



# 2019

## 環境、社會及管治報告

### Environmental, Social and Governance Report

## 關於本報告

本報告內容涵蓋天能動力國際有限公司（「天能」或「本公司」，以及各子分機構統稱「本集團」）的環境、社會及管治表現。

報告時間範圍為2019年1月1日至2019年12月31日，部分內容根據需要追溯至以前年份。

### 參考標準

香港證券交易所《環境、社會及管治報告指引》  
國際標準化組織《社會責任指南（ISO26000）》  
全球報告倡議組織《可持續發展報告指南（G4）》  
聯合國全球契約（GC）10項原則  
國家質量監督檢驗檢疫總局、國家標準化管理委員會《社會責任指南》  
GB/T36000-2015、GB/T36001-2015《社會責任報告編寫指南》和  
GB/T36002-2015《社會責任績效分類指引》

### 報告數據說明

本報告使用數據來自年報、正式文件及統計報告。數據以2019年為主，部分包括以前年度數據。本報告中所涉及貨幣金額以人民幣作為計量幣種，特別說明的除外。

### 報告保證

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

### 報告形式

本報告以電子版形式提供。

## Report Description

The report covers Tianneng Power International Limited ("Tianneng" or the "Company", collectively referred to as "the Group" together with all the branches and subgroups), involving the Group's environmental, social and governance performance.

The time range of the Report is from January 1, 2019 to December 31, 2019, and some content can be traced back to previous years as needed.

### Reference Standard

Hong Kong Stock Exchange "Environmental, Social and Regulatory Report Guidelines"  
International Organization for Standardization "Social Responsibility Guide (ISO26000)"  
Global Reporting Initiative "Guidelines for Sustainability Reporting (G4)"  
The 10 principles of the United Nations Global Compact (GC)  
National Bureau of Quality Supervision, Inspection and Quarantine, National Standardization Management Committee "Social Responsibility Guide" GB/T36000-2015, GB/T36001-2015 "Social Responsibility Report Writing Guide" and GB/T36002-2015 "Social Responsibility Performance Classification Guidelines"

### Description of the Report Data

The data used in this Report comes from annual reports, official documents and statistical reports. The data are mainly for 2019, and some include data from previous years. The amount of currency involved in this Report uses RMB as the measurement currency, unless otherwise specified.

### Guarantee of the Report

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

### Form of Report

The Report is provided in electronic format.

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# 關於天能

## About Tianneng

### 天能概況

天能集團是新能源動力電池行業的龍頭企業，創始於1986年。經過30多年的發展，現已成為以高端環保電池的生產製造為核心業務，同時包括新能源鋰電池、資源循環利用、金融創客等板塊的大型實業集團，主要產能分佈在浙江、江蘇、安徽、河南、貴州等省，貼近消費發達地帶，擁有60多家國內外全資或控股子公司，員工總數超過2萬人。

### Enterprise Profile

Founded in 1986, Tianneng Group is a leading enterprise of Chinese new energy power battery field. After more than 30 years of development, it has now become a large-scale industrial group with high-tech Eco-friendly battery manufacturing as its core business, and also covers segments like new energy lithium batteries, resource recycling and financial maker with more than 60 wholly-owned or holding subsidiaries domestic and overseas, and a total of more than 20,000 employees. Our main capacity distributed in Zhejiang, Jiangsu, Anhui, and Henan, the area closer to customers.



### 產品與服務

本集團產品與服務的核心板塊包括高端環保電池、新能源電池以及綠色可再生材料。

### Products and Services

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

### 高端環保電池

該系列電池是天能專門為自行車、電動三輪車、微型電動車量身設計開發的系列電池。產品擁有多項國家專利保護技術，是居世界領先水平的高性能、長壽命型鉛蓄電池。

### High-end Eco-Friendly Batteries

This series of batteries are specially designed for electric bicycles, electric tricycles and mini electric vehicles etc. The product has a number of national patent protection technologies and is a world-leading high-performance, long-life lead-acid battery.

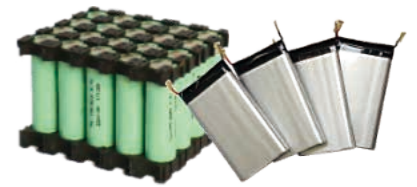


### 新能源電池

該系列電池是天能專門為新能源汽車、電動自行車、特種車及儲能系統等開發的系列電池。產品擁有多項國家專利技術，是安全、環保、長壽命的動力及儲能型鋰離子電池。

### New Energy Batteries

This series of batteries are specially designed for new energy vehicles, electric bicycles, and energy storage system etc. The product has a number of national patented technologies and is a kind of safe, eco-friendly, long-life lithium-ion battery.



### 綠色可再生材料

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

### Green Renewable Materials

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



### 發展理念

核心價值觀：  
責任 創新 奮鬥 分享

### Development Concept

Core Value  
Responsibility, Innovation, Hardwork and Share

使命：  
奉獻綠色能源 締造美好生活

Mission  
To devote to green energy and create happy life

企業願景：  
成為最受尊敬的世界一流新能源公司

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



## 經營狀況

2019年，面對復雜的經濟形勢和高質量發展的內在需求，集團在“穩中謀新、穩中求進、穩中增效”的工作總基調下，堅持綠色發展理念，聚焦變革創新，圓滿完成了全年各項目標任務。

2019年，本集團總資產規模達191.3億元，較上年增長13.5%。

淨利潤17.26億元，較上年增長39.7%。

集團連續五年保持穩健增長勢頭，市場享譽度和影響力日益提升，行業龍頭地位更加穩固，綜合實力再上新台阶。

本集團位居全球新能源企業500強第17位、中國企業500強第139位、中國民營企業500強第30位、中國民營企業製造業500強第14位、中國電池行業百強企業第1位。

## State of Operation

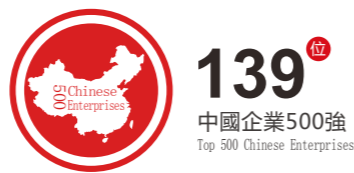
In 2019, facing the complex economic situation and internal demands for high-quality development, the Group basing on the general principle of “moderate innovation, steady progress and higher efficiency”, has achieved all annual goals and innovative reform.

In 2019, the total assets of the Group reached 19,110 million Yuan, with an increase of 13.4% over the previous year.

The net profit was 1,726 million Yuan, with an increase of 39.7% over the previous year.

The Group has maintained a solid growth momentum for five consecutive years, and earned an increasing market recognition and influence. The group further consolidated its leading position in the industry, and its comprehensive strengths have reached a new horizon.

The Group has ranked No.17 among top 500 global new energy enterprises, No.139 among top 500 Chinese enterprises, No.30 among top 500 Chinese private enterprises, No.14 among top 500 Chinese private enterprises in the manufacturing section and No.1 among top 100 Chinese battery enterprises.



