

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

MESSAGE FROM THE CHAIRMAN

The Board of Directors of the Group (“We”) strives to promote sustainability development as the best business model which serve the interests for investors and the surrounding communities. Not only do we account for the sustainable development of the China Qinfa Group Limited (the “Group”), but we also safeguard the interests of our stakeholders.

The global economy is still uncertain this year due to the pandemic, yet we incessantly drive responsible production and consumption, including enhancing supply chain management, maintaining a harmonious workplace and business atmosphere, etc.

The Board oversees the environmental, social and governance (“ESG”) opportunities in the context of business strategy. An ESG Committee has been delegated this year to identify and manage material ESG and climate-related risks and opportunities. The Committee also develops effective measures in response to the identified risks and opportunities. The Board reviews the ESG performance, measures, and targets annually to strengthen the management of environmental and social opportunities.

On behalf of the Board of Directors, I would like to express my gratitude to all shareholders, business partners and customers for their long-term support to the Group and convey my sincere appreciation to all employees for their efforts and contributions. We will continue to build a warm and high-quality living standard for the public in a green and sustainable way and join hands with various stakeholders on the road of sustainable development to create a bright future.

Mr. Xu Da

Chairman of the Group

Chairman of the ESG Committee

31 March 2022

主席致辭

本集團董事會(「我們」)致力推動可持續發展作為最有利於投資者與週邊社區的業務模式。我們不僅肩負中國秦發集團有限公司(「本集團」)的可持續發展，同時亦保障持份者的利益。

受疫情影響，本年度全球經濟仍然不明朗，但我們毫不間斷推動負責任的生產及消耗，包括加強供應鏈管理、保持和諧的工作環境及辦公氣氛等。

董事會在制定業務策略時審視環境、社會及管治(「ESG」)機遇。本年度我們已成立ESG委員會，負責識別及管理重大ESG及氣候相關風險與機遇，並為已識別的風險與機遇制定有效應對措施。董事會每年審視本集團的ESG表現、措施及目標，致力加強本集團對環境及社會機遇的管理。

最後，本人謹代表董事會感謝各位股東、業務合作夥伴及客戶長久以來對本集團的支持，亦衷心感謝全體員工的努力和貢獻。我們將以綠色可持續的方式繼續為社會大眾締造溫暖、高質量的生活，在可持續發展的道路上與各持份者攜手共進，創造更加精彩的未來。

徐達先生

本集團主席

ESG委員會主席

二零二二年三月三十一日

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THIS REPORT

China Qinfa Group Limited is a leading non-state-owned thermal coal supplier in China, with a dedication to provide high-quality coal supply and related services to its customers. Its integrated coal supply chain operation covers coal mining, purchase and sales, filtering, storage, blending of coal in China.

The Group is pleased to publish our ESG report (the "Report") of financial year 2021 which details our ESG policies, measures and performance.

REPORTING SCOPE

The Report presents the Group's ESG management approach, environmental and social performance and material topics within our operational boundaries during the period from 1 January to 31 December 2021 (the "Reporting Period" or "FY2021").

Unless otherwise stated hereto, the Report covers the operations at Guangzhou office, Xingtao Coal Mine and Fengxi Coal Mine, which represent the major and the most significant environmental and social impacts and opportunities of the Group.

關於本報告

中國秦發集團有限公司是中國領先的非國有動力煤供應商，竭力為客戶提供優質的煤炭供應及相關服務。本集團經營一體化煤炭供應鏈，包括於中國採煤、煤炭購銷、選煤、存儲、配煤。

本集團欣然刊發二零二一年財政年度的ESG報告（「本報告」），當中詳列本集團的ESG政策、措施及表現。

報告範圍

本報告呈列本集團於二零二一年一月一日至十二月三十一日（「報告期」或「二零二一年財政年度」）營運範圍內的ESG管理方針、環境及社會表現以及重要議題。

除另有說明外，本報告涵蓋位於廣州的辦公室、興陶煤礦及馮西煤礦的營運，代表了本集團在環境及社會方面的主要影響及最大機遇。

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BASIS OF PREPARATION

The report is prepared and presented in accordance with the requirements under the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“HKEx ESG Reporting Guide”). The following reporting principles underpin the preparation of the Report.

1. **Materiality:** The threshold at which the relevant ESG issues becomes sufficiently important to investors and other related parties that they should be reported. The Group determines materiality through internal assessment and its communication with different stakeholders.
2. **Quantitative:** Key performance indicators (“KPIs”), if any, are measurable, and give effective comparative data where appropriate. Furthermore, the purpose and impacts shall be explained. Internationally or nationally recognized methodologies have been adopted in the calculations and estimations.
3. **Balance:** The report should provide an unbiased picture of the Group’s performance in the ESG issues, and should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.
4. **Consistency:** The report should use consistent methodologies to allow meaningful comparisons and disclose any changes to these methodologies.

編製基準

本報告根據香港聯合交易所有限公司證券上市規則附錄二十七《環境、社會及管治報告指引》(「港交所ESG報告指引」)的規定編製及呈列。編製本報告時所遵從的報告原則載列如下。

1. **重要性：**倘ESG事宜對投資者及其他關聯方產生重要影響，則應予以報告。本集團透過內部評估並與不同持份者溝通釐定重要性。
2. **量化：**關鍵績效指標(如有)可予計量，並在適當的情況下提供比較數據，亦須闡述有關目的及影響。進行計量及估計時，採用了國際或國家認可的方法。
3. **平衡：**本報告應不偏不倚地呈報本集團在ESG事宜上的表現，亦應避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。
4. **一致性：**本報告應使用一致的方法，使數據可作有意義的比較，並披露所用方法的任何變動。

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FEEDBACK CHANNELS

We highly recognize your valuable views on this report. Your feedback helps us achieve our vision for a sustainable future. We invite you to share your comments using any of the following means:

Address: Room 2201-2208, 22/F,
South Tower, Poly International Plaza,
No. 1, Pazhou Avenue East,
Haizhu District,
Guangzhou City

Telephone: 8620-89898239

Email: ir@qinfagroup.com

STAKEHOLDER ENGAGEMENT

Not only does the feedback from stakeholders facilitate a wide-ranging and pertinent evaluation of the Group's ESG performance, it also helps the Group to advance its performance. Hence, the Group communicates with stakeholders in an open, honest and positive way. We engage with stakeholders irregularly through various channels, which are illustrated in the table below, in an attempt to establish a shared understanding on the vision and expectation on sustainability.

The operation of the Group affects a range of stakeholders, such as investors, shareholders, employees, suppliers and customers, who may have diverse expectations on the Group. For the purpose of improving its ESG approaches, the Group will continue to communicate with stakeholders and collect opinions from them through various channels. Simultaneously, the Group will improve the disclosures to define the content of the ESG Report to meet the expectations of the stakeholders.

意見收集渠道

歡迎閣下對本報告提出任何意見，閣下的意見將有助我們實現對未來可持續發展的願景。閣下可透過以下方式提供意見：

地址：廣州市
海珠區
琶洲大道東1號
保利國際廣場南塔
22樓2201至2208室

電話：8620-89898239

電郵：ir@qinfagroup.com

持份者參與

持份者的意見不僅有利於全面而中肯地評估本集團的ESG表現，同時有助本集團改善相關表現。因此，本集團以公開、誠實、積極的態度與持份者溝通。我們透過各種渠道(見下表)不定期與持份者溝通，讓各方在可持續發展的願景及期望上取得共識。

本集團的業務影響不同持份者，如投資者、股東、僱員、供應商及客戶，而各方對本集團可能抱有不同期望。為求完善ESG方針，本集團會繼續與持份者溝通，透過各種渠道收集持份者的意見。同時，本集團亦會加強披露，界定ESG報告的內容以符合持份者的期望。

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| Stakeholder groups 持份者組別 | Communication channels 溝通渠道 |
|-----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investors and shareholders 投資者及股東 | <ul style="list-style-type: none"> Company website 公司網站 Company announcements 公司公告 Annual general meeting 股東週年大會 Annual and interim reports 年報及中期報告 |
| Customers 客戶 | <ul style="list-style-type: none"> Company website 公司網站 Customer direct communication 與客戶直接溝通 Customer feedback and complaints 客戶意見及投訴 |
| Employees 僱員 | <ul style="list-style-type: none"> Training and orientation 培訓及迎新 Emails and opinion box 電郵及意見箱 Regular meetings 定期會議 Employee performance evaluation 僱員表現評估 Employee activities 員工活動 |
| Suppliers and business partners 供應商及業務合作夥伴 | <ul style="list-style-type: none"> Selection assessment 甄選評估 Procurement process 採購流程 Performance assessment 表現評估 Regular communication with business partners (e.g. emails, 6 Ö ¥ * « ½ Å @%o ¿ ðD |

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MATERIALITY ANALYSIS

We formulate ESG strategies and management policies in a three-steps approach. Firstly, we identify ESG issues that are material to the Group. Then, the Group has commissioned an independent consultancy firm to conduct a materiality assessment in the form of an online questionnaire. Our key stakeholder groups (e.g. board of directors, employees, customers, and suppliers) were invited to score by considering the importance of the identified twenty-two ESG topics to the Group's operations and how they affect the stakeholders themselves. The assessment result is the major input for the sustainability strategy development and update.



The ESG topics are prioritised and indicated in the materiality matrix below. The topics in the upper right corner of the matrix are significantly more relevant to the Group's business operations and are concerning to our stakeholders. Those topics were defined as material topics.

