



TIANNENG POWER
INTERNATIONAL LIMITED
天能動力國際有限公司

(於開曼群島註冊成立之有限公司)

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(Incorporated in the Cayman Islands with Limited Liability)

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天能動力國際有限公司

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2020

環境、社會及管治報告

2020 Environmental, Social and Governance Report

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01

持續締造價值 共建幸福生活

Create Value Continuously
Create A Better Life Jointly

- 1.1 天能概況 Enterprise Profile
- 1.2 產品與服務 Products and Services
- 1.3 發展理念 Development Concept
- 1.4 經營狀況 State of Operation





天能集團總部圖

Picture of Tianneng Group's Headquarters

天能概況

天能動力國際有限公司（「天能動力」或「公司」）及連同其附屬公司（「集團」）是中國新能源動力電池行業的龍頭企業，創始於1986年。2007年，天能動力在香港聯合交易所有限公司（「聯交所」）主板上市[證券代碼 00819.HK]。經過三十多年的發展，現已成為以電動輕型車動力電池為主，集汽車起動啟停電池、儲能電池、電動特種車動力電池、備用電池等多品類電池的研發、生產、銷售，以及廢舊電池回收和可再生資源循環利用、綠色智造產業園建設、智慧物流平台等為一體的新能源集團。

Enterprise Profile

Tianneng Power International Limited ("Tianneng Power" or the "Company"), together with its subsidiaries (the "Group"), is a leading company in the sector of motive batteries for new-energy vehicles in China, founded in 1986. In 2007, Tianneng Power was listed on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (Stock Code: 00819.HK). After more than 30 years of development, it has become a high-tech energy group focusing on the motive batteries for light electric vehicles and integrating the research and development (R&D), production and sale of various types of batteries (including start-stop batteries for automobiles, power storage batteries, motive batteries for special electric vehicles and standby batteries), the recycling of waste batteries and renewable energy, the construction of green and intelligent manufacturing industrial parks, and smart logistics platforms.

近年來，天能集團將環境、社會及管治議題融入整個企業的戰略規劃，牢記責任與擔當，把綠色發展理念注入企業成長基因中，大力發展循環經濟產業，打造出一條閉環式綠色產業鏈，引領產業向綠色、高端、智慧方向轉型。

企業被中華人民共和國（「中國」）工業和資訊化部授予“國家綠色工廠”等榮譽稱號，並入選為《中國民營企業社會責任優秀案例》。

In recent years, Tianneng Group has integrated issues of environment, society and governance into the strategic planning of the entire Group, keeping in mind its responsibilities, injecting the concept of green development into the Group's growth genes, vigorously developing the circular economy industry, and creating an endless loop of green industrial chain that leads the industry to transform in a green, high-end and smart direction.

The Company was awarded the honorary title of "National Green Factory" by the Ministry of Industry and Information Technology of the People's Republic of China("China" or the "PRC"), and was selected as the Excellent Case of Chinese Private Enterprise Social Responsibility.

產品與服務

本集團產品與服務的核心板塊包括高端環保電池、新能源電池以及綠色新材料。

高端環保電池

高端環保電池是天能依託研發與工藝創新打造的密封型免維護鉛蓄電池系列產品，是高穩定性、高性價比、可回收性優秀的環境友好型電池產品，應用領域涵蓋電動輕型車、電動特種車、汽車起動啟停、儲能備用等。

Products and Services

The core segments of the Group's products and services include high-end eco-friendly batteries, new energy batteries and green new materials.

High-end Eco-Friendly Batteries

The high-end eco-friendly batteries are a series of sealed, maintenance-free lead-acid batteries created by Tianneng relying on R&D and technological innovation. They are environmentally friendly battery products with high stability, high cost performance and excellent recyclability. Their application fields cover electric light vehicles, electric special vehicles, starting and stopping of cars, energy storage and backup, etc.

新能源電池

本公司新能源電池以鋰離子電池為主，亦包括燃料電池等下一代電池產品的生產和研發。鋰離子電池應用領域主要分為動力類領域和非動力類領域兩類。其中，動力類的應用領域包括電動輕型車、電動乘用車以及電動商用車等，非動力類的應用領域包括消費類電子產品和儲能領域。

可再生新材料

天能積極履行生產者責任延伸義務，對廢舊電池中的金屬、塑膠、殘酸等物質進行回收利用。

發展理念

核心價值觀

“責任 創新 奮鬥 分享”

使命

奉獻綠色能源，締造幸福生活。

企業願景

成為最受尊敬的世界一流新能源公司。

New Energy Batteries

The Company's new energy batteries are mainly lithium-ion batteries, and also involve the production and R&D of next-generation battery products such as fuel cells. The application fields of lithium-ion batteries are mainly divided into two categories: power applications and non-power applications. Among them, power applications include electric light vehicles, electric passenger cars, and electric commercial vehicles, whereas the non-power applications include consumer electronics and energy storage.

Renewable New Materials

Tianneng actively fulfills the producer's extended obligation to recycle metals, plastics, residual acids and other substances in used batteries.

Development Concept

Core Value

“Responsible, Innovative, Hard-working and Shared”

Mission

To devote to green energy and create happy life.

Enterprise Vision

To be the most respected new energy company among the world's best.

經營狀況

2020年，面對複雜嚴峻的宏觀形勢、行業趨勢，以及新冠肺炎疫情影响，集團堅持“穩中精進”工作總基調，統籌抓好疫情防控和生產經營，大力實施“智慧化、平臺化、全球化”發展戰略，連續保持高品質穩健發展。

2020年，本集團總資產規模達232.0億元，較上年增長21.3%，股東應佔溢利24.8億元，較上年增長47.3%。

一年來，集團積極應對不斷變化的外部形勢和市場環境，抗戰疫情、搶抓機遇、優化戰略，進一步提升了高質量發展的格局。集團以確保廣大員工健康安全為前提，以提升行業競爭力為核心，鞏固疫情防控成果，緊盯經營目標不鬆懈，同時致力於新技術、新工藝、新材料的研發和使用，滿足不同市場和客戶的需求，經營業績穩步上揚。本集團位居全球新能源公司500強第15名、中國企業500強第147位、中國民營企業製造業500強第16位、中國輕工業電池行業十強第1位。

State of Operation

In 2020, in the face of the complex and severe macro situation, industry trends, and the impact of the COVID-19 epidemic, the Group adhered to the keynote of “seeking improvement in stabilization”, coordinated the prevention and control of the epidemic and production and operation, and vigorously implemented the development strategy of “intelligence, platform and globalization” to continuously maintain high-quality and steady development.

In 2020, the total assets of the Group reached RMB 23.2 billion, with an increase of 21.3% over the previous year; the profit attributable to shareholders was RMB 2.48 billion, with an increase of 47.3% over the previous year.

During the year, the Group has actively responded to the ever-changing external situation and market environment, overcame the challenges posed by the epidemic, seized opportunities and optimized strategies, which further enhanced our pattern of high-quality development. The Group places priority on the health and safety of its employees with improving its competitiveness in the industry as its core focus, consolidates the achievements of epidemic prevention and control, and pays close attention to its business objectives. In addition, the Group is committed to the R&D and the use of new technologies, new processes and new materials to fulfill the needs of different markets and customers, and thus its operating performance has improved gradually. The Group ranks 15th among the top 500 global new energy enterprises, 147th among the top 500 Chinese enterprises, 16th among the top 500 Chinese private manufacturing enterprises, and first among the top 10 enterprises in the Chinese light industry battery industry.

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特別聚焦

Special Focuses

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Tianneng-styled “Epidemic” Prevention: Big Love, Big Responsibility

2.2 天能式扶貧：打造特色“扶貧套餐”

Tianneng-styled Poverty Alleviation: Create a Special “Poverty Alleviation Package”



天能式戰“疫” 大愛責任顯擔當

Tianneng-styled “Epidemic” Prevention: Big Love, Big Responsibility

2020 年是極不平凡的一年。集團上下堅定信心、眾志成城、全力以赴，統籌抓好疫情防控和生產經營的同時，主動承擔社會責任，以實際行動積極為抗擊疫情貢獻力量，受到了《人民日報》、新華社、《光明日報》、《中國青年報》等主流媒體關注，相關報導近 80 篇。

The year 2020 is an extraordinary year. The Group has firm confidence and united efforts to dedicate to the following missions: while coordinating the epidemic prevention and control and the production and operation activities, we actively assumed social responsibilities and contributed to the fight against the epidemic with practical actions, which has drawn the attention of the mainstream media such as People’s Daily, the Xinhua News Agency, Guangming Daily and China Youth Daily, with about 80 relevant articles.



《人民日報》、新華社每日電訊、
《光明日報》、《浙江日報》
報導天能戰“疫”。

People's Daily, Daily Telegraph of Xinhua News Agency,
Guangming Daily and Zhejiang Daily’s coverage on
Tianneng’s fighting the “epidemic”.

開展疫情防控工作

Carry Out Epidemic Prevention and Control

2020 年 1 月 28 日，天能第一時間成立疫情防控領導小組。疫情期間，張天任董事長親自安排部署，組織專題會議 20 餘場，制定防控機制 50 餘份、防控舉措 160 餘條，安排隔離房間 1800 餘個，為復工復產打下堅實基礎。

On 28 January, 2020, Tianneng established an epidemic prevention and control leading group in good time. During the epidemic, Chairman Zhang Tianren arranged deployment in person, organizing more than 20 special meetings, formulating more than 50 prevention and control mechanisms and over 160 prevention and control measures, and arranging more than 1,800 quarantine rooms to lay a solid foundation for resumption of work and production.



面對新冠肺炎疫情，天能集團上下一心，迅速行動，一手抓疫情防控，一手抓復工復產。戰“疫”中彰顯企業擔當。

In the face of the Covid-19 epidemic, the Group acted solidly and swiftly, focusing on the prevention and control of the epidemic on the one hand, and resuming work and production on the other hand, highlighting its corporate accountability in the fight against the epidemic.

獲首張返崗包車通行證

2020年2月初，天能被當地疫情防控領導小組辦公室列為「首批復工名單」，獲得浙江省首張政府指定性員工返崗包車通行證。共派出15輛車到雲南、河南、貴州等地，接500位外省工人返崗，為「穩就業」做出積極貢獻。

天能獲得浙江省首張政府指定性員工返崗包車通行證，圖為包車返崗的員工。

Tianneng obtained the first government-designated employees' return-to-work chartered bus pass in Zhejiang Province. The picture shows the return-to-work employees in a chartered bus.

Obtain the First Return-to-work Chartered Bus Pass

At the beginning of February 2020, Tianneng was listed in the "first batch of work resumption units" by the local epidemic prevention and control leading group office, and obtained the first government-designated employees' return-to-work chartered bus pass in Zhejiang Province. A total of 15 vehicles were sent to Yunnan, Henan, Guizhou and other places to pick up 500 workers from other provinces to return to work, making positive contributions to "stabilizing employment".