## 經營管理

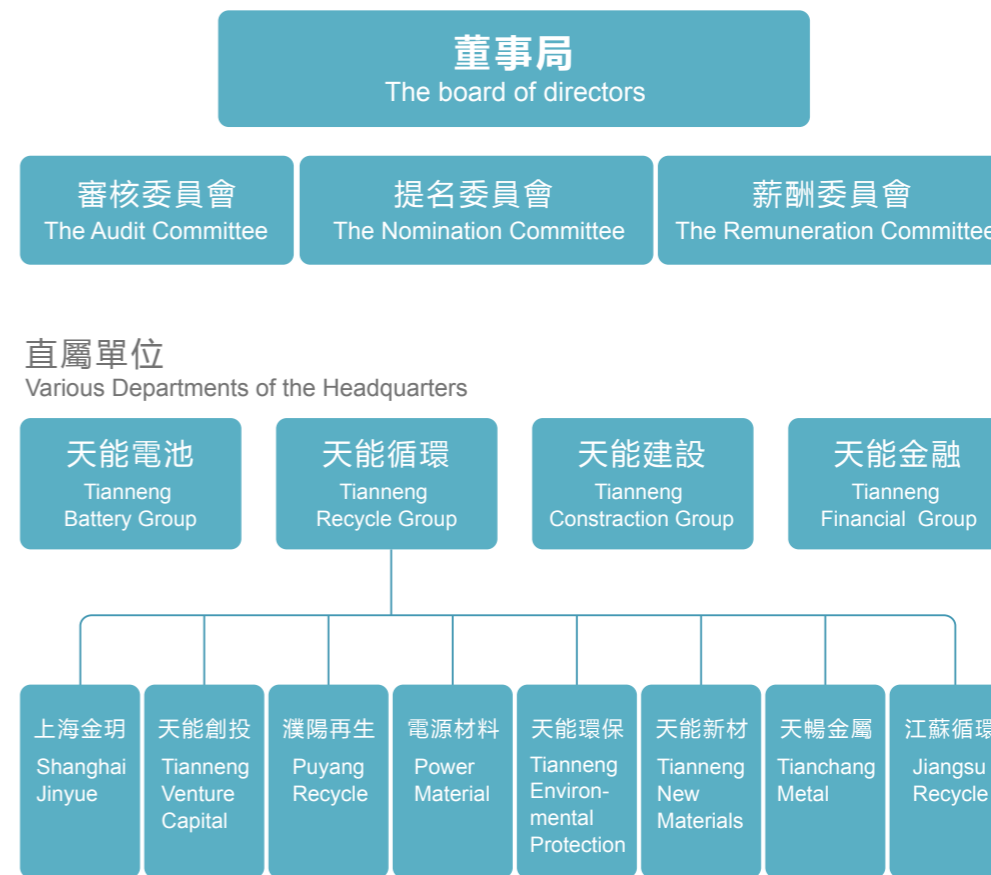
### Operation Management

## 組織架構

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

## Organizational Structure

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



組織結構圖  
Organizational Chart



## 治理結構

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

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

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

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

## Governance Structure

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

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

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

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

## 溝通機制

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

利益相關方 Interested Parties	主要溝通方式/活動 Interested Parties
員工 Staff	職工代表大會、員工培訓、工會活動、意見徵集、投訴信箱 Congress of Workers and Staff, Staff Training, Labor Union Activities, Opinion Collection, Complaint Letter Box
消費者 Customers	線上推廣、展會、發布會、市場調研、客戶滿意度調研等 Marketing Online, Exhibitions, Release Conference, Market Investigation and Survey, Customer Satisfaction Investigation and so on
客戶(共贏商) Clients (Win-Win Partner)	市場調研、經銷商大會、培訓會 Market Survey, Dealer Conference, Training Conference
投資者 Investors	股東大會、業績發布會、路演、披露、郵件、電話、座談 Stockholders' Conference, Performance Release Conference, Road Show, Disclosure, Email, Telephone, Informal Discussion
供應商 Suppliers	調研考察、業務交流、會議、問卷 Investigation and Survey, Business Communication, Conference and Questionnaire
行業組織 Industrial Organization	參與/為主制定標準、參加會員大會、行業峰會、合作共享 Participation/Taking Standard Making as Principle, Participation in General Assembly, Industry Summit, Cooperation and Share
合作夥伴 Cooperative Partner	商務往來、戰略合作、會議 Business Contacts, Strategic Cooperation, Conference
科研機構 Scientific Research Institutions	產學研用、技術交流與合作、會議 Industry-College-Institute Cooperation, Technical Exchanges and Cooperation, Conference
媒體 Media	見面會、發布會、定向溝通、走訪 Meet-And-Greet, Release Conference, Orienteering Communication, Interview
社區 Community	參與活動、共建共享、公益慈善 Participation in Activities, Joint Efforts to Build and Share, Public Benefit and Charity
政府 Government	參加或邀請參加會議，項目洽談、業務溝通、政務往來 Participation in Conference or Sending Invitation, Projects Negotiation, Business Communication, Government Affairs Contacts

## Communication Mechanism

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





## 內部管控

### 獨立審計

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

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

### 風險監控

本集團風險控制框架如下：

角色 Role	責任人 Person in Charge	責任 Duties
由上而下，識別和管理公司層面的戰略及業務風險	董事會（通過審核委員會、審計監察等部門）	<ul style="list-style-type: none"> <li>監察公司的風險管理政策及流程。</li> <li>確定可能出現及新出現風險的性質和程度。</li> <li>評估和發布風險管理及內部控制制度並確保所有流程妥善執行。</li> <li>定期就香港聯合交易所上市規則等組織中層以上管理人員學習。</li> </ul>
Top-down identification and management of company-level strategic and business risks	Board of Directors (through the Audit Committee, Audit Supervision Department, etc.)	<ul style="list-style-type: none"> <li>Monitor the company's risk management policies and procedures.</li> <li>Determine the nature and degree of possible and emerging risks.</li> <li>Assess and publish risk management and internal control systems and ensure that all processes are properly implemented.</li> <li>Regularly organize the management staff of middle-level and above to study the listing rules of Hong Kong Stock Exchange</li> </ul>

## Internal Control

### Independent Audit

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

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

### Risk Monitoring

The Group's risk control framework is as follows:



