MESSAGE FROM THE CHAIRMAN

The Board of Directors of the Group ("the Board) strive to advance sustainable development as the greatest business model to serve the interest of our investors and the surrounding communities. In addition to preserve the interests of our stakeholders, we also consider for the sustainable development of the Group.

While the global economy affected by the COVID-19 situation during year 2022, we were ceaselessly promoting responsible production and consumption, including optimizing supply chain management, upholding a compatible workplace and business atmosphere, etc.

In the context of business strategy, the Board oversees the environmental, social and governance ("ESG) opportunities. The ESG Committee was commissioned this year to identify and manage material ESG and climate-related risks and opportunities. Moreover, in response to the identified risks and opportunities, the Committee develops various effective measures. ESG performance, measures, and targets are reviewed by the Board annually in order to enhance the management of environmental and social opportunities.

Lastly, on behalf of the Board of Directors, I would like to express my sincere gratitude to all shareholders, business partners and customers for their support to our Group over the years, and convey my sincere appreciation to all our employees for their contributions and efforts. To establish a bright future, we will continue to build a comfortable and high-quality living standard for the general public in a green and sustainable manner and work with various stakeholders on the road of sustainable development.

M. X D
Chairman of the Group
Chairman of the ESG Committee
29 March 2023

主席致辭

本集團董事會(「董事會」)致力推進可持續發展作為最有利於投資者與週邊社區的業務模式。此外，我們亦考慮本集團的可持續發展，以維護持份者的利益。

即使全球經濟於二零二二年受到COVID-19疫情的影響，我們仍毫不間斷推動負責任的生產及消耗，包括完善供應鏈管理、維持和諧協調的工作環境及辦公室氣氛等。

在制定業務策略時，董事會審視環境、社會及管治(「ESG」)機遇。本年度我們委託ESG委員會識別及管理重大ESG及氣候相關風險與機遇。此外，委員會亦制定多項有效措施以應對已識別的風險與機遇。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多年來對本集團的支持，亦衷心感謝全體員工的努力和貢獻。為創造更美好璀璨的未來，我們將以綠色可持續的方式繼續為社會普羅大眾締造舒適、高質量的生活，在可持續發展的道路上與各持份者攜手合作。

徐達先生
本集團主席
ESG委員會主席
二零二三年三月二十九日

ABOUT THIS REPORT

Being one of the key non-state-owned thermal coal suppliers in China, the Group dedicates to provide high-quality coal supply and related services to its customers. Coal mining, purchase and sales, filtering, storage and blending of coal in China are covered in the integrated coal supply chain operation of the Group.

The Group is pleased to publish our ESG report (the "Report) of financial year 2022 which discloses our ESG policies, measures and performance, which aimed to reinforce the confidence of stakeholders and to further increase their understanding of our direction and progress on material sustainability issues.

REPORTING SCOPE

This Report discloses the Group's environmental, social and governance (ESG) performance and material topics of the Group during the period from 1 January to 31 December 2022 (the "Reporting Period or "FY2022).

Unless otherwise noted, the information contained in this report includes the operations at Guangzhou office, Xingtao Coal Mine and Fengxi Coal Mine that represent major environmental, social and governance issues of the Group.

關於本報告

本集團乃中國重要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。

本集團欣然刊發二零二二年財政年度的ESG報告(「本報告」)，當中披露本集團的ESG政策、措施及表現，旨在加強持份者的信心，以及於重大可持續議題的方向及進展方面，加深其對此的認識。

報告範圍

本報告披露本集團於二零二二年一月一日至十二月三十一日(「報告期」或「二零二二年財政年度」)環境、社會及管治(ESG)表現以及本集團重要議題。

除另有註明外，本報告所載資料包括位於廣州的辦公室、興陶煤礦及馮西煤礦的營運，代表了本集團在環境、社會及管治方面的主要議題。

BASIS OF PREPARATION

The Environmental, Social and Governance Reporting Guide, which 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), were followed in the preparation and presentation of this report. The preparation of the report is based on the following reporting principles:

1. **M** : 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. **Q** : 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. **B** : 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. **C** : The report should use consistent methodologies to allow meaningful comparisons and disclose any changes to these methodologies.

編製基準

本報告遵從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」)所載編製及呈列。本報告的編製乃基於下列報告原則：

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。

FEEDBACK CHANNELS

We highly recognize your valuable opinions on this report. Your feedback is important to help us realize 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

意見收集渠道

歡迎　閣下對本報告提出任何寶貴意見，　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

STAKEHOLDER ENGAGEMENT

The feedback from stakeholders not only enables a comprehensive and appropriate evaluation of the Group's ESG performance, but it also aids the Group in improving its performance. Therefore, the Group communicates frankly, honestly and proactively with stakeholders. To engage with stakeholders efficiently and to develop a shared understanding of our vision and expectation in sustainability, we provide a variety of communication channels that are illustrated in the table below.

The Group's business affects various stakeholders, including investors, shareholders, employees, suppliers and customers, who may hold different expectations of the Group. To improve its ESG approaches, the Group will continue to communicate with stakeholders and gather their input through various channels. The Group will simultaneously enhance the disclosures to define the ESG Report's content in order to satisfy stakeholder expectations.