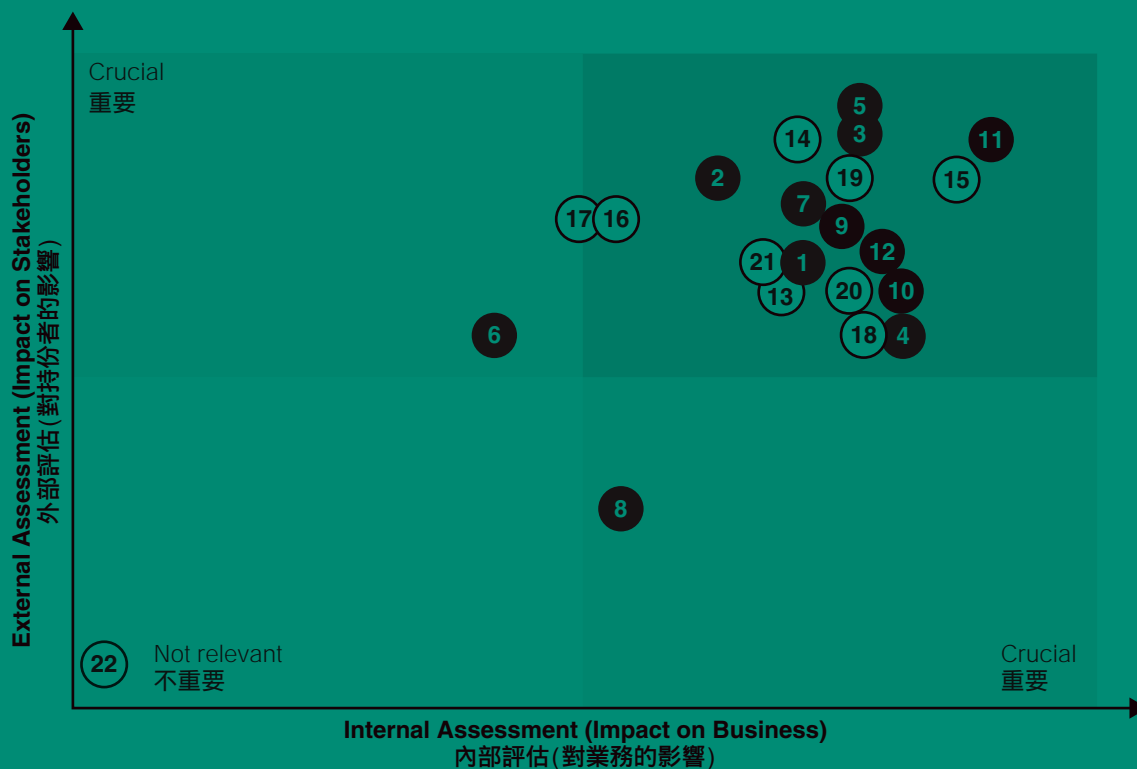
重要性分析

我們在制定ESG策略及管理政策時採取三個步驟。首先，我們識別出對本集團而言屬重要的ESG事宜。然後，本集團委聘獨立顧問公司以網上問卷形式進行重要性評估。我們邀請關鍵持份者組別(如董事會、僱員、客戶及供應商)就已識別出的二十二個ESG議題對本集團營運的重要性及對持份者本身的影響評分。評估結果是我們在制定及更新可持續發展策略時的主要考慮因素。

以下重要性矩陣顯示最重要ESG議題的先後次序。矩陣右上角的議題對本集團的業務營運最為重要，亦是最受持份者關注的議題，我們將這些議題定義為重要議題。

MATERIALITY MATRIX

重要性矩陣



Environment
環境

- 1. Air Emissions
廢氣排放
- 2. Greenhouse Gas (GHG) Emissions
溫室氣體排放
- 3. Solid Waste and Recyclables
固體廢物及可循環再造物料
- 4. Energy Management
能源管理
- 5. Water Management
水資源管理
- 6. Packaging Material Management
包裝材料管理
- 7. Environment and Natural Resources
環境及天然資源
- 8. Climate Change
氣候變化

Employment
僱傭

- 9. Employee Benefits and Welfare
僱員待遇及福利
- 10. Equal Opportunities
平等機會
- 11. Occupational Health and Safety
職業健康與安全
- 12. Talent Management and Development
人材管理及發展

Community
社區

- 22. Caring for the Community
關懷社區

Operation
營運

- 13. Procurement and Supply Chain Management
採購及供應鏈管理
- 14. Product Quality
產品質量
- 15. Product Safety
產品安全
- 16. Production Innovation
生產創新
- 17. Customer Service
客戶服務
- 18. Information Security and Personal Data Protection
資訊安全及保護個人數據
- 19. Protection of Intellectual Property Rights
保障知識產權
- 20. Corporate Governance and Risk Management
公司管治及風險管理
- 21. Anti-competitive Practice
反競爭行為

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The above materiality matrix reflects our organisation's significant impacts. We have identified that employment, operational and environmental issues are significant to the Group development. After analysis, our effort should be focus on occupational safety and product safety, which are the most material topics to the Group. Here below are our five

以上重要性矩陣反映何等議題對本機構影響最大。我們識別出僱傭、營運及環境事宜對本集團發展最為重要。經過分析，我們認為應該專注於職業安全及產品安全，兩者對本集團而言最為重要。以下為最受持份者關注的五大議題：

1. 職業健康與安全
2. 產品安全
3. 水資源管理
4. 固體廢物及可循環再造物料
5. 保障知識產權

可持續發展願景

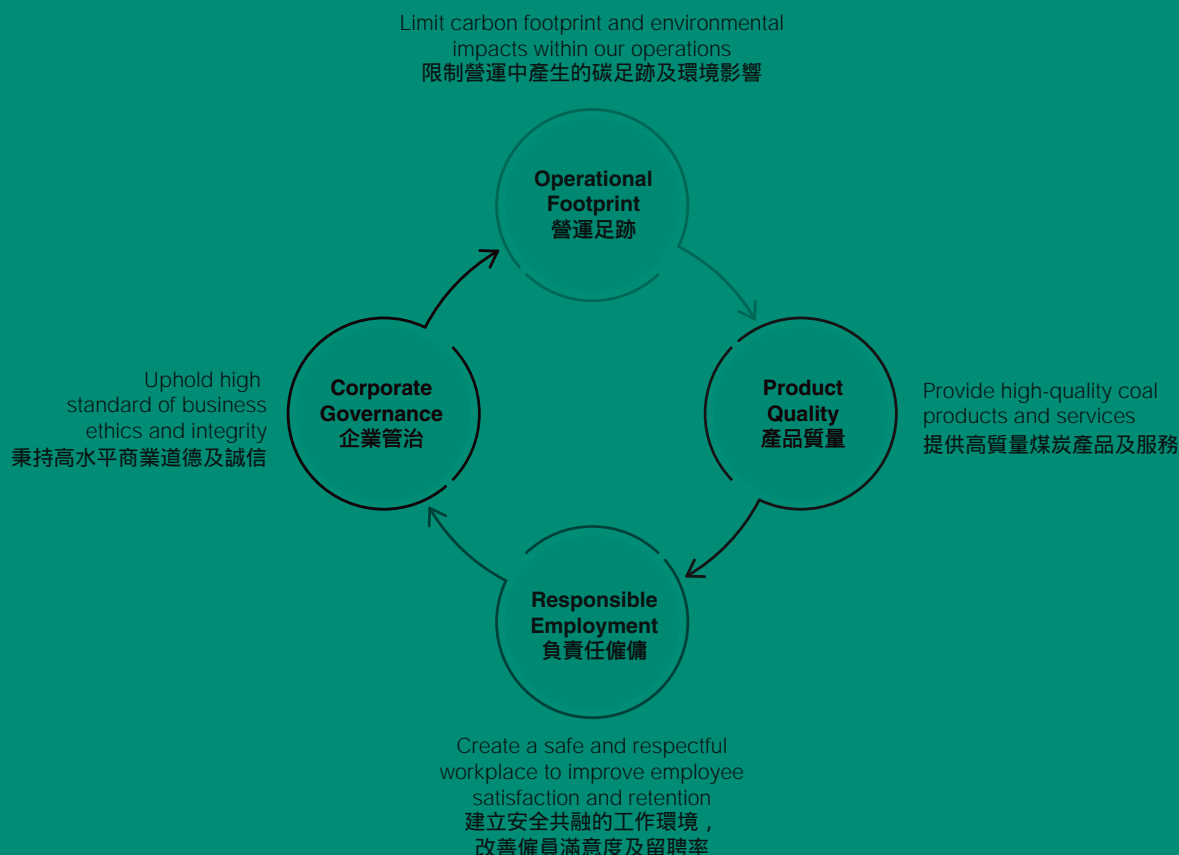
本集團致力將可持續發展融入業務，並視建立可持續發展的良好企業文化為使命。誠信、創新、卓越產品及負責任商業行為乃本集團的核心價值，我們一心透過加強對長遠ESG風險與機遇的管理，成為具有影響力的能源集團公司。

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We have established our sustainability policy this year, governing the operation within the Group. Our sustainability approach is guided by 4 values – Operational Footprint, Product Quality, Responsible Employment and Corporate Governance.

我們已於本年度制定規管本集團營運的可持續發展政策。我們的可持續發展方針乃基於四個原則 – 營運足跡、產品質量、負責任僱傭及企業管治。



The sustainability policy serves as our operational principles, and ensures our operations are in compliance with relevant laws and requirements. The Group is dedicated to green production and minimising its environmental footprint, including enhancing resource efficiency and reducing pollution. We identify and evaluate climate-related risks and opportunities regularly to enhance our climate resilience. Apart from limiting environmental impacts, we strive to create social value by creating safe and respectful workplace, managing supply chain and providing quality coal products and services.

我們以可持續發展政策為營運原則，確保營運符合相關法律法規。本集團推行綠色生產並將環境足跡減至最低，包括提升資源效益及減少污染。我們定期識別並評估氣候相關風險與機遇，從而加強氣候變化復原力。除了限制環境影響，我們透過建立安全共融的工作環境、管理供應鏈並提供優質煤炭產品及服務，致力創造社會價值。

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SUSTAINABILITY GOVERNANCE

The Group takes an interactive approach to continuously strengthen our sustainability governance with a robust governance structure across all departments in place. We integrate sustainability management into corporate management structure and strategic planning to deliver enduring value to our stakeholders. The board retains the overall responsibility for overseeing the Group's sustainability strategy and policy, and has delegated Environmental, Social and Governance committee to drive practical implementation of our sustainability strategies and initiatives.

