



# NORTH MINING SHARES COMPANY LIMITED

## 北方礦業股份有限公司

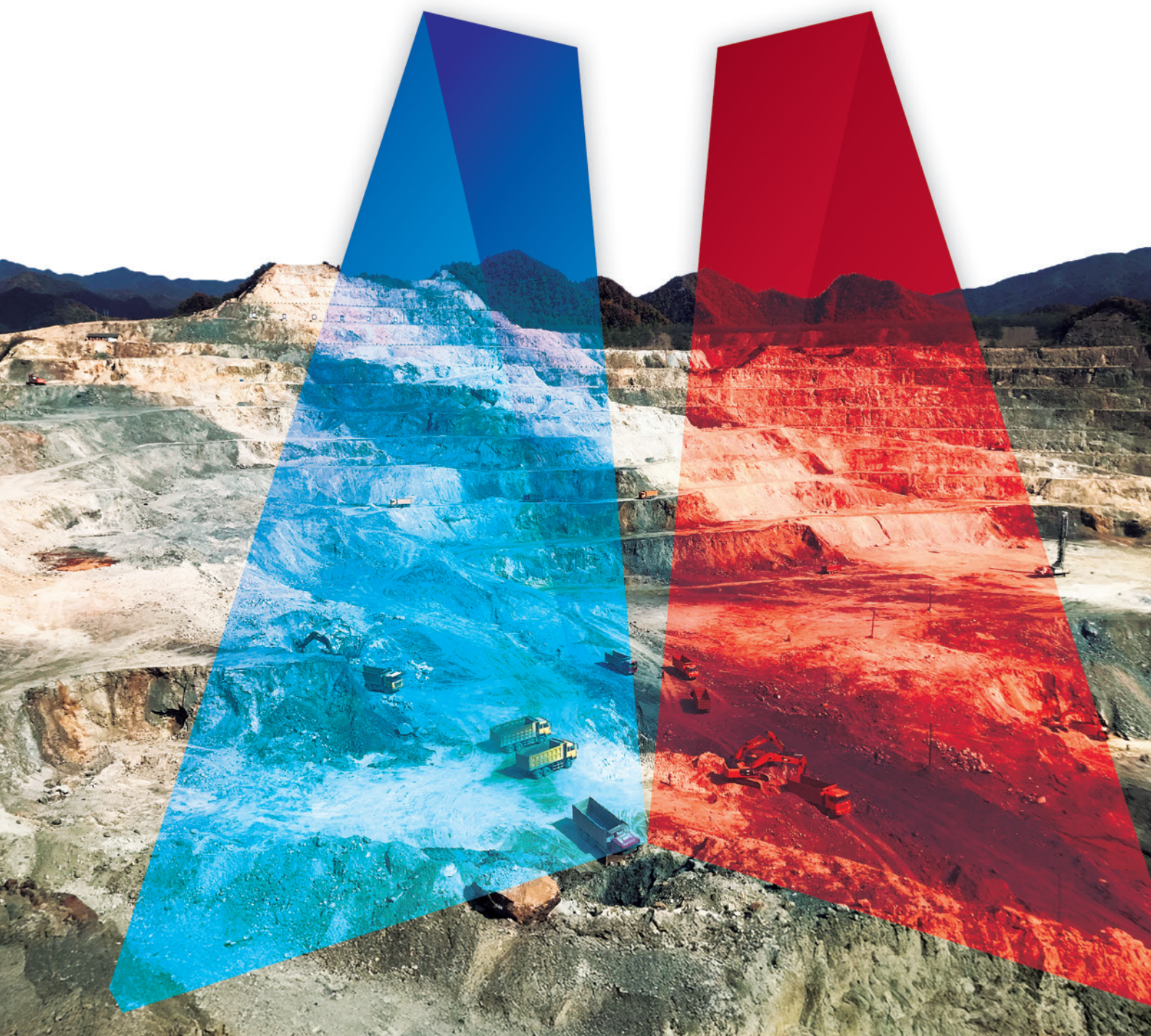
(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號 : 433)

# 2025 環境、社會及 管治報告

## Environmental, Social and Governance Report



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# About this Report

## 關於本報告

This is the Environmental, Social and Governance (“ESG”) Report of North Mining Shares Company Limited (“North Mining”) (the “Company”, together with its subsidiaries, the “Group”), outlining the Group’s efforts to drive sustainable development forward during the financial year from 1 January 2025 to 31 December 2025.

本報告為北方礦業股份有限公司（「北方礦業」）（「本公司」，連同其附屬公司統稱「本集團」）的環境、社會及管治（「ESG」）報告，概述本集團於二零二五年一月一日至二零二五年十二月三十一日的財政年度內推動可持續發展的努力。

### REPORTING PRINCIPLES AND BOUNDARY

This report has been prepared in compliance with ESG Reporting Guidelines set out in Appendix C2 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) and the reporting principles are applied as below:

### 報告原則及範圍

本報告按照香港聯合交易所有限公司（「聯交所」）證券上市規則附錄C2所載的ESG報告指引編寫，採用以下報告原則：

**Materiality:** Stakeholder engagement is undertaken annually to identify the material sustainability topics which are addressed in this report.

**重要性：** 每年均會與持份者溝通，以確定本報告中涉及的重大可持續發展議題。

**Quantitative:** Data in this report are checked and analysed to account for year-on-year changes and are presented in a way that allows for comparison with previous performance. Please refer to relevant sections of this report for standards used for calculation of environmental performance indicators.

**量化：** 本報告中的資料經過檢查及分析，已計入逐年變化，並以能夠與先前績效進行比較的方式呈現。關於環境績效指標的計算標準，請參閱本報告的相關章節。

**Balance:** We prepare the report in a transparent manner in which both positive and negative impacts are disclosed.

**平衡性：** 我們以透明方式編寫報告，同時披露正面及負面影響。

**Consistency:** To maintain comparability of information, unless otherwise stated, the data and statistical methods in this report are presented in a consistent manner, which allows for meaningful comparison over time.

**一致性：** 為保持資料可比性，除另有說明外，本報告中的資料及統計方法以一致方式呈現，可以在一段時間內進行有意義比較。

The boundary of this report follows that of the annual report, covering the mining business, chemical trading business and aluminium metal trading business in the PRC.

本報告涵蓋範圍與年報相符，包括於中國的採礦業務、化學品買賣業務及鋁金屬貿易業務。

### FEEDBACK

We value your thoughts and feedback regarding how we can improve our reports and sustainability performance in the future. Please send us your feedback at [info@northmining.com.hk](mailto:info@northmining.com.hk).

### 反饋

歡迎閣下就我們未來如何改善報告及可持續發展表現提出寶貴建議及反饋。請將反饋發送至[info@northmining.com.hk](mailto:info@northmining.com.hk)。

# Board Statement

## 董事會聲明

Sound management of ESG issues is crucial for the Group to continuously grow and prosper in the future. The Board of Directors (the “**Board**”) bears the overall responsibility of overseeing the Group’s sustainability performance and regularly evaluating sustainability strategies, targets and performance. The Board has reviewed and approved the report for the integrity of the disclosures. To the best of its knowledge, this report addresses all relevant material issues and fairly presents ESG management approach and performance of the Group.

The ESG Working Group, consisting of senior management who report to the Board on ESG issues, regularly holds meetings to suitably evaluate, prioritise and manage material ESG-related issues and their corresponding risks and opportunities. By implementing proper ESG management and integrating sustainable practices into daily operations, we endeavour to improve our sustainability performance and create long-term values to meet stakeholders’ expectations.

In the drive to take sustainable development forward, we put in efforts to strengthen our environmental management and ensure our operations are in compliance with relevant laws and regulations. This year, we continue to review the environmental target, minimise environmental impacts and create low-carbon operations.

To combat climate change, we strive to address issues associated with climate change by taking adaptation and mitigation measures.

In financial operations, we attach great importance to protecting private information and maintaining high ethical standards across all our operations. A stringent quality control system has been implemented to select qualified suppliers. We make every effort to enhance operational excellence, shouldering responsibility to provide quality products and services to our customers. Together with all our stakeholders, North Mining is dedicated to creating a sustainable business and delivering great value to the society.

妥善管理ESG問題對本集團日後持續繁榮發展至關重要。董事會（「**董事會**」）對監督本集團的可持續發展表現及定期評估可持續發展策略、目標及表現負有整體責任。董事會已審閱並批准本報告，保證披露的完整性。據董事會所知，本報告回應所有有關重要事項及公允地呈報本集團的ESG管理方針及表現。

ESG工作小組（由高級管理層組成，以向董事會報告ESG問題）定期舉行會議以恰當評估、優先處理及管理重大的ESG相關問題及其相應風險及機遇。我們通過實施妥善的ESG管理並將可持續實踐融入日常營運，致力改善可持續發展表現並創造符合持份者預期的長期價值。

為推動公司的可持續發展，我們致力加強環境管理，確保我們的經營符合相關法律法規。本年度，我們將持續檢討環保目標，盡量減少環境影響，打造低碳經營。

為應對氣候變化，我們致力通過落實適應環境及緩解影響的措施解決與氣候變化相關的問題。

於金融業務方面，我們極為重視私隱信息的保護，務求在所有業務經營中維持高水準的職業道德。我們已就合資格供應商的甄選推行嚴格的質量控制制度。我們不遺餘力地提升營運優勢，肩負為客戶提供優質產品及服務的責任。北方礦業將與所有持份者同心協力，致力實現可持續業務發展，為社會創造良好價值。

# Stakeholders Engagement

## 持份者參與

Stakeholder engagement is an essential process for enhancing transparency and understanding stakeholders' needs and identifying potential ESG risks and opportunities. We engage with our internal and external stakeholders including customers, employees, the community, the government and investors through various communication channels, shown in the table below.

