



Beijing Jingneng Clean Energy Co., Limited
北京京能清潔能源電力股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code: 00579

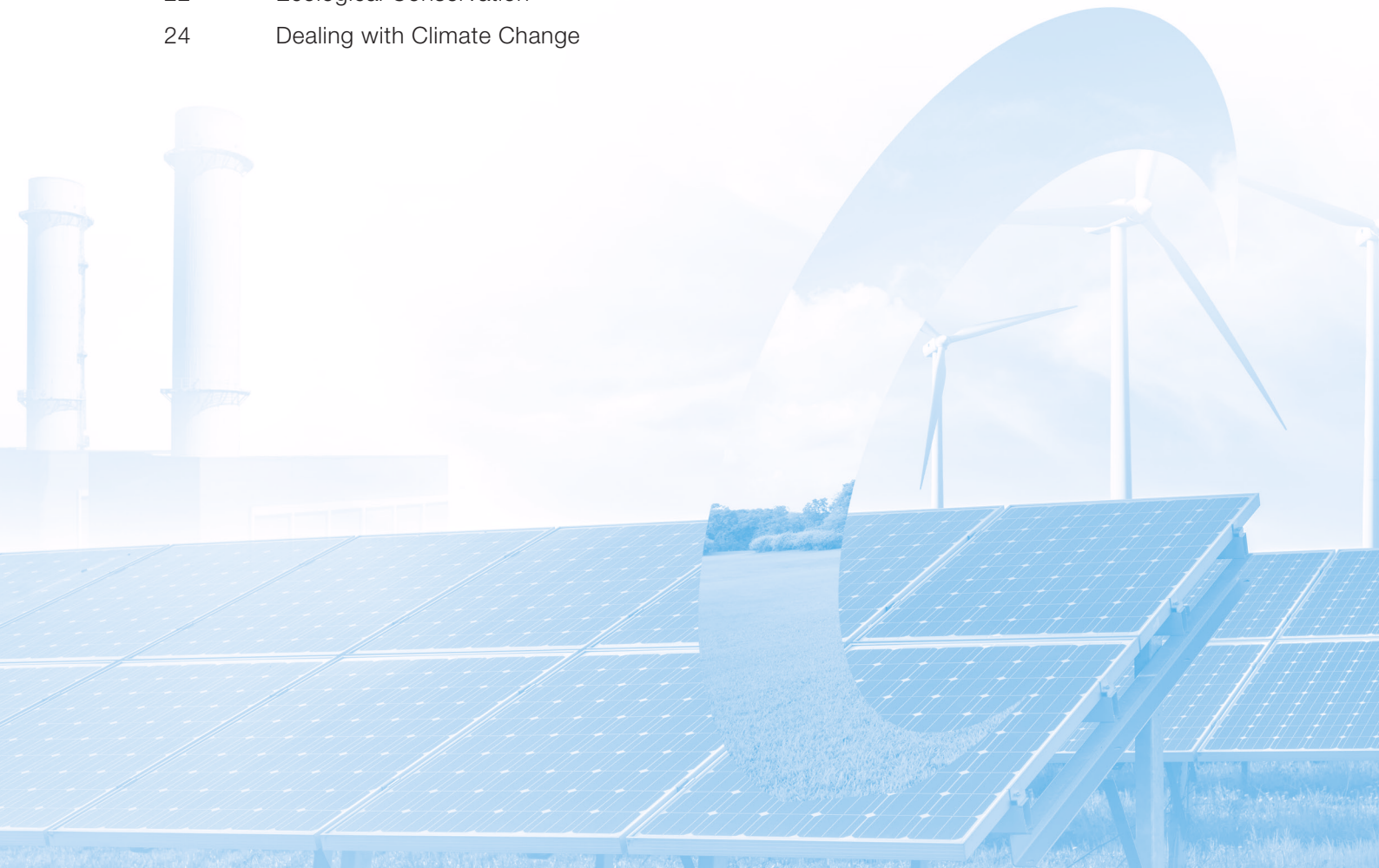
2020

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT



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GLOSSARY

“Australia Branch”	Beijing Jingneng Clean Energy Co., Limited Australia Branch
“BEH”	Beijing Energy Holding Co., Ltd.
“Beijing Branch”	Beijing Jingneng Clean Energy Co., Limited Beijing Branch
“Biala Wind Farm”	Newtricity Biala Pty Ltd.
“Datong Photovoltaic Power Station”	Datong Jingneng New Energy Co., Ltd.
“ESG”	Environmental, Social and Governance
“ESG Report” or “The Report”	The Environmental, Social and Governance Report
“Gaoantun Power”	Beijing Jingneng Gaoantun Gas-fired Power Co., Ltd.
“Gullen Solar Farm”	Gullen Solar Pty Ltd.
“Haixing Photovoltaic Power Station”	Haixing Jingxing New Energy Power Co., Ltd.
“Hong Kong Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Inner Mongolia Branch”	Beijing Jingneng Clean Energy Co., Limited Inner Mongolia Branch
“Jingfeng Gas”	Beijing Jingfeng Natural Gas-fired Power Co., Ltd.
“Jingqiao Power”	Beijing Jingqiao Thermal Power Co., Ltd.
“Jingxi Power”	Beijing Jingxi Gas-fired Power Co., Ltd.
“Jingyang Power”	Beijing Taiyanggong Gas-fired Power Co., Ltd.
“New Gullen Range Wind Farm”	New Gullen Range Wind Farm Pty Ltd.
“Ningxia Lingwu Wind and Photovoltaic Power Station”	Ningxia Jingneng Lingwu Wind Power Co., Ltd.
“Northeast Branch”	Beijing Jingneng Clean Energy Co., Limited Northeast Branch
“Northwest Branch”	Beijing Jingneng Clean Energy Co., Limited Northwest Branch

GLOSSARY

“Shangzhuang Power”	Beijing Shangzhuang Gas-fired Power Co., Ltd.
“Southern China Branch”	Beijing Jingneng Clean Energy Co., Limited Southern China Branch
“Southwest Branch”	Beijing Jingneng Clean Energy Co., Limited Southwest Branch
“The Company”	Beijing Jingneng Clean Energy Co., Limited
“The Group” or “We”	The Company and its subsidiaries
“The PRC”	The People’s Republic of China
“The Year”	The period between 1 January 2020 and 31 December 2020
“Weilai Power”	Beijing Jingneng Weilai Gas-fired Power Co., Ltd.

ABOUT THE REPORT

The Group is pleased to publish the ESG Report of the Year. The ESG Report elaborates the principles and various works of the Group's fulfillment in corporate social responsibility during the Year. For details of corporate governance, please refer to the Corporate Governance Report of the Group's Annual Report of the Year.

SCOPE OF THE REPORT

The ESG Report covers the performance of the Group's core business in environmental management and social responsibility of the Year. The key performance indicators ("KPIs") as disclosed in the ESG Report covers the Group's major operating locations including the headquarter and all its subsidiaries. The Group's subsidiaries include Beijing Branch, Southern China Branch, Southwest Branch, Northwest Branch, Northeast Branch, Inner Mongolia Branch, Australia Branch, Jingxi Power, Gaoantun Power, Jingqiao Power, Jingyang Power, Jingfeng Gas, Weilai Power, and Shangzhuang Power. Unless otherwise specified, the currency unit used in the Report is presented in RMB.

REPORTING STANDARD

The ESG Report was prepared in accordance with Appendix 27 the "Environmental, Social and Governance Reporting Guide" under The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and complies with the "Comply or Explain" requirement set out therein.

REPORTING PRINCIPLES

The content of the ESG report is determined through stakeholder engagement and a materiality assessment process. These include identifying ESG-related issues, collecting and reviewing the views of internal management and different stakeholders, assessing the relevance and materiality of issues, and compiling and validating the reported data. The ESG has report covered a comprehensive range of material issues that are concerned by different stakeholders.

Quantitative environmental and social KPIs are disclosed in the ESG Report so that stakeholders are able to have a comprehensive understanding of the Group's ESG performance. Information of the standards, methodologies, references and sources, as well as the conversion factors used in these KPIs of the key emissions, are stated wherever appropriate. To facilitate the comparability of the ESG performance between years, the Group adopts consistent calculation methodologies as far as practicable. In case of any changes in methodologies, the Group will present and explain in details in the corresponding sections.

OPINION AND FEEDBACK

For details of environment, social and corporate governance of the Group, please refer to the Group's official website (<http://www.incec.com/>) and the Annual Report. The Group highly values your opinion on the Report. Should you have any opinions and suggestions, please email us via: zhengquanbu@incec.com.

ABOUT THE GROUP

OVERVIEW OF THE GROUP

Established in August 2010, the Company is a subsidiary of BEH and is listed on the Main Board of the Hong Kong Stock Exchange on 22 December 2011. The Group operates in various provinces, municipalities and autonomous regions, such as Beijing, Inner Mongolia, Ningxia, Sichuan, Hunan and Guangdong, with the scope of business including gas-fired power and heating, wind power, photovoltaic power, small-to-medium-sized hydropower and other clean energy generation businesses. The Group is an internationally eminent clean energy enterprise, an industry-leading clean energy brand, the largest gas-fired heat and power supplier in Beijing and the leading wind power operator in China.

As of 31 December 2020, the total consolidated installed capacity of the Group amounted to 10,861 MW. The Group operates seven gas-fired cogeneration power plants with a consolidated installed capacity of 4,702 MW, and is the leading gas-fired heat and power supplier in Beijing. The consolidated installed capacity of wind power generation segment reached 2,797 MW, while the newly installed capacity accounting for 399 MW and with the majority located in Inner Mongolia region, Shaan-Gan-Ning region and Beijing-Tianjin-Hebei region in China where wind resources are abundant. The Group's photovoltaic power generation segment installed capacity is 2,912 MW, with the newly installed capacity reached 840 MW, which is distributed in northwestern China, northern China and southern China regions with relatively abundant solar resource. Moreover, the hydropower segment accumulates a 450 MW of consolidated installed capacity, which is mainly located in southwestern China where water resources are sufficient.

The Group focused on the strategic positioning of “being an excellent clean energy operator” with clean energy. All employees took up a proactive role to navigate the headwind, and endeavor to ensure “high-quality development while preventing and controlling epidemic disease”, thereby guaranteeing safe and stable production and operation and developing an encouraging pattern of epidemic prevention and control. Our production management continued to improve with growth in our power generation.