持份者參與

持份者的意見不僅能全面恰當地評估本集團的ESG表現，同時亦有助本集團改善其表現。因此，本集團以坦率、誠實及積極的態度與持份者溝通。為與持份者能有效溝通，並讓各方在可持續發展的願景及期望上取得共識，我們提供各種溝通渠道(見下表)。

本集團的業務影響不同持份者，包括投資者、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，透過各種渠道收集其意見。本集團同時亦會加強披露，界定ESG報告的內容以符合持份者的期望。

S 持份者組別	C 溝通渠道
Investors and shareholders 投資者與股東	• 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	• 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	• 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	• 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, meetings, on-site visits etc.) 與業務合作夥伴定期溝通(如透過電郵、會議及實地考察等)
Government authorities and regulators 政府機關及監管機構	• Documented information submission 提交記錄資料 • Compliance inspections and checks 合規巡查及檢查
Communities 社區	• Company website 公司網站 • Community activities 社區活動

MATERIALITY ANALYSIS

A three-steps approach is adopted to formulate ESG strategies and management policies. First, we determine ESG issues that are material to the Group. The Group has also commissioned an impartial consultancy firm to develop an online survey for materiality assessment. Considering the importance and the relevance of the identified twenty-two ESG topics to the Group's operations and their impacts on the stakeholders themselves, our key stakeholder groups (e.g. board of directors, employees, customers, and suppliers) were invited to rate those topics. The assessment result is the main input for the developing and updating sustainability strategy.

重要性分析

在制定ESG策略及管理政策時採取了三個步驟。首先，我們釐定出對本集團而言屬重要的ESG事宜。本集團委聘客觀公正的顧問公司為重要性評估製作網上問卷。就二十二個已識別的ESG議題對本集團營運的重要性及其對持份者本身影響的關連性，我們邀請關鍵持份者組別(如董事會、僱員、客戶及供應商)評估該等議題。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。

MATERIALITY MATRIX 重要性矩陣

E 環境

1. Management of Air Pollutants and Greenhouse Gas Emission
   空氣污染物及溫室氣體排放管理
2. Wastewater Management
   污水管理
3. Waste Management
   廢棄物管理
4. Energy Conservation
   節約能源
5. Water Conservation
   節約用水
6. Efficiency in the Use of Other Resources
   其他資源的使用效益
7. Impact of Management Operation on the Environment and Natural Resources
   管理營運對環境及天然資源造成的影響
8. Strengthening Climate Adaptability & Resilience
   加強氣候應變能力及韌性

E 僱傭

9. Employment and Labour System
   僱傭及勞工制度
10. Anti-discrimination, Equal and Diversified Employment Environment
    反歧視、平等及多元化的僱傭環境
11. Occupational Safety and Health
    職業安全與健康
12. Employee Development and Training
    僱員發展及培訓
13. Labour Practices
    勞工常規

C 社區

21. Needs and Interests of the Community
    社區的需求和利益
22. Community Investment
    社區投資

O 營運

14. Environment and Social Risks of the Supply Chain
    供應鏈的環境及社會風險
15. Quality Control of Production Material
    生產材料的品質控制
16. Customers' Health and Safety
    客戶的健康與安全
17. Product-recall Mechanism
    產品召回機制
18. Customer Complaint Handling Mechanism
    客戶投訴處理機制
19. Protection the Interests of Customers and Business Partners
    保護客戶及業務合作夥伴的利益
20. Prevention of Bribery, Extortion, Fraud and Money Laundering
    防止賄賂、勒索、欺詐及洗黑錢

The materiality matrix shown above illustrates the substantial implications of our Group. It is noteworthy that all issues are considered as material issues to the Group, the above graph indicates the upper right corner. Energy conservation, water conservation and quality control of production material are identified as top three significant issues to the Group development. After analysis, as both energy conservation and water conservation are the most material issues to the Group, more efforts should be focused on that. Top five material issues that our stakeholders mostly concern are listed below:

1. Energy Conservation
2. Water Conservation
3. Quality Control of Production Material
4. Customers' Health and Safety
5. Prevention of Bribery, Extortion, Fraud and Money Laundering

以上所示的重要性矩陣說明何等議題對本集團影響最大。值得注意的是，所有於上圖右上角顯示的議題對本集團而言均是重要議題。節約能源、節約用水及生產材料的品質控制已獲識別為對本集團發展最為重要的前三大議題。經過分析，由於節約能源及節約用水對本集團乃最為重要的議題，因此應更專注於此兩者。以下為最受持份者關注的前五大議題：

