



中國罕王控股有限公司

CHINA HANKING HOLDINGS LIMITED

罕王  
HANKING

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 03788



2024

ENVIRONMENTAL, SOCIAL &  
GOVERNANCE REPORT

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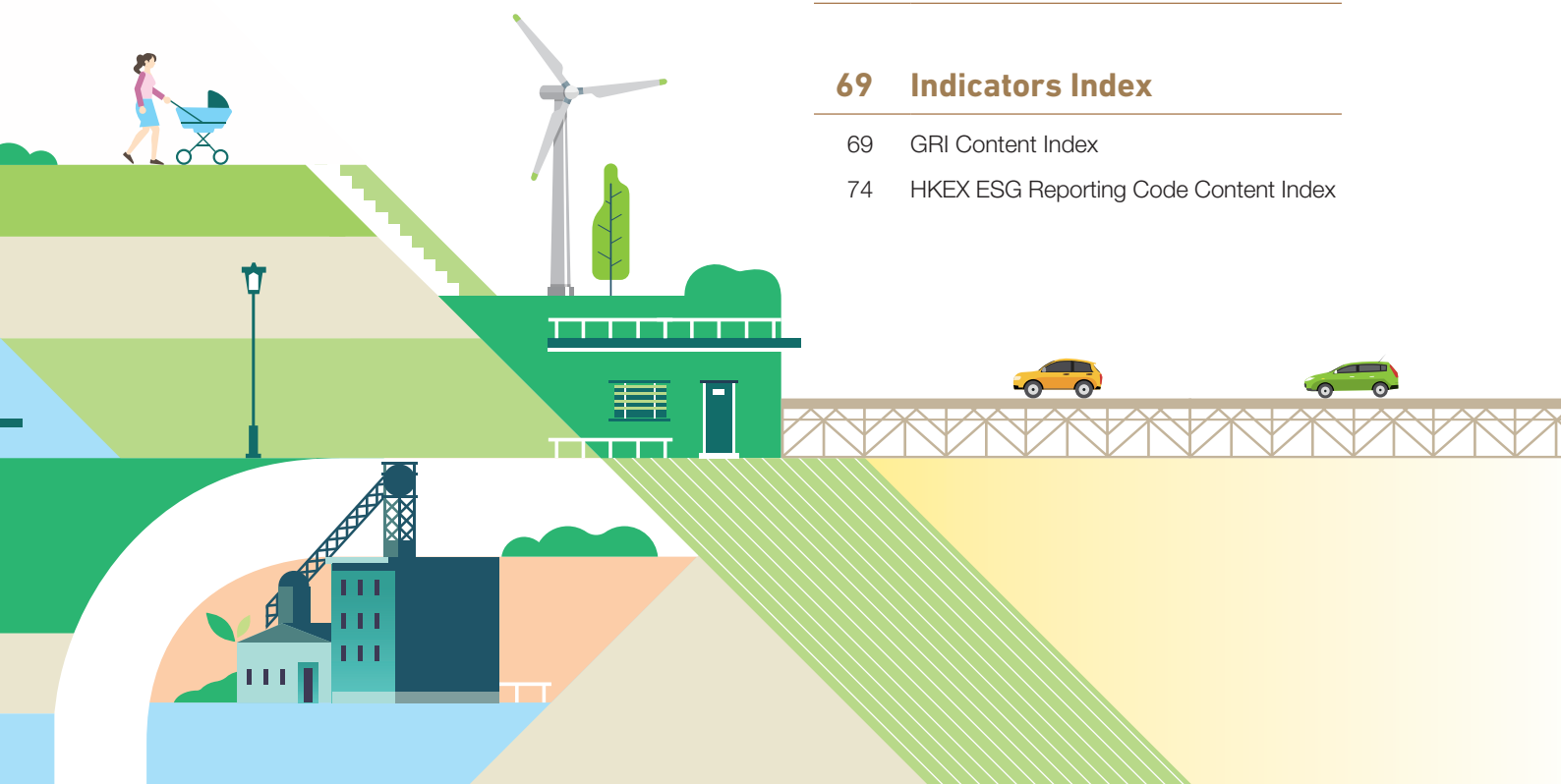
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# ABOUT THIS REPORT

## Basis of Compilation

This report is prepared in accordance with Appendix C2 to the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”) – “Environmental, Social and Governance Reporting Code” (“**ESG Reporting Code**”), and with reference to the Sustainability Reporting Standards (“**GRI Standards**”) (2021 Edition) issued by the Global Sustainability Standards Board (GSSB) and the United Nations Sustainable Development Goals (UN SDGs). This report is the twelfth Environmental, Social and Governance Report (“**ESG Report**”) published by China Hanking Holdings Limited (the “**Company**”, “**China Hanking**” or “**Hanking**”, together with its subsidiaries, the “**Group**” or “**We**”). All information herein reflects the performance of the Group in respect of environmental management, corporate social responsibility and corporate governance, which is available for public use to enhance transparency and increase the understanding and confidence of the stakeholders toward the Group.

## Reporting Entity

This report covers the Iron Ore Business (“**Iron Ore Business**”) and High-purity Iron Business (“**High-purity Iron Business**”) in the PRC and the gold mine business in Australia (“**Gold Mine Business**”) owned by the Group. The reporting scope is consistent with that of last year.

## Reporting Cycle

1 January to 31 December 2024 (namely the reporting period of the Group’s financial report). In order to enhance the comparability and forward-looking nature of this report, some of the contents may contain retrospective information or forward-looking descriptions as appropriate. The release frequency of this report is once a year, which aligns with the financial year.

## Source of Data and Internal Verification

Sources of the data contained in this report include the internal statistical data of the Group and relevant public data, etc. The non-financial data contained in this report is collected and summarized by the environmental, social and governance taskforce (“**ESG Taskforce**”) before being submitted to the Company’s Audit Department for independent verification and to the board of directors (“**Directors**”) of the Company (the “**Board**”) for review before publication. The financial data is derived from the 2024 annual report of the Company, which has already been audited by Deloitte Touche Tohmatsu (the auditor of the Company). The Group guarantees that there are no false records, misleading statements or major omissions in this report. Monetary amounts involved in this report are denominated in RMB saved for those otherwise stated.

## Reporting Principles

“Materiality”: During the preparation of this report, important stakeholders have been identified, and stakeholder communication channels have been established. Through materiality assessment, and review and confirmation by the Board, the important ESG issues of the Group have been determined and disclosed accordingly;

“Quantitative”: This report discloses various ESG quantitative key indicators of the Group, relevant standards and methods used for the calculation;

“Balance”: This report presents the ESG performance of the Group impartially, as far as reasonable and practicable, to disclose both positive and negative information;

“Consistency”: Unless otherwise specified, the preparation method of this report is the same as that of the previous year. This report uses consistent data statistical methods to present continuous performance in relevant areas with coherent database.

## Publication and Contact Method

This report is prepared in both Chinese and English versions. Should there be any discrepancy between the Chinese and the English versions, the Chinese version shall prevail. If you have any doubts or suggestions regarding this report, please contact our Investor Relations Department:

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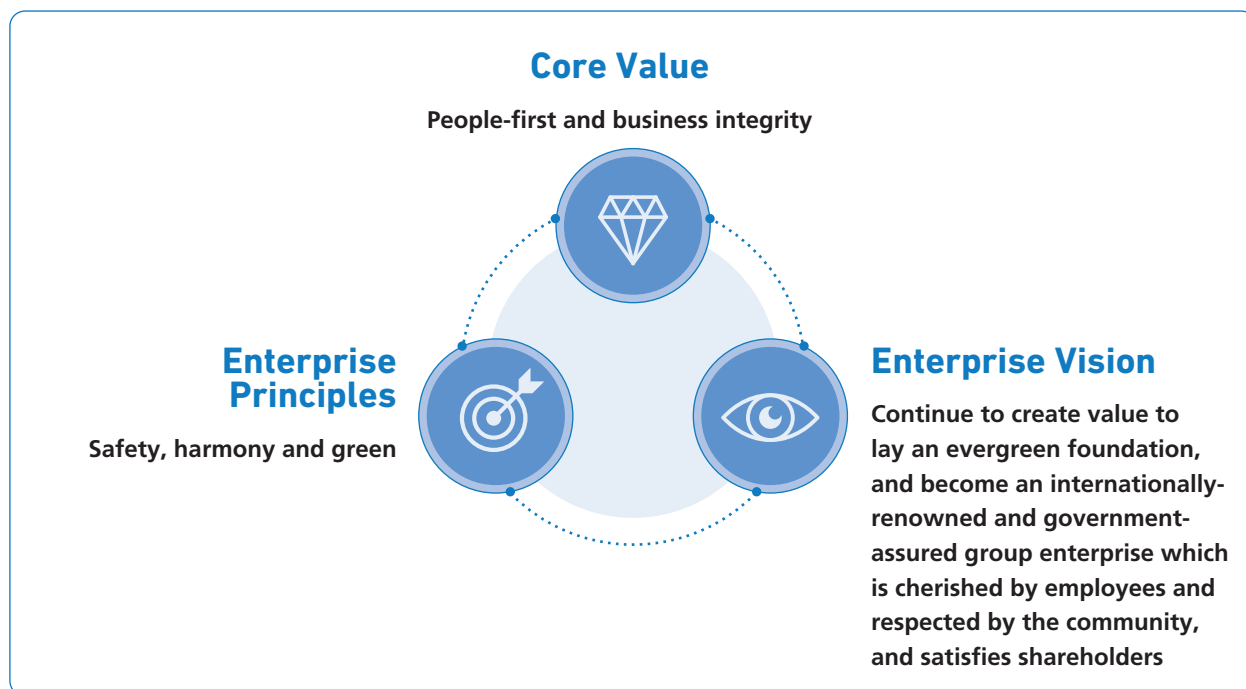
# Hanking at a Glance

- Company Profile
- Principal Business
- 2024 Key ESG Performance
- Sustainable Development Strategy
- Materiality Assessment



## COMPANY PROFILE

China Hanking is an international mining and metals group of companies with more than 30 years of operating history. The Group engages in the development of gold mine projects in Australia, and engages in the exploration, mining, processing and sale of iron ore resources and, relying on its own high-quality iron ore resources, produces the wind power ductile casting iron products in China to supply the high-quality raw materials for the new energy industry.



## PRINCIPAL BUSINESS

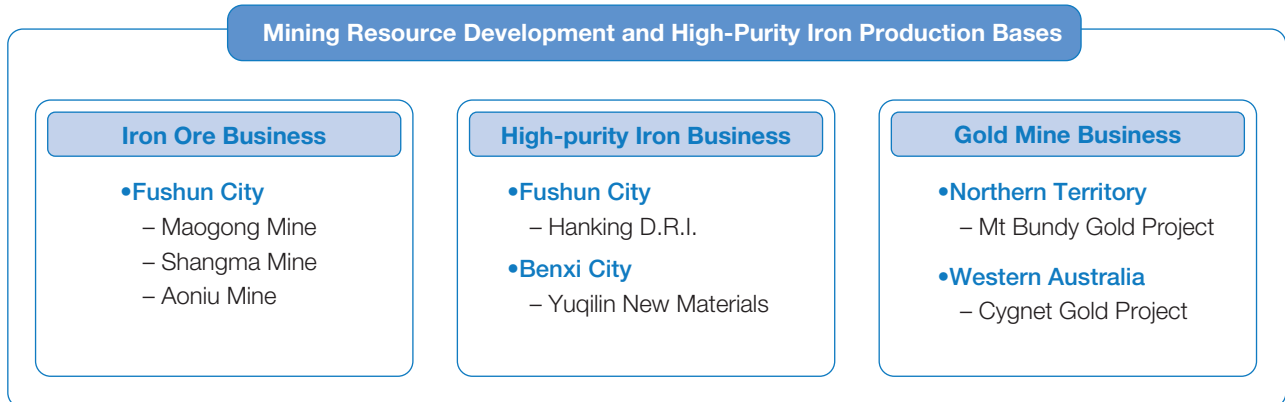
### China: Iron Ore and High-Purity Iron Business

Thanks to the advantages of its own high-quality iron ore resources and unique technical process, the average grade of iron ore concentrates produced by Hanking is over 68%. Due to the minimal impurity contents of sulfur, phosphorus and titanium, together with the technical advantages accumulated over the years, high-purity iron products smelted by Hanking enjoy strong corrosion resistance and high tensile strength, thereby well meeting the casting requirements of major equipment in wind power, marine engineering and other sectors. Therefore, the Company's iron ore and High-purity Iron Business in China provides high-quality raw materials for clean energy wind power component casting enterprises. As at the end of the reporting period, Hanking had an annual production capacity of high-purity iron of 930 thousand metric tons, providing downstream casting customers with stable quality and reliable quantities of high-end ductile iron.

### Australia: Gold Mine Business

The Company has commenced setting up teams in Australia since 2010, and established its subsidiary in Australia in 2011, which is headquartered in Perth, the capital of Western Australia. Over more than 10 years, by completing the complete closed loop of acquisition, resource exploration, relaunched production and operation and capitalization in respect of SXO Gold Project, Hanking Australia has developed a gold mining and operation team with outstanding performance and applied its experience to the existing gold project, in an effort to create maximum value for the shareholders.

## Project distribution



\*Note: The sale agreement for the Mt Bundy Gold Project was reached on 1 July 2024. As at the end of the reporting period, the transaction had not yet been completed. For details, please refer to the Company's announcement dated 5 July 2024.



## 2024 KEY ESG PERFORMANCE

### Economic Performance

	2024	2023
Net profit (RMB100 milliom)	1.76	1.51
Dividend (RMB100 milliom)	0.72	0.36
Output of high-purity iron (10,000 metric tons)	75.7	87.1
Output of iron ore concentrates (10,000 metric tons)	100.9	100.0

### Social Performance

	2024	2023
Total tax (RMB100 million)	3.88	2.55
Total number of employees	1,714	1,762
Proportion of female employees	16.51%	16.57%
Turnover rate	4.55%	1.93%
Safety education training rate for employees	100%	100%
Local employment rate	81.36%	78.62%
Local procurement rate	100%	100%
Number of suppliers	685	510
Total donations (RMB10,000)	468.6	180.5

### Environmental Performance

	2024	2023
Total GHG emissions (tCO <sub>2</sub> e)	1,690,115	1,920,366
GHG emission intensity (tCO <sub>2</sub> e/RMB'000,000 operating income)	680	634
New trees	58,740	77,386
Proportion of clean energy in purchased electricity	22%	5%

**Zero fatality, zero casualty, zero occupational morbidity rate, zero environmental pollution and zero fire for eight consecutive years**



## ESG Honors and Awards

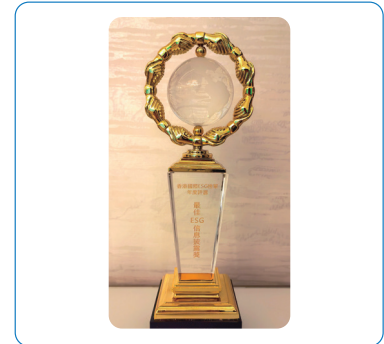
### China Excellence IR “Best ESG Award”

At the 8th China Excellent IR Awards, China Hanking, as a mining and metals group of companies with a long-standing focus on ESG practices, successfully won the Best ESG Award. The award is designed to recognize outstanding achievements in ESG systems construction, ESG information disclosure and ESG communication practices made by 2024 public companies. This honor is not only the recognition of China Hanking by the investment community, but also a powerful testimony to its continuous progress on the road of sustainable development.



### Hong Kong International ESG List “Best ESG Information Disclosure Award”

At the 2024 Hong Kong International ESG List Annual Selection, China Hanking again won the “Best ESG Information Disclosure Award” for its continuous efforts in ESG work over the years. Sponsored by Hong Kong Ta Kung Wen Wei Media Group, the list aims to recognize enterprises with balanced development in environmental protection, social responsibility and governance capacity. The Company is committed to establishing and improving the multi-level and systematic ESG governance structure and mechanism, with the board of directors as the core of ESG governance, leading the implementation of ESG concepts and strategies and continuously improving the ESG governance level.



### Top 50 Metallurgical Mining Enterprises in China

In 2024, the Metallurgical Mines’ Association of China released the ranking of China’s Top 50 Metallurgical Mining Enterprises in 2023 with reference to the international common practices, taking enterprise revenue as the main basis, and comprehensively considering factors such as asset scale, profitability and product output of enterprises, and the amount of resources under their control. Fushun Hanking Aoni Mining Co., Ltd\* (撫順罕王傲牛礦業股份有限公司) (“**Aoni Mining**”) was ranked 41st in China and 9th in the three eastern provinces.



### Employer Labor Security Law-abiding Integrity Class A Certificate

In 2024, Fushun Hanking Ginseng & Iron Trading Company Limited (撫順罕王人參鐵貿易有限公司) was awarded an Employer Labor Security Law-abiding Integrity Class A Certificate for the Shenfu Demonstration Zone in 2023.

## ESG Ratings (2024)

### Wind ESG Rating: Class BBB

ESG comprehensive score industry ranking: 52/289  
(metals, nonmetals and mining)

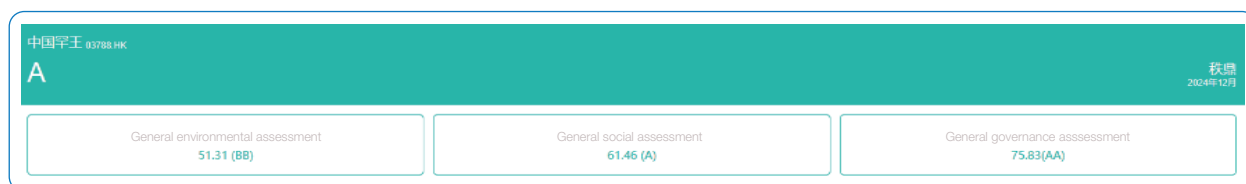


### CCXGF ESG Ratings: Class BB





## QuantData ESG Rating: Class A




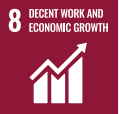




## SUSTAINABLE DEVELOPMENT STRATEGY

For the common peace and prosperity of mankind, in 2015, all UN Member States adopted the 2030 Agenda for Sustainable Development, which provides a common blueprint, with 17 sustainable development goals as its core, aiming to completely solve the development problems of social, economic and environmental dimensions in a comprehensive way from 2015 to 2030, so as to turn to the road of sustainable development.

### Sustainable Development Goals

We support the United Nations Sustainable Development Goals, actively fulfill our corporate citizenship responsibilities, and integrate sustainable development and ESG concepts into the construction, production and operation of enterprises. Adhering to the tenet of safety, harmony and green, the Company pays close attention to the sustainable development actions of the countries and regions where the projects are located, and contributes to the global economic growth and sustainable development with high-quality mineral resources and metallurgical products, thus becoming one of the important forces in the clean energy market. At the same time, we join hands with our internal and external stakeholders to actively carry out ESG practices, aiming to create a sustainable future together.

UN SDGs	Materiality Issues of the Company	Our Actions
 	Technological Innovation and Intellectual Property Energy Efficiency and Clean Energy GHG Emissions	Support the growth of strategic emerging industries and create sustainable economic growth.  Improve energy efficiency by innovating technologies and optimizing production processes. Continue to increase investment in technology development, research and innovation to keep the innovation vitality.  Produce and sell clean energy raw materials that conform to the trend of sustainable development, and provide high-quality raw materials for clean energy to contribute to sustainable development.  Natural gas, blast furnace gas, wind power, and solar energy will be gradually adopted as fuels and power sources to increase the proportion of clean energy.
  	Protection of Human Rights Employees' Remuneration and Welfare Employees' Development and Training Employees' Occupational Health and Safety Employee Diversity and Equal Opportunity	Strictly prohibit forced labour and child labour.  Respect and protect the rights of every employee, and do not treat employees differently due to age, gender, disability, race, ethnicity, origin, religious belief and economic status, so as to prevent inequality.  Provide employees with a competitive salary and welfare system, and create a positive corporate culture and working atmosphere. Actively help poor employees.  Think highly of employees' occupational health and safety, and provide a good occupational environment and development platform.  Put an end to gender discrimination, implement equal pay for equal work regardless of gender, protect the legitimate rights, interests and benefits of female employees, and gradually increase the proportion of female management.







UN SDGs	Materiality Issues of the Company	Our Actions
     	<p>Environmental Management System  Mines Closure and Recovery  Protection of Biodiversity  Management of Wastes  Management of Tailing Ponds  Emergency Management  Water Resources Management  Climate Risk Response</p>	<p>Protect the environment and natural resources, actively carry out greening and reclamation, build green mines, maintain the stability of the local ecosystem, and protect biodiversity.</p> <p>Based on the concept of “harmonious coexistence between man and nature”, produce environmental impact assessment reports for operating projects to minimize the impact of such projects on the environment.</p> <p>Reasonably develop and utilize mine resources with adherence to the route of circular economy and comprehensive utilization so as to maximize the use of resources in all aspects of production and operation, strictly manage the use of hazardous chemicals, and reduce waste emissions to minimize the impact on the environment.</p> <p>Combined with the filed emergency plan, each business segment conducts special drills, on-site disposal plans for sudden accidents, and three-prevention drills for precursor chemicals and explosives every year.</p> <p>Manage water resources and improve water use efficiency. Target for water use: reduce the proportion of freshwater year by year. The production wastewater is recycled with zero discharge, and the domestic sewage is properly treated and discharged up to the standard or enters the municipal sewage pipe network, without polluting the water quality of local rivers and lakes.</p> <p>Carry out actions on energy-saving and emission reduction to address climate change, take measures to save energy, conduct greenhouse gas accounting, and improve the Company’s adaptability to climate change.</p>
 	<p>Corporate Governance Structure  Compliance Operations and Risk Management  Business Ethics  Responsible Supply Chain Management  Product Quality and Customer Service  Digital Management  ESG Management System</p>	<p>Continuously improve corporate governance, strengthen anticorruption efforts, and strive to establish an efficient and transparent governance system.</p> <p>Build a responsible supply chain, assess the environmental and social risks of the supply chain, and preferentially select products and services that meet environmental standards.</p> <p>The Company and partners establish a cooperative and win-win relationship, and work together with upstream and downstream partners in the industrial chain to promote sustainable management.</p> <p>To reduce cost, increase efficiency and ensure safety by the construction of smart mines, the construction of industrial artificial intelligence test base and the application of OA office system.</p> <p>The establishment of a sound ESG governance system and the formation of a multi-level management structure that extends from the board of directors to the production workshops of the various business segments, will comprehensively promote the ESG management of the Group and promote the sustainable development of the Company.</p>
 	<p>Community Participation and Integration  Rural Vitalization  Social Welfare and Charity</p>	<p>Donate to support education and charity donations.</p> <p>Through the 2024 Deshan AiXin Fund (德山愛心基金) public welfare activities, we launched charity actions to assist students and help minors with mental health issues.</p> <p>Respect the rights of indigenous people and comply with relevant laws and regulations in the design, exploration, and operation of the project.</p> <p>Create local jobs and business opportunities and give priority to local employees and qualified local suppliers. Send condolences and blessings to impoverished residents in the community.</p>

# MATERIALITY ASSESSMENT

## Communication with Stakeholders

Stakeholders are entities or individuals with internal or external relationships with the Group who are deeply influenced by and/or have a material impact on the business of the Group. The Group's stakeholders mainly include shareholders and investors, customers, suppliers, employees, the communities, the government and regulatory authorities. The Group has established an open, transparent, and efficient communication channel with the stakeholders, responded to the demands of the stakeholders in a timely manner, and deeply understood their expectations and suggestions for the sustainable development of the Group.