由下而上，通過各經營、職能部門進行風險評估、監督及有效溝通避免營運層面的風險	各經營及職能部門分管領導  Leaders in charge of each operational and functional department	<ul style="list-style-type: none"> <li>識別、評估及管控公司面臨的經營風險。</li> <li>監察風險管理及內部控制系統及實施新的控制。</li> <li>將風險控制及評估納入各部門考核評價體系。</li> </ul> <ul style="list-style-type: none"> <li>Identify, assess and manage the business risks the company is faced with.</li> <li>Monitor risk management and the internal control systems and implement new controls.</li> <li>Set incorporate risk control and assessment into each department's evaluation system.</li> </ul>
Bottom-up risk assessment, supervision and effective communication through various operating and functional departments to avoid operational risks	經營及職能部門具體執行人員  Specific executives of the operational and functional departments	<ul style="list-style-type: none"> <li>於各自組織內各部門進行風險識別、評估及減緩，並形成內部控制報告。</li> <li>於組織內的業務營運及職能方面制定並推行風險管理流程。</li> <li>持續改進流程並做好風險評估。</li> </ul> <ul style="list-style-type: none"> <li>Conduct risk identification, assessment and mitigation in each department within their respective organizations, and form internal control reports.</li> <li>Develop and implement risk management processes for business operations and functions within the organization.</li> <li>Continuously improve processes and conduct risk assessments.</li> </ul>
獨立機構	外部審計機構及專業公司  External audit institutions and professional institution	<p>向審核委員會、董事會報告及討論工作中所出現的有關會計及經營系統中的內部控制缺陷，並協助改進。</p> <p>Report to the Audit Committee and the board of directors and discuss any internal control deficiencies in the accounting and operating systems that have emerged during the work, and assist in improvement.</p>



## 反貪污

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

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

回顧年內，本集團在核心經濟活動的反貪污工作上，對採購、工程建設、資金資產管理等各方面進行審計690餘項，發現查處各類違規違紀等職務經濟案件46起。全年開展反貪污教育培訓與巡視16場，發現與整改問題近60項。

## 安全體系

2019年，本集團圍繞“平安天能”的目標，進一步完善了安全體系的建設。相關舉措包括：建立兼職聯絡員隊伍，推行網格化管理，實現平安工作全覆蓋的動態管理；組織開展專題培訓教育，提高團隊風險識別能力；推進安防信息化升級項目，建立清單式排查制度等。

秉承安全生產責任重於泰山、預防勝於救治的理念，本集團十分重視安全生產管理，以“PDCA”循環為思路，對生產實施全過程監控和嚴格管理，確保生產的均衡和穩定。

本集團在生產中根據環境因素、危險源分析和風險評價的結果，對可能出現的緊急狀態組織起草和修訂了事故應急預案（包括綜合預案、專項預案、崗位現場應急處置方案），並每年定期組織應急演習。

## Anti-corruption

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

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

Looking back at the past year, the Group conducted audit on more than 690 items of procurement, engineering construction, capital asset management and other aspects in the anti-corruption work of core economic activities, found, investigated and dealt with 46 duty economic cases of violations of disciplines. Sixteen anti-corruption education trainings and inspections were conducted throughout the year, and nearly 60 problems were found and rectified.

## Security System

In 2019, the Group further improved the construction of its security system centering on the goal of "Safe Tianneng". The related measures include: establishing a part-time liaison team, implementing grid-based management, and realizing dynamic management of full coverage of the security work; organizing thematic training and education to improve risk identification capabilities of the team; promoting security informationization upgrade projects, establishing checklist-based inspection systems, etc.

Adhering to the concept that production safety is of great importance and prevention is better than cure, the Group attaches great importance to safety production management, adhering to the concept of prevention is better than cure, and adopts the "PDCA" cycle as its train of thought to implement full process monitoring and strict management of production and ensure balance and stability of production.

Based on the environmental factors, the results of hazard analysis and risk evaluation, the Group has drafted and revised accident emergency plans (including comprehensive plans, special plans and post-site emergency treatment plans) for possible emergencies in the production, and regularly organizes emergency exercises.



2019年8月，超強颱風“利奇馬”登陸浙江，集團上下同心，抗擊颱風，保證人員以及生產安全。

In August 2019, the super typhoon "Lekima" landed in Zhejiang province. The Group took a concerted effort to fight against the typhoon and ensure personnel and production safety.

\* 圖為董事局主席張天任到生產基地檢查指導防颱抗汛工作。

Zhang Tianren, Chairman of the board, went to the production base to inspect and guide the work of preventing and fighting against the typhoon.



2019年6月，在國家第18個安全生產月來臨之際，集團上下及各地子公司積極開展以“防風險、除隱患、遏事故”為主題的安全月學習活動。

In June 2019, at the time of the 18th national production safety month, the Group and its subsidiaries actively carried out safety month learning activities on the theme of "preventing risks, eliminating hidden dangers and curbing accidents".

\* 圖為蕪湖公司生產車間開展局部消防演練。

The workshop in Wuhu, which actively carried out safety knowledge training, safety poster posting and local fire drills.

## 供應鏈管理

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

## Supplychain Management

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





### 對內

我們優化供應鏈業務流程，創新供應鏈技術和模式，搭建“天暢智運”供應鏈平台，開展效能監察、過程監督，提高供應鏈的市場響應效率和產品服務的質量穩定性。

### 對外

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

### Internally

Internally, we have optimized the supply chain business processes, innovated supply chain technologies and models, built a “Tianchang Zhiyun” supplychain platform, conducted efficiency monitoring and process supervision, so as to improve the market response efficiency of the supply chain and the quality and stability of product services.

### Externally

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

## 公平就業

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

## Fair Employment

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

## 基本保障

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

## Basic Employment Protection

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

## 薪酬福利

本集團堅持以人為本，為員工提供具備競爭力的薪酬及福利待遇。2019年，集團構建了“1+N”薪酬激勵體系，完成了總體薪酬激勵、長效股權激勵、新興業務板塊差異化激勵等方案設計與優化。薪酬激勵體系更加完善、更加科學，更具系統性。

本集團為全體員工提供安全、健康的工作環境，同時為員工提供一系列福利待遇，鼓勵員工激發工作熱情。幫助解決員工住房、交通、子女教育等基本問題，在總部及多個基地建設環境良好的員工宿舍，提供了多班次、多線路的班車接送服務，食堂餐貼、員工購物券，並組織員工參加體育休閒活動等。

## Salary and Welfare

The Group adheres to a people-oriented approach and provides employees with competitive remuneration and benefits. In 2019, the Group established a “1+N” compensation incentive system, and completed the design and optimization of overall compensation incentives, long-term equity incentives and differentiated incentives for emerging business segments. The compensation incentive system becomes more complete, more scientific, more systematic and differentiated.

While providing a safe and healthy working environment for all employees, the Group also provides a series of benefits for employees to stimulate employees' work enthusiasm. We help to solve basic problems such as employee housing, transportation and children's education. We have constructed environmentally friendly employee dormitories at the headquarters and multiple bases. We also provide multi-shift, multi-route shuttle services, canteen food allowance, employee shopping vouchers, and organizes employee to participate sports and leisure activities.

