



北京能源國際控股有限公司

Beijing Energy International Holding Co., Ltd.

京能集團

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號: 686

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

2020



VISION 願景

To become a world-class
clean energy ecological
investment operator

成為國際一流的清潔能源生態
投資運營商

MISSION 使命

To build an ecological system of
clean energy industry that is green,
multi-functional, complementary and
intelligently coordinated, and provide
full life-cycle services to global energy
users through value creation

構建綠色為主、多能互補、智慧協同的清潔
能源產業生態體系，通過價值創造為全球能
源用戶提供全生命周期服務

TABLE OF CONTENTS

目錄

1	About this Report 關於本報告	2	
2	About the Company 關於本公司	6	
3	Letter to Stakeholders 致利益相關者的信	14	
4	Sustainability Management Approach 可持續發展管理方針	18	
5	Focus on Clean Energy Business to Achieve Sustainable Development 聚焦清潔能源主業，實現持續穩健發展		
	Providing clean energy	31	
	提供清潔能源		
	Preserving land resources	33	
	保護土地資源		
	Caring for the ecological environment	37	
	愛護生態環境		
	Combating climate change	38	
	應對氣候變化		
	Strict environmental management	39	
	嚴格環境管理		
	Effectively saving resources	40	
	有效節省資源		
	Control pollution emissions	45	
	控制污染排放		
6	Standardize the Responsibility Management System and Advocate the Concept of Comprehensive Safety 規範責任管理制度，倡導全面安全理念		
	Improve long-term mechanism	49	
	健全長效機制		
	Data privacy and security	54	
	保障資料私隱及安全		
	Promote excellence and innovation	55	
	推動卓越創新		
	Intellectual property protection	57	
	保護知識產權		
	Pursue continuous supply	57	
	追求持續供應		
	Diversity of talent team	60	
	多元人才隊伍		
	Protect employee rights	63	
	保障僱員權益		
	Promote talent development	65	
	促進人才發展		
	Ensure occupational health and safety	69	
	確保職業健康與安全		
7	Abide by the Principle of Compliance Operations and Promote Healthy Economic Development 恪守合規營運底線，助推經濟健康發展		
	Build business reputation	77	
	樹立商業聲譽		
	Advocate competition compliance	79	
	倡導競爭合規		
	Devoted to community construction	80	
	投身社區建設		
	Appendix I: Compliance with List of Laws and Regulations on Environmental, Social and Governance	88	
	附錄一：遵守有關環境、社會及管治的法律及規例清單		
	Appendix II: Overview of Environmental, Social and Governance Key Performance Indicators	97	
	附錄二：環境、社會及管治關鍵績效指標概覽		
	Appendix III: GRI and HKEX ESG Content Index	105	
	附錄三：GRI及聯交所ESG內容索引		
	Feedback 意見反饋	119	

ABOUT THIS REPORT 關於本報告



This is the sixth Environmental, Social and Governance (“ESG”) Report of Beijing Energy International Holding Co., Ltd. (hereinafter referred to as the “Company” or “BJEI”, and collectively with its subsidiaries, the “Group” or “we” or “us”), presenting our continued efforts and effectiveness for driving sustainability and corporate social responsibility. This report should be read in conjunction with the 2020 annual report of the Company (the “2020 Annual Report”) for better understanding the environmental, social and governance performance of the Group. For the corporate governance section, please refer to the 2020 Annual Report on pages 32 to 56.

The board (the “Board”) of directors (the “Directors”) of the Company acknowledges its responsibility for ensuring the truthfulness of this report. To the best of its knowledge, this report presents the details of material topics of the Group and its impacts, and the Group’s performance in addressing such issues is fairly presented. This report has been reviewed and approved by the Board.

BASES AND PRINCIPLES FOR PREPARATION

This report is prepared in compliance with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) set out in Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (“HKEX”) and in accordance with the Core Option of the Global Reporting Initiative (“GRI”)’s Sustainability Reporting Standards (“GRI Standards”). In order to make a year-to-year comparison, this report restates certain data provided in previous reports. Where applicable, the Group aligns its performance with the Sustainable Development Goals (“SDGs”) when addressing its material topics.

本報告為北京能源國際控股有限公司（於本報告簡稱「本公司」或「公司」或「京能國際」，連同其附屬公司統稱為「本集團」或「我們」）的第六份環境、社會和管治（「ESG」）報告，旨在呈列我們為推動可持續發展和企業社會責任所作出的努力與成效。本報告應與本公司二零二零年年報（「二零二零年年報」）一併閱覽，以便全面了解本集團的環境、社會及企業管治表現，有關企業管治一節，請參閱二零二零年年報第32頁至56頁。

本公司董事（「董事」）會（「董事會」）確認其有責任確保本報告的真實性，且就其所知，本報告已詳細披露本集團的實質性議題及其影響，並公正地呈列本集團在管理該等議題的表現。董事會已審閱並通過本報告。

編制依據及原則

本報告乃遵循《香港聯合交易所有限公司（「聯交所」）證券上市規則》（「上市規則」）附錄二十七中所載的《環境、社會及管治報告指引》（「ESG報告指引」），並根據全球報告倡議組織（「GRI」）《可持續發展報告標準》（「GRI標準」）的「核心」方案而編制。為進行年間比較，本報告重列往年報告中提述的部分數據。當適用時，本集團於處理實質性議題時參考可持續發展目標（「SDGs」）。

This report has complied with the “comply or explain” provisions set out in the ESG Reporting Guide, and was prepared on the basis of the reporting principles of Materiality, Quantitative, Balance and Consistency, to ensure the information presented is of good quality.

When preparing this report, the Group applied the reporting principles as follows:

本報告已遵守ESG報告指引中有關「不遵守就解釋」的條文，同時以「重要性」、「量化」、「平衡」和「一致性」這四項匯報原則作為編制基礎，以確保呈述的資料質素優良。

在編制本報告的過程中，本集團應用匯報原則的情況如下：

Reporting principles

匯報原則

How they are applied in the report preparation

報告編制中的應用

Materiality 重要性

The Group has made communication with stakeholders through online questionnaires to know about their opinions for the ESG topics, and identified the material topics after analysing and summarizing their opinions, so as to prepare this report on the basis of those material topics. For the detailed assessment process and results of the material topics, please refer to the section headed “4. Sustainability Management Approach” of this report.

本集團通過線上調查問卷與利益相關者進行溝通，獲取各利益相關者對於ESG議題的評估意見，並通過分析匯總他們的意見來識別實質性議題，繼而圍繞實質性議題編制本報告。有關實質性議題的詳細評估過程及結果請參見本報告「4. 可持續發展管理方針」章節。

Quantitative 量化

In order to evaluate our performance in the environmental and social areas, we have provided the quantitative key performance indicators (“KPIs”) for the Year, and disclosed the information on the standards, methods, assumptions and/or calculation tools used to quantify the KPIs, and the sources of the conversion factors applied.

為評估我們於環境及社會範疇的績效，我們提供了於本年度的量化關鍵績效指標（「KPIs」），並披露量化KPIs所採用的標準、方法、假設及／或計算工具的資料，以及其所使用的轉換因素的來源。

Consistency 一致性

Unless stated otherwise, the statistical method applied in this report is consistent with last year wherever practicable. Quantitative data are analysed to account for year-on-year changes and are presented in a way that allows for consistent comparison by the stakeholders.

除非另行說明，在可行情況下，本報告採用與往年相同的統計方法。量化數據經分析後以可作按年比較的一致性方式呈列，以供利益相關者檢閱。

Balance 平衡

In the preparation of this report, the Group focused on an impartial presentation of its performance in every aspects of sustainable development.

於本報告編寫的過程中，本集團注重公正的闡述其可持續發展各方面的表現。

REPORTING SCOPE AND PERIOD

The reporting period of this report is consistent with the 2020 Annual Report, covering from 1 January 2020 to 31 December 2020 (the “Year”). After taking consideration of the sustainability background of the Group, carrying out stakeholder surveys and assessing material topics, we identified the scope of this report encompassing business operations of the Company and its subsidiaries, details of which can be referred to the section headed “4. Sustainability Management Approach” of this report.

匯報範圍及期間

本報告涵蓋的時間範圍與二零二零年年報一致，為2020年1月1日至2020年12月31日（「本年度」）。通過綜合考量本集團的可持續發展背景、開展利益相關者調查及實質性議題評估等工作，我們將報告內容範圍界定為本公司及其附屬公司之業務營運，詳細請參見本報告「4. 可持續發展管理方針」章節。

Feedback 意見反饋



This report is published in both traditional Chinese and English. In case of any discrepancy between the two versions, the traditional Chinese version shall prevail. The Group is committed to maintaining communication with stakeholders, understanding and responding to their concerns and improving the comprehensiveness of this report. We welcome your feedbacks on this report and on any aspect of our sustainability performance through the feedback form which is available at the back of this report.



本報告以繁體中文及英文兩個語言版本發佈。若在內容理解上存在差異，請以繁體中文版本為準。本集團致力與利益相關者保持溝通，了解及回應彼等之關注，並提高本報告之全面性。我們歡迎閣下通過本報告背面的反饋表對本報告及我們在可持續發展績效的任何方面進行反饋。



ABOUT THE COMPANY 關於本公司



The Company, headquartered in Beijing, is an investment holding company which operates its businesses through its subsidiaries. The Group, striving to be a leading global eco-development solutions provider, is principally engaged in the development, investment, operation and management of solar power plants and other renewable energy projects.

During the Year, the Group has focused on its main business, committed to transforming the concept of clean energy into tangible results. As of 31 December 2020, the Group has owned 61 solar power plants with aggregate installed capacity of approximately 2,070.4 megawatts ("MW") and the total electricity generation volume of approximately 2,795,834 megawatt hours ("MWh") in 2020.

Benefited from the professional operational teams and continuous investment in new technologies, the Group has successively built 4 national clean energy top-runner demonstration bases, with 6 Panda Power Plants built in total. In addition to the stable operation of other clean energy power plants, the Group's projects have covered 17 regions across China. In the future, leveraging on its resources and technologies, the Group will endeavor to lead the development of new energy industry, further promote the joint development and sharing of low-carbon and clean energy around the world.

本公司總部位於北京，為一間透過其附屬公司經營業務之投資控股公司。本集團致力成為全球領先的生態發展解決方案供應商，主要從事太陽能發電站及其他可再生能源項目的開發、投資、營運及管理。

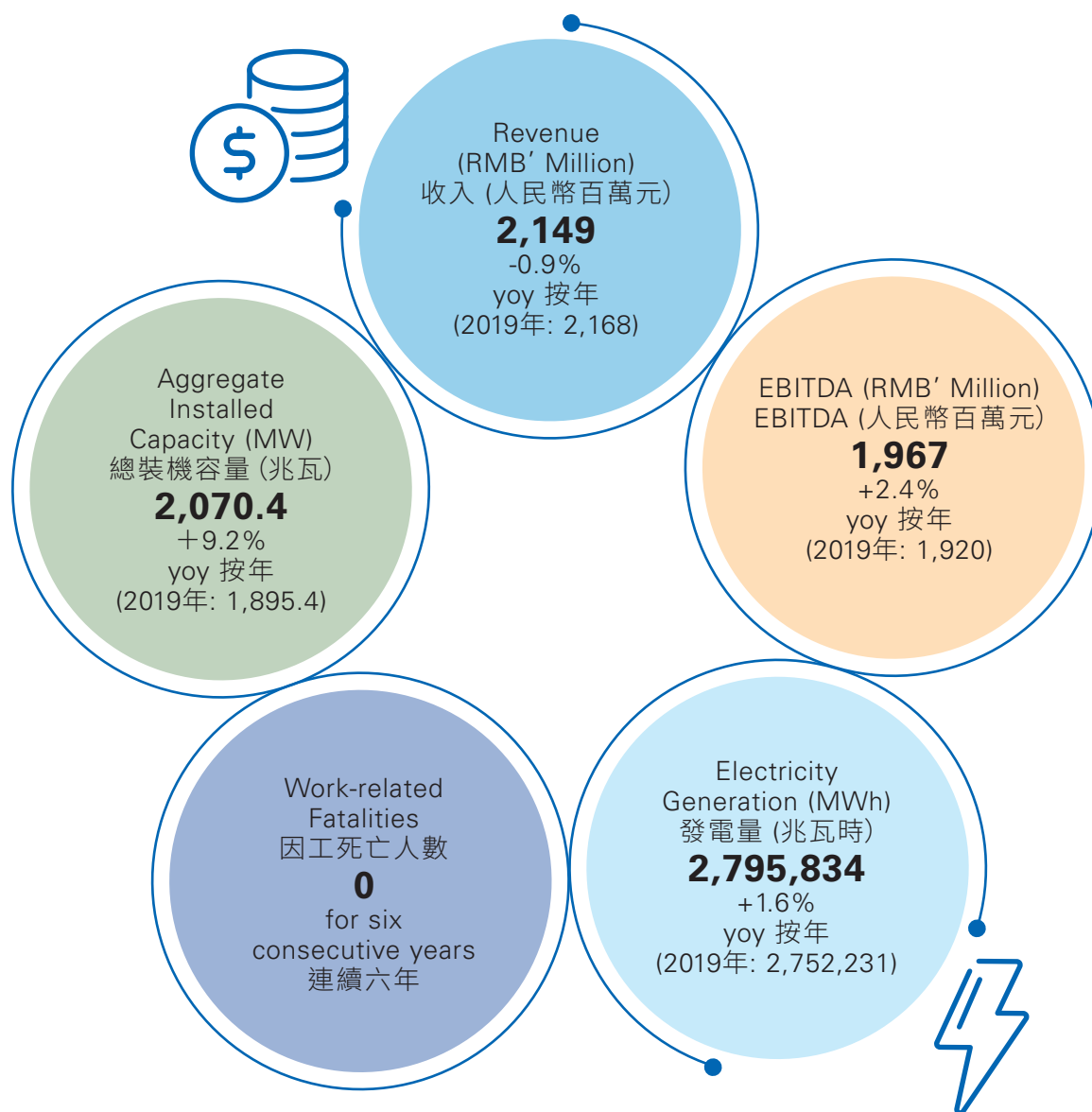
於本年度，本集團聚焦主業發展，致力將清潔能源的概念轉化為切實的成果。截至2020年12月31日，本集團擁有61個太陽能發電站，總裝機容量約2,070.4兆瓦（「兆瓦」），2020年總發電量約2,795,834兆瓦時（「兆瓦時」）。

得益於專業的經營團隊和對新技術的持續投入，本集團先後建成國家級清潔能源「領跑者」示範基地項目4個，累計建成熊貓電站6座。加之其他清潔能源電站的穩定營運，本集團旗下項目已覆蓋中國17個不同地區。未來，本集團將繼續運用其資源與技術優勢，致力引領新能源行業的發展，進一步推動全球低碳清潔能源的共建共用。



KEY FIGURES FOR FY2020

2020財政年度關鍵數據



PROMOTING LOW CARBON CLEAN ENERGY

推動低碳清潔能源

The total electricity generation volume for **2020** is
2,795,834MWh, equivalent to:
2020年的總發電量為**2,795,834兆瓦時**，相當於：



Saving 855.5 Thousands
Tonnes
of Standard Coal
節約85.55萬噸標準煤



Reducing 2,340 Thousands
Tonnes of Carbon Dioxide
Emission
減排234萬噸二氧化碳



Reducing 83.9 Thousands
Tonnes of Sulphur Dioxide
Emission
減排8.39萬噸二氧化硫



Reducing 1,398 Tonnes
of Soot Emission
減排1,398噸煙塵



Planting 128,030 Thousands
of Trees
種植12,803萬棵樹



1,864 Thousands
Household's Electricity
Consumption in a year
186.4萬戶居民
一年的用電量



AWARDS AND RECOGNITION

獎項及榮譽

In October 2020, the Company was awarded the InnoESG Prize 2020 in Hong Kong, which is set up to recognise and award those listed companies that have a positive impact on the ESG field and comprehensively support for sustainable development initiatives. This signifies that the Company has gained the recognition from the market for our contribution to the aspect of sustainability.

於2020年10月，本公司榮獲香港2020年度「InnoESG Prize」獎項。該獎項旨在嘉許對ESG領域產生積極影響及實施全面支持可持續發展倡議的上市企業，這標誌著本公司在可持續發展方面的貢獻贏得市場的關注與認可。



EXTERNAL COMMITMENTS

During the Year, the Company has taken the opportunity to introduce Beijing Energy Holding Co., Ltd.* (北京能源集團有限責任公司) (“BEH”) as our strategic shareholder which, in turn, has accelerated the pace of transformation and upgrade. The Company is committed to expanding its business scale in order to play a leading role and create a brand new market image. The Company will serve as the important carrier for investment in the clean energy industry ecosystem and the pioneer in market-oriented system and mechanism innovation of BEH and the test field of the transformation and implementation of state-owned capital investment companies, striving to become a world-class clean energy and ecological investment operator. The Company is committed to growing into an international new energy resource pooling platform, working together with industry stakeholders and international institutions to propel the development of the clean energy high-tech industry.

對外承諾

於本年度，以引入北京能源集團有限責任公司（「京能集團」）擔任戰略股東為契機，本公司加速轉型升級步伐，全力拓展業務規模，以領軍姿態展現全新市場形象。本公司將作為京能集團清潔能源產業生產體系投資的重要載體、市場化體制及機制創新的先行者和國有企業資本投資公司改革落地的試驗田，努力打造國際一流的清潔能源生態投資運營商。本公司始終致力於成為一個優質的全球新能源資源匯集平台，與行業利益相關者和國際機構攜手合作，共同扶持並推進清潔能源高新技術產業的發展。



As a member of the Green Energy Ecosystem Organisation (formerly known as the Photovoltaic Green-ecosystem Organisation) to carry out all-round cooperation among members on the development of clean energy

作為綠色能源生態合作組織（前身為光伏綠色生態合作組織）的成員，就清潔能源的開發於成員間展開全方位合作

Following the national policy of the “Belt and Road Initiative” to provide integrated and complementary ecological solutions of green energy for countries and regions along the route, promoting the local green economic development and bringing green clean energy into millions of families

緊隨「一帶一路」國策，為沿線國家及地區提供一體化多能互補的綠色能源生態解決方案，促進當地綠色經濟建設，讓綠色清潔能源真正走進千家萬戶



Actively respond to the Paris Agreement on tackling global climate change and work with the United Nations Development Programme to jointly accelerate the “Panda Photovoltaic Power Plant” project and the transformation of the clean and low-carbon model around the world

積極回應應對全球氣候變化的《巴黎協定》，與聯合國開發計劃署攜手共同推進「熊貓光伏電站」項目，促進全球能源低碳轉型

Our Business Model 我們的業務模式

Vitalizing resources and creating value with heart 盤活資源，用心創造價值

KEY INPUTS 主要投入

OUR BUSINESS ACTIVITIES



Financial capital 資本資源

- Obtained through various channels including new shares placement, issuance of senior notes, corporate bonds, bank borrowings and financial leases
- 透過配售新股、發行優先票據、公司債券、銀行借款及融資租賃等多種渠道獲得



Manufactured capital 生產資源

- Property, plant and equipment of RMB14,097 million
- 物業、廠房及設備，總值人民幣14,097百萬元



Intellectual capital 知識資源

- Intellectual properties, including patents, trademarks and copyrights
- Experienced employees and managers from the power industry
- 知識產權，包括專利、商標及版權
- 來自電力行業的經驗豐富的僱員、管理人員



Human capital 人力資源

- Full-time employees: 409 employees in the mainland China ("Mainland China") and 27 employees in Hong Kong
- On-site safety inspection and evaluation system
- Safety hazards prevention measures implemented in various stages ranging from research, design, manufacture, operation and maintenance
- 全職僱員：中國內地（「中國內地」）409名僱員及香港27名僱員
- 地盤安全監督及評估系統
- 在研究、設計、生產、營運及維護各環節實施的安全隱患預防措施



Social and relationship capital 社會關係資源

- Our key stakeholders include directors and the senior management, investors, employees, clients, suppliers, communities, business partners, NGOs engaged in environment protection and governments, etc.
- 我們的主要利益相關者包括董事及高級管理層、投資者、僱員、客戶、供應商、社區、業務合作夥伴、從事環保工作的非政府組織及政府等



Natural capital 自然資源

- Water consumption: 700 tonnes in offices and 17,928 tonnes in power plants
- Total energy consumption in offices and power plants: 29,065.90MWh
- 用水量：辦公室700噸及電站17,928噸
- 辦公室及電站能源消耗總量：29,065.90兆瓦時



我們的經營活動

OUTCOMES FOR FY2020 2020財政年度經營成果



- Revenue: RMB2,149 million
- Net profit: RMB262 million
- EBITDA: RMB1,967 million
- 收入：人民幣2,149百萬元
- 溢利淨額：人民幣262百萬元
- EBITDA：人民幣1,967百萬元

- Total number of solar power plants: 61
- Total electricity generation: approximately 2,795,834MWh
- Total installed capacity: approximately 2,070.4MW
- 太陽能發電站總數：61座
- 總發電量：約2,795,834兆瓦時
- 總裝機容量：約2,070.4兆瓦

- Secondary platform-level science and technology projects completed: 17
- Software copyright obtained: 1
- Papers published: 3
- 完成二級平台級科技項目：17項
- 獲得軟體著作權：1項
- 發表論文：3篇

- Quantum of employees training: 6,184 person-times
- Work-related fatalities: 0
- Lost days due to work-related injury: 0
- Percentage of employees who received physical health check: 100%
- 僱員培訓總數：6,184人次
- 因工死亡人數：0
- 因工傷損失工作天數：0
- 接受健康檢查的僱員比例：100%

- Greenhouse gas emissions: 17,240 tCO₂e
- Hazardous waste generated: 2.75 tonnes
- Non-hazardous waste generated: 19.32 tonnes
- Non-hazardous waste recycled: 18.10 tonnes (Recovery rate: 94%)
- Scrapped solar panels recycled: 5.97 tonnes
- 溫室氣體排放量：17,240噸二氧化碳當量
- 有害廢棄物產生量：2.75噸
- 無害廢棄物產生量：19.32噸
- 無害廢棄物回收量：18.10噸 (回收率：94%)
- 報廢太陽能電池板回收量：5.97噸

LETTER TO STAKEHOLDERS 致利益相關者的信



Dear Valued Stakeholders,

2020 was an extraordinary year. Medical workers rallied to the battle against the COVID-19 in spring and firmly remained at their positions even in freezing winter with a commitment to control the pandemic. Prevention and control on the pandemic has become the most concern of the public. Faced with such challenges and difficulties, we strove forward for further successes. I would like to express my sincere gratitude to the partners, shareholders, directors and all our employees for their continuous support and efforts to the growth of the Company despite all the hardships in 2020.

During the year, with the introduction of BEH as our strategic shareholder, we restructured the management and established the strategic orientation of “focusing on our principle business, setting nationwide blueprint and fostering global development” as well as the medium to long-term development goal of becoming “a first-class international clean energy ecological investment operator”. Leveraging on the industry-leading technologies and outstanding innovation capabilities, the Group’s power stations achieved remarkable results in terms of the operational efficiency with a significant increase in the installed capacity, thereby becoming a role model in the photovoltaic production and green development.

尊敬的各位利益相關者：

2020年是極不平凡的一年，無論是春天裡的奔赴，還是冬日裏的堅守，新冠肺炎疫情防控工作都成為了關注的重點，我們也在充滿奮鬥與坎坷的路上，收穫著拼搏的豪情和勝利的喜悅。在此，請允許我向所有見證了公司成長歲月中的這一年輪的合作夥伴、股東與董事，以及全體員工致以最衷心的感謝：感謝你們與公司共克時艱，同譜華章！

這一年，我們以引入京能集團擔任戰略股東為契機，組建了新的管理層，確立了「聚焦主業、全國佈局、全球發展」的戰略定位，明確了打造「一流的國際化清潔能源生態投資運營商」的中長期發展目標。憑藉行業領先的技術水準和卓越的創新能力，本集團旗下電站經營效益優勢突顯，裝機規模大幅提升，在光伏製造和綠色發展方面樹立了表率。

During the Year, we have been adhering to the core value of “caring for our people and pursuing excellence”, so as to build the most efficient and professional operating platform of photovoltaic power station in China. To this end, we also improved our fundamental quality and maximized the efficiency of our power stations, while strengthening the implementation of our responsibilities and persistently ensuring safety management.

During the Year, we took social responsibilities as the pillars of our growth. Therefore, we sought to build a responsible supply chain and actively promoted the community development. Not only did we share achievements on clean energy technology, we also shouldered responsibilities and obligations. With advantages of our technological expertise and resources, we made contribution to the society and promoted the long-term and sustainable development of the communities.

這一年，我們為打造中國最具規模效益及最專業的光伏電站運營平台，我們始終秉承「以人為本、追求卓越」的核心價值觀念，在夯實質量基礎、追求電站最大效益的同時，強化責任落實，對安全管理常抓不懈。

這一年，我們以踐行社會責任為企業成長的基礎。為此，我們力求構建負責任供應鏈、積極推動社區發展，在分享清潔能源技術發展成果的同時，亦分享責任與義務，並利用專業技術及資源回饋社會，推動社會長期可持續發展。



"Grasping opportunities while making decisions and choices suitable for changing times." Year 2021 marks the start of the 14th Five-Year Plan and also provides a historical opportunity for the development of new energy industry. We will keep pace with the global energy development direction featuring cleanness, low carbon, safety and efficiency, and concentrate on high-quality growth with a bid to accelerate the scale expansion and intensive development of new energy. We will also develop domestic and overseas clean energy markets, explore the integrated development of energy storage and renewable energy, and enhance technological innovation as well as application and transformation of advanced energy technologies. Furthermore, we will strengthen the deep integration of technologies from the energy and information industries and develop a clean energy ecosystem with the principle of "green energy, multi-energy complementation and intelligence synergy", with efforts to steadily increase the Company's market value and maximize returns for our investors!

