

東方電氣2021環境、社會及管治報告

DONGFANG ELECTRIC CO., LTD Environmental, Social and Governance (2021) Report

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



**东方电气股份有限公司**  
DONGFANG ELECTRIC CO., LTD.

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東方電氣微博



東方電氣抖音

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# 關於本報告

## About the Report

### 時間範圍

#### Reporting Period

2021年1月1日-12月31日，部分表述及數據適當追溯以前年份。

This report covers the period from January 1 to December 31, 2021. Part of the content is beyond the above time range.

### 發佈週期

#### Reporting Cycle

本報告為年度報告，是東方電氣股份有限公司自2017年以來發佈的第6份環境、社會和管治報告。

This is an annual report. It is the sixth Environmental, Social and Governance (ESG) Report issued by Dongfang Electric Co., Ltd. since 2017.

### 編制依據

#### Preparation Basis

本報告參照國家標準《社會責任報告編寫指南》(GB/T 36001-2015)和香港聯合交易所《環境、社會及管治報告指引》編寫。

This report is prepared with reference to the *Guidance on Social Responsibility Reporting (GB/T 36001-2015)* and the *Environmental, Social, and Governance (ESG) Reporting Guide* by The Stock Exchange of Hong Kong Ltd.

### 稱謂說明

#### Designations

為了便於表述和方便閱讀，「東方電氣股份有限公司」在本報告中也以「東方電氣」、「公司」表示。

In order to facilitate this presentation, "Dongfang Electric Co., Ltd." is also expressed as "DEC", or "the Company" throughout this report.

### 報告範圍

#### Reporting Scope

東方電氣股份有限公司及14家二級公司，40家三級公司。

Dongfang Electric Co., Ltd. and 14 secondary subsidiaries, 40 tertiary subsidiaries.

### 數據來源

#### Data Sources

本報告使用數據來自東方電氣的內部資料和相關統計資料。

The data used in this report is from the internal data and relevant statistical data of Dongfang Electric Co., Ltd..

### 可靠性保證

#### Reliability Assurance

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

The Board of Directors and all directors of Dongfang Electric Co., Ltd. guarantee that there is no fictitious record, misleading statement, or material omission in this report, and are responsible for the authenticity, accuracy, and completeness of the content.

### 報告版本

#### Report Version

本報告為電子版。如需列印，請盡量選用可降解環保可再生紙。

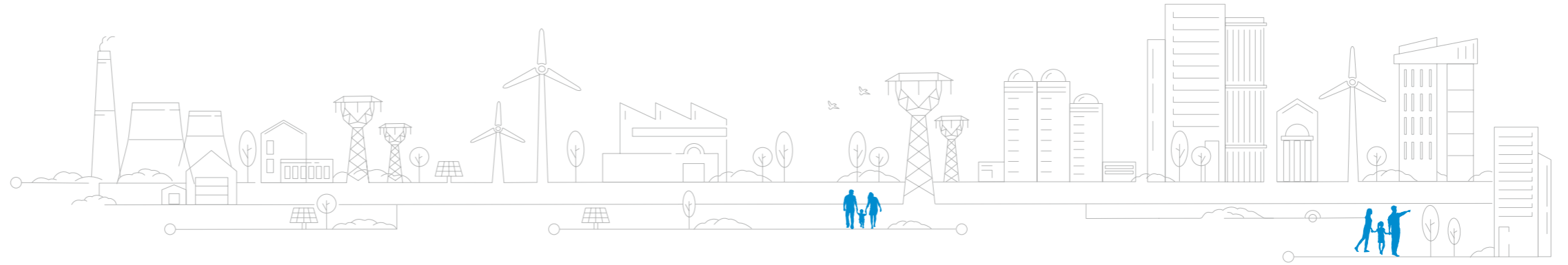
This report is available in electronic version. If you want to print it, please choose biodegradable environment-friendly recycled paper.

# 關於我們

## About Us

### 公司簡介

#### Company Profile



截至 2021 年底，東方電氣累計生產發電設備已超過  
As of the end of 2021, the capacity of electric power  
generators produced by DEC has exceeded

**6** 億千瓦 /600 GW

東方電氣股份有限公司（以下簡稱東方電氣），總部位於四川省成都市，是中國東方電氣集團有限公司控股企業。歷經 60 餘年的發展，已成為全球最大的發電設備供應商和電站工程總承包商之一，分別在上海證券交易所（代碼 600875）和香港聯交所（代碼 1072）上市。截至 2021 年底，東方電氣累計生產發電設備已超過 6 億千瓦，繼續在全球同行業中保持領先地位。目前，東方電氣的產品和服務已出口近 80 個國家和地區。

東方電氣作為國家重大技術裝備國產化基地、國家級企業技術中心，擁有中國發電設備製造行業中一流的綜合技術開發能力。通過自主開發、產學研合作，形成了一批擁有自主知識產權的重大技術裝備產品，具備了風電、太陽能、水電、核電、氣電、火電等發電設備的開發、設計、製造、銷售、設備供應及電站工程總承包能力。可批量研製 1,000 兆瓦等級水輪發電機組、1,000 兆瓦-1,750 兆瓦等級核電機組、1,350 兆瓦等級超超臨界火電機組、重型燃氣輪機設備、直驅、半直驅和雙饋全系列風力發電機組、高效太陽能電站設備、氫能全產業鏈產品、大型環保及水處理設備、電力電子與控制系統、新能源電池及儲能系統、智能裝備等產品。

Dongfang Electric Co., Ltd. (hereinafter referred to as DEC), headquartered in Chengdu, Sichuan Province, is a large-scale enterprise held by Dongfang Electric Corporation. With the development of more than 60 years, DEC has become one of the world's largest suppliers of electric power generation equipment and general contractors of power station projects. Now it is listed on the Shanghai Stock Exchange (Stock Code: 600875) and the Stock Exchange of Hong Kong (Stock Code: 1072). As of the end of 2021, the capacity of electric power generators produced by DEC has exceeded 600 GW, which is top-ranked across the industry. To date, the DEC products and services have been exported to nearly 80 countries and regions.

DEC is recognized as a national strategic base for heavy-duty machinery and equipment, as well as a National Corporate Technology Center. The Company's comprehensive technical R&D abilities are among the best in Chinese manufacturers in electric power generators. Through ingenious development and industry-university-research cooperation, DEC now owns a quantity of heavy-duty machinery and equipment with proprietary intellectual property rights. DEC is capable of general-contracting projects in developing, designing, manufacturing, selling, and supplying wind power, solar power, hydropower, nuclear power, gas power, and thermal power generators. The Company is also able to batch develop 1,000 MW hydro turbines, 1,000MW-1,750MW nuclear power equipment, 1,350 MW ultra-supercritical thermoelectric generators, heavy-duty gas turbines, a whole series of direct-driven, semi-direct-driven and double-fed wind turbines, highly-efficient solar energy equipment, hydrogen industry chain products, large-scale environmental conservation and water treatment equipment, electric & electronic automatic control systems, new energy batteries and energy storage systems, intelligent equipment, etc.

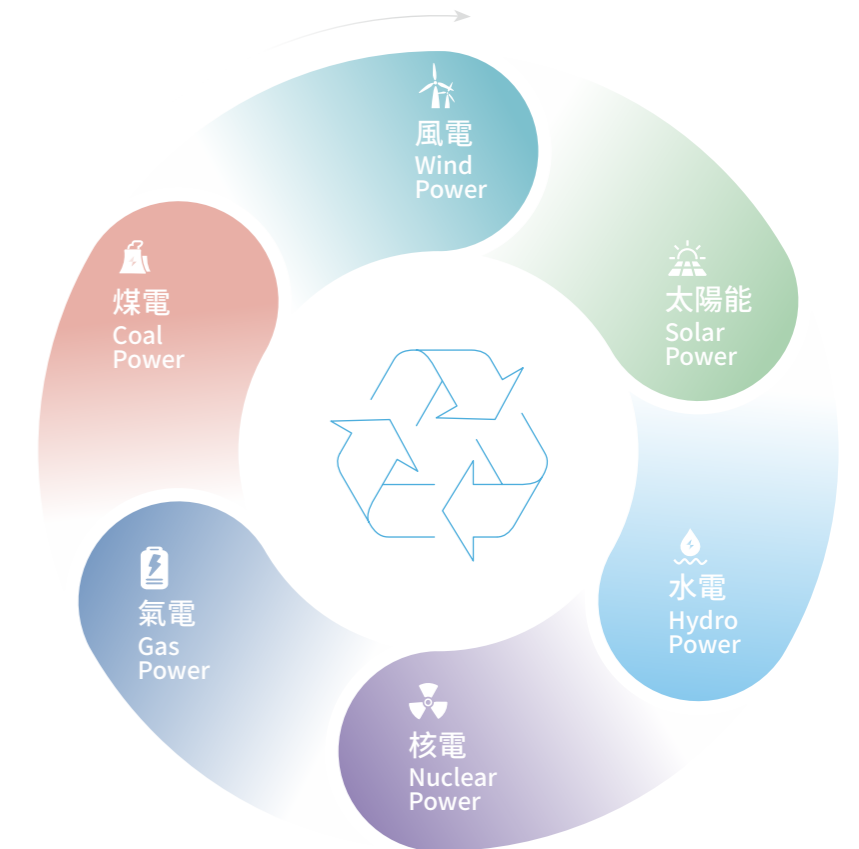


# 企業文化 Corporate Culture

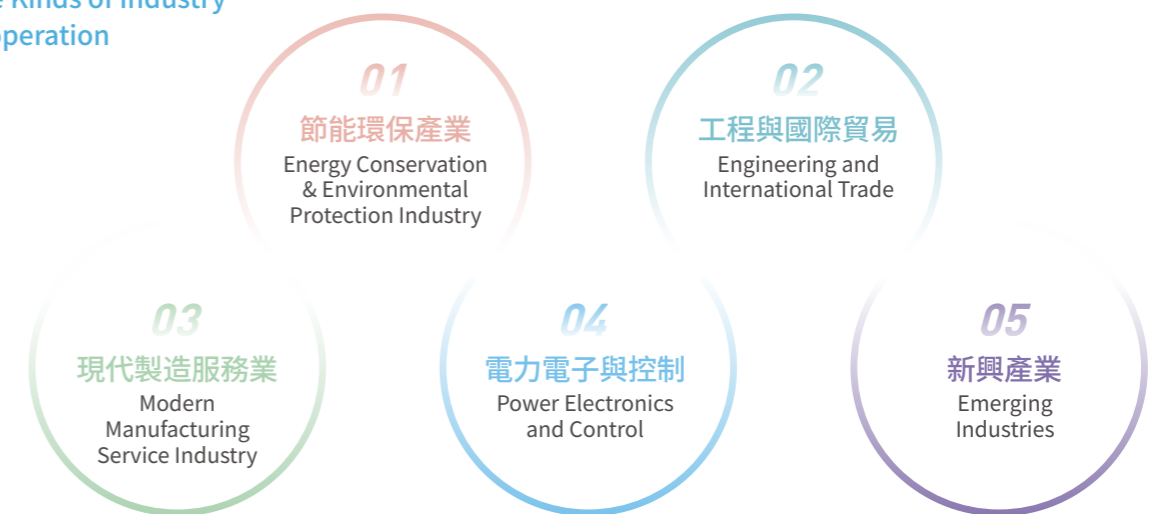


# 產業結構 Industrial Structure

## 六電並舉 Six Kinds of Electricity Develop Simultaneously



## 五業協同 Five Kinds of Industry Cooperation



## 亮點績效 Key Performance

經濟績效 Economic				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
營業總收入 Gross revenue	億元 (RMB 100 million)	328.40	372.83	478.19
總資產 Total assets	億元 (RMB 100 million)	896.19	977.95	1,031.05
淨利潤 Net profit	億元 (RMB 100 million)	13.81	19.16	24.29
研發投入 R&D investment	億元 (RMB 100 million)	18.88	20.03	27.22
擁有有效專利數 Total number of patents in force	件 (patent)	2,347	2,690	3,045
擁有發明專利數 Total invention patents	件 (patent)	922	999	1,106
環境績效 Environmental				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
溫室氣體排放密度 GHG emission density	噸 / 萬元 (ton / RMB 10,000)	0.081	0.068	0.051
二氧化硫排放量 Sulfur dioxide	噸 (ton)	208.4	196.5	175.4
氮氧化物排放量 Nitrogen oxide	噸 (ton)	370	351	273
危險廢物排放密度 Hazardous waste emissions	噸 / 萬元 (ton / RMB 10,000)	0.0009	0.0007	0.0004
萬元產值綜合能耗 Comprehensive energy consumption per RMB 10,000 of operating income	噸標準煤 / 萬元 (TCE/RMB 10,000)	0.035	0.028	0.022
萬元產值水資源消耗 Water resources consumption per RMB 10,000 of operating income	噸 / 萬元 (ton / RMB 10,000)	1.186	0.993	0.758

社會績效 Social				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
在崗員工 Total number of employees	人 (person)	17,360	17,336	16,969
社會保險覆蓋率 Coverage of social insurance	%	100	100	100
安全生產投入 Work safety investment	萬元 (RMB 10,000)	8,277.1	7,063.5	8,472.6
較大及以上生產安全事故 Major or serious work safety accidents	起 (accident)	0	0	0
員工志願活動人次 Number of voluntary employees	人次 (person)	2,109	3,375	15,358
定點幫扶投入資金 Investment in targeted poverty alleviation	萬元 (RMB 10,000)	2,577	2,768	2,650



# ESG 管理

## ESG Management

東方電氣建立健全公司 ESG 管理機制，重視與利益相關方的溝通，持續完善 ESG 管理制度。

DEC has built a corporate ESG management mechanism, and continuously improves the system based on communications with the stakeholders.



# ESG 管理機制

## ESG Management System

東方電氣董事會對環境、社會、治理策略及報告承擔責任，負責評估有關 ESG 風險，針對可能影響本公司業務及運作、利益相關方關注的議題制定公司 ESG 管理方針、策略及目標，經理層及職能部門負責執行具體工作，推動各下屬子企業在日常經營層面實施可持續發展，同時確保公司運營符合相關法律法規的規定。

The Board of Directors of DEC is fully responsible for ESG strategies and reports, and in charge of assessing ESG-related risks and formulating ESG management policies, strategies and goals targeting at issues that may affect the Company's business and operations and the concerns of stakeholders; the management and functional departments take concrete actions to promote sustainability of routine operations in all subsidiaries while seeing to it that the Company is running in compliance with applicable laws and regulations.

# 利益相關方溝通

## Stakeholder Communication

東方電氣高度重視各利益相關方的期望，根據各方需求不斷搭建和完善溝通交流的渠道，以公開、透明的方式主動瞭解並及時回應利益相關方的訴求與期望，與利益相關方攜手共促經濟、社會、環境可持續發展。

DEC sets great store by communications with stakeholders. Via satisfactorily open and transparent channels built and improved for communications, the Company takes the initiative to understand and respond to requests and expectations of stakeholders in time, in a bid to fuel economic, social and environmental sustainability jointly with stakeholders.

# 實質性議題分析

## Material Topics Analysis

東方電氣依託于完善的利益相關方溝通機制，積極開展實質性議題分析，對照香港聯交所《ESG 報告指引》要求，研究國家宏觀經濟政策、國內外社會責任標準要求和公司發展戰略與規劃，識別出應對氣候變化、創造綠色裝備、踐行綠色發展、攜手夥伴成長、增加員工福祉、投身社會公益等重要議題，作為 ESG 管理重點並在報告中進行披露。

DEC analyzes material topics relying on the complete stakeholder communication mechanism. In accordance with the *ESG Reporting Guide* released by the Stock Exchange of Hong Kong Ltd., the Company has identified important issues of climate change response, green equipment creation, green development, partnership & common growth, employee benefits, and contribution to public welfare, based on the macroeconomic policies of China, standards and requirements of social responsibilities at home and abroad, and strategies and planning for corporate development. Defined as priorities of ESG management, the topics are outlined in the report.

