

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THIS REPORT

This Report is China Qinfu Group Limited's ("Qinfu" or the "Company", together with its subsidiaries, the "Group" or "We") (Stock code: 866) 9th Environmental, Social and Governance ("ESG") report. This Report presents stakeholders with a clear overview of our ESG management approach, measures and performance of our material sustainability issues, with an aim to strengthen their confidence and understanding of the Group and our ESG efforts. The Report is published in English as well as Chinese. In case of any discrepancy between the two versions, the English version shall prevail. This Report is available on our website and The Hong Kong Stock Exchange Limited ("HKEX") website.

### REPORTING SCOPE

Unless otherwise stated, the reporting scope includes the operations at our Guangzhou office, Xingtiao Coal Mine and Fengxi Coal Mine, which account for approximately 67.8% of the Group's total revenue for the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"). The reporting scope is determined by the materiality of each entity to our business and operations, as well as its ESG impacts.

### REPORTING PRINCIPLES

This report was prepared in accordance with the latest ESG Reporting Guide disclosure obligations as set out in Appendix C2 to the Rules Governing the Listing of Securities issued by the HKEX.

The preparation of this report follows the reporting principles for materiality, quantitative, balance and consistency.

- (i) **Materiality:** The Group has conducted a materiality assessment survey to identify the material concerns of our stakeholders and to determine the factors that have material impacts on our sustainable growth. More on the materiality assessment process and outcomes are set out in the section "Materiality Assessment" of this Report.

### 關於本報告

本報告為中國秦發集團有限公司(「秦發」或「本公司」，連同其附屬公司統稱「本集團」或「我們」)(股份代號：866)的第九份環境、社會及管治(「ESG」)報告。本報告向持份者清晰概述我們的ESG管理方針、措施以及重大可持續發展問題上的表現，旨在加強持份者對本集團及我們於ESG方面所做努力的信心及了解。本報告以英文及中文刊發。如中英文版本有任何歧義，概以英文版本為準。本報告於我們的網站及香港聯合交易所有限公司(「港交所」)網站可供查閱。

### 報告範圍

除另有說明外，報告範圍包括廣州辦事處、興陶煤礦及馮西煤礦業務，佔本集團二零二四年一月一日至二零二四年十二月三十一日期間(「報告期間」)總收入約67.8%。報告範圍根據各實體對我們的業務及營運的重要性及其ESG影響釐定。

### 報告原則

本報告乃根據港交所頒佈的證券上市規則附錄C2所載的最新ESG報告指引披露義務而編製。

本報告乃遵從重要性、量化、平衡及一致性的報告原則而編製。

- (i) **重要性：**本集團已進行重要性評估調查，以識別出持份者的重大關切，並釐定對可持續增長具重大影響的因素。有關重要性評估過程及結果的更多詳情載於本報告「重要性評估」一節。

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| <p>(ii) Quantitative: Key performance indicators (“KPIs”) on our ESG performance are prepared and presented while ensuring that they will be measurable and comparable to historical data. All KPIs are provided with clear definitions and the calculation method is clearly stated, with reference to the HKEX Code (Appendix 2: Reporting Guidance on Environmental KPIs and Appendix 3: Reporting Guidance on Social KPIs) and relevant internationally recognised methodologies.</p> <p>(iii) Consistency: Consistent statistical methods have been used in this report to allow meaningful and consistent comparisons of relevant data over time.</p> <p>(iv) Balance: The Group reports objectively on its environmental, social, and governance performance during the Reporting Year, disclosing the results achieved, challenges encountered, and areas for development in a responsible manner.</p> | <p>(ii) 量化：編製及呈列我們ESG績效的關鍵績效指標(「關鍵績效指標」)時，須確保該等指標可計量並可與歷史數據相比較。所有關鍵績效指標均提供明確定義及清楚說明計算方法，並經參考港交所守則(《附錄二：環境關鍵績效指標報告指引》及《附錄三：社會關鍵績效指標報告指引》)及相關國際認可方法。</p> <p>(iii) 一致性：本報告採用一致的統計方法，以便對不同時期的相關數據進行有意義且一致的比較。</p> <p>(iv) 平衡：本集團客觀報告其於報告年度的環境、社會及管治表現，以負責任的方式披露取得的成果、遇到的挑戰及有待發展的領域。</p> |
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### FEEDBACK

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 suggestions or comments on the content of this Report 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](mailto:ir@qinfagroup.com)

### 反饋意見

歡迎閣下對本報告提出任何寶貴意見，閣下的反饋意見將有助我們實現對未來可持續發展的願景。閣下可透過以下任何方式就本報告內容提供建議及意見：

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

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## 環境、社會及管治報告

### ABOUT QINFA

Established in 1996 and listed on the Main Board of the HKEX since 2009, Qinfa has grown into a leading non-state owned thermal coal supplier in China. Central to the Group's success is its integrated coal supply chain, which underpins its core businesses, including coal mining, purchases and sales, filtering, storage and blending of coal in the PRC.

### 關於秦發

秦發於一九九六年成立，並於二零零九年於港交所主板上市，現已發展成為中國領先的非國有動力煤供應商。本集團成功的關鍵在於其一體化的煤炭供應鏈，該供應鏈支撐著本集團核心業務，包括於中國從事採煤、煤炭購銷、選煤、儲煤及配煤。



Our vision is to evolve into a prominent, fully integrated energy group company engaged in production, transportation, and sales. This transformation will be driven by elevating customer service quality, nurturing sustainable profit growth, establishing a competitive strategic edge, and expanding economies of scale.

我們的願景乃發展成產運銷全面一體化的能源集團公司。此轉型將通過提升客戶服務品質、促進可持續利潤增長、建立具競爭力的策略優勢及擴大規模經濟而推動。

Integrity, Tolerance, Creativity, Brilliance, Responsibility, Sharing

誠信、包容、創新、卓越、責任、共享



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY MANAGEMENT

As a committed corporate, the Group is dedicated to integrating sustainability into its business operation and fostering a culture of responsibility. Our sustainability strategy is built upon four key pillars, together with our ESG policy, it guide is to create a better and more resilient future for all stakeholders.

### 可持續發展管理

作為一間盡責的企業，本集團致力將可持續發展融入業務營運中，並培養責任文化。我們的可持續發展策略建基於四大支柱，連同ESG政策作指導，為所有持份者創造更美好、更有韌性的未來。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### SUSTAINABILITY GOVERNANCE

A robust governance structure is key for driving long-term success and value of the Group. We integrate sustainability management into our governance structure and strategic planning to enhance our ESG performance. As the highest decision-making and management body, the Board of Directors (the "Board") holds ultimate responsibility for overseeing the Group's ESG management approach, strategies, policies and measures.

Under the delegation of the Board, the ESG Committee, led by board members and consisting of three executive directors, plays a pivotal role in assisting the Board in supervising the Group's ESG management approach and strategy. The Committee evaluates, prioritises and manages material ESG-related issues and risks, reporting to the Board annually. Additionally, the ESG Committee leads the ESG Taskforce, authorised by the Board and comprises the heads of all functional departments, to implement our sustainability policies.

### 可持續發展管治

健全的管治架構是推動本集團長期成功及實現價值的關鍵。我們將可持續發展管理融入管治架構及策略規劃中，以提升我們的ESG績效。董事會（「董事會」）作為最高決策及管理組織對本集團ESG管理方針、策略、政策及措施負最終責任。

在董事會授權下，ESG委員會由董事會成員領導，由三名執行董事組成，在協助董事會監督本集團ESG管理方針及策略方面發揮關鍵作用。委員會負責評估、優先處理及管理重大的ESG相關問題及風險，並每年向董事會報告。此外，ESG委員會領導ESG工作小組實施可持續發展政策，該工作小組由董事會授權，由所有職能部門的負責人組成。

#### The Board 董事會

- Responsible for the Group's ESG strategy and reporting
- Oversees the Group's ESG issues
- Reviews ESG risks, opportunities, performance and progress made against goals and targets regularly
- 負責本集團ESG策略及匯報
- 監督本集團ESG事宜
- 定期審查ESG風險、機遇、績效以及按相關目標檢討進度

#### ESG Committee ESG委員會

- Monitors, reviews and reports on ESG strategy, performance and progress against targets and goals
- Identifies, evaluates, prioritises and manages material ESG-related risks and opportunities
- Integrate ESG risks into risk management and risk control systems
- Formulates ESG visions, objectives, targets, strategies, frameworks, principles and policies of the Group
- Communicates our ESG policy and requirements with stakeholders
- 監督、審查及報告ESG策略、績效以及目標進度
- 識別、評估、優先排列及管理ESG相關重大風險及機遇
- 將ESG風險納入風險管理及風險控制系統
- 制定本集團ESG願景、目標、指標、策略、框架、原則及政策
- 與持份者溝通我們的ESG政策及要求

#### ESG Taskforce ESG工作小組

- Assists the ESG Committee in coordinating the implementation of sustainability policies
- 協助ESG委員會協調可持續發展政策的實施工作

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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### RISK MANAGEMENT

The Board has the overall responsibility in the oversight of the Group's ESG risk management. Delegated by the Board, the ESG Committee identifies, evaluates, prioritises, and manages material ESG-related risks, including climate-related risks as well as environmental and social risks of the supply chain. The ESG Committee also establishes and implements ESG-related control measures to mitigate the ESG risks identified.

For more details on our corporate governance and risk management approach, please refer to the "Corporate Governance Report" section of the Annual Report.