### Communication with Key Stakeholders of the Group in 2024

Stakeholders	Areas of Concern	Ways of engagement and communication	Communication frequencies or time
<b>Shareholders and investors</b> 	Protection of shareholders' rights and interests Financial position Compliance operation Openness and transparency of information	Annual/interim report Press release/announcement Results briefings Annual/extraordinary general meeting Roadshow and investor communication sessions On-site visits	Annual/semi-annual Regular/as needed Semi-annual Annual/as needed As needed As needed
<b>Customers</b> 	Product quality assurance Service commitment	Call or email from customer Customer follow-ups and visits Company's website and promotional materials	Irregular Irregular Daily
<b>Local and regional Suppliers</b> 	Transparent procurement Commercial ethics Policy stability	Open tendering On-site visits Exhibitions and fairs Establishing a complaint mechanism	Irregular As needed As needed As needed
<b>Employees</b> 	Remuneration and welfare Development and training Occupational health and safety Humanistic care	Internal communication channels Employees' satisfaction survey Employee team building activities Training and learning activities Occupational health examination	Daily As needed Irregular Irregular Annual
<b>Communities and Indigenous Groups</b> 	Emission management Community wellness Employment and procurement Indigenous people's rights	Establishing a complaint mechanism Charity and donation Community construction activities Recruitment and procurement announcement Public opinion collection and investigation	As needed Irregular Irregular As needed Long term
<b>Government and regulatory authorities</b> 	Legal and compliant operation Response to policy Enterprise environmental protection and safety Employment and taxation	On-site visits and inspections Government meeting Response to regulatory requirements Application for licensing documents Information disclosure	Irregular Irregular As needed As needed Irregular

## ◎ Participation Association

### Member Unit of Metallurgical Mines' Association of China

### Council Unit and Member Unit of China Foundry Association

### Vice Chairman Unit of Casting Pig Iron Branch of China Foundry Association



### Member Unit of the Seventh Council of China Sand and Gravel Association

### Vice President Unit of Liaoning Province Association of Work Safety



## Material Issue Analysis

The Company conducts ESG materiality assessment at least once a year to identify and review material issues that have significant impact on the Company's operations and stakeholders during the year and in the future and accordingly understand the demands and expectations of various categories of stakeholders towards the Company, and then incorporate the most important issues into the Company's operations and decision making process. The process of materiality analysis is carried out in three steps: identification, prioritization, and verification.

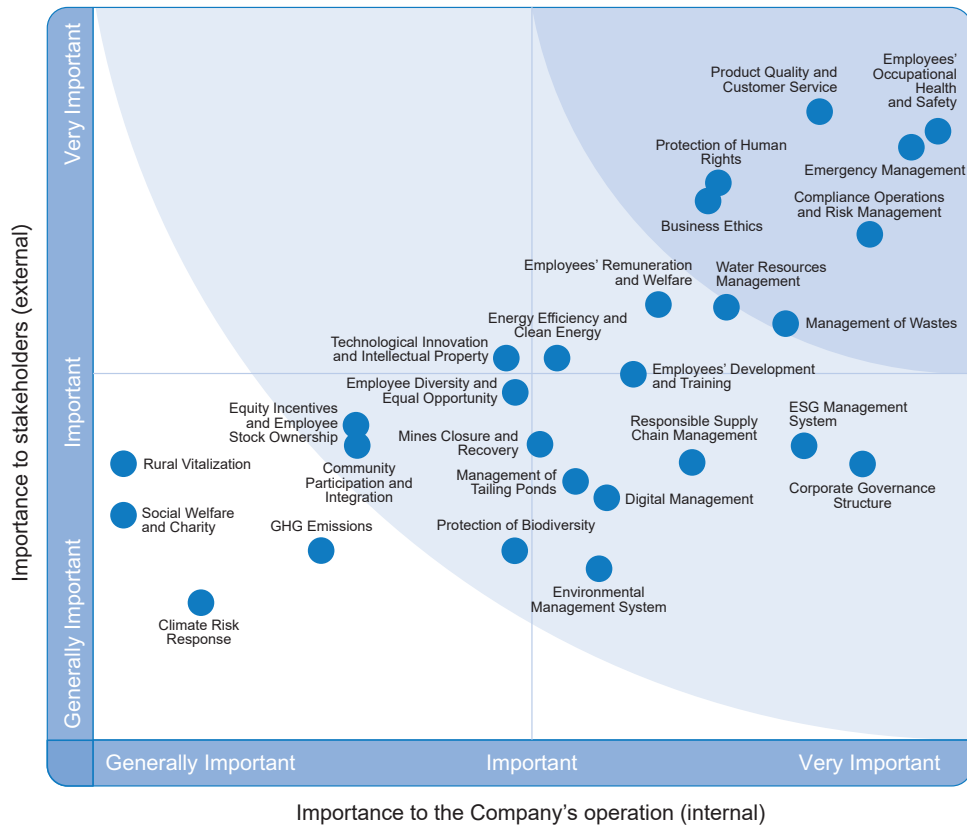
### ◎ Identification

Taking into account of the ESG Reporting Code of the Hong Kong Stock Exchange, GRI Standards, United Nations Sustainable Development Goals and peer's outstanding ESG Report, and combing with the Company's strategic objective, the Company has identified the 27 material issues and determined the scope and boundary of the impacts of such issues, based on the GRI double materiality analysis framework.

### ◎ Assessment and prioritization

We conducted questionnaires for internal senior management and external stakeholders of the Company, and collected 153 valid questionnaires. We carried out materiality assessment and prioritized the identified material issues with reference to their importance to the Company's operations (financial materiality) and their importance to stakeholders (impact materiality), and then prepared the materiality matrix.

## Matrix of Materiality Assessment



Corporate Governance and Business Management	Employment Practice	Environmental Protection	Community Engagement
<ul style="list-style-type: none"> <li>Corporate Governance Structure</li> <li>Compliance Operations and Risk Management</li> <li>Business Ethics</li> <li>Responsible Supply Chain Management</li> <li>Product Quality and Customer Service</li> <li>Technological Innovation and Intellectual Property</li> <li>Digital Management</li> <li>ESG Management System</li> <li>Equity Incentives and Employee Stock Ownership</li> </ul>	<ul style="list-style-type: none"> <li>Protection of Human Rights</li> <li>Employees' Occupational Health and Safety</li> <li>Employee Diversity and Equal Opportunity</li> <li>Employees' Remuneration and Welfare</li> <li>Employees' Development and Training</li> </ul>	<ul style="list-style-type: none"> <li>Climate Risk Response</li> <li>Environmental Management System</li> <li>Mines Closure and Recovery</li> <li>GHG Emissions</li> <li>Protection of Biodiversity</li> <li>Management of Wastes</li> <li>Management of Tailing Ponds</li> <li>Emergency Management</li> <li>Water Resources Management</li> <li>Energy Efficiency and Clean Energy</li> </ul>	<ul style="list-style-type: none"> <li>Community Participation and Integration</li> <li>Rural Vitalization</li> <li>Social Welfare and Charity</li> </ul>

### © Verification

In respect of the identified material issues, the Audit Department, ESG taskforce and senior management of the Company reviewed and confirmed the prioritization results and submitted the assessment process and results to the Board's Health, Safety, Environmental Protection and Community Committee (the "HSEC Committee") and the Board for consideration, for inclusion into this report.



# Corporate Governance

**A GOOD CORPORATE GOVERNANCE PROVIDES A FRAMEWORK THAT IS ESSENTIAL FOR ENSURING EFFECTIVE MANAGEMENT, BUSINESS GROWTH AND SHAREHOLDER VALUE**

- Corporate Governance
- ESG Governance System
- Business Ethics
- Internal Control and Risk Management
- Development Driven by Scientific Innovation

## CORPORATE GOVERNANCE

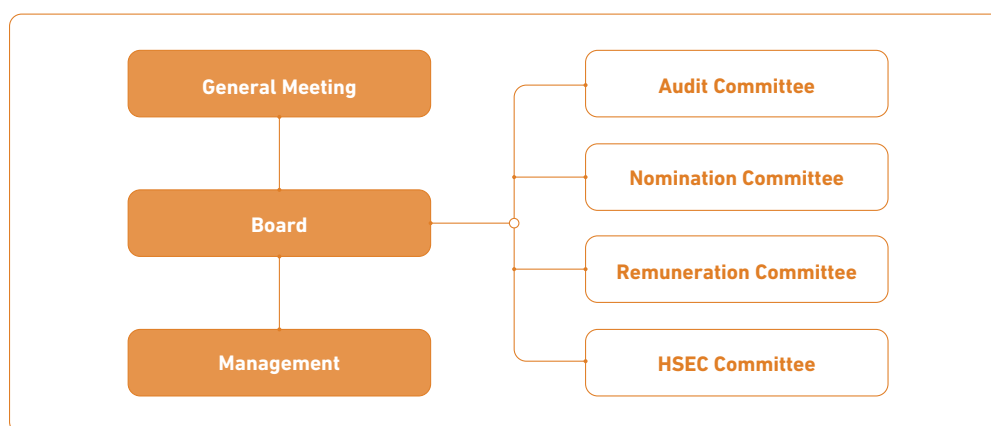
The Company is committed to maintaining a high level of corporate governance and believes that a professional and effective corporate governance guarantees a sustainable and robust business development for the enterprise and greater value for shareholders.

### Standard Operation of Listed Companies

The Corporate Governance Policy of the Company, which is prepared in accordance with the principles, code provisions and certain recommended best practices of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules of the Hong Kong Stock Exchange, is in the best interest of the Company and its shareholders. For the year 2024, the Company has fully complied with the principles and applicable code provisions as set out in the Corporate Governance Policy and the Corporate Governance Code (except for code provision C.2.1), and complied with most of the recommended best practices of the Corporate Governance Code.

### Improvement of Governance Mechanism

Upholding the core concept to realise sustainable development, the Company has set up an established governance structure, which forms a scientific, efficient and transparent decision-making and supervisory mechanism. The general meeting, as the body that has the highest authority, is responsible for considering and approval of material strategic matters of the Company; while the Board is responsible for the decision-making function to make sure that the Company's development direction is in the interests of shareholders; and the management is responsible for the daily management and implementation, to guarantee the efficient landing of the Company's strategic targets. By clearly dividing responsibilities and establishing mutual checks and balances at all levels, the Company has implemented a collaborative governance system integrating decision-making, execution, and supervision, building a solid foundation for the long-term and stable development of the Company. Meanwhile, the Company actively performs its social responsibilities by incorporating ESG concept into its daily operation, to create sustainable value for shareholders, employees, customers and the society.



### Role and Function of Directors

Director	Function	Gender	HSEC Committee	Nomination Committee	Remuneration Committee	Audit Committee
Yang Jiye	Executive Director	Male	M	C		
Zheng Xuezhi	Executive Director	Male				
Qiu Yumin	Executive Director	Male	C			
Zhang Jing	Executive Director	Female				
Xia Zhuo	Non-executive Director	Male				
Zhao Yanchao	Non-executive Director	Male			M	
Wang Ping	Independent non-executive Director	Male		M	C	C
Wang Anjian	Independent non-executive Director	Male	M	M		M
Zhao Bingwen	Independent non-executive Director	Male			M	M

Notes: C refers to chairman of the relevant committees, M refers to member of the relevant committees, and the biographical details of each Directors please see the annual report of the Company.

The Board is collectively responsible to all shareholders for the leadership and supervision of the Group's business, and exercises operational decision-making power. The Board is mainly responsible for formulating the strategies, objectives, policies and business plans of the Company, and monitoring the execution of the Company's strategies. It is also responsible for overseeing and controlling the operational and financial performance of the Company and establishing appropriate risk management policies and procedures to ensure that the strategic objectives of the Group are materialised. In addition, the Board is also responsible for improving the corporate governance structure and enhancing communications with the Shareholders. The management is responsible to the Board under the leadership of the Chief Executive Officer, executes the strategies and plans made by the Board, and makes daily operational decisions. The management reports to the Board the operational and financial performance of the Company on monthly basis.

During the reporting period, the Company convened 2 general meetings, 6 Board meetings, and 6 meetings of specialized committees under the Board in total. The contents and procedures of the abovementioned meetings are in accordance with the requirements of the Listing Rules and the Articles of Association, and attendees are allowed to conduct full discussion and give opinion on the resolutions.

## Board Committees

The Board has four specialized committees, namely the Audit Committee, the Nomination Committee, the Remuneration Committee and the HSEC Committee. These committees have clear terms of reference to enable them to properly perform their functions and assist the Board in enhancing the Group's corporate governance practices.

### Audit Committee

The Audit Committee shall act as a focal point for communication among other Directors, the external auditors and the internal auditors in respect of financial and other reporting, internal controls, external and internal audits and such other matters as the Board determines from time to time. The Audit Committee shall assist the Board in fulfilling its duties by providing independent review and supervision of financial reporting, satisfying themselves as to the effectiveness of the internal controls of the Group and as to the adequacy of the external and internal audits.

The terms of reference of the Audit Committee shall at least include: monitoring the Company's financial reporting system, risk management and internal control system; examining the Company's financial control, as well as checking the effectiveness of the Company's risk management and internal control system, and the internal audit functions; discussing the risk management and internal control system with the management, to ensure that the management has performed its duties to establish an effective system; considering the major investigation findings on risk management and internal control matters and the management's response to these findings, on its own initiative or as delegated by the Board.

### Remuneration Committee

The Remuneration Committee shall formulate remuneration policies for submission to the Board for approval (factors to be considered in the remuneration policies shall include remuneration paid by comparable companies, time commitment and responsibilities and employment conditions of other positions within the Group) and implement the remuneration policies determined by the Board.

### Nomination Committee

The Nomination Committee shall formulate the nomination policy for consideration by the Board and implement the nomination policy approved by the Board. The Nomination Committee is responsible to review the members, structure and composition of the Board, the implementation and effectiveness of the Board's diversity policy, discuss whether the Directors have contributed sufficient time and efforts for the performance of their duties, whether they have extensive experiences and skills in various fields, and whether the structure of the Board is reasonable.

### HSEC Committee

The HSEC Committee is responsible for leading the work regarding health, safety, environmental protection and community across the Group, and making recommendations on the significant decisions or material issues in relation to the health of staff, the safety and environmental protection of the Company and the relationship within the community to the Board.

## Independence

Possessing their professional expertise, the independent non-executive Directors put forward their opinions on major issues such as company strategy, standardised operation, operation management, and internal risk control at the general meeting, the Board meetings and specialized committees meetings, forming checks and balances within the Board, which leads to the improvement of the scientific and professional nature of the Board's decision-making. The Board of the Company has 3 independent non-executive Directors and 2 non-executive Directors, accounting for 56% of the number of Directors. Both the Remuneration Committee and the Audit Committee under the Board are chaired by independent non-executive directors.



## Diversity

The Company will make efforts to keep an appropriate balance in the diversity of skills, experience and opinions of the Board members, to support the execution of business strategies and ensure the effective operation of the Board. With a view that “diversity” is a broad concept, the Company may consider the board diversity in designing the Board’s composition from several aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy as well as the business model of the Company and specific needs from time to time, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

During the reporting period, the Board of the Company had a total of 9 members, including 4 executive Directors, 2 non-executive Directors, and 3 independent non-executive Directors. **The Board has one female Director, accounting for 11% of the total members.** The members of the Board come from mainland China, Hong Kong, and Australia. They not only have a background in international project development, but also possess rich experience in industry management, and are equipped with high skills in geological exploration, international investment, listed company operation and the consolidation of global resources. The Board has a well-structured composition of expertise, with members possessing the knowledge, skills, and qualities necessary to fulfill their duties, thus laying a solid foundation for the development of the Company.



## Assessment of the Effectiveness of the Board

The Company annually reviews the structure, number, and composition of the Board, as well as whether the time and efforts the Directors spent in performing their duties are adequate, assesses the independence of independent non-executive Directors, and reviews the implementation and effectiveness of the Board Diversity Policy. To assess the effectiveness of the Board is to ensure that it performs its supervisory functions on strategies and ESG. Focus is put onto the structure, decision-making efficiency, ESG supervision and risk management level of the Board. During the reporting period, 2 Directors retired and 3 new were appointed, including 1 female Director, which increased the proportion of female Director and further rejuvenated the age structure. Besides, the Board has noticed the latest regulatory requirements of the Listing Rules, and will consider formulating plans to improve the assessment, including the preparation of Board skills matrix, addition of female into the Nomination Committee and other matters.

## Information Disclosure and Investor Relations

The Company actively fulfils information disclosure obligations in strict accordance with the relevant requirements of the Listing Rules to make sure a timely and fair disclosure, and to ensure that the content of which is true, accurate and complete. The Company firmly eliminates false records, misleading statements or material omissions, constantly improves information disclosure quality, fully and efficiently communicates the Company's operational and management condition and business development information to investors, to safeguard the legitimate interests of the shareholders of the Company. During the reporting period, 3 regular reports and 36 interim announcements were disclosed in total. The disclosure of the above announcements was in compliance with the requirements of the Listing Rules and no violation notice has been received from the Hong Kong Stock Exchange.

The Company places high importance on maintaining strong relationships with investors, continuously optimizes its investor communication mechanisms and utilizes various channels, such as online and offline results briefings, performance charts, corporate social media accounts, brokerage strategy meetings, and roadshows, to present its operational performance to investors. Additionally, it actively listens to and responds to investor inquiries through hotlines, investor relations email, and on-site surveys.

### Results briefings

During the reporting period, the Company held 2 results briefings. The management of the Company conducted active communication with investors in relation to the operating results, strategic planning, ESG performance and other topics. The briefings were simultaneously livestreamed on the online roadshow platform to facilitate more investors' participation. The video of the 2024 interim results briefing garnered approximately 19,000 views online.



For the most comprehensive corporate governance information of the Company, please refer to the 2024 annual report of the Company.

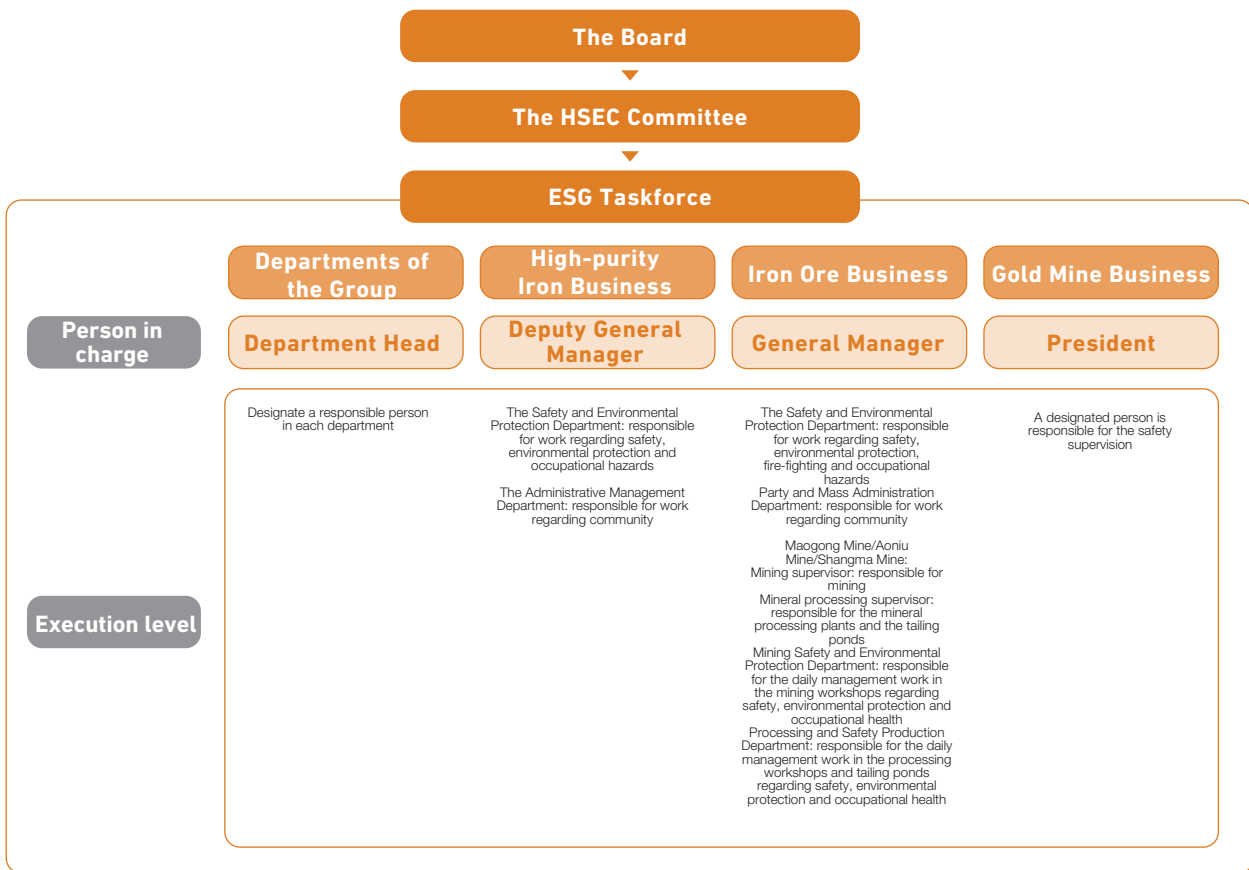
## Remuneration and Assessment

The formulation of the Company's remuneration system takes into account the characteristics of the mining industry, corporate strategies and employees' needs to protect the fairness, competitiveness and incentiviveness of the system. To improve employees' work efficiency and contribution, the remuneration system is linked to the ESG performance, team's targets and the overall results of the Company. In the remuneration package of major management in each business segment, the Company puts a premium on safe production, environmental protection and other important ESG targets and implements one-vote veto system for safety to effectively enhance the Company's governance level and performance on these key ESG issues.

## ESG GOVERNANCE SYSTEM

The Company pays close attention to the harmonious development of the Company and society as a whole, and it is gradually integrating the ESG management philosophy with all aspects of the Company's production and operations. We strive to earnestly fulfil our economic, social and environmental responsibilities, and accept the supervision of the government, shareholders, employees, partners, consumers, the public and other stakeholders. The Company is also steadily working to strengthen communication with stakeholders, enhance operational transparency, raise the awareness of the society on and recognition to the Company's sustainability efforts, and form a pattern of mutual development and mutual benefit between the Company and its stakeholders.

The Company has established a sound ESG governance system, forming a multi-level management structure that extends from the Board to the production workshop across all business segments, to fully promote the systematization, standardization, institutionalization of the ESG management, enhance the Company's comprehensive value in terms of ESG areas and drive the sustainable development of the Company.



## Functions and working mechanism

### The Board

The Board is the highest governing body for ESG-related tasks, fully responsible for the risk management and internal control system of the Company, including the identification of significant ESG risks and opportunities. The Board is responsible for formulating the Group's ESG strategies, setting ESG goals, and reviewing the progress of achieving such goals.

### The HSEC Committee

In 2024, the HSEC Committee was composed of three members with expertise in the ESG field: Dr. Qiu Yumin, serving as the Chairman, is the president of the Gold Mine Business in Australia of the Company and a member of the Australian Institute of Geoscientists; Mr. Yang Jiye, serving as a member, is the Chairman of the Board and the Chief Executive Officer of the Company; and Dr. Wang Anjian, serving as a member, is a professor of the Research Center for Strategy of Global Mineral Resources, Chinese Academy of Geological Sciences.

The primary function of the HSEC Committee is to help the Board to effectively perform its responsibilities in relation to health, safety, environmental protection and community matters arising from the Group's operating activities, and risk management in relation to such matters, so as to achieve its control and objectives regarding ESG risks. The HSEC Committee is responsible for formulating the Company's long-term ESG rules and annual plan, and supervising the implementation of the plan; adopting ESG-related policies and monitoring their compliance; and evaluating compliance with ESG-related laws and regulations.

### ESG Taskforce

The ESG taskforce is led by the heads of the Group's relevant departments and the main leaders of each business segment, responsible for the management of ESG initiatives. The relevant department designates dedicated personnel to oversee the implementation of ESG tasks and responsible for collecting and collating ESG data to prepare the ESG Report, regularly reviewing ESG matters that are important to the Group and related to its business, and reporting the assessment results to the HSEC Committee to assist it in assessing and determining whether the Company's risk management and internal control systems for ESG are appropriate and effective, and making recommendations for rectification.



## ESG capability establishment

With increasingly stringent ESG requirements around the world, training can help employees to understand the relevant regulations and standards to ensure the Company's compliance in the ESG field, and reduce potential legal and reputational risks. During the reporting period, the Company established an ESG learning group led by the "ESG Taskforce", and organized 5 intensive trainings on ESG related knowledge. Most of the group members participated in all the training courses, with a total of 92 attendance. Through training, employees' awareness of environmental protection, social responsibility and corporate governance has been enhanced. At the same time, ESG values have been integrated into the daily operation and management of Company, prompting employees to shift from passive implementation to active participation, and promoting the overall transformation of the Company to sustainable development.



