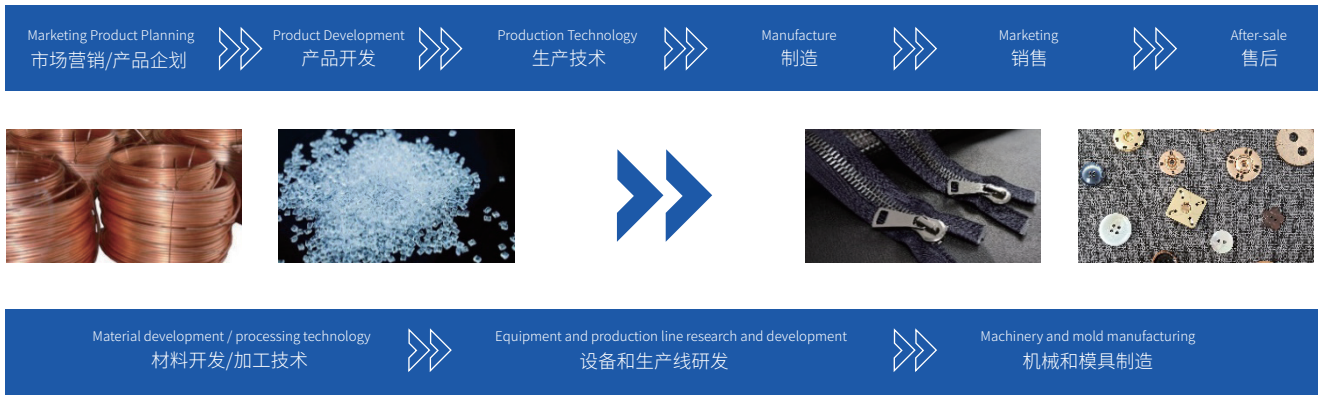
摘自五金协会拉链分会会长-HSD董事长黄诗华
《2024 中国拉链产业经济运行分析及行业趋势发展报告》

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
"2024 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 implementing digital technologies – including AI, robotics, and sensors – to achieve intelligent production. Beyond existing automated lines, we are advancing integrated multi-process equipment and digital quality management. The dual AI quality control system (AI-based heading process inspection + finished zipper inspection) is currently piloted across multiple workshops. Upon pilot completion, full deployment of AI inspection equipment will position us at the forefront of technological innovation.

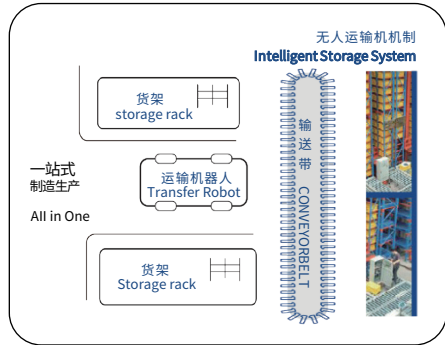
我们正积极运用人工智能、机器人及传感器等数字化技术推进智能生产。除已建成的自动化产线外，同步推广多功能集成设备应用，深化数字化质量管理：目前已部署穿头工序AI质检与拉链成品AI质检双系统，在多个车间开展试点，试点完成后将全面铺设AI质检设备，持续强化科技前沿竞争力。

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.

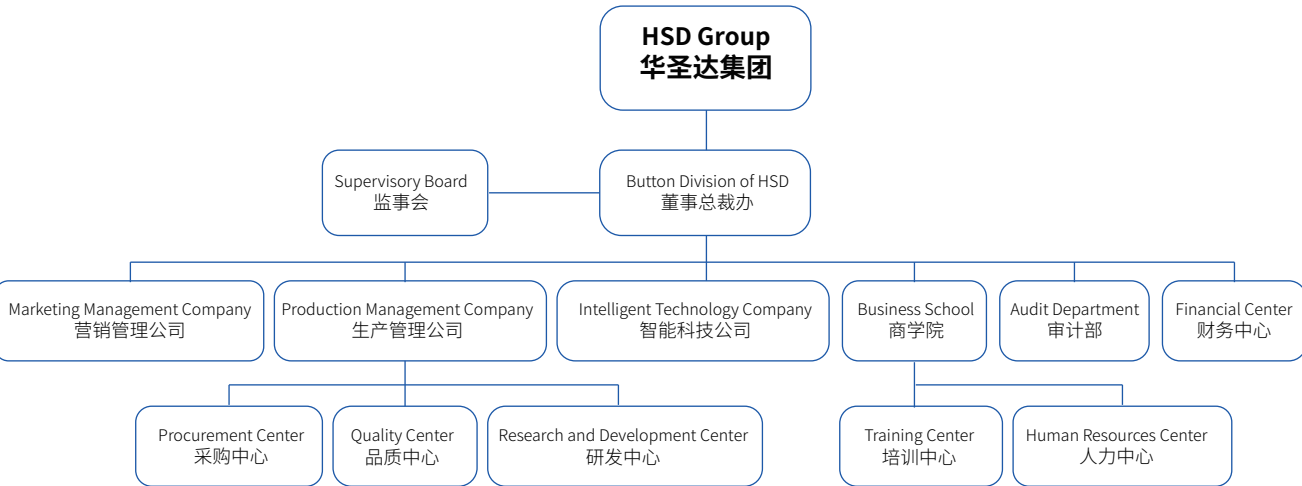
当前市场和经济的变化日益迅速，加之消费者时尚趋势与网络时代的快速传播相结合，使得企业需迅速应对。科学化的管理模式使得HSD能够更快速地响应市场变化，满足客户需求。

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 and 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 (the fourth factory is under planning)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（第四大工厂正在规划中），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。



Intelligent Factory at China Headquarters

中国总部智能工厂



Intelligent Factory in Cambodia

柬埔寨智能工厂



Intelligent Factory in Vietnam

越南智能工厂



Intelligent Factory in Indonesia (Under Planning)

印尼智能工厂（规划中）

Operation in Four Major Regions
四大地区经营



Asia Region

亚洲区



European Region

欧洲区



American Region

美洲区



Southeast Asian Region

东南亚区

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速、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.

企业人才培训是一项重要的举措，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，人才培训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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在线阅读



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

2024-2025

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

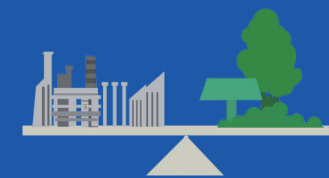
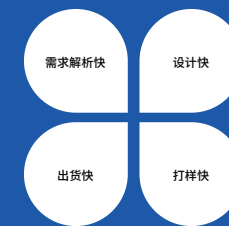
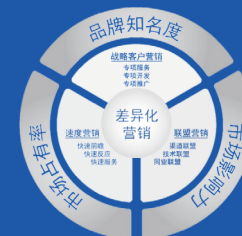
SUSTAINABLE PROGRESS FORWARD

绿续前行

Enhance Sustainable Development

加强可持续发展 39

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.