按產業鏈復工“快速鍵”

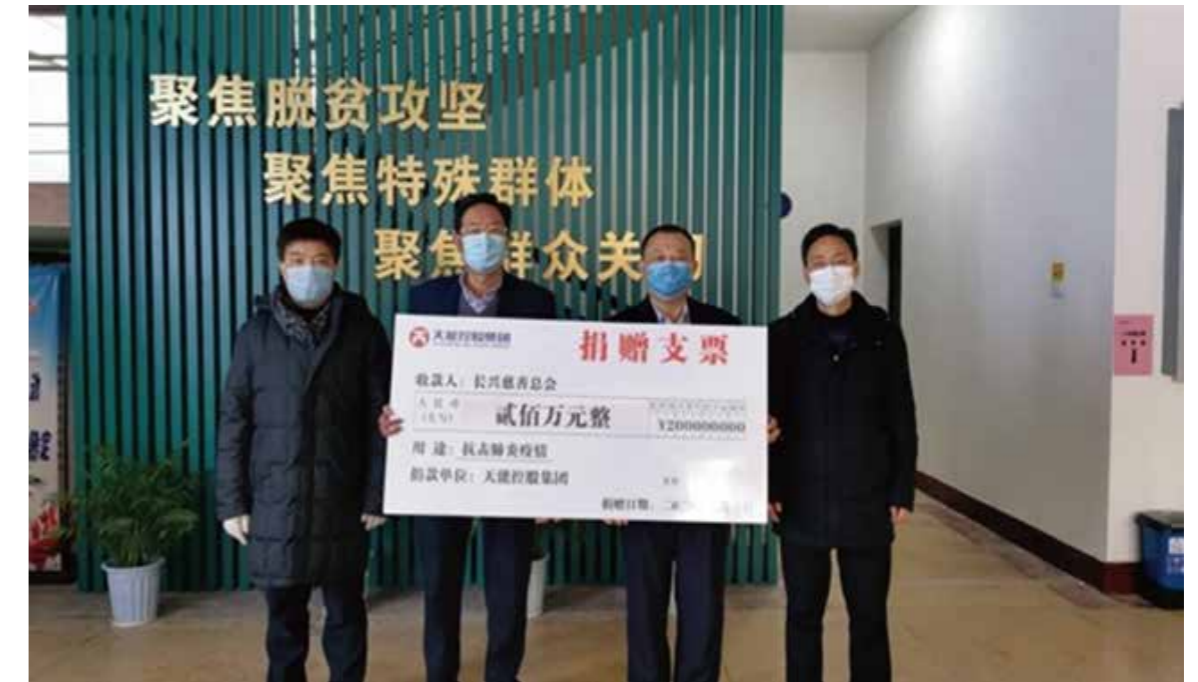
天能各生產基地相繼成立了上下游企業對接工作組，通過龍頭企業帶動，啟動一大批“市場主體”，保產業鏈暢通。相關子公司還上門為配套企業提供防疫指導，協助開具11份復工證明和200餘份物流通行證，按下產業鏈復工“快速鍵”。

Click the “Shortcut” of Work Resumption in the Industry Chain

Tianneng's production bases have successively established upstream and downstream enterprise docking working groups to activate a large number of "market entities" driven by leading enterprises to ensure the smooth flow of the industry chain. Relevant subsidiaries also went to supporting enterprises to provide guidance on epidemic prevention, assisted in obtaining 11 certificates of work resumption and more than 200 logistics passes, which was like clicking the "shortcut" of work resumption in the industry chain.

天能集團總部、各事業部、各生產基地紛紛向所在地捐款捐物，2020年度累計逾300萬元人民幣。

The Group's headquarters, business units and production bases have donated money and materials to the local authorities, accumulating more than RMB 3 million in 2020.



天能集團總部的第一筆200萬元捐款，右二為天能動力執行董事張敖根先生。

The first RMB 2 million donation by the Group's headquarters, the second one from the right is Mr. Zhang Aogen, executive director of Tianneng.

“橫跨千里的生命通道”

一位湖北籍的天能員工返鄉探親，3歲女兒突患重病，疫情阻隔交通，形勢萬分危急。在集團的支持下，歷時30個小時，跨越1000公里，患病女童順利從湖北返回浙江就醫，打開了一條“綠色生命通道”。

“The Channel of Life Spanning Thousands of Miles”

A three-year-old daughter of a Tianneng employee from Hubei Province was seriously ill when the employee returned home to visit his family. With the support of the Group, it took only 30 hours to help the sick girl to travel from Hubei Province to Zhejiang Province across 1000 km for medical treatment, which opened a "Green Channel of Life".

火線馳援：從中國到世界

疫情無國界。作為一家全球性集團公司，天能向歐洲、非洲等國家和地區以及商業合作夥伴，捐贈價值數百萬元的口罩以及抗疫物資，共築“人類命運共同體”。

Rush to Help: From China to the World

The epidemic knows no borders. As a global group, Tianneng has donated millions of dollars worth of masks and epidemic prevention and control supplies to business partners in Europe, Africa and other countries and regions to build a “community with a shared future for mankind”.



天能集團向非洲奈及利亞埃博尼州政府捐贈 10 萬隻口罩。

The Group donated 100,000 masks to the government of Ebonyi State in Nigeria, Africa.

天能式扶貧： 打造特色“扶貧套餐”

“2020 年 10 月 23 日，浙江省助力決戰決勝脫貧攻堅戰推進會暨東西部扶貧協作獎表彰大會在杭州舉行，天能集團獲得了“社會責任獎”。

“天能的工廠建設到哪裡，扶貧的對子就結到哪裡。”從 2005 年起，天能集團走出浙江，先後在河南、江蘇、安徽、貴州等省份開建工廠，通過就業扶貧、消費扶貧、捐贈扶貧，解決了數萬群眾的穩定就業和生活問題。

Tianneng-styled Poverty Alleviation: Create a Special “Poverty Alleviation Package”

On 23 October, 2020, the Promotion Conference for Promoting the Decisive Battle for Poverty Alleviation in Zhejiang Province and the East-West China Poverty Alleviation Cooperation Award Commendation Conference was held in Hangzhou. The Group won the “Social Responsibility Award”.

“Wherever Tianneng’s factory is built, the poverty alleviation pair will be formed.” Since 2005, the Group has gone out of Zhejiang Province and has successively opened factories in Henan Province, Jiangsu Province, Anhui Province, Guizhou Province and other provinces to stabilise employment and solve problems in life for tens of thousands of people through poverty alleviation driven by employment, consumption and donation.



工廠的扶貧車間

The poverty alleviation workshop of the factory

“輸血” “造血” 有機融合

在產業扶貧過程中，天能集團牢牢抓住增強貧困地區自身造血能力這一關鍵，積極創新扶貧模式，通過“公司+貧困戶”“保底+分紅”的利益聯結方式共建扶貧產業園，建立產業發展與脫貧攻堅的長效持久的脫貧機制，實現“輸血”扶貧和“造血”扶貧有機融合，為產業扶貧賦予持續發展的新動能。

特別是2016年以來，天能積極回應東西部扶貧協作的號召，到國家級貧困縣——貴州省黔东南州台江縣投資興業，通過產業拉動、利益聯結、就業增收、結對攻堅等創新舉措，打造具有天能特色的“扶貧套餐”。

黔东南州台江縣是中國脫貧攻堅的主戰場，全縣總人口16.9萬人，其中苗族人口占全縣總人口的98%，有“天下苗族第一縣”之稱，由於群山阻隔、基礎條件落後、群眾受教育程度低等原因，長期處於貧困和落後狀態，過去村民經濟收入主要來自傳統農業和外出勞務打工，二、三產業十分脆弱，脫貧攻堅任務極其繁重。

2019年4月，天能集團在台江的新項目正式開工投產，吸納了15個少數民族、近千名台江籍員工在“家門口”就業。

Potent Combination of "Giving" and "Empowering"

In the process of industrial poverty alleviation, the Group firmly grasped the key to enhancing the money-making capability of poverty-stricken areas, actively innovated poverty alleviation models, jointly built poverty alleviation industrial parks through the benefit linkage of “company + poor households” and “guarantee + dividends”, and established a long-term and lasting poverty alleviation mechanism for industrial development and poverty alleviation, realizing the potent combination of "giving" and "empowering" in poverty alleviation, and giving new impetus to the sustainable development of industrial poverty alleviation.

Especially since 2016, Tianneng has actively responded to the call for poverty alleviation cooperation between east China and west China, and invested in the state-level poverty-stricken county - Taijiang County, Qiandongnan Prefecture, Guizhou Province. Through innovative measures such as industry stimulus, interest linkage, employment to increase income and pairing to tackle problems, we have created a “poverty alleviation package” with Tianneng characteristics.

Taijiang County in Qiandongnan Prefecture is the main battlefield for China's poverty alleviation. The county has a total population of 169,000, of which the Miao population accounts for 98%. It is known as the “No. 1 Miao County in the World”. Due to the isolated geographic conditions, poor basic conditions and low education of the people, the county has been in a state of poverty and backwardness for a long time. In the past, the villagers' economic income mainly came from traditional agriculture and migrant labor. The secondary and tertiary industries were very fragile in the county and the task of poverty alleviation was extremely arduous.

In April 2019, the Group's new project in Taijiang County officially started and was put into production, attracting 15 ethnic minorities and nearly 1,000 Taijiang local employees to find employment near their “home”.

探索利益聯結之扶貧新模式

2020年5月9日，余杭天能扶貧產業園項目簽約儀式在台江舉行，貴州台江經濟開發區經濟發展有限責任公司、天能融資租賃（天津）有限公司、天能集團貴州能源科技有限公司三方簽訂合作協定，共同創新“政府+龍頭企業+貧困村+貧困戶”的扶貧模式。

這種扶貧模式對缺乏工業支撐的深度貧困村和失能、弱能貧困農戶具有非常強的扶貧針對性，既把貧困戶的收入和勞動掛鉤，又保證了產業項目最大程度地惠及每一個貧困群眾，讓沒有勞動能力的人也能獲得保障。

該項目就近吸納有勞動能力的500名貧困村民就業，人均月收入3500元以上，讓貧困戶月月既有保底的工資性收入，也能按股權年年獲得分紅。

Explore a New Model of Poverty Alleviation based on Interest Linkage

On 9 May, 2020, the signing ceremony of the Yuhang Tianneng County Poverty Alleviation Industrial Park project was held in Taijiang County. Guizhou Taijiang Economic Development Zone Economic Development Co., Ltd., Tianneng Finance Leases (Tianjin) Co., Ltd. and Tianneng Group Guizhou Energy Technology Co., Ltd. signed a cooperation agreement to jointly innovate the poverty alleviation model of “government + leading enterprises + poor villages + poor households”.

This poverty alleviation model is specially targeted to deeply impoverished villages lacking industrial support, as well as the disabled and impoverished rural households. It not only links the income of poor households with labor, but also ensures that industrial projects benefit every impoverished person to the greatest extent, so that those who are unable to work can also be secured.

The project helped 500 impoverished villagers with working capacity nearby to obtain employment, with a per capita monthly income of more than RMB 3,500, so that poor households could have guaranteed wage income each month and also receive annual dividends based on their equity.

在利益聯結發展幫扶產業專案的同時，天能集團還積極開展消費扶貧工作。

With benefit-linkage development to assist industrial projects, the Group is also actively carrying out consumption-driven poverty alleviation work.

2019年1月到2020年5月，天能集團貴州台江公司累計投入約10萬元消費扶貧資金，對周邊村民種植大米、西瓜、蘑菇、枇杷，養殖的雞肉、牛肉等農副產品進行保價收購，解決當地貧困農民的農副產品滯銷難題。

From January 2019 to May 2020, Tianneng Group Taijiang Company in Guizhou Province invested about RMB 100,000 in the consumption-driven poverty alleviation funds to purchase agricultural and sideline products such as rice, watermelon, mushrooms, loquat and farmed chicken and beef grown and raised by the surrounding villagers, solving the problem of unsalable agricultural and sideline products of local poor farmers.

2020年3月3日，貴州省人民政府發出公告，正式批准台江縣退出國家級貧困縣序列。天能為台江縣的脫貧工作，作出了應有的貢獻。

On 3 March, 2020, the People's Government of Guizhou Province issued an announcement officially approving Taijiang County to withdraw from the list of state-level poverty-stricken counties. Tianneng has made due contributions to the poverty alleviation work in Taijiang County.



2020年5月9日，天能在貴州合作建設扶貧產業園項目。

On 9 May, 2020, Tianneng cooperated in establishing the Poverty Alleviation Industrial Park project in Guizhou Province.

