



To benefit more people
through the development of Chifeng Gold

Environmental, Social and Governance (ESG) Report of Chifeng Gold in 2023



CHIFENG GOLD

Chifeng Jilong Gold Mining Co.,Ltd.



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About this report

This year, Chifeng Jilong Gold Mining Co., Ltd. (hereinafter referred to as "Chifeng Gold", "the Group", "the Company" or "we") is pleased to publish its first environmental, social and governance report (hereinafter referred to as "the Report" or "ESG Report"). The Report comprehensively presents the ESG methods and performance of Chifeng Gold in an effort to fully display the Company's progress and results in the field of sustainable development in 2023 as a holistic response to the concerns and expectations of various stakeholders.

Report scope

The Report's coverage is consistent with the Company's financial report for 2023. Unless otherwise specified, the reporting period shall be from January 1, 2023 to December 31, 2023. Some contents of the Report are based on the proper retrospection of relevant historical performance and data or forward-looking statements. The operating right control method is adopted as the principle for determining the organizational boundary of the Company, which entails covering all companies actually subject to operating control by the Company (hereinafter referred to as "subsidiary(ies)").

Report preparation basis

Relevant standards, frameworks, principles and requirements followed or referred to in the preparation of the Report are as follows:

Standards, frameworks, principles followed	Standards, frameworks, principles referred to
<ul style="list-style-type: none"> Relevant requirements for social responsibility specified in Chapter VIII of the Guidelines No. 1 of the Shanghai Stock Exchange for the Self-regulation of Listed Companies — Standardized Operations issued by the Shanghai Stock Exchange ("SSE") 	<ul style="list-style-type: none"> The Corporate Governance Code and Corporate Governance Report in Appendix XIV and the Environmental, Social and Governance Reporting Guide ("ESG Guidelines") in Appendix C2 to the Main Board Listing Rules issued by the Hong Kong Exchanges and Clearing Limited ("HKEX") The Sustainability Reporting Guidelines ("GRI Standards") issued by the Global Sustainability Standards Board ("GSSB") Relevant recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") United Nations Sustainable Development Goals ("UN SDGs") The Responsible Gold Mining Principles ("RGMPs") issued by the World Gold Council

Report data source

The data in the Report originates from such materials as original internal ledger, company documents and audit statements of Chifeng Gold, with some economic data from the Company's annual report 2023. All such data is issued upon review. Unless otherwise specified, RMB shall be the only currency adopted in the Report.

Report language version

The report is prepared in Chinese and English respectively. If there is any discrepancy between the two language versions, the Chinese version shall prevail.

Review and issuance

The Report has been approved and issued in electronic format by the Board of Directors of Chifeng Gold. The electronic version of the Report can be downloaded from the official website of SSE (<http://www.sse.com.cn/>) or that of the Company (<https://www.cfgold.com/>).

Contact information

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Appellation description

Appellation	Indication
The Group, the Company, Chifeng Gold, we	Chifeng Jilong Gold Mining Co., Ltd.
The Group	The Company and its subsidiaries
Jilong Mining	Chifeng Jilong Mining Co., Ltd.
Huatai Mining	Chifeng Huatai Mining Co., Ltd.
Wulong Mining	Liaoning Wulong Gold Mining Co., Ltd.
Hanfeng Mining	Jilin Han Feng Mining Technologies Co., Ltd.
CHIJIN Laos/ 赤金老挝	CHIJIN Laos Holdings Limited
LXML/ 万象矿业	Lane Xang Minerals Limited Company
Chijin HK/ 赤金香港	Chijin International (HK) Limited
Golden Star Resources	Golden Star Resources Limited
Golden Star Wassa	Golden Star Wassa Limited
Guangyuan Technology	Anhui Guangyuan Technology development Co., Ltd.
Jintai Mining	Eryuan Jintai Mining Development Co., Ltd.



Message from the President

2023 is a challenging year, during which the global economy was complex and volatile, and the industry faced many difficulties both inside and outside. In view of this, Chifeng Gold remained committed to the core value of "benefiting more people through the development of Chifeng Gold", and the Company's Management led all employees to actively grasp the market opportunities, vigorously promote the Company's internationalization process, and gradually integrate the ESG concept into mine operation and management at home and abroad. Thanks to these efforts, the Company achieved a comprehensive upturn in business performance and maintained stable growth throughout the year, well contributing to the drawing of a "new blueprint" for high-quality development of Chifeng Gold.

We keep improving ourselves in the pursuit of high-quality development. In 2023, the ESG development of Chifeng Gold achieved initial results. Deeply aware of the increasingly prominent role of ESG work in mining cooperation and mine operation at home and abroad, we adopted international mainstream ESG standards, established an ESG indicator management system, improved various sustainable development policies, actively communicated with internal and external stakeholders, and promoted the institutionalization of business

ethics to achieve more scientific and effective governance. Meanwhile, we closely tracked the dynamics of cutting-edge scientific and technological innovation, seized the huge opportunities of industrial upgrading and technological innovation, and comprehensively strengthened the close cooperation with the upstream and downstream value chains to provide inexhaustible driving force for the progress of Chifeng Gold. Thanks to its comprehensive performance in ESG, Chifeng Gold was evaluated as the "Most Socially Responsible (ESG) Listed Company in 2023" in the award ceremony of the 17th Crystal Ball Awards. We insist on environmental protection and try to be the guardian of the green earth. In 2023, Chifeng Gold explored a new path of green, low-carbon and high-quality development. During the year, we continuously improved our systematic environment management system, optimized our water, energy and logistics management strategies, prudently used natural resources, practiced the principle of circular economy, and strictly controlled the management of tailings, wastes, wastewater and pollutants to minimize the negative impact on the natural environment. Meanwhile, we actively responded to climate change and, after taking into account the suggestions of the TCFD framework and the influence of potential

climate risks and opportunities, continued to increase the utilization ratio of renewable energy through independently building PV facilities and participating in green electricity trading, so as to promote low-carbon energy and emission reduction. We did our best to control the negative impact of mining activities on the surrounding land and biodiversity, and joined efforts with other parties in sharing the responsibility for green development. We made remarkable environmental protection achievements during the year, with Zhuanshanzi Gold Mine in the charge of Jilong Mining and the Lishan Mining Area of Tianbaoshan Lead and Zinc Mine in the charge of Hanfeng Mining being evaluated as "National Green Mine", and LXML winning Level A certificate for excellent performance in environmental protection in Laos.

We cherish the value of endeavor and strive to best protect the rights and interests of employees. In 2023, Chifeng Gold fully respected the strivers and invariably emphasized their contributions. We adhered to the concept of equality, diversity and inclusiveness, and endeavored to build a safer and healthier and more beneficial working environment to provide every employee with opportunities for growth and development. Safety is above everything else. In 2023, Chifeng Gold invested RMB32.56 million in special safety projects and RMB51.75 million in scientific and technological research and development to strictly control potential risks. Meanwhile, we continued to struggle forward centering around the concept of "trinity of owner, manager and worker", strengthened the incentive mechanism for front-line teams and employees, optimized welfare and security, enhanced talent training and cultivation, and paid constant attention to employees and other relevant groups in difficulties to ensure that every member of the Chifeng Gold family has the sense of happiness and gain. During the year, Golden Star Wassa won the honorary title of "Safest Mine

in Ghana in 2023" (first prize), and LXML won the title of "National Level III Labor Medal of Laos", reflecting the wide recognition of the Company's overseas mining teams from all walks of life.

We assume civic responsibility and contribute to a better society. In 2023, Chifeng Gold actively explored solutions that can positively influence local community, and carried out practical actions in many aspects such as employment promotion, rural revitalization, livelihood improvement, public welfare education, and tax revenue increase. Specifically, LXML provided long-term support to the infrastructure construction of surrounding communities; the Golden Star Oil Palm Plantation Project (GSOPP) continued to empower small farmers in Ghana; Hanfeng Mining assisted Tianbaoshan Community in carrying out resettlement work; Wulong Mining directly drove the increase of local income with high-quality development. During the year, we gave full play to our own resource advantages and undertook our corporate social responsibility with practical actions, so as to share the development results of Chifeng Gold with the society.

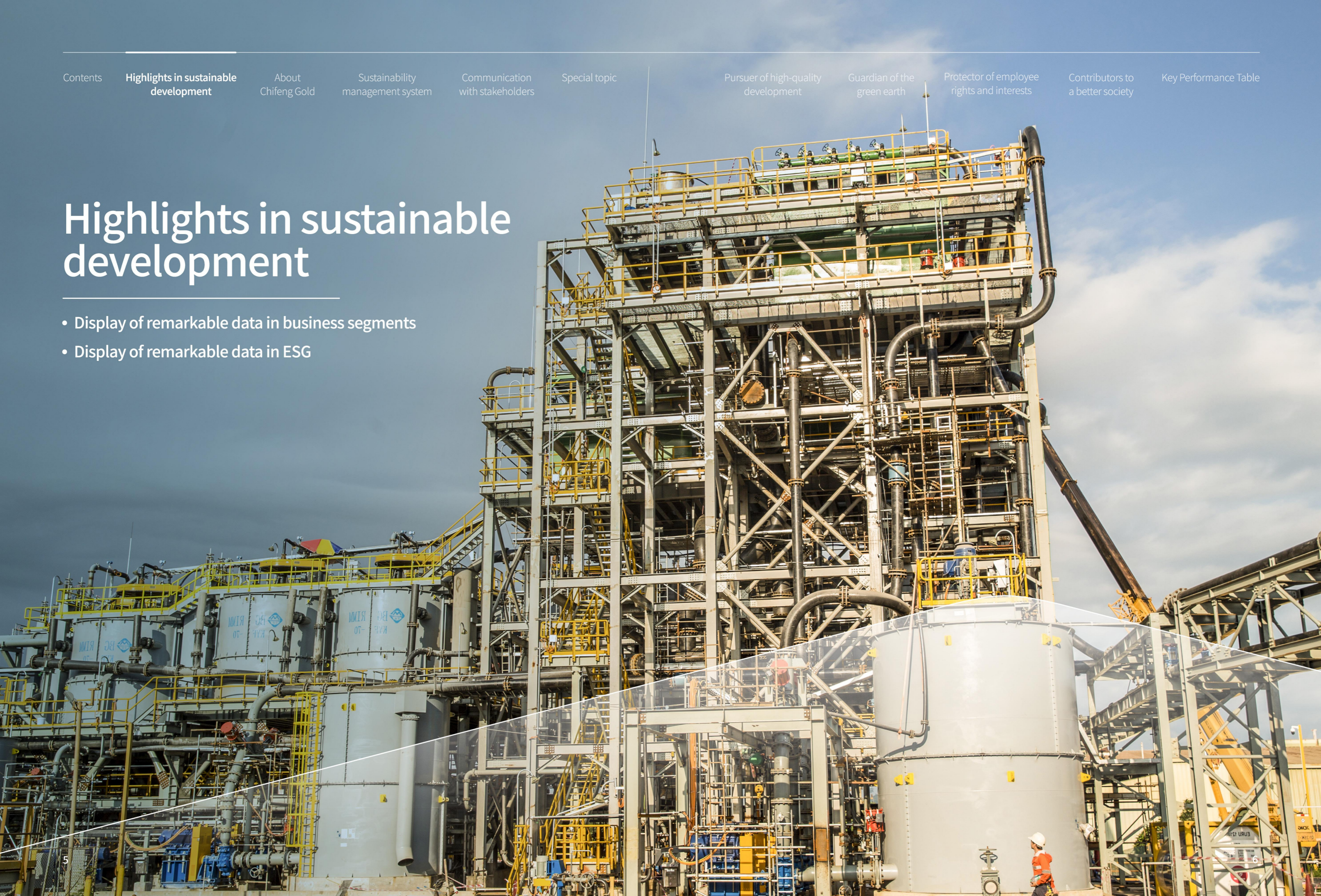
Looking ahead, the macro environment will be full of both challenges and opportunities. Chifeng Gold will continue to spare no efforts in achieving the vision of "to be a prominent gold producer well recognized around the world", remain true to its original aspiration, and forge ahead together with all employees and value chain partners. We will, following the principle of seeking progress in stability and the concept of sustainable development, create more sustainable economic, environmental and social values for all stakeholders, so that more people can benefit from the development of Chifeng Gold.

President

Lydia Gang

Highlights in sustainable development

- Display of remarkable data in business segments
- Display of remarkable data in ESG



Highlights in sustainable development in 2023

Display of remarkable data in business segments

Data item	Numerical value	Unit
Main business income	721,635.24	RMB 10,000
Mining segment	Production of mineral gold	14,354.01 Kilogram
	Copper electrolysis	0.65 10,000 tonnes
Resource recycling and utilization segment	Disposal of waste electrical and electronic products	176.45 10,000 sets
	Disposal of defective electrical and electronic products	7,137.95 Tonne



Display of remarkable data in ESG

The total investment in green mine construction was RMB **26.17** million, and the total area of restored land was about **62.3** hectares

Zero environmental event was reported during the year

A total of **1,057.42** tonnes of carbon dioxide equivalents were reduced during the year

2,375 workplace safety inspections and **33,495** safety training were conducted during the year

The total number of work-related hours lost during the year was **19,812**

Local senior executives accounted for **77%** of the Company's total

The total R&D investment was RMB **51.75** million

One corruption lawsuit was concluded

There were **1** directors and senior executives who completed anti-corruption training during the year

Female employees accounted for **16.73%** of the regular workforce

192 person-times employees completed the anti-bribery and anti-corruption training, **23** person-times executives completed the anti-corruption training, **22** person-times executives completed the anti-bribery and anti-corruption training

The total amount of charitable donation reached RMB **7,537,100**

About Chifeng Gold

- Company profile
- Project distribution
- Development history
- Corporate vision and values
- Annual honors and awards

About Chifeng Gold

Company profile

Chifeng Jilong Gold Mining Co., Ltd. (Chifeng Gold) is a fast-growing international gold producer, mainly engaged in the mining, metallurgical processing and sales of gold globally. The Company owns 7 mining investment projects and 1 comprehensive resource recycling project in China, Southeast Asia and West Africa. The mining investment projects include Jilong Mining - Zhuanshanzi Gold Mine, Wulong Mining - Wulong Gold Mine, Huatai Mining - Honghuagou Gold Mine, Jintai Mining - Xidengping Gold Mine, and Hanfeng Mining - Tianbaoshan Zinc-Lead-Copper-Molybdenum Polymetallic Mine in China, as well as LXML - Sepon Au-Cu Mine in Laos, and Golden Star Resources - Wassa Gold Mine in Ghana. The comprehensive resource recycling project is a disassembly business of waste electrical and electronic products conducted by Guangyuan Technology in Hefei, Anhui Province, China. Remaining committed to the core values "to benefit more people through the development of Chifeng Gold", we attach great importance to the environment, safety, humanistic care and social responsibility. We always adhere to high-quality sustainable development with high ESG standards and are committed to following the highest standards and best practices in the industry.

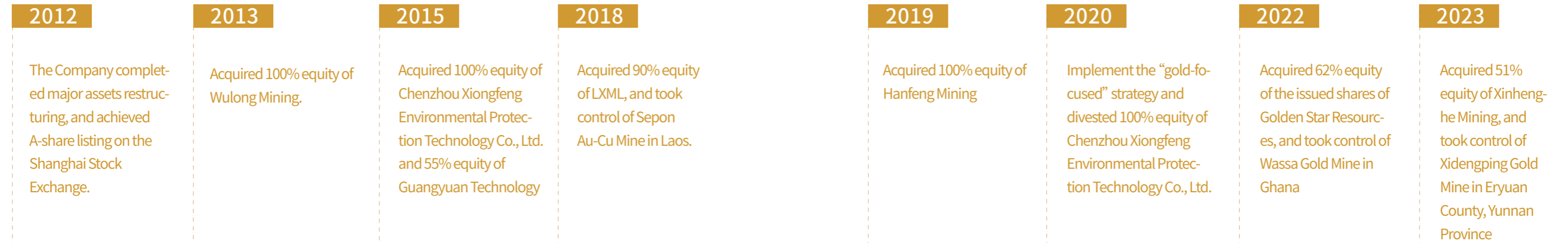
As a growing publicly listed gold company, Chifeng Gold is committed to "being a dedicated and professional gold mining company". We work to achieve the effective utilization and reasonable development of resources through continuously innovating our management mechanisms, maintaining cost competitiveness, and increasing the acquisition and consolidation of gold resources. We strive to be a prominent gold producer well recognized around the world by adhering to the path of internationalization.



Project distribution



Development history



Corporate vision

TO BE A PROMINENT GOLD PRODUCER
WELL RECOGNIZED AROUND THE WORLD

Corporate values

**TO BENEFIT MORE PEOPLE
THROUGH THE DEVELOPMENT OF
CHIFENG GOLD**

Development essentials of Chifeng Gold



BASED ON SUSTAINABILITY AND HIGH QUALITY



CARBON EMISSION REDUCTION, TREATMENT AND RECLAMATION, AFFORESTATION



PROTECTION OF WATER, AIR AND BIODIVERSITY



COMMITMENT TO CONSISTENTLY PURSUING HIGHER INTERNATIONAL STANDARDS

Annual honors and awards

○ Chifeng Gold

- 3rd National Gold Standardization Work: "Advanced Collective" award, and "Excellent Standard" award for such contents as chemical analysis methods for gold concentrate
- 17th Crystal Ball Awards: "Most Socially Responsible (ESG) Listed Company in 2023"

○ Wulong Mining

- "Excellent Growing Private Enterprise" in 2022
- "Private Enterprise with Outstanding Tax Contribution"
- Award for Enterprise Management Innovation Achievement in Liaoning Province in 2022 (first prize)
- Included among the first into the "List of Non-coal Demonstration Mining Enterprises in Liaoning Province"

○ Jilong Mining

- The R&D Center of Exploration, Mining, Dressing and Smelting Technology of Jilong Mining was evaluated as "Enterprise R&D Center of the Inner Mongolia Autonomous Region"

○ Guangyuan Technology

- Honorary title of "Safe Enterprise" in Hefei in 2022

○ Golden Star Wassa

- Recognized by the Health Division of Ghana Health Service in Wassa East District
- Winner of the National Finals of the Inter-mines First Aid and Safety Competition in Ghana in 2023
- Best Mine Team in the Inter-mines First Aid and Safety Competition in Ghana in 2023
- First prize of "Safest Mine in 2023" awarded by Ghana Chamber of Mines
- First prize of "Excellent Mine Based on Occupational Injury Statistics in 2023" awarded by Ghana Chamber of Mines

○ LXML

- "Lao Business Leader Award" 2022
- "A+" rating from the Ministry of Energy and Mines of Laos
- ASEAN Mineral Awards
- Lao National Third-class Labor Medal
- A-level Certificate for Excellent Environmental Performance in Laos

Sustainability management system

- Sustainability governance structure
- Diversified management of the Board of Directors
- Board statement

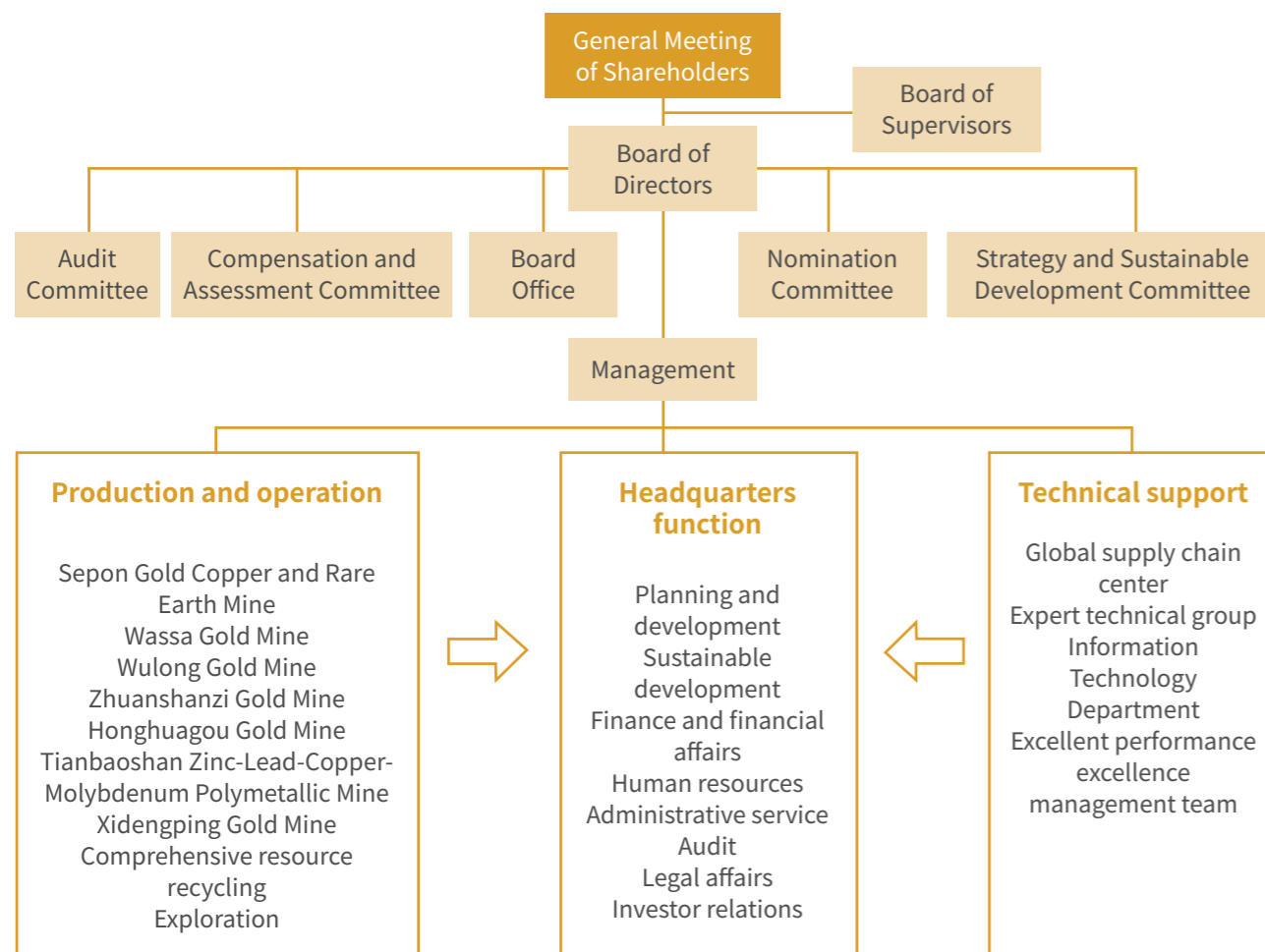


Sustainability management system

Sustainability governance structure

Perfect corporate governance system is the cornerstone for successful business operation. In strict accordance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Governance Guidelines for Listed Companies, the Rules Governing the Listing of Stocks on Shanghai Stock Exchange, the Articles of Association of Chifeng Jilong Gold Mining Co., Ltd. and other relevant laws, regulations and internal rules, Chifeng Gold promotes standardized operation through establishing, improving and strictly

implementing internal policies, strengthening internal control, standardizing the operation of internal "governance bodies", and enhancing internal and external supervision and check and balance, so as to safeguard the lawful rights of shareholders and the basic rights and interests of all other stakeholders in a fair and equal manner. Moreover, the Company actively fulfills social responsibilities following the development philosophy of innovative, coordinated, green, open and shared development.



Corporate Governance Structure of Chifeng Gold

Diversified management of the Board of Directors

Chifeng Gold actively embraces the concept of diversifying board members. The Board of Directors has a "nomination committee", which is responsible to select and review directors and candidates for senior executives by comprehensively assessing a number of factors such as gender, age, educational background, skill, knowledge and professional experience, and ensure that the candidates can bring unique strengths and contributions to the Board of Directors from a diverse perspective. The Board of Directors has a proper mix of professionals who are well equipped with the knowledge, skills, and qualities necessary to perform their respective duties. The independent directors are composed of two academicians, two professors and one lawyer. The Company works to build a diverse and inclusive management team that can make scientific and professional decisions on major issues such as development strategy, compliant operation, business management and internal risk control of the Company and safeguard the Company's long-term and steady development.