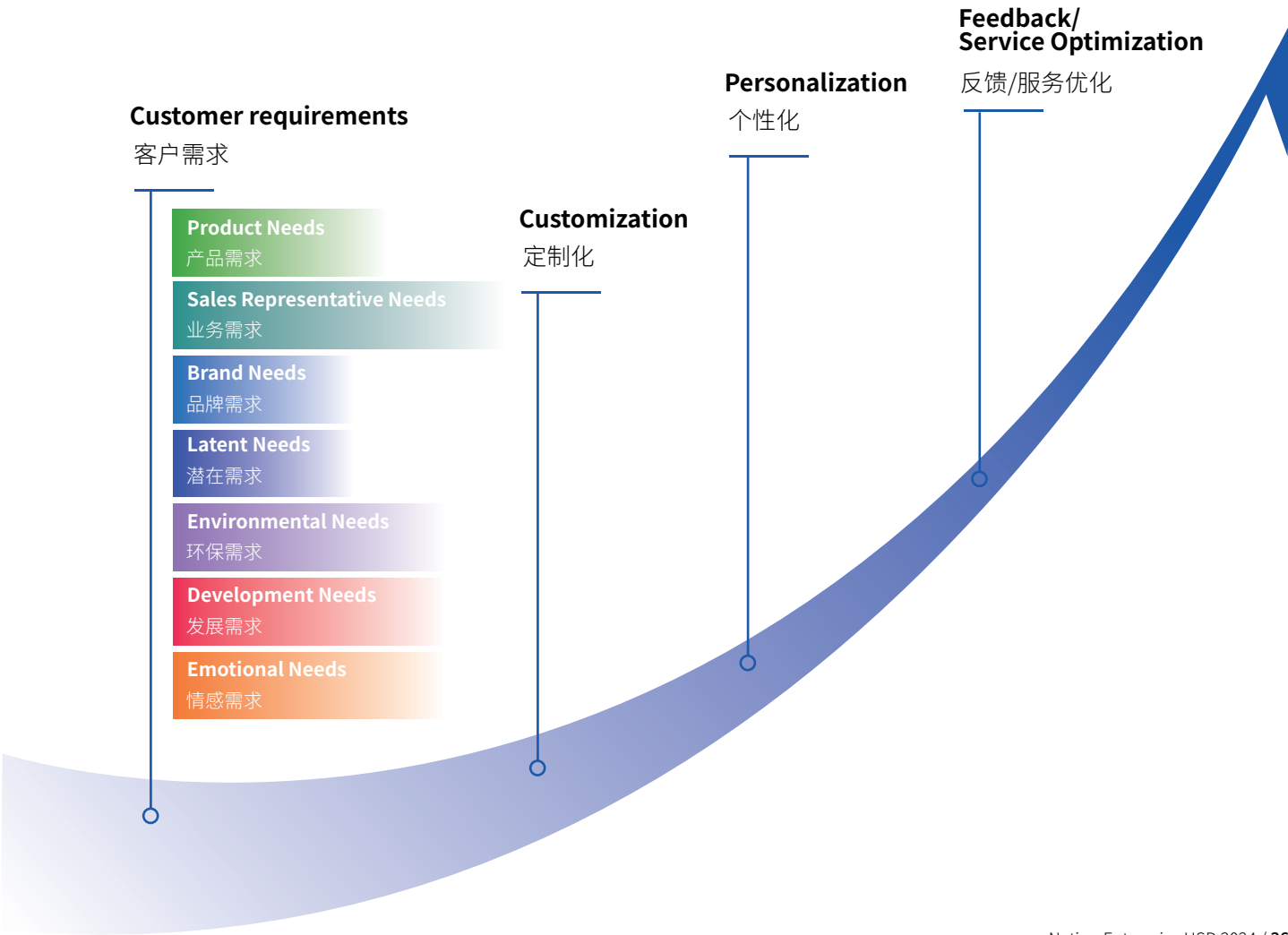
Enhancing the differentiation of our services.

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.
- AI quality control has been piloted across multiple workshops, enhancing shipping quality with greater efficiency and intelligence.

- 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。
- 已在多个车间试点AI质检,更高效地保障出货品质。

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 Indonesia 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、印尼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.

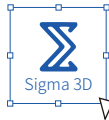
各类技术工种人员的培养

HSD has invested substantial time and resources in cultivating technical professionals. In 2024, we delivered dozens of primary and advanced training programs across diverse domains. Moving forward, we will further expand our training scope to develop a strategic talent pipeline for personnel operating new smart-enabled equipment and production lines.

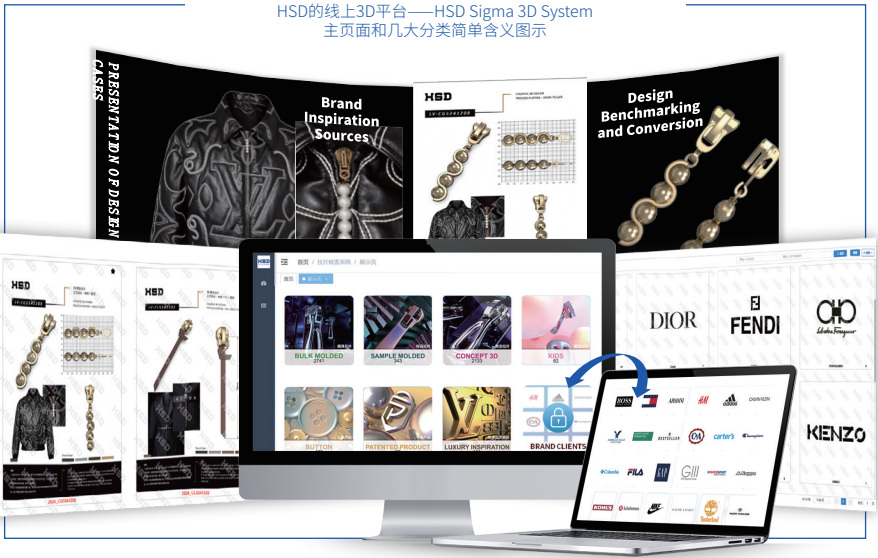
HSD投入大量时间和资金,培养各类技术人员。2024年,我们完成了数十场不同类型的初级和高级培训。未来,我们将进一步扩大培训范围,以满足公司对大量全新智能化设备和生产线所需人才的储备布局。

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”



The online 3D platform of HSD — HSD Sigma 3D System.
Visual Guide to Main Interface & Key Categories



HSD自2022年起应用线上3D技术,实现与下游企业数字化协同,加速开发、减少打样时间,提升匹配度与客户满意度。2023年推出HSD Sigma 3D System平台,集成七大分类(量产模具、样品、概念设计、童装、钮扣库、专利产品、奢侈品灵感),支持图文检索,并为合作客户提供加密专属库。此外,正打造线上展厅,涵盖基础款、风格化及特殊产品,助力客户远程体验。

Since 2022, HSD has adopted online 3D technology to digitize collaboration with downstream partners, speeding up development and improving product matching. In 2023, we launched HSD Sigma 3D System, featuring 7 categories (production molds, samples, concepts, kids' wear, buttons, patents, luxury-inspired designs) with image/text search and encrypted client-exclusive zones. An online exhibition hall is also underway to showcase diverse products remotely.

