

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT THIS REPORT

#### PURPOSE AND OBJECTIVE

China Qinfu Group Limited (“Qinfu” or the “Company”, together with its subsidiaries the “Group” or “We”) is pleased to publish the eighth Environmental, Social and Governance (“ESG”) report (the “Report”) to our stakeholders. The 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.

#### REPORTING SCOPE AND PERIOD

Unless otherwise stated, the reporting scope includes the operations at our Guangzhou office, Xingtao Coal Mine and Fengxi Coal Mine, which account for approximately 76.80% of the Group's total revenue for the period from 1 January 2023 to 31 December 2023 (the “Reporting Period” or “FY2023”). The reporting scope is determined by the materiality of each entity to our business and operations, as well as its ESG impacts.

#### REPORTING STANDARDS

The Report has been prepared in accordance with the latest disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as set out in Appendix C2 to the Rules Governing the Listing of Securities (the “Listing Rules”) issued by The Stock Exchange of Hong Kong Limited (the “HKEX”).

### 關於本報告

#### 目的及目標

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」)欣然向持份者發表第八份環境、社會及管治(「ESG」)報告(「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。

#### 報告範圍及期間

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，佔本集團二零二三年一月一日至二零二三年十二月三十一日期間(「報告期間」或「二零二三年財政年度」)總收入約76.80%。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。

#### 報告標準

本報告根據香港聯合交易所有限公司(「港交所」)證券上市規則(「上市規則」)附錄C2所載的環境、社會及管治報告指引(「ESG報告指引」)的最新披露要求編製。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### REPORTING PRINCIPLES

### 報告原則

This Report has been prepared in accordance with the four reporting principles below, as stipulated in the ESG Reporting Guide:

本報告乃遵從ESG報告指引，根據下列四項報告原則編製：

Reporting Principle 報告原則	Description 描述	The Group's Response 本集團回應
<b>Materiality</b> 重要性	The Report should cover ESG issues that are sufficiently important to investors and other stakeholders. 報告應涵蓋就投資者及其他持份者而言足夠重要的ESG事宜。	The Group identifies and prioritises material ESG issues through stakeholder engagement and materiality assessment. For more details, please refer to the sections "Stakeholder Engagement" and "Materiality Assessment". 本集團通過持份者參與及重要性評估識別重大ESG問題，並對其進行優先排序。詳情請參閱「持份者參與」及「重要性評估」章節。
<b>Quantitative</b> 量化	The Report should disclose key performance indicators ("KPI") that are measurable. Targets should be set to reduce a particular impact. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts and giving comparative data where appropriate. 報告應披露可衡量的關鍵績效指標（「關鍵績效指標」）。應設定減少特定影響的目標。量化資訊應附有說明，解釋其目的及影響，並適時提供比較數據。	The Report discloses its environmental and social KPIs in a quantitative manner, where appropriate. 報告適時以量化方式披露其環境及社會關鍵績效指標。
<b>Balance</b> 平衡	The Report should provide an unbiased picture of the Group's performance, and should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgement by the report reader. 報告應公正地反映本集團績效，並應避免可能不適當影響報告讀者決策或判斷的選擇、遺漏或表述格式。	The Report presents both achievements and challenges in an objective manner, to provide a balanced and unbiased picture of the Group's ESG performance. 報告以客觀的方式呈列成就及挑戰，以平衡、公正地反映本集團ESG表現。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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Reporting Principle 報告原則	Description 描述	The Group's Response 本集團回應
<b>Consistency</b> 一致性	<p>The methodologies used to calculate the KPIs in this Report should be consistent with those used in the previous year, to allow for meaningful comparisons of ESG data over time.</p> <p>本報告中用於計算關鍵績效指標的方法應與上年度一致，以便對不同時期的ESG數據進行有意義的比較。</p>	<p>Unless otherwise stated, the reporting scope and methodologies are consistent with those adopted in the previous year, with comparative data being disclosed in this Report. Explanations have been provided on any changes to the reporting scope and methodologies as compared to the previous year in the Report.</p> <p>除另有說明外，本報告的報告範圍及方法與上年度一致，並於本報告中披露比較數據。報告中對報告範圍及方法與上年度相比的任何變化均進行說明。</p>

### ACCESS TO THE REPORT

As part of the Group's annual report, this Report has been prepared in both English and Chinese. It is available on the official website of the Group, as well as the website of the HKEX. In case of any discrepancy between these two versions, the English version shall prevail.

### 查閱報告

作為本集團年度報告一部分，本報告以中英文編寫。本報告可於本集團官方網站及港交所網站查閱。中英文版本如有歧義，概以英文版本為準。

### YOUR FEEDBACK

Your feedback on our sustainability performance and reporting is key to our continual improvement on sustainable development. We invite you to share your comments using any of the following means:

### 閣下之意見

閣下對我們的可持續發展績效及報告的反饋意見，是我們不斷改進可持續發展的關鍵。閣下可透過以下方式提供意見：

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

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

Telephone: 86–020–89898239

電話：86–020–89898239

Email: ir@qinfagroup.com

電郵：ir@qinfagroup.com

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### ABOUT QINFA

#### OUR BUSINESS OVERVIEW

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 Business

##### 煤炭業務

Coal mining, purchases and sales, filtering, storage and blending of coal in the PRC  
於中國採煤、煤炭購銷、選煤、儲煤及配煤

### OUR CULTURE

#### Vision

- Become an influential, producing and transporting and sales highly integrated energy group company.

By constantly improving the quality of customer service and creating sustainable profit growth pattern, build up enterprise strategic competition advantage, enlarge economics of scale, and achieve corporate vision.

#### Core Value

- Integrity, Tolerance, Creativity, Brilliance, Responsibility, Sharing

### 關於秦發

#### 業務回顧

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：

### 秦發文化

#### 願景

- 成為國內具有影響力的，產運銷高度一體化的能源集團公司。

通過不斷提升客戶服務品質和創造可持續增長利潤模式樹立企業的策略競爭優勢，擴大企業規模效益，達成企業願景。

#### 核心價值

- 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

### OUR APPROACH TO SUSTAINABILITY

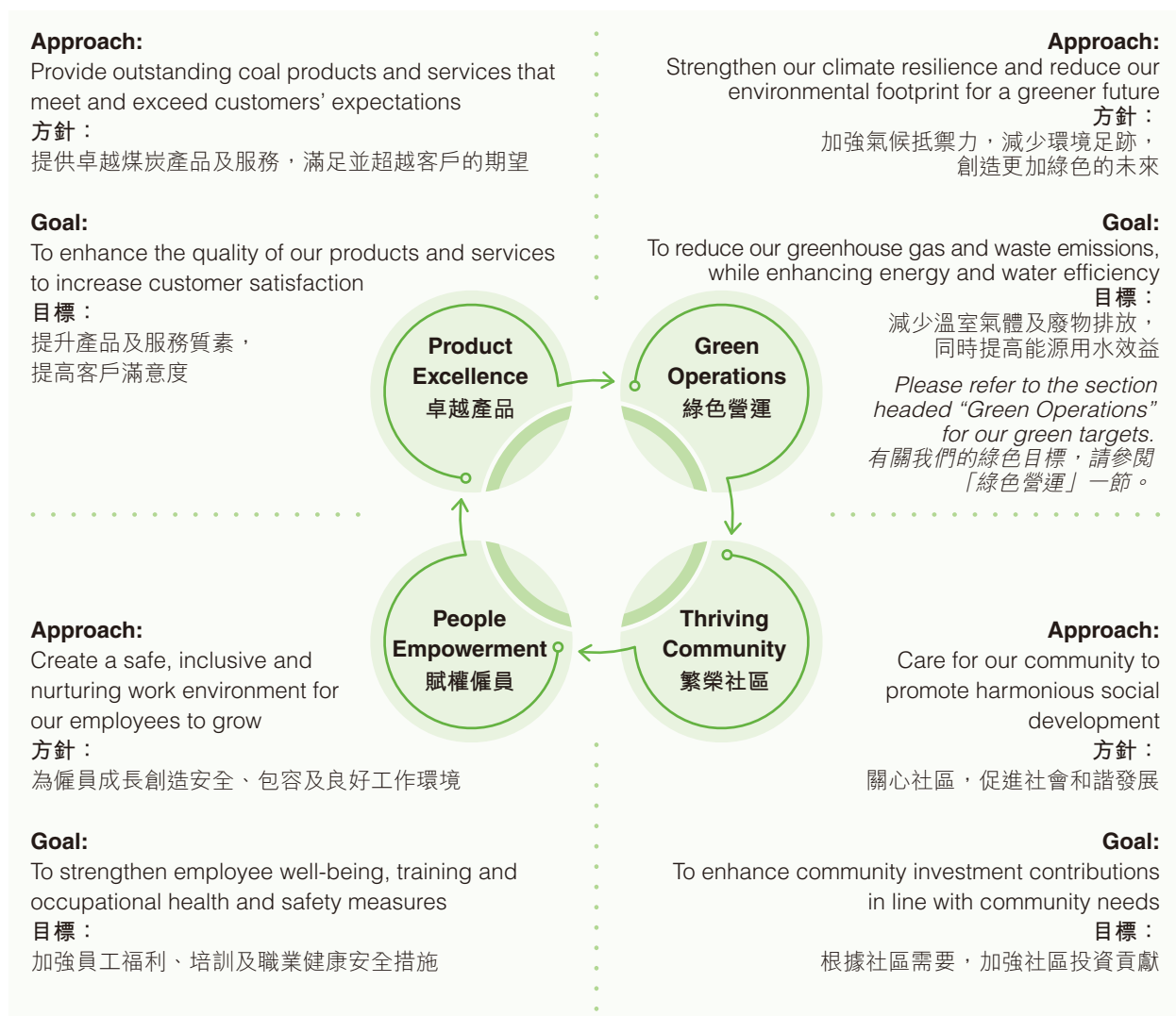
#### SUSTAINABILITY MANAGEMENT APPROACH AND STRATEGY

As a committed corporate citizen, we strive to integrate sustainability into our business operations and foster a culture of responsibility. Our dedication is reflected in our sustainability strategy, which has been approved by the Board. Built upon four key pillars with corresponding goals and targets, our sustainability strategy, together with our ESG policy, guide our efforts on driving positive change to create a better and more resilient future for all our stakeholders.