持份者參與是提高透明度及了解持份者需求以及識別潛在ESG風險及機遇的重要一環。我們通過下表所列的各種溝通渠道與內部及外部持份者（包括客戶、僱員、社區、政府及投資者）進行互動。

Stakeholders 持份者	Concerned Topics 關注議題	Engagement Channels 溝通渠道
Investors 投資者	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Operational compliance</li> <li>Timely disclosure of relevant information</li> <li>經濟表現</li> <li>營運合規</li> <li>及時披露相關資料</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports and interim reports</li> <li>Press releases</li> <li>General meeting of shareholders</li> <li>年報及中期報告</li> <li>新聞稿</li> <li>股東大會</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>Talent management</li> <li>Training and development</li> <li>Compensation, rights and interests</li> <li>Occupational health and safety</li> <li>人才管理</li> <li>培訓與發展</li> <li>薪酬福利及權益</li> <li>職業健康與安全</li> </ul>	<ul style="list-style-type: none"> <li>Complaints system</li> <li>Employee safety trainings</li> <li>Provide employees with safety equipment</li> <li>Training and career development</li> <li>投訴制度</li> <li>僱員安全培訓</li> <li>為僱員提供安全設備</li> <li>培訓與職業發展</li> </ul>
The Government 政府	<ul style="list-style-type: none"> <li>Anti-corruption</li> <li>Business ethics</li> <li>Prevention of child labour and forces labour</li> <li>Workplace health and safety</li> <li>Energy resources conservation</li> <li>反貪污</li> <li>商業道德</li> <li>避免童工和強制勞工</li> <li>工作場所健康與安全</li> <li>節約能源</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with applicable laws and regulations</li> <li>Compliance reporting</li> <li>Use of clean energy</li> <li>遵守適用法例及法規</li> <li>合規報告</li> <li>使用清潔能源</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Information security and privacy</li> <li>Customer satisfaction</li> <li>Quality of products and services</li> <li>信息安全及隱私</li> <li>客戶滿意度</li> <li>產品及服務質素</li> </ul>	<ul style="list-style-type: none"> <li>Feedback from frontline employees</li> <li>前線僱員反饋意見</li> </ul>
Community 社區	<ul style="list-style-type: none"> <li>Community involvement</li> <li>Environmental compliance</li> <li>社區參與</li> <li>環境合規</li> </ul>	<ul style="list-style-type: none"> <li>Support charity organisations</li> <li>支持慈善團體</li> </ul>

# Materiality Assessment

## 重要性評估

ESG issues that have significant impacts on the Group and stakeholders are identified through materiality assessment. The process of materiality assessment consists of four steps, including identification, prioritisation, validation and review.

### IDENTIFICATION

Based on the HKEX ESG Reporting Guide, we assessed a broad list of ESG topics. In 2025, a total of 20 potential material topics were identified and included in the assessment, covering different aspects.

### PRIORITISATION

The Board of the Group was administered a questionnaire to determine the importance of different ESG-related issues to the Group. All material ESG topics were ranked into three levels, which are shown below.

Level I 第一級	Level II 第二級	Level III 第三級
Emissions management 排放管理	Talent management 人才管理	Energy and resources management 能源及資源管理
Greenhouse gas emissions 溫室氣體排放	Occupational health and safety 職業健康與安全	Supply chain management 供應鏈管理
Environmental compliance 環境合規	Training and development 培訓與發展	Health and safety of products 產品健康與安全
Climate change 氣候變化	Compensation, right and interests 薪酬福利及權益	Quality of products and services 產品及服務質素
Economic performance 經濟表現	Prevention of child labour and forces labour 避免童工和強制勞工	Customer satisfaction 客戶滿意度
Community involvement 社區參與		Information security and privacy 信息安全及隱私
		Business ethics 商業道德
		Anti-corruption 反貪污
		Operational compliance 營運合規

### VALIDATION AND REVIEW

The result of the materiality assessment has been validated and approved by the Board of the Group. We regularly review the list of material topics and identify gaps for improvement.

本集團透過重要性評估識別對其及持份者有重大影響的ESG事宜。重要性評估的流程包括四個步驟，分別為識別、優先次序、驗證及審閱。

### 識別

我們已基於香港交易所ESG報告指引評估多項ESG議題。於二零二五年，評估合共識別及包含20項可能屬重大的議題，內容涵蓋多個方面。

### 優先次序

本集團董事會接受問卷調查，以釐定不同ESG相關問題對本集團的重要性。所有重大的ESG議題分為以下三級。

### 驗證及審閱

重要性評估的結果已獲本集團董事會驗證及批准。我們將定期審閱重大議題列表，識別改進空間。

# Our People

## 我們的人員

North Mining strives to create an inclusive work environment that nurtures a desirable work culture among its employees. We are an equal opportunity employer, providing employees with the support and encouragement they need to grow and prosper within our organisation. We recognise and reward efforts to increase employees' engagement and productivity.

### EMPLOYMENT AND LABOUR PRACTICE

The Group believes that its staff members are fundamental to enterprise, and it strives to create a safe and healthy working environment to attract talents. The Group also attaches great importance to upholding employees' rights and interests. Our Group has established rules and procedures of recruitment, job promotion, compensation, benefits, rest periods, dismissal, etc., to protect our employees' rights. Our Directors confirm that our Group also constantly reviews and improves its policies to ensure that employees' rights are upheld. During recruitment and job promotion, our Group follows the principle of "selection on merit", taking into account the performance, work experience and capability of the applicant or employee. Our Group advocates a diverse and equal workforce culture by ensuring that applicants and employees are not discriminated against on the basis of gender, age, race, family status or physical disability. The Group strictly prohibits any forms of unfair or unreasonable dismissal, and sets out the terms of dismissal of employees. Our Group determines employees' compensation packages on the basis of work performance and the market standard of remuneration. Our Group also provides employee benefits where applicable, such as overtime payment and holiday working allowances. Employees are entitled to statutory holidays, annual leave, sick leave and maternity

北方礦業致力於打造包容性的工作環境，在僱員中培養理想的工作文化。我們是平等機會僱主，為僱員提供所需的支持及鼓勵，讓他們在組織中成長成才。我們認可僱員所付出的努力並作出獎勵，以提高僱員積極性及創造力。

### 僱傭及勞工常規

本集團相信員工乃企業之根本，並努力創造安全及健康的工作環境，吸引人才。本集團亦致力維護僱員權益。本集團於招聘、職位晉升、報酬、福利、假期、解僱等方面均設有相應規則及程序，以保障僱員權利。董事確認，本集團亦不斷審視及改進其政策，確保僱員權利得以維護。在招聘及職位晉升過程中，本集團遵循「用人唯才」的原則，並會考慮申請人或僱員的表現、工作經驗及能力。本集團倡導多元化及平等的工作文化，確保申請人及僱員不會因性別、年齡、種族、家庭狀況或身體殘疾而受到歧視。本集團嚴禁任何形式的不公平或不合理解僱，並訂明解僱僱員的條件。本集團根據工作表現及市場薪酬標準來確定僱員的薪酬待遇。本集團亦提供例如加班費及假日工作津貼等僱員福利（如適用）。僱員有權享受法定假日、年假、病假及產假。無薪假、陪產假、婚

# Our People

## 我們的人員

leave. Unpaid leave, paternity leave, marriage leave and casual leave are provided depending on individual circumstances. As at 31 December 2025, the Group had 640 employees in PRC and Hong Kong (FY2024: 678 employee). Our employee profile was as follows:

假及事假會根據個別情況提供。於二零二五年十二月三十一日，本集團於中國及香港擁有640名僱員（二零二四財政年度：678名僱員）。我們的僱員情況如下：

		Number of Employees 僱員人數	
		As at 31 December 於十二月三十一日	
		2025 二零二五年	2024 二零二四年
<b>By Gender</b>	<b>按性別劃分</b>		
Male	男性	526	534
Female	女性	114	144
<b>By Age</b>	<b>按年齡劃分</b>		
<30	<30	209	116
31-50	31-50	386	463
>50	>50	45	99
<b>By Employment Type</b>	<b>按僱傭類型劃分</b>		
Full Time	全職	640	678
Part Time	兼職	0	0
<b>By Position Type</b>	<b>按職務類型劃分</b>		
General staff	一般員工	542	621
Management	管理層	98	57
<b>By Geographical Region</b>	<b>按地區劃分</b>		
PRC	中國	621	668
Hong Kong	香港	19	10

# Our People

## 我們的人員

The Group's turnover rate in 2025 was estimated at approximately 13%. The breakdowns are illustrated as below.

本集團於二零二五年的員工流失率估計約為13%。相關明細如下所示。

		Employee Turnover Rate in 2025 二零二五年員工流失率
<b>By Gender</b>		
	<b>按性別劃分</b>	
Male	男性	13%
Female	女性	15%
<b>By Age</b>		
	<b>按年齡劃分</b>	
<30	<30	29%
31-50	31-50	5%
>50	>50	11%
<b>By Geographical Region</b>		
	<b>按地區劃分</b>	
PRC	中國	14%
Hong Kong	香港	5%

During the Reporting Period, we are not aware of any case of material non-compliance with laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, discrimination, and other matters of benefits and welfare in both PRC and Hong Kong.

於報告期間，就我們所知，我們在中國及香港並無嚴重違反任何有關補償及解僱、招聘及晉升、工作時間、假期、平等機會、多樣性、歧視以及其他福利事項的法律及法規。

## OCCUPATIONAL HEALTH AND SAFETY

The PRC government imposes significant regulatory requirements on mining operation-exploitation and exploration of mining resources and chemical trading operation — manufacturing and sales of chemical with respect to employee safety. We regard occupational health and safety as one of our most important responsibilities. We have implemented a number of measures to ensure compliance with the stringent regulatory requirements which we are subject to. Our Directors confirm that our safety procedures are in line with the PRC industry standard practices and PRC safety regulations. A department responsible for occupational health and safety had been set up and periodic inspections and assessment of our safety standards would be carried out in order to ensure that our entire mining operation and chemical trading operation is in compliance with the applicable PRC laws and regulations. During the Reporting Period, various internal inspections covering electricity usage safety, fire safety, facility and equipment safety, maintenance and welding safety, tailing storage safety, mining vehicles, crane and chemicals safety had been conducted. In addition to the safety systems, we also organize

## 職業健康與安全

中國政府對採礦業務 — 開採及勘探礦產資源以及化學品買賣業務 — 製造及銷售化學品的僱員安全實施嚴格的監管要求。我們將職業健康與安全視為我們最重要的職責之一。我們實行多項措施來確保遵守我們須遵守的嚴格監管要求。董事確認，我們的安全程序符合中國行業標準慣例及中國安全法規。負責職業健康與安全的部門已成立，定期對我們安全標準的情況進行檢查及評估，以確保我們的整體採礦業務及化學品買賣業務遵守中國適用法律及法規。於報告期間，我們已進行多項內部檢查，涵蓋用電安全、消防安全、設施及設備安全、維修及焊接安全、尾礦儲存安全、採礦車輛、起重機及化學品安全。除安全體系外，我們還為僱員組

# Our People

## 我們的人員

and conduct training sessions for employees on accident prevention and management. First-aid kits are provided in all workplaces. The Group has established arrangements to minimize potential accidents when employees travel to or from their workplaces. The Group have passed all periodic and other safety inspections by the relevant authorities.