### ESG POLICY

Our sustainability framework is supported by the comprehensive Environmental, Social and Governance Policy (the "ESG Policy"), which has consistently guided us to incorporate sustainable development into our business strategies. We prioritise responsible procurement throughout our operations and supply chain, ensuring that our activities do not impact people and the environment. The ESG Committee regularly reviews and updates the ESG Policy, when necessary. The ESG Policy covers various aspects for corporate sustainability performance, including but not limited to:

### 風險管理

董事會全面負責監督本集團ESG風險管理。受董事會委託，ESG委員會負責識別、評估、優次排列及管理重大ESG相關風險，包括氣候相關風險以及供應鏈環境及社會風險。ESG委員會亦制定並實施ESG相關控制措施，以降低已識別ESG風險。

有關我們的企業管治及風險管理方針的更多詳情，請參閱年報中的「企業管治報告」一節。

### ESG政策

我們的可持續發展框架由全面的環境、社會及管治政策（「ESG政策」）支持，該政策持續指導我們將可持續發展納入業務策略。我們於整個營運及供應鏈中優先考慮負責任採購，確保活動不會對人類及環境造成影響。於必要時，ESG委員會會定期審查並更新ESG政策。ESG政策涵蓋企業可持續發展績效各方面，包括但不限於：





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### AWARDS AND ACHIEVEMENT

### 獎項與成就

#### Awards/Achievement

#### 獎項／成就

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##### “2024 Outstanding Human Resources Research Results”

##### 「2024年度優秀人力資源研究成果」

- Guangdong Human Resources Research Association (5A Association) May 2024
- 廣東省人力資源研究會(5A協會)二零二四年五月

##### “2024 Human Resources Outstanding Teaching and Management Award”

##### 「2024年度人力資源優秀教學管理獎」

- Guangdong Human Resources Research Association (5A Association) Nov 2024
- 廣東省人力資源研究會(5A協會)二零二四年十一月

##### “2022-2023 Coal Industry Safety and Efficiency Coal Mines”

##### 「2022-2023年度煤炭工業安全高效煤礦」

- Fengxi Coal Industry and Chongsheng Coal Industry were rated as “special grade” safe and efficient coal mines
- 馮西煤業及崇升煤業被評為「特級」安全高效礦井
- China Coal Industry Association Dec 2024
- 中國煤炭工業協會二零二四年十二月

##### “Top 50 Best Employers in Guangzhou in 2024”

##### 「2024年度廣州最佳僱主50強」

- Zhaopin Limited/Institute of Social Science Survey, Peking University Jan 2025
  - Zhaopin Limited／北京大學中國社會科學調查中心二零二五年一月
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### STAKEHOLDER ENGAGEMENT

### 持份者參與

The Group is committed to maintaining close communication with all stakeholders and creating long-term value for them. We have established a range of channels to enable effective communication with our key stakeholders, including investors and shareholders, customers, employees, suppliers and business partners, government authorities and regulators, and communities. By understanding our stakeholders' expectations and needs, we are able to further enhance our sustainability strategies and measures.

本集團致力與所有持份者保持密切溝通，為其創造長期價值。我們建立一系列渠道，與主要持份者進行有效溝通，包括投資者與股東、客戶、僱員、供應商及業務合作夥伴、政府機關及監管機構以及社區。通過了解持份者期望及需求，我們能夠進一步加強可持續發展策略及措施。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

### Stakeholder groups

持份者組別

### Communication channels

溝通渠道

Investors and Shareholders  
投資者與股東

- Company website  
公司網站
- Company announcements  
公司公佈
- 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  
僱員活動



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Stakeholder groups

##### 持份者組別

#### Communication channels

##### 溝通渠道

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

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### MATERIALITY ANALYSIS

During the Reporting Period, we engaged an independent third-party consultant in conducting a materiality assessment to identify the most important ESG issues to our business and stakeholders. Results of the assessment and relevant ESG topics are regularly reviewed by the ESG Committee and the Board every year.

### 重要性分析

於報告期間，我們委聘獨立第三方顧問進行重要性評估，以識別就業務及持份者而言最重要的ESG事宜。ESG委員會及董事會每年定期審查評估結果及相關ESG議題。

We identified a total of 23 relevant ESG topics based on the HKEX ESG Reporting Guide, industry trends and stakeholder feedback.  
我們根據港交所ESG報告指引、行業趨勢及持份者反饋意見，共識別23個相關ESG議題。

**Identification**  
識別

Internal and external stakeholders were invited to participate in a questionnaire, rating the importance of 23 issues to the Group's business and themselves individually. 邀請內部及外部持份者參與問卷，並根據重要性程度對23個對本集團業務及彼等各自的事宜進行評分。

**Prioritisation**  
優次排列

We consolidated and presented the results of the assessment to the Board for discussion and confirmation.  
我們整合並向董事會提交評估結果，以供其討論及確認。

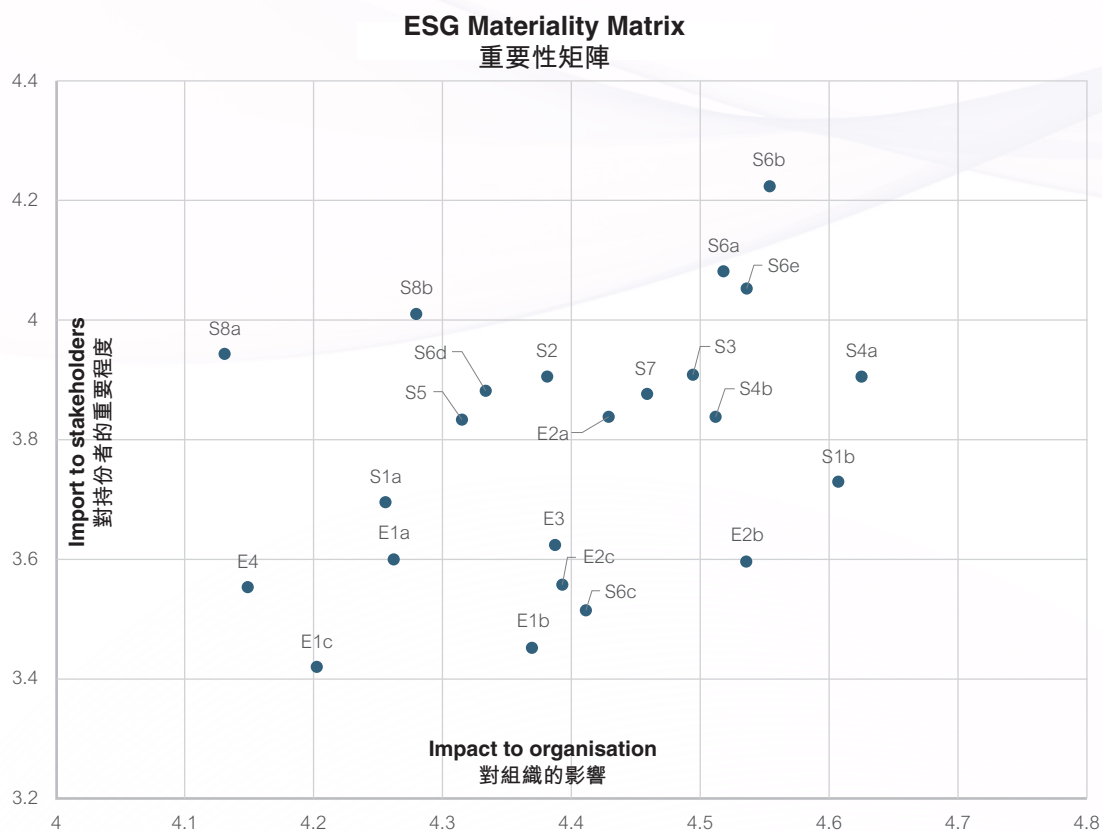
**Validate**  
驗證

The materiality matrix below presents the degree of materiality of the 23 ESG issues to our business and stakeholders. Based on the assessment result, all 23 ESG topics were determined to be the most material during the Reporting Period. Information relevant to the 10 top material ESG topics (highlighted in bold text below) has been addressed in the subsequent sections of this Report.

以下重要性矩陣中呈列23個ESG事宜對業務及持份者的重要性程度。根據評估報告，全部23個ESG議題被釐定為於報告期間最重要的議題。與10個最重要ESG議題(於下文以粗體文字突出顯示)相關資訊已於本報告後續章節中論述。

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ESG Topics ESG議題			
Environmental 環境		Social 社會	
E1a	Management of Air Pollutants & Greenhouse Gas Emission 管理空氣污染物及溫室氣體排放	S1a	Employment & Labour System 僱傭及勞工制度
E1b	Wastewater Management 污水管理	<b>S1b</b>	<b>Anti-Discrimination, Equal &amp; Diversified Employment Environment</b> 反歧視、平等及多元化僱傭環境
E1c	Waste Management 廢棄物管理	<b>S2</b>	<b>Occupational Safety &amp; Health</b> 職業安全及健康
E2a	Energy Conservation 節約能源	S3	Employee Development & Training 僱員發展及培訓
E2b	Water Conservation 節約用水	<b>S4a</b>	<b>Labour Practices</b> 勞工準則
E2c	Efficiency in the Use of Other Resources 其他資源的使用效益	S4b	Prevention of Child & Forced Labour 禁上童工及強制勞工
E3	Impact of Management Operation on The Environment & Natural Resources 管理營運對環境及天然資源造成的影響	S5	Environmental & Social Risks of The Supply Chain 供應鏈的環境及社會風險
E4	Strengthening Climate Adaptability & Resilience 增強氣候適應及抵禦力	<b>S6a</b>	<b>Quality Control of Production Material</b> 生產物料的品質控制
		<b>S6b</b>	<b>Customers' Health &amp; Safety</b> 客戶的健康與安全
		S6c	Product-Recall Mechanism 產品召回機制
		S6d	Customer Complaint Handling Mechanism 客戶投訴應對機制
		<b>S6e</b>	<b>Protecting The Interests of Customers &amp; Business Partners</b> 保障客戶及業務合作夥伴的利益
		<b>S7</b>	<b>Prevention of Bribery, Extortion, Fraud &amp; Money Laundering</b> 防止賄賂、勒索、欺詐及洗黑錢
		S8a	Needs & Interests of The Community 社區需要及利益
		<b>S8b</b>	<b>Community Investment</b> 社區投資

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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#### ENVIRONMENTAL

The Group recognise the environmental impact of the mining business. We prioritise environmental stewardship and employ cleaner mining techniques to contribute to a greener future. We formulated policies and internal guidelines to guide our employees in strengthening climate resilience, mitigating pollution, ensuring responsible resource utilisation, and minimising environmental footprints, in accordance with relevant environmental laws and regulations.