利益相關方 Stakeholders	期望與要求 Expectations and requirements	溝通渠道 Communication channels
政府 Government	<ul style="list-style-type: none"> <li>◎保障依法合規運營 Guaranteeing legal and compliant operation</li> <li>◎加強環境治理 Strengthening environmental management</li> </ul>	<ul style="list-style-type: none"> <li>◎信息披露公告 Information disclosure announcement</li> <li>◎專題報告 Project reports</li> </ul>
投資者 Investors	<ul style="list-style-type: none"> <li>◎瞭解行業形勢、相關政策及經濟影響 Understanding the industry trend, relevant policies and economic impact</li> <li>◎建立健全管理機制 Establishing and improving the management mechanism</li> <li>◎開展裝備技術創新 Equipment technology innovation</li> <li>◎確保產品質量管控 Ensuring product quality control</li> </ul>	<ul style="list-style-type: none"> <li>◎股東大會 General meeting of shareholders</li> <li>◎年報、季報業績說明會 Annual report and quarterly report performance briefings</li> <li>◎路演活動 Roadshow activities</li> <li>◎諮詢電話 Consultation telephone</li> <li>◎電子郵件 E-mail</li> <li>◎投資者來訪 Investor visits</li> <li>◎上證e互動 SSE E-interactive platform</li> <li>◎公司專頁 Company webpage</li> <li>◎證監局投資者平臺 Investor platform of China Securities Regulatory Commission</li> </ul>
客戶 Customers	<ul style="list-style-type: none"> <li>◎確保產品質量管控 Ensuring product quality control</li> <li>◎客戶隱私信息保護 Protecting customer privacy information</li> <li>◎提升客戶滿意度 Improving customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>◎客戶在線服務平臺 The online customer service platform</li> <li>◎客戶投訴處理 Customer complaint handling</li> </ul>

利益相關方 Stakeholders	期望與要求 Expectations and requirements	溝通渠道 Communication channels
供應商 Suppliers	<ul style="list-style-type: none"> <li>◎確保產品質量管控 Ensuring product quality control</li> <li>◎落實環境管理與排放物治理 Implementing environmental management and emission control</li> </ul>	<ul style="list-style-type: none"> <li>◎質量巡檢 Quality inspection</li> <li>◎交流培訓 Communication and training</li> <li>◎線上溝通 Online communication</li> </ul>
員工 Employees	<ul style="list-style-type: none"> <li>◎建立健全權益保障制度 Establishing and improving the rights and interests protection system</li> <li>◎確保員工健康安全 Ensuring the health and safety of employees</li> <li>◎助力員工職業發展 Helping staff career development</li> <li>◎落實員工薪酬福利 Providing compensation and benefits</li> </ul>	<ul style="list-style-type: none"> <li>◎員工培訓 Staff training</li> <li>◎員工勞動和技能競賽 Employee labor and skills competition</li> <li>◎員工活動 Staff activities</li> <li>◎座談會 Seminars</li> <li>◎廠務公開欄 Column on transparency in factory affairs</li> <li>◎情況通報會 Briefings</li> <li>◎內部信息網絡 Internal information network</li> <li>◎微信公眾號 WeChat official account</li> </ul>
環境 Environment	<ul style="list-style-type: none"> <li>◎完善環境管理體系制度 Improving the environmental management system</li> <li>◎加強排放物治理 Enhancing emission control</li> <li>◎促進資源利用和保護 Promoting resource utilization and protection</li> </ul>	<ul style="list-style-type: none"> <li>◎信息披露公告 Information disclosure announcement</li> <li>◎微信公眾號 WeChat official account</li> </ul>
社區 Communities	<ul style="list-style-type: none"> <li>◎助力鄉村振興 Supporting rural vitalization</li> <li>◎開展志願服務 Volunteer service</li> <li>◎堅持海外履責 Fulfilling CSR overseas</li> </ul>	<ul style="list-style-type: none"> <li>◎志願服務活動 Volunteer services</li> <li>◎科普培訓活動 Science popularization training activities</li> <li>◎國企開放日 SOE Open Day</li> <li>◎支持鄉村振興 Supporting rural vitalization</li> <li>◎海外項目走訪 Overseas project visits</li> </ul>

## ESG 報告原則回應 Response to ESG Reporting Principles

### 重要性原則 Materiality principle

東方電氣按照香港聯交所《ESG 報告指引》要求，同時參考國家標準《社會責任報告編寫指南》（GB/T 36001-2015）等標準，並通過與各類利益相關方進行不同形式的溝通與交流，識別並選擇與本公司相關的 ESG 議題，並在本報告中針對實質性議題從機制完善、管理提升、行動實踐及績效等層面進行重點披露。

With reference to the *Guidance on Social Responsibility Reporting* (GB/T 36001-2015) and the *ESG Reporting Guide* by The Stock Exchange of Hong Kong Ltd., DEC identifies and chooses ESG topics in connection with the Company and discloses material topics in particular from perspectives of mechanism improvement, management elevation, practice and performance in this Report through communication with all stakeholders in various forms.

### 量化原則 Quantitative principle

東方電氣對報告中所有「環境」範疇及部分「社會」範疇的量化關鍵披露指標進行定期統計，並於年末彙報、披露。並對部分 ESG 量化數據的統計範圍和統計方法進行了說明。

DEC makes regular statistics on key quantitative indicators for disclosure specified within "environmental" and "social" domains, which are reported and disclosed at the end of each year. Relevant scope of statistics and statistical methods for part of ESG quantitative data are also specified therein.

### 平衡性原則 Balance principle

東方電氣將其所面臨的挑戰以及負面信息在報告中進行了披露，客觀反映公司的環境、社會及管治表現。

DEC discloses the challenges and negative information in the report, besides a fair reflection of the Company's ESG performance.

### 一致性原則 Consistency principle

本報告相對東方電氣往年 ESG 報告披露範圍並無重大調整，且使用了一致的披露統計方法，並進一步細化了部分港交所 ESG 報告指引對應披露類別。

Relative to prior DEC ESG reports, this Report makes no substantial adjustments to scope of disclosure; ensuring consistency of the statistical approach in disclosure, DEC further classifies some types specified in *ESG Reporting Guide* by The Stock Exchange of Hong Kong Ltd.

# 我們同創可持續環境

## Cohesion & Creation for a Sustainable Environment



環保總投入

**5,960** 萬元

spending on environmental protection

RMB **59.6** million

較大突發環境污染事件為

**0**

major emergency environmental pollution accidents

**0**

東方電氣堅持創造綠色動力、驅動綠色發展，積極響應「雙碳」目標，牢牢把握能源發展趨勢，構建清潔低碳、安全高效的現代能源體系，鼎力同創可持續環境，為經濟社會發展注入「綠色動能」。

Consistently creating green power, powering green development, and responding to "carbon peaking and carbon neutrality" goals in concrete action, DEC keeps abreast of the latest developments in energy industry to establish a clean, low-carbon, safe and efficient modern energy system. Pooling all forces for creating a sustainable environment, the Company provides a "green impetus" to economic and social development.

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## 抓實環境管控 Strengthen Environmental Regulation

東方電氣秉持「綠色動力 驅動未來」理念，夯實環境保護管理基礎。2021 年，發佈公司生態環境保護「十四五」規劃，壓緊壓實環境保護主體責任，環保總投入 **5,960** 萬元，較大突發環境污染事件為 **0**。

Upholding the philosophy "Shape the Future with Green Power", DEC lays a solid foundation for management of environmental protection. In 2021, the Company's ecological/environmental protection plan during the period of "The 14th Five-Year Plan" was promulgated, providing for the primary responsibility for environmental protection, RMB **59.6** million spending on environmental protection and **0** major emergency environmental pollution accidents.

◎結合環境保護法律法規要求，制定環境保護專項督導檢查工作清單

Work out a checklist for supervision of environmental protection in accordance with environmental protection laws and regulations



◎建立綠色車間評價體系，推動所屬企業開展綠色車間建設

Establish a system for green workshop assessment to advance green workshop building in the enterprise

◎組織開展碳足跡、碳管理先期探索工作

Perform preliminary exploration on carbon footprint and carbon management

◎從大氣污染防治、水污染防治、固體廢棄物污染防治、雜訊污染防治等方面，在全公司範圍內集中開展生態環境保護風險摸底排查

Carry out an intensive ecological/environmental survey within the scope of the Company for identifying and preventing hazards of air pollution, water pollution, solid waste pollution and noise pollution

◎對發現的問題逐項制定風險防範措施、明確整改時限、按期推進整改

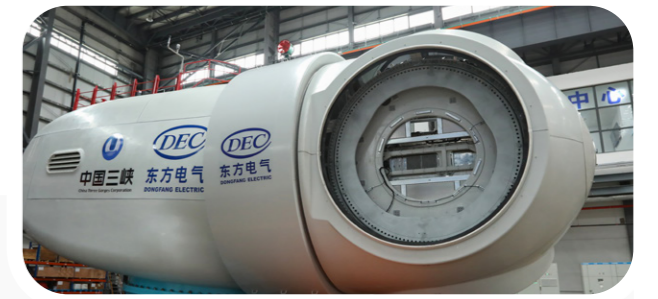
Define precautions for the problems found, set deadlines for rectifications and propel the rectifications as scheduled

## 製造綠色裝備 Manufacture Green Equipment

2021 年，東方電氣在新能源領域持續發力，狠抓清潔高效先進發電技術攻關，推動綠色裝備新產品研發，潛心綠色工程打造，促進清潔能源的全方位發展，國內國際業務綠色低碳轉型成效顯著。

In 2021, DEC redoubled its efforts in new energy. With technical breakthroughs made in efficient and advanced power generation using clean energy, DEC concentrated on green engineering and boosted the all-around development of clean energy by vigorously promoting the R&D of new green equipment products. As a result, remarkable progress was made in green and low-carbon transformation of its national/international services.

### 風電 Wind Power



◎自主研製的 13 兆瓦抗颱風型海上風電機組單台機組每年可輸出清潔電能

**5,000** 萬度

The self-developed 13MW anti-typhoon offshore wind turbine can generate 50 million kWh of clean electricity per unit

◎可減少燃煤消耗

**1.5** 萬噸

Reducing coal consumption by 15,000 tons

◎減少二氧化碳排放

**3.8** 萬噸

Reducing carbon dioxide emissions by 38,000 tons

### 太陽能 Solar Power



◎與同等規模的火力發電相比，每年可節約標煤

**6.19** 萬噸

◎相當於減排二氧化碳

**15.48** 萬噸

Compared with thermal power generation projects of equivalent size, it can annually save 61,900 tons of standard coal consumption, equivalent to reduction of 154,800 tons of carbon dioxide emissions

◎為新疆哈密 50 兆瓦塔式光熱發電項目提供核心系統與設備

Provided core systems and devices for the Xinjiang Hami 50MW Tower CSP Project

◎14,500 面大鏡子「逐日聚光」

Equipped with 14,500 heliostats

## 水電 Hydro Power

◎金沙江白鶴灘水電站首批機組於 2021 年 6 月 28 日安全准點投產發電

The first unit of Jinshajiang Baihetan Hydropower Station was put into operation on June 28, 2021

◎承擔研製的左岸 8 台 100 萬千瓦水輪發電機組水輪機原型效率超 **96%**

The prototype efficiency of the eight 1 million kilowatt hydro-generator sets on the left bank undertook by the Company is more than 96%



◎發電機額定效率超 **99%**，為世界最高

The generator is rated at over 99% efficiently, the highest in the world

◎所有產出重大部件和投運機組精品率達 **100%**

100% of all major components produced and put into operation

## 核電 Nuclear Power

◎「華龍一號」每台機組裝機容量 **116.1** 萬千瓦

"Hualong One" with an installed capacity of 1.161 GW per unit

◎每年發電近 **100** 億度

Generating nearly 10TWh of electricity every year

◎能夠滿足中等發達國家 **100** 萬人口的年度生產和生活用電需求

Meeting the production and life electricity demands for 1 million people in a middle-sized developed country



◎相當於每年減少標準煤消耗 **312** 萬噸

The contribution to energy conservation equals reducing 3.12 million tons of standard coal consumption every year

◎減少二氧化碳排放 **816** 萬噸

Reducing 8.16 million tons of carbon dioxide emissions every year

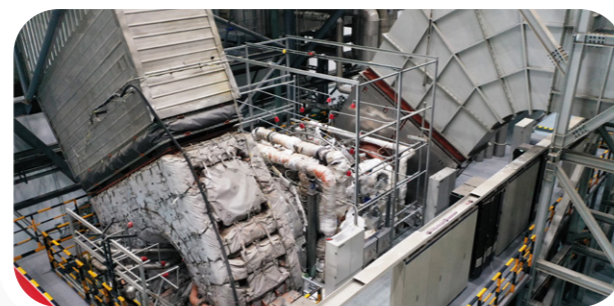
◎相當於植樹造林 **7,000** 多萬棵

Equalling planting over 70 million trees

## 氣電 Gas Power

◎自主研發國內首台 F 級 **50** 兆瓦重型燃氣輪機與同等功率的進口燃機相比，整機製造成本可大幅降低

Compared with imported gas turbines of the same power, The manufacturing cost of the self-developed China's first F-Class 50 MW heavy-duty gas turbine can be greatly reduced



◎運行與維護價格可節省近一半

The operation and maintenance fee can be cut by 50%

## 煤電 Coal Power

◎羅源灣工程 1 號機組於 2021 年 12 月 13 日運行  
Luoyuanwan Project put No.1 unit into commercial operation on December 13, 2021

◎煙塵排放濃度為 **0.9** mg/m<sup>3</sup>  
Smoke emission concentration: 0.9mg/m<sup>3</sup>

◎二氧化硫排放濃度為 **5.9** mg/m<sup>3</sup>  
Sulfur dioxide emission concentration: 5.9mg/m<sup>3</sup>

◎氮氧化物排放濃度為 **15.9** mg/m<sup>3</sup>  
Nitrogen oxide emission concentration: 15.9mg/m<sup>3</sup>



◎遠低於國家超低排放標準

Far below the national ultra-low emission standard

◎供電煤耗為 **271.2**g/kW·h

Coal consumption for power generation amounting to 271.2g/kWh

## 氫能 Hydroelectricity

◎成都大運會氫燃料電池通勤車首批 **40** 台完成交付  
The first fleet of 40 new hydrogen-powered buses for the Chengdu Universiade was delivered

◎在成都、德陽、西昌、貴陽等地已有 **140** 輛氫燃料電池公車投入示範運行

140 hydrogen-powered buses went into use for demonstration in Chengdu, Deyang, Xichang, Guiyang and elsewhere nationwide

◎累計運行里程超過 **1,200** 萬公里  
Cumulative mileage of over 12 million km

◎與燃油車相比減少二氧化碳排放 **8,000** 餘噸  
Compared to fuel vehicles, they can reduce roughly 8,000 tons of carbon dioxide emissions

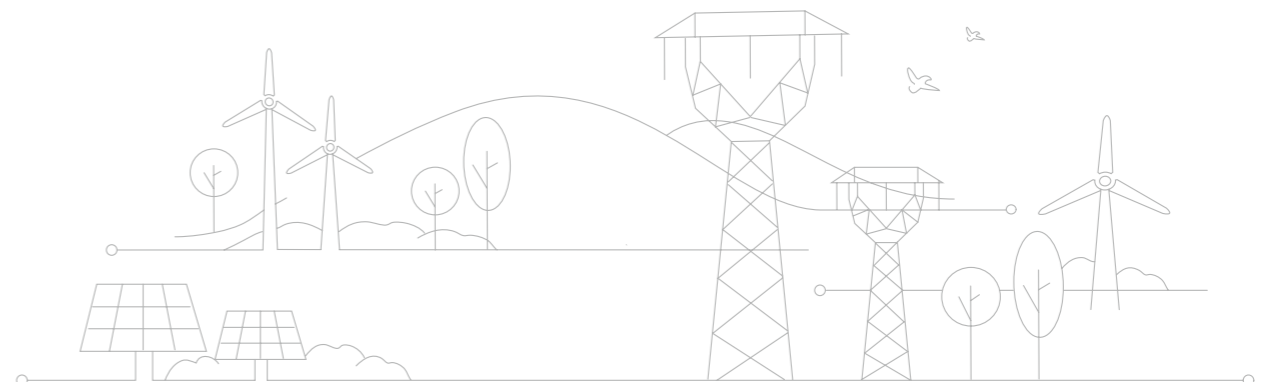


◎單車最高運營里程超 **20** 萬公里

Running over 200,000 km in the maximum

◎膜電極功率密度、耐久性等各項指標達到行業先進水準

Having industry-leading membrane electrodes, power density and durability



## 推動節能減排 Promote Energy Conservation and Emission Reduction

東方電氣堅持綠色發展，深入推進污染防治攻堅，助力碳達峰、碳中和目標實現。

Centered around green development, DEC overcomes difficulties in pollution prevention and control with strenuous efforts, so as to realize the "carbon peaking and carbon neutrality" goals.

### 推進「三廢」治理 Propel Treatment of "Three Types of Waste"

東方電氣嚴格遵守相關法律，將環境污染防治納入《安全生產專項整治三年行動實施方案》，積極推動「三廢」治理，各項污染物排放量持續下降。

DEC strictly abides by relevant laws and regulations, incorporates environmental pollution prevention and control into the "Three-year Action Implementation Plan for Special Rectification of Safe Production", solid progress has been seen in treatment of "three types of waste", and the emissions of various pollutants continue to decline.

**加強污染防治：**動態辨識重要環境污染源，加強污染源頭防治，嚴把固定資產投資項目能耗、污染物排放審查關，從源頭上控制污染物的產生和排放。

**Enhance pollutant prevention & control:** DEC dynamically identifies important environmental pollution sources, while strengthening the prevention and control of pollutants at the source. Being a gatekeeper of fixed-asset investment projects in terms of energy consumption and pollutant discharge, the Company controls the generation and discharge of pollutants from the very beginning.

**落實「三同時」規定：**嚴格執行建設項目環境影響評價制度，落實污染防治設施「三同時」規定。

**Implement "Design, construction and operation at the same time":** DEC follows the environmental impact assessment system while constructing the projects. Based on related regulations, the Company ensures that pollution prevention and other environmental protection facilities are designed, constructed, and put into operation at the same time as the main project.

**環保設備運維管理：**加強環保設備設施的運維管理，確保環保設備設施有效運行，各類污染物達標排放。

**Environmental protection equipment O&M:** DEC enhances the operation and maintenance of environmental protection equipment, ensuring the effective operation of environmental protection equipment and facilities, as well as the discharge of various pollutants up to standards.

**環境污染風險排查：**制定專項檢查清單，集中開展生態環境保護風險摸底排查，形成問題清單，制定風險防範措施按期推進整改。

**Environmental pollution risk investigation:** DEC drafts special checklists for intensive ecological/environmental risk investigation. The Company lists problems and works out risk precautions for advancing rectifications as scheduled.