During the Reporting Period, our Group had no accidents, claims or complaints which materially and adversely affected our operation and the Group's work-related fatality rate was nil (2024: nil; 2023: nil) and loss of the working days on our operation due to work injury was nil (2024: nil).

### TRAINING AND DEVELOPMENT

Our Group believes that retaining talent and promoting teamwork are key to its long-term development, and is committed to enhancing the professional knowledge and skills of its employees. Our Group regularly participates in training seminars on topics such as financing, compliance, corruption prevention and job safety. Our Group provides the employees with orientation training, including an introduction to corporate culture and on-the-job training, which enable them to quickly integrate into our Group and adapt to their jobs. Further on-the-job training, health and safety training, in-house experience sharing and other activities are arranged for employees to broaden their professional horizons. To encourage development, our Group conducts employee assessments at the end of each year. Depending on their performance and responsibilities, our Group provides employees with promotion and training opportunities. The breakdown of employees trained and average training hours completed per employee by gender and employment type during the Reporting Period are as follows:

織和開展有關事故預防及管理的培訓課程。所有工作場所均提供急救箱。本集團已作出安排，儘量減少僱員往返工作地點時可能發生的意外事故。本集團已通過有關部門的所有定期及其他安全檢查。

於報告期間，本集團概無發生任何對我們營運產生重大不利影響的事故、申索或投訴，本集團因工傷死亡率為零（二零二四年：零；二零二三年：零）我們因工傷損失的營運工作日數為零（二零二四年：零）。

### 培訓及發展

本集團認為，挽留人才及促進團隊合作是長遠發展的關鍵，並致力提高僱員的專業知識及技能。本集團定期參加有關融資、合規、預防貪污及工作安全主題的培訓研討會。本集團為僱員提供入職培訓，包括企業文化介紹及在職培訓，使其能夠迅速融入本集團並適應本身的工作。本集團亦為僱員安排進一步在職培訓、健康及安全培訓、內部經驗分享及其他活動，以拓寬其專業視野。為鼓勵發展，本集團於每年年底對僱員進行年度評估。本集團會根據僱員的表現及職責提供晉升與培訓機會。於報告期間，按性別及僱傭類型劃分的受訓僱員和每位僱員完成的平均培訓時數明細如下：

		Unit 單位	2025 二零二五年	2024 二零二四年
Total number of employees receiving training	參與培訓僱員總數	Person 人	455	329
Proportion of employees receiving training to total number of employees	參與培訓僱員佔僱員總數比例	Percentage 百分比	71	49
Total training hours	總培訓時數	Hour 小時	517	8,967
Average training hours	平均培訓時數	Hour 小時	1.14	27.26

# Our People 我們的人員

## Percentage of employee trained

## 已培訓僱員比例

		Unit 單位	2025 二零二五年	2024 二零二四年
<b>By Gender</b>	<b>按性別劃分</b>			
Male	男性	Percentage 百分比	80	47
Female	女性	Percentage 百分比	32	53
<b>By Position Type</b>	<b>按職務類型劃分</b>			
General staff	一般員工	Percentage 百分比	69	48
Management	管理層	Percentage 百分比	81	49

## Average training hours completed per employee

## 每位僱員完成之平均培訓時數

		Unit 單位	2025 二零二五年	2024 二零二四年
<b>By Gender</b>	<b>按性別劃分</b>			
Male	男性	Hour 小時	1.12	28.09
Female	女性	Hour 小時	1.31	24.49
<b>By Position Type</b>	<b>按職務類型劃分</b>			
General staff	一般員工	Hour 小時	1.06	27.42
Management	管理層	Hour 小時	1.52	25.54

# Our People

## 我們的人員

### LABOUR STANDARD

The Group strictly complies with the “Employment Ordinance” of Chapter 57 of the Laws of Hong Kong and the “Regulation on Labour Security Supervision” of the State Council of the People’s Republic of China. All recruitment procedures and promotions are strictly supervised by the Group’s human resources management system. Due to its capacity as mining operation-exploitation and exploration of mining resources, chemical trading operation — manufacturing and sale of chemical products, aluminium metal trading — sale of aluminium plates and given the nature of our work, the Group has more male staff. However, the Group has no specific gender requirement on staff in our recruitment.

The Group has strict rules on the conduct of all our employees, including directors and management, to protect employees from any form of harassment and bullying and ensure employees are treated equally. We are committed to protecting human rights, prohibiting the employment of forced labour and child labour in business operation, and ensuring that all employees are not discriminated against or deprived of any benefit due to gender, race, religion, age, marriage and family status, disability or any other cause.

During the Reporting Period, the Group had no child labour and forced labour, and no incident of discrimination due to race, religion, age and disability was reported.

### 勞工準則

本集團嚴格遵守香港法例第57章《僱傭條例》以及中華人民共和國國務院的《勞動保障監察條例》。所有招聘程序及晉升活動均根據本集團人力資源管理制度嚴格監督。除了本身作為採礦業務 — 開採及勘探礦產資源、化學品買賣業務 — 製造及銷售化學品、鋁金屬買賣業務 — 銷售鋁板，因工作性質局限而較多男性員工外，本集團於招聘時概無任何對員工性別的要求。

本集團對包括董事及管理層在內所有僱員的行為操守有嚴格規定，保障僱員不受任何形式的騷擾及欺凌，確保僱員獲得平等待遇。我們致力保障人權，禁止於業務營運中聘用強制勞工及童工，亦確保所有僱員不會因性別、種族、宗教、年齡、婚姻及家庭狀況、殘疾或任何其他原因而遭受歧視或遭剝奪任何待遇。

於報告期間，本集團並無童工或強制勞工，亦無任何涉及種族、宗教、年齡、殘疾等歧視事件。

# Environmental Protection

## 環境保護

### ENVIRONMENTAL MANAGEMENT

The Group is aware of the environmental impacts of generation of waste and resource consumption by its operating activities. To minimise the environmental impacts, we strive to continuously improve resource usage efficiency, waste reduction and carbon emissions reduction in our daily operations.

We adopt green office initiatives to achieve green and low-carbon operations. Energy efficiency measures are adopted, and we strive to achieve paperless operations.

During the year, the Group was not aware of any non-compliance with relevant laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste, and environment and natural resources.

### EMISSIONS

#### Air Emissions

Petrol and diesel were used in private cars for business meetings and travels, which contributed to the emission of 1.52 kg of sulphur oxides (“SO<sub>x</sub>”), 914 kg of nitrogen oxides (“NO<sub>x</sub>”), and 89 kg of suspended particles (“PM”) during the Reporting Period.

### 環境管理

本集團關注自身經營活動產生的廢棄物及消耗的資源對環境造成的影響。為將環境影響降至最低，我們致力於持續改善資源利用效率，在日常經營中減少廢棄物及碳排放。

我們推行綠色辦公理念，實現綠色低碳運營。我們實施節能措施，並努力推行無紙化辦公。

年內，據本集團所知，並無任何違反有關廢氣及溫室氣體排放、向水及土地排污以及產生有害及無害廢棄物，以及環境及天然資源的法律法規而對本集團造成重大影響的情況。

### 排放物

#### 大氣排放物

於報告期間，商務會議及差旅的私家車使用汽油及柴油，排放1.52千克硫氧化物（「**硫氧化物**」）及914千克氮氧化物（「**氮氧化物**」），及89千克呼吸性懸浮顆粒物（「**懸浮顆粒物**」）。

Air Emissions (in kg)	大氣排放物 (千克)	Emission Coefficient 排放系數	2025 二零二五年	2024 二零二四年
SO <sub>x</sub>	硫氧化物	(0.0147–0.0161) g/L (0.0147–0.0161)克/升	<b>2</b>	0
NO <sub>x</sub>	氮氧化物	(0.0747–3.1332) g/km (0.0747–3.1332)克/公里	<b>914</b>	266
PM	懸浮顆粒物	(0.0055–0.3106) g/km (0.0055–0.3106)克/公里	<b>89</b>	22

Notes: The SO<sub>x</sub> emission for 2024 had been restated to maintain consistency with 2025.

附註：二零二四年的硫氧化物排放量經重列，以與二零二五年的數據保持一致。

# Environmental Protection

## 環境保護

### Greenhouse Gas Emissions

#### Scope 1 GHG emissions — Direct GHG Emissions

### 溫室氣體排放

#### 溫室氣體排放範圍1—直接溫室氣體排放

GHG type	溫室氣體類別	CO <sub>2</sub> Emission in 2025 (in tCO <sub>2</sub> e) 二零二五年的二氧化碳排放量 (噸二氧化碳當量)	CO <sub>2</sub> Emission in 2024 (in tCO <sub>2</sub> e) 二零二四年的二氧化碳排放量 (噸二氧化碳當量)
Carbon dioxide (CO <sub>2</sub> )	二氧化碳 (「二氧化碳」)	2,903	2,752
Methane (CH <sub>4</sub> )	甲烷 (「甲烷」)	1	Nil 無
Nitrous oxide (N <sub>2</sub> O)	一氧化二氮 (「一氧化二氮」)	25	Nil 無

Notes: We identified three types of greenhouse gases that were relevant from our operation. The estimated CO<sub>2</sub> emission came from both stationary combustion source and mobile combustion source (i.e. vehicles). Subject to data availability, the CH<sub>4</sub> and N<sub>2</sub>O emission were estimated based on data from vehicles. In 2024, the CO<sub>2</sub> equivalent of CH<sub>4</sub> and N<sub>2</sub>O had not yet been estimated.

