

# 2015 環境、社會及管制報告

THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



## 編制說明

### 報告目的

本報告旨在呈現2015年公司在企業社會責任方面的表現，對公司社會責任的理念、實踐和績效與利益相關方進行坦誠有效的溝通。

### 時間範圍

2015年1月1日 ~ 2015年12月31日，部分內容超出上述範圍。

### 報告組織範圍

本報告以天能動力國際有限公司為主體部分，涵蓋各子分機構。

### 報告數據說明

本報告使用數據來自公司年報、正式文件及統計報告。數據以2015年為主，部分包括以前年度數據。本報告中所涉及貨幣金額以人民幣作為計量幣種，特別說明的除外。

### 報告編制原則

本報告參考香港證券交易所（“港交所”）《環境、社會及管治報告指引》、全球報告倡議組織（GRI）《可持續發展報告指南》（G4）及相關補充指引等標準進行編制，《DZCSR30000中國企業社會責任標準體系》亦為編制本報告時的主要參考資料。我們已根據《環境、社會及管治報告指引》識別出實質性方面以在本報告中披露，並提供G4指南所載主要表現指標的資料，以提升透明度及問責性。

### 報告保證方式

本公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

### 報告形式

本報告分為簡體中英文和繁體中英文兩個版本，且以環保紙印刷品及電子版文檔形式提供。

### 稱謂說明

為表述方便，在報告中簡稱“天能動力”、“天能”、“公司”或“我們”。

## NOTES ON THE REPORT

### Purpose of the Report

The Report is prepared to present the Company's corporate social responsibility performance in 2015, and effectively communicate with stakeholders on the concept, practice and performance of corporate social responsibility.

### Scope of Time Covered

The Report covers the period from January 1, 2015 to December 31, 2015. Some content are in excess of the above scope.

### Scope of Organization

The Report takes Tianneng Power International Co., Ltd. as the main body, and covers all the subsidiaries and branches.

### Notes on Data of the Report

The data used in the report were originally included in the Company's annual reports, official documents and statistical reports, which were mainly prepared in 2015, and some data were collected in previous years. The currency involved in this report takes RMB as accounting currency, unless it is otherwise specified.

### Basis for Compilation of the Report

The Report was prepared in accordance with the SEHK Environmental, Social and Governance Reporting Guide, Sustainable Development Reporting Guidelines (G4) of the Global Reporting Initiative (GRI) and other relevant supplementary guidelines and standards. DZCSR30000 China CSR Standard System is also the main reference for the compilation of this Report. We have identified the substantive issues and disclose them in the Report according to Environmental, Social and Governance Reporting Guidelines, and provided the information about key performance indicators specified by G4 guidelines, in order to enhance transparency and accountability.

### Assurance Method

The Company's Board of Directors and all directors promise that this Report does not contain any false, misleading statements or material omissions, and will assume jointly responsibility for the truthfulness, accuracy and completeness of the contents.

### Publication

The Report is published in two versions: Simplified Chinese-English and Traditional Chinese-English, and is released both in eco-friendly hardcopy and electronic form.

### Notes on Titles

To facilitate expression, the Company is referred to as "Tianneng Power", "Tianneng", "the Company" or "We" in the Report.



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## 董事局主席致辭

2015年，在黨和政府的領導和努力下，我國政治、經濟、社會、環境均呈現出了積極的態勢，為“十二五”畫上一個完美的休止符，也為“十三五”的到來奏響了新的樂章。在這“十二五”的收官之年，黨和政府提出了“創新、協調、綠色、開放、共享”的五大發展新理念，為企業開辟了社會責任和可持續發展的新航道。在這場發展新思潮的洗禮中，天能一如既往地扛起社會責任的大旗，勇往直前，如沐春風。

這一年，我們堅持責任引領，公司上下同心同力，以艱苦創業的拼搏精神，以堅定不移的決心和毅力推動企業責任發展，在挑戰和機遇中變革轉型、逆勢增長。2015年天能實現營業收入178億元，淨利潤6.28億元，同比增長314%，實現納稅額6.2億元，為地方經濟發展創造了更多機會。榮獲國家循環經濟標準化試點企業、國家資源綜合利用企業、國家知識產權優勢企業、國家首批產品生態設計試點企業、全國電子信息行業領軍企業、輕工聯科技進步一等獎，浙江省技術進步二等獎、專利示範企業等多項殊榮，《天能EHS一體化管理體系的構建和應用》獲得了2014年度全國企業管理現代化創新成果一等獎，新增國家重點扶持高新企業2家（累計8家），經濟效益、社會效益、生態效益持續保持行業領先，為實現二次騰飛天能夢奠定了堅實基礎。

這一年，我們不斷提升公司責任治理和管理水平，推動企業社會責任與企業發展戰略和經營業務的融合，以股東價值最大化為目標，努力實現電動車電池產業鏈的轉型升級。9月，天能動力（HK 00819）被納入“恒生可持續發展企業基準指數”（HSSUSB）成份股，成為國內唯一一家入選的動力電池企業。11月25日，天能動力股價最高達7.42港元/股，創下歷史新高。

這一年，我們繼續發展綠色經濟，牽頭組織浙江省鉛蓄電池清潔化循環回收再生體系建設，進一步擴大天能循環經濟產業園的發展規模，努力打造國家鉛酸蓄電池回收產業循環經濟、清潔生產的



示範基地，被國家發改委評為國家循環經濟標準化試點企業。

這一年，我們責任品牌戰略成效顯著，通過李晨形象代言、高鐵廣告投放、《鄉約》欄目贊助、終端門頭廣告更新、渠道推廣活動以及新媒體宣傳等方式，重塑天能能量無限、堅韌不摧、熱心社會、創新進取、倡導環保的企業公民形象，使天能的企業社會責任理念深入人心，提升了天能責任品牌的知名度、美譽度和影響力。

2016年，天能將迎來輝煌30周年華誕，面對新的形勢、新的任務、新的挑戰、新的責任，天能將樹立起“大責任”觀，矢志不移地走企業社會責任和可持續發展道路。我們將以“責任為魂，創新

共贏”為核心價值觀，以“綠色能源，驅動世界”為企業使命，以“全球新能源行業引領者與規則制定者”的企業定位，堅持創新發展、協調發展、綠色發展、開放發展、共享發展，矢志成為全球領先的綠色能源方案解決商，引領行業走向綜合價值最大化的可持續發展之路。



## SPEECH BY CHAIRMAN OF THE BOARD OF DIRECTORS

In 2015, under the leadership of the Party and government, China's politics, economy, society and environment demonstrated a strong development momentum, drawing a perfect conclusion to the 12th Five-Year Plan and turning a new chapter for the 13th Five-Year Plan. In the last year of the 12th Five-Year Plan, the Party and the government put forward the new philosophy of achieving "innovative, coordinated, green, open and sharing" development, and expanded new channel for enterprises to implement corporate social responsibility and achieve sustainable development. In the tide of new development ideas, Tianneng continued to uphold the banner of social responsibility, and marched forward courageously.

Over the past year, we adhered to the responsibility system, united all efforts in the company, adopted hard-working spirit, strong perseverance and great determination to promote the development of corporate responsibility, transformed company structure and achieved contrarian growth when encountering challenges and opportunities. In 2015, Tianneng's revenue reached 17.8 billion yuan, net profits reached nearly 0.63 billion yuan, with an increase of 314%, the Company paid tax of 0.62 billion yuan, and created more opportunities for local economic development. The Company won many honors and awards, such as the National Circular Economy Standardization Pilot Enterprise, Model Enterprise for Comprehensive

Utilization of National Resources, National Enterprise with Intellectual Property Advantage, One of the First Industrial Product Eco-design Pilot Enterprises in China, Leading Enterprise in China's Electronic Information Industry, First Prize for Science and Technology Progress of Light Industry Union, Second Prize for Technology Progress of Zhejiang Province, Patent Model Enterprise; the Construction and Application of Tianneng EHS Integrated Management System won the First Prize of National Enterprise Management Modernization Innovation Achievement in 2014, became key national supporting high-tech enterprises (a total of 8 enterprises), the company's economic benefits, social benefits and ecological benefits maintained a leading position in the industry, and laid a solid foundation for the fulfillment of Tianneng Dream.

Over the past year, we constantly enhanced corporate responsibility governance and management level, promoted the integration of corporate social responsibility, corporate strategy and business development, strived hard to maximize shareholder value, and made efforts to achieve the transformation and upgrading of electric vehicle battery industry chain. In September, Tianneng Power (HK 00819) became a constituent company of the Hang Seng Corporate Sustainability Benchmark Index (HSSUSB), and became the sole battery enterprise in the list. On November 25, the stock price of Tianneng Power reached 7.42 HKD per share, creating a historic high record.

Over the past year, we constantly develop green economy, played a leading role in establishing Zhejiang Lead-acid Battery Clean Recycling System, further expanded the development scale of Tianneng Circular Economy Industrial Park, strived hard to build a national demonstration base for recycling economy and clean production in lead-acid battery recycling industry, and was awarded with National Circular Economy Standardization Pilot Enterprise by National Development and Reform Commission.

Over the past year, we made remarkable achievements in implementing responsible brand strategy. By inviting Li Chen to endorse our products, putting advertisements on high-speed railways, sponsoring Village Blind-Date program, updating the

advertisement on terminals, carrying out promotional activities and adopting new media publicity, we shaped Tianneng's public image, which is durable, benevolent, innovative and eco-friendly, with infinite energy, so that the concept of Tianneng's corporate social responsibility will penetrate deeply into the minds of people, thereby enhancing visibility, reputation and influence of Tianneng responsible brand.

In 2016, we will celebrate the glorious 30th anniversary of Tianneng's founding. Facing with new situation, new tasks, new challenges and new responsibilities, Tianneng will establish the "big responsibility" concept, and uncompromisingly adhere to the road of corporate social responsibility and sustainable development. Taking "responsibility, innovation and win-win situation" as core values, taking "green energy and driving the world" as enterprise mission, and starting from the position as "the leader and rule maker in global new energy industry", we will adhere to innovative development, coordinated development, green development, open development and shared development, strive to be the world's leading green energy solution provider, and lead the industry to achieve the sustainable development that maximizes the comprehensive values.



## 關於天能動力

### ABOUT TIANNENG POWER

天能動力  
2015環境、社會及管治報告  
The Environmental, Social and Governance Report

08/09

## 公司簡介

### COMPANY PROFILE

天能成立於1986年，地處長三角腹地——“中國綠色動力能源中心”浙江長興，經過近三十年的發展壯大，已發展成為以電動車環保動力電池製造為主，集鋰離子電池、風能、太陽能儲能電池以及再生鉛資源回收、循環利用等新能源的研發、生產、銷售為一體的實業集團，是中國最大電動車動力電池供應商。2007年6月11日，天能動力在香港主板成功上市（00819.HK）。公司現已擁有浙、蘇、皖、豫四省八大生產基地、20家全資子公司、1家控股公司、3家境外公司、近2萬名員工，總資產超100億元，綜合實力位居世界環保與新能源產業中國影響力企業100強、全球新能源企業500強、中國企業500強、中國製造業企業100強、中國民營企業500強、中國電池工業10強，是國內唯一入選“恒生可持續發展企業基準指數”（HSSUSB）成份股的動力電池企業。2015年，公司銷售收入突破178億。

Founded in 1986, Tianneng is located in Changxing, Zhejiang, which is "China Green Power Energy Center" in the hinterland of the Yangtze River Delta. With nearly 30 years of development, the group has developed into a high-tech new energy enterprise that integrates the business of electric vehicle power battery, wind and solar energy storage batteries and recycling of renewable resources. On June 11, 2007, Tianneng Power was successfully listed on the Main Board of Hong Kong Stock Exchange (00819.HK). The Company now has eight production bases in Zhejiang, Jiangsu, Anhui and Henan provinces, 20 wholly-owned subsidiaries, 1 holding company, 3 overseas subsidiaries and near 20,000 employees, its total assets is about 10 billion yuan. With strong comprehensive strength, the Company is on the lists of Global Top 500 New Energy Enterprises, China Top 500 Enterprises, China Top 100 Manufacturing Enterprises, China Top 500 Private Enterprises, Top 10 Enterprises in China's Battery Industry, China Top 100 Enterprise for Influence on World Environmental Protection and New Energy Industry, and it is the sole power battery enterprise that is chosen as constituent company of the Hang Seng Corporate Sustainability Benchmark Index (HSSUSB). In 2015, the Company sales revenue exceeded 17.8 billion yuan.



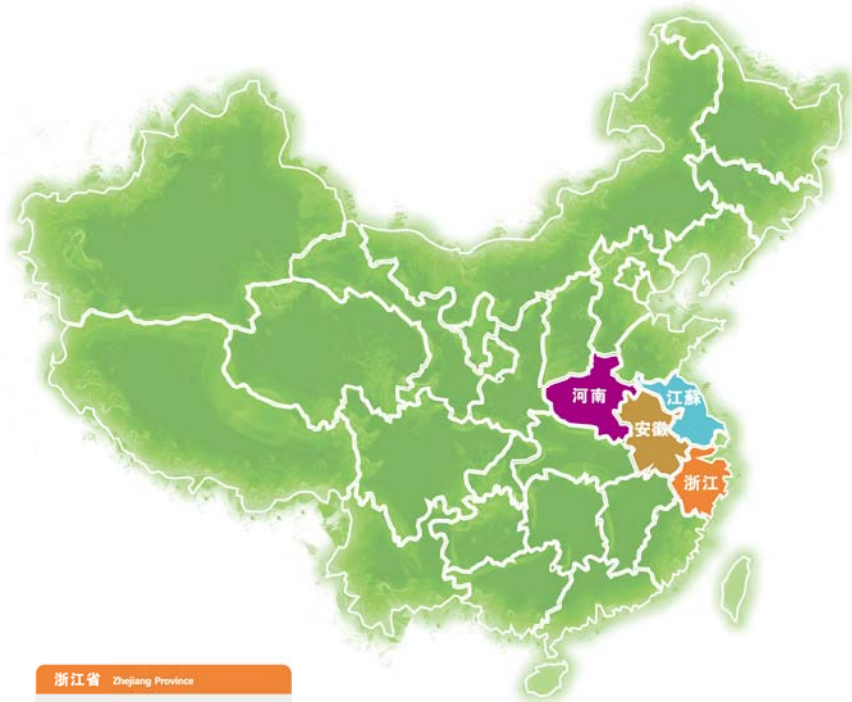
恒生可持續發展企業指數是國際資本市場公認的重要指數，並為可持續發展主題之指數基金提供一系列優質基準。

天能動力入選為成份股，充分說明天能動力在公司治理、社會責任以及可持續經營發展方面所做出的努力成果，獲得了國際資本市場的高度關注和認可。

Hang Seng Corporate Sustainability Benchmark Index (HSSUSB) is an important index recognized by the international capital market. And providing a series of high-quality benchmarks for the index funds of sustainable development themes.

