



中國油氣控股有限公司 SINO OIL AND GAS HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

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Environmental, Social and
Governance Report
環境、社會及管治報告

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Environmental, Social and Governance Report

I. PREAMBLE

Oil and gas have long been the primary energy source for the global economy, production and people's daily lives. They have gained significant attention due to their environmental impact throughout their entire lifecycle, including exploitation, extraction, transportation, and consumption. In light of global commitments to combat climate change and limit global temperature rise to 1.5 degrees Celsius, countries worldwide are now prioritising energy diversification and emphasising the development of renewable energy as part of the global green development agenda.

Following the launch of a series of guiding documents including "The 14th Five-Year Plan for Modern Energy System" and "The 14th Five-Year Plan for Scientific and Technological Innovation in the Energy Sector", the People's Republic of China ("China") has now defined "Energy security shall be more secure and powerful" as the first development goal. Emphasising the importance of enhancing the safety and reliability of oil and gas operations, along with addressing critical topics such as green mining, disaster prevention and control, quality and classification transformation, as well as pollutant control. These efforts are aimed to stay aligned with the national goals of peaking carbon emissions by 2030 and achieving carbon neutrality by 2060.

With major business operations located in Shanxi Province, China, Sino Oil and Gas Holdings Limited (the "Company") and its subsidiaries (collectively, the "Group") reckons the publication of "14th Five-Year New Technology Plan of Shanxi Province", which emphasise on the chemical research on unconventional natural gas technology, co-production of "three gases" (三氣共採), deep coalbed methane ("CBM") exploration and development, combined mining of multiple coalbeds, and graded utilisation of coalbed methane. Recognising the importance of enhancing core technology research, the Group is committed to incorporating environmental, social and governance ("ESG") considerations into its operations and development, as well as actively pursuing sustainable solutions to ensure responsible operations and the creation of long-term value.

I. 前言

石油和天然氣長期以來一直是全球經濟、生產和人民生活的主要能源。它們整個生命周期從開採、提煉、運輸以及消耗對環境的影響一直備受關注。鑑於全球應對氣候變化並承諾勉力控制溫度上升限制在攝氏1.5度以內，世界各國紛紛將能源多元化作為優先事項，並將發展可再生能源納入全球綠色發展議程。

繼《「十四五」現代能源體系規劃》及《「十四五」能源領域科技創新規劃》等一系列指導文件出台後，中華人民共和國（「中國」）將「能源保障更加安全有力」列為首要發展目標。此舉強調提高油氣作業的安全及可靠性，並聚焦煤炭綠色智能開採、重大災害防控、分質分級轉化、污染物控制等重大議題，旨在與國家2030年達致碳達峰和2060年實現碳中和的目標保持一致。

因應在中國山西省的主營業務，中國油氣控股有限公司（「本公司」）及其子公司（統稱「本集團」）知悉《山西省「十四五」新技術計劃》的發佈，並了解當中包括非常規天然氣技術的化學研究、「三氣共採」、深層煤層氣勘探開發、多煤層聯合開採以及煤層氣分級利用等重點關注。有鑑於加強核心技術研究的重要性，本集團致力於將環境、社會及管治（「ESG」）考量納入其營運及發展，並積極尋求可持續解決方案，履行負責任的營運，同時創造長遠價值。

II. REPORTING BOUNDARY & PRINCIPLES

In compliance with the requirements under Appendix C2 – ESG Reporting Guide (“ESG Guide”) of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“Stock Exchange”) under the “Comply or Explain” provision, the Group is pleased to present its ESG Report for the year ended 31 December 2023 (“FY2023”). This ESG Report demonstrates the Group’s approach and performance in ESG management and corporate sustainable development in FY2023. For detailed information on corporate governance, please refer to the “Corporate Governance Report” of the Company’s 2023 Annual Report.

This ESG Report was prepared in both English and Chinese. Should there be any conflict or inconsistency, the English version shall prevail.

Boundary Setting

The Group adopts the operational control approach in setting the boundary of this ESG Report. The boundary of this ESG report remains consistent with previous years, aligning with the business nature of the Group. It covers the performance and management policies of the Group’s business operations in Mainland China including Raw Coal Washing Project and CBM Business in Shanxi Province.

The coal washing plant is located at the Qinshui Basin, Shanxi Province. The washing process involves separation of coal from soil and rock into graded sized chunks through centrifugation, magnetism and flotation technologies. In FY2023, the coal washing operations recorded a total sale of refined coal approximately 2,900 tonnes (FY2022: 83,000 tonnes).

II. 報告範圍及原則

本集團遵守香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2《環境、社會及管治報告指引》（「ESG指引」）「不遵守就解釋」的規定，欣然呈列其截至2023年12月31日止年度（「2023財年」）環境、社會及管治報告（「ESG報告」），以展示本集團於2023財年在ESG管理和企業可持續發展方面的方針及表現。有關企業管治部分，請參閱本公司2023年年報之企業管治報告。

本ESG報告以英文及中文編制。如有任何爭議或差異，應以英文版本為準。

範圍設定

本集團採用營運控制法設定本ESG報告的範圍。本ESG報告沿用與往年報告的範圍，與其業務性質保持一致，涵蓋本集團在中國內地山西省原煤洗選項目和煤層氣業務的表現和管理政策。

洗煤廠位於山西省沁水盆地。洗選過程包括通過離心分離、磁力與浮選技術，將煤炭從泥沙石礫中分離成大小分級的煤塊。於2023財年，洗煤業務共錄得精煤銷售約2,900噸（2022財年：83,000噸）。

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Sanjiao CBM Project is located at the Ordos Basin in Shanxi and Shaanxi Provinces. It involves continuous extraction, compression and distribution of CBM. In FY2023, there were 23 (FY2022: 12) new wells in Sanjiao CBM Project which has completed a total of 205 (FY2022: 182) wells, comprising 150 (FY2022: 130) multilateral horizontal wells and 55 (FY2022: 52) vertical wells. Out of the total 205 wells, 175 wells were in the normal dewatering and gas producing stage, and all 175 wells accessed to a gas collection pipeline network. In FY2023, the Sanjiao CBM Project recorded CBM production of approximately 191.62 million m³ (FY2022: 169.10 million m³). The Project uses three designated CBM pipelines in the Sanjiao block and its surrounding areas, built by the Shanxi provincial government as its major sales channels, including (1) the CBM pipeline from Sanjiao to Linxian for gas supply for residential, commercial and industrial use, as well as heating in winter; (2) the designated CBM pipeline of the Sanjiao CBM block for gas supply to Senze Coal & Aluminium Group, a local coal processor and aluminium manufacturer; and (3) the CBM pipeline from Sanjiao to Luliang (for gas supply to Xiaoyi and central Shanxi).

Reporting Principles

The preparation of this ESG Report conforms to the Reporting Principles set out in the ESG Guide, namely Materiality, Quantitative, Balance and Consistency. Below is a description of where the principles have been applied throughout the ESG Report.

Materiality

In order to identify and determine significant ESG issues and their associated risks and opportunities, the Group conducted an annual materiality assessment in FY2023. The Group invited key internal and external stakeholders to fill in a survey to gather feedback on their concerns and expectations on the Group's sustainability performance. The processed results serve as a valuable tool in guiding its ESG management, which is believed to be a crucial step in its progress of achieving sustainability. For more details, please refer to the section Materiality Assessment.

三交煤層氣項目位於山西省和陝西省的鄂爾多斯盆地，項目涉及煤層氣的持續排採、壓縮和分銷。於2023財年，三交煤層氣項目新增23口井（2022財年：12），累計完成205口井（2022財年：182），包括150口多分支水平井（2022財年：130）和55口直井（2022財年：52）。在全數205口井中，有175口井為正常排採井並已接入集氣管網。於2023財年，三交煤層氣項目錄得煤層氣產量約為19,162萬立方米（2022財年：16,910萬立方米）。項目以三交區域內及其周邊地區由省政府規劃的三條已建成煤層氣專用管線作為主要銷售渠道，包括：(1) 三交至臨縣煤層氣輸氣管道，供應臨縣城市居民、工商業用氣及冬季取暖用氣；(2) 三交區塊專用煤層氣管道，向一間當地的煤鋁生產企業—森澤煤鋁集團供氣；以及(3) 三交至呂梁煤層氣輸氣管道，供應孝義及山西省中部天然氣管網。

匯報原則

本ESG報告根據ESG指引中所載的匯報原則編制，即「重要性」、「量化」、「平衡」和「一致性」。以下是在ESG 報告中應用這些原則的描述。

重要性

為了識別和確定重大ESG議題及其相關風險和機遇，本集團於2023財年進行了年度重要性評估。本集團透過邀請關鍵內部和外部持份者填寫問卷，收集他們對集團可持續發展績效的關注及期望的回饋。經處理的結果乃指導本集團ESG管理的寶貴工具，亦是實現可持續發展的關鍵一步。更多詳情請參閱「重要性評估」章節。

Quantitative

The application of the Quantitative principle is demonstrated by the presentation of the Group's sustainability performance in terms of various Key Performance Indicators ("KPIs"). The footnotes of each performance table clearly describe the calculation methods, assumptions and conversion factors used.

Balance

To portray a full picture of the Group's sustainability performance, the Group is fully transparent on its outstanding achievements and rooms for improvement.

Consistency

The Group adopts a set of consistent reporting framework, data collection tools and calculation method that align with previous ESG Reports. This allows meaningful comparisons on the Group's sustainability performance. In case of any significant changes in disclosure or relevant factors that may affect a meaningful comparison, corresponding explanation will be clearly made.

量化

本集團通過各種關鍵績效指標（「KPI」）展示其可持續發展績效來履行量化原則的應用。績效表中清楚列明所使用的計算方法、假設和換算系數。

平衡

為了全面呈現本集團的可持續發展績效，本集團透明地披露其傑出成就及有待改進的空間。

一致性

本集團採用與過往ESG報告一致的報告架構、資料收集工具和計算方法，讓讀者可對本集團的可持續發展績效進行有意義的比較。倘若披露或可能影響有意義比較的相關因素發生重大變化，本集團將作出相應說明。

III. MESSAGE FROM THE BOARD

Dear Valued Stakeholders,

2023 had been a challenging year with the uncertainties that lie within the global economy and geopolitical tensions. Amidst market fluctuations, we have remained steadfast in our strategy, making necessary adjustments to our operating leverage, and embraced challenges through a sustainable lens, thus positioning ourselves as an industry leader for the long term. I am delighted with our accomplishments over the past year, despite the obstacles encountered, as we strive to align our actions and goals with the national development approach in expediting the construction of an ecological civilisation. Hereby, we present our ESG Report for FY2023, which demonstrates our performance and strategy on sustainable development.

Sustainability at the Core of Business

The Group has consistently embraced sustainability as a fundamental development strategy, guided by our corporate values of “People Oriented, Effective Use of Resources, Bring Harmony with Great Virtue”. We are unwavering in our commitment to enhancing our ESG governance system, fulfilling our responsibilities as a corporate citizen, and driving social sustainability through concrete actions.

As an enterprise primarily engaged in CBM exploration and extraction, as well as raw coal washing operations, the release of “The 14th Five-Year Plan for Modern Energy System” made us recognise the pivotal role we play in the energy sector. The document which highlights the national emphasis on CBM exploration and stable supply of coal in the five major bases reminded us of our responsibility to demonstrate resilience, embrace challenges, and create positive impacts throughout our value chain to facilitate a just transition towards a greener, low-carbon Beautiful China.

III. 董事會序言

尊敬的各持份者：

2023年是充滿挑戰的一年。儘管我們面臨全球經濟不確定性和地緣政治緊張局勢，在市場波動中，我們始終堅持戰略，對營運進行必要的調整，並以可持續的眼光迎接挑戰，力求成為行業的長期領導者。過去一年，雖然遇上障礙，但我們仍努力把行動和目標與國家發展方針對接，加快生態文明建設，並對我們達到的成就感到高興。我們謹此呈上2023財年的ESG報告，以展示我們在可持續發展方面的表現和策略。

業務核心的可持續發展

本集團一直視可持續發展為根本發展戰略，並遵循「以人為本，善用資源，厚德載物」的企業價值。我們堅定不移地致力於完善ESG管治體系，履行企業公民責任，以實際行動推進社會可持續發展。

作為一家主要從事煤層氣勘探開採和原煤洗選業務的企業，《「十四五」現代能源體系規劃》的出台使我們認識到自身在能源行業中的所扮演的關鍵角色。此文件強調了國家對煤層氣勘探和五大煤炭供應保障基地的穩定供應的重視，提醒我們有責任展現韌性、迎接挑戰、並在整個價值鏈上產生積極影響，以促進向更綠色、低碳的美麗中國的公正轉型。

In alignment with national goals of peaking carbon emissions by 2030 and attaining carbon neutrality by 2060, we strive to become a professional oil and gas explorer and producer that goes beyond conventional limits to embrace and explore innovative opportunities, and provide sustainable energy solutions. As a pioneer of the industry, we are committed to protecting the Earth and benefiting future generations. We continuously review our operations and refine our energy strategy to enhance our performance in GHG emissions, guided by the leadership of the Board and fostering cross-functional accountability. In addition, we closely monitor our energy performance through metrics at both the Group level and our major business segments and projects.

Sustainability in Action

We have aligned our ESG efforts and priorities with the United Nation's Sustainable Development Goals since 2021, while formulating specific environmental targets related to emissions and resources consumption. Recognising the nation's low-carbon ambitions, we have continued to report on our climate-related disclosures with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"). Our disclosures include assessments and management of climate-related risks and opportunities to address the growing concerns of climate change. Please refer to the chapter "**Environmental Sustainability**" for more details.

Understanding the labour-intensive nature of our business and possible environmental impacts it may bring, our ESG management approach focuses on 2 key pillars: environmental commitment and employee wellbeing. We are dedicated to reducing emissions through a series of targets, while also ensuring the safety and wellbeing of our people by striving for zero work-related fatalities and injuries across our operations. As we refine our understanding of the methodologies and structures that are needed to deliver our actions, we are actively developing the review process for our business-related ESG goals and targets.

圍繞國家2030年達致碳達峰、2060年實現碳中和的目標，我們力爭成為一家超越常規限制的專業油氣勘探和生產企業，擁抱和探索創新機會，提供可持續能源解決方案。身為業界先驅，我們致力於保護地球、造福後代。在董事會的領導和促進跨職能問責制的指導下，我們不斷審查業務並完善我們的能源戰略，以提升溫室氣體排放績效。此外，我們透過集團層面以及主要業務部門和項目的指標密切監控我們的能源績效。

可持續發展行動

自2021年起，我們已將ESG工作和優先事項與聯合國可持續發展目標進行對標，同時制定了與排放和資源使用相關的具體環境目標。意識到國家的低碳抱負，我們繼續參考氣候相關財務信息披露工作組（「TCFD」）的建議進行氣候相關披露。我們披露的資料包括評估和管理與氣候變化相關的風險和機遇，以應對不斷增長的氣候變化問題。更多詳情請參閱「**環境可持續發展**」一章。

明白到我們業務的勞動密集性質及其可能帶來的環境影響，我們的ESG管理方法著重於環境承諾和員工福祉兩個關鍵支柱。我們致力於透過一系列目標減少排放，同時努力實現在營運過程中杜絕任何工作相關的傷亡，確保員工的安全和福祉。隨著我們加深對實施行動所需的方法和結構的理解，我們正在積極制定與業務相關的ESG目標和指標的審查流程。

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Looking Ahead

Looking into the future, we will continue striving for excellence in delivering meaningful returns to our shareholders while emphasising on sustainability. Embracing the year 2024 with a sense of optimism, we are committed to continuously enhancing our processes and performance in ESG management, as well as setting ESG-related goals and targets. We will continue to integrate the principles of green development into our business strategies and operations while striving to become a purpose-driven and responsible organisation under our strong collaborative culture.

