

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)

股票代碼 STOCK CODE 182



2021 Environmental, Social and
Governance Report
環境、社會及管治報告



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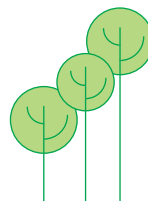
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ABOUT THE REPORT

關於本報告





INTRODUCTION

The Environmental, Social and Governance (“ESG”) Report for the year is the sixth 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 2021 *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, 2021. 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 III at the end of the report.

REPORTING PRINCIPLES

The report was prepared based on the principles of “materiality”, “quantitative”, “balance” and “consistency”.

Materiality: We have followed the *ESG Reporting Guide* to carry out materiality assessment work. Our working procedures include: i) identifying relevant ESG issues, ii) assessing the materiality of issues, and iii) reviewing and confirming the assessment process and results by the Board. We report on ESG issues based on the results of the materiality assessment. For details of the materiality assessment, please refer to the section captioned “Assessment on the Materiality of the ESG Issues” below.

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子公司(以下簡稱「協合新能源」、「集團」或「我們」)第六份ESG報告。為方便讀者全面了解集團ESG表現，本報告應與集團《2021年報》中《企業管治報告》章節一並閱覽。

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2021年12月31日的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三。

匯報原則

報告的編寫已遵循「重要性」、「量化」、「平衡」及「一致性」原則。

重要性：我們遵循《ESG報告指引》開展重要性評估工作，我們的工作程序包括：i) 識別相關的ESG議題，ii) 評估議題的重要性，iii) 董事會審閱及確認評估流程和結果。我們依據重要性評估結果對ESG事宜進行匯報，有關重要性評估工作的詳情參見後文「實質性議題分析」小節。





REPORTING PRINCIPLES (CONTINUED)

Quantitative: We have followed the *ESG Reporting Guide*, referred to applicable quantitative standards and practices and used quantitative methods to measure and disclose applicable key performance indicators, and set environmental targets, including numerical figures and directional statements. The measurement standards, methodologies, assumptions and/or calculation tools of the key performance indicators in this report, as well as the source of the conversion factors used, have been explained in the corresponding context (where applicable). The relevant environmental targets are described in the section captioned "Response to Climate Change".

Balance: This report objectively discloses positive and negative information to ensure that the content presents the ESG performance of the Group in an impartial manner during the reporting period.

Consistency: This report has been prepared with the same method used in previous years, and some changes have been explained in the corresponding positions.

DESCRIPTION OF DATA

All data in this report are from the company's relevant statistical reports or other official documents, and all monetary amounts are listed in RMB.

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 the website of the HKEx (www.hkexnews.hk) and our Group website (www.cnegroup.com).

匯報原則(續)

量化：本報告遵循《ESG 報告指引》，參考適用的量化標準和慣例，採用量化的方法對適用的關鍵績效指標進行計量並披露，並訂下了包括實際數字和方向性聲明的環境目標。有關本報告中關鍵績效指標的計量標準、方法、假設及／或計算工具、以及使用的轉換因子來源均已在相應位置（如適用）進行了說明。有關環境目標在「應對氣候變化」小節進行披露。

平衡：本報告客觀披露正面及負面信息，確保內容不偏不倚的呈報本報告期內集團的 ESG 表現。

一致性：本年度 ESG 報告的編備方式與往年保持一致，個別變動之處，均已在對應位置作出說明。

數據說明

本報告中所有數據均來自集團相關統計報告或其他正式文件，所有貨幣金額均以人民幣列示。

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。





BOARD STATEMENT

The Board of Directors oversees environmental, social and governance of the Group issues with the support of the ESG Committee, a professional sub-committee. Information on ESG issues is reported to the ESG Committee by an internal working group comprising of principal leaders from various departments. The ESG working group is responsible for executing the Group's ESG policies and making recommendations to the ESG Committee. ESG Committee formulates effective strategies to balance the environmental and social objectives with our business targets. We have developed our own ESG strategy, please refer to the section captioned "ESG Strategy" for details. ESG Committee has regularly reviewed these strategies to ensure that they are consistent with the Group's development strategies.

The Board has participated in the assessment, prioritisation, and management of ESG issues (including risks and materiality to the Group's business). Please refer to the *Corporate Governance Report* in the Group's 2021 Annual Report and following sections captioned "Assessment on the Materiality of the ESG Issues" for the details of the risk management and materiality assessment work. The key ESG risks have been incorporated into the Company's comprehensive risk management system. From the principal business leaders to the senior management, the Group has comprehensively considered the possibility, impact, and trends of key ESG risks, to formulate risk response measures. The Board has reviewed these key risks and was aware of the measures taken and made recommendations.

During the reporting period, the Board has set environmental targets related to business operations, the Board has reviewed and discussed the progress of the targets established.

This report also discloses in detail the above environmental, social and governance related issues, which have been reviewed and approved by the Board on 2 March 2022.

董事會聲明

董事會在下屬專業委員會 ESG 委員會的協助下監督集團環境、社會及管治事宜。來自不同部門責任人組成的 ESG 工作組向 ESG 委員會報告集團內部 ESG 相關事宜。該工作組負責執行集團的 ESG 政策，向 ESG 委員會匯報並提供建議。ESG 委員會負責制定有效策略使集團環境及社會目標與集團本身業務目標得以平衡。我們已制定 ESG 策略，有關詳情可參見後文「ESG 策略」小節。ESG 委員會已定期審閱該等策略，以檢討和確保與集團發展的策略相一致。

董事會已參與 ESG 相關事宜（包括對集團業務的風險、重要性）的評估、優次排序及管理。有關風險管理和重要性評估工作的詳情參見《2021 年報》中《企業管治報告》章節及下文「實質性議題分析」小節。ESG 關鍵風險已納入集團風險管理體系，在集團內部，包括各主要業務負責人至高級管理層，對關鍵的 ESG 風險的可能性、影響程度以及風險趨勢進行考量，制定風險應對措施，董事會已審閱該等關鍵風險，知悉所採取的管理措施，並提出建議。

於本匯報年度內，董事會已設立與業務運營相關聯的環境目標，董事會就目標的設立及進展進行了審閱及討論。

本報告亦詳盡披露了上述環境、社會及管治相關事宜，已經由董事會於二零二二年三月二日審閱批准。



ABOUT CONCORD NEW ENERGY

關於協合新能源





(1) CORPORATE VISION

In the context of “carbon neutrality”, China plans to establish a low-carbon, safe and efficient energy system in an all-round way, and to achieve more than 80% of non-fossil energy consumption proportion by 2060. The Group is committed to becoming a first-class international clean energy enterprise by actively responding to the national new energy development policy and seizing development opportunities. Adhering to the mission of “providing quality clean energy and professional services and promoting harmonious development between human and nature”, and the value of “focus on creating a better future with clean energy”, by operating our business with the best interests of the environment and the society in mind, to promote the sustainable development of the business and society and the achievement of the national goals of “carbon peak and carbon neutrality”.

(2) MAIN BUSINESSES

Concord New Energy Group Limited founded in 2006 and listed on the HKEx in 2007, is an international renewable energy power generation group. With the headquarters at Beijing, the Group’s main businesses 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 of power plant).

(一) 公司願景

在「碳中和」背景下，國家計劃全面建立低碳、安全高效的能源體系，並於2060年實現非化石能源消費比重達80%以上。集團積極響應國家新能源發展政策，把握發展機會，致力於成為一流的國際化清潔能源企業。我們堅守「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，圍繞「專注於用清潔能源創造更好未來」的核心價值，將保護環境、回饋社會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，助力國家雙碳目標的達成。

(二) 主營業務

協合新能源集團有限公司成立於2006年，並於2007年在香港聯交所上市，是一家國際性的可再生能源發電集團。集團總部位於北京市，主營業務包括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、電廠專業運行維護服務)等領域。





**Main
Businesses**
主營業務

**Power Plants
Investment**
電廠投資



The Group has invested and established various wind and solar power plants with a cumulative capacity of nearly 6,700MW. By end of 2021, the Group holds equities in a total of 70 grid-connected wind and PV power plants in China and the United States.

目前已累計投資建設各風電場、太陽能電站總容量接近6,700兆瓦。2021年底，集團在中國以及美國擁有並網發電之風電及太陽能發電廠70間。

**Operation &
Maintenance**
運行維護



The Group provides one-stop service solutions, such as datadriven equipment early-warning, intelligent diagnosis, and on-site service and smart operation and maintenance for new energy power generation equipment, power transmission and transformation equipment, and integrated energy systems. So far, We have provided services for about 200 new energy projects with a total capacity of nearly 11GW.

面向新能源發電設備、輸變電設備、綜合能源系統，提供基於數據驅動的設備預警、智能診斷、現場服務和智慧運維等一站式服務解決方案。集團自主開發的能源領域人工智能解決方案，是通過對電站資產和運維人員的高效優化管控，最大化電站發電收益及業主資金回報率。集團目前服務約200個新能源項目，運維總容量近11吉瓦。

**Design
Consulting &
Development**
設計諮詢開發



The Group has acquired the Class A consulting qualification for the power industry, the Class B professional qualification for the power industry, and the Class B professional qualification for the new energy power generation in the power industry, with the cumulative capacity involved in consulting or general contracting of wind farms more than 30GW, and that of PV power stations more than 5GW. Our projects spread all over the country and overseas regions such as West Africa, Southeast Asia, Central Europe, and the United States.

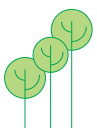
獲得電力行業諮詢甲級資信評級，具備電力行業專業乙級資質、電力行業新能源發電專業乙級資質。累計設計諮詢或總承包風力發電容量30吉瓦以上，光伏發電站5吉瓦以上，項目業績遍及國內各省份及西非、東南亞、中歐、美國等區域。

**Financing
Leases**
融資租賃



Adhering to the "Industry + Finance" strategy, Xinyuan Leasing focuses on the clean energy industry and segment markets such as distributed wind and PV power stations, gas power generation and energy storage, and provides lessees with direct leasing, leaseback, joint leasing, subleasing and other financial services.

新源租賃堅持「產業 + 金融」戰略，聚焦清潔能源產業，專注分散式風電、分布式光伏、瓦斯發電、儲能等細分行業，為承租人提供直接租賃、售後回租、聯合租賃、轉租賃等金融服務。





Base on healthy company governance structure, the main businesses with stable development and sustainable value returns for investors, Concord New Energy won the “Best Energy and Resource Company Award” at the “2022 Global Investment Trends Forum and the 6th Golden Hong Kong Stocks Awards Ceremony” on 11 January 2022.

基於健康的公司管治結構、穩定發展的主營業務以及為投資者提供的可持續價值回報，2022年1月11日，在「2022年全球投資趨勢論壇暨第六屆金港股頒獎典禮」上，協合新能源榮獲「最佳能源與資源公司」獎項。

(3) CORPORATE HONOURS

(三) 公司榮譽

In 2021, the Group received the following significant awards with ongoing efforts of all businesses.

2021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 獲獎名稱
The Group 集團	<p>The “Most Valuable Company for Investment of the Year” at the 6th GuruClub Global Investment Carnival 第六屆·格隆匯全球投資嘉年華「年度最具投資價值獎」</p> <p>The 6th Golden Hong Kong Stocks Awards Ceremony “Best Energy and Resource Company Award” 第六屆金港股年度頒獎典禮「最佳能源與資源公司」大獎</p> <p>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」</p> <p>Liepin “New Energy Best Employer Award 2021” 獵聘網「2021年新能源行業優秀僱主」</p>
Design Company 設計公司	<p>“Grade AA Credit Enterprise in Electric Power Survey and Design Industry” by the China Electric Power Planning & Engineering Association 中國電力規劃設計協會「電力勘测設計行業企業AA級信用評價」</p> <p>Second Prize for 2021 Outstanding QC Results Award in the Power Engineering Industry (“Reducing the Cost for Grounding Engineering of New Energy Power Generation Projects in Highly-Corrosive Sites”) 2021年電力工程行業優秀QC成果二等獎(「降低強腐蝕場地新能源發電項目接地工程造價」)</p> <p>Third Prize for 2021 Outstanding QC Results Award in the Power Engineering Industry (“Reducing the Weight of Supporting Brackets of the Dingbian PV Power Project Through High-Strength Steel”) 2021年電力工程行業優秀QC成果三等獎(「引用高強度鋼材降低定邊光伏項目支架重量」)</p> <p>Second Prize for Industrial Engineering Design Comprehensive Award at 2021 Beijing Excellent Engineering Survey and Design Achievement Exhibition and Forum Activities (The Wind Farm Project in Shenzhangtang Village, Dao County) 2021年北京市優秀工程勘察設計成果展覽論壇活動工業工程設計綜合獎二等獎(道縣審章塘風電場項目)</p> <p>Third Prize for Industrial Engineering Design Comprehensive Award at 2021 Beijing Excellent Engineering Survey and Design Achievement Exhibition and Forum Activities (The Wind Farm Project in Yangcun Town, Tianchang City) 2021年北京市優秀工程勘察設計成果展覽論壇活動工業工程設計綜合獎三等獎(天長楊村風電場項目)</p> <p>Third Prize for Industrial Engineering Design Comprehensive Award at 2021 Beijing Excellent Engineering Survey and Design Achievement Exhibition and Forum Activities (The 15MWp Grid-connected PV Power Project of Yinhua Concord in Jiangzi County, Tibet) 2021年北京市優秀工程勘察設計成果展覽論壇活動工業工程設計綜合獎三等獎(西藏銀華協合江孜縣15MWp並網光伏發電項目)</p>
Engineering Company 工程公司	<p>“Grade AAA Certificate” by Jilin Province Credit Rating Center 吉林省信用評價認證中心「AAA級信用等級證書」</p>





Units Rewarded 獲獎單位	Title of Awards 獲獎名稱
Qiaotoupu Wind Power Project 橋頭鋪風電項目	"AAAAA Grade Wind Farm" by the China Electricity Council 中國電力企業聯合會「5A級風電場」
Lixi Wind Power Project 栗溪風電項目	"AAAAA Grade Wind Farm" by the China Electricity Council 中國電力企業聯合會「5A級風電場」
Jindashan Wind Power Project 金大山風電項目	"AAAAA Grade Wind Farm" by the China Electricity Council 中國電力企業聯合會「5A級風電場」
Yushan Wind Power Project — Phase I 峪山一期風電項目	"AAAA Grade Wind Farm" by the China Electricity Council 中國電力企業聯合會「4A級風電場」
Eryuan PV Power Project 洱源光伏項目	"AAAA Grade PV Power Station" by the China Electricity Council 中國電力企業聯合會「4A級光伏電站」
Yanyuan PV Power Project 鹽源光伏項目	"AAA Grade PV Power Station" by the China Electricity Council 中國電力企業聯合會「3A級光伏電站」
Wuhe Yinmahu Project 五河飲馬湖項目	The "2020 Major Taxpayer of Industrial Enterprises" by the Government of Wuhe County, Bengbu City, Anhui Province 安徽省蚌埠市五河政府「2020年度工業企業納稅大戶」
Jiepai Project Company, Qiaotoupu Project Company 界牌項目公司、橋頭鋪項目公司	"2020 Outstanding Contribution Award as Major Taxpayer" in Jianghua County, Yongzhou City, Hunan Province 湖南省永州市江華縣「2020年度納稅大戶突出貢獻」獎
Testing Centre of Technology Department 技術部檢測中心	2020 Solar Cup "Most Influential Certification/Testing Companies" Award 2020年光能杯「最具影響力認證/檢測企業」獎
Guangxi Fuchuan Concord Wind Power Century Co., Ltd. 廣西富川協合風力發電有限公司	2020 "Eastward-Integrated Development Contribution Award" 2020年度「東融發展貢獻獎」
The Project for Construction, Promotion and Application of the Smart Operation and Maintenance Platform in New Energy Power Stations 新能源電站智能運維平台建設與推廣應用項目	Second Prize for Energy Innovation Award by the China Energy Research Society 中國能源研究會能源創新獎二等獎



The "Most Valuable Company for Investment of the Year" at 6th the GuruClub Global Investment Carnival 2021
第六屆·格隆匯全球投資嘉年華「年度最具投資價值獎」



"Best Energy and Resource Company" Award by the 6th Golden Hong Kong Stocks Awards Ceremony
第六屆金港股年度頒獎典禮「最佳能源與資源公司」大獎



Liepin "New Energy Best Employer Award 2021"
獵聘網「2021年新能源行業優秀僱主」



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」





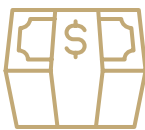












2020 "Eastward-Integrated Development Contribution Award"
2020年度東融發展貢獻獎





(4) SUSTAINABLE DEVELOPMENT PERFORMANCE

(四) 可持續發展績效

<p>Total Assets RMB 24 billion 資產總額 240 億元</p> 	<p>Profit Attributable to Shareholders RMB 778 million 歸屬於股東的淨利潤 7.78 億元</p> 	<p>Revenue RMB 2.18 billion 收入 21.8 億元</p> 
<p>Total Attributable Installed Capacity 2,768 MW 總權益裝機容量 2,768 兆瓦</p> 	<p>Attributable Power Generation 5,224.5 GWh 權益發電量 5,224.5 吉瓦時</p> 	<p>Annual Total Power Generation 7,390.8 GWh 年度總發電量 7,390.8 吉瓦時</p> 
<p>CO₂ Emission Reduction 2021: 5,717 kilotons Aggregate: 40,451 kilotons 二氧化碳減排量 2021年：5,717 千噸 累計：40,451 千噸</p> 	<p>Standard Coal Saving 2021: 2,258 kilotons Aggregate: 14,922 kilotons 節約標準煤 2021年：2,258 千噸 累計：14,922 千噸</p> 	<p>Water Saving 2021: 8,918 kilotons Aggregate: 89,510 kilotons 節約用水 2021年：8,918 千噸 累計：89,510 千噸</p> 
<p>Total Workforce 1,907 員工總人數 1,907 人</p> 	<p>Training Hours per Employee 103.7 hours 員工人均培訓時長 103.7 小時</p> 	<p>Number of Accumulated Participants of Safety Training 24,834 安全培訓參與人次數 24,834 人次</p> 
<p>Amount of Accumulated Donation for Community over 20.518 million 累計社區捐贈 逾2,051.8 萬元</p> 	<p>Number of Accumulated Students Trained from School-Enterprise Cooperation 457 校企合作累計培養學生 457 人</p> 	<p>Number of Accumulated NCEPU Scholarship Beneficiaries 1,441 獎學金累計資助學生 1,441 人</p> 





ESG MANAGEMENT AND STRATEGY

ESG 管理及策略

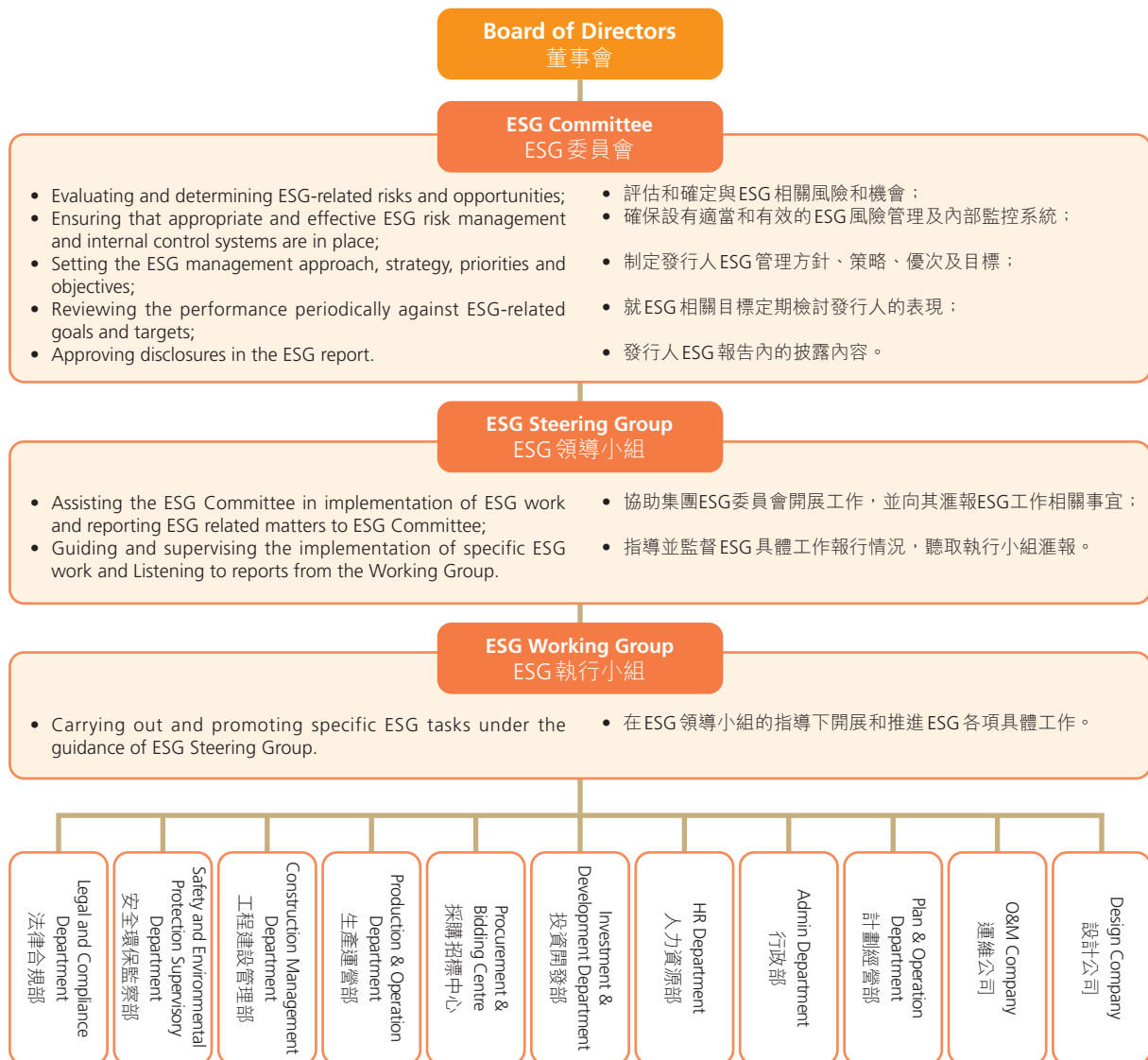


(1) ESG GOVERNANCE STRUCTURE

Concord New Energy integrates the concept of sustainable development into important decision-making of the enterprise to promote the Group's high-quality development, and safeguard the interests of stakeholders such as investors, communities, customers and employees. The Group's ESG governance covers all levels of the entire group from the Board of Directors, the management to functional departments and business units. In detail, 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. The ESG Committee is responsible for assisting the Board in oversee ESG issues, while the ESG Steering Group and the ESG Working Group are responsible for the effective implementation of ESG tasks.

(一) ESG 管治架構

協合新能源將可持續發展理念融入到集團重要決策中，推動集團高質量發展，維護投資者、社區、客戶、員工等利益相關方的利益。集團 ESG 管治涵蓋董事會、管理層到職能部門和業務單位的各個層面。其中，董事會負責把控集團 ESG 戰略方向並對 ESG 事宜最終負責，ESG 委員會協助董事會對集團 ESG 事宜進行監管，ESG 領導及執行小組負責 ESG 工作有效落地。






(2) ESG STRATEGY

The Group has formulated ESG strategies covering four aspects of Environment, Community, Talent, and Operations and 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.




(二) ESG 策略

集團制定了涵蓋環境、社區、人才及運營四大範疇的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。

Environment
環境



- We adhere to the development of renewable energy, provide clean energy of high quality, and contribute to the transformation of energy structure and the realization of the national goal of carbon neutrality.
- We actively strengthen climate related information disclosure in terms of strategy, governance, risk management, metrics and targets to respond to climate change.
- We adopt advanced practices for environmental impact assessment, pay attention to soil and water conservation, biodiversity conservation, emission compliance, and minimize negative impacts on the environment.
- We promote the concept of green office, effectively use energy and resources, and reduce emissions.
- 堅持開發新能源，提供優質的清潔能源，助力能源結構轉型及國家碳中和目標的實現。
- 構建從戰略、治理、風險管理、指標和目標方面積極加強氣候相關信息披露，應對氣候變化。
- 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、合規排放，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。


- 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 casting off poverty and setting out on a road to prosperity.
- We invest in education development, promote school-enterprise cooperation, and support the development of China's clean energy education.
- Facing the COVID-19 epidemic situation normalization development, we donate the resources and epidemic prevention funds to against COVID-19 epidemic, and stay with residents, helping the community to resume work and resume production.
- 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，助力鄉村脫貧致富。
- 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。
- 面對新冠肺炎疫情常態化發展，儘自身能力調配防疫所需資源和防疫資金，與居民並肩抗疫，助力社區復工復產。







Community
社區



Talent
人才



- We advocate the concept of pluralism and integration, do not treat differently due to gender, nationality, race, disability, and other differences, and fully protect the rights and interests of employees.
- We adhere to the people-oriented concept in talent development, provide equal employment opportunities, good salary, and benefits, build a diversified workforce.
- Establish a promotion mechanism with enterprise characteristics, improve the staff training system, expand the boundary of staff knowledge and skills, and ensure the sustainable development of the organization.
- We advocate healthy work and lifestyle, actively carry out interesting and rich activities and strive to increase employees' happiness.
- 提倡多元共融的理念，不因性別、民族、種族、殘障等差異而區別對待，充分保障員工權益。
- 秉持以人為本的人才發展觀念，提供平等的就業機會及良好的薪資福利，打造多元化員工隊伍。
- 建立具有企業特色的晉升的機制，完善員工培訓體系，拓展員工知識與技能的邊界，保障組織的持續發展。
- 倡導健康的工作與生活方式，積極開展有趣豐富的活動，努力提升員工的幸福感。

- We provide high-quality clean energy and professional services to the society and make efforts to achieve the goal of carbon neutrality.
- We consolidate the foundation and promote innovation, and continue to accelerate the intelligent transformation of its own business, improve customer service experience, and provide customers with integrated new energy solutions.
- We establish a clean and integrity business environment, avoid risks and escort for enterprise operation.
- We continue to build a responsible supply chain and actively participate in industry exchanges to achieve high-quality and stable development of the enterprise.
- 向社會提供優質的清潔能源及專業服務，為碳中和目標實現做出努力。
- 夯實基礎，開拓創新，持續加快自身業務的智慧化轉型，提升客戶服務體驗，為客戶提供一體化新能源解決方案。
- 建立廉潔誠信的商業環境，為企業運營規避風險、保駕護航。
- 持續打造負責任的供應鏈，積極參與行業交流，實現企業高質量的穩定發展。





Operation
運營










(3) STAKEHOLDER ENGAGEMENT

Concord New Energy attaches importance to communication with stakeholders, establishes a communication mechanism for stakeholders, identifies ESG issues concerned by stakeholders and proactively response. In this year, the main communication between the company and stakeholders is as follows:

(三) 利益相關方參與

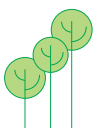
協合新能源重視與利益相關方的溝通，搭建了利益相關方常態化溝通機制，識別利益相關方關注的ESG議題，並予以積極回應。本年度，集團與利益相關方的主要溝通如下：

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	Information Reporting 信息報送 Conference Forum 會議論壇 Face-to-Face Communication 面對面溝通 Phone Call 電話 Questionnaire 問卷調查
Shareholders and Other Investors 股東及其他投資者 	Corporate Governance 企業管治 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 Questionnaire 問卷調查
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 Questionnaire 問卷調查





Key Stakeholders 主要利益相關方	Concerns 關注議題	Major Communication Channels 主要溝通渠道
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 商務來往信函 Face-to-Face Communication 面對面溝通 Questionnaire 問卷調查 Training 培訓
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 商務來往信函 Face-to-Face Communication 面對面溝通 Questionnaire 問卷調查
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 商務來往信函
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 走訪與訪談 Questionnaire 問卷調查





(4) ASSESSMENT ON THE MATERIALITY OF THE ESG ISSUES

(四) 實質性議題分析

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集團業務和利益相關方重要的 ESG 議題。



ESG Material Issues Identification

- Based on the business model, the status of industry, national policies, and capital market concerns, we have identified 21 material ESG issues in 5 categories.

