

協合新能源集團有限公司
CONCORD NEW ENERGY GROUP LIMITED

(於百慕達註冊成立之有限公司)
(incorporated in Bermuda with limited liability)

截至二零二零年十二月三十一日止年度
FOR THE YEAR ENDED 31 DECEMBER 2020

股票代碼
STOCK CODE 182



環境、社會及管治報告
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

2020



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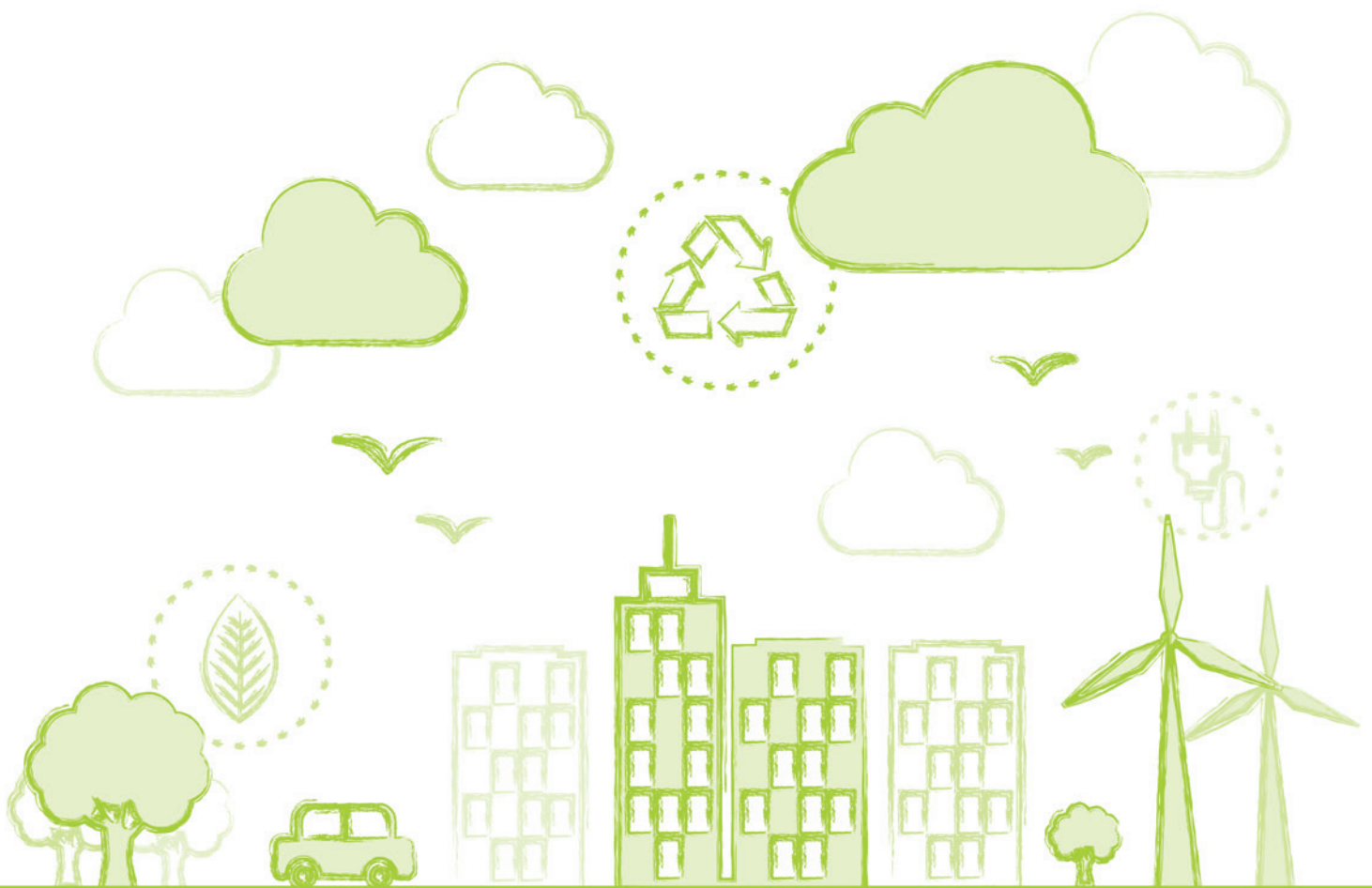
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ABOUT THE REPORT

關於本報告



INTRODUCTION

The Environmental, Social and Governance (“ESG”) Report for the year is the fifth ESG report prepared by Concord New Energy Group Limited and its subsidiaries (hereinafter referred to as “Concord New Energy”, “the Group” or “we”). In order to facilitate readers to fully understand the Group’s ESG performance, this report should be read together in conjunction with the *Corporate Governance Report* in the Group’s 2020 Annual Report.

REPORTING SCOPE

Unless otherwise specified, this report is an annual report covering the ESG performance of Concord New Energy and its subsidiaries for the year ended December 31, 2020. We regularly review the scope of the report to ensure that significant impacts to the Group’s overall business portfolio are covered.

REPORTING GUIDELINES

This report has been prepared in accordance with the *Environmental, Social and Governance Reporting Guide* (“ESG Reporting Guide”), Appendix 27 to the *Listing Rules* of the Hong Kong Exchanges and Clearing Limited (HKEx) and with reference to the issues in the *GRI Sustainability Reporting Standards* (“GRI Standards”) of the Global Reporting Initiative (GRI). For related indexes, please refer to Appendix I and Appendix II at the end of the report.

APPROVAL OF THE REPORT

This report has been reviewed and approved by the Group’s Board of Directors.

ACCESS TO THE REPORT

The Report is available online on our Group website (www.cnegroup.com) and the website of the HKEx (www.hkexnews.hk).

報告簡介

本年度環境、社會及管治(「ESG」)報告是協合新能源集團有限公司及其附屬子公司(以下簡稱「協合新能源」、「集團」或「我們」)第五份ESG報告。為方便讀者全面了解集團ESG表現，本報告應與集團《2020年報》中《企業管治報告》章節一併閱覽。

報告範圍

除另有說明外，本報告為年度報告，報告範圍包括協合新能源及其子公司截至2020年12月31日止年度的ESG表現。我們定期審閱報告範圍，以確保涵蓋集團整體業務組合的重大影響。

編制依據

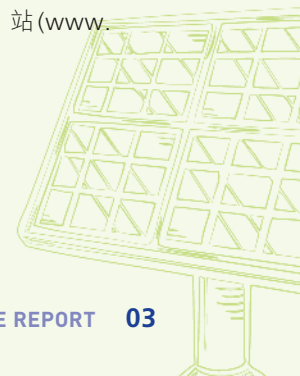
本文件按照香港聯合交易所《上市規則》附錄二十七《環境、社會及管治報告指引》(《ESG報告指引》)編制，並參考了全球報告倡議組織(GRI)《GRI可持續發展報告標準》(《GRI標準》)中的議題。相關索引表請參見文末附錄一及附錄二。

報告批准

本報告已經集團董事會審閱批准。

報告獲取

本報告可以在香港聯交所網站(www.hkexnews.hk)及本集團網站(www.cnegroup.com)查閱和下載。





ABOUT US

關於我們



OUR VISION

The Group specializes in clean energy to power a better future and is committed to “being a socially and environmentally responsible centennial corporation” and a world-class international clean energy enterprise. We are dedicated to “providing quality clean energy and professional services and promoting harmonious development between human and nature”, by operating our business with the best interests of the society, the living and the environment in mind, to promote the sustainable development of businesses and society.

At the beginning of 2021, Concord New Energy won the “2020 Industry Model Award for Corporate Social Responsibility” at the 10th China Charity Ceremony held in Shanghai.

OUR BUSINESSES

The principal businesses of Concord New Energy include investment and operation of wind and photovoltaic (PV) power plants, wind and PV power generation service businesses (including preliminary project development, technology consulting, the design, construction, installation and debugging of power plant, and the professional operation and maintenance of power plant).

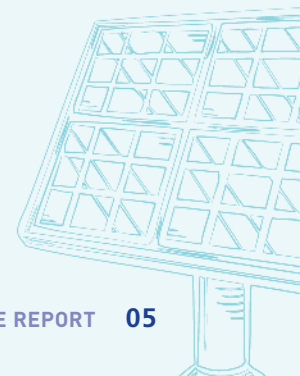
願景

集團圍繞「用清潔能源創造更好未來」的核心價值，始終秉承「做一個負責任的百年企業」的理念，致力於成為一流的國際化清潔能源企業，積極踐行「提供優質的清潔能源及專業服務，促進人與自然和諧發展」的企業使命，並將造福社會、關愛生命和保護環境的行為準則全面貫徹到企業的經營過程中，促進企業與社會的可持續發展。

2021年初，第十屆中國公益節盛典在上海舉行，協合新能源集團憑藉在履行企業社會責任方面的傑出表現以及良好的公眾綜合評價，榮獲「2020企業社會責任行業典範獎」。

業務

協合新能源以風力和太陽能發電廠投資運營、風力和太陽能發電服務業務(包括項目前期開發、技術諮詢、電廠設計、電廠建設與安裝調試、電廠專業運行及維修維護服務)為主營業務。



OUR BUSINESSES (CONTINUED)

The Group owns an electric power design company (hereinafter referred to as the "Design Company"), an engineering construction and installation company (hereinafter referred to as the "Engineering Company"), a professional power plant operation and maintenance company (hereinafter referred to as "Concord O&M"), energy IoT technology research and development company (hereinafter referred to as "Power Concord"), a financial leasing company, and self-developed POWER⁺ Platform for smart energy solution. The Group also has obtained professional qualifications of consultation and design, general contracting of electric power engineering etc. in new energy business, with first-class professionals and management team in wind and PV power. The Group is one of the professional group companies with the most comprehensive industry chain in the field of wind and PV power investment in China.

As the new energy industry enters into the era of grid parity, the importance of intelligent energy service solutions for the construction of high-quality and efficient power plants continues to increase. With an emphasis on the development in Energy IoT, we have been promoting of research and development and application of technology enabled products relating to POWER⁺ system, promoting intelligent operation and maintenance of power plants through high-tech measures such as big data analysis, artificial intelligence, etc., and explore smart new energy management service businesses in the areas of centralised power stations, distributed PV power and poverty alleviation power stations.

業務(續)

集團擁有電力工程設計公司(以下簡稱「設計公司」)、工程建設安裝公司(以下簡稱「工程公司」)、專業的電廠運行及維修維護公司(以下簡稱「運維公司」)、能源物聯網技術研發公司(以下簡稱「動力協合」)、融資租賃公司，以及自主研發的智慧能源解決方案POWER⁺雲平台，並擁有新能源業務的諮詢及設計、電力工程總承包等各項專業資質以及一流的風力和太陽能發電專業的技術人才和管理團隊，是中國風力發電和太陽能發電投資領域內產業鏈最為完善的專業集團公司之一。

隨著新能源產業逐漸步入平價上網時代，智慧能源服務方案對於建設優質、高效電廠的重要性不斷提升。我們高度重視能源物聯網技術的發展，持續推進POWER⁺系統相關產品的研發和應用，通過大數據分析、人工智能等高科技手段推進電廠的智慧運營，並開拓集中式電站、分布式光伏、扶貧電站等領域的智慧新能源管理服務業務。



OUR BUSINESSES (CONTINUED)

As of December 31, 2020, the Group owned equity interest of 70 grid-connected wind power and PV power plants in China and the United States with a total installed capacity of 3,504MW and an attributable installed capacity of 2,413MW. Among them, 56 were wind power plants with an installed capacity of 3,340MW and an attributable installed capacity of 2,263MW; 14 were PV power plants with an installed capacity of 163MW and an attributable installed capacity of 150MW.



The Group has demonstrated steady growth in various business segments, successfully entering into the era of grid parity. In 2020, the Group's attributable power generation was 4,750 GWh, registering a year-on-year increase of 8.7%. In particular, the attributable power generation of the Group's wholly-owned power plants increased by 11.1% from last year, and the attributable power generation of wholly-owned wind plants increased by 15.3%. In 2020, the Group achieved revenue of RMB 2,000,754,000, a 9.0% year-on-year rise; the profit attributable to equity holders was RMB 673,405,000, a year-on-year increase of 11.4%.

業務(續)

截至2020年12月31日，集團持有中國及美國共計70間併網發電之風電及光伏電廠股權，總裝機容量3,504MW，權益裝機容量2,413MW。其中風電廠56間，裝機容量3,340MW，權益裝機容量2,263MW；光伏電廠14間，裝機容量163MW，權益裝機容量150MW。

Total Number of Power Plants

電站數量

70 間

Total Installed Capacity

總裝機容量

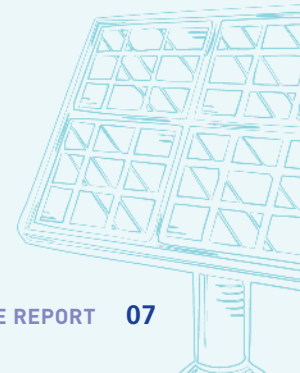
3,504 MW

Attributable Installed Capacity

權益裝機容量

2,413 MW

集團已順利邁入平價上網時代，各項業績保持穩定增長。本年度，集團權益發電量為4,750吉瓦時，較上一年增長8.7%；其中，獨資電廠權益發電量較去年同期增長11.1%，獨資風電場權益發電量增長15.3%。本年度，集團共實現收入人民幣2,000,754,000元，較去年同期上升9.0%；集團權益持有人應佔溢利人民幣673,405,000元，較去年同期上升11.4%。





ESG RESPONSIBILITY MANAGEMENT

ESG 責任管理

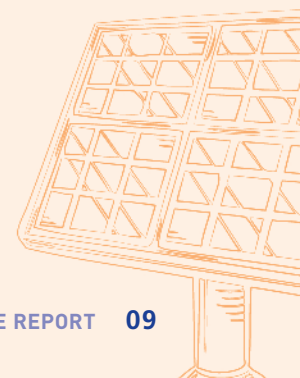


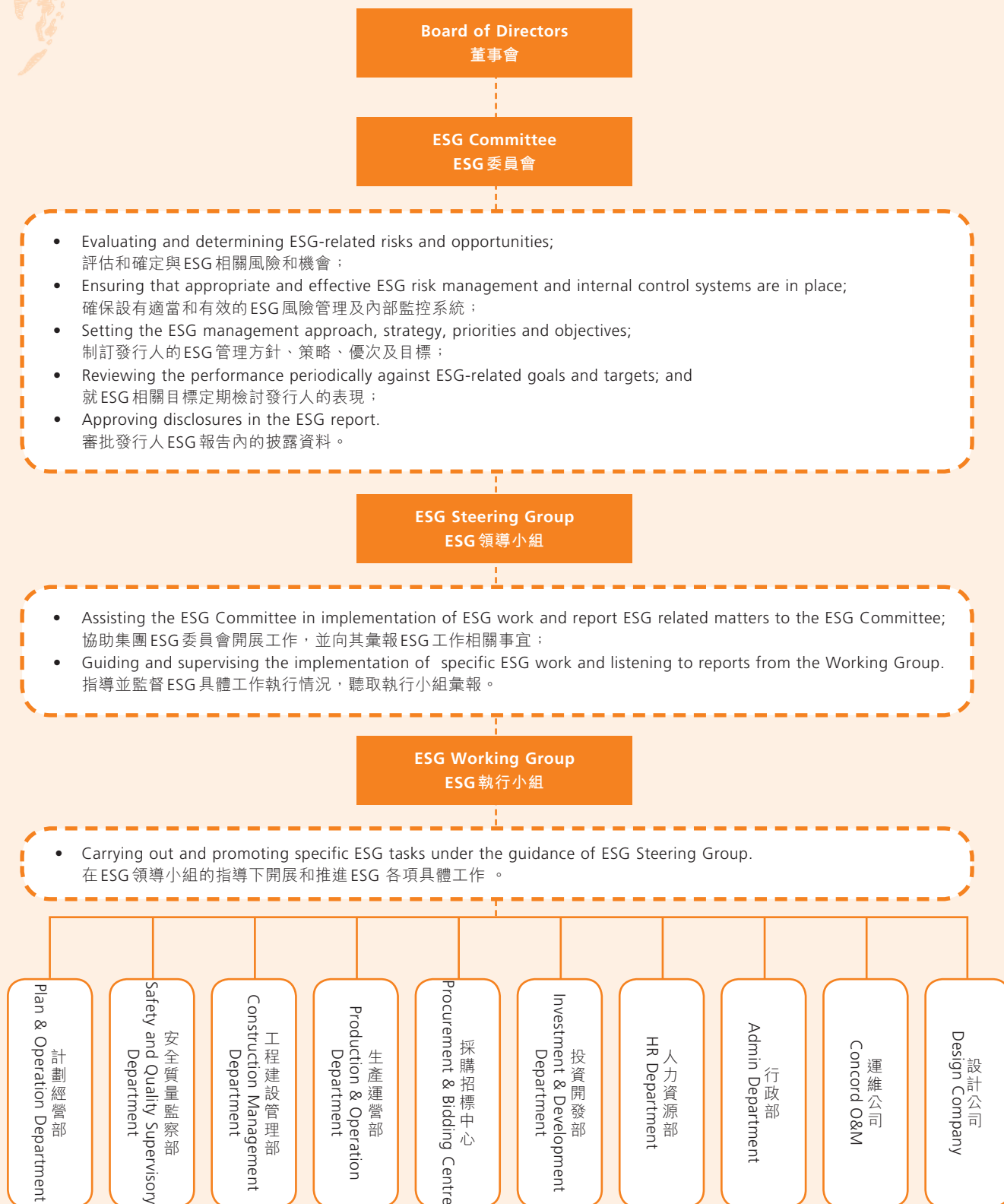
GOVERNANCE STRUCTURE

The Group's ESG governance structure covers all levels of the entire group from the Board of Directors, the management to functional departments and business units. The Board of Directors is responsible for setting the tone at the top for strategic objectives and is the ultimate responsible party for ESG matters. In 2020, the Board of Directors newly established the ESG Committee to assist the Board in supervising ESG matters.

管治架構

集團ESG管治架構涵蓋整個集團從董事會、管理層到職能部門和業務單位的各個層面。董事會負責把控集團ESG戰略方向並對ESG事宜最終負責。本年度，集團董事會新增設ESG委員會，協助董事會對集團ESG事宜進行監管。





ESG STRATEGY

The Group has formulated ESG strategies covering four aspects of Environment, People, Operations and Community, fully integrating our business activities with value creation for all stakeholders. We have also identified the priorities of UN Sustainable Development Goals (SDGs) related to the Group's operations to be integrated them into the ESG strategies to better guide the Group's ESG activities.

ESG 策略

集團制定了涵蓋環境、人才、運營及社區四大範疇的ESG策略，將集團業務活動與為各利益相關方創造價值充分結合。我們亦識別了與集團運營相關的聯合國可持續發展目標 (SDGs) 優先項，將其融入 ESG 策略，以更好地指導集團 ESG 相關活動。



1 無貧窮	3 良好健康與福祉	4 優質教育
5 性別平等	7 經濟適用的清潔能源	8 體面工作和經濟增長
9 產業、創新和基礎設施	12 負責任消費和生產	13 氣候行動
15 陸地生物	17 促進目標實現的伙伴關係	

ESG STRATEGY (CONTINUED)

ESG 策略(續)

Environment	環境
- We comply with the environmental laws and regulations of our operation place, and build the power plants in a responsible manner. - We adhere to the development of renewable energy, provide clean energy of high quality, actively respond to climate change, and contribute to the realization of nation's carbon neutrality. - We adopt advanced practices for environmental impact assessment, pay attention to soil and water conservation, biodiversity conservation, and minimize negative impacts on the environment. - We promote the concept of green office, effectively use energy and resources, and reduce emissions.	- 遵守營運所在地的環保法規及條例，以負責任的態度建設電廠。 - 堅持開發新能源，提供優質的清潔能源，積極應對氣候變化，助力國家碳中和的實現。 - 採用先進技術和實務進行環境影響評估，注意水土保持、生物多樣性保護，最大限度地減少對環境及生態的負面影響。 - 推行綠色辦公的理念，提高能源和資源使用效率，減少廢棄物的排放。

People	人才
- We comply with the laws and regulations relating to employment at our operation place. - We build a healthy and safe working environment, implement the concept of safety first, and effectively protect employees' health and safety. - We adhere to the people-oriented concept in talent development, implement impartial recruitment, and provide equal employment opportunities, good salary and benefits as well as development platform. - We advocate healthy work and lifestyle, and strive to increase employees' happiness. - We provide more jobs at our operation places, so as to boost local employment.	- 遵守營運所在地與僱傭相關的法規及條例。 - 構建健康安全的工作環境，貫徹安全第一的理念，切實保障員工的健康與安全。 - 秉持以人為本的人才發展觀念，施行公平、公正的招聘政策，提供平等的就業及發展機會、良好的薪資福利。 - 倡導健康的工作與生活方式，努力提升員工的幸福感。 - 為運營所在地提供更多工作崗位，促進當地就業。

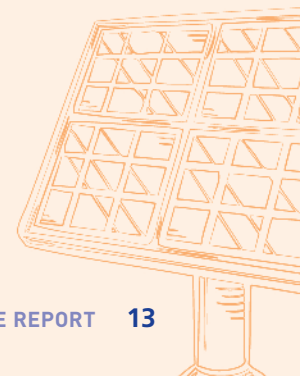


ESG STRATEGY (CONTINUED)

ESG 策略(續)

Operation	運營
- On the basis of compliance with laws and regulations of local operation places, we provide high-quality clean energy and professional services to the society and create long-term value for shareholders. - We consolidate the foundation and promote innovation, and vigorously promote the innovation and application of intelligent energy in the Internet of Things to provide customers with more energy products and services. - We establish a corporate culture of integrity and improve the transparency of corporate operation. - We reinforce information security management, protect the safety of power monitoring systems and power dispatching data networks, respect and protect the privacy of customers. - We strictly regulate supplier's access and evaluation, monitor supplier's social and environmental risks, and strive to achieve a win-win cooperation with our partners.	- 遵守營運所在地與運營相關的法規及條例，為社會提供優質的清潔能源及專業服務，為股東創造長遠價值。 - 夯實基礎，開拓創新，大力推動物聯網智慧能源創新及應用，為客戶提供更豐富的能源產品及服務。 - 建立廉潔的企業文化，提高企業運營透明度。 - 加強信息安全管理，保障電力監控系統和電力調度數據網絡的安全，尊重和保護客戶隱私。 - 嚴格規範供應商的准入與審核，監督供應商的社會風險及環境風險，致力於與合作夥伴實現雙贏。

Community	社區
- We actively contribute to the needs of community, increase human and material resources of public welfare, and share the development successes of the enterprise with the society. - We actively respond to national poverty alleviation policies for rural rejuvenation. - We invest in education development, promote school-enterprise cooperation, and support the development of China's clean energy education. - We organize and advocate volunteer activities to involve more employees in public welfare activities.	- 關注社區所需，增加社區公益的人力物力投入，與社會共享企業發展成果。 - 積極響應國家扶貧政策，助力鄉村振興。 - 投資教育發展，促進校企合作，支持中國清潔能源教育事業的發展。 - 倡導和組織志願者活動，讓更多的員工參與到公益活動中。





MATERIALITY ASSESSMENT

重要議題



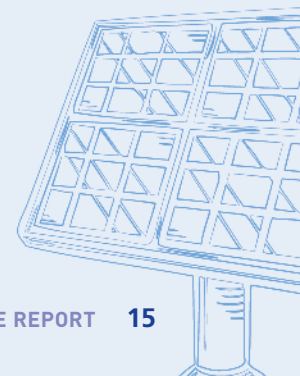
STAKEHOLDER ENGAGEMENT

Based on our business and operation characteristics, the Group identifies key stakeholders as follows: governments and regulators, shareholders and other investors, employees, suppliers and contractors, clients and partners, industrial associations and public and community. Through a variety of channels, the Group maintains good communication with key stakeholders, understand their major concerns and respond to their expectations with appropriate actions.