In 2023, Chifeng Gold held 12 board meetings, 16 meetings of special committees under the Board of Directors, and 3 shareholders meetings.

Diversified constitution of the Board of Directors

- Positions appointed: **5** non-independent directors and **5** independent directors
- Term of office: less than 5 years for **5** directors, 5-10 years for **3** directors, and more than 10 years for **2** directors
- Educational background: **2** academicians of the Chinese Academy of Engineering, **1** doctor, and **7** masters
- Gender: **8** male and **2** female directors

Board statement

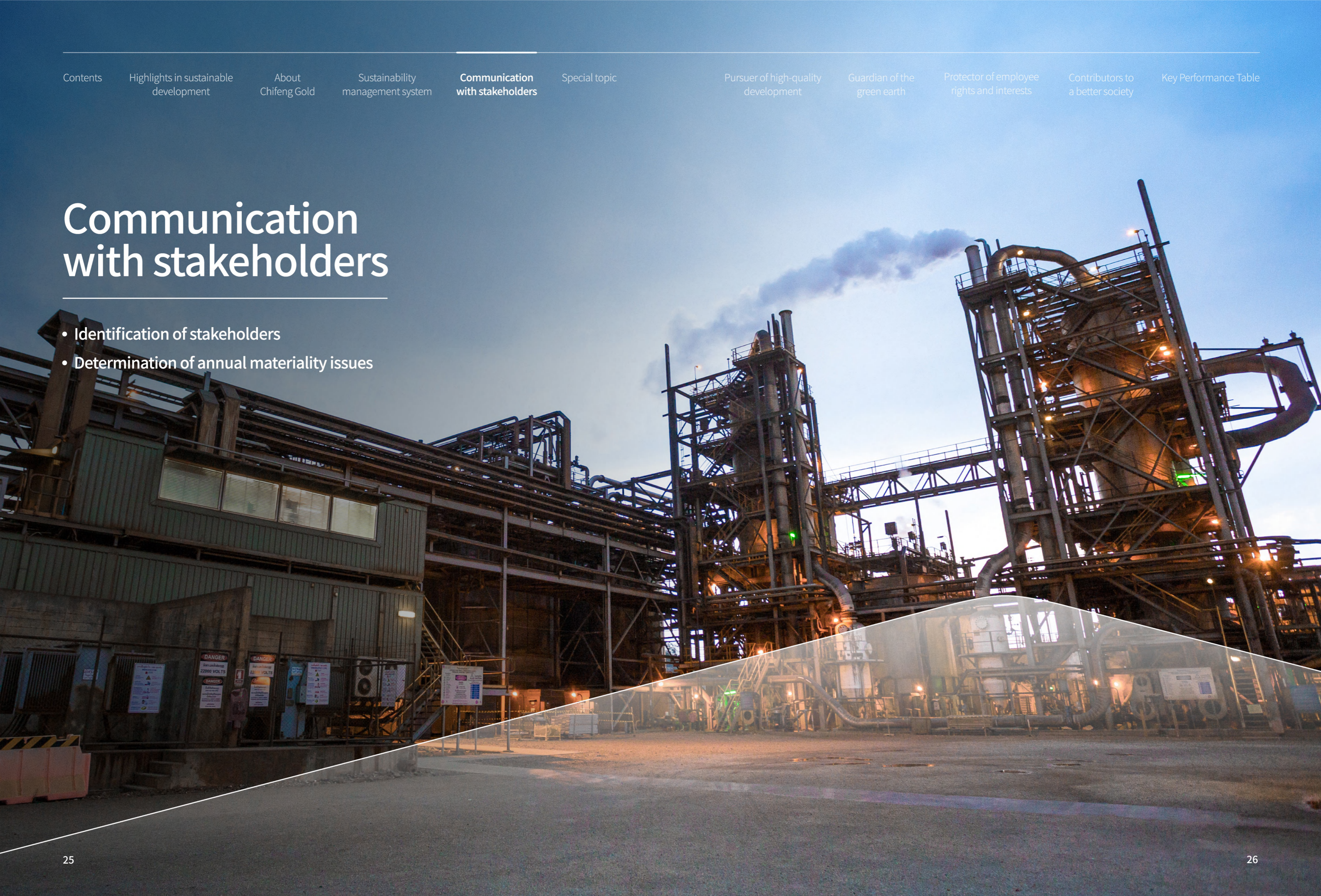
As the highest decision-making body for environmental, social and governance ("ESG") affairs of Chifeng Gold, the Board of Directors continuously strengthens the participation in the Company's ESG affairs, integrates ESG concepts into all aspects of the Company's operation and business development, makes final decisions on the Company's ESG management structure and management strategy, constantly optimizes the Company's ESG management system, clarifies specific ESG duties, reviews and approves the Company's ESG annual reports, and promotes the integration of relevant issues on sustainable development into company management in an orderly manner. The Company's Annual Sustainability Report for 2023 was reviewed and approved by the Board of Directors on March 29, 2024.

The Strategy and Sustainable Development Committee of the Board of Directors is a specialized working body under the Board of Directors and is responsible to the latter. This committee is mainly responsible for developing the Company's medium and long-term development strategy, make decisions on the Company's major investments, study the Company's sustainability policies, supervise the development and implementation of the Company's ESG goals, and conducts research and makes recommendations on other major issues that may influence the Company's development.

The ESG core group joins hands with various departments of the Company and ESG leaders of the mining area in implementing specific ESG work according to the ESG work plan formulated by the Board of Directors and the Management, and supervises and assists the implementation of ESG goals by each department as planned. Moreover, the ESG core group also reports to the Management regularly, collects and analyzes ESG data, information, and statistics on a daily basis, and supports the preparation of annual ESG reports.

Communication with stakeholders

- Identification of stakeholders
- Determination of annual materiality issues

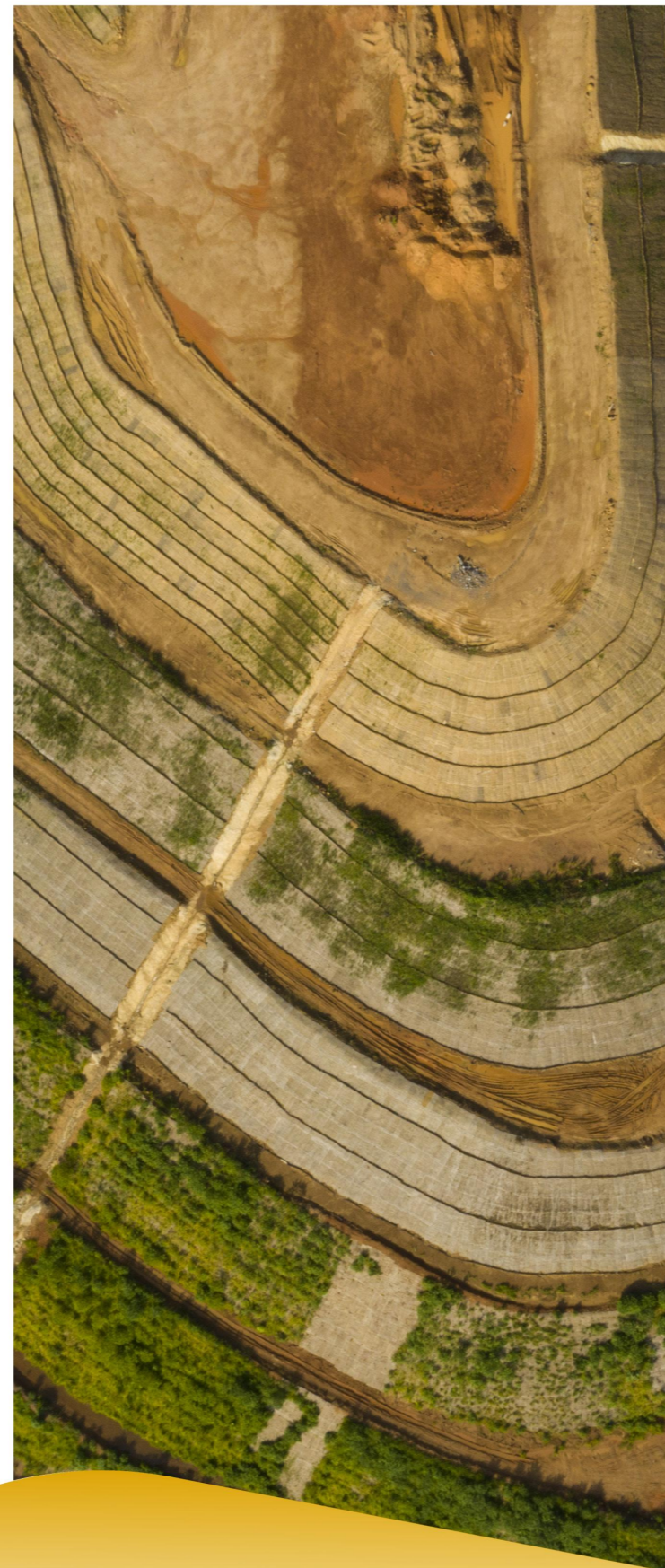


Communication with stakeholders

Identification of stakeholders

Chifeng Gold is committed to building a smooth communication channel, while respecting the concerns of all stakeholders, so as to clarify the Company's sustainability strategy and various issues highlighted in the Report. During the reporting period, we identified eight main categories of internal and external stakeholders, and actively engaged in friendly communication with all stakeholder groups.

Stakeholder categories	Stakeholder concerns	Main communication ways
Directors and senior executives	Corporate governance Social and geopolitical risks Tailings management Employee health and welfare protection	Board of Directors Director communication Regular meetings of the Management Employee satisfaction investigation
Partners	Anti-corruption and whistleblowing management	Supplier meeting Supplier training Industry forum
Shareholders and investors	Toxic discharges and wastes Tailings management Social and geopolitical risks Stakeholder communication and relations	Annual shareholders meeting Information disclosure Investor Q&A and roadshow Investor relations platform



Stakeholder categories	Stakeholder concerns	Main communication ways
Employees	Human right safeguarding Employee health and welfare protection Employee training and development Labor management Equity, inclusiveness and diversity promotion	Employee meeting Labor union activity and meeting Employee training and professional training Employee satisfaction investigation
Community and environment where the Company operates	Community relations Stakeholder communication and relations Employee health and welfare protection Tailings management	Community exchange Community support activity Other activities
Government and regulatory authority	Land management and biodiversity conservation Tailings management Climate change and energy management Social welfare and charity	Submission of regular assessment report Regular meeting or communication activity Government visit and exchange Government meeting or exchange meeting
Public/media	Carbon emission management and renewable alternatives Employee health and welfare protection Socioeconomic benefits Equity, inclusiveness and diversity promotion	Public information disclosure Investor Q&A activity Roadshow activity Information display on the Company's official website
Non-governmental organization	Prudential use of natural resources Sustainable water resources management Human right safeguarding Transparent disclosure	ESG report Other information disclosure platforms

Determination of annual important issues

During the year, Chifeng Gold carried out the screening and analysis of issues of importance. In combination with our own development characteristics, the importance attached by stakeholders to relevant issues, the industry focus concerned by the ESG rating of GRI, UN SDGs, RGMPs and MSCI¹ It refers to the industry focus concerned by the ESG rating of MSCI. For MSCI (Morgan Stanley Capital International), the ESG rating of an enterprise refers to the scoring and rating by MSCI, a mainstream international third-party institution, of the ESG information and performance disclosed by this enterprise.], and the excellent practices of peer companies, we formed the "Library of Important Issues of Chifeng Gold in 2023". In addition, through the combination of issue selection procedures and multi-faceted evaluation, we identified 6 issues of high importance and 18 of moderate importance, which are emphatically responded to in detail in the Report.

Procedures for Identification of Issues of Importance

Formation of issue library

Form the annual issue library by referring to international standards and initiatives as well as industry concerns, with a total of **28** issues being included in the issue library

Identification of stakeholders

Identify **8** categories of key stakeholders in combination with business characteristics, capital market concerns, operating status, etc.

Questionnaire

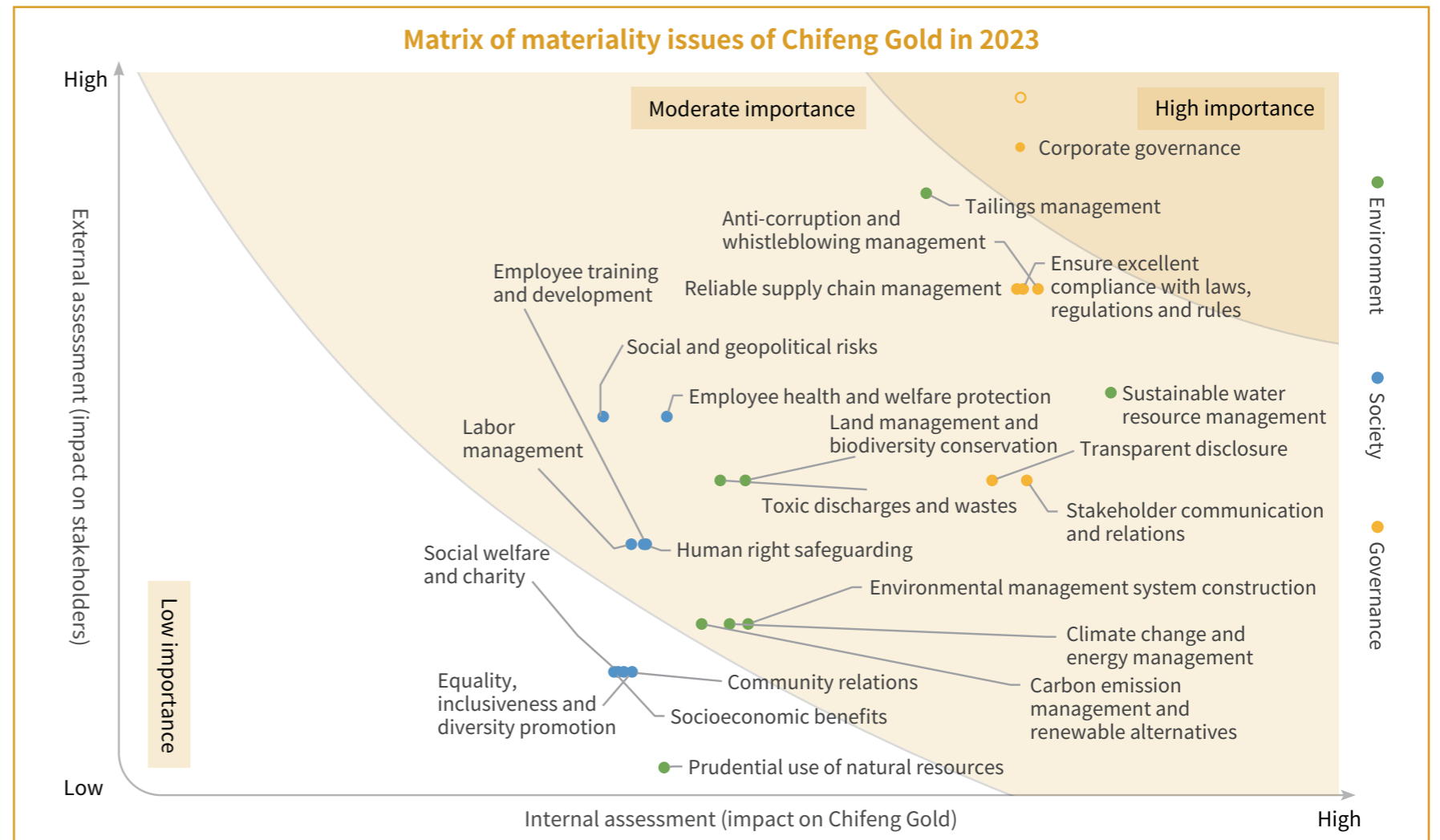
Combine online and offline questionnaires as well as field interview and investigation; a total of **205** valid questionnaires were collected, covering **3** countries where the Company operates

Ranking of issue importance

Rank the importance of issues based on the main concerns of stakeholders and the ratings of issues, with the concerns of stakeholders being taken as a referential source for the priorities of the ESG work of Chifeng Gold

Determination of reporting boundary

The Report mainly responds to issues highly concerned by stakeholders



¹ It refers to the industry focus concerned by the ESG rating of MSCI. For MSCI (Morgan Stanley Capital International), the ESG rating of an enterprise refers to the scoring and rating by MSCI, a mainstream international third-party institution, of the ESG information and performance disclosed by this enterprise.

List of issues of importance²

Environmental aspect		Social aspect	Governance aspect
Issues of high importance	Sustainable water resource management Tailings management	Reliable supply chain management	Corporate governance Anti-corruption and whistleblowing management Strict compliance with laws, regulations and rules
Issues of moderate importance	Land management Biodiversity conservation Toxic discharges and wastes Environmental management system construction Climate change and energy management Carbon emission management and renewable alternatives	Human right safeguarding Employee training and development Employee health and welfare protection Social and geopolitical risks	Stakeholder communication and relations Transparent disclosure
Issues of low importance	Prudential use of natural resources	Community relations Socioeconomic benefits Social welfare and charity Equity, inclusiveness and diversity promotion	—

²Note: the ranking in the list below is only to show the interval of issue importance, and the order of issues in each interval has nothing to do with the importance of issues



Thematic topic sustainable development road of Chifeng Gold

- Commitment to sustainable mine
- Empowerment of sustainable community
- High-quality development of the value chain

More sustainable mine construction, more sustainable community empowerment and higher-quality future development are identified by Chifeng Gold as the three main directions towards the future of ESG. We will strive to broaden the path of sustainable development, actively fulfill our corporate social responsibility, and contribute to the in-depth transformation of the global mining industry.

Commitment to sustainable mine

Chifeng Gold has always attached importance to the construction of green mines. In recent years, we have actively sought a balance between mining development and ecological protection, and steadily promoted the construction of green mines. During the development of mineral resources, we adhere to the principle of scientific and orderly mining, strengthen the comprehensive treatment of waste water, waste gas and tailings, and strive to create a more sustainable zero-pollution mine.

Chifeng Gold has established and improved relevant internal control systems, and set up a principal responsible group at both the group and subsidiary levels, which is led by a leadership group with the principal responsible person as the leader, the responsible deputy general manager as the deputy leader, and the responsible persons of the competent departments and production units as members, under which an office dedicated to the construction and restoration of green mines is established.

Meanwhile, it is clearly stipulated in the Group's Assessment Measures that the occurrence of pollution accidents, production accidents or accidents affecting the construction of green mines shall be subject to the system of one-vote veto, with relevant responsible persons being punished accordingly, and each subsidiary shall also incorporate this system into the two-level assessment system.

During the year, the Group invested a total of RMB26.17 million in the construction of green mines, restored about 62.3 hectares of lands, and planted 5,400 trees and about 10 hectares of grasses. In the future, we will continue to increase investment in green development, and practice "green development" following the philosophy of "green is gold", so as to usher in a new chapter of green development.

Case

the Garden Mine of Jilong Mining was evaluated as a national green mine

Jilong Mining has made continuous efforts to the greening of the Garden Mine, with the latter being already evaluated as a "national green mine". In 2023, Jilong Mining



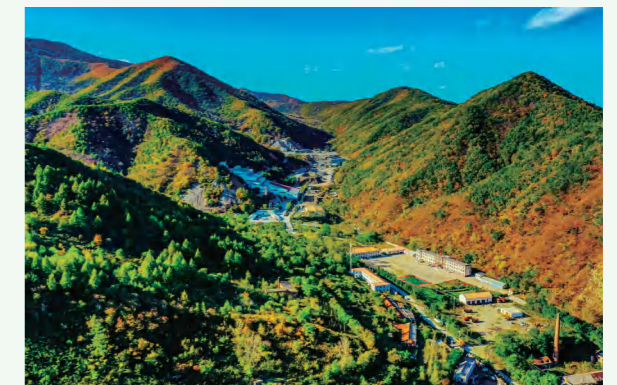
transformed the waste residential area of the mining area into a leisure area, greatly improved the greening level, and organized tree planting activities to green the environment of the mining area while improving the work and life quality of employees. In addition, Jilong Mining continued to carry out the governance of geological environment, with a total of 9 units occupying an area of 6,973 square meters being subject to governance.

In addition to the greening work, Jilong Mining also hardened some of the old dirt roads in the mining area this year to reduce the dust problem caused by vehicles passing by. Moreover, Jilong Mining carried out the construction of backup power supply in the mining area, increased the capacity of transmission lines, added solar street lights, and integrated new energy into the construction of the Garden Mine, so as to build a more sustainable tomorrow following the path of "green development".

Case

Hanfeng Mining transformed the ecological environment of the mining area

Hanfeng Mining has always been committed to rectifying the problem of serious damage to the mine environment left over from history. At present, it has achieved a great transformation from the original barren area in which yellow sands fly all over the sky and block out the sun and birds have no trees to dwell on, to an exuberant land featuring evergreen trees, clear sky and green water.



In April 2023, Hanfeng Mining held a voluntary tree planting activity to contribute to the construction of green mines. The leadership team led employees from different departments of the company, as well as the responsible persons of Lishan Mine, Dongfeng Mine and the dressing plant to participate in the activity, with nearly 100 saplings being planted in a well-arranged manner, making Hanfeng Mining more vibrant and livelier in this spring. During the year, our colleagues earnestly practiced the concept of green development with actions, contributing to the improvement of the ecological environment of the mining area.



On-site Photo of the Tree Planting Activity of Hanfeng Mining

Words from the Vice President

Lyu Xiaozhao, Director, Vice President and Chief Engineer of Chifeng Gold: “In the past decade, we have spent RMB150 million to restore the ecological environment in Dandong, where Wulong Mining is located. At present, more than 130,000 saplings planted during the Phase-I project have grown into forests, the trees in the Phase-II project are flowering, and those in the Phase-III project are still growing. In addition, the Phase-IV project has got started with a large number of saplings being already planted.”

Empowerment of sustainable community

“Growing together with the community” is a principle that Chifeng Gold has always adhered to. To this end, we continue to find and implement suitable ways to empower communities more sustainably. By combining our own business characteristics with the concept of green ecology, we can effectively understand the “worries” and “expectations” of surrounding residents, and design and implement a package of projects that can benefit the people. In recent years, we have achieved fruitful results both at home and abroad.

Case

Jilong Mining and Wulong Mining continuously practice the principle of “employment empowerment and community co-construction”

We advocate the establishment of sound cooperation and mutual assistance between the mining areas and surrounding communities, and encourage surrounding residents to work in Chifeng Gold nearby. As at the end of the reporting period, Jilong Mining had created jobs for more than 900 people, and Wulong Mining had also successfully created jobs for villagers nearby.

In addition, we actively participate in community activities and projects, closely follow up and understand the needs of surrounding communities, maintain smooth communication with them, and require each mining area to “do the utmost to benefit people” in the process of operation and development. During the year, Jilong Mining participated in the maintenance of more than 10 kilometers of roads in surrounding villages. When needed, the our vehicles provided free services for surrounding villages, and participated in the removal of domestic garbage and road snow clearing activities. The free donation of waste rocks and non-hazardous tailings is also an important way for each mining area to participate in community construction. We donate for free mining wastes to surrounding villages or rock crushing plants to make building materials and thus boost local economy. During the year, Jilong Mining donated 50,000 tonnes of mining wastes in total.

Case

Golden Star Oil Palm Plantation (GSOPP)

Golden Star Oil Palm Plantation (“GSOPP”) is an alternative economic project of Golden Star Resources, a subsidiary of Chifeng Gold. GSOPP is established in April 2006, whose new industrial park with an area of more than 100 hectares is located in the former mining area, which is an excellent case for the concept of multiple and continuous use of land.

In cooperation with local managers and farmers, GSOPP adopts the smallholder management model to develop the oil palm farming industry in the communities nearby. With support from Solidaridad and the United Nations Industrial Development Organization (UNIDO), Golden Star Resources assists smallholders with oil palm cultivation and processing and carries out relevant training through GSOPP. GSOPP continues to advance the business goal of reducing poverty by creating jobs relying on plantations, and creates wealth for surrounding communities through sustainable agricultural ventures. The company has established the Golden Star Oil Palm Plantation Fund and contributes USD1 to the fund for every ounce of gold produced. The fund has so far received contributions of more than USD9.6 million (about RMB67.99 million) in total.