奢侈品灵感区 LUXURY INSPIRATION

在HSD SIGMA系统中,除为紧密合作的品牌客户设立专区外,我们还精心规划了奢侈品灵感区,这个区域以享有流行风向标盛誉的知名奢侈品牌作为参照,旨在汲取高端设计灵感,引领更多品牌把握设计前沿趋势。

专属3D数据库 EXCLUSIVE 3D DATABASE

同时,与HSD紧密合作的客户享有专属3D库,仅限双方合作设计产品,且内容独立,不公开于前述分类,仅供开发部及客户相关责任人查阅(可申请之客户标准:年销售500万以上的品牌客户)。

The essential path to achieving smart factories.

实现智能工厂的必经之路

In the report "2024 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《2024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

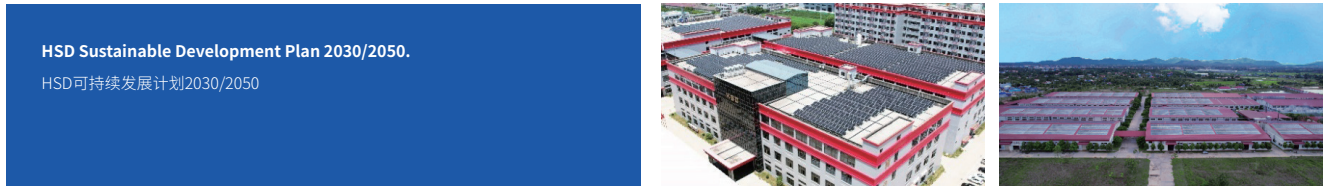
加强可持续发展

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	2024年进展 Performance in 2024	2024年后的计划 Plans after 2024
 Energy & climate 能源和气候	Based on 2022: - 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 以2022年为基准: 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, 生产用能源强度降低20% 到2050年, 实现碳中和	7 AFFORDABLE AND CLEAN ENERGY  13 CLIMATE ACTION 	Product Carbon Footprint - Production volume increased by 24% while carbon emissions rose 23%; Carbon footprint per unit decreased by 0.18%. Operational Carbon Emissions - Employee lifestyle emissions decreased by 7%. Renewable Energy Transition - Solar PV systems supplied 1,034,118 kWh of clean electricity; Reducing carbon emissions by 600.82 tCO₂e. 产品碳排放-2024年产品产量上升24%, 碳排放上升23%, 单位碳足迹下降0.18%。 生活碳排放-2024年生活碳排放下降7%。 新的能源构成-2024年光伏发电提供了1,034,118 KWH (度) 清洁电力, 减少碳排放600.82t CO₂e。	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. Energy Consumption Targets: 1) Low-energy equipment: Completed. 2) Replace 20% by 2025. 3) Replace 50% by 2030. Carbon Neutrality Objectives: 1) Develop carbon offset measures. 2) Commence action by 2027 to offset remaining 50%. 3) Achieve 100% carbon offset for remaining emissions by 2030. 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%。 能耗目标: 1) 低能耗设备, 已完成。2) 2025年替换10%。3) 2030年替换30%。 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年补偿剩余100%。
 Resources 资源	Based on 2022: - 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. 以2022年为基准: 到2030年, 工业废弃物排放强度降低50% 到2030年, 工业固体废弃物再利用率达100%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Product output increased by 24% while solid waste rose 17%, indicating a 23% reduction in waste intensity per unit. 97.45% of total waste generated achieved recycling/reuse. 产品产量上升24%, 固废上升17%, 相对下降23%。 回收再利用的废弃物达97.45%。	By 2030, solid waste will be reduced by 50%, and the recycling of waste will reach 100%. 2030年固体废弃物减少50%。 2030年回收再利用废弃物达到100%。
 Water 水	Based on 2022: - Fresh water used for production Reduce by 80% by 2030. - 100% of wastewater will be reused by 2030. - The water intensity of production processes will be reduced by 20% By 2025. 以2022年为基准: 到2030年, 用于生产的新鲜水消耗量降低80% 到2030年, 废水回用率上升到100% 到2025年, 生产用水强度降低20%	6 CLEAN WATER AND SANITATION 	Product output increased by 24% with freshwater consumption rising 23%, achieving a 12% reduction in water intensity per unit. Industrial wastewater reuse rate reached 50%; Domestic water consumption decreased by 9.67%. 产品产量上升24%, 淡水用量上升23%, 相对下降12%。 废水回用率已达50%, 生活水耗下降9.67%。	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. 2024年度水回用率提升到50%, 2025年提升到60%, 2026年提升到70%, 2027年提升到80%。
 Chemicals 化学品	- Improve CMS based on ZDHC Supplier to Zero by 2023. - Water-soluble paints will account for more than 50% by 2025.. 以2022年为基准: 2023年内, 基于ZDHC Supplier to Zero 的化学品管理体系完善完成 到2025年水溶性涂料占比达50%以上	14 LIFE BELOW WATER  15 LIFE ON LAND 	In 2022, we collaborated with bluesign to improve chemicals. In 2023, the compliance rate of production materials and chemicals reached 100%. In 2024, the chemical risk assessment system was officially established, achieving in-house chemical risk assessment capabilities. The water-soluble coatings successfully passed the testing. 2022年与bluesign合作改进化学品。2023年生产用材料和化学品合规率100%。 2024年化学品风险评估评估正式建立, 实现内部化学品风险评估能力。 水溶性涂料测试通过。	Chemical risk assessment was established, achieving internal chemical risk analysis, and obtaining ZDHC Chemical Management 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。
 Human Rights 人权	- Promote equal employment, Achieving gender balance in top management. - Promote human rights compliance and transparency in supply chains. - Improve operating environment and eliminate workplace health risks. - Promote and strengthen Workers' representatives play a better role in organization operation. 以2022年为基准: 促进平等就业, 实现高管性别均衡 强化供应链人权合规与透明度 完善运营环境, 消除职场健康隐患 赋能工人代表, 深化民主管理效能	5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 	Improve working conditions and eliminate safety risks in the workplace. Promote and strengthen the role of employee representatives in company operations. Compliance with laws and regulations. 改善作业环境, 消除作业场所安全风险。 促进和加强员工代表在公司运营中的作用。 合法合规经营。	Enhance internal audits. Bolster the role of employee representatives in company operations. 增加内部审查。 促进和加强员工代表在公司运营中的作用。

Achieving the vision together with partners

与合作伙伴共同实现愿景

Against the backdrop of growing global environmental urgency, sustainable development has become a worldwide trend, recognized by both natural ecosystems and human societies as central to future progress. Under this trend, HSD actively participates in diverse initiatives and organizations to contribute to sustainable development and jointly advance industry growth. We implement the Higg Index by the Sustainable Apparel Coalition (SAC), utilizing its Facility Environmental Module (FEM) and Social & Labor Module (FSLM) to conduct self-assessments and undergo external oversight. Since obtaining bluesign® certification in 2017, HSD became China's first bluesign® certified zipper manufacturer and remains the global trailblazer as the sole certified producer of metal zippers worldwide.