ESG 重要議題識別

- 我們基於集團業務模式，結合行業現狀、國家政策、資本市場關注點，識別出 5 大類 21 個 ESG 重要議題。



Questionnaire for Stakeholders

- From 456 valid questionnaires from stakeholders, we have fully understood the materiality assessment of internal and external stakeholders on ESG issues of Concord New Energy.

利益相關方問卷調研

- 我們收集來自利益相關方的有效問卷共計 456 份，充分了解了內外部利益相關方對協合新能源環境、社會、管治議題的重要性評估情況。



Materiality Assessment

- Through the rationality analysis of the questionnaires, we have concluded a stakeholder materiality matrix after taking into account national policies, and concerns of capital markets and assessment agencies.

重要性分析

- 我們對問卷結果進行合理性分析，同時結合國家政策、資本市場及評級機構關注要點等，生成最終的利益相關方重要性矩陣圖。



Management Confirmation

- Management of Concord New Energy has reviewed the materiality analysis result and confirmed the key disclosures herein, as well as future objectives and implementation plans for ESG management.

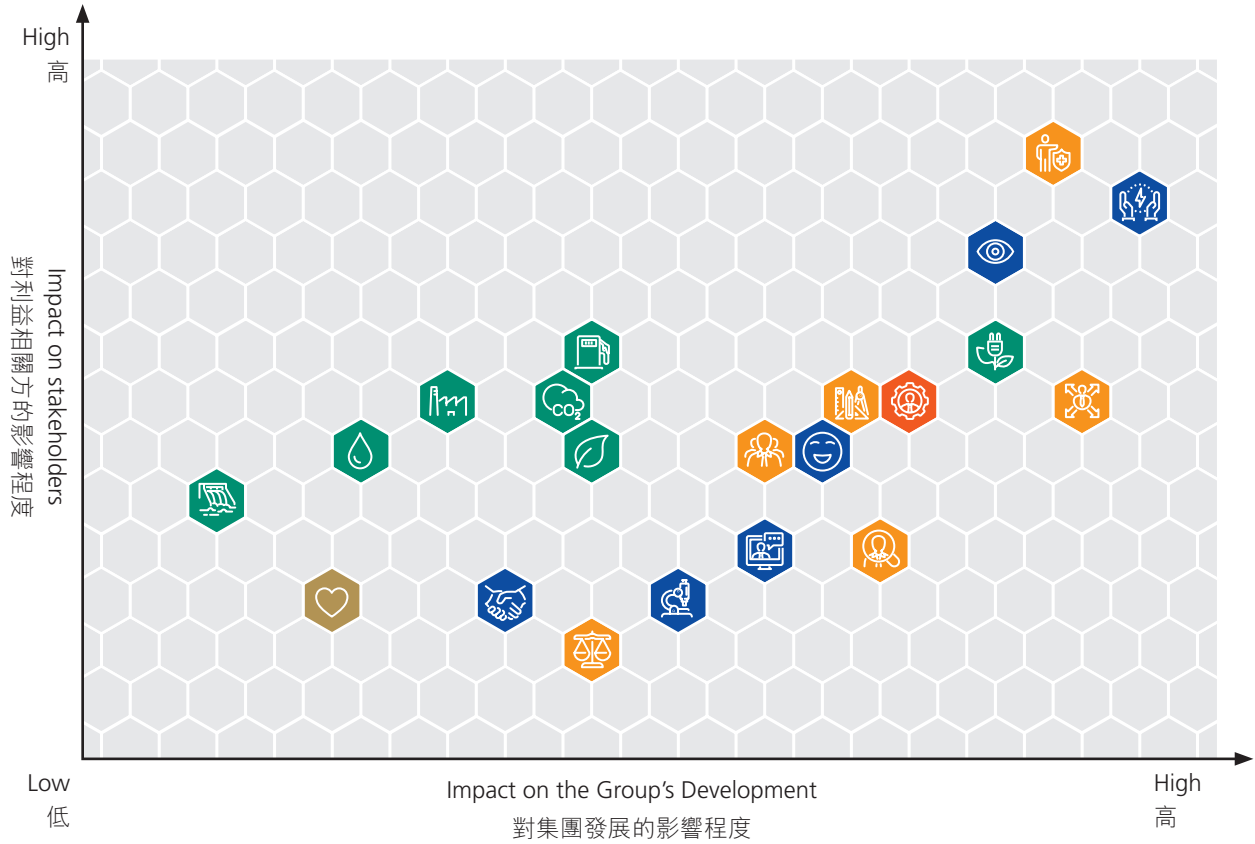
管理層確認

- 協合新能源管理層對重要性分析結果進行審閱，確認本報告重點披露的內容以及未來 ESG 管理的工作目標及實施計劃。





Our materiality assessment result is shown in the matrix below: 我們的重要性評估如下圖所示：



ENVIRONMENT
環境



Wastewater Emission
廢水排放



Waste Management
廢棄物管理



Energy Use
能源使用



Carbon Emission Management
碳排放管理



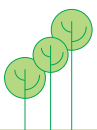
Water Use
水資源使用



Ecological Environmental Protection
生態環境保護



Responding to Climate Change
應對氣候變化





TALENT

人才



Health and Safety
健康與安全



Labour Standards
勞工準則



Employee Compliance
僱傭合規



Diversity and Equal Opportunity
多元化與平等機會



Employee Attraction and Retention
員工吸引與留存



Employee Training and Development
員工培訓與發展

OPERATION

運營



Supply Chain Management
供應鏈管理



Customer Satisfaction
客戶滿意度



Anti-corruption Management
反貪污管理



Technology Innovation
科技創新



New Energy Development
新能源開發



Information Security and Privacy Protection
信息安全與隱私保護

COMMUNITY

社區



Community Investment
社區投資

GOVERNANCE

管治



Corporate Governance
企業管治

We will carry out the management and disclosure of ESG issues based on the materiality assessment. In our daily operations, we also take the assessment result of ESG issues as a guide to improve our future work, to respond to the expectations of stakeholders, boost mutual trust and cooperation, and jointly promote the sustainable development of the Group and the community.

我們將根據本次重要性議題評估結果，開展 ESG 議題的管理和披露工作。在日常經營活動中，我們也將 ESG 議題評估結果作為未來工作方向的指導，不斷開展改進工作，以回應利益相關方期望，增強信任與合作，共同推動集團和社會的可持續發展。



CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY

氣候變化行動：
助力社會邁向零碳





Responding to challenges arising from climate change and accelerating the shift to a green, low-carbon economy are a shared goal in China and beyond. Committed to “being a socially and environmentally responsible centennial corporation”, Concord New Energy vigorously develops the new energy business, gives full play to the role of the new energy industry in optimising the energy structure and promoting ecological conservation, moreover, continuously strengthens its environmental management, as well as climate risk identification and response to facilitate the sustainable development.

應對氣候變化的挑戰，加速向綠色低碳經濟轉型，是中國乃至世界共同努力的目標。協合新能源秉承「做一個負責任的百年企業」的理念，大力發展新能源事業，發揮新能源產業在優化能源結構和生態文明建設中的作用，並不斷加強自身環境管理建設，氣候風險識別與應對，助力實現可持續發展。

KEY ISSUES 重要議題

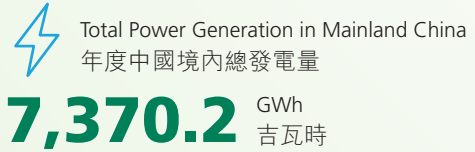
-  **Response to Climate Change**
應對氣候變化
-  **Ecological Environment Protection**
生態環境保護
-  **Water Use**
水資源使用
-  **Carbon Emissions Management**
碳排放管理
-  **Energy Use**
能源使用
-  **Waste Management**
廢棄物管理
-  **Wastewater Emissions**
廢水排放

SDGs 目標



PERFORMANCE

績效表現





(1) ENERGY TRANSFORMATION DRIVEN BY NEW ENERGY BUSINESSES

In 2021, the dominance of new energy in future electrical power systems has been further clarified. On 15 March, President Xi Jinping stated that “China will develop new electric power systems based on new energy sources” to accelerate the development of wind and PV power generation industries at the ninth meeting of the Central Committee for Financial and Economic Affairs. The National Energy Administration proposed the goal that “the national wind and PV power generation would account for about 11% of the total electricity consumption, and the installed capacity of non-fossil energy power generation would strive to reach about 1.1 billion kilowatts in 2021”. In October of the same year, the State Council presented in the *Action Plan for Carbon Dioxide Peaking Before 2030* that China would promote the large-scale exploitation and the high-quality development of wind and solar power generation in an all-round way, advocate both centralised and distributed energy generation, and accelerate the construction of wind farms and PV power stations.

The Group, in active response to the national policies in the future, will continue to focus on the technology development such as large-scale utilisation of new energy sources and new solutions for energy storage, and adhere to deepen the development and related services of clean and low-carbon energy sources. We will optimise the power generation efficiency, innovate smart operation and maintenance models for power plants, and embrace a “post-era of grid parity” to facilitate the energy structure transformation and the realisation of the national carbon neutrality goal. During the year, the Group witnessed a steady growth of projects in progress and a significant increase proportion of projects with grid parity, as well as optimised asset quality, all business indicators remained stable and improving. In 2021, the Group’s attributable power generation reached 5,224.5 GWh, representing a year-on-year increase of 10%; The total power generation of the Group’s power plants was 7,370.2 GWh in Mainland China, an increase of 8.18% year-on-year.

(一) 新能源業務助力能源轉型

2021年，新能源未來在電力系統中的主體地位進一步得以明確。3月15日，國家主席習近平在中央財經委員會第九次會議上指出「構建以新能源為主體的新型電力系統」，推動風電、光伏發電行業加速發展。國家能源局提出了「2021年全國風電、光伏發電發電量佔全社會用電量的比重達到11%左右，非化石能源發電裝機力爭達到11億千瓦左右」的目標，同年10月，國務院在《2030年前碳達峰行動方案》中提出中國將全面推進風電、太陽能發電大規模開發和高質量發展，堅持集中式與分布式並舉，加快建設風電和光伏發電基地。

集團未來將積極響應國家政策趨勢，持續聚焦新能源大規模利用、新型儲能等技術開發，堅持深耕清潔低碳能源開發與服務，持續優化發電效率及電場智慧運維模式創新，積極迎接「平價後時代」，助力能源結構轉型及國家碳中和目標的實現。本年度，集團在建項目規模穩步增長，平價項目佔比大幅增高，資產質量持續優化，各項經營指標穩中向好、穩健增長。2021年，集團全年實現權益發電5,224.5吉瓦時，同比增長10%；集團中國境內電廠總發電量為7,370.2吉瓦時，同比增長8.18%。





While focusing on power generation as the core business, the Group also prioritises the development and innovation of the “PV+” model, including Fishery-PV power project, Agriculture-PV power project, solar roof, and other distributed PV projects, to promote the diversified layout of PV power generation.

在專注於發電這一核心業務的同時，集團也在開發和建設模式上創新，推進漁光互補、農光互補及屋頂光伏等分布式光伏建設。



FISHERY-PV POWER STATION PROJECT

漁光互補光伏電站項目



The 40 MW Fishery-PV Power Station Project of Xishui Jue Photovoltaic Power Generation Co., Ltd. integrates environmental protection into PV power generation. Adopting the PV array with piles on the lake surface, the fishery can proceed normally under the PV modules after the completion of the photovoltaic power station, which through overall development, can enhance the utilisation of lakes with multi-purpose in one place and dynamically integrate the fishery and PV power generation at the stereoscopic level.

The project has an annual design capacity of about 60 million kWh. It saves about 16,000 tons of standard coal, reduces about 51,000 tons of carbon dioxide emissions, and reduces about 1,500 tons of sulfur dioxide emissions and 800 tons of nitrogen oxide emissions annually.

浣水聚合光伏發電有限公司的40兆瓦漁光互補光伏發電項目，將光伏發電和環境保護結合在一起，運用水面打樁式的光伏陣列。光伏電站建成後，光伏組件下面可正常進行漁業養殖，一地多用，綜合開發，提高湖泊的整體利用率，形成在立體空間上的漁光互補，將漁業與光伏發電有機結合在一起。

項目年設計發電量約6,000萬千瓦時。每年節約標準煤約16,000噸，減少二氧化碳排放約51,000噸，減少二氧化硫排放約1,500噸，減少氮氧化物排放約800噸。





DATIAN TOWN: BUILDING A “PV TOWN” TO FACILITATE THE RURAL REVITALISATION

大田鎮：打造「光伏小鎮」助力鄉村振興



Beijing Guangxiang Infinite Technology Development Co., Ltd., a subsidiary of the Group specialised in household PV businesses, with a proprietary brand — Guangxiangfu® (national registered trademark), has been promoting and installing the brand products in many provinces, delivering all-in-one full-life cycle services of the design, procurement, installation, and operation of household PV power stations to thousands of farmers in the countryside. The company also supports the rural reconstruction, introduces clean energy into thousands of households, and

drives the green and high-quality development to facilitate the realisation of the important goals in the “14th Five-Year Plan” and “Rural Revitalisation”.

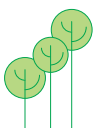
集團下屬北京光享無限科技發展有限公司擁有自有戶用品牌光享福®(國家註冊商標)，已在全國多個省份推廣安裝了光享福戶用光伏產品，為鄉村數千家農戶提供了戶用光伏電站設計、採購、安裝、運營的一站式全生命周期服務，助力美麗鄉村建設，讓清潔能源照亮千家萬戶，賦能綠色高質量發展新底色，助力「十四五」規劃和「鄉村振興」重要目標的實現。

(2) RESPONSE TO CLIMATE CHANGE

In 2021, at the COP26 summit in Glasgow, UK, China and the U.S. released the *China-US Joint Glasgow Declaration on Enhancing Climate Action in the 2020s*, which the Declaration will have a significant and far-reaching impact on global climate change cooperation. With respect to specific actions, the two countries will focus on the research and development, application and promotion of innovative low-carbon technology, including technologies such as the transformation of clean energy in power plants. It is foreseeable that the new energy industry will usher in greater opportunities and development in the future. In response to concerns of internal and external stakeholders, during the year, Concord New Energy formulated the *Climate Change Policy*, and actively strengthened the climate-related disclosure from the aspect of strategy, governance, risk management, metrics and targets with reference to the *Task Force on Climate-related Financial Disclosures (TCFD)* framework.

(二) 應對氣候變化

2021年，在英國格拉斯哥COP26峰會上，中國和美國發布了《中美關於在21世紀20年代強化氣候行動的格拉斯哥聯合宣言》，宣言的達成將對全球氣候變化合作產生重要而深遠的影響。其中，兩國在具體行動方面將主要聚焦於低碳技術創新的研發、應用和推廣，包括發電端的清潔能源轉型等技術。可以預見未來新能源行業將迎來更大的機遇與發展空間。為回應內外部各利益相關方的關注，本年度，協合新能源制定集團《氣候變化政策》，並參考《氣候相關財務信息披露建議》(TCFD)披露框架，從戰略、治理、風險管理、目標和指標方面積極加強氣候相關信息披露。





Governance 治理

Concord New Energy's Governance on Climate-Related Risks and Opportunities
協合新能源針對氣候相關風險及機遇的管治

Concord New Energy is aware that climate change will have a significant impact on the environment and the community. In response to these challenges, we have integrated climate change-related supervision and management into the existing governance structure.

The Board of Directors is responsible for supervising the management of climate change risks. The ESG Committee under the Board of Directors is responsible for supervising and guiding climate change-related matters in all respects. The ESG Committee is responsible for assessing climate change risks at regular intervals, providing recommendations on decision-making on climate change-related strategies, objectives, risks and opportunities for the Board of Directors, and supervising the implementation of climate change-related responses and the progress of the goals.

The ESG Steering Group, and the ESG Working Group composed of all departments and subsidiaries, under the guidance and coordination of the ESG Committee, are responsible for carrying out and promoting various climate-related tasks, such as promoting the implementation of the strategies and goals in response to climate change, identifying and assessing climate change risks and related opportunities, and developing a response mechanism.

協合新能源意識到氣候變化將會對環境和社會產生重大影響。為了應對這些挑戰，我們已將氣候變化相關的監督和管理納入現有的治理結構。

集團董事會負責監督集團氣候變化風險的管理。董事會下設 ESG 委員會全面負責監督和指導集團氣候變化相關事宜。ESG 委員會定期評估集團的氣候變化風險，就集團的氣候變化相關戰略、目標及風險和機遇等向董事會提供決策諮詢建議，監督集團對氣候變化事宜的執行情況及目標完成進度。

ESG 領導小組及由各部門和各子公司聯合組成的 ESG 執行小組在 ESG 委員會的指導統籌下，開展和推進氣候相關的各項具體工作，包括對氣候變化策略及目標執行落地的具體推進，組織氣候變化風險及機遇的識別、評估並建立應對機制。





Strategy 戰略

Actual and Potential Impacts of Response to Climate-Related Risks and Opportunities on Concord New Energy's Businesses, Strategy and Financial Planning
應對氣候相關風險及機遇對協合新能源業務、策略和財務規劃的實際及潛在影響

Concord New Energy recognises that climate change poses risks to our businesses and operations. Physical risks arising from extreme weather such as high temperature and intense fall will, to a negative extent, affect the health and safety of our employees, the operation and maintenance of our plants and stations, the soundness of our businesses, and our physical assets, thereby affecting the Group's overall financial performance. The stricter market regulation and more favourable policies in response to climate change and carbon neutrality will also affect our future planning on the business strategic layout.

On the other hand, climate change creates opportunities for our operations and the business development and drives innovation in the clean energy business to meet the national demand for clean energy in the energy structure upgrade, low-carbon transformation and efficiency promotion in the context of achieving the goals of "carbon peak and carbon neutrality".

We fully consider climate-related risks and opportunities, assess their short-, medium- and long-term impacts, and contemplate response strategies in alignment with the Group's development strategy.

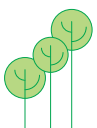
We are committed to promoting the low-carbon transformation of energy power generation by driving the development and application of new energy projects. In 2021, the Group's attributable installed capacity of wind and solar power generation reached 2,768 MW, an increase of 14.7% compared with 2020. As at the end of the Reporting Period, an attributable installed capacity of the Group's invested photovoltaic power plants accounted for approximately 13.76%, a year-on-year increase of 154.0%.

協合新能源認同氣候變化會對我們的業務和經營帶來風險。高溫、暴雨等極端天氣帶來的實體風險，會對我們員工的健康與安全、場站運營及維護、業務穩定性、實體資產造成一定的負面影響，進而影響集團整體財務表現。市場監管趨嚴，政策制度向氣候變化、碳中和方面傾斜，亦會對我們未來業務戰略布局規劃等方面產生影響。

氣候變化也為我們的運營及業務發展創造機遇，激發我們在清潔能源領域業務的創新，以滿足「雙碳」背景下國家能源升級、低碳轉型、效率提升過程中對清潔能源的需求。

我們充分考量氣候相關的風險與機遇，評估其短期、中期及長期影響，並在集團發展戰略中充分考慮應對策略。

我們致力於通過推進新能源項目的開發與投產應用，以推動能源電力向低碳轉型。2021年，集團風電和太陽能發電權益裝機容量達2,768兆瓦，較2020年增長14.7%。截至報告期末，集團投資的光伏電廠權益裝機容量佔比為13.76%，同比增長154.0%。





We are dedicated to introducing the smart operation and maintenance in power stations and maximise the power generation revenue of the power stations and the returns for owners through a processed, digital, and intelligent operation model and the efficient management. In 2021, we iteratively optimised the POWER+ system, a self-developed AI solution in the energy field. By connecting distributed PV power stations across the country to the POWER+ system through wireless data SIM cards and terminal collectors, and afterward connecting POWER+ “ticket system” with the mobile APP, we could remotely supervise the operation and maintenance of operational data of the power stations, and manage the operation and maintenance of the distributed PV power stations through “online-offline combination” of online management and offline execution to further refine the resource allocation for operation and maintenance and effectively save operation and maintenance costs. By the end of the Reporting Period, more than 500 Guangxiangfu household PV power stations had been connected to the POWER+ system.

我們致力於推薦智慧運維在電場的應用，以流程化、數字化、智能化的智能運營模式及高效管控，最大化電站發電收益以及業主資金回報率。2021年，我們對POWER+，集團自主開發的能源領域人工智能解決方案，進行迭代優化，通過無線流量卡和終端採集器將分散在全國各地的分布式光伏電站接入POWER+，及POWER+「工單系統」與手機端APP連接，實現對電站運行數據遠程運維監管和線上管理線下執行的「線上一線下結合」的分布式光伏電站運維管理模式，進一步優化了運維的資源配置，有效節約運維成本。截至報告期末，已有500多座光享福戶用光伏電站接入POWER+系統。



Risk Management 風險管理

How Concord New Energy Identifies, Assesses and Manages Climate-Related Risks
協合新能源如何識別、評估及管理氣候相關風險

In order to protect the long-term and stable operation of our businesses from climate change-related risks, the Group actively identifies and assesses material risks and opportunities arising from climate change-related physical and transformation risks for our operations and businesses, and integrates climate-related risks into the risk management system.

為保障業務的長期穩定運營免受氣候變化相關的風險影響，集團積極識別並評估氣候變化實體風險與轉型風險對運營及業務的重大風險及機遇，並將氣候相關風險與風險管理體系相結合。

In 2021, we assessed the potential financial impact of identified key physical and transformation risks and opportunities, and made the risk management and strategic planning in active response to the possible impact of climate change-related risks on the Group's operations and finance.

2021年，我們就已識別的主要實體風險及轉型風險和機遇的潛在財務影響展開評估，並制定風險管理和策略性規劃以積極應對氣候變化相關風險可能對集團運營及財務產生的影響。





	Descriptions 具體描述	Responses 應對行動
<p>Risks 風險</p> 	<ul style="list-style-type: none"> 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 such as thunderstorms, freezing rain, extreme low temperature and sandstorms will, to an extent, affect the site selection, construction, operation of wind turbines, and production safety of power plants, including damage to components and equipment, and even safety accidents in severe cases, endangering our employees or the surrounding communities, affecting the stable production of the business, and impairing the power generation and revenue of power plants. 雷暴、凝凍、極端低溫、沙塵暴等對電場項目選址、施工建設、風機穩定運行及安全生產均存在一定程度的影響，包括導致組件、設備毀損，嚴重時可能引發安全事故，危及員工或周邊社區的安全，影響企業穩定生產，給電廠發電量和收入帶來不利影響。 International and domestic climate changes will affect macro-regulatory policies, thereby affecting the development and operation of the Group's new energy projects. 國際和國內氣候變化會影響宏觀調控政策，進而影響集團新能源項目的開發和運營。 Under the new market scenarios, grid parity projects are further required to improve the power generation efficiency and reduce the leveled cost of energy. 在新的市場場景下，平價項目對發電效率提升、度電成本下降要求更高。 Markets and stakeholders are raising stricter regulation on and demand for the public disclosure. 市場監管及各利益相關方對公開披露資料的規定和需求日趨嚴格。 	<ul style="list-style-type: none"> The Group has put into operation of wind and PV power projects in 17 provinces (municipalities and autonomous regions), and piloted the calculation of power generation in wet and dry periods respectively, to make better use of wind resources and address the risk of interannual climate variation. 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，並試點採用豐水期和枯水期分別計算發電量以更好地利用風資源，應對氣候年際變化帶來的風險。 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, circuitry plans, efficiency promotion and technology transformation, so as to enhance the power generation performance of wind turbines, increase the power generation capacity of power plants, and reduce power losses. 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、提效技改等方面加大科研力度、提高設計標準，以提升風電機組發電性能，提升電廠發電量，減少電量損失。 The Group and all plants and stations have formulated emergency plans for extreme weather, provided with professional emergency and rescue equipment, and regularly conducted operation safety and emergency drills and rescue trainings to comprehensively improve our employees' abilities in response to emergencies. 集團和各場站均搭建極端天氣變化的應急預案，配備專業應急和救援設備，定期開展作業安全和應急演練及救援方面培訓，全面提升員工突發事件應急處理能力。 The Group actively responds to climate-related disclosure requirements and vigorously discloses relevant policies and documents. 積極響應氣候相關信息披露要求，公開披露相關政策制度文件。





	Descriptions 具體描述	Responses 應對行動
<p>Opportunities 機遇</p> 	<ul style="list-style-type: none"> <p>Policy: The formulation and release of climate-related policies and the development and implementation of the carbon market are conducive to promoting the application of renewable energy sources.</p> <p>政策：氣候相關政策的制定與發布，碳市場的發展與實施，均有利推動可再生能源應用。</p> <p>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.</p> <p>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。</p> <p>Market: With the introduction of the goals of “carbon peak and carbon neutrality” and the <i>Action Plan for Carbon Dioxide Peaking Before 2030</i>, it is extremely urgent to accelerate the transformation of the energy structure. It is expected that the scale of the new energy market will be further expanded, which will enhance the investment appeal to new energy projects and pose a positive impact on the Group’s revenue.</p> <p>市場：隨著「雙碳」目標發布及《2030年前碳達峰行動方案》等文件的出台，加速能源結構轉型迫在眉睫，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。</p> <p>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, which may attract more investors’ attention.</p> <p>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，或將吸引更多投資者關注。</p> 	<ul style="list-style-type: none"> <p>The Group keeps abreast of the direction of polices, and actively develops renewable energy projects to ensure efficient and stable energy supply.</p> <p>緊跟政策導向，積極開發新能源項目，保證高效、穩定的新能源供應。</p> <p>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.</p> <p>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。</p> <p>The Group focuses on the efficiency promotion and technology transformation for super doubly-fed, additional installation of winglet on blades, dual-mode transformation, PV panel coating, and blade leading-edge protection.</p> <p>重點開展超級雙饋、葉片加裝小翼、雙模改造、光伏板鍍膜、葉片前緣防護等提效技改。</p> <p>The group continuously improves design, operation and maintenance and other related professional services, deepening the coordinated development of service business.</p> <p>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。</p> <p>The group improves customer service, builds good customer relationships, and actively explores the market.</p> <p>完善客戶服務，構建良好客戶關係並積極開拓市場。</p>





Metrics and Targets 目標和指標

Metrics and Targets to Assess and Manage Climate-Related Risks and Opportunities that have a Significant Impact on Concord New Energy
用以評估及管理對協合新能源有重大影響的氣候相關風險和機遇的指標及目標

We set goals for mitigating climate change risks from daily operations and business operations, and review the progress of these goals annually.