The GSOPP project is so influential that Royal Gold Inc., a gold sales contractor of Golden Star Resources, has pledged to contribute USD150,000 (equivalent to about RMB1.06 million) per year for five years to support GSOPP. As at June 2022, the project had directly employed more than 500 contract workers and farmers in the community where Golden Star Wassa Mining is located. The plantation can produce 18 tonnes of fruit bunches per hectare, three times the national average in Ghana.

GSOPP has won a number of awards for its excellent practices, including the Riley Capital Green Mining Award, the Ghana Mining Award, the PDAC Award for Outstanding Environmental, Social and Governance Achievements, and the Ghana Farmers’ Day Award.

In August 2022, GSOPP passed the certification by the Roundtable on Sustainable Palm Oil (RSPO), becoming the first in Ghana and second in Africa to achieve this feat. This certification represents the safe and sustainable planting of oil palm using the best management practices that can increase production by following globally recognized standards.

Mr. Shadrack Adjetey Sowah, Vice President and Managing Director of Golden Star Wassa Mining, said that “the GSOPP team has been committed to meeting the stringent requirements of RSPO, and is very proud to pass the certification by RSPO. ESG is a key focus for us, and the RSPO certification well demonstrates our commitment to our business, community and stakeholders.”



GSOPP Employees

GSOPP Palm Grove

Case

Lilad-Lileng gravity flow water supply system of LXML

Mr. Saman, Deputy General Manager of LXML, said that “currently, the company has implemented several initiatives to support community development, including the Community Trust Fund and the Fund Assistance for Disadvantaged Groups (FADG), which provided a total of LAK1.2 billion (about RMB58,000) to assist 54 families in need during the period from 2019 to 2023” .

In August 2023, LXML participated in the handover ceremony of the “Lilad-Lileng Gravity Flow Water Supply System” , officially handing over the water supply system to the villagers of Nampakhen Village in Vilabouly District, which will be mainly used for agricultural irrigation.

With the support of the LXML Community Trust Fund, LXM invested USD10,612 (about RMB75,162) to complete the Lilad-Lileng gravity flow water supply system project, whose construction lasted for 3 years from July 2020.

This water supply system can provide a reliable water source for irrigation throughout the year, allowing farmers to cultivate their crops even during the dry season. This will not only help greatly improve the efficiency of agricultural production in local community and promote local agricultural production, but also help improve local food security and supply stability, and increase the income and enhance the overall happiness of community residents. In the future, the LXML Community Trust Fund will continue to invest resources and efforts to support the sustainable development of Vilabouly.



Handover Ceremony of the “Lilad-Lileng Gravity Flow Water Supply System”

High-quality development of the value chain

As an international gold mining company, Chifeng Gold is rooted in China with overseas presence. In response to the national “Belt and Road” initiative, Chifeng Gold takes itself as a bridge to actively conduct overseas investment and international communication, and joins hands with upstream and downstream partners in the value chain in promoting the prosperity and development of the industry and accelerating the forming of a new high-quality development pattern.

Case

LXML has been put into operation for 20 years, contributing to the economic development of Laos

2023 is a milestone year for LXML. In December 2023, LXML successfully held a ceremony to celebrate the 20th anniversary of the operation of Sepon Mine in Vientiane, the capital of Laos. More than 140 people attended the celebration, including Mr. Sonexay Siphandone, Prime Minister of Laos, Mr. Zhao Wenyu, Commercial Counselor of the Chinese Embassy in Laos, as well as representatives of Lao ministries and commissions, representatives of local government, representatives of Chinese-funded enterprises, and LXML’s Senior Management.

As a large non-ferrous metal mine invested by China in Laos, LXML actively implements the “Belt and Road” initiative, and has made continuous contributions to the economic



Celebration Ceremony for the 20th Anniversary of the Operation of Sepon Mine

development of Laos in the past 20 years. By now, the company has contributed about USD1.7 billion (about RMB12 billion) to the local income of Laos. In the future, LXML will continue to follow the goal of developing into an international high-standard mining company, attach great importance to safety and environmental protection as well as exploration and innovation, actively fulfill social responsibilities to benefit local community, make unremitting efforts “to benefit more people through the development of Chifeng Gold” , and make greater contributions to promoting China-Laos economic and trade cooperation.

Case

Chifeng Gold attended on invitation the 2nd China International Mining Investment and Development Summit

In March 2023, Chifeng Gold attended on invitation the “2nd China International Mining Investment and Development Summit” . This summit was organized by the multimedia platform “Mining World” of China Mining News and held in Beijing in the theme of “Building a Global Mining Development Community Based on China’ s Mining Industry” .

Mr. Lyu Xiaozhao, Director, Vice President and Chief Engineer of Chifeng Gold, delivered a keynote speech titled Enduring Power — Charm of Gold to share Chifeng Gold’ s experience with all attendees, while learning from the successful cases and experience regarding globalized development shared by representatives of mining enterprises in an effort to strengthen the construction of intelligent mines and ESG, and accelerate the internationalization process of Chifeng Gold.



Site of the 2nd China International Mining Investment and Development Summit



Chapter One

Pursuer of high-quality development

Based on sustainability and high quality
 Commitment to consistently pursuing higher international standards
 Explore innovation and achieve technological breakthrough

Response to issues of importance

- Excellent compliance with laws, regulations and rules
- Transparent disclosure
- Reliable supply chain management
- Promotion of equality, inclusiveness and diversity
- Social and geopolitical risks
- Anti-corruption and whistleblowing management
- Employee training and development

Remarkable performance in ESG

Anti-corruption training was carried out **61** times in total, with **23** directors and senior executives having completed training

There were **1,788** suppliers in total, with **793** Chinese suppliers and **995** overseas ones

The R&D investment totaled RMB **51.75** million, the total number of R&D personnel was **494**, and a total of **5** utility models and **1** invention patent were obtained

The local procurement rate was **45.75%**

Response to UN SDGs



1.1 Robust compliance governance

Chifeng Gold focuses on improving its capability of legal and compliant operation, and takes the consolidated construction of its compliance system as a leverage to continuously strengthen the capability of law-based corporate governance and the level of compliance management. We attach great importance to the responsibility for sustainable development that enterprises should bear, integrate ESG concept into the whole process of risk management and internal control of the Company, create a safe and environmentally friendly production and operation environment, strictly control product quality, constantly explore innovation and technological breakthroughs, and extend relevant requirements to supply chain management, so as to lay a solid foundation for Chifeng Gold to continuously create economic value through relying on sound compliance governance.

Compliant operation

Chifeng Gold always believes that compliance governance is sacred bottom line for the Company's survival and development. We clearly define the compliance concept of "company-wide compliance, up-bottom compliance, law-based compliance, and long-term development" institutionally. In accordance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China and other relevant laws and regulations, as well as the Articles of Association of Chifeng Jilong Gold Mining Co., Ltd., we have formulated the General Rules for Compliance Management, the Implementation Measures for the Company's Compliance Performance Assessment, the Management Measures for Compliance Supervision, and other rules and regulations, with a view to preventing and controlling compliance risks through a systematic compliance management mechanism.

Code of business conduct

Chifeng Gold adheres to the business philosophy of "transparency and honesty, and respect and communication", and attaches great importance to the building of employees' professional ethics. The Code of Business Conduct of Chifeng Jilong Gold Mining Co., Ltd. stipulates the standards of conduct that all employees shall abide by, covering key segments such as external communication, interest conflict, market disclosure and shareholder communication. We have made it clear in the employee handbook and various rules and regulations that employees shall maintain professional ethics and fulfill confidentiality obligations; all new employees of the Company are required to sign a confidentiality agreement upon their joining the Company.



Compliance education

Chifeng Gold attaches great importance to the cultivation of compliance value and the improvement of compliance management capability. Through the organization and implementation of compliance training and education and the fostering of compliance culture, we constantly advocate the Company's values of law-based compliance and integrity management. The Company provides regular compliance training for all employees, and takes directors, supervisors, senior executives, compliance specialists, compliance risk control liaisons, overseas personnel, new employees, and personnel in positions with significant risks as key personnel in compliance training. In addition, the Company launches the "Compliance Publicity Month" program to actively create a cultural atmosphere of "company-wide compliance".

Adhering to the principle of "seeking truth from facts, being objective and fair, democratic and open, and emphasizing practical results", we carry out compliance performance assessment on the Company's directors, supervisors, senior executives, compliance specialists, and compliance risk control liaisons every year according to specific quantitative indicators, and takes the compliance performance assessment results as an important consideration for the annual comprehensive assessment, job promotion, award and excellence evaluation and bonus payment of relevant personnel, so as to promote the improvement of the Company's compliance management, firmly establish the values concept of compliance, ensure the comprehensive and continuous implementation of the Company's compliance management system, and achieve the healthy development of the Company.

Supervision and whistleblowing

Chifeng Gold has established a smooth compliance supervision and whistleblowing channel to encourage employees to actively participate in the Company's operation and governance.

- Establish a number of channels for supervision and reporting by letter, email, telephone, face-to-face complaint, etc.;
- Ensure that employees' complaints can be dealt with in a fair, just and reasonable manner, prevent and punish all kinds of illegal and rule-breaking behaviors, and ensure the sustainable and healthy development of the Company;
- Strictly protect the information of whistleblowers and complainants, reward whistleblowers for verified reports, and protect the right of whistleblowers to continue to complain.

Online whistleblowing channel

- Whistleblowing and supervision hotline
- Whistleblowing Email

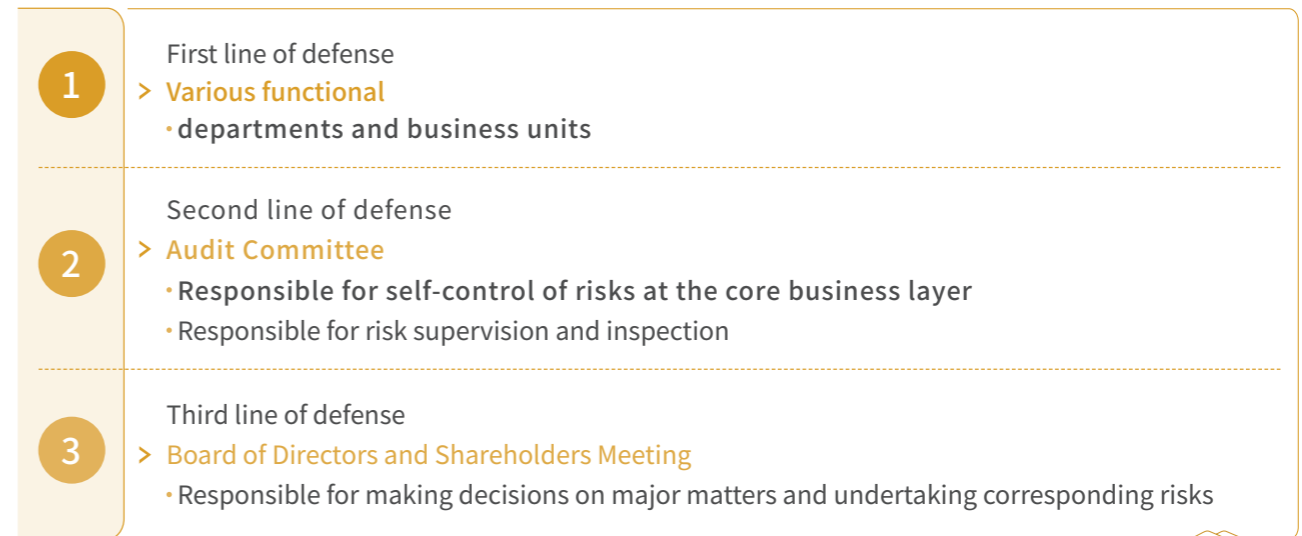
Offline whistleblowing channel

- Whistleblowing and supervision mailbox
- Whistleblowing reception window

Risk management

Chifeng Gold is fully aware of the importance of sound and perfect risk management system to the steady, sustainable and healthy development of an enterprise, and continues to strengthen risk management and control through the establishment of risk management policy, risk management structure and risk management system.

We have formulated the Risk Control Management System and the Major Event Reporting System to ensure that the identification, assessment, prevention and control of the Company's internal and external risks are supported by a sound management system. Meanwhile, we endeavor to build a comprehensive risk prevention, control and management system with a focus on such aspects as organizational system, management and control system, operating mechanism, institutional system and information system. In addition, we have established a sound risk management structure, and established three lines of defense for risk management that cover the supervision of various functional departments and business units, the Audit Committee and the Board of Directors, and the Shareholders Meeting.



Anti-corruption management

Chifeng Gold adheres to the concept of integrity and anti-corruption, and is committed to maintaining the highest governance principles and ethical standards. We adopt a "zero tolerance" attitude towards fraud and corruption, insisting that corruption cases must be investigated and corruption be punished. During the reporting period, no corruption case was reported and concluded against any issuer or employee of Chifeng Gold.

Anti-corruption system

We prohibit corruption and bribery in any form, and our personnel must comply with applicable anti-bribery laws and regulations in both the countries where they work and the countries where they conduct business. Chifeng Gold has established and improved a series of systems and norms such as the Anti-corruption and Anti-bribery Policy of Chifeng Jilong Gold Mining Co., Ltd., the Integrity and Self-discipline Management System of Chifeng Jilong Gold Mining Co., Ltd., the Code of Business Conduct of Chifeng Jilong Gold Mining Co., Ltd., as well as the Pragmatic System for Integrity and Anti-corruption and the Regulations on Disciplinary Violations of Employees of each subsidiary, demonstrating our stance of zero tolerance and severe punishment against bribery and corruption.

Anti-corruption publicity and education

We actively promote the development of a culture of integrity and anti-corruption. Every year, the Group and its subsidiaries carry out anti-corruption education and training, and organize board members, senior executives and all employees to participate in relevant training activities. During the reporting period, Chifeng Gold conducted anti-corruption training 61 times in total, with 23 directors and senior executives and 265 employees trained.

anti-corruption training	directors and senior executives	employees trained
61 times	23	265

Case

Anti-corruption publicity of Hanfeng Mining

To further intensify its integrity publicity, Hanfeng Mining has set up a hotline for whistleblowing to the General Manager, accepts the supervision from internal and external stakeholders, and repeatedly plays anti-corruption publicity films through LED screen in the workplace to create a good environment for anti-corruption and integrity upholding.

1.2 Strict control of product quality

Chifeng Gold takes integrity management as a fundamental principle to ensure production quality and quantity, and practices comprehensive and meticulous quality control to provide customers with first-class, safe and responsible products and services.

Quality inspection and management system

Chifeng Gold conducts quality management within the framework of the United Nations Sustainable Development Principle of “responsible consumption and production”, adheres to the responsible gold mining principle of “resolving complaints”, and advocates the overall guideline of “quality first” at the group level. Each mining area, as an independent quality control unit, formulates its own management and control system according to its production characteristics and, through the technical process for quality inspection that involves sampling, sample preparation, and moisture and grade testing, achieves the whole-process quality control covering mining, mineral dressing and sales, thus providing an important reference for the Company’s production and operation, and guaranteeing customers’ access to high-quality products and services.

Quality management and control measures of Chifeng Gold

- 1 Set up a special laboratory in each mining area to test ore samples and tailings, so as to provide scientific support for the early development and exploitation, intermediate processing and refining, and later supply and sales of mineral resources.
- 2 Establish such systems as the Laboratory Management System and Assessment Measures, the Laboratory Management System (Secondary Arbitration), and the Management Measures for Laboratory Assessment in 2023 to standardize the work of laboratories and clarify the duties and operating rules of each post in laboratories.
- 3 Require each laboratory to conduct laboratory work following the “stick to scientific tests and facts” principle, form a standard workflow for daily reporting and archiving of all laboratory results, submit work reports on a monthly basis, and assign a full-time person to take charge of the management of all work records.

4

Adopt the arbitration method to ensure the openness, transparency and comparability of laboratory work, and regularly adopt such methods as internal inspection for sales, external inspection by the National Quality Supervision and Inspection Center for Gold and Silver Products, and grade comparison analysis for external inspection for sales, to screen samples with large grade deviation and initiate secondary arbitration.

5

Fully and quickly improve the efficiency and accuracy of secondary arbitration related to grade testing through quantitative analysis by virtue of the intelligent management platform and the established basic data.

6

Conduct the year-end evaluation to assess laboratory personnel based on the out-of-tolerance test results, and take the monthly test results throughout the year as the main assessment basis, so as to improve the overall work quality of laboratory testing and the testing ability of all laboratory personnel.

For products provided by contractors, we implement a strict quality inspection process covering new product development, sample, trial production in small batches, mass production, etc., so as to prevent the use of raw materials or outsourced parts that are deemed unqualified.

The Quality Inspection Department compiles the inspection standards of outsourced products, prepares the Inspection Instruction, and communicates the updates of relevant specifications



The quality inspection personnel inspect the appearance, dimensions, functions and packaging of products according to the Inspection Instruction, fill in various inspection and test records or reports, and keep them on file together with the original quality certificates. The inspection and test reports and other supporting documents will not take effect until being sealed and signed.

In the future, we will continue to implement strict quality management, adhere to the policy of whole-process management and control, continue to improve the intelligent quality management platform, and follow the corporate strategy of providing customers with high-quality and guaranteed products and services.

Product and service complaints

Attaching great importance to customer opinions, Chifeng Gold has established a sound and fast-responding complaint management mechanism, and is committed to continuously improving its service quality and safeguarding the legitimate rights and interests of customers. During the reporting period, we didn't receive any complaint about products or services.

Handling of complaints about Chifeng Gold products and services



1.3 Exploration of technological innovation

Chifeng Gold adheres to the development strategy of “technological leadership” , anchors the development goal of “becoming a professional, technological, and large-scale gold mining enterprise” , and takes key technological breakthroughs as the cornerstone for high-quality development. Upholding the development concept of “safety first, scientific and technological support, ecological priority, and green development” , the Company focuses on building a R&D innovation mechanism with industry competitiveness, while mobilizing all employees to actively participate in scientific and technological development and innovation, so as to promote the upgrading of information and intelligent technology, and maintain core competitiveness in the industry.

Mechanism and incentive

According to relevant provisions of the Patent Law of the People’ s Republic of China, the Implementation Rules of the Patent Law, and the Basic Working Standards of Chifeng Gold, we have established an incentive system for technological innovation and research mainly based on the Innovation Incentive Measures and the Patent Incentive Measures.

We carry out standardized management of the Company’ s technology and process improvement and various innovation work with respect to production, safety, management, etc., and mobilize workers and engineering and technical personnel to actively carry out scientific and technological innovation and innovation activities featuring “minor modification or reform” . We attach importance to all worthwhile improvement and creation activities with a lasting impact and all innovative activities with significant economic benefits, social benefits and promotional prospect in production practice that are conducted by various departments and production units of the Company for purpose of solving problems and achieving goals.

Management innovation	Technological innovation	Patent application
System construction, improvement and innovation in such aspects as R&D management, production management, operation and information management	Innovations that can increase existing production capacity and technological level based on improvements in such aspects as product, engineering and project	Patents officially evaluated and successfully granted by the State Intellectual Property Office

We have set up an innovation management review committee composed of leaders of various departments, and established fair, standardized and transparent innovation project review process.



Every year, we reward the units, departments and personnel who complete the innovation tasks through internal assessment, so as to maintain the innovation vitality of departments and individuals, and continuously improve the core competitiveness of the Company



We adopt various forms of reward for innovation such as praise in public, bonuses, in-kind reward, paid leave and travel. We make it a rule to reward proportionally the part of additional profits upon the implementation of innovation projects to the innovators involved, and grant additional rewards according to long-term economic or social benefits, especially for technical innovations resulting in major breakthroughs and core patents constituting national or international standards.

Patent incentive measures	
Incentive for patent application	For patent application proposals put forward by various departments of the Company, if they are officially evaluated as the Company's application projects upon review and approval by the Company's Corporate Management Department (R&D Technology Center), and accepted by the State Intellectual Property Office with corresponding patent right being granted by the latter, the inventor(s) concerned will be rewarded.
Honorary incentive	Departments and individuals with outstanding achievements in patent application and patent promotion and application will be publicly praised across the Company and rewarded with corresponding bonuses.

Talent and development

On the basis of extensively encouraging innovation, Chifeng Gold actively promotes the establishment of a professional innovation R&D system, builds specialized research teams with different research focuses, continues to practice the development strategy of "technological leadership", and takes the development and innovation of new technologies, new processes and new products as the priority of the R&D Department/Technology Center of the Company.

Based on existing scientific research achievements, the R&D Technology Center of Chifeng Gold closely tracks the advanced technologies in the industry at home and abroad, vigorously develops the industrial supporting technologies featuring independent intellectual property rights, adopts new technologies and new materials to achieve the strategic goal of energy conservation and increase in resource value/production, and makes continuous efforts to build a leading technology R&D team in the industry.

Meanwhile, the R&D Technology Center carries out extensive technical cooperation, such as industry-university-research cooperation and training and further education cooperation with colleges and enterprises, and continues to learn advanced technologies in the industry and incorporates them into the Company's R&D and innovation activities, so as to support the innovation and development of the industry, and cultivate and provide various high-tech personnel with comprehensive ability for the Company's process, production and other departments.

Wulong Mining has established cooperation with China Mobile, Huawei, Oriental Measurement and Control, Shenyang Coal Research Institute and other enterprises and units. As a result, the Company successfully integrates the Internet of Things, Internet of Vehicles, artificial intelligence, big data center, cloud computing and other supporting configurations in 5G and related electronic information fields. Empowered by the customized 5G industrial network and with an aim at safe production, operation and management, the Company gradually builds an intelligent industrial model involving the whole industrial chain of gold mining and dressing.

We also set up a full-time R&D management team in each mining subsidiary with a focus on the cultivation of R&D personnel, and allocate various technical personnel to build a central laboratory with comprehensive detection, analysis and testing equipment to support the completion of all kinds of R&D activities.

Jilong Mining specifically sets up an R&D department with a focus on 6 research segments of electromechanical engineering, geology, surveying, mining, ventilation and mineral dressing, which is responsible for the overall management of R&D and technology accumulation in different technical directions.

Achievements and transformation

Chifeng Gold continues to improve its capability of independent innovation in core technology, and has made considerable achievements and technological progress

We establish special funds as part of the annual mine production and operation plan, use special funds for special purposes, and follow up the progress of construction projects to ensure that funds are allocated in place on schedule. During the reporting period, the Company's subsidiaries invested a total of RMB51,752,500 in R&D, and obtained a total of 6 patents, including 5 utility models and 1 invention patent.

Case

Chifeng Gold won the “Advanced Collective” and “Excellent Standard” awards in the award ceremony of the 3rd national gold standardization work

On December 8, the General Election Meeting & 2023 Annual Meeting of the 3rd National Technical Committee on Gold Standardization” was successfully held in Shenzhen. Lyu Xiaozhao, Director, Vice President and Chief Engineer of Chifeng Gold, attended the meeting.

As a member unit of the National Technical Committee on Gold Standardization, Chifeng Gold has actively participated in the formulation and drafting of the committee’s standards in recent years, and won the “Advanced Collective” award, and “Excellent Standard” award for chemical analysis methods for gold concentrate and similar achievements in the award ceremony of the 3rd national gold standardization work at this meeting. Lyu Xiaozhao, as an expert member of the committee, was evaluated as “Advanced Worker” in the 3rd National Technical Committee on Gold Standardization and continued to be employed as a member of the 4th National Technical Committee on Gold Standardization.