Under the oversight of the CEO, the environmental team manages the Environmental Management System (EMS) and monitors environmental Key Performance Indicators (KPIs). Regular risk and impact assessments inform the organisation's stewardship approach, addressing issues including air pollutants, greenhouse gases (GHG), water quality, waste management, noise pollution, and soil quality.

#### 環境

本集團認識到採礦業務對環境的影響。我們將環境管理作為優先事項，並採用更清潔的採礦技術，為更加綠色的未來作出貢獻。我們制定政策及內部指引，以指導僱員根據相關環境法律法規加強氣候抵禦力、減少污染、確保負責任利用資源，以及最大限度減少環境足跡。

於行政總裁監督下，環境團隊負責管理環境管理系統（「EMS」）並監控環境關鍵績效指標（「關鍵績效指標」）。定期進行風險及影響評估為組織的管理方法提供依據，以解決包括空氣污染物、溫室氣體（「溫室氣體」）、水源質素、廢棄物管理、噪音污染及土壤質素等問題。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To enhance our resilience to climate change, we have established green targets:

為加強對氣候變化的抵禦力，我們已制定綠色目標：

Green Targets 綠色目標	Target Description 目標描述	Target Progress 目標進度
<b>Emission</b> 排放	Improve energy efficiency and incorporate energy-saving measures to reduce air and GHG emissions 改善能源效益及納入節能措施以減少廢氣及溫室氣體排放	In Progress 進行中
<b>Waste</b> 廢棄物	Apply 3R principles (Reduce, Reuse, Recycle) to avoid unnecessary consumption and reduce waster generation 採用3R原則(減少使用、再利用及循環再用)以避免不必要消耗及減少廢棄物產生	In Progress 進行中
<b>Energy</b> 能源	Enhance equipment energy efficiency to reduce energy consumption 增強設備的能源效益以減少能源消耗	In Progress 進行中
<b>Water</b> 用水	Implement water conservation measures to improve water efficiency 實施節水措施以提高用水效益	Achieved 已達成

During the Reporting Period, the Group was not aware of any material non-compliance with relevant laws and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

於報告期間，本集團並不知悉任何嚴重違反廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生相關法律法規的情況。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMISSIONS

**Relevant ESG Topics:** E1a Management of air pollutants and greenhouse gas emission  
E1c Waste Management

The Group incorporates emissions management into our daily operations and evaluates emission reduction progress annually. Our primary sources of air emissions, GHG emissions and energy consumption originate from purchased electricity and fuel consumption in boilers and product transportation. We committed to reducing our air emissions and GHG emissions without compromising our production capacity. Below are the green measures we have implemented:

- Transition to lower emission equipment
- ✓ **All desulphurisation and denitrification boilers have been replaced by natural gas boilers:** Natural gas boilers have lower air emissions compared to boilers that require desulphurisation and denitrification processes. It can also help us meet emission standards more easily while reducing environmental footprint.
- Implement centralised vehicle use management and utilise modern communication tools

Summary of our air, GHG emissions is listed below.

### 排放

**相關ESG議題：** E1a管理空氣污染物及溫室氣體排放  
E1c廢棄物管理

本集團將排放管理納入日常營運，並每年評估減排進展。我們的廢氣排放、溫室氣體排放及能源消耗主要來自外購電力以及鍋爐及產品運輸燃料消耗。在不影響產能情況下，我們致力減少廢氣排放及溫室氣體排放。以下為我們已實施的綠色措施：

- 過渡至排放較低的設備
- ✓ **以天然氣鍋爐取代全部脫硫脫硝鍋爐：**與需要進行脫硫脫硝程序的鍋爐相比，天然氣鍋爐的廢氣排放量較低，並可有助我們於減少環境足跡同時更易達到排放標準。
- 對車輛使用實行集中管理，並利用現代通訊工具

廢氣及溫室氣體排放量總結如下。

	2024 二零二四年	2023 <sup>1</sup> 二零二三年 <sup>1</sup>
<b>Total GHG emissions (Scope 1 and 2)</b> 溫室氣體總排放(範圍1及2)	<b>81,191.52</b>	88,423.75
Scope 1 – Direct 範圍1 – 直接	<b>45,170.89</b>	49,298.71
Scope 2 – Energy indirect 範圍2 – 能源間接	<b>36,020.63</b>	39,125.04
<b>GHG emissions intensity by workforce (tCO<sub>2</sub>/employee)</b> 按僱員劃分的溫室氣體排放密度(噸二氧化碳當量/僱員)	<b>22.48</b>	26.41
<b>Air pollutants</b> 空氣污染物		
NOx (kg) 氮氧化物(千克)	<b>2,630.83</b>	3,847.28
SOx (kg) 硫氧化物(千克)	<b>7.27</b>	7.19
PM (kg) 顆粒物(千克)	<b>182.57</b>	172.88

<sup>1</sup> 2023 data have been updated.

<sup>1</sup> 二零二三年數據已更新。

**Waste Management**

The Group is committed to responsible waste management practices, including prioritising waste segregation and recycling to minimise environmental impact. Hazardous waste, such as waste mineral oil and waste oil drums, is collected for treatment by qualified third parties, while non-hazardous waste, like domestic waste, boiler slag, and gangue from the washing process, is either reused in road repairs or further gangue power generation or handled by environmental officials for treatment.

To minimise waste and optimise resource efficiency, we have implemented the following waste management measures:

- Simplifying operational process to reduce unnecessary waste generation
- Opt for raw materials that produce minimal waste during the manufacturing process
- Replacing traditional boilers that produce less waste with more efficient and environmentally friendly alternatives
- Optimise warehouse management systems to improve material turnover
- Monitor consumption closely to avoid over-purchasing and reduce unnecessary waste
- Promote 3R (Reduce, Reuse, Recycle) principles throughout operations
- Diligently monitoring and managing resource use for enhancing operational efficiency and sustainability

**廢棄物管理**

本集團致力進行負責任的廢棄物管理實踐，包括優先考慮廢物分類及回收，以最大限度減少對環境的影響。廢礦物油及廢油桶等有害廢棄物由合資格第三方收集處理，而家居垃圾、清洗過程中產生的鍋爐渣及脈石等無害廢棄物則重新用於道路維修或進一步脈石發電或由環境保護局人員處理。

為最大限度減少廢棄物及優化資源利用效率，我們已實施多項廢棄物管理措施：

- 簡化操作流程，減少不必要廢棄物產生
- 選擇於製造過程中產生最少廢棄物的原材料
- 以產生較少廢棄物並更具效益及環保的鍋爐取代傳統鍋爐
- 優化倉庫管理系統，提高材料週轉率
- 密切監控消耗量，避免過度採購及減少不必要廢棄物
- 於整個營運過程中倡導3R(減少使用、再利用、循環再用)原則
- 嚴格監控及管理資源使用，提高營運效率及可持續性

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- Encourage paperless office practices and electronic administrative processes to reduce paper waste.
- 鼓勵無紙化辦公室實踐及電子化行政程序，減少浪費紙張
- ✓ Encourage usage of online OA system
- ✓ 鼓勵使用線上OA系統
- ✓ Encourage double-sided printing and strictly limiting single-side copying of non-important documents
- ✓ 鼓勵雙面影印，嚴格限制非重要文件的單面複印
- ✓ Encourage the reuse of single-sided used non-important document paper for draft purposes. Reused approximately 140 kg used paper during the Reporting Year
- ✓ 鼓勵重用已使用非重要文件單面紙作草擬用途。於報告年度，重用約140千克已用紙

		2024 二零二四年	2023 二零二三年
<b>Total hazardous waste (Tonnes)</b>	<b>有害廢棄物總量(噸)</b>	<b>797.60</b>	543.75
Total hazardous waste intensity (Tonnes/employee)	有害廢棄物總密度(噸／僱員)	<b>0.22</b>	0.16
<b>Total non-hazardous waste (Tonnes)</b>	<b>無害廢棄物總量(噸)</b>	<b>N/A<sup>2</sup></b>	
		<b>不適用<sup>2</sup></b>	3,885.94
Total non-hazardous waste intensity (Tonnes/employee)	無害廢棄物總密度(噸／僱員)	<b>N/A</b>	
		<b>不適用</b>	1.16

### USE OF RESOURCES

### 資源使用

**Relevant Material Topics:** E1b Wastewater Management  
E2a Energy Conservation  
E2b Water Conservation

**相關重大議題：** E1b 污水管理  
E2a 節約能源  
E2b 節約用水

<sup>2</sup> The non-hazardous waste data, including gangue produced during washing, boiler slag and other general waste, were collected by the relevant department for further waste rock power generation, road repairs or harmless treatment. We currently do not have data logging for this process but will enhance it in the future.

<sup>2</sup> 無害廢棄物數據(包括於清洗中產生的脈石、鍋爐渣及其他一般廢棄物)由相關部門收集作進一步廢石發電、道路維修或無害處理。目前，我們並無正式記錄此過程的數據，惟將於未來加強。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The Group is committed to resource conservation, as it contributes to ecosystem preservation and enhances competitiveness by lowering operational costs and optimizing resource efficiency. The Group demonstrates a strong commitment to sustainable practices by implementing green policies to reduce energy and resource consumption. Given the business nature, no packaging material is consumed and thus the relevant data is unavailable.