The Environmental, Social and Governance committee is the highest level of authority to oversee and advise on the Group's sustainability strategies, work plans and performance targets to advance the Company's ESG leadership. Apart from approving the Group's sustainability governance, it directs the Group's sustainability initiatives in adapting the everchanging environment and explores new opportunities for getting out of organisation silos and creating new means for collaboration. The Environmental, Social and Governance Committee consists of three executive Directors, and reports to the Board annually. The key responsibilities of the Environmental, Social and Governance Committee include:



可持續發展管治

本集團以互動形式持續加強可持續發展管治，已建立涵蓋所有部門的穩健管治架構。我們將可持續發展管理融入企業管理架構及戰略部署，務求為持份者帶來長遠價值。董事會負有監督本集團可持續發展策略及政策的整體責任，並已成立環境、社會及管治委員會，推動可持續發展策略及舉措的實踐。

環境、社會及管治委員會乃監督本集團可持續發展策略、工作計劃及表現目標並就有關事宜提出建議的最高權威，務求改善本公司的ESG領導力。除了批准本集團的可持續發展管治，環境、社會及管治委員會指導本集團為適應不斷改變的環境而採取可持續發展舉措，並為擺脫孤島思維、創造合作機會探索新機遇。委員會由三名執行董事組成，每年向董事會匯報。環境、社會及管治委員會的主要責任包括：

RESPONSIBLE EMPLOYMENT

負責任僱傭

OCCUPATIONAL HEALTH AND SAFETY

職業健康與安全

Coal mining industry poses high occupational health and safety (“OHS”) risks; therefore, the Group regards our employees’ health and safety as our utmost concern especially for those working in the mining sites. With safety being our top priority and prevention of work-related injuries being our core mission, occupational safety is managed by comprehensive procedures and guidelines. We have established a risk assessment and occupational health management system which is composed of a number of procedures on risk identification, analysis, evaluation, treatment, monitoring and review.

煤炭開採行業的職業健康與安全(「職健安」)風險很高，因此本集團極為關注僱員的健康與安全，特別是在採礦場工作的僱員。我們以安全為首要之務，以預防工傷為核心使命，採用全面的規程及指引管理職業安全事宜，並已建立一套由風險識別、分析、評估、處理、監察及檢討規程組成的風險評估及職業健康管理系統。

Apart from establishing and reviewing occupational health and safety objectives and policy, we conduct hazard identification on a regular basis. Our safety policy and guidelines stipulate working procedures and measures, and we require our employees comply with the policy. In order to address the identified potential safety risks, workers are provided with protective equipment and machines that pose safety risks have been installed with safety protection measures. Clear procedures and guidelines have been prepared for operations under the recognised risks, and safety inspection and maintenance on daily operation and machines are conducted regularly. Rectification will be taken promptly should there be any non-compliance.

除了制定並檢討職健安的目標及政策外，我們亦定期進行隱患識別。安全政策及指引列明工作規程及措施，我們亦規定僱員必須遵守有關政策。為應對已識別的潛在安全風險，我們為工人提供個人防護裝備，並為有安全風險的機器安裝防護裝置。對於在已確認風險下進行的操作，我們已制定明確的規程及指引，並定期為日常操作及機器進行安全檢查與保養，一旦發現違規會即時整改。

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Although sufficient safety preventive measures have been in place, accidents and incidents may still occur in the workplace. Emergency preparedness plans are established to guide our employees to report, respond and investigate in various emergency situations. Apart from eliminating accident occurrence, the Group ensures our employees receive appropriate medical treatment and proper compensation under the social insurance after accidents. We have formulated medical service agreement with local hospitals to ensure efficient coal mines rescue.

The pandemic has posed material health risk this year, and we have established relative prevention and control measures. We conduct comprehensive disinfection of the premises on a regular basis and distribute epidemic prevention items to employees.

During the Reporting Period, the Group was in compliance with laws and regulations related to OHS, including the Safety Law, Law of the PRC on the Prevention and Treatment of Occupational Diseases. In addition, the Group closely follows some specific regulations for our industry, including the Regulation on Safety Supervision of Coal Mines of the PRC, Coal Mine Safety Rules, Regulation on Safety Testing and Inspection of Air Compressors, and Primary Ventilation System and Primary Drainage System. With our dedication onto workplace safety and employee's wellbeing, there was no work-related fatality for the past three Reporting Periods and zero lost days due to work injury during the Reporting Period.

儘管已採取充分的安全預防措施，但工作場所仍可能發生各種意外與事故。我們已制定緊急應變計劃，指導僱員在不同緊急情況下應如何通報、應對及調查。本集團除了致力杜絕事故發生，亦確保僱員在事故發生後獲得妥善治療並根據社會保險獲得合理賠償。我們已與當地醫院簽訂醫療服務協議，確保煤礦救援工作能有效進行。

疫情在本年度構成重大健康風險，我們已就此制定相應防控措施，定期全面消毒處所並向僱員派發防疫物資。

於報告期內，本集團一直遵守職健安相關法律法規，包括《安全法》、《中華人民共和國(「中國」)職業病防治法》等。本集團亦嚴格遵守行業特定法規，例如《中國煤礦安全監察條例》、《煤礦安全規程》、《煤礦在用空氣壓縮機、主通風機系統、主排水系統安全檢測檢驗規範》等。我們致力確保工作環境安全與僱員安全，因此於過去三個報告年度概無僱員因工亡故，於本報告期間亦無因工傷損失工作日數。

EMPLOYMENT AND LABOUR PRACTICES

The Group believes that employees are the most valuable assets of a company, as they serve an important role in furthering the product and service quality of the Group and laying the foundation for the development of the Group. The Group prudently upholds a workplace that pursues safety, health, fairness and impartiality without discrimination, and remains committed to upkeeping the harmonious relationship between the Group and the employees. Additionally, the Group continuously builds and collaborates with our talent pool for the lasting growth of the Group.

Equal Opportunity Policy

The Group strongly believes that equal opportunity improves employee satisfaction, which sequentially helps retain and motivate our talents to assist with the Group's business development. Per se, with an aim to protect job applicants and employees from discrimination, the Group has established related recruitment and human resources procedures to ensure that recruitment and promotion decisions are made based on the qualification, experience and performance of applicants and employees, irrespective of such factors as gender, age, race, family status, religious belief and disability.

Compensation System

The Group offers a fair and competitive compensation package that attracts and retains high-calibre talents. The package consists of basic salary, social security insurance, and other fringe benefits, which is reviewed periodically to ensure its competitiveness in the labour market and its alignment with the Group's performance.

Moreover, the Group also has a set of comprehensive human resources management policy to govern human resources function. The policy is composed of guidelines on compensation and benefits, working hours and holidays, recruitment and selection, performance management, promotion, employment termination, training and development.

僱傭與勞工常規

本集團認為僱員是公司最寶貴的資產，優秀的僱員不僅有助本集團產品與服務質量更上一層樓，更是本集團發展的基石。本集團致力維繫安全健康、公平公正、不存在歧視的工作環境，維持本集團與僱員之間的和諧關係。此外，本集團不斷凝聚人材，與他們一同推動本集團的長遠發展。

平等機會政策

本集團深信平等機會可提高僱員滿意度，藉此挽留人材並激勵他們為本集團的業務發展出力。為了讓應徵者及僱員免受歧視，本集團已制定相關招聘及人力資源程序，確保招聘及升遷決定建基於應徵者及僱員的資歷、經驗及表現，而排除性別、年齡、種族、家庭狀況、宗教信仰、殘疾等因素。

薪酬體系

為吸引並挽留優秀人材，本集團提供公平而具競爭力的薪酬待遇，包含基本薪金、社會保險及其他附帶福利，並定期檢討薪酬待遇，確保在勞動市場具有競爭力並與本集團的業績匹配。

此外，本集團亦有一套全面的人力資源管理政策，由一系列有關薪酬及福利、工時及假期、招聘及篩選、表現管理、晉升、解僱以及培訓及發展的指引組成，用以規管人力資源職能。

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Employee Benefits

The Group strives to build a harmonious labour relationship and a happy workplace, and promote a positive and healthy lifestyle, which will help the employees become more engaged in their work. Therefore, the Company organizes regular medical checkup for our employees, so that they will have a better understanding of their personal health issues. In addition, the Group offers employees fringe benefits, such as housing provident fund and supplementary medical insurance, to improve their pension, medical insurance and ultimately their living quality.

Other aspects of employees' life are also included to the Group's agenda, such as maternity leave and paternity leave. In addition, the Group understands the importance of listening carefully to our employees, and allows them to express their opinions to their superiors.

During the Reporting Period, the Group was in compliance with relevant policies and guidance regarding equal employment opportunities, child labor, forced labor and employment, including the Provisions on the Prohibition of Using Child Labor, Special Protection Regulations for Juvenile Employees, the Labor Law of the PRC and the Labor Contract Law of the PRC.