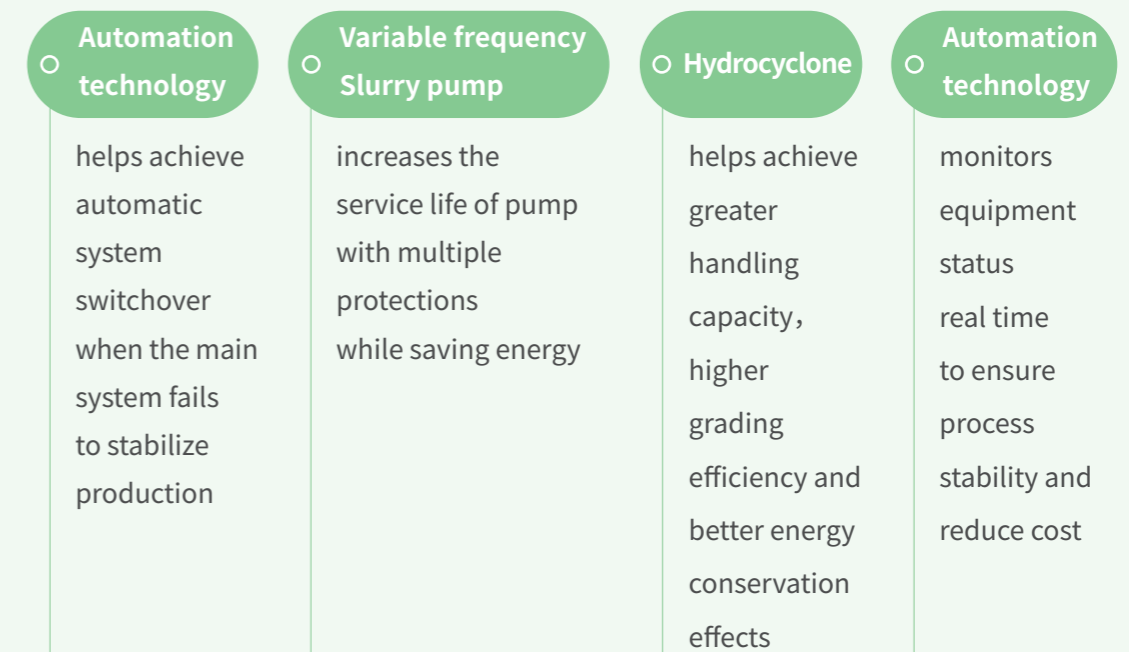


Chifeng Gold Won the “Advanced Collective” and “Excellent Standard” Awards for National Gold Standardization Work

Case

Jilong Mining reduces cost and increases efficiency in a multi-pronged manner

Jilong Mining has been accredited as a high-tech enterprise again according to the Measures for the Administration of the Accreditation of High-Tech Enterprises jointly issued by the Ministry of Science and Technology, the Ministry of Finance and the State Administration of Taxation. In addition, the R&D Center of Exploration, Mining, Dressing and Smelting Technology of the Company was evaluated as “Enterprise R&D Center of the Inner Mongolia Autonomous Region”, and the Company’s technological achievement in cyanide process was deemed reaching the international advanced level upon expert appraisal organized by China Gold Association, and won the second prize of the Science and Technology Award granted by China Gold Association In 2018. To optimize the technological process, ensure the stability of the process and reduce the operating cost, Jilong Mining actively introduces new technologies such as automation, hydrocyclone and variable frequency slurry pump into the new dressing plant, and plans to apply high-tech and intelligent means to continuously optimize the design in the future.



Types of New Technologies Applied in the New Dressing Plant

Case

Wulong Mining builds a digital management platform to facilitate the construction of intelligent mine

The digital management platform of Wulong Mining is an automatic, visualized and professional intelligent business management tool developed through independent R&D, design, maintenance and iterative upgrade.

By virtue of cloud computing, big data, Internet + and other means, the platform can realize the integrated management of major business processes in production, operation and management, as well as the automatic, visualized and intelligent corporate data analysis based on dynamic and interactive access. By integrating various operation process data and isolated information islands, the platform can provide comprehensive and reliable data basis for the Management’s decision-making analysis in a timely manner. Meanwhile, the application of the platform can successfully reduce enterprise cost, and realize digital and intelligent upgrading and improve the overall work efficiency and core competitiveness of enterprises. The digital management platform of Wulong Mining is actually a milestone in promoting the progress of the Company’s “Intelligent Mine” technology relying on 5G+ industrial Internet.

Subsystems of the digital management platform

Mining management system	Dressing management system	Sales management system (gold concentrate powder)	Material procurement and cost reduction management system	Electricity consumption management system	Financial analysis system
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Digital Management Platform of Wulong Mining

Overview of innovation awards

Wulong Mining obtained the utility model patent of “an anti-electric shock device with PLC architecture for wired electric locomotive” , and won the first prize of the Award for Enterprise Management Innovation Achievements in Liaoning Province in 2022;

Wulong Mining won the computer software copyright of the Lifting Signal System without Delay (v1.0 Version) granted by the National Copyright Administration, and won the “Second Prize in Science and Technology” granted by the China Gold Association;

Jilong Mining was accredited as a high-tech enterprise according to the Measures for the Administration of the Accreditation of High-tech Enterprises jointly issued by the Ministry of Science and Technology, the Ministry of Finance and the State Administration of Taxation in 2020, and won the invention patent of “a kind of elevator brake shoe wear monitoring system” and passed the accreditation for high-tech enterprise again in 2023.

1.4 Enhancement of supply chain management

As an international mining company, Chifeng Gold deeply integrates the concept of sustainability into its supply chain management. We build a standardized procurement management system following the principle of openness and transparency. And, on the basis of establishing a trustworthy, stable and win-win cooperation relationship with upstream and downstream partners, we actively empower the supply chain and encourage more supply chain enterprises to enter the field of sustainable development. During the year, we had a total of 1,788 suppliers, including 793 Chinese suppliers and 995 overseas ones. In the future, we will further integrate the Group's bidding and procurement systems to achieve more efficient, standardized and centralized procurement management.

Responsible procurement

Chifeng Gold has established strict systems including the Material Procurement Management System and the Business outsourcing Management System within the Company, and focuses on suppliers' performance in such aspects as fair competition, labor safety, human rights protection and environmental friendliness, so as to achieve the goal of building a responsible supply chain. We strictly check the selection and approval of suppliers, and require suppliers to provide business license, quality system certification, safety certificate of approval for mining products, performance in the past three years and other relevant qualifications and certificates. In the process of bidding and procurement, we conduct multi-dimensional scoring on bidders' product quality, service, production capacity and punctual delivery to ensure fairness and transparency, and thus select the most suitable suppliers for Chifeng Gold.

Selection principles for suppliers of Chifeng Gold

1

Compare and select from a number of suppliers for contract/order-based procurement: for single or batched materials, ensure that at least three suppliers meet the needs and participate in the competition (except under special circumstances such as exclusive supply or general agency);

2

Compare quality, price and service;

3

Prioritize company, and then organization and individual in order under the same conditions;

4

Prioritize manufacturer, and then agent and retailer in order under the same conditions;

5

The Company may entrust an intermediary with appropriate qualifications to conduct credit investigation on suppliers;

In addition, we require the procurement departments of the Group and subsidiaries to establish a credit file of suppliers to form a procurement chain with smooth operation, reliable channel and high credit level.

Determination principles for list of suppliers

1

Select eligible suppliers from customers with which the Company has established a good cooperation relationship or through online solicitation to form a list of pre-selected suppliers;

2

Request relevant information from suppliers;

3

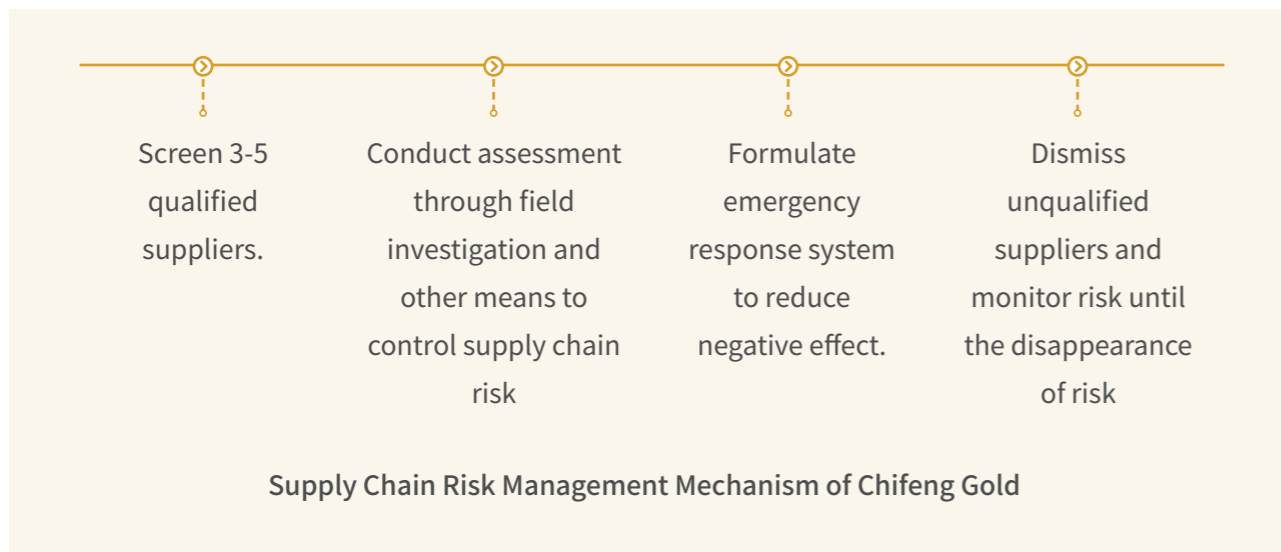
Screen suppliers through a number of channels such as interview, online exchange, field visit, and contact with downstream users for verification;

4

The responsible person(s) of the procurement department(s), the deputy general manager in charge, and the general manager are responsible for checking, determining and approving the list of qualified suppliers.

Supply chain risk management and control

To strengthen the control of supply chain risks, Chifeng Gold has formulated the Material Supplier Assessment System, established a “whole life cycle” supply chain management system covering the whole process from supplier selection, screening and evaluation, to due diligence and supplier dismissal, and implemented proper emergency response plan, while ensuring regular inspection and review in an effort to minimize the negative impact of potential supply chain risks.



Moreover, Chifeng Gold is attempting to adopt scientific and intelligent means to optimize the monitoring of supplier risks. It launches a digital material procurement management system to solve problems such as information asymmetry through global analysis.

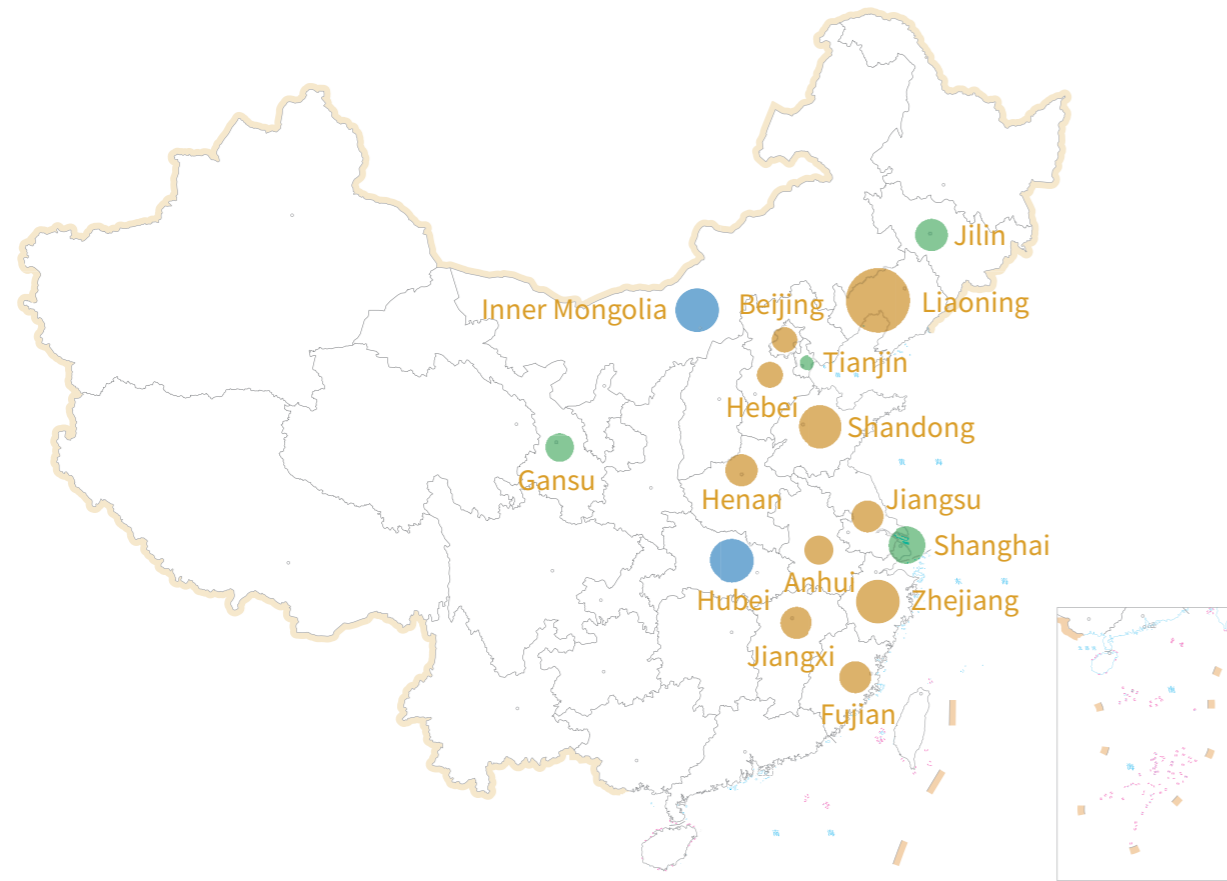
Risk control means of the material procurement management system

1	Effectively tap the potential of database: leverage the traditional database to eliminate information islands, and upgrade the system’s single data summarization and search to tables that can be flexibly analyzed with rich visual functions.
2	System self-inspection function: automatically retrieve and identify any anomaly upon system input, and remind the operator to manually correct such anomaly to ensure the accuracy and rationality of data analysis results.
3	Automatic monitoring of unauthorized price adjustment by suppliers: automatically monitor the number of transactions of materials purchased and warehoused every month to achieve automatic comparison and analysis of material prices upon warehousing and historical prices.
4	Supplier area analysis: assign area to supplier data when province and city are entered for the first time to ensure that corresponding area information of a supplier can be immediately and automatically filled in for visual inspection and analysis.
5	Statistical analysis of the reduction of material procurement cost: through the combination of automatic retrieval and manual correction, ensure the rapid, accurate and quantitative statistical analysis of the reduction of material procurement cost.



Material system of Wulong Mining (supplier analysis)

Distribution of suppliers in each province



Online Supplier Management Platform of Wulong Mining

Additionally, Chifeng Gold is committed to creating a working environment free of discrimination for all suppliers. We also require contractors, suppliers and other relevant stakeholders to eliminate child labor and forced labor, and in the case of child labor is used by mistake, the contractors or suppliers concerned shall immediately stop all relevant work, and promptly notify the human resources department to take corrective action.

Local procurement

Remaining true to its original aspiration, Chifeng Gold always adheres to the commitment to supporting local economic development, and pays close attention to the sustainability of the entire procurement process. Under the premise of fully meeting the cost and technical requirements of the important production and operation activities, we will, if conditions permit, give priority to local procurement and establish strategic partnerships with local suppliers to maximize the advantages of local procurement, while promoting the employment of local talents and supporting local enterprises, thus promoting the sustainable growth of local economy. During the year, our local procurement rate reached 45.75%.

Looking ahead

Chifeng Gold will further integrate and strengthen the standardized and centralized management of the supply chain, and work to build a unified supplier management platform to achieve integrated management of domestic and foreign suppliers, so as to more efficiently realize resource sharing and information exchange, and promote collaborative cooperation to contribute to the development of the supply chain as a whole.



Chapter Two

Guardian of the green earth

Carbon emission reduction, treatment and reclamation, afforestation
Protection of water, air and biodiversity

Response to issues of importance

- Construction of environment management system
- Sustainable water resources management
- Toxic discharges and wastes
- Climate change and energy management
- Land management and biodiversity protection
- Prudential use of natural resources
- Climate change and energy management
- Carbon emission management and renewable substitutes

Remarkable performance in ESG

The annual circulation volume of water resources reached **10,557,406.00** tonnes in total

Jintai Mining achieved 100% internal circulation of water resources

Zero major environmental pollution accident occurred

The energy consumption per unit product of gold mining in Jilong Mining reached **15.7** kg-ce/t, reaching the Class I standard of energy consumption per unit product of gold mining

LXML returned more than **100** square kilometers of land to local government

Response to UN SDGs



2.1 Environment management system

Chifeng Gold adheres to the concept of responsible development, implements the Environmental Protection Law of the People’s Republic of China and other environmental laws and regulations, actively practices the concept that “lucid waters and lush mountains are invaluable assets”, takes the sustainability of production and operation as an important part of corporate social responsibility, and is committed to achieving safe and effective environmental management and sustainable development and promoting the harmonious integration between human and the environment.

Management system and organizational structure

Following the principles of “impact assessment” and “environmental impact management” for responsible gold mining and the operating principles of UN SDGs such as “sustainable cities and communities” and “responsible consumption and production”, we have established a complete environmental management system and built a sound organizational structure for environmental management. Additionally, we have set up and implemented environmental protection plans and targets with a focus on the monitoring and control of the environmental impact of production activities, and made continuous efforts to address management loopholes found in production and operation. As at the end of the reporting period, we had no major environmental pollution accident, with all minor environmental pollution accidents being properly handled.

System construction

We have formulated the general principles for environmental management at the group level, with each mining area establishing a sound environmental management system according to local regulatory requirements and business conditions and integrating environmental protection management into the whole production and operation process involving project construction, production and operation, and accident emergency response in the form of regulation. At present, we have obtained the quality management system (ISO9001) certification, environmental management system (ISO14001) certification, and energy management system (ISO50001) certification.



Environmental Management System Certification of Wulong Mining



Energy Management System Certification of Wulong Mining



Occupational Health System Certification of Wulong Mining



Quality Management System Certification of Wulong Mining

We have formulated a number of management regulations on environmental protection with a focus on the operation of environmental protection facilities, the monitoring of the environment, the environmental impact assessment (“EIA”) of construction projects, and the response to and accountability against environmental pollution accidents. As a result, we clarify the division of duties, formulate daily workflow guidelines, and define the setup, breakdown, implementation, assessment, and reward and punishment of environmental protection indicators for each department every year, so as to ensure the efficient operation of the environmental management system and effectively improve the management of environmental protection as well as energy conservation and emission reduction.

Environmental Protection Responsibility System	Management System for Environmental Protection of Construction Projects	Management System for Environmental Monitoring
Management System for Operation of Environmental Protection Facilities	Management System for Investigation of Environmental Hazards	Management System for Environmental Information

Environmental Management System of Chifeng Gold

Management system construction

Following the principle of “centralized management, hierarchical responsibility, professional operation, and equal responsibility and authority” , we set up an energy conservation and environmental protection leading group in each subsidiary, and arrange personnel to take charge of daily affairs regarding environmental protection to ensure the full implementation of the corporate responsibility for environmental protection.

<p>Management principles</p> <ul style="list-style-type: none"> • Centralized management • Hierarchical responsibility • Professional operation • Equal responsibility and authority 	<p>Energy conservation and environmental protection leading group</p> <ul style="list-style-type: none"> • Promote energy conservation and environmental protection in mining areas and by local governments • Take charge of the supervision and management of clean production in mining areas • Review and manage environmental protection plans such as energy conservation and pollution reduction plans 	<p>Special post in charge of environmental protection affairs</p> <ul style="list-style-type: none"> • Take charge of daily affairs regarding environmental protection
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Meanwhile, we record environmental statistics according to national and regional ecological and environmental requirements, and arrange dedicated departments to regularly collect statistical information and fill in and report such information through relevant systems to ensure the timely update and public disclosure of environmental information in the mining process. For example, Jilong Mining regularly reports and discloses environmental protection information through the solid waste management system, the corporate environmental information disclosure system, and the ecological environment statistics system established by the ecological environment authority(ies) of the Inner Mongolia Autonomous Region.

Case

Jintai Mining constructed environmental protection facilities based on international high-standards

In October 2023, Jintai Mining was officially put into operation. In the construction stage, Jintai Mining practiced the environmental protection concept that “lucid waters and lush mountains are invaluable assets” , upheld the environmental protection guidelines of “optimizing process flow through law-based scientific development and technological innovation, protecting the environment through energy conservation and emission reduction, and creating green mine through comprehensive governance with a focus on prevention” , implemented mine construction with international best practices and high standards, and clarified the requirements for different construction stages of environmental protection facilities as follows:





Ceremony for Putting Jintai Mining into Operation

Expansion of environmental protection business

Guangyuan Technology under Chifeng Gold actively responds to the concept of sustainable development and takes root in the resource recycling industry. Guangyuan Technology aims to transform wastes into valuable resources through technological innovation and efficient management, thus achieving the recycling of resources, reducing the dependence on natural resources, and deeply digging “urban mines” .

Guangyuan Technology strictly implements the Guidelines for Standardized Dismantling Operation and Production Management of Waste Electrical and Electronic Products (Version 2015) jointly issued by the Ministry of Environmental Protection and the Ministry of Industry and Information Technology. Guangyuan Technology was accepted by the Ministry of Finance, the Ministry of Ecology and Environment, the National Development and Reform Commission and the Ministry of Industry and

Information Technology as eligible for subsidy of the national fund for disposal of waste electrical and electronic products in September 2013, and has been enjoying such subsidy since then. The current dismantling capacity of waste household appliances of Guangyuan Technology is 2.65 million units. If the annual dismantling capacity is estimated to be 1.78 million units³, the company may reduce dust emissions by 776 tonnes, solid waste discharge by 266,964 tonnes and carbon dioxide by 940,627 tonnes, while saving 271,200 cubic meters of water and 1,780 tonnes of standard coal, and recycling 20,333 tonnes of renewable resources.

During the year, Guangyuan Technology completed the purchase of 1,777,300 waste and used household appliances, exceeding the annual target of 1.78 million units, an increase of 24.58% from the previous year.

EIA and monitoring

In the mining and production activities, we actively assume the responsibility for environmental protection, and strive to avoid the occurrence of environmental pollution. We assess the environmental impact of our development activities, strengthen monitoring especially in the national ecological protection redline area, regularly conduct safety inspection to eliminate pollution hazards, accept supervision from third parties and local environmental protection departments, conduct self-monitoring and proactive reporting, and proactively manage and reduce negative environmental impacts on surrounding communities.

547 tonnes of secondary copper

259 tonnes of secondary aluminium

9.599 tonnes of synthetic pig iron

8.232 tonnes of reworked plastics

Shares of Various Renewable Resources Recycled by Guangyuan Technology

According to the requirements of the pollutant discharge permit system and the environmental monitoring management system specified in the Environmental Protection Management System, we entrust a qualified third-party self-monitoring company to conduct regular monitoring.

③ : The coefficient of energy conservation and emission reduction released by the Ministry of Ecology and Environment is adopted for calculation.

- Jilong Mining, according to its self-monitoring scheme, entrusts a qualified third-party company to regularly carry out environmental monitoring and, according to the 14th Five-year Plan, engages a qualified third-party agency to conduct soil pollution risk investigation, accompanied by corresponding filing with local environmental protection authority;
- Wulong Mining disposes of concealed disaster sources according to the survey report on underground mining site issued by a third party;
- LXML provides environmental reports to stakeholders and governmental environmental departments on a monthly, quarterly and annual basis, issues separate reports on environmental pollution accidents, and negotiates response schemes with stakeholders;
- According to the monthly inspection by the Hefei Municipal Bureau of Ecology and Environment and the two environmental supervisions by the Department of Ecology and Environment of Anhui Province, the third-party testing data of Guangyuan Technology are 100% up to standard and uploaded to the national pollution source monitoring data management and sharing system platform for information disclosure. In addition, the whole-process video monitoring system of Guangyuan Technology is directly connected to the Hefei Municipal Bureau of Ecology and Environment for real-time production supervision.

Case

Guangyuan Technology implements strict on-site environmental management with high standard

Guangyuan Technology accepts the regular and close whole-process supervision by the Hefei Municipal Bureau of Ecology and Environment. Hefei Special Pollutants Management Center supervises and inspects the work of Guangyuan Technology in such aspects as fund allocation, environmental management, management of hazardous wastes and management of general industrial solid wastes from time to time every month, and the competent ecology and environment management authorities inspect the company's environmental management from time to time every month. During the year, the Department of Ecology and Environment of Anhui Province conducted two environmental inspections on the company's key processes and key projects to give satisfactory results.

Meanwhile, Guangyuan Technology regularly carries out self-monitoring to monitor the status of pollutant discharge. During the year, the regular testing results of the intermediary environmental testing institution(s) show that the discharges of all pollutants meet the standards, and are much lower than the limit value.