Zhang Ping
Chairman of the Board

凡益之道，與時偕行。2021年，不僅是「十四五」規劃的開局之年，更是新能源產業歷史性發展機遇的一年。讓我們圍繞清潔低碳、安全高效的全球能源發展方向，以高質量發展為核心，加快新能源規模化和集約化發展，拓展境內外清潔能源市場，探索儲能和可再生能源融合發展，加大科技創新和先進能源技術應用轉化，強化能源與信息產業技術深度融合，構築「綠色為主、多能互補、智慧協同」的清潔能源產業生態體系，促進公司市值穩步提升，努力為投資者帶來豐厚回報！

張平
董事會主席



SUSTAINABILITY MANAGEMENT APPROACH

可持續發展管理方針



With the concept of sustainable development in mind, the Company has been committed to creating a clean energy industry chain and devoted to developing its core competitiveness. For a long time, we maintain good communication with stakeholders based on the principle of mutual-benefit and mutual-trust and share information on environmental and social responsibilities, so as to establish meaningful and “win-win” relationships in the long run. At the same time, we respond to the call of the United Nations, and also actively explore the integration of Sustainable Development Goals (“SDGs”) into operation and management as well as their adoption at micro-levels of Company, in order to promote sustainable development.

本公司堅持踐行可持續發展理念，深耕清潔能源產業鏈，著力打造自身核心競爭力。長期以來，我們本著互惠互信的精神，與利益相關者保持良好溝通，並通過分享環境和社會責任相關資訊以建立長期有意義的「雙贏」關係。與此同時，我們回應聯合國的號召，積極探索可持續發展目標（「SDGs」）在經營管理中的應用，並將其聚集到企業微觀主體層面，以推動自身可持續發展。



(Source of the Picture: United Nations Development Programme)

(圖片來源：聯合國開發計劃署)

The sustainability-related matters of the Company are managed by our cross-departmental ESG reporting team, overseen by the chief executive officer of the Company (the “CEO”). The Board of Directors also attaches great importance to the ESG reports as a guide for sustainable development, and pays special attention to the general approaches for disclosure and reporting of the materiality assessment. They ensure compliance of the disclosure requirements by reviewing ESG reports and act as key leaders in terms of sustainable development and implementation of accountability.

To manage sustainability-related matters more rigorously and systematically, our CEO has arranged for the formulation and release of the “Manual for Quality, Environmental and Occupational Health and Safety Management”, which is based on the practical status of the Company and in accordance with ISO14001:2015 “Environmental Management Systems — Requirements with Guidance for Use”, OHSAS18001:2007 “Requirements for Occupational Health and Safety Management System” and ISO9001:2015 “Requirements for Quality Management Systems” as well as in compliance with relevant laws, regulations and related standards of the country. This document regulates the quality, environmental and occupational health and safety management system as well as management approaches, objectives and indicators of the Group, ensuring the supply of manpower, materials and financial resources necessary for operation of the management system and facilitating the sustainable development.

REGULAR COMMUNICATION WITH STAKEHOLDERS

Every year, the Company maintains communication with stakeholders through various channels and platforms such as annual reports, ESG reports, surveys, seminars, conferences and WeChat official accounts, and accommodates the concerns of all parties based on their feedbacks. We have incorporated the SDGs of United Nations into our business development strategy and are committed to integrating relevant SDGs into our response to stakeholders, with an aim to promote the integration of operational practices and social values. Based on our communication in past years, we summarized the key concerns of various stakeholder groups and responded as follows.

本公司之可持續發展相關事宜由跨部門ESG報告團隊管理，並由本公司首席執行官（「首席執行官」）進行監督。董事會亦高度重視ESG報告對可持續發展的引導功能，特別關注實質性評估披露和匯報的整體方法，通過審閱ESG報告以確保本公司進行有效的合規性披露，並在可持續發展方面擔任重要領導角色與履行問責。

為更嚴格且有系統地管理可持續發展相關事宜，我們已依據ISO14001:2015《環境管理體系要求及使用指南》、OHSAS18001:2007《職業健康安全管理體系要求》及ISO9001:2015《質量管理體系要求》全部標準內容，結合本公司實際情況，遵循國家有關法律、法規及有關標準，由首席執行官組織編制發佈《質量、環境、職業健康安全管理手冊》。該文件已規範本集團質量、環境和職業健康安全的管理體系、管理方針及管理目標與指標，以確保管理體系運作所需的人力、物質及財政資源供應，為可持續發展保駕護航。

與利益相關者定期溝通

本公司每年均會通過年報、ESG報告、調研、研討會、會議及微信公眾號等多種渠道和平台與利益相關者保持交流，並重視運用反饋對各方關注事項作出行動及改進。我們已將聯合國SDGs納入業務發展戰略之中，並致力將向利益相關者的回應與相關SDGs結合，積極促進營運實踐與社會價值共融。結合往年溝通經驗，我們總結各利益相關者群體的主要關注事項，並予以最新公開回應，詳見下表。

Stakeholder Groups 利益相關者群體	Key Concerns 主要關注事項	Our Response in 2020 2020年回應	Corresponding SDGs aligned 對應的SDGs
Employees 僱員 	<ul style="list-style-type: none"> Employment Compliance 僱傭合規 Employee Communication 僱員溝通 Talent Management 人才管理 Development and Training 發展與培訓 Occupational Health and Safety 職業健康與安全 	<ul style="list-style-type: none"> Provided an equal working environment free from harassment and discrimination 提供平等、零騷擾及零歧視的工作環境 Protected employees' rights to advice and participation through various channels 透過多種渠道保障僱員的建議權與參與權 Recruited employees in accordance with an open, fair and equitable talent competition and selection mechanism 按照公開、公正及公平的人才競爭和選拔機制進行僱員招聘 Improved the Employee Benefit Management System to provide employees with competitive compensation and benefit packages 持續完善《員工福利管理制度》，努力為僱員提供具有競爭力的薪酬和福利待遇 Developed training programs with corresponding topics for employees at all levels based on the "4+1" training system 根據「4+1」培訓體系，為各級僱員設計相應主題的培訓計劃 Built a "Study the Great Nation" (學習強國) online learning platform 搭建「學習強國」線上學習平台 Adopted a four-level security monitoring management system 採取四級安全監控管理系統 Recorded zero occupational health and safety accident for six consecutive years 連續六年錄得零職業健康安全事故 	<div>  <p>5 GENDER EQUALITY 性別平等</p> </div> <div>  <p>8 DECENT WORK AND ECONOMIC GROWTH 體面工作和經濟增長</p> </div> <div>  <p>10 REDUCED INEQUALITIES 減少不平等</p> </div>

Stakeholder Groups 利益相關者群體	Key Concerns 主要關注事項	Our Response in 2020 2020年回應	Corresponding SDGs aligned 對應的SDGs
Environmental NGOs 從事環保工作的非政府組織 	<ul style="list-style-type: none"> Carbon Emissions 碳排放 Energy Consumption 能源消耗 Ecological Conservation 生態保護 Air Emissions 廢氣排放 Water Consumption 水資源使用 	<ul style="list-style-type: none"> Generated renewable energy to offset the carbon emissions from fossil fuel combustion 生產可再生能源，以抵銷化石燃料燃燒產生的碳排放 Installed sand barriers and utilized cleaning water to moisten surrounding areas to combat sandification and desertification 安裝沙障並利用清洗用水滋潤周圍地區以對抗沙化及沙漠化 Integrated photovoltaic development with local industries to maximize the use of land resources 光伏發展與當地產業融合以最大限度利用土地資源 Carried out volunteering activities for environmental protection nearby the power stations 電站周邊開展環保志願活動 Conducted environmental impact assessments for every project and ensured corresponding mitigation measures are implemented 對各項目進行環境影響評估並確保相應緩解措施得到實施 Adopted emission reduction measures to manage emissions from vehicle fuel combustion 應用減排措施以管理車輛燃油燃燒過程中排放的廢氣 Installed automatic photovoltaic spraying system to reduce water consumption for cleaning components effectively 採用光伏全自動噴淋系統，有效降低清洗組件用水量 	 Climate action 氣候行動  Life on land 陸地生物

Stakeholder Groups 利益相關者群體	Key Concerns 主要關注事項	Our Response in 2020 2020年回應	Corresponding SDGs aligned 對應的SDGs
Customers 客戶 	<ul style="list-style-type: none"> Green Product 綠色產品 Environmental Compliance 環境合規 Product Health and Safety 產品健康與安全 Customer Satisfaction 客戶滿意度 	<ul style="list-style-type: none"> Generated renewable energy to offset the carbon emissions from fossil fuel combustion 生產可再生能源，以抵銷化石燃料燃燒產生的碳排放 Strengthened environmental protection from the very beginning and explored the construction of clean energy industrial clusters 強化源頭本質環保，探索構建清潔能源產業集群 Formulated a series of internal quality control policies covering the entire process from the design and development to the construction and operation of power plants 制定涵蓋電站設計開發到施工營運全過程的一系列內部質量控制政策 Provided comprehensive pre-sales, in-sales and after-sales services 提供全面的售前、售中及售後服務 Conducted service satisfaction survey and collected feedbacks on customer demands 開展服務滿意度調查，收集客戶需求反饋 	 <p>Affordable and clean energy 可負擔的清潔能源</p>

Stakeholder Groups 利益相關者群體	Key Concerns 主要關注事項	Our Response in 2020 2020年回應	Corresponding SDGs aligned 對應的SDGs
Suppliers 供應商 	<ul style="list-style-type: none"> Supply Chain Management 供應鏈管理 Environmental Compliance 環境合規 	<ul style="list-style-type: none"> Prioritized cooperation with suppliers that have established management systems related to environmental and social responsibilities 優先考慮與已建立環境及社會責任相關管理體系的供應商合作 Conducted annual supplier assessment regularly at the end of the year 於每年年末例行開展供應商評估工作 Maintained close communication with suppliers through various channels 透過多種渠道與供應商保持密切溝通 	 <p>Partnerships for the goals 促進目標實現的 伙伴關係</p>
Community 社區 	<ul style="list-style-type: none"> Community Investment 社區投資 Economic Value Generated and Distributed 所產生和分配的經濟價值 Ecological Conservation 生態保護 	<ul style="list-style-type: none"> Engaged in community services, such as "PV poverty alleviation", "Education of the younger generation", "Safety publicity" and "Anti-pandemic by communities" 投身於「光伏扶貧」、「助學育人」、「安全宣傳」及「社區抗疫」等為社區服務的實踐 On-site operational and maintenance staff volunteered to undertake responsibilities for environmental protection around the projects 現場運維人員志願承擔項目周邊環境保護責任 	 <p>No Poverty 消除貧困</p>  <p>Climate action 氣候行動</p>

Stakeholder Groups 利益相關者群體	Key Concerns 主要關注事項	Our Response in 2020 2020年回應	Corresponding SDGs aligned 對應的SDGs
Investors 投資者 	<ul style="list-style-type: none"> Business Ethics 商業道德 Operational Excellence 卓越營運 Compliance 合規 	<ul style="list-style-type: none"> Established systems and rules that encourage integrity 建立激勵誠信行為的制度規範 Developed annual inspection and trial test plans to eliminate potential hazards of equipment 制定年檢預試方案，以消除設備潛在隱患 Strictly complied with the power plant operation management system of “Two Tickets and Three Systems” and standardized facility maintenance 嚴格遵守「兩票三制」電力運行管理制度，規範設施維護工作 Formulated a three-year action plan for special ratification in terms of production safety of the Company 制定本公司安全生產專項整治三年行動實施方案 	

ASSESSMENT OF MATERIAL TOPICS FOR 2020

During the Year, we conducted materiality assessment with the help of an independent consultant hired by us, with an aim to further understand expectations and needs of stakeholders and identify ESG issues that are material to the Group's business. During the period, a total of 6 stakeholder groups participated in the assessment. We set two dimensions including the influence on sustainable development and on stakeholders' decision-making and assessment, and finally identified a total of 15 material topics from 28 environmental, social and economic topics. These material topics will be the focus of this report.

Materiality assessment method and process

The Group's materiality assessment follows five steps including identifying stakeholder groups, establishment of ESG topic database, material topic questionnaire survey, material topic questionnaire analysis, and review and confirmation of results in respect of material topics. By this way, we learned the relevance of each topic and the materiality of their impact from the perspective of stakeholders, as well as the actions that can be taken as responses to their concerns.

2020年度實質性議題評估

為深入了解利益相關者的期望及需求，以及辨識對本集團業務而言重要的ESG事宜，我們於本年度聘請獨立諮詢機構協助開展了實質性評估工作。期間，總共6類利益相關者群體已參與此次評估工作。我們從對可持續發展的影響和對利益相關者決策與評估的影響兩方面出發，從28項環境、社會及經濟層面的議題中，最終識別出總共15項實質性議題，該等實質性議題乃本報告的論述重點。

實質性評估方法與過程

本集團的實質性評估遵循五個步驟，包括確認利益相關者參與群、建立ESG議題庫、實質性議題問卷調查、分析實質性議題問卷及檢視與確認實質性議題結果。我們藉此從利益相關者的角度了解各議題的相關性及其影響的重要性，以及回應彼等所關注的問題而可採取的行動。

Identifying stakeholder groups to be included 確認利益相關者參與群體

During the Year, the Group integrated a complete list of stakeholders after communicating with various departments. Based on this list, we selected and identified directors, senior management, investors, employees, customers, suppliers and communities as major stakeholders to be included in the materiality assessment for the Year after taking into account the four factors of the assessment including dependence, pressure, influence and diversity.

於本年度，通過與各部門進行溝通，本集團整理出完整的利益相關者名單。在該名單基礎上，我們根據依賴程度、壓力、影響程度及多元觀點這四項評估因素，篩選與確認需要參與本年度實質性評估的主要利益相關者，即董事、高級管理層、投資者、僱員、客戶、供應商及社區。

Establishment of ESG topic database 建立ESG議題庫

- Identifying a series of environmental, social and economic topics related to the Group's business after making reference to domestic and overseas principles and standards¹ comprehensively
通過綜合參考國內外原則標準¹，識別出與本集團業務相關的一系列環境、社會及經濟層面的議題
- A total of 28 environmental, social and economic topics are included in the potential material topic database for the Year
共計28個環境、社會及經濟層面的議題被納入本年度潛在實質性議題庫

Material topic questionnaire survey 實質性議題問卷調查

- Preparing questionnaire and conducting materiality survey
製作問卷進行實質性調查
 - Stakeholders estimated the relative materiality of the topics based on their influence on decision-making and their significance
利益相關者就議題對決策的影響力及其帶來的重大影響判斷其相對重要性

Material topic questionnaire analysis 分析實質性議題問卷

- Ranking the topics based on statistical scores
按照統計得分對議題進行排序
 - Topics with higher material scores in both aspects were regarded as material topics and others as non-material topics
兩方面的實質性評分均超過一半的議題被判定為實質性議題，反之為非實質性議題

Review and confirmation of results in respect of material topics 檢視與確認實質性議題結果

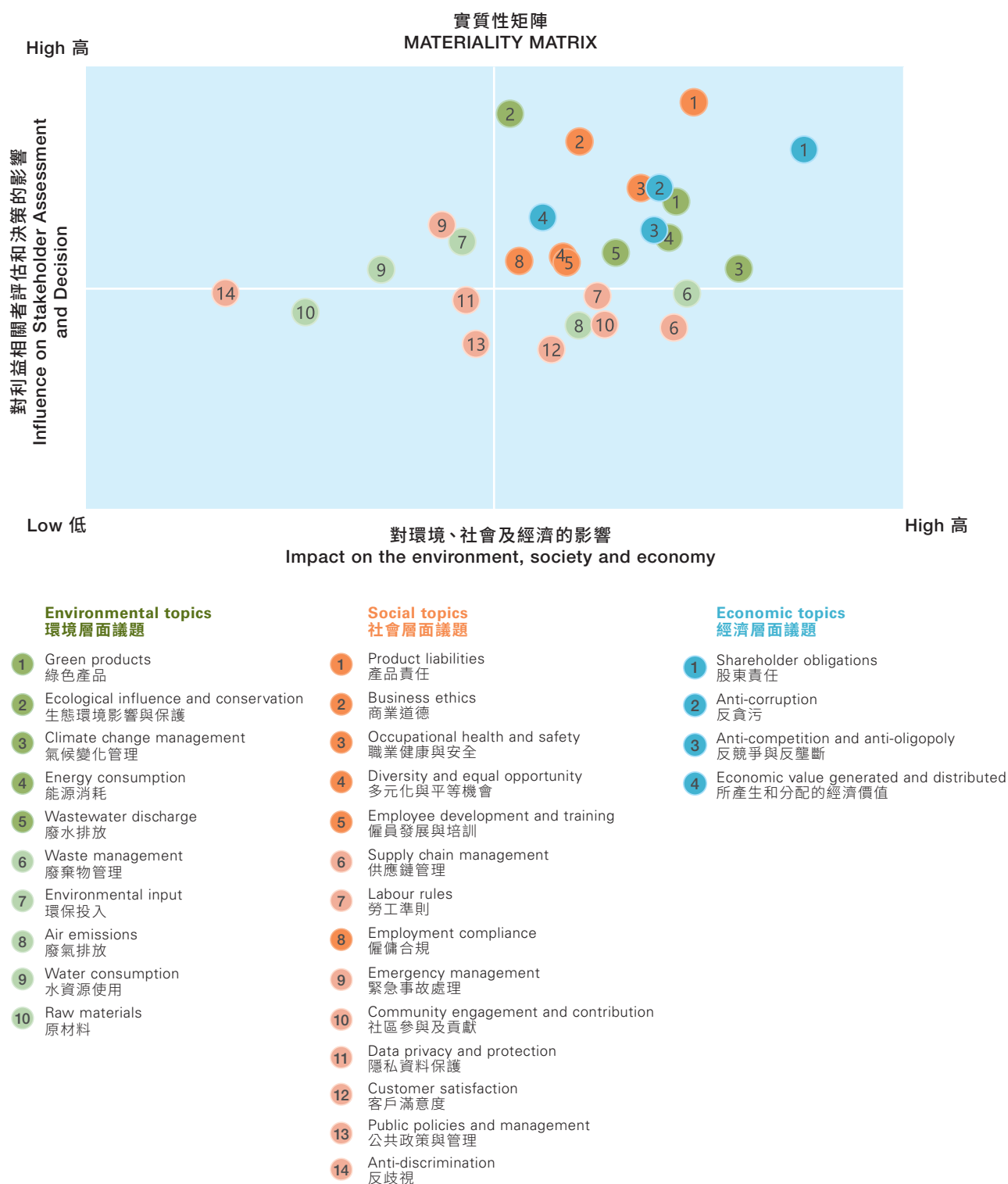
- A total of 15 topics were identified as material topics for the Year
共計15個議題被判定為本年度的實質性議題
- The management confirmed and reviewed results of the materiality survey and considered future improvements
管理層確認及審視實質性調查結果及思考未來優化空間

¹ References: GRI standards issued by the Global Reporting Initiative, ESG Reporting Guide issued by the HKEX, "Basic Framework of Chinese Corporate Social Responsibility Reporting Guidelines (CASS-CSR4.0)" issued by the Corporate Social Responsibility Research Center of the Chinese Academy of Social Sciences, the "TCFD Recommendation Report" issued by Task Force on Climate-related Financial Disclosures ("TCFD"), the sustainable industry standards issued by the Sustainable Accounting Standards Board ("SASB") and previous reports of the Company and peer companies.

參考的資料包括：全球報告倡議組織發佈的GRI標準、聯交所發佈的ESG報告指引、中國社會科學院企業社會責任研究中心發佈的《中國企業社會責任報告指南基礎框架(CASS-CSR4.0)》、氣候相關財務信息披露工作組(「TCFD」)發佈的《氣候相關財務信息披露工作組的建議報告》、可持續會計準則委員會(「SASB」)公佈的可持續行業標準，以及本公司和同行企業往年報告。

Materiality assessment result

實質性評估結果



Note: The above topics are ranked in descending order of statistical score. The topics in darker colours are material topics and those in lighter colours are non-material topics.

註：以上議題按照統計得分由高至低進行排序。深色標記對應的議題為實質性議題，淺色標記對應的議題為非實質性議題。

The Group has gradually incorporated the material topics identified into its business development strategy. We believe that reporting and responding to the material topics in an open and transparent manner is the key to meet stakeholders' expectations.

Looking forward, the Group will continue to pay close attention to the latest changes in global sustainable development, in particular the latest progress of the United Nations' Sustainable Development Goals 2030, and make forward-looking plans to improve the ESG management of the Company.

本集團已逐步將識別出的實質性議題納入業務發展戰略。我們相信以公開且透明的方式報告及回應實質性議題乃達成利益相關者期望的關鍵。

未來，本集團將繼續緊密關注全球可持續發展的最新變化，特別是聯合國2030年可持續發展進程的最新進展，對本公司ESG管理工作作出前瞻性的佈局和推進。



**FOCUS ON CLEAN
ENERGY BUSINESS TO
ACHIEVE SUSTAINABLE
DEVELOPMENT**

**聚焦清潔能源主業
實現持續穩健發展**



To explore and build an industrial cluster of clean energy industry featuring “green energy, multi-energy complementation and intelligence synergy”, and strengthen environmental protection at source to facilitate high-quality and sustainable development of enterprises.

探索構築「綠色為主、多能互補、智慧協同」的清潔能源產業集群，強化源頭本質環保，為企業高質量、可持續發展增色添彩。



PROVIDING CLEAN ENERGY

The Group has been actively engaged in the development and operation of photovoltaic power generation projects for a long time. During the Year, the Group owned 61 solar power plants, with a total installed capacity of approximately 2,070.4MW, representing an increase of approximately 9.2% compared to 2019 and the total electricity generation volume during the Year is approximately 2,795,834MWh.

During the Year, a photovoltaic agricultural solar power plant with a designed capacity of 75MW constructed by the Group in Yangjiang City, Guangdong Province completed full grid-connected operation. A photovoltaic power plant with an installed capacity of 40MW was under construction in Heyuan City, Guangdong Province, and a photovoltaic power plant with an installed capacity of 20MW was under phase II construction in Guigang City, Guangxi Province. Except for photovoltaic power projects, the Group also owned development rights of hydropower with an expected capacity of over 5 gigawatts (“GW”). We will strictly observe the upper limit of resource consumption, the bottom line of environmental quality, as well as the red line of ecological protection set by the Chinese government, and limit all kinds of business activities to the carrying capacity of resources and the environment before the construction of any hydropower plants.

提供清潔能源

本集團長期以來積極投身於光伏發電項目的開發與運營之中。於本年度，本集團擁有61座太陽能發電站，總裝機容量相比2019年增加約9.2%，達到約2,070.4兆瓦，本年度總發電量約為2,795,834兆瓦時。

於本年度，本集團於廣東省陽江市建設的一座設計容量為75兆瓦的農光互補太陽能發電站已實現全容量併網運行；在廣東省河源市正在建設裝機容量為40兆瓦的光伏電站，在廣西省貴港市亦正在建設裝機容量為20兆瓦的光伏電站二期工程。除光伏發電項目，本集團亦擁有預計超過5吉瓦（「吉瓦」）的水電開發權。於建設任何水能發電站前，我們都將遵守資源消耗上限、環境質量底線，以及中國政府生態保護紅線，將各類業務活動限制在資源環境承載能力之內。

We firmly believe that further transformation of renewable and clean energy is the key to tackling future climate change. During the Year, the electricity generated from the Group's power plants was sufficient to support one-year electricity usage of 1,864 thousands households. In the short term, the Group will remain focused on the development of solar power business while endeavoring to diversify renewable energy portfolios to complement multiple energy supplies for the benefit of more people in the long run.

The table below shows the positive environmental effect of our renewable energy generation.

我們堅信深入推進可再生清潔能源轉型是應對未來氣候變化的關鍵。於本年度，本集團的電站發電量足夠為186.4萬居民供應整年的電力使用。短期內，本集團仍將集中精力發展太陽能發電業務，同時加強其可再生能源組合的多樣性，從長遠角度補充多種能源供應，造福更多民眾。

下表列示了我們的可再生能源發電為環境帶來的正面影響。

	2013	2014	2015	2016	2017	2018	2019	2020
Total electricity generation (MWh) 總發電量 (兆瓦時)	34,939	485,046	859,730	1,345,830	2,115,253	3,109,894	3,172,916	2,795,834
Approximately equivalent to: 大約相當於：								
Standard coal saved (Tonnes) 節約標準煤 (噸)	11,530	160,065	283,725	444,124	700,000	1,020,000	1,260,000	855,500
Carbon dioxide emissions reduced (Tonnes) 減少二氧化碳排放 (噸)	29,978	416,169	737,684	1,154,722	1,815,000	2,680,000	3,160,000	2,340,000
Nitrogen oxide emissions reduced (Tonnes) 減少氮氧化物排放 (噸)	269	3,735	6,620	10,363	16,287	26,000	47,000	22,400
Dust emissions reduced (Tonnes) 減少煙塵排放 (噸)	17	243	430	673	1,058	1,567	1,586	1,398

Note: Data for 2019 reduced dust emissions have been adjusted.

註：2019年減少煙塵排放數據已作調整。

PRESERVING LAND RESOURCES

The Group has never overlooked the possibility of the negative impacts of its renewable energy projects on land. At the same time, we are well aware that only through effective application of scientific management and land restoration measures, we can achieve the objective of providing clean energy and conserving valuable land resources.

Selecting the site carefully

In order to reduce disturbance to existing land uses, we prioritise idle land for our projects. Some power stations are built in wastelands, deserts and coal-mining subsidence areas. When the use of relatively valuable land, such as farmland or woodland, is unavoidable, we will strive to preserve the original landscape and work closely with local governments to meet local agro-forestry regulations.

In order to fully understand the impacts of each project on its surrounding environment, we will carry out an environmental impact assessment for each project. This includes a detailed assessment of the natural environment (e.g., the status of soil erosion, distribution of water resources, vegetation coverage and biodiversity) of the selected location, to ensure that corresponding mitigation measures are implemented.