僱員福利

本集團致力建立和諧的勞資關係、愉快的工作環境，推廣正面健康的生活方式，讓僱員更投入工作。因此，本公司組織僱員進行定期體檢，讓僱員更了解自身健康狀況。同時，本集團為僱員提供住房公積金及補充醫療保險等附帶福利，改善其退休及醫療保障，從而提升生活質素。

僱員生活的其他方面亦屬本集團關注之列，例如為僱員提供產假及侍產假。此外，本集團明白仔細聆聽僱員意見的重要性，允許僱員向上級表達意見。

於報告期內，本集團一直遵守平等就業機會、童工、強迫勞動及僱傭相關政策及指引，包括《禁止使用童工規定》、《未成年工特殊保護規定》、《中國勞動法》及《中國勞動合同法》等。

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| | | FY 2021 二零二一年 財政年度 | FY 2020 二零二零年 財政年度 |
|-------------------------------|--------------|--------------------------|--------------------------|
| Total Work Force | 僱員總數 | | |
| By Gender | 按性別 | | |
| Male | 男性 | 2,411 | 1,902 |
| Female | 女性 | 234 | 168 |
| By Employment Type | 按僱傭類型 | | |
| Full-time | 全職 | 2,645 | 2,070 |
| By Age Group | 按年齡組別 | | |
| 16-24 years old | 16-24歲 | 42 | 23 |
| 25-40 years old | 25-40歲 | 952 | 855 |
| 41-59 years old | 41-59歲 | 1,604 | 1,122 |
| 60 years old or over | 60歲或以上 | 47 | 70 |
| By Geographical Region | 按地區 | | |
| China | 中國 | 2,429 | 2,070 |
| Indonesia | 印尼 | 216 | 0 |
| Turnover Rate | 流失比率 | | |
| By Gender | 按性別 | | |
| Male | 男性 | 8.59% | 5.78% |
| Female | 女性 | 8.55% | 2.98% |
| By Age | 按年齡組別 | | |
| 16-24 years old | 16-24歲 | 11.90% | 8.70% |
| 25-40 years old | 25-40歲 | 9.56% | 3.74% |
| 41-59 years old | 41-59歲 | 7.48% | 7.22% |
| 60 years old or over | 60歲或以上 | 23.4% | 0.00% |
| By Geographical Region | 按地區 | | |
| China | 中國 | 8.06% | 5.56% |
| Indonesia | 印尼 | 14.4% | N.A. |

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TRAINING AND DEVELOPMENT

We consider that professionally trained employees are the keys to our business growth and success. Consequently, the Group encourages our employees to participate in personal development and job-related training courses. The Group has established an employee training policy which specifies the management responsibilities to identify training needs of each department.

In daily operation, the Group provides on-boarding training to new employees, and assigns experienced employees as mentors to guide newcomers. Apart from fostering communications and teamwork, this mentoring arrangement can improve technical skills and managerial capability of employees. In addition, we always encourage our employees to pursue further learning and development. The Group has continuously strengthened the training system based on the operational needs. In the Reporting Period, we provided vocational training weekly for relevant staff to enhance their technical knowledge. Training is also provided to directors and the finance team to strengthen our corporate governance.

In the Reporting Period, we have offered 481,820 training hours to our employees, and 80% of employees received training with 182 average hour of training per employee. Set out below is the percentage of employees trained by gender and employee category during the Reporting Period:

培訓及發展

我們認為具備專業培訓的僱員是引領業務增長及成功的關鍵，因此鼓勵僱員參與個人發展及工作相關培訓課程。本集團已制定僱員培訓政策，當中訂明管理層有責任識別各部門的培訓所需。

在日常營運中，本集團向新僱員提供入職培訓，並讓有經驗的僱員擔任導師指導新人。這種導師制能加強溝通、培養團隊精神，亦可提升僱員的技術與管理能力。此外，我們積極鼓勵僱員持續進修，追求個人發展。本集團根據實際營運所需，持續完善培訓體系。於報告期內，我們每星期為相關僱員提供職業培訓，豐富其技術知識，亦為董事及財務團隊提供培訓，提升企業管治水平。

於報告期內，我們已向僱員提供481,820小時的培訓，受訓僱員比例為80%，每名僱員的平均受訓時數為182小時。於報告期內，按性別及僱員類別劃分的受訓僱員百分比如下：

| Training of Employee | 僱員培訓 | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|----------------------------------------------------------------------------------------|-------------------------------|-------------------------|-------------------------|
| By Gender, in regard to the total number of employees who took part in training | 按性別劃分 (就受訓僱員總數而言) | | |
| Male | 男性 | 98% | 100% |
| Female | 女性 | 2% | 0% |
| By Gender, in regard to the total number of employees of that gender | 按性別劃分 (就該性別僱員總數而言) | | |
| Male | 男性 | 86% | 97% |
| Female | 女性 | 18% | 0% |

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| Training of Employee | 僱員培訓 | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|---------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------|----------------------------------|
| By Employee Category, in regard to the total number of employees who took part in training | 按僱員類別劃分 (就受訓僱員總數而言) | | |
| Management | 管理層 | 2% | 2% |
| Functional departments | 職能部門 | 8% | 4% |
| Frontline departments (including local teams and groups) | 前線部門 (包括當地團隊及小組) | 90% | 94% |
| By Employee Category, in regard to the total number of employees of that employee category | 按僱員類別劃分 (就該僱員類別僱員總數而言) | | |
| Management | 管理層 | 79% | 100% |
| Functional departments | 職能部門 | 55% | 42% |
| Frontline departments (including local teams and groups) | 前線部門 (包括當地團隊及小組) | 83% | 92% |
| Average Training Hour of Employee¹ | 僱員平均受訓時數¹ | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
| By Gender | 按性別劃分 | | |
| Male | 男性 | 199 | 24 |
| Female | 女性 | 8 | 24 |
| By Employee Category | 按僱員類別劃分 | | |
| Management | 管理層 | 248 | 24 |
| Functional departments | 職能部門 | 104 | 24 |
| Frontline departments (including local teams and groups) | 前線部門 (包括當地團隊及小組) | 191 | 24 |

1. FY2020's training hour was estimated based on the declaration from our employees starting from FY2021, we have improved our data logging system to record our on-job training hours, so that the training needs of the Group can be better identified and evaluated.

1. 二零二零年財政年度的受訓時數乃按僱員所聲稱的時數估算得出。自二零二一年財政年度起，我們已改善數據記錄系統，得以記錄在職培訓時數，讓本集團更好地識別及評估培訓需要。

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LABOUR STANDARDS

Human rights are highly respected by the Group, and we are dedicated to protecting and promoting ethical employment in business operation. The Group strictly complies with all applicable national laws and local regulations as well as relevant labour laws and regulations in the place where it operates, including Labour Law of the PRC and Provisions on the Prohibition of Using Child Labour. Moreover, the Group has developed robust and systematic measures for recruitment and selection, and thus prevents itself from hiring child labour and ensures that the employment is in compliance with relevant laws and regulations.

The Group enforces a zero-tolerance policy on the child and any forms of forced labour, including slavery, debt-induced labour and coercion in the workplace. All candidates qualified for employment must have reached the statutory required age and have been in possession of valid identification documents which are examined by the Human Resources Department during recruitment and upon employment. Should we unfortunately discover any child and forced labour in the workplace during our selective identity check, the Group will take prompt remedial actions and review our management approaches to plug the loophole. In addition, all employees are required to enter into labour contracts on a voluntary and fair basis and are free to leave their position with proper notifications. Additionally, the Group has set up a whistle-blowing mechanism for child labour and forced labour to encourage the employees to report any suspicious cases truthfully.

During the Reporting Period, the Group strictly complied with relevant laws and regulations on labour standards, including the Labour Law of the PRC.

勞工準則

本集團高度重視人權，在業務營運中致力保障及提倡道德招聘。本集團嚴格遵守營運所在地所有適用的國家法律及地方法規以及相關勞動法律法規，包括《中國勞動法》及《中國禁止使用童工規定》。本集團亦已制訂嚴謹而有系統的招聘及篩選措施，防止誤聘童工，並確保在僱傭方面遵守相關法律法規。

本集團對童工及任何形式的強迫勞動(包括奴役、債役勞動及在工作場所的脅迫)絕不姑息。所有符合聘用條件的應徵者必須達到法定年齡，並須持有有效的身份證明文件，由人力資源部在招聘及入職時核實資料。倘進行抽樣身份檢查時不幸發現工作場所存在任何童工及強迫勞動，本集團將即時採取補救措施並檢討管理方針以堵塞漏洞。此外，我們規定所有僱員必須在公平自願的基礎上簽訂僱傭合約，並可在發出適當通知後自由離職。本集團亦設有童工及強迫勞動的舉報機制，鼓勵僱員如實舉報任何可疑情況。

於報告期內，本集團嚴格遵守勞工準則相關法律法規，包括《中國勞動法》。

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產品質量

供應鏈管理

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Besides, we prioritise local suppliers to reduce environmental impacts attributed to the logistics arrangement. During the Reporting Period, we have engaged a total of 893 suppliers under the above policy.

此外，為減低物流安排所造成的環境影響，我們會優先選用本地供應商。於報告期內，我們根據上述政策與合共893個供應商合作。

| Region | 地區 | Number 數量 |
|--------|----|--------------|
| China | 中國 | 881 |
| Others | 其他 | 12 |



PRODUCT/SERVICE RESPONSIBILITY

產品 服務責任

Pursuit of Higher Product Quality

追求更高產品質量

With product safety being our material topic as analysed above, providing coal products in high quality and safety is our commitment. We have formulated strict policies and procedures for production and sales of coal products. Our internal procedures are established based on various national regulations, including but not limited to Grade for Closed Process Water Circuit in Coal Preparation Plant (MT/T 810-1999), Coal Sizing Equipment-Performance Evaluation (GB/T15716-1995), General Rules for Analytical and Testing Methods of Coal (GB/T483-2007), Determination of Total Moisture in Coal (GB/T211-2007), Methods for Determining the Minerals in Coal (GB/T7560-2001) and Methods for Determining the Calorific Value of Coal (GB/T479-2000).

