

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

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

截至二零二二年十二月三十一日止年度
FOR THE YEAR ENDED 31 DECEMBER 2022

2022

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



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INTRODUCTION

前言



(1) About the Report

1. INTRODUCTION

The Environmental, Social and Governance (“ESG”) Report for the year is the seventh 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 2022 Annual Report.

2. REPORTING SCOPE

Unless otherwise specified, this report is an annual report covering the period from January 1 to December 31, 2022.

We regularly review the scope of the report to ensure that significant impacts to the Group’s overall business portfolio are covered. We have determined the scope of the report to be all of the Group’s main businesses, namely the Group’s power generation business, intelligent operation and maintenance business and other businesses (including the provision of technical and consultancy services, undertaking electrical engineering and construction of power plant projects, provision of finance lease services), according to the nature of the products sold or services. The scope of this report is consistent with the Group’s annual report and previous ESG reports.

3. 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), with reference to the issues in the *GRI Sustainability Reporting Standards (“GRI Standards”)* of the Global Reporting Initiative (GRI), Recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”).

(一) 關於本報告

1. 報告簡介

本年度環境、社會及管治(「ESG」)報告是協合新能源集團有限公司及其附屬公司(以下簡稱「協合新能源」、「集團」或「我們」)第七份ESG報告。為方便讀者全面了解集團ESG表現，本報告應與集團《二零二二年年報》中《企業管治報告》章節一並閱覽。

2. 報告範圍

除另有說明外，本報告為年度報告，即報告時間範圍為2022年1月1日-12月31日。

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。我們釐定報告範圍為集團所有主營業務，即集團按出售產品或提供服務的性質劃分的發電業務、智慧運維業務及其他業務(包括提供技術及諮詢服務，承攬電廠項目之電力工程設計及施工和融資租賃服務)。此報告範圍與年報及集團過往ESG報告保持一致。

3. 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》)及氣候相關財務信息披露工作組發布的《氣候相關財務信息披露建議》。



4. 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 “The Materiality of the ESG Issues” below.

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. 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). We have set environmental targets in 2021, including numerical figures and directional statements, and the target progress is reviewed this year. The relevant environmental targets and progresses are described in the section captioned “Clean Energy Mission”.

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.

4. 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」小節。

量化：本報告遵循《ESG 報告指引》，參考適用量化標準和慣例，採用量化的方法對適用的關鍵績效指標進行計量並披露。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。我們已於 2021 年度訂立了包括實際數字和方向性聲明的環境目標，並於本年度對目標進度進行檢討。有關環境目標設立及進展在「肩負清潔使命」章節進行披露。

平衡：本報告客觀披露正面及負面信息，確保內容不偏不倚地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。



5. DESCRIPTION OF DATA

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

6. APPROVAL OF THE REPORT

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

7. 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).

8. 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. Among them, the ESG Committee consists of 3 directors with risk management experience or industry experience, who participate in ESG, climate change or carbon related special training organized by the Group and have ESG related professional knowledge. Information on ESG issues is reported to the ESG Committee by an internal working group comprising of principal leaders from various departments. ESG Committee formulates effective strategies to balance the environmental and social objectives with our business targets, and reports to the Board on ESG work at least once a year. In this year, we have reviewed and optimized the ESG strategy to further clarify the Group's ESG key work. Please refer to the section captioned "ESG Strategy" for details.

5. 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。

6. 報告批准

本報告已經集團董事會審閱批准。

7. 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。

8. 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。其中，ESG委員會由3名具備風險管理專業或行業經驗的董事組成，參與了集團組織的ESG、氣候變化或碳相關專項培訓，具備ESG相關專業知識。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。ESG委員會負責制定並定期審閱有效策略使集團環境及社會目標與集團本身業務目標保持一致，並至少每年一次向董事會匯報ESG工作。我們在本年度對ESG策略進行審視與優化，進一步明確集團的ESG關鍵工作。有關詳情可參見後文「ESG策略」小節。





The Board has participated in the assessment, prioritisation, and management of ESG issues (including risks and materiality to the Group's business). The key ESG risks have been incorporated into the Group's comprehensive risk management system, including human resources, climate change and other risks. Within the Group, from the main business leaders to the senior management, the possibility, impacts and risk trends of key ESG risks are considered, and risk response measures are formulated. The Board has reviewed these key risks and was aware of the measures taken and made recommendations. Please refer to the *Corporate Governance Report* in the Group's *2022 Annual Report* and following sections captioned "The Materiality of the ESG Issues" and "Risk Management" for the details of the materiality assessment and risk management work.

During the reporting period, the Board has reviewed and discussed the establishment and progress for the environmental targets. All the Group's annual environmental targets have been achieved and progress has been made in other targets as planned.

This report also discloses in detail the above environmental, social and governance related issues, which have been reviewed and approved by the Board on 28 February 2023.

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。ESG關鍵風險已納入集團風險管理體系，包括人力資源、氣候變化等風險。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慮，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。有關重要性評估和風險管理工作的詳情參見《二零二二年年報》中《企業管治報告》章節及下文「實質性議題」及「風險管理」小節。

於本匯報年度內，董事會已就環境目標的設立及進展進行了審閱及討論，集團所訂立的年度環境目標均已達成，其他目標均已按計劃取得階段性進展。

本報告亦詳盡披露了上述環境、社會及管治相關事宜，已經由董事會於二零二三年二月二十八日審閱批准。



(2) Message from the Chairman

(二) 主席致辭

Generate For Generations 能，創未來



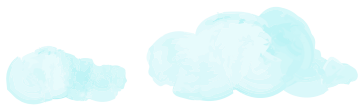
Concord New Energy always believes that the future of new energy can change the future of the world. Through persistent and innovation in the field of new energy, we can create a promising future. It will be a future of sustainable development and harmonious coexistence between man and nature.

協合新能源始終相信，新能源的未來可以改變世界的未來。通過在新能源領域的執著堅持和不斷創新，定能創造一個值得憧憬的未來。那將是一個可持續發展的、人與自然和諧共生的美好未來。

In 2022, the worldwide energy crisis has reshaped the global energy landscape. In response to climate change and to ensure energy security, countries generally continued to put more effort in the investments of renewable energy. China also actively accelerates green and low-carbon transformation, speeds up the building of the new electric power systems based on new energy, promoting high-quality development of new energy. There is no doubt that renewable energy is in the historic stage of development and opportunities. We firmly implemented the strategy backed by existing advantages and strength, actively seize new opportunities, forge ahead, embrace innovation and drive business growth. In 2022, we updated the Five-Year Development Strategy 2023-2027 for Concord New Energy, making ESG strategy an integral part of the Five-Year Development Strategy and making it clear that the Group will guide its sustainable development from the strategic level. Adhering to our mission of “promote a harmonious development between human and nature by supplying superior clean energy and service”, we make our own contributions to building a sustainable community by energising social development with green power, striving for steady progress in business growth, and creating a new pattern of talent cultivation and management.

2022年，世界範圍的能源危機重構全球能源格局。為應對氣候變化，保障能源安全，各國加大可再生能源投資力度。中國亦不斷推進綠色低碳轉型，加快構建以新能源為主體的新型電力系統，促進新能源高質量發展。可再生能源無疑正處在歷史性的發展機遇期。我們堅定落實以現有優勢和實力作後盾的戰略，積極把握新機遇，銳意進取，擁抱創新，推動業務增長。2022年，我們更新制訂了《協合新能源集團五年發展戰略2023-2027年》，將ESG戰略作為五年發展戰略的組成部分，明確集團將從戰略層面指導自身可持續發展。我們專注於「提供優質的清潔能源及專業服務，促進人與自然的和諧發展」的使命，通過綠色電力賦能社會發展，穩中有進促進業務增長，推動建設人才新格局並以實際行動回報社會，為共建可持續發展的未來貢獻協合力。





POWER A ZERO-CARBON FUTURE WITH GREEN AND SUSTAINABLE OPERATION

Concord New Energy focuses on the clean energy field and keeps exploring new opportunities, providing our customers with efficient and reliable clean energy. In 2022, our attributable power generation achieved 6,673GWh and was 100% clean energy, which were equivalent to reducing 7 million tons of CO₂, 1,751 tons of NO_x and 1,679 tons of SO₂, and saved over 10 million tons of water. We actively participate in the trade of green certificates to provide diversified solutions for enterprises' green transformation. We have actively participated in green certificate market and developed diversified plans for the Group's green transformation. In response to global climate change, we have also integrated climate change related issues into our risk management system. With outstanding performance in ESG management and clean energy investment, we awarded an A rating in the Morgan Stanley Capital Investment's (MSCI) ESG rating and were widely recognized by international rating agencies.

ACHIEVE STABLE PERFORMANCE BY INNOVATION AND DIGITAL-INTELLIGENT TRANSFORMATION

Concord New Energy stimulates new business growth by innovation, actively expands new market opportunities, gradually plans the global market layout, and continually enhances international competitiveness. Strictly following the policy of "safety first, prevention as a priority, and integrated safety management", we achieved the goal of zero accident. The Group actively promote intelligent service of wind and solar power generation. We are committed to widely applying intelligent O&M and other services on wind farms and solar plants, in order to maximise power plant efficiency and power generation revenue of power stations. With our self-developed digital tools, such as POWER+, we provide customers with one-stop service solutions to support comprehensive decision-making of power plants. Regarding the energy storage and other new clean energy sectors, we strengthen the transformation and application of the innovation research achievements and promote the new development in clean energy sector.

青山常在、產業長興，共建零碳未來

協合新能源深耕清潔能源領域，不斷探索新機遇，為客戶提供高效、可靠的清潔能源。2022年，我們的權益發電量達到6,673吉瓦時，100%為清潔能源電力，相當於減少了700萬噸二氧化碳排放，1,751噸氮氧化物和1,679噸二氧化硫排放，節水超過1,000萬噸。我們積極參與綠證交易，為企業綠色轉型提供多元方案。我們亦將氣候變化納入風險管理體系，積極應對氣候變化。憑藉在ESG管理、清潔能源投資等方面的傑出表現，我們獲得摩根士丹利資本國際公司ESG評級(MSCI ESG) A級等國際評級機構認可。

創新驅動、數智轉型，佈局全球市場

協合新能源以創新為驅動打造業務新增長點，積極拓展新的市場空間，逐步佈局全球市場，持續提升國際競爭力。我們堅持「安全第一、預防為主、綜合治理」的安全管理方針，並達成安全零事故目標。我們積極推進智能化風力和太陽能發電服務業務，我們致力於推進智能運維在電廠的應用，提升電廠效率，最大化電站發電收益。通過自主開發的POWER+等數化工具，我們為客戶提供一站式服務解決方案，有效支撐電廠運營綜合決策。我們積極嘗試儲能等新領域，加強創新研發成果的轉化與應用，推動清潔能源領域創新發展。



BUILD A HARMONIOUS COMMUNITY BY PUTTING PEOPLE FIRST AND CREATING SHARED VALUE

Concord New Energy pays close attention to the cultivation of talents, and gives back to the society based on our business features and strengths. Adhering to our core value of “people-oriented, value creation and pursuit of excellence”, we have developed hierarchical training system and special training system and built-up multi-dimension talent incentive mechanism for employees to grow with the company. We actively undertake our corporate social responsibility and devote ourselves to public welfare through projects, including pairing assistance, employment creation and joint efforts between enterprises and local communities, to fully support national rural revitalisation and promote co-prosperity. By developing school-enterprise cooperation programme, we help students obtain high-quality educational resources and learning opportunities and cultivate high-level talents for the new energy industry, the community, and the country.

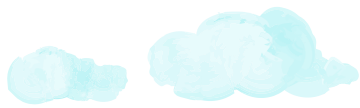
Under the trend of global energy transition, the new energy industry is in a new era of great development, which provides us with excellent opportunities to grow and to show our capabilities. Marked by rapid growth of installed capacity, the Group has embarked on a new phase of the great journey of carbon neutrality. In 2023, we will earnestly implement the new development strategy, seize the opportunities of the times, concentrate on planning development to become a first-class international clean energy enterprise, and contribute to sustainable development jointly with customers, employees, and partners.

以人為本、共享價值，共創和諧社區

協合新能源重視行業人才培養，立足自身業務特點與優勢回饋社會。我們始終堅持「以人為本、創造價值、追求卓越」的核心價值觀，構建分層級培訓體系與專項培訓體系，建立完善多維度的人才激勵機制，以實現員工和企業的共同成長。我們致力於成為有擔當、負責任的企業公民，篤行社會公益，通過對口支援、帶動就業、企地共建等項目全力支持國家鄉村振興戰略，促進共同繁榮。我們積極開展校企合作，幫助學生獲得優質教育資源和學習機會，為國家、為社會、為新能源行業培養高素質人才。

在全球能源轉型的趨勢下，新能源行業正處於大發展的新時代，為我們提供了一展身手的絕好機會。以裝機容量的快速增長為標誌，集團伴隨著碳中和的偉大征程開啟了新階段。2023年，我們將認真執行新的發展戰略，把握時代機遇，聚精會神，謀劃發展，以成為一流的國際化的清潔能源企業為發展目標，與客戶、員工、合作方等攜手並進，共同為可持續發展貢獻力量。



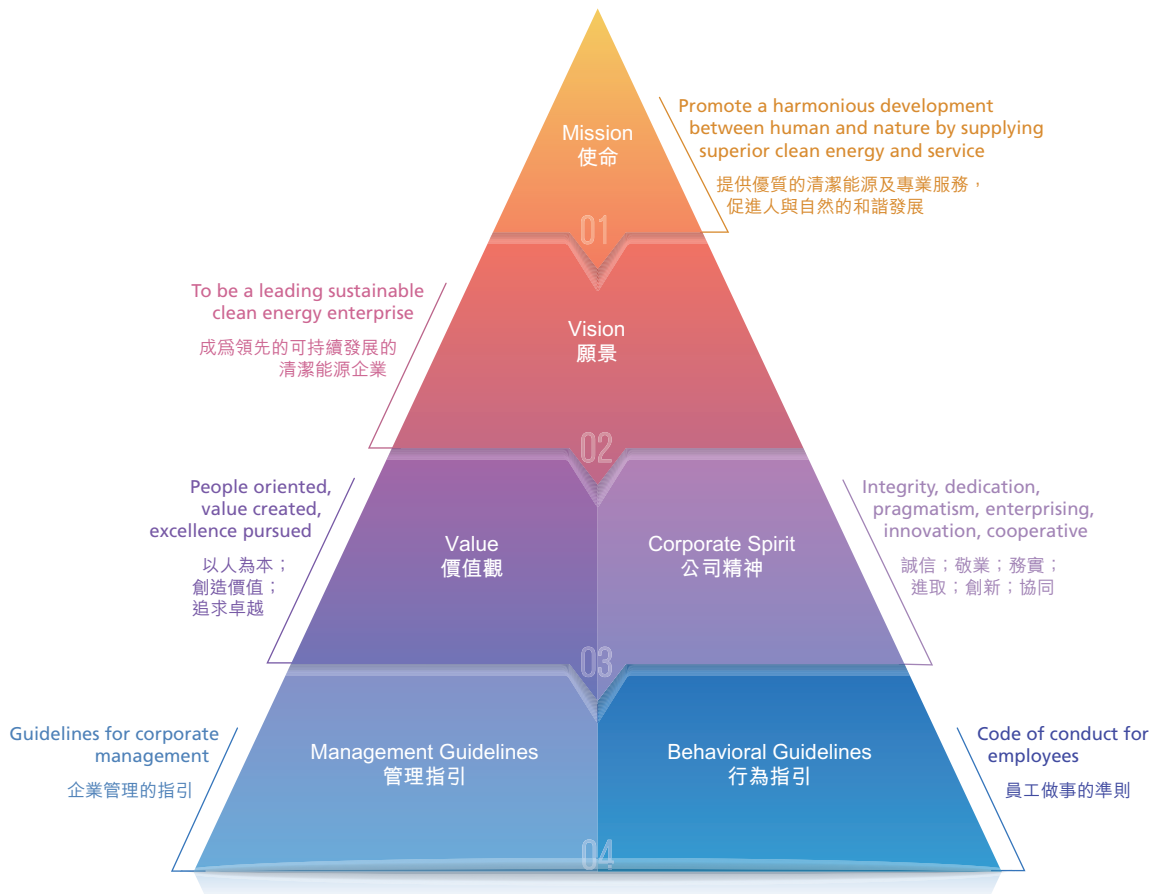


(3) About Concord New Energy

(三) 關於協合新能源

1. CORPORATE CULTURE

1. 企業文化



Adhering to the mission of “promote a harmonious development between human and nature by supplying superior clean energy and service” and targeting at “to be a leading sustainable clean energy enterprise”. We insist on the idea of green, safe and low-carbon, and fully implement the code of conduct of benefiting the society, caring for life and protecting the environment into the business process of the enterprise, in order to promote sustainable development of enterprises and society. Concord New Energy officially joined the United Nations Global Compact (UNGC) in January 2023. As a participant of UNGC, we pledge to support UNGC’s Ten Principles and working together to promote the achievement of the UN Sustainable Development Goals.

2. THE GROUP’S BUSINESSES

Concord New Energy Group Limited (Stock code 0182), founded in 2006, is an international renewable energy power generation group. The Group’s main businesses include investment and operation of wind and solar power plants, wind and solar 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).

Concord New Energy has professional companies engaging in power plant O&M, power engineering design, financing leases and independently developed POWER+, a cloud platform for intelligent energy solutions. We have various professional qualifications, including consulting and designs for new energy business, power project EPC, and grade II permissions of power facilities construction (maintenance and commissioning), and first-class technical talents and management specialists for wind and solar power generation.

協合新能源堅守「提供優質的清潔能源及專業服務，促進人與自然的和諧發展」的使命，以「成為領先的可持續發展的清潔能源企業」為奮鬥目標，堅持走綠色、安全、低碳之路，並將造福社會、關愛生命和保護環境的行為準則全面貫徹到企業的經營過程中，促進企業與社會的可持續發展。2023年1月，協合新能源正式加入聯合國全球契約組織(UNGC)。作為成員企業，我們承諾支持UNGC十項原則，共同推動聯合國可持續發展目標的實現。

2. 集團業務

協合新能源集團有限公司(股份代號0182)成立於2006年，是一家國際性的可再生能源發電集團。集團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。

協合新能源擁有專業的電廠運行及維修維護公司、電力工程設計公司、融資租賃公司，以及自主研發的智慧能源解決方案POWER+雲平台，並擁有新能源業務的諮詢及設計、電力工程總承包、二級承(修、試)電力設施許可證等各項專業資質以及一流的風力和太陽能發電專業的技術人才和管理團隊。



Power Plants Investment 電廠投資

The Group actively expands the types of projects, rapidly promotes the pace of power plant construction, and constantly achieves breakthroughs in large projects and increase commissioning capacity scale. The Group has invested and established various wind and solar power plants with a cumulative capacity of nearly 7,800MW. During 2022, the Group's total under construction capacity of the invested power plants under construction has reached 1,982MW, and 10 new power plants were put into operation with a total installed capacity of 1,111MW.

集團積極拓展項目類型，推進電廠建設，不斷實現大型項目突破及投產容量規模提升。目前已累計投資建設風電場、太陽能電站總容量接近7,800兆瓦。2022年度，集團投資電廠的總建設裝機容量為1,982兆瓦，新增投產電廠10間，總裝機容量1,111兆瓦。

Intelligence Operation & Maintenance 智慧運維

For new energy power generation equipment, power transmission and transformation equipment, and integrated energy systems, the Group provides one-stop data-driven service solutions, such as equipment early-warning, intelligent diagnosis, on-site service and smart operation and maintenance. So far, the Group has provided services for about 262 new energy projects with a total capacity of exceeding 16GW.

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。集團目前服務約262個新能源項目，運維總容量超過16吉瓦。

The Group's Business 集團業務

Design Consulting 設計諮詢

The Group's subsidiary Design Company has acquired the Class A credit rating for power industry consulting, 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 power capacity more than 40 GW, that of PV power capacity more than 15 GW, and that of energy storage capacity more than 5 GW. Our projects spread China and overseas regions such as West Africa, Southeast Asia, Central Europe, and the United States.

集團下屬設計公司擁有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電容量40吉瓦以上，光伏容量15吉瓦以上，儲能容量5吉瓦以上，項目業績遍及中國各省份及西非、東南亞、中歐、美國等區域。

Financing Leases 融資租賃

Adhere to the strategy of "industry + finance", focus on the clean energy industry, and carry out financial leasing on distributed wind and photovoltaic (PV) power stations, user-side energy storage business and other new energy areas, actively conduct business development and strictly conduct risks control, and perform the investment selection by combining industry and finance, to effectively control capital risks.

堅持「產業+金融」戰略，聚焦清潔能源產業，立足於分佈式光伏、分佈式風電、用戶側儲能業務等新能源領域開展融資租賃，積極進行業務開拓並嚴格進行風險控制，踐行產融結合的投資選擇，有效控制資金風險。

3. ANNUAL HIGHLIGHTS

Honours & Awards:

3. 年度亮點

榮譽獎項：

Units rewarded 獲獎單位	Title of awards 獲獎名稱
<p>The Group 集團</p>	<ul style="list-style-type: none"> • 2022 Global Top 500 New Energy Enterprises 2022 全球新能源企業 500 強 • 2022 China's Top 500 Energy Enterprises (Groups) 2022 中國能源企業(集團) 500 強 • "Best Energy and Resources Stock Company" Award on the Global Investment Trends Forum 2022 and the 6th Annual Award Ceremony of Golden Hong Kong Stocks 2022 年全球投資趨勢論壇暨第六屆金港股「最佳能源與資源公司」 • "Award for Exemplary Practice of ESG in 2022" on the 12th Philanthropy Festival and 2022 CSR Carnival 第十二屆公益節暨 2022 企業社會責任嘉年華「2022 年 ESG 踐行典範獎」 • "Annual Sustainable Development Award" on The 7th Gelonghui Global Investment Carnival 2023 – the selection of outstanding listed companies in Greater China 第七屆格隆匯·全球投資嘉年華大中華地區「年度可持續發展獎」
<p>O&M Company 運維公司</p>	<ul style="list-style-type: none"> • "2022 China Top 10 Influential Brands in Wind Power Industry" and "2022 China Top 10 Supporting Brand in Wind Power Industry" on 2022 China Electric Eco Expo 2022 年電動生態杯「2022 年度中國風電行業十大影響力品牌」、 「2022 年度中國風電行業十大配套品牌」 • "Excellent Photovoltaic Plant Operation and Maintenance Service Provider" on the China Good Photovoltaic Gala 中國好光伏品牌盛典「優秀光伏電站運維服務商」 • 2022 Energy Innovation Award for "Establishment and Practice of New Energy Digital Security Control System" Project by China Energy Research Society 2022 年度中國能源研究會能源創新獎(「新能源數字化安全管控體系建設與實踐」項目) • "2022 Influence – Photovoltaic Plant O&M Brand" on the 2022 Photovoltaic New Era Forum and the 11th "Polaris Cup" Photovoltaic Influence Brand Selection 2022 年光伏新時代論壇暨第十一屆「北極星杯」光伏影響力品牌評選 「2022 年度影響力光伏電站運維品牌」 • Lu Yichuan, CTO of the Group and the Chairman of CNO O&M, won the title of "2022 China Outstanding Figures in Wind Power Industry" 協合新能源集團 CTO、協合運維董事長陸一川榮獲「2022 年度中國風電行業杰出人物」榮譽稱號





Units rewarded 獲獎單位	Title of awards 獲獎名稱
Design Company 設計公司	<ul style="list-style-type: none">The 2022 Third Prize of Excellent QC Team in Power Survey and Design Industry (“Installing T-shaped cross arm to the standard tower on the Yilan Dongsheng Wind Farm and reducing total cost of line”) 2022年電力勘測設計行業優秀QC小組三等獎(「依蘭東升風電場標準鐵塔增設丁字型橫擔降低線路總造價成果」)
Jingmen Shengjingshan Wind Power Project 荊門聖境山風電項目	<ul style="list-style-type: none">China Electricity Council “5A Wind Farm” 中國電力企業聯合會「5A級風電場」
Lixi Wind Power Project 栗溪風電項目	<ul style="list-style-type: none">China Electricity Council “5A Wind Farm” 中國電力企業聯合會「5A級風電場」
Yongzhou Qiaotoupu Wind Power Project 永州橋頭鋪風電項目	<ul style="list-style-type: none">China Electricity Council “5A Wind Farm” 中國電力企業聯合會「5A級風電場」
Wuhe Jindashan Wind Power Project 五河金大山風電項目	<ul style="list-style-type: none">China Electricity Council “5A Wind Farm” 中國電力企業聯合會「5A級風電場」
Tongyu Wulanhua Wind Power Project 通榆烏蘭花風電項目	<ul style="list-style-type: none">China Electricity Council “4A Wind Farm” 中國電力企業聯合會「4A級風電場」
Tongyu Xinfu Wind Power Project 通榆新發風電項目	<ul style="list-style-type: none">China Electricity Council “4A Wind Farm” 中國電力企業聯合會「4A級風電場」
Suzhou Wind Power Project 宿州風電項目	<ul style="list-style-type: none">China Electricity Council “4A Wind Farm” 中國電力企業聯合會「4A級風電場」
Mengdong Jarud Banner Wind Power Project 蒙東扎魯特旗風電項目	<ul style="list-style-type: none">China Electricity Council “4A Wind Farm” 中國電力企業聯合會「4A級風電場」
Yushan Quanshui Wind Power Project 峪山泉水風電項目	<ul style="list-style-type: none">China Electricity Council “3A Wind Farm” 中國電力企業聯合會「3A級風電場」
Wuhe Yinmahu Wind Power Project 五河飲馬湖風電項目	<ul style="list-style-type: none">China Electricity Council “3A Wind Farm” 中國電力企業聯合會「3A級風電場」



Units rewarded 獲獎單位	Title of awards 獲獎名稱
Jiagou Wind Power Project 夾溝風電項目	<ul style="list-style-type: none"> China Electricity Council "3A Wind Farm" 中國電力企業聯合會「3A級風電場」
Mengdong Jarud Banner Beisala Wind Power Project 蒙東(扎魯特旗)北薩拉風電項目	<ul style="list-style-type: none"> China Electricity Council "3A Wind Farm" 中國電力企業聯合會「3A級風電場」

International Recognition:

In 2022, Concord New Energy was repeatedly recognised by international rating institutions and capital markets for its outstanding performance in ESG management and clean energy investment, with ascending international competitiveness.

國際認可：

2022年度，協合新能源憑藉在ESG管理、清潔能源投資等方面的杰出表現，屢獲國際評級機構及資本市場的認可，國際競爭力持續提升。

The Group has reached an MSCI ESG rating of A, ahead of its Chinese peers.

摩根士丹利資本國際公司ESG評級達到A級，領先中國同業。



The Group's CDP Climate Change 2022 Questionnaire rating of B is among the highest of its peer companies in China.

CDP全球環境研究中心氣候變化問卷為B級，位於中國同業公司中的前列。



The Group's S&P Global Corporate Sustainability Assessment (CSA) 2022 score is ahead of 73 percent of companies in the industry.



標普全球企業可持續發展評估(CSA)評分領先73%的同業。

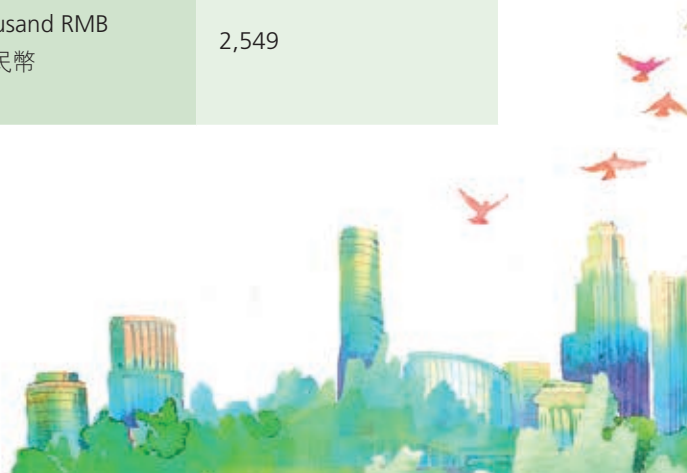





Key Performance

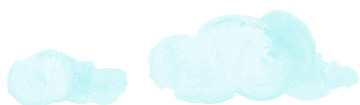
關鍵績效

Classification 指標分類	Index 指標名稱	Unit 單位	Data Performance 指標數據
Corporate Business 公司業務 	Total assets 資產總額		271.7
	Profit attributable to equity shareholders 歸屬於股東的淨利潤	Hundred million RMB 億元人民幣	8.7
	Revenue 收入		26.8
	Total Attributable Installed Capacity 總權益裝機容量	MW 兆瓦	3,588
	Attributable Power Generation 權益發電量	GWh 吉瓦時	6,673
	Annual Total Power Generation 年度總發電量		9,000
Environment 環境 	CO ₂ Emission Reduction 二氧化碳減排量	Kilotons 千噸	7,092
	Standard Coal Saving 節約標準煤	Kilotons 千噸	2,751
	NO _x Emission Reduction 氮氧化物減排量	Tons 噸	1,751
	SO ₂ Emission Reduction 二氧化硫減排量	Tons 噸	1,679
	Water Saving 節約用水	Kilotons 千噸	10,864
	Sale Amount of Green Certificate 綠證發售金額	Ten thousand RMB 萬元人民幣	2,549



Classification 指標分類	Index 指標名稱	Unit 單位	Data Performance 指標數據
Society 社會 	Total Workforce 員工總人數	Person 人	2,574
	Training Hours per Employee 員工人均培訓時長	Hour 小時	147.44
	Coverage Ratio of Employee Training 員工培訓覆蓋率	%	100
	Annual Coverage Ratio of Safety Training 年度安全培訓覆蓋率	%	100
	Total Amount of Community Investment 社區投資總金額	RMB 元人民幣	22,671,450
	Total Number of Community Investment Projects 社區投資項目總數	Number 個	17
	Number of Accumulated Students Trained from School-Enterprise Cooperation 校企合作累計培養學生	Person 人	762
	Number of Accumulated NCEPU Scholarship Beneficiaries 獎學金累計資助學生	Person 人	1,471





(4) Materiality Assessment

1. STAKEHOLDER ENGAGEMENT

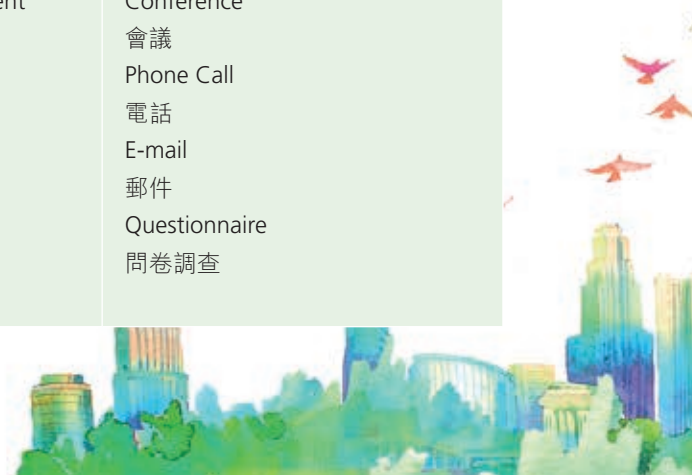
Concord New Energy attaches importance to communication with stakeholders, insists on building an effective communication mechanism, and actively and extensively exchanges and communicates on ESG issues concerned by stakeholders. In this year, the main communication between the company and stakeholders is as follows:

(四) 重要性評估

1. 利益相關方溝通

協合新能源高度重視與利益相關方的溝通，堅持構建有效的溝通機制，就利益相關方關切的ESG議題進行積極、廣泛地交流與溝通。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 	Corporate Governance 企業管治 New Energy Development 新能源開發 Ecological Environmental Protection 生態環境保護 Responding to Climate Change 應對氣候變化 Wastewater Emission 廢水排放 Waste Management 廢棄物管理 Energy Use 能源使用 Water Use 水資源使用 Carbon Emission Management 碳排放管理	Information Reporting 信息報送 Conference 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 New Energy Development 新能源開發 Anti-corruption Management 反貪污管理	Annual Report 年度報告 Announcement and Notice 公告及通告 Conference 會議 Phone Call 電話 E-mail 郵件 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
Employees 員工 	Labour Standards 勞工準則 Diversity and Equal Opportunity 多元化與平等機會 Employment Compliance 僱傭合規 Employee Attraction and Retention 員工吸引與保留 Employee Training and Development 員工培訓與發展 Health and Safety 健康與安全	Staff Meeting 職工會議 Face-to-Face Communication 面對面溝通 Training 培訓 Questionnaire 問卷調查
Suppliers and Contractors 供應商及承包商 	Supply Chain Management 供應鏈管理 Anti-corruption Management 反貪污管理	Conference 會議 Phone Call 電話 Official Correspondence 商務來往信函 Face-to-Face Communication 面對面溝通 Training 問卷調查 Questionnaire 培訓
Clients and Partners 客戶及合作夥伴 	New Energy Development 新能源開發 Information Security and Privacy Protection 信息安全與隱私保護 Customer 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





Key Stakeholders 主要利益相關方	Concerns 關注議題	Major Communication Channels 主要溝通渠道
Industrial Associations 行業協會 	Technology Innovation 科技創新	Conference 會議 Phone Call 電話 Industry Activities 行業活動 Official Correspondence 商務來往信函
ESG Rating Agency ESG 評級機構 	Carbon Emission Management 碳排放管理 New Energy Development 新能源開發 Employee Training and Development 員工培訓與發展 Corporate Governance 企業管治 Anti-corruption Management 反貪污管理	Annual Report 年度報告 Official Correspondence 商務往來信函
Public and Community 公眾與社區 	Community Investment 社區投資 Ecological Environmental Protection 生態環境保護 Carbon Emission Management 碳排放管理	Public Survey 公眾參與調研 Visiting and Interview 走訪與訪談 Questionnaire 問卷調查

2. THE MATERIALITY OF THE ESG ISSUES

In order to communicate the progress of Concord New Energy ESG work fully and accurately to internal and external stakeholders, the Group continues to improve the ESG issue identification and evaluation. It forms the process from important issue identification, stakeholder research, issue analysis and review, and finally the issue importance matrix, which is finally reviewed by the management and board of directors to accurately identify the needs of internal and external stakeholders and clarify the focus of the work direction.

2. 實質性議題

為完整並準確地向內外部利益相關方傳達協合新能源 ESG 工作的進展，集團持續完善 ESG 議題識別和評估，形成從重要議題識別，到利益相關方調研，再到議題分析及審閱的流程，最終形成議題重要性矩陣，並由管理層及董事會最終審閱；以準確識別內外部利益相關方需求並明確重點工作方向。



Step 1:

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.

步驟一：

重要性議題識別

我們基於公司業務模式，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。

1

Step 3:

Materiality Assessment

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

步驟三：

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、資本市場及評價機構關注要點等，生成最終的利益相關方重要性矩陣圖。

2

3

Step 2:

Questionnaire for Stakeholders

We collect feedback on important issues from shareholders, suppliers, communities, employees, management and other internal and external stakeholders in the form of questionnaire survey, which serves as the data basis for our importance assessment.

步驟二：

利益相關方問卷調研

我們通過問卷調研的形式收集來自股東、供應商、社區、員工、管理層等內外部利益相關方對於重要性議題的反饋，並作為我們進行重要性評估的數據基礎。

Step 4:

Management Confirmation

Management of Concord New Energy has reviewed the materiality analysis result, provided review suggestions based on the Group's operating conditions, and confirmed the key disclosures herein, as well as future objectives and implementation plans for ESG management.