本集團致力於節約資源，乃由於此有助保護生態系統，並可通過降低營運成本及優化資源效益提升競爭力。本集團通過實施綠色政策減少能源及資源消耗，表明其對可持續發展實踐的堅定承諾。鑒於業務性質，並無消耗包裝材料，因此概無相關數據提供。

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Gradually transitioning to modern mining equipment to improve energy efficiency<ul style="list-style-type: none"><li>✓ Replacing conveyor motors with inverter-integrated motors: The inverter motor can avoid a larger starting current when startup than a traditional motor, thus reducing energy loss during startup and extending equipment service life. When used with conveyor motors, energy consumption can be reduced by 25%.</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• 逐步過渡至現代化採礦設備，提高能源效益<ul style="list-style-type: none"><li>✓ 以變頻器集成發動機取代傳送發動機：相較傳統發動機，變頻器發動機於啟動時可避免較大的啟動電流，因而減少能源啟動時的損失，並延長設備的使用壽命。與傳送發動機互相使用時，能源消耗更可減少25%。</li></ul></li></ul> |
| <ul style="list-style-type: none"><li>• Promote energy and resources conservation awareness among employees<ul style="list-style-type: none"><li>✓ Regularly organise environmental awareness campaigns, such as the “World Environment Day on 5th June” to promote environmental protection initiatives</li><li>✓ Encourage coal mine workers to initiate changes starting with small actions in their surroundings by distribution of promotional leaflets, displaying posters promoting plastic reduction and collection, and providing on-site explanations</li></ul></li></ul> | <ul style="list-style-type: none"><li>• 提高僱員節約能源與資源的意識<ul style="list-style-type: none"><li>✓ 定期舉辦環保意識活動，如「六月五日世界環境日」，推廣環保措施</li><li>✓ 通過派發宣傳單張、張貼宣傳減少及收集塑料的海報以及現場解說等方式，鼓勵煤礦工人從四圍的微小舉動開始主動作出改變</li></ul></li></ul>    |
| <ul style="list-style-type: none"><li>• Adopt energy-efficient equipment and technologies to reduce energy consumption<ul style="list-style-type: none"><li>✓ Phasing out traditional lighting with energy-saving LEDs</li><li>✓ Using solar water heaters during summer months to reduce the reliance on traditional heating method</li></ul></li></ul>  | <ul style="list-style-type: none"><li>• 採用節能設備及技術，減少能源消耗<ul style="list-style-type: none"><li>✓ 以節能LED逐步淘汰傳統照明設備</li><li>✓ 於夏季月份使用太陽能熱水器，減少對傳統加熱方法的依賴</li></ul></li></ul>   |

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- Prioritise equipment with energy efficiency labels during procurement
- Promote green office practices, including switching off idle lights, and electronic devices to minimise unnecessary energy consumption
- 在採購時優先考慮有能源效率標籤的設備
- 推廣綠色辦公室實踐，包括關閉閒置電燈及電子設備，最大限度減少不必要能源消耗

Details on energy consumption is provided in the following section. 能源消耗詳情於以下一節提供。

		2024 二零二四年	2023 <sup>3</sup> 二零二三年 <sup>3</sup>
<b>Total energy consumption (MWh)</b>	能源總消耗量(兆瓦時)	<b>150,287.21</b>	151,234.87
<b>Indirect energy consumption</b>	間接能源消耗量		
Purchased electricity (MWh)	外購電力(兆瓦時)	<b>67,127.53</b>	68,604.31
<b>Direct energy consumption</b>	直接能源消耗量		
Unleaded Petrol (MWh)	無鉛汽油(兆瓦時)	<b>2,504.71</b>	2,646.48
Diesel Oil (MWh)	柴油(兆瓦時)	<b>11,031.72</b>	9,078.76
Natural Gas (MWh)	天然氣(兆瓦時)	<b>69,765.56</b>	70,905.32
<b>Total energy consumption intensity (MWh/employee)</b>	能源消耗量總密度 (兆瓦時／僱員)	<b>41.61</b>	45.17

#### Water Conservation and Wastewater Management

#### 節約用水及廢水管理

The Group sources water from local water suppliers in the regions where we conduct our operations. During the Reporting Period, the Group did not encounter any difficulties in sourcing water.

本集團於開展業務地區向當地供水商採購水源。於報告期間，本集團於獲取水源方面未遇到任何困難。

We emphasise water conservation and wastewater management proactively. Various measures have been implemented, including:

我們積極強調節約用水及廢水管理，並採取多項措施，包括：

- Posting conspicuous signs to remind employees of water conservation
- Promptly maintaining dripping faucets
- Treat wastewater before releasing into the environment
- 於當眼位置張貼標誌，提醒僱員節約用水
- 及時維修滴水水龍頭
- 對廢水進行處理後再排放到環境中

<sup>3</sup> 2023 data have been updated.

<sup>3</sup> 二零二三年數據已更新。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

- Implement a water recycling and reuse system in our operation to utilise water from the on-site source for coal preparation and road-dust suppression
- ✓ Setup mine water treatment plant and domestic water treatment plant to ensure proper management of water resources and wastewater
- ✓ After undergoing treatment at the sewage treatment station and meeting the required standards, all wastewater is reused for underground dust removal, yellow mud grouting, ground greening, water sprinkling for dust reduction, and production water for the coal washing plant.
- 於營運中實施水循環及再利用系統，將現場水源用於煤炭製備及道路粉塵抑制工作
- ✓ 設立礦井水處理廠及生活用水處理廠，確保妥善管理水資源及廢水
- ✓ 廢水經污水處理站處理達標後，全部重用於井下除塵、黃泥灌漿、地面綠化、降塵灑水及洗煤廠生產用水。

		2024 二零二四年	2023 二零二三年
<b>Total water consumption (m<sup>3</sup>)<sup>4</sup></b>	<b>用水總量(立方米)<sup>4</sup></b>	<b>66,672.00</b>	56,920.00
Total water consumption intensity (m <sup>3</sup> /employee)	用水總密度(立方米／僱員)	<b>18.46</b>	17.00

### THE ENVIRONMENT AND NATURAL RESOURCES

### 環境及天然資源

**Relevant Material Topics:** E3 Impact of management operation on the environment and natural resources

**相關重大議題：**E3管理營運對環境及天然資源造成的影響

As a socially responsible enterprise, we acknowledge the potential environmental impact of our mining operations. We prioritise implementing initiatives that minimise natural resource consumption and environmental impacts, balancing profitability with protecting the ecosystems and biodiversity. Our commitment to long-term sustainability includes:

作為一間對社會負責的企業，我們意識到採礦業務對環境造成的潛在影響。我們優先考慮減少自然資源消耗及環境影響的措施，於保護地球生態系統及生物多樣性的同時確保盈利能力。我們對長期可持續發展的承諾包括：

- Integrating environmental preservation and resource conservation into our operational strategies and development planning
- 將環境保護及資源保護納入營運策略及發展規劃中

<sup>4</sup> 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.

<sup>4</sup> 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。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- Implementing rehabilitation measures for areas affected by mining activities
  - ✓ Rehabilitation measures including land reclamation and ecological restoration, greening management of waste rock dumps, greening of landfill in subsidence areas, repair and management of rural roads in subsidence areas and greening management of reclamation of old wells
- Regularly conduct risk assessment and environmental impact assessment on the production facilities to monitor emissions of air pollutants, GHG, water, sewage, hazardous and non-hazardous waste, noise pollution and soil quality
  - ✓ No exceedances of regulatory standards have been detected, and all reported indicators are within acceptable limits
- Monitoring air quality and noise levels during mining operations
- Conduct toxicity tests to identify and address potential water quality issues that may adversely affect local farming
- Maintaining close relationships with the local community near the mining site for fostering mutual understanding, addressing concerns, and promoting sustainable development initiatives
- 對受採礦活動影響的地區實施復原措施
  - ✓ 復原措施包括土地復墾與生態恢復、廢石堆場綠化管理、沉陷區垃圾填埋場綠化、沉陷區農村道路維修與管理、舊井復墾綠化管理等
- 定期對生產設施進行風險評估及環境影響評估，監測空氣污染物、溫室氣體、水、污水、有害及無害廢棄物的排放情況、噪音污染及土壤質素
  - ✓ 並無發現任何超出監管標準的情況，所有報告的指標均在可接受的範圍內
- 監測採礦作業期間的空氣質素及噪音水平
- 進行毒性測試，以識別及處理可能對當地農業造成不利影響的潛在水質問題
- 與礦區附近的當地社區保持密切聯繫，以促進互相理解，處理關注問題，並推動可持續發展措施

## CLIMATE CHANGE

## 氣候變化

**Relevant Material Topics:** E4 Strengthening Climate Adaptability & Resilience

**相關重大議題：** E4增強氣候適應及抵禦力

Giving the advancing impact of climate change, with the expectation of increased frequency and intensity of extreme weather events, our Board and the Sustainability Committee assess and evaluate climate-related risks and opportunities regularly.

鑒於氣候變化的影響不斷擴大，預期極端天氣事件的發生頻率及密度將有所增加，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。

**Risk Description**

## 風險描述

**Our Response**

## 應對

**Climate-related Risks**

## 氣候相關風險

**Physical Risks**

## 實體風險

- Extreme weather events (e.g. flooding, typhoon, heavy rainfall)  
極端天氣事件(如：洪水、颱風、暴雨)

- Developed protocols to ensure employee safety and minimise operational impact during extreme weather events. These protocols strictly adhere to government-issued extreme weather guidelines and necessitate adjustments to mining activities  
制定規定，確保僱員安全，並最大限度減少極端天氣事件對營運的影響。該等規定嚴格遵守政府發佈的極端天氣指引，並對採礦活動進行必要調整
- Established emergency guidelines and measures to mitigate impacts of natural disasters on operations  
制定應急指引及措施，減輕自然災害對營運的影響

**Transition Risks**

## 轉型風險

- Policy and legal risk  
政策及法律風險
- Review climate-related policies regularly to ensure effectiveness  
定期審查氣候相關政策，確保其有效性

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Risk Description

風險描述

#### Our Response

應對

#### Climate-related Opportunities

氣候相關機遇

#### Climate-related Opportunities

氣候相關機遇

- Enhance procurement procedures to improve resource efficiency  
加強採購程序，提高資源效率
- Implement comprehensive clearance and warehouse management system to optimise inventory management  
實施全面的清倉及倉儲管理系統，優化庫存管理
- Establish consolidation and delivery stations in Shanxi, Hebei, Inner Mongolia, and other strategic locations to streamline the transportation process of coal production and trade, thereby reducing internal transportation costs, and enhancing market flexibility and efficiency  
於山西、河北、內蒙古及其他戰略地點建立集裝配送站，簡化煤炭生產和貿易的運輸流程，從而降低內部運輸成本，提高市場靈活性及效率
- Budget allocated to facilities enhancement for reducing GHG emissions and pollution  
為減少溫室氣體排放及污染而分配預算以改善設施



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### EMPLOYMENT AND LABOUR PRACTICES

### 僱傭及勞工常規

#### EMPLOYMENT

#### 僱傭

**Relevant ESG Topics:** S1a Employment & Labour System  
S1b Anti-Discrimination, Equal & Diversified Employment Environment

**相關ESG議題：** S1a僱傭及勞工制度  
S1b反歧視、平等及多元化僱傭環境

The Group values its employees as its most valuable assets and is dedicated to fostering a harmonious work environment that prioritises safety, health, fairness, and impartiality without discrimination. We adhere strictly to employment-related laws and regulations in all areas of operation. A comprehensive human resources management strategy has been established, encompassing policies and standards that clearly define compensation and dismissal procedures, recruitment and promotion practices, working hours, rest periods, equal opportunity, diversity, anti-discrimination measures, performance management, training and development initiatives, as well as other benefits and welfare programs. During the Reporting Period, we were not aware of any material non-compliance of relevant employment-related laws and regulations.