On behalf of the Board, I would like to express our gratitude to our dedicated staff, loyal customers and valued business partners, as well as our supportive shareholders for their continuous efforts as we pursue our commitment to environmental protection, ethical standards and long-term value creation. Together, we look forward to a future of innovation, surpassing boundaries, and achieving our goals for the benefit of all stakeholders.

Dai Xiaobing

Chairman and Chief Executive Officer

Hong Kong, 26 April 2024

展望未來

展望未來，我們將繼續追求卓越，為股東提供有意義的回報，同時強調可持續發展。我們以樂觀的態度迎接2024年，致力於不斷提升我們在ESG管理方面的流程和表現，並制定ESG相關的目標和指標。我們將繼續把綠色發展原則融入我們的業務策略和營運中，同時在強大的協作文化下努力成為一個以目標為導向的負責任企業。

我謹代表董事會衷心感謝我們敬業的員工、忠誠的客戶、重要的業務合作夥伴，以及給予我們支持的股東，陪伴我們追求環境保護、道德標準和創造長遠價值的承諾。我們期待共同創新、超越界限，實現我們的目標，造福所有持份者的未來。

戴小兵

主席及行政總裁

香港，2024年4月26日

IV. ESG MANAGEMENT STRATEGY

At the core of the Group's ESG management approach lies a strong commitment to sustainability, which stems from the Group's business principle of "Equal Emphasis on Business and Capital, Equal Attention to Resources and Talent". Upholding a high-level corporate governance, the Group has implemented clear and transparent procedures and systems to ensure long-term corporate development and protect the interests of its stakeholders.

As the highest governance body and the custodian of the Group's long-term success, the Board of Directors of the Group (the "Board") has the ultimate responsibility for leading and overseeing the planning, implementation and reporting of the Group's ESG-related issues. The Board is also responsible for approving and monitoring the Group's ESG performance and progress towards targets. The Group places great importance on sound and robust governance, as well as the expertise and commitment of its management teams and diligent employees. These factors are instrumental in fostering operational integrity and building a reputable and dependable brand.

To identify, evaluate and prioritise material ESG-related issues of the Group, the Group collaborates with external ESG consultants to conduct an annual materiality assessment. This assessment involves analysing the concerns and expectations of stakeholders, the results are then reviewed by the Board. By engaging in effective communication with stakeholders and considering the specific context of the Group, the Board gains a comprehensive understanding thus determines the importance of the Group's material ESG issues, including associated risks. This enables the Board to make informed decisions and formulate corresponding ESG management approaches and strategies.

IV. ESG 管理策略

本集團ESG管理方法的核心是對可持續發展的承諾，源於本集團「資源與人才並舉，實業與資本並重」的經營原則。本集團秉承高水平的企業管治，實施明確且高度透明的程序和制度，以鞏固企業的長遠發展，並保障持份者的利益。

作為本集團的最高管治機構與長遠成功的守護者，本集團董事會（「董事會」）對領導和監督本集團ESG相關議題的規劃、實施和報告負有最終責任。董事會亦負責批核和監督本集團的ESG表現及目標進展。本集團非常重視健全穩健的管治，以及其管理團隊和勤奮員工的專業知識和承諾，而這些因素對促進營運誠信和建立信譽良好且值得信賴的品牌至關重要。

本集團與外部ESG顧問合作進行年度重要性評估，以識別和評估本集團的ESG相關重大議題並確定其優先次序。該評估涉及分析持份者的關注及期望，隨後由董事會審閱結果。透過與持份者進行有效溝通並考慮本集團的實際情況，董事會得以全面理解並釐定本集團重大ESG議題及相關風險的重要性，從而作出知情決策，制定相應的ESG管理方法及策略。

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The Board has appointed designated staff to assist in identifying and responding to the major risks, particularly climate-related risks, by acquiring and communicating material ESG-related issues within the Group. They also regularly report to and advise the Board on potential future ESG-related risks. Moreover, they facilitate efficient communication between the management team and the frontline operators, promoting effective ESG integration throughout the Group, thus ensuring the related risks are promptly and properly managed.

Recognising the importance of balancing the society's demand for reliable and secure energy with environmental protection, the Group is firmly committed to preserving nature, investing in its people and safeguarding their health and safety. These actions highly contribute to the Group's ongoing operations and long-term value creation. In addition to the environmental targets discussed in subsequent sections, the Group is dedicated to developing further ESG-related goals and targets that align with its business activities. The Board is fully committed to reviewing the progress made towards the Group's ESG commitment through regular reporting in the future.

V. STAKEHOLDER ENGAGEMENT

Stakeholders are valuable partners of the Group. As such, the Group actively engages with them on a regular basis to communicate the Group's strategy, goals and progress on sustainability, while listening to their feedback. The Group understands the importance of stakeholder input in guiding and enhancing its sustainability efforts in the short- and long-term, thus it maintains a robust engagement framework and ensures effective communication with its key stakeholders through various channels as outlined below.

董事會已委任專責人員透過在集團內獲取和傳達與ESG相關的重大議題，協助識別和應對主要風險（尤其是氣候風險），並定期向董事會報告潛在ESG相關風險和提供建議。此外，專責人員亦促進管理團隊與前線營運員工之間的高效溝通，以有效地將ESG融入本集團，從而確保相關風險得到及時和妥善管理。

有鑑於平衡社會對安全可靠能源的需求與環境保護的重要性，本集團堅定致力於保護自然、投資並保障員工的健康和安全。這些行動對本集團的持續營運和長遠價值創造作出了巨大貢獻。除了後續章節討論的環境目標外，本集團還致力於進一步制定與其業務活動一致的ESG相關目標和指標。未來，董事會將致力透過定期報告來審查本集團在ESG承諾方面取得的進展。

V. 持份者參與

持份者是本集團寶貴的合作夥伴。因此，本集團積極與他們進行定期交流，分享集團在可持續發展方面的策略、目標和進展，同時聽取他們的反饋。本集團明白持份者的意見對指導和改善其短期及長遠可持續發展工作的重要性，因此秉持穩健的溝通框架，並透過以下渠道與主要持份者保持有效溝通。

Communication with Key Stakeholders

與關鍵持份者的溝通

Stakeholders 持份者	Expectations and Concerns 期望與關切	Communication Channels 溝通渠道
Government and regulatory authorities 政府和監管機構	<ul style="list-style-type: none"> Law and regulation compliance Anti-corruption policies Occupational health and safety 遵守法律法規 反貪污政策 職業健康與安全 	<ul style="list-style-type: none"> Supervision on the compliance with local laws and regulations Routine reports and tax payments 遵守當地法律法規的監管 常規報告和支付稅項
Shareholders 股東	<ul style="list-style-type: none"> Return on investments Corporate governance Law and regulation compliance 投資回報 企業管治 法律法規的合規性 	<ul style="list-style-type: none"> Regular reports Announcements Annual general meetings 定期報告 公告 年度股東大會
Employees 僱員	<ul style="list-style-type: none"> Employees' remuneration and benefits Career development Training opportunities Occupational health and safety GHG emissions reduction 僱員薪酬和福利 職業發展 培訓機會 職業健康與安全 溫室氣體減排 	<ul style="list-style-type: none"> Performance appraisal Training courses Written comments via emails, notice boards, telephone calls Workshops 表現評估 培訓課程 通過電郵傳送的書面建議、告示版和電話 研討會
General public 公眾	<ul style="list-style-type: none"> Involvement in communities Environmental, social and economic impacts of the Group's investments Employment opportunities 社區參與 本集團投資所造成的環境、社會及經濟影響 僱傭機會 	<ul style="list-style-type: none"> Responses to enquiries Corporate website Social media platforms 回應詢問 企業網站 社交媒體平台
Professional organisation 專業組織	<ul style="list-style-type: none"> ESG awareness building Stakeholder inclusiveness Keeping pace with the times 培養ESG意識 持份者的廣泛參與 與時俱進 	<ul style="list-style-type: none"> Written comments/responses Meetings 書面建議／回應 會議

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Stakeholders 持份者	Expectations and Concerns 期望與關切	Communication Channels 溝通渠道
Suppliers 供應商	<ul style="list-style-type: none"> - Environmental and safety issues - Green procurement and green development - Business integrity - Effective risk management and problem-solving - 環境和安全議題 - 綠色採購和綠色發展 - 商業誠信 - 有效的風險管理和解決問題 	<ul style="list-style-type: none"> - Fair and open tendering - Assessment and engagement meetings - Regular business reviews - 公平和公開招標 - 評估和參與會議 - 定期業務審查
Customers 客戶	<ul style="list-style-type: none"> - Customers rights - Health, safety and environmental protection - Effective emissions and pollution management - 客戶權益 - 健康、安全和環境保護 - 有效的排放和污染管理 	<ul style="list-style-type: none"> - Face-to-face discussion - Emails, hotlines and corporate website - 面對面討論 - 電郵、熱線和公司網站

Materiality Assessment

The Group is dedicated to continually advancing its comprehensive approach to managing the range of ESG impacts, risks and opportunities it encounters. Therefore, it places great emphasis on identifying, prioritising and concentrating on the most significant aspects.

To determine the key ESG topics to focus on, the Group conducts an annual materiality assessment through a step-wise process. This involves collecting, analysing and understanding the material concerns and interests of its key stakeholders. In FY2023, the Group has engaged a third-party consultancy to design the online surveys and carry out the materiality assessment on its behalf to ensure the objectivity and accuracy of the materiality assessment results.

Step 1: Stakeholder Identification

The Group is well aware of its business operations which link with a wide range of stakeholders. In FY2023, representatives of key stakeholder groups including general and managerial staff, senior management, independent non-executive directors, as well as external suppliers, business partners, customers and professional organisations were selected based on their influence and degree of dependence of the Group.

重要性評估

本集團致力於不斷推進其全方位策略，以管理其面臨的一系列ESG影響、風險和機遇。因此，本集團非常重視識別、優先排序及專注於最重要的ESG事宜。

為識別其重大ESG議題，本集團透過逐步流程進行年度重要性評估，以收集、分析和了解關鍵持份者的重大關注和利益。本集團於2023財年聘請了第三方顧問公司代為設計網上問卷並進行重要性評估，以提高重要性評估結果的客觀性和準確性。

步驟1: 識別持份者

本集團深知其業務營運涉及廣泛的持份者。於2023財年，本集團根據他們對本集團的影響力和依賴程度，挑選其關鍵持份者代表，包括一般員工、管理人員、高級管理人員、獨立非執行董事，以及外部供應商、業務夥伴、客戶和專業機構。

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Step 2: Internal Impact Assessment

Through impact assessments on the various aspects of its value chain, a list of 28 ESG issues has been identified. These ESG issues are covered in 5 different aspects, namely Environmental Impacts, Employment and Labour Practices, Operating Practices, Community Investment, and Leadership and Governance.

步驟2: 內部影響評估

通過對其價值鏈各方面進行影響評估，本集團確立了一份包含28項ESG議題的清單。議題涵蓋五個範疇，包括環境影響、僱傭及勞工常規、營運慣例、社區投資以及領導力和管治。

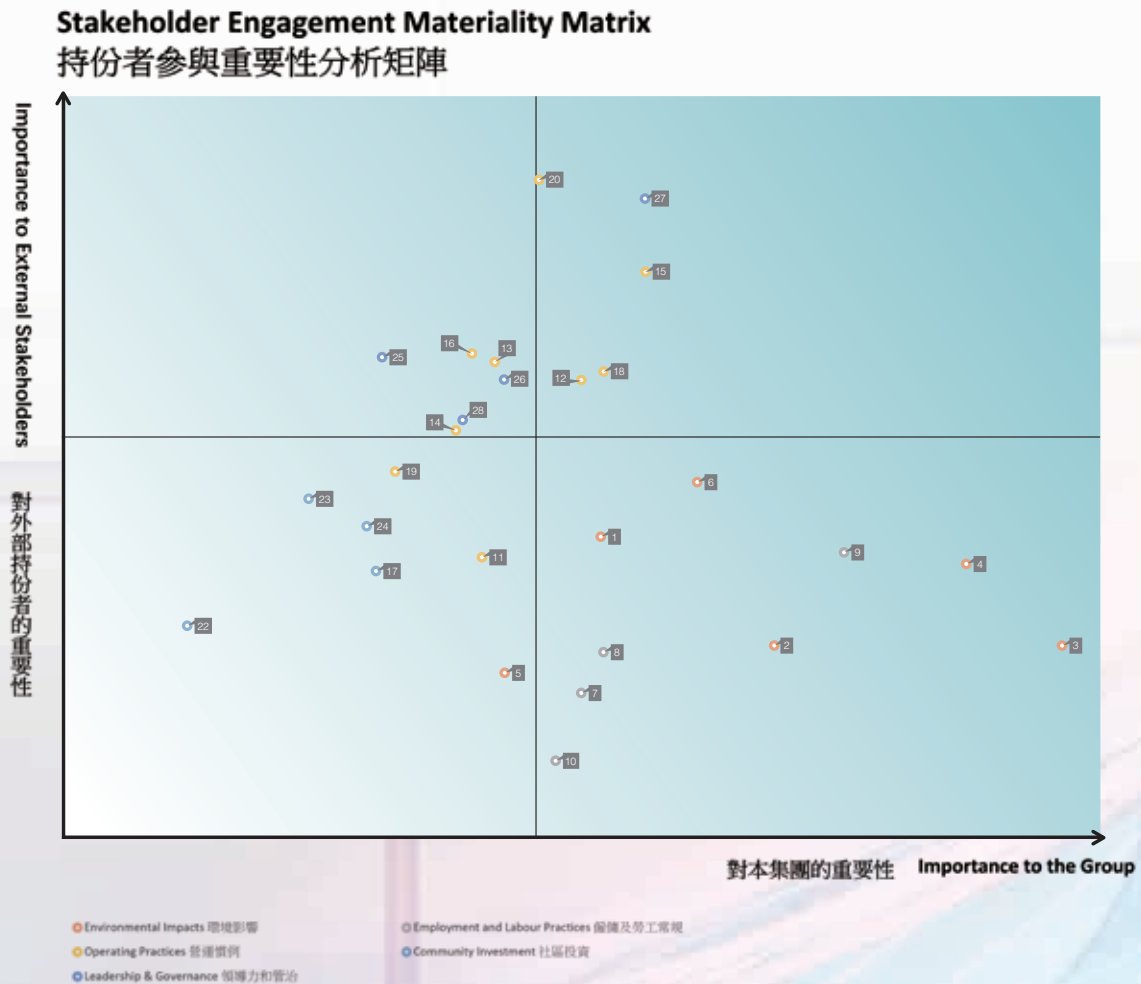
1	GHG Emissions 溫室氣體排放	15	Product/Service Quality and Safety 產品／服務品質與安全
2	Energy Management 能源管理	16	Customer Privacy and Data Security 顧客私隱保護和數據安全
3	Water and Wastewater Management 水資源和廢水管理	17	Marketing and Promotion 營銷和推廣
4	Solid Waste Stewardship 固體廢棄物管理	18	Intellectual Property Rights 保護知識產權
5	Climate Change Mitigation and Adaptation 氣候變化緩解和適應	19	Labelling Relating to Products/Services 與產品／服務相關的標籤問題
6	Renewable and Clean Energy 可再生和清潔能源	20	Business Ethics and Anti-corruption 商業道德和反貪污
7	Labour Practices 勞工權益	21	Internal Grievance Mechanism 內部申訴機制
8	Employee Remuneration and Benefits 僱員薪酬和福利	22	Participation in Philanthropy 公益慈善活動的參與
9	Occupational Health and Safety 職業健康與安全	23	Cultivation of Local Employment 促進當地就業
10	Employee Development and Training 僱員發展及培訓	24	Support of Local Economic Development 支持本地經濟發展
11	Green Procurement 綠色採購	25	Business Model Adaptation and Resilience to Environmental, Social, Political and Economic Risks and Opportunities 商業模型對環境、社會、政治和經濟風險和機遇的適應性和恢復力
12	Engagement with Suppliers 與供應商的良好溝通	26	Management of the Legal & Regulatory Environment (regulatory compliance management) 法律監管環境變化的應對和管理(法律合規管理)
13	Environmental and Social Risk Management of Supply Chain 供應鏈的環境及社會風險管理	27	Critical Incident Risk Responsiveness 突發事件應急風險應對能力
14	Supply Chain Resilience 供應鏈對外部風險的適應性	28	Systemic Risk Management (e.g. Financial Crisis) 系統化風險管理(例如，金融危機)

Step 3: Significant Prioritisation

The selected stakeholders were invited to express their opinions on and prioritise the ESG issues aforementioned based on the level of impact to the Group, as well as the level of concern to themselves. Afterwards, weightings were applied to the rankings on the E, S and G pillars. The below matrix shows the results of the materiality assessment.