MAJOR AWARDS AND HONORS

Awardee	Awarding Organisation	Name of Award
The Company	Beijing Emergency Management Bureau	Demonstration Enterprise of Beijing Municipal Safety Culture Construction in 2020
Jingxi Power	Shijingshan District People's Government of Beijing Municipality	The Anti-epidemic Work Outstanding Contribution Unit
	Shijingshan District People's Government of Beijing Municipality	The Honor of Top 100 Taxpayers
	National Factory Affairs Open Coordination Committee	Advanced Unit for National Open and Democratic Management of Factory Affairs
	The Capital Greening Office of the People's Government of Beijing Municipality	The Capital's Greening and Beautifying Unit

ABOUT THE GROUP

Awardee	Awarding Organisation	Name of Award
Gaoantun Power	China Association For Water and Electricity Quality Management	The Third Prize of Trusted Quality Class of Power Industry in 2020 Experience Exchange Event
	Office of the Emergency Response Committee of the Beijing Municipal, Work Safety Committee of the Beijing Municipal	The Excellent Unit and Best Practice Award in the event of Emergency Response Promotion and Production Safety Month
	Beijing Emergency Management Bureau	Demonstration Enterprise of National Safety Culture Construction in 2020
Jingqiao Power	China Association For Water and Electricity Quality Management	The Third Prize for Outstanding Quality Management of Power Industry in 2020
	Chinese Society for Electrical Engineering Gas Turbine Power Generation Professional Committee	Outstanding Dissertation Award of Annual Academic Conference in 2020
	China Equipment Management Association	The Second Prize for National Equipment Management and Technical Innovation Achievements
Jingfeng Gas	China Association For Water and Electricity Quality Management	The First Prize of Trusted Quality Class of Power Industry in 2020 Experience Exchange Event
	China Association For Water and Electricity Quality Management	The Second Prize for Outstanding Achievement Class in Power Industry Quality Management Exchange Event in 2020 (Filter bag fixtures for gas intake system)
	China Association For Water and Electricity Quality Management	The Second Prize for Outstanding Achievement Class in Power Industry Quality Management Exchange Event in 2020 (Automatic emptier of boiler economizer)

ABOUT THE GROUP

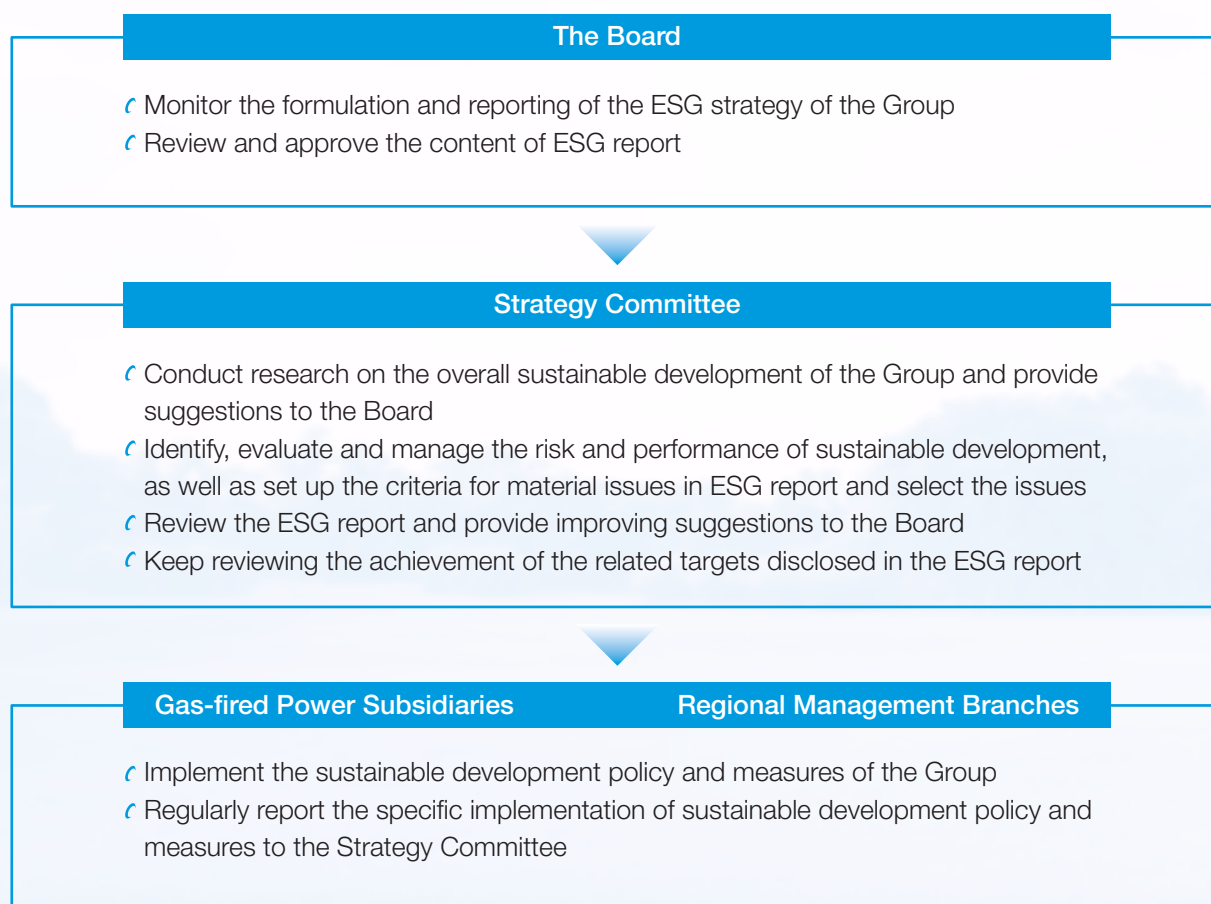
Awardee	Awarding Organisation	Name of Award
Shangzhuang Power	China Distributed Energy International Forum Commission, China Energy Net	China Distributed Integrated Energy Technology Innovation Award in 2020
	Beijing Emergency Management Bureau, China Communist Youth League Beijing Committee	Demonstration Unit of Beijing Youth Safety Production
	Beijing Municipal Engineering Consulting Company, Beijing Municipal Commission of Urban Management	Second Class Enterprise for Safety Standardisation (Power Enterprise)
	Beijing Emergency Management Bureau	Demonstration Enterprise of Beijing Municipal Safety Culture Construction in 2020
Beijing Branch	China Electricity Council	“5A Grade Power Station” Award for Beijing Lumingshan Guanting Wind Farm (Phase III) of Beijing Branch
	China Power Media Group Co., Ltd	Outstanding Communication Station of the Year 2019-2020
Southern China Branch	Office of Emergency Management of the Jiaowei Town, Xuwen County	Advanced Unit of Safety Production
	China Electricity Council	“5A Grade Power Station” Award for Xuwen Photovoltaic Power Phase I Station of Southern China Branch
	China Electricity Council	“4A Grade Power Station” Award for Xuwen Photovoltaic Power Phase II Station of Southern China Branch
	The People’s Government of Xuwen County Jiaowei Town, Xuwen County Jiaowei Town Committee of Communist Party of China	Outstanding Unit of “Guangdong Provincial Poverty Alleviation Day”

ABOUT THE GROUP

BOARD STATEMENT

ESG Governance Structure

In order to effectively implement our sustainable development strategies and bring long-term returns to stakeholders, the Strategy Committee of Group's board of directors (the "**Strategy Committee**") currently shoulders the responsibilities of ESG governance. The Strategy Committee assists the board of directors (the "**Board**") to oversee the establishment and reporting of the ESG strategies of the Group, assess and determine the ESG risks of the Group and ensure appropriate and effective measures on managing ESG risks, as well as internal control system. The Strategy Committee regularly listens to Gas-fired Power Subsidiaries and Regional Management Branches' reports, so as to understand the implementation of the sustainable development tasks, and to ensure the Group's sustainable development policy and measures are executing effectively in daily business operation. Through the internal review process, the Strategy Committee also arranges independent evaluation and analysis on the effectiveness and completeness of the above systems, so as to enhance the ESG governance of the Group. In the future, the Group will continue to improve its ESG governance and further establish a dedicated ESG governance committee with a view to gaining an edge in the market and maintaining long-term competitiveness.



Various businesses of the Company are subject to extensive supervision under the policies, laws and regulations in the PRC as updated from time to time and other competent government authorities. Such supervision covers all aspects of the business operations of the Company, including project approval, environmental protection and safety, etc. Previously in the process of business operations, the Company has been subject to administrative penalties or decisions by the competent government authorities. However, the Company does not believe that the issues involved in such penalties or decisions (i) have caused any material adverse impact on the Company or (ii) need to be disclosed in accordance with the disclosure principles in the Environmental, Social and Governance Reporting Guide as Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The Company also believes that the penalties or decisions themselves are immaterial. In accordance with the laws and regulations as updated from time to time and the regulatory requirements of the competent authorities, the Group will further improve our internal control system through, including but not limited to, timely follow-up of the updates of regulatory requirements, prevention of administrative penalties and the collection of penalties information, etc., to ensure that the Company complies with the requirements of relevant laws and regulations in material respects.

Stakeholder Engagement

The Group fully recognises the close relation between stakeholders and corporate business development, therefore it regards stakeholders' opinion and aspirations as the foundation of the Group for formulating and implementing short-term and long-term development strategies. Through communication via various effective channels during daily operations with internal and external stakeholders, the Group is able to understand their expectations and requirements for the Group, and hence the Group makes corresponding responses and actively shares the responsibilities and achievements.

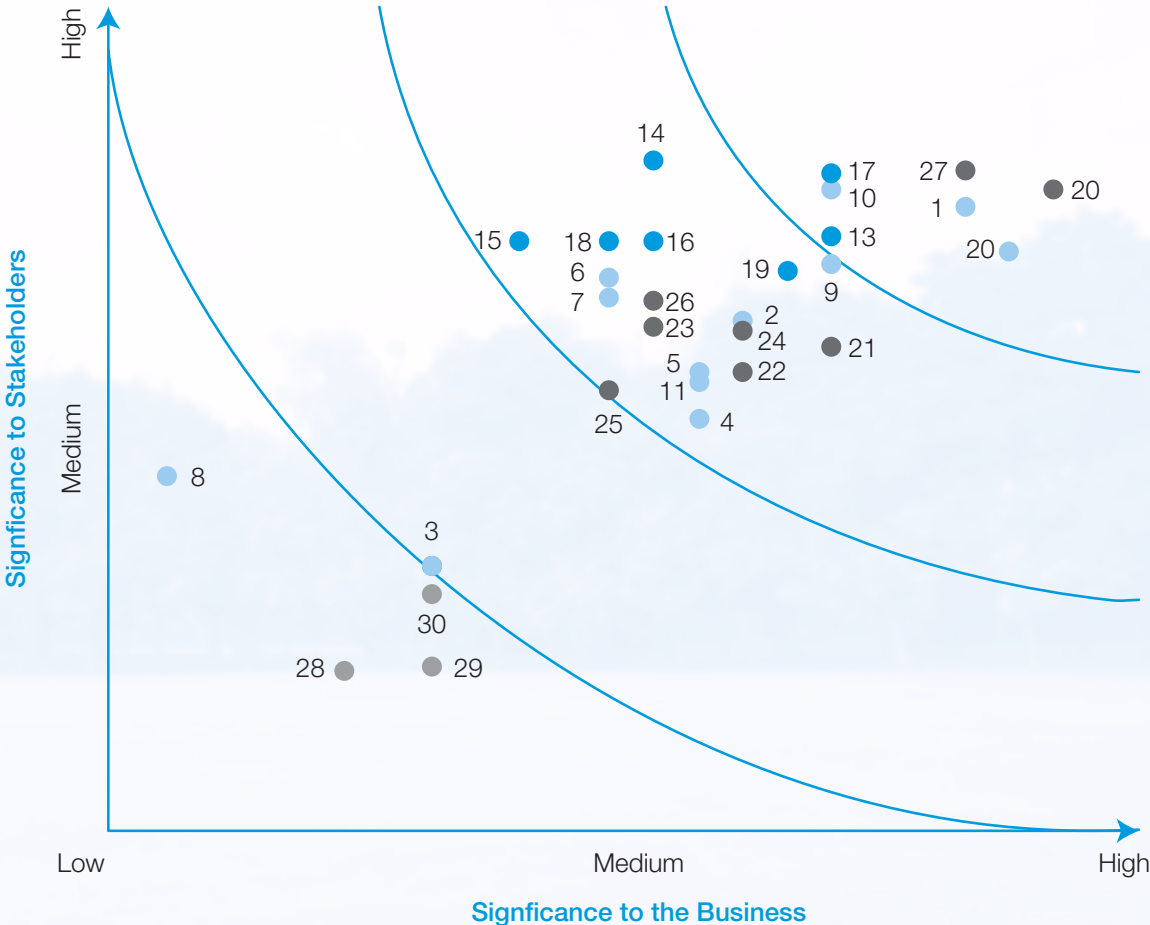
Stakeholders	Expectations and Requirements	Means of Communication and Response
Shareholders and Investors	<ul style="list-style-type: none"> • Income return • Compliant operation • Increase company value • Information disclosure transparency and effective communication • Ensure the maintenance of value and appreciation of state-owned assets • Avoid operational risks • Explore market needs and develop new markets 	<ul style="list-style-type: none"> • General meetings • Announcements • Emails, telephone communication and company website • Dedicated reports • Investor conferences • Financial statements and visits • Site visits
Government and Regulators	<ul style="list-style-type: none"> • Compliance with national policies, laws and regulations • Support local economic growth • Tax payment in full and on time • Production safety • Promote industry development • Fair competition 	<ul style="list-style-type: none"> • Regular meetings with regulators • Inspections and examinations • Participate in formulating industry standards • Engage in seminars