In addition, to manage noise pollution to the maximum extent, we will arrange project construction time reasonably, strictly observe the relevant operation requirements and plant shrubs and herbs on the site.

保護土地資源

本集團從未忽視其可再生能源項目對土地造成負面影響的可能性。同時，我們深知唯有透過有效應用科學的管理及土地恢復措施，才能實現提供清潔能源及保護寶貴土地資源的雙重目標。

審慎選址

為減少對現有土地用途的干擾，我們的項目首選閒置土地。部分電站建設在荒地、沙漠及採煤沉陷區。當不可避免使用農地或林地等相對寶貴的土地時，我們會竭力維護原始地貌，並與地方政府緊密溝通，以滿足當地農林業的規定。

為全面了解項目對其周邊環境的影響，我們會對每個項目開展環境影響評估工作。工作內容包括對選定地點的自然環境（如土壤侵蝕的現狀、水資源分佈情況、植被覆蓋率及生物多樣性）進行詳細評估，並確保相應緩解措施得以實施。

此外，為最大限度地管理場地噪音污染，我們亦會合理安排項目施工時間、嚴格遵守營運相關規定，並於場地內種植灌木及草本植物。



Reversing land degradation

In order to reverse land degradation and combat sandification and desertification at our operation sites, the Group has put in place prevention and control programmes, including:

- Installation of low-standing and high-standing sand barriers to prevent sandification effectively;
- Designing and implementing the vegetation restoration scheme for the surface damaged in the construction process, with an aim to prevent soil erosion by continuously strengthening the greening work and tree management at the operation sites;
- Regularly cleaning solar panels with water, which can moisturise the surrounding areas and facilitate soil remediation.

For the photovoltaic power stations located in coal mining subsidence areas, we attached importance to the restoration and reconstruction of surrounding vegetation, and implemented various measures to strengthen the management of the subsidence areas, such as real-time monitoring of subsidence areas and subsidence alert. We also conducted preliminary landfill, reinforcement and greening of subsidence areas through the construction of photovoltaic power stations and PV + Forestry projects. Engineering measures were also taken to reinforce the steep slope, preventing further soil erosion and severe landslides caused by heavy rainfall.

逆轉土地退化

為逆轉土地退化，並在我們的營運地點對抗土地沙化及沙漠化，本集團已制定相關預防控制計劃，包括：

- 安裝低立式及高立式沙障以有效防治沙化；
- 對施工過程中破壞的地表進行植被恢復方案設計並實施植被恢復，通過持續加強在營運地點的綠化工作及樹木管理防止土壤侵蝕；
- 定期用水清潔太陽能板可以滋潤周圍地區，促進土壤修復。

針對坐落於採煤沉陷區的光伏電站，我們在重視恢復與重建其周圍植被的同時，實施各種措施以加強沉陷區治理，如對沉陷危險區進行即時監控和沉降警報。我們亦透過結合光伏電站建設和林光互補工程，對沉陷區進行初步的填埋、加固及綠化，同時採取工程措施加強陡坡，防止水土進一步流失及因暴雨引起的嚴重山崩。

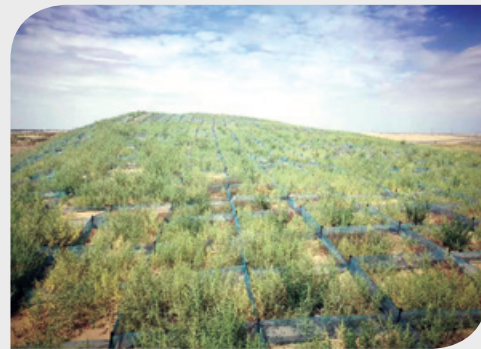
Performing greening obligations and carrying out tree-planting activities

踐行綠化義務、開展植樹活動

CASE 案例



Before desertification control
沙漠化治理前



After desertification control
沙漠化治理後

The 200MW Gonghe Power Station in Qinghai, the northwest of China is located on the Tibetan Plateau, which is at an altitude of 3,000 meters and cold in climate. It has long been plagued by desertification. Due to the movement of sand dunes, the power station modules are buried, and the roads in the station are blocked from time to time, which resulted in difficulty in operations. Over the past three years of control, the movement of sand dunes surrounding the Gonghe Power Station in Qinghai has effectively stabilised, resulted in increased greening and power generation, while accumulating valuable experience for desertification control.

西北區域200兆瓦青海共和電站地處青藏高原，海拔3,000米，氣候嚴寒，長期以來受到沙漠化困擾。隨著沙丘的移動，電站組件被埋、廠區道路受阻時有發生，因此作業難度巨大。經近三年的治理，青海共和電站已有效固住沙丘移動，綠化沙漠，提升發電量，同時為積累寶貴的沙漠化治理經驗。



Gonghe Power Station in Qinghai carried out a voluntary tree-planting activity during the 50th Earth Day for the purpose of wind prevention and sand fixation.

青海共和電站於第50個世界地球日期間開展了「植樹綠化、防風固沙」義務植樹志願服務活動。

Integration of photovoltaic development with local industry

In addition to the traditional PV industry model, the Group has been actively exploring innovative models such as “PV + Forestry” and “PV + Animal husbandry” to maximize the use of land resources, and provide new driving force for the transformation of the industry.

光伏發展與當地產業相結合

在傳統光伏電站產業模式之外，本集團一直在積極探索創新的「光伏+林業」及「光伏+畜牧業」等新模式，旨在最大限度地利用土地資源，為產業轉型發展提供新動力。

CASE 案例

“PV + Forestry” 「光伏+林業」



The Top-runner technology base in Shiguai Coal Mining Subsidence Area in Baotou, Inner Mongolia Autonomous Region adopted the model of “PV + Forestry” to carry out afforestation and renovation projects, and promoted the development of PV industry and forestry industry.

內蒙古自治區包頭市石拐採煤沉陷區的光伏領跑者技術基地採用「林光互補」模式，實施萬畝造林及生態修復工程，同時推動光伏產業及林業的發展。



“PV + Animal husbandry” 「光伏+畜牧業」



Qingshuihe Power Station in Hohhot City, Inner Mongolia Autonomous Region, through heightening the solar panel bracket, used the land between photovoltaic arrays and under the solar panels for breeding, introduced high-quality forage more suitable for the local climate conditions, improved the use of land, fully combining animal husbandry and new energy and achieving a win-win situation.

內蒙古自治區呼和浩特市清水河電站通過加高太陽能板支架，利用光伏陣列之間和太陽能板下的土地進行養殖，引進更適合當地氣候條件的優質牧草，改良利用土地，充分將牧業與新能源結合在一起，實現多方共贏。

CARING FOR THE ECOLOGICAL ENVIRONMENT

After processed by surface etching and reflection-weakening technology, the solar photovoltaic panels of the Group has achieved a surface reflectance of less than 4%, which will not cause significant light pollution or damage to wild animals. In recent years, the ecological environment surrounding the Group's power stations in various regions has continued to improve, and the variety of plants and animals keeps increasing. These results have been achieved largely through our active environmental protection activities over the years. In the future, we will continue to encourage on-site operation and maintenance personnel to pay attention to the harmonious coexistence between project development and the surrounding environment while maintaining the safe and stable operation of the power stations and providing clean energy for the society in the long run.

Protecting wild falcons

CASE 案例



On 23 March 2020, the operation and maintenance staff of Baotou Shiguai Photovoltaic Power Station found a falcon, which was seriously injured and could not fly, during their routine patrol in the photovoltaic area. They immediately called the Shiguai District Forest Public Security Bureau* (石拐區森林公安局) and took the injured falcon back to the office area after taking protective measures.

於2020年3月23日，包頭石拐光伏電站運維人員在光伏區例行巡視期間發現一隻因受傷嚴重已無法飛翔的獵隼。運維人員即時致電石拐區森林公安局，並在作出相應保護措施後將受傷的獵隼帶回辦公區。

愛護生態環境

本集團太陽能光伏板經絨面處理和減反射技術處理後，表面反射率低於4%，不會造成明顯光污染影響，亦不會對野生動物造成傷害。近年來，本集團旗下各區域電站周邊生態環境持續改善，動植物多樣性不斷增加。取得該等成果，很大程度上歸功於我們多年來積極進行環境保護志願活動。未來，我們將繼續鼓勵現場運維人員在長期保持電站安全、穩定運行及為社會提供清潔能源的同時，注重項目發展與周邊生態的和諧共生。

保護野生獵隼

Focusing on the surrounding ecology

聚焦周邊生態

CASE 案例



Volunteers from Hangjin Houqi Power Station went to the surrounding Dajan Lake and Shahai Lake to clean up rubbish and put classified recycling bins in place.

杭錦後旗電站志願者到電站周邊的大碱湖和沙海湖清理垃圾並安置分類回收垃圾箱。

COMBATING CLIMATE CHANGE

In the context of the global commitment of the Chinese government to achieve carbon neutrality, the new energy industry ushered in a golden period of development. Recently, the PRC is promoting the formulation of action plans, speeding up the construction of new power system based on new energy, and intensively introducing many favorable policies such as special policies to support green and low-carbon development, which are more conducive to the healthy and sustainable development of the new energy industry. As a pioneer in the new energy industry, the Group vigorously develops new energy such as photovoltaic and wind power, and is committed to building itself into a world-class clean energy ecological investment operator. At the same time, we are carrying out a carbon neutral plan to play a positive role in accelerating China's clean and low-carbon energy transformation with practical actions.

應對氣候變化

在中國政府向全球承諾實現碳中和的大背景下，新能源產業迎來黃金發展期。國家近期正推動制定行動方案，加快構建以新能源為主的新型電力系統，密集出台支持綠色低碳發展專項政策等眾多利好政策，更有利新能源產業健康持續發展。本集團作為新能源行業的先行軍，大力發展光伏、風電等新能源，致力於將自身打造為國際一流的清潔能源生態投資運營商。與此同時，我們正在進行碳中和計劃，用實際行動為中國加速清潔能源低碳轉型發揮正向作用。

In addition, the Group is well aware that climate change has become a factor that enterprises must pay attention to and fully consider in formulating long-term development plans. Therefore, we are committed to identifying climate change related risks that have occurred or are likely to occur and are highly relevant to the Group's business, and to effectively manage these risks by formulating operational guidelines under extreme weather conditions. The safety production department of the Group is responsible for formulating special inspection system for extreme weather events such as rainstorm, blizzard, hail and gale, and conducting safety inspection for facilities and equipment on a regular basis. In the future, we plan to further explore the financial impact of climate change and other risks and opportunities.

STRICT ENVIRONMENTAL MANAGEMENT

Environmental management responsibility can create value for the communities we operate and for stakeholders. We are committed to meeting or even exceeding the requirements of relevant environmental standards through enhanced environmental management. The Group's Environmental Management Manual serves as a code of conduct for employees on environmental management, which outlines our environmental management system (the "EMS"), management approaches and policies, as well as the environmental objectives and indicators. The CEO spearheads the formulation of environmental management approach and policy, ensuring the provision of manpower, material and financial resources for the EMS's operation. The management representative is responsible for coordinating the Group's implementation of the EMS, with assistance from departments including the project construction command centre, engineering department and safety production department, including identifying and evaluating environmental factors, arising and enhancing environmental awareness, monitoring and measuring environmental performance, etc. In addition, the Environmental Occupational Health and Safety Operation Control Procedures and the Identification and Evaluation Control Procedures of Environmental Factors compiled by the Group's safety production department provide guidelines for the above-mentioned management power and responsibilities, and explicitly stipulate the identification, evaluation and management of environmental factors that can be controlled and affected in business activities, work and services.

此外，本集團深知氣候變化現已成為企業制定長期發展規劃必須重視及充分考慮的因素。因此，我們致力於識別已經或可能發生、與本集團業務存在較高相關性的氣候變化相關風險，並通過制定極端天氣條件下的營運指南以有效管理相關風險。本集團的安全生產部門負責制定針對暴雨、暴雪、冰雹及烈風等極端天氣事件的專項檢查制度，並定期對設施和設備進行安全檢查。未來，我們計劃進一步探索氣候變化帶來的財務影響以及其他風險和機遇。

嚴格環境管理

負責任的環境管理可為我們營運所在社區及利益相關者創造價值。我們致力透過加強環境管理以達至甚至超出相關環境標準。本集團的《環境管理手冊》作為僱員針對環境管理的行為守則，其中羅列我們的環境管理體系、管理方針及政策，以及環境目標及指標。首席執行官領編環境管理方針及政策，確保環境管理體系運作所需的人力、物質及財政資源供應。管理層代表則在項目建設指揮中心、工程部及安全生產部等部門的協助下，負責協調本集團環境管理體系的日常運作，包括識別及評估環境因素、樹立及提升環境意識、監督及衡量環境表現等。與此同時，由本集團安全生產部領編的《環境職業健康安全運行控制程序》與《環境因素識別與評價控制程序》作為以上管理權責的工作細則指引，對經營活動、工程和服務能夠控制和能夠影響的環境因素的識別、評價及管理作出明文規定。

In addition, the Group has developed the Project Construction Monitoring and Measurement Control Procedure to standardize the monitoring and measurement of environmental management system implementation at construction site. To maintain compliance in operation, the Group identified and regularly assessed its compliance to ensure the latest environmental protection laws and regulations has been complied in its daily operations². The assessment includes compliance with pollutants discharge standards, implementation of “Three Simultaneities” system³ and compliance with laws and regulations related to important environmental factors. During the Year, we were not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

EFFECTIVELY SAVING RESOURCES

The Regulations on Energy Resources Management, compiled by the comprehensive management department of the Group, aims to improve the efficiency of the use of resources by regulating the use and control of electricity, water and paper by all employees. According to the relevant regulations, we take the saving of resources into consideration, including power energy and fuel, and the prevention of pollution when selecting equipment, and give priority to the equipment with mature technology and high energy efficiency, while phasing out equipment with high energy consumption. In daily practice, the Group launched into education of employees on electricity, water and paper saving to enhance the awareness of saving. It also strengthens cooperation at all levels to ensure proper management and continuous use of resources.

Over the years, we have implemented a number of environmental protection measures in our power stations and offices. With the implementation of a series of initiatives and ongoing employee training, our employees are fully aware of the importance of effectively managing the use of resources in our operations and have been working together at all levels to achieve responsible and sustainable use of resources. In the future, the Group will continue to explore new technologies to improve operating efficiency, and strive to improve the efficiency of power generation and transmission while reducing resource losses.

此外，本集團已制定《項目施工監視和測量控制程序》，以規範項目施工現場的環境管理體系運行的監視和測量。為確保合規營運，本集團識別並定期評估本集團的合規狀況，確保日常經營已遵守最新的有關環境保護的法律及規例²。評估內容包括遵守污染物排放標準、實行「三同時」³制度及遵守重要環境因素相關的法律及規例。於本年度，我們並不知悉任何違反有關廢氣及溫室氣體排放、向水及土地排污、有害及無害廢棄物的產生且對本集團造成重大影響的法律及規例事宜。

有效節省資源

由本集團綜合管理部領編的《能資源管理規定》旨在通過規範全體僱員對電力、水資源及紙張等的有關使用與控制，切實提高資源使用效益。按照有關規定，我們在進行設備選型時就應考慮包括電力能源及燃料在內的資源的節省及污染的預防，優先採用技術成熟、能效高的設備，同時逐步淘汰能耗較大的設備。在日常實踐中，本集團開展僱員的節電、節水及節紙教育，以增強節約意識，亦加強各層面的合作以確保資源的妥善管理及持續使用。

長期以來，我們在電站及辦公室內部推行了多項環保措施。隨著落實一系列措施及持續進行的僱員培訓，我們的僱員已全面意識到於營運過程中有效管理資源使用的重要性，並在各層面上進行協作以實現負責任及可持續的資源使用。未來，本集團將繼續探索新技術以提高營運效益，致力減少資源損耗的同時提高發電及輸電效率。

² Please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance for environment-related laws and regulations.
環境相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

³ simultaneous design, construction, and input into production and use of main-body projects and establishments together with environmental protection facilities.
建設項目中防治污染的設施，應當與主體工程同時設計、同時施工、同時投產使用。

ENERGY SAVING 節約能源



- Registering the energy conservation registration form with the local government department at the project approval stage, and designing the energy saving scheme for the power supply and distribution system as required. Design ideas include:
在項目立項階段向當地政府部門備案節能登記表，按其要求為供配電系統設計節能方案。設計思路包括：
 - Reasonably selecting the capacity and number of transformers to reduce the loss of the lines
合理選擇變壓器的容量和台數，以減少線路損耗
 - Increasing the power factor of the system by providing supporting electrical equipment to reduce the energy consumption of the power stations
通過配置配套電器設備來提高系統的功率因素，從而降低電站的能源能耗
- Using external wall insulation technology to reduce power consumption of air conditioning
採用外牆隔熱技術以減少空調耗電量
- Strictly implementing the seasonal use time of electrical equipment to control energy consumption
嚴格執行用電設備的季節使用時間，控制能源消耗
- Using LED lights with automatic switch at some power station bases to avoid energy waste
於部份電站基地採用帶有自動開關的LED燈，避免能源浪費
- Turning off lights and air conditioners that are not in use, as well as other idle electrical appliances, and prohibiting the use of daytime lamps and everburning lamps
關閉並無使用的照明設備、空調及其他閒置電器，要求人走燈滅，杜絕長明燈、白晝燈

SAVING WATER RESOURCES 節約水資源



- Posting water saving signs
張貼節水標識
- Using flush toilets to reduce water consumption
採用抽水馬桶以減少用水量
- Setting up collecting basins, water tanks and other facilities in areas with abundant rainfall to save water
在降雨充沛的地區設置集水池、水箱等設施以節約用水
- Making a water use plan and conducting daily supervision according to the plan
制定用水計劃及根據計劃進行日常監督
- Checking the water supply network regularly to prevent leaks
定期檢查供水管網以防止漏水
- Keeping monthly water usage records, and timely preventing improper water usage and proposing rectification measures
保存月度用水記錄，以及時防止不當用水並提出整改措施
- Exploring the possibility of recycling water resources
探尋循環利用水資源的可能

SAVING PAPER 節約用紙



- Setting up waste paper recycling bins
設置廢紙回收箱
- Using both sides of all office paper except for confidential and important documents
除機密重要文件外，所有辦公用紙兩面使用
- Promoting electronic communications and the use of electronic archiving to strive for the reduction of the number of prints
提倡電子通訊並採用電子歸檔，致力減少列印數量
- Keeping monthly paper records and reporting any abnormal usage in a timely manner
保存月度用紙記錄，以及時發現任何異常使用情況

Energy Consumption

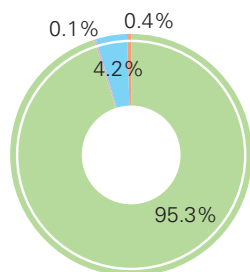
The Group's energy consumption includes electricity, gas and fuel oil consumed in offices and power plants. During the Year, we consumed a total of 29,065.90MWh of energy, representing an decrease of approximately 2% compared to last year. The total energy consumption comprised of 95.3%, 0.1%, 4.2% and 0.4% of electricity, natural gas, gasoline and diesel respectively. Energy intensity was 10.40MWh per GWh electricity generated. The annual electricity consumption was equivalent to approximately 1% of the total power generation of the Group's power stations.

能源消耗

本集團的能源消耗包括辦公室及電站使用的電力、燃氣及燃油。於本年度，我們共計消耗29,065.90兆瓦時的能源（同比下降約2%）。電力、天然氣、汽油及柴油的消耗分別佔總能耗的95.3%、0.1%、4.2%及0.4%。消耗強度為每千兆瓦時發電量消耗10.40兆瓦時能源。年度用電量相當於本集團電站總發電量約1%。

		2019	2020
ENERGY CONSUMPTION (UNIT: MWH) 能源消耗 (單位：兆瓦時)	Electricity 電力	25,730.23	27,701.88
	Natural gas 天然氣	63.98	43.39
	Gasoline 汽油	3,688.76	1,215.30
	Diesel 柴油	181.32	105.33
	Total 合計	29,664.29	29,065.90
ENERGY INTENSITY (UNIT: MWH PER GWH ELECTRICITY GENERATED) 能源消耗強度 (單位：兆瓦時／千兆瓦時發電量)		10.78	10.40

**Energy Consumption in
FY2020 (MWh)**
2020財政年度能源消耗 (兆瓦時)



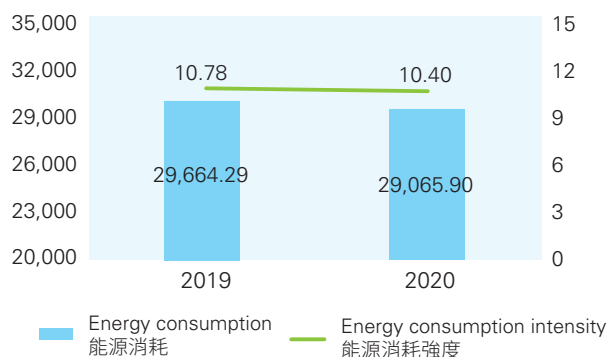
● Electricity
電力

● Gasoline
汽油

● Natural gas
天然氣

● Diesel
柴油

**Energy Consumption(MWh) and
Intensity(MWh per GWh electricity generated)**
能源消耗 (兆瓦時) 及
消耗強度 (兆瓦時／千兆瓦時發電量)



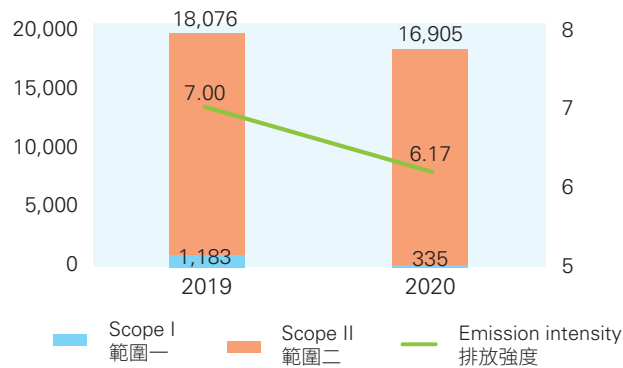
GHG Emissions

The Group's greenhouse gas ("GHG") emissions mainly came from the fuel consumption of vehicles and combustion of natural gas for cooking. During the Year, the Group's total GHG emissions amounted to 17,240 tonnes of carbon dioxide equivalent ("tCO₂e"), representing a decrease of approximately 10% compared to last year. The direct emissions (Scope I) and indirect emissions (Scope II) accounted for 335 tCO₂e and 16,905 tCO₂e respectively. Emission intensity was computed as 6.17 tCO₂e per GWh electricity generated.

溫室氣體排放

本集團排放的溫室氣體主要源於車輛燃油及煮食用天然氣的燃燒。於本年度，本集團的總溫室氣體排放量為17,240噸二氧化碳當量（同比下降約10%），其中直接排放（範圍1）及間接排放（範圍2）分別為335噸二氧化碳當量及16,905噸二氧化碳當量。排放強度為每千兆瓦時發電量排放6.17噸二氧化碳當量。

GHG Emissions (tCO₂e) and Intensity (tCO₂e per GWh electricity generated)
溫室氣體排放（噸二氧化碳當量）及排放強度（噸二氧化碳當量／千兆瓦時發電量）



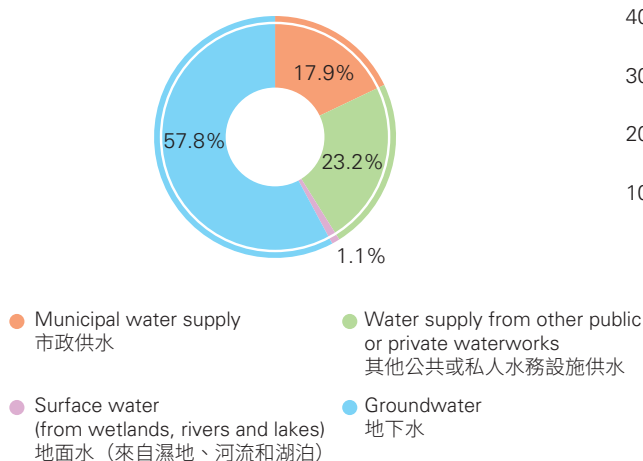
Water Consumption

The Group used less water during the construction of photovoltaic power stations, and usually used village waterwheels to fetch water locally. After operation, the power stations are usually connected to the municipal water pipes according to its geographical location, and the major water consumption consists of water usage for solar panel cleaning and in offices. During the Year, we consumed 18,628 tonnes of water with a decrease of nearly 50% compared to 2019. The consumption intensity was 6.66 tonnes per GWh electricity generated. During the Year, the Group did not have any problems with access to suitable water sources.

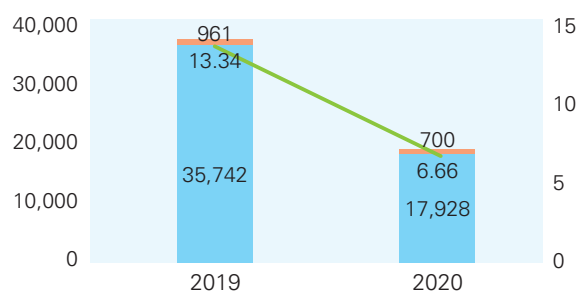
水資源使用

本集團光伏電站建設過程中的用水量較少，通常就地藉助村鎮水車取水。電站營運後通常根據其地理位置接入市政水管，主要用水包括清洗太陽能電池板用水及辦公室用水。於本年度，我們消耗的水資源共18,628噸，相比2019年減少近一半。消耗強度為每千兆瓦時發電量消耗6.66噸水資源。於本年度，本集團並無任何獲取適用水源上的問題。

**Water Consumption in FY2020
(tonnes)**
2020財政年度水資源消耗 (噸)



Water Consumption (tonnes) and Consumption Intensity (tonnes per GWh electricity generated)
水資源消耗 (噸) 及消耗強度 (噸／千兆瓦時發電量)



Power stations
電站

Offices
辦公室

Consumption intensity
消耗強度

CONTROL POLLUTION EMISSIONS

The Group's power generation and operations involve air pollutant emissions of sulphur oxide, nitrogen oxide, carbon monoxide and particulate matter, waste water and solid waste. Under the increasingly strict pollution prevention and control requirements of the PRC, we strive to publicize relevant national policies and requirements in a timely manner, strengthen our own environmental protection management system and measures, and strictly control pollution emissions. The Environmental Occupational Health and Safety Operation Control Procedure compiled by the safety production department and the Environmental Analysis Control Procedure compiled by the operation department regulate the standard of the Group's identification and evaluation of emissions in activities, projects and services, and further strictly control the standards related to waste, sewage discharge to water and land, and the generation of hazardous and non-hazardous wastes.