步驟3: 重要性優先排序

經挑選的持份者獲邀根據對本集團的影響程度以及自身的關注程度，就ESG議題發表意見並進行排序。隨後，對環境、社會及管治三方面進行加權計算後，重要性評估結果已繪製成如下所示的矩陣。



Step 4: Result Validation

Through the materiality analysis, five ESG issues including “Engagement with Suppliers”, “Product/Service Quality and Safety”, “Intellectual Property Rights”, “Business Ethics and Anti-corruption” and “Critical Incident Risk Responsiveness” were identified as the ESG issues that were of greatest significance to the Group’s operations. The results were delivered to the Board for review and endorsement, confirming that the results reflect the key issues which the Group should place focus on and guide its strategic development in the long-term.

步驟4: 結果驗證

通過重要性分析，五項ESG議題已被確認為對本集團營運最重要的ESG議題，包括「與供應商的良好溝通」、「產品／服務品質與安全」、「保護知識產權」、「商業道德和反貪污」及「突發事件應急風險應對能力」。結果已提交董事會審議，以確認結果反映了本集團應重點關注的關鍵議題和指導長期策略發展。

Environmental, Social and Governance Report

Contributing to the United Nations Sustainable Development Goals

Embracing the significance of sustainable development and its purpose of empowering people through energy provision, the Group has actively responded to the call of the United Nations by aligning its ESG efforts and priorities with the Sustainable Development Goals (SDGs). The SDGs serve as a framework for collective actions in achieving a better and more sustainable future.

While recognising the interconnectedness of all 17 SDGs, the Group prioritises its efforts on specific goals that it believes it can contribute to the most, while taking into account the interests and concerns of its key stakeholders. In FY2023, the Group continued to prioritise its contributions towards Goal 3: Good health and well-being and Goal 7: Affordable and clean energy. These SDGs are regarded as the major elements for the Group to accomplish its corporate vision and advance towards a sustainable future.

Stakeholders' Feedback

As the Group strives for excellence, the Group welcomes stakeholders' feedback on improving its corporate ESG approach and performance, especially the ESG issues listed of high importance in the materiality assessment. Readers are also welcomed to share their views with the Group at contact@sino-oilgas.hk.

為聯合國可持續發展目標作出貢獻

本集團深知可持續發展的重要性及其透過提供能源賦予人類權力的目的，因此積極響應聯合國的號召，將其ESG工作和優先事項與可持續發展目標結合起來。可持續發展目標是實現更美好、更可持續的未來的集體行動框架。

本集團明白全數17個可持續發展目標相互聯繫，因而優先考慮其認為能夠作出最大貢獻的具體目標，同時考慮其主要持份者的利益和關注。於2023財年，本集團繼續優先對目標3：良好的健康與福祉及目標7：可負擔的清潔能源作出貢獻，並視它們為實現其企業願景和邁向可持續未來的主要要素。

持份者反饋

本集團追求卓越，積極歡迎持份者就改善企業ESG方針及表現提供意見，尤其是有關在重要性評估中被列為最重要的ESG議題。本集團歡迎讀者透過 contact@sino-oilgas.hk 與本集團分享有關ESG事宜的看法。

VI. ENVIRONMENTAL SUSTAINABILITY

“Energy” holds a central position within China’s 14th Five-Year Plan, reflecting the Chinese government’s commitment to building a green and low-carbon society and promoting energy reform in both supply and consumption. In line with China’s development goals of advancing ecological civilisation, the Group strives to minimise its potential environmental impacts by controlling its emissions and managing its resource consumption effectively throughout its daily operations, thus actively pursues the long-term sustainability of the environment and the communities in which it operates.

The Group strictly complied with relevant environmental laws and regulations in FY2023, including but not limited to:

- Environmental Protection Law of the People’s Republic of China;
- Environmental Impact Assessment Law of the People’s Republic of China;
- Law of the People’s Republic of China on the Prevention and Control of Atmospheric Pollution;
- Law of the People’s Republic of China on Prevention and Control of Water Pollution;
- Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes;
- Law of the People’s Republic of China on the Prevention and Control of Pollution from Environmental Noise;
- Energy Conservation Law of the People’s Republic of China;
- Mineral Resources Law of the People’s Republic of China; and
- Shanxi Province Coalbed Methane Exploration and Exploitation Management Measures.

VI. 環境可持續發展

能源在中國「十四五」規劃中佔據核心地位，體現了中國政府建立綠色低碳社會、推動能源供應和消耗改革的承諾。為配合國家促進生態文明的發展目標，本集團在日常營運過程中透過有效控制排放和管理資源消耗，努力將其潛在環境影響降至最低，積極追求經營所在環境和社區的長遠可持續發展。

於2023財年，本集團嚴格遵守相關的環境法律法規，包括但不限於：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》；
- 《中華人民共和國環境噪聲污染防治法》；
- 《中華人民共和國節約能源法》；
- 《中華人民共和國礦產資源法》；以及
- 《山西省煤層氣勘查開採管理辦法》。

Environmental, Social and Governance Report

This section mainly discloses the Group's policies, practices and quantitative data on emissions, use of resources, the environment and natural resources, as well as climate change in FY2023.

Emissions

In FY2023, the Group was not in violation of the laws and regulations in relation to air and GHG emissions, discharges into water and land, generation of hazardous and non-hazardous waste, and noise that have a significant impact on the Group. The Group's major emissions in FY2023 included air and GHG emissions, non-hazardous solid waste and wastewater, and hazardous solid waste. Its air emissions, including sulphur oxides ("SO_x"), nitrogen oxides ("NO_x") and particulate matter ("PM"), were mainly generated from the fuel combustion for machinery operations and transportation. In alignment with the national target of achieving peak carbon emissions by 2030 and carbon neutrality by 2060, the Group is committed to actively reducing its GHG emissions during operations. These emissions were mainly emitted from the combustion of fossil fuels for transportation and the purchase and consumption of electricity. For details on the Group's total emissions in FY2023, please refer to Table 1 in the Appendix.

本節主要披露本集團於2023財年有關排放物、資源使用、環境及天然資源以及氣候變化的政策、常規慣例及量化數據。

排放物

於2023財年，本集團並未違反任何有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生及噪音等對本集團有重大影響的法律法規。本集團於2023財年的主要排放包括廢氣和溫室氣體、無害廢棄物和廢水，以及有害廢棄物。其廢氣排放物包括硫氧化物（「SO_x」）、氮氧化物（「NO_x」）和顆粒物（「PM」），主要來自機械操作和運輸過程中的燃料燃燒。為響應國家在2030年前達致碳達峰和2060年前實現碳中和的目標，本集團致力於減少營運過程中的溫室氣體排放，當中主要來自運輸過程所燃燒的化石燃料以及其購買與使用的電力。有關本集團2023財年排放總量的詳細信息，請參閱附錄表一。

Air and GHG Emissions

It is widely acknowledged that anthropogenic GHG emissions from sectors such as transportation, industrial, and agriculture are the primary contributors to climate change. Recognising the potential negative impacts of such emissions, the Group has been working towards reducing its air and GHG emissions. In FY2023, the Group has consistently monitored its energy efficiency, improved resource consumption, thus made efforts to minimise its environmental footprint.

During the year under review, the major sources of the Group's air emissions were the combustion of fossil fuels for the onsite facilities and transportation use at the Raw Coal Washing plant and the CBM project. In FY2023, all of the Group's air emissions exhibited a decreasing trend compared to FY2022, mainly contributed by the reduction in the consumption of diesel and natural gas in machine operations.

In FY2023, the environmental monitoring institution oversaw the level of air emissions of the Raw Coal Washing business, while regular maintenance was carried out in the sites of the CBM business segment to ensure minimal air pollutants were emitted. Air emissions generated from the operations of the CBM project were mainly industrial exhaust gas from boiler chimneys and unorganised gas at industrial boundary. In compliance with the local government's instructions, the Group has replaced its coal-fired boilers with gas-fired boilers since 2020, thus has significantly lowered its NO_x emission. During the year under review, the Group also authorised a qualified third-party organisation to carry out monitoring work during operations according to its monitoring plan. Meanwhile, for the unorganised gas at industrial boundary, the main emission sources of the air pollutants were the CBM vented in the well site and station under emergency. The unorganised gas was controlled and burnt in accordance with the requirements of the environmental assessments.

廢氣和溫室氣體排放

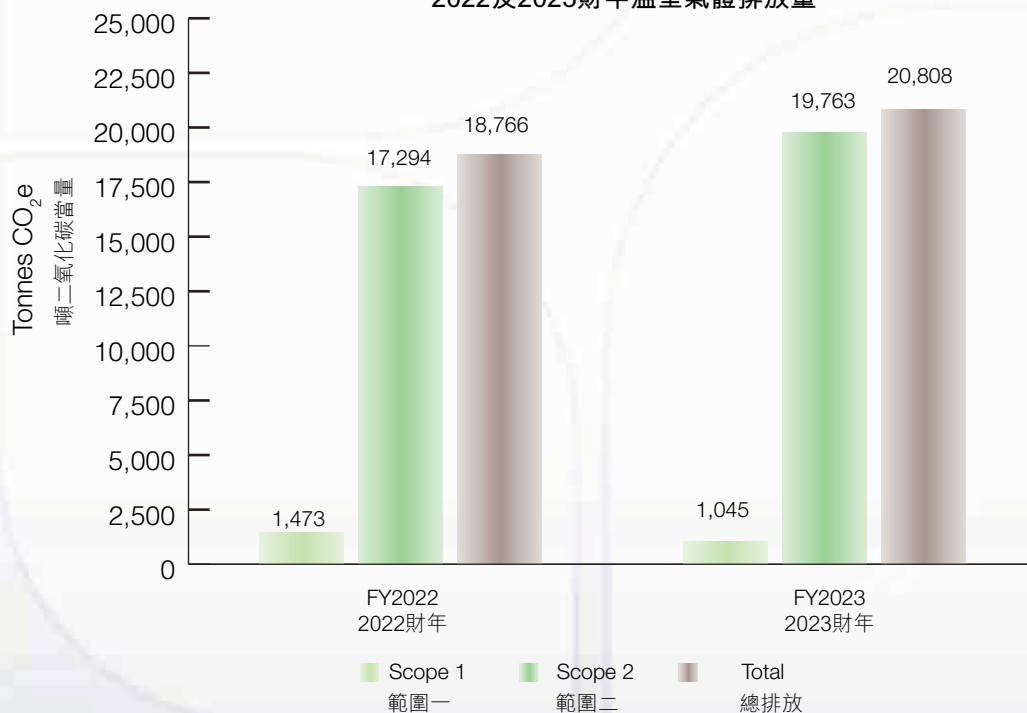
來自交通、工業和農業活動等人為溫室氣體排放普遍被認為是導致氣候變化的主要原因。本集團意識到這些排放可能產生的負面影響，因此一直致力於減少其廢氣和溫室氣體排放。於2023財年，本集團持續監測其排放量、改善資源消耗情況，並努力減少其環境足跡。

於回顧年度內，本集團的廢氣排放主要來自洗煤廠和煤層氣項目現場設備及運輸所燃燒的化石燃料。於2023財年，本集團的所有廢氣排放與2022財年相比皆呈現下降趨勢，主要是由於機器操作所消耗的柴油及天然氣減少所引致。

於2023財年，環境監測機構對原煤洗選業務的廢氣排放進行監督，煤層氣業務則對設備進行定期維護，以確保將廢氣排放量降至最低。煤層氣項目的營運過程中所產生的廢氣排放主要為從鍋爐煙囪排放的工業廢氣及工業無組織廢氣。本集團遵照當地政府的指示，於2020年起使用燃氣鍋爐替代燃煤鍋爐，從而顯著降低了NO_x的排放量。於回顧年度內，本集團亦按照其監控計劃，授權具專業資格的第三方機構在營運期間進行監測工作。同時，工業無組織廢氣排放的主要排放源為緊急情況下在井場和站場放空煤層氣，本集團亦按環評要求對其進行燃燒處理。

GHG Emissions of the Group in FY2022 and FY2023

2022及2023財年溫室氣體排放量



In FY2023, the Group's Scope 1 emissions decreased by 29%. The fall in Scope 1 emissions is mainly due to the reduction in the consumption of diesel and natural gas in machine operations. However, there was a slight increase in electricity consumption which led to the rise in the Group's Scope 2 emissions. The Group recognises the direct link between its air and GHG emissions and the consumption of fossil fuels and energy. Therefore, the Group has implemented a range of internal policies in relation to energy efficiency, which will be elaborated upon in the next subsections under **Electricity** and **Other Energy Resources**.

於2023財年，本集團的範圍一排放量下跌了29%。範圍一排放量下降主要是由於用於機械運作的柴油和天然氣消耗減少。然而，本集團的範圍二排放量因電力消耗略有增加而有所上升。本集團認識到其廢氣和溫室氣體排放與化石燃料和能源消耗直接相關，因此，本集團已實施一系列與能源效益相關的內部政策，並將在「**電力**」和「**其他能源資源**」小節中作進一步描述。

Wastewater

The Group primarily discharged industrial sewage from exploration, utilisation and production process, and other commercial wastewater during operations. As a part of its internal environmental system, the Group has implemented water management strategies with the objective of integrating the principles of “Circular Economy” into its operations. Industrial wastewater undergoes strict processing to ensure compliance with the “Integrated Waste Discharge Standard (GB 8978-1996)” (污水綜合排放標準) and meets the requirements of environmental assessments before being discharged. The Group has established dedicated teams responsible for managing and monitoring the execution of water management plans, tracking water efficiency performance, as well as ensuring compliance with relevant laws and regulations.

In FY2023, the Group’s wastewater decreased significantly due to the enhanced operations of the CBM business segment. Furthermore, in line with the implementation of the circular economy concept, the Group’s Raw Coal Washing business reused 29,035 m³ of wastewater for other purposes during the year under review. Recognising that the amount of wastewater generated is closely linked to water consumption, the Group has implemented specific measures and actively seeks effective methods to conserve water, thus improving water efficiency. These initiatives will be further described in the next subsection headed “**Water and Other Resources**”.

Solid Wastes

The solid waste the Group generated include soil, rock, dehydrated and compressed coal ash, waste rock, coal gangue, as well as other hazardous and non-hazardous materials. Meanwhile, commercial solid waste mainly included paper, glass and plastic-made products. They were well-sorted, recycled and handled by qualified municipal departments. In FY2023, the Group’s non-hazardous solid waste decreased by 50% when compared to FY2022.