ABOUT THE GROUP

Stakeholders	Expectations and Requirements	Means of Communication and Response
Users	<ul style="list-style-type: none"> • Quality customer service • Health and safety • Compliance with contracts • Integrity in business • Safe and stable electricity and heat supply • Open channels of communication 	<ul style="list-style-type: none"> • Customer opinion surveys • Customer communication meetings • Response to customers' complaints • Stringent quality control
Business Partners	<ul style="list-style-type: none"> • Integrity in business • Fair Competition • Compliance with contracts • Co-development with mutual benefits and win-win situations 	<ul style="list-style-type: none"> • Review and evaluation conferences • Business communications • Interactions in seminars • Cooperation negotiations
Non-governmental Organisations ("NGOs")	<ul style="list-style-type: none"> • Keep close contact and share information • Develop Relationships and Cooperation 	<ul style="list-style-type: none"> • Participate in industry communication meetings • Communication with NGOs
Employees	<ul style="list-style-type: none"> • Protect basic rights • Occupational health and safety • Remunerations and benefits • Foster skill enhancement and career development • Care for employees 	<ul style="list-style-type: none"> • Communication meetings with employees • Company journals and social media platforms • Employee activities • Ensure a reasonable remuneration and benefits system • Management of occupational health and safety • Care for employees
Community and the Public	<ul style="list-style-type: none"> • Engage in public welfare matters • Open and transparent information • Focus on people's livelihood 	<ul style="list-style-type: none"> • Company website • Announcements • Social media platforms
Environment	<ul style="list-style-type: none"> • Compliant emission • Energy conservation and emission reduction • Environmental conservation • Reasonable use of resources 	<ul style="list-style-type: none"> • Communicate with local environmental departments
The Industry	<ul style="list-style-type: none"> • Enhance the development of industry 	<ul style="list-style-type: none"> • Engage in industry conferences

Materiality Assessment

During the preparation of the ESG Report, the Group has also commissioned an independent third-party consultancy to assist in performing a fair and just materiality assessment. The materiality assessment was conducted in three main phases: (i) identification of 30 potential material ESG issues that may affect the Group’s business or stakeholders based on relevant national and local standards and policies, industrial characteristics and the Groups’ own development; (ii) invitation of both internal and external stakeholders, including directors, the management, employees, customers, suppliers and the community, to complete a set of questionnaires in understanding their concern towards each issue; and (iii) analysis of 221 questionnaires collected and identification of the priority of potential material issues by the following materiality matrix. The Group’s business including gas-fired power and heating, wind power, photovoltaic power, small-to-medium-sized hydropower and other clean energy generation businesses. As stakeholders’ awareness towards climate change is continuously increasing, the Group has included “Dealing with Climate Change” since last year’s materiality assessment, in a bid to better respond to stakeholders’ needs.



ABOUT THE GROUP

Environment	Labour Practices	Operation Practices	Community Investment
1. Environmental compliance	13. Employment compliance	20. Operational compliance	28. Charity
2. Exhaust gas management	14. Remuneration and benefits	21. Managing environmental risks of supply chain	29. Promotion of local employment
3. Fleet emissions management	15. Working hours and holidays	22. Managing social risks of supply chain	30. Poverty alleviation
4. Greenhouse gas emission	16. Diversity and equal opportunity	23. Customer health and safety	
5. Waste management	17. Occupational health and safety	24. Research and development	
6. Energy management	18. Training and development	25. Information security	
7. Utilisation of water resources	19. Prevention of child labour and forced labour	26. Customer privacy protection	
8. Green office		27. Anti-corruption	
9. Green energy project			
10. Ecological protection			
11. Dealing with climate change			
12. Prevention and handling of environmental incidents			

Through reviewing the above materiality matrix, the Group has identified 7 material issues which are disclosed in detail in the corresponding sections of the Report.

Material Issues	Corresponding Sections
1. Environmental compliance	Fulfillment of Environmental Mission
10. Ecological protection	Ecological Conservation
12. Prevention and handling of environmental incidents clean production	Pollution Prevention, Dealing with Climate Change
13. Employment compliance	Concerning Employee Benefits, Employment Policy and Labour Practices
17. Occupational health and safety	Employment Policy and Labour Practices, Occupational Health and Safety
20. Operational compliance	Improving Production and Operation
27. Anti-corruption	Anti-corruption

FULFILLMENT OF ENVIRONMENTAL MISSION

The Group keeps on shouldering the mission of developing clean and low-carbon energy, continues to advance with stability, and leads the nation towards sustainable development. The Group actively responds to the nation's call and strictly complies with environmental protection laws and regulations such as the Environmental Protection Law of the PRC, Law of the PRC on the Prevention and Control of Atmospheric Pollution, Law of the PRC on the Prevention and Control of Water Pollution, Law of the PRC on Prevention and Control of Environmental Pollution by Solid Wastes and Law of the PRC on Environment Impact Assessment, along with industrial standards and the requirement of ISO14001 Environmental Management System to continually improve and enhance the existing environmental management system, strengthen environmental risk control and raise all employees' environmental awareness and sense of responsibility.

FOCUSING ON GREEN ENERGY

The Group upholds the development strategy of "rooted in Beijing, tapping into Beijing, Tianjin and Hebei area, covering the whole country and expanding to overseas market", and actively utilizes advantages in its main business to support the construction of ecological civilisation. As of the end of the Year, the Group's total installed capacity amounted to 10,861 MW, with the total environmental investment of RMB78.94 million. Standard gas usage for power generation was 4,008.48 million cubic metres, which was equivalent to 5.28 million tons of standard coal usage. The total power generation during the Year was 29.9 billion kWh, representing a 17.14 million tons of reduction in emission of carbon dioxide.

Business Type	Installed Capacity (MW)	Total Power Generation of the Year (billion kWh)	Number of New Projects of the Year
Gas Power and Heat	4,702	18.848	0
Wind Power	2,797	5.604	3
Photovoltaic Power	2,912	3.429	11
Hydropower	450	1.996	0

POLLUTION PREVENTION AND EMISSION MANAGEMENT

The Group's principal business is clean energy supply, which generates exhaust gas, wastewater, solid waste and noise during the production process. The Group continues to strictly comply with environmental protection laws and regulations such as the Environmental Protection Law of the PRC, Law of the PRC on the Prevention and Control of Atmospheric Pollution, Law of the PRC on Prevention and Control of Environmental Pollution by Solid Wastes and Law of the PRC on the Prevention and Control of Water Pollution, and to continually improve environmental performance.

FULFILLMENT OF ENVIRONMENTAL MISSION

The Group's exhaust gas mainly comes from power generation facilities, gas stoves and fuel consumption of vehicles, which emit sulphur oxides (SO_x), nitrogen oxides (NO_x), particulate matter (PM) and smoke. Exhaust gas emitted from power generation facilities is purified by related environmental facilities with highly efficient catalysts before emission. Wastewater mainly consists of industrial wastewater and domestic sewage, which are discharged after being treated by relevant wastewater treatment facilities and satisfying prescribed standards. Non-hazardous wastes are mainly domestic garbage, which are transferred and handled by local municipal environmental and hygiene departments or cleaning companies to a designated location after centralized collection, which effectively restrained random discharge of domestic garbage generated during the Group's production and operation. Hazardous wastes mainly include waste oil, discarded resin, waste chemicals, waste batteries and obsolete light tubes and ink cartridge, etc. In compliance with relevant laws and regulations such as the Regulations on the Safety Management of Hazardous Chemicals and Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2011), we adopt measures to prevent poisoning, infection and leakage in waste collection, storage and transportation. All hazardous waste is then transferred to a qualified third-party unit or recycled by manufacturers for hazard-free treatment, to reduce pollution caused by hazardous wastes to the surrounding environment. In order to reduce the environmental impact caused by waste disposal, we recycle as much waste as possible, turning waste into resources. In the meantime, noise control facilities have been set up at the main source of noise pollution to ensure the conformity with the requirements of local environmental department.

To strengthen environmental supervision, ensure a safe, stable and economical operation of environmental facilities, and avoid substantial impacts caused by wastewater, exhaust gas, solid waste and noise generated from production processes, the Group continues to improve its environmental conservation-related management system including a clear division of labour among departments, setting up of emergency plan and internal reporting requirement of statistics, as well as regulations on the daily operation of environmental protection facilities and their repairing procedures. The Group also conducts safety and environmental protection inspections to ensure the normal operation of the facilities and the standardized emission of wastewater and exhaust gas. On the other hand, with compliance to the environmental protection requirement of the national and the local authority, the Group adopts a highly precise measuring instrument to measure the concentration of the contaminants so as to regularly monitor every environmental protection parameter online and commissions to a third-party unit every year to conduct the examination. Adjustments to current policy and corrective measures are carried out according to the result of each examination results. During the Year, the Group carried out training on hazardous waste related knowledge and the newly revised "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", and introduced the latest relevant laws and regulations to employees. The training has strengthened employees' attention to the treatment of hazardous waste and solid waste so as to better cooperate with the local government and strictly enforce legal responsibilities.

FULFILLMENT OF ENVIRONMENTAL MISSION

At the same time, the Group sets up the Environmental Protection and Monitor Committee to implement a 3-Level Network of Environmental Protection Management so as to specify the responsibility of each department. Each department has their person-in-charge in environmental protection to further arouse the sense of environmental protection of all employees. By combining production and environmental protection, the Group aims to encourage all employees to engage in and bear the responsibility of environmental protection. The Group continues to rigorously implement current environmental protection management standards and submits environmental statistical analysis on the conditions of exhaust gas and wastewater treatment to relevant environmental departments on a monthly basis to ensure that the pollutant emissions are compliant with the standard. During the Year, the Group's emission data were as follows:

Emission	2020	2019
Exhaust gas (Note 1)		
Nitrogen oxides (tons) (Note 2)	1,326	1,361
Sulphur dioxide (kg) (Note 3)	13	13
Particulate matter (kg) (Note 4)	559	314
GHG Emission		
Total GHG emission (ten thousand tons CO ₂ e)	865.32	898.16
Scope 1 direct GHG emission (ten thousand tons CO ₂ e) (Note 5)	858.65	891.83
Scope 2 energy indirect GHG emission (ten thousand tons CO ₂ e) (Note 6)	6.45	6.11
Scope 3 other indirect GHG emission (ten thousand tons CO ₂ e) (Note 7)	0.22	0.22
GHG emission intensity (ten thousand tons CO ₂ e/hundred million kWh)	2.94	3.12
Non-hazardous Waste (Note 8)		
Total non-hazardous waste generated (tons)	305	150
Intensity of non-hazardous waste (tons/hundred million kWh)	1.04	0.52
Hazardous Waste (Note 9)		
Total hazardous waste generated (tons)	261	161
Intensity of hazardous waste (tons/hundred million kWh)	0.89	0.56

FULFILLMENT OF ENVIRONMENTAL MISSION

Notes:

1. The exhaust gas emissions from power generation equipment of companies are calculated based on the actual weight of emission, while the emission from vehicles are calculated based on the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Hong Kong Stock Exchange.
2. The data includes nitrogen oxides emitted from power generation equipment and vehicles.
3. The data only includes sulphur dioxide emitted from vehicles.
4. The data only includes particulate matter emitted from vehicles. During the Year, the Group's particulate matter emission increased, which was mainly due to the increase in the number of diesel vehicles of Gaoantun Power, Inner Mongolia Branch and Southern China Branch.
5. Scope 1 direct GHG emission refers to direct emissions from operations owned or controlled by the Group. The calculation is based on the GB/T32151.1-2015 “Requirements of the Greenhouse Gas Emission Accounting and Reporting – Part 1: Power Generation Enterprise” issued by the Standardisation Administration of the PRC and the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Hong Kong Stock Exchange. The decrease in the Group's direct emission during the Year was due to the decrease in natural gas consumption of its gas-fired power subsidiaries.
6. Scope 2 energy indirect GHG emission refers to indirect GHG emissions from electricity, heat, refrigeration and steam purchased or obtained by the Group. The Group's energy indirect GHG emission only comes from purchased electricity. The calculation is based on the “Average Carbon Dioxide Emission Factor of China Regional Power Grid in 2011 and 2012” published by the National Development and Reform Commission of the PRC. The Group's energy indirect GHG emission increased during the Year, which was mainly due to the following reasons: (i) the acquisition of new power stations by the Northwest Branch and the increase in the time for power generation due to slower average wind speed in the Year which caused an increase in the consumption of purchased electricity; and (ii) the trial of a new project construction at the New Glluen Range Wind Farm has increased the system's standby time and its power consumption accordingly. The Group will continue to take active measures to reduce the consumption of purchased electricity.
7. Scope 3 other indirect emission covers other indirect emissions occurring outside the Group. The calculation is based on the data provided by the International Civil Aviation Organisation (ICAO) Carbon Emissions Calculator, Shenzhen Water (Group) Co., Ltd., and the “Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Hong Kong Stock Exchange.
8. Based on the actual weight of non-hazardous waste generated by the Group, namely scrap metal, waste paper, waste glass and waste plastics. Other non-hazardous wastes, such as domestic garbage and food waste, are collected and disposed by third-party cleaning companies, therefore such data will not be disclosed. During the Year, the increase in the amount of non-hazardous waste of the Group was due to the cleaning of scrap iron carried out by Jingfeng Gas and the strengthening of internal waste classification in accordance with national regulations.
9. Calculated according to the actual weight of hazardous waste. During the Year, Gaoantun Power, Jingyang Power, Jingfeng Gas and Inner Mongolia Branch carried out maintenance and hazards investigation, thus the amount of hazardous waste had increased.