如上文所述，產品安全對本集團而言屬重要議題，因此我們致力提供安全的優質煤炭產品。我們已就生產及銷售煤炭產品制定嚴謹的政策及程序，內部程序均遵循國家規範，包括但不限於《選煤廠洗水閉路循環等級》(MT/T810-1999)、《煤用篩分設備工藝性能評定方法》(GB/T15716-1995)、《煤炭分析試驗方法一般規定》(GB/T483-2007)、《煤中全水分的測定方法》(GB/T211-2007)、《煤中礦物質的測定方法》(GB/T7560-2001)及《煤的發熱量測定方法》(GB/T479-2000)。

All our coal products are stored in specific sites or went through only indoor areas, so that no external causes will affect the product quality. Besides, we possess national qualified laboratories to conduct product inspection in a timely manner so as to ensure our coal products are in full compliance with industry standards and sustainability requirements. Smart mining is the current trend of the industry and we have adopted various mining technology to enhance our efficiency. In addition, quality assurance policy has been established to safeguard our product quality. During the Reporting Period, we did not receive any complaints from customers about our coal products and no coal products were subject to recalls due to quality issues. Quality standard is set in the contract requirements. If there is any discrepancy on quality standard agreed by the Group and the customers, the product would normally not be recalled because of the transportation cost involved. The Group will determine on the compensation package after discussion and negotiation with the affected customers.

我們所有煤炭產品均存放於特定地點或只經室內地方運送，因此並無任何外部原因影響產品質量。此外，我們擁有符合國家標準的實驗室，可即時進行產品檢驗，確保煤炭產品完全符合行業標準及可持續發展規定。煤炭智能開採是目前行業發展大勢所趨，而我們亦採用各種開採技術提高效率。此外，我們已制定質量保證政策，確保產品質量達標。於報告期內，我們並無接獲客戶有關煤炭產品的任何投訴，亦無煤炭產品因質量問題而要回收。質量標準載於合約規定。倘若質量標準與本集團跟客戶所協定者有任何不一致之處，由於涉及的運輸成本，產品通常不會回收。本集團會在與受影響客戶討論及磋商後釐定賠償安排。

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The features of coals produced by the Group are as follows:

本集團出產的煤炭特徵如下：

| Coal features | 煤炭特徵 | Huameiao Energy - Xingtao Coal 華美奧能源 - 興陶煤業 | Huameiao Energy - Fengxi Coal 華美奧能源 - 馮西煤業 | Huameiao Energy - Chongsheng Coal 華美奧能源 - 崇升煤業 | Shenda Energy - Xinglong Coal 神達能源 - 興隆煤業 | Shenda Energy - Hongyuan Coal 神達能源 - 宏遠煤業 | Sumber Daya Energi - SDE Coal Sumber Daya Energi - SDE煤業 |
|---------------------------------------------|------------------------|------------------------------------------------|-----------------------------------------------|---------------------------------------------------|----------------------------------------------|----------------------------------------------|-------------------------------------------------------------|
| Coal seam | 煤層 | 4,8,9,10,11 | 4,9,11 | 4,9,11 | 2,5 | 2,5,6 | B, D |
| Moisture (%) | 水分(%) | 7-10 | 8-12 | 8-12 | 8.5 | 8.5 | 8-11 |
| Ash (%) | 灰分(%) | 20-28 | 20-28 | 20-28 | 21.45 | 30-72 | 22-25 |
| Sulphur (%) | 含硫量(%) | 1.4-1.9 | 1.2-1.6 | 1.6-2.5 | 1.52 | 1.45 | 0.18-1.2 |
| Calorific value (average, kcal/kg, net, ar) | 發熱量(平均、千卡 千克、淨值、ar) | 4,650-5,200 | 4,600-5,150 | 4,600-5,150 | 4,838 | 4,187 | 5,300 |

Protection of Customer Data, Privacy and Intellectual Property Rights

We value the importance of customer data and privacy. In protection of customer data, all orders and data of customers are processed and stored by dedicated personnel, and no access is given to unauthorised employees. All employees of the Group have entered into an agreement to guarantee the confidentiality of the Company's data upon joining the Company. In case of any violation or divulgence of information, the Company will take legal actions against the relevant employee and terminate their employment contract immediately if needed.

In safeguarding intellectual property rights, the Group sources products only from legitimate manufacturers or suppliers. The Group strictly abide by the relevant laws and regulations on the protection of national intellectual property rights and do not participate in activities that infringe intellectual property rights. Due diligence is conducted prior to the purchase of the intellectual property rights from third parties to ensure the legality. Prompt investigation will also be carried out if there is any suspected case.

保護客戶資料、私隱及知識產權

我們一向重視客戶的資料及私隱。為確保客戶資料得到保障，本集團所有客戶訂單及資料均由專人處理及保存，嚴禁未經授權的僱員查閱。本集團所有僱員均簽下協議，承諾在加入本公司後對本公司的資料保密。倘違反任何規定或有資料外洩，本公司會在有需要情況下對相關僱員採取法律行動並即時終止其僱傭合約。

在保障知識產權方面，本集團只會從合法製造商或供應商採購產品。本集團嚴格遵守國家知識產權保護相關法律法規，亦不會涉及及侵犯知識產權的活動。向第三方購買知識產權之前，我們亦會進行盡職調查以確保買賣的合法性，一旦發現任何可疑情況，會立即進行調查。

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In the Reporting Period, the Group complied with laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, including the Personal Information Protection Law of PRC. Besides, we have neither product sold subject to recalls for safety and health reasons nor product related complaints in the Reporting Period. We have set up effective communication channels so that we can respond to customer complaints and feedbacks promptly.

CORPORATE GOVERNANCE

ANTI-CORRUPTION

We highly emphasize the integrity of our employees and promote fair competition during our business operations. We understand that fraud, corruption or other unlawful behaviour can undermine the reputation of the Group and reduce the confidence when collaborating with our business partners. We have established a sound governance structure that adheres to the highest ethical standards. Our Employee Handbook stipulates our anti-corruption policies and code of conduct. Clear guidance has been provided in the provision and acceptance of interests, such as gifts and souvenirs, and ways to address conflicts of interest. We have zero tolerance against bribery, corruption, embezzlement, insider trading and theft of corporate assets. We also provide anti-corruption training to employees regularly.

In addition, we have established whistle-blowing procedures to encourage employees, management team and directors to report any misconduct and dishonest behaviour in absolute confidentiality, such as bribery, fraud and other offences. Where a case of misconduct is found out to be true following investigation, the Group will take appropriate corrective measures and disciplinary action against the person(s) involved. In the event of a criminal offence, the Group will report the case to the competent authority. Additionally, the Group engages a third-party agency to audit its internal financial conditions each year.

於報告期內，本集團已就所提供的產品及服務以及補救方法遵守健康與安全、廣告、標籤及私隱事宜相關法律法規，包括《中國個人信息保護法》。此外，於報告期內，我們並無因安全及健康理由而須回收產品，亦無與產品相關的投訴。我們已建立有效的溝通渠道，以便及時回應客戶的投訴及意見。

企業管治

反貪污

我們高度重視僱員的廉潔操守，致力提倡在業務營運過程中公平競爭。我們深明欺詐、貪污或其他非法行為足以損害本集團聲譽，削弱業務合作夥伴與我們合作時的信心。我們已建立完善管治架構，恪守最高道德標準，員工手冊上訂明反貪污政策及操守準則，就提供及收受利益(如禮物及紀念品)以及如何處理利益衝突提供了清晰指引。我們對賄賂、貪污、盜用公款、內幕交易及盜竊公司資產等行為絕不姑息，並定期為僱員提供有關反貪污的培訓。

此外，我們已確立舉報程序，鼓勵僱員、管理人員及董事透過絕對保密的方式舉報任何不當行為及不誠實活動，例如貪污、欺詐及其他犯罪行為。一旦查明個案屬實，本集團會採取適當糾正措施並對涉事人作出紀律處分，倘個案涉及刑事成分，本集團會轉交主管機關處理。此外，本集團每年均會聘請第三方機構審核內部財務狀況。

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During the Reporting Period, the Group complied with the Provisions on Prohibiting Corruption and Bribery of the Criminal Law of the PRC and any legal regulation and requirements for listed companies in Hong Kong. There is no legal case regarding corrupt practices brought against the Group or its employees.

In addition, we provide online training on anti-corruption regularly to directors and staff. We are keen to share materials provided by ICAC about different cases and the ways to deal with various situation. During the Reporting Period, we organised 2 hours training for directors and 2 hours for the general staff.

ORGANISATIONAL FOOTPRINT

The Group sees the importance of the environmental stewardship and greener mining practices due to the environmental impacts generated. We unswervingly pursue breakthroughs in setting itself on a green path to prevent pollutions, utilise the resources in an environmentally responsible manner and minimise the environmental impacts throughout its operations. We have set up environmental policy and internal guidelines for operation.

During the Reporting Period, we strictly complies with the laws and regulations relating to atmospheric and greenhouse gas ("GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to the Environmental Protection Law of the People's Republic of China (the "PRC"), the Cleaner Production Promotion Law of the PRC, the Water Pollution Prevention and Control Law of the PRC, the Law of the PRC on the Prevention and Control of Environment Pollution Caused by Solid Wastes, the Energy Conservation Law of the PRC, and the Renewable Energy Law of the PRC.

於報告期內，本集團已遵守《中國刑法》關於貪污賄賂等罪行的法律規定以及對在香港上市的公司的一切法律規定及要求。本集團或其僱員並無涉及有關貪污行為的法律案件。

另外，我們定期為董事及僱員提供有關反貪污的網上培訓，積極分享由廉政公署提供的不同案例及應對各種情況的方法。於報告期內，我們為董事及一般僱員各安排了2小時的培訓。

營運足跡

鑒於採礦對環境造成的影響，本集團深明環境管理及加強綠色採礦常規的重要性。我們堅定不移引領本集團邁向綠色未來，沿途不斷追求突破，避免產生污染，以對環境負責任的方式善用資源，在整個營運過程中盡量減少對環境造成的影響，並已制定環境政策及內部營運指引。

於報告期內，我們嚴格遵守廢氣及溫室氣體(「溫室氣體」)排放、向水及土地的排污、有害及無害廢棄物的產生相關法律法規，包括但不限於《中國環境保護法》、《中國清潔生產促進法》、《中國水污染防治法》、《中國固體廢物污染環境防治法》、《中國節約能源法》及《中國可再生能源法》。

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EMISSIONS

The Group incorporates the management of emissions into our daily operations and evaluates the progress of emission reduction annually. The Group's gaseous emissions mainly come from air pollutants generated from the fossil fuel burning in boilers, while secondarily from and the transportation of products. These emissions consist of nitrogen oxides (NOx), sulphur oxides (SOx) and respirable particulate matter (PM). We have achieved significant reduction of the air pollutants which is attributed to the replacement of desulfurization and denitrification boilers. In the Reporting Period, we have achieved 92.6% NOx, 100% SOx, 99% PM reduction respectively. Besides, we emitted 674.83 tonnes of dust during the production process in the Reporting Period.