Tianneng Power was chosen as a constituent company, this fully demonstrated that Tianneng Power has made efforts and great achievements in corporate governance, social responsibility and sustainable operation and development, and achieved high attention and recognition in the international capital market.

## 生產基地 PRODUCTION BASE



### 浙江省 Zhejiang Province

長興總部 Headquarter in Changxing  
煤山基地 Base in Meishan  
和平基地 Base in Wushan

### 河南省 Henan Province

濮陽基地 Base in Puyang  
濟源基地 Base in Jiyuan

### 安徽省 Anhui Province

蕪湖基地 Base in Wuhu  
界首基地 Base in Jieshou

### 江蘇省 Jiangsu Province

沐陽基地 Base in Shuyang

## 產品布局 THE PRODUCT LAYOUT



## 五大產品布局 FIVE CATEGORIES



## 業務布局 BUSINESS LAYOUT



天能精耕國內市場，積極布局全球業務，形成了較為完善的全球化營銷網絡系統。

在國內，天能建有近2000家獨家分銷商，形成了經營實力雄厚、穩定扎實的營銷合作夥伴網絡。2015年天能對國內市場渠道精耕細作，核心市場網絡扁平化，渠道進一步下沉。非核心市場通過加大網絡拓展力度，市場覆蓋率進一步提升，目前全國市場已經達到省市縣區全覆蓋，核心市場更是滲透到鄉村市場。

國際上，天能電池通過配套出口及自營出口等多種形式成功進入國際市場，業務已深入歐洲、中東、東南亞、美洲等市場，為天能的國際化道路打下了良好基礎。

Tianneng vigorously explores domestic market, actively distributes global business, and establishes a complete global marketing network system.

Tianneng has nearly 2000 exclusive distributors in China, forming a powerful and stable network of marketing partners. In 2015, Tianneng carefully expanded channels in domestic market, flatten the core market network, and further deepened sales channels. The Company made more efforts to expand sales network in non-core market, and further increased market coverage. Currently our products have covered provincial, city-level and county-level markets in non-core areas, and even covered rural markets in core areas.

Entered the international market by adopting many methods such as supplementary export and self-employed export, its business has penetrated into Europe, the Middle East, Southeast Asia, America and other markets, and laid a good foundation for the international development of Tianneng.

## 會員及年度榮譽 MEMBERSHIP AND ANNUAL HONORS

### 天能參與會員的單位 TIANNENG'S MEMBERSHIPS

社團組織 Social Organizations	天能的角色 Role of Tianneng
亞洲光伏協會 Asian Photovoltaic Industry Association	副理事長單位 Vice-Director Unit
中國電池工業協會 China Battery Industry Association	副理事長單位 Vice-Director Unit
中國能源協會 China Energy Association	副理事長單位 Vice-Director Unit
中國電器工業協會 China Electrical Equipment Industrial Association	副理事長單位 Vice-Director Unit
中國自行車協會 Chinese Bicycle Association	副理事長單位 Vice-Director Unit
中國化學與物理電源行業學會 China Industrial Association of Power Sources	副理事長單位 Vice-Director Unit
全國工商聯科技裝備業商會 National Unity of Science and Technology and Equipment Industry Chamber of Commerce	副會長單位 Vice-Chairman Unit
新型電池產業技術創新戰略聯盟 New Battery Industrial Technology Innovation Strategic Alliance	理事長單位 Director Unit
中國有色金屬工業協會再生金屬分會 China Nonferrous Metals Industry Association Recycling Metal Branch	常務理事 Standing Director
全國鉛蓄電池標準化技術委員會 National Lead Battery Standardization Technology Committee	副主任委員單位 Vice Director of the Committee Unit
中國電動汽車百人會 China Ev100	理事會成員 Council Member
浙江省蓄電池行業協會 Zhejiang Battery Industry Association	會長單位 Chairman Unit
浙江省高新技術企業協會 Zhejiang High-tech Enterprises Association	副理事長單位 Vice-Chairman Unit
浙江省蓄電池標準化技術委員會 Zhejiang Lead Battery Standardization Technology Committee	主任委員單位 Director of the Committee Unit
浙江省企業社會責任促進會 Zhejiang Association for Promoting Corporate Social Responsibility	副會長單位 Vice-Chairman Unit



## 2015年天能獲得榮譽 THE HONORS THAT TIANNENG OBTAINED IN 2015

發文單位 Awarding Organizations	榮譽類別 Honors	獲批單位 Award Winners
《財富》雜誌 Fortune Magazine	中國企業500強 China Top 500 Enterprises	天能動力國際有限公司 Tianneng Power International Co., Ltd.
國家發改委 National Development and Reform Commission	國家循環經濟標準化試點企業 National Circular Economy Standardization Pilot Enterprise	浙江天能電源材料有限公司 Zhejiang Tianneng Power Supply Materials Co., Ltd.
國家發改委 National Development and Reform Commission	國家資源綜合利用企業 Model Enterprise for Comprehensive Utilization of National Resources	浙江天能電源材料有限公司 Zhejiang Tianneng Power Supply Materials Co., Ltd.
國家工信部 Ministry of Industry and Information Technology	工業產品生態設計試點企業（第一批） Industrial Product Eco-design Pilot Enterprise (The First Batch)	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
國家知識產權局 State Intellectual Property Office	國家知識產權優勢企業 National Enterprise with Intellectual Property Advantage 2015	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
國家科技部火炬中心 Torch High Technology Industry Development Center, Ministry of Science and Technology	2015年高新技術企業認定 2015 Certified High-tech Enterprise	浙江天能能源科技有限公司 Zhejiang Tianneng Energy Technology Co., Ltd.
中國電池工業協會 China Battery Industry Association	中國電池行業領軍人物 Leading Enterprise in China Battery Industry	天能集團—張天任 Tianneng Group--Zhang Tianren
中國電池工業協會 China Battery Industry Association	中國電池工業協會先進會員單位 Advanced Member Unit of China Battery Industry Association	天能集團 Tianneng Group
中國電池工業協會 China Battery Industry Association	中國工業鉛蓄電池行業十強（第一位） Top 10 Enterprise in China Industrial Lead-acid Battery Industry (ranking No.1)	天能集團 Tianneng Group

發文單位 Awarding Organizations	榮譽類別 Honors	獲批單位 Award Winners
中國輕工聯合會 中國電池工業協會 China Light Industry Council, China Battery Industry Association	2015年中國企業500強（第211位） 2015 China Top 500 Enterprises (ranking No. 211)	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
中國輕工聯合會 中國電池工業協會 China Light Industry Council, China Battery Industry Association	2015年中國製造業企業500強（第99位） 2015 China Top 500 Manufacturing Enterprises (ranking No. 99)	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
中國輕工聯合會 中國電池工業協會 China Light Industry Council, China Battery Industry Association	2015年全國電子信息行業領軍企業 2015 Leading Enterprise in China's Electronic Information Industry	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
中國質檢報刊社 China Quality Inspection Newspapers and Periodicals Office	年度質量標杆企業 Quality Benchmark Enterprise of the Year	天能集團 Tianneng Group
浙江省三會 Three Associations of Zhejiang Province	浙江2014年高新技術企業百強（第40名） 2014 Zhejiang Top 100 High-tech Enterprise (ranking No.40)	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
浙江省質監局 浙江省教育廳 Zhejiang Provincial Quality Supervision Bureau, Zhejiang Provincial Department of Education	浙江省中小學質量教育社會實踐基地 Quality Education Social Practice Base of Secondary and Primary Schools in Zhejiang Province	天能電池集團有限公司 Tianneng Battery Group Co., Ltd.
浙江省經信委 Zhejiang Province Economic and Information Commission	浙江省優秀工業產品（電動汽車用高性能 圓柱型鋰離子電池） Excellent Industrial Products of Zhejiang Province (high-performance cylinder li-ion battery for electric car)	浙江天能能源科技有限公司 Zhejiang Tianneng Energy Technology Co., Ltd.
浙江省經信委 Zhejiang Province Economic and Information Commission	浙江省重點高新技術產品（電動汽車用石 墨烯多元復合型高能量密度鋰離子電池） Zhejiang Provincial Key High-tech Product (graphene multipartite high-energy high-density li-ion battery for electric automobile)	浙江天能能源科技有限公司 Zhejiang Tianneng Energy Technology Co., Ltd.

## 天能：智造鋰電動能，共享綠色價值

推廣鋰電池新能源汽車有利于實現經濟、社會及環境的和諧發展，因此，全球各大汽車生產商都在為占領該市場投入大量的人力財力。據益普索預測，至2020年我國動力鋰電池產業規模有望突破443億美元。

天能作為全國動力電池龍頭品牌，以“全球新能源行業引領者與規則制定者”為企業定位，對新能源市場高瞻遠矚，早在2004年就成立了全資子公司——浙江天能能源科技有限公司，專注鋰離子動力電池等高性能產品的研發、生產和銷售，至今已取得可喜業績。不僅如此，為做大、做强、做優鋰電業務，提升“天能動力”股東價值、資本市場融資能力和品牌影響力，天能積極籌劃鋰電池業務“登陸”新三板。天能已清晰地發出了強烈信號，新能源汽車鋰電池產業全面提速。

### 打造鋰電智力庫，強化科研創新力量

天能竭力打造鋰電智力庫，以強大的科研力量激發鋰電創新動力。2015年天能加快“一舉三快”發展戰略，加大組織改革和人事調整力度，並提出了“全球引智”的理念，先後引進中國工程院院士郭孔輝、中國科學院院士陳洪淵院士、國際歐亞科學院院士吳鋒教授等國際一流專家組成鋰電池產業鏈研發團隊，重點攻關鋰電材料、電芯、PACK、管理系統等四種核心技術。至今已掌握了磷酸鐵鋰、三元材料、石墨烯基鋰等主流鋰電池技術，擁有包括鋰電池材料、電芯、PACK、鋰電池管理系統等核心技術和專利，產品通過了TS16949、BATSO、CB、CE、ROHS、REACH、UL、UN38.3、MSDS等諸多國際認證。

天能鋰電池具有容量高、比能高、安全系數高、一致性好、循環壽命長的特點，在多項性能指標達到國內領先、國際先進水平，已連續兩年被中國汽車工程學會電動汽車分會授予“電動車輛技術卓越獎”，及連續四年被FROST&SULLIVAN授予“中國新能源動力電池最佳品牌獎”，連續三年獲

得益普索“中國動力電池領導品牌”稱號。

### 以強大經濟基礎為支撐，積極擴大鋰電產能

自創辦以來，天能持續創新，不斷發展壯大。借助中國電動車行業龐大的發展機遇，天能銷售額從2005年的5.22億人民幣到2015年的178億人民幣，10年間發展高歌猛進，銷售額年復合增長率高達42%。在如此強大的經濟支撐下，天能積極擴張鋰電產能，使新能源汽車電池等新興業務占比大幅提高，產業升級轉型效果明顯。2014年10月，天能新增了鋰電池全自動生產線，使天能鋰電池產能增加到1.25GWH，位列中國第六位。2015年天能啓動三期項目產能擴建，投產後鋰電池產能將提升至2.25GWH，增長80%。

### 加強鋰電業務布局，全力進軍新能源市場

天能致力成為“全球領先的綠色能源解決方案商”願景，不斷擴大鋰電業務布局，全速駛入新能源市場。目前，已經開始批量向北汽、衆泰、力帆、康迪、奇瑞、華立等新能源汽車企業供應鋰電池。2015年天能鋰電池產品營業收入5.56億元，占比3%，同比增長208%。業務布局的調整及新興業務的發力，促成了天能業績的高速增長。未來，天能新能源汽車鋰電池、微型電池汽車電池等新興業務占比將提升至80%。