# 責任天能

## Responsibilities of Tianneng

## 保障員工權益

本集團視員工為企業的最大財富。尊重員工的個人價值、重視人才培養與激勵，不斷提升員工的歸屬感、幸福感和成就感。2019年，本集團獲評“全國模範勞動關係和諧企業”“全國就業與社會保障先進民營企業”“全國工人先鋒號”等榮譽。

- 天能員工總數逾20,000人，其中男性約佔60%，女性約佔40%。
- 管理人員中本科及以上學歷佔比近三成。
- 擁有專業技術資格（職稱）人員近千人。

## Protection of employees

The Group regards staff as the biggest fortune of enterprise, respects individual value, pays attention to talent training and motivation, improves the sense of belonging, happiness and accomplishment. In 2019, the Group has been rewarded as the “National Model Enterprise of Harmonious Labor Relations”, “National Employment and Social Security Advanced Private Enterprises” and “National Worker Pioneer”.

- The total number of employees in Tianneng more than 20,000, of which near 40% are male and 40% are female.
- One third of the managers have a bachelor degree or above.
- There are about 1,000 persons with professional and technical qualifications /titles.



## 健康安全

本集團嚴格遵守《安全生產法》、《職業病防治法》等法律法規，建立健全職業健康安全管理體系，不斷改進員工工作環境與安全條件，並通過認證。每年開展員工職業健康監護，並建立員工健康檔案。積極開展安全知識培訓、安全宣傳等活動。

全年開展員工安全培訓約3.2萬人次，員工技能培訓約1,100人次。

## Health Safety

The Group follows Law on Production Safety, Law on Prevention and Control of Occupational Disease and other related laws and regulations, through occupation health safety management system, improves staffs' working environment and safety condition on and on, and passes various certifications. Besides, we also conduct employee occupational health monitoring each year, set up employee health records, and actively carry out safety knowledge training, safety publicity and other activities.

About 32,000 man-time participated in safety trainings and 1,100 man-time participated in skills trainings throughout the year.

## 人才培養

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

本年內，集團加大高層次人才引進培養力度，全年新引進孵化行業領軍人物、中高層管理人員22人，培養選拔內部核心人才33人，入選湖州市南太湖精英計劃創新團隊1個，湖州市創新人才、海外工程師、1112人才7人。完成人才盤點，並建立人才庫和後備梯隊。組織中高管、營銷團隊赴中歐商學院、清華大學、北京大學等知名高校學習，全年開設各類培訓班共計60餘期，累計培訓超過5,000餘人次。

## Talent Training

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

During the year, the Group stepped up the introduction and cultivation of high-level talents, and introduced 22 incubator industry leaders and middle and senior management personnel throughout the year, trained and selected 33 internal core talents, with a team selected as one of the Huzhou South Taihu Elite Program Innovation Team, and 7 talents selected as Huzhou Innovation Talents, overseas engineers, and 1112 Talents. The list of talents has been completed, and the talent pool and reserve echelon have been established. We have also organized middle and senior executives and marketing teams to study at Central European International Business School, Tsinghua University, Peking University and other well-known universities. There were more than 60 training courses given throughout the year, with a total of more than 5,000 man-time.



\* 圖為中高管、營銷團隊赴清華大學學習  
Senior executives and marketing team in Tsinghua University

## 文娛生活

本集團為適應廣大員工的精神文化訴求，陶冶員工情操，建設了籃球場、羽毛球場等文娛設施，並不定期組織豐富多彩的活動，包括拓展訓練、家屬聯誼會、員工開放日等。除此之外，本集團持續刊發《天能報》、《天能人》、《天能方法論》等內部讀物與雜誌，豐富員工精神世界，增強廣大員工的思想自信、文化自信、戰略自信，營造了良好的企業文化氛圍。

## Cultural & Recreational Activities

In order to meet the spiritual and sport demands of the majority of employees, the Group has built recreational facilities such as basketball courts and badminton courts, and organizes a variety of activities from time to time, including extended training, family day, and employee open days. In addition, the Group continues to publish internal reading materials and magazines such as *Group News*, *Tianneng Staff*, and *Tianneng Methodology* to enrich the inner spirit of employees and enhance the self-confidence, cultural confidence and strategic confidence of employees, creating a good corporate culture.



\* 圖為中高管、營銷團隊赴北京大學學習  
Senior executives and marketing team in Peking University





\* 圖為本集團文化刊物  
Tianneng's publications



\* 圖為員工參加體育比賽  
Employees participate  
in sports games

## 保障投資者權益

本集團高度重視投資者關係的管理，注重投資者的知悉權和對投資者的保護教育。除規定的信息披露途徑外，還安排專人通過投資者熱線電話、郵件往來、來訪接待、網站投資者關係專欄和官方微信等多種渠道與投資者保持密切交流，加強投資者關係平台建設，提升投資者關係服務的效率和質量。

## Protection of Investors

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

## 保障客戶權益

本集團堅持客戶導向，把全心全意向客戶提供專業化和標準化的服務，為客戶創造價值，當做企業經營的核心命題和判斷工作是非、優劣的第一標準。

本集團在全國各地擁有近40萬家銷售服務網點，已形成了以長興為基點，輻射全國的龐大服務網絡，並配備各類專職售後人員700餘人。為更好的提供服務，客戶服務中心每周至少開展1次30人規模以上的內部培訓。

為有效保護企業品牌形象以及消費者權益，天能設立了品牌維權辦公室，制定了假冒電池反饋機制和預防對策，開通打假維權熱線並建立獎懲規定，配置專職人員對市場上的假冒天能電池產品現象進行調查、取證，並報請當地工商等執法部門對假冒行為給予懲處和堅決打擊。2019年全年，本集團開展專項品牌維權行動10餘場，有效減少了假冒天能電池流入市場，保護了消費者利益。

## Protection of Customers

The Group adheres to customer orientation, and provide professional and standardized services to customers wholeheartedly and creation of value for customers as the core proposition of the Company's operation and the first criterion for judging the work.

The Group has more than 400,000 terminal sales stores across the country, and has formed a huge service network based on Changxing and radiating the country, with more than 700 full-time after-sales staff. Insisting the tenet of "People-oriented and Customer satisfaction", the customer service center has carried out internal trainings once a week for more than 30 people each time by improving the service system and standardizing the service process.