利益相關方參與

根據業務及運營特點，集團進一步識別的主要利益相關方包括：政府及監管機構、股東及其他投資者、員工、供應商及承包商、客戶及合作夥伴、行業協會以及公眾與社區。集團通過多種渠道與主要利益相關方保持良好溝通，了解其關注的主要事宜，適時採取合適的行動回應他們的期望。

Key Stakeholders 主要利益相關方	Concerns 關注議題	Major Communication Channels 主要溝通渠道
Governments and Regulators 政府及監管機構	Compliance Operations 合規運營 Ecological Environment Protection 生態環境保護 Climate Change 氣候變化 New Energy Development 新能源開發 Emissions 排放物	Official Correspondence 公文往來 Conference Forum 會議論壇 Face-to-Face Communication 面對面溝通 Phone Call 電話
Shareholders and Other Investors 股東及其他投資者	Compliance Operations 合規運營 New Energy Development 新能源開發	Annual Report 年度報告 Announcements and Notices 公告及通告 Conference 會議 Phone Call 電話 Email 郵件



STAKEHOLDER ENGAGEMENT (CONTINUED)

利益相關方參與(續)

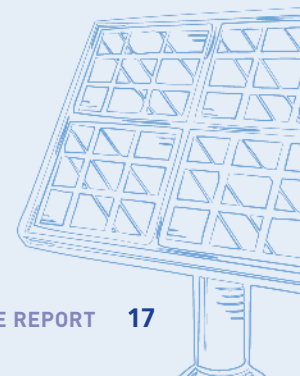
Key Stakeholders 主要利益相關方	Concerns 關注議題	Major Communication Channels 主要溝通渠道
Employees 員工	Compensation and Benefits 薪酬福利 Training and Development 培訓與發展 Equal Opportunity 平等機會 Occupational Health and Safety 職業健康與安全 Labour Standards 勞工準則	Staff Meeting 職工會議 Face-to-Face Communication 面對面溝通 Training 培訓
Suppliers and Contractors 供應商及承包商	Supply Chain Management 供應鏈管理 Anti-corruption 反貪污	Conference 會議 Phone Call 電話 Official Correspondence 公文往來 Face-to-Face Communication 面對面溝通
Clients and Partners 客戶及合作夥伴	Quality Management 質量管理 Information Security and Privacy Protection 信息安全與隱私保護 Client Satisfaction 客戶滿意度 Supply Chain Management 供應鏈管理	Conference 會議 Phone Call 電話 Official Correspondence 公文往來 Face-to-Face Communication 面對面溝通 Questionnaire 問卷調查



STAKEHOLDER ENGAGEMENT (CONTINUED)

利益相關方參與(續)

Key Stakeholders 主要利益相關方	Concerns 關注議題	Major Communication Channels 主要溝通渠道
Industrial Associations 行業協會	Technology R&D and Application 技術研發與應用 Industry Development 行業發展	Conference 會議 Phone Call 電話 Industry Activities 行業活動 Official Correspondence 公文往來
Public and Community 公眾與社區	Community Investment 社區投資 Ecological Environment Protection 生態環境保護 Emissions 排放物	Public Survey 公眾參與調研 Visiting and Interview 走訪了解

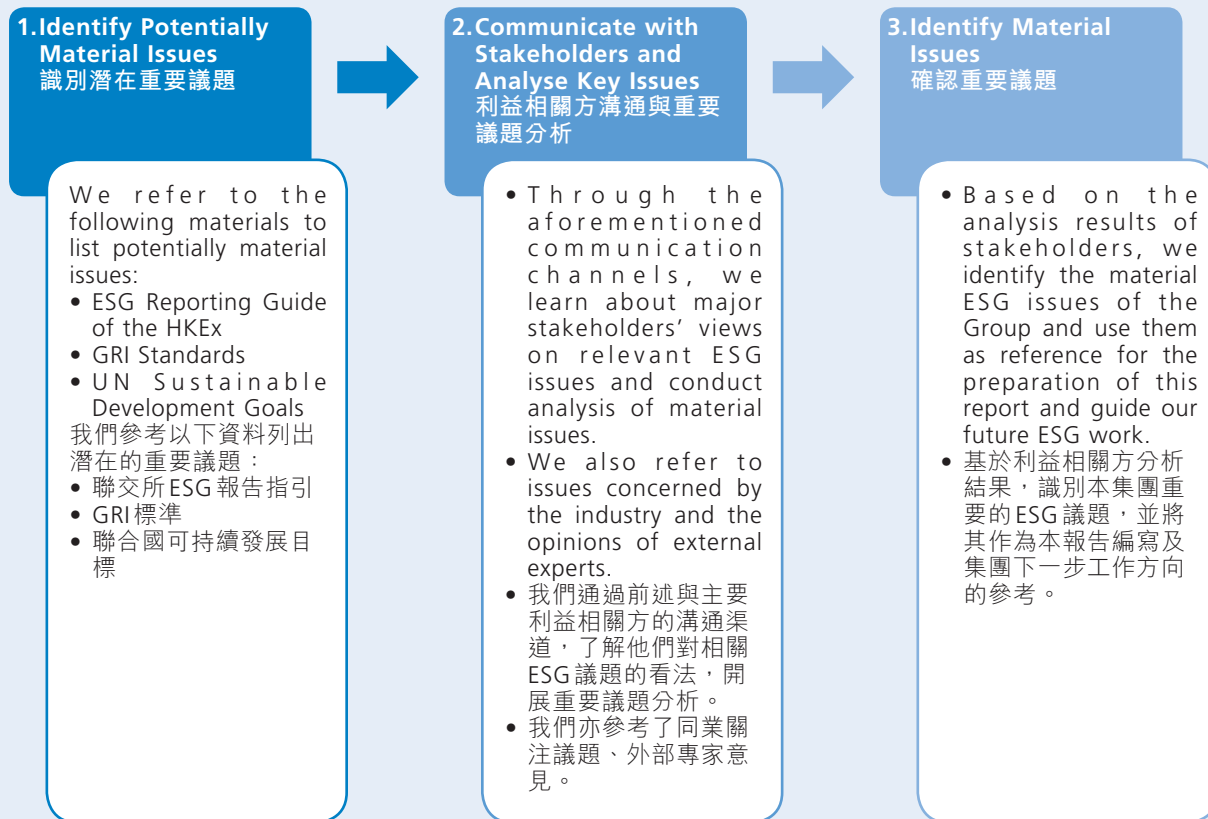


MATERIALITY ASSESSMENT

重要性評估

Our approach to identify and review ESG issues that are material to our businesses and stakeholders is illustrated below.

我們通過以下方式識別和檢討對公司業務和利益相關方重要的ESG議題。



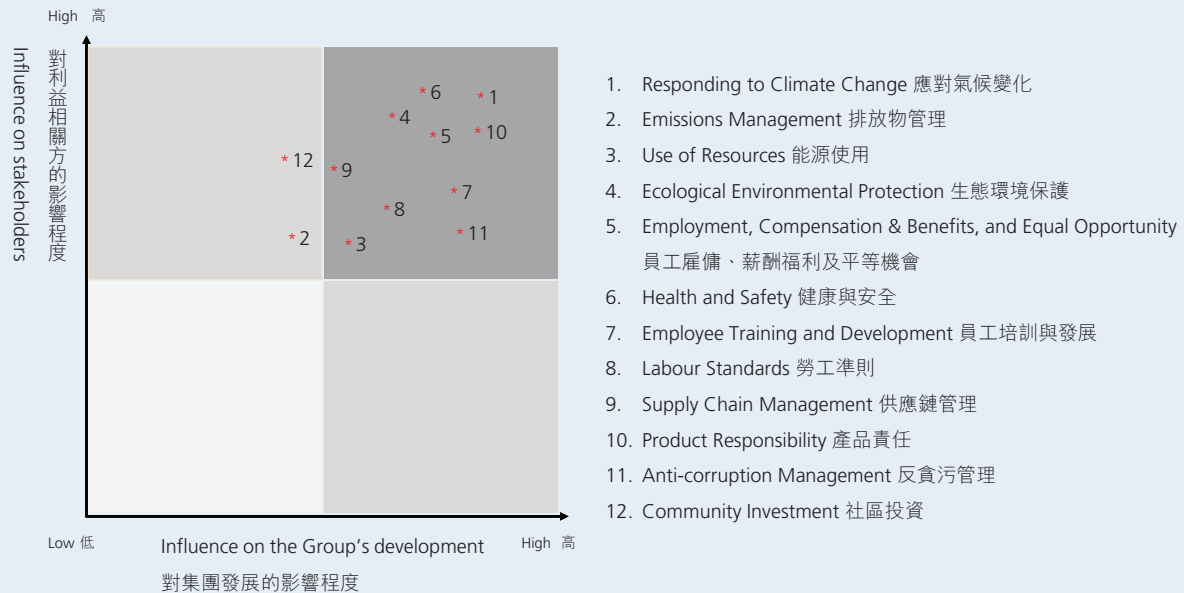


MATERIALITY ASSESSMENT (CONTINUED)

重要性評估(續)

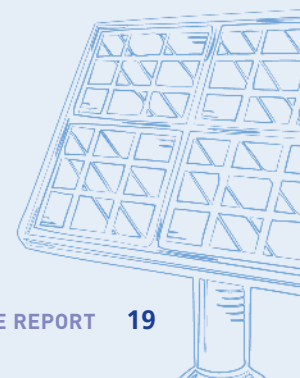
Our materiality assessment result is shown in the matrix below:

我們的重要性評估如下圖所示：



We will provide further information on the material issues in the subsequent chapters in this report.

本報告內後續章節將就重要議題提供進一步的資料。





GREEN DEVELOPMENT FOR FUTURE

綠色發展，著眼未來



We have been dedicated to the clean energy and actively responding to climate change. During the design, construction and operation of each project, the Group actively takes environmental protection measures to reduce the impact on the ecological environment and promote the harmonious development of human and nature with concrete actions. We are committed to integrating resource conservation into our daily operations, and encourage employees to foster environmental awareness.

我們始終堅持深耕清潔能源領域，開發新能源，提供優質的清潔能源，積極應對氣候變化。在每個項目的設計、建設和運營過程中，集團積極採取環境保護措施，以減少對生態環境的影響，以實際行動推動人與自然和諧發展。我們致力於將節約資源融入日常運營中，倡導鼓勵員工樹立環保意識。

Key Issues 重要議題

- Responding to Climate Change
應對氣候變化
- Ecological Environment Protection
生態環境保護
- Emissions Management
排放物管理
- Use of Resources
資源使用

SDGs 目標



Performance 績效表現

Total Domestic Power Generation

年度境內總發電量

6,813 GWh
吉瓦時

Standard Coal Saving 節約標準煤

2,087 Kilotons
千噸

CO₂ Emission Reduction 二氧化碳減排量

5,205 Kilotons
千噸

NO_x Emission Reduction 氮氧化物減排

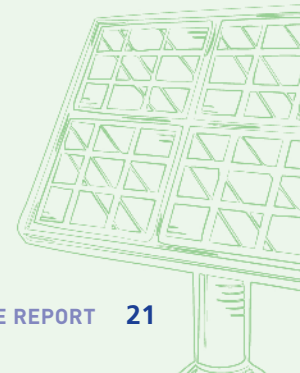
1,328 tons
噸

Water Saving 節約用水

8,243 Kilotons
千噸

SO₂ Emission Reduction 二氧化硫減排

1,274 tons
噸



RESPONDING TO CLIMATE CHANGE

It is the target that calls for joint efforts of China and the world to tackle the challenges of climate change and accelerate the transition to a low-carbon economy.

Contribution to China's Carbon Neutrality

In 2020, President Xi Jinping delivered an important speech at the general debate of the 75th Session of the United Nations General Assembly, pointing out that China would scale up its Intended Nationally Determined Contributions by adopting more vigorous policies and measures, and aim to have CO₂ emissions peak before 2030 and achieve carbon neutrality before 2060, which sets the goal for the country's transition to low-carbon energy.

The development of clean energy is an important path for the nation's carbon neutrality. We have been adhering to the development and service of clean and low-carbon energy by continuing to strengthen innovation, to contribute to the transformation of the energy structure and the realisation of the nation's goal of carbon neutrality. In 2020, the Group achieved 4,750 GWh of attributable power generation throughout the year, a year-on-year increase of 8.7%.

應對氣候變化

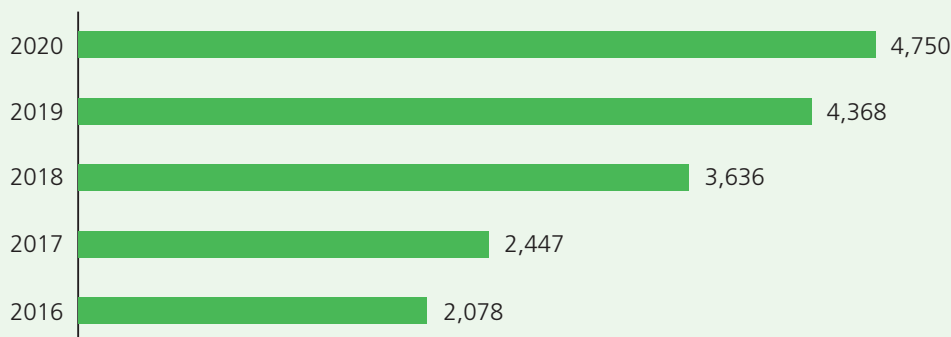
應對氣候變化的挑戰，加速向低碳經濟轉型，是中國乃至世界共同努力的目標。

助力國家碳中和

2020年，國家主席習近平在第七十五屆聯合國大會一般性辯論上發表重要講話，指出中國將提高國家自主貢獻力度，採取更加有力的政策和措施，二氧化碳排放力爭於2030年前達到峰值，努力爭取2060年前實現碳中和。這為我國能源低碳轉型明確了目標。

清潔能源開發是助力國家實現碳中和目標的重要路徑。我們始終堅持清潔低碳能源開發與服務，不斷加強創新，助力國家能源結構轉型及碳中和目標的實現。2020年，集團全年實現權益發電4,750吉瓦時，同比上年增長8.7%。

The Group's Attributable Power Generation (GWh)
集團權益發電量(吉瓦時)



**RESPONDING TO CLIMATE CHANGE** (CONTINUED)**應對氣候變化**(續)**Contribution to China's Carbon Neutrality** (CONTINUED)**助力國家碳中和**(續)

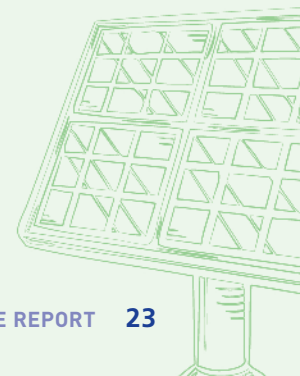
Compared with traditional coal-fired power generation, the Group's energy conservation and emission reduction results achieved by renewable energy development are as follows:

相比傳統火力發電，集團新能源開發實現的節能減排成果如下：

Indicators 指標	2020 (tons) 2020 年數值(噸)	Accumulatively (tons) 累計數值(噸)
CO ₂ Emission Reduction CO ₂ 減排量	5,205,000	34,734,000
SO ₂ Emission Reduction SO ₂ 減排量	1,274	24,700
NO _x Emission Reduction NO _x 減排量	1,328	22,321
Standard Coal Saving 節約標煤	2,087,000	12,664,000
Water Saving 節約用水	8,243,000	80,592,000

Note: The energy saving and emission reduction showed above are calculated based on the total power generation by domestic power plants of the Group. In 2020, the total power generation of the Group's domestic power plants was 6,813 GWh.

註：上表中節能減排成果依據集團境內電廠總發電量計算。2020年，集團境內電廠總發電量為6,813吉瓦時。



RESPONDING TO CLIMATE CHANGE (CONTINUED)

Climate-related Risks and Opportunities

Climate change has a profound impact on social and economic development and corporate development, while affecting the global ecosystem and natural environment. The Group identifies significant climate-related issues that exert an impact on the Group and actively takes mitigation measures.

應對氣候變化(續)

氣候相關風險與機遇

氣候變化在改變和影響全球生態系統與自然環境的同時，也對社會經濟發展及企業發展產生了深刻影響。集團充分識別產生影響的重大氣候相關事宜，並積極採取減緩措施。

Opportunities 機遇	
Descriptions 具體描述	Responses 應對行動
- Policy: International and domestic policies related to climate change will promote the application of renewable energy; 政策：國際國內應對氣候變化相關政策將有效推動可再生能源應用； - Technology: Continuous technological advancement in the production, operation and maintenance of renewable energy projects will help improve the efficiency and quality of renewable energy development, reduce the LCOE, and improve the competitiveness of the Group; 技術：新能源項目生產、運維等方面的技術不斷進步，有助於提升新能源開發的效率和質量，降低度電成本，提高集團競爭力； - Market: As the importance of the use of non-fossil fuels is widely recognised, it is expected that the scale of the renewable energy market will further expand, which will enhance the attractiveness of investment in renewable energy projects and have a positive impact on the Group's performance; 市場：隨著使用非化石能源的重要性得到廣泛的認可，預期新能源市場規模將進一步擴大，提升新能源項目投資吸引力，對集團收益有積極影響； - Reputation: The renewable energy business will help promote the society's tackling of climate change, and the Group's business and brand value will be more widely recognised and enhanced. 聲譽：新能源業務有助於推動社會應對氣候變化，集團業務及品牌價值將得到更廣泛的認可和提升。	- The Group keeps abreast of the direction of polices, conducts research and makes considerate plans; 緊跟政策導向，加強政策研判，做好預案； - The Group actively develops renewable energy projects to ensure efficient and stable energy supply; 積極開發新能源項目，保證高效、穩定的新能源供應； - The Group continues to track and evaluate the wind and PV energy across the country, and selects wind and PV resources with the best economic benefits when selecting projects; 對全國風光能資源進行持續跟踪和評估，優先選擇經濟效益最好的風光資源所在地進行項目開發建設； - The Group continuously improves professional services such as design, operation and maintenance to enhances the synergetic development of services business; 不斷完善設計、運維等相關專業服務，深化服務業務的協同發展； - The Group improves customer service, builds better customer relationships and actively expands markets. 完善客戶服務，構建良好客戶關係並積極開拓市場。



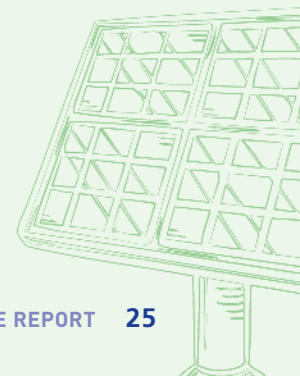
RESPONDING TO CLIMATE CHANGE (CONTINUED)

應對氣候變化(續)

Climate-related Risks and Opportunities (CONTINUED)

氣候相關風險與機遇(續)

Risks 風險	
Descriptions 具體描述	Responses 應對行動
- The volume of power generation is subject to interannual variation of wind and PV resources. Any unforeseen climate changes will have an impact on electricity generation, revenue and operating results. 發電量隨著風、光資源的年際變化而波動，任何不可預見的天氣變化都會對電力生產、收入和經營業績產生影響； - Extreme weather conditions such as typhoons, rainstorm and lightning strikes that pose safety risks, but also will give rise to an unfavourable impact on the power generation volume and thus the revenue of power plants. 颱風、暴雨、雷擊等極端天氣氣候帶來安全風險，同時影響企業穩定生產，給電廠發電量和收入帶來不利影響。	- The Group has put into operation of wind and PV projects in 17 provinces (municipalities and autonomous regions) to address the risk of interannual climate variation. In the future, we will continue to optimize operations and to further mitigate the impact of climate risks. 集團已經在全國17個省(市、自治區)擁有投產風電和光伏發電項目，應對氣候年際變化帶來的風險；未來將繼續優化布局，進一步平衡氣候風險所帶來的影響； - The Group continuously assesses and accordingly responds to the impact of climatic factors regarding safety and effectiveness of power plants. It increases scientific research and improves design standards in areas such as turbine type selection and circuitry plans, and improves emergency plans. 集團充分評估和應對氣候因素帶來的電廠安全及效益影響，在機組選型、線路方案等方面加大科研力度、提高設計標準，完善應急預案。



ECOLOGICAL ENVIRONMENT PROTECTION

The Group recognizes the importance of implementing ecological environment protection in its operations and adheres to the principle of a combination of development and protection.

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Appraisal*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, *Regulations on the Administration of Construction Project Environmental Protection*, etc.

Prior to commencement of the Group's plant construction, environmental impact assessment ("EIA") and safety evaluation are performed for all construction projects (including reconstruction and expansion projects), and the EIA report and safety assessment report are submitted to government authorities for approval. During the construction phase, the project company and the supervision company conduct supervision and management, and strictly implement a "Three Simultaneous" system for environmental protection, which requires that the measures to prevent and control environmental pollution and safety facilities must be designed, constructed and put into operation simultaneously integrating with the principal parts of the projects. Upon completion of the plant construction, the project company organizes internal and external evaluation to ensure that environmental protection facilities and ecological protection measures are implemented in accordance with the approval requirements of the EIA.

保護生態環境

集團高度重視項目所在地的生態環境保護工作，堅持在保護中開發、在開發中保護。

集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》《建設項目環境保護管理條例》等環境類法律法規。

項目施工前，集團所有建設項目（含改擴建項目）均進行環境影響評估及安全評價，並報政府相關部門批復；施工中，項目公司同監理單位實施監督管理，認真貫徹建設項目環境保護「三同時」制度，堅持防治環境污染措施、安全設施與主體工程同時設計、同時施工、同時投產使用；施工後，項目公司組織內部驗收及外部驗收，確保各項環境保護設施、生態保護措施均按環評及環評批復要求落實。



ECOLOGICAL ENVIRONMENT PROTECTION (CONTINUED)

During the reporting period, the Group was not aware of any violations of environmental laws and regulations.

Soil and Water Conservation

With tightening supervision on soil and water conservation of projects, the Group has been increasing investment in water conservation for each project, adhering to the “Three Simultaneous” system of water conservation projects, and has formulated more detailed water conservation schemes.

- Adjusting measures to local conditions: Bypassing the vegetation areas, or choosing a foundation form that minimizes damage to the ground surface in accordance with the geological conditions to reduce surface damage and that is better for vegetation restoration.
- Design optimisation: Downscaling the occupied area of the fan hoisting platform through optimised design to reduce damage to the original landform.
- Process improvement: Improving excavation and hoisting technology through the use of blade lift trucks, axle vehicles and cranes with appropriate tonnage that require less road width and turning radius, to protect the mountains and vegetation.

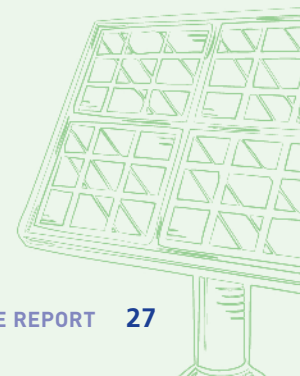
保護生態環境(續)

本報告期內，集團未知悉有違反環境相關法律法規的事件。

水土保持

隨著國家對項目水保工作監管力度的加大，集團不斷增加各項目在水保工程上的投入，堅持水保施工「三同時」，並制定更詳細的水保方案。

- 因地制宜：繞開植被區，或根據工程地質條件，儘量選擇對地表擾動較小的基礎形式，減少地表破壞，同時利於後期植被恢復。
- 設計優化：優化設計縮減風機吊裝平台佔地面積，減少對原地貌的擾動。
- 工藝改良：改進開挖及吊裝工藝，採用葉片舉升車、軸線車及合適噸位吊車，縮減路面寬度和轉彎半徑，以減少山體和植被破壞。



ECOLOGICAL ENVIRONMENT PROTECTION (CONTINUED)

Biodiversity Conservation

The Group has adopted various measures to avoid or reduce adverse impact of noise and light pollution to animals and plants arising from its wind turbine operations and rotation.

At the phase of project development, we strictly abide by relevant national regulations to select project sites and avoid forest land, conservation areas and water sources. During project environmental assessment, we take into consideration the biodiversity impact to assess whether the construction and operation of power plants will affect biodiversity, as well as the scope and extent of such impact. If there is a potential impact, we will consider remediation plans such as avoidance, reduction or restoration, and formulate compensation measures.

Catering to the actual needs of projects, we engage third-party professional organisations to conduct field investigations to assess if there are target bird species, and the possibility of hits on target bird species from wind turbines operation, based on which we develop protection and management measures. We adopt wind power equipment with bird repellent to avoid birds hitting the blades.

保護生態環境(續)

生物多樣性保護

風機運行產生的噪聲及光影對動植物可能造成影響，集團已採取多種措施避免或減少相關影響。

項目開發階段，我們的項目選址嚴格遵守國家相關規定，避讓林地、保護區和水源地。項目環評階段，我們將生物多樣性影響納入評估，以考量電廠建設和運營是否對生物多樣性造成影響、以及影響範圍與程度。如存在潛在影響，我們將考慮實施相關的避免、降低或恢復方案，擬定補償措施。

針對項目實際需要，我們聘請第三方專業機構開展生物物種多樣性實地調查，了解項目區域內是否有目標鳥種，評估風機運行對目標鳥種可能產生的撞擊情況，為制定保護管理措施提供依據。我們選用帶有驅鳥器的風機設備，以避免鳥類撞擊葉片。



ECOLOGICAL ENVIRONMENT PROTECTION (CONTINUED)

Emissions Management

Major emissions arising from the Group's construction include noise generated by wind power, sewage from step-up substations, and dust and waste from construction, etc.

We control noise pollution in strict accordance with national standards and local requirements, and adopt various measures to avoid disturbing residents in the neighbourhood. With respect to construction of power plants, we have taken various factors into consideration to calculate the equivalent decibel line around the noise sensitive locations in a more precise way to ensure compliance of project location. In order to reduce the cumulative impact of wind power equipment on the surrounding environment, we estimate the scope of influence of light pollution of each machine position to strictly control the relative positional relationship and distance between the machine position and the residential areas and ecologically sensitive areas.

We also formulate unified regulations for sewage treatment measures in the project sites. We recycle domestic sewage for greening and dust suppression at step-up substations. Each project, while implementing the Group's requirement, adopts further sewage treatment measures specifically based on local conditions. For instance, in a PV Project in Shandong, we set up water barriers and drainpipes in the power plant areas to prevent water from flowing into the reservoir areas which are located below the power plants. We have implemented the cleaning water recycling plan in projects when washing photovoltaic modules for recycling use of water resources, to reduce discharge of wastewater.

In terms of construction dust, we transport the construction waste and clay residue to waste disposal sites and cover shield to restrain dust pollution and protect the environment.