步驟四：

管理層及董事會審閱

協合新能源管理層及董事會對重要性分析結果進行審閱，結合公司經營情況提供審閱建議，並最終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。

4





Environment
環境

- 1 Wastewater Emission
廢水排放
- 2 Waste Management
廢棄物管理
- 3 Energy Use
能源使用
- 4 Carbon Emission Management
碳排放管理
- 5 Water Use
水資源使用
- 6 Ecological Environmental Protection
生態環境保護
- 7 Responding to Climate Change
應對氣候變化



Talent
人才

- 8 Labour Standards
勞工準則
- 9 Diversity and Equal Opportunity
多元化與平等機會
- 10 Employment Compliance
僱傭合規
- 11 Employee Attraction and Retention
員工吸引與保留
- 12 Employee Training and Development
員工培訓與發展
- 13 Health and Safety
健康與安全



Operation
運營

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



Community
社區

- 20 Community Investment
社區投資



Governance
治理

- 21 Corporate Governance
企業管治

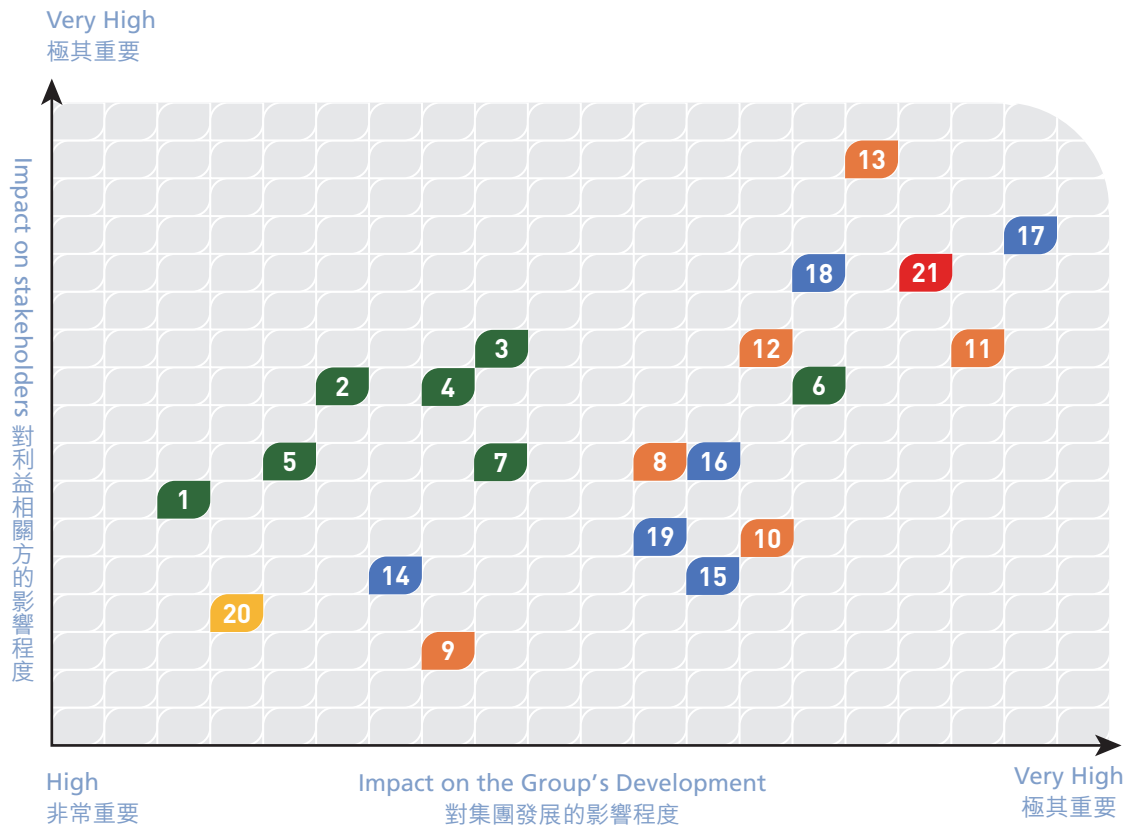
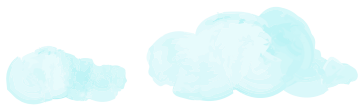


Compared with 2021, the Group's material issues have changed as follows based on the materiality assessment results:

基於重要性評估結果，與2021年相比，集團重要性議題發生了如下重要變化：

Area 領域	Description 說明
<p>Talent 人才</p> 	<p>Employee attraction and retention and employee training and development have become more important. The reasons are as follows: the capital market pays high attention to the Group's employee attraction and retention (11), employee training and development (12). In addition, the Group also fully realizes the importance of high-quality talent team construction and training for the long-term sustainable development of the business. This year, we focused on talent development support, employee satisfaction survey and other work and strengthened the disclosure of human resources information.</p> <p>員工吸引與保留及員工培訓與發展兩項議題重要性提升。原因為：資本市場對於集團員工吸引與保留(11)、員工培訓與發展(12)給予了高度關注，集團亦充分認識到高素質人才隊伍建設與培養對業務長期可持續發展的重要性。本年度，我們重點開展人才發展支持、員工滿意度調查等工作並加強了人力資源信息的披露。</p>
<p>Operation 運營</p> 	<p>The importance of technology innovation issues to the Group's development has increased. The reasons are as follows: the competition in the renewable energy industry is gradually escalating. Technology innovation (15) is an important means for the Group to gain advantages in the fierce market competition, and plays a significant role in driving the development of the Group. During the year, the Group continued its efforts in broadening its innovative business scope and promoting the application of innovative technologies.</p> <p>科技創新議題對集團發展的重要性提升。原因為：可再生能源行業競爭逐步升級，科技創新(15)是集團在激烈的市場競爭中獲得優勢的重要手段，對集團發展的驅動作用顯著。本年度，集團在拓寬創新業務範圍，推動創新技術應用等方面持續發力。</p>
<p>Governance 治理</p> 	<p>The importance of corporate governance issues has increased. The reason is that good corporate governance (21) is an important pillar to promote the stable and healthy development of the Group. Meanwhile, regulators and capital markets also pay close attention to corporate governance. During the year, we further improved our management and disclosure practices at all levels of corporate governance, including board diversity management and risk management.</p> <p>企業管治議題的重要性提升。原因為：良好的企業管治(21)是推動集團穩定健康發展的重要支柱，監管機構及資本市場對於企業管治亦給予高度關注。本年度，我們進一步完善企業管治各項層面的管理及披露工作，包括董事會多元化管理、風險管理等。</p>





The assessment results of material issues will also serve as an important reference for the Group's ESG strategy formulation and ESG information disclosure. We will continually improve our 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.

本次重要性議題評估結果，也將作為集團ESG策略制定與ESG信息披露的重要參考。我們將不斷開展改進工作，以回應利益相關方期望，增強信任與合作，共同推動本集團和社會的可持續發展。





ROBUST CORPORATE GOVERNANCE

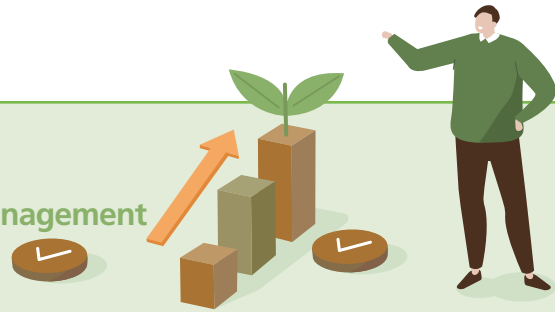
強健企業管治






Key Issues: 重要議題：

Corporate Governance, Anti-corruption Management
企業管治、反貪污管理



Key Performance Indicators: 關鍵績效：



33.3%
Proportion of
Female Directors
女性董事佔比



100%
Coverage Ratio of
Anti-corruption Training
for Directors
董事反貪污培訓覆蓋率



95%
Coverage Ratio of
Anti-corruption Training
for Employees
員工反貪污培訓覆蓋率

A robust corporate governance is the foundation for sustainable development. We continue to improve ESG governance, optimize ESG strategy and structure, and enhance the level of board diversity. At the same time, we have implemented our governance principle of legal compliance and integrity, and continue to establish and improve the risk management system to uphold strong corporate governance.

良好的管治是企業實現可持續發展的基礎。協合新能源持續提升ESG管治水平，不斷優化ESG策略、完善ESG管治架構、提升董事會多元化水平。同時，我們貫徹守法誠信的管治理念，並不斷建立健全集團風險管理體系，堅持強健企業管治。



(1) ESG Governance

1. ESG STRATEGY

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



Community 社區

Increase public welfare donation
Help rural revitalization
Support the development of China's clean energy education

增加社區公益投入
助力鄉村振興
支持中國清潔能源教育事業發展

Environment 環境

Adhere to the development of renewable energy
Respond to climate change
Minimize negative impacts on the environment
Promote green operation

堅持開發新能源
應對氣候變化
減少對環境及生態的負面影響
推行綠色運營模式



(一) ESG 管治

1. 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。



Operation 運營

Provide high-quality clean energy and professional services to the society
Improve customer service experience
Establish a clean and integrity business environment
Build a responsible supply chain

向社會提供優質的清潔能源及專業服務
提升客戶服務體驗
建立廉潔誠信商業環境
持續打造負責任供應鏈

Talent 人才

Protect the rights and interests of employees
Build a diversified workforce
Improve the staff training system and promotion mechanism
Strive to increase employees' happiness

維護員工權益
打造多元化員工隊伍
完善培訓體系及晉升機制
努力提升員工幸福感

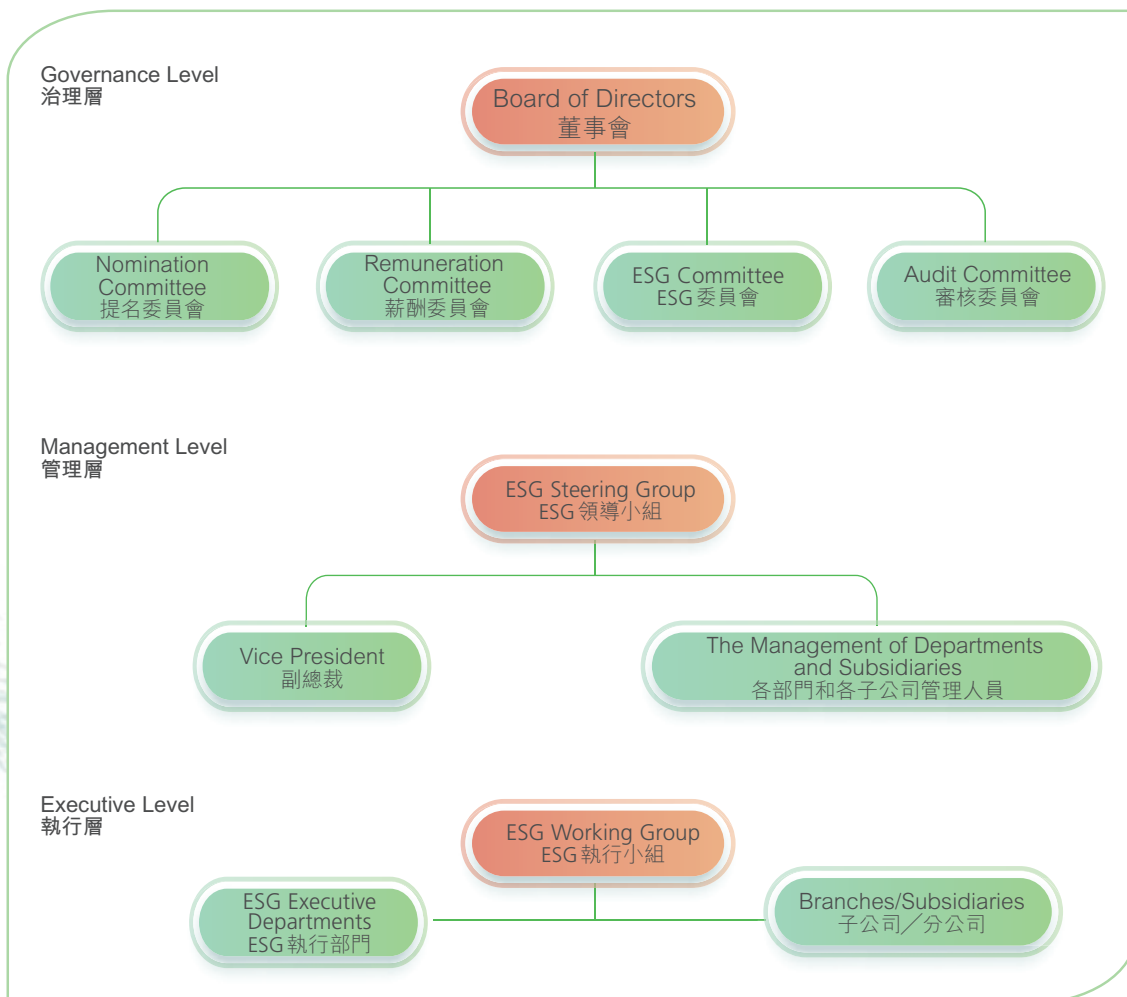


2. ESG GOVERNANCE STRUCTURE

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.

2. 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。



Governance Level

治理層



ESG committee

ESG 委員會

- Making proposals on ESG strategies and identifying significant ESG risks and opportunities;
建議本公司環境、社會及管治策略，以及識別重大環境、社會及管治風險及機遇；
- Approving and reviewing ESG policies;
批准及檢討環境、社會及管治政策；
- Monitoring effectiveness of ESG activities;
監察環境、社會及管治管理工作的有效性；
- Reviewing ESG report.
審閱環境、社會及管治報告。

Management Level

管理層



ESG steering group

ESG 領導小組

- Assisting the Group's ESG committee to carry out its work and reporting to it on issues related to ESG work;
協助集團 ESG 委員會開展工作，並向其匯報 ESG 工作相關事宜；
- Guiding and supervising the implementation of specific work of ESG, and debriefing the report of the ESG working group.
指導並監督 ESG 具體工作執行情況，聽取執行小組匯報。

Executive Level

執行層



ESG working group

ESG 執行小組

- Formulating ESG-related policies & systems and developing periodic work plans & implementation plans under the guidance of the ESG steering group;
在 ESG 領導小組指導下擬定 ESG 領域有關政策制度文件，制定階段性工作計劃和實施方案；
- Holding regular meetings to discuss and determine the progress of the established goals & plans under the Group ESG agenda;
定期召開會議，討論並確立 ESG 議題下的既設目標和計劃的進展實施情況；
- Implementing the overall strategy and objectives of ESG management;
落實 ESG 管理的總策略及目標的相關實踐工作；
- Carrying out communication and survey of stakeholders.
開展利益相關方溝通及協助開展利益相關方調研工作。





3. DIVERSITY AND INDEPENDENCE OF THE BOARD

The Group values the diversity and independence of the board of directors, and follows the diversity policy. The Group considered diversity of board members can be achieved through consideration of a number of aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. The Nomination Committee reviews the policy on a regular basis and discusses any revisions that may be required, and recommends any such revisions to the Board for consideration and approval.

3. 董事會多元化及獨立性

集團重視董事會的多元化與獨立性。集團遵循董事會多元化政策，董事會候選人的甄選將考慮多個範疇，包括但不限於性別、年齡、文化及教育背景、專業經驗、技能、知識及服務任期，以促進董事會成員多元化。提名委員會定期檢討政策有效性及執行情況，討論是否需作任何修訂，並向董事會建議任何該等修訂，以供董事會考慮及批准。

Of the 12 members of the Board, there are 董事會 12 名成員中：



6 executive directors
執行董事 6 名



5 independent
non-executive directors
獨立非執行董事 5 名



1 non-executive director
非執行董事 1 名



4 female directors, accounting for 33.3%
女性董事 4 名，佔比 33.3%

(2) Business Ethics

We believe in the importance of upholding business ethics in the fiercely competitive and fast-changing global business environment and pledge to conduct business operations in accordance with the highest ethical standards. We require employees at all levels to conduct their work with integrity, fairness and honesty, and prevent any misconduct or malpractice that harms the interests of shareholders, investors, customers and the public. The Board attaches great importance to anti-corruption management and strictly reviews and supervises the Group's policies and measures for compliance with laws and regulations. During this reporting period, we were not aware of any corruption lawsuits against the Group and our employees.

(二) 商業道德

我們深明堅守道德標準在如今這個充滿競爭和瞬息萬變的全球商業環境中的重要性，致力於實現最高的誠信和道德標準。我們要求各級員工以正直、公正和誠實自持，堅決杜絕任何損害股東、投資者、客戶和廣大群眾利益的不當行為或瀆職行為。董事會高度重視反貪污管理工作，嚴格審查及監督集團有關遵守法律法規的政策及措施。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案件。



The Group's public anti-corruption policies include the *Integrity and Compliance Policy*, the *Whistleblowing Policy* and the *Code of Ethics & Conduct*. These policies apply to all employees including full-time, part-time and temporary employees of the Group and its subsidiaries. For third parties involved, we have formulated the *Supplier Code of Conduct* and *Supply Chain Management Policy* to regulate all suppliers. Moreover, we encourage suppliers to follow our anti-corruption policies and formulate their own sustainable development policies.

This year, the Group issued and updated several anti-corruption policies to further require all staff to adhere to the bottom line of compliance and create an honest and ethical business environment.

- The Group included more detailed explanations in the *Whistleblowing Policy* on the applicable circumstances, reporting channels and investigation procedures of misconduct or malpractice.
- The Group formulated the *Code of Ethics & Conduct*, explaining the definition of corruption, bribery, political donation, misconduct whistleblowing, and specifying penalties for violation.
- The Group formulated the *Supplier Code of Conduct*, clarifying the requirement for suppliers to observe codes of ethics in business, and explaining relevant inspection and punishment measures of the Group.

集團公開的反貪污政策包括《廉潔合規政策》《舉報政策》《職業道德行為準則》，適用於本集團的所有員工（包括集團及其附屬公司的全職員工、兼職員工及臨時工）。針對與本集團有業務往來的第三方，集團發布《供應商行為準則》《供應鏈管理政策》，並要求所有供應商遵循準則要求。集團亦鼓勵供應商遵守我們的反貪污政策，並制定自身可持續發展政策。

集團本年度發布並更新多個反貪污政策，進一步嚴守合規底線，營造誠信道德的商業環境。

- 集團對《舉報政策》進行了拓展，對舉報的不當行為與瀆職行為的情形、舉報渠道、調查程序等作出了詳盡的規定。
- 集團制定《職業道德行為準則》，詳細列述了貪污賄賂、政治捐款、舉報不當行為等要求，並明確違反準則的懲罰措施。
- 集團制定《供應商行為準則》，明確了供應商應遵守商業道德等準則，並說明了集團相關檢查與懲罰措施。



The Group adopts a “Zero Tolerance” attitude towards corruption. We have set up whistleblowing channels (such as hotlines, emails, mails) for all relevant parties, including employees and suppliers.

集團對貪污腐敗行為持零容忍態度。我們面向包括員工、供應商在內的所有相關方設立公開舉報渠道，包括電話、電子郵件、郵箱等。



A graphic with a light green background and rounded corners, featuring a stylized green tree on the left. It lists five whistleblowing channels with corresponding icons: a telephone for the hotline, a website icon for the official website, an envelope for the address, an envelope with an @ symbol for the email, and a person with a speech bubble for the handling post.

 Whistleblowing Hotline 舉報專線	010-88314950
 Official Website 官網舉報	http://portal.cnegroup.com/pubinfo/audit/
 Address 通信地址	CWP Building, No. 9 South Shouti Road, Haidian District, Beijing 北京市海淀區主語國際9號樓中國風電大廈
 Whistleblowing E-mail 舉報郵箱	complaint@cnegroup.com
 Handling Post 受理部門	Group Audit Department 協合新能源審計部

The *Whistleblowing Policy* also emphasizes the protection of whistleblowers. Implementing the basic principle of “protecting whistleblowers and avoiding conflict of interests”, we strictly control the access to internally reported information, keep the materials involved in the investigation process strictly confidential, and forbid the investigated unit and person to retaliate against whistleblowers.

《舉報政策》同時強調對舉報人的保護。集團實行「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。

The Group actively conducts anti-corruption training activities and makes every effort to foster the company culture of integrity. This year, the Group carried out 4 sessions of online and offline anti-corruption training for all employees, including online anti-corruption training for all employees and suppliers, warning education and training of duty-related crimes mainly for engineering development and construction management staff, and training on anti-corruption and code of conduct for new recruits, as well as anti-corruption training for all Group’s directors.

集團積極開展反貪污培訓與宣貫活動，創建企業廉潔文化。本年度，在員工層面，集團以線上、線下相結合的方式開展4次反貪污培訓工作。其中：針對全體員工及供應商等開展線上反貪污培訓，針對主要開發人員及工程建設管理人員分別開展職務犯罪的警示教育培訓，針對新員工開展反貪污及員工行為準則的培訓。在董事會層面，集團針對全體董事開展一次反貪污培訓。



The training helped the Group foster a sense of integrity among employees and directors, creating clean and honest working environment. In 2022, the coverage ratio of anti-corruption training for employees¹ achieved 95% and achieved 100% for suppliers, the coverage ratio of anti-corruption training for the Group's directors achieved 100%. For cooperative suppliers (contractors included), the Group has publicized and implemented the sunshine cooperation and signed the honesty commitment agreement. At the same time, the Group persistently carried out regular anti-corruption publicity work and posted related articles through the supervision online platform and legal affairs lectures.

通過各類培訓的開展，集團有效樹立員工及董事會層面的廉潔從業意識，構建清正廉潔的工作環境。本年度，集團員工反貪污培訓覆蓋率為95%¹，供應商反貪污培訓覆蓋率達到100%，董事反貪污培訓覆蓋率為100%。針對合作的供應商（含承包商）均進行陽光合作宣貫，簽署廉潔承諾協議。同時，集團持續開展常規反貪污宣貫工作，監督平台公眾號、法務講堂等發表多篇反貪污類文章。

Case study
案例

ANTI-CORRUPTION TRAINING FOR ENGINEERING PERSONNEL 工程人員反貪污培訓

In March 2022, the Group provided special training themed on duty-related crimes in Private Enterprises at the project promotion meeting. The training covered anti-corruption and punishment of duty-related crimes in private enterprises. The training was initially designed for all management of the engineering construction management system, and then extended to the whole engineering construction management system after the meeting, effectively enhancing all employees' understanding of duty-related crimes.

2022年3月，集團在工程推進會上對工程人員進行了專門培訓，培訓主題為《民營企業內部的職務犯罪》，涵蓋民營企業反腐、民營企業懲治職務犯罪等內容。此次培訓對象包含工程建設管理體系所有管理層，並在會後將培訓範圍擴大至整個工程建設管理體系，有效提高了工程體系全體人員對職務犯罪的認識。

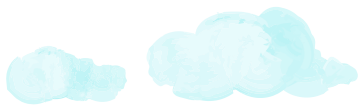
The Group continues to promote audit and daily supervision on anti-corruption. The Group Audit Department keeps on identifying, collecting, analysing and evaluating risks such as corruption and bribery, improves the establishment of anti-corruption systems, and integrates anti-corruption risk management into business management. At the same time, the Group performs regular or occasional audit for main businesses of the Group to fight corruption, including regional company audits, special audits and bidding supervision.

集團持續推進反貪污審計工作及日常監督。集團董事局審計部持續針對貪污、賄賂等風險進行識別、信息收集與分析評估，完善反貪污相關製度建設，並將反貪污風險管理融入公司業務管理。同時，集團定期或不定期開展反貪污相關審計工作，包括常規區域公司審計、專項審計、監督招標等，範圍覆蓋集團主營業務。

¹ The anti-corruption training of the Group covers all staff. However, affected by the epidemic, the training has not been conducted as at the end of the reporting period due to the late entry time of some new employees. The training will be carried out in 2023.

¹ 集團的反貪污培訓覆蓋全員，但由於部分新員工入職時間較晚，受疫情影響，截至報告期末尚未進行反貪污培訓，培訓將於2023年開展。





We strictly comply with *the Company Law, the Anti-Unfair Competition Law, the Anti-Monopoly Law* and other national laws & regulations during operation. In practice, we have developed a sound compliance management system based on related laws to reinforce the regulation of anti-unfair competition, anti-monopoly and anti-money laundering.

(3) Risk Management

1. RISK ASSESSMENT AND CONTROL

The Group has established a sound risk management and internal monitoring system. The risk management system is led by the Board of Directors and the Risk Management Committee, and the internal monitoring system is composed of the Audit Committee and the Group Audit Department. The organization system ensures the continuous improvement of risk management and internal monitoring systems. Among them, the Board is responsible for the Group's risk management and internal monitoring systems and reviews their effectiveness. The Risk Management Committee, composed of members of the Group management, reports to the Board of Directors, taking charge of the design, implementation and monitoring of the Group's risk management and internal monitoring system, in order to ensure the continued effectiveness of the system.

The Group has formulated the *Risk Management System* to ensure the effectiveness of group-wide risk management, and to form a complete risk assessment and control process covering risk identification, risk assessment, risk response, risk supervision and improvement.

同時，集團堅持合規經營的理念，嚴格遵守落實《公司法》《反不正當競爭法》《反壟斷法》等相關國家法律法規。集團根據相關法律，並結合集團實際情況構建了完善、健全的合規管理體系，加強對反不正當競爭、反壟斷與反洗錢的管理。

(三) 風險管理

1. 風險評估和管控

集團建立了完善的風險管理及內部監控組織體系，形成了由董事會、風險管理委員會領導的風險管理體系，由審核委員會、董事局審計部構成的內部監控體系。該組織體系保證了風險管理及內部監控系統的持續完善。其中，董事會負責集團的風險管理及內部監控系統，並檢討其有效性。由集團管理層成員組成的風險管理委員會向董事會匯報，並負責本集團風險管理及內部監控系統的設計、實施及監察，以確保該系統的持續有效。

集團制定有《風險管理制度》旨在確保制定並有效實行集團全面風險管理工作，並形成風險識別、風險評估、風險應對、風險監督及改進的完整風險評估管控流程。





2. FORWARD-LOOKING RISK MANAGEMENT

In addition to focusing on risks that are highly correlated to operation, including market risk and power limit risk, the Group is committed to performing more comprehensive and forward-looking risk management and effectively controlling risks related to human resources, climate change and COVID-19. In practice, we have established emergency guidance documents and management system to ensure normal operation of the Group in potential risks. Moreover, we report the effectiveness of internal control system to the Board and accept its supervision.

2. 前瞻性風險管理

集團在重點關注包括市場風險、限電風險在內的與企業運營高度相關的風險項的基礎上，致力於執行更具全面性和前瞻性的風險管理工作，有效管控包括人力資源、氣候變化、疫情等的風險點，建立了日常管理、應急指導性文件及管理體系，保障企業在潛在風險下的正常運營，並就內控系統有效性與董事會匯報，接受董事會監督。





CLEAN ENERGY MISSION

肩負清潔使命



Key Issues: 重要議題：



Responding to Climate Change, Ecological Environmental Protection, Water Use, Carbon Emission Management, Energy Use, Waste Management, Wastewater Emission

應對氣候變化、生態環境保護、水資源使用、碳排放管理、能源使用、廢棄物管理、廢水排放

Key Performance Indicators: 重要績效：



To address the challenge of climate change, Concord New Energy has made vigorous efforts in new energy business. We are persistently making efforts on large-scale application of new energy, development of technologies such as new energy storage, exploitation and services of clean and low-carbon energy, optimization of power generation efficiency and new intelligent O&M mode in plants. All of these are made for providing stable supply of clean energy for the society and support a smooth transition to green and low-carbon economy through practical actions. The Group actively advocates green operation, continuously strengthens its own environment management, identifies and responds to climate risks to support the sustainable development.

協合新能源積極應對氣候變化的挑戰，大力發展新能源事業，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，不斷優化發電效率及電場智能運維模式創新，致力為社會提供穩定、安全的清潔能源，以實際行動助力社會向綠色低碳經濟轉型。集團積極倡導綠色運營，並不斷加強自身環境管理建設，開展氣候風險識別與應對，助力實現可持續發展。





Our Environmental Goals and Key Developments:

我們的環境目標及關鍵進展：

Targets 目標	Period 周期	Progress in 2022 2022 年進度
Carbon Emission Management 碳排放管理：		
<ul style="list-style-type: none">The cumulative greenhouse gas emission reduction of 65,000 kilotons will be achieved through the provision of green electricity to society. 通過提供清潔能源電力，實現溫室氣體累計減排量65,000千噸。	By 2024 2024 年	<p>By 2022, the corresponding cumulative greenhouse gas emissions has reduced 47,543 kilotons through the provision of green electricity to society, which has reached the expected stage.</p> <p>截至2022年，通過為社會提供綠色電力，相應累計實現溫室氣體減排47,543千噸，階段性進展達到預期。</p>
Waste Management 廢棄物管理：		
<ul style="list-style-type: none">The Beijing headquarters office building will implement 100% garbage classification. 北京總部辦公樓實現100%垃圾分類。The annual rate of harmless waste treatment will remain at 100%. 廢棄物無害化處理率保持100%。	Annually 每年	<ul style="list-style-type: none">Done 當年已完成Done 當年已完成



Targets 目標	Period 周期	Progress in 2022 2022年進度
Energy Use 能源使用：		
<ul style="list-style-type: none"> Taking 2019 as the base year, the annual electricity consumption of the Beijing headquarters office building will be reduced by 20,000kWh, greenhouse gas emission will be reduced by 14.2 tons. 北京總部辦公大樓年用電量比2019年減少2萬千瓦時，溫室氣體排放量減少14.2噸。 	By 2025 2025年	<ul style="list-style-type: none"> From April to September of this year, the Group renovated the Beijing headquarters building. During this period, the group rented an external office building for office work, and the electricity cost is included in the property fee, which cannot be measured separately. Therefore, the annual electricity consumption contained daily office electricity consumption of Beijing headquarter building from January to March and from October to December, as well as consumption during the renovation, which cannot be compared with that of 2019. 本年度4-9月，集團對北京總部大樓進行裝修，在此期間，集團租用外部辦公樓辦公，且電費包含於物業費之中無法單獨計量，因此本年度北京總部大樓用電數據為1-3月及10-12月日常辦公用電及裝修期間用電，故用電量與2019年不可比。 In 2023, the electricity consumption of the Beijing headquarters building will be stable. We will continue to monitor and collect electricity consumption data, and make steady progress towards the energy consumption target of 2025. 2023年北京總部大樓用電量將趨於穩定，我們將持續監測並統計用電數據，向2025年能源使用目標穩步邁進。
Water Use 水資源使用：		
<ul style="list-style-type: none"> Water-saving faucets are used 100% in the Beijing headquarters office. 北京總部辦公大樓100%使用節水龍頭。 	Annually 每年	<ul style="list-style-type: none"> Done 當年已完成



(1) Low-carbon Development

During the “13th Five-Year Plan” period, China had continuously optimized the energy structure and achieved remarkable results in low-carbon transformation. In January and March 2022, the National Development and Reform Commission and National Energy Administration issued the *14th Five-Year Plan for Modern Energy System* and the *Guidelines on Energy Work in 2022* respectively to ensure the achievement of carbon peak and carbon neutrality goals. It is clearly proposed to accelerate the green and low-carbon transformation while ensuring the energy supply, and equip the power system with the ability to accommodate large-scale and high-proportioned new energy.

The Group focuses on large-scale utilisation of new energy and development and service of clean and low-carbon energy in line with national energy planning and guidelines. This year, we continue to promote the construction and operation of wind, solar and energy storage plants and got involved in green energy market transactions to lay the foundation of promoting low-carbon energy transactions and support the carbon neutrality goal.

During the year, the Group witnessed a steady growth of projects in progress, as well as optimised asset quality. All business indicators remained stable and improving. The Group's annual attributable power generation reached 6,673GWh, representing a year-on-year increase of 27.7%; the total attributable power generation of the Group's power plants was 6,652GWh in Chinese Mainland, an increase of 27.8% year-on-year. Through clean energy supply, 7,092 kilotons of carbon dioxide was reduced.

(一) 低碳發展

在「十三五」期間，我國能源結構持續優化，低碳轉型成效顯著。為進一步確保碳達峰、碳中和目標的達成，國家發改委和國家能源局分別於2022年1月和3月印發《「十四五」現代能源體系規劃》及《2022年能源工作指導意見》，其中明確提出在保障能源供應基礎的同時，加快能源綠色低碳轉型，推動電力系統向適應大規模高比例新能源的方向發展。

集團積極響應國家能源規劃及指導意見，專注新能源大規模利用，堅持深耕清潔低碳能源開發與服務。本年度，我們繼續推動風力、太陽能和儲能電廠的建設及運行，參與綠證交易，為推進能源低碳轉型提供保障，助力國家實現碳中和目標。

2022年，集團在建項目規模穩步增長，資產質量持續優化，各項經營指標穩中向好、穩健增長。集團全年實現權益發電6,673吉瓦時，同比增長27.7%；集團中國境內電廠權益發電量為6,652吉瓦時，同比增長27.8%。通過清潔能源供應，實現二氧化碳減排7,092千噸。



CONSTRUCTION OF "PV +" PROJECT

For a long time, the Group has been actively involved in the development and operation of new energy power generation projects. This year, the Group continued to put photovoltaic projects in production and promoted the construction of "PV+" projects.

「光伏+」項目建設

集團長期以來積極投身於新能源發電項目的開發與運營中。本年度，集團持續投產光伏項目，推進「光伏+」項目建設。

Case study
案例

NEW AGRO-OPTICAL COMPLEMENTARY PROJECT IN XIANGBEI, HUBEI PROVINCE 湖北襄北農光互補項目

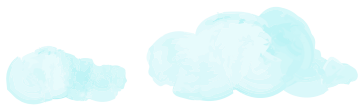


The Group has launched a new agro-optical complementary project. This year, the 100-MW agro-optical complementary photovoltaic project in Xiangbei, Hubei Province was completed and put into use, generating 177,400MWh of electricity and reducing 126,909 tons of CO₂ emissions for the Group. The project's construction has fully considered the needs of crop planting, maintaining the distance between piles in the design, rationally laying out the covering area of photovoltaic panel, giving full

play to its three-dimensional space effect, and generating electricity on the board and growing plants under the board. In the design, the normal growth of crops and trees is ensured by raising the supports and increasing the distance between the foundations. After the project was put into operation, it not only greatly increased the profits of the project, but also promoted the employment of local farmers and helped rural revitalization.

集團新投農光互補項目。本年度，湖北襄北 100 兆瓦農光互補光伏項目已建設完成並投入使用，為集團帶來 177,400 兆瓦時的發電量，並減少二氧化碳排放 126,909 噸。項目建設充分考慮了農作物種植需求，在設計上保持樁與樁的間距，合理布置光伏板覆蓋面積，充分發揮其立體空間效果，進行板上發電，板下種田。在設計上，通過抬高支架、增大基礎間距，保證了農作物和樹木的正常生長。項目投產後，不僅大大提升項目的收益，並且帶動了當地農民就業，助力鄉村振興。





PUTTING INTO OPERATION OF ENERGY STORAGE PROJECTS

Reasonable allocation of energy storage facilities in new energy power generation projects and promotion of diversified applications in energy storage technology can improve the weakness of randomness, intermittent and volatility of new energy plants' output, increase the stability of power grid and the emergency power supply capacity, which plays an important role in promoting the power system to accommodate large-scale and high-proportioned new energy. This year, the Group attached great importance to the development and operation of energy storage projects. We established energy storage system integration companies, carried out the development and design of several energy storage projects, designed 7 new technology projects including energy storage projects totalling 280MWh, and put 4 energy storage projects of new energy stations into operation, totalling 34MWh.