廢水

本集團主要排放勘探、開採和生產過程中的工業污水以及其他營運過程中產生的商業廢水。本集團已實施水資源管理策略作為其內部環境系統的一部分，旨在將「循環經濟」的原則納入其業務中。工業廢水皆經過嚴格處理，確保符合《污水綜合排放標準(GB 8978-1996)》的標準和達到環境評估的要求後方可排放。本集團已成立專責團隊管理和監督水資源管理計劃的執行情況、跟蹤用水效益的表現，並確保符合相關法律和法規的要求。

於2023財年，由於煤層氣業務板塊營運改善，集團廢水排放量大幅減少。此外，為實踐循環經濟理念，本集團的原煤洗選業務在回顧年度內已循環再用29,035立方米的廢水。本集團意識到廢水量與用水量密切相關，因此已採取具體措施並積極探索有效的節水方法，從而提高用水效率。這些舉措將在「**水及其他資源**」小節中作進一步描述。

固體廢棄物

本集團產生的固體廢棄物包括土壤、石頭、經脫水及壓縮煤灰、廢石、煤矸石以及其他有害和無害材料。同時，商業固體廢物包括紙張、玻璃和塑料製品，均由合資格的市政部門進行妥善分類、回收和處理。於2023財年，本集團產生的無害固體廢棄物較2022財年大幅下降50%。

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The Group recognises the significance of a responsible and safe waste management system for sustainable development, thus it has established and implemented effective internal policies to regulate the storage, management and disposal of solid waste during operations. The only hazardous waste disposed by the Group in FY2023 was waste lubricating oil (HW08), which was reported to the local environmental protection department in accordance with the relevant laws and regulations.

Besides, hazardous waste is transferred and disposed by licensed chemical waste collectors the Group engaged. In order to ensure systematic management of hazardous waste, the Group has formulated an internal hazardous waste management plan. The plan adheres to the guidelines mandated by local environmental agencies, including “Guidelines for the Development of Management Plans for Hazardous Waste Producers” (危險廢物產生單位管理計劃制定指南), which provides clear procedures for regularly recording and reporting treatment and data related to hazardous waste.

Demonstrating its strong support for the principles of the circular economy, the Group actively promotes the integration of these concepts into its operations. As part of this commitment, the Group collects compressed coal powder cakes and distributes them to nearby villagers as burning fuels for free.

Noise

In FY2023, noise emissions of the Group were mainly produced by the operations of machinery in CBM project and Raw Coal Washing plant. The Group complied with national and local regulations related to noise emissions, including “Emission Standards for Industrial Enterprises Noise at Boundary” (GB12348-2008) (工業企業廠界環境噪聲排放標準). To mitigate the impact of noise pollution on the surrounding environment, the Group implemented a range of noise-reducing facilities and effective measures. During the procurement process, preference was given to low-noise equipment with better performance in noise control.

本集團認識到負責任和安全的廢物管理系統對可持續發展的重要性，因此已建立並實施有效的內部政策以規範營運過程中固體廢棄物的儲存、管理和處置。於2023財年，本集團唯一棄置的有害廢棄物為機油(HW08)，並已根據相關法律法規向當地環境保護部門報告。

此外，本集團已聘請持牌化學廢物收集商運送和處置有害廢棄物。為了有系統地管理有害廢棄物，本集團已制定內部有害廢棄物管理計劃。該計劃遵循當地環保部門的指引，包括《危險廢物產生單位管理計劃制定指南》，當中列明定期記錄和上報有害廢棄物處理情況及數據的程序。

本集團高度支持「循環經濟」並積極推動將此概念融入其業務中。為表承諾，本集團收集壓縮煤粉餅並免費分發給附近村民用作燃燒燃料。

噪音

於2023財年，本集團的噪音排放主要來自煤層氣項目和原煤洗選廠的機械運作。本集團嚴格遵守有關噪音排放方的國家和地方法規，包括《工業企業廠界環境噪聲排放標準(GB12348-2008)》。為減輕噪音污染對周邊環境的影響，本集團已採用各種降噪設施並實施一系列有效措施。而在採購過程中，本集團優先考慮噪音控制性能較好的低噪音設備。

Energy and Resources

In FY2023, the Group mainly consumed electricity, petrol, diesel, natural gas and water. Given its business nature, the Group did not consume any packaging or raw materials during the year under review. A summary of the Group's use of resources is available in Table 2 of the Appendix.

Electricity

The electricity consumed by the Group was mainly from its operations in Raw Coal Washing plant and CBM project. There was a slight increase in electricity consumption by 9% due to the increase in production of the CBM business.

Aligned with China's sustainable development vision, the Group is dedicated to enhancing its energy efficiency by managing its electricity usage. The Group has incorporated the principle of "Saving Electricity" into its business strategy and daily operations. As an example, the Group's CBM business segment has consistently utilised LED lights for all its projects and opted for inverter equipment to reduce power consumption. Furthermore, the Group's offices implemented the following practices during the year under review:

- Switch off lights and electronic equipment at the end of the day;
- Switch off idle lights, air conditioners and electronic devices; and
- Post "Save electricity and turn off the light when you leave" signs to remind and encourage employees to conserve energy.

能源及資源

於2023財年，本集團主要消耗電力、汽油、柴油、天然氣和水。鑑於其業務性質，本集團於回顧年度內並無消耗任何包裝材料或原材料。附錄表二提供了本集團資源使用的摘要。

電力

本集團的電力消耗主要來自洗煤廠和煤層氣項目營運。由於煤層氣業務的產量增加，本集團的用電量輕微上升9%。

本集團致力於透過管理用電量來提高能源效益，與中國的可持續發展願景保持一致。本集團已將「節約用電」的原則納入其企業經營策略和日常運作當中。具體而言，本集團煤層氣業務板塊迄今已在所有項目中採用LED燈，並選擇變頻設備以降低能源消耗。此外，本集團各辦公室於回顧年度內亦已採取以下措施：

- 工作時間結束後關閉燈光及電子設備；
- 關閉所有閒置的燈光、空調和電子設備；以及
- 張貼「節約用電，離開時請關燈」的標示，提醒和鼓勵員工節約能源。

Other Energy Resources

Petrol, diesel and natural gas were mainly used for the Group's transportation and industrial operations in FY2023. Both consumptions for diesel and natural gas showed a decrease during the year under review. Through the adoption of a series of effective measures and utilisation of a robust monitoring system to evaluate its energy performance against well-defined metrics, the Group aims to accurately assess and manage the emissions and operation costs associated with the use of fossil fuels.

Water and Other Resources

The Group recognises that the processing and production processes involved in oil and gas exploitation may contaminate water sources, thereby posing potential health risks to nearby communities. The significant consumption of fresh water in daily operations also raises concerns about water scarcity. In FY2023, the Group's water consumption declined by almost 50%, and it did not face any problem in sourcing water fit for its purpose.

In order to mitigate the aforementioned risks and further reduce water consumption, the Group has implemented internal policies to encourage intelligent water usage. For example, a rainwater collection system has been installed in the Raw Coal Washing plant to gather water for reuse in the washing process. Moreover, the Group has intensified recycling efforts throughout its daily operations, resulting in a substantial amount of wastewater being reused internally in FY2023. To enhance the efficiency of water resource utilisation, the Group has also adopted the following practices in its office operations:

- Fix dripping taps timely to avoid further leakage;
- Strengthen the maintenance and repair on water taps, pipelines and storage tanks; and
- Enhance the awareness of water conservation among employees.

其他能源資源

於2023財年，本集團主要使用汽油、柴油和天然氣作為其運輸及工業營運的能源。於回顧年度內，本集團的柴油和天然氣消耗量均有所減少。本集團透過採取一系列有效措施，並利用健全的監測系統和明確的指標來評估其能源績效，得以準確評估和管理與使用化石燃料相關的排放和營運成本。

水及其他資源

本集團明白開採石油及天然氣所涉及的加工和生產過程或會污染水源，從而對附近社區構成潛在健康風險。日常營運中消耗大量淡水也引起了社會對水資源短缺的擔憂。於2023財年，本集團的用水量減少近50%，在求取適用水源上亦未發現任何問題。

為減輕上述風險並進一步降低用水量，本集團已實施內部政策促進智慧用水。例如，洗煤廠已安裝雨水收集系統，以收集雨水並在洗煤過程中重複使用。此外，本集團於2023財年已加強日常營運中的回收工作，大部分廢水均在內部得以循環再用。為提升水資源的利用效率，本集團在辦公室營運中亦採取了以下措施：

- 及時修理滴水的水龍頭以免進一步漏水；
- 加強對水龍頭、輸水管和蓄水池的保養及維修；以及
- 提高員工的節水意識。

In addition, the Group has long embraced the principles of a “Paperless Office” and “Office Automation” as part of its operations. To promote the reduction of paper usage among employees, the following actions have been implemented:

- Promote office automation and making announcements by electronic means (i.e. emails or e-bulletin boards) as much as possible;
- Use e-signature instead of printing and signing on hard copies;
- Set duplex printing as the default mode for most of the network printers; and
- Encourage staff to reuse single-sided papers as draft paper.

Environment and Natural Resources

Due to the nature of its business, the Group unavoidably consumes substantial amounts of natural resources, including petrol, diesel, natural gas and water, in its operations. This results in various emissions that can potentially impact the environment. Recognising the significance of these potential impacts, the Group has ingrained the concept of sustainability into the core of its business strategy. The Group believes that undertaking thorough and continuous evaluations of its environmental impacts is vital, as it enables the Group to identify and manage its exposure to potential environmental risks.

The Group’s major environmental impacts in FY2023 were air emissions, GHG emissions, water usage and noise pollution. The Group has maintained strict compliance with local environmental protection laws and regulations. In order to minimise the identified impacts and effectively control the environmental risks associated with its operations, the Group has implemented a range of measures. These measures include requiring business departments to conduct annual risk assessments, implementing management approaches following risk categories and forming dedicated teams responsible for overseeing the effective implementation of reduction measures. In addition, the Group has engaged a qualified third-party company to conduct monitoring activities during operations. In particular, the Group has implemented the following measures to control its air and GHG emissions:

此外，本集團長期以來一直秉持「無紙化辦公」和「辦公自動化」的原則作為其營運的一部分，並已採取以下措施鼓勵員工減少用紙：

- 推廣辦公自動化，並盡可能以電子方式（即電子郵件或電子公告板）發佈公告；
- 使用電子簽名代替於打印實體文件上簽名；
- 將雙面打印設置為大多數網絡印表機的默認模式；以及
- 鼓勵員工重用單面紙張作為草稿紙。

環境及天然資源

鑑於其業務性質，本集團在營運過程中不可避免地消耗大量天然資源，包括汽油、柴油、天然氣和水。所產生的各種排放亦有機會對環境造成影響。本集團認識到這些潛在影響的重要性，因此已將可持續發展的概念納入其業務戰略的核心。本集團相信，進行全面和持續的環境影響評估對其識別和管理潛在環境風險至關重要。

本集團於2023財年的主要環境影響為廢氣排放、溫室氣體排放、用水和噪音污染。本集團嚴格遵守當地環保法律法規。為了將上述影響降至最低並有效控制與其營運相關的環境風險，本集團已採取一系列措施，包括要求業務部門進行年度風險評估、按照風險類別實施管理辦法，並成立專業團隊監察減排措施的實行情況。此外，本集團亦聘請了合資格的第三方公司在營運過程中進行監測工作。具體而言，本集團已採取以下措施來控制其廢氣和溫室氣體的排放：

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- Encourage employees to participate in green activities (e.g. tree planting);
- Educate employees on emission reduction;
- Monitor and evaluate the emission reduction progress by using a scientific and standardised system;
- Install exhaust filters in vehicles and machinery; and
- Conduct regular maintenance and repair facilities to ensure optimal performance.
- 鼓勵員工參與環保活動(如植樹);
- 教育員工有關減排知識;
- 利用科學及標準化的系統監測和審查減排進度;
- 為汽車及器械安裝廢氣排放控制裝置; 以及
- 定期為設備進行保養及維修, 以確保其最佳性能。

Targets and Actions

目標與行動

Areas 範疇	Targets 目標	Actions 行動
Air and GHG Emissions 廢氣及溫室氣體 排放	Taking FY2023 as the baseline year, the Group targets to maintain the intensity of air and GHG emissions within the same scope at the same level. 以2023財年為基準年, 本集團目標於2024財年, 將在相同範圍內的廢氣及溫室氣體排放強度維持在相同水平。	The Group remains committed to monitoring and evaluating its emissions by utilising a scientific and standardised system. It will also carry out regular maintenance on the machineries and replace them with the latest models in accordance with national regulations. 本集團繼續致力於利用科學及標準化的系統監測和審查其排放量, 亦會按照國家規定對機器進行定期維護並更換為最新型號。
Solid Wastes 固體廢棄物	Taking FY2023 as the baseline year, the Group targets to maintain the intensity of the non-hazardous solid waste generated within the same scope at the same level. 以2023財年為基準年, 本集團目標於2024財年, 將在相同範圍內的固體廢棄物棄置強度維持在相同水平。	The Group will continue with its non-hazardous solid waste management, including waste collection, sort and recycle, throughout its operation. 本集團將在整個營運過程中繼續進行無害固體廢棄物管理, 包括廢棄物收集、分類和回收。
Electricity 電力	Taking FY2023 as the baseline year, the Group targets to maintain the intensity of electricity consumption within the same scope at the same level. 以2023財年為基準年, 本集團目標於2024財年, 將在相同範圍內的用電強度維持在相同水平。	In addition to electricity saving measures, the Group will educate its employees to raise the awareness of energy conservation. 除節電措施外, 本集團亦會教育員工提高節能意識。

Areas 範疇	Targets 目標	Actions 行動
Other Energy Resources 其他能源資源	Taking FY2023 as the baseline year, the Group targets to maintain the intensity of petrol and diesel consumption within the same scope at the same level. 以2023財年為基準年，本集團目標於2024財年，將在相同範圍內的汽油及柴油消耗強度維持在相同水平。	To effectively control the consumption of fossil fuels, the Group will prioritise energy efficient machinery during procurement. 為有效控制化石燃料的消耗，本集團在採購器械時會優先考慮能源效益更高的型號。
Water 水	Taking FY2023 as the baseline year, the Group targets to maintain the intensity of water consumption within the same scope at the same level. 以2023財年為基準年，本集團目標於2024財年，將在相同範圍內的用水強度維持在相同水平。	Committed to conservating water resources, the Group will persist in utilising its rainwater collection system and reusing the wastewater collected as common practices in its business operations. 本集團致力節約水資源，將繼續利用雨水收集系統及回收廢水再利用作為業務營運的慣例。

Climate Change

Recognising the ongoing impact of anthropogenic emissions on global climate change, the Group is dedicated to preserve the environment. Through its continuous efforts to enhance emission performance and implement climate governance strategies, risk identification and management processes, and metrics and targets, the Group is making steady progress in improving its climate disclosures.

The recommendations of the TCFD act as a framework that assist companies and organisations in effectively disclosing climate-related risks and opportunities with their existing reporting practices. In 2021, the Group became a supporter of the TCFD and adopted its framework to initiate climate-related reporting. Since then, the Group has committed to annually enhancing its disclosures in alignment with the TCFD framework.

As the Group seeks to maximise the long-term value of its assets, it recognises the importance of managing foreseeable risks and opportunities related to climate change in the short, medium and long term. Guided by the TCFD framework, the Group has identified the following key climate-related transition and physical risks:

氣候變化

本集團認識到人為溫室氣體排放對全球氣候變化的持續影響，因此致力於保護環境。透過努力改善其排放績效，並落實氣候管治策略、風險識別和管理流程，以及指標和目標，本集團在改善其氣候信息披露方面取得穩步進展。

TCFD的建議是一個協助公司和組織以現有的報告程序更有效地披露氣候相關風險及機遇的框架。本集團於2021年成為TCFD的支持者，並採用其框架開始編寫氣候相關的披露。自此，本集團致力於按照TCFD框架每年強化披露。

本集團尋求資產長期價值最大化，因而意識到管理與氣候變化相關的潛在短期、中期及長期風險及機遇的重要性。在TCFD框架的指導下，本集團所識別的與氣候相關的主要轉型和實體風險如下：

Transition Risks

轉型風險

Policy and Legal Risk 政策和法律風險

The implementation of more stringent policies and regulations pertaining to GHG emissions and climate change, such as the guiding document for “dual carbon goals” and the introduction of carbon pricing, may lead to increased operating expenses and higher capital costs for the Group in the short term. Furthermore, these measures may pose challenges to the Group’s major coal-related business.