我們從日常運營和業務經營兩方面制定緩解氣候變化風險的目標並每年對目標進展進行檢討。

	Targets 目標	Progress in 2021 2021年進度
Carbon Emission Management 碳排放管理 	<ul style="list-style-type: none"> By 2024, the cumulative greenhouse gas emission reduction of 65,000 kilotons will be achieved through the provision of green electricity to society. 到2024年，通過社會提供綠色電力，相應實現溫室氣體累計減排65,000千噸。 	<ul style="list-style-type: none"> By 2021, through the provision of green electricity to society, the corresponding cumulative greenhouse gas emissions reduction of 40,451 kilotons. 截至2021年，通過為社會提供綠色電力，相應累計實現溫室氣體減排40,451千噸。
Waste Management 廢棄物管理 	<ul style="list-style-type: none"> By the end of 2021, the Beijing headquarters office building will fully realize garbage classification. 截至2021年底，北京總部辦公樓全面實現垃圾分類。 From 2021 onwards, the annual rate of harmless waste treatment will remain at 100%. 自2021年起，每年廢棄物無害化處理率保持100%。 	<ul style="list-style-type: none"> Done 已完成 Done 已完成
Energy Use 能源使用 	<ul style="list-style-type: none"> Taking 2019 as the base year, by 2025, the annual electricity consumption of the Beijing headquarters office building will be reduced by 20,000 kWh compared with 2019. 以2019年為基準年，到2025年，北京總部辦公大樓年用電量比2019年減少2萬千瓦時。 	<ul style="list-style-type: none"> The annual electricity consumption of the Beijing headquarters office building was 467,950 kWh this year, decreasing 8,631 kWh compared to 2019. 本年度北京總部辦公大樓年用電量為467,950千瓦時，較2019年減少8,631千瓦時。
Water Use 水資源使用 	<ul style="list-style-type: none"> Every year, water saving faucets are used in 100% of the Beijing headquarters office. 每年，北京總部辦公大樓100%使用節水龍頭。 	<ul style="list-style-type: none"> Done 已完成





(3) 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. We have formulated the Group's *Eco-environmental Protection Policy* and actively adopted environmental protection measures in the design, construction and operation of each project to reduce the impact on the ecological environment and promote the harmonious development of man and nature with practical actions.

The Group strictly abides by *the Environmental Protection Law, the Law on Environmental Impact Appraisal, the Atmospheric Pollution Prevention and Control Law, the Water Pollution Prevention and Control Law, Law on the Prevention and Control of Environment Pollution Caused by Solid Wastes, Regulations on the Administration of Construction Project Environmental Protection*, etc, integrating environmental protection and management into the whole process of project construction.

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, ensuring project's legality and compliance; During the construction phase, the project company and the supervision company conduct supervision and management, and strictly implement a "Three Simultaneous" system of designed, constructed and put into operation simultaneously for environmental protection, which Strictly implements the measures to prevent environmental pollution and soil erosion, and the Group's Safety and Environmental Protection Supervision Department will regularly supervise the construction progress and construction quality of the project. 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.

(三) 生態環境保護

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。我們制定了集團《生態環境保護政策》，並在每個項目的設計、建設和運營過程中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。

集團嚴格遵守《環境保護法》《環境影響評價法》《大氣污染防治法》《水污染防治法》《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，將環境保護與管理融入項目施工全過程中。

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，確保項目合法合規性；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同時設計、同時施工、同時投產的「三同時」制度，嚴格落實防止環境污染和水土流失的舉措，並由集團安全環保監察部定期對項目施工進度和施工質量進行督查；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。





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

1. Soil and Water Conservation

The Group has been increasing investment in water conservation for each project to adopt to the state's tightening supervision on soil and water conservation of projects. We strictly implement various safeguards, adhering to the "Three Simultaneous" system of water conservation projects, and has formulated more detailed water conservation schemes.

截至報告期末，集團未知悉有違反環境相關法律法規的事件。

1. 水土保持

集團不斷增加各項目在水保工程上的投入，以適應國家對項目水保工作監管力度的加強，我們嚴格落實各項保障措施，堅持水保施工「三同時」，並制定更詳細的水保方案。



GREEN CONSTRUCTION 綠色施工

Bypassing the vegetation areas, or choosing a foundation form that minimises damage to the ground surface in accordance with the geological conditions to reduce surface damage and that is better for vegetation restoration; 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 reduce damage to the mountains and vegetation.

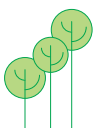
繞開植被區，或根據工程地質條件，儘量選擇對地表擾動較小的基礎形式，減少地表破壞，同時利於後期植被恢復；改進開挖及吊裝工藝，採用葉片舉升車、軸線車及合適噸位吊車，縮減路面寬度和轉彎半徑，以減少對山體和植被的破壞。



DESIGN OPTIMISATION 設計優化

Downscaling the occupied area of the wind turbines' hoisting platform through optimised design to reduce damage to the original landform; focusing on new technologies such as wind power lattice tower fixtures and PV flexible supports, and refining the calculation of land occupation plans to maximise land utilisation; integrating historical climate data, height and inclination to optimise wind turbines arrangement and PV module arrays and maximise the power generation benefits with natural resources.

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；關注風電桁架式塔筒固定裝置和光伏柔性支架等新技術，精細化測算項目佔地方案，實現土地利用率的最大化；綜合氣候信息歷史數據、高度和傾角，最優化風機排布和光伏組件陣列，最大化的利用自然資源實現發電效益。





2. Biodiversity

The Group, in strict accordance with rules and regulations related to biodiversity, has clarified the requirements for biodiversity protection in project development, construction, operation and maintenance, which requires to fully identify and analyse biodiversity risks in wind farms, surrounding habitats, and especially, areas rich in biological resources. We focus on the impact arising from bird strikes, wildlife migration passage blocking, habitat loss and environmental pollution, etc., and take measures to solidly protect the biodiversity to avoid or mitigate the impact.

We fully consider ecological impact and biodiversity in the design of wind farms. We try to choose large-capacity wind turbines, reduce the number of wind turbines in wind farms, and adjust the distribution of wind turbines to reduce the blocking of animal migration paths and the soil disturbance. We strictly abide by relevant national regulations to select project sites where avoiding 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 the biodiversity, as well as the scope and extent of such impact. If there is a certain 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.

2. 生物多樣性

集團嚴格遵守生物多樣性有關的各項規章制度，明確了項目開發、建設和運維過程中生物多樣性保護的要求，充分識別和分析風電場及周邊棲息地，特別是在生物資源豐富地區的生物多樣性風險，重點關注鳥類撞擊，野生動物遷移通道遮擋、棲息地喪失及環境污染等影響，採取多種措施，嚴格落實生物多樣性保護，避免或減少相關影響。

我們在風電場設計中充分考量生態影響及生物多樣性。我們儘量選擇大容量風機，減少風電場中風力發電機的數量，調整風機分布，以優化線路和道路的路徑，減少對動物遷徙路徑的遮擋及對土壤的擾動。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。如產生相關影響，我們將考慮實施相關的避免、減低或恢復方案，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。我們應用帶有驅鳥器的風機設備，以避免鳥類撞擊葉片等事件發生。





3. Emission Compliance

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, et.

The production, transportation, installation and operation of wind turbines will produce noise to different extent. The Group strictly abides by regulations and standards such as the *Law of the Prevention and Control of Ambient Noise Pollution*, the *Emission Standard of Environment Noise for Boundary of Construction Site* and other laws, to control noise pollution, and adopts measures to protect the neighbouring residents from the noise at the project sites. 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. During transportation and installation, we choose to work in sparsely populated areas and avoid night-time construction.

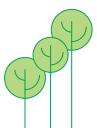
We also formulate unified regulations for sewage treatment measures in the project sites, requiring construction wastewater to be collected in a unified manner and resolutely not allowed to be discharged. After special treatment, it can be used for dust spraying at the construction site and vehicle and machinery cleaning. During the project operations, we recycle domestic sewage for greening at step-up substations and surrounding landscape irrigation. Each project, while implementing the Group's requirement, adopts further sewage treatment measures specifically based on local conditions. To reduce wastewater discharge, we also recycle the washing water during the component cleaning process.

3. 合規排放

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。

風機的生產、運輸、安裝和運行均會產生不同程度的噪聲，集團嚴格遵守《環境噪聲污染防治法》《建築施工場界環境噪聲排放標準》等法律法規和標準控制噪聲污染，並採取各種措施避免項目所在地的噪聲對臨近居民的干擾。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。在運輸和安裝過程中，我們選擇在人員稀少區域作業，避免夜間施工。

我們對項目所在地的污水處理制定了統一的規範措施，要求施工廢水須統一收集，堅決不允許外排，經特殊處理後用於施工場地噴灑降塵和車輛機械清洗等；項目營運期生活污水經處理後也將用於升壓站內綠化及周邊林灌，實現水資源循環利用。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。為減少廢水排放，在組件清洗過程中我們對清洗水進行回收。





With reference to the requirements of *Law on the Prevention and Control of Environment Pollution Caused by Solid Wastes and Pollution Control Standards on General Industrial Solid Waste Storage and Landfill*, we set up relevant pollution control facilities, and properly dispose of general solid wastes by recycling and other methods, including using urban construction waste for road building and maintenance and adopting fly ash bricks and lime-sand bricks for wall construction, to achieve the reuse of wastes. For hazardous wastes such as waste engine oil and waste engine oil drums generated by our projects, we standardise their storage, retention and processing procedures, and hand them over to companies with qualifications of hazardous waste treatment for clearance and disposal, to reduce the adverse impact of hazardous wastes on the environment. 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.

我們參照《固體廢物污染環境防治法》《一般工業固體廢物貯存和填埋污染控制標準》的要求設置相關污染防治設施，採用回收利用等方式妥善處置一般固體廢物，包括利用城市建築垃圾修築檢修道路，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。對於項目產生的廢機油和廢機油桶等危險廢物，我們規範其儲存、保管和處理等流程工作，定期交由有危險廢物處置資質的單位清運處置。降低危險廢棄物對環境的不利影響。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。





(4) GREEN OPERATION

The Group advocates green operation, formulates and strictly implements the *Energy Efficiency Policy*, and encourages the integration of resource conservation and environmental protection into daily operations.

- We replace traditional lamps with energy-saving lamps and strengthen inspection over efficiency of electricity usage.
- We adopt thermal insulation construction technology in the exterior of step-up substation buildings to reduce energy consumption in buildings.
- We replace manual faucets with induction faucets and strengthen inspection over efficient water use.
- 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.
- We actively purchase electric vehicles to replace traditional energy vehicles, implement vehicle management mechanism to reduce the fuel consumption of company vehicles.

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". In accordance with the requirements of *Beijing Municipal Regulations on the Management of Municipal Solid Waste*, we implement garbage classification in the Beijing office building, set up garbage bins, and popularise knowledge of garbage classification among employees, to encourage employees to implement garbage classification policies and advocate green lifestyles.

We also attach great importance to the selection of environment-friendly products. In 2021, the project company of the Group used vegetable oil to replace traditional mineral oil used in the transformer of the Fishery-PV power project. That's because vegetable oil meets the requirements of new environmental protection with its excellent safety performance under high temperature and good electrical performance, and it's more environmentally friendly, more durable and safer compared with mineral oil.

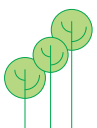
(四) 綠色運營

集團倡導綠色運營，制定《能源效益政策》並嚴格落實，鼓勵將資源節約，環保優先的理念融入日常運營之中。

- 節能燈具替代傳統燈具，並加強用電巡視。
- 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。
- 感應式水龍頭代替手動水龍頭，並加強用水巡視。
- 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。
- 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。

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。我們依據《北京市生活垃圾管理條例》的要求，在北京辦公大樓積極推行垃圾分類，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。

我們注重環保產品的選用。2021年，集團項目公司在漁光互補項目的變壓器用油上，採用了以植物油替代傳統礦物質油的方式，因植物油符合新型環保的要求且其高溫安全性能優異、電氣性能良好，相對於礦物油更環保，更耐用且更安全。





(5) ENVIRONMENTAL KEY PERFORMANCE INDICATORS (KPIs)

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.

1. Emissions

Indicators 關鍵績效指標	2019年	2020年	2021年
Total GHG Emissions (Scope 1 and 2) (tons) 溫室氣體總排放(噸)	9,119.14	7,084.83	6,667.87
Direct Emissions (Scope 1) (tons) 直接排放(範圍一)(噸)	965.40	757.47	1,641.28
Petrol for Official Vehicles (tons) 公務車汽油(噸)	951.53	752.02	1,586.03
Diesel for Official Vehicles (tons) 公務車柴油(噸)	13.87	5.45	55.25
Indirect Emissions (Scope 2) (tons) 間接排放(範圍二)(噸)	8,153.74	6,327.36	5,026.59
Purchased Electricity (tons) 外購電力(噸)	8,153.74	6,327.36	5,026.59
GHG Emission Intensity (g/kWh) 溫室氣體排放密度(克/千瓦時)	2.68	2.12	1.74
Total Hazardous Waste (tons) 有害廢棄物總量(噸)	0.76	1.06	11.53
Hazardous Waste Per Capita (tons per person) 人均有害廢棄物(噸/人)	0.00047	0.00066	0.00605
Total Non-hazardous Waste (tons) 無害廢棄物總量(噸)	127.76	123.20	89.53
Non-hazardous Waste Per Capita (tons per person) 人均無害廢棄物(噸/人)	0.08	0.08	0.05

(五) 環境類關鍵績效指標

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。

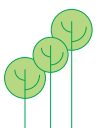
1. 排放物





- Note: 1. Due to its business nature, the major air emissions of the Group are GHG emissions. The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide, arising mainly from purchased electricity and fuels derived from fossil fuels. 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.

- 註： 1 基於集團業務性質，其主要大氣排放為溫室氣體。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。





2. Resources Use

2. 資源使用

Indicators 關鍵績效指標	2019年	2020年	2021年
Total Energy Consumption (MWh) 能源消耗總量(兆瓦時)	15,591.16	13,908.36	15,109.91
Direct Energy Consumption (MWh) 直接能源消耗(兆瓦時)	3,939.77	3,092.74	6,689.07
Petrol for Official Vehicles (MWh) 公務車汽油(兆瓦時)	3,887.01	3,072.00	6,478.96
Diesel for Official Vehicles (MWh) 公務車柴油(兆瓦時)	52.76	20.74	210.11
Indirect Energy Consumption (MWh) 間接能源消耗(兆瓦時)	11,651.39	10,815.62	8,420.84
Electricity (MWh) 外購電力(兆瓦時)	11,651.39	10,815.62	8,420.84
Energy Consumption Intensity (kWh/kWh) 能耗密度(千瓦時/千瓦時)	0.005	0.004	0.004
Water Consumption (tons) 耗水量(噸)	13,468.14	12,505.18	15,417.62
Water Consumption Per Capita (tons/person) 人均耗水量(噸/人)	8.44	7.72	8.08

- Note: 1. Total energy consumption is calculated 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 2589-2020)*, 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 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 2589-2020)》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。



TALENT ACTION

人才行動





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

-  **Health and Safety**
健康與安全
-  **Diversity and Equal Opportunities**
多元化與平等機會
-  **Labour Standards**
勞工標準
-  **Employment Attraction and Retention**
員工吸引與留存
-  **Employment Compliance**
僱傭合規
-  **Employee Training and Development**
員工培訓與發展

SDGs 目標



PERFORMANCE

績效表現



Total Workforce
員工總人數

1,907 人



Coverage Ratio of Employee Training
員工培訓覆蓋率

100%



Training Hours per Employee
員工人均培訓時長

103.7 hours
小時



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

918,000 RMB
元





(1) A DIVERSIFIED AND INCLUSIVE ENVIRONMENT

Diversity

The Group is committed to providing a diverse and non-discriminatory working environment, gives equal treatment to employees irrespective of gender, ethnicity, race, religious belief, age, marital status, family status and disability, and prohibits the employment of child labour and forced labour.

The Group promotes the concept of diversity and inclusion and is devoted to providing a working environment free from harassment and bullying. We protect the rights and interests of female employees, provide training on risk prevention programmes for assaults on female employees, strengthen workplace protection for female employees, and explicitly prohibit any harassment or bullying behaviour. We provide channels for employees to report violations of female employees' rights and interests, and keep the identities of whistle-blowers confidential. As at the end of 2021, female employees in the Group accounted for about 16%, and female management accounted for about 20%.

The Group actively implements diverse and inclusive policies. We identify and comply with laws and regulations such as the *Law on the Protection of Disabled Persons* and *Regulation on the Employment of the Disabled*, and proactively recruit a certain proportion of disabled employees. In 2021, the Group provided employment opportunities for 4 disabled staff and guaranteed their equal wages and benefits.

For more information, please refer to the Group's *Human Resources Policy*.

In view of the industry development trend, the Group's strategic layout and human resource policy, the Group reasonably plans and arranges the need for talents of different positions, and builds a high-quality talent team by relying on a fair and impartial recruitment strategy and diversified recruitment channels, laying a foundation for the Group's high-quality development.

(一) 多元包容的環境

多元化

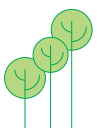
集團承諾提供一個多元化、無歧視的工作環境，不因性別、民族、種族、宗教信仰、年齡、婚姻狀況、家庭狀況、殘障等差異而區別對待，禁止僱用童工和強制勞動。

集團提倡多元共融的理念，致力於提供沒有騷擾和欺凌的工作環境。我們保護女性員工權益，針對侵犯女性員工事件風險預防方案開展培訓，加強女性員工的職場保護，明確禁止任何騷擾和欺凌行為，如發現違反女性員工權益事件，我們為員工提供舉報途徑，並對舉報人身份進行保密。截至2021年末，集團女性員工佔比約16%，管理層女性員工佔比約20%。

集團積極落地多元共融的政策，我們識別並遵循《殘疾人保障法》《殘疾人就業條例》等法律法規，主動招聘一定比例殘疾人員工。2021年度，集團為4名殘疾人提供了就業機會，保障平等薪資福利。

更多相關信息，請參閱集團的《人力資源政策》。

針對行業發展趨勢、集團戰略布局和人力資源政策，集團合理規劃布局集團崗位人才需求，依托公平公正的招聘策略和多元化的招聘渠道，建立高素質人才隊伍，為集團高質量發展提供基石。





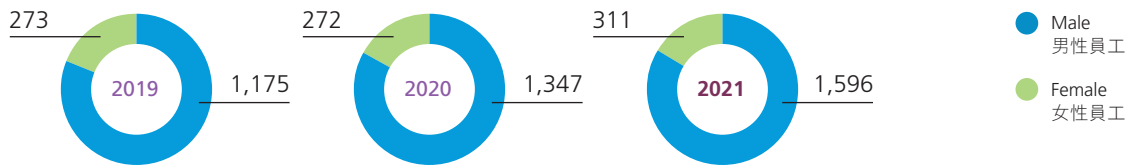
As at the end of the reporting period, the composition of the Group's workforce was as follows: 截至報告期末，集團員工組成情況如下：



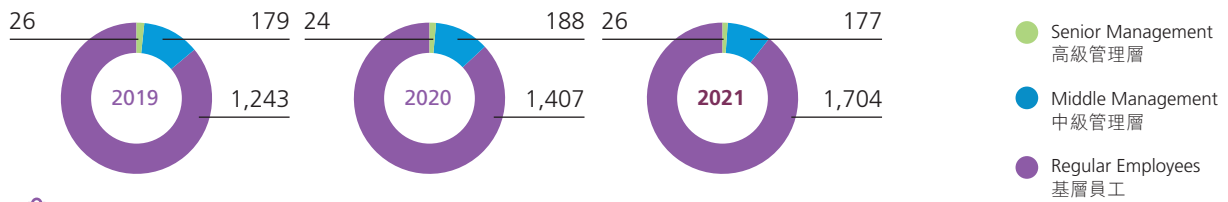
Total Workforce 員工總人數



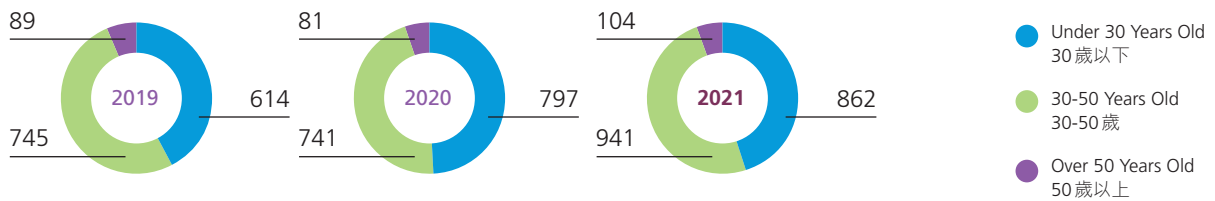
By Gender 按性別



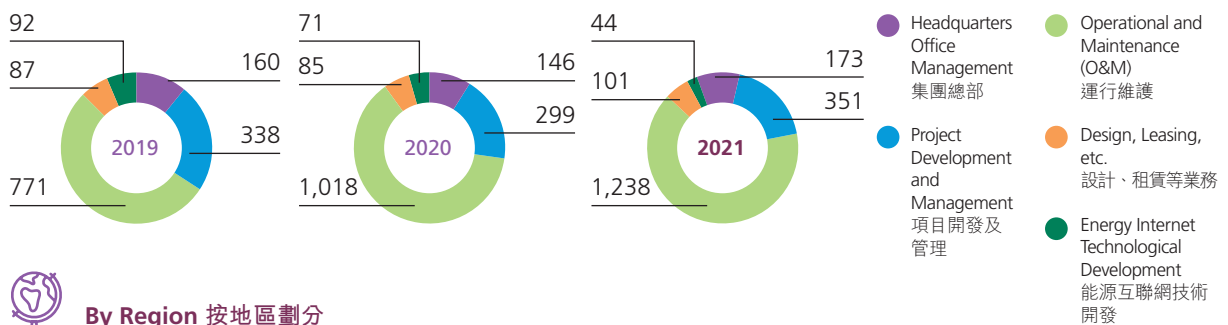
By Employee Category 按僱傭類型



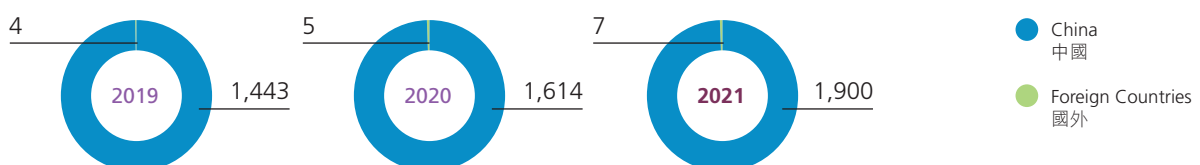
By Age Group 按年齡段



By Lines of Service 按服務體系



By Region 按地區劃分





As at the end of the reporting period, the Group (exclude Concord O&M)'s employee turnover rate was as follows:

截至報告期末，集團(不含運維人員)員工流失率情況如下：

KEY PERFORMANCE INDICATORS 2021
關鍵績效指標 2021 年

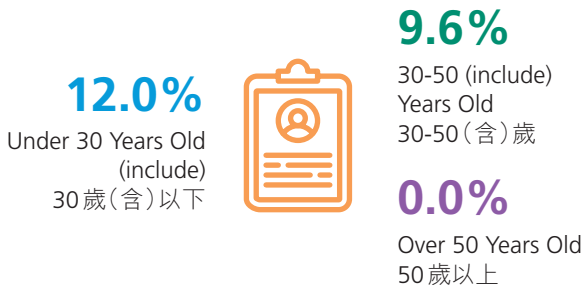
Employee Turnover Rate 僱員流失百分比 (%)



By Gender 按性別劃分 (%)



By Age Group 按年齡劃分 (%)



By Region 按地區劃分 (%)



As at the end of the reporting period, Concord O&M's employee turnover rate was as follows:

截至報告期末，運維人員流失率情況如下：

KEY PERFORMANCE INDICATORS 2021
關鍵績效指標 2021 年數據

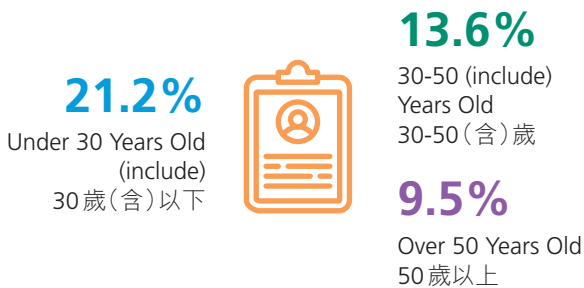
Employee Turnover Rate 僱員流失百分比 (%)



By Gender 按性別劃分 (%)



By Age Group 按年齡劃分 (%)



By Region 按地區劃分 (%)



Note: Turnover is defined as the employee who passes the probation period voluntarily or passively leaves the Group.

註：流失定義為通過試用期的員工主動及被動離開本集團。





Employees' Rights and Interests

As the Group respects and safeguards the legitimate rights and interests of each employee, we strictly abide by *Labour Law*, *Labour Contract Law*, *Special Provisions on Labour Protection of Female Employee*, *Law on the Protection of Disabled Persons* and local relevant laws and regulations, adopting various ways to provide fair and just work treatment for employees. According to the *Labour Contract Management System*, *Recruitment Management System*, *Employee Change*, *Secondment and Turnover Management System* and other relevant documents, we formulated detailed management system in terms of employee recruitment, probationary period assessment, promotion, compensation and benefits, and holidays, etc. In the process of signing, renewing, terminating and cancelling labour contracts, we strictly abide by national laws and regulations, as well as internal management measures of enterprises, so as to ensure that all employment work has rules to follow and evidence to rely on, and fully respect and protect the rights and interests of employees.

Based on the actual situation, the Group supplemented and revised management measures this year to continuously optimise the recruitment and employment process and move forward in the direction of more efficient talent recruitment. In strict compliance with relevant laws and regulations, we formulate salary management methods, including salary, performance and year-end bonus. Based on a scientific, reasonable, fair and impartial remuneration-making strategy, we provide staff with an attractive and competitive remuneration package, and pay them salaries in a timely manner and contribute to the "Insurance and Housing Fund". To ensure employees' right to adequate rest, we have agreements on working hours, marriage leave, maternity leave, critical illness, funeral leave and holidays of employees, and adopt diversified attendance management for employees in different positions from different business lines.