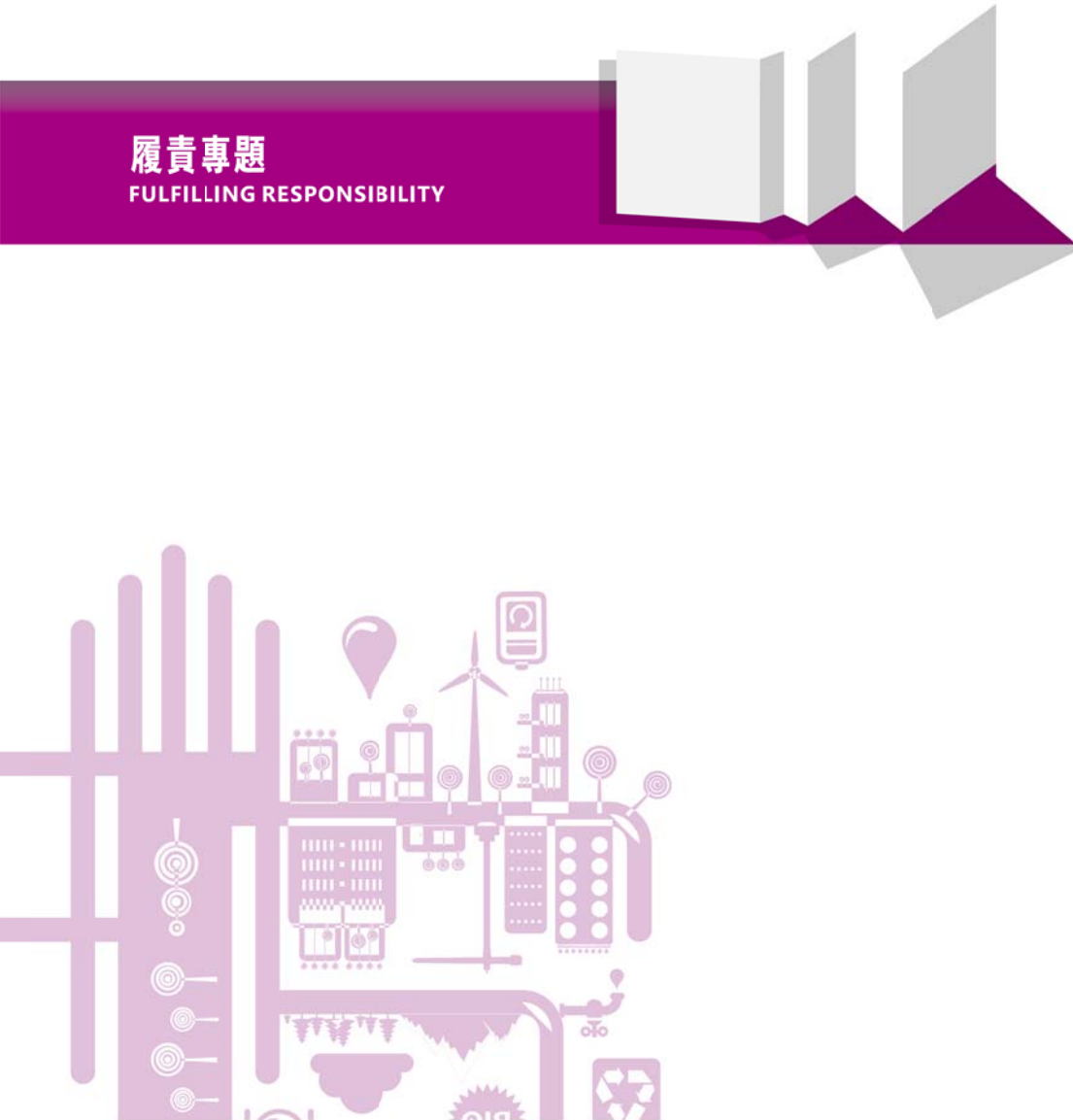
### 發揮循環經濟優勢，探索鋰電綠色發展新道路

隨著鋰電池的廣泛應用，未來將會產生更多的廢棄鋰電池，這不僅對資源造成巨大浪費，也會給環境帶來不良影響。

天能秉承“責任為魂，創新共贏”的核心價值觀，堅持以“綠色能源，驅動世界”為企業使命，致力成為“全球領先的綠色能源解決方案商”，是全國蓄電池行業發展循環經濟的領頭羊，將發揮專業優勢，積極探索廢棄鋰電池回收利用的最佳方案，為新能源電動汽車產業的可持續發展做出更大的貢獻。

## 履責專題

### FULFILLING RESPONSIBILITY



## TIANNENG: PRODUCING LITHIUM ENERGY, SHARING GREEN VALUE



Lithium battery powered car is conducive to achieving the harmonious development of economy, society and environment. Therefore, large automobile producers have invested a lot of manpower and financial resources to occupy the market. According to Ipsos forecast, the scale of China's pure power lithium battery industry is expected to exceed \$44.3 billion by 2020.

As the leading brand of China's power battery industry, Tianneng started from the position as "the leader and rule maker in global new energy industry", looked at new energy market from a high plane, founded the wholly owned subsidiary--Zhejiang Tianneng Energy Technology Co., Ltd. in 2004, focused on the R&D, production and sales of li-ion battery and other high-performance products, and made gratifying achievements. In addition, Tianneng actively made preparations for the listing of lithium battery business in new NEEQ, in order to achieve bigger, stronger and excellent lithium business, enhance the shareholder value of Tianneng Power, and increase its financing ability and brand influence in capital market. Tianneng clearly has sent a strong signal, and fully accelerated the development of lithium battery for new energy automobile.

### **Creating lithium battery smart database, strengthening research and innovation strength**

Tianneng strives hard to build lithium battery smart database, and uses strong R&D capability to stimulate the innovation of lithium battery. In 2015, Tianneng accelerated the "one steady and three fast" development strategy, strengthened organizational reform and personnel adjustment, proposed the concept of "introducing global talents", and introduced the academicians of China Academy of Engineering Guo Konghui, the academicians of Chinese Academy of Sciences Chen Hongyuan, the professor and academicians of International Academy of Sciences for Europe and Asia (IASSEA) Wu Feng and other world-class experts to establish the R&D team of lithium battery industry chain, in order to grasp the four core technologies, which are lithium battery materials, electric core, PACK, management system. Currently, the Company has mastered the mainstream lithium battery technologies, such as lithium iron phosphate, ternary materials and graphene manganese-based lithium, and owned some core technologies and patents, including lithium battery materials, electric core, PACK, lithium battery management system, our products have passed TS16949, BATSO, CB, CE, ROHS, REACH, UL, UN38.3, MSDS and many other international certifications.

Tianneng lithium battery is characterized by high capacity, high specific energy, high safety factor, good consistency and long cycle life. With many performance indicators reaching domestic leading level and international advanced level, Tianneng lithium battery has been awarded Excellence Award for Electric Vehicle Technology by Electric Car Branch, Society of Automotive Engineers of China for two consecutive years, was awarded the Best Brand Award for China's New Energy Battery by FROST & SULLIVAN for four consecutive years, and won the title of China's Power Battery Leading Brand by Ipsos for three consecutive years.

### **Using strong economic base to support and actively expand the production capacity of lithium battery**

Since its establishment, Tianneng has constantly made entrepreneurial innovation and expanded business. With huge development opportunities in Chinese electric car industry, Tianneng's sales revenue was increased from 0.52 billion yuan in 2005 to 17.8 billion yuan in 2015, representing rapid achievements over the past 10 years, and the annual compound growth rate of its sales revenue reached 42%. Under the support of such a strong economy, Tianneng actively expanded lithium battery production capacity, substantially increased the proportion of batteries for new energy automobile and other new businesses, and achieved good results in industrial upgrading and transformation. In October 2014, Tianneng added lithium battery automatic production line, and increased the production capacity of Tianneng lithium battery to 1.25GWH, ranking the sixth in China. In 2015, Tianneng started Phase III production capacity expansion, the lithium battery production capacity will increase by 80% and reach 2.25GWH after it is put into operation.

### **Strengthening lithium battery business layout and vigorously developing new energy market**

Committed to becoming the "world's leading green energy solution provider", Tianneng constantly expands lithium battery business layout, and vigorously develops new energy market. Currently, it has begun to provide batches of lithium batteries for BAIC, Zotye, Lifan, KNDI, Chery, Hurlly and other new energy automobile enterprises. In 2015, the sales of revenue of Tianneng lithium battery products reached nearly 0.56 billion yuan, accounting for 3% of its total revenue, with increase of 208%. The adjustment of business layout and development of emerging businesses contributes to the rapid growth of Tianneng's sales revenue. In the future, the proportion of Tianneng lithium battery for new energy automobile, miniature battery, car battery and other new businesses will reach 80%.

### **Making use of the advantages of circular economy, exploring new road for the green development of lithium battery**

With the wide application of lithium battery, more waste lithium batteries will be produced in the future, this will not only cause huge waste of resources, but also exert adverse effect on the environment.

Tianneng will take "responsibility, innovation and win-win situation" as core values, continue to take "green energy and driving the world" as enterprise mission, be committed to becoming the world's leading green energy solution provider, lead the development of recycling economy in national battery industry, give full play to professional advantages, actively explore the best method to recycle waste lithium batteries, and make greater contribution to the sustainable development of new energy electric car industry.



## 公司治理 CORPORATE GOVERNANCE

天能動力  
2015環境、社會及管治報告  
The Environmental, Social and Governance Report

20/21

## 完善治理 IMPROVING GOVERNANCE

### 優化改組董事會

2015年，公司為深入貫徹“十三五”戰略規劃，加快發展新能源汽車動力電池，大幅優化改組董事會，增補公司主管新能源汽車電池的周建中先生為執行董事，中國電動汽車百人會發起人、中國工程院院士郭孔輝先生以及世界鋰電池專家、國際歐亞科學院院士吳鋒教授為獨立董事，顯示了公司大舉拓展新能源汽車動力電池產業鏈的堅定決心。

### 科學的管理決策

公司注重科學有效的管理模式，重大經營決策均通過董事會決議。當年共召開九次董事會，主要審議公司經營情況、資本投資方案、子公司分拆上市、更換董事、回購股票、行權等事宜，會上通過相關決議。

### 加強風險管理

本着對股東負責的態度，天能建立起嚴格的風險管理制度，規範組織管理，不斷強化風險管理。公司設立審核委員會，負責審閱公司財務資料，以及監管公司財務申報制度、風險管理和內部監控系統等工作，並且每年會同外聘獨立第三方檢討上市公司及其附屬公司的風險管理及內部監控系統是否有效。

2015年召開了兩次審核委員會會議，就公司財務管理、風險管理及內部監控等議題進行了有益探討。12月31日按照香港聯合交易所有限公司的證券上市規則有關風險管理及內部監控部分的修訂內容，對審核委員會的職責範圍進行了修訂，進一步完善了公司的風險管理制度和功能。

### Optimizing and Restructuring the Board of Directors

In 2015, the Company significantly optimized and reorganized the Board of Directors, selected Mr. Zhou Jianzhong, who was in charge of the Company's batteries for new energy automobile, as the Executive Director, and invited the sponsor of China EV100 and academician of China Academy of Engineering Mr. Guo Konghui, world lithium battery expert and academician of International Academy of Professor Sciences for Europe and Asia (IASEA) Wu Feng as independent Directors, in order to thoroughly implement the strategic 13th Five-Year Plan, accelerate the development of new energy automobile power battery, and demonstrate the company's firm determination in vigorously developing new energy automobile power battery industry chain.

### Scientific Management Decision-making

The Company emphasizes scientific and effective management, all major business decisions should be adopted according to the resolutions of the Board of Directors. A total of 9 meetings of the Board of Directors were held in 2015, in order to discuss the Company's business operation situation, capital investment program, separation of subsidiary company for listing, replacement of directors, stock repurchase, exercise and other issues, the meetings adopted relevant resolutions.

### Strengthening Risk Management

Taking a responsible attitude to the shareholders, Tianneng has established strict risk management system, standardized organization and management, and constantly strengthened risk management. The Company has set up an audit committee, which is mainly established to review the Company's financial documents, supervise the Company's financial reporting system, risk management and internal control system, and cooperates with external independent third party to review and inspect whether the risk management and internal supervision systems of the listed Company and its subsidiary companies are effective each year.

In 2015, the Company convened two meetings of audit committee, and carried out useful discussion on the Company's financial management, risk management and internal control issues. On December 31, the Company modified the responsibility scope of amendments related to risk management and internal control section, the terms of the Audit Committee according to the revised contents about risk management and internal control specified in the Rules Governing the Listing of Securities of the Stock Exchange of Hong Kong Ltd., and further improved the Company's risk management system and functions.

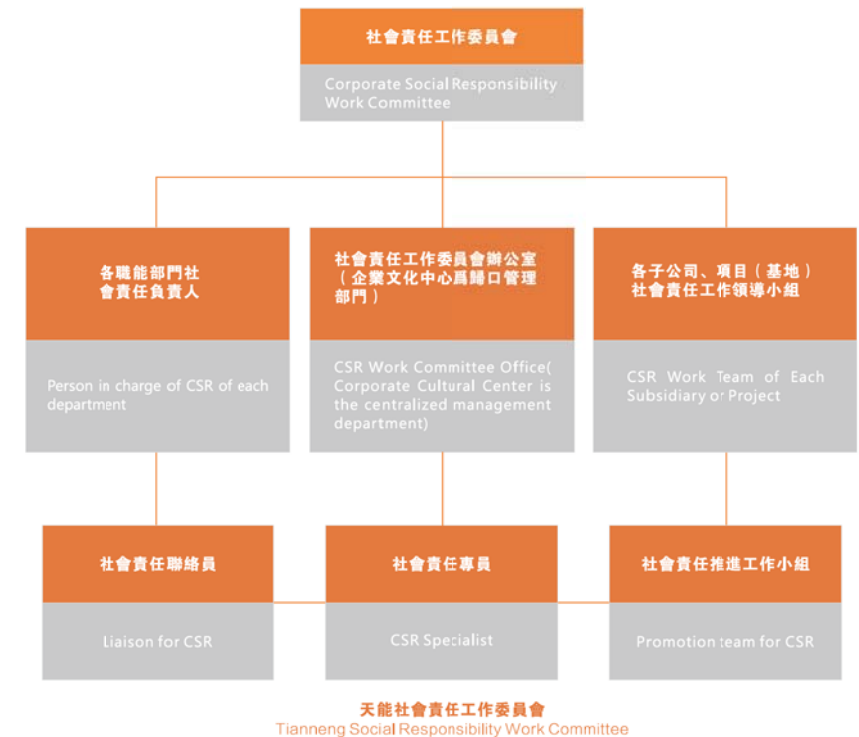




## 責任理念與戰略 RESPONSIBILITY PHILOSOPHY AND STRATEGY



## 責任治理與推進 RESPONSIBILITY MANAGEMENT AND PROMOTION



我們致力於從社會責任視角審視、完善公司的決策程序和結果, 將社會責任理念與公司的決策流程相融合, 形成了較為健全的社會責任治理機制。成立了社會責任工作委員會, 統籌、協調、管控、實施企業社會責任工作, 為推進社會責任管理提供組織保障、制度保障、人才保障和資源保障。

We are committed to examining and improving the decision-making procedures and results from the perspective of social responsibility, integrating corporate social responsibility and company's decision-making process, and establishing a sound social responsibility management mechanism. We set up the Social Responsibility Work Committee, coordinate, adjust, regulate and fulfill the Company's social responsibility, in order to promote social responsibility management, and provide organizational guarantee, system guarantee, personnel guarantee and resources guarantee.