本集團重視僱員，視其為最寶貴的資產，並致力促進以安全健康、公平公正、不存在歧視為首位的和諧工作環境。我們嚴格遵守業務領域內與僱傭相關法律法規，並已建立全面人力資源管理策略，包括制定政策及標準，明確概述薪酬及解僱程序、招聘及晉升制度、工作時數、假期、平等機會、多元化、反歧視措施、績效管理、培訓及發展計劃以及其他待遇及福利計劃。於報告期間，我們並不知悉任何嚴重違反相關僱傭法律法規的情況。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

	Number of people 人數		Turnover rate <sup>5</sup> 流失比率 <sup>5</sup>	
	2024 二零二四年	2023 <sup>6</sup> 二零二三年 <sup>6</sup>	2024 二零二四年	2023 <sup>7</sup> 二零二三年 <sup>7</sup>
<b>Total</b> 總額	<b>3,612</b>	3,348	<b>24.1%</b>	22.6%
<b>By Gender</b> 按性別劃分				
Male 男性	<b>3,432</b>	3,117	<b>24.7%</b>	29.1%
Female 女性	<b>180</b>	231	<b>13.9%</b>	37.2%
<b>By age group</b> 按年齡組別劃分				
16-24 16-24歲	<b>565</b>	392	<b>35.8%</b>	47.7%
25-40 25-40歲	<b>1,718</b>	1,563	<b>22.0%</b>	33.0%
41-59 41-59歲	<b>1,308</b>	1,336	<b>21.6%</b>	19.7%
>60 >60歲	<b>21</b>	57	<b>42.9%</b>	47.4%
<b>By geographical region</b> 按地區劃分				
The PRC (Including Hong Kong) 中國(包括香港)	<b>1,793</b>	2,080	<b>16.3%</b>	22.5%
Indonesia 印尼	<b>1,819</b>	1,268	<b>31.8%</b>	41.4%
<b>By employee level</b> 按僱員級別劃分				
Management 管理層	<b>7</b>	5	<b>0%</b>	20.0%
Functional Departments 職能部門	<b>586</b>	284	<b>10.1%</b>	4.9%
Frontline Departments (Including local teams and groups) 前線部門(包括地區團隊及小組)	<b>3,019</b>	3,059	<b>26.9%</b>	9.8%
<b>By employment type</b> 按僱傭類別劃分				
Full-time 全職	<b>3,612</b>	3,342	<b>24.1%</b>	9.4%
Part-time 兼職	<b>0</b>	6	<b>0%</b>	0%

<sup>5</sup> Turnover rate = Number of employees resigned in sub-category/total number of employees in sub-category x 100%

<sup>6</sup> 2023 number of employee by employee level have been updated.

<sup>7</sup> 2023 data have been updated.

<sup>5</sup> 流失率=分類別中辭職的僱員人數/分類別中僱員總數 x 100%

<sup>6</sup> 二零二三年按僱員級別劃分的僱員人數已更新。

<sup>7</sup> 二零二三年數據已更新。

### *Employee benefits and compensation*

The Group prioritises fair and competitive remuneration to attract and retain talented employees. In addition to a base wage, the remuneration package includes social security insurance and other fringe benefits. Year-end bonuses may be offered to staff members with outstanding performance. Regular evaluations are conducted to ensure the package remains competitive in the labour market and aligns with the Group's performance standards. The Company also subject to central pension scheme operated by the local municipal government. In accordance with the relevant national and local labour and social welfare laws and regulations, subsidiaries of the Company established in the PRC are required to pay on behalf of their employees a monthly social insurance premium covering pension insurance, medical insurance, unemployment insurance and other relevant insurance.

Besides, we provide a wide range of benefits to employees to promote healthy lifestyles and foster a strong sense of belonging within the Group. We regularly organise medical check-ups, and fringe benefits such as housing provident fund, meal allowance and supplementary medical insurance are offered to improve employees' pension plans, medical coverage, and overall quality of life. Additional benefits, including maternity and paternity leave, are also provided to meet the diverse needs of employees.

### *僱員福利及待遇*

本集團為吸引及挽留優秀僱員而將公平且具競爭力的薪酬置於首位。除基本工資外，薪酬待遇包括社會保險及其他附帶福利。表現優秀的員工可獲年終花紅。我們定期對薪酬福利進行評估，以確保其於勞動力市場上的競爭力，並與本集團業績保持一致。本公司亦須參與當地市政府所運作的中央退休金計劃。根據相關國家及地方勞動及社會福利法律及法規，本公司於中國成立的附屬公司須每月為僱員支付社會保險金，包括養老保險、醫療保險、失業保險及其他相關保險。

此外，我們亦為僱員提供各種福利，提倡健康生活方式，培養其對本集團的強烈歸屬感。我們為僱員定期組織體檢，並提供住房公積金及補充醫療保險等附帶福利，以提高僱員的養老金、醫療保險及整體生活質素。我們亦為僱員提供額外福利，包括產假及陪产假等，以滿足僱員不同需要。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### *Anti-Discrimination and equal opportunity*

The Company is dedicated to maintaining a fair work environment free from workplace discrimination. Measures are in place to prevent discrimination based on factors like gender, age, race, family status, religious belief, and disability. An Equal Opportunity Policy has been implemented along with recruitment and human resources procedures to ensure that recruitment and promotion decisions are merit-based, considering qualifications, experience, and performance of applicants and employees. We believe in fostering a work environment where individuals are judged based on their skills and contributions rather than external factors. We hope to motivate employees to excel and promote a culture of fairness and transparency within the organisation. Regular employee performance assessments are conducted to ensure that hard work and dedication are recognised and rewarded appropriately.

#### HEALTH AND SAFETY

##### **Relevant ESG Topics:** S2 Occupational Safety & Health

The Group places paramount importance on the health and safety of its employees, particularly those working in the coal mining business where substantial occupational health and safety risks exist. Adherence to health and safety laws and regulations, including industry-specific guidelines, is strictly enforced across all operational areas.

Comprehensive OHS procedures and rules have been established with safety as the top priority and the prevention of work-related injuries as the primary goal. A robust risk assessment and occupational health management system is in place, incorporating procedures for risk identification, analysis, evaluation, treatment, monitoring, and review. We regularly conduct hazard identification, review, and monitoring of OHS objectives and policy to ensure a safe working environment. Clear safety policies and guidelines outline working procedures and measures that employees are expected to strictly adhere to. Prompt rectification is undertaken if any non-compliance is identified.

#### *反歧視與平等機會*

本公司致力於維持一個無職場歧視的公平工作環境，根據性別、年齡、種族、家庭狀況、宗教信仰及殘疾等因素採取措施，防止歧視。我們已制定平等機會政策以及招聘及人力資源程序，以確保招聘及晉升決定乃以擇優作出，經考慮應徵者及僱員的資格、經驗及表現。我們認為可促進一個根據個人的技能及貢獻而非外部因素去判斷的工作環境。我們希望鼓勵僱員發揮所長，並於組織內推廣公平透明的文化。定期進行僱員績效評估以確保勤勉及貢獻精神得到認同，並適當給予獎勵。

#### 健康與安全

##### **相關ESG議題：**S2職業安全及健康

本集團視其僱員的健康及安全為至關重要，尤其是對於存在重大職業健康與安全風險的礦區工作的僱員。我們於所有營運地區嚴格執行符合健康及安全相關的法律法規，包括行業特定指引。

已建立全面的職健安程序及規則，以安全為首要任務，以預防工傷作為首要目標。我們建立健全的風險評估及職業健康管理系統，載入風險識別、分析、評估、處理、監控及檢討等程序。我們定期對職健安目標及政策進行危害識別、檢討及監控，確保工作環境的安全。安全政策及指導方針清楚概述預期僱員將嚴格遵守的工作程序及措施。倘發現任何不合規情況，將立即進行整改。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To maintain a safe workplace, procedures and regulations are established for operations with identified hazards. Regular safety inspections and maintenance are carried out on daily operations and machines to ensure a safe working environment. Dedicated staff from the HR department are assigned OHS responsibilities. Given the substantial OHS risks associated with coal mining operations, a specialised coal mine safety supervision department has been established to oversee safety protocols and respond to sudden safety accidents in coal mines. In the event of an incident, the coal mine safety supervision department takes immediate action to address the situation and implement necessary follow-up measures to mitigate risks and ensure the safety of employees working in coal mines. Employees are also equipped with protective gear, and safety protection measures are implemented for machines posing safety risks.

Recognizing the possibility of workplace accidents despite stringent safety measures, the Group has developed emergency preparedness plans to guide employees in reporting, responding, and investigating various emergencies. Regular drills are conducted to enhance employees' awareness of safety protocols and the evacuation route. In the event of an accident, employees promptly receive necessary medical care and compensation under social insurance. The Group has established a medical service agreement with nearby hospitals to facilitate effective rescue operations in coal mines, ensuring that employees receive timely and appropriate medical attention in emergencies.