員工權益

集團尊重和維護每位員工的合法權益，我們嚴格遵守《勞動法》《勞動合同法》《婦女權益保護法》《殘疾人保障法》及各運營地的相關法律法規，採取各種方式為員工提供公平公正的工作待遇。我們根據相關法律法規制定《勞動合同管理制度》《招聘管理制度》《員工異動、借調和離職管理制度》相關規章制度，在員工招募、試用期考核、晉升、薪酬福利及假期等方面制定了詳細的管理制度。在簽訂、續簽、終止、解除勞動合同過程中嚴格遵守國家法律法規和企業內部管理辦法，從而確保各項僱傭工作有章可循，有據可依，以充分尊重和保護員工權益。

集團依據實際情況，本年度對各項管理辦法補充修訂，不斷優化招聘僱傭流程，向更為高效的人才延攬方向前進。我們嚴格遵循有關法律法規制定員工工資、績效、年終獎等薪資管理辦法，基於科學合理、公平公正的薪酬制定策略，為員工提供有吸引力、競爭力的薪酬方案，並按時支付員工工資，繳納「五險一金」。為保證員工充分休息的權利，我們對員工的工作時長、婚、育、大病和喪假及休假等進行約定，根據各個業務線不同工種的員工採取多樣化的出勤、考勤管理。





We pay attention to humanistic care, actively organise various welfare activities for employees, and create a “family” culture for them, bringing them the warmth of being always at home. In addition, we regularly carry out health check-ups, team building, supplementary medical plans and mental health care activities for employees, and provide them with various soft benefits such as birthday allowance, wedding allowance, holiday gifts and annual travel. We strive to cultivate a harmonious workplace for employees, and concern about their physical and mental development to show our care about them.

集團注重人文關懷，積極為員工籌辦種類豐富的福利活動，為員工打造「家」文化，能夠時刻體會到家的溫暖。此外，我們為員工定期開展健康體檢、團隊建設、補充醫療計劃和心理健康關懷等活動，並為員工提供生日禮金、婚育禮金、節日禮品、年度旅游等各類軟性福利，積極為員工創建融洽的工作氛圍，關愛員工身心發展，讓員工感受到來自集團的關懷。



(2) FACILITATING EMPLOYEES' SUSTAINABLE DEVELOPMENT

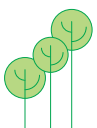
1. Employees' Promotion and Incentive System

Equipped with a mature development and promotion mechanism for employees, the Group helps employees realise self-value to accelerate the Group's outstanding development. The Group adheres to the construction of the promotion mechanism following the principle of “justice, fairness and openness”. In June 2021, the Group released *Employee Post-holding Qualification Management Regulations (Trial)*, *Job Rotation Management Regulations* and *Secondment Management Regulations*, set up the Post-holding Qualification Review Committee, and implemented secondment and job rotation measures in the system of five major positions comprising administrative management, functional management,

(二) 助力員工持續發展

1. 員工晉升與激勵體系

集團具備成熟的員工個人發展與晉升機制，幫助員工實現自我價值，締造集團卓越發展。集團始終堅持以「公正、公平、公開」原則推進員工晉升機制建設。2021年，集團6月發布《任職資格管理辦法(試行)》《輪崗管理辦法》及《掛職鍛煉管理辦法》並設置集團任職資格評審委員會，在行政管理、職能管理、商務開發、專業技術、運維作業五大崗位體系實行職員掛職輪





business development, engineering technology and operation and maintenance, so as to clarify position competence and capabilities required, improve employees' professionalism and clarify the capabilities required by the Group. The Group insists on applying an internal model featuring open competition and promotion, which provides an important basis for establishing talent evaluation standards and management mechanism, effectively selecting and using talents, and ensures the sustainable development of the organisation.

The Group continues to improve the employee incentive mechanism, providing career development assistance of employees. We formulate the *Share Incentive Plan* to commend employees' contributions to the Group business, retain them to continuously work for our company, attract talents and encourage employees to perform better. Meanwhile, we develop incentive management measures such as *Incentive Measures for Preliminary Project Development, Production and Operation Incentive Assessment Measures, Measures for the Administration of Safety and Environmental Protection Award for Construction Projects* and *Measures for the Administration of Quarterly Safety and Environmental Protection Award for Production and Operation Projects*, covering departments of development, construction, production, financing, capital operation and safety and environmental protection, in order to fully mobilise the employees, enable them to devote themselves to their jobs in a long-term and stable manner, and work with the Group to achieve long-term development goals. The Group has set up several awards such as the Innovation Award, the Gold Medal Pacesetter, the Outstanding Contribution Award, the Outstanding Employee, and the Advanced Collective to recognize the collectives and employees who have performed well and contributed to the Group and their work this year.

崗辦法，以明確崗位勝任要求，提升員工的職業化水平，明確集團所需能力。集團始終堅持內部推行公開競聘、組織選拔模式，為建立人才評價標準與管理機制，有效選才和用才提供重要依據，保障組織的持續發展。

集團持續完善員工激勵機制，為員工的職業發展提供助力。我們制定有《股份獎勵計劃》以表彰員工對集團業務所做貢獻，保留員工持續為集團效力，吸引人才加入並激勵員工提升工作表現，同時，我們制定《前期開發工作獎勵辦法》《生產運營激勵考核辦法》《工程建設項目安全環保獎管理辦法》《生產運營項目季度安全環保獎管理辦法》等激勵管理辦法，覆蓋開發、工程、生產、融資、資本運作、安全環保等部門，以充分調動員工工作積極性，使其長期且穩定的投身於工作崗位，與集團攜手實現長期發展目標。集團設立創新獎、金牌標兵、突出貢獻獎、優秀員工、先進集體等多個獎項，以表彰本年度對集團和在工作上的表現優異和做出貢獻的集體和員工。





2. Employee Training System

The Group adheres to the development idea of “talent-based enterprise”, and focuses on employees’ learning and development. We have formulated management documents such as *Training Management System*, *Internal Lecturer Management Measures*, *Beijing Management Centre New Employee Onboarding Training Management Measures*, *Regulations on the Administration of Employee Vocational Qualification Examination and Evaluation of Professional and Technical Qualifications* and *Regulations on the Administration of Reserve Management Talent Integral Action (Trial)*. We encourage employees to expand their boundary of knowledge and skills, obtain professional qualifications and improve their professional ability through integral incentives, regular tracking and examinations for learning promotion.

The Group continues to deepen the construction of employee training system, actively carries out a variety of training courses, and provides diversified self-improvement channels. According to the existing levels, the Group has formed a basic policy of training leadership at the top level, developing management ability at the middle level and cultivating reserve talents at the grass-roots level to conduct a standardised training management. Based on the job needs and the demands of employees’ career development, we provide “tailor-made” knowledge and skills training courses for employees, and develop a series of courses such as “internal instructors”, “reserve talents training”, and “orientation training”, helping employees improve their abilities in a targeted manner. We set up a series of honours and awards called “Stars of Concord”, and select “Corporate Star, Business Star, Rising Star, Growth Star and Professional Rising Star” from five aspects of management, skills, reserve talents, new employees and professional skills training, so as to stimulate the learning potential of employees by enhancing their sense of honour.

The Group stresses on the quality of courses. This year, the Group strengthened the supervision and guidance of the training programmes of each unit. Through a unified management of the qualification review and courses of external instructors, regularly evaluation, analysis and improvement to the training courses by professional institutions, and making the course content more professional and interesting, which better matched with employees’ needs., we strived to improve the quality of training and provide employees with high-quality and precise courses.

2. 員工培訓體系

集團堅持「人才強企」的發展理念，重視員工學習發展。我們制定有《培訓管理制度》《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》《員工職業資格考試及專業技術資格考評管理辦法》和《後備管理人才行動積分管理辦法(試行)》等管理制度，通過積分激勵、定期跟蹤、以考促學等形式，拓展員工知識與技能的邊界，鼓勵員工考取職業資質，實現專業能力迅速提升。

集團持續深化員工培訓體系建設，積極開展豐富多彩的培訓課程和多樣化的自我提升渠道。集團按照現行層級，形成高層培訓領導力、中層鍛煉管理力和基層培養後備人才的基本方針，對培訓進行規範化的管理。我們基於企業崗位需求，結合員工職業發展訴求，為員工提供「量身定制」的知識技能培訓課程，開發「內訓師」、「後備人才培訓」、「新員工培訓」等系列課程，針對性地幫助員工提高各項能力。我們設置「協合之星」系列的榮譽獎勵，在管理、技能、後備人才、新員工和專業技能培訓五個方面分別評選「企業將星、業務恆星、明日之星、成長之星和專業新星」，通過增加員工榮譽感，激發員工學習潛力。

集團注重課程質量。本年度集團加強對各單位培訓項目的監督指導力度，通過統一管理外部講師的資質審核及課程，定期對培訓課程進行專業機構評估及分析改進，在課程內容專業度，課程趣味度，員工需求匹配度等方面精益求精，以提升培訓質量，為員工提供高質、精準的系列課程。





Concord O&M adheres to the concept of putting talent development above everything else and establishes a systematic talent training system. Guided by the course system, supported by the instructor system and controlled by the operation system as a whole, a “three-in-one” closed-loop training eco-chain project is generated. Relying on the three-pillar cultivation mode of management, professional competence and energy efficiency, we develop five projects of “elementary courses, enhancement courses, experiment courses, role model courses and practice courses”, which include courses related to management, professional competence, operation and quality promotion for employees at different levels. Therefore, a characteristic training system, combining theory and practice, comes into being. In 2021, the Group provided more than 3,000 hours of training courses for over 10,000 employees through online and offline internal and external training channels.

運維公司秉承集團以人才發展為重的理念，建立系統的人才培訓體系。運維建立以課程體系為導向，以講師體系為支撐，以運營體系為整體把控的培訓閉環生態鏈項目。依托管理信道、專業信道及能效信道的三支柱的培養模式形成了包含「啟程、琢玉、綻放、點將和揚帆」五大系列項目。針對不同層級人群分別包含管理類、專業類、經營類、素質提升類課程體系內容，形成理論結合實踐的具有特色的培訓體系。2021年通過線上、線下、內部及外部途徑，合計為員工提供上萬人次培訓，培訓時長為超過3000課時。

In active response to the policies of “reinvigorating the country through science and education” and “developing a quality workforce”, the Group supports all employees to receive continuing education and obtain professional qualification certification to continuously improve their professional ability and comprehensive quality. We have established an examination and training expenses reimbursement system, and all departments and affiliated units of the Group can provide examination and training expenses reimbursement within RMB 5,000 (inclusive) for employees who participate in continuing education and trainings and obtain technical qualification certificates. This year, 63 employees participated in continuing education and trainings. We actively practice the concept of continuing education, which not only helps us enhance the professional skills of our talent team, but also helps us seize opportunities for talent cultivation and better achieve our business goals.

集團積極響應國家「科教興國」和「人才強國」政策，支持全體員工接受繼續教育及專業資質認證，不斷提升專業能力和綜合素質。我們設立考試培訓費用報銷制度，集團各部門及各所屬單位可為參加繼續教育培訓、考取技術資格證的員工提供5,000(含)元以內的考試培訓費用報銷。本年度，有63位員工參與繼續教育培訓。積極踐行繼續教育理念，既有利於我們增強人才隊伍專業技能水平，亦有利於我們抓住人才培養機遇，更好的推動實現企業目標。

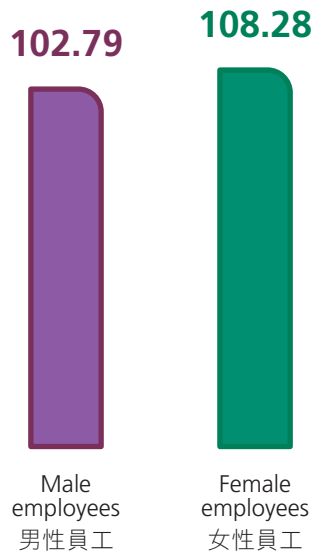




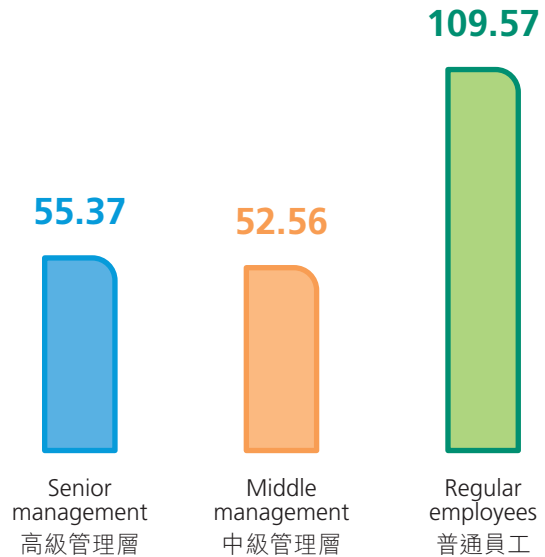
As of 31 December 2021, the Group's staff training was as follows:

截至2021年12月31日，集團員工培訓情況如下：

AVERAGE HOURS OF TRAINING FOR EMPLOYEES BY GENDER
按性別劃分員工受訓平均小時數



AVERAGE HOURS OF TRAINING FOR EMPLOYEES BY EMPLOYEE CATEGORY
按僱員類別劃分的員工平均受訓小時數



Note: Training duration includes the duration of online and offline training courses. We have organized several online trainings during the pandemic.

註：培訓時長包括線上及線下培訓課程的時長。我們於疫情期間組織了多次線上培訓。

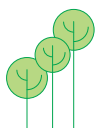


“Enhancement” Series of Trainings
琢玉系列培訓

Aimed at “improving management’s leadership, cultivating management talents, and improving organization’s performance”, Concord O&M provides “enhancement” series of trainings for factory cadres to improve management’s capacity in corporate strategy, system and culture, project management, and communication. Through sand table simulation and group discussion, this series of training courses give students an immersive experience of learning content, arouse their learning enthusiasm, and bring them inspiration and obtaining from each training course, thus

achieving a perfect union of learning and practice.

運維公司以「提升管理領導力，培養管理人才，煥新組織績效」為目標，為廠級幹部提供「琢玉」系列培訓，提升管理層在企業戰略、制度及文化、項目管理、溝通技能方面的能力。此系列培訓通過沙盤模擬環節和集體討論，使學員沉浸式地體驗學習內容，調動其學習積極性，讓每次培訓有啟發、有所得，達到學習與實踐的完美結合。





Orientation Training of the Design Company
設計公司新員工培訓現場

Design Company sets up a system of “master instructing apprentice” for talent cultivation, by which new employees can not only have an overall and in-depth understanding of the Company’s system and culture through training, but also quickly adapt to the work environment and the community. At the same time, under the guidance of masters, combining theoretical knowledge with on-site practice, the professional ability of new employees can also be rapidly improved, which is helpful for their work in the future.

設計公司設立「師帶徒」制度進行人才培育，新入職員工不僅通過培訓對公司的制度與文化有整體和深入的了解，迅速融入工作環境和公司集體。同時在師傅指導下，將理論知識結合現場實踐，其專業能力也可以迅速得到提升，有助於今後工作開展。



Training for Photovoltaic Business
光伏業務系列培訓

To improve the skill level of employees, Power Concord carried out three series of trainings for photovoltaic business this year, inviting industry experts to give instructions as lecturers. By combining business knowledge and skills with on-site application, investigation and learning, employees improved their understanding of basic theory and technical value transformation.

能源互聯網業務為提升員工技能水平，本年度開展了三次針對光伏業務的系列培訓，邀請行業專家出任講師，通過業務知識技能與現場應用考察學習結合的培訓形式提升員工對基礎理論和技術價值轉化的理解。





3. Employee Activities and Employee Care

The Group cares for the development of employees' physical and mental health, and helps them achieve a balance between work and life to improve employees' sense of happiness and belonging from multiple dimensions. This year, we continued to carry out publicity campaign and a variety of corporate activities in the areas of health, culture and sports, and supported employees to organise activities by providing gifts, allowance and activity start-up funds to give them more happiness and satisfaction. The Group lays much stress on smoking cessation and anti-smoking action, and actively carries out publicity campaign under the theme of "smoking is harmful to health, and quit smoking and enforce a ban on smoking to protect our families", improving employees' anti-smoking awareness and delivering anti-smoking knowledge. The Group also pays attention to the needs of employees and helps those in difficulties to demonstrate the warm-hearted family culture and the spirit of unity and friendship.

3. 員工活動與員工關懷

集團關愛員工身體與心理的健康發展，幫助員工達到工作與生活的平衡，從多維度提升員工幸福感和歸屬感。本年度我們持續在健康、文化及體育等方面開展宣貫及豐富多彩的企業活動，並以禮品、禮金和活動啟動金的形式支持員工組織開展活動，以提升員工幸福感及滿意度。集團重視倡導戒煙、禁煙行動，以「吸煙有害健康，戒煙禁煙守護家人」為主題積極開展宣貫工作，提高員工禁煙意識和傳授禁煙知識。同時，集團時刻關注員工需求，幫扶生活困難的員工，彰顯暖心家文化及團結友愛精神。



On the World Book Day on 23 April 2021, the Group organised the Group's "Reading in delight" campaign. A book would be recommended to all employees every quarter, and there were totally 1,032 people participating the vote, with high the enthusiasm of employees.

在2021年4月23日世界讀書日到來之際，集團組織開展集團「閱讀·悅讀」活動。每季度將面向全員推薦一本書籍，參與票選人次共計1,032次，員工參與熱情高漲。



To satisfy the interests and hobbies of employees and enhance their physical fitness, the Group actively organised various sports activities this year, such as badminton, basketball and walking. Among them, the Group's basketball team participated in 2021 "Meifu Cup" Invitation Tournament of the Wind Power Industry, and obtained the honorary title of "Excellent Team".

為滿足員工的興趣愛好，增強員工體質，本年度，集團積極組織開展各類體育運動，如羽毛球、籃球及健步走等。其中集團籃球隊參加了2021「美孚杯」風電行業籃球邀請賽，並獲得優秀風電戰隊的榮譽稱號。





In early June, the Group carried out an activity themed by "Happy Children's Day". The teachers and staff introduced the Group to children and their parents patiently, and took children to visit different floors. Multiple games were also organised for them, and both children and their parents had a lot of fun.

6月初集團組織開展了主題為趣味六一的兒童節活動，現場老師和工作人員為在場兒童和家長耐心介紹了集團，並帶小朋友們在不同樓層進行了參觀，還組織了多項遊戲環節，孩子們互動多彩，家長們反響強烈。



The Group attaches great importance to the physical health of employees. This year, the Group added physical examination items such as ear, nose, throat and hearing, abnormal prothrombin, PSEP, and lung CT. We repeatedly invited experts to deliver health lectures, popularise health knowledge and offer guidance for first aids. The Group designates a health and safety officer for each floor to handle or organise to deal with emergencies, protecting the health of employees.

集團十分重視員工的身體健康，本年度在體檢項目上增加了如耳鼻喉聽力、異常凝血酶原、前列腺小體外泄蛋白、肺部CT等這些關愛員工的體檢項目；我們多次聘請相關專家開展健康講座，普及健康知識並指導急救操作。集團在每層設置健康安全員，處理和組織解決突發的急救情況，為員工健康保駕護航。

The Employee Mutual Fund has been established for 16 years at the beginning of our establishment to carry forward the fine tradition of solidarity and friendship, mutual assistance and help, solving risks and difficulties encountered by employees in work and life. The Employee Mutual Fund of the Group subsidised 3 employees with a total funding of RMB 58,000 this year. As of the end of 2021, the Fund has helped 19 employees in difficulties, with an accumulative grant of RMB 918,000.

為發揚團結友愛、互助互濟的優良傳統，協助解決員工在工作、生活中遇到的各種風險和困難，集團自創立之初設立員工互助基金已達16年。本年度集團互助基金累計幫扶3人次，支出金額5.8萬元。截止2021年，該基金已累計資助19名困難員工，累計資助金額91.8萬元。



SAFETY ABOVE EVERYTHING

安全至上





The Group sticks to the idea of "safety first and prevention as a priority", strengthens employees' thinking and understanding of the safety concept through learning and practicing, enforces work disciplines and established a long-term mechanism from the aspects of organisation, system, practice, supervision, risk, emergency response and safety culture, thereby forming a whole-process, multi-factor and all-round management and control network.

集團堅持「安全第一，預防為主」的理念，從組織、制度、實踐、監督、風險、應急、安全文化等方面，將安全理念內化於心、外化於行、固化於制，形成全過程、全要素、全方位的管理與控制網絡。

KEY ISSUES 重要議題


Health and Safety
健康與安全

SDGs 目標




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

205 次

 Number of Accumulated
Participants Safety Training
安全培訓參與人次數

24,834 人次





(1) SAFE PRODUCTION MANAGEMENT

Based on the requirements of *Law of the People's Republic of China on Work Safety, Regulations on Construction Project Safety Management, Regulations on Work Safety Licenses*, and other safety-related laws and regulations that have a significant impact on production and operation, the Group has established and sounds safety management systems and a number of operating procedures, continuously improved the construction of the safety management system, and provided guarantees for the effective implementation of the Group's safety work. During the reporting period, the Group was not aware of any major violations of safety laws and regulations. In the past three years, one employee died due to work in the Group, which was caused by a traffic accident during a business trip in 2021, and the rate of work-related fatalities was 0.05%; this year, there were no working days lost due to work-related injuries.

1. Safety Management Structure

We implement a hierarchical control mechanism for safety management, build a multi-level safety management structure, and assign safety responsibilities to all levels.



Safety Management Committee

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

安全管理委員會

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

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

安全環保監察部

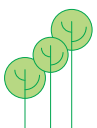
負責集團日常安全、質量的監督、管理工作，包括集團層面相關法律法規識別、管理制度制定、安全監督檢查、應急演練及培訓的情況監督等。

(一) 安全生產管理

集團根據《中華人民安全生產法》《建設工程安全管理條例》《安全生產許可證條例》等對生產運營有重大影響的安全相關法律法規的要求，建立健全了各項安全管理制度及多項操作規程，持續完善安全管理體系建設，為集團安全工作得以有效落實提供保障。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。集團過去三年發生一例員工因工亡故事件，系2021年度1名員工出差途中發生交通意外導致，因工亡故比率為0.05%；本年度集團未發生因工傷損失工作日數的情形。

1. 安全管理架構

我們實行安全管理分級管控機制，通過構建三級安全管理體系，逐級落實安全責任。





Branch (Subsidiary)/Project Company during Construction

Executing relevant safety work and establishing full-time/part-time safety management position to supervise and manage the implementation of safety work. Report to the Group for the process in safety and environmental protection work monthly and accept the supervision and guidance of the Safety and Environmental Protection Supervisory Department of the Group.

分(子)公司／建設期項目公司

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，每月向集團匯報安全環保工作開展情況，接受集團安全環保監察部的監督、指導。

For more information, please refer to the Group's *Safety Policy*.

更多相關信息，請參閱集團的《安全政策》。

2. Safety Risk Control

The Group is working to establish a sound safety risk control mechanism and gradually realise hierarchical control. In 2021, the Group completed the preparation of *Risk Source Identification and Hierarchical Control Guidebook*, carried out risk pre-control covering staff, equipment, environment, management, hazard sources and unplanned shut down, and built a risk database and a dynamic list of material risks. At the end of the reporting period, the whole-process risk assessment coverage for all staff reached 100%. At the same time, based on 3-layer control of hidden danger investigation, we added investigation during key event periods, special rectification for prominent common problems and review of key projects, and established a unified, standard and dynamic ledger for hidden danger investigation and closed-loop management.

The Group continues to promote the full-coverage self-examination and on-site supervision of possible safety and environmental protection potential dangers with multi-sectoral cooperation under the leadership of the Safety and Environmental Protection Supervisory Department, to ensure an orderly safety management, proper implementation of safety measures, and comprehensive rectification of potential dangers. In 2021, 857 potential danger were rectified by self-inspection and 502 were rectified by supervision in spring; 1,084 items were rectified by self-inspection and 505 items were rectified by supervision in autumn. By doing this, seasonal accidents were effectively curbed, laying a solid foundation for production safety throughout the year.

2. 安全風險管控

集團致力於建立健全安全風險管控機制，逐步實現分層分級管控。2021年，集團編制完成《風險源辨識及分級管控學習指導手冊》，開展涵蓋人身、設備、環境、管理、危險源、機組非計劃停運六個方面的風險預控工作，並建立風險數據庫和動態重大風險清單。截至報告期末，全員、全過程的風險評估覆蓋率達100%。同時，我們在隱患排查三級管控的基礎上，新增重點時段排查、突出共性問題專項整治、重點關注項目回頭看檢查的三個檢查，並在全集團範圍內規範建立統一的一本動態隱患檢查及整改閉環管理台賬。

集團持續推進安全環保監察部領導多部門合作的全覆蓋現場安全環保隱患自查及現場督察工作，以確保安全管理工作有序開展、安全措施落實到位、安全隱患全面整改。2021年，春檢自查整改隱患857項，督查整改隱患502項，秋檢自查整改隱患1,084項，督查整改隱患505項，有效遏制季節性安全事故，為全年安全生產工作奠定堅實的基礎。





The Group has established standardised procedures for safety inspection and supervision and safety assessment, and established a reasonable and effective reward and punishment incentive system to bring positive guidance and encouragement to employees. In 2021, the Safety and Environmental Protection Supervisory Department prepared the *Measures for the Administration of Safety and Environmental Protection Award for Construction Projects*, and revised the *Measures for the Administration of Quarterly Safety and Environmental Protection Award for Production and Operation Projects* and *Regulations for Reward and Punishment of Safety and Environmental Protection Work* to improve the assessment of production safety and provide effective system guarantee for the Group's safety work.

3. Safety Operation Measures

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.

集團對安全檢查及監管、安全考核等工作均已建立標準化程序，並建立合理有效的獎懲激勵制度，以對員工形成積極引導和正向激勵。2021年，安全環保監察部編制《工程建設項目安全環保獎管理辦法》，並修編了《生產運營項目季度安全環保獎管理辦法》《安全環保工作獎懲規定》，以完善安全生產工作考核工作，為集團安全工作得以貫徹落實提供有效的制度保障。

3. 安全運營措施

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，以確保安全管理工作有序、有效穩步開展。

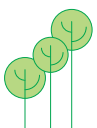


CONSTRUCTION SAFETY 安全建設

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. During project construction, project companies and all participating units fully implement safety regulations and special management measures, strengthen process supervision and inspection, and strictly perform all safety management measures.

During the project kick-off, civil construction peak, installation phase, grid connection and self-inspection and acceptance period after a project is put into operation, the Engineering and Construction Management Department will organise special on-site spot checks to find problems, prepare a rectification list, and urge the project company to rectify and conduct a closed-loop safety management. For large hoisting equipment, we ensure arrival inspection, load test, and programme safety assessment are in place, and full-time safety personnel stand by to supervise the hoisting process.