To address these challenges, the Group is committed to mitigating these impacts by closely monitoring policy and regulatory proposals that specifically affect its business, increasing internal awareness, and enhancing data quality and tracking. These efforts will enable the Group to better monitor and control its emission performance, and respond promptly to any climate change initiatives.

隨著對溫室氣體排放和氣候變化實施更嚴格的政策和法規（如「雙碳目標」的指導文件和引入碳定價），短期內可能會導致本集團的營運費用和資本成本上升。此外，這些措施也對本集團與煤炭相關的主要業務構成挑戰。

為了應對這些挑戰，本集團致力於透過密切關注對其業務造成具體影響的政策和監管建議、提高內部意識、改善數據質素和追蹤，以減輕這些風險帶來的影響。這些行動使本集團能夠更好地監測和控制其排放表現，並對任何氣候變化倡議迅速採取行動。

Market Risk 市場風險

As the trend towards adopting less carbon intensive energy sources in favour of fossil fuels continues, the demand for oil and gas may decline, which could have a substantial impact on the Group’s long-term sales of oil and gas, thus a decrease in revenue.

While the change and timing remain uncertain, the Group acknowledges that oil and gas will continue to play a significant role in meeting future energy demand, as indicated by the Chinese government. In response, the Group is committed to maintaining disciplined capital allocation practices and ensuring that its investments remain competitive in the evolving landscape.

隨著以低碳能源取代化石燃料的趨勢持續發展，社會對油氣的需求或會下降，並對本集團長遠油氣銷售造成顯著影響，導致收入下降。

雖然未來變化和時間仍存在不確定性，但本集團承認，正如中國政府指出，油氣將繼續在滿足未來能源需求方面發揮重要作用。為此，本集團致力嚴謹分配資本，並確保其投資在不斷變化的環境中保持競爭力。

Physical Risk

實體風險

Acute Risk 即時風險

The Group anticipates that more frequent occurrence of extreme weather events resulting from climate change, such as typhoons, rainstorms, floods, drought and heatwaves, will adversely affect its operations in several aspects, including:

- Deferred revenue due to potential suspensions of operations caused by extreme weather events, leading to decreased production capacity
- Increased insurance premiums and operating expenses due to heightened risks of property damage

To minimise these impacts, the Group has implemented robust safety protocols and maintained thorough emergency response and crisis management plans at working sites.

本集團預計，由於氣候變化引起的極端天氣事件如颱風、暴雨、洪水、乾旱和熱浪等日益頻繁，將對其運作產生各種負面影響，包括：

- 極端天氣事件有機會導致運作暫停，產生逾期收入，進而導致產能下降
- 財產損失風險增加而導致保險費用和營運成本上升

為最大限度地減低影響，本集團實施了健全的安全程序，並在工作場所制定了全面的緊急應變和危機管理計劃。

Opportunity

機遇

Product and Service 產品與服務

Considering the importance placed on coalbed methane exploration as a significant component of the future energy landscape, as outlined in “The 14th Five-Year Plan for Modern Energy System”, the Group recognises the potential for increased revenue and capital availability through investments in CBM projects. As the gas markets continue to develop, the Group expects these investments to yield positive returns, and will continue to allocate capital to invest in CBM resources that demonstrate long-term economic viability under the government’s transition and development plan.

考慮到《「十四五」現代能源體系規劃》中煤層氣勘探被視為未來能源格局的重要組成部分，本集團認識到透過投資煤層氣項目增加收入和資本可用性的潛力。隨著天然氣市場的發展，本集團認為這些投資將帶來正面回報，並將繼續分配資金投資於在政府轉型和發展計畫下具長遠經濟效益的煤層氣資源。

Environmental, Social and Governance Report

Although the Group is in the early stages of climate governance and management, the Board and senior management are actively engaged in overseeing its climate change and emissions strategy. With professionals with relevant expertise, the Board holds the responsibility for overseeing climate-related risks and opportunities, as well as conducting assessments, setting agendas and driving strategic initiatives. The Group is dedicated to formulating and strengthening its climate-risks management plans by referencing industry best practices and following the guidelines of the TCFD framework in the future.

VII. SOCIAL SUSTAINABILITY EMPLOYMENT AND LABOUR PRACTICES Employment

As a socially responsible corporate, the Group is dedicated to fostering an inclusive culture that promotes mutual support and respect among its staff members. It actively encourages and values diverse perspectives from all individuals. Recognising that talented and healthy employees are vital to the success of the organisation, the Group spares no effort in providing a suitable platform and working environment for their professional growth and development.

As of 31 December 2023, the total number of employees of the Group was 274 (only including the operations within the reporting scope). In particular, the Raw Coal Washing business segment and CBM business segment had 100 and 174 full time employees respectively in China. The detailed breakdown of the Group's workforce is shown in Table 3 in the Appendix.

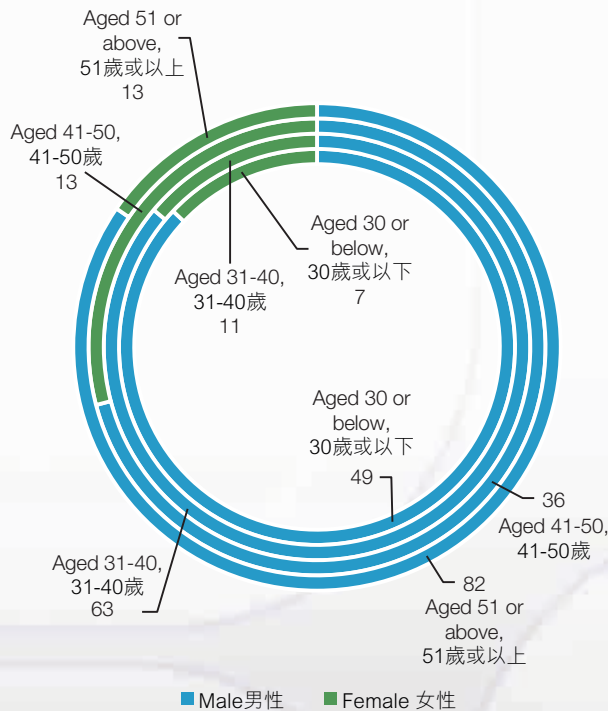
儘管本集團在氣候管治和管理方面仍處於初步階段，但董事會和高級管理層正積極參與監督其氣候變化和排放戰略。董事會由具有相關知識的專業人員組成，負責監督與氣候相關的風險和機遇，以及進行評估、制定議程和推動戰略倡議。未來，本集團將參考行業最佳實踐並遵循TCFD框架的指引，致力於制定和加強氣候風險管理計畫。

VII. 社會可持續發展 僱傭及勞工常規 僱傭

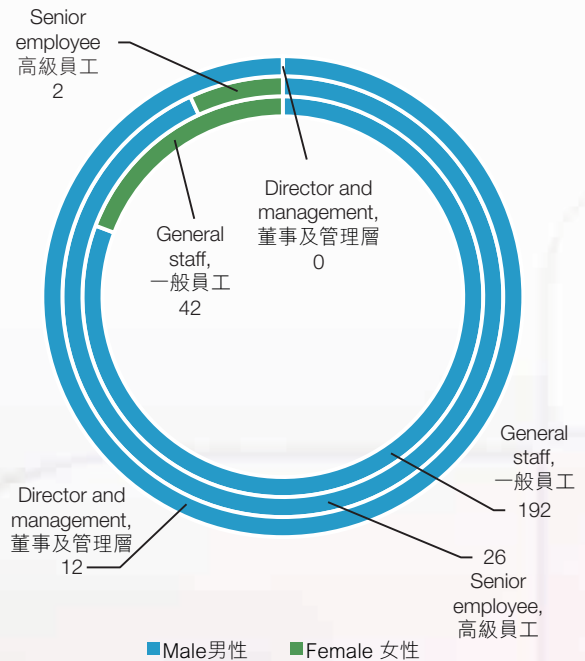
作為一家具社會責任的企業，本集團致力於營造包容的文化，促進員工之間的相互支持和尊重，同時積極鼓勵和重視每個人不同的觀點。本集團認識到才華橫溢和身心健康的員工對企業的成功至關重要，因此不遺餘力地為員工提供適合的平台和工作環境，促進他們的專業成長和發展。

截至2023年12月31日，集團的員工總數為274人（僅包含報告範圍內的業務）。具體而言，原煤洗選業務板塊和煤層氣業務板塊在中國內地分別有100名和174名全職員工。本集團的詳細員工分佈載於附錄表三。

Number of Employees by Age and Gender of the Group in FY2023
本集團2023財年員工按性別及年齡分佈



Number of Employees by Gender and Position of the Group in FY2023
本集團2023財年員工按性別及職位分佈



Law compliance

The Human Resources Department regularly reviews and updates the Group's human capital management policies to ensure they comply with the local laws and regulations. In FY2023, the Group's employment policies and practices abided by the relevant laws and regulations, including:

- Labour Law of the People's Republic of China ;
- Law of the People's Republic of China on Promotion of Employment;
- Insurance Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China;
- Minimum Wage Regulations; and
- Regulations on the Supervision of Labour Security.

遵守法律

人力資源部門定期審查和更新本集團的人力資源管理政策，以確保其遵守當地法律法規。於2023財年，本集團的僱傭政策和措施均遵守相關法律法規，包括：

- 《中華人民共和國勞動法》；
- 《中華人民共和國就業促進法》；
- 《中華人民共和國社會保險法》；
- 《中華人民共和國勞動合同法》；
- 《最低工資規定》；以及
- 《勞動保障監察條例》。

Environmental, Social and Governance Report

Recruitment and promotion

The Group considers its employees to be its most valuable asset, and is fully committed to upholding a respectful, inclusive and safe working environment in strict accordance with its “Staff Handbook” and relevant internal policies. To ensure standardised recruitment and employment procedures, the Group has formulated the “Recruitment Management Measures” and “Annual Recruitment Plan”, which outline the processes from demand verification to onboarding. In order to attract high-calibre candidates, the Group offers fair and competitive remuneration and benefits packages based on factors such as educational backgrounds, personal attributes, job experiences and career aspirations.

To foster the development of diverse talents and advance the establishment of talent growth channels, the Group maintains a growth-oriented environment, providing promotion and development opportunities to eligible employees who demonstrate outstanding performance and potential in their roles.

Compensation and dismissal

The Group is committed to providing a fair and liveable wage for all employees. To ensure equitable compensation, the Group regularly evaluates its compensation packages and conducts performance appraisals that recognise and appropriately reward individuals based on their skills, efforts and contributions. In order to retain and incentivise its employees, the Group offers competitive salary packages and benefits. For instance, the Group offered a stock option plan to its key management personnel, although all outstanding options expired on 5 December 2021 without being exercised.

Recognising the importance of fair dismissal processes and maintaining a low turnover rate for effective human capital development, the Group has implemented stringent policies to regulate and monitor dismissal procedures. These policies encompass a range of disciplinary actions, including verbal warning, written warning, and if necessary, termination of employment contracts. In FY2023, the employee turnover rate of the Group was 6.2%. Details on the breakdown of the Group’s employee turnover are shown in Table 4 in the Appendix.

招聘和晉升

本集團視員工為最寶貴的資產，並嚴格遵守「員工手冊」及相關內部政策，全力維護一個尊重、包容與安全的工作環境。為確保招聘和聘用程序符合規範，本集團制定了「招聘管理辦法」及「年度招聘計劃」，清晰列明從需求審核到入職的流程。為吸引優秀人才，本集團根據應聘者的教育背景、個人特質、工作經驗及職業抱負等因素，提供公平且具競爭力的薪酬及福利待遇。

為促進多元化人才發展，推進建設人才成長渠道，本集團營造成長型環境，為在工作中展現出優異的表現和潛力的員工提供晉升及發展機會。

薪酬及解僱

本集團致力為所有員工提供公平的生活工資。為確保薪酬公平，本集團定期評估其薪酬方案並進行績效評估，根據個人的技能、努力和貢獻予以認可和適當獎勵。為了留住和激勵員工，本集團提供具競爭力的薪酬待遇和福利，如向主要管理人員提供認購股權計劃。惟所有按計劃授出而未行使的購股權已於2021年12月5日因行使期限屆滿而失效。

認識到公平解僱程序和維持低流失率對人力資本有效發展至關重要，本集團已實施嚴格的政策來規範和監控解僱程序。這些政策包括一系列的紀律行動，包括口頭警告、書面警告，並在必要時終止僱傭合約。於2023財年，本集團的員工流失率為6.2%。本集團詳細劃分的員工流失率載於附錄表四。

Working hours and rest periods

In compliance with the Labour Law of the People's Republic of China, Legal Protection of the Rights and Benefits of the Peasant Workers and Provisions of the State Council on Employees' Working Hours, the Group has implemented a series of internal policies including "Staff Handbook", "Staff Attendance Management Measures" and "Staff Leaves Management Regulation" to effectively manage the working hours of its employees.

The Group has also implemented a clock-in system to ensure accurate tracking of working hours and rest periods for its employees. Employees who work overtime are appropriately compensated through additional pay or the provision of compensatory day off. In addition to the basic annual leave and statutory holidays, employees are also entitled to extra leave benefits, such as marriage leave, maternity leave, paternity leave, compassionate leave, as well as study and examination leave.

Equal opportunity, diversity and anti-discrimination

The Group believes that diverse experiences and backgrounds of employees can strengthen its development, foster a productive workforce and contribute to overall success. Therefore, the Group strives to create an inclusive workplace and ensure fair and equitable process in all aspects of human resources-related decision making.

In compliance with the Law of the People's Republic of China on Employment Promotion, the Group upholds the principles that hiring, training, promotion opportunities, dismissal and retirement policies are determined based on factors irrespective of its employees' age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, religion or any other non-job-related factors.

The Group maintains a zero-tolerance policy towards workplace discrimination, harassment, or vilification. Employees are encouraged to report any incidents of discrimination to the Group's Human Resources Department, which is responsible for investigating, handling, recording and taking appropriate disciplinary actions in substantiated cases.

工作時數和假期

根據《中華人民共和國勞動法》、《勞動保障監察條例》和《國務院關於職工工作時間的規定》，本集團已落實一系列內部政策，包括「員工手冊」、「員工考勤管理辦法」、「員工休假管理規定」等，以管理員工的工作時間。

本集團亦設有打卡系統以準確追蹤員工的工作及休息時間。本集團將為加班的員工提供額外工資或休息日以作補償。員工除基本年假和法定假期外，還享有額外的休假福利，如婚假、產假、陪產假、恩恤假以及學習和考試假。

平等機會、多元化和反歧視

本集團相信員工多樣化的經驗和背景可以加強其發展、培養一支富有成效的員工隊伍，並為整體成功作出貢獻。因此，本集團致力於打造一個包容的工作環境，確保在各種人力資源相關決策中採用公平公正的流程。

根據《中華人民共和國就業促進法》，本集團在僱用、培訓、晉升機會、解僱和退休政策方面的決定並非基於員工的年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、膚色、血統、民族或族裔、國籍、宗教或任何與工作無關的因素。

本集團對任何工作場所的歧視、騷擾或誹謗持零容忍政策，並鼓勵員工向本集團人力資源部舉報任何涉及歧視的事件，而該部門負責調查、處理、記錄並在案件經證實後採取適當的紀律處分。

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Other benefits and welfare

To drive employee wellness, the Group offers a comprehensive benefits package to its employees. They are entitled to a variety of benefits, including life insurance, medical insurance with hospitalisation coverage, communal and personal accident insurance, maternity insurance, unemployment insurance, compensation, mobile phone fee allowance, gifts during festivals, marriage gift, maternity gift, special holiday, housing allowance and annual body check.

In FY2023, the Group was not in violation of the relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.