During the Reporting Period, we were not aware of any material non-compliance of relevant health and safety-related laws and regulations. There have been no work-related fatalities in each of the past three years including the Reporting Period, and there were 0 lost days due to work injury (2023: 0 lost days), underscoring the Group's steadfast commitment to health and safety.

為維持安全的工作場所，已就於營運中識別的危險情況制定程序及規定。對日常操作及機器進行定期安全檢查及維護，確保安全的工作環境。人力資源部的指派員工獲指派負責職健安事宜。鑒於與採礦業務有關的重大職健安風險，專門負責採礦安全監管部已告成立，以監察對突發煤礦安全意外的安全規定及應對。一旦發生意外，採礦安全監管部立即採取行動處理情況，並採取必要的跟進措施，降低風險及確保於煤礦工作的僱員安全。僱員亦會配備防護裝備，並對存有安全風險的機器採取安全保護措施。

儘管已採取嚴格的安全措施，仍深明工作場所意外事故有可能發生，故本集團已制定應急準備計劃，指導僱員於各種緊急情況下進行報告、應對及調查。定期進行演習，提高僱員對安全規定及逃生路線的意識。一旦發生意外，僱員可根據社會保險即時獲得必要的醫療服務及補償。本集團已與鄰近醫院簽訂醫療服務協議，以確保有效的煤礦救援工作，確保僱員於緊急情況下獲得及時及適當的醫療照顧。

於報告期間，我們並不知悉任何嚴重違反相關健康及安全法律法規的情況。於過去三年各年(包括報告期間)，概無因工死亡事故，亦無因工傷損失工作日(二零二三年：0日)，凸顯本集團對健康及安全的堅定承諾。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### DEVELOPMENT AND TRAINING

##### Relevant ESG Topics: S3 Employee Development & Training

The Group is committed to fostering the growth and success of its employees while driving business growth collectively. Investing in employees and promoting personal development and job-related training courses are key aspects of our approach. We have established an employee training policy to outline management's responsibilities in identifying and addressing the training needs of each department.

In our daily operations, we provide onboarding training for new employees, with experienced staff members serving as mentors to guide and support new team members. These mentorship programs promote collaboration and teamwork and enhance employees' technical skills and managerial capabilities. The Group actively encourages employees to seek continuous learning and development opportunities, consistently improving our training systems to align with operational requirements.

During the Reporting Period, the finance team organised regular training to update financial knowledge for relevant staff members. Furthermore, training programs were organised for directors and the finance team to deepen their understanding of corporate governance principles.

#### 發展及培訓

##### 相關ESG議題：S3僱員發展及培訓

本集團致力於促進僱員成長及成功，同時共同推動業務增長。我們的主要方針乃投資於僱員、促進個人發展以及與工作相關的培訓課程。我們已制定僱員培訓政策，概述管理層於釐定及處理各部門培訓需求方面的職責。

日常營運中，我們為新僱員提供入職培訓，並指派經驗豐富的員工擔任導師，指導及支援新的團隊成員。該等導師計劃可促進協作及團隊精神，並加強僱員技術技能及管理 ability。本集團積極鼓勵僱員探索持續進修發展的機會，並不斷強化培訓體系，以與營運需求保持一致。

於報告期間，財務團隊定期為相關僱員安排培訓，更新財務知識。此外，亦為董事及財務團隊提供培訓，加強其對企業管治原則的了解。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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	Percentage of employees trained <sup>8</sup>		Average training hours of employees <sup>9, 10</sup>	
	受訓僱員百分比 <sup>8</sup>		僱員受訓的平均時數 <sup>9, 10</sup>	
	2024 二零二四年	2023 <sup>11</sup> 二零二三年 <sup>11</sup>	2024 二零二四年	2023 <sup>12</sup> 二零二三年 <sup>12</sup>
<b>Total</b> 總額	<b>100%</b>	78.4%	<b>4.64 hrs</b> 小時	180.49 hrs 小時
<b>Gender</b> 按性別劃分				
Male 男性	<b>95.2%</b>	95.4%	<b>4.82 hrs</b> 小時	183.78 hrs 小時
Female 女性	<b>4.8%</b>	4.6%	<b>1 hr</b> 小時	112.93 hrs 小時
<b>By employee category</b> 按僱員類別劃分				
Management 管理層	<b>0.2%</b>	0%	<b>1 hr</b> 小時	0 hrs 小時
Functional Departments 職能部門	<b>16%</b>	24.1%	<b>1.74 hrs</b> 小時	173.36 hrs 小時
Frontline Departments (Including local teams and groups) 前線部門(包括地區團隊及小組)	<b>83.8%</b>	75.9%	<b>5.20 hrs</b> 小時	182.76 hrs 小時

<sup>8</sup> Number of trained employees in sub-category/Total number of trained employees x 100%

<sup>9</sup> Following the SDE Mine's production launch, pre-operational training hours have been adjusted downward.

<sup>10</sup> Total training hours of employees in sub-category/Total number of trained employees in sub-category

<sup>11</sup> 2023 data have been updated.

<sup>12</sup> 2023 data have been updated.

<sup>8</sup> 分類別中受訓僱員的數目／受訓僱員總數x 100%

<sup>9</sup> 於SDE煤礦投產後，營運前培訓時數已向下調整。

<sup>10</sup> 分類別僱員培訓總時數／分類別僱員培訓總人數

<sup>11</sup> 二零二三年數據已更新。

<sup>12</sup> 二零二三年數據已更新。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### LABOUR STANDARDS

**Relevant ESG Topics:** S4a Labour Practices  
S4b Prevention of Child & Forced Labour

The Group is dedicated to upholding human rights and ethical employment practices in its business operations, adhering strictly to all laws and regulations related to labour standards in its operation. A zero-tolerance policy is in place regarding child labour, forced labour, slavery, debt-induced labour, and coercion in the workplace. Robust recruitment and selection measures have been implemented, ensuring that all candidates meet the required age and possess valid identification documents verified by the Human Resources Department during recruitment and employment.

In cases where child or forced labour is identified during identity checks, immediate remedial actions are taken, including termination of work, reporting to relevant authorities, and reviewing management approaches to address any loopholes. Employees are required to enter into labour contracts voluntarily and have the freedom to resign with proper notice. Additionally, a whistle-blowing procedure has been established to encourage employees to report any suspected instances of child or forced labour. The Human Resources Department regularly conduct reviews of recruitment practices to evaluate the effectiveness of existing measures against child and forced labour. During the Reporting Period, no significant non-compliance with relevant labour-related laws and regulations was reported.

#### OPERATING PRACTICES

##### SUPPLY CHAIN MANAGEMENT

**Relevant ESG Topics:** S5 Environmental & Social Risks of The Supply Chain

Effective supply chain management is crucial for maintaining product quality and safety. We adhere to the 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 have implemented comprehensive internal guidelines for supplier management. Suppliers are required to comply with applicable laws and regulations related to supply chain practices.

#### 勞工準則

**相關ESG議題：** S4a勞工準則  
S4b禁上童工及強制勞工

本集團於業務營運中致力維護人權及道德僱傭慣例，並於其營運中嚴格遵守所有與勞工標準相關的法律法規，對童工、強迫勞動、奴役、債務誘導勞動和工作場所脅迫行為實施零容忍政策，並已實施穩健的招聘與篩選措施，確保所有應徵者符合規定年齡，並由人力資源部於招聘與僱傭期間核實所持有的有效身份證明文件。

倘於身份檢查中發現童工或強迫勞動的情況，會立即採取補救措施，包括終止工作、向有關當局報告，以及檢討管理方法以堵塞漏洞。僱員須自願訂立勞動合約，並可於適當通知情況下自由辭職。此外，我們亦制定舉報程序，鼓勵僱員舉報任何懷疑童工或強迫勞動的情況。人力資源部定期檢討招聘慣例，以評估現行針對童工及強迫勞動措施的成效。於報告期間，並無嚴重違反相關勞動法律法規的報告。

#### 營運常規

##### 供應鏈管理

**相關ESG議題：** S5供應鏈的環境及社會風險

有效的供應鏈管理對維持產品質量與安全至關重要。我們堅持採用國家安全指引，包括《煤礦安全檢測規範》(AG1011-AG1013)、《煤礦安全規則》及《中華人民共和國煤炭法》。我們已實施全面的供應商管理內部指引。供應商須遵守與供應鏈常規相關的適用法律法規。

### Supplier Selection

#### 供應商選擇

- Suppliers that meet our internal criteria are prioritised:  
優先考慮符合內部條件的供應商：
  - Less environmental impact  
對環境造成較少影響
  - High quality  
高質素
  - Compliance to regulatory requirements  
遵守監管規定
- Suppliers have to provide document evidence for evaluation:  
供應商須提供文件證據作評估：
  - Product quality inspection certificate  
產品質素檢驗證書
  - National environmental product certificate  
國家環保產品證書
  - Management system certificate  
管理體系證書
- The procurement team will conduct site inspection to assess potential risks associated with new suppliers when necessary.  
採購團隊將進行實地視察以於需要時評估與新供應商有關的潛在風險。

### Supplier Chain Risk Management

#### 供應鏈風險管理

- Regularly monitor our major suppliers and service providers to identify potential environmental and social risks along the supply chain.  
定期監控主要供應商及服務供應商，以識別供應鏈的潛在環境及社會風險。
- In case of any significant risks identified, the procurement department will promptly report to the Group's management and update our internal policy and strategies.  
若發現任何重大風險，採購部門會立即向本集團管理層報告，並更新內部政策及策略。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Supplier Performance Monitoring

##### 監督供應商表現

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- We conduct regular performance evaluation for current and potential suppliers to ensure their compliance to our requirements:  
我們對現有及潛在供應商進行定期績效評估，以確保其符合要求：
  - Product quality  
產品質素
  - Environmental responsibilities  
環境責任
  - Pricing  
價格
  - Overall capabilities  
整體能力
  - Asset position  
資產狀況
  - Business nature  
業務性質
  - Industry reputation  
行業聲譽
  - Goods delivery  
貨物交付
  - Compliance with law and regulations  
遵守法律法規
- We conduct annual reviews of our major suppliers and service providers to monitor and assess their performance. Unsatisfactory vendors will be disqualified.  
我們對主要供應商及服務提供商進行年度審核，以監控和評估其績效，並將取消不合格供應商的資格。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

As of 31 December 2024, we have engaged 1,464 suppliers from Mainland China and 224 overseas suppliers. Supplier engagement practices have been implemented for all 1,688 suppliers within the Group's core businesses.