附註：我們識別出三種與營運相關的溫室氣體。二氧化碳排放量的估算乃來自固定燃燒源與移動燃燒源（即車輛）。在數據可取得的前提下，甲烷與一氧化二氮的排放量乃根據車輛數據進行估算。於二零二四年，尚未估算甲烷及一氧化二氮的二氧化碳當量。

The breakdown of GHG emission by sources of emission is illustrated as below:

溫室氣體排放按排放源分類的明細如下所示：

Sources of emissions	排放源	CO <sub>2</sub> Emission in 2025 (in tCO <sub>2</sub> e) 二零二五年的二氧化碳排放量 (噸二氧化碳當量)	CO <sub>2</sub> Emission in 2024 (in tCO <sub>2</sub> e) 二零二四年的二氧化碳排放量 (噸二氧化碳當量)
CO <sub>2</sub>	二氧化碳		
Combustion of fuel for vehicles	汽車的燃料燃燒	244	49
Combustion of fuel for stationary sources	固定來源的燃料燃燒	2,659	2,703
CH <sub>4</sub>	甲烷		
Combustion of fuel for vehicles	汽車的燃料燃燒	1	Nil 無
N <sub>2</sub> O	一氧化二氮		
Combustion of fuel for vehicles	汽車的燃料燃燒	25	Nil 無

Notes: The emission factors of CO<sub>2</sub> for the consumption of petrol and diesel for mobile and stationary sources were 2.36 kg/L and 2.614 kg/L respectively, which are consistent with previous year. Depending on the vehicle type and the fuel type, the emission factors of CH<sub>4</sub> range from 0.000072 kg/L to 0.000253 kg/L and the emission factors of N<sub>2</sub>O range from 0.000072 kg/L to 0.001105 kg/L. The applied GWP for CH<sub>4</sub> and N<sub>2</sub>O were 28 and 265 respectively. The emission factors and GWP are made by reference to related ESG reporting guidance by the Stock Exchange of Hong Kong Limited. In 2024, the CO<sub>2</sub> equivalent of CH<sub>4</sub> and N<sub>2</sub>O had not yet been estimated.

附註：流動及固定來源的燃料燃燒汽油及柴油所產生的二氧化碳排放係數分別為2.36千克／升與2.614千克／升，與上年度數據一致。視乎車輛類型及燃料種類，甲烷的排放係數介乎0.000072千克／升至0.000253千克／升，一氧化二氮的排放係數則介乎0.000072千克／升至0.001105千克／升。所採用的甲烷及一氧化二氮全球暖化潛勢值分別為28及265。排放係數及全球暖化潛勢值乃參照香港聯合交易所有限公司的相關《環境、社會及管治報告指引》而制定。於二零二四年，尚未估算甲烷及一氧化二氮的二氧化碳當量。

# Environmental Protection

## 環境保護

### Scope 2 GHG emissions — Electricity Indirect GHG Emissions

### 溫室氣體排放範圍2—電力間接溫室氣體排放

Sources of emissions (Location based)	排放源 (按地點劃分)	Emission in 2025 (in tCO <sub>2</sub> e) 二零二五年的 排放量 (噸二氧化碳 當量)	Emission in 2024 (in tCO <sub>2</sub> e) 二零二四年的 排放量 (噸二氧化碳 當量)
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Purchased electricity — Mainland China	購買電力 — 中國內地	79,031	83,867
Purchased electricity — Hong Kong	購買電力 — 香港	3	Nil無

Notes: The emission factors of CO<sub>2</sub> in 2025 for the purchased electricity in Mainland China ranged from 0.63 to 0.66 kgCO<sub>2</sub>e/kWh. The emission factor was updated with consideration of the location, with reference to the announcement, regarding the release of 2023 electricity emission factor, made by Ministry of Ecology and Environment of the People's Republic of China in December 2025. For Hong Kong, the adopted emission factors of CO<sub>2</sub> for the purchased electricity was 0.6 kgCO<sub>2</sub>e/kWh, with reference to information on 2024 sustainability report made available by HK Electric Investments. In the previous Reporting Period, the adopted emission factor for Mainland China was 0.7033 tCO<sub>2</sub>e/MWh.

附註：二零二五年於中國內地購買電力之二氧化碳排放係數介乎於0.63至0.66公斤二氧化碳當量／千瓦時之間。該排放係數已根據地點進行更新，並參考中華人民共和國生態環境部於二零二五年十二月發佈的二零二三年電力排放係數公告。就香港而言，參考港燈電力投資所提供的二零二四年可持續發展報告資料，採用的購買電力之二氧化碳排放係數為0.6公斤二氧化碳當量／千瓦時。在上一個報告期間，中國內地採用的排放因子為0.7033噸二氧化碳當量／兆瓦時。

### Scope 3 GHG emissions — Other Indirect GHG Emissions

### 溫室氣體排放範圍3 — 其他間接溫室氣體排放

Sources of emissions (Location based)	排放源 (按地點劃分)	Emission in 2025 (in tCO <sub>2</sub> e) 二零二五年的 排放量 (噸二氧 化碳當量)	Emission in 2024 (in tCO <sub>2</sub> e) 二零二四年的 排放量 (噸二氧 化碳當量)
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Paper waste disposal at landfills	棄置到堆填區的廢紙	2	1
Water	水	116	235
Business travel by employees	僱員的商務差旅	4	Nil無

Notes: In 2024 and 2025, the adopted emission factor of CO<sub>2</sub> for the paper waste disposal at landfill is 0.00616 kgCO<sub>2</sub> per each piece of A4 size paper, which is based on the carbon reduction calculator on the website of the e-filing and tax payment service of the ministry of Finance (R.O.C.) in Taiwan. For the water supply in 2025, the power consumption per unit of water was assumed 0.3 kWh/m<sup>3</sup> (with reference to the published data in the latest China Water Affairs Group Limited's ESG report), and the territory-wide default values (kgCO<sub>2</sub>e/kWh) were set at the same level as the emission factors adopted for purchased electricity in their respective locations. The emission factor for water supply applied in the previous Reporting Period was 0.41 kgCO<sub>2</sub>/m<sup>3</sup>, which was with reference to data from the water supplies department in Hong Kong. The emission from business travel by employees was estimated by using carbon emissions calculator on the website of The International Civil Aviation Organization.

附註：於二零二四年及二零二五年，就棄置於堆填區的廢紙所採用的二氧化碳排放係數為每張A4尺寸紙張0.00616公斤二氧化碳，此數值是根據台灣財政部電子申報繳稅服務網站的減量碳計算器計算得出。就二零二五年的供水而言，每單位水的耗電量假設為0.3千瓦時／立方米（參考中國水務集團有限公司最新ESG報告所公佈的數據），而全港的預設值（公斤二氧化碳／千瓦時）則設定為與各地區採用的購買電力排放係數相同水平。於上一個報告期間採用的供水排放係數為0.41公斤二氧化碳／立方米，乃參考香港水務署的數據。僱員的商務差旅所產生的排放是透過國際民航組織網站上的碳排放計算器估算。

# Environmental Protection

## 環境保護

The Group's activities contributed to 82,085 tCO<sub>2</sub>e, with emission intensity of 71 tCO<sub>2</sub>e/million HKD, of the Group's total revenue, during the Reporting Period.

In our annual review of the previously established GHG emission target, which was to reduce 1% of GHG emission by 2026 compared to that in 2024, the Group realized that the progress of achieving the target might be subject to significant uncertainty. Considering the resumption of full mining operation in 2025, the GHG emission may increase drastically. Currently, the Group is carefully reviewing the impact of the resumption on the GHG emission.

### Waste

Hazardous materials are corrosive, reactive, explosive, toxic, flammable and potentially biologically infectious, which poses a potential risk to human and/or environmental health. During the Reporting Period, no hazardous waste generated from the mining operation and the chemical trading operation. Non-hazardous waste from the Group's business operations is managed appropriately. Given their non-hazardous nature, they were not measured and there is no reliable data for reporting.

### USE OF RESOURCES

The Group upholds and promotes the principle of effective use of resources. The Group monitors and reviews potential environmental impacts in its operations. The Group also promotes green office and operation environment, and minimise the environmental impacts of the Group. To improve the efficiency of the use of resources in business operations, the Group has implemented various resource conservation initiatives in operations and encouraged behavioural changes of employees.

於報告期間，本集團的活動產生82,085噸二氧化碳當量，排放密度為71噸二氧化碳當量／本集團總收益百萬港元。

在我們對先前設定的溫室氣體排放目標（即在一零二六年前將溫室氣體排放量較二零二四年減少1%）進行年度檢討時，本集團意識到實現該目標的進展可能存在重大不確定性。鑑於二零二五年將恢復全面採礦作業，溫室氣體排放量可能大幅增加。目前，本集團正在謹慎審查恢復作業對溫室氣體排放的影響。

### 廢棄物

有害廢棄物具有腐蝕性、反應性、爆炸性、毒性、易燃性及潛在的生物傳染性，對人類及／或環境健康構成潛在風險。於報告期間，採礦業務及化學品買賣業務概無產生任何有害廢棄物。本集團業務營運所產生的無害廢棄物均已妥善處理。鑑於其無害性質，故未進行量化統計，亦無可供報告之可靠數據。

### 資源使用

本集團堅守並推動有效使用資源的宗旨。本集團監控及檢討營運中的潛在環境影響。本集團亦提倡綠色辦公室及營運環境，並盡可能減少本集團的環境影響。為提升業務營運中的資源使用效率，本集團在營運中實施了各種資源節約措施，並鼓勵僱員改變行為。

# Environmental Protection

## 環境保護

### Energy Consumption

The estimated energy consumed by the Group was 135,778 MWh during the Reporting Period. The estimated energy consumption by intensity during the Reporting Period was 118 MWh/million HKD (2024: approximately 118 MWh/million HKD). The energy consumption remained same level as compared to previous year. The energy consumption by type details are presented below.

### 能耗

於報告期間，本集團的估計能耗為135,778兆瓦時。於報告期間，估計能源消耗密度為118兆瓦時／百萬港元（二零二四年：約118兆瓦時／百萬港元）。與上年度相比，能源消耗量維持在相同水平。按類型詳情劃分的能源消耗呈列如下。

Direct energy consumption by type	Use of energy	2025 (in MWh) 二零二五年 (兆瓦時)	2024 (in MWh) 二零二四年 (兆瓦時)
按類型劃分的直接能源消耗	能源用途		
Petrol 汽油	For vehicles 用於汽車	811	204
Diesel 柴油	For vehicles 用於汽車	191	Nil零
Diesel 柴油	For equipment 用於設備	10,888	11,029
Electricity 電力	For vehicles 用於汽車	4	Nil
Total 合計		11,894	11,233

Notes: Conversion factors were made by reference to Appendix C2 to the Listing Rules and their referred documentation as set out by The Stock Exchange of Hong Kong Limited, unless stated otherwise. The use of energy estimates in 2024 had been restated in the table to maintain consistency.