村企共建助力 鄉村振興

Village-Enterprise Joint Efforts in Rural Revitalization



位於浙江省長興縣煤山鎮的新川村
Xinchuan Village in Meishan Town, Changxing County,
Zhejiang Province

2008年起，天能集團和長興縣煤山鎮新川村結對子，通過村企共建，走出一條“以工哺農”的鄉村振興新路徑。以天能集團為龍頭，帶動全村10多家配套企業和現代服務業協同發展。村民們依託村企共建平臺，實現了共同富裕。

Since 2008, the Group has paired up with Xinchuan Village, Meishan Town, Changxing County to blaze a new trail of rural revitalization of “industry feeding agriculture” through village-enterprise joint construction. With the Group as the leader, it has promoted the coordinated development of more than 10 supporting enterprises and modern service industry in the village. The villagers rely on the village-enterprises co-construction platform to achieve common prosperity.

天能參與新川村環境整治、村莊綠化，資助村裡的文化公益事業，累計捐款仟萬元，為新川村精品村創建注入活力。

Tianneng participated in the environmental improvement and greening of Xinchuan Village, and funded the cultural public welfare undertakings in the village with an accumulative donation amount of more than RMB ten million, which injected vitality into the creation of the boutique village of Xinchuan Village.

2020年11月21日，長興縣煤山鎮新川村召開戶主大會暨第二屆鄉賢大會，天能作為村企共建單位現場捐款100萬元，助力新川村美麗鄉村建設。

On 21 November, 2020, Xinchuan Village, Meishan Town, Changxing County held a Householder Meeting and the Second Country Squire Meeting. Tianneng, as a village-enterprise co-construction unit, donated RMB 1 million on site to help the construction of a beautiful village in Xinchuan Village.



天能向新川村捐款100萬元，助力美麗鄉村建設

Tianneng donated RMB 1 million to Xinchuan Village to help the construction of a beautiful village.



中央電視臺新聞聯播報導新川村依託天能的綠色產業實現幸福小康生活

CCTV News coverage on Xinchuan Village' s achieving a happy and well-off life relying on Tianneng' s green industry.

2020年7月19日，由中國共產黨中央委員會宣傳部組織的中央媒體“走向我們的小康生活”採訪團走進新川村。8月17日的新聞聯播，以4分02秒的單條新聞，報導新川村依託天能的綠色產業實現幸福小康生活。

On 19 July, 2020, the Central Media “Go Towards Our Well-off Life” Interview Group organized by the Propaganda Department of the Central Committee of the Communist Party of China approached Xinchuan Village. The CCTV News on 17 August 2020 reported that Xinchuan Village relied on Tianneng' s green industry to achieve a happy and well-off life with a single piece of news of 4 minutes and 2 seconds.



天能志願者在新川村開展志願服務活動。

Tianneng' s volunteers carried out volunteer service activities in Xinchuan Village.



村民們依託村企共建平臺，實現了共同富裕與美好生活。

Xinchuan Village relied on the village-enterprises co-construction platform to achieve common prosperity.



天能在特定節日為新川村的留守老人們送溫暖與祝福。

The Group brought warmth and blessings to the left-behind seniors in Xinchuan Village on festivals.

03

經營管理

Operation Management

- 3.1 組織架構 Organizational Structure
- 3.2 治理結構 Governance Structure
- 3.3 溝通機制 Communication Mechanism
- 3.4 內部管控 Internal Control
- 3.5 安環體系 Security and Environmental Protection System
- 3.6 供應鏈管理 Supply Chain Management

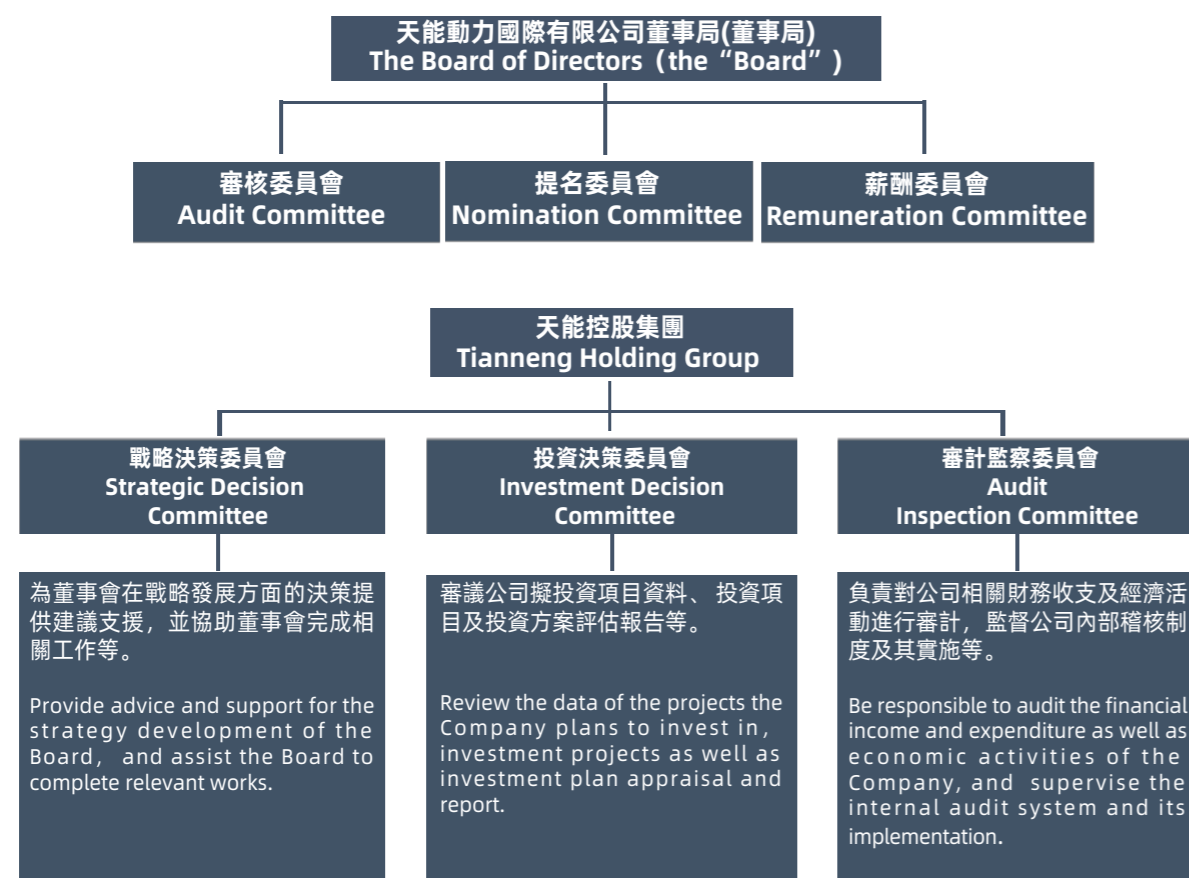


組織架構

本集團不斷完善頂層設計，梳理優化組織架構、流程及崗位體系，厘清職責邊界、明確權力和責任，推進管控模式和集分權方案實施落地，為未來長期價值的增長夯實了組織基礎。

Organizational Structure

The Group continuously improves the top-level design, sorts out and optimizes the organizational structure, processes, and post systems, clarifies the boundaries of responsibilities, defines powers and responsibilities, and promotes the implementation of management and control models and the centralization and decentralization scheme, which has consolidated the organizational foundation for future long-term value growth.



組織結構圖

Organizational Chart

治理結構

本集團始終將“依法治企、誠信經營”作為行為準則，遵循香港聯合交易所《證券上市規則》（「上市規則」）的指引，通過規章制度、內部管理、風險防控和及時、全面、公開的資訊披露構建企業管治平臺。

本集團重大事項的決策由董事會作出。董事會由八名董事組成，其中三人為獨立非執行董事。各位董事忠實勤勉履職，主要職能包括審核及批准企業戰略、審查內部控制及運營合規等。本集團定期召開董事會，所有董事可在會議上對管理層和其他事項發表意見。

董事會下設審核委員會、提名委員會和薪酬委員會三個專門委員會。審核委員會之主要職責為審閱本集團之財務報告程式及內部控制系統，以及就委任、續聘及辭任本公司獨立外聘核數師及相關薪酬以及委任條款向董事會提供建議。提名委員會負責物色合格的董事會人員，並在需要時就董事的委任或續聘等相關問題向董事會提供建議。薪酬委員會的主要責任為就本公司與董事及高級管理人員薪酬有關的政策向董事會提供建議。

Governance Structure

The Group always regards “managing enterprises in accordance with the law and operating in good faith” as the code of conduct, follows the guidelines of the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”), and builds a corporate governance platform through rules and regulations, internal management, risk prevention and control, and timely, comprehensive and public information disclosure.

Decisions on major issues of the Group are made by the Board. The Board consists of eight directors, three of whom are independent non-executive directors. Directors perform their duties faithfully and diligently, whose main duties include reviewing and approving corporate strategies, reviewing internal controls and operational compliance. The Group convenes meetings of the Board on a regular basis, and all directors can express their opinions on management and other matters at the meetings.

There are three special committees under the Board: the Audit Committee, the Nomination Committee and the Remuneration Committee. The main duties of the Audit Committee are to review the Group’s financial reporting procedures and internal control systems, and to advise the Board on the appointment, renewal and dismissal of the Company’s independent external auditors and related terms of remuneration and appointment. The Nomination Committee is responsible for identifying qualified Board members and advising the Board on related issues such as the appointment or renewal of directors when needed. The main responsibility of the Remuneration Committee is to advise the Board on the Company’s policies related to the remuneration of directors and senior management.

本集團聘請專業法律工作者作為常年的法律顧問，並設立了內控法務中心、審計監察中心，即時對經營決策、經營過程和內部規章制度進行監督、審核。為維護股東合法的知情權，本集團制定了嚴格的資訊披露制度及措施。資訊披露的內容分為定期報告和臨時報告，定期報告每年披露兩次，包括中期報告、年度報告。

The Group employs professional legal practitioners as perennial legal consultants, and has established an Internal Control Legal Affairs Center and an Audit Supervision Center to supervise and review business decisions, business processes and internal rules and regulations in real time. In order to safeguard the shareholders' legitimate right to know, the Group has formulated strict information disclosure systems and measures. The content of information disclosure is divided into periodic reports and provisional reports. Periodic reports are disclosed twice a year, including interim reports and annual reports.

溝通機制

本集團與各利益相關方建立合作並保持密切聯繫，通過組織會議、調查、研討等活動，全方位打通溝通管道，用心傾聽各方聲音，履行相應責任。

Communication Mechanism

The Group builds cooperation and keeps closed contact with interested parties, through organization of conferences, investigations, seminars and other activities, gets through multiple communication channels, listens to voices of all parties with concentrated attention, and performs related responsibilities.