截至二零二四年十二月三十一日，我們已自中國內地聘用1,464名供應商及224名海外供應商，並已對本集團核心業務內的全部1,688名供應商實施選擇供應商慣例。

	2024 二零二四年	2023 二零二三年
<b>Total</b> 總額	<b>1,688</b>	1,105
<b>Geographic region</b> 按地區劃分		
Mainland China 中國內地	<b>1,464</b>	1,050
Overseas 海外	<b>224</b>	55

The Group places a strong emphasis on green procurement practices and advocates for the use of environmentally preferable products and services. By prioritising environmental considerations throughout the procurement process, the Group demonstrates a strong commitment to sustainability. We prioritise local suppliers to minimise environmental impacts associated with transportation. Besides, we have upgraded our centralised inventory management system to optimise stock management, ensuring timely tracking and avoiding over-procurement. During procurement, we consider the energy and water consumption and efficiency of the item, and avoid using disposable or single-use items to reduce waste.

本集團非常重視綠色採購慣例，並提倡多用環保產品及服務。通過在整個採購過程中優先考慮環境因素，本集團展示對可持續發展的堅定承諾。我們優先考慮本地供應商，以最大限度減少與運輸有關的環境影響。此外，我們升級中央庫存管理系統，優化庫貨管理，確保及時追蹤並避免過度採購。於採購過程中，我們會考慮能源及水源的消耗及物品使用效率，並避免使用一次性或單次使用的物品，減少浪費。

#### PRODUCT RESPONSIBILITY

**Relevant ESG Topics:** S6a Quality Control of Production Material  
S6b Customers' Health & Safety  
S6c Product-Recall Mechanism  
S6d Customer Complaint Handling Mechanism  
S6e Protecting the Interests of Customers & Business Partners

#### 產品責任

**相關ESG議題：** S6a生產物料的品質控制  
S6b客戶的健康與安全  
S6c產品召回機制  
S6d客戶投訴應對機制  
S6e保障客戶及業務合作夥伴的利益

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The Group is committed to offering the highest quality and safest coal products. We have established strict policies and procedures related to the health and safety of our products. Our internal procedures are established based on national regulations to ensure our commitment to excellence and adherence to safety standards:

- Store coal products in designated or indoor areas to maintain product quality
- Conduct timely product inspection in nationally qualified laboratories to ensure adherence to industry standards and sustainability requirements
- Establish quality assurance policy to ensure products meet health and safety standards
- Develop contingency plans to address unexpected disruptions in product supply and service delivery
- Conduct regular audits and inspections to identify potential health and safety hazards within facilities
- Sampling and testing coal upon its arrival at customer sites to ensure quality control and compliance
- Regularly evaluate and inspect product quality for assessing the supplier's performance effectively
- Deliver responsive customer service and support through communication channels to promptly address issues or concerns

本集團致力提供最高質素及安全的煤炭產品。我們已就有關產品的健康與安全制定嚴格的政策及程序。我們的內部程序乃根據國家法規而制定，確保追求卓越的承諾及嚴守安全標準：

- 於指定或室內區域儲存煤炭產品，以保持質素
- 適時於國家級合格實驗室進行產品檢驗，確保符合行業標準及可持續發展要求
- 制定品質保證政策，確保產品符合健康及安全標準
- 制定應急計劃，以應對產品供應或服務交付中的意外中斷
- 進行定期審核及檢查，以發現設施內的健康及安全隱患
- 煤炭運抵客戶現場時進行取樣及測試，確保品質控制及合規性
- 定期評估及檢查產品質量，以有效評估供應商的表現
- 通過溝通渠道提供快速回應的客戶服務及支援，及時處理問題或疑慮



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In the rare event warranting product recalls, we generally provide customers with appropriate remedial solutions, including compensation packages if necessary, as well as proactive dialogue and negotiation, to maintain our commitment to customer satisfaction and quality. During the Reporting Period, we did not receive any complaints from customers regarding our products and service, and no products were subject to recall due to safety and health concerns.

於極少數需要召回產品的情況下，我們一般為客戶提供適當補救方案，包括必要賠償方案(如必要)，以及積極對話及磋商，以保持對客戶滿意度及質量的承諾。於報告期間，我們並無收到與產品及服務相關客戶投訴，亦無產品因安全及健康問題而召回。

	2024 二零二四年	2023 二零二三年
Percentage of total products sold subject to recalls for safety and health reasons 因安全及健康原因而召回的產品佔總銷售量的百分比	0%	0%

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

本集團生產的煤炭具有以下特點：

Coal Features	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 Sunder Daya Energi – SDE煤業
煤炭特徵	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	Sunder Daya Energi – SDE煤業
Coal seam 煤層	4,8,9,10,11	11	4,9,1,11	2,5	2,5,6	B
Moisture (%) 水分(%)	7-10	8-12	8-12	8.5	8.5	6.8-7.7
Ash (%) 灰分(%)	20-28	20-28	20-28	21.45	30-72	33.7-35.1
Sulphur (%) 含硫量(%)	1.4-1.9	1.2-1.6	1.6-4.0	1.52	1.45	0.6-1
Calorific value (average, kcal/ kg, net, ar) 高發熱值(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	4,450-4,500

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### *Protecting Customer Data, Privacy and Intellectual Property Rights*

We place paramount importance on customer data privacy. We provide data privacy training to employees to ensure a clear understanding of our policies and internal guidelines.

- All customer orders are exclusively processed and stored by authorised personnel only, unauthorised employees do not have access rights
- All employees are required to sign an agreement to guarantee the confidentiality of Company data when joining the Company
- If any violation or divulgence of information is identified, we will take legal action and terminate their employment contracts immediately
- Installing firewalls and intrusion detection system to strengthen the defence of the network against unauthorised access and cyberattacks
- Regular updates and tips on information security and cybersecurity are shared to increase awareness and preparedness among employees

To safeguard intellectual property rights, we strictly adhere to relevant laws and regulations regarding the protection of intellectual property.

- We only source products from legitimate manufacturers and suppliers
- We do not participate in activities that infringe intellectual property rights
- Due diligence is conducted prior to purchasing intellectual property rights from third parties to ensure legality

#### *保護客戶資料、隱私及知識產權*

我們高度重視客戶數據私隱。我們向僱員提供數據私隱的培訓，確保彼等清楚明白有關政策及內部指引。

- 僅由授權人員處理及儲存所有客戶訂單，未經授權僱員並無存取權
- 所有僱員於加入本公司時須簽署協議，保證對本公司數據保持機密
- 倘發現任何違規或泄露資料行為，我們將採取法律行動，並立即終止僱傭合約
- 安裝防火牆及入侵檢測系統，加強網絡防禦能力，防止未經授權訪問及網絡攻擊
- 定期分享有關資訊安全及網絡安全的最新資訊及提示，以提高僱員的防範意識及能力

為保護知識產權，我們嚴格遵守有關知識產權保護的法律法規。

- 我們僅從合法製造商或供應商採購產品
- 我們不參與侵犯知識產權的活動
- 從第三方購買知識產權進行盡職調查，以確保合法性

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

- Encourage reporting suspected cases of infringement
- Any suspected intellectual property infringement cases will be investigated promptly
- Regularly reminding staff to uphold intellectual property rights of both external parties and within the organisation
- 鼓勵舉報可疑侵權案件
- 及時調查任何涉嫌侵犯知識產權的案件
- 定期提醒員工對外部人士及於組織內均須維護知識產權

During the Reporting Period, we were not aware of any material non-compliance with relevant laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to our products and services provided and methods of redress.

於報告期間，我們並不知悉任何嚴重違反與所提供的產品及服務相關健康與安全、廣告、標籤及私隱事宜以及補救方法相關法律法規的行為。

#### ANTI-CORRUPTION

#### 反貪污

**Relevant ESG Topics:** S7 Prevention of Bribery, Extortion, Fraud & Money Laundering

**相關ESG議題：** S7防止賄賂、勒索、欺詐及洗黑錢

We place strong emphasis on maintaining the integrity of our employees and promoting fair competition in our business operations. We uphold a zero-tolerance against bribery, extortion, fraud, and money laundering. Our governance structure is built upon the highest ethical standards, the Board having overall responsibility and the Audit Committee overseeing the implementation of the system. Relevant policy will be reviewed regularly.

我們非常重視維持僱員的廉潔操守，致力促進於業務營運過程中公平競爭。我們對賄賂、勒索、欺詐及洗黑錢秉持零容忍的態度。我們的管治架構以最高道德標準建構，董事會負有整體責任，而審核委員會則負責監督制度的執行。相關政策將定期檢討。

The anti-corruption policy and code of conduct are included in our employee handbook to ensure awareness among employees. Clear guidance is provided on the provision and acceptance of interests, such as gifts and souvenirs, and ways to address conflicts of interest. The Company encourage employees, suppliers and customers to report any suspected malpractice or misconduct through whistleblowing channels. Confidentiality of the whistleblower's identity is maintained, and retaliatory actions are prohibited.

員工手冊中載有反貪污政策及操守守則，以確保僱員清楚明白。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亦提供清晰指引。本公司鼓勵僱員、供應商及客戶通過舉報渠道舉報任何可疑不當行為或不端行為。對舉報者的身份保持保密，並禁止報復行為。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

In addition, we have established an independent internal audit committee, comprising three independent non-executive Directors, to oversee the investigation of reported suspected malpractice or misconduct. The committee ensures that investigations are conducted fairly and impartially. In the event of confirmed misconduct, the committee ensures that appropriate disciplinary action and corrective measures are promptly implemented, with reports made to relevant authorities as required. Furthermore, employees are mandated to declare any conflicts of interest to maintain transparency and uphold ethical standards within the organisation.