## ESG Risk Management

As ESG issues become increasingly important worldwide, the Company has integrated the ESG risk management system into our corporate sustainable development strategy, characterizing a systematized and dynamic system. An ESG risk management framework covering “Identifying-Assessment-Monitoring-Responding” has been set up to accurately identify the material ESG risk factors and formulate corresponding precautions and emergency plans through scheduled risk matrix assessment and scenario analysis. At the same time, an established ESG dynamic risk monitoring mechanism will timely assess and update the risk and optimize management strategies according to changes in the internal and external environment.

On a practicing level, the Company embeds ESG risk management throughout projects’ life cycle management system. During the project’s decision-making process, we include ESG risks in investing assessment model by performing sound due diligence; for the project’s operations process, we monitor the status of ESG risks on an ongoing basis by creating a key performance indicator system and regular audit mechanism. Meanwhile, we maintain constant communication with stakeholders. Through information disclosure and feedback systems, the Company keeps levelling up the ESG risk management for its business value achievement, while shouldering the environmental and social responsibilities and achieving the goal of sustainable corporate development.

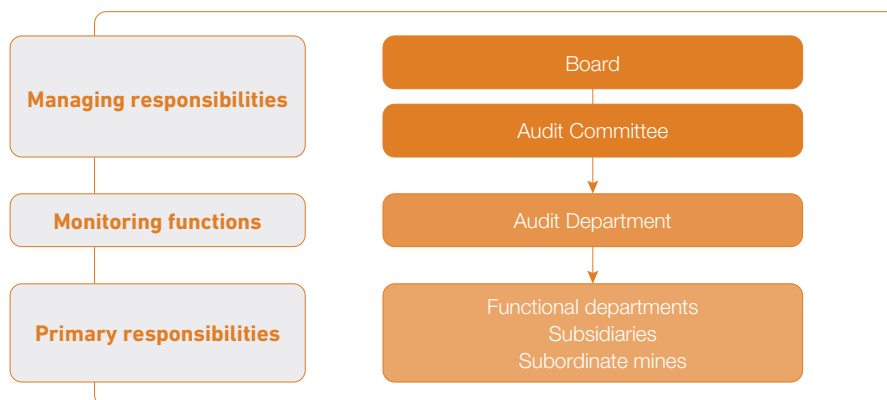
In 2024, based on the review results of the HSEC Committee, the Board confirmed that the Group has fully complied with the “comply or explain” provision set out in the ESG Reporting Code of the Hong Kong Stock Exchange. The ESG measures taken by the Group were compliant and effective during the reporting period.

## BUSINESS ETHICS

China Hanking rigidly abides by the relevant laws and regulations and upholds the highest standards of ethical conduct. The establishment of a high-level business ethics management system contributes to the working and operating environment with fairness, transparency and integrity. Cultivating honesty and decency in corporate culture and firmly fighting against any corruption that will damage the integrity and reputation of the Company safeguards our operations in good faith and helps us achieve steady and long-term development of our sustainability.

### Governance

The Audit Committee under the Board directs business ethics and anti-corruption work. Within the Company, the multi-level supervision and management system was put into use, of which functional departments and business sectors will undertake the main responsibility of business ethics management, and the Audit Department is responsible for the formulation of supervision and administration system and to carry out supervision and administration work. The Company has also engaged independent auditors to conduct external audits on the Company, with an aim to prevent and control fraud or immorality within the Company through internal and external audit.

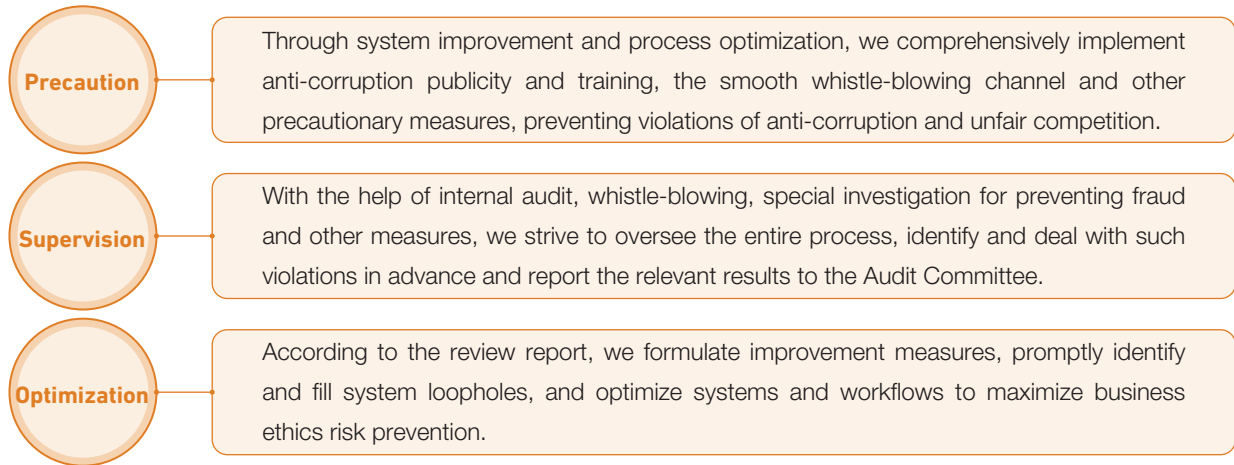


We strictly complied with the Law of the People’s Republic of China Against Unfair Competition (《中華人民共和國反不正當競爭法》), the Anti-Money Laundering Law of the People’s Republic of China (《中華人民共和國反洗錢法》), and formulated the Integrity Management System (《廉政管理制度》), the Internal Control System (《內部控制制度》), the Whistle-blowing System (《舉報制度》) and other systems, providing system support for the business ethics management of the Company.

## Strategy

Our business ethics management adheres to the workflows of “pre-precaution, in-supervision and post-optimization”, aiming to minimize the business ethics risks to the greatest extent.

### I Business Ethics Risk Management System



## Risks Management

### ◎ Anti-corruption

The Company has always attached great importance to the construction of a clean and self-disciplined corporate culture, and no employee of the Group is on no account engaged in bribery, blackmail, fraud and money-laundering and is not allowed to obtain illegal interests by taking advantage of their authority or convenience at jobs.

We have formulated the Integrity Management System (《廉政管理制度》), turning the workplace into an honest and high-efficiency one, strengthening the construction of a clean company, raising the law-based awareness of employees and standardizing the behavior of staff at all levels. All employees signed the Undertakings on Integrity at the Company's request and the integrity practice will be taken as an important basis for their performance appraisal, appointment and removal, promotion and pay rises.

As for business partners, the Company consistently monitors anti-corruption and anti-bribery violations. For example, we have stated the incorruptibility clause in contracts to bind stakeholders relating to construction, supplier, supervision and design. In response to procurement fraud, a rigorous materials procurement management system has been formed and implemented, which prescribes the stringent requirements for supplier admission. It also requires approval while selecting suppliers, and the selection process will be supervised by the legal department and Audit Department to ensure the fairness of such process.

Anti-corruption training forms a crucial part for corporates to build integrity culture, prevent risks and improve competitiveness, which has a significant and long-lasting impact on corporate's healthy development as well as social harmony and progress. In order to strengthen the building of a clean governance and standardize the behavior of Directors, and according to the business needs of the Group and the requirements of the Hong Kong Stock Exchange, the Company distributed the study materials such as the Hong Kong Stock Exchange's online course involving in the Listed Issuer Regulation Newsletter (《上市發行人監管通訊》) and the Listing Rules to the Directors. The Audit Department has recorded the Anti-fraud Training Courseware (《反舞弊培訓課件》) in combination with the Company's situation and drawing experience of the peers. The Company organizes anti-corruption training for the Directors, senior management and employees regularly and pastes warning posters in office areas to enhance anti-corruption awareness, create a clean atmosphere and prevent corruption. During the reporting period, the Company's directors and new employees participated in anti-corruption training, with a total of 138 attendances.



### A smart procurement system to promote transparency

The “Cloud Procurement”, a smart procurement system under Smart Mine System, manages the whole business chain of bidding, price enquiry/comparison, materials demand application, order, contract, delivery, warehouse entry, billing and payment. The procurement process is characterized by standardization, regulation, transparency and full traceability, which provides convenience for business personnel to check the purchase schedule at any time and benefits the procure supervision. The system helps coordinate with suppliers in quotation, negotiation, bidding, contract, order and delivery to minimize miscommunication.

**Standardized suppliers management:** We record the qualification certificate related to production, business information, banking information and other suppliers’ information into the system, obtaining corporate operational risk information of suppliers timely to assist the audit work on them.

**Intelligent procurement data analysis:** The procurement business model analysis comprises 15 analytical models, including purchase contracts analysis, order analysis, procurement process analysis, price analysis, payment analysis and inventory analysis. Through intelligent data analysis, we gain information of management value from vast amounts of data, enabling the decision-makers at all levels to monitor the enterprise operations and standardize the enterprise management and practices, so as to elevate the enterprise’s management capabilities.

### ◎ Whistle-blowing

We are committed to upholding and implementing high standards business principles and conduct in an open, honest and law-abiding manner. The purpose of establishing a whistle-blowing policy is to raise awareness of fairness within the Group as an effective mechanism for internal control, and to provide channels and guidelines for employees and stakeholders dealing with the Group (such as the Group’s customers and suppliers providing products or services to the Group, etc.) to report unethical behaviors by personnel within the Group.

The employees of the Company have the right to report alleged violations of state laws, regulations and policies, internal control problems of the Company, and other fraud or violation of the Company’s disciplines to the Company. The Company’s Audit Department is responsible for dealing with reporting of violations in relation to functional departments, subordinate mines and employees of the Company. Informants may provide detailed information to the Audit Department of the Company through telephones, letters, e-mails, and interviews, etc.



#### Whistleblowing hotline:

024-31290378



#### Whistleblowing mailbox:

shenjb@hanking.com

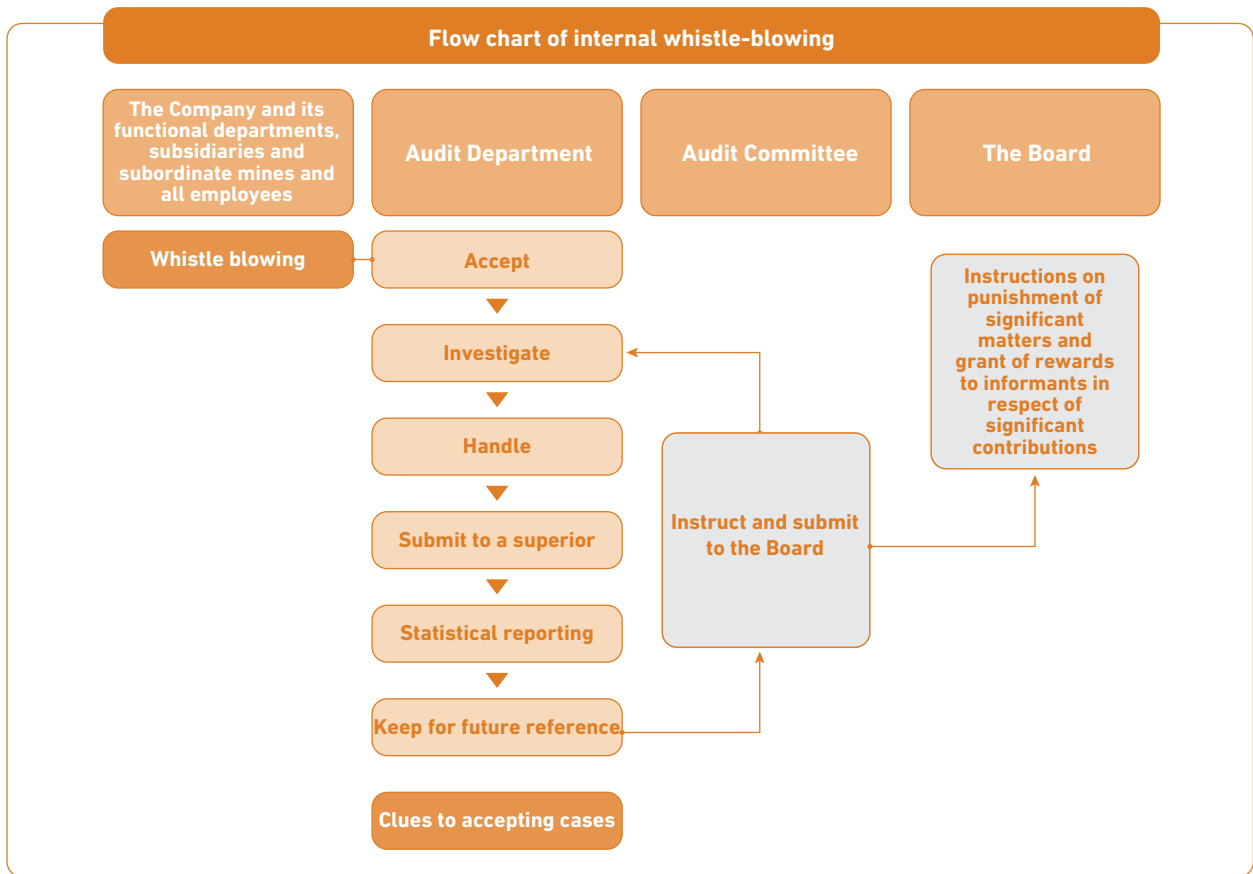


#### By post:

the Audit Department, 22nd Floor, Hanking Building,  
227 Youth Street, Shenyang City, Liaoning Province


### ◎ Whistle-blowing and grievance

If the informant, or the person being reported disagrees with such investigation findings and related outcomes, they may file an appeal to the Audit Department in writing within 10 workdays after receiving the official punishment documents. Under such circumstance, the Audit Department may be involved in and the Company may assign employees to do a reinvestigation.



**◎ Contact information of Audit Committee of the Board**

Employees of the Company and others who have dealings with the Company (including but not limited to customers and suppliers, etc.) may provide possible improprieties in any matter related to the Company to the Audit Committee of the Board of the Company on an anonymous basis.

 **Email:**  
auditcommittee@hanking.com

**◎ Whistle-blower protection**

We encourage all stakeholders to report anything suspicious or improper, and no retaliation against the whistleblowers in any form is allowed. The Audit Department should keep the whistleblowers confidential and protect their legitimate rights and interests. It is prohibited to disclose the personal information of the whistleblowers, unless otherwise agreed by the whistleblowers.

**◎ Anti-monopoly and fair competition**

The Group advocates free and fair competition while opposing all forms of monopoly and profiteering. We strictly abide by the Law of the People’s Republic of China Against Unfair Competition (《中華人民共和國反不正當競爭法》), the Civil Code of the People’s Republic of China (《中華人民共和國民法典》) and other relevant anti-monopoly and anti-unfair competition laws and regulations and international standards. We have a mechanism for honest and fair competition. To prevent unfair competition, we conduct special investigations into the unfair competition clues that are identified or reported.

During the reporting period, the Group did not have any anti-corruption litigation cases, nor did it receive any litigation cases against the Company in relation to unfair competition.



## INTERNAL CONTROL AND RISK MANAGEMENT

### Governance System

The Board has the responsibility for maintaining appropriate and effective risk management and internal control system to protect the Shareholders' investments and the Group's assets, including but not limited to setting management structure and granting the appropriate authorization, identifying proper accounting policy and providing reliable financial information. The measures above were designed to provide reasonable (but not absolute) assurance against material misstatement or loss, and to manage (but not fully eliminate) risks of failure in operational systems and in achieving the Group's objectives.

The Board, through the Audit Committee, continuously oversees the financial reporting system, risk management and internal control system of the Group; reviews the financial control of the Group and reviews the effectiveness of the Group's risk management and internal control systems on an annual basis; discusses the risk management and

internal control system with the management and ensures that the management has performed its duties in establishing an effective system; considers major investigation findings on risk management and internal control matters and the response of the management on investigation findings.

The Group has established a specialized internal audit organ (the "Audit Department"), formulated relevant mechanism, and set up proper internal control procedures to ensure the effectiveness of internal control and risk management, and extended its application to all subsidiaries controlled by the Group. The Audit Department is directly under the leadership of the Audit Committee, thus the annual audit report and plan of the Audit Department are approved by the Audit Committee. The Audit Department independently carries out the internal audit and monitoring work of the Company, and, pursuant to the work program approved by the Audit Committee and based on the internal control, daily monitoring and project monitoring, comprehensively evaluates the work priorities from the dimensions of the possibility of risk occurrence and the degree of impact on the Company's objectives.

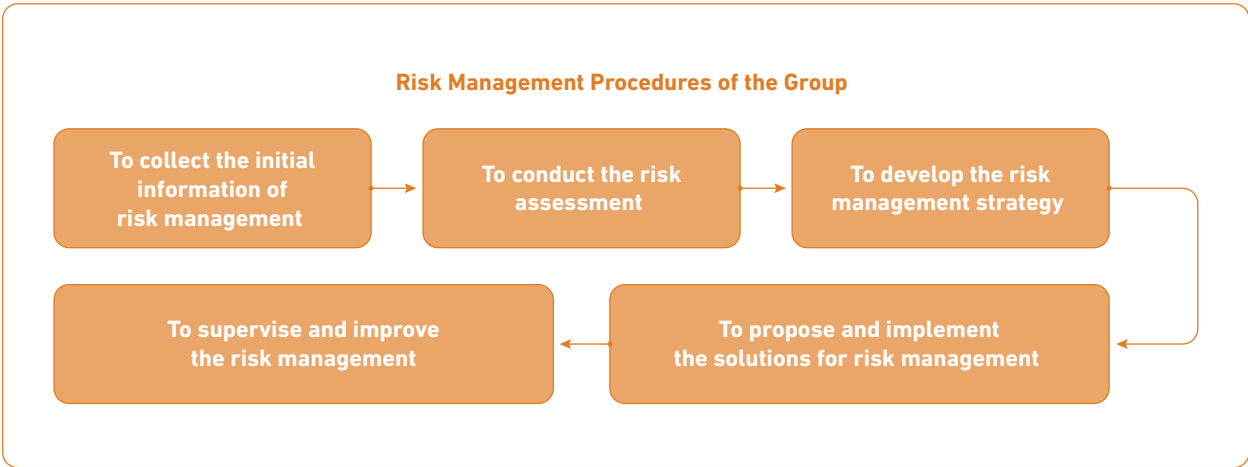
The Group has established the Internal Control System and formulated regulations on the segregation of duties of the Board and senior management, according to which the senior management is responsible to the Board and executes Board resolutions, and takes major responsibilities for the management and monitoring of the Group's operations. The management of the Group provides the members of the Board with monthly updates of the Group, which set out the balanced and comprehensible assessment of the Group's performance, financial position and prospects.

The Group has formulated the Information Disclosure Management System, the Administrative Measures on Connected Transactions and the Inside Information Disclosure System to identify and process the inside information. The Board assesses the effectiveness of the procedures for identifying and processing inside information in due course, so as to maintain the confidentiality of inside information prior to the disclosure with proper approval and disseminate such information in an effective and consistent manner.

The Group has developed internal control procedures to identify, evaluate and manage significant risks and to resolve material internal control defects (if any). Such procedures are implemented by the Audit Department, which mainly include: formulation of the assessment work plan, implementation of on-site testing, identification of control deficiencies, compilation of assessment results, preparation of assessment report, etc. During the assessment process, the Audit Department widely collects evidences regarding the effectiveness of internal control design and operation, fills in the internal control risk assessment paper in a truthful manner and analyses the internal control deficiencies through a combination of methods and approaches such as individual interview, questionnaire survey, panel discussion, sampling inspection, walk through testing, on-site inspection and comparative analysis. When internal control deficiencies are identified in the audit, monitoring and assessment of the Company's risk management system, the Audit Department takes rectification measures after communication with the management.

Risk Management Structure of the Group





By doing so, the Board is of the opinion that the Group has maintained effective internal control over the financial reporting process in all material aspects with reference to the requirements under the enterprise internal control regulation system and the relevant provisions. According to the assessment of deficiencies in the internal control over the non-financial reporting process of the Group, as at the reference date of the internal control assessment report, no material deficiencies or major deficiencies in the internal control over the non-financial reporting process were identified.

**Tax Compliance**

Tax compliance is not only a crucial component of corporate governance but a guarantee of the normal process of business. It supports the corporation risk-averse and avoids the losses and impacts caused by tax issues. We ultimately strengthen tax risk prevention and control efforts, abide by tax laws and regulations to reduce management costs including tax checks and tax disputes, boost the economic efficiency of corporations and improve their ethical image and social trust simultaneously. Reasonable tax risk management can increase the transparency and credibility of corporate governance and enhance corporate image and reputation.

The Finance Department has specialized personnel responsible for tax administration, including tax declaration and payment, tax coordination and planning, and tax risk assessment and prevention. It has formulated clear tax planning procedures and tax operation norms to ensure that tax payments are in compliance with laws, regulations and tax policies, and we may promptly identify and correct tax compliance issues through internal audits.

Hanking Australia has engaged qualified tax consultant with rich experience to regularly review the tax issues of the Company and timely report to the relevant government department.

 **Taxation capability building**

Each business segment proceeds with mentoring bonds and periodical training in their ordinary course of business to develop the team’s skills and working efficiency; updating their knowledge with headquarters and external resources (e.g., industry updates, tax websites, etc.) to ensure that the finance team is up to date with regulations and practices. In 2024, 4 internal trainings have been organized covering corporate income tax, new revenue standard, VAT deduction, financial analysis and other themes.



All finance employees from the headquarters participated in the tax knowledge training organized by Taxchina.

## DEVELOPMENT DRIVEN BY SCIENTIFIC INNOVATION

We adhere to driving development through sci-tech innovation, and aim to reduce the Company's comprehensive operating costs through continuous technological innovation, provide quality products, and share innovation results with customers.

To incentivise innovative talents and foster a R&D innovation atmosphere, the Company set up the Administrative Measures for Innovative Incentives (《創新獎勵管理辦法》) which clearly states the specialist recognition award and special cash incentive for those who have invention-creations, technological transformations, scientific researches, invention patents and other scientific and technological innovation achievements. Therefore, the Company forms a technological innovation system cored by the smart mine system with a range of proprietary intellectual property rights as well as scientific and technological achievements.

### Construction of Smart Mine

China Hanking's smart mine system comprises four-dimension geographic information, ubiquitous network, cloud calculations, big data and other technologies, equipped with sensor detection, data communications, automatic control and other functionalities to achieve accurate collection, reliable transmission, regulate integration and real-time visualization of mine information. The system supports automatic operation and intelligent decision-making and forecasts and prevents potential dangers and hazards from the "Human-Machine-Environment" and empowers the mines with the capacity for self-learning, analysis and decision-making.



### The structure of China Hanking Smart Mine System



On the basis of building central systems like data centres, we have constructed three functional application scenarios tailored to different aspects of enterprise management in production and operations: (1) Fundamental level: Focusing on hardware equipment and control system to achieve data detection, collection and integration, as well as automated and intelligent operation in production processes, thereby improving the human and machine cooperation in the traditional mining industry; (2) Middle level: Relying on production operation management software to realize production management informatization and flatten and streamline the management; (3) Top level: Taking management software as the core, which includes financial management system, human resource management system, procurement system, warehouse management system, auxiliary office system, business analysis system, etc. It attained multiple data collection in the whole process of production and management, including equipment operation information, energy consumption information, measurement information and other information. At the same time, it has established a data interface with warehouse management, asset management, and personnel information of enterprise resource management systems, providing puissant support for cost reduction and efficiency improvement in corporate production.

With the three-level structure mentioned above, we will keep enlarging and enhancing the system's functions and broadening service coverage centred around the master plan in light of the requirements for smart mine system tools for business development.

During the reporting period, we further launched an intelligent updating project for mines of the mining company. The deployment of a 10 Gigabit ring network under the mine shaft could speed up the network transmission and higher communication efficiency. The modifications of remote monitoring systems, such as the ventilation system, drainage system and lifting system, have been completed. The additional AI-image recognition and detection system has been applied in the belt transporting and filtration and dehydration operation of mineral processing to improve the early warning speed of abnormal working conditions.