保護生態環境(續)

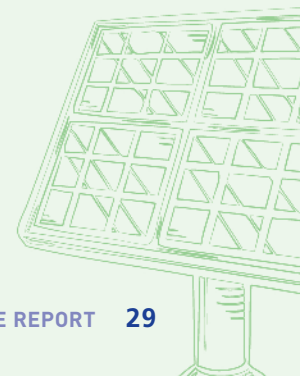
排放物管理

集團建設過程中排放物主要包括風電產生的噪聲、升壓站生活污水、施工建設過程中的揚塵與棄渣等。

我們嚴格按照國家標準控制噪聲污染，並採取各種措施避免項目所在地的噪聲對臨近居民的幹擾。在電廠建設中，我們考慮多種因素的影響，更加精準地計算噪聲敏感區域點位周圍的等分貝線，確保項目機位排布方案滿足噪聲合規要求。為削減風機對周邊環境造成的疊加影響，我們通過專業測算得出每個機位的光影影響區域，以嚴格控制機位與居民區、生態敏感區之間的相對位置關係和距離。

我們對項目所在地的污水處理制定了統一的規範措施。生活污水經處理後用於升壓站內綠化或灑水抑塵，循環利用。各項目根據所在地的實際情況，在落實集團規範的同時，進一步採取污水管理措施。例如，我們在山東某光伏項目上對光伏區高出庫區部分區域加修擋水牆及引流渠，保證光伏區內水不流入庫區。為減少廢水排放，在組件清洗過程中我們實施清洗水回收方案，實現水資源循環利用。

對於施工中的揚塵，我們將施工產生的餘土運至專門的棄渣場並進行覆蓋，以減少揚塵，保護環境。



EFFECTIVE UTILIZATION OF RESOURCES

資源有效利用

Resources Conservation

節約資源

The Group focuses on green operation by embedding resource-saving measures into its daily operations and increasing resource utilisation efficiencies.

集團致力於綠色運營，將資源節約理念融入到日常管理之中，努力提升資源使用效率。



We replace traditional lamps with energy-saving lamps and strengthen inspection over efficiency of electricity usage.

節能燈具替代傳統燈具，並加強用電巡視。

We adopt thermal insulation construction technology in the exterior of step-up substation buildings to reduce energy consumption in buildings.

項目升壓站建築外牆採用外牆保溫施工工藝，降低建築能耗。



We replace manual faucets with induction faucets and strengthen inspection over efficient use of water.

感應水龍頭代替手動水龍頭，並加強用水巡視。



We centralise paper procurement, and strictly control the amount we use; we set the printer in double-sided printing mode and use wastepaper recycling boxes for paper recycling to improve the efficiency of paper use.

集中採購紙張，嚴格把控用量；打印機預設為雙面打印，並設置廢紙回收箱，提高紙張使用效率。



We actively purchase electric vehicles to replace traditional energy vehicles, implement vehicle management mechanism to reduce the fuel consumption of company vehicles.

積極採購新能源電動車替代傳統能源車，執行車輛專人管理機制，減少公務車油耗。



EFFECTIVE UTILIZATION OF RESOURCES (CONTINUED)

Waste Recycling

On 1 September 2020, the newly revised *Law of the People's Republic of China on Prevention and Control of Environment Pollution from Solid Wastes* has been implemented, which clearly encourages the use of advanced technologies, processes, equipment and management measures to help eliminate construction waste at the source and establish construction waste recycling system. The Group actively responds to relevant national policies. In many projects in the south region, we use urban construction waste to repair roads, replacing the traditional paving method that uses mountain-surface soil. In the process of project construction, we use flyash bricks and limesand bricks to build the enclosure walls, making secondary use of waste.

ENHANCEMENT OF ENVIRONMENTAL PROTECTION AWARENESS

In order to raise the environmental protection awareness of employees, we promote the concept of environmental protection through internal networks and public media in office buildings on the "World Environment Day".

Beijing Municipal Regulations on the Management of Municipal Solid Waste has been officially implemented since 1 May 2020. The revised regulations put forward higher requirements for domestic waste classification. In accordance with the requirements of the regulations, we implement garbage classification in the Beijing office building, set up garbage bins, and popularise knowledge of garbage classification among employees, in order to encourage employees to implement garbage classification policies and advocate green lifestyles.

資源有效利用(續)

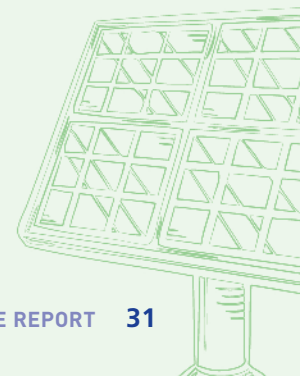
廢棄物再利用

自2020年9月1日起，新修訂的《中華人民共和國固體廢物污染環境防治法》開始施行，其中明確鼓勵採用先進技術、工藝、設備和管理措施，推進建築垃圾源頭減量，建立建築垃圾回收利用體系。集團積極響應國家相關政策，在南方多個項目中，我們利用城市建築垃圾修築檢修道路，以替換傳統的山皮石鋪路方式。在項目建設過程中，我們採用粉煤灰磚、灰砂磚等進行圍牆砌築，實現廢棄物二次利用。

提升環保理念

為提升員工的環保意識，我們在「世界環境日」通過內部網絡、辦公樓公共媒體等多種方式，宣傳愛護環境的理念。

《北京市生活垃圾管理條例》自2020年5月1日起正式實施，修改後的條例對生活垃圾分類提出更高要求。我們依據條例要求，在北京辦公大樓推行垃圾分類，設置分類垃圾桶，並向員工普及垃圾分類知識，鼓勵員工落實垃圾分類政策，倡導綠色生活方式。



ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs)

環境關鍵績效指標

Unless otherwise specified, the environmental KPIs provided in this section only cover the business of the Group's wholly-owned businesses in Mainland China, whereas its joint-venture operations are not included.

除另有說明外，本節所提供的環境關鍵績效指標數據僅涵蓋集團於中國境內的全資公司的業務，合資公司業務暫不包括在內。

1. Emissions

1. 排放物

Indicators 關鍵績效指標	2018	2019	2020
Total GHG Emissions (Scope 1 and 2) (tons) 溫室氣體總排放(噸)	7,697.72	9,119.14	7,084.83
Direct Emissions (Scope 1) (tons) 直接排放(範圍一)(噸)	1,595.82	965.40	757.47
Petrol for Official Vehicles (tons) 公務車汽油(噸)	1,573.40	951.53	752.02
Diesel for Official Vehicles (tons) 公務車柴油(噸)	22.42	13.87	5.45
Indirect Emissions (Scope 2) (tons) 間接排放(範圍二)(噸)	6,101.90	8,153.74	6,327.36
Purchased Electricity (tons) 外購電力(噸)	6,101.90	8,153.74	6,327.36
GHG Emission Intensity (g/kWh) 溫室氣體排放密度(克/千瓦時)	3.35	2.68	2.12
Total Hazardous Waste (tons) 有害廢棄物總量(噸)	1.10	0.76	1.06
Hazardous Waste per Capita (tons per person) 人均有害廢棄物(噸/人)	0.00074	0.00047	0.00066
Total Non-hazardous Waste (tons) 無害廢棄物總量(噸)	115.26	127.76	123.20
Non-hazardous Waste per Capita (tons per person) 人均無害廢棄物(噸/人)	0.08	0.08	0.08



ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIS) (CONTINUED)

1. Emissions (CONTINUED)

Note: 1. Due to its business nature, the major air emissions of the Group are GHG emissions, arising mainly from purchased electricity and fuels derived from fossil fuels. The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. GHG emissions data is presented in carbon dioxide equivalent and calculated based on the *Baseline Emission Factors for Regional Power Grids in China for CDM and CCER Projects* issued by the Ministry of Ecology and Environment of the People's Republic of China, and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories (2019 Edition)* issued by the Intergovernmental Panel on Climate Change (IPCC).

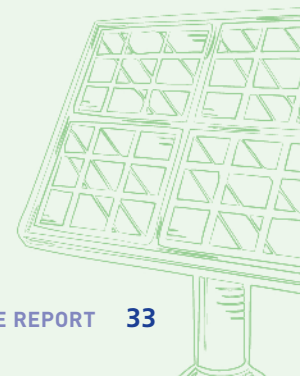
2. Hazardous waste mainly includes waste toner cartridges, ink cartridges, waste fluorescent tubes, etc. Waste toner cartridges, ink cartridges, waste fluorescent tubes and other hazardous office waste are recycled by qualified service providers.
3. Non-hazardous waste mainly includes household garbage, which is calculated according to the *Handbook on Domestic Discharge Efficiencies for Towns in the First Nationwide Census on Contaminant Discharge* published by the State Council.

環境關鍵績效指標(續)

1. 排放物(續)

註： 1. 基於集團業務性質，其主要大氣排放為溫室氣體。集團的溫室氣體清單包括二氧化碳、甲烷和氧化亞氮，主要源自外購電力及燃料。溫室氣體核算乃按二氧化碳當量呈列，並根據中華人民共和國生態環境部刊發的《減排項目中國區域電網基準線排放因子》及政府間氣候變化專門委員會(IPCC)刊發的《2006年IPCC國家溫室氣體列表指南 2019修訂版》進行核算。

2. 有害廢棄物主要包括廢棄硒鼓、墨盒、廢棄熒光燈管等。廢棄的硒鼓、墨盒及熒光燈管等辦公有害廢棄物均由有資質回收商回收處置。
3. 無害廢棄物主要包括生活垃圾，生活垃圾計算依據國務院發布的《第一次全國污染源普查城鎮生活源產排污系數手冊》進行估算。



ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs) (CONTINUED)

環境關鍵績效指標(續)

2. Use of Resources

2. 資源使用

Indicators 關鍵績效指標	2018	2019	2020
Total Energy Consumption (MWh) 能源消耗總量(兆瓦時)	15,736.54	15,591.16	13,908.36
Direct Energy Consumption (MWh) 直接能源消耗(兆瓦時)	6,512.63	3,939.77	3,092.74
Petrol for Official Vehicles (MWh) 公務車汽油(兆瓦時)	6,427.34	3,887.01	3,072.00
Diesel for Official Vehicles (MWh) 公務車柴油(兆瓦時)	85.29	52.76	20.74
Indirect Energy Consumption (MWh) 間接能源消耗(兆瓦時)	9,223.91	11,651.39	10,815.62
Electricity (MWh) 外購電力(兆瓦時)	9,223.91	11,651.39	10,815.62
Energy Consumption Intensity (kWh/kWh) 能耗密度(千瓦時／千瓦時)	0.007	0.005	0.004
Water Consumption (tons) 耗水量(噸)	17,059.38	13,468.14	12,505.18
Water Consumption per Capita (tons/person) 人均耗水量(噸／人)	11.43	8.44	7.72

Note: 1. Total energy consumption is worked out by the data of electricity and fuel with reference to the coefficients in the *General Principles for Calculation of the Comprehensive Energy Consumption* (GB/T 2589-2008), the national standards of the People's Republic of China.

2. Energy consumption intensity refers to the ratio of energy consumed to electricity generation.

3. Water consumption refers to that of tap water, which is sourced from municipal water supply.

4. Packing materials are not applicable to the Group.

註：1. 能源消耗量數據根據電力及燃料的消耗量和中華人民共和國國家標準《綜合能耗計算通則(GB/T 2589-2008)》中有關換算因子計算。

2. 能耗密度是指耗用的能源與發電量的比率。

3. 耗水量指自來水耗用量，自來水來自市政供水。

4. 包裝物不適用本集團。



SAFETY PROTECTION FOR LIFE

安全守護，生命至上



Production safety is a prerequisite for the Company's operation and development. Adhering to the management philosophy of safety first, the Group has formed a comprehensive safety network from organisation, system, practice, supervision, risk, emergency to safety culture.

安全生產是企業運營與發展的前提。集團堅持安全第一的管理理念，從組織、制度、實踐、監督、風險、應急、安全文化等方面，形成全方位、全覆蓋的安全網絡。

Performance 績效表現

Coverage Ratio of Safety Training 安全培訓覆蓋率

100%

Number of Emergency Drills Organized by the Group 集團組織開展應急演練次數

74次

Number of Safety Supervision and Inspections at the Group Level 集團級安全監督檢查次數

16次

Key Issues 重要議題

- Health and Safety
健康與安全

SDGs 目標





STRENGTHENING SAFETY MANAGEMENT

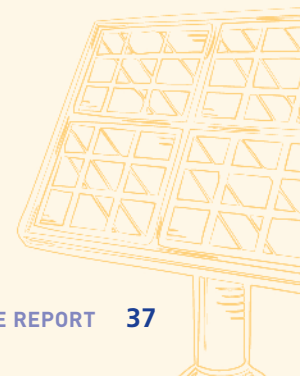
The Group regularly identifies and earnestly implements laws and regulations that have significant influence on the production safety, including *Law of the People's Republic of China on Work Safety*, *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, *Regulations on Construction Project Safety Management*, *Regulations on Work Safety Licenses*, *Regulations on Work Injury Insurance*, to continuously enhance its safety management system. During the reporting period, the Group was not aware of any major violations of safety laws and regulations.

In 2020, the Group adhered to the safety management policy of "safety first, prevention as a priority, and comprehensive management", improved the safety management system, adhered to safety practices, and conducted timely supervision and inspection, so as to continuously strengthen safety management work.

夯實安全管理

集團定期識別並認真執行《中華人民共和國安全生產法》《中華人民共和國職業病防治法》《建設工程安全管理條例》《安全生產許可證條例》《工傷保險條例》等對生產運營有重大影響的安全相關法律法規的要求，持續完善自身安全管理體系。本報告期內，集團未知悉有重大違反安全相關法律法規的事件。

2020年，集團進一步貫徹「安全第一，預防為主，綜合治理」的安全管理方針，完善安全管理體系、堅持安全實踐、及時監督檢查，不斷夯實安全管理基礎工作。



STRENGTHENING SAFETY MANAGEMENT (CONTINUED)

Safety Management System

We implement a hierarchical control mechanism for safety management, build a multi-level safety management structure, and assign safety responsibilities to all levels. On the basis of this safety management structure, we have established a safety information reporting system, where safety specialists at all levels report safety information in a timely manner and regularly hold safety work meetings.

夯實安全管理(續)

安全管理體系

我們實行安全管理分級管控機制，構建多級安全管理架構，逐級落實安全責任。在此安全管理架構基礎上，我們建立了安全信息報送體系，各級安全專員及時報送安全信息，定期召開安全工作會議。



Safety Management Committee

安全管理委員會

The Group's highest safety management organisation, which is responsible for supervising and managing the overall safety issues of the Group.

集團最高安全管理機構，負責監督及管理集團整體安全事宜。



Safety and Quality Supervisory Department

安全質量監察部

The department is responsible for the daily safety supervision and management of the Group, including identification of relevant laws and regulations at the Group level, formulation of management policies, and safety supervision and inspection.

負責集團日常安全監督、管理工作，包括集團層面相關法律法規識別、管理制度的制定、安全監督檢查等。



Branch (Subsidiary)/Project Company during Construction

分(子)公司／建設期項目公司

Carrying out relevant safety work in practice, and setting up full-time/part-time safety management posts to supervise and manage the implementation of safety work.

具體執行相關安全工作，並設立專／兼職安全管理人員，負責監督、管理本單位各項安全工作落實情況。

STRENGTHENING SAFETY MANAGEMENT (CONTINUED)**Safety Management System (CONTINUED)**

In 2020, in order to further ensure that the safety management work is well guided, the Group supplemented and improved the *Administrative Measures on the Safety Production Responsibility System of Concord New Energy Group Limited* and other seven safety management policies based on existing policies including *Regulations on Safe Production Management of Concord New Energy Group Limited*, so as to provide effective systematic guidelines for the implementation of safety work.

In order to improve the capacity to respond to emergencies, the Group has established an emergency plan system at the Group level, the branch level and the project company level, and has carried out targeted emergency skill training and emergency plan drills. During the year, the Group carried out 16 Group-level comprehensive emergency plans, special emergency plans, and on-site disposal plans; 2 pilot branches and project company comprehensive plans, 31 special emergency plans, and 47 on-site disposal plans. The Group organized a total of 74 emergency plan drills. The Concord O&M formulated emergency drill plans every month to comprehensively test the applicability of emergency plans and improve the emergency response capabilities of the team. The Group has also continuously strengthened timely responses to emergencies, and established an emergency system composed of an emergency headquarters and a special working group to ensure proper and efficient handling of safety incidents.

夯實安全管理(續)**安全管理體系(續)**

2020年，為進一步確保安全管理工作有據可依，集團在《協合新能源集團有限公司安全生產管理規定》等現有制度體系基礎之上，補充完善《協合新能源集團有限公司安全生產責任制管理辦法》等七項安全管理制度，為集團安全生产工作得以貫徹落實提供有效的制度保障。

為提升應對突發安全事件的能力，集團建立了集團層級、分公司及建設期項目公司層級的應急預案體系，並有針對性地開展應急技能培訓和應急預案演練。本年度，制定了集團級綜合應急預案、專項應急預案、現場處置方案共計16項；試點分公司、項目公司綜合預案2項、專項應急預案31項、現場處置方案47項。集團組織開展應急預案演練共計74次，運維公司每月制定應急演練計劃，全面檢驗各項應急預案適用性，提升隊伍應急處置能力。集團亦不斷強化應急響應與處置速度，建立由應急指揮部及專項工作組組成的應急體系，確保安全事故妥善高效處理。



Sunstroke emergency drill
中暑應急演練



**Emergency drill on transformer fire of
Wuhe Yinmahu Wind Power Project**
五河飲馬湖風電場現場變壓器著火應急演練

STRENGTHENING SAFETY MANAGEMENT (CONTINUED)

Safety Management System (CONTINUED)

Concord O&M, Design Company, and Engineering Company have obtained occupational health and safety management system certification, and established a hazard identification plan and risk assessment plan for the production process. We promptly identify and confirm the risk of occupational diseases at production site, and take safeguard measures to minimize occupational disease hazards. We regularly check the sources of danger in the workplace to ensure that the frequency of exposure of employees to dangerous factors is maintained within our set safety limits.

夯實安全管理(續)

安全管理體系(續)

集團下屬運維公司、設計公司、工程公司均通過職業健康安全管理體系認證，並建立生產過程危險源識別計劃和風險評估計劃。我們及時識別和確認現場職業病風險，並採取保障措施最大限度避免職業病危害。我們定期排查工作場所的危險源，以確保員工與危險因素接觸的頻率降低到安全範圍以內。



STRENGTHENING SAFETY MANAGEMENT (CONTINUED)

夯實安全管理(續)

Safety Operation Measures

安全運營措施

The Group is committed to effective implementation of safety management in daily operation to ensure the safety management and business operation are concurrently planned, deployed, reviewed, summarised and examined, achieving orderly implementation of production safety management.

集團高度重視安全管理工作在日常運營中的貫徹落實，將安全工作與各項生產經營工作同時計劃、同時布置、同時檢查、同時總結、同時考核，實現安全管理工作有序、有效開展。

**Construction
Safety
安全建設**

At the beginning of the project, the project company first improves the safety management system, clarifies safety management responsibilities, formulates safety management measures, and pays attention to disclosure of safety measures.
工程伊始，項目公司首先完善安全管理體系，明晰安全管理責任，制定安全管理措施，並注重安全措施交底。

During project construction, all participating units fully implement safety regulations and strengthen process supervision and inspection.
工程建設中，各參建單位全面落實安全規定，加強過程監督檢查。

For large hoisting equipment, we ensure arrival inspection, load test, and program safety assessment are in place, and full-time safety personnel stand by to supervise the hoisting process.
針對大型吊裝設備，實行入場報驗、負荷試驗、方案安全評估，專職安全員吊裝過程旁站監督。

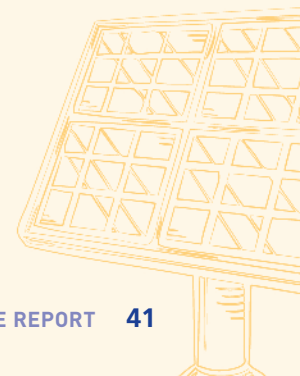
The Group organises affiliates to prepare or improve production safety emergency plans, organises emergency drills and inspects on emergency supplies.

集團組織各下屬單位編制或完善安全生產應急預案，組織相關應急演練並檢查應急物資。

In order to ensure the effective implementation of various production safety, the Group organised production safety inspections to ensure that organisation, responsibilities, management and measures of production safety work are in place.

為保障各項安全生產工作有效落實，本年度，集團組織開展各類安全生產檢查，確保安全生產工作組織到位、責任到位、管理到位、措施到位。

**Production
Safety
安全生產**



STRENGTHENING SAFETY MANAGEMENT (CONTINUED)

夯實安全管理(續)

Safety Operation Measures (CONTINUED)

安全運營措施(續)

O&M Safety 安全運維	The Safety Management Committee of O&M Company is responsible for formulating safety management policies and solving key safety issues. 運維公司安全管理委員會負責制定安全管理制度，解決安全重點問題。 The Company strictly implements various O&M safety policies and responsibilities, signs annual safety responsibility letter, and carries out safety and quality supervision. 公司嚴格落實各項安全運維制度及安全責任，簽訂年度安全責任書，並開展安全質量監察。 The Company's Safety Technology Training Committee regularly conducts safety trainings and activities such as safety knowledge competition. 公司安全技術培訓委員會定期開展安全培訓，舉行安全知識競賽等活動。	The Group has formulated and strictly implemented management systems, such as the inspection mechanism, for fire safety in office buildings. 集團制定並嚴格落實辦公樓消防安全制度。本年度，集團對辦公樓用電線路及消防設施進一步檢修更換，避免潛在的消防隱患。 During the year, the Group further overhauled and replaced the power lines and fire-fighting facilities in the office building to avoid potential fire dangers. 集團建立並實行了巡檢制度，以便及時發現潛在安全問題。	Office Safety 安全辦公
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Contractor Safety Management

承包商安全管理

Due to frequent high-risk operations during the power plant production, operation and maintenance as well as on the project construction sites, in order to reduce related safety risks, the Group manages all contractors for the whole process in accordance with relevant policies such as *Management Standards for Entry of Visitors*.

由於電廠生產、運維及項目建設現場高風險作業頻繁，為降低相關安全風險，集團按照《外來人員進場管理規範》等相關制度統一對承包商進行全流程管理。



STRENGTHENING SAFETY MANAGEMENT (CONTINUED)

夯實安全管理(續)

Contractor Safety Management (CONTINUED)

承包商安全管理(續)

Selection
篩選

- For contractors who participate in the bidding for the first time, we conduct an in-depth investigation on their organisation capabilities and safety risk management/control capabilities on the construction sites. Safety incident factor prevails over all other factors in our assessment, and the contractor will be directly blacklisted once any safety incident occurs.
- 針對首次參與投標的承包商，我們對其施工現場組織能力、安全風險管控能力等方面進行深入考察了解；對安全事故實行「一票否決制」，一旦出現安全事故，直接將承包商列入黑名單。

Training
培訓

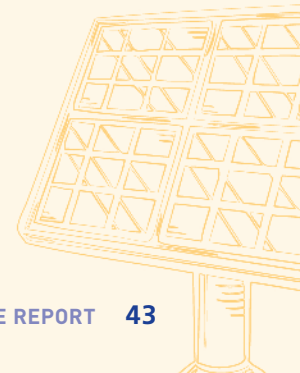
- The Group conducts entry safety training for construction personnel. In particular, the Group organises participating construction units to provide safety technical training to operators in accordance with the special construction plans before the construction of high-risk projects such as deep foundation pit excavation and equipment hoisting.
- 集團對施工人員開展進場安全培訓工作。尤其在深基坑開挖、設備吊裝等危險性較大的工程施工前，我們組織各參建單位按照專項施工方案對作業人員進行安全技術交底培訓。

Construction
作業

- The Group strictly supervises construction safety of contractors, conducts daily safety briefings before work, holds weekly meetings on safety management, and carries out monthly safety inspection. If potential safety dangers are discovered, the construction will be suspended immediately for rectification; at the same time, we set up special funds for safety facilities and strengthen rewards and punishment for safety management.
- 集團嚴格監管承包商施工安全，每日班前進行安全交底，每周召開安全例會，每月開展安全檢查。如發現安全隱患，立即停工整改；同時，我們設置安全設施專項資金，並加強安全管理獎懲力度。
- The Group focuses on high-risk operations such as equipment hoisting and high-altitude operations, and requires the construction teams to appoint full-time safety personnel.
- 對於設備吊裝、高空作業等高風險作業進行重點管控，並要求施工隊伍設立專職安全員。

Evaluation
考核

- The safety training, unified management mechanism and risk management of construction contractors are under assessment and evaluation in each stage of the project construction, and the safety performance of contractors would be the basis for future selection.
- 施工承包商人員的進場安全培訓工作、統一管理機制、風險管理等加入項目建設各階段的考核與評估，承包方安全績效表現將為下一次篩選提供依據。



STRENGTHENING SAFETY MANAGEMENT (CONTINUED)***Safety Supervision and Inspection***

In order to ensure the effective implementation of safety management work and consolidate the Group's safety management system, the Group comprehensively carries out safety supervision and inspection at different levels and categories, to ensure that safety management work is carried out in an orderly manner, that safety management measures are put in place, and that safety issues are comprehensively rectified to achieve a closed-loop safety management.

In 2020, the Group regularly carried out safety supervision in office areas, project construction, production, O&M, etc., in accordance with the *Concord New Energy Group Limited Safety Inspection and Management Regulations for Hidden Danger Investigation and Management*. During the year, the Group continued to implement a dual system with internal and external safety supervision. The Group's safety supervision and inspection was carried out at three levels comprising self-inspection by grassroots companies, spot checks by the Group's business departments, and evaluation and inspection by external experts and third-party agencies. We conducted daily supervision, seasonal supervision, external expert and third-party supervision up to 16 times in 38 construction projects and production and operation projects. Rectification plans are made in accordance with the principles of "assigning responsibility to specific persons, setting time limits, and specifying measures", to ensure that all issues are rectified in strict accordance with the rectification plans. Meanwhile, during the period of rush hastened installation with higher accident risks, the Group strengthened safety inspections to prevent safety accidents.