工程開工伊始，項目公司即需完善安全管理體系，明確安全管理責任，制定安全管理措施，並認真落實安全措施交底。工程建設階段，各項目公司及參建單位全面落實安全規定及各專項管理辦法，加強過程監督檢查，嚴格落實各項安全管理措施。

在項目開工階段、土建施工高峰期、安裝階段、項目並網和投產後的自檢驗收期間，工程建設管理部均會組織現場專項抽查，發現問題、形成整改清單、督促項目公司整改、閉環安全管理。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。



PRODUCTION SAFETY 安全生產

The Group has established a safety production responsibility system and formulated monthly safety performance assessment standards to guide and supervise the safety work of all units and personnel at all levels, and actively carries out the construction of standardised safety production through regional pilots and gradual promotion.

Quantitative assessment is the key to the implementation of safety production responsibility. In 2021, the Group launched a quantitative

assessment on the safety responsibility system to strengthen the assessment management related to the job safety responsibility system and quarterly safety production rewards. The assessment required all employees of each unit at all levels to sign a letter of responsibility for safety objectives, which specified the content of responsibilities and quantitative assessment standards for corresponding positions. The Group regularly organised the performance assessment of the responsibility letter, and the assessment results would be linked to Quarterly Safety Award to ensure a closed-loop quantitative assessment.

集團建立全員安全生產責任制，並制訂月度安全績效考核標準，以指導監督各單位、各層級人員安全工作，並通過區域試點、逐步推廣的方式積極開展安全生產標準化建設工作。

落實安全生產責任，量化考核是關鍵。2021年，集團推行安全責任制量化考核，以加強崗位安全責任制與季度安全生產獎勵等掛鉤考核管理工作。該考核要求各單位要逐級、全員簽訂安全目標責任書，責任書對責任內容進行明確並配套相應的崗位量化考核標準，集團將定期組織責任書履職考核，其考核結果將與季度安全獎勵掛鉤，以保證量化考核閉環。





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. The Company strictly implements various O&M safety policies and responsibilities, signs annual safety responsibility letter, and carries out safety and quality supervision. The Company carries out a check-list management for various safety management activities to forms a list by refining

and quantifying the work content. Combined with the actual situation, each unit completes safety management activities item by item on time and in required quality according to the list and implements supervision and inspection.

The Company conducts special learning, Production Safety Month, security capability modelling, case study, safety knowledge competition and daily safety training, helping employees to increase safety knowledge, regulate their safety behaviour, develop safety habits, and ensure life safety.

運維公司設有安全管理委員會，負責制定安全管理制度，解決安全運維管理的重點問題。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。公司對各項安全管理活動實行清單式管理，通過細化、量化工作內容，以形成清單，各單位根據清單並結合實際逐項逐件、按時按質落實完成，並落實監督檢查。

公司開展專項學習、安全生產月、安全能力建模等工作及制度、案例學習、安全知識競賽、日常安全培訓等活動，幫助員工增長安全知識，規範安全行為，養成安全習慣，確保生命安全。

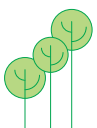


OFFICE SAFETY 安全辦公

The Group has formulated and strictly implemented management systems for fire safety in office buildings. We avoid fire accidents by updating circuit accessories, cleaning combustibles, inspecting machinery rooms, enforcing a ban on smoking in office buildings, and adding fire-fighting equipment in key fire-fighting areas.

We strengthen employees' awareness of traffic safety and remind them to pay attention to traffic safety on their way to and from work and during business trips.

The Group concentrates on routine epidemic prevention. This year, by comprehensively considering factors such as employee health and





safety, COVID-19 prevention requirements and business trips, we actively contacted PCR testing institutions, organised PCR testing every week, as well as organised all employees to be vaccinated, and purchased masks and sanitizing products, protective suits and thermometers for COVID-19 prevention.

集團制定並嚴格落實辦公樓消防安全制度。通過電路配件更新、可燃物清理、機房巡檢、辦公樓禁煙、重點消防區域增設滅火器材等方式，避免火災事故的發生。

我們加強員工交通安全意識宣貫，提醒員工關注上下班及出差途中的交通安全。

集團關注疫情常態化管理。本年度，我們綜合考量員工健康與安全、防疫要求及出差等因素，積極聯繫核酸檢測機構，組織落實每周一檢的核酸檢測，組織全體員工接種疫苗，採買並儲備了大批口罩、消毒液、防護服、溫度計等防疫物資，做好疫情常態化管控。

4. Contractor Safety Management

Contractors are our partners, as well as participants and operators in the production, operation and maintenance and project construction of our power plant. With great importance attached to the safety management of contractors, we formulate and follow relevant policies such as *Management Standards for Entry of Visitors* to manage the whole process of contractor screening, on-site training and evaluation and assessment, to reduce safety risks and prevent and reduce the occurrence of contractor accidents.

4. 承包商安全管理

承包商是我們的合作夥伴，也是我們電廠部分生產、運維及項目建設環節的參與者與作業者。我們重視承包商的安全管理，制定並依據《外來人員進場管理規範》等相關制度，對承包商的准入篩選、入場培訓、評價考核進行全過程管理，以減低安全風險，防止和減少承包商事故發生。



Bid Inviting and Admission: In the bidding documents, the Group clearly requires contractors to pass the quality, environment, occupational safety and health management system certification, and have a complete quality assurance system. 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. We implement “veto power policy” for safety accidents, and the contractor will be directly blacklisted once any safety incident occurs.

招標準入：集團在招標文件明確要求投標企業需通過質量、環境、職業安全健康管理體系認證，並需具有完備的質量保證體系。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。





On-site Training: 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.

Construction: 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, focusing on high-risk operations such as equipment hoisting and high-altitude operations, and requires the construction teams to appoint full-time safety personnel.

Evaluation and Assessment: The Group conducts supplier and contractor evaluations every year. 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.

(2) OCCUPATIONAL HEALTH MANAGEMENT

The Group is highly concerning the occupational health and safety of employees. We have established an overall emergency plan system, carried out targeted emergency skill training and emergency plan drills, and established an occupational health management system to effectively protect the occupational health of employees. At the end of reporting period, the Group identified no cases related to occupational disease.

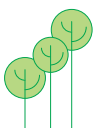
入場培訓：集團對現場施工人員在進場前開展安全培訓工作。特別在深基坑開挖、設備吊裝等危險性較大的分部分項工程施工前，我們會組織各參建單位按照專項施工方案對作業人員進行安全技術交底培訓。

施工作業：集團嚴格監管承包商施工安全，每日進行安全交底，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，加強安全管理獎懲力度，重點管控設備吊裝、高空作業等高風險作業，並要求施工隊伍設立專職安全員。

評價考核：集團每年都會開展供應商、承包商評價工作。承包方的施工人員進場安全培訓、統一管理機制、風險管理等都將加入各項目建設階段的考核與評估，並將與其安全績效表現一同作為下一次准入篩選的依據。

(二) 職業健康管理

集團高度重視員工的職業健康和 safety。我們通過建立總體應急預案體系、針對性開展應急技能培訓及演練、建立健全職業健康管理體系，切實保障員工職業健康。截至報告期期末，本集團未識別任何職業病相關事故的個案。





1. Emergency Plan and Drills

According to the *Measures for the Administration of Emergency Capacity Building and Assessment of Electric Power Enterprises*, the Group formulated system documents such as *Production Safety Emergency Management Regulations* and *Special Emergency Response Plan for Natural Disasters*. In order to enhance the overall ability to respond to emergency security incidents, we have established an overall emergency plan and an emergency plan system at the group, branch and construction project company level, and regularly carry out targeted emergency skills training and emergency plan drills.

This year, the Group completed 1 comprehensive emergency plan, 10 special emergency plans and 32 on-site disposal plans, 2 comprehensive emergency plans, 31 special emergency plans and 14 on-site disposal plans of branch and project company. We organised units to complete a total of 205 emergency drills, including on-site air rescue, tower escape and cardiopulmonary resuscitation. We have sorted out an emergency first aid mechanism, including the establishment of a flood control institution, clarification of emergency responsibilities and supply of emergency materials, to comprehensively improve our emergency response capability.

1. 應急預案與演練

根據《電力企業應急能力建設評估管理辦法》，集團制定了《安全生產應急管理規定》《自然災害專項應急預案》等制度文件，為提升整體應對突發安全事件的能力，我們建立了總體應急預案及集團層級、分公司及建設期項目公司層級的應急預案體系，並定期有針對性地開展應急技能培訓和應急預案演練。

本年度，集團完成綜合應急預案1項、專項應急預案10項、現場處置方案32項；分公司、項目公司綜合應急預案2項、專項應急預案31項、現場處置方案14項。集團組織各單位完成包括現場高空救援、塔筒實地逃生及心肺復蘇急救演練等在內的應急演練共計205次。我們全面梳理了應急急救機制，包括防汛組織機構建立，應急責任落實，應急物資供給等，以全面提升面對突發事件的應急處置能力。



In 2021, the Group specially invited professional institute to carry out a safety and emergency rescue training for aloft work in the wind power industry and rescue drilling and practice appraise on air rescue, tower escape and cardiopulmonary resuscitation in Yushan Wind Farm in Hubei, to comprehensively improve the emergency response capabilities of on-site staff.

2021年，集團特邀專業機構開展了風電行業高空作業安全及應急救援培訓，並在湖北峪山風電場開展高空救援、塔筒逃生及心肺復蘇急救演練和實操評比活動，以全面提升場站人員突發事件的應急處置能力。





2. Occupational Health Management System

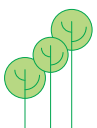
Following relevant regulations of the *Law on Prevention and Control of Occupational Diseases* and *Regulations on Work Injury Insurance*, we standardise employees' occupational health management, and implement protective measures for occupational disease hazards through organisational support, system guarantee, materials supply, and support actions to protect their health and safety.

- **Organisational support:** With the collaboration of the Safety Management Committee, Safety and Environmental Protection Supervisory Department and Human Resources Department, etc, the Group conscientiously implements relevant national regulations on production safety and labour protection to maximise the protection of employees' occupational health and safety and labour hygiene.
- **System guarantee:** The Group has set up an occupational health management system at the group level and occupational health management systems and regulations for subsidiaries. Management mechanisms, including warning, reporting, training and publicity, labour protection articles management, hazard monitoring, are continuously improved to make our occupational health management better. Full-time safety management personnel are equipped at the areas exceeding a certain scale of construction or production.
- **Materials supply:** Combined with the characteristics of positions and office environment, the Group regularly distributes labour protection supplies, instructs, and supervises employees' standard wearing of protection supplies, and provides first aid supplies on site and Automated External Defibrillator (AED) in the office building. The Group offer sufficient funds for employees' occupational health and safety education and training, purchase of labour protection articles, and physical examination related to occupational disease screening. In 2021, the Group's occupational health examinations coverage rate was 100%.

2. 職業健康管理體系

我們認真貫徹《職業病防治法》《工傷保險條例》的相關規定，通過組織保障、體系保障、物資保障、行動保障等多重舉措，規範員工職業健康管理，落實職業病危害防護措施，守護員工健康與安全。

- **組織保障：**集團安全管理委員會、安全環保監察部、人力資源部，多部門協同合作，貫徹落實國家有關安全生產、勞動保護等相關規定，最大限度地保障員工的職業健康安全 and 勞動衛生。
- **體系保障：**建立集團層面的職業健康管理體系和下屬公司的職業健康管理制度規範。持續完善包括警示、申報、培訓宣傳、勞動防護用品管理、危害監測等管理機制，不斷提高職業健康管理。為工程、生產規模超過一定量級的區域配置專職安全管理人員。
- **資源保障：**結合崗位及辦公環境特點，定期發放勞動保護用品，指導監督員工防護用品規範佩戴情況，在現場配備急救用品並在辦公大樓配備自動除顫儀(AED)急救裝置。為員工職業健康和安全教育與培訓、購置勞動保護器材、職業病篩查體檢等提供充足的資金保證。2021年員工職業健康體檢覆蓋率100%。





- Support actions: Engineering subsidiaries and Concord O&M have passed occupational health and safety certification. The Company checks the sources of danger in the workplace on a regular basis and provides trainings on production safety and industrial hygiene risk to on-site employees, to identify on-site occupational disease risks in a timely manner and take safeguard measures to achieve risk averse.

(3) SAFETY CULTURE CONSTRUCTION

The Group improves staff's safety prevention skills, strengthens the sense of responsibility for production safety and consolidates the foundation of safety culture construction through safety training, Safety Month activities and daily safety concept promotion.

1. Safety Training

In strict accordance with national laws and regulations, the Group carries 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.

At the Group level, we constantly updated the content of safety publicity and education this year, carried out publicity of the latest laws, regulations, policies and advanced industry experiences through the "OA module of safety concept", "safety and environmental protection micro classroom", "Cloud classroom" and "WeChat", as well as publishing articles on safety warning education and Production Safety Month. At the level of branches, subsidiaries and project companies, the Group has carried out a wide range of safety training activities, including power plant safety management training, first-aid training, onboarding safety training, case study of safety accidents, training on certification for electricians and safety leaders, and training on risk source identification, which have continuously improved the safety competence and safety skills of all employees and better guaranteed production safety. During the year, a total of 83 safety education courses and trainings were carried out at the Group level and 76 courses and trainings were carried out at project companies, enabling employees to fully share lessons learnt and improve safety awareness.

- 行動保障：下屬工程公司、運維公司均通過職業健康安全認證，集團定期排查工作場所的危險源，並向現場從業人員提供安全生產及工業衛生風險培訓，以及時識別現場職業病風險，採取保障措施最大限度規避風險。

(三) 安全文化建設

集團積極開展安全培訓、安全月活動及日常安全理念宣貫活動，以提高員工安全防範技能，強化安全生產的責任意識，夯實安全文化建設基礎。

1. 安全培訓

集團嚴格遵守國家法律、法規規定，積極組織各單位主要負責人、安全管理人員安全管理培訓工作及取證工作，實現安全管理人員全員持證上崗。

在集團層面，本年度我們不斷更新安全宣傳教育內容，通過「OA安全園地」、「安全環保微課堂」、「雲課堂」、「微信」開展最新法律法規、制度、行業先進經驗宣傳，並發布安全警示教育、安全生產月專欄等文章。在分、子公司及項目公司層面，我們開展電廠安全管理培訓、應急救護培訓、新員工入職安全培訓、安全事故案例學習、電工及安全負責人取證培訓及風險源識別等多方面多類型的培訓活動，全員安全素質及技能得以不斷提升，為安全生產提供有力保障。本年度，集團層面共計開展安全警示教育及培訓83次，各項目公司共計開展76次，員工得以充分汲取經驗教訓，提高安全防範意識。





CASE: POSITION SAFETY COMPETENCY MATRIX 案例：崗位安全能力矩陣

In 2021, Concord O&M constructed a safety competency model for engineers, covering 13 competency categories such as target responsibility, education training, risk management and control, and emergency management. For different roles, the model specified the respective requirements on the competency categories and levels of the individuals concerned, to form a standardised post safety competency matrix. Training and exams are provided for employees in a variety of forms such as supporting standardised courseware, videos, in-class tests and on-site practical operations to continuously enhance their safety awareness and safety skills.

2021年，運維公司構建了工程師安全能力模型，涵蓋目標責任、教育培訓、風險管控、應急管理等13個能力類別，為不同工作崗位匹配並設定其對應需掌握的能力類別及程度，以形成標準化崗位安全能力矩陣。員工可通過配套標準化課件、視頻、隨堂測試、現場實操等多種形式開展培訓及效果驗證，持續提升安全意識，強化安全技能。



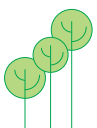
Target Responsibility 目標責任	Education Training 教育培訓	Risk Management and Control 風險管控	Emergency Management 應急管理	Specialized Equipment 專用設備
Hazardous Chemical Management 危化品管理	Related Parties Management 相關方管理	High Risk Operation 高風險作業	On-Site Management 現場管理	Position Management 崗位操作
Scenario-Based Operation 場景化作業	Accident Events 事故事件	Management System 管理體系		

2. Production Safety Month

The Group always regards production safety as a prerequisite, foundation and guarantee for the sustainable development of the Group. The Group carries out "Production Safety Month" activities every year. With the theme of "Implementing Safety Responsibility and Promoting Safety Development", we have carried out a variety of activities including safety publicity and education, investigation and rectification of potential safety hazards, emergency drills, activity summaries and team building of safety personnel, taking into account the characteristics of the production and operation, to popularise safety knowledge and enhance safety awareness and safety competence in all aspects of the activities, and encourage all employees to participate to create a good atmosphere combining production safety and safety development.

2. 安全生產月

集團始終堅持把安全生產作為推進集團持續發展的前提、基礎和保障。集團每年均會開展全集團範圍的「安全生產月」活動。本年度「安全生產月」以「落實安全責任，推動安全發展」為主題，我們結合生產經營特點，開展了包括安全宣傳教育、安全隱患排查整治、應急演練、活動總結及安全人員團建等在內的形式多樣的活動，把普及安全知識、強化安全意識、提升安全素質貫穿到活動各環節，鼓勵員工共同參與，以營造安全生產與安全發展相結合的良好氛圍。





This year, we successfully organised a centralised training activity for safety management employees under the theme of “Production Safety Month” of 2021, which consisted of “Special Training + Competency Assessment Exams + Practical Operation + Peer Learning”, covering all full-time and part-time safety management employees from departments of Production, Engineering, Concord O&M, Engineering and Construction Management, and Production and Operation. During the activity, the Group and its project companies and units convened a total of 127 safety-themed lectures and 27 safety knowledge exams, organised safety hazard investigation and rectification activities, carried out two sessions of all-staff safety knowledge learning competitions and front-line staff safety surveys, and rewarded staff with excellent results, to widely spread safety concepts and comprehensively enhance safety awareness, knowledge and skills.

本年度，我們成功舉辦2021年「安全生產月」安全管理人員集中培訓活動，由「專項培訓+能評考試+實操演練+對標學習」等板塊組成，涵蓋生產、工程、運維公司、工程建設管理部、生產運營部的所有專、兼職安全管理人員。活動期間，集團及所屬各項目公司及單位共計開展安全主題宣講127次、安全知識考試27次，並組織安全隱患排查及整改活動，開展了兩期全員安全知識學習競賽活動和一線員工安全調考工作，並對成績優異的員工進行獎勵，以廣泛傳播安全理念，全面提升安全意識與知識技能。



CASE: TRAINING CAMP FOR SAFETY MANAGEMENT EMPLOYEES 案例：安全管理人員集中培訓



time safety staff to improve their competence level.

Four lecturers from the Group and external experts were invited to conduct targeted thematic safety training on the Group’s safety management ideas, analysis of production and O&M safety issues, analysis of engineering construction safety issues and improvement of daily safety foundational management based on the findings of the Group’s inspection in the first half of the year, and to conduct competency assessment exams for both full-time and part-

邀請集團內部4位講師及外部專家，結合上半年集團督察問題，對集團安全管理思路、生產及運維安全問題分析、工程建設安全問題分析、日常安全基礎管理如何提升等進行了針對性專題安全培訓，並對專兼職安全人員進行能力測評考試，通過集中培訓學習和考試等方式，提升專兼職安全人員專業水平。





OPERATIONAL EXCELLENCE

卓越運營



The Group proactively respond to the national policy on new energy development and continues to adhere to the keynote of seeking progress in stability and innovative development. We always place scientific and technological innovation at the key position of the Group's sustainable development and continue to accelerate the intelligent transformation of our own business; we value customer experiences and provide customers with integrated new energy solutions; we take promoting the healthy development of the new energy industry as an unshakable responsibility, continue to build a responsible supply chain and actively participate in industrial exchange, etc. to achieve high-quality and stable corporate development.

集團積極響應國家新能源發展政策，繼續堅持穩中求進、創新發展的工作基調。我們始終將科技創新放在集團可持續發展的關鍵位置，持續加快自身業務的智慧化轉型；我們重視客戶體驗，為客戶提供一體化新能源解決方案；我們將推動新能源產業健康發展作為義不容辭的責任，持續打造負責任的供應鏈並積極參與行業交流等，實現企業高質量的穩定發展。

KEY ISSUES 重要議題

- Anti-corruption Management**
反貪污管理
- Customer Satisfaction**
客戶滿意度
- Supply Chain Management**
供應鏈管理
- Technological Innovation**
科技創新
- New Energy Development**
新能源開發
- Information Security and Privacy Protection**
信息安全與隱私保護

SDGs 目標




PERFORMANCE

績效表現

 Total Attributable Installed Capacity
總權益裝機容量
2,768 MW
兆瓦

 Cumulative Capacity of
Power Station Construction
累計建設電站容量
6,695.3 MW
兆瓦

 Number of Power Plant with Ownership
持股電廠
70 間





(1) BUSINESS COMPLIANCE AND PROFESSIONAL INTEGRITY

1. Integrity and Honesty

The Group adopts a “Zero Tolerance” attitude towards corruption and is committed to creating a culture of integrity that is fair, just, open and transparent. The Board of Directors attaches great importance to anti-corruption management and is responsible for reviewing and supervising the Group’s policies and practices regarding compliance with laws and regulations. We strictly comply with the *Anti-Unfair Competition Law* and *Anti-Money Laundering Law* and other laws and regulations, and has formulated a series of 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*. The Group formulated and issued the *Integrity and Compliance Policy* to further require all staff to adhere to the bottom line of compliance and create an honest and ethical business environment.

The Group places emphasis on anti-corruption and anti-fraud management. In the previous Chairman’s expansion meetings, President’s meetings and quarterly/annual work meetings, management advocated that every employee of Concord New Energy shall “hold discipline in awe and in respect and do not cross the line”, encouraging them to firmly establish the professional spirit of “never touch the red line and stick to the bottom line” and actively practice the integrity culture of Concord New Energy. We have set up a public “Supervision and Reporting” platform for all employees to collect corruption and fraud clues by telephone, email, and Ding Talk. After confirming the reported incident, the person in charge promptly organises and carries out case verification, gives feedback to the whistle-blower, solicits the opinions of the respondents, and issues a formal verification report. Cases that are verified are communicated and dealt with strictly.

The Group’s anti-fraud management system require to protect whistle-blowers, which upholds the fundamental principle of “protecting whistle-blowers and avoiding conflict of interests”. We strictly control the access to internally reported information, keep confidential the materials involved in the investigation process strictly, and forbid the investigated unit and person to retaliate against the whistle-blower.

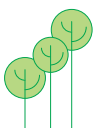
(一) 業務合規與廉潔從業

1. 廉潔誠信

集團對貪污腐敗行為採取「零容忍」態度，致力於營造公平、公正、陽光、透明的廉潔文化。董事會高度重視反貪污管理工作，負責審查及監督集團有關遵守法律法規的政策及措施。我們嚴格遵守《反不正當競爭法》《反洗錢法》等法律法規，並制定《反舞弊管理制度》《招標監督管理辦法》《職業道德行為準則》等各項反貪污相關制度。集團制定並發佈《廉潔合規政策》，進一步要求全體員工嚴守合規底線，營造誠信道德的商業環境。

集團重視反貪污及反舞弊管理工作。管理層在歷次主席擴大會、總裁辦公會及季度／年度等工作會議中，均會倡導每一位協合新能源的員工「知敬畏、存戒懼、守底線」，牢固樹立「紅線堅決不碰，底線牢不可破」的從業精神，積極踐行協合新能源廉潔文化。我們向全體員工設立公開「監督舉報」平台，通過電話、郵件及釘釘等方式接受貪污、舞弊線索。在確認舉報事件後，負責人員及時組織開展案件核查，向舉報人反饋並徵求被調查對象意見，出具正式核查報告並針對核查屬實的案件進行通報並嚴格處理。

集團反舞弊管理制度明確要求保護舉報人，實行「舉報保護、調查回避」的基本原則。我們嚴格控制集團內部舉報信息知悉範圍，嚴格保密調查過程中涉及的材料，並要求被調查單位和被舉報人不得對舉報人實行打擊報復行為。





For more information, please refer to the Group's *Whistleblowing Policy*.

The Group actively conducts anti-corruption training activities and makes every effort to foster a corporate culture of integrity. We have conducted several training activities such as anti-fraud theme publicity, anti-corruption cloud classroom and legal lectures to strengthen the integrity building among employees. In 2021, The Group Audit Department which reports to the Board conducted anti-fraud publicity and risk warnings through the "Supervision Platform" on the Ding Talk, and regularly pushed thematic articles to all employees of the Group every month. As at the end of the reporting period, there were 20 articles published on the "Supervision Platform", of which 14 were on anti-fraud topics, accounting for 70%; in addition, the reporting channels were presented at the end of each special article to strengthen the publicity of the reporting channels.

During the reporting period, the Group carried out a total of 4 integrity trainings for all members, including the Group's directors, with a total duration of 1,355 hours and a total attendance of 6,575 person times; the participation rate of directors of the Group in the integrity training was 100%, and the participation rate of employees reached 90%.

The Group adheres to the principle of operating with integrity and resolutely eliminates money laundering incidents. The Group has set up multiple money laundering risk prevention and control mechanisms to implement control at levels from business departments and risk departments to senior management and complete closed-loop processing from risk identification and assessment to risk grading and development of response strategies.

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

更多相關信息，請參閱集團的《舉報政策》。

集團積極開展反貪污培訓活動，竭力培育集團廉潔文化。我們多次進行反舞弊題材宣貫、開展反貪污雲課堂、法務講堂等培訓活動，加強員工廉政思想建設。2021年，集團董事局審計部通過企業釘釘「監督平台」進行反舞弊宣傳及風險提示等工作，每月定期向集團全員推送專題刊文。截至報告期末，「監督平台」共發文20篇，其中反舞弊題材14篇，佔比70%；並且在每篇專題刊文後均會增加舉報途徑，加強舉報渠道的宣傳。

報告期內，集團對含集團董事在內的全體成員共開展4次廉潔培訓，累計1,355小時，累計6,575人次直接參與培訓；集團董事廉潔培訓參與率100%，在職員工廉潔培訓參與率達90%。

集團恪守誠信經營原則，堅決杜絕洗錢事件發生。集團設置多重洗錢風險防控機制，從業務部門、風險部門到高級管理層進行層層把控，完成從風險判斷、評估、確認風險等級和對應策略的閉環處理。

本報告期內，我們未知悉有對集團及員工提出並審結的貪污訴訟及洗錢案件。





2. Information Security and Privacy Protection

The Group strictly abides by 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* and other regulations, which are implemented within the Group and its branches to ensure information security of the Group. In 2021, we issued the *Management System for Network-related Work* to further strengthen the Group's information security and network-related work management. We earnestly implemented the *Administrative Measures for Classified Protection of Information Security* and other related policy requirements of local power grids, and completed the replacement and rectification, system registration and classified protection assessment of network-related security isolators for wind and PV power plants.