## 責任溝通 RESPONSIBILITY COMMUNICATION

### 權益人參與 STAKEHOLDER PARTICIPATION

我們致力於與權益人保持良好的溝通，通過權益人的參與，推動公司在市場營運、工作環境、社區參與、環境保護等方面的可持續發展。

2015年以大區和渠道為單位，召開針對經銷商的會議共37場。天能及匯源品牌發布會、新品發布會、客戶答謝會，共召開293場（以各地經銷商為單位）。

公司每年舉行股東大會，以便公司與股東加強溝通，於5月16日組織召開了股東周年大會。為回報廣大股東的熱心支持，公司每年保持穩定的分紅政策。

We are committed to maintaining good communication with stakeholders, and promoting the company's sustainable development in market operations, environment work, community participation and environmental protection through stakeholder participation.

In 2015, we took large region and channel as unit, held a total of 37 meetings for distributors, and a total of 293 conferences, including Tianneng and Huiyuan brand conferences, new product release conferences, and customer appreciation parties (taking different regions as units).

The Company holds general meeting of shareholders each year, in order to strengthen the communication between the Company and shareholders. On May 16, 2015, the Company held its annual general meeting. In order to repay the enthusiastic support of shareholders, the Company is keeping stable dividend policy yearly.



天能以EHS管理為抓手，公司全範圍地建立EHS一體化管理體系，將社會責任理念融入公司戰略、企業文化和日常經營管理中，全面推進社會責任工作。目前，天能已通過了ISO9001質量管理體系、ISO14000環境管理體系、OHSAS18000職業健康管理體系三合一認證。

12月18日，天能成為浙江省企業社會責任促進會的第一批副會長單位，承擔起推進浙江省企業社會責任工作和構建浙商文明的重任。



Taking EHS management as the starting point, Tianneng established EHS integrated management systems all over China, and integrated the concept of social responsibility into corporate strategy, corporate culture, daily operation and management, and comprehensively promoted the fulfillment of social responsibility. Currently Tianneng has passed ISO9001 quality management system certification, ISO14000 environmental management system certification and OHSAS18000 occupation health management system certification.

On December 18, Tianneng became the first Vice-Chairman Unit of Zhejiang Association for Promoting Corporate Social Responsibility, and assumed the heavy task of promoting the CSR work of enterprises in Zhejiang Province and building civilization of Zhejiang merchants.



權益人參與框架  
Stakeholder participation framework

## 信息披露 INFORMATION DISCLOSURE

我們每年發布年報、中報作為信息披露載體，同時對生產經營中出現的問題及時發布公告告知投資者。3月27日公布了2014年全年業績，3月30日於香港召開了2014年度業績發布會；8月28日公布了2015年中期業績，8月31日於香港召開了2015年中期業績發布會。

2015年發布了第二份社會責任報告，該報告分為簡體中英文和繁體中英文兩個版本，以便大陸、香港及國外利益相關方進行閱讀。

不定期開展路演活動。2015年參加北京、上海、深圳、香港、臺北、新加坡、英國、法國等地路演120餘場，會見投資者超1000人。

積極採用網絡平臺與利益相關方進行溝通。2015年公司香港網站全年更新公司新聞及行業動態110篇；獲得中金公司、NOMURA、麥格理證券、廣發證券等金融機構發布電子研究報告66篇。

We take annual report and mid-year report as the carrier of information each year, and timely inform investors of the problems encountered in production and management by publishing announcement. We announced the annual performance of physical year 2014 on March 27; and held the 2014 Annual Performance Release Conference in Hong Kong on March 30; announced the 2015 interim results on August 28, and 2015 Interim Results Conference in Hong Kong on August 31.

In 2015, we published the Second Corporate Social Responsibility Report, the report is divided into two versions: Simplified Chinese-English and Traditional Chinese-English, in order to facilitate the reading of the Report by stakeholders in the mainland, Hong Kong and foreign participations.

We carry roadshows from time to time. In 2015, we participated 120 roadshows in Beijing, Shanghai, Shenzhen, Hong Kong, Taipei, Singapore, UK, France and other places, and met more than 1000 investors.

We actively use network platform to communicate with stakeholders. In 2015, the Company updated 110 articles about the company's news and industrial dynamics on Hong Kong websites; and obtained 66 electronic research reports released by CICC, NOMURA, Macquarie Securities, GF Securities and other financial institutions.



權益人溝通  
Stakeholder communication



## 專注品質經營 樹立品牌風範

FOCUSING ON QUALITY MANAGEMENT,  
ESTABLISHING BRAND STYLE

我們以“全球新能源行業引領者與規則制定者”為企業定位，以“綠色能源，驅動世界”為企業使命，始終堅持品質經營，以優質的產品贏天下，以責任的品牌行天下，矢志成為“全球領先的綠色能源解決方案商”。

We start from the position as "the leader and rule maker in the world's new energy industry", take "green energy and driving the world" as enterprise mission, always adhere to quality management, use high-quality products to occupy market share, promote responsible brand in the world, and strive to be "the world's leading green energy solution provider".



## 合規經營

COMPLIANCE MANAGEMENT

遵紀守法、誠實守信、公平公正是天能進行經營活動的基本原則，是天能始終恪守的商業法則。我們不斷加強法制建設和管理，完善各項管理制度，查處違規事件，加強反腐工作，促使天能健康發展、穩定發展。

Abiding laws, honesty, trustworthiness, equity and fairness are the basic principles for Tianneng to carry out business activities, and will always be the business rules abided by Tianneng. We will constantly strengthen legal construction and management, improve various management systems, investigate and deal with violations, strengthen anti-corruption work, and promote the healthy development and stable development of Tianneng Group.

### 守法經營

我們高度重視合法合規工作，設有各項合規程序，遵循“有章可循、有章必循、違章必究”的原則，適時進行合規性評價工作，確保天能恪守中國及香港地區的多項法律法規和法定責任。建有相關法律、規則及規例的資料庫，以便隨時進行合規性檢查。建立健全企業的法律風險防控體系，及時回應相關新法律、規則及規例的修訂或推出，規避違規風險。

2015年公司依法納稅6.2億元，同比增長58%，努力為地方經濟發展貢獻力量。

### 誠信經營

天能秉承合約精神，堅持誠信經營、踏實做事，將“誠信”融入公司的品牌文化，作為經營管理的行為規範之一。公司強調對客戶、對員工、對合作伙伴、對政府、對社會等利益相關方的承諾必須嚴格執行，不允許虛假廣告、虛假報表、虛假新聞等一切虛假行為，務必做到求真務實、誠實守信。

### Law-abiding Business Management

We attach great importance to law-abiding business operations, set various compliance procedures, follow the principle of "establishing rules, following rules and investigating violations", timely carry out compliance work evaluation, in order to ensure that Tianneng could abide by various laws and regulations in China and Hong Kong, and fulfill statutory responsibilities. We have established a database that provides relevant laws, rules and regulations, in order to carry out compliance check at any time; and established a sound corporate legal risk prevention and control system, in order to timely respond to the modification and launching of relevant new laws, rules and regulations, and avoid noncompliance risk.

In 2015, the Company paid tax of 0.62 billion yuan according to the law, with an increase of 58%, and made contributions to local economic development.

### Honest Business Management

Upholding contract spirit, Tianneng carries out honest business management and practical work, integrate "honesty" into the company's brand culture, taking it as one of the codes of conduct for business management. The Company emphasizes that the commitments that we made to customers, employees, partners, government, community and other stakeholder must be strictly fulfilled, it is prohibited to make false advertising, false statements, false news and other false acts, we must be pragmatic, honest and trustworthy.



## 反腐倡廉

我們堅持公平競爭，不斷加強黨制建設，全面反腐倡廉，堅決杜絕商業賄賂及貪污的事情發生。

2015年制定并發布了《天能集團審計監察中心紀檢監察工作暫行規定》、《天能集團敏感崗位廉潔從業管理辦法》、《關於舉報違紀、違規的獎勵辦法》等文件，進一步完善了公司紀檢監察制度。

對2014年度廉潔天能荷花獎先進集體和先進個人進行了表彰，以振奮精神、鼓舞鬥志，進一步深入廉潔文化建設；4月28日天能組織公司領導幹部到長湖監獄參觀，接受警示教育，進一步促進天能反腐倡廉和領導幹部廉潔自律。

## Fighting Against Corruption

We adhere to fair competition, constantly strengthen the party system construction, completely fight against corruption, and resolutely crack down commercial bribery and corruption.

In 2015, the Company developed and published the Interim Provisions on the Discipline Inspection and Supervision of Tianneng Group Audit Supervision Center, Honest Business Management Methods for Tianneng Group Sensitive Positions, Incentives for Reporting Discipline Violation and Illegal Acts, and other documents, and further improved the Company's discipline inspection and supervision system.

We commended the advanced collectives and individuals of 2014 Tianneng Anti-Corruption Lotus Award, in order to uplift fighting spirit and further deepen anti-corruption cultural construction; On April 28, Tianneng organized the Company's leaders to visit Changhu Prison and receive warning education, further promoted Tianneng's anti-corruption work and leaders' self-discipline.

## 共贏發展

### WIN-WIN DEVELOPMENT

我們倡導與政府、客戶、消費者、供應商、金融機構等相關方共生共贏的發展方式，努力構建完善的合作體系，促進與相關方互惠互利，創造共享價值。

We advocate the win-win development with stakeholders, such as government, clients, customers, suppliers, financial institutions, strive to build a sound cooperation system, promote mutual benefits of relevant parties and create shared value.

### 搭建完善的客戶關係

我們堅持“質量第一、客戶至上”的理念，通過“六大關愛體系”和“五心服務標準”，不斷完善客戶服務體系，提升客戶服務質量，與眾多客戶達成了長期合作關係。

我們通過一系列措施扶持經銷商發展壯大，保證公司銷售渠道健康發展，實現公司與客戶的雙贏

發展；在公司網站設有共贏商查詢平臺，方便二級客戶以最快的速度獲取經銷商的聯繫方式；以積極的服務態度為客戶提供訂貨指導、員工培訓、管理技能培訓等服務，幫助客戶共同成長。

2015年共召開了37場經銷商會議，100多場終端客戶會議，借此宣貫天能責任經營理念，維護行業秩序，營造公平的競爭環境。



### 切實維護消費者權益

我們切實維護消費者權益，不斷提升消費者滿意度。高度重視與消費者的緊密溝通，積極打造消費者溝通平臺；定期進行消費者調研，開展滿意度調查，密切關注消費者的需求和期望，以此為依據提高產品的市場適應性。

公司歷來注重對VIP客戶的服務，建立了先進的VIP客戶服務系統，與VIP客戶保持多渠道、多層次的立體溝通；全力打造具體驗性的企業網站，建立“客戶溝通渠道保障”系統，並設立了4008788188熱線服務電話，安排專人處理客戶投訴及業務諮詢；設立了客戶服務中心，聽取消費者對產品和服務的投訴與建議，協助消費者進行產品退換和修理，並監督經銷商和終端門店切實做好售

後服務工作，確保問題得到及時、快速解決。

2015年用戶投訴有效處理率100%，用戶滿意率100%。

### 促進供應商共同發展

我們積極探索有效的供應鏈管理，努力建設責任供應商考核制度，對供應商積極灌輸以科學的社會責任和可持續發展理念，促進其在理念上、戰略上、模式上、管理上都可以與天能共同發展。

採取科學合理的供應商審查辦法，按照國家及香港相關法律法規定期對供應商進行審查，以EHS準入制度要求供應商行為，以此從源頭杜絕產品隱患，並幫助供應商樹立起企業社會責任觀，促使走向可持續發展之路。

### Establishing Sound Customer Relationship

We adhere to the philosophy of "quality comes first, customer is above all", constantly improve customer service system by establishing "six care systems" and "five-star service standards", improve customer service quality, and establish long-term cooperation with many customers.

We adopt a series of measures to support the development and expansion of distributors, ensure the healthy development of sales channels, and achieve win-win development with customers; the Company's website provides a win-win supplier query platform, which enables secondary customers to quickly obtain distributors' contact information; we take active service attitude to provide customers with ordering instructions, staff training, management skills training and other services, and help clients to achieve common development.

In 2015, we held 37 distributor conferences and more than 100 terminal customer conferences, publicized Tianneng's responsible management philosophy, maintained good trade order in the industry, and created a fair competition environment.

### Effectively Safeguarding Customer Interests

We earnestly safeguard customer interests, and constantly improve customer satisfaction; emphasize close communication with customers, actively create customer communication platform; regularly investigate customers, carry out satisfaction surveys, and pay close attention to customer needs and expectations, in order to provide basis for improving product's market flexibility.

Focusing on the services for VIP clients, the Company established an advanced VIP customer service system to maintain multi-channel, multi-

level, three-dimensional communication with VIP clients; created the most user-friendly corporate website, established "customer communication channel guarantee" system, set up 4008788188 helpline, arranged experts to handle customer complaints and business consulting; established customer service center, which can collect customer complaints against products and services, as well as suggestions, and assist customers to return or repair products; and supervised distributors and terminal stores to provide good after-sale services, in order to ensure that problems can be timely solved.

In 2015, the effective handling rate of customer complaints was 100%, customer satisfaction rate was 100%.

### Promoting the Common Development with Suppliers

We actively explore effective supply chain management, strive to build supplier assessment system, actively inculcate suppliers with scientific social responsibility and sustainable development concepts, promote the common development of Tianneng and suppliers in terms of idea, strategy, model and management.

We adopt scientific and rational approach to evaluate suppliers, and carry out regular inspection according to national laws and relevant regulations of Hong Kong, use EHS access system to restrict suppliers' behaviors, in order to eliminate product hazards from the source, help suppliers to establish the sense of corporate social responsibility, and promote their sustainable development.