1. 節約能源
2. 節約用水
3. 生產材料的品質控制
4. 客戶的健康與安全
5. 防止賄賂、勒索、欺詐及洗黑錢

SUSTAINABILITY VISIONS

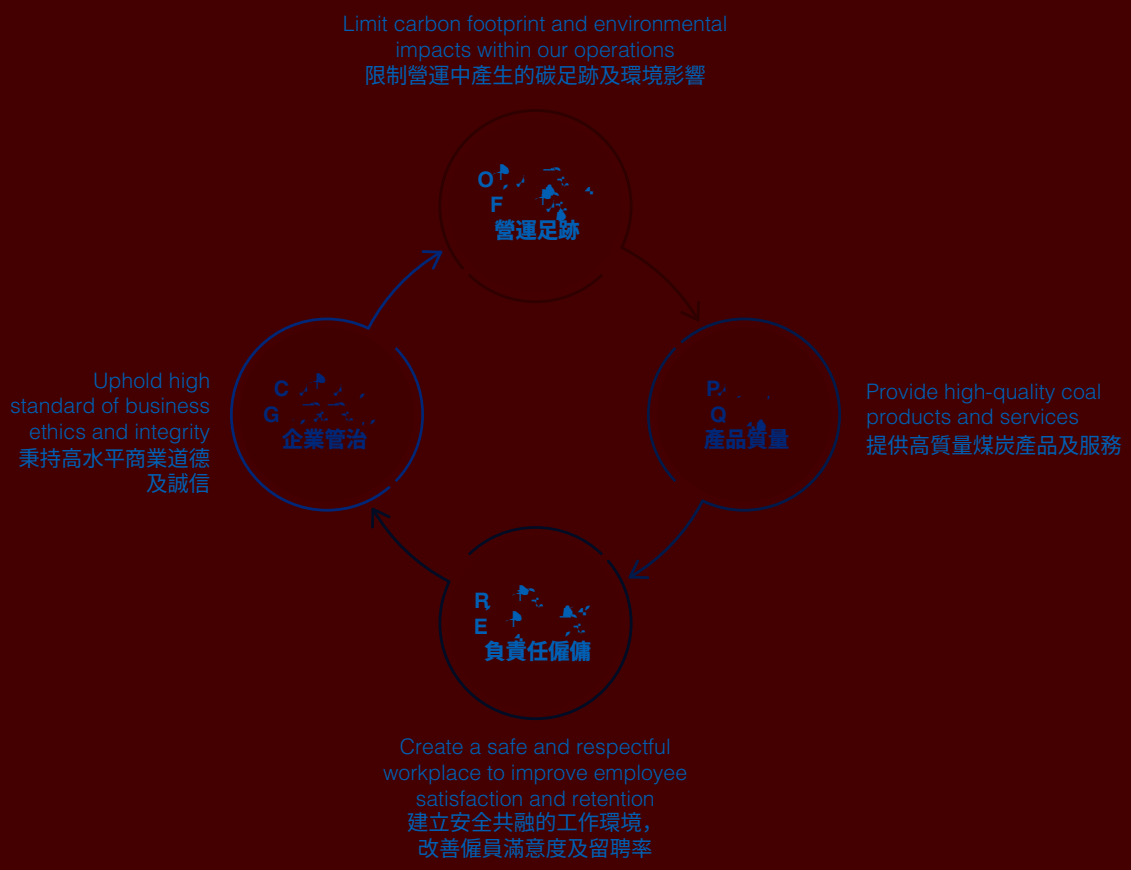
The Group is dedicated to integrating sustainable development into its business operation and considers creating a positive and sustainable corporate culture as our key goal. Integrity, creativity, superior product quality, as well as ethical business practices are our key belief. By improving our management of long-term ESG risks and opportunities, we aspire to become an influential energy conglomerate.

可持續發展願景

本集團致力將可持續發展融入業務營運，並視建立可持續發展的良好企業文化為主要目標。誠信、創新、卓越產品質量及合乎道德的商業操守均為本集團的核心信念。透過改善對長遠ESG風險與機遇的管理，我們矢志成為具有影響力的能源集團公司。

This year, to govern the operation within the Group, we continue to adopt our sustainability policy. Operational Footprint, Product Quality, Responsible Employment and Corporate Governance are four major principles of our sustainability strategy.

本年度，我們繼續沿用可持續發展政策以規管本集團的營運。我們可持續發展策略的四大主要原則乃營運足跡、產品質量、負責任僱傭及企業管治。



The sustainability policy acts as our operational principle and ensures that our operations comply with relevant laws and requirements. The Group is committed to green production and minimising its carbon footprint, which includes enhancing the efficiency of resource usage and reducing environmental pollution. To increase our climate resilience, we regularly identify and assess climate-related risks and opportunities. In addition to reduce the environmental impacts, we also put efforts in creating social value by fostering a safe and respectful workplace, managing our supply chain, as well as offering a high-quality coal goods 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。本集團致力於推行綠色生產並將碳足跡減至最低，包括提升資源使用效益及減少環境污染。為加強氣候韌性，我們定期識別並評估氣候相關風險與機遇。此外，為減低對環境影響，我們亦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。

SUSTAINABILITY GOVERNANCE

With a robust governance structure across all departments in place, the Group adopts an interactive strategy to proactively enhance our sustainability governance. To provide long-term value to our stakeholders, we incorporate sustainability management into our cooperate management structure and strategic planning. The Board retains ultimate responsibility for managing the Group's sustainability strategy and policy and has assigned responsibility for driving practical execution of our sustainability plans and initiatives to the sustainability committee.

The Sustainability Committee has the most power and is responsible for overseeing and advising on the Group's sustainability strategy, work plans, and performance objectives in order to promote the Company's ESG leadership. In addition to endorsing the Group's sustainable governance, it supervises the Group's sustainability activities in responding to an ever-changing environment and exploring new potential for getting out of organisation silos and developing new methods for collaborations. The Committee, which is led by board members, is comprised of three executive Directors and reports to the Board on an annual basis. The Committee's main duties are as follows:

可持續發展管治

本集團採用互動策略積極加強可持續發展管治，以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。董事會負有管理本集團可持續發展策略及政策的最終責任，並已委派可持續發展委員會肩負推動實踐可持續發展計劃及舉措的責任。

可持續發展委員會具有最高權力，並負責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，務求推動本公司的ESG領導力。此外，為推動本集團的可持續發展管治，可持續發展委員會監督本集團為回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。委員會由董事會成員帶領，並由三名執行董事組成，每年向董事會匯報。委員會的主要職責如下：

- Formulate the ESG visions, objectives, strategies, frameworks, principles and policies of the Group
  制定本集團的ESG願景、目標、策略、框架、原則及政策
- Integrate ESG risks into our risk management and internal control systems
  將ESG風險融入風險管理及內部監控系統
- Communicate our ESG policy and requirements with internal and external stakeholders
  向內部及外部持份者傳達我們的ESG政策及要求
- Lead the ESG working group to coordinate the implementation of our sustainability policy
  領導ESG工作小組協調並落實可持續發展政策
- Set and evaluate ESG targets and the progress
  設定並評估ESG目標及進度