廢氣排放量 Waste gases				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
二氧化硫 Sulfur dioxide	噸 (ton)	208.4	196.5	175.4
二氧化硫排放密度 Sulfur dioxide emission density	噸 / 萬元 (ton/RMB 10,000)	0.00006	0.00005	0.00004
氮氧化物 Nitrogen oxide	噸 (ton)	370	351	273
氮氧化物排放密度 Nitrogen oxide emission density	噸 / 萬元 (ton/RMB 10,000)	0.00011	0.00009	0.00006
廢水排放量 Waste water				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
廢水排放量 Waste water	萬噸 (10,000 tons)	165.7	153.9	143.7
廢水排放密度 Waste water discharge density	噸 / 萬元 (ton/RMB 10,000)	0.5046	0.4128	0.3005
COD COD	噸 (ton)	381	367	295
COD 排放密度 COD discharge density	噸 / 萬元 (ton/RMB 10,000)	0.00011	0.00010	0.00006
氨氮 Ammonia nitrogen	噸 (ton)	88.9	83.5	76.1
氨氮排放密度 Ammonia nitrogen discharge density	噸 / 萬元 (ton/RMB 10,000)	0.00003	0.00002	0.00002
廢棄物排放量 Solid waste				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
危險廢棄物排放量 Hazardous wastes	噸 (ton)	2,996	2,826	2,329
危險廢棄物排放密度 * Hazardous wastes emission intensity*	噸 / 萬元 (ton / RMB 10,000)	0.0009	0.0007	0.0004
無害廢棄物排放量 Non-hazardous wastes	噸 (ton)	30,100	35,800	26,773
無害廢棄物排放密度 Non-hazardous wastes emission intensity	噸 / 萬元 (ton / RMB 10,000)	0.0092	0.0072	0.0051
回收廢棄物總量 Recyclable wastes	噸 (ton)	22,300	29,000	24,423

\*：危險廢棄物排放密度 = 排放量 / 營業收入，意為每一單位營業增長同期的污染排放。

Hazardous wastes emission intensity = emission volume/revenue, which refers to the pollutant emissions per unit of business growth over the same period.

## 節約能源資源 Conservation of Energy and Resources

東方電氣完善能源管理相關制度，積極從工藝改進、設備節能改造、高耗能落後設備淘汰、節能產品推廣等多方面開展節能工作，持續提升能源管理績效。

DEC improves the energy management systems. The Company actively carries out energy conservation from various aspects such as process improvement, equipment energy-saving transformation, and environmental-friendly product promotion, so as to improve energy management performance constantly.

### 能源管理 Energy Management

東方電氣動態辨識、評價能源因素，制定並實施相關措施為計劃；開展能源管理體系內外評審；強化節能基礎管理，進一步規範能耗數據監測、計量、統計等基礎工作。

DEC dynamically identifies and assesses of energy factors and drafts carries out relevant action plan; the Company carries out the internal and external reviews on energy management systems. By doing so, the Company reinforces underlying management of energy conservation, further standardizes energy consumption data monitoring, measurement, statistics and other basic work.

### 用水管理 Water Management

東方電氣組織重點用能單位編制節水自查報告，開展設備節能改造，東方鍋爐對車間循環水池進行改造，每月可節約用水 30 噸左右；同時倡導綠色低碳生產生活方式，傳遞綠色節能理念。

DEC organizes key energy-using entities to prepare self-inspection reports on water conservation, along with energy-saving retrofitting of equipment, e.g., circulating pools in the workshop of DEC Boiler are upgraded to save roughly 30 tons of water on a monthly basis; and the Company promotes green and low-carbon production and lifestyle, and communicates the green and energy-saving philosophy.

### 包裝減量 Packaging Minimalism

東方電氣持續減少不必要的包裝，包裝材料優先選用環保材料，積極促進包裝材料減量化。

DEC continuously reduces unnecessary packaging, and prioritizes eco-friendly materials for packaging, so as to minimize packaging materials.

### 資源消耗情況 Resource consumption

指標名稱 Indicator	單位 Unit	2019 年 2019	2020 年 2020	2021 年 2021
綜合能耗 Comprehensive energy consumption	噸標準煤 (TCE)	102,153	98,673	93,391
萬元產值綜合能耗 Comprehensive energy consumption per RMB 10,000 of operating income	噸標準煤 / 萬元 (TCE/RMB 10,000)	0.035	0.028	0.022
電力 Electricity	萬千瓦時 (10,000 kWh)	35,827	32,783	31,802
天然氣 Natural gas	萬立方米 (10,000 m <sup>3</sup> )	3,856	3,809	3,771
汽油 Gasoline	噸 (ton)	805	756	655
柴油 Diesel	噸 (ton)	777.4	741.6	690.8
水資源消耗 Water consumption	萬噸 (10,000 tons)	390	370	369
萬元產值水資源消耗 Water resources consumption per RMB 10,000 of operating income	噸 / 萬元 (ton / RMB 10,000)	1.186	0.993	0.758

### 包裝材料使用情況 Use of packaging materials

指標名稱 Indicator	單位 Unit	2019 年 2019	2020 年 2020	2021 年 2021
包裝材料消耗 Consumption of packaging materials	噸 (ton)	8,861	13,507	15,150
包裝材料消耗密度 Consumption intensity of packaging materials	噸 / 萬元 (ton / RMB 10,000)	0.0027	0.0041	0.0032
木箱 Wooden box	噸 (ton)	4,616	8,182	9,687
紙箱 Carton	噸 (ton)	125	126	80
塑膠 Plastic	噸 (ton)	332	158	175
槽鋼 Steel channel	噸 (ton)	3,732	4,527	4,754
其他材料 Other materials	噸 (ton)	56	514	454

## 踐行綠色發展 Carry out Green Development

東方電氣貫徹落實國家「碳達峰」、「碳中和」決策部署，堅持走綠色發展道路，切實踐行綠色發展理念，堅持人與自然和諧共生，為應對氣候變化貢獻力量。

DEC resolutely implements China's decisions and deployments of "carbon peaking" and "carbon neutrality", and unswervingly follows the path of green development. Putting the concept of green development into practice, the Company seeks the harmonious coexistence between human and nature, so as to contribute to the response to climate change.

### 溫室氣體減排 Reduce GHG Emission

東方電氣大力發展水電、風電、核電等新能源產業，綠色低碳轉型步伐加快。

DEC uses its best endeavor to develop new energy industries, such as hydro power, wind power and nuclear power, the Company is speeding up its green and low-carbon transformation.

溫室氣體排放情況 Greenhouse gas emissions				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
溫室氣體排放量 GHG emission volume	萬噸 (10,000 tons)	26.5	25.2	24.1
直接排放（範圍 1） Direct emissions (Range 1)	萬噸 (10,000 tons)	26.5	25.2	24.1
間接排放（範圍 2）* Indirect emissions (Range 2)*	萬噸 (10,000 tons)	—	—	—
溫室氣體排放密度 GHG emission density	噸 / 萬元 (ton / RMB 10,000)	0.081	0.068	0.051
溫室氣體減排量 Reduction of GHG emissions	萬噸 (10,000 tons)	2.2	1.3	1.1

\*：溫室氣體間接排放量將儘快建立碳排放管理體系進行核算。

Indirect GHG emissions will be incorporated into carbon emissions management system for accounting as soon as possible.

### 減少環境影響 Minor Environmental Impact

東方電氣嚴格執行建設項目環境影響評價制度，為實現電力裝備產品綠色化和低碳化提供支撐。

DEC follows the environmental impact assessment system while constructing the projects to lay a solid foundation for delivering green and low-carbon electric power equipment products.

### 綠色文化 Green Culture

東方電氣以「雙碳」目標為引領，大力倡導綠色低碳生產生活方式。2021 年，公司積極推進 LED 照明節能產品、工藝節能技術、餘熱再利用等應用，加強綠色辦公；利用線上「學習雲」平臺、宣傳片、六五環境日專題宣傳展板等多種渠道，全年組織近 3,000 名員工線上參與節能低碳專題培訓，總學習人次達 15,570 餘人次。

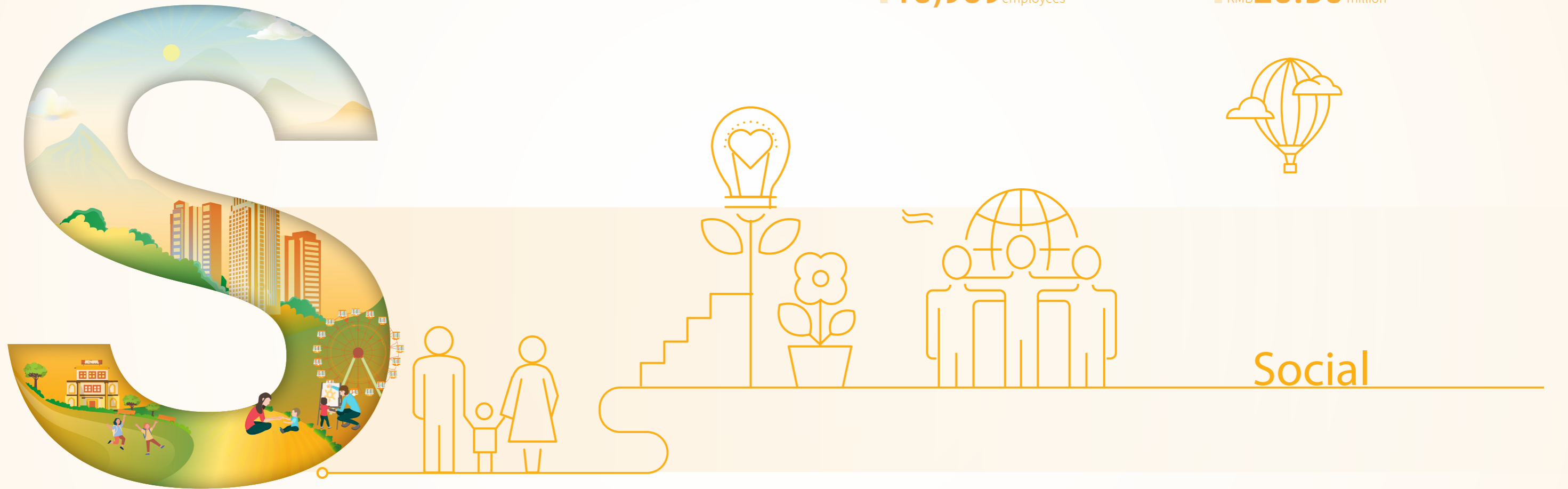
Heading for goals of "carbon peaking and carbon neutrality" goals, DEC spares no efforts to promote green and low-carbon production and lifestyle. In 2021, the Company created a green workplace with efforts to LED lights with energy-conserving products, energy-conserving technologies, waste heat recycling, etc.; the Company uses all sorts of channels, like online "cloud learning" platform, promo video, and June 5 Environment Day display boards. Nearly 3,000 employees are involved in annual energy-saving and low-carbon training, indicating 15,570 trainees so far in aggregate.



▲製作環境專題宣傳展板普及環保知識

Display boards fabricated for publicity to knowledge on environmental protection

# 我們同創友好型社會 Cohesion & Creation for a Friendly Society



公司在崗員工

**16,969**人

the Company had

**16,969** employees

在定點幫扶地區共投入直接幫扶資金

**2,650**萬元

Direct support funds were invested in the targeted areas

RMB **26.50** million



## Social

東方電氣秉承「共創價值，共享成功」的核心價值觀，為員工提供開放包容、平等尊重、健康安全的工作環境，攜手夥伴共創價值，真誠回饋推動社區發展，竭力同創友好型社會，共享和諧幸福生活。

DEC adheres to core values of "Value Co-creation for a Shared Prosperity" to create an open, inclusive, healthy and safe workplace with equality and respect for employees while joining hands with partners to create value and contribute to community development. Together, we contribute to a friendly society and enjoy a harmonious and happy life.

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## 增加員工福祉 Improve Employee Well-being

東方電氣全面貫徹落實新時代人才工作的新理念、新戰略、新舉措，堅持人才引領，保障員工權益，扎實推進人才隊伍建設，關心關愛員工，提升員工歸屬感、幸福感。截至 2021 年底，公司在崗員工 **16,969** 人（中國籍），外籍人員 24 人。

DEC carries out new ideas, new strategies and new moves of talent work in the new era in all respects and follows a talent-led approach. Apart from safeguarding rights and interests of employees and promoting talent team building with concrete efforts, the Company also shows care for employees, in a bid to promote their senses of belonging and happiness. Up to the end of 2021, the Company had **16,969** employees (Chinese nationality) and 24 foreign employees.

## 權益保障 Rights and Interests

東方電氣高度重視員工權益保障，嚴格遵守相關法律法規，堅持平等僱傭，加強當地語系化用工管理，杜絕僱傭童工與其他強制性勞動，持續完善薪酬福利體系，尊重員工隱私和參與權，重視民主溝通，積極構建和諧穩定的勞動關係。截至 2021 年底，公司女性管理者比例達 17.35%，社會保險覆蓋率 100%，勞動合同簽訂率 100%。

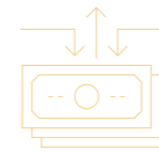
DEC attaches great importance to safeguarding rights and interests of employees. Strictly in compliance with applicable laws and regulations, the Company secures equity of employment, and tightens local labor management by saying no to use of child labor and other types of forced labor and improving the remuneration system. With respect for privacy and right of participation of employees and focus on democratic communication, the Company makes great efforts to build a harmonious and steady employment relationship. By the end of 2021, the Company's female management accounted for 17.35%, along with 100% coverage of social insurance and 100% conclusion of employment contracts.



## 員工招聘 Recruitment

東方電氣帶頭穩崗擴就業，大力引進博士畢業生等高層次人才。2021 年，精準引進急需緊缺的創新領軍及科研領域博士等高層次人才 16 名，校園招聘簽約本科以上畢業生 530 人。

DEC takes the lead in keeping the payroll stable, and creating more jobs and greatly absorbing doctors and other high-level talents. In 2021, the Company brought in 16 urgently needed high-level talents, including leaders of innovation and doctors in scientific research field, and signed employment contracts with 530 graduates with the bachelor's degree or above through campus recruitment.



## 薪酬福利體系建設 Remuneration and Welfare System Construction

東方電氣推進收入分配市場化改革，提升薪酬分配差異化水準，制定 2021 年專項獎勵實施方案；提升中長期激勵廣度和力度，修訂公司中長期激勵管理辦法，制定公司 2021 年中長期激勵實施計劃；優化員工福利保障管理，提升企業年金監管效率。

Propelling market-oriented reform in income distribution and promoting differentiation of salary distribution, DEC worked out the 2021 special rewarding implementation plan; concurrently, the Company revised the measures for management of medium- and long-term incentives and drafted the 2021 implementation plan for medium- and long-term incentives for enhancing effects of relevant incentives in both breadth and intensity; other measures included optimizing management of staff benefits and streamlining regulation of annuities.



## 民主管理 Democratic Management

東方電氣切實關心員工最現實利益，通過職工代表大會、座談會、總經理接待日、職工代表提案、談心談話、合理化建議等渠道，廣泛徵求廣大職工群眾意見建議，充分保障員工知情權、參與權和表達權。

DEC is literally concerned with the most practical benefits of employees. Through meetings of employee representatives, discussions, GM reception day, proposals by employee representatives, open talks, submission of reasonable suggestions, etc., the Company solicits advice from employees extensively to ensure employees' rights to know, participate, and express.



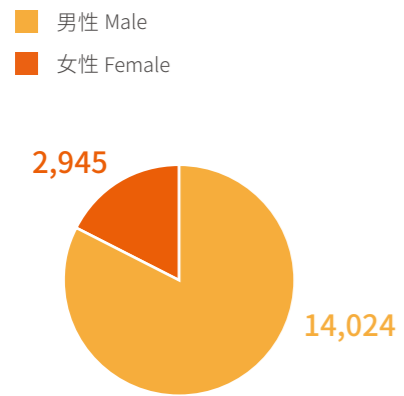
▲ 12 月 8-10 日，東方電氣組織開展「國聘行動」暨博士專場招聘活動，邀請部分博士生代表走進企業現場，近距離瞭解大國重器，感受科技之美

On December 8-10, 2021, DEC staged the "national recruitment campaign" and doctor recruitment, where some doctors were provided a glimpse into China's rapid advances in science and core technologies during a visit to the Company

**雇員人數 (單位: 人)**  
Total employees (Unit: headcount)

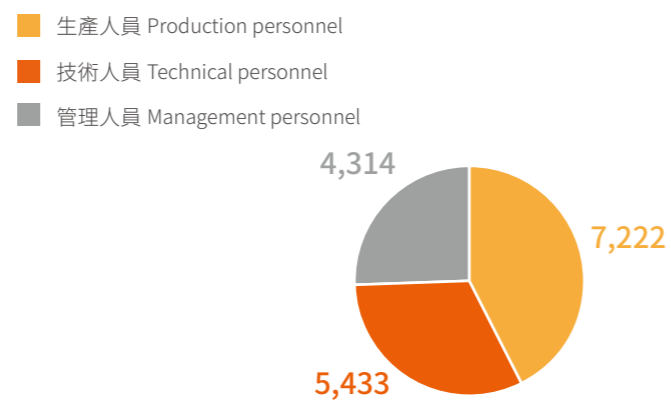
**2021 年在職員工 (按性別劃分)**

2021 total employees (by gender)



**2021 年在職員工 (按僱傭類型劃分)**

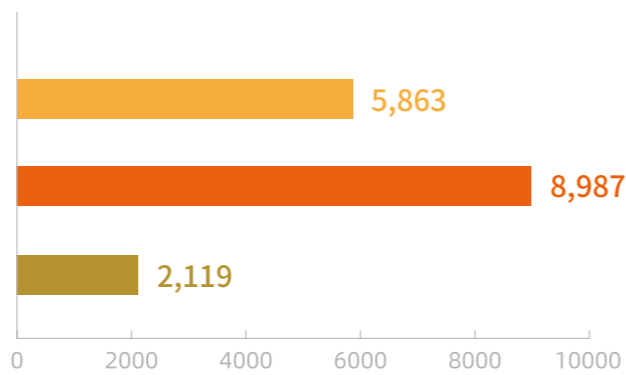
2021 total employees (by employment type)



**2021 年在職員工 (按年齡劃分)**

2021 total employees (by age)