2015年用戶投訴有效處理率**100%**，用戶滿意率**100%**

In 2015, the effective handling rate of customer complaints was 100%, customer satisfaction rate was 100%.



## 產品責任 PRODUCT RESPONSIBILITY

### 產品質量不斷優化

我們深入貫徹“質量第一，客戶至上”的理念，明確質量責任，不斷提高產品質量和滿足用戶需求；持續完善質量監控體系，以保證產品質量為公司第一要務，強調過程控制，通過不斷改進技術、改善生產工藝流程、推行全面的質量管理制度和標準、建立健全質量保證體系等措施，為客戶提供高品質、安全、方便的產品體驗感。目前，公司已經通過ISO9001體系認證、TS16949體系認證，并按國家質量政策執行質量方針，為保證產品質量全力護航。

### Constantly Optimizing Product Quality

We thoroughly implement the philosophy of "quality comes first, customer is above all", clarify quality responsibility, and constantly improve product quality to meet customer requirements. Meanwhile, we constantly improve quality supervision system, take product quality control as the top priority of the Company, emphasize process control, continuously improve technology and improve production process, implement comprehensive quality management system and standards, establish sound quality assurance system, and take other measures to provide customers with high-quality, safe and convenient product experience. Currently the company has passed ISO9001 system certification and TS16949 system certification, and implemented quality policy according to the national quality policy, thus completely ensuring product quality.



### 市場地位持續提高

天能因為高品質的產品和服務，得到了廣大客戶的信賴，銷量大大抬升，市場地位持續提高。

2015年產品銷量同比增長25%以上，明星產品“三王”系列（長壽王/長跑王/載重王）銷量再創新高；2015年投入的新品3.1TN和大黑牛系列產品，市場反映良好，銷量節節攀升；鋰離子動力電池快速發展，連續5年銷售額年復增長率達93%。

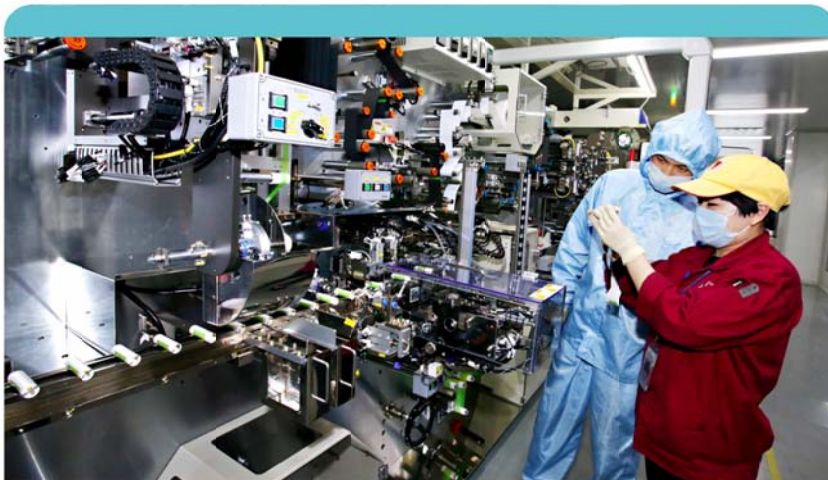
天能電動自行車鉛酸動力電池國內市場占有率達到38%；微型電動汽車鉛酸動力電池市場占有率高達58%，與100多家微型電動汽車品牌都建立了戰略合作關係。

### Constantly Improving Market Position

With high-quality products and services, Tianneng has won the trust of customers, achieved remarkable sales revenues, and constantly improved its market position.

In 2015, our product sales volume was increased by more than 25%, the sales revenues of star products "Three Kings" (longevity king/long-distance running king/load king) hit new high; our new products 3.1TN and Black Bull products which were invested in 2015 had good market response, the sales revenue was increased rapidly; li-ion battery has got rapid development, and achieved annual compound growth rate of 93% for 5 consecutive years.

Tianneng electric bike lead-acid battery occupied 38% domestic market share; mini electric car lead-acid battery occupied more than 58% market share, and we established strategic partnership with more than 100 mini electric car brands.



## 責任品牌 RESPONSIBLE BRAND

品牌是一種識別標誌、一種精神象徵、一種價值理念，是品質優異的核心體現。我們堅持責任品牌戰略，以“全球領先的綠色能源解決方案商”的偉大願景引導品牌行為，積極打造“創新、優質、綠色”的責任品牌形象。

Brand is a sign for identification, a spiritual symbol and a kind of value concept, and it reflects the core of excellent quality. We adhere to responsible brand strategy, take the vision of "becoming the world's leading green energy solution provider" to guide brand behaviors, and actively create "innovative, high-quality, green" brand image.



### 責任推廣

我們堅持低碳環保的品牌推廣方式，逐漸由傳統媒體為主向新舊媒體有機結合的多層次宣傳方式轉變，減少碳足跡，提高綠色動能。

2015年春運過後，携手中國鐵路媒體，以“天能電池號”高鐵開啓了以北上廣深為核心，覆蓋長三角、珠三角、環渤海和成渝四大經濟圈的全路網強勢宣傳，讓消費者更加信賴和認可天能“發展節能環保，倡導低碳出行”的企業品牌理念。

此外，簽約“大黑牛”李晨為天能電池新一季

### Promoting Responsibility

We adhere to the method of promoting low-carbon green brand, gradually transform the traditional media-oriented publicity to multi-level publicity by using old and new media, reduce carbon footprint and improve green power.

After the Spring Festival in 2015, Tianneng cooperated with China Railway media, used "Tianneng Battery" high-speed rail to launch the powerful railway network publicity that takes Beijing, Shanghai, Guangzhou and Shenzhen as the core, covering four economic zones, including Yangtze River Delta, Pearl River Delta, Bohai Rim, Chengdu and Chongqing, so as to enable customers to trust and recognize Tianneng's corporate brand philosophy of "promoting energy conservation and

代言人；首次嘗試數字營銷，與騰訊視頻形成戰略聯盟，為大型真人秀節目《挑戰者聯盟》加油助力；獨家冠名贊助CCTV-7農業頻道相親欄目《鄉約》以及“2015最受歡迎的十大小型電動車網絡評選”、“2015年十大最受歡迎小型電動車頒獎盛典”等活動，無縫對接天能動能無限、堅韌不摧、熱心社會、創新進取的品牌形象，促進了天能正能量的傳遞，達到了責任宣傳的目的。

### 品牌保護

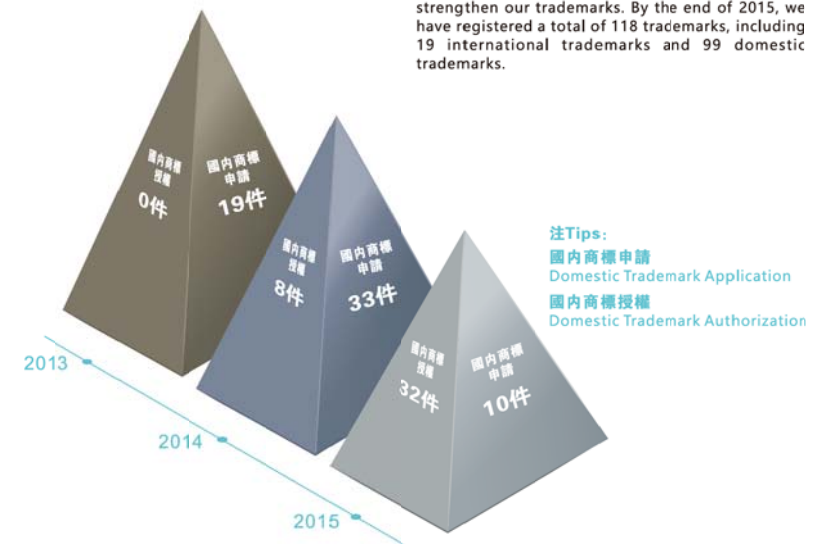
為保護天能品牌，我們加強商標註冊。截至2015年底累計註冊商標118件，其中國際商標19件，國內商標99件。

environmental protection, advocating low-carbon travel".

In addition, the Company signed "Black Bull" Li Chen to endorse the first generation of Tianneng Black Bull batteries; firstly adopted digital marketing, established strategic alliance with Tencent video, and sponsored large reality show Challenger League; exclusively sponsored the Village Blind Date program which was broadcasted by CCTV-7 Agriculture Channel, 2015 Top 10 Most Popular Small Electric Car Network Selection, 2015 Top 10 Most Popular Small Electric Car Awarding Ceremony and other activities, thus seamlessly publicizing Tianneng's brand image of "being durable, benevolent and innovative, with infinite energy", promoting the dissemination of Tianneng's positive energy, and achieving the purpose of publicizing responsibility.

### Brand Protection

In order to protect Tianneng brand, we strengthen our trademarks. By the end of 2015, we have registered a total of 118 trademarks, including 19 international trademarks and 99 domestic trademarks.



2013-2015年天能商標申請和授權數  
Number of Tianneng Trademark Application and Authorization from 2013 to 2015



## 堅持創新驅動 引領行業潮流 ADHERING TO INNOVATION, LEADING THE INDUSTRY TREND

我們堅持創新引領，不斷創新理念、創新模式、創新科技，以行業領跑者的姿態，奔跑在時代的前列。

Adhering to innovation, we constantly create innovative ideas, innovative models and innovative technologies, and lead the development of the industry, running in the forefront of the era.

## 創新理念 INNOVATIVE IDEAS

我們以科學的企業社會責任和可持續發展理念作為理論指導，貫徹落實黨和政府提出的“創新、協調、綠色、開放、共享”五大發展新理念，持續開拓天能發展新思路。

天能是動力電池行業綠色發展理念的先行者，早在2009年即已付諸於實踐，業已取得顯著成果，行業影響力不斷擴大。2015年11月18日，由浙江省固體廢物利用處置行業協會主辦，天能集團承辦的浙江鉛蓄電池清潔化循環回收利用體系啟動大會在浙江長興舉行，標志着浙江廢鉛酸蓄電池回收利用體系逐步規範，也表明天能以其先進的社會責任理念帶動行業創新發展、綠色發展、和諧發展，促進行業生態文明建設取得了裏程碑式的成果。

2015年“互聯網+”的熱點持續發酵，天能盡管缺少互聯網基因，但仍積極擁抱“互聯網+”，不斷開拓思維，以“創客”精神，創新性地提出了“能源互聯網+”的發展理念和戰略，開啓了能源互聯共享發展的新道路。

We take scientific corporate social responsibility and sustainable development concept as theoretical guidance, implement the “innovative, coordinated, green, open and sharing” development ideas proposed by the Party and government, and constantly explore new ideas for Tianneng's development.

As a pioneer that adopts green development in China's power battery industry, Tianneng has put it into practice since 2009, and achieved remarkable results, exerting increasing influence on the industry. On November 18, 2015, under the sponsorship of Zhejiang Association Solid Waste Disposal Industry, Tianneng Group hosted the Start-up Conference of Zhejiang Lead-acid Battery Clean Recycling System in Changxing, Zhejiang, this indicated that Zhejiang waste lead-acid battery recycling system will be gradually standardized, Tianneng used its advanced CSR philosophy to drive the industry's innovative development, green development and harmonious development, and made landmark achievements in promoting ecological civilization construction in the industry.

“Internet +” became a popular marketing mode in 2015. Tianneng was lack of internet gene, but it still actively embraced the “Internet +”, constantly expanded thinking, took “Mak-er” spirit, creatively put forward the “Energy Internet +” development concept and strategies, and opened a new mode of connecting energy and sharing development.



## 創新模式 INNOVATIVE MODEL

### 循環經濟的發展模式

自2009年從事廢舊鉛酸蓄電池回收事業以來，我們不斷創新和優化循環經濟的發展模式，向成為國家鉛酸蓄電池回收產業循環經濟、清潔生產的示範基地進發。2015年面對經濟新常态及行業形勢的嚴峻壓力，天能集團循環經濟產業園率先推行自主經營體，以進一步挖掘內部潛力，調動員工生產積極性，責任到人、層層分解，達到“降本增效”的目的。當年天能循環經濟模式為公司產生的銷售收入達12.53億元；現已擁有廢舊電池年處理產能25萬噸，其中華東基地產能15萬噸，華北基地產能10萬噸；再生鉛產業的清潔化、節約化生產水平進一步提高，再生鉛工業技術得到更大範圍地推廣及延伸。

### The Development Model of Circular Economy

Since 2009 when we started to be engaged in waste lead-acid battery recycling business, we have constantly innovated and optimized the development model of circular economy, and strived hard to become a national demonstration base for recycling economy and clean production in lead-acid battery recycling industry. Facing with the severe stress from economic “new normal” and industrial situation in 2015, Tianneng Group Circular Economy Industrial Park first implemented self-management system, further tapped the internal potential, mobilized the production enthusiasm of employees, clarified the responsibilities of employees at all levels, and achieved the purpose of “reducing costs and increasing efficiency”. In 2015, Tianneng circular economy model generated sales revenue of about 1.25 billion yuan for the Company; now its annual waste battery processing capacity is 250,000 tons, including Zhejiang Wushan Base's capacity of 150,000 tons, and Henan Puyang Base's capacity of 100,000 tons; the cleaning and energy-saving production level of regenerated lead industry was further improved, regenerated lead industrial technologies have been promoted and expanded in a greater scope.