Health and Safety

Employee safety has always been the Group's top priority. In FY2023, the Group complied with the relevant laws and regulations in relation to health and safety protection, including:

- Production Safety Law of the People's Republic of China;
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases;
- Fire Control Law of the People's Republic of China;
- Special Equipment Safety Law of the People's Republic of China;
- Regulation on Work-Related Injury Insurance; and
- Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents.

其他待遇和福利

為了提升員工的福祉，本集團向員工提供全面的福利待遇。他們享有多種福利，包括人壽保險、醫療保險（連住院保障）、公共和個人意外保險、生育保險、失業保險、補償金、手機費補貼、節日禮物、結婚賀禮、分娩賀禮、特殊假期、住房補貼和年度體檢。

於2023財年，本集團並未違反對本集團有重大影響的薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及福利和其他待遇方面的相關法律及規例。

健康與安全

員工安全一直是本集團的首要任務。於2023財年，本集團遵守保障健康與安全相關的法律和法規，包括：

- 《中華人民共和國安全生產法》；
- 《中華人民共和國職業病防治法》；
- 《中華人民共和國消防法》；
- 《中華人民共和國特種設備安全法》；
- 《工傷保險條例》；以及
- 《生產安全事故報告和調查處理條例》。

The Group is dedicated to prioritising the health, safety and security of all personnel in its business operations. In line with this commitment, the Group provides regular physical examinations and insurance coverage for its employees. Furthermore, the Group has developed the “Compilation of Health, Safety Environment (“HSE”) Management Systems” (健康安全環境管理制度彙編) to protect its employees from potential occupational hazards and risks associated. The system includes a series of policies, including “HSE Management System” (健康安全環境管理制度), “Occupational Hazard Prevention System” (職業危害預防制度), “HSE Management Reward and Punishment System” (健康安全環境管理獎懲管理辦法), “Hazardous Sources Management Measures” (危險源管理辦法), “Personal Protective Equipment Management Measures” (個人防護用品管理辦法) and “Measures for the Safety Management of Hot Work” (動火作業安全管理辦法).

Moreover, the Group’s Safety Environment Department (安全環保部) is responsible for overseeing health and safety issues, while formulating, implementing, monitoring and providing guidance on workplace safety through its HSE Management System. The HSE Management Committee and professional teams have also been formed to review and oversee the Group’s HSE policies, procedures, measures, documentation and effectiveness of implementation. To maintain alignment with its business objectives and targets, as well as to comply with relevant laws and regulations, the Group periodically reviews and updates its health and safety policies and procedures. Adhering to the principle of “Safety Management Is Prerequisite of Work Management” (管工作必須管安全), all business managers are required to supervise and monitor the implementation of the Group’s safety policies.

The Group recognises noise as a significant occupational hazard, thus it provides suitable personal protective equipment including earplugs, protective clothing and masks to its workers. In addition, equipment designed for effective noise reduction is also available along with the protection facilities to support emergency rescue.

本集團致力於將所有員工的健康、安全和保障置於業務營運的首位。因此，本集團為員工提供定期體檢和保險，並制定了「健康安全環境管理制度彙編」，以保護員工免受潛在的職業危害以及相關風險。該制度彙編涵蓋一系列政策，包括「健康安全環境管理制度」、「職業危害預防制度」、「健康安全環境管理獎懲管理辦法」、「危險源管理辦法」、「個人防護用品管理辦法」和「動火作業安全管理辦法」。

此外，本集團的安全環保部負責監督健康和 safety 問題，同時透過健康安全環境管理體系制定、實施、監督和指導工作場所的安全。此外，健康安全環境管理委員會和專業團隊負責審查和監督本集團的健康安全環境政策、程序、措施、文件和實施的有效性。為了與其業務目標保持一致，並遵守相關法律法規，本集團定期審查並更新其健康與安全政策和程序。秉承「管工作必須管安全」的原則，各業務管理人員有責任監督和監測本集團安全政策的執行情況。

本集團認為噪音是重大職業危害，因此為員工提供合適的個人防護裝備，包括耳塞、防護衣和口罩。此外亦配備有效降低噪音的設備以及支援緊急救援的保護設施。

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The Group also launched the “Occupational Hazard Training Programme” to educate its staff and raise their awareness on occupational health and safety issues. The programme covered the interpretation of “Production Safety Law”, the Group’s HSE Management System and operating procedures, emergency response plans for accidents, prevention principles and measures of occupational diseases, as well as case studies. To further enhance the emergency response capabilities of its employees, the Group regularly conducts fire drills and provides training on its fire safety policy.

Thanks to the collective endeavours throughout the Group, no work-related fatalities were recorded in the past three years (including the reporting year). During the year under review, the Group recorded zero work-related injuries thus zero related working days lost.

In FY2023, the Group was not in violation of material relevant laws and regulations in relation to providing a safe working environment and protecting its employees from occupational hazards that may have a significant impact on the Group.

Development and Training

Adhering to the belief of “Training Is the Greatest Wealth that an Enterprise Gives to Its Employees, While the Greatest Value-added Space for an Enterprise Is the Development of Its Human Capital”, the Group encourages its employees to develop and expand personal and professional skills by offering various enrichment opportunities and job-related training. For instance, induction training programmes for new hires are designed based on the “New Staff Management Regulation” (新員工管理規定), and the programmes will introduce the Group’s business segment, employee’s code of conduct and relevant knowledge.

本集團亦開展了「職業危害培訓計劃」，以教育員工並提高他們對職業健康和安全的認識。課程內容包括解讀《安全生產法》、本集團的健康安全環境管理體系和操作程序、緊急應變方案、職業病的預防原則和措施，以及案例分析。為了進一步提升員工的緊急應變能力，本集團定期進行消防演習和消防安全政策培訓。

在本集團共同努力下，過去三年（包括本報告年度）的因工死亡事故為零。在回顧年度內，本集團錄得零宗工傷，而因工傷損失工作總日數為零天。

於2023財年，本集團並無違反任何有關提供安全的工作環境及保護僱員免受職業危害且對本集團有重大影響的相關法律及法規。

發展及培訓

本集團秉承「培訓是企業給予員工最大的財富，企業最大的增值空間是人力資本增值」的信念，透過提供各種增值機會和工作相關的培訓，鼓勵員工發展和拓展個人及專業技能。例如，本集團根據「新員工管理規定」設計新員工入職培訓課程，介紹集團的業務領域、員工行為守則和相關知識。

Committed to safeguarding its employees from potential occupational hazards, the Group strives to enhance the emergency response capabilities of all employees. As such, the Group develops safety training programmes which include courses related to “Hazardous Factor Identification and Risks Assessment” (危害因素辨識和風險評價), “Training and Implementation of New Production Safety Law of the People’s Republic of China”(新安全生產法培訓宣貫), “Occupational Health and Safety Training” (職業健康安全培訓) and “Winter Ten Prevention Safety Training” (冬季「十防」安全培訓).

The Human Resources Department takes up the responsibility of establishing and managing the Group’s training policies and plans. This includes gathering employees’ training needs, developing annual and monthly training proposals, coordinating trainings and assessments, and reviewing the training performance to improve the quality of training in the future. Abiding with the “Training File Management Measures” (培訓檔案管理辦法), the Human Resources Department is also responsible for establishing training files for new employees. Current employees are also required to fill in the attendance sheet for record keeping.

In addition, the Group actively encourages and supports employees in their pursuit of external trainings and professional examinations to improve their skills and competitiveness. Eligible employees who enrol in external training programmes will receive subsidies from the Group to assist them in their professional development.

In FY2023, the Group provided a total of 11,532 hours of training to 198 employees, including general staff, senior employees, management and directors. The detailed breakdown of the Group’s training information can be found in Tables 6 and 7 in the Appendix.

為保護員工免受潛在的職業危害，本集團致力於提升全體員工的緊急應變能力。因此，本集團制定了安全培訓計劃，相關課程包括「危害因素辨識和風險評價」、「新安全生產法培訓宣貫」、「職業健康安全培訓」及「冬季『十防』安全培訓」。

人力資源部負責制定和管理本集團的培訓政策和計劃，包括收集員工的培訓需求、制定年度和每月培訓計劃、舉辦培訓和考試，並對培訓效果進行評估，以提高未來的培訓質量。根據「培訓檔案管理辦法」，人力資源部亦負責為新員工建立培訓檔案，同時要求在職員工填寫考勤表以作記錄。

此外，本集團積極鼓勵並支持員工參加外部培訓和專業考試，以提升他們的技能和競爭力。符合資格參加外部培訓計畫的員工將獲得本集團的補貼，以協助其專業發展。

於2023財年，本集團為普通員工、高級員工、管理層及董事共198名員工提供了11,532小時的培訓。本集團詳細分類的培訓資料列於附錄表六及表七。

Environmental, Social and Governance Report

Labour Standards

The Group respects and strives to protect human rights. In FY2023, the Group complied with the relevant laws and regulations to prohibit any child and forced labour employment, including but not limited to:

- Labour Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China; and
- Provisions on the Prohibition of Using Child Labour.

The Group places great importance on respecting and upholding the dignity of all individuals, which is a fundamental principle of its business operations. To completely prohibit the illegal employment of child labour, underage workers and forced labour, the Group implements stringent measures during the recruitment process. All job applicants are required to provide valid identity documents, including an identity card, and fill in the "Job Registration Form" right after on board. The Human Resources Department is responsible for verifying the authenticity of these documents and ensuring that applicants meet the legal employment age prior to the confirmation of the employment.

In accordance with the Business Social Compliance Initiative standards, the Human Resources Department monitors and ensures the Group's corporate policies and practices comply with the relevant laws that prohibit child labour and forced labour. If any violations of labour standards are identified, the Group will immediately terminate the relevant employment and report to the authority when the management deems necessary.

In FY2023, the Group was not in violation of any relevant laws and regulations, in relation to the prevention of child and forced labour that have a significant impact on the Group.

勞工準則

本集團尊重並致力於保護人權。於2023財年，本集團遵守相關法律和法規以禁止僱用童工和強制勞工，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；以及
- 《關於禁止使用童工的規定》。

本集團高度重視尊重和維護所有人的尊嚴，這是其業務運作的基本原則。為了徹底杜絕非法僱用童工、未成年工人和強制勞工，本集團在招聘過程中採取嚴格措施。所有求職者須提供身分證等有效身份證明文件，並在入職後立即填寫「工作登記表」。人力資源部負責核實求職者的身份證明文件，並確保他們在確認獲聘前符合法定就業年齡。

根據商業社會責任倡議標準，人力資源部負責監督並確保本集團的企業政策和措施符合禁止童工和強制勞工的相關法律規定。若發現任何違反勞工準則的情況，本集團將立即終止相關的僱傭關係，並在管理層認為必要時向相關機構報告。

於2023財年，本集團在防止童工或強制勞工方面，並無違反任何對本集團有重大影響的相關法律及法規。

OPERATING PRACTICES

Supply Chain Management

Understanding the vital role of suppliers in achieving its operational goals, the Group places great importance on collaborating with suppliers who align with its core values of safety, social responsibility and environmental awareness. To ensure ethical practices throughout the supply chain, the Group adheres to its well-established standard procedures for supply chain management in all procurement activities.

Supplier Engagement

During the supplier selection process, the Group's Procurement Department conducts due diligence on candidates through on-site visits and sample collections for testing purposes. Additionally, it is responsible for monitoring of the quality of incoming goods. Meanwhile, the Financial Department has the responsibility of maintaining records of operational information, such as coal supply records, onsite weighting records and coal quality sampling records.

To realise fair procurement, the Group follows an open tender process for evaluating and selecting suitable suppliers for general procurement of any single item that costs USD100,000 or more. For items valued below USD100,000, a minimum of 3 different suppliers are selected for comparison in terms of product quality and cost.

As part of its procurement process for operational vendors, the Group maintains stable communication with its suppliers through calls, video conferences and on-site technical exchanges. Besides, the Group places strong emphasis on ensuring supplier compliance and responsible operations. As such, the Group requires suppliers to provide company policies, proof of responsible operations and demonstrate their commitment to protecting their employees' health and safety in the workplace. The Group has implemented a range of disciplinary measures to ensure supplier compliance. When instances of non-conformance are identified, the Group's Business Department will take corrective actions in accordance with the "Contractor Management Measures" (承包商管理辦法), such as evaluating potential consequences, summarising the experience learned from incidents and reinforcing the management of corresponding contractors for future projects. For instance, the Group's CBM business segment has launched the "Business Department Management Measures" (商務部管理辦法) which clearly outlines the roles and responsibilities of each party involved in the project and systemises the procedures including project approval, implementation, and order management and documentation.

營運慣例

供應鏈管理

了解到供應商對實現其經營目標至關重要，本集團非常重視與符合其安全、社會責任和環保意識等核心價值觀的供應商合作。為確保整個供應鏈的道德實踐，本集團在所有採購活動中均遵守其完善的供應鏈管理標準程序。

供應商聘用

本集團採購部在篩選供應商的過程中，通過實地考察和收集樣品進行測試，對候選供應商進行盡職調查。採購部亦負責監控購入貨品的質量。同時，財務部負責記錄煤炭供應記錄、現場稱重記錄及煤炭品質抽樣記錄等營運資訊。

矢志於公平採購，本集團對單項產品價值超過10萬美元的一般採購項目採取公開招標程序，以評估和選擇合適的供應商。而對於價值10萬美元以下的項目，本集團至少選擇3個不同的供應商進行產品質量和成本比較。

作為營運供應商採購流程的一部分，本集團透過電話、視像會議和現場技術交流等渠道與供應商保持穩定聯絡。本集團亦非常重視確保供應商合規和負責任的營運。因此，本集團要求供應商提供公司政策及負責任的經營證明，並證明其致力於保護員工在工作場所的健康和安全。本集團已實施一系列懲戒措施，以確保供應商符合規定。如發現違法違規行為，本集團商務部將按照「承包商管理辦法」採取整改措施，例如評估潛在後果、總結事故經驗，並加強對相關承包商的管理等。具體而言，本集團煤層氣業務板塊推出了「商務部管理辦法」，明確列明項目各方的職責，將項目審批、實施、訂單管理及文件編制等流程系統化。

Environmental, Social and Governance Report

Supply Chain Risk Management

The Group places significant emphasis on evaluating the reputation, industry qualifications, certificates and compliance with laws and regulations of its suppliers. With the aim to identify and address the potential environmental and social risks in its supply chain, thus ensure effective management of these risks, the Group has implemented the following due diligence practices:

- Conduct supplier interviews to evaluate their environmental performance and compliance, especially on their significant environmental hazards during operations;
- Assess suppliers' legality, technical level, production capacity, quality assurance and industry certificates on a regular basis;
- Monitor suppliers' progress in upholding labour standards, human rights, code of conduct, anti-corruption policies, and health and safety-related standards;
- Strengthen internal collaboration and participation in supplier selection and management;
- Implement customised management strategies for different suppliers;
- Provide regular training on quality management and offer management suggestions to suppliers;
- Require suppliers to provide internationally recognised certification such as environmental management system as well as occupational health and safety management system; and
- Put forward requirements for environmental protection in commercial agreements.

供應鏈風險管理

本集團高度重視評估供應商的聲譽、行業資格、證書以及遵守法律法規的情況。為識別和應對供應鏈中潛在的環境和社會風險，並確保有效管理這些風險，本集團實施了以下措施：

- 與供應商進行訪談，評估其環境表現和合規性，以及了解其營運過程中是否存在重大環境危害；
- 定期評估供應商的合法性、技術水平、生產能力、質量保證和行業證書；
- 監管供應商在遵守勞工標準、人權、行為準則、反貪污政策以及健康與安全等相關標準方面的進展；
- 加強內部對供應商選擇和管理的協作和參與；
- 對供應商實施定制的管理策略；
- 定期為供應商舉辦質量管理培訓並提供管理建議；
- 要求供應商提供國際認可的環境管理體系和職業健康安全管理体系等證書；以及
- 在商業協議中明確提出環境保護的要求。

In order to strengthen collaborative partnerships with suppliers, the Group consistently updates and enhances its criteria for on-site assessment and evaluations of suppliers. The Group conducts supplier evaluation every year to assess their compliance with the Group's standards, while the Quality Management Department conducts random inspections on incoming materials. To uphold its high quality supply chain, suppliers who do not meet the Group's requirements or local laws and regulations will be blacklisted. Only suppliers that have undergone review and approval by the Procurement Department will be included in the "List of Qualified Suppliers" (合格供方名錄).