FULFILLMENT OF ENVIRONMENTAL MISSION

RESOURCES CONSUMPTION AND CONSERVATION

In relation to new energy development and use, increasing the wind and solar resources utilisation rate is the focus of the Group at the initial stages of every project. Therefore, the Group has embedded this core principle into every aspect of project construction and operation. Ranging from the aspects of project's site selection, initiation, electricity generation estimation, equipment's selection to management on power-generating equipment, electricity conservation and improvement of the model of the equipment's operation during the project operation, we have established associated management systems and measures. The Group also welcomes essay submissions on technology and implements reward policies annually to encourage improvements on production technologies and electricity generation rate etc.

In an attempt to enhance the economic efficiency of power-generating equipment, reduce the loss and wastage of resources from production to consumption and to raise effectiveness and appropriateness of resources utilisation, the Group formulates and implements a set of internal energy conservation methods with reference to national laws and industrial regulations, such as the Energy Conservation Law of the PRC, Measures for the Administration of Energy Conservation of Major Energy-Consuming Entities and Electric Power Industry Energy Conservation Techniques Supervision Regulation. We will continue to improve and implement a set of internal energy conservation management measures, including:

- Establish and continue to improve the leading group on energy conservation management's job functions and duties, lay down regulations on energy conservation regularly, edit details of implementation of energy conservation management, arrange ratings and assessments for energy conservation and emission reduction, as well as include energy conservation as one of the crucial criteria for the assessment of production and operation management level in each company;
- Implement and expand the energy conservation hierarchy management by setting up an energy conservation training system for management and production personnel to build up their overall sense of energy conservation;
- Research and combine advanced domestic and international experience on energy conservation to introduce, incorporate and develop advanced energy conservation technology, which will be educated and promoted within the Group;
- Apply new designs, equipment, technologies and materials actively during the design and selection process of new or expanded generator sets so as to lay a solid foundation on the long-term safe, stable, economic and eco-friendly operation environment after the commencement of production; and
- Reduce energy and water consumption of generator sets, enhance the design of equipment and increase operational efficiency of generator sets through implementation of numerous measures such as operation optimisation, equipment overhaul and technology transformation.

FULFILLMENT OF ENVIRONMENTAL MISSION

The Group's direct resources consumption mainly comprises of fuels such as natural gas for the generation of electricity, diesel and gasoline for vehicles, and water resources. The Group's electricity generation mode is self-generation for self-consumed with excess power fed back to the grid, while extra electricity is purchased from the State Grid to meet production and operation needs. With the joint effort of employees from various departments in environmental protection and adhering to the internal principle of resources conservation, the total water consumption of the Group is similar to last year during the period, while the intensity of water consumption showing a trend of decline compared to last year. Besides, there is no issue arisen in sourcing water. As the business of the Group does not consist of product packages, therefore we did not use packaging materials. During the Year, energy and water resources consumption of the Group were as follows:

Use of Resources	2020	2019
Energy		
Total energy consumption (MWh)	43,502,673	45,194,720
Energy consumption intensity (MWh/hundred million kWh)	147,892.82	156,893.43
Direct energy consumption (MWh)	43,423,406	45,121,162
Natural gas (MWh) (Note 1)	42,932,372	44,591,248
Gasoline (MWh) (Note 2)	8,185	8,219
Diesel (MWh) (Note 3)	692	453
Self-generated and self-consumed electricity (MWh) (Note 4)	482,157	521,242
Indirect energy consumption (i.e. purchased electricity) (MWh) (Note 5)	79,267	73,558
Water (Note 6)		
Total water consumption (m ³)	1,746,726	1,751,933
Intensity of water consumption (m ³ /hundred million kWh)	5,938.22	6,081.83

Notes:

1. The calculation is based on the GB/T32151.1-2015 "Requirements of the Greenhouse Gas Emission Accounting and Reporting – Part 1: Power Generation Enterprise" issued by the Standardisation Administration of the PRC.
2. The calculation is based on the GB17930-2016 "Gasoline for Motor Vehicles" issued by the Standardization Administration of the PRC and the "Land Transport Enterprises – Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)" issued by the National Development and Reform Commission of the PRC.
3. The calculation is based on the GB19147-2016 "Automobile Diesel Fuels" issued by the Standardization Administration of the PRC and the "Land Transport Enterprises – Guidelines on Greenhouse Gas Emission Accounting and Reporting (Trial)" issued by the National Development and Reform Commission of the PRC. During the Year, the increase in diesel consumption was due to the addition of new diesel vehicles by Gaoantun Power, Inner Mongolia Branch and Southern China Branch.
4. The calculation is based on the actual consumption of self-generated and self-consumed electricity of the Group.
5. The calculation is based on the "Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange.
6. Data herein only includes the consumption of tap water of the Group, excluding the water consumption for heating.

FULFILLMENT OF ENVIRONMENTAL MISSION

ENERGY CONSERVATION IMPROVEMENT

Being a responsible clean energy supplier, the Group upholds the philosophy of environmental protection and puts energy conservation, energy efficiency enhancement and environmental pollution reduction as the core motivation in the pursuit for the sustainable and healthy development of the enterprise. To further eliminate pollutant emission, reduce resources depletion and improve the surrounding ecological environment, each subsidiary of the Group continues to increase its engagement in environmental protection, while upgrading and transforming generators and environmental facilities for energy conservation and emission reduction.



- ⌚ The air inlet filter of the gas turbine has been replaced. By replacing the bag air filter and the air inlet filter, the overall pressure difference of the air inlet filter was reduced, achieving the purpose of reducing energy consumption of the unit; and
- ⌚ The equipment bearings and vulnerable parts of some of the high pressure water pump of the boiler have been transformed and replaced, so as to achieve a stable and efficient operation of the high pressure water supply system of the boiler.



- ⌚ Combustion parameters optimisation and some load adjustment work of the gas turbine combustion chamber were carried out to reduce temperature conversion of the gas turbine premix and diffusion combustion modes, and the emission concentration of nitrogen oxides was reduced from 50mg/Nm³ to about 40mg/Nm³.



- ⌚ Two gas turbine combustors were modified and upgraded to premixed nickel-based alloy burners. By adjusting the combustion parameters, nitrogen oxides emitted by the gas turbines were reduced from 50mg/Nm³ to 30mg/Nm³, and the amount of reducing agent and ammonia slip were also reduced.



- ⌚ Components of the gas turbine combustors have been replaced, alleviating the significant increase of nitrogen oxides emissions caused by combustor blockage. The concentration of nitrogen oxides emitted by the gas turbine decreased from 60mg/m³ to 30mg/m³ after the modification;
- ⌚ The environmental emission transformation of diesel generator set, diesel fire pump and diesel stacking truck has been completed. After transformation, diesel exhaust of Jingqiao Power could meet the exhaust smoke limit in the "Exhaust Smoke Limits and Measurement Methods of Non-road Diesel Mobile Machines" (GB36886-2018); and
- ⌚ The transformation project of No.1 closed water pump coupling has been completed, and the function of power frequency water pump deceleration adjustment was added, so that there is no need to restart the operation when the closed water consumption is required to be reduced, which could greatly reduce the electricity consumption. It is estimated that 132,000 kWh of electricity can be saved in winter.

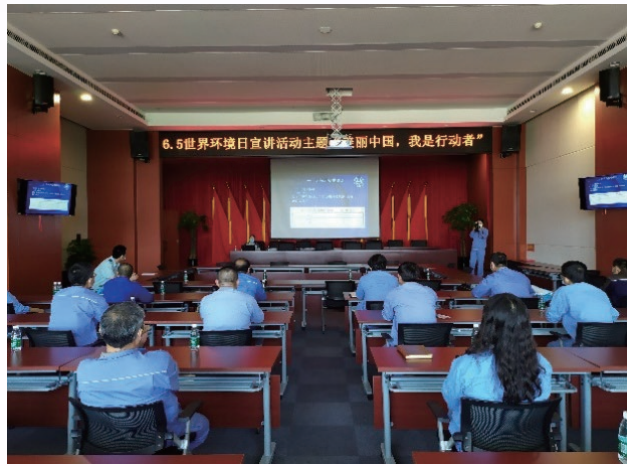
FULFILLMENT OF ENVIRONMENTAL MISSION

GREEN OFFICE

The Group advocates the concept of low-carbon and eco-friendly office and encourages all employees to conserve resources bit by bit by reducing the consumption of water, electricity, paper, and supplies during daily operation in order to reduce energy consumption, pollutants and GHG emission. For reducing greenhouse gases emission and to comply with the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Group advocates and encourages a low carbon and environmentally friendly lifestyle. In the Year, the Group continued to organise energy conservation training for employees, such as online environmental protection training, energy conservation knowledge training, exhibition on environmental protection facilities knowledge and Environmental Protection Day, etc. The Group has effectively improved the employees' ability on environmental protection missions, the awareness of compliance to law and their responsibility on environmental protection by educating them with basic concepts of energy conservation and the new requirements of environmental protection.



Trainings on energy conservation management



Lecture on environmental protection

FULFILLMENT OF ENVIRONMENTAL MISSION

Measures that the Group has implemented to conserve water, electricity, paper and office supplies so as to reduce greenhouse gases emission are as follows:

Water Conservation

- Conduct research on the overall sustainable development of the Group and provide suggestions to the Board;
- Identify, evaluate and manage the risk and performance of sustainable development; as well as set up the criteria for material issues in ESG report and select the issues;
- Review the ESG report and provide improving suggestions to the Board; and
- Keep reviewing the achievement of the related targets disclosed in the ESG report.

Electricity Conservation

- Put up electricity conservation slogans in office areas;
- Remind employees to turn off electric appliances and office equipment when not in use and reduce the standby time of office equipments;
- Fully utilise natural lighting and wind to reduce the use of lighting equipments and air-conditioners;
- Promptly adjust air-conditioners' temperature according to seasonal changes, and maintain the office temperature around 26°C in summer;
- Carry out maintenance and cleaning of air-conditioners regularly to ensure they are in proper functioning; and
- Use energy conservating luminaire, avoid overuse or misuse of lighting, and adjust lights according to weather and seasonal conditions.

Paper and Office Supplies Conservation

- Put up paper conservation slogans in office area;
- Advocate double-sided printing, store up single-sided printed papers for future reuse;
- Set up quota on paper usage of each department;
- Use refillable toner cartridges whenever possible to reduce the frequency of buying new toner cartridge;
- Accelerate e-business development and advocate paperless office whenever possible;
- Prioritize the utilisation of email, intranet, communication software etc. to deliver messages and circulate documents in order to reduce copying and printing of documents;
- Reduce the use of disposable products such as paper cups, prioritise the purchase of recyclable or energy efficient office supplies; and
- Set up waste paper recycling bins in the office to encourage sorting of recyclables.