### 我們的可持續發展方針

#### 可持續發展管理方針及策略

作為一名盡責的企業公民，我們致力將可持續發展融入業務營運中，並培養責任文化。可持續發展策略體現我們的奉獻精神，該策略已獲得董事會批准。可持續發展策略以四大支柱為基礎，並已制定相應目標，與ESG政策共同指導我們努力推動積極變革，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 AND BOARD'S OVERSIGHT

Sound ESG governance is key to driving the long-term success and value of the Group. As such, we have established a robust ESG governance structure to enhance our ESG performance. The Board of Directors (the "Board") bears the ultimate responsibility for our ESG strategy and reporting, and provides oversight of ESG issues, including our sustainability management approach, strategies and measures.

Delegated by the Board, the ESG Committee is responsible for further assisting the Board in overseeing the Group's ESG management approach and strategy, as well as evaluating, prioritising and managing material ESG-related issues (including risks). The ESG Committee leads the ESG Taskforce, which is also authorised by the Board and consists of the heads of all functional departments, to implement our sustainability policies. The ESG Committee, which is led by board members and composed of three executive directors, reports to the Board on an annual basis.

#### 可持續發展管治及董事會監督

健全的ESG管治是推動本集團長期成功及實現價值的關鍵。因此，我們建立健全的ESG管治架構，以提高於ESG績效。董事會（「董事會」）對ESG策略及匯報負最終責任，並對ESG事宜進行監督，包括可持續發展管理方針、策略及措施。

董事會授權ESG委員會負責進一步協助董事會監督本集團ESG管理方針及策略，以及評估、優次排列及管理ESG相關重大事宜（包括風險）。ESG委員會領導ESG工作小組實施可持續發展政策，該工作小組亦由董事會授權，由所有職能部門的負責人組成。ESG委員會由董事會成員領導，由三名執行董事組成，每年向董事會報告一次。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### ESG-RELATED 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相關風險管理

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。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### ESG POLICY

Our sustainability framework is supported by a comprehensive Environmental, Social and Governance Policy (the “ESG Policy”), which has consistently guided us to incorporate sustainable development into our business strategies. We prioritize responsible procurement throughout our operations and supply chain, ensuring that our activities do not have a negative impact on both 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:

#### 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負面影響。

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：

Environment  
環境

Climate Change  
and Resilience  
氣候變化及抵禦力

Responsible  
Procurement  
負責任採購

Quality of Products  
產品質素

Diversity and Equal  
Opportunity  
多元化及平等機會

Health and Safety  
健康及安全

Community  
Engagement  
社區參與

ESG Governance  
ESG管治

Anti-corruption  
反貪污

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### 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, as well as 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。

#### 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 evaluations  
僱員表現評估
- Employee activities  
員工活動

## 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
<b>Suppliers and Business Partners</b> 供應商及業務合作夥伴	<ul style="list-style-type: none"><li>• Selection assessment 甄選評估</li><li>• Procurement process 採購流程</li><li>• Performance assessment 表現評估</li><li>• 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)</li></ul>
<b>Government Authorities and Regulators</b> 政府機關及監管機構	<ul style="list-style-type: none"><li>• Documented information submission 提交記錄資料</li><li>• Compliance inspections and checks 合規巡查及檢查</li></ul>
<b>Communities</b> 社區	<ul style="list-style-type: none"><li>• Company website 公司網站</li><li>• Community activities 社區活動</li></ul>

### MATERIALITY ASSESSMENT

### 重要性評估

During the Reporting Period, we conducted a materiality assessment with the assistance of an independent sustainability consultant, to identify the most important ESG issues to our business and our stakeholders. The results of the materiality assessment and relevant ESG topics are regularly reviewed by the ESG Committee and the Board every year.

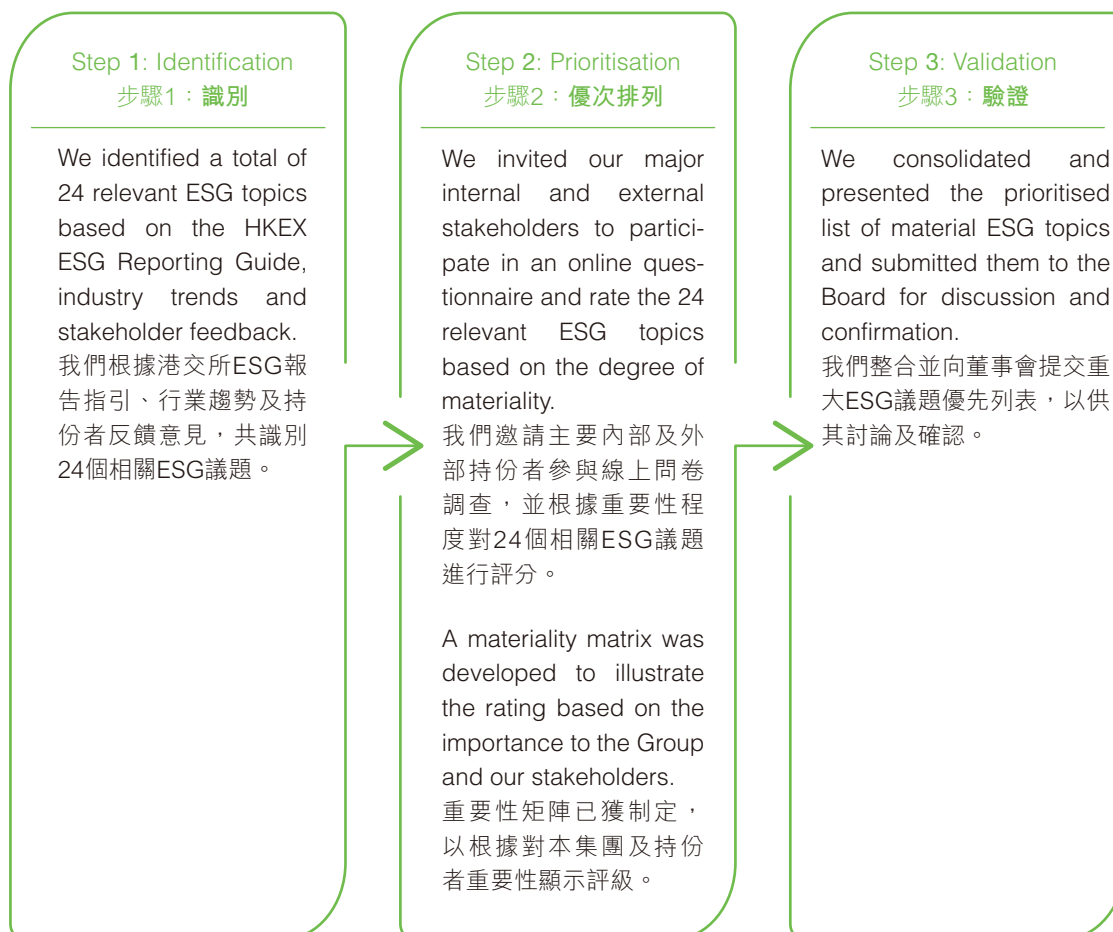
於報告期間，我們於獨立可持續發展顧問的協助下進行重要性評估，以識別就業務及持份者而言最重要的ESG事宜。ESG委員會及董事會每年定期審查重要性評估結果及相關ESG議題。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Our materiality assessment consists of the following steps:

重要性評估包括下列步驟：

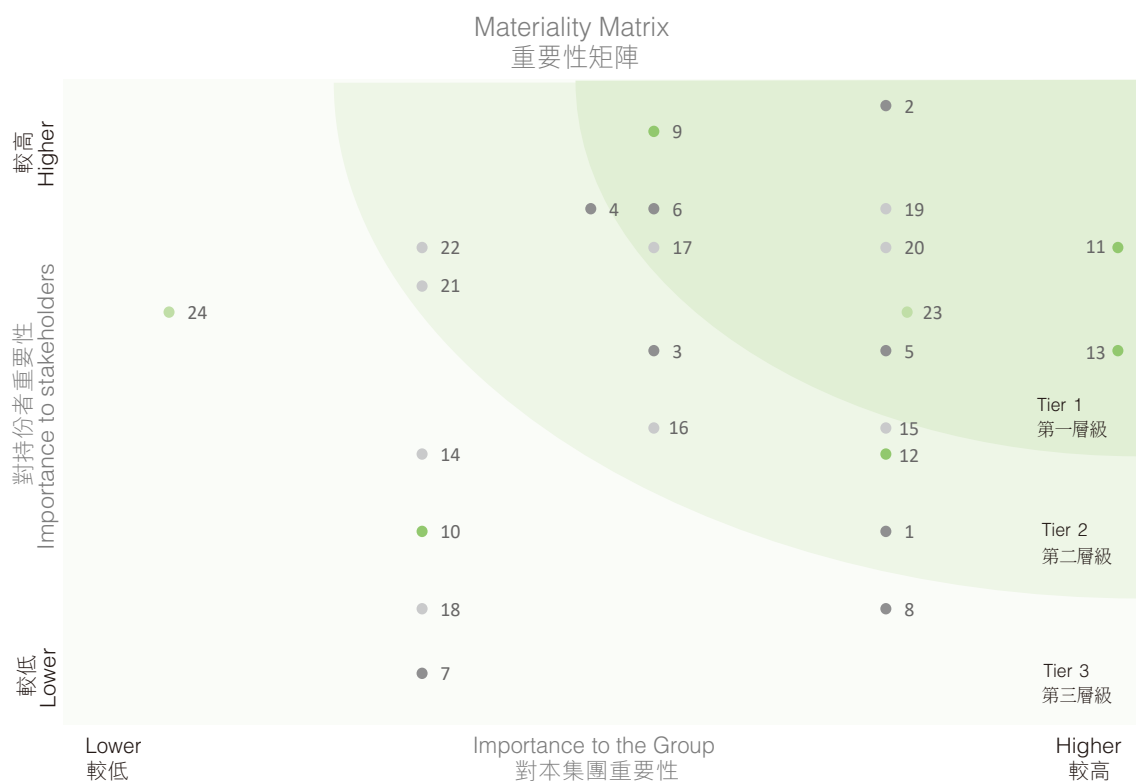


The degree of materiality of the 24 ESG issues to our business and our stakeholders is demonstrated in the following materiality matrix. Based on the results of the online questionnaire, a total of 24 ESG topics were determined to be the most material during the Reporting Period, shown in Tier 1 of the materiality matrix. Information relevant to the 10 top material ESG topics (highlighted in bold text below) have been addressed in the subsequent sections of this Report.