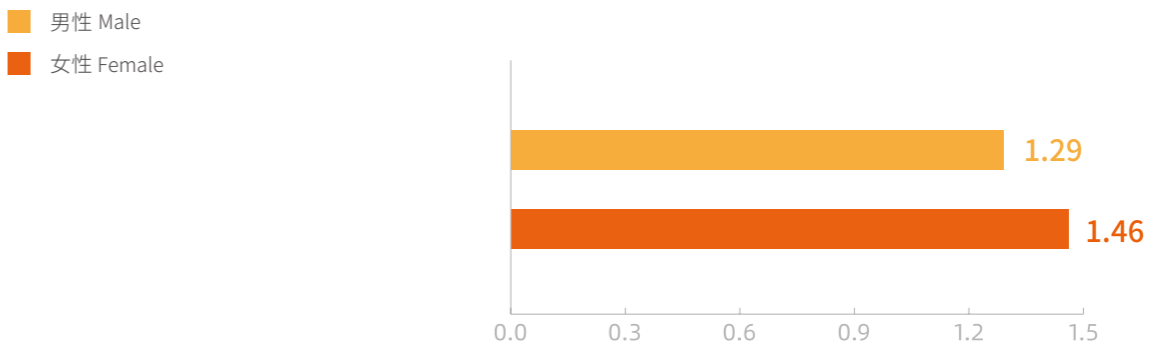
- 35 歲以下 35 years old and under
- 36-49 歲 36-49 years old
- 50 歲及以上 50 years old and older



**員工流失率 (單位: %)**  
Employee turnover (Unit: %)

**2021 年員工流失率 (按性別劃分)**

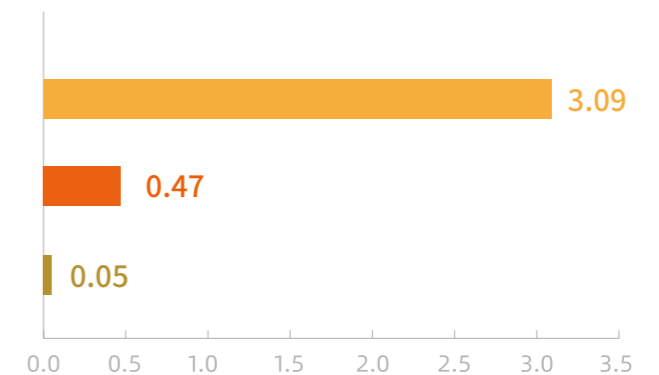
2021 employee turnover (by gender)



**2021 年員工流失率 (按年齡劃分)**

2021 employee turnover (by age)

- 35 歲以下 35 years old and under
- 36-49 歲 36-49 years old
- 50 歲及以上 50 years old and older





## 健康安全 Health and Safety

東方電氣關注員工健康與安全，緊抓安全生產，牢築疫情防控安全網，為公司「十四五」高質量跨越發展開好局、起好步創造良好安全環境。

DEC attaches great importance to staff health and safety. With a view to work safety, the Company strengthens the safety net for pandemic prevention and control, in a bid to kick off a good start to our efforts of attaining high-quality development in leaps and bounds and creating a sound and secure environment during the period of "The 14th Five-Year Plan".

## 安全生产 Work Safety

東方電氣牢牢樹立「安全第一 生命至上」的安全理念，切實有效防範化解各類安全風險，推動安全生產工作再上新臺階。

2021 年，公司較大生產安全事故為 0、較大火災事故為 0、較大突發環境污染事件為 0，安全生產形勢穩定受控。

With the philosophy of "Safety First, Life Supreme", DEC practically and effectively prevent all kinds of safety risks and bring work safety to a new level.

In 2021, the Company took work safety situation under steady control, with no major work safety accidents, no major fire accidents and no major environmental pollution accidents.

### ◎安全體系建設

發佈員工安全技能提升三年行動計劃（2021～2023 年），制定「智慧安全」轉型行動方案。

**Safety system construction:** DEC has published a three-year (2021-2023) action plan for enhancing safety skills of employees, entailing an action plan for transformation towards "smart safety".

### ◎安全生產專項整治

扎實開展三年行動「集中攻堅」，制定安全管理現狀檢查評價標準，開展安全現狀評價畫像，組織排查整治問題隱患。

**Special rectification of work safety:** solid progress has been made in the three-year action, which is attributable to DEC's efforts in setting a criterion for inspection and assessment of actualities of safety management, portraying current safety situations and identifying problems and potential threats to safety.

### ◎安全宣教

提升安全意識，編制《生產安全事故典型案例選編》，廣泛開展安全生產相關培訓及宣傳，採用「線上+線下」教育模式開展安全教育。

**Safety education:** DEC prepared the *Collection of Typical Work Safety Accident Cases* and involves employees in work safety-related training and publicity via "online + offline" channels for enhancing their safety awareness.

## 安全生產績效 Performance of work safety

指標名稱 Indicator	單位 Unit	2019 年 2019	2020 年 2020	2021 年 2021
安全生產投入 Work safety investment	萬元 (RMB 10,000)	8,277.1	7,063.5	8,472.6
安全生產培訓人次 Number of employees in work safety training	人次 (person)	27,100	17,306	14,173
較大及以上生產安全事故 Major or serious work safety accidents	起 (accident)	0	0	0
因工亡故員工人數 Number of work-related fatalities	%	0	1	0
因工亡故員工比率 Rate of work-related fatalities	%	0	0.0054	0
因工損失工作日數 * Lost days due to work injury*	人日 (day)	190	6,000	90

\*: 工傷損失工作日參照《企業職工傷亡事故分類標準》（GB 6441）、《事故傷害損失工作日標準》（GB/T 15499）的標準進行統計。  
The number of lost workdays due to work-related injury was calculated according to the standards of the *Classification for Casualty Accidents of Enterprise Staff and Workers* (GB 6441) and the *Lost Workdays Standard for Injury Accident* (GB/T 15499).

## 職業健康 Occupational Health

東方電氣不斷提升職業健康管理，不斷優化工作環境，進一步規範職業健康管理，組織開展職業健康體檢。2021 年，公司重大職業病危害事故為 0，員工體檢覆蓋率 100%。

DEC perfects occupational health management with unremitting efforts in optimizing the workplace, standardizing occupational health management and performing occupational health examinations. In 2021, the Company involved all its employees in physical examination with no major work-related injury accidents occurred.

## 疫情防控 Pandemic Prevention and Control

東方電氣堅持科學防控、精準施策、有效應對，動態調整疫情防控措施；排查重點風險人群，及時化解關聯風險；積極推進新冠疫苗接種，「應接盡接」全程接種率近 100%；加強疫情防控責任及防控措施落實監督檢查，牢牢守住不發生疫情聚集性的底線。

DEC takes a scientific, targeted and effective approach in pandemic prevention and control with dynamic adjustments in this respect; the Company also prioritizes key groups at risk in the survey for resolving risks of virus transmission in time; the Company advances COVID-19 vaccination, ensuring all employees eligible for vaccination have access to it; by putting into practice duties and measures of pandemic prevention and control in conjunction with tightened supervision and inspection, the Company well guards the line of defense against cluster of infections.

## 職業發展 Occupational Development

東方電氣深入貫徹中央人才工作會議精神，堅持人才第一資源，扎實推進總部及子公司人才隊伍建設。開展各類培訓，暢通員工職業發展通道，進一步加大高層次人才引進力度，拓寬員工發展空間。2021年，公司開展員工培訓 65 項，參與員工 122,777 人次。

DEC resolutely follows the spirit of the central conference on talent-related work and prioritizes talents over other resources, driving forward talent team building in the HQ and subsidiaries with concrete action. Apart from launching various training programs and clearing obstacles for employees' career development, the Company also makes greater efforts in introducing high-level talents and expanding room for staff development. In 2021, the Company engaged 122,777 employees in 65 training programs.

### 人才選拔培養 Talent Selection and Training

東方電氣搭建技能專家人才選拔培養通道，加強高層次人才引進，制定人才培養、選用系列措施，不斷加強實現科技人員占比超過 30%，副高級以上專業技術人員占科技人員比例超過 30%。

全面啟動年度職業技能等級認定工作，制定公司青年技能拔尖人才支持培養管理辦法和高水準技能人才培養方案，選拔首席技術專家 5 人，有突出貢獻優秀專家 19 名，有突出貢獻高技能人才 10 人。

In addition to building channels for selecting and training experts and talents with expertise, DEC devotes greater efforts to introduction of high-level talents, formulate a package of measures of talent training and selection. Tech professionals represent over 30% of the staff headcount and over 30% of the tech professionals bear a title of deputy senior professional post or above.

With annual occupational skill level certification got underway in all respects and measures for management of support and training of top skilled young talents and program for high-level skilled talent training laid down, the Company has finalized 5 chief technical experts, 19 experts with outstanding contribution and 10 high-level skilled talents with outstanding contribution.



▲ 6 月至 9 月，東方電氣舉辦首屆職工職業技能大賽，進一步激勵廣大職工走技能成才、技能報國之路，培養造就更多高素質高技能人才

Between June and September, DEC, with a view to foster more highly skilled and high-quality talents, hosted the first Staff Occupational Skill Competition, as an act of motivating employees to become skilled talents serving the country

◎東方電機建立核心技術崗位「學習地圖」，搭建青年訓練營、技能人才訓練隊等練兵平臺，技能人才技能水準快速提升。

By plotting the "learning map" for core technical posts and setting up youth training camp, skilled talent training team and other platforms concerned, DEC Machinery sees a rapid elevation in talents' level of skills.

◎東方鍋爐實施「業務、職業」雙導師制度，構建新型人才培養模式，促進新員工快速成長和全面發展。

DEC Boiler adopts the "dual-mentor" system (business/career development) and initiates a new talent training model, in a bid to spur growth and all-around development of new entrants.

◎東方重機採用「工學一體、校企雙師」方式大力開展新型學徒制培訓。

DEC Heavy Machinery performs apprenticeship-based training in bold and resolute actions, which is characterized by "study and practice integration and supervision by teachers and masters".

◎東方武核首次開展 TTT 內訓師專項培訓，選拔公司內部講師。

DEC Nuclear Equipment pilots the Training the Trainer to Train (TTT) for selecting trainers in the company.

◎東方國際打「博約講壇」，創新「互聯網+」培訓思維，實現「送培訓到現場」，創建學習型組織氛圍。

DEC International unveils "Boyue Forum". With an inventive "Internet+" training mindset, the company "makes on-site training a reality" and creates a learning organization.



▲ 12 月 16 日，東方電氣舉行第二屆「青年創新創效大賽」，集中展示了新時代青年創新創效成果，進一步激發了青年創新創效的熱情。On December 16, the second DEC Innovation and Efficiency Contest was held, which was a showcase of innovation and entrepreneurship achievements of young people in the new era with enthusiasm of youth in innovation and entrepreneurship further inspired

### 幹部人才管理 Leader Management

**領導人員隊伍結構持續優化。**加大領導人員調整力度，進一步優化領導人員隊伍年齡結構、專業結構和經歷來源結構。公開選拔優秀年輕幹部，新提拔的 15 名總部部門中層領導人員中 40 歲以下占比 93.3%。

**The management team is structurally optimized with continuous efforts.** Greater adjustments are made to the leader management, from perspectives of age, profession and working experience structures. Moreover, DEC publicly selects young and excellent leaders. Of all 15 leaders promoted in the middle management, 93.3% are aged 40 or below.

**領導人員素質能力持續提升。**聯合中國大連高級經理學院舉辦中青年領導人員經營管理專題培訓班，舉辦新任中層領導人員培訓班、中層領導人員調訓班等，加強領導人員素質培養，完善領導人員知識結構。

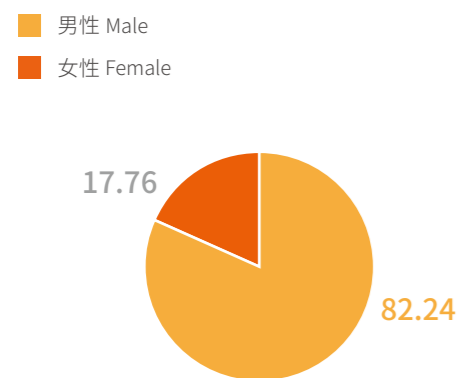
**DEC secures continuity of enhancements to capabilities of the management.** DEC has also co-hosted a training program on business management targeting middle-aged and young management with China Business Executive Academy, Dalian, along with new middle management training program and middle management training program. With quality training on the management reinforced, DEC takes aim at broadening horizon of the management.

**領導人員激勵約束持續強化。**制訂實施關於進一步激勵各級領導人員擔當作為的「十條措施」，剛性落實企業經理層任期首個年度業績考核薪酬兌現規則。持續開展個人有關事項報告、領導人員經商辦企業規範等專項清理，使幹部始終置於組織的有效監督之下，以嚴格的管理體現對幹部真正的愛護。

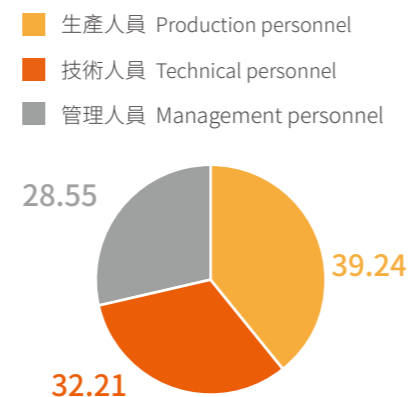
**Incentives and restraints to the management are constantly intensified.** DEC drafts and carries out "Ten Measures" for further inspiring management at all levels to take accountability while putting into practice the first regulation on annual performance assessment and compensation payment which applies to the management. With crackdown on violators of regulations on reporting of relevant personal affairs and business operation of the management with continuous efforts, the management are supervised in a well-organized and effective manners. Stringent management boils down to care and love to employees in real means.

### 員工培訓比例 (%) Employee training percentage (Unit:%)

2021 年員工培訓比例 (按性別劃分)  
2021 employee training percentage (by gender)

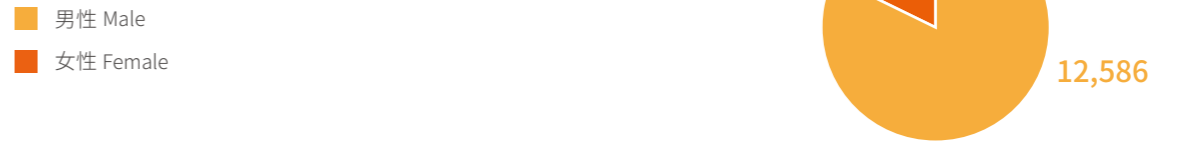


2021 年員工培訓比例 (按僱傭類型劃分)  
2021 employee training percentage (by employment type)



### 員工培訓人數 (單位: 人次) Employee training headcount (Unit: person)

2021 年員工培訓人數 (按性別劃分)  
2021 employee training headcount (by gender)



### 平均培訓時數 (單位: 小時) Average training hours (Unit: hour)

	類別 Type	2019 年 2019	2020 年 2020	2021 年 2021
性別 Gender	男性 Male	66.81	67.03	68.62
	女性 Female	68.05	69.86	71.04
僱傭類型 Employment type	生產人員 Production personnel	62.95	64.08	62.28
	技術人員 Technical personnel	66.98	67.67	72.48
	管理人員 Management personnel	69.48	70.14	76.37

### 員工關懷 Employee Care

東方電氣堅持以人為本，持續開展節日慰問、夏季送清涼、運動比賽等豐富多彩的員工活動，平衡員工工作與生活；堅持推進關心困難員工、離退休員工、女性員工等舉措，讓員工切實體會到公司的溫暖與關懷，進一步提升員工幸福指數。

Putting people first, DEC stages all sorts of employee activities including care during festivals and holidays, summer care, sports contests, etc., to help employees well balance work and life; the Company also provides targeted assistance to employees in need, retired and female. These efforts have brought employees warmth and love, greatly improving happiness quotient of employees.



▲慰問老領導、技術專家、一線員工、員工家屬等  
Care sent to former management, technical experts, primary employees and relatives thereof



▲慶祝建黨 100 周年環園區健身跑活動  
Circum-park health run for celebrating the 100th birthday of the CPC

## 攜手夥伴成長 Growth with Partners

東方電氣與夥伴攜手前行，構建完善的供應鏈管理體系，持續推動供應鏈履責，積極與各方開展交流合作，探索多元化合作模式，實現強強聯合、優勢互補、互利共贏發展新格局。

Joining hands with partners on the way forward, DEC has built a sound supply chain management system with continuous efforts in promoting fulfillment of supply chain duties. Engaged in communication and cooperation with all parties concerned, the Company probes into diversity of cooperation models, in a bid to create new development pattern featuring a mutually beneficial and win-win alliance of powers complementing each other's strengths.

### 供應商管理 Supplier Management



東方電氣通過建立集中、高效、透明的集中採購管理平臺，對供應商註冊、准入、評審、評價、退出全流程全生命週期在線管理、動態調整，全面提升採購招標業務質效。截至 2021 年底，共有合格供應商 **13,323** 家，其中國外供方 **637** 家，國內供方 **12,686** 家。

Through the establishment of a centralized, efficient and transparent centralized procurement management platform, DEC has comprehensively improved the quality and efficiency of procurement bidding business by online management and dynamic adjustment of the whole process of supplier registration, access, review, evaluation and withdrawal. As of end of 2021, DEC has **13,323** qualified suppliers, including **637** foreign suppliers and **12,686** domestic suppliers.



#### 供應商管理績效 Performance of supplier management

指標名稱 Indicator	單位 Unit	2019 年 2019	2020 年 2020	2021 年 2021
報告期內審查的供應商個數 Number of suppliers screened within the reporting period	個 (supplier)	8,789	20,543	<b>13,323</b>
報告年度供應商新增總數 Number of new suppliers within the reporting period	個 (supplier)	2,204	5,740	<b>5,254</b>

## 推動供應商履責 Promote Suppliers' Fulfillment of Duties

東方電氣在供應商管理過程中，注重供應商的環境管理和職業健康安全管理工作，逐步建設將綠色製造、低碳環保、資源節約、健康安全協調統一的供應鏈體系。

For supplier management, DEC ascribes great importance to suppliers' environmental management and occupational health and safety management. As a result, a supply chain system is taking shape step by step, with characteristics of green manufacturing, low-carbon environmental protection, conservation of resources, and coordination and unification of health and safety.