附註：除非另有說明，否則換算系數乃經參考香港聯合交易所有限公司所載的上市規則附錄C2及其提述文件得出。表中已重列二零二四年的能源估算使用情況以保一致性。

Indirect energy consumption by type	Use of energy	2025 (in MWh) 二零二五年 (兆瓦時)	2024 (in MWh) 二零二四年 (兆瓦時)
按類型劃分的間接能源消耗	能源用途		
Purchased electricity 購買電力	For daily operation 用於日常營運	123,884	119,248

### Energy Use Efficiency Initiatives and Targets

Energy consumption has a direct influence on the environment and operational costs. Various measures have been implemented by the Group to encourage energy conservation. The Group chooses electrical appliances with high energy efficiency and has installed automatic lighting devices to ensure that unnecessary lighting devices are switched off after office hours. Notices and reminders are regularly issued to staff to raise their awareness on their energy saving.

### 高效使用能源的舉措及目標

能源消耗直接影響環境及運營成本。本集團已實施各種措施鼓勵節能。本集團選擇高能效的電器及安裝自動照明設備，以確保於辦公時間後關閉不必要的照明設備。我們會定期向員工發放通告及提示，以提升彼等的節能意識。

# Environmental Protection

## 環境保護

In our review of the energy use efficiency, it was understood the previous target was no longer applicable due to the significant surge of energy consumption led by the resumption of full mining operation. We will continue to monitor the energy consumption, keep track of the relevant data for setting our next energy use efficiency target.

### Water Consumption

601,478m<sup>3</sup> of water was consumed by the Group during the Reporting Period. Water consumption, included only consumption from headquarter office and factory that directly manage their water consumption data.

No issue in sourcing water that is fit for purpose had been identified during the Reporting Period. The Group previously set a target to achieve a 1% reduction in water consumption by 2026, tracking against the water consumption data in financial year 2024. Due to the resumption of full mining operation, we are aware of the target may not be achievable by 2026. Currently, we have no plan to reset the water consumption target while we are in progress to monitor the impact on water consumption. Nevertheless, it is our policy that the Group will continue its effort in water preservation.

### Packaging Material

The Group does not use significant packaging materials during business operation.

在檢視能源使用效率時，我們認為由於全面恢復採礦作業導致能源消耗大幅飆升，原有的目標已不再適用。我們將持續監測能源消耗狀況，並追蹤相關數據，以制定下一個能源使用效率目標。

### 水消耗

於報告期間，本集團消耗了601,478立方米的水。水消耗僅包括總部辦事處及直接管理其水消耗數據的廠房的消耗量。

於報告期間，概無識別出有關求取適用水源的問題。本集團先前設立的目標是於二零二六年前實現水消耗相較於二零二四財政年度的水消耗數據減少1%。由於全面恢復採礦作業，我們意識到可能無法在二零二六年前達成該目標。目前，我們尚無計劃重設用水目標，但正持續監測此舉對水消耗的影響。儘管如此，本集團仍將秉持既定方針，持續致力於節約用水。

### 包裝材料

本集團在業務營運過程中並未使用大量包裝材料。

# Climate-related Disclosure

## 氣候相關披露

### GOVERNANCE

Climate change has become one of the most pressing challenges in the world. The Board, as the ultimate decision-making body in ESG matters, continues the oversight of climate-related risks and opportunities. The climate-related issues were managed along with other ESG subjects on an integrated basis.

The oversight of climate-related risks and opportunities requires input from staff at operation. To enable the Board to oversee the policies setting and execution progress relevant to climate-related issues, the ESG Working Group actively communicate with management of each operation to identify and evaluate those risks and opportunities, develop relevant policies, collect data, and monitor performance or progress.

When overseeing the Group's business strategy, major transaction, and risk management processes, the Board seeks to make the best decision by considering the trade-offs associated with climate-related risks and opportunities.

Our Group determines remuneration based on work performance and the market standard of remuneration. Climate-related considerations are contributing factors, among others, of the overall work performance and hence not explicitly factored into remuneration policies.

### STRATEGY

The Group understands that climate change presents both risks and opportunities that can influence our business in different ways, both today and over the longer term. While recent years have seen more frequent and severe climate-related events, we also recognize that climate change unfolds over decades and is shaped by many external factors, including government action, global market dynamics, public awareness, and geographic conditions. As a result, the future impacts of climate change remain highly uncertain.

To identify climate-related risks and opportunities and enable an understanding of the impact on the Group's business, scenario analyses were conducted.

### 管治

氣候變化已成為全球最迫切的挑戰之一。董事會作為ESG事務的最終決策機構，持續監督氣候相關風險與機遇。氣候相關議題與其他ESG議題一併管理。

對氣候相關風險與機遇的監督需要各營運人員的投入。為使董事會能監督與氣候相關議題的政策制定及執行進度，ESG工作小組積極與各營運單位的管理層溝通，以識別並評估這些風險與機遇、制定相關政策、收集數據及監測績效或進度。

在監督本集團的業務策略、重大交易及風險管理流程時，董事會會綜合考量氣候相關風險與機遇所帶來的權衡取捨，以期作出最佳決策。

本集團根據工作表現及市場薪酬標準釐定薪酬。氣候相關因素雖是整體工作表現的考量因素之一，但並未明確納入薪酬政策中。

### 戰略

本集團明白，氣候變化同時帶來風險與機遇，無論是當下或長遠而言，均可能以不同方式影響我們的業務。雖然近年來發生更頻繁及日益嚴重的氣候相關事件，但我們亦意識到，氣候變化是歷經數十年的漸進過程，且受諸多外部因素影響，包括政府措施、全球市場動態、公眾意識及地理條件。因此，氣候變化未來的影響仍存在高度不確定性。

為識別與氣候相關的風險與機遇並協助理解其對本集團業務的影響，我們已進行場景分析。

# Climate-related Disclosure

## 氣候相關披露

The scenario settings were described as below:

場景設定呈列如下：

Low-emission scenario (With reference to SSP1–2.6)	A green, low-carbon scenario in which global warming is successfully stabilized. By 2100, global warming stay below 2°C relative to pre-industrial level, which align the primary goals of the Paris Agreement.	低排放場景 (參考SSP1–2.6)	成功穩定全球暖化的綠色低碳場景。到二一零零年，全球暖化幅度將維持在較工業化前水平低於2°C的範圍內，這與巴黎協定的主要目標相符。
High-emission scenario (With reference to SSP5–8.5)	A fossil-fueled scenario in which global temperature rise by 3.3–5.7°C by 2100 relative to pre-industrial level.	高排放場景 (參考SSP5–8.5)	以化石燃料為主的場景，其中全球氣溫將在二一零零年前較工業化前水平上升3.3至5.7°C。

Certain features or key characteristics comes with the two scenarios.

這兩種場景有其各自的特定功能或關鍵特徵。

	Low-emission Scenario 低排放場景	High-emission Scenario 高排放場景
Climate	<ul style="list-style-type: none"> <li>The median temperature rises by less than 0.5°C and the median of maximum 5-day precipitation rises by approximately 4mm between 2030 and 2100 in the PRC.</li> </ul>	<ul style="list-style-type: none"> <li>The median temperature rises by 3.9°C and the median of maximum 5-day precipitation rises by approximately 18.5mm between 2030 and 2100 in the PRC.</li> </ul>
氣候	<ul style="list-style-type: none"> <li>The estimated days with maximum temperature above 35°C increases from 8 days to 10 days each year during 2030–2100.</li> <li>二零三零年至二一零零年，中國境內的氣溫中位數將上升少於0.5°C，而5日最大降水量中位數則將上升約4毫米。</li> <li>二零三零年至二一零零年，每年最高氣溫超過35°C的天數預計將從8天增加至10天。</li> </ul>	<ul style="list-style-type: none"> <li>The estimated days with maximum temperature above 35°C increases from 8 days to 25 days each year during 2030–2100.</li> <li>二零三零年至二一零零年，中國境內的氣溫中位數將上升3.9°C，而5日最大降水量中位數則將上升約18.5毫米。</li> <li>二零三零年至二一零零年，每年最高氣溫超過35°C的天數預計將從8天增加至25天。</li> </ul>
Socioeconomic	<ul style="list-style-type: none"> <li>Aggressive climate mitigation policies and active management of local pollution.</li> <li>Green technology, rapid renewable energy adoption and high carbon price.</li> </ul>	<ul style="list-style-type: none"> <li>Minimal policy change or regulations to curb emissions.</li> <li>High energy demand accelerated the investment in fossil fuel infrastructure. Low carbon price.</li> </ul>
社會經濟	<ul style="list-style-type: none"> <li>積極的氣候減緩政策以及對當地污染的積極管理。</li> <li>綠色科技、可再生能源的快速普及以及高碳價格。</li> </ul>	<ul style="list-style-type: none"> <li>僅微幅調整政策或法規以控制排放量。</li> <li>高能源需求加速了對化石燃料基礎設施的投資。低碳價格。</li> </ul>

# Climate-related Disclosure

## 氣候相關披露

Climate pressures are driving risk exposure and are bringing about strategic transformation across the business model and value chain. With reference to the two scenarios, the climate-related risk and opportunities may affect the Group's business in the following ways:

氣候壓力正使風險上升，並促使商業模式及價值鏈進行戰略轉型。根據上述兩種場景，與氣候相關的風險與機遇可能對本集團的業務產生以下影響：

Risk/Opportunity 風險／機遇	Potential Impact 潛在影響
Transition risk <ul style="list-style-type: none"> <li>• Policy restriction</li> </ul>	<ul style="list-style-type: none"> <li>• The environmental regulations with stringent emission requirements are likely to result in higher cost of operation of the Group. The Group may require investment in greener technology and continue monitoring the emission in the business operation in the medium term and long term.</li> </ul>
轉型風險 <ul style="list-style-type: none"> <li>• 政策限制</li> <li>• Rising reputation risk</li> <li>• 聲譽風險上升</li> </ul>	<ul style="list-style-type: none"> <li>• 設有嚴格排放要求的環保法規可能會導致本集團的營運成本上升。在中長期內，本集團可能需要投資於更環保的技術，並持續監測業務營運中的排放。</li> <li>• Mining activities are facing growing public scrutiny over their environmental and climate impacts. Stakeholders increasingly expect mining companies to align with global climate goals. Reputation risk may lead to higher cost of capital in the long term.</li> <li>• 採礦活動因其對環境及氣候造成的影響，正面臨日益嚴格的公眾審視。持份者越來越期望礦業公司能配合全球氣候目標。聲譽風險可能在長期內導致資本成本上升。</li> </ul>