24個ESG議題對業務及持份者的重要程度於以下重要性矩陣中呈列。根據線上問卷調查結果，共有24個ESG議題被釐定為報告期間最重要議題，如重要性矩陣第1層級所示。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。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



Tier 1: Most Material Topics 第一層級：最重要議題				Tier 2: Material Topics 第二層級：重要議題				Tier 3: Relatively Less Material Topics 第三層級：相對較不重要議題			
● Green Operations 綠色營運				● People Empowerment 賦權僱員				● Product Excellence 卓越產品			
1. Air emissions 廢氣排放				9. Staff welfare 員工福利				14. Social risk in supply chain 供應鏈社會風險			
2. Waste 廢棄物				10. Equal-opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視				15. Product assurance and quality 產品保證及質素			
3. Carbon emission and energy efficiency 碳排放及能源效益				11. Occupational health and safety 職業健康與安全				16. Customer health and safety 客戶健康及安全			
4. Water consumption 水源消耗				12. Staff development and training 員工發展及培訓				17. Customer service 客戶服務			
5. Climate adaptation and resilience 氣候適應及抵禦力				13. Employment compliance 僱傭合規				18. Marketing and advertising 市場營銷及廣告			
6. Impacts on ecosystems, diversity and natural resources 對生態系統、多樣性及自然資源的影響								19. Anti-corruption 反貪污			
7. Green procurement 綠色採購								20. Data protection and cybersecurity 數據保護及網絡安全			
8. Environmental risk in supply chain 供應鏈環境風險								21. Economic performance 經濟表現			
								22. Business growth 業務增長			
								23. Community needs and relations 社區需求及關係			
								24. Community investment 社區投資			

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### PRODUCT EXCELLENCE

### 卓越產品

#### Approach

##### 方針

Provide outstanding coal products and services that meet and exceed customers' expectations  
提供卓越煤炭產品及服務，滿足並超越客戶的期望

#### Goal

##### 目標

To enhance the quality of our products and services to increase customer satisfaction  
提升產品及服務質量，提高客戶滿意度

#### Material Topic(s)

##### 重大議題

- Customer service  
客戶服務
- Anti-corruption  
反貪污
- Data protection and cybersecurity  
數據保護及網絡安全

Product excellence serves as the cornerstone of our success. Through continuous improvement in customer service quality and fostering sustainable economic performance and business growth, we adapt to the evolving needs of our customers and the dynamic business landscape. We have established policies and procedures relating to health and safety and privacy matters relating to products and services provided and methods of redress. Moreover, we adhere compliance with all relevant laws and regulations concerning product responsibility and anti-corruption<sup>1</sup>, ensuring integrity and accountability in all our endeavours.

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, as well as bribery, extortion, fraud and money laundering.

卓越的產品是我們成功的基石。通過不斷提高客戶服務質素，促進可持續經濟效益及業務增長，我們適應客戶不斷變化的需求及動態商業環境。我們制定與所提供產品及服務相關的健康與安全以及私隱事宜有關政策及程序，以及補救方法。此外，我們亦嚴格遵守所有與產品責任及反貪污相關法律法規<sup>1</sup>，確保所有工作的誠信和責任標準。

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，並不知悉賄賂、勒索、欺詐及洗黑錢行為。

<sup>1</sup> Please refer to the "Key Laws and Regulations" section for a list of product responsibility and anti-corruption related laws and regulations that are significant to the Group's business operations.

<sup>1</sup> 有關對本集團業務營運重大的產品責任及反貪污相關法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### SUPPLY CHAIN MANAGEMENT

#### 供應鏈管理

Ensuring product quality and safety hinges on comprehensive supply chain management. We have established internal guidance for supplier management. Our suppliers are mandated to adhere to relevant laws and regulations governing supply chain management.

確保產品質素及安全取決於全面供應鏈管理。我們制定供應商管理內部指引。供應商必須遵守供應鏈管理的相關法律法規。



##### Supplier Selection 供應商選擇



##### Supply Chain Risk Management 供應鏈風險管理



##### Monitoring Supplier Performance 監督供應商表現

- We select suppliers who meet regulatory requirements and our internal criteria, considering ESG-related factors such as:  
我們選擇符合法規要求及內部標準的供應商，同時考慮ESG相關因素，如：
  - o Lower environmental impacts  
對環境影響較小
  - o Higher quality  
高質素
  - o Compliance status  
合規情況
- Suppliers must furnish documented evidence for evaluation, encompassing the following certificates:  
供應商必須提供書面證據進行評估，包括以下證書：
  - o Product quality inspection  
產品質素檢驗
  - o National environmental product  
國家環保產品
  - o Management system  
管理體系
- In our daily operation, we closely monitor the potential environmental and social risks of our major suppliers along the supply chain, with the goal of effectively mitigating these risks.  
我們在日常營運中密切監察供應鏈上主要供應商的潛在環境及社會風險，從而有效降低該等風險。
- We conduct regular evaluations of both current and potential suppliers to ensure adherence to our requirements, including:  
我們對現有及潛在供應商進行定期評估，以確保其符合要求，包括：
  - o Product quality  
產品質素
  - o Environmental responsibilities  
環境責任
  - o Pricing  
價格
  - o Overall capabilities  
整體能力
  - o Asset position  
資產狀況
  - o Business nature  
業務性質
  - o Industry reputation  
行業聲譽
  - o Goods delivery  
貨物交付
  - o Compliance with law and regulations  
遵守法律法規

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告



### Supplier Selection 供應商選擇



### Supply Chain Risk Management 供應鏈風險管理



### Monitoring Supplier Performance 監督供應商表現

- Site inspections are carried out by the procurement team to assess potential risks associated with new suppliers when necessary  
採購團隊於必要時會進行實地考察，以評估與新供應商相關的潛在風險

- We conduct ongoing monitoring and assessment are conducted of our suppliers, with major suppliers and service providers subject to annual reviews. This process may lead to the disqualification of unsatisfactory vendors.  
我們對供應商進行持續監督及評估，對主要供應商及服務供應商進行年度審查。此過程可能導致不合格供應商被取消資格。
- The procurement department promptly reports any significant changes or incidents in the supply chain to the Group's management to update internal policies and strategies and ensure timely implementation and monitoring.  
採購部門會及時向本集團管理層報告供應鏈中任何重大變動或事件，以更新內部政策及策略，確保及時實施及監督。

As of 31 December 2023, the breakdown of major suppliers by geographical region was as follows:

截至二零二三年十二月三十一日，按地區劃分的主要供應商明細如下：

		The PRC (including Hong Kong) 中國(包括香港)	Other region(s) 其他地區
2023	二零二三年	1,050	55
2022 <sup>^</sup>	二零二二年 <sup>^</sup>	834	199

<sup>^</sup> Figures for 2022 have been adjusted to reflect the actual situation.

<sup>^</sup> 已調整二零二二年數字以反映實際情況。

During the Reporting Period, practices relating to engaging suppliers were implemented for all 1,105 (2022: 1,033) suppliers in the Group's core businesses.

於報告期間，本集團核心業務的全部1,105間(二零二二年：1,033間)供應商均已實施與聘用供應商相關的措施。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### PRODUCT AND SERVICE QUALITY ASSURANCE AND CUSTOMER SAFETY

To provide the highest quality and safety coal products, we have established stringent policies and procedures for production and sales that align with relevant laws and regulations<sup>2</sup>. These measures guarantee excellence and adherence to safety standards:

- Storing coal products in designated or indoor areas to maintain quality integrity
- Conducting timely product inspections in nationally qualified laboratories to ensure adherence to industry standards and sustainability requirements
- Ensuring health and safety standards are upheld for any products identified as unqualified during inspections, in accordance with our Quality Assurance Policy
- Developing contingency plans to address unexpected disruptions in product supply or service delivery to ensure reliability
- Conducting regular audits and inspections of facilities to identify and address any health and safety hazards
- Sampling and testing coal upon arrival at customer sites
- Regularly assessing and inspecting product quality to evaluate the supplier's performance
- Providing responsive customer service and support through various communication channels to promptly address issues or concerns

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.

#### 產品及服務質素保證及客戶安全

為提供最高質素及安全的煤炭產品，我們制定符合相關法律法規<sup>2</sup>的嚴格生產及銷售政策及程序。該等措施保證產品卓越品質及安全標準：

- 於指定或室內區域儲存煤炭產品，以保持質素完整性
- 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
- 根據質素保證政策，確保檢查過程中發現的任何不合格產品均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，確保可靠性
- 對設施進行定期審核及檢查，以發現並解決任何健康及安全隱患
- 煤炭運抵客戶現場時進行取樣及測試
- 定期評估及檢查產品質量，以評估供應商及表現
- 通過各種溝通渠道提供快速響應的客戶服務和支援，及時處理問題或疑慮

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。

<sup>2</sup> Please refer to the "Key Laws and Regulations" section for a list of product responsibility related laws and regulations that are significant to the Group's business operations.