利益相關方 Interested Parties	主要溝通方式 / 活動 Main Communication Modes/Activities
員工 Staff	職工代表大會、員工培訓、工會活動、意見徵集、投訴信箱 Congress of Workers and Staff, Staff Training, Labor Union Activities, Opinion Collection, Complaint Letter Box
消費者 Customers	線上推廣、展會、發佈會、市場調研、客戶滿意度調研等 Online Marketing, Exhibitions, Press Conference, Market Reserach and Survey, Customer Satisfaction survey and so on

客戶（主要指 共贏商）	市場調研、經銷商大會、培訓會 Market Reserach, Dealers Conference, Training Conference
投資者 Investors	股東大會、業績發佈會、路演、披露、郵件、電話、座談 Shareholders' Meeting, Performance Press Conference, Road Show, Disclosure, Email, Telephone, Seminar
供應商 Suppliers	調研考察、業務交流、會議、問卷 Investigation and Survey, Business Communication, Conference and Questionnaire
行業組織 Industrial Organization	參與 / 為主制定標準、參加會員大會、行業峰會、合作共用 Participation in/Taking the head in Standard Making, Participation in General Assembly, Industry Summit, Cooperation and Share
合作夥伴 Cooperative Partner	商務往來、戰略合作、會議 Business Contacts, Strategic Cooperation, Conference
科研機構 Scientific Research Institutions	產學研用、技術交流與合作、會議 Industry-College-Institute Cooperation, Technical Exchanges and Cooperation, Conference
媒體 Media	見面會、發佈會、定向溝通、走訪 Meet-And-Greet, Press Conference, Oriented Communication, Interview
社區 Community	參與活動、共建共用、公益慈善 Participation in Activities, Joint Efforts to Build and Share, Public Benefit and Charity
政府 Government	參加或邀請參加會議，專案洽談、業務溝通、政務往來 Participation in Conference or Sending Invitation to Join Conference, Projects Negotiation, Business Communication, Government Affairs Contacts

內部管控

獨立審計

本集團設立了董事長直接領導的獨立審計機構——審計監察中心，制定了審計監察管理等制度，明確了各項審計流程。審計部獨立開展本集團內部的經營管理審計、專項審計等工作，不受任何其它部門的干預和限制。

本集團還聘請中匯安達會計師事務所為本集團提供會計報表審計、淨資產驗證等相關審計服務。外部審計結果由事務所人員直接向董事會彙報，既加強了企業內部風險管控，又有效避免違法違規現象的發生。

Internal Control

Independent Audit

The Group has set up the Audit Supervision Center, an independent audit institution directly led by the chairman of the Board, formulated the audit supervision management related systems, and clarified various audit processes. The Audit Department independently conducts internal management audits and special audits of the Group, without any intervention or restrictions from other departments.

The Group also hires ZHONGHUI ANDA CPA Limited to provide the Group with related audit services such as auditing of accounting statements and verification of net assets. The results of external audit are reported directly to the Board by the firm's staff, which not only strengthens the internal risk management of the enterprise, but also effectively avoids the occurrence of violations of laws and regulations.

風險監控

本集團風險控制框架如下：

Risk Monitoring

The Group's risk control framework is as follows:

角色 Role	責任人 Person in Charge	責任 Duties
由上而下，識別和管理公司層面的戰略及業務風險 Top-down identification and management of company-level strategic and business risks	董事會（通過審核委員會、審計監察等部門） Board (through the Audit Committee and Audit Supervision Department, etc.)	監察公司的風險管理政策及流程。確定可能出現及新出現風險的性質和程度。 評估和發佈風險管理及內部控制制度並確保所有流程妥善執行。 定期就香港聯合交易所上市規則等組織中層以上管理人員學習。 Monitor the Company's risk management policies and procedures. Determine the nature and degree of possible and emerging risks. Assess and publish risk management and internal control systems and ensure that all processes are properly implemented. Regularly organize the management staff of middle-level and above to study the Listing Rules of the Stock Exchange.

角色 Role	責任人 Person in Charge	責任 Duties
由下而上，通過各經營、職能部門進行風險評估、監督及有效溝通避免運營層面的風險 Bottom-up risk assessment, supervision and effective communication through various operating and functional departments to avoid operational risks	各經營及職能部門分管領導 Leaders in charge of each operational and functional department	識別、評估及管理公司面臨的經營風險。 監察風險管理及內部控制系統及實施新的控制。 將風險控制及評估納入各部門考核評價體系。 Identify, assess and manage the business risks the Company faces. Monitor the risk management and the internal control systems and implement new controls. Set and incorporate risk control and assessment into each department's evaluation system.
	經營及職能部門具體執行人員 Specific executives of the operational and functional departments	於各自組織內各部門進行風險識別、評估及減緩，並形成內部控制報告。 于組織內的業務營運及職能方面制定並推行風險管理流程。 持續改進流程和做好風險評估。 Conduct risk identification, assessment and mitigation in each department within their respective organizations, and formulate internal control reports. Develop and implement risk management processes for business operations and functions within the organization. Continuously improve processes and conduct risk assessments.
獨立機構 Independent institution	外部審計機構及專業公司 External audit institutions and professional institution	向審核委員會、董事會報告及討論工作中所出現的有關會計及經營系統中的內部控制缺陷，並協助改進。 Report to the Audit Committee and the Board and discuss any internal control deficiencies in the accounting and operating systems that have emerged during the work, and assist in improvement.

反貪懲腐

本集團在其經營過程中提倡高標準的商業誠信，不容忍任何形式的貪污或賄賂。不論本集團在任何地區經營業務，均嚴謹遵守所有關於反貪及賄賂的法律法規。本集團已制定嚴格的反貪懲腐政策，並以培訓或巡查等方式預防並管理可能發生的利益衝突及行賄事件。

本集團在總結以往反貪污工作經驗的基礎上，結合案例強化相關培訓，公佈舉報管道（電話、郵箱、微信公眾號等），對檢舉、揭發損害公司利益行為的人員予以鼓勵和保護，對企業腐敗舞弊行為給予堅決打擊，有力維護企業和股東的合法權益，確保企業健康發展。

回顧年內，本集團在核心經濟活動的反貪污工作上，對採購、工程建設、資金資產管理等方面進行審計238項。全年開展反貪污教育培訓39場，巡視巡查21場，發現47項問題，整改率達100%。

Anti-corruption and Corruption Punishment

The Group promotes high standards of business integrity in its operations and does not tolerate any form of corruption or bribery. Regardless of the region in which the Group operates its business, we strictly abide by all laws and regulations regarding anti-corruption and bribery. The Group has formulated strict anti-corruption policies and prevents and manages possible conflicts of interest and bribery through training or patrol.

On the basis of summing up previous anti-corruption work experience, the Group strengthened relevant trainings in combination with cases, and announced reporting channels (hotline, email, WeChat public account, etc.) to encourage and protect personnel who report and expose behaviors that harm the Company's interests, and to resolutely crack down on corruption and fraud, so that the lawful rights and interests of the enterprise and shareholders are strongly protected to ensure the healthy development of the enterprise.

Looking back at the past year, the Group conducted audit on 238 items of procurement, engineering construction, capital asset management and other aspects in the anti-corruption work of core economic activities. Thirty-nine anti-corruption education trainings and 21 inspections and patrols were conducted throughout the year, with 100% rectification rate of the 47 problems found.

安環體系

2020年，本集團常態化抓好風險管控，全面深入推進平安建設，進一步保障了高品質發展的良好態勢。相關舉措包括：建立「二級公司自查自糾 + 事業部督查檢查 + 集團督察管控」的三級檢查機制、啟動內控風險體系、安環資訊一體化、安環制度流程體系建設和組織開展風險分級管控與隱患排查治理，通過重點領域風險地圖編制、生產現場精準化治理、聯絡員專題培訓教育活動等。實現自我加壓，從根本上消除事故隱患，大力提升集團本質安全水準。

一年來，集團夯實環保安防基礎。強化安全底線意識和環保紅線思維，整合內部優質資源，以政策分析、機制優化、管理賦能、督查檢查等为抓手，進一步夯實環保安防合規基礎。

同時，集團啟動內控風險體系建設，以數位化驅動合同管理和印章管控升級，進一步降低了經營風險。對專案基地開展巡查稽查，及時發現風險隱患，並督促整改到位；對經營管理巡視巡察，開展各類審計，挽回直接損失達2000多萬元。對新產業、新平臺、新業務發展，從專案最初投資研究到最後落地運營，實行全過程、全流

Security and Environmental Protection System

In 2020, the Group normalized risk management and control, comprehensively boosted in-depth safety construction, which further ensured the good momentum of high-quality development. The relevant measures included: establishing a three-level inspection mechanism of "Second-level company self-inspection and self-correction + business department supervision and inspection + group supervision and control", launching an internal control risk system, integration of safety and environmental information, construction of a safety and environmental system process system, organization of hierarchical risk management and control and hidden danger investigation and management, through the compilation of risk maps in key areas, precise management of production sites, and special trainings and education activities for liaison officers. We have realized self-pressurization, fundamentally eliminating hidden dangers of accidents, and vigorously improving the intrinsic safety of the Group.

Over the past year, the Group has consolidated the foundation for environmental protection and security. We strengthened the safety bottom line awareness and environmental protection red line thinking, integrated internal high-quality resources, and further consolidated the foundation of environmental protection and security compliance with policy analysis, mechanism optimization, management empowerment, supervision and inspection, etc. as effective means.

At the same time, the Group initiated the construction of an internal risk control system to drive contract management and seal management upgrades with digitalization, further reducing operating risks. We conducted inspections on the project bases, discovered hidden dangers in time, and urged the rectification to be implemented; during the inspection on operations management, we conducted various audits, and recovered more than RMB 20 million in direct losses. For the development of new industries, new platforms and new businesses, from the initial investment and research of projects to the final operations, we

程、全方位管控，確保穩健運營。

本集團還持續優化網格化管理體系，組織開展聯絡員專題培訓教育活動，大大提高了兼職隊伍的風險識別能力；不斷固化日常監管運行機制，進一步提升了風險防控和應急處置能力；建立考核機制，針對突發性和群體性事件、公共危機、重大經營風險等造成集團經濟或品牌受損的，對主體責任人實行一票否決。縱深推進政企聯動共建機制，形成了上下聯動、協同推進的強大合力。

implemented the whole-process and all-around control to ensure stable operations.

The Group also continued to optimize the grid management system, organize special trainings and education activities for liaison officers, greatly improving the risk identification capabilities of the part-time team; we continuously solidified the daily supervision and operation mechanism, and further improved the risk prevention and control and emergency response capabilities; the assessment mechanism was established, so that in response to sudden and mass incidents, public crises, major business risks, etc., which cause damage to the Group's economy or brand, a one-vote veto was applicable for the principal responsible person. The in-depth advancement of the joint construction mechanism of the government-enterprise cooperation has formed a strong joint force of upper and lower linkage and coordinated advancement.



供應鏈管理

本著“公開公正、誠信經營、長期合作、共用共贏”的原則，本集團樂於與全球優質供應商攜手並進，共同優化供應鏈管理，致力維護供應鏈生態系統的良好發展。

對內，我們優化供應鏈業務流程，創新供應鏈技術和模式，聚焦供應鏈物流環節搭建「天暢智運」平臺，實現視覺化的全程物流、視覺化的監控，說明客戶更好地實施貨權的管控。未來，我們將構建集線上交易、資金結算、物流服務、金融服務、資訊服務於一體的供應鏈集成服務平臺，提高供應鏈的市場回應效率和產品服務的品質穩定性。

Supply Chain Management

Based on the principles of “openness and fairness, honest operation, long-term cooperation, sharing and win-win”, the Group is willing to go hand in hand with global high-quality suppliers to jointly optimize the supply chain management and strive to maintain the healthy development of the supply chain ecosystem.

Internally, we have optimized the supply chain business processes, innovated supply chain technologies and models, focused on the logistics links of the supply chain and built a “Tianchang Zhiyun” supply chain platform to realize visualized whole-process logistics and visual monitoring, and help customers better implement cargo rights management and control. In the future, we will build a supply chain integrated service platform that integrates online transactions, fund settlement, logistics services, financial services, and information services, so as to improve the market response efficiency of the supply chain and the quality and stability of product services.