Air Pollutant Emission Management

Photovoltaic power generation itself does not use fuel and emit any hazardous gases, without radiation, noise and pollution, and is a truly green and environmentally friendly new renewable resource. Therefore, the Group's operations mainly involve emissions of sulphur oxide, nitrogen oxide, carbon monoxide and particulate matter generated by fuel consumption of vehicles and combustion of cooking natural gas.

During the Year, the Group's sulphur oxide, nitrogen oxide, carbon monoxide and particulate matter emissions were 3.7kg, 477.5 kg, 1,462.9kg and 13.2kg, respectively. These emissions have no significant impact on the Group's operations and the environment. In the future, we will continue to work hard to manage the impact of air emissions through emission reduction measures.

Management of Wastewater Emissions

The wastewater generated by the Group consists of domestic sewage and production sewage. The domestic sewage is mainly from toilet water used in offices and construction sites, while production sewage mainly consists of water used for cleaning of solar panels. The wastewater will be discharged to municipal sewage treatment pipeline network finally. During the Year, we produced a total of 2,153.4 tonnes of wastewater, with a decrease of 7.24% compared to 2019.

控制污染排放

在電力生產及運營過程中，本集團所產生的污染排放物主要有包括硫氧化物、氮氧化物、一氧化碳及顆粒物在內的大氣污染物、廢水及固體廢棄物。在國家日趨嚴格的污染防治要求下，我們致力做到及時宣貫國家相關政策及要求，加強自身環境保護管理制度及措施，嚴格控制污染排放。由安全生產部領編的《環境職業健康安全運行控制程序》及運營部領編的《環境分析控制程序》規範了本集團於活動、工程和服務中識別、評估，進而嚴格控制有關廢棄、向水及土地排污，以及有害及無害廢棄物的產生的標準。

大氣污染物排放管理

光伏發電本身不使用燃料，不會排放任何有害氣體，無輻射、無噪音、無污染，是真正綠色環保的新型可再生資源。因此，本集團的廢氣排放主要涉及營運過程中車輛燃油消耗及煮食用天然氣燃燒產生的硫氧化物、氮氧化物、一氧化碳及顆粒物排放。

於本年度，本集團產生的硫氧化物、氮氧化物、一氧化碳及顆粒物排放量分別為3.7公斤、477.5公斤、1,462.9公斤及13.2公斤。該等排放量對我們的業務營運及環境影響並不重大。未來，我們將繼續致力透過減排措施管理廢氣排放的影響。

廢水排放管理

本集團排放的廢水包括生活污水及生產污水。生活污水主要來自辦公室及建築工地的廁所用水，而生產污水主要源自清潔太陽能電池板用水。廢水排放的最終地點為市政污水處理管網。於本年度，我們排放的廢水總量為2,153.4噸，相比2019年減少了7.24%。

To ensure compliance of the regulations governing domestic sewage, we have set up draining ditches and sedimentation tanks (toilet sewage has to go through sedimentation in septic tanks before discharging into municipal sewage pipeline). Pouring of food residues, chemicals, oil and other contaminants in domestic sewage sewer is strictly prohibited. We have set up grease traps and buried integrated biological wastewater treatment facilities at the beginning of the power station construction to handle domestic sewage at construction sites in accordance with the requirements of the Project Energy Conservation Record Registration Form, so that the sewage can be reused for vegetation irrigation in the power station after sedimentation and filtration, thus minimizing the discharge of wastewater during operation and ensuring that the sewage meets Integrated Wastewater Discharge Standard of the PRC. We reuse wastewater from domestic usage for purposes including irrigation, compost and toilet flushing in order to recycle wastewater as much as possible and reduce water consumption.

Our production sewage consists of only few suspended matters which are insignificant to the environment, we therefore allow it to naturally evaporate without any treatment. However, we continue to explore new approaches to reduce sewage discharge. Since 2017, we have launched a pilot project in Datong Panda Power Plant to adopt a waterless component cleaning robot for cleaning of the solar panels. In recent years, we have also introduced the use of a component cleaning vehicle with fast cleaning speed and small water consumption. At the end of December 2020, the Group has achieved steady and sustained results in wastewater management and is thus able to greatly reduce its water consumption as well as sewage generation during the process of solar panel cleaning.

為確保生活污水的合規排放，我們設置排水管及沉澱池（廁所污水經過化糞池的沉澱才可進入市政污水管道），並嚴禁食品殘渣、化學物、廢油及其他污染物進入生活污水下水道。針對建築工地的生活污水管理，我們按照項目節能備案登記表的要求，於電站建設之初就在升壓站設置隔油池及地理式一體化生物污水處理裝置，使得污水經沉澱過濾後可二次利用於電站內的植被澆灌，最大限度地降低運營期間廢水排放，確保污水符合中國污水綜合排放標準。本集團產生的生活污水經處理最終將被循環利用於綠化灌溉、堆肥及沖廁等用途，以盡可能回收廢水，減低水資源耗用。

我們的生產污水包含僅少量的懸浮物，對環境影響並不重大，因此我們允許其於不進行任何處理的情況下自然蒸發。儘管如此，我們將繼續探索新的方式以減少污水排放。自2017年起，我們於大同熊貓電站推出一項試驗計劃，採用一款無水清洗機器人清洗太陽能電池板。近年來，我們亦引進一種清洗速度快、耗水量小的零部件清洗車。截至2020年12月底，本集團已在廢水管理方面取得穩定且持續的成果，能大幅減少太陽能電池板清洗過程中的水資源消耗及污水產生量。



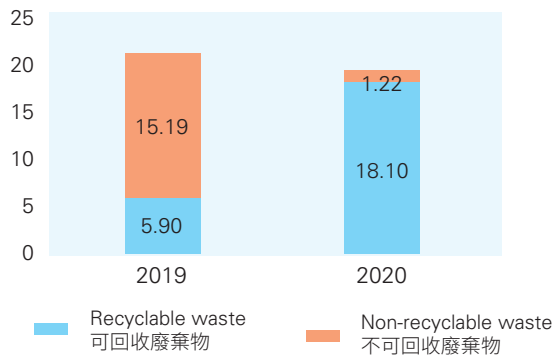
Solid Waste Management

The Group has adopted a systematic approach for waste management. All waste is clearly labelled and stored separately according to different categories. There is also a designated department to check the storage of waste every week to ensure that it does not cause pollution to the surrounding environment. During the Year, the Group generated 2.75 tonnes of hazardous wastes including waste oil, waste batteries, toner cartridges, ink cartridges, ribbons and fluorescent lamp tubes, and 19.32 tonnes of non-hazardous wastes including domestic wastes, construction waste, waste packaging cartons and waste parts, of which 18.10 tonnes was recyclable waste with a recovery rate of 94%. On average, 0.98kg of hazardous wastes and 6.91kg of non-hazardous wastes were generated per GWh electricity generated respectively.

固體廢棄物管理

本集團已就廢棄物管理採納系統化的方法。我們將所有廢棄物根據類別作清晰標識及分開儲存，並由指定部門每週檢查廢棄物儲存情況以確保未對周邊環境造成污染。於本年度，本集團產生2.75噸的有害廢棄物，包括廢油、廢棄電池、碳粉匣、墨水匣、色帶及熒光燈管；產生19.32噸無害廢棄物，包括生活廢物、建築廢物、廢物包裝紙箱及廢棄零件，其中18.10噸為可回收廢棄物，回收率達94%。平均每千兆瓦時發電量分別產生0.98公斤有害廢棄物及6.91公斤無害廢棄物。

Non-hazardous wastes generated (tonnes)
無害廢棄物產生量 (噸)



The Group continues to promote the construction of “tapping and saving resources” projects. We prioritize waste recycling to minimize waste of resources and hazardous waste generation. For instance, when handling damaged solar panels and electronic components, we perform self-repair measure or send to the manufactures for recycling instead of directly discarding. We also set up a battery recycling bin and traded old toner cartridges and ink cartridges with new ones to promote the recycling culture of the Group. During the Year, we recycled a total of 5.97 tonnes (40.7%) of scrapped solar panels. For waste that cannot be repaired, reused or recycled and have no use value, we appoint qualified waste collection experts to handle them. For hazardous wastes, they can only be handled by certification bodies approved by the Environmental Department.

本集團持續推進「開源節流」項目建設，優先探索廢棄物的回收利用價值以盡可能減少資源浪費，並最大限度地減少有害廢棄物排放。例如，於處理受損太陽能電池板及電子元件時，我們首先採取自我修復措施或寄回生產商供其回收而非直接丟棄。我們亦設置電池回收箱，並用廢舊碳粉匣及墨匣換取新的碳粉匣及墨匣，以推進本集團的回收文化。於本年度，我們回收了40.7%的報廢太陽能電池板，總共5.97噸。對於不可修復或重複使用的無利用價值的廢棄物，我們委聘合資格的廢棄物收集專家對其進行處理。對於有害廢棄物，僅可由環境部門批准的認證機構處理。

**STANDARDIZE THE
RESPONSIBILITY
MANAGEMENT SYSTEM AND
ADVOCATE THE CONCEPT OF
COMPREHENSIVE SAFETY**

**規範責任管理制度
倡導全面安全理念**

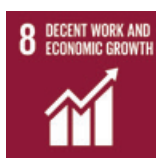


Adhering to the core value concept of “people-oriented, pursuing excellence”, we strengthened the implementation of responsibilities and strove to improve the level of essential safety management while consolidating the quality foundation.

秉承「以人為本、追求卓越」的核心價值觀念，在夯實質量基礎的同時，強化責任落實，著力提升本質安全管理水準。



Gender equality
性別平等



Decent work and economic growth
體面工作和經濟增長



Reduced inequalities
減少不平等



Partnerships for the goals
促進目標實現的
伙伴關係

IMPROVE LONG-TERM MECHANISM

The Group is committed to continuously improving and optimizing modern power supply services through a comprehensive quality, customer service and confidentiality management system, so as to achieve an overall improvement in power supply service capability and service quality and provide strong support for the construction of a harmonious business environment.

Forward-looking quality management

The Group recognizes that a comprehensive quality management system is of fundamental importance to an enterprise getting established in the industry. Although we do not participate in the construction of power stations and do not produce physical products, we understand that we have the responsibility to ensure the quality of power stations throughout their life cycle. Therefore, on the basis of strict compliance with the laws and regulations⁴ related to the health and safety of products and services provided, we established a series of internal quality control policies covering ranging from the design and development to the construction and operation of power plants, strengthening the forward-looking maintenance and management of the power grid.

健全長效機制

本集團致力於透過全面的質量、客戶服務及保密管理體系，對現代供電服務進行不斷完善與優化，實現全面提升供電服務能力與服務質量，為構建和諧營商環境提供強而有力的支撐。

前瞻性質量管理

本集團深知全面的質量管理體系是企業於行業內立足的基礎。雖然我們並不參與電站建設，亦不產出實體產品，但依舊明白我們有責任確保電站於整個生命週期的質量。因此，在嚴格遵守與所提供產品和服務的健康與安全相關的法律及規例⁴的基礎上，我們已制定涵蓋電站設計開發到施工營運全過程的一系列內部質量控制政策，以加強電網前瞻性維護管理。

⁴ For laws and regulations related to health and safety and other product responsibilities of products and services provided, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
所提供產品和服務的健康與安全及其他產品責任相關的法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

Comprehensive Quality Management System

全面的質量管理體系

Design and Development Phase
設計開發階段

- Establish a comprehensive design management mechanism for power plant projects, which guarantees the quality of design and improves the reliability of the operation process
建立全面的電站項目設計管理機制，保證設計質量及提升營運過程的可靠性
- Formulate the Design and Development Procedure to stipulate the relevant requirements for the design and development of power plant projects, so as to establish and improve the design management mechanism of power plant projects to ensure the design quality, improve the design level, and make preliminary preparations for the selection of power plant equipment and the improvement of operation and maintenance reliability
制定《設計與開發程序》，規定電站項目設計與開發的相關要求，從而建立和完善電站項目設計管理機制，保證設計質量、提高設計水準，為電站設備選型及提高運維可靠性做前期準備
- The technology department is responsible for determining the requirement on each stage during the development and design, referring to factors such as past experiences and resource situations
技術部負責在參考過往經驗、資源狀況等因素的基礎上，確定設計與開發過程中各階段的要求
- Only when the feasibility and correctness of the design proposal are confirmed after several assessments and verifications can the project be applied
項目須經多次評估和驗證其設計方案的可行性和正確性後才能得以實施

Construction Phase
建設階段

- Set up an acceptance inspection committee, which arranges quality inspections at the construction phase to ensure project quality, environmental and safety performance at the construction site and the effectiveness of the quality management process
設立驗收委員會，負責安排建設階段的質量檢查工作，確保項目質量和施工現場的環境及安全表現，以及質量管理流程的有效性
- Formulate the Project Construction Monitoring and Measurement Control Procedure to provide basis for planning, implementing and continuously improving the quality, environment, safety performance and management system of the project construction site
制定《項目施工監視和測量控制程序》，為策劃、實施及持續改進項目施工現場的質量、環境、安全績效及管理體系提供依據
- The power plants must be assessed from several aspects, such as environmental performance, safety and quality after the completion of the construction; the approval from the acceptance inspection committee must be obtained before commencement of operation
建設完成後，發電站須接受來自驗收委員會的對其環境表現、安全及質量等多方面評估；未獲得委員會審批的發電站不得投入營運

Operation Phase 營運階段



- Achieve power quality monitoring and control, automatic control, relay protection and energy saving data statistics etc. by integrating internet technology and energy management, so as to guarantee the quality management of our operating power plants
結合網際網路技術與能源管控，實現電力質量監視和控制、自動控制、繼電保護及節能數據統計等，有效保障營運中發電站的質量管理
- Formulate the Equipment Defects Management System, enumerating the measures to detect and handle equipment defects, and strive to detect and track defects in time, so as to speed up the correction process, prevent significant impact on the quality of power generation, and ensure the safe, stable and economic operation of the power plants
制定《設備缺陷管理制度》，呈列發現設備缺陷的處理方式，力求及時檢測及追蹤缺陷，以加快修正程序，防止對發電質量產生重大影響，確保電站安全、穩定且經濟運作
- Formulate a pre-test plan for annual inspection to eliminate potential risk of equipment, ensure the safe operation of equipment, and further improve the reliability of power operation
制定年檢預試方案以消除設備潛在隱患、保障設備安全運行，進而提高電力運行可靠性
- Track errors and defects by implementing the “Two Tickets and Three Systems”:
執行「兩票三制」制度追蹤錯誤及缺陷：
 - “Work Ticket” Management: “Work Ticket” shall be used in inspection and rectification, elimination, maintenance, testing and installation, listing name and serial number of the equipment, work content and safety measures
「工作票」管理：需與檢修、消缺、維護、試驗及安裝等工作中使用，列明設備名稱、編號、工作內容及安全措施等內容
 - “Operation Ticket” Management: The operator of PV power plants shall fill in the “Operation Ticket” to record the contents such as operation tasks and steps
「操作票」管理：光伏電站操作員需填寫「操作票」，記錄操作任務、操作步驟等內容
 - “Shift-over System”: The on-shift personnel is required to pay attention to patrol inspection, consult the records of the shift-over personnel, and know in detail the causes, processes and solutions of various events during the off-shift period
「交接班制」：要求接班人員重視巡檢、查閱交班人員記錄，並詳細了解休班期間發生各類事情的原因、過程及解決措施
 - “Equipment Patrol Inspection System”: It defines that all production, safety, technical and management personnel have the responsibility to inspect the equipment; the operation personnel on duty are required to conduct a comprehensive and careful patrol inspection of all equipment and systems under their duties
「設備巡迴檢查制」：明確所有生產、安全、技術及管理人員都有對設備進行巡檢的責任；要求運行值班人員對所轄的所有設備及系統進行全面且仔細的巡檢
 - “Equipment Periodic Test Rotation System”: The standby equipment are regarded as operating equipment, and defects should be actively dealt with to make them in good condition
「設備定期試驗輪換制」：視備用設備為運行設備，積極處理缺陷，使其處於良好狀態



Standardized management of relay protection room of Hami Power Station in Northwest
西北區域哈密電站繼電保護室標準化管理



Annual inspection pre-view work site
年檢預視工作現場

During the Year, we increased the frequency of daily inspection and enhanced the maintenance of equipment and quality supervision, emphasizing quality and effect, clarifying responsibilities, eliminating potential safety hazards, preventing accidents, striving to improve the utilization rate of equipment, and effectively reducing the loss of electricity caused by equipment failures. At the end of December 2020, there were 388 important equipment failures such as inverters occurred in all power stations of the Group, with an equipment defect elimination rate of 100%. The timely treatment rate of equipment defects reached 98%. The power loss caused by equipment decreased by 3.04 million KWh, with a reduction rate of 28.33%.

Improving Customer Satisfaction

The Group maintains a close and effective communication with customers in order to fully understand the needs and expectations of our customers, which help us meet their demands and maintain their trust. The Group conducts customer satisfaction survey on a yearly basis, with focus on service quality, supply capacity, price, grid stability and safety, which helps us identify our weaknesses and make appropriate improvements.

於本年度，我們加大設備日常巡視維護及質量監督的力度，重質量、重效果，明確責任，消滅安全隱患，杜絕事故發生，努力提高設備利用率，有效降低設備故障造成的損失電量。截至2020年12月底，本集團旗下各電站共發生逆變器等重要設備故障388起，設備消缺率達100%。設備缺陷處理及時率達98%。因設備造成的損失電量同比降低304萬千瓦時，降低率為28.33%。

提升客戶滿意度

本集團通過與客戶保持密切高效的溝通，充分了解客戶的需求及期望，從而滿足客戶需求並維持彼此之間的信任。我們每年均針對服務質量、供應能力、價格及電網的穩定性和安全性展開客戶滿意度調查，以發現不足並加以改進。



Comprehensive Customer Service System

全面的客戶服務體系



PRE-SALE PHASE 售前階段

- Carry out customer demand research, mining and analyzing customer service demand
開展客戶需求調研，挖掘分析客戶服務需求
- Introduce our services and deal with customers' enquiries
介紹我們的服務並回答客戶諮詢
- Publicly implement the quality service commitment system to our customers
向廣大客戶公開推行優質服務承諾制度



SALE PHASE 銷售階段

- Proactively reflect the progress of the contract
主動反饋合同進度
- Establish customer files to fully meet customers' requirements for electricity commodities
建立客戶檔案，全面滿足客戶對電力商品的要求
- Accelerate the optimization and integration of power supply service centers, and effectively improve the service quality and emergency repair efficiency in service areas under our management
加快供電服務中心優化整合力度，有效提高轄區內服務質量及故障搶修效率
- Follow up the comments from customers timely and remove customers' doubts
及時跟進客戶評價，消除客戶疑問



AFTER-SALE PHASE 售後階段

- Carry out service satisfaction evaluation and collect customers' need feedback
開展服務滿意度測評，收集需求反饋
- Strengthen service supervision and customer visits, and improve the service supervision and evaluation system
強化服務監督與客戶回訪，完善服務監督評價體系
- Based on massive marketing data, mine implicit customer energy consumption patterns and innovation points for customer service improvement
基於海量行銷數據，挖掘隱含的客戶用能模式，挖掘客戶服務提升創新點
- Appropriately handle customers' complaints
妥善處理客戶投訴

DATA PRIVACY AND SECURITY

The Group understands the importance of data privacy protection and information confidentiality. We observe the relevant laws and regulations related to privacy⁵, and establish and constantly improve the internal confidentiality management regulation and confidentiality management system, to protect the data safety including but not limited to commercial confidential, technical and customer information.

保障資料私隱及安全

本集團明白資料私隱保護及信息機密性的重要性。我們嚴格遵守有關私隱事宜的法律及規例⁵，制定內部保密管理規定，建立並不斷健全保密管理體系，以保護包括但不限於商業機密、技術信息和客戶信息在內的資料安全。

Comprehensive confidentiality management system

全面的保密管理體系

- Develop a list of the Group's trade secrets and regulate the management of confidential data according to the sensitivity of the data
制定集團商業秘密事項清單，根據資料的敏感程度規範機密資料管理
- Regularly inspect the implementation of confidentiality in every department and area
定期監察各部門及區域的保密情況
- Each department formulates a list of departmental trade secrets for supervision
各部門制定部門商業秘密事項清單，支持監察工作
- Sign the confidentiality agreement with employees to confirm their responsibility to protect sensitive data of the Group
僱員須簽署保密協議，以確認彼等有責任保護本集團的敏感資料
- Organize the training about laws and regulations relating to confidentiality to avoid any intentional or unintentional disclosure
組織保密相關法律及規例的學習培訓，避免任何有意及無意的披露
- All data in the power station cloud system is encrypted and disconnected with external network
發電站雲系統中的全部資料乃經加密並與外部網路隔離
- Regularly evaluate the safety precautions situation and the grading protection of the power plants
定期對發電站進行安全防護評估及保護評級
- Install online monitoring equipment for network security to achieve better data stability and safety
安裝網路安全線上監測裝置以進一步保證資料的穩定性和安全性

In addition, the Group's business neither involves in advertising nor product labelling, therefore, our operation is free from such impact. During the Year, there was no reported infringement of the laws and regulations regarding product responsibilities such as health and safety and privacy of products and services provided, which have a significant impact on the Group.

此外，本集團的業務不涉及廣告及產品標籤活動，故這些方面對我們的營運沒有影響。於本年度，我們並無違反有關所提供產品和服務的健康與安全及私隱事宜等產品責任且對本集團有重大影響的法律及規例的情況。

⁵ For laws and regulations related to privacy matters and other product liabilities, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
私隱事宜及其他產品責任相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

PROMOTE EXCELLENCE AND INNOVATION

The Group strives to take lead with the use of innovation, starting from scratch little by little, and fully implements the “1 + 1 + N” scientific and technological innovation system. During the Year, we carried out extensive research and discussion according to the Special Plan for Scientific and Technological Innovation (2019-2035), established a three-hierarchy scientific and technological innovation structure covering platform companies, regional companies and power stations, and set up a set of scientific and technological innovation system and management measures in line with the actual platform operation of the Group.

The safety production department of the Group applied unmanned aerial vehicle testing actively according to the Company's scientific and technological innovation development plan and the actual operation of power stations. As of the end of the Year, we had 4 infrared hot spot detection unmanned aerial vehicles and carried out 15 hot spot detections for photovoltaic modules in 14 power stations, with a capacity of 731MW inspected. A total of 22,017 hot spots were found in the test, of which hot spots involving 341MW have been dealt with and the remaining 390MW are still in process, generating economic benefit of approximately RMB2.4037 million.



During the Year, the Group has achieved a number of innovative achievements, including the design of a full-automatic spray system, the construction of sunshades, and the autonomous repair system for junction boxes. These innovative achievements can effectively improve the efficiency of photovoltaic power generation and solve the problems of over-temperature shutdown of inverters in photovoltaic power stations and heating of component junction boxes. As of the end of the Year, the Group's 35 photovoltaic arrays had all realized automatic system cleaning, increasing the annual power generation by more than 3 million degrees.

推動卓越創新

本集團堅持創新引領，從零做起，從點滴做起，全面貫徹「1+1+N」科技創新體系。於本年度，我們根據制定的《科技創新專項規劃（2019-2035）》開展廣泛的調研和研討，建立覆蓋平台公司，區域公司，以及電站的三級科技創新組織架構，並搭建一整套符合本集團平台經營實際的科技創新制度體系和管理辦法。

本集團安全生產部圍繞公司科技創新發展規劃，結合電站工作實際情況，積極開展無人機檢測的應用。於本年度末，我們已擁有紅外熱斑檢測無人機4台；開展光伏組件熱斑檢測15次，涉及電站14個，巡檢容量達731兆瓦。檢測中共計發現組件熱斑數量22,017個，其中，341兆瓦容量的熱斑已處理，其餘390兆瓦組件熱斑仍在處理中，已產生的經濟效益約為人民幣240.37萬元。



本集團於本年度已取得多項創新成就，包括光伏全自動噴淋系統設計，搭建遮陽棚工作，接線盒自主修復系統等。該等創新成就就能有效改善光伏發電效率，解決光伏電站逆變器超溫停機，組件接線盒發熱等問題。於本年度末，本集團35個光伏方陣已全部實現系統自動清洗，年提升發電量300萬度以上。

Technological Innovation and Application

技術創新與應用

TECHNOLOGIES 技術

The photovoltaic full-automatic spray cleaning system can realize timely cleaning and save labour investment through full-automatic design, and the system itself will not have shielding effect on photovoltaic modules during cleaning, so that the photovoltaic power stations can avoid hot spot effect and short board effect, and at the same time, the photovoltaic system can be cooled off by automatic spray to improve the efficiency of the power generation system.

光伏全自動噴淋清洗系統通過全自動化設計，可實現清理及時、節省人力投入，且系統本身因清洗時不會對光伏組件有遮擋的影響，能夠避免光伏電站產生熱斑效應和短板效應的同時，通過自動噴淋給光伏系統降溫，改善發電系統效率。

CASE OF APPLICATION 應用案例

The Huaibei and Huainan Power Station of South China Company implemented the independent design and construction of the automatic spray cleaning system for components this year to completely solve the serious pollution problem of photovoltaic components. Since June 2020, the power station has successively completed the design of PLC control logic for automatic cleaning, the design of electric control box, the selection of power supply, submersible pump and nozzle, the design of cleaning pipeline, and the training of welding PE pipes; finally, carried out pipeline laying and welding construction.