<sup>2</sup> 有關對本集團業務營運重大的產品責任相關法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

We maintained stringent quality standards to ensure the excellence of our products. The features of coals produced by the Group are as follows:

我們堅持嚴格質素標準，確保產品卓越品質。本集團生產的煤炭具有以下特點：

Coal Features	煤炭特徵	Huameiao Energy – Xingtao Coal	Huameiao Energy – Fengxi Coal	Huameiao Energy – Chongsheng Coal	Shenda Energy – Xinglong Coal	Shenda Energy – Hongyuan Coal	Sumber Daya Energi – SDE Coal	Unit
		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	Daya Energi - SDE煤業	單位
Coal seam	煤層	4, 8, 9, 10, 11	11	9, 2, 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	db, %
Sulphur	含硫量	1.4–1.9	1.2–1.6	1.6–2.5	1.52	1.45	0.6–1	db, %
Calorific value	高發熱值	4,650–5,200	4,500–5,100	4,600–5,150	4,838	4,187	4,450–4,500	(average, kcal/kg, net, ar) (平均、千卡/ 千克、淨值、ar)

During the Reporting Period, we encountered 0 complaints from customers related to our products and service (2022: 0). Also, no coal products were subject to recalls for safety and health reasons (2022: 0).

於報告期間，我們收到與產品及服務相關客戶投訴為0(二零二二年：0)宗。此外，概無煤炭產品因安全及健康原因被召回(二零二二年：0)。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### DATA PRIVACY PROTECTION AND CYBERSECURITY

#### 數據私隱保護及網絡安全

We place paramount importance on customer data privacy and cybersecurity. In safeguarding customer data, we provide training on our policies and internal guidelines to provide clear instruction to safeguard proprietary and confidential information, include:

我們高度重視客戶數據私隱及網絡安全。保護客戶數據方面，我們提供有關政策及內部指引的培訓，為保護專有及機密資料提供明確指導，包括：

- Exclusive processing and storage of all customer orders and data by dedicated personnel, with no unauthorized employee access permitted
- Mandating agreement upon joining the Group, ensuring employees uphold the confidentiality of Company data
- Swiftly taking legal action and immediately terminating employment contracts for any violation or divulgence of information
- Installing firewalls and/or intrusion detection systems to fortify the network against unauthorized access and cyberattacks
- Regularly sharing of updates and tips on information security and cybersecurity to enhance awareness and preparedness
- 由專職人員處理及儲存所有客戶訂單及數據，未經授權僱員不得訪問
- 強制僱員加入本集團時簽訂協議，確保維護本公司數據機密
- 就任何違規或泄露資料行為迅速採取法律行動，並立即終止僱傭合約
- 安裝防火牆及／或入侵檢測系統，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，以提高防範意識及能力

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### INTELLECTUAL PROPERTY PROTECTION

In safeguarding intellectual property rights, both ours and those of third parties, we strictly adhere to relevant laws and regulations concerning the protection of intellectual property rights<sup>3</sup>. Our internal guidelines include the following provisions:

- Sourcing products exclusively from legitimate manufacturers or suppliers
- Refraining from participating in activities that infringe upon intellectual property rights
- Conducting due diligence before purchasing intellectual property rights from third parties to ensure legality
- Promptly investigating any suspected cases of intellectual property infringement
- Regularly reminding staff members to respect intellectual property rights belonging to others and to the Group, if applicable
- Encouraging reporting of suspected cases of infringement

#### ANTI-CORRUPTION

We maintain a zero-tolerance against bribery, extortion, fraud, and money laundering in our operations, extending to our employees, suppliers, and business partners. Integrity and fair competition are paramount in our business practices, our governance structure is built upon the highest ethical standards to uphold these principles.

#### 知識產權保護

於保護我們及第三方知識產權方面，我們嚴格遵守有關知識產權保護法律法規<sup>3</sup>。內部指引包括以下規定：

- 僅從合法製造商或供應商採購產品
- 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
- 及時調查任何涉嫌侵犯知識產權的案件
- 定期提醒員工尊重他人及本集團（如適用）的知識產權
- 鼓勵舉報可疑侵權案件

#### 反貪污

我們對營運中的賄賂、勒索、欺詐及洗黑錢行為採取零容忍態度，其包括我們的僱員、供應商及業務合作夥伴。誠信及公平競爭於業務實踐中至關重要，我們的管治架構建立於最高道德標準之上，以維護該等原則。

<sup>3</sup> Please refer to the "Key Laws and Regulations" section for a list of product responsibility related laws and regulations that are significant to the Group's business operations.

<sup>3</sup> 有關對本集團業務營運重大的產品責任相關法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Policies and Procedures

- Our policies reinforce our commitment to anti-corruption, bribery, extortion, fraud, money laundering, anti-competitive behaviour and conflict of interest

#### Whistleblowing System and Reporting Concerns

- Guided by our policies, we encourage employees, suppliers and customers to report any suspected malpractice or misconduct through our whistleblowing channels. These channels operate under a strict policy of whistleblower identity protection and prohibition of retaliatory actions
- Subsequent investigations will be conducted in a fair manner, and corrective measures and follow-up actions will be taken promptly
- In the event of confirmed misconduct, appropriate disciplinary action will be taken and instances of criminal offenses are reported to the relevant authorities
- The Board has an overall responsibility for the mechanism, whereas the Audit Committee is responsible for overseeing and implementing the system

#### Training and Awareness

- During the Reporting Period, we provided anti-corruption training for both directors and employees, where we share with them the information from ICAC regarding ways to handle corrupt related situations.
- Regular training on anti-corruption policies is conducted for employees and directors
- The Group reviews relevant policy periodically

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or our employees (2022: 0).

#### 政策及程序

- 我們的政策強化我們對反貪污、賄賂、勒索、欺詐、洗黑錢、反競爭行為及利益衝突的承諾

#### 舉報制度及疑慮匯報

- 於政策指導下，我們鼓勵僱員、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。該等渠道嚴格遵守保護舉報人身份及禁止報復行為的政策
- 以公平方式開展後續調查，並及時採取糾正措施及後續行動
- 倘證實存在不當行為，將採取適當紀律處分，並向有關當局報告刑事犯罪事件
- 董事會對機制整體負責，而審核委員會則負責監督及實施該系統

#### 培訓及意識

- 於報告期間，我們為董事及僱員提供反貪污培訓，與彼等分享廉政公署有關處理貪污相關情況的資料。
- 定期為僱員及董事提供有關反貪污政策的培訓
- 本集團定期審查相關政策

於報告期間，概無針對本集團或僱員提出並已審結的貪污訴訟案件(二零二二年：0)。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### GREEN OPERATIONS

### 綠色營運

#### Approach

##### 方針

Strengthen our climate resilience and reduce our environmental footprint for a greener future  
加強氣候抵禦力，減少環境足跡，創造更加綠色的未來

#### Goal

##### 目標

To reduce our greenhouse gas and waste emissions, while enhancing energy and water efficiency  
減少溫室氣體及廢物排放，同時提高能源用水效益

#### Material Topic(s)

##### 重大議題

- Waste  
廢棄物
- Climate adaptation and resilience  
氣候適應及抵禦力
- Impacts on ecosystems, diversity and natural resources  
對生態系統、多樣性及自然資源的影響

We firmly believe it is our responsibility to promote climate resilience and contribute to a greener future. Recognizing the environmental implications of our operations, the Group prioritizes environmental stewardship and the implementation of cleaner mining methods. Policies and internal guidelines are formulated to guide our employees in strengthening climate resilience, mitigating pollution, ensuring responsible resource utilization, and minimizing environmental footprints, in accordance with relevant environmental laws and regulations<sup>4</sup>.

Furthermore, overseen by the CEO, an environmental team manages the environmental management system (“EMS”) and monitors environmental KPIs. Regular risk and impact assessments inform our stewardship approach, addressing air pollutants, greenhouse gases (“GHG”), water, waste, noise, and soil quality.

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.

我們堅信，我們有責任促進氣候抵禦力，為更加綠色的未來作出貢獻。我們認識營運對環境的影響，本集團將環境管理及實施更清潔的採礦方法作為優先事項。我們制定相關政策及內部指引，以指導僱員根據相關環境法律法規<sup>4</sup>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。

此外，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。定期進行風險及影響評估為我們的管理方法提供依據，以解決空氣污染物、溫室氣體(「溫室氣體」)、水源、廢物、噪音及土壤質素等問題。

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。

<sup>4</sup> Please refer to the “Key Laws and Regulations” section for a list of environmental laws and regulations that are significant to the Group’s business operations.

<sup>4</sup> 有關對本集團業務營運重大的環境法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### CLIMATE RESILIENCE AND MANAGEMENT

#### 氣候抵禦力及管理

As climate change advances the frequency and intensity of extreme weather events like heavy rainfall are expected to increase. Hence, our board and ESG committee regularly assess and evaluate climate-related risks and opportunities to devise effective strategies in response.