### “互聯網+”的發展模式

我們沿着產品、營銷、內部管理、科研創新等多條線路，全面布局和推進互聯網戰略，穩扎穩打，重塑自身，努力將天能打造成一個基於“互聯網+”的平臺型企業，從而促進成為全球性的新能源動力電池的解決方案商。

我們擁抱互聯網經濟，開通了電子商貿營銷渠道，針對年輕人的消費習慣，通過天貓、京東、蘇寧雲商旗艦店，提供線上體驗、線下配送的一體化綜合服務。

2015年10月26日，國務院印發了《關於促進快遞業發展的若干意見》（以下簡稱《意見》）。《意見》明確表示，將研究出臺快遞專用電動三輪車國家標準以及生產、使用、管理規定，這將進一步明確電動三輪車的合法地位，中國快遞業的高速發展和城鎮化建設的加快，勢必推動電動三輪車市場爆發式增長，成為互聯網經濟“最後一公里”的最佳解決方案。

未來，公司將努力提升電池技術檔次和產品質量，將重點集中在電源管理系統和車載管理系統上，將此與大數據、互聯網進行整合，讓新能源“電池包”風靡全國。

### “Internet +” Development Model

Adopting marketing and internal management, research and innovation and other lines, we vigorously layout and promote the Internet strategy, make progress steadily, reshape the brand, and make effort to cast Tianneng into a platform enterprise based on “Internet +”, thereby becoming a world-leading new energy battery solution provider.

We embrace the Internet economy and open e-commerce marketing channels. In view of young people's spending habits, we provide them with integrated comprehensive services, such as online experience and off-line delivery, by establishing flagship stores on Tmall, Jingdong and Suning.

October 26, 2015, the State Council issued the Opinions on Promoting the Development of Express Delivery Industry (hereinafter referred to as the “Opinions”). The Opinions clearly stated that China will study and issue national standards on the production, use and management of electric tricycles dedicated for express delivery, this will further clarify the legal status of electric tricycle, speed up the rapid development of China's express delivery industry and urbanization construction, this will certainly promote the explosive growth of electric tricycle market, and become the best solution to the “last kilometer problem” of Internet economy.

In the future, the Company will strive to improve battery technology and product quality, focus on power management system and automotive-mounted management system, and integrate it with large data and the Internet, so as to popularize new energy “battery package” in China.

## 創新科技 INNOVATION AND TECHNOLOGY

我們遵循“科技創造美好生活”的理念，以建設“構建開放共享的全球研發生態圈”為研發策略，堅持“創新產品，以新制勝”的原則，將科技作為第一生產力，不懈投入，穩步提升自主創新能力。

Adhering to the philosophy of “science and technology create a better life”, adopt the development strategy of “constructing and sharing global research and development ecosystem”, adhere to the principle of “innovative product, taking innovation as core”, use science and technology as the primary productivity, make relentless investment, and steadily enhance independent innovation capability.

### 科研力量 RESEARCH AND DEVELOPMENT STRENGTH

#### 充足的資金投入

我們不懈投入，以充足的資金支持為研發創新提供扎實保障，每年計劃以銷售收入的3%以上投入到科技研發。

#### 過硬的創新隊伍

我們擁有一支技術過硬、技術研發能力強的科研創新隊伍。2015年，我們更加注重稀缺性、高端化、國際化人才引進，先後引進海外領軍型技術人才和公司高管人才13名，有2名高端人才先後成為國家“千人計劃”特聘專家、2名人才榮獲湖州市“1112”人才稱號，新能動力電池與系統創新團隊榮獲浙江省領軍型創新團隊、湖州市南太湖精英計劃領軍型創新團隊，打造了高精尖的經營管理和科技研發團隊。目前天能動力擁有科技研發人員693名，包括4名博士、11名碩士、2名教授、18名高級工程師。

#### Adequate Funds and Investment

We constantly invest adequate funds to provide solid guarantee for research and innovation, and use more than 3% of annual sales income to invest in technological research and development.

#### Powerful Innovation Team

We have a powerful R & D team with strong research and innovation capabilities. In 2015, we made more efforts to introduce high-end international talents, introduced 13 overseas leading technical talents and company executives, including 2 people who won the title of “National 1000 Talents”, and 2 people who won title of “Huzhou 1112”, new energy power battery and system innovation team won the title of “Zhejiang innovation team” and “South Taihu elite plan of leading innovation team”, and built a sophisticated management and R&D team. Currently Tianneng has 693 R&D staff, including 4 doctors, 11 masters, 2 professors, 18 senior engineers.

#### 強大的創新平臺

擁有國家級博士後科研工作站、國家認定企業技術中心、院士專家工作站、高新技術研究開發中心、新能源研究開發中心、能源科技研究院等自主科研創新載體，以及德國柏林大學、復旦大學、北京理工大學、哈爾濱工業大學等著名高校的產學研合作單位，形成了內外融合的創新機制。目前，天能已成為國家重點扶持高新技術企業、國家火炬計劃重點高新技術企業，被評為浙商轉型升級的典型樣本和浙江省轉型升級引領示範企業。

#### Powerful Innovation Platform

With many independent research and innovation carriers, such as national post-doctoral research station, national certified enterprise technology center, workstation for academicians and experts, high-tech research and development center, new energy research and development center, Energy Research Institute of Science and Technology, the Company has established cooperation with Berlin University, Fudan University, Beijing Institute of Technology, Harbin Institute of Technology and other famous universities, forming integrated innovative mechanism. Currently, Tianneng has become a national key supporting high-tech enterprise, and key high-tech enterprise of State Torch Program, and was chosen as a representative sample of the transformation and upgrading of Zhejiang, and the demonstration enterprise of transformation and upgrading in Zhejiang Province.

國家級博士後科研工作站、國家認定企業技術中心、  
院士專家工作站、高新技術研究開發中心、  
新能源研究開發中心、能源科技研究院等  
The national postdoctoral Research workstations,  
enterprise technology centers recognized by the state,  
Academician experts workstations,  
high-tech research and development center,  
New energy research and development center,  
energy research institute of science and technology

Independent research innovation team  
自主科研創新團隊

產學研合作單位  
Production-study-research unit

德國柏林大學、復旦大學、北京理工大學、  
哈爾濱工業大學等著名高校  
Berlin university, fudan university,  
Beijing institute of technology,  
Harbin industrial university  
and other famous universities





## 創新成果 INNOVATION RESULTS

天能作為國家知識產權優勢企業，截至2015年底擁有各類授權專利1519項，發明專利108項；擁有國家級重點新產品13個。在動力電池材料、配方、工藝、結構設計等各方面均擁有自主知識產權；通過產學研合作，先後完成起停電池、鉛炭電池、高性能動力電池等領域新技術、新產品開發。“年回收30萬噸廢鉛酸蓄電池清潔化再生技術改造項目”成為2015年中央投資資源節約和環境保護項目。

As a national enterprise with intellectual property advantage, by the end of 2015, Tianneng has obtained 1519 authorized patents, including 108 invention patents; and had 11 national projects. It has independent intellectual property rights all aspects, such as battery materials, formula, processing technology and structural design. By combining production with academic research, it has completed the development of start-stop battery, lead-carbon battery, high-performance power battery and other technologies and products. The "waste lead-acid battery clean regeneration technical transformation project with annual recycling capacity of 300,000 tons waste batteries" became the energy conservation and environmental protection project invested by the central government in 2015.

年份 Year	申請專利 Applied Patent	其中發明專利數 Including Invention Patents	授權專利 Authorized Patents	其中發明專利數 Including Invention Patents
2013	353	58	302	10
2014	356	102	325	25
2015	321	115	302	39
合計 Total	1030	275	929	74

2013-2015年天能專利數  
Number of Tianneng Patent from 2013 to 2015

## 產品輸出 PRODUCT OUTPUT



我們建有系統的新品開發管理體系，持續為廣大客戶研發并提供優質產品。截至2015年底共研發產品148個，市場投入134個，產品上市率達90.5%。當年研發12個產品，全部投入市場。其中，鋰電池6個，分別是：基於改性三元材料的鋰離子電池、低速電動汽車用鋰離子蓄電池系統、純電動環衛車用鋰離子蓄電池系統、純電動汽車用鋰離子蓄電池系統、電動鏈車用鋰離子蓄電池模塊、電動汽車用高性能圓柱型鋰離子電池。

We build a systematic new product development management system, and constantly develop and provide customers with high-quality products. By the end of 2015, we have invented a total of 148 products, launched 134 products in the market, with market rate of 90.5%. In 2015, we developed 12 products, which were all put into the market, including 6 lithium batteries, which are li-ion battery based on modified ternary materials, li-ion battery system for low-speed electric automobile, li-ion battery system for electric sanitation vehicle, li-ion battery system for pure electric automobile, li-ion battery module for electric forklift, high-performance cylinder li-ion battery for electric automobile.



## 踐行社會責任 共建美麗家園 PRACTICING SOCIAL RESPONSIBILITY, BUILDING BEAUTIFUL HOMELAND

我們堅持“責任為魂，創新共贏”的核心價值觀，努力承擔起社會責任，以安全的天能、環保的天能、幸福的天能、責任的天能呈現於世人，全力推進和諧社會建設。

Adhering to the core values of "responsibility, innovation and win-win development", we strive to fulfill social responsibility, try to be safe, eco-friendly, happy and responsible Tianneng, and promote the construction of harmonious society.

## 安全環保 SAFETY AND ENVIRONMENTAL PROTECTION

我們倡導“生命無價，安全至上”的生產理念，持續構建環境管理體系（EMS）與職業健康安全管理體系（OH&SMS）一體化的管理體系（Environment、Health and Safety management system，即EHS一體化管理體系）。

We advocate the production philosophy that "life is priceless, safety comes first", constantly build the EHS INTEGRATED MANAGEMENT SYSTEM, which integrates environmental management system (EMS) with Occupational Health and Safety Management System (OH & SMS).

### 安全生產 PRODUCTION SAFETY

安全生產是天能可持續發展的前提和基礎，我們始終堅持“安全第一、預防為主、綜合治理”的安全生產管理方針，深入開展安全生產標準化管理工作，以隱患排查治理為基礎，提高安全生產水平，減少事故發生，保障人身安全健康，深入貫徹黨的十八屆五中全會精神，始終保持憂患意識，全面落实安全生產管理主體責任，共同努力推進依法治安，營造學法、知法、用法、守法的濃厚氛圍。在眾多安全機制的保障下，2015年天能無重大安全事件的發生。

#### 健全安全生產管理體系

我們按國家相關規定完善及修訂了《環保安防管理制度》，認真執行和貫徹八大安全生產管理體系（分別是：組織保障體系、安全責任體系、管理制度體系、技術標準體系、檢查監督體系、培訓教育體系、安全應急管理體系、安全投入體系）。建立起安全生產責任制，對重點消防區域進行責任分工、責任到人。

#### 開展安全生產月活動

根據國家、省、市關於開展2015年“安全生產月”活動的部署安排，積極宣傳并發動各基地、子公司進行第十四個“全國安全生產月”活動，緊緊圍繞2015年“加強安全法制，保障安全生產”的活動月主題，認真普及安全法律法規和安全知識，進一步提高了廣大員工的安全生產意識，樹立起天能良好的社會風貌。

Production safety is the premise and foundation of Tianneng's sustainable development, we always adhere to the production safety management policy, which is "safety comes first, prevention is the core, comprehensive management", carry out in-depth safety standardization management, take hazards removal and management as basis, improve safety production level, reduce accidents, protect the personal safety and health, thoroughly implement the spirit of China's 18th Central Committee, always maintain the sense of urgency, fully implement the main responsibility of production safety management, work together to promote security according to laws, and create a law-oriented, law-abiding atmosphere. Under the protection of many safety mechanisms, Tianneng had no significant safety incident in 2015.

#### Improving Production Safety Management System

We have improved and modified the Environmental Safety Management System according to relevant national regulations, earnestly implemented eight production safety management systems (which are organization safety system, safety responsibility system, management system, technical standards system, inspection and supervision system, training and education system, safety emergency management system, safe investment system), and established the responsibility system for production safety, and divided the labors and responsibilities of key fire protection areas.

#### Carrying out Production Safety Month Activity

According to national, provincial and municipal deployment and arrangements on carrying out "Production Safety Month" activity in 2015, the Company actively promoted and mobilized production bases and subsidiaries to carry out the fourteenth "National Production Safety Month" activity, closely focused on the theme of "strengthening safety law, ensuring production safety" in 2015, carefully publicized safety laws and regulations, and safety knowledge, further improved the safety awareness of employees, and established a good social image of Tianneng.





#### 實施安全應急演練

成立了消防救援隊，邀請消防救援隊人員到現場進行滅火流程演示。組織各基地、子公司開展應急演練工作，提高充電員工發現險情快速報告的意識，檢驗公司消防救援隊的組織協調和快速反應能力，使消防救援人員熟悉掌握滅火流程和滅火器材使用，對電氣火災做到“提前預防、及時發現、快速反應、合理處置”。

#### 強化安全知識宣貫

不斷建立健全安全、職業衛生宣傳教育培訓制度，加強三級安全培訓教育，重點崗位的培訓教育，特種作業人員必須持證上崗。

充分利用報紙、網絡、宣傳欄等各類媒體進行宣傳，以強大的輿論氛圍和宣傳聲勢，營造良好的安全生產法制氛圍。6月舉行了集安全生產法規知識宣傳、四不傷害注解、安全生產示範展和歷年事故案例分析為一體的“安全警示”巡回展，以進一步教育全體職工把安全生產工作入心入腦，認真執行規章制度，嚴格按照規程作業，敢于制止違章行為，時時刻刻把安全生產“警鐘長鳴”，切實把安全生產工作融入到崗位和家庭之中。



#### Implementing Safety Emergency Drills

The Company established fire rescue team, and asked fire rescue team to carry out fire extinguishing process on the scene to; organized bases and subsidiaries to carry out emergency drills, enhanced employees' awareness of reporting hazards immediately, inspected the coordination and rapid response capability of the Company's fire rescue team, enabled fire rescue personnel to get familiar with fire-fighting procedures and the use of fire-fighting equipment, and ensured "early prevention, timely detection, rapid response and proper handling" for electrical fire.

#### Publicizing and Strengthening Safety Knowledge

The Company constantly establishes and improves safety, occupational health education and training system, strengthens three-level safety training and education, focuses on job training and education, and forces special operation personnel to obtain certificate before taking the job.

We make full use of newspapers, Internet, billboards and other media to carry out publicity, use strong atmosphere of public opinions and publicity momentum to create a good legal atmosphere of production safety. In June 2015, the Company held a "safety warning" tour exhibition that integrates publicity of production safety regulations, explanations to four no-harms, display of production safety demonstration position, and case study of accidents occurred in previous years, further educated all employees to bring work safety into their mind, conscientiously implement regulations, strictly operate according to specifications, bravely stop the illegal behaviors, always pay attention to safety production, and effectively integrate production safety work with specific positions and families.