Besides, we offer regular anti-corruption training for Directors and employees. Information from the Independent Commission Against Corruption (ICAC) is shared to educate employees on how to handle situations related to corruption effectively.

During the Reporting Period, no concluded legal cases regarding corrupt practices brought against the Group or our employees. We adhere to compliance with all relevant laws and regulations concerning anti-corruption, ensuring integrity and accountability in all our endeavours.

此外，我們已成立由三名獨立非執行董事組成的獨立內部審核委員會，以監督舉報的懷疑舞弊或不當行為調查。該委員會確保調查公平公正進行。倘證實存在不當行為，該委員會當確保即時採取適當紀律處分及糾正措施，並須向有關當局報告。此外，強制僱員須申報任何利益衝突，以維持透明度及秉持組織的道德標準。

此外，我們定期為董事及僱員提供反貪污培訓，分享廉政公署(ICAC)的資料以教育僱員如何有效處理與貪污相關的情況。

於報告期間，概無針對本集團或其僱員提出並已審結的貪污訴訟案件。我們嚴格遵守所有與反貪污相關的法律法規，確保所有工作的誠信及責任標準。

## COMMUNITY

### COMMUNITY INVESTMENT

**Relevant ESG Topics:** S8a Needs & Interests of The Community  
S8b Community Investment

## 社區

### 社區投資

**相關ESG議題：** S8a社區需要及利益  
S8b社區投資

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To bring value for the communities where we operate, the Group promotes social responsibility among our employees. Aligned with our dedication to making a positive impact on communities, we actively participated in a range of initiatives during the Reporting Period. These efforts encompassed charitable contributions and employee involvement in volunteer programs, with a focus on enhancing community welfare and supporting education initiatives. During the Reporting Year, we have donated more than RMB250,000 in cash and resources to the needs:

- **Education:** scholarships, assistance with educational facilities and equipment, community training
  - **Health and Well-being:** free medical services, construction of health facilities
  - **Culture:** religious site construction, cultural protection
  - **Community:** supporting community infrastructure construction
  - **Labour needs:** support measures for agriculture, fisheries and livestock
- **教育：**獎學金、教育設施與設備的協助、社區訓練
  - **健康與福利：**免費醫療服務、興建健康設施
  - **文化：**宗教場所建設、文化保護
  - **社區：**支援社區基礎設施建設
  - **勞工需求：**農業、漁業和畜牧業的支援措施

In the future, the Group will persist in regularly reviewing our goals and strategies regarding community investments, sponsorships, and donation activities. We are steadfast in assessing how well our social performance aligns with our community investment policy and objectives. Additionally, we are dedicated to enhancing our team's skills to facilitate the efficient execution of our community investment policies, thereby amplifying our positive influence on the communities we support.

未來，本集團將堅持定期審查於社區投資、贊助及捐贈活動方面的目標及方向。我們於評估社會績效如何更好與社區投資政策及目標保持一致方面寸步不讓。此外，我們致力於提升團隊的技能，以促進社區投資政策有效執行，從而增強我們對所支援社區的正面積極影響。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### MAJOUR LAWS AND REGULATIONS

#### 主要法律法規

##### ESG Aspect

##### ESG層面

##### Significant Laws and Regulations

##### 主要法律法規

##### Aspect A: Environment

##### 層面A：環境

- Environmental Protection Law of the PRC  
《中華人民共和國環境保護法》
- Law of the PRC on Promoting Clean Production  
《中國人民共和國清潔生產促進法》
- Law of the PRC on Appraising Environmental Impacts  
《中華人民共和國環境影響評價法》
- Ambient Air Quality Standards of the PRC (GB3095-1996)  
《中華人民共和國環境空氣質量標準》(GB3095-1996)
- Energy Conservation Law of the PRC  
《中華人民共和國節約能源法》
- Renewable Energy Law of the PRC  
《中華人民共和國可再生能源法》
- Water Pollution Prevention and Control Law of the PRC  
《中華人民共和國水污染防治法》
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste  
《中華人民共和國固體廢物污染環境防治法》
- Standard for Pollution Control on Hazardous Waste Incineration of the PRC (GB18484-2001)  
《中華人民共和國有害廢棄物焚燒污染控制標準》(GB18484-2001)
- Standard for Pollution Control on Hazardous Waste Storage of the PRC (GB18597-2001)  
《中華人民共和國危險廢物貯存污染控制標準》(GB18597-2001)
- Standard for Pollution Control on the Hazardous Waste Landfill (GB18598-2001)  
《危險廢物填埋污染控制標準》(GB18598-2001)

##### Aspect B1: Employment

##### 層面B1：僱傭

- Provisions on the Prohibition of Using Child Labor  
《禁止使用童工規定》



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

ESG Aspect ESG層面	Significant Laws and Regulations 主要法律法規
Aspect B2: Health and Safety 層面B2：健康與安全	<ul style="list-style-type: none"><li>Work Safety Law of the PRC 《中華人民共和國安全生產法》</li><li>Law of the PRC on Occupational Disease Prevention and Control 《中華人民共和國職業病防治法》</li><li>The PRC's Regulation on Safety Supervision of Coal Mines 《中國煤礦安全監察條例》</li><li>The Coal Mine Safety Rules 《煤礦安全規程》</li><li>The Regulation on Safety Testing and Inspection of Air Compressors, and the Primary Ventilation System and Primary Drainage System 《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》</li><li>Safety Inspecting-testing Specifications for Coal Mine (AG1011 – AG1013) 《煤礦安全檢測規範》(AG1011-AG1013)</li><li>Coal Industry Law of the PRC 《中國煤炭法》</li></ul>
Aspect B4: Labour Standards 層面B4：勞工準則	<ul style="list-style-type: none"><li>Special Protection Regulations for Juvenile Employees 《未成年工特殊保護規定》</li><li>Labor Law of the PRC 《中華人民共和國勞動法》</li><li>Labor Contract Law of the PRC 《中華人民共和國勞動合同法》</li></ul>
Aspect B6: Product Responsibility 層面B6：產品責任	<ul style="list-style-type: none"><li>Grade for Closed Process Water Circuit in Coal Preparation Plant (MT/T810-1999) 《選煤廠洗水閉路循環等級》(MT/T810-1999)</li><li>Coal Sizing Equipment Performance Evaluation (GB/T15716-1995) 《煤用篩分設備工藝性能評定方法》(GB/T15716-1995)</li><li>General Rules for Analytical and Testing Methods of Coal (GB/T483-2007) 《煤炭分析試驗方法一般規定》(GB/T483-2007)</li><li>Determination of Total Moisture in Coal (GB/T211-2007) 《煤中全水分的測定方法》(GB/T211-2007)</li><li>Determination of Mineral Matter in Coal (GB/T7560-2001) 《煤中礦物質的測定方法》(GB/T7560-2001)</li><li>Determination of Calorific Value of Coal (GB/T479-2000) 《煤的發熱量測定方法》(GB/T479-2000)</li><li>Personal Information Protection Act 《個人資料保護法》</li></ul>
Aspect B7: Anti-corruption 層面B7：反貪污	<ul style="list-style-type: none"><li>Criminal Law of the PRC 《中國刑法》</li></ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### HKEX REPORTING GUIDE INDEX

### 港交所ESG報告指引索引

HKEX ESG Reporting Code 港交所ESG報告守則	Description 描述	Chapter 章節
<b>A. Environmental A.環境</b>		
<b>Aspect A1: Emissions 層面A1：排放物</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) 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 waste. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emissions 排放
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。	Emissions 排放
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). 溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions 排放
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)。	Emissions 排放
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)。	Emissions 排放
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述已設定的排放目標及已採取達成目標的步驟。	Environmental 環境
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。	Emissions 排放

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<b>Aspect A2: Use of Resources</b> 層面A2：資源使用		
General Disclosure 一般披露	Policies on the 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。	Use of Resources 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)。	Use of Resources 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)。	Use of Resources 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。	Environmental 環境
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。	Use of Resources 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。	The business operations do not utilise packaging material. 業務營運並無使用包裝物料。
<b>Aspect A3: The Environment and Natural Resources</b> 層面A3：環境及天然資源		
General Disclosure 一般披露	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。	The Environment and Natural Resources 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。	The Environment and Natural Resources 環境及天然資源



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<b>Aspect A4: Climate Change</b> 層面A4：氣候變化		
General Disclosure 一般披露	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。	Climate Change 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。	Climate Change 氣候變化
<b>B. Social</b> B. 社會		
<b>Employment and Labour Practices</b> 僱傭及勞工常規		
<b>Aspect B1: Employment</b> 層面B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
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。	Employment 僱傭
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。	Employment 僱傭

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<b>Aspect B2: Health and Safety</b> <b>層面B2：健康與安全</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 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。	Health and Safety 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。	Health and Safety 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。	Health and Safety 健康與安全
<b>Aspect B3: Developing and Training</b> <b>層面B3：發展及培訓</b>		
General Disclosure 一般披露	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。	Developing and Training 發展及培訓
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。	Developing and Training 發展及培訓
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。	Developing and Training 發展及培訓

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<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 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。	Labour Standards 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。	Labour Standards 勞工準則
<b>Operating Practices</b> <b>營運常規</b>		
<b>Aspect B5: Supply Chain Management</b> <b>層面B5：供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 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。	Supply Chain Management 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, and 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。	Supply Chain Management 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。	Supply Chain Management 供應鏈管理



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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。	Supply Chain Management 供應鏈管理
<b>Aspect B6: Product Responsibility</b> <b>層面B6：產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, 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： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
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 Responsibility 產品責任
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 Responsibility 產品責任
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 Responsibility 產品責任
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 Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and 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 Responsibility 產品責任

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<b>Aspect B7: Anti-corruption</b> <b>層面B7：反貪污</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 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。	Anti-corruption 反貪污
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。	Anti-corruption 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。	Anti-corruption 反貪污
<b>Community</b> <b>社區</b>		
<b>Aspect B8: Community Investment</b> <b>層面B8：社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities consider 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