The Group has formulated the *Administrative Measures for the Safe Operation of the Step-up Substation Network during the Commissioning Phase* to prevent hackers and malicious code from attacking the secondary power system. It clarifies the management responsibilities of each relevant unit in the commissioning stage of the booster station, the technical standards of related equipment, and the standards for regular inspection work, to achieve closed-loop processing of pre-defence, disposal during the event, and retrospective post-event. During the year, we have conducted several cybersecurity attacks and defence drills to ensure that cybersecurity attacks can be dealt with quickly and effectively, and to ensure the safe and stable operation of the monitoring system of step-up substations of power generation projects.

To maintain the privacy and security of customers, the Group has formulated and issued the *Customer Information Confidentiality Measures*, which specifies requirements such as the management standards for customer data confidentiality, the criteria for the allocation of access permission over confidential data, and the signing of confidentiality agreements. The confidentiality system is enforced across the Group and all branches to protect the interests of every customer. During the year, no information leakage incident incurred within the Group.

2. 信息安全與隱私保護

集團嚴格遵守《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，在集團及各個分公司範圍內貫徹執行，確保集團信息安全。2021年，我們發布《涉網工作管理制度》，進一步加強集團信息安全和涉網工作管理。我們認真落實《信息安全等級保護管理辦法》及地方電網的相關政策要求，組織風電場和光伏電站完成涉網安全隔離裝置的更換整改、系統備案和等保測評工作。

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《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、及定期排查工作標準，做到事前防禦，事中處置，事後追溯的閉環處理。本年度，我們多次進行網絡安全攻防演練活動，以確保網路安全攻擊事件發生後可快速、有效的處置，保障發電項目升壓站監控系統的安全穩定運行。

為維護客戶隱私安全，集團制定並發布《客戶信息保密制度》，明確客戶資料保密管理標準、涉密資料許可權分配標準及保密協議簽署規定等要求。保密制度執行範圍覆蓋集團及所有分公司，保護每一位客戶的利益。本年度，集團未發生信息安全泄露事件。





3. Intellectual Property and Brand Management

The acquisition of intellectual property rights is crucial to protecting innovative R&D achievements and improving market competitiveness. The Group strictly abides by the requirements of laws and regulations such as the *Trademark Law* and the *Patent Law* and has formulated and issued the *Intellectual Property Management Rule of Concord New Energy Group Limited* and other four supporting administrative measures. As at the end of 2021, the Group has obtained a total of 38 intellectual property rights.

While actively valuing our intellectual property, we avoid infringing on that of others. We have established a review mechanism and feedback channels and take necessary measures for potentially infringing technology or content in accordance with the law to avoid the risk of infringement. During the reporting period, the Group was not aware of any incidents of infringement of other's intellectual property rights.

The Group attaches great importance to the standardized management and external brand promotion. The Group strictly abides by the *Advertising Law*, the *Trademark Law* and other relevant laws and regulations, and publish 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 and the process and requirement of advertisement of the Group's brand has been standardized, which maintain the Group's corporate image, and continue to shape the brand influence.

(2) CLEAN ENERGY SUPPLY

The Group deeply understands the importance of clean energy development and utilisation in achieving the national "carbon peak and carbon neutrality" and continues to provide customers with efficient and stable energy supply. During the year, the Group accelerated the progress of project development and construction by actively planning and scientifically formulating development strategies to integrate the Group's resource advantages and vigorously promote the development of affordable wind power and photovoltaic projects, thus achieving continuous growth in project reserves, installed capacity and power plant capacity.

3. 知識產權及品牌管理

知識產權的獲取對集團保護創新研發成果、提高市場競爭力起到至關重要的作用。集團嚴格遵守《商標法》《專利法》等法律法規要求，並制定發布《知識產權管理制度》及四個配套管理辦法。2021年，集團共獲得知識產權38項。

我們在重視自身知識產權的同時，也尊重他方知識產權成果。我們設立審查機制及反饋渠道，對涉及侵權技術或內容依法採取必要處理措施，避免侵權風險。本報告期內，集團未知悉有侵犯他方知識產權事件。

集團重視品牌形象的規範化管理及宣傳。我們嚴格遵守《廣告法》《商標法》等法律及法規要求，發布《企業品牌視覺識別形象手冊》，規範集團品牌的視覺應用、對外宣傳流程與要求，維護集團企業形象，持續塑造品牌影響力。

(二) 清潔能源供應

集團深刻理解清潔能源開發利用對於國家「雙碳」目標實現的重要作用，持續為客戶提供高效、穩定的能源供應。本年度，集團加快項目開發與建設進度，積極謀劃，科學制定開發策略，整合集團資源優勢，大力開展平價風電和光伏項目的開發工作，項目儲備、裝機容量及電廠發電量持續增長。





At the same time, we boldly explore businesses related to the renewable energy industry chain. Through the development and application of technologies such as intelligent O&M, energy Internet of Things, big data analysis and artificial intelligence and the implementation of equipment technology improvement projects, we have effectively improved the operational efficiency of power plants, thereby reducing the operating costs, ensuring steady growth in power generation, and securing a stable supply of clean energy.

(3) INNOVATION-DRIVEN BUSINESS

The proposal of the target of achieving “carbon peak and carbon neutrality” means that China’s energy transformation will move even more aggressively, and the clean energy industry will continue to develop rapidly. At the same time, based on artificial intelligence and big data analysis technology, intelligent O&M is currently a key initiative to improve the quality and efficiency of power plant operations and maintenance.

During the year, the Group continued to promote the update and iteration of the digital O&M control system and the development and application of new technologies, further optimising the functions of the intelligent O&M systems such as centralised monitoring and control centres, POWER+ system, intelligent inspection terminal and Enterprise Asset Management (“EAM”) system, realising online and offline closed-loop management, and meeting the needs of itself and customers to improve power generation efficiency and reduce O&M costs with process-oriented, digital and intelligent O&M methods.

With increasing access to the Group’s sites, the O&M business puts forward new requirements on POWER+ system and EAM system. During the year, we further optimised the underlying performance and reliability of the platform, and further improved the system functions and correlation.

同時，我們大膽探索可再生能源產業鏈相關業務，通過智慧運維、能源物聯網、大數據分析、人工智能等技術的研發與應用與設備技改項目的實施，有效提升電廠運營效率，降低電廠運營成本，保障發電量穩步增長，保障清潔能源穩定供應。

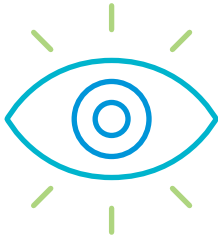
(三) 創新驅動業務

「雙碳」目標的提出，意味著我國能源轉型將邁出更加積極的步伐，清潔能源行業持續高速發展，與此同時，以人工智能、大數據分析技術為依托的智慧運維是目前提升電廠運維質量和效率關鍵舉措。

本年度，集團繼續推進數字化運維管控系統的更新迭代及新技術的研發應用，進一步優化集控中心、POWER+系統、移動巡檢終端、資產管理系統(EAM)等智慧運維系統的功能，實現線上線下閉環管理，以流程化、數字化、智能化的運營管理方式，滿足自身及客戶提升發電效益，降低運維成本的需求。

隨著集團場站接入數量不斷增加，運維業務對POWER+及EAM系統提出新的要求。本年度，我們進一步優化平台的基礎性能及可靠性，並對系統功能及關聯情況進一步完善。

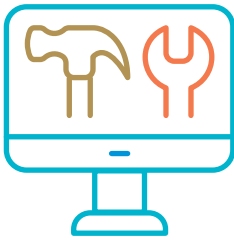




MONITORING CENTRE MODULE 監控中心模塊

The three-level remote monitoring from headquarters — regions — sites provides comprehensive insights into the operation status of sites, equipment, and personnel behaviour, and further optimises the unified data interface and data algorithm to provide management with timely and accurate basis for decision-making.

從總部-區域-場站實現三級遠程監控，全方位洞察場站、設備運行狀態及人員行為狀態，並進一步優化統一數據接口及數據算法，為管理者決策提供及時準確的依據。



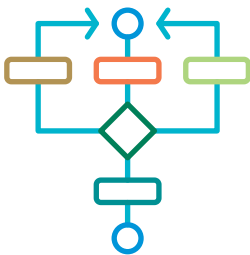
DIAGNOSTIC CENTRE MODULE 診斷中心模塊

Based on the status data of the wind turbines, the system generates the wind turbine shutdown records and pushes them to the EAM system in real time, realising automatic filling of shutdown records, reducing, and avoiding missed and false alarms on site, and increasing the effective running time of the wind turbines.

根據風機狀態運行數據，系統生成風機停機記錄並實時推送至EAM系統，實現停機記錄自動化填報，減少與避免現場漏報、誤報情況，提高風機有效運行時長。

This year, we further improved the module breakdown diagnosis function to accurately locate faults and potential equipment hazards and achieved automatic diagnosis of hidden faults and data quality problems in power generation equipment.

本年度，我們對模塊故障診斷功能進一步完善，精準定位故障及隱患設備，實現發電設備故障隱患及數據質量問題的自動化診斷。



DATA REPORTING MODULE 數據上報模塊

Support cross aggregation analysis and query in the space dimension by regions, stations, and equipment or in the time dimension daily, monthly, yearly or at defined intervals, view data and indicators in different dimensions, and facilitate the analysis of power generation, status, faults and power loss of equipment.

支持按區域、電站、設備空間維度與日、月、年或自定義時間維度進行交叉聚合分析查詢，查看不同維度下的數據及指標情況，方便分析設備發電情況、設備狀態情況、故障情況和損失電量情況。



RUNNING THE ANALYSIS MODULE 運行分析模塊

Optimise power station evaluation and analysis functions, detects and analyse root causes through overall power station evaluation, sub-index evaluation and analysis, and provide technical improvement and optimisation suggestions.

優化電站評價及分析功能，通過電站整體評價、分項指標評價與分析、發現並分析根源問題並提供技改優化建議。



REPORTING CENTRE MODULE 報表中心模塊

Support the preparation of multi-dimensional reports such as power generation reports, equipment status reports, fault reports, and weather station reports according to demand, and provide data support for planning and decision-making of various departments.

根據需求，支持發電量報表、設備狀態報表、故障報表、氣象站報表等多維度報表編制，為各部門規劃決策提供數據支撐。





This year, in order to further standardise the operational behaviour of site personnel and enhance the effectiveness and traceability of site safety management, we linked the EAM system work orders with the video records of the execution process of site work orders to record and check the behaviour of site O&M personnel in the course of their work, so as to timely discover and remind operators of irregularities and eliminate potential dangerous factors arising from improper operation during on-site operations.

The Group pays close attention to the development and application of new technologies in the industry and promotes the use of intelligent equipment in production and O&M; and actively develops new markets and explores new energy-related business types, such as energy storage, carbon assets and integrated energy, etc.

This year, we adopted flywheel energy storage technology for the first time in the energy storage supporting projects, reducing the use of lithium batteries in the project and the maintenance cost of lithium batteries, and eliminating potential safety hazards. At present, the Group is leading the industry in the field of hybrid energy storage applications.

We further connect the drone-based infrared inspection technology with the POWER+ system and use the system to intelligently analyse the thermal infrared images of the photovoltaic modules obtained by the drone, automatically identify the faults and locate them. The O&M personnel can navigate faulty devices and follow up on remediation through mobile terminal, creating an intelligent inspection solution for PV power stations featuring "efficient inspection, intelligent O&M, and enhanced safety and reliability".

This year, we have equipped operators with smart helmets, which integrate electronic components such as microphones, cameras, communication modules, wireless transmission modules, positioning chips, environmental monitoring sensors and body sign monitoring sensors, so that site operators can provide real-time feedback to the far-end without manual operation, greatly improving the O&M efficiency.

本年度，為進一步規範現場工作人員的作業行為，提升現場安全管理的有效性及可追溯性，我們將EAM系統工單與現場工單執行過程的視頻記錄進行關聯，對現場運維人員工作過程中的行為記錄並檢查，及時發現並提醒作業人員不規範行為，消除現場作業過程中的因操作不當產生的潛在危險因素。

集團密切關注行業新技術的研發與應用，推進智能設備在生產、運維工作中的使用；並積極推動新市場的發展，拓展新能源相關業務類型，如儲能、碳資產及綜合能源等領域。

本年度，我們在儲能配套項目中，首次採用了飛輪儲能技術，減少項目中鋰電池使用，減少鋰電池的維護成本並消除潛在的安全隱患。目前，集團整體在混合儲能應用領域處於行業前列。

我們將無人機紅外巡檢技術與POWER+系統進一步串聯，利用該系統對無人機獲取的光伏組件熱紅外圖像進行智能分析，自動識別故障，並自動定位，運維人員可通過移動端對故障設備進行導航消缺，打造「高效巡檢、智能營維、安全可靠」的光伏電站智能巡檢解決方案。

本年度，我們為作業人員配備了智能安全帽，該設備集成麥克風、攝像頭、通信模塊、無線傳輸模塊、定位芯片、環境監測傳感器、人體體征監測傳感器等電子元器件，現場作業人員無需手動操作，即可將現場情況實時反饋到遠端，極大提高了運維效率。





(4) CUSTOMER EXPERIENCE COMES FIRST

We provide engineering consultancy and design business, professional O&M of power plants, intelligent energy management, financial leasing, and other services, covering a wide range of upstream and downstream industry chains, to build an integrated service business brand.

Engineering Consultant and Design Business

Design Company provides the customer with high-quality full-process services covering planning, feasibility research, construction documents design, as-built drawing design and post-evaluation of renewable energy power generation project. We are equipped with Grade A Qualification for Engineer Consultation and has passed Quality Management System Certification (ISO 9001) and have been awarded 2021 AA Credit Grade for Enterprises in the Electric Power Survey and Design Industry.

The Design Company adheres to the quality policy of “Scientific Management, Elaborate Design, Sincere Service, and Customer Satisfaction”, and continues to promote design optimisation and standardisation to strengthen the whole process control of the project. The feasibility and correctness of the design plan are evaluated, revised, and verified in several rounds at the early stages of the project design to ensure successful implementation and completion of the project; after the project is completed, the Company collects all parties’ opinions on the practicality, applicability, and effectiveness of the delivered product, and continues to optimise the product to improve the quality of the service. This year, the projects of *Reducing the Cost for Grounding Engineering of New Energy Power Generation Projects in Highly-Corrosive Sites* and *Reducing the Weight of Supporting Brackets of the Dingbian PV Power Project Through High-Strength Steel* carried out by the Design Company were both rated as Outstanding QC Results Award in the Power Engineering Industry.

(四) 客戶體驗為先

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，廣泛覆蓋上下游產業鏈，致力於打造一體化服務業務品牌。

設計服務

設計公司為客戶提供高質量新能源發電項目規劃、可行性研究、施工圖設計、竣工圖設計及後期評估等全過程服務。我們持有具備諮詢資信等級甲級資質和質量管理體系認證(ISO 9001)，並於2021年度獲得電力勘测設計行業企業AA級信用評價。

設計公司秉承「科學管理、精心設計、誠信服務、顧客滿意」的質量方針，持續推進設計優化和標準化建設，加強項目的全過程控制。在項目設計初期，對設計方案的可行性及正確性將經過多輪評估、修改及驗證，以確保項目在實施過程中順利完成；項目結束後，公司將依照交付產品的實用性、適用性和有效性等標準向各方收集反饋，持續優化產品以提升服務質量。本年度，設計公司開展的《降低強腐蝕場地新能源發電項目接地工程造價》和《引用高強度鋼材降低定邊光伏項目支架重量》項目，均被評為電力工程行業優秀QC成果。





Professional Operation and Maintenance of Power Plants

Adhering to the service concept of “Intelligent O&M”, Concord O&M has established a service system of “standardised management process + digital technology” with the core demands of improving the power generation efficiency of the power plants and reducing the operating cost of the power stations. Concord O&M 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.

The Company establishes scientific management processes in the whole process of contract signing, entry standards, solution customisation and implementation steps, and provides one-stop service solutions such as equipment early warning, intelligent diagnosis, maintenance decision-making, on-site O&M, technical improvement and optimisation, and spare parts supply through self-developed digital tools to help customers realise closed-loop management of power stations and provide them with full-cycle all-round lean management, thus balancing asset investment and operating costs and maximising the value of power station assets.

Concord O&M upholds the attitude of customer experience coming first to provide customers with efficient and meticulous services. We have established the *Coordination Meeting System* and discussed about and made arrangements for the issues reported from the site and customer opinions with the site leaders every two weeks. At the same time, the Company sets up channels for customer feedback and conducts regular customer satisfaction questionnaires. Through professional training product services and based on the analysis of customer needs, we have trained many technically experienced technicians to efficiently solve customer problems. This year, the customer satisfaction questionnaire will be presented in the form of a column on the WeChat official account to collect customer feedback on safety, quality, attitude, progress, etc. All responsible departments will respond to and address customer feedback in a timely manner according to the *Communication Control Procedure* to maximise customer experience.

運維服務

運維公司秉承「智慧運維」的服務理念，以提升電場發電效益、降低電站運營成本為核心訴求，建立了「標準化管理流程+數字化技術」雙輪驅動的服務體系。我們面向陸上、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。

公司在合同簽訂、入場標準、方案定制和實施步驟的全流程環節建立科學管理流程，並通過自主開發的數字化工具提供設備預警、智能診斷、維修決策、現場運維、技改優化、備件供應等一站式服務解決方案，幫助客戶實現電站閉環管理，為客戶提供全周期全方位精益化管理，以平衡資產投入和運營成本，實現電站資產價值最大化。

運維公司秉承客戶體驗為先的態度，為客戶提供高效、細緻的服務。我們建立了《協調會議制度》並在每雙周與各現場負責人對現場反饋的問題及客戶的意見進行討論和部署。同時，公司開闢客戶反饋渠道，定期開展客戶滿意度問卷調查。通過專業的培訓產品服務並結合客戶需求，我們培養了大量有著豐富技術經驗的專業技術人員來高效解決客戶問題。本年度，客戶滿意度調查表將以微信公眾號專欄的形式呈現，在安全、質量、態度、進度等方面收集客戶反饋。各個責任部門將根據《溝通控制程序》對客戶反饋問題及時予以答覆和處理，最大化提升客戶體驗感。





A CASE OF PROFESSIONAL SERVICE — PRODUCT SERVICE TRAINING 專業服務案例 — 培訓產品服務

“People” is the driving force to improve the quality of our O&M services, and professional training is the most efficient means to improve people’s skills. Concord O&M has established cooperation with several power generation group customers, and has held a series of online and offline customised and focused training on wind power, PV power, substations, data mining technologies, etc.

We build course system and design course content based on the diversified needs of different customers and provide green hands in energy industry with professional training services with flexible customised and standardised product packages. We have created more than 40 courses included in various training product packages and provided customised training services for many enterprises among the top 500 companies in the energy industry, with a total attendance of more than 27,000 person times and a total duration of about 74,000 hours. Our customised training services are the link and bridge connecting the Company and customers for a close relationship.

「人」是提升運維服務品質的源動力，專業培訓是賦予人技能提升的直接手段。運維公司已與多家發電集團客戶達成合作，通過線上和線下集中培訓的方式，組織開展了一系列針對風電、光伏、變電、數據挖掘技術等的定制化培訓服務。

我們根據不同客戶的多樣化需求進行課程體系搭建和課程內容設計，提供定制化、標準化等靈活的產品組合向行業新能源人提供專業的培訓服務，並已為能源行業前500強企業提供定制化培訓服務高達2.7萬餘人次，約7.4萬總學習時長，形成培訓產品包40餘門課程。通過為企業提供定制化培訓服務，成為公司與客戶建立良好合作關係的紐帶與橋梁。

Intelligent Energy Management

By dint of the energy Internet and smart big data technology, we have independently developed the POWER+ system to provide artificial intelligence O&M service solutions for PV and wind power plant customers. Sensor network, intelligent human-computer interaction configuration and other technologies are applied in the system to realise the coordinated management of 7*24 online real-time intelligent monitoring and on-site O&M, which enables real-time, quantitative, and accurate dynamic visual supervision. Functions of the system include multi-functional data acquisition, centralised monitoring, production O&M, intelligent early warning, and automated reporting, thus improving the work efficiency of O&M personnel and reducing the occurrence of faults and the use of inefficient equipment, to support comprehensive decision-making on energy and energy conservation and maximise the profits of power plants.

智慧能源管理

我們基於能源互聯網及智能大數據技術，自主研發POWER+系統，為光伏和風電站客戶提供人工智能運維服務方案。該系統依托傳感網、智能人機交互配置等技術，實現在線7*24小時實時智能監控與實地運行維護的協同管理，提供實時、量化、準確的動態可視化監管。系統提供多功能數據獲取、集中監控、生產運維、智能預警、自動化報表等功能，有效的優化運維人員工作效率，降低故障和低效設備運行數量。以支持能源與節能宏觀綜合決策，最大化電站發電收益。





With the development of innovative technologies, POWER+ is applied in more scenarios such as energy management and optimisation of the buildings in the park and green certificate management of renewable energy, enabling us to provide customers with multi-dimensional intelligent solutions.

Finance Leasing Service

Following the vision of “creating a valuable brand and achieving green and harmonious development”, Leasing Company focuses on the clean energy industry and continues to provide financial services for the new energy industry. We have established a simple and clear lending process and offer personalised financing options to provide targeted services for the enterprises in the new energy industry and upstream or downstream of the industrial chain that have financing needs. Based on the Group's experience in investment operation management and artificial intelligence technologies in the new energy industry and our own strength of professional project selection and valuation, we invest in valuable and sustainable development projects, contributing to the long-term prosperity and development of the industry.

Leasing Company actively enhance its capacity of professional and financing abilities, improve its risk management and control mechanisms to continuously provide customers with stable energy service solutions.

Engineering Construction

Engineering Company has the Grade II qualification of general contracting for power engineering construction, the Grade II qualification for power construction licensing of installation (repair, debugging), and achieves the triple certification of Quality Management System (ISO 9001), Occupational Health and Safety Management System (ISO 45001) and Environmental Management System (ISO 1400), with a credit rating of AAA. The Company serves customers with the contracting of overall construction of power transmission lines and substations, and the construction of wind and PV power plants. Over the years, the Company has gained rich experience in the construction of wind and PV power plant projects in mountains, plains and offshore. Since its incorporation, the Company has contracted the construction of more than 80 wind and PV power plants with a total capacity of 6,695.3MW.

隨著創新技術的不斷成熟，POWER+應用的場景也隨之拓展。在園區建築能源管理及優化、可再生能源綠色證書管理等多個方面均加以應用，為客戶提供多維度智能化解決方案。

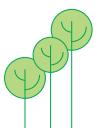
融資租賃服務

租賃公司秉承「價值品牌創造，綠色和諧發展」的理念，聚焦清潔能源產業，持續開展新能源產業金融服務。我們提供簡潔、清晰的放款流程及個性化的專業融資方案，精準服務於在新能源領域及產業鏈上下游有融資需求的企業。公司基於集團在新能源行業的投運管理和人工智能技術經驗，具備專業項目篩選及價值評估能力，通過投資有價值可持續發展的項目，賦能產業長期繁榮發展。

租賃公司積極提升自身專業能力和融資能力，不斷加強風險管控，持續為客戶提供穩定、高質的能源解決服務。

工程建設

工程建設公司具有電力工程施工總承包二級資質、承裝(修、試)電力施工許可二級資質、持有質量管理體系(ISO 9001)、職業健康安全管理体系(ISO 45001)、環境管理體系(ISO 1400)三標認證證書，並取得AAA級別信用等級評價。公司為客戶提供送電線路和變電站總體施工工程承包、風電場及光伏電場的建設工程業務。公司多年來在山地、平原、水上風電及太陽能項目具有豐富的施工經驗，自成立以來已承建各容量風電場、太陽能電站八十多座，累計建設電站容量6,695.3兆瓦。





Adhering to the concept of keeping improvement, the Company constantly seeks for business innovation and actively explores the application of soft tower technologies in wind power projects. Meanwhile, we try the best to provide customers with high-quality, economical and safe engineering construction services through continuously increasing tower fan heights and power generation capacity of projects.

公司秉承精益求精的理念，不斷努力提高自身業務創新能力，積極探索柔塔技術、混塔技術在風電項目的應用，不斷提升風機高度，提高項目發電量，努力為客戶提供高品質、經濟、安全的工程建設服務。



阜新海力板风电场新建
工程项目
活动内容：吊装前质量监督检查
拍摄时间：2021.11.16 14:21
天气：晴 2°C 东南风2级



阜新海力板风电场新建
工程项目
活动内容：吊装前质量监督检查
拍摄时间：2021.11.16 13:53
天气：晴 3°C 东南风2级

On-Site Supervision and Inspection
開展現場監督檢查工作

(5) COOPERATION WITH THE INDUSTRY FOR DEVELOPMENT

Insisting on fair and transparent supply chain management, the Group is committed to building a green and low-carbon supply chain and works with suppliers to promote sustainable development of enterprises and the society. We actively join excellent industry organisations and take part in relevant activities and create a strategic cooperation mechanism of resource and advantage sharing under a mode of mutual learning and research to accelerate the development of the industry in technological research, scientific and technological innovation, and product digitalisation.

(五) 協同行業發展

集團始終堅持公正、透明的供應鏈管理，致力於構建綠色低碳的供應鏈，與供應商共同努力推動企業和社會的可持續發展。我們積極參與優秀的行業組織和活動，通過互學共研的模式打造資源共享、優勢互補的戰略合作機制，推動行業在技術研究、科技創新、產品數字化方向快速發展。





1. Building a Responsible Supply Chain

Strictly implementing the *Law on Bid Invitation and Bidding* and other relevant laws and regulations, we have formulated the *Supply Chain Management Policy* and the *Measures for the Supervision and Administration of Bidding* to standardise the supplier management process. This year, we added members of Procurement Committee, clarified the construction process, and strengthened supplier management. We identify risks at all stages of the supply chain and clarify requirements on suppliers' performance in business ethics and their fulfilment of corporate social responsibilities to create a business environment of integrity, transparency and honesty.

For more information, please refer to the Group's *Supply Chain Management Policy*.

1. 打造負責任供應鏈

我們嚴格執行《招標投標法》等法律法規，制定《供應鏈管理政策》《招標監督管理辦法》制度，規範供應商管理流程。本年度，我們增加採購委員會人員，明確了施工流程，加強供應商管理。我們識別並防控供應鏈各個環節風險，對供應商的商業道德表現提出要求，約束其承擔並履行企業社會責任，以營造誠信、透明、廉潔的營商環境。

更多相關信息，請參閱集團的《供應鏈管理政策》。

As for the supplier admission, priority is given to low-carbon suppliers and suppliers with carbon management at a higher level. This year, we placed our focus on suppliers owning SVG (Static Var Generator) as the related equipment and technologies are expected to effectively reduce the energy consumption of transmission lines, save energy, and reduce emission.

在供應商准入中優先考慮低碳供應商以及具有優質碳管理水平的供應商企業。本年度，我們重點考察具有SVG（靜止無功發生器）設備的供應商，其設備工藝能有效降低線路能源損耗，助力節能減排。

Actively responding to the national goal of "carbon peak and carbon neutrality" and gradually building a green supply chain system.