In order to effectively protect the corporate brand image and consumer rights, Tianneng established a brand rights protection office, formulated counterfeit battery feedback mechanisms and preventive measures, opened a protection hotline and established reward and punishment regulations, and arranged full-time personnel to investigate and obtain evidence of counterfeit Tianneng battery products on the market, and report to the local industrial and commercial law enforcement departments to punish and resolutely crack down on counterfeit behavior. During the whole year of 2019, the Group launched more than 10 special brand protection actions, effectively reducing the counterfeit Tianneng battery circulation market and protecting consumer interests.

## 保護知識產權

本集團高度重視科技研發，成立有本集團研究院等創新平台，組成了1,000多人的科研團隊，同時具有完善的企業知識產權管理體系，使各個生產經營環節中涉及知識產權的內容都處於受控狀態。

本集團設有項目與知識產權管理部，專門負責項目申報及知識產權管理工作，有效保證本集團核心競爭力。2019年完成專利受理564件，3家子公司入選國家知識產權示範企業，2家獲評工業企業知識產權運用試點企業，榮獲國家專利獎2項。截至2019年12月31日，本集團累計獲得國家專利近2,000件，其中發明專利360件。

## Protection of Intellectual Property Rights

The Group attaches great importance to research and development, and has established innovation platforms such as the Tianneng Research Institute, which has formed a scientific research team of more than 1,000 people. At the same time, it has a comprehensive enterprise intellectual property management system, so that the content of intellectual property in all aspects of production and operation is in a controlled status.

The Group sets up department of Projects and Intellectual Property, and it is totally responsible for jobs related projects application and intellectual property management, which effectively guarantees the core competitiveness of the Group. In 2019, the Group's 3 subsidiaries were selected as national intellectual property demonstration enterprises, 2 were awarded as pilot enterprises for the intellectual property application of industrial enterprises, and won 2 "China Patent Awards". As of December 31, 2019, the Group had accumulated approximately 2,000 valid national patents, including approximately 360 invention patents.





# 綠色發展

## Green Development

### 綠色智造

作為新能源電池行業的領軍企業，本集團多年來踐行綠色發展理念，通過產品設計生態化、生產工藝清潔化、裝備製造智能化、回收利用循環化，將綠色發展理念貫穿到產品的全生命週期。

近年來，本集團聯合產業鏈上下游優秀企業共同搭建綠色智造產業園，在工業互聯網平台上通過大數據和雲計算，實現生產過程監管、產品管控和信息安全監測等手段，縮短產品的生產週期，提升產品合格率，同時實現生產效率的提升和生產能耗的下降。2019年，本集團新增國家及省級綠色工廠、智能工廠、智能車間6項。綠色製造系統集成等4個國家及省級重點項目順利通過驗收。

### Green Intelligent Manufacturing

As a leading enterprise in the new energy battery industry, the Group has practiced the concept of green development for many years. Through the ecological design of products, clean production processes, intelligent equipment manufacturing and recycling, the concept of green development runs through the full life cycle of the products.

In recent years, the Group has jointly established the green and intelligent manufacturing industrial park with outstanding upstream and downstream enterprises of the industrial chain. Through the use of big data and cloud computing on the industrial internet platform, we have realized means such as production process supervision, product control and information security monitoring, and shortened production cycle, improved product qualification rate, and simultaneously increased production efficiency and reduced production energy consumption. In 2019, the Group added 6 national and provincial green factories, intelligent factories and intelligent workshops. Four national and provincial key projects, such as green manufacturing system integration, successfully passed acceptance.



\* 圖為智能製造產業園  
Intelligent Manufacturing Industrial Park



\* 圖為智能製造產業園  
Intelligent Manufacturing Industrial Park

### 循環再生

#### 回收體系

近年來，隨著鉛蓄電池在電動自行車、汽車和儲能等領域的大規模應用，鉛蓄電池和再生鉛行業快速發展。廢舊鉛蓄電池回收再生利用具有極高的資源和環境價值，國家有關部門修訂、出台了一系列的政策措施、法律法規，特別是“鉛蓄電池生產企業集中收集和跨區域轉運制度試點工作方案”的頒布和實施，進一步規範和完善了廢舊鉛蓄電池回收體系，為行業良性有序發展提供了重要保障。

### Recycling and Regeneration

#### Recycling System

In recent years, as the large-scale application of lead-acid battery in the fields of electric bicycles, automobiles and storage energy, lead-acid battery and recycled lead industry has developed rapidly. The recycle and reuse of waste lead-acid battery has high value for resource and environment. Relevant state departments has revised and introduced a series of policy and measures, laws and regulations, particularly the promulgation and implementation of "System Pilot Work Scheme of Centralized Collection and Cross-Regional Transshipment of Lead-acid Battery by Production Enterprises" has further standardized and completed recycling system of waste lead-acid battery, and has provided important guarantee for healthy and orderly development of this industry.





本集團嚴格執行國家有關政策和要求，積極探索廢舊鉛蓄電池回收新路徑，在依托現有銷售網絡回收在消費末端的廢電池以外，整合外部優質資源，擴大廢舊鉛蓄電池回收業務，加快構建大物流體系建設，打造了自主回收、聯合回收、委託回收相結合的立體模式。目前，已在全國重點省市與回收、處置、運輸公司達成戰略合作。

### 產品生命週期管理

作為全國最大的動力電池生產商，鉛蓄電池產品全生命週期管理一直是本集團關注的重點。通過在生產過程中對鉛蓄電池產品統一編碼，公司建立了從生產、銷售、收集、貯存、轉移到再生利用的全閉環追溯系統。

2017年起，本集團通過自主研發“廢鉛蓄電池收集處理專用信息平台”，從註冊登記、合規認證、回收管理、集中轉運管理、數據上傳、信息公開、數據監管、系統集成等八大方面進行管理，從危廢源頭到處置利用終端，整個業務鏈全過程實現數據上傳，通過同步到相關主管部門固廢系統中，接受生態環境部門的監督和管理，確保達到生態環保的要求。

The Group executes in strict rotation in relevant state policy and requirement, explores new path for recycling of waste lead-acid battery actively, relying on current sales network, integrates external qualified resources and expands recycling business of waster lead-acid battery, speeds up the construction of large logistics, forges stereo model of combination of self-recycling, joint recycling and recycling delegation. Currently, Tianneng has reached strategic cooperation with recycling, disposition and transportation companies in key provinces and cities nationwide.

### Product Lifecycle Quality Management

As the largest power battery manufacturer nationwide, the life cycle management of lead-acid battery products has always been the focus of the Group. Through the unified coding of lead-acid battery products during the production process, the Company has established a fully closed-loop traceability system from production, sales, collection, storage, and transfer to recycling.