供應商培訓績效 Performance of supplier training				
指标名称 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
供應商守法合規及風險培訓次數 Number of sessions of training for suppliers in terms of compliance with laws and regulations and risk	次 (session)	8	13	15
供應商守法合規及風險培訓人次 Number of persons involved in training for suppliers in terms of compliance with laws and regulations and risk	人次 (person)	779	2,319	1,998

## 行業交流 Industrial Exchange

東方電氣與國內外市場需求保持同頻共振，致力於將最新科技創新成果以及綠色低碳能源裝備產品推向市場，助推構建國際國內「雙循環」發展格局。

DEC has kept abreast of national and international market demands, with a view to unveiling the latest technical innovation achievements and green and low-carbon energy equipment products on market and establishing a "dual circulation" development pattern both at home and abroad.



▲ 9月2日，東方電氣參展2021年中國國際服務貿易交易會  
DEC attended the 2021 China International Fair for Trade in Services (CIFTIS) on September 2



▲ 9月16日，東方電氣參展第十八屆中國西部國際博覽會  
DEC attended the 18th Western China International Fair (WCIF) on September 16

## 戰略合作 Strategic Cooperation

東方電氣積極與各級政府、企業、科研機構等多方開展精誠合作、共創共享、互利共贏，助力國家、地區和行業可持續發展。2021年，東方電氣與各界夥伴達成戰略合作協定，共同服務國家戰略落地，共同促進高質量發展。

Seeking win-win cooperation with government agencies at all levels, enterprises, and scientific research institutions, DEC co-creates value for a shared prosperity with its partners, in a bid to contribute to national, regional and industrial sustainability. In 2021, DEC entered into a strategic cooperation agreement with partners from all sectors. Promoting implementation of national strategies with concerted efforts, the partnership is expected to boost high-quality development.

### 政府合作 Government Cooperation



▲與海寧市人民政府簽訂合作框架協議  
Conclusion of a cooperation framework agreement with Haining Municipal People's Government



▲與遵義市人民政府簽訂戰略合作協定  
Conclusion of a strategic cooperation agreement with Zunyi Municipal People's Government

### 企業合作 Enterprise Cooperation



▲與中國石化簽訂戰略合作框架協議  
Conclusion of a strategic cooperation framework agreement with Sinopec



▲與蘇州創元集團、金龍汽車集團簽訂戰略合作協定  
Conclusion of a strategic cooperation agreement with Suzhou Chuangyuan Group and King Long Motor Group

## 投身社會公益 Engage in Social Welfare

東方電氣全面推進鄉村振興，鞏固拓展脫貧攻堅成果，同時積極服務社會經濟發展大局，積極參與搭建社會事務平臺，關注社會民生問題，真誠回饋社會。

Advancing rural vitalization comprehensively, DEC consolidates and expands poverty alleviation achievements while actively serving the overall social and economic development situation and setting up platforms for addressing social affairs. Attaching great importance to issues concerning livelihoods of people, the Company gives back to society deep down.

### 鄉村振興 Rural Vitalization

東方電氣在鞏固拓展脫貧攻堅成果基礎上，接續推進脫貧地區發展和群眾生活改善，堅持做好定點幫扶工作，扎實推進各項幫扶舉措，助力定點幫扶的四川省昭覺縣和山西省吉縣脫貧基礎更加穩固、脫貧成效更可持續。

While consolidating and expanding poverty alleviation achievements, DEC constantly promotes development of poverty-stricken areas and improvement of livelihoods of local residents. Solid progress has been made in a whole package of targeted assistance measures. In Zhaojue County, Sichuan Province and Jixian County, Shanxi Province, the Company has laid a solid foundation for poverty alleviation with ensured continuity of effectiveness in this regard.

#### 幫扶管理 Management of Targeted Assistance

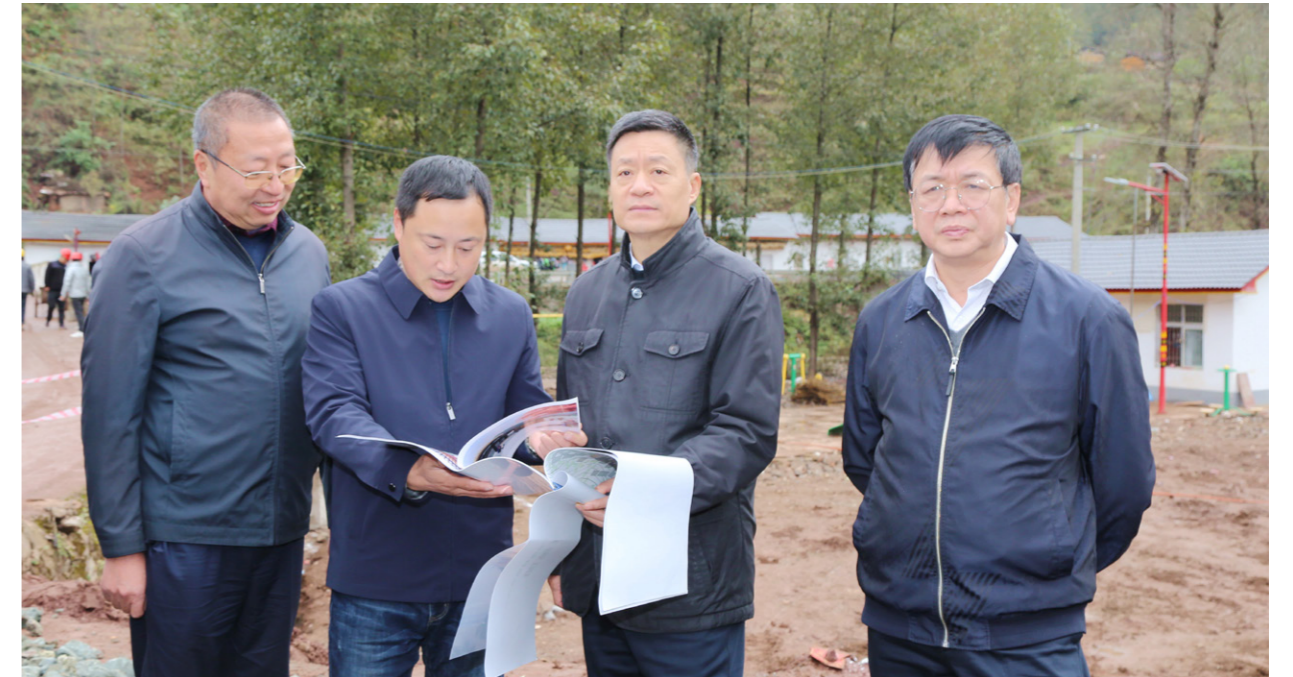
東方電氣高度重視新時期定點幫扶工作，建立健全總部統籌謀劃決策、企業對口幫扶實施、掛職幹部前線攻堅、幹部職工廣泛參與的新時期鄉村振興定點幫扶工作管理格局。

DEC attaches great importance to targeted assistance in the new era. The Company has built and improved a targeted assistance management pattern for rural vitalization in the new era, featuring overall planning, plotting and decision-making, enterprise pairing and assistance, management assigned to temporary posts working on poverty alleviation and extensive participation of the management and employees.



制定「十四五」鄉村振興定點幫扶工作規劃、推進鞏固拓展脫貧攻堅成果同鄉村振興有效銜接的實施意見、2021 年定點幫扶工作為計劃等。

DEC lays down the plan on targeted assistance for rural vitalization during the period of "The 14th Five-Year Plan", guidelines on the alignment of efforts to consolidate and expand achievements in poverty alleviation with efforts to promote rural revitalization and 2021 working plan on targeted assistance.



▲到四川省昭覺縣開展調研  
Conducted surveys in Zhaojue County, Sichuan Province



▲召開幫扶工作會暨掛職幹部座談會  
Hold targeted assistance work meeting and a forum for leaders assigned to temporary posts working on poverty alleviation

## 幫扶實踐 Practice of Targeted Assistance

東方電氣以助力定點幫扶地區產業、人才、文化、生態、組織全面振興為總體目標，通過各項幫扶措施有效推進，切實增強幫扶地區經濟活力和發展後勁。

Taking aim at comprehensive revitalization of targeted rural areas from perspectives of industry, talent, culture, ecology and organization, DEC takes multi-pronged measures effectively to reinforce vigor and momentum of local economic growth.

### 產業振興 Industrial Revitalization

- 支援定點幫扶縣產業園建設，提升產業產品品質，幫扶產業產品品牌化打造，開展配套設施建設，豐富產品種類和銷售渠道，帶動相關產業發展。

With support to industrial park building, product quality enhancing and brand building in targeted counties, DEC erects supporting facilities and diversifies product categories and marketing channels, so as to drive relevant industries to burgeon.

- 幫助吉昌鎮上東村「東方時光 - 兒童主題樂園」建設，預計每年可為村集體帶來 50 餘萬元收入，帶動 553 戶、1,483 人增收致富。

DEC assists in building a "Dongfang Times--Children's Amusement Park" at Shangdong Village, Jichang Town, which is projected to bring in revenue of roughly RMB 500,000 to the village per year and help 1,483 persons from 553 households increase revenue and become prosperous.

### 人才振興 Talent Revitalization

- 加強人才培養及培訓，支援開展獎助學金、獎教金評比，完善教學設施設備建設，提高幫扶群眾就業技能水準，拓寬就業門路。

DEC strengthens talent fostering and training. By offering scholarships/student grants and faculty incentives and building a full range of teaching facilities and devices, the Company is aimed at raising the level of working skills of local people who will thus be granted more job options.

- 選派優秀技能專家在壤塘縣開展電工技能培訓班，第八期和第九期共培訓 85 名農牧民。

A total of 85 farmers and herdsmen took the eighth and ninth sessions of the electrician skill training program sited in Rangtang County under the instruction of skilled experts.

### 文化振興 Culture Revitalization

- 支持特布洛鄉等開展「移風易俗專項評比表彰」，用好「愛心超市」積分換購制度，推進移風易俗。

"Appraisal and commendation for abandoning undesirable habits" using points redeemed for consumption in "public service market" is performed to imbue rural society with a greater degree of civility in Tebuluo Township.

### 生態振興 Ecology Revitalization

- 圍繞昭覺縣特布洛鄉特布洛村開展整體規劃設計，實施鄉村照明亮化工程，緊急向吉縣捐贈 100 萬元救災資金和 30 萬元的救災物資，用於支持吉縣抗災救災。

In line with overall planning and design of Tebuluo Village, Tebuluo Township, Zhaojue County, DEC carries out a rural lighting project; and the Company also donates RMB 1 million and relief materials worth RMB 300,000 to Jixian County as an act of disaster relief.

### 組織振興 Organization Revitalization

- 打造堅強有力基層黨組織，開展黨建結對共建，以組織振興帶動和保證鄉村振興幫扶工作落實。

By shaping formidable primary party organizations and pairing for joint party building, DEC institutionally steers and puts into practice rural vitalization and assistance.



▲ 東方電氣在涼山州昭覺縣捐建十所幼教點，為鄉村幼兒提供優質學前教育服務  
DEC furnishes rural children with quality preschool education services via ten preschool education service centers in Zhaojue County, Liangshan Prefecture

## 幫扶成效 Achievements of Assistance

2021 年，公司在定點幫扶地區共計投入直接幫扶資金 2,650 萬元，實施幫扶項目 37 項，為當地引進幫扶資金 50.4 萬元，幹部職工捐款捐物折合 10.5 萬元，轉移就業 60 人，下屬企業直接招聘 9 人，統籌三項培訓 758 人，完成以購代捐 1,918.8 萬元，幫助銷售 1,805 萬元。

In 2021, DEC invested RMB 26.5 million of direct support funds in the targeted areas, along with 37 support projects landed, RMB 504,000 invested as support funds without compensation, and RMB 105,000 donated by the management and employees. Besides, 60 persons were helped with transfer employment, in addition to 9 persons recruited by enterprises under the DEC and 758 persons cumulatively trained in three programs. Furthermore, RMB 19.188 million was spent on agricultural products. And agricultural products worth RMB 18.05 million from targeted counties were sold with our help.

### 社區發展 Community Development

東方電氣與地方黨政機關、企事業單位、城鄉社區等合作聯動，打造共建共治共享的社會治理格局，積極投身公益志願活動、抗洪救災等公益事業中。2021年，公司累計對外捐贈總額 3,346.65 萬元。

Allying with local party organizations and government agencies, enterprises and public organizations, urban and rural communities, DEC is intended to create a social governance model based on collaboration, participation, and common interests. Besides, the Company actively devotes to voluntary services and flood relief among other public welfare undertakings. In 2021, DEC made a donation amounting to RMB 33,466,500.

### 志願服務 Volunteer Services

東方電氣充分發揮「黨建帶團建」優勢，結合「我為群眾辦實事」活動，成立志願服務隊，打通擔當央企社會責任的「最後一公里」。2021年，公司共開展志願活動 1,923 次，參與志願服務 15,358 人次。

Exploiting the potential of "inspiring league building by party building", DEC established volunteers team to resolve "last-mile" problems for CSR fulfillment in the campaign of "doing practical work for helping the public". In 2021, 1,923 voluntary activities were organized, involving 15,358 volunteers.



▲開展環保志願活動  
Carry out environmental volunteer activities

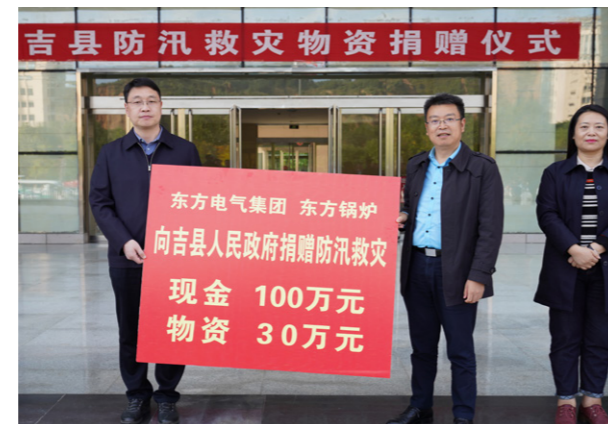
### 抗洪救災 Flood Relief

東方電氣針對遭遇強降雨侵襲，出現嚴重洪澇災害的地區進行捐贈救災，助力抗擊災情。

With donation to areas wrecked by heavy rainfall and flood, DEC has helped local residents tide over the disaster.



▲東方電氣捐款 500 萬元用於支援河南受災地區搶險救災和災後重建工作，同時積極組織在豫企業開展防汛工作  
Allotting RMB 5 million for disaster relief and post-disaster reconstruction in the disaster-affected area of Henan Province, the Company spared no efforts on flood prevention through cooperation with local enterprises



▲東方電氣心系定點幫扶的山西吉縣受災群眾，向吉縣人民政府捐贈防汛救災款人民幣共計 100 萬元，救災物資 30 萬元助力抗擊災情  
Sympathizing with disaster victims in Jixian County, Shanxi Province, DEC donated RMB 1 million funds and RMB 300,000 disaster relief supplies to Jixian County People's Government

### 海外履責 CSR Practices Overseas

東方電氣積極履行海外社會責任，構建人類命運共同體，將公司發展融入當地經濟社會發展中，共同促進當地社區繁榮發展。

DEC takes the initiative to perform its corporate social responsibility (CSR) overseas. Dedicated for building a community with shared future for human, the Company aligns business development with local economic and social development and contributes to prosperity of local communities with joint efforts.

### 提供就業機會 Provide Local Employment

東方電氣通過為當地員工提供就業機會等方式，支援當地經濟發展。

By providing employment opportunities for local personnel and other means, DEC drives local economy to take off.



◀厄瓜多爾蘆葦橋風電項目是厄瓜多爾目前在建的最大風電項目  
Ecuador Minas de Huaschachaca Wind Power Project, the largest wind power plant under construction in the country

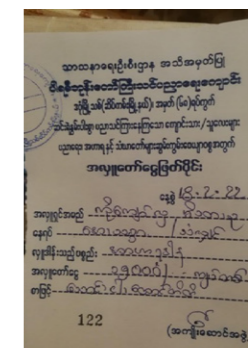
### 促進當地發展 Promote Local Development

東方電氣大力支持海外社區發展，開展協助當地公共設施建設、開展捐資助學、助力疫情防範等多種形式的活動。

DEC takes multi-pronged measures to power development of overseas communities, such as assistance to local public infrastructure construction, funding of schooling and contribution to local pandemic prevention and control.