Water quality is
40% better than
the limit value

Noise is **87%**
better than the
limit value

Soil is **3%**
better than the
limit value

Waste gas is **7%**
better than the
limit value



2.2 Prudential use of natural resources

Upholding the operating principle of efficient use of natural resources, the United Nations sustainable development principle of “responsible consumption and production”, and the principles for responsible gold mining under the topics of UN SDGs such as “cyanide and hazardous materials”, “mercury”, “resources utilization”, “water resource access and quality”, and “energy efficiency and reporting”, Chifeng Gold is committed to minimize the consumption of natural resources through innovative technology and scientific management following the principles of circular economy. We have formulated and implemented a series of management strategies for water resources, energy and materials and, with energy conservation, cost reduction and efficiency improvement as the Group’s development goals and institutional and technological innovation as the driving force, constantly adjust the resource utilization structure and eliminate backward production capacity, and firmly move forward on the road of green and sustainable development.

Reduction of water consumption pressure

We attach great importance to water resource management, explore and develop process paths for multiple recycling of water resources, and endeavor to reduce the use and consumption of fresh water and maximize the use of mine gushing water and circulating water, so as to promote the continuous improvement of water resource utilization. Meanwhile, we rationally plan the operation location during mining to avoid areas with stagnant water, thus minimizing the waste of gushing water.

1

The mineral dressing water of Jilong Mining is used repeatedly in the form of circulating water, and the mine gushing water generated in the process of mining is used for dust suppression during wet drilling, water replenishment to the dressing plant and greening of the factory area, and all production water is mine gushing water;

2

Wulong Mining replenishes the dressing production system with the industrial water discharged underground, transports the mineral dressing water to the dressing plant through pipelines for systematic processing and use, and establishes artificial riverbed to reduce the drop in water level;

3

Jintai Mining recycles production water, collects rainwater for recycling, and cleans domestic sewage for greening and watering. The company has achieved 100% internal recycling of water resources and zero external discharge of waste water.

Improvement of energy efficiency

We set up an internal energy conservation organization, formulate and implement annual energy conservation goals and implementation schemes; develop clean production schemes and coordinate the implementation of relevant schemes to improve energy utilization efficiency; ensure constant process optimization in alignment with the industry’s development trend; improve energy efficiency through remote control and intelligent management in a problem-oriented manner based on the accumulation of expertise. We have made continuous efforts to promote energy efficiency improvement and energy conservation, and we had already implemented a number of equipment replacement projects by the end of the reporting period.

According to production and business characteristics, we take targeted measures to save energy

Jilong Mining

- Implement the pilot project of utilizing waste heat from air compressors to realize the recycling of waste heat, which is used for heating in winter and for drying and water heating in summer;
- Implement the equipment renewal project, with outdoor lighting in mining areas being transformed and 25 solar lamps added, saving 8,577 KWH of electricity per year;
- Upgrade coal-fired boilers to electric ones;
- Replace the 4 batches of electrical products with energy-efficient equipment according to the requirements of the state.

<p>Wulong Mining</p>	<ul style="list-style-type: none"> • In the dressing plant, improve the utilization rate of equipment by optimizing the dressing process, and promote the remote automatic control of downhole drainage and air compressor, achieving the energy conservation targets of 2% reduction in power consumption and 0.5% reduction in the ratio of peak power consumption to the total power consumption during the year; • The purchase of water source heat pump units has achieved heat supply to all buildings (office area, employee dormitory area and dressing plant area), reducing energy consumption by half at least.
<p>Jintai Mining</p>	<ul style="list-style-type: none"> • Install solar water heaters across the living area, which are preferentially used in winter to supply hot water.

At present, our product energy consumption has already reached the national advanced level. For example, the energy consumption per unit product of gold mined in Jilong Mining is currently 15.7kgce/t, reaching the Level I standard for energy consumption per unit product of gold mined. In the future, we will continue to explore advanced energy conservation technologies such as downhole circulating heat utilization, so as to constantly improve own energy utilization with technological innovation.

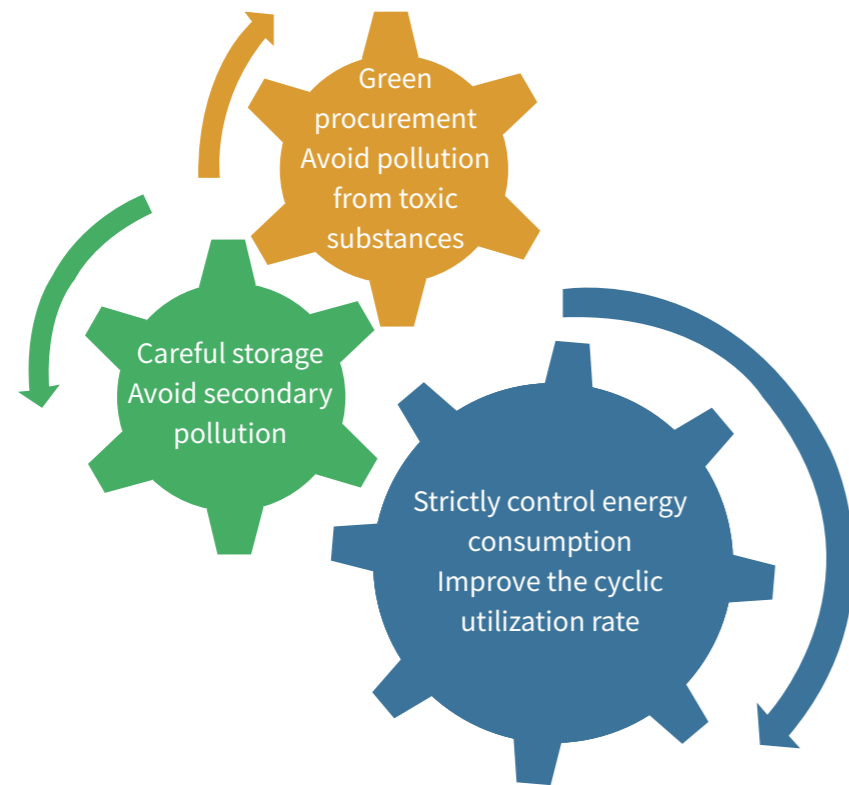
2.3 Pursuit of zero discharge and renewable substitutes

Chifeng Gold is fully aware that discharges and pollutants generated during operation and mining may pose potential threats to the natural environment and human health. We have adopted a series of powerful measures to ensure that discharges and pollutants emissions and pollutants are effectively controlled, managed and disposed of, so as to create a cleaner and healthier working and living environment. During the year, we improved the discharge management system in different mining sites, and carried out special management and supervision of mining sites entailing special maintenance.

Discharge management system

Based on a comprehensive environmental management system, Chifeng Gold is committed to improving the management capability of clean production in all mining areas. We strictly follow the national policies effective in each mining site and relevant international standards, advocate the production concept of “energy conservation, consumption reduction, pollution reduction and efficiency improvement” , and adopt advanced technologies and scientific methods to fully grasp and monitor the information on discharges generated in the process of production.

The discharge management system focuses on source control, pays attention to the toxicity and harmfulness of relevant substances in the procurement process, and aims to reduce the production of various discharges through technological transformation and equipment upgrading. We actively introduce clean production technology to improve production efficiency while minimizing adverse impact on the environment. Meanwhile, we strictly follow relevant regulations and policies to ensure compliant disposal of discharges and emphasize the close cooperation with local governments and regulatory authorities. At present, we have formed a set of scientific and rigorous discharge management process.

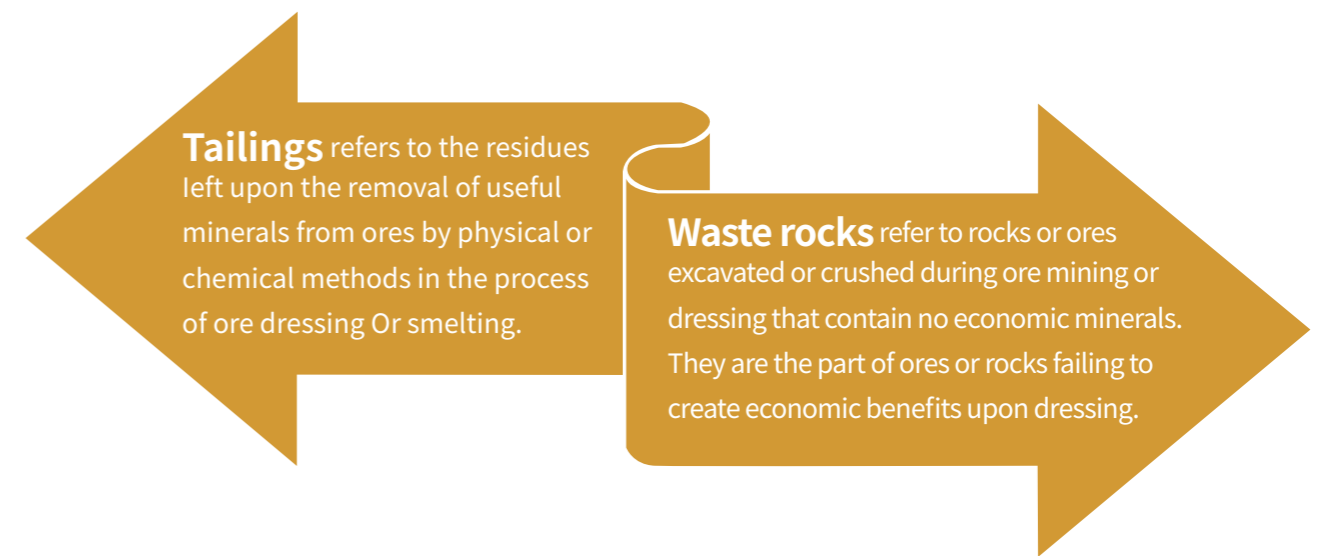


Practical Requirements for Clean Production of Chifeng Gold

Chifeng Gold continues to invest in the construction of the discharge management system, not only paying attention to traditional emission ways such as atmosphere and water body, but also strictly controlling the disposal of solid wastes such as tailings. We minimize the generation of solid wastes by promoting the comprehensive utilization of resources. Meanwhile, we actively seek efficient and environmentally friendly disposal methods to achieve the maximum utilization of resources with minimum discharge.

Tailings management

Tailings management is the top priority of environmental management in mining companies, which is directly related to the long-term impact of mining activities on the environment. Tailings and waste rocks are also one of the most important types of wastes generated by mining activities. Chifeng Gold takes compliant tailings management as one of the key measures to fulfill its social responsibility, strictly follows international standards for tailings management, and properly handles tailings residue through various means, such as dry discharge of tailings, application of impermeable membranes and improvement of mineral dressing reagents, so as to avoid potential hazards to the surrounding ecological environment and the community.



Tailings refers to the residues left upon the removal of useful minerals from ores by physical or chemical methods in the process of ore dressing Or smelting.

Waste rocks refer to rocks or ores excavated or crushed during ore mining or dressing that contain no economic minerals. They are the part of ores or rocks failing to create economic benefits upon dressing.

The disposal of tailings and waste rocks generated in our production process meets international first-class standards, which are typically stacked in waste-rock yards and tailings ponds in accordance with relevant regulations. We regularly carry out strict inspection and supervision on the safety, environmental protection and leakage prevention of tailings ponds, so as to ensure that tailings will not have collapse, liquid leakage or other major hazards. To reduce the volume of tailings and waste rocks and improve their recycling rate, we preferentially donate non-toxic tailings and waste rocks to surrounding township governments or communities to fill old mine pits and repair roads. Meanwhile, we have also formulated strict disposal process and measures for tailings closure, and carried out greening and mountain restoration of the closed tailings to ensure that the rehabilitated tailings do not have any harm and negative impact on the environment or surrounding communities.

During the year, we generated and discharged 12,178,458.00 cubic meters of tailings. In addition, non-hazardous tailings or waste rocks were mostly recycled by way of donation or sale, with a total of 25,095,662.00 tonnes of tailings (waste rocks) being recycled in 2023. In the future, we plan to apply cleaner processes to mineral processing and ore processing, or explore cemented tailings backfill technology to increase the proportion of non-hazardous and recyclable tailings, and further increase their recycling rate through downhole backfilling or benefiting surrounding communities.

Case

Tailings management and decyanation of Jilong Mining

During the year, the discharge of tailings of Jilong Mining was controlled within 120,000 tonnes according to the EIA requirements, and all mineral dressing water was reused without being discharged. The company controlled the daily volume of mineral processing according to the EIA requirements to prevent excessive discharge of tailings, and conducted daily inspection of the equipment and pipelines for mineral processing, with any leakage or venting found being quickly maintained to avoid the leakage of the mineral processing water.

Jilong Mining is the only domestic mining area of Chifeng Gold that adopts the cyanide process for mineral dressing, whose tailings disposal strictly follows the Technical Specification for Pollution Control of Cyanide Leaching Residue in Gold Industry (HJ 943-2018). Jilong Mining actively carries out the technical transformation for optimization of cyanide process, and by adopting the improved technical disposal process, simultaneously realizes the stable and harmless disposal of cyanide tailings, as well as the balance and recycling of waste water generated by mineral dressing upon detoxification of cyanide tailings, and further realizes the recycling of valuable elements such as gold and silver in cyanide-containing wastewater.

Current tailings pond construction and management advantages:

1. Adopt dry discharge method to reduce construction and maintenance costs and recycle filtrate to save energy and reduce consumption;

Future tailings pond construction and management plan:

1. Increase construction investment, add duty room and establish a routine inspection team, and quickly rectify the problems found;

2. Add impermeable membrane at the bottom of tailings to prevent hazardous chemicals from polluting underground water sources and reduce the safety hazards of tailings ponds;
3. Cover the tailings dam with soil for greening to eliminate the air pollution caused by hazardous chemicals.

2. Increase greening area, improve infrastructure such as drainage facilities and dam roads to ensure their normal use during emergencies, and further reduce the environmental burden.

Case

“Jinchan” , one non-hazardous mineral dressing reagent of Jintai Mining

To realize the construction of harmless green mine, Jintai Mining adopts the environmentally friendly “Jinchan” gold dressing reagent. This reagent is a patented brand in the field of “environmentally friendly gold extraction” , which can replace the application of sodium cyanide in the gold industry with basically the same effect like the latter, thus greatly alleviating the harm brought by the development of the gold industry to the human living environment, and truly realizing the vision of “green mine, and environmentally friendly gold extraction” .



Aerial Photo of Jintai Mining

Wastes management

In addition to tailings management, Chifeng Gold also attaches great importance to the disposal of other solid wastes and hazardous wastes. We endeavor to ensure the compliance of our wastes storage and disposal with national and regional regulations and standards, and improve the efficiency of wastes disposal through continuous innovation to achieve the best environmental protection results. To this end, we have developed corresponding management systems and measures, as well as targeted schemes for classified management and disposal of different types of wastes. During the year, we generated 7,834,790.49 tonnes of non-hazardous wastes and 3,281.49 tonnes of hazardous wastes, bringing the total amount of wastes discharged to 7,838,071.98 tonnes.

General solid wastes: we implement a comprehensive waste classification and management scheme, requiring all departments and individuals to store household wastes in the designated waste containers, and entrust a qualified third-party waste remover to take charge of the removal of our household wastes with well-sealed, intact and clean vehicles, thus ensuring the proper disposal of household wastes.

Hazardous wastes: in addition to reducing the risk or pollution of hazardous wastes in the production process, we strive to recycle them to the maximum extent possible, such as the recovery of air compressor oil for use in rock drilling; besides, we temporarily store waste oil drums in designated safe areas and entrust qualified third-party professional organizations to recycle them regularly.

Case

Guangyuan Technology solves the problem of “last kilometer” of hazardous waste transportation for small and micro enterprises

Guangyuan Technology has the nationally recognized qualification for transfer of hazardous wastes. To solve the transportation problem of hazardous wastes in small and micro enterprises in Hefei where Guangyuan Technology is located, during the year, the company gradually launched the “Hefei Collection, Storage and Transfer Center Project” and signed disposal contracts with some small and micro enterprises to get through the “last kilometer” for transportation of hazardous wastes safely and efficiently through the transparent whole-process transportation of hazardous wastes. During the operation of the new project, the company strictly implements relevant systems and requirements for the management of hazardous waste operators, sets up the operating record book and ledger of hazardous wastes in a standardized manner, and strictly follows the systems for transfer of hazardous wastes to ensure the normal and stable operation of various operating facilities and pollution prevention and control equipment during the use of the waste storage depot, the stable and compliant discharge of various pollutants, and the active prevention of environmental risks.



Vehicles of Guangyuan Technology for Transfer of Hazardous Wastes

Waste gas management

We are deeply aware of the importance of waste gas management to surrounding communities, and we strictly implement meticulous waste gas management measures to monitor and minimize the environmental impact of our operations. Our waste gases mainly originate from the dusts generated by screening and crushing, as well as the flying dusts from tailings ponds. We endeavor to ensure the compliant emission of waste gas by adopting various measures on site such as greening, sprinkling and arranging dust removal devices.

- Jilong Mining sets up bag dust collectors outside the screening and crushing plants, and adopts various measures such as greening, tarpaulin covering and regular sprinkling to avoid flying dusts in the tailings ponds;
- Guangyuan Technology is equipped with 18 sets of pollution prevention facilities and equipment at the production site, and the dust removal and filtration area reaches 3,358 square meters, basically covering all production areas;
- Jintai Mining adds dust removal equipment in the crushing plant and for crushers, increases the utilization frequency of sprinklers in the plant area, and adopts activated carbon to adsorb emissions in the adsorption workshop to ensure the safety and compliance of gas emissions.

Waste water management

Facing the pressure of increasingly scarce water resources, we remain committed to the dual policy of strict waste water management and water resources recycling. We have set strict standards and procedures for waste water disposal, and strive to realize the recycling of water resources, so as to ensure 100% safe discharge while minimizing the discharge of waste water.

Many of our subsidiaries have achieved 100% internal recycling of water resources and actively monitor the quality of the water environment at discharge points. For example, Jintai Mining has achieved zero discharge of waste water; Wulong Mining has built its own real-time online water quality inspection station in the downstream area, which can automatically upload information reports to Dandong Water Supply Company and the Environmental Protection Bureau of Donggang District for inspection.

Noise management

We know clearly the impact of noise on our employees and surrounding communities. In the process of production and operation, the noise is mainly generated by equipment operation in workshops, construction and maintenance activities and vehicle traffic, as well as the vibration generated by operations in deep wells in the process of mining activities. To effectively control and mitigate the impact of noise, we have implemented a range of noise control measures to provide a healthy working environment for our employees and reduce the impact of noise on surrounding communities.

Blasting noise control

the Company focuses on underground mining and develops open-pit mines only in non-residential areas. During surface blasting, we typically notify and evacuate surrounding residents in advance, organize a number of duty personnel to maintain order until the completion of blasting operation, and ensure that none of the noise, dust or vibration generated by underground blasting will produce any adverse impact on the surrounding community environment.

Incorporation of noise standard into the equipment procurement stage

during the equipment design and procurement stages, we work to reduce the overall level of production noise by adopting the most advanced low noise technology and equipment applicable to ensure efficient production while minimizing environmental noise.

Soundproof measures

in the necessary and applicable workflow, we set up professional soundproof rooms to cover the main noise points, and adopt noise reduction panels to achieve noise control, thus reducing noise pollution to surrounding communities.

Regular inspection

regular equipment inspection and maintenance is the core of our noise management strategy. We conduct regular inspection and investigation of noise sources, and invite third-party testing agencies to conduct noise testing. In case of excessive noise, we require that the cause(s) be identified as soon as possible, and rectification measures be taken within a time limit.

2.4 Response to climate change

As an important participant in the global mining industry, Chifeng Gold fully adopts energy conservation and carbon reduction measures in the process of production and operation to alleviate the pressure of climate change; meanwhile, we incorporate the identification of and response to risks related to climate change into the process of risk identification and management, so as to maximize the adaptation to climate change and minimize the risks brought by climate change. We rely on TCFD^④ Framework for disclosure and presentation of climate-related information. During the year, we emitted 634,850.38 tonnes of carbon dioxide equivalents in total.



Strategy and management

Chifeng Gold has fully incorporated climate risk assessment into its risk management system, and formed a management system with the Board of Directors as the final responsible body, the Strategy and Sustainability Committee responsible for comprehensive supervision and instruction, and the ESG core group responsible for specific matters and regular step-by-step reporting, thus laying the foundation for comprehensive climate risk management within the Company.

Risk identification and assessment

As the mining industry is vulnerable to climate change, we have considered the gradual identification of physical and transformational risks and opportunities related to climate change, and plan to conduct scenario analysis to improve risk category and accuracy in the future.

④: TCFD refers to the “Task Force on Climate-Related Financial Disclosure”, whose Chinese name is “气候相关财务信息披露工作组”. TCFD has developed a set of consistent and voluntary climate-related financial disclosure recommendations to measure climate risk.

Transformational risks	Physical risks	Opportunities
Requirements of global climate policies	Extreme high/low temperature	Renewable energy
Carbon pricing	Flood	Transformation and investment of low-carbon technology
Supply-demand fluctuation of fossil fuels	Typhoon	Development of carbon reduction products
Electricity price fluctuation caused by climate change	Landslide	
	Water scarcity and drought	

Based on the identified risk categories and impact cycles, we develop relevant countermeasures to improve the resilience of all our mining areas to climate risks. In the future, we will further deepen our response to climate change, identify risk levels, refine risk scope and impact period, and prevent various risks in a more focused manner to ensure normal production and operation. Meanwhile, we will actively identify potential opportunities to adapt to the global climate transition.

Case hazard identification and control measures of Guangyuan Technology for operations in abnormal weather

Nowadays, weather change becomes increasingly frequent, accompanied by more and more abnormal weather phenomena, such as typhoon, rainstorm, lightning and heavy fog, which may bring great harm to our work and life. To avoid damage to people caused by abnormal weather, Guangyuan Technology identifies the hazards of abnormal weather every year, and formulates corresponding control measures to ensure the personal safety and normal work of employees in extreme weather.

Operation name	Hazard characteristics	Control measures
Foggy weather	Fall from height, unintended contact	Do not raise hand and pay attention to personnel safety when working outdoors or inspecting equipment.
High wind	Fall from height	Stop any open-air lifting operation in case of force six or stronger wind; carefully inspect protective devices and quickly handle those insecure spots.
High temperature	Sunstroke	Take sunstroke prevention and cooling measures, and adjust working hours.
Icy weather	Frostbite; slip and fall	Keep warm, drive slowly and remove snow in time.
Flood season	Slip and fall; fall from height	Pay attention to personal safety, wear protective articles, and carry out frequent inspection.
Severe weather	Fall from height	Stop working at heights outdoors in severe weather with force six or stronger wind, rainstorm, thunder, or heavy fog.

Hazard identification and Control Measures of Guangyuan Technology for Operations in Abnormal Weather

Measures and achievements

Chifeng Gold makes efforts simultaneously from the two aspects of energy conservation and emission reduction technology and clean power and energy utilization to alleviate the pressure and impact of production and operation activities on the climate. We choose the most energy-efficient and environmentally friendly equipment for all newly built mineral dressing plants, and gradually replace the energy-consuming equipment in old operation sites. We actively respond to the call of the state, take the initiative to increase the proportion of renewable energy, and participate in green power trading.

Case **Jilong Mining actively participates in power trading in the green power market and increases the proportion of renewable energy**

According to relevant requirements of the document jointly issued by four departments including the Department of Industry and Information Technology of Inner Mongolia Autonomous Region and the Northeast China Energy Regulatory Bureau of National Energy Administration, Jilong Mining has actively participated in market-oriented green power trading since 2019, with its consumption of green power increasing year by year. In 2023, we purchased green power totaling 14,410,843 KWH, and increased the proportion of green power consumption from 20% to 50%. In the future, Chifeng Gold plans to implement green power purchase plans in mining areas where conditions permit, so as to gradually increase the proportion of green power and gradually reduce relevant carbon dioxide emissions, thus better practicing the green development model.