Green Procurement

The Group is dedicated to promoting the procurement of environmentally friendly supplies and fostering awareness on environmental protection among suppliers. As such, the Group integrates environmental protection requirements into the supplier qualification inspection process. By incorporating such elements into the supplier selection decision-making process, the Group gives priority to local suppliers and requires its suppliers to submit environmental-related certificates, qualifications, and test reports for their goods. During the year under review, the Group's green supplier policy covered 100% of its key suppliers.

In FY2023, the Group was in stable cooperation with 34 suppliers located in China, which provide the Group with supplies on raw coal, hardware and electrical machinery. 100% of the Group's key suppliers are covered under the aforementioned supplier engagement and management policies, with the implementation of all measures being monitored by the corresponding Business Department.

為了加強與供應商的合作夥伴關係，本集團持續更新和改善對供應商的實地評估和評價標準。本集團每年都會評估供應商是否符合本集團的標準，而質量管理部門會對購入材料進行隨機抽查。為了維護高質量的供應鏈，不符合本集團要求或當地法律法規的供應商將被列入黑名單。只有經過採購部審查和批准的供應商才會被納入「合格供方名錄」中。

綠色採購

本集團致力於推動環保供應品的採購，並提高供應商的環保意識。因此，本集團將環保要求納入供應商資格審查流程，並藉以優先考慮本地供應商，同時要求供應商為產品提供與環境相關的證書、質量和測試報告。於回顧年度內，本集團的綠色供應商政策涵蓋100%的主要供應商。

於2023財年，本集團與34家位於中國的供應商穩定合作，為本集團提供原煤、五金及電機等供應。上述供應商聘用和管理政策覆蓋了本集團100%的主要供應商，而各項措施的執行情況由相應的業務部門監控。

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Product Responsibility

In FY2023, the Group complied with applicable laws and regulations that have a significant impact on the Group with regard to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress, including but not limited to:

- Product Quality Law of the People's Republic of China;
- Production Safety Law of the People's Republic of China;
- Intellectual Property Law of the People's Republic of China;
- Law of the People's Republic of China on the Protection of Consumer Rights and Interests;
- Regulations on the Prevention and Control of Environmental Pollution by Tailings;
- Rules for the Implementation of the Mineral Resources Law of the People's Republic of China;
- Standardisation Law of the People's Republic of China; and
- Coal Industry Law of the People's Republic of China.

Given the Group's business nature and the principle of Materiality, the recall procedures and labelling-related issues are not significant to the Group, thereby not being discussed in this ESG Report.

產品責任

於2023財年，本集團遵守了有關其產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法等對本集團有重大影響的相關條例、法規和標準，包括但不限於：

- 《中華人民共和國產品質量法》；
- 《中華人民共和國安全生產法》；
- 《中華人民共和國知識產權法》；
- 《中華人民共和國消費者權益保護法》；
- 《防治尾礦污染環境管理規定》；
- 《中華人民共和國礦產資源法實施細則》；
- 《中華人民共和國標準化法》；以及
- 《中華人民共和國煤炭法》。

鑑於本集團的業務性質和重要性原則，召回程序和標籤相關事宜對本集團並不重要，因此不在本報告中討論。

Quality Control & Safety

The Group upholds a steadfast commitment to enhancing the quality of its products and services, guided by the principles of “People-oriented, Compliance and Discipline, Risk Forecast and Control, Sustainable Development, Occupational Hazards Control and Create a Green Environment” (「以人為本、遵規守紀、風險預控、持續發展、控制職業危害、營造綠色環境」). To continually improve its product quality management mechanisms, the Group has formulated and implemented a series of internal policies, including standardising internal testing procedures, conducting regular inspections on product quality, and engaging qualified external organisations for regular quality tests on the Group’s products.

Considering the nature of its business, recall procedures or recall policy is not applicable to the Group’s operations. In FY2023, no products were being recalled due to health and safety reasons.

Data and customer privacy

The Group strictly complies with the Law of the People’s Republic of China on the Protection of Consumers’ Rights and prioritises the protection of consumer privacy. Upholding the principles of lawfulness and integrity, the Group has implemented a comprehensive set of internal procedures to prevent any breaches or unauthorised access to customers’ personal information or confidential documents. To ensure data security, all employees are prohibited from disclosing sensitive information to external parties without the authorisation from the Group’s senior management and customers. Moreover, employees are required to sign and adhere to the confidential agreement while performing their duties. The information collected by the Group from its customers will only be used for the purpose for which it has been collected. The above measures are implemented and monitored by the respective business department.

During the year under review, the Group abided by applicable laws and regulations regarding customer privacy and there were no substantiated complaints received by the Group concerning breaches of customer privacy and losses of customer data.

質量控制與安全

本集團本著「以人為本、遵規守紀、風險預控、持續發展、控制職業危害、營造綠色環境」的原則，致力於不斷提升產品和服務質量。為了不斷改進其產品質量管理機制，本集團制定並實施了一系列內部政策，包括將內部測試程序標準化、定期檢查產品質量，以及聘請合資格的外部機構對本集團產品進行定期質量檢測。

鑑於業務性質，召回程序或政策並不適用於本集團的業務。於2023財年，沒有產品因健康和 safety 原因而需召回。

數據和客戶私隱

本集團嚴格遵守《中華人民共和國消費者權益保護法》，並優先保護消費者的私隱。本集團秉持合法和誠信的原則，實施了一套全面的內部程序，以防止任何違規或未授權獲取客戶個人信息或機密文件的行為。為確保數據安全，員工未經本集團高級管理層和客戶授權不得向外界披露任何敏感信息。此外，員工在履行職務時必須簽署並遵守保密協議。本集團從客戶收集的資訊僅用於收集時列明的目的。上述措施由相應的業務部門實施和監督。

於回顧年度內，本集團遵守有關客戶私隱的法律法規，且並無接獲有關侵犯客戶私隱或客戶資料丟失的實質投訴。

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Complaints Handling

The Group values customer feedback and suggestions, and has established a specific department to ensure prompt resolution of customer complaints. Customers can lodge their complaints or provide comments on the Group's products or services through telephone hotline or fax. Furthermore, committed to addressing issues correctly and fully protecting consumer rights and interests, the Group promptly initiates internal investigation according to the internal policies upon receiving any complaint. The staff or product involved in the complaint is thoroughly examined, and the complainant is kept informed of the progress and resolution within a reasonable time. To prevent similar incidents from recurring, the Group formulates corrective and preventive measures, and announces the complaints and the associated investigation results internally to alert other employees.

The Group did not receive any substantial complaints in relation to its product quality in FY2023.

Advertising and Marketing

The Group adheres to the applicable local laws and regulations, such as the Advertising Law of the People's Republic of China, and has implemented internal measures including the "Sales and Management System" to strictly prohibit any false or exaggeration in promotion materials. The Group's Legal Department has the responsibility to monitor and review the sales and marketing materials. If any materials are identified as being in violation of the Group's internal policies, corrective measures will be taken immediately to rectify the misrepresentation or exaggerated materials.

Intellectual Property Rights

The Group protects its intellectual property rights through the implementation of a series of measures. These measures include applying for appropriate intellectual property rights for new trademarks and technological innovations, and requiring employees and distributors to sign confidentiality agreements to ensure the protection of its business secrets and proprietary intellectual property rights. To reinforce the protection of its intellectual property from infringement, the Group entrusts legal advisors and appoints internal legal personnel to seek for their legal advice against theft or infringement upon the Group's intellectual property rights.

投訴處理

本集團重視客戶的反饋和建議，並成立了專責部門，確保客戶的投訴得到及時解決。客戶可以通過電話熱線或傳真對本集團的產品或服務提出投訴或意見。此外，本集團致力於正當得體地解決問題及充分保護消費者的權益。一旦收到投訴，本集團會根據內部政策及時啟動內部調查，對涉及投訴的員工或產品進行全面檢查，並在合理時間內通知投訴人進展或處理結果。為防止類似事件再次發生，本集團制定糾正和預防措施，並在內部公布投訴及相關的調查結果以警示其他員工。

於2023財年，本集團並無接獲任何有關本集團產品質量的實質投訴。

廣告與營銷

本集團遵守《中華人民共和國廣告法》等當地適用的法律法規，並實施了「銷售與管理制度」等內部措施，嚴格禁止宣傳品中出現任何虛假或誇張的宣傳。本集團的法律部門負責監督和審查銷售及營銷材料。一旦發現任何材料違反本集團的內部政策，將立即採取糾正措施，糾正虛假陳述或誇大的材料。

知識產權

本集團透過採取一系列措施保護其知識產權，包括為新商標和技術創新申請合適的知識產權，要求員工和經銷商簽署保密協議，以確保其商業秘密和專有知識產權受到保護。為了進一步保護其知識產權不受侵犯，本集團委託法律顧問和任命內部法律人員就竊盜或侵犯本集團知識產權的行為尋求法律意見。

Technological Innovation

The Group has been making investments in technological innovations to optimise both environmental and operational performance. In particular, the Group's CBM business has invested in research and development ("R&D") during the year. Its R&D project included "Remote pulverised coal monitoring technology", "ODP adjustment plan", and "Large scale fracturing test". These R&D projects serve to expedite the exploration and provision of clean energy to the society, while simultaneously fostering the growth of the Group's operations. Furthermore, they contribute to increased tax revenue for the country and generate employment opportunities for local communities.

Anti-corruption

The Group is committed to conducting its business with honesty and ethics. Therefore, it strives to foster a working environment with fairness, integrity and sound business judgement by minimising its exposure to bribery, extortion, fraud and money laundering, and any other risks in relation to the code of business conduct. In FY2023, embracing its ethical standards built on law compliance, both in letter and spirit, the Group complied with local laws and regulations relating to corruption and bribery, including:

- Law of the People's Republic of China on Anti-Money Laundering;
- Article 274 of the Criminal Law of the People's Republic of China (on extortion and fraud);
- Article 387 of the Criminal Law of the People's Republic of China (on illegal acceptance of other's property);
- Interim Provisions on Banning Commercial Bribery;
- Anti-Unfair Competition Law of the People's Republic of China;
- Anti-Corruption Law of the People's Republic of China; and
- Law of the People's Republic of China on Tenders and Bids.

技術創新

本集團一直投資於技術創新，以優化環境和營運績效。具體而言，本集團的煤層氣業務在年內對研究及開發進行投資，其研發項目包括「遠程煤粉監測技術」、「ODP調整方案」和「大規模壓裂試驗」。這些研發項目旨在加快對社會提供清潔能源的探索和供應，同時促進本集團的業務增長。這些項目亦為國家增加稅收，並為當地社區創造就業機會。

反貪污

本集團致力於以誠實和合乎道德的方式開展業務。因此，本集團透過盡量減少與賄賂、勒索、欺詐和洗黑錢以及任何與商業行為為準則有關的風險，努力營造一個公平、誠信和良好商業判斷的工作環境。於2023財年，本集團遵循其建基於遵守法律條文及精神之上的道德標準，遵守了當地與貪污和賄賂有關的法律法規，包括：

- 《中華人民共和國反洗錢法》；
- 《中華人民共和國刑法第二百七十四條（關於敲詐勒索）》；
- 《中華人民共和國刑法第三百八十七條（關於非法收受他人財物）》；
- 《關於禁止商業賄賂行為的暫行規定》；
- 《中華人民共和國反不正當競爭法》；
- 《中華人民共和國反腐敗法》；以及
- 《中華人民共和國招標投標法》。

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The Group has zero tolerance on illegal or unethical conduct within its operations, and has implemented an internal Anti-Corruption Policy. All employees are required to comply with the Anti-Corruption Policy and uphold high standards of integrity in performing their duties. The Group also conducts internal monitoring on bribery and corruption issues on a regular basis. Meanwhile, striving to create a fair and ethical working environment for its employees, the Group has implemented other internal management measures. These include a reward and punishment system and the “Off-office Audit Management Measures”, which are managed under joint liability to ensure that any employees found to be involved in corrupt practices are identified and disciplined accordingly.

Furthermore, the Group strictly monitors and controls its tendering process in accordance with the Law of the People’s Republic of China on Bid Invitation and Bidding. Any individuals found to be in violation of the law and regulation will be promptly reported to the judicial authority for appropriate handling. To prevent any involvement in criminal activities during the procurement process, the payment method is clearly stipulated in the contracts with suppliers. Moreover, the Group has established an Inspection Team dedicated to regulating and monitoring the operation practices related to bribery, extortion, fraud and money-laundering within the Group, thus plays a crucial role in supervising the implementation of the Group’s internal policies on ethical business behaviour.

The Group places great importance on the adherence to its policies and encourages employees to report any suspected violations. As such, an effective Whistleblowing Policy has been implemented. Whistleblowers are encouraged to report infractions of the Anti-Corruption Policy in writing to the Audit Committee of the Company, providing detailed information and supporting evidence, under the protection from unfair dismissal or victimisation as stated in the Whistleblowing Policy. The Audit Committee of the Company assumes responsibility for reviewing and investigating against any suspected or illegal behaviours to protect the Group’s interests. Depending on the severity of the reported matter, the Group may engage professional firms to conduct further investigations. If deemed necessary by the Group’s management, a report will be promptly submitted to relevant regulators or law enforcement authorities.

本集團對業務中的非法或不道德行為採取零容忍態度，並實施了內部「反貪污政策」。所有員工都必須遵守該政策，並在履行職責時保持高度誠信。本集團亦對賄賂和貪污問題定期進行內部監測。同時，本集團努力為員工創造一個公平和道德的工作環境，並實施了其他內部管理措施，包括獎懲制度和「離任審計管理辦法」。該等措施根據共同責任管理，以確保任何被發現涉及貪污行為的員工都會受到相應的處罰。

此外，本集團嚴格按照《中華人民共和國招標投標法》監督和管制招標過程。任何發現違反法規的人員將被及時報告給司法機關作適當處理。為防止任何人員在採購過程中涉及犯罪活動，與供應商簽訂的合同上已明確標明付款方式。本集團亦已成立監察組負責監察和監督集團內有關賄賂、勒索、欺詐或洗黑錢的行為，在監督本集團實施內部商業道德行為政策方面發揮著至關重要的作用。

本集團非常重視遵規守紀，並鼓勵員工舉報任何可疑的違規行為。因此，本集團已實施有效的「舉報政策」，鼓勵舉報人以書面形式向本公司審計委員會舉報違反「反貪污政策」的行為，並提供事件的細節和證據。舉報人也根據「舉報政策」的規定，受到免遭不公平解僱或傷害的保護。本公司審計委員會負責審查和調查任何可疑或非法的行為，以保護集團的利益。根據舉報的嚴重程度，本集團或會聘請專業機構進行進一步調查，並在本集團管理層認為有必要時，及時向相關監管機構或執法部門提交報告。

The Group educates its employees on relevant knowledge and their responsibility to uphold the Group's clean image from time to time. For instance, the Enforcement Bulletin published by the Stock Exchange was distributed to the Directors as a form of self-paced training regarding the management of conflict of interest during the year under review. In FY2023, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. The Group was not in violation of the relevant laws and regulations in relation to bribery, extortion, fraud, and money laundering that have a significant impact on the Group.

Community Investment

The Group recognises the importance of maintaining positive relationships with the local communities in which it operates, as part of its commitment to being a responsible corporate and a valued community member. Since its inception, the Group has engaged with community groups and supported the development of local communities. To minimise the impact of its operations on nearby residents and address pressing social and livelihood challenges, the Group has prioritised community investment efforts, particularly in the areas of promoting local employment and harnessing unconventional clean energy resources.