華南公司兩淮電站於本年度實施組件自動噴淋清洗系統的自主設計和施工，徹底解決光伏組件嚴重污染問題。該電站從2020年6月份開始，陸續完成了自動清洗PLC控制邏輯設計，電控箱設計，電源、潛水泵及噴頭選擇，清洗管路設計，以及焊接PE管培訓；最終經管路敷設和焊接施工等作業。



As of the end of the Year, the Group had completed 17 secondary platform-level science and technology projects with a total investment of approximately RMB6.31 million.

截至本年度末，本集團共完成二級平台級科技項目17項，合計投資約人民幣631萬元。

INTELLECTUAL PROPERTY PROTECTION

The Group attaches great importance to intellectual property management and has established a good mechanism to encourage innovation and invention. We actively guide and encourage employees to carry out technical summary in combination with the actual work in the power stations, strive to realize technological innovation, and change the original working state of scientific and technological innovation of the Company.

During the Year, we obtained 1 software copyright and published 3 papers, and did not report any cases of infringement of intellectual property rights. Looking ahead, we will continue to uphold the principle of respecting intellectual property rights and safeguarding the interests of the Group, and manage and monitor the use of patents, trademarks and copyrights in accordance with relevant laws and regulations⁶.

PURSUE CONTINUOUS SUPPLY

The Group optimizes the supplier management system by standardizing its procedures on admission, evaluation and management of suppliers, so as to improve the environmental and social performance of the entire supply chain. We are committed to establishing a sustainable supply chain, with a view to maintaining long-term cooperative relations with suppliers while improving our procurement quality and efficiency.

The Group's contract suppliers are divided into three categories: materials, engineering and services, covering market entities such as state-owned enterprises, private enterprises and individual merchants. At the end of December 2020, we had 371 suppliers⁷ who provided products or services to us through direct business relations, of which one was located overseas and the rest were located in Mainland China. 20% of our suppliers were concentrated in capital and technology-intensive industries, contributing 80% of our total purchases. During the Year, we were valued at RMB167.23 million in the payment currency.

保護知識產權

本集團高度重視知識產權管理工作，並已建立激勵創新、鼓勵發明創造的良好機制。我們積極引導並鼓勵僱員結合電站工作實際開展技術總結，努力實現技術創新，改變企業原有的科技創新工作狀態。

於本年度，我們獲得軟體著作權1項，發表論文3篇，且並無任何侵犯知識產權的個案報告。展望未來，我們將繼續秉持尊重知識產權及維護本集團利益的原則，依據相關法律及規例⁶對專利、商標及版權的使用進行管理及監控。

追求持續供應

本集團通過規範供應商的准入、評估及管理程序，不斷優化供應商管理體系，進而提高整個供應鏈的環境及社會表現。我們致力於建立可持續供應鏈，在不斷提升採購質量及效率的同時，與供應商保持長期合作關係。

本集團的合約供應商分為材料、工程和服務三大類，涵蓋國有企業、民營企業及個體商戶等市場主體企業。截至2020年12月底，透過直接商業關係向我們提供產品或服務的供應商共計371家⁷，其中1家位於海外地區，其餘全部位於中國內地。20%的供應商集中在資金及技術密集型行業，佔我們80%的採購總額。於本年度，我們的付款貨幣估值為人民幣16,723萬元。

⁶ For laws and regulations related to intellectual property rights and other product liabilities, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.

知識產權及其他產品責任相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

⁷ Some suppliers are not included in the statistics for the time being. These suppliers mainly provide low-value consumables for which we mainly have one-time sporadic purchase demand, and therefore their management is meaningless.
部分供應商暫未納入統計。該等供應商主要提供低值易耗品，而我們對其存在較多一次性的零星採購需求，故不具備管理價值。

Supplier Qualification

The Group's supplier development team determines the qualification of the selected suppliers after evaluating their current operation and management, sustainable competitiveness and previous implementation of projects based on the document of the Supplier Verification Report.

The Group's environmental and social risks in supply chain are managed by our business planning department, with binding terms reflected in the Supplier Management Measures. To encourage suppliers to comply with responsible ESG practices and deliver high-quality products and services, we include system certification initiatives in all our contracts and give our priority to suppliers with well-established management systems such as environmental and social responsibility management systems to mitigate environmental and social risks in the supply chain. In addition, we include the "Agreement on Compliance with Ethical Standards of Social Responsibility" in our procurement contracts, to demonstrate our expectations for good environmental and social performance.

To meet the requirements of the standard systems, the Group's business planning department proposes and is responsible for centralized management of the Bidding Management Measures and the Procurement Management Measures. By standardizing our procurement management process and corporate standard system, we strengthen our bidding management, standardize procurement and take advantage of centralized procurement to ensure procurement quality, reduce procurement costs and prevent procurement risks, so as to meet national standards and international advanced standards. If the suppliers in the Qualified Suppliers List fail to meet the demand, we will engage new suppliers based on the policy. The procurement department takes the responsibility for the preparation of selecting new suppliers, including formulating the strategies of developing suppliers and the standards for admittance into our supply chain. With the authorization from the procurement department, the quality control team will assess new suppliers based on key factors such as corporate management, products and services, and report on qualified suppliers.

供應商資格

本集團的供應商開發小組依據準則文件《供應商核查報告》，在對預選供應商的經營管理現狀、可持續性競爭力及過往實施項目情況等方面進行評價後，方能判定其資格。

本集團供應鏈的環境及社會風險由我們的經營計劃部主責管理，採用的約束性條款在《供應商管理辦法》中有所體現。為鼓勵供應商遵守負責任的ESG慣例，並提供高質量產品及服務，我們在合同中均加入體系認證的倡導，優先考慮與已建立環境管理、社會責任管理等相關管理體系的供應商合作，以紓解供應鏈上的環境及社會風險。此外，我們將「遵守社會責任道德標準協議書」納入採購合約，呈列我們對良好環境及社會表現的期望。

根據標準體系工作的需要，本集團經營計劃部提出並負責歸口管理《招標管理辦法》和《採購管理辦法》。我們通過規範我們的採購管理流程和企業標準體系，加強招標管理工作，規範採購行為及發揮集中採購優勢，以保證採購質量，降低採購成本，防範採購風險，從而適應國家標準和國際先進標準的需要。如發現合格供應商名單中的供應商不能滿足需求，我們將根據該項政策開發新供應商。採購部負責篩選新供應商的準備工作，包括制定開發供應商的策略及供應商准入標準。經採購部授權後，質控小組將圍繞公司管理、產品服務等主要因素對新供應商展開評估，並匯報合格供應商。

Process of Supplier Selection

供應商甄選流程



Supplier Assessment

Procurement department of the Group regularly assesses suppliers at the end of each year, with the scope covering the entire supply chain. Annual assessment mainly involves various aspects, such as price, quality and service, so as to remove unqualified suppliers. If the supplier fails to deliver on time or has quality problems, we will carry out further irregular assessments on it. During the irregular assessment, we will track and rectify any abnormalities once identified and require suppliers to rectify. The result of the irregular assessment is an important basis for the annual assessment. We will give priority to suppliers with annual assessment of Grade A in future procurement activities, and suspend or terminate contracts with suppliers without professional ethics or in Grade E.

供應商評估

本集團採購部於每年年底例行展開供應商評估工作，範圍覆蓋整個供應鏈。工作內容主要涉及從價格、質量及服務等方面進行年度考核評級，剔除不合格供應商。供應商如無法按時交付或出現質量問題，我們會對其展開進一步的不定期評估工作。於不定期評估工作期間，我們會對發現的任何異常進行追蹤與矯正，同時要求供應商進行整改。不定期評估的結果乃年度評估的一項重要依據。我們將在未來的採購活動中優先考慮年度評級為A級的供應商，並暫停或終止與缺乏職業道德的供應商或E級供應商的合約。

Environmental Procurement

環保採購

CASE 案例



Food-grade PE pipes are used in the cleaning system for the 100MW photovoltaic power generation project in Fengtai County, Huainan City, Anhui Province.

安徽省淮南市鳳台縣100兆瓦光伏發電項目採用食品級PE管材用於清洗系統。

DIVERSITY OF TALENT TEAM

Employees are our greatest asset. We always adhere to the people-oriented concept and respect the basic rights and interests of every employee.

As of the end of December 2020, the Group totally had 436 full-time employees (no part-time or temporary employee), of which 27 (approximately 6.2%) were based in Hong Kong and 409 (approximately 93.8%) were based in Mainland China. There were 365 male employees (approximately 83.7%) and 71 female employees (approximately 16.3%). There were approximately 50.9% and approximately 32.8% of our employees aged from 31 to 40 and 30 or below respectively. There were 40 employees of ethnic minorities, accounting for approximately 9.2% of the total number of employees.

In terms of educational profile, more than a half of our employees held bachelor or above qualifications. Of which, approximately 53.2% held a bachelor's degree, approximately 9.6% held a master's degree, approximately 0.2% held a doctor's degree, and approximately 37.0% of our employees had non-tertiary qualifications and below. Our team comprised of approximately 1.9% of senior management, approximately 9.6% of middle management and the rest approximately 88.5% was general staff.

多元人才隊伍

僱員是我們最大的資產。我們始終堅持以人為本的理念，尊重每一位僱員的基本權益。

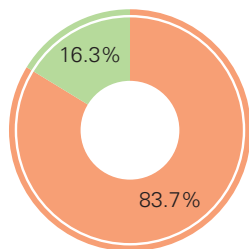
截至2020年12月底，本集團共有436名全職僱員（無兼職或臨時僱員），其中香港僱員27人（佔約6.2%），內地僱員409人（佔約93.8%）。男女僱員分別有365人（佔約83.7%）和71人（佔約16.3%）。年齡在31至40歲之間及30歲或以下的僱員分別佔僱員總數約50.9%和約32.8%。少數民族人數為40人，佔僱員總數約9.2%。

就教育程度而言，本集團一半以上的僱員持有學士或以上學位。其中約53.2%持有學士學位，約9.6%持有碩士學位，約0.2%持有博士學位，其餘約37.0%持有大專及以下學歷。我們的團隊中，約1.9%為高級管理人員，約9.6%為中級管理人員，其餘約88.5%為普通僱員。

Employee Composition by Gender, Age, Region, Education Levels and Position

按性別、年齡、地區、教育程度及僱員類型劃分的僱員構成

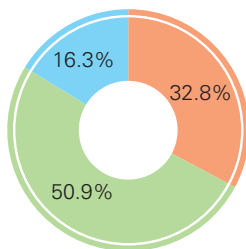
Gender Profile
性別分佈狀況



Male
男性

Female
女性

Age Profile
年齡分佈狀況

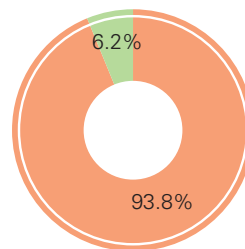


30 or below
30歲或以下

31-40
31至40歲

41 or above
41歲或以上

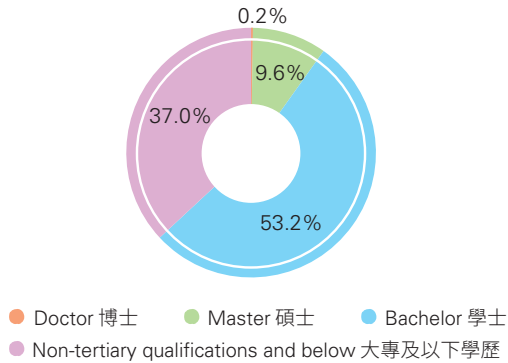
Region Profile
地區分佈狀況



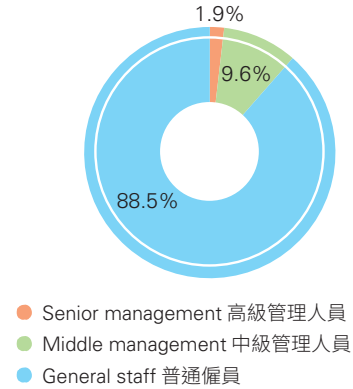
Mainland China
中國內地

Hong Kong, China
中國香港

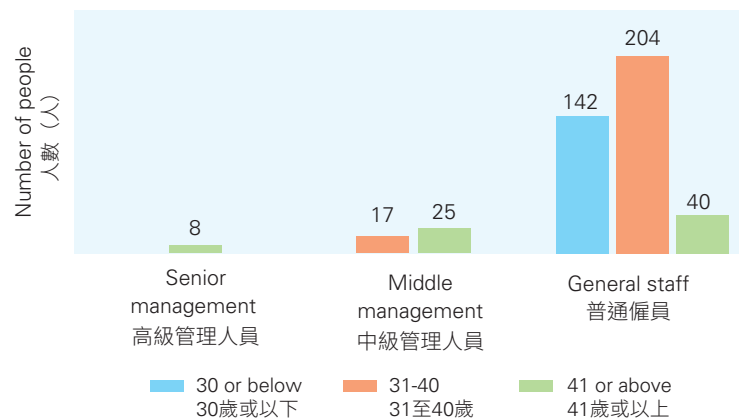
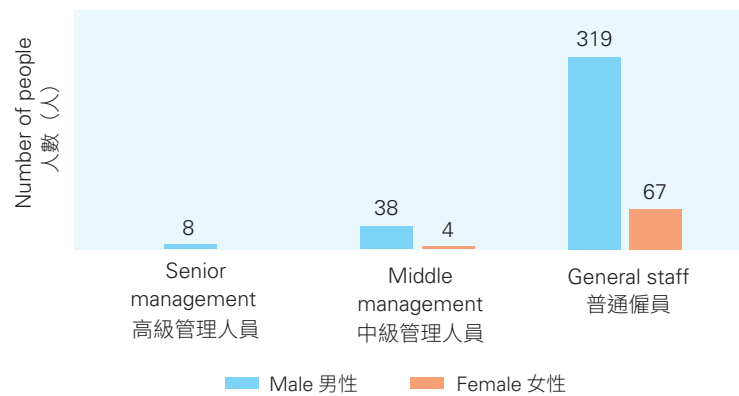
Education Levels Profile
教育程度分佈狀況



Position Levels Profile
僱員類型分佈狀況



Gender and age group ratio by position
按僱員類型劃分下的性別及年齡組別比例

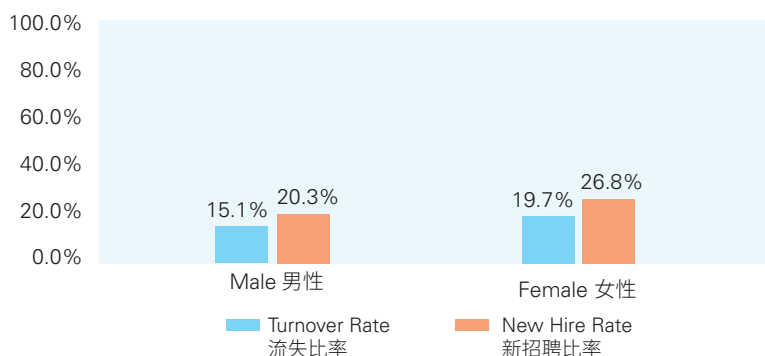


During the Year, the overall turnover rate of the Group was approximately 15.8% or 69 people, of which approximately 94.2% left voluntarily. The overall new hire rate of the Group was approximately 21.3% or 93 people, including 74 male and 19 female employees.

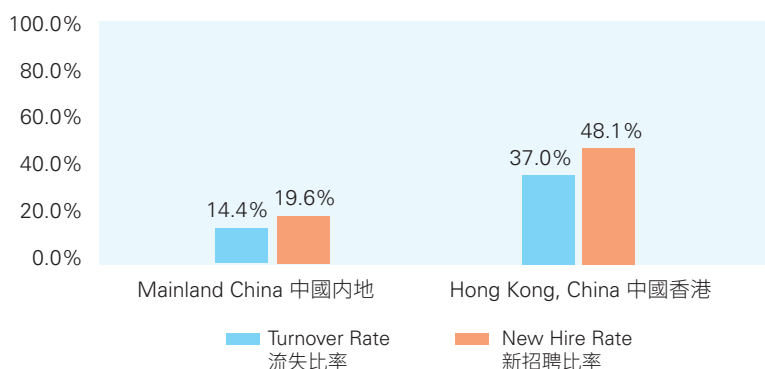
於本年度，本集團整體僱員流失率為約15.8%（即69人），其中有約94.2%為自願離職。我們新招聘的僱員比率為約21.3%（即93人），其中包括74名男性僱員及19名女性僱員。

The distribution of turnover and new hire rates by gender, region and age categories 按性別、地區及年齡組別劃分的僱員流失比率和新招聘比率構成

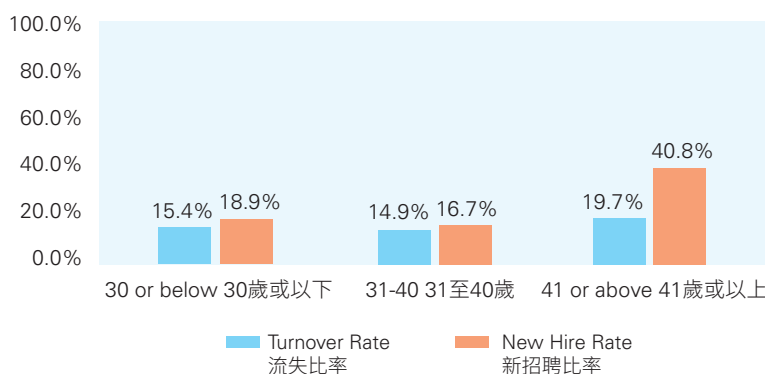
Turnover and New Hire Rates by Gender
按性別劃分的僱員流失比率和新招聘比率



Turnover and New Hire Rates by Geographical Locations
按地區劃分的僱員流失比率和新招聘比率



Turnover and New Hire Rates by Age
按年齡組別劃分的僱員流失比率和新招聘比率



PROTECT EMPLOYEE RIGHTS

Diversifying talents is an inevitable choice for enterprise development and innovation. According to the annual development plan, the Group is committed to recruiting potential candidates with different cultural backgrounds and different needs through internal and external channels, striving to create a diverse and inclusive workplace for all employees regardless of their age, gender, marital status, sexual orientation, race, religion, disability, or political background. The Group advocates equal and diversified employment policies with zero tolerance to any form of harassment and discrimination and strictly complied with employment-related local laws and regulations⁸.

The Group's procedures for recruiting and dismissing employees are governed by local laws and regulations and internal policies, including the Labour Contract Management Measures, the Recruitment Management System, the Admission and Retirement Management System, the Staffing Management System, the Salary Management Measures and Employee Handbook. We recruit employees in accordance with an open, fair and equitable competition and selection mechanism, and by strictly examining the information of candidates in the recruitment process, we resolutely refuse to employ minors under the age of 16 to prevent the employment of child labour. Child labor shall be dismissed immediately when any non-compliance is discovered during the employment period. We sign labour contracts with employees according to laws, which specify employees' salaries, positions, termination of the employment contract, and the prohibition of forced labour. Investigation and elimination shall be carried out when any non-compliance is discovered. In addition, we strictly abide by the local laws and regulations on the prevention of child labour or forced labour⁹, and also take strict measures to prevent illegal situations.

保障僱員權益

企業人才的多元化是企業發展創新的必然選擇。根據年度發展計劃，本集團致力於透過內部及外部渠道委聘具有不同文化背景 and 不同需要的潛在候選人，為彼等創造多元化且充滿包容性的工作場所，不論其年齡、性別、婚姻狀況、性取向、種族、宗教、殘障或政治背景等。我們倡導平等及多元化的用工政策，對任何形式的騷擾和歧視零容忍，並嚴格遵守當地的僱傭相關法律及規例⁸。

本集團招聘和解聘僱員的程序受當地法律及規例以及內部政策(包括《勞動合同管理辦法》、《招聘管理制度》、《入離職管理制度》、《人員編制管理制度》、《薪酬管理辦法》及《員工手冊》)約束。我們按照公開、公正、公平的人才競爭和選拔機制進行僱員招聘，並且通過在招聘過程中嚴格審核應聘者的信息，堅決不聘用未滿十六周歲的未成年人，防止僱傭童工。如於聘用期間發現違規情況，立即辭退。我們依法與僱員簽訂勞動合同，明確僱員薪酬、職位及勞動合同終止條款等事項，禁止強迫勞動。如發現違規情況，立即查處。此外，我們嚴格遵守當地有關防止童工或強制勞工的法律及規例⁹，亦採取嚴格的措施防止違法情況出現。

⁸ For employment-related laws and regulations, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
僱傭相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

⁹ For laws and regulations related to labour standards, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
勞工準則相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

In order to attract, retain and motivate outstanding employees, the Group has continuously improved the Employee Benefits Management System and strived to provide competitive remuneration and welfare for every employee. Employees' remuneration includes basic salary and performance bonus, which are reviewed every year to reward and motivate individuals for outstanding performance. We will also conduct regular salary surveys to ensure the rationality and market competitiveness of the overall salary level, and review or adjust the salary in the first quarter of each year by taking account of the Group's annual performance and operating conditions. In addition to remuneration, we also provide a variety of benefits, including statutory benefits and supplementary benefits established by the Group, to enrich employees' recreational and cultural life and enhance corporate cohesion. During the Year, the Group provided free annual occupational health check-up to all on-job employees, with an employee participation rate of 100%.

為吸引、留任及激勵優秀僱員，本集團不斷完善《員工福利管理制度》，努力為每一位僱員提供具有競爭力的薪酬和福利待遇。僱員的薪酬包括基本工資和績效獎金，我們每年對其進行檢討以獎勵和激勵個人突出表現。我們亦會定期進行薪資調查，以確保整體薪資水準的合理性和市場競爭性，並結合集團的年度業績和經營狀況，於每年第一季度對薪酬作出相應檢視或調整。薪酬之外，我們亦提供多項福利，包含法定福利項目和集團自主設立的補充福利項目，以豐富僱員業餘文化生活及增強企業凝聚力。於本年度，本集團向所有在職僱員提供免費的年度職業健康體檢，僱員參與率達100%。

Employees' remuneration 僱員的薪酬

- Basic salary
基本工資
- Performance bonus
績效獎金



Employees' welfare 僱員的福利



- Statutory welfare items
法定福利項目
- Social insurance
社會保險
- Provident fund
公積金
- Various statutory holidays
各種法定假期
- Supplementary welfare items by the Company
公司補充福利項目
 - Allowance for communication
通訊補貼福利
 - Mandatory Provident Funds in Hong Kong
香港強積金
 - Allowance for health insurance
健康保險類福利
 - Allowance for employee activities
僱員活動類福利
 - Cash or equivalent benefits such as red packets, holiday expenses, wedding gift, birth gifts and birthday benefits
開工利是、過節費、結婚賀禮、生育賀禮及生日福利等現金或等值物品福利

In addition, the Group arranges reasonable working hours and leave time for employees according to their job requirements and relevant laws. At present, we have 9 types of paid leave.

During the Year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, as well as prevention of child labour or forced labour.

PROMOTE TALENT DEVELOPMENT

The Group firmly believes that investing resources in the training and development of employees is the key to building an excellent and sustainable team. We have formulated the Employee Career Development Management Policy and developed “4+1” training system which consists of basic, professional, advanced and professional quality training, as well as a points-based training management. According to the Group’s Employee Performance Appraisal Management Policy, the points is one of the factors when considering rewards, year-end performance reviews and promotions. Under the “4 +1” training system, we design training programs on different topics for employees in different positions and roles (such as providing job-specific training for professional and technical personnel) to meet the development needs of employees at all levels. In order to monitor the quality of internal training instructors, we have arranged training and education programs carried out by professional training organizations. We encourage qualified senior employees to impart knowledge among internals, and also support employees to participate in external training courses in relation to the demands of their departments.

此外，本集團根據僱員的職位要求和相關法律為其安排合理的工作時間及休假時間。我們目前共設有9種類別的有薪假期。

於本年度，本集團並無獲悉任何違反有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利以及防止童工或強制勞工且對本集團有重大影響的相關法律及規例的情況。

促進人才發展

本集團深信投放資源於僱員的培訓及發展是建立一支優秀且可持續進步的團隊的關鍵。我們已制定《員工職業發展管理辦法》並建立「4+1」培訓體系。該體系由基礎、專業、進階及專業素質培訓，以及一個培訓積分制管理方式組成。根據本集團《員工績效考核管理辦法》，積分乃獎勵、年終績效考核及職位晉升的考量因素之一。在「4+1」培訓體系之下，我們為處於不同職位及角色的僱員設計不同主題的培訓計劃（如提供崗位專項培訓於專業技術人員），以期滿足各級僱員的發展需求。為監控內部培訓講師的質量，我們已安排由專業培訓機構開展的培訓教育計劃。我們鼓勵符合資格的資深僱員進行內部知識傳遞，亦支持僱員參與與彼等部門需求相關的外部培訓課程。



During the Year, the Group integrated the training resources of each of departments, and carried out series of all-rounded trainings at the ideological, management, technical and educational levels in the form of theoretical lectures, on-site learning and external training. By standardizing the approval process, adding new induction training assessment requirements, strictly implementing monthly performance assessment in Mainland China, and forming personal training files, in view of the four new measures above, the Group has effectively improved the training supervision and employees' learning enthusiasm during the Year.

According to statistics, there were a total of 6,184 person-times of training during the Year, and the training cost per person was RMB81. The training coverage rate of male and female employees reached 93% and 66% respectively, with the average training hours per person of 12 hours and 7 hours respectively. The training coverage rate of ordinary employees reached 94%, with the average training hours per person of 12 hours. The training coverage rates of middle and senior management personnel reached 66% and 60% respectively, with the average training hours per person of 5 hours. In the future, we will further expand training coverage, improve employment quality and promote enterprise development.