## 環境保護 ENVIRONMENTAL PROTECTION

我們一貫堅持企業與環境的和諧發展，在管理實踐中，開創性地構建了行之有效的EHS一體化管理體系，逐級分解EHS目標，促使生產模式從粗放型向集約型轉化，發展循環經濟，踐行生態文明的綠色發展。

天能嚴格按照環境保護的要求及行業準入條件的標準，制定環保計劃，提升工藝技術、現場管理，加強內部檢測隊伍、能力的建設，開展內外培訓，提升公司整體環保管理水平。截至2015年底，各子公司（除新建項目以外）均通過ISO14000認證，其中部分體系認證時間到期企業已完成新一輪評價，並通過ISO14000認證；按要求每年均編制年度環境報告書，完成環境信息披露。

We always adhere to harmonious development of corporate and environment. In management practice, we creatively build effective EHS Integrated Management System, gradually break down EHS goals, promote the transition from extensive production model to intensive production model, develop recycling economy, and implement the green development of ecological civilization.

Strictly in accordance with the requirements of environmental protection standards and industry access conditions, Tianneng develops environmental programs, upgrades processing technology and on-site management, strengthens internal inspection team and capacity construction, carries out internal and external trainings, and enhances the company's overall environmental management level. By the end of 2015, its subsidiaries (excluding new projects) passed the ISO14000 certification, some certification expired, then the company completed a new round of evaluation, and passed ISO14000 certification; the Company compiled Annual Environmental Report according to the requirements each year, and completed environment information disclosure.





## 清潔生產

我們堅持清潔生產，持續打造綠色、無害的生產環境。各子公司在行業準入改造的基礎上，進行工藝提升、裝備升級，從源頭控制、過程管理、末端治理消滅污染物的產生。另外，採用行業內先進的處理工藝和環保設施，保證污染物的達標排放。國家工信部公布的符合《鉛蓄電池行業規範條件（2015年本）》的企業（第一批）共39家，天能占6家。

截至2015年底，各子公司（除新建項目以外）均達到清潔生產水平二級標準並通過清潔生產驗收。各子公司生產過程中產生的含鉛廢氣、廢水均符合《電池工業污染物排放標準》（GB30484-2013）中的各項要求；產生的固廢均按照《中華人民共和國固體廢物污染環境防治法》、《危險廢物收集、貯存、運輸技術規範》進行收集、貯存和運輸；廠界噪聲均符合《工業企業廠界環境噪聲排放標準》（GB 12348-2008）。

近年來天能投入大量資金進行廢氣、廢水和廢料處理裝置升級、更換，引入先進的處理工藝和淨化裝置，提高處理效率及回收利用率。

## Clean Production

We persist on clean production, continue to build green, eco-friendly production environment. Based on the industry access conditions, the subsidiaries upgrade processing technologies and equipment, and reduce pollutants by source control, process management and end treatment. In addition, the Company adopts advanced processing technology and environmental protection facilities to ensure standard discharge of pollutants. The Ministry of Industry and Information Technology announced (the first batch) 39 enterprises that meet the requirements of Lead-acid Battery Industry Standards (2015 version), including 6 subsidiaries of Tianneng.

By the end of 2015, the subsidiaries (excluding new projects) reached second level of clean production, and passed the acceptance inspection of clean production. The leaded gas and wastewater generated in the production process of subsidiaries meet with the requirements of "Battery Industry Pollutant Emission Standards" (GB30484-2013); the solid wastes shall be collected, stored and transported according to the requirements of the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and the Technical Specifications For The Collection, Storage and Transportation of Hazardous Wastes; factory noises meet the requirements of Standards on Emission of Environmental Noise in Industrial Enterprises (GB 12348-2008).

In recent years, Tianneng has invested heavily in upgrading and replacing waste gas, waste water and waste material treatment equipment, introduced advanced processing technologies and purification devices, and improved the processing efficiency and recycling rate.

## 節能降耗

我們大力發展循環經濟，倡導綠色辦公，努力打造環境友好型、資源節約型的國際新能源企業。

### 回收利用

**廢舊電池回收：**我們是浙江省唯一具有鉛蓄電池回收處理資質的生產企業，擁有代表國內外最先進水平的廢鉛蓄電池回收處理的全自動智能化生產線。2015年，我們回收廢舊鉛酸蓄電池15萬噸，再生鉛金屬10萬噸，實現銷售收入12.53億元。

**固廢回收：**將在生產過程中收集的鉛粉和產生的含鉛固廢作為危險固廢送至簽訂協議的鉛回收企業重新冶煉利用。

**廢水回收：**對廢水進行分類收集，分質處理，盡可能使產生的廢水能夠回收利用。目前公司採用國內外先進的深度中水回用系統，使污水的回用率達70%。

**電能回收：**進行了充電機的技術升級，採用母線反饋式充放電機，對放電過程的電能進行回收重復利用。

**廢酸液回收：**購置相應的廢酸液提升裝置，對收集的一定純度的廢酸液進行提純處理，達到技術要求後作為電解液加注進行回用。

### 綠色辦公

我們開發了各種辦公管理系統，不僅節約了人力，也使無紙化辦公成為可能；出臺雙面打印、隨手關電、限制紙杯等的環保措施，督促員工節約資源，減少浪費；積極宣貫環保理念，不定期舉辦環保活動，鼓勵員工將綠色節約的理念融入生活，形成習慣。

## Saving Energy and Reducing Consumption

We vigorously develop circular economy, advocate green office, and strive to be international eco-friendly, resource-saving new energy enterprise.

### Recycling

**Waste Battery Recycling:** We are the only qualified manufacturing enterprise engaged in waste lead-acid battery recycling in Zhejiang province, and have the most advanced intelligent automatic production line of waste lead-acid battery recycling in the world. In 2015, we recycled 15 tons of waste lead-acid battery, regenerated 100,000 tons of lead metal, and achieved sales income of about 1.25 billion yuan.

**Solid Waste Recycling:** The lead powder collected in the production process and lead-contained solid wastes are treated as hazardous solid wastes and sent to the lead recycling enterprise specified by the agreement for smelting and re-utilization.

**Wastewater Recycling:** Wastewater was collected and divided according to quality, so as to enable wastewater to be recycled. Currently the Company adopts internationally advanced deep water recycling system, enabling the wastewater reuse rate to reach 70%.

**Energy Recycling:** Battery charger is technically upgraded, bus feedback charger motor is adopted to recycle and reuse the electrical energy in the discharging process.

**Waste Acid Recycling:** Corresponding waste acid lifting device is purchase, the collected waste acids are extracted and purified, and be reused as electrolyte after reaching technical requirements.

### Green Office

We have developed various office management systems, not only saved manpower, but also made paperless office possible; introduced many environmental protection measures, such as double-sided printing, reducing electricity consumption, restricting the use of paper cups, urging employees to save resources and reduce wastes; actively publicized the idea of environmental protection, organized environmental protection activities from time to time, and encouraged employees to integrate green ideas into life and form good habits.

## 幸福員工 HAPPY EMPLOYEES

我們堅持以人為本，將員工視為天能最寶貴的財富。我們恪守勞工準則，以良好的工作環境、優厚的薪酬福利、合理的晉升渠道，全力塑造健康、務實、創新、拼搏、進取的幸福“天能人”。

We adhere to the people-oriented principle, and consider employees as the most valuable assets of Tianneng. Abiding by labor standards, we provide good work environment, generous salaries and benefits and reasonable promotional channels to create healthy, pragmatic, innovative, hard-working and happy "Men of Tianneng".

## 員工結構 STAFF STRUCTURE

**本科學歷563人**  
The employees with undergraduate degree are 563  
**碩士學歷68人**  
The employees with master's degree are 68  
**博士學歷5人**  
The employees with doctoral degree are 5

**公司現有員工18000餘人**  
The Company has more than 18,000 employees  
**男女員工比例5:4**  
The ratio of male and female employees is 5:4  
**管理者中男女員工比例6:1**  
The ratio of male and female managers is 6:1

**少數民族員工397人**  
There are 397 minority employees

**殘疾員工169人**  
The employees with disabilities are 169

**高級職稱員工增長57%**  
The growth rate of employees with senior titles is 57%  
**教授級人才增加3人**  
The growth of professor-level talents is 3

## 權益保護 PROTECTION OF RIGHTS AND INTERESTS

我們堅持平等就業的原則，尊重並公平對待不同背景的員工，無性別、種族歧視，創造包容共贏的工作環境。尊重和維護國際人員共約和勞工標準，嚴禁以任何形式僱傭童工。

嚴格遵守《勞動合同法》與員工簽訂勞動合同，2015年員工勞動合同簽約率達100%；依法為員工繳納基本養老保險、基本醫療保險、失業保險、工傷保險和生育保險等，2015年員工社會保險覆蓋率達100%。

制定了完善的薪酬福利和績效管理制度，對員工進行有效激勵。同時，堅持同工同酬，公平對待員工。2015年天能薪酬總額11.59億元，人均薪酬達6.39萬元，比2014年增長12.8%；完成了員工第二批期權全部行權及第三批期權的第一次行權，實現員工收益1.2億港元。

We adhere to the principle of equal employment, respect and fairly treat employees from different backgrounds, have no gender or racial discrimination, and create an inclusive win-win work environment. We respect and uphold international labor conventions and labor standards, and strictly prohibit any employment of child labor.

We strictly abide by the Labor Contract Law and sign labor contract with employee. In 2015, the signing rate of employee labor contracts reached 100%; the Company paid basic pension insurance, basic medical insurance, unemployment insurance, industrial injury insurance and maternity insurance for employees according to the law. The employee social insurance coverage reached 100% in 2015.

We have developed comprehensive salary, welfare and performance management system to provide effective incentives for employees. Meanwhile, we insist on equal payment and fair treatment of employees. In 2015, the total salaries of employees in Tianneng reached 1.16 billion yuan, per capita salary reached 63.9 thousand yuan, with an increase of 12.8% compared with 2014. The Company completed the second batch of staff options, the first exercise of third batch of options, and employees' benefits reached to 120 million HK \$.

## 職業健康 OCCUPATIONAL HEALTH

為防範職業病，天能為所有員工建立健康檔案，並每年提供一次員工體檢活動。從制度上，建立了完善的職業健康安全管理體系，並通過OHSAS18000體系認證；從過程上，為每一位車間員工配備了高品質的工作服、防護口罩及手套等一流的職業衛生防護設備，各車間也配備了必要的應急處理藥品；從預防上，通過對員工的定期職業健康培訓，舉辦相關活動，提升員工自身的職業危害自我保護能力。

2015年天能勞保成本1544萬元；共開展職業健康相關培訓150餘次，參與員工2.5萬人次。當年無工傷、職業病等事故發生。

In order to prevent occupational diseases, Tianneng establishes health records for all employees and provide employees with physical examination every year. Institutionally, we have established a comprehensive occupational health and safety management system, which passed OHSAS18000 certification; in terms of process, we provide all the employees in the workshops with high-quality work clothing, protective masks and gloves, and other occupational health protective equipment; each workshop is also equipped with necessary emergency medicines. From the perspective of prevention, we carry out regular occupational health trainings for employees, and organize relevant activities to enhance employees' ability to protect themselves against occupational hazards.

In 2015, Tianneng spent labor costs of 15.44 million yuan; carried out a total of 150 occupational health-related trainings, 25000 employees participated in the trainings. There was no injury, occupational diseases or other incident in 2015.



## 工作環境 WORK ENVIRONMENT



在硬環境方面，為廣大員工提供舒適、明朗、安全、健康的工作環境，配備天能公寓、食堂、洗浴中心、超市、圖書館、醫療室等生活及休閒設施，傾力打造安心、放心、舒心的天能生活圈。2015年12月的員工滿意度調查中，員工對天能集團的硬環境滿意度達到93.88%。

在軟環境方面，實行以工會為主要載體的民主管理，定期舉辦員工活動，促進員工交流、學習、成長，歡快員工身心，活躍員工氣氛，激發員工創造力，營造歡快、和諧、幸福的天能社區氛圍。



In terms of hard environment, we provide employees with comfortable, bright, safe and healthy work environment. The Company is equipped with dormitories, canteens, bath center, supermarket, library, medical and leisure facilities, making every efforts to create safe, pleasant and comfortable living area of Tianneng. In the employee satisfaction survey carried out in December 2015, the staff satisfaction on the hard environment of Tianneng Circular Economy Industrial Park reached 93.88%.

In terms of soft environment, we take trade union as the main carrier to implement democratic management, regularly organize employee activities, promote the exchanges, learning and growth between employees, make employees cheerful, mobilize the atmosphere, stimulate employee creativity, and create a cheerful, harmonious and happy community atmosphere of Tianneng.

2015年推出了《推進和開展主題沙龍活動》，該活動旨在建設更具活躍、更加和諧、更有魅力的升級版新天能，並分別於9月、10月、11月、12月舉辦了四次主題文化沙龍活動。

In 2015, the Company introduced the Promoting and Carry Out Themed Salon Activity, which was designed to build a more active, more harmonious and more attractive Tianneng, and four themed cultural salon activities were held in September, October, November and December respectively.



## 員工關愛 CARE FOR EMPLOYEE

公司大力實施“安心工程”、“放心工程”、“貼心工程”、“暖心工程”、“連心工程”的“五心工程”，關愛員工身心健康和個人成長，努力打造真正幸福的“天能人”，使員工因成為“天能人”而感到驕傲。

我們構建了互助幫扶體系，以公司工會為牽頭單位，為員工與企業搭建連心橋，舉辦交心會。我們設立了“心晴工作室”，專門對職工提供包括團隊合作、人際關係、情感生活等方面的心理諮詢；定期為員工舉辦生日會，由公司領導帶領大家為壽星送上誠摯的生日祝福，把尊重員工、愛護員工落到實際當中；開展“把愛大聲說出來”、“微心願”、“員工風采”等活動，以暖心暖意為天能員工建立起一個溫馨和諧的大家庭。



The Company vigorously implement "assurance project", "safety project", "attentive care project", "heart-warming project" and "heart-linking project", care staff's health and personal growth, create truly happy Men of Tianneng, and enable each employee to be proud of being Man of Tianneng.