### Research and Development and Innovation Achievement

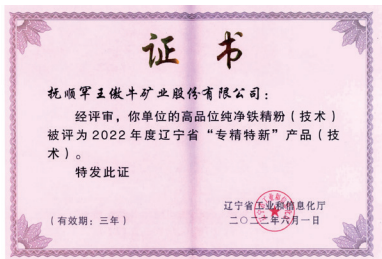
Since 2019, we have cooperated with the State Key Laboratory of Integrated Automation for Process Industry to establish an “Industrial Artificial Intelligence Experimental Base”, aiming to provide reference for the metallurgical mining industry to carry out the construction of smart mine system through the research and application of the “Integrated Production, Operation, Management and Control System” and boosting the construction of “digital Liaoning with more intelligent manufacturing (數字遼寧智造強省)”.

**The Self-service Warehousing Material Picking-up System** won the third place in the programmer design competition of the 1st Vocational Skills Competition of Liaoning Province

**The “Intelligent Mineral Processing Digital Workshop in Maogong Mine of Hanking” project** received a special fund for “digital Liaoning with more intelligent manufacturing” of RMB300,000 granted by Fushun City Industry and information Technology Bureau (撫順市工業和信息化局)

### © Iron Ore Business

The Iron Ore Business of the Company is an integrated enterprise of ferrous metal mining and processing, with the titles of a High-tech Enterprise, a professional, advanced and specialized new “Little Giant” enterprise in Liaoning Province, Liaoning Province Professional Technological Innovation Center for Iron Ore Resource Development and Utilization, and Liaoning Provincial-level Enterprise Technology Center, etc. Our high-grade pure iron powder (concerning technology) concentrate was identified as a “technologically advanced” product (concerning technology) in Liaoning Province.



During the reporting period, as our employees proactively devoted themselves to the development and construction of the Company in practice, with the sprit of standing firm to the goal, meeting challenges squarely and striving for advancement. Therefore, many employees and projects were awarded by Fushun City General Trade Union (撫順市總工會) and Fushun County General Trade Union (撫順縣總工會), of which A Method for Re-mining Corner Ore Bodies won the Excellent Technical Innovation Achievement Award (職工優秀技術創新成果獎) issued by Fushun City General Trade Union.

### © High-purity Iron Business

Established in 2002, Fushun Hanking D.R.I. Co., Ltd (撫順罕王直接還原鐵有限公司) (“Hanking D.R.I.”) has more than 20 years of production experience. It has continuously optimized production processes, with emphasis on research and development investment, and has obtained a number of national invention patents. The company offers high-purity iron products with a quality higher than national standards, and is able to establish internal control standards for products based on customer needs, and continuously refines the classification accordingly. There are tens of product brands to meet the requirements of different customers.

### Research and Development Investment and Intellectual Property Rights

During the reporting period, the research and development investment was approximately RMB2,250,000, and the Company has reported 6 utility model patents, authorized 3 patents and maintained 131 intellectual property patents.

# Environmental Protection

**FOLLOWING THE CONCEPT OF HARMONIOUS COEXISTENCE  
BETWEEN MAN AND NATURE AND ADHERING TO THE STRATEGY OF  
SUSTAINABLE DEVELOPMENT**

- Protection of Environment and Natural Resources
- Emissions Control and Management
- Use of Resources
- Climate Change Response



## PROTECTION OF ENVIRONMENT AND NATURAL RESOURCES

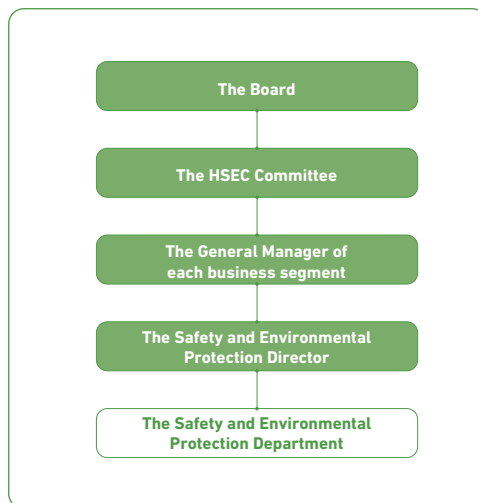
### Environmental Governance

The Company adheres to the sustainable development strategy, integrates the concept of environmental protection into the entire process of enterprise construction, production, and operation, and creates a green development path that is compatible with both production and operation and environmental protection, in order to minimize the impact of business activities on the environment and natural resources.

In our environmental governance system, the HSEC Committee sets the Company's development goals and specifies the direction of environmental management. The heads of each business segment provide specific guidance on the management of the environmental issues, and the Safety and Environmental Protection Director leads the Safety and Environmental Protection Department in handling daily environmental and safety tasks. We have established Safety and Environmental Protection Divisions in major workshops, appointing dedicated safety and environmental officers to ensure that environmental management principles are integrated into specific operations and frontline production processes.

This organizational structure serves as a unified management framework for six issues: water resource management, land reclamation and mine closure restoration, biodiversity conservation, solid waste management, waste gas emission management and climate change response, enabling a coordinated management of all environmental factors.

The Company adheres to the sustainable development strategy, integrates the concept of environmental protection into the whole process of enterprise construction, production and operation, and creates a green development path that is compatible with both production and operation and environmental protection, in order to minimize the impact of business activities on the environment and natural resources.



### Environment management system certification

The Company actively promotes the orderly implementation of work on environmental management system certifications. The Company has established comprehensive environmental management systems in accordance with the ISO 14001 standards, fully identified and controlled environmental risks, improved resource utilization efficiency, reduced pollution emissions, and enhanced environmental performance.

### National-level green mines

Mining activities require the occupation of a portion of land, which will have a certain impact on the environment and vegetation. The Group adheres to scientific and orderly mining methods to minimize the ecological and biological environmental impacts that may be caused in investigation, exploration, production and operation. An assessment report on environmental impact is prepared for each operating project which will not be implemented until such report is reviewed and passed by professionals, so as to minimize the impact of the operating project on the environment. The two production mines under the Company's Iron Ore Business, Aoniu Mine and Maogong Mine, are both **national-level green mines**. Maogong Mine was awarded the honorary title of "Top Ten Factories and Mines" among the 7th metallurgical mines by the Metallurgical Mines' Association of China in 2020.



### ◎ Mine closure and reclamation plan

Following the concept of “harmonious coexistence between mines and nature”, the Group would afforest and reclaim the damaged land in resource development areas such as mines, dump and tailings ponds, effectively improve ecological outlook of mines and build ecological functional areas to protect biodiversity, thereby building a friendly and modern ecological mine.

### █ Ecological restoration data of Iron Ore Business in the past three years

	2024	2023	2022
Investment in greening and reclamation (RMB'000)	133.5	414	693
Restored area (mu)	89	162	192
New trees planted (tree)	58,740	77,386	94,086
Equivalent reduction in carbon dioxide equivalent for new trees planted (metric ton)	1,351	1,780	2,164

### █ Mine Closure and Reclamation Plan for the Gold Mine Business

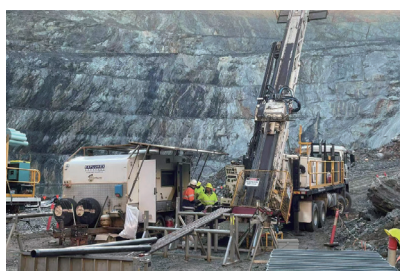
Gold Business has provided a payment of land reclamation of AUD3,200,000 according to the plan.

It adopted a progressive reclamation and reforestation program, and gradually used local vegetation for reforestation. The reforested mining area will integrate well with the surrounding terrain, and provides a consistent ecological environment for animals and plants. The design of all mine pits and slope angles of the project have considered perfect integration with the surrounding topography, so as to reduce extra workload and expenses when the pits are closed for reforestation in the future, and minimize environmental impacts and liabilities after the completion of the project.

In 2024, the Southern Cross mining area completed its Phase I and Phase II drillings and then actively did the reclamation work.



Before land reclamation



In the process of drilling



After land reclamation

### ◎ Emergency response plan for sudden environmental risks

The Company places high importance on environmental protection and consistently regards environmental risk prevention and control as an integral part of a company’s sustainable development. To effectively respond to sudden environmental incidents and minimize environmental risks, the Company has formulated the Emergency Response Plan for Sudden Environmental Incidents and regularly conducts emergency drills to continuously improve its emergency response capabilities. During the reporting period, the Company conducted two special emergency drills and three special training session to address sudden environmental risks.





## © Green design and clean production

In the areas of green design and clean production, the Company upholds the principles of sustainable development by minimising resource consumption and environmental impact through technological innovation, equipment upgrades and process optimisation. We employ advanced mining and processing technologies and equipment to enhance resource utilisation efficiency while reducing energy consumption and GHG emissions. At the same time, we implement stringent treatment measures for wastewater, waste gas and solid waste to ensure compliance with emission standards. We also actively promote recycling technologies, converting waste into reusable resources. Additionally, we conduct regular clean production audits to identify improvement opportunities, continuously optimise production processes and enhance environmental performance. These initiatives not only align with clean production requirements but also demonstrate our firm commitment to environmental protection and sustainable development.

During the reporting period, the key measures implemented included (1) reducing nitrogen oxide emissions through the construction of denitrification facilities and the deployment of Selective Catalytic Reduction (SCR) technology; (2) lowering sulphur dioxide emissions by adopting wet desulphurisation, using raw and auxiliary materials with lower sulphur content and improving desulphurisation efficiency; and (3) minimising particulate emissions by enclosing production processes and employing baghouse dust collectors and electrostatic precipitators for tail gas treatment.

## Biodiversity

Mining activities may cause certain surface damage, so we have always regarded biodiversity as an important issue in ESG management. We will conduct biodiversity survey and assessment prior to project implementation, and will not conduct exploration and mining activities in sensitive areas such as nature reserves and ecological red lines. After the project is completed, we will take mine reclamation as a starting point, and make a targeted biodiversity compensation program in combination with the characteristics of the local ecological environment, and try our best to offset the damage to biodiversity.

Before launching a project, a comprehensive ecological survey is conducted using satellite remote sensing, field investigations and other methods. This survey covers multiple aspects, including vegetation and wildlife resources, to ensure a thorough understanding of biodiversity in the area near the project. By assessing the distribution of vegetation and wildlife resources within and around the mining site, potential ecological risks are identified. A clear ecological restoration plan is then developed, incorporating measures such as soil rehabilitation and vegetation restoration, to ensure that the land can regain its ecological functions after mining operations.

## © Iron ore mining and processing plant

The iron ore business conducts biodiversity analysis and evaluation for the 3-million-ton mining and processing project and is aware that there are no nationally protected animal species within the evaluated area. According to the on-site investigation and data review, there are no nature reserves or wildlife passages for migrating and running in or around the evaluated area as well. The place where the project is built hosts no endangered species. The tailing pond is the main area that might affect wildlife during the project construction and is intended to build in a valley which will no longer exist upon completion of the tailing pond. The valley owns limited surface water, thus not the wood frog's breeding habitat. Therefore, it is estimated that the habitat of wood frogs within the evaluated area will not be affected after the completion of the processing plant. While running the tailing pond, the number of birds within the area will decrease as the birds near the mining area may migrate to other areas beyond the valley. In conclusion, the construction of this project will create some headlines on wildlife in the evaluation area to an acceptable extent.

Forest vegetation contributes crucially to the protection and construction of the ecological environment. The forest's water conservation minimizes the influence brought by the rain against the ground and weakens the surface runoff and intensity; the roots of trees and grass stabilize soil, the plant litter covers the ground, and the canopy and trunk of the tree can dwindle the wind. All these work together to evidence the close link between vegetation and soil and water conservation. We take measures on soil and water conservation by planting trees and grass to restore vegetation concerning biological measures, and building drains and cofferdams for engineering measures. In compliance with the Water and Soil Conservation Law of the PRC and the Land Reclamation Regulations, the iron ore business shall ensure the destroyed land is well on track to recovery as soon as possible. Reforestation in stages minimizes the influence on the ecosystem generated by the business. After the expansion of the project's processing plant, the vegetation shall be expedited to restore without bare land, except for the production land. Trees shall be planted outside the processing plant to form a sound insulation zone for cutting noise pollution. The slopes of the tailing pond shall be performed ecological restoration and carried out soil covering and vegetation restoration after the pond is closed, all in a timely manner.

## © Australian gold project

The gold business implements the animals diversity check-ups continuously surrounding the Mt Bundy Gold Project, sets up lots of sampling and tracking points around the mine pit and collects a large amount of data, so as to confirm the biodiversity characteristics of the mining area.



The gold business will check timely and make sure that protected flora and fauna are not jeopardized by threats prior to initiating ground disturbance bombardment or applying for a cleanup permit.



## Indicators and Targets

Each business segment of the Group employs qualified third-party professional organizations to regularly monitor the noise, organized emission of waste gas, unorganized emission of waste gas, surface water and groundwater in mining areas and plant areas, identify potential environmental risks and make timely rectification or response. In 2024, there were no environmental pollution accidents.

### © High-purity Iron Business

Hanking D.R.I. has continuously improved environmental management system (EMS) to promote the environmental management in a standardized, organized, and normalized way, and has formulated and strictly implemented various environmental management systems within the system, so as to realize the ecological and environmental protection management mode of "System-Action-Result". Hanking D.R.I. again obtained the ISO 14001 environmental management system certification in 2022, which is valid until April 2025.

In 2024, the High-purity Iron Business carried out 7 quarterly monitoring, 12 monthly testing, 2 dioxin monitoring and 1 solid waste monitoring, and issued 22 reports.

### © Iron Ore Business

In 2024, the three mines under the Iron Ore Business, Aoni Mine, Maogong Mine and Shangma Mine conducted routine environmental monitoring to monitor soil, plant noise, organized emissions, unorganized emissions, surface water, and groundwater.

## ◎ Gold Business

The gold business formulated relevant environmental management plan (EMP) and set up key targets and indicators, accompanying related management and mitigation measures. The Company regularly reviews and assesses the performance of EMP and is committed to advancements. The RRRA and mining management plan (MMP) to the Department of Mineral Resources (DPIR) of the Northern Territory, Australia every year also timely report on the implementation concerning key targets and indicators.

In June 2023, the Rustlers Roost and Quest 29 open-pit gold mines at the Mt Bundy Gold Project in the Northern Territory, Australia, received the environmental assessment approval. Together with the previously received environmental assessment approval for the Tom's Gully underground-pit gold mine, by the end of 2023, all environmental assessment approvals for mine development at the Mt Bundy Gold Project had been received. We also positively work on protecting the ecological environment and water resources in compliance with the requirements of the environmental protection approval.

The Cygnet gold project in Western Australia commenced related work and environmental research, engaged environmental consultant and assisted in the completion of water sample survey, water model research and ecological environment and noise environment investigation in such mine area.

## EMISSIONS CONTROL AND MANAGEMENT

### Emissions Management System

We are committed to reducing waste generation, discharge and impact on the environment through continuous improvement of technical practices and recycling to ensure compliance with local environmental standards. We regard the reduction and standard discharge as one of the important tasks as well as energy conservation and emission reduction targets for enterprises to fulfill their environmental protection responsibilities.

## ◎ Strict compliance with the environmental protection standards stipulated by the laws, regulations and industry standards

Environmental Protection Law of the People's Republic of China  
(《中華人民共和國環境保護法》)  
Law of the People's Republic of China on Prevention and Control of Water Pollution  
(《中華人民共和國水污染防治法》)  
Emission Standard for Air Pollutants from Ironmaking Industry (GB28663-2012)  
(《煉鐵工業大氣污染物排放標準》)  
Emission Standard for Air Pollutants from Iron and Steel Industry—Sintering (Pelletizing) (GB28662-2012)  
(《鋼鐵燒結、球團工業大氣污染物排放標準》)

Emission Standard for Air Pollutants from Steelmaking Industry (GB28664)  
(《煉鋼工業大氣污染物排放標準》)  
Measures for Management of Mining Solid Wastes  
(《礦山固體廢棄物管理辦法》)  
Measures for Management of Hazardous Waste  
(《危險廢棄物管理辦法》)

In 2024, the Group's three industrial wastes (waste gas, wastewater and solid wastes) met the discharge standard, and the noises in the plants met the requirements set forth in "Emission Standard for Industrial Enterprises Noise at Boundary of the Factory" (GB12348-2008).

### Waste Gas Emission and Management

The Group's waste gas mainly includes nitrogen oxides, sulfur oxides and particulate matter from the production of the High-purity Iron Business.

## © Waste gas emission and comparison with the same period of the previous year

In 2024, the total waste gas emissions from the High-purity Iron Business decreased by 32% compared to the previous year, with a significant reduction in emissions per metric ton, mainly due to the improvement of production process, including the following specific measures: (1) through the construction of denitration facilities, SCR was put into use to reduce nitrogen oxide emissions; (2) by wet desulfurization, raw and auxiliary materials with low sulfur content were used to improve the efficiency of desulfurizer and reduce sulfur dioxide emissions; and (3) with the closed production process, particulate matter emission from tail gas was reduced through bag-type dust removal, electric dust removal and other means.

Business segments	Pollutant factors	Concentration of emissions	2024		2023		2022	
			Discharge amount (metric ton)	Discharge Per Metric Ton ( $10^{-4}$ metric ton/metric ton)	Discharge amount (metric ton)	Discharge Per Metric Ton ( $10^{-4}$ metric ton/metric ton)	Discharge amount (metric ton)	Discharge Per Metric Ton ( $10^{-4}$ metric ton/metric ton)
High-purity Iron Business	Nitrogen oxides	<300mg/m <sup>3</sup>	222.72	2.94	347.42	3.99	227.27	3.42
	Sulphur dioxide	<180mg/m <sup>3</sup>	77.64	1.03	118.96	1.37	64.63	0.97
	Particulate matter	<40mg/m <sup>3</sup>	185.18	2.45	252.39	2.90	199.29	3.00
Iron Ore Business	Particulate matter	<20mg/m <sup>3</sup>	89.62	0.89	90.11	0.90	68.47	0.89

The waste gas emission of the High-purity Iron Business is divided into unorganized emission and organized emission. "Organized emission" represents the automatic monitoring and database system (enterprise server) of key pollutant discharge units summarizes the emission of key waste gas pollution by day, hour, minute and in real time to meet the access requirements of national standards, subject to the third-party organization monitoring according to the requirements. The unorganized emission of waste gas refers to formation of a monitoring report through third-party monitoring and evaluation. The main sources of waste gas of the Iron Ore Business are general dust (particulate matter) in mining sites, dust remover exhaust pipes. Emissions are the data after the application of end-treatment technology, plus a small amount of nitrogen oxides and sulfur oxides generated from vehicle transportation. The emission data of particulate matter comes from the data system of environmental protection tax of Fushun County Taxation Bureau under State Taxation Administration, and is calculated according to the production and discharge coefficient method of iron ore mining and processing industry in the Industrial Classification for National Economic Activities (GB/T475-2017).

## © Dust removal and prevention, and reduction of tail gas emissions

### I High-purity Iron Business

For the High-purity Iron Business, we currently use electric dust removal and bag-type dust removal to dispose of particulate matter, and the sintering machine and shaft furnace use lime-wet desulfurization facilities to reduce sulfur dioxide emissions. At present, through desulfurization (emission indicator is lower than 20mg/m<sup>3</sup>, while improving the environment and reducing power consumption) and dust removal (emission indicator is lower than 10mg/m<sup>3</sup>) system, we can reduce the emissions of sulfides and particles.

### I Iron Ore Business

Specialized dust removal equipment is put in place in the processing plant of the Iron Ore Business. Wet operation is used in underground mining. Sprinkling trucks and pipelines are used to remove dust on roads. In the processing plant and grinding workshops, a wet grinding process has been adopted to achieve minimum dust discharge. Bag filters have been installed across the crushing workshops, screening workshops, waste ore storehouse, main building and other areas of the processing plant, and high-level emission has been adopted to eliminate dust resulting from production, with the dust removal ratio reaching 99%. Dust emission is in compliance with national standards. Greening shall be carried out in the area with planting conditions on the beach surface of tailings ponds, and the area without planting conditions shall be covered with dustproof nets and installed with sprinkler systems to reduce dust by sprinkling water. Greening shall be carried out on the slope outside tailings ponds to minimize dust emission from tailings ponds.



### Ultra-low Emission Project Renovation for the High-purity Iron Business

As the Ministry of Ecology and Environment issued the “Notice on Further Raising Awareness, Standardizing Procedures, and Doing a Solid Work on Performance Grading of Key Industries in Heavy Pollution Weather (《關於進一步提高認識規範程序紮實做好重污染天氣重點行業績效分級有關工作的通知》)”, the off-peak power cuts and production restrictions of iron and steel enterprises will become more frequent and stringent. In 2023, Hanking D.R.I. started to launch an ultra-low emission renovation project. The project is based on the current status of the company’s environmental protection management, and rectifies all aspects of organized and unorganized emissions, clean transportation and environmental governance in accordance with the national ultra-low emission requirements and standards. Specifically, for organized emissions, the head of sintering machine adopts classic dust removal + wet desulfurization + SCR denitrification; for unorganized emissions, the head of sintering machine adopts closed storage such as silos and storage tanks; dry slag adopts dust suppression measures such as spraying; logistics and transportation adopts purification measures. After the completion of this renovation, the project will meet the ultra-low emission standard stipulated by the state.

## GHG Emissions and Management

In 2024, the Group’s iron ore concentrate output was 1,009,000 metric tons, representing a year-on-year increase of 0.90%; the output of high-purity iron was 757,000 metric tons, representing a year-on-year decrease of 13.09%; and the Group’s total greenhouse gas (GHG) emissions decreased by 11.99% year-on-year, mainly due to the increase in the proportion of clean energy (including wind power and photovoltaic power) in purchased electricity. The emission density increased by 7.26%, mainly due to the year-on-year decrease of 17.96% in revenue in 2024 (with a decrease in sales volume and selling price of high-purity iron).

### Emissions and density of GHG are set out below

Indicator	Unit	2024	2023	2022
<b>Scope 1</b>	tCO <sub>2</sub> e	<b>1,477,454</b>	1,635,874	1,191,926
<b>Scope 2</b>	tCO <sub>2</sub> e	<b>212,615</b>	284,432	127,841
<b>Scope 3</b>	tCO <sub>2</sub> e	<b>46</b>	60	13
<b>Total emissions</b>	tCO <sub>2</sub> e	<b>1,690,115</b>	1,920,366	1,319,780
<b>Emission density</b>	tCO <sub>2</sub> e/RMB’000,000 operating income	<b>680</b>	634	507
	tCO <sub>2</sub> e/metric ton of iron ore concentrates	<b>0.043</b>	0.049	0.050
	tCO <sub>2</sub> e/metric ton of high-purity iron	<b>2.173</b>	2.148	1.974

Notes:

1. The Iron Ore Business planted 58,740 new trees in 2024, which reduced GHG emissions by 1,351.02 metric tons of carbon dioxide equivalent for the earth’s atmospheric environment.
2. The proportion of clean energy in the electricity purchased by the Iron Ore Business increased, and the density of GHG emissions decreased by approximately 12% year-on-year, and the density of GHG emissions from the High-purity Iron Business was basically the same as in 2023.

**Scope 1:** Refers to direct GHG emissions. The emissions of the Group are derived from the GHG generated by consumption of stationary source and mobile source, and minus the GHG removal from new trees planted each year (Global warming potential (GWP) is derived from the Sixth Assessment Report (AR6) by Intergovernmental Panel on Climate Change (IPCC)). In addition to the direct emissions from High-purity Iron Business, it also includes emissions from industrial processes and deducting emissions implied by carbon sequestration products and is accounted according to the Guidelines for the Accounting and Reporting of Greenhouse Gas for Chinese Steel Producers (Trial).

**Scope 2:** Refers to the indirect GHG emissions. The emissions of the Group are derived from the purchased electricity. The GHG emission factors of the Iron Ore Business, High-purity Iron Business and the headquarters are derived from the GHG Protocol Tool for Energy Consumption in China (Version 2.1). The measurement of GHG emission of the Gold Mine Business is based on the GHG Protocol.

**Scope 3:** Refers to other indirect GHG emissions. The Group chooses to disclose the emissions caused by business air travel by our employees, which is calculated in accordance with ICAO Carbon Emissions Calculator.

## ◎ GHG emission reduction measures



### Energy transformation

Minimize the proportion of fossil fuels, increase the proportion of clean energy (including wind power and photovoltaic power); try to use low-carbon, hybrid or efficient vehicles, and gradually phase out diesel-powered vehicles.