對外，我們建立供應鏈戰略聯盟，在充分借鑒吸收供方優質經驗的同時，定期組織開展合格供方評價工作，通過對產品品質、工藝裝備、程序控制、技術服務、安全生產等內容的考察、調研及審核，及時分享經驗，提出合理化建議，並通過技術、資金和人力支援，說明部分供應商提升管理水準，實現價值鏈體系競爭力的共同提升。

Externally, we have established strategic alliances in the supply chain. While fully drawing on the high-quality experience of suppliers, we regularly organize evaluations of qualified suppliers. Through inspection, survey and review of product quality, process equipment, process control, technical services and safety production, and timely sharing of experiences, putting forward rationalized suggestions, and the support of technologies, funds and human resources, we helped some suppliers to improve their management level and achieve the joint improvement of the competitiveness of the value chain system.

2020年浙江省数字经济“五新”优秀案例名单		
序号	案例单位	案例名称
8	浙江天畅供应链管理有限公司	“天畅智运”智慧供应链平台



2020

環境、社會及管治報告
2020 Environmental,
Social and Governance Report

04

責任之道

Responsibilities of Tianneng

- 4.1 保護員工權益 Protection of Employees
- 4.2 保護投資者權益 Protection of Investors
- 4.3 保護客戶權益 Protection of Customers
- 4.4 保護智慧財產權 Protection of Intellectual Property Rights



保護員工權益

本集團視員工為企業的最大財富。尊重員工的個人價值、重視人才培養與激勵，不斷提升員工的歸屬感、幸福感和成就感。2020年，本集團獲評“全國模範勞動關係和諧企業”“全國就業與社會保障先進民營企業”“全國工人先鋒號”等榮譽。

天能員工總數超 20000 餘人，其中男性占比約 62%，女性占比約 38%。管理人員中本科及以上學歷占比超過三成，擁有專業技術資格（職稱）人員近千人。

天能參與新川村環境整治、村莊綠化，資助村裡的文化公益事業，累計捐款 8000 多萬元，為新川村精品村創建注入活力。

公平就業

本集團嚴格遵循當地相關法律法規，堅持平等僱傭，在人員招聘及晉升過程中，杜絕因求職者或雇員的種族、性別、年齡、婚姻狀況、宗教信仰及國籍產生的歧視行為，拒絕任何職場上的歧視或騷擾。為人才提供公平、公正的就業機會。

Protection of Employees

The Group regards staff as the biggest fortune of enterprise, respects individual value, pays attention to talent training and motivation and improves the sense of belonging, happiness and accomplishment. In 2020, the Group has been awarded as the “National Model Enterprise of Harmonious Labor Relations”, “National Employment and Social Security Advanced Private Enterprises” and “National Worker Pioneer”.

The total number of employees in Tianneng is over 20000, of which 62% are male and 38% are female. Over 30% of the managers have a bachelor degree or above. There are nearly 1000 persons with professional and technical qualifications (titles).

Tianneng participated in the environmental improvement and greening of Xinchuan Village, and funded the cultural public welfare undertakings in the village with an accumulative donation amount of more than RMB 80 million, which injected vitality into the creation of the boutique village of Xinchuan Village.

Fair Employment

The Group strictly abides by the relevant local laws and regulations, insists on equal employment, and prevents discrimination on the race, gender, age, marital status, religion or nationality of candidates in recruitment and promotion, also rejects any discrimination or harassment in the workplace. The Group provides fair and just employment opportunities.

基本保障

本集團嚴格執行《勞動法》中各項規定，平等僱傭，確保 100% 合法合規用工。所有員工入職當天必須簽訂勞動合同，本集團按規定為其繳納五險一金。員工依法享有婚假、孕產假等假期。工作時數、加班報酬、法定假期、帶薪休假及相關待遇均遵循當地勞動法律法規及僱傭合同所訂。本集團每年組織召開職工代表大會，討論商議涉及職工權益的重大事項。

薪酬福利

本集團堅持以人為本，為員工提供具備競爭力的薪酬及福利待遇。2020年，本集團制訂完善組織績效、個人績效考核管理制度，逐步推行全面績效管理和薪酬分配機制變革，全面構建差異化薪酬激勵體系，進一步優化短期、中長期激勵方案，創新專案跟投機制，最大限度激發了人才紮根天能、服務天能、貢獻天能的新熱情，為集團變革發展提供了強大動力。

本集團為全體員工提供安全、健康的工作環境，同時為員工提供一系列福利待遇，鼓勵員工激發工作熱情。

Basic Employment Protection

The Group obeys all regulations in the Labor Law, carries out equal employment strictly and makes sure 100% legal compliance. All staff must sign a labor contract on his entry day and the Group pays for the 5 social insurances and housing fund according to the regulations. Staff have marriage leave, maternity leave and so on according to laws. The hours of work, remuneration for overtime, statutory holidays, paid leave and related benefits are in accordance with the stipulations in local labor laws. The labor union organizes congress of workers each year to discuss big issues related to workers' rights and interests.

Salary and Welfare

The Group adheres to a people-oriented approach and provides employees with competitive remuneration and benefits. In 2020, the Group formulated and improved the organizational performance and individual performance appraisal management systems, gradually implemented comprehensive performance management and remuneration distribution mechanism reforms, comprehensively built a differentiated remuneration incentive system, further optimized short-term, mid- and long-term incentive programs, and innovated project follow-up investment mechanisms. These measures have maximized the employees' new passion for rooting in Tianneng, serving Tianneng and contributing to Tianneng, which provides a strong driving force for the Group's reform and development.

While providing a safe and healthy working environment for all employees, the Group also provides a series of benefits for employees to stimulate employees' work enthusiasm.

解決員工住房、交通、子女教育等基本問題，在總部及多個基地建設環境良好的員工宿舍，提供了多班次、多線路的班車接送服務，食堂餐貼、員工購物券，並組織員工參加體育休閒活動等。

健康安全

本集團嚴格遵守《安全生產法》、《職業病防治法》等法律法規，壓實各部門、各單位健康安全主體責任，落實防範安全風險責任。堅持以人為本，建立健全職業健康安全管理體系，不斷改進員工工作環境與安全條件，並通過認證。每年開展員工職業健康監護，並建立員工健康檔案。積極開展應急演練、安全知識培訓、消防技能比武、安全宣傳等活動。

全年開展員工安全培訓約 6.7 萬人次，員工技能培訓約 1100 人次。

人才培養

本集團始終把人才作為支撐企業發展的第一資源，在人才培養的工作上付出了諸多努力。

We help to solve basic problems such as employee housing, transportation and children's education. We have constructed environmentally friendly employee dormitories at the headquarters and multiple bases. We also provide multi-shift, multi-route shuttle services, canteen food allowance, employee shopping vouchers, and organize employees to participate in sports and leisure activities.

Health and Safety

The Group follows the Law on Production Safety, Law on Prevention and Control of Occupational Disease and other related laws and regulations, clarified the entity responsibility for health and safety of all departments and units, and implemented the responsibility for preventing safety risks. Adhering to the people-oriented principle, we established and improved the occupational health and safety management system, improved staff's working environment and safety conditions on and on, and passed various certifications. Besides, we also conduct employees' occupational health monitoring each year, establish employee health records, and actively carry out emergency drills, safety knowledge trainings, firefighting skills contests, safety publicity and other activities.

Our staff members participated in safety trainings 67,000 times in total and in skills trainings 1,100 times in total throughout the year.

Talent Training

The Group takes talents as the first resource for supporting the enterprise development, and makes great efforts in talent training.

本年內，集團制定發佈領導班子管理條例、組織管理辦法、職位管理辦法、職務序列表、標準崗位庫等制度規定，強化業務條線團隊打造，實施人才梯隊培養計畫，開創了"班子帶團隊、專業強團隊、後備補團隊"新局面，進一步提升了組織凝聚力、戰鬥力和吸引力，為集團高品質發展提供了有力的組織保障。

同時，集團還實施戰略人才鍛造工程。以與浙江省湖州市長興縣和平鎮成人技術學校聯合成立數智培訓學校，與中歐商學院、清華大學、健峰集團等攜手合作為契機，大力實施戰略人才鍛造工程，每年培養 100 名中高級管理員、500 名專業技能骨幹、5000 名產業技能人才，建立了一支符合新時代特色、適應新戰略需要、滿足新產業需求的綜合素質高、專業能力強、作風過硬的人才隊伍，為集團高品質可持續發展聚智獻策。

同時，集團還舉辦"領航班"、"遠航班"等系列培訓活動，以"請進來""走出去"的方式，開展領導力、專業、文化等方面培訓，進一步提升了員工融入天能、適應崗位的綜合素養和能力水準；在常態化導師培訓的基礎上，聯合開展專業能力培訓，還探索創新釘釘線上學習、直播教學等數位化培訓，進一步提高學習培訓的覆蓋面。

During the year, the Group formulated and issued the leadership management regulations, organizational management methods, position management methods, job sequence lists, standard job database and other system regulations, strengthened the building of business line teams, implemented the talent echelon training plan, and created a new pattern of "a leading team, a professionally strong team and a reserve team", which have further enhanced the organizational cohesion, combat effectiveness and attractiveness, and provided a strong organizational guarantee for the Group's high-quality development.

At the same time, the Group also implemented strategic talent forging projects. Taking advantage of the joint establishment of the Digital Intelligence Training School with the Adult Technical School in Heping Town, Changxing County, Huzhou City, Zhejiang Province, and the cooperation with CEIBS, Tsinghua University, Jianfeng Group, etc., we vigorously implemented the strategic talent forging projects, and have trained 100 senior management staff, 500 professional and technical backbones, and 5,000 industrial technical talents every year. We have also established a team of talents with high comprehensive quality, strong professional ability and strong style that meets the characteristics of the new era, adapts to the needs of new strategies, and meets the needs of new industries, which gathers wisdom and offers advice for the high-quality and sustainable development of the Group.

In addition, the Group also held a series of training activities such as "Pilot Class" and "Voyage Class", and carried out leadership, professional, cultural and other trainings in the way of "inviting in" and "going out", which further enhanced the employees' comprehensive literacy and ability to fit in with Tianneng and their respective positions. On the basis of a normalized instructor training, we jointly carried out professional ability training, and explored innovative digital trainings such as DingTalk online learning and live teaching to further improve the coverage of learning and training.

文娛生活

本集團為適應廣大員工的精神文化要求，陶冶員工情操，建設了籃球場、羽毛球場等文娛設施，並不定期組織豐富多彩的活動，包括拓展訓練、家屬聯誼會、“文化大使”講好身邊故事等。除此之外，本集團通過刊發《天能報》、《天能人》等內部讀物與雜誌，利用官方網站以及微信公眾號、抖音、快手等自媒體平臺，傳播天能好聲音，彙聚發展正能量，在行業和社會上產生了強烈反響。

保護投資者權益

本集團高度重視投資者關係的管理，注重投資者的知悉權和對投資者保護教育。除規定的資訊披露途徑外，本集團還安排專人通過投資者熱線電話、郵件往來、來訪接待、本集團網站投資者關係專欄和本集團官方微信等豐富的管道與投資者保持密切交流，加強投資者關係平臺建設，提升投資者關係服務的效率與品質。

Cultural & Recreational Activities

In order to meet the spiritual and sports demands of the majority of employees, the Group has built recreational facilities such as basketball courts and badminton courts, and organizes a variety of activities from time to time, including extended training, family day, and “Cultural Ambassador” Storytelling. In addition, the Group continues to publish internal reading materials and magazines such as Group News and Tianneng Staff, and utilize the official website and WeChat public account, Tik Tok, Kuaishou and other self-media platforms to spread the good voice of Tianneng and gather positive energy for development, which has produced a strong resonance in the industry and society.

Protection of Investors

The Group attaches great importance to the management of investor relations, the investors’ right to know, and investor protection education. In addition to the required information disclosure channels, the Group also arranges special personnel to maintain close communications with investors through various channels such as investor hotlines, email correspondences, visiting receptions, the investor relations column of the Group’s website and the Group’s official WeChat accounts to strengthen the construction of investor relations platforms and to improve the efficiency and quality of investor relations services.