夯實安全管理(續)**安全監督檢查**

為保障安全管理工作有效落實，夯實集團安全管理體系，集團分層次、分類別全面開展安全監督檢查工作，確保安全管理工作有序開展，安全管理措施落實到位，安全問題全面整改，形成安全管理閉環。

2020年，集團依據《協合新能源集團公司安全檢查和隱患排查治理管理規定》，定期對辦公場所、項目建設及生產運維等領域開展安全監察。本年度，集團持續實行內外部並行的雙重安全監督體系，從基層企業自查、集團業務部門抽查、外聘專家及第三方機構評價檢查三個層次開展，共進行日常性、季節性、外聘專家、第三方安全質量監督檢查16次，覆蓋38項次工程建設和生產運營項目，並按照「定責任人、定時限、定措施」的原則制定整改計劃，嚴格按照整改計劃確保各項問題整改完成。同時，針對搶裝潮等事故多發時期，集團加強安全檢查力度，杜絕安全事故發生。



SAFETY CULTURE CONSTRUCTION

Promoting the construction of corporate safety culture is an important method for the Group to improve its safety management level. During the year, the Group consolidated the foundation of safety culture construction through safety training, Production Safety Month activities and daily safety concept promotion.

Safety Training

In order to enhance the safety responsibility awareness and safety skills of employees at all levels, the Group has established a comprehensive safety training system covering all levels.

At the Group level, we carry out mandatory safety management training for the main responsible persons and safety management personnel of the units, to ensure all safety management personnel are certified. The Group's Safety and Quality Supervisory Department has compiled the *Training Atlas of Typical Issues in Safety Supervision and Inspection of Construction Projects* and *Promotion of Implementation Rules for the Safe Construction Management of Construction Projects*, and organised centralised training to effectively enhance the safety awareness and safety management capacities of the construction teams.

At the level of branches, subsidiaries and project companies, the Group has carried out safety training activities, covering power plant safety management training, first-aid training, onboarding safety training, as well as certification training for personnel of climbing jobs, electricians and safety leaders. The safety quality and safety skills of all employees thus have been continuously improved, providing a strong guarantee for production safety. In 2020, Concord O&M obtained the Basic Safety Training certification (GWO-BST) entrusted and authorised by the Global Wind Organisation and issued by China General Certification Centre, manifesting an improvement of the safety training capability of Concord O&M.

安全文化建設

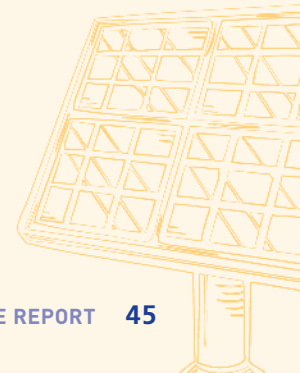
推進企業安全文化建設是集團提升安全管理水平的重要方法。本年度，集團通過安全培訓、安全生產月活動及日常安全理念宣貫，夯實安全文化建設基礎。

安全培訓

為提升各級員工的安全責任意識和安全技能，集團建立了覆蓋各層級的安全培訓體系。

在集團層面，我們開展單位主要負責人及安全管理人員安全管理培訓工作，並同步開展安全管理人員取證工作，實現安全管理人員全員持證上崗。集團安全質量監察部編制《工程建設項目安全監督檢查典型問題培訓圖冊》《工程建設項目安全文明施工管理實施細則要點宣貫》，並組織集中學習培訓，有效提升工程建設隊伍安全意識及安全管理能力。

在分、子公司及項目公司層面，集團開展安全培訓活動，涵蓋電廠安全管理培訓、應急救護培訓、新員工入職安全培訓、以及登高人員、電工及安全負責人取證培訓等。全員安全素質及安全知識技能得以不斷提升，為安全生產提供有力保障。2020年，運維公司獲得全球風能組織委托授權、鑒衡認證頒發的基本安全培訓認證(GWO-BST資質認證)，標志著運維公司安全培訓能力的進一步提升。



SAFETY CULTURE CONSTRUCTION (CONTINUED)

Safety Training (CONTINUED)

In view of the safety accidents that occurred in the construction and operations of the renewable energy industry this year, the Safety and Quality Supervisory Department carried out safety education. During the year, a total of 11 safety education courses were carried out at the Group level to share lessons learnt and improve safety awareness.



The Group organised the production and operation projects to study the case of "the latest 3 wind power accidents reported by the National Energy Administration" and actively carried out self-examination and self-correction.

集團組織生產運營項目學習「國家能源局最新通報3起風電人身傷亡事故」警示案例，並積極開展自查自糾工作。

安全文化建設(續)

安全培訓(續)

鑒於本年度內新能源行業建設、運營領域發生的安全事故，安全質量監察部開展安全警示教育。本年度，集團層面共計開展安全警示教育11次，從中汲取經驗教訓，提高安全防範意識。



To learn lessons from the incident of "employee trapped by mountain torrents at a wind power plant in Chifeng, Inner Mongolia", the Group organised the construction projects and production and operation projects to learn flood prevention and avoidance measures, self-rescue and other escape skills and knowledge, and carried out special investigation to rule out potential safety danger of flood and make rectifications.

集團以「內蒙古赤峰某風電場員工被困山洪」事件為警示，組織工程建設項目和生產運營項目學習防汛避險措施和防汛自救等逃生技能知識，並開展防汛專項隱患排查及整改工作。

**SAFETY CULTURE CONSTRUCTION (CONTINUED)*****Activities during the “Production Safety Month”***

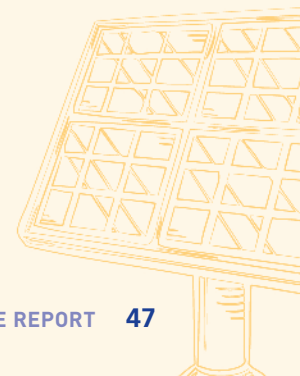
The Group carries out “Production Safety Month” activities every year. The “Production Safety Month” for this year focused on “eliminating hidden dangers and strengthening defence”, composing two phases: 1) safety concept promotion and training education, and 2) hidden danger investigation & management and emergency drills.

During the activities, the Group’s departments and affiliates carried out 98 themed symposiums, 103 education courses and 72 emergency drills, and organised potential danger investigation and rectification activities, to publicise the safety concepts and comprehensively enhance safety awareness, knowledge and skills. In order to examine the effectiveness of the training during the Production Safety Month, the Group organised the “Exam of Essential Production Safety Knowledge” aiming at all production management personnel of branches, project management personnel of project companies during construction, shift chief-operators and above of Concord O&M.

安全文化建設(續)**安全生產月活動**

集團每年開展集團範圍的「安全生產月」活動。本年度「安全生產月」以「消除事故隱患，築牢安全防線」為主線，劃分安全理念宣傳與培訓教育、隱患排查治理與應急演練兩個階段開展。

活動期間，集團所屬各單位共開展主題宣講98次、警示教育103次、應急演練72次，並組織安全隱患排查及整改活動，廣泛傳播安全理念，全面提升安全意識與知識技能。為檢驗安全生產月活動培訓效果，集團組織開展「安全生產應知應會調考」，涵蓋集團所有分公司生產管理人員、建設期項目公司工程管理人員、運維公司值長及以上人員。



SAFETY CULTURE CONSTRUCTION (CONTINUED)

安全文化建設(續)

Activities during the "Production Safety Month" (CONTINUED)

安全生產月活動(續)



During the "Production Safety Month" of the year, Concord O&M held a company-wide safety knowledge competition in the form of DingTalk online video, with active participation from seven major business units of the Company.

運維公司於本年度「安全生產月」期間採用釘釘網上視頻形式舉辦了全公司安全知識競賽活動，公司七大運營區域多點積極參與。

The safety knowledge competition not only promoted the Company's safety culture, but also promoted employees to learn and master production safety knowledge, so as to comprehensively improve safety attainment.

安全知識競賽活動不僅宣傳了企業安全文化，還促進員工學習和掌握安全生產知識，全面提升安全素養。

In 2020, the Group published articles on Production Safety Month and safety caution education through the OA module of safety concept, and carried out publicity of the latest laws, regulations, systems, and advanced experience in the industry.

2020年，集團通過OA安全園地發布安全生產月專欄、安全警示教育等文章，並開展最新法律法規、制度、行業先進經驗宣傳。



PREVENTION AND CONTROL OF COVID-19

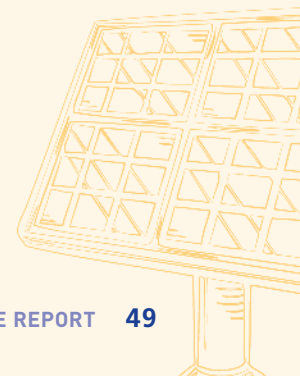
In response to the outbreak of the COVID-19, the Group has established a leading group for the prevention and control of COVID-19 in a timely manner, to lead and organise all departments and affiliates to respond quickly to prevent and fight against the epidemic, protecting employees' health and safety while ensuring the normal operation of the Group.

At the beginning of the outbreak, the Group proactively responded to national policies by delaying resumption of work after the Spring Festival. Following the resumption of work, the Group adopted a flexible working mode in accordance with the prevention and control situation and the national requirements, and conducted surveys on employees' health conditions. Through multiple channels, the Group provided employees with prevention and control materials such as masks and sanitizing products, and regularly disinfected the office areas. We formulated special plans for the production safety of power plants in Hubei Province and other areas seriously stricken by the COVID-19, and strengthened the management and control of power plant safety, ensuring the safe and stable production of power plants.

新冠肺炎疫情防控

為應對新型冠狀病毒肺炎疫情的爆發，集團及時成立新型冠狀肺炎疫情防控工作領導小組，領導和組織公司各部門、各所屬單位迅速反應，預防、應對、抗擊疫情，在保障員工健康安全同時，確保集團正常運營。

疫情爆發之初，我們積極響應國家政策，延遲復工時間。復工後，我們根據疫情防控形勢，按照國家政策要求，靈活辦公，並對員工健康狀況進行統計。集團通過多種渠道，為員工籌備口罩、消毒用品等防控物資，並對辦公場所進行定時消毒。我們對湖北等疫情嚴重地區電廠安全生產制定專項方案，加強電廠安全管控，確保了電廠安全、穩定生產。



PREVENTION AND CONTROL OF COVID-19 (CONTINUED)

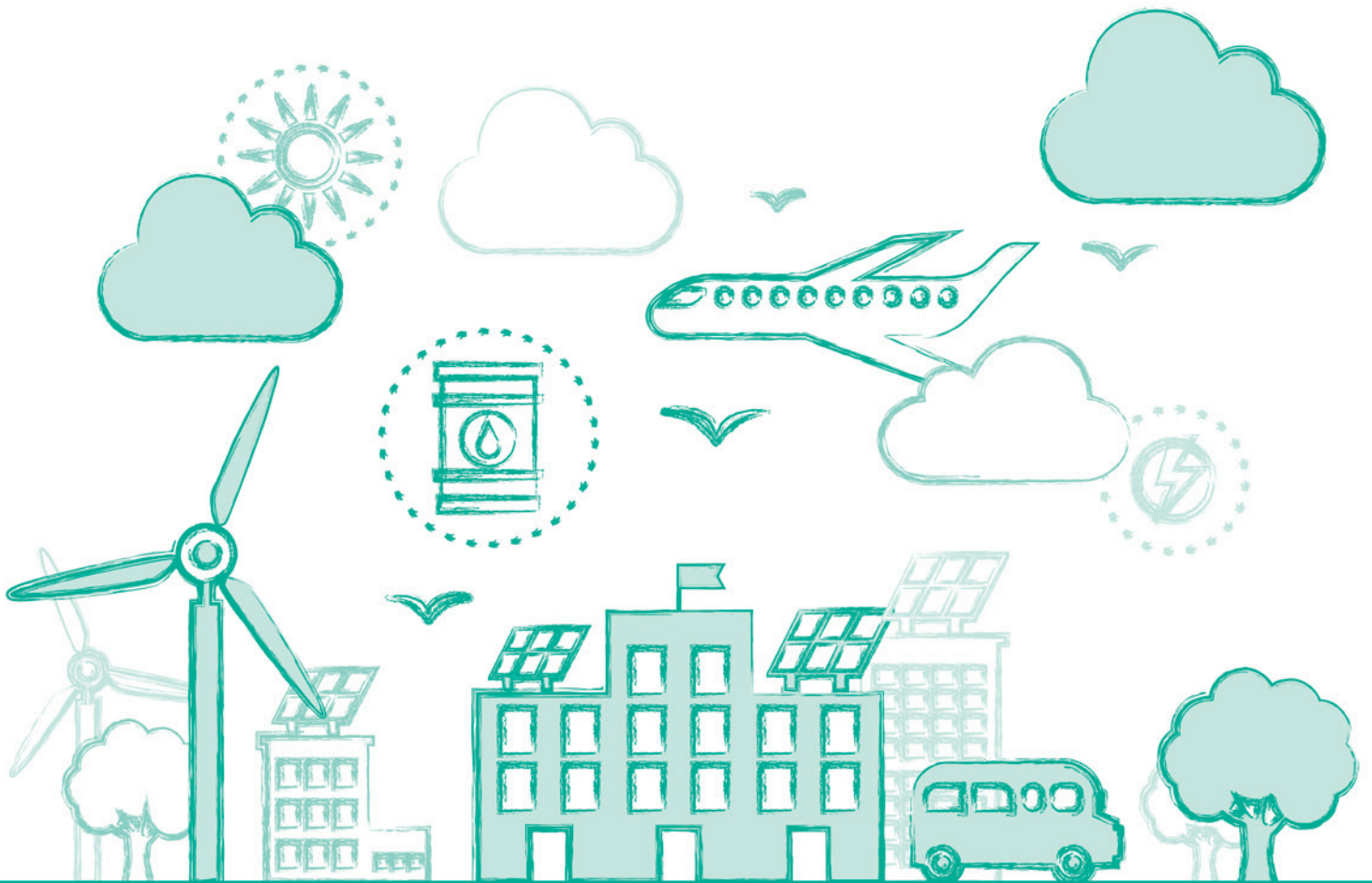
The Group spared no efforts to regular COVID-19 prevention. We require all employees and visitors to register, show their health QR codes and pass the temperature tests before entering the office. The Group encourages the use of online office software, strictly controls the numbers of offline meeting and participant. The meeting room is immediately ventilated and disinfected after the meeting. We also regularly disinfect the public areas such as elevator rooms and rest rooms to ensure the safety of the office environment. The Group also shares knowledge on virus prevention and control with employees. During the year, the Group invested RMB 2.24 million in COVID-19 prevention supplies and subsidies to effectively protect the health and safety of employees.

The Group organised “Our Stories in COVID-19 Prevention” essay competition activity to encourage employees to share their experiences and feelings in the fight against the pandemic. We select excellent works to produce electronic publications, so as to further promote the spirit of tackling challenges and working collaboratively in the fight against the pandemic, and strengthen cohesiveness.

新冠肺炎疫情防控(續)

集團毫不鬆懈抓好常態化疫情防護。我們要求所有人員進入辦公區域進行登記，查驗健康碼，經體溫檢測合格後方可進入。集團內部倡導使用線上辦公軟件，嚴格控制線下會議數量及與會人數，結束後會議室立即通風消毒。我們亦安排對電梯間、衛生間等公共區域定期消毒，保障辦公環境健康與安全。我們還通過多種辦公信息化工具向員工進行疫情防護宣傳。本年度，集團投入防疫物資、防疫補貼等資金達224萬元，切實保障員工生命健康安全。

集團組織開展「我們的抗疫經歷」徵文活動，鼓勵員工分享抗擊疫情的經歷和感受，並篩選優秀作品製作成電子刊物，進一步弘揚在抗擊疫情中體現的攻堅克難、團結互助的精神，增強企業凝聚力。



PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT

以人為本，共同發展

Concord New Energy has always been adhering to the core value of being people-oriented. We respect and protect employees' rights and interests, insist on building a fair and impartial working platform for employees, and provide comprehensive development paths and diversified trainings, making common progress with employees. We advocate healthy work and lifestyle, and strive to increase employees' happiness.

協合新能源始終堅持以人為本的核心價值觀。我們尊重和保護員工權益，堅持為員工搭建公平公正的工作平台，提供完善發展路徑與多元培訓，攜手員工共同發展。我們倡導健康的工作與生活方式，努力提升員工的幸福感。

Key Issues 重要議題

- Employment
員工僱傭
- Compensation and Benefits
薪酬福利
- Equal Opportunity
平等機會
- Employee Training and Development
員工培訓與發展
- Labour Standards
勞工準則

SDGs 目標



Performance 績效表現

Total Workforce 員工總人數

1,619 人

Training Courses 培訓課程時長

1,000 hours or so
餘小時

Cumulative Grant Amount of Employee Mutual Funds 員工互助基金累計資助金額

840,000 RMB
元



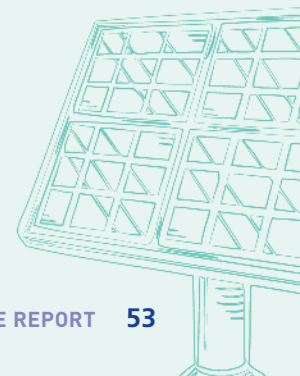
BUILDING DIVERSIFIED TEAMS

Aligning with business strategic development and industry market practices and trends, the Group analyses the resource requirements of key positions, adopts a fair and impartial recruitment policy and actively engages high-quality talents, in a bid to boost the Group's development. As at the end of the reporting period, the composition of the Group's workforce is analysed as follows:

打造多元團隊

集團結合自身業務發展戰略及行業市場前景，分析關鍵崗位的人才資源需求，施行公平、公正的招聘政策，積極吸納高素質人才，共築集團的發展。截至報告期末，集團員工組成情況如下：

Indicators 指標	2018	2019	2020
Total Workforce 員工總人數	1,493	1,448	1,619
By Gender 按性別			
Male 男性員工	1,205	1,175	1,347
Female 女性員工	288	273	272
By Level 按僱傭類型			
Senior Management 高級管理層	22	26	24
Middle Management 中級管理層	200	179	188
Regular Employees 基層員工	1,271	1,243	1,407
By Age Group 按年齡段			
Under 30 Years Old 30歲以下	704	614	797
30-50 Years Old 30-50歲	695	745	741
Over 50 Years Old 50歲以上	94	89	81
By Lines Of Service 按服務體系			
Headquarters Office Management 集團總部	158	160	146
Project Development and Management 項目開發及管理	407	338	299
Operation and Maintenance 運行維護	782	771	1,018
Energy IoT Application 能源物聯網技術開發	66	92	71
Design, Leasing, etc. 設計、租賃等業務	80	87	85
By Region 按地區劃分			
China 中國大陸及港澳台地區	1,488	1,443	1,614
Foreign Countries 國外	5	4	5



PROTECTING EMPLOYEES' RIGHTS AND INTERESTS

We strictly abide by relevant laws and regulations such as *Labour Law of the People's Republic of China*, *Labour Contract Law of the People's Republic of China*, *Social Insurance Law of the People's Republic of China*, and *Special Provisions on Labour Protection of Female Employee*, and formulated the *Concord New Energy Group Limited Labour Contract Management System*, *Concord New Energy Group Limited Recruitment Management System*, *Concord New Energy Group Limited Employee Change, Secondment and Turnover Management System*, *Concord New Energy Group Limited Reserve Talent Management System*, *Concord New Energy Group Limited Employee Attendance and Vacation Management System*, *Concord New Energy Group Limited Plateau Subsidy Management Measures*, and other relevant documents, to standardize the management of the Group in terms of recruitment, dismissal, promotion, working hours, holidays, benefits, etc., and fully protect the rights and interests of employees. We ensure fairness, impartiality, and openness in the employment process. We oppose discrimination based on factors such as gender, race, and beliefs, and strictly forbid child labour and forced labour. During the year, the Group had no incident of child labour and forced labour.

保障員工權益

我們嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國社會保險法》《女職工勞動保護特別規定》等相關法律法規，並制定了《協合新能源集團有限公司勞動合同管理制度》《協合新能源集團有限公司招聘管理制度》《協合新能源集團有限公司員工異動、借調和離職管理制度》《協合新能源集團有限公司後備人才管理制度》《協合新能源集團有限公司員工考勤休假管理制度》《協合新能源集團有限公司高原補貼管理辦法》等相關規章制度，以規範集團在招聘、解聘、晉升、工作時數、假期、福利待遇等方面的管理，充分保障員工權益。在僱傭過程中保證公平、公正、公開，反對基於性別、種族及信仰等因素的歧視，並杜絕僱傭童工及強制勞工。本年度，集團未發生僱傭童工及強制勞工相關事件。



FACILITATING EMPLOYEES' DEVELOPMENT

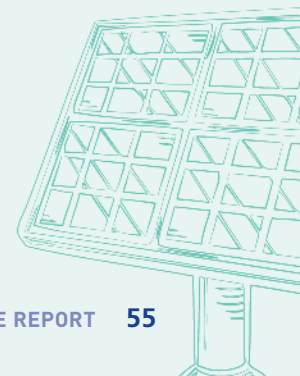
Development

The Group attaches great importance to employees' development and promotion, and constantly supports employees' career development. We have built up a promotion mechanism following the principle of justice, fairness and openness, and established a system of five major positions comprising administrative management, functional management, business development, engineering technology and operation and maintenance, so as to build a clear career ladder for all employees and ensure their development in each of their domain. We apply an internal model featuring open competition and promotion, strengthen the qualification of technical positions, and continuously improve the incentive mechanism during the promotion of employees.

助力員工發展

員工發展

集團高度重視員工個人發展與晉升，持續為員工的職業發展提供助力。我們以「公正、公平、公開」原則建立員工晉升機制，設置行政管理、職能管理、商務開發、專業技術、運維作業五大崗位體系，為各類員工提供清晰的職業發展階梯，保證所有員工均可在各自領域內實現發展。公司內部推行公開競聘、組織選拔模式，加強技術資格崗位認證，持續完善員工晉升途徑中的激勵機制。



FACILITATING EMPLOYEES' DEVELOPMENT (CONTINUED)

Training

The Group cares about employees' skill competence and capacity improvement. We have formulated management documents such as *Training Management System*, *Training File Management Measures*, *Internal Lecturer Management Measures*, *Beijing Management Centre New Employee Onboarding Training Management Measures* for standardised management of training. In 2020, the Group further optimised the employee training system, supplemented the *Regulations on the Administration of Reserve Management Talent Integral Action of Concord New Energy Group Limited (Trial)*, and continued to carry out the *Regulations on the Administration of Employee Vocational Qualification Examination and Evaluation of Professional and Technical Qualifications of Concord New Energy Group Limited*. We have encouraged employees to improve their knowledge, skills and professional qualifications through integral incentives and examinations.

(三) 助力員工發展(續)

員工培訓

集團關注每一個員工的成長和能力的提升。我們制定有《培訓管理制度》《培訓檔案管理辦法》《內部講師管理辦法》《北京管理中心新員工入職培訓管理辦法》等管理制度，對培訓進行規範化的管理。2020年，集團進一步加強員工培訓制度建設，補充《協合新能源集團有限公司後備管理人才行動積分管理辦法(試行)》，並繼續推行《協合新能源集團有限公司員工職業資格考試及專業技術資格考評管理辦法》，通過積分激勵、以考促學等形式，鼓勵員工在知識、技能、職業資質等方面不斷自我提升。



FACILITATING EMPLOYEES' DEVELOPMENT (CONTINUED)

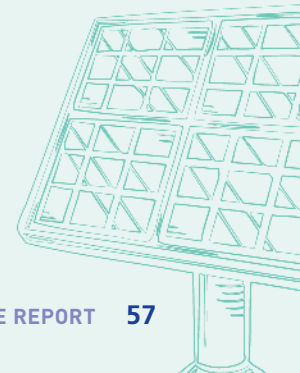
助力員工發展(續)

Training (CONTINUED)

員工培訓(續)

We have established a training system covering all workforce to empower employees via the multiple training channels integrating on-line, off-line, internal and external approaches. Affected by the COVID-19, the Group actively promoted on-line training this year and completed the construction of the online cloud classroom curriculum system. Taking full advantage of the cloud classroom system, we made the most of online training and offered nearly a hundred of technical and management courses, including professional skills, human resource management, financial management, office informatisation, corporate culture, anti-fraud publicity, etc., to fully meet the learning demands of employees from different sectors and levels. By 2020, the Group provided more than 1,000 hours of training courses for employees through online and offline internal and external training channels.

我們建立了覆蓋全員的培訓體系，通過線上、線下，內部、外部等多種培訓渠道，全方位賦能員工。受疫情影響，集團本年度積極推行線上員工培訓活動。我們完成網絡雲課堂課程體系搭建，充分發揮雲課堂的優勢，組織開展包括專業技能、人力資源管理、財務管理、辦公信息化、企業文化、反舞弊宣傳等板塊在內的近百餘門專業技術類和管理類課程，充分滿足不同類別、不同層級員工的學習訴求。2020年通過線上、線下、內部、外部培訓途徑，為員工提供培訓課程時長超過1,000小時。



FACILITATING EMPLOYEES' DEVELOPMENT (CONTINUED)

助力員工發展(續)

Training (CONTINUED)

員工培訓(續)



Design Company organised on-line training via Beijing Vocational Skill Improvement Operational Management Platform and engaged all employees to attend on-line courses such as *Professional Quality and Professional Spirit*, *Professional Ethics* and *Professional Etiquette* to comprehensively enhance employees' professional accomplishment.