SUSTAINABILITY RECOGNITION 可持續發展殊榮

N . 編號	A /R 獎項／殊榮	I O 頒發機構	R D 獲獎日期
1	China Energy Enterprise 500 2022– Ranked No. 359 2022中國能源企業500強榜單第359位	China Energy News and China Energy Economic Research Institute co-publish 中國能源報社與中國能源經濟研究院共同發佈 December 20 22中國能源企業 h	December 2022 二零二二年十二月
2	China's Preferred Employer of the Year 2022		

負責任僱傭

職業健康與安全

職業健康與安全(「職健安」)風險於煤炭開採行業極大，因此本集團視所有僱員的健康與安全為優先事項，特別是在採礦場工作的僱員。職業安全採用全面的規程及規則管理，我們以安全為首要之務，以預防工傷為主要目標。我們已實施一套包括風險識別、分析、評估、處理、監察及檢討規程的風險評估及職業健康管理系統。

In addition to establish, review and monitor occupational health and safety objectives and policy, we regularly carry out hazard identification. Our safety policy and guidelines stipulate working procedures and measures, and we expect our staff to comply with them. Workers are equipped with protective equipment, and machines that poses safety risks have been installed with safety protection measures in order to address the possible safety concerns. Clear procedures and regulations have been developed for operations with identified hazards, and safety inspections and maintenance on daily operations and machines are carried out on a regular basis. Rectification will be taken promptly if there is any non-compliance.

除了制定檢討及監察職業健康與安全的目標及政策外，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，我們亦期望僱員遵守有關政策。為應對潛在安全風險，我們為工人提供防護裝備，並為有安全風險的機器安裝防護裝置。對於在已識別風險下進行的操作，我們已制定明確的規程及法規，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。

Accidents and incidents may still occur in the workplace despite adequate safety precautions being in place. Plans for emergency preparedness are designed to direct our employees in reporting, responding, and conducting investigations in various emergency circumstances. Apart from preventing accidents, the Group guarantees that our employees receive adequate medical care and compensation under social insurance following an accident. To ensure effective rescue efforts from coal mines, we have developed a medical service agreement with nearby hospitals.

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、應對及展開調查。本集團除了致力預防事故發生，亦保證僱員在事故發生後獲得充足治療並根據社會保險獲得賠償。我們已與鄰近醫院簽訂醫療服務協議，確保煤礦救援工作能有效進行。

This year, the pandemic posed a significant risk to public health, and we have developed appropriate preventative and control measures. We also thoroughly clean the property and provide forth tools on a regular basis to employees to help avoiding epidemics.

本年度，疫情構成重大公眾健康風險，我們已就此制定適當防控措施，定期全面消毒物業並向僱員派發物資，以防疫情擴散。

The Group complied with laws and regulations that related to OHS throughout the reporting period, including the Safety Law and the PRC Law on the Prevention and Treatment of Occupational Diseases. The Group also strictly complies with a number of regulations that are specific to our industry, such as the PRC's Regulation on Safety Supervision of Coal Mines, the Coal Mine Safety Rules, the Regulation on Safety Testing and Inspection of Air Compressors, and the Primary Ventilation System and Primary Drainage System. With our commitment to workplace safety and employee well-being, there have been no work-related fatalities in each of the past three years (including the reporting period), and there were no lost days as a result of workplace injuries.

本集團於整個報告期內一直遵守職健安相關法律法規，包括《安全法》及《中國職業病防治法》等。本集團亦嚴格遵守多項行業特定法規，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，因此於過去三年各年(包括報告年度)概無僱員因工亡故，亦無因工傷損失工作日數。

EMPLOYMENT AND LABOUR PRACTICES

The Group believes that people are the most precious assets of a company since they play a key role in improving the Group's product and service quality and laying the foundation for the Group's development. The Group is dedicated to upholding the cordial connection between the Group and the employees and carefully upholds a workplace that prioritizes safety, health, fairness, and impartiality without discrimination. For the Group's long-term success, the Group also consistently expands and collaborates with its talent pool.

僱傭與勞工常規

本集團認為僱員是公司最寶貴的資產，優秀的僱員不僅在提升本集團產品與服務質量上擔當重要角色，更是本集團發展的基石。本集團致力維繫本集團與僱員之間的友好和諧關係，專注維持一個以安全健康、公平公正、一視同仁為先的工作環境。本集團亦不斷凝聚人才，與他們共同合作，以達致本集團長久的成功。

E O P

The Group strongly believes that equal opportunity increases employee satisfaction, which sequentially helps retain and motivate our talents to support 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, regardless of such factors as gender, age, race, family status, religious belief and disability.

平等機會政策

本集團深信平等機會可提高僱員滿意度，藉此挽留人才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。

C S

The Company provides a fair and competitive remuneration plan to recruit and retain talented individuals. The package includes a base wage, social security insurance, and other fringe benefits, and it is assessed on a regular basis to guarantee its competitiveness in the labour market and alignment with the Group's performance.

薪酬體系

為吸引並挽留優秀人才，本公司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。

Furthermore, the Group has a thorough human resources management strategy in place to oversee the human resources function. The policy includes guidelines on remuneration and benefits, working hours and holidays, recruitment and selection, performance management, promotion, employment termination, training and development.

此外，本集團亦有一套全面的人力資源管理策略，用以監管人力資源職能。該政策包括有關薪酬及福利、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。

E [illegible]

The Group works to create a pleasant work environment, a harmonious working relationship, and a healthy lifestyle for its workers, all of which will increase employees' engagement at work. Therefore, the Company organizes regular medical check-up for our employees, so that they will have a better understanding of their personal health issues. In order to enhance employees' pension, medical insurance and eventually their living quality, the Group also provides fringe benefits like housing provident fund and supplementary medical insurance.