儲能項目投產運營

在新能源發電項目中合理配置儲能設施，推動儲能技術多元化應用可以改善新能源場站出力隨機性、間歇性和波動性的弱點，增加電網穩定性和場站應急供電的能力，對推動電力系統向適應大規模高比例新能源方向演進起到重要作用。本年度，集團高度重視儲能項目的開發與運營，成立儲能系統集成公司，開展多個儲能項目的開發設計，完成儲能等新技術項目設計7個，總計280兆瓦時，建設投產新能源場站儲能項目4個，總計34兆瓦時。

Case study
案例

SUPPORTING ENERGY STORAGE FACILITIES PUT IN OPERATION FOR HAILIBAN WIND POWER PROJECT IN FUXIN, LIAONING PROVINCE

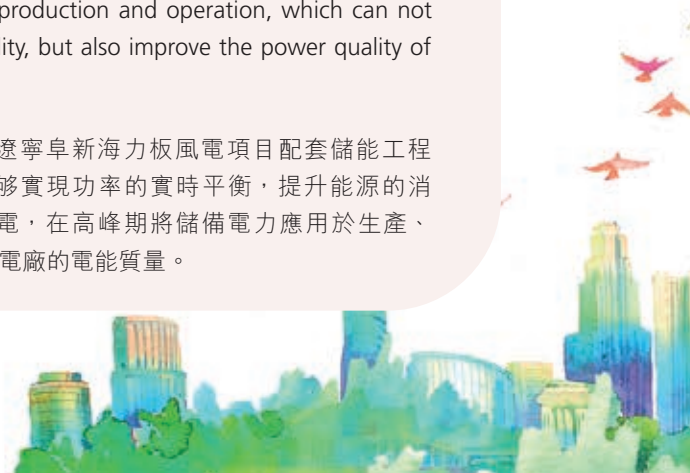
遼寧阜新海力板風電項目投產配套儲能工程



The Group actively promotes the construction of supporting energy storage facilities for new energy power stations, among which the supporting energy storage project for Hailiban wind power project in Fuxin, Liaoning Province had been put into use. The project applied a variety of energy storage technologies and can achieve real-time power balance and improve energy consumption capacity after it is put into operation. In trough season, the excess electricity is used to charge the energy storage system,

while in peak season, the electricity stored will be applied in production and operation, which can not only reduce the power grid burden and increase the grid stability, but also improve the power quality of the plant.

集團積極推進新能源發電場站配套儲能設施的建設，其中遼寧阜新海力板風電項目配套儲能工程目前已投入使用。該項目使用多種儲能技術，在投運後能夠實現功率的實時平衡，提升能源的消納能力。在用電低谷期，場站使用多餘電量對儲能系統充電，在高峰期將儲備電力應用於生產、運營，不僅可以減輕電網負擔，增加電網穩定性，還可以提高電廠的電能質量。



ENERGY STORAGE FACILITIES ENSURE POWER SUPPLY IN REMOTE AREAS

儲能設施為偏遠地區保供



The supporting energy storage facilities in new energy power stations ensure the power supply in remote areas. In 2022, the Group invested to build supporting energy storage facilities in 3 PV plants in Naidong, Cuomei and Gyantse of Tibet in response to the policy of building energy storage facilities for a warm winter by Tibet Autonomous Region Development and Reform Commission. After the projects were completed at the end of 2022, it provided emergency power supply, filled the gap in power demand, and helped the designated areas effectively to alleviate the winter electricity shortage.

新能源場站配套儲能設施為偏遠地區電力供給提供保障。2022年集團積極響應西藏發改委有關配建儲能冬季保供政策，在西藏乃東、措美、江孜等3個光伏電站內投資配套儲能設施。項目在2022年底建成後，發揮應急供電的作用，填補電力需求缺口，幫助所在地區有效緩解冬季缺電問題。

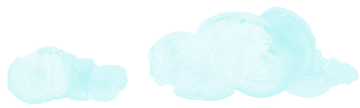
GREEN ENERGY TRADING

The Group responded to the national call, promoted the consumption of renewable energy and actively participated in green certificate trading. According to the trading policy of each region, the Group participated in the intra-provincial, inter-provincial and international green electricity and green certificate trading business organised by the related emissions exchange contributing to the green and low-carbon transformation and the achievement of carbon peak and carbon neutrality goals.

綠色能源交易

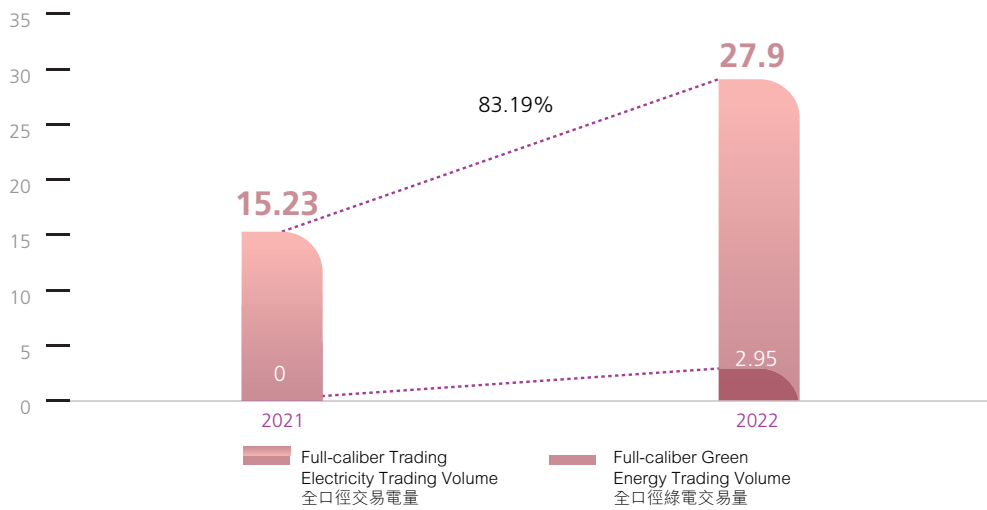
集團響應國家號召，推動可再生能源消納，積極參與綠證交易。根據各地區的交易政策，參與交易中心組織的省內、跨省及國際綠電、綠證交易業務，為國家能源綠色、低碳轉型，實現碳達峰、碳中和目標貢獻協合力。





- This year, Jilin region participated in the intra-provincial green electricity trading with a trading volume of green electricity of about 120 million kWh, supporting the clean energy use of enterprises.
 - This year, Qinghai region participated in the Qinghai-Zhejiang inter-provincial green power transmission (the Asian Games venues) project, with a trading volume of about 49 million kWh, contributing to the green and low-carbon electricity consumption of the Asian Games venues.
 - The Group carried out green certificate trading with domestic and foreign enterprises, providing convenience for enterprises to realize low-carbon transition.
- 吉林區域參與省內綠電交易，本年度與企業的綠電交易量約為1.2億千瓦時，支持企業清潔用能。
 - 青海區域本年度參與青海送浙江跨省外送（亞運會場館）綠電交易，本年度交易量約4,900萬千瓦時，為亞運會場館綠色低碳用電做出貢獻。
 - 集團與國內外企業開展綠證交易，為企業實現低碳轉型提供便利。

2022 Full-caliber Trading Electricity and Full-caliber Green Energy Trading Volume 2022 年全口徑交易電量及綠電交易量



Unit: Hundred Million kWh
單位：億千瓦時



(2) Green Operation

The Group advocates green operation and formulates the *Energy Efficiency Policy* to regulate the use of electricity, water and waste by all staff. In daily operation, we introduced various measures to raise the resource utilization efficiency and implemented the concept of green operation. At the same time, the Group carried out education on resource conservation and held various activities to raise employees' awareness of environmental protection.

This year, the Group upgraded the headquarters office buildings, made adjustments to many energy consuming devices, and reduced resource use and carbon emissions in the operation process by transforming the existing building into a green building. The Group headquarters office has successfully obtained the "LEED Gold Certification" for green buildings in January 2023.

(二) 綠色運營

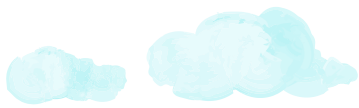
集團倡導綠色運營，制定並發佈《能源效益政策》，規範全體員工對電力、水資源及廢棄物等的使用。在日常實踐中，我們推行多項環保措施，切實提高資源使用效率，落實綠色運營理念；對員工開展節約資源教育，並舉辦多項環保活動以增強員工的環保意識。

本年度，集團總部辦公樓進行了升級改造，對多項能源消耗設備進行調整，通過將現有建築改造為綠色建築來減少運營過程中的資源使用及碳排放。集團總部辦公室已於2023年1月成功取得綠色建築「LEED金級認證」。



- The Group applied an intelligent design scheme in the office area to realise IoT sensing. The lighting will be turned off automatically when no one is in the meeting room for 30 minutes to save electricity.
- The HVAC system in the office building is equipped with intelligent centralised control system enabling auto temperature sensing and variable frequency start-stop. All air conditioning ducts are covered with highly efficient and environmental friendly thermal insulation materials to reduce heat loss and the annual electricity consumption.
- 集團採用智能化設計方案在辦公區域實現物聯感知，在會議室30分鐘無人的情況下，自動關閉照明燈具，節約用電。
- 辦公大樓內，暖通空調系統設置智能化集控，自動感溫並變頻啟停。為減少熱損失，所有的空調管道均採用高效環保的保溫隔熱材料包覆，減少大樓年用電量的消耗。





- The headquarters building uses environmental friendly facilities such as pressurised water-saving taps to reduce water consumption and uses LED energy-saving lights to reduce power consumption.
- The renovation of the fresh air system in the headquarters building further optimizes the air quality in the office building, reduces the influence of the indoor temperature difference between inside and outside in the heating/cooling scenarios and reduces the related energy consumption by reducing the window opening scenes.

For office waste management, the Group sets the target of 100% harmless disposal rate of waste in the office area and carries out harmless recycling of printer toner cartridge to reduce environmental pollution. Moreover, we set up a designated garbage collection spot in each floor with garbage sorting marks and eliminated the use of trash can in office cubicle to fully implement the garbage sorting policy.

In terms of traveling, the Group increased the proportion of new energy vehicles in official vehicles and arranged specially-assigned persons to manage the vehicles to reduce energy consumption. By the end of the reporting period, pure battery electric vehicles accounted for 21% of official vehicles in Beijing headquarters.

- 總部大樓內選用環保設施，如使用增壓節水龍頭，減少水資源消耗，及使用LED節能燈具，減少電力消耗。
- 總部大樓的新風系統改造，進一步優化辦公樓內空氣質量，通過減少開窗場景，降低供暖／製冷場景下內外溫差對室內溫度的影響，減少相關能源消耗。

在辦公廢棄物管理方面，集團對辦公區域設置100%廢棄物無害化處理率的目標，對打印機硒鼓實行無害化回收，減少對環境的污染。總部辦公樓實現全面垃圾分類，取消工位個人垃圾桶，設置分層統一垃圾收集點，並在收集點設置垃圾分類。

在出行方面，集團增加新能源電動車在公務車中的佔比，執行車輛專人管理機制，減少能源消耗。截至報告期末，純電池電動車佔北京本部公務車的21%。



For green publicity campaign, the Group held a brisk walking activity in April 2022 to energise employees and encourage them to embrace low-carbon work and life and enjoy a green and healthy lifestyle while reducing environmental pollution. The Group held a green and environmental protection themed activity named “Collection of themed Paintings on Children’s Day” in June 2022, to guide the next generation to understand the environmental protection scene and its importance, and advocate the life idea of healthy and green.

The Group not only implemented the green operation policy in the office area, but also practice resource conservation in projects. For example, the Group adopted rainwater cleaning and manual descaling to clean the PV panels of the three PV projects in Naidong, Cuomei and Gyantse in Tibet, in order to save water without impacting power generation. In the future, the Group will explore the possibility to use pneumatic guns or waterless automatic ash removal equipment for PV panel cleaning, which can both improve cleaning effect and save water.

To fully implement green operation related policies, the Group attaches importance to select suppliers with environmental qualifications and progress in related works, and focus on their green and low-carbon measure implementation. At present, the main engine plants cooperating with us are actively using new energy technologies to create zero-carbon and low-carbon parks. Meanwhile, the Group requires suppliers to comply with relevant environment, social and management requirements, and disclose information related to green electricity use and green electricity certificate trading to implement the Group’s requirement of green product selection.

在綠色宣傳引導方面，集團積極推廣綠色理念，在2022年4月舉辦春季健步走活動，鼓勵員工實現生產與生活「低碳化」，在減少對環境污染的同時，倡導綠色健康生活方式，激發員工活力；在2022年6月舉辦「六一兒童節主題畫作徵集」綠色環保主題活動，引導下一代了解環保場景及其重要性，倡導健康綠色的生活理念。

集團綠色運營的政策不僅體現在辦公區域，也將資源節約的具體舉措落實在項目中。例如在西藏地區乃東、措美、江孜三個光伏項目全面利用雨水自然清潔光伏板，配合拖布人工除垢的方式，在不影響項目生產的情況下，減少用水量。未來集團將探索利用氣槍或無水自動除灰設備開展光伏板清潔工作，提高清潔效率，節約水資源。

集團全面貫徹綠色運營相關政策，在供應商選用過程中，重視供應商節能環保方面的資質和相關工作開展情況，優先選用落實綠色低碳措施的供應商。目前，與集團合作的主機廠均積極採用新能源技術建設零碳、低碳園區。與此同時，集團要求供應商遵守有關環境、社會及管理要求，並披露其綠電使用及綠證購買情況等，以落實集團選用產品符合綠色環保的要求。





This year, the Group has published ESG Green Reports on the publicity platforms to disseminate ESG related knowledge and the progress of ESG related work to the employees and the public, and improve employees' environmental awareness from the aspects of food, clothing, housing, transportation and public welfare activities. We have organized a number of activities such as the Low-carbon Environmental Protection Initiative and the 21-Day ESG Clocking Action to encourage our staff to live in low-carbon lifestyle as well as actively participate in environmental public welfare.

本年度，集團在公司宣傳平台陸續發佈ESG綠報，向公眾及員工普及ESG相關知識及公司ESG相關工作的進展，從衣食住行及公益活動等方面提高員工環保意識。我們舉辦低碳環保倡議及21天ESG打卡行動等多項活動，鼓勵員工低碳生活，積極參與環保公益事業。

Low-carbon Environmental Protection Initiative
低碳環保倡議



21-Day ESG Clocking Action
21天ESG打卡行動



(3) Prevention and Control of Pollution

Major emissions arising from the Group's operation include waste from project, noise generated by wind turbine generators (WTGs) and sewage from step-up substations. This year, the Group focused on hazardous waste management and noise control. According to relevant national regulations, the Group optimised the management process and reduced the impact of emissions on the surrounding environment and residents.

Pursuant to the related standards of the *Measures for the Management of Hazardous Wastes Transfer*, the Group optimized related management processes, clarified relevant system and established a hazardous waste ledger at each project site to record, manage and track hazardous wastes in a unified way. The Group reformed the hazardous waste warehouses, set up leak-proof trays and rebuilt the diversion trenches and collecting wells to minimise the impacts of hazardous wastes on employees' health and surrounding environment. Moreover, the Group posted the management regulations related to hazardous waste on the wall to remind the employees and facilitate the personnel in charge to check the relevant requirements.

In strict accordance with the *Law of the Prevention and Control of Ambient Noise Pollution* and other laws and regulations, all noise-related areas are subject to multi-round iterative design and expert review, and are provided with customised noise reducing measures. During construction, the static pressure pile method is adopted for construction, which greatly reduces the construction noise, and reduces the vibration, noise and pollution caused by hammer hitting the pile.

In Heilongjiang, our projects are subject to more stringent noise control requirements than national and industrial standards. We take a number of technical measures for projects in noise-sensitive areas to control the noise within the standards which does not disturb residents, wildlife and the environment. These measures include installing sawtooth trailing edge on wind turbine blades and customising and optimising control strategies.

(三) 污染防治

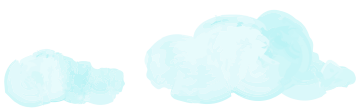
集團運營過程中排放物主要包括項目產生的廢棄物、風機運行產生的噪聲、升壓站生活污水等。本年度，集團重點關注危險廢棄物管理與噪聲管控，根據國家相關規定，優化管理流程，減少排放物對周邊環境及居民的影響。

根據《危險廢物轉移管理辦法》的相關標準要求，集團優化管理流程，明確相關制度，在項目所在地建立危廢台賬，對危險廢棄物進行統一記錄、管理及追蹤。集團對危廢暫存間進行改造，設置滲漏托盤，改造導流槽和收集井，減少危廢對員工健康及周邊環境的負面影響。同時，集團將危險廢棄物相關的管理制度張貼上牆，對員工進行提醒並方便負責人員查看相關制度要求。

集團嚴格遵守《環境噪聲污染防治法》等相關法律法規，在所有涉及噪音的區域對設計方案進行多輪迭代設計，定制降噪措施，並由專家專審嚴格把關。在施工過程中，採用了靜壓樁法施工，大幅度降低了施工噪音，減少錘擊打樁所產生的振動、噪音和污染。

在黑龍江地區，項目按照噪音控制水平高於國家和行業標準要求進行設計。對噪音敏感地區，項目採用包括風機葉片加裝鋸齒尾緣、控制策略定制化及優化在內的多項技術措施，將噪音水平控制在在不影響民居、野生動物和環境的標準。





We also formulate unified regulations for sewage treatment measures 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, domestic sewage was treated for greening at step-up substations and surrounding landscape irrigation to realize the recycling of water resources.

(4) Ecological Protection

The Group takes the works related to the eco-environmental protection seriously at project sites and carries out construction in strict accordance with related national laws and regulations. Eco-environmental protection measures are taken in synchronization with progress of main works. In 2022, we made clear the requirements related to environmental protection and soil and water conservation at the Group level for the first time, and formulated the *Ecological and Environmental Protection Management System (Trial)* and the *Administrative Measures for Soil and Water Conservation in Construction Projects (Trial)*. These documents clearly defined the work in the eco-environmental protection for projects under construction, production and operation projects. We aimed to reduce impacts on the eco-environment and promote harmonious development between human and nature through policy constraints and standardised management.

BIODIVERSITY

The Group strictly abides the rules and regulations related to biodiversity and considers the impact of projects to the surrounding environment. To minimise the impact on the surrounding eco-environment and protect biodiversity, the Group has enhanced the application of environmental protection technologies in noise control, vegetation destruction reduction, soil and water conservation, and strictly overseen the implementation of environmental protection measures in the post-operation.

我們對污水處理制定了統一的規範措施，要求施工廢水需統一收集，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；項目運營期，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。

(四) 生態保護

集團高度重視項目所在地的生態環境保護工作，嚴格遵守國家相關的法律法規，做到工程建設項目生態環保措施與主體工程同步進行。2022年，集團制定《生態環境保護管理制度（試行）》及《建設項目水土保持管理辦法（試行）》，在集團層面首次明確了環境保護和水土保持的相關要求，對在建工程項目和生產運營項目在生態環境方面的工作做出明確規定，通過制度約束、規範管理，減少對生態環境的影響，實現人與自然的和諧發展。

生物多樣性

集團嚴格遵守生物多樣性有關的規章制度，考慮項目對周邊環境的影響，對噪音控制、減少植被破壞、水土保持等環境保護方面加大了環保技術的應用，並在後期運營中嚴格管控環保措施的落實情況，最大限度減少工程對周邊生態環境的影響，保護生物多樣性。



During selection of project sites, we try to keep out of key biological habitats, including all kinds of nature reserves, bird migration pathway and ecological conservation redline. To mitigate impact of construction on wildlife, we avoid constructing in bird migration period and minimise construction noise and light at night. In addition, we keep projects away from water source protection areas, reservoirs, rivers and lakes to reduce water contamination. In vegetated areas, the Group designs the scope of work on a case-by-case basis, and carries out greening restoration after construction to minimise vegetation damage. While using natural resources to develop businesses, the Group gives more consideration to factors like biodiversity and ecological habitat protection.

項目選址避讓各類自然保護區、鳥類遷徙通道及生態保護紅線等重點生物棲息地。項目建設期不與鳥類遷徙期重合，儘量避免施工噪音，減少夜間燈光，降低施工對野生動物的影響。同時，項目避讓水源保護地、水庫、河流湖泊等區域，降低項目對周圍水體環境的影響。對涉及植被的區域，集團逐一設計作業範圍，並在進行施工後最大限度複綠，儘量避免植被破壞。在利用自然資源發展集團業務的同時，更多考慮了生物多樣性及生態棲息地保護等因素。

Case study
案例

ECOLOGICAL ENVIRONMENT PROTECTION

生態環境保護

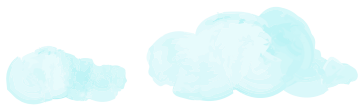


In the process of project design and construction, the Group fully considers the impact of the project on the surrounding environment, minimises changes to the surrounding ecological environment, and protects biological habitat and biodiversity. In the design of wind farms and equipment selection for the Donglan Project in Guangxi Province, which is located in complex mountainous areas, the Group took many environmental factors into consideration and regarded the reduction of mountain cutting and vegetation damage as one of the most important

objectives. Accordingly, we carried out detailed field surveys for many times to optimise the design plan, the equipment location, collector line and road planning. Under the condition of ensuring construction conditions, we minimise the wind turbine platform land, in order to reduce the damage to the mountain and vegetation.

在項目設計及建設過程中，集團充分考慮項目工程對周邊環境的影響，並最大程度減少對周邊生態環境的改變，保護生物棲息地及物種多樣性。集團在涉及複雜山地的廣西東蘭項目相關風電場方案設計及設備選型設計時，將減少山體切削和植被破壞等諸多環境因素作為項目最重要的考量目標之一，多次開展詳實的實地踏勘，優化設計方案，優選機位、集電線路和道路規劃，在保證施工條件的情況下最大限度的削減風機平台用地，以減少對山體和植被的破壞。





SOIL AND WATER CONSERVATION

As China tightens the supervision on soil and water conservation in new energy projects, the Group actively responds to the national policy, increases the proportion of soil and water conservation projects among all project investments, and further strengthens the management of soil and water conservation projects.

The Group considers soil and water conservation measures in the design of major projects such as roads and platforms, and adopts refined design to clarify the specific practices and bill of quantities for each construction site. In the design of wind farms, we choose large-capacity wind turbines, reduce the number of wind turbines in wind farms, optimise the path of routes and roads to reduce the amount of engineering and the soil disturbance.

The construction of the soil and water conservation projects is carried out in strict accordance with the blueprint and the supervision and inspection are strengthened. After the completion of the soil and water conservation project, acceptance inspection and registration are conducted in a timely manner. The management procedures are strictly implemented in accordance with the *Administrative Measures for Soil and Water Conservation in Construction Projects (Trial)*. Meanwhile, the “Three Simultaneous” system of water conservation projects is practised to ensure the conservation measures are designed, constructed and put into operation simultaneously with the main projects.

水土保持

隨著中國加大新能源項目水土保持工程的監管力度，集團積極響應國家政策增加水土保持工程在項目投資中的佔比，並進一步加強對各項目水土保持工程的管理。

集團在道路、平台等主體工程設計時考慮水保措施，進行精細化設計，明確每個施工部位的具體做法及工程量。在風電場設計中，集團選擇使用大容量風機，減少風電場中風力發電機的數量，優化線路和道路的路徑，減少工程量，降低對於土壤的擾動。

在水保工程施工時，項目嚴格按圖施工，加強監理、監測。水保工程完成後，項目及時組織驗收備案，根據《建設項目水土保持管理辦法（試行）》嚴格履行管理程序，落實水保「三同時」，真正做到水保措施與主體工程同時設計、同時施工、同時投入使用。



SPECIAL GUIDANCE ON SOIL AND WATER CONSERVATION 水土保持專項指導工作

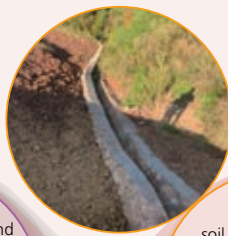
This year, the Group carried out special guidance on soil and water conservation. For example, the Danfeng Project at Shizong County, Yunnan Province effectively lessen soil and water loss and reduced the impact of project construction on the surrounding environment.

本年度，集團針對水土保持開展了專項指導工作，以雲南師宗丹鳳項目為例，有效減少水土流失，降低項目施工對周邊環境的影響。



The Project adopts the method of "build retaining walls and slag yards before dumping slag" on the road slope and wind turbine platform in order to prevent landslide.

項目採用「先攔後棄」的方案，在道路邊坡及風機平台同步修建漿砌石擋牆，防止滑坡。



Build soil drainage ditches, side gullies and culver pipes according to the local geological conditions.

結合地質條件，合理修建土質排水溝、邊溝及涵管。

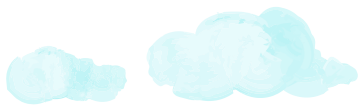
Reasonably plan the location of slag yard. Transport the slag to the yard, roll it by layer, and cover it with soil to regrow plants.

合理規劃棄渣場，將棄渣棄土運至棄渣場，分層碾壓，渣面實施覆土復綠。

Remove the topsoil before construction to facilitate the later land leveling and greening.

施工前表土剝離，用於後期土地平整以及植物措施綠化覆土。





Topic: Climate-related Financial Disclosures

Climate change brings us realistic, severe and far-reaching challenges. The international community has now become more aware of the severity and urgency of the climate crisis. The 27th session of the Conference of the Parties of the United Nations Framework Convention on Climate Change (UNFCCC), held in 2022, focused on the theme of “Practices”, and stressed that all parties should effectively take actions based on the goals and cooperate to address the urgent challenges of climate change. To achieve the global climate-related goals, it is imperative to accelerate the green and low-carbon transformation of the energy system. It is foreseeable that in the future, global action on climate change, China’s green and low-carbon energy transformation and the construction of the green certificates market will bring greater opportunities and development potential to the new energy industry.

The Group also attaches great importance to the impact of the risks and opportunities brought by climate change on the Group’s assets and daily operating activities. The Group incorporates climate change into the risk management system and establishes a climate change risk management process. At the group level, we actively identify, assess and manage the impact of climate change-related physical and transition risks for our operations and businesses, assess the potential financial impact of identified key physical and transition risks and opportunities, and make the risk management and strategic planning in active response to climate change.

The Group has formulated and published the *Climate Change Policy* to respond to the concerns of internal and external stakeholders, and actively enhances the disclosure of climate-related information in terms of strategy, governance, risk management, indicators and objectives, taking the TCFD recommendations into account.

專題：氣候相關財務信息披露

氣候變化帶給人類的挑戰是現實的、嚴峻的、長遠的，當前國際社會已進一步意識到氣候危機的嚴峻性和緊迫性。2022年舉辦的《聯合國氣候變化框架公約》第二十七次締約方大會，以「落實」為主題，強調各方應切實將已經提出的目標轉化為行動，合作應對緊迫的氣候變化挑戰。為實現全球的氣候目標，加速能源體系的綠色低碳轉型已刻不容緩。可以預見，未來全球氣候變化行動、中國的能源綠色低碳轉型及綠證交易發展，均將為新能源行業帶來更大的機遇與發展空間。

集團亦高度重視氣候變化帶來的風險與機遇對集團資產及日常經營活動的影響。集團將氣候變化納入風險管理體系，並搭建氣候變化風險管理流程，在集團層面積極識別、評估和管理氣候變化實體風險與轉型風險及機遇對運營及業務的影響，就已識別的主要氣候相關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。

集團制定並發布《氣候變化政策》，以回應內外各利益相關方的關注，並參考TCFD建議，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。



TCFD RECOMMENDATIONS FRAMEWORK INDEX SHEET TCFD 建議框架索引表

Governance 治理	II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 二、強健企業管治 (一) ESG 管治	Risk Management 風險管理	II. ROBUST CORPORATE GOVERNANCE (3) Risk Management 二、強健企業管治 (三) 風險管理
Strategy 戰略	III. CLEAN ENERGY MISSION Topic: Climate-related Financial Disclosures 三、肩負清潔使命 專題：氣候相關財務信息披露	Metrics and Targets 目標和指標	III. CLEAN ENERGY MISSION VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 六、附錄 (一) 關鍵績效指標

CLIMATE CHANGE SCENARIO ANALYSIS

In order to better understand the potential impact of climate change on Concord New Energy, the Group applied the shared socio-economic pathways (SSPs) assumption adopted by the Intergovernmental Panel on Climate Change (IPCC), identified influencing factors in various aspects, including temperature, extreme weather, climate policy and renewable energy demand, for the external environment such as natural ecology and socio-economic environment in which the Group operates, and selected SSP1 (Sustainability) and SSP5 (Fossil-fueled Development) pathways to conduct initial qualitative climate scenario analysis.

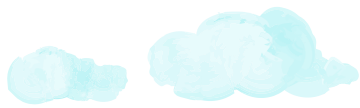
Among them, SSP1 represents that under the low-emission scenario with a focus on sustainability, global macroeconomic policies and climate-related policies are tightened. The wave of transition to low-carbon across society is likely to expose enterprises to more potential policy constraints, affecting their operations and revenue. Therefore, Concord New Energy will face more challenges from transition risks under this scenario. SSP5 represents that in the context of economic growth and technological progress driven by fossil fuels, greenhouse gas emissions before 2100 will be at a high level, which may exacerbate extreme weather events. Therefore, we identified and analyzed the acute and chronic physical risks and responses for Concord New Energy under this scenario.

氣候變化情景分析

為了更好地了解氣候變化對協合新能源業務的潛在影響，集團根據政府間氣候變化專門委員會 (IPCC) 採用的共享社會經濟路徑 (SSPs) 假設，對於集團運營的外部環境，如自然生態、社會經濟環境，識別包括氣溫、極端天氣、氣候政策、可再生能源需求等多維度影響因素，選擇 SSP1 (嚴格路徑) 和 SSP5 (高排放路徑) 路徑開展定性的初步氣候情景分析。

其中，SSP1 代表在以可持續性為重點的低排放情景下，全球宏觀政策及氣候相關政策趨嚴，全社會向低碳轉型的浪潮可能會讓企業面臨更多潛在的政策限制，影響到企業的運營以及收入。因此，在此情景下協合新能源將更多地面臨來自轉型風險上的挑戰。SSP5 代表在由化石燃料推動經濟增長及技術進步的高排放情境下，到 2100 年之前的溫室氣體排放將處於高水平，進而可能加劇極端天氣事件的發生。因此，我們識別並分析了協合新能源在該情景下的急性、慢性實體風險及應對措施。





RISK AND OPPORTUNITY ANALYSIS ON CLIMATE CHANGE

Based on our own business conditions and geographical locations, we identify the physical risks under SSP5 and transition risks under SSP1 climate scenarios respectively and consider the possibility and degree of the impact of relevant risks on the Group's operations to determine the relevance of climate issues to our business operations. At the same time, the Group defines a risk as a short-term risk (S), medium-term risk (M), or long-term risk (L) based on whether the physical and transition risk has had an actual impact on the business and the span of the impact cycle on the business.