In addition to green power trading, we are also considering the possibility of new energy infrastructure. In the direction of “self-generation for self-use” , Jilong Mining has established a leading group to prepare for the establishment of self-use photovoltaic facilities. In the future, we will accelerate the development of new energy, actively participate in low-carbon transformation, and gradually and reasonably eliminate fossil energy in a variety of clean energy combinations, thus realizing the decarbonization-oriented in-depth transformation of Chifeng Gold.

To cope with the potential risks brought by climate change, all mining areas of Chifeng Gold have carried out targeted climate risk avoidance and response work in combination with local environment and geographical conditions, while regularly identifying the gravity and urgency of risks and reviewing the suitability and feasibility of emergency plans, so as to ensure the safety of employees and the safe and orderly implementation of production and operation work to the greatest extent.

2.5 Land management, biodiversity and sustainability after mine closure

Being fully aware of the potential destructive impact of mineral exploitation activities on land and biodiversity, we have always taken the balance between resource utilization efficiency and ecological environment as the cornerstone for our sustainable development. Upholding a scientific, innovative and responsible attitude, we adopt the full-cycle management measures of rational planning, protective device, pollution investigation and protection and restoration to minimize the adverse ecological impact of our activities on the locations where we operate.

We have established an ecological impact management system involving avoidance management, reduction management and restoration management, with avoidance being placed first, seconded by reduction and the guarantee of restoration. We have done and will continue to do our best to control the impact of development activities on surrounding lands and biodiversity, as part of our development philosophy of attaching equal importance to protection and development.



Restoration management

- Formulate technical schemes for ecological restoration centering around the process of orderly transition according to the characteristics of natural environment and the principle of adapting to local conditions
- Plant the protection forest of sea buckthorn shrub on the slope formed by the inner dump, and arrange drainage ditch at the junction between the slope and the lower platform

Rational planning

During the exploitation of mineral resources, we rely on existing site conditions to make rational land use planning, and try to retain the original appearance of mountains nearby. During the construction of open-pit mines, we do the utmost to avoid soil erosion caused by construction activities, and minimize the occupation of land. Additionally, we carefully design construction machinery, operation mode and construction season to reduce the inflow of soil or water into any water body caused by construction. Meanwhile, we strictly forbid our employees to hunt and capture wild animals such as birds. During the reporting period, our fixed working areas didn't involve any large animal habitat and our operating activities didn't involve any deforestation.

Protective device

We set up complete environmental protection equipment on site and ensure the normal operation thereof to reduce the pollution of surrounding soil and water and the impact on biodiversity. For example, in Jintai Mining, we adopt anti-seepage blanket and HDPE film (for permanent protection) in our heap leaching fields to prohibit spraying agents from penetrating into the soil. HDPE film is for permanent protection, entailing careful inspection and management of welding joints during construction.

Pollution investigation

We invite qualified third-party agencies to conduct regular pollution investigation on key sites and facilities in mining areas, and uphold the principle of putting prevention first to avoid soil pollution and biodiversity destruction events. For example, during the year, according to the requirements of

the 14th Five-Year Plan for the Protection of Soil, Groundwater and Rural Ecological Environment of Inner Mongolia Autonomous Region, Jilong Mining prepared the Report on Investigation of Soil and Groundwater Pollution Hazards of Chifeng Jilong Mining Co., Ltd. (2023), and established a ledger of environmental pollution hazards and carried out rectification work according to the aforesaid report.

Protection and restoration

1

We adopt vegetation protection measures such as grazing prohibition and enclosure for lands occupied by us that have not yet been exploited, and implement soil and water conservation projects and plant protection and restoration measures in strict accordance with the requirements of our soil and water conservation scheme;

2

In the production process, we take restoring and improving the ecological balance of the disturbed land as the main purpose, and pay attention to and plan in advance the later reclamation and restoration of the excavation and dumping sites;

3

For mountains already mined, we implement ecological restoration projects with clear objectives and assess the social, economic and ecological benefits of such projects, with the pits and earthworks left upon mountain mining being covered with soil for greening;

4

In addition, we attach importance to the management of greening areas in industrial sites. According to the work nature and ecological needs of different working areas in industrial sites, we arrange and deploy ecological restoration and reconstruction projects following the principle of "people-oriented, greening and beautifying the working areas, and taking protective measures for planting", with an aim to beautify the working environment and facilitate the construction of ecological protection belts.

Case

LXML was awarded the A-level Certificate for Excellent Environmental Performance in Laos

During the 2023 Performance Review & 2024 Strategic Direction Meeting of the Natural Resources and Environmental Protection Industry held by the Lao Central government, LXML was awarded the A-level Certificate for Excellent Environmental Performance. The evaluation criteria for the aforesaid certificate include on-site inspection of the implementation of the corporate environmental management and monitoring plan, review of the budget situation corresponding to the corporate environmental management and monitoring plan, timely reporting of events/accidents, and participation in and support for other monitoring activities and monitoring-related activities carried out by the Lao Ministry of Natural Resources and Environmental Protection.

This award represents the Lao government's high recognition of LXML's environmental management work. With a long-term commitment to sustainable development and responsible environmental management, LXML will attach greater importance to environmental protection in project operations and maintain a leading position in environmental performance in the future.



LXML Was Awarded the A-level Certificate for Excellent Environmental Performance in Laos

Chapter three

Protector of employee rights and interests

Refuse mediocrity and insist on growth
Pursue openness, inclusiveness and diversity

Response to issues of importance

- Human right safeguarding
- Employee health and welfare protection
- Employee training and development
- Promotion of equality, inclusiveness and diversity

Remarkable performance in ESG

<p>There was a total of 6,980 employees and 5,457 regular employees</p> <p>The female accounted for 16.73% of regular employees</p> <p>There were 283 ethnic minority employees</p>	<p>Workplace safety inspection was conducted 768 times in total</p> <p>Emergency drill and safety training were conducted 33,495 times in total</p>
<p>There were 1,523 outsourcing personnel, for whom the total annual salary was RMB 145,347,400</p>	<p>Physical examination covered all employees</p> <p>All employees received training</p>
	<p>A total of 15 employee stories were released</p>

Response to UN SDGs



3.1 Labor management

Adhering to the concept of "being people-oriented" and the talent strategy of "respecting talents, competing on an equal footing, selecting the superior and eliminating the inferior, developing strengths and avoiding weaknesses, and tapping full potential of talents", Chifeng Gold provides employees with comprehensive welfare guarantee, creates a fair and just working atmosphere featuring unity, harmony and healthy competition, and carries out the talent development model of "co-existence, co-growth and sharing".

Complete talent management system

Chifeng Gold adheres to international conventions and labor management norms in the places where it operates, and conducts labor management legally according to the

requirements for "wages and benefits", "child and forced labor", "freedom of association and collective bargaining" and "proposal of opinions" involved in principles for responsible gold mining. The Company has established a complete talent management system, as well as clear employment and dismissal policies, strict provisions on prohibition of child labor and protection of human rights, sound holiday and welfare guarantee systems, and transparent communication mechanisms.

We strictly abide by the labor laws and regulations of the countries where we operate, and sign labor contracts with employees following the principles of equality, voluntarism and consensus; we adopt a comprehensive and scientific evaluation system, adhere to the principle of attaching importance to both ability and integrity while putting the latter first, giving priority to internal employment, and

ensuring merit-based selection; we maintain an open, fair and equitable employment process, and firmly oppose discrimination due to ethnicity, race, gender, religious belief, etc.; we have complete personnel files, and ensure efficient and standardized management of such processes as entry, regularization, resignation and performance evaluation.

Chifeng Gold provides employees with a competitive salary compared with the same positions in the same industry, upholds the principle of fairness and rationality, divides the salary level based on contribution value and responsibility, sets different salary systems such as the annual salary system, monthly salary system and negotiated salary system for different ranks, and links salary with post performance to encourage employees to give full play to their personal abilities.

We protect employees' legal rights such as labor safety, health protection and participation in corporate democratic management, provide employees with a comprehensive benefit package involving five social insurances and one housing fund, entry examination, annual physical examination, holiday benefits from labor union, employee distress relief, reimbursement of transportation expenses for family leave, etc., so as to create benefits and seek happiness for employees, and foster a sound corporate culture featuring respect, equality, openness and harmony.

In the future, we will continue to build a diversified recruitment and employment system, further improve the salary level and welfare benefits of employees, and promote the creation of an equal and open working environment.



"Extraordinary Strivers on Ordinary Posts" — WeChat push of employee stories of Chifeng Gold

"Employees are our greatest wealth and resources." In 2023, the WeChat official account of Chifeng Gold successively released a series of 15 employee biographies in the theme of "Extraordinary Strivers on Ordinary Posts", with a view to recording the stories of employees engaged in geological exploration, mineral dressing, warehouse dispatching and other grass-roots work, truly showing the perseverance and dedication of front-line employees in work, and highlighting the Company's recognition and respect for employees, which not only sets an example for employees to learn, but also establishes a positive corporate image for the society.



Han Dianguo

Current Director of the Dressing Plant of Hanfeng Mining



Bi Chengjun

Current Vice Mine Director of Yangpo Mine of Jilong Mining



Shang Gang

Mine Director of No. 2 and No. 3 mines of Wulong Mining



Xu Dongsheng

Equipment and Material Department of Huatai Mining



Liu Yongjun

Dressing engineer in the Safety, Environmental Protection and Production Department of the headquarters



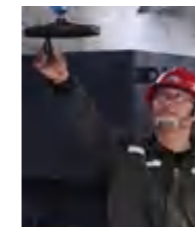
Xue Wei

Vice Mine Director of Dongfeng Mine of Hanfeng Mining



Jia Hongqi

Vice Mine Director of No. 27 Mine of Jilong Mining



Liu Lun

Head of the Electromechanical Engineering Department of Wulong Mining



Hu Fengguang

Shift leader of Huangjindong Mine of Jilong Mining



Jiang Jitian

Mine Director of No. 4 Mine of Wulong Mining



Song Lin

Maintenance shift leader of the Dressing Plant of Jilong Mining



Hua Feifei

Clerk in the Production Department of Guangyuan Technology



Zhao Lei

Shift leader of Lishan Mine of Hanfeng Mining



Shi Gonglin

Director of the Dressing Plant of Wulong Mining



Zhang Bo

Geological technician in the Production Technology Department of Hanfeng Mining

3.2 Occupational health and safety

Chifeng Gold always adheres to the sustainable development concept of "putting safety first and being health-oriented", and takes safety as the cornerstone for enterprise development. To this end, we have established a strict safety management system covering all regular employees and most contract workers subject to labor dispatching to effectively manage and control all safety risks in the production process. Additionally, we have also established a sound employee health and welfare system to protect the legitimate rights and interests of employees in terms of occupational health and safety. No major safety accident occurred during the reporting period.

Work safety protection

Work safety system

Chifeng Gold continuously revises and improves various safety systems, establishes the responsibility and assessment systems for work safety, promotes the standardization of safety quality, builds mechanisms for safety risk management and control as well as potential risks identification and management, and constantly improves the level of production automation. Based on these efforts, the Company has already established a scientific, unified, standardized and efficient safety management system covering all employees.

Wulong Mining

With high-quality development as the aim and upholding fundamental principles and breaking new ground with a focus on effectiveness as the foothold, Wulong Mining unswervingly promotes "safety enhancement based on science and technology", constantly strengthens institutional, procedural, standardized and normative management, and makes unremitting efforts to create "essential safety".

Golden Star Wassa

Adheres to a health and safety management system meeting the ISO45001 standard, holds monthly management safety meetings, regularly reviews safety hazards, and is subject to annual audits by the Mine Inspection Office of the Ghana Minerals Commission.

Guangyuan Technology

Formulates various safety work management systems, sets up full-time safety work posts, fully implements the gridded safety management model, refines various safety management tasks, and pushes forward various safety work in a high-standard manner.

Case

Guangyuan Technology strengthens the comprehensive management of safety and environmental protection

Different from other subsidiaries mainly engaging in mining projects, Guangyuan Technology mainly engages in the dismantling of waste electrical and electronic products, whose production and operation involves a series of safety and occupational health risks such as harmful chemicals, dusts, particulate matters and noise.

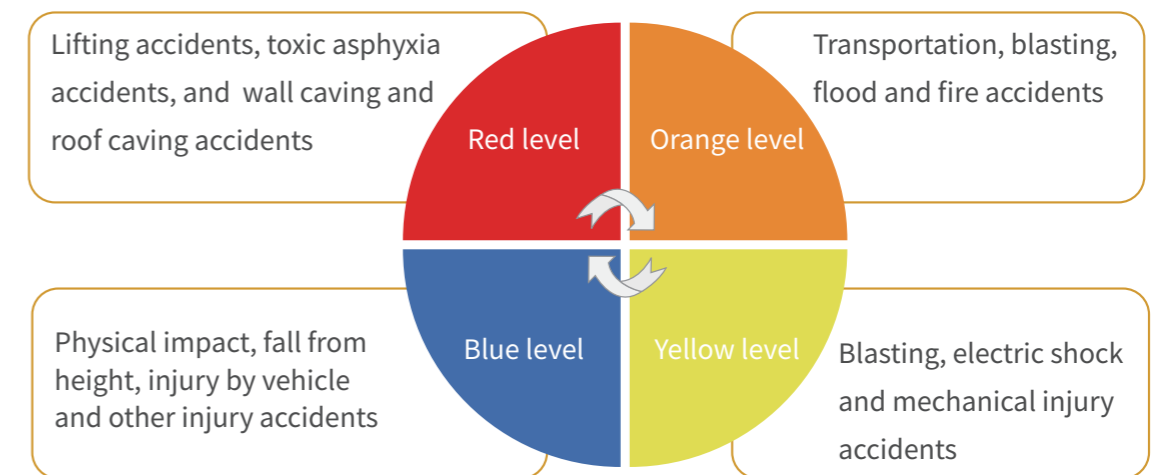
To strengthen the supervision and management of occupational health, tighten the responsibility for prevention and control of occupational diseases, and effectively prevent and control occupational hazards and protect workers' health and relevant rights and interests, Guangyuan Technology has formulated the Occupational Health Management System of Anhui Guangyuan Technology Development Co., Ltd. according to the Law of the People's Republic of China on Prevention and Control of Occupational Diseases. The aforesaid system covers more than 10 subsystems such as the responsibility system for prevention and control of occupational hazards, the warning and notification system for occupational hazards, the declaration system for occupational hazard projects, the publicity, education and training system for prevention and control of occupational diseases, the maintenance and repair system for protective facilities against occupational hazards, and the disposal and reporting system for occupational hazard accidents. The Company implements the principle of "basing production management on the management of safety and the prevention and control of occupational diseases" from the organizational and institutional dimensions, so that employees at all levels can duly perform their respective responsibilities for prevention and control of occupational hazards, thus ensuring the effective prevention and control of occupational hazards and promoting the sustainable development of production.

Target and risk management and control

Chifeng Gold sets and implements scientific work safety targets, implements the work safety target management and assessment system, regularly holds work safety meetings, and signs the letter of responsibility for work safety. Incorporating the completion of work safety tasks into the long-term working mechanism, the Company assigns Management members to regularly organize safety inspections and carefully implement the whole process of safety risk management involving risk identification, assessment, management and control. During the reporting period, we organized 2,375 workplace safety inspections in total.

We have set up a "three zero" safety management target, that is, zero major equipment accident, zero fire accident and zero work-related death. We decompose safety targets according to the organizational structure of "general manager - responsible leader - mine leader - shift" for safety management, and then clarify responsibilities, rights and interests at all levels based on the signing of responsibility letter, take the performance of work safety as an important basis for assessment following the principle of combining daily assessment and year-end assessment with the former playing a dominant role and the latter a supplementary role, and effectively promote safety management and control by taking it as a heavy emphasis in work.

We carry out monthly comprehensive risk identification and analysis, divide risk units according to the production system, analyze risk point sources by area or activity, and study, analyze and identify risks arising from any change in "equipment and facilities, process system, working environment or employee behavior" in a timely manner. We re-identify risks with respect to different operation links such as scattered operations, special operations and key projects, and classify the risks identified into four categories respectively indicated by the four colors of red, orange, yellow and blue. We formulate, implement, track and verify risk management and control measures to achieve real-time dynamic control of safety risks in a coordinated manner.



Four Accident Levels Classified by Color

Case

Senior executives from the headquarters inspect front-line safety work

To ensure the smooth implementation of safety management and production work in domestic mining areas during the Mid-autumn Festival and the National Day this year, and to maintain the stability of the overall safety situation of the Company, Chifeng Gold organized senior executives to conduct field inspection of work safety in the mining areas during the two national festivals. Chairman Wang Jianhua led the Safety and Environmental Protection Department of the headquarters to Jilong Mining to visit front-line employees and give on-site guidance on safety work during the two festivals.

Wang Jianhua emphasized that Chifeng Gold has always attached great importance to work safety and given top priority to the life and property safety of employees. Work safety is an important basis for mine production and management, and we must do the utmost to ensure foolproof work safety, and do well in every link of work safety.

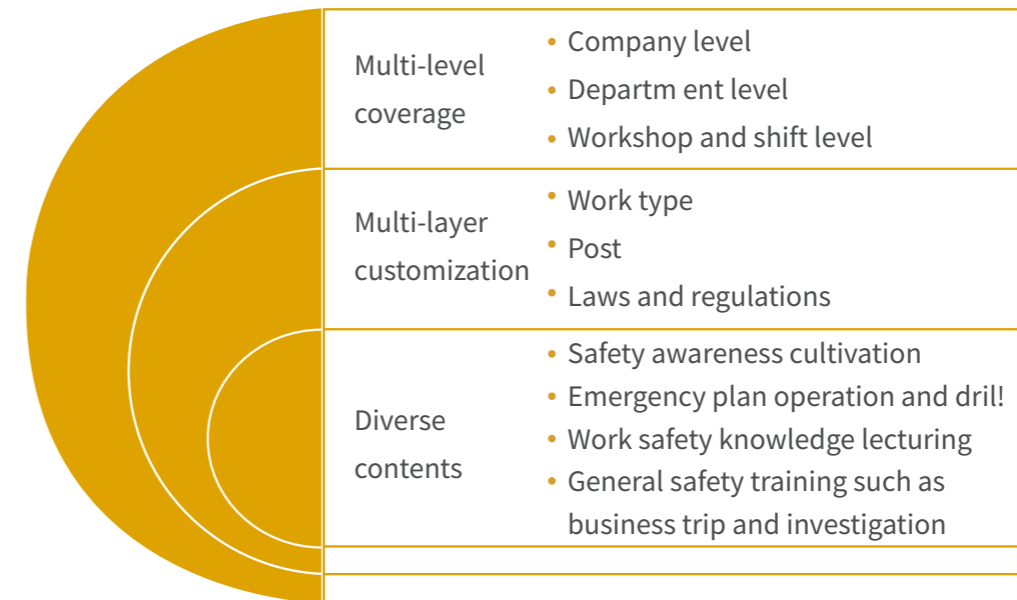


Headquarter Leaders Inspected and Guided Production Safety Work in Mining Areas

Safety training

We implement the core concept of being people-oriented and actively advocate a safety culture. To ensure that every employee can cope with potential risks and emergencies in the workplace, we provide comprehensive training to enhance employees' safety awareness and skills, organize regular emergency drills to continuously improve employees' ability to cope with crises, and take various measures such as safety commitment signature, safety oath upon well entry and safety knowledge competition to create a strong work safety atmosphere, thus continuously consolidating the foundation for the Company's high-quality development.

We provide a variety of customized training for employees at all levels since their joining the Company.



Jirong Mining

We conducted four safety training in 2023 in combination with the experience and lessons learned from accidents in other regions, covering many professional aspects such as downhole ventilation, mining technology, occupational health, environmental protection, emergency rescue, and equipment maintenance and use. Additionally, we promptly released the information issued by the National Mine Safety Administration for reference, while requiring all production units and companies to participate in safety drills according to the mine emergency plan management measures.

Guangyuan Technology

We formulate an annual training plan, and carry out corresponding education and training according to the current production environment or policy changes every month. For new and old employees, we adopt different training forms such as centralized training, online training, on-site observation and learning, and assess the learning effects of employees by means of examination, questionnaire, drill performance evaluation, etc., so as to continuously improve our training content and methods. During the year, we carried out emergency drills against fire accidents and leakage of hazardous wastes.

Wulong Mining

We require new employees to complete 72-hour three-level safety education upon their joining the Company, and ensure that only after passing the assessment after working under the guidance of old employees for 4 months can they work independently. In addition, we strictly require that lifting drivers, water pumping operators and other employees in special posts shall not take post before passing corresponding training and examination.

Case

Wulong Mining conducted training for part-time emergency rescue team

During the year, Wulong Mining invited two experienced lecturers from Dandong Emergency Rescue Team to give on-site lectures, who explained the importance and necessity of mine emergency rescue in an easy-to-understand yet profound manner by explaining laws and regulations, rules and standards, as well as specific requirements of superior departments in combination with actual cases. Meanwhile, this training provided knowledge in such aspects as emergency rescue skills, emergency response process and rescue and disaster relief skills in combination with the realities and needs of part-time rescuers. According to the assessment of Dandong Emergency Rescue Team, the existing equipment in Wulong Mining can fully meet the needs of a professional rescue team, with some of the equipment being superior to the existing equipment of a municipal emergency rescue team.



Dandong Emergency Rescue Team Conducted Training in Wulong Mining

Case

Golden Star Wassa became winner of the national finals of the Inter-mines First Aid and Safety Competition in Ghana in 2023

"Ensuring the safety of our employees and the communities where our mines are located is the most solemn commitment of us. To achieve this, we are committed to maintaining a safe working environment to ensure that every employee can return home safely."

The Inter-mines First Aid and Safety Competition organized by the Ghana Chamber of Mines seeks to highlight the importance for mining companies to follow safety principles, with the aim of disseminating basic first aid knowledge and promoting basic safety measures among mine workers, the communities where mines are located and the general public. Golden Star Wassa actively responds to the call of the group headquarters and deeply incorporates safety into the company's operation and management, whose first aid team is superb in all working processes and can well escort the company's daily mine operations. This year witnessed the eighth time Golden Star Wassa entered the finals of the competition and the fifth time the company won the championship.



Inter-mines First Aid and Safety Competition

Protection of employees' health

Occupational health security

We have established a health security system covering all employees, and appointed professional health and safety personnel to supervise the implementation of the system. The Company reports the planning and implementation of the prevention and control of occupational hazards to the Staff Congress every year, takes the initiative to listen to employees' opinions on the occupational health work of the Company, urges relevant departments to quickly deal with the rationalization suggestions and opinions

put forward by employees, and regularly holds meetings of the occupational health leading group to listen to work report, and study and formulate plans and schemes for prevention and control of occupational hazards.

We arrange occupational health examination for employees before, during and after work or in the event of acute occupational hazard accidents and, following the principle of "one file for one person", establish occupational health monitoring files for all personnel exposed to occupational hazard factors. We purchase production safety insurance and provide corresponding welfare protection and support for employees. We also regularly test, evaluate and rectify occupational hazard factors in the workplace, and provide employees with effective protective measures and personal protective articles to create a working environment meeting occupational health standards for employees.

Hanfeng Mining

We issue masks and earplugs to employees in the crushing plant, and regularly sprinkle water to reduce dust and prevent occupational hazards;

Jilong Minin

We take such measures as ventilation and water spraying to reduce dust, issue excessive protective tools to employees, strictly implement camera supervision on site and in mines, and adopt an intelligent image analysis system to ensure that employees maintain compliant operation and wear protective articles;

Guangyuan Technology

We provide employees with corresponding occupational disease protection articles corresponding to the requirements of specific posts, and implement the system of replacing the old with new to ensure personal safety;

Golden Star Wassa

We establish hospitals equipped with specialist staff and equipment around mining areas to provide practical support for routine physical examination and emergency relief. We establish a partnership with the German Corporation for International Cooperation (GIZ) and the Ghana Health Service, and were recognized by the Health Division of Ghana Health Service in Wassa East District.

Case

"Help the Weak and Choose the Right Thing to Do" – LXML clinic in mining areas

LXML provides comprehensive medical security for employees, and builds employee clinic around the mining areas to protect the occupational health of employees. The on-site medical centers can meet the general health needs of on-site employees and contract partners. The clinic can provide routine medical examinations, outpatient consultations, and medical services covering all medical emergencies on site, while meeting the general health requirements of employees. In 2023, a total of 9,993 medical consultancy sessions and/or treatments were provided for on-site employees in the clinic. In addition, all our employees receive annual physical examination in the clinic every year, with this year being no exception.