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 labour, forced labour and employment, including the Provisions on the Prohibition of Using Child Labour, Special Protection Regulations for Juvenile Employees, the Labour Law of the PRC and the Labour Contract Law of the PRC.

僱員福利

本集團致力建立愉快的工作環境、和諧的僱傭關係，推廣健康的生活方式，讓僱員更投入工作。因此，本公司為僱員舉行定期體檢，讓僱員更了解自身健康狀況。本集團亦為僱員提供住房公積金及補充醫療保險等附帶福利，加強其退休及醫療保障，從而改善其生活質素。

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。

		FY 2022 二零二二年 財政年度	FY 2021 二零二一年 財政年度
T W F	**僱員總數**	**3,067**	2,645
B G	**按性別**		
Male	男性	**2,802**	2,411
Female	女性	**265**	234
B E T	**按僱傭類型**		
Full-time	全職	**3,067**	2,645
B A, G	**按年齡組別**		
16–24 years old	16–24歲	**252**	42
25–40 years old	25–40歲	**1,445**	952
41–59 years old	41–59歲	**1,297**	1,604
60 years old or above	60歲或以上	**73**	47
B G R	**按地區**		
China	中國	**2,249**	2,429
Indonesia	印尼	**818**	216
T R,	**流失比率**		
B G	**按性別**		
Male	男性	**7.24%**	8.59%
Female	女性	**11.70%**	8.55%
B A,	**按年齡組別**		
16–24 years old	16–24歲	**7.54%**	11.90%
25–40 years old	25–40歲	**6.99%**	9.56%
41–59 years old	41–59歲	**8.02%**	7.48%
60 years old or over	60歲或以上	**13.70%**	23.4%
B G R	**按地區**		
China	中國	**7.43%**	8.06%
Indonesia	印尼	**8.19%**	14.4%

TRAINING AND DEVELOPMENT

We believe that professionally trained employees are critical to our business growth and success. Therefore, the Group encourages its employees to actively engage in personal development and job-related training courses. The Group has adopted an employee training policy that defines management's duties for recognizing needs of each department.

In daily operation, the Group provides on-boarding training to new employees, and assigns experienced employees as mentors to guide new joiners. Together with encouraging collaboration and teamwork, this mentoring arrangement can enhance employees' technical skills and managerial capability. Furthermore, we continuously encourage our employees to explore the chance of additional learning and development. Based on operational needs, the Group has consistently enhanced the training system. In the Reporting Period, we provided vocational training weekly for relevant staff to enhance their technical knowledge. To further strengthen our corporate governance, related trainings were also provided to directors and the finance team.

In the Reporting Period, we have offered 489,946 training hours to our employees. The percentage of employees trained by gender and employee category during the Reporting Period is shown below:

培訓及發展

我們相信具備專業培訓的僱員對引領業務增長及成功極為重要。因此，本集團鼓勵僱員積極參與個人發展及工作相關培訓課程。本集團已採用僱員培訓政策，當中訂明管理層有責任確認各部門的需要。

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。這種導師制既可鼓勵合作及團體精神，亦可提升僱員的技術與管理能力。此外，我們一貫鼓勵僱員繼續探索額外學習及發展的機會。本集團根據實際營運所需，持續改善培訓體系。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。為進一步提升企業管治水平，我們亦為董事及財務團隊提供相關培訓。

於報告期內，我們已向僱員提供489,946小時的培訓。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：

T E 僱員培訓		FY2022 二零二二年 財政年度	FY2021 二零二一年 財政年度
B G 按性別劃分 （就受訓僱員總數而言）			
Male	男性	96%	98%
Female	女性	4%	2%
B G 按性別劃分 （就該性別僱員總數而言）			
Male	男性	82%	86%
Female	女性	34%	18%

T[illegible] E[illegible]		FY2022 二零二二年 財政年度	FY2021 二零二一年 財政年度
僱員培訓			
B E[illegible] C[illegible]	**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	10%	8%
Frontline departments (including local teams and groups)	前線部門(包括當地團隊及小組)	88%	90%
B E[illegible] C[illegible]	**按僱員類別劃分 (就該僱員類別僱員總數而言)**		
Management	管理層	80%	79%
Functional departments	職能部門	73%	55%
Frontline departments (including local teams and groups)	前線部門(包括當地團隊及小組)	88%	83%

A[illegible] T[illegible] H[illegible] E[illegible]		FY2022 二零二二年 財政年度	FY2021 二零二一年 財政年度
僱員平均受訓時數			
B G[illegible]	**按性別劃分**		
Male	男性	174	199
Female	女性	14	8
B E[illegible] C[illegible]	**按僱員類別劃分**		
Management	管理層	244	248
Functional departments	職能部門	115	104
Frontline departments (including local teams and groups)	前線部門(包括當地團隊及小組)	182	191

勞工準則

本集團極之重視人權，在業務營運中致力保障及提倡道德招聘。本集團亦嚴格遵守營運所在地所有相關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，並確保在僱傭方面嚴格遵守相關法律法規。

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(包括但不限於採取步驟即時停止相關工作及向相關部門提交報告)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。本集團亦設有舉報規程以鼓勵僱員如實舉報任何童工及強迫勞動的可疑情況。

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》。

PRODUCT QUALITY

SUPPLY CHAIN MANAGEMENT

We recognize that comprehensive supply chain management can assure the quality and safety of our products; accordingly, we have developed internal guidance on supplier management. While evaluating the suppliers' operations, the Group continues to adhere to national safety regulations, including AG1011-AG1013 Safety Inspecting-testing Specifications for Coal Mine, Coal Mine Safety Rules, and Coal Industry Law of the PRC.