氣候變化風險與機遇分析

我們結合集團業務性質及運營的地理位置，分別識別 SSP5 路徑下的實體風險和 SSP1 路徑下的轉型風險，並考慮相關風險對集團運營影響的可能性及影響程度，來判斷各項氣候議題與我們業務運營的相關性。同時，根據相關實體風險和轉型風險是否已經對於業務發生實際影響和對於業務的影響周期跨度，集團將風險定義為短期(S)、中期(M)、和長期風險(L)。


Risks 風險	Description of Risks 風險描述		Impact Cycle 影響周期	Responses 風險應對
Acute physical risks 急性實體風險 	The frequency and intensity of extreme weather events increase significantly 極端氣候頻率和強度大幅增加	The increase in frequency and intensity of extreme weather events, such as thunderstorms, freezing rain, extreme low temperature and typhoon 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、颱風等極端氣候頻率和強度的增加，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。	S	The Group has formulated emergency plans for extreme weather, provided with professional emergency and rescue equipment, and regularly conducted operation safety and emergency drills and rescue trainings. The Group has also taken additional measures such as drainage systems and flood prevention barriers to cope with the potential impacts of severe typhoons and storm surges, and purchased certain insurance for related assets. 集團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。集團還採取了其他措施，如部署排水系統、防洪屏障等以應對嚴重颱風和風暴潮的潛在影響，並為相關資產設置一定的保險。




Risks 風險	Description of Risks 風險描述		Impact Cycle 影響 周期	Responses 風險應對
<p>Chronic physical risks 慢性實體風險</p> 	<p>The temperature and sea level rise significantly and the surface wind speed weakens 氣溫、海平面明顯上升及地表風速減弱</p>	<p>Fire caused by continuous high temperature may lead to operation interruption or asset loss. The rise of sea level will aggravate the storm surge disaster and affect the construction, operation and maintenance of offshore wind turbines. The weakening of surface wind speed may affect the power generation efficiency of the wind turbines, which in turn affects the generation capacity of the Group, adversely influencing revenue and operating results. 持續高溫引發的火災或將導致運營中斷或資產損失；海平面上升將加劇風暴潮災害，影響海上風機施工建設與運維工作；地表風速的減弱，可能影響風機的發電效率，進而影響集團的發電量，對收入和經營業績產生不利影響。</p>	<p>M L</p>	<p>The Group has put wind and PV power projects into operation in 17 provinces (municipalities and autonomous regions). The Group has also erected meteorological masts in wind farms to continuously monitor data such as wind speed and direction, to make better use of wind resources and address the risk of chronic physical risks. 集團已經在全國17個省（市、自治區）擁有投產風電和光伏發電項目，在風電場架設氣象桅杆，持續檢測風速、方向等數據，更好地利用風資源，應對慢性實體事件帶來的風險。</p> <p>The Group's self-developed artificial intelligence solution in the energy field realises remote operation and maintenance supervision and online management of power station operation data, which further optimises the resource allocation and promotes the efficiency of operation and maintenance. 集團自主開發的能源領域人工智能解決方案，可實現對電站運行數據遠程運維監管和在線管理，進一步優化運維的資源分配，有效提升運維效率。</p> <p>For more information on intelligent energy, please refer to sections: Innovative Business Models, Innovative R&D Applications. 更多智慧能源詳情參見小節：創新業務模式、創新研發應用。</p>



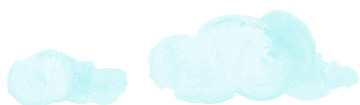


Risks 風險	Description of Risks 風險描述	Impact Cycle 影響 周期	Responses 風險應對
<p>Policies and laws 政策和法律</p> 	<p>The reform in the power industry, including the market-oriented electricity sales, the power transmission and distribution pricing mechanism, the new grid connection electricity pricing mechanism, the electricity wholesale market and emissions trading, has been further advanced.</p> <p>電力行業改革的實施，包括市場化售電、輸配電價機制、新的並網電價制定機制、現貨電力批發市場和排放交易等的加速推進。</p> <p>Climate-related regulatory risks are becoming more stringent, and failure to comply with climate-related laws may result in litigation, increasing costs and damaging to the reputation.</p> <p>與氣候相關的監管風險日益趨嚴，未遵循氣候相關法律可能為公司帶來訴訟，增加公司成本並影響公司聲譽。</p>	<p>S</p> <p>M</p> <p>L</p>	<p>The Group will strengthen equipment management and technology application, actively pay attention to changes in industry policies, take the initiative in participating in the green certificates trade, attract power market trading professionals and well prepared for the response.</p> <p>集團將加強設備管理和技術應用，積極關注行業政策變化，積極參與綠證交易，吸引電力市場交易專業人才，做好應對準備。</p> <p>The relevant functional departments of the Group monitor in real time the emerging legal and regulatory requirements in the regions where they operate, formulate relevant internal control measures in advance, and well prepare themselves for any newly-effective regulations.</p> <p>集團相關職能部門實時監控運營所在地新興法律法規要求，並提前制定相關內部控制措施，並確保在新法規生效前做好準備。</p>




Risks 風險	Description of Risks 風險描述	Impact Cycle 影響 周期	Responses 風險應對
<p>Technologies 科技</p> 	<p>As renewable energy and its application enter a new stage of high-quality development, the corresponding equipment updating and new technology development continue to accelerate. If enterprises fail to quickly adapt to this change and vigorously invest in the development and application of new technology, they may lose their advantages in the development and market competition of renewable energy, which will bring a negative impact on the long-term business development.</p> <p>隨著可再生能源生產及應用步入高質量發展新階段，相應的設備更新及新技術發展持續加快，企業若不能快速適應這一變化並大力投入新技術開發及應用環節，可能在可再生能源發展與市場競爭中失去優勢並對長期業務發展產生消極影響。</p>	<p>S M L</p>	<p>The Group increase scientific research and improve design standards, so as to enhance the power generation performance of wind turbines, increase the power generation capacity of power plants, and reduce power losses.</p> <p>集團加大科研力度、提高設計標準，提升風電機組發電性能，提升電廠發電量，減少電量損失。</p> <p>For details, please refer to sections: Innovative Business Model, Innovative R&D Applications</p> <p>詳情參見小節：創新業務模式、創新研發應用。</p>



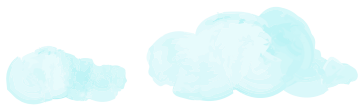


Risks 風險	Description of Risks 風險描述	Impact Cycle 影響 周期	Responses 風險應對
<p>Markets 市場</p> 	<p>Driven by the new energy market, the number of photovoltaic power generation projects is growing rapidly, and the demand for it is rising. Due to the estimated increasing market demand, it is expected that the price of upstream materials, including the main material (silicon), and ingredients such as glass, may rise. 受新能源市場驅動影響，光伏發電項目數量增長迅速，對光伏技術要求不斷增加，由於市場需求預期不斷增加，預計上游材料包括主要材料矽料，配料如玻璃等價格或將上漲。</p> <p>During the transition to a renewable-energy driven economy, our suppliers may indirectly incur higher costs by failing to recognize the impacts of climate change policies, the renewable energy transition, and so on. 在過渡到可再生能源驅動的經濟模式的過程中，我們的供應商可能因未能及時識別氣候變化政策、可再生能源轉型等影響導致成本上升，從而間接導致我們的成本提高。</p>	<p>S</p>	<p>During the planning and construction of photovoltaic power plants, the Group will consider the short-term and long-term equipment prices, closely monitor the price trend of wind turbines and components, forecast price prudently and optimise procurement strategy, so as to reduce procurement costs. In addition, strict cost management is conducted to control the cost of construction projects.</p> <p>在光伏電廠規劃建設過程中，集團將考慮長短期的設備價格問題，密切關注風機和組件等設備價格走勢，做好價格預測，優化採購策略，降低採購成本，嚴格成本管控，控制建設項目造價成本。</p> <p>In the process of selecting suppliers, the Group attaches great importance to the qualification in energy conservation, environmental protection and related work development, giving priority to those who implement green and low-carbon measures.</p> <p>在供應商選用過程中，集團重視供應商節能環保方面的資質和相關工作開展情況，優先選用落實綠色低碳措施的供應商。</p>



Risks 風險	Description of Risks 風險描述	Impact Cycle 影響 周期	Responses 風險應對
<p>Reputation 聲譽</p> 	<p>Reputation risk arises from negative perceptions of Concord New Energy among shareholders and other investors, customers and partners, society and the public, regulators and other relevant stakeholders. These may include, but not limited to, failure to identify new laws and regulations in a timely manner, failure to maintain good relations with local communities, misconduct of enterprises such as inconsistencies between what is reported and what is actually done, which can damage the reputation and affect agency rating and public reputation.</p> <p>聲譽風險源自股東及其他投資者、客戶及合作夥伴、社會與公眾、監管機構及其他相關利益相關方對協合新能源的負面看法。包括但不限於未能及時識別法律法規；未能維護與當地社區的良好關係；不良的企業行為表現，包括報告內容與實際行動不一致等，均會損害公司的聲譽，影響機構評級結果和公眾信譽。</p>	<p>S M L</p>	<p>The Group has a comprehensive risk management system to manage reputation risk. The Group has incorporated the disclosure of climate-related information into the ESG report with reference to the TCFD recommendations framework and GRI guidelines. The module “Sustainable Development” is set up on the homepage of the Group’s official website to disclose sustainability-related information on a regular and transparent basis so that our stakeholders can understand our climate-related management.</p> <p>集團搭建完備的風險管理體系管理聲譽風險。集團已參照TCFD建議框架、GRI指引，將氣候相關信息披露納入ESG報告，在集團官網首頁搭建「可持續發展」模塊，以定期、透明地披露可持續相關信息，讓我們的利益相關者瞭解公司氣候相關管理情況。</p> <p>For details, please refer to sections: Board Statement, ESG Governance Structure, Risk Management</p> <p>詳情參見小節：董事會聲明、ESG管治架構、風險管理。</p> <p>Concord New Energy official website – Sustainable Development 協合新能源官網 – 可持續發展</p>





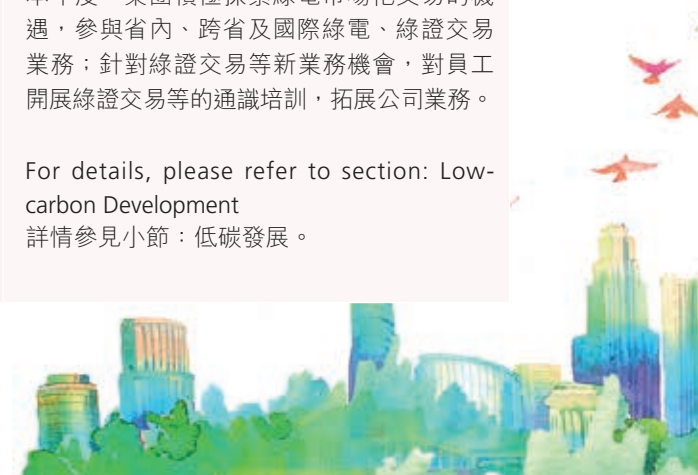
Transformation opportunities to address climate change

Concord New Energy agrees that green development is an inevitable trend for building a high-quality modern economic system. Thus, we will seize the historical opportunity of green energy and low-carbon transformation, continue to focus on 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, and take practical actions to meet the national demand for clean energy in energy upgrade, low-carbon transformation and efficiency promotion in the context of achieving the national “dual carbon” goal.

應對氣候變化的轉型機遇

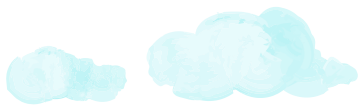
協合新能源認同綠色發展是構建高質量現代化經濟體系的必然要求，我們將抓住綠色能源低碳轉型這一歷史機遇，持續聚焦新能源大規模利用、新型儲能等技術開發，堅持深耕清潔低碳能源開發與服務，以實際行動滿足「雙碳」背景下國家能源升級、低碳轉型、效率提升過程中對清潔能源的需求。

Opportunity 機遇	Description of Opportunity 機遇描述	Actions 行動
<p>Policies and laws 政策和法律</p> 	<p>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>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>The Group follows the guidance of climate-related policies, responds to the national “dual carbon” policy, promotes the low-carbon transformation of society, actively develops new energy projects, and ensures efficient and stable new energy supply.</p> <p>集團緊跟氣候相關政策導向，響應國家雙碳政策，推動社會低碳轉型，積極開發新能源項目，保證高效、穩定的新能源供應。</p> <p>This year, the Group actively explored the opportunities of market trading of green electricity and participated in the intra-provincial, inter-provincial and international green electricity and green certificate trading business; in view of new business opportunities such as green certificate trading, general training on green certificate trading was conducted for employees to expand the company’s business.</p> <p>本年度，集團積極探索綠電市場化交易的機遇，參與省內、跨省及國際綠電、綠證交易業務；針對綠證交易等新業務機會，對員工開展綠證交易等的通識培訓，拓展公司業務。</p> <p>For details, please refer to section: Low-carbon Development 詳情參見小節：低碳發展。</p>



Opportunity 機遇	Description of Opportunity 機遇描述	Actions 行動
<p>Technologies 技術</p> 	<p>Continuous technological advancement in the production, operation and maintenance, energy storage 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>新能源項目生產、運維、儲能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>In terms of technical improvement, 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 to promote electricity generation efficiency.</p> <p>技改方面，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，提高發電效率。</p> <p>Through the update and iteration of the digital O&M control system and the development and application of new technologies, the Group improves power generation efficiency of itself and customers and reduces O&M costs with process-oriented, digital and intelligent O&M methods.</p> <p>集團通過數字化運維管控系統的更新迭代及新技術的研發應用，實現以流程化、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。</p> <p>For more details on intelligent O&M systems, please refer to section: Innovative R&D Applications 更多智慧運維繫統詳情參見小節：創新研發應用。</p> <p>In terms of technologies for energy storage projects, we focus on lithium ion batteries, explore and try flywheel energy storage technology, and actively explore new technologies such as sodium ion batteries, compressed air energy storage and hydrogen energy storage.</p> <p>儲能項目技術方面，以鋰離子電池為主，探索嘗試了飛輪儲能技術，並將積極摸索鈉離子電池、壓縮空氣儲能、氫儲能等新技術。</p> <p>For more details on energy storage projects, please refer to section: Low-carbon Development 更多儲能項目詳情參見小節：低碳發展。</p>





Opportunity 機遇	Description of Opportunity 機遇描述	Actions 行動
<p>Markets 市場</p> 	<p>In view of the national “dual carbon” strategy, there is increasing demand for offsetting Scope 2 carbon emissions, with the demand for green electricity certificates increased accordingly within corresponding markets. At present, China is under the process of establishing its own system of green electricity certificates. It is expected that the Group’s green electricity certificate business will develop further in the future.</p> <p>在國家雙碳戰略背景下，中國企業對抵消範圍二碳排放的需求不斷增加，相應的市場上對綠證的需求量也隨之增加，中國目前也在建立自己的綠證體系。預計未來，集團綠證業務將有新的發展。</p> <p>Major countries and regions are stepping up their voluntary contributions to coping with climate change, thus stimulating the large-scale leapfrog development of renewable energy. It is estimated that about 80% of global electricity consumption will come from renewable energy by 2050.</p> <p>各主要國家和地區紛紛提高應對氣候變化自主貢獻力度，進一步催生可再生能源大規模階躍式發展新動能，預計2050年全球80%左右的電力消費來自可再生能源。</p> <p>The development goals of the energy storage industry have been clearly defined. By 2025, the total installed scale of new energy storage will be over 30GW, and the scale of the new energy storage market in China is expected to be about 10 times larger than it was at the end of 2020.</p> <p>儲能產業發展目標得到進一步明確。到2025年，實現新型儲能裝機規模達到30吉瓦以上，預計中國新型儲能市場規模將比2020年底的水平擴大10倍左右。</p>	<p>The Group closely follows the development and changes in the electricity market. Through active participation in green electricity certificate trading, the Group supports the development of new energy in the era of grid parity and increases the willingness of social capital to invest in renewable energy.</p> <p>集團密切跟踪電力市場發展變化，通過積極參與綠證交易，為平價時代新能源的發展提供支持，提高社會資本對可再生能源的投資意願。</p> <p>For details, please refer to section: Low-carbon Development 詳情參見小節：低碳發展。</p> <p>The Group actively expands the types of projects, rapidly promotes the pace of power plant construction, and constantly achieves breakthroughs in large projects. This year, the Group newly approved 7 wind power projects, 4 PV projects, with a total of 1,556MW; the Group put into operation 10 new power plants with a total installed capacity of 1,111MW.</p> <p>集團積極拓展項目類型，快速推進電廠建設節奏，不斷實現大型項目突破。本年度，集團新增核准(備案)風電項目7個、光伏項目4個，合計1,556兆瓦；集團新增投產電廠10間，總裝機容量1,111兆瓦。</p> <p>The Group actively turns to energy storage and other projects. Currently, the Group has set up energy storage supporting projects in some wind farms. The Group’s International Business Division is also actively exploring overseas energy storage projects.</p> <p>集團積極儲備儲能等項目，目前集團已在部分風電場開設儲能配套項目。集團國際業務部也在積極探索海外儲能項目情況。</p>



Opportunity 機遇	Description of Opportunity 機遇描述	Actions 行動
		<p>The Financing Leases Company of the Group actively expands investment in industrial and commercial energy storage projects on the user side, assesses the load curve and grid price settlement methods of various projects, and develops a model for measuring the economy of the user-side energy storage.</p> <p>集團融資租賃公司也在積極拓展用戶側的工商業儲能項目投資方案，前後評估多個項目的負荷曲線與電網價格結算方式，形成用戶側儲能經濟性測算模型。</p> <p>For more details about the energy storage business, please refer to sections: Innovative Business Model, Low-carbon Development 更多儲能業務相關內容詳情參見小節：創新業務模式、低碳發展。</p>





Opportunity 機遇	Description of Opportunity 機遇描述	Actions 行動
<p data-bbox="209 405 327 470">Reputation 聲譽</p> 	<p data-bbox="405 405 884 605">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 data-bbox="405 612 884 713">新能源業務有助於推動社會積極應對氣候變化，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>	<p data-bbox="916 405 1394 638">The Group continues to strengthen the Board's oversight of ESG matters, enhance ESG performance and governance, and strive to achieve best practices in the industry.</p> <p data-bbox="916 541 1394 638">集團不斷加強董事會對ESG事宜的監管，提升ESG績效表現及管治水平，致力達到同業最佳實踐。</p> <p data-bbox="916 685 1394 778">For details, please refer to sections: Board statement, ESG Governance Structure 詳情參見小節：董事會聲明、ESG管治架構。</p> <p data-bbox="916 821 1394 1090">By continuously enriching the content of ESG reports and increasing the level of disclosure, the Group provides stakeholders with more comprehensive, intuitive and quantifiable data and information to ensure that they understand the Group's input in major ESG topics and the progress toward sustainable development goals.</p> <p data-bbox="916 1097 1394 1263">集團通過持續豐富ESG報告內容、提升披露水平，為利益相關方提供了更全面、直觀、量化的數據及信息，以確保其了解集團在重大ESG議題上的投入及可持續發展目標的進展。</p> <p data-bbox="916 1306 1394 1435">In 2022, Concord New Energy actively participated and responded the ESG evaluation survey by third-party institutions, and achieved excellent results.</p> <p data-bbox="916 1442 1394 1507">2022年，協合新能源積極參與回復第三方機構的ESG評估調查，並取得良好成績。</p>



STABLE AND SAFE OPERATION

穩定安全運營



Key Issues: 重要議題：

Health and Safety, Customer Satisfaction, Supply Chain Management, Technology Innovation, New Energy Development, Information Security and Privacy Protection

健康與安全、客戶滿意度、供應鏈管理、科技創新、新能源開發、信息安全與隱私保護



Key Performance Indicators: 重要績效：



Total Attributable Installed Capacity

總權益裝機容量

3,588 MW
兆瓦



Cumulative Capacity of Power Station Construction was nearly

累計建設電站容量接近

7,800 MW
兆瓦



Number of Authorized Patents and Software Copyright Obtained

授權專利及軟件著作權獲取數目

14 numbers
項



Coverage Ratio of Safety Training

安全培訓覆蓋率

100%



Number of Emergency Plans Prepared

應急預案編制數目

218 numbers
項



Number of Participants of Safety Training

安全培訓參與人次

37,998



Employee Health Examination Coverage

員工體檢覆蓋率

100%



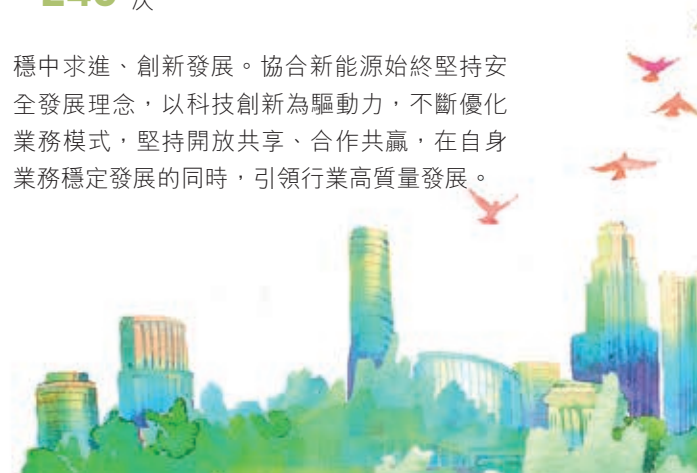
Number of Emergency Drills Organized by the Group

組織應急演練次數

246 numbers
次

The Group seeks progress in stability and innovative development. Driven by scientific and technological innovation, Concord New Energy has always upheld the concept of safe development, continuously optimised its business model, adhered to openness, sharing, and win-win cooperation, and led the high-quality development of the industry while developing its own business stably.

穩中求進、創新發展。協合新能源始終堅持安全發展理念，以科技創新為驅動力，不斷優化業務模式，堅持開放共享、合作共贏，在自身業務穩定發展的同時，引領行業高質量發展。



(1) Safety Management

Concord New Energy always puts safety in the first place, and adheres to the safety management principle of “safety first, prevention as a priority, and integrated management.” The Group continuously perfects the safety management network from aspects of organisation, system, risk, emergency response, practice, supervision and safety culture to ensure the safety of employees.

The Group identifies and implements *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. At the same time, the Group is always concerned about current affairs and continuously collects industry-related laws and regulations issued by relevant state departments. In accordance with them, the Group continuously improves the safety management system. We organise employees to study and take tests on the applicable regulations and popularise key content of safety regulations to further strengthen safety management.

During the reporting period, the Group was not aware of any major violations of safety laws and regulations. In this year, there were no work-related fatalities or working days lost due to work-related injuries.

(一) 安全管理

協合新能源始終把安全放在一切工作的首位，持貫徹「安全第一、預防為主、綜合治理」的安全管理方針。集團從組織、制度、風險、應急、實踐、監督、安全文化等方面，持續完善安全管理網絡，保障員工安全。

集團識別並落實《安全生產法》《建設工程安全管理條例》《安全生產許可證條例》等對安全生產與運營有重大影響的相關法律法規要求。同時，集團時刻關注時事，持續收集國家相關部門發布的與行業相關的法律法規。集團根據法律法規，持續完善安全管理體系建設。我們組織員工對適用的法規進行學習和考試，普及安全法規重點內容，進一步鞏固安全管理。

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。本年度，集團未發生因工亡故事件與因工傷損失工作日數的情形。





1. IMPROVEMENT ON THE SAFETY MANAGEMENT SYSTEM

In order to further ensure that safety management has evidence to rely on, the Group continuously revises and improves the existing management systems such as the *Safety Policy*, and issues system documents such as the *Measures for Administration of Engineering Quality Supervision and Assessment (Trial)* to strengthen the safety quality management requirements on the project site.

The Group implements a hierarchical control mechanism for safety management, which builds a multi-level safety management structure comprising the Safety Management Committee, the Safety and Environmental Protection Supervisory Department and Branch (Subsidiary)/Project Company during Construction, and assigns safety responsibilities to all levels. At the same time, the Group establishes a safety information reporting system, holds regular safety meetings, and continuously optimises safety management.

1. 完善安全管理體系

為進一步確保安全管理有據可依，集團持續修訂完善《安全政策》等現存管理制度，並發布《工程質量監督考核管理辦法(試行)》等制度文件，加強項目現場安全質量管理要求。

集團實行安全管理分級管控機制，構建了由安全管理委員會、安全環保監察部、業務單位構成的三級安全管理架構，逐級落實安全責任。同時，集團建立安全信息報送體系，定期召開安全工作會議，持續優化安全管理工作。

Safety Management Committee 安全管理委員會



The Group's highest safety management organisation, which is responsible for supervising and managing the overall safety issues of the Group.
集團最高安全管理機構，負責監督及管理集團整體安全事宜。

Safety and Environmental Protection Supervisory Department 安全環保監察部



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.
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。

Branch (Subsidiary)/Project Company during Construction 分(子)公司/建設期項目公司



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.
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。



The Group continuously improves the existing safety management system and adds related posts into it. In 2022, the position of safety and environmental protection engineers was set up in project companies/branches with construction and production scale exceeding 200MW, dedicating for safety management and related tasks. With the engagement of professional safety management personnel, the safety management level at the project sites has been significantly improved, and the Group becomes more professional in safety management.

This year, the Group established a digital safety control system and applied it at all plants and stations. Through online closed-loop management, the system realised digital safety control over the whole process of operation, with more than 130,000 work orders of various types of tasks verified, which effectively reduced safety-related risks.

The Group won the Energy Innovation Award by the China Energy Research Society for the “Establishment and Practice of New Energy Digital Safety Control System”, which was the only rewarded project themed with safety management. The award is a full recognition for the Group’s ability in building a digital safety control system, and scientific and technological innovation.

Please refer to the Group’s *Safety Policy* for more details.

集團不斷完善現有的安全管理體系，增設安全管理相關崗位。2022年度，工程、生產規模達200兆瓦及以上的項目公司／分公司設置安全環保工程師，專職負責安全管理相關工作。通過專業安全管理人員的配置，工程現場安全管理水平顯著提高，集團安全管理體系專業度得到提升。

本年度，集團建立數字化安全管控體系，並實現了所有場站的佈局推廣應用。該體系實現了對作業全過程的數字化安全管控，通過線上閉環管理，核查各類任務工單13萬餘件，有效減少安全風險。

集團「新能源數字化安全管控體系建設與實踐」項目榮獲中國能源研究會能源創新獎，該項目是本次唯一以安全管理類課題入圍的獲獎項目。本次獲獎是對集團數字化安全管控體系建設與科技創新能力的充分肯定。

請參考集團《安全政策》，以獲取更多相關信息。



2. SAFETY RISK CONTROL

In order to improve the ability to deal with various safety hazards, the Group has established a sound safety risk control mechanism and hierarchical control. Focusing on the weaknesses in safety management, the Group has effectively controlled and eliminated safety hazards, and promoted safety management in an orderly manner.

This year, based on previous risk identification results, the Group carried out in-depth risk identification and hierarchical control, compiled the security risk hierarchical control database, improved safety risk prevention and emergency response measures, and organised in-depth study by employees.

The Group continues to promote the on-site safety hazard inspection work with multi-sectoral cooperation under the leadership of the Safety and Environmental Protection Supervisory Department to strengthen the hazard detection and management, and ensure the safety of employees. In 2022, the Safety and Environmental Protection Supervisory Department organised various units to carry out self-inspection in spring and autumn, inspection in Safety Month, flood prevention activities, and continuously promoted the rectification of potential dangers by relevant units. By the end of the year, the completion rates of risk rectification in spring and autumn and in Safety Month were 100% and 97% respectively. At the same time, the Group actively carried out special inspections, and conducted “two tickets” (work ticket and operation ticket) and special safety inspections at production and operation sites.

The Group conscientiously fulfils the corporate responsibility as the main body of production safety, strictly follows the emergency work guideline of “handling emergencies with joint actions led by the Group and coordinated among departments with different responsibility levels”, and takes effective and proper measures to respond to and handle various safety-related emergency incidents.

2. 安全風險管控

為提高應對各類安全隱患的能力，集團建立健全風險管控機制，建立分層分級管理制度，抓好安全管理薄弱環節，有效控制和消除安全隱患，有序推進安全管理工作。

本年度，集團基於過往風險辨識結果，深入開展安全風險辨識及分級管控工作，組織彙編安全風險分級管控數據庫，完善安全風險防範措施和應急措施，並組織員工深入學習。

集團持續推進安全環保監察部領導、多部門合作的現場安全隱患檢查工作，強化隱患排查治理，保障員工安全。2022年度，安全環保監察部組織各單位紮實開展了春秋檢、安全月檢查、防洪防汛活動，並持續推動相關單位進行隱患整改。截至年末，春、秋檢隱患整改完成率100%，安全月隱患整改完成率97%。同時，集團積極開展專項檢查，對生產運營場站進行了「兩票」（工作票、操作票）和安全專項檢查。

集團認真履行企業安全生產主體責任，嚴格遵循「公司統一領導，分級負責，部門指導協調，各方聯合行動」的應急工作方針，紮實做好各類突發安全事件應對工作，妥善處置各類突發事件。



This year, the Group gradually refined various special emergency plans and on-site disposal plans, established and improved mechanisms such as classification of emergency incidents, information and actions of prevention and early warning, handling reported emergency incidents. We required all project companies under the Group to fulfil management responsibilities in developing emergency plans in accordance with the actual situation to implement and ensure that all measures are in place.

The Group actively organised and carried out emergency drills and the improvement of emergency plans. This year, we prepared 218 emergency plans, and directed various units to conduct 246 emergency drills in total, greatly enhancing the emergency response capability of all departments. During the Safety Month, we have sorted out emergency relief materials for the preparation for flood prevention, made emergency preparations for flood control, established a flood control institution to clarify emergency responsibilities.

本年度，集團逐步完善了各專項應急預案和現場處置方案，建立健全了突發事件等級劃分、預防預警信息、預防預警行動和處置突發事件信息報送等制度，並要求公司所屬各項目公司都要結合實際制定應急預案，力求落實管理責任，保證各項措施落實到位。

集團積極組織開展應急演練及應急預案完善工作，本年度共計編制應急預案218項，指導各單位開展應急演練共計246次，極大提升了各部門的應急處置能力。在安全月期間，我們對應急救援物資進行梳理，做好防汛應急準備工作，建立防汛組織機構，落實應急責任。

Case study
案例

RAINSTORM EMERGENCY DRILL AT KAIYUAN JULONG BRANCH, YUNNAN PROVINCE

雲南開遠聚隆分公司暴雨應急演練

The project companies of the Group formulated corresponding response strategies according to the characteristics of projects, specific topographical and geomorphic features and climate and cultural environment, and conducted emergency plan drills to enhance their emergency response capabilities.

Among them, Kaiyuan Julong New Energy Development Co., Ltd., in Yunnan Province, conducted a rainstorm emergency drill in June this year. The emergency drill took the form of practical exercise themed with people evacuation in sudden mountain torrents. The participants were trained in advance according to the drill plan. The drill tested the rationality and operability of the emergency plan for flood control and improved the emergency response capability of all functional departments.

集團所屬項目公司針對各自的項目特點、氣候人文環境、具體的地形地貌特徵及其可能的極端天氣氣候等因素，分別制定相應的應對策略，堅持預案演練，提升應急處置能力。

其中，雲南開遠聚隆新能源開發有限公司於本年度6月開展了暴雨應急演練。該應急演練採取實戰演練的形式，以突發山洪人員轉移避險為主題，根據演練方案提前對參與人員進行培訓。該演練檢驗了防洪防汛應急預案的合理性、可操作性，提高了各職能部門的應急處置能力。



3. OPERATION SAFETY PRACTICES

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.

Construction Safety

The Group continuously optimises the safety management of all aspects of construction. At the beginning of a project, the Group ensures that the project company has improved the safety management system, clarified safety management responsibilities, and formulated safety management measures. During project construction, project companies and all participating units strictly abide by safety regulations, strengthen process supervision and inspection. 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 Group will organise special spot checks to find problems, urge the rectification and form a closed-loop safety management.

Production Safety

The Group attaches importance to the fulfilment of its safety responsibility. The Group continuously optimises the production safety responsibility system for all employees, and on the basis of the comprehensive assessment mechanism, the Group refines the implementation measures and strengthens the quantitative assessment on the safety responsibility system.

This year, the Group revised the *Regulations for Reward and Punishment of Safety and Environmental Protection Work*, covering the quantitative assessment to branches, project companies and safety-related departments of the Group, and strictly implemented the “veto power policy” for safety. The Group optimised the process supervision and assessment of safety and environmental protection, realized the trace of responsibility system implementation. We have included key personnel from each department and unit in the group's supervision, established the *Safety Accountability Performance List* to refine and implement job safety and environmental responsibilities into list matters, thus clarifying the safety and environmental responsibilities of various departments.

3. 安全運營實踐

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開展。

安全建設

集團持續優化工程建設各環節的安全管理。在工程開工階段，集團確保項目公司完善安全管理體系，明確各項安全責任，制定安全管理措施。工程建設階段，各項目公司與參建單位嚴格遵守各項安全規定，並強化過程監督檢查。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，集團均會組織專項抽查，發現安全問題並督促整改，形成閉環安全管理。

安全生產

安全責任，重在落實。集團持續優化全員安全生產責任制，在全考核機制基礎上，細化實施措施，強化崗位安全責任制量化考核。

本年度，集團修訂了《安全環保工作獎懲規定》，將量化考核工作覆蓋到各分公司、項目公司、集團安全相關部門，嚴格執行安全「一票否決」制度。集團優化安全環保過程監管考核，實現責任制落實痕迹化。我們將各部門、各單位重點人員納入集團監督範圍，建立《安全責任制履職清單》，將崗位安全環保職責細化落實為清單事項，明確各部門安全環保職責。



Meanwhile, we have vigorously promoted the standardisation of production safety, which helps the Group's production safety work conducted in a standardised, scientific and systematic manner, and effectively improved the level of production safety and management efficiency. This year, the Group advanced safety standardisation with Wuhe Jindashan Wind Power Project as a pilot project, which has passed the first-level compliance assessment of the power enterprises.

O&M Safety

This year, Environment, Health and Safety (EHS) management department was set up at the headquarters of O&M Company, with a total of 15 full-time safety and environmental engineers in each region to guide the safety management and operation of O&M site and enhance safety management capabilities. O&M Company strictly abides by the safety operation and maintenance system, implements various safety responsibilities, and regularly carries out safety and quality supervision. O&M Company carries out a check-list management for various safety management activities to forms a list by refining and quantifying the work content. Each unit completes safety management activities item by item on time and in required quality according to the list.

Office Safety

Fire safety is a critical part of enterprise safety production. The Group develops and implements a fire safety system. We avoid fire accidents by updating circuit accessories, enforcing a ban on smoking in office buildings, and inspecting machinery rooms. We also carry out regular training and activities to enhance staff's firefighting awareness and emergency response capability.

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

同時，我們大力推動生產安全標準化建設，推動集團安全生產工作的規範化、科學化、系統化，有效提升安全生產水平和管理效率。本年度，集團以五河金大山項目為試點推進安全標準化工作，目前該項目已通過電力企業一級達標評審。

安全運維

本年度，運維公司總部設置環境、健康和安全(EHS)管理部，各區域配備共15名專職安全環保工程師，指導運維現場安全管理及操作，提升安全管理能力。公司嚴格遵守安全運維制度，落實各項安全責任，並定期開展安全質量監察。運維公司採取清單式安全管理，對各項安全管理活動進行細化、量化並形成清單，各單位根據清單按時按質落實完成。

安全辦公

消防安全是企業安全生產的重要組成部分。集團制定並落實消防安全制度，通過定期更新電路配件、辦公樓禁煙、機房巡檢等措施防範火災事件，並定期開展宣貫培訓活動，提升員工消防意識與應急能力。

集團持續開展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。



4. CONTRACTOR SAFETY MANAGEMENT

Contractors are our partners, as well as participants and operators in parts of 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. Also, we require contractors to have ISO 45001 Occupational Health and Safety Management System certification to reduce safety risks and prevent safety accidents.

4. 承包商安全管理

承包商是集團的合作夥伴，也是電廠部分生產、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，並要求承包商具備ISO 45001職業健康和安全管理體系認證資質，以減低安全風險，防止和減少承包商事故發生。

01

Bid Inviting and Admission 招標准入

- 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.
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。
- We conduct an in-depth investigation for contractors who participate in the bidding for the first time.
對首次招標的企業深入考察。
- We implement “veto power policy” for safety accidents, and the contractor will be permanently blacklisted once any safety incident occurs.
實行「一票否決」制，承包商一旦出現安全事故，將永久進入黑名單。

02

On-site Training 入場培訓

- The Group conducts entry safety training for construction personnel. In particular, the Group organises participating construction units to provide safety technical training to operators in accordance with the special construction plans before the construction of high-risk projects such as deep foundation pit excavation and equipment hoisting.
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部分分項工程施工前，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。

03

Construction 施工作業

- The Group strictly supervises construction safety of contractors, conducts daily safety briefings before work, holds weekly meetings on safety management, and carries out monthly safety inspection. If potential safety dangers are discovered, the construction will be suspended immediately for rectification.
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。
- 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.
集團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。

04

Evaluation and Assessment 評價考核

- The Group conducts supplier and contractor evaluations every year. Evaluation includes safety performance, safety training, unified management mechanism, risk management of construction contractors.
集團每年開展供貨商、承包商評價工作。內容包括安全績效表現、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。
- Evaluation results would be the basis for future contractor selection.
評估結果將作為下一次准入篩選的依據。

5. OCCUPATIONAL HEALTH MANAGEMENT

The Group attaches great importance to the occupational health and safety of employees, actively constructs the occupational health management system, and continuously optimizes the occupational health management of employees. 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 safety. In 2022, the Group's health examinations coverage rate was 100%. At the end of reporting period, the Group has not had any cases related to occupational disease.

5. 職業健康管理

集團重視員工職業健康與安全，積極構建職業健康管理體系，持續優化員工職業健康管理。集團嚴格遵守並落實《職業病防治法》《工傷保險條例》等相關國家法律規定，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。2022年員工體檢覆蓋率100%。截至報告期期末，本集團未發生任何職業病相關事故的個案。

Organisational support 組織保障

- 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.
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和勞動衛生。

System guarantee 體系保障

- The Group has set up an occupational health management system at the group level and occupational health management systems and regulations for subsidiaries.
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。
- Management mechanisms, including warning, reporting, training and publicity, labour protection articles management, and hazard monitoring, are continuously improved.
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。
- This year, the Group strictly implemented occupational health protection measures in all phases of engineering and construction projects. It ensured that the project completed the assessment of occupational hazards before the operation started and that the production area of the site station was constructed separately from the living area.
本年度，集團在工程建設項目各階段嚴格落實職業健康保護措施。確保項目在投產運行前完成職業危害評估工作，並做到場站生活區與生產區分開建設。

Materials supply 資源保障

- The Group regularly distributes labour protection supplies, instructs, and supervises employees' standard wearing of protection supplies, and provides Automated External Defibrillator (AED) in the office building.
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，我們在辦公大樓配備自動除顫儀 (AED) 急救裝置。
- The Group offers sufficient funds for employees' occupational health and safety education and training, purchase of labour protection articles, and physical examination related to occupational disease screening.
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。
- In 2022, the Group's health examinations coverage rate was 100%.
2022年，員工體檢覆蓋率100%。



6. SAFETY CULTURE CONSTRUCTION

The Group has always been adhering to the safety culture of being people-oriented. Through safety training and Production Safety Month activities, the Group continuously promotes safety culture construction, publicises the Group safety management concept, implements safety management system, and raises employee safety awareness.

Safety Training

In strict accordance with national laws and regulations, the Group carries out and implements mandatory safety management training for the main responsible personnel and safety management personnel of the units. In 2022, the number of participants of safety training was 37,998. Meanwhile, the Group focused on promoting training of safety knowledge for front line operators at construction sites, and further strengthened the training for enterprise leaders, project managers and safety management personnel, all of whom should pass the examination before starting the job.

The Group adopts a multi-platform approach to carry out safety training on various topics. This year, the Group conducted various safety and environmental protection training activities using platforms such as “safety and environmental protection micro classroom”, “OA module of safety concept” and “Cloud classroom” empowered by DingTalk. The courses covered laws and regulations, accident cases, advanced safety-related experience, etc. At the same time, the Group organised centralised safety education training, which provided professional safety management training to the principal personnel in charge of engineering and production and key management staff at the engineering annual meeting and the production and operation annual meeting. Through centralised training, employees’ safety awareness and safety management capabilities are effectively enhanced.