設計公司借助北京市職業技能提升行動管理平台開展線上培訓，組織全體員工學習《職業素養和職業精神》、《職業道德》、《職業禮儀》等網絡課程，全面提升員工職業素養。



With an aim to develop closed-loop management, improve management leadership, cultivate management talents, and boost organisational performance, Concord O&M provided on-line courses and off-line panel discussions for middle-level and above management team via the on-line training camp facility of "MINI MBA" joint developed by the Talent Faculty of the State Power Investment Corporation Limited and Fudan University. The training content well matches the company's development to reinforce the overall capability of management teams.

運維公司以「打造行為閉環鏈，提升管理領導力，培養管理人才，煥新組織績效」為目標，借助國家電投人才學院與復旦大學聯合開發的「MINI MBA」線上訓練營項目平台，組織開展中層以上管理團隊培訓，線上授課，線下小組討論，將培訓內容與公司發展完美結合，提升管理團隊的綜合能力。



FACILITATING EMPLOYEES' DEVELOPMENT (CONTINUED)

助力員工發展(續)

Training (CONTINUED)

員工培訓(續)

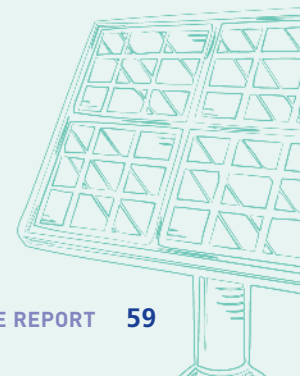


In order to effectively introduce the business to new employees, Power Concord integrated theoretical knowledge into field practice, and engaged employees in site visits. Employees gained business understanding via on-site training, equipment observation and system operation, for the benefit of their future work.

動力協合為增加新入職員工對業務的認識，將理論知識與現場實踐相結合，組織員工進行場站參觀。員工通過實地工作流程學習、設備觀察和系統操作，增加對業務的了解，助於今後工作開展。

Power Concord also invited the Group's industry experts to deliver business training for all employees to share industry prospects, business knowledge and equipment principles, which would deepen employees' understanding and improve their professional knowledge and personal competitiveness.

動力協合還邀請集團行業專家舉辦針對全體員工的業務培訓，分享行業前景、業務知識、設備原理，幫助員工加深行業理解、增強專業知識、提高個人競爭力。



CREATING A HAPPY WORKPLACE

The Group strives to cultivate a happy workplace for employees. In 2020, the Group launched a variety of corporate cultural activities to enhance employees' sense of identity of the company. We actively identify the needs of employees in difficulty and provide solutions to their problems in a timely manner.

Various Employees Activities

The Group arranges various activities during major festivals and holds birthday parties for employees to promote communication, enhance belongingness, and improve team cohesion.

打造暖心職場

集團注重對員工的人文關懷，努力打造幸福暖心職場。2020年，集團開展多種企業文化活動，提升員工對企業的認同感，並關注員工需求，及時為員工排憂解難。

豐富員工活動

集團在重大節日期間組織多種活動，舉辦員工生日會，以促進員工交流，增強員工歸屬感，提高團隊凝聚力。



During the Children's Day, the Group organised a special event called "Accompanying is the Best Gift" to increase parent-child interaction.

兒童節期間，集團組織了「陪伴是最好的禮物」六一特別活動，增加親子間溝通交流。



CREATING A HAPPY WORKPLACE (CONTINUED)

打造暖心職場(續)

Various Employees Activities (CONTINUED)

豐富員工活動(續)



On the Mid-Autumn Festival, the Group prepared delicate food and beverage, and invited employees to enjoy the cuisine and reunion and celebrate the Festival.

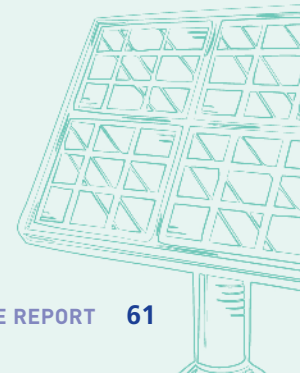
中秋節來臨之際，公司精心準備了美食、飲品，邀請員工品中秋、話團圓，歡度中秋佳節。



In order to enrich the employees' leisure lives, the Group organises sport activities, such as badminton and basketball.



為豐富員工業餘生活，集團組織員工以興趣小組的方式，積極開展羽毛球、籃球等體育運動。



CREATING A HAPPY WORKPLACE (CONTINUED)

Caring Employees

The Group cares employees' physical health and regularly organizes physical check-ups for employees. During the year, we adjusted the contents of the medical examination to cover more common vocational health issues to add examinations on cervical spine and digestive system and cancer screening, and added HPV screening and examination for female employees. The Group also purchases supplementary medical insurance for employees to relief their burden.

The Group installed an Automated External Defibrillator (AED) in Beijing Management Office to cope with emergencies.

In order to advocate healthy lifestyle, we publicised the hazards of smoking on the Group's intranet and on the electronic screen at Beijing Management Office during the "World No Tobacco Day".

The Group helps employees solve their difficulties in order to make the employees feel the warmth and care of the Group. In 2020, the Group donated RMB 60,000 in medical assistance to an employee of a branch for difficulty alleviation. The Employee Mutual Fund of the Group subsidized 2 employees with a total funding of RMB 60,000 this year. As of the end of 2020, the Fund has helped 16 employees in difficulties, with an accumulative grant of RMB 840,000.

打造暖心職場(續)

注重員工關懷

集團重視員工的身體健康，定期組織員工健康體檢。本年度，我們結合當前常見的職場健康問題，調整體檢內容，新增針對頸椎、消化系統、癌症等疾病的篩查和檢查，並為女性員工增加HPV的篩查和檢查。集團還為員工購買補充醫療保險，減輕員工負擔。

集團在北京管理中心辦公樓安裝自動體外除顫儀(AED)，以應對緊急情況。

為倡導文明健康的生活習慣，在「世界無烟日」期間，我們在集團內網及北京管理中心辦公樓電子屏幕宣傳吸烟危害。

為使員工感受到集團的溫暖與關愛，集團及時幫扶困難員工。2020年，集團向分公司某員工捐助醫療救助金6萬元，助其解決困難。集團「員工互助基金」資助2名員工，資助金額總計6萬元。截至2020年，該基金已累計資助16名困難員工，累計資助金額84萬元。



ROBUST OPERATION FOR EXCELLENCE

穩健經營，追求卓越

Consistently persevering in the enterprise spirit of “Integrity, Dedication, Cooperation and Aggressiveness”, the Group has proactively abided by national policies and continued to adhere to the keynote of seeking progress in stability and innovative development. We are committed to achieving sustainable development through enterprise integrity and responsibility management, high-quality product and service, scientific and technological innovation, as well as responsible supply chain management and industrial exchange.

集團始終堅持「誠信、敬業、合作、進取」的企業精神，積極響應國家政策，繼續堅持穩中求進、創新發展的工作基調。我們致力於通過企業誠信履責管理、優質的產品及服務質量、科技創新、負責任的供應鏈管理及行業交流等，實現企業可持續發展。

Key Issues 重要議題

- Anti-corruption Management
反貪污管理
- Product Responsibility
產品責任
- Supply Chain Management
供應鏈管理

SDGs 目標



Performance 績效表現

Attributable Power Generation 權益發電量

4,750 GWh
吉瓦時

Number of Power Plant with Ownership 持股電廠

70 間

Total Installed Capacity 總裝機容量

3,504 MW



COMPLIANCE OPERATIONS

Integrity and Honesty

The Group adopts a “Zero Tolerance” attitude towards corruption. We strictly comply with the *Anti-Unfair Competition Law of the People’s Republic of China* and other laws and regulations, and we have established and continuously improved the system of anti-corruption. In the year, the Group revised the anti-corruption rules, such as the *Anti-corruption Management Rule*, the *Measures for the Supervision and Administration of Bidding*, and the *Code of Professional Ethics* to ensure the applicability and effectiveness of these rules.

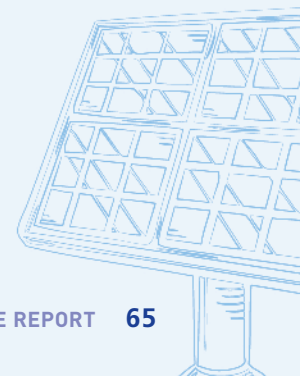
In respect of implementing measures for anti-corruption, the Group upholds the fundamental principles of “a combination of punishment and prevention, and prevention preceding punishment” and “protecting whistle-blowers and avoiding conflict of interests”, and strengthens the communication of integrity and reporting channels. In this year, we upgraded the Ding Talk “Reporting Platform” module apart from the existing channels such as telephone and mail. The Group’s anti-fraud management rules clearly identifies the protection of whistle-blowers and requires relevant functional departments to monitor the implementation. We took multiple publicity actions such as training, Audit Services Official Account and provision of lectures to convey the concept of integrity and honesty to employees. In 2020, the coverage of staff anti-corruption training reached 100%.

合規運營

廉潔誠信

集團對貪污腐敗行為採取「零容忍」態度。我們嚴格遵守《中華人民共和國反不正當競爭法》等法律法規，建立並不斷完善員工反貪污制度體系。本年度，集團進一步修訂《協合新能源集團有限公司反舞弊管理制度》《協合新能源集團有限公司招標監督管理辦法》《協合新能源集團有限公司職業道德行為準則》等各項反貪污相關制度，保證制度的適用性及有效性。

集團反貪污工作堅持「懲防並舉、重在預防」及「舉報保護、調查回避」的基本原則，著重加強了廉潔誠信理念及舉報渠道的宣傳。本年度，在原有的電話、郵件等渠道基礎之上，我們對去年新增的釘釘「舉報平台」模塊進行了升級優化，使之功能更趨完善。集團反舞弊管理制度明確要求保護舉報人，並要求相關職能部門監督落實情況。我們採用培訓、審計服務公眾號、法務講堂等多種宣傳措施，向員工傳達廉潔誠信的理念。本年度，員工反貪污培訓覆蓋率為100%。



COMPLIANCE OPERATIONS (CONTINUED)

Integrity and Honesty (CONTINUED)

The Group has also established multiple defences to combat against the risk of money laundering. The business departments first conducts a preliminary assessment on the risk, which will be reviewed by the Risk Department to determine the risk levels and issue early warning so that the senior management can make a sound decision on the risk response strategic actions.

During this reporting period, we were not aware of any corruption lawsuits against the Group and our employees.

Information Security and Privacy Protection

The Group values information security and privacy protection. In accordance with regulations such as the *Administrative Measures for Network and Information Security in the Power Industry*, the *General Scheme for Security Protection of Power Monitoring Systems*, and the *Regulations on Secondary Security Protection for Power Systems*, the Group's power stations adhere to the principles of safe zoning, dedicated networks, horizontal isolation and vertical authentication to ensure the safety of power monitoring systems and power dispatching data networks. In response to the *Administrative Measures for Classified Protection of Information Security* issued by the Ministry of Public Security and other related requirements of local power grids, we have completed the information system registration and classified protection assessment for wind and PV power plants.

合規運營(續)

廉潔誠信(續)

集團亦針對洗錢風險建立了多道防線。業務部門首先對風險進行初步判斷；風險部門進行複評，確認風險等級，對發現的問題及時預警；公司高級管理層負責風險應對策略的決策。

本報告期內，我們未知悉有對公司及員工提出的貪污訴訟案件。

信息安全與隱私保護

集團注重信息安全與隱私保護。依據《電力行業網絡與信息安全管理辦法》《電力監控系統安全防護總體方案》《電力系統二次安全防護規定》等法規規定，集團電站堅持安全分區、網絡專用、橫向隔離、縱向認證的原則，保障電力監控系統和電力調度數據網絡的安全。我們積極響應公安部《信息安全等級保護管理辦法》及地方電網相關通知要求，組織風電場和光伏電站完成信息系統備案和等保測評工作。

**COMPLIANCE OPERATIONS** (CONTINUED)**Information Security and Privacy Protection**
(CONTINUED)

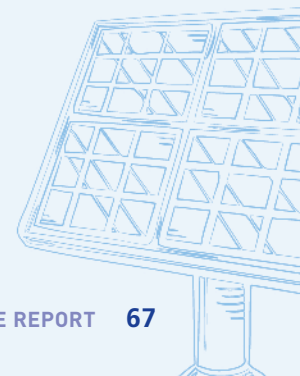
The Group has formulated the *Administrative Measures for the Safe Operation of the Step-up substation Network during the Commissioning Phase of Concord New Energy Group Limited* to prevent hackers and malicious code from attacking the secondary power system. It clarifies the management responsibilities of the relevant units, the technical standards of related equipment, and daily management requirements during the commissioning stage of the step-up substation to ensure a safe and stable operation of the monitoring system for the step-up substation of the power generation project. In this year, we cooperated and completed the network security attack and defence drills of the "HW-2020 Attack and Defence Drills" network protection in accordance with the requirements of regulatory authorities to enhance our capability to handle network security incidents.

In order to protect customers' privacy, the Group and its subsidiaries have established and strictly implemented the customer information confidentiality measures, and have entered into confidentiality agreements as required to manage customer data and set up corresponding permissions. In case of a customer data leakage incident or risk, we will take immediate remedial action and report to the customer for follow-up action.

合規運營(續)**信息安全與隱私保護(續)**

為防範黑客及惡意程序代碼等對電力二次系統的攻擊，集團制定了《協合新能源集團有限公司調試階段升壓站網絡安全運行管理辦法》。該辦法明確了升壓站調試階段各相關單位的管理職責、相關設備的技術標準、及日常管理要求，保障發電項目升壓站監控系統的安全穩定運行。本年度，我們根據相關監管部門要求，配合完成護網行動「HW-2020 攻防演習」網絡安全攻防演習工作，提升網絡安全事件處理能力。

為保護客戶隱私，集團及各下屬單位建立並嚴格執行客戶信息保密制度，按要求簽訂保密協議對掌握的各類客戶資料進行保密管理並設置相應許可權。如發生客戶資料泄露或有泄露風險時，立即採取補救措施並及時報告客戶跟進處理。



COMPLIANCE OPERATIONS (CONTINUED)***Intellectual Property and Brand Management***

We fully deeply recognise the importance of development and protection of intellectual property to enterprises' innovative development. We actively identify and strictly comply with the requirements of laws and regulations such as the *Trademark Law of the People's Republic of China* and the *Patent Law of the People's Republic of China*. While actively protecting our intellectual property, we avoid infringing on that of others. In 2020, the Group released the *Intellectual Property Management Rule of Concord New Energy Group Limited* and other four supporting administrative measures, and established and implemented the intellectual property management policies to strengthen the intellectual property management controls. During the year, Power Concord applied for 9 software copyrights, and obtained a total of 34 such copyrights, successfully being well recognized as high-tech enterprise. During the year, the Group was not aware of any infringement against the intellectual property of other parties.

The Group focuses on shaping and enhancing brand value and standardizing external brand promotion. The Group strictly abides by the *Advertising Law of the People's Republic of China*, and published the *CNE Manual for Visual Identification of Company Brand Image*, which provides uniform language and systematic visual logo symbols. As a result, the visual application of the Group's brand has been standardized, which is conducive to maintain the Group's brand image in a more consistent and efficient way to uplift both the Group's corporate image and brand influence.

合規運營(續)***知識產權及品牌管理***

我們深刻認識到知識產權的開發與保護對於企業創新發展的重要意義。我們積極識別並嚴格遵守《中華人民共和國商標法》《中華人民共和國專利法》等法律法規要求，在積極開展自身知識產權保護的同時，尊重他人知識產權。2020年，集團發布《協合新能源集團有限公司知識產權管理制度》及四個配套管理辦法，制定並實施知識產權管理台賬，加強知識產權管理。集團下屬公司動力協合申請軟件著作權9個，累計獲得34個，並成功獲得高新技術企業認定。本年度，集團未知悉有侵犯他方知識產權事件。

集團高度重視塑造並提升品牌價值，規範對外品牌宣傳。集團嚴格遵守《中華人民共和國廣告法》《中華人民共和國商標法》，發布《協合新能源企業品牌視覺識別形象手冊》，規範集團品牌的視覺應用，維護集團企業形象，提升品牌影響力。



STABLE ENERGY SUPPLY

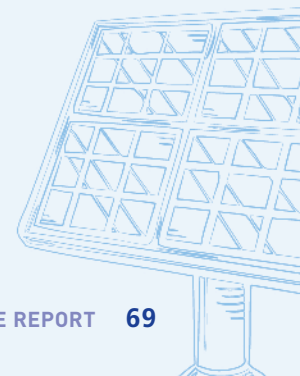
The Group devotes to providing quality clean energy to its customers. In order to guarantee an efficient and stable energy supply, the Group made sustained investment in power plant technical improvement projects, such as blade extension for wind power equipment and blade ice protection, which effectively increased power generation and reduced downtime losses. Meanwhile, we place greater emphasis on the analysis of equipment indicator in production and operation, and analyse performance indicators such as power generation equipment availability, energy efficiency, power curve and rotor power coefficient on a monthly basis, so as to identify and deal with the inefficient equipment in a timely manner.

In 2020, the Group continued to promote the application of the self-developed intelligent operation and maintenance management, and realised the digital intelligence inspection of all equipment and plant facilities at the renewable energy power stations. It contributed to the dynamic integration of people, machinery, environment and management, improved inspection efficiency and defect tracking, achieved integrated and closed-loop management of inspection and defect handling. As a result, the operation efficiency of power plants has been improved, and stable energy supply is achieved.

穩定能源供應

集團致力於為客戶提供優質的清潔能源。為保障高效、穩定的能源供應，2020年，集團不斷加大電廠技術改造投入，開展風機葉片延長、葉片防覆冰等技改項目，有效增發電量，降低停機損失。同時，我們在生產運營中加大設備指標分析管控力度，每月分析發電設備可利用率、能量利用率、功率曲線、風能利用系數等性能指標，及時發現並處理低效設備。

2020年，集團繼續推廣應用自主開發的智慧運維平台，實現了新能源電站所有設備、廠區設施數字化智能巡檢，使人、機、環、管有機結合，提升巡檢效率，加強缺陷跟踪，實現巡檢工作和缺陷處理的無縫銜接和閉環管理，提高電場運營效率，保障能源穩定供應。



PROFESSIONAL SERVICE GUARANTEE

We provide engineering consultancy and design business, professional operation and maintenance of power plants, intelligent energy management, financial leasing and other services to deepen the coordinated development of our business, building service business brands of the Group.

Engineering Consultancy and Design Business

Design Company is equipped with Grade A Qualification for Engineer Consultation, and has passed ISO9001 Quality Management System Certification. It provides the customer with full-process services covering planning, feasibility research, construction documents design, and post-evaluation of renewable energy power generation project.

The Design Company adheres to the quality policy of "Scientific Management, Elaborate Design, Sincere Service, and Customer Satisfaction" and continuously optimises the design and management mechanism of the power station project. Before the implementation of the project, the feasibility and correctness of the design plan are evaluated and verified; after the project is completed, a post-design evaluation is carried out, and on-site return visits are organized to collect all parties' opinions on the practicality, applicability and effectiveness of the designed product and continue upgrade improvement.

專業服務保障

我們提供新能源業務的諮詢及設計、電場運行維護及智慧能源管理、融資租賃等服務，深化服務業務的協同發展，打造服務業務品牌。

設計服務

設計公司持有諮詢資信等級甲級資質，通過ISO9001質量管理體系認證，為客戶提供新能源發電項目規劃、可行性研究、施工圖設計、後評估等全過程服務。

設計公司堅持「科學管理、精心設計、誠信服務、顧客滿意」的質量方針，不斷完善電站項目設計管理機制。項目實施前，設計方案的可行性及正確性均經過多次評估、驗證；項目結束後，開展設計後評估，組織現場回訪工作，收集各方對設計產品的實用性、適用性和有效性的反饋並持續改善。



PROFESSIONAL SERVICE GUARANTEE (CONTINUED)

Professional Operation and Maintenance of Power Plants

Concord O&M takes active practice of "Internet + O&M", and provides safe, professional and excellent full life-cycle clean energy services based on big data and cloud computing for onshore and offshore wind power, PV power plants and transmission and substations, etc. Concord O&M has obtained ISO9001 Quality Management System Certification. It makes continuous efforts to improve service quality management system and quality supervision system to effectively safeguard O&M service quality. Concord O&M proactively advocates the refined management of power plants and develops data-driven intelligent O&M model to provide customers with efficient O&M, technical optimization, overhaul and other services.

Intelligent Energy Management

Power Concord independently develops the POWER⁺ system through energy Internet of Things and smart big data technology. The system deeply integrates online intelligent monitoring and offline operation and maintenance through advanced applications and algorithm models, and provides one-stop, comprehensive renewable energy intelligent operation services. The system is based on functions such as multi-function data acquisition, centralized monitoring, production operation and maintenance, intelligent early warning, and automated reporting to realize the overall operation and maintenance of wind/PV power plants.

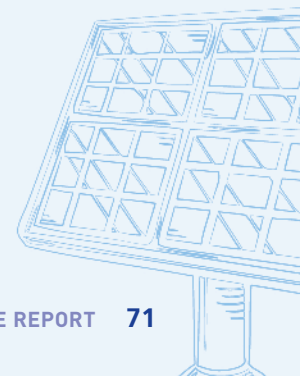
專業服務保障(續)

運維服務

運維公司積極踐行「互聯網 + 運維」，面向陸上、海上風電，光伏電站、輸變電站等，提供基於大數據、雲計算驅動的安全、專業、卓越的全生命周期清潔能源服務。運維公司已通過ISO9001質量管理體系認證，持續完善服務質量管理體系及質量監督體系，有效保障運維服務質量。運維公司積極推動電廠精細化管理，研發基於數據驅動的智慧運維模式，致力於為客戶提供高效的運維、技改優化、備件供應及維修等服務。

智慧能源管理

動力協合通過能源物聯網及智能大數據技術，自主研發POWER⁺系統。該系統通過高級應用和算法模型，將線上智能監控與線下運行維護深度融合，提供一站式、全方位新能源智慧運營服務。系統基於多功能數據獲取、集中監控、生產運維、智能預警、自動化報表等功能，實現風電／光伏電站整體運維。



PROFESSIONAL SERVICE GUARANTEE (CONTINUED)

Finance Leasing Service

Following the “Industry + Finance” strategy, Leasing Company focuses on the clean energy industry and business innovation, with its professional value judgments, simplified lending process, and personalized financing options to provides customers with efficient, high-quality and fast financial services.

Leasing Company continues to enhance its capacity building and financing abilities, improve its risk management and control mechanisms to provide customers with stable energy resolution services on a continuous basis.

專業服務保障(續)

融資租賃服務

租賃公司堅持「產業+金融」戰略，聚焦清潔能源產業，積極創新業務，通過專業的價值判斷，簡約的放款流程，個性化的融資方案，為客戶提供高效、優質、快捷的金融服務。

租賃公司繼續提升自身能力建設和融資能力，完善風險管控機制，持續為客戶提供穩定的能源解決服務。

A Case of Professional Service

The data-driven intelligent O&M model refers to utilising production and operation data, energy efficiency and other indicators, on the basis of power losses, to independently analyse wind resource deviation, power generation equipment performance problems and operation and maintenance problems, so as to timely conduct quantitative analysis of power losses and identify root causes. Meanwhile, the on-site O&M strategy is adjusted in a timely manner via the establishment of indicators for personnel and equipment performance appraisal, so as to reduce O&M cost, strengthen personnel capabilities and achieve the goal of cost reduction and efficiency improvement.

A power plant located in the Gansu Province, for example, adopted the intelligent O&M model. As a result, the number of breakdown cases dropped from 54 units/month to 6 units/month, and the effective hours of power generation increased from 1,406 hours in 2019 to 1,513 hours in 2020, significantly improving its production efficiency.

專業服務案例

基於數據驅動的智慧運維模式是指利用生產運營數據，使用能量可利用率等指標，以電量損失為導向，獨立剖析風資源偏差、發電設備性能問題、運行維護問題，定量分析其產生的電量損失，及時發現問題根源。同時，通過建立人員、設備的考核指標，及時調整現場運維策略，以降低運維成本，提升人員能力，達到降本增效的目標。

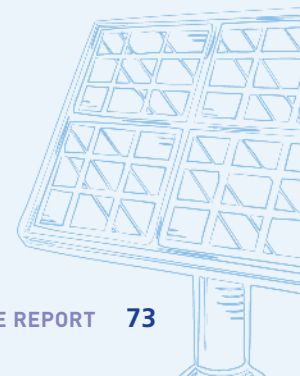
以甘肅某電廠為例，採用智慧運維模式後，電廠故障時長從54台次／月下降到6台次／月，發電有效小時數從2019年1,406小時提升至到2020年1,513小時，生產效益明顯提高。

**PROFESSIONAL SERVICE GUARANTEE (CONTINUED)**

While providing professional services to customers, we always maintain communication with clients and value their feedback. Concord O&M has established a system to hold regular coordination meetings between the project managers and the client leaders to discuss and address questions and client needs from on-site feedback in a timely manner. It performs client satisfaction survey via questionnaire on a quarterly basis, and carries out rectification on questions reported by clients to constantly improve service quality. Design Company has compiled the *Project Manager Post Manual* to clarify the responsibilities of project managers in communicating with different parties involved in the project so as to achieve effective understandings of customer demands. It has also formulated the *Communication Control Procedure*, which requires timely response to customer complaints, making rectification, analysing reasons, and adopting corrective and preventive measures.

專業服務保障(續)

在為客戶提供專業服務過程中，我們時刻保持與客戶的溝通交流，重視客戶意見反饋。運維公司建立項目及客戶負責人定期協調會議制度，對現場反饋的問題及客戶需求及時進行討論、部署；每季度以客戶滿意度調查問卷形式，開展滿意度客戶調查工作，並對客戶反饋的問題進行整改，以不斷提升服務質量。為有效了解客戶需求，設計公司編制《項目經理崗位作業手冊》，明確項目經理在整個項目中與各方溝通的職責；同時制定了《溝通控制程序》，要求對客戶投訴及時予以答覆和整改，並分析原因，採取糾正和預防措施。



INNOVATION AND TECHNOLOGY DRIVING

Scientific and technological innovation is the primary productive force that leads enterprise development. The Group is committed to promoting intelligent operation of power plants through modern technologies such as energy IoT technology and big data analysis.