Business Trips

- Put up promotion slogans about green office in the office bulletin board;
- Adopt video conferences to reduce unnecessary business trips;
- Encourage staff to use eco-friendly travelling methods; and
- Reduce the use of vehicles, carry out vehicle maintenance regularly to maintain vehicle performance and reduce oil consumptions.

FULFILLMENT OF ENVIRONMENTAL MISSION

ECOLOGICAL CONSERVATION

Waste and greenhouse gases emission generated by the Group during its production and operation process pose potential risks to the ecological environment. In a bid to reduce potential risks and create a healthy and harmonious ecological environment, during the process of project development, construction and operation, the Group attaches great importance to biodiversity and animal habitat protection through environment monitoring and the protection and recovery work of, land, vegetation and ecology. For instance, Australia Branch halts its operations of four wind turbines from November to March every year for the migration of large owls. The aspiration of the Group on bird protection has been highly appreciated by the local government. The Southwest Branch selects the locations of wind turbine projects in strict accordance with the regulations of the local government to avoid the main channels and habitats of bird migration as far as possible. It also sets active bird dispellers on the top of the wind turbines to reduce the impact on hovering birds.

In addition, the Group promotes volunteerism on environmental protection by encouraging staff to participate in environmental charity activities, such as community garbage classification and tree planting to contribute to the environment.

Jingxi Power, Jingqiao Power, Gaoantun Power, Weilai Power – World Environment Day

As a response to the World Environment Day, Jingxi Power, Jingqiao Power, Gaoantun Power and Weilai Power actively organised environmental protection themed promotion activities on 5 June 2020. Through environmental protection trainings, the knowledge and awareness towards environmental protection management are improved among the employees. They actively engaged in environmental protection activities in the community like cleaning up rubbish piled up and scattered in the community. Moreover, Jingxi Power held an “Environmental Protection Knowledge Contest” on the same day to improve employees’ understanding of environmental protection and related laws and regulations. Gaoantun Power has organised multiple exhibitions on environmental protection facilities to educate the employees with the new technologies and products for environmental protection. Gaoantun Power has also actively responded to the building of a “waste-free city”, and strengthened environmental protection management and waste classification training of the unit to promote the source reduction of solid waste and resources utilisation. Gaoantun Power also encourages employees to travel by public transportation to reduce greenhouse gases emission.



FULFILLMENT OF ENVIRONMENTAL MISSION

Weilai Power — Community Promotion of Waste Classification

In order to further enhance the popularity of waste classification and the level of community participation, Weilai Power carried out waste classification promotion activities in its community on 28 August 2020 to actively respond to the proposals of the Beijing Municipal Government and BEH. The event delivered waste classification knowledge to the residents in the community and stimulated the enthusiasm of party members to participate in waste classification, so as to build a green community through teaching with entertainment such as waste classification games, quizzes and promotion.



Inner Mongolia Branch — Tree Planting

On 19 April 2020, Datong Photovoltaic Power Station of Inner Mongolia Branch and its youth volunteer service team were invited by the Datong Bureau of Land and Resources to engage in tree planting activity in Datong Voluntary Tree Planting Base. The activity was titled “Ecological Restoration and Construction, Accelerating Green Transformation”. All units responded proactively and more than 300 people has participated. Employees shoveled soil to plant saplings and have planted an aggregate of thousands of trees, which not only put the concept of environmental protection into practice, but also improved and built a decent ecological environment.



FULFILLMENT OF ENVIRONMENTAL MISSION

DEALING WITH CLIMATE CHANGE

Climate change is a current challenge faced by the globe. With the aim to counter the extreme weather and natural disasters brought by climate change, the Group is actively preventing and preparing for the potential risks of climate change, and has complied with law and regulations and industrial standards, such as, Emergency Response Law of the People's Republic of China, Meteorology Law of the People's Republic of China, Flood Control Law of the People's Republic of China, Law of the People's Republic of China on Protecting Against and Mitigating Earthquake Disasters and Measures for the Management of Emergency Plan of Electric Power Enterprises, to set up emergency plans to counter different extreme weather and natural disasters. The Group has identified different transition risks, namely policy and market risks brought by the increasing responsibility for reporting emissions, more stringent monitoring for existing requirements and services and the shift in consumer preferences. With the enhancement of responsibility for reporting emissions, the Group's operating costs has increased. In addition, climate change may create different physical risks, therefore the Group may face more severe extreme weather events and the change in precipitation patterns in the future. These pose a threat to the business and affect its financial performance (such as more frequent natural disasters cause the damage of facilities, leading to the increase in maintenance costs), or cause a decrease in production capacity due to the delay in the project implementation. All of the above would affect the Group's operation stability directly and indirectly.

In response, the Company has carried out risk identification and formulated a series of measures to better adapt to future extreme weather events. The Group has set up a special task force and implemented advanced monitoring alarms and emergency processing systems to ensure the safety of employees and reduce property loss. In addition, we have conduct risk analysis for various natural disasters such as serious air pollution, frosting, rainstorm and flooding to identify potential hazardous sources and to analyse the impact of different hazard levels on work safety, operation management and staff safety. We have also clearly listed the responsibilities of each department in the emergency plan, and replenished preventive supplies and tested facilities regularly. We have incorporated emergency professional training into the year plan for employee training, and we organised and carried out training work actively. According to the emergency plan, we are required to organise at least one emergency drill per year, while evaluating on the drills to maintain production and operation safety of the power station. It can also ensure the ability to deal with emergency issues by controlling, alleviating and eliminating the loss and effects brought by the emergency issues.

Meanwhile, at the 75th Session of the United Nations General Assembly on 22 September 2020, China announced that the carbon dioxide emissions of the country would come to its peak by 2030, gradually reduce its carbon emissions thereafter, and would become carbon neutral by 2060. Carbon peak and carbon neutral have been included in the national goals for constructing ecological civilisation, and the country has proposed to build a new power system with new energy as its main contribution. Therefore, the Group attaches great importance to the national goals of carbon peak and carbon neutral, and has begun to research on measures to achieve the goals. The Group will continue to ensure the stability of electricity supply, enhance its emergency response and risk prevention capabilities, while taking the lead in implementing a “zero carbon” energy transition, so as to implement the coordinated development of the Beijing-Tianjin-Hebei region and jointly create regional carbon neutral. The Group will seize the historic opportunity in the development of clean energy, optimise its equipment performance and development strategies, invest heavily in the development of pumped storage power stations and focus on the development of new energy storage technologies. The Group has also expanded its integrated energy services to assist the country to comprehensively launch carbon trading.

CONCERNING EMPLOYEE BENEFITS

Upholding the management philosophy of “people-oriented and pursuit of excellence”, the Group endeavors to create a comfortable and healthy working environment as well as a harmonious and excellence-driven working atmosphere and strives to build a talent team with outstanding competency. The Group strictly complies with the relevant labour laws and regulations such as the Labour Law of the PRC, Labour Contract Law of the PRC, Company Law of the PRC, Social Insurance Law of the PRC and Law of the PRC on the Prevention and Control of Occupational Diseases. We care for both the physical and mental health of our employees by protecting their legitimate interests and rights. Through constantly improving the human resources management system, employee allocation, training, assessments and reward system as a whole, we aim to fully develop our talents’ potential, utilize their individual values, optimize the talent structure and facilitate the growth of our employees together with the enterprise.

EMPLOYMENT POLICY AND LABOUR PRACTICES

The Group adopts a fair and non-discriminative employment policy and strictly conforms to the Labour Law of the PRC, Labour Contract Law of the PRC, the Group’s employment management measures and a series of internal management measures and systems related to recruitment, hire, resignation, remuneration, employee assessment and training. Hence, we employ, assess, train and manage employees with no discrimination on grounds of gender, age, disability, race or religion. In the Year, the Group employed 17 physically challenged employees. The Group has mainly adopted an open recruitment method to the public and is complemented by internal recommendations as its recruitment method. During the recruitment process, the Group selects suitable talents who meet job or work requirements based on the criteria including academic background, moral, ability, experience and physique while upholding the principle of professionalism, integrity, transparency and fairness. This ensures that the Group can appoint people with merit, use their strengths and appropriately employ the right people for the right position so as to foster a diversified talent team formation with different ages, education, genders and experiences. As of the end of the Year, the Group had 2,817 employees in total. The age of employees shows a rejuvenation tendency, with 47% of employees aged below 35 years old. The education level of employees is generally high, with almost 60% of employees holding a bachelor’s degree or above; ratio of female management at mid-level and above has increased to 19%, a total of 74 employees.

CONCERNING EMPLOYEE BENEFITS

Indicators	2020		2019	
Gender Demographic¹				
<i>Gender</i>	<i>Number</i>	<i>Ratio</i>	<i>Number</i>	<i>Ratio</i>
Male	2,166	76.89%	Not Applicable	Not Applicable
Female	651	23.11%	Not Applicable	Not Applicable
Age Demographic				
<i>Age Distribution</i>	<i>Number</i>	<i>Ratio</i>	<i>Number</i>	<i>Ratio</i>
35 years old or below	1,335	47.39%	1,319	47.74%
36 to 45 years old	626	22.22%	689	24.94%
46 to 55 years old	742	26.34%	662	23.96%
56 years old or above	114	4.05%	93	3.37%
Education Level Demographic				
<i>Education Level</i>	<i>Number</i>	<i>Ratio</i>	<i>Number</i>	<i>Ratio</i>
Doctoral	1	0.04%	1	0.04%
Master	172	6.11%	214	7.75%
Bachelor	1,526	54.17%	1,395	50.49%
College education or below	1,118	39.69%	1,153	41.72%
Employment Type Demographic²				
<i>Employment Type</i>	<i>Number</i>	<i>Ratio</i>	<i>Number</i>	<i>Ratio</i>
Full-Time	2,817	100.00%	Not Applicable	Not Applicable
Part-Time	0	0.00%	Not Applicable	Not Applicable

¹ The Group began to disclose the number and ratio of its employees by gender from the Year.

² The Group began to disclose the number and ratio of its employees by employment type from the Year.

CONCERNING EMPLOYEE BENEFITS

Indicators	2020		2019	
Geographical Demographic³				
<i>Geographical Region</i>	<i>Number</i>	<i>Ratio</i>	<i>Number</i>	<i>Ratio</i>
Northern China	1,890	67.09%	Not Applicable	Not Applicable
Northeast China	103	3.66%	Not Applicable	Not Applicable
Eastern China	12	0.43%	Not Applicable	Not Applicable
Central China	1	0.04%	Not Applicable	Not Applicable
Northwest China	266	9.44%	Not Applicable	Not Applicable
Southern China	542	19.24%	Not Applicable	Not Applicable
Overseas	3	0.11%	Not Applicable	Not Applicable

The Group strictly abides by relevant laws and regulations such as the Provisions on the Prohibition of Using Child Labour and, after verification of personal identity documents, provides labour contracts to ensure legal employment, in order to eliminate child labour and any forms of forced labour. During the Year, there were no cases of child labour or forced labour in the Group. If child labour is found, we will immediately stop his/her work and conduct an investigation to identify the breach and implement remedial actions to prevent recurrence. On working hours, the Group adopts a fixed working hour system in which employees are required to work eight hours per day and forty hours per week. Overtime working is not encouraged and any forced labour behaviour is prohibited. Employees are entitled to defer leaves or shift leaves if they are required to work overtime. Upon the receipt of employee resignation notice, the Group not only performs resignation procedures and settles the salary payment according to the regulations, but also arranges an interview to communicate and understand the reasons of leaving, as well as collect their opinions and suggestions, which further helps to improve the Group's business operation.

³ The Group began to disclose the number and ratio of its employees by geographical region from the Year.