During the reporting period, the use of clean energy accounted for 22% of the total.



### High efficiency and energy saving

**Optimize the mining and processing processes:** Optimize the configuration of mining and mineral processing equipment, eliminate related equipment and vehicles with high energy consumption and low production capacity, so as to reduce fuel consumption.

**High-efficiency equipment configuration:** Increase production capacity through technical transformation and upgrading of energy-saving equipment, and gradually replace and purchase low-emission, high-efficiency and noise-reducing power equipment.



### Natural carbon sink

Increase natural carbon sink through greening and reclamation.

During the reporting period, 89 mu of land was restored and 58,740 new trees were planted.



### Business process automation

Realize business process automation through OA and the smart mine system, and reduce or replace travel activities through virtual or hybrid meetings as a way to reduce GHG emissions caused by flights.



### Energy recovery reduces electricity consumption

The High-purity Iron Business achieves utilization of residual pressure and heat through a set of AV45-13 axial fan with supporting ShaanGu BPRT (Blast Furnace Power Recovery Turbine), and saves power through energy recovery. The blast furnace gas generated during the smelting process of the blast furnace is a by-product that is transported through pipelines to sintering machines, blast furnaces and shaft furnaces for use as fuel in the above three production links. In 2024, the High-purity Iron Business generated 1,385.9451 million standard cubic meters of blast furnace gas, all of which were recycled.

## Wastewater Management

The Company adheres to the philosophy of “Resource Recycling and Green Mining” and has established a comprehensive wastewater management system with a closed-loop approach. In the Iron Ore Business, underground seepage water and water reclaimed from the tailings pond are directly used in production processes. The mineral processing wastewater is clarified through natural sedimentation in the tailings pond before being recycled back into the production system. Additionally, efficient wastewater treatment equipment is installed to treat and reuse production wastewater, achieving “zero discharge, full reuse” of water resources. Domestic wastewater is directed to septic tanks and used as farm manure for agricultural purposes.



### Wastewater treatment plant in Australia gold mine

The wastewater treatment plant in Tom’s Gully is not only used for discharging pit water from the mine but also purifies it to meet drinking water standards. This will provide potable water for the staff accommodation during future mine construction and production. After treatment at this plant, the pit water can be safely used for livestock drinking and can also be applied for irrigation in the local community’s farms, orchards and forestry.

## © Iron Ore Business

For the Iron Ore Business, the water consumption per metric ton of iron ore concentrate is gradually reduced through technical transformation, and the underground gushing water and the backwater from tailings ponds are the main sources of production water, in particular, the mineral processing wastewater, after being purified by the tailing ponds, flows into the mineral processing production system through pumping station for recycling with zero discharge.

## © High-purity Iron Business

The High-purity Iron Business recycles production wastewater through wastewater treatment equipment. A new settling pond was built in 2024, through which the wastewater could be recycled.

## Emission and Management of Solid Waste

Our main waste is mining waste rock, tailings sand, waste oil and desulfurized gypsum generated during mining, processing and smelting processes. We ensure that the solid waste is fully recycled and recovered by third parties, so as to achieve zero waste discharge. Domestic waste is stored in a centralized and classified manner, and non-perishable domestic waste is transported to a waste station for treatment.

Business segment	Process	Emissions	Category of pollutants	Total volume (metric tons)	Measures taken to reduce the emissions
Iron Ore Business	Mining	Waste stones arising from mining process	Non-hazardous waste	87,024	All waste stones are backfilled into the subsidence areas as cover rock.
	Processing	Tailings sand	Non-hazardous waste	1,630,498	Screen tailings sand through a tailings dry discharge system, wherein the graded coarse sand is sold as building sand, and fine sand is used for mine restoration and treatment after dewatering.
		Waste oil	Hazardous waste	12	The hazardous waste generated will be stored in the temporary hazardous waste storeroom in the mining area, and then transferred and disposed by a qualified unit entrusted if the hazardous waste stored reaches the prescribed transfer volume.
High-purity Iron Business	Production Workshop	Desulfurized gypsum	Non-hazardous waste	2,102	Use raw and auxiliary materials with low sulfur content to reduce the use of desulfurizer. All sulfur-containing waste is recycled by third parties, with no external discharge.

## © Non-hazardous waste management

In 2024, the Company’s production and operational activities generated 87,024 metric tons of waste rock, 1,630,498 metric tons of tailings sand and 2,102 metric tons of desulfurization gypsum, totalling 1,719,624 metric tons of non-hazardous waste. The total amount of non-hazardous waste generated per million in revenue was approximately 692.24 metric tons. All waste was fully recycled and reused.

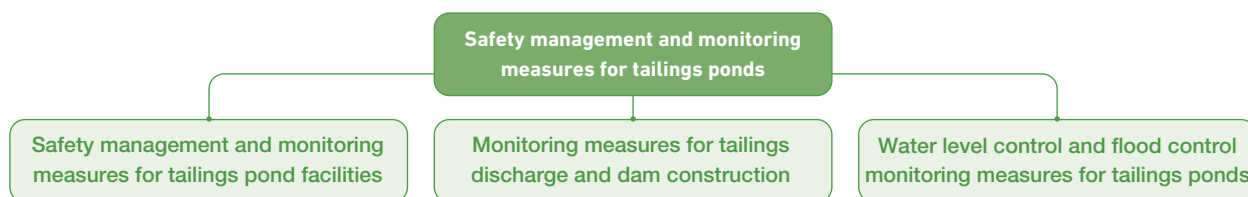
## ◎ Hazardous waste management

The Company strictly adheres to regulatory requirements for hazardous waste management and continuously strengthens full lifecycle monitoring and control. The primary hazardous waste generated during production is waste oil. Hazardous waste storage facilities are established at mining sites, where waste oil is stored in designated temporary storage areas. Once the storage reaches the transfer threshold, qualified contractors are entrusted to handle its transportation and safe disposal. In 2024, the Company generated 12 metric tons of waste oil, all of which was collected and treated for safe disposal by third parties.

## Management of Tailing Ponds

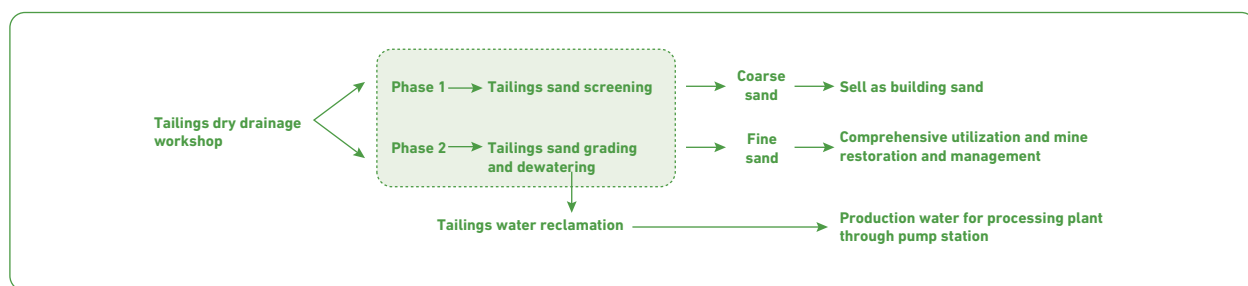
### ◎ Management System

The design, construction and management of the iron ore tailings ponds are strictly in accordance with the standards of the Provisions on the Supervision and Administration of Tailing Ponds Safety of the People's Republic of China and the Safety Technical Regulations for Tailing Ponds, which meet the national safety and environmental protection standards. In order to strengthen the safety management of tailings ponds and safeguard the safety of people's lives and properties, according to the relevant national laws and regulations, combined with the actual situation of the tailings ponds in the Iron Ore Business, we have formulated the Safety Management System of Tailing Ponds.



### ◎ Tailings Treatment

The Iron Ore Business adopts **tailings dry discharge technology**, **tailings stockpiling** and **underground goaf filling** for tailings treatment. Tailings treatment is an important part of the mining industry, and is of great significance in protecting the environment, saving resources and reducing production costs. The advantages of tailings dry discharge are that it can reduce the area occupied by tailings pond, reduce the risk of dam failure of tailings pond, and also reduce the pollution of tailings pond to the surrounding environment.



### ◎ Application of Smart Mine System in Intelligent Safety Monitoring of Tailing Ponds

Tailings stockpiling refers to the stacking of tailings in tailings ponds. For tailings stockpiling, it is needed to strengthen the management and maintenance of tailings ponds to prevent accidents such as dam failure. The smart mine system of Iron Ore Business uses sensors such as displacement detection, liquid level detection and video monitoring to collect and visualize the real-time data of tailings ponds, and uses data fusion technology to realize multi-sensor data fusion and safety diagnosis, real-time alarm in case of abnormality, and finally realizes intelligent safety monitoring of tailings ponds.

### ◎ Tailings Ponds for Gold Mine Business

According to the approved EIS design plan submitted by Knight Piesold in 2022, the construction of proposed tailings ponds for the Gold Mine Business will be located at Rustlers Roost, with the alignment of the embankment designed to take advantage of the natural topography (ridgeline) to reduce the volume of embankment material required.

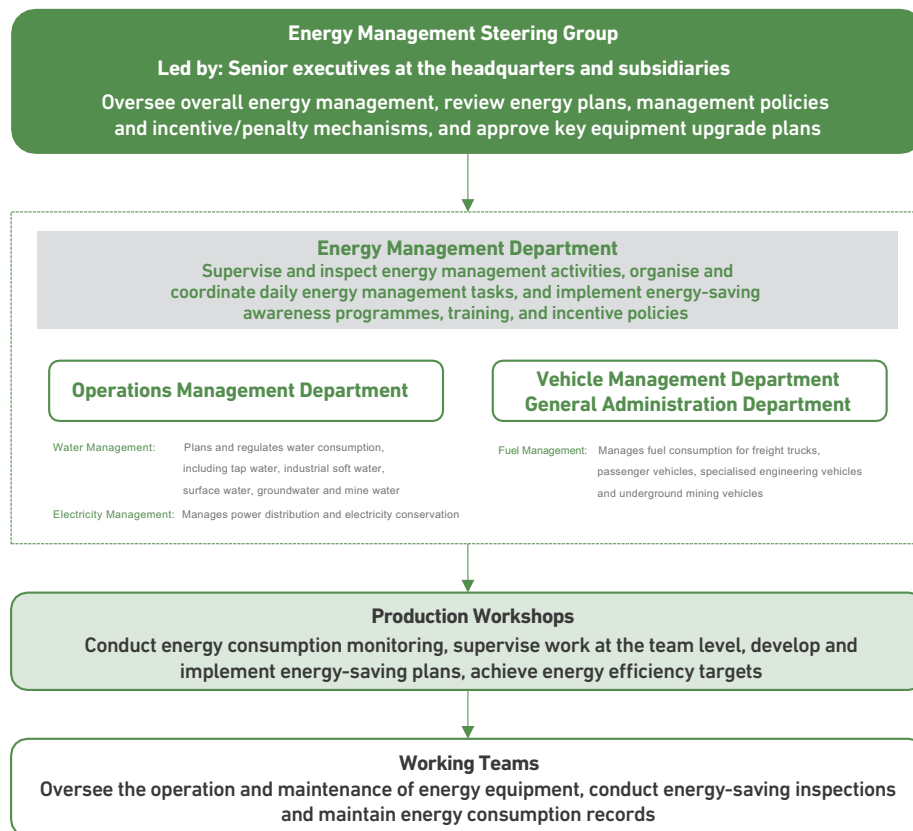
## USE OF RESOURCES

### Energy Management

The mining and processing of our Iron Ore Business, and smelting process in High-purity Iron Business require significant energy consumption. The direct energy is mainly diesel, coal, coke, etc., while the indirect energy is mainly purchased electricity. We realize that energy management is crucial to the economic benefits of enterprises and the external ecological environment. We earnestly abide by the Law of the People’s Republic of China on Conserving Energy (the “Energy Conservation Law”) and relevant regulations, scientifically and rationally manage energy in a normalized, standardized and systematized manner, and use energy reasonably and economically.

The Company has established an Energy Management System in compliance with the Energy Conservation Law, to standardise, systematise and institutionalise energy management. The system fosters the scientific and efficient use of energy, enhancing the Company’s economic performance, and covers all energy sources used in production and operations, including captive coal, electricity, gasoline, diesel and water.

The Company employs a four-tier Energy Management System, comprising Energy Management Steering Group, Energy Management Department, Workshops and Working Teams.



To enhance the management of water, electricity and fuel consumption, the Company has formulated Water Conservation Management Measures, Electricity Conservation Management Measures, Fuel Conservation Management Measures and Energy Conservation and Monitoring Measures in accordance with the Energy Conservation Law and the Provisions on Monitoring and Management of Energy Conservation (《節約能源監測管理規定》). By strengthening energy conservation monitoring, the Company aims to reduce energy consumption, improve economic efficiency and enhance social energy-saving benefits.

From 2022, all of our key energy consuming units passed the acceptance of the online energy consumption monitoring terminal system for key energy consuming units launched by provincial development and reform commission, connecting enterprise energy consumption data with the platform data of the provincial energy bureau to ensure data can be monitored in real time by the provincial energy bureau.



## Energy Management Goals and Planning

The energy management department will organize and formulate energy-saving goals, plans and energy consumption plans, and report them to the energy leadership team for approval. Then, energy consumption quota indicators will be formulated, and the annual energy consumption plan will be determined. The quota plan will be decomposed and implemented to the workshop and team machines month by month. The department establishes technical files for major energy-consuming equipment, conducts regular efficiency and energy consumption tests, and makes technical analysis to achieve economical and reasonable operation.

Meanwhile, we enhance energy consumption statistics work and regularly report various energy statistical statements. The statistical data should be true and accurate with realistic analysis. All kinds of original records are bound into neat and complete ledgers.

### ◎ Energy saving monitoring

The operation management department is responsible for monitoring the Company's energy conservation. An energy-saving monitoring station is set up to monitor and manage heat, electricity, fuel and water consumption.

**Water intake quota standard:** water consumption for plant production, water consumption for ground mining production, water consumption for heating area, and daily water consumption per capita;

**Electricity consumption quota standards:** the group companies shall formulate and issue annual consumption quota standards for performance evaluation. The key electricity consumptions include: comprehensive unit consumption of iron ore concentrates production, unit consumption of iron ore concentrates production, unit consumption of raw ore stripping, unit consumption of crude oil, unit consumption of RMB10,000 output value; process electricity consumptions are derived from ball mills, roller mills, ventilation fans, slurry pumps, crushers and hoists.

Meanwhile, we regularly carry out tests on power consumption equipments, which mainly include ball mill, water pump, air compressor, belt machine, hoist, transformer, roller mill and other large equipment. For issues identified during the test, relevant units are required to take measures to resolve within a specified period to ensure saving electricity.

**Fuel assessment standard:** for gasoline and diesel trucks and buses, the per-ton-kilometer unit consumption assessment is implemented; for small passenger and cargo vehicles, the 100-kilometer assessment is implemented; for special engineering vehicles and equipment, the fuel consumption can be assessed according to the work shifts and operating hours; the assessment of fuel consumption quota for large vehicles used in underground production is based on the actual transportation distance, stripping amount, and basic quota.

### ◎ Training, publicity and reward and punishment

**Training and assessment:** the completion of regular and irregular technical trainings are required for energy management personnel, technicians before officially assuming duties. Energy-saving monitoring personnel must pass the professional technical training and assessment and obtain the "Energy Conservation Monitoring Certificate (《節能監測證》)" issued by the national competent department before they can perform energy-saving monitoring tasks;

**Publicity and education:** we carry out energy-saving publicity work, make full use of various forms of publicity tools such as the Internet, radio, television, board newspapers, etc., vigorously publicize energy-saving knowledge and enhance the Company's employees' awareness of energy conservation to save energy;

**Reward and punishment measures:** we praise and reward units and individuals who have made outstanding contributions to energy management. Units and individuals who neglect energy conservation efforts with inadequate measures, causing losses and waste shall be imposed with economic penalties and criticism.

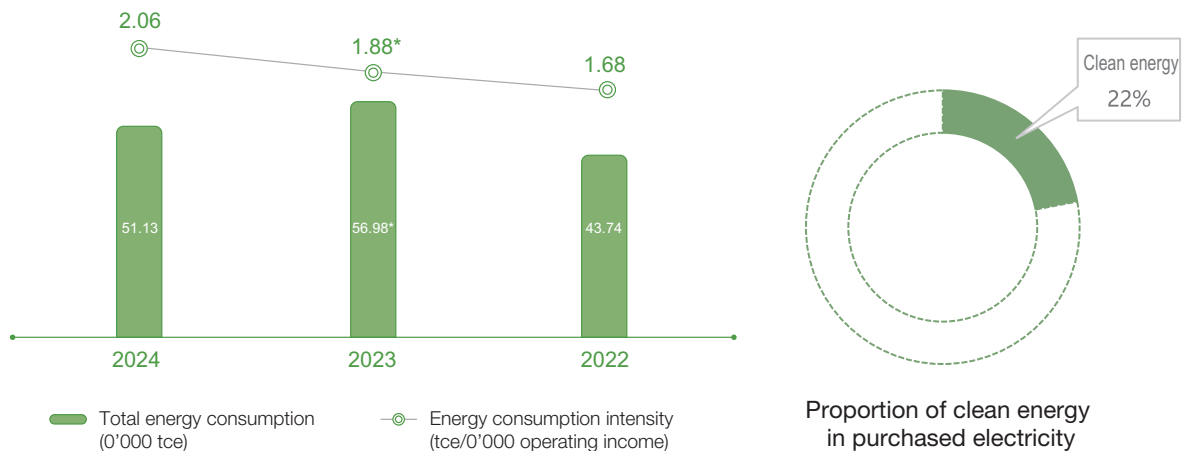
## Energy Consumption

In 2024, the comparable comprehensive energy consumption per metric ton of the products of underground mining of our Iron Ore Business was 1.47 kilograms consumed energy per metric ton ("kgce/t"), which is superior to the advanced value of national standard of 2.05 kgce/t; the comparable comprehensive energy consumption per metric ton of the products of mineral processing was 2.15 kgce/t, which is superior to the advanced value of national standard of 2.4 kgce/t. The comprehensive energy consumption of the high-purity iron unit product of Hanking D.R.I. was 527 kgce/t, representing an increase of 3.33% year-on-year, and the energy consumption of blast furnace operation was 395 kgce/t, representing a decrease of 0.23% year-on-year.

### Energy usage data

Category of		2024	2023	2022
Direct Energy	Gasoline (liters)	98,538	109,867	106,829
	Diesel (liters)	1,103,141	1,207,690	2,112,968
	Coke (metric tons)	423,063	471,033	380,785
	Coke powder (metric tons)	30,850	35,818*	10,717
	Blind coal (metric tons)	83,747	93,119	63,956
Indirect Energy	Power consumption (GWH)	239	263	212
	Of which: wind power and photovoltaic power consumption (GWH)	52	12	14

In 2024, the output of the Iron Ore Business was the same as last year, and the output of the High-purity Iron Business decreased by 13.09% year-on-year, due to cost reduction and efficiency measures, total energy consumption decreased by 6.36% year-on-year, but revenue decreased, so energy consumption intensity increased slightly. The Company has been committed to increasing the proportion of clean energy in its power supply while entering into contracts with local power suppliers, with the proportion of clean energy in purchased electricity of approximately 22% in 2024.



Note: The data marked with \* are corrected data.

## Water Resource Management

### ◎ Water resources management system

Our production activities, such as mining and smelting, have a strong dependence on water resources. Having clean and safe water resources is crucial for both our production and the lives of the local community where we are located. In terms of water resource management and protection, we strictly abide by the laws and regulations related to water resources management in the place where projects are located. The energy management leadership team is responsible for overall management. The operation management department is responsible for formulating water plans and water conservation systems and supervises and manages all units. The Company has formulated and strictly implemented the Measures for the Administration of Water Conservation.

There were no difficulties in obtaining water for each business segment of the Group, office and domestic use. All production water is recycled and reused with zero discharge; production wastewater is recycled and reused after being treated by sewage treatment equipment; domestic sewage enters septic tanks and is used as farm manure.

Target for water use: reduce the use of fresh water year by year.

### Water Consumption:

Category of	2024	2023	2022
Surface water (metric tons)	124,321	155,380	201,320
Underground water (metric tons)	673,233	625,725	395,615*
Municipal water supply (metric tons)	841,593	914,778	692,044*
Total water drawn from source (metric tons)	1,639,147	1,695,883	1,288,979*
Water consumption intensity (metric tons/'000,000 operating income)	660	560	495*

Note: The data marked with \* are corrected water consumption data.

In 2024, the total water drawn from source decreased by 3.35% due to the total revenue decreased by 17.96% resulting in an increase of 17.82% in water consumption intensity.

## © Water recycling

The mines of the Iron Ore Business utilize high-level water tanks to use underground gushing water and backwater from tailings ponds as production water for the mineral processing plant, realizing **zero discharge** of production water recycling, and the recycling rate has reached 97% for three consecutive years.

The High-purity Iron Business recycles production wastewater through wastewater treatment equipment. A new sedimentation tank was built in 2024, through which the wastewater could be recycled.

The Gold Mine Business developed a water management plan for the Rustlers Roost and Quest 29 mining areas in July 2022, and the wastewater treatment plant constructed at Tom's Gully mining area in 2023 has been put into use. The wastewater treatment plant is not only used for the discharge of pit water, but is also purified to meet drinking water standards. This will in turn provide water for staff dormitories during future mine construction and production. The mine pit water could be safely discharged into the environment after being treated and purified by the wastewater treatment plant, which is safe for livestock to drink and could be used as irrigation water by farmers in the community for farmlands, forests and orchards.



## © Risk Assessment for Water Safety

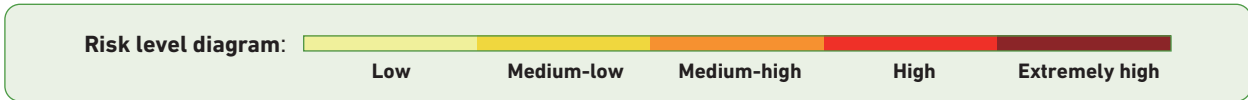
We have important mining and smelting projects related to the mining industry in Australia and Liaoning Province, China, and take water management measures according to local conditions to ensure water safety for ourselves and the surrounding communities.

During the reporting period, we conducted annual overall water risk analysis on our five subsidiaries distributed in different regions with the help of Aqueduct Water Risk Atlas, a tool developed by the World Resource Initiative (WRI), covering physical risk indicators affecting the amount of water (such as baseline water pressure, baseline water depletion, inter-annual variability, seasonal variability, decline in groundwater level, river flood risk, coastal flood and risk of drought), physical risk indicators affecting water quality (such as untreated wastewater, coastal eutrophication trends), and regulatory and reputational risk indicators (such as drinking water issues, sanitation issues, and RepRisk ESG risk index).

## I Analysis results

Three subsidiaries in China are located in areas with high water risks (EH: 4-5), which is mainly reflected in untreated wastewater, sanitation facilities not updated/shortage, and medium-high risks of flood and drought. Although the overall risks are high, a single analysis shows that the Reprisk ESG risk index in these areas is medium-low (LM: 25-50%) and the drinking water risk is medium-low (LM: 2.5-5%). It is expected that the water supply is abundant, with an optimistic estimate of expected water supply (available blue water) amounting 300-1000 cm per year in 2030. The actual risks are controllable and will not have an impact on production and operation and the environment as our mines and metallurgical enterprises have basically realized the recycling of production water with zero discharge.

Two gold mine project companies in Australia are located in Northern Territory and Western Australia, respectively, both in low water risk areas (L: 0-1), with low overall risk level. A single analysis shows that the interannual variation, seasonal variation and coastal flood risk of the Northern Territory project are medium. For the Northern Territory project, professionals with relevant environmental protection qualifications and rich experience are engaged to carry out surface water and groundwater detection throughout the year, and regularly check the water level and water body in the mining area to accommodate heavy rainfall and prevent dam break.



### © Practice of Water Source Protection

The construction site shall not be located in the areas that are legally designated as nature reserves, scenic areas, drinking water reserves or other areas that require special protection.