We constructed the mutual aid system, take labor union as the leading unit, establish heart-linking bridge for employees, and organize heart-felt exchanges. We set up a "Happy Feeling Studio" to provide employees with various physiological counseling, such as teamwork, interpersonal relationship, emotional life; regularly organize birthday parties for employees, the Company's leaders send sincere birthday wishes to employees, respect and care employees from every details; carry out "Say Love Out Loudly", "Micro Wish", "Employee Style" and other activities, in order to establish a warm and harmonious family for the employees of Tianneng.



## 員工發展 STAFF DEVELOPMENT

員工的成長是確保天能不斷發展的關鍵要素，將為天能的發展提供永續動力。為此，我們不遺餘力，不吝成本為員工創造培訓機會、擴寬晉升通道，促進員工與企業共同成長。

2015年我們強化領導力、業務專業和員工核心能力培養，實施員工輪崗、AB崗制度，隊伍綜合素質和能力進一步提升。5月，天能大學安徽學院成立；7月，天能大學江蘇學院成立，成為建設學習型企業、打造學習型團隊的重要助推器。當年天能大學培訓預算1300萬元，受訓人次2.8萬，人均課時20，總課時36萬，比2014年分別增長18%、56%、33%、38%；引進行動學習，組織設計解決實際工作課題22個。

The growth of employee is a key element to ensure the continuous development of Tianneng, and will provide momentum for Tianneng's sustainable development. In view of this, we spare no effort to create training opportunities for employees, expand promotion channels, and promote the common development of the Company and employees.

In 2015, we strengthened the cultivation of leadership, and the core ability of business professionals and employees, implement staff rotation system and AB post system, and further enhanced the team's comprehensive quality and ability. In May, Anhui College of Tianneng University was founded; in July, Jiangsu College was founded. Tianneng University has become an important booster for the management center to build a learning-oriented enterprise and create a learning-oriented team. In 2015, the training budget of Tianneng University was 13 million yuan, trained 28,000 people, the per capita hours was 20 hours, there were a total of 360,000 learning hours, with increase of 18%, 56%, 33% and 38% compared with 2014; the Company introduced mobile learning, organized, designed and solved 22 practical work topics.



為所有員工提供雙軌制職業發展通道，即管理發展通道和專業發展通道，且雙通道均設置“縱向晉升”和“橫向發展”兩種方式，確保員工可根據自身需求和工作表現選擇適合自己的職業發展方式。

We provide all employees with two-track career development channel, namely the management development channel and professional development channel, and the two channels have both "vertical promotion" and "horizontal development" modes, in order to ensure that employees can choose suitable career development mode according to their needs and performance.



6月26日天能電池集團有限公司隆重舉行第二屆質量季活動總結表彰大會，本次質量季活動涵蓋員工軍訓、操作技能、環保安防、行為規範、成本管控等10多個培訓課程，受訓人次累計達12000餘人次，同時開展早會、“安康杯”勞動技能、質量知識等10餘場次。

On June 26, Tianneng Battery Group Co., Ltd. held the 2nd Quality Activity Summary and Awarding Ceremony, the quality activities covered 10 training courses, including employee military training, operation skills, environmental protection and safety, behavior standardization, cost control, etc., trained about 12,000 people. Meanwhile, the Company carried out 10 activities, such as morning meeting, "health cup" labor skills, quality knowledge activities.



11月13日天能動力職工藝術團的姑娘們，憑借出色的表演和獨特的創意，榮獲浙江省第九屆排舞大賽系統行業組“金獎”，為集團藝術再添一抹重彩。

On November 13, the girls of Tianneng Power's labor art troupe were awarded the "Gold Medal" for System Industry Group of the 9th Zhejiang Dancing Competition for their outstanding performance and unique creativity, adding a splendid color to the Group's art.

## 惠澤社會 BENEFITING THE SOCIETY

天能一直積極履行企業社會責任，支持地方經濟社會發展，熱心社會公益事業，為社會和諧發展貢獻最大力量。

Tianneng has actively fulfilled its corporate social responsibility, supported local economic and social development, engaged in public undertakings, and made great contribution to the harmonious development of the society.

### 村企共建 BUILDING VILLAGE AND ENTERPRISE

多年來我們不斷深入實踐村企共建，與新川村黨支部密切聯繫，互幫互助，互相支持，一起為天能和新川村的發展創造更多優越條件，不僅保障了天能的發展壯大，更使這個小山村迅速致富，讓新川村發生了翻天覆地的變化。

截至2015年底，天能已累計出資近3000萬元用於新川村的新農村建設；在天能就業的新川村村民達到1000餘人，為天能配套建起的企業有近10家；當年新川村人均收入突破10萬元，小轎車有近1000輛；新川村先後獲得了長興縣“奔小康示範村”、湖州市“市級文明村”、“八有保障”示範村、浙江省“衛生村”、“全面小康建設示範村”等榮譽稱號。2012年，村黨支部書記張天任選光榮當選了第十二屆全國人大代表，也把新川村的發展帶上了一個更高的平臺。

村企共建為新川村的發展帶來了希望，為實現“美麗新川、活力新川、富饒新川、和諧新川”打下了良好的基礎，更為新川人民“圓夢新川”勾畫出了一副新的藍圖。



Over the years, we have constantly deepened the construction in village enterprise, established close ties with the Party Branch of Xinchuan Village, helped and supported each other, and worked together to create more favorable conditions for the development of Tianneng and Xinchuan Village. We not only protect the development and growth of Tianneng, but also enable the small village to get rich quickly and experience enormous changes.

By the end of 2015, Tianneng has invested nearly 30 million yuan for the new countryside construction of Xinchuan Village; created employment opportunities for 1,000 villagers in Xinchuan Village, and built nearly 10 supporting enterprises for Tianneng. In 2015, the per capita income of Xinchuan Village exceeded 100,000 yuan, there were nearly 1000 cars; Xinchuan Village won many honors and titles, such as the Model Well-off Village of Changxing County, Municipal Civilized Village of Huzhou City, Eight-guaranteed Model Village, Zhejiang Provincial Health Village, Demonstrative Village of Comprehensive Well-off Construction. In 2012, the village Party branch secretary Zhang Tianren was elected the Representative of the 12th National People's Congress, and put the development of Xinchuan Village onto a higher platform.

The construction of village and enterprise brought hope for the development of Xinchuan Village, laid a good foundation for achieving "beautiful, vigorous, rich and harmonious Xinchuan Village", and drew a new blueprint for the people of Xinchuan Village.

## 熱心公益 CARE FOR PUBLIC WELFARE

### 志願者服務

我們積極培育員工服務社會的意識，鼓勵和支持員工參加社會公益活動，自願提供志願者服務。公司搭建公益平臺，在組織機構、工作機制、時間安排、資金支持、溝通聯絡等方面為員工開展志願活動提供保障和支持。2015年，公司共有員工志願者150餘人，開展志願活動30餘次，提供志願者服務約200小時。

### Volunteer Services

We actively cultivate employees' awareness of serving the community, encourage and support employees to participate in social welfare activities, and volunteer to provide voluntary services. The Company builds public welfare platform, and provides volunteer activities, protection and support for employees in terms of organizational structure, working mechanism, scheduling, funding, communication liaison. In 2015, the Company had 150 volunteers, carried out 30 volunteer activities, and provided volunteer service for 200 hours.



為弘揚和踐行新時代雷鋒精神，展現天能黨團員職工的新風貌，3月4日，由天能黨團委組織、20餘名黨團員職工志願者參與的學雷鋒便民服務活動走上長興街頭，為廣大居民免費維修維護電動車電池、傳授電池保養知識。

In order to promote and practice Lei Feng spirit of the new era, and demonstrate the new look of Tianneng's CPC members and workers, Tianneng Party Youth League organized 20 party members and volunteers to learn from Lei Feng and carry out service activities in Changxing Street on March 4, provided free repair and maintenance of electric vehicle batteries for the residents, and passed on the battery maintenance knowledge.



### 支持教育

授人以魚不如授人以漁，天能時刻關注教育問題，支持教育工作。我們努力提升外來務工子女的學習環境，幫助他們更好地匯聚智慧和力量；與重點知名高校開展緊密合作，設立助學金和獎學金，幫助貧困學生完成學業，提供實習崗位和就業機會，資助優秀學生實現夢想。

#### Supporting Education

Giving fish to a man is not better than teaching him how to fish. Tianneng always pays attention to education and supports education. We strive to improve migrant children's learning environment, help them better gather wisdom and strength; establish close cooperation with famous high schools, establish scholarships and grants to help poor students to complete their studies, and provide internships and employment opportunities, and provide funds for outstanding students to achieve their dream.



1月8日，上海電力學院與天能校企合作交流會暨“上海電力學院本科生實習實踐基地”與“天能集團與上海電力學院研究生聯合培養基地”揭牌儀式在天能總部舉行，上海電力學院材料專業的40餘名學生走進天能開展實踐學習。

On January 8, Shanghai University of Electric Power established cooperation with Tianneng school enterprise, held the opening ceremony of "Shanghai University of Electric Power Undergraduates Practice Base" and "Tianneng Group and Shanghai University of Electric Power Postgraduate Training Base" at the headquarters of Tianneng, more than 40 students majored in materials at Shanghai University of Electric Power came to Tianneng to carry out field practice.



天能經常安排小學生參觀天能展示廳，借此灌輸安全環保知識，促使小學生樹立起安全環保意識，從小養成健康的好習慣，為社會的未來發展儲備健康力量。

Tianneng often arrange the pupils to visit showroom, to instill security and environmental protection knowledge into them, and to encourage them set up security environmental protection consciousness and good habit from their childhood, so as to reserve healthy resources for the future development.



#### 扶貧幫困

天能在實現又快又好發展的同時，不忘回報社會，積極投身於社會公益事業的發展。

近年來，天能斥資十幾億元陸續在安徽蕪湖、江蘇沐陽等地建立了子公司，解決了當地數千名勞動力的就業問題，推動了當地經濟社會的快速發展；先後為社會解決就業11000多人，共捐贈資金6000餘萬元用於各種社會公益事業建設，為推動區域經濟社會的和諧發展做出了積極貢獻。

#### Poverty Alleviation

While achieving faster and better development, Tianneng did not forget to return the society, and actively participated in the development of social welfare undertakings.

In recent years, Tianneng spent more than ten billion yuan in Wuhu of Anhui, Shuyang of Jiangsu to establish subsidiaries, solved the employment problems of thousands of local labors, and promoted the rapid development of the local economy and society; the Company has provided employment opportunities for 11,000 people, donated more than 60 million yuan for the construction of various social undertakings, and made positive contribution to promote the harmonious development of regional economy and the society.



# 責任展望

## RESPONSIBILITY OUTLOOK

面向未來，我們將積極貫徹落實黨和政府提出的“創新、協調、綠色、開放、共享”的五大發展新理念，全力推進“兩美浙江”的建設，為“美麗中國”、“富強中國”的建設添磚加瓦。我們將繼續秉承“責任為魂，創新共贏”的核心價值觀，借“天”之勢，盡己之“能”，全力建設“大黨建、大文化、大品牌、大責任、大績效”五位一體的軟實力建設工程，不懈努力、不斷追求，力爭提供最優質的產品和服務，發展最優秀的事業，創造最卓越的價值，以最真摯的熱誠回饋每一位客戶、每一位員工、每一位合作伙伴，與大家一起共同締造美好生活。

In the future, we will actively implement the “innovative, coordinated, green, open and sharing” development philosophy proposed by the Party and the government, vigorously promote the construction of “Beautiful Zhejiang”, and make contributions to the construction of “Beautiful China” and “Prosperous China”. We will continue to take “responsibility, innovation and win-win situation” as core values, use the “natural advantages” and try our best, establish the soft power construction project that integrates “big party construction, big culture, big brand, big responsibility and big performance”, make unremitting efforts to continuously pursue our dream, strive to provide the best products and services, develop the best career and create the most outstanding value, use our most sincere dedication to repay all the customers, employees and partners, and we will work together to create a better life.

天能動力  
2015環境、社會及管治報告  
The Environmental, Social and Governance Report

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## 可持續發展報告指南索引 (G4)

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## 環境、社會及管制報告指引

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一般披露 General disclosure

## 讀者反饋表

### FEEDBACKS

尊敬的讀者：

感謝您閱讀本報告。我們希望傾聽您對本報告的意見和建議，以便我們持續改進和提高社會責任工作。

Dear readers:

Thank you for reading the report. We hope to hear your opinions and suggestions on this report, so that we can continue to improve and enhance the social responsibility of ourselves.

1、您認為報告總體上：

In your opinion, overall the report is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

2、您認為報告在結構上：

In your opinion, the structure of the report is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

3、您認為報告的可讀性：

In your opinion, the report is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

4、您認為報告的版式設計是否有助於您的閱讀：

In your opinion, the format design is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

5、您認為報告披露的社會責任信息：

In your opinion, the disclosed information on social responsibilities in this report is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

6、您通過報告是否了解公司的可持續發展理念和實踐特點：

In your opinion, the concept of sustainable development and practical characteristics are:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor

7、您認為報告對利益相關方關注的問題進行回應和披露的程度：

In your opinion, the extent of information disclosure and response to problems the stakeholders are concerned about is:

☐ 很好 Very good ☐ 較好 Good ☐ 一般 Average ☐ 較差 Poor



1、您對報告中哪一部分最感興趣：  
The part you are most interestsd in:

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2、您想進一步了解的信息：  
Information you want to learn much more:

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3、您對我們今後社會責任工作及社會責任報告改進意見：  
Your advice to improve our future work of social responsibility and social responsibility report:

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