在当前全球环境日益紧迫的背景下, 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。我们采用可持续服装联盟(SAC)的希格指数(Higg Index), 通过设施环境模块(FEM)与社会劳工模块(FSLM)开展自评并接受外部监督。自2017年获蓝标认证起, HSD成为中国首家拉链蓝标认证企业, 并仍是全球唯一获金属拉链品类蓝标认证的先行者。

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 -2019. 获得GRS认证 2019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。

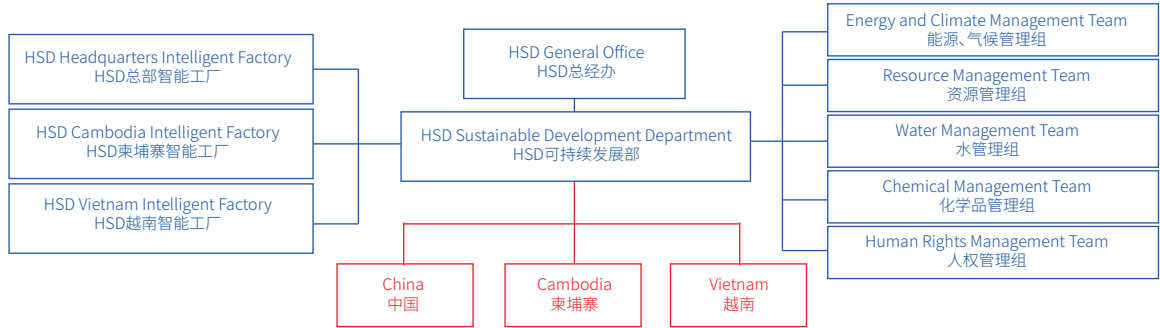


Institutional framework for sustainable development

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 and 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 2024, despite the impact of the global economic downturn, our production volume still increased compared to the previous year. Under these circumstances, HSD successfully achieved a 1.63% reduction in carbon emissions per unit of product compared to 2022. Furthermore, through measures such as introducing new production methods, updating equipment, and installing high-efficiency machinery, we have continuously advanced our energy conservation efforts. As a result, we successfully reduced electricity consumption per unit of product by 7.62% and water consumption per unit of product by 12% compared to 2022. At our Zhejiang Smart Factory, we have fully installed a solar power generation system. Previously, we completed a similar installation at our Cambodia factory in 2021, and our upcoming Vietnam factory, currently under construction, will also be equipped with a solar power system. This initiative aims to replace fossil fuels with clean energy. In 2024, our renewable energy ratio increased by 1.2%. Additionally, we promoted the use of recycled polyester fiber materials by increasing sales of our eco-friendly product lines. We also plan to develop bio-based and biodegradable products to further reduce greenhouse gas emissions.

2024年度,尽管受全球经济不景气的影响,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碳排放比2022年减少1.63%。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7.62%,单位产品耗水量比2022年减少12%。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。2024年度,我们的可再生能源比率提升1.2%。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 2025, we are actively engaged in quantifying carbon emissions to effectively manage greenhouse gas emissions and take targeted measures to reduce them accordingly.

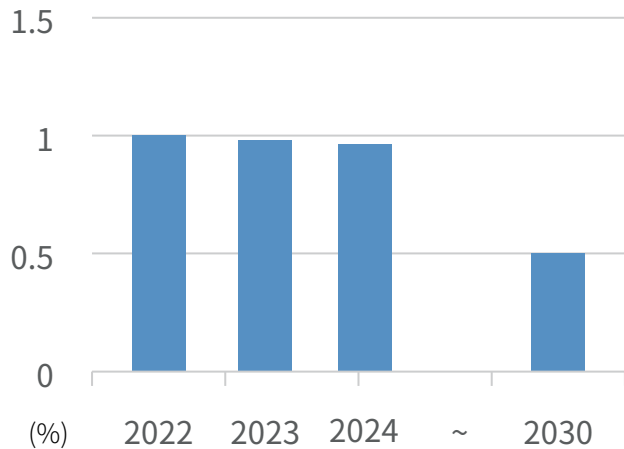
在迎接2025年的挑战时,我们积极开展碳排放量化工作,以便有效管理温室气体排放,并相应采取措施有针对性地减少这些排放。

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。



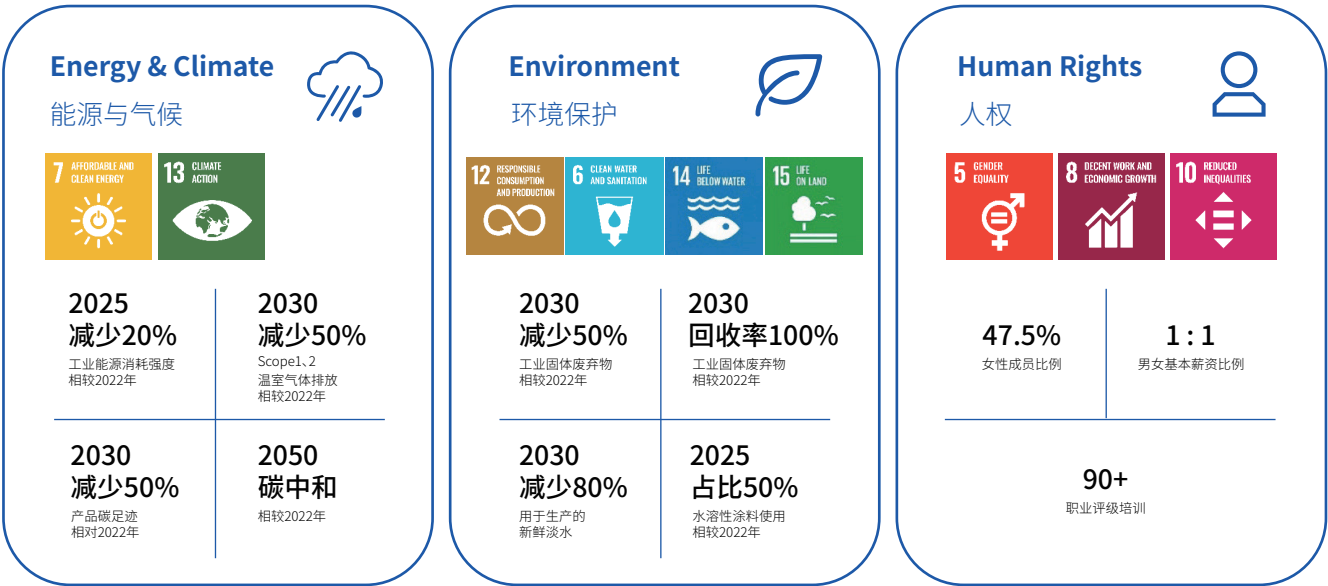
In 2024, compared to 2022, we have completed the establishment of a chemical risk assessment and management system based on ZDHC Supplier to Zero and have now established the in-house capability to assess chemical risks. This system helps us to more comprehensively identify and manage potential risks of chemicals in the production process, better ensuring product safety and environmental sustainability. 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.