The emissions reported in the table below were from the flue gas from the fuel combustion in boilers only. These emissions in the flue gas represent the primary source of emissions of the Group. The emission from transportation is unavailable as it is comparatively immaterial. We will enhance our data logging process in the future.

The Group aims to reduce its air emission, as well as greenhouse gas emission gradually without sparing our production capacity. Therefore, we commit to enhance our operational efficiency and minimise our environmental impacts. For instance, we have phased out all the desulfurization and denitrification boilers with the natural gas boilers for much lower air emission in both Fengxi Coal Mine and Xingtao Coal Mine. Looking forward, we will explore opportunities to further curtail our emission during our operation process.

排放物

本集團將排放物管理融入日常營運之中，並每年檢討減少排放的進度。本集團的氣體排放物主要來自鍋爐燃燒化石燃料所產生的空氣污染物，其次來自運輸產品，包括氮氧化物(NOx)、硫氧化物(SOx)及可吸入顆粒物(PM)。由於我們已更換脫硫脫硝鍋爐，因此產生的空氣污染物大幅減少。於報告期內，我們減少排放92.6%氮氧化物、100%硫氧化物及99%可吸入顆粒物。此外，於報告期內，我們在生產過程中排放了674.83噸粉塵。

下表呈報的排放物僅來自鍋爐燃燒燃料所產生的煙氣，而煙氣中的排放物為本集團的主要排放來源。由於來自運輸的排放量相對微小，因此無法取得數據，我們日後會就此完善數據記錄系統。

本集團一心在不影響產能的情況下，逐步減少廢氣及溫室氣體排放。因此，我們承諾提高營運效率，將對環境的影響減至最低。例如，我們於馮西煤礦及興陶煤礦一概以天然氣鍋爐取代脫硫脫硝鍋爐，大幅減低廢氣排放。展望未來，我們會探索在營運過程中進一步減少排放的可能性。

| Air Emission (kg) | 廢氣排放(千克) | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|--------------------------|-----------|-------------------------|-------------------------|
| Nitrogen Oxides (NOx) | 氮氧化物(NOx) | 1,193.47 | 16,210.00 |
| Sulphur Oxides (SOx) | 硫氧化物(SOx) | 0 | 17,800.00 |
| Particulate matters (PM) | 顆粒物(PM) | 20.00 | 2,180.00 |

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The Group's GHG emissions come directly from fossil fuel burning and indirectly from electricity purchased for daily operations. Calculation is based on IPCC Guideline and the grid emission factors published by the utilities operators. Scope 1 Direct Emissions include fossil fuel burning (stationary sources), fossil fuel burning (moving sources), and fugitive emissions (underground mining and post-mining activities). Scope 2 Indirect Emissions include purchase electricity. Scope 3 Other Indirect Emissions include discarded waste paper. We have achieved over 60% reduction of Scope 1 Direct Emission in the Reporting Period due the use the replacement of the desulfurization and denitrification boilers with the natural boilers. Due to the immateriality of the GHG emissions from discarded waste paper among total emissions, the figure is not reported here in this year.

本集團的溫室氣體排放直接來自燃燒化石燃料，間接來自為日常營運而購買的電力。計算乃基於IPCC指引及公用事業營運商刊發的電網排放因子。範圍1直接排放包括燃燒化石燃料(固定源)、燃燒化石燃料(移動源)及逃逸排放(井工開採及礦後活動)，範圍2間接排放包括購買電力，範圍3其他間接排放包括棄置廢紙。於報告期內，由於脫硫脫硝鍋爐被天然氣鍋爐取代，範圍1直接排放取得減少60%以上的成果。由於在總排放量中來自棄置廢紙的溫室氣體排放微乎其微，本年度不會在本報告中呈報有關數據。

| GHG Emission (Tonnes of CO₂ equivalent) | 溫室氣體排放 (噸二氧化碳當量) | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|---------------------------------------------------------------|-----------------------------|----------------------------------|----------------------------------|
| Scope 1 Direct Emission | 範圍1直接排放 | 11,850.05 | 31,532.35 |
| Scope 2 Energy Indirect Emission | 範圍2能源間接排放 | 62,465.64 | 60,229.44 |
| Total GHG Emission | 溫室氣體總排放 | 74,315.69 | 91,761.79 |
| Intensity (Tonnes per employee) | 密度(噸 僱員) | 28.10 | 44.33 |

In addition, we minimise our carbon emission through various indirect carbon sources, including business travel and transportation. We do not only encourage centralised management of vehicle use and the use of modern communications tools, but we also prioritise local suppliers.

另外，本集團亦針對多種間接碳排放來源(例如差旅及交通)將碳排放減至最低。我們除了鼓勵集中管理車輛使用，以及善用現代化通訊工具，亦優先選用本地供應商。

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Furthermore, the Group fully complies with the requirements of environmental laws and regulations, including the Environmental Protection Law of the PRC and the Environmental Impact Assessment Law of the PRC to minimize the impacts brought by the Group operation. The Group also fully complies with the requirements stated in the Ambient Air Quality Standards of the PRC (GB3095-1996), the Integrated Wastewater Discharge Standard of the PRC (GB8979-1996) and the Code for Design of Outdoor Wastewater Engineering (GBJ14-1997) for all inevitable emissions, including greenhouse gases and wastewater emissions, effectively reducing the impact of the Group on both air and water quality.

Looking forward, we will reduce our emission gradually by implementing more emission reduction measures. We will keep adopting desulfurization and denitrification technology for our boilers in the future.

Waste Management

Adhering to the hierarchy of waste management, The Group strives to segregate and recycle waste wherever practicable and properly handles and disposes of waste generated from its business activities so as to reduce environmental impacts. The major hazardous waste of the Group includes waste mineral oil produced, general dust and waste oil drums used while the main non-hazardous waste includes waste of boiler and waste generated from cleaning process. In accordance with the requirements of the regional Environmental Protection Department, the Group's mines have recycled all discarded waste through professional recycling and disposal companies.

此外，本集團全面遵守環境相關法律法規的規定，包括《中國環境保護法》及《中國環境影響評價法》，盡量減少本集團運營所造成的影響。就所有不可避免的排放(包括溫室氣體及污水排放)而言，本集團亦已全面遵守《中國環境空氣質量標準》(GB3095-1996)、《中國污水綜合排放標準》(GB8979-1996)及《室外污水工程設計規範》(GBJ14-1997)所載規定，有效減少本集團對空氣質素及水質的影響。

展望未來，我們將採取更多減排措施逐步減少排放，並繼續就鍋爐採用脫硫及脫硝技術。

廢棄物管理

本集團遵循廢棄物管理級別，致力在可行的情況下將廢棄物分類回收，並妥善處理及棄置業務活動所產生的廢棄物，減少對環境造成的影響。有害廢棄物主要包括產生的廢礦物油、一般性粉塵及使用的廢油桶，而無害廢棄物主要包括運行鍋爐產生的廢棄物及清潔過程中產生的廢棄物。根據地區環境保護局要求，本集團的煤礦已透過專業回收及棄置公司回收所有廢棄物。

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Due to the phase out of the desulphurisation and denitrification boiler with the natural gas boiler, the total hazardous waste of both mine has reduced over 50%. The major types of hazardous waste of the Fengxi Coal Mine are waste mineral oil and waste oil drum, which are recycled by qualified organisation. Besides, the major types of the non-hazardous waste are gangue produced in the washing process, the boiler slag and domestic garbage. They are reused for road repairing or handled by the environmental officials for treatment.

Total hazardous waste refers to the total weight of hazardous waste disposed by the Group's operation throughout the year.

Hazardous waste intensity is calculated by dividing the total hazardous waste by the total work force of the Group as at the end of the year.

由於我們以天然氣鍋爐取代脫硫脫硝鍋爐，兩個煤礦的有害廢棄物總量減少50%以上。馮西煤礦的有害廢棄物主要為廢礦物油及廢油桶，均由合資格機構回收。此外，無害廢棄物主要為清洗過程中產生的脈石、鍋爐渣及家居垃圾，會重用來修補路面或由環境保護局人員處理。

有害廢棄物總量指全年內本集團在營運時所棄置的有害廢棄物總重量。

有害廢棄物密度乃以有害廢棄物總量除以本集團於年末的僱員總數計算得出。

| Waste Disposal (Tonnes) | 廢棄物(噸) | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|-------------------------------------------------------|---------------------|----------------------------------|----------------------------------|
| Total Hazardous Waste Intensity (Tonnes per employee) | 有害廢棄物總量 密度(噸/僱員) | 593.30 | 1,277.03 |

本集團嚴格遵守廢棄物處理相關法律法規的規定，包括《中國危險廢物焚燒污染控制標準》(GB18484-2001)、《中國危險廢物貯存污染控制標準》(GB18597-2001)及《中國危險廢物填埋污染控制標準》(GB18598-2001)，在處置之前處理及加工廢棄物(不論有害或無害)，將對環境造成的影響減至最低。此外，於報告期內，無害廢棄物總量微乎其微。

展望未來，我們將提升資源效益並奉行3R原則(減少使用、再用及循環再造)，逐步減少廢棄物。我們日後將簡化營運流程，並選擇產生更少廢棄物的原材料。例如，我們已淘汰傳統鍋爐，因而大幅減少廢棄物。此外，我們已完善倉庫管理系統，提高成材率及資源效益，並密切監控消耗情況，避免過度採購。