6. 安全文化建設

集團深植以人為本的安全文化，通過開展安全培訓、組織安全生產月活動，持續推進安全文化建設，宣傳集團安全管理理念、落實安全管理制度與提高員工安全意識。

安全培訓

集團嚴格遵守並落實國家相關法律法規，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。本年度，集團安全培訓參與人次為37,998人次。同時，集團重點推進對工程建設現場一線操作人員安全知識的培訓，並進一步加強企業負責人、項目經理和安全管理人員三類人員的培訓工作，要求100%考試合格方可上崗。

集團採用多平台的方式開展主題豐富的安全培訓。本年度，集團利用安全環保微課堂、OA安全園地、釘釘雲課堂等平台開展各類安全環保培訓工作，課程內容涵蓋法律法規、事故案例、先進安全經驗等。同時，集團組織開展集中式安全教育培訓，在工程年度會議、生產運營年度會議上對工程、生產主要負責人和骨幹管理員工集中開展安全管理工作的專業培訓。通過集中式培訓，員工的安全意識與安全管理能力均得到有效提升。



Production Safety Month Activities

The Group attaches great importance to the construction of safety culture and carries out "Production Safety Month" activities within the Group every year. With the theme of "take the role of the first person responsible for work safety with practices in compliance of *Law on Work Safety*", we have carried out a series of featured activities with various forms and rich content under the local pandemic prevention and control. All units have actively carried out safety training and education, and encouraged all employees to learn safety knowledge, creating a production safety culture.

- *Safety Knowledge Competition*

During the Safety Month, the Group organised and carried out the group-wide safety knowledge competition, and held three rounds of learning competition activities for all staff on the topic of *Law on Work Safety*, traffic and fire safety knowledge. Various units also organised knowledge competitions on safety regulations. Heilongjiang Branch and O&M Company actively launched the Safety Month knowledge contest and quiz activities. Project companies have conducted 21 safety knowledge examinations, with a pass rate of 99%.

- *Safety Awareness Training*

The Group organised employees to learn from safety events, watch the industry-specific safety educational films, and intensified the publicity efforts on interpretation and popularisation of law by case-learning to enhance employees' awareness of work-related risks and self-prevention. All units watched a total of 180 educational films, with 1,812 participants.

安全生產月活動

集團重視安全文化建設，每年開展集團範圍的「安全生產月」活動。本年度的「安全生產月」活動以「遵守安全生產法、當好第一責任人」為主題。集團各單位根據疫情防控形勢，結合各地實際開展了一系列形式多樣、內容豐富的特色活動。各單位積極開展安全培訓教育工作，促進全體員工踴躍學習安全生產知識，營造濃厚的安全生產文化氛圍。

- *安全知識競賽*

安全月組織開展全集團安全知識競賽活動，舉辦了3期全員安全法、交通、消防安全知識學習競賽活動；各單位亦組織安規等各項知識競賽，黑龍江分公司、運維公司積極開展安全月知識競賽闖關答題活動。各項目公司開展安全知識考試21次，通過率99%。

- *警示教育安全培訓*

集團組織員工集中學習安全事件、觀看行業典型事故警示教育片，加大以案釋法和以案普法宣傳力度，增強員工崗位風險和自我防範意識。各單位觀看警示教育片共計180場次，參與人次1,812人次。



- *Safety Month Keynote Lectures*

The Group organised the keynote lectures during “Production Safe Month”. All units carried out a variety of keynote lectures, as well as safety oath-taking activities and Safety Month signature activities. A total of 125 lectures on safety topics were carried out by branches and project companies, with 1,835 participants.

- 安全月主題宣講活動

集團組織開展了「安全生產月」主題宣講活動，各單位開展了豐富多樣的主題宣講，開展安全宣誓、安全月簽名活動。各分公司、項目公司共計開展安全主題宣講 125 次，參與人次 1,835。

Case study
案例

CENTRALISED TRAINING ON CERTIFICATION FOR SAFETY MANAGEMENT EMPLOYEES

集團與主流主機廠家展開項目技術合作交流

During the activity of Production Safety Month, the Group specially invited the China Academy of Safety Science and Technology to cooperate in the training on certification for safety management employees. The main responsible personnel in charge of engineering, production and O&M and the full-time and part-time safety management personnel participated in the centralised online training. Through the in-depth elaboration, online interactive sessions and examinations of courses such as Implementation and Strategy of Safety Management Responsibilities of Main Responsible Persons of Enterprises, Safety Risk Identification and Dangerous Operations and Safety Production Management, the professional ability of safety management personnel at all levels has been further improved, and the foundation of safety production of the Group has been consolidated. In 2022, a total of 75 people obtained certification, among whom, 14 were newly certified and 61 renewed the certification.

安全生產月活動期間，集團特邀中國安全生產科學研究院合作開展了安全管理人員培訓取證工作。工程、生產、運維的企業主要負責人及專兼職安全管理人員線上參加了此次集中培訓，通過《企業主要負責人安全管理職責落實與策略》、《安全風險辨識與危險作業》及《安全生產管理》等課程的深入闡述、線上互動環節及考試，進一步提升了各級安全管理人員業務能力，夯實了集團的安全生產基礎。2022 年度，集團新取證 14 人，複審 61 人，共 75 人。

(2) Capacity Building

The Group makes efforts in consolidating the foundation and promoting innovation. The development and use of clean energy plays a crucial role in facilitating the low-carbon transformation of the national energy structure. We have always been committed to clean energy development and services, continuously strengthened our innovation capability, making contribution to “dual carbon”. We continue to innovate business models, promote innovation and R&D applications and improve information quality management. We strive to create new growth points based on scientific and technological innovation, thus achieving sustainable development.

(二) 能力建設

夯實基礎，開拓創新。清潔能源的開發與利用在助力國家能源結構低碳轉型方面有至關重要的作用。我們始終堅持清潔能源開發與服務，不斷加強創新，助力國家「雙碳」目標。我們持續創新業務模式、推廣創新研發應用、提升信息化質量管理，依托科技創新打造業務新增長點，實現公司可持續發展。



1. INNOVATIVE BUSINESS MODEL

While focusing on power generation as the core business, the Group is committed to building an integrated service business brand, actively expanding its business, increasing the power generation efficiency of clean energy, and improving the popularization and utilisation of clean energy.

The Group actively promotes the development of energy storage business. This year, the Group set up the Industry Introduction and Cooperation Working Group, which is specifically responsible for the Group's investment in new industries and equipment landing and manufacturing. The working group established Edge Power, an independent company specialising energy storage manufacturing, to promote research on energy storage manufacturing and successfully completed investment in local energy storage plants. We have actively developed new energy storage businesses, significantly increased the installed scale of electrochemical energy storage projects, and effectively promoted the diversified development of energy storage.

We have expanded our O&M business, and continuously improved the service system of "standardised management process + digital technology" by applying big data and cloud computing technology. This year, the Group actively promoted the innovation of PV business and released digital products for household PV businesses. We provided a full-life digital control system around the development, construction and operation of household PV. Through the development of digital products such as household PV comprehensive management platform, money management platform and POWER+ online operating platform, we have digitalized process data, automated fund splitting, standardised business processes. Thus, we connected online and offline O&M platform to reduce O&M costs. This year, the Group added offshore wind turbine O&M business. In response to the complex marine weather conditions, we have used information technology and established emergency plans to ensure the stable operation of offshore wind turbines.

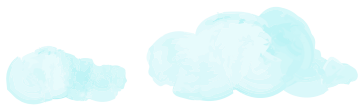
1. 創新業務模式

在專注於發電這一核心業務的同時，集團致力於打造一體化服務業務品牌，積極拓展業務，提升清潔能源發電效益，提高社會層面清潔能源普及性與利用率。

集團積極推動儲能業務發展。本年度，集團成立產業引進和合作工作組，專項負責集團新產業投資與設備落地製造工作。工作組成立儲能製造獨立公司四維能源，推進對儲能製造的研究，並順利完成對地方儲能工廠的投資。我們積極發展新型儲能業務，投運的電化學儲能項目裝機規模大幅提升，有效推動儲能多元化發展。

我們拓展運維業務，應用大數據與雲計算技術，持續完善「標準化管理流程+數字化技術」雙輪驅動的服務體系。本年度，集團積極推進光伏業務創新，發佈戶用光伏數字化產品。我們圍繞戶用光伏開發、建設及運營階段，提供全生命週期數字化管控手段。通過開發戶用綜合管理平台、資金管理平台及POWER+線上運營平台等數字化產品，實現過程數據電子化、資金分賬自動化、業務流程標準化，聯動線上線下運維平台，降低運維成本。本年度集團新增海上風機運維業務。針對海上天氣情況復雜的問題，我們運用信息化手段並建立應急預案，保障海上風機穩定運行。





Focusing on distributed photovoltaic, distributed wind power and energy storage EPC services, Design Company has deepened innovation, and continuously provided the customer with high-quality services covering planning, feasibility research, construction documents design and as-built drawing design. This year, Design Company made breakthroughs in new business such as power grid planning, and passed the review of the Ministry of Science and Technology to be rated as a small and medium-sized technology-based enterprise and an innovative small and medium-sized enterprise in Beijing, which fully demonstrated its innovative R&D capabilities.

2. INNOVATIVE R&D APPLICATIONS

Innovation is the primary productive force driving the development of enterprises. The Group keeps optimising the innovation management system and promoting the R&D and application of scientific and technological innovation in the field of clean energy.

This year, the Group integrated various technical resources and established Technology Centre. Technology Centre includes the Technology Strategy Department, the Technical Support Department and the Technical Improvement Department.

- The Technology Strategy Department develops and presses ahead with the technology strategy of the Group. It analyses new technology developments and trends in the industry and determines the direction of the Group's technology development.
- The Technical Support Department provides technical support for the whole process of group project development, engineering, production and sale and supports the implementation of the Group's development strategies.
- The Technical Improvement Department keeps up with new technologies and equipment and manages technical improvements in power stations of the Group to improve operation quality of power stations and return of invested projects.

設計公司圍繞分布式光伏、分布式風電及儲能 EPC 等服務深化創新，持續為客戶提供高質量的發電項目規劃、可行性研究與施工竣工圖設計等服務項目。本年度，設計公司在電網規劃等新業務上實現突破，並通過科技部審核，獲評北京市科技型中小企業與創新型中小企業，充分展示了卓越的創新研發能力。

2. 創新研發應用

創新是引領企業發展的第一生產力。集團不斷優化創新管理體系，持續推進清潔能源領域的科技創新研發與應用。

本年度，集團整合各方技術資源，設立技術中心，下轄科技戰略部、技術支持部及技改管理部，統籌技術創新與應用工作。

- 科技戰略部參與制定並推進集團科技戰略實施，分析行業新技術發展動態及趨勢，引領集團技術發展方向。
- 技術支持部為集團項目在開發、工程、生產、出售等全過程提供技術支持工作，支持集團發展戰略落地實施。
- 技改管理部跟踪電站技改相關新技術、新設備等，開展集團電站技改管理工作，提高電站運營質量，提升投運項目收益。



The Group pays close attention to the development and application of new technologies in the industry, and the trends of major projects, such as hydrogen energy, with multiple reports on new technologies and industry development produced. Moreover, we conducted various featured research. The research findings have been applied to project design, which increases the productivity and profitability of the project.

This year, we conducted customised R&D and application in key technologies of new energy projects, driving business development through innovation.

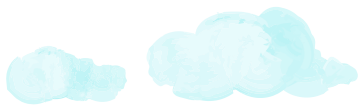
- In an iterative optimisation project, we have refined the model and tower solutions under multiple-boundary conditions, mainly to address design problems of wind farms in different resource conditions, such as height limitations and noise and light impacts. In light of this, we can not only reduce environmental impacts, but also maximise the economic benefits of wind farms.
- The PV module coating technology can improve the transparency of PV glasses, thus enhancing photoelectric conversion efficiency. This year, the Group conducted the initial research, verifying the feasibility and profitability of multiple PV module coating technologies and providing appropriate application scenarios.
- The feedforward radar can gather more information about the incoming flow to help wind turbine blades change pitch in advance. It enhances the stability of operation and output power of wind turbines, and then the capacity of wind power projects. This year, we further studied the installation and application of the technology in invested wind power projects.

集團密切關注行業新技術的研發應用，持續跟踪氫能等項目的前沿動態，並形成多份新技術跟踪和行業發展報告。同時，我們開展了多個專項課題研究，專題研究成果已應用於項目設計，有效地提升了項目的生產效率與收益水平。

本年度，我們對新能源項目進行了定制化的關鍵技術研發與應用，以創新驅動業務發展。

- 多邊界條件下機型和塔架方案精細化迭代優化項目，主要解決了在不同資源條件下的風電場設計問題，如風電場限高、噪音光影影響等，減少對環境影響，最大化風電場的經濟效益。
- 光伏組件鍍膜技術的應用可提高光伏玻璃透光率，從而提升光電轉化效率。本年度，集團初步研究驗證了多款光伏組件鍍膜技術的可行性和經濟性，並給出了該項技術的適用場景。
- 前饋雷達可以獲取風機葉片前方更為豐富的來流信息，幫助葉片提前變槳，增強風機運行及輸出功率的穩定性，提升風電項目發電能力。本年度，我們進一步研究了該技術在投運風電項目中的安裝與應用。





This year, Beijing Concord Zhongneng Technology Co., Ltd., a subsidiary of the Group, constantly optimised the function of the POWER+ platform to achieve digitalized asset management, intelligent production operation, and convenient business decision-making process.

- **Data collection:** The POWER+ platform features both real-time online collection and offline data import. The real-time online collection function guarantees standardised data import and collection and adopts various technical methods to improve data accuracy and the quality of O&M data. Besides, the platform provides offline data import services to power stations that don't have the capability to collect data in real time. Core functions are deployed through a lightweight approach on the plant side to help offline power stations achieve intelligent O&M.
- **Centralised control platform:** The centralised control platform of POWER+ enables real-time centralised monitoring on the operation status of plants within the district, and achieves intensive operation of combined single power stations. Moreover, it facilitates the implementation of dispatching requirements. Human resource deployments in new energy power stations are also further optimised to improve the efficiency of production and management. Each plant can reduce the number of required O&M personnel by 6 after applying the centralised platform, with O&M annual cost lowered by approximately RMB10/kW.
- **Data centre:** The data centre of POWER+ monitors the whole cycle of power stations in an intelligent manner, involving real-time monitoring on operation, production, safety and other indicators. The data centre also sets a warning function. Any operational anomalies of the equipment can be identified quickly and immediately sent to the O&M personnel with a work order, ensuring the safety and stability of power stations at every moment.
- **Production management system:** Composed of asset management, AI Ops App, O&M think tank and other online platforms, the production management system achieves standardised and transparent management in power stations through mass storage of production data and enhanced supervision on production process.

本年度，集團下屬協合衆能科技有限公司持續優化POWER+平台功能，實現資產管理數字化、生產運行智能化、業務決策便捷化。

- **數據採集：**POWER+平台同時具備實時在線採集和離線數據導入的功能。實時在線採集功能保障了標準化的數據接入採集，通過多重技術手段提高數據精準性，提高運維數據質量。平台也為不具備實時數據採集條件的電站提供離線數據導入服務，通過在站側輕量化部署核心功能，幫助離線電站實現智慧運維。
- **集控平台：**POWER+的集控平台實時對區域內場群的運行狀態進行集中監控，實現單一電站匯合集約化運行，有利於各項調度要求落地，進一步優化新能源電站人力資源配置，提升電站生產和管理效率。通過集控平台的應用，每個場站可實現減少六名運維人員值守，每年運維成本約下降10元/千瓦。
- **數據中心：**POWER+的數據中心對電站進行全周期智能化監視，包括電站實時運行、生產、安全等指標監視。數據中心同時具備設備告警功能，快速洞察設備運行異常，並將告警一鍵轉化為工單第一時間送達運維人員，時刻保障電站安全穩定。
- **生產管理系統：**生產管理系統由資產管理、智能維APP、運維智庫等線上平台組成，通過存儲大量生產過程數據，加強生產過程監督，實現電站管理規範化、透明化。

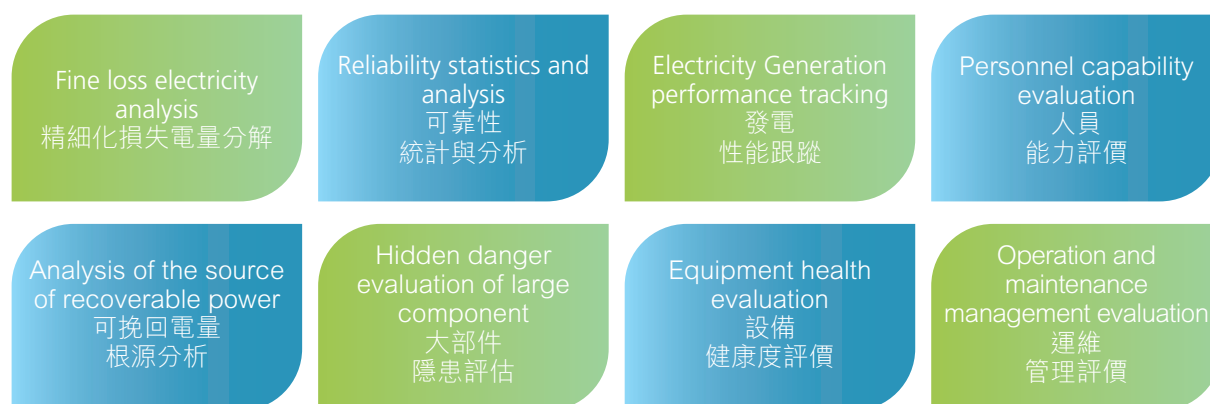


Meanwhile, relying on the POWER+ system, we realise the real-time monitoring and analysis on wind, light, noise, shadow, equipment operational variables and other factors. We strengthen environmental monitoring during O&M with full consideration of the impacts of risks arising from climate changes on the stable operation of power plants.

The Group independently develops an intelligent analysis system PowerInsights to carry out statistics, analysis and assessment on operational efficiency and employee capabilities of power stations. By collecting operational data, fault records and other information, the system can instantly analyse and assess the operation, equipment performance and on-site O&M in new energy power plants, and objectively evaluate the service level and quality of personnel. Then it provides a customised O&M solution based on experience.

同時，我們基於POWER+系統實現了對風、光、噪音、光影、設備運行變量等實時監測分析，在運維中加強環境監測，充分考慮氣候變化的相關風險對電廠穩定運行的影響。

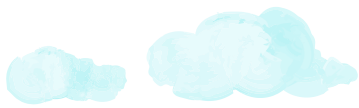
集團自主研發PowerInsights智能分析系統，實現對電站運行能效和人員工作能力的統計、分析與評估。通過收集運行數據及故障記錄等信息，系統即時分析與評估新能源場站運行狀況、設備性能與現場運維情況，科學客觀地評價人員服務水平與質量，並結合公司運維經驗提供定制化的運維方案。



This year, the Group continued to optimize the EAM system to improve the information management of O&M services. We promoted the electronic system of "two tickets" (work ticket and operation ticket) among all power plants, enhancing process efficiency and reducing downtime. The system provides the analysis report function and IT-based analysis to better assess shutdowns in power plants. The standardised delivery function provided in the system achieved information sharing between power plants and headquarters, which broke down the information barrier between headquarters and the site and lowered management costs.

本年度，集團持續優化EAM系統應用，提升運維服務的信息化管理水平。我們在全部場站推廣電子「兩票」制度，提升流程效率，減少停機時間。系統上線分析報告功能，實現了電場停機事件分析報告的信息化，加強對停機事件的分析評估。系統上線標準化交付，實現電廠區域和總部的信息共享，打破總部與現場的信息壁壘，減少管理成本。





During the year, we integrated data among three systems of POWER+, PowerInsights and EAM to align with the ledger. The division of task is clear. The POWER+ system is responsible for data import and presentation, the PowerInsights system for in-depth analysis on data, and the EAM system for on-site production management. The effective integration and optimisation of system data online and offline drives the implementation of intelligent O&M.

3. INTELLECTUAL PROPERTY AND BRAND MANAGEMENT

We are well aware of the importance of acquiring and protecting intellectual property rights in propelling innovative development and improving market competitiveness. In strict accordance with the requirements of laws and regulations such as the *Trademark Law*, the *Patent Law* and the *Copyright Law*, the Group has established the intellectual property management system. We have formulated and issued the *Intellectual Property Management Rule* and other four supporting administrative measures to define the organisational structure of intellectual property management and the responsibilities of each department. By the end of 2022, the Group obtained 11 authorized patents and 3 software copyrights.

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 shaping and improving the brand image, and continues to strengthen standardized management and related publicity. We have published the *CNE Manual for Visual Identification of Company Brand Image*, which provides uniform language and systematic visual logo symbols. As a result, the visual application 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.

本年度，我們對POWER+、PowerInsights、EAM三個系統進行數據層面整合，達到系統台賬一致。三個系統任務分工明確，POWER+負責數據接入及展示，PowerInsights負責深度數據分析，EAM負責現場生產管理。通過有效整合與優化系統數據，線上線下相結合，更有效地推動智慧運維落地。

3. 知識產權及品牌管理

我們深刻認識到知識產權的獲取與保護對推動企業創新發展、提高市場競爭力的重要意義。集團嚴格遵守《商標法》《專利法》《著作權法》等法律法規要求，建立知識產權管理體系，制定並發布《知識產權管理制度》及四個配套管理辦法，明確知識產權管理組織架構及各部門的職責。2022年，集團獲得授權專利11項，軟件著作權3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。集團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。

集團高度重視塑造並提升品牌形象，持續加強規範化管理及相關宣傳。我們發布《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，持續擴大品牌影響力。



4. INFORMATION QUALITY GUARANTEE

The Group identifies and complies with laws and regulations that have a significant impact on 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*, *Regulations for Safety Protection of Power Monitoring System* and other regulations, which are implemented within the Group to ensure information security of the Group.

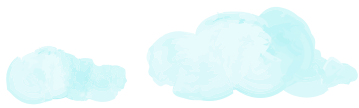
The Group optimises information security management on a sustained basis, including enhancing employee information security responsibility system and improving the implementation of information security protection measures such as data backup and vulnerability scanning. This year, the Group introduced the bastion host to manage computing resources in public and private clouds in a unified manner, which addressed unclear responsibilities of personnel, untimely permission grants and withdrawals and other problems encountered during IT O&M. We establish VPN encrypted communication channels to enhance data transmission security, and back up critical business data for disaster recovery, traceability and audit purposes. The Group regularly scans security vulnerabilities to identify risks in the system and applications, after which relevant response strategies are developed to fix critical issues in a timely manner. We produce corresponding reports on vulnerability scan and secondary scan to ensure that the core data is safe and reliable. As for power plants, the Group deploys firewall hardware and adopts firewall configuration policies. The dual security isolation of hardware and software policies and targeted data transmission are realized to ensure data security in power plants. In addition, the Group installs tiny longitudinal encryption devices on wind turbines of power stations to ensure the security of data transmission.

4. 信息化質量保證

集團識別並落實對信息安全及隱私保護有重大影響的國家法律法規，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》《電力監控系統安全防護規定》等相關規定並在集團範圍內貫徹執行，保障信息安全。

集團持續優化信息安全管理，完善員工信息安全責任制，加強落實數據備份、漏洞掃描等信息安全保護措施。本年度，集團上線堡壘機，將公有雲和私有雲中的計算資源統一納管，有效解決IT運維過程中人員權限不明晰、權限開放回收不及時等問題。我們通過建立VPN加密通信通道，提升數據傳輸安全性，並對關鍵業務數據進行備份，供災難恢復、溯源與審計使用。集團定期進行安全漏洞掃描，識別系統及應用層風險，制定應對策略，及時修復關鍵性問題，產出相應的漏洞掃描報告與二次掃描報告，確保核心數據安全可靠。在電廠端，集團通過部署防火牆硬件和採用防火牆配置策略，實現硬件和軟件策略的雙重安全隔離與數據定向傳輸，保障電站數據安全。同時，集團對電站風機進行微型縱向加密安裝，保障數據傳輸的安全性。





Aiming to respond to emergencies more quickly and efficiently, the Group establishes and improves a response procedure for information security emergencies. First of all, we classify information security events, designate the first responsible person, and establish an emergency group. We stick to the system inspection mechanism, under which all departments are required to detect major system accidents within 8 hours upon their occurrence, and notify the first responsible person and the Emergency Group based on the accident classification. We pay attention to the investigation and analysis of information security accidents. Regarding major accidents, we find out results within 24 hours upon their occurrence and provide solutions within 1 week.

This year, the Group continued to provide training and publicity campaigns on information security. We offered employees training on preventing major attacks such as phishing attacks and ransomware through interactive service windows and emails. We also organised confidentiality training for all employees, which explained in great detail the internal information security involved in confidentiality policies to raise their awareness of information security protection.

On the one hand, the Group improves our own information security management. On the other hand, the Group utilizes our technology advantage and helps customers enhance information security management capability by providing professional information security rectification services such as network security monitoring and classified protection improvement.

集團建立並完善信息安全應急處理流程，力求更加快速高效地進行應急處理。首先，我們對信息安全事件進行分類，並指定第一責任人，同時建立應急事故小組。我們堅持系統巡檢機制，要求各部門做到系統重大事故發生後8小時內發現，並根據事故分類通知第一責任人與應急事故處理小組。我們重視對信息安全事故的調查與分析，重大事故發生後於24小時內形成調查結果，並於1周內形成解決方案。

本年度，集團持續推進信息安全相關培訓與宣貫工作。通過互動服務窗、電郵等方式針對釣魚攻擊、勒索病毒等主流攻擊方式進行員工培訓。我們同時組織了全員保密培訓，對保密制度中針對內部信息安全的部分進行詳盡講解，提高員工對信息安全的防護意識。

集團在完善自身信息安全管理基礎上，充分發揮自身技術優勢，為客戶提供專業的信息安全整改服務，包括網絡安全監測、等級保護技改等，幫助客戶提升信息安全管理能力。



INFORMATION SECURITY RECTIFICATION SERVICE OF BEIJING CONCORD ZHONGNENG TECHNOLOGY CO., LTD. 北京協合衆能科技有限公司信息安全整改服務

Beijing Concord Zhongneng Technology Co., Ltd., a subsidiary of the Group, provides standardised services and products concerning information security and customised solutions according to plant characteristics. To reach the prevention and control goal of "Effective blocking of external intrusion", isolation of external interference, containment of internal intervention and control of security risks", the company installs network security monitoring devices at the plant. In this year's network security monitoring project of Guohua Xinlingele, the company helped deploy security monitoring devices in wind farms. The information security rectification project was successfully completed by providing access to the network monitoring platform and installing network monitoring display machines.

集團下屬北京協合衆能科技有限公司為客戶提供信息安全相關的標準化服務和產品，並根據場站特點打造定制化解決方案。公司通過對場站加裝網絡安全監測裝置，實現「外部侵入有效阻斷、外力干擾有效隔離、內部介入有效遏制、安全風險有效管控」的防控目標。在本年度的國華錫盟網絡安全監測接入項目中，公司協助客戶在風電場部署網絡安全監測裝置，通過提供網監平台接入、安裝網監展示機等服務，成功完成信息安全整改項目。

(3) Coordinated Development

The Group establishes a comprehensive customer system with diversified levels and makes improvements to promote customer satisfaction on a sustained basis. Insisting on pursuing an honest and clean business environment, the Group continues to optimise the supply chain management. We promote the green and low-carbon concept among processes of supply chain management, and cooperate with suppliers to build a responsible supply chain system, driving the sustainable development of enterprises and society. The Group participates in industry exchanges, shares technical experience in the new energy area and explores the latest development trends. Moreover, we take the lead role in developing industry standards, contributing to the development and technical progress of the new energy industry.

1. CUSTOMER SERVICE

The Group attaches importance to both business development and customer service improvement. As a customer-oriented organisation, we continuously broaden customer communication channels and establish a sound customer service system to deliver quality.

(三) 協同發展

集團建立並完善全方位且多層次的客戶服務體系，以不斷提升客戶滿意度。集團始終堅持營造誠信、廉潔的營商環境，持續推進供應鏈管理優化，將綠色低碳理念融入供應鏈管理流程，與供應商共建負責任的供應鏈體系，推動企業與社會可持續發展。集團積極參與行業交流活動，分享新能源領域的技術經驗、探討前沿發展趨勢，主導行業標準編制，為新能源行業發展和技術進步貢獻力量。

1. 客戶服務

集團在注重業務發展的同時，也重視客戶服務水平的提升。我們堅持以客戶為中心，不斷拓寬客戶溝通渠道，建立健全客戶服務體系，聚焦服務質量提升。



The Group follows up the entire project process and responds to customers' suggestions and complaints in a timely manner to constantly optimise project services and ensure customer experience. We collect customer feedback from continuous customer satisfaction surveys. We organise analysis meetings to discuss the identified problems and determine the improvement plan, further optimising service process and enhancing service quality. This year, the branches and subsidiaries of the Group conducted satisfaction surveys as planned and made corresponding improvements based on the results. Among them, the overall customer satisfaction rate of the Design Company achieved 100%; the total number of complaints of the O&M Company was 17, all of which have been solved. The satisfactory resolution rate of complaints was 100%.

集團對項目流程全程跟蹤，及時回應客戶的建議與投訴，不斷優化項目服務，以保障客戶體驗。我們持續開展客戶滿意度調查，收集客戶反饋意見，並組織開展分析會議，協商溝通發現的問題，最終確定改進計劃，進一步優化服務流程、提升服務質量。本年度，集團各分子公司按計劃進行滿意度調查，並基於調查結果開展專項提升工作。其中，設計公司整體客戶滿意度實現100%；運維公司投訴總數量17起，已全部解決，投訴滿意解決率100%。

Case study
案例

ONLINE VIDEO EVIDENCE SYSTEM OF O&M COMPANY 運維公司線上視頻存證系統

To improve service quality this year, O&M Company's employees have taken full responsibility of the periodical inspection system, instead of outsourcing related work as in the past. We strictly followed the online video evidence system, where all work regarding periodical inspection and O&M was uploaded to cloud platforms in video for review purpose. The employees' service awareness and quality were comprehensively enhanced driven by the integration of standardised management process and digital technology. As at the end of the year, O&M Company received approximately 100 letters of appreciation, showing the customers' recognition of the quality of O&M services.

本年度，運維公司將原有的定檢外包制度改為完全由集團人員完成定檢及運維工作，以提高服務質量。我們嚴格使用線上視頻存證系統，將定檢維護工作中的每項工作內容視頻記錄上傳至雲平台以供審核。在標準化管理流程與數字化技術結合的驅動下，整體提高員工的服務意識及質量。截至年末，運維公司收到表揚信近百封，體現了客戶對運維服務質量的認可。



2. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

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.

The Procurement and Bidding Centre takes the lead in supplier management of the Group. This year, we continued to optimise supplier management throughout the whole process. Suppliers are strictly selected through full-process review, ranging from pre-qualification, site or factory inspection to candidates' announcement and final selection. And we evaluate overall capabilities of suppliers including financial risks, EHS management and delivery from various perspectives. As for existing suppliers, we carry out strict supervision and regular reviews. We establish a list of qualified suppliers, where we conduct annual assessment on comprehensive profitability, product quality, governance structure, service awareness and other indicators.

The Group actively responds to national policies and attaches great importance to our suppliers' salary management for rural workers. For all contractors involved in our project construction, we will investigate and learn about their employment status in the contract negotiation phase, and clarify that unpaid salaries for migrant workers are not allowed. In the contract, the wage deposit for migrant workers is reserved or a special account for migrant workers is set up at project sites. In case of wage arrears, the group will pay in advance to protect their legitimate rights and interests.

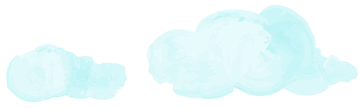
2. 負責任的供應鏈管理

集團識別並嚴格遵守《招標投標法》等國家法律法規，制定《供應鏈管理政策》《招標監督管理辦法》等制度，規範供應商管理流程。

集團供應商管理由採購招標中心牽頭負責。本年度，我們持續優化供應商全流程管理，嚴格篩選供應商，從資質預審、現場或工廠考察、入圍公示到入選等環節實施全鏈條審查模式，多維度評估考核供應商財務風險、環境健康安全(EHS)管理能力、交付能力等方面的綜合水平。對於已有供應商，我們進行嚴格監管並定期開展評審，建立合格供應商名錄，綜合盈利能力、產品質量、治理結構、服務意識等指標進行年度綜合考核。

集團積極響應國家政策要求，高度重視供應商的農民工工資管理情況。對於所有參與集團項目工程施工的承包商，集團均在合同談判階段對其用工情況進行調查了解，明確申明不得拖欠農民工工資的要求。合同中採取預留農民工工資保證金，或在項目地設置農民工工資專用賬戶兩種方式，一旦發生拖欠工資情況，由集團代付以保障農民工合法權益。





The Group identifies key suppliers based on the importance of equipment, materials or services and the degree of contribution to the Group development, and adopts a strict management system for key suppliers. We identify key ESG risks based on the industry and operation of critical suppliers, and place emphasis on suppliers' ESG performance. This year, we focused on ESG areas such as quality management, human rights and environment according to the identification and assessment of critical suppliers. The Group sets up a supplier management platform to continuously promote the optimisation of ESG management of suppliers. The supplier management platform provides online ESG training, which includes policy promotion and information reporting links. Suppliers are required to report the usage of renewable energy sources in accordance with ESG policies and regulations of the Group and promote the Group's policies among their employees. New suppliers can obtain the admission qualification after completing the training and information reporting on the platform. Existing suppliers also need to refine their ESG information.

The Group is keen to promote the green transformation of supply chains, prioritising environment-friendly products, energy conservation transformation and other measures taken. We are the first in the new energy industry to use main transformers meeting new energy standards, improving the energy efficiency of projects. Meanwhile, we select environment-friendly materials during construction, such as grass-planting bricks that are conducive to ecological protection. The installation of PV power generation systems on rooftops and energy conservation transformation measures taken by our suppliers not only increased the share of clean energy, but also lowered the costs of energy consumption in production and manufacturing.

Please refer to the Group's *Supply Chain Management Policy* for more details.

集團基於提供設備、材料或服務的重要性、對集團發展的貢獻程度等維度識別關鍵供應商，對關鍵供應商採取嚴格的管理制度。我們基於關鍵供應商所在行業、運營情況等識別其關鍵ESG風險並高度關注其ESG表現。本年度，基於根據關鍵供應商識別及評估，我們重點關注質量管理、人權、環境等ESG相關範疇。集團設置供應商管理平台，持續推進供應商ESG管理優化。供應商管理平台提供線上培訓，並設置政策宣傳、信息填報環節。我們要求供應商遵守集團ESG相關政策規定，填報可再生能源的應用情況，並向其僱員宣貫集團政策。新入圍供應商必須在平台完成學習及信息填報，方可獲得評審入圍資格，已入圍供應商亦需完善ESG信息。

集團通過優先選用環保產品、節能改造等措施，積極推動供應鏈綠色轉型。我們在新能源行業中率先採用新能效標準主變壓器，提高項目的能源利用效率。同時，我們在工程建設過程中積極選用環保材料，如有利於生態保護的植草磚等。集團供應商在屋頂安裝光伏發電系統、採取節能改造措施等，既提高了清潔能源佔比，又降低了生產製造耗能成本。

請參考集團《供應鏈管理政策》，以獲取更多相關信息。



3. INDUSTRIAL EXCHANGES AND COOPERATION

Adhering to the philosophy of development, inclusiveness, diversity and mutual learning, the Group continues to deepen industrial exchanges and cooperation. We closely follow the development trend of the new energy industry, and constantly pursue our own innovation. At the same time, we share our technology and experience with industry experts, actively organize and participate in industry exchanges, participate in the formulation of industry standards, and jointly promote the prosperity and development of the industry.