2024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,已经具备工厂内部评估化学品风险能力。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

Headquarters Events [China]

总部活动 [中国]

Exhibition Events [Global]

展会活动 [全球]

Regional Events [Cambodia & Vietnam]

区域活动 [柬越]

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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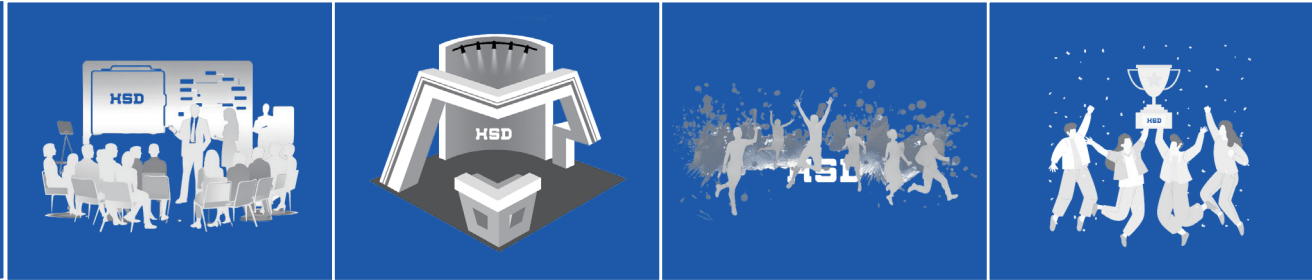
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DIVERSE PROGRESS
UNITED CREATION

多元并进, 携手共创



CORPORATE EVENT

企业活动

总部活动 [中国] Headquarters Events [China]

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！



2024/2/21

On February 21, 2024, 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!

HSD strategic deployment release conference

HSD 战略部署发布会

HSD隆重召开2024年度战略领航发布会，董事长深度盘析2023年度经营成果与提升空间，并揭幕全新企业文化体系、解码市场变革趋势、部署2024年攻坚方略。针对新阶段战略落地，黄董强调：全员须握紧优势窗口期，在目标共启、行动共振、资源共聚中实现动态迭代，以力出一孔之势筑利出一孔之基！



2024/3/22

HSD Convenes 2024 Strategic Navigation Summit
The Chairman delivered a profound analysis of 2023 performance metrics and growth opportunities, while unveiling a revitalized corporate culture framework, deciphering market evolution trends, and mapping 2024 breakthrough strategies. Addressing execution, Chairman Huang emphasized:
"All teams must leverage competitive advantages at this pivotal juncture, achieving dynamic progress through unified objectives, synchronized actions, and consolidated resources — where Concentrated Forces Forge Unified Gains!"

Manufacturing center strategic work plan release conference

精益项目管理变革启动大会

HSD精益项目管理变革启动大会于2024年4月2日正式启动。会议聚焦三大核心：战略启航：部署全链条精益管理体系；价值赋能：解析历史项目收益与适配政策；标杆引领：颁发2023年度精益卓越奖项。以此精益驱动企业持续进化。



2024/4/2

HSD launched its Lean Project Management initiative on April 2, 2024. The summit delivered:Strategic Roadmap: Enterprise-wide lean system deployment; Value Demonstration: Historical project ROI analysis & policy optimization; Excellence Recognition: 2023 Lean Awards for departmental achievements. Driving continuous improvement through lean methodologies.

China Zipper Industry Summit: ‘2 Cup’ Cultural Development Forum with Economic Operations Symposium

《中国拉链》“双杯”文化建设高峰论坛暨行业经济运行交流座谈会

黄诗华理事长在2024中国拉链‘两杯’峰会上盛赞刊物成就并凝聚行业共识；擘画《中国拉链》三大升级路径——破圈传播(关联产业+国际品牌)、深化内容价值(5A模型)、共建通讯员网络；深度解析2024市场回暖动因，赋能企业决策。



Jiaxing 100×100 Industrial Ecosystem Matchmaking

嘉兴市制造业“百企百场链群配”对接活动

华圣达专场产业链对接活动成功举办，HSD作为全球拉链知名企业，在嘉善承办全市制造业“链群配”对接专场。活动聚焦企业实际需求，联动安正时尚等数十家产业链企业及多所院校，就采购、销售、人才展开深度对接，达成多项合作意向，助推区域时尚产业协同发展。



The 8th third 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三次理监事会

6月22日中国五金制品协会拉链分会八届三次理监事会于太原召开。

理事长黄诗华强调：
1.战略聚焦：呼吁企业在内卷加剧下坚守优势领域，做专做精以应对市场竞争；
2.标杆赋能：肯定浔兴股份数字化转型（行业范本）与伟星股份价值创造理念（拓宽经营思维）；
3.方案落地：解读会议通过的《先进制造设备评选》及《中国好拉链供应链品牌》方案，推进标准化建设。

会议指出强化知识产权保护促进行业发展，拉链技术咨询平台助力企业交流协作。同时通报2024年度会员大会将于11月在义乌召开，由义乌市拉链行业协会承办。



2024/4/26

Chairman Huang Shihua at 2024 China Zipper Summit:
Recognized industry achievements & unified consensus;
Proposed triple upgrade for China Zipper: Cross-sector & global outreach, Content innovation (5A model), Collaborative contributor network;
Decoded 2024 market recovery drivers for strategic insights.

2024/5/23

HSD successfully hosted a dedicated industrial chain matchmaking event in Jiashan as a globally recognized zipper manufacturer. Focused on practical enterprise needs, the gathering facilitated in-depth procurement, sales, and talent collaborations between Anzheng Fashion, dozens of industry partners, and academic institutions, yielding multiple cooperative agreements to boost regional fashion industry synergy.

2024/6/22

At the 8th Third Council Meeting of China Hardware Association Zipper Branch held in Taiyuan on June 22, Chairman Huang Shihua emphasized:

Strategic Focus: Urge enterprises to deepen expertise in core competencies amid intensified competition.

Benchmark Empowerment: Recognized SBS's digital transformation (industry benchmark) and Weixing's value-driven approach (business innovation).

Implementation: Clarified approved schemes for "Advanced Manufacturing Equipment Selection" and "Quality Zipper Supply Chain Brands" to advance standardization.

The session highlighted that IP protection fosters industry growth, while the technical consultation platform facilitates collaboration. The 2024 Annual Members Conference, hosted by Yiwu Zipper Association, is scheduled for November in Yiwu.

5th Session, 7th Council Meeting of Pinghu Apparel Industry Association

平湖服装行业协会五届七次理事会

2024年9月3日, 华圣达(HSD) 作为协会新晋会员, 成功协办平湖服装行业协会五届七次理事会暨半年度会议。

企业实力展示: 黄诗华董事长分享HSD发展蓝图, 引发全场企业家共鸣; 智造现场教学: 带领与会者参观智能展厅、实验室及车间, 直观展示全链路智造实力; 行业深度融合: 以承办行动践行入会承诺, 赋能平湖服装产业升级。

政企银三方齐聚, 共拓羽绒服外贸与电商新机遇!