CONCERNING EMPLOYEE BENEFITS

Turnover Rate ⁴	2020
Total	4%
By Gender	
Male	5%
Female	4%
By Age Group	
35 years old or below	4%
36 to 45 years old	3%
46 to 55 years old	6%
56 years old or above	6%
By Geographical Region	
Northern China	5%
Northeast China	1%
Eastern China	0%
Central China	0%
Northwest China	3%
Southern China	2%
Overseas	0%

⁴ The Group began to disclose the turnover rate from the Year

CONCERNING EMPLOYEE BENEFITS

On the basis of the responsibility system for post targets, the Group has established an overall employee performance assessment system to fully implement the reward mechanism. The Group strictly conforms to the Labour Contract Law of the PRC and the internal remuneration management measures. Remuneration management is conducted in pursuance of the principle of fairness, motivation and legality. Employee remunerations comprise of basic salary and performance bonus, which is calculated based on the employee's monthly attendance, rewards and punishment. Moreover, with the ability-oriented principle, the Group conducts annual employee assessments and gives scores based on working attitude, competence and professional knowledge. The assessment result is used as a significant reference for the annual rewards, and to determine the final amount of the employee remunerations. The implementation of individual performance assessment helps employees to unleash potential and make continuous contribution, which also motivates and disciplines them at the same time.

Indicators	Unit	2020	2019
Number of management at mid-level or above	Person	384	328
Number and ratio of female management at mid-level or above	Person (%)	74 (19)	41 (12.5)
Number and ratio of male management at mid-level or above	Person (%)	310 (81)	287 (87.5)
Number of physically challenged employees	Person	17	18
Signing rate of employment contract	%	100	100
Coverage rate of social insurance	%	100	100
Percentage of employees joining the labour union	%	98	99
Average paid annual leave	Day	10	10

TALENT DEVELOPMENT

Talents are the driving force of enterprise development. The Group has always emphasized on employee training and development to leverage the management degree of the enterprise, improve employees' overall quality and build teams with exceptional talents and abilities. The Group continues to strictly execute and improve employee training management measures, where the training management system covers company level, departmental level and front-line safe production level, forming systemic, professional and diversified training courses. The Group also focuses on the training practicality and provides targeted training for employees according to company development strategies and the professional needs of each position. Meanwhile, the Group also encourages employees to participate in external training on their own, which increases the opportunities for employees to exchange and learn and broaden their horizons. Employees are required to undergo evaluation after training, which lets the company to review their mastery of the training content, explore employees' potential and continually improve the effectiveness of training. In order to strengthen the employees' emphasis on their own skills, the Group includes training as a criterion in their annual performance appraisal by implementing a training assessment mechanism. The Group also implements promotion management systems such as management measures on mid-level management and cadre selection to enhance the selection of outstanding employees, keeping the team's strength and vigor.

CONCERNING EMPLOYEE BENEFITS

During the Year, based on its enterprise features and focusing on the reality, the Group created a series of management training programs to continuously increase professional efficiency and cultural literacy. Position-specialized training, new employee inductions and frontline employee technological skill trainings are also provided based on actual business production and technical characteristics. The training program contains various topics and conducts in different modes. A total of 14 types of training were carried out with training coverage of 96% and training time per capita having reached 143 hours, fostering employees' comprehensive capability remarkably.

Indicators	Unit	2020	2019
Number of employees trained (total number of employees attending training)	Person – time	88,604	77,044
Total investment for employee training	Ten thousand RMB	510	622
Coverage rate of employee training	%	96	97
Total hours of employee training	Hour	402,067	420,513
Training hours per capita	Hour	143	155
Percentage of Employee Trained⁵			
Male	%	96	Not Applicable
Female	%	96	Not Applicable
Senior	%	99	Not Applicable
Middle	%	95	Not Applicable
Junior	%	97	Not Applicable
Average Training Hours			
Male	Hour	125	Not Applicable
Female	Hour	202	Not Applicable
Senior	Hour	145	Not Applicable
Middle	Hour	136	Not Applicable
Junior	Hour	145	Not Applicable

⁵ The Group began to disclose the data of the percentage of employee trained and the average training hours of employees at different levels from the Year.

CONCERNING EMPLOYEE BENEFITS

Jingxi Power — Management Skills Training Camp

In order to improve the management skills of middle level managers and key staff, Jingxi Power organised a management skills training camp in October during the Year. The camp aims at assisting the managers in developing better understanding of their job positions and the required skills, improving their analytical and problem-solving skills, so as to make greater contributions to the enterprise development. The camp was organised in small groups with five themes: team-building, problem-solving and analysis, project management simulation, human resources management, and financial literacy. Through these training, managers' transposition and independent thinking skills were enhanced, and they have had better understanding on the importance of effective communication so as to enhance the executive power, work efficiency and management effectiveness.



The Company — New Employees Induction Training

In order to help new employees to familiarise with their job positions, the Company held a 10-day orientation training for new employees from 26 August to 4 September. 72 new employees from 12 units had attended the training. The training included not only courses about safety regulations and basic knowledge of power generation enterprises that can meet the requirements of safe production, but also contained courses related to corporate culture, human resources management and team communication ability, etc. Also, a site visit at Jingxi Power was arranged so that they can learn about gas-fired power enterprises. Through the training, new employees could understand the corporate culture effectively, adapt to the new job environment as soon as possible, and stepping a new journey ahead.



CONCERNING EMPLOYEE BENEFITS

OCCUPATIONAL HEALTH AND SAFETY

The Group strictly implements the internal management systems such as occupational health management measure and labour protective equipment management measure to perform occupational safety supervision, so as to provide a working environment and condition according to the national occupational health and sanitation standards. New employees are required to receive production safety education and technical safety training organised by the production safety department, and to sign relevant documents such as safety protocols and complete pre-job health check. Employees are only allowed to proceed to admission procedures after the training and passing the examination. At the same time, the Group actively conducts engineering technological renovation, strengthens protection for employees with special duties, arranges health check for employees, monitors occupational risk factors at the workplace, formulates emergency plans and performs regular drillings in order to prevent and control occupational hazards. Caring for the mental well-being of our employees, the Group organises mental health training courses and counseling activities. In addition, the Group avoids assigning pregnant or postpartum employees to perform duties that may pose harm to their bodies pursuant to the national Special Rules on the Labour Protection of Female Employees, so as to safeguard female employees' labour rights during pregnancy, maternity and lactation. During the Year, the Group did not have any cases of work-related injury, so the number of lost days due to work injury was 0.

The number and rate of work-related fatalities of the Group in the past three years were as follows:

Health and Safety	2020	2019	2018
Number of work-related deaths (persons)	0	0	0
Percentage of work-related deaths (%)	0	0	0

CONCERNING EMPLOYEE BENEFITS

Shangzhuang Power – “Prevention and Control of Occupational Diseases Law” Promotion Week

In order to further promote knowledge related to prevention and control of occupational diseases, enhance employees' awareness and their ability in self-protection so as to protect their rights and interests in occupational health, Shangzhuang Power has carried out the Law of the PRC on the Prevention and Control of Occupational Diseases Promotion Week. The theme of the Year is “Take Action to Safeguard Occupational Health”. Employees of all departments needed to learn relevant laws and regulations including but not limited to the Law of the PRC on the Prevention and Control of Occupational Diseases. Related display boards and painting album had also been posted on safety bulletin boards and production areas of the Shangzhuang Power. The activity has created an atmosphere for the prevention of occupational hazards and the protection of employees' health, and has further enhanced employee's awareness on occupational health.



Beijing Branch – Accident Warning and Education

During the Year, Haixing Photovoltaic Power Station of the Beijing Branch has organised front-line staff to watch videos related to accidents and warnings to raise safety awareness at work. Through educational materials of the “Production Safety Month”, mobile applications, online videos and other platforms, employees were separated into batches to participate in watching more than 20 accident warning and education videos from the “2020 Production Safety Month”. Topics include fire incidents, electric shock, traffic accidents, and construction incidents and so on. Through watching the videos, employees realised the importance of safe production, thus have learned to take precautionary measures to eliminate hidden dangers in a timely manner and work safely.

CONCERNING EMPLOYEE BENEFITS

During the Year, in order to avoid the infection and spreading of the Coronavirus Disease (the “COVID-19”), the Group has established an emergency plan, which included a number of prevention and control measures, and had procured anti-epidemic supplies for employees to protect their safety and health. The Group strictly implemented epidemic prevention and control measures according to the deployment of local government on strengthening epidemic prevention and control, and therefore has formed a leading group and issued emergency notices of epidemic preventions and controls. The Group’s leading group of epidemic prevention is responsible for formulating measures and preparing adequate epidemic prevention supplies, such as masks and thermometers, for employees. In addition, all units strictly implemented the health inspection report system. All personnel entering the Group premises are required to wear masks and take temperature measurement. People with abnormal temperature or related disease symptoms are not allowed to enter the premises. At the same time, in order to improve employees’ awareness of epidemic prevention, the Group organised trainings to all staff on COVID-19 prevention and control knowledge, personal protective measures and their usage methods, in a bid to cultivate good hygiene habits for staff. We also give priority to the use of natural ventilation to enhance airing and ensure normal operation of the centralised air-conditioning ventilation system to ensure sufficient indoor air circulation and reduce the risk of virus transmission.

CARING FOR EMPLOYEES

Employee Welfare

In accordance to internal management systems such as social insurance and housing provident fund, regular body checks, enterprise basic medical insurance and labour welfare, the Group offers a number of welfare and settles social insurances and housing provident fund for employees according to laws such as the Regulation on Public Holidays for National Annual Festivals and Memorial Days and the Memorial Days and Implementation Measures for Paid Annual Leave for Employees of Enterprises. Employees are entitled to holidays such as national statutory holidays, public holidays, paid annual leave, sick leave, home leave, marriage leave, funeral leave and maternity leave, and allowances including heatstroke prevention subsidy and winter heating allowance. In addition, with building a harmonious labour relationship as the outset, the Group increases welfare benefits such as funds for Children’s Day and reimbursement for children’s medical expense according to its own economic efficiency, which aims to enhance the sense of belonging of employees. For the convenience of physically challenged employees at work, the Group has launched barrier-free facilities at the workplace to ensure their accessibility, safety and convenience. The Group also communicates with them regularly to understand and help them to overcome difficulties at work and their daily lives.

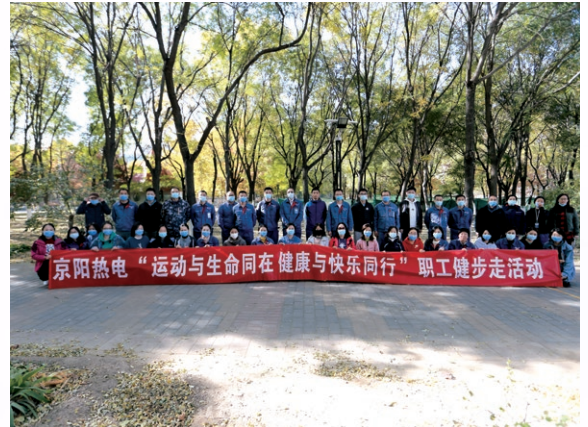
CONCERNING EMPLOYEE BENEFITS

Employee Activities

To facilitate work-life balance and enhance the relationships among colleagues, the Group organised multifarious sports and cultural activities annually, such as the festive parties, tug of war, fun sports day and fun factory run, etc.



Skill Competition for Workers



Healthy Walking



Tug of War



Fun Sports Day

CONCERNING EMPLOYEE BENEFITS

Jingfeng Gas – Fun Factory Run

In order to improve the physique of employees and create an atmosphere of “joyful workplace and healthy lifestyle”, Jingfeng Gas held the fun factory run activity with the theme of “Friendship, Industry and Environmental Protection” on 13 November 2020. A total of 60 participants from 15 teams from various departments took part in the competition. To bring more excitement to the competition, the fun run was carried out in an innovation way with game competitions. Each team in a group of four had to transport the garbage model to the finish line under cooperation. Through fun factory run, employees had enjoyed their moments during the run and at the same time demonstrated the team spirit of unity, love and cooperation, enhancing the collective cohesion and sense of honor.