保護客戶權益

本集團堅持以客戶為中心，不斷完善產品體系、行銷體系、服務體系，不斷提升產品品質、技術研發實力和服務水準，秉承“以客戶為中心”的服務理念，實施“誠心、貼心、細心、耐心、舒心”五心服務滿意工程，積極宣傳並構建客戶關係，加強客戶關係管理。變被動服務為主動服務，通過每年開展2次客戶滿意度調查、淨推薦值（NPS）調查，全面瞭解客戶需求，努力滿足並超越客戶需求及期望，獲得客戶忠誠，成為同行業跟進和超越的對象。

本集團在全國各地擁有3000餘家轉銷商，已形成了以浙江為基點，輻射全國的龐大服務網路，本著互惠共贏的原則開展合作，建立了完善的服務管理標準、流程、制度，同時配備各類專職售後人員700餘人為遍佈全國的服務網路提供技術支援及產品培訓服務，每週至少培訓一次，每次覆蓋人數30以上。

為有效保護企業品牌形象以及消費者權益，天能設立了品牌維權辦公室，制定了假冒電池回饋、打擊、管控機制和預防對策，開通打假維權熱線並建立獎懲規定，配置維權打假專職人員對市場上的假冒天能電池產品現象進行調查、取證、溯源，並會同工商行政管理局、公安等執法部門對造假、售假行為給予嚴厲懲處和堅決打擊。

Protection of Customers

The Group adheres to customer-centric orientation, continuously improves its product system, marketing system, and service system, and constantly improves its product quality, technical research and development strength and service level. Adhering to the “customer-centric” service concept, we implemented the “Five Heart Service Satisfaction Project” of being sincere, considerate, careful, patient and reassuring, actively promoted and built customer relationships, and strengthened customer relationship management. By changing from passive service to active service, we conduct two customer satisfaction surveys and net promoter score (NPS) surveys every year to fully understand customer needs, and strive to meet and exceed customer needs and expectations, gain customer loyalty, and become the object to be followed and surpassed in the industry.

The Group has more than 3,000 resellers across the country, and has formed an extended service network based in Zhejiang Province and radiating across the country. We carried out cooperation based on the principle of mutual benefit and win-win, and has established complete service management standards, processes, and systems. At the same time, more than 700 full-time after-sales personnel are employed to provide technical support and product training services for the service network across the country. The training is conducted at least once a week, covering more than 30 people each time.

In order to effectively protect the corporate brand image and consumer rights, Tianneng established a brand rights protection office, formulated counterfeit battery feedback, combat and control mechanisms and preventive measures, opened a protection hotline and established reward and punishment regulations, and arranged full-time personnel for safeguarding rights and fighting counterfeits to investigate, obtain evidence and trace sources of counterfeit Tianneng battery products in the market, and cooperated with the Administration for Industry and Commerce, public security and other law enforcement agencies to harshly punish and resolutely crack down on fraud and sales.

2020年全年，本集團在全國範圍內聯合各地區執法部門開展專項品牌維權、打假行動10餘場，有效減少了假冒天能電池流通市場，保護了消費者利益。

During the whole year of 2020, the Group launched more than 10 special brand protection actions in cooperation with law enforcement agencies across the country, effectively reducing the counterfeit Tianneng battery circulation market and protecting consumer interests.

2020年7月4日，天能的兩項發明榮獲第二十一屆中國專利優秀獎，截至目前，天能獲得國家級專利獎7項。2020年專利申請650件，專利授權520件。截止2020年12月底，天能集團累計擁有授權專利2000餘件。

On 4 July, 2020, two inventions of Tianneng won the 21st China Patent Excellence Award. Up to now, Tianneng has won 7 national patent awards. In 2020, there were 650 patent applications and 520 patent licensing. As of the end of December 2020, the Group has accumulated more than 2,000 granted patents.

保護智慧財產權

Protection of Intellectual Property Rights

本集團高度重視科技研發，成立有天能研究院等創新平臺，組成了1000多人的科研團隊，同時具有完善的企業智慧財產權管理體系，使各個生產經營環節中涉及智慧財產權的內容都處於受控狀態。

The Group attaches great importance to research and development, and has established innovation platforms such as the Tianneng Research Institute, which has formed a scientific research team of more than 1000 people. At the same time, it has a comprehensive enterprise intellectual property management system, so that the content of intellectual property in all aspects of its production and operation is in a controlled status.

本集團設有專案與智慧財產權管理部，專門負責專案申報及智慧財產權管理工作，有效保證本集團核心競爭力。2020年全年完成專案、榮譽申報300余項，先後獲批了中國工業和資訊化部（工信部）工業互聯網創新發展工程招標專案、工信部產業技術基礎公共服務平臺專案、中國專利獎等。此外，集團「高性能鉛炭電池產業化示範專案」榮獲第六屆中國工業大獎、集團下屬公司榮獲國家技術創新示範企業、第二批國家工業產品綠色設計示範企業榮譽稱號等。

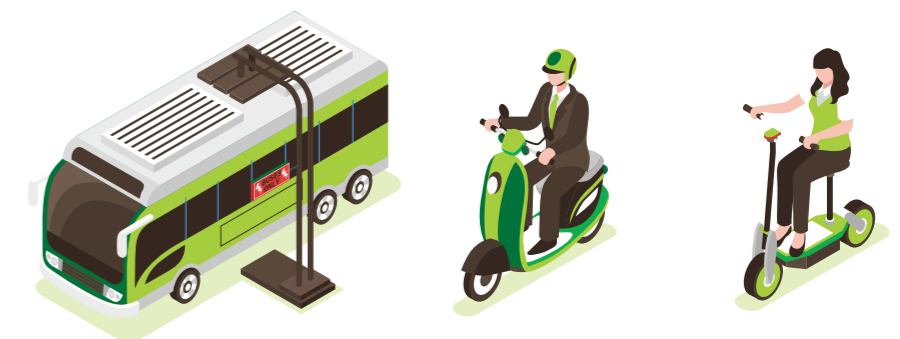
The Group sets up the Department of Projects and Intellectual Property, and it is totally responsible for jobs related to projects application and intellectual property management, which effectively guarantees the core competitiveness of the Group. In 2020, more than 300 projects have applied for approval and honorary titles. We have successively gained the approval for the Industrial Internet Innovation and Development Engineering Bidding Project by the Ministry of Industry and Information Technology (MIIT), the approval for the Public Service Platform Project of Industrial Technology Foundation by MIIT, the China Patent Award, etc. In addition, the Group's "High Performance Lead Carbon Battery Industrialization Demonstration Project" won the 6th China Industry Award, and its subsidiaries were awarded the honorary titles of National Technological Innovation Demonstration Enterprise and the second batch of National Industrial Product Green Design Demonstration Enterprise, etc.

05

守護綠色家園

Safeguard the Green Homeland

- 5.1 綠色智造 Green Intelligent Manufacturing
- 5.2 循環再生 Recycling and Regeneration
- 5.3 節能減排 Energy Conservation and Emission Reduction
- 5.4 污染防治 Pollution Prevention and Governance



綠色智造

作為新能源電池行業的領軍企業，本集團多年來積極推廣綠色智造示範，從產品研發端引入全面綠色設計理念，到供應鏈端以全流程智慧模型作為支撐，再到製造端全面推行綠色智造工廠建設，全力打造新能源智慧製造示範樣板，並向集團各基地複製推廣。牽頭承擔的「面向定制化的高端電池大批量製造過程的智慧管控技術開發項目」獲得國家科技部 2020 年重點研發計畫專案立項批復，推動中國高端電池製造和製造強國戰略的實施貢獻天能力量。

同時，在綠色體系創建中，2020 年，國家級綠色工廠集團再增加 2 家企業，國家綠色供應鏈管理示範企業集團再增加 3 家企業。累計入選國家綠色製造名單 30 余項，榮獲行業首張國家級「綠色產品」認證證書。累計獲得中國工信部工業產品綠色設計示範企業 3 家，相關技術入選國家發改委、科技部、工信部、自然資源部四部委聯合印發的《綠色技術推廣目錄（2020 年）》。2 家子公司榮獲「浙江省智能工廠」稱號。

集團還進一步加快工業互聯實踐，探索打造綠色智造產業鏈、生態圈和新能源智慧製造共用平臺，實現了內外

Green Intelligent Manufacturing

As a leading company in the new energy battery industry, the Group has actively promoted green smart manufacturing demonstrations for many years. From introducing the comprehensive green design concept from the product research and development side, to the supply chain side with full-process smart models as support, and to the full implementation of green smart manufacturing factory at the manufacturing side, we strive to build a demonstration model of new energy intelligent manufacturing, and replicate and promote it to all bases of the Group. The “Intelligent Management and Control Technology Development Project for Customized High-end Battery Mass Manufacturing Processes” led and undertaken by the Group was approved by the Ministry of Science and Technology as a key R&D program in 2020, promoting China’s high-end battery manufacturing and Tianneng’s contribution to the implementation of China’s manufacturing empowering strategy.

At the same time, in the creation of the green system, in 2020, 2 more enterprises were included in the national green factory group, and 3 more enterprises were included in the national green supply chain management demonstration enterprise group. Accumulatively, the Group has been selected for more than 30 national green manufacturing lists and won the first national “green product” certification in the industry. There are accumulatively 3 industrial product green design demonstration enterprises rated by the Ministry of Industry and Information Technology of the PRC, and related technologies have been selected and included in the Green Technology Promotion Catalog (2020) jointly issued by the National Development and Reform Commission, the Ministry of Science and Technology, the Ministry of Industry and Information Technology, and the Ministry of Natural Resources. Two subsidiaries were awarded the title of “Zhejiang Smart Factory”.

The Group also further accelerated the practice of industrial interconnection, explored the creation of a green smart manufacturing industry chain, ecosystem,

資源互聯互通和產品遠端服務。天能工業互聯創新平臺，榮獲國家級重點領域及特定場景工業互聯網平臺應用項目，入選「浙江省十大工業互聯網」專案。

and a shared platform for new energy smart manufacturing, and realized the interconnection of internal and external resources and remote product services. Tianneng Industrial Interconnection Innovation Platform won the national project approval of key field and specific scenario industrial Internet platform application, and was selected as the one of the “Top Ten Industrial Internet Cases in Zhejiang Province”.



天能「綠色智造」工廠

Tianneng “Green Intelligent Manufacturing” Factory

循環再生

近年來，隨著鉛蓄電池在電動自行車、汽車和儲能等領域的大規模應用，鉛蓄電池和再生鉛行業快速發展。國家有關部門修訂、出臺了一系列的政策措施、法律法規，2020年《中華人民共和國固體廢物污染環境防治法》的頒佈和實施，進一步規範和完善了廢舊電池回收體系。

從全產業鏈來看，目前鉛蓄電池污染防治的重點在非法收集、處理環節，針對這一突出問題，天能集團積極回應國家提出的生產者責任延伸制，在浙江省長興縣、河南省濮陽市、江蘇省沐陽縣、安徽太和建設了廢鉛蓄電池循環再生企業。通過在全國各地的終端門店，將廢舊電池分散回收、集中處置、無害化再生利用，形成了閉環式的循環經濟生態圈。

在位於湖州的的天能集團循環經濟產業園中，通過採用國際上最先進的生產工藝和設備，廢舊電池金屬回收率可達99%以上，塑膠回收率達99%，殘酸回收率達100%。

2020年，集團進一步加快大循環事業的全國佈局。目前集團已在15個省取得了回收試點資質，全國最大的廢舊電池“回收雲”平臺已經上線運行，全面構建了循環經濟發展新格局。同時，鋰電回收按期投產，實現生產、回收閉環，並成為中國工信部鋰電再生利用的白名單企業。

Recycling and Regeneration

In recent years, along with the large-scale application of lead-acid battery in the fields of electric bicycles, automobiles and storage energy, the lead-acid battery and recycled lead industries have developed rapidly. Relevant state departments have revised and introduced a series of policy and measures, laws and regulations. The promulgation and implementation of the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste in 2020 has further standardized and completed the recycling the system of waste lead-acid battery.