We proactively identify and control the environmental and social risks in all links of supply chain, and commit to building a sustainable supply chain demonstrating the Company's responsibility for society and environment. We regularly evaluate the performance of both our current and potential suppliers based on a range of environmental and product quality criteria, including overall capabilities, asset position, business nature, industry reputation, product quality, goods delivery, and compliance with law and regulations. We also prioritise the procurement of environmentally preferable products and services when selecting suppliers, as long as the other specifications meet the requirements. Therefore, only suppliers that are following regulatory requirements and our internal criteria can they be our qualified vendors. We monitor our material suppliers and service providers annually and disqualify unsatisfactory vendors. To ensure timely implementation and monitoring and in case of any major change or incident happening in the supply chain, the procurement department will report timely to the Group's management for updating our internal policy and strategies.

產品質量

供應鏈管理

我們認為全面的供應鏈管理可確保產品質量與安全，因此已就供應商管理制定內部指引。本集團在評估供應商營運時堅持採用國家安全指引，包括《煤礦安全檢測規範》(AG1011 – AG1013)、《煤礦安全規程》及《中國煤炭法》等。

我們主動於所有供應鏈的環節中確認及控制環境及社會風險，並致力於建立可持續的供應鏈，以展示本公司的社會及環境責任。我們根據多項環保及產品質量準則，包括整體能力、資產狀況、業務性質、行內聲譽、產品質量、貨物交付情況及遵守法律法規情況，對現有與潛在供應商進行定期評估。在選擇供應商時，只要在其他規格方面符合要求，我們會優先向提供環保產品及服務的供應商進行採購。因此，只有符合監管規定及本集團內部準則的供應商方能成為合資格供應商。我們每年審查原料供應商及服務供應商，將表現未如理想的供應商剔除。為確保及時實施及監察，以及倘供應鏈出現任何重大變動或發生事故，採購部門須即時向本集團管理層匯報，以便更新內部政策及策略。

Besides, we prioritise local suppliers to reduce environmental impacts attributed to the logistics arrangement. During the Reporting Period, we have engaged a total 829 suppliers from Mainland China and 204 overseas 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829個來自中國內地及204個來自海外的供應商合作。

- Suppliers need to provide document proof for evaluation such as product quality inspection certificates, national environmental product certificates and management system certificates
  供應商須提供產品質量檢驗證書、國家環保產品證書及管理體系證書等證明文件，方便進行評估
- When considered necessary, site inspection will be conducted by the procurement team to identify potential risks of the new suppliers
  如有必要，採購團隊會進行實地考察，識別新供應商的潛在風險

PRODUCT/SERVICE RESPONSIBILITY

產品／服務責任

P[illegible] H[illegible] P[illegible] Q[illegible]

追求更高產品質量

Our commitment is to offer coal products that are of the highest quality and are safe, with product safety being one of our material concerns as analysed above. We have established 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最優質煤炭產品。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制定，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 requirements. 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, in such case, 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，亦無煤炭產品需按要求回收。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，在該情況下，本集團會在與受影響客戶討論及磋商後釐定賠償安排。

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

本集團出產的煤炭特徵如下：

C	煤炭特徵	H	H	H	S	S	S D
		華美奧能源興陶煤業	華美奧能源馮西煤業	華美奧能源崇升煤業	神達能源興隆煤業	神達能源宏遠煤業	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

P C D P R

保護客戶資料、私隱及知識產權

We recognize the value 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 the employees of the into an agreement to guarantee the of the data the Company. case of any violation or divulgence of information, the Company will take legal against the relevant employee and terminate their contract immediately if needed.

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。

In safeguarding intellectual property rights, the R Group sources products only from legitimate manufacturers or suppliers. The R Group strictly ideyheelevant and regulations the otection of ional Intellectual ropertyrights to not participate in activities that infringe intellectual property rights. Due diligence is conducted prior to the 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.

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。

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 established efficient communication channels so that we may quickly address client concerns and feedback.

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，以便快速回應客戶的投訴及意見。

CORPORATE GOVERNANCE

企業管治

ANTI-CORRUPTION

反貪污

We place a high priority on maintaining the integrity of our employees and encouraging fair competition during our business operations. We are aware that fraud, corruption, or other illegal behaviour can tarnish the reputation of the Group and diminish the confidence while 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 monitor the implementation of anti-corruption policies and offer anti-corruption training to employees and directors regularly.

我們高度重視維持僱員的廉潔操守，致力鼓勵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，並監察反貪污政策的落實情況以及定期為僱員及董事提供反貪污的培訓。

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 organisation to audit its internal financial conditions each year. Any possible improprieties in financial reporting, internal control or other matters will be reported to Audit Committee and the Board.

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其內部財務狀況。於財務報告、內部控制或其他事項中的任何可能不當行為將向審核委員會及董事會報告。

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.

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。

In addition, we offer online anti-corruption training to our directors and employees regularly, where we share with them, information from ICAC regarding ways to handle corrupt related situations.

另外，我們定期為董事及僱員提供有關反貪污的網上培訓，其中我們與他們分享廉政公署有關處理貪污相關情況的方法的資料。

ORGANISATIONAL FOOTPRINT

營運足跡

Considering the environmental consequences, the Group recognizes the necessity of environmental stewardship and cleaner mining techniques. 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.