Through organising various activities such as safety knowledge competition, skill competitions and labour competitions, the Group has stimulated the enthusiasm and innovation of employees in all positions of the Group. This improves their professional operation skills as well as promotes the construction of high-quality workforce. The Group also provided generous rewards for outstanding employees.

The Company – The 10th “Jingneng Cup” Wind Turbine Operation Skills Competition

On 12 October 2020, the 10th “Jingneng Cup” Wind Turbine Operation Skills Competition was held in Ningxia Lingwu Wind and Photovoltaic Power Station. The competition was organised by the BEH Labour Union, the Labour Union of the Company and the Northwest Branch. After nearly one month of theoretical study and practical training, a total of 12 contestants entered the final. The competition was divided into three parts: theory examination, wind turbine operation and compact substation operation, which comprehensively examined the contestants' theoretical knowledge of wind farms and related equipment. In order to enrich the content of the skills competition, the forum of “Innovation Leaders” was set up for the first time. Experts from the wind power industry and staff from the production line of BEH shared innovative ideas, improved their innovation capabilities and promoted technological exchanges among enterprises.



CONCERNING EMPLOYEE BENEFITS

Helping Employees in Difficulties

Employees create corporate values for the enterprise, but they also need the care and solicitude from the enterprise. Upholding the philosophy of “people-oriented”, the Group strives to create a caring and harmonious big family by concerning employees’ immediate interest and providing assistance to tide over their crisis. Under the assistance mechanism for employees in difficulties, the Group provides assistance to employees in difficulties. Through filing profiles of employees with hardship, we regularly visit them to understand and grasp the living conditions of employees in difficulties. According to the difficulties the employees encountered in medical care, living and children schooling, respective assistance is provided to the employees, achieving targeted poverty alleviation. During the Year, the Group has invested RMB126.2 thousand in assisting employees in difficulties and 82 of them were financially helped.

IMPROVING PRODUCTION AND OPERATION

In the course of development, the Group has been striving for perfection through constantly improving every part in the business operation and conducting scrutiny on the origin and process control, so as to make contributions to the society by continually deliver safe and stable power supplies. Due to the business nature of the Group, it does not involve in advertising or labeling relating to products or services.

SUPPLY CHAIN MANAGEMENT

In relation to suppliers and tendering, the Group has established an internal management system, under which entrance, assessment and improvement of suppliers are formulated, in order to reduce procurement risk and ensure that the procurement supplies can satisfy business competition requirements which in turn optimises the supply chain management values. We regularly evaluate the performance of current suppliers in terms of their corporate management level, credibility, product quality, delivery and service, with quarter and annual reviews as well as the integration of business and production reviews to achieve centralised management, dynamic assessments, assistance to competent supplier and elimination of incompetent ones. If the supplier's behaviour is not in line with the Group's policies, we will stop engaging the related suppliers until the situation improves. New suppliers will only be added into the list of qualified suppliers after being accredited by the Group. In the selection of suppliers, we consider factors such as the suppliers' environmental, health and safety performance. Through procurement contracts and environmental and safety commitments from suppliers, we ensure that their products meet our quality, safety and environmental standards. During the Year, the number of suppliers in compliance with the Group's practices regarding the selection of suppliers was 1,246.

The Group advocates green procurement. We prefer local suppliers and products with energy or water efficiency labels, and require suppliers to provide environmentally-friendly products according to business needs, such as minimising the use of raw materials. At the same time, the Group strengthens suppliers risk management, regularly identify, assess, manage and monitor environmental and social risks of the supply chain. By examining global and local updates on supply chain related policies and regulations, the Group can identify potential environmental and social risks of the supply chain and the possibilities that may have financial impact on the Group's business. We also advocate fair competition, strictly in compliance with the Bidding Law of the PRC and other relevant laws and regulations, adopt zero-tolerance to crimes such as fraud, corruption and commercial bribery, and boost and enhance accountability and ability of suppliers. In addition, in order to facilitate the business partners to fulfill their social responsibility continually and create a sustainable supply chain, the Group includes social responsibility into supply chain management, imposes requirements regarding the compliance of laws and regulations, environmental protection, labour rights and operation integrity upon suppliers. The Group also sets up social responsibility training mechanism with regards to suppliers, offering training courses on environment, health and safety, which facilitates the fulfillment of suppliers' responsibility. During the Year, the Group's cooperative suppliers had no significant negative news.

IMPROVING PRODUCTION AND OPERATION

During the Year, the number of suppliers of the Group by geographical region was as follows:

Regional Distribution of Suppliers ⁶	2020
Northern China	656
Eastern China	72
Central China	14
Northwestern China	31
Northeastern China	17
Southern China	249
Overseas	207
Total	1,246

SAFE AND STABLE POWER SUPPLY

Production safety is the foundation and security of enterprise development. Pursuant to the Production Safety Law of the PRC and Regulations of Beijing Municipality on Production Safety and other relevant laws and regulations, the Group persists in the management approach of “safety first, prevention as principle, and governance as whole”, and improves and implements a series of production safety related internal systems, such as production safety responsibility system and investigation and governance of accidents and uncertainties, under which production safety duties of employees at all levels are specified. The Group also enhances management and supervision on fire control, stipulates transport, storage and use of flammable and explosive products, organises production safety training extensively, initiates “Production Safety Month” regularly, improves reporting and investigation procedures of production safety incidents, and strengthens the inspection and management of potential safety risks, so as to secure a safe and stable power supply. The Group formulates emergency plans for natural disasters in accordance with industry characteristics, so as to ensure when encounter disasters, all segments and power stations will follow the emergency plan and set up an on-site emergency task force immediately. Staff will then handles on-site emergencies, and seeks support from superiors, local government or rescue agencies when needed in a bid to mitigate and reduce the impact of the incidents.

⁶ The Group began to disclose the number of suppliers by geographical region from the Year.

IMPROVING PRODUCTION AND OPERATION

To implement the production safety approach, the Group initiated quarterly safety and environmental protection management inspections to enhance the level of monitoring for production safety. In addition to on-site inspections, the Group is able to fully understand the implementation of the production safety and production safety responsibility system by exchanges, questions and answers with employees and during the inspections. Furthermore, the Group has discovered and rectified issues by conducting comprehensive inspections on each business segments such as, “Spring Inspection”, “Autumn Inspection”, inspection of specified hazardous chemicals, annual inspection of wind power station, flood-control inspections, wind-proof inspections, fire-proof inspections, freeze-proof inspections and frost-proof inspections, fire safety hazard inspections etc. to monitor hazards regularly and systematically. At the same time, with reference to the operation characteristics of each business segment, the Group further reinforces facility management, focusing on maintenance, optimisation of operation and repair to improve the healthy operation level of the units. During the Year, the Group did not experience any personal or equipment accidents. The average utilisation hours of wind and photovoltaic power generation were higher than the national level.

Indicators	Unit	2020	2019
Investment for production safety	Ten thousand RMB	6,798	6,799
Number of emergency drills	Times	407	408
Participants of production safety training	Person – times	58,012	58,020
Number of significant equipment accident	Times	0	0
Number of general equipment accident	Times	0	0
Number of unscheduled stoppage	Times	18	14
Equivalent availability factor of unit	%	94.94	92.90

Inner Mongolia Branch – Fire Safety Training

On 10 November 2020, Inner Mongolia Branch organised the fire safety training during the Fire Safety Promotion Month, and invited professionals from fire safety training institutions to give a talk. During the training, all members watched videos about the causes of different fire accidents and learned how to use the filter type self-rescue breathing apparatus. Inner Mongolia Branch strictly implemented the safety requirements of BEH. It carried out drills related to the usage of fire extinguishers and other equipment, and required all the participants to try to carry out drills of firefighting operations. Participants had learned to use water-based and dry-powder fire extinguishers and other firefighting equipment, and thereby mastering the basic extinguishing ability.



IMPROVING PRODUCTION AND OPERATION

Gaoantun Power — Large Scale Experiential Event of “Emergency Response Promotion in Enterprise”

In response to the deployment and spirit of national and local governments on emergency management, safe production, disaster prevention and mitigation, and enhance the awareness of emergency response and safety of employees, Gaoantun Power carried out a large-scaled experiential event entitled “Promoting Emergency Response in Enterprises” during the Year. The event attracted 200 employees of Gaoantun Power to participate in it. The event covered areas of different themes, such as emergency response ability, emergency evacuation drills, experience of disaster prevention and mitigation, knotting skills, handling physical obstruction, smoke escape simulation experience area, and so on. Activities were in the forms of both theoretical and practical, and had utilised various media to present. By continuously exploring innovative education channels, bringing safety culture to the daily operation of Gaoantun Power, employees are influenced to ensure the production and operation safety of the enterprise.



IMPROVING PRODUCTION AND OPERATION

Beijing Branch — “Production Safety Month” Activity

During the Year, Beijing Branch organised various promotional events related to the theme “Eliminate hidden dangers, Establish safety strategies” during the Production Safety Month. For instance, safety education videos were broadcasted and work safety posters were hung up in office to create an atmosphere for the activity. Beijing Branch also conducted work safety promotion and training for all employees, so as to arouse employees’ enthusiasm and interest in learning safety knowledge and practicing safety concepts. Safety sharing sessions were also arranged in locations where accidents happened, and relative feasible preventive measures were formulated according to the sharing, so as to enhance employees’ safety awareness and vigilance against accidents. During the Production Safety Month, all units conducted informative training about safety knowledge, including the use of fire equipment and facilities with field practices, the use of positive pressure and self-rescue breathing apparatus, the training for cardiopulmonary resuscitation (CPR) and escape at high altitude. Through these training, employees’ emergency knowledge and risk awareness have been enhanced, while their emergency rescue skills have also been strengthened.



INNOVATION AND INVENTION

With the deep development of the reform in electrical systems, the Group is dedicated to seeking development opportunities by promoting its technological innovation to consolidate its overall technological level, bolster its market competitiveness and further unleash corporate developing potential. Established thorough technological management systems and strictly complied with relevant laws and regulations, such as the Patent Law of the PRC and Confidentiality Provisions on Science and Technology, the Group implements several internal management systems such as technological improvement incentive system and key technology project management measures, under which technological project management is stipulated to raise the safety, operating economic efficiency, equipment proper functioning level and management level of generator set so as to initiate self-innovation and development. Emphasising the importance of technological talents training, the Group enhances employees’ technological training, establishes internal technological exchange platform and encourages employees’ participation in technological innovation sharing to broaden their industrial knowledge and strengthen their technological and innovative ability. The Group also sets up Technology Progress Award to appreciate and reward outstanding technological achievements and encourages employees’ improvements and perfection in technology of the enterprise. During the Year, the Group has obtained 10 patents.

IMPROVING PRODUCTION AND OPERATION

Jingqiao Power — Research Projects on Technology

Jingqiao Power and HIT Robot Group jointly developed the “Hazardous Gas Detection Robot Research Project” to detect the source of gas leakage and the explosion limit range by robots at the natural gas offtake station. With this technology, workers will not be exposed to the risks of explosion in the occurrence of gas leakage to ensure their safety. In order to support the development of robot detection system for hazardous gases, Jingqiao Power has completed the construction of automatic charging piles, the laying of hardened pavement and the construction of host server to meet the requirements of replacing manual inspection of hazardous environment by robots. In the second phase of the project, the system would be able to conduct full range inspection and leakage detection, automatically identify equipment and locations in the station, and predict the probability of gas pipeline leakage. The system is undergoing platform construction, and with the control at the platform, it will be able to manipulate the robot remotely to conduct smart inspection and prevent explosion around station environment.

PRIVACY PROTECTION

The Group has implemented employee behaviour standard and code of morality, which stipulate that employees must abide by every internal privacy mechanism and shall not disclose any exclusive data to third party unless upon approval. The Group also requests that all employees whose duties involve in internal confidential documents and intellectual property must sign the confidentiality agreement. With respect to key technological project, technological researchers and other relevant personnel who know or access to the confidential technological contents are subject to confidentiality obligations of the development of technological project in accordance to the agreement. Employees with intellectual property achievements shall not disclose any core technology via dissertations, journals, books or sharing without the consent of department heads during the confidentiality term. Employees shall abide by the “non-competition principle” to keep the commercial secret confidential after resignation, given that their positions involved confidential information and contents. The Group shall reserve the right to pursue legal actions under the condition of divulging secrets leading to great loss to the enterprise or the country.