Promoting local employment

The Group places a high priority on local hiring, recognising the positive impact it can have on the communities where it operates. In previous years, the Group's Raw Coal Washing plant has created alternative job opportunities for nearby farm workers during non-harvest seasons. Although no specific initiatives were conducted during the year under review, this business remained committed to promoting local employment through its general hiring practices.

本集團定期教導員工相關知識和維護集團的良好形象的責任。具體而言，在回顧年度內，本集團向董事們提供聯交所發布的執行簡報，其內容有關利益衝突的管理，作為自主培訓的一部分。於2023財年，未有任何就本集團或其員工有關貪污行為的已結案訴訟案件。本集團亦沒有違反對本集團有重大影響的有關賄賂、敲詐勒索、欺詐及洗黑錢的相關法律法規。

社區投資

本集團意識到與其營運所在地的社區保持積極的關係乃作為一個良好的企業公民和社區成員的承諾的重要一環。自成立以來，本集團一直致力與社區團體合作，並支持當地社區發展。為了盡量減低營運對附近居民的影響，並應對迫切的社會挑戰和民生問題，本集團優先考慮社區投資工作，特別是促進當地就業和利用非常規清潔能源資源方面。

促進當地就業

本集團高度重視本地招聘，意識到對其營運所在地的社區或可帶來正面影響。本集團的原煤洗選廠於過去幾年的非收成季節一直為附近的農場工人提供其他工作機會。儘管在回顧年度期間沒有採取任何具體舉措，該業務仍致力於通過其一般招聘慣例促進當地就業。

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Harnessing unconventional clean energy resources

In alignment with the national initiative for green development and the construction of a “Beautiful China”, the Group has been actively and continuously ramping up its efforts in the exploration and development of CBM. During the year under review, the CBM business underwent the design of new exploration planning, which is expected to have a significant positive impact on harnessing clean energy once the plan is approved and launched. The Group is committed to leveraging its resources and making substantial investments to address critical technical challenges associated with the exploitation and development of CBM.

Although the Group did not organise any philanthropy events or community activities in FY2023, the Group will continue with its commitment of supporting the local communities by establishing and maintaining strategic partnerships with charitable organisations, while working on community development, philanthropy and employee volunteerism in the coming future.

利用非常規清潔能源

為配合國家綠色發展及建設「美麗中國」的倡議，本集團不斷積極加大煤層氣勘探和開發力度。於回顧年度內，煤層氣業務設計了新的勘探計劃，一旦該計劃獲得批准和啟動，預計將對開發清潔能源產生顯著的積極影響。本集團致力於充分利用其資源並進行大量投資，以應對與勘探和開發煤層氣的重要技術挑戰。

儘管本集團於2023財年沒有舉辦任何慈善或社區活動，本集團將繼續通過與慈善組織建立和維持戰略合作夥伴關係，致力於支持當地社區，同時為社區發展、慈善事業和員工志願服務出一分力。

VIII. APPENDIX

Table 1 – The Group’s Total Emissions by Category in FY2023 and FY2022⁶

Emission Category	Key Performance Indicator (KPI)	Unit	Amount in FY2023 2023財年 排放量	Intensity ¹ (Unit/m ² Floor Area) in FY2023 2023財年強度 ¹ (單位/平方米)	Amount in FY2022 ² 2022財年 排放量 ²	Intensity ² (Unit/m ² Floor Area) in FY2022 2022財年強度 ² (單位/平方米)
排放類別	關鍵績效指標	單位				
Air Emissions 廢氣排放	SO _x 硫氧化物	Kg 千克	108	-	141	-
	NO _x 氮氧化物	Kg 千克	5,092	-	6,672	-
	PM 顆粒物	Kg 千克	653	-	861	-
GHG Emissions 溫室氣體排放	Scope 1 (Direct Emissions) ³ 範圍一(直接排放) ³	Tonnes of CO ₂ e 噸二氧化碳當量	1,045	3.92 × 10 ⁻⁶	1,473	5.53 × 10 ⁻⁶
	Scope 2 (Energy Indirect Emissions) ⁴ 範圍二(能源間接排放) ⁴	Tonnes of CO ₂ e 噸二氧化碳當量	19,763	7.42 × 10 ⁻⁵	17,294	6.50 × 10 ⁻⁵
	Total (Scope 1 & 2) 總排放(範圍一及範圍二)	Tonnes of CO ₂ e 噸二氧化碳當量	20,808	7.82 × 10 ⁻⁵	18,766	7.05 × 10 ⁻⁵
Non-hazardous Waste 無害廢棄物	Solid Wastes 固體廢棄物	Tonnes 噸	127,971	4.81 × 10 ⁻⁴	257,817	1.37 × 10 ⁻⁷
	Wastewater ⁵ 廢水 ⁵	m ³ 立方米	151,795	5.70 × 10 ⁻⁴	271,280	1.02 × 10 ⁻³
Hazardous Waste 有害廢棄物	Solid Wastes 固體廢棄物	Tonnes 噸	6	2.13 × 10 ⁻⁸	5	1.90 × 10 ⁻⁸

VIII. 附錄

表一 – 本集團於2023及2022財年按類別劃分的總排放量⁶

- Intensity for FY2023 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group’s floor areas of operations in FY2023, which was around 266,249,666.80 m²;
- The amount and intensity in FY2022 were extracted from the data in the ESG report for FY2022;
- The Group’s Scope 1 (Direct Emissions) only included the emissions arose from the mobile consumption of petrol and diesel, as well as the stationary combustion of natural gas;
- The Group’s Scope 2 (Energy Indirect Emissions) only included the emissions arose from the electricity consumption;

- 2023財年的強度是按本集團2023財年所產生廢氣、溫室氣體或其他排放量分別除以本集團2023財年的營運面積266,249,666.80平方米得出；
- 2022財年的排放量和強度來自2022財年ESG報告中的數據；
- 本集團範圍一(直接排放)僅包含來自機動車輛汽油和柴油的使用所產生的排放，及天然氣消耗所產生的排放；
- 本集團範圍二(能源間接排放)僅包含來自電力消耗所產生的排放；

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5. In FY2023, the total amount of wastewater generated mainly comprised of the 122,760 m³ non-hazardous construction wastewater discharge by the CBM business segment; and
6. The methodology adopted for reporting on GHG emissions set out above was based on “How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong and the 2006 IPCC (Intergovernmental Panel on Climate Change) Guidelines for National Greenhouse Gas Inventories.
5. 於2023財年，本集團產生的廢水總量主要來自煤層氣業務排放的共122,760立方米無害建築廢水；以及
6. 上述溫室氣體排放報告採用的方法基於由聯交所發佈的《如何編備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》、《香港建築物（商業、住宅或公共用途）的溫室氣體排放及減除的核算和報告指引》以及《2006年政府間氣候變化專門委員會(IPCC)國家溫室氣體清單指南》。

Table 2 –Total Resource Consumption in FY2023 and FY2022

表二 – 本集團2023財年及2022財年的資源總消耗量

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2023	Intensity ¹ (Unit/m ² Floor Area) in FY2023 2023財年強度 ¹ (單位/平方米)	Amount in FY2022 ²	Intensity ² (Unit/m ² Floor Area) in FY2022 2022財年強度 ² (單位/平方米)
資源使用	關鍵績效指標	單位	2023財年總量		2022財年總量 ²	
Energy 能源	Electricity 電力	kWh ¹ 000 千個千瓦時	32,393	1.22 × 10 ⁻⁴	29,765	1.12 × 10 ⁻⁴
	Petrol 汽油	L 升	91,179	3.42 × 10 ⁻⁴	86,073	3.23 × 10 ⁻⁴
	Diesel 柴油	L 升	177,000	6.65 × 10 ⁻⁴	229,513	8.62 × 10 ⁻⁴
	Natural Gas 天然氣	m ³ 立方米	172,794	6.49 × 10 ⁻⁴	345,990	1.30 × 10 ⁻³
	TOTAL ENERGY AFTER CONVERSION ³ 轉換後的能源總耗量 ³	kWh ¹ 000 千個千瓦時	37,043	1.39 × 10 ⁻⁴	36,804	1.30 × 10 ⁻⁴
Water 水	Water ⁴ 水 ⁴	m ³ 立方米	38,396	1.44 × 10 ⁻⁴	74,389	2.79 × 10 ⁻⁴

1. Intensity for FY2023 was calculated by dividing the amounts of resources the Group has consumed in FY2023 by the Group's floor areas of operations in FY2023, which was around 266,249,666.80 m²;
2. The amount and intensity in FY2022 were extracted from the data in the ESG report for FY2022;
3. The methodology adopted for energy conversion and calculation conversion factors set out above was based on "How to Prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange; and
4. For Raw Coal Washing business segment, the water consumption was 29,036 m³, while for CBM business segment, the water consumption was 9,360 m³.

1. 2023財年的強度是按本集團2023財年所消耗的資源量分別除以本集團2023財年的營運面積266,249,666.80平方米得出；
2. 2022財年的排放量和強度來自2022財年ESG報告中的數據；
3. 上述能量轉換和計算採用的方法基於由聯交所發行的《如何編備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》；以及
4. 原煤洗選業務板塊的用水量為29,036立方米，煤層氣業務板塊的用水量為9,360立方米。

Table 3 – Number of Employees by Age Group, Gender, Position Level, Employment Type and Geographical Locations of the Group in FY2023¹

表三 – 本集團2023財年按年齡組別、性別、職位、僱傭類型和地理位置劃分的員工總數¹

Unit : Number of employees 單位：員工人數	Age group 年齡組別				Total 總數
	Aged 30 or below 30歲或以下	Aged between 31 and 40 31至40歲	Aged between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Gender 性別					
Male 男	49	63	36	82	230
Female 女	7	11	13	13	44
Total 總數	56	74	49	95	274

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Position Level 職位				
Gender 性別	General staff 一般僱員	Senior employees 高級僱員	Director and management 董事及管理層	Total 總數
Male 男	192	26	12	230
Female 女	42	2	0	44
Total 總數	234	28	12	274

Employment type 僱傭類型			
Full time 全職		Part time 兼職	Total 總數
274		0	274

Geographical Locations 地理位置			
Mainland China 中國內地		Hong Kong 香港	Total 總數
273		1	274

1. The employment data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees. The data covered employees engaged in a direct employment relationship with the Group according to relevant local laws and workers whose work and/or workplace was controlled by the Group within the reporting boundary. The methodology adopted for reporting on employment data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

1. 員工數據是根據本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。此數據涵蓋報告範圍內根據當地有關法律與本集團有直接僱傭關係的僱員以及其工作和／或工作場所受本集團控制的員工。上述報告員工數據所採用的方法乃基於由聯交所發佈的《如何編備環境、社會及管治報告－附錄三：社會關鍵績效指標報告指南》。

Table 4 – Employee Turnover Rate by Age Group, Gender and Geographical Locations in FY2023¹

表四 – 本集團2023財年按年齡組別、性別和地理位置劃分的員工流失率¹

Unit : Number of employees 單位：員工人數		Age group 年齡組別				Total 總數
Gender 性別		Aged		Aged		
		Aged 30 or below 30歲或以下	between 31 and 40 31至40歲	between 41 and 50 41至50歲	Aged 51 or above 51歲或以上	
Male 男		2	8	2	2	14
Employee turnover rate 員工流失率		4.1%	12.7%	5.6%	2.4%	6.1%
Female 女		1	0	1	1	3
Employee turnover rate 員工流失率		14.3%	0.0%	7.7%	7.7%	6.8%
Total 總數		3	8	3	3	17
Total employee turnover rate 總員工流失率		5.4%	10.8%	6.1%	3.2%	6.2%
Geographical locations 地理位置						
Locations 地域	Employee turnover 員工流失人數	Employee turnover rate 員工流失率				
Mainland China 中國內地	17	6.2%				

^{1.} The turnover data in headcount was obtained from the Group's Human Resources Department based on the employment contracts entered into between the Group and its employees within the reporting boundary. Turnover rate was calculated by dividing the number of employees who left in FY2023 by the number of employees in FY2023. The methodology adopted for reporting on turnover data set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

^{1.} 員工流失數據是根據報告範圍內本集團與其僱員之間訂立的僱傭合同，從本集團的人力資源部獲得。流失率是通過2023財年內員工離職數除以2023財年的員工人數計算得出。上述報告員工流失數據所採用的方法乃基於由聯交所發佈的《如何編備環境、社會及管治報告—附錄三：社會關鍵績效指標報告指南》。

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Table 5 – Number and Rate of Work-related Fatalities and Lost Days due to Work Injuries of the Group in Past Three Financial Years¹

表五 – 本集團過去三個財政年度因工死亡的人數及比率以及因工傷損失工作日數¹

Year 年份	FY2021 2021財年	FY2022 2022財年	FY2023 2023財年
Number of work-related fatalities 因工死亡的人數	0	0	0
Rate of fatalities (per hundred workers) 因工死亡的比率(每一百名員工)	0	0	0
Lost days due to work injuries 因工傷損失的天數	0	0	0

¹ The injury and fatality information were obtained from the Group's Human Resources Department. The methodology adopted for reporting the number and rate of work-related fatalities set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

¹ 因工傷亡數據從本集團的人力資源部獲得。上述報告員工因工死亡人數和死亡率所採用的方法乃基於聯交所發佈的《如何編備環境、社會及管治報告 – 附錄三：社會關鍵績效指標報告指南》。

Table 6 – Number and Percentage of Employees Trained in the Group by Gender and Position Level in FY2023¹

表六 – 2023財年本集團按性別和職位劃分的受訓人數及百分比¹

Total number of employees trained 受訓員工總數				198
Total number of employees 員工總數				274
Total percentage of employees trained 總員工受訓百分比				72.3%
Unit : Number of employees 單位：員工人數				
Position Level 職位				
Gender 性別	General staff 一般僱員	Senior employees 高級僱員	Director and management 董事及管理層	Total 總數
Male 男	137	27	6	170
Percentage of employees trained 受訓員工百分比	69.2%	13.6%	3.0%	85.9%
Female 女	26	2	0	28
Percentage of employees trained 受訓員工百分比	13.1%	1.0%	0.0%	14.1%
Total 總數	163	29	6	
Percentage of employees trained 受訓員工百分比	82.3%	14.7%	3.0%	

¹ The training information was obtained from the Group's Human Resources Department. Training refers to the vocational training that the Group's employees attended in FY2023. The methodology adopted for reporting on the number and percentage of employees trained set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

¹ 員工培訓數據從本集團的人力資源部獲得。培訓是指本集團員工在2023財年參加的職業培訓。上述報告員工受訓人數和百分比數據所採用的方法是基於由聯交所發佈的《如何編備環境、社會及管治報告—附錄三：社會關鍵績效指標報告指南》。

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Table 7 – Training Hours Completed in the Group by Gender and Position Level in FY2023¹

表七 – 2023財年本集團按性別和職位類別劃分的已完成培訓時數¹

Unit : Training Hours 單位：培訓時數		Position Level 職位		
Gender 性別	General staff 一般僱員	Senior employees 高級僱員	Director and management 董事及管理層	Total 總數
Male 男	7,436	1,444	720	9,600
Average training hours 平均培訓時數	38.7	55.5	60.0	41.7
Female 女	1,848	84	0	1,932
Average training hours 平均培訓時數	44.0	42.0	0.0	43.9
Total 總數	9,284	1,528	720	11,532
Average training hours 平均培訓時數	39.7	54.6	60.0	42.1

¹ The training information was obtained from the Group's Human Resources Department. The methodology adopted for reporting training hours set out above was based on "How to Prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs" issued by the Stock Exchange.

¹ 員工培訓數據從本集團的人力資源部獲得。上述報告員工受訓人數和百分比數據所採用的方法是基於由聯交所發佈的《如何編備環境、社會及管治報告—附錄三：社會關鍵績效指標報告指南》。



中國油氣控股有限公司
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