# Climate-related Disclosure

## 氣候相關披露

Risk/Opportunity 風險／機遇	Potential Impact 潛在影響
Physical risk 實體風險	<ul style="list-style-type: none"> <li>Aqueduct of the World Resources Institute indicates that the location of the mining site in Shaanxi is in the area with low-medium riverine flood risk.</li> <li>Extreme weather may disrupt normal operation and damage critical infrastructure. For instance, mining operations may be closed for days, and transportation of goods may be obstructed. It is a long term and progressive risk with global warming.</li> </ul>
<ul style="list-style-type: none"> <li>Rainfall and flooding</li> <li>降雨及洪水</li> </ul> <ul style="list-style-type: none"> <li>Rising temperature</li> <li>氣溫上升</li> </ul>	<ul style="list-style-type: none"> <li>世界資源研究所的Aqueduct顯示，陝西省的礦場位於河流洪水風險屬中低級的區域。</li> <li>極端天氣可能擾亂正常運作並損毀關鍵基礎設施。例如，採礦作業可能停擺數日，貨物運輸亦可能受阻。隨著全球暖化，這已成為一種長期且日益加劇的風險。</li> <li>High temperature is a major risk to the health and safety of the workforce, particularly those working outdoors. It undermines the wellbeing and the productivity of the outdoor laborers in the long term.</li> <li>高溫是對勞工健康與安全的一大威脅，尤其是對戶外工作者而言。長期而言，這會損害戶外勞動者的健康與工作效率。</li> </ul>
Opportunity 機遇	<ul style="list-style-type: none"> <li>Shift in market demand</li> <li>市場需求變動</li> </ul>
<ul style="list-style-type: none"> <li>Shift in market demand</li> <li>市場需求變動</li> </ul>	<ul style="list-style-type: none"> <li>The urge of Molybdenum is one of the critical metals for transition to low-carbon energy. The policy of carbon neutrality and the global climate goal may result in greater demand for the Group's products in the short term, medium term and long term.</li> <li>鉬是邁向低碳能源轉型的關鍵金屬之一。碳中和政策及全球氣候目標可能在短期、中期及長期內帶動本集團產品的需求增長。</li> </ul>

# Climate-related Disclosure

## 氣候相關披露

Note 1: short term, medium term, and long term time horizons as 0–3 years, 3–5 years, and 5–10 years, respectively.

Note 2: The Group acknowledges the importance of climate-related scenario analysis in assessing resilience and long-term sustainability. However, at present, the Group faces significant challenges in producing quantitative outputs. Many climate-related factors, such as the potential impact of future regulatory changes on operating costs, shifts in market behavior, and indirect effects on supply chains, cannot be reliably quantified with the data currently available. Existing climate models provide broad projections but lack the granularity required to translate global or regional scenarios into precise business-level financial assessments. To avoid presenting figures that may give a false sense of precision, the Group has adopted a qualitative approach to scenario analysis. This method allows us to identify key vulnerabilities, explore plausible future pathways, and integrate climate considerations into strategic planning. The Group remains committed to enhancing its data collection and modeling capabilities and will continue to refine its approach as more reliable and sector-specific information becomes available.

In response to the challenge from climate-related risks and opportunities, the Group will continuously channels resources to adapt the changing landscape in compliance and mitigate the climate-related risk, for example, continuous monitoring of climate impacts on operation and workforce, shifting to energy-efficient vehicles and equipment, and maintaining a healthy and safe working environment for workforce.

During the Reporting Period there was no significant financial effect from climate-related risks and opportunities on the financial statements. Meanwhile, the Group expects its current strategy to manage the climate-related risk and opportunities will not result in significant financial effect on the financial position over the short term, medium term and long term time horizon.

附註1：短期、中期及長期的時間範圍分別定義為0至3年、3至5年及5至10年。

附註2：本集團認同氣候相關場景分析在評估韌性與長期可持續發展方面的重要性。然而，目前本集團在產出量化結果方面面臨重大挑戰。眾多氣候相關因素（例如未來法規變動對營運成本的潛在影響、市場行為的轉變以及對供應鏈的間接影響）均無法憑藉現有數據進行可靠的量化評估。現有的氣候模型雖能提供廣泛的預測，卻缺乏將全球或區域場景轉化為精確的企業層級財務評估所需的細緻度。為避免呈現可能使人錯判精確度的數據，本集團採用了定性方法進行場景分析。此方法使我們能夠識別關鍵缺陷、探索合理的未來發展路徑及將氣候因素納入戰略規劃之中。本集團持續致力於提升數據收集與建模能力，並將在獲得更可靠且具產業特性的資料後持續改善其方法。

為應對氣候相關風險與機遇帶來的挑戰，本集團將持續投入資源，以適應合規環境的變化並降低氣候相關風險，例如持續監測氣候對營運及員工的影響、轉用節能車輛及設備以及為員工維持健康安全的工作環境。

於報告期間，氣候相關風險及機遇並未對財務報表產生重大財務影響。與此同時，本集團預期其現行管理氣候相關風險及機遇的策略，在短期、中期及長期內均不會對財務狀況造成重大財務影響。

# Climate-related Disclosure

## 氣候相關披露

### RISK MANAGEMENT PROCESS

Climate change is a progressive and evolving process. To manage climate risk, the Group actively identifies risk and/or opportunity brought by climate change, assesses the potential impact of the risk and opportunity, prioritizes the risks that requires the most attention, and monitors the change of climate-related risk and opportunity.

We have integrated risk identification with stakeholder engagement and scenario analysis. Based on climate-related scenario, data and research readily available in the public domain is used to understand the potential effect. Prioritization balances urgency, feasibility, and values. High-probability, high-impact climate-related risks often take precedence. The Group prioritize climate-related risks by integrating them into their broader enterprise risk management frameworks, weighing them against financial, operational, and regulatory risks. We also pay attention to any change in climate-related risk that might be led by new policy, regulation and technology.

### METRICS AND TARGETS

The Group employs a structured framework of metrics and indicators that support a rigorous, data-driven evaluation. These parameters are systematically monitored and reviewed on a regular basis, ensuring that key dimensions and their corresponding measures are comprehensively addressed. Climate-related performance is also subject to continuous oversight, with practices refined and updated to remain aligned with business priorities and external developments.

The greenhouse gas emissions and the progress of the climate-related target during the Reporting Period are presented in the section “Environmental Protection”.

### 風險管理程序

氣候變化是一個漸進且不斷演變的過程。為管理氣候風險，本集團積極辨識氣候變化所帶來的風險及／或機遇，評估這些風險與機遇的潛在影響，優先處理最需關注的風險，並監測與氣候相關的風險及機遇的變化。

我們已將風險識別與持份者參與及場景分析相結合。基於氣候相關場景，我們運用現有公開數據與研究成果了解潛在影響。在設定優先順序時，我們會權衡緊急性、可行性及價值。高發生機率且影響重大的氣候相關風險通常被列為優先處理事項。本集團透過將氣候相關風險整合至更廣泛的企業風險管理框架中，並權衡該等風險與財務、營運及監管風險，從而對氣候相關風險進行優先排序。我們亦關注因新政策、法規及技術所引發的任何氣候相關風險變化。

### 指標及目標

本集團採用一套結構化的參數及指標框架，以支持嚴謹、數據驅動的評估。這些參數受到系統性的監控及定期審查，確保全面涵蓋關鍵領域及其相應的衡量標準。與氣候相關的績效亦受到持續監督，相關做法會不斷改進及更新，以確保與業務優先事項及外部發展保持一致。

報告期間內的溫室氣體排放量及與氣候相關目標的進展載於「環境保護」一節。

# Climate-related Disclosure

## 氣候相關披露

Greenhouse gas emissions are categorized into three scopes according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004):

**Scope 1 GHG emissions** Direct GHG emissions occur from sources that are owned or controlled by the Group.

**Scope 2 GHG emissions** GHG emissions from the generation of purchased electricity consumed by the Group.

**Scope 3 GHG emissions** Scope 3 emissions are a consequence of the activities of the Group, but occur from sources not owned or controlled by the Group.

In assessing greenhouse gas (GHG) emissions, the Group took the operational control approach and carefully reviewed the availability and completeness of data. Where direct measurement or verified data was limited, the Group applied a recognized estimation methodology to ensure that reported emissions figures remain relevant, complete, consistent, transparent, and accurate. This approach reflects the Group's commitment to providing reliable disclosures while acknowledging data constraints.

The calculation concepts of the quantification of emission data can be described as:

GHG emissions = Activity data × Emission Factor × Global Warming Potential (GWP) Values

Similar to last reporting period, activity data were collected from operational level in the GHG accounting process. Emission factors and GWP values were also gathered from recognized sources with the assumption of their reliability and accuracy. Those inputs were disclosed with the GHG data in the section "Environmental Protection".

Climate change has the potential to influence the business through transition risks, physical risks, and opportunities linked to the global shift toward a low-carbon economy. At this stage, sufficient information is not available to provide quantified disclosures on the proportion of assets or activities affected or aligned.

根據《溫室氣體盤查議定書：企業會計與報告標準（二零零四年）》，溫室氣體排放被劃分為三大範圍：

**範圍1溫室氣體排放** 來自本集團擁有或控制的排放源的直接溫室氣體排放。

**範圍2溫室氣體排放** 本集團消耗的外購電力所產生的溫室氣體排放。

**範圍3溫室氣體排放** 範圍3排放源於本集團的活動，但其排放來源並非由本集團擁有或控制。

在評估溫室氣體排放時，本集團採用營運控制方法，並仔細審查數據的可用性與完整性。當直接測量或經核實的數據有限時，本集團採用公認的估算方法，以確保所報告的排放數據仍然有意義、完整、一致、透明及準確。此方法體現了本集團在承認數據限制的同時，仍致力於提供可靠披露的承諾。

量化排放數據的計算概念可描述如下：

溫室氣體排放 = 活動數據 × 排放係數 × 全球暖化潛勢值

與上一報告期間類似，溫室氣體核算過程中，活動數據收集自營運層級。排放係數及全球暖化潛勢值亦來自公認來源，並假設其屬可靠準確。上述輸入數據連同溫室氣體數據於「環境保護」一節中披露。

氣候變化可能透過轉型風險、實體風險以及全球邁向低碳經濟所帶來的機遇，對業務產生影響。現階段尚無足夠資料，無法就受影響或與低碳經濟目標一致的資產或活動比例作出量化披露。

# Climate-related Disclosure

## 氣候相關披露

Qualitative considerations of climate-related risks and opportunities have already been incorporated into governance and strategic planning. Data collection and internal systems are being gradually improved, with stakeholder engagement supporting the development of capabilities for more detailed disclosures over time. This reflects a balanced approach aimed at resilience, transparency, and identifying emerging opportunities as the risk management framework evolves.