IMPROVING PRODUCTION AND OPERATION

ANTI-CORRUPTION

To maintain the honesty and integrity in corporate operation, the Group strictly conforms to relevant national laws and regulations such as Criminal Law of the PRC and Anti-money Laundering Law of the PRC, and implements internal anti-corruption systems such as employee behaviour standard and code of morality to restrict and regulate the behaviours of employees. With the aim to prevent corruptive behaviours during tendering and material procurement, the Group has established stringent procurement management system and reduced the impacts arising from human factors by carrying out procurement through internal e-communication system. To prevent corruption in procurement process, we adopt online public price inquiries on material procurement so as to prohibit splitting of bills and acts that avoid bidding. During tendering process, accepting bribery and kickback or using illegal ways such as bribing to win the tendering from relevant staff are strictly prohibited as it undermines fair competition. In addition, in order to effectively monitor the reporting cases, the Group has set up an efficiency taskforce to directly handle complaints and conduct investigations. At the same time, it strengthens the reporting system for corporate discipline inspection and supervision through people's letters and visits to further ease the reporting channels. Discussions, talks, anti-corruption educational video clips broadcast and on-site visit to anti-corruption educational institution are arranged to instill a sense of integrity to employees and to enhance the education of integrity for the personnel at key positions, so that the employees will stay alert at all time to tackle corruption. We also strengthen internal supervision by conducting regular auditing and internal inspection to ensure that employees are law-abiding and disciplined. During the Year, a total of 1,849 employees received anti-corruption training, with the total training hours of 5,062 hours.

On the other hand, the Group continually strengthens the integrity within the party through executing internal systems such as management and regulations on party integrity construction and implementing accountability for party integrity construction to regulate conducts of party members. Letters of responsibility on party integrity construction are required to be signed at each level to fully implement responsibilities of exercising party self-governance and supervision. The Group has also established the prevention, punishments and anti-corruption system which emphasises on education, systems and supervision. During the Year, the Group did not have any illegal cases or litigation cases related to corruption, bribery, extortion, fraud and money laundering.

IMPROVING PRODUCTION AND OPERATION

Jingxi Power — Anti-Corruption Education Visit

In order to promote the culture of integrity and create a clean and righteous atmosphere, Jingxi Power arranged a visit to the Beijing Municipal Education Base of Anti-Corruption for 37 party members and cadres at mid-level or above on 13 November 2020. Members visited the Ming Dynasty Anti-Corruption Historical and Cultural Park and received education on clean government culture. Through watching graphic display, listening to case studies and participating in scene experience, members looked into four theme areas, including anti-corruption system of the Ming Dynasty, historical events of anti-corruption and building a clean government, the social atmosphere of corruption and warnings from historical events in an orderly manner. They also conducted idea exchange and learning based on the ideas, practices, experiences and lessons of anti-corruption, punishment and anti-corruption prevention in the Ming Dynasty. Through the learning tour, party members and cadres not only gained a better understanding towards the ancient Chinese culture of clean government, but also reminded them to maintain integrity at work, affirming the building of legal system consciousness, discipline consciousness and rules consciousness which provides strong and honest ideas for all tasks, and creates a corruption-free environment for the company development.



IMPROVING PRODUCTION AND OPERATION

Southwest Branch — Anti-corruption Training

In a bid to further enhance the integrity and self-discipline awareness of employees at key positions, Southwest Branch carried out the annual educational conference on 6 August 2020. A total of 55 people, including company leaders, middle-level cadres and personnel at key positions, attended the education. On that day, party members, cadres and key employees watched the “Clean Sichuan – The “Black Hands” Behind Procurement” and “Upholding the Family Values- Thrifty and Integrity” warnings and education film. Via learning from both positive and negative sides of typical events, party members and the leading cadres were advised to enhance their awareness of integrity and self-discipline, resolutely oppose all illegal behaviours. They were also reminded to pay attention to family values building, carrying forward the tradition of integrity and diligence and creating a probity atmosphere. Shortly, 36 middle-level cadres of the company participated in the 2020 online integrity knowledge test under the arrangement of the Discipline Committee of Southwest Branch, which further deepened their understanding of the Regulations of the Communist Party on Discipline Actions and other relevant knowledge through “learning from testing”. These educational activities not only laid a good foundation to maintain a clean and righteous working atmosphere at Southwest Branch, but also consolidated the integrity and self-discipline of employees.



CONTRIBUTING TO COMMUNITY HARMONY

Since the establishment of the Group, we always attach great importance to the welfare of the community where we operate and proactively fulfill our social responsibility as a state-owned enterprise to achieve harmonious development between the enterprise and community. On one hand, the Group participates in charitable activities in different aspects, including epidemic prevention, environmental protection, donations for schools, and volunteer services so as to help social vulnerable groups continuously. On the other hand, the Group actively responds to the call of the national government by launching targeted poverty alleviation in impoverished areas so as to enhance their productivity and living standards and help the poor achieve self-reliance.

CHARITY AND PUBLIC WELFARE

The Group extensively organises and encourages employees to engage in public welfare events, such as epidemic prevention, donation for schools, donation of second-hand goods environmental protection, and voluntary services to express our care and support towards the local community through various forms.

Jingxi Power – Shijingshan District City Service Day

In order to further strengthen the propaganda of the national civilised city and improve the civilised quality of the community residents, 26 volunteers from Jingxi Power have actively participated in the voluntary service activities held by Shijingshan District. By cleaning up the garbage and fallen leaves in the community, we imparted the knowledge of building a national civilised city to the residents, increased the residents' support of and participation in building a civilised city, and further enhanced the education of social morality, family virtues and civilised etiquette, which has contributed to building a national civilised city.



CONTRIBUTING TO COMMUNITY HARMONY

Jingfeng Gas — Community Epidemic Prevention Volunteer Service

Since the outbreak of the epidemic, employees of Jingfeng Gas have actively participated in various volunteer services carried out by the community and are committed to making a contribution to community epidemic prevention and control. Since March 5, Jingfeng Gas has actively responded to the call of the community to “overcome difficulties together, rise to challenges, and resolutely beat the epidemic”, and sent 151 party members from 6 party branches to take the duty of the community epidemic prevention. They worked in shifts, stood guard at the gate of the community, or patrolled on the main road of the community to remind, consult, or use thermometers to monitor people's temperature, strictly preventing the spreading of the epidemic and protecting the safety of the residents. On the other hand, in order to ensure the safe supply of blood during the period of epidemic prevention and control, and meet the demand for clinical blood, Jingfeng Gas responded to the call of community blood donation and issued a blood donation initiative to all employees to contribute to the epidemic prevention and control.



CONTRIBUTING TO COMMUNITY HARMONY

TARGETED POVERTY ALLEVIATION

Other than engaging in public charity affairs, the Group also pays close attention to the people in difficulties in the community where it operates. We help people in need to overcome obstacles through targeted poverty alleviation. During the Year, according to the national poverty alleviation strategy, the Group adopted a series of practical and effective poverty alleviation measures, and successfully completed the mission of targeted poverty alleviation.

The Group — Poverty Alleviation Through Consumption

To respond to the local government appeal of “Loving Beijing, poverty alleviation through consumption”, BEH assisted all the Group members to construct the “consumption card for Beijing poverty alleviation”, and encouraged employees and their relatives to participate together in the construction of a moderately prosperous society in all respects. During the epidemic, it was difficult to apply for the consumption card. Fortunately, the personnel set up the registration system of the consumption card for poverty alleviation in time and therefore effectively promoted the registration progress. Only a month was required to complete all the registration of consumption cards with a completion rate 100%. Poverty alleviation through consumption connects impoverished areas with consumer markets. The Group purchased more than 2,000 kinds of high-quality specialty products from 89 poverty alleviation cooperative areas in Beijing for communities, helping impoverished areas to achieve poverty alleviation with dignity.



The Group — Green Poverty Alleviation

The Group leveraged its advantages of green energy and power enterprises into poverty alleviation work, and implemented green poverty alleviation during the Year. The Group has completed 6 wind power and photovoltaic power generation projects in Inner Mongolia, Hebei and other regions. By the end of the Year, we have invested about RMB3.9 billion in total, and another 7 clean energy power generation projects are under construction. During the period of project construction, the Group employed 400 people in poverty. In addition, the Group has planned to build a photovoltaic power generation for poverty alleviation in Zhuozi County, Inner Mongolia, and will provide an annual fund of RMB5,000 to 142 villagers for 25 consecutive years when it starts operating. To help the nation further reduce poverty, the Group is actively discussing and exploring projects such as renewable energy bases and integrated energy services, so as to consolidate the achievements of poverty alleviation through the green energy industry.

CONTRIBUTING TO COMMUNITY HARMONY

OVERSEAS CONTRIBUTION

The Group continues to focus on sustainable development in Australia. Since the business extension to Australia, the Australian Branch has always been attaching great importance to community relations where the electricity field is located, and striving to promote local harmonious economic, social and environmental development, thus creating a responsible overseas corporate image. Every year, the Australian Branch engages in a variety of exchange events with the local communities, such as inviting them to visit power station facilities and communicating face-to-face with the staff from the power station. However, due to the outbreak of the COVID-19, public tours of the wind and solar farms had to be suspended during the Year, and the Australian Branch continues to support community development in other ways.

Australia Branch – STEM Industry Schools Partnership Program

New Gullen Range Wind Farm, Gullen Solar Farm and Biala Wind Farm of the Australian Branch have joined the STEM Industry Schools Partnership Program (the “**SISP**”) and become industry partners. STEM stands for Science, Technology, Engineering and Mathematics. Locally coordinated by the Regional Development Australia Southern Inland and funded by the Department of Education, SISP is a program that connects the industry with local schools, focusing on how to apply STEM skills and knowledge to real-world problems. In May and June 2020, the Australian Branch held online seminars for Grade 5, 6 and 8 students. In addition, the Australian Branch presented the “Outstanding Engineer Award” to the student teams at the school wind energy exhibition in July, so as to encourage them to develop their career in related industries. In August, the Australian Branch provided an online STEM course for primary school students, teaching them to build anemometers to measure the wind speed generated by fans in classrooms, so as to arouse students' interest in this field through experiential learning.

At the same time, the Australian Branch has been actively involved in locally-organised community activities, such as the Christmas gift donation, the Bowling Tour and the community art festival, so as to integrate into the community. The Group believes that the relationship between the operation of the power plants and local communities is the foundation for enterprises to grow globally. The Group will continue paying attention to the needs of the community, and enhance the sense of corporate responsibility while increasing its market share.

APPENDIX: CONTENT INDEX OF ESG REPORTING GUIDE

ESG Indicators	Description	Section	Page Number
Environment			
A1 Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with the relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Pollution Prevention and Emission Management	13
		Energy Conservation Improvement	19
A2 Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Resources Consumption and Conservation	17
		Green Office	20
A3 The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Ecological Conservation	22
A4 Climate Change			
General Disclosure	Policies on identification and migration of significant climate-related issues which have impacted, and those which may impact, the issuer.	Dealing with Climate Change	24

APPENDIX: CONTENT INDEX OF ESG REPORTING GUIDE

ESG Indicators	Description	Section	Page Number
Social			
Employment and Labour Practices			
B1 Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.	Employment Policy and Labour Practices	25
		Caring for Employees	34
B2 Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety	32
B3 Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Development	29
B4 Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employment Policy and Labour Practices	25

APPENDIX: CONTENT INDEX OF ESG REPORTING GUIDE

ESG Indicators	Description	Section	Page Number
Operating Practices			
B5 Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of supply chain.	Supply Chain Management	38
B6 Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Safe and Stable Power Supply	39
		Innovation and Invention	42
		Privacy Protection	43
B7 Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Anti-corruption	44
Community			
B8 Community Investment			
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.	Charity and Public Welfare	47
		Targeted Poverty Alleviation	49
		Overseas Contribution	50