資源使用

本集團相信，只要坐言起行並持之以恆，就能將企業的環境足跡減至最低。因此，我們將環保政策引入營運之中，節約能源及資源並回收廢棄物，鼓勵僱員採取可持續生活方式。我們在整個營運過程中倡導3R(減少使用、再用及循環再造)，提高資源效益並減少碳排放。本集團堅守節能理念以實現綠色生產，為實現這個願景，本集團已實施多項措施提升能源效益、減少用紙用水。本集團積極監控

鉅質平施欽

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In the Reporting Period, the resources directly consumed by the Group for operations are as follows:

於報告期內，本集團用於營運的直接消耗資源如下：

| Resource Consumption | Unit | FY2021 二零二一年 財政年度 | FY2020 二零二零年 財政年度 |
|------------------------------------|---------------------------------------|-------------------------|-------------------------|
| 資源消耗 | 單位 | | |
| Electricity 電 | MWh 兆瓦時 | 71,055.05 | 62,220.50 |
| Oil 油 | MWh 兆瓦時 | 7,473.58 | 3,782.23 |
| Natural Gas 天然氣 | Cubic metre (m ³) 立方米 | 3,184,187 | – |
| | MWh 兆瓦時 | 34,434.36 | 47,957.27 |
| Total Energy Consumption 能源總消耗量 | MWh 兆瓦時 | 112,962.00 | 113,960.00 |
| Intensity 密度 | MWh per employee 兆瓦時 僱員 | 42.71 | 55.05 |
| Water Consumption 用水 | m ³ 立方米 | 90,532.00 | 89,127.00 |
| Intensity 密度 | m ³ per employee 立方米 僱員 | 34.23 | 43.06 |

Note 1: Water consumption data covers both mining sites only as the water consumption of Guangzhou office is controlled by the property management and there is no sub-metering available.

附註1：用水數據僅涵蓋兩個煤礦，此乃由於廣州辦公室的用水由物業管理處控制，並無分錶數據。

Note 2: The conversion from activity data to energy value is based on the lower calorific value of the energy source.

附註2：由活動數據轉換至能源值乃基於能源的較低發熱值作出。

We have continuously upgraded our mining equipment to enhance energy efficiency. The original 400 kW front and rear conveyor motors were replaced with an 855 kW inverter-integrated motor. The power of the motor was increased by 455 kW, and the cumulative load was increased by 3,640 kW. In addition, the 90204b main and auxiliary transportation channels was in the process of excavation. 9 sets of 150 kW belt conveyors were deployed to cater for the long excavation distance. In addition, an additional excavation team was added during the construction of one of the mining faces, and the cumulative load increased by 500 kW.

Looking forward, we aim to reduce our energy consumption gradually by enhancing energy efficiency of our equipment. In addition to phasing out the existing lightings with more energy-saving lightings, such as LEDs, we will give priority to equipment with energy efficiency labels. Besides, we are keen to nurture conservation awareness of energy and resources to our employees, minimising unnecessary power consumption in workplace.

The Group knows that severe environmental issues can be resulted from excessive use of resources. As such, the Group continuously cultivates the environmental awareness of the employees. With an aim to promote environmentally benign actions in our operation, the Group has pushed forward several environmental management practices, including green office guidelines. Besides, we will continue to adopt and replace energy efficient machine to lower our energy consumption. Below lists some of our measures to increase resource efficiency.

Water consumption

The Group fully recognises the importance of water scarcity to the environment and to the community. Water consumed by the Group is derived from the water supply within the local area and poses no difficulty in accessing to water sources. The Group proactively focuses on promoting measures to conserve water, including conspicuous signages to remind employees of water conservation and maintain the momentum of water-saving awareness. Looking forward, we aim to improve our water efficiency by prompt maintenance of dripping faucets and gradual replacement with water-saving equipment.

我們持續升級採礦設備，提升能源效益，原本的400千瓦前後傳送發動機已由855千瓦變頻器集成發動機取代，發動機功率增加455千瓦，累計負荷增加3,640千瓦。此外，90204b主要及輔助運輸通道正在挖掘，已部署9部150千瓦輸送帶機以滿足長挖掘距離，其中一個開採面的工程亦增加一支挖掘隊，累計負荷增加500千瓦。

展望未來，我們一心提升設備的能源效益，逐步減少能源消耗。除了以更多節能照明設備(例如LED)取代現有照明設備外，我們亦會優先採用具有能源效益標籤的設備。此外，我們致力提高僱員節約能源及資源的意識，盡量減少工作場所的非必要用電。

本集團深明過度使用資源可引致嚴重環境問題，因此持續培養僱員的環保意識。為了在營運過程中推動環保，本集團已推行多項環境管理常規，包括綠色辦公室指引。此外，我們將繼續採用(並將現有機器更換成)高能源效益機器，減低能源消耗。以下為我們提高資源效益的部分措施。

用水

本集團深明珍貴水源對環境及社區的重要性。本集團的用水來自當地自來水，在求取水源方面並無任何困難。本集團積極推動節約用水，例如在當眼地方張貼標誌提醒僱員節約用水，保持節約意識。展望未來，我們會及時修理滴水的水龍頭並逐步將現有設備更換為節水設備，提高用水效益。

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THE ENVIRONMENT AND NATURAL RESOURCES

The Group is dedicated to implementing prompt actions to lift our environmental performance in the aspects of trimming our overall greenhouse gas emission, resource and energy consumption, and waste production through the GB/T24001-2016/ISO 14001: 2015 certified Environmental Management System ("EMS") and GB/T23331-2012 Energy Management System to identify, manage and mitigate the environmental risks generated by our building and operational processes. An environmental team has been set up for the establishment, implementation, maintenance and continual improvement of our EMS. The team is operated under the direction of the CEO to examine the environmental key performance indicators, such as violation of relevant laws and regulations, safety rate of handling hazardous waste and environmental training coverage. It is also responsible for raising staff's environmental awareness and participation in compliance of environmental laws, waste and pollution reduction and safety and environmental operation. Risk assessment and environmental impact assessment on the production facilities are conducted regularly to identify the Group's strengths, weaknesses, opportunities and threats of the emissions of air pollutants, greenhouse gases, water, sewage, hazardous and non-hazardous waste, noise and soil quality, and update the stewardship approach.

The Group acknowledges that the respect for nature and the environment has become an integral part of our social values. As a socially responsible enterprise, whilst continuously seeking to decrease resource consumption and environmental impacts, the Group will look for means to improve profitability, and continue with our commitments to sustainability development. In addition to continuing to identify, assess, and manage potential adverse environmental impacts, the Group will remain committed to strike a balance between the business and the ecology, and pursue long-term sustainability development. The Group will continue to take environmental protection and conservation of natural resources into consideration amid our review and planning of operation strategies and development.

環境及天然資源

本集團致力採取迅速行動，提升在減少整體溫室氣體排放、資源及能源消耗以及廢棄物產生等方面的環保表現，透過GB/T24001-2016/ISO14001：2015認證的環境管理體系（「環境管理體系」）及GB/T23331-2012能源管理體系，識別、管理及減輕在建設及營運過程中產生的環境風險。我們已成立一支環境團隊，負責確立、落實、維護及持續改進環境管理體系。環境團隊在行政總裁的領導下運作，監察環境關鍵績效指標，例如有否違反相關法律法規、處理有害廢棄物的安全率及環保培訓覆蓋率等。環境團隊亦負責提高僱員在遵守環境法律、減少廢棄物及污染、安全以及環保營運等方面的意識及參與度。環境團隊定期對生產設施進行風險評估及環境影響評估，識別本集團在排放空氣污染物、溫室氣體、水、污水、有害及無害廢棄物、噪音及土壤質量等方面的優勢與弱項、機遇與威脅，並更新管理方針。

本集團深明尊重大自然與環境已成為社會價值的重要一環。作為對社會負責任的企業，本集團在設法加強盈利能力之餘，亦致力減少資源消耗及環境影響，並繼續實現可持續發展。本集團將繼續識別、評估及管理對環境造成的潛在不利影響，並致力在業務與生態之間取得平衡，追求長期可持續發展。在檢討、規劃經營策略及發展時，本集團會繼續將環境保護與珍惜天然資源納入考慮因素當中。

CLIMATE CHANGE

Climate change is one of the global threats of the world and it will bring severe impacts to our business if we do not set up strategy to deal with the changing climate promptly. Therefore, our board and the sustainability committee assess and evaluate climate-related risks and opportunities regularly.

The major physical risks identified of the Group is the threat of extreme weather events which bring heavy rainfalls that may lead to severe flooding and landslide. The Group has formulated protocols for the safety of employees and the minimization of impact on the Group's operation. The protocols include strict compliance with the extreme weathering guidelines announced by the government and adjustment of mining activities. In addition, we have formulated emergency guidelines and measures to minimise the impacts brought by natural disasters. The Group will review its policies on a regular basis to ensure their effectiveness.

Besides, we have identified opportunities to enhance our procurement procedures to enhance resource efficiency. During the Reporting Period, we have thoroughly carried out a comprehensive clearance and warehouse management system. The upgraded centralised system can optimise the management of inventory. Stock can be tracked timely in the system to avoid over procurement and reduce wastage.

In addition, enhancing efficiency of transportation, production and distribution is also our opportunity under the changing climate. During the Reporting Period, we have smoothed the transportation process of coal production and trade through the consolidation of delivery stations in Shanxi, Hebei, Inner Mongolia and other places. We strive to optimise and coordinate the supply chain of our coal products, from production to sales to achieve a high degree of integration of production, transportation and sales. We have also reduced internal transportation costs and improved market adaptability and efficiency with this measure.