集團積極響應國家「雙碳」目標，並逐步搭建綠色供應鏈體系。

The Group joins hands with suppliers to promote the construction of a green supply chain. Our suppliers have outstanding performance in environmental protection and energy saving. One of our suppliers has installed PV power generation equipment in its Yizhuang Plant and fully transformed the power consumption in the office building to new energy to increase the proportion of clean energy.

集團與供應商携手共同推進綠色供應鏈建設，我們的供應商在環保節能中有突出的表現。我們某一供應商在其亦莊工廠安裝太陽能光伏，並將辦公大樓用電全面更換為新能源電力，以提升清潔能源佔比。





During the bidding, the Group adheres to the principles of fairness, justness, and openness, and carries out strict qualification review procedures. Enquiries are sent to multiple suppliers and a system has been set up for the preliminary reviews on their qualifications. In addition to qualifications, we also review capability of EHS management, legal risks, and investigate their schedule management, quality control, green production and delivery performance. Only suppliers who pass the preliminary reviews are accepted for bidding. We have a strict inspection process for suppliers. As for the units that participate in the bidding for the first time, we conduct site or factory inspections to obtain more direct and in-depth understanding of their capabilities of coordination at construction sites and risk management and control.

The Group makes efforts to create a culture of integrity and positiveness for supplier cooperation. The Group Audit Department which reports to the Board collaborates with the Procurement and Bidding Centre to implement the anti-fraud policy among suppliers. All bidding suppliers are requested to read out and formally sign the *Integrity Commitment Agreement* for bidding. We set up a reporting platform and open reporting channels, requiring suppliers to report potential frauds to the Audit Department which reports to the Board in a timely manner.

With respect to contract signing, we clearly define the contractor's scope of work, responsibility on quality and safety, construction technique, and progress management, implement the construction inspection system and formulate acceptance standards to guarantee the timely and quality completion of projects. We attach great importance to the safety management of construction personnel and require the contractor to purchase work injury insurance and accident insurance for all employees and third-party personnel on the construction site in accordance with laws, and to pay premiums.

To ensure the implementation of the *Regulation on Ensuring Wage Payment to Migrant Workers*, the Group has actively responded to this national regulation and put in place measures to ensure compliance of salary payments to rural workers by our suppliers. During contract signing, the Group requires contractors to pay a certain deposit or set up an account for the salaries of migrant workers and supervise the account to protect those workers' rights and interests. Any contractors with record of unpaid salaries for workers are prohibited from admission.

在招標階段，集團始終堅持公平、公正、公開的採購招標原則，實施嚴格的資質審核程序。我們對多家供應商進行詢價，並設立供應商資質預審制度，針對供應商資質、環境健康安全（EHS）管理能力、法律風險等方面實施審查，在供應商進度管理、品質管控、綠色生產、交付能力上進行考察，預審合格的供應商方可獲得投標資格。我們對供應商執行嚴格的考察流程，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。

集團努力營造供應商廉潔陽光合作的文化。集團董事局審計部協同採購招標中心，貫徹落實供應商反舞弊政策，要求招標代理公司在招標過程中，宣讀《廉潔承諾協議》。我們設立舉報平台和公開舉報途徑，要求供應商對於潛在的舞弊行為及時向董事局審計部舉報。

合同簽訂時，我們在承包商的工作範圍、質量安全、施工技術和進度管理做出明確約定，實行施工巡查制度、制定驗收標準，為項目按時、保質完成提供保障。我們高度重視施工人員安全管理，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。

集團積極響應國家政策要求，高度重視農民工工資管理，貫徹落實《保障農民工工資支付條例》制度。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。





During the execution, we strictly supervise contractors and assess their performance to ensure compliance of safety management. Suppliers are required to conduct safety training for construction personnel prior to the execution. A supervisory meeting is held weekly at the construction site and a safety inspection is carried out monthly. Anti-corruption training courses for suppliers are performed from time to time, and all suppliers are required to understand the Group's anti-fraud policy and enhance their awareness of anti-corruption.

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 conducted a questionnaire survey on the main tower barrel manufacturers in the industry, communicated with them on different topics based on the survey results, and organised expert field visits to their plants and factories.

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。在施工前，要求供應商對施工人員進行安全培訓。施工現場每周召開監理例會、每月組織安全大檢查。我們不定期開展供應商反貪污培訓課程，要求供應商明晰集團反舞弊政策，增強反貪污意識。

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。

Indicators 指標	Unit 單位	2021 2021年
Total number of suppliers 供應商總數	個	197
By Region 按地區劃分		
China 中國供應商數量	個	197
Foreign countries 國外供應商數量	個	0

2. Cooperation with the Industry for Development

The Group adheres to the principles of openness, inclusiveness, diversity and mutual learning. The Group has actively participated in various industrial exchanges to keep up with the development trends of new energy technologies and constantly pursue innovation. Industrial experts are invited to join us in experience and technologies sharing to make a joint contribution to the prosperity and development of the industry. In 2021, the Group participated in industrial exchange activities such as the Wind Power Industry Post-market Forum, Blade O&M Technology Forum, the 2021 SNEC International Photovoltaic Power Generation and Smart Energy Exhibition & Conference (Shanghai), the 3rd Seminar on Intelligent Photovoltaic Power Plants, and the 2021 Beijing International Wind Energy Conference & Exhibition.

2. 協同行業發展

集團秉承開放包容、多元互鑒的理念。我們積極參與行業交流活動，緊跟新能源技術發展趨勢，不斷追求自身創新，並携手行業專家分享自身經驗與技術，共同推進行業繁榮發展。本年度，集團參與了風電行業後市場論壇和葉片運維技術論壇，2021國際太陽能光伏與智慧能源(上海)展覽會暨論壇，第三屆光伏電站智能化專題交流研討會，參展2021北京國際風能大會暨展覽會等行業交流活動。



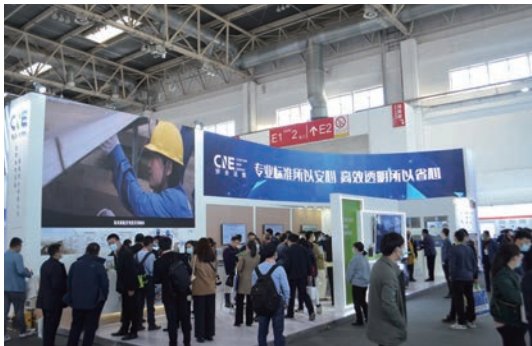


Taking the initiative to display the latest product achievements and highlighting corporate innovation

主動展示最新產品成果，
展現企業創新

At the China Wind Power 2021, the Concord O&M, on the theme of “professional and high-quality services to help achieve carbon neutrality”, bring new energy power station service solution, intelligent operation solutions and distributed photovoltaic one-stop solution on the exhibition. We exhibit the Group’s strong capacity of resource integration in wind power, photovoltaic, substation, the whole category of new energy power station, and ability to contribute professional and quality service and value for “carbon neutrality”.

2021年北京國際風能大會暨展覽會上，協合運維以「專業高品質服務，助力實現碳中和」為主題，携新能源電站服務解決方案、智慧運營解決方案及分布式光伏一站式解決方案隆重亮相，充分展現協合在風電、光伏、變電、綜合能源全品類新能源電站管理和強勁的資源整合能力為「碳中和」實現貢獻專業高品質服務與價值。



Sharing and exchanging industrial technologies, and giving full play to corporate collaboration

踴躍分享交流行業技術，
發揮企業共建力

At “the 8th China Wind Power Post-Market Exchange and Cooperation Conference” in 2021, Concord New Energy attended the summit dialogue on “Digital and Smart O&M of Wind Power Plants”, sharing unique insights on digitalisation and technological transformation business from the perspective of new energy asset operation and discussing with industrial experts about the use of technologies for blade maintenance and capacity and efficiency enhancement, so as to promote the exploration of and research on the future development of fan-related technical innovation among industrial participants.

集團出席2021年第八屆中國風電後市場交流合作大會「風電場數字化與智慧運維」高峰對話，分享新能源資產運營視角下針對數字化及技改業務獨特的洞見，並與行業專家共同探討在葉片維護和增功提效方面的技術應用以期推動行業對在風機技改未來發展趨勢的思考和研究。





Promoting digital and standard development of the industry and exhibiting the corporate responsibility in an active manner

積極推動行業數字標準化發展，體現企業擔當力

In May 2021, Concord O&M cooperated with China Association of Agricultural Machinery Manufacturers to organise a salon about the O&M of wind power plants in the Second Conference on "Digital Wind Farm Construction", attracting many enterprises and experts in the industry.

At the conference, the attendants discussed and analysed the standardisation, utilisation and governance of data, information systems and other issues, and gave constructive suggestions on the standards and criteria of the data-driven and intelligent management of plant construction. During the conference, enterprises made the decision to jointly draft the "Standard Outline and Related Standards for Standardised and Intelligent Application of Wind Farm O&M Data". The decision is expected to help accelerate the development of

industrial informatisation and data standardisation and make contributions to the high-quality and sustainable development of the industry by reducing costs and increasing efficiency.

2021年5月，協合運維與中國農業機械工業協會攜手，承辦第二屆「數字風電場建設」的風電運維沙龍大會，行業多家企業與專家參與了此次會議。

會上，各業主單位針對數據的標準化、價值化、數據治理、信息化體系等問題展開了熱烈討論和分析，對場站建設信息化和智慧化管理的標準和規範提出了建設性意見。企業單位在此次會議上，達成共同參與起草「風電場運維數據標準化及智慧化應用標準大綱及相關標準」的決定。這一次決議有助於推進產業信息化、數據標準化的發展進程，為行業發展降本增效，走向高質量、可持續發展道路做出貢獻。





Supporting the development of national scientific research projects and contributing corporate scientific research vitality

支持國家科研項目發展，
貢獻企業科研力

The group actively engage into national key research and development projects and take advantage of its own strength to remove technical obstacles in the industry.

On 17 June 2021, the completion and unveiling ceremony of Wuwei Concord Typical Climate Demonstration Base was held in the Group's Wuwei PV Power Station, marking the official launch of the national key research and development project under the "13th Five-Year Plan" - "key technologies for PV system empirical research and testing under typical climate conditions" in Wuwei Concord PV Power Station.

集團積極參與國家重點研發項目，利用自身力量攻克行業技術難關。

2021年6月17日，武威協合典型氣候實證基地竣工及揭牌儀式在集團武威協合光伏電站舉行，標志著「十三五」國家重點研發計劃項目「典型氣候條件下光伏系統實證研究和測試關鍵技術」正式落地武威協合光伏電站。

Practising the concept of sustainable development and taking corporate social responsibility

踐行可持續發展理念，
承擔企業社會責任

We proactively explore how new energy can lead to better economic development. This year, the Group attended the Desert and PV Forum and explored the business mode of "PV + Husbandry" together with industrial experts to drive the economic development of deserts and enable the ecologically sustainable and benign development of "golden sands, blue ocean and oases".

我們積極探索新能源如何帶來更好的經濟發展。本年度，集團參加沙漠光伏論壇，與行業專家共同探尋「光牧」的商業模式，以帶動沙漠經濟發展，為「金沙、藍海、綠洲」的生態可持續良性發展帶來可能。



We have been actively involved in the formulation of national and industry technical standards. This year, we participated in drafting the "Standard Outline and Related Standards for Standardised and Intelligent Application of Wind Farm Operation and Management Data". Meanwhile, we keep improving our internal standards, and continue to formulate new and refine existing internal standards in accordance with the updates of national and industry standards.

集團積極參與國家及行業技術標準的制定。本年度，我們參與起草「風電場運維數據標準化及智慧化應用標準大綱及相關標準」。同時，針對企業標準我們也不斷精益求精，根據國家及行業標準更新情況，不斷制定和完善企業標準。



GIVING BACK TO THE COMMUNITY

回饋社會





The Group pays close attention to social development and community needs, and provides necessary supports based on the industry's characteristics and advantages to realise the common development of the Group and the society. We power the economic development of communities by investing in infrastructure construction, offering jobs, and making donations. We also attach great importance to the education development and practise national policies of "strengthening the nation through human resource development". By developing school-enterprise cooperation programme and establishing scholarships, we provide students with high-quality educational resources and learning opportunities and cultivate high-level talents for the country, the community and the new energy industry.

集團關注社會發展及社區需求，利用行業自身特點和優勢為其提供幫助，實現集團與社會的共同發展。我們通過投資基礎設施，提供工作崗位及捐獻資金等方式為社區經濟發展提供動力。我們重視教育事業發展，貫徹落實國家「人才強國」的政策。通過積極開展校企合作，設立獎學金活動，為學生提供優質教育資源和學習機會，為國家、為社區、為新能源行業培養高素質人才。

KEY ISSUES 重要議題

Community Investment 社區投資

SDGs 目標



PERFORMANCE

績效表現



Amount of Accumulated Donation
for Community
累計社區捐贈

逾
**over RMB
20,518,000** 元



Number of Accumulated NCEPU
Scholarship Beneficiaries
獎學金累計資助學生

1,441 人



Number of Accumulated Students Trained
from School-Enterprise
校企合作累計培養學生

457 人





(1) CARING COMMUNITY LIVELIHOOD

Social responsibility and corporate mission are embedded in our mind. We are concern for the environmental impact of the Group's projects on local communities. By establishing a complaint mechanism for project environmental impacts, we monitor all project and carry out annual assessments to measure the impact of the project on the livelihood of residents and properly address related issues. The fulfilment of social responsibility is also helpful to the sustainable development of our business and the achievement of a win-win situation for all parties.

The Group are committed to improving the well-being of the livelihood of community residents through actively communicating with the community and exploring development plans for the community. We strive to promote the rural revitalisation, and help communities achieve sustainable development of economy and society and improve the living standards of residents through paired supporting, job creation and joint efforts between enterprises and local communities. In 2021, the Group participated in rural revitalisation and poverty alleviation through infrastructure construction, donations, job creation in project locations including Heilongjiang, Liaoning, Inner Mongolia Autonomous Region, Yunnan, Hebei, and Sichuan. To support the prevention and control of COVID-19, the Group made a total donation of RMB 20.518 million.

(一) 關注社區民生

集團始終銘記社會責任及企業使命。我們關注集團項目對當地社區環境影響，通過建立項目環境影響投訴機制，對各項目監測並進行年度評估，來衡量項目對當地居民生活的影響，並妥善解決相關問題。集團履行社會責任，亦有助於集團業務走向可持續發展道路，實現多方共贏。

集團以提升社區民生的福祉為己任，積極與社區溝通並探討社區發展應對方案。我們努力推進鄉村振興進程，通過開展對口支援、帶動就業及企地共建等行動，以幫助社區實現經濟和社會的可持續發展，提高當地群眾生活質量。2021年度，集團在黑龍江省、遼寧省、內蒙古自治區、雲南省、河北省、四川省等項目地開展基礎設施建設、捐贈資金、提供就業機會等項目，參與鄉村振興及扶貧等項目，支持疫情防護，合計捐贈支出逾2051.8萬元。



CASE: YILAN SCENIC LANDSCAPE UPGRADING AND RECONSTRUCTION PROJECT

案例 依蘭縣景區景觀提升改造項目

Heilongjiang Concord Wind Power Investment Co., Ltd. donated RMB 2 million for the upgrading and reconstruction project of Yilan County Wuguotoucheng Scenic Area, in order to promote the development of local tourism and cultural industry, and help increase local residents' income.

黑龍江協合風電投資有限集團為依蘭縣五國頭城景區提升改造建設工程捐贈200萬元，以推動當地旅遊文化業發展，為當地旅遊業、居民收入提升等做出積極貢獻。





CASE: PROMOTE LOCAL EMPLOYMENT FOR VILLAGERS 案例 促進當地村民就業



In Eryuan of Yunnan, Yanyuan of Sichuan, and Naidong, Jiangzi and Comai of Tibet where our PV power projects are located, Concord O&M and construction units follow the project requirements to create jobs for local villagers by hiring them for module cleaning, weeding in PV zones, and upgrading of PV module coating skills, to help increase their income.

在雲南洱源、四川鹽源、西藏乃東、江孜、措美等光伏項目所在地，運維公司及施工單位按項目要求為當地村民提供工作機會，僱傭當地村民完成組件清洗和光伏區除草、光伏組件鍍膜技改等工作，幫助當地村民就業增收。



CASE: YILAN JIANGWAN TOWN PROJECT 案例 依蘭縣江灣鎮項目



The Group supported the rural revitalization of Jiangwan Town in Yilan County by means of consumption to alleviate poverty and infrastructure improvement. During the year, the Group spent RMB 72,000 on purchasing local specialties to support local economic development. In addition, the Group donated RMB 381,700 in hardening roads in Shuangfa Village, Jiangwan Town, Yilan County. The primary goal of “no mud on rainy days and no dust on sunny days” has been achieved and the local living environment has been improved.

集團以消費扶貧、基建改善等方式支持依蘭縣江灣鎮鄉村振興工作。本年度，集團支出 7.2 萬元採買當地特產，支持當地經濟發展；捐贈 38.17 萬元幫助依蘭縣江灣鎮雙發村村道做了道路硬化，完成「雨天不踩泥、晴天不起土」的基礎目標，提升當地人居環境。



CASE: TIBET JIANGZI PROJECT 案例 西藏江孜項目

The Tibet Jiangzi Project gives special supports to Jiangzi County every year. A total of 1 million RMB has been donated since 2017.

西藏江孜項目每年支持江孜縣進行專項幫扶，自 2017 年至今已累計捐贈 100 萬元。





CASE: POWER GENERATION PROJECT OF RURAL REVITALISATION 案例 發電鄉村振興項目

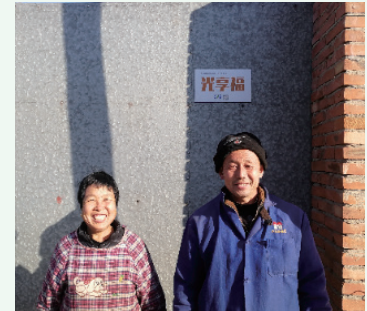


Concord New Energy gave full play to social forces to help rural revitalisation, and donated RMB 216,000 for the construction of "Harbin Shangzhi Huimin Village PV Power Generation Project". It is reported that the project has an installed capacity of 40KW and can generate an income of RMB 30,000 for residents yearly, which plays a positive role in consolidating the achievements of poverty alleviation and promoting local economic development.

集團發揮社會幫扶力量助力鄉村振興，無償投資21.6萬元用於「哈爾濱尚志市惠民村光伏發電項目」建設。該項目裝機容量40千瓦，每年可給當地居民帶來3萬元的收益，對鞏固脫貧攻堅成果，推進地方經濟發展起到積極作用。



CASE: "GUANGXIANGFU" PROJECT 案例 「光享福」項目



The Group has promoted and installed our brand — Guangxiangfu® (registered trademark) in many provinces, and provided one-stop services throughout the life cycle for the design, procurement, installation, and operation of household PV power stations to promote the rural reconstruction, introduce clean energy into thousands of households, drive the new landscape of green and high-quality development and facilitate the realisation of the important goals in the "14th Five-Year Plan" and "Rural Revitalisation".

集團在全國多個省份推廣安裝了光享福戶用光伏產品，為鄉村數千家農戶提供了戶用光伏電站設計、採購、安裝、運營的一站式全生命周期服務，助力美麗鄉村建設，讓清潔能源照亮千家萬戶，賦能綠色高質量發展新底色，助力「十四五」規劃和「鄉村振興」重要目標的實現。





CASE - YUSHAN PHASE II PROJECT 案例 峪山二期項目



The group collaborates with Xiangzhou Yushan government to explore local red resources and boost rural revitalisation. In 2021, we completed the Concord Xiangzhou Yushan Wind Farm Phase II Project in Huanglong Town of Xiangzhou District, which is located at the junction of Zaoyang, Yicheng and Xiangzhou, where the famous Battle of Zaoyi took place during the War of Resistance against Japanese Aggression. When the wind farm is completed, the integration of the natural landscape and historic culture will turn the site into a cultural travel town where people can enjoy scenery, experience culture, and relax themselves. In addition, we donated RMB 100,000 to support the construction of the revolution memorial base to carry forward the revolutionary spirit.

集團協同襄州峪山政府挖掘本土紅色資源，助推鄉村振興。2021年，我們完成了協合襄州峪山風電場二期工程項目，其中襄州區黃龍鎮位於棗陽、宜城、襄州交界，抗日戰爭中著名的棗宜會戰就發生於此。風電建成後的自然景觀與歷史文化結合，成為一個集風景、文化、休閒於一體的文旅小鎮，同時，我們捐款十萬元支持革命基地建設，為傳承紅色基因助力。

Supporting communities for COVID-19 prevention and control

In the background of regular Covid-19 pandemic prevention and control, the Group takes intra-group prevention and control measures, and assists in prevention of the pandemic in communities near the project sites. We do our best to allocate resources and funds for pandemic prevention and continue to provide physical and financial resources to communities. We stay with residents to fight the pandemic and help with the resumption of work and production. This year, we donated RMB 100,000 to the People's Government of Jiangxia District in Wuhan and RMB 200,000 to Ejina in Inner Mongolia respectively for Covid-19 pandemic prevention and control.

協助社區抗疫

在疫情防控常態化的背景下，集團在做好自身防疫工作的同時，也支持項目所在地社區的抗疫工作。儘自身能力調配防疫所需資源和防疫資金，持續為社區提供人力、物力和物資的支持。與居民並肩抗疫，助力復工複產。本年度，我們分別向武漢市江夏區捐贈10萬元，向內蒙古額濟納旗捐贈20萬元，助力疫情防控工作。





(2) SUPPORTING EDUCATION

The new energy industry enters a “fast track” after the announcement of the “carbon peak and carbon neutrality” targets, and the demand for talents in the industry has also increased. Strengthening talent development and training key industry professionals are the key to accelerating development and enhancing innovation in the industry. In active response to the national policies on industry and education integration, Concord New Energy continues to strengthen school-enterprise cooperation and fund donation, to continuously provide technical and social talents for the industry and realise the national strategy of strengthening the nation through human resource development.

1. North China Electronic Power University (NCEPU) Scholarships

The Group creates opportunities for cultivate talents and cooperates with the Renewable Energy of College NCEPU to provide financial support in the form of scholarships. “Concord New Energy Technology Innovation Award” and “Concord New Energy Talent Cultivation Award” provide awards for outstanding students and teachers; “Concord New Energy Scholarship”, “Concord New Energy Student Subsidies”, and “Concord New Energy Postgraduate Admission Award”, are set up to provide financial assistance for students with living difficulties. As of the end of December 2021, we have donated approximately RMB 3.22 million in total for the past 15 years to 1,441 students and awarded 79 outstanding teachers and grant a total of RMB 2,723,074 of scholarships accumulatively in the educational development of NCEPU.

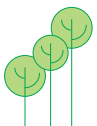
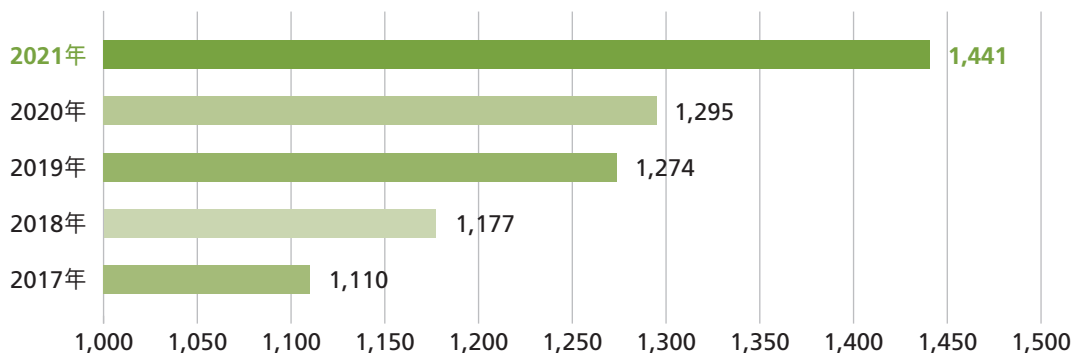
(二) 支持教育事業

新能源行業在「雙碳目標」提出後進入發展「快車道」，行業人才的需求也隨之提升。加大對行業關鍵技術人才的培養，是促進行業加速發展和提高行業創新能力的關鍵。協合新能源積極響應國家產教融合的政策，持續加大校企合作、資金捐贈的力度，為行業提供源源不斷的技術人才和社會人才，實現人才強國的國家戰略。

1. 華北電力大學獎學金

集團為優秀人才創造機會，與華北電力大學可再生能源學院合作，以設立獎學金的形式提供支持。「協合新能源科技創新獎」和「協合新能源育才獎」為杰出學生和教師提供獎勵；並設立「協合新能源獎學金」「協合新能源助學金」「協合新能源研究生入學獎」為有生活困難的學生提供經濟資助。截至2021年12月，集團已連續捐贈15年，共計捐資332萬元助力華北電力大學教育事業發展，累計資助學生1,441人次，獎勵德才兼備優秀教師79人次，累計發放獎助金2,723,074元。

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





Visiting and communicating with North China
Electric Power University
華北電力大學訪問交流

2. School-Enterprise Cooperation

The continuous enrolment of high-level talents is conducive to the vigorous development of the new energy industry. The Group actively cultivates professionals and technical talents for the industry and creates a one-stop mode of talent cultivation, reserve, and output from schools to enterprises. We reached a strategic partnership with Ulan Qab Vocational College for school-enterprise collaborative education and launched vocational education programs on "Integration of production and education, the collaborative education between schools and enterprises". We have established a modern apprenticeship cooperative training programme with Hunan Water Conservancy and Hydropower Vocational and Technical College to develop talents locally and provide employment channels. The apprenticeship cooperative training programme trained 457 graduates since the establishment and 150 graduates this year, 88 out of this programme were given offers for substation O&M as well as wind turbine overhaul positions in various power plants. By these means, the Group practised the policies of production and education integration and made achievements in the collaborative education between schools and enterprises.

3. Education Support

The Group actively fulfils the social responsibility, pays attention to, and tries the best to support education in areas where our projects are located. This year, in response to the request for help from Danxi Elementary School to set up a computer room, we donated 18 computers worth about RMB 58,680 to help Danxi Elementary School solve the shortage of teaching equipment and meet the needs of students' information technology learning.