Intelligent Energy Management

In 2020, the Group continued to promote the use of intelligent O&M of power plants in its operations. Through application of centralised monitoring and control centres, POWER⁺ system, intelligent inspection terminal and Enterprise Asset Management (“EAM”) system, a centralised management with O&M model was implemented in power plants, and an integrated online and offline intelligent energy management was fully promoted. The operational efficiency and level of intelligent operation of the Group’s power plants were enhanced significantly.

During this year, the Group continued to promote the R&D and application of products related to the POWER⁺ system to meet the growing client demand.

創新科技驅動

科技創新是引領企業發展的第一生產力。集團致力於通過能源物聯網技術、大數據分析等現代技術手段推進電廠的智慧運營。

智慧能源管理

本年度，集團繼續推進電廠智慧運營管理在自身及客戶的應用，通過集控中心、POWER⁺系統、移動巡檢終端、資產管理系統(EAM)的使用，促進電廠無人值班、少人值守的集約化管理，全面推進線上、線下相結合的智慧能源管理，電廠運營效率和智慧運營水平顯著提升。

本年度，集團繼續推進 POWER⁺系統相關產品的研發和應用，滿足自身及客戶需求。



INNOVATION AND TECHNOLOGY DRIVING (CONTINUED)

創新科技驅動(續)

Intelligent Energy Management (CONTINUED)

智慧能源管理(續)

Diagnostic Centre Module

The diagnostic centre achieves intelligent breakdown diagnosis through machine learning. The centre can remotely assign work orders to site O&M personnel in batches using this module based on events and diagnostic analysis pre-set. When the site work is completed, the site status and result of work order processing are completed and automatically returned to the POWER+ system. The centre can remotely monitor and handle issues online, hence enabling the closed-loop remote O&M automation.

診斷中心模塊

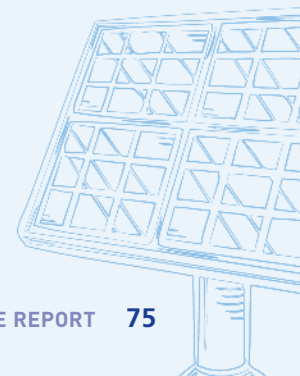
診斷中心通過機器學習實現智能故障診斷。遠程運維人員可在該模塊功能下根據相應的事件以及診斷分析批量派發工單給現場運維人員排查，待現場工作完成之後填寫現場狀態及工單處理結果並自動返回至POWER+系統。遠程運維人員可在線監督故障排查情況，從而實現遠程運維自動化閉環。

In 2020, the Group's EAM system was optimised through implementing more automated functions of intelligent O&M management module and mobile apps, and traditional paper records of inspection at sites was upgraded and replaced by the use of mobile terminals to assign inspection tasks, carry out/record inspection, register the deficiencies identified during inspection, produce deficiency work orders, and follow up on remediation, so as to effectively enable a more digitalised and standardised inspection. Such on-line digitalised inspection is also conducive to accumulating valuable data that can be used for our ongoing enhancements in operational efficiency of equipment.

2020年，集團EAM系統在已有功能基礎上，完善智慧運維管理模塊及移動端巡檢功能，將場站傳統紙質巡檢記錄的工作模式，提升為通過系統自動生成周期性巡檢工作任務。巡檢人員利用移動端開展巡檢工作，實時登記巡檢過程中發現的缺陷，生成缺陷工單，並通過對應的缺陷工單掌握消缺的動態，有效提升巡檢工作的數字化水平，規範巡檢工作。同時，線上巡檢工作有利於積累數據資產，提升設備和故障分析效率。

We have established a think tank of wind power O&M in the EAM system to provide professional guidance for site operations.

我們在EAM系統中建設風電運維智庫，為現場作業提供專業指導。



INNOVATION AND TECHNOLOGY DRIVING (CONTINUED)

創新科技驅動(續)

Intelligent Energy Management (CONTINUED)

智慧能源管理(續)

EAM Think Tank

The EAM think tank can present the site O&M personnel on accumulative knowledge and experience on probable cause of equipment failures and the corresponding resolutions, basically comprising: professional troubleshooting advices from wind turbine manufacturers, and operation instructions derived from the knowledge and experience of experts and on-site personnel.

It analyses the probability of failures and the failure pattern of wind turbines of the same type, and provide scientific and reliable data support for wind turbine O&M.

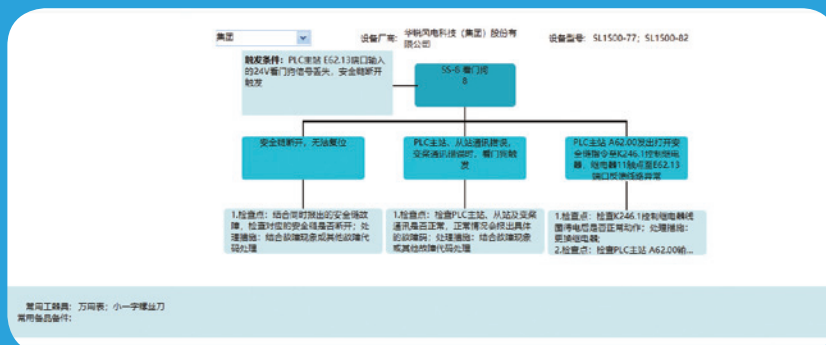
Our EAM think tank provides O&M personnel with relevant learning materials, reduces learning costs, and improves efficiency in knowledge sharing.

EAM 智庫

EAM智庫可為現場運維人員展示設備故障可能發生的原因及對應解決策略。其主要內容來自兩個方面：風機廠商專業的故障處理建議、專家人員與現場一線人員知識經驗總結而成的作業指導書。

智庫可統計分析故障發生概率，分析相同型號的風機故障發生的規律特點，為風機運維提供科學可靠的數據支撐。

智庫的使用將為運維人員提供有針對性的學習資料，降低人員學習成本，提高知識轉化效率。





INNOVATION AND TECHNOLOGY DRIVING (CONTINUED)

Intelligent Energy Management (CONTINUED)

In 2020, the Group fully interfaced the POWER+ Intelligent O&M System with the EAM system, to integrate the data collection process and analysis capabilities of POWER+ with the EAM work ecology and workflow. This helped to achieve automated management of daily and monthly report analysis, and also enable prompt alert and warning on deficiencies, effectively enhancing the site productivity and the quality of process control.

Making Better Use of Technology

The Group continues to focus on the technological development of the industry and actively promotes the use of new technologies in its business to improve efficiency and quality of work.

We continue to promote the use of intelligent equipment in production and O&M of power plants for efficient and accurate operation. In 2020, we made further optimisation and updates to our data collection. The acquisition software is compatible with multi-vendor communication protocols and also supports flexible switching protocols, which enhances system reliability while improving data transfer efficiency. Acquisition and monitoring service software uses a distributed microservice architecture and modular design. The power plants may deploy and re-develop as necessary.

創新科技驅動(續)

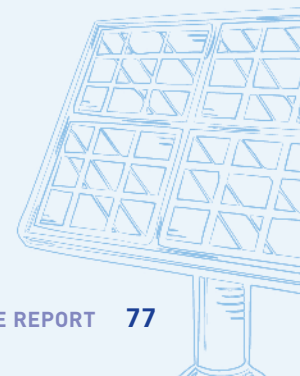
智慧能源管理(續)

本年度，集團將POWER+智慧運營系統與EAM互聯互通，實現POWER+優秀的數據採集和分析能力與EAM工作生態及工作流程互相結合，完成日報、月報分析的自動化管理，實現告警、缺陷預警的自動推送及閉環管理，有效提升現場工作效率，提高過程管控質量。

善用科技力量

集團持續關注行業技術發展，並在業務中積極推廣使用新技術，以提高工作效率及工作質量。

我們不斷推進智能設備在電廠生產、運維工作中的應用，以實現電廠高效精準運營。2020年，我們對數據採集器進行進一步優化更新。採集軟件適配多廠家通信規約，並支持靈活切換協議，在增強系統可靠性的同時，有效提高數據傳輸效率。採集監控服務軟件採用分布式微服務架構及模塊化設計，電廠可根據需要靈活進行部署及二次開發。



INNOVATION AND TECHNOLOGY DRIVING (CONTINUED)

Making Better Use of Technology (CONTINUED)

In order to further support the development of PV projects, we set up a PV resource data management platform this year enabling visual PV resource data on a national basis, hence improving the efficiency and convenience of PV resource inquiry.

The Group's Testing Centre is committed to providing quality testing services through technological means. During the year, the Testing Centre expanded the application of drone-based infrared inspection technology to PV power stations, and successfully applied drone-based infrared inspection system to conduct overall infrared inspection to Wuwei PV Power Station and Nedong PV Power Station, which provided technical support and assistance to the O&M personnel for more efficient operation and maintenance of the PV power stations. In 2020, the Testing Centre successfully passed China National Accreditation Service for Conformity Assessment (CNAS) review, with our implemented drone-based infrared inspection technology highly recognised by the review expert panel.

創新科技驅動(續)

善用科技力量(續)

為進一步支持光伏項目開發，我們於2020年搭建光資源數據管理平台並將全國光資源數據矢量化，提高光資源情況查詢效率和便捷性。

集團檢測中心致力於通過科技手段，提供更優質的檢測服務。本年度，檢測中心逐步擴大無人機紅外巡檢技術在光伏電站的應用，成功運用無人機紅外巡檢系統對武威光伏電站、乃東光伏電站進行全站紅外巡檢，為光伏電站運維工作提供了技術支持，幫助運維人員掌握電站整體光伏組件運行情況，極大提高檢測工作效率。本年度，檢測中心順利通過CNAS複評審，無人機紅外巡檢技術獲得評審專家組高度認可。



INNOVATION AND TECHNOLOGY DRIVING (CONTINUED)

Making Better Use of Technology (CONTINUED)

We are also actively using advanced technologies and tools to arrange testing equipment by area, such as UAVs, bearing stethoscopes, cable fault range finder and phased array ultrasonic testing equipment for bolts to continuously improve the efficiency of maintenance and self-test capability.

PROGRESS THROUGH COOPERATION

Adhering to the concept of mutually beneficial and win-win cooperation, the Group is committed to developing cooperation with suppliers, industry associations and government agencies to create the strategic cooperation mechanism featuring resource sharing, so as to achieve common sustainable development.

Building a Responsible Supply Chain

While leading by example and operating with integrity, the Group adheres to a responsible procurement policy and strictly implements the *Supplier Management Measures* and other measures to urge suppliers to fulfil their environmental and social responsibilities, and facilitate the sustainable development of the whole supply chain.

創新科技驅動(續)

善用科技力量(續)

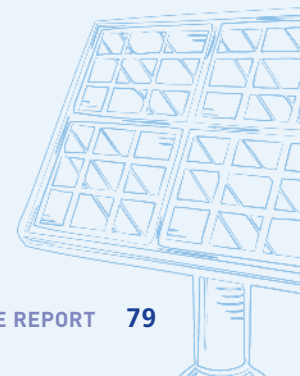
我們亦積極應用先進檢測技術工具，按區域配置無人機、軸承聽診、電纜故障測距儀、螺栓相控陣超聲探傷儀器等檢測設備，不斷提高檢修效率及自主檢測能力。

行業發展協同

集團秉承互惠共贏的合作理念，不斷深化與供應商、行業協會及政府機構的合作，打造資源共享、優勢互補的戰略合作機制，實現協同可持續發展。

打造負責任供應鏈

集團在以身作則、誠信經營的同時，堅持負責任採購政策，嚴格執行《供應商管理辦法》等制度，約束供應商履行其環境及社會責任，推動整個供應鏈的可持續發展。



PROGRESS THROUGH COOPERATION (CONTINUED)

Building a Responsible Supply Chain (CONTINUED)

During the bidding, the Group adheres to the principles of fairness, justness and openness. We conduct preliminary reviews on supplier qualifications, capability of EHS management, legal risks and other aspects. Only suppliers who pass the preliminary reviews are qualified to bid. The complaint hotline is established and is published in all bidding documents for bidding suppliers' supervision of the proper bidding process. To further strengthen the awareness of supplier integrity and collaboration, the Group has requested all bidding suppliers to read out and formally sign the *Integrity Commitment Agreement* for bidding this year. In order to strengthen the management of construction contractors and equipment suppliers, especially the management of hoisting units and centralised boosting station units, the Group conducts site or factory inspections of the suppliers that participate in the bidding for the first time, so as to form a more direct and in-depth understanding of its construction site organisation, risk management and control capabilities.

行業發展協同(續)

打造負責任供應鏈(續)

在招標階段，集團堅持公平、公正、公開的採購原則。我們對供應商資質、EHS管理能力、法律風險等多方面進行預審，預審合格的供應商方具備投標資格。投訴電話列示於招標文件，便於投標人對招標過程進行監督。為進一步加強供應商廉潔協作意識，本年度，集團要求招標代理公司在招標過程中，宣讀《廉潔承諾協議》。為了加強對施工承包商、設備供應商的管理，尤其是對吊裝單位、集中式升壓站單位等的管理，集團對首次參與投標的單位進行現場或工廠考察，對其施工現場組織能力、風險管控能力等方面進行更直觀、深入的了解。



PROGRESS THROUGH COOPERATION (CONTINUED)

Building a Responsible Supply Chain (CONTINUED)

With respect to contract signing, we clearly define the contractor's scope of work, responsibility on quality, safety and progress management, and require the contractor to provide evidence of employment injury insurance and accident insurance for all employees and third party personnel on the construction site in accordance with laws. The *Regulations on Guaranteeing the Salary Payment to Rural Workers* were officially put into effect on 1 May 2020 to strictly regulate prompt payments of salaries to rural workers in full and on time. The Group has actively responded to the regulation and put in place measures to ensure compliance for salary payments to rural workers by our suppliers. Upon signing of suppliers' contract, the Group requires contracting suppliers to prepay certain deposit or set up a designated account for the salaries of rural workers to protect the rights and interests of rural workers. Any contracting suppliers with track record of unpaid salaries for rural workers is prohibited from entering the contract.

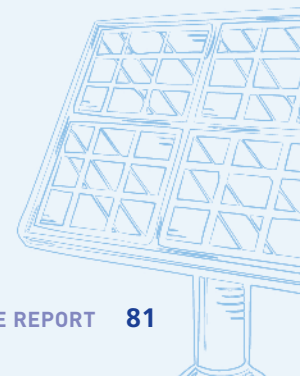
During the execution, we strictly supervise and assess the contractor to ensure its safety management fully complies with the rules and standards. A supervisory meeting is held weekly at the construction site and a safety inspection is carried out monthly.

行業發展協同(續)

打造負責任供應鏈(續)

合同簽訂時，我們對承包商的工作範圍、質量安全和進度管理作出明確約定，要求承包商依照法律規定為其在施工現場的全部員工及第三方人員辦理工傷保險及意外傷害保險，並支付保費。《保障農民工工資支付條例》於2020年5月1日正式施行，以規範農民工工資支付行為，保障農民工按時足額獲得工資。集團積極響應國家政策要求，高度重視農民工工資管理。在合同簽訂過程中，集團要求承包商繳納一定金額押金或設定農民工工資專用賬戶並進行監管，以保護農民工工資權益。對於有拖欠農民工工資行為的承包商，嚴禁其入圍。

在合同執行過程中，我們對承包方進行嚴格監管並進行考核，確保其安全管理符合標準。施工現場每周召開監理例會、每月組織安全大檢查。



PROGRESS THROUGH COOPERATION (CONTINUED)

Building a Responsible Supply Chain (CONTINUED)

We have maintained a list of qualified suppliers, where we conduct annual assessment of established performance indicators, focusing on supplier profitability, product quality, governance structure, service awareness, sustainable development, corporate credibility, and ability to perform. We also conduct a questionnaire survey. Based on the survey results, we communicated with these suppliers in different focuses, and organised expert field visits.

Cooperation with the Industry for Development

The Group actively participated in various industrial exchanges and forums to maintain updates on new industrial knowledge and development trends to achieve self-improvement. At the same time, we also actively shared our experiences in the industry to promote professional exchanges and collaboration. In 2020, the Group participated in the industrial exchange activities such as the SNEC 14th International Photovoltaic Power Generation and Smart Energy Exhibition & Conference, the 7th China Wind Power Post-market Exchange and Cooperation Conference, and the CWP 2020 Beijing International Wind Energy Conference & Exhibition.

行業發展協同(續)

打造負責任供應鏈(續)

我們建有合格供應商名錄，每年綜合各項指標進行年度評估，關注供應商盈利能力、產品質量、治理結構、服務意識、可持續發展、企業信譽、履約能力等。我們還對業內主要塔筒廠家進行問卷調查，根據調查結果，分不同側重點與供應商進行交流溝通，對其主廠房、代工廠房等組織專家實地考察。

協同行業發展

集團踴躍參加各項行業交流活動，汲取行業新知識、了解行業新動向，以促進自身完善。同時，我們亦與行業分享經驗，促進行業間的專業交流。本年度，集團參與第十四屆國際太陽能光伏與智慧能源(上海)展覽會暨論壇、第七屆中國風電後市場交流合作大會、CWP 2020北京國際風能大會暨展覽會等行業交流活動。

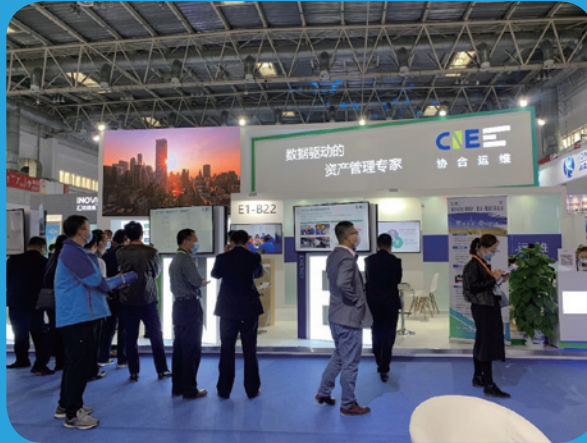


PROGRESS THROUGH COOPERATION (CONTINUED)

行業發展協同(續)

Cooperation with the Industry for Development (CONTINUED)

協同行業發展(續)

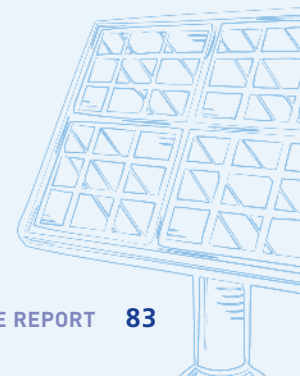


At the CWP 2020 Beijing International Wind Energy Conference & Exhibition, the Concord O&M, on the theme of "Data-driven Asset Management Experts", presented a detailed analysis on O&M, technological transformation and big data analysis of management of power plants from operation's perspective based on our accumulative years of power plant service experience.

CWP 2020北京國際風能大會暨展覽會上，運維公司以「數據驅動的資產管理專家」主題，運用獨特的運營者視角結合多年電站服務經驗，將電站的資產管理視角下的運維、技改、數據分析等進行了詳細的剖析和全方位展示。

The Group has been actively involved in the formulation of national and industry technical standards. In 2020, we were involved in the development of several energy industry standards such as the *Wind Resource Analysis and Power Generation Calculation Method in Micrositing*. We continuously formulate and improve our company's standards in alignment with the changes update in national and industry standards.

集團一直積極參與國家及行業技術標準的制定。本年度，我們參編《微觀選址中風資源分析及發電量計算方法》等多個能源行業標準。根據國家及行業標準更新情況，我們不斷制定和完善企業標準。



LIST OF AWARDS

獲獎清單

In 2020, the Group received the following significant awards with ongoing efforts of all businesses.

2020年，在各業務板塊的不斷努力之下，集團收穫諸多獎項。

Units Rewarded 獲獎單位	Title of Awards 獎項名稱
The Group 集團	Best Energy and Resource Company Award by Golden Hong Kong Stock 金港股「最佳能源與資源股公司」大獎 The 10th China Charity Festival “2020 Corporate Social Responsibility Industry Model Award” 第十屆中國公益節「2020企業社會責任行業典範獎」
Concord O&M 運維公司	“New High-tech Enterprise” 高新技術企業資格 2020 Solar Cup “Most Influential O&M Enterprise” Award 2020年度光能杯「最具影響力運維企業」獎 2020 CREC “China Top 100 Distributed Photovoltaic Service Providers” Award 2020年CREC「中國百強分布式光伏服務商」獎 The Highest 4-star Certification of the IECRE <i>Quality Management System for Installation, Operation and Maintenance of PV Power Station</i> and the <i>Certification of Operation and Maintenance Capability of PV Power Generation System</i> by CGC 榮獲北京鑒衡認證中心IECRE《光伏電站安裝、運行與維護質量管理體系認證》及《光伏發電系統運維與維護能力認證》最高級別四星認證 The BST (Basic Safety Training) certificate issued by CGC and authorized by GWO 榮獲由全球風能組織GWO委托授權、北京鑒衡認證中心頒發的BST(Basic Safety Training)基本安全培訓認證證書

LIST OF AWARDS (CONTINUED)

獲獎清單(續)

Units Rewarded 獲獎單位	Title of Awards 獎項名稱
Design Company 設計公司	"New High-tech Enterprise" 高新技術企業資格 Grade A Qualification for Engineer Consultation in Power Industry 電力行業工程諮詢甲級資信評級 Grade B Design Qualification in Power Industry 電力行業專業乙級設計資質 Grade B Design Qualification for New Energy Power Generation in the Power Industry (The Highest Level) 電力行業新能源發電專業乙級設計資質(最高級) Third Prize for 2020 Outstanding QC Group Results Award by China Electric Power Planning and Engineering Association (<i>Reducing the Weight of High Hub WTGS Tower at Wind Power Plant in Yangcun Town, Tianchang City, Anhui Province</i>) 中國電力規劃設計協會 2020 年電力工程行業優秀 QC 小組活動成果三等獎(《降低安徽天長楊村風電場高輪轂風電機組塔筒重量》) Elected as a member supervisor of the Board of Supervisors of China Electric Power Planning and Design Association 當選為中國電力規劃設計協會監事會會員監事
Power Concord 動力協合	"New High-tech Enterprise" 高新技術企業資格 2019 Solar Cup "Most Influential O&M Enterprise" Award 2019 年度光能杯「最具影響力運維企業」獎
Engineering Company 工程公司	Grade AAA Certificate by Jilin Province Credit Rating Centre 吉林省信用評價認證中心頒發的「AAA」信用等級證書
Testing Centre 檢測中心	Passing CNAS review and over 17 testing items receiving recognition 通過 CNAS 複審，已獲得認可的檢測項目達到 17 項 "Most Influential Certification/Testing Companies" Award by CNAS 榮獲 CNAS「最具影響力認證／檢測企業」獎
Qiaotoupu Wind Power Project 橋頭鋪風電項目	AAAAA Highest Grade in Wind Power Index Benchmark in Central China Region Hunan Province 華中區域湖南省風電指標對標 5A 級最高評價
Lixi Wind Power Project 栗溪風電項目	AAAAA Highest Grade in Wind Power Index Benchmark in Central China Region Hubei Province 華中區域湖北省風電指標對標 5A 級最高評價

LIST OF AWARDS (CONTINUED)

獲獎清單(續)

Units Rewarded 獲獎單位	Title of Awards 獎項名稱
Eryuan PV Power Project 洱源光伏項目	AAAA Grade in PV Power Generation Index Benchmark in Yunnan Province in South China 南方地區雲南省光伏發電指標對標 4A 級評價
Yanyuan PV Power Project 鹽源光伏項目	AAAA Grade in PV Power Generation Index Benchmark in Sichuan Province in Central China 華中區域四川省光伏發電指標對標 4A 級評價
Nedong PV Power Project 乃東光伏項目	AAAA Grade in PV Power Generation Index Benchmark in the Tibet Autonomous Region of Northwest China 西北地區西藏自治區光伏發電指標對標 4A 級評價
Anhui Wuhe Jindashan Wind Power Project 安徽五河金大山項目	Bengbu Development and Reform Commission "Emerging Enterprise Award" 蚌埠市發展和改革委員會「新興企業獎」 "Above-scale Enterprise Award" by Bengbu City Economic, Trade and Information Technology Commission 蚌埠市經濟貿易和信息化委員會(經信委)「入規企業獎」 "Above-scale Enterprise Award" by Wuhe County Economic and Information Commission 五河縣經信委「入規企業獎」
Fuchuan Xinzao Wind Power Project 富川新造風電項目	"Above-scale Enterprise Award" in Fuchuan Yao Autonomous County, Guangxi 廣西富川瑤族自治縣「入規企業獎」
Yushan Xiehe Wind Power Project 峪山協合風電項目	"Above-scale Enterprise Award" from the Science and Economic Bureau of Xiangzhou District, Xiangyang City 襄陽市襄州區科經局「入規企業獎」
Suzhou Jiagou Wind Power Project 宿州夾溝風電項目	"Above-scale Enterprise Award" by Suzhou Economic and Information Commission 宿州市經信委「入規企業獎」
Yongren PV Power Project 永仁光伏項目	The title of "Advanced Taxpayer" in 2019 by the Economic and Information Bureau of Yongren County, Chuxiong Yi Autonomous Prefecture, Yunnan Province 雲南省楚雄彝族自治州永仁縣經信局 2019 年「先進納稅企業」稱號



COMMUNITY INVESTMENT FOR LIVELIHOOD

回饋社會，惠澤民生



While devoting to the development of clean energy, the Group has also been repaying the society in various ways. We actively communicate with the community to achieve mutual benefits with the community. In response to the national policy of the targeted poverty alleviation, we invest in local infrastructure construction to help promote the development of local public utilities and economy for rural revitalisation. We set up scholarships and launch school-enterprise cooperation programme to help cultivate talents for the renewable energy industry and the society. During the COVID-19 epidemic, we actively participated in disease prevention and control and worked together to overcome the difficulties.