Industrial Exchanges

This year, the Group organised or participated in nearly 100 industrial cooperation exchanges, covering topics on wind power, PV, energy storage, hydrogen energy and new electric power systems, etc. During the Wind Power Operation Index Release of the Power Industry this year, there were 4 power plants awarded “the AAAAA Grade Wind Farm”, 4 power plants awarded “the AAAA Grade Wind Farm” and 4 power plants awarded “the AAA Grade Wind Farm” in recognition of the Group’s excellent management. The number of high-quality wind farms of the Group accounts for more than 50% of all wind power plants applied.

3. 行業交流與合作

集團秉持開發包容、多元互鑒的理念，持續深化行業交流與合作。我們緊跟新能源行業前沿發展趨勢，不斷追求自身創新。同時，我們攜手行業專家分享自身技術與經驗，積極組織參與行業交流，參與制定行業標準，共同推進行業繁榮發展。

行業交流

本年度，集團共組織或參與了近百次行業合作交流會，涵蓋風電、光伏、儲能、氫能、新型電力系統等專業方向。其中，在本年度的電力行業風電運行指標發佈會上，集團憑藉優異的電站管理水平，獲評4個「5A」級風電場、4個「4A」級風電場、4個「3A」級風電場，優質風電場數量佔已申報風電場的比例超過50%。

Case study
案例

TECHNICAL COOPERATION AND EXCHANGE BETWEEN THE GROUP AND MAINSTREAM MANUFACTURERS OF MAIN ENGINE 集團與主流主機廠家展開項目技術合作交流



In terms of the design of complex projects, the Group works with several main engine manufacturers to discuss customised design solutions for different technologies, so as to improve equipment efficiency during production and maximise project profits. In addition, we strive to make breakthroughs in key technologies, the results of which will provide great reference for the design of complex projects in the industry.

針對複雜項目設計，集團與多個主機廠家開展多種技術方案的定制化設計研討，提高生產階段設備效率，以最大化項目收益。我們在此基礎上開展關鍵技術攻關，研究成果對於行業複雜項目設計具有極大的實踐參考價值。



Case study
案例

THE GROUP ATTENDED THE FORUM ON CONSTRUCTION OF ECOLOGICAL PV POWER STATIONS IN THE DESERT 集團參與沙漠生態光伏電站建設論壇



The Group attended the 2nd Forum on Construction of Ecological PV Power Plants in the Desert jointly sponsored by the Investment Association of China and China Photovoltaic Industry Association. We discussed the commercial development mode and construction standards of eco-PV in the desert together with industrial experts to tackle challenges such as design and profit models during PV construction in the desert and Gobi. In addition, we visited two active PV bases in Kubuqi and Dalad to know their construction and operation. The contents discussed in this

cooperation exchange are of great significance for the expansion of the PV business development model and enable the ecologically sustainable and benign development of “golden sands, blue ocean and oases”.

集團參加中國投資協會和中國光伏行業協會主辦的第二屆沙漠生態光伏電站建設論壇，與行業專家共同探討沙漠生態光伏商業化開發模式與建設標準，共同應對「沙戈荒」（沙漠、戈壁、荒漠）光伏建設中的設計與盈利模式等難點問題，並組織考察了庫布其和達拉特兩個在運光伏基地的建設和運行。本次合作交流內容對拓展光伏業務發展模式具有重大的借鑒意義，為「金沙、藍海、綠洲」的生態可持續良性發展帶來可能。

Case study
案例

CONCORD O&M COMPANY PARTICIPATED IN THE SEMINAR ON O&M AND AFTERMARKET OF NEW ENERGY POWER STATIONS 協合運維參與新能源電站運維及後服務市場研討會



In July 2022, Concord O&M Company participated in the “6th Seminar on O&M and Aftermarket of New Energy Power Stations” co-sponsored by China Photovoltaic Industry Association, and discussed opportunities and challenges for O&M and aftermarket of new energy power stations in a new era with various industrial experts. Acting as an active player, Concord O&M Company provided advice on digital reconstruction of new energy O&M and actively participate in discussion to promote the digitalisation and intelligence of new energy.

2022年7月，協合運維參與由中國光伏行業協會等聯合主辦的「第六屆新能源電站運維及後服務市場研討會」，與眾多行業專家共同探討新形勢下，新能源電站運維及後服務市場的機遇與挑戰。協合運維就新能源運維的數字化重構建言獻策，積極參與研討，為新能源數字化、智能化貢獻力量。

Participate in the Development of Industry Standards

As an industry leader, the Group participated in the formulation of industry standards to address technical issues hindering development. In this way, we promoted the technical progress and industry standardization. A total of 3 compiled industry standards were released and implemented this year, namely *Wind Energy Resources Analysis and Output Calculation Methods for Micrositing*, *Probability-based Output Calculation Methods* and *Guidance on Wind Resource Assessment Methods for In-service Wind Farms*.

In 2022, Design Company joined and became a member of China Electric Power Construction Association. The Company attended the Exchange for Industry Standards Promotion regarding Grid Design organised by China Electric Power Planning & Engineering Institute. The company also invited industrial experts to communicate on new technologies many times.

This year, the Group set higher and more demanding corporate standards on the basis of national and industrial standards. To pursue further business development, we strictly follow those standards and regulate existing issues, leading the technical progress of the industry.

參編行業標準

集團充分發揮行業帶頭作用，通過參與行業標準編制，規範了行業發展中存在的技術問題，促進行業技術進步、引導行業規範發展。本年度，有3項參編行業標準發布實施：《微觀選址中風能資源分析及發電量計算方法》《基於概率的發電量計算方法》《在役風電場風資源評估方法指導文件》。

2022年，設計公司加入中國電力建設企業協會，成為協會直管會員。公司參與了由電力規劃設計總院組織的電網設計領域行業標準宣貫交流會議，並多次邀請行業專家進行新技術交流。

本年度，集團在國家和行業標準基礎上，制定了更高標準、更嚴要求的企業標準，並在業務發展中嚴格實施，規範公司發展中存在的問題，引領行業技術進步。





HUMANISTIC CARE

踐行人文關懷



Key Issues: 重要議題：



Health and Safety, Diversity and Equal Opportunity, Labour Standards, Employment Compliance, Employee Attraction and Retention, Employee Training and Development, Community Investment

健康與安全、多元化與平等機會、勞工準則、員工吸引與保留、僱傭合規、員工培訓與發展、社區投資

Key Performance Indicators: 重要績效：



Total Workforce
員工總人數

2,574 person
人



Training Hours per Employee
員工人均培訓時長

147.44 hours
小時



Total Number of Community
Investment Projects
社區投資項目總數

17 numbers
個



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

762 person
人



Coverage Ratio of Employee Training
員工培訓覆蓋率

100%



Total Amount of Community
Investment
社區投資總金額

22,671,450 RMB
元



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

1,471 person
人

As a responsible enterprise, Concord New Energy always coordinates and cooperates with internal and external stakeholders. To show humanistic care, we provide basic protection for employees, and promote their development to build harmonious labour relations and create a quality working environment. We actively respond to national assistance policies and take part in public welfare activities, dedicating to creating a better community.

作為負責任的企業，協合新能源始終與內外部利益相關方的協調合作，踐行人文關懷，為員工提供基本保障，促進員工發展，構建和諧的勞動關係，營造良好的工作環境。集團積極響應國家幫扶政策，參與社會公益活動，致力於創造更加美好的社區。



(1) Talent Motivation

The Group respects and protects each employee's rights and interests. Great importance is attached to their career path, personal growth, and physical and mental health. The Group continues to build the fair and equitable work platform and help them plan future career path. In addition, we provide diversified training to realise common development of the enterprise and employees.

1. BUILDING OF A DIVERSE WORKPLACE

We continue to pursue the concept of diversity and inclusion and are committed to providing a diverse and non-discriminatory working environment, where we give equal treatment to employees regardless of race, ethnicity, skin colour, nationality, religious belief, gender, age, physical disability, marital status, sexual orientation, gender identity and other personal characteristics. The measures concerning diversity are fully implemented in accordance with the *Human Resources Policy* and other policies. This year, the Group further improved management policies related to human resources and developed the *Diverse Employment Protection System* applicable to the entire Group. The policy explicitly recognizes and respects principles of human rights protection such as the *International Bill of Human Rights*, including provision of equal opportunities, a safe and healthy workplace, respect for all employees and support for freedom of expression, ensuring legitimate rights and interests of all employees and creating a sense of belonging for them.

(一) 人才激發

集團尊重每一位員工，保護員工的權益，重視員工的職業成長、個人成長和身心健康。集團堅持為員工搭建公平公正的工作平台，幫助員工規劃未來職業發展道路，並提供多元化的培訓，實現企業和員工共同發展。

1. 構建多元職場

集團堅持多元共融的理念，致力於提供一個多元化、無歧視的工作環境，不因種族、民族、膚色、國籍、宗教信仰、性別、年齡、身體殘障情況、婚姻狀況、性取向、性別認同等情況區別對待，根據《人力資源政策》等政策全面落實多元化相關舉措。本年度，集團進一步完善人力相關管理制度，建立了適用全集團的《多元化員工保護制度》，該制度明確表示承認並尊重《國際人權法案》等的基本原則，包括為員工提供平等機會及安全健康的工作場所、尊重所有員工、支持言論自由等，保障員工合法權益，讓全體員工獲得歸屬感。



The Group fully implements the gender equality policy. To provide a gender-friendly work system and work environment, we are concerned about the challenges that female employees may face in the workplace and offer them necessary support. We develop a salary structure characterising equal pay for equal work, whereby employee salaries are paid under the principle of fairness and reasonableness, regardless of gender or other factors. Following relevant laws and regulations, we provide marriage leave, maternity leave, breastfeeding leave and Women's Day holiday and pay salaries in accordance with the law. Employees who return from maternity leave are also entitled to equal pay for equal work.

In 2022, the Group became a signatory of Equal by 30. The initiative aims to promote gender diversity values jointly and help more women participate in the clean energy by developing diversity policies. The Group actively responds to the initiative, fulfills its commitment to improve and promotes relevant actions to promote the development of gender diversity in the industry and create greater value for the new energy industry and social innovation.

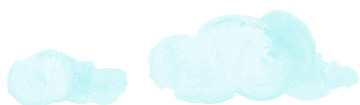
China places a high value on career development of the disabled, issuing the *Circular on the Plan for Protection and Development of Disabled People during the 14th Five-Year Plan Period*, with the theme of promoting high-quality career development of the disabled. In particular, the plan aims to help attain integrated development and common prosperity of the disabled as the main task, ensure equal rights, and enhance self-development capabilities. The Group identifies and complies with laws and regulations such as the *Law on the Protection of Disabled Persons and Regulation on the Employment of the Disabled*, and promotes the implementation of employment policies of the disabled in China. We provides employment opportunities for the disabled to increase their income and fulfil our social responsibility. In 2022, the Group provided a new job for 1 disabled person, with which the cumulative number of disabled employees reached 6. Appropriate positions and corresponding training on business, task management, daily and security management are provided to help the disabled employees to fit into the workplace.

集團全面落實性別平等政策，構建性別友善的工作制度與工作環境，充分關注女性員工在職場中可能面臨的挑戰，為女性員工提供必要的支持。集團設定男女同工同酬的薪資結構，員工薪資管理依據公平、合理的原則，不因性別或其他因素而有所差異；依照相關法律法規要求落實婚假、產假、哺乳假、婦女節假期並依法支付相關勞動報酬，休完產假的員工複職後亦享有同工同酬。

2022年，集團成為Equal by 30倡議的簽署企業。該倡議旨在通過制定多元化的政策，共同促進性別多樣性價值觀的形成，幫助更多女性參與清潔能源行業。集團積極響應該倡議，踐行改善承諾、推進相關行動，推動產業性別多元化發展，為新能源行業與社會創新創造更大價值。

中國高度重視殘疾人事業發展，以推動殘疾人事業高質量發展為主題印發《「十四五」殘疾人保障和發展規劃的通知》，以促進殘疾人全面發展和共同富裕為主線，保障殘疾人平等權利，增強殘疾人自我發展能力。集團識別並遵循《殘疾人保障法》、《殘疾人就業條例》等相關法律法規，推動中國殘疾人就業政策的具體落實，為殘疾人提供工作機會，增加殘疾人收入，履行公司僱傭殘疾人社會責任。年集團新增1名殘疾人就業，累計聘用殘疾人共6名，為其安排合理的工作崗位，通過進行業務、任務管理、日常管理、安全管理等方面的培訓幫助殘疾人更好地適應、融入工作崗位。





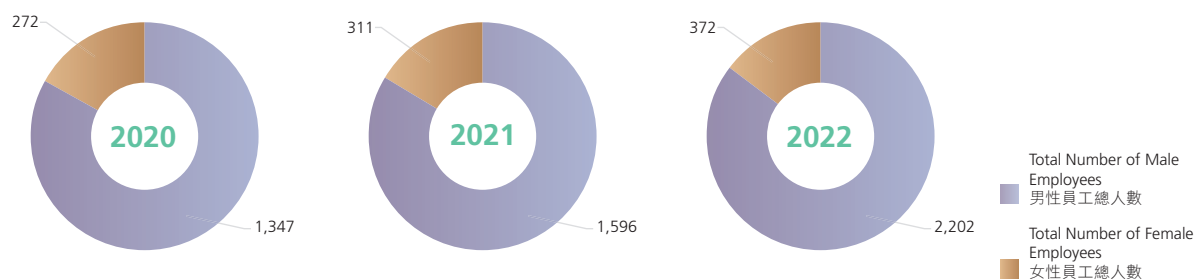
The Group issues relevant policies to practice its diversity principle. The Group reasonably plans and arranges the need for talents of different positions, and supports the building of a high-quality talent team by relying on a fair and impartial recruitment strategy and diversified recruitment channels, laying a foundation for the Group's high-quality development. As at the end of the reporting period, the composition of the Group's workforce was as follows:

相關制度的發布落實了集團多元化的理念，合理規劃布局崗位人才需求，依托公平公正的招聘策略和多元化的招聘渠道，支持高素質人才隊伍的建立，為集團高質量發展奠定基礎。截至報告期末，集團員工組成情況如下：

Total Workforce 員工總人數

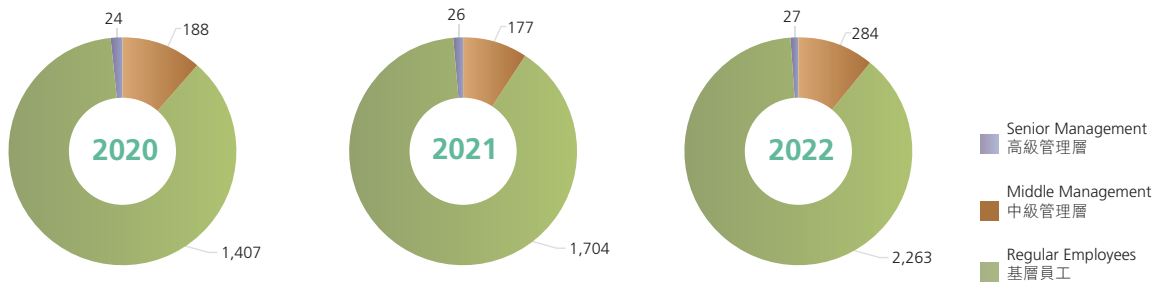


By Gender: 按性別：



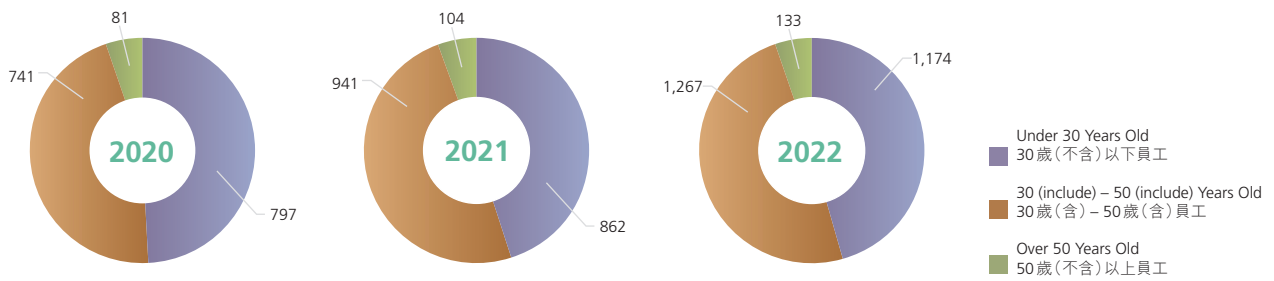
By Employee Category:

按僱傭類型：



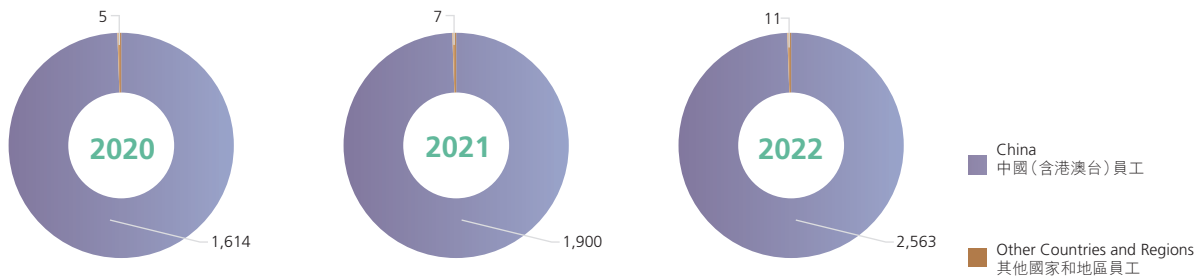
By Age Group:

按年齡段：



By Region:

按地區劃分：



2. TALENT DEVELOPMENT STRATEGY

Employee Development

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* and *Beijing Management Centre New Employee Onboarding Training Management Measures*. 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.

The Group is committed to providing all employees with the opportunity to participate in leadership or professional training in different scopes. Training camps for skill improvement are conducted for different levels and business units to help employees to understand different business operation conditions and provide reference for their career development.

The Group builds Hierarchical Training Plans and Special Training Plans for employees at different levels. We create various types of employee enhancement programs to improve their overall quality and promote their long-term development in the Group.

Moreover, we establish close cooperative relationships with well-known colleges and universities and top training institutions, and offer our employees abundant and professional training courses, including support and promotion of marketing, development of thought leadership, career success and data analysis. On this basis, our teams can get the information of new markets and acquire new skills in an effective manner, thus applying the knowledge to predict industry trends and solve day-to-day problems.

2. 人才發展戰略

員工發展

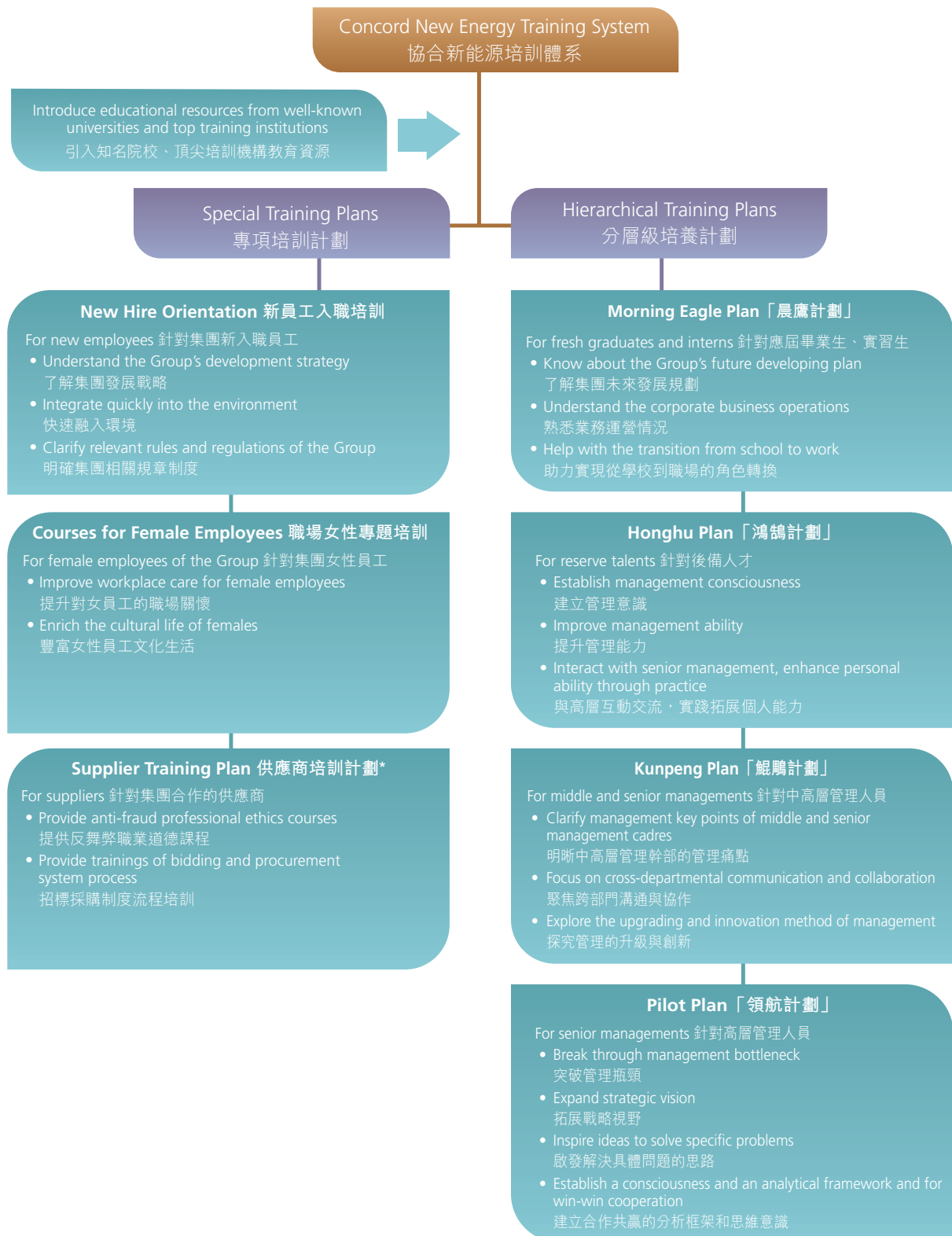
集團堅持「人才強企」的發展理念，重視員工的學習發展，並制定《培訓管理制度》《內部講師管理辦法》《北京管理中心新員工入職培訓管理辦法》等管理制度，通過積分激勵、定期跟蹤、以考促學等形式，拓展員工知識與技能的邊界，鼓勵員工考取職業資格，實現專業能力迅速提升。

集團致力於讓所有員工均有機會參與不同範圍的領導力或專業類培訓，針對不同層級、不同業務單元，開展技能提升訓練營，幫助員工了解不同的業務運行情況，為員工的職業發展提供參考。

集團為員工搭建分層級培養計劃和專項培訓計劃，為不同序列的員工制定提升計畫，提升員工整體素質，協助員工在集團內追求長遠的事業發展。

同時，集團與知名院校、頂尖培訓機構緊密合作，為員工提供專業豐富的培訓課程，涵蓋了支持和推動營銷、思想領導力發展、職業成功、數據分析等，幫助團隊高效了解新市場、獲取新技能，並學以致用，預判行業趨勢、解決日常問題。





* For relevant trainings of suppliers, please refer to the chapter *Stable and Safe Operation*
供應商相關培訓內容請詳見穩定安全運營章節



Case study
案例

MORNING EAGLE PROGRAMME – CULTIVATION PROGRAM FOR FRESH GRADUATES AND INTERNS

晨鷹計劃 – 應屆生、實習生培養方案

To shape fresh graduates and interns as interdisciplinary talents and meet their future job requirements, the Group started a new cultivation scheme named the Morning Eagle Programme. Various methods such as coach system, centralised training, job rotation, evaluation, position placement review, and continuous follow-up were applied to enhance their understanding of the future development planning and business operations of the Group and accelerate their role transitions from students to employees. Furthermore, the training raised the sense of belonging of fresh graduates to the Group, and retained talents for the Group, thus improved our retention rate.

During the year, there were 25 fresh graduates and interns involved in the Morning Eagle Programme. By the end of 2022, the retention rate of fresh graduates is 100%.

集團為培養應屆畢業生、實習生成為複合型人才，滿足工作崗位的需求，新增培養計劃晨鷹計劃，通過導師制度、集中培訓、輪崗實踐、複盤定崗、持續跟踪等多樣化的方式，促進畢業生、實習生快速了解集團未來發展規劃及業務運營情況，加速應屆畢業生、實習生從學校到職場的角色轉變。同時，該項培訓增加應屆畢業生對集團的歸屬感，提高了應屆畢業生保有率，為集團保留人才。

本年度，一共有25位應屆畢業生、實習生參與晨鷹計劃。截至2022年年末，應屆畢業生保有率為100%。

Case study
案例

THE 5TH HONGHU PROGRAMME – TRAINING CAMP FOR RESERVE TALENTS

第五期鴻鵠計劃 – 後備人才訓練營

Each employee has equal development opportunities within the Group, and the Honghu Programme is targeted for the reserved talents. Our current reserve talent team was formed from departmental nomination, self-nomination and qualification review. We strive to promote the echelon building of talents and create efficient and stable front-line management with both moral integrity and competence. A total of 60 employees participated in the 5th Honghu Programme. During two-year systematic training, they acquired leadership awareness and enhanced self-management abilities through centralised training, communication with senior management, practice activities, reading and sharing and integral incentives, building a solid foundation for their future career development.

集團為每位員工提供平等發展機會，針對後備人才開展「鴻鵠計劃」，通過部門舉薦、個人自薦、資質審查等方式完成本期後備人才隊伍組建，助力集團人才梯隊化建設、造就德才兼備、高效穩定的基層管理人才隊伍。第五期鴻鵠計劃共有60位員工參與，他們在為期兩年的系統化培養中，通過集中培訓、高層互動交流、實踐拓展、讀書分享、積分激勵等方式建立領導力意識，提升自我能力的管理，為後續職業發展奠定基礎。

Each business department and subsidiary also provide special training that are relevant to own business characteristics under the training framework of the Group.

在集團培訓的大框架下，各個業務部門及子公司也針對自身業務特點開展專項培訓。


Case study
案例

“ENERGY INSTITUTE” OF O&M COMPANY 運維公司「能學苑」

Recognising the widely distributed and scattered nature of O&M personnel engaged in new energy and that traditional long-term offline training fails to meet the industry requirements for efficiency and effectiveness, O&M Company has developed the “Energy Institute” as a digital platform for corporate training management and talent development. The platform integrates technology and platform, strategy and business planning, content and resources, and operation and management. According to the requirements and development features of different positions, it enables employees to tap their potential by helping them plan learning courses and develop learning schemes. Thus, a closed loop for talent cultivation is formed to fit into the characteristics of new energy O&M.

運維公司識別新能源運維人員分布廣且分散的特點，傳統的長期線下集中培訓無法滿足行業的效率 and 效果要求，因此公司開發「能學苑」作為企業培訓業務數字化管理平台和數字化人才發展平台。平台集技術與平台、戰略與業務規劃、內容與資源、運營與管理為一體，可根據不同崗位要求和發展特點，幫助學員規劃學習課程、制定學習方案，讓員工不斷釋放潛能，進而形成人才培養閉環，並適應新能源運維的特點。





In active response to the policies of “reinvigorating the country through science and education” and “strengthening the nation through human resource development”, the Group encourages and supports all employees to receive continuing education and enroll for business training, professional qualification exams and other qualification certification. Moreover, we support and assist employees for title appraisal. All of these efforts have elevated the professional competence of employees and upgraded the quality of the entire company for the development of employees and the company. In 2022, in order to encourage employees to obtain professional qualifications, the Group provided RMB60,000 to support them to obtain certificates in various fields such as electrical engineers, economists, accountants and architects. Meanwhile, we evaluate middle and senior professional titles and provide assistance to employees in process advancement, materials review and online submission when they participate in title appraisal of State Grid Talents Exchange and Service Centre Company Limited and Beijing Municipal Human Resources and Social Security Bureau. During the year, there were 20 employees in the Group awarded primary, middle and senior professional titles by State Grid Talents Exchange and Service Centre Company Limited and Beijing Municipal Human Resources and Social Security Bureau respectively.

The Group provides special training on power trading to drive the improvement of our business capability, building a foundation for low-carbon transformation. A total of 3 sessions of training were organised this year. We identified course priorities through employee requirement research and invited internal lecturers to give group lectures. The course summarised policy changes and relevant knowledges regarding power trading and clarified the definition and operational process. Besides, the special sharing and discussion on Gansu power trading experience has served as the guide to better understand the subsequent new electric power market transactions. Meanwhile, we cooperate with renowned training institutions in the industry and invite external lecturers to give in-depth lectures on green electricity, green electricity certificate, spot trading in the electric power market, production and operation management of power plants and other critical contents. Focusing on improving professional competence, we conduct in-depth group discussions, which aims to cultivate quality talents for the development of green energy transformation and provide support for the Group's development strategies in the future.

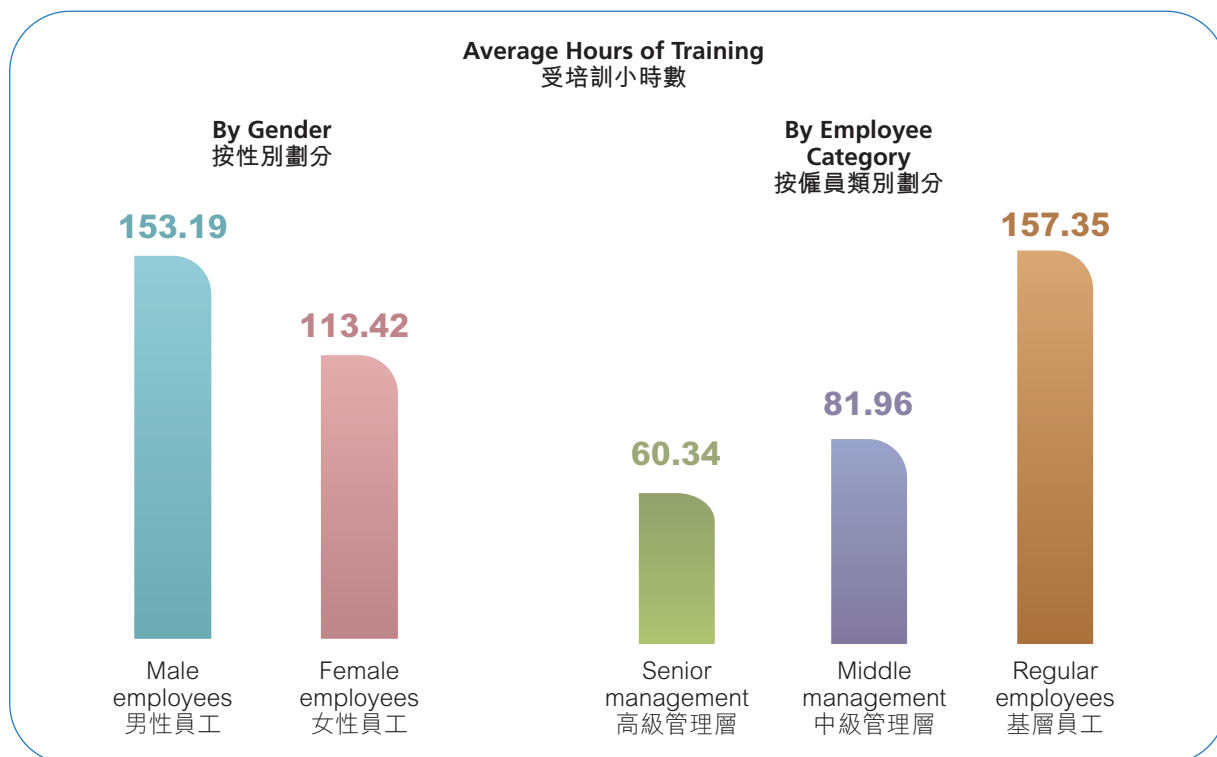
集團積極響應國家「科教興國」和「人才強國」政策，我們鼓勵並支持員工接受繼續教育，報名參加業務學習以及專業的職業資格考試及資質認證，並給予員工相應支持及協助職稱評選，以此提高員工專業技能，加強公司資質建設，滿足公司發展和員工職業發展的需要。2022年度，集團向員工提供6萬元以鼓勵員工獲取職業資格，資格類型涉及電氣工程師、經濟師、會計師、建築師等多個領域。同時，集團組織開展中高級職稱評定工作，協助集團內部員工參加國網人才、北京市人社局職稱評定，協助完成流程推進、材料初審、線上提報等工作。本年度，集團成功報送評審人員20名，由國網人才和北京市人社局分別授予初中高級職稱。

集團開展電力交易專項培訓，助力集團業務能力提升，為集團低碳轉型奠定基礎。本年度，集團共開展三期培訓，通過需求調研確定課程重點，邀請內部講師完成集中授課。課程梳理了電量交易的政策變化及相關知識，明確了定義及操作流程，針對甘肅電力交易經驗進行專項分享與研討，對後續新型電力市場交易的理解和學習起到了指引的作用。同時，集團與行業內優質培訓機構合作，聘用外部講師深度解讀綠電、綠證、電力市場現貨交易、電廠生產運營管理等內容，聚焦專業能力提升，開展分組深度討論，為發展綠色能源轉型提供優質人才，對集團未來發展戰略提供支持。



As of 31 December 2022, the Group's staff training was as follows:

截至2022年12月31日，集團員工培訓情況如下：



Employee performance and promotion

The Group improves the assessment procedure for employee performance and promotion following the principle of "justice, fairness and openness". The Group has released the *Employee Post-holding Qualification Management Regulations (Trial)*, the *Job Rotation Management Regulations* and the *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, business development, engineering technology and operation and maintenance, so as to improve employees' professionalism and clarify the capabilities required by the Group.