On-site Photos of Medical Services

3.3 Employee welfare

To create a happy and satisfactory working environment, in addition to providing basic welfare for employees, we also provide them with superior accommodation environment by equipping employee dormitory with swimming pool, fitness facilities, canteen, etc., while carrying out various activities to enhance the teamwork and cohesion among employees, so as to help employees build a "warm and harmonious home" while ensuring normal work.

Holidays and benefits

Holiday arrangement

We strictly implement the Company's working hour system and paid leave system. We provide overtime subsidies for employees in accordance with relevant laws and regulations, provide additional benefits such as rotating leave, centralized leave and quarterly family leave for employees taking special posts in mining areas, and provide humanized benefits such as farm leave for employees from surrounding communities.

Working environment

We provide a good working environment for employees, and build employee dormitories as well as supporting activity rooms and fitness rooms, etc., to well satisfy employees' needs for food, clothing, housing and transportation;

Welfare guarantee

We pay social insurance on time, and provide employees with a sound welfare guarantee system that covers employee physical examination, meal subsidy, holiday red envelopes and shopping cards, round-trip travel expense reimbursement, employee relief funds, etc.

Equal treatment without discrimination

For contractors, we provide them with nearly the same welfare benefits as regular employees in such aspects as training, security, transportation and dining, and incorporate them into our unified management system.

Employee activities

Adhering to the concept of solidarity, mutual assistance and common growth, we pay attention to not only employees' development at work but also their quality of life outside work. We actively organize a variety of colorful activities to narrow the distance between employees and enhance the cohesive and centripetal forces of our workforce as a whole. During the reporting period, we held a number of cultural and sports activities, providing colorful life experience for employees and greatly enriching their life in mining areas.

Case

The Sepon Mine team of LXML paid a field visit to domestic mining areas for further exchanges

In May 2023, the Director and Vice President of Chifeng Gold & President of LXML led the LXML team composed of the General Manager of Sepon Mine to visit Jilong Mining and Wulong Mining, two domestic mining subsidiaries of Chifeng Gold. Upon the completion of the training on safety knowledge about well entry, the LXML team went deep into the mine to investigate and learn downhole operations, understand in detail the downhole operations, work safety, project progress, deep exploration and construction difficulties, and watch the rock drilling operation together. Afterwards, they visited the process of the dressing plant, followed by relevant exchange and learning sessions.

This visit is a journey of both exploration and learning. Chifeng Gold always believes that it is very important for employees of domestic and foreign mining areas to exchange with each other, and this visit undoubtedly lays a sound foundation for further learning and exchanges between the two sides in the future.



On-site Photo of Visiting Jilong Mining for Exchange and Learning



On-site Photo of Visiting Wulong Mining for Exchange and Learning

Case

Diversified employee activities of LXML

Every year, LXML holds various types of activities for employees in mining areas, such as badminton, football, snooker and baseball. There are not only daily practice matches, but also quarterly tournaments, aiming to enrich the life of employees after work, increase the satisfaction of employees, and stimulate their enthusiasm for work.

In addition, we also organize celebrations during Chinese festivals or local festivals and allow employees to take time off or participate in local celebrations to truly create a happy working environment for our employees.



Badminton Activity

Laos National Day Activity

Case

Annual tug-of-war competition of Wulong Mining

On the afternoon of October 27, 2023, Wulong Mining held a tug-of-war competition for employees in mining areas, aiming to enrich the after-hours cultural life of employees, enhance employees' physical fitness, further develop the spirit of teamwork and tenacious struggle, and create a positive atmosphere for production work in the fourth quarter. The tug-of-war competition involved a total of 9 teams, and after more than one hour of intense competition, the No. 3 Mine and the dressing plant respectively won the first prize among male and female teams, the No. 4 Mine and the joint team respectively won the second prize among male and female teams, and the No. 5 Mine won the third prize among male teams, with the other teams winning the memorial award.



On-site Photo of the Tug-of-war Competition

Employee satisfaction investigation

We attach importance to fair labor relations and employees' opinions, ensure that employees enjoy the right to participate in legal organizations, labor unions and corporate democratic management, encourage internal transparency and external openness and, through multiple means such as mine investigation, staff congress, employee activities and employee satisfaction investigation, understand employees' opinions and ensure positive feedback and rectification. Every year, the Company's Chairman and General Manager conduct opinion investigation and interview for key employees and higher-level employees in person, and issue anonymous questionnaires to grass-roots employees on a regular basis.

Case

Lydia Yang, Director and President of Chifeng Gold, paid a field visit to domestic gold mining subsidiaries for investigation and instruction

In February 2023, Lydia Yang, Director and President of Chifeng Gold, paid a field visit to domestic gold mining subsidiaries such as Jilong Mining, Huatai Mining, Wulong Mining and Hanfeng Mining for investigation and instruction. During the investigation, President Lydia Yang investigated the project site, earnestly listened to the introduction of work safety by relevant personnel, communicated with a number of senior executives and key employees of these subsidiaries, and shared the Company’s subsequent work plan and future development trend.



President Lydia Conducted Field Investigation in Subsidiaries

3.4 Employee training and development

Chifeng Gold focuses on providing an excellent development stage for all employees. We provide employees of different roles and ranks with a clear-positioned and diversified development plan, and encourage them to achieve greater value growth and scale greater heights in the company operation through enhancing self-ability.

Employee promotion

We believe that employees’ success is the foundation of a company’s success. Through arranging different promotion modes for employees at different stages, and actively improving key procedures such as becoming a full member after the probation period, annual assessment and internal transfer, we strive to build a positive environment full of opportunities, and provide employees with a broad-based career development space.

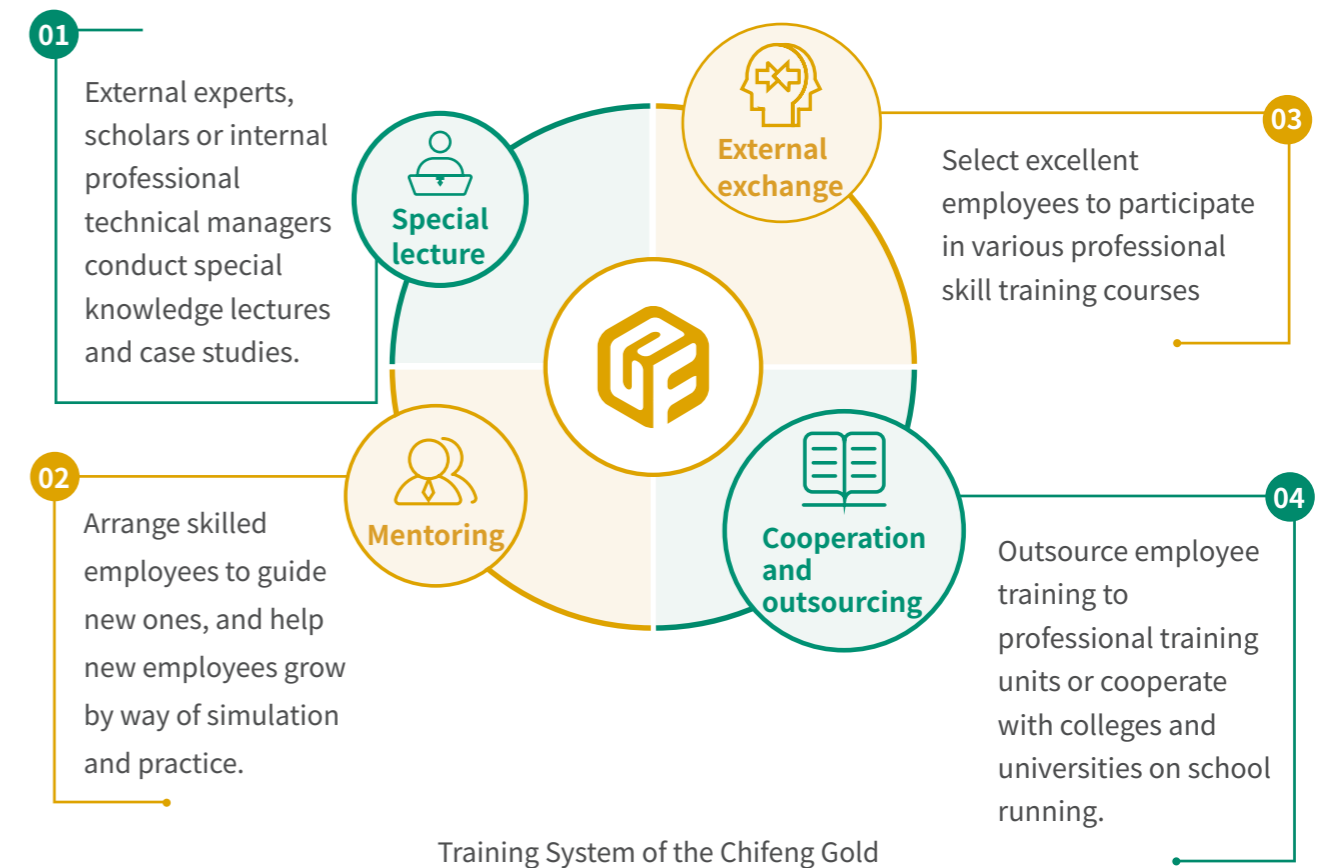
<p>Becoming a full member after the probation period</p>	<ul style="list-style-type: none"> • We provide employees during the probation period with good guidance. Through careful personnel training and professional guidance, the probation period becomes a key stage for the employees to learn the company’s culture and adapt to the work environment. • After the probation period, we will provide employees with more development opportunities by evaluating their work attitude, team collaboration and professional skills, etc.
<p>Annual assessment</p>	<ul style="list-style-type: none"> • We put emphasis on responsibility, collaboration, and contribution, and play down hierarchy, obedience, and bureaucratic and rigid management. • We adopt the annual assessment system for all employees. We set the objective at the beginning of the year, and decompose indicators. At the annual meeting, we make a comprehensive assessment through the indicator completion results, and file the assessment results as the basis of the employees’ future development. • The ultimate goal of the annual assessment system is to discover problems or gaps and improve them.
<p>Internal transfer</p>	<ul style="list-style-type: none"> • The basis of internal transfer is the results of annual assessment. We analyze and evaluate departmental and job responsibilities of each subsidiary and each department in hierarchical order, adjust functional authorization and come up with opinions of maintaining, adjusting or revising. • Employees who get high score in the performance evaluation are promoted to undertake more challenging tasks; employees who get low score are demoted to help them with more education and training in a more stable environment to strengthen their professional knowledge and skills.

Besides, to maximize personnel value, we encourage employees to express their ideas. If they find that the current position is out of their domain, we will strive to transfer them to more suitable positions. We believe that each employee is the backbone of the company's development. And we hope each employee can make outstanding achievements in their career and realize their personal goals, so as to compose a brilliant career chapter with Chifeng Gold.

Training system

We actively practice the talent cultivation philosophy of "learning and growth, encouraging learning and consistent progress, and co-growth with enterprises". Through a series of targeted training and development plans, we are committed to developing excellent leadership and professional skills, and building a solid basis for the value pursuit of various employees so as to jointly compose a career eulogy.

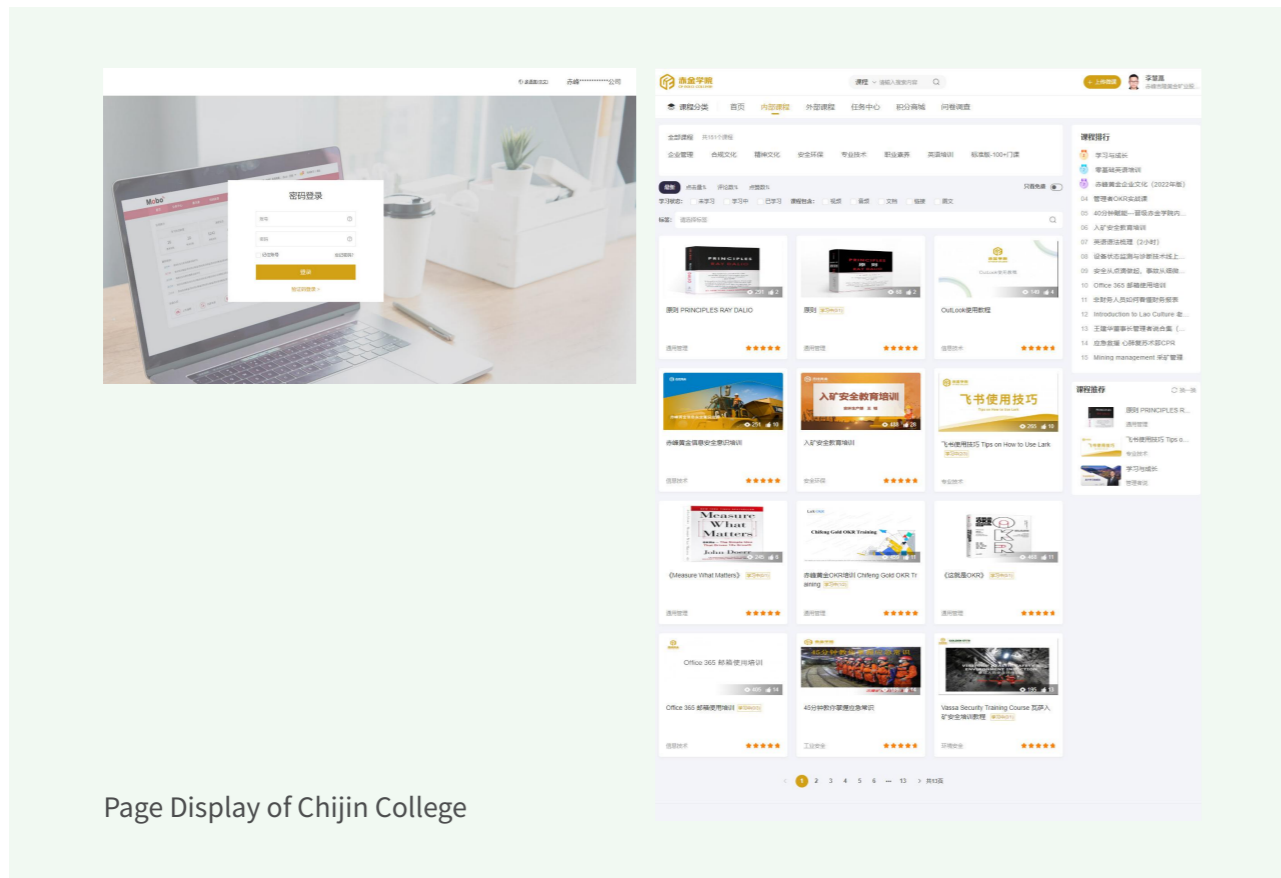
We strive to build a study-oriented organization and create a growth-based atmosphere. To this end, Chifeng Gold has built a complete training system, including induction training, job training, job rotation practical training, training of special equipment and profession, training of business development skills, and training of employee self-study, and organized special lectures by external experts, mentor guidance system, old employees guiding new ones, overseas exchange and learning, joint education, continuing education & training, and training outsourcing. Further, we have established the online learning platform of Chijin College to offer various categories of courses such as enterprise management, compliance culture, professional skills, professional quality, safety and environmental protection, spiritual culture and language learning, and help employees integrate their own continuous growth into the sustainable development of the enterprise.



Case

Chijin College builds the dream of Chifeng Gold

As an online training base for employees established by Chifeng Gold, Chijin College provides employees from global mining branches with unified online training courses. Thanks to its flexible school-running concept, employees can receive training anytime and anywhere. At Chijin College, not only do we provide employees with professional knowledge training, but also we provide them with training of management, English and various Apps to guarantee that most of the problems they meet in work and life can be resolved.



Page Display of Chijin College

This year, we totally carried out 9,808 hours of training, including courses for professional skills, compliance & anti-corruption, general management, and corporate culture. Totally 12,856 employees participated in training, with a total investment amount of RMB440,000, and covering 100% of employees.

Case **LXML Apprenticeship Program**

In 2023, the Apprenticeship Program recruited 18 apprentices from the local Vilabouly community. They have already begun to receive technical training at the Lao German Vocational College. Once completing the training program, they will become skilled technicians of the maintenance department to operate specific machines to improve productivity and safety.

Promotion of development and progress

We firmly carry forward the culture of co-existence and growth, advocate the "three-in-one" concept of owners, managers, and workers, and promote the three roles to exceed boundaries, open up in an all-round way, and grow together. Every year, we will select advanced individuals and outstanding units across the company based on different standards by combining individual recommendations and unit recommendations. The strivers who highly recognize our cultural concept, love their jobs, dare to challenge, break through, and innovate, ceaselessly learn and rapidly grow will be awarded medals, trophies, and certificates of honors at the annual summary & commendation meeting.

○ Advanced individuals	○ Outstanding units
<ul style="list-style-type: none"> • Performance Master Award (Outstanding in achievements, efficiency and costs) • Engineering Goldsmiths Award (Excellent in completion quality and speed of infrastructure and technical renovation engineering) • Award for Exploring and Increasing Reserves (Sufficient capital investment in exploration, fast exploration progress and great achievements) • Safety Modei Award (Effective safety measures, efficiently eliminating safety hazards and preventing risks) 	<ul style="list-style-type: none"> • Excellent Fighting Team (Outstanding performance, teamwork spirit, strong execution ability; proactive innovation, playing the function of heating, pressurizing and stepping up) • Best Performance Unit (Great performance contribution, strong teamwork, efficiency and innovation ability) • Advanced Team Award (Outstanding work achievements good team unity and collaboration, being able to complete each task ably)

Stock Ownership Plan

To fully mobilize employees' sense of responsibility for the Company, attract and retain outstanding management personnel and core backbone, and further enhance employees' cohesion and the Company's development vitality, we formulate the employee stock ownership plan in stages and batches, and continuously promote it as a long-term incentive plan. In the future, we will further increase the shareholding ratio of front-line backbone employee to realize the benefit sharing of workers and owners, so that more people will benefit from the development of Chifeng Gold.

3.5 Promotion of equality, inclusiveness and diversity

Chifeng Gold strives to create and maintain a harmonious production and business environment. We encourage all employees to actively establish a collaborative relationship giving priority to things to break out of hierarchical limitations, featuring "mutual trust, respecting each other, collaborative efficiency, and genuine communication", and jointly build a harmonious atmosphere with collaborative relationships and a strong collective sense of honor.

Respecting for human rights

Chifeng Gold earnestly fulfills human rights responsibilities that businesses need to assume. We acknowledge and comply with guiding principles of internationally recognized human rights standards, namely the *Universal Declaration of Human Rights*, *Guiding Principles on Businesses and Human Rights* of the United Nations, *Declaration on Fundamental Principles and Rights at Work* of the International Labor Organization, and firmly oppose unfairness and discrimination. We also strictly abide by international conventions and relevant laws and regulations of the country, and indiscriminately treat colleagues from ethnic minorities during the recruitment and entry process. Meantime, we strictly examine and put an end to child and forced labor from the source. In case such a situation is discovered, it will be strictly dealt with by the Human Resource Department jointly with the local judicial authority.

For employees with difficulties in life, Chifeng Gold established the Employee Aid Foundation to strive to solve difficulties in their work and life who meet the rescue conditions through fund returns, labor union expenditures and fund-donating led by senior executives referring to the rescue standards, guarantee that all employees can receive fair pay for a hard day's work, receive affordable and accessible medical care, and can receive sufficient care in case of difficulties, and provide human rights care, so as to enhance their sense of belonging to the Company.

Case

Employee "Major Diseases Aid" Fund

Chifeng Gold founded the Aid Fund Governing Board in 2022, which formulated and rolled out the Implementation Measures for the Employee Aid Fund of Chifeng Gold to fulfil the commitment of "letting workers share the development achievements, and guaranteeing that all employees can receive fair pay for a hard day's work, receive affordable and accessible medical care, and receive sufficient care in case of difficulties", and provided all the workers and staff members with "major diseases aid" and "poverty alleviation medical care" funds, and provided complete logistic services for their physical health and basic healthcare.

This year, based on the original rescue, we expanded the rescue campaign once again. We assisted 31 underprivileged employees in total with an amount of over RMB100,000.



Visit Families Who Received the Aid Fund.

Words from the Chairman

Wang Jianhua, Chairman of Chifeng Gold said, "We will never allow any family of Chifeng Gold employees to live under the poverty line, or fail to afford the medical treatment, or the school fees. "

Local recruitment

In the principle of proximity, we build a stable career development platform to provide the local workforce with a lot of employment opportunities and professional skills training. LXML attaches great importance to developing the local workforce and gives priority to outstanding Laotian employees at important management positions. This year, the number of local employees accounted for 97%. Guangyuan Technology has established cooperative relationships with surrounding community enterprises through organizing campus talks and enterprises entering the community to strengthen information sharing and exchange. In 2023, it totally provided jobs for 84 people in the community.

Democratic communication

We have built smooth channels for compliance supervision and whistle-blowing to encourage employees to participate in the Company's operation and governance and guarantee the stable, healthy, and sustainable development of the Company.

Employees shall have the right to whistle-blow compliance clues and acts in violation of laws and disciplines to the Compliance Department through letters, emails, calls, and face-to-face complaints against acts that might involve fraud, coercion, bribery, and other behaviors that are improper or violate the compliance management system. The Compliance Management Department will be in charge of verification and investigation, and rewarding the supervisors based on the compliance risk grade of the whistle-blowing matters. In principle, daily disputes between departments shall be solved by the departments. The complaints of subsidiaries shall be dealt with by each subsidiary on their own according to the procedures. Those failing to be solved shall be submitted for application for solving level by level.

Female staff in Chifeng

In Chifeng Gold, we believe that gender equality is one of the key factors that nudge organization innovation and continued success. We provide each employee with equal development opportunities, encourage the training of all-around leadership and professional talent of women, and break out of gender barriers and prejudices so as to gradually realize equality and diversity. We believe that not only can we inject new vitality into the Company, but also we will make positive contributions to the sustainable development of the whole industry by fully stimulating the creativity and potential of women's power.



Female Employees' Photos in Activities and Work

Chapter four

Contributors to a better society

Hand in hand, sharing and winning together

Response to issues of importance

- Social relations
- Social welfare and charity
- Socioeconomic benefits

Remarkable performance in ESG

Total amount of donations: RMB**7,537,100**

The proportion of recruiting local senior executives as high as **77%**

Golden Star Wassa granted **460,000** GHS (around RMB**270,000**) scholarships to **37** college students and **100** high school students through funds in total.

LXML has contributed more than **1.7 billion dollars (around 12 RMB-billion)** of direct revenue to Laos since its establishment

LXML has **helped 36 professionals** in total complete overseas higher education and obtain certificates

Response to UN SDGs



4.1 Community relations

Chifeng Gold, with the community as the soil for its own development, commits to long-term investment, and carries out work of harmonious co-construction to create all-round and sustainable beneficial effects to communities and contribute Chifeng Gold's strength to the sustainable development of the local people.

We comply with the internationally-advanced community development principles and actively cooperate with the community construction guidelines of the local government to invest in resources under the framework of SDGs of the United Nations including "industry, innovation and infrastructure", "sustainable cities and communities", and "build partnerships to achieve these goals", and carry out the construction work guided by the principles of responsible gold mining such as "understanding the community" and "re-settlement".

We formulate and promote the internal working systems and management regulations of Chifeng Gold such as local employment, local procurement, and community communication, establish partnerships with local enterprises, drive local business development, help local residents realize personal value through providing employment and training opportunities, advance harmonious community development through an open and transparent resettlement compensation plan, and contribute to the sustainable development of the community through investing in community construction. During the Reporting Period, 77% of the Group's senior executives were recruited locally, with an average local procurement proportion as high as 45.75%.

We communicate with local residents regularly in an honest manner to listen to the real needs of residents and focus resources on solving practical problems. For example, Wulong Mining established a new campus for surrounding residents in Tongxing Town to live in, subsidized villagers' partial rental and responded to residents' feedback through noise isolation measures, etc.