於本年度，本集團整合了各個部門的培訓資源，以理論授課、現場學習及外出培訓等形式，從思想層面、管理層面、技術層面及教育層面全方位開展系列培訓。通過規範審批流程、新增新入職培訓考核要求、在中國內地嚴格執行月度績效考核，以及形成個人培訓檔案四項新舉措，於本年度，培訓監管力度及僱員學習積極性均已得到有效的提升。

經統計，於本年度，本集團的培訓總人次為6,184人次，人均培訓開支為人民幣81元。男性及女性僱員的培訓覆蓋率分別達93%和66%，人均培訓時數分別為12小時和7小時。普通僱員的培訓覆蓋率達94%，人均培訓時數為12小時；而中級及高級管理層人員的培訓覆蓋率分別達66%和60%，人均培訓時數均為5小時。未來，我們將進一步擴大培訓覆蓋面，提升就業質量、促進企業發展。



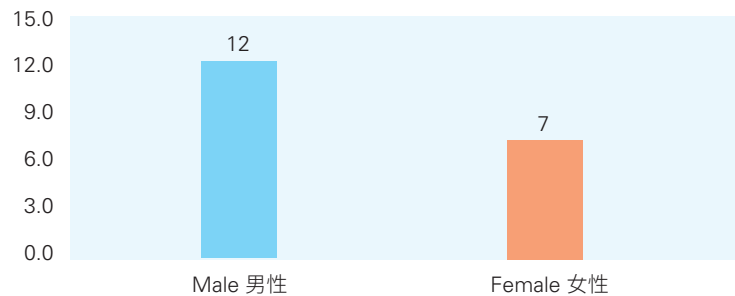
Company routine training
公司例行培訓



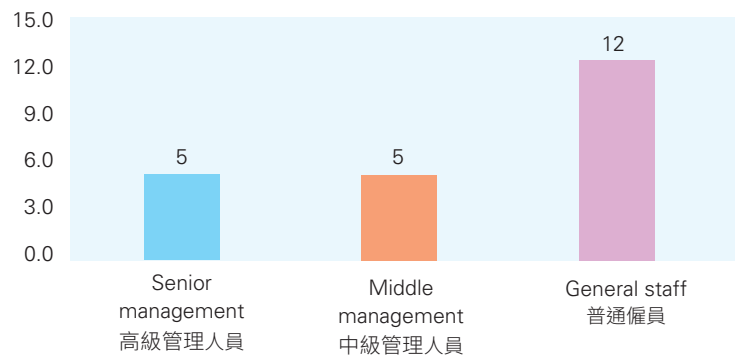
Daily technical training
日常技術培訓

Training hours per capita by gender and employee categories 按性別及僱員類別劃分的人均受訓時數

Training hours per capita by gender 按性別劃分的人均受訓時數



Training hours per capita by employee category 按僱員類別劃分的人均受訓時數



Creating a strong learning atmosphere

營造濃厚學習氛圍

CASE 案例

Tibet Zangneng Corporation* (西藏藏能股份有限公司) has attached great importance to and made full use of the platform namely “Study the Great Nation” (學習強國), to create a strong learning atmosphere of “learning theory, improving quality and strengthening political accomplishment”. Meanwhile, it insisted on raising awareness, strengthening organisation, continuously promoting and implementing evaluation, so as to provide organisational support and strong motivation for the Company’s various expansion work.

西藏藏能股份有限公司高度重視並充分利用「學習強國」這一載體，營造「學理論、提素質、強政治」的濃厚學習氛圍，堅持做到提高認識、加強組織、持續推進、落實考核，為本公司各項工作開展提供組織支撐和強大動力。

We have developed a comprehensive promotion mechanism to motivate our employees to learn continuously and encourage them to grow with the Group. We regularly reviewed the mechanism and conduct optimisation when necessary. Currently, we evaluate our employees at all levels based on their performance, professionalism, experience and other conditions. The evaluation results are applicable to the remuneration adjustment, training provision and financial rewards.

我們已制定全面的晉升機制以激發僱員的學習熱情並激勵其與本集團一同成長。我們定期審查該機制並在必要時進行優化。現階段，我們根據各級僱員的工作表現、專業程度、經驗及其他條件對其進行評估。評估結果適用於薪酬調整、提供培訓及經濟獎勵。



ENSURE OCCUPATIONAL HEALTH AND SAFETY

As a clean energy ecological investment operator, production safety is the premise and guarantee of all work. We have persistently and conscientiously implemented various working policies for production safety and comprehensively improved the level of safe production, with a bid to ensure the realisation of the goal of zero accidents for the whole year and promote the optimisation of various indicator data. In order to standardise its operational safety management, the Group has formulated the Control Procedures on the Environmental Occupational Health and Safety Operation and management regulations on major maintenance work, while upgrading the safety monitoring during operation.

In order to further improve the effectiveness of safety management, the Group has established a four-level safety monitoring and management system. With the use of such system, departments at all levels and responsible personnel cooperate closely and maintain communication to form a top-down safety monitoring mechanism. Through close cooperation, departments at all levels perform their respective duties, thereby enabling the Group to minimise the safety risks of our employees.

確保職業健康與安全

作為一家清潔能源生態投資運營商，安全生產是開展一切工作的前提和保障。我們持之以恆認真地貫徹落實安全生產各項工作方針，全面提升安全生產水準，確保實現全年安全零事故目標，促進各項指標數據實現最優化。為規範本集團的營運安全管理，本集團已制定《環境職業健康安全運行控制程序》及有關大型維護工程的管理規定並升級營運中的安全監控。

為進一步提高安全管理的有效性，本集團已建立四級安全監控管理系統。根據該系統，各級部門及負責人員密切配合、保持溝通，形成自上而下的安全監控機制。透過緊密的合作，各級部門履行其各自職責，讓本集團盡可能降低僱員的安全風險。

Four-level Safety Monitoring Management System

四級安全監控管理系統



Operating Headquarter 營運總部

Formulate upgrading safety monitoring system
制定升級的安全監控系統

Monitor the implementation of safety policies at operational sites
監控營運場所安全政策實施



Regional Companies 區域公司

Implement the safety policies
實施安全政策

Monitor the safe operation management of affiliated power plants
監控附屬發電站的安全營運管理

Organize safety training
組織安全培訓



Power Plants 發電站

Supervise and evaluate the implementation of safety regulations
監督和評估安全制度的執行情況

Formulate rectification measures according to safety inspection results
根據安全檢測結果制定整改措施



Individual Team 班組

Implement and handle important operation and maintenance work, and safety measures
落實處理重要營運及維護工作以及安全措施

The Group's occupational health and safety management system of our power plants has obtained OHSAS 18001 certification. We strictly abide by the laws and regulations that have a significant impact on the Group on providing a safe working environment and protecting employees from occupational hazards¹⁰. During the Year, there were no breaches of these laws and regulations.

As of the end of December 2020, the proportion of the Group's on-job employees receiving health examination reached 100%, and there were no incidents of occupational illness or working days lost due to work injury, and no work-related fatalities were reported¹¹. This is the sixth consecutive year for the Group to achieve zero occupational incidents.

Safety Hazard Investigation

The Group fosters a strong corporate safety culture by encouraging all employees to regard safety as an individual and collective responsibility. We give priority to the identification and assessment of different levels of potential safety hazards to minimize occupational health and safety risks. In addition, we pay attention to actively implementing monitoring and treatment measures for specific locations to strengthen safety control. During the Year, we had rectified 896 potential safety hazards, with a rectification completion rate of 84.4%.

本集團發電站的職業健康與安全管理系統已獲得OHSAS 18001認證。我們嚴格遵守對本集團有重大影響有關提供安全的工作環境及保障僱員避免職業性危害的法律及規例¹⁰。於本年度，我們並無未發生任何違反該等法律及規例的情況。

截至2020年12月底，本集團接受健康檢查的在職僱員比例達100%，且無發生任何職業病相關事故或因工傷損失的工作日數及因工亡故¹¹的個案。這是我們連續第六年實現零職業事故。

隱患排查

本集團通過鼓勵所有僱員將安全視為個人及集體責任，培養堅固的企業安全文化。我們優先考慮識別及評估不同級別的安全隱患，以儘量降低職業健康與安全風險。此外，我們注重主動實施針對特定地點的監控和處理措施，以加強安全控制。於本年度，我們已整改完成896項安全隱患，整改完成率達84.4%。

¹⁰ For laws and regulations related to health and safety, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
健康與安全相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

¹¹ The definition of work-related fatalities is determined in accordance with the Regulation on Work-related Injury Insurances (China) and the Employees' Compensation Ordinance (Hong Kong).
因工亡故的定義乃依照《工傷保險條例》(內地)及《僱員補償條例》(香港)進行判定。



Hazard Prevention and Control 風險預防及控制

- A risk evaluation team has been set up in every department to conduct assessment
各部門均成立風險評估團隊，負責開展評估工作
- The relevant safety hazards are categorised into different areas, and the corresponding measures are implemented
相關安全隱患按不同範疇歸類，並實施相應措施
- Re-assessments were carried out when government laws and regulations or the Group's security objectives change to ensure that business operations are legal
於政府法律及規例或集團安全目標發生變化時進行重新評估，以確保業務營運合法
- Power stations' operation and maintenance personnel conducted regular inspection and test on facilities to ensure smooth operation of facilities
電站運維人員定期對設施進行檢查及測試，以確保設施運行暢順
- The power operation management system "two tickets and three systems" is strictly followed to standardize the maintenance of facilities
嚴格遵守「兩票三制」電力運行管理制度，規範設施維護工作



Safety Monitoring 安全監控

- Policies for monitoring the procurement, usage and storage of personal protective equipment are established and updated
制定並更新監控設備採購、使用及儲存個人防護設備的政策
- Employees are required to wear personal protective equipment provided in operation
要求僱員在操作時務必佩戴獲提供的防護設備
- The safety production departments in regional companies are responsible for monitoring the use of these equipment on a irregular basis
各區域公司的安全生產部門有責任不定期監控防護設備的使用情況



Special inspection in the station
站內專項檢查

In order to further enhance employees' safety awareness in the workplace, the Group has adopted the economic responsibility system to develop a points-based evaluation system. The system is used to assess employees' safety performance, which is the compliance with government laws and internal systems related to safety. We will give corresponding and fair financial rewards or penalty to employees based on their assessment results. Those who fail the evaluation will receive warnings or notice regarding readjustment of their positions. They are also required to resolve the issues within an assigned period of time.

為進一步提高僱員於工作場所的安全意識，本集團已採用經濟責任制度制定積分評估系統。該系統用於考核僱員的安全表現，即遵守與安全相關的政府法律及內部制度的情況。我們將依據考核結果對僱員進行相應及公平的經濟獎勵或懲罰，未通過考核的僱員將收到警告或職位調整通知，同時須在規定時間內解決相應問題。

Special Rectification

According to the National Three-Year Action Plan for Special Rectification of Safety Production (《全國安全生產專項整治三年行動計劃》) and based on the current status of safety production and various special safety work carried out by the Company, the safety production department of the Group organized the formulation of the three-year action initiatives for special rectification of safety production, 3 special implementation initiatives and 7 special rectification initiatives for the Company from 2020 onwards, and plans to supervise all its units to carry out the three-year action for special rectification of safety production in strict accordance with the requirements of the plan. During the Year, the Group also planned to continue to carry out various safety inspections and special rectification of anti-violation management to promote the implementation of responsibilities through supervision and accountability and improve the reward and punishment mechanism.

In the future's implementation of the three-year initiative for special rectification of safety production, the Group's branch companies and power stations will plan for and formulate work plans in accordance with their actual conditions of safety production to push forward special rectification. At the same time, they will conduct inspection and correction on their own against the problems discovered in the spring and autumn inspection, so as to achieve better results from the special rectification initiative.

Safety Training

To equip our employees with necessary safety-related knowledge and skills, the Group has formulated an annual safety training plan and provides corresponding courses on a regular basis. Under the principle of graded and classified management, we have improved the management of safety training, education and certification. During the Year, a total of 380 employees received free occupational safety and health training from the Group, with a total of 2,763 training hours. 76% of our in-service employees received safety training during the Year.

專項整治

以《全國安全生產專項整治三年行動計劃》為依托，結合公司安全生產現狀及開展的各類專項安全工作，本集團安全生產部組織制定自2020年計起的公司安全生產專項整治三年行動實施方案、3個專題實施方案及7個專項整治實施方案，計劃嚴格按照方案要求，督導各所屬單位開展安全生產專項整治三年行動工作。本集團亦於本年度計劃持續開展各類安全檢查、反違章管理專項整治等工作，以督責、問責及追責推動責任落實，完善獎勵及懲罰機制。

於未來的安全生產專項整治三年行動實施過程中，本集團旗下各分支機構及電站將積極籌劃，結合各自安全生產實際工作制定工作計劃，扎實推進專項整治工作，同時結合春秋檢遺留問題自查自糾，使專項整治行動得到較好效果。

安全培訓

為強化僱員的安全相關知識及技能，本集團已制定年度安全培訓計劃並定期提供相應課程。我們按照分級、分類管理的原則，完善安全培訓教育及持證上崗管理工作。於本年度，共計380人次的僱員接受本集團免費提供的職業安全與健康教育培訓，培訓總時數達2,763小時。於本年度在職僱員安全培訓覆蓋率為76%。

Considering the effectiveness and feasibility of safety training courses, the Group also arranges a series of special activities such as knowledge contests and emergency drills. During the Year, based on the actual production, the characteristics of disasters and the relevant requirements of pandemic prevention and control, the Group's power stations organized more than 180 emergency drills to prevent the outbreak of pandemic, fire, flood, heatstroke, electric shock and earthquake, with 1,300 participants, successfully proving the effectiveness and operability of the emergency plans, enhancing the awareness of emergency response and the comprehensive quality of emergency rescue of employees at all levels, and further improving the level of overall emergency management of the Group.

考慮到安全培訓課程的效能及實際可行性，本集團亦會安排知識競賽、應急演練等一系列特色活動。於本年度，本集團所屬電站結合生產實際、災害發生的特點以及疫情防控制相關要求，組織開展了防疫傳染、防火災、防汛、防中暑、防觸電及防地震等各類應急演練180餘次，參加演練人員達到1,300人次，成功驗證應急預案的實效性和可操作性，提升各級僱員應急意識、應急救護的綜合素質，進一步提升本集團整體應急管理水平。

A Series of Activities for Safety

安全系列活動

CASE 案例



In order to effectively improve the awareness of production safety and knowledge level of all employees, we successfully held the 2020 Safety Knowledge Competition at Panda Power Station in Datong, Shanxi Province. With the strong learning atmosphere of safety knowledge created by this competition, we actively organized all employees to participate in the "Beijing Energy Cup" safety knowledge competition of the group company. 為有效提升全體僱員安全生產意識和知識水準，我們在山西大同熊貓電站成功舉辦2020年安全知識競賽。借著本次競賽營造的濃厚安全知識學習氛圍，我們積極組織全員參與集團公司的「京能杯」安全知識競賽。

The Site of Flood Control Drill in Wulate Power Station
烏拉特電站防洪演習現場



June 2020 is the 19th national "Safety Production Month". During this period, the Group carried out centralized publicity activities of "Safety Production Month" and "Work Safety Circuit" in various regional companies with centering on the National Three-Year Action Plan for Special Rectification of Safety Production (《全國安全生產專項整治三年行動計劃》) and highlighting the theme of "Eliminating Hidden Dangers of Accident and Building a Safe Defense Line".

2020年6月是第19個全國「安全生產月」。於此期間，本集團圍繞《全國安全生產專項整治三年行動計劃》，突出「消除事故隱患，築牢安全防線」主題，於各區域公司開展了「安全生產月」及「安全生萬里行」集中宣傳活動。

List of Annual Results of "Safety Production Month" and "Work Safety Circuit" Activities in 2020: 2020年「安全生產月」及「安全生萬里行」活動年度成果一覽：

- Put on 131 safety slogans, banners and wallcharts in total
懸掛安全標語、橫幅及掛圖等共計131處
- Produced and broadcasted 2 safety publicity videos
製作播放2部安全宣傳視頻
- Organized 68 opening ceremonies of "Safety Production Month"
組織68場「安全生產月」啟動儀式
- Arranged 70 safety knowledge theoretical studies with 642 person-times participation in total
安排70場安全知識理論學習，共642人次參加
- Organized employees to watch 45 educational films in relation to analysis of typical accidents for 149 times with 726 person-times participation in total
組織僱員觀看45部及149場典型事故案例剖析警示教育片，共726人次參加
- Investigated and rectified 149 potential safety risks in total
排查整治安全風險隱患共149處
- Carried out a total of 24 emergency drills and filmed 2 documentaries of emergency drills
開展應急演練共24次，拍攝應急演練記錄片2場
- Arranged 35 seminars in relation to safety in rural areas, schools, enterprises, families and communities with 144 person-times participation in total
深入農村、學校、企業、家庭及社區進行35場安全知識宣傳演講，共144人次參加
- Organized 2 seminars named as "Life First, Peaceful Beijing Energy" in relation to safety
組織2場「生命至上、平安京能」安全宣傳演講



Pandemic Prevention and Control

Since the outbreak of the COVID-19 pandemic, the safety production department of the Group has held a special meeting on pandemic prevention and control, issued a special notice on pandemic prevention and control, organized the preparation of a special emergency plan for pandemic prevention and control and carried out emergency drills according to the overall arrangement of the pandemic prevention and control work. At the same time, at the weekly production meeting, pandemic prevention and control was the key agenda and became the routine line of work. All regions and power stations were urged to strictly implement the pandemic prevention and control measures and comply with the requirements of local governments. Further, a pandemic prevention and control system was set up, which includes regular monitoring of the pandemic, entry control of external personnel and regular disinfection of stations. As of the end of December 2020, the Group had no cases of COVID-19 infection.

疫情防控

自COVID-19疫情爆發以來，本集團安全生產部根據疫情防控工作的總體安排，緊急召開疫情防控專題會議，下發疫情防控專項通知，組織編制疫情防控專項應急預案並開展應急演練。同時，每週生產例會增設疫情防控作為重點跟蹤事項和常態工作，督促各區域、電站嚴格落實各地政府疫情防控的措施及要求，建立生產系統疫情防控工作體系，做好疫情監測、外來人員管控及場站定期消毒等疫情防控工作。截至2020年12月底，本集團未發生新冠疫情感染案例。

**ABIDE BY THE PRINCIPLE OF
COMPLIANCE OPERATIONS
AND PROMOTE HEALTHY
ECONOMIC DEVELOPMENT**

**恪守合規營運底線
助推經濟健康發展**



Adhering to the promise of “honesty, gratitude and responsibility”, we operate our business with conscience and give back to the community, so as to balance the benefits of all parties and share the “win-win” results.



No Poverty
消除貧困

BUILD BUSINESS REPUTATION

Strict compliance management and high standards of business ethics are the premise and foundation for the Group to achieve sustainable development. We have long adhered to high moral and ethical principles, integrated the concepts of honesty and anti-corruption into corporate governance and the process of conducting all businesses, ensured compliance and transparency in business activities, and been committed to being a widely respected outstanding corporate citizen.

Operation with Integrity

The Group strives to gain reputation with integrity and ensure benefits with quality in the whole business life cycle, and at the same time, it makes customers, suppliers, partners and investors feel at ease to cooperate with us while soliciting talents.

The Group has also formulated the Compliance Manual and other employee policies, which have standardized the basic moral standards for employees under various management principles of conflicts of interest, integrated honesty, trustworthiness and high moral standards into every link of corporate governance and business operation, and been compliance with local and international laws. The Group's management has taken the lead in establishing systems and norms to encourage integrity in enterprises. It is committed to improving the quality of employees' honesty and integrity and the level of enterprise's integrity by establishing and improving the position and evaluation system and incentive system for employees at all levels.

秉持「誠信為本、感恩盡責」的承諾，用良心經營企業、用愛心回饋社會，務求平衡各方得益、同享「共贏」成果。

樹立商業聲譽

開展嚴格的合規管理並保持高標準的商業道德是本集團實現可持續發展的前提與根基。我們長期恪守高度的道德和倫理準則，將誠信、反貪污等理念融入企業管治及開展所有業務的過程中，確保經營活動的合規與透明，致力於成為廣受尊重的優秀企業公民。

誠信經營

本集團力爭於整個經營生命週期內實現以誠信贏得聲譽、以質量保證效益，在廣納賢才的同時，令客戶、供應商、合作夥伴及投資者放心與我們合作。

我們已制定合規管理手冊及其他相關僱員政策，為廣大僱員規範了於利益衝突的各項管理原則之下的基礎道德準繩，將誠實守信與高道德標準滲透到企業管治及業務經營的每一個環節，恪守當地及國際法律。本集團管理層帶頭在企業中建立激勵誠信行為的制度規範，致力於通過建立健全各級僱員的崗位與考評制度及激勵制度，提升僱員誠信文化素質、提高企業誠信文化水準。

Anti-Corruption

With the Compliance Manual and other relevant employee policies, the Group has identified the code of conduct for employees of each department and internal policies against unethical behaviours, such as bribery and conflict of interests.

All employees are prohibited from soliciting any advantages from clients, suppliers or any person in connection with the Group's business. We believe that the acceptance of relevant benefits may affect the objectivity of employees in performing their duties, resulting in employees acting against the interests of the Group. Therefore, we require that they decline advantages offered in private or on any occasion. Employees should refuse to accept gifts such as cash, red packets, shopping cards, checks and securities; if they can't refuse immediately, they should take the initiative to report to their superiors and hand it over to the department heads for unified treatment.

In order to improve the Group's risk management system and strengthen the internal monitoring mechanism, the audit supervision department of the Group formulated the "Report Management Methods". All employees are encouraged to supervise and report any violation of the manual and related policies. In addition to employees, we would also receive insider information reports from clients, suppliers or any individuals who are aware of any illegal or immoral business activities. Whistle-blowers can report in real names or anonymously through WeChat, email, phone, text message, and visits. The audit supervision department is responsible for investigating the issues reported. Once the behaviours are ruled as a violation of ethical standards, involved employees would be subject to economic and administrative penalties. If the violation is serious, the Group will consider terminating their employment or report to the relevant authorities.

反貪污

依托於所制定的合規管理手冊及其他相關僱員政策，本集團已明確各部門僱員的行為操守準則及企業內部相關政策，時刻嚴防賄賂及利益衝突等不合規行為的出現。

本集團禁止所有僱員向與本集團業務相關的客戶、供應商或任何人士索要任何利益。我們認為相關利益收受可能會影響僱員履職客觀性，致使僱員作出違背本集團利益的行為。因此，我們要求僱員在不論私下亦或任何場合謝絕有關利益收受。對現金、紅包、購物卡、支票及有價證券等禮品，僱員應當面謝絕收受；如不能當即謝絕，應主動向上級匯報，並上交予部門負責人統一處理。

為完善本集團風險管理體系及強化內部監督機制，本集團審計監督部已制定《舉報管理辦法》，鼓勵全體僱員監督並舉報任何違反合規管理手冊及其他相關政策的行為。僱員之外，我們亦會接收來自客戶、供應商或任何知悉非法或不道德商業活動的個人的內幕資料舉報。舉報者可通過微信、郵件、電話、簡訊及來訪等方式進行實名或匿名舉報。舉報事件將統一交由審計監督部調查。若調查屬實，涉事僱員將受到行政和經濟處罰；若情況嚴重，本集團會考慮終止其僱傭關係或移交司法機關處理。

During the Year, the Group strictly complied with Prevention of Bribery Ordinance and other relevant national laws and regulations¹² against corruption. The Group was not aware of any violations of relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering and the Group was not involved in any corruption cases.

ADVOCATE COMPETITION COMPLIANCE

The Group has been adhering to the principle of “integrity of contracts” to compete and cooperate in compliance with national policies and applicable laws as well as perform the agreements and contracts to achieve common interests and mutual development. We believe that the healthy development of the whole industry can only be ensured only if all enterprises strictly abide by relevant anti-monopoly laws and regulations and maintain fair competition in the market.

The Group has long been strictly complying with the Company Law of the People’s Republic of China, the Anti-Monopoly Law of the People’s Republic of China, the Anti-Unfair Competition Law of the People’s Republic of China and other applicable laws and regulations, and is aware that its management should bear corresponding economic and legal responsibilities. During the Year, we did not have legal proceedings relating to improper competition and anti-monopoly incidents.

於本年度，本集團嚴格遵守包括《防止賄賂條例》在內的有關反貪污政策的國家法律及規例¹²，並無知悉任何違反有關賄賂、勒索、欺詐及洗黑錢且對本集團有重大影響的法律及規例的事宜，亦無涉及任何貪污訴訟個案。

倡導競爭合規

本集團始終堅持以契約為基礎的誠信，在國家政策和法律允許的範圍內開展競爭與戰略協作，認真履行協約與合同，以求得雙方的共同利益和共同發展。我們深信，唯有在所有企業都嚴格遵守反壟斷相關法律法規、維護市場公平競爭的情況下，方能確保整個行業的健康發展。

長期以來，本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國反壟斷法》、《中華人民共和國反不正當競爭法》及其他適用的法律法規，且知悉其管理層應承擔相應的經濟及法律責任。於本年度，我們並無針對不當競爭行為和反壟斷事件的法律訴訟個案。

¹² For anti-corruption-related laws and regulations, please refer to the section of Compliance with List of Laws and Regulations on Environmental, Social and Governance.
反貪污相關法律及規例請參見遵守有關環境、社會及管治的法律及規例清單章節。

DEVOTED TO COMMUNITY CONSTRUCTION

The Group has always been committed to promoting shared achievements in clean energy technology in the residential areas under its jurisdiction of the operation through the use of the Company's platform resources and industry advantages, thus promoting the long-term sustainable economic and social development of the residential areas. In addition, as usual, we will sign paper documents (such as land use agreements) with surrounding villagers before any construction project involving land acquisition is carried out to ensure that our business activities take into account the interests of the community. During the Year, we actively participated in the practice of serving the communities, such as "Photovoltaic poverty alleviation", "Education of the younger generation", "Safety publicity" and "Anti-pandemic by communities", with a total donation of RMB10,000.