氣候變化

氣候變化正在威脅全球，若我們不及時制定策略應對氣候變化，將為業務帶來嚴重影響。因此，董事會及可持續發展委員會定期評估及分析氣候相關風險與機遇。

就本集團而言，已識別的主要實體風險是極端天氣所帶來的暴雨可能引致嚴重水浸及山泥傾瀉。本集團已制定規程，保障僱員安全並將對營運造成的影響減至最低。規程包括嚴格遵守政府發佈的極端天氣指引並調整採礦活動。此外，本集團已制定緊急應變指引及措施，盡量減少自然災害造成的影響。本集團會定期檢討政策，致力確保成效。

此外，我們已識別改進採購程序以提升資源效益的機遇。於報告期內，我們已徹底採納全面的清倉及倉庫管理系統。中央系統升級後，我們優化了存貨管理，可於系統內實時追蹤存貨，避免過度採購，從而減少浪費。

提高運輸、生產及分銷效率亦是我們在氣候變化下的機遇。於報告期內，我們透過整合在山西、河北、內蒙古等地的配送站，令煤炭生產及貿易的運輸過程更加流暢。我們致力優化、協調煤炭產品從生產到銷售的供應鏈，實現產、運、銷的高度一體化，而新措施亦令內部運輸成本降低，提升市場適應力並加強效益。

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COMMUNITY INVESTMENT

The Group believes winning trust from the communities where we operate and winning their recognition of the Group's contribution are essential to our sustainable business development. As a socially responsible enterprise, we undertake the mission to promote the harmonious development of community in a greener environment. We encourage employees to participate in volunteer work and support investment in community development. Our care for the community, contribution to the society and development in the industry are considered as core responsibilities that form part of the Group's long-term development.

The Group will continue with regular reviews of its objectives for and direction of community investments, sponsorship and donation activities. Moreover, the Group will examine whether its social performance aligns with its community investment policy and community objectives, while overseeing and improving its team capacity to ensure the implementation of community investment policies.

During the Reporting Period, we supported students from low income and underprivileged families and people that are affected by natural disaster through approximately RMB1,049,000 donations.

OUTLOOK

The Group believes that the currently implemented measures for environmental and social responsibility are sufficient for our compliance with the relevant laws and listing rules, but necessary reviews and amendments are required from time to time to meet the requirements of various laws, listing rules and internal management. Looking forward, the Group will continue to review and develop corresponding ESG policies and targets, as well as optimising the ESG reporting disclosure in order to pursue continuous improvement in our ESG performance in future.

社區投資

本集團認為，贏得經營所在社區的信任、贏得他們對本集團貢獻的認同，對可持續業務發展至關重要。作為對社會負責任的企業，我們肩負在更綠色環境中促進社區和諧發展的使命。我們鼓勵僱員參與志願工作，支持投資於社區發展，將關愛社區、貢獻社會及推動行業發展視為本集團長遠發展中不可或缺的核心責任。

本集團將繼續定期檢討其社區投資的目標與方向以及參與的贊助及捐贈活動，亦會審視其社會表現是否與其社區投資政策及社區目標相符，同時監督、完善團隊能力，確保社區投資政策得以落實。

於報告期內，我們捐出約人民幣1,049,000元，向來自低收入家庭的清貧學生以及天災災民施以援手。

展望

本集團認為，目前已就遵守相關法例及上市規則充分落實環境及社會責任措施，但仍須不時因應各項法例及上市規則的規定以及內部管理所需而作出必要檢討及修訂。展望未來，本集團將繼續檢討、制定相應ESG政策及目標並優化ESG報告的披露，使ESG表現日趨完善。

| HKEx ESG Reporting Guide General Disclosures & KPIs 港交所ESG報告指引的一般披露及關鍵績效指標 | | Explanation/ Reference Section 解釋 參閱章節 |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| Aspect A Environmental 層面A環境 | | |
| A1 Emission A1排放物 | Information on: – the policies; and – compliance with 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 wastes. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| KPI A1.1 關鍵績效指標A1.1 | The types of emissions and respective emissions data. 排放物種類及相關排放數據。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| KPI A1.2 關鍵績效指標A1.2 | Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| KPI A1.3 關鍵績效指標A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| KPI A1.4 關鍵績效指標A1.4 | Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| KPI A1.5 關鍵績效指標A1.5 | Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |

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|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| KPI A1.6 關鍵績效指標A1.6 | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法，減低產生量的措施及所得成果。 | Organisational Footprint – Emissions 營運足跡 – 排放物 |
| A2 Use of Resource A2資源使用 | Policies on efficient use of resources including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。 | Organisational Footprint – Use of Resources 營運足跡 – 資源使用 |
| KPI A2.1 關鍵績效指標A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。 | Organisational Footprint – Use of Resources 營運足跡 – 資源使用 |
| KPI A2.2 關鍵績效指標A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。 | Organisational Footprint – Use of Resources 營運足跡 – 資源使用 |
| KPI A2.3 關鍵績效指標A2.3 | Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。 | Organisational Footprint – Use of Resources 營運足跡 – 資源使用 |
| KPI A2.4 關鍵績效指標A2.4 | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。 | Organisational Footprint – Use of Resources 營運足跡 – 資源使用 |
| KPI A2.5 關鍵績效指標A2.5 | Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。 | We do not consume packaging materials due to industry nature. 由於行業性質使然，我們並不消耗包裝材料。 |

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|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| A3 The Environment and Natural Resources A3環境及天然資源 | Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。 | Organisational Footprint – The Environment and Natural Resources 營運足跡 – 環境及天然資源 |
| KPI A3.1 關鍵績效指標A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 | Organisational Footprint – The Environment and Natural Resources 營運足跡 – 環境及天然資源 |
| A4 Climate Change A4氣候變化 | Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 | Organisational Footprint – Climate Change 營運足跡 – 氣候變化 |
| KPI A4.1 關鍵績效指標A4.1 | Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 | Organisational Footprint – Climate Change 營運足跡 – 氣候變化 |
| Aspect B Social 層面B社會 | | |
| B1 Employment B1僱傭 | Information on: – the policies; and – 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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Responsible Employment – Employment and Labour Practices 負責任僱傭 – 僱傭及勞工常規 |

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|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| KPI B1.1 關鍵績效指標B1.1 | Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。 | Responsible Employment – Employment and Labour Practices 負責任僱傭 – 僱傭及 勞工常規 |
| KPI B1.2 關鍵績效指標B1.2 | Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。 | Responsible Employment – Employment and Labour Practices 負責任僱傭 – 僱傭及 勞工常規 |
| B2 Health and Safety B2健康與安全 | Information on: – the policies; and – 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. 有關提供安全工作環境及保障僱員避免職業性危害的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Responsible Employment – Occupational Health and Safety 負責任僱傭 – 職業健康與安全 |
| KPI B2.1 關鍵績效指標B2.1 | Number and rate of work-related fatalities occurred in each of the past three years including the reporting year 過去三年(包括匯報年度)每年因工亡故的人數及比率。 | Responsible Employment – Occupational Health and Safety 負責任僱傭 – 職業健康與安全 |
| KPI B2.2 關鍵績效指標B2.2 | Lost days due to work injury. 因工傷損失工作日數。 | Responsible Employment – Occupational Health and Safety 負責任僱傭 – 職業健康與安全 |
| KPI B2.3 關鍵績效指標B2.3 | Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。 | Responsible Employment – Occupational Health and Safety 負責任僱傭 – 職業健康與安全 |

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|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| B3 Development and Training B3發展及培訓 | Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 | Responsible Employment – Training and Development 負責任僱傭 – 培訓及發展 |
| KPI B3.1 關鍵績效指標B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。 | Responsible Employment – Training and Development 負責任僱傭 – 培訓及發展 |
| KPI B3.2 關鍵績效指標B3.2 | The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分, 每名僱員完成受訓的平均時數。 | Responsible Employment – Training and Development 負責任僱傭 – 培訓及發展 |
| B4 Labour Standards B4勞工準則 | Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的: – 政策; 及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Responsible Employment – Labour Standards 負責任僱傭 – 勞工準則 |
| KPI B4.1 關鍵績效指標B4.1 | Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。 | Responsible Employment – Labour Standards 負責任僱傭 – 勞工準則 |
| KPI B4.2 關鍵績效指標B4.2 | Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。 | Responsible Employment – Labour Standards 負責任僱傭 – 勞工準則 |

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| HKEx ESG Reporting Guide General Disclosures & KPIs 港交所ESG報告指引的一般披露及關鍵績效指標 | | Explanation/ Reference Section 解釋 參閱章節 |
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| B5 Supply Chain Management B5供應鏈管理 | Policies on managing environmental and social risks of supply chain. 管理供應鏈的環境及社會風險政策。 | Product Quality – Supply Chain Management 產品質量 – 供應鏈管理 |
| KPI B5.1 關鍵績效指標B5.1 | Number of suppliers by geographical region. 按地區劃分的供應商數目。 | Product Quality – Supply Chain Management 產品質量 – 供應鏈管理 |
| KPI B5.2 關鍵績效指標B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 | Product Quality – Supply Chain Management 產品質量 – 供應鏈管理 |
| KPI B5.3 關鍵績效指標B5.3 | Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 | Product Quality – Supply Chain Management 產品質量 – 供應鏈管理 |
| KPI B5.4 關鍵績效指標B5.4 | Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 | Product Quality – Supply Chain Management 產品質量 – 供應鏈管理 |
| B6 Product Responsibility B6產品責任 | Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |

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| KPI B6.1 關鍵績效指標B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |
| KPI B6.2 關鍵績效指標B6.2 | Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |
| KPI B6.3 關鍵績效指標B6.3 | Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |
| KPI B6.4 關鍵績效指標B6.4 | Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |
| KPI B6.5 關鍵績效指標B6.5 | Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。 | Product Quality – Product/Service Responsibility 產品質量 – 產品服務責任 |
| B7 Anti-corruption B7反貪污 | Information on: – the policies; and – compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。 | Corporate Governance – Anti-Corruption 企業管治 – 反貪污 |

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