在專注清潔能源事業發展的同時，集團持續努力回饋社會。我們積極與社區溝通，以期實現合作共贏。我們積極響應國家扶貧政策，投資當地基礎設施建設，促進當地公共事業與經濟發展，助力鄉村振興。我們設立獎學金、開展校企合作助力新能源行業及社會的人才培養。新冠疫情期間，我們積極參與抗疫工作，共度時艱。

Key Issues 重要議題

- Community Investment
社區投資

SDGs 目標



Performance 績效表現

**Number of Accumulated
NCEPU Scholarship
Beneficiaries**
獎學金累計資助人次

1,295 人

**Number of Students Trained
from School-Enterprise
Cooperation**
校企合作培養學生

307 人



CARING COMMUNITY LIVELIHOOD

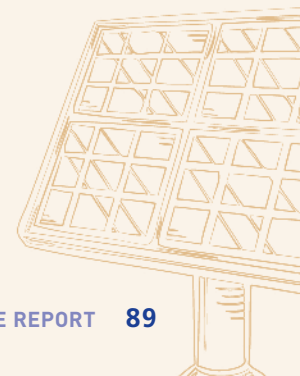
The Group focuses on engaging with community and ensures that the Group gives full consideration of the community's interests to achieve sustainable development and mutual benefits for all parties. We have established a complaint mechanism for project environmental impacts, which is intended to collect concerns of the affected communities. We monitor all projects and evaluate their impacts on local residents through annual assessment in an effort to achieve harmonious development with local communities.

After the outbreak of the COVID-19, the Group took the initiative to assume social responsibilities, actively supported communities' disease prevention and control work where our projects located, and worked together with communities to overcome difficulties. In response to the shortage of the prevention supplies, we deployed resources in a timely manner to provide funds and prevention supplies to communities.

關注社區民生

集團高度重視社區溝通工作，確保集團的運營活動充分考慮社區的利益，實現可持續發展和多方共贏。我們建立了項目環境影響投訴機制，意在收集和妥善解決受影響社區所關注的問題。我們對各項目進行監測，通過年度評估來衡量項目對當地居民生活的影響，實現與當地社區和諧發展。

面對新冠肺炎疫情，集團主動承擔社會責任，積極支持各項目所在地社區抗疫工作，與當地人民同舟共濟、共克時艱。針對項目所在社區面臨的防疫物資短缺情況，我們第一時間調配資源，為社區提供資金及防疫物資支持。



CARING COMMUNITY LIVELIHOOD (CONTINUED)

關注社區民生(續)

Case: Yilan Project

To assist in the disease prevention and control in Jiangwan Town, Yilan Concord Wind Power Co., Ltd., a subsidiary of the Group, donated prevention supplies worth of RMB 8,300, including infrared forehead thermometer, ethanol and 84 disinfectant, which were highly appreciated by the local government.

案例：依蘭項目

為助力江灣鎮疫情防控，集團下屬依蘭縣協合風力發電有限公司捐贈紅外線額溫槍、乙醇酒精、84消毒液等價值8,300元的防疫物資，獲得當地政府的高度認可。

感谢信

依兰县协合风力发电有限公司：

自全国各地发生新型冠状病毒肺炎疫情以来，我们江湾镇党委、政府高度重视，认真贯彻习近平总书记重要指示和党中央决策部署，对防控救治工作进行了全镇广泛动员，各村设立疫情防控卡点，严控疫情蔓延。

在我们江湾镇积极投入防控救治工作并面临防控物资极度缺乏的时刻，贵公司慷慨解囊，向我镇江湾村、双红村、双发村、五家子村、永发村、小河沿村捐赠了防控物资消毒液、一次性口罩等，帮助我镇的防疫工作度过难关。

贵公司不忘初心、热心公益，充分体现了贵公司强烈的社会责任感和“一方有难，八方支援”的集体主义精神。在此，特向贵公司表示衷心感谢！我们相信，在党中央、国务院的领导下，在社会各界的大力支持下，我们一定能打赢这场疫情防控阻击战。

再次感谢贵公司的支持。



ASSISTING RURAL REVITALISATION

While pursuing its own development, the Group helps revitalize impoverished rural area and helps poor areas achieve sustainable economic and social development via infrastructure construction and boosting employment. In 2020, the Group provided poverty alleviation assistance to areas where our projects located such as in Heilongjiang Province, Liaoning Province, Inner Mongolia Autonomous Region, Hebei Province, Hubei Province, Yunnan Province, and Guangxi Zhuang Autonomous Region to assist local infrastructure development, education, employment, poverty alleviation, etc.

助力鄉村振興

集團在謀求自身發展的同時，積極參與鄉村振興工作，助力鄉村扶貧事業，通過基礎設施建設和帶動就業等方式幫助貧困地區實現經濟和社會的可持續發展。本年度，集團在黑龍江省、遼寧省、內蒙古自治區、河北省、湖北省、雲南省、廣西壯族自治區等項目所在地向當地提供扶貧幫扶，助力當地基礎設施建設、教育、就業、脫貧等工作。

Facilitate the Development of Red Tourism Projects

Xiangzhou Concord Yushan Wind Power Co., Ltd. donated RMB 100,000 to the construction project of the local red tourist attraction to promote the development of local "red tourism" (i.e. tourism related to historical sites and places which record China's revolution led by the Communist Party of China), and make contributions to the local educations for teenagers in revolutionary tradition, patriotism, and ideological and moral education.

助力紅色旅遊項目發展

襄陽襄州協合峪山風力發電有限公司向當地紅色旅遊景點項目建設工程捐款10萬元，推動當地紅色旅遊業發展，為當地革命傳統教育、愛國主義教育、青少年思想道德教育作出積極貢獻。



ASSISTING RURAL REVITALISATION (CONTINUED)

助力鄉村振興(續)

“Excellent Enterprises for Poverty Alleviation”

The company engaged in Haixing PV Poverty Alleviation Project was awarded the title of “Excellent Enterprise in Facilitating the Poverty Alleviation” by the Leading Group Office for Poverty Alleviation Development and Work in Haixing County. This award showed the recognition and great appreciation to the Group for helping Haixing County achieve poverty eradication.

「助力脫貧攻堅優秀企業」

海興光伏扶貧項目公司榮獲海興縣扶貧開發和扶貧工作領導小組辦公室授予的「助力脫貧攻堅優秀企業」稱號，用以表彰和感謝集團助力海興縣成功實現全面脫貧。

23 Beneficiaries in Targeted Poverty Alleviation

The Xuwulin Wind Power Project in Kangbao County, Hebei Province, provided poverty alleviation fund to 23 poor households in Dengyoufang Town, with a total amount of nearly RMB 70,000.

精準扶貧 23 人

河北省康保縣徐五林風電項目扶貧鄧油坊鎮貧困戶 23 人，累計近 7 萬元。

Disaster Relief Donations of RMB 200,000

Yilan Century Concord Wind Power Co., Ltd. donated RMB 200,000 to Yilan County, Harbin for disaster relief.

賑災捐助 20 萬元

依蘭協合風力發電有限公司向哈爾濱依蘭縣捐助賑災款 20 萬元。

Poverty Alleviation Donations of RMB 300,000

The Group donated RMB 300,000 to Puer Charity Foundation for the construction of kindergartens in Shangyun Town, Lancang County, Yunan Province, to contribute to local education and infrastructure.

扶貧捐助 30 萬元

集團向普洱市慈善總會捐贈善款 30 萬元人民幣，定向用於普洱市瀾滄縣上允鎮幼兒園籌建工作，為改善當地教育設施奉獻愛心、貢獻力量。

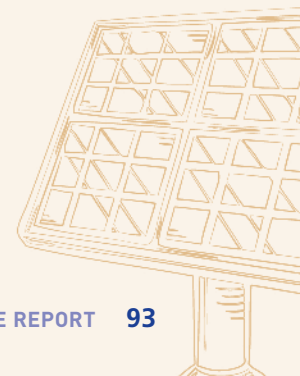


SUPPORTING EDUCATION

The proposed goal of carbon neutrality and green low-carbon and quality development that are the key mainstreams in the “14th Five-Year Plan” will bring more new opportunities for and accelerate the rapid development of renewable energy. Strengthening talent development and training of industry professionals is key to the vigorous development of the renewable energy industry. Under the guidance of the national strategies of “rejuvenating the country through science and education” and “strengthening the nation through human resource development”, the Group continues to increase investment in talent development and education through providing funds to school and school-enterprise cooperation, so as to help train talents in renewable energy industries and the society.

支持教育事業

隨著碳中和目標的提出，綠色低碳發展、提高發展質量成為「十四五」能源發展的主旋律，亦為新能源的迅猛發展帶來新機遇。加大對行業專業人才的培養，已成為新能源行業蓬勃發展的關鍵。在「科教興國」和「人才強國」國家戰略的指導下，集團持續增加教育領域的投入，堅持捐資助學、校企合作，通過教育投入助力新能源行業以及社會的人才培養。



SUPPORTING EDUCATION (CONTINUED)

North China Electric Power University (NCEPU) Scholarships

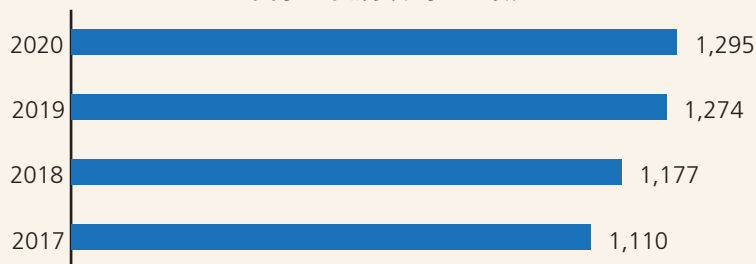
High-quality and talented professional and technical personnel are essential for the development of the renewable energy industry. In order to cultivate talents, the Group has set up the following awards and scholarships for the Renewable Energy of College NCEPU: "Concord New Energy Scholarship", "Concord New Energy Student Subsidies", "Concord New Energy Technology Innovation Award", "Concord New Energy Talent Cultivation Award" and "Concord New Energy Postgraduate Admission Award", to award the outstanding students and teachers with remarkable achievements, and to provide poor students with financial assistance. The total amount of annual scholarship was increased from RMB 200,000 to RMB 330,000 since 2018. As of the end of 2020, we have donated approximately RMB 3 million in total for the past 13 years to 1,295 beneficiaries accumulatively in the educational development of NCEPU.

支持教育事業(續)

華北電力大學獎學金

新能源行業發展離不開高素質、高水平的專業技術人才。為助力行業優秀人才培養，集團在華北電力大學可再生能源學院設立了「協合新能源獎學金」「協合新能源助學金」「協合新能源科技創新獎」「協合新能源育才獎」「協合新能源研究生入學獎」，為成績突出的學生和教學成果優異的教師提供獎勵，並為家境困難的學生提供經濟援助。自2018年起，每年度獎學金總額從20萬元提高至33萬元。截至2020年，我們已連續13年，共計捐資約300萬元助力華北電力大學教育事業發展，累計資助共1,295人次。

Accumulated NCEPU Scholarship Beneficiaries
獎學金累計資助學生人數



**SUPPORTING EDUCATION (CONTINUED)*****School-Enterprise Cooperation***

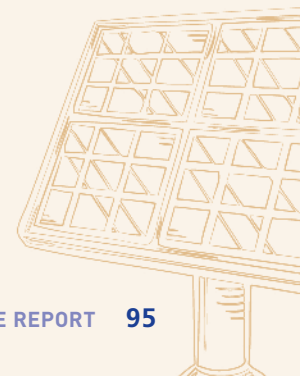
Responding to “promote integration between industry and education and cooperation between enterprises and colleges”, the Group actively invests in education through school-enterprise cooperative programmes with the purpose of “set up a talent incubation system, train professional and technical personnel, improve the enterprise service quality and reserve talents”.

We have established a modern apprenticeship cooperative training programme with Ulan Qab Vocational College and Hunan Water Conservancy and Hydropower Vocational and Technical College to develop talents locally and provide employment channels. In 2020, we further reached a strategic partnership with Ulan Qab Vocational College with regard to school-enterprise collaborative education, and actively launched vocational education programs on “Integration of production and education, the collaborative education between schools and enterprises”. In 2020, the apprenticeship cooperative training programme trained 193 graduates, 61 out of this programme were given offers for substation operation and maintenance as well as wind turbine overhaul positions in various power plants. The school-enterprise cooperative mechanism provides students with internship and job opportunities, and also better assist us to recruit new talents.

支持教育事業(續)**校企合作**

集團積極響應國家「深化產教融合」的政策，以「打造「造血、輸血」系統、培養專業技術人才、提高企業服務質量和儲備優秀人才」為目的，積極踐行校企合作教育投資。

我們與烏蘭察布職業學院和湖南水利水電職業技術學院成立現代學徒制合作培養班，屬地化定向培養人才，提供就業通道。本年度，我們進一步與烏蘭察布職業學院達成校企合作辦學的戰略夥伴關係，積極開展「產教融合，協同育人」的職業教育辦學模式。本年度，學徒制合作培養班共培養193名畢業生，其中61名學生留用在各電廠變電運維、風機檢修等崗位中。校企合作模式不僅為學生提供了良好的實習和就業通道，同時也為企業輸送了新鮮血液。



SUPPORTING EDUCATION (CONTINUED)

支持教育事業(續)

School-Enterprise Cooperation (CONTINUED)

校企合作(續)



The Signing Ceremony of School-Enterprise Cooperation between Concord O&M and Ulan Qab Vocational College

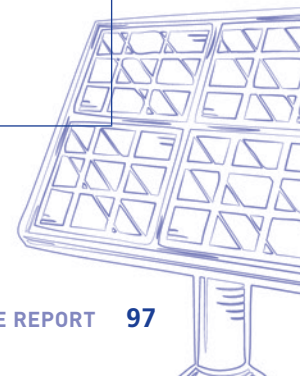
運維公司與烏蘭察布職業學院校企合作簽約儀式



APPENDIX I: ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE INDEX

附錄 1.《環境、社會及管治報告指引》索引表

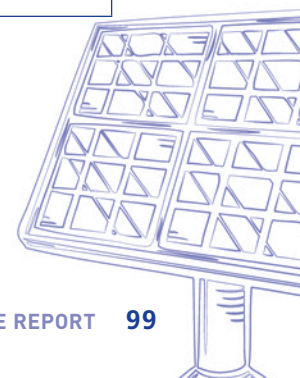
Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
Environmental 環境		
Aspect A1: Emissions A1 排放物	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露：有關廢氣及溫室氣體排放、對水及土壤的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	The types of emissions and respective emissions data. A1.1 排放物種類及相關排放數據	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Greenhouse gas emissions in total (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.2 溫室氣體排放量及(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.3 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.4 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標



Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
	Description of measures to mitigate emissions and results achieved. A1.5 描述降低排放量的措施及所取得成果	GREEN DEVELOPMENT FOR FUTURE > Responding to Climate Change > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 應對氣候變化 > 環境關鍵績效指標
	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. A1.6 描述處理有害及無害廢棄物的方法減低產生量的措施及所取得成果	GREEN DEVELOPMENT FOR FUTURE > Enhancement of Environmental Protection Awareness > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 提升環保理念 > 環境關鍵績效指標
Aspect A2: Use of Resources A2 資源使用	Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露：有效使用資源(包括能源、水及其他原材料)的政策。	GREEN DEVELOPMENT FOR FUTURE > Effective Utilization of Resources 綠色發展，着眼未來 > 資源有效利用
	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). A2.1 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Water consumption in total and intensity (e.g. per unit of production volume, per facility). A2.2 總耗水量及密度(如以每產量單位、每項設施計算)	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Description of energy use efficiency initiatives and results achieved. A2.3 描述能源使用效益計劃及所取得成果	GREEN DEVELOPMENT FOR FUTURE > Effective Utilization of Resources > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 資源有效利用 > 環境關鍵績效指標



Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. A2.4 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所取得成就	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced. A2.5 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量	Not applicable 不適用
Aspect A3: The Environment and Natural Resources A3 環境及天然資源	Policies on minimizing the issuer's significant impact on the environment and natural resources. 一般披露：減低上市公司對環境及天然資源造成重大影響的政策。	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
Social 社會		
Aspect B1: Employment B1 僱傭	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露：有關薪酬及解僱、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	PEOPLE-ORIENTED FOR MUTUAL Development 以人為本，共同發展



Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
	Total workforce by gender, employment type, age group and geographical region. B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員總數	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Building Diversified Teams 以人為本，共同發展 > 打造多元團隊
	Employee turnover rate by gender, age group and geographical region. B1.2 按性別、年齡組別及地區劃分的僱員流失比率	—
Aspect B2: Health and Safety B2 健康與安全	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露：有關提供安全工作環境及保障員工避免職業性危害的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management > Safety Culture Construction 安全守護，生命至上 > 夯實安全管理 > 安全文化建設
	Number and rate of work-related fatalities. B2.1 死亡人數及比率	—
	Lost days due to work injury. B2.2 因工傷損失工作日數	—
	Description of occupational health and safety measures adopted, how they are implemented and monitored. B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management > Safety Culture Construction 安全守護，生命至上 > 夯實安全管理 > 安全文化建設



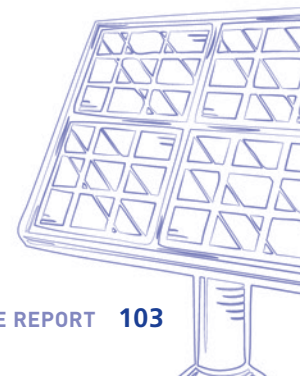
Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
Aspect B3: Development and Training B3 發展與培訓	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露：有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Facilitating Employees' Development 以人為本，共同發展 > 助力員工發展
	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). B3.1 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比	—
	The average training hours completed per employee by gender and employee category. B3.2 按僱員類別及性別劃分，每名僱員完成受訓的平均時數	—
Aspect B4: Labour Standards B4 勞工準則	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露：有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Description of measures to review employment practices to avoid child and forced labour. B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Description of steps taken to eliminate such practices when discovered. B4.2 描述在所發現違規情況時消除有關情況所採取的步驟	—



Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
Aspect B5: Supply Chain Management B5 供應鏈管理	Policies on managing environmental and social risks of the supply chain. 一般披露：供應鏈的環境與社會風險管理政策。	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	Number of suppliers by geographical region. B5.1 按地區劃分的供應商數目	—
	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及有關慣例的執行及監察方法	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
Aspect B6: Product Responsibility B6 產品責任	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	ROBUST OPERATION FOR EXCELLENCE 穩健經營，追求卓越
	Percentage of total products sold or shipped subject to recalls for safety and health reasons. B6.1 已售或已運送產品數量中因安全與健康理由而須回收的百分比	Not applicable 不適用
	Number of products and service related complaints received and how they are dealt with. B6.2 接獲關於產品及服務的投訴數目以及應對方法	ROBUST OPERATION FOR EXCELLENCE > Professional Service Guarantee 穩健經營，追求卓越 > 專業服務保障



Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
	Description of practices relating to observing and protecting intellectual property rights. B6.3 描述與維護及保障知識產權有關的慣例	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Description of quality assurance process and recall procedures. B6.4 描述質量檢定過程及產品回收程序	—
	Description of consumer data protection and privacy policies, how they are implemented and monitored. B6.5 描述消費方資料保障及隱私政策，以及相關執行及監察方法	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
Aspect B7: Anti-corruption B7 反貪污	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規定的資料。	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. B7.1 於彙報期內對上市公司或其僱員提出並已審結的貪污訴訟案的數目及訴訟結果。	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營



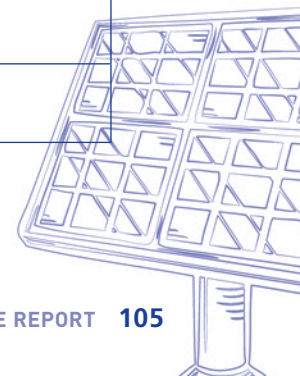
Subject Areas 範疇	General Disclosures/KPIs 一般披露／關鍵績效指標	References 索引
Aspect B8: Community Investment B8 社區投資	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露：有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	COMMUNITY INVESTMENT FOR LIVELIHOOD 回饋社會，惠澤民生
	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). B8.1 專注貢獻範圍如教育、環境事宜、勞工需求、健康、文化、體育)	COMMUNITY INVESTMENT FOR LIVELIHOOD > Caring Community Livelihood > Assisting Rural Revitalisation > Supporting Education 回饋社會，惠澤民生 > 關注社區民生 > 助力鄉村振興 > 支持教育事業
	Resources contributed (e.g. money or time) to the focus area. B8.2 在專注範圍所動用資源(如金錢或時間)	COMMUNITY INVESTMENT FOR LIVELIHOOD > Caring Community Livelihood > Assisting Rural Revitalisation > Supporting Education 回饋社會，惠澤民生 > 關注社區民生 > 助力鄉村振興 > 支持教育事業



APPENDIX II: GRI SUSTAINABILITY REPORTING STANDARDS INDEX

附錄 2.《GRI 可持續發展報告標準》索引表

GRI Standards 披露項目內容		References 索引
1. Organization Profile 1. 組織概況	102-1 Name of the organization 102-1 組織名稱	ABOUT THE REPORT > Introduction 關於本報告 > 報告簡介
	102-2 Activities, brands, products and services 102-2 活動、品牌、產品和服務	ABOUT US > Our Businesses 關於我們 > 業務
	102-3 Location of headquarters 102-3 總部位置	—
	102-4 Location of operations 102-4 經營位置	ABOUT US > Our Businesses 關於我們 > 業務
	102-5 Ownership and legal form 102-5 所有權與法律形式	—
	102-6 Markets served 102-6 服務的市場	—
	102-7 Scale of the organization 102-7 組織規模	ABOUT US > Our Businesses 關於我們 > 業務
	102-8 Information on employees and other workers 102-8 關於員工和其他工作者的信息	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Building Diversified Teams 以人為本，共同發展 > 打造多元團隊
	102-9 Supply chain 102-9 供應鏈	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	102-10 Significant changes to the organization and its supply chain 102-10 組織及其供應鏈的重大變化	—
	102-11 Precautionary Principle or approach 102-11 預警原則或方針	—
	102-12 External initiatives 102-12 外部倡議	—
	102-13 Membership of associations 102-13 協會的成員資格	—



GRI Standards 披露項目內容		References 索引
2. Strategy and Analysis 2. 戰略	102-14 Statement from senior decision-makers 102-14 高級決策者的聲明	—
	102-15 Key impacts, risks and opportunities 102-15 關鍵影響、風險和機遇	ABOUT US > Our Vision MATERIALITY ASSESSMENT > Materiality Assessment 關於我們 > 願景 重要議題 > 重要性評估 GREEN DEVELOPMENT FOR FUTURE > Responding to Climate Change 綠色發展，著眼未來 > 應對氣候變化
3. Ethics and Integrity 3. 道德和誠信	102-16 Values, principles, standards and norms of behavior 102-16 價值觀、原則、標準和行為規範	ABOUT US > Our Vision 關於我們 > 願景
	102-17 Mechanisms for advice and concerns about ethics 102-17 關於道德的建議和關切問題的機制	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健運營，追求卓越 > 合規運營
4. Governance 4. 管治	102-18 Governance structure 102-18 管治架構	ESG RESPONSIBILITY MANAGEMENT > Governance Structure ESG 責任管理 > 管治架構
	102-19 Delegating authority 102-19 授權	ESG RESPONSIBILITY MANAGEMENT > Governance Structure ESG 責任管理 > 管治架構
	102-20 Executive-level responsibilities for economic, environmental, and social topics 102-20 行政管理層對於經濟、環境和社會議題的責任	ESG RESPONSIBILITY MANAGEMENT > Governance Structure ESG 責任管理 > 管治架構

GRI Standards 披露項目內容		References 索引
	102-21 Consulting stakeholders on economic, environmental and social topics 102-21 就經濟、環境和社會議題與利益相關方進行的磋商	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-22 Composition of the highest governance body and its committee 102-22 最高管治機構及其委員會的組成	—
	102-23 Chairman of the highest governance body 102-23 最高管治機構主席	—
	102-24 Nominating and selecting the highest governance body 102-24 最高管治機構的提名和甄選	—
	102-25 Conflicts of interest 102-25 利益衝突	—
	102-26 Role of highest governance body in setting purpose, values, and strategy 102-26 最高管治機構在制定宗旨、價值觀和戰略方面的作用	ESG RESPONSIBILITY MANAGEMENT > Governance Structure ESG 責任管理 > 管治架構
	102-27 Collective knowledge of highest governance body 102-27 最高管治機構的集體認識	ESG RESPONSIBILITY MANAGEMENT > Governance Structure ESG 責任管理 > 管治架構
	102-28 Evaluating the highest governance body's performance 102-28 最高管治機構的績效評估	—
	102-29 Identifying and managing economic, environmental and social impacts 102-29 經濟、環境和社會影響的識別和管理	ESG RESPONSIBILITY MANAGEMENT > ESG Strategy ESG 責任管理 > ESG 策略
	102-30 Effectiveness of risk management processes 102-30 風險管理流程的效果	—
	102-31 Review of economic, environmental and social topics 102-31 經濟、環境和社會議題的評審	MATERIALITY ASSESSMENT > Materiality Assessment 重要議題 > 重要性評估