▲烏茲別克斯坦紮爾約伯二級水電站完工慶典現場，項目部向紮爾約伯項目所在地薩里亞西亞 48 學校捐贈了文體用品，助力當地教育事業發展  
At the ceremony for completion of the Uzbekistan Zarchob-2 Hydropower Station, the DEC Project Department donated stationery and sports articles to 48 schools in Surkhandarya, the site of the project, to spur local education



▲豐益緬甸項目位於仰光東南部，生活區附近有較多貧民，東方國際參與當地有慈善組織開展的募捐活動，資助當地貧民  
Fengyi Myanmar Project is located in southeastern Rangoon. Within territory of its living quarters, there are a flock of poor people. DEC International is engaged in fund-raising activities organized by local charity organizations to provide financial aid to local people



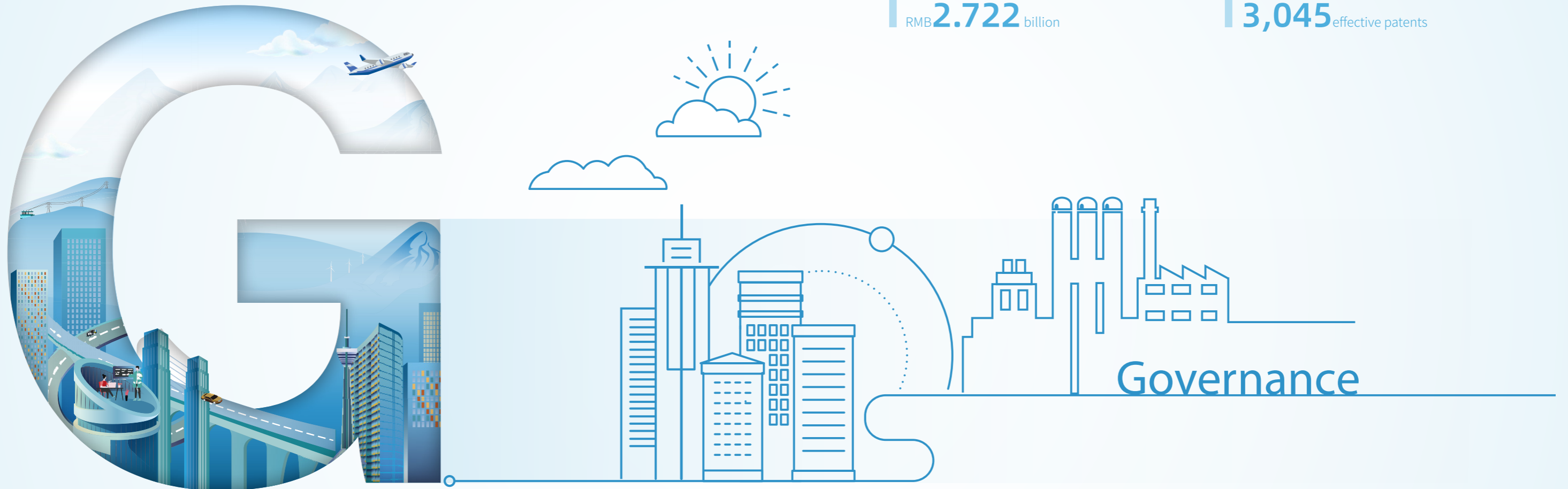
為印度當地支援的抗疫物資制氧機

▲印度公司在印度第二波疫情暴發、醫療資源告急的形勢下，緊急從國內採購一批制氧機，支援印度博物館、泰戈爾故居等單位  
The second wave of the pandemic broke out in India. Confronted with short supply of medical supplies, the Dongfang Electric (India) Private Co., Ltd. procured and delivered some oxygen generators from China to India Museum, Tagore's former residence and other places



# 我們同創高水準治理

## Cohesion & Creation for High-Standard Governance



### 公司研發投入

**27.22** 億元

the Company allotted for research & development

RMB **2.722** billion

### 擁有有效專利

**3,045** 件

the Company has possessed

**3,045** effective patents

東方電氣恪守同心守正，始終堅持守法合規，持續推進反腐敗，全面開展深化改革，強化質量管控，持續提供優質服務，謀定高質量發展，保障企業持續穩健發展，盡力同創高水準治理，不斷提升公司核心競爭力。

By adhering to "Integrity in Unity", DEC works in solidarity and compliance with laws and regulations in the anti-corruption combat. By comprehensively deepening reforms, and tightening quality regulation, the Company ensures continuity of quality services. In quest for high-quality development, the Company secures steady business growth and pools together resources for attaining high-standard governance and enhancing core competitiveness continuously.

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## 聚焦穩健前行 Focus on Steady Growth

東方電氣堅持守法合規經營，不斷完善公司治理體系，高度重視法治建設，嚴格按照《公司法》、《證券法》、《上市公司治理準則》等上市公司治理的法律法規要求，築牢風險防線，規範信息披露，堅持廉潔致遠，持續提升公司經營治理水準。

In compliance with laws and regulations, DEC keeps refining the corporate governance system. Laying an emphasis on the rule of law, the Company enhances a line of defense against risks and standardizes disclosure of information in strict accordance with laws and regulations, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Code of Corporate Governance for Listed Companies in China*. By insisting on "Honesty Lasts Long", the Company makes unremitting efforts in elevating its level of business management.

### 完善治理 Improve Governance

東方電氣及時修訂「三重一大」決策管理制度，推動治理主體協調運作。管理水準不斷提升，建立董事會授權機制，推動治理主體協調運作。董事會成員共6名，其中獨立非執行董事3名，董事會下設戰略發展委員會、審計與審核委員會、薪酬與考核委員會、提名委員會及風險管理委員會。公司董事知識結構及專業領域既具有專業性又互為補充，呈現多元化的特徵，保障了決策科學性。

With Timely amending decision management systems of "making decisions over major events, appointing/dismissing major management personnel, making investment decisions over major projects, and deploying hefty amount of funds", DEC makes governance entities function in a coordinated manner. With management continuously improved, DEC sets up a board authorization mechanism while propelling governance entities to function in a coordinated manner. The board of directors is composed of 6 members including 3 independent non-executive directors, which administers the strategic development committee, audit and review committee, compensation and assessment committee, nomination committee and risk management committee. With sound structure of knowledge and expertise in relevant realms, directors complement each other and take on diversified characteristics, ensuring to make scientific decisions.



- 建立子企業董監事會應建盡建標準，實現全級次子企業董監事會應建盡建完成率達到 100%。  
DEC subsidiaries and branch companies at all levels eligible for founding a board of directors and board of supervisors 100% establish their own board of directors and board of supervisors.
- 在已建立董事會的企業中，實現外部董事占多數、集團外派董事中專職董事占多數的企業占比達到 100%。  
At each enterprise with a board of directors, outsider directors are in the majority; and each subsidiary board of directors is 100% predominated by full-time directors appointed by DEC.

### 董事會多元化結構 Diversified board structure

任命職位 Designation			專業 Specialty		
董事長 Chairman	董事 Director	獨立非執行董事 Independent non-executive director	工程 Engineering	管理 Management	會計 Accounting
1	2	3	3	2	1

### 依法合規 Compliance with Laws and Regulations

東方電氣持續強化公司法治工作的體系化建設。2021年，研究制定了《章程制定管理規定》、《法律審查指引》及實施細則等制度文件，持續健全依法治理體系。突出學習習近平法治思想，落實《民法典》普法學習，全面夯實企業法治文化。2021年，公司持續開展法治合規宣傳教育，全年累計培訓 11,200 人次。



DEC persists in systematic planning for corporate governance infrastructure. In 2021, the Company deliberated and drafted the *Regulation on Formulation of Articles of Association*, *Guide on Legal Review* and relevant rules for implementation thereof among other institutional documents and perfecting the system by rule of law. Involving employees in learning the Xi Jinping's thinking on the rule of law and *Civil Code*, the Company consolidates the culture of rule of law in all respects. With continuous efforts on propaganda and education of compliance with laws and regulations, the Company cumulatively trained 11,200 employees in 2021.

### 風險防控 Risk Prevention and Control

東方電氣系統整合風險、合規及內控管理體系，健全完善內部評價指標體系，優化覆蓋全公司的風險預警體系。組織制定《內部控制體系工作手冊》、《違規經營投資責任追究管理規定》，築牢防範風險的制度體系。切實發揮董事會審計與審核委員會管理和指導作用，提升風險防範的針對性和有效性。2021年，公司共組織完成審計及評價項目 83 項，新增重大風險事件為 0。



Apart from integrating risk, compliance and internal control management system and improving internal evaluation indicator systems, DEC also optimizes the company-wide risk warning system to utmost endeavor. *Work Manual on Internal Control Systems and Regulation on Management of Accountability in Illegal Operation and Investment* laid down build a robust system for risk prevention and control. With each board's audit and review committee playing a great role in management and instruction, DEC takes effective and targeted precautions against all sorts of risks. In 2021, 83 audit and assessment programs were completed, along with 0 major risk events incurred.

## 投資者關係管理 Investor Relations Management



東方電氣嚴格遵守上市規則和相關的法律法規，落實信息披露工作，與投資者建立良好的溝通關係。持續組織年報、季報業績說明會和路演活動，主動與投資者溝通交流；通過諮詢電話、電子郵件、接待投資者來訪、上證 E 互動平臺、公司專頁、證監局投資者平臺等，做好與投資者的日常溝通，並進一步規範投資者接待安排流程。2021 年，共召開股東大會 2 次，舉辦業績說明會和路演活動 4 次，通過公開渠道信息披露 227 項（其中上交所 95 項，聯交所 132 項），連續 7 年獲得上交所信息披露工作 A 級評價。

Stringently in line with IPO regulations and applicable laws and regulations, DEC performs information disclosure while maintaining healthy communications with investors. Organizing briefings of annual reports and quarterly performances, as well as roadshows, the Company is proactive in getting touch with investors; through various channels including consultation hotlines, emails, investor visits, SSE E-interactive platform, the company webpage, and investor platforms under the investor platform of China Securities Regulatory Commission, the Company keeps in touch with investors and further standardizes the procedures for investor receptions. In 2021, the Company convened 2 general meetings of stockholders and 4 performance briefings and roadshows. A total of 227 pieces of information were disclosed (95 to the Shanghai Stock Exchange and 132 to the Hong Kong Stock Exchange) in the year. For 7 straight years, the Company has been rated A by Shanghai Stock Exchange for information disclosure.



▲東方電氣投資者交流會  
DEC Investor Exchange



▲東方電氣 2020 年度業績說明會  
DEC 2020 Performance Briefing

## 反腐敗 Anti-corruption



東方電氣高度重視反腐敗工作，建立完善的廉潔從業體系，防範腐敗或損害公司利益事件的發生，制定修訂相關制度文件，各部門、子公司結合實際，實現廉潔從業制度的全覆蓋；逐級壓實責任，簽訂《廉潔從業承諾書》；扎實開展監督檢查，健全業務監督、職能監督、執紀監督「三道防線」，聚焦採購營銷領域開展採購招標專項治理；深入推進廉潔文化建設，發佈「同心守正 廉潔致遠」廉潔理念，召開警示教育大會、組織開展黨風廉潔講座、觀看警示教育片等活動，提升廉潔從業意識，不斷築牢拒腐防變的思想防線，營造風清氣正的經營環境。

DEC gives anti-corruption a high profile. Complementing a well-established honest working system for avoidance of corruption or any other incidents that impair interests of the Company are relevant institutional documents formulated and revised in due course. All DEC departments and subsidiaries make full coverage of the honesty working system a reality according to their realities; responsibilities are sorted level by level, along with the signing of *Commitment to Honest Practice*; carrying out supervision and inspection in concrete actions, the Company consolidates the "three lines of defense", namely, business supervision, functional supervision and discipline supervision, and highlights special management of procurement bidding in purchasing and marketing; moving forward with renewed efforts to build incorruptible culture, the Company proposes the integrity principle of "Integrity in Unity, Honesty Lasts Long". Via cautionary education conference, clean party conduct lecture, cautionary education video and other activities, the Company promotes staff awareness of honest practice and makes resisting corruption and preventing moral decline embedded in the minds of employees, so as to create a clean and fair operating environment.

### 反腐敗培訓績效 Performances in anti-corruption

指標名稱 Indicator	單位 Unit	2019 年 2019	2020 年 2020	2021 年 2021
反腐敗培訓次數 Number of anti-corruption training sessions	次 (session)	110	103	85
反腐敗培訓參與人數 Number of participants in anti-corruption training	人次 (person)	8,388	12,501	9,221
報告期內審結的貪污訴訟案件數 Number of corruption lawsuits closed within the reporting period	個 (lawsuit)	2	2	2

- 2021 年度，未發現任何因違反賄賂、勒索、欺詐及洗黑錢等方面的法律法規而對東方電氣造成嚴重影響的情況。  
In 2021, no case was found when DEC was serious impacted due to violations of laws and regulations such as bribery, extortion, fraud, and money laundering.
- 2021 年度，提出貪污訴訟案件：2 件。  
In 2021, 2 corruption lawsuits were filed.
- 2021 年度，已審結的貪污訴訟案件：2 件，涉事員工均已被司法機關依法處理。  
In 2021, two corruption lawsuits were closed. All the employees involved have been dealt with by the judicial organs according to law.

## 持續深化改革 Continuously Deepening Reforms

東方電氣以國企改革三年行動為抓手，抓重點、補短板、強弱項，推進企業高質量發展。

With a view to implement the three-year action plan for SOE reform, DEC focuses on priorities, addresses inadequacies, and shores up points of weakness, for promoting high-quality development.

### 深化改革三年行動 Three-year Action for Deepening Reform

東方電氣全面推進經理層成員任期制和契約化管理，全面實現各級次經理層成員年度個性化業績考核；持續建立完善中國特色現代企業制度，構建「一橫一縱」治理制度體系，推進「兩非」剝離和低效產能退出，促進資源優化配置，推進混合所有制改革和綜合性示範改革。深化改革三年行動總體完成進度已達到 86.4%，重點任務實現「三個全覆蓋、三個 100%、多個專項突破」，2021 年度主要經濟指標同比大幅增長。

DEC fully implements the term system and contractual management for the management. DEC annual tailored performance assessment on executives at all levels; with unremitting efforts in building and improving the modern corporate system with Chinese characteristics, the Company constructs a "horizontal-vertical" governance institution. Completing the tasks of relieving SOEs of their obligations to operate social programs and of resolving other longstanding problems concerning SOEs and eliminating low efficiency production capacity, the Company optimizes allocation of resources and sees pleasant progress made in the mixed-ownership reform and comprehensive demonstration reform. The three-year action for deepening reform has been 86.4% completed, with "coverage in three respects, three 100% indicators and a plurality of special breakthroughs" attained in key tasks therein. The Year 2021 also witnessed the sharp increase of key economic indicators.

### 落實對標管理 Implement Benchmark Management

東方電氣全面落實對標世界一流管理提升行動，狠抓對標提升工作清單整改落实，努力提升精益管理水準，截至 2021 年底，公司對標提升清單目標完成率達到 92.9%。

DEC takes concrete actions to benchmark the world-class companies against best corporate management and complete the list of revamps, in an attempt to elevate the level of lean management. By the end of 2021, the Company hit 92.9% of targets listed.



#### 強化戰略引領和戰略 管控能力 Strengthen Strategic Guidance and Control

- 制定發佈公司「十四五」戰略規劃綱要及相應子規劃。

DEC has outlined and published the strategic planning during the period of "The 14th Five-Year Plan" and relevant plans.

- 系統構建「兩級三類」發展規劃體系。

A system of integrated plans for "overall planning, special planning and regional planning at the national and local levels" is being put in place.

- 強化戰略研究能力建設，建成公司專業化戰略研究體系，為強化戰略引領提供有效支撐。

DEC bolsters strategic guidance with greater capabilities of strategic research and a professional strategic research system.

#### 提升精益管理水準 Improve Lean Management

- 組織實施精益改善項目 128 個，實現直接經濟收益 4,000 萬元。

128 lean improvement projects have been carried out, realizing direct economic revenue of RMB 40 million.

- 東方風電推進全價值鏈成本管理，全年實現降本超 7,000 萬元。

By boosting cost management in full industry chain, DEC Wind has lowered annual cost by over RMB 70 million.

- 東方電機推進精益供應鏈管理，全年實現財務收益超 1,500 萬元。

Tightening lean supply chain management, DEC Machinery has realized annual financial income of over RMB 15 million.

## 強化科技創新 Enhance Technology Innovation

東方電氣堅定不移貫徹創新驅動發展戰略，聚焦產業鏈供應鏈自主可控，深化產學研結合，強化國家戰略科技力量，勇於攻堅，高度重視科技創新工作。

Unswervingly upholding the innovation-driven development strategy, DEC focuses on securing independent controllability of industry chain and supply chain. Through industry-university-research cooperation, the Company takes technology innovation as a priority to reinforce China's strategic science and technology capabilities and make breakthroughs in key and core technologies, attaches great importance to scientific and technological innovation work.

### 科技創新體系 Technology Innovation System

東方電氣持續加大研發投入，健全科技創新體制機制，不斷激發科技創新內生動力。2021年，公司研發投入 **27.22** 億元，研發人員 **4,122** 人，主持制定或修訂 3 項國家標準，參與制定或修訂國家標準 35 項，主持制定或修訂行業標準 6 項，參與制定或修訂行業標準 48 項。



With increasingly investing in R&D and fully setting mechanisms and systems for technology and innovation, DEC keeps unleashing the endogenous motivation in this respect. In 2021, the Company allotted RMB **2.722** billion for research & development and employed **4,122** R&D professionals. Concurrently, the Company initiated the formulation or amendment of 3 national standards and 6 industrial standards while participating in draft or revision 35 national standards and 48 industrial standards.

### 科技創新機制建設 Technological Innovation Mechanism Construction

- 制定發佈公司「十四五」科技創新規劃和 2021 年度科技創新為計劃。  
DEC has worked out and delivered the technology innovation plan during the period of "The 14th Five-Year Plan" and 2021 technology innovation plan.
- 發佈實施《科學技術獎評選管理辦法》、《科技項目管理辦法》等 10 餘項制度。  
DEC has promulgated and enforced 10 systems, such as *the Measures for Management of Selection and Appraisal of Science & Technology Awards and Measures for Management of Science & Technology Projects*.
- 加強科技成果轉化機制建設，對標一流企業，探索成果轉化收益分享機制。  
Apart from institutionalizing the commercialization of scientific and technological achievements, DEC has also aligned itself with the best performers in the industry to delve into mechanisms for distribution of shares in the proceeds from the commercialization of scientific and technological achievements.