隨著氣候變化加劇，預計暴雨等極端天氣事件頻率及強度均將增加。因此，董事會及ESG委員會定期評估與氣候相關的風險及機遇，以制定有效應對策略。

#### Risk Description

##### 風險描述

#### Our Response Actions

##### 應對行動

#### Climate-related Risks

##### 氣候相關風險

##### Physical Risk

##### 實體風險

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Extreme weather events, including flooding<br/>極端天氣事件(包括洪水)</li></ul> | <ul style="list-style-type: none"><li>• Develop protocols to ensure employee safety and minimize operational impact during extreme weather events, such as heavy rainfall leading to flooding and landslides. These protocols strictly adhere to government-issued extreme weather guidelines and necessitate adjustments to mining activities.<br/>制定規程，確保僱員安全，並最大限度減少極端天氣事件(如暴雨導致洪水及山泥傾瀉)對營運的影響。該等規程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。</li><li>• Establish emergency guidelines and measures to mitigate the impacts of natural disasters on operations.<br/>制定應急指引及措施，減輕自然災害對營運的影響。</li></ul> |
|---|---|

##### Transition Risk

##### 轉型風險

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Policy and legal risk<br/>政策及法律風險</li></ul> | <ul style="list-style-type: none"><li>• Review our climate-related policies on a regular basis to ensure their effectiveness.<br/>定期審查氣候相關政策，確保其有效性。</li></ul> |
|---|--|

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### Risk Description

風險描述

#### Our Response Actions

應對行動

#### Climate-related Opportunities

氣候相關機遇

- |  |   |
|--|---|
| <ul style="list-style-type: none"><li>• Climate-related Opportunities<br/>氣候相關機遇</li></ul> | <ul style="list-style-type: none"><li>• Enhance procurement procedures to improve resource efficiency.<br/>加強採購程序，提高資源效率。</li><li>• Implement a comprehensive clearance and warehouse management system to optimize inventory management.<br/>實施全面的清倉及倉儲管理系統，優化庫存管理。</li><li>• Streamline the transportation process of coal production and trade by establishing consolidation and delivery stations in Shanxi, Hebei, Inner Mongolia, and other strategic locations, thereby reducing internal transportation costs, and enhancing market flexibility and efficiency.<br/>簡化煤炭生產及貿易運輸流程，於山西、河北、內蒙古等策略要地建立集運站，從而降低內部運輸成本，提高市場靈活性及效率。</li></ul> |
|--|---|







## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

To enhance our operations' resilience to climate change, we have set the following green targets:

為提高營運對氣候變化的抵禦力，我們已制定以下綠色目標：

Our Green Targets	Progress
綠色目標	進度
 <p>Emission 排放物</p> <ul style="list-style-type: none"> <li>To reduce our air and GHG emission by improving energy efficiency and incorporating energy-saving measures 通過提高能源效益及採取節能措施，減少氣體及溫室氣體排放</li> </ul>	In Progress 進行中
 <p>Waste 廢棄物</p> <ul style="list-style-type: none"> <li>To reduce our waste generation by applying 3R principles, avoiding unnecessary consumption 採用3R原則，避免不必要消耗，從而減少廢物產生</li> </ul>	In Progress 進行中
 <p>Energy 能源</p> <ul style="list-style-type: none"> <li>To reduce our energy consumption by enhancing energy efficiency of our equipment 通過提高設備能源效益，減少能源消耗</li> </ul>	In Progress 進行中
 <p>Water 用水</p> <ul style="list-style-type: none"> <li>To improve water efficiency by implementing water conservation measures 實施節水措施，提高用水效率</li> </ul>	Achieved 已達成

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### ENERGY, AIR AND GHG EMISSIONS

Our primary sources of air emissions, GHG emissions, and energy consumption originate from purchased electricity as well as fuel consumption in boilers and product transportation. The Group incorporates the management of emissions into our daily operations and evaluates the progress of emission reduction annually. We have implemented a set of green measures as stated below:

- Gradually transitioning from natural gas boilers to desulfurization and denitrification boilers
- Implementing centralized management of vehicle use and utilizing modern communication tools
- Upgrading mining equipment for enhanced energy efficiency, including replacing conveyor motors with inverter-integrated motors
- Promoting conservation awareness of energy and resources among employees
- Adopting energy-efficient equipment and technologies to reduce energy consumption
- Phasing out traditional lighting with energy-saving alternatives like LEDs
- Prioritizing equipment with energy efficiency labels during procurement
- Promoting green office practices, by switching off idle lights, computers, and other electronic devices, to minimize unnecessary energy consumption in the workplace

#### 能源、廢氣及溫室氣體排放

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。本集團將排放管理納入日常營運，並每年評估減排進展。我們實施以下一系列綠色措施：

- 從天然氣鍋爐逐步過渡至脫硫脫硝鍋爐
- 對車輛使用實行集中管理，並利用現代通訊工具
- 升級採礦設備以提高能源效益，包括以變頻器集成發電機取代輸送發電機
- 提高僱員能源及資源保護意識
- 採用節能設備及技術，減少能源消耗
- 以LED等節能替代品逐步淘汰傳統照明設備
- 採購時優先考慮有能源效益標籤的設備
- 推廣綠色辦公實踐，關閉閒置電燈、電腦及其他電子設備，最大限度減少工作場所不必要能源消耗

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Below is a summary of our air, GHG emissions and energy consumption data<sup>5</sup>:

以下為我們的廢氣、溫室氣體排放及能源消耗數據概要<sup>5</sup>：

	FY 2023 二零二三年 財政年度	FY 2022 <sup>6</sup> 二零二二年 財政年度 <sup>6</sup>	Unit 單位
<b>Air Emission<sup>7</sup></b>			
<b>廢氣排放<sup>7</sup></b>			
Nitrogen Oxides (NOx) 氮氧化物(NOx)	17,335,392.97	1,100.00	kg 千克
Sulphur Oxides (SOx) 硫氧化物(SOx)	284,561.60	0.00	kg 千克
Particulate Matters (PM) 顆粒物(PM)	646,950.27	150.00	kg 千克
<b>GHG Emission</b>			
<b>溫室氣體排放</b>			
Total GHG (Scopes 1 & 2) Emission <sup>8</sup> 溫室氣體(範圍1&2)排放總量 <sup>8</sup>	47,836.46	41,585.24	Tonnes CO <sub>2</sub> e 噸二氧化碳當量
Direct Emission (Scope 1) 直接排放(範圍1)	5,980.97	4,120.79	Tonnes CO <sub>2</sub> e 噸二氧化碳當量
Energy Indirect Emission (Scope 2) 能源間接排放(範圍2)	41,855.49	37,464.45	Tonnes CO <sub>2</sub> e 噸二氧化碳當量
Total GHG (Scopes 1 & 2) Emissions Intensity 溫室氣體(範圍1&2)排放總密度	14.29	13.56	Tonnes CO <sub>2</sub> e/employee 噸二氧化碳當量／僱員
<b>Energy</b>			
<b>能源</b>			
Total Energy Consumption 能源總消耗量	30,163,325.95	17,451,315.06	MWh 兆瓦時
Purchased Electricity 外購電力	68,604.31	64,482.70	MWh 兆瓦時
Unleaded Petrol 無鉛汽油	199.23	63.86	MWh 兆瓦時
Diesel Oil 柴油	9,026.73	7,846.01	MWh 兆瓦時
Liquefied Natural Gas ("LNG") <sup>9</sup> 液化天然氣(「液化天然氣」) <sup>9</sup>	30,085,495.69	17,378,922.49	MWh 兆瓦時
Total Energy Consumption Intensity 能源總消耗量總密度	9,009.36	5,690.03	MWh/employee 兆瓦時／僱員

<sup>5</sup> Totals may not be the exact sum of numbers shown here due to rounding.

<sup>6</sup> Figures for 2022 have been adjusted to reflect the actual situation.

<sup>7</sup> Our data collection system was enhanced during the Reporting Period to cover the emission from transportation.

<sup>8</sup> In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased or acquired electricity, heating, cooling, and steam consumed within the Group.

<sup>9</sup> Our data collection system was enhanced during the Reporting Period to cover LNG in an additional operating site in Xingtao Coal Mine.

<sup>5</sup> 基於四捨五入，總計未必為所示數字的準確總和。

<sup>6</sup> 已調整二零二二年數字以反映實際情況。

<sup>7</sup> 於報告期間，我們加強資料收集系統，以涵蓋運輸排放量。

<sup>8</sup> 根據世界可持續發展工商理事會及世界資源研究所發佈的《溫室氣體議定書 – 企業會計及報告標準(修訂版)》，範圍1直接排放源於本集團擁有或控制的業務，而範圍2間接排放源於本集團內部購買或獲得的發電、供暖、製冷及蒸汽消耗。

<sup>9</sup> 於報告期間，我們加強資料收集系統，以涵蓋興陶煤礦額外作業點的液化天然氣。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### WATER AND WASTEWATER MANAGEMENT

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

- Placing conspicuous signage to remind employees of water conservation
- Promptly maintaining dripping faucets
- Gradually replacing equipment with water-saving alternatives
- Treating wastewater before releasing it into the environment
- Implementing water recycling and reuse systems in our operations to utilize water from on-site sources for coal preparation and road-dust suppression

Below shows our water consumption data<sup>10</sup>:

### 用水及廢水管理

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。我們積極強調節約用水及廢水管理，並採取多項措施，包括：

- 於當眼位置設置標誌，提醒僱員節約用水
- 及時維修滴水水龍頭
- 逐步更換節水設備
- 對廢水進行處理後再排放到環境中
- 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

以下為我們的用水數據<sup>10</sup>:

	FY 2023 二零二三年 財政年度	FY 2022 二零二二年 財政年度	Unit 單位
<b>Water</b>			
<b>水源</b>			
Total Water Consumption 用水總量	56,920.00	69,323.00	m <sup>3</sup> 立方米
Total Water Consumption Intensity 用水總密度	17.00	22.60	m <sup>3</sup> /employee 立方米／僱員

<sup>10</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>10</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

#### WASTE MANAGEMENT

The Group is committed to responsible waste management practices, prioritizing waste segregation and recycling to minimize 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 are either reused in road repairs or handled by the environmental officials for treatment. Minimizing waste and optimizing resource efficiency, we have implemented several waste management measures:

- Simplifying our operational process to reduce unnecessary waste generation
- Selecting raw materials that generate less waste
- Phasing out traditional boilers that generate significant waste
- Optimizing warehouse management systems to improve material turnover
- Monitoring consumption closely to avoid over-purchasing
- Advocating the 3R (Reduce, Reuse, Recycle) principles throughout operations
- Diligently monitoring and managing resource use to improve efficiency
- Encouraging a paperless office culture through electronic communications and digital documentation

#### 廢棄物管理

本集團致力進行負責任的廢棄物管理實踐，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由環境保護局人員處理。為最大限度減少廢物，優化資源利用效率，我們實施多項廢棄物管理措施：

- 簡化操作流程，減少不必要廢物產生
- 選擇產生廢物較少的原材料
- 淘汰產生大量廢物的傳統鍋爐
- 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
- 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，提高效率
- 通過電子通訊及數碼文檔鼓勵無紙化辦公文化

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Below shows the Group's waste data<sup>11</sup>:

下列本集團廢棄物數據<sup>11</sup>：

	FY 2023 二零二三年 財政年度	FY 2022 二零二二年 財政年度	Unit 單位
<b>Waste</b> <b>廢棄物</b>			
Total Hazardous Waste Generated 產生有害廢棄物總量	543.75	1,251.48	Tonnes 噸
Total Hazardous Waste Intensity 有害廢棄物總密度	0.16	0.41	Tonnes/employee 噸／僱員
Total Non-hazardous Waste Generated <sup>12</sup> 產生無害廢棄物總量 <sup>12</sup>	3,885.94	N/A 不適用	Tonnes 噸
Total Non-hazardous Waste Intensity 無害廢棄物總密度	1.16	N/A 不適用	Tonnes/employee 噸／僱員

### GREEN PROCUREMENT

### 綠色採購

We are keen on emphasizing green procurement practices and promoting environmentally preferable products and services when selecting suppliers. Through ongoing monitoring and assessment of our suppliers, we strive to ensure the environmental considerations are upheld throughout the procurement process. Our approach includes:

於選擇供應商時，我們非常重視綠色採購實踐，促使多用環保產品及服務。通過對供應商持續監督及評估，我們致力確保整個採購過程中堅持環保理念，方法包括：

- Prioritizing local suppliers to minimize environmental impacts associated with transportation
- Assessing potential environmental risks posed by our major suppliers along the supply chain and implementing measures to mitigate these risks
- Upgrading our centralized inventory management system to optimize stock management, ensuring timely tracking and avoiding over-procurement
- Considering the energy and water consumption and efficiency of items during procurement
- Minimizing or avoiding the use of disposable, single-use items to reduce waste
- 優先選擇本地供應商，以盡量減少與運輸相關的環境影響
- 評估供應鏈中主要供應商可能帶來的環境風險，並採取措施降低該等風險
- 升級中央庫存管理系統，優化庫存管理，確保及時跟蹤，避免過度採購
- 於採購過程中考慮能源及水源消耗以及物品使用效率
- 盡量減少或避免使用一次性用品，以減少浪費

<sup>11</sup> Due to the nature of our business, no packaging material is consumed.  
<sup>12</sup> Our data collection system was enhanced during the Reporting Period to cover the non-hazardous waste generated in our operations.

<sup>11</sup> 由於我們的業務性質，並無消耗包裝材料。  
<sup>12</sup> 於報告期間，我們加強資料收集系統，以涵蓋營運產生的無害廢棄物。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### BIODIVERSITY AND ECOLOGICAL PROTECTION

As a socially responsible enterprise, we recognize the importance of respecting nature and the environment during our operation. We prioritize initiatives that reduce natural resource consumption and environmental impacts, ensuring profitability while safeguarding our planet's ecosystems and biodiversity. Our commitment to long-term sustainability involves:

- Integrating environmental preservation and resource conservation into our operational strategies and development planning
- Regularly conducting risk assessments and environmental impact assessments on the production facilities to monitor the emissions of air pollutants, GHG, water, sewage, hazardous and non-hazardous waste, noise pollution and soil quality
- Implementing rehabilitation measures for areas affected by mining activities
- Maintaining close relationships with the local community nearby the mining site
- Monitoring air quality and noise levels during mining operations
- Conducting toxicity tests to detect potential water quality issues that could impact local farming

#### 生物多樣性及生態保護

作為一間對社會負責的企業，我們意識到於營運過程中尊重自然環境的重要性。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：

- 將環境保護及資源保護納入營運策略及發展規劃中
- 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
- 對受採礦活動影響的地區實施復原措施
- 與礦區附近的當地社區保持密切聯繫
- 監測採礦作業期間的空氣質素及噪音水平
- 進行毒性測試，以檢測可能影響當地農業的潛在水質問題

## PEOPLE EMPOWERMENT

## 賦權僱員

**Approach**

## 方針

Create a safe, inclusive and nurturing work environment for our employees to grow  
為僱員成長創造安全、包容及良好工作環境

**Goal**

## 目標

To strengthen employee well-being, training and occupational health and safety measures.  
加強員工福利、培訓及職業健康安全措施

**Material Topic(s)**

## 重大議題

- Staff welfare  
員工福利
- Occupational health and safety  
職業健康與安全
- Employment compliance  
僱傭合規

The Group views our employees as our most valuable assets. We are committed to creating a harmonious work environment for our employees, and we strictly abide by employment-related laws and regulations in our areas of operation<sup>13</sup>. We have established a comprehensive human resources management strategy with a set of policies and standards that clearly outline our policies on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, performance management, training and development and other benefits and welfare.

During the Reporting Period, we were not aware of any material non-compliance of relevant employment-related laws and regulations.

本集團視僱員為最寶貴的資產。我們致力為僱員創造和諧工作環境，並嚴格遵守業務領域內與僱傭相關法律法規<sup>13</sup>。我們已建立全面人力資源管理策略，並制定一套政策及標準，明確概述我們於薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視、績效管理、培訓及發展以及其他待遇及福利方面的政策。

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。

<sup>13</sup> Please refer to the "Key Laws and Regulations" section for a list of employment-related laws and regulations that are significant to the Group's business operations.

<sup>13</sup> 有關對本集團業務營運重大的僱傭相關法律法規清單，請參閱「主要法律法規」一節。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### EMPLOYEE OVERVIEW

#### 僱員概況

As of 31 December 2023, we employed a total of 3,348 employees (2022: 3,067 employees). The number of our employees<sup>14</sup> by gender, age group and geographical region is outlined below:

截至二零二三年十二月三十一日，我們共聘用3,348名僱員（二零二二年：3,067名僱員）。按性別、年齡組別及地區劃分僱員人數<sup>14</sup>如下：

	FY 2023 二零二三年 財政年度	FY 2022 二零二二年 財政年度	Unit 單位
<b>By Gender</b> <b>按性別</b>			
Male 男性	3,117	2,802	Number 人數
Female 女性	231	265	Number 人數
<b>By Employee Category</b> <b>按僱員類別</b>			
Management 管理層	69	61	Number 人數
Functional Departments 職能部門	699	324	Number 人數
Frontline Departments (including local teams and groups) 前線部門(包括地方團隊及組別)	2,580	2,682	Number 人數
<b>By Employment Type</b> <b>按僱傭類別</b>			
Full-time 全職	3,342	3,067	Number 人數
Part-time 兼職	6	0	Number 人數
<b>By Age Group</b> <b>按年齡組別</b>			
At or below 24 24歲或以下	392	252	Number 人數
Between 25-40 25-40歲	1,563	1,445	Number 人數
Between 41-59 41-59歲	1,336	1,297	Number 人數
At or above 60 60歲或以上	57	73	Number 人數
<b>By Geographical Location</b> <b>按地區</b>			
The PRC (including Hong Kong) 中國(包括香港)	2,080	2,249	Number 人數
Indonesia 印尼	1,268	818	Number 人數

<sup>14</sup> Data of the whole Group has been included.

<sup>14</sup> 包括本集團整體數據。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

The turnover in our workforce<sup>15</sup> as of 31 December 2023 is shown below: 截至二零二三年十二月三十一日的員工流失情況<sup>15</sup>如下：

	FY 2023 二零二三年 財政年度	FY 2022 二零二二年 財政年度	Unit 單位
<b>Turnover Rate (by gender)</b>			
流失率(按性別)			
Male	29.07	7.24	%
男性			
Female	37.23	11.70	%
女性			
<b>Turnover Rate (by age group)</b>			
流失率(按年齡組別)			
At or below 24	47.70	7.54	%
24歲或以下			
Between 25-40	32.95	6.99	%
25-40歲			
Between 41-59	19.69	8.02	%
41-59歲			
At or above 60	47.37	13.70	%
60歲或以上			
<b>Turnover Rate (by geographical location)</b>			
流失率(按地區)			
The PRC (including Hong Kong)	22.45	7.43	%
中國(包括香港)			
Indonesia	41.40	8.19	%
印尼			

<sup>15</sup> Data of the whole Group has been included.

<sup>15</sup> 已包括本集團整體數據。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### EQUAL OPPORTUNITY

We are committed to providing a fair work environment for our employees that is free from workplace discrimination, to ensure our employees are not subject to discrimination due to factors such as gender, age, race, family status, religious belief, and disability. As such, we have established an Equal Opportunity Policy as well as 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.

#### LABOUR STANDARDS

The Group strives to uphold human rights and promote ethical employment in our business operations, and strictly comply with all labour-related laws and regulations in our areas of operation<sup>16</sup>.

We adopt a zero-tolerance approach on child and any form of forced labour, including slavery, debt-induced labour and coercion in the workplace. As such, we have developed robust and systematic measures for recruitment and selection. All candidates qualified for employment must reach the statutory required age and be in possession of valid identification documents, which are examined by the Human Resources Department during recruitment and upon employment. If any child or forced labour is discovered during our selective identity checks, we will take prompt remedial actions including but not limited to taking action to terminate the work immediately, filing a report to the relevant authorities, and review our management approaches to resolve the loophole. Furthermore, we require all workers to enter labour contracts voluntarily and fairly, and they are free to quit their jobs with proper notice. To further promote ethical standards, we have established a whistle-blowing procedure to encourage employees to report any suspected cases of child and forced labour.