### Utilization of Mineral Resources

Green mining is not only about ecological construction, and green mining and processing is also an important measure. In terms of the Iron Ore Business, according to the national standards of intelligent mining industry, we are the first in the industry in China to build smart mine system. Leveraging on such system, we can optimize mining and processing through intelligent means, strengthen on-site operation management, and improve the recovery rate and extraction rate of useful metals in ore to improve resource efficiency.

### I Extraction rate and recovery rate of the Iron Ore Business

Min	Extraction	Recovery
<b>Maogong Mine</b>	Underground mining: 96.32%	Metal recovery rate of raw ore: 85.73% Magnetic iron recovery rate of raw ore: 98.54%

The underground mining adopts high layered medium and deep hole blasting mining method, which optimizes blasting parameters, reduces the explosive consumption and cutting engineering amount, and improves the extraction rate and minimizes the loss dilution rate.

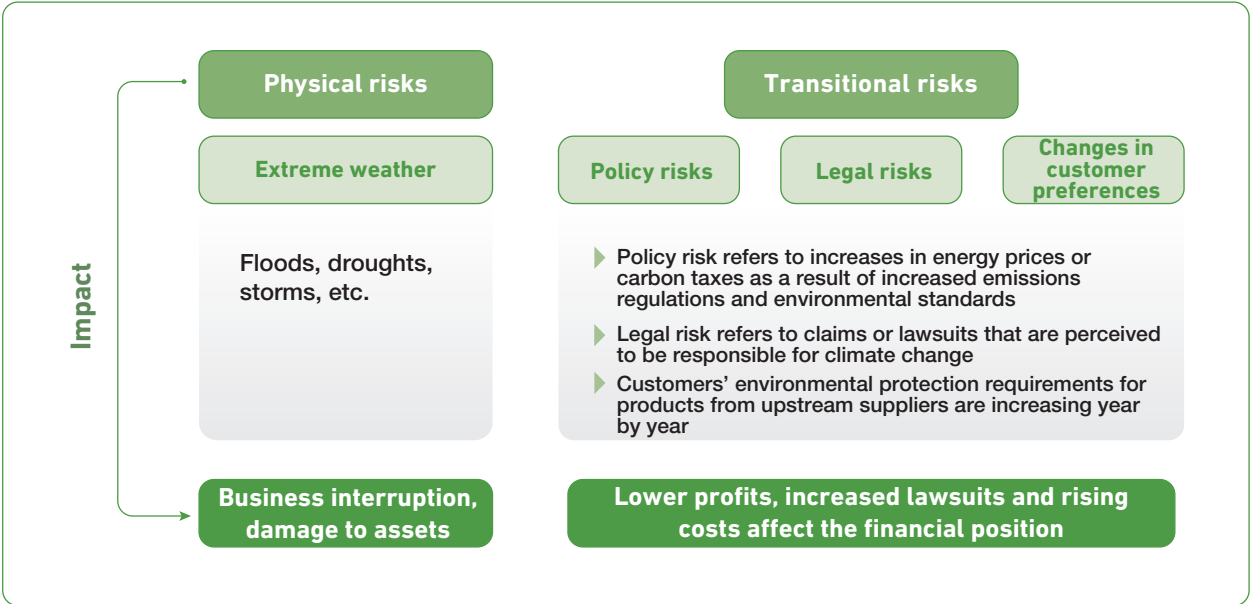
### Raw Materials and Packaging Materials

The Company's major products are iron ore concentrates and high-purity pig iron, which do not require product packaging and do not involve packaging materials. The main raw materials sourced by the Company from upstream suppliers are coke, anthracite and limestone, all of which do not require product packaging.

# ADDRESSING CLIMATE CHANGE

## Climate Change Management System and Policies

We have always been concerned about climate change and the risks and opportunities that climate change may bring to the Company’s business. Continuing to enhance energy efficiency, reducing carbon footprint and developing a cyclical economy are key drivers for our sustainable development. Climate-related risks are an important part of the Company’s ESG risk management. According to the division of responsibilities of the Company’s ESG Organization, the Board is responsible for identifying climate related risks and opportunities, formulating relevant strategies, and supervising the implementation. The HSEC Committee is responsible for assisting the Board in the overall implementation of climate risk related strategies, and each ESG working group is responsible for putting specific plans into practice and feeding back on information and opinions.



## Response to Physical Risks

Extreme weather may significantly impact the Company’s operations. For example, heavy rainfall may lead to risks such as tailings pond accidents, damage to roads and an increase in the amount of water surging from underground operations; snowfall and persistent low temperatures may lead to icy roads, transport disruptions, and difficulties in commuting for employees. Each business segment of the Company has prepared and filed the emergency plan for safe production accidents and the emergency plan for environmental accidents with relevant government authorities, and equipped with sufficient emergency supplies and equipment to deal with emergencies. We have established internal emergency rescue teams and signed an agreement with a professional rescue team. Emergency rescue teams maintain real-time climate monitoring, issuing advanced warnings and implementing preventive measures when extreme weather is forecast. These measures may effectively cope with extreme weather, and reduce the loss of disastrous weather to the Company.

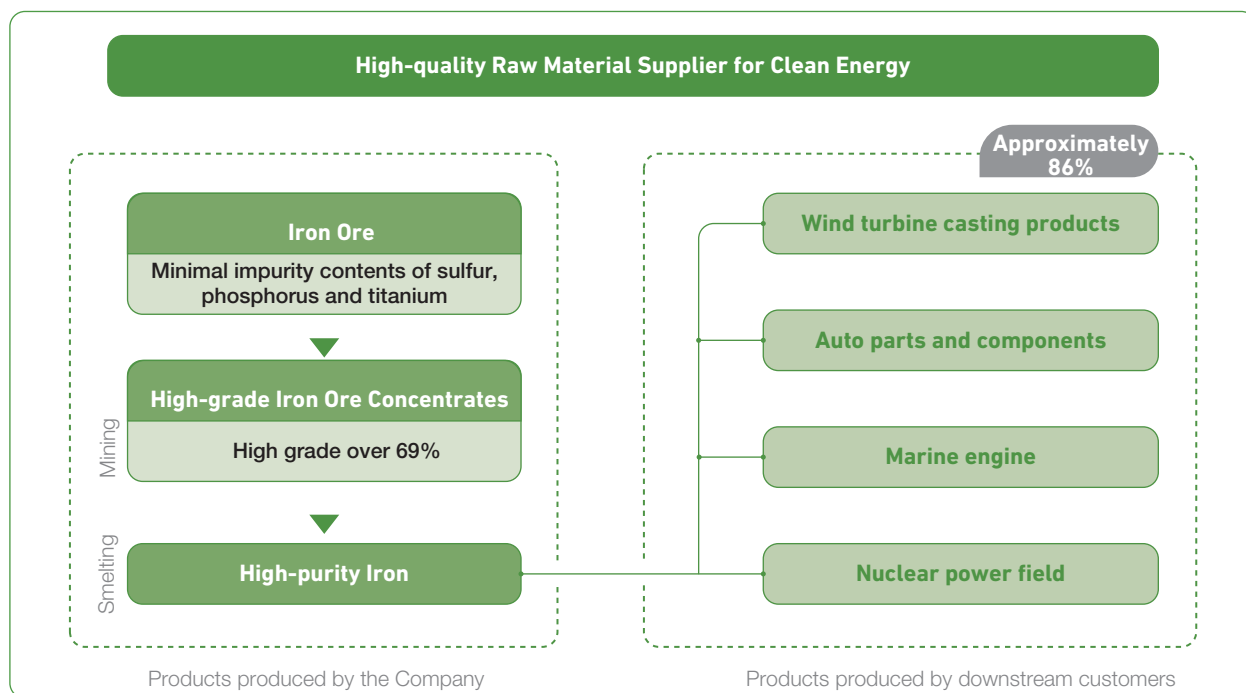
In 2024, the Iron Ore Business and the High-purity Iron Business carried out a total of **129 emergency drills**, through which the workers’ ability to respond to emergencies can be improved, with an aim to prevent any environmental accidents and the expansion of negative impact.

## Response to Transitional Risks

As the world economy shifts to a low-carbon economy, the transitional risks that the Company may face in the future are mainly reflected in the increasingly strict environmental policies and emission regulations related to the Company's business activities, claims or lawsuits that are perceived to be responsible for climate change, and changes in customer preferences (downstream companies' environmental protection requirements for suppliers are increasing year by year), which has led to an increase in the Company's environmental compliance costs and raw material costs such as coal and coke, as well as costs such as environmental protection tax and carbon tax. The Company has formulated environmental management systems and upgraded environmental protection equipment so as to ensure that emissions are discharged up to standards, and by adopting smart management and improving production processes, to reduce energy consumption required for production as a way to produce low energy consumption, eco-friendly products that are more popular in the market.

## Transforming into a High-quality Raw Material Supplier for Clean Energy

Risks often accompany opportunities. Climate change accelerates energy transformation worldwide. In order to seize the opportunities brought by the development of the new energy industry, the Company acquired the High-purity Iron Business in 2019. Since 2020, the revenue from high-purity iron has accounted for more than 50% of the Company's total revenue, marking the Company's transformation from a bulk resource manufacturer to a new energy material supplier. The annual production capacity of the Company's High-purity Iron Business is 930,000 metric tons. In 2024, its production and sales volume were 757,000 metric tons and 753,000 metric tons respectively. Among them, the sales volume of ductile casting iron for wind power accounted for about 86% of the total sales volume, providing downstream casting customers with stable quality and reliable quantities of high-end ductile iron. Our high-purity iron mainly features extremely low content of harmful impurities such as phosphorus, sulfur, titanium, and reverse spheroidizing elements, strong corrosion resistance, and high tensile strength. It is very suitable for casting requirements of major equipment used in wind power, nuclear power, and marine engineering. In the future, we will also use high-quality raw materials of high-purity iron to assist the transformation of global energy structure.



In April 2024, in the selection activity conducted at the “2024 Domestic Iron Ore Whole Industry Chain Summit Forum (二零二四國產鐵礦石全產業鏈高峰論壇)”, our Maogong Mine won the honour of “**2024 Domestic Iron Ore Brand Supplier-Green Benchmark Mining Area** (二零二四國產鐵礦石品牌供應商-綠色標桿礦區)” in the industry by virtue of its outstanding performance in green mine construction, product quality, quality control and market reputation, etc.

## Climate Change Management Goals and Plans

The Company has actively responded to the nation's “dual carbon” goals and takes climate change management as a long-term development strategy. We are committed to promoting the low-carbon transformation of our businesses by optimising our energy structure, enhancing energy efficiency and exploring the application of cleaner technologies to reduce carbon emissions from our operations. In the future, the Company will formulate scientific carbon reduction goals based on the characteristics of the industry, improve the climate risk management system, practice the concept of green mining, and contribute to the realisation of sustainable development.

# Employment and Labour Practices

**CHINA HANKING'S SOCIAL RESPONSIBILITY  
CONCEPT OF PUTTING PEOPLE FIRST, RESPECTING  
EMPLOYEES' RIGHTS AND INTERESTS, AND PAYING  
EQUAL ATTENTION TO SAFETY AND DEVELOPMENT**

- Occupational health and safety
- Labour standards
- Employment
- Development and training





## OCCUPATIONAL HEALTH AND SAFETY

### Governance Structure and System

The health and safety working organizations at all levels of the Group from the Board to the production workshops at each business segment have been set up and are responsible for the implementation and monitoring of health and safety work, constituting a multi-level health and safety management system and organizational structure as well as a comprehensive fleet of competent personnel.

**Production safety management system:** production safety committees of mining companies-production safety committees of various production systems-safety and environmental protection divisions of various production systems-safety officers. Those committees, composed of personnel related to various production safety departments, regularly coordinate and communicate production safety matters.

**Daily management organization of production safety:** general manager-director of safety and environmental protection-safety and environmental protection department-safety and environmental protection divisions of production workshops-workshop safety officers



The Group strictly abides by the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), Labour Law of the People's Republic of China (《中華人民共和國勞動法》), Law of the People's Republic of China on Prevention and Control of Pneumoconiosis (《中華人民共和國塵肺病防治條例》), Special Provisions on Labour Protection for Female Employees (《女職工勞動保護特別規定》), Safety Regulation for Metallic and Non-metallic Mines (《金屬非金屬礦山安全規程》), Provisions on the Supervision and Administration of Labour Protective Articles (《勞動防護用品監督管理規定》), and Standard for Outfit of Labour Protection Articles (《勞動防護用品配備標準》). In accordance with the above laws and regulations, the Group strives to enhance occupational hazard evaluation, and monitors the occupational health condition at workplace, so as to provide scientific basis for the proper prevention and treatment of occupational diseases. During the reporting period, the Group revised the Safety Management System(《安全管理制度》), the All-staff Production Safety Responsibility System (《全員安全生產責任制》) and the Post Operation Safety Rules (《崗位安全操作規程》), and there were no violations.

### ◎ Production Safety Responsibility System

During the reporting period, the Company revised the All-staff Production Safety Responsibility System (《全員安全生產責任制》), established a sound responsibility system for all employees' safety in production based on the principle of "comprehensive coverage" and the relevant production safety law as the criterion, ensured every employee and post concerned, and carried out training and education to promote the implementation of a pair of responsibility for a post. Nine departments signed the responsibility letter for production safety, which defines the objectives, management scope, rewards and punishments, supervision and assessment, and promoted each production unit to sign the responsibility letter with its workshops and teams at all levels, and implemented the reward and punishment mechanism for production safety to facilitate the fulfillment of the production safety responsibility.

## ◎ Certification of Occupational Health and Safety Management System

We strictly comply with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and adopt the ISO45001 safety/occupational health management system. The Company, based on the design of occupational disease protection facilities, strengthens its own building and enhances the management of the occupational disease protection system, reduces occupational hazards, replaces manual operation through technical transformation and mechanized transformation, reduces the exposure of occupational hazard factors, strengthens individual protection, and provides personal protective equipment that meets national standards for people who are exposed to occupational hazards to ensure the occupational health of workers. In terms of active protection, we establish and improve relevant management systems and operating procedures, regularly carry out safety education, promote safety standardization, distribute compliant articles for labor protection in terms of on-site management, and take interval operations for those posts which are exposed to dust, noise and high temperature to implement the responsibility system for production safety for all employees.



Occupational health management personnel are also managed by the safety and environmental protection division, which will receive the identified problems reported by the relevant personnel and then report to its leader and personnel in charge. A production safety committee including construction teams of subcontractors were set up, which is responsible for making decisions on occupational safety and health-related work, holding a regular meeting once a month, summarizing the work of last month, assigning tasks for next month, and discussing major issues related to occupational safety and health. There were no violations in the assessment of the responsibility system for production safety in 2024.

The Group organizes all employees to have health checkups every year and its employees participate in medical insurance. The Company has a staff canteen to provide a balanced working meal every day, and it has a recreational and sports center to provide employees with entertainment venues to do exercise, fitness and reading.

## Risk Management

The Group has always adhered to the guideline of putting safety first with prevention, equipped itself with complete production protection equipment, established systems and operating procedures, and strengthened safety awareness by taking health and safety protection measures, safety supervision and assessment, financial guarantee and other ways to ensure employees' health and safety in production.

## ◎ Health and Safety Training

In order to improve the health and safety awareness of employees, the Group organizes training for employees every year, and conducts targeted emergency rescue training and disease prevention lectures to strengthen humanistic care. The Group holds regular meetings on work safety, gives safety tips before work every day, completes safety training for construction personnel prior to commencement of work, promotes safety activity months and safety lectures, organizes safety knowledge contests and practical operation skills competitions for major types of work, and sets up safety and health work bulletin boards, safety warning signs, banners, slogans, etc., to improve the safety awareness and risk prevention ability of employees.

The workplace is equipped with complete safety protection facilities, and employees are required to wear labor protection articles when entering the workplace. The main labor protection articles equipped are safety helmet, miner's lamp, self-rescuer, insulating boots, protective glasses, protective earplugs, special work clothes, gas masks, acid-proof gloves, etc.

During the reporting period, all employees participated in various safety training, and the number of hours of safety training per person was 24.2 hours. All new employees attended 72-hour induction training to improve their awareness of safety prevention by learning the production safety law, company rules and regulations, notification of hazards in production areas, operating procedures and accident cases. The existing employees, after taking up the post, shall lead the new employees to help them to be quickly familiar with the production process.

Throughout the year, 52 education weekly reports on various safety accidents nationwide were issued, and every employee was informed of such safety accidents as a warning through team safety activities, safety meetings and other means to enhance their awareness of safety accident prevention.

		Unit	Total
<b>Safety education (internal training)</b>	Three-level safety education for new employees	Employees	168
	Safety re-education	Employees	1,638
	Daily safety education and training	Employees	11,114
<b>Safety managers</b>	Initial training	Employees	29
	Second review	Employees	112
<b>Employees for special operation</b>	Initial training	Employees	13
	Second review	Employees	78
<b>The number of hours of safety training</b>		Hours	41,771
<b>Number of staff who have received safety training</b>		Employees	1,729
<b>The number of hours of safety training per person</b>		Hours/Employee	24.2

\*A 72-hour induction training for every employee is not included in the total training hours for the year



**The theme activity of safety activity month-everyone stresses safety, everyone masters emergency response-open up the life channel**

**Publicity:** Educate employees through customized publicity slogans and banners, safety sign hangings, etc.,

**Assessment:** Safety training examination for all staff,

**Emergency drill:** (1) A drill of emergency rescue plan for gas poisoning shall be conducted in the ironmaking hot blast stove area; (2) A drill of limited space emergency rescue plan shall be conducted in the valve well in front of the office building; (3) Fire emergency evacuation drill shall be carried out in the office building,

**Review:** Conduct a review after the drill, combined with live images to enhance safety awareness and strengthen emergency response capability

## © Safety Supervision and Assessment

Maintain regular and irregular inspections and assessments, including quarterly inspection, monthly inspection, weekly inspection, daily inspection, spot check, and mutual check, so as to discover potential safety hazards in a timely manner and make effective rectification. Focus on monitoring key hazard sources such as underground operation sites, temporary storage points of explosives, tailings ponds, etc. Include the safety management of subcontractors into the Company's safety management system. Strictly implement the safe production responsibility system assessment, implement the safety one-vote veto system, link the effectiveness of safe production work with personal economic interests, promotion, evaluation and awards, and strictly reward and punish. Implement the safe production responsibility at all levels and sign the safe production responsibility form. Responsibility for production safety is implemented to specific person. The Iron Ore Business conducts safety supervision and assessment for each mine every quarter, and the Mine Safety and Environmental Protection Division conducts safety supervision and assessment for the workshop, and implements the responsibility of safety supervision at all levels.

During the reporting period, the Group carried out a comprehensive fire safety and health inspection, special inspection before major holidays, and investigation of key hazards for 286 times, and identified and rectified on-site problems and safety hazards within the specified time.

In addition, in view of the first of three major dangers in the metallurgical industry, the Group relies on its own funds to focus on the prevention of gas poisoning and leakage, organizes meter inspection before installation of carbon monoxide monitoring and alarm devices, and conducts regular checks after installation. In addition to the daily inspection of gas protection stations, the Group conducted regular and additional sudden special inspection of gas systems for 15 times during the year.

In addition, the Group strengthens the safety supervision of subcontractors, and has entered into 21 safety agreements with relevant companies involving raw material transport companies, raw material unloading, iron ore beneficiation and engineering construction. For the subcontractor construction unit, the Group carries out daily safety supervision, signs safety agreements before construction, keeps all image evidences relating to the person in charge of safety, the safety deposit payment, training and examination, and inspection of special work certificate, pays special attention to special weather and heavy lifting, and strictly investigates violations of rules and regulations. The Group has carried out special inspection of the construction for 3 times, and identified and rectified 12 hazards in site operation within the specified time.

## © Emergency Plan and Drill

According to the filed emergency plan, 124 drills were completed, including special drills, on-site disposal plans for emergency and three-prevention drills for precursor chemicals and explosives.

## © Improving the Efficiency of Safety Management with Technology Empowerment

As at the end of 2024, according to the requirements of Ministry of Emergency Management of the PRC, Liaoning Provincial Department of Emergency Management and other superior regulatory authorities, the Group established an early warning system for corporate safety risk, connected the surveillance image of the Company's key areas, the operation parameters of main equipment relating to safety and alarm data with China Hanking's smart mine platform to achieve online early warning, in order to realize digitalized and smart safety management.



### Improving approvals for three hazardous operations

**High-purity Iron Business:** The Group improved and strictly implemented the approval, supervision and the relevant ledger of three hazardous operations (blind disk drawing and blocking, fire operation and confined space). During the year, there were 423 approvals for the fire operation, 97 blind disk drawing and blocking with gas, and 279 approvals for hazardous operations in confined spaces, with a total of 570 approvals, up by 40.1% year-on-year, representing that all units and employees are fully aware of the importance of hazardous operations, and the approved operations were safe and accident-free during the year.

## Indicators and Objectives

Up to now, the Group has achieved the targets of zero death, zero serious injury accident, zero incidence of occupational disease, zero fire and zero environmental pollution for eight consecutive years through continuous enhancement of health and safety risk control. During the reporting period, improper safety protection measures taken by the equipment department of the subsidiary during the process of equipment maintenance led to three minor injuries and lost working hours totaling 21 days.

Indicators	Unit	2024	2023	2022
Number of employee fatalities	person	0	0	0
Number of minor injuries	person	3	0	2
Number of working days lost due to work-related injuries	day	21	0	60
Lost time injury rate per million hours worked (LTIR)	/	0.87	0	0.57
Total recordable incident rate per million hours worked (TRIR)	/	0.87	0	0.57

Notes: Lost time injury rate per million hours worked (LTIR) = Number of persons with lost time injury ÷ Total number of hours worked x 1,000,000

Total recordable incident rate per million hours worked (TRIR) = Number of persons with recordable incident injury ÷ Total number of hours worked x 1,000,000

100%

Rectification rate of accident risks

Implementation rate of safety instructions

The rate of “three-level” safety education training for newly-recruited employees

The rate of “three-level” safety education training for all employees

The rate of attendance with special operation certificate

The Company arranges physical examination for employees at positions with potential occupational hazards on a regular basis, and strengthens occupational diseases examination for those who are exposed to dust, toxic and hazardous materials. In 2024, the Group has organized all employees to undergo health checkups, and arranged 1,306 employees to accept checkups for occupational diseases.

### © Fund Support for Production Safety

The Group ensures fund investment in health and safety and sets aside safety measures fees for health and safety protection every year, which are used for the improvement of the Company’s production safety conditions, the addition, updating and maintenance of safety equipment and environmental protection facilities, the purchase of labour protection appliances, special equipment inspection as well as safety promotion and education. Through the above investment in safety and environmental protection, the level of mine safety and environmental protection has been further improved.

During the reporting period, the Group invested approximately RMB53.93 million in safety measures fees in total and conducted 323 special equipment inspections.

## LABOUR STANDARDS

The Group follows the relevant provisions in the Labour Law and the Labour Contract Law and abides by International Labour Standards (ILS) to safeguard the labour interest.

The Group respects the right of workers to choose their profession freely, regulates labour management, prohibits forced labour, prohibits the recruitment and use of child labour, so as to protect the health and safety of our employees and enhance the management of occupational health. In the event of major operational changes and other matters that may have a negative impact on employees, the Company will notify employees in advance to minimize the negative impact as much as possible. During the reporting period, the Group has never recruited or used child or forced labour.

A human resources department is established by the Group's headquarters and various levels of corporate bodies to regularly review and deal with violations of labour standards. During the reporting period, no violation of labour standards was identified.