Capital expenditure, financing, and investment decisions are also being reviewed with climate factors in mind. Although quantified figures are not yet available, climate-related risks and opportunities are regarded as an important element of long-term strategic direction. During the Reporting Period, a carbon price was not applied in decision-making.

與氣候相關的風險與機遇的定性考量已納入管治及戰略規劃之中。數據收集與內部系統正逐步改善，並透過與持份者的互動逐步建立能力，以進行更詳盡的披露。這反映出一種平衡的方針，旨在提升韌性與透明度，並在風險管理框架演進的過程中識別新機遇。

在檢討資本開支、融資及投資決策時亦會將氣候因素納入考量。儘管目前尚無量化數據，與氣候相關的風險與機遇已被視為長期戰略方向的重要組成部分。於報告期間，決策過程中並未考慮碳價格。

# Operating Practices

## 營運實務

### SUPPLY CHAIN MANAGEMENT

Our Group's supply chain primarily includes petroleum resin raw material suppliers and utilities providers. Our Group prescribes transparent procurement procedures for selecting suitable suppliers in a fair, impartial and open manner. Our Group's procedures ensure fair competition when procuring, including objective selection criteria. These procedures protect the interests of both our Group and the supplier. Our Group's procurement considerations including but not limited to product or service quality, pricing and delivery time, aim to reduce procurement risk and enhance procurement efficiency. Our Group has measures to ensure that the products and services provided meet its standards. Our Group also monitors the environmental and social performance of its suppliers to ensure that its requirements are met, and to reduce the environmental and social risks caused by procurement. In the selection of suppliers, the Company has been strictly controlling the environmental, social and governance practice of suppliers, giving priority to environmentally friendly products and services. In FY2025, most of our major suppliers were located in Jiangsu Province and Zhejiang Province, the PRC.

### INTELLECTUAL PROPERTY RIGHTS

Intellectual property rights of the Group are its important assets and as such, the Group has made every effort to protect them. Meanwhile, the Group respects the intellectual property rights of any third party. Employees should not infringe or violate the patents, trademarks, copyrights or intellectual property rights of any third parties. These guidelines are reviewed annually by management to ensure their effectiveness.

### 供應鏈管理

本集團供應鏈主要包括石油樹脂原材料供應商及公用設施供應商。本集團定有透明的採購程序，以公平、公正、公開的方式挑選合適供應商。本集團程序設有客觀挑選準則，確保採購時公平競爭。該等程序可保障本集團及供應商的利益。本集團於採購時考慮各種因素，包括但不限於產品或服務品質、定價及交付時間，以減少採購風險，提高採購效率。本集團採取措施確保獲提供的產品及服務符合標準。本集團亦會監察供應商的環境及社會表現，確保彼等達標，減少採購所帶來的環境及社會風險。於挑選供應商時，本公司始終嚴格監控供應商的環境、社會及管治常規，優先選擇環保產品及服務。於二零二五財政年度，我們的供應商大部份在中國江蘇省及浙江省。

### 知識產權

本集團的知識產權是本集團的重要資產，因此，本集團已盡一切努力保護知識產權。同時，本集團尊重任何第三方的知識產權。僱員不得侵犯或違反任何第三方的專利、商標、版權或知識產權。管理層每年檢討該等準則，以確保其有效。

# Operating Practices

## 營運實務

### PRODUCT RESPONSIBILITY

Our Group is committed to upholding and enhancing the quality of its products for its customers and strictly in line with the Product Quality Law of the People's Republic of China and all relevant laws and regulations in respect of the health and safety, advertisement, label and privacy matters and remedies of products and services. Our Group regularly conducts inspection on its machinery and equipment employed in its mining, beneficiation and processing operations to ensure that they are safe and in good working order and our products are not defective as a result. During the Reporting Period, there are no breaches of the relevant laws and rules. Our Group has also established procedures for managing product defects. During the Reporting Period, there are no products sold subject to recalls for safety and health reasons and we have not received any complaints regarding material product defects. If customer complaints arise during the sales process, we will actively respond to customer issues and resolve them at the first instance. Our Group has procedures in place to assign senior personnel to deal and handle the transport logistics with customer, in the event that our products need to be recalled.

In order to enhance our product qualities, we also devoted ourselves in research and development activities. As at 31 December 2025, the chemical trading operation of our Group owned 54 patents. During the Reporting Period, the Group had not infringe any third party trademark or intellectual property rights. Our Group regards customer privacy as a matter of prime importance, and provides employees with guidance to prevent them from disclosing customer information. If any leak of customer information is found, our Group will rectify it promptly and administer punishment to responsible employees corresponding to the severity of the incident. Employees will also be held legally responsible in certain serious breach of our privacy policies. During the Reporting Period, there are no issue relating to the customer privacy in our Group.

### 產品責任

本集團致力維護並提高給予客戶的產品質量，嚴格遵守《中華人民共和國產品質量法》及所有涉及產品及服務的健康安全、廣告、標籤及私隱事宜和補救措施的相關法律法規。本集團定期檢查採礦、選礦及加工業務使用的機械設備，確保有關設備的工作狀態安全良好，不會導致產品出現缺陷。於報告期間並無違反相關法律法規的情況。本集團亦設有瑕疵產品管理程序。於報告期間，並無售出產品因安全及健康理由被召回，亦未有收到任何有關產品重大瑕疵的投訴。如果在銷售過程出現客戶投訴，我們會積極回應客戶問題，第一時間予以解決。本集團已制定程序，在產品需要召回的情況下，指派高級人員與客戶交涉並處理運輸物流。

我們亦致力於研發活動，以提高產品質量。截至二零二五年十二月三十一日，本集團化學品買賣業務擁有54項專利。於報告期間，本集團並無侵犯任何第三方商標或知識產權。本集團極其重視客戶私隱，並為僱員提供指引，防止彼等洩露客戶資料。一旦發現任何洩露客戶資料的情況，本集團將盡快糾正，並根據事件的嚴重程度，對涉事僱員處以相應懲罰。在若干嚴重違反隱私政策的情況下，亦將會追究僱員的法律責任。於報告期間，本集團並無遇到涉及客戶私隱的問題。

# Operating Practices

## 營運實務

### CORRUPTION PREVENTION

The Group strives to be ethical in its business operations, and does not tolerate any form of corruption, such as bribery, extortion, fraud or money laundering. The Group strictly complied with the Company Law of the People's Republic of China, the Law of the People's Republic of China on Anti-money Laundering, the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Banning Commercial Bribery and other relevant laws and regulations on prevention of bribery, extortion, fraud and money laundering. There exist effective measures throughout our Group including risk management and internal control policies to prevent any form of corruption. Such measures also provide our employees with clear guidance and training in dealing with receiving gifts and donation, conflict of interests, etc. Furthermore, our Group further strengthens the awareness of the Directors and the existing staff and new recruits by conducting periodic anti-corruption training. Any corruption related cases of the Group are required to report to a compliance committee for further investigation and actions where appropriate. During the Reporting Period there are no concluded legal cases regarding corrupt practices brought against the issuer or its employees.

### 預防貪污

本集團在業務經營中恪守道德，絕不容忍賄賂、敲詐、欺詐或洗錢等任何形式的貪污。本集團嚴格遵守《中華人民共和國公司法》、《中華人民共和國反洗錢法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》及其他涉及防止賄賂、敲詐、欺詐及洗錢的相關法律法規。本集團已採納有效措施（包括風險管理及內部監控政策）預防任何形式的貪污。該等措施亦在接受禮物、饋贈及利益衝突等問題的處理上，為僱員提供明確的指引及培訓。此外，本集團亦定期舉辦反貪污培訓，進一步加強董事、現職員工及新入職員工的反貪意識。本集團如有任何涉貪事件，均必須呈報合規委員會作進一步調查，並於適當時採取行動。於報告期間，並無任何針對發行人或其僱員有關貪污行為的已審結訴訟案件。

# Community 社區

## COMMUNITY INVESTMENT

### Community Engagement

Our Group appreciates the importance of giving back to the community and fulfilling its corporate social responsibilities. When developing its business, our Group inherently considers its potential for making a positive impact on the community. Our Group is constantly striving to understand the impact of its business on the communities in which it operates, and explores opportunities to contribute to them with a view of improving lives and enhancing our Group's brand image. The Group mainly participates in and supports the development of public welfare undertakings, such as, education, health, culture and sport events in the communities where our employees work and in the towns where our enterprises are located, by means of public welfare donations by our time participation and contribution of resources.

Compliance with applicable laws, rules and regulations with regard to environmental and social aspects are of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out in PRC. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in PRC.

### 社區投資

### 社區參與

本集團深明回饋社會及履行企業社會責任的重要性。於發展其業務時，本集團必然會考慮到其對社區產生積極影響的可能性。本集團不斷努力了解業務對營運所在地社區的影響，並尋找機會為其做出貢獻，以改善大眾生活及提升本集團的品牌形象。本集團主要通過投入時間參與及貢獻資源，以公益性捐助方式參與並支持僱員工作所在社區及企業所在城鎮的教育、衛生、文化及體育活動等公益事業的發展。

遵守有關環境及社會方面的適用法律、規則及法規至關重要，我們明白不合規風險可能對本集團造成不利影響。本集團已實施各項制度，並調派人力資源確保持續遵守法律。本集團的業務主要於中國營運。因此，本集團的成立及營運須遵守中國的所有適用法律及法規。



## Laws and Regulations 法律及法規

Compliance with applicable laws, rules and regulations with regard to environmental and social aspects are of paramount importance and we understand the risk of non-compliance that can be detrimental to the Group. The Group has implemented systems and allocated staff resources to ensure ongoing legal compliance. The Group's operations are mainly carried out in PRC. Accordingly, the Group's establishment and operations shall comply with all laws and regulations applicable in PRC.