Since 2017, the Group has independently developed a dedicated information platform, for the collection and treatment of waste lead-acid batteries. That is used to manage from eight aspects, including registration, compliance certification, recycling management, centralized transfer management, data upload, information disclosure, data supervision and system integration. From the source of hazardous waste to the terminal for disposal and utilization, the entire business chain realizes data upload throughout the entire process. By synchronizing to the solid waste system of the relevant competent departments, we accept the supervision and management of the ecological environment department to ensure that we meet the requirements of ecological environment protection.



\* 圖為天能綠色循環經濟產業園  
Circular Industrial Park

### 循環產業園

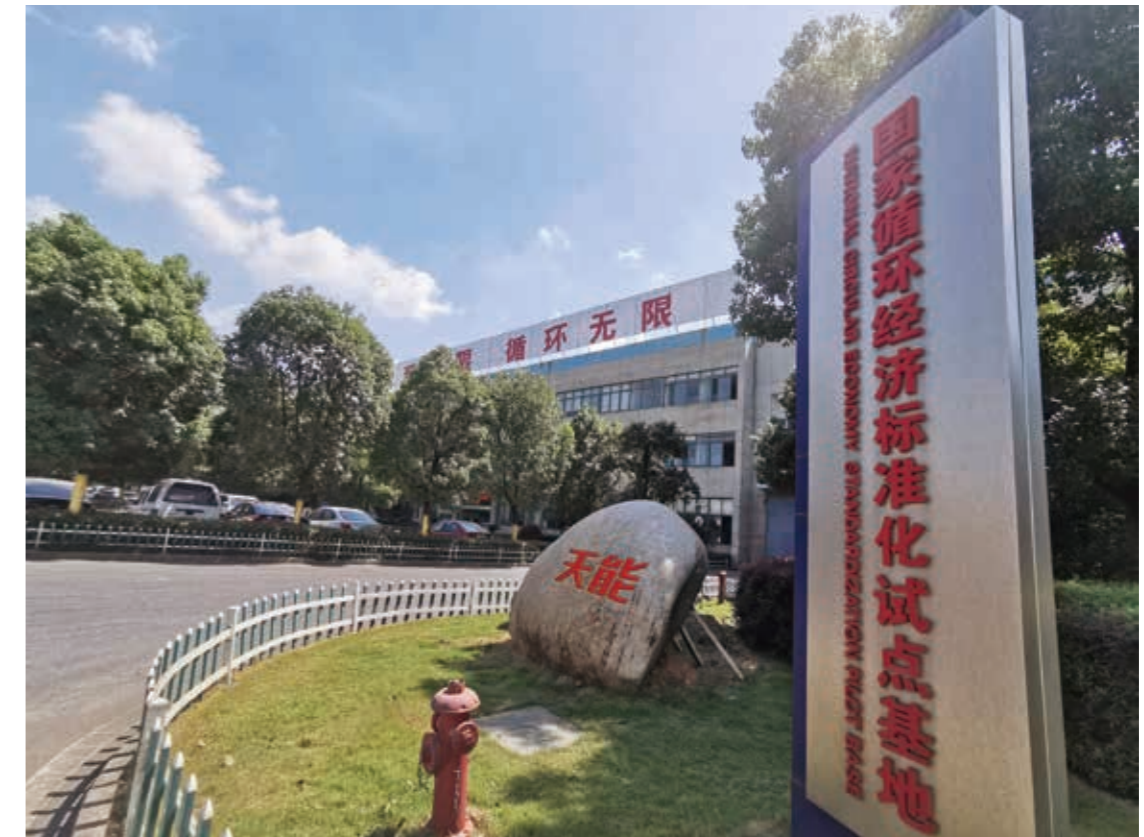
本集團積極履行生產者責任延伸義務，在行業內率先在浙江、河南等地建設循環經濟產業園區，並採用全球最先進的全自動機械破碎、水力分選工藝和純氧低溫轉爐連續熔煉再生等技術，將廢舊電池變廢為寶，節能減排，提高產品的環境友好程度。

經過處理的廢舊電池中，金屬的回收率可達99%以上，塑料回收率達99%，殘酸回收率近100%，處理過的工業水達到國家二級城市用水標準，可以用來澆花養魚。

### Circular Industrial Park

The Group actively fulfills its producer responsibility extension obligations, taking the lead in the industry to build a circular economy industrial park in Zhejiang, Henan and Anhui, and adopts the world's most advanced full-automatic mechanical crushing, hydraulic separation process and pure oxygen low temperature converter continuous smelting and regeneration technologies, turning waste batteries into wealth, saving energy and reducing emissions, and improving the environmental friendliness of products.

In the treated waste batteries, the metal recovery rate can reach more than 99%, the plastic recovery rate can reach 99%, and the residual acid recovery rate can reach 100%. The treated industrial water meets the national secondary urban water standard and can be used for watering flowers and fish-farming.



\* 圖為天能綠色循環經濟產業園  
Circular Industrial Park



## 節能減排

本集團始終倡導企業與自然的和諧相處，把綠色發展理念貫穿到產品生態設計、製造、包裝、運輸、使用以及回收處理的全生命週期，實現了閉環式綠色發展。

2019年，本集團共計賣出電池約3億隻，如果每隻電池20厘米長，這些電池首位相連，總長可達60,000公里，可以繞赤道1.5圈。按每組電池（4只電池為一組）蓄電後可騎行60公里，每組電池可充放電400次計算，本集團每年售出的電池累計行駛里程可達到18,000億公里，相當於從地球到太陽往返6,000趟。

假設80%替代摩托車里程（百公里節油2.5升），20%替代轎車里程（百公里節油9升），加權平均百公里節油為3.8升，這些電池的全生命週期可實現節油68.4億升（4924.8萬噸），相當於2018年全國成品油消費量的15%。

如果80%替代摩托車，20%替代轎車，每年本集團售出的電池可減少一氧化碳237.6萬噸，碳氫化合物118.8萬噸，氮氧化物23.75萬噸。可減少二氧化碳排放13,570萬噸，相當於種植了3.7億棵落葉松。

## 綠色辦公

本集團將綠色環保貫穿到生產經營全過程中，積極打造綠色辦公環境，深化綠色管理思路。公司內部通過信息化平台建設，推行無紙化辦公，減少紙張等資源的損耗。園區內減少能耗，如辦公區域夏天空調溫度不低於26度，總部園區路燈通過光伏發電。通過標語、宣傳欄等多種形式進行文化宣貫，不斷增強員工節能降耗意識。

## Energy Conservation and Emission Reduction

The Group advocates ecological development all the time, runs the idea of green ecology development through Product Lifecycle Management from product ecological design, manufacturing, packaging, transportation, usage to recovery and disposition, realizing the closed-loop green development.