2024/9/3

HSD Debuts as Co-host of Pinghu Apparel Council Meeting

On Sept 3, HSD demonstrated its commitment as a new association member by co-hosting the 5th/7th Council Meeting.

Highlights: 1. Vision Sharing: Chairman Huang presented HSD's roadmap, sparking peer resonance; 2. Smart Manufacturing Tour: Showcased labs & workshops to exhibit integrated capabilities; 3. Industry Integration: Embodied membership value through action-driven collaboration

Government-business-bank synergy forged new paths for down apparel exports & e-commerce!

Third Session of the Technical Committee of the Zipper Branch, National Hardware Association

全国五金协会第三届拉链分会技术委员会议

2024 年 11 月 13 日, 全国五金制品标准化技术委员会第三届拉链分技术委员会会议在福州召开。国家标准化管理委员会批准了第三届拉链分技术委员会组成方案, HSD 华圣达董事长黄诗华担任副主任委员。会上, 各方对换届意义、未来工作规划等进行探讨, 黄诗华将在拉链行业标准制定等工作中发挥重要作用, 助力行业高质量发展。



2024/11/13

On November 13, 2024, the 3rd Session Meeting of the Subcommittee on Zippers of the National Standardization Technical Committee for Hardware Products was convened in Fuzhou. The Standardization Administration of China approved the composition plan for the 3rd Session of the Subcommittee on Zippers, with Huang Shihua, Chairman of HSD Huashengda, appointed as Vice Chairman. At the meeting, all parties discussed the significance of the leadership transition and future work plans. Huang Shihua is set to play a crucial role in formulating industry standards for zippers and other related work, contributing to the high-quality development of the industry.

National Zipper Association Presidents' Meeting and Hangzhou Region Enterprise Symposium

全国拉链商(协) 会会长会议暨杭州地区企业座谈会

10 月 19 日下午, 2024 全国拉链行业商(协) 会会长会议在杭州临平召开, 拉链分会理事长、HSD 华圣达董事长黄诗华出席。会上, 针对行业面临的原材料涨价、市场下滑等挑战, 黄诗华表示市场机会仍在, 企业需坚持战略定位、练好内功。在杭州地区企业座谈会上, 他感谢支持并肯定电商主导的创新模式, 会议为行业交流合作、探索发展路径发挥积极作用。



2023/11/19

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.

Building Stronger Bonds: HSD Jiashan Workshop Team Event

“燃”情绽放, 聚力同行:HSD车间员工嘉善团建

2024年10月13日, HSD嘉善工厂车间组织团建活动, 让员工们在工作之余, 增加生活上的乐趣。大家欢聚一堂, 享受精心准备的户外厨房, 积极参与趣味互动游戏, 在轻松愉快的氛围中放松身心, 释放工作压力, 有效增进了彼此了解与团队协作精神, 在欢声笑语中提升了团队凝聚力。

员工坦言: “流水线上我们是精密齿轮, 今天做回快乐的螺丝钉!” 赋能团队, 更温暖生活。



2024/10/13

On October 13, 2024, the HSD Jiashan Factory workshop organized a team-building event, offering employees a welcome break from work and adding joy to their lives. Everyone came together, enjoying a specially prepared outdoor barbecue and actively participating in fun interactive games. In the relaxed and cheerful atmosphere, they unwound, released work pressure, effectively enhanced mutual understanding and team spirit, and strengthened team cohesion amidst laughter and camaraderie. As one employee aptly remarked, "On the assembly line, we are precision gears; today, we get to be happy screws!" Empowering the team while enriching life.

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。



2024/12/2

On December 2, 2024, 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.

8th Third Member Convention of China Hardware Association Zipper Branch & China Zipper Supply Chain Matchmaking & Innovation Exchange

拉链分会八届三次会员大会暨中国拉链供应链对接及创新展览会

在会议中, 黄诗华理事长的主旨为: 引领行业新质生产力发展。作为拉链分会理事长, 黄诗华重磅发布《2024中国拉链产业形势报告》, 深度剖析供应链趋势与转型路径, 以数据驱动产业微观决策, 主导首届供应链展览会; 且开幕致辞盛赞30+创新企业(超预期50%), 指出“新生企业激增彰显行业永续创新力”, 授牌表彰22家标杆单位, 亲自为先进设备制造/配套企业授牌, 强化“技术突围破内卷”行业共识。



2024/11/6

In his keynote address, Chairman Huang Shihua championed new quality productive forces for the industry. As head of the Zipper Branch, he authoritatively released the 2024 China Zipper Industry Report, dissecting supply chain trends and transformation pathways to enable data-driven micro-level decisions. He spearheaded the inaugural Supply Chain Expo, where his opening remarks acclaimed 30+ innovative enterprises (exceeding projections by 50%), noting that 'surging new entrants demonstrate our sector's sustainable innovation capacity.' He further conferred awards upon 22 benchmark manufacturers, personally honoring advanced equipment producers and supply chain partners to solidify industry consensus on 'breaking market involution through technological breakthroughs'.

Vibrant Team Building Strengthens Cohesion and Drives Forward: Order Management Team Event

活力团建聚人心 协同奋进向未来:HSD跟单团队团建

HSD 跟单团队于 2024 年 12 月 14 日开展了一场活力满满的团建活动。团队成员相聚户外, 体验了户外烧烤的烟火乐趣, 在真人 CS 对战中展现策略协作, 于射箭运动中专注瞄准目标, 还通过各类小游戏收获欢声笑语。活动中, 大家在轻松氛围里增进交流, 在互动协作中深化默契, 不仅缓解了工作压力, 更凝聚起更强的团队向心力, 为后续高效协同工作注入了新动力。



2024/12/14

On December 14, 2024, the HSD Order Management Team held a dynamic team-building event. Gathering outdoors, team members enjoyed the smoky fun of a barbecue, demonstrated strategic collaboration in live-action CS battles, focused on target shooting in archery, and shared laughter through various games. The event fostered communication in a relaxed atmosphere and deepened tacit understanding through interactive cooperation, not only relieving work pressure but also strengthening team cohesion. This injected new momentum into their future efficient collaboration and joint endeavors.

展会活动 [全球] Exhibition Events [Global]

Functional fabric fair (Spring)

美国功能性面料和纺织品(春季)展会

America

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。



2024/4/17 ~ 4/18

From April 17 to 18, 2024, 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.