- 東方汽輪機中標工信部國家新材料示範平臺。  
DEC Turbine won the MIIT bid for the national new materials demonstration platform.
- 能源裝備工控網絡安全四川省重點實驗室獲批。  
DEC Laboratory for Security of Industrial Control Network of Energy Equipment was rated a key laboratory in Sichuan Province.

### 建設科技創新平臺 Technology Innovation Platform

- 加強兩級研發體系和創新資源統籌，聯合產業鏈創新鏈上下游 70 餘家企業，組建先進電力裝備等四個創新聯合體，構建完善產學研用相融合的開放協同創新體系。  
Stepping up overall planning of two-level R&D systems and innovative resources, DEC has co-founded four innovation consortia for advanced electric power equipment, etc., with over 70 enterprises upstream and downstream the industry chain and innovation chain. As a result, an open and collaborative innovation system featuring industry-university-research-application integration has taken shape.

### 完善開放協同創新體系 Open and Collaborative Innovation System

- 先進電力裝備研製與應用創新聯合體  
Innovation consortium for advanced electric power equipment development and application
- 中小功率等級天然氣燃氣輪機和氫燃氣輪機創新聯合體  
Innovation consortium for medium- and low-power-grade natural gas combustion turbines (NGCT) and hydrogen-fired gas turbines
- 海上風電機組研製與應用創新聯合體  
Innovation consortium for offshore wind turbine development and application
- 氫能及燃料電池技術創新聯合體  
Innovation consortium for hydrogen and fuel cell technology

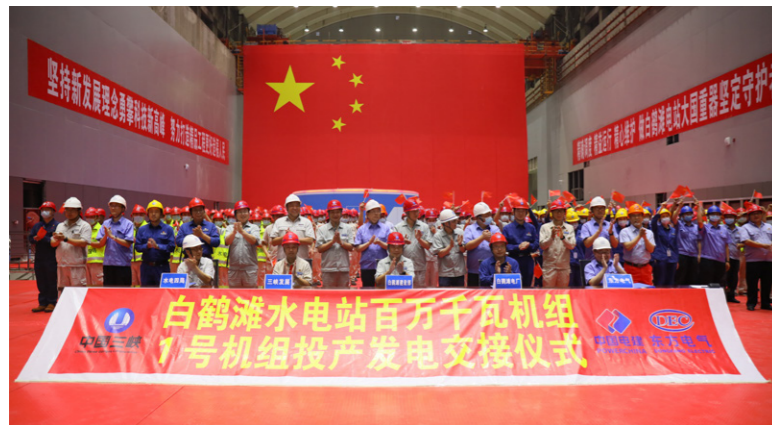
- 建立重大項目攻關「揭榜掛帥」機制。  
DEC implements the open competition mechanism to select the best candidates for major research projects.
- 繼續推進中長期激勵向科研一線骨幹傾斜，限制性股票、員工持股為計劃中科研人員比重超過 60%。  
DEC continues to privilege primary key scientific research leaders in medium- and long-term incentives and tech professionals account for over 60% in the restricted stock program and employee stock ownership plan (ESOP).
- 持續推進科技成果轉化專項獎勵。  
DEC rewards commercialization of scientific and technological achievements with continuous efforts.

### 加大科技人才激勵 Strengthen Tech Talent Incentive

## 重大科技成果 Major Scientific and Technological Achievements

東方電氣全面落實關鍵核心技術攻關年度目標任務。2021 年，公司關鍵核心技術攻關成效突出，重大科技成果捷報頻傳，獲國家科技進步獎二等獎，省部級獎項 29 項，入選中央企業科技創新成果目錄 2 項。

DEC uses its best endeavor to accomplish the annual task of intensifying research on key technologies. In 2021, major achievements were registered in research on core technologies in key fields, along with a steady flow of science and technology feats. DEC won the Second Prize of the National Science and Technology Award and 29 provincial and ministerial awards and had 2 projects included into the list of scientific and technology innovation achievements of central enterprises.



◀ 白鶴灘百萬千瓦水電機組性能優異，東方電氣助力首批機組安全准點投產發電  
DEC delivered and put into use the first 1GW unit with outstanding performance for power generation on time in the Baihetan Hydropower Station



◀ 東方電氣為世界最高海拔風電場——西藏措美縣哲古分散式風電項目提供的 5 台 2.X-131 型永磁直驅超高海拔風電機組全容量並網發電  
5 DEC 2.X-131 permanent magnetic direct drive wind turbines applicable to regions of ultra-high attitude were put into grid-connected power generation at full capacity in the world's highest-altitude wind power project—a distributed wind farm located at Zhegu, Cuomei County, Tibet

## 數字化轉型 Digital Transformation

東方電氣扎實推進信息與數字化工作，大力推動數字化轉型。2021 年，公司發佈網絡安全和信息化「十四五」規劃，持續建立健全網信工作機制，有序開展智能製造轉型工程、網信項目建設及網絡安全保護工作，賦能公司數字化水準大幅提升。

DEC propels application of information and digital technologies and promotes digital transformation. In 2021, the Company built and improved ITS working mechanisms for cybersecurity and IT application and took steps to implement intelligent manufacturing transformation project, cybersecurity and IT application project and cybersecurity protection work pursuant to "The 14th Five-Year Plan" for cybersecurity and IT application. With such efforts, the Company has seen its proficiency of digital application improved in leaps and bounds.

● 首套智慧電廠市場化項目圓滿落地，形成示範應用。

The first market-oriented smart power plant project has been completed, demonstrating effects in this respect.

產品服務數字化  
Digitalization of  
Product/Service

製造數字化  
Digitalization of  
Manufacturing

● 建成數字化車間 7 個、無人車間 1 個，推動綠色工廠改造升級。

With 7 digital workshops and 1 unattended workshop built in place, DEC promotes refurbishing of green factory.

● 財務共享服務系統費用報銷業務全面上線。

DEC has launched a shared financial service system for reimbursement of expenses in all respects.

● 客戶關係管理、智慧客戶服務系統等 8 個系統陸續試點上線。

8 systems, including customer relation management system and smart customer service system etc., have been piloted successively.

● 組織發佈 8 項數據標準和 1 項技術標準，推動主數據在 28 個系統的落地應用，主數據專項治理取得階段性成果。

In line with 8 data standards and 1 technical standard released, implementation of master data in 28 systems materializes with staged progress in master data-based governance.

管理數字化  
Digitalization of  
Management



▲ 自主研發蛇形管附件焊接機器人系統、行業首台大型高壓容器全自動鐳射封口焊上線，鍋爐集箱高速數控鑽成功實現「雙機合璧」  
The self-developed coiled pipe fitting welding robot system and industry's first full-auto laser sealing and welding machine for large-sized HP vessels form an immaculate pair with high-speed CNC drilling machine for boiler containers



▲ 定子沖片「無人車間」  
"Unattended workshop" for stator punching

## 知識產權保護 IPR Protection



作為國家首批創新型企業、國家技術創新示範企業，東方電氣遵守《專利法》、《著作權法》、《反不正當競爭法》等法律法規，逐步完善企業知識產權管理體系，不斷加強知識產權風險防控，公司知識產權創造、運用、保護、管理能力顯著增強。

2021 年，新增有效專利 401 件，其中發明專利 86 件；截至 2021 年底，共擁有有效專利 **3,045** 件，其中發明專利 1,106 件，發明專利占比 37%。

As one of the First National Innovative Enterprises and the National Tech Innovation Demonstration Enterprises, DEC complies with the *Patent Law of the People's Republic of China*, *Copyright Law of the People's Republic of China*, *Anti-Unfair Competition Law of the People's Republic of China*, and other applicable laws and regulations. Taking a stepwise approach to perfect the IPR management system, the Company has remarkably reinforced its capabilities of IPR creation, application, protection and management.

DEC gained 401 new effective patents in 2021, including 86 invention patents. As of the end of 2021, the Company has possessed **3,045** effective patents, including 1,106 invention patents, which accounts for 37%.



## 做優客戶服務 Optimize Customer Services

東方電氣堅持「24 小時服務精神」，始終關注使用者需求，不斷提升產品質量，創新服務模式，為客戶提供貼心服務。

Adhering to the spirit of "24-hour service spirit", DEC invariably pays attention to users' requirements by promoting product quality, innovating service models and delivering considerate customer services.

## 質量管控 Quality Control



東方電氣持續深化「遵章守規、一次做好、精益求精、客戶滿意」的質量方針，發佈公司「十四五」質量發展規劃，強化質量戰略引領。2021 年，重大質量事故、重大質量管理問題、客戶重大質量投訴均為 0。在中國電力企業聯合會評選的年度火電機組可靠性總體排名中，持續保持國內領先。

DEC carries forward the establishment of a quality policy that emphasizes "compliance with rules and regulations, one-and-done, pursuit of excellence and customer satisfaction". The Company has also laid down "The 14th Five-Year Plan" for quality development, providing a strategic guidance for quality assurance. In 2021, the Company remained its leading position in annual thermal power generator set reliability rankings of the China Electricity Council (CEC), with no major quality accidents, major quality management problems or major customer complaints.

## 完善質量管理 Quality Management Improvement

2021 年，東方電氣持續完善公司質量管理體系，修訂《質量管理體系成熟度評價標準》、《質量文化建設成熟度評價標準》等制度；完成三體系內部審核，升級《質量管理手冊》；統籌推進公司質量管理信息化建設，提升全流程質量管理效能。

In 2021, DEC continued to work on refinement of quality management systems by amending the *Criterion for Evaluation of Maturity of Quality Management Systems*, *Criterion for Evaluation of Maturity of Quality Culture Establishment*, and other systems; upon completion of internal review on three systems, the Company ameliorated the *Quality Management Manual*; through coordinated efforts of promoting IT application in quality management, the Company enhanced efficiency of total quality management.

## 建設質量文化 Quality Culture Establishment

東方電氣發佈《2021-2023 年質量培訓滾動計劃》，通過系統化質量培訓，補強全員質量管理知識短板；開展 4 期質量大講堂，持續開展各企業一把手講質量課；實施各級領導人員質量文化測評、組織典型質量案例質量月圖片展及舉辦 QC 成果發表賽等舉措深化質量文化建設，營造人人關心質量良好氛圍。2021 年，開展質量培訓 416 次，培訓覆蓋 30,068 人次。

In accordance with the *2021-2023 Rolling Plan for Quality Training* published, DEC systematizes 4 sessions of quality training, strengthening the weak link in staff awareness of quality management knowledge, where principal leaders of all enterprises expounded on quality management; the Company has also created a good atmosphere where quality is a top concern by taking multi-pronged measures for building quality culture, including quality culture assessment on the management at all levels, monthly photo exhibition regarding typical quality cases, QC outcome presentation, etc. In 2021, DEC engaged 30,068 persons in 416 quality training sessions.



▲為及時解決客戶關注的質量問題，提升客戶滿意度，東方電氣組織開展老區電廠「質量萬里行」活動  
DEC carried out the "Quality Walking Miles" activities in old revolutionary base areas, in a bid to address quality concerns of customers for utmost customer satisfaction

質量管理績效 Performance of quality management				
指標名稱 Indicator	單位 Unit	2019年 2019	2020年 2020	2021年 2021
已售或已運送產品總數中因安全與健康理由而須回收的比例 Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0	0	0
重大質量事故及重大客戶投訴數 Major quality accidents and customer complaints	起 (accident)	0	0	0

### 客戶服務 Customer Service

東方電氣不斷做優客戶服務，始於需求，終於滿意，始終以優質的服務持續提升用戶體驗，提升服務品質，以優質高效的服務為客戶創造更大價值。

DEC is constantly building up the quality of customer services. To meet customers' needs, the Company ends up winning customer satisfaction. With unremitting efforts of promoting user experience and service quality, the Company aspires for creating greater value for customers.

### 提升客戶滿意度 Improve Customer Satisfaction

東方電氣定期面向客戶開展滿意信息收集，從各個方面瞭解客戶的意見，不斷提升客戶滿意度，形成良好的客戶口碑。

By collecting customer satisfaction information, DEC gets the picture of customer feedback in all respects for constant enhancement to customer satisfaction and high reputation by word of mouth.

### 客戶投訴處理流程 Process for Customer Complaint Handling

東方電氣建立公司統籌協調、各子企業參與的客戶投訴處置機制，接收到客戶投訴信息後將組織相關部門開展原因分析，提出改進措施並實施改進，需要時按照《質量事件管理辦法》報送相關部門，根據要求處理並跟蹤，協調相關企業及時處理，並定期上報主管領導。

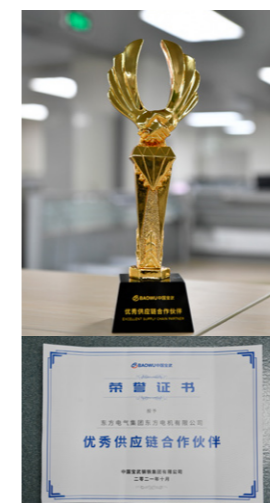
We establish a complaint handling mechanism specially for customers with the Company making the overall plan and all subsidiaries participate in the complaint handling process. Upon receipt of any customer complaint information, relevant departments will be organized to make cause analysis, propose and carry out measures for improvement. If necessary, complaints will be reported to relevant departments as per the *Measures for Management of Quality Events* before being handled and tracked as required, and related subsidiaries may be required to deal with the complaints in time and regularly report to the leader in charge.

### 客戶信息保護 Customer Information Protection

東方電氣對客戶或供應商的知識產權、商業機密等隱私嚴格按照要求進行保護，防止誤用、濫用、超許可範圍使用或洩露給第三方。全面實施客戶資產管理，對客戶及供應商的實物資產和信息資產進行建賬管理，若發生丟失、損壞、變質或其他異常情況，第一時間向客戶或供應商報告。

We firmly protect the intellectual property rights, trade secrets, and other private information of customers and suppliers in line with relevant requirements, and avoid any misuse, abuse, or use beyond the permitted scope of such information by or disclosure of such information to any third party. Besides, we strictly implement customer asset management and keep meticulous records of the physical and information assets of customers and suppliers. In case of losses, damage, deterioration or other abnormal conditions, we report to the customers or suppliers in the first place.

● 2021年，東方電氣總體客戶滿意度為 **92.4%**。  
In 2021, DEC landed itself **92.4%** in customer satisfaction.



◀東方電機獲中國寶武鋼鐵集團「優秀供應鏈合作夥伴」殊榮  
DEC Machinery was awarded "Excellent Supply Chain Partner" by China Baowu Steel Group Corporation Limited



◀東方風電獲五星級運維能力評估符合證明  
DEC Wind was honored the certificate of conformity in five-star-level O&M capacity assessment



# 未來展望

## Outlook



2022年是「十四五」承上啟下的關鍵之年，更是東方電氣發展再上新臺階之年。東方電氣將堅定不移走好可持續發展道路，齊心協力創享美好未來。

**我們將全力驅動綠色發展。**肩負國家能源戰略重任，深入貫徹落實碳達峰、碳中和決策部署，牢牢把握新能源供給能力、消納能力建設發展機遇，堅持「綠色智造」轉型方向，堅持走生態優先、綠色低碳的發展道路，擦亮高質量發展底色。

**我們將盡力賦能和諧發展。**全面保障員工權益，注重人才培養，堅持「動力與溫暖同在，夢想與責任同行」，穩步推進區域戰略佈局，支援鄉村振興，積極投身公益事業，繼續努力回饋社會。

**我們將竭力推進穩健發展。**踐行「穩字當頭、穩中有進」，以管理提升夯實基礎，深入對標一流，加快推動改革工作落地見效，提升產品技術與質量水準、科技創新能力、成本管控能力以及風險防控能力等，確保發展再上新臺階，為穩定宏觀經濟作出更大貢獻。

腳下征途漫漫，心中志氣長存。我們瞄準全面決勝再上新臺階，緊盯目標任務，立足新發展階段，貫徹新發展理念，構建新發展格局，以實際行動履行環境與社會責任，為實現經濟、環境與社會的可持續發展貢獻力量。

The Year 2022 is a crucial year for implementing "The 14th Five-Year Plan" when DEC will move towards a new level. With determination, we will follow the path of sustainable development and create a bright future with concerted efforts.

**We will power green development at full throttle.** Shouldering the great responsibility of fulfilling the national energy strategy, we carry out major decisions and plans on carbon peaking and carbon neutrality. Seizing the opportunity of building up capacity of new energy supply and uptake, we prioritize ecological conservation and pursue green and low-carbon development in transformation towards "environment-friendly and intelligent manufacturing". By doing so, we take aim at "burnishing" the defining feature of high-quality development.

**We will empower harmonious development to our utmost endeavor.** We do everything within our power to safeguard rights and interests of our employees with focus on talent training. Adhering to the philosophy of "incorporating warmth into impetus, and dreams into responsibilities", we establish and improve a regional strategic layout progressively, support rural vitalization and contribute to public welfare undertakes in return to society.

**We will strain every sinew to secure steady growth.** "Making stability the top priority and seeking progress while maintaining stability", we consolidate the foundation with more exacting management. Benchmarking the best performers, we ensure effective implementation of reform measures at a faster pace, raise standards of product technology and quality, and promote capabilities of technology innovation, cost control and risk prevention & control. Bringing development to a new level, we will make greater contribution to stabilizing macro economy.

The journey will be long, but all we can do is keep fighting and pushing forward with ambition. Aimed at winning a decisive victory and taking the Company onto a new stage, we will ensure genuine implementation of target tasks. Standing grounded in the new development stage, applying the new development philosophy, creating a new pattern of development, we will take concrete actions in fulfilling environmental and social responsibilities and contributing to economic, environmental and social sustainability.