投身社區建設

本集團始終致力於透過利用公司平台資源及行業領域優勢，促進營運所轄社區共用清潔能源技術發展成果，進而推動社區在經濟及社會方面的長期可持續發展。此外，按照慣例，我們於任何涉及徵用土地的建設項目開展之前，都會與周邊村民簽訂紙面的文件（如用地協議），以確保我們的業務活動考慮社區利益。於本年度，我們積極投身於「光伏扶貧」、「助學育人」、「安全宣傳」及「社區抗疫」等為社區服務的實踐，共計捐贈人民幣一萬元。

Photovoltaic poverty alleviation

光伏扶貧

CASE 案例



Panda Power Station in Datong, Shanxi Province launched a new model of "PV +", actively explored a new way of poverty alleviation in photovoltaic industry, and relied on photovoltaic power generation projects to carry out poverty alleviation work such as industrial poverty alleviation demonstration base, educational assistance and employment of poor households, which initially realized the perfect integration of poverty alleviation and energy conservation and emission reduction, and injected new energy into poverty alleviation.

山西省大同熊貓電站開展「光伏+」新模式，積極探索光伏產業扶貧新路，依托光伏發電項目，開展產業扶貧示範基地、教育幫扶及解決貧困戶就業等扶貧工作，初步實現了扶貧攻堅與節能減排的完美融合，為脫貧攻堅注入了新能量。

“PV + Cultivation” demonstration base

「光伏+養殖」示範基地

Panda Power Station in Datong covers a total area of about 1,851 mu and has an installed capacity of 50MW. The green power produced is widely used in Beijing, Tianjin, Hebei, Shanxi and surrounding areas. With the help of rich local aquatic plants resources, the power station has planned a 500 mu of industrial poverty alleviation demonstration base to carry out poverty alleviation in animal husbandry industry. This not only effectively removes weeds in the power station, but also solves the difficulties in living and breeding for local poor households.

大同熊貓電站總佔地面積約1,851畝，裝機容量50兆瓦，生產的綠色電力廣泛應用於京津冀晉以及周邊地區。電站藉助當地豐富的水草資源，規劃出500畝產業扶貧示範基地以開展畜牧產業扶貧。此舉既有效清除電站內的雜草，又為當地貧困戶解決了生活和養殖上的困難。

“PV + Pairing” targeted poverty alleviation

「光伏+結對」精準扶貧

In March 2020, Panda Power Station in Datong negotiated with Changshengzhuang Village, Duzhuang Town, and identified Zhou, a household enjoying the Five Guarantees in the village, as the specific poverty alleviation target. Specific assistance measures include building sheep houses in photovoltaic fields by using photovoltaic supports left over from existing projects and waste photovoltaic modules, renovating movable prefabricated houses as living places, and providing domestic water and electricity free of charge. Now, Zhou has become a large sheep farmer in nearby villages with the assistance.

2020年3月，大同熊貓電站經與當地杜莊鄉長勝莊村商議，確定了該村「五保戶」周某為具體扶貧幫扶對象。具體幫扶舉措包括在光伏場區利用現有工程遺留光伏支架和廢舊的光伏組件搭建羊舍、整修工程活動板房為居住場所，以及免費提供生活用水、用電等。如今，通過幫扶周某已成為附近村子裏的養羊大戶。

Education of the younger generation

助學育人

CASE 案例

During the Year, the Northwest Regional Company, subordinate to the Group, cooperated with Qinghai Child Welfare Association* (青海省兒童福利協會), Qinghai Enterprise Credit Association* (青海省企業信用協會) and Qinghai Corporate Social Responsibility Construction Promotion Committee* (青海省企業社會責任建設工作促進委員會) ("Two Associations and One Committee") to actively participate in education and poverty alleviation and carry out charity donation activities of "Caring for Children and Protecting Safety".

本集團所屬西北區域公司於本年度配合青海省兒童福利協會、青海省企業信用協會及青海省企業社會責任建設工作促進委員會（「兩協一委」），積極參與教育扶貧，開展「關愛兒童、守護安全」愛心捐贈公益活動。

The Northwest Regional Company carefully selected the only red primary school designed and built by captured soldiers of West Road Red Army in China – Red Army Primary School of West Road Army in Xunhua Salar Autonomous County, Haidong City, Qinghai Province as the donation object. Xunhua County is the only Salar Autonomous County in China, so this activity is of special significance in terms of moderate prosperity in all respects, national unity and education for solid foundation.

西北區域公司精心選擇全國唯一一所由西路紅軍被俘戰士設計修建的紅色小學—青海省海東市循化撒拉族自治縣西路軍紅軍小學為捐贈對象。循化縣為全國唯一的撒拉族自治縣，因而此次活動在全面小康、民族團結及教育固本等方面具有特殊意義。

More than 50 employees participated in this activity, collecting more than RMB12,000 in total for poverty-stricken students in the Red Army Primary School of West Road Army and purchasing more than 60 sets of safe schoolbags.

此次活動超過50位僱員參加，共計為西路軍紅軍小學貧困學生募捐善款超過人民幣12,000元、購買超過60套安全書包。





After the donation activities, the leaders of the Two Associations and One Committee and the Red Army Primary School fully affirmed and praised the Group's endeavors to caring for children, assisting students in education and poverty alleviation, and actively exerting the role of the leader of state-owned enterprises, and awarded us honorary certificates for encouragement. All employees of the Northwest Regional Company also expressed their intention to assume social responsibilities, act positively, create value and make contribution to society.

捐贈活動結束後，兩協一委及紅軍小學學校領導對本集團為關愛兒童、助學扶貧，積極發揮國有企業「領頭雁」的作為表示充分肯定和讚揚，並為我們頒發榮譽證書以茲鼓勵。西北區域公司全體僱員亦表示將主動承擔起社會責任，積極作為、創造價值、回饋社會。

Safety publicity

安全宣傳

CASE 案例

On June 16, 2020, the Group organized a consultation day with the theme of "Countryside Safety Publicity" according to local conditions.

2020年6月16日，本集團因地制宜組織開展了以「安全宣傳進鄉村」為主題的諮詢日。

Zangneng Company – Cared for Tibetan compatriots and promoted safety knowledge

藏能公司－情系藏族同胞，普及安全知識



Jiangda Power Station of Zangneng Company, at an altitude of 4,200 meters, is located in a Tibetan settlement. Zuo Dafei, a power station worker, went to Tibetan households to promote household electricity safety knowledge.

藏能公司江達電站，海拔4,200米，位於藏族聚居地。電站人員左大飛深入藏民家中普及家庭用電安全知識。

Southwest Company – Served the needy and help poverty alleviation

西南公司－服務貧困人口，助力脫貧攻堅

Luhuo Power Station of the Southwest Company has helped 800 households with 1,980 people in total. Power station personnel focused on poverty alleviation households to carry out safety publicity and education, distribute electricity safety manuals, and promote basic electricity safety knowledge.

西南公司爐霍電站，對口扶貧800戶共1,980人。電站人員重點圍繞扶貧戶開展安全宣傳教育，分發安全用電手冊，普及安全用電基本常識。



Central China Company – Spared no efforts in carrying out joint prevention and control for cohesion, and group prevention and treatment

華中公司－聯防聯控聚合力，群防群治不鬆懈



Suizhou Power Station of the Central China Company carried out joint prevention and control with surrounding villages during the COVID-19 pandemic at the beginning of 2020 to fight against the pandemic. After the pandemic took a turn for the better, the villagers went into the power station to learn safety knowledge.

華中公司隨州電站於2020年年初COVID-19疫情期間與周邊村子聯防聯控、抗擊疫情。疫情好轉後，村民們走進電站，學習安全知識。

North China Company – Introducing safety education in campus, combining education and entertainment to help children learn and grow

華北公司—安全教育進校園，寓教於樂助成長



Wang Weiguo, head of Haiyang Power Station of the North China Company, took a group of young employees into Xinmiao Kindergarten to hold lessons on safety knowledge popularization for kindergarten children.

華北公司海陽電站站長王偉國攜一眾年輕僱員走進新苗幼稚園，為幼稚園的孩子們舉辦安全知識普及課。

Inner Mongolia Company – Safety is not insignificant and responsibility should be kept in mind

內蒙公司—安全無小事，責任記心中

Zhuozi Power Station of Inner Mongolia Company taught the villagers about pandemic prevention and control knowledge, daily safe use of electricity, fire emergency treatment and fire extinguisher use methods, so that all citizens could understand safety knowledge, master safety skills and enhance their safety awareness.

內蒙公司卓資電站就疫情防控知識、日常安全用電、火災應急處置及滅火器使用方法等對廣大村民進行全方面宣講，讓全民了解安全知識、掌握安全技能，提升全民安全意識。



Northwest Company – Popularize safety knowledge and enhance safety awareness

西北公司—普及安全知識，提升安全意識



Qinghai Gonghe Power Station of the Northwest Company provided professional training to villagers who cleaned components on pandemic prevention and control knowledge, notification of dangerous points in component cleaning work, electrical safety and electric shock first aid treatment.

西北公司青海共和電站對清洗組件的村民就疫情防控知識、組件清洗工作危險點告知、用電安全及觸電救護等安全用電知識進行專業培訓。

Anti-pandemic by communities

社區抗疫

CASE 案例



In February 2020, many employees of Northwest Company took the initiative to participate in anti-pandemic by communities and assume social responsibilities. 2020年2月，多名西北區域公司僱員主動參與社區抗疫、承擔社會責任。

During the COVID-19 pandemic, Zangneng Company took care of the overall situation, made every effort to ensure the normal life of the people, and provided solid energy support for maintaining social stability, which was commended by the Energy Bureau of Tibet Autonomous Region. As of the end of December 2020, Tibet Zangneng Corporation under the Group had invested RMB2 billion in Tibetan areas and had put into operation of 102.5MW hydropower and photovoltaic clean energy projects.

COVID-19疫情期間，藏能公司顧大局、講奉獻，全力保障人民群眾的正常生活，為維護社會穩定提供了堅實的能源支持，受到了西藏自治區能源局的表彰。截至2020年12月底，旗下西藏藏能股份有限公司在藏區累計投資達到人民幣20億元，已投產水電、光伏清潔能源項目共計102.5兆瓦。



* For the purposes of identification only
僅供識別

Appendix I: Compliance with List of Laws and Regulations on Environmental, Social and Governance

附錄一：遵守有關環境、社會及管治的法律及規例清單

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例	Performance during the Year 於本年度表現	
A. Environmental Area A. 環境範疇			
Aspect A1: Emissions 層面A1：排放物	General applicable laws and regulations 一般適用的法律及規例	Environmental Protection Law of the PRC 《中華人民共和國環境保護法》 Law of the PRC on Appraising of Environmental Impacts 《中華人民共和國環境影響評價法》 Environmental Protection Tax Law of the PRC 《中華人民共和國環境保護稅法》 Regulation on the Implementation of the Environmental Protection Tax Law of the PRC 《中華人民共和國環境保護稅法實施條例》 Law of the PRC on Promoting Clean Production 《中華人民共和國清潔生產促進法》 Regulation of the PRC on Nature Reserves 《中華人民共和國自然保護區條例》 Convention on Biological Diversity 《生物多樣性公約》 Energy Conservation Law of the PRC 《中華人民共和國節約能源法》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding air and GHG emissions, sewage discharge into water and land, and waste generation and disposal 嚴格遵守且無違反對本集團有重大影響的有關廢氣和溫室氣體排放、向水及土地排污、廢棄物產生及處置的法律及規例
	Air Emissions 廢氣排放	Atmospheric Pollution Prevention and Control Law of the PRC 《中華人民共和國大氣污染防治法》	
	GHG Emissions 溫室氣體排放	United Nations Framework Convention on Climate Change 《聯合國氣候變化框架公約》 Vienna Convention for the Protection of the Ozone Layer 《保護臭氧層維也納公約》 Regulation on the Administration of Ozone Depleting Substances 《消耗臭氧層物質管理條例》 Montreal Protocol on Substances that Deplete the Ozone Layer 《關於消耗臭氧層物質的蒙特利爾議定書》	

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例		Performance during the Year 於本年度表現
Aspect A1: Emissions 層面A1：排放物	Management on sewage discharge into water and others related to water resources 向水排污及其他與水資源相關的管理	Water Law of the PRC 《中華人民共和國水法》 Water Pollution Prevention and Control Law of the PRC 《中華人民共和國水污染防治法》 Regulation on Urban Drainage and Sewage Treatment 《城鎮排水與污水處理條例》 Marine Environment Protection Law of the PRC 《中華人民共和國海洋環境保護法》 Regulation of the PRC on the Control over Dumping Wastes into the Ocean 《中華人民共和國海洋傾廢管理條例》 Regulation on the Prevention and Control of Vessel-induced Pollution to the Marine Environment 《防治船舶污染海洋環境管理條例》 Administrative Regulation on the Prevention of Environmental Pollution Caused by Dismantling of Vessels 《防止拆船污染環境管理條例》 Convention on the Prevention of Marine Pollution by Dumping of Wastes and Other Matter 《防止傾倒廢物及其他物質污染海洋的公約》 Regulation of the PRC on the Control of Pollution Damage to Marine Environment by Land-based Pollutants 《中華人民共和國防治陸源污染物污染損害海洋環境管理條例》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding air and GHG emissions, sewage discharge into water and land, and waste generation and disposal 嚴格遵守且無違反對本集團有重大影響的有關廢氣和溫室氣體排放、向水及土地排污、廢棄物產生及處置的法律及規例

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例		Performance during the Year 於本年度表現
Aspect A1: Emissions 層面A1：排放物	Management on sewage discharge into land and others related to land resources 向土地排污及其他與土地資源相關的管理	Land Administration Law of the PRC 《中華人民共和國土地管理法》 Water and Soil Conservation Law of the PRC 《中華人民共和國水土保持法》 Soil Pollution Prevention and Control Law of the PRC 《中華人民共和國土壤污染防治法》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding air and GHG emissions, sewage discharge into water and land, and waste generation and disposal 嚴格遵守且無違反對本集團有重大影響的有關廢氣和溫室氣體排放、向水及土地排污、廢棄物產生及處置的法律及規例
	Hazardous and non-hazardous waste generation and disposal 有害及無害廢棄物產生及處置	Directory of National Hazardous Wastes 《國家危險廢物名錄》 Standard for Pollution Control on Hazardous Waste Storage 《危險廢物貯存污染控制標準》 The Measures for the Administration of Permit for Operation of Dangerous Wastes 《危險廢物經營許可證管理辦法》 Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》 Law of the PRC on Prevention and Control of Radioactive Pollution 《中華人民共和國放射性污染防治法》 Regulation on the Safety Management of Radioactive Waste 《放射性廢物安全管理條例》 Regulation on the Safety Management of Hazardous Chemicals 《危險化學品安全管理條例》 Regulations on the Administration of Recovery and Disposal of Waste Electrical and Electronic Products 《廢棄電器電子產品回收處理管理條例》 Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal 《控制危險廢物越境轉移及其處置巴塞爾公約》	
	Noise pollution emission 噪聲污染排放	Law of the PRC on the Prevention and Control of Pollution From Environmental Noise 《中華人民共和國環境噪聲污染防治法》	

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例	Performance during the Year 於本年度表現
B. Social Area B. 社會範疇		
Aspect B1: Employment 層面B1：僱傭	<p>General applicable laws and regulations 一般適用的法律及規例</p> <p>Labour Law of the PRC 《中華人民共和國勞動法》</p> <p>Labour Contract Law of the PRC 《中華人民共和國勞動合同法》</p> <p>Employment Promotion Law of the PRC 《中華人民共和國就業促進法》</p> <p>Social Insurance Law of the PRC 《中華人民共和國社會保險法》</p> <p>Labour Dispute Mediation and Arbitration Law of the PRC 《中華人民共和國勞動爭議調解仲裁法》</p> <p>Regulation on the Implementation of the Employment Contract Law of the PRC 《中華人民共和國勞動合同法實施條例》</p> <p>Mandatory Provident Fund Schemes Ordinance 《強制性公積金計劃條例》</p> <p>Employment Ordinance 《僱傭條例》</p> <p>Employees' Compensation Ordinance 《僱員補償條例》</p>	<p>Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare</p> <p>嚴格遵守且無違反對本集團有重大影響的有關薪酬及解僱、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法律及規例</p>
	<p>Compensation and dismissal, recruitment and promotion, working hours and rest periods 薪酬及解僱、招聘及晉升、工作時數及假期</p> <p>Minimum Wage Ordinance 《最低工資條例》</p> <p>Regulation on Paid Annual Leave for Employees 《職工帶薪年休假條例》</p> <p>Measures for Public Holidays for National Annual Festival and Memorial Days 《全國年節及紀念日放假辦法》</p>	

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例		Performance during the Year 於本年度表現
Aspect B1: Employment 層面B1：僱傭	Equal opportunities, diversity and anti-discrimination 平等機會、多元化及反歧視	Law of the PRC on the Protection of Disabled Persons 《中華人民共和國殘疾人保障法》 Law of the PRC on the Protection of Rights and Interests of Women 《中華人民共和國婦女權益保障法》 Regulations on the Employment of the Disabled 《殘疾人就業條例》 Disability Discrimination Ordinance 《殘疾歧視條例》 Sex Discrimination Ordinance 《性別歧視條例》 Race Discrimination Ordinance 《種族歧視條例》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare 嚴格遵守且無違反對本集團有重大影響的有關薪酬及解僱、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法律及規例

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例		Performance during the Year 於本年度表現
Aspect B2: Health and Safety 層面B2：健康與安全	Provide a safe working environment and protect employees from occupational hazards 提供安全工作環境及保障僱員避免職業性危害	Labour Law of the PRC 《中華人民共和國勞動法》 Fire Protection Law of the PRC 《中華人民共和國消防法》 Production Safety Law of the PRC 《中華人民共和國安全生產法》 Law of the PRC on the Prevention and Treatment of Occupational Diseases 《中華人民共和國職業病防治法》 Emergency Response Law of the PRC 《中華人民共和國突發事件應對法》 Measures for the Administration of Contingency Plans for Work Safety Accidents 《生產安全事故應急預案管理辦法》 Regulation on Work-related Injury Insurances 《工傷保險條例》 Regulation on the Safety Management of Hazardous Chemicals 《危險化學品安全管理條例》 Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents 《生產安全事故報告和調查處理條例》 Regulation on Labour Protection in Workplaces Where Toxic Substances 《使用有毒物品作業場所勞動保護條例》 Convention concerning Occupational Safety and Health and the Working Environment 《職業安全和衛生及工作環境公約》 Occupational Safety and Health Ordinance 《職業安全及健康條例》 Fire Safety (Commercial Premises) Ordinance 《消防安全(商業處所)條例》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding the provision of a safe working environment and the protection of employees from occupational hazards 嚴格遵守且無違反對本集團有重大影響的有關提供安全工作環境及保障僱員避免職業性危害的法律及規例

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例		Performance during the Year 於本年度表現
Aspect B4: Labour Principles 層面B4：勞工準則	Prevention of child or forced labour 防止童工或強制勞工	Labour Law of the PRC 《中華人民共和國勞動法》 Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》 Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》 Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour 《禁止和立即行動消除最惡劣形式的童工勞動公約》 Employment of Children Regulations 《僱用兒童規例》 Employment of Young Persons (Industry) Regulations 《僱用青年（工業）規例》	Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding the prevention of child labour or forced labour 嚴格遵守且無違反對本集團有重大影響的有關防止童工或強制勞工的法律及規例

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例	Performance during the Year 於本年度表現
Aspect B6: Product Responsibility 層面B6：產品責任	<p>Health, safety and privacy of the products and services provided 所提供產品和服務的健康與安全及私隱事宜</p> <p>Standardization Law of the PRC 《中華人民共和國標準化法》</p> <p>Product Quality Law of the PRC 《中華人民共和國產品質量法》</p> <p>Law of the PRC on Import and Export Commodity Inspection 《中華人民共和國進出口商品檢驗法》</p> <p>Law of the PRC on the Protection of Consumer Rights and Interests 《中華人民共和國消費者權益保護法》</p> <p>Property Management Services Ordinance 《物業管理服務條例》</p> <p>Personal Data (Privacy) Ordinance 《個人資料 (私隱) 條例》</p>	<p>Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding the health and safety of products and services provided, privacy matters and the maintenance and protection of intellectual property rights; the Company's business didn't involve advertising and product labeling activities, and the related laws and regulations have no significant impact on us</p> <p>嚴格遵守且無違反對本集團有重大影響的有關所提供產品和服務的健康與安全、私隱事宜及維護和保障知識產權的法律及規例；公司業務不涉及廣告及產品標籤活動，與其相關的法律及規例亦對我們無重大影響</p>
	<p>Safeguard and protect intellectual property rights 維護和保障知識產權</p> <p>Patent Law of the PRC 《中華人民共和國專利法》</p> <p>Copyright Law of the PRC 《中華人民共和國著作權法》</p> <p>Tort Law of the PRC 《中華人民共和國侵權責任法》</p> <p>Detailed Rules for the Implementation of the Patent Law of the PRC 《中華人民共和國專利法實施細則》</p> <p>Enterprise Intellectual Property Management Standard 《企業知識產權管理規範》</p> <p>World Intellectual Property Organization Copyright Treaty 《世界知識產權組織版權條約》</p>	

Aspect of ESG Reporting Guide ESG報告指引層面	Laws and regulations complied with by the Group that have a significant impact on the Group 本集團遵守對本集團有重大影響的法律及規例	Performance during the Year 於本年度表現
Aspect B7: Anti-corruption 層面B7：反貪污	<p>Prevention of bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐及洗黑錢</p> <p>Criminal Law of the PRC 《中華人民共和國刑法》</p> <p>Supervision Law of the PRC 《中華人民共和國監察法》</p> <p>Company Law of the PRC 《中華人民共和國公司法》</p> <p>Anti-Money Laundering Law of the PRC 《中華人民共和國反洗錢法》</p> <p>Anti-Monopoly Law of the PRC 《中華人民共和國反壟斷法》</p> <p>Anti-Unfair Competition Law of the PRC 《中華人民共和國反不正當競爭法》</p> <p>The Bidding Law of the PRC 《中華人民共和國招標投標法》</p> <p>Regulation on the Implementation of the Bidding Law of the PRC 《中華人民共和國招標投標法實施條例》</p> <p>Prevention of Bribery Ordinance 《防止賄賂條例》</p> <p>Competition Ordinance 《競爭條例》</p>	<p>Strictly abided by and didn't violate laws and regulations that have a significant impact on the Group regarding the prevention of bribery, extortion, fraud and money laundering 嚴格遵守且無違反對本集團有重大影響的有關防止賄賂、勒索、欺詐及洗黑錢的法律及規例</p>

Appendix II: Overview of Environmental, Social and Governance Key Performance Indicators

附錄二：環境、社會及管治關鍵績效指標概覽

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020		
A. Environmental Area A. 環境範疇						
Aspect A1: Emissions 層面A1：排放物	Air Pollutant ¹³ 大氣污染物 ¹³	-	Sulphur oxide (kg) 硫氧化物 (公斤)	6.1	3.7	
		-	Nitrogen oxide (kg) 氮氧化物 (公斤)	530.4	477.5	
		-	Carbon monoxide (kg) 一氧化碳 (公斤)	-	1,462.9	
		-	Particulate matter (kg) 顆粒物 (公斤)	47.5	13.2	
		-	Photovoltaic panels 太陽能電池板	Photovoltaic panels (recycled) (Tonnes) 已回收太陽能電池板 (噸)	6.30	5.97
		-	Waste circuit board (Tonnes) 廢線路板 (噸)	0.22	0.00	
	Wastes 廢棄物	-	Waste oil (Tonnes) 廢油 (噸)	0.25	2.75	
		-	Hazardous waste 有害廢棄物	Total waste generated (Tonnes) 產生廢棄物總量 (噸)	0.47	2.75
		-	Waste intensity (kg per GWh electricity generated) 產生廢棄物強度 (公斤／千兆瓦時發電量)	0.17	0.98	
		-				
		-				

¹³

The calculation scope of this air pollutant emission includes natural gas combustion and fuel use of automobiles. The calculation method of natural gas combustion emission and related emission coefficients refer to the Manual on Emission Coefficients of Urban Domestic Sources in the First National Pollution Source Survey issued by the Ministry of Ecology and Environment of the PRC. The calculation methods and related emission coefficients of automobile emissions in Mainland China and Hong Kong respectively refer to the Technical Guidelines for Compiling the Air Pollutant Emission List of Road Motor Vehicles (Trial) issued by the Ministry of Ecology and Environment of the PRC and the Reporting Guidance on Environmental KPIs in Appendix 2 of How to Prepare an Environmental, Social and Governance Report issued by the HKEX. (The emission factors in 2019 are calculated according to EMFAC-HK vehicle emission calculation model promulgated by relevant environmental protection agency and the vehicle emission modeling software – Mobile 6.1 of U.S. Environmental Protection Agency.)