Our Human Resources Department reviews our recruitment practices on a regular basis, to ensure the effectiveness of our existing measures against child and forced labour. During the Reporting Period, we were not aware of any material non-compliance of relevant labour-related laws and regulations.

#### 平等機會

我們致力於為僱員提供一個無職場歧視的公平工作環境，確保僱員不會因性別、年齡、種族、家庭狀況、宗教信仰及殘疾等因素而受到歧視。因此，我們已制定平等機會政策以及招聘及人力資源程序，以確保根據申請人及僱員的資質、經驗及表現作出招聘及晉升決定。

#### 勞工準則

本集團於業務營運中致力維護人權及促進道德招聘，並嚴格遵守業務營運所在區域內所有與勞工相關法律法規<sup>16</sup>。

我們對童工及任何形式的強迫勞動(包括奴役、債務誘導勞動及工作場所脅迫)採取零容忍態度。因此，我們已制定穩健而有系統的招聘及選拔措施。所有符合錄用條件的應聘者必須達到法定年齡，並持有有效身份證件，人力資源部會於招聘及錄用時對該等證件進行審查。倘於選擇性身份檢查中發現任何童工或強制勞工情況，我們將迅速採取補救措施，包括但不限於立即終止工作、向有關部門報告，以及審查我們的管理方法以解決漏洞。此外，我們要求所有員工自願、公平地簽訂勞動合約，並可於適當通知情況下自由辭職。為進一步提升道德標準，我們已制定舉報程序，鼓勵僱員舉報任何涉嫌童工及強制勞工的案件。

人力資源部定期審查我們的招聘慣例，以確保現有防止童工及強制勞工措施的有效性。於報告期間，我們並不知悉任何嚴重違反相關勞動法律法規的情況。

<sup>16</sup> Please refer to the "Key Laws and Regulations" section for a list of labour standards-related laws and regulations that are significant to the Group's business operations.

<sup>16</sup> 有關對本集團業務營運重大的勞工準則相關法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### COMPENSATION AND BENEFITS

The Group provides our employees with fair and competitive remuneration to recruit and retain talented individuals. Apart from a base wage, the remuneration package includes social security insurance and other fringe benefits. The package is evaluated regularly to ensure its competitiveness in the labour market and alignment with the Group's performance.

We also provide our employees with a wide range of benefits, to encourage them to adopt healthy lifestyles and cultivate a strong sense of belonging to the Group. As such, we organise regular medical check-ups for our employees and provide fringe benefits such as housing provident fund and supplementary medical insurance to enhance employees' pension, medical insurance and quality of life. Additional benefits, such as maternity and paternity leave are provided to employees in order to meet their diverse needs.

#### OCCUPATIONAL HEALTH AND SAFETY

Given the substantial occupational health and safety ("OHS") risks in the coal mining business, ensuring the health and safety of our employees is of utmost importance for the Group, particularly for those who work on mine sites. We strictly abide by health and safety-related laws and regulations in our areas of operation, including those that are specific to our industry.<sup>17</sup>

We have established a comprehensive range of OHS procedures and rules, with safety as our top priority and work-related injury prevention as our primary objective. Additionally, we have implemented a risk assessment and occupational health management system that includes specified procedures for risk identification, analysis, evaluation, treatment, monitoring and review.

The Group regularly performs hazard identification in addition to establishing, reviewing and monitoring OHS objectives and policy. Our safety policy and guidelines set out our working procedures and measures, and we expect our employees to strictly comply with them. We provide our employees with protective equipment, as well as adopting safety protection measures for machines that may pose safety risks. Clear procedures and regulations have been established for operations with identified hazards, and we regularly carry out safety inspections and maintenance on our daily operations and machines. Rectification will be performed promptly if any non-compliance is identified.

<sup>17</sup> Please refer to the "Key Laws and Regulations" section for a list of health and safety-related laws and regulations that are significant to the Group's business operations.

#### 薪酬與福利

本集團為僱員提供公平、有競爭力的薪酬，以招聘及挽留優秀人才。除基本工資外，薪酬福利亦包括社會保險及其他附帶福利。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。

我們亦為僱員提供各種福利，鼓勵其採用健康生活方式，培養其對本集團的強烈歸屬感。因此，我們為僱員組織定期體檢，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、醫療保險及生活質素。我們亦為僱員提供產假及陪產假等額外福利，以滿足僱員不同需求。

#### 職業健康與安全

鑒於煤炭開採業務存在重大職業健康與安全（「職業健康安全」）風險，確保僱員健康與安全對本集團至關重要，尤其是對於礦區工作的員工。我們嚴格遵守營運領域內與健康及安全相關的法律法規，包括本行業特有的法律法規。<sup>17</sup>

我們已制定一系列全面的職業健康安全程序及規則，將安全作為首要任務，將預防工傷作為首要目標。此外，我們亦實施風險評估及職業健康管理系統，其中包括風險識別、分析、評估、處理、監測及審查的具體程序。

除制定、審查及監督職業健康安全目標及政策外，本集團亦定期進行危險識別。我們的安全政策及指引規定我們的工作程序及措施，而我們期望僱員嚴格遵守。我們為僱員提供防護設備，並對可能存在安全風險的機器採取安全保護措施。我們對存在危險操作制定明確的程序及規定，並定期對日常操作及機器進行安全檢查及維護。倘發現任何不合規情況，將立即進行整改。

<sup>17</sup> 有關對本集團業務營運重大的健康及安全相關法律法規清單，請參閱「主要法律法規」一節。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

We are deeply aware of the need to prepare for workplace accidents and incidents, despite strong safety precautions being in place. As such, the Group has developed emergency preparedness plans to guide our employees in reporting, responding and conducting investigations in various emergency situations. Additionally, should an accident occur, we ensure that our employees receive appropriate medical care and compensation under social insurance. We have also established a medical service agreement with nearby hospitals to ensure effective rescue efforts from coal mines.

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 (2022: 0 lost days), underscoring the Group's steadfast commitment to health and safety.

### TRAINING AND DEVELOPMENT

The Group aspires to grow with our employees and drive business growth and success together. As such, we actively invest in our employees and encourage them to engage in personal development and job-related training courses. We have developed an employee training policy that outlines the management's duties for recognising the training needs of each department.

In our daily operations, we provide on-board training to new employees, with experienced employees being assigned as mentors to guide new joiners. These mentoring arrangements not only encourage collaboration and teamwork, but also strengthen employees' technical skills and managerial capability. In addition, the Group regularly encourages our employees to explore opportunities for further learning and development, and we have also consistently enhanced our training system based on operational needs. During the Reporting Period, weekly vocational training was provided for relevant staff to enhance their technical knowledge. We also provided training to directors and the finance team to further strengthen their understanding of corporate governance.

我們深刻認識到，儘管已採取強力安全預防措施，惟仍有必要為工作場所意外事故做好準備。因此，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。此外，一旦發生意外，我們會確保僱員獲得適當醫療服務及社會保險補償。我們亦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。

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(二零二二年：0日)，凸顯本集團對健康及安全的堅定承諾。

### 培訓及發展

本集團期望與僱員一同成長，共同推動業務增長及成功。因此，我們積極投資僱員，鼓勵其參加個人發展及與工作相關的培訓課程。我們制定僱員培訓政策，其中概述管理層於了解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，並指派經驗豐富的僱員擔任導師，指導新員工。該等指導安排不僅能鼓勵協作及團隊精神，亦能加強僱員技術技能及管理能力。此外，本集團亦定期鼓勵僱員探索進一步學習及發展的機會，並根據營運需求不斷強化培訓體系。於報告期間，我們每週為相關員工提供職業培訓，以提高其技術知識。我們亦為董事及財務團隊提供培訓，進一步加強其對企業管治的了解。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

During the Reporting Period, we provided a total of 472,680 training hours to our employees (2022: 489,946 hours). Our training performance is shown below:<sup>18</sup>

於報告期間，我們共為僱員提供472,680小時的培訓(二零二二年：489,946小時)。我們的培訓表現如下：<sup>18</sup>

	FY 2023 二零二三年 財政年度	FY 2022 二零二二年 財政年度	Unit 單位
<b>Percentage of Employees Trained (by gender)</b>			
<b>受訓僱員百分比(按性別)</b>			
Male 男性	95	96	%
Female 女性	5	4	%
<b>Percentage of Employees Trained (by employee category)</b>			
<b>受訓僱員百分比(按僱員類別)</b>			
Management 管理層	2	2	%
Functional Departments 職能部門	22	10	%
Frontline Departments (including local teams and groups) 前線部門(包括地方團隊及組別)	76	88	%
<b>Average Training Hours (by gender)</b>			
<b>平均受訓時數(按性別)</b>			
Male 男性	112	174	Hours 小時
Female 女性	69	14	Hours 小時
<b>Average Training Hours (by employee category)</b>			
<b>平均受訓時數(按僱員類別)</b>			
Management 管理層	117	244	Hours 小時
Functional Departments 職能部門	124	115	Hours 小時
Frontline Departments (including local teams and groups) 前線部門(包括地方團隊及組別)	105	182	Hours 小時

<sup>18</sup> The calculations of training data have included the relevant training data of resigned staff during the Reporting Period, to present an accurate reflection of the training resources invested by the Group.