Lineapelle Milan

意大利米兰皮革展(琳琅沛丽)

Italy

HSD 华圣达作为全球领先的拉链及钮扣辅料供应商,亮相 2024 年 9 月意大利米兰皮革展(Lineapelle)。展会上,公司重点展示了环保再生材料(Recycle PET、Recycle Zinc Alloy)制成的拉链系列,以及各类功能的创新产品,其防水、反 / 夜光等功能性设计与数字孪生辅助的潮流适配方案吸引了国际买家关注。



2024/9/17 ~ 9/19

As a global leading supplier of zippers and button accessories, HSD Huashengda made a prominent appearance at the September 2024 Lineapelle trade fair in Milan, Italy. At the exhibition, the company spotlighted its zipper collections crafted from environmentally friendly recycled materials (Recycle PET, Recycle Zinc Alloy), along with innovative products featuring various functionalities. Their water-resistant, reflective/glow-in-the-dark functional designs and digital twin-assisted trend adaptation solutions drew significant attention from international buyers.

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

德国ISPO慕尼黑(夏季)户外展

Germany

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。



2024/6/3 ~ 6/5

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.

PerformanceDays

德国慕尼黑功能性面料展览会

Germany

作为全球辅料行业标杆,HSD华圣达将于2024年10月23-24日重磅亮相德国慕尼黑PERFORMANCE DAYS国际功能性面料展。本次展会,HSD携前沿特色拉链、多功能拉链及可持续辅料矩阵全线登场,以多样化设计与功能性解决方案,结合环保创新技术,深度呼应“绿色科技”展会主题。



2024/10/23 ~ 10/24

As a global leader in trim solutions, HSD Huashengda participated in PERFORMANCE DAYS Munich on October 23-24, 2024, the premier international trade fair for functional fabrics. Showcasing a comprehensive portfolio — from innovative specialty zippers to performance-driven fastenings and sustainable trims — HSD highlighted its diverse designs and functional solutions. Our eco-conscious technologies aligned seamlessly with the event's core theme: "Green Technology".

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

China

HSD闪耀2024中国国际纺织面料及辅料博览会,8月27-29日,华圣达(HSD)亮相上海intertextile面料辅料展。现场重磅呈现:1.创新产品矩阵:首发鲑鱼头系列专利、巧克滑块系列专利等新品,分享可持续环保拉链全系解决方案;2.行业前瞻洞察:发布《拉链绿色科技白皮书》,解析再生材料应用与低碳生产工艺;3.趋势赋能体验:沉浸式展示2025春夏流行色系与智能穿戴集成技术。展位人流如织,吸引各类品牌深入洽谈,众多设计师流连忘返,以科技力与设计力引领产业升级风潮!



2024/8/27~8/29

HSD Shines at Intertextile Shanghai 2024

From August 27-29, HSD made a grand debut at the premier textile expo, showcasing: 1. Innovation Hub: Launched patented RAYS Slider Series & Choco Puller Series, plus full-range eco-conscious zipper solutions; 2. Industry Foresight: Released Green Tech Zipper Whitepaper on recycled materials and low-carbon production; 3. Trend Immersion: Interactive displays of SS2025 color trends and smart wearable integration tech

Our booth drew massive crowds, sparking deep collaborations with global brands while mesmerizing designers – leading industry evolution through technology and design excellence!

Functional fabric fair (Autumn)

美国功能性面料和纺织品(秋季)展会

America

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。



2024/11/20 ~ 11/21

From November 20 to 21, 2024, 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.

► 区域活动 [柬越] Regional Events [Cambodia & Vietnam]

Phnom Penh Office Holds Lunar New Year Kickoff Ceremony

金边办事处春节节后开工

HSD柬埔寨金边办事处为迎接新一年的工作以传统习俗举行了温馨的开工仪式。办公室张贴了喜庆的春联，悬挂了红灯笼，营造出浓厚的节日氛围。同事们互赠小礼物，传递新年祝福，增进团队情谊。活动不仅弘扬了中华优秀传统文化，也增强了团队的凝聚力和归属感，助力团队在新年继续保持积极向上的精神，携手实现年度目标。



To welcome the new year, HSD's Phnom Penh Office held a heartwarming launch ceremony following traditional customs. The office was decorated with festive Spring Festival couplets and red lanterns, creating a lively holiday atmosphere. Colleagues exchanged small gifts to share New Year blessings and strengthen team camaraderie. The event not only promoted Chinese traditional culture but also enhanced team cohesion and a sense of belonging, inspiring the team to maintain a positive spirit in the new year and work together toward annual goals.

Cambodian New Year (Songkran Water Festival)

柬埔寨新年 (大泼水节)

HSD柬埔寨工厂为庆祝柬埔寨传统新年 (大泼水节)，组织了一场全员参与的团建活动。活动现场气氛热烈，大家齐聚一堂享用丰盛的节日美食、参与趣味抽奖，还进行了柬埔寨新年传统祈福仪式，祈求新年平安顺利。活动尾声，工厂还准备了节日蛋糕，员工们共同分享甜蜜，传递祝福。这场活动不仅让员工感受到浓厚的节日氛围，也进一步拉近了同事之间的距离。



To celebrate the Cambodian Traditional New Year (Choul Chnam Thmey), HSD Cambodia Factory organized a team-building event with full participation. The lively gathering featured a festive feast, fun prize draws, and a traditional Khmer New Year blessing ceremony for peace and prosperity in the coming year. The event concluded with a celebratory cake shared among employees, spreading joy and goodwill. The activity not only immersed employees in the festive spirit but also strengthened bonds among colleagues.

Mid-Autumn Festival Event with Cambodian Factory Representatives & Local Businesses

柬埔寨工厂代表参加的当地企业中秋活动

中秋节期间，柬埔寨工厂代表应邀参加了由当地企业联合举办的中秋文化交流活动。工厂代表与当地企业人士共赏明月、品尝月饼，感受传统文化的节日氛围。通过此次活动，工厂进一步加深了与当地企业的友好关系，同时也向海外合作伙伴展示了中华优秀传统文化的独特魅力。



During the Mid-Autumn Festival, representatives from HSD Cambodia Factory were invited to a cultural exchange event co-hosted by local enterprises. Together with business partners, they admired the full moon, enjoyed mooncakes, and experienced the traditional festival atmosphere. This event deepened the factory's friendly relations with local businesses while showcasing the unique charm of Chinese traditional culture to overseas partners.

Cambodian Water Festival (Bon Om Touk) & Management Team-Building Activities

柬埔寨送水节&干部团建活动

在柬埔寨送水节期间，工厂干部们自发组织了一场轻松愉快的团建活动。大家分工合作，一起准备食材、包饺子、烹饪菜肴，体验团队协作的乐趣。饭后，干部们还进行了羽毛球、乒乓球等友谊赛，在运动中放松身心。活动不仅让大家暂时放下工作压力，享受节日欢乐，也促进了跨部门干部的交流，为后续工作配合打下更坚实的基础。



During Cambodia's Water Festival, the factory's management team organized a relaxed and enjoyable team-building activity. Working together, they prepared ingredients, made dumplings, and cooked dishes, experiencing the fun of teamwork. After the meal, friendly matches in badminton and table tennis helped everyone unwind. The event not only provided a break from work stress but also fostered cross-departmental communication, laying a stronger foundation for future collaboration.