### Labor Union Membership and Collective Bargaining Agreements

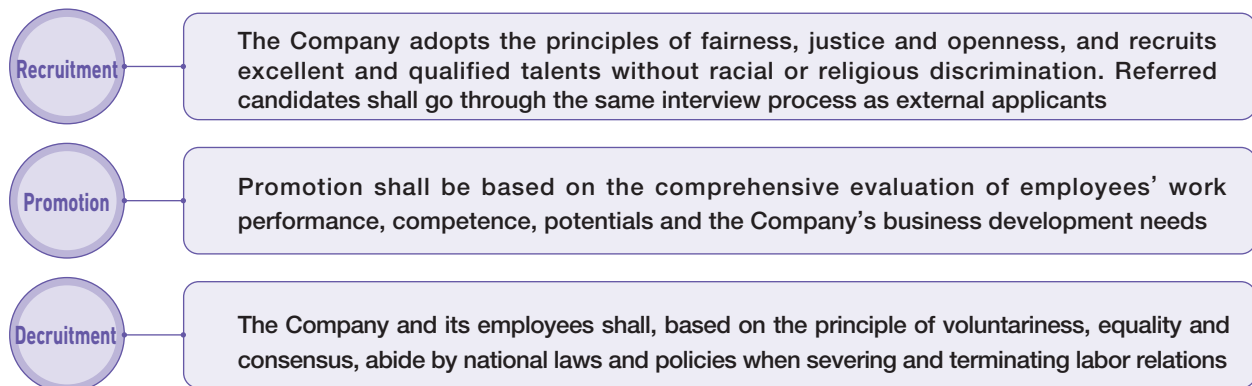
A labour union is established by various levels of corporate bodies of the Group as required and employees may join a labour union of their own free will. The Group has signed the Special Collective Contract on Protecting Female Employees' Labour Rights with female employees. It is prohibited to interfere in any way with the establishment, operation or management of workers' organizations or collective bargaining, and the rights of employees to join, form or not to join labour unions are respected. In 2024, there were no incidents related to freedom of association and collective bargaining risks.

Aoniu Mining conducted an equal consultation on issues such as employees' wages, labour safety and health, and the protection of the rights and interests of female employees, and reached a consensus, forming the Special Collective Contract on Wages, the Special Collective Contract on Labour Safety and Health, and the Special Collective Contract on the Protection of the Rights and Interests of Female Employees of Aoniu Mining. Aoniu Mining held a general meeting of staff representatives to consider and approve the above three collective contracts, and submitted them to Fushun County Human Resources and Social Security Bureau.

## EMPLOYMENT

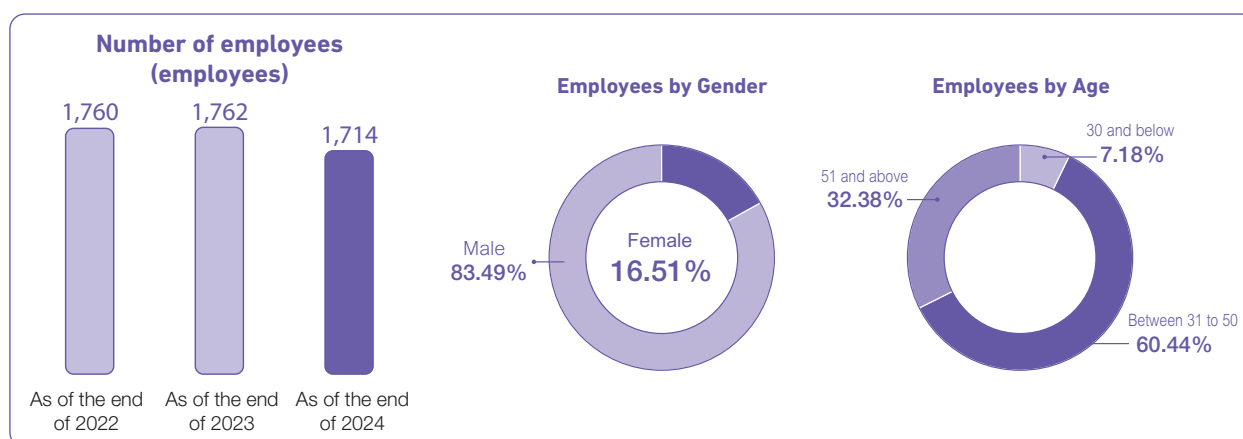
The Group recognises that employees are its most important and valuable assets, while striving to develop a fair, respectful, diversified, cooperative and friendly corporate culture and working environment. With a view to enhancing the satisfactory level of the staff, the Group provides the staff with competitive remuneration packages and implements a sound performance appraisal system with appropriate incentives, and offers comprehensive training programmes, so as to encourage the staff to reach their full potential and contribute their talents.

The Group adheres to the talent philosophy of "self-actualization, repaying society, being both virtuous and talented, right man for the right job, equality of opportunity, and survival of the fittest", provides employees with equal career development opportunities, sets up promotion channels for each post, and sets a stage for employees with ideals, capabilities and willingness to realize their dreams and show their talents based on job requirements and their own competence.



The Group protects the rights and interests of employees in strict accordance with the requirements of the Labour Law of the People's Republic of China. We look to achieve mutual development between individual employee and the enterprise. As at 31 December 2024, the Group has a total of 1,714 employees (as at 31 December 2023: 1,762), all of whom are full-time employees and in this regard 16.51% are female employees and 6 are employees of overseas companies. During the reporting period, the total employees' turnover rate of the Group was 4.55%. The Company actively recruits new college graduates to ease the pressure of social employment. At the same time, the Group reserves new talent forces for the enterprise and promotes the building of talent teams and the corporate sustainable development.

During the reporting period, due to the active recruitment of fresh college graduates, we obtained the "social security subsidy for encouraging the employment of college graduates" issued by Fushun Employment and Talent Service Center, with an amount of approximately RMB89,000.



## Employee turnover rate

	Total	By gender		By age			By region	
		Male	Female	30 and below	Between 31 to 50	51 and above	Mainland China	Areas outside China
Turnover rate (%)	4.55%	3.85%	0.70%	0.64%	2.63%	1.28%	4.57%	0%

Note: Turnover rate = The number of employees in this category lost during the reporting period ÷ The total number of employees in this category at the end of the reporting period

## Diversified Employment Policy

The Group pays attention to an equal and diversified corporate culture and employment policy, and provides equal development opportunities for all employees. We promote the idea of diversity and inclusiveness to the management and employees in various ways, which involves fair treatment for employees with different nationalities, races, genders, religious beliefs and cultural backgrounds, no tolerance of any kind of discrimination, a focus on talent training and the building of a diversified talent system. The Group has female employees among the middle and senior management, technical and operational personnel and production personnel.



## Remuneration and Welfare Management System and Policy

The Group's remuneration policy is based on the principle of "those who deliver more will be paid more". Remunerations are determined in accordance with individual contribution and performance of employees. The contributions of key managers and employees will be recognized and stimulated. Assessment and distributions are made via basic salary, performance salary, overtime salary, bonuses, allowances, share incentive plans and other forms. The ordinary employees are paid under a monthly salary system, including basic salary and overtime salary. The salary of the sales employees includes the basic salary and commission, which is assessed based on the completion of the sales return. Employees' income will be adjusted from time to time in accordance with the Company's operational results, the value of employee positions, individual capability and performance, the level of social development and other factors, with the goal of motivating employees at work. It is advocated that employees' income is closely linked to the Company's production and operation results, and the Company strives to create an attractive platform to attract and retain outstanding talents to grow with the Company.

The Group establishes a comprehensive welfare guarantee system. In addition to paying five social insurances and one housing fund for employees in accordance with the laws and regulations, we also provide employees with other benefits including supplementary housing fund, subsidies related to transportation, communication and accommodation (for non-local employees), lunch subsidy, holiday benefits, wedding benefits, consolation for the injured and ill, employee birthday, summer sunstroke prevention, etc. In 2024, the Company paid 100% of the old-age insurance.

## Performance Feedback and Complaint

The Company formulates the Management Measures for Employee Performance Evaluation, establishes a performance evaluation and feedback system, and strengthens the fairness, impartiality and openness of the performance evaluation process. The immediate superior regularly evaluates the work plan and objectives and gives feedback and guidance.

For the year ended 31 December 2024, the aggregate remuneration expenses and other employee benefits costs of the Group amounted to RMB207,997,000 (2023: RMB219,324,000). Employee costs include basic salary, commission and bonus, housing allowance, pension, medical insurance, occupational injury insurance and other insurances required by the government. In accordance with the remuneration policy of the Company, the income of employees is related to the performance of individual employee and the operation performance of the Company. The Company carried out performance assessment to stimulate employee in initiatives, so as to enhance the operation performance of the Company.

## Providing Assistance for Employees in Difficulty

On the eve of the Spring Festival in 2024, the Party committee and the labor union of the Group jointly visited, expressed and sent the care and warmth of the organization to those needy employees and their families, those offerings including rice, noodles, oil, milk, eggs and other necessities, as well as condolence payments to satisfy their urgent needs. In recent years, as the income level of employees of Hanking Group has gradually improved and the Company's welfare protection has been comprehensively enhanced, there are no employees with abject poverty.



## Corporate Culture Development

In every festival or memorial day, the management at all levels will visit the front line and extend their sincere care and greetings to employees who are still working on their positions. Every summer, the labour unions of each subsidiary will carry out the activity of bringing coolness in summer, and send heatstroke prevention and cooling items to employees.

In order to enrich the employees' leisure life and enhance their physical and mental health, all business segments of the Company also have staff recreation centers with large scale and full facilities, providing books, entertainment and fitness facilities, etc. The Group organizes health examination and tours every year and holds various vocational skills competition, sports and social activities for the employees. In addition, through the active organization of participation in voluntary blood donation activities and compulsory tree planting activities, employee birthday parties and other activities, the Company cultivates the team spirit and creates a good atmosphere in which all staff participate and strive to improve. Hanking Australia organizes various recreational and sports activities, Christmas and Chinese New Year dinners every year, and arranges different cultural activities, such as Australian Aboriginal Culture Festival and Easter.



Cultural and sports activities to welcome the Spring Festival



Organizing employees to participate in social sports events



Visiting ex-soldiers



Recreational activities

## Working Hours and Holidays

The Group strictly complies with the provisions regarding working hours and holidays under the law of the places where each business operates. The administrative departments at the headquarters of the Group adopt a five-day week working pattern with eight working hours a day. The production departments work in shifts with consideration of the actual production conditions. The Company provides personal leave, annual leave, marriage leave, compassionate leave, sick leave, parental leave (maternity leave for female employees, nursing leave for male employees, and 3 employees who returned to work after taking parental leave in 2024), pregnancy test leave and work injury leave (statutory holidays and public holidays are not included in annual leave) for the convenience of the employees to balance their work and life.

During the reporting period, the Group had no cases of non-compliance with relevant laws and regulations on remuneration and benefits, working hours and holidays, anti-discrimination and violation of other rights and benefits.

## DEVELOPMENT AND TRAINING

The Group encourages employees at all levels to learn professional knowledge. We have established a comprehensive employee training system and developed different training content for our employees, based on different ranks and position characteristics, including corporate management, management skills, professional qualifications and professional skills. The Group has formulated and implemented the Administrative System on Training. We help employees improve their professional quality and work skills, establish team awareness and promote the common development of employees and enterprises by organizing training activities with rich contents and various forms.

The training of the Group is available to all the staff, subject to the overall planning by the Human Resources (HR) Department of the headquarters and each subsidiary. The HR Department of the headquarters conducts annual training needs survey for all employees every year. After careful analysis of the feedback, the survey results are used as basis for formulating next year's training plans. The Company formulates annual training plans and sets performance targets, mid-year review and year-end summing-up based on the Company's resources, and performance may be an important reference for pay adjustment and performance appraisal. In 2024, training of the Group has been changed to online and offline training together, and the time arrangement and organization became more flexible and convenient.

### Training for Directors and Management

The Company places great emphasis on training for Directors and management, and requires its Directors to learn the "Guidelines on Directors' Responsibility" issued by the Registrar of Companies in Hong Kong, the "Listing Division Newsletter" issued by the Hong Kong Stock Exchange, the reports on the review of issuers' compliance with the Code on Corporate Governance, and the Anti-fraud Awareness Training and other training materials issued by the Company by themselves. The company secretary shall attend not less than 15 hours of professional training courses every year.

For the executive group, during the reporting period, the Group established the "2024 Key Talent Growth Training Camp", and provided 12 tailored systematic courses for a total of 15 days for the executive group, including coaching leadership and management ability improvement. Thanks to a lot of learning on materials and practices in this training camp, the trainees not only gain rich knowledge, but also get their inspiration to learn independently, further energizing and enhancing the Company as a whole.

Relevant business managers of subordinate enterprises also actively participated in management courses. During the year, 18 special trainings were organized, with a total of 308 participants, and the satisfaction evaluation of training management achieved 96% or above.



Key Talent Growth Training Camp

## Training for Employees

### ◎ The headquarters of the Group

The headquarters launched the activity of “2024 Reading & Sharing Session (2024年度讀書分享會)” throughout the year with the view of encouraging employees to read and read good ones. For the goal of “sharing and growing up together (一起成長、一起分享)”, Hanking Reading Corner (罕王圖書角) was established and books were recommended among employees, who spontaneously teamed up with others to develop a habit of reading and form a well-established learning environment. During the year, the Reading & Sharing Session was held 36 times with 135 participants.

The headquarters of the Group continued to take advantage of the rich learning resources of “Cool College” (an online training platform for enterprises with 50 post series courses and thousands of micro-courses), required employees to set quarterly learning plans and appraised and elected annual outstanding learning employees through individual points competition. The employees of the headquarters of the Group learned via online courses using Cool College with a total of 1,085 hours throughout the year.

### ◎ The iron ore segment

Pursuant to the annual training plan, the Company focused on enhancing the theoretical attainment and practical skills of its professional technicians to strengthen its capability of technological development and technical innovation. The Company utilized its proficiency in mine management and referred to its Training and Management System (培訓管理制度), by which training responsibility and accountability was specified, and promoted informatization by applying a diversified training model integrated with online and offline approaches. Meanwhile, the Company continued to carry out standardization training to fully improve employees’ comprehensive quality. In 2024, the Company reserved traditional in-class training while obtaining remarkable results on its innovative idea of deploying trainers resources to the front line of production as well as implementing the “Hanking Courses (罕王小課堂)” project by way of “pilot groups (試點班組)”.

The human resources department conducted a position assessment interview with the management and technician personnels on a regular basis to precisely understand employees’ performance as well as demand and conducted training and investigation for operating personnels on the spot of production from time to time. Training strategies and courses arrangement were adjusted and optimized according to the requirements for different positions and the training schedule of the Company. The Company performed employee satisfaction surveys via an online platform and held seminars for new employees as an unimpeded feedback channel.

The Company is dedicated to establishing a competent internal trainer team, which provides courses covering various professional sectors such as geology, metrology, mining, mineral processing and automation. The Company carries out systematic investigations to customize a series of vocational skills upgrading courses for different positions and expands the scope of courses through various teaching forms including video courses, face-to-face sessions and group discussion. The Company awards and rewards distinguished employees to stimulate their passion for learning. Such measures taken have not only enhanced employees’ knowledge and skills required for duty fulfillment, but also have improved their loyalty, which further elevates the overall efficiency and quality of work.

## I Online courses

During the reporting period, via the training platform of “友空間” a total of 26 online courses were delivered, which were based on actual needs of disseminating online courses and inclusive of external footages and materials. During the process, an aggregate of five internal trainers actively participated in the development and production of courses. A total of 2,949 participants completing the learning of online courses with a completing rate of 96.1% recorded.

	Management	Safety	Technique	Culture	Total
Courses (lesson)	3	15	6	2	26
Completing employees	872	1,975	44	58	2,949

## Face-to-face courses

According to the annual training plan, training activities catered to key technology, maintenance, and operation positions were fully conducted. During the year, a total of 124 face-to-face courses were carried out, in which 24 internal trainers participated. The courses were mainly comprised of technique courses, followed by management courses. A total of 724 employees completed the relevant training with a completing rate of 93.2% recorded.

	Management	Safety	Technique	Production	Culture	Total
<b>Courses (lesson)</b>	24	24	33	1	42	124
<b>Completing employees</b>	250	55	331	12	76	724

## Tapping the strength of internal trainers

Considering the features of enterprises engaged in iron ore production, the Company has attached significance and priority to the construction of an internal trainer team for employees, mainly adopting a teaching model dominated by internal trainers and supported by external trainers. Training is conducted regularly for internal trainers, entry-level employees and core personnels to promote their training capability in respect of different professional sectors. The training team consists of engineers, technician experts and middle as well as senior management personnels in terms of geology, metrology, mining, mineral processing and machinery within the Company as well as core personnel as to various sectors. The teaching content covers a wide range including mine management, geological surveys, mining and processing technology, mechanical foundation, electrical technology, production safety, production technology as well as culture and health. Especially in respect of the preparation of courses related to mining and processing technology for non-coal mines, Hanking Mining's trainers have further enhanced the soft strength of the Company with their sufficient experience.

## The training contents for internal trainers in 2024

Number	Training title	Class of internal trainer	Training class hour	Number of participants
1	Building a knowledge model for excellent trainers	Preliminary	1	39
2	Methods for effective assessment of the quality of training courses	Preliminary	1	39
3	The three pillars for internal trainers	Preliminary	1	39
4	How does learning occur	Preliminary	1	39

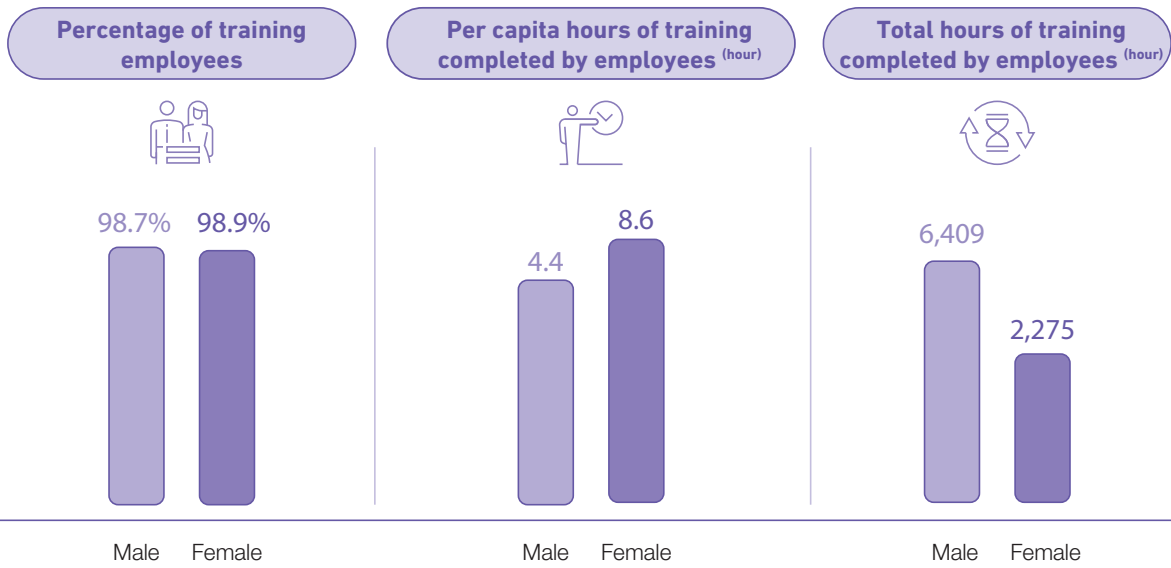


Training in production safety



Workgroup training session

**In 2024, the training employees of the Group and percentage**



Employee category	Gender	Number of employees	Number of training employees	Average training (hours)	Percentage of training employees	Total training (hours)
Senior management	Male	24	20	18.5	83.3%	444
	Female	4	4	78.8	100.0%	315
Middle management	Male	39	34	9.6	87.2%	376
	Female	7	7	72.6	100.0%	508
Technological and operational employees	Male	214	209	6.3	97.7%	1,350
	Female	20	19	9.0	95.0%	180
General staff	Male	1,173	1,168	3.6	99.6%	4,239
	Female	233	231	5.5	99.1%	1,272
Total	Male	1,450	1,431	4.4	98.7%	6,409
	Female	264	261	8.6	98.9%	2,275



**Skill competition for employees**

As at 30 September 2024, the General Labor Union of Fushun County and Hanking Group jointly held the Skill Competition for Employees in the name of “Craftsman and Dream Cup (匠心築夢杯)” of Fushun County and the Seventh Skill Competition for Employees of Hanking Group at Hanking Center for Cultural and Sports Activities (罕王文體活動中心), the convening of which was not only a test for the skill level of employees, but also was an extension and promotion of craftsmanship. The Competition further stimulated the enthusiasm of employees to learn technique and practice skills and developed an atmosphere with respect for work and skills.





# Operating Practices

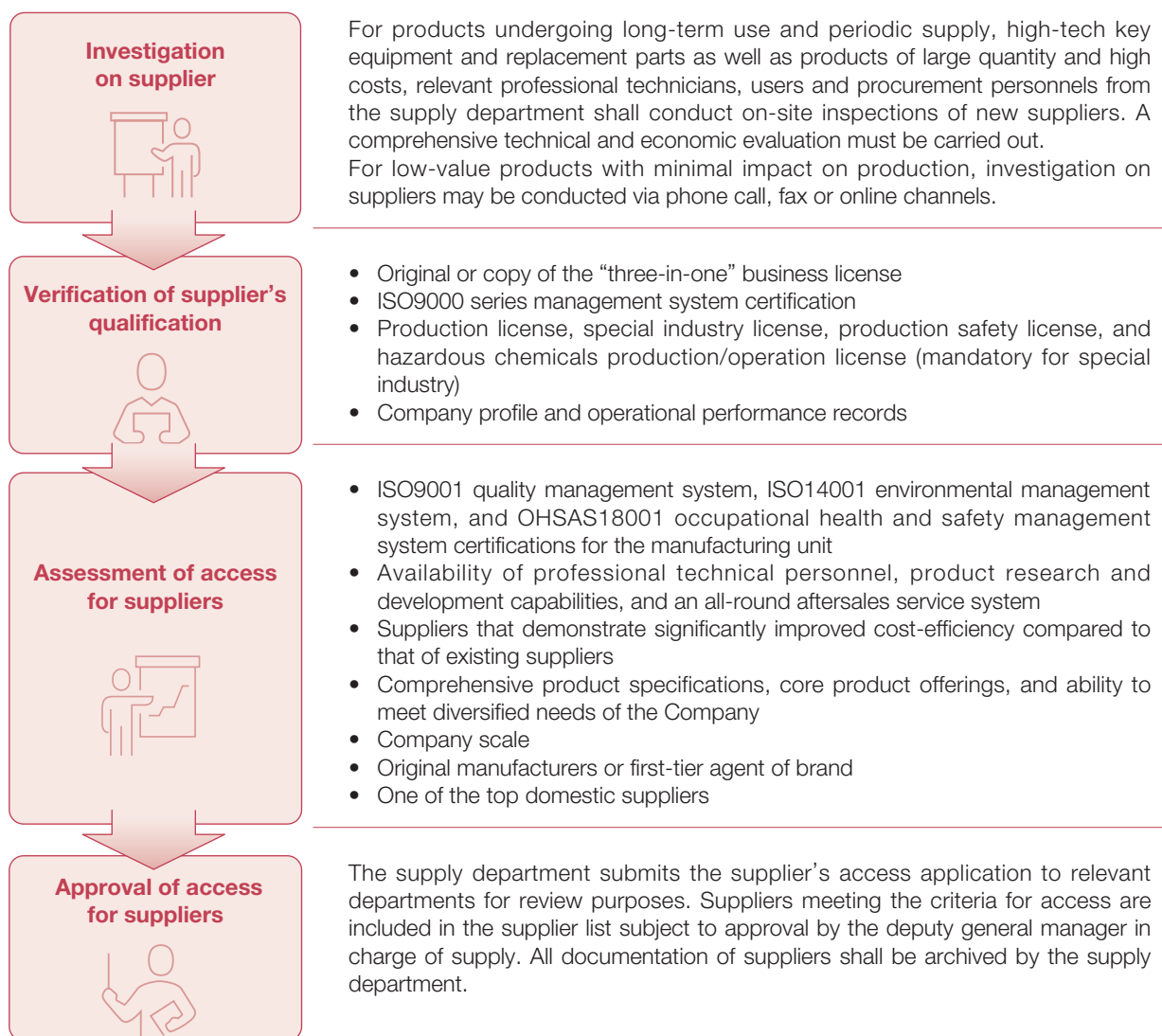
**COMMITMENT TO QUALITY, OUTSTANDING SERVICE, INTEGRITY AND SELF-DISCIPLINE, HIGH QUALITY AND EFFICIENT TO CREATE VALUE FOR CUSTOMERS AND SET A BENCHMARK FOR THE INDUSTRY**

- Supply Chain Management
- Product Responsibility

## SUPPLY CHAIN MANAGEMENT

The Group attaches great importance to environmental and social risk control in the supply chain and timely collects and updates national laws, regulations and related requirements, and adjusts its relevant supply chain management according to the updated national requirements to bring it in line with the prevailing national laws and regulations and relevant requirements. In accordance with the Measures for the Administration of Materials Procurement, the Group regularly assesses the environmental and social risks in supply chain to ensure the safety of its supply chain. In 2024, the Group did not find any supplier that had material social or environmental negative impact.