In 2019, the Group sold a total of about 300 million batteries. If each battery is 20 centimeters long, the length of 300 million batteries connected end to end is 60,000 kilometers, which equals 1.5 times of the length of the equator. On the basis that the power in a group of batteries (4 batteries in a group) can support riding of 60 kilometers, and a group of batteries can be charged and discharged 400 times, the cumulative mileage of riding supported by the batteries sold by the Group each year can reach 1.80 trillion kilometers, equivalent to 6,000 round trips from earth to sun.

Assume that 80% substitutes motorcycle mileage (saving 2.5 liters of fuel per 100 kilometers) and 20% substitutes car mileage (saving 9 liters of fuel per 100 kilometers), the weighted average volume of fuel saved is 3.8 liters per 100 kilometers, and the whole life cycle of these batteries can achieve fuel saving of 68.4 billion liters (49.248 million tons), equivalent to 15% of China's refined oil consumption in 2018.

If 80% replaces motorcycles and 20% replaces cars, the batteries sold by the Group each year can reduce carbon monoxide by 2.376 million tons, hydrocarbons by 1.188 million tons, and nitrogen oxides by 237,500 tons, and can reduce carbon dioxide emissions by 135.7 million tons, which is equivalent to planting 370 million larch trees.

## Green Office

The Group runs the concept of green environmental protection through the production and operation, actively creates a green office environment, and deepens green management thinking. Through the construction of an information platform within the Group, paperless office is promoted to reduce the wastage of paper and other resources. Reduce energy consumption in the park. For example, in summer, the air-conditioning temperature in the office area is not lower than 26 degrees; the street lights in the headquarters park are powered through photovoltaic power generation. Carry out cultural advocacy through various forms such as slogans and bulletin boards, and continuously enhance employees' awareness of energy conservation and consumption reduction.

## 回饋社會 Feedback

### 就業

本集團在全國直接提供了2萬餘個就業崗位。40餘萬間終端銷售門店，間接創造就業崗位超過100萬個。

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

### Occupation

The Group directly provided more than 20,000 jobs in 10 production bases in the five provinces. More than 400,000 terminal sales stores have indirectly created more than 1 million jobs.

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







## 建言獻策

本集團董事局主席張天任作為全國第十二屆、十三屆人大代表，積極建言獻策、謀求公眾利益，積極承擔人民賦予的重大責任。作為全國人大代表，履職期間，張天任共提出124件高質量的議案和建議。

2019年是張天任第7次參加全國“兩會”，他圍繞新能源和循環經濟、綠色發展、推動鄉村振興等方面準備了26件建議議案。其中，《關於製定人類遺傳資源保護法的議案》引起了國家有關部門和各界人士的重視。2019年6月10日，國務院正式公佈《中華人民共和國人類遺傳資源管理條例》(以下簡稱《條例》)，《條例》自2019年7月1日起施行。該條例在加大保護力度、促進合理利用、加強規範、優化服務監管等方面對我國人類遺傳資源管理做出了新的規定，在保護我國人類遺傳資源，促進人類遺傳資源的合理利用，對從源頭上防止非法獲取、利用人類遺傳資源開展生物技術研究開發活動等起到了重要的推動作用。

## 村企共建

2008年，天能集團與新川村結對，搭建起村企共建平台，助推鄉村振興。村企共建平台搭建以來，集團引導村民就業，發展村級經濟，新川村2/3的村民都在從事與天能相關的工作，實現了企業與周邊村莊、職工與村民之間的可持續發展。

## Offer Advice and Suggestions

As the representative of the 12th and 13th National People's Congress, Zhang Tianren, Chairman of the board, actively advises and seeks public interest, and actively assumes the great responsibility endowed by the people. As a representative of the National People's Congress, Zhang Tianren put forward 124 high-quality proposals and suggestions.

In 2019, Zhang Tianren participated in the "Two Sessions" of the nation for the seventh time. He prepared 26 proposals on new energy and circular economy, green development, and promotion of rural development. Among them, the Proposal on Enacting the Law on the Protection of Human Genetic Resources drew the attention of relevant national departments and people from all walks of life. On June 10, 2019, the State Council formally promulgated the Regulations of the People's Republic of China on the Management of Human Genetic Resources (hereinafter referred to as the Regulations), which came into effect on July 1, 2019. The Regulations make new provisions on the management of human genetic resources in China in terms of increasing protection, promoting rational use, strengthening standardization, and optimizing service supervision, which plays an important role in protecting human genetic resources in China and promoting the rational use of human genetic resources, preventing illegal access to and use of human genetic resources for biotechnology research and development activities.

## Joint Development of Villages and Enterprises

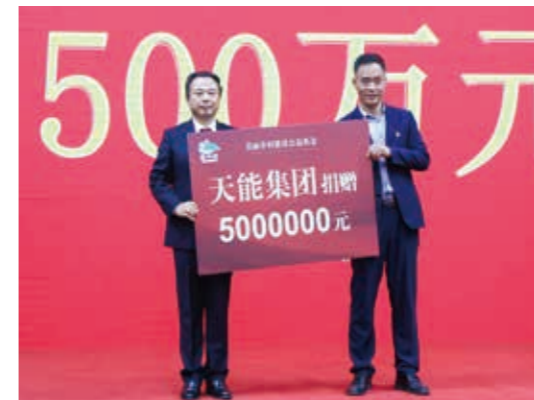
Since 2008, Tianneng Group has cooperated with Xinchuan Village in 2008 and built a win-win platform of "Joint Development of Villages and Enterprises" to facilitate village rejuvenation. Since the establishment of the platform, the Group has guided villagers to find jobs and develop village-level economies. Two-thirds of the villagers in Xinchuan Village are engaged in work related to Tianneng, and the common development among the enterprise, the surrounding villages, employees and villagers have been achieved.

村企共建以來，天能幫助新川村修公路、治污水、建學校，資助村里的文化公益事業，累計捐獻資金7,000多萬元。當前的新川村，人均收入已達10萬元，義務教育入學率、社會保障參保率、公廁改造率、垃圾處理率、清潔能源使用率均達到了100%，村莊綠化率超過38%，先後獲得浙江省全面小康建設示範村、浙江省衛生村等榮譽。

2019年11月17日舉行的新川村首屆鄉賢大會暨美麗鄉村建設匯報會上，天能集團作為村企共建單位，為新川村現場捐款500萬元，天能集團董事局主席張天任以個人名義捐款100萬元，助力新川村美麗鄉村精品村建設。

Since the "Joint Development of Villages and Enterprises", Tianneng has helped Xinchuan Village in road and school construction, sewage treatment, etc. and supported the public welfare establishment of the village, with an accumulative donation amount of over 70 million Yuan. The current per capita income of Xinchuan Village has reached 100,000 Yuan. Xinchuan Village now has nearly 100% of compulsory education enrollment rate, social security participation rate, public toilet renovation rate, garbage disposal rate, and clean energy utilization rate, and 38% of village greening rate, and has successively won honors such as the Zhejiang Provincial Comprehensive Well-off Construction Demonstration Village and Zhejiang Hygienic Village.