Cambodia Annual Outstanding Management Award Ceremony

柬埔寨年度优秀干部表彰

HSD柬埔寨工厂为表彰在过去一年中表现突出的管理干部，举办了柬埔寨年度优秀干部表彰活动。活动中，公司对各部门推选的优秀干部进行了公开表彰，肯定他们在团队管理、生产优化和跨部门协作中的贡献。获奖干部分享了工作经验，管理层也对全体干部的辛勤付出表示感谢，并鼓励大家在新一年继续发挥榜样作用，共同推动工厂的稳定发展。



To recognize exceptional management staff over the past year, the factory held the Cambodia Annual Outstanding Management Award Ceremony. During the event, the company publicly honored outstanding managers nominated by various departments, acknowledging their contributions in team leadership, production optimization, and cross-departmental collaboration. Award recipients shared their work experiences, while the management expressed gratitude for all managers' dedication and encouraged them to continue setting an exemplary role in the new year, jointly driving the factory's steady growth.

Annual Fire Brigade Appreciation Visit

年度消防大队慰问

HSD柬埔寨工厂为感谢当地消防大队对工厂安全工作的长期支持，委派代表前往消防队驻地开展慰问活动。慰问团队向消防队员表达了诚挚的谢意，并赠送了日常物资。消防队负责人介绍了近期消防安全重点，双方就应急演练、隐患排查等合作事项进行了交流。活动进一步强化了工厂与消防部门的联动，体现了企业对社会安全责任的重视。



To express gratitude for the local fire brigade's long-standing support in factory safety, company representatives visited the fire station for an appreciation event. The delegation conveyed sincere thanks to the firefighters and presented daily supplies. The fire brigade leader introduced key fire safety priorities, and both sides exchanged views on cooperation matters such as emergency drills and hazard inspections. The event further strengthened collaboration between the factory and the fire department, reflecting the company's commitment to social safety responsibilities.

Talent development program.

人才培养活动

HSD柬埔寨工厂秉持着为当地社区发展出一份力的初心，构建了系统化的人才培育体系。其中品质控制案例与解决措施专项培训项目，通过系统化的理论教学和实战案例分析，全面提升员工的质量管理能力。我们不仅致力于培养能够替代外国管理人员的本土管理层，更注重提升一线员工的技能水平。系统化的培养体系不仅推动了公司的本地化管理进程，也为当地社区创造了更多高质量的就业机会，助力区域经济提升和居民生活品质的改善。



HSD Cambodia Factory remains committed to its original aspiration of contributing to local community development by establishing a systematic talent cultivation system. Among its initiatives, the specialized training program on quality control case studies and corrective measures comprehensively enhances employees' quality management capabilities through structured theoretical instruction and practical case analysis.

We are dedicated not only to developing a local management team capable of replacing expatriate managers but also to improving the skill levels of frontline workers. This systematic training framework not only accelerates the company's localization management process but also creates more high-quality employment opportunities for the local community, contributing to regional economic growth and the improvement of residents' living standards.

Sponsoring the Beseda International Youth Football Friendship Tournament

赞助柬埔寨百丝达国际少年足球友谊赛

HSD柬埔寨工厂扎根社区，践行企业责任，于2024年赞助百丝达国际少年足球友谊赛等体育项目，为民众的体能发展提供资金支持。通过助力健康的生活方式，赋能社区活力，共促可持续发展。



HSD Cambodia Factory, deeply rooted in the local community, actively fulfills its corporate social responsibility by continuously sponsoring sports initiatives such as the Beseda International Youth Football Friendship Tournament. We provide financial support to promote physical development among local residents. By fostering healthy lifestyles, we empower community vitality and jointly advance sustainable 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 and 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，促进文化交流与共赢。



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.

作为行业开拓者之一，HSD始终以推动行业发展为己任。我们积极参与多项关键举措，例如：担任中华人民共和国国家标准《拉链术语》的主要起草单位，并参与中华人民共和国轻工业行业标准《拉链标准》的起草工作。成为国家标准的主要起草单位，充分彰显了HSD在拉链领域的深厚技术积淀与权威地位。这标志着我们在该领域拥有丰富的实践经验和专业知识。作为主要起草者，我们深度参与标准的制定全过程，能够对标准的内容框架、技术要求和实施细则提出建设性意见，切实保障标准的科学性、合理性及实用性。同时，这一身份也使我们能够在标准制定过程中促进跨机构协作，有效推动标准的广泛应用、行业规范化进程及相关领域的持续发展。此外，**2024年，HSD董事长黄诗华先生被任命为全国五金制品标准化技术委员会拉链分会技术委员会副主任。**



As one of the trailblazers in the industry, HSD is dedicated to being a driving force for sectoral progress. We actively engage in key initiatives, exemplified by our role as the primary drafting unit for the National Standard of the People's Republic of China "Zipper Terminology" (GB/T), and our participation in drafting the Light Industry Standard of the People's Republic of China "Zipper Standard". Serving as the primary drafting unit for the National Standard underscores HSD's authoritative expertise and profound technical foundation in the zipper domain. This signifies our extensive practical experience and specialized knowledge. As principal drafters, we are deeply involved throughout the standardization process, enabling us to formulate constructive recommendations on the content, structure, and requirements, thereby ensuring the standards' scientific rigor, reasonableness, and practicality. Furthermore, this role facilitates cross-institutional collaboration during development, promoting the widespread adoption of the standards, industry standardization, and the advancement of related fields. In addition, **in 2024, Mr. Huang Shihua, Chairman of HSD, was appointed Vice Director of the Zipper Sub-Technical Committee under the National Technical Committee for Standardization of Hardware Products.**

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。**2024年，浙江工厂获得“国家高新技术企业”荣誉，成为嘉兴市2024年度“绿色工厂”企业。**



As a leading brand in China's zipper industry, HSD has garnered numerous accolades. In 2005, it was honored as a "Top 10 Zipper Brand in China" by the China Hardware Products Association. The China Garment Association's Accessories Committee awarded HSD "Best Supplier of China Garment Accessories" in 2009.

HSD achieved significant milestones in 2012: becoming a Council Member of the Shenzhen Federation of Industrial Economics (3rd Session) and earning "Shenzhen Famous Brand" recognition. This brand title was renewed in 2014, alongside receiving "Best Service Star in Garment Accessories Industry" from provincial garment and fashion designer associations.

Subsequent honors include:
2016: Shenzhen High-Tech Enterprise
2017: Hong Kong Star Brand & membership in CCPI/CCOIC Textile Industry Committee
2018: Outstanding Enterprise Certificate (China Hardware Association)
2019: Re-certified as Shenzhen High-Tech Enterprise
2020: Guangdong Provincial Engineering Research Center for Medical Protective Suit Zippers
2021: Advanced Standardization Unit (China Hardware Association)

Recently:
2022: Assumed role as Chairman Unit of Zipper Branch, China Hardware Association
2023: Local Four-Star Enterprise & Advanced Unit for Respecting Teachers and Prioritizing Education
2024: Zhejiang factory designated National High-Tech Enterprise and Jiaying Green Factory (2024)

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.

2024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!

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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》