From the perspective of the entire industry chain, the current focus of the prevention and control of lead-acid battery pollution is illegal collection and processing. In response to this outstanding problem, the Group actively responds to the extended producer responsibility system proposed by the state. It has established waste lead battery recycling enterprises in Changxing County, Zhejiang Province, Puyang City, Henan Province, Shuyang County, Jiangsu Province, and Taihe, Anhui Province. Waste batteries are recycled, centralized, and harmlessly recycled at terminal stores across the country, forming an endless cycle of circular economy ecosystem.

In the Tianneng Group Circular Economy Industrial Park located in Huzhou, through the use of the most advanced production technology and equipment in the world, the metal recovery rate of waste batteries can reach over 99%, the plastic recovery rate is 99%, and the residual acid recovery rate is 100%.

In 2020, the Group further accelerated the national layout of the large-scale recycling business. At present, the Group has obtained the qualification for recycling pilot projects in 15 provinces, and the country's largest waste battery "recycling cloud" platform has been put into operation, and a new pattern of circular economy development has been fully established. At the same time, lithium battery recycling was put into operation on schedule, achieving an endless cycle of production and recycling, and the Group has become a whitelisted company for lithium battery recycling of the Ministry of Industry and Information Technology of the PRC.

天能重視水資源保護，積極推行水資源循環利用，採用先進的中水回用技術，將工業廢水進行自動化沉澱後處理，經過反復滲透淨化，再循環利用。經過處理的工業水達到國家二級城市用水標準，可以用來澆花養魚，真正做到了變廢為寶，實現了經濟效益、社會效益、環境效益相統一。

Tianneng attaches great importance to the protection of water resources and actively promotes the recycling of water resources. It adopts the advanced reclaimed water reuse technology to automate the post-treatment of industrial wastewater after precipitation, repeated osmosis and purification, and then recycling. The treated industrial water meets the national secondary municipal water standard and can be used for watering flowers and fish farming, truly turning waste into treasure and realizing the unification of economic, social and environmental benefits.



天能被評為“全國循環經濟技術中心”。
Tianneng was rated as a “National Circular Economy Technology Center”.

節能減排

天能循環經濟產業園通過採用全球最先進全自動機械破碎、水力分選工藝和純氧低溫轉爐連續熔煉再生技術，相比于傳統的原生鉛生產方式，節能減排效益明顯。每生產一噸再生鉛，可實現節約標煤 60%，節水 50%，減少固體廢棄物 60%，減少二氧化硫 66%。

天能還在光伏、儲能及智慧微網領域取得了實質性進展。其中分散式光伏電站專案成功並網發電，可實現年發電量約 252 萬度，節約標準煤約 881 噸，減少二氧化碳排放約 2438m³，減少二氧化硫排放約 73.375 噸；商業化智慧微網鉛炭儲能電站 150KW/1.6MWh 專案，保證使用者電力增容 120KW，降低對電網的功率衝擊，降低了當地的電網故障率；1MW/8MWh 智慧微網鉛炭/鋰電儲能電站專案也正在有序推進中。

目前，天能已建成非洲光伏儲能離網項目、甘比亞總統別墅光儲系統、智慧微網鉛炭電池儲能電站等多個專案。在中央電視臺《朝聞天下》報導的浙江省首批在建的 4 個電網側儲能電站專案中，天能參與了兩個專案——長興 10 千伏雉城儲能電站項目以及衢州灰坪鄉大麥源儲能電站專案。其中，"10 千伏雉城儲能電站專案"也是全國首座電網側儲能電站。

Energy Conservation and Emission Reduction

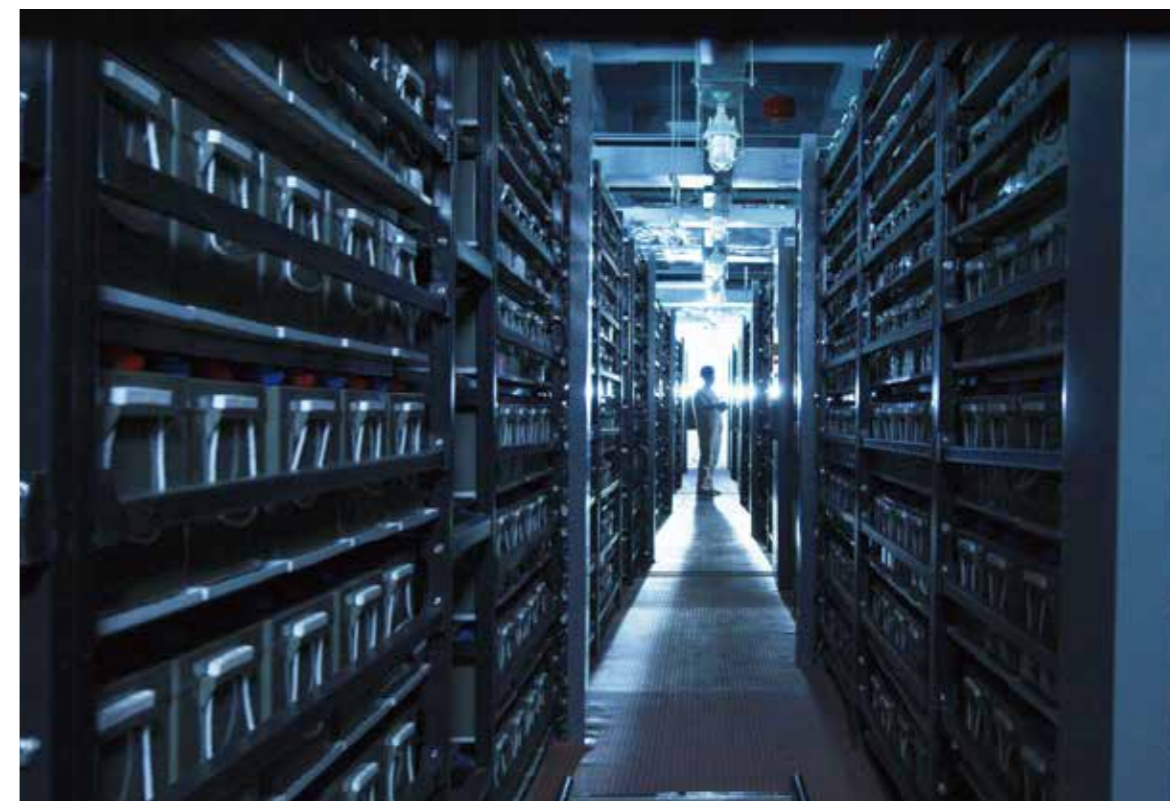
Tianneng Circular Economy Industrial Park adopts the world's most advanced fully automatic mechanical crushing, hydraulic separation process and continuous smelting and regeneration technology of pure oxygen low temperature converter. Compared with the traditional primary lead production method, the energy saving and emission reduction benefits are obvious. Every ton of recycled lead produced can save 60% of standard coal, 50% of water, 60% of solid waste, and 66% of sulfur dioxide.

Tianneng has also made substantial progress in the fields of photovoltaics, energy storage and smart micro-grids. Among them, the distributed photovoltaic power station project has been successfully connected to the grid for power generation, which can achieve an annual power generation of about 2.52 million kWh, saving about 881 tons of standard coal, reducing carbon dioxide emissions by about 2438m³, and reducing sulfur dioxide emissions by about 73.375 tons; the commercial intelligent micro-grid lead-carbon energy storage 150KW/1.6MWh power station project ensures that the user's power capacity can be increased by 120KW, reducing the power impact on the grid, and the local grid failure rate; the 1MW/8MWh smart micro-grid lead-carbon/lithium energy storage power station project is also progressing in an orderly manner.

At present, Tianneng has built a number of projects such as the off-grid photovoltaic energy storage project in Africa, the solar storage system of the Presidential Villa in Gambia, and the intelligent micro-grid lead-carbon battery energy storage power station. In the first batch of 4 grid-side energy storage power station projects under construction in Zhejiang Province reported by CCTV's "Morning News", Tianneng participated in two projects, namely, Changxing 10kV Zhicheng Energy Storage Power Station Project and Quzhou Huiping Village Damaiyuan Energy Storage Power Station Project. Among them, the "10kV Zhicheng Energy Storage Power Station Project" is also the country's first grid-side energy storage power station.

在 2020 第七屆中國國際光儲充大會上，天能獲年度「最佳系統集成解決方案供應商獎」、「最佳儲能示範專案獎」雙料大獎。

At the 7th China International Photovoltaic Energy Storage and Charging Conference in 2020, Tianneng won both the annual "Best System Integration Solution Supplier Award" and "Best Energy Storage Demonstration Project Award"



全國首座電網側儲能電站——"10 千伏雉城儲能電站專案"
The country's first grid-side energy storage power station - 10kV Zhicheng Energy Storage Power Station Project

污染防治

天能積極打造環境友好型企業，把綠色生態理念貫穿到產品設計至處置全生命週期，通過產品設計生態化、生產工藝清潔化、裝備製造智慧化、資源利用循環化等創新舉措，實現了電池從設計、生產、使用到回收等各個環節的污染防治。

本集團還制定了嚴謹的突發環境事件應急預案，包括應急指揮部、應急物資配置以及應急演練計畫，每年定期開展突發環境事件應急演練，對預案每三年進行更新並向當地生態環境主管部門備案。

此外，天能始終宣導企業與環境和諧發展，將環境保護作為企業發展的底線，除對園區設置環境防護距離以及防護綠地外，還定期對園區周邊環境開展大氣、水體以及土壤等監測活動，通過引入先進的監測設備與培養專業技術團隊，實現了污染物因數人工日常監測、線上 24 小時監測。

Pollution Prevention and Governance

Tianneng actively builds an environmentally-friendly enterprise, and embeds the concept of green ecology throughout the entire life cycle of its products from design to disposal. Through innovative measures such as ecological product design, clean production process, intelligent equipment manufacturing, and recycling of resources, it has realized battery pollution prevention and control in every link from design, production, use to recycling.

The Group has also formulated a rigorous emergency response plan for environmental emergencies, including emergency headquarters, emergency material allocation, and emergency drill plans. It regularly conducts emergency drills for environmental emergencies every year, updates the plan every three years, and reports to the local competent department of ecological environment for record.

In addition, Tianneng always advocates the harmonious development of enterprises and the environment, and regards environmental protection as the bottom line of enterprise development. In addition to setting environmental protection distances and green buffers in the park, Tianneng also regularly conducts atmospheric, water and soil monitoring activities on the surrounding environment of the park. The introduction of advanced monitoring equipment and the training of a professional technical team have realized the manual daily monitoring of pollutant factors and online 24-hour monitoring.