為顧及採礦對環境造成的影響，本集團深明環境管理及加強潔淨採礦技術的必要。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。

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

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《中華人民共和國(「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》。

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 8% NOx reduction. Besides, we emitted 1,251.48 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 compromising our production capacity. Therefore, we commit to enhance our operational efficiency and minimise our environmental impacts. For instance, in order to significantly reduce air emissions in both Fengxi Coal Mine and the Xingtao Coal Mine, we gradually replaced all of the desulfurization and denitrification boilers with natural gas boilers. 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8%氮氧化物。此外，於報告期內，我們在生產過程中排放了1,251.48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逐步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。

A E ( )	廢氣排放(千克)	FY2022 二零二二年 財政年度	FY2021 二零二一年 財政年度
Nitrogen Oxides (NOx)	氮氧化物(NOx)	**1,100.00**	1,193.47
Sulphur Oxides (SOx)	硫氧化物(SOx)	**0**	0
Particulate matters (PM)	顆粒物(PM)	**150.00**	20.00

The Group's GHG emissions are caused both directly by burning fossil fuels and indirectly by 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 wastepaper. Unexpectedly, due to the shortage of natural gas supply in 2022, some of the natural gas boilers were replaced by the desulfurization and denitrification boilers, thus, the scope 1 direct emissions for this Reporting Period were increased to a certain extent. As the GHG emissions from discarded wastepaper among total emissions is immaterial for the Group, 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。由於二零二二年天然氣供應出乎意料出現短缺，脫硫脫硝鍋爐取代了部分天然氣鍋爐，因此，於報告期內，範圍1直接排放增加至一定程度。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 E [illegible] (T[illegible], CO_2, [illegible])	**溫室氣體排放 (噸二氧化碳當量)**	**FY2022 二零二二年 財政年度**	FY2021 二零二一年 財政年度
Scope 1 Direct Emission	範圍1直接排放	**42,013.60**	11,850.05
Scope 2 Energy Indirect Emission	範圍2能源間接排放	**37,464.45**	62,465.64
Total GHG Emission	溫室氣體總排放	**79,478.05**	74,315.69
Intensity (Tonnes per employee)	密度(噸／僱員)	**25.91**	28.10

Also, we reduce our carbon emissions through various indirect carbon sources, such as transportation and business travel. We prioritize local suppliers in addition to promoting centralized management of vehicle use and the use of modern communications tools.

另外，本集團亦針對多種間接碳排放來源(例如交通及差旅)減低碳排放。我們除了推行集中管理車輛使用，以及善用現代化通訊工具，亦優先選用本地供應商。

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.

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。

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.

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。

W , M , T

In accordance with the hierarchy of waste management, the Group is dedicated to segregate and recycle waste wherever it is practical, as well as properly handle and dispose of waste produced by its business operations to minimize any negative impacts on the environment. 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 conformity with the requirements of the regional Environmental Protection Department, the Group's mines have recycled all discarded waste through professional recycling and disposal companies.

廢棄物管理

根據廢棄物管理級別，本集團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營運所產生的廢棄物，將對環境造成的負面影響減至最低。本集團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。遵循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。

In the future, we will gradually reduce our waste disposal by enhancing resource efficiency and adopting 3R principles (Reduce, Reuse and Recycle). We will also simplify our operational process and choosing raw materials that induce less waste in the future. For instance, we have reduced a significant amount of waste through the phase out of traditional boilers. Besides, we have optimised the warehouse management system to improve the turnover of materials and resource efficiency. We have closely monitored our consumption and avoid over purchase.

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。我們日後亦將簡化營運流程，並選擇產生更少廢物的原材料。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。

USE OF RESOURCES

The Group believes that changing our behaviour and taking consistent actions over time can help us reduce our corporate environmental footprint. As a result, we implement green policies in our daily operations to minimise our use of energy and resources and waste recycling. We also encourage our staffs to adopt a sustainable lifestyle. We advocate 3Rs – Reduce, Reuse and Recycle throughout our operation to boost resource efficiency and reduce carbon emission. The Group remains steadfast in the concept of resources conservation to achieve green production. In pursuit of this vision, the Group has implemented various measures to enhance energy efficiency, as well as reducing consumption of paper and water. Diligently monitoring and managing use of resources, the Group strives to improve the efficient use of resources. Given the business nature, use of packaging materials is irrelevant to the business of the Group. Details on energy and water consumption are provided below in this section.

資源使用

本集團相信，只要坐言起行並持之以恆，能有助減少企業的環境足跡。因此，我們將環保政策引入日常營運之中，降低能源及資源使用並回收廢棄物，同時亦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。本集團積極監控及管理資源使用，務求提升使用資源的效率。由於業務性質使然，本集團的業務不涉及使用包裝材料。有關能源及水資源消耗的詳情載於本節下文。

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：

R[illegible] C[illegible]	U[illegible]	FY2022 二零二二年 財政年度	FY2021 二零二一年 財政年度
資源消耗	**單位**		
Electricity 電	MWh 兆瓦時	**64,482.70**	71,055.05
Oil 油	MWh 兆瓦時	**8,565.57**	7,473.58
Natural Gas 天然氣	Cubic metre (m^3) 立方米	**3,011,655**	3,184,187
	MWh 兆瓦時	**33,954.63**	34,434.36
Total Energy Consumption 能源總消耗量	MWh 兆瓦時	**107,002.90**	112,962.00
Intensity 密度	MWh per employee 兆瓦時／僱員	**34.89**	42.71
Water Consumption 用水	m^3 立方米	**69,323.00**	90,532.00
Intensity 密度	m^3 per employee 立方米／僱員	**22.60**	34.23

Note 1: Water consumption data covers Xingtao Coal Mine and Fengxi Coal Mine only as the water consumption of Guangzhou office is controlled by the property management and there is no sub-metering available.