此大氣污染物排放的計算範圍包括天然氣燃燒及汽車的燃料使用。天然氣燃燒排放的計算方法及相關排放系數參考中華人民共和國生態環境部發佈的《第一次全國污染源普查城鎮生活源產排污系數手冊》。中國內地及香港的汽車排放的計算方法及相關排放系數乃分別參考中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編制技術指南（試行）》及聯交所發佈的《如何編備環境、社會及管治報告》附錄二之《環境關鍵績效指標匯報指引》。(2019年排放因子根據相關環境保護署EMFAC-HK汽車排放計算模型及美國環境保護署的汽車排放建模軟件 - MOBILE 6.1計算。)

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020	
Aspect A1: Emissions 層面A1：排放物	Wastes 廢棄物	Non-hazardous waste 無害廢棄物	Recyclable waste (Tonnes) 可回收廢棄物 (噸)	5.90	18.10
			Non-recyclable waste (Tonnes) 不可回收廢棄物 (噸)	15.19	1.22
			Total waste generated (Tonnes) 產生廢棄物總量 (噸)	21.09	19.32
			Waste intensity (kg per GWh electricity generated) 產生廢棄物強度 (公斤／千兆瓦時發電量)	7.66	6.91
	Wastewater 廢水	—	Total Consumption (Tonnes) 排放總量 (噸)	2,321.5	2,153.4
			Emission Intensity (tonnes per GWh electricity generated) 排放強度 (噸／千兆瓦時發電量)	0.84	0.77
	GHG 溫室氣體	—	Scope I (tCO ₂ e) ¹⁴ 範圍一 (噸二氧化碳當量) ¹⁴	1,183	335
			Scope II (tCO ₂ e) ¹⁵ 範圍二 (噸二氧化碳當量) ¹⁵	18,076	16,905
			Total Consumption (tCO ₂ e) 排放總量 (噸二氧化碳當量)	19,259	17,240
			Emission intensity (tCO ₂ e per GWh electricity generated) 排放強度 (噸二氧化碳當量／千兆瓦時發電量)	7.00	6.17

- 14 The calculation scope of this greenhouse gas emission (Scope 1) includes natural gas combustion and fuel use of automobiles. The calculation method of natural gas combustion emission and related emission coefficients refer to the Guidelines on Accounting Methods and Reporting for Greenhouse Gas Emissions of Enterprises in Industry and Other Industries (Trial) issued by the National Development and Reform Commission. The calculation methods and related emission coefficients of automobile GHG emissions in Mainland China and Hong Kong respectively refer to the Guidelines on Accounting Methods and Reporting of Greenhouse Gas Emissions of Land Transportation Enterprises (Trial) issued by the National Development and Reform Commission and the Reporting Guidance on Environmental KPIs in Appendix 2 of How to Prepare an Environmental, Social and Governance Report issued by the HKEX.

此溫室氣體排放 (範圍一) 的計算範圍包括天然氣燃燒及汽車的燃料使用。天然氣燃燒的計算方法及相關排放係數計算乃參考中國國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南 (試行)》。中國內地及香港汽車的溫室氣體排放的計算方法及相關排放係數計算乃分別參考中國國家發展和改革委員會發佈的《陸上交通運輸企業溫室氣體排放核算方法與報告指南 (試行)》及聯交所發佈的《如何編備環境、社會及管治報告》附錄二之《環境關鍵績效指標匯報指引》。

- 15 The calculation scope of this greenhouse gas emission (Scope 2) includes the indirect emission caused in the production process by purchased electricity in Hong Kong and Mainland China. The calculation method and related emission coefficients of greenhouse gas emissions from electricity use in Mainland China and Hong Kong respectively refer to the Notice on Doing a Good Job in Formulating Carbon Emission Report and Verification and Emission Monitoring Plan in 2018 issued by the Ministry of Ecology and Environment of the PRC and the Sustainable Development Report in 2019 issued by HK Electric Investments.

此溫室氣體排放 (範圍二) 的計算範圍包括中國香港及內地外購電力在生產過程中造成的間接排放。中國內地及香港的電力使用產生的溫室氣體排放的計算方法及相關排放係數乃分別參考中國生態環境部發佈的《關於做好2018年度碳排放報告與核查及排放監測計劃制定工作的通知》及港燈電力投資發佈的《2019年可持續發展報告》。

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020
Energy ¹⁶ 能源 ¹⁶	Offices 辦公室	Electricity (MWh) 電力 (兆瓦時)	351.08	270.86
		Gasoline (MWh) 汽油 (兆瓦時)	2,847.55	32.77
	Power Plants 電站	Electricity (MWh) 電力 (兆瓦時)	25,379.15	27,431.02
		Natural gas (MWh) 天然氣 (兆瓦時)	63.98	43.39
		Gasoline (MWh) 汽油 (兆瓦時)	841.21	1,182.53
		Diesel (MWh) 柴油 (兆瓦時)	181.32	105.33
	Offices and Power Plants 辦公室及電站	Total Consumption (MWh) 消耗總量 (兆瓦時)	29,664.29	29,065.90
		Consumption Intensity (MWh per GWh electricity generated) 消耗強度 (兆瓦時／千兆瓦時發電量)	10.78	10.40
	Offices 辦公室	Water (Tonnes) 水 (噸)	961	700
		Power Plan 電站	35,742	17,928
Resources 資源	Offices and Power Plants 辦公室及電站	Total consumption (Tonnes) 消耗總量 (噸)	36,703	18,628
		Consumption Intensity (Tonnes per GWh electricity generated) 消耗強度 (噸／千兆瓦時發電量)	13.34	6.66

¹⁶ The conversion standard of energy consumption and consumption intensity data refers to the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Enterprises in Industry and Other Industries (Trial).
能源消耗及消耗強度數據換算標準參考自《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》。

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020
B. Social Area B.社會範疇				
Aspect B1: Employment 層面B1：僱傭	Employment Headcount 僱員總數	By Gender 按性別	Male 男性 346 (84.0%) Female 女性 66 (16.0%)	365 (83.7%) 71 (16.3%)
		By Region 按地區	Mainland China 中國內地 391 (94.9%) Hong Kong, China 中國香港 21 (5.1%)	409 (93.8%) 27 (6.2%)
		By Employee Mode 按僱傭類型	Full-time 全職 412 Part-time 兼職 0	436 0
		By Employee Contract 按僱傭合同	Fixed 固定 412 Temporary 臨時 0	436 0
		By Employee Category 按僱員類型	Senior management 高級管理人員 10 (2.4%) Middle management 中級管理人員 38 (9.2%) General staff 普通僱員 364 (88.3%)	8 (1.9%) 42 (9.6%) 386 (88.5%)
		By Age 按年齡組別	30 or below 30歲或以下 171 (41.5%) 31-40 31歲至40歲 195 (47.3%) 41 or above 41歲或以上 46 (11.2%)	143 (32.8%) 222 (50.9%) 71 (16.3%)
		By Education Background 按教育背景	Doctor 博士 2 (0.5%) Master 碩士 29 (7.0%) Bachelor 學士 185 (44.9%) Non-tertiary qualification and below 大專及以下學歷 196 (47.6%)	1 (0.2%) 42 (9.6%) 232 (53.2%) 161 (37.0%)

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020	
Aspect B1: Employment 層面B1：僱傭	Employee turnover and turnover rate 流失僱員總數及僱員流失比率	By Gender 按性別	Male 男性	82 (19.9%)	55 (12.6%)
			Female 女性	25 (6.1%)	14 (3.2%)
		By Region 按地區	Mainland China 中國內地	91 (22.1%)	59 (13.5%)
			Hong Kong 中國香港	16 (3.9%)	10 (2.3%)
		By Age 按年齡組別	30 or below 30歲或以下	43 (10.4%)	22 (5.0%)
			31-40 31歲至40歲	53 (12.9%)	33 (7.6%)
			41 or above 41歲或以上	11 (2.7%)	14 (3.2%)
	Total number of new employees and ratio 新進僱員總數及比例	By Gender 按性別	Male 男性	87 (85.3%)	74 (79.6%)
			Female 女性	15 (14.7%)	19 (20.4%)
		By Region 按地區	Mainland China 中國內地	94 (92.2%)	80 (86.0%)
			Hong Kong 中國香港	8 (7.8%)	13 (14.0%)
		By Age 按年齡組別	30 or below 30歲或以下	61 (59.8%)	27 (29.0%)
			31-40 31歲至40歲	33 (32.4%)	37 (39.8%)
			41 or above 41歲或以上	8 (7.8%)	29 (31.2%)
	Return and retention rates after parental leave 育嬰假後的返崗及留任比率	By Gender 按性別	Male 男性	100%	100%
			Female 女性	100%	100%
	Total number of minority employees and ratio 少數民族僱員總數及比例	By Gender 按性別	Male 男性	19 (79.2%)	32 (80.0%)
			Female 女性	5 (20.8%)	8 (20.0%)

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020	
Aspect B2: Health and Safety 層面B2：健康與安全	Occupational Health and Safety Performance 職業健康與安全表現	By Accident Category 按事故類型	Number of safety accidents 安全事故數量	0	0
			Number of first level accidents 一類事故數量	0	0
			Number of mis-operation accidents 誤操作事故數量	0	0
			Number of near-miss accidents 未遂事故數量	0	0
			Number of fire accidents 火災事故數量	0	0
			Number of traffic accidents 交通事故數量	0	0
			Work-related injuries per 1,000 workers 每千名僱員的工傷數	0	0
			Lost days due to work-related injury 因工傷損失工作日數	0	0
			Number of work-related fatalities in each of the past three years (including the Reporting Year) 過去三年 (包括匯報年度) 每年因工亡故人數	0	0
			Rate of work-related fatalities in each of the past three years (including the Reporting Year) 過去三年 (包括匯報年度) 每年因工亡故比率	0	0
	Health examination 健康檢查情況	Ratio of employees undergoing health examination 接受健康檢查的僱員比例	99%	100%	
	Education on Occupational Safety and Health 職業健康與安全教育	Health and safety training 健康與安全培訓情況	Total person-times training 培訓總人次	987	380
			Total training hours 培訓總時數	1,128	2,763
			Percentage of employees trained 受訓僱員比例	97%	76%

Aspect of ESG Reporting Guide ESG報告指引層面			2019	2020	
Aspect B3: Development and Training 層面B3： 發展及培訓	Ratio of employees trained 受訓僱員比例	By Gender ¹⁷ 按性別 ¹⁷	Male 男性	91%	93%
			Female 女性	68%	66%
		By Employee Category ¹⁸ 按僱員類型 ¹⁸	Senior management 高級管理人員	80%	60%
			Middle management 中級管理人員	90%	66%
			General staff 普通僱員	88%	94%
		Average training hours of employees (hours) 僱員受訓平均時數(小時)	By Gender 按性別	Male 男性	25
	Female 女性			8	7
	By Employee Category 按僱員類型		Senior management 高級管理人員	25	5
			Middle management 中級管理人員	208	5
			General staff 普通僱員	8,431	12
	Total number of employees trained 受訓僱員總人次		By Gender 按性別	Male 男性	6,661
		Female 女性		235	153
		By Employee Category 按僱員類型	Senior management 高級管理人員	16	39
			Middle management 中級管理人員	120	85
			General staff 普通僱員	6,760	6,060
		Training expenses per employee (RMB) 僱員人均培訓開支(人民幣元)		—	—

¹⁷ The proportion of trained employees by gender is calculated by dividing the number of trained employees of each gender by the corresponding total number of employees.

¹⁸ The proportion of trained employees by employee type is calculated by dividing the number of trained employees of each employee type by the corresponding total number of employees.

按僱員類型劃分的受訓僱員比例的計算方法為按僱員類型劃分的僱員培訓人次除以相對應僱員總數。

Aspect of ESG Reporting Guide ESG報告指引層面				2019	2020
Aspect B5: Supply Chain Management 層面B5： 供應鏈管理	Number of suppliers 供應商數目	By Region 按地區	Mainland China 中國內地	340	370
			Regions other than Mainland China 中國內地外其他地區	0	1
Aspect B8: Community investment 層面B8： 社區投資	Total social investment 社會投資總額	-	-	10,000 (HKD港元)	10,000 (RMB人民幣元)

Appendix III: GRI and HKEX ESG Content Index 附錄三：GRI及聯交所ESG內容索引

GENERAL DISCLOSURES:

一般披露：

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
GRI 102: General Disclosure 2016¹⁹ GRI 102：一般披露2016¹⁹ Organisational Profile 組織概況				
102-1	–	Name of the organisation 組織名稱	1. About this Report 關於本報告	P. 3
102-2	–	Activities, brands, products, and services 活動、品牌、產品和服務		P. 7
102-3	–	Location of headquarter 總部位置		P. 7
102-4	–	Location of operations 經營位置		P. 7
102-5	–	Ownership and legal form 所有權與法律形式	2. About the Company 關於本公司	P. 7
102-6	–	Markets served 服務的市場		P. 7
102-7	–	Scale of the organisation 組織規模		P. 7-8, P. 12-13 and details of types of customers and beneficiaries are set out on P. 28 of the 2020 Annual Report P. 7-8, P. 12-13及客戶和受益人類型詳見二零二零年報第28頁
102-8	B1.1	Information on employees and other workers 關於僱員和其他工作者的信息	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 60-61, P. 100
102-9	B5.1-5.4	Supply chain 供應鏈		P. 57-59, P. 104

¹⁹ All GRI standards refer to the version published in 2016.
所有GRI標準均參考2016年發佈版本。

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
102-10	–	Significant changes to the organisation and its supply chain 組織及其供應鏈的重大改變	–	No significant changes occurred to the organisation and its supply chain during the Reporting Period 組織及其供應鏈於報告期內無發生重大改變
102-11	–	Precautionary principle or approach 預警原則或方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 33
102-12	–	External initiatives 外部倡議	2. About the Company 關於本公司	P. 11
102-13	–	Membership of associations 協會的成員資格		P. 11
Strategy 戰略				
102-14	–	Statement from senior decision-makers 高級決策者的聲明	3. Letter to Stakeholders 致利益相關者的信	P. 15-17
Ethics and Integrity 道德和誠信				
102-16	–	Values, principles, standards, and norms of behaviour 價值觀、原則、標準和行為規範	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線，助推經濟健康發展	P. 77-79

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Governance 管治				
102-18	–	Governance structure 管治架構	4. Sustainability Management Approach 可持續發展管理方針	P. 19-20 and details of our corporate governance structure are set out on P. 32 of the 2020 Annual Report P. 19-20及企業管治架構詳見二零二零年年報第32頁
Stakeholder Engagement 利益相關方參與				
102-40	–	List of stakeholder groups 利益相關方群體列表	4. Sustainability Management Approach 可持續發展管理方針	P. 21-25
102-41	–	Collective bargaining agreements 集體談判協議	–	We did not sign any collective bargaining agreements with employees 我們並未和僱員簽署集體談判協議
102-42	–	Identifying and selecting stakeholders 利益相關方的識別和遴選		P. 26
102-43	–	Stakeholder engagement approach 利益相關方參與方針	4. Sustainability Management Approach 可持續發展管理方針	P. 20, P. 26-27
102-44	–	Key topics and concerns raised 提出的主要議題和關切問題		P. 21-25

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Reporting practice 報告實踐				
102-45	–	Entities included in the consolidated financial statements 合併財務報表中所涵蓋的實體	–	P. 146-150 of the 2020 Annual Report 二零二零年年報第146至150頁
102-46	–	Defining report content and topic boundaries 界定報告內容和議題邊界	1. About this Report 關於本報告	P. 4-5
102-47	–	List of material topics 實質性議題列表	4. Sustainability Management Approach 可持續發展管理方針	P. 28
102-48	–	Restatements of information 信息重述	1. About this Report 關於本報告	P. 3
102-49	–	Changes in reporting 報告變化	–	No significant change 無重大變化
102-50	–	Reporting period 報告期	1. About this Report 關於本報告	P. 5
102-51	–	Date of most recent report 最近報告日期	–	29 September 2020 2020年9月29日
102-52	–	Reporting cycle 報告周期	–	Once a year 一年一次
102-53	–	Contact point for questions regarding the report 有關本報告問題的聯繫人信息	Feedback 背面反饋表格	–
102-54	–	Claims of reporting in accordance with the GRI Standards 符合GRI標準進行報告的聲明	1. About this Report 關於本報告	P. 3
102-55	–	GRI content index GRI內容索引	Appendix III: GRI and HKEX ESG Content Index 附錄三： GRI及聯交所ESG內容索引	P. 105-118
102-56	–	External assurance 外部鑒證	–	The Company will seek external assurance when appropriate 本公司將適時尋求外部鑒證

SPECIFIC STANDARDS DISCLOSURE – MATERIAL TOPICS:

特定標準披露－實質性議題：

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Green Product 綠色產品				
103	A3	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 39-40
302-1	A2.1	Energy consumption within the organisation 組織內部的能源消耗量		P. 42, P. 99
302-3	A2.1	Energy intensity 能源強度		P. 42, P. 99
–	A3.1	Significant impacts of activities on the environment and natural resources and the actions taken to manage them 業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動		P. 31-32
Impacts on and Protection of Ecological Environment 生態環境影響與保護				
103	A3	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 39-40
304-2	A3.1	Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響		P. 37-38

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Management of Climate Change 氣候變化管理				
103	–	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 38-39
201-2	–	Financial implications and other risks and opportunities arising from climate change 氣候變化帶來的財務影響以及其他風險和機遇		P. 38-39
Energy Consumption 能源消耗				
103	A2	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 40-41
302-1	A2.1	Energy consumption within the organisation 組織內部的能源消耗量		P. 42, P. 99
302-3	A2.1	Energy intensity 能源強度		P. 42, P. 99
–	A2.3	Energy efficiency initiatives and results achieved 能源使用效益計劃及所得成果		P. 40
Wastewater Discharge 廢水排放				
103	A1	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 45
306-1	A1.1	Total drainage volume by quality and purpose 按水質及排放目的分類的排水總量		P. 45, P. 98
–	A1.5	Measures to reduce discharge volume and results achieved 減低排放量的措施及所得成果		P. 46

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Product Responsibility 產品責任				
103	B6	Management approach 管理方針		P. 49-54
416-2	B6	Non-compliance incidents concerning the health and safety impacts of products and services 涉及產品和服務的健康與安全影響的違規事件		We were not aware of any reported incidents 我們並不知悉有任何已報告的事件
—	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 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	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	The Group is engaged in power supply service, with no physical product, thus involving no such issues as product recall 本集團從事供電服務，沒有實體產品，故不涉及產品回收等問題
418-1	B6.2	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶隱私和丟失客戶資料有關的經證實的投訴		We did not receive any complaint 我們並無接獲任何投訴
—	B6.3	Practices relating to observing and protecting intellectual property rights 與維護及保障知識產權有關的慣例		P. 57
—	B6.4	Quality assurance process and recall procedures 質量檢定過程及產品回收程序		The Group is engaged in power supply service, with no physical product, thus involving no such issues as product recall 本集團從事供電服務，沒有實體產品，故不涉及產品回收等問題

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Business Ethics 商業道德				
103	–	Management approach 管理方針	7. Abide by the basic principle of compliance operations and promote healthy economic development	P. 77-79
102-16	–	Values, principles, standards, and norms of behaviour 價值觀、原則、標準和行為規範	恪守合規營運底線， 助推經濟健康發展	P. 77-79
Occupational Health and Safety 職業健康與安全				
103	B2	Management approach 管理方針		P. 69-75
403-2	B2.1	Number and rate of work-related fatalities in each of the past three years 過去三年每年因工亡故的人數及比率	6. Standardize the responsibility management system	P. 70, P. 102
403-2	B2.2	Lost days due to work injury 因工傷損失工作日數	and advocate the concept of comprehensive safety	P. 70, P. 102
–	B2.3	Occupational health and safety measures adopted, and how they are implemented and monitored 所採納的職業健康與安全措施，以及執行及監察方法	規範責任管理制度， 倡導全面安全理念	P. 69-75
Diversity and Equal Opportunity 多元化與平等機會				
103	B1	Management approach 管理方針	6. Standardize the responsibility management system	P. 63
405-1	B1.1	Governing body and staff diversity 管治機構與員工的多元化	and advocate the concept of comprehensive safety	P. 60-61, P. 100
401-1	B1.2	New recruits and staff turnover rate 新進僱員和僱員流失率	規範責任管理制度， 倡導全面安全理念	P. 62, P. 101

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Employee Development and Training 僱員發展與培訓				
103	B3	Management approach 管理方針		P. 65-66
–	B3.1	Percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 66, P. 103
404-1	B3.2	Average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數		P. 67, P. 103
Employment Compliance 僱傭合規				
103	B1	Management approach 管理方針	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 63-65
Shareholders' Responsibility 股東責任				
103	–	Management approach 管理方針	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線，助推經濟健康發展	二零二零年年報第54至56頁 P54-56 of the 2020 Annual Report

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remarks
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Anti-Corruption 反貪污				
103	B7	Management approach 管理方針		P. 78-79
205-3	B7.1	Confirmed incidents of corruption and actions taken 經確認的腐敗事件和採取的行動	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線， 助推經濟健康發展	We were not aware of any reported incident 我們並不知悉有任何已報告的事件
—	B7.2	Preventive measures and whistle-blowing procedures, and how they are implemented and monitored 防範措施及舉報程序，以及相關執行及監察方法		P. 78
Anti-Competition and Anti-Monopoly 反競爭與反壟斷				
103	—	Management approach 管理方針	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線， 助推經濟健康發展	P. 79
206-1	—	Lawsuits against behaviours of unfair competition and anti-monopoly practices 針對不當競爭行為和反壟斷實踐的法律訴訟		P. 79
Economic Value Generated and Distributed 所產生和分配的經濟價值				
103	—	Management approach 管理方針	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線， 助推經濟健康發展	P. 48-49 of the 2020 Annual Report 二零二零年年報第48至49頁
201-1	—	Economic value directly generated and distributed 直接產生和分配的經濟價值		P. 86-87 and P. 92-93 of the 2020 Annual Report 二零二零年年報第86至87頁及第92至93頁

SPECIFIC STANDARDS DISCLOSURE – NON-MATERIAL TOPICS:

特定標準披露－非實質性議題：

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remark
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Waste Management 廢棄物管理				
103	A1	Management approach 管理方針		P. 39-40, P. 45, P. 47
306-2	A1.3	Hazardous waste produced and intensity 所產生有害廢棄物及密度		P. 47, P. 97
306-2	A1.4	Non-hazardous waste produced and intensity 所產生無害廢棄物及密度		P. 47, P. 98
–	A1.5	Emissions reduction initiatives and results achieved 減低排放量的措施及所的成果	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 45-47
306-2	A1.6	How hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 處理有害及無害廢棄物的方法、減低產生量的措施及所的成果		P. 47

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remark
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Air Emissions 廢氣排放				
103	A1	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 39-40, P. 45
–	A1.1	Types of emissions and respective emissions data 排放物種類及相關排放數據		P. 45, P. 97-98
305-1	A1.2	Direct (Scope 1) GHG emissions 直接（範圍1）溫室氣體排放		P. 43, P. 98
305-2	A1.2	Indirect (Scope 2) GHG emissions 間接（範圍2）溫室氣體排放		P. 43, P. 98
305-4	A1.2	GHG emissions intensity 溫室氣體排放密度		P. 43, P. 98
Use of Water Resources 水資源使用				
103	A2	Management approach 管理方針	5. Focus on the main business, namely the clean energy business to achieve sustainable and steady development 聚焦清潔能源主業，實現持續穩健發展	P. 40-41
303-1	A2.2	Water consumption in total and intensity 總耗水量及密度		P. 44
–	A2.4	Whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 求取適用水源上可有任何問題，以及提升用水效益計劃及所的成果		P. 44
Raw Materials 原材料				
–	A2.5	Total packaging material used for finished products and with reference to per unit produced 製成品所用包裝材料的總量及每生產單位佔量	–	There is no consumption of packaging materials involved in our operations 我們營運並不涉及包裝材料的耗用

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remark
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Supply Chain Management 供應鏈管理				
103	B5	Management approach 管理方針		P. 57-59
–	B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目		P. 57, P. 104
–	B5.2	Practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored 有關聘用供應商慣例、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	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 58-59
Labour Standards 勞工準則				
103	B4	Management approach 管理方針		P. 63-64
–	B4.1	Measures to review employment practices to avoid child and forced labour 檢討招聘慣例的措施以避免童工及強制勞工	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 63
–	B4.2	Steps taken to eliminate such practices when non-compliance is discovered 在發現違規情況時消除有關情況所採取的步驟		P. 63

GRI Indicator	ESG Reporting Guide	Disclosure Item	Reporting Chapter	Page Number/Remark
GRI指標	報告指引	披露項目	報告章節	頁碼／備註
Community Engagement and Contribution 社區參與及貢獻				
103	B8	Management approach 管理方針		P. 80
–	B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, education) 專注貢獻範疇 (如教育、環境事宜、勞工需求、健康、文化、教育)	7. Abide by the basic principle of compliance operations and promote healthy economic development 恪守合規營運底線，助推經濟健康發展	P. 80-87
–	B8.2	Resources contributed (e.g. money or time) to the focus area 在專注範疇所動用資源 (如金錢或時間)		P. 80-87, P. 104
Private Data Protection 隱私資料保護				
–	B6.5	Consumer data protection and privacy policies, and how they are implemented and monitored 消費者資料保障及私隱政策，以及相關執行及監察方法	6. Standardize the responsibility management system and advocate the concept of comprehensive safety 規範責任管理制度，倡導全面安全理念	P. 54

Feedback 意見反饋

Dear reader,

Hello!

Thank you for taking the time to read the 2020 ESG Report of Beijing Energy International Holding Co., Ltd. In order to further enhance our ESG management and report quality, your comments and suggestions are highly appreciated. We will take your comments into consideration and all information provided will be kept confidential.

You may contact us via:

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Report Team
May 2021

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

1. I am satisfied with this report.	
我對此報告感到滿意。	
2. This report reflects the Company's impacts on the environment and the society.	
這份報告反映本公司對環境及社會之影響。	
3. 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。	
4. I am satisfied with the disclosure level of this report.	
我對此報告的信息披露程度感到滿意。	
5. I am satisfied with the format and design of this report.	
我對此報告的版式及設計感到滿意。	

尊敬的讀者：

您好！

非常感謝您在百忙之中閱覽《北京能源國際控股有限公司2020年ESG報告》。為進一步提升ESG管理工作和報告的質量，我們誠摯邀請您對本報告提出寶貴的意見與建議。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。

您可通過以下方式聯繫我們：

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報告編寫組
2021年5月

請以1至5表示您是否同意下列陳述（1為完全不同意，5為完全同意）：

Other comments:

請您在此提出其他意見與建議：

[illegible]

Your Contact Information:

您的聯繫資料：

Name

姓名：_____

Company

工作單位：_____

Tel

電話：_____

Email

電子郵件：_____



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