At the 1st Xiangxian Conference of Xinchuan Village and the Beautiful Rural Construction Reporting Meeting held on November 17, 2019, Tianneng Group, as a village and enterprise co-construction unit, donated 5 million Yuan to Xinchuan Village. Zhang Tianren, Chairman of the board, donated 1 million Yuan personally to help the beautiful rural boutique village construction in Xinchuan Village.



\* 圖為天能集團向新川村捐贈共建款  
Tianneng group donated co-construction funds to Xinchuan village



\* 圖為張天任董事長慰問村民  
Zhang Tianren, Chairman of the board, visited villagers of Xinchuan Village



## 公益慈善

近年來，本集團始終走在企業公益慈善事業的前列，通過慈善捐助、愛心助學、關愛“小候鳥”等慈善幫扶活動積極履行社會責任。

## Public Benefit and Charity

In recent years, the Group has always been at the forefront of the cause of corporate public welfare and charitable activities, and actively fulfilled its social responsibilities through charitable assistance activities such as charitable donations, caring for students, and caring for “small migratory birds”.

2019年9月，本集團入選浙江省市場監督管理局、浙江省教育廳聯合公佈的2019年“浙江省中小學質量教育社會實踐基地”名單。通過集團建設的電池科普教育基地、特色文化園區等實踐基地，幫助中小學生普及世界能源危機、電池發展史、電池原理等專業內容。

In September 2019, the Group was included in the list of 2019 “Social Practice Bases for Quality Education in Primary and Middle Schools in Zhejiang Province” jointly announced by the Zhejiang Provincial Market Supervision and Administration Bureau and the Zhejiang Provincial Department of Education. The battery science education bases and characteristic cultural parks built by the Group help popularize professional content such as the world’s energy crisis, battery development history and battery principles to primary and secondary school students.



\* 圖為集團向員工捐款援助  
Tianneng provides donation to employee

2016年，本集團設立天能公益基金，從二級市場銷售的天能電池中提取0.02元/只，幫助共贏商和合作夥伴解決困難。目前，這一公益基金已經累計積蓄了468萬元。

The Group has set up Tianneng charity fund in 2016, extracted 0.02 RMB Yuan from per Tianneng battery sold from the secondary market, which effectively helps the win-win partners and cooperative partners to solve problems. So far, the public welfare fund has accumulated a total of 4.68 million Yuan.



\* 圖為學生參加本集團電池科普教育  
Primary and secondary school students activities



\* 圖為員工參加義務獻血活動  
Employee Blood Donation

2019年7月，本集團組織員工參加“無償獻血點亮生命”為主題的公益活動，員工踴躍參與，加入到“獻血獻愛心”的隊伍裡。

In July 2019, the Group organized employees to participate in public charitable activities with the theme of “donating blood for life without compensation”, with active participation of employees in the team of “blood donation”.





# 部分榮譽

## Part of the honors

本集團始終將綠色發展作為前進的驅動力，在綠色智造、資源循環利用、節能減排、清潔生產等方面積極探索、積累經驗，為推動整個行業的高質量、智能化、可持續發展貢獻力量。

本集團在綠色發展上所做出的努力也被《人民日報》、《光明日報》、《經濟日報》、《工人日報》等主流媒體點贊。

The Group always regards green development as the driving force for progress, and actively explores and accumulates experience in green smart manufacturing, resource recycling, energy saving and emission reduction, and clean production, in order to promote high-quality, intelligent, sustainable development of the entire industry. The Group's efforts in green development have also been praised by mainstream media such as People's Daily, Guangming Daily, Economic Daily, and Workers Daily.



\* 圖為知名媒體報導天能綠色發展  
Tianneng Green Development praised by renowned media

所獲部分榮譽列示如下：

List of some honors:

榮譽名稱 Awards	頒發部門 Awarding agency
鉛蓄電池行業第1位 Top 1 in the lead-acid battery industry	中國電池工業協會 China Battery Industry Association
中國循環經濟科技進步獎（廢鉛蓄電池資源再生利用污染防治關鍵技術研發與產業化） China Circular Economy Science and Technology Progress Award (R&D and industrialization of key technologies for waste lead battery resource recycling and pollution prevention and control)	中國循環經濟協會 China Circular Economy Association
國家綠色工廠 National Green Factory	工信部 Ministry of Industry and Information Technology of the P.R.C
國家綠色設計產品（6-EVF-32A） National Green Design Product (6-EVF-32)	工信部 Ministry of Industry and Information Technology of the P.R.C
工業綠色設計示範企業公示名單（第一批） Public list of industrial green design demonstration enterprises (first batch)	工信部 Ministry of Industry and Information Technology of the P.R.C
安徽省節水型企業 Water-saving enterprise in Anhui Province	安徽省經信廳 Anhui Provincial Office of Economics and Information Technology
輕工業聯合會科技進步獎二等獎蓄電池清潔化生產及資源化回收關鍵技術研發與應用 Light Industry Federation Science and Technology Progress Award Second Prize - R&D and application of key technologies for battery clean production and resource recycling	輕工業聯合會 Light Industry Federation
中國石油和化學工業聯合會技術發明二等獎動力電池關鍵材料的研發及資源化回收技術 China Petroleum and Chemical Industry Federation Technological Invention Second Prize - R&D of key materials for power batteries and resource recycling technology	中國石油和化學工業聯合會 China Petroleum and Chemical Industry Federation
全國輕工業企業管理創新成果二等獎新能源動力電池綠色全生命週期管理 National Light Industry Enterprise Management Innovation Achievement Second Prize - Green full life cycle management of new energy power batteries	中國輕工業企業管理協會 China Light Industry Enterprise Management Association
國家綠色設計產品（黑牛2號） National Green Design Product (Black Bull No. 2)	工信部 Ministry of Industry and Information Technology of the P.R.C





2019年6月5日，董事局主席張天任榮獲“中國生態文明獎先進個人”榮譽稱號。

On June 5, 2019, Chairman Zhang Tianren won the honorary title of “Advanced Individual of China Ecological Civilization Award”.

2019年8月29日，董事局主席張天任接受“優秀中國特色社會主義事業建設者”表彰，並參加國新辦舉辦的新聞發布會，向國內外40餘家知名媒體介紹天能的高質量發展。

On August 29, 2019, Chairman Zhang Tianren went to Beijing to accept the award of “Outstanding Builder of Socialist Cause with Chinese Characteristics” and to participate in a press conference hosted by the Information Office of the State Council to introduce the Group’s high-quality development to more than 40 well-known media domestic and overseas.