天能嚴格執行污染物排放限值標準，全面構建污染物自行監測、協力廠商委託監測及政府部門監督相結合的全方位污染物防控體系，保障治理設施長期穩定運行，實現廢水、廢氣污染物達標排放。對可利用的污染物和廢棄物採取科學管理措施，變廢為寶，進行資源再利用，既減少了對環境的污染，也提升了資源利用率。

天能定期通過相關政府資訊發佈平臺向社會發佈廠區污染物監測資料及評價報告，並按年度進行企業環境報告編制。近三年，通過污染物管理體系的不斷完善，天能實現了環境污染事故 0 概率。

天能遵循產業及行業發展規則，環境職業健康和安全管理體系（EHS），堅持節能減排，扎實推進污染防治，努力將“三廢”消滅在工藝過程之中。除此之外，天能建立了專業管理團隊，有力地保證了生態環境建設和生產工作的順利開展。如天能制定了《天能集團環境保護管理制度》、《天能集團安全管理制度》、《天能集團職防管理制度》等一系列環境與安全管理制度，委託有資質的單位對生產環境進行影響評估以及安全評估，保證綠色生產。

Tianneng strictly implements pollutant discharge limit standards, and comprehensively builds an all-round pollutant prevention and control system that combines pollutant self-monitoring, third-party entrusted monitoring and government supervision to ensure the long-term stable operation of treatment facilities, and achieve up-to-standard discharge of wastewater and exhaust pollutants. We also take scientific management measures for exploitable pollutants and wastes, turning waste into treasure, and reusing resources, which not only reduces environmental pollution, but also improves resource utilization rate.

Tianneng regularly releases pollutant monitoring data and evaluation reports of the factory area to the public through relevant government information release platforms, and prepares corporate environmental reports on an annual basis. In the past three years, through continuous improvement of the pollutant management system, Tianneng has achieved zero probability of environmental pollution accidents.

Tianneng observes the industry and sector development rules, the Environmental Occupational Health and Safety Management System (EHS), adheres to energy conservation and emission reduction, solidly promotes pollution prevention, and strives to eliminate the “three wastes” in the technological process. In addition, Tianneng has established a professional management team to effectively ensure the smooth development of ecological environment construction and safe production. For example, Tianneng has formulated a series of environmental and safety management systems such as Tianneng Group Environmental Protection Management System, Tianneng Group Safety Management System and Tianneng Group Occupational Prevention Management System, and entrusts qualified units to conduct impact assessment and safety assessment on the production environment to ensure green production.

2020

環境、社會及管治報告
2020 Environmental,
Social and Governance Report

06

共建和諧社會

Build A Harmonious Society

6.1 納稅與就業 Taxes and Employment

6.2 建言獻策 Advice and Suggestions

6.3 公益慈善 Public Benefit and Charity



納稅與就業 (財務、人力)

本集團在全國直接提供了 2 萬餘個就業崗位。40 萬間終端銷售門店，間接創造就業崗位超過 100 萬個。

中央經濟工作會議指出，"穩就業"排在"六穩"工作的首位。本集團所創造就業機會，為經濟社會的高品質發展做出貢獻。

2020 年，本集團在全國各地共繳納稅收近 25 億元。

建言獻策

天能集團董事局主席張天任作為全國第十二屆、十三屆人大代表，積極建言獻策、謀求公眾利益，積極承擔人民賦予的重大責任。作為全國人大代表，履職期間，張天任共提出 151 件高品質的議案和建議，有關建議議案得到了國家相關部委的重視。

Taxes and Employment (Finance, Human Resources)

The Group directly provided more than 20,000 jobs across the country. More than 400,000 terminal sales stores have indirectly created more than 1 million jobs.

The Central Economic Work Conference pointed out that "stabilizing employment" ranked first in the work of "six stabilizations". The job opportunities created by the Group contribute to the high-quality development of the economy and society.

In 2020, the Group paid a total of nearly RMB 2.5 billion in taxes across the country.

Advice and Suggestions

As the representative of the 12th and 13th National People's Congress, Zhang Tianren, chairman of the Board of the Group, actively advises and seeks public interest, and actively assumes the great responsibility endowed by the people. As a representative of the National People's Congress, Zhang Tianren put forward 151 high-quality proposals and suggestions, some of which have received the attention of relevant national ministries and commissions.

2020 年是張天任第 8 次參加全國 "兩會"，他圍繞生態資源保護、區域經濟發展、鄉村振興以及實體經濟高品質發展等熱點議題精心準備了 27 件議案建議，為經濟民生發展建言獻策。在京期間，張天任受到了央視《新聞聯播》、《人民日報》、《光明日報》等國家級主流媒體的廣泛關注和採訪報導。

In 2020, Zhang Tianren participated in the "Two Sessions" of the nation for the 8th time. He elaborately prepared 27 proposals on hot topics such as ecological resources protection, regional economic development, rural revitalization, and high-quality development of the real economy, providing advice on the development of economy and people's livelihood. During his stay in Beijing, Zhang Tianren received extensive attention and interviews from national mainstream media such as CCTV News, People's Daily and Guangming Daily.



2020 年兩會——張天任代表在審議《政府工作報告》
The "Two Sessions" in 2020 - Representative Zhang Tianren was reviewing the Government Work Report

公益慈善

天能不忘初心，回饋社會，把公益事業作為企業發展的不竭動力，以感恩的心踐行愛與責任，為健康中國、美麗中國、幸福中國建設添磚加瓦。

在第十屆中國公益節上，天能榮膺“2020 年度責任品牌獎”。天能的慈善公益活動，主要集中在捐資助學、志願服務、扶貧濟困等方面。

天能積極開展「愛心助學」活動，為家庭經濟困難學生提供受助機會。如天能濮陽公司6年來，累計資助大學生30余名，發放教育補助資金14余萬元。

近年來，天能位於長興縣煤山鎮的生產基地，先後說明100余名殘疾人實現就業創收。

2016年，公司設立天能公益基金，從二級市場銷售的天能電池中提取0.02元/只，說明共贏商和合作夥伴解決困難。目前，這一公益基金已經累計積蓄超500萬元。

Public Benefit and Charity

Tianneng doesn't forget its original intention and gives back to society. It regards public welfare establishments as an inexhaustible driving force for corporate development, practices love and responsibility with gratitude, and contributes to the construction of a healthy China, a beautiful China, and a happy China.

At the 10th China Charity Festival, Tianneng won the “2020 Responsible Brand Award”. Tianneng's charitable activities mainly focus on donations to schools, voluntary services and poverty alleviation.

Tianneng actively carries out “Love and Student Aid” activities to provide grants for students with financial difficulties. For example, Tianneng Puyang Co., Ltd. has funded more than 30 college students in the past 6 years, and issued more than RMB 140,000 of education subsidies.

In recent years, Tianneng's production base in Meishan Town, Changxing County has brought employment and income to more than 100 disabled people.

The Group has set up the Tianneng charity fund in 2016, and extracted RMB 0.02 from each Tianneng battery sold in the secondary market, which effectively helped the win-win partners and cooperative partners to solve problems. So far, the public welfare fund has accumulated a total of RMB 5 million.



「愛心助農」活動
“Love and Peasant Aid” Activity

2020年2月5日，天能旗下天暢供應鏈管理有限公司全員開展「愛心助農」活動，幫助菜農諸昌忠采包銷14000斤大白菜。

On 5 February, 2020, all employees of Tianchang Supply Chain Management Co., Ltd., a subsidiary of Tianneng, carried out the “Love and Peasant Aid” activity to help vegetable farmers Zhu Changzhong purchase and sell 14,000 kilograms of Chinese cabbage.

2019年至2020年，天能連續兩年舉辦“為愛添能，助力追夢人”公益傳播活動，通過與其他品牌聯合發起倡議，在高速列車、普速列車等場所進行公益宣傳，呼籲社會給予異鄉奮鬥者及他們的家庭更多關注與關心。

From 2019 to 2020, Tianneng organized the public welfare dissemination activities of “Adding Energy to Love, Helping Dream Chasers” for two consecutive years. Through joint initiatives with other brands, Tianneng carried out public welfare publicity on high-speed trains, ordinary-speed trains and other places to call on the society to give more attention and care to strugglers in foreign land and their families.



天能發起的「溫暖回家路」公益服務活動
Tianneng launched the "Warm Way Home" charity service activity .

此外，每年中國春運期間，天能都會發起「溫暖回家路」公益服務活動，在全國多條由天能冠名的「天能號」高速動車組列車上與乘客們進行互動、傳遞祝福並由天能吉祥物泰博（Tab）送上寓意平安、團圓的定制"福"字、天能牌充電寶、靠枕等精美禮品。2018年至2020年，天能溫暖回家路活動已連續舉辦三季，公益活動的內容不斷升級、影響逐步擴大。

In addition, during the Spring Festival travel rush in China every year, Tianneng launches the "Warm Way Home" charity service activity, interacting with passengers on Tianneng's title-sponsored "Tianneng" high speed EMU trains, passing blessings and presenting exquisite gifts such as customized Chinese character of "Blessing" that symbolizes peace and reunion, Tianneng brand power banks and pillows by Tianneng's mascot Tab. From 2018 to 2020, Tianneng's "Warm Way Home" activity has been held for three consecutive sessions. The content of the public welfare activity has been continuously upgraded with gradually expanded influence.



天能開展無償獻血活動。
Tianneng conducted a voluntary blood donation activity.

2020年4月28日，天能開展以"我健康，我獻血，我自豪，做一名有社會責任感的人"為主題的無償獻血活動，天能職工踴躍參與，用實際行動承擔責任，回饋社會。

On 28 April, 2020, Tianneng launched a voluntary blood donation activity with the theme of "I am healthy, I donate blood, I am proud to be a socially responsible person". Tianneng's employees actively participated in the activity, taking practical actions to bear responsibility and give back to society.

附錄 Annex 01: 關於本報告 About the Report

本報告涵蓋天能動力國際有限公司（「天能」或「本公司」，涵蓋各子分機構統稱「本集團」），內容涉及本集團在主要營運點中華人民共和國（「中國」）的環境、社會及管治表現。

報告時間範圍為 2020 年 1 月 1 日至 2020 年 12 月 31 日，部分內容根據需要追溯至以前年份。

參考標準

Reference Standard

香港證券交易所《環境、社會及管治報告指引》

Environmental, Social and Governance Reporting Guide by the Stock Exchange of Hong Kong Limited

國際標準組織《社會責任指南（ISO26000）》

International Organization for Standardization Social Responsibility Guide (ISO26000)

全球報告倡議組織《可持續發展報告指南（G4）》

Global Reporting Initiative Sustainability Reporting Guidelines (G4)

聯合國全球契約（GC）10 項原則

The 10 principles of the United Nations Global Compact (GC)

國家品質監督檢驗檢疫總局、國家標準化管理委員會《社會責任指南》GB/T36000-2015、GB/T36001-2015《社會責任報告編寫指南》和 GB/T36002-2015《社會責任績效分類指引》

National Bureau of Quality Supervision, Inspection and Quarantine, National Standardization Management Committee Social Responsibility Guide GB/T36000-2015, GB/T36001-2015 Social Responsibility Report Writing Guide and GB/T36002-2015 Social Responsibility Performance Classification Guidelines

This report involves Tianneng Power International Limited (“Tianneng” or “the Company”), and the various subsidiaries, collectively referred to as the “Group”), and the content relates to the environmental, social and governance performance of the Group in its main operating venue, the People’ s Republic of China (“China” or the “PRC”).

The report covers the period from 1 January 2020 to 31 December 2020, and some of the content may trace back to previous years as needed.

報告資料說明

Description of the Report Data

本報告使用資料來自年報、正式檔及統計報告。資料以 2020 年為主，部分包括以前年度資料。本報告中所涉及貨幣金額以人民幣作為計量幣種，特別說明的除外。

The data used in this report comes from annual reports, official documents and statistical reports. The data are mainly for 2020, and some may include data for previous years. The currency amounts involved in this report are measured in Renminbi, unless otherwise specified.

報告保證

Guarantee of the Report

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

The Board and all directors of the Group guarantee that there are no false records, misleading statements or major omissions in the content of this report, and assume individual and joint responsibility for the authenticity, accuracy and completeness of the content.

報告形式

Form of Report

本報告分為中文繁和英文版兩個版本，以電子版形式提供。

The report is divided into two versions of Chinese Traditional and English and is provided in electronic format.

附錄 Annex 02:
《環境、社會及管治報告》
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