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# HKEX ESG Content Index

## 香港交易所ESG內容索引

### A. ENVIRONMENTAL

#### A. 環境

##### Aspect A1:

##### Emissions

##### A1層面： 排放物

General Disclosure

一般披露

Information on:

有關大氣排放物、向水及土地的排污、有害及無害廢棄物的產生等的

(a) the policies; and  
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

遵守對發行人有重大影響的相關法律及規例

relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

的資料。

Note: Air emission include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations.

附註：大氣排放物包括氮氧化物、硫氧化物及國家法律法規規定的其他污染物。

Hazardous waste are those defined by national regulations.

有害廢棄物指國家法規規定的危險廢棄物。

Environmental

Protection

環境保護

KPI A1.1

The types of emissions and respective emission data.

Air Emissions

關鍵績效指標A1.1

排放物種類及相關排放數據。

大氣排放物

KPI A1.2

(Repealed 1 January 2025)

關鍵績效指標A1.2

(已於二零二五年一月一日廢止)

KPI A1.3

Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

Waste

關鍵績效指標A1.3

所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。

廢棄物

KPI A1.4

Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

Waste

關鍵績效指標A1.4

所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。

廢棄物

# HKEX ESG Content Index

## 香港交易所ESG內容索引

KPI A1.5  
 關鍵績效指標A1.5

Description of emission target(s) set and steps taken to achieve them.  
 描述所訂立的排放量目標及為達到這些目標所採取的步驟。

Environmental Protection  
 環境保護

KPI A1.6  
 關鍵績效指標A1.6

Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.  
 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。

Waste  
 廢棄物

### Aspect A2: Use of Resources A2層面：資源使用

General Disclosure  
 一般披露

Policies on the efficient use of resources, including energy, water and other raw materials.  
 有效使用資源（包括能源、水及其他原材料）的政策。  
 Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.  
 附註：資源可用於生產、儲存、運輸、建築物、電子設備等。

Use of Resources  
 資源使用

KPI A2.1  
 關鍵績效指標A2.1

Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).  
 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。

Energy Consumption  
 能耗

KPI A2.2  
 關鍵績效指標A2.2

Water consumption in total and intensity (e.g. per unit of production volume, per facility).  
 總耗水量及密度（如以每產量單位、每項設施計算）。

Water Consumption  
 水消耗

KPI A2.3  
 關鍵績效指標A2.3

Description of energy use efficiency target(s) set and steps taken to achieve them.  
 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。

Energy Consumption  
 能耗

# HKEX ESG Content Index

## 香港交易所ESG內容索引

	KPI A2.4	Description of whether there is any issue in Water sourcing water that is fit for purpose, water Consumption efficiency target(s) set and steps taken to achieve them.	
	關鍵績效指標A2.4	描述求取適用水源上可有任何問題，以水消耗及所訂立的用水效益目標及為達到這些目標所採取的步驟。	
	KPI A2.5	Total packaging material used for finished Packaging products (in tonnes) and, if applicable, with Material reference to per unit produced.	
	關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）包裝材料及（如適用）每生產單位估量。	
<b>Aspect A3: The Environmental and Natural Resources</b> <b>A3層面：環境及天然資源</b>	General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environmental Management 環境管理
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management
	關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境管理

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### B. SOCIAL

#### B. 社會

#### Employment and Labour Practices

#### 僱傭及勞工常規

#### Aspect B1:

#### Employment

#### B1層面：僱傭

General Disclosure

一般披露

Information on:

有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：

(a) the policies; and  
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer

遵守對發行人有重大影響的相關法律及規例

relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

的資料。

Employment and  
Labour Practice

僱傭及勞工常  
規

KPI B1.1

Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.

Employment and  
Labour Practice

關鍵績效指標B1.1

按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。

僱傭及勞工常  
規

KPI B1.2

Employee turnover rate by gender, age group and geographical region.

Employment and  
Labour Practice

關鍵績效指標B1.2

按性別、年齡組別及地區劃分的僱員流失比率。

僱傭及勞工常  
規

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Aspect B2: Health and Safety

#### B2層面：健康與安全

#### General Disclosure

一般披露

Information on:

有關提供安全工作環境及保障僱員避免職業性危害的：

- (a) the policies; and  
政策；及
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer  
遵守對發行人有重大影響的相關法律及規例

relating to providing a safe working environment and protecting employees from occupational hazards.  
的資料。

Occupational Health and Safety  
職業健康與安全

#### KPI B2.1

Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.

Occupational Health and Safety

#### 關鍵績效指標B2.1

過去三年（包括報告年度）每年因工亡故的人數及比率。

職業健康與安全

#### KPI B2.2

Lost days due to work injury.

Occupational Health and Safety  
職業健康與安全

#### 關鍵績效指標B2.2

因工傷損失工作日數。

#### KPI B2.3

Description of occupational health and safety measures adopted, and how they are implemented and monitored.

Occupational Health and Safety

#### 關鍵績效指標B2.3

描述所採納的職業健康與安全措施，以及相關執行及監察方法。

職業健康與安全

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Aspect B3: Development and Training B3層面：發展與 培訓

General Disclosure  
一般披露

Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  
有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。  
Note: Training refers to vocational training. It may include internal and external courses paid by the employer.  
附註：培訓指職業培訓，可能包括由僱主支付的內部和外部課程。

Training and  
Development  
培訓及發展

KPI B3.1  
關鍵績效指標B3.1

The percentage of employees trained by gender and employee category (e.g. senior management, middle management).  
按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。

Training and  
Development  
培訓及發展

KPI B3.2  
關鍵績效指標B3.2

The average training hours completed per employee by gender and employee category.  
按性別及僱員類別劃分，每名僱員完成受訓的平均時數。

Training and  
Development  
培訓及發展

### Aspect B4: Labour Standards B4層面：勞工準則

General Disclosure  
一般披露

Information on:  
有關防止童工或強制勞工的：  
(a) the policies; and  
政策；及  
(b) compliance with relevant laws and regulations that have a significant impact on the issuer  
遵守對發行人有重大影響的相關法律及規例  
relating to preventing child and forced labour.  
的資料。

Labour Standard  
勞工準則

KPI B4.1  
關鍵績效指標B4.1

Description of measures to review employment practices to avoid child and forced labour.  
描述檢討招聘慣例的措施以避免童工及強制勞工。

Labour Standard  
勞工準則

KPI B4.2  
關鍵績效指標B4.2

Description of steps taken to eliminate such practices when discovered.  
描述在發現違規情況時消除有關情況所採取的步驟。

Labour Standard  
勞工準則

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Operating Practices

#### 營運實務

#### Aspect B5: Supply

#### Chain Management

#### B5層面：供應鏈管理

##### General Disclosure

Policies on managing environmental and social risks of the supply chain.

##### 一般披露

管理供應鏈環境及社會風險的政策。

##### Supply Chain

Management

##### 供應鏈管理

##### KPI B5.1

Number of suppliers by geographical region.

##### Supply Chain

Management

##### 供應鏈管理

##### 關鍵績效指標B5.1

按地區劃分的供應商數目。

##### KPI B5.2

Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.

##### Supply Chain

Management

##### 供應鏈管理

##### 關鍵績效指標B5.2

描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。

##### KPI B5.3

Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.

##### Supply Chain

Management

##### 供應鏈管理

##### 關鍵績效指標B5.3

描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。

##### KPI B5.4

Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.

##### Supply Chain

Management

##### 供應鏈管理

##### 關鍵績效指標B5.4

描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Aspect B6: Product Responsibility B6層面：產品責任

#### General Disclosure

一般披露

Information on:

有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：

(a) the policies; and  
政策；及

(b) compliance with relevant laws and regulations that have a significant impact on the issuer  
遵守對發行人有重大影響的相關法律及規例

relating to health and safety, advertising, labelling and privacy matters

relating to products and services provided and methods of redress.  
的資料。

的資料。

Product

Responsibility

產品責任

KPI B6.1

Percentage of total products sold or shipped subject to recalls for safety and health reasons.

Product

Responsibility

關鍵績效指標B6.1

已售或已運送產品總數中因安全與健康理由而須回收的百分比。

產品責任

KPI B6.2

Number of products and service related complaints received and how they are dealt with.

Product

Responsibility

關鍵績效指標B6.2

接獲關於產品及服務的投訴數目以及應對方法。

產品責任

KPI B6.3

Description of practices relating to observing and protecting intellectual property rights.

Product

Responsibility

關鍵績效指標B6.3

描述與維護及保障知識產權有關的慣例。

產品責任

KPI B6.4

Description of quality assurance process and recall procedures.

Product

Responsibility

關鍵績效指標B6.4

描述質量檢定過程及產品回收程序。

產品責任

KPI B6.5

Description of consumer data protection and privacy policies, and how they are implemented and monitored.

Product

Responsibility

關鍵績效指標B6.5

描述消費者資料保障及私隱政策，以及相關執行及監察方法。

產品責任

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Aspect B7: Anti-corruption B7層面：反貪污

<p>General Disclosure 一般披露</p> <p>Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(c) the policies; and 政策；及</p> <p>(d) compliance with relevant laws and regulations that have a significant impact on the issuer 遵守對發行人有重大影響的相關法律及規例</p> <p>relating to bribery, extortion, fraud and money laundering. 的資料。</p>	<p>Corruption Prevention 預防貪污</p>	
<p>KPI B7.1</p> <p>關鍵績效指標B7.1</p>	<p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p>	<p>Corruption Prevention 預防貪污</p>
<p>KPI B7.2</p> <p>關鍵績效指標B7.2</p>	<p>Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。</p>	<p>Corruption Prevention 預防貪污</p>
<p>KPI B7.3</p> <p>關鍵績效指標B7.3</p>	<p>Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。</p>	<p>Corruption Prevention 預防貪污</p>

# HKEX ESG Content Index

## 香港交易所ESG內容索引

### Community

#### 社區

#### Aspect B8:

#### Community

#### Investment

#### B8層面：社區投資

General Disclosure

一般披露

Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.

有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。

Community

Engagement

社區參與

KPI B8.1

Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).

Community

Engagement

關鍵績效指標B8.1

專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。

社區參與

KPI B8.2

Resources contributed (e.g. money or time) to the focus area.

Community

Engagement

關鍵績效指標B8.2

在專注範疇所動用資源（如金錢或時間）。

社區參與



**NORTH MINING SHARES COMPANY LIMITED**  
北方礦業股份有限公司