2. 校企合作

源源不斷的高素質人才輸入有利於新能源行業的蓬勃發展，集團積極培養行業專業技術人才，打造從學校到企業的一站式人才培養、儲備和輸出的模式。我們與內蒙古的烏蘭察布職業學院達成校企合作辦學戰略，開展「產教融合，協同育人」的職業教育辦學模式。同時，我們與湖南水利水電職業技術學院成立現代學徒制合作培養班，為當地企業培養人才，為學生提供就業機會。學徒制合作培養班累計培養457名畢業生，其中，本年度培養150名畢業生，其中88名學生留用在各電廠變電運維、風機檢修等崗位中。實現產教融合政策的落地發展，獲得校企合作的成功果實。

3. 教育幫扶

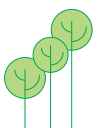
集團積極履行社會責任，關注項目當地教育情況，積極提供力所能及的幫助。本年度，為解決雲南省曲靖市師宗縣丹溪小學微機室設立資金困難的問題，我們捐贈價值約58,680元的18台電腦，以幫助學校解決教學設備短缺問題，滿足學生信息技術學習需求。





(1) ESG Reporting Guide Index by Hong Kong Stock Exchange 附錄(一)香港聯交所《ESG 報告指引》索引

Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Governance Structure 管治架構		
—	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a disclosure of the board’s oversight of ESG issues; (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses. <p>由董事會發出的聲明，當中載有下列內容：</p> <ul style="list-style-type: none"> (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜(包括對發行人業務的風險)的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。 	<p>BOARD STATEMENT 董事會聲明</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Reporting Principles 匯報原則		
—	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>ABOUT THE REPORT</p> <ul style="list-style-type: none"> > Reporting principles <p>關於本報告</p> <ul style="list-style-type: none"> > 匯報原則





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：</p> <p>重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。</p> <p>量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。</p> <p>一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。</p>	
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	ABOUT THE REPORT 關於本報告



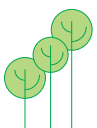


Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Environmental 環境		
Aspect A1: Emissions A1 排放物	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>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：</p> <p>(1) 政策；及</p> <p>(2) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放數據</p> <p>A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.2 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）</p> <p>A1.3 Total hazardous waste produced (in tonnes) 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）</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(3)Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>A1.4 Total non-hazardous waste produced (in tonnes) 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)</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>
	<p>A1.5 Description of emissions target(s) set and steps taken to achieve them. A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(2) Response to Climate Change >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(二)應對氣候變化 >(五)環境類關鍵績效指標</p>
	<p>A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(4) Green Operation >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(四)綠色運營 >(五)環境類關鍵績效指標</p>
<p>Aspect A2: Use of Resources A2 資源使用</p>	<p>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。</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(4)Green Operation 三、氣候變化行動：助力社會邁向零碳 >(四)綠色運營</p>
	<p>A2.1 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)</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>A2.2 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)</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>
	<p>A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. A2.3 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>
	<p>A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(5)Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境類關鍵績效指標</p>
	<p>A2.5 Total packaging material used for finished products (in tonnes) 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</p>	<p>Not applicable 不適用</p>
<p>Aspect A3: The Environment and Natural Resources A3 環境及天然資源</p>	<p>Policies on minimizing the issuer's significant impact on the environment and natural resources. 一般披露：減低發行人對環境及天然資源造成重大影響的政策。</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(3)Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護</p>
	<p>A3.1 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</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY >(3)Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect A4: Climate Change A4 氣候變化	<p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p> <p>一般披露：識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(2)Response to Climate Change</p> <p>三、氣候變化行動：助力社會邁向零碳</p> <p>>(二)應對氣候變化</p>
	<p>A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.</p> <p>A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(2)Response to Climate Change</p> <p>三、氣候變化行動：助力社會邁向零碳</p> <p>>(二)應對氣候變化</p>
<p>Social 社會</p>		
Aspect B1: Employment B1 僱傭	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>一般披露：有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：</p> <p>(1) 政策；及</p> <p>(2) 遵守對發行人有重大影響的相關法律及規例</p> <p>的資料。</p>	<p>IV. TALENT ACTION</p> <p>四、人才行動</p>
	<p>B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.</p> <p>B1.1 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數</p>	<p>IV. TALENT ACTION</p> <p>>(1)A Diversified and Inclusive Environment</p> <p>四、人才行動</p> <p>>(一)多元包容的環境</p>



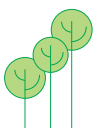


Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>B1.2 Employee turnover rate by gender, age group and geographical region. B1.2 按性別、年齡組別及地區劃分的僱員流失比率</p>	<p>IV. TALENT ACTION >(1)A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境</p>
<p>Aspect B2: Health and Safety B2 健康與安全</p>	<p>General Disclosure 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： (1) 政策；及 (2) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>V. SAFETY ABOVE EVERYTHING >(1)Safe Production Management >(3)Safety Culture Construction 五、安全至上 >(一)安全生產管理 >(三)安全文化建設</p>
	<p>B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率</p>	<p>V. SAFETY ABOVE EVERYTHING >(1)Safe Production Management 五、安全至上 >(一)安全生產管理</p>
	<p>B3.2 Lost days due to work injury B2.2 因工傷損失工作日數</p>	<p>V. SAFETY ABOVE EVERYTHING >(1)Safe Production Management 五、安全至上 >(一)安全生產管理</p>
	<p>B2.3 Description of occupational health and safety measures adopted, and 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</p>	<p>V. SAFETY ABOVE EVERYTHING >(2) Occupational Health Management 五、安全至上 >(二)職業健康管理</p>
<p>Aspect B3: Development and Training B3 發展與培訓</p>	<p>General Disclosure: 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。</p>	<p>IV. TALENT ACTION >(2)Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).</p> <p>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</p>	<p>IV. TALENT ACTION >(2)Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展</p>
	<p>B3.2 The average training hours completed per employee by gender and employee category.</p> <p>B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數</p>	<p>IV. TALENT ACTION >(2)Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展</p>
<p>Aspect B4: Labour Standards B4 勞工準則</p>	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>一般披露：有關防止童工或強制勞工的：</p> <p>(1) 政策；及</p> <p>(2) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>IV. TALENT ACTION >(1)A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境</p>
	<p>B4.1 Description of measures to review employment practices to avoid child and forced labour.</p> <p>B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工</p>	<p>IV. TALENT ACTION >(1)A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境</p>
	<p>B4.2 Description of steps taken to eliminate such practices when discovered.</p> <p>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</p>	<p>IV. TALENT ACTION >(1)A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境</p>
<p>Aspect B5: Supply Chain Management B5 供應鏈管理</p>	<p>General Disclosure: Policies on managing environmental and social risks of the supply chain.</p> <p>一般披露：管理供應鏈的環境及社會風險政策。</p>	<p>VI. OPERATIONAL EXCELLENCE >(5)Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>B5.1 Number of suppliers by geographical region. B5.1 按地區劃分的供應商數目</p>	<p>VI. OPERATIONAL EXCELLENCE >(5)Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展</p>
	<p>B5.2 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，以及相關執行及監察方法</p>	<p>VI. OPERATIONAL EXCELLENCE >(5)Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展</p>
	<p>B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法</p>	<p>VI. OPERATIONAL EXCELLENCE >(5)Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展</p>
	<p>B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. B5.4 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法</p>	<p>VI. OPERATIONAL EXCELLENCE >(5)Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect B6: Product Responsibility B6 產品責任	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>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：</p> <p>(1) 政策；及</p> <p>(2) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比</p> <p>B6.2 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</p> <p>B6.3 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</p> <p>B6.4 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</p> <p>B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored. B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法</p>	<p>VI. OPERATIONAL EXCELLENCE >(1) Business Compliance and Professional Integrity 六、卓越運營 >(一) 業務合規與廉潔從業</p> <p>Not applicable 不適用</p> <p>VI. OPERATIONAL EXCELLENCE >(4) Customer Experience Comes First 六、卓越運營 >(四) 客戶體驗為先</p> <p>VI. OPERATIONAL EXCELLENCE >(1) Business Compliance and Professional Integrity 六、卓越運營 >(一) 業務合規與廉潔從業</p> <p>VI. OPERATIONAL EXCELLENCE >(4) Customer Experience Comes First 六、卓越運營 >(四) 客戶體驗為先</p> <p>VI. OPERATIONAL EXCELLENCE >(1) Business Compliance and Professional Integrity 六、卓越運營 >(一) 業務合規與廉潔從業</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect B7: Anti-corruption B7 反貪污	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(1) 政策；及</p> <p>(2) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>VI. OPERATIONAL EXCELLENCE</p> <p>>(1) Business Compliance and Professional Integrity</p> <p>六、卓越運營</p> <p>>(一)業務合規與廉潔從業</p>
	<p>B7.1 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.</p> <p>B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果</p>	<p>VI. OPERATIONAL EXCELLENCE</p> <p>>(1) Business Compliance and Professional Integrity</p> <p>六、卓越運營</p> <p>>(一)業務合規與廉潔從業</p>
	<p>B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.</p> <p>B7.2 描述防範措施及舉報程序，以及相關執行及監察方法</p>	<p>VI. OPERATIONAL EXCELLENCE</p> <p>>(1) Business Compliance and Professional Integrity</p> <p>六、卓越運營</p> <p>>(一)業務合規與廉潔從業</p>
	<p>B7.3 Description of anti-corruption training provided to directors and staff.</p> <p>B7.3 描述向董事及員工提供的反貪污培訓</p>	<p>VI. OPERATIONAL EXCELLENCE</p> <p>>(1) Business Compliance and Professional Integrity</p> <p>六、卓越運營</p> <p>>(一)業務合規與廉潔從業</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect B8: Community Investment B8 社區投資	General Disclosure: 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。	VII. GIVING BACK TO THE COMMUNITY 七、回饋社會
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)	VII. GIVING BACK TO THE COMMUNITY >(1)Caring Community Livelihood >(2) Supporting Education 七、回饋社會 >(一)關注社區民生 >(二)支持教育事業
	B8.2 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)	VII. GIVING BACK TO THE COMMUNITY >(1)Caring Community Livelihood >(2) Supporting Education 七、回饋社會 >(一)關注社區民生 >(二)支持教育事業

(2) Task Force on Climate-related Financial Disclosures (TCFD) (二) 氣候相關財務資訊披露框架

Subject areas 範疇	Contents 披露項目內容	Remarks 索引
Governance 治理		
Disclose the organization's governance around climate-related risks and opportunities. 披露組織機構與氣候相關風險和機遇有關的治理情況	a) Describe the board's oversight of climate-related risks and opportunities. a) 描述董事會對氣候相關風險和機遇的監控情況	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化





Subject areas 範疇	Contents 披露項目內容	Remarks 索引
	<p>b) Describe management's role in assessing and managing climate-related risks and opportunities.</p> <p>b) 描述管理層在評估和管理氣候相關風險和機遇方面的職責</p>	<p>II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change 二、ESG 管理及策略 > (一) ESG 管治架構 三、氣候變化行動：助力社會邁向零碳 > (二) 應對氣候變化</p>
<p>STRATEGY 戰略</p>		
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p> <p>披露氣候相關風險和機遇對組織機構的業務、戰略和財務規劃的實際和潛在影響</p>	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p> <p>a) 描述組織機構識別的短期、中期和長期氣候相關風險和機遇</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p> <p>b) 描述氣候相關風險和機遇對組織機構的業務、戰略和財務規劃的影響</p>	<p>II. ESG MANAGEMENT AND STRATEGY > (2) ESG Strategy III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY 二、ESG 管理及策略 > (二) ESG 策略 三、氣候變化行動：助力社會邁向零碳 > (二) 應對氣候變化</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change VI. OPERATIONAL EXCELLENCE > (2) Clean Energy Supply > (3) Innovation-Driven Business 三、氣候變化行動：助力社會邁向零碳 > (二) 應對氣候變化 六、卓越運營 > (二) 清潔能源供應 > (三) 創新驅動業務</p>





Subject areas 範疇	Contents 披露項目內容	Remarks 索引
	<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p> <p>c) 描述不同情景(包括2°C的情景)對組織機構業務、戰略和財務規劃的潛在影響</p>	<p>We are evaluating the feasibility and plans of implementing climate change scenario analysis and will implement it in the future based on the assessment results.</p> <p>我們正在評估實施氣候變化情景分析的可行性及方案，未來將根據評估情況計劃實施。</p>
<p>Risk Management 風險管理</p>		
<p>Disclose how the organization identifies, assesses, and manages climate-related risks. 披露組織機構如何識別、評估和管理氣候相關風險</p>	<p>a) Describe the organization's processes for identifying and assessing climate-related risks. a) 描述組織機構識別和評估氣候相關風險的流程</p> <p>b) Describe the organization's processes for managing climate-related risks. b) 描述組織機構管理氣候相關風險的流程</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. c) 描述識別、評估和管理氣候相關風險的流程如何與組織機構的整體風險管理相融合</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化</p> <p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化</p>
<p>Metrics and Targets 指標和目標</p>		
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material. 披露評估和管理氣候相關風險和機遇時使用的指標和目標</p>	<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. a) 披露組織機構按照其戰略和風險管理流程評估氣候相關風險和機遇時使用的指標</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY</p> <p>>(1) Energy Transformation Driven by New Energy Businesses >(2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(一) 新能源業務助力能源轉型 >(二) 應對氣候變化</p>





Subject areas 範疇	Contents 披露項目內容	Remarks 索引
	<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. b) 披露範圍 1、範圍 2 和範圍 3 (如適用) 溫室氣體排放和相關風險</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五) 環境類關鍵績效指標</p>
	<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. c) 描述組織機構在管理氣候相關風險和機遇時使用的目標以及目標實現情況</p>	<p>III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化</p>

(3) Global Reporting Initiative (GRI) Standards Index

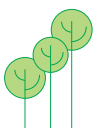
(三) GRI 標準索引

GRI Standards 披露項目內容		Remarks 索引
<p>1.Organization Profile 1. 組織概況</p>	<p>102-1 Name of the organization 102-1 組織名稱</p>	<p>ABOUT THE REPORT 關於本報告</p>
	<p>102-2 Activities, brands, products and services 102-2 活動、品牌、產品和服務</p>	<p>I. ABOUT CONCORD NEW ENERGY > (2) Main Businesses 一、關於協合新能源 >(二) 主營業務</p>
	<p>102-3 Location of headquarters 102-3 總部位置</p>	<p>I. ABOUT CONCORD NEW ENERGY > (2) Main Businesses 一、關於協合新能源 >(二) 主營業務</p>
	<p>102-4 Location of operations 102-4 經營位置</p>	<p>I. ABOUT CONCORD NEW ENERGY > (2) Main Businesses 一、關於協合新能源 >(二) 主營業務</p>
	<p>102-7 Scale of the organization 102-7 組織規模</p>	<p>I. ABOUT CONCORD NEW ENERGY > (2) Main Businesses 一、關於協合新能源 >(二) 主營業務</p>
	<p>102-8 Information on employees and other workers 102-8 關於員工和其他工作者的信息</p>	<p>IV. TALENT ACTION > (1) A Diversified and Inclusive Environment 四、人才行動 >(一) 多元包容的環境</p>





GRI Standards 披露項目內容		Remarks 索引
	102-9 Supply chain 102-9 供應鏈	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 > (五) 協同行業發展
2.Strategy and Analysis 2. 戰略	102-15 Key impacts, risks and opportunities 102-15 關鍵影響、風險和機遇	I. ABOUT CONCORD NEW ENERGY > (1) Corporate Vision II. ESG MANAGEMENT AND STRATEGY > (4) Assessment on the Materiality of the ESG Issues 一、關於協合新能源 > (一) 公司願景 二、ESG 管理及策略 > (四) 實質性議題分析
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	I. ABOUT CONCORD NEW ENERGY > (1) Corporate Vision 一、關於協合新能源 > (一) 公司願景
	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	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 > (一) 業務合規與廉潔從業
4.Governance 4. 管治	102-18 Governance structure 102-18 管治架構	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 > (一) ESG 管理架構
	102-19 Delegating authority 102-19 授權	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 > (一) ESG 管理架構
	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	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 > (一) ESG 管理架構





GRI Standards 披露項目內容	Remarks 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	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與
102-22 Composition of the highest governance body and its committees 102-22 最高管治機構及其委員會的組成	Not applicable 不適用
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	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 >(一)ESG 管理架構
102-27 Collective knowledge of highest governance body 102-27 最高管治機構的集體認識	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 >(一)ESG 管理架構
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	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 二、ESG 管理及策略 >(一)ESG 管理架構
102-31 Review of economic, environmental and social topics 102-31 經濟、環境和社會議題的評審	II. ESG MANAGEMENT AND STRATEGY > (4) Assessment on the Materiality of the ESG Issues 二、ESG 管理及策略 >(四)實質性議題分析
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 II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure 關於本報告 二、ESG 管理及策略 >(一)ESG 管理架構
102-33 Communicating critical concerns 102-33 重要關切問題的溝通	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)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	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與





GRI Standards 披露項目內容		Remarks 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	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與
	102-42 Identifying and selecting stakeholders 102-42 利益相關方的識別和遴選	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與
	102-43 Approach to stakeholder engagement 102-43 利益相關方參與方針	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)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	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與
6.Reporting Practice 6. 報告實踐	102-45 Entities included in the consolidated financial statements 102-45 合並財務報表中所涵蓋的實體	ABOUT THE REPORT 關於本報告
	102-46 Defining report content and topic boundaries 102-46 界定報告內容和議題邊界	ABOUT THE REPORT 關於本報告
	102-47 List of material topics 102-47 實質性議題列表	II. ESG MANAGEMENT AND STRATEGY > (3) Stakeholder Engagement 二、ESG 管理及策略 >(三)利益相關方參與
	102-49 Changes in reporting 102-49 報告變化	ABOUT THE REPORT 關於本報告
	102-50 Reporting period 102-50 報告期	ABOUT THE REPORT 關於本報告
	102-52 Reporting cycle 102-52 報告周期	ABOUT THE REPORT 關於本報告
	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 關於本報告
	102-55 GRI content index 102-55 GRI 內容索引	8. APPENDIX >(3) GRI Standards Index 八、附錄 >(三) GRI 標準索引



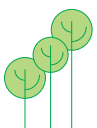


GRI Standards 披露項目內容			Remarks 索引
GRI 201: Economic Performance GRI 201 : 經濟績效	Topic-specific disclosures 議題專項披露	201-1 Direct economic value generated and distributed 201-1 直接產生和分配的經濟價值	I. ABOUT CONCORD NEW ENERGY 一、關於協合新能源
		201-2 Financial implications and other risks and opportunities due to climate change 201-2 氣候變化帶來的財務影響以及其他風險和機遇	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 > (二) 應對氣候變化
GRI 202: Market Presence GRI 202 : 市場表現	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages market presence 市場表現管理方法	VI. OPERATIONAL EXCELLENCE 六、卓越運營
GRI 204: Procurement Impacts GRI 204 : 採購實踐	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages procurement practices 採購實踐管理方法	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 > (五) 協同行業發展
GRI 205: Anti-corruption GRI 205 : 反腐敗	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages anti-corruption 反腐敗管理方法	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 > (一) 業務合規與廉潔從業





GRI Standards 披露項目內容		Remarks 索引	
	議題專項披露	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	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 > (一) 業務合規與廉潔從業
		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	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 > (一) 業務合規與廉潔從業



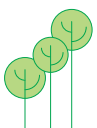


GRI Standards 披露項目內容			Remarks 索引
GRI 302: Energy GRI 302 : 能源	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages energy 能源管理方法	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (4) Green Operation 三、氣候變化行動：助力社會邁向零碳 >(四)綠色運營
	Topic-specific disclosures 議題專項披露	302-1 Energy consumption within the organization 302-1 組織內部的能源消耗量	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境關鍵績效指標
		302-3 Energy intensity 302-3 能源強度	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境關鍵績效指標
		302-4 Reduction of energy consumption 302-4 減少能源消耗量	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二)應對氣候變化





GRI Standards 披露項目內容			Remarks 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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection > (4) Green Operation 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護 >(四)綠色運營
		303-2 Management of water discharge-related impacts 303-2 管理與排水相關的影響	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
	Topic-specific disclosures 議題專項披露	303-4 Water discharge 303-4 排水	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
		303-5 Water consumption 303-5 耗水	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (4) Green Operation 三、氣候變化行動：助力社會邁向零碳 >(四)綠色運營



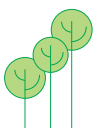


GRI Standards 披露項目內容			Remarks 索引
GRI 304: Biodiversity GRI 304 : 生物多樣性	GRI 103 Management approach disclosures GRI 103 : 管理方 法披露	How it manages biodiversity 生物多樣性管理辦 法	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
	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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
		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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護





GRI Standards 披露項目內容			Remarks 索引
GRI 305: Emissions GRI 305 : 排放	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages emissions 排放管理方法	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
	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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境關鍵績效指標
		305-4 Greenhouse gas emission intensity 305-4 溫室氣體排放強度	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (5) Environmental Key Performance Indicators (KPIs) 三、氣候變化行動：助力社會邁向零碳 >(五)環境關鍵績效指標
		305-5 Reduction of GHG emissions 305-5 溫室氣體減排量	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change 三、氣候變化行動：助力社會邁向零碳 >(二)應對氣候變化





GRI Standards 披露項目內容		Remarks 索引	
GRI 306: Waste GRI 306 : 廢棄物	GRI 306: Management approach disclosures GRI 306 : 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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化 >(三) 生態環境保護
		306-2 Management of significant waste- related impacts 306-2 廢棄物相關 重大影響的管理	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化 >(三) 生態環境保護
		306-3 Waste generated 306-3 產生的廢棄 物	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化 >(三) 生態環境保護
	Topic-specific disclosures 議題專項披露	306-4 Waste diverted from disposal 306-4 從處置中轉 移的廢棄物	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化 >(三) 生態環境保護
	306-5 Waste directed to disposal 306-5 進入處置的 廢棄物	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (2) Response to Climate Change > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(二) 應對氣候變化 >(三) 生態環境保護	





GRI Standards 披露項目內容			Remarks 索引
GRI 307: Environmental Compliance GRI 307：環境合規	GRI 103 Management approach disclosures GRI 103：管理方法披露	How it manages environmental compliance 環境合規管理方法	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
	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	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
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	How it manages supplier environmental assessment 供應商環境評估的管理方法	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展
	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	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展



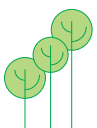


GRI Standards 披露項目內容			Remarks 索引
GRI 401: Employment GRI 401 : 僱傭	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages employment 僱傭管理方法	IV. TALENT ACTION > (1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
	Topic-specific disclosures 議題專項披露	401-1 New employee hires and employee turnover 401-1 新進員工和員工流動率	IV. TALENT ACTION > (1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
		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	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展
GRI 402:Labour/ Management Relations GRI 402 : 勞資關係	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages labour/ management Relations 勞資關係的管理方法	IV. TALENT ACTION > (1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
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 職業健康安全管理体系	VI. SAFETY ABOVE EVERYTHING > (1) Safe Production Management 五、安全至上 >(一)安全生產管理





GRI Standards 披露項目內容		Remarks 索引
	403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害識別、風險評估和事件調查	VI. SAFETY ABOVE EVERYTHING > (1) Safe Production Management > (2) Occupational Health Management 五、安全至上 > (一) 安全生產管理 > (二) 職業健康管理
	403-3 Occupational health services 403-3 職業健康服務	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development VI. SAFETY ABOVE EVERYTHING > (2) Occupational Health Management 四、人才行動 > (二) 助力員工持續發展 五、安全至上 > (二) 職業健康管理
	403-5 Worker training on occupational health and safety 403-5 工作者職業健康安全培訓	VI. SAFETY ABOVE EVERYTHING > (2) Occupational Health Management > (3) Safety Culture Construction 五、安全至上 > (二) 職業健康管理 > (三) 安全文化建設
	403-6 Promotion of worker health 403-6 促進工作者健康	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development VI. SAFETY ABOVE EVERYTHING > (2) Occupational Health Management 四、人才行動 > (二) 助力員工持續發展 五、安全至上 > (二) 職業健康管理
	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	VI. SAFETY ABOVE EVERYTHING > (2) Occupational Health Management 五、安全至上 > (二) 職業健康管理



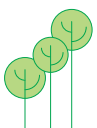


GRI Standards 披露項目內容		Remarks 索引
Topic-specific disclosures 議題專項披露	403-8 Workers covered by an occupational health and safety management system 403-8 職業健康安全管理体系适用的工作者	VI. SAFETY ABOVE EVERYTHING > (1) Safe Production Management > (2) Occupational Health Management 五、安全至上 > (一) 安全生產管理 > (二) 職業健康管理
	403-9 Work-related injuries 403-9 工傷	VI. SAFETY ABOVE EVERYTHING > (1) Safe Production Management > (2) Occupational Health Management 五、安全至上 > (一) 安全生產管理 > (二) 職業健康管理
	403-10 Work-related ill health 403-10 工作相關的健康問題	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development VI. SAFETY ABOVE EVERYTHING > (2) Occupational Health Management 四、人才行動 > (二) 助力員工持續發展 五、安全至上 > (二) 職業健康管理





GRI Standards 披露項目內容			Remarks 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	How it manages training and education 培訓與教育管理方法	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展
	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	IV. TALENT ACTION > (2) Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展
		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	V. TALENT ACTION > (2) Facilitating Employees' Sustainable Development 四、人才行動 >(二)助力員工持續發展
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	How it manages diversity and equal opportunity 多元化與平等機會的管理方法	IV. TALENT ACTION >(1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
	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	II. ESG MANAGEMENT AND STRATEGY > (1) ESG Governance Structure IV. TALENT ACTION >(1) A Diversified and Inclusive Environment 二、ESG 管理及策略 >(一) ESG 策略 四、人才行動 >(一)多元包容的環境





GRI Standards 披露項目內容			Remarks 索引
GRI 406: Non-discrimination GRI 406 : 反歧視	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	Non-discrimination management approach 反歧視的管理方法	IV. TALENT ACTION >(1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
GRI 408: Child Labour GRI 408 : 童工	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages child labour 童工方面的管理方法	IV. TALENT ACTION >(1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
GRI 409: Forced or Compulsory Labor GRI 409 : 強迫或強制勞動	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages forced or Compulsory Labor 強迫或強制勞動方面的管理方法	IV. TALENT ACTION >(1) A Diversified and Inclusive Environment 四、人才行動 >(一)多元包容的環境
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	How it manages rights of indigenous people 原住民權利的管理方法	III. CLIMATE CHANGE ACTION: MOVING TOWARDS THE ZERO-CARBON COMMUNITY > (3) Ecological Environment Protection 三、氣候變化行動：助力社會邁向零碳 >(三)生態環境保護
GRI 413: Local Communities GRI 413 : 當地社區	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages local communities 當地社區的管理方法	VII. GIVING BACK TO THE COMMUNITY > (1) Caring Community Livelihood 七、回饋社會 >(一)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	VII. GIVING BACK TO THE COMMUNITY > (1) Caring Community Livelihood 七、回饋社會 >(一)關注社區民生





GRI Standards 披露項目內容			Remarks 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	How it manages supplier social assessment 供應商社會評估的管理方法	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展
	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	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展
		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	VI. OPERATIONAL EXCELLENCE > (5) Cooperation with the Industry for Development 六、卓越運營 >(五)協同行業發展
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	How it manages marketing and labelling 營銷與標識的管理方法	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 >(一)業務合規與廉潔從業
	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	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 >(一)業務合規與廉潔從業
GRI 418: Customer Privacy GRI 418 : 客戶隱私	GRI 103 Management approach disclosures GRI 103 : 管理方法披露	How it manages customer privacy 客戶隱私管理方法	VI. OPERATIONAL EXCELLENCE > (1) Business Compliance and Professional Integrity 六、卓越運營 >(一)業務合規與廉潔從業