We also strive for the goal of co-building of community and sustainable development, and commit to providing community residents with a safe and convenient living environment through subsidizing and supporting community projects, such as improving roads, water and electricity facilities. Wulong Mining cooperates with the local government to help the surrounding communities construct drinking water wells to solve the problem of water shortage.

Case

Community Resettlement Project of Hanfeng Mining

Most of the staff members of Hanfeng Mining live in the Tianbaoshan community around the mine. This year, this community was incorporated into the government demolition plan due to the remaining safety problem, but the employee dormitory of Hanfeng Mining cannot meet the entire resettlement requirements. To meet the transitional accommodation needs during the demolition period of local residents, Hanfeng Mining set up an emergency working group to build temporary resettlement sites for residents of the Tianbaoshan community to repay the community with practical actions.

Case

"National Service" Project of Golden Star Wassa

Ghana carried out the "National Service" Project under the aid policy of GIZ (Gesellschaft für Internationale Zusammenarbeit), aiming to provide local graduates with professional training at the enterprise level through the employment quota system, and promote employment of the local skilled workforce. Golden Star Wassa voluntarily participates in the "National Service" Project. Every year, about 40-50 college students or fresh graduates enter the company to receive internal training within the one-year work period. We pay salaries 150% higher than the government's standard, provide vocational skills training and development planning consultation, and offer benefits such as medical insurance and transportation subsidies.

4.2 Social welfare and charity

Chifeng Gold is always concerned with socially vulnerable groups, gives full support to education, medical care, poverty alleviation projects, and public charities, and strives to create positive social impact and cultural benefits.

Referring to international and local public welfare action goals, we consistently invest in charities under the framework of sustainable development goals of the United Nations such as "No Poverty", "Clean Water and Sanitation", and "Decent Work and Economic Growth", and actively contribute to the community according to the "principles of responsible gold mining", "community health & emergency plan", and "cultural heritage sites". We figure out and implement the internal public welfare plans. Every year, we plan the charity budget and emergency reserve funds beforehand and distribute them to local communities to support different projects through the fair review process. We carry out work in multiple aspects such as education, environmental protection, and cultural heritage sites to support local development, actively participate in community co-creation and co-construction, and make the beautiful vision of common progress a reality. During the Reporting Period, donations of Chifeng Gold Group and each subsidiary reached RMB7,537,100 in total.

○ Support sustainable education

- To support sustainable education and the development of the next generation, every year, Wulong Mining donates fund to Banshicun Primary School; Jilong Mining contributes money to the local Aohan Banner Special School; Golden Star Wassa supports local education through setting up development funds, providing teaching materials and subsidies. Supervised by the Donation Committee, the donations are fair and transparent.

○ Construction of infrastructure

- For the construction of infrastructure and common development of the community, Jilong Mining donates to construct a Party member demonstration area for the local community to provide free vehicle transportation services for surrounding villagers; Jintai Mining constructs roads for the surrounding community; LXML donates US 150,000 dollars (around RMB1,062,400) to the Community Development Trust Fund every year to provide medical services for the local women and children.

○ Drive local development

- To drive local development and create an excellent environment for employees, LXML fulfills its obligations in the long-term work memo signed with the government to donate an open-air display shed of ancient stoneware for the local area; Hanfeng Mining organizes voluntary tree-planting activities regularly to improve the ecological environment of the mine area; Guangyuan Technology actively participates in the government's activities to benefit local people and purchase unsalable watermelon for the employees to enjoy.

Case

LXML donates to build a "Hall"

LXML donates to build Vilabouly Culture Hall so that cultural relics unearthed from Saipan can be displayed here. Since 2008, LXML has invested over US 1.6 million dollars (around RMB11,330,000) to protect thousands of years of history and heritage sites of Laos through the archaeological research project with the Ministry of Information, Culture and Tourism, national universities in Laos and James Cook University in Australia. This project sponsors field investigations to form a unique community at the local, national and international level and work closely with volunteers and local villagers from Vientiane and Savannakhet, college students, archaeologists from Australia and Laos, and officials from Laos for research.

LXML handed over 7,881 and 280 cultural relics to the Lao government in February 2019 and 2022 respectively, and spent LAK 144 million (around RMB70,000) to construct display cabinets for the National Museum of Laos.



Vilabouly Culture Hall and Cultural Relics Activities

Case

Golden Star Wassa Scholarship Program

Since 2007, Golden Star Wassa has set up a high school scholarship program to provide students excellent both in character and education but from poor families with scholarships and support to complete their schooling. In 2017, Golden Star Wassa signed off a memorandum with the community where the mine is located through consulting with the Community Mine Consultative Committee , which established the Golden Star Development Fund to provide scholarships and grants.

This year, Golden Star Wassa gave 2022/2023 scholarships with a total amount of GHS 460,000 (around RMB270,000) to 37 university students and 100 high school students in Wassa through its Golden Star Development Fund, and established the "Office of Scholarships and Grants" to guarantee the sustainability and strict impartiality of the program.

Besides giving scholarships, Golden Star Wassa also supported education in the mine community in other ways. Golden Star Wassa donated teaching materials to the primary schools of the community together with the local education office to improve the teaching and learning conditions of teachers and students; it funded schools in the mining community to carry out educational extracurricular activities such as hiking, field learning, and sports; it also decorated 9 buildings of a school in Akyempim community and granted housing and subsidies to teachers.



Ceremony of Granting Scholarships for the Year

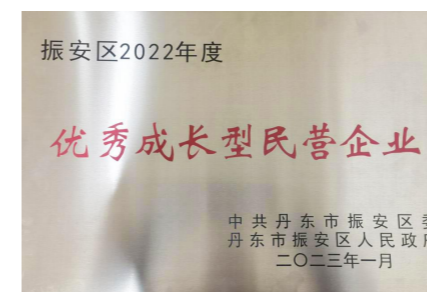
Words from the Plant Manager

Senior Mineral Processing Plant Manager of Golden Star Wassa delivered a speech on behalf of the Company, " As a company, supporting local educations is important to us. To be able to move with the times to ensure that our relationships with our host communities remain relevant."

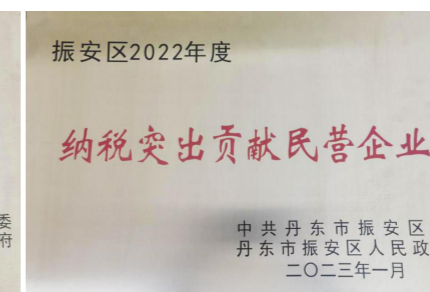
4.3 Socioeconomic benefits

Chifeng Gold always pays close attention to the well-being of the people, alleviates poverty and helps the poor, creates economic and social benefits, and boosts social harmony and progress in an earnest attempt "to benefit more people through the development of Chifeng Gold".

We comply with local laws, regulations, and industry standards, and carry out community work under the framework of "creating value for the local people"— principles of responsible gold mining; comply with the sustainable development goal of the United Nations to incorporate "decent work & economic growth" into our social commitment. Chifeng Gold formulates and implements the internal community working policy, aiming to fulfill the development goal of benefiting the community in the long run in the principle of completing the infrastructure and driving education and employment, so as to create decent work for the community, drive the local economic development and benefit society and the surrounding communities.



Outstanding Growth Oriented Private Enterprises in Dandong



Private Enterprises with Outstanding Tax Contributions in Dandong



National Level III Labor Medal of Laos

- We pay government taxes in accordance with the law and drive local direct revenue through high-quality development. This year, Wulong Mining was awarded honorary titles of 2022 "Outstanding Growth-Oriented Private Enterprises" and "2022 Private Enterprises with Outstanding Tax Contributions " in Dandong; LXML has total contributed 1.7 US billion dollars of direct revenue to Laos and won National Level III Labor Medal signed and awarded by Mr. Thonglun Sisoulith, president of Laos.
- We focus on the long-term development of the community and firmly fulfill our commitment based on the strategy of education and training. Jilong Mining donated to construct a demonstration area for local community Party members; Golden Star Resources signed off a framework agreement for local employment and development foundation with the local community; LXML signed off a memorandum with the community vocational college to provide apprenticeship programs and help the next generation of mining professionals in Laos to grow.
- We aim at the goal of community co-construction and sustainable development, and commit to providing community residents with a safe and convenient living environment through improving roads, water and electricity facilities.

Case

Teach a man to fish, LXML community development project

Since its operation in 2003, LXML Sepon Mine has continued to pour money into employment, training, scholarships, apprenticeship programs, trainee programs, internship programs, etc. Among them, the apprenticeship programs include receiving technical training at the technical college and carrying out practical internships on the site of LXML Sepon Mine. Till now, more than 100 trainees from Laos have completed their school work, and 36 professionals completed overseas higher education and obtained relevant certificates. From 2015 to 2018, a total of 18 trainees from Laos completed the five-year study and obtained an Australian Level III Vocational Qualification Certificate and Technical Training Diploma of Laos.

In 2002, LXML and the Laos-German Technical College signed a three-year framework agreement. During the Reporting Period, 2023-2027 Apprenticeship Program was created and a total of 18 students from Vilabouly were recruited. Based on the personal preferences of these students, training in electricity, machinery, heavy equipment operation, prefabrication, crane operation, and automotive and automotive electrical systems was provided to train local personnel and meet the labor market requirements.



LXML Provides Students from Vilabouly with Technical Education Scholarship

Words from the Vice General Manager

Mr. Salman, Vice General Manager of LXML said, " LXML is proud to sponsor the qualified vocational training for the Vilabouly District local students and build up better livelihoods for the future generations. The in-taken skills and experiences by the participants will contribute to Sepon's operations and to the Lao PDR. "

Key Performance Table

- Environmental Data
- Social data

Key Performance Table

Environmental Data

Green Mines

Indicators	2023	Unit
Land restoration area	62.30	Ha
Total quantity of tree planting	11,067	Trees
Area of grassing	10.00	Ha
Financial input of green mines ⁵	2,617.00	RMB10,000

⁵ Data of this year merely include domestic mine companies.

Greenhouse gas emissions

Indicators	2023	Unit
Emissions in Scope I	550,970.04	Tonnes of carbon dioxide equivalent
Emissions in Scope II	83,880.34	Tonnes of carbon dioxide equivalent
Total greenhouse gas emissions	634,850.38	Tonnes of carbon dioxide equivalent
Greenhouse gas emission intensity	0.880	Tonnes of carbon dioxide equivalent/ sales amount RMB10,000
Greenhouse gas emission reduction	1,057.42	Tonnes of carbon dioxide equivalent

Energy use

Indicators	2023	Unit
Gasoline	131,578.89	kWh
Diesel fuel	5,158,766.22	kWh

Indicators	2023	Unit
Natural gas	115,210.71	kWh
Total direct energy use	5,537,852.23	kWh
Direct energy usage intensity	7.674	kWh/sales amount RMB10,000
Outsourced electricity	135,491,602.80	kWh
Outsourced green electricity	14,708,953.00	kWh
Total indirect energy use	150,200,555.80	kWh
Indirect energy usage intensity	208.139	kWh/sales amount RMB10,000
Total energy use	155,738,408.03	kWh
Total energy use intensity	215.813	kWh/sales amount RMB10,000

Resource Use

Indicators	2023	Unit
Water resource consumption	9,665,528.81	m ³
Water resource recycling capacity	10,557,406.00	m ³
Water resources replenishment	96,688.00	m ³
Consumption density of water resources	13.394	m ³ /sales amount RMB10,000

Waste discharge

Indicators	2023	Unit
Drainage capacity	44,960,628.03	m ³
Drainage density	62.304	m ³ /sales amount RMB10,000
Generation capacity of non-hazardous waste	33,204,150.59	Tonnes

Indicators	2023	Unit
Generation density of non-hazardous waste	46.012	Tonnes/sales amount RMB10,000
Generation capacity of harmful waste (except sludge)	3,292.39	Tonnes
Sludge output	43,580,000.00	Liters
Generation density of harmful waste (except sludge)	0.005	Tonnes/sales amount RMB10,000
Generation capacity of tailings	12,178,458.00	m ³
Generation density of tailings	16.876	m ³ /sales amount RMB10,000

Recycling of resources⁶

Indicators	2023	Unit
Consumption of recycled metal	1,013.57	Tonnes
Consumption of recycled rubber	171.20	Tonnes
Consumption of recycled plastics	30.64	Tonnes
Consumption of recycled waste oil	183,042.96	Liters
Consumption of recycled waste rock	25,095,662.00	m ³

⁶ Relevant data of resources recycling merely include two foreign mining companies.

Social data

Total number of employees and number of employment by category

Indicators	2023	Unit
Total number of current employees	6,980	/
Total number of regular employees	5,457	/
Total number of regular employees by sex	Male	4,544 /
	Female	913 /
Total number of employees by the employment type	Management	50 /
	Mid-level	248 /
	Base level	5,159 /
Total number of regular employees by professional structure	Production personnel	3,515 /
	Technical personnel	887 /
	Sales personnel	7 /
	Financial personnel	57 /
	Administrative & managerial personnel	991 /
Total number of regular employees by education level	Postgraduate	270 /
	Undergraduate	910 /
	Below undergraduate	4,277 /
Total number of outsourced employees	1,523	/
Total number of outsourced employees by gender	Male	1,417 /
	Female	106 /

Localized recruitment

Indicators	2023	Unit
Proportion of senior executives recruited locally	76.61	%

Employee turnover

Indicators	2023	Unit
Total turnover rate of employees ⁷	11.25	%
Turnover rate of employees by gender	Male	755 /
	Female	130 /
Turnover rate of employees by age	18-29	88 /
	30-50	510 /
	Over 50	287 /
Turnover rate of employees by area	At home	474 /
	Overseas	411 /

⁷ Formula for the employee turnover rate in this year: Employee turnover rate = number of turnover employees/total number of employees at the beginning of the Reporting Period.

Development and training

Indicators	2023	Unit
Total number of participants in training	12,856	/
Total annual training investment	441,073	RMB
Total annual training hours	9,808	Hour(s)

Employee Safety

Indicators	2023	Unit
Number of deaths due to work	1	/
Lost working days due to work injuries	19,812	Hour(s)
Accident mortality rate per million working hours	0.05	%

Health and Safety Training

Indicators	Data	Unit
Total number of times of safety training	33,495	times
Number of safety inspections on workplaces	2,375	times
Total hours of safety training	84,832	Hour(s)
Number of participants in safety training (regular employees)	30,181	/
Total number of PPEs handed out	59,705	pcs
Total investment in safety	3,256	RMB10,000

Equality and Diversity

Indicators	2023	Unit
Number of ethnic minority employees	283	/

Number of Suppliers

Indicators	2023	Unit
Number of suppliers	1,788	/
Number of Chinese suppliers	793	/

Indicators	2023	Unit
Number of overseas suppliers	995	/

Localized Procurement

Indicators	2023	Unit
Number of local procurement suppliers	818	/
Ratio of localized procurement	45.75	%

Anti-corruption

Indicators	2023	Unit
Number of concluded corruption cases sued against the Company or its employees and litigation outcome	1	pcs
Number of anti-corruption trainings carried out in this year	63	times
Number of directors or senior executives who undergo the anti-corruption training	23	/
Number of employees who undergo the anti-corruption training	265	/

Social Welfare

Name of indicators	Data of 2023	Unit
Cash donations	753.71	RMB10,000

Appendix 1: Table of HKEX ESG Reporting Guide

Environmental

General disclosures and key performance indicators	Description	Relevant chapters	
Aspect A1: Emissions			
General disclosure	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.	2. Guardian of the green earth	
Key performance indicators	A1.1	The types of emissions and respective emissions data.	2.3 Pursuit of zero discharge and renewable substitutes Key Performance Table
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.4 Response to climate change Key Performance Table
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.3 Pursuit of zero discharge and renewable substitutes

General disclosures and key performance indicators		Description	Relevant chapters
Key performance indicators	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2.3 Pursuit of zero discharge and renewable substitutes Key Performance Table
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	2.3 Pursuit of zero discharge and renewable substitutes
	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.	2.3 Pursuit of zero discharge and renewable substitutes
Aspect A2: Use of Resources			
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.		2.2 Prudential use of natural resources
Key performance indicators	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).	2.2 Prudential use of natural resources Key Performance Table
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2.2 Prudential use of natural resources Key Performance Table
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	2.2 Prudential use of natural resources

General disclosures and key performance indicators		Description	Relevant chapters
Key performance indicators	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.	2.2 Prudential use of natural resources
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A ⁸
Aspect A3: The environment and natural resources			
General disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.		
Key performance indicators	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2.1 Environment management system 2.2 Prudential use of natural resources 2.3 Pursuit of zero discharge and renewable substitutes
Aspect A4: Climate change			
General disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.		2.4 Response to climate change
Key performance indicators	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.	2.4 Response to climate change

⁸ Our main business is selling metal raw materials, not involving the use for packaging materials

Social

General disclosures and key performance indicators			Description	Relevant chapters
Aspect B1: Employment				
General disclosure	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.		3.1 Labor management 3.3 Employee welfare and satisfaction 3.4 Employee training and development 3.5 Promotion of equality, inclusiveness and diversity	
Key performance indicators	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3.1 Labor management Key Performance Table	
	B1.2	Employee turnover rate by gender, age group and geographical region.	3.1 Labor management Key Performance Table	
Aspect B2: Health and safety				
General disclosure	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.		3.2 Protect employee safety and health	
Key performance indicators	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.2 Protect employee safety and health Key Performance Table	
	B2.2	Lost days due to work injury.	3.2 Protect employee safety and health Key Performance Table	

General disclosures and key performance indicators			Description	Relevant chapters
Key performance indicators	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.2 Protect employee safety and health	
Aspect B3: Development and training				
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		3.4 Employee training and development	
Key performance indicators	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.4 Employee training and development Key Performance Table	
	B3.2	The average training hours completed per employee by gender and employee category.	3.4 Employee training and development Key Performance Table	
Aspect B4: Labor standards				
General disclosure	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 labor.		3.1 Labor management	
Key performance indicators	B4.1	Description of measures to review employment practices to avoid child and forced labor.	3.1 Labor management	
	B4.2	Description of steps taken to eliminate such practices when discovered.	3.1 Labor management	
Aspect B5: Supply chain management				

General disclosures and key performance indicators			Description	Relevant chapters
General disclosure	Policies on managing environmental and social risks of the supply chain.			1.4 Enhancement of supply chain management
Key performance indicators	B5.1	Number of suppliers by geographical region.		1.4 Enhancement of supply chain management Key Performance Table
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.		1.4 Enhancement of supply chain management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.		1.4 Enhancement of supply chain management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.		1.4 Enhancement of supply chain management
Aspect B6: Product responsibility				
General disclosure	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.			1.2 Strict control of product quality

General disclosures and key performance indicators			Description	Relevant chapters
Key performance indicators	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.		N/A ⁹
	B6.2	Number of products and service related complaints received and how they are dealt with.		1.2 Strict control of product quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights.		1.3 Exploring technological innovation
	B6.4	Description of quality assurance process and recall procedures.		1.2 Strict control of product quality
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.		N/A ¹⁰
Aspect B7: Anti-corruption				
General disclosure	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.			1.1 Robust compliance governance
Key performance indicators	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.		1.1 Robust compliance governance Key Performance Table

⁹ Our main business is selling metal raw materials, not involving safety and health risk of products

¹⁰ Our business model aims at enterprises, not involving end consumers

Appendix 2: Table of GRI Standards

General disclosures and key performance indicators		Description	Relevant chapters
Key performance indicators	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.1 Robust compliance governance
	B7.3	Description of anti-corruption training provided to directors and staff.	1.1 Robust compliance governance Key Performance Table
Aspect B8: Community investment			
General disclosure		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.	4.1 Community relations
Key performance indicators	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	4.2 Community welfare and charity 4.3 Socioeconomic benefits
	B8.2	Resources contributed (e.g. money or time) to the focus area.	4.2 Community welfare and charity Key Performance Table

Indicator Number	Indicator Content	Report Content
GRI 1	Foundation	About this report
GRI 2	General disclosures	About this report About Chifeng Gold Management system of sustainable development Key Performance Table
GRI 3	Substantive issues	Communication with stakeholders
GRI 201	Economic performance	Highlights of sustainable development in 2023 2.1 Environment management system 2.4 Response to climate change 3.3 Employee welfare and satisfaction
GRI 202	Market presence	3.1 Labor management
GRI 203	Indirect economic impacts	Special topic—empowering sustainable communities 4.1 Community economic benefits
GRI 204	Procurement practices	1.4 Enhancement of supply chain management
GRI 205	Anti-corruption	1.1 Robust compliance governance
GRI 206	Anti-competitive behavior	1.1 Robust compliance governance
GRI 207	Tax	Not satisfied
GRI 301	Materials	2.2 Prudential use of natural resources Key Performance Table
GRI 302	Energy	2.2 Prudential use of natural resources Key Performance Table
GRI 303	Water and effluents	2.2 Prudential use of natural resources 2.3 Pursuit of zero discharge and renewable substitutes Key Performance Table

Indicator Number	Indicator Content	Report Content
GRI 304	Biodiversity	Special topic- commitment to sustainable mines 2.5 Land management, biodiversity, and sustainability after the mine closure
GRI 305	Emissions	2.3 Pursuit of zero discharge and renewable substitutes Key Performance Table
GRI 306	Waste	Special topic—empowering sustainable communities 2.3 Pursuit of zero discharge and renewable substitutes Key Performance Table
GRI 308	Supplier Environmental Assessment	1.4 Enhancement of supply chain management Key Performance Table
GRI 401	Employment	3.1 Labor management 3.2 Protect employee safety and health 3.3 Employee welfare and satisfaction Key Performance Table
GRI 402	Labor / management relations	Not satisfied
GRI 403	Occupational health and safety	3.2 Protect employee safety and health Key Performance Table
GRI 404	Training and education	3.4 Employee training and development Key Performance Table
GRI 405	Diversity and equal opportunities	Governance structure of sustainable development 3.5 Promotion of equality, inclusiveness and diversity Key Performance Table
GRI 406	Anti-discrimination	3.1 Labor management 3.5 Promotion of equality, inclusiveness and diversity
GRI 407	Freedom of association and collective bargaining	3.3 Employee welfare and satisfaction 1.4 Enhancement of supply chain management
GRI 408	Child labor	3.1 Labor management 1.4 Enhancement of supply chain management

Indicator Number	Indicator Content	Report Content
GRI 409	Forced or compulsory labor	3.1 Labor management 1.4 Enhancement of supply chain management
GRI 410	Security practice	Not satisfied
GRI 411	Rights of indigenous peoples	4.1 Community relations
GRI 413	Local communities	Not satisfied
GRI 414	Supplier Social Assessment	1.4 Enhancement of supply chain management
GRI 415	Public policy	Not satisfied
GRI 416	Customer health and safety	N/A
GRI 417	Marketing and labeling	N/A
GRI 418	Customer privacy	N/A

Reader Feedback Form

Dear readers:

Salutations! Thank you for reading the Environmental, Social and Governance (ESG) Report of Chifeng Gold in 2023 (hereinafter referred to as this Report). We sincerely invite you to give valuable comments and suggestions to this Report and help to improve our work.

For the below questions, please tick your selection accordingly

Item	Marks
1. Your comments for overall satisfaction for this Report	<input type="checkbox"/> Very bad <input type="checkbox"/> Bad <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Very good
2. This Report has completely answered and disclosed topics of stakeholders	<input type="checkbox"/> Very bad <input type="checkbox"/> Bad <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Very good
3. The information and materials disclosed in this Report are clear, accurate and complete	<input type="checkbox"/> Very bad <input type="checkbox"/> Bad <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Very good
4. This Report has reflected significant impact of Chifeng Gold on society and environment fully and accurately	<input type="checkbox"/> Very bad <input type="checkbox"/> Bad <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Very good
5. The content structure, language, and layout design in this Report are well-organized and highly readable	<input type="checkbox"/> Very bad <input type="checkbox"/> Bad <input type="checkbox"/> Average <input type="checkbox"/> Good <input type="checkbox"/> Very good

Please briefly answer below questions

1. Which contents disclosed in this Report are you most concerned with or satisfied with?

2. Are there any contents that you are concerned with but have not been disclosed yet in this Report?

3. For this Report, do you have other opinions or suggestions?

You can provide feedback on the questionnaires through mail, email, fax or phone call. We will fully consider your opinions and suggestions.

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