員工績效與晉升

集團秉承「公平、公正、公開」的原則完善員工績效及晉升考核流程，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崗辦法，提升員工的職業化水平，明確集團所需能力。



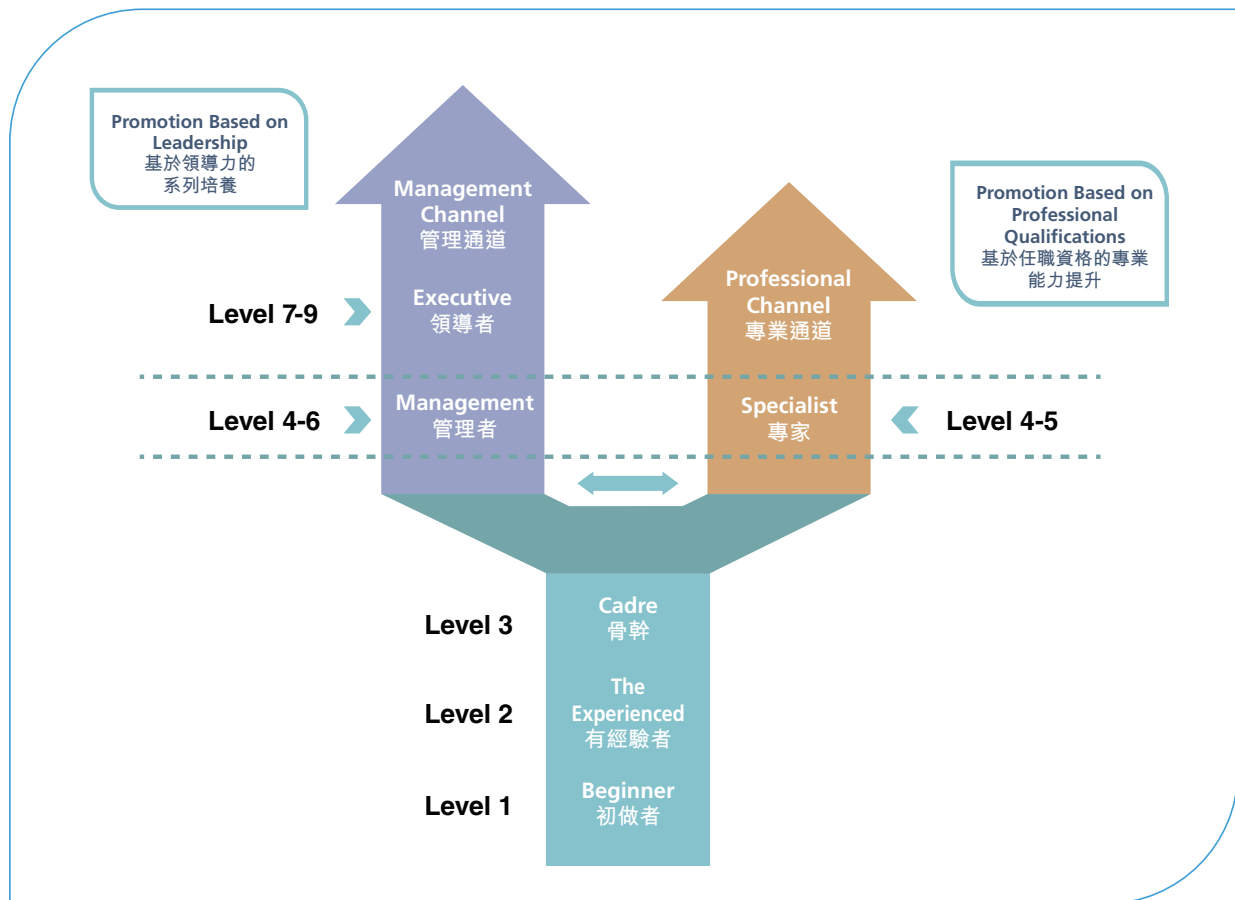
This year, the Group updated the performance assessment system, and optimised the reporting process for performance evaluation. Based on the difference between total scores and items of self-assessment scores, and the evaluation content, the Human Resources Department provided managers with a list of candidates for performance interviews. The percentage of performance interviewees should be no less than 30%. Besides, the Group unified the performance scoring criteria. We classified the performance rating scale into four levels and defined the score range accordingly, which improved the consistency and objectivity of performance scoring.

Equipped with a mature development and promotion mechanism for employees, the Group opens up career development paths for employees and clarifies position competence and capabilities required to improve their management abilities and professionalism. In addition, the Group has established a dual-ladder career system allowing employees to choose their career development path through the managerial ladder or the technical ladder, better satisfying their self-development demands. In 2022, the Group implemented the *Employee Post-holding Qualification Management Regulations (Trial)* related to the technical ladder, which provided a basis for the Group's human resources work and employees' self-value assessment, and played a positive role in pursuing standardised, systematic and professional human resources management. Moreover, the Group applied an internal model featuring open competition and promotion, and established talent evaluation standards and management mechanism, providing a basis for effectively talents selection and use and ensuring the sustainable development of the Group.

本年度，集團更新績效考核系統，優化績效評估提報流程。人力資源部根據績效考核總分和自評差異，以及績效內容等因素向管理人員提供績效面談建議人員名單，確保面談比例不少於30%。同時，集團統一績效評分標準，將績效評分標準劃分為四級，對每一級評分標準和打分區間做出明確規定，在一定程度上提高了績效評分的統一性、客觀性。

集團具備成熟的員工個人發展與晉升機制，為打通員工職業發展通道、明確崗位勝任要求、提升集團員工管理水平及職業化水平，集團建立了管理序列、專業序列雙晉升系統，更好的滿足員工自我發展的需求。2022年，集團落實基於專業序列的《任職資格管理辦法(試行)》，為集團人力資源各項工作開展及員工自我價值評估提供了依據，對人力資源的規範化、制度化、專業化起了積極的作用。同時，集團在內部推行公開競爭的選拔模式，建立人才評價標準與管理機制，為有效選才和用才提供依據，保障集團的持續發展。





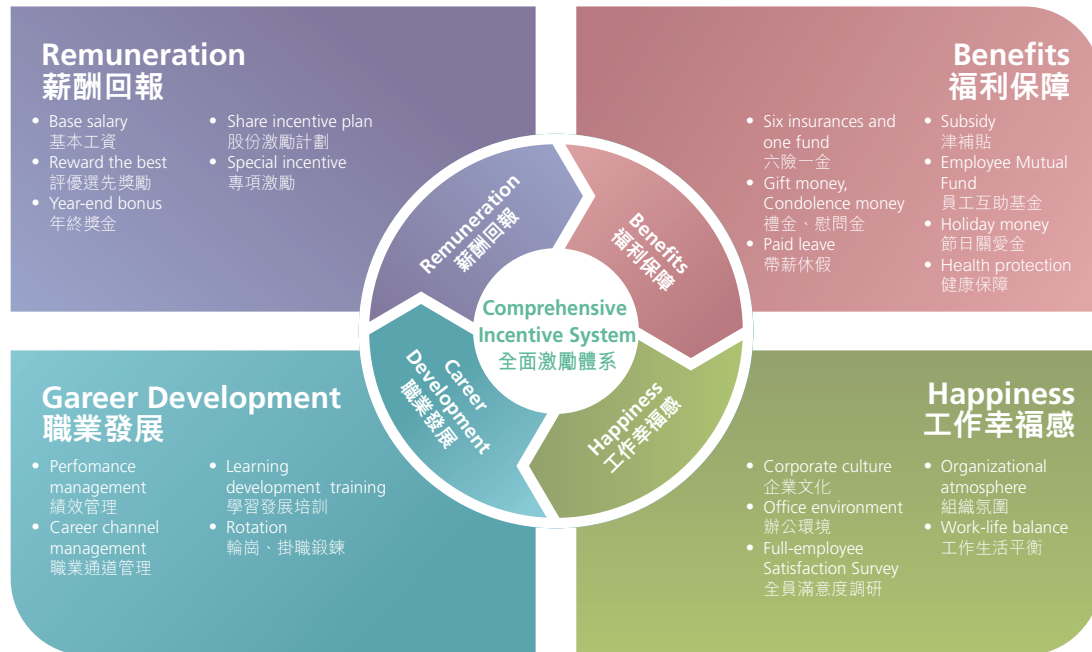
Employee motivation

The Group constantly improves the employee incentive mechanism, providing career development assistance of employees. In November 2022, the Group issued the *Comprehensive Incentive Management Policy*. Based on demands for business development and excellent talents, the Group establishes and improves a comprehensive incentive system involving various dimensions. Considering remuneration, benefits, career development and happiness at work, we work hard to attract, retain, develop and motivate talents to promote our talent development strategy. Besides, we facilitate our performance improvement and pursue win-win results for the Group and our employees.

員工激勵

集團持續完善員工激勵機制，為員工的職業發展提供助力。2022年11月，集團發布《全面激勵管理制度》。基於業務發展和對優秀人才的需求，集團通過建立、完善多維度的全面激勵體系，從薪酬回報、福利保障、職業發展、工作幸福感四個方面，吸引、保留、發展和激勵人才，推動集團人才發展戰略的實現，促進集團績效的提高，將企業效益與員工利益有效結合。





The Group has formulated the *Share Incentive Plan*, which is allocated to middle and senior management and key employees, to effectively combine common interests of shareholders, the Group and individual employees. Under the plan, we offered restricted shares to eligible core employees with no additional requirements, thereby encouraging them to create value for the Group and supporting the effective implementation of the Group's mid-term and long-term strategies.

集團制定有《股份激勵計劃》，有效地將股東利益、集團利益和員工個人利益相結合，為中高級管理人員及業務骨幹員工配置股份激勵計劃，無償向符合條件的核心價值員工授予限制性股票，激勵其為集團創造價值，支撐集團中長期戰略的有效落地。



The Group has set up several awards such as the Innovation Award, the Outstanding Employee, Pacesetter, the Advanced Collective, the Outstanding Managers and the Chairman Special Award to recognize the collectives and employees who have performed well and contributed to the Group and their work this year.

集團設立創新獎、優秀員工、標兵、先進集體、傑出經理人、董事局主席特別獎等多個獎項，以表彰本年度對集團和在工作上表現優異和做出貢獻的集體和個人。



3. PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

Employees' Rights and Interests

The Group strictly abides by the *Labour Law*, the *Labour Contract Law*, the *Special Provisions on Labour Protection of Female Employee*, the *Law on the Protection of Disabled Persons* and relevant local laws and regulations to comprehensively protect the legitimate rights and interests of each employee and complete the protection of rights and interests.

According to the *Labour Contract Management System*, *Recruitment Management System*, *Employee Change, Secondment and Turnover Management System* and other relevant documents, the Group recruits employees with a talent competition and selection mechanism under the principles of openness, justness and fairness. In addition, we review candidate information during recruitment process to prevent child labour and prohibit forced labour. We sign labour contracts with employees according to the related law and specify their salaries and positions and guarantee equal pay for equal work for each employee to build a positive, excellent and healthy employment platform.

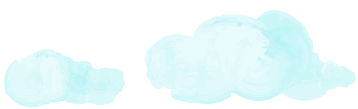
3. 維護員工權益

員工權益

集團嚴格遵守《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，全面保障員工各項合法權益，完成各項權益保障工作。

集團根據《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，按照公開、公正、公平的人才競爭和選拔機制進行僱員招聘，在招聘過程中審核應聘者信息，防止僱傭童工，禁止強迫勞工。集團依法與僱員簽訂勞動合同，明確僱員的薪酬和職位，保障員工同工同酬，努力為員工打造積極、卓越、健康的就業平台。





In strict compliance with relevant laws and regulations, we formulate payroll 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 “Six Insurances and One Fund”. To ensure employees’ right to adequate rest, we stipulate 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.

Employee Communication

The Group has set up the grievance mechanism for employees and established and published the *HR-related Employee Grievance Policy and Handling Mechanism*, facilitating the identification of risks on human rights internally and ensuring a smooth reporting channel. This mechanism defines the scope and procedure of grievance, and establishes a supporting confidentiality and protection mechanism to help employees safeguard their legitimate rights and interests.

Complaints & Whistleblowing Mechanism for Employees

1. Employee complaints include harassment, bullying and unfair treatment during the work time, dishonest or unethical practices, or disciplinary actions in which the employee considers the problem to be solved or mishandled.
2. If the employee is not satisfied with the solution provided by the direct superior, or the direct superior cannot solve the problem, the employee can directly complain to the Human Resources Department and initiate the preliminary complaint procedure; if the employee is not satisfied with the preliminary appeal result, he or she can submit the final appeal request to the Human Resources branch management leader within 14 days after the preliminary appeal result is issued. The HR department will notify the employee of the outcome in writing upon completion of the investigation, which will be considered final.

集團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「六險一金」。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規定，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。

員工溝通

集團為員工提供申訴機制，建立並發佈了《人力資源相關員工申訴政策及處理機制》，助力內部人權風險的識別，確保舉報渠道暢通。該機制明確了申訴範圍、申訴程序，並建立配套保密、保護機制，幫助員工維護合法權益。

員工溝通申訴、檢舉機制

1. 員工申訴範圍包括騷擾、工作欺凌、工作遇到不公平的對待、不誠實或不道德做法或在紀律處分中，員工認為問題未解決或處理不當等。
2. 若員工不滿意直屬上級提供的解決辦法，或直屬上級無法解決其問題，員工可直接將申訴傳達至人力資源部，並開啓初步申訴程序；若員工不滿意初步申訴結果，員工可以在初步申訴結果發出的14日內，向人力資源分協管領導提出最終上訴請求。人力資源部將在調查結束後以書面形式通知員工申訴結果，並將其視為最終定論。



3. The Group has developed confidentiality measures for employees. Each employee involved in the investigation must keep the names of those involved, the details of complaints and the facts of complaints absolutely confidential. If it is inconvenient for employees to identify themselves in the process of complaint, the Group will open an anonymous reporting channel to ensure that the complaint channel is unblocked for every employee. For more information, please refer to *Whistleblowing Policy*.
4. No person involved in the complaint will receive deliberate harm or retaliation during or after the complaint is filed. The Group protects employees from unfair treatment or intimidation following complaints.
3. 集團為員工制定保密措施，每位參與調查的員工必須對事件牽涉者的名字、投訴細節及投訴事實絕對保密。若員工在申訴過程中不便表明身份，集團開通匿名舉報渠道，確保申訴通道對每一位員工保持暢通。詳細信息請參見《舉報政策》。
4. 任何申訴相關人士都不會在申訴過程中或結束後收到蓄意傷害或報復。集團保護員工在提出申訴後，不會受到不公平對待或恐嚇。

In 2022, the Group launched a full-employee satisfaction survey covering all employees of the Group. By doing so, the Group could listen to employees and understand their satisfaction with work, their recognition of the Group and their suggestions for development, thus optimising relevant operation and management systems and improving the overall performance of the enterprise.

2022年度，集團啟動全員滿意度調研，覆蓋集團所有員工。通過開展員工敬業度調查，集團傾聽員工心聲，了解員工對工作滿意度、對集團認同度及發展建議，進而改善優化相關經營管理制度，從而提高企業整體績效。

2022 Full-employee Satisfaction Survey

2022年度全員滿意度調研

Number of questionnaires 問卷份數	2,574
Number of questionnaires received 回收份數	2,351
Recovery rate (%) 回收率(%)	91.3%

Questionnaire contents:

問卷構成：

The percentage-based questionnaires were sent to employees through a questionnaire platform of third-party research companies, contents of which include 5 major areas, namely "material benefits", "warmth and humanistic care", "sense of purpose and mission", "effective communication" and "growth opportunities", and 17 sub-dimensions.

通過第三方調研公司問卷平台推送給員工的百分制問卷包括：「物質基礎」、「溫度與情感關懷」、「目標感與使命感」、「有效溝通」、「成長機會」五大因素十七細分維度。



Mechanism Improvement: 機制改善：

1

Continuously collect feedback and suggestions from employees, review the effectiveness of annual optimization measures, and formulate key points for improvement in the next year to form closed-loop management.

持續收集員工反饋及建議，複盤年度優化措施成效，制定下一年度提升重點，形成閉環管理。

2

Continuously optimize the overall incentive system according to the Group's development strategy, implement the differentiation strategy in combination with the characteristics of each business line, industry and market practice, optimize the combination of short, medium and long-term and various welfare projects to enhance competitiveness.

根據集團發展戰略，持續優化全面激勵體系，結合各業務線的特點、行業和市場實踐，實行差異化策略，優化組合短、中、長期及各類福利項目，提升競爭力。

3

Build a high performance culture from strategy to execution and strengthen process control, formulate work plans and performance targets in line with the Group's development direction and priorities, and improve organizational and personal performance.

打造從戰略到執行且強化過程管控的高績效文化，制定符合集團發展方向和重點的工作計劃和績效目標，提升組織及個人業績。

4

Improve the existing hierarchical and classified training mode, combine internal and external training with business requirements, and strengthen the training guidance for each business line.

完善現有的分層分類培訓模式，結合業務所需，內外訓相結合，加強對各業務線的培訓的指導。

5

Improve the construction of talent echelons, create diversified career development paths, and continue to promote the youth of all organizations.

完善人才梯隊建設，打造多元化職業發展路徑，持續推進各組織人員年輕化。



Employee benefits

The Group provides sound non-remuneration benefits for employees. Various benefits and subsidies, including supplementary medical insurance, holiday allowance, gifts and business subsidies, are offered to improve employees' sense of happiness and belonging at work. We work to support employees' work and life in an all-around way.

員工福利

集團為員工提供良好的非薪酬福利待遇，為員工發放多種福利和補貼，涵蓋補充醫療保險、節日關愛金、禮金、業務補貼等多種類型，提升員工的工作幸福感和歸屬感，努力為員工的工作生活提供全方面的保障。



Employee care

Giving top priority to the well-being of employees, the Group organises various employee care activities to raise their sense of happiness. To present care to physical health of employees, the Group offers regular physical examinations to all employees, gives health lectures online and offline, and organises various cultural and sports activities such as badminton, basketball, football and billiards. The Group sets up private spaces such as showers, changing rooms and storages and understands employees' needs for office environment in a timely basis to improve employees' workplace feelings; launches the "Reading in delight" program to promote rapid growth of the workplace and enrich cultural lives of employees. The Group pays close attention to the demands of female employees by setting up baby-care rooms in the new office building, giving gifts on International Women's day, conducting female career advancement courses, which fully demonstrates the corporate culture of respect for women.

員工關懷

集團始終把員工福祉作為重要責任，組織開展各項員工關愛活動，提升員工幸福指數。集團定期組織全體體檢，開展線上及線下的健康講座，組織員工參與羽毛球、籃球、足球、台球等各類文體活動，關愛員工身體健康；設置淋浴間、更衣室及儲物等獨立空間，及時了解員工對辦公環境的需求，提升員工的職場感受；開展全員「悅讀」計劃，豐富員工文化生活，助力職場加速成長；充分關注女性員工的需求，在新辦公樓設置母嬰室，並在國際婦女節為女職工準備禮物，開展女性職場提升課程，充分體現尊重女性的企業文化。

Case study
案例

"READING IN DELIGHT" PROGRAM FOR ALL EMPLOYEES 全員「悅讀」計劃



To enrich cultural lives of employees, the Groups organised a "Reading in delight" campaign for all employees. We recommended 1 to 3 practical books on workplace management to all employees on a quarterly basis, established "Reading in delight" sharing groups and regularly organised face-to-face reading sharing meetings. We are committed to creating a strong atmosphere for learning within the Group and building a communication platform for readers to help employees' accelerated growth in the workplace.

為豐富員工的文化生活，集團開展面向全體員工的「悅讀」活動，每季度向全員推薦1-3本實用的職場管理能力提升類書籍，組建「悅讀」分享群，並定期開展線下讀書交流分享會。集團致力於在內部打造濃郁的學習氛圍，搭建愛讀書人的交流平台，助力員工在職場加速成長。

The Group develops a flexible working policy. We allow employees to arrange working hours as needed based on their actual situation, who can apply to the General Management Department for working hour adjustment, ensuring their work-life balance. In terms of pandemic prevention policies this year, the Group further optimised the flexible working policy and added procedures for working from home in the office system. Employees could submit a request based on local epidemic situations, during which they enjoyed regular paychecks and all benefits. Such measure not only guaranteed the employees' physical health, but also helped the Group build a people-oriented and humanistic care-based culture.

集團制定彈性辦公政策，員工可根據自身實際情況、工作情況靈活掌握辦公時間，並向綜合管理部申請工作時間的調整，使員工兼顧工作和私人事務。針對本年度的防疫政策，集團進一步優化彈性辦公政策，在辦公系統裏增加了居家辦公流程，員工可根據所在辦公地的疫情形式提交申請，在居家辦公期間正常發薪及享受所有福利。此項舉措為員工身體健康提供保障，協助集團構建以人為本、注重人文關懷的工作文化。

(2) Community Engagement

The Group integrates social responsibility into its corporate development strategy, supporting the community to positively respond to the national assistant policy. We invest in the new energy industry and the construction of local infrastructures to promote the development of local public utilities. We prioritise local employment and push forward rural revitalisation. Moreover, we support the local pandemic prevention to shoulder the corporate citizenship responsibility.

(二) 社區共建

集團將社會責任融入企業發展戰略中，開展社區幫扶，積極響應國家幫扶政策；投資新能源產業和當地基礎設施建設，促進當地公共事業發展，優先解決所在地勞動力就業問題，助力鄉村振興；幫扶項目地周邊防疫工作，承擔企業公民責任。

Case study
案例

YUNNAN NANHUA GUANZHUANG WIND POWER PROJECT 雲南南華官莊風電項目

The Group paid RMB50 million in instalments to the finance department of Nanhua County, and the first instalment of RMB20 million was paid on 16 November 2022, which supported the local government's rural development plan for the new energy industry while harnessing local wind energy resources.

集團向所在縣市財政分期繳納鄉村振興資金5,000萬元。第一期2,000萬元資金已於2022年11月16日完成支付，在利用當地風能資源的同時，支持當地政府的鄉村新能源產業發展計劃。

Case study
案例

VETERANS SUPPORT FUNDS OF HARBIN CITY 哈爾濱市退役軍人關愛扶助基金

The Group donated RMB200,000 to Harbin Veterans Affairs Bureau and HRB Charity, providing temporary and transitional supplementary support for veterans and their families with difficulties.

集團向哈爾濱市退役軍人事務局、哈爾濱慈善總會捐贈20萬元，為特殊困難退役軍人及其家庭提供臨時性、過渡性補充扶助。

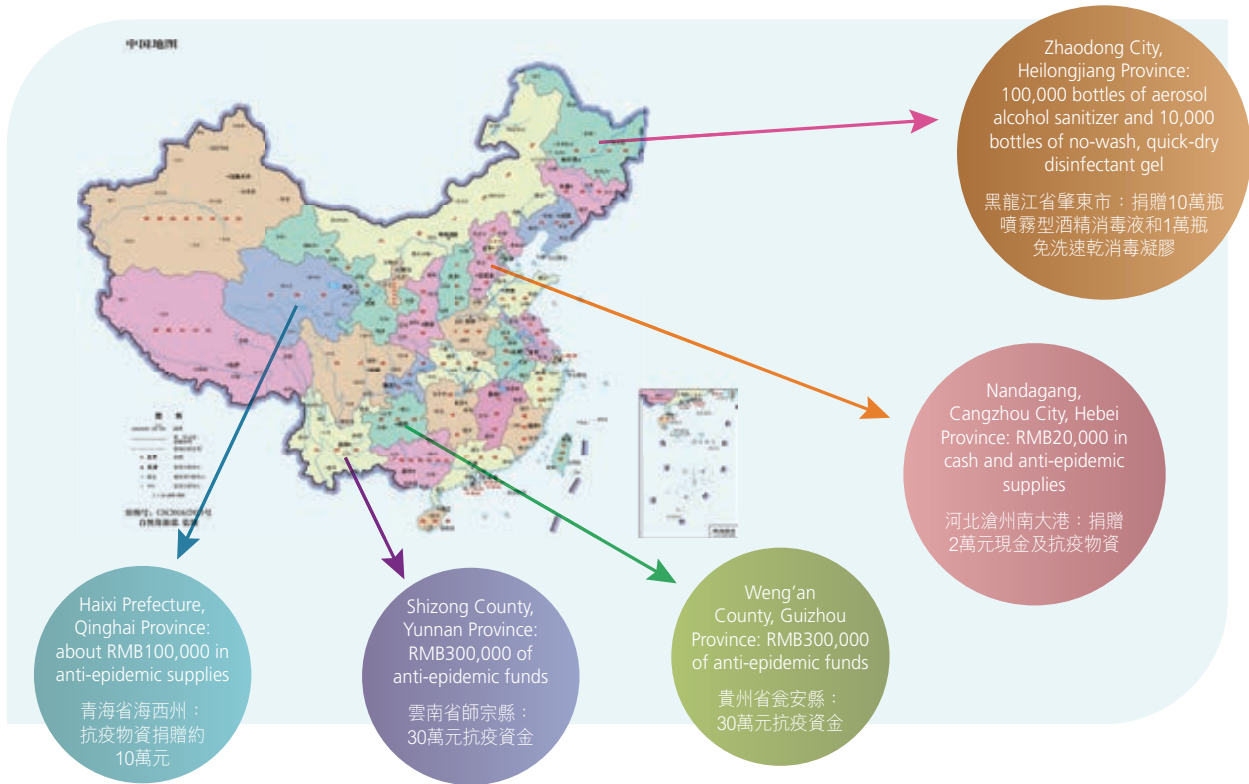
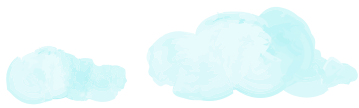
Case study
案例

PANDEMIC DONATIONS 疫情捐贈

The Group donated funds to regions with serious infection and distributed pandemic prevention materials. We did our best to allocate resources and funds for pandemic prevention and continued to provide physical and financial resources to communities. We stayed with residents together to fight the pandemic and helped with the resumption of work and production.

集團對多個防疫形式嚴峻的地區捐贈抗疫資金，並發放防疫物資。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和物資的支持，與居民並肩抗疫，助力復產復工。





(3) Education Support

The Group attaches great importance to education investment and focuses on children and education. We are committed to making donations to help students in poverty and advancing school-enterprise cooperation, cultivating talents for the new energy industry and society through education investment.

(三) 教育幫扶

集團重視在教育領域的投入，關注兒童與教育，堅持捐資助學、校企合作，通過教育投入助力新能源行業以及社會的人才培養。

Case study
案例

SCHOOL-ENTERPRISE COOPERATION 聯學共建

To foster a culture of joint efforts between schools and enterprises and provide support to basic education, the Group shouldered its social responsibilities as a new energy enterprise to work with Qinghai Delhi Phosphorus Kindergarten, in order to push forward the "school-enterprise cooperation" characterising one-to-one support. A total of RMB100,000 was donated to support basic education of students.

為培育校企共建文化，體現新能源企業的社會責任感和對基礎教育事業的關心支持，集團與青海德令哈市啟明星幼兒園結成「聯學共建」一對一幫扶對子，捐贈10萬元資金支持學生基礎教育。



FINANCIAL SUPPORT TO POOR STUDENTS

資金助學

Concord New Energy has always been committed to education support. We donated funds in various project locations and provide support to local Red Cross Society and educational institutions.

協合新能源集團始終堅持教育幫扶的公益事業，在多個項目地捐贈資金，為當地紅十字會及教育機構提供支持。

2022年

May
5月

In order to improve the hardware facilities of Danxi Primary School in Shizong County, the Group's local subsidiary Danfeng Wind Power Project donated computers worth RMB58,680 to the primary school.

為改善師宗縣丹溪小學教學教研硬件條件，集團下屬雲南師宗丹鳳風電項目捐贈價值58,680元的計算機給丹溪小學。

August
8月

Fangzheng Project in Heilongjiang Province of the Group donated RMB200,000 to fund 100 students in Fangzheng County who are excellent in character and learning and from poor families, including 40 primary school students, 30 middle school students and 30 high school students.

集團下屬黑龍江方正項目捐助20萬元善款，資助方正縣品學兼優、家庭貧困的100名學生，其中小學生40名，初中生30名，高中生30名。

October
10月

The Group's subsidiary Danfeng Wind Power Project in Shizong County, Yunnan Province donated RMB200,000 to the local Red Cross, in order to improve the hardware, campus greening, recreational and sports activities and other related supporting facilities of local schools.

集團下屬雲南師宗丹鳳風電項目捐贈20萬元給師宗縣紅十字會，用來改善師宗縣學校硬件教育等相關配套設施、校園綠化、美化及文體活動。



Case study
案例

NORTH CHINA ELECTRONIC POWER UNIVERSITY (NCEPU) SCHOLARSHIPS 華北電力大學獎學金

The Group creates opportunities for 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 December 2022, we have donated approximately RMB3.65 million in total for the past 16 years to 1,471 excellent students with financial difficulties and awarded 79 outstanding teachers and granted a total of RMB2,723,074 of scholarships and subsidies accumulatively in the educational development of NCEPU.

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2022年12月，集團已連續捐贈華北電力大學16年，共計捐資365萬元助力華北電力大學教育事業發展。共計資助品學兼優及家庭經濟困難學生共計1,471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。

Case study
案例

SCHOOL-ENTERPRISE COOPERATION TO CULTIVATE DOUBLE-POSITION TEACHERS 校企合作培養「雙師型」教師

O&M Company has established school-enterprise joint talent training projects with Longdong University, Qingyang Vocational and Technical College, Inner Mongolia Technical College of Mechanics and Electrics with the concept of “integration of industry and education brings resource sharing and complementary advantages to reach mutual benefit and win-win”. O&M Company carries out Double-position Teacher professional skills training class to cultivate teachers with both professional knowledge and technical skills. The trainings help them fully grasp the current trends of new technologies and skills of wind power industry, and improve the teaching ability and education level of vocational college teachers. The Double-position Teacher team will strengthen the cultivation of applied talents of clean energy and provide the backbone elite forces with “technology + management” inter-disciplinary ability to enterprises. So far, O&M Company has cultivated a total of 762 talents through the project.

運維公司以「產教融合、資源共享、優勢互補、互惠雙贏」的合作理念，與隴東學院、慶陽職業技術學院、內蒙古機電職業技術學院等建立校企聯合人才培養項目。運維公司通過開展「雙師型」教師專業技能培訓班，培養同時具備「專業知識」和「技術技能」的「雙證」或「雙職稱」教師，幫助其全面掌握當下風力發電行業的新動態、新技術、新技能，提升職業學院教師在教育教學上的能力和水平。「雙師型」教師隊伍將加強清潔能源應用型人才的培養，為企業輸送「技術+管理」複合型骨幹精英力量。目前為止，運維「雙師型」校企合作累計培養人才762名。



VI. APPENDIX

(1) Key Performance Indicators

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

1. EMISSIONS

排放物

Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
Total GHG Emissions (Scope 1 and 2) 溫室氣體總排放	Tons 噸	7,084.83	6,667.87	9,251.96
Direct Emissions (Scope 1) 直接排放(範圍一)		757.47	1,641.28	1,646.91
Petrol for Official Vehicles 公務車汽油	Tons 噸	752.02	1,586.03	1,536.57
Diesel for Official Vehicles 公務車柴油		5.45	55.25	110.34
Indirect Emissions (Scope 2) 間接排放(範圍二)	Tons 噸	6,327.36	5,026.59	7,605.05
Purchased Electricity 外購電力		6,327.36	5,026.59	7,605.05

六、附錄

(一) 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。





Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
GHG Emission Intensity 溫室氣體排放密度	g/kWh 克／千瓦時	2.12	1.74	1.77
Total Hazardous Waste 有害廢棄物總量	Tons 噸	1.06	11.53	3.14
Hazardous Waste Per Capita 人均有害廢棄物	Tons per person 噸／人	0.00066	0.00605	0.00122
Total Non-hazardous Waste 無害廢棄物總量	Tons 噸	123.20	89.53	91.24
Non-hazardous Waste Per Capita 人均無害廢棄物	Tons per person 噸／人	0.08	0.05	0.04

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。溫室氣體核算乃按二氧化碳當量呈列，並根據中華人民共和國生態環境部刊發的《減排項目中國區域電網基準線排放因子》及政府間氣候變化專門委員會(IPCC)刊發的《2006年IPCC國家溫室氣體列表指南2019修訂版》進行核算。

2. 有害廢棄物主要包括廢棄硒鼓、墨盒、廢棄熒光燈管等。廢棄的硒鼓、墨盒及熒光燈管等辦公有害廢棄物均由有資質回收商回收處置。

3. 無害廢棄物主要包括生活垃圾，生活垃圾計算依據國務院發布的《第一次全國污染源普查城鎮生活源產排污係數手冊》進行估算。



2. RESOURCES USE

資源使用

Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	13,908.36	15,109.91	19,209.90
Direct Energy Consumption 直接能源消耗		3,092.74	6,689.07	6,696.57
Petrol for Official Vehicles 公務車汽油	MWh 兆瓦時	3,072.00	6,478.96	6,276.93
Diesel for Official Vehicles 公務車柴油		20.74	210.11	419.64
Indirect Energy Consumption 間接能源消耗		10,815.62	8,420.84	12,513.33
Electricity 外購電力	MWh 兆瓦時	10,815.62	8,420.84	12,513.33
Energy Consumption Intensity 能耗密度	kWh/kWh 千瓦時/ 千瓦時	0.004	0.004	0.004
Water Consumption 耗水量	Tons 噸	12,505.18	15,417.62	11,676.97
Water Consumption Per Capita 人均耗水量	Tons/person 噸/人	7.72	8.08	4.54

Note: 1. 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.

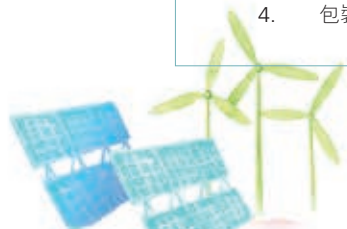
4. Packing materials are not applicable to the Group.

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。



3. HUMAN RESOURCES

人力資源

Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
Total Workforce 員工總人數	Person 人	1,619	1,907	2,574
By Gender 按性別				
Male 男性員工	Person 人	1,347	1,596	2,202
Female 女性員工	Person 人	272	311	372
By Employee Category 按僱傭類型				
Senior Management 高級管理層	Person 人	24	26	27
Middle Management 中級管理層	Person 人	188	177	284
Regular Employees 基層員工	Person 人	1,407	1,704	2,263
By Age Group 按年齡段				
Under 30 Years Old 30歲(不含)以下	Person 人	797	862	1,174
30 (include) – 50 (include) 30歲(含) – 50歲(含)	Person 人	741	941	1,267
Over 50 Years Old 50歲(不含)以上	Person 人	81	104	133



Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
By Lines of Service 按服務體系				
Headquarters Office Management 集團總部	Person 人	146	173	217
Project Development and Management 項目開發及管理	Person 人	299	351	450
Operational and Maintenance (O&M) 運行維護	Person 人	1,018	1,238	1,747
Design, Leasing, etc. 設計、租賃等業務	Person 人	85	101	113
Energy Internet Technological Development 能源物聯網技術開發	Person 人	71	44	47
By Region 按地區劃分				
China 中國(含港澳台)	Person 人	1,614	1,900	2,563
Other Countries and Regions 其他國家和地區	Person 人	5	7	11



Employee Turnover Rate (excluding Concord O&M)

員工流失率(不含運維)

Indicators 關鍵績效指標	Unit 單位	2021	2022
Overall Turnover Rate 總離職率	%	8.9	8.4
By Gender 按性別劃分			
Male 男性	%	8.5	8.0
Female 女性	%	10.1	9.8
By Age Group 按年齡劃分			
Under 30 Years Old 30歲(不含)以下	%	12.0	16.7
30 (include) - 50 (include) Years Old 30歲(含)–50歲(含)	%	9.6	8.0
Over 50 Years Old 50歲(不含)以上	%	0.0	4.2
By Region 按地區劃分			
China 中國(含港澳台)	%	8.7	8.3
Other Countries and Regions 其他國家和地區	%	30.0	15.4

Note: Turnover is defined as the employee who passes the probation period voluntarily and involuntarily 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。



Employee Turnover Rate (Concord O&M)

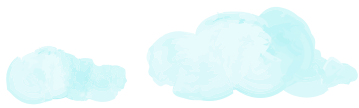
員工流失率(運維)

Indicators 關鍵績效指標	Unit 單位	2021	2022
Overall Turnover Rate 總離職率	%	18.3	19.0
By Gender 按性別劃分			
Male 男性	%	19.5	19.7
Female 女性	%	8.4	12.6
By Age Group 按年齡劃分			
Under 30 Years Old 30歲(不含)以下	%	21.2	19.1
30 (include) – 50 (include) Years Old 30歲(含)–50歲(含)	%	13.6	19.2
Over 50 Years Old 50歲(不含)以上	%	9.5	4.8
By Region 按地區劃分			
China 中國(含港澳台)	%	18.3	19.0
Other Countries and Regions 其他國家和地區	%	0.0	0.0

Note: Turnover is defined as the employee who passes the probation period voluntarily and involuntarily 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。





Health and Safety

健康與安全

Indicators 關鍵績效指標	Unit 單位	2020	2021	2022
Number of Work-related Fatalities 因工亡故的人數	Person 人	0	1	0
Rate of Work-related Fatalities 因工亡故的比率	%	0	0.05	0
Lost Days Due to Work Injury 因工傷損失工作日數	Day 天	0	0	0

Note: In the past three years, there was one work-related fatalities in the Group, which happened in 2021 and caused by a traffic accident when an employee was on a business trip.