# 附錄

## Appendix

### 關鍵績效表

#### Table of Key Performance

環境績效				
Environmental				
一級指標	二級指標	2019年	2020年	2021年
Primary indicator	Secondary indicator	2019	2020	2021
溫室氣體 GHG	溫室氣體排放量 (萬噸) GHG emission volume (unit: 10,000 tons)	26.5	25.2	24.1
	其中：直接排放 (範圍 1) (萬噸) wherein: Direct emission (scope 1) (unit: 10,000 tons)	26.5	25.2	24.1
	間接排放 (範圍 2) (萬噸) Indirect emission (scope 2) (unit: 10,000 tons)	—	—	—
	溫室氣體排放密度 (噸 / 萬元) GHG emissions intensity (unit: ton/RMB 10,000)	0.081	0.068	0.051
	溫室氣體減排量 (萬噸) Reduction of GHG emission volume (unit: 10,000 tons)	2.2	1.3	1.1
廢氣 Waste gas	二氧化硫 (噸) Sulfur dioxide (unit: ton)	208.4	196.5	175.4
	二氧化硫排放密度 (噸 / 萬元) Sulfur dioxide emission density (unit: ton/RMB 10,000)	0.00006	0.00005	0.00004
	氮氧化物 (噸) Nitrogen oxide (unit: ton)	370	351	273
	氮氧化物排放密度 (噸 / 萬元) Nitrogen oxide emission density (unit: ton/ RMB 10,000)	0.00011	0.00009	0.00006
廢水 Waste water	廢水排放量 (噸) Waste water emission volume (unit: 10,000 tons)	165.7	153.9	143.7
	廢水排放密度 (噸 / 萬元) Waste water discharge density (unit: ton/RMB 10,000)	0.5046	0.4128	0.3005
	COD (噸) COD (unit: tons)	381	367	295
	COD 排放密度 (噸 / 萬元) COD discharge density (unit: ton/ RMB 10,000)	0.00011	0.00010	0.00006
	氨氮 (噸) Ammonia nitrogen (unit: ton)	88.9	83.5	76.1
	氨氮排放密度 (噸 / 萬元) Ammonia nitrogen discharge density (unit: ton/ RMB 10,000)	0.00003	0.00002	0.00002
廢棄物 Solid waste	危險廢棄物排放量 (噸) Hazardous wastes emission volume (unit: ton)	2,996	2,826	2,329
	危險廢棄物排放密度 (噸 / 萬元) Hazardous waste emission intensity (unit: ton/RMB 10,000)	0.0009	0.0007	0.0004
	無害廢棄物排放量 (噸) Non-hazardous wastes emission volume (unit: ton)	30,100	35,800	26,773
	無害廢棄物排放密度 (噸 / 萬元) Non-hazardous wastes emission intensity (unit: ton/RMB 10,000)	0.0092	0.0072	0.0051
	回收廢棄物總量 (噸) Total volume of recyclable waste (unit: ton)	22,300	29,000	24,423

環境績效				
Environmental				
一級指標	二級指標	2019年	2020年	2021年
Primary indicator	Secondary indicator	2019	2020	2021
能耗 Energy consumption	綜合能耗 (噸標準煤) Comprehensive energy consumption (unit: TCE)	102,153	98,673	93,391
	萬元產值綜合能耗 (噸標準煤 / 萬元) Comprehensive energy consumption per RMB 10,000 of operating income (unit: TCE/RMB 10,000)	0.035	0.028	0.022
	電力 (萬千瓦時) Electricity (unit: 10,000 kWh)	35,827	32,783	31,802
	天然氣 (萬立方米) Natural gas (unit: 10,000 m <sup>3</sup> )	3,856	3,809	3,771
	汽油 (噸) Gasoline (unit: ton)	805	756	655
	柴油 (噸) Diesel (unit: ton)	777.4	741.6	690.8
水資源 Water resource	水資源消耗 (萬噸) Water consumption (unit: 10,000 tons)	390	370	369
	萬元產值水資源消耗 (噸 / 萬元) Water resources consumption per RMB 10,000 of operating income (unit: ton/RMB 10,000)	1.186	0.993	0.758
包裝物料 Packaging materials	包裝材料消耗 (噸) Consumption of packaging materials (unit: ton)	8,861	13,507	15,150
	包裝材料消耗密度 (噸 / 萬元) Consumption intensity of packaging materials (unit: ton/RMB 10,000)	0.0027	0.0041	0.0032
	木箱 (噸) Wooden box (unit: ton)	4,616	8,182	9,687
	紙箱 (噸) Carton (unit: ton)	125	126	80
	塑膠 (噸) Plastic (unit: ton)	332	158	175
	槽鋼 (噸) Steel channel (unit: ton)	3,732	4,527	4,754
	其他材料 (噸) Other materials (unit: ton)	56	514	454
環保投入 Environmental protection investment	環保資金投入 (萬元) Funds of environmental protection investment (unit: RMB 10,000)	2,349	3,033	5,960
生態保護 Ecological protection	重大環境污染事故 (起) Major environmental pollution accidents (unit: accident)	0	0	0
	環保培訓人次 (人次) Number of employees in environmental protection training sessions(unit:person)	27,100	17,306	14,173
	環保培訓覆蓋率 (%) Coverage of environmental protection training (unit: %)	100	100	100

社會績效 Social				
一級指標 Primary indicator	二級指標 Secondary indicator	2019年 2019	2020年 2020	2021年 2021
僱傭 Employment	員工總人數 (人) Total number of employees (unit: person)	17,360	17,336	16,969
	女性員工人數 (人) Number of female employees (unit: person)	3,145	3,003	2,945
	女性管理者比例 (%) Percentage of female management (unit: %)	18.12	17.32	17.35
	男性管理者比例 (%) Percentage of male management (unit: %)	81.88	82.68	82.65
	勞動合同簽訂率 (%) Percentage of employment contracts signed (unit: %)	100	100	100
	社會保險覆蓋率 (%) Coverage of social insurance (unit: %)	100	100	100
	健康與安全 Health and safety	安全生產投入 (萬元) Work safety investment (unit: RMB 10,000)	8,277.1	7,063.5
安全生產培訓人次 (人次) Number of employees in work safety training (unit: person)		27,100	17,306	14,173
較大及以上生產安全事故 (起) Major or serious work safety accidents (unit: accident)		0	0	0
因工亡故員工人數 (人) Number of work-related fatalities (unit: person)		0	1	0
因工亡故員工比率 (%) Rate of work-related fatalities (unit: %)		0	0.0054	0
因工損失工作日數 (人日) Lost days due to work injury (unit: day)		190	6,000	90
員工體檢覆蓋率 (%) Coverage of physical examination (unit: %)		100	100	100
發展與培訓 Development and training		員工培訓投入 (萬元) Staff training investment (unit: RMB 10,000)	3,525.7	3,770.2
	參與培訓員工人數 (人次) Number of employees trained (unit: person)	116,395	154,409	122,777
供應鏈管理 Supply chain management	報告期內審查的供應商個數 (個) Number of suppliers screened within the reporting period (unit: supplier)	8,789	20,543	13,323
	報告年度供應商新增總數 (個) Number of new suppliers within the reporting period (unit: supplier)	2,204	5,740	5,254
	供應商守法合規及風險培訓次數 (次) Number of sessions of training for suppliers in terms of compliance with laws and regulations and risk (unit: session)	8	13	15
	供應商守法合規及風險培訓人次 (人次) Number of persons involved in training for suppliers in terms of compliance with laws and regulations and risk (unit: person)	779	2,319	1,998
社區投資 Community investment	定點幫扶資金投入 (萬元) Investment in targeted poverty alleviation (unit: RMB 10,000)	2,577	2,768	2,650
	員工志願活動次數 (次) Number of voluntary activities (unit: activity)	359	465	1,923
	參與志願活動人次 (人次) Number of voluntary employees (unit: person)	2,109	3,375	15,358
	對外捐贈總額 (萬元) Total amount of donation (unit: RMB 10,000)	2,363	5,116	3,347

管治績效 Governance				
一級指標 Primary indicator	二級指標 Secondary indicator	2019年 2019	2020年 2020	2021年 2021
守法合規 Compliance with laws and regulations	守法合規培訓人次 (人次) Number of persons involved in training in terms of compliance with laws and regulations and risk (unit: person)	6,700	9,600	11,200
反貪污 Anti-corruption	反腐敗培訓次數 (次) Number of anti-corruption training sessions (unit: session)	110	103	85
	反腐敗培訓參與人數 (人次) Number of participants in anti-corruption training (unit: person)	8,388	12,501	9,221
	報告期內審結的貪污訴訟案件數 (個) Number of corruption lawsuits closed within the reporting period (unit: lawsuit)	2	2	2
科技創新 Technology innovation	研發投入 (億元) R&D investment (unit: RMB 100 million)	18.88	20.03	27.22
	研發人員 (人) Total number of R&D professionals (unit: person)	3,528	3,615	4,122 <sup>1</sup>
	擁有有效專利數 (件) Total number of patents in force (unit: patent)	2,347	2,690	3,045
產品責任 Product responsibility	擁有發明專利數 (件) Total invention patents (unit: patent)	922	999	1,106
	已售或已運送產品總數中因安全與健康理由而須回收的比例 (%) Percentage of total products sold or shipped subject to recalls for safety and health reasons (unit: %)	0	0	0
	重大質量事故及重大客戶投訴數 (起) Major quality accidents and customer complaints (unit: accident/complaint)	0	0	0

<sup>1</sup> 2021年數據為科技人才數量，即科技活動人員，指直接從事科技活動以及專門從事科技活動管理和為科技活動提供直接服務的人員。2019年及2020年數據為研發人員數量，指從事基礎研究、應用研究和試驗發展三類活動的直接參加人員及這類項目的管理和服務人員。2021 data indicate the number of tech talents, i.e., personnel engaged in science and technology, specifically defined as those directly engaged in scientific and technological activities and specialized in management of scientific and technological activities and delivery of direct services for scientific and technological activities. 2019 and 2020 figures indicate the number of R&D professionals, referred to as those directly engaged in foundation research, application research and experimental development as well as management and service providers for projects of the description.

# ESG 指標索引

## ESG Index

議題 Topics	績效指標 KPIs	對應頁碼 Page(s)
<b>主要範疇 A——環境</b> Scope A-Environmental		
A1 排放物 A1 Emissions	一般披露：有關廢氣及溫室氣體排放、向水及土地的排汙、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, on the (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P19-24
	A1.1 排放物種類及相關排放數據。 KPI A1.1 The types of emissions and respective emissions data.	P19-24
	A1.2 直接及能源間接溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 KPI A1.2 Direct and energy indirect greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P23
	A1.3 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P19-20
	A1.4 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	P19-22
	A1.5 描述所訂立的排放量目標及為達到這些目標所採取的步驟。 KPI A1.5 Description of emission target(s) set and steps taken to achieve them.	P19-22
	A1.6 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P19-22
	一般披露：有效使用資源（包括能源、水及其他原材料）的政策。 General Disclosure: Policies on the efficient use of resources (including energy, water and other raw materials).	P21-22
	A2.1 按類型劃分的直接及 / 或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。 KPI A2.1 Direct and/or indirect energy consumption by type (e.g., electricity, gas or oil) in total (kWh in '000s) and intensity (e.g., per unit of production volume, per facility).	P22
	A2.2 總耗水量及密度（如以每產量單位、每項設施計算）。 KPI A2.2 Water consumption in total and intensity (e.g., per unit of production volume, per facility).	P22
A2.3 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P21-22	

議題 Topics	績效指標 KPIs	對應頁碼 Page(s)
<b>主要範疇 A——環境</b> Scope A-Environmental		
A2 資源使用 A2 Use of resources	A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採用的步驟。 KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	P21-22
	A2.5 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 KPI A2.5 Total packaging material used for finished products (in tonnes) and if applicable, with reference to per unit produced.	P22
A3 環境及天然資源 A3 Environment and natural resources	一般披露：減低發行人對環境及天然資源造成重大影響的政策。 General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources.	P23-24
	A3.1 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P23-24
A4 氣候變化 A4 Climate change	一般披露：識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	P23-24
	A4.1 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact the issuer, and the actions taken to manage them.	P23-24
<b>主要範疇 B——社會</b> Scope B--Social		
僱傭及勞工常規 Employment and labor routine		
B1 僱傭 B1 Employment	一般披露：有關薪酬及解雇、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, on the: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P27-30
	B1.1 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的雇員總數。 KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P29
	B1.2 按性別、年齡組別及地區劃分的雇員流失比率。 KPI B1.2 Employee turnover rate by gender, age group and geographical region.	P30

議題 Topics	績效指標 KPIs	對應頁碼 Page(s)
<b>主要範疇 B——社會</b> Scope B--Social		
<b>僱傭及勞工常規</b> Employment and labor routine		
B2 健康與安全 B2 Health and safety	一般披露：有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對上市公司有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to providing a safe working environment and protecting employees from occupational hazards, on the: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the listed company.	P31-32
	B2.1 過去三年（包括彙報年度）每年因工作亡故的人數及比率。 KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years (including the reporting year).	P32
	B2.2 因工傷損失工作日數。 KPI B2.2 Lost days due to work injury.	P32
	B2.3 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	P31-32
	一般披露：有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	P33-36
B3 發展與培訓 B3 Development and training	B3.1 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。 KPI B3.1 The percentage of employees trained by gender and employee category (e.g., Senior management, middle management).	P35-36
	B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 KPI B3.2 The average training hours completed per employee by gender and employee category.	P36
B4 勞工準則 B4 Labor standards	一般披露：有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to preventing child and forced labor, on the: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P27-28
	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工 KPI B4.1 Description of measures to review employment practices to avoid child and forced labor.	P27
	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。 KPI B4.2 Description of steps taken to eliminate such practices when discovered.	P27

議題 Topics	績效指標 KPIs	對應頁碼 Page(s)
<b>主要範疇 B——社會</b> Scope B--Social		
<b>營運慣例</b> Operation practice		
B5 供應鏈管理 B5 Supply chain management	一般披露：管理供應鏈環境及社會風險的政策。 General Disclosure: Policies on managing environmental and social risks of the supply chain.	P37-39
	B5.1 按地區劃分的供應商數目。 KPI B5.1 Number of suppliers by geographical region.	P38
	B5.2 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及有關慣例的執行及監察方法。 KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	P37-39
	B5.3 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P39
	B5.4 描述在揀選供應商時促使多用環保產品及服務的管理，以及相關執行及監察方法。 KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P39
B6 產品責任 B6 Product responsibility	一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, on the: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P60-62
	B6.1 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	P61
	B6.2 接獲關於產品及服務的投訴數目以及應對方法。 KPI B6.2 Number of products and service related complaints received and how they are dealt with.	P61-62
	B6.3 描述與維護及保障知識產權有關的慣例。 KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	P59
	B6.4 描述質量檢定過程及產品回收程序。 KPI B6.4 Description of quality assurance process and recall procedures.	P60-61
B6.5 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P62	

議題 Topics	績效指標 KPIs	對應頁碼 Page(s)
<b>主要範疇 B——社會</b> Scope B--Social		
<b>營運慣例</b> Operation practice		
	一般披露：有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 General Disclosure: Information relating to bribery, extortion, fraud and money laundering, on the: (a) policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P49-52
B7 反貪污 B7 Anti-corruption	B7.1 於彙報期內對發行人或其雇員提出並已審結的貪污訴訟案件的數目及訴訟結果。 KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	P52
	B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。 KPI B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	P52
	B7.3 描述向董事及員工提供的反貪污培訓。 KPI B7.3 Description of anti-corruption training provided to directors and staff.	P52
<b>社區</b> Communities		
	一般披露：有關以社區參與來瞭解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。 General Disclosure: Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	P41-46
B8 社區投資 B8 Community investment	B8.1 專注貢獻範圍（如教育、環境事宜、勞工需求、健康、文化、體育）。 KPI B8.1 Focus areas of contribution (e.g., education, environmental concerns, labor needs, health, culture, sport).	P41-46
	B8.2 在專注範圍所動用資源（如金錢或時間）。 KPI B8.2 Resources contributed (e.g., money or time) to the focus area.	P44-45

## 意見反饋 Feedback Form

尊敬的讀者 /Dear Readers:

您好！感謝您閱讀《東方電氣 2021 年環境、社會及管治報告》。我們非常重視並期望聆聽您對東方電氣環境、社會及管治報告的反饋意見。您的意見和建議，是我們持續推進企業社會責任管理和實踐的重要依據。您可以複製、填寫、裁剪下表，通過郵件、傳真反饋給我們，我們非常歡迎並由衷感謝您提出寶貴意見！

Thank you for reading our *Environmental, Social and Governance (2021) Report*. We highly value and are looking forward to receiving your feedback on our ESG report. Your suggestions and comments are valuable basis for us to continue to improve our quality of information disclosure on corporate social responsibility and to promote our corporate social responsibility management and practices. You can copy, fill in and cut out the following form, and feed back to us by email or fax. We sincerely thank you for your valuable comments!

### 選擇題（請在相應的位置打「√」） Choice Questions (Please tick the corresponding option)

1. 您認為本報告是否能反映東方電氣對經濟、社會和環境的重大影響？

是  一般  否

2. 您認為本報告識別出的利益相關方及其與東方電氣關係的分析是否準確、全面？

是  一般  否

3. 您認為本報告披露的信息是否全面？

是  一般  否

4. 您認為本報告披露的信息是否具有可讀性？

是  一般  否

1. Do you think this report can reflect the significant impact of DEC on economy, society and environment?

Yes  Fair  No

2. Do you think the analysis of the stakeholders identified in this report and their relationship with DEC is accurate and comprehensive?

Yes  Fair  No

3. Do you think the information disclosed in this report is comprehensive?

Yes  Fair  No

4. Do you think the information disclosed in this report is readable?

Yes  Fair  No

### 開放性問題 Open Questions

1. 您認為還有哪些您關注的信息未在本報告中披露？

1. What other information do you think you are concerned about are not disclosed in this report?

2. 您認為本報告還有哪些可以改進的地方？

2. What else do you think can be improved in this report?

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