<sup>18</sup> 培訓數據計算包括報告期間辭職員工的相關培訓數據，以準確反映本集團投入的培訓資源。

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### THRIVING COMMUNITY

#### 繁榮社區

##### Approach

##### 方針

Care for our community to promote harmonious social development

關心社區，促進社會和諧發展

##### Goal

##### 目標

To enhance community investment contributions in line with community needs

根據社區需要，加強社區投資貢獻

##### Material Topic(s)

##### 重大議題

- Community needs and relations  
社區需求及關係

To bring value to the communities in which we operate, the Group has established relevant policies and encourages our employees to embrace their social responsibilities towards the community. In alignment with our commitment to fostering positive community impact, we actively engaged in various initiatives during the Reporting Period. These efforts included both charitable donations and employee engagement in volunteer activities, focusing on areas such as community welfare and education.

During the Reporting Period, we sponsored local events celebrating Indonesia's Independence Day in Gedabaru, providing support towards the construction and renovation of infrastructure within the village. Additionally, we organized visits and offered donations to support elderly residents in the community and contributing funds to local nursing homes during festivals. Also, we distributed festive allowances to villages neighbouring our mining sites, reinforcing our commitment to enriching the lives of those in our surrounding communities.

為於營運所在社區帶來價值，本集團制定相關政策，並鼓勵僱員承擔對社區的社會責任。於報告期間，我們積極參與各種活動，以踐行對促進社區產生積極影響的承諾。該等努力包括慈善捐款及僱員參與義工活動，重點關注社區福利及教育等領域。

於報告期間，我們贊助Gedabaru當地的印尼獨立日慶祝活動，為村內基礎設施的建設及翻新提供支持。此外，我們亦組織探訪活動，並於節日期間向當地養老院捐款，以支持社區老年居民。此外，我們亦向礦場附近的村莊發放節日津貼，以加強我們對豐富週邊社區居民生活的承諾。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

Furthermore, our commitment to education was exemplified through the donation of essential learning materials, such as stationery, to underprivileged students at Magalau Primary School in Indonesia.

此外，我們亦向印尼Magalau小學的貧困學生捐贈文具等必要學習用品，體現我們對教育的承諾。



**During the Reporting Period, the total value of donations and resources assistance amounted to**  
於報告期間，捐款及資源援助總值為

**RMB 263,404**  
**人民幣263,404元**

Moving forward, the Group remains dedicated to continually reviewing our objectives and directions concerning community investments, sponsorships, and donation activities. Furthermore, we are committed to evaluating the alignment of our social performance with our community investment policy and objectives. We will also prioritize enhancing our team's capabilities to ensure the effective implementation of our community investment policies, thereby maximizing our positive impact on the communities we serve.

展望未來，本集團將繼續致力持續審查於社區投資、贊助及捐贈活動方面的目標及方向。此外，我們亦致力評估社會績效與社區投資政策及目標的一致性。我們亦將優先提升團隊的能力，以確保有效實施社區投資政策，從而最大限度發揮我們對所服務社區的積極影響。



### OUTLOOK

As we look ahead into 2024, our commitment to advancing sustainability remains unwavering. By reviewing and developing relevant ESG policies and targets, we will continue to explore opportunities to strengthen our climate resilience while delivering product excellence, as well as empowering our employees and surrounding communities. Together, we can build a more sustainable and resilient future.



### 展望

展望二零二四年，我們對推進可持續發展的承諾依然堅定不移。通過審查及制定相關ESG政策及目標，我們將繼續探索各種機會，於提供卓越產品的同時加強氣候抵禦力，並賦權僱員及週邊社區。通過共同努力，我們可以建設更可持續、更具韌性的未來。



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

### 環境、社會及管治報告

#### KEY 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》

##### Aspect B4: Labour Standards

##### 層面B4：勞工準則

- Special Protection Regulations for Juvenile Employees  
《未成年工特殊保護規定》
- Labor Law of the PRC  
《中華人民共和國勞動法》
- Labor Contract Law of the PRC  
《中華人民共和國勞動合同法》

## 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 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	Criminal Law of the PRC 《中國刑法》

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### HKEX ESG REPORTING GUIDE INDEX

### 港交所ESG報告指引索引

Subject Areas, aspects, general disclosure and key performance indicators (“KPIs”)		Section	Page Number
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<b>A.環境</b>			
<b>Aspect A1: Emissions</b>			
<b>層面A1：排放物</b>			
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p><i>Note:</i> Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。</p> <p>溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。</p> <p>有害廢棄物指國家規例所界定者。</p>	<p>GREEN OPERATIONS</p> <p>綠色營運</p> <p>KEY LAWS AND REGULATIONS</p> <p>主要法律法規</p>	<p>P. 113-122</p> <p>第113至122頁</p> <p>P. 132-133</p> <p>第132至133頁</p>
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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)。	WASTE MANAGEMENT 廢棄物管理	P. 120-121 第120至121頁
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)。	WASTE MANAGEMENT 廢棄物管理	P. 120-121 第120至121頁
KPI A1.5 關鍵績效指標A1.5	Description of emission 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。	GREEN OPERATIONS 綠色營運	P. 113-122 第113至122頁
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。	WASTE MANAGEMENT 廢棄物管理	P. 120-121 第120至121頁

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General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note:</i> Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	GREEN OPERATIONS 綠色營運	P. 113-122 第113至122頁
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)。	ENERGY, AIR AND GHG EMISSIONS 能源、廢氣及溫室氣體排放	P. 117-118 第117至118頁
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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。	GREEN OPERATIONS 綠色營運	P. 113-122 第113至122頁
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。	WATER AND WASTEWATER MANAGEMENT 用水及廢水管理	P. 119 第119頁

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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)每生產單位估量。	Due to the business nature, the Group does not generate a significant amount of packaging material. 由於業務性質，本集團並無生產大量包裝物料。	N/A 不適用
<b>Aspect A3: The Environment and Natural Resources</b> <b>層面A3：環境及天然資源</b>			
General Disclosure 一般披露	Policies on minimizing 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。	GREEN OPERATIONS 綠色營運	P. 113-122 第113至122頁
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。	BIODIVERSITY AND ECOLOGICAL PROTECTION 生物多樣性及生態保護	P. 122 第122頁
<b>Aspect A4: Climate Change</b> <b>層面A4：氣候變化</b>			
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 RESILIENCE AND MANAGEMENT 氣候抵禦力及管理	P. 114-116 第114至116頁
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 RESILIENCE AND MANAGEMENT 氣候抵禦力及管理	P. 114-116 第114至116頁

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<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>			
<b>Aspect B1: Employment</b> <b>層面B1：僱傭</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 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。	PEOPLE EMPOWERMENT 賦權僱員 KEY LAWS AND REGULATIONS 主要法律法規	P. 123-129 第123至129頁  P. 132-133 第132至133頁
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。	EMPLOYEE OVERVIEW 僱員概況	P. 124-125 第124至125頁
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。	EMPLOYEE OVERVIEW 僱員概況	P. 124-125 第124至125頁

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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。	OCCUPATIONAL HEALTH AND SAFETY 職業健康與安全 KEY LAWS AND REGULATIONS 主要法律法規  P. 127-128 第127至128頁  P. 132-133 第132至133頁
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。	OCCUPATIONAL HEALTH AND SAFETY 職業健康與安全  P. 127-128 第127至128頁
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。	OCCUPATIONAL HEALTH AND SAFETY 職業健康與安全  P. 127-128 第127至128頁
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。	OCCUPATIONAL HEALTH AND SAFETY 職業健康與安全  P. 127-128 第127至128頁



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General Disclosure 一般披露	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p><i>Note:</i> Training refers to vocational training. It may include internal and external courses paid by the employer.</p> <p>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。</p> <p>註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	TRAINING AND DEVELOPMENT 培訓及發展	P. 128-129 第128至129頁
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KPI B3.2 關鍵績效指標B3.2	<p>The average training hours completed per employee by gender and employee category.</p> <p>按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	TRAINING AND DEVELOPMENT 培訓及發展	P. 128-129 第128至129頁
<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>			
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child and forced labour.</p> <p>有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>LABOUR STANDARDS 勞工準則</p> <p>KEY LAWS AND REGULATIONS 主要法律法規</p>	<p>P. 126 第126頁</p> <p>P. 132-133 第132至133頁</p>

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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	P. 126 第126頁
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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 GREEN PROCUREMENT 綠色採購	P. 106-107 第106至107頁  P. 121 第121頁

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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 EXCELLENCE 卓越產品 KEY LAWS AND REGULATIONS Due to our business nature, advertising and labelling are not applicable to us. 主要法律法規由於業務性質，廣告及標籤並不適用。	P. 105-112 第105至112頁  P. 132-133 第132至133頁
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 AND SERVICE QUALITY ASSURANCE AND CUSTOMER SAFETY 產品及服務質素保證及客戶安全	P. 108-109 第108至109頁
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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 AND SERVICE QUALITY ASSURANCE AND CUSTOMER SAFETY 產品及服務質素保證及客戶安全	P. 108-109 第108至109頁
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。	DATA PRIVACY PROTECTION AND CYBERSECURITY 數據私隱保護及網絡安全	P. 110 第110頁
<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 KEY LAWS AND REGULATIONS 主要法律法規	P. 111-112 第111至112頁  P. 132-133 第132至133頁

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### 環境、社會及管治報告

Subject Areas, aspects, general disclosure and key performance indicators (“KPIs”) 主題領域、方面、一般披露及關鍵績效指標(「關鍵績效指標」)		Section 章節	Page Number 頁數
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	P. 111-112 第111至112頁
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	P. 111-112 第111至112頁
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	P. 111-112 第111至112頁
<b>Community</b> 社區			
<b>Aspect B8: Community Disclosure</b> 層面B8：社區披露			
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 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。	THRIVING COMMUNITY 繁榮社區	P. 130-131 第130至131頁
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)。	THRIVING COMMUNITY 繁榮社區	P. 130-131 第130至131頁
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)。	THRIVING COMMUNITY 繁榮社區	P. 130-131 第130至131頁