註：集團過去三年發生一例因工亡故事件，系2021年一名員工出差途中發生交通意外所致。



4. EMPLOYEE TRAINING

員工培訓

Indicators 關鍵績效指標	Unit 單位	2021	2022
Training Hours per Employee 員工人均培訓時長	Hour 小時	103.70	147.44
Coverage Ratio of Employee Training 員工培訓覆蓋率	%	100	100
By Gender 按性別劃分			
Percentage of Male Employees Trained 男性員工受訓百分比	%	100	100
Percentage of Female Employees Trained 女性員工受訓百分比	%	100	100
Average Hours of Training for Male Employees 男性員工受訓平均小時數	Hour 小時	102.79	153.19
Average Hours of Training for Female Employees 女性員工受訓平均小時數	Hour 小時	108.28	113.42
By Employee Category 按員工類別劃分			
Percentage of Senior Management Training 高級管理層受訓百分比	%	100	100
Percentage of Middle Management Training 中級管理層受訓百分比	%	100	100
Percentage of Regular Employees Training 基層員工受訓百分比	%	100	100
Average Hours of Senior Management Training 高級管理層受訓平均小時數	Hour 小時	55.37	60.34
Average Hours of Middle Management Training 中級管理層受訓平均小時數	Hour 小時	52.56	81.96
Average Hours of Regular Employees Training 基層員工受訓平均小時數	Hour 小時	109.57	157.35



5. SUPPLIER

供應商

Indicators 關鍵績效指標	Unit 單位	2021	2022
Total Number of Suppliers 供應商總數	Number 個	200	215
By Region 按地區劃分			
China 中國(含港澳台)	Number 個	197	212
Other Countries and Regions 其他國家和地區	Number 個	3	3

6. ANTI-CORRUPTION

反貪污

Indicators 關鍵績效指標	Unit 單位	2022
Number of Concluded Legal Cases Regarding Corrupt Practices Brought Against the Group's employees 對本集團僱員提出並已審結的貪污訴訟案件數量	Event 起	0
Number of Concluded Legal Cases Regarding Corrupt Practices Brought Against the Group 對本集團提出並已審結的貪污訴訟案件數量	Event 起	0
Coverage Ratio of Anti-corruption Training for Employees 僱員反貪污培訓覆蓋率	%	95
Coverage Ratio of Anti-corruption Training for Directors 董事反貪污培訓覆蓋率	%	100

7. COMMUNITY INVESTMENT

社區投資

Indicators 關鍵績效指標	Unit 單位	2022
Total Amount of Community Investment 社區投資總金額	RMB 元	22,671,450
Total Number of Community Investment Projects 社區投資項目總數	Number 個	17

(2) ESG Reporting Guide Index

(二)《ESG 報告指引》索引表

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。 	<ul style="list-style-type: none"> I. INTRODUCTION <ul style="list-style-type: none"> (1) About the Report II. ROBUST CORPORATE GOVERNANCE <ul style="list-style-type: none"> (1) ESG Governance <p>一、前言 （一）關於本報告</p> <p>二、強健企業管治 （一）ESG 管治</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>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>	<p>I. INTRODUCTION (1) About the Report</p> <p>一、前言 (一) 關於本報告</p>

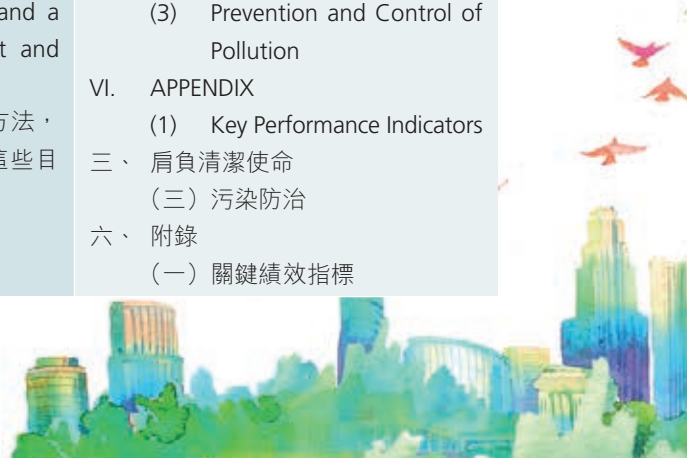


Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Reporting Boundary 匯報範圍	<p>Narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should 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>	<p>I. INTRODUCTION (1) About the Report 一、前言 (一) 關於本報告</p>
Environment 環境		
<p>Aspect A1: Emissions A1 排放物</p>	<p>Information on:</p> <p>(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>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>(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution (4) Ecological Protection VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 (三) 污染防治 (四) 生態保護 六、附錄 (一) 關鍵績效指標</p>



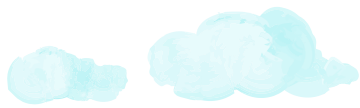


Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<p>A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放數據</p>	<p>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標</p>
	<p>A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) 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>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標</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>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標</p>
	<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>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 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. CLEAN ENERGY MISSION VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 六、附錄 (一) 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. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 (三) 污染防治 六、附錄 (一) 關鍵績效指標</p>



Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect A2: Use of Resources A2 資源使用	Policies on the efficient use of resources, including energy, water and other raw materials. 一般披露：有效使用資源(包括能源、水及其他原材料)的政策。	III. CLEAN ENERGY MISSION (2) Green Operation 三、 肩負清潔使命 (二) 綠色運營
	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)。	VI. APPENDIX (1) Key Performance Indicators 六、 附錄 (一) 關鍵績效指標
	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)。	VI. APPENDIX (1) Key Performance Indicators 六、 附錄 (一) 關鍵績效指標
	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。	III. CLEAN ENERGY MISSION VI. APPENDIX (1) Key Performance Indicators 三、 肩負清潔使命 六、 附錄 (一) 關鍵績效指標
	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。	III. CLEAN ENERGY MISSION VI. APPENDIX (1) Key Performance Indicators 三、 肩負清潔使命 六、 附錄 (一) 關鍵績效指標
	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)每生產單位估量。	Not applicable 不適用





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect A3: The Environment and Natural Resources A3 環境及天然資源	Policies on minimizing the issuer's significant impact on the environment and natural resources. 一般披露：減低發行人對環境及天然資源造成重大影響的政策。	III. CLEAN ENERGY MISSION (4) Ecological Protection 三、 肩負清潔使命 (四) 生態保護
	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。	III. CLEAN ENERGY MISSION (4) Ecological Protection 三、 肩負清潔使命 (四) 生態保護
Aspect A4: Climate Change A4 氣候變化	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer 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。	III. CLEAN ENERGY MISSION Topic: Climate-related Financial Disclosures 三、 肩負清潔使命 專題：氣候相關財務信息披露
	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. 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。	III. CLEAN ENERGY MISSION Topic: Climate-related Financial Disclosures 三、 肩負清潔使命 專題：氣候相關財務信息披露



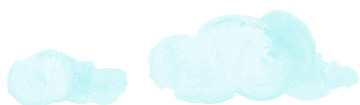
Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Social 社會		
Aspect B1: Employment B1 僱傭	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to compensation and 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>(a) 政策；及</p> <p>(b) 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. HUMANISTIC CARE</p> <p>(1) Talent Motivation</p> <p>五、踐行人文關懷</p> <p>(一) 人才激發</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>V. HUMANISTIC CARE</p> <p>(1) Talent Motivation</p> <p>VI. APPENDIX</p> <p>(1) Key Performance Indicators</p> <p>五、踐行人文關懷</p> <p>(一) 人才激發</p> <p>六、附錄</p> <p>(一) 關鍵績效指標</p>
	<p>B1.2 Employee turnover rate by gender, age group and geographical region.</p> <p>B1.2 按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>VI. APPENDIX</p> <p>(1) Key Performance Indicators</p> <p>六、附錄</p> <p>(一) 關鍵績效指標</p>



Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
Aspect B2: Health and Safety B2 健康與安全	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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一) 安全管理
	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。	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
	B2.2 Lost days due to work injury B2.2 因工傷損失工作日數	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
	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。	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一) 安全管理
Aspect B3: Development and Training B3 發展與培訓	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。	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發
	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management). B3.1 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標

Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<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>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標</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>(a) 政策；及</p> <p>(b) 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. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發</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>V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發</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>V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發</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>IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展</p>
	<p>B5.1 Number of suppliers by geographical region.</p> <p>B5.1按地區劃分的供應商數目。</p>	<p>VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標</p>





Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<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>IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展</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>IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展</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>III. CLEAN ENERGY MISSION (2) Green Operation IV. STABLE AND SAFE OPERATION (3) Coordinated Development 三、肩負清潔使命 (二) 綠色運營 四、穩定安全運營 (三) 協同發展</p>
<p>Aspect B6: Product Responsibility B6 產品責任</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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>IV. STABLE AND SAFE OPERATION (2) Capacity Building 四、穩定安全運營 (二) 能力建設</p>



Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<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>Not applicable 不適用</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>IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展</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>IV. STABLE AND SAFE OPERATION (2) Capacity Building 四、穩定安全運營 (二) 能力建設</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>IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展</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>IV. STABLE AND SAFE OPERATION (2) Capacity Building 四、穩定安全運營 (二) 能力建設</p>
<p>Aspect B7: Anti-corruption B7 反貪污</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 bribery, extortion, fraud and money laundering. 一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics 二、強健企業管治 (二) 商業道德</p>



Subject Areas 範疇	Disclosure Requirements 披露要求	Remarks 索引
	<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. 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>II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics VI. APPENDIX (1) Key Performance Indicators 二、強健企業管治 (二) 商業道德 六、附錄 (一) 關鍵績效指標</p>
	<p>B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。</p>	<p>II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics 二、強健企業管治 (二) 商業道德</p>
	<p>B7.3 Description of anti-corruption training provided to directors and staff. B7.3 描述向董事及員工提供的反貪污培訓。</p>	<p>II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics VI. APPENDIX (1) Key Performance Indicators 二、強健企業管治 (二) 商業道德 六、附錄 (一) 關鍵績效指標</p>
<p>Aspect B8: Community Investment B8 社區投資</p>	<p>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。</p>	<p>V. HUMANISTIC CARE (2) Community Engagement (3) Education Support 五、踐行人文關懷 (二) 社區共建 (三) 教育幫扶</p>
	<p>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)。</p>	<p>V. HUMANISTIC CARE (2) Community Engagement (3) Education Support 五、踐行人文關懷 (二) 社區共建 (三) 教育幫扶</p>
	<p>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)。</p>	<p>V. HUMANISTIC CARE (2) Community Engagement (3) Education Support VI. APPENDIX (1) Key Performance Indicators 五、踐行人文關懷 (二) 社區共建 (三) 教育幫扶 六、附錄 (一) 關鍵績效指標</p>

(3) GRI Standards Index

(三) GRI 索引

Statement of use 使用說明	Concord New Energy Group Limited has reported the information cited in this GRI content index for the period 2022.1.1 to 2022.12.31 with reference to the GRI Standards. 協合新能源集團有限公司及其子公司在2022年1月1日至2022年12月31日參照GRI標準報告了在此份GRI內容索引中引用的信息。
GRI 1 used 使用的GRI 1	GRI 1: Foundation 2021 GRI 1：基礎2021

GRI STANDARD GRI 標準	DISCLOSURE 披露項	LOCATION 位置
GRI 2: General Disclosure 2021 GRI 2：一般披露 2021		
1. Organization and its reporting practices 1. 組織及其報告做法	2-1 Organizational details 組織詳細情況	I. INTRODUCTION (3) About Concord New Energy 一、前言 (三)關於協合新能源
	2-2 Entities included in the organization's sustainability reporting 納入組織可持續發展報告的實體	I. INTRODUCTION (1) About the Report 一、前言 (一)關於本報告
	2-3 Reporting period, frequency and contact point 報告期、報告頻率和聯繫人	I. INTRODUCTION (1) About the Report 一、前言 (一)關於本報告
	2-4 Restatements of information 信息重述	Due to the improvement of statistical capability, the Group has expanded the scope of some key performance indicators. In order to improve the comparability of data, the Group has adjusted the data of the above mentioned indicators in previous year. 據統計能力提升，集團對個別關鍵績效指標擴大了統計範圍。為提高數據可比性，集團對上述指標過往年度數據進行追溯調整。





GRI STANDARD GRI 標準		DISCLOSURE 披露項	LOCATION 位置
2. Activities and workers 2. 活動和工作	2-6	Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	I. INTRODUCTION (3) About Concord New Energy 一、前言 (三)關於協合新能源
	2-7	Employees 員工	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一)關鍵績效指標
	2-8	Workers who are not employees 員工之外的工作者	There are no workers who are not employees. 沒有任何員工之外的工作者。
3. Governance 3. 管治	2-9	Governance structure and composition 管治架構和組成	I. INTRODUCTION (1) About the Report II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 一、前言 (一)關於本報告 二、強健企業管治 (一)ESG管治
	2-10	Nomination and selection of the highest governance body 最高管治機構的提名和遴選	Please refer to 2022 Annual Report 請參見《二零二二年年報》
	2-11	Chair of the highest governance body 最高管治機構的主席	Shunxing Liu 劉順興
	2-12	Role of the highest governance body in overseeing the management of impacts 在管理影響方面，最高管治機構的監督作用	I. INTRODUCTION (1) About the Report II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 一、前言 (一)關於本報告 二、強健企業管治 (一)ESG管治



GRI STANDARD GRI 標準		DISCLOSURE 披露項	LOCATION 位置
	2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 二、強健企業管治 (一) ESG 管治
	2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	I. INTRODUCTION (1) About the Report II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 一、前言 (一) 關於本報告 二、強健企業管治 (一) ESG 管治
	2-15	Conflicts of interest 利益衝突	Please refer to <i>2022 Annual Report</i> 請參見《二零二二年 年報》
	2-16	Communication of critical concerns 重要關切問題的溝通	I. INTRODUCTION (4) Materiality Assessment 一、前言 (四) 重要性評估





GRI STANDARD GRI 標準		DISCLOSURE 披露項	LOCATION 位置
	2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	The Group regularly or irregularly provides the directors with the latest laws, regulations and regulatory requirements documents and carries out necessary training, including but not limited to ESG general knowledge, climate change, anticorruption, etc. 集團定期或不定期向董事提供最新的法律法規和監管要求文件並開展必要的培訓，包括但不限於ESG通識、氣候變化、反貪污等。
	2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	Please refer to <i>2022 Annual Report</i> 請參見《二零二二年年報》
	2-19	Remuneration policies 薪酬政策	Please refer to <i>2022 Annual Report</i> 請參見《二零二二年年報》



GRI STANDARD GRI 標準		DISCLOSURE 披露項	LOCATION 位置
4. Strategy, policies and practices 4. 戰略、政策和實踐	2-22	Statement on sustainable development strategy 關於可持續發展戰略的聲明	I. INTRODUCTION (1) About the Report II. ROBUST CORPORATE GOVERNANCE (1) ESG Governance 一、前言 (一)關於本報告 二、強健企業管治 (一)ESG 管治
	2-23	Policy commitments 政策承諾	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics V. HUMANISTIC CARE (1) Talent Motivation 二、強健企業管治 (二)商業道德 五、踐行人文關懷 (一)人才激發
	2-24	Embedding policy commitments 融合政策承諾	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics V. HUMANISTIC CARE (1) Talent Motivation 二、強健企業管治 (二)商業道德 五、踐行人文關懷 (一)人才激發
	2-25	Processes to remediate negative impacts 補救負面影響的程序	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics V. HUMANISTIC CARE (1) Talent Motivation 二、強健企業管治 (二)商業道德 五、踐行人文關懷 (一)人才激發





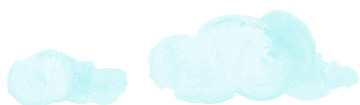
GRI STANDARD GRI 標準	DISCLOSURE 披露項	LOCATION 位置	
	2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics V. HUMANISTIC CARE (1) Talent Motivation 二、強健企業管治 (二)商業道德 五、踐行人文關懷 (一)人才激發
	2-27	Compliance with laws and regulations 遵守法律法規	No major violation of laws and regulations have occurred in this year. 本年度集團未發生重大違反法律法規的事件
5. Stakeholder engagement 5. 利益相關方參與	2-29	Approach to stakeholder engagement 利益相關方參與的方法	I. INTRODUCTION (4) Materiality Assessment 一、前言 (四)重要性評估

GRI STANDARD GRI 標準	DISCLOSURE 披露項	LOCATION 位置
GRI 3: Material Topics 2021 GRI 3 : 實質性議題 2021		
3-1	Process to determine material topics 確定實質性議題的過程	I. INTRODUCTION (4) Materiality Assessment 一、前言 (四)重要性評估
3-2	List of material topics 實質性議題清單	I. INTRODUCTION (4) Materiality Assessment 一、前言 (四)重要性評估
3-3	Management of material topics 實質性議題的管理	Please refer to the following table. 請參見下表。



GRI STANDARD 披露項目內容			LOCATION 位置
GRI 201: Economic Performance GRI 201: 經濟績效	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages Economic performance 報告對經濟績效的管理方法	Please refer to <i>2022 Annual Report</i> 請參見《二零二二年年報》
	Topic disclosures 議題披露項	201-1 Direct economic value generated and distributed 201-1 直接產生和分配的經濟價值	Please refer to the <i>2022 Annual Report</i> for operation related financial information. Other information is subject to confidentiality requirements and will not be reported. 運營相關財務信息請參見《二零二二年年報》；其他信息受保密性要求限制，我們不予報告。
		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. CLEAN ENERGY MISSION Topic: Climate-related Financial Disclosures 三、肩負清潔使命 專題：氣候相關財務信息披露
GRI 203: Indirect Economic Impacts GRI 203: 間接經濟影響	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages indirect economic impacts 報告對間接經濟影響的管理方法	–
	Topic disclosures 議題披露項	203-1 Infrastructure investments and services supported 203-1 基礎設施投資和支持性服務	V. HUMANISTIC CARE (2) Community Engagement 五、踐行人文關懷 (二)社區共建





GRI STANDARD 披露項目內容			LOCATION 位置
GRI 204: Procurement Practice GRI 204 : 採購實踐	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages procurement practices 報告對採購實踐的管理方法	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三)協同發展
GRI 205 : Anti-corruption GRI 205 : 反腐敗	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages anti-corruption 報告對反腐敗議題的管理方法	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics 二、強健企業管治 (二)商業道德
	Topic disclosures 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	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics VI. APPENDIX (1) Key Performance Indicators 二、強健企業管治 (二)商業道德 六、附錄 (一)關鍵績效指標
		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	II. ROBUST CORPORATE GOVERNANCE (2) Business Ethics VI. APPENDIX (1) Key Performance Indicators 二、強健企業管治 (二)商業道德 六、附錄 (一)關鍵績效指標



GRI STANDARD 披露項目內容		LOCATION 位置	
Environmental Criteria 環境準則			
GRI 302: Energy GRI 302 : 能源	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages energy 報告對能源的管理方法	III. CLEAN ENERGY MISSION (1) Low-carbon Development 三、肩負清潔使命 (一) 低碳發展
	Topic disclosures 議題披露項	302-1 Energy consumption within the organization 302-1 組織內部的能源消耗量	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
		302-3 Energy intensity 302-3 能源強度	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
GRI 303: Water and Effluents GRI 303 : 水資源與污水	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages water and effluents 報告對水資源與污水的管理方法	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution (4) Ecological Protection 三、肩負清潔使命 (三) 污染防治 (四) 生態保護
		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. CLEAN ENERGY MISSION (4) Ecological Protection 三、肩負清潔使命 (四) 生態保護
		303-2 Management of water discharge-related impacts 303-2 管理與排水相關的影響	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution 三、肩負清潔使命 (三) 污染防治





GRI STANDARD 披露項目內容			LOCATION 位置
	Topic disclosures 議題披露項	303-3 Water withdrawal 303-3 取水	III. CLEAN ENERGY MISSION (4) Ecological Protection VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 (四)生態保護 六、附錄 (一)關鍵績效指標
GRI 304: Biodiversity GRI 304 : 生物多樣性	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages biodiversity 報告對生物多樣性的管理方法	III. CLEAN ENERGY MISSION (4) Ecological Protection 三、肩負清潔使命 (四)生態保護
	Topic disclosures 議題披露項	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 304-1 組織在位於或鄰近保護區和保護區外的生物多樣性豐富區域擁有、租賃、管理的運營點	III. CLEAN ENERGY MISSION (4) Ecological Protection 三、肩負清潔使命 (四)生態保護



GRI STANDARD 披露項目內容			LOCATION 位置
GRI 305: Emissions GRI 305 : 排放	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages emissions 報告對排放的管理方法	III. CLEAN ENERGY MISSION (1) Low-carbon Development (2) Green Operation 三、肩負清潔使命 (一) 低碳發展 (二) 綠色運營
	Topic disclosures 議題披露項	305-1 Direct (Scope 1) GHG emissions 305-1 直接(範圍1)溫室氣體排放	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
		305-2 Energy indirect (Scope 2) GHG emissions 305-2 能源間接(範圍2)溫室氣體排放	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
		305-4 GHG emissions intensity 305-4 溫室氣體排放強度	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標



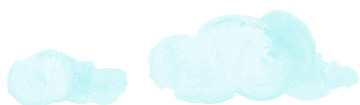


GRI STANDARD 披露項目內容			LOCATION 位置
GRI 306: Waste GRI 306 : 污水和廢棄物	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages waste 報告對廢棄物的管理辦法	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution 三、肩負清潔使命 (三) 污染防治
	Topic disclosures 議題披露項	306-1 Waste generation and significant waste-related impacts 306-1 廢棄物的產生及廢棄物相關重大影響	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution 三、肩負清潔使命 (三) 污染防治
		306-2 Management of significant waste-related impacts 306-2 廢棄物相關重大影響的管理	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution 三、肩負清潔使命 (三) 污染防治
		306-3 Waste generated 306-3 產生的廢棄物	III. CLEAN ENERGY MISSION (3) Prevention and Control of Pollution VI. APPENDIX (1) Key Performance Indicators 三、肩負清潔使命 (三) 污染防治 六、附錄 (一) 關鍵績效指標



GRI STANDARD 披露項目內容			LOCATION 位置
GRI 308: Supplier Environmental Assessment GRI 308: 供應商環境評估	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages supplier environmental assessment 報告對供應商環境評估的管理方法	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展
	Topic disclosures 議題披露項	308-1 New suppliers that were screened using environmental criteria 308-1 使用環境評價維度篩選的新供應商	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展
		308-2 Negative environmental impacts of supply chain and actions taken 308-2 供應鏈的負面環境影響以及採取的行動	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三) 協同發展
Social Criteria 社會準則			
GRI 401: Employment GRI 401: 僱傭	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages employment 報告對僱傭的管理方法	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發
	Topic disclosures 議題披露項	401-1 New employee hires and employee turnover 401-1 新進員工僱用率和員工流動率	VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一) 關鍵績效指標
		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	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發
		401-3 Parental leave 401-3 育兒假	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一) 人才激發





GRI STANDARD 披露項目內容			LOCATION 位置
GRI 403: Occupational Health and Safety GRI 403: 職業健康與安全	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages occupational health and safety 報告對職業健康與安全的管理方法	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-1 Occupational health and safety management system 403-1 職業健康安全管理體系	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害識別、風險評估和事故調查	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-3 Occupational health services 403-3 職業健康服務	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-4 Worker participation, consultation, and communication on occupational health and safety 403-4 職業健康安全事務：工作者的參與、意見証詢和溝通	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-5 Worker training on occupational health and safety 403-5 工作者職業健康安全培訓	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		403-6 Promotion of worker health 403-6 促進工作者健康	IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理



GRI STANDARD 披露項目內容		LOCATION 位置
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7預防和減輕與業務關係直接相關的職業健康安全影響
	Topic disclosures 議題披露項	403-8 Workers covered by an occupational health and safety management system 403-8職業健康安全管理體系覆蓋的工作者
		403-9 Work-related injuries 403-9工傷
GRI 404: Training and Education GRI 404：培訓與教育	GRI 3: Management of material topics GRI 3：實質性議題的管理	How it manages training and education 報告對培訓與教育的管理方法
	Topic disclosures 議題披露項	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. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		IV. STABLE AND SAFE OPERATION (1) Safety Management 四、穩定安全運營 (一)安全管理
		IV. STABLE AND SAFE OPERATION (1) Safety Management VI. APPENDIX (1) Key Performance Indicators 四、穩定安全運營 (一)安全管理 六、附錄 (一)關鍵績效指標
		V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
		VI. APPENDIX (1) Key Performance Indicators 六、附錄 (一)關鍵績效指標





GRI STANDARD 披露項目內容		LOCATION 位置	
		404-2 Programs for upgrading employee skills and transition assistance programs 404-2 員工技能提升方案和過渡援助方案	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
GRI 405: Diversity and Equal Opportunity GRI 405 : 多元化與平等機會	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages diversity and equal opportunity 報告對多元化與平等機會的管理方法	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
	Topic disclosures 議題披露項	405-1 Diversity of governance bodies and employees 405-1 管治機構與員工的多元化	V. HUMANISTIC CARE (1) Talent Motivation VI. APPENDIX (1) Key Performance Indicators 五、踐行人文關懷 (一)人才激發 六、附錄 (一)關鍵績效指標
GRI 406 : Non-discrimination GRI 406 : 反歧視	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages non-discrimination 報告對反歧視的管理方法	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
	Topic disclosures 議題披露項	406-1 Incidents of discrimination and corrective actions taken 406-1 歧視事件及採取的糾正行動	No discrimination has occurred in the Group this year. 本年度集團未發生歧視事件。
GRI 408: Child Labor GRI 408 : 童工	GRI 3: Management of material topics GRI 3 : 實質性議題的管理	How it manages child labor 報告對童工的管理方法	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
	Topic disclosures 議題披露項	408-1 Operations and suppliers at significant risk for incidents of child labour 408-1 具有重大童工事件風險的運營和供應商	No child labor was reported during this year. 本年度未發生僱傭童工事件。



GRI STANDARD 披露項目內容			LOCATION 位置
GRI 409: Forced or Compulsory Labor GRI 409: 強迫或強制勞動	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages forced or compulsory labor 報告對強迫或強制勞動的管理方法	V. HUMANISTIC CARE (1) Talent Motivation 五、踐行人文關懷 (一)人才激發
	Topic disclosures 議題披露項	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 409-1 具有強迫或強制勞動事件重大風險的運營點和供應商	There were no incidents of forced or compulsory labor during the year. 本年度未發生強迫或強制勞動事件。
GRI 414: Supplier Social Assessment GRI 414: 供應商社會評估	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages supplier social assessment 報告對供應商社會評估的管理方法	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三)協同發展
	Topic disclosures 議題披露項	414-1 New suppliers that were screened using social criteria 414-1 使用社會標準篩選新供貨商	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三)協同發展
		414-2 Negative social impacts in the supply chain and actions taken 414-2 供應鏈中負面的社會衝擊以及所採取的行動	IV. STABLE AND SAFE OPERATION (3) Coordinated Development 四、穩定安全運營 (三)協同發展
GRI 418: Customer Privacy GRI 418: 客戶隱私	GRI 3: Management of material topics GRI 3: 實質性議題的管理	How it manages customer privacy 報告對客戶隱私的管理方法	IV. STABLE AND SAFE OPERATION (2) Capacity Building 四、穩定安全運營 (二)能力建設





(4) List of Key Policies

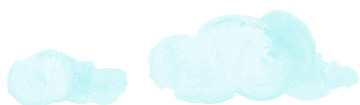
(四) 關鍵政策列表

ESG Indicators ESG 指標	Key Policies 關鍵政策
Aspect A1: Emissions A1 排放物	<i>Hazardous Wastes Management System</i> 《危險廢棄物管理制度》
	<i>Ecological and Environmental Protection Policy</i> 《生態環境保護政策》
Aspect A2: Use of Resources A2 資源使用	<i>Energy Efficiency Policy</i> 《能源效益政策》
Aspect A3: The Environment and Natural Resources A3 環境及天然資源	<i>Administrative Measures for Soil and Water Conservation in Construction Projects (Trial)</i> 《建設項目水土保持管理辦法(試行)》
	<i>Ecological and Environmental Protection Policy</i> 《生態環境保護政策》
	<i>Ecological and Environmental Protection Management System (Trial)</i> 《生態環境保護管理制度(試行)》
Aspect A4: Climate Change A4 氣候變化	<i>Climate Change Policy</i> 《氣候變化政策》
	<i>Manual on Risk Point Analysis and Pre-Control for Energy Storage Projects</i> 《儲能項目風險點分析及預控手冊》
	<i>Emergency Plan for Extreme Weather</i> 《防極端天氣應急預案》
Aspect B1: Employment B1 僱傭	<i>Labour Contract Management System</i> 《勞動合同管理制度》
	<i>Recruitment Management System</i> 《招聘管理制度》
	<i>Employee Change, Secondment and Turnover Management System</i> 《員工異動、借調和離職管理制度》
	<i>Human Resources Policy</i> 《人力資源政策》
	<i>Administrative Measures for Special Occupation Benefit</i> 《崗位特殊補貼管理辦法》



ESG Indicators ESG 指標	Key Policies 關鍵政策
Aspect B2: Health and Safety B2 健康與安全	Safety Policy 《安全政策》
	<i>Regulations on the Administration of Production Safety</i> 《安全生產管理規定》
	<i>Regulations on Administration of Safety Training and Education</i> 《安全培訓教育管理規定》
	<i>Regulations on Safety Inspection and Management of Potential Accident Investigation and Treatment</i> 《安全檢查和事故隱患排查治理管理規定》
	<i>Regulations on Emergency Management of Production Safety</i> 《安全生產應急管理規定》
	<i>Measures for the Administration of Production Safety Responsibility System</i> 《安全生產責任制管理辦法》
	<i>Regulations for Reward and Punishment of Safety and Environmental Protection Work</i> 《安全環保工作獎懲規定》
	<i>Measures for Administration of Engineering Quality Supervision and Assessment (Trial)</i> 《工程質量監督考核管理辦法(試行)》
	Aspect B3: Development and Training B3 發展及培訓
<i>Shared Incentive Plan</i> 《股份激勵計劃》	
<i>Attendance Management Policy</i> 《考勤管理制度》	
<i>Positions Management Policy</i> 《崗位體系管理制度》	
<i>Employee Post-holding Qualification Management Regulations (Trial)</i> 《任職資格管理辦法(試行)》	
<i>Job Rotation Management Regulations</i> 《輪崗管理辦法》	
<i>Secondment Management Regulations</i> 《掛職鍛煉管理辦法》	
<i>Training Management System</i> 《培訓管理制度》	
<i>Internal Lecturer Management Measures</i> 《內部講師管理辦法》	



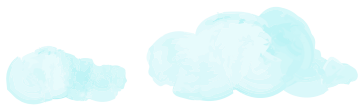


ESG Indicators ESG 指標	Key Policies 關鍵政策
Aspect B3: Development and Training B3 發展及培訓	<i>Beijing Management Centre New Employee Onboarding Training Management Measures</i> 《北京管理中心新員工入職培訓管理辦法》
	<i>Incentive Measures for Photovoltaic Business Development</i> 《光伏業務開發激勵管理辦法》
	<i>Incentive Measures for Departmental Assessment</i> 《部門考核激勵管理辦法》
Aspect B4: Labour Standards B4 勞工準則	<i>Labour Contract Management System</i> 《勞動合同管理制度》
	<i>Recruitment Management System</i> 《招聘管理制度》
	<i>Employee Change, Secondment and Turnover Management System</i> 《員工異動、借調和離職管理制度》
	<i>Diverse Employment Protection System</i> 《多元化員工保護制度》
	<i>HR-related Employee Grievance Policy and Handling Mechanism</i> 《人力資源相關員工申訴政策及處理機制》
Aspect B5: Supply Chain Management B5 供應鏈管理	<i>Supplier Code of Conduct</i> 《供應商行為準則》
	<i>Supply Chain Management Policy</i> 《供應鏈管理政策》
	<i>Measures for the Supervision and Administration of Bidding</i> 《招標監督管理辦法》
	<i>Management Standards for Entry of Visitors</i> 《外來人員進場管理規範》
Aspect B6: Product Responsibility B6 產品責任	<i>Intellectual Property Management Rule</i> 《知識產權管理制度》
	<i>Technical Specifications for Communication Channels in Power Plants of the Group (Trial)</i> 《集團電廠通信通道技術規範(試行)》
	<i>Administrative Measures for IT Helpdesk of the Group</i> 《集團IT服務台管理辦法》
	<i>Administrative Measures for Usage of Email System of the Group</i> 《集團電子郵件系統使用管理辦法》
	<i>Administrative Measures for Software System of the Group</i> 《集團有限公司軟件系統管理辦法》



ESG Indicators ESG 指標	Key Policies 關鍵政策
	<p><i>Administrative Measures for Usage of Video Conferencing System of the Group (Trial)</i> 《集團視頻會議系統使用管理辦法(試行版)》</p> <p><i>Information Management System of the Group</i> 《集團有限公司信息化工作管理制度》</p> <p><i>Administrative Measures for Information Network System of the Group</i> 《集團信息網絡系統管理辦法》</p> <p><i>Management System for Security and Confidentiality of Information System of the Group (2014 Revision)</i> 《集團信息系統安全及保密管理制度(2014年修訂版)》</p> <p><i>Administrative Measures for Hardware Equipment of the Group</i> 《集團有限公司硬件設備管理辦法》</p>
Aspect B7: Anti-corruption B7 反貪污	<p><i>Integrity and Compliance Policy</i> 《廉潔合規政策》</p> <p><i>Whistleblowing Policy</i> 《舉報政策》</p> <p><i>Code of Ethics & Conduct</i> 《職業道德行為準則》</p>





(5) Reader Feedback Form

Dear Readers,

Thank you for taking the time to read the 2022 ESG Report of Concord New Energy Group Limited. In order to enhance our ESG management and improve the quality of ESG management and report, your valuable comments and suggestions are highly appreciated. We will fully consider your advice, and promise to keep your information confidential.

You may contact us via:

Address: CWP BLDG., No. 9 SOUTH SHOUTI RD., HAIDIAN DISTRICT, BEIJING, P.R.C
Tel: +86-10-88317888
E-mail: ESG@cnegroup.com
Fax: +86-10-88317777

Concord New Energy Group
April 2023

Please rate your level of agreement with the following statements from 1 to 5 (1 being strongly disagree and 5 being strongly agree):

The report reflects the company's environmental and social impact. 這份報告反映本公司對環境和社會的影響。	
I am satisfied with the ESG performance of the Company. 我對本公司的ESG實踐成效感到滿意。	
I am satisfied with the disclosure level of this report. 對此報告的信息披露程度感到滿意。	
This report responds to and discloses issues of interest to stakeholders. 此報告對利益相關方關心的問題進行回應和披露。	
I am satisfied with the report. 我對此報告感到滿意。	

Other comments:

其他評價： _____

(五) 讀者意見反饋單

親愛的讀者：

感謝您在百忙之中閱覽《協合新能源2022年ESG報告》。為進一步提升ESG管理工作和報告的質量，我們誠摯地邀請您對本報告提出寶貴的意見和建議。我們將充分考慮您的意見與建議，並承諾妥善保護您的信息不被第三方獲取。

您可以通過以下方式聯繫我們：

聯繫地址：北京海淀區首體南路9號中國風電大廈
聯繫電話：+86-10-88317888
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協合新能源集團
2023年4月

請以1至5表示您是否同意以下陳述（1為完全不同意，5為完全同意）：