GRI Standards 披露項目內容		References 索引
	102-32 Highest governance body's role in sustainability reporting 102-32 最高管治機構在可持續發展報告方面的作用	ABOUT THE REPORT > Approval of the Report ESG RESPONSIBILITY MANAGEMENT > Governance Structure 關於本報告 > 報告批准 ESG 責任管理 > 管治架構
	102-33 Communicating critical concerns 102-33 重要關切問題的溝通	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-34 Nature and total number of critical concerns 102-34 重要關切問題的性質和總數	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-35 Remuneration policies 102-35 報酬政策	—
	102-36 Process for determining remuneration 102-36 決定報酬的過程	—
	102-37 Stakeholders' involvement in remuneration 102-37 利益相關方對報酬決定過程的參與	—
	102-38 Annual total compensation ratio 102-38 年度總薪酬比率	—
	102-39 Percentage increase in annual total compensation ratio 102-39 年度總薪酬增幅比率	—



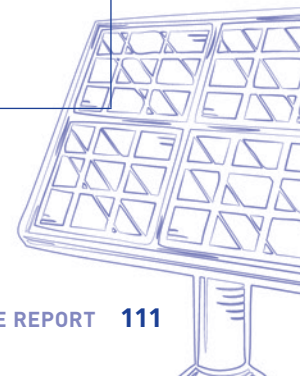
GRI Standards 披露項目內容		References 索引
5. Stakeholder Engagement 5. 利益相關方參與	102-40 List of stakeholder groups 102-40 利益相關方群體列表	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-41 Collective bargaining agreements 102-41 集體談判協議	—
	102-42 Identifying and selecting stakeholders 102-42 利益相關方的識別和遴選	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-43 Approach to stakeholder engagement 102-43 利益相關方參與方針	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-44 Key topics and concerns raised 102-44 提出的主要議題和關切問題	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與



GRI Standards 披露項目內容		References 索引
6. Reporting Practice 6. 報告實踐	102-45 Entities included in the consolidated financial statements 102-45 合併財務報表中所涵蓋的實體	ABOUT THE REPORT > Introduction 關於本報告 > 報告簡介
	102-46 Defining report content and topic boundaries 102-46 界定報告內容和議題邊界	ABOUT THE REPORT > Introduction 關於本報告 > 報告簡介
	102-47 List of material topics 102-47 實質性議題列表	MATERIALITY ASSESSMENT > Stakeholder Engagement 重要議題 > 利益相關方參與
	102-48 Restatements of information 102-48 信息重述	—
	102-49 Changes in reporting 102-49 報告變化	ABOUT THE REPORT > Introduction 關於本報告 > 報告簡介
	102-50 Reporting period 102-50 報告期	ABOUT THE REPORT > Reporting Scope 關於本報告 > 報告範圍
	102-51 Date of most recent report 102-51 最近報告日期	—
	102-52 Reporting cycle 102-52 報告周期	ABOUT THE REPORT > Reporting Scope 關於本報告 > 報告範圍
	102-53 Contact point for questions regarding the report 102-53 有關本報告問題的聯繫人信息	—
	102-54 Claims of reporting in accordance with the GRI Standards 102-54 符合 GRI 標準進行報告的聲明	ABOUT THE REPORT > Reporting Guidelines 關於本報告 > 編制依據
	102-55 GRI content index 102-55 GRI 內容索引	Global Reporting Initiative (GRI) Content Index 《GRI 標準》索引表
	102-56 External assurance 102-56 外部鑒證	—



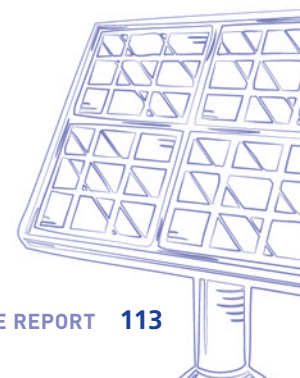
GRI Standards 披露項目內容		References 索引
GRI 201: Economic Performance GRI 201 : 經濟績效	GRI 103 Management approach disclosures GRI 103: 管理方法披露	—
	Topic-specific disclosures 議題專項披露	201-1 Direct economic value generated and distributed 201-1 直接產生和分配的經濟價值 ABOUT US > Our Businesses 關於我們 > 業務
	201-2 Financial implications and other risks and opportunities due to climate change 201-2 氣候變化帶來的財務影響以及其他風險和機遇	GREEN DEVELOPMENT FOR FUTURE > Responding to Climate Change 綠色發展，着眼未來 > 應對氣候變化
	201-3 Defined benefit plan obligations and other retirement plans 201-3 義務性固定福利計劃和其他退休計劃	—
	201-4 Financial assistance received from government 201-4 政府給予的財政補貼	—
GRI 202: Market Presence GRI 202 : 市場表現	GRI 103 Management approach disclosures GRI 103: 管理方法披露	ROBUST OPERATION FOR EXCELLENCE 穩健運營，追求卓越
	Topic-specific disclosures 議題專項披露	202-1 Ratios of standard entry level wage by gender compared to local minimum wage 202-1 按性別的標準起薪水平工資與當地最低工資之比 —
	202-2 Proportion of senior management hired from the local community 202-2 從當地社區僱傭高管的比例	—
GRI 203: Indirect Economic Impacts GRI 203 : 間接經濟影響	GRI 103 Management approach disclosures GRI 103: 管理方法披露	—
	Topic-specific disclosures 議題專項披露	203-1 Infrastructure investments and services supported 203-1 基礎設施投資和支持性服務 —
	203-2 Significant indirect economic impacts 203-2 重大間接經濟影響	—



GRI Standards 披露項目內容			References 索引
GRI 204: Procurement Impacts GRI 204：採購實踐	GRI 103 Management approach disclosures GRI 103: 管理方法披露		ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	Topic-specific disclosures 議題專項披露	204-1 Proportion of spending on local suppliers 204-1 向當地供應商採購支出的比例	—
GRI 205: Anti-corruption GRI 205：反腐敗	GRI 103 Management approach disclosures GRI 103: 管理方法披露		ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Topic-specific disclosures 議題專項披露	205-1 Operations assessed for risks related to corruption 205-1 已進行腐敗風險評估的運營點	—
		205-2 Communication and training about anti corruption policies and procedures 205-2 反腐敗政策和程序的傳達及培訓	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
		205-3 Confirmed incidents of corruption and actions taken 205-3 經確認的腐敗事件和採取的行動	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
GRI 206: Anti-competitive Behavior GRI 206：不當競爭行為	GRI 103 Management approach disclosures GRI 103: 管理方法披露		—
	Topic-specific disclosures 議題專項披露	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 206-1 針對不當競爭行為、反托拉斯和反壟斷實踐的法律訴訟	—



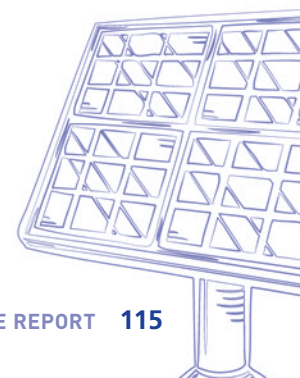
GRI Standards 披露項目內容			References 索引
GRI 207: Tax GRI 207: 稅務	GRI 103 Management approach disclosures GRI 103: 管理方法披露	207-1 Approach to tax 207-1 稅務管理方法	—
		207-2 Tax governance, control, and risk management 207-2 稅務治理、管控及風險管理	—
		207-3 Stakeholder engagement and management of concerns related to tax 207-3 利益相關方的參與以及涉稅問題管理	—
	Topic-specific disclosures 議題專項披露	207-4 Country-by-country reporting 207-4 國別報告	—
GRI 301: Materials GRI 301: 物料	GRI 103 Management approach disclosures GRI 103: 管理方法披露		Not applicable 不適用
	Topic-specific disclosures 議題專項披露	301-1 Materials used by weight or volume 301-1 所用物料的重量或體積	Not applicable 不適用
		301-2 Recycled input materials used 301-2 所使用的回收進料	Not applicable 不適用
		301-3 Reclaimed products and their packaging materials 301-3 回收產品及其包裝材料	Not applicable 不適用



GRI Standards 披露項目內容		References 索引
GRI 302: Energy GRI 302：能源	GRI 103 Management approach disclosures GRI 103: 管理方法披露	GREEN DEVELOPMENT FOR FUTURE > Effective Utilization of Resources 綠色發展，着眼未來 > 資源有效利用
	Topic-specific disclosures 議題專項披露	302-1 Energy consumption within the organization 302-1 組織內部的能源消耗量
	302-2 Energy consumption outside of the organization 302-2 組織外部的能源消耗量	—
	302-3 Energy intensity 302-3 能源強度	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	302-4 Reduction of energy consumption 302-4 減少能源消耗量	GREEN DEVELOPMENT FOR FUTURE > Responding to Climate Change 綠色發展，着眼未來 > 應對氣候變化
	302-5 Reductions in energy requirements of products and services 302-5 降低產品和服務的能源需求	—



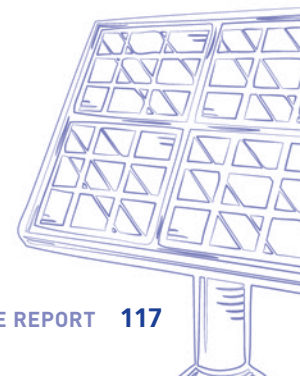
GRI Standards 披露項目內容			References 索引
GRI 303: Water and Effluents GRI 303：水資源與污水	GRI 103 Management Approach GRI 103: 管理方法披露	303-1 Interactions with water as a shared resource 303-1 組織與水(作為共有資源)的相互影響	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection > Effective Utilization of Resources 綠色發展，着眼未來 >保護生態環境 >資源有效利用
		303-2 Management of water discharge-related impacts 303-2 管理與排水相關的影響	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 >保護生態環境
	Topic-specific disclosures 議題專項披露	303-1 Water withdrawal 303-1 取水	—
		303-2 Water discharge 303-2 排水	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 >保護生態環境
		303-3 Water consumption 303-3 耗水	GREEN DEVELOPMENT FOR FUTURE > Effective Utilization of Resources 綠色發展，着眼未來 >資源有效利用



GRI Standards 披露項目內容		References 索引
GRI 304: Biodiversity GRI 304：生物多樣性	GRI 103 Management approach disclosures GRI 103: 管理方法披露	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	Topic-specific disclosures 議題專項披露	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 304-1 組織所擁有、租賃、在位於或鄰近於保護區和保護區外生物多樣性豐富區域管理的運營點	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	304-2 Significant impacts of activities, products, and services on biodiversity 304-2 活動、產品和服務對生物多樣性的重大影響	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	304-3 Habitats protected or restored 304-3 受保護或經修復的棲息地	Not applicable 不適用
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations 304-4 受運營影響區域的棲息地中已被列入 IUCN 紅色名錄及國家保護名冊的物種	Not applicable 不適用



GRI Standards 披露項目內容		References 索引
GRI 305: Emissions GRI 305：排放	GRI 103 Management approach disclosures GRI 103: 管理方法披露	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	Topic-specific disclosures 議題專項披露	
	305-1 Direct (Scope 1) greenhouse gas emissions 305-1 直接(範疇1)溫室氣體排放	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	305-2 Energy Indirect (Scope 2) greenhouse gas emissions 305-2 能源間接(範疇2)溫室氣體排放	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	305-3 Other indirect (Scope 3) GHG emissions 305-3 其他間接(範疇3)溫室氣體排放	—
	305-4 Greenhouse gas emission intensity 305-4 溫室氣體排放強度	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 > 環境關鍵績效指標
	305-5 Reduction of GHG emissions 305-5 溫室氣體減排量	GREEN DEVELOPMENT FOR FUTURE > Responding to Climate Change 綠色發展，着眼未來 > 應對氣候變化
	305-6 Emissions of ozone-depleting substances (ODS) 305-6 臭氧消耗物質(ODS)的排放	—
	305-7 Nitrogen oxides (NOX), sulfur oxide (SOX), and other significant air emissions 305-7 氮氧化物(NOX)、硫氧化物(SOX)和其他重大氣體排放	—



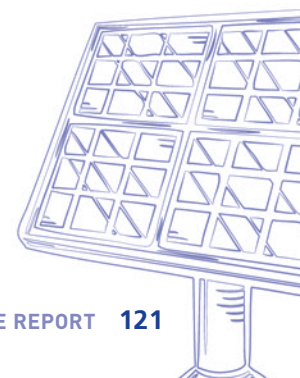
GRI Standards 披露項目內容			References 索引
GRI 306: Waste GRI 306：廢棄物	GRI 103 Management approach disclosures GRI 103: 管理方法披露	306-1 Waste generation and significant waste-related impacts 306-1 廢棄物的產生及廢棄物相關重大影響	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection > Effective Utilization of Resources 綠色發展，着眼未來 >保護生態環境 >資源有效利用
		306-2 Management of significant waste-related impacts 306-2 廢棄物相關重大影響的管理	—
	Topic-specific disclosures 議題專項披露	306-3 Waste generated 306-3 產生的廢棄物	GREEN DEVELOPMENT FOR FUTURE > Environmental Key Performance Indicators (KPIs) 綠色發展，着眼未來 >環境關鍵績效指標
		306-4 Waste diverted from disposal 306-4 從處置中轉移的廢棄物	—
		306-5 Waste directed to disposal 306-5 進入處置的廢棄物	—
GRI 307: Environmental Compliance GRI 307：環境合規	GRI 103 Management approach disclosures GRI 103: 管理方法披露		GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 >保護生態環境
	Topic-specific disclosures 議題專項披露	307-1 Non-compliance with environmental laws and regulations 307-1 違反環境法律法規	GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 >保護生態環境

GRI Standards 披露項目內容		References 索引
GRI 308: Supplier Environmental Assessment GRI 308：供應商環境評估	GRI 103 Management approach disclosures GRI 103: 管理方法披露	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	Topic-specific disclosures 議題專項披露	308-1 New suppliers that were screened using environmental criteria 308-1 使用環境標準篩選的新供應商 ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	308-2 Negative environmental impacts in the supply chain and actions taken 308-2 供應鏈對環境的負面影響以及採取的行動	—
GRI 401: Employment GRI 401：僱傭	GRI 103 Management approach disclosures GRI 103: 管理方法披露	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Topic-specific disclosures 議題專項披露	401-1 New employee hires and employee turnover 401-1 新進員工和員工流動率 PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Building Diversified Teams 以人為本，共同發展 > 打造多元團隊
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-2 提供給全職員工(不包括臨時或兼職員工)的福利	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Creating a Happy Workplace 以人為本，共同發展 > 打造暖心職場
	401-3 Parental leave 401-3 育兒假	—
GRI 402: Labour/Management Relations GRI 402：勞資關係	GRI 103 Management approach disclosures GRI 103: 管理方法披露	SAFETY PROTECTION FOR LIFE > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Topic-specific disclosures 議題專項披露	402-1 Minimum notice periods regarding operational changes 402-1 有關運營變更的最短通知期 —

GRI Standards 披露項目內容			References 索引
GRI 403: Occupational Health and Safety GRI 403：職業健康與安全	GRI 103 Management Approach GRI 103: 管理方法披露	403-1 Occupational health and safety management system 403-1 職業健康安全管理體系	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management 安全守護，生命至上 > 夯實安全管理
		403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害識別、風險評估和事件調查	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management 安全守護，生命至上 > 夯實安全管理
		403-3 Occupational health services 403-3 職業健康服務	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Creating a Happy Workplace 安全守護，生命至上 > 夯實安全管理 以人為本，共同發展 > 打造暖心職場
		403-4 Worker participation, consultation, and communication on occupational health and safety 403-4 職業健康安全事務：工作者的參與、協商和溝通	—
		403-5 Worker training on occupational health and safety 403-5 工作者職業健康安全培訓	SAFETY PROTECTION FOR LIFE > Safety Culture Construction 安全守護，生命至上 > 安全文化建設



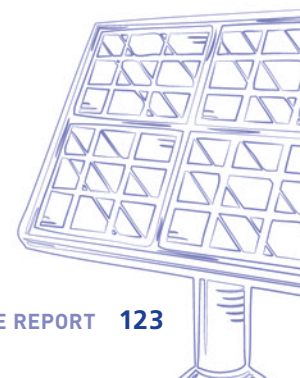
GRI Standards 披露項目內容			References 索引
		403-6 Promotion of worker health 403-6 促進工作者健康	SAFETY PROTECTION FOR LIFE PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Creating a Happy Workplace 安全守護，生命至上 以人為本，共同發展 > 打造暖心職場
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 預防和減輕與商業關係直接相關的職業健康安全影響	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management 安全守護，生命至上 > 夯實安全管理
	Topic-specific disclosures 議題專項披露	403-8 Workers covered by an occupational health and safety management system 403-8 職業健康安全管理体系適用的工作者	SAFETY PROTECTION FOR LIFE > Strengthening Safety Management 安全守護，生命至上 > 夯實安全管理
		403-9 Work-related injuries 403-9 工傷	—
		403-10 Work-related ill health 403-10 工作相關的健康問題	SAFETY PROTECTION FOR LIFE PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Creating a Happy Workplace 安全守護，生命至上 以人為本，共同發展 > 打造暖心職場



GRI Standards 披露項目內容		References 索引
GRI 404: Training and Education GRI 404：培訓與教育	GRI 103 Management approach disclosures GRI 103: 管理方法披露	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Facilitating Employees' Development 以人為本，共同發展 > 助力員工發展
	Topic-specific disclosures 議題專項披露	404-1 Average hours of training per year per employee 404-1 每名員工每年接受培訓的平均小時數 —
	404-2 Programs for upgrading employee skills and transition assistance programs 404-2 員工技能提升方案和過渡協助方案	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Facilitating Employees' Development 以人為本，共同發展 > 助力員工發展
	404-3 Percentage of employees receiving regular performance and career development reviews 404-3 定期接受績效和職業發展考核的員工百分比 —	—
GRI 405: Diversity and Equal Opportunity GRI 405：多元化與平等機會	GRI 103 Management approach disclosures GRI 103: 管理方法披露	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Building Diversified Teams 以人為本，共同發展 > 打造多元團隊
	Topic-specific disclosures 議題專項披露	405-1 Diversity of governance bodies and employees 405-1 管治機構與員工的多元化 —
	405-2 Ratio of basic salary and remuneration of women to men 405-2 男女基本工資和報酬的比例 —	—



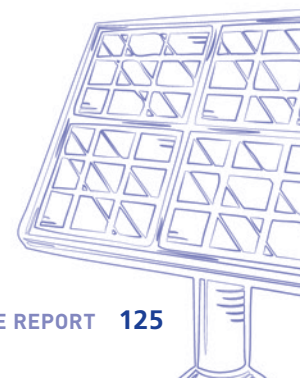
GRI Standards 披露項目內容		References 索引
GRI 406: Non-discrimination GRI 406 : 反歧視	GRI 103 Management approach disclosures GRI 103: 管理方法披露	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Topic-specific disclosures 議題專項披露	406-1 Incidents of discrimination and corrective actions taken 406-1 歧視事件及採取的糾正行動
GRI 407: Freedom of Association and Collective Bargaining GRI 407 : 結社自由與集體談判	GRI 103 Management approach disclosures GRI 103: 管理方法披露	—
	Topic-specific disclosures 議題專項披露	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 407-1 結社自由與集體談判權利可能面臨風險的運營點和供應商
GRI 408: Child Labour GRI 408 : 童工	GRI 103 Management approach disclosures GRI 103: 管理方法披露	PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Topic-specific disclosures 議題專項披露	408-1 Operations and suppliers at significant risk for incidents of child labour 408-1 具有重大童工事件風險的運營點和供應商



GRI Standards 披露項目內容			References 索引
GRI 409: Forced or Compulsory Labour GRI 409：強迫或強制勞動	GRI 103 Management approach disclosures GRI 103: 管理方法披露		PEOPLE-ORIENTED FOR MUTUAL DEVELOPMENT > Protecting Employees' Rights and Interests 以人為本，共同發展 > 保障員工權益
	Topic-specific disclosures 議題專項披露	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 409-1 具有強迫或強制勞動事件重大風險的運營點和供應商	—
GRI 410: Security Practices GRI 410：安保實踐	GRI 103 Management approach disclosures GRI 103: 管理方法披露		—
	Topic-specific disclosures 議題專項披露	410-1 Security personnel trained in human rights policies or procedures 410-1 接受過人權政策或程序的培訓的安保人員	—
GRI 411: Rights of Indigenous Peoples GRI 411：原住民權利	GRI 103 Management approach disclosures GRI 103: 管理方法披露		GREEN DEVELOPMENT FOR FUTURE > Ecological Environment Protection 綠色發展，着眼未來 > 保護生態環境
	Topic-specific disclosures 議題專項披露	411-1 Incidents of violations involving rights of indigenous peoples 411-1 涉及侵犯原住民權利的事件	Not applicable 不適用



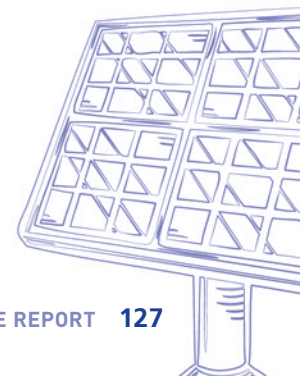
GRI Standards 披露項目內容		References 索引
GRI 412: Human Rights Assessment GRI 412 : 人權評估	GRI 103 Management approach disclosures GRI 103: 管理方法披露	—
	Topic-specific disclosures 議題專項披露	412-1 Operations that have been subject to human rights reviews or impact assessments 412-1 接受人權審查或影響評估的運營點
	412-2 Employee training on human rights policies or procedures 412-2 人權政策或程序方面的員工培訓	—
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening 412-3 包含人權條款或已進行人權審查的重要投資協議和合約	—
GRI 413: Local Communities GRI 413 : 當地社區	GRI 103 Management approach disclosures GRI 103: 管理方法披露	COMMUNITY INVESTMENT FOR LIVELIHOOD > Caring Community Livelihood 回饋社會，惠澤民生 > 關注社區民生
	Topic-specific disclosures 議題專項披露	413-1 Operations with local community engagement, impact assessments, and development programs 413-1 有當地社區參與、影響評估和發展計劃的運營點
	413-2 Operations with significant actual and potential negative impacts on local communities 413-2 對當地社區有實際或潛在重大負面影響的運營點	—



GRI Standards 披露項目內容		References 索引
GRI 414: Supplier Social Assessment GRI 414：供應商社會評估	GRI 103 Management approach disclosures GRI 103: 管理方法披露	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	Topic-specific disclosures 議題專項披露	414-1 New suppliers that were screened using social criteria 414-1 使用社會標準篩選的新供應商 ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
	414-2 Negative social impacts in the supply chain and actions taken 414-2 供應鏈對社會的負面影響以及採取的行動	ROBUST OPERATION FOR EXCELLENCE > Progress through Cooperation 穩健經營，追求卓越 > 行業發展協同
GRI 415: Public Policy GRI 415：公共政策	GRI 103 Management approach disclosures GRI 103: 管理方法披露	—
	Topic-specific disclosures 議題專項披露	415-1 Political contributions 415-1 政治捐贈 COMMUNITY INVESTMENT FOR LIVELIHOOD > Assisting Rural Revitalisation 回饋社會，惠澤民生 > 助力鄉村振興
GRI 416: Customer Health and Safety GRI 416：客戶健康與安全	GRI 103 Management approach disclosures GRI 103: 管理方法披露	Not applicable 不適用
	Topic-specific disclosures 議題專項披露	416-1 Assessment of the health and safety impacts of product and service categories 416-1 對產品和服務類別的健康與安全影響的評估 Not applicable 不適用
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 416-2 涉及產品和服務的健康與安全影響的違規事件	Not applicable 不適用



GRI Standards 披露項目內容			References 索引
GRI 417: Marketing and Labelling GRI 417 : 營銷與標識	GRI 103 Management approach disclosures GRI 103: 管理方法披露		ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Topic-specific disclosures 議題專項披露	417-1 Requirements for product and service information and labeling 417-1 對產品和服務信息與標識的要求	ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
		417-2 Incidents of non-compliance concerning product and service information and labeling 417-2 涉及產品和服務信息與標識的違規事件	—
		417-3 Incidents of non-compliance concerning marketing communications 417-3 涉及市場營銷的違規事件	—
GRI 418: Customer Privacy GRI 418 : 客戶隱私	GRI 103 Management approach disclosures GRI 103: 管理方法披露		ROBUST OPERATION FOR EXCELLENCE > Compliance Operations 穩健經營，追求卓越 > 合規運營
	Topic-specific disclosures 議題專項披露	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 418-1 與侵犯客戶隱私和丟失客戶資料有關的經證實的投訴	Not applicable 不適用
GRI 419: Socioeconomic Compliance GRI 419 : 社會經濟合規	GRI 103 Management approach disclosures GRI 103: 管理方法披露		—
	Topic-specific disclosures 議題專項披露	419-1 Non-compliance with laws and regulations in the social and economic area 419-1 違反社會與經濟領域的法律和法規	—



WWW.CNEGROUP.COM

香港總部
HONG KONG OFFICE

地址：香港金鐘夏慤道16號遠東金融中心39樓3901室
Suite 3901, 39th Floor, Far East Finance Centre,
16 Harcourt Road, Admiralty, Hong Kong

北京管理中心
BEIJING OFFICE

地址：北京海澱區首體南路9號中國風電大廈100048
CWP Bldg., No. 9 South Shouti RD.,
Haidian District, Beijing 100048, PRC