附註1： 用水數據僅涵蓋興陶煤礦及馮西煤礦，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 be increased by 3640 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. Moreover, an additional excavation team was added during the construction of one of the mining faces, and the cumulative load increased by 500 kW.

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。

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.

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。

The Group is aware that excessive resource use can lead to serious environmental problems. As a result, the Group constantly fosters its employees' environmental consciousness. The Group has pushed forward several environmental management practices, including green office guidelines with an aim to promote environmentally benign actions in our operation. In addition, we will keep adopting and replacing energy-efficient equipment to reduce our energy usage. Some of our adopted measures for increasing resource efficiency are listed below.

本集團深明過度使用資源可引致嚴重環境問題。因此，本集團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，我們將繼續採用高能源效益設備，減低能源消耗。以下為我們提高資源效益而採用的部分措施。

W , , ...

The Group is fully aware of the significance 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. We intend to increase our water efficiency in the near future by prompt maintenance of dripping faucets and gradual replacement with water-saving equipment.

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措施，例如在當眼地方張貼標誌提醒僱員節約用水，保持推動節約用水的意識。我們有意於不久的將來提高用水效益，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。

THE ENVIRONMENT AND NATURAL RESOURCES

The Group is committed to taking immediate action to further improve our environmental performance in the aspects of lowering our total greenhouse gas emissions, resource and energy consumption, and waste production by utilizing 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 formed to oversee the establishment, implementation, maintenance, and continuous development 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 recognizes that respect for nature and the environment has become an essential component 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 keep taking environmental preservation and resource conservation 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，藉減少溫室氣體排放總量、資源及能源消耗以及廢棄物產生等方面進一步提升環保表現，並透過使用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。

我們已組成一支環境團隊以監督確立、落實、維護及持續發展環境管理體系。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。本集團於檢討、規劃營運策略及發展時，將繼續考慮環境保護及節約資源的因素。

在檢討、規劃營運策略及發展時，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 greatest challenges of our times and it will bring significant impacts to our business if we not to develop a plan 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.

Additionally, under the circumstances of climate change, we could take the needs to enhance the efficiency of transportation, production and distribution as our opportunity for improvement. Throughout the Reporting Period, we have smoothed the transportation process of coal production and trade through the consolidation and delivery stations in Shanxi, Hebei, Inner Mongolia and other places. We strive to optimize 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. With this strategy, we have also reduced internal transportation costs and enhanced market flexibility and efficiency.

氣候變化

氣候變化為這個時代最大的挑戰，若我們不及時制定計劃應對氣候變化，將為業務帶來重大影響。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本集團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。

此外，在氣候變化的環境下，我們可按需求提高運輸、生產及分銷效率，並以此為改進的機會。於整個報告期內，我們透過整合的方式，令位於山西、河北、內蒙古等地配送站的煤炭生產及貿易運輸過程更加流暢。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，而此策略亦令內部運輸成本降低，提升市場靈活度並加強效益。

COMMUNITY INVESTMENT

The Group believes that gaining the trust of the communities in which we operate and winning their recognition of the Group's contribution are crucial for the development of our business in a sustainable way. We undertake the mission to promote the harmonious development of community in a greener environment as a socially responsible enterprise. 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 contribute to the long-term growth of the Group.

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, RMB4,248,000 charitable donations were made by the Group to enhance social development in various aspects. In addition, the Group contributed in area of education by participating in the relocation of Magalau Primary School in Indonesia, we supported underprivileged students through donations of materials.

社區投資

本集團認為，獲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貢獻本集團長遠發展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，亦會審視本集團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，本集團作出慈善捐款人民幣4,248,000元，用以促進社會各方面發展。另外，本集團通過參與印尼Magalau小學(Magalau Primary School)的遷址於教育領域作出貢獻，我們捐出物資，向清貧學生施以援手。

OUTLOOK

The Group considers that the existing environmental and social responsibility measures are adequate for our compliance with relevant laws and listing rules, but necessary reviews and adjustments are required to meet the requirements of various laws, listing rules and internal management. In order to pursue ongoing improvement in our ESG performance in the future, the Group will continue to review and develop corresponding ESG policies and targets in addition to optimizing the ESG reporting disclosure

展望

本集團認為，已就遵守相關法例及上市規則充分落實現有環境及社會責任措施，但仍須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。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 REPORTING GUIDE INDEX 港交所報告指引索引

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，以及描述已設定的減排目標及已採取達成目標的步驟。	Organisational Footprint – Emissions 營運足跡 – 排放物
A2 U R **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 target(s) set and steps taken to achieve them. 描述能源使用效益，以及已設定的目標及已採取達成目標的步驟。	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 target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，提升用水效益，以及已設定的目標及已採取達成目標的步驟。	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。

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
A3 T E N R 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 C C 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 E 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

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(例如全職或兼職)、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 H S , **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

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
B3 D T **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 L **S** **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 Information ot laws Tf0.028 Tc -0.028 Tw ë Ÿ 6 Ö 8 zB3.1

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
B5 S C M **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 P R **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

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E R S / 解釋／參閱章節
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 A **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
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Corporate Governance – Anti-Corruption 企業管治 – 反貪污

HKE ESG R G G D & KPI 港交所ESG報告指引的一般披露及關鍵績效指標		E / R S 解釋／參閱章節
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Corporate Governance – Anti-Corruption 企業管治 – 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Corporate Governance – Anti-Corruption 企業管治 – 反貪污
B8 C **B8 社區投資**	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資