The selection of suppliers by each business segment of the Group shall go through the approval and supervision procedures of each business segment, and the legal department and Audit Department shall participate in the supervision to ensure fairness of the selection procedures. New suppliers will be included in the list of suppliers subject to investigation (including onsite inspections), verification, assessment and approval.



Each business segment has formed and implemented materials procurement management system, and generally purchased, stored and managed materials required by various departments. Contracts shall be signed for all purchases and each business segment strictly supervises and controls the performance of the contracts and the payment of the funds. Each business segment keeps a list of suppliers, evaluates and updates it regularly, and analyzes the materials stock, procurement varieties and the consumption of procured materials in real time. On the basis of the material requirement plans developed by the production department and the categories of the materials, the Company generally purchases materials through bidding, price enquiry/comparison and sentinel procurement. In 2024, 685 suppliers of the Group were from the PRC and Australia respectively, and the localized procurement rate was 100% for each of them.

	Number of suppliers	Bidding	Price Enquiry/ Comparison	Sentinel Procurement	Others
China	641	61	453	30	97
Australia	44	—	15	30	—

The Company regularly evaluates the environmental and social risks of the supply chain to ensure the safety of the supply chain. In the selection of suppliers, according to the current environmental protection requirements of the countries where the projects are located, the Company gives priority to the products and services that meet the local environmental protection requirements. The Company collects supplier qualification data, checks suppliers through online credit information system, provides relevant suppliers with our requirements on environmental and social risks and the admittance criterion, and selects suppliers with legitimate operations and good records. In every link of the whole supply chain, there is a delegated person to supervise and select qualified suppliers to ensure that every link of the supply chain does not pose risks to the environment and society.

## PRODUCT RESPONSIBILITY

The Group has always regarded product quality and corporate reputation as its core priorities, strictly implementing quality management in accordance with relevant national laws, regulations, and industry standards. Subject to the Product Quality Law of the People’s Republic of China, the Advertising Law of the People’s Republic of China, the Road Safety Law of the People’s Republic of China and other laws and regulations related to product responsibility, the Group has formulated and implemented comprehensive quality and sales management systems to ensure that every stage, from production to delivery, meets high standards. We strengthen the quality inspection and sales management of our products and are committed to providing our customers with high quality products.

In terms of client service, the Group strictly adhered to the complaint treatment procedure and actively solved customers’ problems, to guarantee our customers’ satisfaction. Meanwhile, we place great emphasis on communication and collaboration with suppliers, conducting telephone follow-ups on products delivered to customer warehouses to ensure compliance with quality standards.

To further ensure product quality, the Group signs quality guarantee agreements with customers and has established a comprehensive quality management system in accordance with ISO9000 standards to provide customers with consistently qualified products. We have obtained third-party certification and submit copies of the certification to customers’ quality management departments for record. In compliance with national standards, the Group regularly conducts product performance and reliability tests at qualified statutory testing institutions and provides test reports to customers for archiving. In the event of any changes to products, raw materials, or processes, we must obtain written approval from customers and provide them with a Production Part Approval Process (PPAP) report or a full-size and full-performance inspection report to ensure transparency and compliance.

In terms of the Iron Ore Business, the Group implements strict measurement and quality inspection procedures for products sold to customers during extraction and transportation to ensure that the quantity and quality meet customer requirements. In the event of significant discrepancies, we will discuss such disputes with our customers. If an agreement cannot be reached, a third-party authoritative institution will conduct a review and arbitration to ensure fairness and impartiality.

In 2024, the Group established strong cooperative relationships with its customers, strictly safeguarding customer data and privacy by implementing classified management and separate archiving of customer information. For now, the Group has not encountered any major violations of product liability laws and regulations, nor has it received any complaints regarding its products or services. None of the products sold or transported have required a recall due to safety or health concerns, further demonstrating our commitment to product quality and customer satisfaction.

Through stringent quality management, legal compliance, and customer relationship maintenance, the Group will continue to uphold the strategy of “quality first, customer foremost,” providing high-quality products and services to customers and promoting mutual development between the Company and its clients.





# Community Engagement

SELF-ACTUALIZATION AND REPAYING THE SOCIETY



## COMMUNITY ENGAGEMENT

Adhering to the business principle of “self-actualization and repaying the society”, the Group actively uses its own resources to make joint efforts with the community and all sectors of society to bring positive impact to the society, repay the society with practical actions, enhance the cohesion of enterprises and communities, and coordinate development with the society.

### Public Welfare and Charity

In 2024, the Group donated a total of RMB4.686 million for poverty alleviation, education promotion, community construction, rural revitalization and other public welfare undertakings.

#### ◎ Donation of RMB2.926 million in support of rural revitalization

In 2024, the Group contributed RMB300,000 to the rural demonstration construction of Shangma Town, RMB1.7 million to the new rural project of Shiwen Town, and RMB926,000 to the Shiwen Town river dredging project of Puhui Construction (普惠建設).

#### ◎ Charitable fund of RMB1.5 million

In 2024, the Hanking Deshan Fund contributed RMB1.0 million to Fushun Love Education Foundation (撫順市愛心教育基金會) and RMB0.5 million to Fushun Charity Federation.

#### ◎ Donation of RMB260,000 for people in need

#### ◎ Funding teaching and research materials to help the Paleontological Museum of Liaoning at Shenyang Normal University to carry out scientific research and cultural and academic activities.

Paleontological Museum of Liaoning, one of the largest paleontological museums in China, is jointly built by Shenyang Normal University and the Department of Natural Resources of Liaoning Province. The museum has a collection of over 30,000 fossil palaeontological specimens, including more than 1,000 fossils under special state protection. Through the exhibition of the origin and evolution of life in the geological time, the “Top Ten Paleobiota” of Liaoning over the past three billion years are systematically introduced, presenting audience with a vivid picture of the evolution of life on earth.

From 25 October to 8 December 2024, the Museum hosted the “Fushun Biota Special Exhibition: Ancient Ecosystems (遠古蔥蘢-撫順生物群特展)”, and most of the exhibits in this special exhibition were donated by the Company. At the opening ceremony of the special exhibition, Mr. Yang Jianjie, Secretary of the Party General Branch of the Museum of Paleontology, presented fossil donation certificates on behalf of the Museum to Mr. Yang Jiye, the chairman of the Board of Directors of the Company, and Mr. Zhao Yi, a fossil collector.



#### ◎ Supporting a Total of 92 Outstanding Students from Underprivileged Families

In 2024, the Hanking Deshan AiXin Fund Foundation continued to provide financial assistance to 92 outstanding students from underprivileged families, distributing scholarships each semester. To further encourage and support students in their studies, the donor, Yang Jiye, held a meeting with the sponsored students at Nankouqian Town Central Primary School (南口前鎮中心小學) in Qingyuan County, encouraging them to continue their diligent studies and distributing scholarships and financial aid to the students.

### ◎ Launch of the “Enlighten and Nurture (啟智潤心)” Mental Health Assistance Program for Minors

The Group donated RMB0.5 million to the Fushun Charity Federation to support the “Enlighten and Nurture (啟智潤心)” mental health assistance program for minors. This initiative aims to produce mental health awareness videos and organize related public welfare activities for children with autism, left-behind children, and children from disadvantaged families.

### ◎ Implementation of the “Dandelion Action” Aesthetic Education Public Welfare Program

The Group established model schools for aesthetic education at Qingyuan Yifu Central Primary School (清原逸夫中心小學) and Ying’e Men Central Primary School (英額門中心小學), donating art supplies and organizing public welfare art courses. Additionally, four schools—Qingyuan Dagujia Primary School (清原大孤家小學), Ying’e Men Central Primary School, Xinbin Yongling Primary School (新賓永陵小學), and Fushun County Shiwen Primary School (撫順縣石文小學)—formed the “Dandelion Action” Alliance School network to promote rural aesthetic education through teaching outreach programs.

### ◎ Donation of Student Desks and Chairs to Fushun School of Rule of Law Education (撫順市法制教育專門學校)

Fushun School of Rule of Law Education is responsible for legal education, drug prevention education, and national security education for primary and secondary school students across the city. To provide students with a better learning and living environment, Hanking Deshan Fund donated 200 sets of student desks and chairs.

## Community Participation and Integration

Upholding the principle of “establishing harmonious relationship between villages and enterprises”, the Group reinforced communication with the local communities, so as to promote harmonious coexistence with the villages. As we are part of the community, efforts to construct the community are to improve our living environment. During the reporting period, we did not identify any operating sites that had actual or potential significant negative impacts on local communities.



The Group conducted three rounds of public opinion collection and surveys through the Northern Territory Environmental Protection Agency, engaging with the community and surrounding residents to disseminate information on the project development process. No objections were received.

The Company provides employment opportunities to eligible local residents, adhering to the principle of prioritizing the hiring of Northern Territory residents while actively participating in community development efforts.

Similarly, the Company gives priority consideration to qualified local suppliers. Currently, more than 30 Northern Territory suppliers and over 120 contractors and local workers have participated in the project’s development and preliminary construction.

The Company maintains strong and long-term effective communication with Indigenous protection organizations, the Northern Territory government, and the local community.

The gold mine project in the Northern Territory of Australia was designated as a “Major Project” by the Northern Territory Government in 2022, with a Project Facilitaion Agreement signed. Relevant government departments have repeatedly pledged to provide maximum support for the project’s development and have confirmed that the project will remain one of the “Major Projects” in 2025.

## Learning from Lei Feng to Take Action • Donating Blood to Spread Love

The Youth League Committee of Aoni Mining has carried out the activity of “Learning from Lei Feng to Give Love and Donating Blood without Compensation” for five consecutive years, and the number of people who signed up and successfully donated blood has been increasing year by year, which not only demonstrates our Company’s concern for social welfare activities, but also stirs up the employees’ sense of love and the quality of selfless dedication, aiming to carry forward the spirit of Lei Feng, and transmit the positive energy of our society.



## Earth Day Environmental Protection Initiative

22 April 2024 marks the 55th World Earth Day, with this year's theme being **"Planet vs. Plastics"**. The Company has organised an environmental protection initiative for all employees. By promoting plastic pollution prevention and control knowledge, the initiative calls on employees to **"Engage Everyone, Govern Together"** in a collective effort to combat plastic pollution.

### ◎ Conduct Educational Campaigns

Organise educational campaigns themed **"Initiate Plastic Reduction, Walk Together for Environmental Protection"** for employees. Through text, images, and videos, encourage all employees to consciously reduce the use of plastic products in their daily lives, resist plastic pollution, and actively engage in plastic reduction actions.



### ◎ Post Publicity Boards for Education Promotion

Employees signed a banner with the slogan **"Reducing Plastic for a Better Future, Conserving Resources for the Present Generation"**, and posted publicity boards and flyers to enhance educational outreach. This initiative encourages employees to **"Take Personal and Collective Action"** to protect the environment and build a green and sustainable home.



### ◎ Issue an Initiative to Mobilize All Employees

Organise relevant corporate departments to enhance learning and take targeted measures, such as reducing the use of plastic products in areas like the company cafeteria. Advocate for the use of alternative packaging materials to minimize plastic consumption.



## RIGHTS OF INDIGENOUS PEOPLES

To respect the rights of indigenous peoples is also a part of our efforts to respect and protect human rights. We comply with relevant laws and regulations in project design, exploration, and operation. No incidents of infringement on indigenous peoples were identified during the reporting period.

The Mt Bundy Gold Mine Project in the Northern Territory of Australia has undergone multiple archaeological surveys and has obtained an Aboriginal Areas Protection Authority Certificate to ensure that there are no Indigenous heritage sites within the mining area. The project has reasonably considered Indigenous participation and concerns. No incidents involving harm to Indigenous rights have ever occurred.

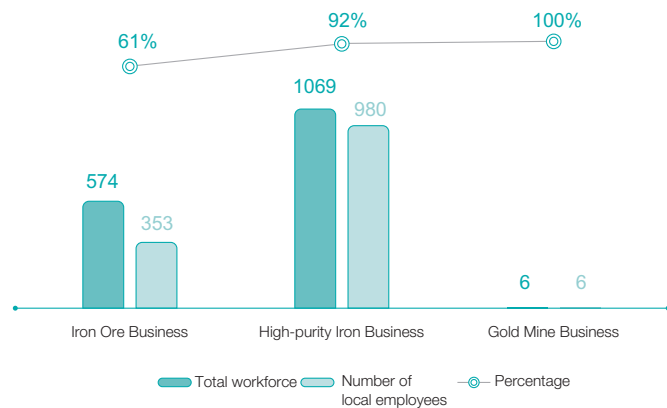
Hanking Australia has maintained long-term, effective communication with Indigenous protection organizations, the Northern Territory Government, and the local community. Through the Northern Territory Environmental Protection Authority, three rounds of public opinion collection and surveys have been conducted among the community and nearby residents, during which the project development process was explained. No objections have been received.

## LABOUR DEMAND

Creating employment and business opportunities for the project location is an important way for the Group to share the fruits of economic development with local communities. The candidates from the community where the Group runs business enjoy the priority to be recruited. The Group also provide the opportunity to the local residents to participate in the project construction. This can not only relieve the local employment pressure, and increase the income of local residents, but will also promote good relationship between villages and enterprises.

Iron Ore and High-Purity Iron Business: We actively implement a localised employment policy, prioritising the recruitment of local residents to promote community economic development and employment opportunities. This initiative not only reflects our commitment to the “Social” dimension of ESG principles but also indirectly reduces carbon emissions by minimising employee commuting needs, thereby supporting the “Environmental” dimension of sustainability goals. Additionally, the local employment policy strengthens the Company’s connection with the community, enhances employees’ sense of belonging, and further advances best practices in the “Governance” dimension.

Gold Mine Business: Hanking Australia provides employment opportunities to eligible local residents, adhering to the principle of prioritising the hiring of local residents of the Northern Territory while actively participating in community development efforts. Similarly, the Company gives priority to qualified local suppliers. Currently, more than 30 Northern Territory suppliers and over 120 contractors and local workers have participated in the project’s development and preliminary construction.



As illustrated in the following diagram, Iron Ore Business, High-purity Iron Business and Gold Mine Business all employ a majority of local employees, representing an average of over 81% of the total workforce.

## ARTISANAL AND SMALL-SCALE MINING (ASM)

We strive to eliminate the relevant community background factors that contribute to illegal artisanal mining by improving the economic and educational environment of communities, promoting local employment and business opportunities, and fostering community development.

## INDICATORS INDEX

### GRI CONTENT INDEX

<b>Statement of use</b>	China Hanking Holdings Limited has reported the information cited in this GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

Disclosure		Location or Explanation
<b>GRI 2:</b>	<b>General Disclosures 2021</b>	
2-1	Organizational details	2-5
2-2	Entities included in the organization's sustainability reporting	2024 Annual Report
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	41, 42
2-5	External assurance	Nil
2-6	Activities, value chain and other business relationships	4-6, 61-63, 66-68
2-7	Employees	55-61
2-8	Workers who are not employees	54, 58
2-9	Governance structure and composition	14, 15, 17-20, 22-23
2-10	Nomination and selection of the highest governance body	15-16, 18-19
2-11	Chair of the highest governance body	2024 Annual Report
2-12	Role of the highest governance body in overseeing the management of impacts	15-20
2-13	Delegation of responsibility for managing impacts	14-23
2-14	Role of the highest governance body in sustainability reporting	18-20, 22-23
2-15	Conflicts of interest	20-22
2-16	Communication of critical concerns	14-20
2-17	Collective knowledge of the highest governance body	4, 8, 15-16
2-18	Evaluation of the performance of the highest governance body	14-20
2-19	Remuneration policies	17, 55
2-20	Process to determine remuneration	55
2-21	Annual total compensation ratio	Not disclosed since privacy policy and compensation confidential system
2-22	Statement on sustainable development strategy	8, 17, 46

Disclosure		Location or Explanation
<b>GRI 2: General Disclosures 2021</b>		
2-23	Policy commitments	8, 53
2-24	Embedding policy commitments	8, 48, 53
2-25	Processes to remediate negative impacts	20-25, 63
2-26	Mechanisms for seeking advice and raising concerns	10
2-27	Compliance with laws and regulations	2, 14, 23, 33, 35, 38, 48-49, 53, 57, 63
2-28	Membership associations	11
2-29	Approach to stakeholder engagement	10
2-30	Collective bargaining agreements	53
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	11-12
3-2	List of material topics	12
3-3	Management of material topics	11-12
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	6
201-2	Financial implications and other risks and opportunities due to climate change	45-46
201-3	Defined benefit plan obligations and other retirement plans	55
201-4	Financial assistance received from government	27
<b>GRI 202: Market Presence 2016</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed since privacy policy and compensation confidential system
202-2	Proportion of senior management hired from the local community	68
<b>GRI 203: Indirect Economic Impacts 2016</b>		
203-1	Infrastructure investments and services supported	65-68
203-2	Significant indirect economic impacts	68
<b>GRI 204: Procurement Practices 2016</b>		
204-1	Proportion of spending on local suppliers	62
<b>GRI 205: Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	21-22
205-2	Communication and training about anti-corruption policies and procedures	21-22
205-3	Confirmed incidents of corruption and actions taken	23
<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	23

Disclosure		Location or Explanation
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	25
207-2	Tax governance, control, and risk management	25
207-3	Stakeholder engagement and management of concerns related to tax	25
207-4	Country-by-country reporting	2024 Annual Report
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	Not disclosed
301-2	Recycled input materials used	36-38
301-3	Reclaimed products and their packaging materials	36-38
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	41
302-2	Energy consumption outside of the organization	Not disclosed
302-3	Energy intensity	41
302-4	Reduction of energy consumption	41
302-5	Reductions in energy requirements of products and services	41-42
<b>GRI 303: Water and Effluents 2018</b>		
303-1	Interactions with water as a shared resource	42-43
303-2	Management of water discharge-related impacts	42-43
303-3	Water withdrawal	42
303-4	Water discharge	42-43
303-5	Water consumption	42-43
<b>GRI 304: Biodiversity 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
304-2	Significant impacts of activities, products and services on biodiversity	31-32
304-3	Habitats protected or restored	N/A
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	35
305-2	Energy indirect (Scope 2) GHG emissions	35
305-3	Other indirect (Scope 3) GHG emissions	35
305-4	GHG emissions intensity	35
305-5	Reduction of GHG emissions	35
305-6	Emissions of ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	34



Disclosure		Location or Explanation
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	33-38
306-2	Management of significant waste-related impacts	33
306-3	Waste generated	37-38
306-4	Waste diverted from disposal	37-38
306-5	Waste directed to disposal	37-38
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	62-63
308-2	Negative environmental impacts in the supply chain and actions taken	62-63
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	54
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55
401-3	Parental leave	57
<b>GRI 402: Labor/Management Relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	53
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	49
403-2	Hazard identification, risk assessment, and incident investigation	50-51
403-3	Occupational health services	49
403-4	Worker participation, consultation, and communication on occupational health and safety	49-50
403-5	Worker training on occupational health and safety	49-50
403-6	Promotion of worker health	49-50
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	49-50
403-8	Workers covered by an occupational health and safety management system	49
403-9	Work-related injuries	52
403-10	Work-related ill health	52
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	60
404-2	Programs for upgrading employee skills and transition assistance programs	57-60
404-3	Percentage of employees receiving regular performance and career development reviews	Not disclosed
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	14-16, 54
405-2	Ratio of basic salary and remuneration of women to men	Not disclosed since privacy policy and compensation confidential system

Disclosure		Location or Explanation
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	54
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	53
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	53
<b>GRI 410: Security Practices 2016</b>		
410-1	Security personnel trained in human rights policies or procedures	Nil
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples	68
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	65-68
413-2	Operations with significant actual and potential negative impacts on local communities	65-68
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	62-63
414-2	Negative social impacts in the supply chain and actions taken	62-63
<b>GRI 415: Public Policy 2016</b>		
415-1	Political contributions	Nil
<b>GRI 416: Customer Health and Safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	63
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	63
<b>GRI 417: Marketing and Labeling 2016</b>		
417-1	Requirements for product and service information and labeling	Not disclosed
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance during the report period
417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance during the report period
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	63

## HONG KONG STOCK EXCHANGE <ESG REPORTING CODE> CONTENT INDEX

This index illustrates the Company's compliance with the "comply or explain" provisions and the mandatory disclosure requirements set out in Appendix C2 Environmental, Social and Governance Reporting Code to the Listing Rules of the Hong Kong Stock Exchange during the reporting period.

Aspects	Key Performance Indicators	Disclosures	Pages and Explanation
<b>A. Environmental</b>			
<b>A1 Emissions</b>	<b>General Disclosure</b> 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.	●	<b>33</b>
A1.1	The types of emissions and respective emissions data.	●	33-35, 37-38
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in metric tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	●	35
A1.3	Total hazardous waste produced (in metric tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	●	37
A1.4	Total non-hazardous waste produced (in metric tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	●	37
A1.5	Description of emission target(s) set and steps taken to achieve them.	●	33-38
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.	●	36-38

Aspects	Key Performance Indicators	Disclosures	Pages and Explanation
<b>A. Environmental</b>			
<b>A2 Use of Resources</b>	<b>General Disclosure</b> Policies on the efficient use of resources, including energy, water and other raw materials.	●	<b>39-44</b>
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).	●	41
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	●	42
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	●	40-42
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.	●	42-44
A2.5	Total packaging material used for finished products (in metric tons) and, if applicable, with reference to per unit produced.	○	N/A (No packaging is needed for the products of the Company)
<b>A3 The Environment and Natural Resources</b>	<b>General Disclosure</b> Policies on minimising the issuer's significant impacts on the environment and natural resources.	●	<b>29</b>
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	●	29-33
<b>A4 Climate Change</b>	<b>General Disclosure</b> Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	●	<b>45-46</b>
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.	●	45-46

Aspects	Key Performance Indicators	Disclosures	Pages and Explanation
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
<b>B1 Employment</b>	<b>General Disclosure</b> 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.	●	<b>54-57</b>
B1.1	Total workforce by gender, employment type (such as full-time or part-time), age group and geographical region.	●	54
B1.2	Employee turnover rate by gender, age group and geographical region.	●	54
<b>B2 Health and Safety</b>	<b>General Disclosure</b> 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.	●	<b>48-52</b>
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	●	52
B2.2	Lost days due to work injury.	●	52
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	●	48-52
<b>B3 Development and Training</b>	<b>General Disclosure</b> Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	●	<b>60</b>
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	●	60
B3.2	The average training hours completed per employee by gender and employee category.	●	60



Aspects	Key Performance Indicators	Disclosures	Pages and Explanation
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
<b>B4 Labour Standards</b>	<b>General Disclosure</b> 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.	●	<b>53</b>
B4.1	Description of measures to review employment practices to avoid child and forced labour.	●	53
B4.2	Description of steps taken to eliminate such practices when discovered.	●	53
<b>B. Social</b>			
<b>B5 Supply Chain Management</b>	<b>General Disclosure</b> Policies on managing environmental and social risks of the supply chain.	●	<b>62</b>
B5.1	Number of suppliers by geographical region.	●	63
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	●	62-63
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	●	62-63
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	●	62-63
<b>B6 Product Responsibility</b>	<b>General Disclosure</b> 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.	●	<b>63</b>
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	●	63
B6.2	Number of products and service related complaints received and how they are dealt with.	●	63
B6.3	Description of practices relating to observing and protecting intellectual property rights.	●	63
B6.4	Description of quality assurance process and recall procedures.	●	63
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	●	63

Aspects	Key Performance Indicators	Disclosures	Pages and Explanation
<b>B. Social</b>			
<b>Operating Practices</b>			
<b>B7 Anti- corruption</b>	<b>General Disclosure</b> 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.	●	<b>21-23</b>
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.	●	23
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	●	23
B7.3	Description of anti-corruption training provided to directors and staff.	●	21, 57
<b>Community</b>			
<b>B8 Community Investment</b>	<b>General Disclosure</b> 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.	●	<b>65</b>
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	●	65-68
B8.2	Resources contributed (e.g. money or time) to the focus area.	●	65-68